

# REC JOBS OUTLOOK RESEARCH

## METHODOLOGY NOTE

ComRes interviewed 600 UK employees and owners involved in hiring by telephone between January 4<sup>th</sup> and March 10<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.

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## Jobs Outlook - Combined

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Jobs Outlook - Combined

Sector  
Base: All respondents

Significance Level: 95%

Unweighted Total

Weighted Total

Private

Public

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

	WAVE			REGION						SIZE			SECTOR	
Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
	a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	600	200	200	133	146	138	236	98	85	314	155	131	495	105
Weighted Total	600	200	200	131	145	134	235	101	89	317	153	130	494	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Private	494	165	165	105	129	114	192	78	69	245	133	116	494	-
	82.4%	82.4%	82.4%	79.5%	89.4%	84.7%	81.6%	77.4%	77.6%	77.4%	86.8%	89.5%	100.0%	-
					dghi						j	j	n	
Public	106	35	35	27	15	21	43	23	20	72	20	14	-	106
	17.6%	17.6%	17.6%	20.5%	10.6%	15.3%	18.4%	22.6%	22.4%	22.6%	13.2%	10.5%	-	100.0%
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## Jobs Outlook - Combined

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

Base: All respondents

	WAVE				REGION						SIZE			SECTOR	
	Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	600	200	200	200	133	146	138	236	98	85	314	155	131	495	105
Weighted Total	600	200	200	200	131	145	134	235	101	89	317	153	130	494	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
South West	50	17	17	17	-	-	50	50	-	-	30	12	9	37	13
	8.4%	8.4%	8.4%	8.4%	-	-	37.5% deghi	21.4% dehi	-	-	9.3%	7.7%	7.0%	7.5%	12.5%
South East	84	28	28	28	-	-	84	84	-	-	51	20	14	77	7
	14.0%	14.0%	14.0%	14.0%	-	-	62.5% deghi	35.7% dehi	-	-	15.9%	12.9%	10.6%	15.5% n	7.0%
London	101	34	34	34	-	-	-	101	101	-	52	24	24	78	23
	16.8%	16.8%	16.8%	16.8%	-	-	-	42.9% defgi	100.0% defgi	-	16.4%	15.9%	18.8%	15.8%	21.6%
East of England	55	18	18	18	-	55	-	-	-	-	26	15	13	52	3
	9.2%	9.2%	9.2%	9.2%	-	38.2% dfghi	-	-	-	-	8.3%	10.1%	10.3%	10.5% n	2.9%
West Midlands	49	16	16	16	-	49	-	-	-	-	29	12	8	45	5
	8.2%	8.2%	8.2%	8.2%	-	34.0% dfghi	-	-	-	-	9.1%	7.8%	6.4%	9.0%	4.3%
East Midlands	40	13	13	13	-	40	-	-	-	-	22	12	6	32	8
	6.7%	6.7%	6.7%	6.7%	-	27.8% dfghi	-	-	-	-	6.9%	7.8%	5.0%	6.6%	7.3%
North West	64	21	21	21	64	-	-	-	-	-	37	13	14	50	14
	10.7%	10.7%	10.7%	10.7%	48.9% efghi	-	-	-	-	-	11.8%	8.3%	10.9%	10.2%	13.2%
North East	20	7	7	7	20	-	-	-	-	-	11	5	5	17	4
	3.4%	3.4%	3.4%	3.4%	15.5% efghi	-	-	-	-	-	3.4%	3.2%	3.8%	3.4%	3.5%
Yorkshire & The Humber	47	16	16	16	47	-	-	-	-	-	20	17	10	38	9
	7.8%	7.8%	7.8%	7.8%	35.6% efghi	-	-	-	-	-	6.3%	10.9%	7.8%	7.6%	8.8%
Scotland	49	16	16	16	-	-	-	-	-	49	21	13	14	38	10
	8.1%	8.1%	8.1%	8.1%	-	-	-	-	-	54.7% defgh	6.8%	8.5%	10.9%	7.8%	9.6%
Wales	25	8	8	8	-	-	-	-	-	25	13	6	6	20	5
	4.2%	4.2%	4.2%	4.2%	-	-	-	-	-	28.4% defgh	4.1%	3.9%	4.8%	4.0%	4.9%
Northern Ireland	15	5	5	5	-	-	-	-	-	15	6	5	5	10	5
	2.5%	2.5%	2.5%	2.5%	-	-	-	-	-	16.9% defgh	1.8%	3.0%	3.7%	2.1%	4.3%

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

## Jobs Outlook - Combined

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

Base: All respondents

	WAVE				REGION						SIZE			SECTOR	
	Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	600	200	200	200	133	146	138	236	98	85	314	155	131	495	105
Weighted Total	600	200	200	200	131	145	134	235	101	89	317	153	130	494	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Channel Islands	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
None of the above	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

## Jobs Outlook - Combined

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

Base: All respondents

		WAVE			REGION						SIZE			SECTOR	
	Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	600	200	200	200	133	146	138	236	98	85	314	155	131	495	105
Weighted Total	600	200	200	200	131	145	134	235	101	89	317	153	130	494	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
HR	324	87	109	128	64	81	77	132	55	48	112	109	103	285	39
	54.1%	43.6%	54.4%	64.2%	48.3%	55.8%	57.1%	56.1%	54.9%	54.3%	35.3%	71.3%	79.5%	57.6%	37.3%
Other		a	a	ab							j	j	j	n	
	276	113	91	72	68	64	58	103	45	41	205	44	27	209	66
	45.9%	56.4%	45.6%	35.8%	51.7%	44.2%	42.9%	43.9%	45.1%	45.7%	64.7%	28.7%	20.5%	42.4%	62.7%
		bc	c								kl				m

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

## Jobs Outlook - Combined

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

Base: All respondents

		WAVE			REGION						SIZE			SECTOR	
	Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	600	200	200	200	133	146	138	236	98	85	314	155	131	495	105
Weighted Total	600	200	200	200	131	145	134	235	101	89	317	153	130	494	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Senior management/ board level	239	80	92	67	59	54	50	90	40	36	153	55	30	186	53
	39.8%	39.9%	46.0%	33.5%	44.7%	37.5%	37.1%	38.2%	39.6%	40.5%	48.2%	36.1%	23.5%	37.6%	50.0%
			c								kl	l			m
Management	234	88	71	76	47	57	51	93	42	36	123	65	47	195	39
	39.0%	43.8%	35.3%	38.0%	36.1%	39.5%	38.1%	39.7%	42.0%	40.5%	38.6%	42.3%	36.1%	39.5%	36.9%
Non-Managerial	127	33	37	57	25	33	33	52	19	17	42	33	53	113	14
	21.2%	16.3%	18.7%	28.6%	19.2%	23.0%	24.9%	22.1%	18.4%	18.9%	13.1%	21.6%	40.5%	22.9%	13.1%
			ab								j	jk		n	

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

## Jobs Outlook - Combined

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

Base: All respondents

		WAVE			REGION						SIZE			SECTOR	
	Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	600	200	200	200	133	146	138	236	98	85	314	155	131	495	105
Weighted Total	600	200	200	200	131	145	134	235	101	89	317	153	130	494	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Recruitment (hiring or engaging new staff on a permanent or temporary basis)	600	200	200	200	131	145	134	235	101	89	317	153	130	494	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Training of employees	451	157	156	139	109	112	94	161	68	69	262	120	69	365	86
	75.2%	78.3%	77.9%	69.4%	82.9%	77.7%	69.9%	68.7%	67.0%	77.2%	82.7%	78.4%	53.2%	73.9%	81.3%
		c			fgh						l	l			
Assessment of employees	488	165	165	157	115	112	105	189	83	72	270	129	89	394	94
	81.3%	82.7%	82.5%	78.7%	87.4%	77.4%	78.5%	80.3%	82.7%	81.2%	85.2%	83.9%	68.6%	79.7%	88.6%
					e						l	l			m
Supporting employees (e.g. with questions or grievances)	546	176	186	183	125	130	117	211	94	80	298	144	104	449	97
	91.0%	88.1%	93.1%	91.7%	94.9%	89.8%	87.2%	89.8%	93.2%	90.4%	94.1%	93.7%	80.1%	90.7%	92.1%
					f						l	l			
None	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

## Jobs Outlook - Combined

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

Base: All respondents

		WAVE			REGION						SIZE			SECTOR	
	Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	600	200	200	200	133	146	138	236	98	85	314	155	131	495	105
Weighted Total	600	200	200	200	131	145	134	235	101	89	317	153	130	494	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
0-9	142	60	43	38	34	27	36	59	23	22	142	-	-	101	40
	23.6%	30.1%	21.5%	19.1%	25.9%	18.4%	26.9%	25.1%	22.7%	24.7%	44.6%	-	-	20.5%	38.2%
		c									kl			m	
10-49	176	58	53	64	34	50	44	73	29	18	176	-	-	144	31
	29.3%	29.0%	26.7%	32.1%	25.9%	34.8%	32.6%	31.1%	29.0%	20.3%	55.4%	-	-	29.1%	29.7%
						i	i				kl				
50-249	153	45	60	49	34	39	32	56	24	24	-	153	-	133	20
	25.5%	22.5%	29.8%	24.3%	26.1%	27.3%	23.5%	23.8%	24.2%	26.5%	-	100.0%	-	26.9%	19.1%
												jl			
250+	130	37	44	49	29	28	23	47	24	25	-	-	130	116	14
	21.6%	18.4%	22.0%	24.4%	22.2%	19.5%	17.0%	20.0%	24.2%	28.5%	-	-	100.0%	23.5%	12.9%
								f					jk	n	

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

## Jobs Outlook - Combined

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

Base: All respondents

		WAVE			REGION						SIZE			SECTOR	
	Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	600	200	200	200	133	146	138	236	98	85	314	155	131	495	105
Weighted Total	600	200	200	200	131	145	134	235	101	89	317	153	130	494	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Agriculture, forestry & fishing	9 1.4%	3 1.5%	3 1.4%	3 1.4%	3 2.1%	3 2.2%	1 .7%	2 .8%	1 .9%	1 1.1%	3 1.0%	5 3.0%	1 .8%	8 1.6%	1 .9%
Production	53 8.9%	18 8.8%	18 8.9%	18 8.9%	17 13.2% gh	14 9.8% h	11 8.1%	14 5.9%	3 3.0%	8 8.8%	24 7.4%	19 12.6%	10 7.9%	44 8.8%	9 8.9%
Construction	37 6.2%	13 6.3%	12 6.2%	12 6.1%	11 8.6%	9 6.0%	8 6.3%	14 6.0%	6 5.7%	3 3.4%	26 8.1%	6 3.9%	6 4.4%	33 6.6%	5 4.3%
Motor trades	29 4.9%	10 5.0%	10 4.8%	10 4.9%	8 6.3%	7 4.6%	4 2.9%	11 4.7%	7 7.0%	4 4.0%	10 3.3%	10 6.4%	9 7.0%	24 4.9%	5 5.2%
Wholesale	30 5.0%	11 5.4%	10 4.9%	9 4.7%	4 3.0%	9 6.3%	3 2.2%	10 4.1%	7 6.7%	7 8.4% f	17 5.4%	7 4.4%	6 5.0%	25 5.0%	5 5.2%
Retail	29 4.8%	9 4.6%	10 4.8%	10 4.9%	9 7.2%	5 3.4%	8 5.7%	11 4.5%	3 2.8%	4 4.3%	14 4.5%	4 2.4%	11 8.2% k	26 5.2%	3 2.5%
Transport & storage (inc. postal)	29 4.9%	9 4.6%	10 5.0%	10 5.1%	6 4.3%	5 3.6%	6 4.3%	13 5.4%	7 6.9%	6 6.4%	13 4.1%	9 5.7%	8 6.0%	24 5.0%	5 4.6%
Accommodation & food services	36 6.0%	12 5.9%	12 6.1%	12 6.0%	4 2.8%	9 6.3%	11 8.3%	17 7.2%	6 5.7%	6 7.0%	11 3.4%	11 7.5%	14 10.5% j	29 6.0%	6 6.1%
Information & communication	24 4.0%	8 4.0%	8 4.0%	8 4.1%	4 3.0%	6 4.3%	7 5.0%	13 5.5%	6 6.2%	1 1.2%	16 5.0%	4 2.7%	4 3.2%	19 3.9%	5 4.6%
Finance & insurance	21 3.4%	7 3.3%	7 3.5%	7 3.4%	3 2.2%	3 1.9%	6 4.2%	10 4.2%	4 4.0%	5 5.8%	13 4.3%	4 2.7%	3 2.3%	15 3.0%	6 5.4%
Property	11 1.9%	4 1.8%	4 1.9%	4 2.0%	1 .7%	6 4.0%	2 1.4%	4 1.6%	2 1.9%	1 1.1%	8 2.5%	3 1.7%	1 .7%	11 2.3%	- -
Professional, scientific & technical	51 8.5%	17 8.5%	17 8.5%	17 8.5%	13 9.7%	11 7.3%	8 6.1%	18 7.8%	10 10.0%	9 10.6%	33 10.4%	10 6.5%	8 6.3%	43 8.7%	8 7.4%

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

## Jobs Outlook - Combined

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

Base: All respondents

		WAVE			REGION						SIZE			SECTOR	
	Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	600	200	200	200	133	146	138	236	98	85	314	155	131	495	105
Weighted Total	600 100.0%	200 100.0%	200 100.0%	200 100.0%	131 100.0%	145 100.0%	134 100.0%	235 100.0%	101 100.0%	89 100.0%	317 100.0%	153 100.0%	130 100.0%	494 100.0%	106 100.0%
Business administration and support services	50	17	17	17	11	10	14	24	9	6	35	10	5	38	12
	8.3%	8.4%	8.3%	8.3%	8.2%	6.7%	10.7%	10.0%	9.1%	6.7%	11.1% i	6.3%	3.9%	7.7%	11.5%
Public administration and defence	28	9	9	10	3	8	8	12	4	5	15	8	6	25	4
	4.7%	4.5%	4.7%	4.9%	2.1%	5.8%	6.2%	5.1%	3.7%	5.7%	4.7%	5.0%	4.3%	5.0%	3.4%
Education	52	17	18	17	14	11	13	19	6	8	24	9	18	44	8
	8.7%	8.6%	8.8%	8.7%	10.7%	7.6%	9.9%	8.1%	5.7%	9.0%	7.7%	6.1%	14.1% jk	8.8%	8.0%
Health	76	26	25	25	12	22	18	30	11	13	33	28	16	64	12
	12.7%	13.0%	12.6%	12.5%	8.8%	15.0%	13.8%	12.7%	11.4%	14.8%	10.3%	18.0% j	12.4%	12.9%	11.8%
Arts, entertainment, recreation and other services	34	11	11	11	9	7	6	15	9	2	22	8	4	23	11
	5.6%	5.6%	5.6%	5.6%	7.2%	5.1%	4.2%	6.4%	9.4% i	1.9%	7.0%	4.9%	3.0%	4.6%	10.3% m
Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS															
Net: Agriculture, forestry & fishing/Production	62	21	21	21	20	17	12	16	4	9	27	24	11	51	10
	10.3%	10.3%	10.3%	10.3%	15.3% gh	12.0% h	8.7%	6.6%	3.9%	9.9%	8.4%	15.7% j	8.7%	10.4%	9.8%
Net: Construction/Property	49	16	16	16	12	14	10	18	8	4	33	9	7	44	5
	8.1%	8.1%	8.1%	8.1%	9.3%	10.0%	7.6%	7.6%	7.6%	4.5%	10.5%	5.6%	5.1%	8.9%	4.3%
Net: Motor trades/Wholesale/Retail/Transport & storage (inc. postal)/Accommodation & food services	154	51	51	51	31	35	31	61	29	27	65	41	48	129	25
	25.6%	25.6%	25.6%	25.6%	23.6%	24.3%	23.4%	25.9%	29.2%	30.0%	20.6%	26.5%	36.7% j	26.0%	23.6%

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

## Jobs Outlook - Combined

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

Base: All respondents

		WAVE			REGION						SIZE			SECTOR	
	Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	600	200	200	200	133	146	138	236	98	85	314	155	131	495	105
Weighted Total	600	200	200	200	131	145	134	235	101	89	317	153	130	494	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Net: Information & communication/Finance & insurance/Business administration and support services	95 15.8%	32 15.8%	32 15.8%	32 15.8%	18 13.4%	19 13.0%	27 20.0%	46 19.7%	19 19.3%	12 13.7%	65 20.4% kl	18 11.7%	12 9.5%	72 14.6%	23 21.4%
Net: Professional, scientific & technical	51 8.5%	17 8.5%	17 8.5%	17 8.5%	13 9.7%	11 7.3%	8 6.1%	18 7.8%	10 10.0%	9 10.6%	33 10.4%	10 6.5%	8 6.3%	43 8.7%	8 7.4%
Net: Public administration and defence/ Education/Health	157 26.1%	52 26.1%	52 26.1%	52 26.1%	28 21.5%	41 28.4%	40 29.9%	61 26.0%	21 20.7%	26 29.5%	72 22.7%	45 29.1%	40 30.8%	132 26.7%	24 23.2%
Net: Arts, entertainment, recreation and other services/Other	34 5.6%	11 5.6%	11 5.6%	11 5.6%	9 7.2%	7 5.1%	6 4.2%	15 6.4%	9 9.4% i	2 1.9%	22 7.0%	8 4.9%	4 3.0%	23 4.6%	11 10.3% m

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

## Jobs Outlook - Combined

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

Base: All respondents

		WAVE			REGION						SIZE			SECTOR	
	Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	600	200	200	200	133	146	138	236	98	85	314	155	131	495	105
Weighted Total	600	200	200	200	131	145	134	235	101	89	317	153	130	494	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
None – we would have to take on new staff	202	62	64	77	41	54	46	80	34	28	106	48	48	170	32
	33.7%	31.0%	31.8%	38.3%	31.0%	37.2%	34.3%	33.9%	33.5%	31.4%	33.4%	31.3%	37.2%	34.4%	30.2%
A little – we might have to take on staff if demand grew this year	275	90	91	94	53	59	63	114	51	49	146	70	59	219	57
	45.9%	44.9%	45.5%	47.2%	40.3%	41.1%	47.1%	48.5%	50.3%	55.1% de	46.1%	45.6%	45.8%	44.2%	53.8%
A fair amount – we could take on a lot more work now	103	41	38	24	31	28	19	34	14	11	53	31	19	90	13
	17.2%	20.7% c	18.8%	12.2%	23.6% fgi	19.1%	14.3%	14.3%	14.3%	12.4%	16.8%	20.2%	14.7%	18.2%	12.5%
Considerable – we have a great deal of spare capacity	19	7	8	5	7	4	6	8	2	1	12	5	3	15	4
	3.2%	3.4%	3.9%	2.3%	5.1%	2.6%	4.3%	3.3%	1.9%	1.1%	3.6%	3.0%	2.4%	3.1%	3.5%
NETS															
Net: None + A little	478	152	155	171	94	113	109	194	84	77	252	118	108	389	89
	79.6%	76.0%	77.3%	85.5% ab	71.3%	78.3%	81.4% d	82.4% d	83.8% d	86.5% d	79.6%	76.9%	82.9%	78.7%	84.0%

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

## Jobs Outlook - Combined

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

Base: All respondents

		WAVE			REGION						SIZE			SECTOR	
	Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	600	200	200	200	133	146	138	236	98	85	314	155	131	495	105
Weighted Total	600	200	200	200	131	145	134	235	101	89	317	153	130	494	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Redundancies	117	31	44	42	30	24	23	43	21	19	39	36	41	98	20
	19.6%	15.6%	22.0%	21.0%	23.2%	16.9%	16.8%	18.4%	20.7%	21.5%	12.4%	23.8%	31.9%	19.7%	18.6%
												j	j		
Reduced hours	84	30	27	27	17	21	13	29	16	17	30	29	25	70	14
	14.0%	14.9%	13.7%	13.3%	13.1%	14.2%	9.9%	12.5%	16.0%	18.7%	9.5%	18.7%	19.2%	14.1%	13.3%
												j	j		
Reduced pay / earnings	35	8	15	12	2	8	8	15	8	10	15	9	11	28	7
	5.8%	4.2%	7.3%	6.1%	1.3%	5.5%	5.6%	6.5%	7.6%	11.3%	4.7%	6.2%	8.3%	5.7%	6.5%
								d	d	d					
Headcount freeze	65	25	18	21	12	12	12	25	13	16	24	24	17	54	11
	10.8%	12.7%	9.2%	10.5%	8.9%	8.6%	8.7%	10.7%	13.3%	17.5%	7.6%	15.8%	12.8%	11.0%	10.0%
								e		e	j	j	j		
Increased staffing	347	115	130	102	77	83	78	140	62	46	146	108	93	293	54
	57.8%	57.3%	64.9%	51.2%	58.6%	57.6%	57.9%	59.5%	61.7%	52.3%	46.2%	70.4%	71.3%	59.2%	51.1%
			c								j	j	j		
Increased pay/ earnings	376	121	140	114	84	93	84	151	67	48	179	113	84	311	65
	62.7%	60.7%	70.2%	57.0%	63.7%	64.6%	62.6%	64.2%	66.3%	53.9%	56.5%	73.7%	64.6%	62.9%	61.4%
			ac								j	j	j		
None of the above	106	43	25	37	21	22	31	47	16	15	84	8	13	85	20
	17.6%	21.7%	12.6%	18.5%	16.1%	15.5%	23.1%	20.2%	16.2%	16.4%	26.6%	5.2%	10.2%	17.2%	19.3%
		b									kl				

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

## Jobs Outlook - Combined

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

Base: All respondents

		WAVE			REGION						SIZE			SECTOR		
		Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		600	200	200	200	133	146	138	236	98	85	314	155	131	495	105
Weighted Total		600	200	200	200	131	145	134	235	101	89	317	153	130	494	106
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
A lot better	(5)	15 2.4%	7 3.4%	4 1.9%	4 1.9%	1 .7%	3 2.1%	6 4.3%	7 2.8%	1 .9%	4 4.5%	9 2.7%	3 1.9%	3 2.3%	13 2.6%	2 1.9%
A little better	(4)	184 30.7%	60 30.0%	71 35.7%	53 26.5%	47 35.7%	38 26.0%	46 33.9%	70 29.9%	25 24.5%	30 33.3%	99 31.3%	55 35.7%	30 23.5%	154 31.2%	30 28.8%
				c									l			
No change	(3)	205 34.2%	74 36.9%	64 32.2%	67 33.5%	42 32.0%	55 38.1%	41 30.4%	82 34.8%	41 40.8%	26 29.4%	119 37.6%	41 26.7%	45 34.8%	173 35.0%	32 30.4%
												k				
A little worse	(2)	129 21.4%	39 19.3%	38 19.2%	52 25.8%	31 23.7%	29 20.3%	30 22.1%	51 21.6%	21 20.9%	17 19.6%	57 18.0%	39 25.4%	33 25.2%	104 21.0%	25 23.6%
A lot worse	(1)	44 7.3%	18 9.0%	11 5.4%	15 7.3%	9 6.5%	12 8.0%	8 5.8%	14 5.8%	6 5.8%	10 10.9%	24 7.6%	11 7.1%	8 6.5%	33 6.7%	10 9.8%
Don't know		24 3.9%	3 1.4%	11 5.5%	10 5.0%	2 1.4%	8 5.5%	5 3.5%	12 5.0%	7 7.0%	2 2.4%	9 2.8%	5 3.2%	10 7.6%	18 3.6%	6 5.6%
				a	a					d			j			
NETS																
Net: Better		199 33.2%	67 33.4%	75 37.6%	57 28.4%	48 36.4%	41 28.1%	51 38.2%	77 32.7%	26 25.4%	34 37.8%	108 34.0%	58 37.6%	33 25.8%	167 33.7%	32 30.6%
								h					l			
Net: Better/ No change		404 67.4%	141 70.3%	140 69.8%	124 61.9%	90 68.5%	96 66.2%	92 68.5%	159 67.6%	67 66.2%	60 67.2%	227 71.6%	99 64.3%	79 60.6%	340 68.7%	64 61.0%
												i				
Net: Worse		172 28.7%	57 28.3%	49 24.7%	66 33.1%	40 30.2%	41 28.3%	38 27.9%	64 27.4%	27 26.7%	27 30.5%	81 25.6%	50 32.4%	41 31.7%	137 27.7%	35 33.4%
Mean score		3.0	3.0	3.1 c	2.9	3.0	2.9	3.1	3.0	2.9	3.0	3.0	3.0	2.9	3.0	2.9

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

## Jobs Outlook - Combined

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

Base: All respondents

		WAVE				REGION						SIZE			SECTOR		
		Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public	
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n	
Unweighted Total		600	200	200	200	133	146	138	236	98	85	314	155	131	495	105	
Weighted Total		600	200	200	200	131	145	134	235	101	89	317	153	130	494	106	
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
A lot better	(5)	27	11	9	8	8	5	8	11	4	3	14	5	8	24	3	
		4.5%	5.3%	4.3%	3.9%	5.9%	3.3%	5.7%	4.9%	3.8%	3.3%	4.5%	3.1%	6.1%	4.9%	2.5%	
A little better	(4)	175	60	60	55	38	39	39	68	29	30	92	50	34	150	26	
		29.2%	30.2%	29.9%	27.7%	29.1%	26.9%	29.1%	29.0%	28.8%	33.9%	28.9%	32.6%	26.3%	30.3%	24.5%	
No change	(3)	252	86	85	81	54	57	58	106	48	36	153	56	44	208	45	
		42.1%	43.1%	42.4%	40.7%	40.7%	39.7%	43.0%	45.1%	47.8%	40.0%	48.2% kl	36.3%	33.8%	42.0%	42.6%	
A little worse	(2)	64	16	23	24	14	17	12	22	10	11	29	17	18	48	16	
		10.7%	8.2%	11.7%	12.2%	10.9%	11.7%	9.1%	9.4%	9.8%	12.1%	9.2%	11.2%	13.9%	9.8%	14.9%	
A lot worse	(1)	22	8	7	7	6	6	5	7	2	3	12	7	3	17	5	
		3.6%	3.9%	3.4%	3.5%	4.3%	4.1%	3.8%	3.0%	1.9%	3.3%	3.8%	4.4%	2.3%	3.4%	4.6%	
Don't know		59	19	17	24	12	21	13	20	8	7	17	19	23	48	12	
		9.9%	9.4%	8.3%	12.0%	9.0%	14.2%	9.3%	8.7%	7.8%	7.4%	5.5%	12.4% j	17.7% j	9.7%	10.9%	
NETS																	
Net: Better		202	71	68	63	46	44	47	80	33	33	106	55	42	174	29	
		33.7%	35.5%	34.2%	31.6%	35.0%	30.2%	34.8%	33.9%	32.6%	37.2%	33.4%	35.7%	32.3%	35.2%	27.1%	
Net: Better/ No change		455	157	153	145	100	101	105	186	81	69	259	110	86	381	74	
		75.8%	78.6%	76.6%	72.3%	75.8%	70.0%	77.8%	78.9% e	80.4%	77.2%	81.6% kl	72.0%	66.2%	77.1%	69.6%	
Net: Worse		86	24	30	31	20	23	17	29	12	14	41	24	21	65	21	
		14.3%	12.0%	15.1%	15.7%	15.2%	15.8%	12.9%	12.4%	11.8%	15.5%	12.9%	15.6%	16.2%	13.2%	19.4%	
Mean score		3.2	3.3	3.2	3.2	3.2	3.2	3.3	3.3	3.2	3.2	3.2	3.2	3.2	3.3 n	3.1	

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

## Jobs Outlook - Combined

**Q5\_SUM.** In which of the following ways, if any, does your organisation recruit permanent members of staff and temporary or contract workers?

