

# REC JOBS OUTLOOK RESEARCH

## METHODOLOGY NOTE

ComRes interviewed 600 UK employees and owners involved in hiring by telephone between March 11<sup>th</sup> and May 25<sup>th</sup> 2016. 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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*Online Fieldwork: 11th March 2016 - 25th May 2016  
Prepared by ComRes*

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

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Base: All who recruit temporary agency workers

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Base: All who recruit temporary agency workers

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Base: All who recruit temporary agency workers

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## Jobs Outlook - Combined

### Sector

Base: All respondents

		WAVE			REGION						SIZE			SECTOR	
	Total	March 2016	April 2016	May 2016	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	135	145	138	227	89	93	222	176	202	496	104
Weighted Total	600	200	200	200	131	145	134	235	101	89	222	177	201	494	106
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Private	494	165	165	165	118	116	109	204	95	57	187	143	165	494	-
	82%	82%	82%	82%	90%	80%	81%	87%	95%	64%	84%	81%	82%	100%	-
					efi	i	i	i	efgi					n	
Public	106	35	35	35	14	29	26	31	5	32	35	34	36	-	106
	18%	18%	18%	18%	10%	20%	19%	13%	5%	36%	16%	19%	18%	-	100%
						dh	dh	h		defgh					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	March 2016	April 2016	May 2016	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	135	145	138	227	89	93	222	176	202	496	104
Weighted Total	600	200	200	200	131	145	134	235	101	89	222	177	201	494	106
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
South West	50	17	17	17	-	-	50	50	-	-	15	13	22	41	10
	8%	8%	8%	8%	-	-	37%	21%	-	-	7%	8%	11%	8%	9%
							degghi	dehi							
South East	84	28	28	28	-	-	84	84	-	-	30	27	27	68	16
	14%	14%	14%	14%	-	-	63%	36%	-	-	13%	16%	13%	14%	15%
							degghi	dehi							
London	101	34	34	34	-	-	-	101	101	-	41	28	32	95	5
	17%	17%	17%	17%	-	-	-	43%	100%	-	19%	16%	16%	19%	5%
								defi	defgi					n	
East of England	55	18	18	18	-	55	-	-	-	-	20	15	20	44	12
	9%	9%	9%	9%	-	38%	-	-	-	-	9%	8%	10%	9%	11%
						dfghi									
West Midlands	49	16	16	16	-	49	-	-	-	-	23	14	12	38	11
	8%	8%	8%	8%	-	34%	-	-	-	-	11%	8%	6%	8%	11%
						dfghi									
East Midlands	40	13	13	13	-	40	-	-	-	-	16	13	11	34	6
	7%	7%	7%	7%	-	28%	-	-	-	-	7%	7%	5%	7%	6%
						dfghi									
North West	64	21	21	21	64	-	-	-	-	-	21	19	24	60	4
	11%	11%	11%	11%	49%	-	-	-	-	-	10%	10%	12%	12%	4%
					efghi									n	
North East	20	7	7	7	20	-	-	-	-	-	7	8	6	15	5
	3%	3%	3%	3%	16%	-	-	-	-	-	3%	5%	3%	3%	5%
					efghi										
Yorkshire & The Humber	47	16	16	16	47	-	-	-	-	-	18	12	17	42	4
	8%	8%	8%	8%	36%	-	-	-	-	-	8%	7%	8%	9%	4%
					efghi										
Scotland	49	16	16	16	-	-	-	-	-	49	14	15	20	26	23
	8%	8%	8%	8%	-	-	-	-	-	55%	6%	8%	10%	5%	21%
										defgh				m	
Wales	25	8	8	8	-	-	-	-	-	25	10	8	7	22	3
	4%	4%	4%	4%	-	-	-	-	-	28%	5%	4%	4%	4%	3%
										defgh					
Northern Ireland	15	5	5	5	-	-	-	-	-	15	7	5	3	9	6
	2%	3%	2%	2%	-	-	-	-	-	17%	3%	3%	2%	2%	6%
										defgh				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	
							South excluding London	South including London							
	Total	March 2016	April 2016	May 2016	North	Midlands			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	135	145	138	227	89	93	222	176	202	496	104
Weighted Total	600	200	200	200	131	145	134	235	101	89	222	177	201	494	106
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
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	March 2016	April 2016	May 2016	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	135	145	138	227	89	93	222	176	202	496	104
Weighted Total	600	200	200	200	131	145	134	235	101	89	222	177	201	494	106
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
HR	349	148	138	63	72	80	85	144	59	52	53	129	167	279	71
	58%	74%	69%	31%	55%	56%	63%	61%	59%	59%	24%	73%	83%	56%	67%
		c	c									j	jk		m
Other	251	52	62	137	59	64	49	91	42	37	168	48	34	216	35
	42%	26%	31%	69%	45%	44%	37%	39%	41%	41%	76%	27%	17%	44%	33%
				ab							kl	l		n	

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	March 2016	April 2016	May 2016	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	135	145	138	227	89	93	222	176	202	496	104
Weighted Total	600	200	200	200	131	145	134	235	101	89	222	177	201	494	106
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Senior management/ board level	255	73	62	119	50	64	64	113	48	27	131	75	48	211	44
	42%	37%	31%	60%	38%	44%	48%	48%	48%	31%	59%	43%	24%	43%	41%
			ab			i	i	i	i		kl	l			
Management	223	76	82	65	52	54	43	74	31	43	83	59	81	180	43
	37%	38%	41%	32%	39%	38%	32%	31%	31%	49%	37%	34%	40%	36%	41%
								fgh							
Non-Managerial	122	50	55	16	29	26	27	49	21	18	8	42	72	103	19
	20%	25%	28%	8%	22%	18%	20%	21%	21%	20%	3%	24%	36%	21%	18%
		c	c									j	jk		

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	March 2016	April 2016	May 2016	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	135	145	138	227	89	93	222	176	202	496	104
Weighted Total	600	200	200	200	131	145	134	235	101	89	222	177	201	494	106
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Recruitment (hiring or engaging new staff on a permanent or temporary basis)	600	200	200	200	131	145	134	235	101	89	222	177	201	494	106
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Training of employees	448	134	148	166	105	103	101	180	78	60	183	139	126	378	71
	75%	67%	74%	83%	80%	71%	75%	76%	78%	68%	83%	78%	63%	76%	67%
				ab	i						l	l		n	
Assessment of employees	459	147	145	168	104	108	99	185	86	62	187	139	133	385	74
	77%	73%	72%	84%	79%	75%	73%	78%	85%	70%	84%	78%	66%	78%	70%
				ab					fi		l	l			
Supporting employees (e.g. with questions or grievances)	538	175	172	190	122	132	111	203	92	81	207	162	169	441	96
	90%	88%	86%	95%	93%	91%	82%	86%	91%	91%	94%	91%	84%	89%	91%
				ab	f	f					l	l			
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	March 2016	April 2016	May 2016	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	135	145	138	227	89	93	222	176	202	496	104
Weighted Total	600	200	200	200	131	145	134	235	101	89	222	177	201	494	106
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
0-9	112	9	21	82	23	29	22	44	22	16	112	-	-	96	16
	19%	4%	11%	41%	18%	20%	16%	19%	22%	19%	51%	-	-	19%	15%
			a	ab							kl				
10-49	109	41	35	34	23	30	23	42	19	15	109	-	-	90	19
	18%	20%	17%	17%	17%	21%	17%	18%	19%	16%	49%	-	-	18%	18%
											kl				
50-249	177	80	58	40	39	42	41	68	28	27	-	177	-	143	34
	30%	40%	29%	20%	30%	29%	30%	29%	27%	31%	-	100%	-	29%	32%
		bc	c									jl			
250+	201	71	86	44	47	43	49	81	32	31	-	-	201	165	36
	34%	35%	43%	22%	36%	30%	36%	34%	32%	34%	-	-	100%	33%	34%
		c	c										jk		

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	March 2016	April 2016	May 2016	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	135	145	138	227	89	93	222	176	202	496	104
Weighted Total	600	200	200	200	131	145	134	235	101	89	222	177	201	494	106
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Agriculture, forestry & fishing	8 1%	3 1%	3 1%	3 1%	4 3%	2 1%	2 1%	2 1%	- -	- -	3 2%	2 1%	3 1%	3 1%	5 4% m
Production	54 9%	18 9%	18 9%	18 9%	13 10% h	18 12% h	14 11% h	15 6% h	1 1%	7 8% h	13 6%	20 11% j	21 10%	45 9%	9 9%
Construction	35 6%	12 6%	13 6%	11 5%	9 7%	7 5%	9 6%	11 5%	3 3%	8 9%	13 6%	13 7%	9 4%	29 6%	7 6%
Motor trades	30 5%	10 5%	9 5%	11 5%	6 5%	6 4%	7 5%	13 6%	6 6%	4 5%	16 7%	6 3%	8 4%	21 4%	8 8%
Wholesale	28 5%	9 5%	10 5%	9 5%	3 2%	8 5%	7 5%	12 5%	6 6%	5 6%	14 6%	9 5%	6 3%	26 5%	2 2%
Retail	30 5%	10 5%	10 5%	10 5%	4 3%	9 6%	8 6%	9 4%	1 1%	8 9% dh	16 7%	8 5%	6 3%	23 5%	7 6%
Transport & storage (inc. postal)	26 4%	8 4%	10 5%	9 4%	7 5%	7 5%	4 3%	7 3%	3 3%	6 6%	7 3%	6 4%	12 6%	19 4%	7 7%
Accommodation & food services	40 7%	15 7%	12 6%	13 7%	11 8%	10 7%	7 5%	13 6%	7 7%	6 7%	8 4%	15 8% j	17 8% j	33 7%	7 7%
Information & communication	22 4%	6 3%	7 4%	8 4%	7 5% h	7 5% h	6 5% h	6 3%	- -	1 2%	11 5% l	9 5% l	2 1%	18 4%	4 4%
Finance & insurance	21 3%	7 4%	7 4%	6 3%	2 1%	4 3%	5 4%	12 5%	7 7% d	4 4%	7 3%	4 2%	10 5%	16 3%	5 5%
Property	13 2%	4 2%	4 2%	5 3%	2 2%	4 3% f	- -	6 3%	6 6% f	1 1%	6 2%	2 1%	6 3%	9 2%	5 4%

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	March 2016	April 2016	May 2016	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	135	145	138	227	89	93	222	176	202	496	104
Weighted Total	600	200	200	200	131	145	134	235	101	89	222	177	201	494	106
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Professional, scientific & technical	51	17	17	17	12	11	13	23	11	5	27	10	14	43	8
	8%	9%	9%	8%	9%	7%	9%	10%	11%	6%	12%	6%	7%	9%	7%
Business administration and support services	52	18	17	17	15	7	11	24	13	6	18	21	13	46	6
	9%	9%	9%	8%	11%	5%	8%	10%	13%	7%	8%	12%	6%	9%	5%
Public administration and defence	30	9	10	10	6	8	6	10	4	5	8	-	22	29	1
	5%	5%	5%	5%	5%	6%	4%	4%	4%	6%	4%	-	11%	6%	1%
Education	52	18	18	15	9	7	16	28	13	7	13	17	22	41	11
	9%	9%	9%	8%	7%	5%	12%	12%	12%	8%	6%	10%	11%	8%	11%
Health	75	25	24	26	15	18	14	28	14	13	31	22	22	66	9
	13%	12%	12%	13%	12%	12%	11%	12%	14%	15%	14%	13%	11%	13%	8%
Arts, entertainment, recreation and other services	34	11	11	11	5	13	8	15	7	1	10	13	10	27	6
	6%	6%	6%	6%	4%	9%	6%	6%	7%	2%	5%	8%	5%	5%	6%
Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>NETS</b>															
Net: Agriculture, forestry & fishing/ Production	62	21	21	21	18	20	16	17	1	7	16	22	24	48	14
	10%	10%	10%	10%	14%	13%	12%	7%	1%	8%	7%	12%	12%	10%	13%
Net: Construction/Property	49	16	16	16	12	11	9	17	9	9	19	15	15	37	11
	8%	8%	8%	8%	9%	7%	6%	7%	9%	10%	9%	8%	7%	8%	11%

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	March 2016	April 2016	May 2016	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	135	145	138	227	89	93	222	176	202	496	104
Weighted Total	600	200	200	200	131	145	134	235	101	89	222	177	201	494	106
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Net: Motor trades/ Wholesale/Retail/Transport & storage (inc. postal)/Accommodation & food services	154 26%	51 26%	51 26%	51 26%	31 23%	40 28%	32 24%	54 23%	22 22%	29 33%	61 27%	44 25%	49 24%	122 25%	31 30%
Net: Information & communication/ Finance & insurance/Business administration and support services	95 16%	32 16%	32 16%	32 16%	23 18%	18 12%	22 17%	42 18%	20 20%	11 13%	36 16%	34 19%	25 12%	80 16%	14 14%
Net: Professional, scientific & technical	51 8%	17 9%	17 9%	17 8%	12 9%	11 7%	13 9%	23 10%	11 11%	5 6%	27 12% k	10 6%	14 7%	43 9%	8 7%
Net: Public administration and defence/ Education/Health	157 26%	52 26%	52 26%	52 26%	31 24%	33 23%	36 26%	66 28%	31 31%	26 29%	52 23%	40 22%	65 32% jk	136 27%	21 20%
Net: Arts, entertainment, recreation and other services/Other	34 6%	11 6%	11 6%	11 6%	5 4%	13 9% i	8 6%	15 6%	7 7%	1 2%	10 5%	13 8%	10 5%	27 5%	6 6%

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	March 2016	April 2016	May 2016	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	135	145	138	227	89	93	222	176	202	496	104
Weighted Total	600	200	200	200	131	145	134	235	101	89	222	177	201	494	106
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
None – we would have to take on new staff	180	53	48	79	45	45	42	65	23	25	75	48	57	145	35
	30%	26%	24%	40%	34%	31%	32%	28%	23%	28%	34%	27%	29%	29%	33%
				ab											
A little – we might have to take on staff if demand grew this year	301	108	117	76	67	69	69	124	55	40	94	103	105	252	50
	50%	54%	58%	38%	51%	48%	51%	53%	55%	46%	43%	58%	52%	51%	47%
		c	c									j			
A fair amount – we could take on a lot more work now	81	28	23	29	17	20	15	27	13	16	38	19	24	66	15
	13%	14%	11%	15%	13%	14%	11%	12%	12%	18%	17%	11%	12%	13%	14%
Considerable – we have a great deal of spare capacity	38	11	12	15	3	10	8	18	10	7	15	8	16	32	7
	6%	5%	6%	8%	2%	7%	6%	8%	10%	8%	7%	4%	8%	6%	6%
							d	d	d	d					
NETS															
Net: None + A little	481	161	165	155	112	114	111	190	78	66	169	150	162	397	84
	80%	80%	82%	78%	85%	79%	83%	81%	78%	74%	76%	85%	80%	80%	80%
					i							j			

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	March 2016	April 2016	May 2016	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	135	145	138	227	89	93	222	176	202	496	104
Weighted Total	600	200	200	200	131	145	134	235	101	89	222	177	201	494	106
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Redundancies	128	54	49	25	32	35	24	41	17	20	13	34	82	111	17
	21%	27%	25%	12%	24%	24%	18%	17%	17%	23%	6%	19%	40%	22%	16%
		c	c									j	jk		
Reduced hours	104	36	39	29	19	23	28	42	15	19	25	33	46	80	24
	17%	18%	19%	14%	15%	16%	21%	18%	15%	21%	11%	18%	23%	16%	23%
												j	j		
Reduced pay / earnings	31	10	14	6	6	6	9	12	3	7	6	9	16	23	7
	5%	5%	7%	3%	4%	4%	7%	5%	3%	7%	3%	5%	8%	5%	7%
												j	j		
Headcount freeze	74	27	26	21	17	21	14	23	9	12	13	23	38	66	8
	12%	13%	13%	10%	13%	15%	11%	10%	9%	14%	6%	13%	19%	13%	8%
												j	j		
Increased staffing	325	124	108	94	82	75	70	122	52	47	91	106	129	267	58
	54%	62%	54%	47%	62%	52%	52%	52%	52%	52%	41%	60%	64%	54%	55%
		c			g							j	j		
Increased pay/ earnings	368	143	114	111	84	88	78	142	63	54	117	119	132	305	63
	61%	71%	57%	55%	64%	61%	58%	60%	63%	61%	53%	67%	66%	62%	60%
		bc										j	j		
None of the above	104	19	26	59	18	28	22	40	18	19	69	18	18	84	20
	17%	10%	13%	30%	13%	20%	16%	17%	18%	21%	31%	10%	9%	17%	19%
				ab							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	March 2016	April 2016	May 2016	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	135	145	138	227	89	93	222	176	202	496	104
Weighted Total		600	200	200	200	131	145	134	235	101	89	222	177	201	494	106
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
A lot better	(5)	35	10	8	16	8	14	6	10	5	3	17	5	12	33	2
		6%	5%	4%	8%	6%	10%	4%	4%	5%	3%	8%	3%	6%	7%	2%
							gi					k				
A little better	(4)	253	99	68	86	52	67	63	103	40	31	93	77	83	211	42
		42%	50%	34%	43%	39%	47%	47%	44%	40%	35%	42%	44%	41%	43%	40%
							b									
No change	(3)	144	45	58	41	36	27	31	51	20	29	50	47	47	109	35
		24%	22%	29%	20%	28%	19%	23%	22%	20%	33%	23%	26%	23%	22%	33%
										eg					m	
A little worse	(2)	91	23	38	30	26	24	17	30	13	11	28	29	34	78	13
		15%	12%	19%	15%	20%	16%	13%	13%	13%	12%	13%	16%	17%	16%	13%
							a									
A lot worse	(1)	42	13	14	16	5	9	6	19	13	9	20	8	14	33	9
		7%	6%	7%	8%	4%	6%	5%	8%	13%	10%	9%	5%	7%	7%	9%
										df	d					
Don't know		35	10	13	11	5	3	10	20	10	6	13	11	11	31	4
		6%	5%	7%	6%	4%	2%	8%	9%	10%	7%	6%	6%	5%	6%	4%
								e	e	e						
NETS																
Net: Better		288	109	77	102	60	81	69	114	45	33	110	82	96	244	44
		48%	55%	38%	51%	45%	56%	51%	48%	44%	38%	50%	46%	47%	49%	42%
							i	i								
Net: Better/ No change		432	154	134	143	96	108	100	165	65	62	160	129	142	352	79
		72%	77%	67%	72%	73%	75%	75%	70%	64%	70%	72%	73%	71%	71%	75%
							b									
Net: Worse		134	36	52	46	31	33	24	50	26	20	48	37	48	111	23
		22%	18%	26%	23%	23%	23%	18%	21%	26%	23%	22%	21%	24%	22%	21%
							a									
Mean score		3.3	3.4	3.1	3.3	3.3	3.4	3.4	3.3	3.1	3.1	3.3	3.3	3.2	3.3	3.1
			b				i	i								

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	March 2016	April 2016	May 2016	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	135	145	138	227	89	93	222	176	202	496	104	
Weighted Total		600	200	200	200	131	145	134	235	101	89	222	177	201	494	106	
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
A lot better		(5)	37	11	9	16	9	6	6	16	10	7	14	6	18	33	4
			6%	6%	5%	8%	7%	4%	4%	7%	10%	8%	6%	3%	9% k	7%	4%
A little better		(4)	217	76	63	79	50	55	49	86	37	26	82	64	71	182	35
			36%	38%	31%	39%	38%	38%	37%	37%	36%	29%	37%	36%	35%	37%	33%
No change		(3)	206	71	76	59	54	53	47	72	25	27	76	70	60	165	41
			34%	35%	38%	30%	41% gh	36%	35%	30%	25%	31%	34%	39%	30%	33%	38%
A little worse		(2)	52	18	21	13	6	13	14	24	11	10	14	18	20	44	8
			9%	9%	11%	7%	4%	9%	10%	10% d	11%	11% d	6%	10%	10%	9%	8%
A lot worse		(1)	16	6	2	8	2	3	2	9	7	3	10	2	4	13	3
			3%	3%	1%	4%	2%	2%	2%	4%	7% df	3%	5%	1%	2%	3%	3%
Don't know			72	19	29	24	11	16	17	29	12	16	26	17	29	58	14
			12%	9%	14%	12%	8%	11%	13%	12%	12%	18% d	12%	9%	14%	12%	14%
NETS																	
Net: Better		254	87	72	95	59	60	55	102	47	33	95	70	89	215	39	
		42%	44%	36%	47% b	45%	42%	41%	43%	46%	37%	43%	40%	44%	43%	37%	
Net: Better/ No change		460	158	148	154	113	113	102	173	71	60	171	140	149	380	80	
		77%	79%	74%	77%	86% fghi	78%	76%	74%	71%	68%	77%	79%	74%	77%	76%	
Net: Worse		69	24	23	22	8	15	16	33	17	13	24	21	24	57	11	
		11%	12%	12%	11%	6%	11%	12%	14% d	17% d	14% d	11%	12%	12%	12%	12%	11%
Mean score		3.4	3.4	3.3	3.5	3.5	3.4	3.4	3.4	3.4	3.3	3.4	3.3	3.5	3.4	3.3	

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	600
	100%	100%
Advertise externally in newspapers/trade/ professional press	269 45%	121 20%
Recruitment agencies/ Search firms	282 47%	187 31%
Online job boards (e.g. Monster)	280 47%	154 26%
Internal Referrals	367 61%	212 35%
Talent pools and staff banks	93 15%	63 11%
Advertise on our own website	376 63%	227 38%
Social media and professional networking sites (e.g. Linked In)	280 47%	166 28%
Former employees and word of mouth	415 69%	249 42%
Jobcentre Plus / Universal Jobmatch	229 38%	132 22%
People approach us	366 61%	212 35%
Other	22 4%	15 3%
We have never recruited any of this kind of staff	48 8%	214 36%

## 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	556	387
Weighted Total	552	386
	100%	100%
Advertise externally in newspapers/trade/ professional press	269	121
	49%	31%
Recruitment agencies/ Search firms	282	187
	51%	48%
Online job boards (e.g. Monster)	280	154
	51%	40%
Internal Referrals	367	212
	66%	55%
Talent pools and staff banks	93	63
	17%	16%
Advertise on our own website	376	227
	68%	59%
Social media and professional networking sites (e.g. Linked In)	280	166
	51%	43%
Former employees and word of mouth	415	249
	75%	65%
Jobcentre Plus / Universal Jobmatch	229	132
	42%	34%
People approach us	366	212
	66%	55%
Other	22	15
	4%	4%

## 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

	Total	WAVE			REGION						SIZE			SECTOR	
		March 2016	April 2016	May 2016	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	135	145	138	227	89	93	222	176	202	496	104
Weighted Total	600	200	200	200	131	145	134	235	101	89	222	177	201	494	106
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Former employees and word of mouth	415	147	141	127	99	102	84	153	69	61	142	131	142	339	76
	69%	73%	70%	64%	75%	70%	63%	65%	68%	69%	64%	74%	70%	69%	72%
		c			fg							j			
Advertise on our own website	376	145	135	96	87	89	77	140	63	60	83	133	161	307	69
	63%	73%	68%	48%	67%	61%	57%	60%	63%	67%	37%	75%	80%	62%	66%
		c	c								j	j	j		
Internal Referrals	367	131	138	98	86	82	77	142	64	57	99	126	141	297	69
	61%	66%	69%	49%	66%	57%	58%	60%	64%	64%	45%	71%	70%	60%	65%
		c	c									j	j		
People approach us	366	122	135	110	86	79	79	142	63	58	115	126	125	305	61
	61%	61%	67%	55%	66%	55%	59%	60%	63%	66%	52%	71%	62%	62%	58%
			c								j	j	j		
Recruitment agencies/ Search firms	282	117	105	60	59	60	67	123	56	39	62	100	120	235	47
	47%	58%	53%	30%	45%	42%	50%	52%	56%	44%	28%	56%	60%	48%	44%
		c	c					e	e			j	j		
Online job boards (e.g. Monster)	280	110	110	61	61	60	66	120	54	40	59	93	129	231	49
	47%	55%	55%	31%	46%	41%	49%	51%	54%	45%	26%	52%	64%	47%	46%
		c	c									j	jk		
Social media and professional networking sites (e.g. Linked In)	280	97	103	79	69	62	62	108	46	40	76	88	116	233	46
	47%	49%	52%	40%	53%	43%	46%	46%	46%	45%	34%	50%	58%	47%	44%
			c									j	j		
Advertise externally in newspapers/ trade/ professional press	269	105	103	61	57	68	59	99	40	45	79	84	107	218	51
	45%	52%	52%	31%	44%	47%	44%	42%	40%	51%	36%	47%	53%	44%	49%
		c	c									j	j		
Jobcentre Plus / Universal Jobmatch	229	106	74	50	53	56	52	80	28	40	53	81	95	186	43
	38%	53%	37%	25%	41%	39%	39%	34%	28%	45%	24%	46%	47%	38%	41%
		bc	c						h			j	j		

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	
							South excluding London	South including London							
	Total	March 2016	April 2016	May 2016	North	Midlands			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	135	145	138	227	89	93	222	176	202	496	104
Weighted Total	600	200	200	200	131	145	134	235	101	89	222	177	201	494	106
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Talent pools and staff banks	93	42	31	20	21	14	23	44	21	14	13	24	56	76	17
	15%	21%	16%	10%	16%	10%	17%	19%	21%	16%	6%	13%	28%	15%	16%
		c					e	e	e			j	jk		
Other	22	9	3	10	6	2	4	9	6	5	7	11	3	21	1
	4%	4%	1%	5%	5%	1%	3%	4%	6%	5%	3%	6%	2%	4%	1%
			b									l			
We have never recruited any of this kind of staff	48	2	3	43	6	11	10	25	15	6	36	8	4	40	9
	8%	1%	2%	22%	4%	8%	7%	11%	15%	7%	16%	4%	2%	8%	8%
			ab				d	d	d		kl				

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

	Total	WAVE			REGION						SIZE			SECTOR	
		March 2016	April 2016	May 2016	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	135	145	138	227	89	93	222	176	202	496	104
Weighted Total	600	200	200	200	131	145	134	235	101	89	222	177	201	494	106
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Former employees and word of mouth	249	60	93	97	56	64	47	88	40	41	77	72	100	201	49
	42%	30%	47%	48%	43%	44%	35%	37%	40%	47%	35%	41%	50%	41%	46%
			a	a								j	j		
Advertise on our own website	227	68	86	73	53	54	50	86	36	34	48	72	107	184	43
	38%	34%	43%	37%	41%	38%	37%	37%	36%	38%	22%	41%	53%	37%	41%
			j	jk								j	jk		
People approach us	212	53	76	83	46	52	47	82	35	32	63	66	83	175	37
	35%	27%	38%	41%	35%	36%	35%	35%	35%	36%	28%	37%	41%	35%	35%
			a	a								j	j		
Internal Referrals	212	54	84	74	48	59	41	75	34	31	58	62	92	170	42
	35%	27%	42%	37%	37%	40%	30%	32%	34%	34%	26%	35%	46%	34%	40%
			a	a									jk		
Recruitment agencies/ Search firms	187	63	76	48	32	51	41	76	35	27	29	60	99	155	32
	31%	31%	38%	24%	25%	35%	31%	32%	35%	31%	13%	34%	49%	31%	31%
			c									j	jk		
Social media and professional networking sites (e.g. Linked In)	166	43	64	60	37	40	37	64	27	26	48	45	73	136	30
	28%	21%	32%	30%	28%	28%	27%	27%	27%	29%	22%	25%	36%	28%	28%
			a										jk		
Online job boards (e.g. Monster)	154	49	65	40	38	31	36	62	25	23	23	50	81	125	29
	26%	24%	33%	20%	29%	22%	27%	26%	25%	26%	11%	28%	40%	25%	27%
			c									j	jk		
Jobcentre Plus / Universal Jobmatch	132	40	53	39	32	33	27	40	14	26	23	46	63	110	22
	22%	20%	26%	19%	24%	23%	20%	17%	14%	29%	10%	26%	31%	22%	21%
					h					gh		j	j		
Advertise externally in newspapers/ trade/ professional press	121	35	50	36	26	29	29	45	17	21	32	36	53	99	23
	20%	18%	25%	18%	20%	20%	21%	19%	17%	23%	15%	20%	26%	20%	21%
													j		

