

REC JOBS OUTLOOK RESEARCH

Methodology: ComRes interviewed 600 UK employees and owners involved in hiring by telephone between November 30th 2016 and February 8th 2017. Data were weighted to be representative of UK adults in employment by region, broad industry sector and public / private split. ComRes is a member of the British Polling Council and abides by its rules.

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REPUTATION | COMMUNICATIONS | PUBLIC POLICY

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Jobs Outlook - Combined

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Base: All respondents	
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Jobs Outlook - Combined

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Base: All who recruit temporary agency workers	

Jobs Outlook - Combined

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Base: All who do not employ apprentices	

Jobs Outlook - Combined

Sector

Base: All respondents

Significance Level: 95%

	WAVE			REGION						SIZE			SECTOR	
Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
	a	b	c	d	e	f	g	h	i	j	k	l	m	n
600	200	200	200	133	149	138	237	99	81	297	181	122	495	105
600	200	200	200	131	145	134	235	101	89	301	179	120	494	106
100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
494	165	165	165	106	125	115	194	79	70	241	154	100	494	-
82.4%	82.4%	82.4%	82.4%	80.4%	86.6%	85.5%	82.3%	78.0%	78.9%	80.0%	85.7%	83.3%	100.0%	-
													n	
106	35	35	35	26	19	20	42	22	19	60	26	20	-	106
17.6%	17.6%	17.6%	17.6%	19.6%	13.4%	14.5%	17.7%	22.0%	21.1%	20.0%	14.3%	16.7%	-	100.0%
													m	

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

S1. Which region is your organisation based in?

Base: All respondents

		WAVE			REGION						SIZE			SECTOR	
	Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	600	200	200	200	133	149	138	237	99	81	297	181	122	495	105
Weighted Total	600	200	200	200	131	145	134	235	101	89	301	179	120	494	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
South West	50	17	17	17	-	-	50	50	-	-	29	15	7	41	10
	8.4%	8.4%	8.4%	8.4%	-	-	37.5% deghi	21.4% dehi	-	-	9.5%	8.1%	6.0%	8.3%	9.1%
South East	84	28	28	28	-	-	84	84	-	-	50	24	10	74	10
	14.0%	14.0%	14.0%	14.0%	-	-	62.5% deghi	35.7% dehi	-	-	16.7% l	13.3%	8.3%	15.0%	9.4%
London	101	34	34	34	-	-	-	101	101	-	50	28	23	79	22
	16.8%	16.8%	16.8%	16.8%	-	-	-	42.9% defgi	100.0% defgi	-	16.6%	15.6%	19.1%	15.9%	21.0%
East of England	55	18	18	18	-	55	-	-	-	-	27	15	13	47	8
	9.2%	9.2%	9.2%	9.2%	-	38.2% dfghi	-	-	-	-	9.0%	8.6%	10.7%	9.5%	7.7%
West Midlands	49	16	16	16	-	49	-	-	-	-	27	14	9	43	6
	8.2%	8.2%	8.2%	8.2%	-	34.0% dfghi	-	-	-	-	8.9%	7.6%	7.5%	8.6%	6.1%
East Midlands	40	13	13	13	-	40	-	-	-	-	14	19	7	35	5
	6.7%	6.7%	6.7%	6.7%	-	27.8% dfghi	-	-	-	-	4.7%	10.7% j	5.6%	7.2%	4.5%
North West	64	21	21	21	64	-	-	-	-	-	34	17	13	48	16
	10.7%	10.7%	10.7%	10.7%	48.9% efghi	-	-	-	-	-	11.4%	9.6%	10.6%	9.7%	15.5%
North East	20	7	7	7	20	-	-	-	-	-	12	2	7	17	4
	3.4%	3.4%	3.4%	3.4%	15.5% efghi	-	-	-	-	-	3.9%	1.1%	5.7% k	3.4%	3.6%
Yorkshire & The Humber	47	16	16	16	47	-	-	-	-	-	19	19	9	41	6
	7.8%	7.8%	7.8%	7.8%	35.6% efghi	-	-	-	-	-	6.3%	10.4%	7.6%	8.3%	5.2%
Scotland	49	16	16	16	-	-	-	-	-	49	20	16	12	40	8
	8.1%	8.1%	8.1%	8.1%	-	-	-	-	-	54.7% defgh	6.6%	9.2%	10.3%	8.2%	7.8%
Wales	25	8	8	8	-	-	-	-	-	25	14	7	4	19	6
	4.2%	4.2%	4.2%	4.2%	-	-	-	-	-	28.4% defgh	4.7%	3.7%	3.7%	3.9%	5.7%
Northern Ireland	15	5	5	5	-	-	-	-	-	15	5	4	6	10	5
	2.5%	2.5%	2.5%	2.5%	-	-	-	-	-	16.9% defgh	1.8%	2.0%	5.1%	2.1%	4.3%

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

S1. Which region is your organisation based in?

Base: All respondents

	WAVE			REGION						SIZE			SECTOR		
	Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	600	200	200	200	133	149	138	237	99	81	297	181	122	495	105
Weighted Total	600	200	200	200	131	145	134	235	101	89	301	179	120	494	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Channel Islands	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
None of the above	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

S2. Which department do you work in, in your organisation?

Base: All respondents

		WAVE			REGION						SIZE			SECTOR	
	Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	600	200	200	200	133	149	138	237	99	81	297	181	122	495	105
Weighted Total	600	200	200	200	131	145	134	235	101	89	301	179	120	494	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
HR	313	117	87	109	62	76	75	128	52	47	105	117	91	270	43
	52.1%	58.5%	43.6%	54.4%	47.3%	52.9%	56.2%	54.3%	51.9%	52.5%	34.9%	65.6%	75.3%	54.6%	40.7%
		b		b								j	j	n	
Other	287	83	113	91	69	68	59	107	49	42	196	62	30	224	63
	47.9%	41.5%	56.4%	45.6%	52.7%	47.1%	43.8%	45.7%	48.1%	47.5%	65.1%	34.4%	24.7%	45.4%	59.3%
			ac								kl				m

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

S3. Which of the following best describes your level of seniority?

Base: All respondents

		WAVE			REGION						SIZE			SECTOR	
	Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	600	200	200	200	133	149	138	237	99	81	297	181	122	495	105
Weighted Total	600	200	200	200	131	145	134	235	101	89	301	179	120	494	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Senior management/ board level	261	89	80	92	64	57	58	101	43	40	158	70	33	209	52
	43.5%	44.5%	39.9%	46.0%	48.3%	39.2%	43.2%	42.9%	42.5%	44.7%	52.6%	38.8%	27.6%	42.3%	49.0%
											kl	l			
Management	224	66	88	71	47	54	49	87	39	36	106	70	48	182	42
	37.4%	33.1%	43.8%	35.3%	35.8%	37.7%	36.1%	37.1%	38.5%	40.0%	35.4%	39.0%	40.0%	36.8%	40.1%
			a												
Non-Manual	115	45	33	37	21	33	28	47	19	14	36	40	39	103	12
	19.1%	22.3%	16.3%	18.7%	15.9%	23.1%	20.7%	20.0%	19.0%	15.3%	12.0%	22.1%	32.4%	20.9%	10.9%
												j	jk	n	

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

S4. Which of the following, if any, are you involved in as part of your role?

Base: All respondents

	WAVE				REGION						SIZE			SECTOR	
	Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	600	200	200	200	133	149	138	237	99	81	297	181	122	495	105
Weighted Total	600	200	200	200	131	145	134	235	101	89	301	179	120	494	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Recruitment (hiring or engaging new staff on a permanent or temporary basis)	600	200	200	200	131	145	134	235	101	89	301	179	120	494	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Training of employees	457	144	157	156	113	110	99	166	67	68	238	149	70	373	84
	76.2%	72.2%	78.3%	77.9%	85.7% efgh	76.3%	73.9%	70.8%	66.6%	76.1%	79.3% i	83.0% j	58.2%	75.4%	79.7%
Assessment of employees	492	162	165	165	114	115	110	191	81	72	252	151	90	396	96
	82.0%	80.9%	82.7%	82.5%	86.9%	79.5%	82.1%	81.2%	80.1%	81.3%	83.7% k	84.3% l	74.5%	80.2%	90.8% m
Supporting employees (e.g. with questions or grievances)	550	187	176	186	125	131	122	216	94	78	286	167	97	454	96
	91.6%	93.6%	88.1%	93.1%	94.9%	90.7%	90.7%	91.8%	93.3%	88.0%	95.1% n	93.0% o	80.9%	91.8%	90.7%
None	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

D1. How many people are employed or engaged by your organisation at all locations?

Base: All respondents

		WAVE			REGION						SIZE			SECTOR	
	Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	600	200	200	200	133	149	138	237	99	81	297	181	122	495	105
Weighted Total	600	200	200	200	131	145	134	235	101	89	301	179	120	494	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
0-9	147	44	60	43	30	27	40	65	25	25	147	-	-	116	31
	24.5%	21.8%	30.1%	21.5%	22.5%	18.6%	29.8% e	27.7% e	24.9%	28.4%	48.9% kl	-	-	23.4%	29.4%
10-49	154	42	58	53	35	41	39	63	25	14	154	-	-	125	29
	25.6%	21.2%	29.0%	26.7%	26.9%	28.3% i	28.8% i	27.0% i	24.5%	15.7%	51.1% kl	-	-	25.2%	27.4%
50-249	179	74	45	60	38	48	38	66	28	27	-	179	-	154	26
	29.9%	37.2% b	22.5%	29.8%	28.7%	33.4%	28.6%	28.2%	27.7%	30.0%	-	100.0% jl	-	31.1%	24.2%
250+	120	39	37	44	29	29	17	40	23	23	-	-	120	100	20
	20.1%	19.7%	18.4%	22.0%	21.8% f	19.7%	12.8%	17.1%	22.8% f	25.9% f	-	-	100.0% jk	20.3%	19.0%

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

D3. What industry sector does your organisation work in?

Base: All respondents

		WAVE			REGION						SIZE			SECTOR	
	Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	600	200	200	200	133	149	138	237	99	81	297	181	122	495	105
Weighted Total	600	200	200	200	131	145	134	235	101	89	301	179	120	494	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Agriculture, forestry & fishing	9 1.5%	3 1.4%	3 1.5%	3 1.4%	2 1.4%	5 3.4%	1 .7%	2 .8%	1 1.0%	- -	5 1.6%	4 2.1%	- -	7 1.4%	2 1.9%
Production	53 8.8%	18 8.9%	18 8.8%	18 8.9%	16 12.1% fgh	18 12.6% fgh	5 3.5%	9 3.7%	4 3.9%	10 11.6% fgh	24 8.1%	18 10.2%	10 8.6%	40 8.0%	14 12.8%
Construction	37 6.2%	12 6.1%	13 6.3%	12 6.2%	10 8.0%	9 6.4%	7 5.5%	14 6.0%	7 6.6%	3 3.7%	21 6.9%	10 5.3%	7 5.7%	33 6.7%	4 3.5%
Motor trades	30 4.9%	10 5.0%	10 5.0%	10 4.8%	9 7.1%	7 4.6%	4 3.0%	9 3.8%	5 4.9%	5 5.4%	12 3.9%	9 5.0%	9 7.6%	20 4.0%	10 9.3% m
Wholesale	30 5.0%	9 4.7%	11 5.4%	10 4.9%	6 4.4%	7 5.1%	7 5.0%	11 4.9%	5 4.6%	5 6.1%	13 4.4%	12 6.4%	5 4.5%	26 5.2%	5 4.3%
Retail	28 4.7%	9 4.7%	9 4.6%	10 4.8%	8 6.4%	5 3.2%	9 6.5%	13 5.6%	5 4.6%	2 2.2%	15 5.0%	7 3.7%	7 5.6%	26 5.2%	3 2.5%
Transport & storage (inc. postal)	30 4.9%	10 5.1%	9 4.6%	10 5.0%	6 4.3%	5 3.3%	7 4.9%	12 4.9%	5 4.9%	8 8.5%	11 3.5%	11 6.4%	8 6.3%	25 5.0%	5 4.7%
Accommodation & food services	36 6.0%	12 6.1%	12 5.9%	12 6.1%	3 2.1%	11 7.5% d	13 9.7% d	20 8.3% d	6 6.4%	3 3.3%	13 4.2%	12 6.7%	11 9.4% j	30 6.0%	6 6.1%
Information & communication	24 4.0%	8 4.0%	8 4.0%	8 4.0%	3 2.3%	4 2.8%	10 7.3% i	17 7.2% di	7 7.0% i	- -	17 5.6% k	2 1.1%	5 4.3%	19 3.8%	5 4.7%
Finance & insurance	21 3.5%	7 3.5%	7 3.3%	7 3.5%	4 2.9%	3 2.0%	6 4.4%	7 2.9%	1 1.0%	7 8.1% egh	14 4.5%	6 3.4%	1 .8%	18 3.6%	3 2.7%
Property	12 1.9%	4 2.0%	4 1.8%	4 1.9%	2 1.4%	4 2.6%	3 2.1%	4 1.6%	1 .9%	2 2.4%	7 2.3%	4 2.1%	1 .8%	10 1.9%	2 1.9%
Professional, scientific & technical	51 8.5%	17 8.5%	17 8.5%	17 8.5%	12 9.0%	9 6.0%	11 8.2%	25 10.5%	14 13.6% e	6 6.4%	32 10.8%	10 5.6%	9 7.1%	46 9.3%	5 4.8%

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

D3. What industry sector does your organisation work in?

Base: All respondents

		WAVE			REGION						SIZE			SECTOR	
	Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	600	200	200	200	133	149	138	237	99	81	297	181	122	495	105
Weighted Total	600 100.0%	200 100.0%	200 100.0%	200 100.0%	131 100.0%	145 100.0%	134 100.0%	235 100.0%	101 100.0%	89 100.0%	301 100.0%	179 100.0%	120 100.0%	494 100.0%	106 100.0%
Business administration and support services	50	17	17	17	13	11	16	22	6	5	28	12	11	35	16
	8.3%	8.3%	8.4%	8.3%	9.8%	7.4%	11.6%	9.1%	5.9%	5.6%	9.2%	6.5%	9.1%	7.0%	14.7% m
Public administration and defence	28	10	9	9	5	7	8	11	4	6	16	8	4	23	5
	4.7%	4.8%	4.5%	4.7%	3.5%	4.5%	5.6%	4.7%	3.6%	6.5%	5.3%	4.7%	3.1%	4.7%	4.4%
Education	52	17	17	18	13	13	11	17	6	9	23	12	17	47	5
	8.7%	8.7%	8.6%	8.8%	10.2%	8.7%	8.4%	7.2%	5.6%	10.4%	7.8%	6.4%	14.2% jk	9.6%	4.4%
Health	76	25	26	25	12	23	15	29	14	12	29	32	16	64	13
	12.7%	12.6%	13.0%	12.6%	9.5%	15.7%	10.9%	12.3%	14.3%	13.8%	9.5%	18.0% j	13.0%	12.9%	12.2%
Arts, entertainment, recreation and other services	34	11	11	11	7	6	4	15	11	5	22	11	-	28	5
	5.6%	5.6%	5.6%	5.6%	5.7%	3.9%	2.8%	6.4%	11.2% ef	6.1%	7.4% l	6.3% l	-	5.7%	5.1%
Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS															
Net: Agriculture, forestry & fishing/Production	62	21	21	21	18	23	6	11	5	10	29	22	10	46	15
	10.3%	10.3%	10.3%	10.3%	13.6% fgh	16.0% fgh	4.2%	4.5%	4.9%	11.6% fg	9.8%	12.3%	8.6%	9.4%	14.7%
Net: Construction/Property	49	16	16	16	12	13	10	18	8	5	28	13	8	43	6
	8.1%	8.1%	8.1%	8.1%	9.4%	9.0%	7.7%	7.6%	7.5%	6.1%	9.2%	7.4%	6.4%	8.7%	5.4%
Net: Motor trades/Wholesale/Retail/Transport & storage (inc. postal)/Accommodation & food services	154	51	51	51	32	34	39	65	26	23	63	51	40	125	28
	25.6%	25.6%	25.6%	25.6%	24.3%	23.8%	29.1%	27.5%	25.4%	25.4%	21.0%	28.2%	33.3% j	25.3%	26.8%

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

D3. What industry sector does your organisation work in?

Base: All respondents

	WAVE				REGION						SIZE			SECTOR	
	Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	600	200	200	200	133	149	138	237	99	81	297	181	122	495	105
Weighted Total	600	200	200	200	131	145	134	235	101	89	301	179	120	494	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Net: Information & communication/Finance & insurance/Business administration and support services	95 15.8%	32 15.8%	32 15.8%	32 15.8%	20 15.0%	18 12.2%	31 23.2% e	45 19.2%	14 13.9%	12 13.7%	58 19.3% k	20 11.0%	17 14.2%	71 14.4%	23 22.1%
Net: Professional, scientific & technical	51 8.5%	17 8.5%	17 8.5%	17 8.5%	12 9.0%	9 6.0%	11 8.2%	25 10.5%	14 13.6% e	6 6.4%	32 10.8%	10 5.6%	9 7.1%	46 9.3%	5 4.8%
Net: Public administration and defence/ Education/Health	157 26.1%	52 26.1%	52 26.1%	52 26.1%	30 23.1%	42 28.9%	33 24.8%	57 24.2%	24 23.5%	27 30.8%	68 22.6%	52 29.1%	37 30.4%	134 27.2%	22 21.0%
Net: Arts, entertainment, recreation and other services/Other	34 5.6%	11 5.6%	11 5.6%	11 5.6%	7 5.7%	6 3.9%	4 2.8%	15 6.4%	11 11.2% ef	5 6.1%	22 7.4% l	11 6.3% l	- -	28 5.7%	5 5.1%

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q1. How much capacity, if any, is there in your organisation to take on more work without creating more jobs in the organisation?

Base: All respondents

		WAVE			REGION						SIZE			SECTOR	
	Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	600	200	200	200	133	149	138	237	99	81	297	181	122	495	105
Weighted Total	600	200	200	200	131	145	134	235	101	89	301	179	120	494	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
None – we would have to take on new staff	193	67	62	64	38	50	34	67	33	38	100	59	35	164	29
	32.2%	33.7%	31.0%	31.8%	29.1%	34.6%	25.3%	28.4%	32.6%	42.5% dfg	33.2%	32.7%	28.8%	33.2%	27.4%
A little – we might have to take on staff if demand grew this year	277	96	90	91	49	63	74	124	51	41	127	89	61	217	60
	46.2%	48.2%	44.9%	45.5%	37.1%	43.8%	54.7% d	52.9% d	50.5% d	45.8%	42.4%	49.9%	50.3%	43.9%	57.2% m
A fair amount – we could take on a lot more work now	110	31	41	38	39	25	21	35	14	10	61	27	22	97	12
	18.3%	15.3%	20.7%	18.8%	29.3% efghi	17.5%	15.7%	15.0%	14.1%	11.7%	20.2%	14.8%	18.4%	19.6%	11.8%
Considerable – we have a great deal of spare capacity	20	6	7	8	6	6	6	9	3	-	13	5	3	16	4
	3.4%	2.8%	3.4%	3.9%	4.4%	4.0%	4.3%	3.7%	2.8%	-	4.2%	2.6%	2.4%	3.3%	3.6%
NETS															
Net: None + A little	470	164	152	155	87	113	108	191	84	78	227	148	95	381	89
	78.4%	81.9%	76.0%	77.3%	66.3%	78.5% d	80.0% d	81.3% d	83.1% d	88.3% d	75.6%	82.6%	79.2%	77.1%	84.6%

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q2. Have you made any of the following changes to your workforce in the past year?

Base: All respondents

		WAVE			REGION						SIZE			SECTOR	
	Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	600	200	200	200	133	149	138	237	99	81	297	181	122	495	105
Weighted Total	600	200	200	200	131	145	134	235	101	89	301	179	120	494	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Redundancies	111	36	31	44	29	17	26	46	20	19	33	40	39	89	23
	18.6%	18.1%	15.6%	22.0%	22.0%	11.9%	19.7%	19.6%	19.5%	21.7%	10.9%	22.5%	32.0%	18.0%	21.4%
					e			e		e		j	j		
Reduced hours	77	20	30	27	16	15	13	27	14	18	27	29	21	61	16
	12.8%	9.9%	14.9%	13.7%	12.5%	10.5%	9.9%	11.6%	14.0%	20.3%	8.9%	16.0%	17.8%	12.3%	15.4%
								ef		ef		j	j		
Reduced pay / earnings	32	9	8	15	1	5	7	15	9	11	13	10	9	24	8
	5.3%	4.4%	4.2%	7.3%	.7%	3.3%	4.9%	6.4%	8.5%	12.4%	4.5%	5.4%	7.3%	4.9%	7.2%
							d	d	d	def					
Headcount freeze	74	30	25	18	16	12	15	30	15	17	28	28	18	61	13
	12.3%	15.0%	12.7%	9.2%	11.8%	8.3%	10.9%	12.6%	15.0%	18.8%	9.4%	15.7%	14.5%	12.4%	12.1%
								e		e		j			
Increased staffing	357	112	115	130	83	84	79	142	63	48	138	128	91	294	62
	59.4%	56.1%	57.3%	64.9%	63.3%	57.8%	58.9%	60.4%	62.4%	53.8%	45.9%	71.6%	75.3%	59.5%	59.1%
											j	j	j		
Increased pay/ earnings	391	129	121	140	85	93	90	159	69	54	171	133	88	325	67
	65.2%	64.7%	60.7%	70.2%	64.7%	64.3%	67.3%	67.6%	68.1%	60.9%	56.8%	74.0%	73.0%	65.6%	63.2%
				b								j	j		
None of the above	98	29	43	25	18	25	28	42	14	12	78	10	10	81	17
	16.3%	14.7%	21.7%	12.6%	14.0%	17.3%	21.1%	18.1%	14.0%	13.6%	26.1%	5.3%	8.3%	16.3%	16.5%
			c								kl				

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q3. Do you think economic conditions in the country as a whole are getting:

Base: All respondents

		WAVE			REGION						SIZE			SECTOR		
		Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		600	200	200	200	133	149	138	237	99	81	297	181	122	495	105
Weighted Total		600	200	200	200	131	145	134	235	101	89	301	179	120	494	106
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
A lot better	(5)	18	7	7	4	5	5	4	5	1	4	9	5	5	15	3
		3.0%	3.6%	3.4%	1.9%	3.6%	3.3%	2.8%	2.0%	.9%	4.2%	2.8%	2.6%	3.8%	3.0%	2.7%
A little better	(4)	186	55	60	71	47	44	51	68	17	27	96	56	34	157	29
		31.0%	27.3%	30.0%	35.7%	36.0%	30.1%	37.8%	29.0%	17.1%	30.3%	31.9%	31.3%	28.2%	31.8%	27.2%
						h	h	h	h		h					
No change	(3)	200	62	74	64	41	48	41	86	45	25	105	53	43	172	28
		33.3%	30.9%	36.9%	32.2%	31.5%	33.0%	30.5%	36.6%	44.8%	28.0%	34.8%	29.4%	35.4%	34.8%	26.5%
										dfi						
A little worse	(2)	130	53	39	38	22	29	31	58	27	22	66	42	22	101	28
		21.6%	26.4%	19.3%	19.2%	16.7%	19.8%	23.0%	24.5%	26.6%	24.4%	22.0%	23.2%	18.4%	20.5%	27.0%
A lot worse	(1)	42	13	18	11	12	9	6	12	6	9	20	12	9	31	11
		7.0%	6.6%	9.0%	5.4%	8.8%	6.5%	4.4%	5.0%	5.7%	10.7%	6.8%	6.9%	7.9%	6.2%	10.8%
Don't know		24	10	3	11	5	11	2	7	5	2	5	12	8	18	6
		4.0%	5.2%	1.4%	5.5%	3.5%	7.3%	1.4%	2.9%	4.9%	2.4%	1.6%	6.5%	6.4%	3.6%	5.8%
			b		b		fg						j	j		
NETS																
Net: Better		204	62	67	75	52	48	55	73	18	31	105	61	38	172	32
		34.0%	30.9%	33.4%	37.6%	39.6%	33.5%	40.7%	31.0%	18.0%	34.5%	34.8%	34.0%	32.0%	34.8%	30.0%
						h	h	h	h		h					
Net: Better/ No change		404	123	141	140	93	96	96	159	63	56	209	114	81	344	60
		67.3%	61.7%	70.3%	69.8%	71.0%	66.5%	71.1%	67.6%	62.8%	62.5%	69.6%	63.4%	67.4%	69.6%	56.5%
															n	
Net: Worse		172	66	57	49	33	38	37	69	33	31	86	54	32	132	40
		28.7%	33.0%	28.3%	24.7%	25.4%	26.3%	27.4%	29.5%	32.3%	35.1%	28.8%	30.2%	26.2%	26.7%	37.7%
															m	
Mean score		3.0	2.9	3.0	3.1	3.1	3.0	3.1	3.0	2.8	2.9	3.0	3.0	3.0	3.1	2.8
						h		h							n	

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q4. In view of the economic conditions, do you/does your organisation expect confidence in hiring and investment decisions to get:

Base: All respondents

		WAVE			REGION						SIZE			SECTOR			
		Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public	
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n	
Unweighted Total		600	200	200	200	133	149	138	237	99	81	297	181	122	495	105	
Weighted Total		600	200	200	200	131	145	134	235	101	89	301	179	120	494	106	
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
A lot better	(5)	26	7	11	9	10	7	5	8	3	3	12	5	9	24	3	
		4.4%	3.6%	5.3%	4.3%	7.3%	4.6%	3.6%	3.2%	2.7%	3.0%	4.1%	2.6%	7.8% k	4.8%	2.6%	
A little better	(4)	173	53	60	60	39	39	40	66	26	29	89	55	29	145	28	
		28.8%	26.4%	30.2%	29.9%	29.9%	27.0%	30.0%	28.0%	25.4%	32.4%	29.6%	30.7%	24.0%	29.3%	26.5%	
No change	(3)	257	86	86	85	53	56	63	115	52	33	141	69	47	213	44	
		42.9%	43.0%	43.1%	42.4%	40.1%	38.8%	46.6%	48.8%	51.8% e	37.7%	47.0%	38.7%	38.8%	43.1%	41.6%	
A little worse	(2)	64	25	16	23	15	17	9	19	11	13	29	19	16	55	9	
		10.7%	12.3%	8.2%	11.7%	11.1%	11.8%	6.6%	8.2%	10.5%	15.0% f	9.6%	10.7%	13.6%	11.2%	8.6%	
A lot worse	(1)	23	8	8	7	8	5	5	7	2	3	13	7	3	13	10	
		3.8%	4.0%	3.9%	3.4%	5.9%	3.3%	3.8%	3.0%	1.9%	3.3%	4.2%	3.8%	2.4%	2.6%	9.3% m	
Don't know		57	21	19	17	8	21	13	21	8	8	16	24	16	45	12	
		9.5%	10.7%	9.4%	8.3%	5.7%	14.5% d	9.5%	8.7%	7.6%	8.6%	5.5%	13.5% j	13.4% j	9.0%	11.4%	
NETS																	
Net: Better		199	60	71	68	49	46	45	73	28	31	101	60	38	168	31	
		33.2%	30.0%	35.5%	34.2%	37.2%	31.5%	33.5%	31.2%	28.1%	35.4%	33.7%	33.3%	31.8%	34.1%	29.1%	
Net: Better/ No change		456	146	157	153	102	102	108	188	81	65	242	129	85	382	75	
		76.1%	73.0%	78.6%	76.6%	77.3%	70.4%	80.1%	80.0% e	79.9%	73.1%	80.7% kl	72.0%	70.6%	77.2%	70.7%	
Net: Worse		87	33	24	30	22	22	14	26	13	16	42	26	19	68	19	
		14.5%	16.3%	12.0%	15.1%	17.0%	15.1%	10.4%	11.3%	12.4%	18.3%	13.9%	14.5%	16.1%	13.8%	17.9%	
Mean score		3.2	3.1	3.3	3.2	3.2	3.2	3.3	3.2	3.2	3.2	3.2	3.2	3.2	3.2 n	3.1	

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q5_SUM. In which of the following ways, if any, does your organisation recruit permanent members of staff and temporary or contract workers?

SUMMARY TABLE

Base: All respondents

	Permanent members of staff	Temporary or contract workers
Unweighted Total	600	600
Weighted Total	600 100.0%	600 100.0%
Advertise externally in newspapers/trade/ professional press	246 41.0%	119 19.8%
Recruitment agencies/ Search firms	296 49.3%	137 22.8%
Online job boards (e.g. Monster)	297 49.5%	162 27.1%
Internal Referrals	398 66.4%	208 34.6%
Talent pools and staff banks	100 16.6%	60 10.0%
Advertise on our own website	356 59.3%	209 34.8%
Social media and professional networking sites (e.g. Linked In)	331 55.1%	174 29.0%
Former employees and word of mouth	439 73.2%	246 41.0%
Jobcentre Plus / Universal Jobmatch	195 32.5%	106 17.6%
People approach us	393 65.6%	209 34.9%
Other	21 3.5%	14 2.3%
We have never recruited any of this kind of staff	56 9.4%	268 44.7%

Jobs Outlook - Combined

Q5_SUM. In which of the following ways, if any, does your organisation recruit permanent members of staff and temporary or contract workers?

SUMMARY TABLE

Base: All who have recruited this type of staff before

	Permanent members of staff	Temporary or contract workers
Unweighted Total	547	333
Weighted Total	544	332
	100.0%	100.0%
Advertise externally in newspapers/trade/ professional press	246	119
	45.2%	35.7%
Recruitment agencies/ Search firms	296	137
	54.4%	41.2%
Online job boards (e.g. Monster)	297	162
	54.7%	48.9%
Internal Referrals	398	208
	73.3%	62.7%
Talent pools and staff banks	100	60
	18.4%	18.1%
Advertise on our own website	356	209
	65.4%	63.0%
Social media and professional networking sites (e.g. Linked In)	331	174
	60.8%	52.4%
Former employees and word of mouth	439	246
	80.8%	74.1%
Jobcentre Plus / Universal Jobmatch	195	106
	35.9%	31.9%
People approach us	393	209
	72.4%	63.1%
Other	21	14
	3.8%	4.1%

Jobs Outlook - Combined

Q5_1. In which of the following ways, if any, does your organisation recruit permanent members of staff and temporary or contract workers?

Permanent members of staff

Base: All respondents

	WAVE				REGION						SIZE			SECTOR	
	Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	600	200	200	200	133	149	138	237	99	81	297	181	122	495	105
Weighted Total	600	200	200	200	131	145	134	235	101	89	301	179	120	494	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Former employees and word of mouth	439	155	131	153	90	105	103	177	74	67	193	148	99	367	72
	73.2%	77.7%	65.4%	76.6%	68.7%	72.4%	76.9%	75.4%	73.4%	75.7%	64.1%	82.4%	82.6%	74.3%	68.4%
		b		b								j	j		
Internal Referrals	398	135	118	146	81	93	94	166	72	58	150	151	97	338	60
	66.4%	67.6%	58.8%	72.8%	61.9%	64.1%	69.8%	70.6%	71.6%	65.6%	50.0%	84.4%	80.4%	68.4%	56.8%
				b								j	j	n	
People approach us	393	133	107	154	80	95	87	155	68	63	169	132	92	337	56
	65.6%	66.5%	53.3%	76.9%	61.2%	65.7%	64.7%	65.9%	67.5%	71.1%	56.1%	73.9%	76.7%	68.2%	53.1%
		b		ab								j	j	n	
Advertise on our own website	356	125	111	119	77	82	80	138	58	59	124	132	100	303	52
	59.3%	62.7%	55.6%	59.4%	58.3%	56.7%	59.3%	58.7%	57.7%	66.3%	41.1%	73.5%	83.3%	61.3%	49.5%
												j	jk	n	
Social media and professional networking sites (e.g. Linked In)	331	115	90	125	74	73	68	128	60	55	131	108	91	274	56
	55.1%	57.5%	45.1%	62.6%	56.3%	50.8%	50.7%	54.4%	59.5%	62.1%	43.6%	60.5%	75.5%	55.5%	53.1%
		b		b								j	jk		
Online job boards (e.g. Monster)	297	108	83	105	61	71	70	115	46	49	103	107	87	253	44
	49.5%	54.2%	41.7%	52.7%	46.4%	49.3%	52.0%	49.1%	45.2%	55.7%	34.4%	59.7%	72.3%	51.1%	42.1%
		b		b								j	jk		
Recruitment agencies/ Search firms	296	98	84	114	61	70	67	125	58	39	102	116	78	250	46
	49.3%	48.9%	42.1%	56.9%	46.6%	48.7%	50.0%	53.3%	57.6%	43.6%	33.8%	64.9%	64.8%	50.5%	43.8%
				b								j	j		
Advertise externally in newspapers/trade/ professional press	246	90	68	88	45	65	59	93	35	43	92	86	68	211	35
	41.0%	45.0%	33.9%	44.1%	34.0%	44.8%	43.8%	39.7%	34.3%	48.6%	30.6%	48.1%	56.3%	42.7%	33.2%
		b		b						d		j	j		
Jobcentre Plus / Universal Jobmatch	195	71	57	67	52	49	31	58	27	35	64	68	64	156	39
	32.5%	35.5%	28.7%	33.4%	39.9%	34.0%	23.3%	24.7%	26.7%	39.9%	21.1%	38.0%	52.8%	31.6%	36.8%
					fgh	f				fg		j	jk		

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q5_1. In which of the following ways, if any, does your organisation recruit permanent members of staff and temporary or contract workers?

Permanent members of staff

Base: All respondents

		WAVE			REGION						SIZE			SECTOR	
	Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	600	200	200	200	133	149	138	237	99	81	297	181	122	495	105
Weighted Total	600	200	200	200	131	145	134	235	101	89	301	179	120	494	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Talent pools and staff banks	100	24	30	46	22	21	17	35	18	22	22	42	36	84	15
	16.6%	12.0%	14.8%	23.1%	16.8%	14.3%	12.7%	15.1%	18.2%	24.3%	7.4%	23.3%	29.8%	17.1%	14.6%
			ab							f		j	j		
Other	21	-	12	9	3	4	5	11	7	3	8	8	5	19	2
	3.5%	-	6.1%	4.3%	2.3%	2.6%	3.4%	4.8%	6.5%	3.2%	2.5%	4.7%	4.0%	3.8%	1.9%
			a	a											
We have never recruited any of this kind of staff	56	10	38	9	14	16	13	21	8	4	53	2	1	40	17
	9.4%	4.8%	19.0%	4.3%	10.9%	11.2%	9.6%	9.1%	8.3%	5.0%	17.8%	1.1%	.8%	8.1%	15.7%
			ac								kl				m

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q5_2. In which of the following ways, if any, does your organisation recruit permanent members of staff and temporary or contract workers?