### SUMMARY TABLE

Base: All respondents

	Permanent members of staff	Temporary or contract workers
Unweighted Total	600	600
Weighted Total	600 100.0%	600 100.0%
Advertise externally in newspapers/trade/ professional press	225 37.5%	108 18.0%
Recruitment agencies/ Search firms	273 45.5%	135 22.5%
Online job boards (e.g. Monster)	285 47.4%	151 25.2%
Internal Referrals	398 66.3%	207 34.5%
Talent pools and staff banks	104 17.4%	59 9.8%
Advertise on our own website	366 61.0%	211 35.2%
Social media and professional networking sites (e.g. Linked In)	317 52.8%	173 28.9%
Former employees and word of mouth	423 70.4%	233 38.8%
Jobcentre Plus / Universal Jobmatch	186 30.9%	112 18.6%
People approach us	376 62.6%	192 32.0%
Other	35 5.9%	22 3.7%
We have never recruited any of this kind of staff	64 10.7%	269 44.8%

## Jobs Outlook - Combined

**Q5\_SUM. In which of the following ways, if any, does your organisation recruit permanent members of staff and temporary or contract workers?**

### SUMMARY TABLE

Base: All who have recruited this type of staff before

	Permanent members of staff	Temporary or contract workers
Unweighted Total	539	332
Weighted Total	536 100.0%	331 100.0%
Advertise externally in newspapers/trade/ professional press	225 42.0%	108 32.7%
Recruitment agencies/ Search firms	273 50.9%	135 40.7%
Online job boards (e.g. Monster)	285 53.1%	151 45.7%
Internal Referrals	398 74.3%	207 62.4%
Talent pools and staff banks	104 19.5%	59 17.8%
Advertise on our own website	366 68.3%	211 63.8%
Social media and professional networking sites (e.g. Linked In)	317 59.1%	173 52.3%
Former employees and word of mouth	423 78.9%	233 70.4%
Jobcentre Plus / Universal Jobmatch	186 34.6%	112 33.7%
People approach us	376 70.1%	192 57.9%
Other	35 6.6%	22 6.7%

## Jobs Outlook - Combined

**Q5\_1. In which of the following ways, if any, does your organisation recruit permanent members of staff and temporary or contract workers?**

### Permanent members of staff

Base: All respondents

	WAVE			REGION						SIZE			SECTOR		
	Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	600	200	200	200	133	146	138	236	98	85	314	155	131	495	105
Weighted Total	600	200	200	200	131	145	134	235	101	89	317	153	130	494	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Former employees and word of mouth	423	131	153	139	87	105	99	170	71	61	191	129	102	361	62
	70.4%	65.4%	76.6%	69.3%	66.0%	72.7%	73.6%	72.4%	70.8%	68.2%	60.4%	84.4%	78.6%	73.0%	58.5%
			a									j	j	n	
Internal Referrals	398	118	146	135	84	92	92	165	72	57	169	125	104	338	60
	66.3%	58.8%	72.8%	67.5%	64.2%	63.5%	68.6%	70.0%	71.8%	64.4%	53.2%	81.5%	80.5%	68.4%	56.7%
			a									j	j	n	
People approach us	376	107	154	115	81	91	90	149	58	54	163	120	92	325	51
	62.6%	53.3%	76.9%	57.6%	61.9%	63.2%	67.2%	63.1%	57.7%	61.3%	51.4%	78.6%	71.0%	65.8%	47.9%
			ac									j	j	n	
Advertise on our own website	366	111	119	136	75	89	83	143	60	59	142	118	106	313	53
	61.0%	55.6%	59.4%	68.1%	57.1%	61.4%	61.9%	60.7%	59.1%	67.0%	44.9%	76.9%	81.7%	63.2%	50.6%
			a									j	j	n	
Social media and professional networking sites (e.g. Linked In)	317	90	125	101	68	75	67	121	54	53	129	98	90	267	50
	52.8%	45.1%	62.6%	50.6%	51.6%	52.0%	49.5%	51.4%	53.8%	59.5%	40.7%	63.9%	69.1%	53.9%	47.3%
			ac									j	j		
Online job boards (e.g. Monster)	285	83	105	96	57	70	68	111	44	47	104	97	84	246	39
	47.4%	41.7%	52.7%	47.9%	43.3%	48.3%	50.2%	47.3%	43.3%	52.6%	32.6%	63.4%	64.7%	49.7%	37.0%
			a									j	j	n	
Recruitment agencies/ Search firms	273	84	114	75	58	63	64	121	57	31	111	96	66	233	40
	45.5%	42.1%	56.9%	37.5%	44.4%	43.7%	47.5%	51.3%	56.5%	34.7%	34.9%	62.8%	50.9%	47.2%	37.7%
			ac					i	i			jl	j		
Advertise externally in newspapers/trade/ professional press	225	68	88	69	41	57	61	88	27	39	86	68	71	191	34
	37.5%	33.9%	44.1%	34.4%	31.2%	39.2%	45.1%	37.3%	27.1%	44.3%	27.0%	44.3%	55.0%	38.7%	31.8%
			ac				dh			h		j	j		
Jobcentre Plus / Universal Jobmatch	186	57	67	62	47	47	34	55	22	37	57	65	64	158	27
	30.9%	28.7%	33.4%	30.8%	35.4%	32.3%	25.0%	23.5%	21.4%	41.9%	18.1%	42.2%	49.0%	32.1%	25.7%
					gh			fg	h	gh		j	j		

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

## Jobs Outlook - Combined

**Q5\_1. In which of the following ways, if any, does your organisation recruit permanent members of staff and temporary or contract workers?**

### Permanent members of staff

Base: All respondents

		WAVE			REGION						SIZE			SECTOR	
	Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	600	200	200	200	133	146	138	236	98	85	314	155	131	495	105
Weighted Total	600	200	200	200	131	145	134	235	101	89	317	153	130	494	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Talent pools and staff banks	104	30	46	29	24	22	20	44	24	15	27	40	37	92	13
	17.4%	14.8%	23.1% ac	14.3%	18.0%	14.9%	14.9%	18.9%	24.2%	16.7%	8.6%	26.2% j	28.5% j	18.5%	12.1%
Other	35	12	9	15	9	6	9	16	7	5	13	12	10	30	5
	5.9%	6.1%	4.3%	7.3%	6.6%	4.2%	7.0%	6.8%	6.5%	5.3%	4.3%	8.0%	7.5%	6.2%	4.6%
We have never recruited any of this kind of staff	64	38	9	18	15	18	15	25	11	6	62	-	2	44	20
	10.7%	19.0% bc	4.3%	8.8%	11.6%	12.4%	11.0%	10.7%	10.5%	6.5%	19.6% kl	-	1.5%	8.9%	18.9% m

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

## Jobs Outlook - Combined

**Q5\_2. In which of the following ways, if any, does your organisation recruit permanent members of staff and temporary or contract workers?**

### Temporary or contract workers

Base: All respondents

		WAVE			REGION						SIZE			SECTOR	
	Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	600	200	200	200	133	146	138	236	98	85	314	155	131	495	105
Weighted Total	600	200	200	200	131	145	134	235	101	89	317	153	130	494	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Former employees and word of mouth	233	85	71	77	55	44	52	95	43	39	98	65	71	199	34
	38.8%	42.3%	35.6%	38.6%	42.0% e	30.1%	38.9%	40.5% e	42.6% e	44.2% e	30.8%	42.1% j	54.7% jk	40.2%	32.5%
Advertise on our own website	211	74	60	78	50	44	46	78	32	39	75	59	77	181	31
	35.2%	36.8%	29.8%	39.0%	38.0%	30.5%	34.2%	33.3%	32.0%	43.9% e	23.6%	38.5% j	59.6% jk	36.5%	29.1%
Internal Referrals	207	78	63	66	48	37	48	88	40	33	79	59	69	176	30
	34.5%	38.8%	31.5%	33.1%	36.7% e	25.6%	36.0%	37.6% e	39.6% e	37.5%	24.8%	38.6% j	53.2% jk	35.7%	28.8%
People approach us	192	68	66	59	48	36	47	76	28	32	83	51	58	168	24
	32.0%	33.8%	32.8%	29.4%	36.5% e	25.1%	35.2%	32.1%	28.0%	36.3%	26.1%	33.5%	44.6% j	34.0% n	22.5%
Social media and professional networking sites (e.g. Linked In)	173	52	58	63	40	36	41	65	25	32	67	49	57	145	28
	28.9%	26.1%	29.2%	31.3%	30.4%	24.6%	30.3%	27.8%	24.5%	36.2%	21.3%	32.1% j	43.6% jk	29.4%	26.5%
Online job boards (e.g. Monster)	151	58	47	47	34	30	34	63	28	25	53	46	53	130	22
	25.2%	29.1%	23.3%	23.3%	26.0%	20.7%	25.5%	26.7%	28.2%	27.7%	16.6%	29.9% j	40.7% j	26.2%	20.6%
Recruitment agencies/ Search firms	135	51	32	52	33	28	33	57	23	17	42	51	42	114	21
	22.5%	25.5% b	16.1%	25.9% b	25.0%	19.5%	24.9%	24.1%	23.0%	19.3%	13.3%	33.0% j	32.6% j	23.0%	20.2%
Jobcentre Plus / Universal Jobmatch	112	34	37	41	34	24	17	30	14	23	31	30	51	95	17
	18.6%	16.8%	18.4%	20.6%	25.7% fgh	16.7%	12.4%	12.9%	13.6%	26.3% fgh	9.7%	19.7% j	39.2% jk	19.2%	15.8%
Advertise externally in newspapers/trade/ professional press	108	38	35	35	28	21	28	39	11	21	41	25	42	96	12
	18.0%	19.2%	17.3%	17.6%	20.9% h	14.5%	20.8% h	16.4%	10.5%	23.8% h	12.8%	16.6%	32.6% jk	19.5% n	11.3%

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

## Jobs Outlook - Combined

**Q5\_2. In which of the following ways, if any, does your organisation recruit permanent members of staff and temporary or contract workers?**

### Temporary or contract workers

Base: All respondents

		WAVE			REGION						SIZE			SECTOR	
	Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	600	200	200	200	133	146	138	236	98	85	314	155	131	495	105
Weighted Total	600	200	200	200	131	145	134	235	101	89	317	153	130	494	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Talent pools and staff banks	59	23	21	15	14	8	10	23	13	13	16	20	23	53	6
	9.8%	11.3%	10.6%	7.6%	10.6%	5.9%	7.2%	9.8%	13.3%	15.1%	5.0%	13.0%	17.9%	10.7%	5.6%
									e	e		j	j		
Other	22	8	5	9	9	6	5	7	2	1	9	5	9	19	3
	3.7%	3.9%	2.4%	4.7%	6.6%	4.0%	3.6%	2.9%	1.9%	1.1%	2.8%	3.0%	6.7%	3.9%	2.8%
We have never recruited any of this kind of staff	269	84	103	82	44	81	68	113	45	31	172	65	31	217	52
	44.8%	42.1%	51.4%	40.9%	33.7%	55.7%	50.5%	47.9%	44.6%	35.1%	54.3%	42.5%	24.2%	43.9%	49.1%
			c			di	di	di			kl	l			

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

## Jobs Outlook - Combined

**Q5\_1. In which of the following ways, if any, does your organisation recruit permanent members of staff and temporary or contract workers?**

### Permanent members of staff

Base: All who have recruited this type of staff before

	WAVE			REGION						SIZE			SECTOR		
	Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	539	164	193	182	118	128	124	213	89	80	255	155	129	453	86
Weighted Total	536	162	191	183	116	127	120	210	90	83	255	153	128	450	86
	100.0%	100.0%	100.0%	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	423	131	153	139	87	105	99	170	71	61	191	129	102	361	62
	78.9%	80.8%	80.1%	75.9%	74.6%	83.0%	82.6%	81.1%	79.1%	72.9%	75.1%	84.4%	79.8%	80.2%	72.2%
												j			
Internal Referrals	398	118	146	135	84	92	92	165	72	57	169	125	104	338	60
	74.3%	72.6%	76.0%	73.9%	72.6%	72.5%	77.1%	78.4%	80.2%	68.9%	66.2%	81.5%	81.7%	75.1%	69.9%
												j	j		
People approach us	376	107	154	115	81	91	90	149	58	54	163	120	92	325	51
	70.1%	65.8%	80.4%	63.1%	70.0%	72.2%	75.5%	70.7%	64.4%	65.5%	64.0%	78.6%	72.0%	72.2%	59.1%
			ac									j		n	
Advertise on our own website	366	111	119	136	75	89	83	143	60	59	142	118	106	313	53
	68.3%	68.7%	62.1%	74.6%	64.6%	70.2%	69.5%	68.0%	66.0%	71.6%	55.9%	76.9%	82.9%	69.5%	62.5%
				b								j	j		
Social media and professional networking sites (e.g. Linked In)	317	90	125	101	68	75	67	121	54	53	129	98	90	267	50
	59.1%	55.8%	65.4%	55.4%	58.3%	59.4%	55.6%	57.6%	60.1%	63.6%	50.7%	63.9%	70.1%	59.2%	58.3%
												j	j		
Online job boards (e.g. Monster)	285	83	105	96	57	70	68	111	44	47	104	97	84	246	39
	53.1%	51.5%	55.0%	52.5%	48.9%	55.2%	56.4%	53.0%	48.4%	56.3%	40.6%	63.4%	65.6%	54.5%	45.6%
												j	j		
Recruitment agencies/ Search firms	273	84	114	75	58	63	64	121	57	31	111	96	66	233	40
	50.9%	52.0%	59.4%	41.1%	50.2%	49.9%	53.3%	57.5%	63.1%	37.1%	43.4%	62.8%	51.7%	51.8%	46.5%
		c	c				i	i	i			j			
Advertise externally in newspapers/trade/ professional press	225	68	88	69	41	57	61	88	27	39	86	68	71	191	34
	42.0%	41.9%	46.1%	37.7%	35.3%	44.8%	50.6%	41.8%	30.2%	47.3%	33.6%	44.3%	55.8%	42.5%	39.2%
						h	dh			h		j	j		
Jobcentre Plus / Universal Jobmatch	186	57	67	62	47	47	34	55	22	37	57	65	64	158	27
	34.6%	35.4%	34.9%	33.7%	40.0%	36.9%	28.1%	26.3%	23.9%	44.8%	22.5%	42.2%	49.7%	35.2%	31.7%
					gh	gh				fgh		j	j		

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

## Jobs Outlook - Combined

**Q5\_1. In which of the following ways, if any, does your organisation recruit permanent members of staff and temporary or contract workers?**

### Permanent members of staff

Base: All who have recruited this type of staff before

		WAVE			REGION						SIZE			SECTOR	
	Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	539	164	193	182	118	128	124	213	89	80	255	155	129	453	86
Weighted Total	536	162	191	183	116	127	120	210	90	83	255	153	128	450	86
	100.0%	100.0%	100.0%	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	104	30	46	29	24	22	20	44	24	15	27	40	37	92	13
	19.5%	18.3%	24.1%	15.7%	20.4%	17.0%	16.7%	21.1%	27.0%	17.9%	10.7%	26.2%	28.9%	20.4%	14.9%
			c									j	j		
Other	35	12	9	15	9	6	9	16	7	5	13	12	10	30	5
	6.6%	7.5%	4.5%	8.0%	7.4%	4.8%	7.9%	7.6%	7.3%	5.6%	5.3%	8.0%	7.6%	6.8%	5.7%

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

## Jobs Outlook - Combined

**Q5\_2. In which of the following ways, if any, does your organisation recruit permanent members of staff and temporary or contract workers?**

### Temporary or contract workers

Base: All who have recruited this type of staff before

	WAVE				REGION						SIZE			SECTOR	
	Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	332	116	98	118	88	65	69	124	55	55	142	90	100	280	52
Weighted Total	331	116	97	118	87	64	67	122	56	58	145	88	98	278	54
	100.0%	100.0%	100.0%	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	233	85	71	77	55	44	52	95	43	39	98	65	71	199	34
	70.4%	73.0%	73.3%	65.4%	63.3%	67.9%	78.4% d	77.7% d	76.9%	68.1%	67.4%	73.2%	72.1%	71.6%	63.8%
Advertise on our own website	211	74	60	78	50	44	46	78	32	39	75	59	77	181	31
	63.8%	63.5%	61.4%	66.0%	57.2%	68.9%	69.1%	63.9%	57.7%	67.7%	51.7%	67.1% j	78.6% j	65.1%	57.1%
Internal Referrals	207	78	63	66	48	37	48	88	40	33	79	59	69	176	30
	62.4%	67.0%	64.9%	56.0%	55.4%	57.7%	72.8% d	72.1% de	71.4%	57.8%	54.3%	67.2%	70.1% j	63.6%	56.5%
People approach us	192	68	66	59	48	36	47	76	28	32	83	51	58	168	24
	57.9%	58.3%	67.5% c	49.8%	55.0%	56.6%	71.0% dh	61.7%	50.5%	56.0%	57.1%	58.3%	58.9%	60.6% n	44.2%
Social media and professional networking sites (e.g. Linked In)	173	52	58	63	40	36	41	65	25	32	67	49	57	145	28
	52.3%	45.0%	60.0% a	53.0%	45.9%	55.5%	61.2%	53.4%	44.1%	55.8%	46.5%	55.9%	57.5%	52.3%	52.1%
Online job boards (e.g. Monster)	151	58	47	47	34	30	34	63	28	25	53	46	53	130	22
	45.7%	50.3%	48.0%	39.4%	39.2%	46.8%	51.5%	51.2%	51.0%	42.7%	36.4%	52.1% j	53.7% j	46.7%	40.4%
Recruitment agencies/ Search firms	135	51	32	52	33	28	33	57	23	17	42	51	42	114	21
	40.7%	44.0%	33.1%	43.8%	37.7%	44.1%	50.2% i	46.3% i	41.6%	29.7%	29.0%	57.5% jl	42.9% j	40.9%	39.7%
Jobcentre Plus / Universal Jobmatch	112	34	37	41	34	24	17	30	14	23	31	30	51	95	17
	33.7%	29.1%	37.8%	34.9%	38.7% g	37.8%	25.1%	24.8%	24.6%	40.6% g	21.2%	34.2% j	51.7% jk	34.2%	31.1%
Advertise externally in newspapers/trade/ professional press	108	38	35	35	28	21	28	39	11	21	41	25	42	96	12
	32.7%	33.2%	35.5%	29.8%	31.6%	32.7%	42.0% h	31.5%	19.0%	36.7% h	28.0%	28.9%	42.9% jk	34.7%	22.2%

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

## Jobs Outlook - Combined

**Q5\_2. In which of the following ways, if any, does your organisation recruit permanent members of staff and temporary or contract workers?**

### Temporary or contract workers

Base: All who have recruited this type of staff before

		WAVE			REGION						SIZE			SECTOR	
	Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	332	116	98	118	88	65	69	124	55	55	142	90	100	280	52
Weighted Total	331	116	97	118	87	64	67	122	56	58	145	88	98	278	54
	100.0%	100.0%	100.0%	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	59	23	21	15	14	8	10	23	13	13	16	20	23	53	6
	17.8%	19.5%	21.7%	12.9%	16.0%	13.3%	14.5%	18.8%	24.0%	23.3%	10.9%	22.7%	23.6%	19.1%	11.1%
												j	j		
Other	22	8	5	9	9	6	5	7	2	1	9	5	9	19	3
	6.7%	6.8%	5.0%	8.0%	9.9%	9.1%	7.2%	5.5%	3.4%	1.6%	6.1%	5.1%	8.9%	6.9%	5.6%

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

## Jobs Outlook - Combined

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

Base: All who use recruitment agencies

		WAVE			REGION						SIZE			SECTOR		
		Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		297	93	118	86	65	72	68	127	59	33	117	103	77	252	45
Weighted Total		292	91	117	84	63	70	65	125	60	35	115	101	75	248	43
		100.0%	100.0%	100.0%	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)	51	15	22	15	11	7	10	26	17	8	25	14	12	44	7
		17.6%	16.5%	18.6%	17.3%	17.0%	9.6%	14.7%	21.1% e	27.9% e	21.9%	21.7%	14.3%	15.6%	17.9%	15.7%
Fairly satisfied	(4)	166	52	64	51	36	44	38	64	26	22	58	63	45	143	23
		57.0%	57.0%	54.7%	60.2%	57.0%	62.9% h	58.6%	51.6%	44.1%	64.6%	50.5%	62.7%	59.4%	57.6%	53.7%
Neither satisfied nor dissatisfied	(3)	46	17	19	10	12	13	12	20	9	2	20	13	14	39	7
		15.9%	18.5%	16.5%	12.3%	18.4%	18.0%	17.9%	16.3%	14.6%	5.6%	17.1%	12.4%	18.8%	15.7%	17.2%
Fairly dissatisfied	(2)	22	6	10	6	4	3	5	13	8	3	12	8	3	17	5
		7.6%	6.9%	8.5%	6.9%	6.0%	4.1%	7.3%	10.2%	13.4%	7.9%	10.0%	7.7%	3.6%	6.9%	11.3%
Very dissatisfied	(1)	5	1	2	2	1	3	1	1	-	-	-	3	2	4	1
		1.7%	1.1%	1.7%	2.3%	1.5%	4.2%	1.5%	.8%	-	-	-	2.9%	2.6%	1.6%	2.2%
Don't know		1	-	-	1	-	1	-	-	-	-	1	-	-	1	-
		.3%	-	-	1.0%	-	1.2%	-	-	-	-	.7%	-	-	.3%	-
NETS																
Net: Satisfied		218	67	85	65	47	50	47	91	43	30	83	78	57	187	30
		74.6%	73.4%	73.3%	77.5%	74.1%	72.5%	73.3%	72.7%	72.0%	86.5%	72.2%	77.0%	74.9%	75.5%	69.3%
Net: Dissatisfied		27	7	12	8	5	6	6	14	8	3	12	11	5	21	6
		9.2%	8.1%	10.2%	9.2%	7.5%	8.3%	8.8%	11.0%	13.4%	7.9%	10.0%	10.6%	6.2%	8.5%	13.5%
Mean score		3.8	3.8	3.8	3.8	3.8	3.7	3.8	3.8	3.9	4.0	3.8	3.8	3.8	3.8	3.7