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	March 2016	April 2016	May 2016	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	135	145	138	227	89	93	222	176	202	496	104
Weighted Total	600	200	200	200	131	145	134	235	101	89	222	177	201	494	106
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Talent pools and staff banks	63	17	31	15	15	13	19	26	8	8	9	18	37	52	11
	11%	9%	16%	7%	12%	9%	14%	11%	7%	9%	4%	10%	18%	11%	10%
			ac									j	jk		
Other	15	7	3	6	4	4	-	5	5	3	6	5	5	14	1
	3%	3%	1%	3%	3%	3%	-	2%	5%	3%	2%	3%	2%	3%	1%
					f				f	f					
We have never recruited any of this kind of staff	214	94	46	75	46	51	45	87	42	30	112	63	39	180	34
	36%	47%	23%	37%	35%	35%	34%	37%	42%	33%	51%	35%	20%	36%	32%
		b		b							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	March 2016	April 2016	May 2016	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	556	198	197	161	129	136	128	205	77	86	187	170	199	461	95
Weighted Total	552	198	197	157	126	133	124	210	86	82	185	169	197	455	97
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Former employees and word of mouth	415	147	141	127	99	102	84	153	69	61	142	131	142	339	76
	75%	74%	72%	81%	79%	76%	68%	73%	80%	74%	77%	78%	72%	75%	78%
				b	f										
Advertise on our own website	376	145	135	96	87	89	77	140	63	60	83	133	161	307	69
	68%	73%	69%	61%	69%	66%	62%	67%	74%	73%	45%	78%	81%	67%	72%
		c										j	j		
Internal Referrals	367	131	138	98	86	82	77	142	64	57	99	126	141	297	69
	66%	66%	70%	62%	68%	62%	62%	68%	75%	68%	54%	74%	72%	65%	71%
									e			j	j		
People approach us	366	122	135	110	86	79	79	142	63	58	115	126	125	305	61
	66%	62%	68%	70%	69%	59%	64%	68%	74%	71%	62%	74%	63%	67%	63%
									e			jl			
Recruitment agencies/ Search firms	282	117	105	60	59	60	67	123	56	39	62	100	120	235	47
	51%	59%	54%	38%	47%	45%	54%	59%	66%	48%	33%	59%	61%	52%	48%
		c	c					de	dei			j	j		
Online job boards (e.g. Monster)	280	110	110	61	61	60	66	120	54	40	59	93	129	231	49
	51%	55%	56%	39%	48%	45%	53%	57%	63%	48%	32%	55%	65%	51%	51%
		c	c					e	dei			j	jk		
Social media and professional networking sites (e.g. Linked In)	280	97	103	79	69	62	62	108	46	40	76	88	116	233	46
	51%	49%	52%	51%	55%	47%	50%	51%	54%	49%	41%	52%	59%	51%	48%
												j	j		
Advertise externally in newspapers/ trade/ professional press	269	105	103	61	57	68	59	99	40	45	79	84	107	218	51
	49%	53%	52%	39%	46%	51%	48%	47%	47%	55%	42%	49%	54%	48%	53%
		c	c										j		
Jobcentre Plus / Universal Jobmatch	229	106	74	50	53	56	52	80	28	40	53	81	95	186	43
	42%	53%	38%	32%	42%	42%	42%	38%	33%	48%	29%	48%	48%	41%	44%
		bc										j	j		

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	March 2016	April 2016	May 2016	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	556	198	197	161	129	136	128	205	77	86	187	170	199	461	95
Weighted Total	552	198	197	157	126	133	124	210	86	82	185	169	197	455	97
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Talent pools and staff banks	93	42	31	20	21	14	23	44	21	14	13	24	56	76	17
	17%	21%	16%	13%	16%	11%	18%	21%	25%	17%	7%	14%	28%	17%	17%
		c					e	e	e			j	jk		
Other	22	9	3	10	6	2	4	9	6	5	7	11	3	21	1
	4%	4%	1%	6%	5%	1%	3%	4%	7%	5%	4%	6%	2%	5%	1%
				b				e	e			l			

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	March 2016	April 2016	May 2016	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	387	105	153	129	87	94	91	144	53	62	109	114	164	319	68
Weighted Total	386	106	154	125	85	94	89	148	59	59	109	114	162	315	71
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Former employees and word of mouth	249	60	93	97	56	64	47	88	40	41	77	72	100	201	49
	65%	56%	60%	77% ab	66%	68% f	53%	59%	69%	70% f	70%	63%	62%	64%	68%
Advertise on our own website	227	68	86	73	53	54	50	86	36	34	48	72	107	184	43
	59%	64%	56%	58%	62%	58%	56%	58%	61%	57%	44%	63% j	66% j	58%	61%
People approach us	212	53	76	83	46	52	47	82	35	32	63	66	83	175	37
	55%	50%	49%	66% ab	54%	55%	52%	56%	61%	54%	57%	58%	51%	56%	52%
Internal Referrals	212	54	84	74	48	59	41	75	34	31	58	62	92	170	42
	55%	50%	54%	59%	56%	63% f	46%	51%	58%	52%	53%	54%	57%	54%	59%
Recruitment agencies/ Search firms	187	63	76	48	32	51	41	76	35	27	29	60	99	155	32
	48%	59% c	49%	38%	38%	54% d	46%	52% d	60% d	46%	26%	52% j	61% j	49%	45%
Social media and professional networking sites (e.g. Linked In)	166	43	64	60	37	40	37	64	27	26	48	45	73	136	30
	43%	40%	41%	48%	43%	43%	41%	43%	47%	44%	44%	39%	45%	43%	42%
Online job boards (e.g. Monster)	154	49	65	40	38	31	36	62	25	23	23	50	81	125	29
	40%	46% c	42%	32%	45%	33%	41%	42%	43%	38%	21%	44% j	50% j	40%	40%
Jobcentre Plus / Universal Jobmatch	132	40	53	39	32	33	27	40	14	26	23	46	63	110	22
	34%	37%	34%	31%	38%	36%	30%	27%	23%	44% gh	21%	40% j	39% j	35%	30%
Advertise externally in newspapers/ trade/ professional press	121	35	50	36	26	29	29	45	17	21	32	36	53	99	23
	31%	33%	32%	29%	31%	31%	32%	31%	28%	35%	30%	31%	33%	31%	32%

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	March 2016	April 2016	May 2016	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	387	105	153	129	87	94	91	144	53	62	109	114	164	319	68
Weighted Total	386	106	154	125	85	94	89	148	59	59	109	114	162	315	71
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Talent pools and staff banks	63	17	31	15	15	13	19	26	8	8	9	18	37	52	11
	16%	16%	20%	12%	18%	14%	21%	18%	13%	14%	8%	16%	23%	17%	15%
													j		
Other	15	7	3	6	4	4	-	5	5	3	6	5	5	14	1
	4%	6%	2%	5%	5%	4%	-	3%	8%	5%	5%	4%	3%	5%	1%
					f	f			f	f					

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	March 2016	April 2016	May 2016	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		318	129	120	69	68	73	74	130	56	47	67	107	144	269	49
Weighted Total		315	128	120	66	66	72	72	131	60	46	66	107	142	264	51
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Very satisfied	(5)	49	22	18	9	11	12	7	16	9	10	10	16	23	44	5
		16%	17%	15%	13%	17%	17%	10%	12%	15%	21%	16%	15%	16%	17%	10%
Fairly satisfied	(4)	164	65	68	31	34	42	39	61	21	28	27	58	79	132	32
		52%	50%	57%	46%	51%	58%	55%	46%	36%	60%	42%	54%	56%	50%	62%
							h	h			h					
Neither satisfied nor dissatisfied	(3)	54	20	19	15	11	8	13	29	15	6	10	20	24	44	10
		17%	15%	16%	23%	17%	12%	19%	22%	26% e	12%	16%	19%	17%	17%	19%
Fairly dissatisfied	(2)	23	9	10	4	3	5	6	12	6	3	7	6	9	21	2
		7%	7%	9%	6%	4%	7%	9%	9%	9%	7%	11%	6%	7%	8%	5%
Very dissatisfied	(1)	8	4	-	4	2	3	2	3	1	-	5	3	-	7	1
		2%	3%	-	6% b	3%	4%	3%	2%	2%	-	7% l	3% l	-	3%	2%
Don't know		17	9	4	4	5	1	4	11	7	-	5	5	7	16	1
		5%	7%	4%	6%	7%	2%	5%	8% i	12% ei	-	8%	4%	5%	6%	2%
NETS																
Net: Satisfied		213	87	86	40	45	54	46	77	30	37	38	73	102	176	37
		68%	68%	72%	60%	68%	75% gh	65%	59%	51%	81% gh	57%	68%	72% j	67%	72%
Net: Dissatisfied		31	13	10	8	5	8	8	15	7	3	12	9	9	27	4
		10%	10%	9%	12%	7%	11%	11%	11%	11%	7%	18% l	9%	7%	10%	7%
Mean score		3.7	3.8	3.8	3.6	3.8	3.8	3.6	3.6	3.6	4.0	3.5	3.7	3.9	3.8	3.7
											g			j		

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	March 2016	April 2016	May 2016	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		318	129	120	69	68	73	74	130	56	47	67	107	144	269	49
Weighted Total		315	128	120	66	66	72	72	131	60	46	66	107	142	264	51
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Very satisfied	(5)	64	23	30	11	15	16	13	24	11	9	12	21	31	58	6
		20%	18%	25%	17%	23%	22%	18%	18%	19%	19%	18%	19%	22%	22%	11%
Fairly satisfied	(4)	171	73	64	34	32	41	37	68	31	30	29	58	83	137	34
		54%	57%	53%	51%	48%	57%	52%	52%	52%	66%	45%	54%	59%	52%	67% m
Neither satisfied nor dissatisfied	(3)	41	16	13	11	8	4	16	23	8	5	5	17	19	36	5
		13%	13%	11%	17%	13%	6%	22% e	18% e	13%	11%	8%	16%	13%	14%	10%
Fairly dissatisfied	(2)	13	6	7	-	3	6	2	3	1	1	4	6	3	12	2
		4%	5%	6% c	-	5%	9% g	2%	2%	2%	2%	6%	6%	2%	4%	3%
Very dissatisfied	(1)	9	1	2	6	2	3	1	4	3	-	8	1	-	8	1
		3%	1%	1%	9% ab	3%	4%	1%	3%	6%	-	12% kl	1%	-	3%	2%
Don't know		17	9	4	4	6	2	3	8	5	1	7	4	5	13	4
		5%	7%	3%	5%	9%	3%	4%	6%	9%	2%	11% l	4%	4%	5%	7%
NETS																
Net: Satisfied		234	96	94	45	46	57	50	92	42	39	41	79	114	195	40
		74%	75%	78%	68%	71%	79%	70%	70%	71%	84%	63%	73%	81% j	74%	78%
Net: Dissatisfied		22	7	9	6	5	9	3	7	5	1	12	7	3	20	2
		7%	5%	7%	9%	8%	13% i	4%	6%	8%	2%	18% kl	6%	2%	8%	5%
Mean score		3.9	3.9	4.0	3.7	3.9	3.9	3.9	3.9	3.8	4.0	3.6	3.9	4.0	3.9	3.9
													j	j		

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

## Jobs Outlook - Combined

**Q8\_SUM. Which of the following job functions, if any, are you involved in recruiting for permanent members of staff and temporary agency workers?**

### SUMMARY TABLE

Base: All who recruit for each type

	Permanent members of staff	Temporary agency workers
Unweighted Total	556	188
Weighted Total	552	187
	100%	100%
Accounting and financial services	279	83
	51%	44%
Construction	76	24
	14%	13%
Drivers	125	33
	23%	18%
Education	94	23
	17%	12%
Engineering & technical	199	57
	36%	30%
Executive recruitment / interim management	211	55
	38%	29%
Health & social care	90	22
	16%	12%
Hospitality	94	19
	17%	10%
Industrial	98	41
	18%	22%
Legal & HR	217	58
	39%	31%
Life sciences	38	7
	7%	4%
Marketing, media & creative	199	49
	36%	26%
Office professionals	317	97
	57%	52%
Sales & retail	206	41
	37%	22%
Technology	192	44
	35%	23%

## **Jobs Outlook - Combined**

**Q8\_SUM. Which of the following job functions, if any, are you involved in recruiting for permanent members of staff and temporary agency workers?**

### **SUMMARY TABLE**

Base: All who recruit for each type

	Permanent members of staff	Temporary agency workers
Unweighted Total	556	188
Weighted Total	552	187
	100%	100%
None	41	29
	7%	16%

## 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	March 2016	April 2016	May 2016	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	556	198	197	161	129	136	128	205	77	86	187	170	199	461	95
Weighted Total	552	198	197	157	126	133	124	210	86	82	185	169	197	455	97
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Accounting and financial services	279	101	114	64	61	66	47	103	56	50	70	84	125	225	54
	51%	51%	58%	41%	48%	49%	38%	49%	65%	60%	38%	50%	64%	50%	56%
		c	c						defg	f		j	jk		
Construction	76	31	27	18	15	21	18	30	12	11	30	17	29	64	12
	14%	16%	14%	11%	12%	15%	14%	14%	14%	13%	16%	10%	15%	14%	12%
Drivers	125	51	48	26	31	30	23	44	20	20	32	33	60	97	29
	23%	26%	24%	17%	25%	22%	19%	21%	24%	24%	17%	20%	30%	21%	30%
		c											jk		
Education	94	41	33	21	18	27	21	37	15	13	29	25	40	76	18
	17%	21%	16%	13%	14%	21%	17%	17%	18%	15%	16%	15%	20%	17%	19%
Engineering & technical	199	74	75	49	45	46	50	78	27	30	52	61	85	166	32
	36%	37%	38%	32%	36%	34%	40%	37%	32%	37%	28%	36%	43%	37%	33%
													j		
Executive recruitment / interim management	211	84	79	47	43	55	44	83	39	30	37	72	102	173	38
	38%	43%	40%	30%	34%	41%	36%	40%	45%	37%	20%	42%	52%	38%	39%
		c										j	j		
Health & social care	90	40	27	23	18	23	17	32	15	17	30	27	33	71	19
	16%	20%	13%	14%	14%	17%	13%	15%	18%	20%	16%	16%	17%	16%	20%
Hospitality	94	37	35	22	25	25	13	27	15	17	30	29	35	77	18
	17%	19%	18%	14%	19%	19%	10%	13%	17%	21%	16%	17%	18%	17%	18%
					f	f				f					
Industrial	98	39	39	19	23	28	22	32	11	16	23	29	46	82	16
	18%	20%	20%	12%	18%	21%	17%	15%	12%	19%	13%	17%	23%	18%	16%
													j		
Legal & HR	217	87	89	42	45	51	46	91	45	30	33	59	125	178	40
	39%	44%	45%	27%	36%	38%	37%	43%	52%	37%	18%	35%	64%	39%	41%
		c	c						defi			j	jk		
Life sciences	38	19	14	5	7	12	8	14	7	5	10	10	18	34	4
	7%	10%	7%	3%	5%	9%	6%	7%	8%	6%	5%	6%	9%	7%	5%
		c													

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	March 2016	April 2016	May 2016	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	556	198	197	161	129	136	128	205	77	86	187	170	199	461	95
Weighted Total	552	198	197	157	126	133	124	210	86	82	185	169	197	455	97
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Marketing, media & creative	199	70	75	55	40	52	43	77	35	29	55	59	85	164	35
	36%	35%	38%	35%	32%	39%	34%	37%	40%	36%	30%	35%	43%	36%	36%
													j		
Office professionals	317	128	123	66	60	87	63	119	56	51	69	110	138	260	57
	57%	65%	62%	42%	48%	65%	51%	57%	65%	62%	37%	65%	70%	57%	58%
		c	c			df			df	d		j	j		
Sales & retail	206	74	71	60	44	59	40	72	32	30	64	72	70	168	38
	37%	38%	36%	39%	35%	44%	32%	34%	37%	37%	34%	43%	36%	37%	39%
						f									
Technology	192	78	69	45	37	55	40	70	31	30	44	62	86	162	30
	35%	40%	35%	29%	30%	41%	32%	34%	36%	36%	24%	37%	44%	36%	31%
		c										j	j		
None	41	13	11	17	16	7	9	15	5	3	18	9	14	36	5
	7%	7%	5%	11%	13%	5%	7%	7%	6%	4%	10%	5%	7%	8%	5%
					ei										

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	
							South excluding London	South including London							
	Total	March 2016	April 2016	May 2016	North	Midlands			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	188	64	76	48	34	52	42	74	32	28	28	60	100	157	31
Weighted Total	187	63	76	48	32	51	41	76	35	27	29	60	99	155	32
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Accounting and financial services	83	27	35	21	11	15	21	40	19	16	4	26	53	68	14
	44%	42%	47%	43%	34%	29%	51% e	53% e	55% e	60%	14%	43%	54%	44%	45%
Construction	24	8	9	7	5	2	6	11	4	6	3	2	20	21	3
	13%	13%	12%	13%	14%	5%	15%	14%	12%	24%	9%	3%	20% k	14%	10%
Drivers	33	13	9	11	6	11	9	11	2	6	8	9	16	24	9
	18%	21%	12%	23%	18%	21%	21%	14%	6%	22%	26%	16%	17%	16%	28%
Education	23	8	7	8	3	5	4	10	6	5	4	4	16	16	7
	12%	13%	9%	17%	9%	10%	11%	13%	16%	18%	13%	6%	16%	10%	21%
Engineering & technical	57	17	29	10	9	16	13	18	6	13	4	17	36	50	7
	30%	27%	39% c	21%	28%	32%	31%	24%	16%	48%	14%	28%	36%	32%	22%
Executive recruitment / interim management	55	20	26	9	8	9	11	22	11	16	4	16	35	48	7
	29%	32%	34%	19%	24%	18%	26%	29%	32%	59%	15%	26%	35%	31%	21%
Health & social care	22	8	9	5	4	3	6	11	4	5	5	4	13	19	3
	12%	12%	12%	11%	12%	6%	15%	14%	13%	17%	17%	7%	14%	12%	9%
Hospitality	19	3	5	11	2	7	2	7	5	3	5	3	11	17	2
	10%	5%	7%	22% ab	6%	14%	5%	9%	14%	10%	18%	5%	11%	11%	7%
Industrial	41	14	20	7	8	9	12	13	1	11	2	16	23	36	4
	22%	22%	26%	15%	24% h	19% h	29% h	17% h	3%	39%	7%	27%	23%	24%	14%
Legal & HR	58	19	25	14	9	10	14	27	12	12	4	15	39	47	11
	31%	30%	34%	29%	29%	20%	35%	35%	35%	44%	15%	26%	39%	30%	35%
Life sciences	7	1	5	1	1	3	1	2	1	1	-	2	5	7	-
	4%	2%	7%	2%	3%	6%	2%	3%	3%	5%	-	4%	5%	5%	-
Marketing, media & creative	49	18	20	12	6	8	17	28	11	8	4	15	30	43	7
	26%	28%	26%	25%	19%	15%	41% de	37% e	31%	28%	15%	25%	31%	28%	21%

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	
							South excluding London	South including London							
	Total	March 2016	April 2016	May 2016	North	Midlands			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	188	64	76	48	34	52	42	74	32	28	28	60	100	157	31
Weighted Total	187	63	76	48	32	51	41	76	35	27	29	60	99	155	32
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Office professionals	97	33	37	28	10	22	22	45	22	21	12	31	55	79	18
	52%	52%	48%	58%	30%	42%	54% d	58% d	64% d	77%	40%	52%	55%	51%	56%
Sales & retail	41	14	10	18	6	11	13	17	4	7	4	20	17	32	9
	22%	22%	13%	36% b	19%	21%	31%	22%	13%	26%	14%	34% l	17%	21%	27%
Technology	44	13	19	11	6	8	14	17	3	12	2	15	27	37	7
	23%	21%	25%	23%	18%	16%	34% eh	23%	10%	45%	6%	25%	27%	24%	21%
None	29	16	10	4	9	7	6	10	4	2	5	8	17	26	4
	16%	25% c	13%	9%	29%	15%	15%	13%	12%	9%	18%	13%	17%	17%	11%

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

## Jobs Outlook - Combined

**Q9\_SUM. Do you think the number of permanent members of staff in your organisation will increase or decrease in the next:**

### SUMMARY TABLE

Base: All who recruit permanent members of staff in any 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
Three months	511 100%	13 2%	160 31%	276 54%	39 8%	8 1%	16 3%	172 34%	46 9%	448 88%	3.3
Four to twelve months	511 100%	19 4%	223 44%	199 39%	34 7%	5 1%	32 6%	241 47%	39 8%	440 86%	3.5



## Jobs Outlook - Combined

**Q9\_1. Do you think the number of permanent members of staff in your organisation will increase or decrease in the next:**

### Three months

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

		WAVE			REGION						SIZE			SECTOR		
		Total	March 2016	April 2016	May 2016	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		513	184	186	143	113	128	118	190	72	82	168	161	184	423	90
Weighted Total		511	185	186	140	110	126	115	195	80	79	167	161	183	418	92
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	13 2%	2 1%	5 3%	6 4%	6 5% h	3 2%	3 3%	3 2%	- -	1 1%	2 1%	2 1%	9 5% j	9 2%	4 4%
Increase slightly	(4)	160 31%	54 29%	63 34%	43 30%	33 30%	36 29%	38 33%	67 34%	29 36%	23 29%	48 29%	45 28%	67 36%	129 31%	31 34%
Stay the same	(3)	276 54%	103 56%	93 50%	80 57%	54 49%	78 61%	57 50%	99 51%	42 52%	45 56%	106 63% l	98 61% l	72 39%	229 55%	47 51%
Decrease slightly	(2)	39 8%	14 7%	17 9%	8 6%	11 10%	7 6%	12 10%	16 8%	4 5%	5 6%	10 6%	10 6%	18 10%	32 8%	6 7%
Decrease greatly	(1)	8 1%	5 3% c	3 1%	- -	2 2%	- -	2 1%	3 1%	1 1%	3 4% e	- -	- -	8 4% jk	7 2%	1 1%
Don't know		16 3%	8 4%	6 3%	3 2%	4 4%	3 2%	3 3%	7 4%	4 5%	3 4%	1 1%	5 3%	10 6% j	14 3%	3 3%
NETS																
Net: Increase		172 34%	55 30%	68 37%	49 35%	39 36%	39 31%	41 36%	70 36%	29 36%	24 30%	50 30%	47 29%	75 41% jk	137 33%	35 38%
Net: Decrease		46 9%	19 10%	20 11%	8 6%	12 11%	7 6%	14 12%	19 10%	5 7%	8 10%	10 6%	10 6%	26 14% jk	39 9%	7 8%
Net: Increase + Stay the same		448 88%	158 86%	161 86%	129 92%	94 85%	116 92%	99 86%	169 87%	71 88%	69 87%	156 93% l	145 90% l	147 80%	366 87%	82 89%
Mean score		3.3	3.2	3.3	3.3	3.3	3.3	3.3	3.3	3.3	3.2	3.2	3.2	3.3	3.2	3.3

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

## Jobs Outlook - Combined

**Q9\_2. Do you think the number of permanent members of staff in your organisation will increase or decrease in the next:**

### Four to twelve months

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

		WAVE			REGION						SIZE			SECTOR		
		Total	March 2016	April 2016	May 2016	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		513	184	186	143	113	128	118	190	72	82	168	161	184	423	90
Weighted Total		511	185	186	140	110	126	115	195	80	79	167	161	183	418	92
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	19	6	5	7	7	5	5	6	1	1	4	4	11	14	5
	4%	4%	3%	5%	6%	4%	4%	3%	1%	1%	2%	2%	6%	3%	5%	
Increase slightly	(4)	223	82	77	64	51	54	48	87	39	31	72	74	76	178	45
	44%	44%	41%	45%	46%	42%	42%	44%	48%	40%	43%	46%	42%	42%	48%	
Stay the same	(3)	199	72	73	54	40	47	44	75	31	36	82	62	55	170	29
	39%	39%	39%	39%	37%	37%	38%	38%	39%	46%	49%	39%	30%	41%	31%	
Decrease slightly	(2)	34	10	16	8	6	12	9	12	2	4	5	9	20	27	7
	7%	6%	8%	6%	5%	10%	8%	6%	3%	5%	3%	5%	11%	j	6%	8%
Decrease greatly	(1)	5	3	2	1	-	1	2	2	-	2	-	-	5	5	-
	1%	2%	1%	*	-	1%	2%	1%	-	2%	-	-	-	3%	1%	-
Don't know		32	12	14	6	7	7	6	13	7	5	4	12	16	25	7
	6%	6%	8%	4%	6%	6%	5%	7%	9%	6%	3%	7%	9%	j	6%	7%
NETS																
Net: Increase		241	88	82	71	57	59	53	93	40	32	76	78	87	192	49
	47%	48%	44%	51%	52%	47%	46%	47%	49%	41%	46%	48%	48%	46%	54%	
Net: Decrease		39	13	17	9	6	13	12	14	2	6	5	9	25	32	7
	8%	7%	9%	6%	5%	10%	10%	7%	3%	7%	3%	5%	14%	jk	8%	8%
Net: Increase + Stay the same		440	160	155	125	98	106	97	168	71	69	158	140	142	362	79
	86%	87%	83%	90%	89%	84%	84%	86%	88%	87%	95%	87%	78%	86%	85%	
Mean score		3.5	3.5	3.4	3.5	3.6	3.4	3.4	3.4	3.5	3.3	3.5	3.5	3.4	3.4	3.6
						i										

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	279 100%	1 *	24 9%	219 78%	11 4%	2 1%	22 8%	25 9%	13 5%	244 87%	3.0
Construction	76 100%	3 4%	16 22%	47 62%	3 4%	1 1%	5 7%	19 25%	4 6%	66 87%	3.2
Drivers	125 100%	4 3%	28 22%	74 59%	8 6%	- -	11 9%	32 25%	8 6%	106 85%	3.2
Education	94 100%	- -	21 22%	61 65%	3 3%	2 2%	7 8%	21 22%	5 5%	82 87%	3.2
Engineering & technical	199 100%	7 3%	47 24%	120 60%	3 1%	3 2%	19 9%	54 27%	6 3%	174 88%	3.3
Executive recruitment / interim management	211 100%	- -	14 7%	167 79%	6 3%	3 1%	21 10%	14 7%	9 4%	181 86%	3.0
Health & social care	90 100%	5 5%	21 23%	51 57%	9 10%	- -	4 4%	26 28%	9 10%	77 85%	3.2
Hospitality	94 100%	5 5%	21 23%	56 60%	3 3%	1 1%	8 9%	26 28%	4 4%	82 87%	3.3
Industrial	98 100%	1 1%	27 27%	57 58%	3 3%	3 3%	8 8%	28 28%	6 6%	85 86%	3.2
Legal & HR	217 100%	1 *	28 13%	159 73%	6 3%	2 1%	22 10%	29 13%	8 4%	187 86%	3.1
Life sciences	38 100%	1 3%	9 23%	22 59%	1 2%	- -	5 13%	10 26%	1 2%	32 85%	3.3
Marketing, media & creative	199 100%	5 2%	29 15%	140 70%	7 4%	- -	18 9%	34 17%	7 4%	174 87%	3.2
Office professionals	317 100%	1 *	67 21%	214 67%	10 3%	1 *	24 8%	68 22%	11 3%	282 89%	3.2
Sales & retail	206 100%	6 3%	49 24%	131 64%	4 2%	1 1%	15 7%	55 27%	5 2%	186 90%	3.3
Technology	192 100%	3 2%	34 18%	141 73%	3 2%	- -	11 6%	37 19%	3 2%	178 93%	3.2
Average (response based including bases)	2435 100%	42 2%	435 18%	1658 68%	80 3%	18 1%	201 8%	477 20%	99 4%	2135 88%	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	March 2016	April 2016	May 2016	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		2450	956	916	578	530	651	505	886	381	383	609	748	1093	2023	427
Weighted Total		2435	955	919	562	512	636	494	908	414	379	608	751	1077	1996	439
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	42 2%	12 1%	12 1%	18 3% ab	11 2%	13 2%	9 2%	14 2%	6 1%	4 1%	8 1%	5 1%	28 3% k	31 2%	12 3%
Increase slightly	(4)	435 18%	153 16%	156 17%	126 22% ab	96 19%	92 15%	110 22% ei	193 21% ei	83 20% ei	53 14%	102 17%	132 18%	201 19%	341 17%	94 21% m
Stay same	(3)	1658 68%	670 70% c	621 68%	367 65%	346 68%	457 72% gi	331 67%	607 67%	275 67%	249 66%	449 74% l	541 72% l	668 62%	1373 69%	285 65%
Decrease slightly	(2)	80 3%	30 3%	32 4%	18 3%	23 4% e	10 2%	20 4% e	37 4% e	17 4% e	10 3%	10 2%	19 3%	51 5% jk	66 3%	14 3%
Decrease greatly	(1)	18 1%	10 1%	5 1%	4 1%	3 1%	2 *	2 *	2 *	- - defgh	13 3% defgh	- - jk	- - jk	18 2% jk	16 1%	2 *
Don't know		201 8%	80 8% c	93 10% c	29 5%	33 7%	62 10% fg	23 5%	55 6%	33 8% f	51 13% dfgh	37 6%	53 7%	111 10% jk	170 9%	32 7%
NETS																
Net: Increase		477 20%	165 17%	168 18%	144 26% ab	107 21% i	105 17%	119 24% ei	208 23% ei	89 21% i	57 15%	110 18%	137 18%	229 21%	371 19%	106 24% m
Net: Decrease		99 4%	40 4%	37 4%	22 4%	26 5% e	12 2%	22 4% e	39 4% e	17 4% e	23 6% e	10 2%	19 3%	69 6% jk	82 4%	17 4%
Net: Increase + Stay the same		2135 88%	836 88%	789 86%	511 91% ab	453 88% i	563 89% i	450 91% i	814 90% i	364 88% i	305 81%	560 92% l	678 90% l	897 83%	1744 87%	391 89%
Mean score		3.2	3.1	3.2	3.3 ab	3.2 i	3.2 i	3.2 i	3.2 i	3.2 i	3.1	3.2	3.2	3.2	3.2	3.2 m