Temporary or contract workers

Base: All respondents

	WAVE				REGION						SIZE			SECTOR	
	Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	600	200	200	200	133	149	138	237	99	81	297	181	122	495	105
Weighted Total	600	200	200	200	131	145	134	235	101	89	301	179	120	494	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Former employees and word of mouth	246	90	85	71	56	48	56	97	40	45	101	78	66	204	42
	41.0%	45.0%	42.3%	35.6%	42.5%	33.2%	42.0%	41.1%	39.8%	51.0%	33.7%	43.8%	54.9%	41.2%	39.7%
										e		j	j		
People approach us	209	76	68	66	49	45	47	76	30	39	83	67	59	180	30
	34.9%	38.1%	33.8%	32.8%	37.1%	31.2%	34.8%	32.5%	29.4%	44.2%	27.8%	37.6%	48.7%	36.4%	28.0%
										h		j	j		
Advertise on our own website	209	76	74	60	47	44	45	75	29	43	65	74	69	175	34
	34.8%	37.9%	36.8%	29.8%	35.6%	30.6%	33.7%	31.8%	29.2%	48.6%	21.8%	41.5%	57.6%	35.4%	31.9%
										efgh		j	jk		
Internal Referrals	208	67	78	63	44	41	52	88	36	35	72	76	60	177	31
	34.6%	33.6%	38.8%	31.5%	33.4%	28.4%	38.5%	37.4%	36.0%	39.3%	24.0%	42.6%	49.6%	35.7%	29.7%
												j	j		
Social media and professional networking sites (e.g. Linked In)	174	63	52	58	41	39	38	62	24	32	65	52	56	143	31
	29.0%	31.7%	26.1%	29.2%	30.9%	26.7%	28.4%	26.5%	23.9%	36.4%	21.7%	29.3%	46.8%	29.0%	29.0%
													jk		
Online job boards (e.g. Monster)	162	57	58	47	35	36	33	60	28	31	55	52	55	139	23
	27.1%	28.7%	29.1%	23.3%	26.9%	24.6%	24.3%	25.7%	27.7%	34.8%	18.1%	29.3%	46.1%	28.1%	22.2%
												j	jk		
Recruitment agencies/ Search firms	137	53	51	32	27	30	36	59	22	21	33	61	42	112	25
	22.8%	26.7%	25.5%	16.1%	20.4%	20.8%	27.2%	24.9%	21.8%	24.0%	11.1%	33.9%	35.2%	22.6%	23.4%
		c	c									j	j		
Advertise externally in newspapers/trade/ professional press	119	46	38	35	21	29	30	45	15	23	42	40	36	103	16
	19.8%	22.8%	19.2%	17.3%	15.9%	20.0%	22.4%	19.3%	15.1%	26.1%	14.0%	22.4%	30.1%	20.8%	14.9%
												j	j		
Jobcentre Plus / Universal Jobmatch	106	35	34	37	31	24	19	33	14	18	31	36	39	85	21
	17.6%	17.7%	16.8%	18.4%	23.3%	16.5%	14.1%	14.2%	14.2%	20.3%	10.3%	19.9%	32.6%	17.1%	20.2%
					g							j	jk		

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q5_2. In which of the following ways, if any, does your organisation recruit permanent members of staff and temporary or contract workers?

Temporary or contract workers

Base: All respondents

		WAVE			REGION						SIZE			SECTOR	
	Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	600	200	200	200	133	149	138	237	99	81	297	181	122	495	105
Weighted Total	600	200	200	200	131	145	134	235	101	89	301	179	120	494	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Talent pools and staff banks	60	16	23	21	13	10	13	25	11	13	11	25	24	50	10
	10.0%	8.2%	11.3%	10.6%	10.1%	6.7%	10.0%	10.5%	11.2%	14.1%	3.5%	14.1%	20.3%	10.1%	9.5%
												j	j		
Other	14	1	8	5	4	5	3	5	2	-	5	2	7	13	1
	2.3%	.5%	3.9%	2.4%	3.1%	3.3%	2.1%	2.0%	1.9%	-	1.6%	1.1%	5.7%	2.6%	.9%
			a										jk		
We have never recruited any of this kind of staff	268	81	84	103	58	70	64	114	50	26	165	71	32	220	48
	44.7%	40.7%	42.1%	51.4%	44.2%	48.6%	47.9%	48.7%	49.7%	28.7%	55.0%	39.4%	26.9%	44.5%	45.8%
			a		i	i	i	i	i		kl	l			

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q5_1. In which of the following ways, if any, does your organisation recruit permanent members of staff and temporary or contract workers?

Permanent members of staff

Base: All who have recruited this type of staff before

	WAVE				REGION						SIZE			SECTOR	
	Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	547	190	164	193	119	133	126	218	92	77	247	179	121	457	90
Weighted Total	544	190	162	191	117	128	121	214	92	84	247	177	119	455	89
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Former employees and word of mouth	439	155	131	153	90	105	103	177	74	67	193	148	99	367	72
	80.8%	81.6%	80.8%	80.1%	77.1%	81.6%	85.1%	82.9%	80.0%	79.7%	77.9%	83.3%	83.2%	80.8%	81.1%
Internal Referrals	398	135	118	146	81	93	94	166	72	58	150	151	97	338	60
	73.3%	71.1%	72.6%	76.0%	69.5%	72.2%	77.3%	77.6%	78.1%	69.1%	60.8%	85.4%	81.1%	74.4%	67.4%
												j	j		
People approach us	393	133	107	154	80	95	87	155	68	63	169	132	92	337	56
	72.4%	69.9%	65.8%	80.4%	68.7%	74.0%	71.6%	72.5%	73.6%	74.8%	68.3%	74.8%	77.3%	74.2%	63.0%
				ab										n	
Advertise on our own website	356	125	111	119	77	82	80	138	58	59	124	132	100	303	52
	65.4%	65.9%	68.7%	62.1%	65.5%	63.9%	65.7%	64.5%	63.0%	69.8%	50.0%	74.4%	84.0%	66.7%	58.7%
												j	jk		
Social media and professional networking sites (e.g. Linked In)	331	115	90	125	74	73	68	128	60	55	131	108	91	274	56
	60.8%	60.5%	55.8%	65.4%	63.2%	57.2%	56.0%	59.9%	64.9%	65.3%	53.1%	61.2%	76.1%	60.4%	63.0%
												jk	jk		
Online job boards (e.g. Monster)	297	108	83	105	61	71	70	115	46	49	103	107	87	253	44
	54.7%	57.0%	51.5%	55.0%	52.0%	55.6%	57.5%	54.0%	49.3%	58.6%	41.8%	60.4%	72.9%	55.6%	49.9%
												j	jk		
Recruitment agencies/ Search firms	296	98	84	114	61	70	67	125	58	39	102	116	78	250	46
	54.4%	51.4%	52.0%	59.4%	52.3%	54.9%	55.4%	58.6%	62.9%	45.9%	41.1%	65.6%	65.3%	54.9%	51.9%
									i			j	j		
Advertise externally in newspapers/trade/ professional press	246	90	68	88	45	65	59	93	35	43	92	86	68	211	35
	45.2%	47.2%	41.9%	46.1%	38.2%	50.4%	48.4%	43.7%	37.4%	51.2%	37.2%	48.7%	56.7%	46.4%	39.3%
												j	j		
Jobcentre Plus / Universal Jobmatch	195	71	57	67	52	49	31	58	27	35	64	68	64	156	39
	35.9%	37.3%	35.4%	34.9%	44.8%	38.3%	25.7%	27.2%	29.1%	42.0%	25.7%	38.4%	53.2%	34.4%	43.6%
					fgh	fg		fg				j	jk		

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q5_1. In which of the following ways, if any, does your organisation recruit permanent members of staff and temporary or contract workers?

Permanent members of staff

Base: All who have recruited this type of staff before

	WAVE			REGION						SIZE			SECTOR		
	Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	547	190	164	193	119	133	126	218	92	77	247	179	121	457	90
Weighted Total	544	190	162	191	117	128	121	214	92	84	247	177	119	455	89
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Talent pools and staff banks	100	24	30	46	22	21	17	35	18	22	22	42	36	84	15
	18.4%	12.7%	18.3%	24.1%	18.9%	16.1%	14.1%	16.6%	19.9%	25.6%	9.0%	23.5%	30.1%	18.6%	17.3%
			a	a						f		j	j		
Other	21	-	12	9	3	4	5	11	7	3	8	8	5	19	2
	3.8%	-	7.5%	4.5%	2.6%	2.9%	3.8%	5.2%	7.1%	3.3%	3.1%	4.7%	4.1%	4.1%	2.2%
			a	a											

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q5_2. In which of the following ways, if any, does your organisation recruit permanent members of staff and temporary or contract workers?

Temporary or contract workers

Base: All who have recruited this type of staff before

		WAVE			REGION						SIZE			SECTOR	
	Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	333	119	116	98	75	78	72	122	50	58	133	111	89	277	56
Weighted Total	332	119	116	97	73	74	70	121	51	63	135	109	88	274	57
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Former employees and word of mouth	246	90	85	71	56	48	56	97	40	45	101	78	66	204	42
	74.1%	75.9%	73.0%	73.3%	76.3%	64.6%	80.7% e	80.0% e	79.1%	71.5%	74.9%	72.2%	75.2%	74.3%	73.1%
People approach us	209	76	68	66	49	45	47	76	30	39	83	67	59	180	30
	63.1%	64.3%	58.3%	67.5%	66.5%	60.6%	66.9%	63.3%	58.3%	62.0%	61.7%	62.0%	66.7%	65.5% n	51.6%
Advertise on our own website	209	76	74	60	47	44	45	75	29	43	65	74	69	175	34
	63.0%	63.8%	63.5%	61.4%	63.9%	59.5%	64.8%	61.9%	58.0%	68.2%	48.4%	68.4% j	78.8% j	63.9%	58.9%
Internal Referrals	208	67	78	63	44	41	52	88	36	35	72	76	60	177	31
	62.7%	56.7%	67.0%	64.9%	60.0%	55.2%	74.0% ei	72.9% ei	71.5%	55.1%	53.3%	70.2% j	67.8% j	64.3%	54.8%
Social media and professional networking sites (e.g. Linked In)	174	63	52	58	41	39	38	62	24	32	65	52	56	143	31
	52.4%	53.4%	45.0%	60.0% b	55.5%	51.9%	54.5%	51.6%	47.6%	51.0%	48.2%	48.3%	64.0% jk	52.2%	53.5%
Online job boards (e.g. Monster)	162	57	58	47	35	36	33	60	28	31	55	52	55	139	23
	48.9%	48.4%	50.3%	48.0%	48.3%	47.8%	46.6%	50.1%	55.0%	48.8%	40.3%	48.3%	63.1% jk	50.6%	41.0%
Recruitment agencies/ Search firms	137	53	51	32	27	30	36	59	22	21	33	61	42	112	25
	41.2%	45.1%	44.0%	33.1%	36.5%	40.4%	52.1% i	48.5%	43.4%	33.7%	24.8%	55.9% j	48.2% j	40.8%	43.2%
Advertise externally in newspapers/trade/ professional press	119	46	38	35	21	29	30	45	15	23	42	40	36	103	16
	35.7%	38.4%	33.2%	35.5%	28.6%	38.9%	43.1%	37.6%	30.1%	36.6%	31.2%	37.0%	41.2%	37.5%	27.5%
Jobcentre Plus / Universal Jobmatch	106	35	34	37	31	24	19	33	14	18	31	36	39	85	21
	31.9%	29.9%	29.1%	37.8%	41.8% g	32.1%	27.2%	27.6%	28.3%	28.6%	22.9%	32.8%	44.7% j	30.8%	37.2%

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q5_2. In which of the following ways, if any, does your organisation recruit permanent members of staff and temporary or contract workers?

Temporary or contract workers

Base: All who have recruited this type of staff before

	WAVE				REGION						SIZE			SECTOR	
	Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	333	119	116	98	75	78	72	122	50	58	133	111	89	277	56
Weighted Total	332	119	116	97	73	74	70	121	51	63	135	109	88	274	57
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Talent pools and staff banks	60	16	23	21	13	10	13	25	11	13	11	25	24	50	10
	18.1%	13.9%	19.5%	21.7%	18.1%	13.0%	19.2%	20.5%	22.2%	19.8%	7.8%	23.3%	27.7%	18.3%	17.5%
												j	j		
Other	14	1	8	5	4	5	3	5	2	-	5	2	7	13	1
	4.1%	.8%	6.8%	5.0%	5.5%	6.4%	4.1%	4.0%	3.8%	-	3.6%	1.8%	7.8%	4.6%	1.7%
			a										k		

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q6. How satisfied or dissatisfied are you with the quality of candidates presented to you by your recruitment agencies?

Base: All who use recruitment agencies

		WAVE			REGION						SIZE			SECTOR		
		Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		314	103	93	118	65	80	73	132	59	37	107	123	84	264	50
Weighted Total		310	103	91	117	64	76	70	129	59	41	105	122	83	261	49
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Very satisfied	(5)	53	16	15	22	14	10	8	21	14	8	22	18	13	46	7
		17.1%	16.0%	16.5%	18.6%	22.4%	12.9%	11.0%	16.5%	23.0%	18.7%	20.9%	15.1%	15.4%	17.7%	14.1%
Fairly satisfied	(4)	167	51	52	64	32	44	41	66	25	25	50	69	49	143	24
		53.8%	49.9%	57.0%	54.7%	49.2%	58.1%	58.6%	51.1%	42.2%	61.5%	47.2%	56.1%	58.8%	54.8%	48.1%
Neither satisfied nor dissatisfied	(3)	52	16	17	19	14	14	12	23	12	2	19	18	16	41	12
		16.9%	16.0%	18.5%	16.5%	21.1%	17.8%	16.7%	18.2%	19.9%	4.8%	17.7%	15.0%	18.8%	15.6%	23.9%
					i				i							
Fairly dissatisfied	(2)	29	13	6	10	4	8	6	13	7	5	13	12	4	24	5
		9.4%	12.6%	6.9%	8.5%	5.9%	9.9%	8.1%	9.7%	11.6%	12.9%	12.6%	9.9%	4.6%	9.3%	10.1%
Very dissatisfied	(1)	5	2	1	2	1	1	1	2	1	1	2	2	1	3	2
		1.5%	1.7%	1.1%	1.7%	1.5%	1.3%	1.4%	1.5%	1.6%	2.1%	1.7%	1.6%	1.2%	1.1%	3.7%
Don't know		4	4	-	-	-	-	3	4	1	-	-	3	1	4	-
		1.3%	3.8%	-	-	-	-	4.2%	3.0%	1.7%	-	-	2.4%	1.2%	1.5%	-
			c													
NETS																
Net: Satisfied		220	68	67	85	46	54	49	87	38	33	72	87	61	190	30
		70.9%	65.9%	73.4%	73.3%	71.6%	70.9%	69.6%	67.6%	65.2%	80.2%	68.0%	71.2%	74.2%	72.5%	62.2%
Net: Dissatisfied		34	15	7	12	5	9	7	14	8	6	15	14	5	27	7
		10.9%	14.3%	8.1%	10.2%	7.4%	11.3%	9.5%	11.2%	13.2%	15.0%	14.3%	11.5%	5.8%	10.4%	13.8%
Mean score		3.8	3.7	3.8	3.8	3.9	3.7	3.7	3.7	3.7	3.8	3.7	3.7	3.8	3.8	3.6

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q7. How satisfied or dissatisfied are you overall with the recruitment agencies you have used in the last 2 years?

Base: All who use recruitment agencies

		WAVE			REGION						SIZE			SECTOR		
		Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		314	103	93	118	65	80	73	132	59	37	107	123	84	264	50
Weighted Total		310	103	91	117	64	76	70	129	59	41	105	122	83	261	49
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Very satisfied	(5)	60	18	18	23	16	13	13	24	12	7	26	21	12	55	5
		19.2%	17.9%	19.6%	20.1%	25.0%	16.6%	18.0%	18.7%	19.6%	16.7%	24.7%	17.4%	14.9%	20.9%	10.2%
Fairly satisfied	(4)	169	54	52	63	26	46	42	72	30	25	51	62	56	137	32
		54.4%	52.6%	57.1%	54.0%	40.4%	59.7%	59.9%	55.8%	50.9%	62.4%	48.8%	50.4%	67.5%	52.3%	66.0%
						d	d	d	d		d			jk		
Neither satisfied nor dissatisfied	(3)	42	14	10	18	11	13	6	15	10	3	15	16	11	35	8
		13.7%	14.0%	10.7%	15.7%	16.7%	17.4%	8.1%	11.9%	16.5%	7.3%	14.6%	13.4%	12.8%	13.3%	15.8%
Fairly dissatisfied	(2)	24	7	9	8	6	3	4	10	6	6	10	13	1	23	1
		7.7%	7.1%	9.4%	6.8%	9.0%	3.6%	5.6%	7.5%	9.8%	13.6%	9.2%	10.7%	1.2%	8.7%	2.2%
											e	l	l			
Very dissatisfied	(1)	5	2	1	2	2	-	2	3	1	-	1	2	2	3	2
		1.5%	1.9%	1.0%	1.7%	3.0%	-	2.7%	2.2%	1.6%	-	.9%	1.5%	2.4%	1.1%	3.8%
Don't know		11	7	2	2	4	2	4	5	1	-	2	8	1	10	1
		3.5%	6.5%	2.3%	1.7%	5.9%	2.6%	5.7%	3.9%	1.7%	-	1.8%	6.4%	1.2%	3.7%	2.0%
NETS																
Net: Satisfied		229	73	70	86	42	58	55	96	42	32	77	83	68	191	37
		73.7%	70.6%	76.6%	74.1%	65.4%	76.3%	77.9%	74.5%	70.5%	79.1%	73.5%	67.9%	82.4%	73.2%	76.1%
														k		
Net: Dissatisfied		29	9	9	10	8	3	6	13	7	6	11	15	3	26	3
		9.2%	8.9%	10.4%	8.5%	12.0%	3.6%	8.3%	9.7%	11.4%	13.6%	10.1%	12.3%	3.5%	9.8%	6.1%
											e		l			
Mean score		3.9	3.8	3.9	3.9	3.8	3.9	3.9	3.8	3.8	3.8	3.9	3.8	3.9	3.9	3.8

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q8_1. Which of the following job functions, if any, are you involved in recruiting for permanent members of staff and temporary agency workers?

Permanent members of staff

Base: All who recruit permanent members of staff

	Total	WAVE			REGION						SIZE			SECTOR	
		December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	547	190	164	193	119	133	126	218	92	77	247	179	121	457	90
Weighted Total	544	190	162	191	117	128	121	214	92	84	247	177	119	455	89
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Accounting and financial services	261	87	82	92	50	65	62	98	37	48	95	91	75	214	47
	48.1%	45.9%	50.8%	48.0%	43.1%	50.5%	50.7%	46.0%	39.9%	56.5%	38.2%	51.6%	63.2%	47.1%	52.8%
										h		j	jk		
Construction	75	34	19	22	25	14	14	20	6	16	31	22	22	61	14
	13.8%	17.9%	11.9%	11.3%	21.1%	10.9%	11.3%	9.4%	7.0%	18.9%	12.7%	12.3%	18.2%	13.5%	15.4%
					efgh					gh					
Drivers	113	47	32	34	29	31	24	34	10	19	33	43	37	89	24
	20.7%	24.7%	19.5%	17.8%	24.4%	24.2%	19.4%	15.9%	11.2%	22.7%	13.2%	24.2%	31.3%	19.5%	27.2%
					h	h				h		j	j		
Education	74	19	26	29	18	19	15	20	5	17	25	26	23	66	8
	13.6%	10.1%	16.1%	15.0%	15.5%	14.8%	12.3%	9.1%	5.0%	20.4%	10.3%	14.5%	19.1%	14.6%	8.8%
					h	h				gh			j		
Engineering & technical	192	76	52	64	50	43	35	62	27	37	70	68	55	162	31
	35.4%	40.2%	31.9%	33.5%	42.5%	33.4%	29.1%	29.0%	28.9%	44.3%	28.1%	38.1%	46.2%	35.5%	34.5%
					fgh					fgh		j	j		
Executive recruitment / interim management	181	63	55	63	36	34	46	77	31	34	58	61	62	147	34
	33.4%	33.0%	34.1%	33.1%	31.2%	26.7%	37.9%	35.9%	33.2%	40.1%	23.4%	34.6%	52.1%	32.3%	38.6%
										e		j	jk		
Health & social care	80	34	20	25	18	22	12	20	7	20	25	28	26	69	11
	14.6%	18.1%	12.5%	13.0%	15.5%	17.0%	10.1%	9.2%	8.1%	23.4%	10.2%	16.1%	21.7%	15.2%	11.9%
						g				fgh			j		
Hospitality	65	22	18	25	13	16	16	23	7	13	21	19	25	54	11
	12.0%	11.6%	11.2%	13.0%	11.5%	12.2%	13.1%	10.6%	7.3%	15.8%	8.6%	10.6%	21.0%	11.8%	12.9%
													jk		
Industrial	105	35	33	38	27	28	21	31	10	19	32	37	36	83	21
	19.2%	18.1%	20.1%	19.6%	23.0%	22.1%	16.9%	14.4%	11.0%	22.0%	12.9%	20.7%	30.3%	18.3%	24.0%
					gh	h						j	j		
Legal & HR	185	53	61	70	36	42	40	73	33	33	56	61	68	151	34
	34.0%	28.1%	37.8%	36.8%	30.9%	32.8%	33.1%	34.2%	35.6%	39.7%	22.5%	34.3%	57.3%	33.2%	38.1%
												j	jk		
Life sciences	23	4	8	11	5	6	4	7	4	4	8	5	10	20	3
	4.2%	2.0%	5.1%	5.6%	4.1%	5.0%	3.0%	3.4%	4.0%	4.9%	3.1%	2.7%	8.7%	4.4%	3.1%
													jk		

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q8_1. Which of the following job functions, if any, are you involved in recruiting for permanent members of staff and temporary agency workers?

Permanent members of staff

Base: All who recruit permanent members of staff

		WAVE			REGION						SIZE			SECTOR	
	Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	547	190	164	193	119	133	126	218	92	77	247	179	121	457	90
Weighted Total	544	190	162	191	117	128	121	214	92	84	247	177	119	455	89
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Marketing, media & creative	221 40.7%	69 36.1%	70 43.5%	82 42.9%	55 47.3% e	33 25.9%	48 39.8% e	97 45.6% e	49 53.1% e	35 41.7% e	85 34.4%	66 37.5%	70 58.4% jk	181 39.8%	40 45.3%
Office professionals	350 64.3%	107 56.3%	117 72.0% a	126 65.8%	72 61.4%	77 60.1%	83 68.0%	140 65.2%	57 61.7%	61 72.7%	142 57.5%	122 68.7% j	86 72.2% j	290 63.8%	60 66.9%
Sales & retail	202 37.2%	60 31.8%	70 43.3% a	72 37.5%	57 48.4% egh	36 28.2%	44 36.5%	74 34.7%	30 32.3%	35 41.9% e	83 33.6%	70 39.5%	49 41.2%	166 36.5%	36 40.7%
Technology	209 38.4%	64 33.6%	67 41.3%	78 40.9%	48 41.2%	40 31.2%	48 39.5%	88 40.9%	40 42.8%	33 39.2%	77 31.0%	63 35.7%	69 57.8% jk	170 37.4%	39 43.4%
None	24 4.5%	8 4.0%	4 2.5%	13 6.6%	6 5.0%	6 4.5%	2 1.5%	9 4.1%	7 7.6% f	4 4.7%	13 5.2%	9 4.9%	3 2.5%	19 4.3%	5 5.7%

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q8_2. Which of the following job functions, if any, are you involved in recruiting for permanent members of staff and temporary agency workers?

Temporary agency workers

Base: All who recruit temporary agency workers

		WAVE			REGION						SIZE			SECTOR	
	Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	140	54	53	33	28	31	38	61	23	20	34	63	43	114	26
Weighted Total	137	53	51	32	27	30	36	59	22	21	33	61	42	112	25
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Accounting and financial services	43	20	18	5	6	10	14	18	5	9	9	13	21	38	5
	31.5%	37.2%	35.4%	15.7%	21.4%	32.7%	37.5%	31.5%	21.4%	42.4%	25.6%	21.9%	49.8%	34.1%	19.6%
		c											jk		
Construction	12	3	7	2	3	1	2	6	4	3	5	2	5	11	1
	8.8%	5.2%	14.3%	6.0%	10.4%	3.1%	5.2%	9.6%	16.9%	12.7%	16.2%	3.2%	11.1%	10.0%	3.6%
											k				
Drivers	17	8	9	1	4	5	5	5	-	4	3	9	6	14	3
	12.6%	14.4%	16.7%	2.9%	14.4%	16.4%	13.3%	8.3%	-	16.5%	8.3%	14.1%	13.6%	12.7%	11.8%
Education	14	5	7	2	3	4	2	4	2	3	4	5	5	11	3
	10.0%	9.5%	12.9%	6.4%	11.0%	13.3%	5.1%	6.6%	8.9%	13.8%	11.3%	8.4%	11.5%	9.6%	12.1%
Engineering & technical	29	11	14	4	3	6	11	14	4	6	8	13	8	25	4
	21.0%	20.1%	27.5%	12.2%	10.4%	19.3%	29.2%	24.6%	16.8%	26.7%	24.6%	21.0%	18.0%	22.4%	14.6%
Executive recruitment / interim management	20	8	8	3	3	4	7	12	5	1	5	5	10	14	6
	14.4%	15.3%	16.5%	9.5%	10.2%	13.4%	19.0%	19.9%	21.4%	5.7%	14.8%	8.4%	22.6%	12.2%	24.0%
													k		
Health & social care	12	6	4	2	1	3	6	6	-	3	4	4	5	11	1
	9.0%	10.9%	8.8%	6.2%	3.9%	9.9%	15.7%	9.8%	-	11.9%	10.8%	6.4%	11.3%	10.1%	4.1%
Hospitality	16	6	5	4	2	4	4	5	1	5	3	5	8	13	3
	11.4%	11.8%	10.6%	12.1%	7.4%	13.0%	10.4%	8.0%	4.1%	23.6%	7.7%	8.5%	18.6%	11.4%	11.5%
Industrial	31	10	13	8	5	10	8	11	4	5	7	17	7	27	5
	22.8%	19.3%	25.2%	24.8%	18.0%	32.2%	21.3%	19.5%	16.6%	24.7%	22.0%	27.9%	16.1%	23.7%	18.7%
Legal & HR	28	11	12	5	4	8	8	14	7	2	5	6	17	21	7
	20.7%	20.7%	24.1%	15.6%	14.0%	26.6%	21.3%	24.6%	30.0%	10.5%	14.3%	10.1%	41.1%	19.1%	28.0%
													jk		
Life sciences	3	-	3	-	-	-	2	3	1	-	2	-	1	2	1
	1.9%	-	5.2%	-	-	-	4.8%	4.5%	4.1%	-	5.2%	-	2.1%	1.6%	3.6%
Marketing, media & creative	20	6	10	4	4	3	8	11	4	2	5	5	10	17	4
	15.0%	11.7%	19.9%	12.6%	13.6%	9.6%	21.1%	19.6%	17.1%	11.5%	13.9%	8.9%	24.5%	15.0%	14.9%
													k		

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q8_2. Which of the following job functions, if any, are you involved in recruiting for permanent members of staff and temporary agency workers?

Temporary agency workers

Base: All who recruit temporary agency workers

		WAVE			REGION						SIZE			SECTOR	
	Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	*d	e	f	g	*h	*i	j	k	l	m	*n
Unweighted Total	140	54	53	33	28	31	38	61	23	20	34	63	43	114	26
Weighted Total	137	53	51	32	27	30	36	59	22	21	33	61	42	112	25
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Office professionals	60	25	23	12	11	14	18	27	8	8	11	24	25	50	10
	43.7%	46.4%	45.8%	35.8%	41.4%	45.3%	50.4%	45.8%	38.1%	38.7%	32.9%	39.6%	58.0%	44.8%	38.7%
												j			
Sales & retail	25	9	12	4	4	4	9	12	3	5	7	7	10	19	6
	18.2%	16.1%	24.1%	12.3%	13.6%	13.4%	24.2%	20.2%	13.6%	25.2%	22.4%	12.0%	23.6%	17.1%	23.3%
Technology	25	7	15	3	4	5	10	13	4	3	6	8	11	21	4
	18.1%	12.5%	29.5%	9.4%	13.6%	16.6%	26.3%	23.0%	17.5%	12.5%	19.0%	12.6%	25.4%	18.8%	14.9%
			ac												
None	15	8	1	6	3	2	4	8	4	2	5	8	2	12	3
	10.7%	14.8%	1.8%	18.1%	10.4%	6.0%	10.1%	13.2%	18.4%	10.8%	15.4%	12.4%	4.5%	10.4%	12.2%
		b		b											

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q10_SUM. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next three months?

SUMMARY TABLE

Base: All who recruit permanent members of staff in each job function

	Total	Increase greatly	Increase slightly	Stay the same	Decrease slightly	Decrease greatly	Don't know	Net: Increase	Net: Decrease	Net: Increase + Stay the same	Mean
Accounting and financial services	261 100.0%	2 .7%	34 13.1%	205 78.5%	2 .7%	2 .8%	16 6.2%	36 13.8%	4 1.5%	241 92.3%	3.1
Construction	75 100.0%	3 3.7%	19 25.2%	41 55.0%	3 3.8%	- -	9 12.3%	22 28.9%	3 3.8%	63 84.0%	3.3
Drivers	113 100.0%	1 .8%	16 13.9%	88 77.8%	- -	- -	8 7.5%	17 14.7%	- -	104 92.5%	3.2
Education	74 100.0%	3 3.6%	12 15.6%	49 65.7%	5 6.4%	- -	6 8.7%	14 19.2%	5 6.4%	63 84.9%	3.2
Engineering & technical	192 100.0%	6 2.9%	50 26.2%	120 62.7%	2 1.0%	1 .5%	13 6.7%	56 29.1%	3 1.5%	176 91.8%	3.3
Executive recruitment / interim management	181 100.0%	2 1.0%	18 10.0%	147 81.3%	5 2.5%	- -	9 5.2%	20 11.0%	5 2.5%	167 92.3%	3.1
Health & social care	80 100.0%	9 11.6%	17 21.5%	45 57.1%	2 2.5%	- -	6 7.3%	26 33.1%	2 2.5%	72 90.2%	3.5
Hospitality	65 100.0%	6 8.8%	16 24.8%	38 57.7%	1 1.4%	- -	5 7.3%	22 33.6%	1 1.4%	60 91.3%	3.4
Industrial	105 100.0%	4 3.6%	22 20.9%	71 67.5%	2 1.9%	1 .9%	5 5.2%	26 24.5%	3 2.8%	96 92.0%	3.3
Legal & HR	185 100.0%	2 1.0%	15 8.1%	155 83.6%	1 .5%	1 .6%	11 6.1%	17 9.1%	2 1.1%	172 92.8%	3.1
Life sciences	23 100.0%	1 3.9%	4 16.8%	13 58.0%	1 4.5%	1 4.1%	3 12.7%	5 20.8%	2 8.6%	18 78.7%	3.1
Marketing, media & creative	221 100.0%	2 .9%	49 22.3%	156 70.4%	3 1.3%	- -	11 5.1%	51 23.2%	3 1.3%	207 93.6%	3.2
Office professionals	350 100.0%	4 1.1%	58 16.7%	272 77.9%	4 1.1%	1 .3%	10 2.9%	62 17.8%	5 1.4%	335 95.7%	3.2
Sales & retail	202 100.0%	11 5.3%	40 19.5%	144 71.0%	2 .9%	- -	7 3.2%	50 24.8%	2 .9%	194 95.9%	3.3
Technology	209 100.0%	6 2.7%	46 21.8%	144 68.7%	2 .9%	1 .4%	11 5.4%	51 24.5%	3 1.3%	195 93.2%	3.3
Average (response based including bases)	2336 100.0%	59 2.5%	416 17.8%	1688 72.3%	33 1.4%	8 .3%	132 5.7%	475 20.3%	41 1.8%	2162 92.6%	3.2

Jobs Outlook - Combined

Q10_SUM. Average across all sectors (response based)

SUMMARY TABLE

Base: All who recruit permanent members of staff in each job function

		WAVE			REGION						SIZE			SECTOR		
		Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		2338	771	736	831	553	528	522	877	355	380	828	795	715	1920	418
Weighted Total		2336	775	730	830	540	507	511	863	352	425	840	781	715	1923	413
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	59	27	18	13	15	25	9	19	10	1	26	18	15	56	3
		2.5%	3.5%	2.5%	1.6%	2.7%	4.9%	1.7%	2.2%	2.9%	.2%	3.1%	2.3%	2.1%	2.9%	.7%
			c			i	fgi	i	i	i					n	
Increase slightly	(4)	416	110	158	147	100	83	102	174	72	58	159	151	106	345	70
		17.8%	14.2%	21.7%	17.7%	18.5%	16.4%	19.9%	20.2%	20.6%	13.7%	19.0%	19.3%	14.8%	18.0%	17.0%
				ac				i	i	i		l	l			
Stay same	(3)	1688	585	477	625	394	364	368	613	245	316	635	557	496	1371	316
		72.3%	75.5%	65.3%	75.3%	73.1%	71.7%	72.0%	71.1%	69.7%	74.4%	75.6%	71.3%	69.4%	71.3%	76.6%
			b		b							l			m	
Decrease slightly	(2)	33	12	6	15	8	8	14	15	2	3	11	13	9	26	8
		1.4%	1.5%	.9%	1.9%	1.5%	1.5%	2.7%	1.8%	.5%	.6%	1.3%	1.7%	1.3%	1.3%	1.9%
								hi								
Decrease greatly	(1)	8	-	8	-	-	-	3	8	5	-	-	3	5	8	-
		.3%	-	1.1%	-	-	-	.6%	.9%	1.3%	-	-	.4%	.6%	.4%	-
				ac					de	dei				j		
Don't know		132	40	62	29	23	29	16	33	18	47	9	39	84	116	16
		5.7%	5.2%	8.5%	3.5%	4.3%	5.6%	3.1%	3.9%	5.0%	11.1%	1.0%	5.0%	11.8%	6.1%	3.8%
				ac			f				defgh		j	jk		
NETS																
Net: Increase		475	138	176	160	115	108	111	193	83	59	186	169	120	402	73
		20.3%	17.8%	24.2%	19.3%	21.2%	21.2%	21.6%	22.4%	23.5%	14.0%	22.1%	21.6%	16.9%	20.9%	17.7%
				ac		i	i	i	i	i		l	l			
Net: Decrease		41	12	14	15	8	8	17	23	6	3	11	16	14	34	8
		1.8%	1.5%	2.0%	1.9%	1.5%	1.5%	3.3%	2.7%	1.8%	.6%	1.3%	2.1%	2.0%	1.7%	1.9%
								di	i							
Net: Increase + Stay the same		2162	723	654	786	509	471	478	807	328	376	820	726	616	1773	389
		92.6%	93.3%	89.5%	94.6%	94.3%	92.9%	93.6%	93.4%	93.2%	88.3%	97.7%	92.9%	86.2%	92.2%	94.3%
			b		b	i	i	i	i	i		kl	l			
Mean score		3.2	3.2	3.3	3.2	3.2	3.3	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2
				c		i	i		i	i		l			n	

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q10_1. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next three months?

Accounting and financial services

Base: All who recruit permanent members of staff in each job function

		WAVE			REGION						SIZE			SECTOR		
		Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		261	86	82	93	53	66	63	99	36	43	92	94	75	213	48
Weighted Total		261	87	82	92	50	65	62	98	37	48	95	91	75	214	47
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	2 .7%	2 2.1%	- -	- -	- 1.4%	- 1.4%	- -	1 1.0%	1 2.6%	- -	1 .9%	- -	1 1.2%	2 .9%	- -
Increase slightly	(4)	34 13.1%	7 7.6%	13 15.4%	15 16.2%	5 9.4%	8 11.8%	7 12.1%	15 15.7%	8 21.6%	6 13.3%	17 18.1%	11 11.5%	6 8.6%	26 12.3%	8 16.7%
Stay same	(3)	205 78.5%	72 82.6%	60 73.1%	73 79.5%	43 84.7%	50 76.5%	50 81.4%	75 76.5%	25 68.3%	38 79.1%	75 78.9%	73 80.3%	57 76.1%	168 78.4%	37 79.4%
Decrease slightly	(2)	2 .7%	- -	1 1.1%	1 1.1%	- -	1 1.4%	1 1.6%	1 1.0%	- -	- -	1 1.0%	1 1.0%	- -	2 .9%	- -
Decrease greatly	(1)	2 .8%	- -	2 2.4%	- -	- -	- -	1 1.7%	2 2.0%	1 2.5%	- -	- -	1 1.2%	1 1.2%	2 .9%	- -
Don't know		16 6.2%	7 7.7%	7 7.9%	3 3.2%	3 5.8%	6 8.9%	2 3.2%	4 3.9%	2 5.1%	4 7.6%	1 1.0%	6 6.1%	10 12.9%	14 6.7%	2 3.9%
NETS																
Net: Increase		36 13.8%	8 9.7%	13 15.4%	15 16.2%	5 9.4%	9 13.2%	7 12.1%	16 16.6%	9 24.1%	6 13.3%	18 19.1%	11 11.5%	7 9.9%	28 13.1%	8 16.7%
Net: Decrease		4 1.5%	- -	3 3.5%	1 1.1%	- -	1 1.4%	2 3.3%	3 3.0%	1 2.5%	- -	1 1.0%	2 2.1%	1 1.2%	4 1.8%	- -
Net: Increase + Stay the same		241 92.3%	81 92.3%	73 88.6%	88 95.7%	48 94.2%	58 89.7%	58 93.5%	92 93.1%	34 92.4%	44 92.4%	93 98.0%	84 91.8%	65 85.9%	196 91.5%	45 96.1%
Mean score		3.1	3.1	3.1	3.2	3.1	3.1	3.1	3.1	3.2	3.1	3.2	3.1	3.1	3.1	3.2

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q10_2. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next three months?