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

## Jobs Outlook - Combined

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

Base: All who use recruitment agencies

		WAVE				REGION						SIZE			SECTOR	
		Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		297	93	118	86	65	72	68	127	59	33	117	103	77	252	45
Weighted Total		292	91	117	84	63	70	65	125	60	35	115	101	75	248	43
		100.0%	100.0%	100.0%	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)	59	18	23	17	13	10	13	29	16	7	30	18	11	51	8
		20.1%	19.6%	20.1%	20.7%	19.8%	15.1%	20.8%	23.3%	26.0%	19.2%	25.9%	18.1%	13.9%	20.5%	17.8%
												i				
Fairly satisfied	(4)	164	52	63	49	32	39	36	68	33	24	57	56	51	137	27
		56.1%	57.1%	54.0%	58.0%	51.1%	56.0%	55.5%	55.0%	54.5%	69.4%	49.7%	55.2%	67.1%	55.0%	62.3%
														j		
Neither satisfied nor dissatisfied	(3)	39	10	18	10	12	10	8	15	7	2	17	11	10	34	5
		13.2%	10.7%	15.7%	12.5%	18.3%	14.0%	13.1%	12.3%	11.5%	5.7%	14.5%	11.3%	13.8%	13.6%	10.9%
Fairly dissatisfied	(2)	20	9	8	3	5	5	3	8	5	2	8	10	2	18	1
		6.7%	9.4%	6.8%	3.6%	7.7%	7.0%	4.6%	6.3%	8.1%	5.7%	6.7%	9.7%	2.5%	7.4%	2.5%
Very dissatisfied	(1)	4	1	2	1	1	1	2	2	-	-	-	3	1	2	2
		1.3%	1.0%	1.7%	1.1%	1.5%	1.4%	2.9%	1.5%	-	-	-	2.8%	1.3%	.8%	4.3%
Don't know		7	2	2	3	1	5	2	2	-	-	4	3	1	7	1
		2.6%	2.3%	1.7%	4.1%	1.5%	6.6%	3.0%	1.6%	-	-	3.1%	2.8%	1.3%	2.6%	2.1%
							h									
NETS																
Net: Satisfied		222	70	86	66	45	49	49	98	48	31	87	74	61	188	35
		76.2%	76.6%	74.1%	78.7%	71.0%	71.0%	76.4%	78.3%	80.5%	88.6%	75.7%	73.3%	81.0%	75.5%	80.2%
Net: Dissatisfied		23	9	10	4	6	6	5	10	5	2	8	13	3	20	3
		8.0%	10.4%	8.5%	4.7%	9.2%	8.4%	7.5%	7.8%	8.1%	5.7%	6.7%	12.5%	3.8%	8.2%	6.8%
													l			
Mean score		3.9	3.9	3.9	4.0	3.8	3.8	3.9	3.9	4.0	4.0	4.0	3.8	3.9	3.9	3.9

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

## Jobs Outlook - Combined

**Q8\_1. Which of the following job functions, if any, are you involved in recruiting for permanent members of staff and temporary agency workers?**

### Permanent members of staff

Base: All who recruit permanent members of staff

		WAVE			REGION						SIZE			SECTOR	
	Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	539	164	193	182	118	128	124	213	89	80	255	155	129	453	86
Weighted Total	536	162	191	183	116	127	120	210	90	83	255	153	128	450	86
	100.0%	100.0%	100.0%	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	283	82	92	109	58	66	61	109	48	51	112	90	81	239	45
	52.9%	50.8%	48.0%	59.8% b	49.9%	52.1%	51.0%	51.7%	52.7%	61.0%	43.9%	58.7% j	63.7% j	53.0%	52.2%
Construction	62	19	22	21	18	11	14	19	6	14	31	15	16	54	8
	11.6%	11.9%	11.3%	11.7%	15.3% h	8.5%	11.4%	9.2%	6.3%	17.2% h	12.2%	9.9%	12.4%	12.0%	9.7%
Drivers	103	32	34	37	29	23	19	30	12	21	32	34	37	88	15
	19.2%	19.5%	17.8%	20.4%	25.1% gh	17.8%	15.5%	14.4%	12.9%	25.3% gh	12.4%	22.2% j	29.2% j	19.6%	17.2%
Education	82	26	29	27	21	20	16	25	9	17	34	23	25	69	13
	15.3%	16.1%	15.0%	15.0%	17.8%	15.4%	13.4%	11.8%	9.6%	20.7% h	13.3%	15.1%	19.5%	15.3%	15.4%
Engineering & technical	175	52	64	59	44	42	34	58	24	30	60	64	51	156	19
	32.6%	31.9%	33.5%	32.2%	38.2% g	33.5%	28.4%	27.4%	26.1%	36.3%	23.5%	41.5% j	40.0% j	34.6% n	21.9%
Executive recruitment / interim management	175	55	63	57	37	35	41	67	27	36	56	59	61	149	26
	32.7%	34.1%	33.1%	31.1%	31.8%	27.9%	34.1%	32.1%	29.5%	42.8% e	22.1%	38.3% j	47.3% j	33.1%	30.6%
Health & social care	67	20	25	22	15	21	11	15	4	16	25	21	21	58	9
	12.5%	12.5%	13.0%	12.1%	13.2% h	16.4% gh	9.5%	7.2%	4.1%	19.3% fgh	10.0%	13.8%	16.1%	12.9%	10.7%
Hospitality	68	18	25	25	15	12	18	29	11	12	19	22	28	56	12
	12.8%	11.2%	13.0%	13.9%	12.8%	9.7%	14.8%	13.7%	12.2%	15.0%	7.3%	14.3% j	21.9% j	12.5%	14.1%
Industrial	105	33	38	35	25	31	18	31	12	17	39	35	31	89	16
	19.6%	20.1%	19.6%	19.0%	21.9%	24.8% gh	15.4%	14.7%	13.7%	20.7%	15.4%	22.7%	24.2% j	19.7%	18.9%
Legal & HR	210	61	70	78	40	48	46	85	39	36	63	62	85	180	30
	39.2%	37.8%	36.8%	43.0%	34.8%	38.3%	38.8%	40.5%	42.8%	43.3%	24.7%	40.4% j	66.6% jk	39.9%	35.3%
Life sciences	24	8	11	5	6	6	5	7	3	5	9	7	8	21	3
	4.5%	5.1%	5.6%	2.7%	4.8%	4.6%	3.8%	3.5%	3.0%	6.3%	3.4%	4.4%	6.6%	4.7%	3.2%

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

## Jobs Outlook - Combined

**Q8\_1. Which of the following job functions, if any, are you involved in recruiting for permanent members of staff and temporary agency workers?**

### Permanent members of staff

Base: All who recruit permanent members of staff

		WAVE			REGION						SIZE			SECTOR	
	Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	539	164	193	182	118	128	124	213	89	80	255	155	129	453	86
Weighted Total	536	162	191	183	116	127	120	210	90	83	255	153	128	450	86
	100.0%	100.0%	100.0%	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	230	70	82	77	50	47	52	99	47	34	88	66	75	191	38
	42.9%	43.5%	42.9%	42.3%	43.3%	36.9%	43.4%	47.1%	52.1%	40.7%	34.7%	43.3%	58.7%	42.5%	44.8%
								e					jk		
Office professionals	370	117	126	127	76	86	82	144	62	64	162	112	96	312	57
	69.0%	72.0%	65.8%	69.5%	65.2%	67.7%	68.4%	68.6%	68.9%	77.0%	63.5%	73.2%	74.8%	69.4%	66.7%
												j	j		
Sales & retail	218	70	72	76	50	46	52	86	33	37	93	65	60	181	37
	40.7%	43.3%	37.5%	41.8%	42.8%	36.3%	43.6%	40.8%	37.0%	44.3%	36.5%	42.5%	47.0%	40.3%	43.1%
													j		
Technology	201	67	78	56	45	48	36	73	37	35	76	58	67	169	32
	37.5%	41.3%	40.9%	30.6%	38.6%	37.8%	30.1%	34.9%	41.2%	42.1%	29.9%	37.7%	52.3%	37.5%	37.7%
		c	c										jk		
None	24	4	13	7	7	7	1	7	6	3	12	8	4	19	5
	4.4%	2.5%	6.6%	3.8%	5.9%	5.5%	.7%	3.3%	6.6%	3.5%	4.7%	5.0%	3.0%	4.1%	5.7%
					f	f			f						

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

## Jobs Outlook - Combined

**Q8\_2. Which of the following job functions, if any, are you involved in recruiting for permanent members of staff and temporary agency workers?**

### Temporary agency workers

Base: All who recruit temporary agency workers

		WAVE			REGION						SIZE			SECTOR	
	Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	139	53	33	53	34	29	35	59	24	17	43	53	43	116	23
Weighted Total	135	51	32	52	33	28	33	57	23	17	42	51	42	114	21
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Accounting and financial services	43	18	5	20	8	10	12	18	7	6	12	14	17	38	5
	32.0%	35.4%	15.7%	38.8% b	25.7%	37.0%	35.0%	32.6%	29.1%	34.1%	27.4%	28.5%	40.9%	33.8%	22.5%
Construction	15	7	2	6	3	1	3	8	5	4	7	4	4	14	1
	11.0%	14.3%	6.0%	10.9%	8.0%	3.4%	8.5%	13.3%	20.3%	21.8%	17.3%	7.6%	8.9%	12.3%	4.1%
Drivers	19	9	1	9	6	4	2	3	1	6	7	6	6	18	1
	13.7%	16.7%	2.9%	17.5% b	17.1%	14.7%	6.0%	5.4%	4.5%	33.2%	15.9%	11.4%	14.3%	15.5%	4.1%
Education	11	7	2	2	2	3	-	3	3	3	5	3	3	9	2
	7.9%	12.9%	6.4%	3.9%	6.0%	10.5%	-	5.2%	12.7%	16.1%	11.3%	5.8%	7.0%	7.6%	9.3%
Engineering & technical	29	14	4	12	5	8	7	10	4	6	9	10	11	28	2
	21.8%	27.5%	12.2%	22.3%	16.7%	27.5%	20.1%	18.4%	16.0%	33.8%	22.2%	18.9%	25.0%	24.4%	8.1%
Executive recruitment / interim management	18	8	3	7	3	5	5	10	5	1	4	6	9	15	3
	13.6%	16.5%	9.5%	13.3%	8.2%	17.4%	14.7%	17.1%	20.5%	6.1%	9.2%	11.2%	20.8%	13.6%	13.3%
Health & social care	7	4	2	1	1	1	3	3	-	3	4	1	3	7	-
	5.5%	8.8%	6.2%	1.9%	3.2%	3.5%	8.6%	5.1%	-	14.9%	8.6%	2.0%	6.8%	6.6%	-
Hospitality	14	5	4	5	2	2	5	8	3	3	4	4	7	11	3
	10.5%	10.6%	12.1%	9.5%	6.0%	6.9%	14.2%	13.5%	12.5%	15.2%	8.5%	7.6%	16.1%	10.1%	13.1%
Industrial	35	13	8	14	6	11	7	12	6	5	9	15	10	31	4
	25.6%	25.2%	24.8%	26.6%	17.3%	39.3%	19.8%	21.8%	24.7%	31.8%	22.5%	30.2%	23.2%	27.3%	16.8%
Legal & HR	31	12	5	14	3	11	7	16	9	2	6	7	19	28	3
	23.0%	24.1%	15.6%	26.5%	8.2%	37.6%	20.4%	27.5% d	37.6%	12.5%	13.7%	13.0%	44.2% jk	24.8%	13.3%
Life sciences	3	3	-	-	-	-	2	3	1	-	2	-	1	2	1
	2.0%	5.2%	-	-	-	-	5.2%	4.7%	3.9%	-	4.2%	-	2.1%	1.6%	4.1%
Marketing, media & creative	28	10	4	13	4	7	9	15	6	2	7	8	12	23	5
	20.4%	19.9%	12.6%	25.8%	10.9%	25.7%	26.0%	25.6%	25.0%	12.6%	17.5%	15.4%	29.4%	20.3%	21.2%
Office professionals	57	23	12	23	12	14	14	24	10	8	13	21	23	50	8
	42.6%	45.8%	35.8%	43.7%	36.3%	48.5%	43.3%	42.4%	41.1%	45.4%	31.8%	41.4%	54.7% j	43.9%	35.8%

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

## Jobs Outlook - Combined

**Q8\_2. Which of the following job functions, if any, are you involved in recruiting for permanent members of staff and temporary agency workers?**

### Temporary agency workers

Base: All who recruit temporary agency workers

		WAVE			REGION						SIZE			SECTOR	
	Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	139	53	33	53	34	29	35	59	24	17	43	53	43	116	23
Weighted Total	135	51	32	52	33	28	33	57	23	17	42	51	42	114	21
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Sales & retail	27	12	4	11	6	8	8	11	3	3	6	8	13	23	4
	20.0%	24.1%	12.3%	20.7%	16.9%	28.1%	23.2%	18.9%	12.7%	16.1%	15.3%	15.3%	30.3%	20.5%	17.3%
Technology	27	15	3	9	6	7	6	11	5	4	7	8	12	23	4
	19.8%	29.5%	9.4%	16.7%	16.9%	23.9%	17.4%	18.9%	21.1%	21.6%	17.5%	15.1%	27.8%	20.3%	17.3%
		b													
None	15	1	6	8	5	1	6	8	2	2	6	5	5	12	3
	11.2%	1.8%	18.1%	16.2%	14.0%	3.2%	16.9%	13.6%	9.0%	10.9%	13.4%	9.5%	11.0%	10.8%	13.5%
		a	a	a											

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

## Jobs Outlook - Combined

**Q10\_SUM. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next three months?**

### SUMMARY TABLE

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

	Total	Increase greatly	Increase slightly	Stay the same	Decrease slightly	Decrease greatly	Don't know	Net: Increase	Net: Decrease	Net: Increase + Stay the same	Mean
Accounting and financial services	283 100.0%	- -	40 14.2%	222 78.4%	4 1.3%	2 .7%	15 5.3%	40 14.2%	6 2.0%	262 92.6%	3.1
Construction	62 100.0%	5 7.9%	20 32.2%	29 46.7%	1 1.4%	- -	7 11.8%	25 40.1%	1 1.4%	54 86.8%	3.5
Drivers	103 100.0%	1 1.0%	11 11.0%	82 80.0%	1 .9%	- -	7 7.2%	12 12.0%	1 .9%	95 92.0%	3.1
Education	82 100.0%	3 3.4%	14 17.5%	52 63.8%	6 7.1%	- -	7 8.1%	17 20.9%	6 7.1%	70 84.7%	3.2
Engineering & technical	175 100.0%	8 4.4%	50 28.7%	99 56.7%	4 2.2%	1 .5%	13 7.5%	58 33.0%	5 2.7%	157 89.8%	3.4
Executive recruitment / interim management	175 100.0%	- -	17 9.8%	140 80.0%	6 3.1%	- -	12 7.1%	17 9.8%	6 3.1%	157 89.7%	3.1
Health & social care	67 100.0%	6 8.3%	13 19.9%	42 63.3%	1 1.5%	1 1.5%	4 5.6%	19 28.2%	2 2.9%	61 91.4%	3.3
Hospitality	68 100.0%	5 7.2%	22 32.4%	38 55.0%	1 1.3%	- -	3 4.1%	27 39.6%	1 1.3%	65 94.6%	3.5
Industrial	105 100.0%	4 3.9%	24 22.8%	69 66.3%	- -	1 .9%	6 6.2%	28 26.7%	1 .9%	97 93.0%	3.3
Legal & HR	210 100.0%	- -	26 12.3%	168 79.9%	1 .5%	1 .5%	14 6.8%	26 12.3%	2 1.0%	194 92.2%	3.1
Life sciences	24 100.0%	- -	5 20.6%	13 55.6%	1 4.3%	1 3.9%	4 15.7%	5 20.6%	2 8.1%	18 76.2%	3.1
Marketing, media & creative	230 100.0%	2 .9%	52 22.8%	158 68.7%	4 1.6%	- -	14 5.9%	55 23.8%	4 1.6%	212 92.5%	3.2
Office professionals	370 100.0%	3 .8%	68 18.3%	281 75.9%	5 1.3%	1 .3%	13 3.4%	71 19.1%	6 1.6%	351 95.0%	3.2
Sales & retail	218 100.0%	9 4.0%	55 25.1%	142 65.1%	4 1.8%	- -	9 4.0%	64 29.1%	4 1.8%	206 94.2%	3.3
Technology	201 100.0%	5 2.4%	43 21.4%	140 69.5%	1 .5%	1 .5%	12 5.8%	48 23.8%	2 .9%	187 93.2%	3.3
Average (response based including bases)	2373 100.0%	50 2.1%	461 19.4%	1676 70.6%	38 1.6%	9 .4%	140 5.9%	511 21.5%	47 2.0%	2186 92.1%	3.2

## Jobs Outlook - Combined

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

#### SUMMARY TABLE

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

		WAVE				REGION						SIZE			SECTOR		
		Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public	
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n	
Unweighted Total		2372	736	831	805	539	542	516	889	373	402	893	741	738	2006	366	
Weighted Total		2373	730	830	812	530	542	505	876	372	426	899	732	742	2012	361	
		100.0%	100.0%	100.0%	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)	50 2.1%	18 2.5%	13 1.6%	18 2.2%	15 2.8%	11 2.1%	13 2.5%	20 2.3%	7 2.0%	4 .9%	14 1.6%	19 2.6%	16 2.1%	48 2.4%	2 .5%
						i									n		
Increase slightly		(4)	461 19.4%	158 21.7%	147 17.7%	156 19.2%	102 19.4%	101 18.7%	109 21.6%	189 21.6%	81 21.7%	68 16.0%	182 20.3%	162 22.1%	117 15.7%	405 20.1%	57 15.7%
				b				i		i	i	l	l		n		
Stay same		(3)	1676 70.6%	477 65.3%	625 75.3%	573 70.6%	376 71.1%	394 72.7%	365 72.3%	622 71.0%	257 69.2%	284 66.6%	672 74.8%	519 70.9%	484 65.3%	1392 69.2%	284 78.7%
				ac	a		i					l	l		m		
Decrease slightly		(2)	38 1.6%	6 .9%	15 1.9%	16 2.0%	8 1.6%	9 1.7%	13 2.6%	14 1.6%	1 .2%	6 1.4%	13 1.4%	10 1.4%	15 2.0%	30 1.5%	7 2.1%
						h	h	h	h	h							
Decrease greatly		(1)	9 .4%	8 1.1%	- -	1 .1%	- -	1 .2%	3 .6%	8 .9%	5 1.2%	- -	4 .6%	5 .6%	9 .4%	- -	
				bc					d	dei			j	j			
Don't know			140 5.9%	62 8.5%	29 3.5%	48 5.9%	28 5.3%	25 4.6%	2 .4%	23 2.6%	21 5.6%	64 15.0%	17 1.9%	17 2.4%	105 14.2%	129 6.4%	11 3.0%
				bc	b	fg	fg		f	fg	defgh		jk		n		
NETS																	
Net: Increase			511 21.5%	176 24.2%	160 19.3%	174 21.4%	117 22.1%	112 20.8%	121 24.1%	209 23.9%	88 23.6%	72 17.0%	197 21.9%	181 24.8%	133 17.9%	453 22.5%	58 16.2%
				b					i	i	i		l	l		n	
Net: Decrease			47 2.0%	14 2.0%	15 1.9%	17 2.1%	8 1.6%	10 1.9%	16 3.3%	22 2.5%	6 1.5%	6 1.4%	13 1.4%	14 2.0%	20 2.7%	39 1.9%	7 2.1%
Net: Increase + Stay the same			2186 92.1%	654 89.5%	786 94.6%	747 92.0%	493 93.2%	506 93.4%	486 96.4%	832 94.9%	345 92.9%	356 83.6%	869 96.7%	700 95.7%	617 83.2%	1844 91.6%	342 94.9%
					ac	i	i	dehi	i	i	i		l	l		m	
Mean score			3.2	3.3	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.3	3.2	3.2	3.2
				b									l	l	n		

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

## Jobs Outlook - Combined

**Q10\_1. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next three months?**

### Accounting and financial services

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

		WAVE			REGION						SIZE			SECTOR		
		Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		282	82	93	107	60	65	62	109	47	48	110	91	81	237	45
Weighted Total		283	82	92	109	58	66	61	109	48	51	112	90	81	239	45
		100.0%	100.0%	100.0%	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)	40	13	15	13	6	10	7	17	10	7	20	14	7	34	7
		14.2%	15.4%	16.2%	11.7%	11.2%	14.7%	12.1%	16.0%	21.0%	13.4%	18.0%	15.2%	8.1%	14.1%	15.0%
Stay same	(3)	222	60	73	89	46	50	51	86	36	39	90	72	61	185	37
		78.4%	73.1%	79.5%	81.4%	79.2%	76.5%	83.0%	79.6%	75.2%	77.5%	80.4%	79.6%	74.4%	77.5%	83.0%
Decrease slightly	(2)	4	1	1	2	1	2	1	1	-	-	1	1	2	4	-
		1.3%	1.1%	1.1%	1.7%	1.5%	2.8%	1.6%	.9%	-	-	.9%	1.0%	2.3%	1.6%	-
Decrease greatly	(1)	2	2	-	-	-	-	1	2	1	-	-	1	1	2	-
		.7%	2.4%	-	-	-	-	1.7%	1.8%	1.9%	-	-	1.2%	1.1%	.8%	-
Don't know		15	7	3	6	5	4	1	2	1	5	1	3	11	14	1
		5.3%	7.9%	3.2%	5.2%	8.1%	6.0%	1.6%	1.7%	1.9%	9.1%	.8%	3.1%	14.1%	6.0%	2.0%
						g					g			jk		
NETS																
Net: Increase		40	13	15	13	6	10	7	17	10	7	20	14	7	34	7
		14.2%	15.4%	16.2%	11.7%	11.2%	14.7%	12.1%	16.0%	21.0%	13.4%	18.0%	15.2%	8.1%	14.1%	15.0%
Net: Decrease		6	3	1	2	1	2	2	3	1	-	1	2	3	6	-
		2.0%	3.5%	1.1%	1.7%	1.5%	2.8%	3.3%	2.7%	1.9%	-	.9%	2.2%	3.4%	2.4%	-
Net: Increase + Stay the same		262	73	88	102	52	60	58	104	46	46	110	85	67	219	44
		92.6%	88.6%	95.7%	93.2%	90.4%	91.2%	95.1%	95.6%	96.2%	90.9%	98.3%	94.8%	82.5%	91.7%	98.0%
												l	l			
Mean score		3.1	3.1	3.2	3.1	3.1	3.1	3.1	3.1	3.2	3.1	3.2	3.1	3.0	3.1	3.2
												l				