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	March 2016	April 2016	May 2016	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		281	102	113	66	62	69	48	99	51	51	70	84	127	228	53
Weighted Total		279	101	114	64	61	66	47	103	56	50	70	84	125	225	54
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	1 *	- -	1 1%	- -	- -	- -	- -	1 1%	1 2%	- -	- -	- -	1 1%	1 *	- -
Increase slightly	(4)	24 9%	10 10%	7 6%	7 11%	6 10%	4 6%	4 8%	11 11%	7 13%	3 6%	4 5%	6 7%	14 12%	20 9%	4 8%
Stay same	(3)	219 78%	80 79%	88 77%	51 80%	49 80%	52 79%	40 84%	81 79%	41 74%	37 75%	61 87%	71 84%	88 70%	173 77%	45 84%
Decrease slightly	(2)	11 4%	3 3%	5 4%	3 5%	2 3%	4 5%	2 4%	4 4%	2 4%	2 3%	3 4%	1 1%	7 6%	9 4%	2 3%
Decrease greatly	(1)	2 1%	2 2%	- -	- -	- -	- -	- -	- -	- -	2 4%	- -	- -	2 2%	2 1%	- -
Don't know		22 8%	6 6%	14 12%	2 4%	4 7%	7 10%	2 4%	6 6%	4 7%	6 12%	3 4%	6 8%	13 11%	20 9%	3 5%
NETS																
Net: Increase		25 9%	10 10%	8 7%	7 11%	6 10%	4 6%	4 8%	12 12%	8 15%	3 6%	4 5%	6 7%	16 12%	21 9%	4 8%
Net: Decrease		13 5%	5 5%	5 4%	3 5%	2 3%	4 5%	2 4%	4 4%	2 4%	3 7%	3 4%	1 1%	9 7%	11 5%	2 3%
Net: Increase + Stay the same		244 87%	90 89%	96 84%	58 91%	55 90%	56 85%	44 92%	93 90%	49 89%	40 81%	64 92%	77 91%	103 82%	194 86%	50 92%
Mean score		3.0	3.0	3.0	3.1	3.1	3.0	3.0	3.1	3.1	2.9	3.0	3.1	3.1	3.0	3.0

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	March 2016	April 2016	May 2016	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		79	32	27	20	17	23	18	29	11	10	32	17	30	67	12
Weighted Total		76	31	27	18	15	21	18	30	12	11	30	17	29	64	12
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	3	1	2	-	2	-	-	1	1	-	-	-	3	3	-
		4%	3%	7%	-	11%	-	-	4%	9%	-	-	-	10%	4%	-
Increase slightly	(4)	16	6	5	5	4	3	8	8	-	1	3	7	6	13	4
		22%	20%	18%	30%	28%	17%	44%	26%	-	8%	11%	44%	19%	19%	33%
Stay same	(3)	47	20	17	11	8	16	7	18	11	5	26	8	13	41	6
		62%	64%	62%	59%	55%	78%	38%	59%	91%	50%	85%	50%	45%	64%	50%
Decrease slightly	(2)	3	1	1	1	1	-	2	2	-	-	1	-	2	2	1
		4%	3%	4%	6%	6%	-	13%	8%	-	-	4%	-	7%	3%	9%
Decrease greatly	(1)	1	1	-	-	-	-	-	-	-	1	-	-	1	1	-
		1%	3%	-	-	-	-	-	-	-	9%	-	-	3%	2%	-
Don't know		5	2	2	1	-	1	1	1	-	3	-	1	4	4	1
		7%	7%	9%	5%	-	5%	5%	3%	-	33%	-	6%	15%	7%	8%
														j		
NETS																
Net: Increase		19	7	7	5	6	3	8	9	1	1	3	7	8	15	4
		25%	23%	25%	30%	39%	17%	44%	30%	9%	8%	11%	44%	29%	24%	33%
Net: Decrease		4	2	1	1	1	-	2	2	-	1	1	-	3	3	1
		6%	6%	4%	6%	6%	-	13%	8%	-	9%	4%	-	11%	5%	9%
Net: Increase + Stay the same		66	27	24	16	15	19	14	26	12	6	29	16	21	57	10
		87%	87%	87%	89%	94%	95%	82%	89%	100%	58%	96%	94%	74%	88%	83%
Mean score		3.2	3.2	3.3	3.2	3.4	3.2	3.3	3.3	3.2	2.8	3.1	3.5	3.3	3.2	3.3

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	March 2016	April 2016	May 2016	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		127	51	49	27	33	31	23	43	20	20	33	32	62	99	28
Weighted Total		125	51	48	26	31	30	23	44	20	20	32	33	60	97	29
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	4	2	2	1	2	1	1	1	-	1	-	-	4	4	-
		3%	4%	4%	3%	6%	3%	4%	2%	-	3%	-	-	7%	5%	-
Increase slightly	(4)	28	8	11	8	6	5	7	14	6	3	9	4	14	17	10
		22%	16%	23%	32%	18%	17%	32%	31%	30%	17%	30%	12%	24%	18%	36%
Stay same	(3)	74	34	26	14	18	21	14	26	11	9	21	25	28	61	13
		59%	67%	54%	55%	58%	71%	60%	58%	56%	45%	66%	75% l	46%	64%	44%
Decrease slightly	(2)	8	3	4	1	3	-	1	2	1	3	-	2	6	5	3
		6%	6%	9%	2%	9%	-	4%	4%	5%	16%	-	7%	9%	5%	10%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		11	4	5	2	3	3	-	2	2	4	1	2	8	8	3
		9%	8%	10%	9%	9%	8%	-	5%	10%	20%	4%	6%	13%	9%	10%
NETS																
Net: Increase		32	10	13	9	7	6	8	15	6	4	9	4	19	22	10
		25%	19%	27%	34%	23%	21%	36%	33%	30%	20%	30%	12%	31% k	22%	36%
Net: Decrease		8	3	4	1	3	-	1	2	1	3	-	2	6	5	3
		6%	6%	9%	2%	9%	-	4%	4%	5%	16%	-	7%	9%	5%	10%
Net: Increase + Stay the same		106	43	39	24	26	27	23	40	17	13	30	29	47	83	23
		85%	86%	81%	89%	81%	92%	96%	91%	85%	65%	96% l	87%	77%	86%	80%
Mean score		3.2	3.2	3.2	3.4	3.2	3.3	3.4	3.3	3.3	3.1	3.3 k	3.0	3.3	3.2	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	March 2016	April 2016	May 2016	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		93	41	32	20	18	26	22	36	14	13	28	25	40	75	18
Weighted Total		94	41	33	21	18	27	21	37	15	13	29	25	40	76	18
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Increase slightly	(4)	21	9	7	5	3	7	2	5	3	5	5	5	11	17	4
		22%	21%	22%	23%	16%	27%	9%	15%	23%	40%	16%	21%	27%	22%	19%
Stay same	(3)	61	27	21	13	15	17	17	25	9	5	23	17	22	48	13
		65%	66%	66%	61%	84%	61%	78%	69%	57%	36%	78%	67%	55%	64%	71%
Decrease slightly	(2)	3	1	2	-	-	-	2	3	1	-	-	1	2	2	1
		3%	2%	6%	-	-	-	9%	8%	7%	-	-	4%	5%	3%	5%
Decrease greatly	(1)	2	-	-	2	-	2	-	-	-	1	-	-	2	2	-
		2%	-	-	10%	-	6%	-	-	-	5%	-	-	5%	3%	-
Don't know		7	4	2	1	-	2	1	3	2	2	2	2	3	6	1
		8%	10%	7%	5%	-	7%	5%	8%	14%	19%	6%	8%	9%	8%	5%
NETS																
Net: Increase		21	9	7	5	3	7	2	5	3	5	5	5	11	17	4
		22%	21%	22%	23%	16%	27%	9%	15%	23%	40%	16%	21%	27%	22%	19%
Net: Decrease		5	1	2	2	-	2	2	3	1	1	-	1	4	4	1
		5%	2%	6%	10%	-	6%	9%	8%	7%	5%	-	4%	10%	5%	5%
Net: Increase + Stay the same		82	36	29	17	18	24	19	31	12	10	27	22	33	65	17
		87%	88%	88%	84%	100%	88%	87%	84%	79%	76%	94%	88%	81%	86%	90%
Mean score		3.2	3.2	3.2	3.0	3.2	3.2	3.0	3.1	3.2	3.4	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

**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	March 2016	April 2016	May 2016	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		202	77	74	51	48	47	52	75	23	32	51	64	87	170	32
Weighted Total		199	74	75	49	45	46	50	78	27	30	52	61	85	166	32
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly		(5)	7	3	3	1	2	-	4	5	1	1	2	4	6	1
		3%	4%	4%	2%	4%	-	8%	6%	4%	-	2%	3%	4%	3%	3%
Increase slightly		(4)	47	13	18	16	11	13	9	18	9	12	17	19	39	8
		24%	18%	23%	33%	24%	28%	17%	23%	34%	18%	23%	27%	22%	24%	24%
				a												
Stay same		(3)	120	47	45	28	26	27	33	48	15	33	39	49	100	20
		60%	64%	60%	56%	58%	60%	66%	62%	54%	62%	63%	63%	57%	60%	61%
Decrease slightly		(2)	3	2	1	-	2	-	1	1	-	2	-	1	2	1
		1%	3%	1%	-	4%	-	2%	1%	-	-	3%	-	1%	1%	3%
Decrease greatly		(1)	3	1	2	1	-	-	2	2	-	-	-	3	3	-
		2%	1%	2%	1%	-	-	3%	2%	-	5%	-	-	4%	2%	-
Don't know			19	8	7	4	5	5	2	4	2	5	4	10	16	3
		9%	11%	9%	7%	10%	12%	4%	6%	8%	14%	9%	7%	12%	9%	9%
NETS																
Net: Increase		54	16	21	17	13	13	13	23	10	6	13	18	23	45	9
		27%	22%	27%	35%	28%	28%	25%	30%	38%	18%	25%	30%	26%	27%	27%
Net: Decrease		6	3	2	1	2	-	2	2	-	2	2	-	4	5	1
		3%	4%	3%	1%	4%	-	5%	3%	-	5%	3%	-	5%	3%	3%
Net: Increase + Stay the same		174	63	65	45	39	40	46	71	25	24	46	57	71	145	29
		88%	85%	87%	91%	85%	88%	91%	91%	92%	80%	88%	93%	83%	87%	88%
Mean score		3.3	3.2	3.3	3.4	3.3	3.3	3.3	3.3	3.5	3.1	3.3	3.4	3.3	3.3	3.3

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	March 2016	April 2016	May 2016	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		211	84	79	48	43	56	46	82	36	30	37	72	102	174	37
Weighted Total		211	84	79	47	43	55	44	83	39	30	37	72	102	173	38
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Increase slightly	(4)	14	2	7	5	1	4	4	7	3	1	2	5	7	10	4
		7%	2%	9%	11% a	2%	8%	9%	9%	9%	4%	5%	8%	6%	6%	10%
Stay same	(3)	167	70	59	37	34	44	36	66	30	22	31	58	78	137	30
		79%	83%	75%	78%	80%	81%	81%	79%	78%	74%	82%	81%	77%	79%	79%
Decrease slightly	(2)	6	2	3	1	2	1	3	4	1	-	-	2	4	5	2
		3%	2%	4%	2%	4%	1%	6%	5%	3%	-	-	3%	4%	3%	4%
Decrease greatly	(1)	3	2	-	1	1	-	-	-	-	2	-	-	3	3	-
		1%	2%	-	1%	2%	-	-	-	-	5% g	-	-	3%	1%	-
Don't know		21	8	9	4	5	5	2	6	4	5	5	6	10	18	3
		10%	10%	12%	7%	12%	10%	4%	7%	11%	17%	13%	9%	10%	11%	8%
NETS																
Net: Increase		14	2	7	5	1	4	4	7	3	1	2	5	7	10	4
		7%	2%	9%	11% a	2%	8%	9%	9%	9%	4%	5%	8%	6%	6%	10%
Net: Decrease		9	4	3	2	3	1	3	4	1	2	-	2	6	7	2
		4%	5%	4%	3%	7%	1%	6%	5%	3%	5%	-	3%	6%	4%	4%
Net: Increase + Stay the same		181	72	66	42	35	49	40	73	34	24	33	63	85	147	33
		86%	86%	84%	89%	82%	89%	90%	88%	87%	78%	87%	88%	84%	85%	88%
Mean score		3.0	2.9	3.0	3.1	2.9	3.1	3.0	3.0	3.1	2.9	3.1	3.0	3.0	3.0	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	March 2016	April 2016	May 2016	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		86	38	27	21	19	21	16	30	14	16	28	25	33	68	18
Weighted Total		90	40	27	23	18	23	17	32	15	17	30	27	33	71	19
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	5	1	-	4	1	2	1	2	1	-	2	1	2	3	2
		5%	2%	-	18%	5%	8%	5%	7%	8%	-	7%	3%	5%	4%	9%
Increase slightly	(4)	21	12	5	4	5	4	6	11	4	1	4	8	9	17	4
		23%	29%	19%	17%	26%	18%	39%	34%	28%	6%	13%	30%	26%	24%	20%
Stay same	(3)	51	22	17	12	10	16	6	13	6	13	22	15	14	40	11
		57%	54%	63%	55%	53%	67%	38%	40%	43%	79%	74%	56%	42%	57%	57%
Decrease slightly	(2)	9	3	4	2	3	-	2	5	3	2	1	2	7	8	2
		10%	7%	15%	11%	15%	-	12%	16%	21%	9%	3%	7%	20%	11%	9%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		4	3	1	-	-	2	1	1	-	1	1	1	2	3	1
		4%	7%	3%	-	-	8%	6%	3%	-	6%	2%	4%	6%	4%	5%
NETS																
Net: Increase		26	13	5	8	6	6	7	13	6	1	6	9	10	20	6
		28%	31%	19%	35%	31%	25%	44%	41%	37%	6%	21%	34%	31%	28%	29%
Net: Decrease		9	3	4	2	3	-	2	5	3	2	1	2	7	8	2
		10%	7%	15%	11%	15%	-	12%	16%	21%	9%	3%	7%	20%	11%	9%
Net: Increase + Stay the same		77	35	22	20	15	21	14	26	12	14	28	24	25	60	16
		85%	85%	82%	89%	85%	92%	82%	81%	79%	85%	95%	90%	74%	85%	86%
Mean score		3.2	3.3	3.0	3.4	3.2	3.4	3.4	3.3	3.2	3.0	3.3	3.3	3.2	3.2	3.3

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	March 2016	April 2016	May 2016	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		95	36	36	23	25	26	13	26	13	18	30	29	36	77	18
Weighted Total		94	37	35	22	25	25	13	27	15	17	30	29	35	77	18
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	5	-	1	4	2	1	-	1	1	1	2	1	2	4	1
		5%	-	2%	18%	8%	3%	-	5%	8%	4%	7%	2%	5%	5%	4%
Increase slightly	(4)	21	6	11	5	4	5	5	8	3	5	8	9	4	16	6
		23%	16%	31%	21%	16%	19%	39%	28%	19%	29%	27%	30%	12%	20%	33%
Stay same	(3)	56	27	19	10	15	18	6	14	9	9	18	18	20	48	8
		60%	73%	53%	47%	60%	71%	45%	52%	58%	54%	60%	61%	58%	63%	47%
Decrease slightly	(2)	3	1	1	1	2	-	1	1	-	-	-	1	2	3	-
		3%	3%	3%	5%	8%	-	8%	4%	-	-	-	3%	6%	4%	-
Decrease greatly	(1)	1	-	1	-	1	-	-	-	-	-	-	-	1	1	-
		1%	-	3%	-	4%	-	-	-	-	-	-	-	3%	1%	-
Don't know		8	3	3	2	1	2	1	3	2	2	2	1	5	5	3
		9%	8%	9%	9%	4%	7%	8%	11%	14%	13%	6%	3%	15%	7%	16%
NETS																
Net: Increase		26	6	12	9	6	5	5	9	4	6	10	10	6	20	7
		28%	16%	33%	39%	24%	22%	39%	33%	28%	33%	34%	33%	18%	25%	37%
Net: Decrease		4	1	2	1	3	-	1	1	-	-	-	1	3	4	-
		4%	3%	5%	5%	11%	-	8%	4%	-	-	-	3%	8%	5%	-
Net: Increase + Stay the same		82	33	30	19	21	23	11	23	13	15	28	28	27	67	15
		87%	89%	86%	86%	85%	93%	84%	85%	86%	87%	94%	94%	76%	88%	84%
Mean score		3.3	3.1	3.3	3.6	3.2	3.3	3.3	3.4	3.4	3.4	3.4	3.3	3.1	3.3	3.5

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	March 2016	April 2016	May 2016	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		100	41	39	20	24	28	22	32	10	16	22	30	48	84	16
Weighted Total		98	39	39	19	23	28	22	32	11	16	23	29	46	82	16
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly		(5)	1	-	-	1	-	-	-	-	-	-	-	1	-	1
			1%	-	-	7%	6%	-	-	-	-	-	-	3%	-	8%
Increase slightly		(4)	27	7	14	5	4	10	13	3	4	3	12	12	23	3
			27%	18%	36%	26%	23%	16%	46%	40%	28%	13%	41%	26%	29%	20%
Stay same		(3)	57	27	19	11	14	19	11	17	7	19	16	21	47	9
			58%	69%	48%	55%	63%	69%	49%	54%	62%	84%	56%	46%	58%	60%
Decrease slightly		(2)	3	-	1	2	-	2	1	-	-	-	-	3	3	-
			3%	-	2%	8%	-	6%	5%	3%	-	-	-	5%	3%	-
Decrease greatly		(1)	3	2	1	-	1	-	-	-	2	-	-	3	2	1
			3%	5%	3%	-	4%	-	-	-	13%	-	-	7%	2%	7%
Don't know			8	3	4	1	1	3	-	1	3	1	1	6	7	1
			8%	7%	11%	4%	4%	10%	-	3%	9%	3%	4%	13%	8%	6%
NETS																
Net: Increase		28	7	14	6	6	4	10	13	3	4	3	12	13	23	4
		28%	18%	36%	33%	28%	16%	46%	40%	28%	25%	13%	41%	28%	29%	28%
Net: Decrease		6	2	2	2	1	2	1	1	-	2	-	-	6	5	1
		6%	5%	5%	8%	4%	6%	5%	3%	-	13%	-	-	12%	5%	7%
Net: Increase + Stay the same		85	35	33	17	21	23	21	30	10	10	22	28	34	71	14
		86%	88%	84%	88%	92%	85%	95%	94%	91%	65%	97%	96%	74%	86%	87%
													l			
Mean score		3.2	3.1	3.3	3.3	3.3	3.1	3.4	3.4	3.3	3.0	3.1	3.4	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

**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	March 2016	April 2016	May 2016	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		218	88	88	42	47	52	46	88	42	31	33	59	126	181	37
Weighted Total		217	87	89	42	45	51	46	91	45	30	33	59	125	178	40
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly		(5)	1	-	-	1	-	-	-	-	-	1	-	-	1	-
			*	-	-	2%	-	-	-	-	-	3%	-	-	1%	-
Increase slightly		(4)	28	11	6	6	5	9	13	3	4	3	6	19	19	9
			13%	13%	12%	13%	10%	21%	14%	7%	13%	8%	11%	15%	11%	22%
Stay same		(3)	159	61	65	32	33	40	33	66	33	24	44	90	131	28
			73%	70%	74%	72%	78%	71%	73%	74%	68%	75%	75%	72%	74%	70%
Decrease slightly		(2)	6	4	2	-	1	-	1	4	3	-	1	5	6	-
			3%	4%	3%	2%	-	2%	5%	7%	3%	-	2%	4%	3%	-
Decrease greatly		(1)	2	1	-	-	-	-	-	-	2	-	-	2	2	-
			1%	1%	-	-	-	-	-	-	5% g	-	-	1%	1%	-
Don't know		22	9	10	3	5	6	3	8	5	3	5	8	10	19	3
		10%	10%	12%	7%	11%	12%	6%	9%	11%	11%	14%	13%	8%	11%	7%
NETS																
Net: Increase		29	12	11	6	7	5	9	13	3	4	4	6	19	20	9
		13%	14%	12%	14%	15%	10%	21%	14%	7%	13%	11%	11%	15%	11%	22%
Net: Decrease		8	5	2	1	1	-	1	4	3	3	-	1	7	8	-
		4%	6%	3%	2%	2%	-	2%	5%	7% e	8% e	-	2%	5%	4%	-
Net: Increase + Stay the same		187	73	76	38	39	45	42	79	36	24	28	51	108	151	37
		86%	84%	86%	92%	87%	88%	92%	87%	81%	80%	86%	86%	87%	85%	93%
Mean score		3.1	3.1	3.1	3.1	3.2	3.1	3.2 h	3.1	3.0	3.0	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\_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	March 2016	April 2016	May 2016	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		38	19	14	5	7	13	8	14	6	4	10	10	18	33	5
Weighted Total		38	19	14	5	7	12	8	14	7	5	10	10	18	34	4
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	1	-	1	-	-	-	1	1	-	-	-	1	-	1	-
		3%	-	7%	-	-	-	12%	7%	-	-	-	9%	-	3%	-
Increase slightly	(4)	9	3	2	4	3	2	2	3	1	1	2	2	5	9	-
		23%	16%	15%	76%	44%	14%	25%	21%	17%	22%	19%	18%	28%	26%	-
Stay same	(3)	22	13	8	1	2	7	4	9	5	4	7	6	9	19	3
		59%	68%	59%	24%	28%	61%	51%	65%	83%	78%	73%	61%	50%	56%	78%
Decrease slightly	(2)	1	1	-	-	1	-	-	-	-	-	-	-	1	1	-
		2%	5%	-	-	14%	-	-	-	-	-	-	-	5%	3%	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		5	2	3	-	1	3	1	1	-	-	1	1	3	4	1
		13%	11%	20%	-	14%	25%	12%	7%	-	-	7%	12%	17%	12%	22%
NETS																
Net: Increase		10	3	3	4	3	2	3	4	1	1	2	3	5	10	-
		26%	16%	21%	76%	44%	14%	37%	28%	17%	22%	19%	27%	28%	29%	-
Net: Decrease		1	1	-	-	1	-	-	-	-	-	-	-	1	1	-
		2%	5%	-	-	14%	-	-	-	-	-	-	-	5%	3%	-
Net: Increase + Stay the same		32	16	11	5	5	9	7	14	7	5	9	9	14	29	3
		85%	84%	80%	100%	72%	75%	88%	93%	100%	100%	93%	88%	78%	85%	78%
Mean score		3.3	3.1	3.4	3.8	3.3	3.2	3.6	3.4	3.2	3.2	3.2	3.4	3.3	3.3	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	March 2016	April 2016	May 2016	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	69	74	57	41	54	44	76	32	29	57	58	85	167	33
Weighted Total		199	70	75	55	40	52	43	77	35	29	55	59	85	164	35
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	5	-	1	3	-	3	-	-	-	1	1	-	3	2	3
		2%	-	2%	6% a	-	6%	-	-	-	5%	3%	-	4%	1%	9% m
Increase slightly	(4)	29	9	6	14	8	7	9	14	6	1	9	6	15	22	7
		15%	13%	8%	26% b	19%	13%	21%	19%	16%	2%	16%	10%	17%	14%	20%
Stay same	(3)	140	50	58	32	27	36	30	54	24	22	39	46	55	118	22
		70%	72%	77% c	59%	67%	70%	71%	70%	69%	76%	71%	78%	65%	72%	63%
Decrease slightly	(2)	7	5	2	1	3	1	1	3	2	1	1	2	5	6	1
		4%	7%	3%	1%	7%	2%	2%	4%	6%	2%	1%	3%	5%	4%	3%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		18	6	7	5	3	5	3	6	3	4	5	5	7	16	2
		9%	9%	10%	8%	7%	9%	6%	8%	9%	15%	10%	9%	9%	10%	5%
NETS																
Net: Increase		34	9	8	18	8	10	9	14	6	2	10	6	18	24	10
		17%	13%	10%	32% ab	19%	19%	21%	19%	16%	7%	18%	10%	21%	15%	29% m
Net: Decrease		7	5	2	1	3	1	1	3	2	1	1	2	5	6	1
		4%	7%	3%	1%	7%	2%	2%	4%	6%	2%	1%	3%	5%	4%	3%
Net: Increase + Stay the same		174	59	65	50	34	46	39	68	29	24	49	52	73	142	32
		87%	85%	87%	91%	86%	89%	91%	88%	85%	83%	89%	88%	86%	86%	92%
Mean score		3.2	3.1	3.1	3.4	3.1	3.3	3.2	3.2	3.1	3.1	3.2	3.1	3.2	3.1	3.4
					ab											m

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	March 2016	April 2016	May 2016	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		319	127	122	70	62	88	65	117	52	52	71	109	139	265	54
Weighted Total		317	128	123	66	60	87	63	119	56	51	69	110	138	260	57
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly		(5)	1	-	1	-	-	-	-	-	1	-	-	1	-	1
		*	-	1%	-	-	-	-	-	-	2%	-	-	1%	-	2% m
Increase slightly		(4)	67	29	24	15	16	15	12	29	17	15	19	34	55	13
		21%	23%	19%	23%	27%	17%	19%	24%	31% i	15%	21%	17%	24%	21%	22%
Stay same		(3)	214	85	83	46	38	63	46	76	30	50	80	84	173	40
		67%	67%	67%	69%	64%	72% h	72% h	64%	54%	72%	72%	72%	61%	67%	71%
Decrease slightly		(2)	10	4	3	3	3	1	2	5	3	1	5	4	9	1
		3%	3%	3%	4%	5%	1%	3%	4%	6%	1%	2%	5%	3%	3%	2%
Decrease greatly		(1)	1	1	-	-	-	-	-	-	1	-	-	1	1	-
		*	1%	-	-	-	-	-	-	-	2%	-	-	1%	*	-
Don't know		24	9	12	2	3	8	4	9	5	4	3	6	14	22	2
		8%	7%	10%	4%	5%	9%	6%	7%	9%	8%	5%	6%	10%	8%	3%
NETS																
Net: Increase		68	29	25	15	16	15	12	29	17	8	15	19	35	55	13
		22%	23%	20%	23%	27%	17%	19%	24%	31%	16%	21%	17%	25%	21%	24%
Net: Decrease		11	5	3	3	3	1	2	5	3	2	1	5	5	10	1
		3%	4%	3%	4%	5%	1%	3%	4%	6%	3%	2%	5%	3%	4%	2%
Net: Increase + Stay the same		282	114	107	61	54	78	57	105	47	45	65	99	119	228	54
		89%	89%	87%	92%	91%	89%	91%	88%	85%	88%	93%	90%	86%	88%	95%
Mean score		3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.3	3.1	3.2	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

**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	March 2016	April 2016	May 2016	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		207	73	73	61	45	62	41	69	28	31	64	71	72	170	37
Weighted Total		206	74	71	60	44	59	40	72	32	30	64	72	70	168	38
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	6	4	-	2	1	3	2	2	-	-	1	1	4	6	-
		3%	5%	-	4%	2%	6%	5%	3%	-	-	1%	1%	6%	4%	-
Increase slightly	(4)	49	17	13	18	13	7	13	24	11	4	17	13	19	35	14
		24%	23%	19%	30%	30% e	12%	34% ei	34% ei	34%	12%	27%	18%	27%	21%	37% m
Stay same	(3)	131	47	48	36	28	40	23	43	20	20	42	52	37	114	17
		64%	64%	67%	59%	64%	68%	57%	60%	63%	67%	66%	73% l	52%	68% n	45%
Decrease slightly	(2)	4	-	2	2	-	2	1	1	-	1	2	1	1	3	1
		2%	-	2%	4%	-	4%	2%	1%	-	2%	2%	1%	2%	2%	2%
Decrease greatly	(1)	1	-	1	-	-	-	-	-	-	1	-	-	1	-	1
		1%	-	2%	-	-	-	-	-	-	4%	-	-	2%	-	3% m
Don't know		15	6	7	2	2	6	1	2	1	5	2	5	8	10	5
		7%	8%	10%	3%	4%	11%	2%	3%	3%	16% fg	3%	7%	11%	6%	13%
NETS																
Net: Increase		55	21	13	21	14	11	15	26	11	4	18	14	23	41	14
		27%	28%	19%	34% b	32% i	18%	38% ei	37% ei	34%	12%	28%	19%	33%	24%	37%
Net: Decrease		5	-	3	2	-	2	1	1	-	2	2	1	2	3	2
		2%	-	4%	4%	-	4%	2%	1%	-	6%	2%	1%	4%	2%	5%
Net: Increase + Stay the same		186	68	61	57	42	51	38	69	31	24	60	66	60	155	31
		90%	92%	86%	94%	96% i	85%	95% i	96% ei	97%	78%	95%	92%	85%	92%	82%
Mean score		3.3	3.4	3.1	3.4	3.4	3.2	3.4	3.4	3.4	3.0	3.3	3.2	3.4	3.3	3.3
			b		b											

