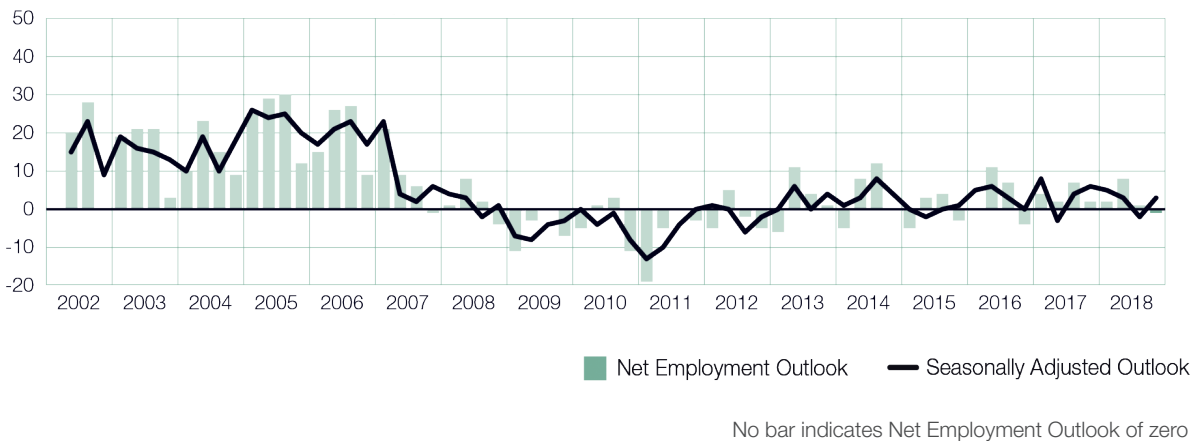




Hiring confidence in Scotland increases

Employers plan to increase their hiring activity in Scotland in the last three months of the year, driven by increased activity in the oil and gas, logistics, engineering and construction industries. The pick-up in hiring plans represents a five percentage point increase in the balance of hiring confidence since last quarter to **+3%** - a figure that is just behind the UK average of +4%.



2018
Q4

MARKET OVERVIEW

After a weak summer, employer hiring confidence is improving. This is being driven by increased activity in the oil and gas sector, as well as increased growth in customer sales and service roles in contact centres in Edinburgh and Glasgow. We are also seeing growing demand for technical skills such as fitters, electricians and general construction roles. There has always been a demand for HGV drivers and, as we move towards the end of the year, this becomes even more the case.

It is very much a candidate driven market, with those with the right skills very much in demand. We're seeing some evidence of wage inflation as employers battle to attract those with the right skills. It is a fast-moving market and good candidates are not hanging around for long, often having a couple of offers to choose from. The challenge for many employers will be in holding onto talent – and that is why many employers are focusing on the wider package they offer, such as different benefits, flexible working and training opportunities.