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

## Jobs Outlook - Combined

**Q10\_2. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next three months?**

### Construction

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

		WAVE				REGION						SIZE			SECTOR	
		Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	j	*k	*l	m	*n
Unweighted Total		62	19	21	22	18	11	14	20	6	13	31	15	16	53	9
Weighted Total		62	19	22	21	18	11	14	19	6	14	31	15	16	54	8
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly		(5)	5	2	3	3	1	-	1	1	-	3	-	2	5	-
			7.9%	-	8.7%	15.5%	10.9%	-	5.1%	17.5%	-	10.1%	-	11.2%	9.1%	-
Increase slightly		(4)	20	7	8	8	2	6	6	1	4	11	5	4	17	3
			32.2%	35.3%	26.0%	42.7%	17.7%	40.6%	33.4%	16.1%	28.4%	35.9%	33.2%	23.8%	31.9%	34.3%
Stay same		(3)	29	10	9	7	6	7	11	4	6	15	9	5	24	5
			46.7%	51.5%	47.7%	36.9%	54.3%	53.0%	56.9%	66.3%	39.4%	48.3%	61.3%	29.7%	43.8%	65.7%
Decrease slightly		(2)	1	-	-	-	-	1	1	-	-	-	-	1	1	-
			1.4%	-	4.0%	-	-	6.4%	4.5%	-	-	-	-	5.5%	1.6%	-
Decrease greatly		(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know			7	3	2	1	2	-	-	-	5	2	1	5	7	-
			11.8%	13.2%	8.7%	4.9%	17.1%	-	-	-	32.2%	5.7%	5.5%	29.8%	13.6%	-
NETS																
Net: Increase		25	7	8	11	10	3	6	7	2	4	14	5	6	22	3
		40.1%	35.3%	34.7%	49.9%	58.2%	28.6%	40.6%	38.5%	33.7%	28.4%	46.0%	33.2%	35.0%	41.0%	34.3%
Net: Decrease		1	-	1	-	-	-	1	1	-	-	-	-	1	1	-
		1.4%	-	4.0%	-	-	-	6.4%	4.5%	-	-	-	-	5.5%	1.6%	-
Net: Increase + Stay the same		54	17	18	20	17	9	13	18	6	10	29	14	10	46	8
		86.8%	86.8%	82.4%	91.3%	95.1%	82.9%	93.6%	95.5%	100.0%	67.8%	94.3%	94.5%	64.7%	84.8%	100.0%
Mean score		3.5	3.4	3.5	3.7	3.8	3.5	3.3	3.4	3.5	3.4	3.6	3.4	3.6	3.6	3.3

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

## Jobs Outlook - Combined

**Q10\_3. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next three months?**

### Drivers

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

		WAVE			REGION						SIZE			SECTOR		
		Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		103	32	34	37	29	23	19	31	12	20	31	35	37	87	16
Weighted Total		103	32	34	37	29	23	19	30	12	21	32	34	37	88	15
		100.0%	100.0%	100.0%	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%	-	-	2.8%	-	-	-	-	-	5.0%	-	3.1%	-	1.2%	-
Increase slightly		(4)	11	3	6	3	3	2	4	4	-	3	5	4	8	4
		11.0%	8.6%	16.3%	8.2%	9.9%	9.4%	19.0%	11.7%	-	13.2%	8.6%	13.6%	10.7%	8.7%	24.9%
Stay same		(3)	82	24	28	30	23	19	14	26	12	14	26	29	72	10
		80.0%	77.0%	80.9%	81.6%	80.2%	86.3%	76.1%	85.3%	100.0%	65.0%	88.7%	75.4%	76.7%	81.8%	69.0%
Decrease slightly		(2)	1	-	-	1	-	-	1	-	-	-	1	-	1	-
		.9%	-	-	2.4%	-	-	4.8%	3.0%	-	-	-	2.7%	-	1.0%	-
Decrease greatly		(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		7	5	1	2	3	1	-	-	-	4	1	2	5	6	1
		7.2%	14.4%	2.8%	5.0%	9.9%	4.2%	-	-	-	16.9%	2.8%	5.2%	12.6%	7.3%	6.2%
NETS																
Net: Increase		12	3	6	4	3	2	4	4	-	4	3	6	4	9	4
		12.0%	8.6%	16.3%	11.0%	9.9%	9.4%	19.0%	11.7%	-	18.2%	8.6%	16.7%	10.7%	9.9%	24.9%
Net: Decrease		1	-	-	1	-	-	1	1	-	-	-	1	-	1	-
		.9%	-	-	2.4%	-	-	4.8%	3.0%	-	-	-	2.7%	-	1.0%	-
Net: Increase + Stay the same		95	27	33	34	26	22	18	29	12	17	31	31	33	81	14
		92.0%	85.6%	97.2%	92.6%	90.1%	95.8%	95.2%	97.0%	100.0%	83.1%	97.2%	92.1%	87.4%	91.7%	93.8%
Mean score		3.1	3.1	3.2	3.1	3.1	3.1	3.1	3.1	3.0	3.3	3.1	3.2	3.1	3.1	3.3

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

## Jobs Outlook - Combined

**Q10\_4. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next three months?**

### Education

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

		WAVE				REGION						SIZE			SECTOR	
		Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	j	*k	*l	m	*n
Unweighted Total		83	26	29	28	22	20	16	25	9	16	34	24	25	69	14
Weighted Total		82	26	29	27	21	20	16	25	9	17	34	23	25	69	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%	100.0%	100.0%	100.0%
Increase greatly		(5)	3	2	-	-	-	1	3	2	-	-	1	2	3	-
			3.4%	6.9%	-	-	-	6.2%	11.3%	20.8%	-	-	3.9%	7.6%	4.1%	-
Increase slightly		(4)	14	4	6	5	4	2	5	3	1	9	5	1	13	2
			17.5%	14.7%	20.3%	17.4%	19.3%	12.1%	19.6%	33.4%	5.8%	25.8%	20.1%	3.9%	18.2%	13.9%
Stay same		(3)	52	16	17	19	12	12	16	4	11	23	14	15	44	8
			63.8%	61.4%	59.5%	70.7%	63.2%	59.7%	76.2%	45.8%	66.8%	68.1%	59.8%	61.7%	63.8%	63.8%
Decrease slightly		(2)	6	1	4	1	2	1	1	-	1	2	2	2	4	2
			7.1%	3.8%	13.1%	4.0%	9.3%	5.4%	3.5%	-	6.4%	6.1%	8.5%	7.3%	5.5%	15.4%
Decrease greatly		(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know			7	3	2	1	2	-	-	-	4	-	2	5	6	1
			8.1%	13.2%	7.1%	4.3%	11.0%	-	-	-	21.0%	-	7.7%	19.5%	8.4%	6.9%
NETS																
Net: Increase		17	6	6	6	5	4	3	8	5	1	9	6	3	15	2
		20.9%	21.6%	20.3%	21.0%	23.1%	19.3%	18.4%	30.9%	54.2%	5.8%	25.8%	24.0%	11.5%	22.3%	13.9%
Net: Decrease		6	1	4	1	2	2	1	1	-	1	2	2	2	4	2
		7.1%	3.8%	13.1%	4.0%	9.3%	10.0%	5.4%	3.5%	-	6.4%	6.1%	8.5%	7.3%	5.5%	15.4%
Net: Increase + Stay the same		70	22	23	25	18	15	15	24	9	12	32	19	18	59	10
		84.7%	82.9%	79.8%	91.7%	86.3%	79.0%	94.6%	96.5%	100.0%	72.6%	93.9%	83.8%	73.2%	86.1%	77.7%
Mean score		3.2	3.3	3.1	3.2	3.1	3.1	3.2	3.4	3.7	3.0	3.2	3.2	3.1	3.2	3.0

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

## Jobs Outlook - Combined

**Q10\_5. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next three months?**

### Engineering & technical

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

		WAVE			REGION						SIZE			SECTOR		
		Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		177	52	65	60	47	43	35	59	24	28	61	64	52	158	19
Weighted Total		175	52	64	59	44	42	34	58	24	30	60	64	51	156	19
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	8 4.4%	1 1.7%	3 4.5%	4 6.5%	3 6.2%	2 4.5%	- -	2 3.3%	2 8.0%	1 3.4%	3 4.9%	2 3.0%	3 5.4%	8 4.9%	- -
Increase slightly	(4)	50 28.7%	16 30.8%	17 27.2%	17 28.4%	11 25.7%	12 28.2%	11 32.5%	18 31.1%	7 29.2%	9 29.2%	18 30.1%	22 33.9%	11 20.5%	45 29.2%	5 24.6%
Stay same	(3)	99 56.7%	29 55.5%	39 60.5%	32 53.7%	27 60.1%	26 60.9%	22 64.5%	33 57.4%	11 47.0%	14 44.7%	36 60.2%	37 58.9%	26 50.0%	86 55.1%	13 70.5%
Decrease slightly	(2)	4 2.2%	- -	1 1.6%	3 4.8%	1 2.0%	1 1.9%	1 3.0%	1 1.8%	- -	1 3.7%	1 1.7%	1 1.3%	2 3.9%	4 2.5%	- -
Decrease greatly	(1)	1 .5%	1 1.8%	- -	- -	- -	- -	- -	1 1.6%	1 3.9%	- -	- -	- -	1 1.8%	1 .6%	- -
Don't know		13 7.5%	5 10.2%	4 6.2%	4 6.5%	3 5.9%	2 4.5%	- -	3 4.9%	3 11.9%	6 19.0%	2 3.1%	2 2.8%	9 18.4% jk	12 7.8%	1 4.9%
NETS																
Net: Increase		58 33.0%	17 32.5%	20 31.7%	21 35.0%	14 32.0%	14 32.6%	11 32.5%	20 34.4%	9 37.2%	10 32.6%	21 35.0%	23 37.0%	13 25.9%	53 34.1%	5 24.6%
Net: Decrease		5 2.7%	1 1.8%	1 1.6%	3 4.8%	1 2.0%	1 1.9%	1 3.0%	2 3.4%	1 3.9%	1 3.7%	1 1.7%	1 1.3%	3 5.7%	5 3.1%	- -
Net: Increase + Stay the same		157 89.8%	45 88.0%	59 92.2%	52 88.7%	41 92.1%	40 93.6%	33 97.0%	53 91.8%	20 84.2%	23 77.4%	57 95.2% l	61 95.9% l	39 75.9%	139 89.1%	18 95.1%
Mean score		3.4	3.3	3.4	3.4	3.4	3.4	3.3	3.3	3.4	3.4	3.4	3.4	3.3	3.4	3.3

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

## Jobs Outlook - Combined

**Q10\_6. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next three months?**

### Executive recruitment / interim management

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

		WAVE			REGION						SIZE			SECTOR		
		Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		177	56	64	57	38	36	42	69	27	34	57	60	60	150	27
Weighted Total		175	55	63	57	37	35	41	67	27	36	56	59	61	149	26
		100.0%	100.0%	100.0%	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)	17	8	6	3	2	4	7	9	2	3	5	9	4	14	3
		9.8%	15.0%	9.3%	5.2%	5.1%	10.7%	16.5%	13.0%	7.5%	7.7%	8.5%	14.6%	6.2%	9.6%	10.7%
Stay same	(3)	140	40	55	46	31	29	32	54	22	26	48	47	45	119	22
		80.0%	71.9%	86.0%	81.1%	84.7%	81.2%	78.9%	80.0%	81.8%	73.7%	86.3%	79.4%	74.6%	79.5%	82.4%
Decrease slightly	(2)	6	2	1	3	1	1	2	3	1	1	1	3	2	5	1
		3.1%	3.3%	1.6%	4.8%	2.4%	2.7%	4.6%	4.1%	3.4%	2.5%	1.8%	4.6%	3.0%	3.1%	3.4%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		12	5	2	5	3	2	-	2	2	6	2	1	10	12	1
		7.1%	9.9%	3.2%	8.8%	7.8%	5.5%	-	2.9%	7.3%	16.1%	3.4%	1.4%	16.1%	7.8%	3.5%
											fg			jk		
NETS																
Net: Increase		17	8	6	3	2	4	7	9	2	3	5	9	4	14	3
		9.8%	15.0%	9.3%	5.2%	5.1%	10.7%	16.5%	13.0%	7.5%	7.7%	8.5%	14.6%	6.2%	9.6%	10.7%
Net: Decrease		6	2	1	3	1	1	2	3	1	1	1	3	2	5	1
		3.1%	3.3%	1.6%	4.8%	2.4%	2.7%	4.6%	4.1%	3.4%	2.5%	1.8%	4.6%	3.0%	3.1%	3.4%
Net: Increase + Stay the same		157	48	60	49	33	32	39	63	24	29	53	55	49	133	24
		89.7%	86.9%	95.3%	86.3%	89.8%	91.9%	95.4%	93.0%	89.3%	81.4%	94.8%	94.0%	80.9%	89.1%	93.1%
												l	l			
Mean score		3.1	3.1	3.1	3.0	3.0	3.1	3.1	3.1	3.0	3.1	3.1	3.1	3.0	3.1	3.1

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

## Jobs Outlook - Combined

**Q10\_7. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next three months?**

### Health & social care

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

		WAVE				REGION						SIZE			SECTOR	
		Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	*n
Unweighted Total		67	20	26	21	14	22	12	16	4	15	24	21	22	58	9
Weighted Total		67	20	25	22	15	21	11	15	4	16	25	21	21	58	9
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly		(5)	6	4	1	1	3	1	3	2	-	-	3	3	5	1
			8.3%	18.0%	3.7%	4.5%	-	13.5%	8.8%	18.3%	47.7%	-	13.3%	13.4%	8.1%	9.3%
Increase slightly		(4)	13	3	6	5	3	3	3	-	1	3	6	5	12	1
			19.9%	14.2%	23.4%	21.1%	44.2%	13.4%	24.3%	-	6.4%	10.9%	28.0%	22.6%	21.4%	10.3%
Stay same		(3)	42	12	15	15	12	8	10	2	13	23	9	11	36	6
			63.3%	59.2%	60.8%	69.9%	49.8%	58.9%	67.0%	52.3%	81.7%	89.1%	40.8%	54.3%	62.2%	70.5%
Decrease slightly		(2)	1	-	1	-	1	-	-	-	-	-	1	-	1	-
			1.5%	-	4.0%	-	4.7%	-	-	-	-	-	4.7%	-	1.7%	-
Decrease greatly		(1)	1	-	1	-	1	-	-	-	-	-	1	-	1	-
			1.5%	-	4.4%	-	4.7%	-	-	-	-	-	4.6%	-	1.7%	-
Don't know			4	2	2	-	1	-	-	-	2	-	2	2	3	1
			5.6%	8.6%	8.2%	6.0%	4.7%	-	-	-	11.8%	-	8.6%	9.6%	5.0%	9.9%
NETS																
Net: Increase		19	7	7	6	7	6	4	6	2	1	3	9	7	17	2
		28.2%	32.2%	27.0%	25.7%	44.2%	26.9%	33.0%	36.6%	47.7%	6.4%	10.9%	41.3%	36.0%	29.5%	19.6%
Net: Decrease		2	-	1	1	-	2	-	-	-	-	-	2	-	2	-
		2.9%	-	4.0%	4.4%	-	9.5%	-	-	-	-	-	9.3%	-	3.4%	-
Net: Increase + Stay the same		61	19	22	21	14	18	11	15	4	14	25	17	19	53	8
		91.4%	91.4%	87.8%	95.6%	94.0%	85.8%	100.0%	100.0%	100.0%	88.2%	100.0%	82.1%	90.4%	91.7%	90.1%
Mean score		3.3	3.5	3.3	3.2	3.5	3.3	3.4	3.5	4.0	3.1	3.1	3.4	3.5	3.3	3.3

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

## Jobs Outlook - Combined

**Q10\_8. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next three months?**

### Hospitality

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

		WAVE				REGION						SIZE			SECTOR	
		Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	*n
Unweighted Total		69	19	25	25	15	13	18	29	11	12	19	22	28	56	13
Weighted Total		68	18	25	25	15	12	18	29	11	12	19	22	28	56	12
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly		(5)	5	2	2	1	-	-	4	4	-	1	2	3	5	-
			7.2%	10.6%	8.0%	3.9%	-	-	22.3%	13.8%	-	7.6%	9.1%	10.5%	8.7%	-
Increase slightly		(4)	22	6	10	7	6	5	6	10	4	2	9	10	20	2
			32.4%	30.4%	39.2%	27.3%	37.7%	38.7%	32.4%	34.0%	36.7%	16.3%	40.0%	34.6%	35.8%	16.9%
Stay same		(3)	38	9	12	17	8	7	7	14	7	8	10	13	29	8
			55.0%	49.5%	48.5%	65.3%	56.2%	61.3%	40.4%	49.1%	63.3%	61.0%	47.1%	47.8%	52.1%	68.3%
Decrease slightly		(2)	1	-	-	1	-	-	1	1	-	-	-	-	-	1
			1.3%	-	-	3.5%	-	-	4.9%	3.0%	-	-	-	-	-	7.3%
Decrease greatly		(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know			3	2	1	-	1	-	-	-	2	-	1	2	2	1
			4.1%	9.6%	4.3%	-	6.1%	-	-	-	15.2%	-	3.8%	7.1%	3.4%	7.6%
NETS																
Net: Increase		27	7	12	8	6	5	10	14	4	3	4	11	13	25	2
		39.6%	41.0%	47.2%	31.2%	37.7%	38.7%	54.7%	47.8%	36.7%	23.9%	20.2%	49.1%	45.1%	44.5%	16.9%
Net: Decrease		1	-	-	1	-	-	1	1	-	-	1	-	-	-	1
		1.3%	-	-	3.5%	-	-	4.9%	3.0%	-	-	4.7%	-	-	-	7.3%
Net: Increase + Stay the same		65	16	24	24	14	12	17	28	11	11	18	21	26	54	10
		94.6%	90.4%	95.7%	96.5%	93.9%	100.0%	95.1%	97.0%	100.0%	84.8%	95.3%	96.2%	92.9%	96.6%	85.2%
Mean score		3.5	3.6	3.6	3.3	3.4	3.4	3.7	3.6	3.4	3.4	3.2	3.6	3.6	3.6	3.1

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

## Jobs Outlook - Combined

**Q10\_9. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next three months?**

### Industrial

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

		WAVE			REGION						SIZE			SECTOR		
		Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		104	33	37	34	25	31	19	32	13	16	39	35	30	87	17
Weighted Total		105	33	38	35	25	31	18	31	12	17	39	35	31	89	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%	100.0%	100.0%	100.0%
Increase greatly	(5)	4	1	1	2	2	1	1	1	-	-	2	2	-	4	-
		3.9%	3.0%	2.6%	6.2%	7.7%	3.7%	5.3%	3.2%	-	-	5.0%	6.2%	-	4.6%	-
Increase slightly	(4)	24	8	8	9	7	6	5	6	2	5	8	8	9	23	1
		22.8%	23.2%	20.2%	25.2%	26.1%	18.9%	24.5%	20.6%	14.8%	28.7%	19.5%	22.0%	27.8%	25.8%	6.3%
Stay same	(3)	69	20	27	23	17	23	13	22	9	8	30	24	16	54	15
		66.3%	60.4%	71.8%	65.7%	66.2%	74.4%	70.1%	70.3%	70.5%	44.6%	75.5%	69.4%	51.0%	61.3%	93.8%
Decrease slightly	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Decrease greatly	(1)	1	1	-	-	-	-	-	1	1	-	-	-	1	1	-
		.9%	2.8%	-	-	-	-	-	3.0%	7.5%	-	-	-	3.0%	1.0%	-
Don't know		6	3	2	1	-	1	-	1	1	5	-	1	6	6	-
		6.2%	10.6%	5.4%	2.9%	-	3.0%	-	2.9%	7.2%	26.7%	-	2.4%	18.2%	7.3%	-
														jk		
NETS																
Net: Increase		28	9	9	11	9	7	6	7	2	5	10	10	9	27	1
		26.7%	26.2%	22.8%	31.4%	33.8%	22.6%	29.9%	23.8%	14.8%	28.7%	24.5%	28.2%	27.8%	30.4%	6.3%
Net: Decrease		1	1	-	-	-	-	-	1	1	-	-	-	1	1	-
		.9%	2.8%	-	-	-	-	-	3.0%	7.5%	-	-	-	3.0%	1.0%	-
Net: Increase + Stay the same		97	28	36	34	25	30	18	29	11	13	39	34	24	81	16
		93.0%	86.6%	94.6%	97.1%	100.0%	97.0%	100.0%	94.1%	85.3%	73.3%	100.0%	97.6%	78.8%	91.7%	100.0%
												l	l			
Mean score		3.3	3.3	3.3	3.4	3.4	3.3	3.4	3.2	3.0	3.4	3.3	3.4	3.3	3.4	3.1

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

## Jobs Outlook - Combined

**Q10\_10. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next three months?**

### Legal & HR

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

		WAVE			REGION						SIZE			SECTOR		
		Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		210	62	70	78	42	47	48	86	38	35	63	62	85	180	30
Weighted Total		210	61	70	78	40	48	46	85	39	36	63	62	85	180	30
		100.0%	100.0%	100.0%	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)	26	9	5	12	6	4	7	13	6	4	7	11	9	23	3
		12.3%	14.8%	7.1%	15.1%	14.1%	7.8%	14.1%	14.8%	15.6%	10.7%	10.5%	17.2%	10.2%	12.8%	9.3%
Stay same	(3)	168	46	62	60	31	42	37	68	31	28	53	49	65	141	26
		79.9%	74.5%	88.6%	76.2%	76.7%	85.8%	79.5%	79.4%	79.3%	76.5%	84.9%	79.8%	76.2%	78.6%	87.6%
			a													
Decrease slightly	(2)	1	-	1	-	-	-	1	1	-	-	1	-	-	1	-
		.5%	-	1.4%	-	-	-	2.1%	1.2%	-	-	1.6%	-	-	.5%	-
Decrease greatly	(1)	1	1	-	-	-	-	1	1	-	-	-	1	-	1	-
		.5%	1.7%	-	-	-	-	2.3%	1.2%	-	-	-	1.7%	-	.6%	-
Don't know		14	5	2	7	4	3	1	3	2	5	2	1	12	13	1
		6.8%	8.9%	2.9%	8.8%	9.2%	6.4%	2.0%	3.4%	5.0%	12.8%	3.0%	1.3%	13.6%	7.5%	3.0%
														jk		
NETS																
Net: Increase		26	9	5	12	6	4	7	13	6	4	7	11	9	23	3
		12.3%	14.8%	7.1%	15.1%	14.1%	7.8%	14.1%	14.8%	15.6%	10.7%	10.5%	17.2%	10.2%	12.8%	9.3%
Net: Decrease		2	1	1	-	-	-	2	2	-	-	1	1	-	2	-
		1.0%	1.7%	1.4%	-	-	-	4.4%	2.4%	-	-	1.6%	1.7%	-	1.1%	-
Net: Increase + Stay the same		194	55	67	72	37	45	43	80	37	31	60	60	74	164	29
		92.2%	89.4%	95.7%	91.2%	90.8%	93.6%	93.6%	94.2%	95.0%	87.2%	95.4%	97.0%	86.4%	91.4%	97.0%
													l			
Mean score		3.1	3.1	3.1	3.2	3.2	3.1	3.1	3.1	3.2	3.1	3.1	3.1	3.1	3.1	3.1

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

## Jobs Outlook - Combined

**Q10\_11. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next three months?**

### Life sciences

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

		WAVE				REGION						SIZE			SECTOR	
		Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		25	9	11	5	6	6	5	8	3	5	9	7	9	22	3
Weighted Total		24	8	11	5	6	6	5	7	3	5	9	7	8	21	3
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Increase slightly	(4)	5	2	2	1	1	1	1	1	-	2	1	3	1	5	-
		20.6%	22.0%	18.7%	22.2%	16.8%	16.7%	19.0%	11.9%	-	41.0%	10.0%	45.4%	11.4%	23.2%	-
Stay same	(3)	13	4	7	3	3	5	3	4	1	2	6	4	4	11	2
		55.6%	44.9%	61.8%	60.2%	51.3%	83.3%	58.9%	49.3%	32.9%	38.5%	68.2%	54.6%	43.6%	54.2%	66.8%
Decrease slightly	(2)	1	-	1	-	-	-	1	1	-	-	1	-	-	1	-
		4.3%	-	9.5%	-	-	-	22.1%	13.9%	-	-	11.7%	-	-	4.8%	-
Decrease greatly	(1)	1	1	-	-	-	-	-	1	1	-	-	-	1	1	-
		3.9%	11.2%	-	-	-	-	-	12.6%	34.0%	-	-	-	10.9%	4.4%	-
Don't know		4	2	1	1	2	-	-	1	1	1	1	-	3	3	1
		15.7%	21.9%	10.0%	17.6%	31.9%	-	-	12.3%	33.1%	20.5%	10.1%	-	34.1%	13.4%	33.2%
NETS																
Net: Increase		5	2	2	1	1	1	1	1	-	2	1	3	1	5	-
		20.6%	22.0%	18.7%	22.2%	16.8%	16.7%	19.0%	11.9%	-	41.0%	10.0%	45.4%	11.4%	23.2%	-
Net: Decrease		2	1	1	-	-	-	1	2	1	-	1	-	1	2	-
		8.1%	11.2%	9.5%	-	-	-	22.1%	26.5%	34.0%	-	11.7%	-	10.9%	9.2%	-
Net: Increase + Stay the same		18	6	9	4	4	6	4	4	1	4	7	7	5	16	2
		76.2%	66.9%	80.5%	82.4%	68.1%	100.0%	77.9%	61.2%	32.9%	79.5%	78.2%	100.0%	55.0%	77.4%	66.8%
Mean score		3.1	3.0	3.1	3.3	3.2	3.2	3.0	2.7	2.0	3.5	3.0	3.5	2.8	3.1	3.0

