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## England Reports Record Hiring in South East and West Midlands

### MARKET OVERVIEW

Employers across England anticipate a very strong labour market during the July – September period, with a Net Employment Outlook of +35%. Compared with last quarter, hiring intentions have increased by 3 percentage-points, and 23 percentage-points year-on-year. This increase is driven by a strong Employment Outlook in London (+41%) and the South East (+38%). This figure is the highest recorded Outlook for the South East since the survey began in 1997. West Midlands recorded a hiring intention of +31%, which is the highest Outlook for the West Midlands on record.

There are a high number of temporary vacancies across England, particularly in the South East where demand for temporary roles since the decline in EU workers has not been filled despite Government investment. A major problem across multiple sectors and regions is salary and benefits not being attractive enough to draw in skilled candidates. Employers are adjusting to this with higher wages and better benefits but there is simply not enough skilled talent to meet demand.

There is also high demand for permanent roles across all regions, with employers increasingly prepared to make temporary to permanent conversions in order to lock down skilled talent. This is especially true in metropolitan hotspots, notably London and Birmingham. England's hiring Outlook outpaces Scotland and Wales by 8 to 10 percentage-points, principally driven by London's strong Outlook this quarter.

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