

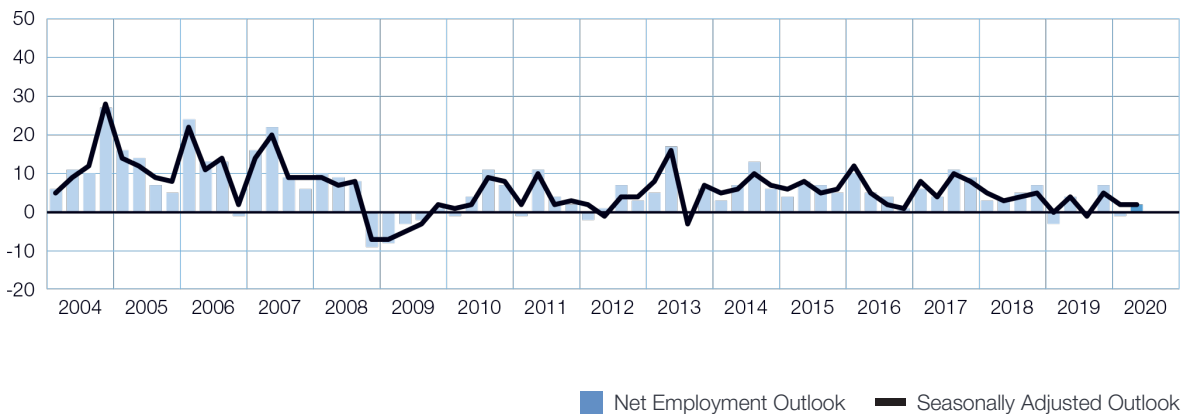


ManpowerGroup®



# Hiring plans to remain subdued in South East

Job seekers can expect the quiet hiring pace to continue in the forthcoming quarter, according to employers who report a Net Employment Outlook of +2%, Hiring plans are unchanged quarter-over-quarter, but decline by two percentage points when compared with the same period last year.



2020  
Q2

## MARKET OVERVIEW

No bar indicated Net Employment Outlook of zero

While the South-East sets out for high-skilled recruits this quarter, the impact of Brexit continues to loom over employers. Organisations are increasingly concerned about their ability to attract workers from EU countries, notably for IT and engineering roles. The introduction of IR35 in April is also applying pressure on pay rates, as skilled contractors increase their salary expectations to offset any additional costs incurred by the changes.

Where technical skills are in short supply, candidate demands are increasing. Talent pools are being challenged by organisations in neighboring London, which are often poaching local South-East talent for roles in the city. Technically skilled candidates are aware of both their market value and the pervasive skill shortages in their fields. Rising wage demands have been evident in negotiations, where candidates have been pitting prospective employers against one another to secure the best the best packages for themselves. When relocating for a new role, candidates are increasingly expecting support towards finding a new house, regional schools and new roles for partners.