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

## Jobs Outlook - Combined

**Q10\_12. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next three months?**

### Marketing, media & creative

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

		WAVE			REGION						SIZE			SECTOR		
		Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		226	70	81	75	51	45	52	98	46	32	85	67	74	189	37
Weighted Total		230	70	82	77	50	47	52	99	47	34	88	66	75	191	38
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	2 .9%	-	-	2 2.8%	-	1 2.5%	-	-	-	1 2.9%	1 1.3%	-	1 1.3%	2 1.1%	-
Increase slightly	(4)	52 22.8%	20 27.9%	18 21.6%	15 19.5%	9 17.3%	11 23.7%	12 22.3%	26 26.4%	15 31.0%	7 19.3%	23 25.9%	19 28.5%	11 14.2%	45 23.6%	7 18.9%
Stay same	(3)	158 68.7%	45 63.3%	60 73.5%	53 68.4%	40 79.1%	29 63.1%	39 75.8%	68 68.7%	29 60.9%	21 60.7%	60 68.2%	47 70.3%	51 67.9%	128 66.7%	30 78.7%
Decrease slightly	(2)	4 1.6%	1 1.3%	1 1.2%	2 2.4%	1 1.8%	2 4.0%	1 1.9%	1 1.0%	- -	- -	1 1.1%	- -	3 3.6%	4 1.9%	- -
Decrease greatly	(1)	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Don't know		14 5.9%	5 7.5%	3 3.7%	5 6.9%	1 1.8%	3 6.7%	- -	4 3.9%	4 8.2%	6 17.1%	3 3.5%	1 1.2%	10 13.0%	13 6.6%	1 2.4%
NETS																
Net: Increase		55 23.8%	20 27.9%	18 21.6%	17 22.3%	9 17.3%	12 26.3%	12 22.3%	26 26.4%	15 31.0%	8 22.2%	24 27.2%	19 28.5%	12 15.5%	47 24.7%	7 18.9%
Net: Decrease		4 1.6%	1 1.3%	1 1.2%	2 2.4%	1 1.8%	2 4.0%	1 1.9%	1 1.0%	- -	- -	1 1.1%	- -	3 3.6%	4 1.9%	- -
Net: Increase + Stay the same		212 92.5%	64 91.3%	78 95.1%	70 90.7%	49 96.4%	42 89.4%	51 98.1%	94 95.1%	43 91.8%	28 82.9%	84 95.4%	66 98.8%	63 83.4%	175 91.4%	37 97.6%
Mean score		3.2	3.3	3.2	3.2	3.2	3.3	3.2	3.3	3.3	3.3	3.3	3.3	3.2	3.3	3.2

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

## Jobs Outlook - Combined

**Q10\_13. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next three months?**

### Office professionals

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

		WAVE				REGION						SIZE			SECTOR		
		Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public	
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n	
Unweighted Total		370	118	126	126	77	85	85	147	62	61	161	113	96	313	57	
Weighted Total		370	117	126	127	76	86	82	144	62	64	162	112	96	312	57	
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
Increase greatly	(5)	3	2	1	-	2	1	-	-	-	-	1	2	-	3	-	
		.8%	1.7%	.8%	-	2.7%	1.1%	-	-	-	-	.7%	1.6%	-	.9%	-	
						g											
Increase slightly	(4)	68	29	16	23	13	17	16	27	11	10	29	22	17	60	8	
		18.3%	24.8%	12.4%	18.1%	17.3%	20.2%	19.5%	18.7%	17.5%	16.1%	17.7%	19.6%	17.7%	19.1%	13.8%	
			b														
Stay same	(3)	281	78	106	97	58	63	63	111	48	48	128	85	67	234	46	
		75.9%	67.2%	83.7%	76.3%	76.4%	74.0%	76.9%	77.3%	77.9%	74.9%	79.2%	76.2%	70.1%	75.0%	81.4%	
			a														
Decrease slightly	(2)	5	1	2	2	2	1	2	2	-	-	3	1	1	3	2	
		1.3%	.9%	1.5%	1.4%	2.4%	1.2%	2.3%	1.3%	-	-	1.7%	.9%	1.0%	.9%	3.2%	
Decrease greatly	(1)	1	1	-	-	-	-	1	1	-	-	-	1	-	1	-	
		.3%	.9%	-	-	-	-	1.3%	.7%	-	-	-	.9%	-	.3%	-	
Don't know		13	5	2	5	1	3	-	3	3	6	1	1	11	12	1	
		3.4%	4.5%	1.6%	4.2%	1.2%	3.6%	-	2.0%	4.6%	9.0%	.6%	.7%	11.2%	3.7%	1.6%	
										f	dfg		jk				
<b>NETS</b>																	
Net: Increase		71	31	17	23	15	18	16	27	11	10	30	24	17	63	8	
		19.1%	26.5%	13.1%	18.1%	20.0%	21.2%	19.5%	18.7%	17.5%	16.1%	18.4%	21.2%	17.7%	20.0%	13.8%	
			b														
Net: Decrease		6	2	2	2	2	1	3	3	-	-	3	2	1	4	2	
		1.6%	1.8%	1.5%	1.4%	2.4%	1.2%	3.6%	2.0%	-	-	1.7%	1.8%	1.0%	1.3%	3.2%	
Net: Increase + Stay the same		351	109	122	120	73	82	79	138	59	58	158	109	84	297	54	
		95.0%	93.7%	96.9%	94.4%	96.4%	95.2%	96.4%	96.0%	95.4%	91.0%	97.7%	97.4%	87.8%	95.0%	95.2%	
												l	l				
Mean score		3.2	3.3	3.1	3.2	3.2	3.2	3.1	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.1	
			b														

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

## Jobs Outlook - Combined

**Q10\_14. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next three months?**

### Sales & retail

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

		WAVE				REGION						SIZE			SECTOR	
		Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		216	70	71	75	50	46	53	86	33	34	92	66	58	179	37
Weighted Total		218	70	72	76	50	46	52	86	33	37	93	65	60	181	37
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly		(5)	9	4	3	2	4	1	4	-	-	3	5	1	8	1
			4.0%	5.7%	4.1%	2.5%	7.9%	2.2%	7.4%	4.5%	-	3.2%	7.4%	1.7%	4.4%	2.5%
Increase slightly		(4)	55	16	14	25	10	11	18	27	9	28	16	10	45	10
			25.1%	23.3%	19.0%	32.4%	20.7%	23.6%	34.1%	31.1%	26.4%	30.0%	25.1%	17.4%	24.6%	27.5%
Stay same		(3)	142	44	54	43	34	34	30	51	22	59	42	41	117	25
			65.1%	63.2%	75.5%	56.9%	69.2%	74.3%	56.6%	59.8%	64.7%	63.4%	64.9%	67.7%	64.5%	67.6%
Decrease slightly		(2)	4	1	1	2	-	-	1	1	-	1	1	2	3	1
			1.8%	1.3%	1.4%	2.7%	-	-	1.9%	1.2%	-	1.1%	1.4%	3.5%	1.7%	2.4%
Decrease greatly		(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know			9	5	-	4	1	-	-	3	5	2	1	6	9	-
			4.0%	6.5%	-	5.5%	2.2%	-	-	3.5%	8.9%	2.2%	1.3%	9.7%	4.8%	-
			b	c	d	e	f	g	h	i	j	k	l	m	n	
NETS																
Net: Increase		64	20	17	27	14	12	22	30	9	7	31	21	11	53	11
		29.1%	29.1%	23.1%	34.9%	28.6%	25.7%	41.5%	35.6%	26.4%	19.0%	33.3%	32.5%	19.1%	29.0%	30.0%
Net: Decrease		4	1	1	2	-	-	1	1	-	3	1	1	2	3	1
		1.8%	1.3%	1.4%	2.7%	-	-	1.9%	1.2%	-	8.1%	1.1%	1.4%	3.5%	1.7%	2.4%
Net: Increase + Stay the same		206	65	71	70	49	46	51	82	30	29	90	63	52	170	36
		94.2%	92.3%	98.6%	91.8%	97.8%	100.0%	98.1%	95.4%	91.1%	79.3%	96.7%	97.4%	86.8%	93.5%	97.6%
			i	hi	i	i	hi	i	i	i	i	i	i	i	i	i
Mean score		3.3	3.4	3.3	3.4	3.4	3.3	3.5	3.4	3.3	3.1	3.4	3.4	3.2	3.3	3.3
			i	i	i	i	i	i	i	i	i	i	i	i	i	i

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

## Jobs Outlook - Combined

**Q10\_15. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next three months?**

### Technology

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

		WAVE				REGION						SIZE			SECTOR	
		Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		201	68	78	55	45	49	36	74	38	33	77	59	65	168	33
Weighted Total		201	67	78	56	45	48	36	73	37	35	76	58	67	169	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%	100.0%	100.0%	100.0%
Increase greatly	(5)	5	3	1	1	1	1	2	3	1	-	1	2	2	5	-
		2.4%	4.4%	1.1%	1.7%	2.5%	2.0%	5.1%	3.7%	2.4%	-	1.4%	3.2%	2.7%	2.8%	-
Increase slightly	(4)	43	16	15	12	10	11	7	19	12	4	16	11	17	41	2
		21.4%	24.3%	18.9%	21.4%	21.3%	22.4%	19.1%	25.5%	31.7%	11.6%	20.5%	18.5%	24.9%	24.3%	6.2%
									i						n	
Stay same	(3)	140	41	61	38	30	35	27	49	22	25	58	44	37	111	28
		69.5%	61.8%	77.4%	67.6%	67.8%	73.2%	75.8%	66.9%	58.2%	72.0%	76.7%	76.8%	54.9%	65.9%	88.1%
				a								l	l		m	
Decrease slightly	(2)	1	-	1	-	1	-	-	-	-	-	-	-	1	-	1
		.5%	-	1.2%	-	2.1%	-	-	-	-	-	-	-	1.4%	-	2.9%
															m	
Decrease greatly	(1)	1	1	-	-	-	-	-	1	1	-	-	-	1	1	-
		.5%	1.4%	-	-	-	-	-	1.3%	2.5%	-	-	-	1.4%	.5%	-
Don't know		12	5	1	5	3	1	-	2	2	6	1	1	10	11	1
		5.8%	8.2%	1.4%	9.3%	6.4%	2.5%	-	2.7%	5.2%	16.4%	1.4%	1.4%	14.7%	6.4%	2.8%
				b							efg			jk		
NETS																
Net: Increase		48	19	16	13	11	12	9	21	13	4	17	13	18	46	2
		23.8%	28.7%	20.0%	23.1%	23.8%	24.3%	24.2%	29.2%	34.1%	11.6%	21.9%	21.7%	27.6%	27.1%	6.2%
									i						n	
Net: Decrease		2	1	1	-	1	-	-	1	1	-	-	-	2	1	1
		.9%	1.4%	1.2%	-	2.1%	-	-	1.3%	2.5%	-	-	-	2.8%	.5%	2.9%
Net: Increase + Stay the same		187	60	76	51	41	47	36	70	34	29	75	57	55	157	30
		93.2%	90.5%	97.4%	90.7%	91.6%	97.5%	100.0%	96.1%	92.3%	83.6%	98.6%	98.6%	82.5%	93.0%	94.3%
							i	i	i			l	l			
Mean score		3.3	3.3	3.2	3.3	3.3	3.3	3.3	3.3	3.3	3.1	3.2	3.3	3.3	3.3	3.0
															n	

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

## Jobs Outlook - Combined

**Q11\_SUM. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next four to twelve months?**

### SUMMARY TABLE

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

	Total	Increase greatly	Increase slightly	Stay the same	Decrease slightly	Decrease greatly	Don't know	Net: Increase	Net: Decrease	Net: Increase + Stay the same	Mean
Accounting and financial services	283 100.0%	1 .4%	43 15.2%	208 73.6%	3 1.0%	1 .3%	27 9.5%	44 15.5%	4 1.3%	253 89.2%	3.2
Construction	62 100.0%	4 6.6%	21 33.2%	29 46.9%	- -	- -	8 13.3%	25 39.8%	- -	54 86.7%	3.5
Drivers	103 100.0%	1 1.0%	13 13.1%	75 73.1%	1 .9%	- -	12 11.9%	15 14.1%	1 .9%	90 87.2%	3.2
Education	82 100.0%	3 3.4%	17 20.9%	48 58.0%	4 4.6%	- -	11 13.0%	20 24.3%	4 4.6%	68 82.4%	3.3
Engineering & technical	175 100.0%	6 3.2%	50 28.6%	94 53.9%	3 1.7%	1 .5%	21 12.0%	56 31.9%	4 2.2%	150 85.8%	3.4
Executive recruitment / interim management	175 100.0%	- -	26 15.0%	124 70.7%	3 1.6%	- -	22 12.8%	26 15.0%	3 1.6%	150 85.6%	3.2
Health & social care	67 100.0%	7 10.0%	14 21.3%	38 56.0%	1 1.4%	1 1.5%	7 9.8%	21 31.4%	2 2.8%	59 87.4%	3.4
Hospitality	68 100.0%	3 4.2%	22 31.8%	35 50.5%	1 1.3%	- -	8 12.2%	25 36.0%	1 1.3%	59 86.5%	3.4
Industrial	105 100.0%	4 3.9%	25 23.7%	66 63.4%	- -	1 .9%	8 8.1%	29 27.6%	1 .9%	95 91.0%	3.3
Legal & HR	210 100.0%	- -	27 13.1%	155 74.0%	- -	- -	27 12.9%	27 13.1%	- -	183 87.1%	3.2
Life sciences	24 100.0%	- -	5 20.4%	12 51.8%	1 4.3%	1 3.9%	5 19.6%	5 20.4%	2 8.1%	17 72.3%	3.1
Marketing, media & creative	230 100.0%	1 .5%	47 20.5%	154 67.1%	1 .4%	- -	26 11.5%	48 21.0%	1 .4%	203 88.1%	3.2
Office professionals	370 100.0%	3 .8%	72 19.5%	257 69.7%	4 1.1%	1 .3%	32 8.7%	75 20.3%	5 1.3%	332 89.9%	3.2
Sales & retail	218 100.0%	6 2.8%	55 25.2%	138 63.1%	2 .9%	1 .5%	17 7.6%	61 27.9%	3 1.4%	199 91.0%	3.3
Technology	201 100.0%	4 2.0%	49 24.2%	127 63.0%	2 1.0%	1 .5%	19 9.2%	53 26.2%	3 1.5%	179 89.3%	3.3
Average (response based including bases)	2373 100.0%	43 1.8%	486 20.5%	1561 65.8%	25 1.0%	8 .3%	251 10.6%	529 22.3%	33 1.4%	2090 88.1%	3.3

## Jobs Outlook - Combined

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

#### SUMMARY TABLE

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

		WAVE				REGION						SIZE			SECTOR	
		Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		2372	736	831	805	539	542	516	889	373	402	893	741	738	2006	366
Weighted Total		2373	730	830	812	530	542	505	876	372	426	899	732	742	2012	361
		100.0%	100.0%	100.0%	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)	43	16	6	21	12	11	8	17	9	3	12	14	17	42	1
		1.8%	2.2% b	.7%	2.6% b	2.2%	2.1%	1.6%	1.9%	2.3%	.7%	1.3%	1.9%	2.3%	2.1% n	.2%
Increase slightly	(4)	486	151	184	151	94	130	103	195	92	67	188	175	123	423	63
		20.5%	20.7%	22.2%	18.6%	17.8%	24.1% di	20.5%	22.2% di	24.7% di	15.7%	20.9% l	23.9% l	16.6%	21.0%	17.5%
Stay same	(3)	1561	448	568	544	362	336	350	579	229	284	630	477	454	1296	264
		65.8%	61.4%	68.4% a	67.0% a	68.3% eh	62.0%	69.3% eh	66.0%	61.6%	66.8%	70.0% kl	65.1%	61.2%	64.4%	73.3% m
Decrease slightly	(2)	25	5	8	13	4	8	6	6	-	6	4	10	11	19	6
		1.0%	.6%	.9%	1.6%	.7%	1.6% h	1.3% h	.7%	-	1.5% h	.4%	1.4% j	1.5% j	.9%	1.8%
Decrease greatly	(1)	8	5	1	2	-	-	2	7	5	1	3	-	5	7	1
		.3%	.6%	.1%	.2%	-	-	.4%	.8% de	1.2% de	.2%	.3%	-	.6% k	.3%	.3%
Don't know		251	106	64	81	58	56	35	73	38	64	63	56	131	226	25
		10.6%	14.5% bc	7.7%	10.0%	11.0% f	10.3%	7.0%	8.4%	10.2%	15.0% efgh	7.0%	7.7%	17.7% jk	11.2% n	6.9%
NETS																
Net: Increase		529	167	190	172	106	142	111	211	100	70	200	189	141	465	64
		22.3%	22.9%	22.9%	21.2%	20.0%	26.1% di	22.0% i	24.1% i	26.9% di	16.5%	22.2%	25.8% l	18.9%	23.1% n	17.7%
Net: Decrease		33	9	9	15	4	8	8	13	5	7	7	10	16	25	7
		1.4%	1.3%	1.0%	1.8%	.7%	1.6%	1.7%	1.5%	1.2%	1.7%	.8%	1.4%	2.1% j	1.3%	2.0%
Net: Increase + Stay the same		2090	615	758	716	468	478	461	790	329	354	829	665	595	1761	328
		88.1%	84.3%	91.3% ac	88.2% a	88.3% i	88.2% i	91.3% i	90.1% i	88.5% i	83.3%	92.2% l	90.9% l	80.2%	87.5%	91.0%
Mean score		3.3	3.3	3.2	3.2	3.2	3.3 i	3.2	3.3 i	3.3 i	3.2	3.2	3.3	3.2	3.3 n	3.2

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

## Jobs Outlook - Combined

**Q11\_1. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next four to twelve months?**

### Accounting and financial services

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

		WAVE			REGION						SIZE			SECTOR		
		Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		282	82	93	107	60	65	62	109	47	48	110	91	81	237	45
Weighted Total		283	82	92	109	58	66	61	109	48	51	112	90	81	239	45
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	1 .4%	- -	- 1.0%	- 1.0%	- -	- -	- -	1 1.0%	1 2.2%	- -	- -	- -	1 1.3%	1 .4%	- -
Increase slightly	(4)	43 15.2%	10 12.7%	20 21.4%	13 11.8%	7 11.5%	14 20.6%	6 10.6%	17 15.3%	10 21.4%	6 12.0%	17 15.5%	19 21.0% l	7 8.3%	37 15.5%	6 13.3%
Stay same	(3)	208 73.6%	60 72.4%	66 72.1%	83 75.8%	44 75.6%	43 64.5%	50 81.2% e	82 75.6%	33 68.5%	40 78.9%	89 79.3%	61 68.1%	58 71.8%	172 71.9%	37 82.6%
Decrease slightly	(2)	3 1.0%	1 1.1%	- -	2 1.8%	1 1.7%	2 2.8%	- -	- -	- -	- -	- -	2 2.1%	1 1.2%	3 1.2%	- -
Decrease greatly	(1)	1 .3%	1 1.1%	- -	- -	- -	- -	- -	1 .9%	1 1.9%	- -	- -	- -	1 1.1%	1 .4%	- -
Don't know		27 9.5%	10 12.8%	6 6.4%	11 9.7%	7 11.2%	8 12.1%	5 8.2%	8 7.2%	3 5.9%	5 9.1%	6 5.2%	8 8.8%	13 16.3% j	25 10.5%	2 4.2%
NETS																
Net: Increase		44 15.5%	10 12.7%	20 21.4%	14 12.8%	7 11.5%	14 20.6%	6 10.6%	18 16.3%	11 23.6%	6 12.0%	17 15.5%	19 21.0% l	8 9.6%	38 16.0%	6 13.3%
Net: Decrease		4 1.3%	2 2.2%	- -	2 1.8%	1 1.7%	2 2.8%	- -	1 .9%	1 1.9%	- -	- -	2 2.1%	2 2.3%	4 1.6%	- -
Net: Increase + Stay the same		253 89.2%	70 85.0%	86 93.6%	97 88.5%	51 87.1%	56 85.1%	56 91.8%	100 91.9%	44 92.1%	46 90.9%	106 94.8% l	80 89.1%	66 81.4%	210 87.9%	43 95.8%
Mean score		3.2	3.1	3.2	3.1	3.1	3.2	3.1	3.2	3.2	3.1	3.2	3.2	3.1	3.2	3.1

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

## Jobs Outlook - Combined

**Q11\_2. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next four to twelve months?**

### Construction

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

		WAVE				REGION						SIZE			SECTOR	
		Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	j	*k	*l	m	*n
Unweighted Total		62	19	21	22	18	11	14	20	6	13	31	15	16	53	9
Weighted Total		62	19	22	21	18	11	14	19	6	14	31	15	16	54	8
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	4	1	-	3	2	1	-	1	1	-	3	-	1	4	-
		6.6%	5.5%	-	14.2%	10.8%	10.9%	-	5.1%	17.5%	-	10.3%	-	5.5%	7.6%	-
Increase slightly	(4)	21	5	8	8	9	3	5	6	1	3	10	4	7	18	3
		33.2%	24.7%	34.8%	39.4%	52.3%	26.5%	33.7%	28.6%	16.1%	20.9%	32.6%	26.4%	41.0%	33.1%	34.3%
Stay same	(3)	29	11	10	8	5	5	9	13	4	7	15	10	4	24	5
		46.9%	56.6%	47.3%	37.6%	26.7%	45.5%	66.3%	66.3%	66.3%	46.9%	48.3%	68.2%	23.7%	44.0%	65.7%
Decrease slightly	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		8	3	4	2	2	2	-	-	-	5	3	1	5	8	-
		13.3%	13.2%	17.9%	8.7%	10.3%	17.1%	-	-	-	32.2%	8.7%	5.5%	29.8%	15.4%	-
NETS																
Net: Increase		25	6	8	11	11	4	5	6	2	3	13	4	7	22	3
		39.8%	30.2%	34.8%	53.6%	63.1%	37.4%	33.7%	33.7%	33.7%	20.9%	43.0%	26.4%	46.5%	40.7%	34.3%
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		54	17	18	20	16	9	14	19	6	10	28	14	11	46	8
		86.7%	86.8%	82.1%	91.3%	89.7%	82.9%	100.0%	100.0%	100.0%	67.8%	91.3%	94.5%	70.2%	84.6%	100.0%
Mean score		3.5	3.4	3.4	3.7	3.8	3.6	3.3	3.4	3.5	3.3	3.6	3.3	3.7	3.6	3.3