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	March 2016	April 2016	May 2016	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		194	78	69	47	39	55	41	70	29	30	43	63	88	165	29
Weighted Total		192	78	69	45	37	55	40	70	31	30	44	62	86	162	30
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly		(5)	3	1	-	2	-	3	-	-	-	-	-	3	-	3
			2%	2%	-	4%	-	5%	-	-	-	-	-	3%	-	10%
Increase slightly		(4)	34	12	14	8	6	6	10	15	7	7	12	15	28	6
			18%	15%	21%	18%	15%	12%	24%	21%	18%	15%	20%	18%	18%	19%
Stay same		(3)	141	59	49	33	29	41	27	52	24	35	46	60	121	20
			73%	75%	70%	74%	77%	75%	69%	73%	79%	78%	74%	70%	75%	65%
Decrease slightly		(2)	3	1	1	1	1	-	1	1	-	-	1	2	2	1
			2%	1%	1%	3%	3%	-	2%	1%	-	-	1%	3%	1%	3%
Decrease greatly		(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know			11	5	5	1	2	4	2	3	1	3	3	5	10	1
			6%	6%	8%	2%	5%	8%	5%	4%	3%	6%	5%	6%	6%	3%
NETS																
Net: Increase		37	13	14	10	6	9	10	15	5	7	7	12	18	28	9
		19%	17%	21%	22%	15%	17%	24%	21%	18%	24%	15%	20%	21%	18%	29%
Net: Decrease		3	1	1	1	1	-	1	1	-	1	-	1	2	2	1
		2%	1%	1%	3%	3%	-	2%	1%	-	4%	-	1%	3%	1%	3%
Net: Increase + Stay the same		178	72	63	43	34	50	37	67	30	26	42	58	78	149	29
		93%	92%	91%	95%	93%	92%	93%	95%	97%	88%	94%	93%	91%	92%	94%
Mean score		3.2	3.2	3.2	3.2	3.1	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.4

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	279 100%	1 *	29 10%	206 74%	8 3%	1 *	34 12%	30 11%	9 3%	237 85%	3.1
Construction	76 100%	1 1%	19 25%	44 58%	2 3%	1 1%	9 11%	20 27%	3 4%	64 84%	3.3
Drivers	125 100%	2 2%	30 24%	69 55%	7 5%	1 1%	16 13%	33 26%	8 6%	102 81%	3.2
Education	94 100%	- -	20 21%	58 62%	2 2%	1 1%	13 14%	20 21%	3 3%	79 83%	3.2
Engineering & technical	199 100%	6 3%	44 22%	118 59%	4 2%	3 2%	24 12%	50 25%	7 3%	168 84%	3.3
Executive recruitment / interim management	211 100%	1 1%	22 10%	152 72%	5 2%	2 1%	29 14%	23 11%	6 3%	175 83%	3.1
Health & social care	90 100%	5 5%	18 20%	48 54%	9 10%	- -	10 11%	23 25%	9 10%	71 79%	3.2
Hospitality	94 100%	2 2%	21 22%	56 59%	4 4%	- -	12 13%	23 24%	4 4%	78 83%	3.3
Industrial	98 100%	2 2%	31 32%	51 52%	3 3%	2 2%	9 10%	33 33%	5 5%	84 85%	3.3
Legal & HR	217 100%	- -	26 12%	153 71%	7 3%	2 1%	29 13%	26 12%	9 4%	180 83%	3.1
Life sciences	38 100%	- -	6 15%	24 64%	1 2%	- -	7 19%	6 15%	1 2%	30 79%	3.2
Marketing, media & creative	199 100%	4 2%	28 14%	137 69%	4 2%	1 *	25 13%	33 16%	5 2%	169 85%	3.2
Office professionals	317 100%	1 *	60 19%	211 66%	9 3%	1 *	35 11%	61 19%	10 3%	272 86%	3.2
Sales & retail	206 100%	2 1%	58 28%	127 62%	2 1%	- -	16 8%	61 29%	2 1%	188 91%	3.3
Technology	192 100%	2 1%	34 18%	133 69%	5 3%	- -	17 9%	37 19%	5 3%	170 88%	3.2
Average (response based including bases)	2435 100%	30 1%	448 18%	1587 65%	71 3%	14 1%	286 12%	478 20%	85 3%	2065 85%	3.2

## 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	March 2016	April 2016	May 2016	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		2450	956	916	578	530	651	505	886	381	383	609	748	1093	2023	427
Weighted Total		2435	955	919	562	512	636	494	908	414	379	608	751	1077	1996	439
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	30	11	8	10	6	10	7	10	3	4	6	4	20	20	10
		1%	1%	1%	2%	1%	2%	1%	1%	1%	1%	1%	*	2% k	1%	2% m
Increase slightly	(4)	448	178	136	134	93	102	112	189	76	64	128	134	186	357	91
		18%	19% b	15%	24% ab	18%	16%	23% ei	21% e	18%	17%	21% l	18%	17%	18%	21%
Stay same	(3)	1587	601	614	373	334	423	326	594	268	236	406	528	654	1295	292
		65%	63%	67%	66%	65%	67%	66%	65%	65%	62%	67% l	70% l	61%	65%	66%
Decrease slightly	(2)	71	35	26	10	20	8	16	36	20	7	5	15	50	61	10
		3%	4% c	3%	2%	4% e	1%	3% e	4% e	5% ei	2%	1%	2%	5% jk	3%	2%
Decrease greatly	(1)	14	9	2	3	1	1	2	2	-	10	1	-	13	14	-
		1%	1% b	*	1%	*	*	*	*	-	3% defgh	*	-	1% jk	1%	-
Don't know		286	121	133	32	58	92	31	77	46	58	61	70	155	250	36
		12%	13% c	14% c	6%	11% f	15% fg	6%	9%	11% f	15% fg	10%	9%	14% jk	13% n	8%
NETS																
Net: Increase		478	189	144	144	99	112	119	199	80	68	134	137	206	376	101
		20%	20% b	16%	26% ab	19%	18%	24% ei	22% e	19%	18%	22%	18%	19%	19%	23% m
Net: Decrease		85	44	28	13	21	9	18	38	20	17	6	15	63	74	10
		3%	5% c	3%	2%	4% e	1%	4% e	4% e	5% e	5% e	1%	2%	6% jk	4%	2%
Net: Increase + Stay the same		2065	790	758	517	433	535	445	793	348	304	540	665	860	1672	393
		85%	83%	83%	92% ab	85%	84%	90% dehi	87% i	84%	80%	89% l	89% l	80%	84%	89% m
Mean score		3.2	3.2	3.2	3.3	3.2	3.2	3.2	3.2	3.2	3.1	3.2	3.2	3.2	3.2	3.3
					ab			i				kl				m

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	March 2016	April 2016	May 2016	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		281	102	113	66	62	69	48	99	51	51	70	84	127	228	53
Weighted Total		279	101	114	64	61	66	47	103	56	50	70	84	125	225	54
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	1 *	- -	1 1%	- -	- -	- -	- -	1 1%	1 2%	- -	- -	- -	1 1%	1 *	- -
Increase slightly	(4)	29 10%	13 13%	6 5%	10 15%	6 10%	6 9%	6 13%	14 13%	8 14%	4 8%	10 14%	5 6%	15 12%	21 9%	8 15%
Stay same	(3)	206 74%	72 71%	86 75%	49 76%	45 74%	48 72%	38 79%	77 75%	40 71%	37 74%	54 77%	71 85%	82 65%	165 73%	41 77%
Decrease slightly	(2)	8 3%	4 4%	3 3%	1 1%	1 2%	2 3%	1 2%	3 3%	2 4%	2 4%	1 1%	- -	7 5%	7 3%	1 1%
Decrease greatly	(1)	1 *	1 1%	- -	- -	- -	- -	- -	- -	- -	1 2%	- -	- -	1 1%	1 *	- -
Don't know		34 12%	11 11%	18 16%	4 7%	9 14%	11 16%	3 6%	8 8%	5 9%	6 13%	5 7%	8 10%	21 16%	30 13%	4 7%
NETS																
Net: Increase		30 11%	13 13%	7 6%	10 15%	6 10%	6 9%	6 13%	15 14%	9 16%	4 8%	10 14%	5 6%	16 12%	22 10%	8 15%
Net: Decrease		9 3%	5 5%	3 3%	1 1%	1 2%	2 3%	1 2%	3 3%	2 4%	3 6%	1 1%	- -	8 6%	8 3%	1 1%
Net: Increase + Stay the same		237 85%	85 84%	93 82%	58 92%	51 84%	53 81%	44 92%	92 89%	48 87%	41 82%	64 92%	76 90%	97 77%	187 83%	50 92%
Mean score		3.1	3.1	3.1	3.2	3.1	3.1	3.1	3.1	3.2	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

**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	March 2016	April 2016	May 2016	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		79	32	27	20	17	23	18	29	11	10	32	17	30	67	12	
Weighted Total		76	31	27	18	15	21	18	30	12	11	30	17	29	64	12	
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
Increase greatly	(5)	1	1	-	-	-	1	-	-	-	-	-	1	-	-	1	
		1%	3%	-	-	-	5%	-	-	-	-	-	6%	-	-	8%	
Increase slightly	(4)	19	10	4	5	9	3	5	6	1	2	8	4	7	15	4	
		25%	32%	15%	30%	56%	12%	27%	20%	9%	21%	25%	26%	26%	23%	36%	
Stay same	(3)	44	15	19	10	5	15	10	20	11	4	21	10	13	39	5	
		58%	48%	68%	59%	31%	72%	55%	69%	91%	37%	68%	62%	45%	61%	38%	
Decrease slightly	(2)	2	1	1	-	1	-	1	1	-	-	-	-	2	2	-	
		3%	3%	4%	-	6%	-	7%	4%	-	-	-	-	7%	3%	-	
Decrease greatly	(1)	1	1	-	-	-	-	-	-	-	1	-	-	1	1	-	
		1%	3%	-	-	-	-	-	-	-	9%	-	-	3%	2%	-	
Don't know		9	3	4	2	1	2	2	2	-	3	2	1	5	7	2	
		11%	10%	13%	11%	6%	11%	11%	7%	-	33%	8%	6%	18%	10%	18%	
NETS																	
Net: Increase		20	11	4	5	9	3	5	6	1	2	8	5	7	15	5	
		27%	35%	15%	30%	56%	17%	27%	20%	9%	21%	25%	32%	26%	23%	44%	
Net: Decrease		3	2	1	-	1	-	1	1	-	1	-	-	3	3	-	
		4%	6%	4%	-	6%	-	7%	4%	-	9%	-	-	11%	5%	-	
Net: Increase + Stay the same		64	26	23	16	14	18	14	26	12	6	28	16	20	55	10	
		84%	84%	83%	89%	88%	89%	82%	89%	100%	58%	92%	94%	71%	85%	83%	
												l					
Mean score		3.3	3.3	3.1	3.3	3.5	3.2	3.2	3.2	3.1	3.0	3.3	3.4	3.1	3.2	3.6	

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	March 2016	April 2016	May 2016	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		127	51	49	27	33	31	23	43	20	20	33	32	62	99	28
Weighted Total		125	51	48	26	31	30	23	44	20	20	32	33	60	97	29
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	2	1	1	1	2	-	-	-	-	1	-	-	2	2	-
		2%	2%	2%	3%	6%	-	-	-	-	3%	-	-	4%	3%	-
Increase slightly	(4)	30	12	12	7	4	7	9	17	7	3	11	7	13	23	8
		24%	23%	25%	25%	12%	23%	40%	38% d	35%	17%	34%	21%	21%	24%	27%
Stay same	(3)	69	28	24	17	17	19	11	22	10	11	17	22	29	53	15
		55%	56%	50%	63%	55%	64%	48%	49%	50%	53%	54%	66%	49%	55%	54%
Decrease slightly	(2)	7	3	3	1	2	-	2	3	1	2	-	1	5	5	2
		5%	6%	7%	2%	6%	-	8%	6%	5%	10%	-	4%	9%	5%	7%
Decrease greatly	(1)	1	1	-	-	1	-	-	-	-	-	1	-	-	1	-
		1%	2%	-	-	3%	-	-	-	-	-	3%	-	-	1%	-
Don't know		16	6	8	2	6	4	1	3	2	3	3	3	10	12	4
		13%	12%	17%	7%	18%	13%	4%	7%	10%	16%	9%	9%	17%	12%	13%
NETS																
Net: Increase		33	13	13	7	5	7	9	17	7	4	11	7	15	25	8
		26%	25%	27%	28%	17%	23%	40%	38%	35%	20%	34%	21%	25%	26%	27%
Net: Decrease		8	4	3	1	3	-	2	3	1	2	1	1	5	6	2
		6%	8%	7%	2%	9%	-	8%	6%	5%	10%	3%	4%	9%	6%	7%
Net: Increase + Stay the same		102	41	37	24	23	26	21	38	17	15	28	29	45	79	23
		81%	80%	77%	91%	73%	87%	88%	87%	85%	73%	88%	87%	74%	81%	80%
Mean score		3.2	3.2	3.3	3.3	3.1	3.3	3.3	3.3	3.3	3.2	3.3	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	March 2016	April 2016	May 2016	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		93	41	32	20	18	26	22	36	14	13	28	25	40	75	18
Weighted Total		94	41	33	21	18	27	21	37	15	13	29	25	40	76	18
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly		(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-	-	-	-	-
Increase slightly		(4)	20	10	7	3	4	6	4	6	2	3	7	11	17	3
			21%	25%	20%	15%	20%	21%	17%	16%	14%	9%	28%	26%	23%	15%
Stay same		(3)	58	24	20	14	13	16	15	25	10	23	15	21	44	15
			62%	58%	63%	69%	74%	58%	70%	68%	65%	78%	60%	52%	58%	80%
Decrease slightly		(2)	2	1	1	-	-	-	1	2	1	-	1	1	2	-
			2%	2%	3%	-	-	-	5%	5%	7%	-	4%	3%	3%	-
Decrease greatly		(1)	1	-	-	1	-	-	-	-	1	-	-	1	1	-
			1%	-	-	3%	-	-	-	-	5%	-	-	2%	1%	-
Don't know		13	6	4	3	1	6	2	4	2	2	4	2	7	12	1
		14%	15%	14%	13%	5%	21%	9%	11%	14%	19%	13%	8%	18%	16%	5%
NETS																
Net: Increase		20	10	7	3	4	6	4	6	2	5	3	7	11	17	3
		21%	25%	20%	15%	20%	21%	17%	16%	14%	40%	9%	28%	26%	23%	15%
Net: Decrease		3	1	1	1	-	-	1	2	1	1	-	1	2	3	-
		3%	2%	3%	3%	-	-	5%	5%	7%	5%	-	4%	4%	3%	-
Net: Increase + Stay the same		79	34	27	17	17	22	19	31	12	10	25	22	31	61	17
		83%	83%	83%	84%	95%	79%	87%	84%	79%	76%	87%	88%	78%	81%	95%
Mean score		3.2	3.3	3.2	3.1	3.2	3.3	3.1	3.1	3.1	3.4	3.1	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

**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	March 2016	April 2016	May 2016	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		202	77	74	51	48	47	52	75	23	32	51	64	87	170	32
Weighted Total		199	74	75	49	45	46	50	78	27	30	52	61	85	166	32
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly		(5)	6	4	1	1	1	-	4	5	1	1	2	3	5	1
		3%	5%	1%	2%	2%	-	8%	6%	4%	-	2%	3%	3%	3%	3%
Increase slightly		(4)	44	12	20	12	11	12	7	14	7	10	19	15	38	7
		22%	17%	27%	24%	24%	26%	14%	18%	26%	24%	19%	31%	18%	23%	20%
Stay same		(3)	118	45	40	32	27	25	34	50	16	35	34	48	97	21
		59%	61%	53%	65%	59%	55%	67%	64%	58%	53%	68%	56%	56%	58%	65%
Decrease slightly		(2)	4	2	2	-	1	1	2	2	-	1	-	3	3	1
		2%	3%	2%	-	2%	2%	4%	2%	-	-	2%	-	3%	2%	3%
Decrease greatly		(1)	3	1	2	1	-	-	2	2	-	-	-	3	3	-
		2%	1%	2%	1%	-	-	3%	2%	-	5%	-	-	4%	2%	-
Don't know		24	10	10	4	6	8	2	5	3	5	5	6	13	21	3
		12%	13%	14%	8%	12%	17% f	4%	7%	12%	18% f	10%	10%	15%	13%	9%
NETS																
Net: Increase		50	16	21	13	12	12	11	19	8	7	11	21	18	43	8
		25%	22%	28%	26%	26%	26%	22%	24%	30%	24%	21%	34%	22%	26%	23%
Net: Decrease		7	3	3	1	1	1	3	3	-	2	1	-	6	6	1
		3%	4%	5%	1%	2%	2%	7%	4%	-	5%	2%	-	7% k	4%	3%
Net: Increase + Stay the same		168	61	61	45	39	37	45	69	24	23	46	55	66	139	29
		84%	83%	82%	91%	85%	81%	89%	89%	88%	77%	89%	90% l	78%	84%	88%
Mean score		3.3	3.2	3.3	3.3	3.3	3.3	3.2	3.3	3.4	3.2	3.2	3.4 l	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\_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	March 2016	April 2016	May 2016	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		211	84	79	48	43	56	46	82	36	30	37	72	102	174	37
Weighted Total		211	84	79	47	43	55	44	83	39	30	37	72	102	173	38
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	1	-	1	-	-	1	-	-	-	-	-	-	1	-	1
		1%	-	2%	-	-	2%	-	-	-	-	-	-	1%	-	3% m
Increase slightly	(4)	22	8	5	9	4	6	5	11	6	1	7	7	8	18	4
		10%	9%	7%	19% b	10%	11%	11%	13%	15%	4%	18%	10%	8%	11%	9%
Stay same	(3)	152	60	58	35	32	38	34	60	26	22	24	54	74	123	29
		72%	71%	73%	73%	75%	70%	77%	72%	66%	73%	63%	75%	73%	71%	77%
Decrease slightly	(2)	5	2	3	-	1	-	2	4	2	-	1	2	2	4	1
		2%	2%	4%	-	2%	-	4%	5%	5%	-	3%	3%	2%	2%	2%
Decrease greatly	(1)	2	1	-	1	-	-	-	-	-	2	-	-	2	2	-
		1%	1%	-	1%	-	-	-	-	-	5% g	-	-	2%	1%	-
Don't know		29	14	12	3	6	9	4	9	5	5	6	9	14	26	3
		14%	17%	15%	6%	13%	17%	8%	11%	14%	18%	16%	13%	14%	15%	8%
NETS																
Net: Increase		23	8	7	9	4	7	5	11	6	1	7	7	10	18	5
		11%	9%	8%	19%	10%	13%	11%	13%	15%	4%	18%	10%	9%	11%	13%
Net: Decrease		6	3	3	1	1	-	2	4	2	2	1	2	4	5	1
		3%	3%	4%	1%	2%	-	4%	5%	5%	5%	3%	3%	4%	3%	2%
Net: Increase + Stay the same		175	67	64	44	36	46	39	71	32	23	30	61	84	141	34
		83%	80%	81%	93%	85%	83%	88%	85%	81%	77%	81%	85%	83%	82%	90%
Mean score		3.1	3.1	3.1	3.2	3.1	3.2	3.1	3.1	3.1	2.9	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

**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	March 2016	April 2016	May 2016	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		86	38	27	21	19	21	16	30	14	16	28	25	33	68	18
Weighted Total		90	40	27	23	18	23	17	32	15	17	30	27	33	71	19
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	5	1	-	4	1	2	1	2	1	-	2	1	2	3	2
		5%	2%	-	18%	5%	8%	5%	7%	8%	-	7%	3%	5%	4%	9%
Increase slightly	(4)	18	10	4	3	3	1	6	11	4	3	5	6	7	14	3
		20%	26%	15%	14%	15%	3%	39%	34%	29%	20%	16%	23%	20%	20%	18%
Stay same	(3)	48	20	15	13	10	17	7	13	6	8	17	15	16	39	9
		54%	50%	55%	58%	53%	73%	39%	41%	42%	51%	57%	56%	48%	55%	49%
Decrease slightly	(2)	9	4	3	2	4	-	1	4	3	2	3	3	4	7	3
		10%	10%	11%	11%	21%	-	5%	12%	21%	9%	10%	10%	11%	9%	14%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		10	5	5	-	1	4	2	2	-	3	3	2	5	8	2
		11%	12%	18%	-	5%	16%	11%	6%	-	19%	9%	7%	15%	11%	9%
NETS																
Net: Increase		23	11	4	7	4	2	7	13	6	3	7	7	9	17	5
		25%	28%	15%	31%	21%	11%	44%	41%	38%	20%	24%	27%	26%	25%	27%
Net: Decrease		9	4	3	2	4	-	1	4	3	2	3	3	4	7	3
		10%	10%	11%	11%	21%	-	5%	12%	21%	9%	10%	10%	11%	9%	14%
Net: Increase + Stay the same		71	32	19	20	13	20	14	26	12	12	24	22	25	56	15
		79%	78%	71%	89%	74%	84%	84%	82%	79%	72%	81%	83%	74%	80%	76%
Mean score		3.2	3.2	3.1	3.4	3.1	3.2	3.5	3.4	3.3	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\_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	March 2016	April 2016	May 2016	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		95	36	36	23	25	26	13	26	13	18	30	29	36	77	18
Weighted Total		94	37	35	22	25	25	13	27	15	17	30	29	35	77	18
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	2	-	-	2	1	-	-	-	-	1	1	-	1	2	-
		2%	-	-	8%	4%	-	-	-	-	4%	3%	-	2%	2%	-
Increase slightly	(4)	21	5	10	6	4	7	3	6	3	5	9	9	3	15	5
		22%	13%	28%	29%	16%	27%	22%	21%	19%	27%	30% l	31%	9%	20%	31%
Stay same	(3)	56	25	20	10	17	15	7	16	9	8	16	18	21	46	9
		59%	68%	57%	47%	68%	61%	54%	57%	59%	47%	54%	62%	61%	61%	52%
Decrease slightly	(2)	4	1	1	2	1	-	1	2	1	1	-	-	4	4	-
		4%	3%	3%	7%	4%	-	8%	8%	7%	4%	-	-	11%	5%	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		12	6	4	2	2	3	2	4	2	3	4	2	6	9	3
		13%	16%	12%	9%	8%	12%	15%	15%	14%	19%	13%	7%	18%	12%	16%
NETS																
Net: Increase		23	5	10	8	5	7	3	6	3	5	10	9	4	17	5
		24%	13%	28%	36%	20%	27%	22%	21%	19%	31%	33% l	31%	10%	22%	31%
Net: Decrease		4	1	1	2	1	-	1	2	1	1	-	-	4	4	-
		4%	3%	3%	7%	4%	-	8%	8%	7%	4%	-	-	11%	5%	-
Net: Increase + Stay the same		78	30	30	18	22	22	10	21	11	14	26	28	25	64	15
		83%	81%	85%	83%	88%	88%	77%	78%	78%	77%	87%	93%	71%	83%	84%
Mean score		3.3	3.1	3.3	3.4	3.2	3.3	3.2	3.2	3.1	3.4	3.4	3.3	3.0	3.2	3.4

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	March 2016	April 2016	May 2016	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		100	41	39	20	24	28	22	32	10	16	22	30	48	84	16
Weighted Total		98	39	39	19	23	28	22	32	11	16	23	29	46	82	16
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	2	2	-	-	1	-	1	1	-	-	-	-	2	2	-
		2%	5%	-	-	4%	-	5%	3%	-	-	-	-	4%	2%	-
Increase slightly	(4)	31	9	15	8	7	8	11	13	2	3	6	12	12	24	7
		32%	22%	37%	41%	33%	28%	52%	41%	19%	17%	27%	43%	26%	29%	46%
Stay same	(3)	51	21	19	11	11	15	9	16	8	9	16	15	21	43	8
		52%	54%	49%	55%	51%	53%	40%	50%	72%	55%	68%	51%	45%	53%	48%
Decrease slightly	(2)	3	2	-	1	1	1	1	1	-	-	-	1	2	3	-
		3%	5%	-	4%	4%	4%	4%	2%	-	-	-	3%	5%	4%	-
Decrease greatly	(1)	2	2	-	-	-	1	-	-	-	1	-	-	2	2	-
		2%	5%	-	-	-	3%	-	-	-	6%	-	-	4%	2%	-
Don't know		9	4	5	-	2	3	-	1	1	3	1	1	7	8	1
		10%	10%	14%	-	8%	11%	-	3%	9%	22%	5%	4%	16%	10%	6%
NETS																
Net: Increase		33	10	15	8	8	8	12	14	2	3	6	12	14	26	7
		33%	26%	37%	41%	36%	28%	56%	44%	19%	17%	27%	43%	30%	31%	46%
Net: Decrease		5	4	-	1	1	2	1	1	-	1	-	1	4	5	-
		5%	10%	-	4%	4%	8%	4%	2%	-	6%	-	3%	9%	6%	-
			b													
Net: Increase + Stay the same		84	32	34	18	20	22	21	30	10	11	22	27	35	69	15
		85%	80%	86%	96%	87%	81%	96%	94%	91%	72%	95%	94%	76%	84%	94%
													l			
Mean score		3.3	3.2	3.4	3.4	3.4	3.2	3.6	3.5	3.2	3.1	3.3	3.4	3.3	3.3	3.5

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	March 2016	April 2016	May 2016	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		218	88	88	42	47	52	46	88	42	31	33	59	126	181	37
Weighted Total		217	87	89	42	45	51	46	91	45	30	33	59	125	178	40
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Increase slightly	(4)	26	10	9	8	5	4	8	11	3	6	5	5	15	17	9
		12%	11%	10%	18%	10%	8%	18%	13%	7%	19%	16%	9%	12%	10%	22% m
Stay same	(3)	153	59	64	31	32	38	33	64	31	19	21	45	87	126	27
		71%	68%	72%	73%	71%	74%	72%	70%	69%	64%	66%	75%	70%	71%	68%
Decrease slightly	(2)	7	4	3	-	1	-	2	6	4	-	-	1	6	6	1
		3%	5%	4%	-	2%	-	4%	7%	10% e	-	-	2%	5%	4%	3%
Decrease greatly	(1)	2	1	-	1	-	-	-	-	-	2	-	-	2	2	-
		1%	1%	-	2%	-	-	-	-	-	5% g	-	-	1%	1%	-
Don't know		29	13	13	3	8	9	3	9	6	3	6	9	15	26	3
		13%	15%	15%	7%	17%	17%	6%	10%	14%	11%	18%	14%	12%	15%	7%
NETS																
Net: Increase		26	10	9	8	5	4	8	11	3	6	5	5	15	17	9
		12%	11%	10%	18%	10%	8%	18%	13%	7%	19%	16%	9%	12%	10%	22% m
Net: Decrease		9	5	3	1	1	-	2	6	4	2	-	1	8	8	1
		4%	6%	4%	2%	2%	-	4%	7%	10% e	5%	-	2%	6%	4%	3%
Net: Increase + Stay the same		180	69	72	38	37	42	41	75	34	25	27	50	103	144	36
		83%	79%	81%	91%	81%	83%	90%	83%	76%	83%	82%	84%	82%	81%	90%
Mean score		3.1	3.1	3.1	3.2	3.1	3.1	3.1	3.1	3.0	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

**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	March 2016	April 2016	May 2016	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		38	19	14	5	7	13	8	14	6	4	10	10	18	33	5
Weighted Total		38	19	14	5	7	12	8	14	7	5	10	10	18	34	4
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Increase slightly	(4)	6	3	1	2	1	2	3	3	-	-	1	2	3	6	-
		15%	16%	7%	35%	15%	14%	38%	21%	-	-	8%	19%	16%	17%	-
Stay same	(3)	24	13	8	3	4	6	4	9	5	5	7	7	10	21	3
		64%	68%	57%	65%	58%	51%	50%	65%	83%	100%	72%	69%	55%	62%	78%
Decrease slightly	(2)	1	1	-	-	1	-	-	-	-	-	-	-	1	1	-
		2%	5%	-	-	14%	-	-	-	-	-	-	-	5%	3%	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		7	2	5	-	1	4	1	2	1	-	2	1	4	6	1
		19%	11%	36%	-	14%	35%	12%	14%	17%	-	19%	12%	23%	19%	22%
NETS																
Net: Increase		6	3	1	2	1	2	3	3	-	-	1	2	3	6	-
		15%	16%	7%	35%	15%	14%	38%	21%	-	-	8%	19%	16%	17%	-
Net: Decrease		1	1	-	-	1	-	-	-	-	-	-	-	1	1	-
		2%	5%	-	-	14%	-	-	-	-	-	-	-	5%	3%	-
Net: Increase + Stay the same		30	16	9	5	5	8	7	12	5	5	8	9	13	26	3
		79%	84%	64%	100%	72%	65%	88%	86%	83%	100%	81%	88%	72%	79%	78%
Mean score		3.2	3.1	3.1	3.4	3.0	3.2	3.4	3.2	3.0	3.0	3.1	3.2	3.1	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	March 2016	April 2016	May 2016	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	69	74	57	41	54	44	76	32	29	57	58	85	167	33
Weighted Total		199	70	75	55	40	52	43	77	35	29	55	59	85	164	35
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	4	-	3	2	-	3	-	-	-	1	1	-	3	2	3
		2%	-	4%	3%	-	5%	-	-	-	5%	3%	-	3%	1%	8%
							g									m
Increase slightly	(4)	28	11	4	14	6	6	12	16	4	1	9	7	12	23	5
		14%	16%	5%	25%	14%	11%	27%	21%	13%	2%	17%	12%	14%	14%	14%
			b		b											
Stay same	(3)	137	47	55	35	28	36	28	51	23	21	37	46	53	112	25
		69%	67%	73%	64%	69%	70%	67%	66%	65%	73%	68%	77%	63%	68%	70%
Decrease slightly	(2)	4	2	2	-	2	-	-	2	2	-	-	-	4	4	-
		2%	3%	3%	-	5%	-	-	3%	6%	-	-	-	5%	2%	-
Decrease greatly	(1)	1	-	-	1	-	-	-	-	-	1	-	-	1	1	-
		*	-	-	1%	-	-	-	-	-	2%	-	-	1%	*	-
Don't know		25	10	11	4	5	7	3	8	5	5	7	6	12	22	3
		13%	14%	15%	7%	12%	13%	6%	11%	16%	18%	13%	11%	14%	14%	8%
NETS																
Net: Increase		33	11	7	15	6	9	12	16	4	2	10	7	15	25	8
		16%	16%	9%	28%	14%	17%	27%	21%	13%	7%	19%	12%	18%	15%	22%
					b											
Net: Decrease		5	2	2	1	2	-	-	2	2	1	-	-	5	5	-
		2%	3%	3%	1%	5%	-	-	3%	6%	2%	-	-	5%	3%	-
Net: Increase + Stay the same		169	58	61	50	34	45	40	67	27	23	48	53	68	137	32
		85%	83%	82%	92%	84%	87%	94%	87%	78%	80%	87%	89%	81%	84%	92%
Mean score		3.2	3.2	3.1	3.3	3.1	3.3	3.3	3.2	3.1	3.1	3.2	3.1	3.2	3.2	3.3

