



# REC JOBS OUTLOOK RESEARCH

## METHODOLOGY NOTE

ComRes interviewed 200 UK employees and owners involved in hiring by telephone between October 25<sup>th</sup> and November 14<sup>th</sup> 2017. Data were weighted to be representative of UK adults in employment by region, broad industry sector and public / private split. ComRes is a member of the British Polling Council and abides by its rules.

For information about commissioning research please contact [Andrew.hawkins@comresglobal.com](mailto:Andrew.hawkins@comresglobal.com) or call +44 (0)20 7871 8670.

## REPUTATION | COMMUNICATIONS | PUBLIC POLICY

Four Millbank | London | SW1P 3JA | T. +44 (0)20 7871 8660

Rond-Point Schuman / Schumanplein 6 | Box 5 | 1040 Bruxelles | T. +32 (0)2 234 63 82

51/F Raffles City | No.268 Xi Zang Middle Road | HuangPu District Shanghai | 200001 China | T. +86 (0)21 2312 7674

## Jobs Outlook - Wave 21

Sector .....	1
Base: All respondents	
S1. Which region is your organisation based in? .....	2
Base: All respondents	
S2. Which department do you work in, in your organisation? .....	4
Base: All respondents	
S3. Which of the following best describes your level of seniority? .....	5
Base: All respondents	
S4. Which of the following, if any, are you involved in as part of your role? .....	6
Base: All respondents	
D1. How many people are employed or engaged by your organisation at all locations? .....	7
Base: All respondents	
D3. What industry sector does your organisation work in? .....	8
Base: All respondents	
Q1. How much capacity, if any, is there in your organisation to take on more work without creating more jobs in the organisation? .....	11
Base: All respondents	
Q2. Have you made any of the following changes to your workforce in the past year? .....	12
Base: All respondents	
Q3. Do you think economic conditions in the country as a whole are getting: .....	13
Base: All respondents	
Q4. In view of the economic conditions, do you/does your organisation expect confidence in hiring and investment decisions to get: .....	14
Base: All respondents	
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 .....	15
Base: All respondents	
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 .....	16
Base: All who have recruited this type of staff before	
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 .....	17
Base: All respondents	
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 .....	19
Base: All respondents	
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 .....	21
Base: All who have recruited this type of staff before	
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 .....	23
Base: All who have recruited this type of staff before	
Q6. How satisfied or dissatisfied are you with the quality of candidates presented to you by your recruitment agencies? .....	25
Base: All who use recruitment agencies	
Q7. How satisfied or dissatisfied are you overall with the recruitment agencies you have used in the last 2 years? .....	26
Base: All who use recruitment agencies	
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 .....	27
Base: All who recruit permanent members of staff	
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 .....	29
Base: All who recruit temporary agency workers	
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 .....	31
Base: All who recruit permanent members of staff in each job function	

## Jobs Outlook - Wave 21

Q10_SUM. Average across all sectors (response based) SUMMARY TABLE .....	32
Base: All who recruit permanent members of staff in each job function	
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 .....	33
Base: All who recruit permanent members of staff in each job function	
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 .....	34
Base: All who recruit permanent members of staff in each job function	
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 .....	35
Base: All who recruit permanent members of staff in each job function	
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 .....	36
Base: All who recruit permanent members of staff in each job function	
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 .....	37
Base: All who recruit permanent members of staff in each job function	
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 .....	38
Base: All who recruit permanent members of staff in each job function	
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 .....	39
Base: All who recruit permanent members of staff in each job function	
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 .....	40
Base: All who recruit permanent members of staff in each job function	
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 .....	41
Base: All who recruit permanent members of staff in each job function	
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 .....	42
Base: All who recruit permanent members of staff in each job function	
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 .....	43
Base: All who recruit permanent members of staff in each job function	
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 .....	44
Base: All who recruit permanent members of staff in each job function	
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 .....	45
Base: All who recruit permanent members of staff in each job function	
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 .....	46
Base: All who recruit permanent members of staff in each job function	
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 .....	47
Base: All who recruit permanent members of staff in each job function	
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 .....	48
Base: All who recruit permanent members of staff in each job function	
Q11_SUM. Average across all sectors (response based) SUMMARY TABLE .....	49
Base: All who recruit permanent members of staff in each job function	
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 .....	50
Base: All who recruit permanent members of staff in each job function	
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 .....	51
Base: All who recruit permanent members of staff in each job function	
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 .....	52
Base: All who recruit permanent members of staff in each job function	
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 .....	53
Base: All who recruit permanent members of staff in each job function	
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 .....	54
Base: All who recruit permanent members of staff in each job function	

## Jobs Outlook - Wave 21

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 .....	55
Base: All who recruit permanent members of staff in each job function	
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 .....	56
Base: All who recruit permanent members of staff in each job function	
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 .....	57
Base: All who recruit permanent members of staff in each job function	
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 .....	58
Base: All who recruit permanent members of staff in each job function	
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 .....	59
Base: All who recruit permanent members of staff in each job function	
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 .....	60
Base: All who recruit permanent members of staff in each job function	
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 .....	61
Base: All who recruit permanent members of staff in each job function	
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 .....	62
Base: All who recruit permanent members of staff in each job function	
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 .....	63
Base: All who recruit permanent members of staff in each job function	
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 .....	64
Base: All who recruit permanent members of staff in each job function	
Q12. In which, if any, of these job functions do you expect to find a shortage of appropriate candidates for permanent roles? .....	65
Base: All who recruit permanent members of staff in each job function	
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 .....	67
Base: All who recruit temporary agency workers in each job function	
Q14_SUM. Average across all sectors SUMMARY TABLE .....	68
Base: All who recruit temporary agency workers in each job function	
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 .....	69
Base: All who recruit temporary agency workers in each job function	
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 .....	70
Base: All who recruit temporary agency workers in each job function	
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 .....	71
Base: All who recruit temporary agency workers in each job function	
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 .....	72
Base: All who recruit temporary agency workers in each job function	
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 .....	73
Base: All who recruit temporary agency workers in each job function	
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 .....	74
Base: All who recruit temporary agency workers in each job function	
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 .....	75
Base: All who recruit temporary agency workers in each job function	
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 .....	76
Base: All who recruit temporary agency workers in each job function	
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 .....	77
Base: All who recruit temporary agency workers in each job function	
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 .....	78
Base: All who recruit temporary agency workers in each job function	

## Jobs Outlook - Wave 21

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 .....	79
Base: All who recruit temporary agency workers in each job function	
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 .....	80
Base: All who recruit temporary agency workers in each job function	
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 .....	81
Base: All who recruit temporary agency workers in each job function	
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 .....	82
Base: All who recruit temporary agency workers in each job function	
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 .....	83
Base: All who recruit temporary agency workers in each job function	
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 .....	84
Base: All who recruit temporary agency workers in each job function	
Q15_SUM. Average across all sectors SUMMARY TABLE .....	85
Base: All who recruit temporary agency workers in each job function	
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 .....	86
Base: All who recruit temporary agency workers in each job function	
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 .....	87
Base: All who recruit temporary agency workers in each job function	
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 .....	88
Base: All who recruit temporary agency workers in each job function	
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 .....	89
Base: All who recruit temporary agency workers in each job function	
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 .....	90
Base: All who recruit temporary agency workers in each job function	
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 .....	91
Base: All who recruit temporary agency workers in each job function	
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 .....	92
Base: All who recruit temporary agency workers in each job function	
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 .....	93
Base: All who recruit temporary agency workers in each job function	
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 .....	94
Base: All who recruit temporary agency workers in each job function	
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 .....	95
Base: All who recruit temporary agency workers in each job function	
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 .....	96
Base: All who recruit temporary agency workers in each job function	
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 .....	97
Base: All who recruit temporary agency workers in each job function	
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 .....	98
Base: All who recruit temporary agency workers in each job function	
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 .....	99
Base: All who recruit temporary agency workers in each job function	
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 .....	100
Base: All who recruit temporary agency workers in each job function	
Q16. In which, if any, of these job functions do you expect to find a shortage of appropriate candidates for temporary agency worker roles? .....	101
Base: All who recruit temporary agency workers in each job function	

## Jobs Outlook - Wave 21

<p>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 .....</p> <p>Base: All who recruit temporary agency workers .....</p>	<p>103</p>
<p>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 .....</p> <p>Base: All who recruit temporary agency workers .....</p>	<p>104</p>
<p>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 .....</p> <p>Base: All who recruit temporary agency workers .....</p>	<p>105</p>
<p>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 .....</p> <p>Base: All who recruit temporary agency workers .....</p>	<p>106</p>
<p>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 .....</p> <p>Base: All who recruit temporary agency workers .....</p>	<p>107</p>
<p>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 .....</p> <p>Base: All who recruit temporary agency workers .....</p>	<p>108</p>
<p>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 .....</p> <p>Base: All who recruit temporary agency workers .....</p>	<p>109</p>
<p>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 .....</p> <p>Base: All who recruit temporary agency workers .....</p>	<p>110</p>
<p>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 .....</p> <p>Base: All who recruit temporary agency workers .....</p>	<p>111</p>
<p>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) .....</p> <p>Base: All who recruit temporary agency workers .....</p>	<p>112</p>
<p>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 .....</p> <p>Base: All who recruit temporary agency workers .....</p>	<p>113</p>
<p>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 .....</p> <p>Base: All who recruit temporary agency workers .....</p>	<p>114</p>
<p>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 .....</p> <p>Base: All who recruit temporary agency workers .....</p>	<p>115</p>
<p>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 .....</p> <p>Base: All who recruit temporary agency workers .....</p>	<p>116</p>
<p>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 .....</p> <p>Base: All who recruit temporary agency workers .....</p>	<p>117</p>
<p>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 .....</p> <p>Base: All who recruit temporary agency workers .....</p>	<p>118</p>
<p>Q19. In terms of temporary agency workers' pay rates, would you say that: .....</p> <p>Base: All who recruit temporary agency workers .....</p>	<p>119</p>
<p>Q20. Approximately what percentage of the temporary workers you use go on to become permanent members of your staff each year? .....</p> <p>Base: All who recruit temporary workers .....</p>	<p>120</p>

## Jobs Outlook - Wave 21

T1. Do you think economic conditions in the UK in 2018 will be...? .....	121
Base: Wave 21	
T2. Do you think that your business will...? .....	122
Base: Wave 21	

## Jobs Outlook - Wave 21

### Sector

Base: All respondents

	REGION						SIZE			SECTOR		
	Total	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
	a	b	c	d	e	f	g	h	i	j	k	
Significance Level: 95%												
Unweighted Total	200	45	50	45	74	29	31	89	44	67	165	35
Weighted Total	200	44	48	45	78	34	30	88	43	69	165	35
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Private	165	34	41	39	66	28	23	78	39	47	165	-
	82.4%	77.7%	85.3%	86.1%	84.4%	82.2%	79.1%	88.9%	91.9%	68.3%	100.0%	-
								i	i		k	
Public	35	10	7	6	12	6	6	10	3	22	-	35
	17.6%	22.3%	14.7%	13.9%	15.6%	17.8%	20.9%	11.1%	8.1%	31.7%	-	100.0%
									gh			j

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



## Jobs Outlook - Wave 21

### S1. Which region is your organisation based in?

Base: All respondents

	REGION						SIZE			SECTOR		
	Total	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
Unweighted Total	200	45	50	45	74	29	31	89	44	67	165	35
Weighted Total	200	44	48	45	78	34	30	88	43	69	165	35
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
South West	17 8.4%	- -	- -	17 37.5% abf	17 21.4% abf	- -	- -	6 6.4%	2 4.2%	9 13.6%	15 9.1%	2 5.0%
South East	28 14.0%	- -	- -	28 62.5% abdf	28 35.7% abf	- -	- -	15 17.3%	8 18.7%	5 6.9%	24 14.3%	4 12.7%
London	34 16.8%	- -	- -	- -	34 42.9% abcf	34 100.0%	- -	14 15.6%	5 10.9%	15 22.0%	28 16.8%	6 17.0%
East of England	18 9.2%	- -	18 38.2% acdf	- -	- -	- -	- -	10 11.0%	4 9.0%	5 7.0%	18 10.6%	1 2.5%
West Midlands	16 8.2%	- -	16 34.0% acdf	- -	- -	- -	- -	6 6.8%	3 7.0%	7 10.7%	12 7.2%	4 12.7%
East Midlands	13 6.7%	- -	13 27.8% acdf	- -	- -	- -	- -	8 8.7%	1 2.2%	5 6.9%	12 7.1%	2 4.9%
North West	21 10.7%	21 48.9% bcdf	- -	- -	- -	- -	- -	8 9.4%	5 11.2%	8 12.0%	13 8.1%	8 22.7% j
North East	7 3.4%	7 15.5% bcdf	- -	- -	- -	- -	- -	5 5.5%	2 4.7%	- -	6 3.6%	1 2.5%
Yorkshire & The Humber	16 7.8%	16 35.6% bcdf	- -	- -	- -	- -	- -	10 11.2%	4 8.8%	2 2.9%	15 8.9%	1 2.5%
Scotland	16 8.1%	- -	- -	- -	- -	- -	16 54.7% abcd	3 3.1%	6 14.8% g	7 10.3%	11 6.6%	5 14.9%
Wales	8 4.2%	- -	- -	- -	- -	- -	8 28.4% abcd	2 2.8%	2 3.9%	4 6.2%	8 5.1%	- -
Northern Ireland	5 2.5%	- -	- -	- -	- -	- -	5 16.9% abcd	2 2.3%	2 4.8%	1 1.3%	4 2.5%	1 2.6%

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

## Jobs Outlook - Wave 21

### S1. Which region is your organisation based in?

Base: All respondents

	REGION						SIZE			SECTOR		
	Total	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
	a	b	c	d	e	f	g	h	i	j	k	
Significance Level: 95%												
Unweighted Total	200	45	50	45	74	29	31	89	44	67	165	35
Weighted Total	200	44	48	45	78	34	30	88	43	69	165	35
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Channel Islands	-	-	-	-	-	-	-	-	-	-	-	-
None of the above	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-

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

## Jobs Outlook - Wave 21

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

Base: All respondents

	REGION						SIZE			SECTOR		
	Total	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
	a	b	c	d	e	f	g	h	i	j	k	
Significance Level: 95%												
Unweighted Total	200	45	50	45	74	29	31	89	44	67	165	35
Weighted Total	200	44	48	45	78	34	30	88	43	69	165	35
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
HR	120	24	29	29	48	19	20	24	30	65	95	25
	60.0%	53.9%	59.7%	64.1%	61.1%	57.1%	66.4%	27.5%	71.0%	94.4%	57.4%	71.9%
									g	gh		
Other	80	20	19	16	31	14	10	64	12	4	70	10
	40.0%	46.1%	40.3%	35.9%	38.9%	42.9%	33.6%	72.5%	29.0%	5.6%	42.6%	28.1%
								hi	i			

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

## Jobs Outlook - Wave 21

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

Base: All respondents

	REGION						SIZE			SECTOR		
	Total	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
	a	b	c	d	e	f	g	h	i	j	k	
Significance Level: 95%												
Unweighted Total	200	45	50	45	74	29	31	89	44	67	165	35
Weighted Total	200	44	48	45	78	34	30	88	43	69	165	35
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Senior management/ board level	70	16	14	12	25	12	15	45	14	10	59	11
	34.9%	36.8%	29.9%	27.7%	31.4%	36.4%	49.3%	51.3%	33.2%	15.1%	35.7%	30.8%
								i	i			
Management	68	12	20	15	29	13	6	31	15	22	58	9
	33.8%	28.5%	42.2%	34.0%	36.5%	39.7%	21.0%	34.7%	34.3%	32.4%	35.5%	26.1%
Non-Managerial	63	15	13	17	25	8	9	12	14	36	47	15
	31.3%	34.7%	27.8%	38.3%	32.1%	23.8%	29.7%	14.0%	32.5%	52.6%	28.8%	43.0%
								g	gh			

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

## Jobs Outlook - Wave 21

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

Base: All respondents

	REGION						SIZE			SECTOR		
	Total	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	
Unweighted Total	200	45	50	45	74	29	31	89	44	67	165	35
Weighted Total	200	44	48	45	78	34	30	88	43	69	165	35
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Recruitment (hiring or engaging new staff on a permanent or temporary basis)	200	44	48	45	78	34	30	88	43	69	165	35
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Training of employees	136	31	32	26	51	25	22	69	31	36	118	18
	68.0%	71.9%	66.1%	57.6%	64.9%	74.7%	73.4%	78.1%	73.4%	51.7%	71.6%	51.0%
								i	i		k	
Assessment of employees	134	29	31	29	52	23	22	69	29	36	114	20
	67.2%	67.3%	64.6%	63.7%	66.3%	69.9%	73.3%	78.2%	68.1%	52.6%	69.4%	56.5%
								i				
Supporting employees (e.g. with questions or grievances)	170	38	41	39	66	27	25	80	39	51	144	26
	84.9%	87.1%	84.4%	87.3%	84.2%	80.0%	84.8%	90.4%	91.2%	74.1%	87.1%	74.8%
								i	i			
None	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-

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

## Jobs Outlook - Wave 21

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

Base: All respondents

	REGION						SIZE			SECTOR		
	Total	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
	a	b	c	d	e	f	g	h	i	j	k	
Significance Level: 95%												
Unweighted Total	200	45	50	45	74	29	31	89	44	67	165	35
Weighted Total	200	44	48	45	78	34	30	88	43	69	165	35
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
0-9	19	6	6	4	5	1	3	19	-	-	16	4
	9.6%	13.3%	11.9%	8.5%	6.3%	3.4%	9.2%	21.8%	-	-	9.5%	10.2%
								hi				
10-49	69	17	18	17	30	13	4	69	-	-	63	6
	34.4%	39.2%	36.5%	38.0%	37.8%	37.5%	15.2%	78.2%	-	-	38.1%	17.5%
		f	f	f	f			hi			k	
50-249	43	10	8	10	14	5	10	-	43	-	39	3
	21.3%	23.9%	16.0%	21.8%	18.4%	13.8%	33.8%	-	100.0%	-	23.8%	9.8%
									gi			
250+	69	10	17	14	29	15	12	-	-	69	47	22
	34.6%	23.6%	35.5%	31.7%	37.6%	45.3%	41.8%	-	-	100.0%	28.7%	62.4%
										gh		j

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

## Jobs Outlook - Wave 21

### D3. What industry sector does your organisation work in?

Base: All respondents

	REGION							SIZE			SECTOR	
	Total	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
	a	b	c	d	e	f	g	h	i	j	k	
Significance Level: 95%												
Unweighted Total	200	45	50	45	74	29	31	89	44	67	165	35
Weighted Total	200	44	48	45	78	34	30	88	43	69	165	35
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Agriculture, forestry & fishing	3	-	1	1	2	1	-	1	1	1	2	1
	1.5%	-	1.9%	2.2%	2.8%	3.5%	-	1.3%	2.3%	1.3%	1.3%	2.6%
Production	18	5	5	2	4	2	3	9	7	2	17	1
	8.8%	11.2%	10.3%	4.2%	5.4%	6.9%	11.6%	9.9%	15.7%	3.1%	10.1%	2.4%
Construction	12	3	1	3	6	3	3	8	5	-	9	3
	6.1%	6.2%	1.8%	5.9%	7.6%	9.9%	9.0%	8.6%	11.0%	-	5.3%	9.7%
Motor trades	10	2	4	2	2	-	2	7	2	1	9	1
	4.9%	4.5%	7.9%	4.3%	2.4%	-	6.9%	7.7%	4.8%	1.3%	5.4%	2.5%
Wholesale	10	2	1	4	5	1	2	6	2	2	10	-
	4.8%	4.4%	2.1%	8.5%	6.4%	3.4%	5.5%	6.6%	4.6%	2.6%	5.8%	-
Retail	10	5	2	-	1	1	2	5	2	3	6	4
	4.8%	10.8%	3.7%	-	1.3%	3.1%	6.9%	5.6%	4.3%	4.0%	3.6%	10.4%
Transport & storage (inc. postal)	10	2	2	3	5	2	1	5	-	5	6	4
	4.8%	4.2%	4.0%	6.2%	6.3%	6.5%	2.9%	5.6%	-	6.7%	3.6%	10.3%
Accommodation & food services	13	2	2	5	8	3	1	8	2	3	12	1
	6.4%	4.2%	4.0%	10.6%	10.5%	10.3%	3.1%	9.1%	4.4%	4.3%	7.3%	2.5%
Information & communication	8	-	3	3	5	2	-	3	1	4	8	-
	4.2%	-	6.2%	6.6%	6.8%	7.0%	-	3.6%	2.4%	6.0%	5.0%	-
Legal and Finance	7	-	4	1	2	1	1	5	1	1	6	1
	3.5%	-	8.4%	2.0%	2.6%	3.5%	2.8%	5.4%	2.3%	1.7%	3.7%	2.5%
Property	4	-	2	-	2	2	-	2	1	1	3	1
	2.0%	-	3.9%	-	2.7%	6.2%	-	2.3%	2.2%	1.4%	1.8%	2.8%
Professional, scientific & technical	17	6	3	4	5	1	3	7	6	4	15	2
	8.5%	13.4%	6.3%	9.2%	6.8%	3.5%	9.5%	7.8%	14.4%	5.7%	9.2%	5.1%

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

## Jobs Outlook - Wave 21

### D3. What industry sector does your organisation work in?

Base: All respondents

	REGION						SIZE			SECTOR		
	Total	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	
Unweighted Total	200	45	50	45	74	29	31	89	44	67	165	35
Weighted Total	200	44	48	45	78	34	30	88	43	69	165	35
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Business administration and support services	16 8.2%	5 11.2%	2 3.9%	4 8.9%	5 6.6%	1 3.5%	4 15.0%	6 6.6%	3 7.1%	8 10.9%	14 8.3%	3 7.7%
Public administration and defence	10 4.9%	1 2.2%	4 8.0%	3 6.1%	5 6.4%	2 6.9%	- -	5 5.4%	- -	5 7.4%	9 5.4%	1 2.5%
Education	17 8.6%	5 10.6%	6 12.1%	3 6.3%	5 6.4%	2 6.5%	2 5.8%	2 2.1%	5 11.3%	11 15.3%	15 9.3%	2 5.4%
Health	25 12.6%	6 13.0%	8 15.7%	5 10.5%	9 11.9%	5 13.7%	3 8.8%	9 10.4%	6 13.3%	10 14.9%	21 12.6%	4 12.4%
Arts, entertainment, recreation and other services	11 5.6%	2 4.3%	- -	4 8.4%	6 7.2%	2 5.7%	4 12.4%	2 2.1%	- -	9 13.5%	4 2.3%	7 21.2%
Other	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
<b>NETS</b>												
Net: Agriculture, forestry & fishing/ Production	21 10.3%	5 11.2%	6 12.2%	3 6.5%	6 8.2%	4 10.4%	3 11.6%	10 11.2%	8 18.0%	3 4.4%	19 11.4%	2 5.0%
Net: Construction/Property	16 8.1%	3 6.2%	3 5.7%	3 5.9%	8 10.3%	5 16.1%	3 9.0%	10 10.9%	6 13.1%	1 1.4%	12 7.2%	4 12.5%
Net: Motor trades/ Wholesale/Retail/Transport & storage (inc. postal)/Accommodation & food services	51 25.6%	12 28.0%	10 21.6%	13 29.6%	21 26.9%	8 23.3%	7 25.2%	30 34.6%	8 18.0%	13 18.8%	42 25.6%	9 25.7%

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



## Jobs Outlook - Wave 21

### D3. What industry sector does your organisation work in?

Base: All respondents

	REGION						SIZE			SECTOR		
	Total	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
Unweighted Total	200	45	50	45	74	29	31	89	44	67	165	35
Weighted Total	200	44	48	45	78	34	30	88	43	69	165	35
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Net: Information & communication/Legal and Finance/Business administration and support services	32 15.8%	5 11.2%	9 18.5%	8 17.5%	13 16.0%	5 13.9%	5 17.7%	14 15.5%	5 11.8%	13 18.6%	28 17.0%	4 10.2%
Net: Professional, scientific & technical	17 8.5%	6 13.4%	3 6.3%	4 9.2%	5 6.8%	1 3.5%	3 9.5%	7 7.8%	6 14.4%	4 5.7%	15 9.2%	2 5.1%
Net: Public administration and defence/ Education/Health	52 26.1%	11 25.8%	17 35.8%	10 22.9%	19 24.7%	9 27.0%	4 14.6%	16 17.8%	11 24.6%	26 37.5%	45 27.3%	7 20.3%
Net: Arts, entertainment, recreation and other services/Other	11 5.6%	2 4.3%	-	4 8.4%	6 7.2%	2 5.7%	4 12.4%	2 2.1%	-	9 13.5%	4 2.3%	7 21.2%
				b			b			gh		j

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

## Jobs Outlook - Wave 21

### 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

	REGION						SIZE			SECTOR		
	Total	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	
Unweighted Total	200	45	50	45	74	29	31	89	44	67	165	35
Weighted Total	200	44	48	45	78	34	30	88	43	69	165	35
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
None - we would have to take on new staff	70	15	18	16	25	9	11	26	16	28	56	14
	34.8%	35.3%	37.8%	36.0%	31.9%	26.3%	37.1%	29.6%	36.5%	40.4%	33.9%	39.3%
A little - we might have to take on staff if demand grew this year	98	18	22	25	42	17	15	43	22	32	83	14
	48.8%	41.4%	45.8%	55.6%	53.6%	50.9%	51.6%	49.0%	51.6%	46.7%	50.5%	40.4%
A fair amount - we could take on a lot more work now	25	8	8	4	6	2	3	17	4	4	20	5
	12.4%	19.0%	16.4%	8.3%	7.7%	6.8%	8.5%	19.1%	9.7%	5.5%	11.8%	15.0%
Considerable - we have a great deal of spare capacity	8	2	-	-	5	5	1	2	1	5	6	2
	4.0%	4.3%	-	-	6.9%	16.0%	2.8%	2.2%	2.2%	7.5%	3.8%	5.4%
<b>NETS</b>												
Net: None + A little	167	34	40	41	67	26	26	69	38	60	139	28
	83.6%	76.7%	83.6%	91.7%	85.5%	77.2%	88.7%	78.6%	88.1%	87.0%	84.4%	79.6%

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

## Jobs Outlook - Wave 21

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

Base: All respondents

	REGION						SIZE			SECTOR		
	Total	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	
Unweighted Total	200	45	50	45	74	29	31	89	44	67	165	35
Weighted Total	200	44	48	45	78	34	30	88	43	69	165	35
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Redundancies	37	8	7	7	15	8	8	8	10	19	29	8
	18.4%	17.2%	13.9%	15.2%	18.7%	23.4%	26.9%	8.9%	22.4%	28.1%	17.3%	23.6%
									g	g		
Reduced hours	24	6	5	6	9	3	4	9	5	11	21	4
	12.2%	13.4%	10.0%	13.1%	11.8%	10.0%	14.8%	10.0%	11.0%	15.6%	12.6%	10.3%
Reduced pay / earnings	6	-	-	2	4	2	2	1	3	2	6	-
	2.9%	-	-	4.4%	5.4%	6.8%	5.6%	1.1%	6.5%	3.1%	3.6%	-
Headcount freeze	17	4	3	5	8	3	2	6	4	7	16	1
	8.3%	8.6%	6.0%	10.6%	10.4%	10.3%	6.0%	6.7%	8.7%	10.1%	9.6%	2.5%
Increased staffing	95	18	27	22	35	13	15	31	22	43	78	18
	47.7%	40.9%	56.0%	48.9%	45.0%	39.8%	51.2%	34.8%	51.4%	61.8%	47.1%	50.4%
										g		
Increased pay/ earnings	112	26	28	21	40	18	19	43	26	43	97	15
	56.1%	58.5%	58.2%	47.1%	50.4%	54.9%	63.9%	48.6%	61.6%	62.2%	59.0%	42.5%
None of the above	47	12	11	9	17	8	7	29	6	13	36	12
	23.7%	26.5%	23.7%	20.8%	21.8%	23.1%	24.4%	33.1%	13.1%	18.2%	21.6%	33.5%
								hi				