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

## Jobs Outlook - Combined

**Q11\_3. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next four to twelve months?**

### Drivers

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

		WAVE			REGION						SIZE			SECTOR		
		Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		103	32	34	37	29	23	19	31	12	20	31	35	37	87	16
Weighted Total		103	32	34	37	29	23	19	30	12	21	32	34	37	88	15
		100.0%	100.0%	100.0%	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 2.8%	- -	- -	- -	- -	- -	1 5.0%	- -	1 3.1%	- -	1 1.2%	- -
Increase slightly	(4)	13 13.1%	1 2.7%	7 19.6% a	6 16.1%	5 16.1%	3 13.7%	2 10.1%	3 9.5%	1 8.6%	3 13.5%	4 12.0%	5 13.7%	5 13.5%	11 12.1%	3 19.3%
Stay same	(3)	75 73.1%	25 79.9%	26 74.9%	24 65.6%	20 67.5%	17 77.2%	14 74.7%	25 81.1%	11 91.4%	14 64.7%	25 79.1%	24 69.3%	27 71.4%	64 72.8%	11 74.5%
Decrease slightly	(2)	1 .9%	- -	- -	1 2.4%	- -	- -	1 4.8%	1 3.0%	- -	- -	- -	1 2.7%	- -	1 1.0%	- -
Decrease greatly	(1)	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Don't know		12 11.9%	5 17.4%	2 5.6%	5 13.1%	5 16.4%	2 9.1%	2 10.4%	2 6.4%	- -	4 16.9%	3 8.9%	4 11.2%	6 15.1%	11 12.9%	1 6.2%
NETS																
Net: Increase		15 14.1%	1 2.7%	7 19.6% a	7 18.9% a	5 16.1%	3 13.7%	2 10.1%	3 9.5%	1 8.6%	4 18.5%	4 12.0%	6 16.8%	5 13.5%	12 13.3%	3 19.3%
Net: Decrease		1 .9%	- -	- -	1 2.4%	- -	- -	1 4.8%	1 3.0%	- -	- -	- -	1 2.7%	- -	1 1.0%	- -
Net: Increase + Stay the same		90 87.2%	26 82.6%	32 94.4%	31 84.4%	24 83.6%	21 90.9%	16 84.8%	27 90.7%	12 100.0%	17 83.1%	29 91.1%	29 86.1%	32 84.9%	76 86.1%	14 93.8%
Mean score		3.2	3.0	3.2	3.2	3.2	3.2	3.1	3.1	3.1	3.3	3.1	3.2	3.2	3.2	3.2

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

## Jobs Outlook - Combined

**Q11\_4. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next four to twelve months?**

### Education

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

		WAVE				REGION						SIZE			SECTOR	
		Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	j	*k	*l	m	*n
Unweighted Total		83	26	29	28	22	20	16	25	9	16	34	24	25	69	14
Weighted Total		82	26	29	27	21	20	16	25	9	17	34	23	25	69	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%	100.0%	100.0%	100.0%
Increase greatly	(5)	3	2	-	1	-	-	1	3	2	-	-	1	2	3	-
		3.4%	6.9%	-	3.7%	-	-	6.2%	11.3%	20.8%	-	-	3.9%	7.6%	4.1%	-
Increase slightly	(4)	17	4	7	7	5	7	1	3	2	3	11	4	3	15	2
		20.9%	14.8%	23.4%	24.2%	22.9%	33.6%	6.0%	12.0%	23.0%	17.1%	31.2%	16.2%	11.3%	22.3%	13.9%
Stay same	(3)	48	14	16	18	12	9	12	16	4	11	21	15	12	39	8
		58.0%	53.5%	56.0%	64.4%	58.6%	45.4%	76.2%	64.9%	43.9%	61.9%	62.8%	63.7%	46.3%	56.9%	64.0%
Decrease slightly	(2)	4	1	3	-	1	2	1	1	-	-	-	2	2	3	1
		4.6%	3.8%	9.7%	-	4.6%	10.0%	5.4%	3.5%	-	-	-	8.5%	7.3%	4.1%	7.1%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		11	5	3	2	3	2	1	2	1	4	2	2	7	9	2
		13.0%	21.0%	10.8%	7.7%	14.0%	11.0%	6.2%	8.3%	12.3%	21.0%	6.0%	7.7%	27.5%	12.7%	15.0%
NETS																
Net: Increase		20	6	7	8	5	7	2	6	4	3	11	5	5	18	2
		24.3%	21.7%	23.4%	27.9%	22.9%	33.6%	12.2%	23.3%	43.8%	17.1%	31.2%	20.1%	18.9%	26.4%	13.9%
Net: Decrease		4	1	3	-	1	2	1	1	-	-	-	2	2	3	1
		4.6%	3.8%	9.7%	-	4.6%	10.0%	5.4%	3.5%	-	-	-	8.5%	7.3%	4.1%	7.1%
Net: Increase + Stay the same		68	20	23	25	17	15	14	22	8	14	32	19	16	57	10
		82.4%	75.2%	79.5%	92.3%	81.5%	79.0%	88.4%	88.1%	87.7%	79.0%	94.0%	83.8%	65.2%	83.2%	77.9%
Mean score		3.3	3.3	3.2	3.3	3.2	3.3	3.1	3.3	3.7	3.2	3.3	3.2	3.3	3.3	3.1

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

## Jobs Outlook - Combined

**Q11\_5. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next four to twelve months?**

### Engineering & technical

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

		WAVE			REGION						SIZE			SECTOR		
		Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		177	52	65	60	47	43	35	59	24	28	61	64	52	158	19
Weighted Total		175	52	64	59	44	42	34	58	24	30	60	64	51	156	19
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	6	1	1	4	2	1	-	2	2	1	1	2	3	6	-
		3.2%	1.7%	1.4%	6.5%	4.0%	2.2%	-	3.3%	8.0%	3.4%	1.7%	3.0%	5.4%	3.6%	-
Increase slightly	(4)	50	16	20	14	13	15	7	15	8	7	18	21	11	44	6
		28.6%	31.8%	30.5%	23.8%	28.5%	35.0%	21.7%	26.7%	33.9%	23.6%	30.5%	33.3%	20.6%	28.4%	30.8%
Stay same	(3)	94	25	36	33	25	20	23	34	11	15	35	34	26	82	12
		53.9%	48.6%	55.8%	56.4%	57.3%	46.8%	66.5%	58.4%	46.6%	50.3%	58.1%	53.1%	49.9%	52.6%	64.3%
Decrease slightly	(2)	3	-	1	2	-	1	1	1	-	1	1	1	1	3	-
		1.7%	-	1.6%	3.3%	-	1.9%	3.0%	1.8%	-	3.7%	1.7%	1.3%	2.2%	1.9%	-
Decrease greatly	(1)	1	1	-	-	-	-	-	1	1	-	-	-	1	1	-
		.5%	1.8%	-	-	-	-	-	1.6%	3.9%	-	-	-	1.8%	.6%	-
Don't know		21	8	7	6	5	6	3	5	2	6	5	6	10	20	1
		12.0%	16.1%	10.6%	10.0%	10.2%	14.0%	8.8%	8.3%	7.6%	19.0%	8.0%	9.2%	20.2%	12.9%	4.9%
NETS																
Net: Increase		56	17	21	18	14	16	7	17	10	8	19	23	13	50	6
		31.9%	33.5%	32.0%	30.3%	32.5%	37.2%	21.7%	30.0%	41.9%	27.1%	32.2%	36.4%	25.9%	32.0%	30.8%
Net: Decrease		4	1	1	2	-	1	1	2	1	1	1	1	2	4	-
		2.2%	1.8%	1.6%	3.3%	-	1.9%	3.0%	3.4%	3.9%	3.7%	1.7%	1.3%	4.0%	2.5%	-
Net: Increase + Stay the same		150	42	56	51	40	36	30	51	21	23	54	57	39	132	18
		85.8%	82.1%	87.8%	86.7%	89.8%	84.0%	88.2%	88.3%	88.4%	77.4%	90.3%	89.5%	75.8%	84.6%	95.1%
Mean score		3.4	3.4	3.4	3.4	3.4	3.4	3.2	3.3	3.5	3.3	3.3	3.4	3.3	3.4	3.3

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

## Jobs Outlook - Combined

**Q11\_6. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next four to twelve months?**

### Executive recruitment / interim management

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

		WAVE			REGION						SIZE			SECTOR		
		Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		177	56	64	57	38	36	42	69	27	34	57	60	60	150	27
Weighted Total		175	55	63	57	37	35	41	67	27	36	56	59	61	149	26
		100.0%	100.0%	100.0%	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)	26	10	10	6	4	6	6	12	6	5	8	8	10	23	3
		15.0%	18.7%	15.2%	11.1%	10.1%	16.6%	14.2%	17.2%	21.9%	14.1%	14.2%	13.3%	17.3%	15.5%	11.6%
Stay same	(3)	124	35	49	40	28	25	31	48	17	24	42	46	35	105	19
		70.7%	64.3%	76.9%	70.0%	74.6%	69.4%	76.3%	71.0%	62.9%	67.3%	75.2%	78.8%	58.6%	70.1%	73.8%
Decrease slightly	(2)	3	1	-	2	-	1	1	1	-	1	-	2	1	2	1
		1.6%	1.6%	-	3.3%	-	2.7%	2.2%	1.3%	-	2.5%	-	3.0%	1.6%	1.2%	3.4%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		22	9	5	9	6	4	3	7	4	6	6	3	14	20	3
		12.8%	15.5%	7.9%	15.6%	15.4%	11.3%	7.3%	10.4%	15.2%	16.1%	10.5%	4.8%	22.6%	13.1%	11.2%
														k		
NETS																
Net: Increase		26	10	10	6	4	6	6	12	6	5	8	8	10	23	3
		15.0%	18.7%	15.2%	11.1%	10.1%	16.6%	14.2%	17.2%	21.9%	14.1%	14.2%	13.3%	17.3%	15.5%	11.6%
Net: Decrease		3	1	-	2	-	1	1	1	-	1	-	2	1	2	1
		1.6%	1.6%	-	3.3%	-	2.7%	2.2%	1.3%	-	2.5%	-	3.0%	1.6%	1.2%	3.4%
Net: Increase + Stay the same		150	46	58	46	31	30	37	59	23	29	50	54	46	128	22
		85.6%	82.9%	92.1%	81.1%	84.6%	86.0%	90.5%	88.2%	84.8%	81.4%	89.5%	92.1%	75.8%	85.7%	85.4%
														l		
Mean score		3.2	3.2	3.2	3.1	3.1	3.2	3.1	3.2	3.3	3.1	3.2	3.1	3.2	3.2	3.1

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

## Jobs Outlook - Combined

**Q11\_7. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next four to twelve months?**

### Health & social care

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

		WAVE			REGION						SIZE			SECTOR			
		Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public	
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i		*j	*k	*l	m	n
Unweighted Total		67	20	26	21	14	22	12	16	4	15	24	21	22		58	9
Weighted Total		67	20	25	22	15	21	11	15	4	16	25	21	21		58	9
		100.0%	100.0%	100.0%	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)	7	4	2	1	1	3	2	3	1	-	-	3	4		6	1
		10.0%	18.8%	7.7%	4.5%	6.8%	13.5%	17.7%	19.1%	23.3%	-	-	13.8%	18.5%		10.1%	9.3%
Increase slightly	(4)	14	3	7	5	3	6	3	3	-	3	4	6	5		13	1
		21.3%	13.6%	26.9%	22.1%	18.9%	27.0%	24.1%	18.2%	-	19.3%	14.8%	28.2%	22.3%		23.1%	10.3%
Stay same	(3)	38	11	13	13	10	9	6	8	3	11	20	9	9		31	6
		56.0%	54.4%	53.5%	60.3%	62.5%	41.2%	49.4%	56.1%	76.7%	68.9%	77.6%	40.4%	45.3%		53.7%	70.5%
Decrease slightly	(2)	1	-	1	-	-	1	-	-	-	-	-	1	-		1	-
		1.4%	-	3.7%	-	-	4.4%	-	-	-	-	-	4.3%	-		1.6%	-
Decrease greatly	(1)	1	-	-	1	-	-	1	1	-	-	1	-	-		1	-
		1.5%	-	-	4.5%	-	-	8.8%	6.6%	-	-	3.9%	-	-		1.7%	-
Don't know		7	3	2	2	2	3	-	-	-	2	1	3	3		6	1
		9.8%	13.2%	8.2%	8.5%	11.8%	13.9%	-	-	-	11.8%	3.7%	13.2%	13.9%		9.8%	9.9%
NETS																	
Net: Increase		21	7	9	6	4	8	5	6	1	3	4	9	8		19	2
		31.4%	32.4%	34.6%	26.7%	25.8%	40.5%	41.8%	37.3%	23.3%	19.3%	14.8%	42.1%	40.8%		33.2%	19.6%
Net: Decrease		2	-	1	1	-	1	1	1	-	-	1	1	-		2	-
		2.8%	-	3.7%	4.5%	-	4.4%	8.8%	6.6%	-	-	3.9%	4.3%	-		3.3%	-
Net: Increase + Stay the same		59	18	22	19	14	17	10	14	4	14	24	17	18		50	8
		87.4%	86.8%	88.1%	87.0%	88.2%	81.7%	91.2%	93.4%	100.0%	88.2%	92.4%	82.5%	86.1%		86.9%	90.1%
Mean score		3.4	3.6	3.4	3.2	3.4	3.6	3.4	3.4	3.5	3.2	3.1	3.6	3.7		3.4	3.3

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

## Jobs Outlook - Combined

**Q11\_8. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next four to twelve months?**

### Hospitality

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

		WAVE				REGION						SIZE			SECTOR	
		Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	*n
Unweighted Total		69	19	25	25	15	13	18	29	11	12	19	22	28	56	13
Weighted Total		68	18	25	25	15	12	18	29	11	12	19	22	28	56	12
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly		(5)	3	1	2	1	-	2	2	-	-	-	1	2	3	-
			4.2%	3.9%	7.6%	6.2%	-	11.1%	6.9%	-	-	-	4.2%	7.1%	5.2%	-
Increase slightly		(4)	22	12	3	2	7	7	11	4	3	4	8	10	19	3
			31.8%	46.6%	11.3%	12.4%	53.5%	37.4%	36.7%	35.4%	22.6%	19.7%	34.9%	37.4%	33.5%	23.9%
Stay same		(3)	35	10	18	8	6	6	13	7	8	12	11	12	29	6
			50.5%	41.6%	70.3%	56.7%	46.5%	31.1%	43.9%	64.6%	62.2%	66.0%	48.4%	41.8%	51.4%	46.0%
Decrease slightly		(2)	1	-	1	-	-	1	1	-	-	1	-	-	-	1
			1.3%	-	3.5%	-	-	4.9%	3.0%	-	-	4.7%	-	-	-	7.3%
Decrease greatly		(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know			8	2	2	4	-	3	3	-	2	2	3	4	6	3
			12.2%	7.9%	7.4%	24.8%	-	15.5%	9.6%	-	15.2%	9.5%	12.5%	13.8%	9.9%	22.9%
NETS																
Net: Increase		25	7	13	5	3	7	9	13	4	3	4	9	12	22	3
		36.0%	40.2%	50.5%	18.8%	18.5%	53.5%	48.6%	43.5%	35.4%	22.6%	19.7%	39.1%	44.4%	38.6%	23.9%
Net: Decrease		1	-	-	1	-	-	1	1	-	-	1	-	-	-	1
		1.3%	-	-	3.5%	-	-	4.9%	3.0%	-	-	4.7%	-	-	-	7.3%
Net: Increase + Stay the same		59	14	23	23	11	12	14	25	11	11	16	19	24	51	8
		86.5%	75.2%	92.1%	89.2%	75.2%	100.0%	79.6%	87.4%	100.0%	84.8%	85.8%	87.5%	86.2%	90.1%	69.9%
Mean score		3.4	3.5	3.6	3.2	3.3	3.5	3.6	3.5	3.4	3.3	3.2	3.5	3.6	3.5	3.2

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

## Jobs Outlook - Combined

**Q11\_9. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next four to twelve months?**

### Industrial

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

		WAVE			REGION						SIZE			SECTOR		
		Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		104	33	37	34	25	31	19	32	13	16	39	35	30	87	17
Weighted Total		105	33	38	35	25	31	18	31	12	17	39	35	31	89	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%	100.0%	100.0%	100.0%
Increase greatly	(5)	4	1	-	3	1	1	1	1	-	1	1	2	1	4	-
		3.9%	3.0%	-	9.1%	3.9%	3.7%	5.3%	3.2%	-	5.8%	2.5%	6.2%	3.2%	4.7%	-
Increase slightly	(4)	25	10	9	7	7	7	4	7	4	3	12	6	8	19	6
		23.7%	29.2%	23.1%	19.2%	29.2%	22.6%	19.2%	24.0%	31.1%	17.0%	29.5%	16.6%	24.3%	21.7%	34.7%
Stay same	(3)	66	17	27	23	16	21	14	21	7	9	27	24	16	56	11
		63.4%	51.5%	71.6%	65.7%	63.2%	67.1%	75.5%	66.9%	54.2%	50.5%	68.0%	69.0%	51.2%	63.0%	65.3%
Decrease slightly	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Decrease greatly	(1)	1	1	-	-	-	-	-	1	1	-	-	-	1	1	-
		.9%	2.8%	-	-	-	-	-	3.0%	7.5%	-	-	-	3.0%	1.0%	-
Don't know		8	4	2	2	1	2	-	1	1	5	-	3	6	8	-
		8.1%	13.4%	5.4%	6.0%	3.7%	6.5%	-	2.9%	7.2%	26.7%	-	8.2%	18.2%	9.6%	-
														j		
NETS																
Net: Increase		29	11	9	10	8	8	5	8	4	4	13	8	9	23	6
		27.6%	32.2%	23.1%	28.2%	33.1%	26.3%	24.5%	27.2%	31.1%	22.8%	32.0%	22.8%	27.6%	26.3%	34.7%
Net: Decrease		1	1	-	-	-	-	-	1	1	-	-	-	1	1	-
		.9%	2.8%	-	-	-	-	-	3.0%	7.5%	-	-	-	3.0%	1.0%	-
Net: Increase + Stay the same		95	27	36	33	25	29	18	29	11	13	39	32	24	79	16
		91.0%	83.7%	94.6%	94.0%	96.3%	93.5%	100.0%	94.1%	85.3%	73.3%	100.0%	91.8%	78.8%	89.4%	100.0%
												i				
Mean score		3.3	3.3	3.2	3.4	3.4	3.3	3.3	3.3	3.2	3.4	3.3	3.3	3.3	3.3	3.3

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

## Jobs Outlook - Combined

**Q11\_10. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next four to twelve months?**

### Legal & HR

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

		WAVE			REGION						SIZE			SECTOR		
		Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		210	62	70	78	42	47	48	86	38	35	63	62	85	180	30
Weighted Total		210	61	70	78	40	48	46	85	39	36	63	62	85	180	30
		100.0%	100.0%	100.0%	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)	27	8	6	13	2	8	5	13	8	5	8	12	8	25	2
		13.1%	13.8%	8.6%	16.5%	4.5%	16.7%	10.0%	14.7%	20.5% d	13.8%	12.1%	19.6%	9.0%	14.0%	7.3%
Stay same	(3)	155	41	58	56	31	35	37	63	26	26	49	43	63	130	25
		74.0%	67.5%	82.8% a	71.1%	77.0%	72.7%	79.3%	73.6%	66.7%	73.4%	78.6%	69.4%	73.9%	72.5%	83.0%
Decrease slightly	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		27	11	6	10	7	5	5	10	5	5	6	7	15	24	3
		12.9%	18.7%	8.5%	12.4%	18.5%	10.6%	10.7%	11.7%	12.8%	12.8%	9.3%	10.9%	17.1%	13.5%	9.7%
NETS																
Net: Increase		27	8	6	13	2	8	5	13	8	5	8	12	8	25	2
		13.1%	13.8%	8.6%	16.5%	4.5%	16.7%	10.0%	14.7%	20.5% d	13.8%	12.1%	19.6%	9.0%	14.0%	7.3%
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		183	50	64	69	33	43	41	75	34	31	57	55	71	156	27
		87.1%	81.3%	91.5%	87.6%	81.5%	89.4%	89.3%	88.3%	87.2%	87.2%	90.7%	89.1%	82.9%	86.5%	90.3%
Mean score		3.2	3.2	3.1	3.2	3.1	3.2	3.1	3.2	3.2 d	3.2	3.1	3.2	3.1	3.2	3.1

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

## Jobs Outlook - Combined

**Q11\_11. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next four to twelve months?**

### Life sciences

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

		WAVE				REGION						SIZE			SECTOR	
		Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		25	9	11	5	6	6	5	8	3	5	9	7	9	22	3
Weighted Total		24	8	11	5	6	6	5	7	3	5	9	7	8	21	3
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Increase slightly	(4)	5	1	3	1	-	2	1	1	-	2	1	2	2	5	-
		20.4%	10.6%	27.2%	22.2%	-	32.4%	19.0%	11.9%	-	41.0%	10.0%	31.6%	22.1%	23.1%	-
Stay same	(3)	12	4	6	3	3	4	3	4	1	2	6	4	3	11	2
		51.8%	44.9%	53.3%	60.2%	51.3%	67.6%	58.9%	49.3%	32.9%	38.5%	68.2%	54.6%	32.8%	49.9%	66.8%
Decrease slightly	(2)	1	-	1	-	-	-	1	1	-	-	1	-	-	1	-
		4.3%	-	9.5%	-	-	-	22.1%	13.9%	-	-	11.7%	-	-	4.8%	-
Decrease greatly	(1)	1	1	-	-	-	-	-	1	1	-	-	-	1	1	-
		3.9%	11.2%	-	-	-	-	-	12.6%	34.0%	-	-	-	10.9%	4.4%	-
Don't know		5	3	1	1	3	-	-	1	1	1	1	1	3	4	1
		19.6%	33.3%	10.0%	17.6%	48.7%	-	-	12.3%	33.1%	20.5%	10.1%	13.9%	34.1%	17.9%	33.2%
NETS																
Net: Increase		5	1	3	1	-	2	1	1	-	2	1	2	2	5	-
		20.4%	10.6%	27.2%	22.2%	-	32.4%	19.0%	11.9%	-	41.0%	10.0%	31.6%	22.1%	23.1%	-
Net: Decrease		2	1	1	-	-	-	1	2	1	-	1	-	1	2	-
		8.1%	11.2%	9.5%	-	-	-	22.1%	26.5%	34.0%	-	11.7%	-	10.9%	9.2%	-
Net: Increase + Stay the same		17	5	9	4	3	6	4	4	1	4	7	6	5	15	2
		72.3%	55.5%	80.5%	82.4%	51.3%	100.0%	77.9%	61.2%	32.9%	79.5%	78.2%	86.1%	55.0%	73.0%	66.8%
Mean score		3.1	2.8	3.2	3.3	3.0	3.3	3.0	2.7	2.0	3.5	3.0	3.4	3.0	3.1	3.0

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

## Jobs Outlook - Combined

**Q11\_12. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next four to twelve months?**

### Marketing, media & creative

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

		WAVE			REGION						SIZE			SECTOR		
		Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		226	70	81	75	51	45	52	98	46	32	85	67	74	189	37
Weighted Total		230	70	82	77	50	47	52	99	47	34	88	66	75	191	38
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	1 .5%	- -	- -	1 1.5%	- -	1 2.5%	- -	- -	- -	- -	1 1.3%	- -	- -	1 .6%	- -
Increase slightly	(4)	47 20.5%	15 21.7%	21 25.1%	11 14.6%	9 17.5%	8 18.0%	14 27.5%	26 26.2%	12 24.9%	4 11.9%	20 22.9%	16 24.6%	11 14.1%	40 20.6%	8 19.9%
Stay same	(3)	154 67.1%	46 65.2%	55 66.4%	54 69.5%	38 75.2%	31 66.4%	33 63.2%	61 61.9%	28 60.6%	24 71.0%	58 65.7%	46 69.7%	50 66.5%	126 66.0%	28 72.7%
Decrease slightly	(2)	1 .4%	- -	- -	1 1.2%	- -	1 2.0%	- -	- -	- -	- -	- -	- -	1 1.3%	1 .5%	- -
Decrease greatly	(1)	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Don't know		26 11.5%	9 13.1%	7 8.5%	10 13.1%	4 7.3%	5 11.0%	5 9.4%	12 11.8%	7 14.5%	6 17.1%	9 10.0%	4 5.7%	14 18.2%	23 12.3%	3 7.5%
k																
NETS																
Net: Increase		48 21.0%	15 21.7%	21 25.1%	12 16.1%	9 17.5%	10 20.5%	14 27.5%	26 26.2%	12 24.9%	4 11.9%	21 24.3%	16 24.6%	11 14.1%	41 21.3%	8 19.9%
Net: Decrease		1 .4%	- -	- -	1 1.2%	- -	1 2.0%	- -	- -	- -	- -	- -	- -	1 1.3%	1 .5%	- -
Net: Increase + Stay the same		203 88.1%	61 86.9%	75 91.5%	66 85.6%	47 92.7%	41 86.9%	47 90.6%	87 88.2%	40 85.5%	28 82.9%	80 90.0%	63 94.3%	60 80.5%	167 87.2%	36 92.5%
Mean score		3.2	3.2	3.3	3.2	3.2	3.2	3.3	3.3	3.3	3.1	3.3	3.3	3.2	3.2	3.2