Construction

Base: All who recruit permanent members of staff in each job function

		WAVE				REGION						SIZE			SECTOR	
		Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		72	32	19	21	24	14	14	21	7	13	30	21	21	58	14
Weighted Total		75	34	19	22	25	14	14	20	6	16	31	22	22	61	14
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly		(5)	3	1	-	2	1	-	-	-	-	2	-	1	3	-
			3.7%	2.6%	8.7%	7.6%	6.4%	-	-	-	-	6.0%	-	4.1%	4.5%	-
Increase slightly		(4)	19	6	7	6	3	3	5	2	5	9	3	7	16	3
			25.2%	19.0%	35.3%	26.0%	19.6%	20.2%	23.0%	28.9%	29.7%	30.0%	13.5%	30.1%	26.1%	21.3%
Stay same		(3)	41	21	10	10	6	10	15	5	8	17	16	8	31	10
			55.0%	61.7%	51.5%	47.7%	53.6%	40.6%	73.5%	71.1%	47.7%	55.2%	74.3%	35.4%	51.4%	71.2%
Decrease slightly		(2)	3	2	-	1	-	1	1	-	-	-	-	3	2	1
			3.8%	5.8%	4.0%	7.9%	-	6.4%	4.3%	-	-	-	-	13.1%	2.9%	7.6%
Decrease greatly		(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know			9	4	3	1	5	-	-	-	4	3	3	4	9	-
			12.3%	10.9%	13.2%	3.6%	33.4%	-	-	-	22.6%	8.8%	12.2%	17.2%	15.0%	-
NETS																
Net: Increase		22	7	7	8	9	4	3	5	2	5	11	3	7	19	3
		28.9%	21.6%	35.3%	34.7%	34.9%	26.0%	20.2%	23.0%	28.9%	29.7%	36.0%	13.5%	34.3%	30.6%	21.3%
Net: Decrease		3	2	-	1	2	-	1	1	-	-	-	-	3	2	1
		3.8%	5.8%	-	4.0%	7.9%	-	6.4%	4.3%	-	-	-	-	13.1%	2.9%	7.6%
Net: Increase + Stay the same		63	28	17	18	22	9	13	19	6	12	29	19	15	50	13
		84.0%	83.3%	86.8%	82.4%	88.5%	66.6%	93.6%	95.7%	100.0%	77.4%	91.2%	87.8%	69.7%	82.1%	92.4%
Mean score		3.3	3.2	3.4	3.5	3.4	3.5	3.1	3.2	3.3	3.4	3.5	3.2	3.3	3.4	3.1

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q10_3. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next three months?

Drivers

Base: All who recruit permanent members of staff in each job function

		WAVE			REGION						SIZE			SECTOR		
		Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		114	48	32	34	29	33	24	35	11	17	32	44	38	89	25
Weighted Total		113	47	32	34	29	31	24	34	10	19	33	43	37	89	24
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	1 .8%	1 1.9%	- -	- -	- -	1 2.9%	- -	- -	- -	- -	1 2.7%	- -	- -	1 1.0%	- -
Increase slightly	(4)	16 13.9%	7 15.8%	3 8.6%	6 16.3%	6 19.8%	4 11.7%	5 19.7%	5 13.7%	- -	2 9.3%	5 14.3%	6 15.2%	5 12.2%	10 11.4%	6 23.4%
Stay same	(3)	88 77.8%	36 76.0%	24 77.0%	28 80.9%	21 73.2%	24 76.2%	18 76.1%	28 83.3%	10 100.0%	15 77.5%	27 83.0%	33 76.1%	28 75.2%	72 81.3%	16 64.8%
Decrease slightly	(2)	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Decrease greatly	(1)	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Don't know		8 7.5%	3 6.2%	5 14.4%	1 2.8%	2 7.0%	3 9.3%	1 4.2%	1 2.9%	- -	3 13.3%	- -	4 8.7%	5 12.6% j	6 6.3%	3 11.8%
NETS																
Net: Increase		17 14.7%	8 17.7%	3 8.6%	6 16.3%	6 19.8%	5 14.6%	5 19.7%	5 13.7%	- -	2 9.3%	6 17.0%	6 15.2%	5 12.2%	11 12.4%	6 23.4%
Net: Decrease		- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Net: Increase + Stay the same		104 92.5%	44 93.8%	27 85.6%	33 97.2%	27 93.0%	28 90.7%	23 95.8%	33 97.1%	10 100.0%	17 86.7%	33 100.0% i	39 91.3%	33 87.4%	83 93.7%	21 88.2%
Mean score		3.2	3.2	3.1	3.2	3.2	3.2	3.2	3.1	3.0	3.1	3.2	3.2	3.1	3.1	3.3

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q10_4. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next three months?

Education

Base: All who recruit permanent members of staff in each job function

		WAVE				REGION						SIZE			SECTOR	
		Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	*n
Unweighted Total		75	20	26	29	19	20	15	20	5	16	26	26	23	67	8
Weighted Total		74	19	26	29	18	19	15	20	5	17	25	26	23	66	8
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly		(5)	3	1	2	-	1	-	2	2	-	1	1	1	3	-
			3.6%	4.7%	6.9%	-	4.7%	-	9.2%	38.6%	-	3.5%	3.5%	3.9%	4.1%	-
Increase slightly		(4)	12	2	4	6	5	4	1	2	1	6	4	2	12	-
			15.6%	9.8%	14.7%	20.3%	26.8%	19.8%	6.6%	9.6%	19.3%	23.0%	14.4%	8.6%	17.4%	-
Stay same		(3)	49	16	16	17	10	11	13	15	2	18	16	14	43	6
			65.7%	80.7%	61.4%	59.5%	52.5%	60.1%	87.6%	76.7%	42.1%	69.6%	63.9%	63.4%	64.4%	76.2%
Decrease slightly		(2)	5	-	1	4	2	2	1	-	-	1	2	2	4	1
			6.4%	-	3.8%	13.1%	10.6%	10.3%	5.9%	4.5%	-	3.9%	7.7%	7.9%	5.8%	12.1%
Decrease greatly		(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know			6	1	3	2	2	1	-	-	4	-	3	4	6	1
			8.7%	4.8%	13.2%	7.1%	10.1%	5.1%	-	-	21.0%	-	10.6%	16.2%	8.3%	11.7%
NETS																
Net: Increase		14	3	6	6	5	5	1	4	3	1	7	5	3	14	-
		19.2%	14.5%	21.6%	20.3%	26.8%	24.5%	6.6%	18.8%	57.9%	5.8%	26.6%	17.9%	12.5%	21.5%	-
Net: Decrease		5	-	1	4	2	2	1	1	-	-	1	2	2	4	1
		6.4%	-	3.8%	13.1%	10.6%	10.3%	5.9%	4.5%	-	-	3.9%	7.7%	7.9%	5.8%	12.1%
Net: Increase + Stay the same		63	18	22	23	14	16	14	19	5	14	25	21	17	57	6
		84.9%	95.2%	82.9%	79.8%	79.3%	84.6%	94.1%	95.5%	100.0%	79.0%	96.1%	81.7%	75.9%	85.9%	76.2%
Mean score		3.2	3.2	3.3	3.1	3.2	3.2	3.0	3.2	4.0	3.1	3.3	3.2	3.1	3.2	2.9

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q10_5. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next three months?

Engineering & technical

Base: All who recruit permanent members of staff in each job function

		WAVE				REGION						SIZE			SECTOR	
		Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		192	75	52	65	51	45	36	64	28	32	70	68	54	161	31
Weighted Total		192	76	52	64	50	43	35	62	27	37	70	68	55	162	31
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly		(5)	6	2	1	3	2	3	-	1	1	3	1	2	6	-
			2.9%	2.3%	1.7%	4.5%	3.8%	6.4%	-	1.4%	3.4%	4.1%	1.3%	3.3%	3.4%	-
Increase slightly		(4)	50	17	16	17	15	9	9	17	8	14	22	14	44	7
			26.2%	22.3%	30.8%	27.2%	30.6%	20.3%	26.4%	27.5%	28.9%	20.4%	32.5%	25.9%	27.0%	22.0%
Stay same		(3)	120	53	29	39	30	28	25	38	13	50	39	32	98	22
			62.7%	69.3%	55.5%	60.5%	60.1%	64.6%	70.7%	61.9%	50.3%	71.3%	58.1%	57.5%	60.9%	72.0%
Decrease slightly		(2)	2	1	-	1	-	-	1	2	1	1	1	-	2	-
			1.0%	1.2%	-	1.6%	-	-	2.9%	3.1%	3.5%	1.5%	1.4%	-	1.2%	-
Decrease greatly		(1)	1	-	1	-	-	-	1	1	-	-	-	1	1	-
			.5%	-	1.8%	-	-	-	1.5%	3.5%	-	-	-	1.7%	.6%	-
Don't know			13	4	5	4	3	4	-	3	4	2	5	6	11	2
			6.7%	4.8%	10.2%	6.2%	5.5%	8.8%	-	4.5%	10.5%	2.8%	6.7%	11.7%	6.9%	6.0%
NETS																
Net: Increase			56	19	17	20	17	11	9	18	9	17	23	16	49	7
			29.1%	24.6%	32.5%	31.7%	34.4%	26.6%	26.4%	28.9%	32.2%	24.5%	33.8%	29.2%	30.4%	22.0%
Net: Decrease			3	1	1	1	-	-	1	3	2	1	1	1	3	-
			1.5%	1.2%	1.8%	1.6%	-	-	2.9%	4.6%	7.0%	1.5%	1.4%	1.7%	1.8%	-
Net: Increase + Stay the same			176	72	45	59	47	39	34	56	22	67	62	48	148	29
			91.8%	93.9%	88.0%	92.2%	94.5%	91.2%	97.1%	90.9%	82.6%	95.8%	91.9%	86.6%	91.4%	94.0%
Mean score			3.3	3.3	3.3	3.4	3.4	3.4	3.2	3.3	3.3	3.3	3.4	3.3	3.3	3.2

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q10_6. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next three months?

Executive recruitment / interim management

Base: All who recruit permanent members of staff in each job function

		WAVE			REGION						SIZE			SECTOR		
		Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		183	63	56	64	38	36	47	78	31	31	58	63	62	148	35
Weighted Total		181	63	55	63	36	34	46	77	31	34	58	61	62	147	34
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly		(5)	2	2	-	-	1	-	1	1	-	1	-	1	2	-
		1.0%	2.9%	-	-	-	2.6%	-	1.2%	3.1%	-	1.5%	-	1.5%	1.2%	-
Increase slightly		(4)	18	4	8	3	4	7	9	2	3	5	10	4	14	4
		10.0%	6.3%	15.0%	9.3%	7.7%	11.0%	14.8%	11.5%	6.5%	8.1%	8.4%	15.7%	5.9%	9.7%	11.2%
Stay same		(3)	147	53	40	55	32	28	36	62	26	50	47	50	119	29
		81.3%	84.8%	71.9%	86.0%	86.8%	80.8%	78.7%	81.0%	84.6%	76.2%	86.7%	77.2%	80.3%	80.7%	83.6%
Decrease slightly		(2)	5	2	2	1	-	-	2	3	1	2	3	-	4	1
		2.5%	2.9%	3.3%	1.6%	-	-	4.3%	3.8%	3.0%	5.1%	3.4%	4.3%	-	2.5%	2.6%
Decrease greatly		(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		9	2	5	2	2	2	1	2	1	4	-	2	8	9	1
		5.2%	3.1%	9.9%	3.2%	5.5%	5.5%	2.2%	2.5%	2.9%	10.7%	-	2.9%	12.3%	5.8%	2.7%
													jk			
NETS																
Net: Increase		20	6	8	6	3	5	7	10	3	3	6	10	5	16	4
		11.0%	9.2%	15.0%	9.3%	7.7%	13.6%	14.8%	12.7%	9.6%	8.1%	9.9%	15.7%	7.4%	11.0%	11.2%
Net: Decrease		5	2	2	1	-	-	2	3	1	2	2	3	-	4	1
		2.5%	2.9%	3.3%	1.6%	-	-	4.3%	3.8%	3.0%	5.1%	3.4%	4.3%	-	2.5%	2.6%
Net: Increase + Stay the same		167	59	48	60	34	32	43	72	29	28	56	57	55	135	33
		92.3%	94.0%	86.9%	95.3%	94.5%	94.5%	93.5%	93.8%	94.1%	84.2%	96.6%	92.8%	87.7%	91.7%	94.8%
Mean score		3.1	3.1	3.1	3.1	3.1	3.2	3.1	3.1	3.1	3.0	3.1	3.1	3.1	3.1	3.1

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q10_7. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next three months?

Health & social care

Base: All who recruit permanent members of staff in each job function

		WAVE			REGION						SIZE			SECTOR		
		Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		80	34	20	26	19	23	13	21	8	17	24	30	26	69	11
Weighted Total		80	34	20	25	18	22	12	20	7	20	25	28	26	69	11
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	9	5	4	1	1	7	-	2	2	-	1	7	2	8	1
		11.6%	13.6%	18.0%	3.7%	5.0%	30.0%	-	8.9%	23.5%	-	3.5%	23.1%	6.8%	12.2%	8.1%
Increase slightly	(4)	17	8	3	6	6	2	3	7	4	3	3	7	8	13	4
		21.5%	24.4%	14.2%	23.4%	32.0%	8.9%	22.4%	33.6%	52.0%	13.7%	11.1%	23.8%	29.1%	19.1%	36.9%
Stay same	(3)	45	18	12	15	10	11	8	9	2	15	22	11	13	42	4
		57.1%	53.2%	59.2%	60.8%	52.3%	52.1%	61.3%	47.4%	24.5%	76.7%	85.3%	39.8%	48.6%	60.2%	36.8%
Decrease slightly	(2)	2	1	-	1	1	1	-	-	-	-	-	1	1	1	1
		2.5%	3.0%	-	4.0%	5.7%	4.5%	-	-	-	-	-	3.4%	4.0%	1.4%	9.7%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		6	2	2	2	1	1	2	2	-	2	-	3	3	5	1
		7.3%	5.8%	8.6%	8.2%	5.0%	4.5%	16.2%	10.1%	-	9.6%	-	9.8%	11.5%	7.1%	8.6%
NETS																
Net: Increase		26	13	7	7	7	9	3	8	6	3	4	13	9	22	5
		33.1%	38.0%	32.2%	27.0%	37.0%	38.9%	22.4%	42.5%	75.5%	13.7%	14.7%	46.9%	35.9%	31.3%	45.0%
Net: Decrease		2	1	-	1	1	1	-	-	-	-	-	1	1	1	1
		2.5%	3.0%	-	4.0%	5.7%	4.5%	-	-	-	-	-	3.4%	4.0%	1.4%	9.7%
Net: Increase + Stay the same		72	31	19	22	16	20	10	18	7	18	25	25	22	63	9
		90.2%	91.2%	91.4%	87.8%	89.3%	91.0%	83.8%	89.9%	100.0%	90.4%	100.0%	86.7%	84.5%	91.5%	81.7%
Mean score		3.5	3.5	3.5	3.3	3.4	3.7	3.3	3.6	4.0	3.2	3.2	3.7	3.4	3.5	3.5

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q10_8. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next three months?

Hospitality

Base: All who recruit permanent members of staff in each job function

		WAVE				REGION						SIZE			SECTOR	
		Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	n
Unweighted Total		65	21	19	25	14	17	16	22	6	12	20	19	26	53	12
Weighted Total		65	22	18	25	13	16	16	23	7	13	21	19	25	54	11
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly		(5)	6	2	2	-	2	3	3	-	1	1	2	3	6	-
			8.8%	8.1%	10.6%	8.0%	-	11.4%	18.6%	-	7.1%	4.2%	10.6%	11.3%	10.6%	-
Increase slightly		(4)	16	1	6	4	6	4	7	3	-	3	6	8	14	2
			24.8%	4.1%	30.4%	39.2%	27.9%	36.0%	23.9%	44.1%	-	13.0%	30.5%	30.6%	26.3%	17.7%
Stay same		(3)	38	17	9	12	9	6	8	4	10	18	8	12	29	9
			57.7%	74.8%	49.5%	48.5%	65.3%	40.7%	51.3%	55.9%	78.7%	82.8%	44.6%	46.3%	54.2%	74.3%
Decrease slightly		(2)	1	1	-	-	1	-	-	-	-	-	1	-	1	-
			1.4%	4.2%	-	-	-	-	-	-	-	-	4.9%	-	1.7%	-
Decrease greatly		(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know			5	2	1	1	1	1	1	-	2	-	2	3	4	1
			7.3%	8.8%	9.6%	6.8%	6.0%	6.3%	4.4%	-	14.2%	-	9.4%	11.9%	7.1%	7.9%
NETS																
Net: Increase		22	3	7	12	4	7	7	10	3	1	4	8	10	20	2
		33.6%	12.2%	41.0%	47.2%	27.9%	47.4%	42.5%	43.0%	44.1%	7.1%	17.2%	41.1%	41.9%	37.0%	17.7%
Net: Decrease		1	1	-	-	-	1	-	-	-	-	-	1	-	1	-
		1.4%	4.2%	-	-	-	5.9%	-	-	-	-	-	4.9%	-	1.7%	-
Net: Increase + Stay the same		60	19	16	24	12	14	15	22	7	11	21	16	22	49	11
		91.3%	87.0%	90.4%	95.7%	93.2%	88.1%	93.7%	95.6%	100.0%	85.8%	100.0%	85.7%	88.1%	91.1%	92.1%
Mean score		3.4	3.2	3.6	3.6	3.3	3.6	3.7	3.6	3.4	3.2	3.2	3.5	3.6	3.5	3.2

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q10_9. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next three months?

Industrial

Base: All who recruit permanent members of staff in each job function

		WAVE			REGION						SIZE			SECTOR		
		Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		105	35	33	37	27	30	21	32	11	16	32	38	35	83	22
Weighted Total		105	35	33	38	27	28	21	31	10	19	32	37	36	83	21
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	4	2	1	1	2	2	-	-	-	-	3	-	1	4	-
		3.6%	5.1%	3.0%	2.6%	7.3%	6.2%	-	-	-	-	9.0%	-	2.4%	4.5%	-
Increase slightly	(4)	22	7	8	8	5	5	8	9	2	3	7	10	5	19	3
		20.9%	19.6%	23.2%	20.2%	17.6%	16.7%	36.8%	30.6%	18.0%	16.1%	20.9%	28.4%	13.3%	22.7%	14.0%
Stay same	(3)	71	24	20	27	19	20	13	20	7	12	22	24	24	53	17
		67.5%	69.5%	60.4%	71.8%	71.2%	70.4%	63.2%	63.5%	64.2%	64.4%	70.1%	66.8%	66.0%	64.0%	81.2%
Decrease slightly	(2)	2	2	-	-	1	1	-	-	-	-	-	1	1	1	1
		1.9%	5.7%	-	-	3.8%	3.3%	-	-	-	-	-	2.6%	2.9%	1.1%	4.8%
Decrease greatly	(1)	1	-	1	-	-	-	-	1	1	-	-	-	1	1	-
		.9%	-	2.8%	-	-	-	-	3.0%	9.1%	-	-	-	2.6%	1.1%	-
Don't know		5	-	3	2	-	1	-	1	1	4	-	1	5	5	-
		5.2%	-	10.6%	5.4%	-	3.3%	-	2.9%	8.8%	19.5%	-	2.3%	12.8%	6.6%	-
													j			
NETS																
Net: Increase		26	9	9	9	7	7	8	9	2	3	10	10	6	23	3
		24.5%	24.8%	26.2%	22.8%	24.9%	22.9%	36.8%	30.6%	18.0%	16.1%	29.9%	28.4%	15.8%	27.2%	14.0%
Net: Decrease		3	2	1	-	1	1	-	1	1	-	-	1	2	2	1
		2.8%	5.7%	2.8%	-	3.8%	3.3%	-	3.0%	9.1%	-	-	2.6%	5.4%	2.2%	4.8%
Net: Increase + Stay the same		96	33	28	36	26	27	21	29	8	15	32	35	30	76	20
		92.0%	94.3%	86.6%	94.6%	96.2%	93.3%	100.0%	94.1%	82.1%	80.5%	100.0%	95.2%	81.8%	91.2%	95.2%
												l				
Mean score		3.3	3.2	3.3	3.3	3.3	3.3	3.4	3.3	3.0	3.2	3.4	3.3	3.1	3.3	3.1

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q10_10. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next three months?

Legal & HR

Base: All who recruit permanent members of staff in each job function

		WAVE				REGION						SIZE			SECTOR	
		Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		186	54	62	70	38	43	41	73	32	32	56	61	69	152	34
Weighted Total		185	53	61	70	36	42	40	73	33	33	56	61	68	151	34
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	2	2	-	-	-	1	-	1	1	-	1	-	1	2	-
		1.0%	3.4%	-	-	-	2.1%	-	1.3%	2.9%	-	1.6%	-	1.4%	1.2%	-
Increase slightly	(4)	15	1	9	5	4	3	4	7	3	2	7	7	2	12	3
		8.1%	1.8%	14.8%	7.1%	10.4%	6.6%	9.5%	9.2%	8.8%	5.3%	11.8%	10.9%	2.7%	8.1%	8.3%
			a									l				
Stay same	(3)	155	47	46	62	30	37	32	60	27	28	47	50	57	125	29
		83.6%	87.5%	74.5%	88.6%	84.0%	86.8%	80.6%	81.5%	82.6%	83.9%	84.8%	82.9%	83.3%	83.0%	86.3%
			b													
Decrease slightly	(2)	1	-	-	1	-	-	1	1	-	-	1	-	-	1	-
		.5%	-	-	1.4%	-	-	2.4%	1.3%	-	-	1.8%	-	-	.7%	-
Decrease greatly	(1)	1	-	1	-	-	-	1	1	-	-	-	1	-	1	-
		.6%	-	1.7%	-	-	-	2.6%	1.4%	-	-	-	1.7%	-	.7%	-
Don't know		11	4	5	2	2	2	2	4	2	4	-	3	9	10	2
		6.1%	7.3%	8.9%	2.9%	5.5%	4.5%	4.9%	5.3%	5.7%	10.8%	-	4.5%	12.6%	6.3%	5.4%
													j			
NETS																
Net: Increase		17	3	9	5	4	4	4	8	4	2	7	7	3	14	3
		9.1%	5.3%	14.8%	7.1%	10.4%	8.8%	9.5%	10.4%	11.6%	5.3%	13.4%	10.9%	4.1%	9.3%	8.3%
Net: Decrease		2	-	1	1	-	-	2	2	-	-	1	1	-	2	-
		1.1%	-	1.7%	1.4%	-	-	5.1%	2.8%	-	-	1.8%	1.7%	-	1.4%	-
Net: Increase + Stay the same		172	50	55	67	34	40	36	67	31	30	55	57	60	139	32
		92.8%	92.7%	89.4%	95.7%	94.5%	95.5%	90.0%	91.9%	94.3%	89.2%	98.2%	93.7%	87.4%	92.3%	94.6%
												l				
Mean score		3.1	3.1	3.1	3.1	3.1	3.1	3.0	3.1	3.2	3.1	3.1	3.1	3.1	3.1	3.1

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q10_11. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next three months?

Life sciences

Base: All who recruit permanent members of staff in each job function

		WAVE				REGION						SIZE			SECTOR	
		Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		24	4	9	11	5	7	4	8	4	4	8	5	11	21	3
Weighted Total		23	4	8	11	5	6	4	7	4	4	8	5	10	20	3
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	1	1	-	-	-	1	-	-	-	-	1	-	-	1	-
		3.9%	24.0%	-	-	-	13.9%	-	-	-	-	11.8%	-	-	4.5%	-
Increase slightly	(4)	4	-	2	2	1	1	1	1	-	1	1	2	1	4	-
		16.8%	-	22.0%	18.7%	19.7%	14.9%	23.9%	11.9%	-	25.2%	11.5%	41.9%	9.3%	19.1%	-
Stay same	(3)	13	3	4	7	3	5	2	4	2	2	5	3	6	11	2
		58.0%	76.0%	44.9%	61.8%	61.3%	71.2%	48.1%	49.2%	50.3%	48.9%	63.4%	58.1%	53.9%	56.8%	66.8%
Decrease slightly	(2)	1	-	-	1	-	-	1	1	-	-	1	-	-	1	-
		4.5%	-	-	9.5%	-	-	27.9%	13.9%	-	-	13.4%	-	-	5.1%	-
Decrease greatly	(1)	1	-	1	-	-	-	-	1	1	-	-	-	1	1	-
		4.1%	-	11.2%	-	-	-	-	12.6%	25.2%	-	-	-	8.9%	4.6%	-
Don't know		3	-	2	1	1	-	-	1	1	1	-	-	3	2	1
		12.7%	-	21.9%	10.0%	19.0%	-	-	12.3%	24.5%	26.0%	-	-	27.8%	9.9%	33.2%
NETS																
Net: Increase		5	1	2	2	1	2	1	1	-	1	2	2	1	5	-
		20.8%	24.0%	22.0%	18.7%	19.7%	28.8%	23.9%	11.9%	-	25.2%	23.2%	41.9%	9.3%	23.6%	-
Net: Decrease		2	-	1	1	-	-	1	2	1	-	1	-	1	2	-
		8.6%	-	11.2%	9.5%	-	-	27.9%	26.6%	25.2%	-	13.4%	-	8.9%	9.7%	-
Net: Increase + Stay the same		18	4	6	9	4	6	3	4	2	3	7	5	7	16	2
		78.7%	100.0%	66.9%	80.5%	81.0%	100.0%	72.1%	61.1%	50.3%	74.0%	86.6%	100.0%	63.2%	80.4%	66.8%
Mean score		3.1	3.5	3.0	3.1	3.2	3.4	3.0	2.7	2.3	3.3	3.2	3.4	2.9	3.2	3.0

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q10_12. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next three months?

Marketing, media & creative

Base: All who recruit permanent members of staff in each job function

		WAVE			REGION						SIZE			SECTOR		
		Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		220	69	70	81	57	34	49	97	48	32	82	67	71	180	40
Weighted Total		221	69	70	82	55	33	48	97	49	35	85	66	70	181	40
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	2 .9%	2 2.8%	- -	- -	- 2.7%	1 2.7%	- -	1 1.1%	1 2.1%	- -	2 2.3%	- -	- -	1 .5%	1 2.6%
Increase slightly	(4)	49 22.3%	12 17.5%	20 27.9%	18 21.6%	12 20.8%	6 17.3%	9 18.1%	24 24.9%	15 31.5%	8 22.4%	21 25.0%	17 26.0%	11 15.6%	43 23.7%	7 16.2%
Stay same	(3)	156 70.4%	51 73.9%	45 63.3%	60 73.5%	43 77.6%	25 74.4%	36 73.7%	65 67.1%	30 60.7%	23 64.3%	59 69.2%	46 69.8%	51 72.5%	124 68.5%	32 79.0%
Decrease slightly	(2)	3 1.3%	1 1.5%	1 1.3%	1 1.2%	- -	1 2.7%	2 4.1%	2 2.0%	- -	- -	2 2.3%	- -	1 1.3%	3 1.6%	- -
Decrease greatly	(1)	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Don't know		11 5.1%	3 4.3%	5 7.5%	3 3.7%	1 1.6%	1 2.9%	2 4.1%	5 4.9%	3 5.7%	5 13.2% d	1 1.2%	3 4.2%	7 10.7% j	10 5.7%	1 2.3%
NETS																
Net: Increase		51 23.2%	14 20.3%	20 27.9%	18 21.6%	12 20.8%	7 20.0%	9 18.1%	25 25.9%	17 33.6%	8 22.4%	23 27.3%	17 26.0%	11 15.6%	44 24.2%	8 18.7%
Net: Decrease		3 1.3%	1 1.5%	1 1.3%	1 1.2%	- -	1 2.7%	2 4.1%	2 2.0%	- -	- -	2 2.3%	- -	1 1.3%	3 1.6%	- -
Net: Increase + Stay the same		207 93.6%	65 94.2%	64 91.3%	78 95.1%	55 98.4% i	31 94.4%	44 91.8%	91 93.1%	46 94.3%	30 86.8%	82 96.4%	64 95.8%	61 88.0%	168 92.7%	39 97.7%
Mean score		3.2	3.2	3.3	3.2	3.2	3.2	3.1	3.3	3.4 f	3.3	3.3	3.3	3.2	3.2	3.2

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q10_13. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next three months?

Office professionals

Base: All who recruit permanent members of staff in each job function

		WAVE				REGION						SIZE			SECTOR		
		Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public	
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n	
Unweighted Total		351	107	118	126	73	80	85	142	57	56	141	124	86	291	60	
Weighted Total		350	107	117	126	72	77	83	140	57	61	142	122	86	290	60	
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
Increase greatly	(5)	4	1	2	1	2	2	-	-	-	-	2	2	-	4	-	
		1.1%	.8%	1.7%	.8%	2.9%	2.3%	-	-	-	-	1.4%	1.5%	-	1.3%	-	
						g											
Increase slightly	(4)	58	14	29	16	9	15	16	24	8	10	25	18	15	48	10	
		16.7%	12.9%	24.8% ac	12.4%	11.9%	20.1%	19.7%	17.1%	13.4%	17.1%	17.5%	15.1%	17.6%	16.5%	17.6%	
Stay same		(3)	272	89	78	106	59	56	62	110	48	47	114	96	63	225	47
			77.9%	82.7% b	67.2%	83.7% b	82.7%	72.6%	75.5%	78.7%	83.4%	77.0%	80.4%	78.7%	72.7%	77.6%	79.3%
Decrease slightly	(2)	4	1	1	2	1	1	2	2	-	-	1	2	1	3	1	
		1.1%	.9%	.9%	1.5%	1.3%	1.3%	2.4%	1.4%	-	-	.7%	1.6%	1.1%	1.0%	1.6%	
Decrease greatly	(1)	1	-	1	-	-	-	1	1	-	-	-	1	-	1	-	
		.3%	-	.9%	-	-	-	1.3%	.8%	-	-	-	.9%	-	.4%	-	
Don't know		10	3	5	2	1	3	1	3	2	4	-	3	7	9	1	
		2.9%	2.7%	4.5%	1.6%	1.3%	3.7%	1.2%	2.0%	3.2%	5.9%	-	2.2%	8.6% jk	3.2%	1.5%	
NETS																	
Net: Increase		62	15	31	17	11	17	16	24	8	10	27	20	15	52	10	
		17.8%	13.7%	26.5% ac	13.1%	14.7%	22.4%	19.7%	17.1%	13.4%	17.1%	18.9%	16.6%	17.6%	17.8%	17.6%	
Net: Decrease		5	1	2	2	1	1	3	3	-	-	1	3	1	4	1	
		1.4%	.9%	1.8%	1.5%	1.3%	1.3%	3.6%	2.2%	-	-	.7%	2.5%	1.1%	1.4%	1.6%	
Net: Increase + Stay the same		335	103	109	122	70	73	79	134	55	58	141	116	78	277	58	
		95.7%	96.4%	93.7%	96.9%	97.4%	95.0%	95.2%	95.8%	96.8%	94.1%	99.3% kl	95.3%	90.3%	95.4%	96.9%	
Mean score		3.2	3.1	3.3 c	3.1	3.2	3.2	3.1	3.1	3.1	3.2	3.2	3.2	3.2	3.2	3.2	

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q10_14. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next three months?

Sales & retail

Base: All who recruit permanent members of staff in each job function

		WAVE			REGION						SIZE			SECTOR		
		Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		200	59	70	71	57	38	45	75	30	30	81	70	49	164	36
Weighted Total		202	60	70	72	57	36	44	74	30	35	83	70	49	166	36
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly		(5)	11	4	4	3	5	2	4	4	-	5	4	2	10	1
			5.3%	6.2%	5.7%	4.1%	8.5%	5.3%	8.9%	5.3%	-	5.8%	5.6%	3.9%	5.9%	2.5%
Increase slightly		(4)	40	10	16	14	11	6	14	19	5	19	16	5	29	10
			19.5%	15.8%	23.3%	19.0%	19.9%	16.0%	31.9%	25.4%	15.8%	22.7%	22.7%	9.7%	17.5%	28.8%
								i								
Stay same		(3)	144	45	44	54	39	28	24	48	23	58	47	38	120	24
			71.0%	74.7%	63.2%	75.5%	69.7%	78.7%	54.7%	64.1%	77.9%	70.3%	67.8%	76.9%	72.1%	66.3%
								f		f	f					
Decrease slightly		(2)	2	-	1	1	-	-	1	1	-	1	1	-	1	1
			.9%	-	1.3%	1.4%	-	-	2.2%	1.3%	-	1.2%	1.3%	-	.6%	2.4%
Decrease greatly		(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know			7	2	5	-	1	-	1	3	2	-	2	5	7	-
			3.2%	3.3%	6.5%	-	1.9%	-	2.3%	3.9%	6.3%	-	2.6%	9.6%	3.9%	-
					c								j			
NETS																
Net: Increase		50	13	20	17	16	8	18	23	5	4	24	20	7	39	11
		24.8%	22.0%	29.1%	23.1%	28.4%	21.3%	40.8%	30.7%	15.8%	10.3%	28.5%	28.4%	13.6%	23.4%	31.3%
								hi	i							
Net: Decrease		2	-	1	1	-	-	1	1	-	1	1	1	-	1	1
		.9%	-	1.3%	1.4%	-	-	2.2%	1.3%	-	2.5%	1.2%	1.3%	-	.6%	2.4%
Net: Increase + Stay the same		194	58	65	71	56	36	42	70	28	32	82	67	44	158	35
		95.9%	96.7%	92.3%	98.6%	98.1%	100.0%	95.5%	94.8%	93.7%	90.3%	98.8%	96.1%	90.4%	95.5%	97.6%
												i				
Mean score		3.3	3.3	3.4	3.3	3.4	3.3	3.5	3.4	3.2	3.1	3.3	3.3	3.2	3.3	3.3

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q10_15. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next three months?