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

## Jobs Outlook - Wave 21

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

Base: All respondents

	Total	REGION						SIZE			SECTOR	
		North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		a	b	c	d	*e	f	g	h	i	j	k
Significance Level: 95%												
Unweighted Total	200	45	50	45	74	29	31	89	44	67	165	35
Weighted Total	200	44	48	45	78	34	30	88	43	69	165	35
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
A lot better	(5) 5 2.5%	2 4.6%	- -	2 4.5%	3 3.9%	1 3.1%	- -	1 1.2%	- -	4 5.8%	4 2.4%	1 2.9%
A little better	(4) 37 18.3%	9 19.5%	9 18.1%	7 14.7%	16 19.9%	9 26.9%	4 12.6%	18 20.3%	8 18.5%	11 15.7%	29 17.8%	7 20.8%
No change	(3) 83 41.3%	17 39.3%	23 47.9%	19 42.3%	29 36.9%	10 29.6%	13 45.1%	43 48.4%	14 33.6%	26 36.9%	66 40.3%	16 45.7%
A little worse	(2) 53 26.4%	12 27.8%	13 27.9%	11 25.6%	18 23.3%	7 20.2%	9 30.4%	22 24.7%	14 33.7%	17 24.1%	45 27.2%	8 22.9%
A lot worse	(1) 11 5.3%	1 2.0%	2 4.1%	2 4.4%	4 5.5%	2 6.9%	4 11.9%	5 5.4%	3 6.8%	3 4.3%	9 5.4%	2 4.9%
Don't know	12 6.1%	3 6.8%	1 2.1%	4 8.5%	8 10.6%	5 13.4%	- -	- -	3 7.4%	9 13.2%	11 6.9%	1 2.8%
<b>NETS</b>												
Net: Better	42 20.8%	11 24.1%	9 18.1%	9 19.2%	19 23.8%	10 30.0%	4 12.6%	19 21.5%	8 18.5%	15 21.4%	33 20.2%	8 23.7%
Net: Better/ No change	124 62.1%	28 63.3%	32 66.0%	28 61.5%	48 60.7%	20 59.6%	17 57.7%	62 69.9%	22 52.1%	40 58.3%	100 60.5%	24 69.4%
Net: Worse	64 31.8%	13 29.9%	15 32.0%	13 30.0%	23 28.7%	9 27.0%	13 42.3%	27 30.1%	17 40.5%	20 28.5%	54 32.6%	10 27.8%
Mean score	2.9	3.0	2.8	2.9	2.9	3.0	2.6	2.9	2.7	2.9	2.8	2.9

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

## Jobs Outlook - Wave 21

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

Base: All respondents

	Total	REGION						SIZE			SECTOR	
		North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		a	b	c	d	*e	f	g	h	i	j	k
Unweighted Total	200	45	50	45	74	29	31	89	44	67	165	35
Weighted Total	200	44	48	45	78	34	30	88	43	69	165	35
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
A lot better	(5) 6 2.9%	1 2.0%	- -	3 6.6%	4 5.1%	1 3.1%	1 3.1%	3 3.3%	- -	3 4.2%	4 2.3%	2 5.5%
A little better	(4) 41 20.7%	13 30.0%	10 20.0%	7 14.9%	14 18.2%	8 22.6%	4 14.8%	17 19.7%	8 18.9%	16 23.2%	32 19.6%	9 26.0%
No change	(3) 101 50.3%	21 48.4%	24 50.0%	25 55.5%	41 52.2%	16 47.8%	14 48.5%	53 60.1%	22 52.3%	25 36.6%	87 53.0%	13 37.5%
A little worse	(2) 25 12.6%	4 8.5%	11 22.1%	3 6.0%	7 9.3%	5 13.6%	4 12.1%	10 11.4%	6 13.3%	10 13.8%	21 12.6%	4 12.6%
A lot worse	(1) 7 3.3%	2 4.2%	1 2.0%	1 2.1%	2 2.7%	1 3.4%	2 5.9%	3 3.4%	2 4.4%	2 2.6%	6 3.5%	1 2.5%
Don't know	20 10.1%	3 6.8%	3 5.9%	7 14.9%	10 12.6%	3 9.5%	5 15.5%	2 2.2%	5 11.1%	14 19.7%	15 8.9%	6 15.9%
			cd						g	g		
<b>NETS</b>												
Net: Better	47 23.6%	14 32.0%	10 20.0%	10 21.5%	18 23.3%	9 25.7%	5 18.0%	20 22.9%	8 18.9%	19 27.4%	36 21.9%	11 31.5%
Net: Better/ No change	148 73.9%	35 80.4%	34 70.0%	34 76.9%	59 75.5%	25 73.5%	20 66.4%	73 83.0%	30 71.1%	44 64.0%	123 74.9%	24 69.1%
Net: Worse	32 16.0%	6 12.8%	12 24.1%	4 8.1%	9 11.9%	6 17.0%	5 18.0%	13 14.8%	8 17.7%	11 16.4%	27 16.1%	5 15.1%
Mean score	3.1	3.2	2.9	3.2	3.2	3.1	3.0	3.1	3.0	3.2	3.1	3.2

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

## Jobs Outlook - Wave 21

**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	200	200
Weighted Total	200 100.0%	200 100.0%
Advertise externally in newspapers/trade/ professional press	91 45.3%	43 21.6%
Recruitment agencies/ Search firms	93 46.5%	52 25.8%
Online job boards (e.g. Monster)	100 50.2%	61 30.5%
Internal Referrals	99 49.4%	62 31.1%
Talent pools and staff banks	23 11.7%	16 8.2%
Advertise on our own website	120 59.9%	72 35.8%
Social media and professional networking sites (e.g. LinkedIn)	91 45.5%	49 24.6%
Former employees and word of mouth	115 57.6%	73 36.7%
Jobcentre Plus / Universal Jobmatch	74 37.0%	42 21.0%
People approach us	93 46.7%	55 27.7%
Other	18 8.8%	9 4.5%
We have never recruited any of this kind of staff	15 7.4%	83 41.6%

## Jobs Outlook - Wave 21

**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	186	117
Weighted Total	185 100.0%	117 100.0%
Advertise externally in newspapers/trade/ professional press	91 48.9%	43 37.0%
Recruitment agencies/ Search firms	93 50.2%	52 44.2%
Online job boards (e.g. Monster)	100 54.2%	61 52.3%
Internal Referrals	99 53.4%	62 53.2%
Talent pools and staff banks	23 12.6%	16 14.0%
Advertise on our own website	120 64.7%	72 61.3%
Social media and professional networking sites (e.g. LinkedIn)	91 49.1%	49 42.0%
Former employees and word of mouth	115 62.2%	73 62.8%
Jobcentre Plus / Universal Jobmatch	74 39.9%	42 35.9%
People approach us	93 50.4%	55 47.4%
Other	18 9.5%	9 7.6%

## Jobs Outlook - Wave 21

**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

	REGION						SIZE			SECTOR		
	Total	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	
Unweighted Total	200	45	50	45	74	29	31	89	44	67	165	35
Weighted Total	200	44	48	45	78	34	30	88	43	69	165	35
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Advertise on our own website	120	24	30	26	47	21	20	27	29	64	94	25
	59.9%	54.0%	61.8%	57.6%	59.7%	62.5%	66.3%	30.4%	67.7%	92.7%	57.3%	72.4%
								g	g	gh		
Former employees and word of mouth	115	28	28	27	45	19	14	45	24	46	94	22
	57.6%	63.0%	58.1%	59.4%	58.0%	56.2%	48.0%	51.4%	56.1%	66.6%	56.7%	61.9%
Online job boards (e.g. Monster)	100	22	23	20	39	19	17	25	23	52	76	24
	50.2%	49.3%	47.6%	44.7%	49.6%	56.2%	57.0%	28.7%	55.0%	74.6%	46.1%	69.4%
								g	g	gh	j	j
Internal Referrals	99	26	24	20	37	17	12	31	22	45	80	19
	49.4%	58.4%	50.4%	44.7%	46.6%	49.2%	41.9%	35.5%	52.0%	65.5%	48.4%	54.3%
								g	g	g		
People approach us	93	23	20	19	38	19	12	31	22	41	74	20
	46.7%	51.5%	41.7%	42.8%	48.9%	57.1%	42.0%	34.6%	50.6%	59.7%	44.7%	56.2%
								g	g	g		
Recruitment agencies/ Search firms	93	20	22	21	36	15	15	30	24	38	77	16
	46.5%	45.7%	46.0%	46.9%	45.6%	43.9%	50.9%	34.2%	57.2%	55.5%	46.6%	46.1%
								g	g	g		
Social media and professional networking sites (e.g. LinkedIn)	91	24	15	17	37	20	14	23	21	47	74	17
	45.5%	54.2%	32.0%	38.8%	47.8%	59.8%	48.5%	26.1%	50.3%	67.2%	44.8%	49.0%
		b						g	g	g		
Advertise externally in newspapers/trade/professional press	91	18	22	16	30	13	21	25	28	38	76	14
	45.3%	40.9%	46.3%	36.5%	38.0%	40.0%	69.5%	27.8%	66.1%	54.7%	46.3%	40.5%
							abcd	g	g	g		
Jobcentre Plus / Universal Jobmatch	74	17	21	10	24	13	12	21	15	38	59	15
	37.0%	39.5%	43.7%	23.1%	30.4%	40.1%	39.8%	23.7%	35.9%	54.5%	35.7%	43.1%
			c					g	g	g		

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



## Jobs Outlook - Wave 21

**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

	REGION						SIZE			SECTOR		
	Total	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
Unweighted Total	200	45	50	45	74	29	31	89	44	67	165	35
Weighted Total	200	44	48	45	78	34	30	88	43	69	165	35
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Talent pools and staff banks	23	6	5	4	10	7	3	1	2	20	15	8
	11.7%	12.9%	9.8%	8.3%	13.1%	19.4%	9.4%	1.3%	4.6%	29.3%	9.2%	23.4%
										gh		j
Other	18	2	3	6	11	5	2	6	7	5	13	4
	8.8%	4.2%	6.0%	14.5%	14.1%	13.6%	5.9%	6.7%	16.0%	7.0%	8.0%	12.3%
We have never recruited any of this kind of staff	15	2	5	3	5	2	3	14	-	1	12	3
	7.4%	4.4%	10.2%	6.2%	6.4%	6.7%	9.5%	15.7%	-	1.3%	7.3%	7.9%
								hi				

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

## Jobs Outlook - Wave 21

**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

	REGION						SIZE			SECTOR		
	Total	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	
Unweighted Total	200	45	50	45	74	29	31	89	44	67	165	35
Weighted Total	200	44	48	45	78	34	30	88	43	69	165	35
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Former employees and word of mouth	73	16	16	16	32	16	9	25	17	32	64	9
	36.7%	37.1%	33.8%	36.1%	40.7%	46.8%	30.3%	28.2%	39.2%	46.0%	39.0%	25.7%
										g		
Advertise on our own website	72	14	21	12	26	13	11	12	18	42	58	13
	35.8%	32.5%	43.8%	27.6%	32.8%	39.8%	35.9%	13.5%	41.3%	61.0%	35.3%	38.3%
									g	gh		
Internal Referrals	62	15	16	14	25	11	5	21	11	30	53	9
	31.1%	34.7%	34.0%	31.9%	32.3%	32.8%	17.7%	23.4%	26.9%	43.4%	32.2%	25.7%
										g		
Online job boards (e.g. Monster)	61	14	16	8	21	13	10	15	12	34	49	13
	30.5%	32.4%	33.8%	17.1%	26.8%	39.9%	32.4%	16.8%	27.9%	49.7%	29.5%	35.6%
										gh		
People approach us	55	11	15	11	23	11	6	17	11	28	46	10
	27.7%	25.9%	31.6%	25.6%	28.9%	33.3%	20.6%	18.9%	25.8%	40.0%	27.6%	27.8%
										g		
Recruitment agencies/ Search firms	52	10	14	15	23	8	4	12	12	28	46	5
	25.8%	23.7%	28.5%	33.8%	29.5%	23.6%	15.0%	13.5%	27.5%	40.5%	28.1%	15.4%
									g	g		
Social media and professional networking sites (e.g. LinkedIn)	49	11	11	8	20	12	7	13	11	25	42	7
	24.6%	26.2%	21.9%	17.1%	25.5%	36.7%	24.0%	14.8%	25.5%	36.4%	25.5%	20.3%
										g		
Advertise externally in newspapers/trade/ professional press	43	10	12	6	12	7	9	7	13	24	35	8
	21.6%	23.8%	23.9%	12.8%	15.7%	19.5%	30.3%	7.6%	29.9%	34.3%	21.3%	22.9%
									g	g		
Jobcentre Plus / Universal Jobmatch	42	10	14	6	14	9	3	11	7	24	35	7
	21.0%	22.1%	29.8%	12.5%	18.4%	26.3%	11.8%	12.4%	15.8%	35.1%	21.1%	20.3%
			c							gh		

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

## Jobs Outlook - Wave 21

**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

	REGION						SIZE			SECTOR		
	Total	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
Unweighted Total	200	45	50	45	74	29	31	89	44	67	165	35
Weighted Total	200	44	48	45	78	34	30	88	43	69	165	35
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Talent pools and staff banks	16	2	7	3	7	4	1	1	1	14	11	5
	8.2%	4.2%	13.9%	6.2%	8.9%	12.5%	2.9%	1.1%	2.3%	20.8%	6.7%	15.3%
										gh		
Other	9	-	3	2	4	2	2	2	3	4	7	2
	4.5%	-	6.0%	4.4%	5.5%	6.9%	5.9%	2.2%	7.1%	5.6%	4.4%	4.9%
We have never recruited any of this kind of staff	83	19	19	18	31	13	13	47	19	17	64	19
	41.6%	43.3%	40.0%	40.2%	40.1%	40.0%	45.4%	52.9%	44.9%	25.0%	38.9%	53.9%
								i	i			

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

## Jobs Outlook - Wave 21

**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

	REGION						SIZE			SECTOR		
	Total	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
Unweighted Total	186	43	45	43	70	27	28	76	44	66	153	33
Weighted Total	185	42	43	42	73	31	27	74	43	68	153	32
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Advertise on our own website	120	24	30	26	47	21	20	27	29	64	94	25
	64.7%	56.5%	68.8%	61.4%	63.8%	67.0%	73.3%	36.0%	67.7%	94.0%	61.7%	78.6%
								g	g	gh		
Former employees and word of mouth	115	28	28	27	45	19	14	45	24	46	94	22
	62.2%	65.9%	64.7%	63.3%	62.0%	60.2%	53.1%	61.0%	56.1%	67.5%	61.2%	67.2%
Online job boards (e.g. Monster)	100	22	23	20	39	19	17	25	23	52	76	24
	54.2%	51.6%	53.0%	47.7%	53.1%	60.3%	63.0%	34.0%	55.0%	75.6%	49.7%	75.3%
								g	g	gh	j	j
Internal Referrals	99	26	24	20	37	17	12	31	22	45	80	19
	53.4%	61.2%	56.2%	47.7%	49.9%	52.8%	46.3%	42.2%	52.0%	66.4%	52.2%	59.0%
								g	g	g		
People approach us	93	23	20	19	38	19	12	31	22	41	74	20
	50.4%	53.9%	46.4%	45.6%	52.3%	61.2%	46.4%	41.1%	50.6%	60.5%	48.2%	61.0%
								g	g	g		
Recruitment agencies/ Search firms	93	20	22	21	36	15	15	30	24	38	77	16
	50.2%	47.8%	51.2%	50.0%	48.7%	47.0%	56.2%	40.6%	57.2%	56.3%	50.2%	50.0%
Social media and professional networking sites (e.g. LinkedIn)	91	24	15	17	37	20	14	23	21	47	74	17
	49.1%	56.7%	35.6%	41.4%	51.1%	64.2%	53.6%	30.9%	50.3%	68.1%	48.3%	53.2%
								g	g	g		
Advertise externally in newspapers/trade/professional press	91	18	22	16	30	13	21	25	28	38	76	14
	48.9%	42.8%	51.6%	38.9%	40.6%	42.9%	76.9%	33.0%	66.1%	55.5%	50.0%	44.0%
								g	g	g		
Jobcentre Plus / Universal Jobmatch	74	17	21	10	24	13	12	21	15	38	59	15
	39.9%	41.3%	48.6%	24.7%	32.5%	43.0%	44.0%	28.1%	35.9%	55.2%	38.5%	46.8%
			c					gh	gh	gh		

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

## Jobs Outlook - Wave 21

**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

	REGION						SIZE			SECTOR		
	Total	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
Unweighted Total	186	43	45	43	70	27	28	76	44	66	153	33
Weighted Total	185	42	43	42	73	31	27	74	43	68	153	32
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Talent pools and staff banks	23	6	5	4	10	7	3	1	2	20	15	8
	12.6%	13.5%	10.9%	8.9%	14.0%	20.8%	10.4%	1.6%	4.6%	29.7%	9.9%	25.4%
										gh		j
Other	18	2	3	6	11	5	2	6	7	5	13	4
	9.5%	4.4%	6.6%	15.4%	15.1%	14.6%	6.5%	7.9%	16.0%	7.1%	8.6%	13.4%

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

## Jobs Outlook - Wave 21

### 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

	REGION						SIZE			SECTOR		
	Total	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
Unweighted Total	117	26	30	27	44	17	17	42	24	51	100	17
Weighted Total	117	25	29	27	47	20	16	41	23	52	101	16
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Former employees and word of mouth	73	16	16	16	32	16	9	25	17	32	64	9
	62.8%	65.3%	56.4%	60.4%	67.9%	78.0%	55.6%	59.9%	71.3%	61.3%	63.9%	55.9%
Advertise on our own website	72	14	21	12	26	13	11	12	18	42	58	13
	61.3%	57.3%	72.9%	46.2%	54.9%	66.4%	65.7%	28.6%	74.9%	81.3%	57.8%	83.1%
Internal Referrals	62	15	16	14	25	11	5	21	11	30	53	9
	53.2%	61.2%	56.7%	53.4%	54.0%	54.7%	32.5%	49.8%	48.9%	57.9%	52.8%	55.6%
Online job boards (e.g. Monster)	61	14	16	8	21	13	10	15	12	34	49	13
	52.3%	57.1%	56.3%	28.6%	44.9%	66.5%	59.3%	35.7%	50.7%	66.3%	48.2%	77.3%
People approach us	55	11	15	11	23	11	6	17	11	28	46	10
	47.4%	45.6%	52.7%	42.8%	48.3%	55.6%	37.8%	40.2%	46.8%	53.3%	45.3%	60.4%
Recruitment agencies/ Search firms	52	10	14	15	23	8	4	12	12	28	46	5
	44.2%	41.8%	47.4%	56.6%	49.2%	39.4%	27.6%	28.6%	50.0%	54.0%	45.9%	33.5%
Social media and professional networking sites (e.g. LinkedIn)	49	11	11	8	20	12	7	13	11	25	42	7
	42.0%	46.2%	36.5%	28.6%	42.6%	61.2%	44.0%	31.5%	46.4%	48.5%	41.7%	44.0%
Advertise externally in newspapers/trade/professional press	43	10	12	6	12	7	9	7	13	24	35	8
	37.0%	42.0%	39.8%	21.4%	26.2%	32.5%	55.5%	16.1%	54.3%	45.8%	34.9%	49.7%
Jobcentre Plus / Universal Jobmatch	42	10	14	6	14	9	3	11	7	24	35	7
	35.9%	38.9%	49.7%	21.0%	30.8%	43.8%	21.7%	26.4%	28.7%	46.8%	34.6%	44.0%
Talent pools and staff banks	16	2	7	3	7	4	1	1	1	14	11	5
	14.0%	7.3%	23.2%	10.4%	14.9%	20.9%	5.3%	2.3%	4.3%	27.8%	10.9%	33.2%

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

## Jobs Outlook - Wave 21

**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

	REGION						SIZE			SECTOR		
	Total	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
Unweighted Total	117	26	30	27	44	17	17	42	24	51	100	17
Weighted Total	117	25	29	27	47	20	16	41	23	52	101	16
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Other	9	-	3	2	4	2	2	2	3	4	7	2
	7.6%	-	10.0%	7.4%	9.1%	11.5%	10.8%	4.8%	13.0%	7.5%	7.1%	10.7%

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

## Jobs Outlook - Wave 21

### 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

	Total	REGION						SIZE			SECTOR	
		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
Unweighted Total	108	22	27	26	42	16	17	37	26	45	90	18
Weighted Total	108	22	26	26	44	18	16	36	25	46	90	18
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Very satisfied (5)	14 13.3%	5 21.5%	4 15.1%	4 15.5%	4 9.1%	- -	2 10.3%	5 13.0%	5 19.0%	5 10.3%	13 15.0%	1 4.8%
Fairly satisfied (4)	57 52.9%	10 47.6%	11 41.0%	16 62.0%	26 60.1%	10 57.3%	10 60.1%	18 51.1%	10 38.1%	29 62.4%	46 51.5%	11 59.7%
Neither satisfied nor dissatisfied (3)	20 18.9%	4 17.3%	6 21.6%	4 15.0%	7 16.4%	3 18.3%	4 23.9%	7 18.8%	6 24.0%	8 16.3%	15 16.7%	5 30.0%
Fairly dissatisfied (2)	7 6.6%	2 8.8%	2 7.5%	- -	2 5.2%	2 12.5%	1 5.7%	2 6.3%	4 15.2%	1 2.1%	7 7.9%	- -
Very dissatisfied (1)	3 2.7%	- -	3 11.0%	- -	- -	- -	- -	2 5.4%	1 3.7%	- -	3 3.2%	- -
Don't know	6 5.7%	1 4.7%	1 3.9%	2 7.5%	4 9.3%	2 11.9%	- -	2 5.4%	- -	4 9.0%	5 5.7%	1 5.4%
<b>NETS</b>												
Net: Satisfied	71 66.2%	15 69.2%	15 56.1%	20 77.5%	30 69.2%	10 57.3%	11 70.4%	23 64.2%	14 57.1%	34 72.7%	60 66.5%	12 64.5%
Net: Dissatisfied	10 9.2%	2 8.8%	5 18.5%	- -	2 5.2%	2 12.5%	1 5.7%	4 11.7%	5 18.8%	1 2.1%	10 11.1%	- -
Mean score	3.7	3.9	3.4	4.0	3.8	3.5	3.7	3.6	3.5	3.9	3.7	3.7

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



## Jobs Outlook - Wave 21

### 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

	Total	REGION						SIZE			SECTOR	
		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
Unweighted Total	108	22	27	26	42	16	17	37	26	45	90	18
Weighted Total	108	22	26	26	44	18	16	36	25	46	90	18
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Very satisfied (5)	18 16.6%	5 21.5%	3 11.3%	6 22.8%	7 15.7%	1 5.5%	3 20.8%	7 20.8%	5 19.0%	6 11.9%	15 16.9%	3 14.8%
Fairly satisfied (4)	62 57.8%	13 60.4%	17 63.3%	13 51.2%	25 56.0%	11 63.0%	8 50.1%	20 56.5%	14 53.7%	28 61.0%	50 55.3%	13 70.2%
Neither satisfied nor dissatisfied (3)	14 12.8%	1 4.4%	2 7.1%	5 18.7%	8 18.8%	3 18.8%	3 17.5%	3 8.8%	4 16.1%	7 14.2%	12 13.4%	2 10.0%
Fairly dissatisfied (2)	4 3.5%	1 4.4%	3 10.8%	- -	- -	- -	- -	1 2.7%	1 3.8%	2 4.0%	3 3.2%	1 4.9%
Very dissatisfied (1)	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Don't know	10 9.3%	2 9.3%	2 7.5%	2 7.2%	4 9.5%	2 12.8%	2 11.6%	4 11.3%	2 7.3%	4 8.9%	10 11.2%	- -
<b>NETS</b>												
Net: Satisfied	80 74.4%	18 81.9%	19 74.6%	19 74.0%	31 71.7%	12 68.4%	11 70.9%	28 77.3%	18 72.8%	34 73.0%	65 72.2%	15 85.0%
Net: Dissatisfied	4 3.5%	1 4.4%	3 10.8%	- -	- -	- -	- -	1 2.7%	1 3.8%	2 4.0%	3 3.2%	1 4.9%
Mean score	4.0	4.1	3.8	4.0	4.0	3.8	4.0	4.1	3.9	3.9	4.0	3.9

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

## Jobs Outlook - Wave 21

**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

	REGION						SIZE			SECTOR		
	Total	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
Unweighted Total	186	43	45	43	70	27	28	76	44	66	153	33
Weighted Total	185	42	43	42	73	31	27	74	43	68	153	32
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Accounting and financial services	73	14	19	13	30	17	10	19	14	40	60	14
	39.6%	33.7%	44.8%	32.0%	41.0%	53.1%	36.6%	25.5%	33.4%	58.8%	39.1%	42.1%
										gh		
Construction	26	7	6	6	9	3	4	10	9	7	23	3
	14.0%	16.3%	13.3%	13.2%	12.2%	10.8%	16.7%	12.9%	22.2%	10.1%	15.3%	8.0%
Drivers	32	6	11	6	10	4	4	7	7	18	23	8
	17.1%	13.6%	26.5%	13.7%	13.6%	13.4%	16.7%	8.9%	16.1%	26.5%	15.2%	25.6%
										g		
Education	33	8	7	9	14	6	5	9	9	15	31	3
	18.0%	18.2%	15.8%	20.3%	19.5%	18.5%	17.1%	12.1%	21.0%	22.6%	20.0%	8.4%
Engineering & technical	35	8	5	12	14	2	8	12	5	18	30	5
	19.0%	20.2%	10.9%	27.7%	19.0%	7.3%	30.3%	15.6%	12.7%	26.6%	19.5%	16.7%
				b								
Executive recruitment / interim management	49	10	12	9	21	12	5	6	8	35	37	12
	26.4%	24.6%	28.3%	20.8%	28.6%	38.9%	20.4%	8.3%	18.3%	51.2%	24.3%	36.4%
										gh		
Health & social care	37	9	10	6	11	5	6	8	10	19	27	10
	19.8%	20.5%	24.2%	14.0%	15.4%	17.2%	23.9%	10.6%	23.2%	27.7%	17.6%	30.5%
										g		
Hospitality	30	6	8	7	11	5	5	10	7	13	28	2
	16.3%	13.7%	18.0%	15.8%	15.3%	14.7%	20.3%	13.7%	15.5%	19.7%	18.6%	5.4%
Industrial	26	7	6	6	8	2	5	12	4	9	22	4
	13.8%	16.2%	13.3%	13.4%	10.7%	7.0%	19.5%	15.7%	10.4%	13.9%	14.4%	11.2%
Legal & HR	53	12	12	10	21	11	7	4	10	39	39	14
	28.6%	29.0%	28.7%	24.8%	29.3%	35.3%	26.1%	5.2%	23.0%	57.6%	25.2%	44.6%
									g	gh		j
Life sciences	7	1	2	1	2	1	2	-	-	7	6	1
	3.7%	2.4%	4.3%	2.2%	2.8%	3.7%	6.9%	-	-	9.9%	3.9%	2.7%
										gh		