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

## Jobs Outlook - Combined

**Q11\_13. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next four to twelve months?**

### Office professionals

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

		WAVE				REGION						SIZE			SECTOR	
		Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		370	118	126	126	77	85	85	147	62	61	161	113	96	313	57
Weighted Total		370	117	126	127	76	86	82	144	62	64	162	112	96	312	57
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly		(5)	3	2	1	-	2	1	-	-	-	1	2	-	3	-
			.8%	1.7%	.8%	-	2.7%	1.1%	-	-	-	.7%	1.6%	-	.9%	-
						g										
Increase slightly		(4)	72	27	22	23	10	20	16	31	15	28	25	19	64	8
			19.5%	23.3%	17.1%	18.3%	12.6%	23.2%	19.9%	21.6%	23.8%	17.0%	22.6%	19.9%	20.4%	14.6%
Stay same		(3)	257	73	95	89	59	54	59	99	41	122	76	60	213	44
			69.7%	63.0%	75.1%	70.5%	77.3%	62.8%	71.8%	68.9%	65.2%	75.1%	67.8%	62.6%	68.3%	77.1%
					a	e						i				
Decrease slightly		(2)	4	1	1	2	1	1	1	-	1	1	1	2	2	2
			1.1%	.9%	.7%	1.6%	1.2%	1.2%	1.1%	.6%	-	.5%	.9%	2.1%	.7%	3.2%
Decrease greatly		(1)	1	-	-	1	-	-	1	1	-	1	-	-	1	-
			.3%	-	-	.8%	-	-	1.2%	.7%	-	.6%	-	-	.3%	-
Don't know			32	13	8	11	5	10	5	12	7	10	8	15	29	3
			8.7%	11.2%	6.3%	8.9%	6.1%	11.8%	6.0%	8.2%	11.0%	6.0%	7.0%	15.3%	9.4%	5.1%
														j		
NETS																
Net: Increase			75	29	22	23	12	21	16	31	15	29	27	19	67	8
			20.3%	25.0%	17.8%	18.3%	15.3%	24.2%	19.9%	21.6%	23.8%	17.7%	24.2%	19.9%	21.3%	14.6%
Net: Decrease			5	1	1	3	1	1	2	2	-	2	1	2	3	2
			1.3%	.9%	.7%	2.3%	1.2%	1.2%	2.3%	1.3%	-	1.2%	.9%	2.1%	1.0%	3.2%
Net: Increase + Stay the same			332	103	117	113	70	75	75	130	55	150	103	79	280	52
			89.9%	88.0%	92.9%	88.8%	92.6%	87.0%	91.7%	90.5%	89.0%	92.8%	92.1%	82.5%	89.6%	91.7%
												i	i			
Mean score			3.2	3.3	3.2	3.2	3.2	3.3	3.2	3.2	3.3	3.2	3.3	3.2	3.2	3.1

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

## Jobs Outlook - Combined

**Q11\_14. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next four to twelve months?**

### Sales & retail

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

		WAVE			REGION						SIZE			SECTOR		
		Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		216	70	71	75	50	46	53	86	33	34	92	66	58	179	37
Weighted Total		218	70	72	76	50	46	52	86	33	37	93	65	60	181	37
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	6	2	1	3	2	2	1	2	1	-	3	1	2	6	-
		2.8%	3.0%	1.3%	3.9%	4.1%	4.4%	1.8%	2.3%	3.1%	-	3.3%	1.5%	3.4%	3.3%	-
Increase slightly	(4)	55	18	17	21	12	11	18	26	9	5	25	23	7	46	8
		25.2%	25.0%	23.0%	27.3%	24.8%	24.8%	33.8%	30.9%	26.4%	12.8%	26.8%	35.7%	11.3%	25.6%	22.9%
								i	i			l	l			
Stay same	(3)	138	41	49	47	33	30	31	50	20	24	59	36	42	112	25
		63.1%	58.6%	68.6%	62.0%	67.0%	64.3%	58.7%	58.7%	58.8%	66.3%	63.5%	55.6%	70.5%	61.9%	69.0%
Decrease slightly	(2)	2	1	-	1	-	-	-	-	-	2	-	1	1	1	1
		.9%	1.3%	-	1.4%	-	-	-	-	-	5.4%	-	1.4%	1.8%	.6%	2.4%
											g					
Decrease greatly	(1)	1	-	1	-	-	-	-	-	-	1	1	-	-	-	1
		.5%	-	1.5%	-	-	-	-	-	-	2.8%	1.1%	-	-	-	-
																m
Don't know		17	9	4	4	2	3	3	7	4	5	5	4	8	16	1
		7.6%	12.1%	5.5%	5.4%	4.1%	6.5%	5.7%	8.1%	11.7%	12.7%	5.3%	5.9%	13.0%	8.6%	2.9%
NETS																
Net: Increase		61	20	17	24	14	13	19	28	10	5	28	24	9	53	8
		27.9%	28.0%	24.4%	31.2%	28.9%	29.2%	35.6%	33.2%	29.5%	12.8%	30.0%	37.2%	14.7%	29.0%	22.9%
								i	i			l	l			
Net: Decrease		3	1	1	1	-	-	-	-	-	3	1	1	1	1	2
		1.4%	1.3%	1.5%	1.4%	-	-	-	-	-	8.2%	1.1%	1.4%	1.8%	.6%	5.2%
											dfg					m
Net: Increase + Stay the same		199	61	67	71	48	43	49	79	30	29	87	60	51	165	34
		91.0%	86.6%	93.0%	93.2%	95.9%	93.5%	94.3%	91.9%	88.3%	79.1%	93.6%	92.8%	85.1%	90.8%	91.9%
						i		i								
Mean score		3.3	3.3	3.2	3.4	3.3	3.4	3.4	3.4	3.4	3.0	3.3	3.4	3.2	3.3	3.2
						i	i	i	i				l			

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

## Jobs Outlook - Combined

**Q11\_15. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next four to twelve months?**

### Technology

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

		WAVE				REGION						SIZE			SECTOR	
		Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		201	68	78	55	45	49	36	74	38	33	77	59	65	168	33
Weighted Total		201	67	78	56	45	48	36	73	37	35	76	58	67	169	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%	100.0%	100.0%	100.0%
Increase greatly	(5)	4	3	-	1	1	1	2	1	-	1	1	1	2	4	-
		2.0%	4.6%	-	1.7%	2.5%	2.0%	2.9%	2.7%	2.4%	-	1.4%	1.6%	3.0%	2.4%	-
Increase slightly	(4)	49	16	20	13	8	15	10	22	13	4	20	17	13	44	5
		24.2%	24.0%	25.1%	23.2%	17.2%	30.8%	26.4%	30.5%	34.5%	11.1%	25.7%	28.6%	18.8%	26.0%	15.0%
							i		i	i						
Stay same	(3)	127	38	53	36	30	29	24	43	19	24	50	39	38	102	24
		63.0%	57.5%	67.3%	63.8%	67.6%	60.6%	67.9%	58.8%	50.1%	69.4%	65.2%	66.8%	57.4%	60.6%	76.0%
Decrease slightly	(2)	2	-	1	1	1	-	-	-	-	1	-	-	2	1	1
		1.0%	-	1.2%	2.0%	2.1%	-	-	-	-	3.2%	-	-	3.1%	.7%	2.9%
Decrease greatly	(1)	1	1	-	-	-	-	-	1	1	-	-	-	1	1	-
		.5%	1.4%	-	-	-	-	-	1.3%	2.5%	-	-	-	1.4%	.5%	-
Don't know		19	8	5	5	5	3	1	5	4	6	6	2	11	17	2
		9.2%	12.5%	6.4%	9.3%	10.6%	6.7%	2.7%	6.7%	10.5%	16.4%	7.7%	3.1%	16.3%	9.8%	6.1%
														k		
NETS																
Net: Increase		53	19	20	14	9	16	11	24	14	4	21	17	15	48	5
		26.2%	28.6%	25.1%	24.9%	19.7%	32.7%	29.4%	33.2%	36.9%	11.1%	27.1%	30.2%	21.8%	28.4%	15.0%
							i		i	i						
Net: Decrease		3	1	1	1	1	-	-	1	1	1	-	-	3	2	1
		1.5%	1.4%	1.2%	2.0%	2.1%	-	-	1.3%	2.5%	3.2%	-	-	4.4%	1.2%	2.9%
Net: Increase + Stay the same		179	58	72	50	39	45	35	67	32	28	70	56	53	150	29
		89.3%	86.1%	92.4%	88.7%	87.3%	93.3%	97.3%	92.1%	87.0%	80.5%	92.3%	96.9%	79.3%	89.0%	91.0%
							i					l	l			
Mean score		3.3	3.3	3.3	3.3	3.2	3.4	3.3	3.4	3.4	3.1	3.3	3.3	3.2	3.3	3.1

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

## Jobs Outlook - Combined

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

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

		WAVE			REGION						SIZE			SECTOR	
	Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	516	160	181	175	111	121	123	207	84	77	243	148	125	435	81
Weighted Total	512	158	179	176	109	120	119	203	84	80	243	146	124	432	81
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Accounting and financial services	26	9	11	6	6	9	6	10	4	2	9	7	10	24	2
	9.3%	11.4%	11.5%	5.9%	9.5%	14.1%	9.3%	8.9%	8.3%	3.9%	8.4%	7.4%	12.6%	10.2%	4.4%
Construction	24	8	7	9	6	6	8	9	1	3	14	6	4	22	2
	38.5%	39.2%	34.5%	42.0%	32.6%	56.5%	60.3%	47.3%	16.1%	20.6%	46.1%	38.7%	23.5%	41.0%	22.3%
Drivers	21	4	10	7	3	4	7	11	4	3	10	5	5	18	3
	20.2%	12.0%	30.5%	17.8%	9.4%	17.4%	39.6%	37.8%	34.9%	13.0%	32.8%	16.0%	13.4%	20.4%	19.0%
Education	20	7	6	8	8	3	6	9	3	-	9	8	3	17	3
	24.3%	25.4%	20.1%	27.6%	41.1%	14.8%	35.6%	34.6%	32.7%	-	25.9%	36.0%	11.1%	24.9%	20.9%
Engineering & technical	64	18	24	22	16	17	16	23	7	9	23	15	26	59	5
	36.7%	35.2%	37.3%	37.4%	36.3%	39.0%	46.6%	39.5%	29.1%	28.9%	38.9%	24.0%	49.9%	37.6%	29.3%
											k				
Executive recruitment / interim management	25	9	8	8	6	2	8	12	4	5	13	5	7	19	6
	14.2%	17.0%	12.7%	13.2%	15.2%	5.3%	19.2%	17.7%	15.4%	15.3%	22.5%	8.3%	12.2%	13.0%	21.0%
											k				
Health & social care	23	6	11	6	5	6	7	9	2	3	5	12	7	20	3
	34.0%	27.7%	45.6%	26.7%	31.7%	27.8%	65.8%	61.4%	47.7%	18.3%	18.4%	54.9%	31.8%	34.7%	29.4%
Hospitality	19	6	7	7	3	-	11	14	4	2	5	6	9	18	1
	28.2%	30.4%	27.5%	27.3%	19.1%	-	59.8%	50.3%	34.9%	15.9%	25.4%	26.4%	31.4%	32.7%	7.4%
Industrial	23	8	9	7	6	5	6	10	4	2	10	8	5	20	3
	21.8%	23.0%	22.7%	19.8%	22.2%	16.0%	34.6%	33.2%	31.3%	11.5%	26.3%	22.7%	15.3%	22.7%	17.0%
Legal & HR	19	6	8	6	4	5	7	9	2	2	9	4	6	18	1
	9.1%	9.5%	11.1%	7.0%	9.4%	9.7%	14.2%	10.2%	5.4%	5.7%	15.1%	6.3%	6.9%	10.1%	3.5%
Life sciences	6	2	3	1	1	1	2	3	1	1	3	1	2	6	-
	23.7%	21.5%	28.2%	17.6%	15.6%	16.7%	41.1%	38.1%	33.1%	19.9%	31.8%	15.3%	22.1%	26.7%	-
Marketing, media & creative	30	5	15	11	8	5	6	15	9	2	13	10	8	27	3
	13.1%	6.7%	18.0%	13.8%	16.7%	11.1%	11.1%	14.9%	19.1%	5.4%	14.3%	14.6%	10.6%	14.3%	7.4%
			a												
Office professionals	39	16	18	5	8	11	10	15	5	5	19	13	7	36	3
	10.7%	14.0%	14.6%	3.7%	10.3%	13.4%	12.8%	10.7%	8.0%	7.3%	11.9%	11.9%	7.1%	11.6%	5.3%
		c	c												

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

## Jobs Outlook - Combined

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

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

		WAVE			REGION						SIZE			SECTOR	
	Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	516	160	181	175	111	121	123	207	84	77	243	148	125	435	81
Weighted Total	512	158	179	176	109	120	119	203	84	80	243	146	124	432	81
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Sales & retail	44	14	17	13	9	7	16	25	9	3	18	14	12	39	5
	20.2%	19.8%	23.2%	17.7%	17.3%	14.5%	31.5%	29.5%	26.3%	9.5%	19.3%	21.8%	19.7%	21.8%	12.3%
							i	i							
Technology	57	17	26	14	13	13	13	25	12	7	20	15	22	49	8
	28.3%	25.8%	32.8%	25.0%	27.9%	26.9%	35.2%	33.5%	32.0%	19.7%	25.9%	25.3%	33.5%	28.9%	24.9%
None	263	82	78	103	52	60	51	98	46	53	142	70	51	214	49
	51.3%	52.2%	43.5%	58.4%	48.0%	49.8%	43.2%	48.1%	55.0%	66.0%	58.6%	47.8%	40.9%	49.5%	60.6%
				b						defg	kl				
Net: Any	250	75	101	73	57	60	67	105	38	27	100	76	73	218	32
	48.7%	47.8%	56.5%	41.6%	52.0%	50.2%	56.8%	51.9%	45.0%	34.0%	41.4%	52.2%	59.1%	50.5%	39.4%
			c		i	i	i	i			j	j	j		

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

## Jobs Outlook - Combined

**Q14\_SUM. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next three months?**

### SUMMARY TABLE

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

	Total	Greatly increase	Slightly increase	Stay the same	Slightly decrease	Greatly decrease	Don't know	Net: Increase	Net: Decrease	Net: Increase + Stay the same	Mean
Accounting and financial services	43 100.0%	- -	6 12.9%	32 73.4%	1 2.4%	1 2.3%	4 9.0%	6 12.9%	2 4.7%	37 86.3%	3.1
Construction	15 100.0%	1 6.7%	6 37.7%	6 43.5%	2 12.1%	- -	- -	7 44.3%	2 12.1%	13 87.9%	3.4
Drivers	19 100.0%	1 5.1%	1 6.3%	13 68.7%	2 9.7%	1 5.8%	1 4.5%	2 11.4%	3 15.4%	15 80.1%	3.0
Education	11 100.0%	- -	2 17.7%	6 55.0%	1 8.5%	1 9.4%	1 9.4%	2 17.7%	2 17.8%	8 72.8%	2.9
Engineering & technical	29 100.0%	2 6.6%	4 13.6%	20 67.2%	2 6.0%	- -	2 6.6%	6 20.2%	2 6.0%	26 87.3%	3.2
Executive recruitment / interim management	18 100.0%	- -	1 4.5%	16 85.2%	- -	- -	2 10.4%	1 4.5%	- -	16 89.6%	3.1
Health & social care	7 100.0%	- -	2 26.5%	5 73.5%	- -	- -	- -	2 26.5%	- -	7 100.0%	3.3
Hospitality	14 100.0%	- -	3 20.6%	8 58.7%	3 20.7%	- -	- -	3 20.6%	3 20.7%	11 79.3%	3.0
Industrial	35 100.0%	1 2.8%	1 2.4%	29 84.4%	2 5.4%	2 5.0%	- -	2 5.2%	4 10.4%	31 89.6%	2.9
Legal & HR	31 100.0%	- -	- -	26 84.3%	1 3.4%	1 3.2%	3 9.2%	- -	2 6.5%	26 84.3%	2.9
Life sciences	3 100.0%	- -	- -	1 32.9%	1 33.2%	- -	1 33.9%	- -	1 33.2%	1 32.9%	2.5
Marketing, media & creative	28 100.0%	- -	1 3.5%	23 82.0%	1 3.8%	- -	3 10.7%	1 3.5%	1 3.8%	24 85.5%	3.0
Office professionals	57 100.0%	1 1.6%	5 8.3%	41 71.5%	5 8.1%	3 5.3%	3 5.1%	6 10.0%	8 13.4%	47 81.5%	2.9
Sales & retail	27 100.0%	- -	2 7.2%	21 78.2%	- -	1 3.7%	3 11.0%	2 7.2%	1 3.7%	23 85.4%	3.0
Technology	27 100.0%	1 3.6%	3 11.3%	18 66.5%	1 3.9%	1 3.7%	3 11.1%	4 14.8%	2 7.6%	22 81.3%	3.1
Average (response based including bases)	364 100.0%	7 1.9%	35 9.8%	265 72.8%	21 5.7%	11 3.0%	25 6.9%	42 11.6%	32 8.7%	307 84.4%	3.0

## Jobs Outlook - Combined

### Q14\_SUM. Average across all sectors

#### SUMMARY TABLE

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

		WAVE			REGION						SIZE			SECTOR		
		Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		363	162	59	142	64	94	91	159	68	46	98	118	147	317	46
Weighted Total		364	161	58	144	65	92	88	153	65	54	102	113	148	321	43
		100.0%	100.0%	100.0%	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)	7	-	2	5	2	2	1	3	2	-	2	2	3	7	-
		1.9%	-	3.2%	3.4%	2.9%	2.1%	1.1%	1.9%	3.0%	-	1.9%	1.7%	1.9%	2.1%	-
				a	a											
Slightly increase	(4)	35	10	10	15	5	17	7	13	6	1	8	13	15	30	5
		9.8%	6.5%	16.8%	10.5%	7.0%	19.1%	7.8%	8.3%	8.9%	1.5%	7.4%	11.5%	10.1%	9.4%	12.7%
				a			dfgi									
Stay the same	(3)	265	111	42	111	55	53	66	105	39	52	77	81	107	229	36
		72.8%	69.0%	72.1%	77.4%	84.5%	57.6%	75.3%	68.4%	59.2%	96.9%	75.2%	71.3%	72.3%	71.4%	83.1%
						egh		eh			defgh					
Slightly decrease	(2)	21	8	4	9	4	1	5	15	11	1	2	6	13	19	2
		5.7%	5.0%	6.4%	6.2%	5.7%	1.0%	5.2%	10.0%	16.5%	1.6%	1.8%	5.7%	8.5%	5.9%	4.3%
								e	e	efi				j		
Greatly decrease	(1)	11	9	1	1	-	10	1	1	-	-	6	5	-	11	-
		3.0%	5.6%	1.5%	.6%	-	10.6%	1.2%	.7%	-	-	5.9%	4.2%	-	3.4%	-
			c				dfghi					l	l			
Don't know		25	22	-	3	-	9	8	16	8	-	8	6	11	25	-
		6.9%	13.9%	-	1.9%	-	9.6%	9.4%	10.7%	12.4%	-	7.8%	5.6%	7.3%	7.8%	-
			bc				di	di	di	di					n	
NETS																
Net: Increase		42	10	12	20	6	19	8	16	8	1	10	15	18	37	5
		11.6%	6.5%	20.0%	13.9%	9.9%	21.2%	8.9%	10.2%	11.9%	1.5%	9.3%	13.2%	12.0%	11.5%	12.7%
				a	a		fgi			i						
Net: Decrease		32	17	5	10	4	11	6	16	11	1	8	11	13	30	2
		8.7%	10.6%	7.9%	6.8%	5.7%	11.6%	6.4%	10.7%	16.5%	1.6%	7.6%	9.9%	8.5%	9.3%	4.3%
							i		fi							
Net: Increase + Stay the same		307	122	54	131	61	72	74	120	47	53	86	96	125	266	41
		84.4%	75.5%	92.1%	91.3%	94.3%	78.8%	84.2%	78.6%	71.1%	98.4%	84.6%	84.5%	84.2%	82.9%	95.7%
				a	a	egh	h			efgh					m	
Mean score		3.0	2.9	3.1	3.1	3.1	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.1	3.0	3.1
				a	a											

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

## Jobs Outlook - Combined

**Q14\_1. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next three months?**

### Accounting and financial services

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

		WAVE				REGION						SIZE			SECTOR	
		Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	*n
Unweighted Total		43	18	5	20	8	11	12	19	7	5	11	15	17	38	5
Weighted Total		43	18	5	20	8	10	12	18	7	6	12	14	17	38	5
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	6	1	-	5	1	2	1	3	2	-	2	3	1	5	1
		12.9%	5.0%	-	23.2%	10.7%	16.4%	8.4%	15.9%	28.8%	-	16.9%	18.8%	5.2%	12.0%	20.0%
Stay the same	(3)	32	13	5	13	8	7	9	12	3	6	8	11	13	28	4
		73.4%	73.2%	100.0%	66.9%	89.3%	64.6%	74.4%	62.7%	42.4%	100.0%	65.9%	73.9%	78.0%	72.6%	80.0%
Slightly decrease	(2)	1	-	-	1	-	-	-	1	1	-	-	-	1	1	-
		2.4%	-	-	5.2%	-	-	-	5.7%	15.4%	-	-	-	6.1%	2.7%	-
Greatly decrease	(1)	1	1	-	-	-	1	-	-	-	-	1	-	-	1	-
		2.3%	5.4%	-	-	-	9.4%	-	-	-	-	8.5%	-	-	2.6%	-
Don't know		4	3	-	1	-	1	2	3	1	-	1	1	2	4	-
		9.0%	16.4%	-	4.7%	-	9.6%	17.2%	15.8%	13.3%	-	8.7%	7.3%	10.7%	10.2%	-
NETS																
Net: Increase		6	1	-	5	1	2	1	3	2	-	2	3	1	5	1
		12.9%	5.0%	-	23.2%	10.7%	16.4%	8.4%	15.9%	28.8%	-	16.9%	18.8%	5.2%	12.0%	20.0%
Net: Decrease		2	1	-	1	-	1	-	1	1	-	1	-	1	2	-
		4.7%	5.4%	-	5.2%	-	9.4%	-	5.7%	15.4%	-	8.5%	-	6.1%	5.3%	-
Net: Increase + Stay the same		37	14	5	18	8	8	10	15	5	6	10	13	14	32	5
		86.3%	78.2%	100.0%	90.1%	100.0%	81.0%	82.8%	78.6%	71.2%	100.0%	82.8%	92.7%	83.2%	84.5%	100.0%
Mean score		3.1	2.9	3.0	3.2	3.1	3.0	3.1	3.1	3.2	3.0	3.0	3.2	3.0	3.0	3.2