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	March 2016	April 2016	May 2016	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		319	127	122	70	62	88	65	117	52	52	71	109	139	265	54
Weighted Total		317	128	123	66	60	87	63	119	56	51	69	110	138	260	57
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	1 *	- -	1 1%	- -	- -	- -	- -	- -	- -	1 2%	- -	- -	1 1%	- -	1 2% m
Increase slightly	(4)	60 19%	30 24% b	15 12%	15 23%	14 23%	12 14%	13 20%	25 21%	12 21%	10 19%	17 24%	17 16%	26 19%	52 20%	9 15%
Stay same	(3)	211 66%	78 61%	86 70%	47 72%	37 61%	62 71%	45 71%	78 66%	33 60%	34 67%	46 67%	80 72%	85 62%	168 64%	43 76%
Decrease slightly	(2)	9 3%	5 4%	3 3%	1 1%	3 5%	2 2%	2 3%	4 3%	2 4%	- -	- -	4 3%	5 4%	8 3%	1 2%
Decrease greatly	(1)	1 *	1 1%	- -	- -	- -	- -	- -	- -	- -	1 2%	- -	- -	1 1%	1 *	- -
Don't know		35 11%	14 11%	18 15% c	3 4%	6 11%	11 13%	4 6%	12 10%	8 15%	5 10%	6 9%	9 8%	20 14%	32 12%	3 5%
NETS																
Net: Increase		61 19%	30 24% b	16 13%	15 23%	14 23%	12 14%	13 20%	25 21%	12 21%	11 21%	17 24%	17 16%	27 20%	52 20%	10 17%
Net: Decrease		10 3%	6 5%	3 3%	1 1%	3 5%	2 2%	2 3%	4 3%	2 4%	1 2%	- -	4 3%	6 4%	9 3%	1 2%
Net: Increase + Stay the same		272 86%	108 84%	102 83%	62 94% ab	51 84%	74 85%	57 91%	103 86%	45 81%	45 88%	63 91%	97 88%	112 81%	219 84%	53 93%
Mean score		3.2	3.2	3.1	3.2	3.2	3.1	3.2	3.2	3.2	3.2	3.3	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

**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	March 2016	April 2016	May 2016	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		207	73	73	61	45	62	41	69	28	31	64	71	72	170	37
Weighted Total		206	74	71	60	44	59	40	72	32	30	64	72	70	168	38
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly		(5)	2	1	-	2	1	2	-	-	-	-	-	2	2	-
		1%	1%	-	3%	2%	3%	-	-	-	-	-	-	3%	1%	-
Increase slightly		(4)	58	20	16	23	11	16	13	26	12	23	12	23	46	12
		28%	27%	22%	37% b	24%	27%	34%	36%	38%	20%	36% k	17%	33% k	27%	32%
Stay same		(3)	127	43	48	35	30	35	24	42	19	38	53	36	106	21
		62%	58%	68%	58%	68%	59%	59%	59%	59%	64%	60%	73% l	52%	63%	55%
Decrease slightly		(2)	2	1	1	-	-	1	1	1	-	-	1	1	1	1
		1%	1%	1%	-	-	2%	2%	1%	-	-	-	1%	1%	1%	2%
Decrease greatly		(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		16	9	6	1	3	6	2	3	1	5	2	6	8	12	4
		8%	12% c	9%	2%	6%	10%	5%	4%	3%	16% g	4%	9%	11%	7%	10%
NETS																
Net: Increase		61	21	16	24	12	17	13	26	12	6	23	12	25	48	12
		29%	28%	22%	40% b	26%	29%	34%	36%	38%	20%	36% k	17%	36% k	29%	32%
Net: Decrease		2	1	1	-	-	1	1	1	-	-	-	1	1	1	1
		1%	1%	1%	-	-	2%	2%	1%	-	-	-	1%	1%	1%	2%
Net: Increase + Stay the same		188	64	64	59	41	53	37	68	31	26	61	65	61	155	33
		91%	87%	90%	98% ab	94%	89%	93%	95%	97%	84%	96%	90%	88%	92%	87%
Mean score		3.3	3.3	3.2	3.4 b	3.3	3.3	3.3	3.4	3.4	3.2	3.4 k	3.2	3.4 k	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	March 2016	April 2016	May 2016	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		194	78	69	47	39	55	41	70	29	30	43	63	88	165	29
Weighted Total		192	78	69	45	37	55	40	70	31	30	44	62	86	162	30
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly		(5)	2	2	-	-	1	1	1	-	-	-	-	2	1	1
			1%	3%	-	-	2%	2%	1%	-	-	-	-	3%	1%	4%
Increase slightly		(4)	34	15	10	10	6	8	8	12	4	6	13	16	26	8
			18%	19%	14%	23%	16%	15%	20%	17%	15%	13%	21%	18%	16%	26%
Stay same		(3)	133	51	52	30	27	38	29	51	22	33	43	56	113	20
			69%	64%	75%	68%	72%	70%	73%	72%	71%	76%	69%	66%	70%	67%
Decrease slightly		(2)	5	3	-	2	2	1	-	1	1	-	2	3	5	-
			3%	4%	-	5%	5%	2%	-	2%	4%	-	3%	4%	3%	-
Decrease greatly		(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know			17	8	8	2	3	6	2	5	3	5	4	8	17	1
			9%	10%	11%	4%	7%	11%	5%	7%	11%	11%	7%	10%	10%	3%
NETS																
Net: Increase		37	17	10	10	6	9	9	13	4	8	6	13	18	27	9
		19%	22%	14%	23%	16%	17%	22%	19%	15%	28%	13%	21%	21%	17%	30%
Net: Decrease		5	3	-	2	2	1	-	1	1	1	-	2	3	5	-
		3%	4%	-	5%	5%	2%	-	2%	4%	4%	-	3%	4%	3%	-
Net: Increase + Stay the same		170	67	62	41	33	47	38	64	26	25	39	56	74	140	29
		88%	86%	89%	91%	88%	87%	95%	91%	86%	85%	89%	90%	87%	87%	97%
Mean score		3.2	3.2	3.2	3.2	3.1	3.2	3.3	3.2	3.1	3.3	3.1	3.2	3.2	3.2	3.4

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

	Total	WAVE			REGION						SIZE			SECTOR	
		March 2016	April 2016	May 2016	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	513	184	186	143	113	128	118	190	72	82	168	161	184	423	90
Weighted Total	511	185	186	140	110	126	115	195	80	79	167	161	183	418	92
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Accounting and financial services	19	7	7	5	5	3	3	6	3	5	2	7	10	17	2
	7%	7%	6%	8%	8%	5%	6%	6%	6%	9%	3%	8%	8%	8%	3%
Construction	21	7	10	4	4	3	8	10	2	4	7	7	8	17	4
	28%	22%	38%	23%	28%	16%	45%	34%	19%	33%	22%	41%	27%	26%	37%
Drivers	29	11	9	8	4	10	6	10	4	4	7	9	13	19	9
	23%	23%	19%	30%	12%	34%	25%	23%	21%	22%	22%	26%	21%	20%	32%
						d									
Education	22	9	8	5	2	7	7	11	3	2	8	7	7	17	5
	23%	21%	24%	25%	10%	25%	35%	29%	22%	18%	27%	29%	16%	23%	25%
Engineering & technical	88	29	33	26	20	20	21	37	15	11	19	30	38	72	15
	44%	39%	44%	53%	44%	44%	42%	47%	56%	37%	37%	49%	45%	43%	47%
Executive recruitment / interim management	35	11	11	13	7	9	9	12	3	6	8	17	9	28	6
	16%	13%	13%	28%	17%	17%	20%	15%	9%	19%	22%	24%	9%	16%	17%
				ab							l	l			
Health & social care	25	11	5	9	4	8	7	9	2	3	5	8	11	16	9
	28%	28%	19%	38%	21%	36%	42%	29%	16%	21%	19%	32%	33%	23%	45%
Hospitality	24	6	8	10	4	4	5	10	5	6	9	9	6	19	5
	25%	16%	22%	47%	17%	17%	39%	37%	35%	32%	31%	30%	17%	24%	30%
Industrial	14	7	2	6	2	3	6	8	1	2	2	7	5	12	2
	14%	17%	4%	30%	8%	12%	30%	23%	10%	11%	10%	25%	10%	15%	14%
Legal & HR	23	9	11	3	2	7	8	12	3	3	4	8	11	22	1
	11%	10%	12%	8%	4%	13%	18%	13%	7%	10%	13%	13%	9%	13%	2%
							d								
Life sciences	9	3	3	4	1	2	3	4	1	2	2	3	5	8	1
	25%	16%	19%	78%	13%	20%	37%	28%	18%	42%	16%	29%	27%	25%	22%
Marketing, media & creative	11	2	4	5	-	4	3	4	1	2	7	1	3	11	-
	5%	3%	5%	8%	-	8%	7%	5%	3%	8%	12%	2%	3%	6%	-
											kl				
Office professionals	30	12	15	3	6	6	6	13	7	5	7	12	11	26	4
	10%	9%	12%	5%	10%	7%	10%	11%	12%	9%	10%	11%	8%	10%	8%

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	March 2016	April 2016	May 2016	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	513	184	186	143	113	128	118	190	72	82	168	161	184	423	90
Weighted Total	511	185	186	140	110	126	115	195	80	79	167	161	183	418	92
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Sales & retail	40	12	13	15	11	9	6	14	9	5	14	12	13	30	10
	19%	16%	18%	24%	26%	15%	15%	20%	27%	17%	22%	17%	19%	18%	27%
Technology	54	24	14	15	7	11	18	27	9	9	5	22	27	45	9
	28%	31%	21%	34%	19%	21%	45% de	38% de	29%	31%	12%	35% j	31% j	28%	31%
None	248	82	97	69	57	62	46	86	41	43	104	69	75	209	39
	49%	44%	52%	50%	51%	49%	40%	44%	51%	55% f	62% kl	43%	41%	50%	42%
Net: Any	263	103	90	70	53	65	70	109	40	36	63	92	108	209	54
	51%	56%	48%	50%	49%	51%	60% i	56%	49%	45%	38%	57% j	59% j	50%	58%

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

## Jobs Outlook - Combined

**Q13\_SUM. Do you think the number of temporary agency workers in your organisation will increase or decrease in the next:**

### **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
Three months	158 100%	9 6%	24 16%	77 49%	30 19%	8 5%	9 6%	33 21%	38 24%	111 70%	3.0
Four to twelve months	158 100%	5 3%	31 20%	73 46%	27 17%	10 6%	12 8%	36 23%	37 23%	109 69%	3.0

## Jobs Outlook - Combined

**Q13\_1. Do you think the number of temporary agency workers in your organisation will increase or decrease in the next:**

### Three months

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

		WAVE			REGION						SIZE			SECTOR		
		Total	March 2016	April 2016	May 2016	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		157	48	66	43	24	43	36	64	28	26	23	52	82	130	27
Weighted Total		158	47	66	44	23	43	35	66	31	25	24	52	82	129	29
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	9	1	-	8	1	5	2	2	-	1	4	1	4	7	2
		6%	2%	-	18% ab	4%	12% g	5%	3%	-	3%	19%	2%	4%	5%	6%
Slightly increase	(4)	24	8	12	5	3	4	8	15	6	3	4	6	15	19	5
		16%	17%	18%	11%	11%	10%	24%	22%	21%	11%	15%	11%	18%	15%	19%
Stay the same	(3)	77	23	34	21	14	18	18	35	17	10	10	31	36	64	13
		49%	48%	51%	49%	61%	42%	52%	53%	54%	41%	43%	59%	44%	50%	45%
Slightly decrease	(2)	30	13	11	6	3	9	5	11	6	7	4	9	17	23	7
		19%	28%	16%	13%	12%	20%	15%	16%	18%	29%	16%	16%	21%	18%	23%
Greatly decrease	(1)	8	3	4	2	-	3	2	3	1	3	-	4	5	7	2
		5%	6%	6%	4%	-	6%	5%	4%	3%	11%	-	7%	6%	5%	7%
Don't know		9	-	6	3	3	4	-	1	1	1	2	2	5	9	-
		6%	-	10% a	6%	12%	9%	-	2%	3%	6%	7%	4%	6%	7%	-
NETS																
Net: Increase		33	9	12	13	4	10	10	16	6	3	8	7	19	26	7
		21%	19%	18%	29%	15%	23%	29%	25%	21%	13%	34%	13%	23%	20%	25%
Net: Decrease		38	16	15	7	3	11	7	14	7	10	4	12	22	29	9
		24%	34%	22%	17%	12%	26%	20%	21%	22%	40%	16%	24%	27%	23%	30%
Net: Increase + Stay the same		111	31	45	34	18	28	28	51	23	14	18	38	55	90	20
		70%	66%	68%	77%	76%	65%	80%	78%	75%	54%	77%	72%	67%	70%	70%
Mean score		3.0	2.8	2.9	3.3 ab	3.1	3.0	3.1	3.0	3.0	2.6	3.4	2.8	2.9	3.0	2.9

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



## Jobs Outlook - Combined

**Q13\_2. Do you think the number of temporary agency workers in your organisation will increase or decrease in the next:**

### Four to twelve months

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

		WAVE				REGION						SIZE			SECTOR	
		Total	March 2016	April 2016	May 2016	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		157	48	66	43	24	43	36	64	28	26	23	52	82	130	27
Weighted Total		158	47	66	44	23	43	35	66	31	25	24	52	82	129	29
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	5	-	1	4	1	1	-	2	2	1	3	-	2	5	-
		3%	-	2%	9% a	4%	2%	-	3%	8%	3%	12%	-	2%	4%	-
Slightly increase	(4)	31	9	13	9	4	8	9	15	6	5	6	7	17	27	4
		20%	18%	20%	20%	15%	18%	24%	22%	21%	19%	26%	14%	21%	21%	14%
Stay the same	(3)	73	22	31	20	13	16	20	34	14	10	9	29	35	60	13
		46%	46%	47%	46%	57%	37%	57%	52%	46%	39%	39%	56%	43%	46%	47%
Slightly decrease	(2)	27	12	10	5	3	9	5	10	6	5	2	8	17	20	7
		17%	24%	15%	12%	12%	20%	13%	16%	19%	19%	7%	15%	21%	16%	23%
Greatly decrease	(1)	10	5	2	3	-	6	1	1	-	3	-	5	5	6	4
		6%	10%	3%	8%	-	15% g	3%	1%	-	11%	-	9%	7%	5%	13%
Don't know		12	1	9	3	3	4	1	3	2	2	4	3	5	11	1
		8%	2%	13% a	6%	12%	9%	3%	5%	7%	9%	15%	6%	6%	8%	4%
NETS																
Net: Increase		36	9	14	13	5	9	9	17	9	6	9	7	19	32	4
		23%	18%	22%	29%	20%	20%	24%	26%	28%	22%	39%	14%	24%	25%	14%
Net: Decrease		37	16	12	8	3	15	6	11	6	8	2	13	22	27	10
		23%	35% b	18%	19%	12%	34% g	16%	17%	19%	30%	7%	24%	27%	21%	35%
Net: Increase + Stay the same		109	30	46	33	18	25	29	52	23	15	18	36	54	91	17
		69%	64%	69%	75%	76%	57%	81% e	78% e	74%	61%	78%	70%	66%	71%	61%
Mean score		3.0	2.7	3.0	3.1	3.1	2.7	3.1	3.1 e	3.2	2.8	3.5	2.8	2.9	3.0	2.6

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	83	-	4	59	5	3	12	4	7	63	2.9
	100%	-	5%	72%	6%	3%	15%	5%	9%	76%	
Construction	24	-	5	12	1	1	5	5	2	17	3.1
	100%	-	21%	50%	4%	4%	22%	21%	8%	70%	
Drivers	33	3	7	19	1	-	2	11	1	30	3.4
	100%	10%	21%	59%	3%	-	7%	32%	3%	90%	
Education	23	-	5	13	2	-	3	5	2	18	3.2
	100%	-	22%	55%	8%	-	15%	22%	8%	77%	
Engineering & technical	57	-	12	35	2	1	7	12	3	46	3.2
	100%	-	20%	61%	4%	2%	13%	20%	5%	82%	
Executive recruitment / interim management	55	-	3	40	2	1	9	3	2	43	3.0
	100%	-	6%	73%	3%	2%	17%	6%	5%	78%	
Health & social care	22	1	2	11	4	-	4	3	4	14	3.0
	100%	4%	10%	49%	19%	-	18%	14%	19%	63%	
Hospitality	19	3	2	7	3	1	2	5	4	12	3.2
	100%	15%	12%	37%	18%	5%	13%	27%	23%	64%	
Industrial	41	2	12	19	1	1	6	14	2	33	3.4
	100%	4%	29%	48%	2%	2%	14%	33%	5%	81%	
Legal & HR	58	-	1	45	2	1	10	1	3	46	2.9
	100%	-	2%	77%	3%	2%	16%	2%	4%	79%	
Life sciences	7	-	1	4	-	-	2	1	-	5	3.2
	100%	-	12%	55%	-	-	32%	12%	-	68%	
Marketing, media & creative	49	-	4	34	2	-	10	4	2	38	3.1
	100%	-	9%	68%	4%	-	19%	9%	4%	77%	
Office professionals	97	-	11	66	4	5	11	11	9	77	3.0
	100%	-	12%	68%	4%	5%	12%	12%	9%	80%	
Sales & retail	41	-	6	28	1	-	6	6	1	34	3.1
	100%	-	15%	67%	3%	-	15%	15%	3%	82%	
Technology	44	-	5	34	-	-	5	5	-	38	3.1
	100%	-	11%	77%	-	-	12%	11%	-	88%	
Average (response based including bases)	654	9	81	426	29	13	96	90	42	515	3.1
	100%	1%	12%	65%	4%	2%	15%	14%	6%	79%	

## 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	March 2016	April 2016	May 2016	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		656	221	261	174	96	148	166	268	102	144	64	195	397	550	106
Weighted Total		654	215	266	172	93	139	166	278	112	143	64	195	395	545	109
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	9	-	-	9	1	7	1	1	-	1	7	1	2	9	-
		1%	-	-	5% ab	1%	5% fghi	*	*	-	*	10% kl	*	*	2%	-
Slightly increase	(4)	81	29	29	22	13	24	18	35	17	8	9	18	54	62	18
		12%	14%	11%	13%	14% i	17% i	11%	13% i	15% i	6%	14%	9%	14%	11%	17%
Stay the same	(3)	426	134	173	119	53	92	125	191	66	89	39	132	255	350	75
		65%	62%	65%	69%	57%	66%	75% dhi	69% d	59%	62%	60%	68%	65%	64%	69%
Slightly decrease	(2)	29	8	8	13	4	2	11	16	6	7	3	10	15	16	13
		4%	4%	3%	7% b	4%	1%	7% e	6% e	5%	5%	5%	5%	4%	3%	12% m
Greatly decrease	(1)	13	11	2	1	-	2	3	4	1	8	-	5	9	12	2
		2%	5% bc	1%	*	-	1%	2%	1%	1%	5% dg	-	2%	2%	2%	2%
Don't know		96	33	54	9	22	13	8	30	22	31	7	29	60	96	-
		15%	15% c	20% c	5%	24% efg	9%	5%	11% f	20% efg	21% efg	11%	15%	15%	18% n	-
NETS																
Net: Increase		90	29	29	31	14	30	19	36	17	9	15	19	55	71	18
		14%	14%	11%	18% b	15% i	22% fgi	11%	13% i	15% i	6%	24% kl	10%	14%	13%	17%
Net: Decrease		42	19	10	13	4	4	14	20	7	14	3	15	23	27	15
		6%	9% b	4%	8%	4%	3%	8% e	7%	6%	10% e	5%	8%	6%	5%	14% m
Net: Increase + Stay the same		515	163	202	150	67	122	144	228	83	98	54	151	311	422	94
		79%	76%	76%	87% ab	72%	88% dhi	87% dhi	82% di	74%	69%	84%	77%	79%	77%	86% m
Mean score		3.1	3.0	3.1	3.2	3.2	3.2	3.0	3.1	3.1	2.9	3.3	3.0	3.1	3.1	3.0
					a	i	fgi		i	i		kl				

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	March 2016	April 2016	May 2016	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		83	27	35	21	11	16	21	39	18	17	4	26	53	69	14
Weighted Total		83	27	35	21	11	15	21	40	19	16	4	26	53	68	14
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	4	1	2	1	-	1	1	2	1	1	-	-	4	3	1
		5%	4%	6%	3%	-	7%	5%	5%	6%	4%	-	-	7%	4%	7%
Stay the same	(3)	59	20	24	16	8	11	17	29	12	11	3	19	37	47	12
		72%	75%	67%	77%	75%	74%	81%	72%	63%	66%	78%	75%	70%	69%	85%
Slightly decrease	(2)	5	1	2	2	1	-	1	3	2	1	1	1	3	3	1
		6%	3%	6%	9%	8%	-	5%	8%	10%	4%	22%	4%	5%	5%	8%
Greatly decrease	(1)	3	2	-	1	-	-	1	1	-	2	-	1	2	3	-
		3%	7%	-	4%	-	-	4%	2%	-	11%	-	4%	3%	4%	-
Don't know		12	3	8	2	2	3	1	5	4	2	-	4	8	12	-
		15%	11%	22%	7%	17%	19%	4%	13%	22%	15%	-	17%	15%	18%	-
NETS																
Net: Increase		4	1	2	1	-	1	1	2	1	1	-	-	4	3	1
		5%	4%	6%	3%	-	7%	5%	5%	6%	4%	-	-	7%	4%	7%
Net: Decrease		7	3	2	3	1	-	2	4	2	2	1	2	4	6	1
		9%	10%	6%	13%	8%	-	10%	10%	10%	15%	22%	8%	8%	9%	8%
Net: Increase + Stay the same		63	21	26	16	8	12	18	31	13	12	3	19	41	50	13
		76%	79%	73%	80%	75%	81%	86%	78%	68%	70%	78%	75%	77%	73%	92%
Mean score		2.9	2.8	3.0	2.9	2.9	3.1	2.9	2.9	2.9	2.7	2.8	2.9	2.9	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	March 2016	April 2016	May 2016	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	9	9	7	5	3	6	10	4	7	3	2	20	22	3
Weighted Total		24	8	9	7	5	2	6	11	4	6	3	2	20	21	3
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	5	2	2	1	2	-	3	3	-	-	-	-	5	4	1
		21%	21%	21%	20%	38%	-	50%	30%	-	-	-	-	25%	18%	40%
Stay the same	(3)	12	2	5	5	2	2	3	6	3	1	2	-	10	11	1
		50%	23%	53%	80%	42%	100%	50%	60%	76%	20%	67%	-	53%	52%	34%
Slightly decrease	(2)	1	1	-	-	-	-	-	-	-	1	-	-	1	-	1
		4%	10%	-	-	-	-	-	-	-	14%	-	-	4%	-	27%
Greatly decrease	(1)	1	1	-	-	-	-	-	-	-	1	-	-	1	1	-
		4%	12%	-	-	-	-	-	-	-	15%	-	-	5%	5%	-
Don't know		5	3	2	-	1	-	-	1	1	3	1	2	2	5	-
		22%	34%	26%	-	20%	-	-	10%	24%	51%	33%	100%	12%	25%	-
NETS																
Net: Increase		5	2	2	1	2	-	3	3	-	-	-	-	5	4	1
		21%	21%	21%	20%	38%	-	50%	30%	-	-	-	-	25%	18%	40%
Net: Decrease		2	2	-	-	-	-	-	-	-	2	-	-	2	1	1
		8%	22%	-	-	-	-	-	-	-	29%	-	-	10%	5%	27%
Net: Increase + Stay the same		17	4	7	7	4	2	6	10	3	1	2	-	15	15	2
		70%	44%	74%	100%	80%	100%	100%	90%	76%	20%	67%	-	78%	70%	73%
Mean score		3.1	2.8	3.3	3.2	3.5	3.0	3.5	3.3	3.0	2.1	3.0	-	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

**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	March 2016	April 2016	May 2016	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	14	9	9	6	9	9	11	2	6	6	9	17	24	8
Weighted Total		33	13	9	11	6	11	9	11	2	6	8	9	16	24	9
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	3	-	-	3	-	3	-	-	-	1	3	-	1	3	-
		10%	-	-	31%	-	27%	-	-	-	11%	37%	-	4%	14%	-
Slightly increase	(4)	7	3	2	2	1	3	3	3	-	-	2	1	4	4	3
		21%	20%	23%	22%	14%	31%	35%	28%	-	-	24%	10%	26%	18%	31%
Stay the same	(3)	19	9	5	5	3	5	6	8	2	4	3	8	9	14	5
		59%	73%	52%	47%	54%	43%	65%	72%	100%	66%	39%	81%	55%	58%	60%
Slightly decrease	(2)	1	-	1	-	1	-	-	-	-	-	-	1	-	-	1
		3%	-	9%	-	15%	-	-	-	-	-	-	9%	-	-	9%
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		2	1	1	-	1	-	-	-	-	1	-	-	2	2	-
		7%	7%	15%	-	17%	-	-	-	-	23%	-	-	14%	10%	-
NETS																
Net: Increase		11	3	2	6	1	6	3	3	-	1	5	1	5	8	3
		32%	20%	23%	53%	14%	57%	35%	28%	-	11%	61%	10%	31%	32%	31%
Net: Decrease		1	-	1	-	1	-	-	-	-	-	-	1	-	-	1
		3%	-	9%	-	15%	-	-	-	-	-	-	9%	-	-	9%
Net: Increase + Stay the same		30	12	7	11	4	11	9	11	2	5	8	8	14	22	8
		90%	93%	75%	100%	68%	100%	100%	100%	100%	77%	100%	91%	86%	90%	91%
Mean score		3.4	3.2	3.2	3.8	3.0	3.8	3.3	3.3	3.0	3.3	4.0	3.0	3.4	3.5	3.2

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	March 2016	April 2016	May 2016	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		23	8	7	8	3	6	4	9	5	5	4	4	15	16	7
Weighted Total		23	8	7	8	3	5	4	10	6	5	4	4	16	16	7
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	5	3	2	-	-	2	1	3	2	-	-	-	5	3	2
		22%	40%	28%	-	-	38%	26%	32%	36%	-	-	-	32%	20%	28%
Stay the same	(3)	13	2	3	8	2	2	2	6	4	3	4	2	7	9	4
		55%	24%	38%	100%	66%	44%	54%	59%	64%	52%	100%	46%	47%	54%	58%
Slightly decrease	(2)	2	1	1	-	-	1	1	1	-	-	-	1	1	1	1
		8%	11%	14%	-	-	18%	20%	9%	-	-	-	25%	6%	6%	14%
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		3	2	1	-	1	-	-	-	-	2	-	1	2	3	-
		15%	25%	20%	-	34%	-	-	-	-	48%	-	29%	15%	21%	-
NETS																
Net: Increase		5	3	2	-	-	2	1	3	2	-	-	-	5	3	2
		22%	40%	28%	-	-	38%	26%	32%	36%	-	-	-	32%	20%	28%
Net: Decrease		2	1	1	-	-	1	1	1	-	-	-	1	1	1	1
		8%	11%	14%	-	-	18%	20%	9%	-	-	-	25%	6%	6%	14%
Net: Increase + Stay the same		18	5	5	8	2	4	4	9	6	3	4	2	13	12	6
		77%	64%	66%	100%	66%	82%	80%	91%	100%	52%	100%	46%	79%	73%	86%
Mean score		3.2	3.4	3.2	3.0	3.0	3.2	3.1	3.2	3.4	3.0	3.0	2.6	3.3	3.2	3.1