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

## Jobs Outlook - Wave 21

**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

	REGION						SIZE			SECTOR		
	Total	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
Unweighted Total	186	43	45	43	70	27	28	76	44	66	153	33
Weighted Total	185	42	43	42	73	31	27	74	43	68	153	32
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Marketing, media & creative	50	9	8	12	27	14	7	8	9	33	40	10
	27.1%	20.7%	17.7%	29.7%	36.3%	45.2%	27.0%	11.2%	20.0%	48.7%	26.1%	31.8%
				b						gh		
Office professionals	103	23	23	20	41	21	16	24	25	53	82	21
	55.4%	54.2%	53.0%	47.9%	55.9%	66.6%	59.9%	32.9%	58.9%	77.7%	53.4%	64.9%
									g	gh		
Sales & retail	41	8	7	7	18	11	9	16	8	18	29	13
	22.4%	20.1%	15.3%	15.7%	23.9%	34.9%	33.3%	21.0%	19.6%	25.6%	18.7%	39.9%
												j
Technology	37	10	8	9	13	5	5	7	7	23	32	5
	19.9%	24.9%	18.0%	20.6%	18.2%	14.8%	20.2%	9.1%	15.8%	34.3%	21.2%	13.9%
										gh		
None	9	1	2	4	5	1	1	2	2	5	7	2
	4.7%	2.1%	4.6%	9.4%	6.9%	3.7%	3.2%	2.7%	4.8%	6.9%	4.6%	5.3%
Average number of mentions	3.6	3.4	3.5	3.4	3.7	4.0	3.9	2.1	3.3	5.5	3.5	4.0
									g	gh		

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

## Jobs Outlook - Wave 21

### 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

	REGION						SIZE			SECTOR		
	Total	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
Unweighted Total	52	11	14	15	22	7	5	12	12	28	46	6
Weighted Total	52	10	14	15	23	8	4	12	12	28	46	5
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Accounting and financial services	20	5	6	5	8	3	1	1	4	15	17	3
	37.9%	45.4%	42.8%	31.5%	35.1%	41.9%	20.7%	8.3%	32.7%	52.7%	36.3%	51.9%
Construction	10	3	2	4	5	1	-	5	1	4	9	1
	18.7%	28.1%	14.4%	24.2%	20.7%	14.0%	-	41.6%	8.0%	13.6%	19.0%	16.2%
Drivers	11	4	3	2	3	1	1	2	1	8	8	3
	20.4%	36.5%	21.4%	12.3%	12.5%	12.9%	20.7%	16.0%	8.4%	27.3%	16.7%	51.9%
Education	10	3	4	2	3	1	-	1	4	5	10	-
	19.0%	27.9%	28.4%	12.3%	13.0%	14.5%	-	7.8%	33.0%	17.8%	21.2%	-
Engineering & technical	12	2	2	6	7	1	1	1	-	11	11	1
	22.5%	18.1%	14.4%	37.7%	29.7%	14.5%	20.8%	7.8%	-	38.2%	23.3%	16.1%
Executive recruitment / interim management	18	4	4	5	9	4	1	-	3	15	15	3
	34.6%	36.3%	28.3%	31.8%	40.3%	56.6%	20.7%	-	26.2%	52.8%	32.6%	51.9%
Health & social care	7	2	2	3	3	-	-	-	3	4	6	1
	13.0%	18.1%	14.5%	18.6%	12.2%	-	-	-	24.1%	13.8%	12.6%	16.2%
Hospitality	4	1	-	2	3	1	-	-	-	4	3	1
	7.7%	9.7%	-	12.0%	12.8%	14.5%	-	-	-	14.1%	6.7%	16.2%
Industrial	12	3	3	4	5	1	1	3	-	9	10	2
	22.3%	27.4%	21.4%	25.0%	20.8%	12.9%	20.8%	24.1%	-	30.9%	20.8%	35.0%
Legal & HR	20	5	5	5	8	3	3	-	5	15	16	5
	39.3%	44.7%	35.7%	31.3%	35.0%	42.1%	59.8%	-	42.5%	54.6%	34.0%	84.3%
Life sciences	3	1	1	1	1	-	-	-	-	3	3	-
	5.7%	9.7%	7.2%	6.1%	4.0%	-	-	-	-	10.4%	6.3%	-
Marketing, media & creative	13	3	2	6	8	2	-	1	2	10	12	1
	24.8%	27.9%	14.2%	37.4%	34.5%	29.0%	-	7.8%	16.1%	35.6%	25.8%	16.2%
Office professionals	29	6	7	7	13	7	4	3	6	20	24	5
	56.9%	53.9%	49.8%	43.9%	58.2%	85.3%	79.0%	25.8%	50.2%	72.8%	51.8%	100.0%
Sales & retail	6	1	-	2	5	3	-	-	-	6	4	2
	11.8%	8.4%	-	12.7%	22.7%	41.9%	-	-	-	21.8%	9.1%	35.0%

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

## Jobs Outlook - Wave 21

**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

	REGION						SIZE			SECTOR		
	Total	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
Unweighted Total	52	11	14	15	22	7	5	12	12	28	46	6
Weighted Total	52	10	14	15	23	8	4	12	12	28	46	5
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Technology	11	4	2	4	5	1	-	-	2	9	10	1
	20.8%	36.3%	14.4%	25.5%	21.7%	14.5%	-	-	16.5%	31.4%	21.4%	16.1%
None	6	1	1	2	3	1	1	2	2	2	6	-
	11.6%	9.1%	7.0%	13.0%	13.6%	14.7%	21.0%	17.9%	16.8%	6.7%	12.9%	-
Average number of mentions	4.0	4.7	3.3	4.2	4.3	4.6	3.1	1.7	3.1	5.2	3.9	5.1

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

## Jobs Outlook - Wave 21

**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	73 100.0%	- -	7 9.6%	49 67.1%	1 1.3%	1 1.6%	15 20.4%	7 9.6%	2 2.9%	56 76.7%	3.1
Construction	26 100.0%	1 3.8%	6 23.0%	14 54.9%	1 3.7%	- -	4 14.6%	7 26.8%	1 3.7%	21 81.7%	3.3
Drivers	32 100.0%	1 3.3%	2 5.7%	21 67.1%	1 3.1%	- -	7 20.8%	3 9.0%	1 3.1%	24 76.0%	3.1
Education	33 100.0%	- -	3 9.2%	26 77.9%	- -	1 3.5%	3 9.5%	3 9.2%	1 3.5%	29 87.0%	3.0
Engineering & technical	35 100.0%	1 2.7%	6 18.0%	21 59.5%	- -	- -	7 19.8%	7 20.7%	- -	28 80.2%	3.3
Executive recruitment / interim management	49 100.0%	- -	3 5.8%	35 72.0%	- -	- -	11 22.1%	3 5.8%	- -	38 77.9%	3.1
Health & social care	37 100.0%	2 4.9%	10 26.9%	18 49.9%	- -	- -	7 18.3%	12 31.8%	- -	30 81.7%	3.5
Hospitality	30 100.0%	1 3.2%	4 12.5%	21 70.7%	1 3.3%	- -	3 10.3%	5 15.7%	1 3.3%	26 86.4%	3.2
Industrial	26 100.0%	- -	1 3.6%	21 81.7%	- -	- -	4 14.7%	1 3.6%	- -	22 85.3%	3.0
Legal & HR	53 100.0%	- -	5 8.8%	36 68.6%	2 4.0%	- -	10 18.5%	5 8.8%	2 4.0%	41 77.5%	3.1
Life sciences	7 100.0%	- -	- -	4 57.8%	- -	- -	3 42.2%	- -	- -	4 57.8%	3.0
Marketing, media & creative	50 100.0%	1 2.0%	5 9.5%	30 60.1%	1 2.3%	1 1.9%	12 24.1%	6 11.6%	2 4.2%	36 71.7%	3.1
Office professionals	103 100.0%	1 1.0%	10 10.2%	75 73.2%	3 2.9%	1 1.1%	12 11.6%	11 11.2%	4 4.0%	87 84.3%	3.1
Sales & retail	41 100.0%	2 4.8%	10 23.3%	24 57.4%	1 2.2%	- -	5 12.3%	12 28.1%	1 2.2%	35 85.5%	3.3
Technology	37 100.0%	- -	4 10.2%	25 66.5%	1 2.7%	- -	8 20.6%	4 10.2%	1 2.7%	28 76.7%	3.1
Average (response based including bases)	632 100.0%	10 1.6%	75 11.9%	421 66.7%	12 1.9%	4 .7%	109 17.3%	85 13.4%	17 2.6%	506 80.1%	3.1

## Jobs Outlook - Wave 21

### Q10\_SUM. Average across all sectors (response based)

#### SUMMARY TABLE

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

	Total	REGION					SIZE			SECTOR			
		North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public	
		a	b	c	d	e	f	g	h	i	j	k	
Significance Level: 95%													
Unweighted Total	625	137	150	128	230	102	108	153	138	334	505	120	
Weighted Total	632	137	144	131	250	120	100	151	132	349	508	124	
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
Increase greatly	(5)	10 1.6%	3 2.1%	1 .6%	2 1.4%	6 2.4%	4 3.4%	- -	3 1.9%	- -	7 2.0%	5 .9%	5 4.0%
												j	
Increase slightly	(4)	75 11.9%	28 20.4%	14 9.5%	4 2.9%	19 7.6%	15 12.7%	14 14.1%	21 13.6%	17 12.8%	37 10.7%	47 9.3%	28 22.4%
			bcd	c		c	c	c					j
Stay same	(3)	421 66.7%	79 57.5%	96 66.5%	107 81.4%	169 67.5%	62 52.2%	78 77.5%	109 72.4%	108 81.4%	205 58.6%	351 69.1%	70 56.6%
			e	abde	e	ae	i	i				k	
Decrease slightly	(2)	12 1.9%	2 1.3%	6 4.1%	- -	3 1.4%	3 2.9%	1 .9%	2 1.2%	1 .7%	9 2.7%	11 2.2%	1 .7%
				c									
Decrease greatly	(1)	4 .7%	- -	- -	1 .7%	4 1.8%	3 2.9%	- -	4 2.9%	- -	- -	4 .9%	- -
						ab	ab	hi					
Don't know		109 17.3%	26 18.7%	28 19.2%	18 13.5%	49 19.4%	31 25.9%	7 7.4%	12 7.9%	7 5.1%	91 26.0%	89 17.6%	20 16.2%
			f	f	f	f	cf				gh		
<b>NETS</b>													
Net: Increase		85 13.4%	31 22.5%	15 10.2%	6 4.4%	25 10.0%	19 16.1%	14 14.1%	23 15.6%	17 12.8%	44 12.7%	52 10.2%	33 26.4%
			bcd		c	c	c	c					j
Net: Decrease		17 2.6%	2 1.3%	6 4.1%	1 .7%	8 3.1%	7 5.8%	1 .9%	6 4.1%	1 .7%	9 2.7%	16 3.1%	1 .7%
						cf	cf						
Net: Increase + Stay the same		506 80.1%	110 80.0%	110 76.7%	112 85.8%	194 77.4%	82 68.3%	92 91.6%	133 88.0%	125 94.2%	249 71.3%	403 79.3%	103 83.1%
			e		e		abde	i	i				
Mean score		3.1	3.3	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.2	3.1	3.4
			bcd										j

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

## Jobs Outlook - Wave 21

**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

	Total	REGION					SIZE			SECTOR		
		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
Unweighted Total	72	14	20	13	27	14	11	19	15	38	59	13
Weighted Total	73	14	19	13	30	17	10	19	14	40	60	14
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-
Increase slightly	(4)	7	2	2	-	2	2	3	1	3	4	3
	9.6%	13.2%	10.5%	-	7.0%	12.6%	10.4%	16.6%	7.2%	7.1%	7.0%	20.9%
Stay same	(3)	49	9	13	11	19	8	11	13	25	40	9
	67.1%	66.2%	69.1%	78.4%	61.7%	48.2%	81.1%	55.9%	92.8%	63.3%	67.6%	65.2%
Decrease slightly	(2)	1	-	1	-	-	-	-	-	1	1	-
	1.3%	-	5.1%	-	-	-	-	-	-	2.5%	1.7%	-
Decrease greatly	(1)	1	-	-	-	1	1	1	-	-	1	-
	1.6%	-	-	-	3.8%	6.9%	-	6.1%	-	-	1.9%	-
Don't know		15	3	3	3	8	5	4	-	11	13	2
	20.4%	20.6%	15.3%	21.6%	27.5%	32.3%	8.4%	21.4%	-	27.1%	21.9%	13.9%
<b>NETS</b>												
Net: Increase		7	2	2	-	2	2	3	1	3	4	3
	9.6%	13.2%	10.5%	-	7.0%	12.6%	10.4%	16.6%	7.2%	7.1%	7.0%	20.9%
Net: Decrease		2	-	1	-	1	1	1	-	1	2	-
	2.9%	-	5.1%	-	3.8%	6.9%	-	6.1%	-	2.5%	3.6%	-
Net: Increase + Stay the same		56	11	15	11	21	9	14	14	28	45	12
	76.7%	79.4%	79.6%	78.4%	68.7%	60.8%	91.6%	72.5%	100.0%	70.4%	74.5%	86.1%
Mean score		3.1	3.2	3.1	3.0	3.0	3.1	3.1	3.1	3.1	3.0	3.2

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



## Jobs Outlook - Wave 21

**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

	Total	REGION					SIZE			SECTOR		
		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
Unweighted Total	27	7	6	6	9	3	5	10	10	7	24	3
Weighted Total	26	7	6	6	9	3	4	10	9	7	23	3
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	1	-	-	-	-	-	1	-	-	1	-
	3.8%	14.4%	-	-	-	-	-	10.2%	-	-	4.2%	-
Increase slightly	(4)	6	2	1	2	1	1	2	3	1	5	1
	23.0%	14.3%	35.1%	15.4%	22.0%	32.8%	22.9%	22.2%	30.1%	14.5%	21.9%	33.0%
Stay same	(3)	14	3	3	6	2	3	6	5	4	13	2
	54.9%	42.4%	47.7%	67.3%	67.3%	67.2%	58.6%	57.6%	50.9%	56.6%	53.6%	67.0%
Decrease slightly	(2)	1	-	-	-	-	-	-	1	-	1	-
	3.7%	14.2%	-	-	-	-	-	-	10.2%	-	4.1%	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	4	1	1	1	1	-	1	1	1	2	4	-
	14.6%	14.8%	17.2%	17.3%	10.7%	-	18.5%	10.0%	8.8%	28.9%	16.2%	-
<b>NETS</b>												
Net: Increase	7	2	2	1	2	1	1	3	3	1	6	1
	26.8%	28.7%	35.1%	15.4%	22.0%	32.8%	22.9%	32.4%	30.1%	14.5%	26.1%	33.0%
Net: Decrease	1	1	-	-	-	-	-	-	1	-	1	-
	3.7%	14.2%	-	-	-	-	-	-	10.2%	-	4.1%	-
Net: Increase + Stay the same	21	5	5	5	8	3	4	9	8	5	19	3
	81.7%	71.1%	82.8%	82.7%	89.3%	100.0%	81.5%	90.0%	81.0%	71.1%	79.7%	100.0%
Mean score	3.3	3.3	3.4	3.2	3.2	3.3	3.3	3.5	3.2	3.2	3.3	3.3

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

## Jobs Outlook - Wave 21

**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

	Total	REGION						SIZE			SECTOR	
		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
Unweighted Total	33	6	12	6	10	4	5	7	7	19	24	9
Weighted Total	32	6	11	6	10	4	4	7	7	18	23	8
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	1	-	-	1	1	-	-	-	1	-	1
	3.3%	-	-	-	10.3%	24.4%	-	-	-	5.7%	-	12.4%
Increase slightly	(4)	2	-	-	1	1	1	-	1	1	1	1
	5.7%	-	-	-	9.9%	23.4%	18.5%	-	12.1%	5.4%	3.6%	11.9%
Stay same	(3)	21	4	9	4	6	2	3	6	6	9	16
	67.1%	65.7%	75.2%	66.2%	60.3%	52.2%	63.0%	85.9%	87.9%	52.3%	67.7%	65.3%
Decrease slightly	(2)	1	-	1	-	-	-	-	-	-	1	-
	3.1%	-	8.6%	-	-	-	-	-	-	5.5%	4.3%	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	7	2	2	2	2	-	1	1	-	6	6	1
	20.8%	34.3%	16.2%	33.8%	19.5%	-	18.5%	14.1%	-	31.2%	24.5%	10.5%
<b>NETS</b>												
Net: Increase	3	-	-	-	2	2	1	-	1	2	1	2
	9.0%	-	-	-	20.2%	47.8%	18.5%	-	12.1%	11.1%	3.6%	24.2%
Net: Decrease	1	-	1	-	-	-	-	-	-	1	1	-
	3.1%	-	8.6%	-	-	-	-	-	-	5.5%	4.3%	-
Net: Increase + Stay the same	24	4	9	4	8	4	4	6	7	11	17	7
	76.0%	65.7%	75.2%	66.2%	80.5%	100.0%	81.5%	85.9%	100.0%	63.4%	71.2%	89.5%
Mean score	3.1	3.0	2.9	3.0	3.4	3.7	3.2	3.0	3.1	3.2	3.0	3.4

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

## Jobs Outlook - Wave 21

**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

	Total	REGION					SIZE			SECTOR		
		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
Unweighted Total	33	8	7	9	14	5	4	9	9	15	31	2
Weighted Total	33	8	7	9	14	6	5	9	9	15	31	3
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-
Increase slightly	(4)	3	2	-	-	1	1	2	1	-	3	-
	9.2%	24.8%	-	-	8.2%	20.2%	-	23.6%	10.6%	-	10.0%	-
Stay same	(3)	26	4	7	9	11	2	6	7	13	23	3
	77.9%	48.7%	100.0%	100.0%	75.7%	40.1%	100.0%	63.5%	78.1%	86.0%	75.9%	100.0%
Decrease slightly	(2)	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-
Decrease greatly	(1)	1	-	-	-	1	1	1	-	-	1	-
	3.5%	-	-	-	8.0%	19.9%	-	12.8%	-	-	3.8%	-
Don't know	3	2	-	-	1	1	-	-	1	2	3	-
	9.5%	26.5%	-	-	8.0%	19.9%	-	-	11.3%	14.0%	10.3%	-
<b>NETS</b>												
Net: Increase	3	2	-	-	1	1	-	2	1	-	3	-
	9.2%	24.8%	-	-	8.2%	20.2%	-	23.6%	10.6%	-	10.0%	-
Net: Decrease	1	-	-	-	1	1	-	1	-	-	1	-
	3.5%	-	-	-	8.0%	19.9%	-	12.8%	-	-	3.8%	-
Net: Increase + Stay the same	29	6	7	9	12	3	5	8	8	13	26	3
	87.0%	73.5%	100.0%	100.0%	83.9%	60.3%	100.0%	87.2%	88.7%	86.0%	85.9%	100.0%
Mean score	3.0	3.3	3.0	3.0	2.9	2.8	3.0	3.0	3.1	3.0	3.0	3.0

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

## Jobs Outlook - Wave 21

**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

	Total	REGION						SIZE			SECTOR	
		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
Unweighted Total	35	8	5	11	13	2	9	12	6	17	30	5
Weighted Total	35	8	5	12	14	2	8	12	5	18	30	5
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	1	-	1	1	-	-	-	-	1	1	-
	2.7%	-	-	8.3%	6.9%	-	-	-	-	5.3%	3.2%	-
Increase slightly	(4)	6	1	-	-	-	2	2	1	4	3	4
	18.0%	42.9%	20.4%	-	-	-	21.3%	16.0%	16.7%	19.6%	9.0%	67.2%
Stay same	(3)	21	2	8	9	1	6	9	4	9	20	1
	59.5%	45.2%	40.0%	66.3%	63.6%	50.0%	78.7%	75.7%	65.0%	47.5%	67.3%	16.6%
Decrease slightly	(2)	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	7	1	2	3	4	1	-	1	1	5	6	1
	19.8%	11.9%	39.6%	25.4%	29.5%	50.0%	-	8.3%	18.3%	27.6%	20.5%	16.1%
<b>NETS</b>												
Net: Increase	7	4	1	1	1	-	2	2	1	5	4	4
	20.7%	42.9%	20.4%	8.3%	6.9%	-	21.3%	16.0%	16.7%	24.9%	12.3%	67.2%
Net: Decrease	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same	28	7	3	9	10	1	8	11	4	13	24	5
	80.2%	88.1%	60.4%	74.6%	70.5%	50.0%	100.0%	91.7%	81.7%	72.4%	79.5%	83.9%
Mean score	3.3	3.5	3.3	3.2	3.2	3.0	3.2	3.2	3.2	3.4	3.2	3.8

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

## Jobs Outlook - Wave 21

**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

	Total	REGION					SIZE			SECTOR		
		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
Unweighted Total	47	10	13	8	18	10	6	6	8	33	36	11
Weighted Total	49	10	12	9	21	12	5	6	8	35	37	12
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-
Increase slightly	(4)	3	2	1	-	-	-	-	-	3	1	2
	5.8%	18.1%	8.1%	-	-	-	-	-	-	8.2%	2.7%	15.8%
Stay same	(3)	35	6	9	7	15	8	5	6	7	22	28
	72.0%	62.9%	76.7%	77.2%	70.4%	65.5%	84.9%	100.0%	87.3%	63.7%	75.6%	60.7%
Decrease slightly	(2)	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-
Don't know	11	2	2	2	6	4	1	-	1	10	8	3
	22.1%	19.0%	15.2%	22.8%	29.6%	34.5%	15.1%	-	12.7%	28.2%	21.7%	23.5%
<b>NETS</b>												
Net: Increase	3	2	1	-	-	-	-	-	-	3	1	2
	5.8%	18.1%	8.1%	-	-	-	-	-	-	8.2%	2.7%	15.8%
Net: Decrease	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same	38	8	10	7	15	8	5	6	7	25	29	9
	77.9%	81.0%	84.8%	77.2%	70.4%	65.5%	84.9%	100.0%	87.3%	71.8%	78.3%	76.5%
Mean score	3.1	3.2	3.1	3.0	3.0	3.0	3.0	3.0	3.0	3.1	3.0	3.2

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

## Jobs Outlook - Wave 21

**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

	Total	REGION					SIZE			SECTOR		
		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
Unweighted Total	36	9	11	6	10	4	6	8	10	18	27	9
Weighted Total	37	9	10	6	11	5	6	8	10	19	27	10
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	2	1	1	1	-	-	-	-	2	1	1
	4.9%	-	8.5%	15.8%	8.3%	-	-	-	-	9.6%	3.5%	9.0%
Increase slightly	(4)	10	2	2	4	2	2	2	3	5	8	2
	26.9%	22.7%	17.6%	33.3%	38.1%	43.3%	27.9%	25.2%	31.5%	25.1%	30.3%	17.6%
Stay same	(3)	18	7	2	3	1	4	5	6	8	14	4
	49.9%	53.8%	64.8%	33.8%	27.9%	21.4%	58.8%	62.7%	58.2%	40.1%	51.4%	45.6%
Decrease slightly	(2)	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	7	2	1	1	3	2	1	1	1	5	4	3
	18.3%	23.6%	9.1%	17.1%	25.8%	35.3%	13.3%	12.1%	10.2%	25.2%	14.8%	27.9%
<b>NETS</b>												
Net: Increase	12	2	3	3	5	2	2	2	3	7	9	3
	31.8%	22.7%	26.0%	49.1%	46.4%	43.3%	27.9%	25.2%	31.5%	34.7%	33.7%	26.6%
Net: Decrease	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same	30	7	10	5	8	3	6	7	9	14	23	7
	81.7%	76.4%	90.9%	82.9%	74.2%	64.7%	86.7%	87.9%	89.8%	74.8%	85.2%	72.1%
Mean score	3.5	3.3	3.4	3.8	3.7	3.7	3.3	3.3	3.4	3.6	3.4	3.5

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

## Jobs Outlook - Wave 21

**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

	Total	REGION					SIZE			SECTOR		
		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
Unweighted Total	31	6	8	7	11	4	6	10	7	14	29	2
Weighted Total	30 100.0%	6 100.0%	8 100.0%	7 100.0%	11 100.0%	5 100.0%	5 100.0%	10 100.0%	7 100.0%	13 100.0%	28 100.0%	2 100.0%
Increase greatly	(5) 1 3.2%	1 16.8%	- -	- -	- -	- -	- -	1 9.5%	- -	- -	1 3.4%	- -
Increase slightly	(4) 4 12.5%	1 16.7%	1 12.3%	1 15.6%	1 9.2%	- -	1 15.2%	2 19.6%	2 27.1%	- -	4 13.3%	- -
Stay same	(3) 21 70.7%	3 49.0%	5 62.8%	6 84.4%	9 80.6%	3 75.0%	5 84.8%	7 70.9%	5 72.9%	9 69.5%	20 68.9%	2 100.0%
Decrease slightly	(2) 1 3.3%	- -	1 12.7%	- -	- -	- -	- -	- -	- -	1 7.4%	1 3.5%	- -
Decrease greatly	(1) - -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Don't know	3 10.3%	1 17.5%	1 12.3%	- -	1 10.2%	1 25.0%	- -	- -	- -	3 23.1%	3 10.9%	- -
<b>NETS</b>												
Net: Increase	5 15.7%	2 33.5%	1 12.3%	1 15.6%	1 9.2%	- -	1 15.2%	3 29.1%	2 27.1%	- -	5 16.7%	- -
Net: Decrease	1 3.3%	- -	1 12.7%	- -	- -	- -	- -	- -	- -	1 7.4%	1 3.5%	- -
Net: Increase + Stay the same	26 86.4%	5 82.5%	6 75.1%	7 100.0%	10 89.8%	3 75.0%	5 100.0%	10 100.0%	7 100.0%	9 69.5%	24 85.6%	2 100.0%
Mean score	3.2	3.6	3.0	3.2	3.1	3.0	3.2	3.4	3.3	2.9	3.2	3.0

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

## Jobs Outlook - Wave 21

**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

	Total	REGION					SIZE			SECTOR		
		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
Unweighted Total	26	7	6	5	7	2	6	12	5	9	22	4
Weighted Total	26	7	6	6	8	2	5	12	4	9	22	4
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-
Increase slightly	(4)	1	-	-	-	-	1	-	-	1	1	-
	3.6%	-	-	-	-	-	17.7%	-	-	9.8%	4.2%	-
Stay same	(3)	21	6	5	5	7	2	3	11	4	6	17
	81.7%	85.2%	82.8%	83.5%	88.1%	100.0%	66.4%	92.0%	100.0%	60.5%	78.7%	100.0%
Decrease slightly	(2)	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-
Don't know	4	1	1	1	1	-	1	1	-	3	4	-
	14.7%	14.8%	17.2%	16.5%	11.9%	-	15.8%	8.0%	-	29.7%	17.1%	-
<b>NETS</b>												
Net: Increase	1	-	-	-	-	-	1	-	-	1	1	-
	3.6%	-	-	-	-	-	17.7%	-	-	9.8%	4.2%	-
Net: Decrease	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same	22	6	5	5	7	2	4	11	4	7	18	4
	85.3%	85.2%	82.8%	83.5%	88.1%	100.0%	84.2%	92.0%	100.0%	70.3%	82.9%	100.0%
Mean score	3.0	3.0	3.0	3.0	3.0	3.0	3.2	3.0	3.0	3.1	3.1	3.0