Technology

Base: All who recruit permanent members of staff in each job function

		WAVE				REGION						SIZE			SECTOR	
		Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		210	64	68	78	49	42	49	90	41	29	76	65	69	171	39
Weighted Total		209	64	67	78	48	40	48	88	40	33	77	63	69	170	39
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly		(5)	6	2	3	1	1	2	4	2	-	3	2	1	6	-
			2.7%	2.9%	4.4%	1.1%	2.3%	2.2%	3.8%	4.2%	-	3.8%	3.0%	1.3%	3.3%	-
Increase slightly		(4)	46	15	16	15	10	10	12	24	13	19	12	15	41	4
			21.8%	22.7%	24.3%	18.9%	19.9%	23.9%	24.6%	27.9%	31.9%	24.2%	19.4%	21.3%	24.3%	10.6%
Stay same		(3)	144	42	41	61	34	30	30	53	22	53	45	45	111	33
			68.7%	65.4%	61.8%	77.4% b	69.8%	73.9%	63.5%	60.3%	56.3%	69.5%	71.7%	65.1%	65.1%	84.6% m
Decrease slightly		(2)	2	1	-	1	-	1	1	-	-	-	1	1	1	1
			.9%	1.4%	-	1.2%	2.0%	-	1.9%	1.1%	-	-	1.5%	1.4%	.5%	2.4%
Decrease greatly		(1)	1	-	1	-	-	-	1	1	-	-	-	1	1	-
			.4%	-	1.4%	-	-	-	1.1%	2.3%	-	-	-	1.3%	.5%	-
Don't know			11	5	5	1	3	-	3	5	2	2	3	7	10	1
			5.4%	7.6%	8.2%	1.4%	6.1%	-	6.1%	5.5%	4.8%	2.5%	4.4%	9.7%	6.1%	2.4%
NETS																
Net: Increase		51	16	19	16	11	10	14	28	14	2	21	14	16	47	4
		24.5%	25.6%	28.7%	20.0%	22.1%	26.1%	28.5%	32.1%	36.6%	5.8%	28.0%	22.4%	22.5%	27.7% n	10.6%
Net: Decrease		3	1	1	1	1	-	1	2	1	-	-	1	2	2	1
		1.3%	1.4%	1.4%	1.2%	2.0%	-	1.9%	2.1%	2.3%	-	-	1.5%	2.7%	1.1%	2.4%
Net: Increase + Stay the same		195	58	60	76	44	40	44	81	37	29	75	60	60	158	37
		93.2%	91.0%	90.5%	97.4%	92.0%	100.0%	92.0%	92.4%	92.9%	89.1%	97.5% l	94.1%	87.6%	92.8%	95.2%
Mean score		3.3	3.3	3.3	3.2	3.2	3.3	3.3	3.4	3.4	3.1	3.3	3.2	3.2	3.3 n	3.1

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q11_SUM. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next four to twelve months?

SUMMARY TABLE

Base: All who recruit permanent members of staff in each job function

	Total	Increase greatly	Increase slightly	Stay the same	Decrease slightly	Decrease greatly	Don't know	Net: Increase	Net: Decrease	Net: Increase + Stay the same	Mean
Accounting and financial services	261 100.0%	1 .3%	38 14.5%	196 75.0%	1 .3%	1 .4%	25 9.5%	39 14.8%	2 .7%	235 89.8%	3.2
Construction	75 100.0%	3 3.8%	18 23.8%	40 53.7%	2 2.6%	- -	12 16.1%	21 27.6%	2 2.6%	61 81.3%	3.3
Drivers	113 100.0%	2 1.6%	14 12.4%	84 74.5%	- -	- -	13 11.5%	16 13.9%	- -	100 88.5%	3.2
Education	74 100.0%	3 3.6%	12 16.8%	45 60.6%	4 5.1%	- -	10 13.8%	15 20.4%	4 5.1%	60 81.0%	3.2
Engineering & technical	192 100.0%	5 2.4%	59 30.5%	105 54.9%	1 .5%	1 .5%	22 11.3%	63 32.9%	2 1.0%	169 87.7%	3.4
Executive recruitment / interim management	181 100.0%	1 .5%	29 16.2%	128 70.6%	2 .9%	- -	21 11.8%	30 16.7%	2 .9%	158 87.3%	3.2
Health & social care	80 100.0%	11 14.3%	17 21.3%	42 52.3%	2 2.4%	- -	8 9.6%	28 35.6%	2 2.4%	70 87.9%	3.5
Hospitality	65 100.0%	3 4.3%	23 35.0%	30 45.3%	- -	- -	10 15.4%	26 39.3%	- -	55 84.6%	3.5
Industrial	105 100.0%	3 2.6%	27 25.4%	61 58.5%	1 1.0%	2 1.7%	11 10.8%	29 28.0%	3 2.7%	91 86.5%	3.3
Legal & HR	185 100.0%	1 .5%	16 8.9%	142 77.0%	- -	- -	25 13.6%	17 9.4%	- -	160 86.4%	3.1
Life sciences	23 100.0%	1 3.9%	4 16.7%	12 54.0%	1 4.5%	1 4.1%	4 16.8%	5 20.6%	2 8.6%	17 74.6%	3.1
Marketing, media & creative	221 100.0%	1 .4%	48 21.6%	149 67.3%	- -	- -	24 10.7%	49 22.0%	- -	198 89.3%	3.3
Office professionals	350 100.0%	4 1.1%	66 19.0%	244 69.9%	4 1.1%	- -	31 8.9%	70 20.1%	4 1.1%	315 90.0%	3.2
Sales & retail	202 100.0%	8 3.8%	47 23.2%	128 63.5%	1 .4%	1 .5%	17 8.6%	55 27.0%	2 1.0%	183 90.5%	3.3
Technology	209 100.0%	6 2.8%	49 23.6%	129 61.5%	3 1.4%	1 .4%	21 10.2%	55 26.4%	4 1.8%	184 88.0%	3.3
Average (response based including bases)	2336 100.0%	51 2.2%	467 20.0%	1536 65.8%	21 .9%	7 .3%	255 10.9%	518 22.2%	28 1.2%	2054 87.9%	3.3

Jobs Outlook - Combined

Q11_SUM. Average across all sectors (response based)

SUMMARY TABLE

Base: All who recruit permanent members of staff in each job function

		WAVE				REGION						SIZE			SECTOR		
		Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public	
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n	
Unweighted Total		2338	771	736	831	553	528	522	877	355	380	828	795	715	1920	418	
Weighted Total		2336	775	730	830	540	507	511	863	352	425	840	781	715	1923	413	
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
Increase greatly	(5)	51	29	16	6	13	25	6	12	5	1	23	14	14	48	3	
		2.2%	3.8%	2.2%	.7%	2.4%	5.0%	1.2%	1.3%	1.6%	.2%	2.7%	1.8%	2.0%	2.5%	.7%	
			c	c		i	dfghi			i						n	
Increase slightly	(4)	467	132	151	184	108	106	103	197	94	56	160	183	124	387	80	
		20.0%	17.0%	20.7%	22.2%	19.9%	20.9%	20.1%	22.8%	26.8%	13.2%	19.1%	23.4%	17.4%	20.1%	19.3%	
				a		i	i	i	i	defi				jl			
Stay same	(3)	1536	520	448	568	357	318	354	559	205	302	585	497	454	1248	288	
		65.8%	67.0%	61.4%	68.4%	66.1%	62.7%	69.2%	64.7%	58.2%	71.1%	69.7%	63.6%	63.5%	64.9%	69.8%	
			b		b	h		eh	h		egh	kl					
Decrease slightly	(2)	21	9	5	8	9	5	5	5	-	3	2	10	9	12	9	
		.9%	1.1%	.6%	.9%	1.6%	.9%	.9%	.6%	-	.6%	.2%	1.3%	1.2%	.6%	2.1%	
						gh							j	j		m	
Decrease greatly	(1)	7	1	5	1	-	1	-	5	5	1	2	-	5	6	1	
		.3%	.1%	.6%	.1%	-	.2%	-	.5%	1.3%	.2%	.2%	-	.6%	.3%	.3%	
										def				k			
Don't know		255	85	106	64	54	52	44	86	43	62	67	77	110	222	33	
		10.9%	11.0%	14.5%	7.7%	9.9%	10.2%	8.5%	10.0%	12.1%	14.7%	8.0%	9.9%	15.3%	11.5%	7.9%	
			c	ac							defg			jk	n		
NETS																	
Net: Increase		518	161	167	190	121	132	109	209	100	57	183	197	138	435	82	
		22.2%	20.7%	22.9%	22.9%	22.3%	25.9%	21.3%	24.2%	28.4%	13.4%	21.8%	25.2%	19.3%	22.6%	20.0%	
						i	i	i	i	d fi			l				
Net: Decrease		28	10	9	9	9	6	5	9	5	4	4	10	13	18	10	
		1.2%	1.2%	1.3%	1.0%	1.6%	1.1%	.9%	1.1%	1.3%	.9%	.5%	1.3%	1.9%	.9%	2.4%	
													j	j		m	
Net: Increase + Stay the same		2054	680	615	758	477	450	463	767	305	359	768	694	592	1683	370	
		87.9%	87.8%	84.3%	91.3%	88.4%	88.6%	90.5%	88.9%	86.6%	84.5%	91.5%	88.8%	82.8%	87.5%	89.7%	
			b		ab			i	i			l	l				
Mean score		3.3	3.3	3.3	3.2	3.3	3.3	3.2	3.3	3.3	3.1	3.3	3.3	3.2	3.3	3.2	
						i	dfgi	i	i	fi			l		n		

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q11_1. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next four to twelve months?

Accounting and financial services

Base: All who recruit permanent members of staff in each job function

		WAVE				REGION						SIZE			SECTOR	
		Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		261	86	82	93	53	66	63	99	36	43	92	94	75	213	48
Weighted Total		261	87	82	92	50	65	62	98	37	48	95	91	75	214	47
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	1	1	-	-	-	1	-	-	-	-	1	-	-	1	-
		.3%	1.0%	-	-	-	1.4%	-	-	-	-	.9%	-	-	.4%	-
Increase slightly	(4)	38	8	10	20	8	10	7	18	10	3	15	17	6	31	7
		14.5%	8.9%	12.7%	21.4%	15.3%	14.8%	12.2%	17.9%	27.5%	6.3%	16.3%	18.2%	7.8%	14.4%	15.0%
				a					i							
Stay same	(3)	196	70	60	66	38	48	49	71	22	39	74	64	58	158	38
		75.0%	80.4%	72.4%	72.1%	75.0%	73.5%	79.6%	72.2%	59.9%	82.6%	77.8%	70.4%	77.0%	73.6%	81.0%
								h		h						
Decrease slightly	(2)	1	-	1	-	-	1	-	-	-	-	-	1	-	1	-
		.3%	-	1.1%	-	-	1.4%	-	-	-	-	-	1.0%	-	.4%	-
Decrease greatly	(1)	1	-	1	-	-	-	-	1	1	-	-	-	1	1	-
		.4%	-	1.1%	-	-	-	-	.9%	2.5%	-	-	-	1.2%	.4%	-
Don't know		25	8	10	6	5	6	5	9	4	5	5	10	11	23	2
		9.5%	9.6%	12.8%	6.4%	9.7%	9.0%	8.2%	8.9%	10.1%	11.1%	5.0%	10.4%	13.9%	10.7%	4.0%
														j		
NETS																
Net: Increase		39	9	10	20	8	10	7	18	10	3	16	17	6	32	7
		14.8%	10.0%	12.7%	21.4%	15.3%	16.1%	12.2%	17.9%	27.5%	6.3%	17.2%	18.2%	7.8%	14.8%	15.0%
					a				i							
Net: Decrease		2	-	2	-	-	1	-	1	1	-	-	1	1	2	-
		.7%	-	2.2%	-	-	1.4%	-	.9%	2.5%	-	-	1.0%	1.2%	.8%	-
Net: Increase + Stay the same		235	79	70	86	46	58	56	89	32	42	90	81	64	190	45
		89.8%	90.4%	85.0%	93.6%	90.3%	89.6%	91.8%	90.1%	87.4%	88.9%	95.0%	88.6%	84.8%	88.5%	96.0%
												i				
Mean score		3.2	3.1	3.1	3.2	3.2	3.2	3.1	3.2	3.2	3.1	3.2	3.2	3.1	3.2	3.2

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q11_2. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next four to twelve months?

Construction

Base: All who recruit permanent members of staff in each job function

		WAVE				REGION						SIZE			SECTOR	
		Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		72	32	19	21	24	14	14	21	7	13	30	21	21	58	14
Weighted Total		75	34	19	22	25	14	14	20	6	16	31	22	22	61	14
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly		(5)	3	2	1	1	2	-	-	-	-	2	-	1	3	-
			3.8%	5.2%	5.5%	4.3%	12.7%	-	-	-	-	6.2%	-	4.0%	4.6%	-
Increase slightly		(4)	18	6	5	8	2	3	4	1	4	7	4	6	16	2
			23.8%	16.3%	24.7%	34.3%	13.4%	20.2%	18.2%	14.1%	23.5%	23.9%	17.6%	29.8%	25.9%	14.3%
Stay same		(3)	40	19	11	10	6	11	16	5	9	17	15	8	30	11
			53.7%	56.2%	56.6%	42.1%	40.6%	79.8%	77.0%	71.2%	53.9%	55.0%	70.1%	35.4%	48.3%	78.2%
Decrease slightly		(2)	2	2	-	2	-	-	-	-	-	-	-	2	1	1
			2.6%	5.8%	-	7.9%	-	-	-	-	-	-	-	9.0%	1.5%	7.6%
Decrease greatly		(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know			12	6	3	3	5	-	1	1	4	5	3	5	12	-
			16.1%	16.5%	13.2%	11.3%	33.4%	-	4.7%	14.7%	22.6%	14.9%	12.2%	21.7%	19.7%	-
NETS																
Net: Increase			21	7	6	10	4	3	4	1	4	9	4	7	19	2
			27.6%	21.5%	30.2%	38.6%	26.0%	20.2%	18.2%	14.1%	23.5%	30.1%	17.6%	33.9%	30.5%	14.3%
Net: Decrease			2	2	-	2	-	-	-	-	-	-	-	2	1	1
			2.6%	5.8%	-	7.9%	-	-	-	-	-	-	-	9.0%	1.5%	7.6%
Net: Increase + Stay the same			61	26	17	20	9	14	19	6	12	27	19	15	48	13
			81.3%	77.7%	86.8%	80.7%	66.6%	100.0%	95.3%	85.3%	77.4%	85.1%	87.8%	69.3%	78.8%	92.4%
Mean score			3.3	3.3	3.4	3.4	3.6	3.2	3.2	3.2	3.3	3.4	3.2	3.4	3.4	3.1

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q11_3. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next four to twelve months?

Drivers

Base: All who recruit permanent members of staff in each job function

		WAVE			REGION						SIZE			SECTOR		
		Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		114	48	32	34	29	33	24	35	11	17	32	44	38	89	25
Weighted Total		113	47	32	34	29	31	24	34	10	19	33	43	37	89	24
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	2 1.6%	2 3.8%	- -	- -	- -	2 5.7%	- -	- -	- -	- -	1 2.7%	- -	1 2.3%	2 2.0%	- -
Increase slightly	(4)	14 12.4%	6 13.7%	1 2.7%	7 19.6% b	6 19.8%	4 11.8%	3 11.8%	4 11.1%	1 9.7%	1 4.4%	4 11.6%	6 15.1%	4 10.0%	10 11.5%	4 15.7%
Stay same	(3)	84 74.5%	33 70.6%	25 79.9%	26 74.9%	19 66.5%	22 70.4%	20 84.0%	28 83.1%	8 81.1%	15 78.0%	25 77.3%	31 71.9%	28 75.1%	66 75.1%	18 72.5%
Decrease slightly	(2)	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Decrease greatly	(1)	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Don't know		13 11.5%	6 11.9%	5 17.4%	2 5.6%	4 13.7%	4 12.2%	1 4.2%	2 5.7%	1 9.2%	3 17.6%	3 8.4%	6 13.0%	5 12.6%	10 11.5%	3 11.8%
NETS																
Net: Increase		16 13.9%	8 17.4% b	1 2.7%	7 19.6% b	6 19.8%	5 17.5%	3 11.8%	4 11.1%	1 9.7%	1 4.4%	5 14.3%	6 15.1%	5 12.3%	12 13.5%	4 15.7%
Net: Decrease		- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Net: Increase + Stay the same		100 88.5%	41 88.1%	26 82.6%	32 94.4%	25 86.3%	27 87.8%	23 95.8%	32 94.3%	9 90.8%	16 82.4%	30 91.6%	37 87.0%	33 87.4%	78 88.5%	21 88.2%
Mean score		3.2	3.2	3.0	3.2	3.2	3.3	3.1	3.1	3.1	3.1	3.2	3.2	3.2	3.2	3.2

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q11_4. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next four to twelve months?

Education

Base: All who recruit permanent members of staff in each job function

		WAVE				REGION						SIZE			SECTOR	
		Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	*n
Unweighted Total		75	20	26	29	19	20	15	20	5	16	26	26	23	67	8
Weighted Total		74	19	26	29	18	19	15	20	5	17	25	26	23	66	8
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly		(5)	3	1	2	-	1	-	2	2	-	1	1	1	3	-
			3.6%	4.7%	6.9%	-	4.7%	-	9.2%	38.6%	-	3.5%	3.5%	3.9%	4.1%	-
Increase slightly		(4)	12	2	4	7	4	6	1	1	-	7	3	3	12	-
			16.8%	9.6%	14.8%	23.4%	21.4%	29.5%	6.3%	4.8%	-	26.7%	10.9%	12.4%	18.8%	-
Stay same		(3)	45	15	14	16	11	10	12	14	2	15	17	13	40	5
			60.6%	77.2%	53.5%	56.0%	62.6%	50.5%	81.2%	71.1%	38.6%	58.6%	67.8%	54.9%	60.4%	62.6%
Decrease slightly		(2)	4	-	1	3	1	2	1	1	-	-	2	2	3	1
			5.1%	-	3.8%	9.7%	5.2%	10.3%	5.9%	4.5%	-	-	7.7%	7.9%	4.3%	12.1%
Decrease greatly		(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know			10	2	5	3	2	1	2	1	5	3	3	5	8	2
			13.8%	8.6%	21.0%	10.8%	10.8%	5.1%	6.6%	10.5%	22.9%	11.2%	10.2%	20.8%	12.5%	25.3%
NETS																
Net: Increase			15	3	6	7	4	7	1	3	2	8	4	4	15	-
			20.4%	14.2%	21.7%	23.4%	21.4%	34.2%	6.3%	14.0%	38.6%	30.2%	14.4%	16.3%	22.8%	-
Net: Decrease			4	-	1	3	1	2	1	1	-	-	2	2	3	1
			5.1%	-	3.8%	9.7%	5.2%	10.3%	5.9%	4.5%	-	-	7.7%	7.9%	4.3%	12.1%
Net: Increase + Stay the same			60	18	20	23	15	16	13	17	4	23	21	16	55	5
			81.0%	91.4%	75.2%	79.5%	84.0%	84.6%	87.5%	85.1%	77.1%	88.8%	82.1%	71.2%	83.2%	62.6%
Mean score			3.2	3.2	3.3	3.2	3.2	3.3	3.0	3.2	4.0	3.4	3.1	3.2	3.3	2.8

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q11_5. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next four to twelve months?

Engineering & technical

Base: All who recruit permanent members of staff in each job function

		WAVE			REGION						SIZE			SECTOR		
		Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		192	75	52	65	51	45	36	64	28	32	70	68	54	161	31
Weighted Total		192	76	52	64	50	43	35	62	27	37	70	68	55	162	31
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	5	3	1	1	1	2	1	2	1	-	1	2	2	5	-
		2.4%	3.7%	1.7%	1.4%	1.8%	4.1%	2.9%	3.1%	3.4%	-	1.3%	2.9%	3.3%	2.9%	-
Increase slightly	(4)	59	23	16	20	19	15	8	16	8	8	20	24	14	50	9
		30.5%	29.5%	31.8%	30.5%	38.7%	35.8%	23.9%	26.3%	29.4%	20.4%	28.9%	35.9%	25.8%	30.8%	28.8%
Stay same	(3)	105	45	25	36	25	18	22	36	14	26	42	33	31	85	20
		54.9%	58.3%	48.6%	55.8%	50.1%	42.3%	61.8%	58.2%	53.5%	69.9% e	60.0%	48.8%	55.8%	52.9%	65.2%
Decrease slightly	(2)	1	-	-	1	-	-	1	1	-	-	1	-	-	1	-
		.5%	-	-	1.6%	-	-	2.9%	1.6%	-	-	1.5%	-	-	.6%	-
Decrease greatly	(1)	1	-	1	-	-	-	-	1	1	-	-	-	1	1	-
		.5%	-	1.8%	-	-	-	-	1.5%	3.5%	-	-	-	1.7%	.6%	-
Don't know		22	7	8	7	5	8	3	6	3	4	6	8	7	20	2
		11.3%	8.6%	16.1%	10.6%	9.4%	17.8%	8.5%	9.3%	10.3%	9.7%	8.4%	12.5%	13.4%	12.3%	6.0%
NETS																
Net: Increase		63	25	17	21	20	17	9	18	9	8	21	26	16	54	9
		32.9%	33.2%	33.5%	32.0%	40.5%	39.9%	26.8%	29.4%	32.8%	20.4%	30.2%	38.7%	29.1%	33.6%	28.8%
Net: Decrease		2	-	1	1	-	-	1	2	1	-	1	-	1	2	-
		1.0%	-	1.8%	1.6%	-	-	2.9%	3.1%	3.5%	-	1.5%	-	1.7%	1.2%	-
Net: Increase + Stay the same		169	70	42	56	45	35	31	54	23	34	63	59	47	140	29
		87.7%	91.4%	82.1%	87.8%	90.6%	82.2%	88.6%	87.6%	86.3%	90.3%	90.2%	87.5%	84.9%	86.5%	94.0%
Mean score		3.4	3.4	3.4	3.4	3.5	3.5	3.3	3.3	3.3	3.2	3.3	3.5	3.3	3.4	3.3

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q11_6. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next four to twelve months?

Executive recruitment / interim management

Base: All who recruit permanent members of staff in each job function

		WAVE			REGION						SIZE			SECTOR		
		Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		183	63	56	64	38	36	47	78	31	31	58	63	62	148	35
Weighted Total		181	63	55	63	36	34	46	77	31	34	58	61	62	147	34
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	1 .5%	1 1.4%	- -	- -	- 2.6%	1 -	- -	- -	- -	- -	1 1.5%	- -	- -	1 .6%	- -
Increase slightly	(4)	29 16.2%	9 15.0%	10 18.7%	10 15.2%	6 15.2%	7 19.3%	7 14.9%	13 16.4%	6 18.7%	5 13.7%	8 13.5%	10 17.1%	11 17.8%	24 16.5%	5 14.9%
Stay same	(3)	128 70.6%	44 69.8%	35 64.3%	49 76.9%	26 71.5%	23 66.7%	35 76.4%	56 73.4%	21 68.8%	23 67.2%	44 76.5%	44 72.4%	39 63.3%	104 70.4%	24 71.3%
Decrease slightly	(2)	2 .9%	1 1.3%	1 1.6%	- -	- -	- -	- -	- -	- -	2 5.1%	- -	2 2.8%	- -	1 .6%	1 2.6%
Decrease greatly	(1)	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Don't know		21 11.8%	8 12.4%	9 15.5%	5 7.9%	5 13.4%	4 11.4%	4 8.7%	8 10.2%	4 12.5%	5 14.0%	5 8.5%	5 7.7%	12 18.9%	18 11.9%	4 11.2%
NETS																
Net: Increase		30 16.7%	10 16.4%	10 18.7%	10 15.2%	6 15.2%	8 21.9%	7 14.9%	13 16.4%	6 18.7%	5 13.7%	9 15.0%	10 17.1%	11 17.8%	25 17.1%	5 14.9%
Net: Decrease		2 .9%	1 1.3%	1 1.6%	- -	- -	- -	- -	- -	- -	2 5.1%	- -	2 2.8%	- -	1 .6%	1 2.6%
Net: Increase + Stay the same		158 87.3%	54 86.2%	46 82.9%	58 92.1%	32 86.6%	30 88.6%	42 91.3%	69 89.8%	27 87.5%	27 80.9%	53 91.5%	55 89.5%	50 81.1%	129 87.5%	30 86.2%
Mean score		3.2	3.2	3.2	3.2	3.2	3.3	3.2	3.2	3.2	3.1	3.2	3.2	3.2	3.2	3.1

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q11_7. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next four to twelve months?

Health & social care

Base: All who recruit permanent members of staff in each job function

		WAVE				REGION						SIZE			SECTOR	
		Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		80	34	20	26	19	23	13	21	8	17	24	30	26	69	11
Weighted Total		80	34	20	25	18	22	12	20	7	20	25	28	26	69	11
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly		(5)	11	6	4	2	3	7	1	2	1	2	7	3	10	2
			14.3%	16.4%	18.8%	7.7%	16.1%	30.0%	8.3%	9.5%	11.5%	-	-	-	13.8%	17.2%
Increase slightly		(4)	17	8	3	7	4	6	2	5	3	4	7	6	13	4
			21.3%	21.9%	13.6%	26.9%	20.9%	26.6%	14.2%	23.7%	39.3%	15.1%	23.4%	25.1%	18.8%	37.6%
Stay same		(3)	42	17	11	13	10	7	9	12	4	18	12	11	39	3
			52.3%	50.1%	54.4%	53.5%	52.3%	30.5%	69.4%	61.8%	49.3%	70.5%	43.6%	44.1%	56.2%	26.9%
Decrease slightly		(2)	2	1	-	1	1	-	-	-	-	-	1	1	1	1
			2.4%	3.0%	-	3.7%	5.7%	4.1%	-	-	-	-	3.2%	4.0%	1.3%	9.7%
Decrease greatly		(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know			8	3	3	2	1	2	1	-	4	2	2	4	7	1
			9.6%	8.6%	13.2%	8.2%	5.0%	8.7%	8.1%	5.1%	-	7.0%	6.3%	15.9%	9.8%	8.6%
NETS																
Net: Increase			28	13	7	9	7	12	3	7	4	6	13	9	23	6
			35.6%	38.3%	32.4%	34.6%	37.0%	56.6%	22.4%	33.1%	50.7%	22.5%	46.9%	36.0%	32.7%	54.8%
Net: Decrease			2	1	-	1	1	-	-	-	-	-	1	1	1	1
			2.4%	3.0%	-	3.7%	5.7%	4.1%	-	-	-	-	3.2%	4.0%	1.3%	9.7%
Net: Increase + Stay the same			70	30	18	22	16	19	11	7	16	23	26	21	61	9
			87.9%	88.4%	86.8%	88.1%	89.3%	87.1%	91.9%	94.9%	100.0%	93.0%	90.5%	80.1%	88.9%	81.7%
Mean score			3.5	3.6	3.6	3.4	3.5	3.9	3.3	3.4	3.6	3.3	3.7	3.5	3.5	3.7

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q11_8. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next four to twelve months?

Hospitality

Base: All who recruit permanent members of staff in each job function

		WAVE				REGION						SIZE			SECTOR	
		Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	n
Unweighted Total		65	21	19	25	14	17	16	22	6	12	20	19	26	53	12
Weighted Total		65	22	18	25	13	16	16	23	7	13	21	19	25	54	11
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly		(5)	3	2	1	-	2	1	1	-	-	1	-	2	3	-
			4.3%	8.1%	-	-	11.4%	6.1%	4.3%	-	-	4.2%	-	7.5%	5.2%	-
Increase slightly		(4)	23	4	7	12	2	9	10	4	2	3	8	13	20	3
			35.0%	17.9%	40.2%	46.6%	13.8%	59.1%	35.5%	42.0%	16.2%	12.6%	40.5%	50.0%	37.2%	25.1%
Stay same		(3)	30	13	6	10	9	4	7	3	8	15	7	8	24	6
			45.3%	57.9%	35.0%	41.6%	65.2%	23.6%	41.0%	41.5%	57.2%	71.0%	35.6%	30.6%	44.1%	50.8%
Decrease slightly		(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-	-	-	-	-
Decrease greatly		(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know			10	4	5	2	3	1	3	-	4	3	4	3	7	3
			15.4%	16.2%	24.8%	7.9%	21.0%	6.0%	17.3%	-	26.6%	12.2%	23.8%	11.9%	13.6%	24.1%
NETS																
Net: Increase			26	6	7	13	2	11	7	11	4	2	8	14	23	3
			39.3%	25.9%	40.2%	50.5%	13.8%	70.5%	41.6%	46.3%	57.4%	16.2%	40.5%	57.5%	42.3%	25.1%
Net: Decrease			-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same			55	19	14	23	11	15	13	20	7	19	14	22	46	9
			84.6%	83.8%	75.2%	92.1%	79.0%	94.0%	82.7%	87.8%	100.0%	87.8%	76.2%	88.1%	86.4%	75.9%
Mean score			3.5	3.4	3.5	3.6	3.2	3.9	3.6	3.6	3.2	3.2	3.5	3.7	3.5	3.3

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q11_9. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next four to twelve months?

Industrial

Base: All who recruit permanent members of staff in each job function

		WAVE			REGION						SIZE			SECTOR		
		Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		105	35	33	37	27	30	21	32	11	16	32	38	35	83	22
Weighted Total		105	35	33	38	27	28	21	31	10	19	32	37	36	83	21
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	3	2	1	-	1	2	-	-	-	-	2	-	1	3	-
		2.6%	5.1%	3.0%	-	3.7%	6.2%	-	-	-	-	5.9%	-	2.4%	3.3%	-
Increase slightly	(4)	27	8	10	9	7	7	6	9	4	4	8	10	8	20	7
		25.4%	24.3%	29.2%	23.1%	24.7%	24.2%	27.2%	30.6%	37.7%	19.6%	24.2%	28.4%	23.4%	23.7%	32.2%
Stay same	(3)	61	18	17	27	16	16	15	19	4	10	20	23	18	49	13
		58.5%	50.8%	51.5%	71.6%	60.8%	56.6%	72.8%	60.4%	35.2%	54.8%	64.1%	61.7%	50.1%	58.4%	58.6%
Decrease slightly	(2)	1	1	-	-	1	-	-	-	-	-	-	-	1	-	1
		1.0%	3.0%	-	-	3.8%	-	-	-	-	-	-	-	2.9%	-	4.8%
Decrease greatly	(1)	2	1	1	-	-	1	-	1	1	-	1	-	1	2	-
		1.7%	2.6%	2.8%	-	-	3.2%	-	3.0%	9.1%	-	2.8%	-	2.6%	2.2%	-
Don't know		11	5	4	2	2	3	-	2	2	5	1	4	7	10	1
		10.8%	14.1%	13.4%	5.4%	7.1%	9.8%	-	6.0%	18.1%	25.6%	3.0%	9.8%	18.6%	12.4%	4.4%
														j		
NETS																
Net: Increase		29	10	11	9	8	9	6	9	4	4	10	10	9	22	7
		28.0%	29.5%	32.2%	23.1%	28.3%	30.4%	27.2%	30.6%	37.7%	19.6%	30.1%	28.4%	25.8%	27.0%	32.2%
Net: Decrease		3	2	1	-	1	1	-	1	1	-	1	-	2	2	1
		2.7%	5.6%	2.8%	-	3.8%	3.2%	-	3.0%	9.1%	-	2.8%	-	5.4%	2.2%	4.8%
Net: Increase + Stay the same		91	28	27	36	24	25	21	28	7	14	30	33	27	71	19
		86.5%	80.3%	83.7%	94.6%	89.1%	87.1%	100.0%	91.0%	72.8%	74.4%	94.2%	90.2%	75.9%	85.4%	90.8%
												i				
Mean score		3.3	3.3	3.3	3.2	3.3	3.3	3.3	3.3	3.2	3.3	3.3	3.3	3.2	3.3	3.3

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q11_10. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next four to twelve months?

Legal & HR

Base: All who recruit permanent members of staff in each job function

		WAVE			REGION						SIZE			SECTOR		
		Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		186	54	62	70	38	43	41	73	32	32	56	61	69	152	34
Weighted Total		185	53	61	70	36	42	40	73	33	33	56	61	68	151	34
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	1	1	-	-	-	1	-	-	-	-	1	-	-	1	-
		.5%	1.7%	-	-	-	2.1%	-	-	-	-	1.6%	-	-	.6%	-
Increase slightly	(4)	16	2	8	6	2	3	3	9	6	3	3	9	5	14	2
		8.9%	3.6%	13.8%	8.6%	5.1%	7.1%	7.2%	11.9%	17.7%	8.7%	4.9%	14.6%	7.0%	9.4%	6.5%
Stay same	(3)	142	43	41	58	29	34	32	55	22	25	48	43	51	115	28
		77.0%	80.2%	67.5%	82.8% b	78.8%	81.5%	80.2%	74.6%	67.8%	74.6%	86.5% k	71.3%	74.4%	75.8%	82.1%
Decrease slightly	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		25	8	11	6	6	4	5	10	5	6	4	9	13	21	4
		13.6%	14.5%	18.7%	8.5%	16.1%	9.3%	12.6%	13.5%	14.6%	16.6%	7.0%	14.1%	18.6%	14.1%	11.4%
NETS																
Net: Increase		17	3	8	6	2	4	3	9	6	3	4	9	5	15	2
		9.4%	5.3%	13.8%	8.6%	5.1%	9.2%	7.2%	11.9%	17.7%	8.7%	6.5%	14.6%	7.0%	10.0%	6.5%
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		160	46	50	64	30	38	35	63	28	28	52	52	56	130	30
		86.4%	85.5%	81.3%	91.5%	83.9%	90.7%	87.4%	86.5%	85.4%	83.4%	93.0%	85.9%	81.4%	85.9%	88.6%
Mean score		3.1	3.1	3.2	3.1	3.1	3.1	3.1	3.1	3.2	3.1	3.1	3.2	3.1	3.1	3.1

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q11_11. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next four to twelve months?

Life sciences

Base: All who recruit permanent members of staff in each job function

		WAVE				REGION						SIZE			SECTOR	
		Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		24	4	9	11	5	7	4	8	4	4	8	5	11	21	3
Weighted Total		23	4	8	11	5	6	4	7	4	4	8	5	10	20	3
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	1	1	-	-	-	1	-	-	-	-	1	-	-	1	-
		3.9%	24.0%	-	-	-	13.9%	-	-	-	-	11.8%	-	-	4.5%	-
Increase slightly	(4)	4	-	1	3	-	2	1	1	-	1	1	1	2	4	-
		16.7%	-	10.6%	27.2%	-	29.0%	23.9%	11.9%	-	25.2%	11.5%	21.9%	18.1%	19.0%	-
Stay same	(3)	12	3	4	6	3	4	2	4	2	2	5	3	5	10	2
		54.0%	76.0%	44.9%	53.3%	61.3%	57.2%	48.1%	49.2%	50.3%	48.9%	63.4%	58.1%	45.2%	52.2%	66.8%
Decrease slightly	(2)	1	-	-	1	-	-	1	1	-	-	1	-	-	1	-
		4.5%	-	-	9.5%	-	-	27.9%	13.9%	-	-	13.4%	-	-	5.1%	-
Decrease greatly	(1)	1	-	1	-	-	-	-	1	1	-	-	-	1	1	-
		4.1%	-	11.2%	-	-	-	-	12.6%	25.2%	-	-	-	8.9%	4.6%	-
Don't know		4	-	3	1	2	-	-	1	1	1	-	1	3	3	1
		16.8%	-	33.3%	10.0%	38.7%	-	-	12.3%	24.5%	26.0%	-	20.0%	27.8%	14.6%	33.2%
NETS																
Net: Increase		5	1	1	3	-	3	1	1	-	1	2	1	2	5	-
		20.6%	24.0%	10.6%	27.2%	-	42.8%	23.9%	11.9%	-	25.2%	23.2%	21.9%	18.1%	23.4%	-
Net: Decrease		2	-	1	1	-	-	1	2	1	-	1	-	1	2	-
		8.6%	-	11.2%	9.5%	-	-	27.9%	26.6%	25.2%	-	13.4%	-	8.9%	9.7%	-
Net: Increase + Stay the same		17	4	5	9	3	6	3	4	2	3	7	4	7	15	2
		74.6%	100.0%	55.5%	80.5%	61.3%	100.0%	72.1%	61.1%	50.3%	74.0%	86.6%	80.0%	63.2%	75.7%	66.8%
Mean score		3.1	3.5	2.8	3.2	3.0	3.6	3.0	2.7	2.3	3.3	3.2	3.3	3.0	3.2	3.0

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q11_12. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next four to twelve months?

