



ManpowerGroup®

REGIONAL FACTSHEET

SCOTLAND

Scotland Thunders on Despite COVID Restrictions

Employers anticipate the strongest labour market since the survey began in 1992 during the January to March period, reporting a Net Employment Outlook of +33%, Compared with last quarter, hiring intentions have increased by 9 percentage-points. Compared with Q1 2021, hiring Outlook is up 36 percentage-points. This is the highest hiring Outlook in Scotland on record.

MARKET OVERVIEW

Employers in Scotland continue their plans to hire into the new year, despite stricter COVID guidelines. Employers are investing in their Employer Value Proposition to attract candidates, providing more information about their temporary work offers than just the pay rate. Furthermore, employers previously paying minimum wage are now increasing their pay offering to outbid their competitors. Employers are switching from temporary to permanent contracts with candidates at a record pace to shore up talent.

The Scottish economy has bounced back more so than Wales despite similar COVID restrictions, as more sectors have been able to return to work full time or introduce hybrid working rather, than fully remote work seen more regularly in Wales. This growth has been driven by the strength of the manufacturing and food production sectors, which are raising employment Outlook both in cities and elsewhere across the country.

Q1 2022