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



## Jobs Outlook - Wave 21

**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

	Total	REGION					SIZE			SECTOR		
		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
Unweighted Total	52	12	13	10	19	9	8	4	10	38	38	14
Weighted Total	53	12	12	10	21	11	7	4	10	39	39	14
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-
Increase slightly	(4)	5	3	1	-	-	1	-	1	4	3	2
	8.8%	23.6%	8.0%	-	-	-	11.8%	-	10.2%	9.4%	7.3%	12.9%
Stay same	(3)	36	6	8	9	16	7	6	4	9	24	27
	68.6%	52.5%	61.0%	90.4%	75.7%	61.9%	88.2%	100.0%	89.8%	60.3%	68.9%	68.0%
Decrease slightly	(2)	2	-	1	-	1	1	-	-	-	2	2
	4.0%	-	8.0%	-	5.4%	10.4%	-	-	-	5.5%	5.6%	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	10	3	3	1	4	3	-	-	-	10	7	3
	18.5%	23.9%	23.0%	9.6%	18.9%	27.6%	-	-	-	24.9%	18.3%	19.2%
<b>NETS</b>												
Net: Increase	5	3	1	-	-	-	1	-	1	4	3	2
	8.8%	23.6%	8.0%	-	-	-	11.8%	-	10.2%	9.4%	7.3%	12.9%
Net: Decrease	2	-	1	-	1	1	-	-	-	2	2	-
	4.0%	-	8.0%	-	5.4%	10.4%	-	-	-	5.5%	5.6%	-
Net: Increase + Stay the same	41	9	9	9	16	7	7	4	10	27	29	12
	77.5%	76.1%	69.1%	90.4%	75.7%	61.9%	100.0%	100.0%	100.0%	69.6%	76.2%	80.8%
Mean score	3.1	3.3	3.0	3.0	2.9	2.9	3.1	3.0	3.1	3.1	3.0	3.2

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

## Jobs Outlook - Wave 21

**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

	Total	REGION					SIZE			SECTOR		
		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
Unweighted Total	7	1	2	1	2	1	2	-	-	7	6	1
Weighted Total	7	1	2	1	2	1	2	-	-	7	6	1
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-	-	100.0%	100.0%	100.0%
Increase greatly	(5)	-	-	-	-	-	-	-	-	-	-	-
Increase slightly	(4)	-	-	-	-	-	-	-	-	-	-	-
Stay same	(3)	4	-	1	2	1	2	-	-	4	4	-
	57.8%	-	-	100.0%	100.0%	100.0%	100.0%	-	-	57.8%	66.3%	-
Decrease slightly	(2)	-	-	-	-	-	-	-	-	-	-	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-
Don't know	3	1	2	-	-	-	-	-	-	3	2	1
	42.2%	100.0%	100.0%	-	-	-	-	-	-	42.2%	33.7%	100.0%
<b>NETS</b>												
Net: Increase	-	-	-	-	-	-	-	-	-	-	-	-
Net: Decrease	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same	4	-	-	1	2	1	2	-	-	4	4	-
	57.8%	-	-	100.0%	100.0%	100.0%	100.0%	-	-	57.8%	66.3%	-
Mean score	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

## Jobs Outlook - Wave 21

**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

	Total	REGION						SIZE			SECTOR	
		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
Unweighted Total	47	8	8	12	24	12	7	8	9	30	38	9
Weighted Total	50	9	8	12	27	14	7	8	9	33	40	10
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	1	-	-	1	1	-	-	-	1	-	1
	2.0%	-	-	-	3.9%	7.3%	-	-	-	3.1%	-	10.0%
Increase slightly	(4)	5	2	-	2	2	1	1	1	3	2	3
	9.5%	21.6%	-	-	7.9%	14.8%	11.4%	13.3%	9.7%	8.6%	4.9%	27.6%
Stay same	(3)	30	5	5	11	15	5	6	7	18	26	4
	60.1%	55.1%	62.7%	84.2%	56.4%	31.8%	77.2%	61.1%	78.5%	55.2%	66.5%	35.5%
Decrease slightly	(2)	1	-	-	1	1	-	-	-	1	1	-
	2.3%	-	-	-	4.3%	8.2%	-	-	-	3.5%	2.9%	-
Decrease greatly	(1)	1	-	-	1	1	-	1	-	-	1	-
	1.9%	-	-	7.7%	3.6%	-	-	11.5%	-	-	2.4%	-
Don't know	12	2	3	1	6	5	1	1	1	10	9	3
	24.1%	23.3%	37.3%	8.1%	24.0%	37.9%	11.4%	14.0%	11.9%	29.7%	23.4%	26.9%
<b>NETS</b>												
Net: Increase	6	2	-	-	3	3	1	1	1	4	2	4
	11.6%	21.6%	-	-	11.7%	22.1%	11.4%	13.3%	9.7%	11.7%	4.9%	37.6%
Net: Decrease	2	-	-	1	2	1	-	1	-	1	2	-
	4.2%	-	-	7.7%	7.9%	8.2%	-	11.5%	-	3.5%	5.3%	-
Net: Increase + Stay the same	36	7	5	11	18	8	6	6	8	22	28	8
	71.7%	76.7%	62.7%	84.2%	68.1%	53.9%	88.6%	74.5%	88.1%	66.8%	71.3%	73.1%
Mean score	3.1	3.3	3.0	2.8	3.1	3.3	3.1	2.9	3.1	3.2	3.0	3.7

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

## Jobs Outlook - Wave 21

**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

	Total	REGION					SIZE			SECTOR		
		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
Unweighted Total	102	23	24	20	38	18	17	25	26	51	81	21
Weighted Total	103	23	23	20	41	21	16	24	25	53	82	21
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	1	-	-	1	1	-	-	-	1	-	1
	1.0%	-	-	-	2.5%	4.9%	-	-	-	1.9%	-	4.9%
Increase slightly	(4)	10	4	1	-	2	2	4	2	3	6	7
	10.2%	16.5%	4.4%	-	5.1%	10.0%	22.3%	8.2%	10.9%	10.7%	8.2%	17.8%
Stay same	(3)	75	15	17	19	30	11	12	19	22	33	62
	73.2%	66.9%	74.6%	95.0%	74.0%	53.9%	77.7%	79.5%	89.1%	62.7%	76.5%	60.1%
Decrease slightly	(2)	3	1	1	-	1	1	-	1	-	2	2
	2.9%	3.8%	4.3%	-	2.8%	5.5%	-	3.5%	-	4.0%	2.6%	4.1%
Decrease greatly	(1)	1	-	-	-	1	1	-	1	-	-	1
	1.1%	-	-	-	2.8%	5.5%	-	4.7%	-	-	1.4%	-
Don't know		12	3	4	1	5	4	-	1	-	11	9
	11.6%	12.8%	16.8%	5.0%	12.7%	20.1%	-	4.1%	-	20.6%	11.2%	13.2%
<b>NETS</b>												
Net: Increase	11	4	1	-	3	3	4	2	3	7	7	5
	11.2%	16.5%	4.4%	-	7.6%	15.0%	22.3%	8.2%	10.9%	12.6%	8.2%	22.7%
Net: Decrease	4	1	1	-	2	2	-	2	-	2	3	1
	4.0%	3.8%	4.3%	-	5.6%	11.0%	-	8.2%	-	4.0%	4.0%	4.1%
Net: Increase + Stay the same	87	19	18	19	33	14	16	21	25	40	69	17
	84.3%	83.4%	78.9%	95.0%	81.7%	68.8%	100.0%	87.7%	100.0%	75.3%	84.7%	82.8%
Mean score	3.1	3.1	3.0	3.0	3.0	3.0	3.2	3.0	3.1	3.1	3.0	3.3

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

## Jobs Outlook - Wave 21

**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

	Total	REGION					SIZE			SECTOR		
		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
Unweighted Total	41	8	7	6	16	10	10	16	9	16	28	13
Weighted Total	41	8	7	7	18	11	9	16	8	18	29	13
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	2	1	-	1	1	-	1	-	1	1	1
	4.8%	11.5%	-	-	5.9%	9.4%	-	6.2%	-	5.9%	3.4%	7.9%
Increase slightly	(4)	10	4	2	-	3	3	1	3	1	5	5
	23.3%	43.8%	28.8%	-	18.5%	29.7%	9.3%	21.0%	11.3%	31.0%	17.7%	35.6%
Stay same	(3)	24	4	3	6	10	4	7	9	7	7	17
	57.4%	44.8%	43.1%	85.9%	57.1%	39.9%	80.4%	60.8%	88.7%	39.4%	60.9%	49.7%
Decrease slightly	(2)	1	-	-	-	-	1	1	-	-	1	-
	2.2%	-	-	-	-	-	10.4%	5.9%	-	-	3.2%	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	5	-	2	1	3	2	-	1	-	4	4	1
	12.3%	-	28.2%	14.1%	18.5%	21.0%	-	6.0%	-	23.8%	14.8%	6.7%
<b>NETS</b>												
Net: Increase	12	5	2	-	4	4	1	4	1	6	6	6
	28.1%	55.2%	28.8%	-	24.4%	39.1%	9.3%	27.2%	11.3%	36.9%	21.1%	43.6%
Net: Decrease	1	-	-	-	-	-	1	1	-	-	1	-
	2.2%	-	-	-	-	-	10.4%	5.9%	-	-	3.2%	-
Net: Increase + Stay the same	35	8	5	6	14	9	8	14	8	13	23	12
	85.5%	100.0%	71.8%	85.9%	81.5%	79.0%	89.6%	88.1%	100.0%	76.2%	82.0%	93.3%
Mean score	3.3	3.7	3.4	3.0	3.4	3.6	3.0	3.3	3.1	3.6	3.2	3.6

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

## Jobs Outlook - Wave 21

**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

	Total	REGION					SIZE			SECTOR		
		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
Unweighted Total	36	10	8	8	12	4	6	7	7	22	32	4
Weighted Total	37	10	8	9	13	5	5	7	7	23	32	5
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-
Increase slightly	(4)	4	3	1	-	-	-	1	-	3	1	3
	10.2%	26.5%	12.8%	-	-	-	-	13.2%	-	12.2%	3.1%	61.3%
Stay same	(3)	25	6	4	8	11	3	6	6	13	24	1
	66.5%	54.8%	50.6%	88.4%	83.8%	75.2%	69.5%	86.8%	87.7%	54.6%	73.1%	19.4%
Decrease slightly	(2)	1	-	1	-	-	-	-	-	1	1	-
	2.7%	-	12.7%	-	-	-	-	-	-	4.2%	3.1%	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-
Don't know	8	2	2	1	2	1	2	-	1	7	7	1
	20.6%	18.7%	23.9%	11.6%	16.2%	24.8%	30.5%	-	12.3%	29.0%	20.8%	19.3%
<b>NETS</b>												
Net: Increase	4	3	1	-	-	-	-	1	-	3	1	3
	10.2%	26.5%	12.8%	-	-	-	-	13.2%	-	12.2%	3.1%	61.3%
Net: Decrease	1	-	1	-	-	-	-	-	-	1	1	-
	2.7%	-	12.7%	-	-	-	-	-	-	4.2%	3.1%	-
Net: Increase + Stay the same	28	8	5	8	11	3	4	7	6	16	25	4
	76.7%	81.3%	63.4%	88.4%	83.8%	75.2%	69.5%	100.0%	87.7%	66.8%	76.1%	80.7%
Mean score	3.1	3.3	3.0	3.0	3.0	3.0	3.0	3.1	3.0	3.1	3.0	3.8

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

## Jobs Outlook - Wave 21

**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	73 100.0%	- -	6 7.9%	46 62.3%	1 1.3%	- -	21 28.4%	6 7.9%	1 1.3%	52 70.2%	3.1
Construction	26 100.0%	1 3.8%	4 15.0%	15 59.7%	- -	- -	6 21.6%	5 18.7%	- -	20 78.4%	3.3
Drivers	32 100.0%	1 3.3%	4 12.4%	15 47.8%	1 3.1%	- -	11 33.4%	5 15.7%	1 3.1%	20 63.5%	3.2
Education	33 100.0%	- -	2 5.7%	24 72.8%	- -	1 3.5%	6 18.0%	2 5.7%	1 3.5%	26 78.5%	3.0
Engineering & technical	35 100.0%	- -	7 21.1%	16 45.7%	- -	- -	12 33.1%	7 21.1%	- -	24 66.9%	3.3
Executive recruitment / interim management	49 100.0%	- -	4 8.1%	30 61.7%	- -	- -	15 30.2%	4 8.1%	- -	34 69.8%	3.1
Health & social care	37 100.0%	3 7.3%	7 18.5%	18 48.1%	1 2.5%	- -	9 23.7%	9 25.7%	1 2.5%	27 73.9%	3.4
Hospitality	30 100.0%	- -	5 16.7%	18 60.2%	1 3.3%	- -	6 19.8%	5 16.7%	1 3.3%	23 76.9%	3.2
Industrial	26 100.0%	1 4.5%	6 22.0%	9 36.0%	- -	- -	10 37.5%	7 26.5%	- -	16 62.5%	3.5
Legal & HR	53 100.0%	- -	6 10.5%	31 58.5%	1 1.9%	- -	15 29.2%	6 10.5%	1 1.9%	37 69.0%	3.1
Life sciences	7 100.0%	- -	- -	4 57.8%	- -	- -	3 42.2%	- -	- -	4 57.8%	3.0
Marketing, media & creative	50 100.0%	1 2.0%	4 7.3%	24 47.3%	1 2.1%	1 1.9%	20 39.4%	5 9.3%	2 4.0%	28 56.6%	3.1
Office professionals	103 100.0%	1 1.0%	9 9.2%	67 65.0%	2 1.8%	1 1.1%	22 21.9%	10 10.2%	3 3.0%	77 75.1%	3.1
Sales & retail	41 100.0%	2 5.3%	8 18.4%	22 52.6%	- -	- -	10 23.8%	10 23.6%	- -	32 76.2%	3.4
Technology	37 100.0%	- -	4 10.0%	19 50.9%	1 2.7%	- -	13 36.4%	4 10.0%	1 2.7%	22 60.9%	3.1
Average (response based including bases)	632 100.0%	10 1.6%	74 11.8%	358 56.6%	9 1.4%	3 .5%	178 28.1%	84 13.3%	12 1.9%	442 70.0%	3.2

## Jobs Outlook - Wave 21

### Q11\_SUM. Average across all sectors (response based)

#### SUMMARY TABLE

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

	Total	REGION						SIZE			SECTOR		
		North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public	
		a	b	c	d	e	f	g	h	i	j	k	
Significance Level: 95%													
Unweighted Total	625	137	150	128	230	102	108	153	138	334	505	120	
Weighted Total	632	137	144	131	250	120	100	151	132	349	508	124	
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
Increase greatly	(5)	10 1.6%	1 .7%	1 .6%	1 .7%	7 2.9%	6 5.4% abc	1 .8%	3 2.2%	- -	7 1.9%	4 .8%	6 4.7% j
Increase slightly	(4)	74 11.8%	33 23.8% bcdef	14 10.1%	12 8.9%	16 6.5%	5 3.9%	11 10.7%	22 14.8%	16 12.0%	36 10.4%	51 10.1%	23 18.5% j
Stay same	(3)	358 56.6%	70 51.0%	78 54.5%	69 52.3%	132 52.5%	63 52.8%	78 77.7% abcde	93 62.1% i	109 82.2% gi	156 44.6%	301 59.3% k	57 45.8%
Decrease slightly	(2)	9 1.4%	- -	8 5.4% acdef	1 .8%	1 .4%	- -	- -	- -	1 .8%	8 2.2%	7 1.4%	2 1.5%
Decrease greatly	(1)	3 .5%	- -	- -	1 .7%	3 1.3%	2 1.9%	- -	3 2.2% i	- -	- -	3 .6%	- -
Don't know		178 28.1%	34 24.4% f	42 29.5% f	48 36.5% af	91 36.3% af	43 36.1% f	11 10.7%	28 18.8% h	7 5.1%	143 40.8% gh	141 27.8%	37 29.6%
<b>NETS</b>													
Net: Increase		84 13.3%	34 24.6% bcdef	15 10.7%	13 9.6%	24 9.4%	11 9.2%	12 11.6%	26 16.9%	16 12.0%	43 12.3%	56 11.0%	29 23.2% j
Net: Decrease		12 1.9%	- -	8 5.4% adf	2 1.5%	4 1.7%	2 1.9%	- -	3 2.2%	1 .8%	8 2.2%	10 2.0%	2 1.5%
Net: Increase + Stay the same		442 70.0%	104 75.6% cde	94 65.1%	81 61.9%	155 62.0%	74 62.0%	90 89.3% abcde	119 79.0% i	124 94.2% gi	199 56.9%	357 70.2%	85 69.0%
Mean score		3.2	3.3 bcdf	3.1	3.1	3.1	3.2	3.1	3.2	3.1	3.2	3.1	3.4 j

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



## Jobs Outlook - Wave 21

**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

	Total	REGION					SIZE			SECTOR		
		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
Unweighted Total	72	14	20	13	27	14	11	19	15	38	59	13
Weighted Total	73	14	19	13	30	17	10	19	14	40	60	14
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-
Increase slightly	(4)	6	2	2	2	-	-	1	1	4	4	2
	7.9%	13.2%	10.2%	14.4%	6.4%	-	-	5.4%	7.1%	9.3%	6.6%	13.7%
Stay same	(3)	46	9	12	7	16	9	9	14	13	19	8
	62.3%	66.2%	59.3%	49.7%	53.0%	55.6%	91.6%	73.2%	92.9%	46.4%	63.4%	57.7%
Decrease slightly	(2)	1	-	1	-	-	-	-	-	1	1	-
	1.3%	-	5.1%	-	-	-	-	-	-	2.5%	1.7%	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	21	3	5	5	12	7	1	4	-	17	17	4
	28.4%	20.6%	25.4%	35.9%	40.6%	44.4%	8.4%	21.4%	-	41.8%	28.4%	28.7%
<b>NETS</b>												
Net: Increase	6	2	2	2	2	-	-	1	1	4	4	2
	7.9%	13.2%	10.2%	14.4%	6.4%	-	-	5.4%	7.1%	9.3%	6.6%	13.7%
Net: Decrease	1	-	1	-	-	-	-	-	-	1	1	-
	1.3%	-	5.1%	-	-	-	-	-	-	2.5%	1.7%	-
Net: Increase + Stay the same	52	11	13	9	18	9	9	15	14	22	42	10
	70.2%	79.4%	69.5%	64.1%	59.4%	55.6%	91.6%	78.6%	100.0%	55.7%	70.0%	71.3%
Mean score	3.1	3.2	3.1	3.2	3.1	3.0	3.0	3.1	3.1	3.1	3.1	3.2

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

## Jobs Outlook - Wave 21

**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

	Total	REGION					SIZE			SECTOR		
		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
Unweighted Total	27	7	6	6	9	3	5	10	10	7	24	3
Weighted Total	26	7	6	6	9	3	4	10	9	7	23	3
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	1	-	-	-	-	-	1	-	-	1	-
	3.8%	14.4%	-	-	-	-	-	10.2%	-	-	4.2%	-
Increase slightly	(4)	4	1	-	-	-	1	2	2	-	4	-
	15.0%	29.0%	17.7%	-	-	-	19.9%	21.1%	19.7%	-	16.6%	-
Stay same	(3)	15	4	3	6	3	3	5	7	4	14	2
	59.7%	41.8%	65.0%	50.0%	69.0%	100.0%	61.6%	49.0%	71.6%	58.4%	59.0%	66.0%
Decrease slightly	(2)	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	6	1	1	3	3	-	1	2	1	3	5	1
	21.6%	14.8%	17.2%	50.0%	31.0%	-	18.5%	19.7%	8.8%	41.6%	20.2%	34.0%
<b>NETS</b>												
Net: Increase	5	3	1	-	-	-	1	3	2	-	5	-
	18.7%	43.4%	17.7%	-	-	-	19.9%	31.4%	19.7%	-	20.8%	-
Net: Decrease	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same	20	6	5	3	6	3	4	8	9	4	19	2
	78.4%	85.2%	82.8%	50.0%	69.0%	100.0%	81.5%	80.3%	91.2%	58.4%	79.8%	66.0%
Mean score	3.3	3.7	3.2	3.0	3.0	3.0	3.2	3.5	3.2	3.0	3.3	3.0

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

## Jobs Outlook - Wave 21

**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

	Total	REGION					SIZE			SECTOR		
		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
Unweighted Total	33	6	12	6	10	4	5	7	7	19	24	9
Weighted Total	32	6	11	6	10	4	4	7	7	18	23	8
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	1	-	-	1	1	-	-	-	1	-	1
	3.3%	-	-	-	10.3%	24.4%	-	-	-	5.7%	-	12.4%
Increase slightly	(4)	4	2	-	-	-	1	3	1	-	4	-
	12.4%	17.0%	16.9%	-	-	-	22.8%	43.9%	14.9%	-	16.9%	-
Stay same	(3)	15	5	4	5	1	3	3	6	6	11	4
	47.8%	48.7%	41.2%	66.2%	50.0%	27.8%	58.7%	42.1%	85.1%	35.8%	45.9%	52.9%
Decrease slightly	(2)	1	1	-	-	-	-	-	-	1	1	-
	3.1%	-	8.6%	-	-	-	-	-	-	5.5%	4.3%	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	11	2	4	2	4	2	1	1	-	10	8	3
	33.4%	34.3%	33.3%	33.8%	39.7%	47.8%	18.5%	14.1%	-	53.1%	32.9%	34.7%
<b>NETS</b>												
Net: Increase	5	1	2	-	1	1	1	3	1	1	4	1
	15.7%	17.0%	16.9%	-	10.3%	24.4%	22.8%	43.9%	14.9%	5.7%	16.9%	12.4%
Net: Decrease	1	-	1	-	-	-	-	-	-	1	1	-
	3.1%	-	8.6%	-	-	-	-	-	-	5.5%	4.3%	-
Net: Increase + Stay the same	20	4	7	4	6	2	4	6	7	8	15	5
	63.5%	65.7%	58.1%	66.2%	60.3%	52.2%	81.5%	85.9%	100.0%	41.4%	62.8%	65.3%
Mean score	3.2	3.3	3.1	3.0	3.3	3.9	3.3	3.5	3.1	3.1	3.2	3.4

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

## Jobs Outlook - Wave 21

**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

	Total	REGION					SIZE			SECTOR		
		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
Unweighted Total	33	8	7	9	14	5	4	9	9	15	31	2
Weighted Total	33	8	7	9	14	6	5	9	9	15	31	3
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-
Increase slightly	(4)	2	1	1	-	-	-	1	-	1	2	-
	5.7%	12.4%	14.0%	-	-	-	-	10.6%	-	6.2%	6.2%	-
Stay same	(3)	24	4	5	8	11	3	5	8	11	22	3
	72.8%	48.7%	72.0%	89.1%	77.4%	60.3%	100.0%	55.6%	88.7%	73.6%	70.4%	100.0%
Decrease slightly	(2)	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-
Decrease greatly	(1)	1	-	-	-	1	1	1	-	-	1	-
	3.5%	-	-	-	8.0%	19.9%	-	12.8%	-	-	3.8%	-
Don't know	6	3	1	1	2	1	-	2	1	3	6	-
	18.0%	38.9%	14.0%	10.9%	14.6%	19.9%	-	21.0%	11.3%	20.2%	19.6%	-
<b>NETS</b>												
Net: Increase	2	1	1	-	-	-	-	1	-	1	2	-
	5.7%	12.4%	14.0%	-	-	-	-	10.6%	-	6.2%	6.2%	-
Net: Decrease	1	-	-	-	1	1	-	1	-	-	1	-
	3.5%	-	-	-	8.0%	19.9%	-	12.8%	-	-	3.8%	-
Net: Increase + Stay the same	26	5	6	8	11	3	5	6	8	12	23	3
	78.5%	61.1%	86.0%	89.1%	77.4%	60.3%	100.0%	66.2%	88.7%	79.8%	76.6%	100.0%
Mean score	3.0	3.2	3.2	3.0	2.8	2.5	3.0	2.8	3.0	3.1	3.0	3.0

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

## Jobs Outlook - Wave 21

**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

	Total	REGION					SIZE			SECTOR		
		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
Unweighted Total	35	8	5	11	13	2	9	12	6	17	30	5
Weighted Total	35	8	5	12	14	2	8	12	5	18	30	5
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-
Increase slightly	(4)	7	4	2	2	-	2	2	2	4	4	4
	21.1%	42.9%	-	16.9%	14.1%	-	22.7%	16.4%	34.0%	20.3%	12.8%	67.2%
Stay same	(3)	16	4	3	4	1	5	7	3	7	15	1
	45.7%	45.2%	60.4%	24.4%	28.7%	50.0%	67.1%	58.6%	47.7%	37.0%	51.0%	16.6%
Decrease slightly	(2)	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-
Don't know	12	1	2	7	8	1	1	3	1	8	11	1
	33.1%	11.9%	39.6%	58.6%	57.2%	50.0%	10.2%	25.0%	18.3%	42.7%	36.2%	16.1%
<b>NETS</b>												
Net: Increase	7	4	-	2	2	-	2	2	2	4	4	4
	21.1%	42.9%	-	16.9%	14.1%	-	22.7%	16.4%	34.0%	20.3%	12.8%	67.2%
Net: Decrease	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same	24	7	3	5	6	1	7	9	4	10	19	5
	66.9%	88.1%	60.4%	41.4%	42.8%	50.0%	89.8%	75.0%	81.7%	57.3%	63.8%	83.9%
Mean score	3.3	3.5	3.0	3.4	3.3	3.0	3.3	3.2	3.4	3.4	3.2	3.8

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

## Jobs Outlook - Wave 21

**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

	Total	REGION					SIZE			SECTOR		
		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
Unweighted Total	47	10	13	8	18	10	6	6	8	33	36	11
Weighted Total	49	10	12	9	21	12	5	6	8	35	37	12
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-
Increase slightly	(4)	4	2	1	-	1	1	-	1	3	2	2
	8.1%	18.1%	7.8%	-	5.6%	9.6%	-	-	14.9%	8.1%	5.7%	15.8%
Stay same	(3)	30	6	8	5	11	6	5	6	18	24	6
	61.7%	62.9%	68.8%	55.2%	50.8%	47.5%	84.9%	100.0%	72.4%	52.5%	64.7%	52.0%
Decrease slightly	(2)	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-
Don't know	15	2	3	4	9	5	1	-	1	14	11	4
	30.2%	19.0%	23.4%	44.8%	43.7%	42.9%	15.1%	-	12.7%	39.4%	29.6%	32.2%
<b>NETS</b>												
Net: Increase	4	2	1	-	1	1	-	-	1	3	2	2
	8.1%	18.1%	7.8%	-	5.6%	9.6%	-	-	14.9%	8.1%	5.7%	15.8%
Net: Decrease	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same	34	8	9	5	12	7	5	6	7	21	26	8
	69.8%	81.0%	76.6%	55.2%	56.3%	57.1%	84.9%	100.0%	87.3%	60.6%	70.4%	67.8%
Mean score	3.1	3.2	3.1	3.0	3.1	3.2	3.0	3.0	3.2	3.1	3.1	3.2