Marketing, media & creative

Base: All who recruit permanent members of staff in each job function

		WAVE				REGION						SIZE			SECTOR	
		Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		220	69	70	81	57	34	49	97	48	32	82	67	71	180	40
Weighted Total		221	69	70	82	55	33	48	97	49	35	85	66	70	181	40
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	1 .4%	1 1.3%	- -	- -	- -	1 2.7%	- -	- -	- -	- -	1 1.1%	- -	- -	1 .5%	- -
Increase slightly	(4)	48 21.6%	12 17.3%	15 21.7%	21 25.1%	12 20.9%	5 14.5%	12 24.0%	28 28.9%	17 33.8%	3 9.0%	20 23.2%	15 23.2%	13 18.1%	40 22.0%	8 19.8%
Stay same	(3)	149 67.3%	48 70.5%	46 65.2%	55 66.4%	40 72.3%	25 76.7%	32 65.9%	58 59.2%	26 52.7%	26 73.0%	57 66.9%	45 68.3%	47 66.9%	119 66.0%	29 73.1%
Decrease slightly	(2)	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Decrease greatly	(1)	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Don't know		24 10.7%	7 10.9%	9 13.1%	7 8.5%	4 6.8%	2 6.1%	5 10.1%	12 11.8%	7 13.5%	6 17.9%	8 8.9%	6 8.5%	10 14.9%	21 11.5%	3 7.1%
NETS																
Net: Increase		49 22.0%	13 18.6%	15 21.7%	21 25.1%	12 20.9%	6 17.2%	12 24.0%	28 28.9%	17 33.8%	3 9.0%	21 24.2%	15 23.2%	13 18.1%	41 22.5%	8 19.8%
Net: Decrease		- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Net: Increase + Stay the same		198 89.3%	61 89.1%	61 86.9%	75 91.5%	52 93.2%	31 93.9%	43 89.9%	86 88.2%	42 86.5%	29 82.1%	77 91.1%	61 91.5%	59 85.1%	160 88.5%	37 92.9%
Mean score		3.3	3.2	3.2	3.3	3.2	3.2	3.3	3.3	3.4	3.1	3.3	3.3	3.2	3.3	3.2

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q11_13. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next four to twelve months?

Office professionals

Base: All who recruit permanent members of staff in each job function

		WAVE			REGION						SIZE			SECTOR		
		Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		351	107	118	126	73	80	85	142	57	56	141	124	86	291	60
Weighted Total		350	107	117	126	72	77	83	140	57	61	142	122	86	290	60
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	4	1	2	1	2	2	-	-	-	-	2	2	-	4	-
		1.1%	.8%	1.7%	.8%	2.9%	2.3%	-	-	-	-	1.4%	1.5%	-	1.3%	-
		g														
Increase slightly	(4)	66	18	27	22	10	15	16	29	13	12	24	26	16	56	11
		19.0%	16.6%	23.3%	17.1%	14.5%	19.9%	20.0%	20.8%	22.0%	19.1%	17.1%	21.3%	18.9%	19.1%	18.3%
Stay same	(3)	244	76	73	95	53	50	59	97	38	44	105	81	59	201	44
		69.9%	71.3%	63.0%	75.1%	73.5%	65.3%	71.7%	69.5%	66.4%	72.3%	74.2%	66.3%	67.9%	69.1%	73.6%
					b											
Decrease slightly	(2)	4	2	1	1	2	1	1	1	-	-	-	3	1	3	1
		1.1%	1.7%	.9%	.7%	2.6%	1.3%	1.2%	.7%	-	-	-	2.4%	1.1%	1.0%	1.6%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		31	10	13	8	5	9	6	13	7	5	10	10	10	27	4
		8.9%	9.5%	11.2%	6.3%	6.6%	11.2%	7.2%	9.0%	11.7%	8.6%	7.3%	8.5%	12.1%	9.4%	6.5%
NETS																
Net: Increase		70	19	29	22	12	17	16	29	13	12	26	28	16	59	11
		20.1%	17.4%	25.0%	17.8%	17.3%	22.3%	20.0%	20.8%	22.0%	19.1%	18.5%	22.8%	18.9%	20.5%	18.3%
Net: Decrease		4	2	1	1	2	1	1	1	-	-	-	3	1	3	1
		1.1%	1.7%	.9%	.7%	2.6%	1.3%	1.2%	.7%	-	-	-	2.4%	1.1%	1.0%	1.6%
Net: Increase + Stay the same		315	95	103	117	65	68	76	126	50	56	132	108	75	260	55
		90.0%	88.8%	88.0%	92.9%	90.8%	87.5%	91.6%	90.3%	88.3%	91.4%	92.7%	89.1%	86.8%	89.6%	91.9%
Mean score		3.2	3.2	3.3	3.2	3.2	3.3	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q11_14. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next four to twelve months?

Sales & retail

Base: All who recruit permanent members of staff in each job function

		WAVE			REGION						SIZE			SECTOR		
		Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		200	59	70	71	57	38	45	75	30	30	81	70	49	164	36
Weighted Total		202	60	70	72	57	36	44	74	30	35	83	70	49	166	36
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly		(5)	8	5	2	1	4	2	1	-	1	4	2	2	8	-
			3.8%	7.6%	3.0%	1.3%	6.8%	5.3%	2.3%	1.4%	-	4.6%	2.7%	3.9%	4.6%	-
Increase slightly		(4)	47	13	18	17	14	5	15	24	9	19	22	6	35	12
			23.2%	21.2%	25.0%	23.0%	25.2%	13.8%	33.9% ei	32.0% ei	29.1%	22.6%	31.7% l	12.1%	21.1%	32.8%
Stay same		(3)	128	38	41	49	36	26	24	41	16	54	40	35	107	21
			63.5%	63.2%	58.6%	68.6%	62.7%	72.6%	54.7%	54.8%	54.9%	64.6%	57.5%	70.3%	64.5%	58.9%
Decrease slightly		(2)	1	-	1	-	-	-	-	-	1	-	1	-	-	1
			.4%	-	1.3%	-	-	-	-	-	2.5%	-	1.3%	-	-	2.4% m
Decrease greatly		(1)	1	-	-	1	-	-	-	-	1	1	-	-	-	1
			.5%	-	-	1.5%	-	-	-	-	3.0%	1.3%	-	-	-	2.9% m
Don't know			17	5	9	4	3	3	4	9	5	6	5	7	16	1
			8.6%	8.0%	12.1%	5.5%	5.3%	8.3%	9.0%	11.8%	16.0%	7.0%	6.9%	13.7%	9.8%	2.9%
NETS																
Net: Increase		55	17	20	17	18	7	16	25	9	5	23	24	8	43	12
		27.0%	28.8%	28.0%	24.4%	32.0%	19.1%	36.3% i	33.4% i	29.1%	13.4%	27.2%	34.3% l	16.0%	25.7%	32.8%
Net: Decrease		2	-	1	1	-	-	-	-	-	2	1	1	-	-	2
		1.0%	-	1.3%	1.5%	-	-	-	-	-	5.5% g	1.3%	1.3%	-	-	5.3% m
Net: Increase + Stay the same		183	56	61	67	54	33	40	65	25	31	76	64	42	150	33
		90.5%	92.0%	86.6%	93.0%	94.7%	91.7%	91.0%	88.2%	84.0%	87.3%	91.8%	91.9%	86.3%	90.2%	91.7%
Mean score		3.3	3.4	3.3	3.2	3.4	3.3	3.4	3.4	3.3	3.1	3.3	3.4	3.2	3.3	3.3

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q11_15. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next four to twelve months?

Technology

Base: All who recruit permanent members of staff in each job function

		WAVE				REGION						SIZE			SECTOR	
		Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		210	64	68	78	49	42	49	90	41	29	76	65	69	171	39
Weighted Total		209	64	67	78	48	40	48	88	40	33	77	63	69	170	39
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	6	3	3	-	1	1	2	4	2	-	3	1	2	5	1
		2.8%	4.5%	4.6%	-	2.3%	2.2%	4.2%	4.5%	4.9%	-	4.0%	1.4%	2.9%	2.9%	2.7%
Increase slightly	(4)	49	14	16	20	7	11	13	28	15	3	18	20	11	43	6
		23.6%	21.3%	24.0%	25.1%	14.0%	28.6%	28.0%	32.0% d	36.9% d	9.3%	23.9%	32.0% l	15.5%	25.4%	15.7%
Stay same	(3)	129	38	38	53	33	26	26	44	18	26	46	37	45	102	27
		61.5%	58.8%	57.5%	67.3%	67.6% gh	64.2%	53.4%	50.1%	46.2%	79.8%	60.6%	59.2%	64.7%	59.9%	68.6%
Decrease slightly	(2)	3	2	-	1	2	-	1	1	-	-	-	1	2	1	2
		1.4%	3.1%	-	1.2%	4.1%	-	2.0%	1.1%	-	-	-	1.5%	2.9%	.6%	5.1% m
Decrease greatly	(1)	1	-	1	-	-	-	-	1	1	-	-	-	1	1	-
		.4%	-	1.4%	-	-	-	-	1.1%	2.3%	-	-	-	1.3%	.5%	-
Don't know		21	8	8	5	6	2	6	10	4	4	9	4	9	18	3
		10.2%	12.3%	12.5%	6.4%	12.0%	5.0%	12.4%	11.2%	9.7%	10.9%	11.5%	5.9%	12.6%	10.7%	7.9%
NETS																
Net: Increase		55	16	19	20	8	12	15	32	17	3	21	21	13	48	7
		26.4%	25.8%	28.6%	25.1%	16.3%	30.8%	32.2%	36.5% d	41.7% d	9.3%	27.9%	33.4% l	18.5%	28.3%	18.4%
Net: Decrease		4	2	1	1	2	-	1	2	1	-	-	1	3	2	2
		1.8%	3.1%	1.4%	1.2%	4.1%	-	2.0%	2.2%	2.3%	-	-	1.5%	4.2%	1.1%	5.1%
Net: Increase + Stay the same		184	54	58	72	40	38	41	76	35	29	68	59	57	150	34
		88.0%	84.6%	86.1%	92.4%	83.9%	95.0%	85.6%	86.6%	87.9%	89.1%	88.5%	92.6%	83.2%	88.2%	87.0%
Mean score		3.3	3.3	3.3	3.3	3.2	3.3	3.4	3.4 d	3.5 d	3.1	3.4	3.4	3.2	3.3	3.2

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q12. In which, if any, of these job functions do you expect to find a shortage of appropriate candidates for permanent roles?

Base: All who recruit permanent members of staff in each job function

		WAVE			REGION						SIZE			SECTOR	
	Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	524	183	160	181	113	127	124	210	86	74	234	172	118	439	85
Weighted Total	519	183	158	179	111	123	120	205	85	80	234	168	116	435	84
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Accounting and financial services	26	6	9	11	5	8	6	11	5	2	10	5	10	23	3
	10.0%	7.2%	11.4%	11.5%	9.3%	12.9%	9.3%	10.8%	13.3%	5.2%	11.1%	6.0%	13.7%	10.9%	6.2%
Construction	24	9	8	7	6	6	6	7	1	5	11	6	6	22	2
	31.4%	25.1%	39.2%	34.5%	23.7%	39.6%	46.3%	35.9%	14.1%	30.6%	35.3%	27.3%	30.0%	35.4%	13.5%
Drivers	22	7	4	10	1	9	8	10	2	1	9	7	5	18	4
	19.1%	15.7%	12.0%	30.5%	3.4%	30.4%	35.2%	30.4%	19.3%	4.4%	28.9%	17.2%	12.8%	20.0%	15.9%
Education	15	3	7	6	7	3	3	5	2	1	5	7	3	14	1
	20.4%	14.3%	25.4%	20.1%	37.5%	15.2%	18.7%	23.5%	38.6%	4.8%	19.4%	28.9%	12.0%	21.5%	11.7%
Engineering & technical	73	31	18	24	15	20	18	26	8	12	27	20	26	59	14
	38.0%	40.6%	35.2%	37.3%	30.8%	47.0%	51.2%	41.5%	28.7%	31.6%	39.2%	29.2%	47.5% k	36.5%	46.1%
Executive recruitment / interim management	30	12	9	8	7	4	11	14	3	5	10	9	11	21	9
	16.4%	19.7%	17.0%	12.7%	18.2%	11.2%	23.8%	18.2%	9.8%	15.6%	17.1%	14.3%	17.8%	14.4%	25.1%
Health & social care	28	12	6	11	8	8	6	11	5	2	6	16	7	22	7
	35.8%	33.6%	27.7%	45.6%	42.0%	35.4%	52.4%	56.3%	62.8%	10.1%	22.7%	56.7%	25.6%	31.6%	63.3%
Hospitality	17	4	6	7	2	4	7	9	3	2	5	5	8	16	1
	25.8%	20.1%	30.4%	27.5%	14.4%	23.1%	42.0%	41.8%	41.3%	13.3%	21.7%	24.5%	30.3%	29.7%	7.8%
Industrial	23	7	8	9	6	7	7	9	2	1	8	10	4	19	4
	21.6%	19.0%	23.0%	22.7%	21.5%	23.7%	35.4%	29.5%	17.6%	5.5%	26.1%	28.1%	11.0%	22.5%	18.2%
Legal & HR	18	4	6	8	3	5	6	8	2	2	10	4	4	16	2
	9.5%	7.2%	9.5%	11.1%	8.0%	11.4%	14.2%	10.6%	6.3%	6.1%	17.2% l	6.3%	6.0%	10.3%	5.9%
Life sciences	5	-	2	3	-	1	2	3	1	1	2	1	2	5	-
	21.1%	-	21.5%	28.2%	-	14.9%	51.9%	38.2%	24.5%	25.2%	24.8%	21.9%	18.0%	24.0%	-
Marketing, media & creative	27	7	5	15	6	2	7	18	11	1	14	7	6	22	4
	12.0%	10.3%	6.7%	18.0% b	10.3%	5.5%	14.1%	18.3% i	22.5% ei	3.5%	16.0%	10.3%	8.8%	12.4%	10.2%
Office professionals	38	4	16	18	8	10	12	17	5	4	20	13	5	34	4
	11.0%	3.5%	14.0% a	14.6% a	10.9%	13.6%	14.0%	11.8%	8.7%	6.0%	14.3% l	10.8%	5.8%	11.8%	6.9%

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q12. In which, if any, of these job functions do you expect to find a shortage of appropriate candidates for permanent roles?

Base: All who recruit permanent members of staff in each job function

		WAVE			REGION						SIZE			SECTOR	
	Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	524	183	160	181	113	127	124	210	86	74	234	172	118	439	85
Weighted Total	519	183	158	179	111	123	120	205	85	80	234	168	116	435	84
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Sales & retail	39	8	14	17	8	5	16	23	8	3	18	13	8	31	8
	19.1%	13.5%	19.8%	23.2%	13.6%	12.9%	35.5% dei	31.6% dei	25.9%	8.2%	21.8%	18.1%	16.1%	18.6%	21.4%
Technology	56	14	17	26	13	9	14	28	15	6	22	14	21	47	9
	27.0%	21.2%	25.8%	32.8%	26.1%	23.4%	28.6%	32.5%	37.2%	18.1%	28.2%	22.5%	29.8%	27.7%	23.8%
None	256	96	82	78	54	57	54	98	44	48	132	81	43	217	39
	49.3%	52.4%	52.2%	43.5%	48.4%	46.3%	44.9%	47.7%	51.7%	59.1%	56.1% l	48.1%	37.1%	49.8%	46.3%
Net: Any	263	87	75	101	57	66	66	107	41	33	103	87	73	218	45
	50.7%	47.6%	47.8%	56.5%	51.6%	53.7%	55.1%	52.3%	48.3%	40.9%	43.9%	51.9%	62.9% j	50.2%	53.7%

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q14_SUM. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next three months?

SUMMARY TABLE

Base: All who recruit temporary agency workers in each job function

	Total	Greatly increase	Slightly increase	Stay the same	Slightly decrease	Greatly decrease	Don't know	Net: Increase	Net: Decrease	Net: Increase + Stay the same	Mean
Accounting and financial services	43 100.0%	- -	1 2.1%	33 77.5%	1 2.1%	1 2.3%	7 16.0%	1 2.1%	2 4.4%	34 79.6%	2.9
Construction	12 100.0%	- -	4 32.0%	5 44.9%	2 15.0%	- -	1 8.0%	4 32.0%	2 15.0%	9 77.0%	3.2
Drivers	17 100.0%	1 5.5%	- -	11 66.1%	3 16.3%	1 6.2%	1 5.8%	1 5.5%	4 22.5%	12 71.6%	2.8
Education	14 100.0%	- -	2 13.8%	9 65.1%	1 6.6%	1 7.3%	1 7.3%	2 13.8%	2 13.8%	11 78.9%	2.9
Engineering & technical	29 100.0%	- -	3 10.5%	20 69.2%	1 3.1%	- -	5 17.1%	3 10.5%	1 3.1%	23 79.7%	3.1
Executive recruitment / interim management	20 100.0%	- -	- -	16 80.3%	- -	- -	4 19.7%	- -	- -	16 80.3%	3.0
Health & social care	12 100.0%	- -	2 15.8%	8 68.0%	1 8.1%	- -	1 8.1%	2 15.8%	1 8.1%	10 83.8%	3.1
Hospitality	16 100.0%	- -	2 12.6%	12 75.0%	1 6.0%	- -	1 6.4%	2 12.6%	1 6.0%	14 87.6%	3.1
Industrial	31 100.0%	1 3.1%	5 14.7%	22 70.1%	2 6.0%	1 2.9%	1 3.1%	6 17.9%	3 8.9%	27 88.0%	3.1
Legal & HR	28 100.0%	- -	- -	23 82.9%	- -	1 3.5%	4 13.7%	- -	1 3.5%	23 82.9%	2.9
Life sciences	3 100.0%	- -	- -	1 32.9%	1 33.2%	- -	1 33.9%	- -	1 33.2%	1 32.9%	2.5
Marketing, media & creative	20 100.0%	- -	- -	16 75.9%	- -	- -	5 24.1%	- -	- -	16 75.9%	3.0
Office professionals	60 100.0%	1 1.6%	4 6.4%	41 69.2%	5 7.8%	4 6.7%	5 8.2%	5 8.0%	9 14.5%	46 77.2%	2.9
Sales & retail	25 100.0%	- -	2 7.7%	18 72.4%	- -	1 4.0%	4 15.9%	2 7.7%	1 4.0%	20 80.1%	3.0
Technology	25 100.0%	- -	5 19.9%	15 60.2%	- -	1 4.0%	4 16.0%	5 19.9%	1 4.0%	20 80.1%	3.1
Average (response based including bases)	354 100.0%	3 .8%	29 8.1%	251 70.8%	17 4.7%	11 3.1%	44 12.5%	32 9.0%	28 7.8%	282 79.7%	3.0

Jobs Outlook - Combined

Q14_SUM. Average across all sectors

SUMMARY TABLE

Base: All who recruit temporary agency workers in each job function

		WAVE				REGION						SIZE			SECTOR	
		Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		355	134	162	59	58	81	115	168	53	48	79	125	151	292	63
Weighted Total		354	134	161	58	54	79	111	161	50	59	83	123	147	294	60
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	3	1	-	2	2	-	1	1	-	-	1	1	1	3	-
		.8%	.7%	-	3.2% b	3.5%	-	.9%	.6%	-	-	1.2%	.8%	.6%	1.0%	-
Slightly increase	(4)	29	9	10	10	4	17	5	8	3	1	5	11	13	24	5
		8.1%	6.4%	6.5%	16.8% ab	6.8%	20.8% dfghi	4.4%	4.8%	5.8%	1.4%	5.7%	9.1%	8.7%	8.3%	7.5%
Stay the same	(3)	251	97	111	42	38	43	80	112	31	57	62	88	100	199	52
		70.8%	72.4%	69.0%	72.1%	70.6%	54.4%	72.1% e	69.3% e	63.0%	97.2% defgh	74.2%	71.7%	68.1%	67.6%	86.1% m
Slightly decrease	(2)	17	5	8	4	4	3	5	9	5	1	2	9	5	13	4
		4.7%	3.6%	5.0%	6.4%	6.8%	3.6%	4.3%	5.8%	9.1%	1.4%	2.1%	7.7%	3.7%	4.4%	6.3%
Greatly decrease	(1)	11	1	9	1	-	9	1	2	1	-	6	5	-	11	-
		3.1%	.7%	5.6% a	1.5%	-	11.2% dfghi	1.0%	1.2%	1.9%	-	7.2% l	4.0% l	-	3.7%	-
Don't know		44	22	22	-	7	8	19	29	10	-	8	8	28	44	-
		12.5%	16.1% c	13.9% c	-	12.4% i	10.1% i	17.3% i	18.2% i	20.2% i	-	9.6%	6.8%	18.9% k	15.0% n	-
NETS																
Net: Increase		32	10	10	12	6	17	6	9	3	1	6	12	14	27	5
		9.0%	7.1%	6.5%	20.0% ab	10.3%	20.8% fghi	5.3%	5.4%	5.8%	1.4%	6.9%	9.9%	9.3%	9.2%	7.5%
Net: Decrease		28	6	17	5	4	12	6	11	5	1	8	14	5	24	4
		7.8%	4.3%	10.6% a	7.9%	6.8%	14.7% fi	5.3%	7.0%	11.0%	1.4%	9.3%	11.6% l	3.7%	8.1%	6.3%
Net: Increase + Stay the same		282	107	122	54	44	60	86	120	34	58	68	101	114	226	56
		79.7%	79.5%	75.5%	92.1% ab	80.8%	75.2%	77.4%	74.7%	68.8%	98.6% defgh	81.1%	81.6%	77.4%	76.9%	93.7% m
Mean score		3.0	3.0	2.9	3.1	3.1	2.9	3.0	3.0	2.9	3.0	2.9	2.9	3.1	3.0	3.0
			b		b									j		

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q14_1. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next three months?

Accounting and financial services

Base: All who recruit temporary agency workers in each job function

		WAVE				REGION						SIZE			SECTOR		
		Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public	
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i		*j	*k	*l	m	*n
Unweighted Total		42	19	18	5	6	10	14	19	5	7		8	13	21	37	5
Weighted Total		43	20	18	5	6	10	14	18	5	9		9	13	21	38	5
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%		100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
Slightly increase	(4)	1	-	1	-	-	1	-	-	-	-		-	-	1	1	-
		2.1%	-	5.0%	-	-	9.1%	-	-	-	-		-	-	4.2%	2.3%	-
Stay the same	(3)	33	15	13	5	5	6	11	13	3	9		7	11	15	28	5
		77.5%	75.7%	73.2%	100.0%	83.2%	61.3%	77.9%	73.3%	60.0%	100.0%		76.9%	84.6%	73.3%	74.6%	100.0%
Slightly decrease	(2)	1	1	-	-	-	1	-	-	-	-		-	-	1	1	-
		2.1%	4.6%	-	-	-	9.3%	-	-	-	-		-	-	4.3%	2.4%	-
Greatly decrease	(1)	1	-	1	-	-	1	-	-	-	-		1	-	-	1	-
		2.3%	-	5.4%	-	-	10.0%	-	-	-	-		11.5%	-	-	2.6%	-
Don't know		7	4	3	-	1	1	3	5	2	-		1	2	4	7	-
		16.0%	19.7%	16.4%	-	16.8%	10.2%	22.1%	26.7%	40.0%	-		11.7%	15.4%	18.2%	18.0%	-
NETS																	
Net: Increase		1	-	1	-	-	1	-	-	-	-		-	-	1	1	-
		2.1%	-	5.0%	-	-	9.1%	-	-	-	-		-	-	4.2%	2.3%	-
Net: Decrease		2	1	1	-	-	2	-	-	-	-		1	-	1	2	-
		4.4%	4.6%	5.4%	-	-	19.4%	-	-	-	-		11.5%	-	4.3%	5.0%	-
Net: Increase + Stay the same		34	15	14	5	5	7	11	13	3	9		7	11	16	29	5
		79.6%	75.7%	78.2%	100.0%	83.2%	70.5%	77.9%	73.3%	60.0%	100.0%		76.9%	84.6%	77.5%	77.0%	100.0%
Mean score		2.9	2.9	2.9	3.0	3.0	2.8	3.0	3.0	3.0	3.0		2.7	3.0	3.0	2.9	3.0

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q14_2. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next three months?

Construction

Base: All who recruit temporary agency workers in each job function

		WAVE				REGION						SIZE			SECTOR	
		Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		12	3	7	2	3	1	2	6	4	2	5	2	5	11	1
Weighted Total		12	3	7	2	3	1	2	6	4	3	5	2	5	11	1
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	4	1	2	1	1	-	1	3	2	-	2	1	1	3	1
		32.0%	33.0%	26.0%	53.4%	33.2%	-	53.8%	52.1%	51.2%	-	35.3%	52.8%	19.7%	26.6%	100.0%
Stay the same	(3)	5	1	4	-	-	1	1	2	1	3	3	1	2	5	-
		44.9%	32.6%	61.5%	-	-	100.0%	46.2%	31.7%	24.4%	100.0%	47.9%	47.2%	40.5%	48.5%	-
Slightly decrease	(2)	2	-	1	1	1	-	-	1	1	-	1	-	1	2	-
		15.0%	-	12.5%	46.6%	32.2%	-	-	16.2%	24.4%	-	16.8%	-	19.1%	16.2%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		1	1	-	-	1	-	-	-	-	-	-	-	1	1	-
		8.0%	34.4%	-	-	34.6%	-	-	-	-	-	-	-	20.6%	8.7%	-
NETS																
Net: Increase		4	1	2	1	1	-	1	3	2	-	2	1	1	3	1
		32.0%	33.0%	26.0%	53.4%	33.2%	-	53.8%	52.1%	51.2%	-	35.3%	52.8%	19.7%	26.6%	100.0%
Net: Decrease		2	-	1	1	1	-	-	1	1	-	1	-	1	2	-
		15.0%	-	12.5%	46.6%	32.2%	-	-	16.2%	24.4%	-	16.8%	-	19.1%	16.2%	-
Net: Increase + Stay the same		9	2	6	1	1	1	2	5	3	3	5	2	3	8	1
		77.0%	65.6%	87.5%	53.4%	33.2%	100.0%	100.0%	83.8%	75.6%	100.0%	83.2%	100.0%	60.3%	75.1%	100.0%
Mean score		3.2	3.5	3.1	3.1	3.0	3.0	3.5	3.4	3.3	3.0	3.2	3.5	3.0	3.1	4.0

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q14_3. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next three months?

Drivers

Base: All who recruit temporary agency workers in each job function

		WAVE				REGION						SIZE			SECTOR		
		Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public	
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i		*j	*k	*l	*m	*n
Unweighted Total		17	8	8	1	4	5	5	5	-	3		2	9	6	14	3
Weighted Total		17	8	9	1	4	5	5	5	-	4		3	9	6	14	3
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-	100.0%		100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	1	-	-	1	1	-	-	-	-	-		-	-	1	1	-
		5.5%	-	-	100.0%	24.5%	-	-	-	-	-		-	-	16.4%	6.6%	-
Slightly increase	(4)	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
Stay the same	(3)	11	6	6	-	2	3	4	4	-	3		2	6	4	9	2
		66.1%	73.9%	66.5%	-	51.0%	57.9%	79.4%	79.4%	-	76.0%		61.7%	67.4%	66.3%	66.3%	65.3%
Slightly decrease	(2)	3	1	2	-	1	1	-	-	-	1		-	3	-	2	1
		16.3%	13.1%	21.0%	-	24.5%	20.5%	-	-	-	24.0%		-	32.6%	-	12.6%	34.7%
Greatly decrease	(1)	1	-	1	-	-	1	-	-	-	-		1	-	-	1	-
		6.2%	-	12.5%	-	-	21.6%	-	-	-	-		38.3%	-	-	7.5%	-
Don't know		1	1	-	-	-	-	1	1	-	-		-	-	1	1	-
		5.8%	13.0%	-	-	-	-	20.6%	20.6%	-	-		-	-	17.3%	7.0%	-
NETS																	
Net: Increase		1	-	-	1	1	-	-	-	-	-		-	-	1	1	-
		5.5%	-	-	100.0%	24.5%	-	-	-	-	-		-	-	16.4%	6.6%	-
Net: Decrease		4	1	3	-	1	2	-	-	-	1		1	3	-	3	1
		22.5%	13.1%	33.5%	-	24.5%	42.1%	-	-	-	24.0%		38.3%	32.6%	-	20.0%	34.7%
Net: Increase + Stay the same		12	6	6	1	3	3	4	4	-	3		2	6	5	10	2
		71.6%	73.9%	66.5%	100.0%	75.5%	57.9%	79.4%	79.4%	-	76.0%		61.7%	67.4%	82.7%	72.9%	65.3%
Mean score		2.8	2.8	2.5	5.0	3.2	2.4	3.0	3.0	-	2.8		2.2	2.7	3.4	2.8	2.7

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q14_4. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next three months?

Education

Base: All who recruit temporary agency workers in each job function

		WAVE				REGION						SIZE			SECTOR	
		Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		13	5	6	2	3	4	2	4	2	2	3	5	5	10	3
Weighted Total		14	5	7	2	3	4	2	4	2	3	4	5	5	11	3
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	2	-	1	1	1	1	-	-	-	-	-	1	1	1	1
		13.8%	-	13.9%	47.9%	31.0%	24.5%	-	-	-	-	-	17.9%	20.1%	9.1%	30.3%
Stay the same	(3)	9	5	3	1	2	1	2	3	1	3	3	3	3	7	2
		65.1%	100.0%	42.1%	52.1%	69.0%	25.6%	100.0%	76.6%	54.2%	100.0%	73.5%	62.5%	61.4%	63.8%	69.7%
Slightly decrease	(2)	1	-	1	-	-	-	-	1	1	-	-	-	1	1	-
		6.6%	-	13.7%	-	-	-	-	23.4%	45.8%	-	-	-	18.5%	8.4%	-
Greatly decrease	(1)	1	-	1	-	-	1	-	-	-	-	-	1	-	1	-
		7.3%	-	15.2%	-	-	25.0%	-	-	-	-	-	19.6%	-	9.3%	-
Don't know		1	-	1	-	-	1	-	-	-	-	1	-	-	1	-
		7.3%	-	15.2%	-	-	25.0%	-	-	-	-	26.5%	-	-	9.3%	-
NETS																
Net: Increase		2	-	1	1	1	1	-	-	-	-	-	1	1	1	1
		13.8%	-	13.9%	47.9%	31.0%	24.5%	-	-	-	-	-	17.9%	20.1%	9.1%	30.3%
Net: Decrease		2	-	2	-	-	1	-	1	1	-	-	1	1	2	-
		13.8%	-	28.9%	-	-	25.0%	-	23.4%	45.8%	-	-	19.6%	18.5%	17.7%	-
Net: Increase + Stay the same		11	5	4	2	3	2	2	3	1	3	3	4	4	8	3
		78.9%	100.0%	55.9%	100.0%	100.0%	50.1%	100.0%	76.6%	54.2%	100.0%	73.5%	80.4%	81.5%	73.0%	100.0%
Mean score		2.9	3.0	2.6	3.5	3.3	2.7	3.0	2.8	2.5	3.0	3.0	2.8	3.0	2.8	3.3

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q14_5. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next three months?

Engineering & technical

Base: All who recruit temporary agency workers in each job function

		WAVE				REGION						SIZE			SECTOR		
		Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public	
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i		*j	*k	*l	*m	*n
Unweighted Total		29	11	14	4	3	6	11	15	4	5		8	13	8	25	4
Weighted Total		29	11	14	4	3	6	11	14	4	6		8	13	8	25	4
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%		100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
Slightly increase	(4)	3	-	1	2	-	3	-	-	-	-		1	-	2	3	-
		10.5%	-	7.7%	49.6%	-	52.1%	-	-	-	-		11.7%	-	26.9%	12.1%	-
Stay the same	(3)	20	8	10	2	2	2	9	10	2	6		7	11	2	16	4
		69.2%	72.5%	71.9%	50.4%	65.4%	32.4%	80.7%	72.5%	49.1%	100.0%		88.3%	84.0%	23.9%	64.7%	100.0%
Slightly decrease	(2)	1	-	1	-	-	1	-	-	-	-		-	-	1	1	-
		3.1%	-	6.4%	-	-	15.5%	-	-	-	-		-	-	11.7%	3.6%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
Don't know		5	3	2	-	1	-	2	4	2	-		-	2	3	5	-
		17.1%	27.5%	14.0%	-	34.6%	-	19.3%	27.5%	50.9%	-		-	16.0%	37.5%	19.6%	-
NETS																	
Net: Increase		3	-	1	2	-	3	-	-	-	-		1	-	2	3	-
		10.5%	-	7.7%	49.6%	-	52.1%	-	-	-	-		11.7%	-	26.9%	12.1%	-
Net: Decrease		1	-	1	-	-	1	-	-	-	-		-	-	1	1	-
		3.1%	-	6.4%	-	-	15.5%	-	-	-	-		-	-	11.7%	3.6%	-
Net: Increase + Stay the same		23	8	11	4	2	5	9	10	2	6		8	11	4	19	4
		79.7%	72.5%	79.6%	100.0%	65.4%	84.5%	80.7%	72.5%	49.1%	100.0%		100.0%	84.0%	50.8%	76.8%	100.0%
Mean score		3.1	3.0	3.0	3.5	3.0	3.4	3.0	3.0	3.0	3.0		3.1	3.0	3.2	3.1	3.0

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q14_6. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next three months?

Executive recruitment / interim management

Base: All who recruit temporary agency workers in each job function

		WAVE			REGION						SIZE			SECTOR		
		Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		20	8	9	3	3	4	7	12	5	1	5	5	10	14	6
Weighted Total		20	8	8	3	3	4	7	12	5	1	5	5	10	14	6
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Stay the same	(3)	16	6	7	3	2	3	6	10	4	1	4	5	7	10	6
		80.3%	75.9%	77.4%	100.0%	64.8%	75.2%	85.6%	83.7%	80.9%	100.0%	79.8%	100.0%	70.1%	71.8%	100.0%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		4	2	2	-	1	1	1	2	1	-	1	-	3	4	-
		19.7%	24.1%	22.6%	-	35.2%	24.8%	14.4%	16.3%	19.1%	-	20.2%	-	29.9%	28.2%	-
NETS																
Net: Increase		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		16	6	7	3	2	3	6	10	4	1	4	5	7	10	6
		80.3%	75.9%	77.4%	100.0%	64.8%	75.2%	85.6%	83.7%	80.9%	100.0%	79.8%	100.0%	70.1%	71.8%	100.0%
Mean score		3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q14_7. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next three months?

