



EAST MIDLANDS EMPLOYER HIRING RAMPS UP IN 2019

- **East Midlands employers to keep recruiting in first quarter of 2019**
- **Balance of +11% plan to recruit more staff next quarter**
- **Shortage of candidates may dent hiring plans**

11 DECEMBER 2018: The East Midlands will be one of the best places for job seekers looking for a new role in early 2019, according to research from ManpowerGroup released today. A new report shows that a balance of +11% of the region's employers plan to take on more staff in the coming quarter. This compares to a national average of +6%.

Chris Gray, Director at ManpowerGroup, comments: "Many employers have been very cautious about their hiring plans this year as they hold back on making longer-term investments. The data today shows that hiring plans will pick up as we move into the New Year. But it is too early to say how far these green shoots will grow.

"Manufacturing employers have had a less confident year, whilst we know that there is strong demand for drivers and those with good customer service skills. Many employers are reporting a lack of candidates – especially in the office/business services sector. The risk is this will put a brake on these hiring plans. Some of this is due to candidates being less confident about the jobs market and economy and preferring to stay put; others are looking for an increase in pay that isn't forthcoming.

"As we move into 2019, it is important that employers focus on what their offer to candidates is if they want to attract the best talent: what are the training and progression opportunities, what is the working environment like, can they offer flexible working opportunities. Good candidates are in short-supply and employers need to make sure they stand out against their competition for this talent."

In the other regions, employers in the East are the most optimistic with a balance of +12% to add to their headcount. Employers in the West Midlands and Wales (both +10%) are also similarly upbeat. Job confidence is weaker in London (+3%) and Scotland (+2%). The weakest region for jobs will be the South East (-2%).

Employers in the Construction and Agriculture sectors (both +9%) will lead on job creation in early 2019 closely followed by Community & Social, Hotels & Retail and Utilities (all +7%). Closer examination of the data shows that High Street retailers will be recruiting at a thirteen year high of +12% - driven by high staff turnover as opposed to job creation. Employers in the Finance & Business Services sector will also continue to take on more staff in early 2019.

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NOTES TO EDITORS

A 'Net Employment Outlook' is calculated by subtracting those employers who plan to reduce staffing levels from those who plan to hire staff. A positive result indicates that more employers plan to increase rather than decrease staffing levels; a negative result reflects the opposite. [% increase - % decrease]

Commentary and full details on every sector and region can be found in the survey report at manpowergroup.co.uk/meos, or by calling the Press Office on 0207 404 5959/ manpower@brunswickgroup.com

For international comparisons and visual library with graphs, visit manpowergroup.com

Commentary is based on seasonally adjusted data where available. Full survey results for each of the 43 countries and territories included in this quarter's survey, plus regional and global comparisons, can be found in the ManpowerGroup Press Room at www.manpowergroup.com/meos. In addition, all tables and graphs from the full report are available to be downloaded for use in publication or broadcast from the ManpowerGroup Web site at: <http://www.manpowergroup.com/press/meos.cfm>

Note that in Quarter 2 2008, the Survey adopted the TRAMO-SEATS model for seasonal adjustment of data. As a result, you may notice some seasonally adjusted data points change slightly from previous reports. This model is recommended by the Eurostat department of the European Union and the European Central Bank, and is widely used internationally.

About the Survey

The world leader in innovative workforce solutions, ManpowerGroup releases the ManpowerGroup Employment Outlook Survey quarterly to measure employers' intentions to increase or decrease the number of employees in their workforce during the next quarter. It is the longest running, most extensive, forward-looking employment survey in the world, polling over 58,000 employers in 43 countries and territories. The survey serves as a bellwether of labour market trends and activities and is regularly used to inform the Bank of England's Inflation Reports, as well as a regular data source for the European Commission, informing its EU Employment Situation and Social Outlook report the *Monthly Monitor*. ManpowerGroup's independent survey data is also sourced by financial analysts and economists around the world to help determine where labour markets are headed.

About ManpowerGroup

ManpowerGroup® (NYSE: MAN), the leading global workforce solutions company, helps organizations transform in a fast-changing world of work by sourcing, assessing, developing and managing the talent that enables them to win. We develop innovative solutions for over 400,000 clients and connect 3+ million people to meaningful, sustainable work across a wide range of industries and skills. Our expert family of brands – Manpower®, Experis®, Right Management® and ManpowerGroup® Solutions – creates substantially more value for candidates and clients across 80 countries and territories and has done so for nearly 70 years. In 2017, ManpowerGroup was named one of the World's Most Ethical Companies for the seventh consecutive year and one of Fortune's Most Admired Companies, confirming our position as the most trusted and admired brand in the industry. See how ManpowerGroup is powering the future of work: www.manpowergroup.com