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

## Jobs Outlook - Wave 21

**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

	Total	REGION					SIZE			SECTOR		
		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
Unweighted Total	36	9	11	6	10	4	6	8	10	18	27	9
Weighted Total	37	9	10	6	11	5	6	8	10	19	27	10
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	3	1	1	1	-	1	-	-	3	1	2
	7.3%	-	8.5%	15.8%	8.3%	-	13.3%	-	-	14.1%	3.5%	17.6%
Increase slightly	(4)	7	1	2	3	1	1	1	2	4	5	2
	18.5%	21.5%	8.5%	33.3%	27.6%	21.4%	14.6%	13.1%	18.6%	20.6%	18.7%	17.9%
Stay same	(3)	18	6	2	4	2	4	5	7	6	15	3
	48.1%	43.7%	55.8%	33.8%	38.3%	43.3%	58.8%	62.7%	71.2%	30.0%	55.7%	27.5%
Decrease slightly	(2)	1	1	-	-	-	-	-	-	1	-	1
	2.5%	-	8.6%	-	-	-	-	-	-	4.8%	-	9.1%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	9	3	2	1	3	2	1	2	1	6	6	3
	23.7%	34.8%	18.7%	17.1%	25.8%	35.3%	13.3%	24.3%	10.2%	30.5%	22.1%	27.9%
<b>NETS</b>												
Net: Increase	9	2	2	3	4	1	2	1	2	7	6	4
	25.7%	21.5%	16.9%	49.1%	35.9%	21.4%	27.9%	13.1%	18.6%	34.7%	22.1%	35.5%
Net: Decrease	1	-	1	-	-	-	-	-	-	1	-	1
	2.5%	-	8.6%	-	-	-	-	-	-	4.8%	-	9.1%
Net: Increase + Stay the same	27	6	8	5	8	3	6	6	9	12	21	6
	73.9%	65.2%	72.7%	82.9%	74.2%	64.7%	86.7%	75.7%	89.8%	64.8%	77.9%	63.0%
Mean score	3.4	3.3	3.2	3.8	3.6	3.3	3.5	3.2	3.2	3.6	3.3	3.6

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

## Jobs Outlook - Wave 21

**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

	Total	REGION					SIZE			SECTOR		
		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
Unweighted Total	31	6	8	7	11	4	6	10	7	14	29	2
Weighted Total	30	6	8	7	11	5	5	10	7	13	28	2
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-
Increase slightly	(4)	5	1	-	3	4	1	3	-	2	5	-
	16.7%	16.8%	-	44.1%	36.3%	25.0%	-	29.1%	-	15.5%	17.7%	-
Stay same	(3)	18	3	5	3	5	2	6	7	5	17	1
	60.2%	48.4%	62.2%	42.6%	45.6%	50.0%	100.0%	61.1%	100.0%	40.1%	60.9%	49.8%
Decrease slightly	(2)	1	-	1	-	-	-	-	-	1	1	-
	3.3%	-	12.7%	-	-	-	-	-	-	7.4%	3.5%	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-
Don't know	6	2	2	1	2	1	-	1	-	5	5	1
	19.8%	34.8%	25.1%	13.3%	18.1%	25.0%	-	9.8%	-	37.1%	18.0%	50.2%
<b>NETS</b>												
Net: Increase	5	1	-	3	4	1	-	3	-	2	5	-
	16.7%	16.8%	-	44.1%	36.3%	25.0%	-	29.1%	-	15.5%	17.7%	-
Net: Decrease	1	-	1	-	-	-	-	-	-	1	1	-
	3.3%	-	12.7%	-	-	-	-	-	-	7.4%	3.5%	-
Net: Increase + Stay the same	23	4	5	6	9	3	5	9	7	7	22	1
	76.9%	65.2%	62.2%	86.7%	81.9%	75.0%	100.0%	90.2%	100.0%	55.5%	78.6%	49.8%
Mean score	3.2	3.3	2.8	3.5	3.4	3.3	3.0	3.3	3.0	3.1	3.2	3.0

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



## Jobs Outlook - Wave 21

**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

	Total	REGION					SIZE			SECTOR		
		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
Unweighted Total	26	7	6	5	7	2	6	12	5	9	22	4
Weighted Total	26 100.0%	7 100.0%	6 100.0%	6 100.0%	8 100.0%	2 100.0%	5 100.0%	12 100.0%	4 100.0%	9 100.0%	22 100.0%	4 100.0%
Increase greatly	(5) 4.5%	-	-	-	1 14.7%	1 52.8%	-	1 9.9%	-	-	1 5.2%	-
Increase slightly	(4) 22.0%	1 14.3%	3 50.4%	-	-	-	2 33.5%	4 33.2%	1 18.6%	1 9.8%	6 25.6%	-
Stay same	(3) 36.0%	4 56.6%	2 32.4%	1 15.2%	1 11.0%	-	3 50.7%	3 24.0%	4 81.4%	3 29.5%	7 30.1%	3 71.7%
Decrease slightly	(2)	-	-	-	-	-	-	-	-	-	-	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-
Don't know	10 37.5%	2 29.1%	1 17.2%	5 84.8%	6 74.3%	1 47.2%	1 15.8%	4 32.9%	-	6 60.8%	9 39.1%	1 28.3%
<b>NETS</b>												
Net: Increase	7 26.5%	1 14.3%	3 50.4%	-	1 14.7%	1 52.8%	2 33.5%	5 43.1%	1 18.6%	1 9.8%	7 30.9%	-
Net: Decrease	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same	16 62.5%	5 70.9%	5 82.8%	1 15.2%	2 25.7%	1 52.8%	4 84.2%	8 67.1%	4 100.0%	4 39.2%	13 60.9%	3 71.7%
Mean score	3.5	3.2	3.6	3.0	4.1	5.0	3.4	3.8	3.2	3.2	3.6	3.0

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

## Jobs Outlook - Wave 21

**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

	Total	REGION					SIZE			SECTOR		
		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
Unweighted Total	52	12	13	10	19	9	8	4	10	38	38	14
Weighted Total	53	12	12	10	21	11	7	4	10	39	39	14
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-
Increase slightly	(4)	6	3	1	1	-	1	-	1	5	4	2
	10.5%	23.6%	7.7%	8.9%	4.3%	-	11.8%	-	8.5%	12.1%	9.6%	12.9%
Stay same	(3)	31	6	7	6	13	7	5	4	9	18	23
	58.5%	52.5%	53.3%	54.6%	59.0%	63.1%	76.3%	100.0%	91.5%	46.1%	59.8%	54.8%
Decrease slightly	(2)	1	-	1	-	-	-	-	-	-	1	-
	1.9%	-	8.0%	-	-	-	-	-	-	2.5%	2.6%	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	15	3	4	4	8	4	1	-	-	15	11	5
	29.2%	23.9%	31.1%	36.5%	36.7%	36.9%	11.8%	-	-	39.3%	28.0%	32.3%
<b>NETS</b>												
Net: Increase	6	3	1	1	1	-	1	-	1	5	4	2
	10.5%	23.6%	7.7%	8.9%	4.3%	-	11.8%	-	8.5%	12.1%	9.6%	12.9%
Net: Decrease	1	-	1	-	-	-	-	-	-	1	1	-
	1.9%	-	8.0%	-	-	-	-	-	-	2.5%	2.6%	-
Net: Increase + Stay the same	37	9	8	7	14	7	6	4	10	23	27	10
	69.0%	76.1%	61.0%	63.5%	63.3%	63.1%	88.2%	100.0%	100.0%	58.2%	69.4%	67.7%
Mean score	3.1	3.3	3.0	3.1	3.1	3.0	3.1	3.0	3.1	3.2	3.1	3.2

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

## Jobs Outlook - Wave 21

**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

	Total	REGION					SIZE			SECTOR		
		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
Unweighted Total	7	1	2	1	2	1	2	-	-	7	6	1
Weighted Total	7	1	2	1	2	1	2	-	-	7	6	1
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-	-	100.0%	100.0%	100.0%
Increase greatly	(5)	-	-	-	-	-	-	-	-	-	-	-
Increase slightly	(4)	-	-	-	-	-	-	-	-	-	-	-
Stay same	(3)	4	-	1	2	1	2	-	-	4	4	-
	57.8%	-	-	100.0%	100.0%	100.0%	100.0%	-	-	57.8%	66.3%	-
Decrease slightly	(2)	-	-	-	-	-	-	-	-	-	-	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-
Don't know	3	1	2	-	-	-	-	-	-	3	2	1
	42.2%	100.0%	100.0%	-	-	-	-	-	-	42.2%	33.7%	100.0%
<b>NETS</b>												
Net: Increase	-	-	-	-	-	-	-	-	-	-	-	-
Net: Decrease	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same	4	-	-	1	2	1	2	-	-	4	4	-
	57.8%	-	-	100.0%	100.0%	100.0%	100.0%	-	-	57.8%	66.3%	-
Mean score	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

## Jobs Outlook - Wave 21

**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

	Total	REGION						SIZE			SECTOR	
		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
Unweighted Total	47	8	8	12	24	12	7	8	9	30	38	9
Weighted Total	50	9	8	12	27	14	7	8	9	33	40	10
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	1	-	-	1	1	-	-	-	1	-	1
	2.0%	-	-	-	3.9%	7.3%	-	-	-	3.1%	-	10.0%
Increase slightly	(4)	4	2	1	-	-	1	-	1	3	2	2
	7.3%	21.6%	12.5%	-	-	-	11.4%	-	9.7%	8.5%	4.5%	18.1%
Stay same	(3)	24	4	2	6	13	7	6	4	6	14	3
	47.3%	43.2%	24.6%	46.0%	47.0%	47.8%	77.2%	51.0%	66.4%	41.5%	52.5%	27.0%
Decrease slightly	(2)	1	-	-	1	1	-	-	1	-	1	-
	2.1%	-	-	8.3%	3.9%	-	-	-	12.1%	-	2.6%	-
Decrease greatly	(1)	1	-	-	1	1	-	1	-	-	1	-
	1.9%	-	-	7.7%	3.6%	-	-	11.5%	-	-	2.4%	-
Don't know	20	3	5	5	11	6	1	3	1	16	15	5
	39.4%	35.2%	62.9%	38.0%	41.7%	44.9%	11.4%	37.5%	11.9%	47.0%	38.0%	44.9%
<b>NETS</b>												
Net: Increase	5	2	1	-	1	1	1	-	1	4	2	3
	9.3%	21.6%	12.5%	-	3.9%	7.3%	11.4%	-	9.7%	11.6%	4.5%	28.0%
Net: Decrease	2	-	-	2	2	-	-	1	1	-	2	-
	4.0%	-	-	16.0%	7.5%	-	-	11.5%	12.1%	-	5.0%	-
Net: Increase + Stay the same	28	6	3	6	14	8	6	4	6	18	23	6
	56.6%	64.8%	37.1%	46.0%	50.8%	55.1%	88.6%	51.0%	76.0%	53.0%	57.0%	55.1%
Mean score	3.1	3.3	3.3	2.6	2.9	3.3	3.1	2.6	3.0	3.3	3.0	3.7

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

## Jobs Outlook - Wave 21

**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

	Total	REGION					SIZE			SECTOR		
		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
Unweighted Total	102	23	24	20	38	18	17	25	26	51	81	21
Weighted Total	103	23	23	20	41	21	16	24	25	53	82	21
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5) 1 1.0%	- -	- -	- -	1 2.5%	1 4.9%	- -	- -	- -	1 1.9%	- -	1 4.9%
Increase slightly	(4) 9 9.2%	5 20.5%	2 8.3%	2 9.6%	2 4.7%	- -	1 5.6%	3 11.2%	2 7.6%	5 8.9%	6 7.0%	4 17.4%
Stay same	(3) 67 65.0%	13 58.0%	13 58.1%	13 66.8%	26 63.2%	12 59.8%	14 89.2%	17 68.1%	23 92.4%	27 50.6%	57 69.7%	10 46.5%
Decrease slightly	(2) 2 1.8%	- -	2 8.3%	- -	- -	- -	- -	- -	- -	2 3.6%	1 1.2%	1 4.3%
Decrease greatly	(1) 1 1.1%	- -	- -	- -	1 2.8%	1 5.5%	- -	1 4.7%	- -	- -	1 1.4%	- -
Don't know	22 21.9%	5 21.6%	6 25.3%	5 23.6%	11 26.7%	6 29.8%	1 5.2%	4 16.0%	- -	19 35.0%	17 20.6%	6 26.9%
<b>NETS</b>												
Net: Increase	10 10.2%	5 20.5%	2 8.3%	2 9.6%	3 7.2%	1 4.9%	1 5.6%	3 11.2%	2 7.6%	6 10.9%	6 7.0%	5 22.2%
Net: Decrease	3 3.0%	- -	2 8.3%	- -	1 2.8%	1 5.5%	- -	1 4.7%	- -	2 3.6%	2 2.6%	1 4.3%
Net: Increase + Stay the same	77 75.1%	18 78.4%	15 66.4%	15 76.4%	29 70.5%	14 64.7%	15 94.8%	19 79.3%	25 100.0%	33 61.5%	63 76.8%	14 68.8%
Mean score	3.1	3.3	3.0	3.1	3.1	3.0	3.1	3.0	3.1	3.1	3.0	3.3

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

## Jobs Outlook - Wave 21

**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

	Total	REGION					SIZE			SECTOR		
		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
Unweighted Total	41	8	7	6	16	10	10	16	9	16	28	13
Weighted Total	41	8	7	7	18	11	9	16	8	18	29	13
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	2	-	-	2	2	-	1	-	1	1	1
	5.3%	-	-	-	12.5%	19.9%	-	7.4%	-	5.9%	4.0%	7.9%
Increase slightly	(4)	8	-	-	1	1	1	2	2	4	4	4
	18.4%	66.7%	-	-	6.6%	10.5%	9.6%	12.4%	21.6%	22.2%	14.1%	27.8%
Stay same	(3)	22	3	5	4	7	3	7	12	7	4	16
	52.6%	33.3%	71.8%	56.7%	40.1%	30.1%	81.1%	74.2%	78.4%	21.0%	57.4%	42.0%
Decrease slightly	(2)	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	10	-	2	3	7	4	1	1	-	9	7	3
	23.8%	-	28.2%	43.3%	40.9%	39.4%	9.3%	6.0%	-	50.9%	24.4%	22.3%
<b>NETS</b>												
Net: Increase	10	6	-	-	3	3	1	3	2	5	5	5
	23.6%	66.7%	-	-	19.0%	30.5%	9.6%	19.8%	21.6%	28.1%	18.2%	35.7%
Net: Decrease	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same	32	8	5	4	10	7	8	15	8	9	22	10
	76.2%	100.0%	71.8%	56.7%	59.1%	60.6%	90.7%	94.0%	100.0%	49.1%	75.6%	77.7%
Mean score	3.4	3.7	3.0	3.0	3.5	3.8	3.1	3.3	3.2	3.7	3.3	3.6

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

## Jobs Outlook - Wave 21

**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

	Total	REGION					SIZE			SECTOR		
		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
Unweighted Total	36	10	8	8	12	4	6	7	7	22	32	4
Weighted Total	37	10	8	9	13	5	5	7	7	23	32	5
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-
Increase slightly	(4)	4	3	-	-	-	1	1	1	2	1	3
	10.0%	26.5%	-	-	-	-	17.3%	13.2%	13.9%	7.9%	2.9%	61.3%
Stay same	(3)	19	5	3	5	8	3	4	5	10	18	1
	50.9%	45.0%	38.2%	55.5%	62.4%	75.2%	52.2%	57.8%	73.8%	42.3%	55.3%	19.4%
Decrease slightly	(2)	1	-	1	-	-	-	-	-	1	1	-
	2.7%	-	12.7%	-	-	-	-	-	-	4.2%	3.1%	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-
Don't know	13	3	4	4	5	1	2	2	1	11	13	1
	36.4%	28.5%	49.1%	44.5%	37.6%	24.8%	30.5%	29.0%	12.3%	45.5%	38.8%	19.3%
<b>NETS</b>												
Net: Increase	4	3	-	-	-	-	1	1	1	2	1	3
	10.0%	26.5%	-	-	-	-	17.3%	13.2%	13.9%	7.9%	2.9%	61.3%
Net: Decrease	1	-	1	-	-	-	-	-	-	1	1	-
	2.7%	-	12.7%	-	-	-	-	-	-	4.2%	3.1%	-
Net: Increase + Stay the same	22	7	3	5	8	3	4	5	6	12	19	4
	60.9%	71.5%	38.2%	55.5%	62.4%	75.2%	69.5%	71.0%	87.7%	50.3%	58.1%	80.7%
Mean score	3.1	3.4	2.8	3.0	3.0	3.0	3.2	3.2	3.2	3.1	3.0	3.8

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

## Jobs Outlook - Wave 21

### 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

	REGION						SIZE			SECTOR		
	Total	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	
Unweighted Total	177	42	43	39	65	26	27	74	42	61	146	31
Weighted Total	176	41	41	38	68	30	26	72	41	64	146	31
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Accounting and financial services	8	1	3	1	2	1	2	3	3	2	8	-
	11.0%	6.8%	15.6%	7.5%	7.2%	7.0%	19.6%	15.8%	20.6%	5.4%	13.6%	-
Construction	12	5	3	2	3	1	1	4	5	3	11	1
	45.5%	71.3%	51.8%	33.1%	33.0%	32.8%	22.9%	42.4%	51.2%	41.8%	46.7%	34.0%
Drivers	6	1	2	1	1	-	2	3	1	2	6	-
	18.0%	17.0%	16.7%	16.7%	9.6%	-	41.3%	43.5%	14.9%	9.9%	24.4%	-
Education	14	4	3	3	5	2	2	5	4	5	11	3
	40.9%	48.7%	42.5%	33.4%	36.3%	40.4%	40.2%	54.6%	45.4%	30.4%	35.7%	100.0%
Engineering & technical	14	7	1	2	2	-	4	3	3	8	10	4
	39.6%	77.5%	20.9%	16.8%	14.0%	-	54.5%	24.4%	50.9%	45.8%	34.5%	67.2%
Executive recruitment / interim management	4	1	2	-	1	1	-	1	-	3	2	2
	8.0%	8.5%	15.4%	-	5.5%	9.5%	-	18.7%	-	7.9%	5.8%	14.9%
Health & social care	17	4	6	3	4	1	4	4	3	10	10	7
	46.3%	42.9%	53.7%	49.6%	36.1%	21.4%	56.7%	48.4%	28.3%	54.9%	36.8%	72.1%
Hospitality	8	-	-	4	7	3	1	4	1	3	8	-
	27.0%	-	-	58.6%	65.3%	75.0%	15.2%	40.4%	12.5%	24.0%	28.7%	-
Industrial	3	1	1	-	-	-	1	2	-	1	3	-
	10.8%	14.3%	16.6%	-	-	-	15.8%	16.6%	-	8.7%	12.6%	-
Legal & HR	3	-	2	1	1	-	-	1	1	1	1	2
	5.2%	-	15.2%	8.5%	4.1%	-	-	22.8%	10.2%	2.3%	2.6%	12.3%
Life sciences	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-
Marketing, media & creative	2	-	-	1	2	1	-	1	1	-	2	-
	4.1%	-	-	7.7%	7.8%	7.8%	-	13.3%	11.2%	-	5.2%	-
Office professionals	8	2	2	1	1	-	4	3	5	1	7	2
	8.3%	8.2%	8.0%	5.0%	2.5%	-	23.6%	11.5%	19.1%	1.7%	8.2%	8.5%
Sales & retail	10	2	2	1	3	2	3	6	4	-	8	2
	23.2%	22.7%	29.8%	13.1%	18.1%	21.1%	29.0%	39.2%	42.2%	-	27.7%	13.3%

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



## Jobs Outlook - Wave 21

### 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

	REGION						SIZE			SECTOR		
	Total	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
	a	b	c	d	*e	*f	g	h	i	j	k	
Significance Level: 95%												
Unweighted Total	177	42	43	39	65	26	27	74	42	61	146	31
Weighted Total	176	41	41	38	68	30	26	72	41	64	146	31
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Technology	5	2	-	2	2	-	1	3	1	1	4	1
	12.9%	17.8%	-	22.7%	14.8%	-	17.3%	41.7%	13.9%	4.3%	11.9%	19.9%
None	93	21	21	19	38	19	13	43	18	32	77	16
	52.7%	51.9%	50.7%	50.0%	55.2%	61.8%	50.7%	59.0%	45.6%	50.2%	53.1%	50.8%
Net: Any	83	20	20	19	31	12	13	30	22	32	68	15
	47.3%	48.1%	49.3%	50.0%	44.8%	38.2%	49.3%	41.0%	54.4%	49.8%	46.9%	49.2%

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

## Jobs Outlook - Wave 21

**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	20 100.0%	- -	1 5.0%	10 48.7%	- -	- -	9 46.2%	1 5.0%	- -	11 53.8%	3.1
Construction	10 100.0%	- -	2 20.4%	4 40.4%	1 9.5%	- -	3 29.7%	2 20.4%	1 9.5%	6 60.7%	3.2
Drivers	11 100.0%	- -	1 9.4%	4 34.7%	2 18.2%	- -	4 37.7%	1 9.4%	2 18.2%	5 44.1%	2.9
Education	10 100.0%	- -	2 19.8%	6 58.2%	- -	- -	2 22.0%	2 19.8%	- -	8 78.0%	3.3
Engineering & technical	12 100.0%	- -	1 8.0%	6 48.5%	- -	- -	5 43.5%	1 8.0%	- -	7 56.5%	3.1
Executive recruitment / interim management	18 100.0%	- -	- -	9 49.1%	1 5.1%	- -	8 45.8%	- -	1 5.1%	9 49.1%	2.9
Health & social care	7 100.0%	1 13.9%	2 28.7%	3 42.4%	- -	- -	1 15.0%	3 42.6%	- -	6 85.0%	3.7
Hospitality	4 100.0%	- -	- -	- -	- -	- -	4 100.0%	- -	- -	- -	-
Industrial	12 100.0%	- -	- -	7 57.1%	- -	- -	5 42.9%	- -	- -	7 57.1%	3.0
Legal & HR	20 100.0%	- -	1 4.9%	11 56.1%	- -	- -	8 39.0%	1 4.9%	- -	12 61.0%	3.1
Life sciences	3 100.0%	- -	- -	1 31.8%	- -	- -	2 68.2%	- -	- -	1 31.8%	3.0
Marketing, media & creative	13 100.0%	- -	- -	6 44.6%	- -	- -	7 55.4%	- -	- -	6 44.6%	3.0
Office professionals	29 100.0%	- -	1 3.4%	18 62.8%	- -	- -	10 33.8%	1 3.4%	- -	19 66.2%	3.1
Sales & retail	6 100.0%	- -	- -	1 14.2%	- -	- -	5 85.8%	- -	- -	1 14.2%	3.0
Technology	11 100.0%	- -	1 9.2%	5 44.1%	- -	- -	5 46.7%	1 9.2%	- -	6 53.3%	3.2
Average (response based including bases)	184 100.0%	1 .5%	12 6.4%	89 48.3%	4 2.1%	- -	78 42.7%	13 6.9%	4 2.1%	101 55.2%	3.1

## Jobs Outlook - Wave 21

### Q14\_SUM. Average across all sectors

#### SUMMARY TABLE

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

	Total	REGION					SIZE			SECTOR		
		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
Unweighted Total	179	47	43	49	77	28	12	17	31	131	149	30
Weighted Total	184	44	42	55	86	31	11	17	30	137	156	28
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5) 1 .5%	- -	- -	1 1.7%	1 1.1%	- -	- -	- -	- -	1 .7%	1 .6%	- -
Slightly increase	(4) 12 6.4%	1 2.2%	9 21.1% acd	2 3.4%	2 2.2%	- -	- -	2 11.9%	7 22.9% i	3 2.1%	12 7.5%	- -
Stay the same	(3) 89 48.3%	22 49.3%	22 53.1%	29 52.0%	35 41.1%	7 22.0%	9 83.6%	13 76.7%	23 77.1% i	53 38.6%	75 48.3%	13 48.3%
Slightly decrease	(2) 4 2.1%	1 2.2%	1 2.3%	1 1.7%	1 1.1%	- -	1 8.5%	2 11.4%	- -	2 1.4%	3 1.8%	1 3.3%
Greatly decrease	(1) - -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Don't know	78 42.7%	21 46.3% b	10 23.5%	23 41.2%	47 54.6% b	24 78.0%	1 7.9%	- -	- -	78 57.3% h	65 41.7%	13 48.4%
<b>NETS</b>												
Net: Increase	13 6.9%	1 2.2%	9 21.1% acd	3 5.1%	3 3.2%	- -	- -	2 11.9%	7 22.9% i	4 2.7%	13 8.1%	- -
Net: Decrease	4 2.1%	1 2.2%	1 2.3%	1 1.7%	1 1.1%	- -	1 8.5%	2 11.4%	- -	2 1.4%	3 1.8%	1 3.3%
Net: Increase + Stay the same	101 55.2%	23 51.5%	31 74.2% ad	31 57.1%	38 44.3%	7 22.0%	9 83.6%	15 88.6%	30 100.0% i	57 41.3%	88 56.5%	13 48.3%
Mean score	3.1	3.0	3.2	3.1	3.1	3.0	2.9	3.0	3.2 i	3.0	3.1	2.9

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

## Jobs Outlook - Wave 21

**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

	Total	REGION						SIZE			SECTOR	
		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
Unweighted Total	19	5	6	4	7	3	1	1	4	14	16	3
Weighted Total	20	5	6	5	8	3	1	1	4	15	17	3
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	1	1	-	-	-	-	-	1	-	1	-
	5.0%	-	16.9%	-	-	-	-	-	25.8%	-	5.9%	-
Stay the same	(3)	10	4	3	3	-	1	1	3	6	9	1
	48.7%	40.1%	66.2%	59.8%	35.2%	-	100.0%	100.0%	74.2%	38.7%	51.4%	32.6%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-
Don't know	9	3	1	2	5	3	-	-	-	9	7	2
	46.2%	59.9%	16.9%	40.2%	64.8%	100.0%	-	-	-	61.3%	42.7%	67.4%
<b>NETS</b>												
Net: Increase	1	-	1	-	-	-	-	-	1	-	1	-
	5.0%	-	16.9%	-	-	-	-	-	25.8%	-	5.9%	-
Net: Decrease	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same	11	2	5	3	3	-	1	1	4	6	10	1
	53.8%	40.1%	83.1%	59.8%	35.2%	-	100.0%	100.0%	100.0%	38.7%	57.3%	32.6%
Mean score	3.1	3.0	3.2	3.0	3.0	-	3.0	3.0	3.3	3.0	3.1	3.0