Health & social care

Base: All who recruit temporary agency workers in each job function

		WAVE			REGION						SIZE			SECTOR		
		Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		12	6	4	2	1	3	6	6	-	2	3	4	5	11	1
Weighted Total		12	6	4	2	1	3	6	6	-	3	4	4	5	11	1
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	2	1	-	1	-	2	-	-	-	-	-	1	1	2	-
		15.8%	16.4%	-	49.0%	-	65.4%	-	-	-	-	-	24.6%	20.4%	17.2%	-
Stay the same	(3)	8	3	4	1	1	1	4	4	-	3	4	2	3	7	1
		68.0%	49.3%	100.0%	51.0%	100.0%	34.6%	65.2%	65.2%	-	100.0%	100.0%	49.8%	58.7%	65.1%	100.0%
Slightly decrease	(2)	1	1	-	-	-	-	1	1	-	-	-	1	-	1	-
		8.1%	17.1%	-	-	-	-	17.4%	17.4%	-	-	-	25.6%	-	8.9%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		1	1	-	-	-	-	1	1	-	-	-	-	1	1	-
		8.1%	17.1%	-	-	-	-	17.4%	17.4%	-	-	-	-	20.9%	8.9%	-
NETS																
Net: Increase		2	1	-	1	-	2	-	-	-	-	-	1	1	2	-
		15.8%	16.4%	-	49.0%	-	65.4%	-	-	-	-	-	24.6%	20.4%	17.2%	-
Net: Decrease		1	1	-	-	-	-	1	1	-	-	-	1	-	1	-
		8.1%	17.1%	-	-	-	-	17.4%	17.4%	-	-	-	25.6%	-	8.9%	-
Net: Increase + Stay the same		10	4	4	2	1	3	4	4	-	3	4	3	4	9	1
		83.8%	65.8%	100.0%	100.0%	100.0%	100.0%	65.2%	65.2%	-	100.0%	100.0%	74.4%	79.1%	82.3%	100.0%
Mean score		3.1	3.0	3.0	3.5	3.0	3.7	2.8	2.8	-	3.0	3.0	3.0	3.3	3.1	3.0

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q14_8. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next three months?

Hospitality

Base: All who recruit temporary agency workers in each job function

		WAVE				REGION						SIZE			SECTOR	
		Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		15	6	5	4	2	4	4	5	1	4	2	5	8	12	3
Weighted Total		16	6	5	4	2	4	4	5	1	5	3	5	8	13	3
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	2	-	-	2	-	2	-	-	-	-	-	1	1	2	-
		12.6%	-	-	50.5%	-	50.2%	-	-	-	-	-	19.1%	12.4%	15.4%	-
Stay the same	(3)	12	5	5	1	1	2	3	4	1	5	3	4	5	10	2
		75.0%	84.2%	100.0%	25.3%	52.3%	49.8%	73.7%	78.7%	100.0%	100.0%	100.0%	80.9%	62.9%	76.8%	67.0%
Slightly decrease	(2)	1	-	-	1	1	-	-	-	-	-	-	-	1	-	1
		6.0%	-	-	24.2%	47.7%	-	-	-	-	-	-	-	12.0%	-	33.0%
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		1	1	-	-	-	-	1	1	-	-	-	-	1	1	-
		6.4%	15.8%	-	-	-	-	26.3%	21.3%	-	-	-	-	12.7%	7.8%	-
NETS																
Net: Increase		2	-	-	2	-	2	-	-	-	-	-	1	1	2	-
		12.6%	-	-	50.5%	-	50.2%	-	-	-	-	-	19.1%	12.4%	15.4%	-
Net: Decrease		1	-	-	1	1	-	-	-	-	-	-	-	1	-	1
		6.0%	-	-	24.2%	47.7%	-	-	-	-	-	-	-	12.0%	-	33.0%
Net: Increase + Stay the same		14	5	5	3	1	4	3	4	1	5	3	5	6	12	2
		87.6%	84.2%	100.0%	75.8%	52.3%	100.0%	73.7%	78.7%	100.0%	100.0%	100.0%	100.0%	75.3%	92.2%	67.0%
Mean score		3.1	3.0	3.0	3.3	2.5	3.5	3.0	3.0	3.0	3.0	3.0	3.2	3.0	3.2	2.7

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q14_9. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next three months?

Industrial

Base: All who recruit temporary agency workers in each job function

		WAVE				REGION						SIZE			SECTOR	
		Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		32	11	13	8	5	10	8	12	4	5	7	18	7	27	5
Weighted Total		31	10	13	8	5	10	8	11	4	5	7	17	7	27	5
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	1	1	-	-	-	-	1	1	-	-	1	-	-	1	-
		3.1%	9.4%	-	-	-	-	12.5%	8.5%	-	-	13.2%	-	-	3.7%	-
Slightly increase	(4)	5	4	1	-	1	1	2	2	-	1	1	4	-	3	2
		14.7%	36.5%	6.4%	-	18.9%	9.3%	25.3%	17.2%	-	15.6%	14.2%	20.9%	-	10.3%	40.2%
Stay the same	(3)	22	5	11	6	3	8	4	7	3	4	5	11	6	19	3
		70.1%	44.7%	86.6%	76.5%	61.0%	81.5%	49.5%	57.8%	75.3%	84.4%	72.6%	62.7%	85.9%	71.9%	59.8%
Slightly decrease	(2)	2	-	1	1	-	-	1	2	1	-	-	2	-	2	-
		6.0%	-	7.0%	12.3%	-	-	12.6%	16.5%	24.7%	-	-	11.1%	-	7.1%	-
Greatly decrease	(1)	1	-	-	1	-	1	-	-	-	-	-	1	-	1	-
		2.9%	-	-	11.2%	-	9.3%	-	-	-	-	-	5.3%	-	3.4%	-
Don't know		1	1	-	-	1	-	-	-	-	-	-	-	1	1	-
		3.1%	9.3%	-	-	20.0%	-	-	-	-	-	-	-	14.1%	3.6%	-
NETS																
Net: Increase		6	5	1	-	1	1	3	3	-	1	2	4	-	4	2
		17.9%	46.0%	6.4%	-	18.9%	9.3%	37.8%	25.7%	-	15.6%	27.4%	20.9%	-	14.0%	40.2%
Net: Decrease		3	-	1	2	-	1	1	2	1	-	-	3	-	3	-
		8.9%	-	7.0%	23.5%	-	9.3%	12.6%	16.5%	24.7%	-	-	16.4%	-	10.5%	-
Net: Increase + Stay the same		27	9	12	6	4	9	7	10	3	5	7	14	6	23	5
		88.0%	90.7%	93.0%	76.5%	80.0%	90.7%	87.4%	83.5%	75.3%	100.0%	100.0%	83.6%	85.9%	85.9%	100.0%
Mean score		3.1	3.6	3.0	2.7	3.2	2.9	3.4	3.2	2.8	3.2	3.4	3.0	3.0	3.0	3.4

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q14_10. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next three months?

Legal & HR

Base: All who recruit temporary agency workers in each job function

		WAVE				REGION						SIZE			SECTOR	
		Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		29	11	13	5	4	8	8	15	7	2	5	6	18	22	7
Weighted Total		28	11	12	5	4	8	8	14	7	2	5	6	17	21	7
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Stay the same	(3)	23	9	9	5	4	6	6	12	6	2	3	6	15	17	7
		82.9%	82.2%	76.5%	100.0%	100.0%	75.2%	74.6%	80.0%	86.4%	100.0%	58.5%	100.0%	83.5%	77.3%	100.0%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	1	-	1	-	-	1	-	-	-	-	1	-	-	1	-
		3.5%	-	8.0%	-	-	12.3%	-	-	-	-	20.6%	-	-	4.6%	-
Don't know		4	2	2	-	-	1	2	3	1	-	1	-	3	4	-
		13.7%	17.8%	15.5%	-	-	12.5%	25.4%	20.0%	13.6%	-	20.9%	-	16.5%	18.1%	-
NETS																
Net: Increase		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Decrease		1	-	1	-	-	1	-	-	-	-	1	-	-	1	-
		3.5%	-	8.0%	-	-	12.3%	-	-	-	-	20.6%	-	-	4.6%	-
Net: Increase + Stay the same		23	9	9	5	4	6	6	12	6	2	3	6	15	17	7
		82.9%	82.2%	76.5%	100.0%	100.0%	75.2%	74.6%	80.0%	86.4%	100.0%	58.5%	100.0%	83.5%	77.3%	100.0%
Mean score		2.9	3.0	2.8	3.0	3.0	2.7	3.0	3.0	3.0	3.0	2.5	3.0	3.0	2.9	3.0

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q14_11. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next three months?

Life sciences

Base: All who recruit temporary agency workers in each job function

		WAVE		REGION						SIZE			SECTOR	
		Total	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l
Unweighted Total		3	3	-	-	2	3	1	-	2	-	1	2	1
Weighted Total		3	3	-	-	2	3	1	-	2	-	1	2	1
		100.0%	100.0%	-	-	100.0%	100.0%	100.0%	-	100.0%	-	100.0%	100.0%	100.0%
Greatly increase		(5)	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase		(4)	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-	-	-
Stay the same		(3)	1	1	-	-	1	1	-	1	-	-	1	-
			32.9%	32.9%	-	-	49.8%	32.9%	-	49.8%	-	-	49.2%	-
Slightly decrease		(2)	1	1	-	-	1	1	-	1	-	-	-	1
			33.2%	33.2%	-	-	50.2%	33.2%	-	50.2%	-	-	-	100.0%
Greatly decrease		(1)	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-	-	-
Don't know			1	1	-	-	1	1	-	-	-	1	1	-
			33.9%	33.9%	-	-	-	33.9%	100.0%	-	-	100.0%	50.8%	-
NETS														
Net: Increase			-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-	-	-
Net: Decrease			1	1	-	-	1	1	-	1	-	-	-	1
			33.2%	33.2%	-	-	50.2%	33.2%	-	50.2%	-	-	-	100.0%
Net: Increase + Stay the same			1	1	-	-	1	1	-	1	-	-	1	-
			32.9%	32.9%	-	-	49.8%	32.9%	-	49.8%	-	-	49.2%	-
Mean score			2.5	2.5	-	-	2.5	2.5	-	2.5	-	-	3.0	2.0

Columns Tested: b,c,d,e,f,g - h,i,j - k,l

Jobs Outlook - Combined

Q14_12. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next three months?

Marketing, media & creative

Base: All who recruit temporary agency workers in each job function

		WAVE				REGION						SIZE			SECTOR	
		Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		21	6	11	4	4	3	8	12	4	2	5	5	11	17	4
Weighted Total		20	6	10	4	4	3	8	11	4	2	5	5	10	17	4
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-	-	-	-	-
Stay the same	(3)	16	4	7	4	3	2	6	9	3	2	4	4	8	12	4
		75.9%	68.6%	70.8%	100.0%	73.6%	65.2%	73.3%	74.2%	76.1%	100.0%	78.5%	80.4%	72.5%	70.6%	100.0%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		5	2	3	-	1	1	2	3	1	-	1	1	3	5	-
		24.1%	31.4%	29.2%	-	26.4%	34.8%	26.7%	25.8%	23.9%	-	21.5%	19.6%	27.5%	29.4%	-
NETS																
Net: Increase		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		16	4	7	4	3	2	6	9	3	2	4	4	8	12	4
		75.9%	68.6%	70.8%	100.0%	73.6%	65.2%	73.3%	74.2%	76.1%	100.0%	78.5%	80.4%	72.5%	70.6%	100.0%
Mean score		3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q14_13. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next three months?

Office professionals

Base: All who recruit temporary agency workers in each job function

		WAVE				REGION						SIZE			SECTOR	
		Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	n
Unweighted Total		61	25	24	12	12	14	19	28	9	7	11	25	25	51	10
Weighted Total		60	25	23	12	11	14	18	27	8	8	11	24	25	50	10
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	1	-	-	1	1	-	-	-	-	-	-	1	-	1	-
		1.6%	-	-	8.2%	8.5%	-	-	-	-	-	-	3.9%	-	1.9%	-
Slightly increase	(4)	4	-	3	1	-	4	-	-	-	-	1	-	3	3	1
		6.4%	-	12.2%	8.5%	-	28.2%	-	-	-	-	7.9%	-	12.0%	5.9%	9.1%
Stay the same	(3)	41	20	13	9	8	7	13	18	5	8	8	15	18	34	8
		69.2%	80.4%	54.3%	75.5%	74.6%	49.9%	72.4%	67.4%	56.4%	100.0%	74.1%	63.5%	72.7%	67.1%	80.5%
Slightly decrease	(2)	5	2	2	1	1	-	2	4	2	-	-	4	1	4	1
		7.8%	7.9%	7.8%	7.8%	8.1%	-	10.7%	14.1%	21.6%	-	-	15.7%	3.6%	7.3%	10.3%
Greatly decrease	(1)	4	1	3	-	-	2	1	2	1	-	1	3	-	4	-
		6.7%	3.8%	13.0%	-	-	14.6%	5.8%	7.5%	11.3%	-	8.9%	12.5%	-	8.0%	-
Don't know		5	2	3	-	1	1	2	3	1	-	1	1	3	5	-
		8.2%	7.9%	12.7%	-	8.7%	7.4%	11.2%	11.0%	10.7%	-	9.1%	4.4%	11.6%	9.8%	-
NETS																
Net: Increase		5	-	3	2	1	4	-	-	-	-	1	1	3	4	1
		8.0%	-	12.2%	16.7%	8.5%	28.2%	-	-	-	-	7.9%	3.9%	12.0%	7.8%	9.1%
Net: Decrease		9	3	5	1	1	2	3	6	3	-	1	7	1	8	1
		14.5%	11.7%	20.8%	7.8%	8.1%	14.6%	16.4%	21.6%	32.9%	-	8.9%	28.2%	3.6%	15.3%	10.3%
Net: Increase + Stay the same		46	20	16	11	9	11	13	18	5	8	9	16	21	38	9
		77.2%	80.4%	66.5%	92.2%	83.2%	78.1%	72.4%	67.4%	56.4%	100.0%	82.0%	67.4%	84.7%	74.9%	89.7%
Mean score		2.9	2.8	2.8	3.2	3.1	3.0	2.8	2.7	2.5	3.0	2.9	2.7	3.1	2.8	3.0

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q14_14. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next three months?

Sales & retail

Base: All who recruit temporary agency workers in each job function

		WAVE				REGION						SIZE			SECTOR	
		Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		24	8	12	4	4	4	9	12	3	4	7	7	10	18	6
Weighted Total		25	9	12	4	4	4	9	12	3	5	7	7	10	19	6
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	2	1	-	1	-	1	1	1	-	-	-	2	-	2	-
		7.7%	11.3%	-	24.0%	-	23.6%	11.0%	8.2%	-	-	-	26.2%	-	10.1%	-
Stay the same	(3)	18	7	8	3	4	1	6	8	2	5	6	4	8	12	6
		72.4%	77.1%	67.9%	76.0%	100.0%	26.9%	65.7%	66.7%	69.9%	100.0%	73.5%	59.3%	81.1%	64.0%	100.0%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	1	-	1	-	-	1	-	-	-	-	1	-	-	1	-
		4.0%	-	8.0%	-	-	24.5%	-	-	-	-	13.1%	-	-	5.2%	-
Don't know		4	1	3	-	-	1	2	3	1	-	1	1	2	4	-
		15.9%	11.6%	24.1%	-	-	24.9%	23.3%	25.0%	30.1%	-	13.3%	14.5%	18.9%	20.7%	-
NETS																
Net: Increase		2	1	-	1	-	1	1	1	-	-	-	2	-	2	-
		7.7%	11.3%	-	24.0%	-	23.6%	11.0%	8.2%	-	-	-	26.2%	-	10.1%	-
Net: Decrease		1	-	1	-	-	1	-	-	-	-	1	-	-	1	-
		4.0%	-	8.0%	-	-	24.5%	-	-	-	-	13.1%	-	-	5.2%	-
Net: Increase + Stay the same		20	8	8	4	4	2	7	9	2	5	6	6	8	14	6
		80.1%	88.4%	67.9%	100.0%	100.0%	50.5%	76.7%	75.0%	69.9%	100.0%	73.5%	85.5%	81.1%	74.1%	100.0%
Mean score		3.0	3.1	2.8	3.2	3.0	2.7	3.1	3.1	3.0	3.0	2.7	3.3	3.0	3.0	3.0

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q14_15. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next three months?

Technology

Base: All who recruit temporary agency workers in each job function

		WAVE			REGION						SIZE			SECTOR			
		Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public	
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i		*j	*k	*l	*m	*n
Unweighted Total		25	7	15	3	4	5	10	14	4	2		6	8	11	21	4
Weighted Total		25	7	15	3	4	5	10	13	4	3		6	8	11	21	4
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%		100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
Slightly increase	(4)	5	2	2	1	1	2	1	2	1	-		-	2	3	5	-
		19.9%	28.5%	13.5%	32.4%	26.2%	41.3%	9.6%	14.2%	25.6%	-		-	24.6%	28.3%	23.4%	-
Stay the same	(3)	15	4	9	2	3	1	7	9	2	3		4	5	6	11	4
		60.2%	56.5%	60.3%	67.6%	73.8%	18.9%	69.0%	63.9%	51.1%	100.0%		68.9%	61.6%	54.1%	53.2%	100.0%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
Greatly decrease	(1)	1	-	1	-	-	1	-	-	-	-		1	-	-	1	-
		4.0%	-	6.5%	-	-	19.7%	-	-	-	-		15.5%	-	-	4.7%	-
Don't know		4	1	3	-	-	1	2	3	1	-		1	1	2	4	-
		16.0%	14.9%	19.6%	-	-	20.0%	21.4%	22.0%	23.3%	-		15.7%	13.9%	17.6%	18.8%	-
NETS																	
Net: Increase		5	2	2	1	1	2	1	2	1	-		-	2	3	5	-
		19.9%	28.5%	13.5%	32.4%	26.2%	41.3%	9.6%	14.2%	25.6%	-		-	24.6%	28.3%	23.4%	-
Net: Decrease		1	-	1	-	-	1	-	-	-	-		1	-	-	1	-
		4.0%	-	6.5%	-	-	19.7%	-	-	-	-		15.5%	-	-	4.7%	-
Net: Increase + Stay the same		20	6	11	3	4	3	8	11	3	3		4	7	9	16	4
		80.1%	85.1%	73.8%	100.0%	100.0%	60.2%	78.6%	78.0%	76.7%	100.0%		68.9%	86.1%	82.4%	76.6%	100.0%
Mean score		3.1	3.3	3.0	3.3	3.3	3.0	3.1	3.2	3.3	3.0		2.6	3.3	3.3	3.2	3.0

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q15_SUM. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next four to twelve months?

SUMMARY TABLE

Base: All who recruit temporary agency workers in each job function

	Total	Greatly increase	Slightly increase	Stay the same	Slightly decrease	Greatly decrease	Don't know	Net: Increase	Net: Decrease	Net: Increase + Stay the same	Mean
Accounting and financial services	43 100.0%	- -	3 6.7%	32 75.2%	1 2.1%	- -	7 16.0%	3 6.7%	1 2.1%	35 81.9%	3.1
Construction	12 100.0%	- -	5 39.3%	6 52.7%	- -	- -	1 8.0%	5 39.3%	- -	11 92.0%	3.4
Drivers	17 100.0%	1 5.5%	1 6.2%	10 60.9%	2 10.8%	1 5.5%	2 11.0%	2 11.7%	3 16.3%	12 72.6%	2.9
Education	14 100.0%	- -	2 13.8%	7 50.3%	2 14.8%	2 13.8%	1 7.3%	2 13.8%	4 28.6%	9 64.1%	2.7
Engineering & technical	29 100.0%	1 3.4%	8 26.3%	14 50.0%	- -	- -	6 20.3%	9 29.7%	- -	23 79.7%	3.4
Executive recruitment / interim management	20 100.0%	- -	1 4.4%	14 71.3%	1 4.6%	- -	4 19.7%	1 4.4%	1 4.6%	15 75.7%	3.0
Health & social care	12 100.0%	- -	3 22.9%	7 60.9%	- -	1 8.1%	1 8.1%	3 22.9%	1 8.1%	10 83.8%	3.1
Hospitality	16 100.0%	- -	5 31.1%	8 50.7%	2 11.8%	- -	1 6.4%	5 31.1%	2 11.8%	13 81.8%	3.2
Industrial	31 100.0%	1 2.9%	6 18.4%	19 61.1%	4 11.7%	- -	2 6.0%	7 21.3%	4 11.7%	26 82.3%	3.1
Legal & HR	28 100.0%	- -	2 6.5%	22 76.3%	- -	- -	5 17.2%	2 6.5%	- -	23 82.8%	3.1
Life sciences	3 100.0%	- -	1 32.9%	- -	1 33.2%	- -	1 33.9%	1 32.9%	1 33.2%	1 32.9%	3.0
Marketing, media & creative	20 100.0%	- -	3 13.5%	13 62.4%	- -	- -	5 24.1%	3 13.5%	- -	16 75.9%	3.2
Office professionals	60 100.0%	2 3.1%	6 9.5%	40 66.3%	4 6.3%	2 3.3%	7 11.5%	8 12.6%	6 9.6%	47 78.9%	3.0
Sales & retail	25 100.0%	- -	5 19.7%	16 64.3%	- -	- -	4 15.9%	5 19.7%	- -	21 84.1%	3.2
Technology	25 100.0%	- -	7 27.4%	14 56.7%	- -	- -	4 16.0%	7 27.4%	- -	21 84.0%	3.3
Average (response based including bases)	354 100.0%	5 1.3%	55 15.6%	223 62.9%	16 4.5%	6 1.6%	50 14.1%	60 16.9%	22 6.1%	283 79.8%	3.1

Jobs Outlook - Combined

Q15_SUM. Average across all sectors

SUMMARY TABLE

Base: All who recruit temporary agency workers in each job function

		WAVE				REGION						SIZE			SECTOR	
		Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		355	134	162	59	58	81	115	168	53	48	79	125	151	292	63
Weighted Total		354	134	161	58	54	79	111	161	50	59	83	123	147	294	60
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	5 1.3%	- -	3 1.7%	2 3.2% a	2 3.5% f	1 1.2%	- -	2 1.1%	2 3.6% f	- -	- -	4 3.0%	1 .6%	5 1.6%	- -
Slightly increase	(4)	55 15.6%	12 9.2%	25 15.6%	18 30.4% ab	5 9.0%	19 23.7% dhi	26 23.2% dhi	31 19.0% i	5 9.7%	1 1.4%	19 22.8%	15 12.5%	21 14.0%	50 17.2%	5 7.8%
Stay the same	(3)	223 62.9%	90 67.0%	98 60.7%	35 59.7%	36 66.3%	44 55.6%	61 55.1%	86 53.4%	25 49.8%	56 95.7% defgh	54 65.3%	77 62.4%	91 62.0%	171 58.2%	52 85.8% m
Slightly decrease	(2)	16 4.5%	6 4.3%	8 5.0%	2 3.3%	4 7.1%	2 2.4%	4 3.4%	8 5.2%	5 9.0%	2 2.9%	2 2.3%	9 7.5%	5 3.1%	12 4.1%	4 6.3%
Greatly decrease	(1)	6 1.6%	2 1.5%	4 2.4%	- -	1 1.7%	2 2.5%	1 .9%	3 1.8%	2 3.7%	- -	- -	5 4.0%	1 .6%	6 2.0%	- -
Don't know		50 14.1%	24 18.1% c	23 14.6% c	2 3.4%	7 12.4% i	12 14.6% i	19 17.4% i	31 19.5% i	12 24.2% i	- -	8 9.6%	13 10.5%	29 19.5% k	50 16.9% n	- -
NETS																
Net: Increase		60 16.9%	12 9.2%	28 17.3% a	20 33.6% ab	7 12.4% i	20 24.9% i	26 23.2% i	32 20.1% i	7 13.3% i	1 1.4%	19 22.8%	19 15.6%	22 14.7%	55 18.8% n	5 7.8%
Net: Decrease		22 6.1%	8 5.8%	12 7.4%	2 3.3%	5 8.9%	4 4.9%	5 4.3%	11 6.9%	6 12.7% f	2 2.9%	2 2.3%	14 11.5% jl	6 3.8%	18 6.1%	4 6.3%
Net: Increase + Stay the same		283 79.8%	102 76.2%	126 78.0%	54 93.3% ab	43 78.7%	64 80.5% h	87 78.3% h	119 73.6%	31 63.1%	57 97.1% defgh	73 88.1% l	96 78.0%	113 76.7%	226 77.0%	56 93.7% m
Mean score		3.1	3.0	3.1	3.3 ab	3.1	3.2 i	3.2 i	3.2	3.0	3.0	3.2	3.0	3.1	3.1	3.0

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q15_1. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next four to twelve months?

Accounting and financial services

Base: All who recruit temporary agency workers in each job function

		WAVE			REGION						SIZE			SECTOR		
		Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	n
Unweighted Total		42	19	18	5	6	10	14	19	5	7	8	13	21	37	5
Weighted Total		43	20	18	5	6	10	14	18	5	9	9	13	21	38	5
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	3	-	3	-	-	1	2	2	-	-	2	-	1	3	-
		6.7%	-	15.9%	-	-	11.0%	13.1%	9.7%	-	-	20.9%	-	5.1%	7.5%	-
Stay the same	(3)	32	16	12	4	5	7	10	12	2	9	6	11	15	27	5
		75.2%	80.7%	67.7%	80.2%	83.2%	69.5%	72.1%	63.6%	38.9%	100.0%	67.5%	84.6%	72.4%	72.0%	100.0%
Slightly decrease	(2)	1	1	-	-	-	1	-	-	-	-	-	-	1	1	-
		2.1%	4.6%	-	-	-	9.3%	-	-	-	-	-	-	4.3%	2.4%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		7	3	3	1	1	1	2	5	3	-	1	2	4	7	-
		16.0%	14.7%	16.4%	19.8%	16.8%	10.2%	14.8%	26.7%	61.1%	-	11.7%	15.4%	18.2%	18.0%	-
NETS																
Net: Increase		3	-	3	-	-	1	2	2	-	-	2	-	1	3	-
		6.7%	-	15.9%	-	-	11.0%	13.1%	9.7%	-	-	20.9%	-	5.1%	7.5%	-
Net: Decrease		1	1	-	-	-	1	-	-	-	-	-	-	1	1	-
		2.1%	4.6%	-	-	-	9.3%	-	-	-	-	-	-	4.3%	2.4%	-
Net: Increase + Stay the same		35	16	15	4	5	8	12	13	2	9	8	11	16	30	5
		81.9%	80.7%	83.6%	80.2%	83.2%	80.5%	85.2%	73.3%	38.9%	100.0%	88.3%	84.6%	77.5%	79.6%	100.0%
Mean score		3.1	2.9	3.2	3.0	3.0	3.0	3.2	3.1	3.0	3.0	3.2	3.0	3.0	3.1	3.0

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q15_2. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next four to twelve months?

Construction

Base: All who recruit temporary agency workers in each job function

		WAVE			REGION						SIZE			SECTOR		
		Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		12	3	7	2	3	1	2	6	4	2	5	2	5	11	1
Weighted Total		12	3	7	2	3	1	2	6	4	3	5	2	5	11	1
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	5	1	3	1	1	-	2	4	2	-	3	1	1	4	1
		39.3%	33.0%	38.0%	53.4%	33.2%	-	100.0%	67.6%	51.2%	-	51.4%	52.8%	19.7%	34.5%	100.0%
Stay the same	(3)	6	1	5	1	1	1	-	2	2	3	3	1	3	6	-
		52.7%	32.6%	62.0%	46.6%	32.2%	100.0%	-	32.4%	48.8%	100.0%	48.6%	47.2%	59.7%	56.9%	-
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		1	1	-	-	1	-	-	-	-	-	-	-	1	1	-
		8.0%	34.4%	-	-	34.6%	-	-	-	-	-	-	-	20.6%	8.7%	-
NETS																
Net: Increase		5	1	3	1	1	-	2	4	2	-	3	1	1	4	1
		39.3%	33.0%	38.0%	53.4%	33.2%	-	100.0%	67.6%	51.2%	-	51.4%	52.8%	19.7%	34.5%	100.0%
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		11	2	7	2	2	1	2	6	4	3	5	2	4	10	1
		92.0%	65.6%	100.0%	100.0%	65.4%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	79.4%	91.3%	100.0%
Mean score		3.4	3.5	3.4	3.5	3.5	3.0	4.0	3.7	3.5	3.0	3.5	3.5	3.2	3.4	4.0

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q15_3. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next four to twelve months?

Drivers

Base: All who recruit temporary agency workers in each job function

		WAVE				REGION						SIZE			SECTOR	
		Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		17	8	8	1	4	5	5	5	-	3	2	9	6	14	3
Weighted Total		17	8	9	1	4	5	5	5	-	4	3	9	6	14	3
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	1	-	-	1	1	-	-	-	-	-	-	-	1	1	-
		5.5%	-	-	100.0%	24.5%	-	-	-	-	-	-	-	16.4%	6.6%	-
Slightly increase	(4)	1	-	1	-	-	1	-	-	-	-	1	-	-	1	-
		6.2%	-	12.5%	-	-	21.6%	-	-	-	-	38.3%	-	-	7.5%	-
Stay the same	(3)	10	5	6	-	2	2	4	4	-	3	2	5	4	9	2
		60.9%	62.2%	66.5%	-	51.0%	39.7%	79.4%	79.4%	-	76.0%	61.7%	57.0%	66.3%	60.0%	65.3%
Slightly decrease	(2)	2	1	1	-	-	1	-	-	-	1	-	2	-	1	1
		10.8%	13.1%	9.9%	-	-	20.5%	-	-	-	24.0%	-	21.6%	-	5.9%	34.7%
Greatly decrease	(1)	1	-	1	-	1	-	-	-	-	-	-	1	-	1	-
		5.5%	-	11.1%	-	24.5%	-	-	-	-	-	-	11.0%	-	6.6%	-
Don't know		2	2	-	-	-	1	1	1	-	-	-	1	1	2	-
		11.0%	24.6%	-	-	-	18.2%	20.6%	20.6%	-	-	-	10.4%	17.3%	13.3%	-
NETS																
Net: Increase		2	-	1	1	1	1	-	-	-	-	1	-	1	2	-
		11.7%	-	12.5%	100.0%	24.5%	21.6%	-	-	-	-	38.3%	-	16.4%	14.1%	-
Net: Decrease		3	1	2	-	1	1	-	-	-	1	-	3	-	2	1
		16.3%	13.1%	21.0%	-	24.5%	20.5%	-	-	-	24.0%	-	32.6%	-	12.6%	34.7%
Net: Increase + Stay the same		12	5	7	1	3	3	4	4	-	3	3	5	5	11	2
		72.6%	62.2%	79.0%	100.0%	75.5%	61.3%	79.4%	79.4%	-	76.0%	100.0%	57.0%	82.7%	74.1%	65.3%
Mean score		2.9	2.8	2.8	5.0	3.0	3.0	3.0	3.0	-	2.8	3.4	2.5	3.4	3.0	2.7

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q15_4. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next four to twelve months?

Education

Base: All who recruit temporary agency workers in each job function

		WAVE				REGION						SIZE			SECTOR	
		Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		13	5	6	2	3	4	2	4	2	2	3	5	5	10	3
Weighted Total		14	5	7	2	3	4	2	4	2	3	4	5	5	11	3
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	2	-	1	1	1	1	-	-	-	-	-	1	1	1	1
		13.8%	-	13.9%	47.9%	31.0%	24.5%	-	-	-	-	-	17.9%	20.1%	9.1%	30.3%
Stay the same	(3)	7	4	2	1	-	1	2	3	1	3	2	3	2	5	2
		50.3%	80.8%	26.2%	52.1%	-	25.6%	100.0%	76.6%	54.2%	100.0%	45.7%	62.5%	41.2%	44.9%	69.7%
Slightly decrease	(2)	2	1	1	-	2	-	-	-	-	-	1	-	1	2	-
		14.8%	19.2%	15.9%	-	69.0%	-	-	-	-	-	27.8%	-	20.2%	18.9%	-
Greatly decrease	(1)	2	-	2	-	-	1	-	1	1	-	-	1	1	2	-
		13.8%	-	28.9%	-	-	25.0%	-	23.4%	45.8%	-	-	19.6%	18.5%	17.7%	-
Don't know		1	-	1	-	-	1	-	-	-	-	1	-	-	1	-
		7.3%	-	15.2%	-	-	25.0%	-	-	-	-	26.5%	-	-	9.3%	-
NETS																
Net: Increase		2	-	1	1	1	1	-	-	-	-	-	1	1	1	1
		13.8%	-	13.9%	47.9%	31.0%	24.5%	-	-	-	-	-	17.9%	20.1%	9.1%	30.3%
Net: Decrease		4	1	3	-	2	1	-	1	1	-	1	1	2	4	-
		28.6%	19.2%	44.8%	-	69.0%	25.0%	-	23.4%	45.8%	-	27.8%	19.6%	38.7%	36.6%	-
Net: Increase + Stay the same		9	4	3	2	1	2	2	3	1	3	2	4	3	6	3
		64.1%	80.8%	40.0%	100.0%	31.0%	50.1%	100.0%	76.6%	54.2%	100.0%	45.7%	80.4%	61.3%	54.0%	100.0%
Mean score		2.7	2.8	2.3	3.5	2.6	2.7	3.0	2.5	2.1	3.0	2.6	2.8	2.6	2.5	3.3

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q15_5. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next four to twelve months?

Engineering & technical

Base: All who recruit temporary agency workers in each job function

		WAVE				REGION						SIZE			SECTOR	
		Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		29	11	14	4	3	6	11	15	4	5	8	13	8	25	4
Weighted Total		29	11	14	4	3	6	11	14	4	6	8	13	8	25	4
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	1	-	1	-	-	1	-	-	-	-	-	1	-	1	-
		3.4%	-	7.0%	-	-	17.0%	-	-	-	-	-	7.7%	-	3.9%	-
Slightly increase	(4)	8	3	3	2	-	4	3	3	-	1	3	2	3	7	1
		26.3%	25.5%	20.4%	49.6%	-	67.6%	25.9%	19.3%	-	14.8%	32.5%	14.9%	38.7%	26.7%	23.4%
Stay the same	(3)	14	4	8	2	2	-	6	8	2	5	6	7	2	12	3
		50.0%	38.6%	58.6%	50.4%	65.4%	-	54.8%	53.3%	49.1%	85.2%	67.5%	54.3%	23.9%	46.2%	76.6%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		6	4	2	-	1	1	2	4	2	-	-	3	3	6	-
		20.3%	35.9%	14.0%	-	34.6%	15.5%	19.3%	27.5%	50.9%	-	-	23.1%	37.5%	23.2%	-
NETS																
Net: Increase		9	3	4	2	-	5	3	3	-	1	3	3	3	8	1
		29.7%	25.5%	27.4%	49.6%	-	84.5%	25.9%	19.3%	-	14.8%	32.5%	22.6%	38.7%	30.6%	23.4%
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		23	7	12	4	2	5	9	10	2	6	8	10	5	19	4
		79.7%	64.1%	86.0%	100.0%	65.4%	84.5%	80.7%	72.5%	49.1%	100.0%	100.0%	76.9%	62.5%	76.8%	100.0%
Mean score		3.4	3.4	3.4	3.5	3.0	4.2	3.3	3.3	3.0	3.1	3.3	3.4	3.6	3.5	3.2

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q15_6. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next four to twelve months?

Executive recruitment / interim management

Base: All who recruit temporary agency workers in each job function

		WAVE				REGION						SIZE			SECTOR	
		Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		20	8	9	3	3	4	7	12	5	1	5	5	10	14	6
Weighted Total		20	8	8	3	3	4	7	12	5	1	5	5	10	14	6
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	1	-	1	-	-	-	1	1	-	-	1	-	-	1	-
		4.4%	-	10.4%	-	-	-	12.6%	7.5%	-	-	17.6%	-	-	6.4%	-
Stay the same	(3)	14	6	5	3	2	3	5	8	3	1	3	5	6	8	6
		71.3%	75.9%	56.3%	100.0%	64.8%	75.2%	73.0%	68.5%	61.8%	100.0%	62.2%	100.0%	60.7%	58.8%	100.0%
Slightly decrease	(2)	1	-	1	-	-	-	-	1	1	-	-	-	1	1	-
		4.6%	-	10.7%	-	-	-	-	7.7%	19.1%	-	-	-	9.4%	6.6%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		4	2	2	-	1	1	1	2	1	-	1	-	3	4	-
		19.7%	24.1%	22.6%	-	35.2%	24.8%	14.4%	16.3%	19.1%	-	20.2%	-	29.9%	28.2%	-
NETS																
Net: Increase		1	-	1	-	-	-	1	1	-	-	1	-	-	1	-
		4.4%	-	10.4%	-	-	-	12.6%	7.5%	-	-	17.6%	-	-	6.4%	-
Net: Decrease		1	-	1	-	-	-	-	1	1	-	-	-	1	1	-
		4.6%	-	10.7%	-	-	-	-	7.7%	19.1%	-	-	-	9.4%	6.6%	-
Net: Increase + Stay the same		15	6	6	3	2	3	6	9	3	1	4	5	6	9	6
		75.7%	75.9%	66.7%	100.0%	64.8%	75.2%	85.6%	76.0%	61.8%	100.0%	79.8%	100.0%	60.7%	65.2%	100.0%
Mean score		3.0	3.0	3.0	3.0	3.0	3.0	3.1	3.0	2.8	3.0	3.2	3.0	2.9	3.0	3.0

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q15_7. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next four to twelve months?

