



## **YORKSHIRE EMPLOYER HIRING PLANS THREATENED BY LACK OF PEOPLE**

- **Yorkshire employers to keep recruiting in first quarter of 2019**
- **Balance of +8% plan to recruit more staff next quarter**
- **Strong demand in engineering, sales and customer services**

**11 DECEMBER 2018:** A shortage of good candidates will put at risk the hiring plans of Yorkshire employers in 2019 is the warning from ManpowerGroup in a new report released today. Research shows that a balance of +8% of the region's employers are planning to take on more staff in the coming quarter. This compares to a national average of +6%.

Jason Greaves, Director at ManpowerGroup, comments: "The jobs market is holding up remarkably well across the Yorkshire region. Many employers are upbeat about their plans for 2019. But at the same time, we're seeing an increasing shortage of good workers which threatens to put a brake on these plans.

"There is good demand across a number of areas - technical sales skills in the engineering sector is a hot spot at the moment. And we're also seeing particular demand for drivers as well as technicians for the logistics sector. Salaries are starting to increase for call centre opportunities in Leeds – particularly in the large outsourcing and financial services sectors. Salary is a key factor for candidates, but work-life balance is also an issue – commuting times around Leeds, for example, have been increasing and can impact on a candidate's decision-making.

"Good candidates are very much in demand and employers today need to think much more than just about pay – it is about what training and career progression opportunities are available, can someone work flexibly and what is the working environment like. Employers need to make sure they stand out against their competition for this talent. It is so important to understand the motivations of candidates and what they are looking for from the role and the organisation."

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 East Midlands are similarly upbeat (+11%) followed by those in the West Midlands and Wales (both +10%). 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% - being 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](http://manpowergroup.co.uk/meos), or by calling the Press Office on 0207 404 5959/ [manpower@brunswickgroup.com](mailto:manpower@brunswickgroup.com)

For international comparisons and visual library with graphs, visit [manpowergroup.com](http://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](http://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](http://www.manpowergroup.com)