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

## Jobs Outlook - Wave 21

**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

	Total	REGION						SIZE			SECTOR	
		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
Unweighted Total	10	3	2	4	5	1	-	5	1	4	9	1
Weighted Total	10	3	2	4	5	1	-	5	1	4	9	1
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	2	1	1	-	-	-	2	-	-	2	-
	20.4%	33.6%	50.0%	-	-	-	-	40.0%	-	-	22.4%	-
Stay the same	(3)	4	1	-	2	3	1	2	1	1	4	-
	40.4%	32.0%	-	50.8%	62.3%	100.0%	-	41.4%	100.0%	24.5%	44.4%	-
Slightly decrease	(2)	1	-	1	1	-	-	1	-	-	1	-
	9.5%	-	-	25.2%	19.3%	-	-	18.7%	-	-	10.5%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-
Don't know	3	1	1	1	1	-	-	-	-	3	2	1
	29.7%	34.4%	50.0%	24.0%	18.4%	-	-	-	-	75.5%	22.7%	100.0%
<b>NETS</b>												
Net: Increase	2	1	1	-	-	-	-	2	-	-	2	-
	20.4%	33.6%	50.0%	-	-	-	-	40.0%	-	-	22.4%	-
Net: Decrease	1	-	-	1	1	-	-	1	-	-	1	-
	9.5%	-	-	25.2%	19.3%	-	-	18.7%	-	-	10.5%	-
Net: Increase + Stay the same	6	2	1	2	3	1	-	4	1	1	6	-
	60.7%	65.6%	50.0%	50.8%	62.3%	100.0%	-	81.3%	100.0%	24.5%	66.8%	-
Mean score	3.2	3.5	4.0	2.7	2.8	3.0	-	3.2	3.0	3.0	3.2	-

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

## Jobs Outlook - Wave 21

**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

	Total	REGION					SIZE			SECTOR		
		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
Unweighted Total	11	4	3	2	3	1	1	2	1	8	8	3
Weighted Total	11	4	3	2	3	1	1	2	1	8	8	3
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	1	1	-	-	-	-	-	1	-	1	-
	9.4%	-	33.7%	-	-	-	-	-	100.0%	-	12.8%	-
Stay the same	(3)	4	-	2	2	-	1	1	-	3	2	2
	34.7%	23.0%	-	100.0%	64.5%	-	100.0%	49.1%	-	35.6%	24.1%	63.6%
Slightly decrease	(2)	2	1	-	-	-	-	1	-	1	2	-
	18.2%	25.4%	32.6%	-	-	-	-	50.9%	-	12.5%	24.9%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-
Don't know	4	2	1	-	1	1	-	-	-	4	3	1
	37.7%	51.5%	33.7%	-	35.5%	100.0%	-	-	-	51.9%	38.1%	36.4%
<b>NETS</b>												
Net: Increase	1	-	1	-	-	-	-	-	1	-	1	-
	9.4%	-	33.7%	-	-	-	-	-	100.0%	-	12.8%	-
Net: Decrease	2	1	1	-	-	-	-	1	-	1	2	-
	18.2%	25.4%	32.6%	-	-	-	-	50.9%	-	12.5%	24.9%	-
Net: Increase + Stay the same	5	1	1	2	2	-	1	1	1	3	3	2
	44.1%	23.0%	33.7%	100.0%	64.5%	-	100.0%	49.1%	100.0%	35.6%	37.0%	63.6%
Mean score	2.9	2.5	3.0	3.0	3.0	-	3.0	2.5	4.0	2.7	2.8	3.0

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

## Jobs Outlook - Wave 21

**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

	Total	REGION					SIZE			SECTOR		
		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
Unweighted Total	10	3	4	2	3	1	-	1	4	5	10	-
Weighted Total	10	3	4	2	3	1	-	1	4	5	10	-
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-	100.0%	100.0%	100.0%	100.0%	-
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	2	2	-	-	-	-	-	1	1	2	-
	19.8%	-	50.0%	-	-	-	-	-	25.6%	19.1%	19.8%	-
Stay the same	(3)	6	2	2	2	-	-	1	3	2	6	-
	58.2%	65.3%	50.0%	100.0%	61.8%	-	-	100.0%	74.4%	37.7%	58.2%	-
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-
Don't know	2	1	-	-	1	1	-	-	-	2	2	-
	22.0%	34.7%	-	-	38.2%	100.0%	-	-	-	43.1%	22.0%	-
<b>NETS</b>												
Net: Increase	2	-	2	-	-	-	-	-	1	1	2	-
	19.8%	-	50.0%	-	-	-	-	-	25.6%	19.1%	19.8%	-
Net: Decrease	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same	8	2	4	2	2	-	-	1	4	3	8	-
	78.0%	65.3%	100.0%	100.0%	61.8%	-	-	100.0%	100.0%	56.9%	78.0%	-
Mean score	3.3	3.0	3.5	3.0	3.0	-	-	3.0	3.3	3.3	3.3	-

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

## Jobs Outlook - Wave 21

**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

	Total	REGION					SIZE			SECTOR		
		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
Unweighted Total	11	2	2	5	6	1	1	1	-	10	10	1
Weighted Total	12	2	2	6	7	1	1	1	-	11	11	1
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	1	-	1	1	-	-	-	-	1	1	-
	8.0%	-	-	16.3%	13.6%	-	-	-	-	8.7%	8.6%	-
Stay the same	(3)	6	1	3	3	-	1	1	-	5	5	1
	48.5%	46.5%	49.8%	50.2%	41.8%	-	100.0%	100.0%	-	44.0%	44.3%	100.0%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-
Don't know	5	1	1	2	3	1	-	-	-	5	5	-
	43.5%	53.5%	50.2%	33.5%	44.7%	100.0%	-	-	-	47.3%	47.0%	-
<b>NETS</b>												
Net: Increase	1	-	-	1	1	-	-	-	-	1	1	-
	8.0%	-	-	16.3%	13.6%	-	-	-	-	8.7%	8.6%	-
Net: Decrease	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same	7	1	1	4	4	-	1	1	-	6	6	1
	56.5%	46.5%	49.8%	66.5%	55.3%	-	100.0%	100.0%	-	52.7%	53.0%	100.0%
Mean score	3.1	3.0	3.0	3.2	3.2	-	3.0	3.0	-	3.2	3.2	3.0

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



## Jobs Outlook - Wave 21

**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

	Total	REGION					SIZE			SECTOR		
		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
Unweighted Total	17	4	4	4	8	4	1	-	3	14	14	3
Weighted Total	18	4	4	5	9	4	1	-	3	15	15	3
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	-	-	-	-	-	-	-	-	-	-	-
Stay the same	(3)	9	2	3	3	4	1	-	3	6	8	1
	49.1%	48.2%	74.5%	60.1%	43.6%	26.0%	-	-	100.0%	38.5%	52.5%	30.9%
Slightly decrease	(2)	1	-	-	-	-	1	-	-	1	-	1
	5.1%	-	-	-	-	-	100.0%	-	-	6.2%	-	32.6%
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-
Don't know	8	2	1	2	5	3	-	-	-	8	7	1
	45.8%	51.8%	25.5%	39.9%	56.4%	74.0%	-	-	-	55.3%	47.5%	36.4%
<b>NETS</b>												
Net: Increase	-	-	-	-	-	-	-	-	-	-	-	-
Net: Decrease	1	-	-	-	-	-	1	-	-	1	-	1
	5.1%	-	-	-	-	-	100.0%	-	-	6.2%	-	32.6%
Net: Increase + Stay the same	9	2	3	3	4	1	-	-	3	6	8	1
	49.1%	48.2%	74.5%	60.1%	43.6%	26.0%	-	-	100.0%	38.5%	52.5%	30.9%
Mean score	2.9	3.0	3.0	3.0	3.0	3.0	2.0	-	3.0	2.9	3.0	2.5

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

## Jobs Outlook - Wave 21

**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

	Total	REGION						SIZE			SECTOR	
		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
Unweighted Total	7	2	2	3	3	-	-	-	3	4	6	1
Weighted Total	7	2	2	3	3	-	-	-	3	4	6	1
	100.0%	100.0%	100.0%	100.0%	100.0%	-	-	-	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	1	-	1	1	-	-	-	-	1	1	-
	13.9%	-	-	33.0%	33.0%	-	-	-	-	24.0%	16.0%	-
Slightly increase	(4)	2	1	1	1	-	-	-	1	1	2	-
	28.7%	-	49.6%	33.0%	33.0%	-	-	-	35.1%	24.0%	33.0%	-
Stay the same	(3)	3	1	1	1	-	-	-	2	1	2	1
	42.4%	46.6%	50.4%	33.9%	33.9%	-	-	-	64.9%	26.0%	33.7%	100.0%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	1	1	-	-	-	-	-	-	-	1	1	-
	15.0%	53.4%	-	-	-	-	-	-	-	26.0%	17.3%	-
<b>NETS</b>												
Net: Increase	3	-	1	2	2	-	-	-	1	2	3	-
	42.6%	-	49.6%	66.1%	66.1%	-	-	-	35.1%	48.1%	49.0%	-
Net: Decrease	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same	6	1	2	3	3	-	-	-	3	3	5	1
	85.0%	46.6%	100.0%	100.0%	100.0%	-	-	-	100.0%	74.0%	82.7%	100.0%
Mean score	3.7	3.0	3.5	4.0	4.0	-	-	-	3.4	4.0	3.8	3.0

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

## Jobs Outlook - Wave 21

**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

	Total	REGION					SIZE			SECTOR		
		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
Unweighted Total	4	1	-	2	3	1	-	-	-	4	3	1
Weighted Total	4	1	-	2	3	1	-	-	-	4	3	1
	100.0%	100.0%	-	100.0%	100.0%	100.0%	-	-	-	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	-	-	-	-	-	-	-	-	-	-	-
Stay the same	(3)	-	-	-	-	-	-	-	-	-	-	-
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-
Don't know	4	1	-	2	3	1	-	-	-	4	3	1
	100.0%	100.0%	-	100.0%	100.0%	100.0%	-	-	-	100.0%	100.0%	100.0%
<b>NETS</b>												
Net: Increase	-	-	-	-	-	-	-	-	-	-	-	-
Net: Decrease	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same	-	-	-	-	-	-	-	-	-	-	-	-
Mean score	-	-	-	-	-	-	-	-	-	-	-	-

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

## Jobs Outlook - Wave 21

**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

	Total	REGION					SIZE			SECTOR		
		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
Unweighted Total	11	3	3	3	4	1	1	3	-	8	9	2
Weighted Total	12	3	3	4	5	1	1	3	-	9	10	2
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	-	-	-	-	-	-	-	-	-	-	-
Stay the same	(3)	7	2	2	2	-	1	3	-	4	6	1
	57.1%	64.7%	66.3%	49.3%	38.7%	-	100.0%	100.0%	-	42.9%	59.3%	45.9%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-
Don't know	5	1	1	2	3	1	-	-	-	5	4	1
	42.9%	35.3%	33.7%	50.7%	61.3%	100.0%	-	-	-	57.1%	40.7%	54.1%
<b>NETS</b>												
Net: Increase	-	-	-	-	-	-	-	-	-	-	-	-
Net: Decrease	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same	7	2	2	2	2	-	1	3	-	4	6	1
	57.1%	64.7%	66.3%	49.3%	38.7%	-	100.0%	100.0%	-	42.9%	59.3%	45.9%
Mean score	3.0	3.0	3.0	3.0	3.0	-	3.0	3.0	-	3.0	3.0	3.0

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

## Jobs Outlook - Wave 21

**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

	Total	REGION						SIZE			SECTOR	
		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
Unweighted Total	20	5	5	4	7	3	3	-	5	15	15	5
Weighted Total	20	5	5	5	8	3	3	-	5	15	16	5
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	1	1	-	-	-	-	-	1	-	1	-
	4.9%	-	20.2%	-	-	-	-	-	19.9%	-	6.3%	-
Stay the same	(3)	11	3	3	2	3	1	3	4	7	9	3
	56.1%	58.0%	59.5%	40.9%	38.4%	34.9%	100.0%	-	80.1%	48.3%	55.4%	58.3%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-
Don't know	8	2	1	3	5	2	-	-	-	8	6	2
	39.0%	42.0%	20.3%	59.1%	61.6%	65.1%	-	-	-	51.7%	38.3%	41.7%
<b>NETS</b>												
Net: Increase	1	-	1	-	-	-	-	-	1	-	1	-
	4.9%	-	20.2%	-	-	-	-	-	19.9%	-	6.3%	-
Net: Decrease	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same	12	3	4	2	3	1	3	-	5	7	10	3
	61.0%	58.0%	79.7%	40.9%	38.4%	34.9%	100.0%	-	100.0%	48.3%	61.7%	58.3%
Mean score	3.1	3.0	3.3	3.0	3.0	3.0	3.0	-	3.2	3.0	3.1	3.0

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

## Jobs Outlook - Wave 21

**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

	Total	REGION					SIZE			SECTOR		
		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
Unweighted Total	3	1	1	1	1	-	-	-	-	3	3	-
Weighted Total	3	1	1	1	1	-	-	-	-	3	3	-
	100.0%	100.0%	100.0%	100.0%	100.0%	-	-	-	-	100.0%	100.0%	-
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	-	-	-	-	-	-	-	-	-	-	-
Stay the same	(3)	1	-	1	1	-	-	-	-	1	1	-
	31.8%	-	-	100.0%	100.0%	-	-	-	-	31.8%	31.8%	-
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-
Don't know	2	1	1	-	-	-	-	-	-	2	2	-
	68.2%	100.0%	100.0%	-	-	-	-	-	-	68.2%	68.2%	-
<b>NETS</b>												
Net: Increase	-	-	-	-	-	-	-	-	-	-	-	-
Net: Decrease	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same	1	-	-	1	1	-	-	-	-	1	1	-
	31.8%	-	-	100.0%	100.0%	-	-	-	-	31.8%	31.8%	-
Mean score	3.0	-	-	3.0	3.0	-	-	-	-	3.0	3.0	-

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

## Jobs Outlook - Wave 21

**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

	Total	REGION						SIZE			SECTOR	
		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
Unweighted Total	12	3	2	5	7	2	-	1	2	9	11	1
Weighted Total	13	3	2	6	8	2	-	1	2	10	12	1
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	-	-	-	-	-	-	-	-	-	-	-
Stay the same	(3)	6	2	1	3	3	-	1	2	3	6	-
	44.6%	65.3%	49.1%	50.6%	36.0%	-	-	100.0%	100.0%	29.0%	47.9%	-
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-
Don't know	7	1	1	3	5	2	-	-	-	7	6	1
	55.4%	34.7%	50.9%	49.4%	64.0%	100.0%	-	-	-	71.0%	52.1%	100.0%
<b>NETS</b>												
Net: Increase	-	-	-	-	-	-	-	-	-	-	-	-
Net: Decrease	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same	6	2	1	3	3	-	-	1	2	3	6	-
	44.6%	65.3%	49.1%	50.6%	36.0%	-	-	100.0%	100.0%	29.0%	47.9%	-
Mean score	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

## Jobs Outlook - Wave 21

**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

	Total	REGION					SIZE			SECTOR		
		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
Unweighted Total	29	6	7	6	12	6	4	3	6	20	23	6
Weighted Total	29	6	7	7	13	7	4	3	6	20	24	5
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	1	1	-	-	-	-	-	1	-	1	-
	3.4%	-	14.5%	-	-	-	-	-	16.8%	-	4.1%	-
Stay the same	(3)	18	5	4	7	3	3	3	5	11	16	3
	62.8%	65.1%	71.0%	57.9%	54.4%	50.9%	75.8%	100.0%	83.2%	51.4%	65.9%	49.2%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-
Don't know	10	2	1	3	6	3	1	-	-	10	7	3
	33.8%	34.9%	14.5%	42.1%	45.6%	49.1%	24.2%	-	-	48.6%	29.9%	50.8%
<b>NETS</b>												
Net: Increase	1	-	1	-	-	-	-	-	1	-	1	-
	3.4%	-	14.5%	-	-	-	-	-	16.8%	-	4.1%	-
Net: Decrease	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same	19	4	6	4	7	3	3	3	6	11	17	3
	66.2%	65.1%	85.5%	57.9%	54.4%	50.9%	75.8%	100.0%	100.0%	51.4%	70.1%	49.2%
Mean score	3.1	3.0	3.2	3.0	3.0	3.0	3.0	3.0	3.2	3.0	3.1	3.0

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



## Jobs Outlook - Wave 21

**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

	Total	REGION					SIZE			SECTOR		
		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
Unweighted Total	5	1	-	1	4	3	-	-	-	5	3	2
Weighted Total	6	1	-	2	5	3	-	-	-	6	4	2
	100.0%	100.0%	-	100.0%	100.0%	100.0%	-	-	-	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	-	-	-	-	-	-	-	-	-	-	-
Stay the same	(3)	1	-	-	-	-	-	-	-	1	-	1
	14.2%	100.0%	-	-	-	-	-	-	-	14.2%	-	45.9%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-
Don't know	5	-	-	2	5	3	-	-	-	5	4	1
	85.8%	-	-	100.0%	100.0%	100.0%	-	-	-	85.8%	100.0%	54.1%
<b>NETS</b>												
Net: Increase	-	-	-	-	-	-	-	-	-	-	-	-
Net: Decrease	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same	1	1	-	-	-	-	-	-	-	1	-	1
	14.2%	100.0%	-	-	-	-	-	-	-	14.2%	-	45.9%
Mean score	3.0	3.0	-	-	-	-	-	-	-	3.0	-	3.0

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

## Jobs Outlook - Wave 21

**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

	Total	REGION						SIZE			SECTOR	
		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
Unweighted Total	10	4	2	3	4	1	-	-	2	8	9	1
Weighted Total	11	4	2	4	5	1	-	-	2	9	10	1
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-	-	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	1	1	-	-	-	-	-	1	-	1	-
	9.2%	-	50.1%	-	-	-	-	-	51.1%	-	10.0%	-
Stay the same	(3)	5	1	2	2	-	-	-	1	4	4	1
	44.1%	48.2%	49.9%	50.2%	38.7%	-	-	-	48.9%	43.0%	39.2%	100.0%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-
Don't know	5	2	-	2	3	1	-	-	-	5	5	-
	46.7%	51.8%	-	49.8%	61.3%	100.0%	-	-	-	57.0%	50.8%	-
<b>NETS</b>												
Net: Increase	1	-	1	-	-	-	-	-	1	-	1	-
	9.2%	-	50.1%	-	-	-	-	-	51.1%	-	10.0%	-
Net: Decrease	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same	6	2	2	2	2	-	-	-	2	4	5	1
	53.3%	48.2%	100.0%	50.2%	38.7%	-	-	-	100.0%	43.0%	49.2%	100.0%
Mean score	3.2	3.0	3.5	3.0	3.0	-	-	-	3.5	3.0	3.2	3.0

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

## Jobs Outlook - Wave 21

**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	20 100.0%	- -	1 4.9%	10 48.6%	2 9.9%	- -	7 36.5%	1 4.9%	2 9.9%	10 53.5%	2.9
Construction	10 100.0%	1 10.1%	1 10.2%	5 49.9%	- -	- -	3 29.7%	2 20.4%	- -	7 70.3%	3.4
Drivers	11 100.0%	- -	- -	5 44.1%	3 28.0%	- -	3 27.9%	- -	3 28.0%	5 44.1%	2.6
Education	10 100.0%	- -	2 19.5%	6 58.5%	- -	- -	2 22.0%	2 19.5%	- -	8 78.0%	3.3
Engineering & technical	12 100.0%	- -	1 8.0%	6 48.5%	- -	- -	5 43.5%	1 8.0%	- -	7 56.5%	3.1
Executive recruitment / interim management	18 100.0%	- -	1 5.3%	8 43.7%	1 5.7%	1 5.1%	7 40.0%	1 5.3%	2 10.9%	9 49.1%	2.8
Health & social care	7 100.0%	1 13.9%	1 13.9%	4 57.2%	- -	- -	1 15.0%	2 27.8%	- -	6 85.0%	3.5
Hospitality	4 100.0%	- -	- -	- -	1 23.5%	- -	3 76.5%	- -	1 23.5%	- -	2.0
Industrial	12 100.0%	- -	1 8.4%	6 48.7%	1 8.9%	- -	4 34.0%	1 8.4%	1 8.9%	7 57.1%	3.0
Legal & HR	20 100.0%	- -	1 4.7%	11 56.3%	1 5.1%	- -	7 34.0%	1 4.7%	1 5.1%	12 61.0%	3.0
Life sciences	3 100.0%	- -	- -	1 31.8%	- -	- -	2 68.2%	- -	- -	1 31.8%	3.0
Marketing, media & creative	13 100.0%	- -	1 7.5%	5 37.2%	- -	- -	7 55.4%	1 7.5%	- -	6 44.6%	3.2
Office professionals	29 100.0%	- -	1 3.3%	18 63.0%	1 3.5%	- -	9 30.3%	1 3.3%	1 3.5%	19 66.2%	3.0
Sales & retail	6 100.0%	- -	- -	1 14.2%	1 16.8%	- -	4 69.0%	- -	1 16.8%	1 14.2%	2.5
Technology	11 100.0%	- -	- -	6 53.3%	- -	- -	5 46.7%	- -	- -	6 53.3%	3.0
Average (response based including bases)	184 100.0%	2 1.0%	11 5.7%	90 48.9%	11 6.0%	1 .5%	69 37.8%	12 6.8%	12 6.5%	102 55.7%	3.0

## Jobs Outlook - Wave 21

### Q15\_SUM. Average across all sectors

#### SUMMARY TABLE

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

	Total	REGION					SIZE			SECTOR		
		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
Unweighted Total	179	47	43	49	77	28	12	17	31	131	149	30
Weighted Total	184	44	42	55	86	31	11	17	30	137	156	28
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5) 2 1.0%	1 2.2%	- -	1 1.7%	1 1.1%	- -	- -	1 5.9%	- -	1 .7%	2 1.2%	- -
Slightly increase	(4) 11 5.7%	1 2.2%	8 18.2% acd	2 3.4%	2 2.2%	- -	- -	2 11.9%	- -	9 6.3%	11 6.7%	- -
Stay the same	(3) 90 48.9%	22 49.1%	24 55.9%	29 53.7%	36 42.2%	7 22.0%	8 75.1%	13 76.4%	30 100.0% i	47 34.3%	77 49.1%	13 48.1%
Slightly decrease	(2) 11 6.0%	1 2.2%	1 2.3%	1 1.7%	8 9.4%	7 22.9%	1 8.5%	1 5.8%	- -	10 7.3%	3 1.8%	8 29.5% j
Greatly decrease	(1) 1 .5%	- -	- -	- -	- -	- -	1 8.5%	- -	- -	1 .7%	- -	1 3.3% j
Don't know	69 37.8%	20 44.4% b	10 23.5%	22 39.5%	39 45.2% b	17 55.1%	1 7.9%	- -	- -	69 50.7% h	64 41.1% k	5 19.1%
<b>NETS</b>												
Net: Increase	12 6.8%	2 4.4%	8 18.2% acd	3 5.1%	3 3.2%	- -	- -	3 17.8%	- -	9 6.9%	12 8.0%	- -
Net: Decrease	12 6.5%	1 2.2%	1 2.3%	1 1.7%	8 9.4%	7 22.9%	2 17.0%	1 5.8%	- -	11 8.0%	3 1.8%	9 32.8% j
Net: Increase + Stay the same	102 55.7%	24 53.4%	31 74.2% ad	32 58.8%	39 45.4%	7 22.0%	8 75.1%	16 94.2%	30 100.0% i	56 41.3%	89 57.0%	13 48.1%
Mean score	3.0	3.1	3.2 d	3.1	2.9	2.5	2.7	3.2	3.0	3.0	3.1	2.6

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

## Jobs Outlook - Wave 21

**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

	Total	REGION					SIZE			SECTOR		
		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
Unweighted Total	19	5	6	4	7	3	1	1	4	14	16	3
Weighted Total	20	5	6	5	8	3	1	1	4	15	17	3
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	1	1	-	-	-	-	-	-	1	1	-
	4.9%	-	16.3%	-	-	-	-	-	-	6.5%	5.7%	-
Stay the same	(3)	10	4	3	3	-	-	1	4	5	9	1
	48.6%	58.6%	66.8%	59.8%	35.2%	-	-	100.0%	100.0%	31.9%	51.6%	30.9%
Slightly decrease	(2)	2	-	-	1	1	1	-	-	2	-	2
	9.9%	-	-	-	12.7%	30.9%	100.0%	-	-	13.2%	-	69.1%
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-
Don't know	7	2	1	2	4	2	-	-	-	7	7	-
	36.5%	41.4%	16.9%	40.2%	52.1%	69.1%	-	-	-	48.5%	42.7%	-
<b>NETS</b>												
Net: Increase	1	-	1	-	-	-	-	-	-	1	1	-
	4.9%	-	16.3%	-	-	-	-	-	-	6.5%	5.7%	-
Net: Decrease	2	-	-	-	1	1	1	-	-	2	-	2
	9.9%	-	-	-	12.7%	30.9%	100.0%	-	-	13.2%	-	69.1%
Net: Increase + Stay the same	10	3	5	3	3	-	-	1	4	6	10	1
	53.5%	58.6%	83.1%	59.8%	35.2%	-	-	100.0%	100.0%	38.3%	57.3%	30.9%
Mean score	2.9	3.0	3.2	3.0	2.7	2.0	2.0	3.0	3.0	2.9	3.1	2.3

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

## Jobs Outlook - Wave 21

**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

	Total	REGION						SIZE			SECTOR	
		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
Unweighted Total	10	3	2	4	5	1	-	5	1	4	9	1
Weighted Total	10	3	2	4	5	1	-	5	1	4	9	1
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	1	-	-	-	-	-	1	-	-	1	-
	10.1%	33.6%	-	-	-	-	-	19.9%	-	-	11.2%	-
Slightly increase	(4)	1	1	-	-	-	-	1	-	-	1	-
	10.2%	-	50.0%	-	-	-	-	20.1%	-	-	11.3%	-
Stay the same	(3)	5	-	3	4	1	-	3	1	1	5	-
	49.9%	32.0%	-	76.0%	81.6%	100.0%	-	60.0%	100.0%	24.5%	54.9%	-
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	3	1	1	1	1	-	-	-	-	3	2	1
	29.7%	34.4%	50.0%	24.0%	18.4%	-	-	-	-	75.5%	22.7%	100.0%
<b>NETS</b>												
Net: Increase	2	1	1	-	-	-	-	2	-	-	2	-
	20.4%	33.6%	50.0%	-	-	-	-	40.0%	-	-	22.4%	-
Net: Decrease	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same	7	2	1	3	4	1	-	5	1	1	7	-
	70.3%	65.6%	50.0%	76.0%	81.6%	100.0%	-	100.0%	100.0%	24.5%	77.3%	-
Mean score	3.4	4.0	4.0	3.0	3.0	3.0	-	3.6	3.0	3.0	3.4	-

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

## Jobs Outlook - Wave 21

**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

	Total	REGION					SIZE			SECTOR		
		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
Unweighted Total	11	4	3	2	3	1	1	2	1	8	8	3
Weighted Total	11	4	3	2	3	1	1	2	1	8	8	3
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	-	-	-	-	-	-	-	-	-	-	-
Stay the same	(3)	5	1	1	2	2	-	1	1	3	3	2
	44.1%	23.0%	33.7%	100.0%	64.5%	-	100.0%	49.1%	100.0%	35.6%	37.0%	63.6%
Slightly decrease	(2)	3	1	1	-	1	1	1	-	2	2	1
	28.0%	25.4%	32.6%	-	35.5%	100.0%	-	50.9%	-	26.0%	24.9%	36.4%
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-
Don't know	3	2	1	-	-	-	-	-	-	3	3	-
	27.9%	51.5%	33.7%	-	-	-	-	-	-	38.5%	38.1%	-
<b>NETS</b>												
Net: Increase	-	-	-	-	-	-	-	-	-	-	-	-
Net: Decrease	3	1	1	-	1	1	-	1	-	2	2	1
	28.0%	25.4%	32.6%	-	35.5%	100.0%	-	50.9%	-	26.0%	24.9%	36.4%
Net: Increase + Stay the same	5	1	1	2	2	-	1	1	1	3	3	2
	44.1%	23.0%	33.7%	100.0%	64.5%	-	100.0%	49.1%	100.0%	35.6%	37.0%	63.6%
Mean score	2.6	2.5	2.5	3.0	2.6	2.0	3.0	2.5	3.0	2.6	2.6	2.6