Health & social care

Base: All who recruit temporary agency workers in each job function

		WAVE				REGION						SIZE			SECTOR	
		Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		12	6	4	2	1	3	6	6	-	2	3	4	5	11	1
Weighted Total		12	6	4	2	1	3	6	6	-	3	4	4	5	11	1
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	3	1	1	1	-	2	1	1	-	-	1	1	1	3	-
		22.9%	16.4%	19.6%	49.0%	-	65.4%	15.2%	15.2%	-	-	24.2%	24.6%	20.4%	24.9%	-
Stay the same	(3)	7	3	4	1	1	1	3	3	-	3	3	2	3	6	1
		60.9%	49.3%	80.4%	51.0%	100.0%	34.6%	50.0%	50.0%	-	100.0%	75.8%	49.8%	58.7%	57.3%	100.0%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	1	1	-	-	-	-	1	1	-	-	-	1	-	1	-
		8.1%	17.1%	-	-	-	-	17.4%	17.4%	-	-	-	25.6%	-	8.9%	-
Don't know		1	1	-	-	-	-	1	1	-	-	-	-	1	1	-
		8.1%	17.1%	-	-	-	-	17.4%	17.4%	-	-	-	-	20.9%	8.9%	-
NETS																
Net: Increase		3	1	1	1	-	2	1	1	-	-	1	1	1	3	-
		22.9%	16.4%	19.6%	49.0%	-	65.4%	15.2%	15.2%	-	-	24.2%	24.6%	20.4%	24.9%	-
Net: Decrease		1	1	-	-	-	-	1	1	-	-	-	1	-	1	-
		8.1%	17.1%	-	-	-	-	17.4%	17.4%	-	-	-	25.6%	-	8.9%	-
Net: Increase + Stay the same		10	4	4	2	1	3	4	4	-	3	4	3	4	9	1
		83.8%	65.8%	100.0%	100.0%	100.0%	100.0%	65.2%	65.2%	-	100.0%	100.0%	74.4%	79.1%	82.3%	100.0%
Mean score		3.1	2.8	3.2	3.5	3.0	3.7	2.8	2.8	-	3.0	3.2	2.7	3.3	3.1	3.0

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q15_8. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next four to twelve months?

Hospitality

Base: All who recruit temporary agency workers in each job function

		WAVE				REGION						SIZE			SECTOR		
		Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public	
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i		*j	*k	*l	*m	*n
Unweighted Total		15	6	5	4	2	4	4	5	1	4	2	5	8		12	3
Weighted Total		16	6	5	4	2	4	4	5	1	5	3	5	8		13	3
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%		100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-		-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-		-	-
Slightly increase	(4)	5	-	2	3	1	2	2	2	-	-	1	2	2		5	-
		31.1%	-	35.2%	75.8%	52.3%	50.2%	48.9%	39.5%	-	-	33.7%	39.2%	24.9%		38.0%	-
Stay the same	(3)	8	5	3	-	-	2	1	1	-	5	2	3	3		6	2
		50.7%	84.2%	48.1%	-	-	49.8%	24.8%	20.0%	-	100.0%	66.3%	60.8%	39.0%		47.1%	67.0%
Slightly decrease	(2)	2	-	1	1	1	-	-	1	1	-	-	-	2		1	1
		11.8%	-	16.6%	24.2%	47.7%	-	-	19.2%	100.0%	-	-	-	23.4%		7.1%	33.0%
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-		-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-		-	-
Don't know		1	1	-	-	-	-	1	1	-	-	-	-	1		1	-
		6.4%	15.8%	-	-	-	-	26.3%	21.3%	-	-	-	-	12.7%		7.8%	-
NETS																	
Net: Increase		5	-	2	3	1	2	2	2	-	-	1	2	2		5	-
		31.1%	-	35.2%	75.8%	52.3%	50.2%	48.9%	39.5%	-	-	33.7%	39.2%	24.9%		38.0%	-
Net: Decrease		2	-	1	1	1	-	-	1	1	-	-	-	2		1	1
		11.8%	-	16.6%	24.2%	47.7%	-	-	19.2%	100.0%	-	-	-	23.4%		7.1%	33.0%
Net: Increase + Stay the same		13	5	5	3	1	4	3	3	-	5	3	5	5		11	2
		81.8%	84.2%	83.4%	75.8%	52.3%	100.0%	73.7%	59.5%	-	100.0%	100.0%	100.0%	63.9%		85.1%	67.0%
Mean score		3.2	3.0	3.2	3.5	3.0	3.5	3.7	3.3	2.0	3.0	3.3	3.4	3.0		3.3	2.7

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q15_9. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next four to twelve months?

Industrial

Base: All who recruit temporary agency workers in each job function

		WAVE				REGION						SIZE			SECTOR	
		Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		32	11	13	8	5	10	8	12	4	5	7	18	7	27	5
Weighted Total		31	10	13	8	5	10	8	11	4	5	7	17	7	27	5
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	1	-	1	-	-	-	-	1	1	-	-	1	-	1	-
		2.9%	-	7.0%	-	-	-	-	7.9%	24.7%	-	-	5.3%	-	3.4%	-
Slightly increase	(4)	6	4	1	1	1	1	4	4	-	-	2	4	-	5	1
		18.4%	36.8%	6.8%	13.3%	22.1%	9.6%	48.2%	32.8%	-	-	25.0%	23.0%	-	17.6%	22.9%
Stay the same	(3)	19	4	9	6	2	8	3	5	2	4	6	8	6	15	4
		61.1%	36.4%	72.6%	74.4%	38.9%	81.1%	39.2%	42.9%	50.6%	83.9%	75.0%	45.0%	85.9%	58.3%	77.1%
Slightly decrease	(2)	4	1	2	1	1	-	1	2	1	1	-	4	-	4	-
		11.7%	8.8%	13.6%	12.3%	18.9%	-	12.6%	16.5%	24.7%	16.1%	-	21.5%	-	13.7%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		2	2	-	-	1	1	-	-	-	-	-	1	1	2	-
		6.0%	18.0%	-	-	20.0%	9.3%	-	-	-	-	-	5.3%	14.1%	7.0%	-
NETS																
Net: Increase		7	4	2	1	1	1	4	5	1	-	2	5	-	6	1
		21.3%	36.8%	13.8%	13.3%	22.1%	9.6%	48.2%	40.7%	24.7%	-	25.0%	28.3%	-	21.0%	22.9%
Net: Decrease		4	1	2	1	1	-	1	2	1	1	-	4	-	4	-
		11.7%	8.8%	13.6%	12.3%	18.9%	-	12.6%	16.5%	24.7%	16.1%	-	21.5%	-	13.7%	-
Net: Increase + Stay the same		26	8	11	7	3	9	7	10	3	4	7	12	6	21	5
		82.3%	73.1%	86.4%	87.7%	61.0%	90.7%	87.4%	83.5%	75.3%	83.9%	100.0%	73.2%	85.9%	79.3%	100.0%
Mean score		3.1	3.3	3.1	3.0	3.0	3.1	3.4	3.3	3.2	2.8	3.3	3.1	3.0	3.1	3.2

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q15_10. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next four to twelve months?

Legal & HR

Base: All who recruit temporary agency workers in each job function

		WAVE			REGION						SIZE			SECTOR		
		Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		29	11	13	5	4	8	8	15	7	2	5	6	18	22	7
Weighted Total		28	11	12	5	4	8	8	14	7	2	5	6	17	21	7
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	2	-	1	1	-	-	2	2	-	-	1	-	1	2	-
		6.5%	-	7.1%	19.5%	-	-	23.9%	12.9%	-	-	18.3%	-	5.6%	8.7%	-
Stay the same	(3)	22	9	9	3	4	7	4	9	5	2	3	6	13	15	7
		76.3%	82.2%	77.4%	60.6%	100.0%	87.5%	50.8%	60.2%	71.3%	100.0%	60.8%	100.0%	72.2%	68.6%	100.0%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		5	2	2	1	-	1	2	4	2	-	1	-	4	5	-
		17.2%	17.8%	15.5%	19.9%	-	12.5%	25.4%	26.9%	28.7%	-	20.9%	-	22.2%	22.7%	-
NETS																
Net: Increase		2	-	1	1	-	-	2	2	-	-	1	-	1	2	-
		6.5%	-	7.1%	19.5%	-	-	23.9%	12.9%	-	-	18.3%	-	5.6%	8.7%	-
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		23	9	10	4	4	7	6	11	5	2	4	6	14	17	7
		82.8%	82.2%	84.5%	80.1%	100.0%	87.5%	74.6%	73.1%	71.3%	100.0%	79.1%	100.0%	77.8%	77.3%	100.0%
Mean score		3.1	3.0	3.1	3.2	3.0	3.0	3.3	3.2	3.0	3.0	3.2	3.0	3.1	3.1	3.0

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q15_11. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next four to twelve months?

Life sciences

Base: All who recruit temporary agency workers in each job function

		WAVE		REGION						SIZE			SECTOR	
		Total	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			^a	^b	^c	^d	^e	^f	^g	^h	ⁱ	^j	^k	^l
Unweighted Total		3	3	-	-	2	3	1	-	2	-	1	2	1
Weighted Total		3	3	-	-	2	3	1	-	2	-	1	2	1
		100.0%	100.0%	-	-	100.0%	100.0%	100.0%	-	100.0%	-	100.0%	100.0%	100.0%
Greatly increase		(5)	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase		(4)	1	1	-	-	1	1	-	1	-	-	1	-
			32.9%	32.9%	-	-	49.8%	32.9%	-	49.8%	-	-	49.2%	-
Stay the same		(3)	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-	-	-
Slightly decrease		(2)	1	1	-	-	1	1	-	1	-	-	-	1
			33.2%	33.2%	-	-	50.2%	33.2%	-	50.2%	-	-	-	100.0%
Greatly decrease		(1)	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-	-	-
Don't know			1	1	-	-	1	1	-	-	-	1	1	-
			33.9%	33.9%	-	-	-	33.9%	100.0%	-	-	100.0%	50.8%	-
NETS														
Net: Increase			1	1	-	-	1	1	-	1	-	-	1	-
			32.9%	32.9%	-	-	49.8%	32.9%	-	49.8%	-	-	49.2%	-
Net: Decrease			1	1	-	-	1	1	-	1	-	-	-	1
			33.2%	33.2%	-	-	50.2%	33.2%	-	50.2%	-	-	-	100.0%
Net: Increase + Stay the same			1	1	-	-	1	1	-	1	-	-	1	-
			32.9%	32.9%	-	-	49.8%	32.9%	-	49.8%	-	-	49.2%	-
Mean score			3.0	3.0	-	-	3.0	3.0	-	3.0	-	-	4.0	2.0

Columns Tested: b,c,d,e,f,g - h,i,j - k,l

Jobs Outlook - Combined

Q15_12. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next four to twelve months?

Marketing, media & creative

Base: All who recruit temporary agency workers in each job function

		WAVE			REGION						SIZE			SECTOR		
		Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		21	6	11	4	4	3	8	12	4	2	5	5	11	17	4
Weighted Total		20	6	10	4	4	3	8	11	4	2	5	5	10	17	4
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	3	-	2	1	-	-	2	3	1	-	1	-	2	3	-
		13.5%	-	17.5%	24.3%	-	-	24.1%	24.0%	23.9%	-	18.8%	-	18.1%	16.4%	-
Stay the same	(3)	13	4	5	3	3	2	4	6	2	2	3	4	6	9	4
		62.4%	68.6%	53.4%	75.7%	73.6%	65.2%	49.2%	50.2%	52.2%	100.0%	59.6%	80.4%	54.4%	54.2%	100.0%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		5	2	3	-	1	1	2	3	1	-	1	1	3	5	-
		24.1%	31.4%	29.2%	-	26.4%	34.8%	26.7%	25.8%	23.9%	-	21.5%	19.6%	27.5%	29.4%	-
NETS																
Net: Increase		3	-	2	1	-	-	2	3	1	-	1	-	2	3	-
		13.5%	-	17.5%	24.3%	-	-	24.1%	24.0%	23.9%	-	18.8%	-	18.1%	16.4%	-
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		16	4	7	4	3	2	6	9	3	2	4	4	8	12	4
		75.9%	68.6%	70.8%	100.0%	73.6%	65.2%	73.3%	74.2%	76.1%	100.0%	78.5%	80.4%	72.5%	70.6%	100.0%
Mean score		3.2	3.0	3.2	3.2	3.0	3.0	3.3	3.3	3.3	3.0	3.2	3.0	3.2	3.2	3.0

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q15_13. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next four to twelve months?

Office professionals

Base: All who recruit temporary agency workers in each job function

		WAVE			REGION						SIZE			SECTOR		
		Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	n
Unweighted Total		61	25	24	12	12	14	19	28	9	7	11	25	25	51	10
Weighted Total		60	25	23	12	11	14	18	27	8	8	11	24	25	50	10
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	2	-	1	1	1	-	-	1	1	-	-	2	-	2	-
		3.1%	-	3.9%	8.2%	8.5%	-	-	3.4%	10.7%	-	-	7.7%	-	3.7%	-
Slightly increase	(4)	6	1	2	3	-	3	3	3	-	-	1	2	3	6	-
		9.5%	3.9%	7.6%	25.5%	-	21.0%	15.4%	10.6%	-	-	7.9%	8.1%	11.6%	11.3%	-
Stay the same	(3)	40	18	14	8	9	8	10	14	4	8	9	12	19	31	9
		66.3%	72.8%	59.3%	66.2%	82.7%	57.7%	57.0%	53.5%	45.7%	100.0%	83.0%	47.9%	76.8%	61.8%	89.7%
Slightly decrease	(2)	4	2	2	-	-	-	2	4	2	-	-	4	-	3	1
		6.3%	7.9%	7.8%	-	-	-	10.7%	14.1%	21.6%	-	-	15.7%	-	5.6%	10.3%
Greatly decrease	(1)	2	1	1	-	-	1	-	1	1	-	-	2	-	2	-
		3.3%	3.8%	4.3%	-	-	7.4%	-	3.5%	11.3%	-	-	8.1%	-	3.9%	-
Don't know		7	3	4	-	1	2	3	4	1	-	1	3	3	7	-
		11.5%	11.5%	17.2%	-	8.7%	13.9%	16.9%	15.0%	10.7%	-	9.1%	12.5%	11.6%	13.7%	-
NETS																
Net: Increase		8	1	3	4	1	3	3	4	1	-	1	4	3	8	-
		12.6%	3.9%	11.4%	33.8%	8.5%	21.0%	15.4%	13.9%	10.7%	-	7.9%	15.8%	11.6%	15.0%	-
Net: Decrease		6	3	3	-	-	1	2	5	3	-	-	6	-	5	1
		9.6%	11.7%	12.0%	-	-	7.4%	10.7%	17.6%	32.9%	-	-	23.8%	-	9.4%	10.3%
Net: Increase + Stay the same		47	19	17	12	10	11	13	18	5	8	10	15	22	38	9
		78.9%	76.8%	70.8%	100.0%	91.3%	78.7%	72.4%	67.4%	56.4%	100.0%	90.9%	63.7%	88.4%	76.8%	89.7%
Mean score		3.0	2.9	3.0	3.4	3.2	3.1	3.1	3.0	2.7	3.0	3.1	2.9	3.1	3.1	2.9

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q15_14. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next four to twelve months?

Sales & retail

Base: All who recruit temporary agency workers in each job function

		WAVE			REGION						SIZE			SECTOR		
		Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		24	8	12	4	4	4	9	12	3	4	7	7	10	18	6
Weighted Total		25	9	12	4	4	4	9	12	3	5	7	7	10	19	6
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	5	1	2	2	-	2	2	3	1	-	2	1	2	4	1
		19.7%	11.9%	15.9%	48.9%	-	50.5%	21.0%	24.4%	34.3%	-	25.3%	12.9%	20.6%	20.3%	17.8%
Stay the same	(3)	16	7	7	2	4	1	5	6	1	5	5	5	6	11	5
		64.3%	76.5%	60.0%	51.1%	100.0%	24.5%	55.7%	50.6%	35.6%	100.0%	61.4%	72.6%	60.5%	58.9%	82.2%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		4	1	3	-	-	1	2	3	1	-	1	1	2	4	-
		15.9%	11.6%	24.1%	-	-	24.9%	23.3%	25.0%	30.1%	-	13.3%	14.5%	18.9%	20.7%	-
NETS																
Net: Increase		5	1	2	2	-	2	2	3	1	-	2	1	2	4	1
		19.7%	11.9%	15.9%	48.9%	-	50.5%	21.0%	24.4%	34.3%	-	25.3%	12.9%	20.6%	20.3%	17.8%
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		21	8	9	4	4	3	7	9	2	5	6	6	8	15	6
		84.1%	88.4%	75.9%	100.0%	100.0%	75.1%	76.7%	75.0%	69.9%	100.0%	86.7%	85.5%	81.1%	79.3%	100.0%
Mean score		3.2	3.1	3.2	3.5	3.0	3.7	3.3	3.3	3.5	3.0	3.3	3.2	3.3	3.3	3.2

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q15_15. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next four to twelve months?

Technology

Base: All who recruit temporary agency workers in each job function

		WAVE				REGION						SIZE			SECTOR		
		Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public	
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i		*j	*k	*l	*m	*n
Unweighted Total		25	7	15	3	4	5	10	14	4	2		6	8	11	21	4
Weighted Total		25	7	15	3	4	5	10	13	4	3		6	8	11	21	4
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%		100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
Slightly increase	(4)	7	2	3	2	1	2	3	4	1	-		1	2	4	7	-
		27.4%	28.5%	19.3%	64.8%	26.2%	41.3%	28.9%	27.9%	25.6%	-		13.7%	24.6%	37.4%	32.2%	-
Stay the same	(3)	14	4	9	1	3	2	5	7	2	3		4	5	5	10	4
		56.7%	56.5%	61.0%	35.2%	73.8%	38.6%	49.7%	50.1%	51.1%	100.0%		70.6%	61.6%	45.0%	49.1%	100.0%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
Don't know		4	1	3	-	-	1	2	3	1	-		1	1	2	4	-
		16.0%	14.9%	19.6%	-	-	20.0%	21.4%	22.0%	23.3%	-		15.7%	13.9%	17.6%	18.8%	-
NETS																	
Net: Increase		7	2	3	2	1	2	3	4	1	-		1	2	4	7	-
		27.4%	28.5%	19.3%	64.8%	26.2%	41.3%	28.9%	27.9%	25.6%	-		13.7%	24.6%	37.4%	32.2%	-
Net: Decrease		-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
Net: Increase + Stay the same		21	6	12	3	4	4	8	11	3	3		5	7	9	17	4
		84.0%	85.1%	80.4%	100.0%	100.0%	80.0%	78.6%	78.0%	76.7%	100.0%		84.3%	86.1%	82.4%	81.2%	100.0%
Mean score		3.3	3.3	3.2	3.6	3.3	3.5	3.4	3.4	3.3	3.0		3.2	3.3	3.5	3.4	3.0

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q16. In which, if any, of these job functions do you expect to find a shortage of appropriate candidates for temporary agency worker roles?

Base: All who recruit temporary agency workers in each job function

	WAVE				REGION						SIZE			SECTOR	
	Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	125	46	52	27	25	29	34	53	19	18	29	55	41	102	23
Weighted Total	122	46	50	26	24	28	33	51	18	19	28	53	40	100	22
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Accounting and financial services	2	-	2	-	1	-	1	1	-	-	1	-	1	1	1
	4.1%	-	9.9%	-	15.8%	-	6.4%	4.7%	-	-	10.2%	-	4.3%	2.3%	18.7%
Construction	3	1	2	-	-	1	2	2	-	-	1	1	1	3	-
	23.3%	32.6%	25.9%	-	-	100.0%	100.0%	33.6%	-	-	16.1%	52.8%	19.5%	25.2%	-
Drivers	6	2	4	-	2	2	1	1	-	1	1	3	2	5	1
	34.4%	25.3%	46.4%	-	52.8%	42.1%	19.4%	19.4%	-	24.0%	38.3%	32.6%	35.2%	34.3%	34.7%
Education	4	1	3	-	3	-	-	1	1	-	1	1	2	3	1
	28.0%	19.2%	43.5%	-	100.0%	-	-	23.4%	45.8%	-	27.8%	17.9%	38.7%	27.3%	30.3%
Engineering & technical	9	3	5	2	-	4	4	5	1	1	4	4	2	8	1
	32.6%	25.0%	33.6%	49.6%	-	65.9%	35.3%	32.5%	24.5%	14.8%	45.1%	29.3%	24.5%	33.9%	23.4%
Executive recruitment / interim management	2	-	2	-	1	-	1	1	-	-	1	-	1	1	1
	9.1%	-	21.2%	-	33.0%	-	12.6%	7.5%	-	-	17.6%	-	9.5%	6.4%	15.3%
Health & social care	2	-	2	-	1	-	1	1	-	-	1	-	1	2	-
	15.6%	-	43.0%	-	100.0%	-	15.2%	15.2%	-	-	24.2%	-	21.9%	17.0%	-
Hospitality	4	-	2	2	2	-	2	2	-	-	1	1	2	3	1
	24.5%	-	35.2%	49.5%	100.0%	-	48.9%	39.5%	-	-	33.7%	20.1%	24.4%	22.6%	33.0%
Industrial	7	5	2	-	1	3	3	3	-	-	2	4	1	7	-
	21.2%	45.0%	15.2%	-	18.9%	30.1%	35.6%	24.2%	-	-	25.0%	21.7%	15.8%	24.9%	-
Legal & HR	2	-	2	-	1	-	1	1	-	-	1	-	1	1	1
	6.3%	-	14.5%	-	24.3%	-	11.2%	6.1%	-	-	18.3%	-	5.2%	4.1%	13.1%
Life sciences	2	-	2	-	-	-	1	2	1	-	1	-	1	2	-
	66.8%	-	66.8%	-	-	-	49.8%	66.8%	100.0%	-	49.8%	-	100.0%	100.0%	-
Marketing, media & creative	2	-	2	-	1	-	1	1	-	-	1	-	1	1	1
	8.7%	-	17.5%	-	24.8%	-	11.3%	7.6%	-	-	18.8%	-	8.7%	5.2%	24.5%
Office professionals	6	2	3	1	2	1	3	3	-	-	2	3	1	4	2
	9.4%	8.1%	11.4%	8.2%	16.7%	7.6%	14.9%	10.2%	-	-	16.0%	12.2%	3.7%	7.3%	20.2%
Sales & retail	5	1	3	1	1	2	2	2	-	-	1	2	2	4	1
	19.2%	11.3%	23.3%	24.0%	24.9%	50.5%	20.9%	15.6%	-	-	11.7%	26.2%	19.8%	20.3%	15.7%

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q16. In which, if any, of these job functions do you expect to find a shortage of appropriate candidates for temporary agency worker roles?

Base: All who recruit temporary agency workers in each job function

		WAVE			REGION						SIZE			SECTOR	
	Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	125	46	52	27	25	29	34	53	19	18	29	55	41	102	23
Weighted Total	122	46	50	26	24	28	33	51	18	19	28	53	40	100	22
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Technology	5	1	3	1	1	2	1	2	1	-	1	-	4	4	1
	19.5%	14.8%	19.0%	32.4%	24.9%	41.3%	9.1%	13.8%	25.6%	-	13.7%	-	36.7%	18.6%	24.5%
None	84	31	32	21	13	17	22	37	14	17	21	36	27	68	16
	68.6%	68.8%	63.3%	78.2%	55.2%	58.5%	68.0%	72.0%	79.4%	91.1%	72.8%	67.8%	66.5%	67.4%	74.0%
Net: Any	38	14	18	6	11	12	10	14	4	2	8	17	14	33	6
	31.4%	31.2%	36.7%	21.8%	44.8%	41.5%	32.0%	28.0%	20.6%	8.9%	27.2%	32.2%	33.5%	32.6%	26.0%

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q17_SUM. How important or otherwise are each of the following factors to you when it comes to choosing and using a recruitment agency to source temporary agency workers? Please rate each factor on a scale from 1 to 5, where 1 means not at all important and 5 means very important.

SUMMARY TABLE

Base: All who recruit temporary agency workers

	Total	1 Not at all important	2	3	4	5 Very important	N/A	Net: Not important	Net: Important	Mean
Price/Costs of the workers	137 100.0%	2 1.5%	- -	17 12.5%	44 32.0%	73 53.3%	1 .7%	2 1.5%	117 85.3%	4.4
Quality of service	137 100.0%	2 1.5%	- -	8 6.0%	32 23.2%	95 69.3%	- -	2 1.5%	126 92.5%	4.6
Brand image of the agency	137 100.0%	23 17.0%	30 21.9%	46 33.7%	26 18.9%	12 8.5%	- -	53 38.9%	37 27.4%	2.8
Expertise of the agency, in terms of regions and sectors covered	137 100.0%	4 2.8%	1 .7%	14 10.5%	44 31.9%	74 54.1%	- -	5 3.5%	117 86.0%	4.3
Management information provided	137 100.0%	8 5.5%	13 9.3%	35 25.4%	40 29.6%	40 29.6%	1 .7%	20 14.8%	81 59.2%	3.7
Membership of a trade of professional organisation	137 100.0%	27 19.7%	18 13.2%	37 27.1%	30 22.0%	25 18.0%	- -	45 33.0%	55 39.9%	3.1
Other	137 100.0%	1 .7%	- -	- -	2 1.5%	10 7.6%	123 90.2%	1 .7%	12 9.1%	4.5

Jobs Outlook - Combined

Q17_1. How important or otherwise are each of the following factors to you when it comes to choosing and using a recruitment agency to source temporary agency workers? Please rate each factor on a scale from 1 to 5, where 1 means not at all important and 5 means very important.

Price/Costs of the workers

Base: All who recruit temporary agency workers

		WAVE				REGION						SIZE			SECTOR	
		Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n	
Unweighted Total		140	54	53	33	28	31	38	61	23	20	34	63	43	114	26
Weighted Total		137	53	51	32	27	30	36	59	22	21	33	61	42	112	25
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	2	2	-	-	-	1	-	1	1	-	-	2	-	1	1
		1.5%	3.8%	-	-	-	3.4%	-	1.7%	4.5%	-	-	3.3%	-	.9%	4.1%
2	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
3	(3)	17	7	7	3	6	2	2	6	4	4	5	9	4	12	5
		12.5%	13.9%	12.9%	9.5%	22.0%	6.4%	4.8%	9.6%	17.7%	17.1%	13.6%	14.1%	9.4%	11.0%	19.5%
4	(4)	44	18	14	11	7	12	11	17	6	8	11	20	13	38	6
		32.0%	33.8%	27.9%	35.4%	28.0%	38.5%	31.4%	29.3%	25.9%	35.3%	32.2%	33.1%	30.3%	33.8%	23.9%
5 Very important	(5)	73	25	30	18	13	16	22	34	11	10	18	30	25	60	13
		53.3%	46.6%	59.2%	55.0%	50.0%	51.6%	61.1%	57.7%	51.9%	47.6%	54.2%	49.5%	58.1%	53.5%	52.5%
N/A		1	1	-	-	-	-	1	1	-	-	-	-	1	1	-
		.7%	1.8%	-	-	-	-	2.7%	1.7%	-	-	-	-	2.3%	.9%	-
NETS																
Net: Not important		2	2	-	-	-	1	-	1	1	-	-	2	-	1	1
		1.5%	3.8%	-	-	-	3.4%	-	1.7%	4.5%	-	-	3.3%	-	.9%	4.1%
Net: Important		117	43	44	29	21	27	34	51	17	18	29	50	37	98	19
		85.3%	80.5%	87.1%	90.5%	78.0%	90.2%	92.5%	87.0%	77.8%	82.9%	86.4%	82.6%	88.3%	87.3%	76.4%
Mean score		4.4	4.2	4.5	4.5	4.3	4.4	4.6	4.4	4.2	4.3	4.4	4.3	4.5	4.4	4.2

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q17_2. How important or otherwise are each of the following factors to you when it comes to choosing and using a recruitment agency to source temporary agency workers? Please rate each factor on a scale from 1 to 5, where 1 means not at all important and 5 means very important.

Quality of service

Base: All who recruit temporary agency workers

		WAVE			REGION						SIZE			SECTOR		
		Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		140	54	53	33	28	31	38	61	23	20	34	63	43	114	26
Weighted Total		137	53	51	32	27	30	36	59	22	21	33	61	42	112	25
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	2	2	-	-	-	1	-	1	1	-	-	2	-	1	1
		1.5%	3.8%	-	-	-	3.4%	-	1.7%	4.5%	-	-	3.3%	-	.9%	4.1%
2	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
3	(3)	8	3	4	1	1	1	3	5	3	1	4	2	3	7	1
		6.0%	5.3%	8.8%	2.7%	3.4%	3.0%	7.2%	9.3%	12.7%	4.5%	10.6%	3.1%	6.6%	6.5%	3.6%
4	(4)	32	15	10	7	8	7	9	14	5	3	10	16	6	24	8
		23.2%	27.5%	19.9%	21.3%	28.1%	23.2%	25.9%	24.3%	21.7%	14.1%	31.2%	25.6%	13.6%	21.6%	30.8%
5 Very important	(5)	95	34	36	24	18	21	24	38	13	17	19	41	34	79	15
		69.3%	63.4%	71.2%	76.0%	68.6%	70.3%	66.9%	64.7%	61.0%	81.4%	58.2%	68.0%	79.9%	71.0%	61.5%
N/A		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																
Net: Not important		2	2	-	-	-	1	-	1	1	-	-	2	-	1	1
		1.5%	3.8%	-	-	-	3.4%	-	1.7%	4.5%	-	-	3.3%	-	.9%	4.1%
Net: Important		126	49	46	31	26	28	34	52	18	20	30	57	40	104	23
		92.5%	91.0%	91.2%	97.3%	96.6%	93.6%	92.8%	89.0%	82.8%	95.5%	89.4%	93.6%	93.4%	92.6%	92.3%
Mean score		4.6	4.5	4.6	4.7	4.7	4.6	4.6	4.5	4.3	4.8	4.5	4.6	4.7	4.6	4.5

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q17_3. How important or otherwise are each of the following factors to you when it comes to choosing and using a recruitment agency to source temporary agency workers? Please rate each factor on a scale from 1 to 5, where 1 means not at all important and 5 means very important.

Brand image of the agency

Base: All who recruit temporary agency workers

		WAVE			REGION						SIZE			SECTOR		
		Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		140	54	53	33	28	31	38	61	23	20	34	63	43	114	26
Weighted Total		137	53	51	32	27	30	36	59	22	21	33	61	42	112	25
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	23	10	9	5	5	5	6	12	6	2	8	10	6	15	9
		17.0%	17.9%	17.1%	15.3%	18.5%	16.7%	15.9%	19.7%	26.1%	7.9%	22.4%	16.0%	14.0%	13.1%	34.4%
2	(2)	30	14	13	3	6	5	9	12	4	6	6	19	5	23	7
		21.9%	26.4%	25.5%	8.8%	24.2%	16.1%	23.5%	21.1%	17.1%	29.5%	17.6%	30.6%	12.9%	20.8%	26.9%
			c										l			
3	(3)	46	13	20	14	9	8	15	24	8	5	12	17	16	42	4
		33.7%	23.7%	38.9%	42.3%	32.6%	28.1%	42.5%	41.0%	38.5%	23.2%	37.3%	28.4%	38.6%	37.8%	15.5%
4	(4)	26	15	2	9	6	6	7	10	3	5	3	12	11	22	4
		18.9%	28.3%	3.6%	27.5%	21.1%	18.7%	18.1%	16.5%	13.7%	23.0%	8.6%	20.4%	24.8%	19.6%	15.7%
			b		b											
5 Very important	(5)	12	2	8	2	1	6	-	1	1	3	5	3	4	10	2
		8.5%	3.7%	15.0%	6.1%	3.6%	20.4%	-	1.7%	4.5%	16.4%	14.0%	4.5%	9.7%	8.7%	7.4%
			a				fg									
N/A		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																
Net: Not important		53	24	22	8	11	10	14	24	10	8	13	28	11	38	15
		38.9%	44.4%	42.5%	24.1%	42.7%	32.8%	39.4%	40.8%	43.2%	37.4%	40.0%	46.7%	26.9%	33.9%	61.4%
													l			
Net: Important		37	17	9	11	7	12	7	11	4	8	8	15	15	32	6
		27.4%	32.0%	18.6%	33.6%	24.7%	39.1%	18.1%	18.2%	18.3%	39.3%	22.7%	25.0%	34.5%	28.3%	23.1%
							g									
Mean score		2.8	2.7	2.7	3.0	2.7	3.1	2.6	2.6	2.5	3.1	2.7	2.7	3.0	2.9	2.3

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q17_4. How important or otherwise are each of the following factors to you when it comes to choosing and using a recruitment agency to source temporary agency workers? Please rate each factor on a scale from 1 to 5, where 1 means not at all important and 5 means very important.

Expertise of the agency, in terms of regions and sectors covered

Base: All who recruit temporary agency workers

		WAVE			REGION						SIZE			SECTOR		
		Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		140	54	53	33	28	31	38	61	23	20	34	63	43	114	26
Weighted Total		137	53	51	32	27	30	36	59	22	21	33	61	42	112	25
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	4	2	2	-	-	2	-	1	1	1	1	3	-	2	2
		2.8%	3.8%	3.6%	-	-	6.3%	-	1.7%	4.5%	4.5%	2.6%	4.9%	-	1.7%	7.7%
2	(2)	1	1	-	-	-	-	1	1	-	-	-	1	-	1	-
		.7%	1.7%	-	-	-	-	2.5%	1.6%	-	-	-	1.5%	-	.8%	-
3	(3)	14	6	6	2	6	1	3	6	4	1	5	3	7	11	3
		10.5%	11.3%	12.6%	5.9%	21.9%	3.2%	7.2%	10.8%	16.9%	5.5%	14.3%	4.5%	16.2% k	10.3%	11.5%
4	(4)	44	16	16	12	8	11	11	19	8	6	9	20	15	33	11
		31.9%	30.1%	30.9%	36.4%	28.2%	35.5%	31.5%	33.1%	35.9%	28.1%	25.6%	33.4%	34.6%	29.5%	42.7%
5 Very important	(5)	74	28	27	19	13	17	21	31	9	13	19	34	21	65	9
		54.1%	53.1%	52.9%	57.7%	49.9%	55.0%	58.8%	52.8%	42.8%	61.9%	57.5%	55.7%	49.3%	57.7%	38.1%
N/A		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																
Net: Not important		5	3	2	-	-	2	1	2	1	1	1	4	-	3	2
		3.5%	5.5%	3.6%	-	-	6.3%	2.5%	3.3%	4.5%	4.5%	2.6%	6.4%	-	2.6%	7.7%
Net: Important		117	45	43	30	21	27	33	50	17	19	28	54	36	97	20
		86.0%	83.2%	83.8%	94.1%	78.1%	90.5%	90.3%	85.9%	78.6%	90.0%	83.1%	89.1%	83.8%	87.2%	80.8%
Mean score		4.3	4.3	4.3	4.5	4.3	4.3	4.5	4.3	4.1	4.4	4.4	4.3	4.3	4.4	4.0

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q17_5. How important or otherwise are each of the following factors to you when it comes to choosing and using a recruitment agency to source temporary agency workers? Please rate each factor on a scale from 1 to 5, where 1 means not at all important and 5 means very important.

