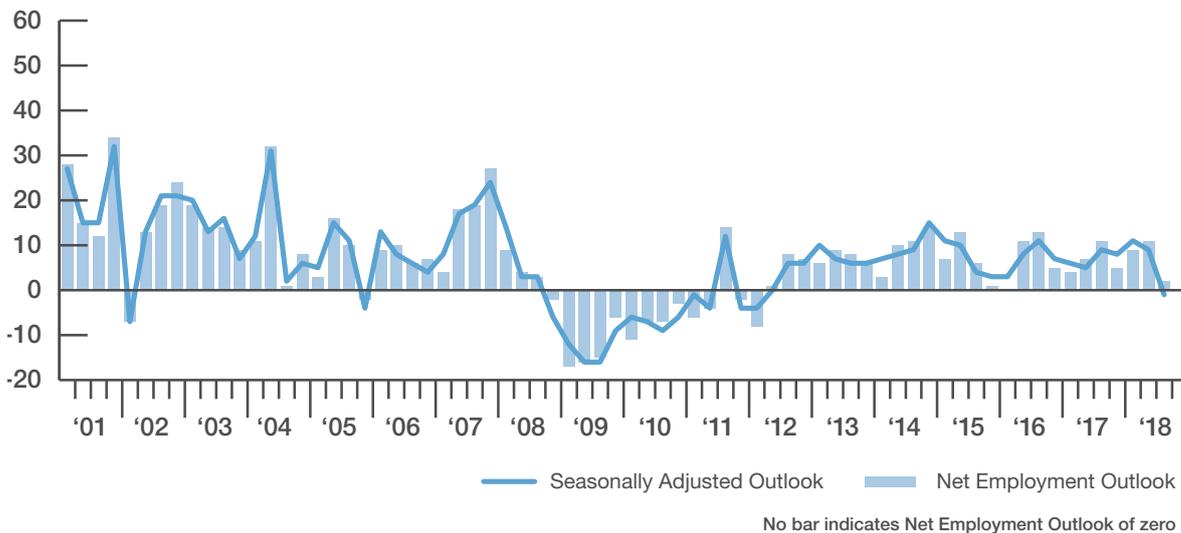




Manpower®

Employers are cautious about job creation

At -1%, employers in the West Midlands are subdued about the prospects for job creation for the coming quarter. There has been a considerable decrease in optimism when compared to three months ago. Hiring intentions have now entered negative territory for the first time in six years.



Q3 2018

West Midlands employment snapshot*

Average weekly pay

The West Midlands is the fifth highest-paid region in the UK, with an average weekly wage of **£562**. This is some £48 below the national average.

Employment

The rate of employment in the West Midlands is below the national average and stands at **73.7%**. The region has seen employment rise by 2.3 percentage points when compared to the same period last year.

Hiring Outlook

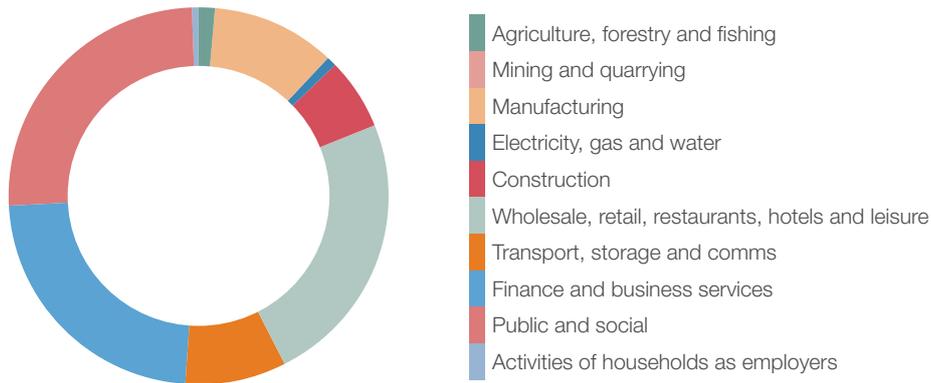
For the third quarter of 2018, the seasonally adjusted Net Employment Outlook in the West Midlands is **-1%** and below the national average (+4%).

Unemployment

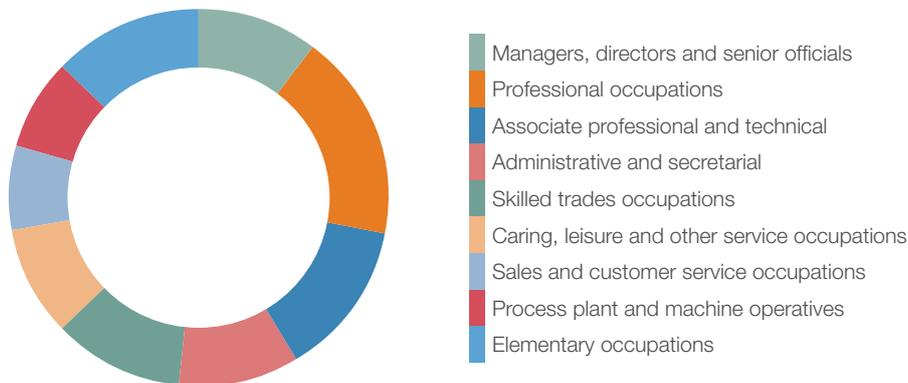
At **4.8%**, the unemployment rate is above the national average (4.2%) and is the second-highest in the UK.

2018
Q3

WHERE DO PEOPLE WORK?



WHAT DO PEOPLE DO?



Market overview

Despite a disappointing Outlook for job creation - and downsizing amongst some big regional manufacturers - the last few months has nevertheless seen a rise in demand for candidates in other sectors. This has been particularly the case for roles in the Contact Centre sector.

However regional employers are still facing a skills shortage, and in today's labour market this isn't surprising. Employers cannot expect to pay low rates for unsociable hours and receive the same levels of loyalty as a few years ago. And with employment relatively high, skilled candidates have more choices and are well aware of their own value. Many can afford to pick and choose between opportunities - and are doing so, even when offered a position.

To counter this, we're advising clients about the importance of planning ahead and ensuring that pay rates are competitive.