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

## Jobs Outlook - Wave 21

**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

	Total	REGION						SIZE			SECTOR	
		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
Unweighted Total	10	3	4	2	3	1	-	1	4	5	10	-
Weighted Total	10	3	4	2	3	1	-	1	4	5	10	-
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-	100.0%	100.0%	100.0%	100.0%	-
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	2	2	-	-	-	-	-	-	2	2	-
	19.5%	-	49.1%	-	-	-	-	-	-	38.2%	19.5%	-
Stay the same	(3)	6	2	2	2	-	-	1	4	1	6	-
	58.5%	65.3%	50.9%	100.0%	61.8%	-	-	100.0%	100.0%	18.6%	58.5%	-
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-
Don't know	2	1	-	-	1	1	-	-	-	2	2	-
	22.0%	34.7%	-	-	38.2%	100.0%	-	-	-	43.1%	22.0%	-
<b>NETS</b>												
Net: Increase	2	-	2	-	-	-	-	-	-	2	2	-
	19.5%	-	49.1%	-	-	-	-	-	-	38.2%	19.5%	-
Net: Decrease	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same	8	2	4	2	2	-	-	1	4	3	8	-
	78.0%	65.3%	100.0%	100.0%	61.8%	-	-	100.0%	100.0%	56.9%	78.0%	-
Mean score	3.3	3.0	3.5	3.0	3.0	-	-	3.0	3.0	3.7	3.3	-

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



## Jobs Outlook - Wave 21

**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

	Total	REGION					SIZE			SECTOR		
		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
Unweighted Total	11	2	2	5	6	1	1	1	-	10	10	1
Weighted Total	12	2	2	6	7	1	1	1	-	11	11	1
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	1	-	1	1	-	-	-	-	1	1	-
	8.0%	-	-	16.3%	13.6%	-	-	-	-	8.7%	8.6%	-
Stay the same	(3)	6	1	3	3	-	1	1	-	5	5	1
	48.5%	46.5%	49.8%	50.2%	41.8%	-	100.0%	100.0%	-	44.0%	44.3%	100.0%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-
Don't know	5	1	1	2	3	1	-	-	-	5	5	-
	43.5%	53.5%	50.2%	33.5%	44.7%	100.0%	-	-	-	47.3%	47.0%	-
<b>NETS</b>												
Net: Increase	1	-	-	1	1	-	-	-	-	1	1	-
	8.0%	-	-	16.3%	13.6%	-	-	-	-	8.7%	8.6%	-
Net: Decrease	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same	7	1	1	4	4	-	1	1	-	6	6	1
	56.5%	46.5%	49.8%	66.5%	55.3%	-	100.0%	100.0%	-	52.7%	53.0%	100.0%
Mean score	3.1	3.0	3.0	3.2	3.2	-	3.0	3.0	-	3.2	3.2	3.0

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

## Jobs Outlook - Wave 21

**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

	Total	REGION					SIZE			SECTOR		
		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
Unweighted Total	17	4	4	4	8	4	1	-	3	14	14	3
Weighted Total	18	4	4	5	9	4	1	-	3	15	15	3
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	1	1	-	-	-	-	-	-	1	1	-
	5.3%	-	24.6%	-	-	-	-	-	-	6.5%	6.3%	-
Stay the same	(3)	8	2	2	3	4	1	-	3	5	7	1
	43.7%	48.2%	49.9%	60.1%	43.6%	26.0%	-	-	100.0%	32.1%	46.1%	30.9%
Slightly decrease	(2)	1	-	-	1	1	-	-	-	1	-	1
	5.7%	-	-	-	11.0%	22.8%	-	-	-	6.9%	-	36.4%
Greatly decrease	(1)	1	-	-	-	-	1	-	-	1	-	1
	5.1%	-	-	-	-	-	100.0%	-	-	6.2%	-	32.6%
Don't know	7	2	1	2	4	2	-	-	-	7	7	-
	40.0%	51.8%	25.5%	39.9%	45.3%	51.2%	-	-	-	48.3%	47.5%	-
<b>NETS</b>												
Net: Increase	1	-	1	-	-	-	-	-	-	1	1	-
	5.3%	-	24.6%	-	-	-	-	-	-	6.5%	6.3%	-
Net: Decrease	2	-	-	-	1	1	1	-	-	2	-	2
	10.9%	-	-	-	11.0%	22.8%	100.0%	-	-	13.1%	-	69.1%
Net: Increase + Stay the same	9	2	3	3	4	1	-	-	3	6	8	1
	49.1%	48.2%	74.5%	60.1%	43.6%	26.0%	-	-	100.0%	38.5%	52.5%	30.9%
Mean score	2.8	3.0	3.3	3.0	2.8	2.5	1.0	-	3.0	2.8	3.1	2.0

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

## Jobs Outlook - Wave 21

**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

	Total	REGION						SIZE			SECTOR	
		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
Unweighted Total	7	2	2	3	3	-	-	-	3	4	6	1
Weighted Total	7	2	2	3	3	-	-	-	3	4	6	1
	100.0%	100.0%	100.0%	100.0%	100.0%	-	-	-	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	1	-	1	1	-	-	-	-	1	1	-
	13.9%	-	-	33.0%	33.0%	-	-	-	-	24.0%	16.0%	-
Slightly increase	(4)	1	-	1	1	-	-	-	-	1	1	-
	13.9%	-	-	33.0%	33.0%	-	-	-	-	24.0%	16.0%	-
Stay the same	(3)	4	1	2	1	1	-	-	3	1	3	1
	57.2%	46.6%	100.0%	33.9%	33.9%	-	-	-	100.0%	26.0%	50.7%	100.0%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	1	1	-	-	-	-	-	-	-	1	1	-
	15.0%	53.4%	-	-	-	-	-	-	-	26.0%	17.3%	-
<b>NETS</b>												
Net: Increase	2	-	-	2	2	-	-	-	-	2	2	-
	27.8%	-	-	66.1%	66.1%	-	-	-	-	48.1%	32.0%	-
Net: Decrease	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same	6	1	2	3	3	-	-	-	3	3	5	1
	85.0%	46.6%	100.0%	100.0%	100.0%	-	-	-	100.0%	74.0%	82.7%	100.0%
Mean score	3.5	3.0	3.0	4.0	4.0	-	-	-	3.0	4.0	3.6	3.0

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

## Jobs Outlook - Wave 21

**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

	Total	REGION					SIZE			SECTOR		
		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
Unweighted Total	4	1	-	2	3	1	-	-	-	4	3	1
Weighted Total	4	1	-	2	3	1	-	-	-	4	3	1
	100.0%	100.0%	-	100.0%	100.0%	100.0%	-	-	-	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	-	-	-	-	-	-	-	-	-	-	-
Stay the same	(3)	-	-	-	-	-	-	-	-	-	-	-
Slightly decrease	(2)	1	-	1	1	-	-	-	-	1	1	-
	23.5%	-	-	51.4%	31.5%	-	-	-	-	23.5%	30.2%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-
Don't know	3	1	-	1	2	1	-	-	-	3	2	1
	76.5%	100.0%	-	48.6%	68.5%	100.0%	-	-	-	76.5%	69.8%	100.0%
<b>NETS</b>												
Net: Increase	-	-	-	-	-	-	-	-	-	-	-	-
Net: Decrease	1	-	-	1	1	-	-	-	-	1	1	-
	23.5%	-	-	51.4%	31.5%	-	-	-	-	23.5%	30.2%	-
Net: Increase + Stay the same	-	-	-	-	-	-	-	-	-	-	-	-
Mean score	2.0	-	-	2.0	2.0	-	-	-	-	2.0	2.0	-

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

## Jobs Outlook - Wave 21

**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

	Total	REGION					SIZE			SECTOR		
		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
Unweighted Total	11	3	3	3	4	1	1	3	-	8	9	2
Weighted Total	12	3	3	4	5	1	1	3	-	9	10	2
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	1	-	-	-	-	-	1	-	-	1	-
	8.4%	34.1%	-	-	-	-	-	33.9%	-	-	10.1%	-
Stay the same	(3)	6	2	2	2	-	1	2	-	4	5	1
	48.7%	30.6%	66.3%	49.3%	38.7%	-	100.0%	66.1%	-	42.9%	49.2%	45.9%
Slightly decrease	(2)	1	-	-	1	1	-	-	-	1	-	1
	8.9%	-	-	-	21.4%	100.0%	-	-	-	11.9%	-	54.1%
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-
Don't know	4	1	1	2	2	-	-	-	-	4	4	-
	34.0%	35.3%	33.7%	50.7%	39.9%	-	-	-	-	45.2%	40.7%	-
<b>NETS</b>												
Net: Increase	1	1	-	-	-	-	-	1	-	-	1	-
	8.4%	34.1%	-	-	-	-	-	33.9%	-	-	10.1%	-
Net: Decrease	1	-	-	-	1	1	-	-	-	1	-	1
	8.9%	-	-	-	21.4%	100.0%	-	-	-	11.9%	-	54.1%
Net: Increase + Stay the same	7	2	2	2	2	-	1	3	-	4	6	1
	57.1%	64.7%	66.3%	49.3%	38.7%	-	100.0%	100.0%	-	42.9%	59.3%	45.9%
Mean score	3.0	3.5	3.0	3.0	2.6	2.0	3.0	3.3	-	2.8	3.2	2.5

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

## Jobs Outlook - Wave 21

**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

	Total	REGION					SIZE			SECTOR		
		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
Unweighted Total	20	5	5	4	7	3	3	-	5	15	15	5
Weighted Total	20	5	5	5	8	3	3	-	5	15	16	5
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	1	1	-	-	-	-	-	-	1	1	-
	4.7%	-	19.5%	-	-	-	-	-	-	6.2%	6.1%	-
Stay the same	(3)	11	3	3	2	3	1	3	5	6	9	3
	56.3%	58.0%	60.2%	40.9%	38.4%	34.9%	100.0%	-	100.0%	42.0%	55.6%	58.3%
Slightly decrease	(2)	1	-	-	1	1	-	-	-	1	-	1
	5.1%	-	-	-	12.7%	30.7%	-	-	-	6.7%	-	22.4%
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-
Don't know	7	2	1	3	4	1	-	-	-	7	6	1
	34.0%	42.0%	20.3%	59.1%	48.9%	34.4%	-	-	-	45.0%	38.3%	19.2%
<b>NETS</b>												
Net: Increase	1	-	1	-	-	-	-	-	-	1	1	-
	4.7%	-	19.5%	-	-	-	-	-	-	6.2%	6.1%	-
Net: Decrease	1	-	-	-	1	1	-	-	-	1	-	1
	5.1%	-	-	-	12.7%	30.7%	-	-	-	6.7%	-	22.4%
Net: Increase + Stay the same	12	3	4	2	3	1	3	-	5	7	10	3
	61.0%	58.0%	79.7%	40.9%	38.4%	34.9%	100.0%	-	100.0%	48.3%	61.7%	58.3%
Mean score	3.0	3.0	3.2	3.0	2.8	2.5	3.0	-	3.0	3.0	3.1	2.7

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

## Jobs Outlook - Wave 21

**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

	Total	REGION					SIZE			SECTOR		
		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
Unweighted Total	3	1	1	1	1	-	-	-	-	3	3	-
Weighted Total	3	1	1	1	1	-	-	-	-	3	3	-
	100.0%	100.0%	100.0%	100.0%	100.0%	-	-	-	-	100.0%	100.0%	-
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	-	-	-	-	-	-	-	-	-	-	-
Stay the same	(3)	1	-	1	1	-	-	-	-	1	1	-
	31.8%	-	-	100.0%	100.0%	-	-	-	-	31.8%	31.8%	-
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-
Don't know	2	1	1	-	-	-	-	-	-	2	2	-
	68.2%	100.0%	100.0%	-	-	-	-	-	-	68.2%	68.2%	-
<b>NETS</b>												
Net: Increase	-	-	-	-	-	-	-	-	-	-	-	-
Net: Decrease	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same	1	-	-	1	1	-	-	-	-	1	1	-
	31.8%	-	-	100.0%	100.0%	-	-	-	-	31.8%	31.8%	-
Mean score	3.0	-	-	3.0	3.0	-	-	-	-	3.0	3.0	-

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

## Jobs Outlook - Wave 21

**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

	Total	REGION						SIZE			SECTOR	
		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
Unweighted Total	12	3	2	5	7	2	-	1	2	9	11	1
Weighted Total	13	3	2	6	8	2	-	1	2	10	12	1
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	1	1	-	-	-	-	-	-	1	1	-
	7.5%	-	49.1%	-	-	-	-	-	-	9.6%	8.0%	-
Stay the same	(3)	5	-	3	3	-	-	1	2	2	5	-
	37.2%	65.3%	-	50.6%	36.0%	-	-	100.0%	100.0%	19.4%	39.9%	-
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-
Don't know	7	1	1	3	5	2	-	-	-	7	6	1
	55.4%	34.7%	50.9%	49.4%	64.0%	100.0%	-	-	-	71.0%	52.1%	100.0%
<b>NETS</b>												
Net: Increase	1	-	1	-	-	-	-	-	-	1	1	-
	7.5%	-	49.1%	-	-	-	-	-	-	9.6%	8.0%	-
Net: Decrease	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same	6	2	1	3	3	-	-	1	2	3	6	-
	44.6%	65.3%	49.1%	50.6%	36.0%	-	-	100.0%	100.0%	29.0%	47.9%	-
Mean score	3.2	3.0	4.0	3.0	3.0	-	-	3.0	3.0	3.3	3.2	-

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



## Jobs Outlook - Wave 21

**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

	Total	REGION					SIZE			SECTOR		
		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
Unweighted Total	29	6	7	6	12	6	4	3	6	20	23	6
Weighted Total	29	6	7	7	13	7	4	3	6	20	24	5
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	1	1	-	-	-	-	-	-	1	1	-
	3.3%	-	14.0%	-	-	-	-	-	-	4.7%	4.0%	-
Stay the same	(3)	18	5	4	7	3	3	3	6	10	16	3
	63.0%	65.1%	71.5%	57.9%	54.4%	50.9%	75.8%	100.0%	100.0%	46.7%	66.1%	49.2%
Slightly decrease	(2)	1	-	-	1	1	-	-	-	1	-	1
	3.5%	-	-	-	7.6%	15.2%	-	-	-	5.0%	-	18.9%
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-
Don't know	9	2	1	3	5	2	1	-	-	9	7	2
	30.3%	34.9%	14.5%	42.1%	38.0%	34.0%	24.2%	-	-	43.5%	29.9%	31.9%
<b>NETS</b>												
Net: Increase	1	-	1	-	-	-	-	-	-	1	1	-
	3.3%	-	14.0%	-	-	-	-	-	-	4.7%	4.0%	-
Net: Decrease	1	-	-	-	1	1	-	-	-	1	-	1
	3.5%	-	-	-	7.6%	15.2%	-	-	-	5.0%	-	18.9%
Net: Increase + Stay the same	19	4	6	4	7	3	3	3	6	11	17	3
	66.2%	65.1%	85.5%	57.9%	54.4%	50.9%	75.8%	100.0%	100.0%	51.4%	70.1%	49.2%
Mean score	3.0	3.0	3.2	3.0	2.9	2.8	3.0	3.0	3.0	3.0	3.1	2.7

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

## Jobs Outlook - Wave 21

**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

	Total	REGION					SIZE			SECTOR		
		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
Unweighted Total	5	1	-	1	4	3	-	-	-	5	3	2
Weighted Total	6	1	-	2	5	3	-	-	-	6	4	2
	100.0%	100.0%	-	100.0%	100.0%	100.0%	-	-	-	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	-	-	-	-	-	-	-	-	-	-	-
Stay the same	(3)	1	1	-	-	-	-	-	-	1	-	1
	14.2%	100.0%	-	-	-	-	-	-	-	14.2%	-	45.9%
Slightly decrease	(2)	1	-	-	1	1	-	-	-	1	-	1
	16.8%	-	-	-	19.6%	30.9%	-	-	-	16.8%	-	54.1%
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-
Don't know	4	-	-	2	4	2	-	-	-	4	4	-
	69.0%	-	-	100.0%	80.4%	69.1%	-	-	-	69.0%	100.0%	-
<b>NETS</b>												
Net: Increase	-	-	-	-	-	-	-	-	-	-	-	-
Net: Decrease	1	-	-	-	1	1	-	-	-	1	-	1
	16.8%	-	-	-	19.6%	30.9%	-	-	-	16.8%	-	54.1%
Net: Increase + Stay the same	1	1	-	-	-	-	-	-	-	1	-	1
	14.2%	100.0%	-	-	-	-	-	-	-	14.2%	-	45.9%
Mean score	2.5	3.0	-	-	2.0	2.0	-	-	-	2.5	-	2.5

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

## Jobs Outlook - Wave 21

**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

	Total	REGION						SIZE			SECTOR	
		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
Unweighted Total	10	4	2	3	4	1	-	-	2	8	9	1
Weighted Total	11	4	2	4	5	1	-	-	2	9	10	1
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-	-	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	-	-	-	-	-	-	-	-	-	-	-
Stay the same	(3)	6	2	2	2	-	-	-	2	4	5	1
	53.3%	48.2%	100.0%	50.2%	38.7%	-	-	-	100.0%	43.0%	49.2%	100.0%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-
Don't know	5	2	-	2	3	1	-	-	-	5	5	-
	46.7%	51.8%	-	49.8%	61.3%	100.0%	-	-	-	57.0%	50.8%	-
<b>NETS</b>												
Net: Increase	-	-	-	-	-	-	-	-	-	-	-	-
Net: Decrease	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same	6	2	2	2	2	-	-	-	2	4	5	1
	53.3%	48.2%	100.0%	50.2%	38.7%	-	-	-	100.0%	43.0%	49.2%	100.0%
Mean score	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

## Jobs Outlook - Wave 21

### 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

	REGION							SIZE			SECTOR	
	Total	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
Unweighted Total	46	10	13	13	19	6	4	10	10	26	40	6
Weighted Total	46	9	13	13	20	7	4	10	10	26	40	5
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Accounting and financial services	-	-	-	-	-	-	-	-	-	-	-	-
Construction	4	2	1	1	1	-	-	2	1	1	3	1
	39.1%	65.6%	50.0%	24.0%	18.4%	-	-	40.0%	100.0%	23.1%	33.0%	100.0%
Drivers	2	-	1	1	1	-	-	1	-	1	2	-
	17.9%	-	32.6%	50.0%	32.2%	-	-	49.1%	-	12.5%	24.5%	-
Education	2	-	2	-	-	-	-	-	-	2	2	-
	19.5%	-	49.1%	-	-	-	-	-	-	38.2%	19.5%	-
Engineering & technical	3	-	1	1	1	-	1	-	-	3	3	-
	24.4%	-	49.8%	16.3%	13.6%	-	100.0%	-	-	26.5%	26.4%	-
Executive recruitment / interim management	-	-	-	-	-	-	-	-	-	-	-	-
Health & social care	1	-	-	1	1	-	-	-	-	1	1	-
	13.9%	-	-	33.0%	33.0%	-	-	-	-	24.0%	16.0%	-
Hospitality	1	-	-	1	1	-	-	-	-	1	1	-
	23.5%	-	-	51.4%	31.5%	-	-	-	-	23.5%	30.2%	-
Industrial	-	-	-	-	-	-	-	-	-	-	-	-
Legal & HR	1	-	1	-	-	-	-	-	1	-	1	-
	4.9%	-	20.4%	-	-	-	-	-	20.1%	-	6.4%	-
Life sciences	-	-	-	-	-	-	-	-	-	-	-	-
Marketing, media & creative	-	-	-	-	-	-	-	-	-	-	-	-
Office professionals	-	-	-	-	-	-	-	-	-	-	-	-
Sales & retail	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-

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

## Jobs Outlook - Wave 21

### 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

	REGION						SIZE			SECTOR		
	Total	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
Unweighted Total	46	10	13	13	19	6	4	10	10	26	40	6
Weighted Total	46	9	13	13	20	7	4	10	10	26	40	5
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Technology	-	-	-	-	-	-	-	-	-	-	-	-
None	32	8	7	9	15	7	3	7	8	18	28	5
	70.9%	79.7%	54.2%	65.1%	76.9%	100.0%	73.7%	70.2%	80.2%	67.7%	69.2%	83.8%
Net: Any	13	2	6	5	5	-	1	3	2	8	12	1
	29.1%	20.3%	45.8%	34.9%	23.1%	-	26.3%	29.8%	19.8%	32.3%	30.8%	16.2%

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

## Jobs Outlook - Wave 21

**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	52 100.0%	- -	- -	9 16.6%	16 30.9%	23 44.7%	4 7.8%	- -	39 75.6%	4.3
Quality of service	52 100.0%	- -	- -	1 1.8%	10 19.1%	38 73.0%	3 6.0%	- -	48 92.1%	4.8
Brand image of the agency	52 100.0%	6 11.1%	9 16.9%	18 34.4%	8 14.6%	8 14.8%	4 8.2%	14 27.9%	15 29.4%	3.1
Expertise of the agency, in terms of regions and sectors covered	52 100.0%	- -	1 1.9%	3 5.9%	18 34.1%	26 50.1%	4 7.8%	1 1.9%	44 84.3%	4.4
Management information provided	52 100.0%	- -	1 1.9%	17 32.3%	14 26.6%	15 29.8%	5 9.5%	1 1.9%	29 56.4%	3.9
Membership of a trade of professional organisation	52 100.0%	7 13.8%	2 3.8%	22 42.0%	11 20.6%	6 11.6%	4 8.2%	9 17.6%	17 32.2%	3.1
Other	52 100.0%	- -	- -	- -	- -	3 5.6%	49 94.4%	- -	3 5.6%	5.0

## Jobs Outlook - Wave 21

**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

		REGION						SIZE			SECTOR	
		North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		*a	*b	*c	*d	*e	*f	*g	*h	*i	j	*k
Significance Level: 95%												
Unweighted Total		52	14	15	22	7	5	12	12	28	46	6
Weighted Total		52	14	15	23	8	4	12	12	28	46	5
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	-	-	-	-	-	-	-	-	-	-	-
2	(2)	-	-	-	-	-	-	-	-	-	-	-
3	(3)	9	3	3	3	-	-	2	2	5	8	1
		16.6%	26.8%	21.1%	19.1%	-	-	16.2%	16.9%	16.7%	16.7%	16.1%
4	(4)	16	3	5	4	7	3	5	3	8	16	-
		30.9%	27.4%	35.6%	25.4%	31.5%	43.2%	41.8%	24.2%	29.0%	34.5%	-
5 Very important	(5)	23	5	5	7	11	3	3	6	14	19	5
		44.7%	45.8%	35.9%	49.3%	46.9%	42.1%	24.4%	50.9%	50.7%	40.1%	83.9%
N/A		4	-	1	1	2	1	2	1	1	4	-
		7.8%	-	7.3%	6.1%	9.1%	14.7%	17.7%	8.0%	3.6%	8.7%	-
<b>NETS</b>												
Net: Not important		-	-	-	-	-	-	-	-	-	-	-
Net: Important		39	8	10	11	18	7	8	9	22	34	5
		75.6%	73.2%	71.5%	74.7%	78.4%	85.3%	66.1%	75.1%	79.8%	74.6%	83.9%
Mean score		4.3	4.2	4.2	4.3	4.4	4.7	4.1	4.4	4.4	4.3	4.7

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

## Jobs Outlook - Wave 21

**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

	Total	REGION						SIZE			SECTOR	
		North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		*a	*b	*c	*d	*e	*f	*g	*h	*i	j	*k
Significance Level: 95%												
Unweighted Total	52	11	14	15	22	7	5	12	12	28	46	6
Weighted Total	52	10	14	15	23	8	4	12	12	28	46	5
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-
2	(2)	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-
3	(3)	1	-	-	-	-	-	-	1	-	1	-
		1.8%	9.1%	-	-	-	-	-	8.1%	-	2.0%	-
4	(4)	10	1	2	4	6	2	1	2	1	7	1
		19.1%	9.3%	14.4%	24.4%	26.1%	29.2%	20.8%	16.5%	8.1%	24.9%	16.2%
5 Very important	(5)	38	8	11	11	16	4	3	9	9	20	5
		73.0%	81.6%	78.2%	75.6%	68.9%	56.1%	58.2%	73.7%	75.8%	71.5%	83.8%
N/A		3	-	1	-	1	1	1	1	1	3	-
		6.0%	-	7.3%	-	5.1%	14.7%	21.0%	9.8%	8.0%	6.7%	-
<b>NETS</b>												
Net: Not important		-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-
Net: Important		48	9	13	15	22	7	4	11	10	27	5
		92.1%	90.9%	92.7%	100.0%	94.9%	85.3%	79.0%	90.2%	83.9%	96.4%	100.0%
Mean score		4.8	4.7	4.8	4.8	4.7	4.7	4.7	4.8	4.7	4.7	4.8

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



## Jobs Outlook - Wave 21

**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

		REGION						SIZE			SECTOR	
		North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		*a	*b	*c	*d	*e	*f	*g	*h	*i	j	*k
Significance Level: 95%												
Unweighted Total		52	14	15	22	7	5	12	12	28	46	6
Weighted Total		52	14	15	23	8	4	12	12	28	46	5
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	6	3	1	1	-	-	3	1	2	6	-
		11.1%	20.9%	6.1%	4.0%	-	-	24.0%	8.1%	6.8%	12.4%	-
2	(2)	9	4	3	4	1	1	1	3	5	8	1
		16.9%	28.4%	18.8%	17.4%	14.7%	18.4%	8.1%	27.2%	16.3%	17.0%	16.2%
3	(3)	18	2	8	12	4	1	4	3	11	15	3
		34.4%	14.4%	50.4%	52.4%	56.1%	20.7%	33.3%	24.5%	39.0%	32.4%	51.9%
4	(4)	8	2	2	2	-	1	2	1	5	7	1
		14.6%	14.4%	12.3%	8.1%	-	20.8%	16.5%	7.5%	16.8%	14.5%	16.2%
5 Very important	(5)	8	2	2	2	-	1	1	3	4	7	1
		14.8%	14.5%	12.5%	8.2%	-	19.1%	8.3%	24.7%	13.3%	14.7%	15.7%
N/A		4	1	-	2	2	1	1	1	2	4	-
		8.2%	7.3%	-	10.0%	29.2%	21.0%	9.8%	8.0%	7.7%	9.2%	-
<b>NETS</b>												
Net: Not important		14	7	4	5	1	1	4	4	6	14	1
		27.9%	49.3%	24.9%	21.4%	14.7%	18.4%	32.1%	35.3%	23.1%	29.3%	16.2%
Net: Important		15	4	4	4	-	2	3	4	8	13	2
		29.4%	29.0%	24.7%	16.2%	-	39.9%	24.8%	32.2%	30.2%	29.1%	31.9%
Mean score		3.1	2.7	3.1	3.0	2.8	3.5	2.7	3.1	3.1	3.0	3.3