Management information provided

Base: All who recruit temporary agency workers

		WAVE			REGION						SIZE			SECTOR		
		Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		140	54	53	33	28	31	38	61	23	20	34	63	43	114	26
Weighted Total		137	53	51	32	27	30	36	59	22	21	33	61	42	112	25
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	8	4	3	1	-	2	1	3	2	3	2	3	3	6	2
		5.5%	6.9%	5.6%	3.2%	-	7.0%	2.8%	5.0%	8.6%	12.0%	6.2%	4.8%	6.0%	5.0%	7.7%
2	(2)	13	6	5	2	2	1	6	9	3	1	2	8	3	11	2
		9.3%	11.0%	9.3%	6.6%	6.8%	3.3%	15.8%	14.9%	13.3%	5.7%	5.3%	12.7%	7.6%	9.6%	8.1%
3	(3)	35	11	16	8	8	4	11	19	9	4	4	16	14	30	5
		25.4%	20.3%	31.5%	24.0%	28.6%	13.3%	28.8%	32.7% e	39.2%	18.1%	11.2%	27.1%	34.0% j	26.5%	20.0%
4	(4)	40	18	15	8	9	10	9	13	5	8	13	13	15	31	9
		29.6%	33.3%	29.1%	24.1%	35.2%	32.4%	23.4%	22.7%	21.6%	37.3%	39.8% k	20.6%	34.3%	27.8%	37.6%
5 Very important	(5)	40	14	12	14	8	12	11	14	4	6	13	20	8	34	7
		29.6%	26.9%	24.5%	42.2%	29.5%	41.0%	29.2%	24.7%	17.3%	27.0%	37.4%	33.3%	18.1%	30.2%	26.7%
N/A		1	1	-	-	-	1	-	-	-	-	-	1	-	1	-
		.7%	1.7%	-	-	-	3.0%	-	-	-	-	-	1.5%	-	.8%	-
NETS																
Net: Not important		20	10	8	3	2	3	7	12	5	4	4	11	6	16	4
		14.8%	17.9%	14.9%	9.7%	6.8%	10.3%	18.6%	19.9%	21.9%	17.7%	11.6%	17.5%	13.6%	14.6%	15.8%
Net: Important		81	32	27	21	17	22	19	28	9	14	26	33	22	65	16
		59.2%	60.2%	53.6%	66.3%	64.6%	73.5% g	52.6%	47.4%	38.9%	64.3%	77.2% kl	53.9%	52.4%	58.0%	64.2%
Mean score		3.7	3.6	3.6	4.0	3.9	4.0 g	3.6	3.5	3.3	3.6	4.0	3.7	3.5	3.7	3.7

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q17_6. How important or otherwise are each of the following factors to you when it comes to choosing and using a recruitment agency to source temporary agency workers? Please rate each factor on a scale from 1 to 5, where 1 means not at all important and 5 means very important.

Membership of a trade or professional organisation

Base: All who recruit temporary agency workers

		WAVE			REGION						SIZE			SECTOR		
		Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n	
Unweighted Total		140	54	53	33	28	31	38	61	23	20	34	63	43	114	26
Weighted Total		137	53	51	32	27	30	36	59	22	21	33	61	42	112	25
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	27	13	9	5	3	6	6	14	8	4	8	12	8	17	10
		19.7%	24.9%	16.9%	15.7%	11.4%	19.9%	16.0%	23.3%	35.4%	20.2%	22.7%	19.3%	18.0%	15.3%	39.7%
2	(2)	18	10	6	2	7	1	5	8	4	2	2	12	4	15	3
		13.2%	18.1%	12.6%	6.0%	24.6%	3.2%	12.7%	14.4%	17.2%	9.8%	5.6%	20.0%	9.5%	13.8%	10.7%
3	(3)	37	9	14	14	6	11	12	17	5	3	10	11	15	34	3
		27.1%	16.2%	27.7%	44.4%	21.4%	37.7%	33.7%	29.1%	21.5%	14.1%	31.3%	18.9%	35.6%	30.7%	11.0%
		a														
4	(4)	30	13	8	9	3	6	11	15	4	7	8	12	10	23	7
		22.0%	25.0%	15.0%	27.9%	10.7%	19.6%	29.7%	25.0%	17.2%	31.1%	23.6%	20.3%	23.0%	20.6%	27.9%
5 Very important	(5)	25	8	14	2	9	6	3	5	2	5	6	13	6	22	3
		18.0%	15.8%	27.8%	6.1%	31.9%	19.6%	8.0%	8.3%	8.8%	24.8%	16.8%	21.4%	13.9%	19.6%	10.6%
		c														
N/A		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																
Net: Not important		45	23	15	7	10	7	10	22	12	6	9	24	12	33	12
		33.0%	43.0%	29.5%	21.6%	36.0%	23.1%	28.7%	37.7%	52.6%	30.0%	28.3%	39.4%	27.4%	29.1%	50.4%
		c														
Net: Important		55	22	22	11	11	12	14	19	6	12	14	25	16	45	10
		39.9%	40.8%	42.7%	34.0%	42.6%	39.2%	37.6%	33.2%	26.0%	55.9%	40.4%	41.7%	37.0%	40.2%	38.6%
Mean score		3.1	2.9	3.2	3.0	3.3	3.2	3.0	2.8	2.5	3.3	3.1	3.0	3.1	3.2	2.6

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q17_7. How important or otherwise are each of the following factors to you when it comes to choosing and using a recruitment agency to source temporary agency workers? Please rate each factor on a scale from 1 to 5, where 1 means not at all important and 5 means very important.

Other

Base: All who recruit temporary agency workers

		WAVE			REGION						SIZE			SECTOR		
		Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		140	54	53	33	28	31	38	61	23	20	34	63	43	114	26
Weighted Total		137	53	51	32	27	30	36	59	22	21	33	61	42	112	25
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	1	1	-	-	-	-	-	1	1	-	-	1	-	1	-
		.7%	1.8%	-	-	-	-	-	1.7%	4.5%	-	-	1.6%	-	.9%	-
2	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
3	(3)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
4	(4)	2	1	1	-	-	2	-	-	-	-	-	1	1	1	1
		1.5%	1.9%	2.1%	-	-	7.0%	-	-	-	-	-	1.7%	2.5%	1.0%	4.1%
							g									
5 Very important	(5)	10	2	7	1	2	2	-	2	2	5	4	5	2	8	3
		7.6%	4.1%	14.0%	3.0%	7.2%	6.5%	-	3.1%	8.2%	21.7%	11.3%	7.4%	4.7%	6.7%	11.4%
N/A		123	49	43	31	25	26	36	56	19	17	30	54	39	102	21
		90.2%	92.1%	83.9%	97.0%	92.8%	86.5%	100.0%	95.2%	87.3%	78.3%	88.7%	89.3%	92.7%	91.4%	84.5%
							e									
NETS																
Net: Not important		1	1	-	-	-	-	-	1	1	-	-	1	-	1	-
		.7%	1.8%	-	-	-	-	-	1.7%	4.5%	-	-	1.6%	-	.9%	-
Net: Important		12	3	8	1	2	4	-	2	2	5	4	6	3	9	4
		9.1%	6.0%	16.1%	3.0%	7.2%	13.5%	-	3.1%	8.2%	21.7%	11.3%	9.1%	7.3%	7.7%	15.5%
							f									
Mean score		4.5	3.8	4.9	5.0	5.0	4.5	-	3.6	3.6	5.0	5.0	4.2	4.7	4.5	4.7

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q18_SUM. How important or otherwise would you say that temporary agency workers are for your organisation for each of the following? Rate on a scale from 1 to 5, where 1 means not at all important and 5 means very important.

SUMMARY TABLE

Base: All who recruit temporary agency workers

	Total	1 Not at all important	2	3	4	5 Very important	Net: Not important	Net: Important	Mean
Meeting peaks in demand at certain times of year (seasonality)	137 100.0%	10 7.5%	8 5.8%	19 14.1%	37 26.8%	63 45.8%	18 13.3%	99 72.6%	4.0
Responding to growth, as new customers are won	137 100.0%	17 12.7%	9 6.5%	34 25.0%	44 31.9%	33 23.9%	26 19.2%	76 55.8%	3.5
Managing fast changing organisational requirements	137 100.0%	17 12.2%	9 6.4%	36 26.5%	37 27.3%	38 27.6%	26 18.7%	75 54.8%	3.5
Covering short term staff leave or absences	137 100.0%	13 9.3%	10 7.0%	21 15.4%	30 22.2%	63 46.0%	22 16.4%	93 68.2%	3.9
Helping to keep running costs down	137 100.0%	28 20.6%	22 16.3%	21 15.4%	22 16.0%	43 31.8%	50 36.9%	65 47.8%	3.2
Managing uncertainty during economic downturn or at other times	137 100.0%	23 16.9%	20 14.9%	36 26.6%	33 24.1%	24 17.6%	43 31.8%	57 41.6%	3.1
Providing short term access to key strategic skills	137 100.0%	19 14.1%	17 12.3%	31 22.6%	40 29.3%	30 21.7%	36 26.3%	70 51.1%	3.3

Jobs Outlook - Combined

Q18_1. How important or otherwise would you say that temporary agency workers are for your organisation for each of the following? Rate on a scale from 1 to 5, where 1 means not at all important and 5 means very important.

Meeting peaks in demand at certain times of year (seasonality)

Base: All who recruit temporary agency workers

		WAVE			REGION						SIZE			SECTOR		
		Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		140	54	53	33	28	31	38	61	23	20	34	63	43	114	26
Weighted Total		137	53	51	32	27	30	36	59	22	21	33	61	42	112	25
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	10	6	4	1	1	2	4	7	3	1	3	4	4	8	3
		7.5%	10.7%	7.0%	3.1%	3.7%	6.4%	10.2%	11.2%	12.7%	4.0%	7.8%	6.3%	9.1%	6.7%	11.2%
2	(2)	8	1	2	5	3	1	1	3	2	1	1	3	4	5	3
		5.8%	1.9%	3.9%	15.2% a	10.5%	3.2%	2.9%	5.4%	9.5%	4.7%	2.9%	4.8%	9.5%	4.4%	12.3%
3	(3)	19	6	7	6	4	4	6	9	4	2	4	8	8	15	4
		14.1%	10.9%	14.6%	18.5%	15.0%	13.1%	15.3%	16.2%	17.8%	8.3%	11.2%	12.9%	18.1%	13.6%	16.1%
4	(4)	37	13	12	11	6	8	10	16	6	7	15	14	8	30	7
		26.8%	25.2%	24.3%	33.4%	20.7%	26.5%	28.6%	27.7%	26.2%	32.4%	43.5% kl	22.6%	19.7%	26.9%	26.5%
5 Very important	(5)	63	27	26	10	13	15	16	23	7	11	12	32	18	54	8
		45.8%	51.2%	50.2%	29.7%	50.1%	50.7%	43.0%	39.5%	33.8%	50.6%	34.7%	53.4%	43.6%	48.4%	33.9%
NETS																
Net: Not important		18	7	6	6	4	3	5	10	5	2	4	7	8	12	6
		13.3%	12.6%	10.9%	18.3%	14.2%	9.6%	13.1%	16.6%	22.2%	8.7%	10.7%	11.1%	18.6%	11.1%	23.5%
Net: Important		99	41	38	20	19	23	26	39	13	18	26	46	27	84	15
		72.6%	76.4%	74.5%	63.1%	70.8%	77.3%	71.6%	67.2%	60.0%	83.0%	78.2%	76.0%	63.3%	75.3%	60.4%
Mean score		4.0	4.0	4.1	3.7	4.0	4.1	3.9	3.8	3.6	4.2	3.9	4.1	3.8	4.1	3.6

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q18_2. How important or otherwise would you say that temporary agency workers are for your organisation for each of the following? Rate on a scale from 1 to 5, where 1 means not at all important and 5 means very important.

Responding to growth, as new customers are won

Base: All who recruit temporary agency workers

		WAVE			REGION						SIZE			SECTOR		
		Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		140	54	53	33	28	31	38	61	23	20	34	63	43	114	26
Weighted Total		137	53	51	32	27	30	36	59	22	21	33	61	42	112	25
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	17	7	9	2	2	4	6	8	3	3	5	7	6	14	3
		12.7%	12.9%	16.8%	5.7%	6.9%	13.9%	15.2%	14.3%	12.7%	13.9%	14.6%	10.9%	13.7%	13.0%	11.4%
2	(2)	9	3	3	3	1	2	3	6	3	-	1	5	3	5	4
		6.5%	5.6%	5.5%	9.6%	3.5%	6.2%	8.2%	10.3%	13.8%	-	2.6%	8.0%	7.3%	4.4%	16.0%
3	(3)	34	12	14	8	8	4	10	15	5	8	8	19	8	29	5
		25.0%	21.8%	28.3%	25.0%	28.4%	12.8%	27.0%	25.3%	22.6%	36.9%	23.1%	31.1%	17.7%	26.3%	19.2%
4	(4)	44	16	13	14	10	10	11	17	6	7	11	16	16	36	7
		31.9%	30.6%	25.4%	44.5%	38.9%	32.3%	30.3%	28.5%	25.7%	31.9%	34.0%	26.0%	38.7%	32.4%	29.6%
5 Very important	(5)	33	16	12	5	6	10	7	13	6	4	9	15	10	27	6
		23.9%	29.1%	24.0%	15.3%	22.3%	34.7%	19.4%	21.5%	25.2%	17.3%	25.7%	23.9%	22.6%	23.9%	23.8%
NETS																
Net: Not important		26	10	11	5	3	6	9	14	6	3	6	11	9	19	7
		19.2%	18.5%	22.3%	15.3%	10.4%	20.2%	23.4%	24.6%	26.6%	13.9%	17.2%	18.9%	21.0%	17.3%	27.5%
Net: Important		76	32	25	19	16	20	18	29	11	10	20	30	26	63	13
		55.8%	59.7%	49.4%	59.7%	61.2%	67.0%	49.6%	50.1%	50.8%	49.2%	59.7%	49.9%	61.3%	56.4%	53.4%
Mean score		3.5	3.6	3.3	3.5	3.7	3.7	3.3	3.3	3.4	3.4	3.5	3.4	3.5	3.5	3.4

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q18_3. How important or otherwise would you say that temporary agency workers are for your organisation for each of the following? Rate on a scale from 1 to 5, where 1 means not at all important and 5 means very important.

Managing fast changing organisational requirements

Base: All who recruit temporary agency workers

		WAVE			REGION						SIZE			SECTOR		
		Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n	
Unweighted Total		140	54	53	33	28	31	38	61	23	20	34	63	43	114	26
Weighted Total		137	53	51	32	27	30	36	59	22	21	33	61	42	112	25
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	17	9	6	2	2	6	5	8	3	1	3	7	7	13	4
		12.2%	16.7%	11.4%	6.2%	6.8%	20.0%	13.0%	13.2%	13.5%	5.5%	8.8%	11.4%	16.2%	11.4%	16.2%
2	(2)	9	4	3	2	1	2	2	4	2	2	2	4	3	8	1
		6.4%	7.4%	5.7%	6.0%	3.4%	6.6%	4.8%	6.4%	9.1%	10.2%	6.0%	6.5%	6.7%	6.9%	4.3%
3	(3)	36	13	15	9	6	5	9	18	9	8	7	22	7	29	8
		26.5%	23.4%	29.2%	27.2%	21.6%	15.8%	25.8%	30.7%	38.8%	36.2%	19.8%	36.3%	17.7%	25.5%	31.0%
4	(4)	37	11	15	12	8	9	9	15	6	6	12	14	12	30	7
		27.3%	19.9%	29.3%	36.1%	31.7%	28.8%	24.3%	24.9%	26.0%	26.0%	36.5%	22.2%	27.2%	26.8%	29.5%
5 Very important	(5)	38	17	12	8	10	9	12	15	3	5	10	14	14	33	5
		27.6%	32.5%	24.4%	24.5%	36.5%	28.9%	32.2%	24.8%	12.6%	22.2%	29.0%	23.6%	32.2%	29.5%	19.1%
NETS																
Net: Not important		26	13	9	4	3	8	6	11	5	3	5	11	10	20	5
		18.7%	24.1%	17.0%	12.2%	10.2%	26.6%	17.8%	19.6%	22.6%	15.7%	14.7%	17.9%	23.0%	18.3%	20.5%
Net: Important		75	28	27	19	18	17	21	29	8	10	22	28	25	63	12
		54.8%	52.4%	53.7%	60.6%	68.2%	57.6%	56.4%	49.7%	38.6%	48.1%	65.5%	45.8%	59.4%	56.2%	48.5%
Mean score		3.5	3.4	3.5	3.7	3.9	3.4	3.6	3.4	3.2	3.5	3.7	3.4	3.5	3.6	3.3

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q18_4. How important or otherwise would you say that temporary agency workers are for your organisation for each of the following? Rate on a scale from 1 to 5, where 1 means not at all important and 5 means very important.

Covering short term staff leave or absences

Base: All who recruit temporary agency workers

		WAVE			REGION						SIZE			SECTOR		
		Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	*d	e	f	g	*h	*i	j	k	l	m	*n
Unweighted Total		140	54	53	33	28	31	38	61	23	20	34	63	43	114	26
Weighted Total		137	53	51	32	27	30	36	59	22	21	33	61	42	112	25
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	13	5	7	1	-	4	3	6	3	3	6	6	1	10	3
		9.3%	9.3%	13.3%	3.2%	-	13.1%	7.9%	9.9%	13.2%	14.3%	17.5% l	9.9%	2.1%	9.0%	11.1%
2	(2)	10	2	5	3	1	2	2	6	4	1	1	7	2	9	1
		7.0%	3.5%	9.3%	9.3%	3.5%	6.0%	5.7%	10.2%	17.5%	4.4%	2.7%	11.0%	4.8%	7.6%	4.3%
3	(3)	21	6	6	10	6	-	9	12	4	3	5	9	7	15	6
		15.4%	10.7%	11.0%	30.3% ab	21.7%	-	23.3% e	21.3% e	17.9%	13.0%	14.3%	15.5%	16.1%	13.8%	22.8%
4	(4)	30	15	9	7	5	8	6	10	4	8	7	12	12	28	2
		22.2%	27.7%	17.1%	21.1%	17.8%	25.8%	16.0%	16.3%	16.8%	38.9%	20.1%	19.6%	27.5%	25.4%	7.7%
5 Very important	(5)	63	26	25	12	15	17	17	25	8	6	15	27	21	49	13
		46.0%	48.8%	49.4%	36.1%	57.0%	55.2%	47.1%	42.4%	34.6%	29.3%	45.3%	44.0%	49.5%	44.2%	54.1%
NETS																
Net: Not important		22	7	12	4	1	6	5	12	7	4	7	13	3	19	4
		16.4%	12.8%	22.6%	12.5%	3.5%	19.0%	13.6%	20.1%	30.8%	18.7%	20.2%	20.8%	7.0%	16.6%	15.4%
Net: Important		93	41	34	18	20	24	23	34	11	15	22	39	33	78	15
		68.2%	76.5%	66.4%	57.2%	74.8%	81.0% g	63.1%	58.7%	51.3%	68.3%	65.4%	63.6%	77.0%	69.6%	61.8%
Mean score		3.9	4.0	3.8	3.8	4.3	4.0	3.9	3.7	3.4	3.6	3.7	3.8	4.2	3.9	3.9

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q18_5. How important or otherwise would you say that temporary agency workers are for your organisation for each of the following? Rate on a scale from 1 to 5, where 1 means not at all important and 5 means very important.

Helping to keep running costs down

Base: All who recruit temporary agency workers

		WAVE			REGION						SIZE			SECTOR		
		Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	*d	e	f	g	*h	*i	j	k	l	m	*n
Unweighted Total		140	54	53	33	28	31	38	61	23	20	34	63	43	114	26
Weighted Total		137	53	51	32	27	30	36	59	22	21	33	61	42	112	25
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	28	13	11	4	1	7	9	13	5	7	5	15	9	23	5
		20.6%	24.2%	22.1%	12.4%	3.5%	22.5%	23.5%	22.8%	21.7%	33.3%	14.0%	24.2%	20.8%	20.9%	19.2%
2	(2)	22	8	10	4	6	7	2	7	5	3	4	11	7	17	5
		16.3%	15.7%	19.2%	12.6%	21.3%	22.8%	5.5%	11.7%	22.1%	13.2%	11.7%	18.6%	16.6%	15.5%	19.9%
							f									
3	(3)	21	2	11	8	4	4	10	11	2	2	8	9	4	17	4
		15.4%	3.5%	22.3%	24.1%	14.9%	12.8%	26.1%	19.4%	8.3%	8.4%	25.1%	14.2%	9.3%	15.6%	14.3%
				a	a											
4	(4)	22	11	5	7	4	2	6	10	5	6	5	7	10	17	5
		16.0%	19.8%	8.9%	20.9%	14.6%	6.4%	15.5%	17.9%	21.9%	26.0%	14.5%	10.7%	24.7%	15.3%	19.2%
5 Very important	(5)	43	20	14	10	12	11	11	16	6	4	12	20	12	37	7
		31.8%	36.8%	27.5%	30.0%	45.6%	35.5%	29.3%	28.1%	26.0%	19.1%	34.7%	32.3%	28.6%	32.7%	27.5%
NETS																
Net: Not important		50	21	21	8	7	14	11	20	10	10	9	26	16	41	10
		36.9%	39.8%	41.3%	25.0%	24.8%	45.3%	29.0%	34.5%	43.7%	46.5%	25.6%	42.7%	37.4%	36.4%	39.0%
Net: Important		65	30	19	16	16	13	16	27	11	10	16	26	23	54	12
		47.8%	56.6%	36.5%	50.9%	60.3%	41.9%	44.8%	46.0%	48.0%	45.1%	49.2%	43.0%	53.3%	48.0%	46.7%
			b													
Mean score		3.2	3.3	3.0	3.4	3.8	3.1	3.2	3.2	3.1	2.8	3.4	3.1	3.2	3.2	3.2

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q18_6. How important or otherwise would you say that temporary agency workers are for your organisation for each of the following? Rate on a scale from 1 to 5, where 1 means not at all important and 5 means very important.

Managing uncertainty during economic downturn or at other times

Base: All who recruit temporary agency workers

		WAVE			REGION						SIZE			SECTOR		
		Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	*d	e	f	g	*h	*i	j	k	l	m	*n
Unweighted Total		140	54	53	33	28	31	38	61	23	20	34	63	43	114	26
Weighted Total		137	53	51	32	27	30	36	59	22	21	33	61	42	112	25
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	23	11	11	1	3	6	7	10	3	5	6	11	7	18	5
		16.9%	20.6%	21.8%	2.8%	10.2%	19.4%	18.4%	16.3%	12.7%	23.4%	17.4%	17.6%	15.3%	16.5%	18.7%
			c	c												
2	(2)	20	6	6	9	6	4	5	11	6	-	5	11	5	15	6
		14.9%	10.6%	11.5%	27.5%	21.7%	13.2%	13.1%	18.2%	26.7%	-	14.3%	17.6%	11.6%	13.0%	23.7%
			a													
3	(3)	36	15	13	9	8	8	11	16	5	5	8	16	13	31	5
		26.6%	27.5%	25.5%	26.7%	29.0%	25.4%	30.8%	27.2%	21.3%	23.3%	22.6%	26.2%	30.2%	28.0%	20.2%
4	(4)	33	11	13	9	5	8	9	14	6	6	6	16	12	29	3
		24.1%	19.7%	26.3%	27.8%	17.8%	25.6%	24.1%	24.6%	25.5%	28.1%	16.6%	25.8%	27.4%	26.3%	13.9%
5 Very important	(5)	24	12	8	5	6	5	5	8	3	5	10	8	7	18	6
		17.6%	21.5%	14.9%	15.2%	21.3%	16.4%	13.7%	13.7%	13.7%	25.2%	29.2%	12.7%	15.4%	16.3%	23.5%
			k													
NETS																
Net: Not important		43	17	17	10	9	10	11	20	9	5	11	21	11	33	10
		31.8%	31.3%	33.3%	30.3%	31.8%	32.6%	31.5%	34.5%	39.4%	23.4%	31.7%	35.3%	27.0%	29.5%	42.4%
Net: Important		57	22	21	14	10	13	14	22	9	11	15	23	18	48	9
		41.6%	41.2%	41.2%	43.0%	39.1%	42.0%	37.7%	38.3%	39.3%	53.3%	45.8%	38.5%	42.9%	42.6%	37.4%
Mean score		3.1	3.1	3.0	3.3	3.2	3.1	3.0	3.0	3.0	3.3	3.3	3.0	3.2	3.1	3.0

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q18_7. How important or otherwise would you say that temporary agency workers are for your organisation for each of the following? Rate on a scale from 1 to 5, where 1 means not at all important and 5 means very important.

Providing short term access to key strategic skills

Base: All who recruit temporary agency workers

		WAVE			REGION						SIZE			SECTOR		
		Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		140	54	53	33	28	31	38	61	23	20	34	63	43	114	26
Weighted Total		137	53	51	32	27	30	36	59	22	21	33	61	42	112	25
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	19	7	10	2	2	5	7	10	4	2	6	9	5	16	3
		14.1%	13.2%	20.2%	5.9%	7.1%	16.3%	18.2%	17.9%	17.4%	9.4%	17.7%	14.4%	10.9%	14.6%	11.7%
2	(2)	17	5	4	8	3	1	4	9	5	4	4	9	4	14	3
		12.3%	9.5%	7.4%	24.6% b	10.3%	3.3%	10.4%	15.1%	22.7%	19.5%	11.6%	14.7%	9.2%	12.3%	12.1%
3	(3)	31	11	12	8	6	5	13	15	3	5	4	18	9	25	6
		22.6%	21.2%	22.7%	24.7%	22.0%	16.1%	34.5%	26.3%	12.9%	22.2%	11.5%	29.9% j	20.9%	22.4%	23.2%
4	(4)	40	16	14	10	8	10	8	16	8	6	11	13	16	32	9
		29.3%	30.7%	27.6%	29.8%	31.6%	32.1%	20.9%	27.5%	38.4%	27.6%	33.4%	20.7%	38.4% k	28.2%	34.5%
5 Very important	(5)	30	14	11	5	8	10	6	8	2	5	9	12	9	25	5
		21.7%	25.4%	22.2%	15.0%	29.0%	32.2% g	16.0%	13.2%	8.6%	21.3%	25.7%	20.3%	20.6%	22.5%	18.5%
NETS																
Net: Not important		36	12	14	10	5	6	10	19	9	6	10	18	9	30	6
		26.3%	22.7%	27.6%	30.5%	17.4%	19.6%	28.7%	33.0%	40.1%	28.9%	29.3%	29.1%	20.1%	26.9%	23.8%
Net: Important		70	30	25	14	16	19	13	24	10	10	20	25	25	57	13
		51.1%	56.1%	49.7%	44.8%	60.6%	64.3% lg	36.9%	40.7%	47.0%	48.9%	59.2%	41.1%	59.0%	50.6%	53.0%
Mean score		3.3	3.5	3.2	3.2	3.7	3.6	3.1	3.0	3.0	3.3	3.4	3.2	3.5	3.3	3.4

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q19. In terms of temporary agency workers' pay rates, would you say that:

Base: All who recruit temporary agency workers

		WAVE			REGION						SIZE			SECTOR	
	Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	*d	e	f	g	*h	*i	j	k	l	m	*n
Unweighted Total	140	54	53	33	28	31	38	61	23	20	34	63	43	114	26
Weighted Total	137	53	51	32	27	30	36	59	22	21	33	61	42	112	25
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Temporary agency workers earn more than they would if they were permanent	29	13	10	6	8	5	6	13	8	2	5	13	12	21	8
	21.1%	24.0%	19.9%	18.4%	31.7%	16.5%	15.7%	22.8%	34.6%	9.8%	13.5%	20.8%	27.7%	19.0%	30.8%
Temporary agency workers earn less than they would if they were permanent	21	7	8	5	4	5	5	9	4	3	9	8	4	16	5
	15.0%	13.4%	16.4%	15.6%	14.3%	16.2%	13.1%	14.9%	17.8%	14.7%	27.1%	12.6%	9.0%	14.0%	19.8%
											l				
Temporary agency workers earn about the same as they would if they were permanent	84	33	30	21	14	19	24	34	10	16	18	40	26	72	11
	61.1%	60.8%	58.4%	66.0%	53.9%	64.2%	66.2%	57.6%	43.4%	75.5%	54.0%	65.1%	61.1%	64.5%	45.8%
Not applicable/Don't know	4	1	3	-	-	1	2	3	1	-	2	1	1	3	1
	2.7%	1.8%	5.3%	-	-	3.1%	5.0%	4.6%	4.1%	-	5.4%	1.5%	2.1%	2.5%	3.6%

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

Q20. Approximately what percentage of the temporary workers you use go on to become permanent members of your staff each year?

Base: All who recruit temporary workers

		WAVE			REGION						SIZE			SECTOR	
	Total	December 2016	January 2017	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	333	119	116	98	75	78	72	122	50	58	133	111	89	277	56
Weighted Total	332	119	116	97	73	74	70	121	51	63	135	109	88	274	57
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
0	88	28	36	24	19	16	18	30	12	23	56	20	13	74	13
	26.5%	23.9%	30.9%	24.3%	25.4%	22.0%	25.4%	25.0%	24.3%	35.7%	41.1% kl	18.1%	14.3%	27.1%	23.2%
1-9	41	12	17	12	7	7	12	19	8	8	10	22	9	35	6
	12.4%	10.0%	14.9%	12.2%	9.3%	9.1%	16.8%	16.1%	15.1%	12.6%	7.3%	20.7% jl	10.0%	12.8%	10.1%
10-19	30	13	6	12	7	9	8	11	3	4	8	11	11	25	5
	9.1%	10.6%	5.2%	12.1%	9.5%	11.5%	11.3%	9.0%	5.8%	6.2%	6.0%	10.4%	12.4%	9.2%	8.7%
20-49	32	14	9	10	10	9	4	10	6	4	12	9	11	27	5
	9.8%	11.7%	7.7%	9.9%	13.2%	11.7%	5.6%	8.1%	11.5%	6.8%	9.2%	8.7%	12.0%	10.0%	8.8%
50	35	10	17	8	8	8	6	12	7	7	11	9	15	23	12
	10.5%	8.1%	15.0%	7.9%	10.5%	10.2%	8.1%	10.2%	13.0%	11.2%	8.2%	7.9%	17.0% jk	8.3%	20.5% m
51+	50	23	13	14	10	12	14	19	5	9	17	25	9	42	8
	15.2%	19.6%	11.2%	14.6%	14.3%	16.4%	20.1%	15.5%	9.1%	14.2%	12.6%	22.7% jl	9.8%	15.3%	14.8%
Don't know	55	19	17	18	13	14	9	20	11	8	21	13	22	47	8
	16.6%	16.2%	15.1%	19.0%	17.9%	19.0%	12.7%	16.2%	21.0%	13.2%	15.5%	11.5%	24.6% k	17.2%	13.9%
NETS															
Net: At least 1%	189	71	63	55	42	44	43	71	28	32	59	76	54	153	36
	56.9%	59.9%	54.0%	56.8%	56.7%	59.0%	61.9%	58.9%	54.7%	51.1%	43.4%	70.4% j	61.1% j	55.7%	62.9%
Total	7335	2979	2435	1920	1599	1752	1669	2632	963	1353	2459	3011	1865	5767	1568
Mean score	26.5	30.0	24.7	24.4	26.6	29.1	27.3	26.0	24.0	24.6	21.5	31.3 j	28.1	25.4	31.8

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,n

Jobs Outlook - Combined

T1. To help pay for the delivery of 3 million apprenticeships by 2020, from April 2017 employers with a wage bill of £3million or over will be required to pay an Apprenticeship Levy of 0.5% of their wage bill. Does your organisation currently employ apprentices?

Base: Wave 12

	WAVE		REGION						SIZE			SECTOR	
	Total	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l
Unweighted Total	200	200	44	50	46	77	31	29	96	58	46	165	35
Weighted Total	200	200	44	48	45	78	34	30	96	60	44	165	35
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
I currently employ apprentices	76	76	17	27	13	25	12	7	17	24	35	64	12
	37.9%	37.9%	38.8%	55.1% de	28.7%	32.0%	36.5%	24.3%	17.9%	39.7% h	79.5% hi	38.8%	33.9%
I currently do not employ apprentices	124	124	27	22	32	53	21	22	79	36	9	101	23
	62.1%	62.1%	61.2%	44.9%	71.3% c	68.0% c	63.5%	75.7%	82.1% ij	60.3% j	20.5%	61.2%	66.1%

Columns Tested: b,c,d,e,f,g - h,i,j - k,l

Jobs Outlook - Combined

T1_SUM. Will the number of apprentices you recruit increase, decrease or stay the same after the introduction of the apprenticeship levy?

SUMMARY TABLE

Base: Wave 12

	Total	Increase	Stay the same	Decrease
I currently employ apprentices	76 100.0%	26 34.7%	46 60.2%	4 5.1%
I currently do not employ apprentices	124 100.0%	23 18.8%	101 81.2%	- -

Jobs Outlook - Combined

T1a. Will the number of apprentices you recruit increase, decrease or stay the same after the introduction of the apprenticeship levy?

Base: All who employ apprentices

	WAVE		REGION						SIZE			SECTOR	
	Total	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	*b	*c	*d	*e	*f	*g	*h	*i	j	k	*l
Unweighted Total	79	79	18	28	14	26	12	7	18	24	37	67	12
Weighted Total	76	76	17	27	13	25	12	7	17	24	35	64	12
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase	26	26	6	10	5	8	3	1	3	5	19	26	-
	34.7%	34.7%	38.1%	39.5%	41.5%	33.3%	24.7%	14.0%	15.5%	20.3%	53.8%	41.2%	-
Stay the same	46	46	10	14	7	16	9	6	14	17	15	35	11
	60.2%	60.2%	56.6%	53.1%	50.9%	62.8%	75.3%	86.0%	78.7%	71.4%	43.6%	54.4%	91.6%
Decrease	4	4	1	2	1	1	-	-	1	2	1	3	1
	5.1%	5.1%	5.3%	7.4%	7.6%	3.9%	-	-	5.8%	8.2%	2.6%	4.4%	8.4%

Columns Tested: b,c,d,e,f,g - h,i,j - k,l

Jobs Outlook - Combined

T1b. Will the number of apprentices you recruit increase or stay the same after the introduction of the apprenticeship levy?

Base: All who do not employ apprentices

Significance Level: 95%

Unweighted Total

Weighted Total

Increase

Stay the same

Columns Tested: b,c,d,e,f,g - h,i,j - k,l

	WAVE		REGION						SIZE			SECTOR	
	Total	February 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		a	*b	*c	d	e	*f	*g	h	i	*j	k	*l
Unweighted Total	121	121	26	22	32	51	19	22	78	34	9	98	23
Weighted Total	124	124	27	22	32	53	21	22	79	36	9	101	23
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase	23	23	3	6	6	12	6	3	10	10	4	19	4
	18.8%	18.8%	10.8%	26.3%	17.8%	21.9%	28.0%	13.9%	12.2%	27.1%	44.1%	19.1%	17.5%
Stay the same	101	101	24	16	26	42	15	19	70	26	5	82	19
	81.2%	81.2%	89.2%	73.7%	82.2%	78.1%	72.0%	86.1%	87.8%	72.9%	55.9%	80.9%	82.5%