

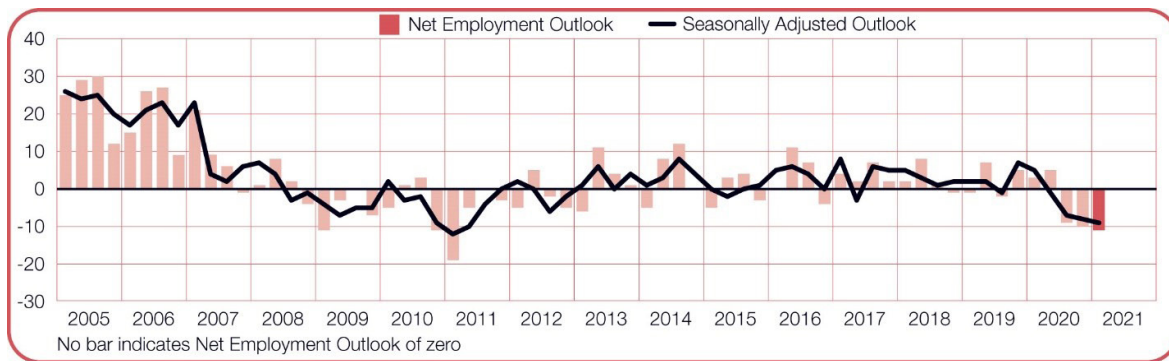


ManpowerGroup®



Scottish Employers Signal Opportunities in Food Manufacturing

With the Net Employment Outlook declining for five consecutive quarters, employers report the weakest hiring plans in more than nine years for the first quarter of 2021. The Outlook stands at -9%, remaining relatively stable in comparison with the prior quarter, but declining by 14 percentage points when compared with this time one year ago.



Q1 2021

MARKET OVERVIEW

Demand for staff in the food production sector has accelerated over the duration of the second lockdown, a trend expected to continue into 2021. Employers are citing their concerns around Brexit and the ability to recruit workers from the continent as we enter 2021. Some businesses in the north of Scotland have workforces of up to 70% non-UK born workers, raising concerns from many employers on how they will continue to recruit post-Brexit.

As a result of the Coronavirus there should be an even with a larger pool of talent to choose from in 2021, yet, many employers are still citing difficulty in finding new staff across the country. Candidate expectations have generally lowered over the course of the pandemic; with jobseekers willing to secure the safety of the first offer of employment rather than holding out to go through the recruitment process for multiple opportunities, meaning candidate availability is lower than many employers expect.