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

## Jobs Outlook - Wave 21

**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

	Total	REGION						SIZE			SECTOR	
		North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		*a	*b	*c	*d	*e	*f	*g	*h	*i	j	*k
Significance Level: 95%												
Unweighted Total	52	11	14	15	22	7	5	12	12	28	46	6
Weighted Total	52	10	14	15	23	8	4	12	12	28	46	5
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-
2	(2)	1	-	1	1	-	-	-	-	1	1	-
		1.9%	-	6.6%	4.4%	-	-	-	-	3.6%	2.2%	-
3	(3)	3	1	-	1	1	-	3	-	-	3	-
		5.9%	9.3%	7.2%	4.8%	14.0%	-	25.9%	-	-	6.6%	-
4	(4)	18	3	3	9	11	2	3	4	11	18	-
		34.1%	27.5%	21.4%	56.9%	47.3%	29.0%	24.0%	33.2%	38.8%	38.2%	-
5 Very important	(5)	26	7	9	5	8	3	4	7	15	20	5
		50.1%	63.2%	64.1%	30.3%	34.5%	42.4%	32.4%	58.8%	54.0%	44.3%	100.0%
N/A		4	-	1	1	2	1	2	1	1	4	-
		7.8%	-	7.3%	6.1%	9.1%	14.7%	17.7%	8.0%	3.6%	8.7%	-
<b>NETS</b>												
Net: Not important		1	-	-	1	1	-	-	-	1	1	-
		1.9%	-	-	6.6%	4.4%	-	-	-	3.6%	2.2%	-
Net: Important		44	9	12	13	19	6	7	11	26	38	5
		84.3%	90.7%	85.5%	87.2%	81.8%	71.3%	56.5%	92.0%	92.8%	82.4%	100.0%
Mean score		4.4	4.5	4.6	4.2	4.2	4.3	4.1	4.6	4.5	4.4	5.0

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

## Jobs Outlook - Wave 21

**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

	Total	REGION						SIZE			SECTOR	
		North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		*a	*b	*c	*d	*e	*f	*g	*h	*i	j	*k
Significance Level: 95%												
Unweighted Total	52	11	14	15	22	7	5	12	12	28	46	6
Weighted Total	52	10	14	15	23	8	4	12	12	28	46	5
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-
2	(2)	1	1	-	-	-	-	-	-	1	1	-
		1.9%	7.2%	-	-	-	-	-	-	3.5%	2.1%	-
3	(3)	17	5	7	9	2	2	6	3	8	16	1
		32.3%	35.4%	44.7%	39.4%	29.4%	39.0%	48.2%	26.9%	27.7%	34.1%	16.9%
4	(4)	14	2	6	9	3	1	2	2	10	13	1
		26.6%	18.2%	37.2%	38.7%	41.4%	20.8%	17.7%	16.2%	34.7%	27.5%	18.9%
5 Very important	(5)	15	5	2	3	1	-	2	6	8	13	3
		29.8%	35.7%	12.0%	12.8%	14.5%	-	16.4%	48.9%	27.4%	27.6%	48.4%
N/A		5	1	1	2	1	2	2	1	2	4	1
		9.5%	7.3%	6.1%	9.1%	14.7%	40.2%	17.7%	8.0%	6.6%	8.7%	15.7%
<b>NETS</b>												
Net: Not important		1	1	-	-	-	-	-	-	1	1	-
		1.9%	7.2%	-	-	-	-	-	-	3.5%	2.1%	-
Net: Important		9	7	7	12	4	1	4	8	17	25	4
		56.4%	50.1%	49.2%	51.5%	55.9%	20.8%	34.1%	65.1%	62.1%	55.1%	67.4%
Mean score		3.9	3.8	3.7	3.7	3.8	3.3	3.6	4.2	3.9	3.9	4.4

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

## Jobs Outlook - Wave 21

**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

		REGION						SIZE			SECTOR	
		North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		*a	*b	*c	*d	*e	*f	*g	*h	*i	j	*k
Significance Level: 95%												
Unweighted Total		52	14	15	22	7	5	12	12	28	46	6
Weighted Total		52	14	15	23	8	4	12	12	28	46	5
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	7	2	-	2	2	-	2	2	3	7	-
		13.8%	27.6%	-	10.1%	29.4%	-	16.2%	18.0%	11.0%	15.4%	-
2	(2)	2	1	1	1	-	-	1	-	1	2	-
		3.8%	7.0%	6.6%	4.4%	-	-	8.1%	-	3.6%	4.3%	-
3	(3)	22	6	9	10	1	2	4	4	14	17	5
		42.0%	42.8%	62.5%	45.4%	12.9%	37.5%	32.1%	32.9%	50.0%	37.2%	83.1%
4	(4)	11	2	4	5	1	2	2	3	6	10	1
		20.6%	18.4%	24.7%	21.2%	14.5%	41.4%	16.1%	24.6%	20.9%	21.0%	16.9%
5 Very important	(5)	6	2	1	2	1	-	2	2	2	6	-
		11.6%	18.8%	6.1%	8.8%	14.0%	-	17.7%	16.5%	6.9%	12.9%	-
N/A		4	1	-	2	2	1	1	1	2	4	-
		8.2%	7.3%	-	10.0%	29.2%	21.0%	9.8%	8.0%	7.7%	9.2%	-
<b>NETS</b>												
Net: Not important		9	3	1	3	2	-	3	2	4	9	-
		17.6%	27.6%	6.6%	14.5%	29.4%	-	24.3%	18.0%	14.6%	19.7%	-
Net: Important		17	4	5	7	2	2	4	5	8	16	1
		32.2%	37.2%	30.9%	30.1%	28.5%	41.4%	33.8%	41.1%	27.8%	34.0%	16.9%
Mean score		3.1	3.0	3.3	3.2	2.8	3.5	3.1	3.2	3.1	3.1	3.2

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

## Jobs Outlook - Wave 21

**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

	Total	REGION						SIZE			SECTOR	
		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
Unweighted Total	52	11	14	15	22	7	5	12	12	28	46	6
Weighted Total	52	10	14	15	23	8	4	12	12	28	46	5
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	-	-	-	-	-	-	-	-	-	-	-
2	(2)	-	-	-	-	-	-	-	-	-	-	-
3	(3)	-	-	-	-	-	-	-	-	-	-	-
4	(4)	-	-	-	-	-	-	-	-	-	-	-
5 Very important	(5)	3	2	1	-	-	-	1	-	2	3	-
		5.6%	18.6%	7.0%	-	-	-	8.3%	-	6.8%	6.2%	-
N/A		49	8	13	15	23	8	4	11	12	26	5
		94.4%	81.4%	93.0%	100.0%	100.0%	100.0%	100.0%	91.7%	100.0%	93.2%	100.0%
<b>NETS</b>												
Net: Not important		-	-	-	-	-	-	-	-	-	-	-
Net: Important		3	2	1	-	-	-	1	-	2	3	-
		5.6%	18.6%	7.0%	-	-	-	8.3%	-	6.8%	6.2%	-
Mean score		5.0	5.0	5.0	-	-	-	5.0	-	5.0	5.0	-

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

## Jobs Outlook - Wave 21

**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)	52 100.0%	5 9.8%	5 9.3%	10 19.0%	13 25.1%	19 36.9%	10 19.1%	32 61.9%	3.7
Responding to growth, as new customers are won	52 100.0%	7 13.5%	7 13.1%	15 28.1%	10 19.7%	13 25.7%	14 26.6%	23 45.3%	3.3
Managing fast changing organisational requirements	52 100.0%	5 9.6%	2 3.8%	20 38.3%	13 24.4%	12 23.9%	7 13.4%	25 48.3%	3.5
Covering short term staff leave or absences	52 100.0%	5 9.7%	5 9.5%	7 13.7%	14 26.5%	21 40.6%	10 19.2%	35 67.1%	3.8
Helping to keep running costs down	52 100.0%	8 15.4%	9 16.6%	7 13.9%	9 16.9%	19 37.2%	17 32.0%	28 54.1%	3.4
Managing uncertainty during economic downturn or at other times	52 100.0%	7 13.6%	4 7.6%	24 47.1%	7 13.1%	10 18.6%	11 21.2%	16 31.7%	3.2
Providing short term access to key strategic skills	52 100.0%	4 7.9%	7 12.7%	14 26.5%	17 32.4%	11 20.5%	11 20.5%	27 53.0%	3.5

## Jobs Outlook - Wave 21

**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

	Total	REGION						SIZE			SECTOR	
		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
Unweighted Total	52	11	14	15	22	7	5	12	12	28	46	6
Weighted Total	52	10	14	15	23	8	4	12	12	28	46	5
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1) 5 9.8%	- -	3 21.6%	- -	1 5.1%	1 14.7%	1 21.0%	- -	3 26.4%	2 7.0%	5 11.0%	- -
2	(2) 5 9.3%	- -	2 14.4%	2 13.0%	2 8.5%	- -	1 19.1%	2 16.7%	1 8.8%	2 6.4%	4 8.5%	1 15.7%
3	(3) 10 19.0%	2 18.2%	1 7.0%	4 24.4%	6 26.0%	2 29.2%	1 20.8%	4 33.6%	2 16.2%	4 13.9%	9 19.3%	1 16.2%
4	(4) 13 25.1%	2 18.4%	5 35.6%	2 12.5%	5 22.7%	3 42.2%	1 20.7%	1 8.1%	1 8.1%	11 39.3%	11 23.8%	2 35.9%
5 Very important	(5) 19 36.9%	7 63.4%	3 21.4%	8 50.2%	9 37.7%	1 14.0%	1 18.4%	5 41.6%	5 40.4%	9 33.4%	17 37.4%	2 32.2%
<b>NETS</b>												
Net: Not important	10 19.1%	- -	5 36.0%	2 13.0%	3 13.6%	1 14.7%	2 40.2%	2 16.7%	4 35.3%	4 13.3%	9 19.5%	1 15.7%
Net: Important	32 61.9%	8 81.8%	8 57.0%	9 62.6%	14 60.4%	4 56.1%	2 39.0%	6 49.7%	6 48.5%	20 72.7%	28 61.2%	4 68.1%
Mean score	3.7	4.5	3.2	4.0	3.8	3.4	3.0	3.7	3.3	3.9	3.7	3.8

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

## Jobs Outlook - Wave 21

**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

	Total	REGION						SIZE			SECTOR	
		North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		*a	*b	*c	*d	*e	*f	*g	*h	*i	j	*k
Significance Level: 95%												
Unweighted Total	52	11	14	15	22	7	5	12	12	28	46	6
Weighted Total	52	10	14	15	23	8	4	12	12	28	46	5
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1) 7 13.5%	1 8.4%	3 21.6%	1 6.6%	2 9.4%	1 14.7%	1 21.0%	- -	4 33.9%	3 10.6%	6 13.1%	1 16.2%
2	(2) 7 13.1%	1 9.4%	1 7.2%	3 18.8%	4 17.1%	1 14.0%	1 19.1%	2 17.6%	1 8.1%	4 13.3%	6 12.8%	1 15.7%
3	(3) 15 28.1%	4 35.7%	4 28.6%	5 31.5%	6 25.7%	1 14.7%	1 20.8%	3 25.4%	4 33.5%	8 26.9%	14 29.5%	1 16.1%
4	(4) 10 19.7%	1 9.3%	2 14.2%	3 18.1%	7 31.4%	5 56.6%	- -	3 24.6%	- -	7 25.8%	8 17.9%	2 35.1%
5 Very important	(5) 13 25.7%	4 37.0%	4 28.4%	4 25.0%	4 16.4%	- -	2 39.0%	4 32.4%	3 24.5%	7 23.4%	12 26.7%	1 16.9%
<b>NETS</b>												
Net: Not important	14 26.6%	2 17.9%	4 28.8%	4 25.5%	6 26.6%	2 28.7%	2 40.2%	2 17.6%	5 42.1%	7 23.9%	12 26.0%	2 31.9%
Net: Important	23 45.3%	5 46.4%	6 42.6%	7 43.0%	11 47.7%	5 56.6%	2 39.0%	7 57.0%	3 24.5%	14 49.2%	21 44.6%	3 52.1%
Mean score	3.3	3.6	3.2	3.4	3.3	3.1	3.2	3.7	2.7	3.4	3.3	3.2

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



## Jobs Outlook - Wave 21

**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

	Total	REGION						SIZE			SECTOR	
		North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		*a	*b	*c	*d	*e	*f	*g	*h	*i	j	*k
Significance Level: 95%												
Unweighted Total	52	11	14	15	22	7	5	12	12	28	46	6
Weighted Total	52	10	14	15	23	8	4	12	12	28	46	5
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1) 5 9.6%	- -	2 14.6%	- -	1 5.1%	1 14.7%	2 40.2%	- -	3 26.4%	2 6.6%	4 8.9%	1 15.7%
2	(2) 2 3.8%	- -	2 14.2%	- -	- -	- -	- -	- -	- -	2 6.9%	2 4.2%	- -
3	(3) 20 38.3%	7 64.4%	3 21.2%	5 31.8%	9 40.3%	4 56.3%	1 20.7%	8 67.4%	3 24.8%	9 31.7%	18 38.6%	2 35.9%
4	(4) 13 24.4%	1 8.4%	3 21.4%	6 36.9%	8 34.1%	2 29.0%	1 20.8%	2 16.2%	2 16.3%	9 31.3%	11 23.5%	2 32.3%
5 Very important	(5) 12 23.9%	3 27.2%	4 28.6%	5 31.3%	5 20.5%	- -	1 18.4%	2 16.4%	4 32.4%	7 23.4%	11 24.8%	1 16.2%
<b>NETS</b>												
Net: Not important	7 13.4%	- -	4 28.8%	- -	1 5.1%	1 14.7%	2 40.2%	- -	3 26.4%	4 13.6%	6 13.1%	1 15.7%
Net: Important	25 48.3%	4 35.6%	7 50.1%	10 68.2%	13 54.7%	2 29.0%	2 39.2%	4 32.6%	6 48.7%	15 54.7%	22 48.3%	3 48.4%
Mean score	3.5	3.6	3.4	4.0	3.7	3.0	2.8	3.5	3.3	3.6	3.5	3.3

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

## Jobs Outlook - Wave 21

**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

	Total	REGION						SIZE			SECTOR	
		North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		*a	*b	*c	*d	*e	*f	*g	*h	*i	j	*k
Significance Level: 95%												
Unweighted Total	52	11	14	15	22	7	5	12	12	28	46	6
Weighted Total	52	10	14	15	23	8	4	12	12	28	46	5
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1) 5 9.7%	2 18.3%	1 7.3%	- -	1 5.1%	1 14.7%	1 21.0%	1 8.2%	3 25.9%	1 3.6%	5 10.8%	- -
2	(2) 5 9.5%	- -	3 21.7%	1 6.1%	2 8.5%	1 12.9%	- -	2 16.7%	- -	3 10.5%	4 8.4%	1 18.9%
3	(3) 7 13.7%	1 9.1%	- -	3 19.0%	5 22.5%	2 29.2%	1 20.8%	3 25.4%	2 16.9%	2 7.4%	7 15.3%	- -
4	(4) 14 26.5%	3 26.9%	4 28.4%	4 25.1%	6 26.5%	2 29.2%	1 19.1%	2 16.3%	2 16.3%	10 35.0%	12 25.8%	2 31.8%
5 Very important	(5) 21 40.6%	5 45.6%	6 42.7%	8 49.7%	9 37.4%	1 14.0%	2 39.0%	4 33.4%	5 40.9%	12 43.5%	18 39.6%	3 49.3%
<b>NETS</b>												
Net: Not important	10 19.2%	2 18.3%	4 29.0%	1 6.1%	3 13.5%	2 27.6%	1 21.0%	3 24.9%	3 25.9%	4 14.1%	9 19.3%	1 18.9%
Net: Important	35 67.1%	8 72.6%	10 71.0%	11 74.8%	15 63.9%	3 43.2%	3 58.2%	6 49.7%	7 57.2%	22 78.5%	30 65.4%	4 81.1%
Mean score	3.8	3.8	3.8	4.2	3.8	3.1	3.6	3.5	3.5	4.0	3.7	4.1

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

## Jobs Outlook - Wave 21

**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

		REGION						SIZE			SECTOR		
		Total	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
			*a	*b	*c	*d	*e	*f	*g	*h	*i	j	*k
Significance Level: 95%													
Unweighted Total		52	11	14	15	22	7	5	12	12	28	46	6
Weighted Total		52	10	14	15	23	8	4	12	12	28	46	5
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	8	1	4	1	2	1	1	-	4	4	8	-
		15.4%	9.0%	28.6%	6.6%	9.4%	14.7%	21.0%	-	34.4%	14.0%	17.2%	-
2	(2)	9	3	1	4	5	1	-	2	1	6	7	2
		16.6%	27.2%	7.2%	24.8%	20.7%	12.9%	-	16.4%	8.1%	20.3%	14.5%	35.0%
3	(3)	7	1	1	3	5	2	-	2	3	2	7	-
		13.9%	9.1%	7.2%	19.3%	22.7%	29.2%	-	17.7%	25.0%	7.6%	15.5%	-
4	(4)	9	2	4	-	1	1	2	2	1	6	8	1
		16.9%	18.2%	28.4%	-	5.0%	14.5%	39.9%	16.4%	8.1%	20.8%	17.0%	15.7%
5 Very important	(5)	19	4	4	7	10	2	2	6	3	10	17	3
		37.2%	36.5%	28.6%	49.3%	42.2%	28.7%	39.0%	49.5%	24.4%	37.4%	35.8%	49.3%
<b>NETS</b>													
Net: Not important		17	4	5	5	7	2	1	2	5	10	15	2
		32.0%	36.1%	35.8%	31.4%	30.1%	27.6%	21.0%	16.4%	42.5%	34.3%	31.7%	35.0%
Net: Important		28	6	8	7	11	3	4	8	4	16	24	4
		54.1%	54.7%	57.0%	49.3%	47.2%	43.2%	79.0%	65.9%	32.4%	58.1%	52.8%	65.0%
Mean score		3.4	3.5	3.2	3.6	3.5	3.3	3.8	4.0	2.8	3.5	3.4	3.8

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

## Jobs Outlook - Wave 21

**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

	Total	REGION						SIZE			SECTOR	
		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
Unweighted Total	52	11	14	15	22	7	5	12	12	28	46	6
Weighted Total	52	10	14	15	23	8	4	12	12	28	46	5
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1) 7 13.6%	- -	4 28.6%	1 6.6%	2 9.4%	1 14.7%	1 21.0%	1 8.1%	3 26.4%	3 10.6%	7 15.2%	- -
2	(2) 4 7.6%	1 9.4%	- -	3 19.3%	3 12.7%	- -	- -	1 8.3%	1 8.8%	2 6.7%	4 8.5%	- -
3	(3) 24 47.1%	6 54.0%	7 49.8%	7 43.4%	11 48.0%	5 56.8%	1 18.4%	4 33.9%	5 40.8%	16 55.4%	22 46.7%	3 51.2%
4	(4) 7 13.1%	1 9.3%	1 7.2%	2 12.3%	3 13.0%	1 14.5%	2 39.9%	2 16.5%	- -	5 17.1%	6 12.8%	1 15.7%
5 Very important	(5) 10 18.6%	3 27.2%	2 14.4%	3 18.4%	4 16.9%	1 14.0%	1 20.7%	4 33.3%	3 24.0%	3 10.2%	8 16.9%	2 33.1%
<b>NETS</b>												
Net: Not important	11 21.2%	1 9.4%	4 28.6%	4 26.0%	5 22.1%	1 14.7%	1 21.0%	2 16.3%	4 35.3%	5 17.3%	11 23.7%	- -
Net: Important	16 31.7%	4 36.5%	3 21.7%	5 30.7%	7 29.9%	2 28.5%	3 60.6%	6 49.8%	3 24.0%	8 27.3%	14 29.7%	3 48.8%
Mean score	3.2	3.5	2.8	3.2	3.2	3.1	3.4	3.6	2.9	3.1	3.1	3.8

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

## Jobs Outlook - Wave 21

**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

		REGION						SIZE			SECTOR		
		Total	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
			*a	*b	*c	*d	*e	*f	*g	*h	*i	j	*k
Significance Level: 95%													
Unweighted Total		52	11	14	15	22	7	5	12	12	28	46	6
Weighted Total		52	10	14	15	23	8	4	12	12	28	46	5
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	4	-	2	-	1	1	1	1	2	1	4	-
		7.9%	-	14.3%	-	5.1%	14.7%	21.0%	8.1%	17.9%	3.6%	8.8%	-
2	(2)	7	2	2	2	2	-	1	1	1	5	7	-
		12.7%	18.4%	14.1%	12.3%	8.1%	-	18.4%	8.3%	8.0%	16.5%	14.1%	-
3	(3)	14	3	3	6	8	2	-	3	3	8	12	2
		26.5%	27.3%	21.4%	37.7%	34.3%	27.6%	-	25.7%	25.0%	27.4%	25.5%	35.1%
4	(4)	17	4	3	5	8	3	2	4	2	11	15	2
		32.4%	36.7%	21.4%	31.4%	35.6%	43.7%	39.9%	32.5%	16.6%	39.0%	32.5%	31.8%
5 Very important	(5)	11	2	4	3	4	1	1	3	4	4	9	2
		20.5%	17.6%	28.7%	18.6%	17.0%	14.0%	20.7%	25.5%	32.5%	13.4%	19.1%	33.1%
<b>NETS</b>													
Net: Not important		11	2	4	2	3	1	2	2	3	6	11	-
		20.5%	18.4%	28.5%	12.3%	13.1%	14.7%	39.4%	16.3%	25.9%	20.1%	22.9%	-
Net: Important		27	6	7	8	12	5	3	7	6	15	24	4
		53.0%	54.2%	50.1%	50.0%	52.6%	57.7%	60.6%	57.9%	49.1%	52.5%	51.6%	64.9%
Mean score		3.5	3.5	3.4	3.6	3.5	3.4	3.2	3.6	3.4	3.4	3.4	4.0

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

## Jobs Outlook - Wave 21

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

Base: All who recruit temporary agency workers

	REGION							SIZE			SECTOR	
	Total	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
Unweighted Total	52	11	14	15	22	7	5	12	12	28	46	6
Weighted Total	52	10	14	15	23	8	4	12	12	28	46	5
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Temporary agency workers earn more than they would if they were permanent	17 33.3%	3 27.9%	5 35.4%	9 62.2%	9 40.8%	- -	- -	4 32.8%	2 16.7%	11 40.4%	16 35.3%	1 16.2%
Temporary agency workers earn less than they would if they were permanent	4 7.6%	- -	1 7.0%	2 12.2%	3 12.8%	1 14.0%	- -	3 25.0%	- -	1 3.4%	4 8.5%	- -
Temporary agency workers earn about the same as they would if they were permanent	26 49.5%	7 72.1%	6 43.3%	3 19.5%	9 37.3%	6 71.3%	4 79.0%	2 16.5%	9 75.4%	15 52.6%	21 45.5%	5 83.8%
Not applicable/Don't know	5 9.7%	- -	2 14.3%	1 6.1%	2 9.1%	1 14.7%	1 21.0%	3 25.7%	1 8.0%	1 3.6%	5 10.8%	- -

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

## Jobs Outlook - Wave 21

### 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

	REGION						SIZE			SECTOR		
	Total	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
Unweighted Total	117	26	30	27	44	17	17	42	24	51	100	17
Weighted Total	117	25	29	27	47	20	16	41	23	52	101	16
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
0	28	7	6	6	10	5	5	16	5	8	25	3
	24.2%	27.2%	20.3%	21.1%	21.8%	22.9%	33.6%	37.8%	21.6%	14.6%	24.7%	21.5%
								i				
1-9	16	5	4	5	5	-	3	4	7	6	14	2
	13.8%	18.9%	13.6%	18.3%	10.5%	-	16.3%	9.1%	29.0%	10.8%	14.3%	10.8%
10-19	11	1	4	4	5	1	1	4	2	5	9	2
	9.2%	3.5%	13.3%	14.4%	10.7%	5.7%	6.3%	9.8%	8.6%	9.0%	8.9%	10.9%
20-49	15	-	6	5	9	5	-	4	2	9	12	3
	12.8%	-	19.6%	17.7%	19.7%	22.4%	-	9.8%	9.1%	16.9%	12.1%	17.3%
50	7	3	2	2	2	-	1	2	2	4	7	1
	6.4%	11.4%	6.5%	7.2%	4.1%	-	5.1%	4.6%	8.3%	7.0%	6.5%	5.5%
51+	11	1	4	2	3	1	4	6	3	3	11	-
	9.8%	3.9%	13.5%	7.0%	6.5%	5.8%	22.1%	14.4%	11.1%	5.6%	11.4%	-
Don't know	28	9	4	4	13	9	3	6	3	19	22	6
	23.7%	35.0%	13.2%	14.3%	26.7%	43.2%	16.6%	14.5%	12.4%	36.2%	22.1%	34.0%
										g		
<b>NETS</b>												
Net: At least 1%	61	9	19	17	24	7	8	20	15	26	54	7
	52.0%	37.8%	66.5%	64.6%	51.5%	34.0%	49.8%	47.7%	66.0%	49.2%	53.3%	44.5%
Net: At least 50%	19	4	6	4	5	1	4	8	5	7	18	1
	16.2%	15.3%	20.0%	14.2%	10.6%	5.8%	27.2%	19.0%	19.4%	12.6%	18.0%	5.5%
Total	1920	237	648	421	660	239	374	810	404	705	1759	161
Mean score	21.5	14.7	25.8	18.3	19.2	20.9	27.8	22.8	19.7	21.3	22.4	15.0

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

## Jobs Outlook - Wave 21

### T1. Do you think economic conditions in the UK in 2018 will be...?

Base: Wave 21

	REGION						SIZE			SECTOR		
	Total	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	
Unweighted Total	200	45	50	45	74	29	31	89	44	67	165	35
Weighted Total	200	44	48	45	78	34	30	88	43	69	165	35
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
More challenging than in 2017	102	17	30	21	36	15	19	40	28	34	85	16
	50.8%	38.5%	62.2%	46.9%	45.6%	43.9%	63.9%	44.9%	65.2%	49.2%	51.8%	45.7%
			a				a		g			
Less challenging than in 2017	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-
The same as in 2017	98	27	18	24	43	19	11	49	15	35	79	19
	49.2%	61.5%	37.8%	53.1%	54.4%	56.1%	36.1%	55.1%	34.8%	50.8%	48.2%	54.3%
		bf						h				

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



## Jobs Outlook - Wave 21

### T2. Do you think that your business will...?

Base: Wave 21

	REGION						SIZE			SECTOR		
	Total	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
	a	b	c	d	e	f	g	h	i	j	k	
Significance Level: 95%												
Unweighted Total	200	45	50	45	74	29	31	89	44	67	165	35
Weighted Total	200	44	48	45	78	34	30	88	43	69	165	35
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Perform better in 2018 than it did in 2017	62	18	15	14	22	8	7	30	14	19	48	14
	31.1%	41.2%	32.0%	31.9%	27.9%	22.6%	23.3%	33.6%	31.8%	27.5%	29.0%	41.1%
Perform worse in 2018 than it did in 2017	10	2	3	1	4	3	1	7	1	2	9	1
	5.0%	4.4%	5.9%	2.1%	5.6%	10.3%	2.8%	7.9%	2.3%	2.9%	5.5%	2.5%
Perform as well in 2018 as it did in 2017	128	24	30	30	52	23	22	52	28	48	108	20
	63.9%	54.3%	62.1%	66.1%	66.5%	67.1%	74.0%	58.5%	65.9%	69.5%	65.5%	56.4%

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