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	March 2016	April 2016	May 2016	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		58	18	29	11	10	17	13	18	5	13	4	18	36	51	7
Weighted Total		57	17	29	10	9	16	13	18	6	13	4	17	36	50	7
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	12	3	4	5	1	4	3	5	2	1	1	3	7	8	4
		20%	16%	14%	48%	9%	26%	22%	28%	42%	10%	18%	20%	21%	16%	50%
Stay the same	(3)	35	11	20	4	6	12	9	10	1	7	2	11	21	32	3
		61%	62%	67%	43%	61%	74%	68%	53%	20%	57%	60%	68%	58%	65%	38%
Slightly decrease	(2)	2	1	1	-	-	-	1	1	-	1	-	-	2	1	1
		4%	5%	4%	-	-	-	10%	7%	-	7%	-	-	6%	2%	12%
Greatly decrease	(1)	1	1	-	-	-	-	-	-	-	1	-	-	1	1	-
		2%	6%	-	-	-	-	-	-	-	8%	-	-	3%	2%	-
Don't know		7	2	4	1	3	-	-	2	2	2	1	2	4	7	-
		13%	12%	15%	9%	30%	-	-	12%	38%	19%	22%	12%	12%	15%	-
NETS																
Net: Increase		12	3	4	5	1	4	3	5	2	1	1	3	7	8	4
		20%	16%	14%	48%	9%	26%	22%	28%	42%	10%	18%	20%	21%	16%	50%
Net: Decrease		3	2	1	-	-	-	1	1	-	2	-	-	3	2	1
		5%	11%	4%	-	-	-	10%	7%	-	14%	-	-	9%	4%	12%
Net: Increase + Stay the same		46	13	24	9	6	16	12	15	3	9	3	15	28	40	6
		82%	78%	81%	91%	70%	100%	90%	82%	62%	67%	78%	88%	79%	81%	88%
Mean score		3.2	3.0	3.1	3.5	3.1	3.3	3.1	3.2	3.7	2.9	3.2	3.2	3.1	3.1	3.4

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	March 2016	April 2016	May 2016	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		55	21	24	10	8	10	11	21	10	16	5	15	35	48	7
Weighted Total		55	20	26	9	8	9	11	22	11	16	4	16	35	48	7
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	3	2	1	-	1	-	-	2	2	-	-	1	2	3	-
		6%	10%	5%	-	13%	-	-	10%	20%	-	-	6%	6%	7%	-
Stay the same	(3)	40	13	19	8	4	9	10	16	6	11	3	12	24	34	6
		73%	66%	74%	83%	51%	100%	92%	71%	51%	69%	79%	80%	68%	70%	87%
Slightly decrease	(2)	2	1	-	1	-	-	-	-	-	2	-	-	2	1	1
		3%	4%	-	7%	-	-	-	-	-	9%	-	-	4%	1%	13%
Greatly decrease	(1)	1	1	-	-	-	-	-	-	-	1	-	-	1	1	-
		2%	5%	-	-	-	-	-	-	-	6%	-	-	3%	2%	-
Don't know		9	3	5	1	3	-	1	4	3	2	1	2	6	9	-
		17%	14%	21%	10%	36%	-	8%	18%	29%	15%	21%	13%	18%	19%	-
NETS																
Net: Increase		3	2	1	-	1	-	-	2	2	-	-	1	2	3	-
		6%	10%	5%	-	13%	-	-	10%	20%	-	-	6%	6%	7%	-
Net: Decrease		2	2	-	1	-	-	-	-	-	2	-	-	2	2	1
		5%	9%	-	7%	-	-	-	-	-	16%	-	-	7%	3%	13%
Net: Increase + Stay the same		43	15	20	8	5	9	10	18	8	11	3	13	26	37	6
		78%	76%	79%	83%	64%	100%	92%	82%	71%	69%	79%	87%	75%	77%	87%
Mean score		3.0	3.0	3.1	2.9	3.2	3.0	3.0	3.1	3.3	2.7	3.0	3.1	3.0	3.0	2.9

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	March 2016	April 2016	May 2016	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		22	8	9	5	4	4	6	10	4	4	5	4	13	19	3
Weighted Total		22	8	9	5	4	3	6	11	4	5	5	4	13	19	3
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	1	-	-	1	1	-	-	-	-	-	1	-	-	1	-
		4%	-	-	17%	25%	-	-	-	-	-	19%	-	-	5%	-
Slightly increase	(4)	2	2	-	-	-	1	-	1	1	-	-	-	2	1	1
		10%	28%	-	-	-	36%	-	9%	23%	-	-	-	16%	5%	39%
Stay the same	(3)	11	2	7	2	2	1	3	5	2	2	3	1	7	10	1
		49%	24%	77%	38%	50%	42%	52%	51%	48%	49%	55%	24%	54%	53%	22%
Slightly decrease	(2)	4	2	-	2	-	-	3	4	1	-	1	2	1	3	1
		19%	23%	-	45%	-	-	48%	40%	29%	-	26%	52%	7%	16%	39%
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		4	2	2	-	1	1	-	-	-	2	-	1	3	4	-
		18%	24%	23%	-	25%	22%	-	-	-	51%	-	24%	23%	21%	-
NETS																
Net: Increase		3	2	-	1	1	1	-	1	1	-	1	-	2	2	1
		14%	28%	-	17%	25%	36%	-	9%	23%	-	19%	-	16%	10%	39%
Net: Decrease		4	2	-	2	-	-	3	4	1	-	1	2	1	3	1
		19%	23%	-	45%	-	-	48%	40%	29%	-	26%	52%	7%	16%	39%
Net: Increase + Stay the same		14	4	7	3	3	2	3	6	3	2	4	1	9	12	2
		63%	52%	77%	55%	75%	78%	52%	60%	71%	49%	74%	24%	70%	63%	61%
Mean score		3.0	3.1	3.0	2.9	3.7	3.5	2.5	2.7	2.9	3.0	3.1	2.3	3.1	3.0	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	March 2016	April 2016	May 2016	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		16	3	5	8	2	6	2	6	4	2	3	3	10	14	2
Weighted Total		19	3	5	11	2	7	2	7	5	3	5	3	11	17	2
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	3	-	-	3	-	3	-	-	-	-	3	-	-	3	-
		15%	-	-	27%	-	38%	-	-	-	-	54%	-	-	17%	-
Slightly increase	(4)	2	1	-	1	-	1	-	1	1	-	-	-	2	1	1
		12%	35%	-	12%	-	14%	-	18%	26%	-	-	-	21%	7%	48%
Stay the same	(3)	7	1	2	4	1	2	-	2	2	1	1	1	5	7	-
		37%	32%	37%	39%	52%	34%	-	33%	47%	48%	21%	33%	47%	42%	-
Slightly decrease	(2)	3	-	1	2	-	1	1	2	1	-	1	1	1	2	1
		18%	-	19%	23%	-	14%	55%	36%	27%	-	25%	37%	9%	14%	52%
Greatly decrease	(1)	1	-	1	-	-	-	1	1	-	-	-	1	-	1	-
		5%	-	17%	-	-	-	45%	14%	-	-	-	30%	-	6%	-
Don't know		2	1	1	-	1	-	-	-	-	1	-	-	2	2	-
		13%	32%	27%	-	48%	-	-	-	-	52%	-	-	22%	14%	-
NETS																
Net: Increase		5	1	-	4	-	4	-	1	1	-	3	-	2	4	1
		27%	35%	-	38%	-	53%	-	18%	26%	-	54%	-	21%	24%	48%
Net: Decrease		4	-	2	2	-	1	2	3	1	-	1	2	1	3	1
		23%	-	36%	23%	-	14%	100%	49%	27%	-	25%	67%	9%	19%	52%
Net: Increase + Stay the same		12	2	2	8	1	6	-	3	3	1	4	1	7	11	1
		64%	68%	37%	77%	52%	86%	-	51%	73%	48%	75%	33%	68%	67%	48%
Mean score		3.2	3.5	2.3	3.4	3.0	3.8	1.6	2.6	3.0	3.0	3.8	2.0	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

**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	March 2016	April 2016	May 2016	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		43	15	20	8	9	10	12	13	1	11	2	17	24	38	5
Weighted Total		41	14	20	7	8	9	12	13	1	11	2	16	23	36	4
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	2	-	-	2	-	1	1	1	-	-	-	1	1	2	-
		4%	-	-	24%	-	9%	7%	6%	-	-	-	5%	4%	5%	-
Slightly increase	(4)	12	2	9	1	2	1	5	6	1	2	1	8	3	10	2
		29%	12%	45%	20%	32%	16%	42%	47%	100%	19%	51%	47%	15%	28%	37%
Stay the same	(3)	19	9	8	2	3	6	6	6	-	5	1	6	13	18	2
		48%	66%	39%	34%	34%	58%	51%	47%	-	49%	49%	36%	56%	48%	43%
Slightly decrease	(2)	1	-	1	-	1	-	-	-	-	-	-	1	-	-	1
		2%	-	4%	-	11%	-	-	-	-	-	-	5%	-	-	20%
Greatly decrease	(1)	1	1	-	-	-	-	-	-	-	1	-	-	1	1	-
		2%	7%	-	-	-	-	-	-	-	9%	-	-	4%	3%	-
Don't know		6	2	2	2	2	2	-	-	-	2	-	1	5	6	-
		14%	14%	12%	22%	24%	16%	-	-	-	23%	-	6%	21%	16%	-
NETS																
Net: Increase		14	2	9	3	2	2	6	7	1	2	1	8	4	12	2
		33%	12%	45%	44%	32%	25%	49%	53%	100%	19%	51%	52%	18%	33%	37%
Net: Decrease		2	1	1	-	1	-	-	-	-	1	-	1	1	1	1
		5%	7%	4%	-	11%	-	-	-	-	9%	-	5%	4%	3%	20%
Net: Increase + Stay the same		33	11	17	5	5	8	12	13	1	7	2	14	17	30	4
		81%	79%	84%	78%	65%	84%	100%	100%	100%	68%	100%	88%	74%	81%	80%
Mean score		3.4	3.0	3.5	3.9	3.3	3.4	3.6	3.6	4.0	3.0	3.5	3.6	3.2	3.4	3.2

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	March 2016	April 2016	May 2016	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		58	19	25	14	9	12	14	25	11	12	4	15	39	47	11
Weighted Total		58	19	25	14	9	10	14	27	12	12	4	15	39	47	11
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	1	-	1	-	-	-	1	1	-	-	1	-	-	-	1
		2%	-	4%	-	-	-	8%	4%	-	-	25%	-	-	-	10%
Stay the same	(3)	45	15	18	13	7	9	12	22	9	8	2	12	31	35	10
		77%	79%	69%	89%	70%	88%	86%	81%	74%	67%	54%	79%	79%	74%	90%
Slightly decrease	(2)	2	-	1	1	1	-	-	-	-	1	-	-	2	2	-
		3%	-	4%	4%	10%	-	-	-	-	5%	-	-	4%	3%	-
Greatly decrease	(1)	1	1	-	-	-	-	-	-	-	1	-	-	1	1	-
		2%	5%	-	-	-	-	-	-	-	8%	-	-	3%	2%	-
Don't know		10	3	6	1	2	1	1	4	3	2	1	3	5	10	-
		16%	15%	23%	6%	20%	12%	6%	15%	26%	20%	21%	21%	14%	20%	-
NETS																
Net: Increase		1	-	1	-	-	-	1	1	-	-	1	-	-	-	1
		2%	-	4%	-	-	-	8%	4%	-	-	25%	-	-	-	10%
Net: Decrease		3	1	1	1	1	-	-	-	-	2	-	-	3	3	-
		4%	5%	4%	4%	10%	-	-	-	-	13%	-	-	7%	5%	-
Net: Increase + Stay the same		46	15	19	13	7	9	14	23	9	8	3	12	31	35	11
		79%	79%	73%	89%	70%	88%	94%	85%	74%	67%	79%	79%	79%	74%	100%
Mean score		2.9	2.9	3.0	3.0	2.9	3.0	3.1	3.0	3.0	2.7	3.3	3.0	2.9	2.9	3.1

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	March 2016	April 2016	May 2016	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		7	1	5	1	1	3	1	2	1	1	-	2	5	7	-
Weighted Total		7	1	5	1	1	3	1	2	1	1	-	2	5	7	-
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	-	100%	100%	100%	-
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	1	-	-	1	-	1	-	-	-	-	-	-	1	1	-
		12%	-	-	100%	-	32%	-	-	-	-	-	-	18%	12%	-
Stay the same	(3)	4	1	3	-	1	1	1	1	-	1	-	1	3	4	-
		55%	100%	56%	-	100%	25%	100%	47%	-	100%	-	45%	60%	55%	-
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		2	-	2	-	-	1	-	1	1	-	-	1	1	2	-
		32%	-	44%	-	-	44%	-	53%	100%	-	-	55%	22%	32%	-
NETS																
Net: Increase		1	-	-	1	-	1	-	-	-	-	-	-	1	1	-
		12%	-	-	100%	-	32%	-	-	-	-	-	-	18%	12%	-
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		5	1	3	1	1	2	1	1	-	1	-	1	4	5	-
		68%	100%	56%	100%	100%	56%	100%	47%	-	100%	-	45%	78%	68%	-
Mean score		3.2	3.0	3.0	4.0	3.0	3.6	3.0	3.0	-	3.0	-	3.0	3.2	3.2	-

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

## 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	March 2016	April 2016	May 2016	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		49	18	19	12	6	8	17	27	10	8	5	15	29	42	7
Weighted Total		49	18	20	12	6	8	17	28	11	8	4	15	30	43	7
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	4	2	-	2	1	2	-	1	1	1	-	-	4	4	-
		9%	12%	-	18%	18%	20%	-	4%	9%	9%	-	-	14%	10%	-
Stay the same	(3)	34	13	14	7	3	5	15	22	7	4	4	10	20	28	6
		68%	72%	70%	60%	51%	65%	88%	78%	61%	51%	80%	70%	66%	66%	83%
Slightly decrease	(2)	2	-	-	2	-	-	1	1	-	1	-	1	1	1	1
		4%	-	-	15%	-	-	7%	4%	-	8%	-	8%	2%	1%	17%
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		10	3	6	1	2	1	1	4	3	2	1	3	5	10	-
		19%	16%	30%	7%	31%	16%	5%	15%	29%	32%	20%	22%	18%	22%	-
NETS																
Net: Increase		4	2	-	2	1	2	-	1	1	1	-	-	4	4	-
		9%	12%	-	18%	18%	20%	-	4%	9%	9%	-	-	14%	10%	-
Net: Decrease		2	-	-	2	-	-	1	1	-	1	-	1	1	1	1
		4%	-	-	15%	-	-	7%	4%	-	8%	-	8%	2%	1%	17%
Net: Increase + Stay the same		38	15	14	9	4	7	15	23	8	5	4	10	24	32	6
		77%	84%	70%	78%	69%	84%	88%	81%	71%	60%	80%	70%	80%	76%	83%
Mean score		3.1	3.1	3.0	3.0	3.3	3.2	2.9	3.0	3.1	3.0	3.0	2.9	3.1	3.1	2.8

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	March 2016	April 2016	May 2016	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		98	32	36	30	10	23	23	43	20	22	12	30	56	81	17
Weighted Total		97	33	37	28	10	22	22	45	22	21	12	31	55	79	18
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	11	5	4	2	1	4	1	5	4	1	3	1	8	10	2
		12%	16%	11%	7%	11%	17%	4%	12%	19%	6%	23%	3%	14%	12%	9%
Stay the same	(3)	66	18	26	22	7	14	17	30	13	15	7	22	37	53	12
		68%	55%	70%	80% a	70%	65%	78%	68%	57%	70%	62%	70%	68%	68%	69%
Slightly decrease	(2)	4	2	-	2	-	-	1	2	1	2	-	1	3	2	2
		4%	6%	-	6%	-	-	5%	5%	5%	7%	-	4%	5%	2%	11%
Greatly decrease	(1)	5	4	1	-	-	2	1	2	1	1	-	3	2	3	2
		5%	12%	3%	-	-	9%	4%	4%	5%	5%	-	9%	4%	4%	11%
Don't know		11	4	6	2	2	2	2	5	3	2	2	4	5	11	-
		12%	12%	16%	6%	19%	9%	8%	11%	14%	12%	14%	14%	10%	14%	-
NETS																
Net: Increase		11	5	4	2	1	4	1	5	4	1	3	1	8	10	2
		12%	16%	11%	7%	11%	17%	4%	12%	19%	6%	23%	3%	14%	12%	9%
Net: Decrease		9	6	1	2	-	2	2	4	2	2	-	4	5	5	4
		9%	18% b	3%	6%	-	9%	9%	9%	10%	12%	-	13%	8%	6%	22%
Net: Increase + Stay the same		77	23	30	24	8	18	18	35	17	16	10	23	45	63	14
		80%	70%	81%	88%	81%	82%	83%	79%	76%	77%	86%	73%	82%	80%	78%
Mean score		3.0	2.8	3.1	3.0	3.1	3.0	2.9	3.0	3.1	2.9	3.3	2.8	3.0	3.0	2.8

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	March 2016	April 2016	May 2016	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	14	10	18	6	11	13	17	4	8	5	20	17	34	8
Weighted Total		41	14	10	18	6	11	13	17	4	7	4	20	17	32	9
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	6	1	1	4	2	3	-	-	-	1	1	2	3	5	1
		15%	8%	11%	23%	34%	32%	-	-	-	9%	34%	11%	16%	16%	13%
Stay the same	(3)	28	10	6	12	3	5	10	14	4	5	3	14	11	21	6
		67%	71%	57%	70%	51%	47%	76%	82%	100%	76%	66%	68%	68%	66%	74%
Slightly decrease	(2)	1	-	-	1	-	-	1	1	-	-	-	1	-	-	1
		3%	-	-	7%	-	-	9%	7%	-	-	-	6%	-	-	13%
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		6	3	3	-	1	2	2	2	-	1	-	3	3	6	-
		15%	21%	32%	-	15%	21%	15%	11%	-	14%	-	16%	17%	19%	-
NETS																
Net: Increase		6	1	1	4	2	3	-	-	-	1	1	2	3	5	1
		15%	8%	11%	23%	34%	32%	-	-	-	9%	34%	11%	16%	16%	13%
Net: Decrease		1	-	-	1	-	-	1	1	-	-	-	1	-	-	1
		3%	-	-	7%	-	-	9%	7%	-	-	-	6%	-	-	13%
Net: Increase + Stay the same		34	11	7	16	5	8	10	14	4	6	4	16	14	26	8
		82%	79%	68%	93%	85%	79%	76%	82%	100%	86%	100%	78%	83%	81%	87%
Mean score		3.1	3.1	3.2	3.2	3.4	3.4	2.9	2.9	3.0	3.1	3.3	3.1	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

**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	March 2016	April 2016	May 2016	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		45	14	19	12	6	10	14	17	3	12	2	15	28	38	7
Weighted Total		44	13	19	11	6	8	14	17	3	12	2	15	27	37	7
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	5	3	1	1	2	-	-	1	1	2	-	2	3	5	-
		11%	22%	5%	6%	32%	-	-	6%	30%	14%	-	14%	9%	12%	-
Stay the same	(3)	34	8	16	10	2	8	13	14	1	9	1	13	20	27	7
		77%	64%	82%	86%	37%	100%	94%	83%	38%	75%	50%	86%	75%	73%	100%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		5	2	3	1	2	-	1	2	1	1	1	-	4	5	-
		12%	14%	13%	8%	31%	-	6%	12%	32%	11%	50%	-	16%	14%	-
NETS																
Net: Increase		5	3	1	1	2	-	-	1	1	2	-	2	3	5	-
		11%	22%	5%	6%	32%	-	-	6%	30%	14%	-	14%	9%	12%	-
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		38	11	17	10	4	8	13	15	2	11	1	15	23	32	7
		88%	86%	87%	92%	69%	100%	94%	88%	68%	89%	50%	100%	84%	86%	100%
Mean score		3.1	3.3	3.1	3.1	3.5	3.0	3.0	3.1	3.4	3.2	3.0	3.1	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\_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	83	-	3	62	3	3	12	3	6	65	2.9
	100%	-	4%	75%	4%	3%	15%	4%	7%	78%	
Construction	24	-	3	14	1	1	5	3	2	17	3.0
	100%	-	13%	58%	4%	4%	22%	13%	8%	70%	
Drivers	33	2	2	23	4	-	3	3	4	26	3.0
	100%	5%	5%	69%	11%	-	10%	10%	11%	79%	
Education	23	-	4	11	4	-	3	4	4	16	3.0
	100%	-	19%	49%	17%	-	15%	19%	17%	68%	
Engineering & technical	57	-	11	32	4	2	7	11	6	43	3.1
	100%	-	20%	56%	8%	3%	13%	20%	11%	76%	
Executive recruitment / interim management	55	-	3	37	4	1	9	3	5	41	2.9
	100%	-	6%	68%	7%	2%	17%	6%	9%	74%	
Health & social care	22	2	2	10	4	-	4	4	4	14	3.1
	100%	10%	9%	45%	19%	-	18%	19%	19%	63%	
Hospitality	19	-	3	11	2	1	2	3	3	13	2.9
	100%	-	13%	58%	11%	5%	13%	13%	16%	71%	
Industrial	41	1	10	20	3	1	6	11	4	31	3.2
	100%	2%	25%	49%	7%	2%	14%	27%	10%	76%	
Legal & HR	58	-	-	45	2	1	11	-	3	45	2.9
	100%	-	-	77%	3%	2%	18%	-	5%	77%	
Life sciences	7	-	1	4	-	-	2	1	-	5	3.2
	100%	-	12%	55%	-	-	32%	12%	-	68%	
Marketing, media & creative	49	-	5	30	4	1	10	5	5	35	3.0
	100%	-	10%	60%	8%	2%	19%	10%	10%	71%	
Office professionals	97	-	10	67	7	2	11	10	9	77	3.0
	100%	-	10%	69%	7%	2%	12%	10%	9%	79%	
Sales & retail	41	-	6	27	2	-	6	6	2	33	3.1
	100%	-	16%	64%	5%	-	15%	16%	5%	80%	
Technology	44	-	3	33	3	-	5	3	3	35	3.0
	100%	-	6%	75%	7%	-	12%	6%	7%	81%	
Average (response based including bases)	654	5	67	425	47	12	98	71	59	496	3.0
	100%	1%	10%	65%	7%	2%	15%	11%	9%	76%	

## 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	March 2016	April 2016	May 2016	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		656	221	261	174	96	148	166	268	102	144	64	195	397	550	106	
Weighted Total		654	215	266	172	93	139	166	278	112	143	64	195	395	545	109	
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
Greatly increase	(5)	5	1	-	4	2	1	-	1	1	1	2	-	2	5	-	
		1%	*	-	2% b	2%	1%	-	*	1%	*	3% kl	-	1%	1%	-	
Slightly increase	(4)	67	19	26	22	13	14	13	28	15	12	11	19	36	59	8	
		10%	9%	10%	13%	14%	10%	8%	10%	14%	8%	18% l	10%	9%	11%	7%	
Stay the same	(3)	425	129	171	126	46	92	128	199	71	88	41	126	257	347	78	
		65%	60%	64%	73% a	49%	66% d	77% dehi	71% di	64% d	61%	64%	65%	65%	64%	72%	
Slightly decrease	(2)	47	23	12	11	10	19	11	13	2	5	-	16	30	26	21	
		7%	11% b	5%	7%	11% ghi	14% fghi	6%	5%	2%	3%	-	8% j	8% j	5%	19% m	
Greatly decrease	(1)	12	11	1	1	-	-	5	5	-	8	-	5	8	12	-	
		2%	5% bc	*	*	-	-	3% e	2%	-	5% degh	-	2%	2%	2%	2%	-
Don't know		98	33	56	9	22	13	10	33	22	31	9	29	60	96	2	
		15%	15% c	21% c	5%	24% efg	9%	6%	12%	20% efg	21% efg	14%	15%	15%	18% n	2%	
NETS																	
Net: Increase		71	20	26	25	15	15	13	29	17	12	14	19	39	63	8	
		11%	9%	10%	15%	16% f	11%	8%	11%	15%	9%	21% kl	10%	10%	12%	7%	
Net: Decrease		59	34	13	12	10	19	15	17	2	12	-	21	38	38	21	
		9%	16% bc	5%	7%	11% h	14% gh	9% h	6%	2%	9% h	-	11% j	10% j	7%	19% m	
Net: Increase + Stay the same		496	148	197	151	61	107	140	228	88	100	55	145	296	410	86	
		76%	69%	74%	88% ab	65%	77% d	85% di	82% di	78% d	70%	86%	74%	75%	75%	79%	
Mean score		3.0	2.9	3.1 a	3.1 a	3.1	3.0	3.0	3.0	3.2 efgi	2.9	3.3 kl	3.0	3.0	3.0 n	2.9	

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	March 2016	April 2016	May 2016	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		83	27	35	21	11	16	21	39	18	17	4	26	53	69	14
Weighted Total		83	27	35	21	11	15	21	40	19	16	4	26	53	68	14
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	3	2	-	1	1	-	-	-	-	1	-	-	3	2	1
		4%	9%	-	3%	10%	8%	-	-	-	4%	-	-	6%	3%	8%
Stay the same	(3)	62	19	27	16	7	10	18	33	15	12	4	19	38	50	12
		75%	70%	75%	80%	65%	67%	86%	82%	78%	70%	100%	75%	73%	73%	84%
Slightly decrease	(2)	3	1	1	1	1	1	1	1	-	-	-	1	2	2	1
		4%	4%	3%	6%	8%	7%	5%	3%	-	-	-	4%	4%	3%	8%
Greatly decrease	(1)	3	2	-	1	-	-	1	1	-	2	-	1	2	3	-
		3%	7%	-	4%	-	-	4%	2%	-	11%	-	4%	3%	4%	-
Don't know		12	3	8	2	2	3	1	5	4	2	-	4	8	12	-
		15%	11%	22%	7%	17%	19%	4%	13%	22%	15%	-	17%	15%	18%	-
NETS																
Net: Increase		3	2	-	1	1	1	-	-	-	1	-	-	3	2	1
		4%	9%	-	3%	10%	8%	-	-	-	4%	-	-	6%	3%	8%
Net: Decrease		6	3	1	2	1	1	2	2	-	2	-	2	4	5	1
		7%	11%	3%	10%	8%	7%	10%	5%	-	11%	-	8%	7%	7%	8%
Net: Increase + Stay the same		65	21	27	17	8	11	18	33	15	12	4	19	41	51	13
		78%	78%	75%	83%	75%	75%	86%	82%	78%	74%	100%	75%	78%	75%	92%
Mean score		2.9	2.9	3.0	2.9	3.0	3.0	2.9	2.9	3.0	2.8	3.0	2.9	2.9	2.9	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	March 2016	April 2016	May 2016	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	9	9	7	5	3	6	10	4	7	3	2	20	22	3
Weighted Total		24	8	9	7	5	2	6	11	4	6	3	2	20	21	3
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	3	1	1	1	2	-	1	1	-	-	-	-	3	2	1
		13%	10%	10%	20%	38%	-	20%	12%	-	-	-	-	16%	8%	40%
Stay the same	(3)	14	3	6	5	2	2	5	8	3	1	2	-	12	13	1
		58%	34%	64%	80%	42%	100%	80%	78%	76%	20%	67%	-	63%	62%	34%
Slightly decrease	(2)	1	1	-	-	-	-	-	-	-	1	-	-	1	-	1
		4%	10%	-	-	-	-	-	-	-	14%	-	-	4%	-	27%
Greatly decrease	(1)	1	1	-	-	-	-	-	-	-	1	-	-	1	1	-
		4%	12%	-	-	-	-	-	-	-	15%	-	-	5%	5%	-
Don't know		5	3	2	-	1	-	-	1	1	3	1	2	2	5	-
		22%	34%	26%	-	20%	-	-	10%	24%	51%	33%	100%	12%	25%	-
NETS																
Net: Increase		3	1	1	1	2	-	1	1	-	-	-	-	3	2	1
		13%	10%	10%	20%	38%	-	20%	12%	-	-	-	-	16%	8%	40%
Net: Decrease		2	2	-	-	-	-	-	-	-	2	-	-	2	1	1
		8%	22%	-	-	-	-	-	-	-	29%	-	-	10%	5%	27%
Net: Increase + Stay the same		17	4	7	7	4	2	6	10	3	1	2	-	15	15	2
		70%	44%	74%	100%	80%	100%	100%	90%	76%	20%	67%	-	78%	70%	73%
Mean score		3.0	2.6	3.1	3.2	3.5	3.0	3.2	3.1	3.0	2.1	3.0	-	3.0	3.0	3.1

