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# Scotland the only home nation to increase hiring intention in Q4

## MARKET OVERVIEW

Employers in Scotland anticipate a strong labour market during the October – December period, reporting a Net Employment Outlook of +26%. This is an increase of two percentage-points on last quarter, up four points year-on-year, and sits only 7 percentage-points behind Q1's record high. This is also the highest Q4 Outlook for Scotland on record.

Scotland is one of two regions in the UK to increase headcount going into the fourth quarter and are the only of the home nations to do so. Scotland joins Northern Ireland as one of two home nations to increase Outlook year-on-year.

Q4 2022