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	March 2016	April 2016	May 2016	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	14	9	9	6	9	9	11	2	6	6	9	17	24	8
Weighted Total		33	13	9	11	6	11	9	11	2	6	8	9	16	24	9
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	2	1	-	1	1	-	-	-	-	1	-	-	2	2	-
		5%	6%	-	6%	14%	-	-	-	-	11%	-	-	9%	6%	-
Slightly increase	(4)	2	-	1	1	-	1	1	1	-	-	1	-	1	2	-
		5%	-	11%	6%	-	7%	11%	9%	-	-	10%	-	6%	7%	-
Stay the same	(3)	23	11	4	8	2	8	7	9	2	4	6	8	9	18	5
		69%	86%	42%	72%	38%	77%	76%	81%	100%	66%	76%	91%	54%	73%	60%
Slightly decrease	(2)	4	-	2	2	2	2	-	-	-	-	-	1	3	1	3
		11%	-	20%	15%	31%	16%	-	-	-	-	-	9%	16%	4%	28%
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		3	1	3	-	1	-	1	1	-	1	1	-	2	2	1
		10%	7%	27%	-	17%	-	13%	10%	-	23%	15%	-	14%	10%	12%
NETS																
Net: Increase		3	1	1	1	1	1	1	1	-	1	1	-	2	3	-
		10%	6%	11%	12%	14%	7%	11%	9%	-	11%	10%	-	15%	13%	-
Net: Decrease		4	-	2	2	2	2	-	-	-	-	-	1	3	1	3
		11%	-	20%	15%	31%	16%	-	-	-	-	-	9%	16%	4%	28%
Net: Increase + Stay the same		26	12	5	9	3	9	8	10	2	5	6	8	11	21	5
		79%	93%	53%	85%	52%	84%	87%	90%	100%	77%	85%	91%	69%	86%	60%
Mean score		3.0	3.1	2.9	3.0	3.0	2.9	3.1	3.1	3.0	3.3	3.1	2.9	3.1	3.2	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	March 2016	April 2016	May 2016	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		23	8	7	8	3	6	4	9	5	5	4	4	15	16	7
Weighted Total		23	8	7	8	3	5	4	10	6	5	4	4	16	16	7
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	4	2	1	1	-	-	1	4	3	-	1	-	3	4	-
		19%	25%	17%	16%	-	-	26%	45%	60%	-	35%	-	20%	27%	-
Stay the same	(3)	11	2	3	6	1	3	2	5	2	3	2	1	8	6	5
		49%	24%	50%	73%	33%	60%	54%	46%	40%	52%	65%	19%	52%	40%	70%
Slightly decrease	(2)	4	2	1	1	1	2	1	1	-	-	-	2	2	2	2
		17%	26%	14%	12%	33%	40%	20%	9%	-	-	-	52%	13%	11%	30%
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		3	2	1	-	1	-	-	-	-	2	-	1	2	3	-
		15%	25%	20%	-	34%	-	-	-	-	48%	-	29%	15%	21%	-
NETS																
Net: Increase		4	2	1	1	-	-	1	4	3	-	1	-	3	4	-
		19%	25%	17%	16%	-	-	26%	45%	60%	-	35%	-	20%	27%	-
Net: Decrease		4	2	1	1	1	2	1	1	-	-	-	2	2	2	2
		17%	26%	14%	12%	33%	40%	20%	9%	-	-	-	52%	13%	11%	30%
Net: Increase + Stay the same		16	4	5	7	1	3	4	9	6	3	4	1	11	11	5
		68%	49%	66%	88%	33%	60%	80%	91%	100%	52%	100%	19%	72%	68%	70%
Mean score		3.0	3.0	3.0	3.0	2.5	2.6	3.1	3.4	3.6	3.0	3.4	2.3	3.1	3.2	2.7

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	March 2016	April 2016	May 2016	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		58	18	29	11	10	17	13	18	5	13	4	18	36	51	7
Weighted Total		57	17	29	10	9	16	13	18	6	13	4	17	36	50	7
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	11	1	9	2	3	2	3	6	2	1	1	3	7	9	2
		20%	5%	30%	18%	28%	12%	26%	31%	42%	10%	18%	20%	20%	19%	29%
Stay the same	(3)	32	11	15	6	3	12	8	10	1	7	2	11	19	29	2
		56%	62%	52%	56%	31%	72%	67%	52%	20%	57%	60%	62%	52%	59%	35%
Slightly decrease	(2)	4	2	1	2	1	3	-	-	-	1	-	-	4	2	3
		8%	11%	3%	17%	10%	16%	-	-	-	7%	-	-	12%	4%	37%
Greatly decrease	(1)	2	2	-	-	-	-	1	1	-	1	-	1	1	2	-
		3%	11%	-	-	-	-	7%	5%	-	8%	-	5%	3%	4%	-
Don't know		7	2	4	1	3	-	-	2	2	2	1	2	4	7	-
		13%	12%	15%	9%	30%	-	-	12%	38%	19%	22%	12%	12%	15%	-
NETS																
Net: Increase		11	1	9	2	3	2	3	6	2	1	1	3	7	9	2
		20%	5%	30%	18%	28%	12%	26%	31%	42%	10%	18%	20%	20%	19%	29%
Net: Decrease		6	4	1	2	1	3	1	1	-	2	-	1	5	4	3
		11%	22%	3%	17%	10%	16%	7%	5%	-	14%	-	5%	15%	8%	37%
Net: Increase + Stay the same		43	11	24	8	5	14	12	15	3	9	3	14	26	39	4
		76%	67%	82%	74%	59%	84%	93%	83%	62%	67%	78%	82%	73%	78%	63%
Mean score		3.1	2.7	3.3	3.0	3.3	3.0	3.1	3.2	3.7	2.9	3.2	3.1	3.0	3.1	2.9

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	March 2016	April 2016	May 2016	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		55	21	24	10	8	10	11	21	10	16	5	15	35	48	7
Weighted Total		55	20	26	9	8	9	11	22	11	16	4	16	35	48	7
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	3	2	-	1	1	-	-	1	1	1	1	1	2	3	-
		6%	10%	-	15%	13%	-	-	5%	9%	8%	15%	6%	5%	7%	-
Stay the same	(3)	37	11	19	7	3	8	9	16	7	10	3	12	23	31	6
		68%	57%	75%	75%	39%	89%	83%	73%	62%	65%	64%	74%	66%	66%	87%
Slightly decrease	(2)	4	3	1	-	1	1	1	1	-	1	-	1	3	3	1
		7%	14%	4%	-	12%	11%	8%	4%	-	5%	-	6%	8%	6%	13%
Greatly decrease	(1)	1	1	-	-	-	-	-	-	-	1	-	-	1	1	-
		2%	5%	-	-	-	-	-	-	-	6%	-	-	3%	2%	-
Don't know		9	3	5	1	3	-	1	4	3	2	1	2	6	9	-
		17%	14%	21%	10%	36%	-	8%	18%	29%	15%	21%	13%	18%	19%	-
NETS																
Net: Increase		3	2	-	1	1	-	-	1	1	1	1	1	2	3	-
		6%	10%	-	15%	13%	-	-	5%	9%	8%	15%	6%	5%	7%	-
Net: Decrease		5	4	1	-	1	1	1	1	-	2	-	1	4	4	1
		9%	19%	4%	-	12%	11%	8%	4%	-	12%	-	6%	11%	8%	13%
Net: Increase + Stay the same		41	13	19	8	4	8	9	17	8	12	3	13	25	35	6
		74%	67%	75%	90%	52%	89%	83%	77%	71%	73%	79%	81%	71%	73%	87%
Mean score		2.9	2.8	3.0	3.2	3.0	2.9	2.9	3.0	3.1	2.9	3.2	3.0	2.9	3.0	2.9

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	March 2016	April 2016	May 2016	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		22	8	9	5	4	4	6	10	4	4	5	4	13	19	3
Weighted Total		22	8	9	5	4	3	6	11	4	5	5	4	13	19	3
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	2	-	-	2	1	-	-	1	1	-	2	-	-	2	-
		10%	-	-	41%	25%	-	-	12%	29%	-	45%	-	-	12%	-
Slightly increase	(4)	2	2	-	-	-	-	-	1	1	1	-	1	1	2	-
		9%	25%	-	-	-	-	-	9%	23%	20%	-	24%	8%	10%	-
Stay the same	(3)	10	1	7	2	2	1	3	5	2	1	3	-	7	9	1
		45%	12%	77%	38%	50%	42%	52%	51%	48%	28%	55%	-	54%	48%	22%
Slightly decrease	(2)	4	3	-	1	-	1	3	3	-	-	-	2	2	2	2
		19%	38%	-	21%	-	36%	48%	28%	-	-	-	52%	15%	9%	78%
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		4	2	2	-	1	1	-	-	-	2	-	1	3	4	-
		18%	24%	23%	-	25%	22%	-	-	-	51%	-	24%	23%	21%	-
NETS																
Net: Increase		4	2	-	2	1	-	-	2	2	1	2	1	1	4	-
		19%	25%	-	41%	25%	-	-	22%	52%	20%	45%	24%	8%	22%	-
Net: Decrease		4	3	-	1	-	1	3	3	-	-	-	2	2	2	2
		19%	38%	-	21%	-	36%	48%	28%	-	-	-	52%	15%	9%	78%
Net: Increase + Stay the same		14	3	7	4	3	1	3	8	4	2	5	1	8	13	1
		63%	37%	77%	79%	75%	42%	52%	72%	100%	49%	100%	24%	62%	70%	22%
Mean score		3.1	2.8	3.0	3.6	3.7	2.5	2.5	3.1	3.8	3.4	3.9	2.6	2.9	3.3	2.2

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	March 2016	April 2016	May 2016	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		16	3	5	8	2	6	2	6	4	2	3	3	10	14	2
Weighted Total		19	3	5	11	2	7	2	7	5	3	5	3	11	17	2
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	3	-	-	3	-	-	-	3	3	-	1	-	1	3	-
		13%	-	-	24%	-	-	-	37%	53%	-	25%	-	12%	15%	-
Stay the same	(3)	11	2	2	7	1	6	-	2	2	1	4	1	6	10	1
		58%	68%	37%	65%	52%	86%	-	33%	47%	48%	75%	33%	57%	59%	48%
Slightly decrease	(2)	2	-	1	1	-	1	1	1	-	-	-	1	1	1	1
		11%	-	19%	11%	-	14%	55%	17%	-	-	-	37%	9%	6%	52%
Greatly decrease	(1)	1	-	1	-	-	-	1	1	-	-	-	1	-	1	-
		5%	-	17%	-	-	-	45%	14%	-	-	-	30%	-	6%	-
Don't know		2	1	1	-	1	-	-	-	-	1	-	-	2	2	-
		13%	32%	27%	-	48%	-	-	-	-	52%	-	-	22%	14%	-
NETS																
Net: Increase		3	-	-	3	-	-	-	3	3	-	1	-	1	3	-
		13%	-	-	24%	-	-	-	37%	53%	-	25%	-	12%	15%	-
Net: Decrease		3	-	2	1	-	1	2	2	-	-	-	2	1	2	1
		16%	-	36%	11%	-	14%	100%	30%	-	-	-	67%	9%	12%	52%
Net: Increase + Stay the same		13	2	2	9	1	6	-	5	5	1	5	1	7	12	1
		71%	68%	37%	89%	52%	86%	-	70%	100%	48%	100%	33%	68%	74%	48%
Mean score		2.9	3.0	2.3	3.1	3.0	2.9	1.6	2.9	3.5	3.0	3.2	2.0	3.0	3.0	2.5

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	March 2016	April 2016	May 2016	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		43	15	20	8	9	10	12	13	1	11	2	17	24	38	5
Weighted Total		41	14	20	7	8	9	12	13	1	11	2	16	23	36	4
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	1	-	-	1	-	1	-	-	-	-	-	-	1	1	-
		2%	-	-	13%	-	9%	-	-	-	-	-	-	4%	2%	-
Slightly increase	(4)	10	1	8	1	2	1	3	4	1	2	1	7	2	8	2
		25%	6%	40%	20%	32%	16%	26%	32%	100%	19%	51%	42%	10%	23%	37%
Stay the same	(3)	20	9	8	3	3	4	9	9	-	5	1	6	13	18	2
		49%	66%	39%	46%	34%	37%	74%	68%	-	49%	49%	40%	56%	50%	43%
Slightly decrease	(2)	3	1	2	-	1	2	-	-	-	-	-	2	1	2	1
		7%	7%	10%	-	11%	21%	-	-	-	-	-	12%	4%	6%	20%
Greatly decrease	(1)	1	1	-	-	-	-	-	-	-	1	-	-	1	1	-
		2%	7%	-	-	-	-	-	-	-	9%	-	-	4%	3%	-
Don't know		6	2	2	2	2	2	-	-	-	2	-	1	5	6	-
		14%	14%	12%	22%	24%	16%	-	-	-	23%	-	6%	21%	16%	-
NETS																
Net: Increase		11	1	8	2	2	2	3	4	1	2	1	7	3	9	2
		27%	6%	40%	32%	32%	25%	26%	32%	100%	19%	51%	42%	14%	26%	37%
Net: Decrease		4	2	2	-	1	2	-	-	-	1	-	2	2	3	1
		10%	14%	10%	-	11%	21%	-	-	-	9%	-	12%	9%	8%	20%
Net: Increase + Stay the same		31	10	16	5	5	6	12	13	1	7	2	13	16	28	4
		76%	72%	78%	78%	65%	62%	100%	100%	100%	68%	100%	81%	70%	76%	80%
Mean score		3.2	2.8	3.3	3.6	3.3	3.2	3.3	3.3	4.0	3.0	3.5	3.3	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

**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	March 2016	April 2016	May 2016	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		58	19	25	14	9	12	14	25	11	12	4	15	39	47	11
Weighted Total		58	19	25	14	9	10	14	27	12	12	4	15	39	47	11
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Stay the same	(3)	45	14	18	13	7	8	12	22	9	9	2	12	30	35	10
		77%	74%	69%	94%	70%	79%	86%	81%	74%	72%	54%	79%	79%	74%	90%
Slightly decrease	(2)	2	1	1	-	1	1	-	-	-	-	-	-	2	2	-
		3%	5%	4%	-	10%	9%	-	-	-	-	-	-	5%	4%	-
Greatly decrease	(1)	1	1	-	-	-	-	-	-	-	1	-	-	1	1	-
		2%	5%	-	-	-	-	-	-	-	8%	-	-	3%	2%	-
Don't know		11	3	7	1	2	1	2	5	3	2	2	3	5	10	1
		18%	15%	27%	6%	20%	12%	14%	19%	26%	20%	46%	21%	14%	20%	10%
NETS																
Net: Increase		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Decrease		3	2	1	-	1	1	-	-	-	1	-	-	3	3	-
		5%	10%	4%	-	10%	9%	-	-	-	8%	-	-	7%	6%	-
Net: Increase + Stay the same		45	14	18	13	7	8	12	22	9	9	2	12	30	35	10
		77%	74%	69%	94%	70%	79%	86%	81%	74%	72%	54%	79%	79%	74%	90%
Mean score		2.9	2.8	2.9	3.0	2.9	2.9	3.0	3.0	3.0	2.8	3.0	3.0	2.9	2.9	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	March 2016	April 2016	May 2016	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		7	1	5	1	1	3	1	2	1	1	-	2	5	7	-
Weighted Total		7	1	5	1	1	3	1	2	1	1	-	2	5	7	-
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	-	100%	100%	100%	-
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	1	-	-	1	-	1	-	-	-	-	-	-	1	1	-
		12%	-	-	100%	-	32%	-	-	-	-	-	-	18%	12%	-
Stay the same	(3)	4	1	3	-	1	1	1	1	-	1	-	1	3	4	-
		55%	100%	56%	-	100%	25%	100%	47%	-	100%	-	45%	60%	55%	-
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		2	-	2	-	-	1	-	1	1	-	-	1	1	2	-
		32%	-	44%	-	-	44%	-	53%	100%	-	-	55%	22%	32%	-
NETS																
Net: Increase		1	-	-	1	-	1	-	-	-	-	-	-	1	1	-
		12%	-	-	100%	-	32%	-	-	-	-	-	-	18%	12%	-
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		5	1	3	1	1	2	1	1	-	1	-	1	4	5	-
		68%	100%	56%	100%	100%	56%	100%	47%	-	100%	-	45%	78%	68%	-
Mean score		3.2	3.0	3.0	4.0	3.0	3.6	3.0	3.0	-	3.0	-	3.0	3.2	3.2	-

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

## 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	March 2016	April 2016	May 2016	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		49	18	19	12	6	8	17	27	10	8	5	15	29	42	7
Weighted Total		49	18	20	12	6	8	17	28	11	8	4	15	30	43	7
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	5	-	2	3	-	2	1	2	1	1	2	-	3	5	-
		10%	-	11%	24%	-	20%	7%	8%	9%	17%	37%	-	11%	12%	-
Stay the same	(3)	30	12	11	7	3	4	13	19	6	4	2	9	19	24	6
		60%	67%	55%	59%	54%	53%	76%	67%	52%	50%	43%	64%	61%	57%	83%
Slightly decrease	(2)	4	2	1	1	1	1	1	2	1	-	-	1	3	3	1
		8%	11%	5%	9%	16%	12%	7%	8%	9%	-	-	8%	10%	7%	17%
Greatly decrease	(1)	1	1	-	-	-	-	1	1	-	-	-	1	-	1	-
		2%	5%	-	-	-	-	5%	3%	-	-	-	6%	-	2%	-
Don't know		10	3	6	1	2	1	1	4	3	2	1	3	5	10	-
		19%	16%	30%	7%	31%	16%	5%	15%	29%	32%	20%	22%	18%	22%	-
NETS																
Net: Increase		5	-	2	3	-	2	1	2	1	1	2	-	3	5	-
		10%	-	11%	24%	-	20%	7%	8%	9%	17%	37%	-	11%	12%	-
Net: Decrease		5	3	1	1	1	1	2	3	1	-	-	2	3	4	1
		10%	16%	5%	9%	16%	12%	12%	11%	9%	-	-	14%	10%	9%	17%
Net: Increase + Stay the same		35	12	13	10	3	6	14	21	7	5	4	9	22	29	6
		71%	67%	66%	83%	54%	72%	83%	74%	61%	68%	80%	64%	72%	69%	83%
Mean score		3.0	2.7	3.1	3.2	2.8	3.1	2.9	2.9	3.0	3.3	3.5	2.7	3.0	3.0	2.8

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	March 2016	April 2016	May 2016	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		98	32	36	30	10	23	23	43	20	22	12	30	56	81	17
Weighted Total		97	33	37	28	10	22	22	45	22	21	12	31	55	79	18
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	10	6	2	2	1	3	2	5	3	1	3	3	4	10	1
		10%	19%	5%	7%	11%	12%	8%	11%	14%	6%	23%	10%	8%	12%	3%
Stay the same	(3)	67	16	28	23	6	14	17	31	15	16	7	19	40	53	13
		69%	48%	76%	83%	60%	65%	74%	70%	66%	73%	62%	63%	73%	67%	75%
Slightly decrease	(2)	7	5	1	1	1	3	1	2	1	1	-	3	4	3	4
		7%	15%	3%	4%	10%	13%	5%	5%	5%	4%	-	10%	7%	4%	22%
Greatly decrease	(1)	2	2	-	-	-	-	1	1	-	1	-	1	1	2	-
		2%	6%	-	-	-	-	4%	2%	-	5%	-	3%	2%	2%	-
Don't know		11	4	6	2	2	2	2	5	3	2	2	4	5	11	-
		12%	12%	16%	6%	19%	9%	8%	11%	14%	12%	14%	14%	10%	14%	-
NETS																
Net: Increase		10	6	2	2	1	3	2	5	3	1	3	3	4	10	1
		10%	19%	5%	7%	11%	12%	8%	11%	14%	6%	23%	10%	8%	12%	3%
Net: Decrease		9	7	1	1	1	3	2	3	1	2	-	4	5	5	4
		9%	21%	3%	4%	10%	13%	9%	7%	5%	9%	-	13%	9%	6%	22%
Net: Increase + Stay the same		77	22	30	25	7	17	18	36	18	17	10	23	44	63	14
		79%	67%	82%	90%	72%	77%	83%	82%	81%	80%	86%	73%	81%	80%	78%
Mean score		3.0	2.9	3.0	3.0	3.0	3.0	2.9	3.0	3.1	2.9	3.3	2.9	3.0	3.0	2.8

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	March 2016	April 2016	May 2016	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	14	10	18	6	11	13	17	4	8	5	20	17	34	8
Weighted Total		41	14	10	18	6	11	13	17	4	7	4	20	17	32	9
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	6	1	1	4	1	3	-	-	-	2	1	2	3	5	1
		16%	8%	13%	23%	17%	32%	-	-	-	28%	34%	12%	16%	16%	13%
Stay the same	(3)	27	9	5	12	4	4	10	14	4	4	3	13	10	20	6
		64%	64%	54%	70%	67%	39%	76%	82%	100%	58%	66%	66%	62%	62%	74%
Slightly decrease	(2)	2	1	-	1	-	1	1	1	-	-	-	1	1	1	1
		5%	7%	-	7%	-	9%	9%	7%	-	-	-	6%	6%	3%	13%
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		6	3	3	-	1	2	2	2	-	1	-	3	3	6	-
		15%	21%	32%	-	15%	21%	15%	11%	-	14%	-	16%	17%	19%	-
NETS																
Net: Increase		6	1	1	4	1	3	-	-	-	2	1	2	3	5	1
		16%	8%	13%	23%	17%	32%	-	-	-	28%	34%	12%	16%	16%	13%
Net: Decrease		2	1	-	1	-	1	1	1	-	-	-	1	1	1	1
		5%	7%	-	7%	-	9%	9%	7%	-	-	-	6%	6%	3%	13%
Net: Increase + Stay the same		33	10	7	16	5	8	10	14	4	6	4	16	13	25	8
		80%	72%	68%	93%	85%	70%	76%	82%	100%	86%	100%	78%	77%	78%	87%
Mean score		3.1	3.0	3.2	3.2	3.2	3.3	2.9	2.9	3.0	3.3	3.3	3.1	3.1	3.2	3.0

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	March 2016	April 2016	May 2016	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		45	14	19	12	6	10	14	17	3	12	2	15	28	38	7
Weighted Total		44	13	19	11	6	8	14	17	3	12	2	15	27	37	7
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	3	1	1	1	2	-	-	-	-	1	-	1	2	3	-
		6%	6%	5%	6%	32%	-	-	-	-	5%	-	7%	6%	7%	-
Stay the same	(3)	33	8	15	10	1	7	13	15	2	9	1	13	19	26	7
		75%	64%	77%	86%	22%	88%	94%	88%	68%	75%	50%	86%	71%	71%	100%
Slightly decrease	(2)	3	2	1	-	1	1	-	-	-	1	-	1	2	3	-
		7%	15%	5%	-	16%	12%	-	-	-	8%	-	7%	7%	8%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		5	2	3	1	2	-	1	2	1	1	1	-	4	5	-
		12%	14%	13%	8%	31%	-	6%	12%	32%	11%	50%	-	16%	14%	-
NETS																
Net: Increase		3	1	1	1	2	-	-	-	-	1	-	1	2	3	-
		6%	6%	5%	6%	32%	-	-	-	-	5%	-	7%	6%	7%	-
Net: Decrease		3	2	1	-	1	1	-	-	-	1	-	1	2	3	-
		7%	15%	5%	-	16%	12%	-	-	-	8%	-	7%	7%	8%	-
Net: Increase + Stay the same		35	9	16	10	3	7	13	15	2	10	1	14	21	29	7
		81%	71%	82%	92%	53%	88%	94%	88%	68%	80%	50%	93%	77%	78%	100%
Mean score		3.0	2.9	3.0	3.1	3.2	2.9	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

**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	March 2016	April 2016	May 2016	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	157	48	66	43	24	43	36	64	28	26	23	52	82	130	27
Weighted Total	158	47	66	44	23	43	35	66	31	25	24	52	82	129	29
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Accounting and financial services	8	4	1	3	4	1	2	2	-	1	-	4	4	5	3
	10%	15%	3%	16%	39%	7%	9%	5%	-	6%	-	16%	8%	7%	24%
Construction	6	2	2	3	1	1	4	4	-	1	1	-	6	5	1
	26%	21%	20%	43%	18%	35%	64%	38%	-	10%	25%	-	29%	24%	40%
Drivers	7	5	-	3	-	4	2	3	1	-	1	1	5	5	3
	22%	37%	-	23%	-	41%	21%	27%	53%	-	14%	10%	33%	19%	30%
Education	4	1	2	2	1	1	1	2	1	1	1	1	2	4	1
	19%	13%	26%	19%	33%	12%	26%	22%	18%	12%	35%	27%	14%	23%	9%
Engineering & technical	18	6	8	5	4	4	6	8	2	2	-	5	13	15	3
	32%	33%	27%	48%	48%	27%	44%	44%	42%	13%	-	32%	36%	31%	45%
Executive recruitment / interim management	7	2	3	2	-	2	1	2	1	3	-	3	4	5	2
	12%	10%	11%	20%	-	23%	8%	9%	10%	16%	-	19%	10%	10%	24%
Health & social care	7	2	1	3	1	1	2	4	2	-	3	1	3	5	2
	30%	25%	15%	62%	25%	42%	33%	41%	52%	-	58%	29%	20%	25%	61%
Hospitality	6	-	1	5	-	3	2	3	1	-	3	2	1	5	1
	32%	-	17%	49%	-	38%	100%	48%	26%	-	54%	67%	12%	30%	52%
Industrial	5	2	2	1	-	-	5	5	-	-	1	3	1	5	-
	11%	13%	10%	11%	-	-	39%	36%	-	-	51%	16%	4%	13%	-
Legal & HR	4	2	1	1	-	-	1	2	1	2	-	2	2	3	1
	6%	11%	3%	4%	-	-	6%	7%	9%	13%	-	13%	4%	6%	8%
Life sciences	1	-	-	1	-	1	-	-	-	-	-	-	1	1	-
	12%	-	-	100%	-	32%	-	-	-	-	-	-	18%	12%	-
Marketing, media & creative	4	2	-	2	-	-	2	2	-	2	-	3	1	2	2
	7%	11%	-	15%	-	-	12%	8%	-	20%	-	20%	2%	4%	31%
Office professionals	4	2	-	3	-	-	3	3	-	2	1	1	3	3	1
	5%	6%	-	9%	-	-	13%	6%	-	8%	5%	4%	5%	4%	6%
Sales & retail	9	4	1	5	3	-	5	5	-	1	1	5	3	6	3
	23%	28%	9%	26%	54%	-	37%	27%	-	18%	32%	26%	16%	18%	38%

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	March 2016	April 2016	May 2016	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	157	48	66	43	24	43	36	64	28	26	23	52	82	130	27
Weighted Total	158	47	66	44	23	43	35	66	31	25	24	52	82	129	29
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Technology	15	6	4	5	3	3	6	6	-	4	-	7	8	12	3
	35%	49%	22%	42%	53%	37%	40%	32%	-	29%	-	50%	29%	32%	52%
None	96	26	50	20	11	28	15	38	23	19	15	32	49	79	17
	61%	55%	75%	45%	49%	65%	42%	57%	74%	75%	62%	61%	60%	61%	58%
			ac												
Net: Any	62	21	17	24	12	15	20	29	8	6	9	20	33	50	12
	39%	45%	25%	55%	51%	35%	58%	43%	26%	25%	38%	39%	40%	39%	42%
		b		b											

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	187 100%	3 2%	7 4%	30 16%	52 28%	85 45%	9 5%	11 6%	137 73%	4.2
Quality of service	187 100%	3 2%	1 *	7 4%	39 21%	128 68%	10 5%	4 2%	167 89%	4.6
Brand image of the agency	187 100%	27 15%	34 18%	61 32%	40 22%	18 10%	6 3%	61 33%	59 31%	2.9
Expertise of the agency, in terms of regions and sectors covered	187 100%	5 3%	6 3%	28 15%	41 22%	98 52%	10 5%	11 6%	139 74%	4.2
Management information provided	187 100%	9 5%	16 8%	50 26%	44 24%	61 32%	8 4%	25 13%	105 56%	3.7
Membership of a trade or professional organisation	187 100%	34 18%	30 16%	47 25%	43 23%	24 13%	9 5%	64 34%	67 36%	3.0
Other	187 100%	5 3%	- -	1 1%	4 2%	7 4%	171 91%	5 3%	11 6%	3.5

## 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	March 2016	April 2016	May 2016	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		188	64	76	48	34	52	42	74	32	28	28	60	100	157	31
Weighted Total		187	63	76	48	32	51	41	76	35	27	29	60	99	155	32
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
1 Not at all important	(1)	3	1	-	2	1	-	-	2	2	1	1	1	2	2	2
		2%	1%	-	5%	3%	-	-	2%	4%	3%	3%	2%	2%	1%	5%
2	(2)	7	2	3	2	-	2	3	4	1	1	3	-	4	7	-
		4%	3%	4%	4%	-	3%	8%	6%	3%	4%	10%	-	4%	5%	-
3	(3)	30	6	16	8	6	9	9	12	3	3	4	10	15	23	7
		16%	10%	21%	16%	19%	18%	21%	16%	10%	10%	15%	17%	16%	15%	21%
4	(4)	52	20	17	15	8	13	17	26	9	6	11	20	21	42	10
		28%	32%	23%	30%	24%	26%	41%	34%	25%	20%	40%	33%	21%	27%	30%
5 Very important	(5)	85	33	34	18	15	26	11	27	16	17	8	27	51	72	13
		45%	53%	44%	37%	46%	50%	27%	36%	45%	63%	26%	45%	52%	46%	41%
							f									
N/A		9	-	6	4	3	1	1	5	4	-	2	2	6	8	1
		5%	-	8%	8%	8%	3%	3%	7%	12%	-	6%	3%	6%	5%	3%
				a	a											
NETS																
Net: Not important		11	3	3	4	1	2	3	6	3	2	4	1	6	9	2
		6%	5%	4%	9%	3%	3%	8%	8%	8%	7%	13%	2%	6%	6%	5%
Net: Important		137	54	51	33	23	39	28	53	25	23	19	47	72	114	23
		73%	85%	67%	68%	70%	76%	69%	70%	71%	83%	66%	78%	72%	74%	71%
			bc													
Mean score		4.2	4.3	4.2	4.0	4.2	4.3	3.9	4.0	4.2	4.4	3.8	4.2	4.2	4.2	4.1

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	March 2016	April 2016	May 2016	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		188	64	76	48	34	52	42	74	32	28	28	60	100	157	31
Weighted Total		187	63	76	48	32	51	41	76	35	27	29	60	99	155	32
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
1 Not at all important	(1)	3	1	1	1	1	1	-	-	-	1	1	1	1	3	-
		2%	1%	1%	2%	3%	2%	-	-	-	3%	3%	2%	1%	2%	-
2	(2)	1	-	1	-	-	-	1	1	-	-	1	-	-	1	-
		*	-	1%	-	-	-	2%	1%	-	-	3%	-	-	1%	-
3	(3)	7	3	3	1	-	3	3	4	1	-	1	3	3	5	2
		4%	5%	4%	1%	-	5%	7%	5%	3%	-	3%	5%	3%	3%	6%
4	(4)	39	15	11	13	6	13	9	15	6	4	8	11	20	31	8
		21%	23%	15%	27%	19%	26%	21%	20%	18%	16%	27%	19%	20%	20%	23%
5 Very important	(5)	128	44	55	29	23	32	28	51	23	22	17	43	68	108	20
		68%	70%	73%	59%	70%	64%	67%	66%	65%	81%	59%	72%	69%	70%	62%
N/A		10	-	5	5	3	1	1	6	5	-	2	2	6	7	3
		5%	-	6%	11%	8%	3%	3%	8%	13%	-	6%	3%	6%	5%	8%
NETS				a	a											
Net: Not important		4	1	2	1	1	1	1	1	-	1	2	1	1	4	-
		2%	1%	2%	2%	3%	2%	2%	1%	-	3%	6%	2%	1%	2%	-
Net: Important		167	59	66	41	29	46	37	66	29	26	24	54	88	139	28
		89%	94%	87%	86%	89%	90%	88%	86%	83%	97%	85%	90%	89%	90%	86%
Mean score		4.6	4.6	4.7	4.6	4.7	4.5	4.6	4.6	4.7	4.7	4.4	4.6	4.7	4.6	4.6

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	March 2016	April 2016	May 2016	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		188	64	76	48	34	52	42	74	32	28	28	60	100	157	31	
Weighted Total		187	63	76	48	32	51	41	76	35	27	29	60	99	155	32	
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
1 Not at all important	(1)	27	7	9	11	3	9	7	10	4	5	4	15	9	22	6	
		15%	11%	12%	23%	8%	17%	16%	14%	10%	19%	13%	25% l	9%	14%	18%	
2	(2)	34	15	11	8	6	6	8	17	9	5	3	11	20	25	9	
		18%	24%	15%	16%	18%	13%	20%	22%	25%	17%	11%	19%	20%	16%	27%	
3	(3)	61	20	28	12	12	21	14	24	10	4	10	17	33	49	11	
		32%	32%	37%	25%	36%	41%	34%	31%	28%	16%	34%	29%	34%	32%	35%	
4	(4)	40	16	14	11	6	12	9	17	8	5	8	12	21	36	5	
		22%	25%	18%	22%	20%	24%	23%	22%	22%	17%	28%	20%	21%	23%	15%	
5 Very important	(5)	18	5	8	5	4	1	3	5	2	8	2	3	12	16	2	
		10%	7%	11%	11%	11%	2%	7%	7%	6%	31%	8%	6%	12%	11%	5%	
N/A		6	-	5	2	2	1	-	3	3	-	2	1	4	6	-	
		3%	-	6% a	3%	6%	3%	-	4%	9%	-	6%	2%	4%	4%	-	
NETS																	
Net: Not important		61	22	21	19	9	15	15	28	12	10	7	26	29	47	14	
		33%	35%	27%	39%	27%	30%	36%	36%	36%	36%	23%	44%	29%	30%	45%	
Net: Important		59	20	22	16	10	13	12	22	10	13	10	15	33	52	7	
		31%	33%	29%	33%	31%	26%	30%	29%	28%	48%	36%	25%	33%	34%	20%	
Mean score		2.9	2.9	3.0	2.8	3.1	2.8	2.8	2.8	2.9	3.2	3.1	2.6	3.1 k	3.0	2.6	

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	March 2016	April 2016	May 2016	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		188	64	76	48	34	52	42	74	32	28	28	60	100	157	31
Weighted Total		187	63	76	48	32	51	41	76	35	27	29	60	99	155	32
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
1 Not at all important	(1)	5	1	-	4	3	-	-	2	2	1	2	2	2	4	2
		3%	1%	-	9% b	8% e	-	-	2%	4%	3%	6%	3%	2%	2%	5%
2	(2)	6	-	5	1	-	3	3	3	-	-	2	-	4	6	-
		3%	-	6% a	2%	-	5%	7%	4%	-	-	7%	-	4%	4%	-
3	(3)	28	15	9	4	3	8	8	14	5	3	5	12	11	23	5
		15%	23% c	12%	9%	9%	15%	20%	18%	15%	13%	18%	20%	11%	15%	14%
4	(4)	41	12	22	8	10	13	8	17	9	1	4	16	22	33	8
		22%	19%	29%	16%	31%	26%	20%	23%	25%	2%	14%	26%	22%	22%	24%
5 Very important	(5)	98	35	34	29	15	26	20	35	14	22	14	28	55	80	17
		52%	56%	44%	59%	46%	50%	49%	45%	40%	82%	49%	47%	56%	52%	53%
N/A		10	-	7	3	2	1	1	6	5	-	2	2	6	8	1
		5%	-	9% a	6%	6%	3%	3%	8%	15% e	-	6%	3%	6%	5%	3%
NETS																
Net: Not important		11	1	5	5	3	3	3	5	2	1	4	2	5	9	2
		6%	1%	6%	11% a	8%	5%	7%	6%	4%	3%	13%	3%	5%	6%	5%
Net: Important		139	47	55	36	25	39	29	52	23	23	18	44	77	114	25
		74%	75%	73%	75%	77%	77%	70%	68%	66%	84%	63%	73%	78%	74%	78%
Mean score		4.2	4.3	4.2	4.2	4.1	4.3	4.2	4.1	4.1	4.6	4.0	4.2	4.4	4.2	4.3

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	March 2016	April 2016	May 2016	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		188	64	76	48	34	52	42	74	32	28	28	60	100	157	31
Weighted Total		187	63	76	48	32	51	41	76	35	27	29	60	99	155	32
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
1 Not at all important	(1)	9	2	2	6	2	2	1	5	4	1	2	3	4	8	2
		5%	3%	2%	12% b	6%	4%	3%	6%	11%	3%	6%	6%	4%	5%	5%
2	(2)	16	6	6	3	-	2	8	12	3	2	4	4	8	15	1
		8%	10%	8%	7%	-	4%	20% de	15% de	9%	8%	12%	6%	9%	9%	3%
3	(3)	50	16	23	10	5	19	12	21	10	5	7	14	28	42	8
		26%	26%	30%	21%	14%	36% d	28%	28%	28%	18%	24%	24%	29%	27%	23%
4	(4)	44	16	20	8	10	16	9	15	6	3	5	17	22	32	12
		24%	25%	27%	17%	31%	31%	21%	20%	19%	10%	17%	28%	23%	20%	39% m
5 Very important	(5)	61	23	19	19	14	11	11	20	9	15	10	19	31	51	10
		32%	36%	25%	39%	43% e	22%	28%	26%	25%	56%	34%	33%	32%	33%	30%
N/A		8	-	6	2	2	1	-	3	3	1	2	2	4	8	-
		4%	-	8% a	3%	6%	3%	-	4%	9%	5%	6%	4%	4%	5%	-
NETS																
Net: Not important		25 13%	8 13%	8 10%	9 19%	2 6%	4 7%	9 23% de	17 22% de	7 20%	3 11%	5 19%	7 12%	13 13%	23 15%	3 8%
Net: Important		105 56%	38 61%	39 51%	27 57%	24 74% fgh	27 53%	20 49%	35 46%	15 43%	18 66%	15 51%	36 61%	54 54%	82 53%	22 69%
Mean score		3.7	3.8	3.7	3.7	4.1 fg	3.7	3.5	3.5	3.4	4.1	3.6	3.8	3.7	3.7	3.9

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	March 2016	April 2016	May 2016	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		188	64	76	48	34	52	42	74	32	28	28	60	100	157	31
Weighted Total		187	63	76	48	32	51	41	76	35	27	29	60	99	155	32
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
1 Not at all important	(1)	34	12	9	13	6	9	9	13	4	6	5	14	15	23	11
		18%	19%	12%	27% b	20%	18%	22%	17%	10%	20%	18%	23%	15%	15%	34% m
2	(2)	30	10	12	8	5	6	11	18	8	1	4	10	16	27	4
		16%	16%	16%	16%	15%	12%	25%	24%	22%	3%	15%	16%	17%	17%	11%
3	(3)	47	16	19	12	6	17	9	19	10	5	6	13	28	41	6
		25%	26%	25%	25%	18%	33%	22%	25%	29%	18%	21%	22%	28%	26%	19%
4	(4)	43	14	18	11	9	14	9	14	5	6	7	13	22	33	10
		23%	22%	24%	22%	27%	27%	21%	18%	16%	22%	26%	22%	23%	21%	30%
5 Very important	(5)	24	11	10	3	5	3	4	8	4	9	4	7	13	23	2
		13%	18%	13%	7%	14%	7%	9%	10%	12%	31%	14%	11%	14%	15%	6%
N/A		9	-	7	2	2	1	-	4	4	1	2	3	4	9	-
		5%	-	9% a	3%	6%	3%	-	5%	12% f	5%	6%	6%	4%	6%	-
NETS																
Net: Not important		64	22	21	21	11	15	20	31	11	6	9	23	31	49	15
		34%	35%	28%	43%	35%	30%	47%	40%	32%	24%	33%	39%	32%	32%	46%
Net: Important		67	25	28	14	13	17	12	22	9	15	11	20	36	56	11
		36%	40%	37%	29%	41%	34%	30%	29%	27%	53%	40%	33%	36%	36%	35%
Mean score		3.0	3.0	3.1	2.6	3.0	2.9	2.7	2.8	3.0	3.4	3.0	2.8	3.0	3.0	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	March 2016	April 2016	May 2016	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		188	64	76	48	34	52	42	74	32	28	28	60	100	157	31
Weighted Total		187	63	76	48	32	51	41	76	35	27	29	60	99	155	32
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
1 Not at all important	(1)	5	-	1	4	1	2	1	1	-	1	1	1	3	4	1
		3%	-	2%	7% a	3%	3%	3%	2%	-	5%	3%	2%	3%	2%	4%
2	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
3	(3)	1	1	-	-	-	-	1	1	-	-	-	1	-	1	-
		1%	1%	-	-	-	-	2%	1%	-	-	-	2%	-	1%	-
4	(4)	4	-	1	3	2	2	-	-	-	-	-	1	3	2	2
		2%	-	1%	5%	6% g	3%	-	-	-	-	-	1%	3%	1%	5%
5 Very important	(5)	7	2	5	-	2	1	2	3	1	-	-	-	7	6	1
		4%	3%	7%	-	6%	3%	6%	5%	3%	-	-	-	7% k	4%	2%
N/A		171	60	69	42	28	46	37	71	34	26	28	57	86	142	29
		91%	96%	90%	87%	85%	91%	89%	93%	97%	95%	97%	95%	87%	92%	89%
NETS																
Net: Not important		5	-	1	4	1	2	1	1	-	1	1	1	3	4	1
		3%	-	2%	7% a	3%	3%	3%	2%	-	5%	3%	2%	3%	2%	4%
Net: Important		11	2	6	3	4	3	2	3	1	-	-	1	10	8	2
		6%	3%	8%	5%	12%	6%	6%	5%	3%	-	-	1%	10% k	5%	7%
Mean score		3.5	4.3	4.1	2.3	3.8	3.3	3.6	3.8	5.0	1.0	1.0	2.5	3.9	3.5	3.2

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)	187 100%	19 10%	6 3%	29 15%	48 26%	85 45%	25 13%	133 71%	3.9
Responding to growth, as new customers are won	187 100%	32 17%	15 8%	54 29%	45 24%	40 22%	47 25%	86 46%	3.2
Managing fast changing organisational requirements	187 100%	29 15%	15 8%	45 24%	50 27%	49 26%	44 23%	98 53%	3.4
Covering short term staff leave or absences	187 100%	25 14%	10 6%	26 14%	49 26%	76 41%	36 19%	125 67%	3.7
Helping to keep running costs down	187 100%	29 15%	24 13%	36 19%	36 19%	62 33%	52 28%	98 52%	3.4
Managing uncertainty during economic downturn or at other times	187 100%	35 19%	34 18%	52 28%	32 17%	33 18%	70 37%	65 35%	3.0
Providing short term access to key strategic skills	187 100%	24 13%	19 10%	44 24%	51 27%	49 26%	43 23%	99 53%	3.4

## 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	March 2016	April 2016	May 2016	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		188	64	76	48	34	52	42	74	32	28	28	60	100	157	31
Weighted Total		187	63	76	48	32	51	41	76	35	27	29	60	99	155	32
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
1 Not at all important	(1)	19	4	9	5	4	5	2	6	4	4	5	6	8	18	1
		10%	6%	12%	11%	11%	10%	4%	8%	12%	15%	17%	10%	8%	12%	3%
2	(2)	6	2	2	2	1	2	3	3	-	-	1	2	4	1	5
		3%	3%	3%	4%	2%	5%	7%	4%	-	-	2%	3%	4%	1%	15% m
3	(3)	29	13	12	3	4	10	9	11	2	4	5	11	13	22	7
		15%	21% c	16%	7%	12%	20%	21%	14%	6%	15%	17%	19%	13%	14%	20%
4	(4)	48	16	22	11	10	15	9	21	12	2	8	11	29	43	5
		26%	25%	29%	22%	30%	30%	22%	28%	34%	8%	27%	19%	30%	28%	15%
5 Very important	(5)	85	28	30	27	14	18	19	36	17	17	11	30	45	70	15
		45%	44%	40%	56%	44%	36%	46%	47%	48%	62%	37%	50%	45%	45%	47%
NETS																
Net: Not important		25 13%	6 10%	12 15%	7 15%	4 14%	7 15%	5 12%	9 12%	4 12%	4 15%	5 19%	8 13%	12 12%	19 13%	6 18%
Net: Important		133 71%	44 69%	52 69%	37 77%	24 75%	33 66%	28 68%	57 74%	29 82%	19 70%	18 64%	41 68%	74 75%	113 73%	20 62%
Mean score		3.9	4.0	3.8	4.1	3.9	3.8	4.0	4.0	4.1	4.0	3.7	3.9	4.0	3.9	3.9

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	March 2016	April 2016	May 2016	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		188	64	76	48	34	52	42	74	32	28	28	60	100	157	31
Weighted Total		187	63	76	48	32	51	41	76	35	27	29	60	99	155	32
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
1 Not at all important	(1)	32	9	13	10	5	9	9	15	6	3	8	5	19	26	6
		17%	14%	17%	21%	14%	18%	22%	20%	17%	12%	28%	8%	19%	17%	18%
2	(2)	15	6	4	5	2	4	3	8	5	1	2	4	10	10	5
		8%	10%	6%	11%	6%	9%	7%	11%	15%	2%	6%	7%	10%	7%	16%
3	(3)	54	27	21	7	11	13	10	22	12	8	8	21	25	48	6
		29%	43%	27%	14%	33%	26%	25%	29%	35%	29%	28%	35%	26%	31%	17%
			c													
4	(4)	45	10	21	15	6	17	10	16	6	6	5	18	22	35	10
		24%	15%	27%	31%	18%	34%	24%	21%	18%	23%	17%	30%	23%	23%	31%
5 Very important	(5)	40	12	17	11	9	7	9	14	5	9	6	12	22	34	6
		22%	19%	23%	24%	29%	14%	22%	19%	15%	35%	21%	20%	23%	22%	18%
NETS																
Net: Not important		47	15	17	15	7	13	12	24	11	4	10	9	29	36	11
		25%	24%	23%	32%	20%	26%	30%	31%	32%	14%	33%	15%	29%	24%	34%
Net: Important		86	21	38	26	15	24	19	30	12	16	11	30	45	70	16
		46%	34%	50%	55%	47%	48%	45%	40%	33%	57%	38%	50%	45%	45%	49%
				a												
Mean score		3.2	3.1	3.3	3.3	3.4	3.2	3.1	3.1	3.0	3.7	3.0	3.5	3.2	3.3	3.1

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	March 2016	April 2016	May 2016	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		188	64	76	48	34	52	42	74	32	28	28	60	100	157	31
Weighted Total		187	63	76	48	32	51	41	76	35	27	29	60	99	155	32
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
1 Not at all important	(1)	29	10	11	8	4	10	7	10	3	5	8	8	13	25	4
		15%	16%	15%	16%	11%	19%	16%	13%	9%	20%	29%	13%	13%	16%	13%
2	(2)	15	7	5	3	5	4	2	6	4	-	3	4	9	11	4
		8%	11%	7%	6%	15%	7%	5%	8%	12%	-	9%	6%	9%	7%	11%
3	(3)	45	19	18	9	4	14	13	23	10	3	6	15	24	32	13
		24%	29%	23%	18%	13%	28%	32%	31% d	29%	13%	21%	25%	24%	21%	40% m
4	(4)	50	16	20	14	10	15	9	19	9	6	5	21	24	44	6
		27%	25%	26%	29%	30%	30%	23%	25%	27%	21%	16%	36%	24%	28%	18%
5 Very important	(5)	49	12	22	15	10	8	10	18	8	13	7	11	30	43	6
		26%	19%	29%	31%	31%	16%	24%	23%	23%	47%	26%	19%	30%	28%	18%
NETS																
Net: Not important		44	17	17	10	8	14	9	16	7	5	11	12	21	36	8
		23%	27%	22%	22%	26%	27%	22%	21%	21%	20%	37%	20%	22%	23%	24%
Net: Important		98	28	42	29	20	23	19	37	17	19	12	33	53	87	12
		53%	44%	55%	60%	61%	46%	46%	48%	50%	68%	42%	55%	54%	56% n	36%
Mean score		3.4	3.2	3.5	3.5	3.6	3.2	3.3	3.4	3.4	3.7	3.0	3.4	3.5	3.4	3.2

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	March 2016	April 2016	May 2016	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		188	64	76	48	34	52	42	74	32	28	28	60	100	157	31
Weighted Total		187	63	76	48	32	51	41	76	35	27	29	60	99	155	32
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
1 Not at all important	(1)	25	7	10	9	4	5	8	12	3	4	8	8	9	21	4
		14%	11%	13%	18%	14%	10%	20%	15%	9%	15%	29%	14%	9%	14%	12%
2	(2)	10	3	5	3	3	5	2	2	-	-	3	3	4	8	2
		6%	5%	6%	6%	9%	11%	5%	3%	-	-	10%	5%	5%	5%	6%
3	(3)	26	9	11	6	3	11	5	10	5	3	3	11	13	22	5
		14%	14%	15%	13%	9%	21%	12%	14%	16%	9%	10%	19%	13%	14%	15%
4	(4)	49	14	25	11	9	10	12	26	14	4	4	12	32	44	5
		26%	22%	32%	22%	27%	19%	30%	34%	39% e	16%	15%	21%	33%	28%	15%
5 Very important	(5)	76	31	26	20	14	20	14	26	13	16	11	25	41	59	17
		41%	49%	34%	41%	42%	39%	33%	34%	36%	60%	37%	41%	42%	38%	52%
NETS																
Net: Not important		36 19%	10 16%	14 19%	11 23%	7 22%	11 21%	10 25%	14 18%	3 9%	4 15%	11 39%	11 19%	13 13%	30 19%	6 18%
Net: Important		125 67%	44 70%	50 66%	31 63%	22 69%	30 58%	26 63%	52 69%	26 75%	21 76%	15 51%	37 62%	73 74%	103 67%	22 67%
Mean score		3.7	3.9	3.7	3.6	3.7	3.7	3.5	3.7	3.9	4.1	3.2	3.7	3.9	3.7	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	March 2016	April 2016	May 2016	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		188	64	76	48	34	52	42	74	32	28	28	60	100	157	31
Weighted Total		187	63	76	48	32	51	41	76	35	27	29	60	99	155	32
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
1 Not at all important	(1)	29	13	11	5	7	5	6	13	7	5	5	9	14	26	2
		15%	20%	15%	10%	20%	9%	15%	16%	19%	17%	18%	15%	14%	17%	8%
2	(2)	24	9	9	6	2	11	7	9	2	2	3	6	15	15	9
		13%	14%	12%	12%	5%	21%	17%	12%	6%	8%	10%	10%	16%	10%	27% m
3	(3)	36	8	22	6	5	10	13	18	5	3	6	14	16	32	4
		19%	13%	29% ac	12%	16%	19%	30%	24%	16%	12%	21%	24%	16%	21%	14%
4	(4)	36	13	13	10	8	6	6	16	11	6	6	12	18	34	2
		19%	21%	17%	21%	24%	12%	13%	21%	31% e	23%	19%	21%	19%	22%	7%
5 Very important	(5)	62	19	20	22	11	20	10	20	10	11	9	18	35	48	14
		33%	31%	27%	46% b	34%	39%	25%	27%	29%	39%	31%	31%	35%	31%	44%
NETS																
Net: Not important		52	22	20	10	8	15	13	22	9	7	8	15	30	41	11
		28%	35%	27%	22%	26%	30%	32%	29%	25%	25%	28%	25%	30%	27%	35%
Net: Important		98	33	33	32	19	26	16	36	21	17	15	31	53	82	17
		52%	52%	44%	67% b	58%	51%	38%	48%	59%	62%	51%	51%	54%	53%	51%
Mean score		3.4	3.3	3.3	3.8 b	3.5	3.5	3.2	3.3	3.4	3.6	3.4	3.4	3.4	3.4	3.5

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	March 2016	April 2016	May 2016	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		188	64	76	48	34	52	42	74	32	28	28	60	100	157	31
Weighted Total		187	63	76	48	32	51	41	76	35	27	29	60	99	155	32
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
1 Not at all important	(1)	35	9	12	15	7	7	9	19	9	3	9	14	13	29	7
		19%	14%	15%	31% ab	21%	13%	23%	25%	27%	12%	31%	23%	13%	19%	21%
2	(2)	34	14	14	6	8	11	8	13	5	2	5	12	18	22	12
		18%	22%	19%	12%	24%	21%	19%	18%	15%	8%	17%	20%	18%	14%	37% m
3	(3)	52	20	25	8	5	15	15	24	9	8	7	12	33	48	4
		28%	31%	33% c	16%	17%	29%	35%	32%	27%	29%	23%	21%	34%	31% n	12%
4	(4)	32	9	14	9	8	7	5	9	4	7	1	14	17	28	4
		17%	14%	19%	19%	24%	15%	11%	12%	12%	27%	4%	24%	17%	18%	12%
5 Very important	(5)	33	11	11	11	5	11	5	11	7	6	7	8	18	28	6
		18%	18%	15%	22%	14%	22%	11%	15%	19%	23%	25%	13%	19%	18%	18%
NETS																
Net: Not important		70	23	26	21	14	18	17	32	15	6	14	25	30	51	19
		37%	37%	34%	43%	45%	34%	42%	42%	42%	20%	48%	43%	31%	33%	58% m
Net: Important		65	20	25	20	13	19	9	20	11	14	8	22	35	55	10
		35%	32%	34%	41%	39%	37%	22%	26%	31%	51%	29%	37%	35%	36%	30%
Mean score		3.0	3.0	3.0	2.9	2.9	3.1	2.7	2.7	2.8	3.4	2.7	2.8	3.1	3.0	2.7

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	March 2016	April 2016	May 2016	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		188	64	76	48	34	52	42	74	32	28	28	60	100	157	31
Weighted Total		187	63	76	48	32	51	41	76	35	27	29	60	99	155	32
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
1 Not at all important	(1)	24	6	8	11	3	6	6	12	6	4	4	8	12	20	4
		13%	10%	10%	22%	8%	11%	14%	15%	17%	15%	14%	13%	13%	13%	13%
2	(2)	19	7	8	3	4	6	5	7	2	2	2	6	11	15	4
		10%	11%	11%	7%	11%	12%	12%	9%	6%	6%	7%	10%	11%	10%	11%
3	(3)	44	17	23	5	7	16	11	17	6	5	8	13	23	35	9
		24%	27%	30%	9%	21%	31%	25%	22%	18%	18%	28%	22%	23%	23%	29%
			c	c												
4	(4)	51	17	25	8	11	11	10	20	10	9	6	16	28	43	8
		27%	28%	33%	17%	35%	21%	24%	26%	28%	32%	21%	28%	29%	28%	24%
				c												
5 Very important	(5)	49	15	12	22	8	12	10	21	11	8	8	17	24	41	8
		26%	24%	15%	45%	24%	24%	24%	27%	31%	29%	29%	28%	24%	27%	24%
				ab												
NETS																
Net: Not important		43	13	16	14	6	12	11	19	8	6	6	13	24	36	8
		23%	21%	21%	29%	20%	24%	26%	25%	23%	21%	22%	23%	24%	23%	24%
Net: Important		99	33	37	30	19	23	20	41	21	17	14	33	52	84	15
		53%	52%	49%	62%	59%	45%	48%	54%	60%	61%	50%	55%	53%	54%	47%
Mean score		3.4	3.5	3.3	3.6	3.5	3.3	3.3	3.4	3.5	3.5	3.4	3.5	3.4	3.4	3.3

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	March 2016	April 2016	May 2016	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	188	64	76	48	34	52	42	74	32	28	28	60	100	157	31
Weighted Total	187	63	76	48	32	51	41	76	35	27	29	60	99	155	32
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Temporary agency workers earn more than they would if they were permanent	37 20%	12 18%	16 22%	9 18%	8 24%	6 12%	13 31%	19 25%	6 18%	4 13%	7 25%	9 15%	20 20%	33 21%	4 11%
Temporary agency workers earn less than they would if they were permanent	18 10%	10 16%	5 6%	3 7%	2 6%	7 13%	4 9%	8 10%	4 12%	2 7%	4 14%	5 8%	10 10%	13 9%	5 15%
Temporary agency workers earn about the same as they would if they were permanent	117 62%	38 61%	49 64%	30 62%	21 65%	34 66%	23 55%	44 58%	21 61%	18 66%	14 50%	40 67%	63 64%	95 62%	22 67%
Not applicable/Don't know	15 8%	3 5%	6 8%	6 13%	2 6%	5 9%	2 5%	5 7%	3 9%	4 14%	3 11%	6 10%	6 6%	13 9%	2 7%

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	March 2016	April 2016	May 2016	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	387	105	153	129	87	94	91	144	53	62	109	114	164	319	68
Weighted Total	386	106	154	125	85	94	89	148	59	59	109	114	162	315	71
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
0	69	9	25	34	20	19	12	19	7	11	40	14	15	59	10
	18%	8%	16%	28% ab	23% g	20%	13%	13%	13%	19%	36% kl	12%	9%	19%	14%
1-9	49	16	11	21	9	12	17	22	4	6	8	23	17	35	14
	13%	15% b	7%	17% b	11%	13%	19%	15%	7%	10%	8%	20% jl	11%	11%	20%
10-19	26	11	10	5	5	4	8	12	4	4	7	7	11	23	2
	7%	11% c	6%	4%	6%	5%	9%	8%	7%	8%	6%	7%	7%	7%	3%
20-49	61	18	32	12	11	14	17	29	12	7	11	14	36	54	7
	16%	17%	20% c	9%	13%	15%	19%	19%	20%	12%	10%	12%	22% jk	17%	10%
50	35	14	13	9	8	10	6	10	4	7	5	11	19	24	11
	9%	13%	8%	7%	9%	11%	7%	7%	6%	12%	4%	10%	12% j	8%	15%
51+	61	19	26	16	9	20	14	23	9	9	18	24	19	48	13
	16%	18%	17%	13%	10%	21%	16%	16%	15%	16%	17%	21% l	12%	15%	19%
Don't know	86	19	38	29	24	14	15	33	18	15	21	22	44	72	14
	22%	18%	24%	23%	28% e	15%	17%	23%	31% ef	25%	19%	19%	27%	23%	20%
NETS															
Net: At least 1%	231	78	91	62	42	61	63	95	33	33	49	79	103	184	48
	60%	73% bc	59%	50%	49%	65% d	70% d	64% d	56%	57%	45%	69% j	64% j	58%	67%
Total	8954	2951	3812	2190	1493	2598	2233	3485	1252	1378	2192	3074	3687	7034	1920
Mean score	29.8	34.0 c	32.7 c	22.7	24.3	32.7	30.0	30.4	31.1	31.0	24.7	33.1	31.1	29.0	33.6

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