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

## Jobs Outlook - Combined

**Q14\_2. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next three months?**

### Construction

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

		WAVE				REGION						SIZE			SECTOR	
		Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		15	7	2	6	3	1	3	8	5	3	7	4	4	14	1
Weighted Total		15	7	2	6	3	1	3	8	5	4	7	4	4	14	1
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	1	-	-	1	-	-	-	1	1	-	1	-	-	1	-
		6.7%	-	-	17.5%	-	-	-	13.1%	21.0%	-	13.6%	-	-	7.1%	-
Slightly increase	(4)	6	2	1	3	2	-	2	4	2	-	3	2	1	5	1
		37.7%	26.0%	53.4%	47.4%	66.1%	-	69.1%	51.2%	40.5%	-	38.2%	49.2%	24.9%	33.8%	100.0%
Stay the same	(3)	6	4	-	2	-	1	1	2	1	4	3	2	2	6	-
		43.5%	61.5%	-	35.1%	-	100.0%	30.9%	23.6%	19.3%	100.0%	35.6%	50.8%	51.3%	46.3%	-
Slightly decrease	(2)	2	1	1	-	1	-	-	1	1	-	1	-	1	2	-
		12.1%	12.5%	46.6%	-	33.9%	-	-	12.1%	19.3%	-	12.5%	-	23.8%	12.9%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																
Net: Increase		7	2	1	4	2	-	2	5	3	-	4	2	1	6	1
		44.3%	26.0%	53.4%	64.9%	66.1%	-	69.1%	64.3%	61.4%	-	51.9%	49.2%	24.9%	40.8%	100.0%
Net: Decrease		2	1	1	-	1	-	-	1	1	-	1	-	1	2	-
		12.1%	12.5%	46.6%	-	33.9%	-	-	12.1%	19.3%	-	12.5%	-	23.8%	12.9%	-
Net: Increase + Stay the same		13	6	1	6	2	1	3	7	4	4	6	4	3	12	1
		87.9%	87.5%	53.4%	100.0%	66.1%	100.0%	100.0%	87.9%	80.7%	100.0%	87.5%	100.0%	76.2%	87.1%	100.0%
Mean score		3.4	3.1	3.1	3.8	3.3	3.0	3.7	3.7	3.6	3.0	3.5	3.5	3.0	3.3	4.0

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

## Jobs Outlook - Combined

**Q14\_3. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next three months?**

### Drivers

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

		WAVE			REGION						SIZE			SECTOR			
		Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public	
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i		*j	*k	*l	*m	*n
Unweighted Total		18	8	1	9	6	4	2	3	1	5	6	6	6		17	1
Weighted Total		19	9	1	9	6	4	2	3	1	6	7	6	6		18	1
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%		100.0%	100.0%
Greatly increase	(5)	1	-	1	-	1	-	-	-	-	-	-	-	1		1	-
		5.1%	-	100.0%	-	16.8%	-	-	-	-	-	-	-	15.7%		5.4%	-
Slightly increase	(4)	1	-	-	1	-	1	-	-	-	-	-	-	1		1	-
		6.3%	-	-	12.9%	-	28.1%	-	-	-	-	-	-	19.4%		6.6%	-
Stay the same	(3)	13	6	-	7	4	1	2	3	1	5	6	4	3		12	1
		68.7%	66.5%	-	78.0%	66.4%	26.4%	100.0%	100.0%	100.0%	85.1%	84.1%	69.1%	51.3%		67.1%	100.0%
Slightly decrease	(2)	2	2	-	-	1	-	-	-	-	1	-	2	-		2	-
		9.7%	21.0%	-	-	16.8%	-	-	-	-	14.9%	-	30.9%	-		10.1%	-
Greatly decrease	(1)	1	1	-	-	-	1	-	-	-	-	1	-	-		1	-
		5.8%	12.5%	-	-	-	25.7%	-	-	-	-	15.9%	-	-		6.1%	-
Don't know		1	-	-	1	-	1	-	-	-	-	-	-	1		1	-
		4.5%	-	-	9.1%	-	19.9%	-	-	-	-	-	-	13.7%		4.7%	-
NETS																	
Net: Increase		2	-	1	1	1	1	-	-	-	-	-	-	2		2	-
		11.4%	-	100.0%	12.9%	16.8%	28.1%	-	-	-	-	-	-	35.0%		12.0%	-
Net: Decrease		3	3	-	-	1	1	-	-	-	1	1	2	-		3	-
		15.4%	33.5%	-	-	16.8%	25.7%	-	-	-	14.9%	15.9%	30.9%	-		16.2%	-
Net: Increase + Stay the same		15	6	1	8	5	2	2	3	1	5	6	4	5		14	1
		80.1%	66.5%	100.0%	90.9%	83.2%	54.5%	100.0%	100.0%	100.0%	85.1%	84.1%	69.1%	86.3%		79.1%	100.0%
Mean score		3.0	2.5	5.0	3.1	3.2	2.7	3.0	3.0	3.0	2.9	2.7	2.7	3.6		2.9	3.0

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

## Jobs Outlook - Combined

**Q14\_4. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next three months?**

### Education

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

		WAVE				REGION						SIZE			SECTOR	
		Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		10	6	2	2	2	3	-	3	3	2	4	3	3	8	2
Weighted Total		11	7	2	2	2	3	-	3	3	3	5	3	3	9	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%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	2	1	1	-	1	1	-	-	-	-	-	1	1	1	1
		17.7%	13.9%	47.9%	-	46.5%	32.9%	-	-	-	-	-	30.9%	33.3%	11.3%	46.1%
Stay the same	(3)	6	3	1	2	1	-	-	2	2	3	4	1	1	5	1
		55.0%	42.1%	52.1%	100.0%	53.5%	-	-	69.5%	69.5%	100.0%	79.0%	35.2%	36.2%	55.3%	53.9%
Slightly decrease	(2)	1	1	-	-	-	-	-	1	1	-	-	-	1	1	-
		8.5%	13.7%	-	-	-	-	-	30.5%	30.5%	-	-	-	30.6%	10.4%	-
Greatly decrease	(1)	1	1	-	-	-	1	-	-	-	-	-	1	-	1	-
		9.4%	15.2%	-	-	-	33.6%	-	-	-	-	-	33.9%	-	11.5%	-
Don't know		1	1	-	-	-	1	-	-	-	-	1	-	-	1	-
		9.4%	15.2%	-	-	-	33.6%	-	-	-	-	21.0%	-	-	11.5%	-
NETS																
Net: Increase		2	1	1	-	1	1	-	-	-	-	-	1	1	1	1
		17.7%	13.9%	47.9%	-	46.5%	32.9%	-	-	-	-	-	30.9%	33.3%	11.3%	46.1%
Net: Decrease		2	2	-	-	-	1	-	1	1	-	-	1	1	2	-
		17.8%	28.9%	-	-	-	33.6%	-	30.5%	30.5%	-	-	33.9%	30.6%	21.9%	-
Net: Increase + Stay the same		8	4	2	2	2	1	-	2	2	3	4	2	2	6	2
		72.8%	55.9%	100.0%	100.0%	100.0%	32.9%	-	69.5%	69.5%	100.0%	79.0%	66.1%	69.4%	66.6%	100.0%
Mean score		2.9	2.6	3.5	3.0	3.5	2.5	-	2.7	2.7	3.0	3.0	2.6	3.0	2.7	3.5

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

## Jobs Outlook - Combined

**Q14\_5. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next three months?**

### Engineering & technical

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

		WAVE				REGION						SIZE			SECTOR	
		Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		29	14	4	11	5	8	7	11	4	5	9	10	10	27	2
Weighted Total		29	14	4	12	5	8	7	10	4	6	9	10	11	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%	100.0%	100.0%	100.0%
Greatly increase	(5)	2	-	-	2	-	1	-	1	1	-	1	-	1	2	-
		6.6%	-	-	16.8%	-	12.2%	-	9.5%	26.7%	-	10.6%	-	9.0%	7.0%	-
Slightly increase	(4)	4	1	2	1	-	3	1	1	-	-	1	1	2	4	-
		13.6%	7.7%	49.6%	8.5%	-	38.9%	14.6%	9.4%	-	-	10.3%	10.2%	19.5%	14.4%	-
Stay the same	(3)	20	10	2	8	5	3	4	6	2	6	7	8	5	18	2
		67.2%	71.9%	50.4%	67.1%	100.0%	37.4%	56.4%	53.8%	49.1%	100.0%	79.1%	78.7%	46.1%	65.1%	100.0%
Slightly decrease	(2)	2	1	-	1	-	1	1	1	-	-	-	-	2	2	-
		6.0%	6.4%	-	7.6%	-	11.5%	13.2%	8.5%	-	-	-	-	16.9%	6.4%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		2	2	-	-	-	-	1	2	1	-	-	1	1	2	-
		6.6%	14.0%	-	-	-	-	15.8%	18.8%	24.3%	-	-	11.0%	8.5%	7.1%	-
NETS																
Net: Increase		6	1	2	3	-	4	1	2	1	-	2	1	3	6	-
		20.2%	7.7%	49.6%	25.3%	-	51.1%	14.6%	18.9%	26.7%	-	20.9%	10.2%	28.5%	21.4%	-
Net: Decrease		2	1	-	1	-	1	1	1	-	-	-	-	2	2	-
		6.0%	6.4%	-	7.6%	-	11.5%	13.2%	8.5%	-	-	-	-	16.9%	6.4%	-
Net: Increase + Stay the same		26	11	4	11	5	7	5	8	3	6	9	9	8	24	2
		87.3%	79.6%	100.0%	92.4%	100.0%	88.5%	71.1%	72.7%	75.7%	100.0%	100.0%	89.0%	74.6%	86.5%	100.0%
Mean score		3.2	3.0	3.5	3.3	3.0	3.5	3.0	3.2	3.7	3.0	3.3	3.1	3.2	3.2	3.0

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

## Jobs Outlook - Combined

**Q14\_6. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next three months?**

### Executive recruitment / interim management

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

		WAVE				REGION						SIZE			SECTOR	
		Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		19	9	3	7	3	5	5	10	5	1	4	6	9	16	3
Weighted Total		18	8	3	7	3	5	5	10	5	1	4	6	9	15	3
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	1	-	-	1	-	1	-	-	-	-	-	1	-	1	-
		4.5%	-	-	12.0%	-	16.8%	-	-	-	-	-	14.5%	-	5.3%	-
Stay the same	(3)	16	7	3	6	3	3	5	9	4	1	3	5	8	13	3
		85.2%	77.4%	100.0%	88.0%	100.0%	62.9%	100.0%	90.7%	81.1%	100.0%	74.2%	85.5%	89.8%	82.4%	100.0%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		2	2	-	-	-	1	-	1	1	-	1	-	1	2	-
		10.4%	22.6%	-	-	-	20.3%	-	9.3%	18.9%	-	25.8%	-	10.2%	12.3%	-
NETS																
Net: Increase		1	-	-	1	-	1	-	-	-	-	-	1	-	1	-
		4.5%	-	-	12.0%	-	16.8%	-	-	-	-	-	14.5%	-	5.3%	-
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		16	7	3	7	3	4	5	9	4	1	3	6	8	14	3
		89.6%	77.4%	100.0%	100.0%	100.0%	79.7%	100.0%	90.7%	81.1%	100.0%	74.2%	100.0%	89.8%	87.7%	100.0%
Mean score		3.1	3.0	3.0	3.1	3.0	3.2	3.0	3.0	3.0	3.0	3.0	3.1	3.0	3.1	3.0

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

## Jobs Outlook - Combined

**Q14\_7. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next three months?**

### Health & social care

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

		WAVE			REGION						SIZE			SECTOR			
		Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public	
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i		*j	*k	*l	*m	*n
Unweighted Total		7	4	2	1	1	1	3	3	-	2		3	1	3	7	-
Weighted Total		7	4	2	1	1	1	3	3	-	3		4	1	3	7	-
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-	100.0%		100.0%	100.0%	100.0%	100.0%	-
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
Slightly increase	(4)	2	-	1	1	-	1	1	1	-	-		-	1	1	2	-
		26.5%	-	49.0%	100.0%	-	100.0%	34.6%	34.6%	-	-		-	100.0%	34.3%	26.5%	-
Stay the same	(3)	5	4	1	-	1	-	2	2	-	3		4	-	2	5	-
		73.5%	100.0%	51.0%	-	100.0%	-	65.4%	65.4%	-	100.0%		100.0%	-	65.7%	73.5%	-
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
Don't know		-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
NETS																	
Net: Increase		2	-	1	1	-	1	1	1	-	-		-	1	1	2	-
		26.5%	-	49.0%	100.0%	-	100.0%	34.6%	34.6%	-	-		-	100.0%	34.3%	26.5%	-
Net: Decrease		-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
Net: Increase + Stay the same		7	4	2	1	1	1	3	3	-	3		4	1	3	7	-
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-	100.0%		100.0%	100.0%	100.0%	100.0%	-
Mean score		3.3	3.0	3.5	4.0	3.0	4.0	3.3	3.3	-	3.0		3.0	4.0	3.3	3.3	

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

## Jobs Outlook - Combined

**Q14\_8. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next three months?**

### Hospitality

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

		WAVE				REGION						SIZE			SECTOR		
		Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public	
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i		*j	*k	*l	*m	*n
Unweighted Total		14	5	4	5	2	2	5	8	3	2		3	4	7	11	3
Weighted Total		14	5	4	5	2	2	5	8	3	3		4	4	7	11	3
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%		100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
Slightly increase	(4)	3	-	2	1	-	2	1	1	-	-		-	1	2	3	-
		20.6%	-	50.5%	19.6%	-	100.0%	20.2%	12.5%	-	-		-	25.5%	28.6%	25.6%	-
Stay the same	(3)	8	5	1	2	1	-	3	5	2	3		4	2	3	6	2
		58.7%	100.0%	25.3%	39.6%	52.3%	-	59.6%	61.3%	64.0%	100.0%		100.0%	49.6%	42.2%	56.8%	66.2%
Slightly decrease	(2)	3	-	1	2	1	-	1	2	1	-		-	1	2	2	1
		20.7%	-	24.2%	40.9%	47.7%	-	20.2%	26.2%	36.0%	-		-	24.9%	29.3%	17.6%	33.8%
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
Don't know		-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
NETS																	
Net: Increase		3	-	2	1	-	2	1	1	-	-		-	1	2	3	-
		20.6%	-	50.5%	19.6%	-	100.0%	20.2%	12.5%	-	-		-	25.5%	28.6%	25.6%	-
Net: Decrease		3	-	1	2	1	-	1	2	1	-		-	1	2	2	1
		20.7%	-	24.2%	40.9%	47.7%	-	20.2%	26.2%	36.0%	-		-	24.9%	29.3%	17.6%	33.8%
Net: Increase + Stay the same		11	5	3	3	1	2	4	6	2	3		4	3	5	9	2
		79.3%	100.0%	75.8%	59.1%	52.3%	100.0%	79.8%	73.8%	64.0%	100.0%		100.0%	75.1%	70.7%	82.4%	66.2%
Mean score		3.0	3.0	3.3	2.8	2.5	4.0	3.0	2.9	2.6	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,l - m,n

## Jobs Outlook - Combined

**Q14\_9. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next three months?**

### Industrial

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

		WAVE				REGION						SIZE			SECTOR	
		Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	*n
Unweighted Total		34	13	8	13	5	11	7	13	6	5	9	16	9	30	4
Weighted Total		35	13	8	14	6	11	7	12	6	5	9	15	10	31	4
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	1	-	-	1	-	-	1	1	-	-	-	1	-	1	-
		2.8%	-	-	7.1%	-	-	14.8%	8.0%	-	-	-	6.4%	-	3.2%	-
Slightly increase	(4)	1	1	-	-	-	-	-	-	-	1	-	1	-	-	1
		2.4%	6.4%	-	-	-	-	-	-	-	15.0%	-	5.3%	-	-	22.8%
Stay the same	(3)	29	11	6	12	6	9	5	9	5	5	9	10	10	26	3
		84.4%	86.6%	76.5%	86.9%	100.0%	84.5%	70.3%	76.8%	84.3%	85.0%	100.0%	64.7%	100.0%	85.2%	77.2%
Slightly decrease	(2)	2	1	1	-	-	-	1	2	1	-	-	2	-	2	-
		5.4%	7.0%	12.3%	-	-	-	14.8%	15.2%	15.7%	-	-	12.3%	-	6.1%	-
Greatly decrease	(1)	2	-	1	1	-	2	-	-	-	-	-	2	-	2	-
		5.0%	-	11.2%	6.0%	-	15.5%	-	-	-	-	-	11.2%	-	5.5%	-
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																
Net: Increase		2	1	-	1	-	-	1	1	-	1	-	2	-	1	1
		5.2%	6.4%	-	7.1%	-	-	14.8%	8.0%	-	15.0%	-	11.8%	-	3.2%	22.8%
Net: Decrease		4	1	2	1	-	2	1	2	1	-	-	4	-	4	-
		10.4%	7.0%	23.5%	6.0%	-	15.5%	14.8%	15.2%	15.7%	-	-	23.5%	-	11.6%	-
Net: Increase + Stay the same		31	12	6	13	6	9	6	10	5	5	9	12	10	27	4
		89.6%	93.0%	76.5%	94.0%	100.0%	84.5%	85.2%	84.8%	84.3%	100.0%	100.0%	76.5%	100.0%	88.4%	100.0%
Mean score		2.9	3.0	2.7	3.0	3.0	2.7	3.1	3.0	2.8	3.1	3.0	2.8	3.0	2.9	3.2

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

## Jobs Outlook - Combined

**Q14\_10. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next three months?**

### Legal & HR

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

		WAVE				REGION						SIZE			SECTOR	
		Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		32	13	5	14	3	11	7	16	9	2	6	7	19	29	3
Weighted Total		31	12	5	14	3	11	7	16	9	2	6	7	19	28	3
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Stay the same	(3)	26	9	5	12	3	9	6	13	7	2	4	7	16	23	3
		84.3%	76.5%	100.0%	85.5%	100.0%	81.3%	86.1%	81.4%	77.7%	100.0%	65.7%	100.0%	84.5%	82.7%	100.0%
Slightly decrease	(2)	1	-	-	1	-	-	-	1	1	-	-	-	1	1	-
		3.4%	-	-	7.6%	-	-	-	6.7%	12.0%	-	-	-	5.6%	3.7%	-
Greatly decrease	(1)	1	1	-	-	-	1	-	-	-	-	1	-	-	1	-
		3.2%	8.0%	-	-	-	9.3%	-	-	-	-	17.0%	-	-	3.5%	-
Don't know		3	2	-	1	-	1	1	2	1	-	1	-	2	3	-
		9.2%	15.5%	-	6.9%	-	9.4%	13.9%	11.9%	10.3%	-	17.3%	-	9.9%	10.1%	-
NETS																
Net: Increase		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Decrease		2	1	-	1	-	1	-	1	1	-	1	-	1	2	-
		6.5%	8.0%	-	7.6%	-	9.3%	-	6.7%	12.0%	-	17.0%	-	5.6%	7.2%	-
Net: Increase + Stay the same		26	9	5	12	3	9	6	13	7	2	4	7	16	23	3
		84.3%	76.5%	100.0%	85.5%	100.0%	81.3%	86.1%	81.4%	77.7%	100.0%	65.7%	100.0%	84.5%	82.7%	100.0%
Mean score		2.9	2.8	3.0	2.9	3.0	2.8	3.0	2.9	2.9	3.0	2.6	3.0	2.9	2.9	3.0

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

## Jobs Outlook - Combined

**Q14\_11. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next three months?**

### Life sciences

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

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

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

## Jobs Outlook - Combined

**Q14\_12. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next three months?**

### Marketing, media & creative

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

		WAVE				REGION						SIZE			SECTOR	
		Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		29	11	4	14	4	8	9	15	6	2	8	8	13	24	5
Weighted Total		28	10	4	13	4	7	9	15	6	2	7	8	12	23	5
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	1	-	-	1	-	-	1	1	-	-	-	-	1	1	-
		3.5%	-	-	7.2%	-	-	11.0%	6.6%	-	-	-	-	7.7%	4.2%	-
Stay the same	(3)	23	7	4	11	4	6	7	11	4	2	6	7	10	18	5
		82.0%	70.8%	100.0%	85.0%	100.0%	86.3%	76.8%	72.7%	66.5%	100.0%	86.4%	86.4%	76.6%	78.4%	100.0%
Slightly decrease	(2)	1	-	-	1	-	-	-	1	1	-	-	-	1	1	-
		3.8%	-	-	7.8%	-	-	-	7.2%	18.0%	-	-	-	8.4%	4.5%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		3	3	-	-	-	1	1	2	1	-	1	1	1	3	-
		10.7%	29.2%	-	-	-	13.7%	12.2%	13.5%	15.5%	-	13.6%	13.6%	7.3%	12.8%	-
NETS																
Net: Increase		1	-	-	1	-	-	1	1	-	-	-	-	1	1	-
		3.5%	-	-	7.2%	-	-	11.0%	6.6%	-	-	-	-	7.7%	4.2%	-
Net: Decrease		1	-	-	1	-	-	-	1	1	-	-	-	1	1	-
		3.8%	-	-	7.8%	-	-	-	7.2%	18.0%	-	-	-	8.4%	4.5%	-
Net: Increase + Stay the same		24	7	4	12	4	6	8	12	4	2	6	7	10	19	5
		85.5%	70.8%	100.0%	92.2%	100.0%	86.3%	87.8%	79.3%	66.5%	100.0%	86.4%	86.4%	84.3%	82.6%	100.0%
Mean score		3.0	3.0	3.0	3.0	3.0	3.0	3.1	3.0	2.8	3.0	3.0	3.0	3.0	3.0	3.0

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

## Jobs Outlook - Combined

**Q14\_13. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next three months?**

### Office professionals

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

		WAVE				REGION						SIZE			SECTOR	
		Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	*n
Unweighted Total		58	24	12	22	12	14	15	25	10	7	13	22	23	50	8
Weighted Total		57	23	12	23	12	14	14	24	10	8	13	21	23	50	8
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	1	-	1	-	1	-	-	-	-	-	-	1	-	1	-
		1.6%	-	8.2%	-	7.9%	-	-	-	-	-	-	4.5%	-	1.9%	-
Slightly increase	(4)	5	3	1	1	-	4	-	1	1	-	1	1	3	3	2
		8.3%	12.2%	8.5%	4.3%	-	28.0%	-	4.0%	10.1%	-	6.6%	4.6%	12.8%	5.9%	24.0%
Stay the same	(3)	41	13	9	20	10	7	11	16	5	8	10	14	16	35	6
		71.5%	54.3%	75.5%	87.2%	84.6%	50.3%	79.3%	67.9%	50.6%	100.0%	78.6%	67.4%	71.1%	70.8%	76.0%
Slightly decrease	(2)	5	2	1	2	1	-	1	4	3	-	-	2	3	5	-
		8.1%	7.8%	7.8%	8.5%	7.5%	-	6.1%	15.6%	29.9%	-	-	8.6%	12.2%	9.3%	-
Greatly decrease	(1)	3	3	-	-	-	2	1	1	-	-	1	2	-	3	-
		5.3%	13.0%	-	-	-	14.5%	7.3%	4.4%	-	-	7.4%	9.8%	-	6.1%	-
Don't know		3	3	-	-	-	1	1	2	1	-	1	1	1	3	-
		5.1%	12.7%	-	-	-	7.3%	7.3%	8.1%	9.4%	-	7.5%	5.0%	3.9%	5.9%	-
NETS																
Net: Increase		6	3	2	1	1	4	-	1	1	-	1	2	3	4	2
		10.0%	12.2%	16.7%	4.3%	7.9%	28.0%	-	4.0%	10.1%	-	6.6%	9.1%	12.8%	7.8%	24.0%
Net: Decrease		8	5	1	2	1	2	2	5	3	-	1	4	3	8	-
		13.4%	20.8%	7.8%	8.5%	7.5%	14.5%	13.4%	20.0%	29.9%	-	7.4%	18.4%	12.2%	15.4%	-
Net: Increase + Stay the same		47	16	11	21	11	11	11	17	6	8	11	16	19	39	8
		81.5%	66.5%	92.2%	91.5%	92.5%	78.2%	79.3%	71.9%	60.6%	100.0%	85.1%	76.5%	83.9%	78.6%	100.0%
Mean score		2.9	2.8	3.2	3.0	3.1	3.0	2.8	2.8	2.8	3.0	2.9	2.8	3.0	2.9	3.2

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

## Jobs Outlook - Combined

**Q14\_14. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next three months?**

### Sales & retail

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

		WAVE				REGION						SIZE			SECTOR	
		Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		26	12	4	10	5	8	8	11	3	2	6	8	12	22	4
Weighted Total		27	12	4	11	6	8	8	11	3	3	6	8	13	23	4
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	2	-	1	1	-	1	-	1	1	-	1	1	-	2	-
		7.2%	-	24.0%	9.2%	-	11.9%	-	9.3%	33.5%	-	15.4%	12.2%	-	8.3%	-
Stay the same	(3)	21	8	3	10	6	5	7	8	1	3	3	6	12	17	4
		78.2%	67.9%	76.0%	90.8%	100.0%	63.0%	86.3%	72.5%	36.0%	100.0%	53.7%	74.1%	93.0%	74.7%	100.0%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	1	1	-	-	-	1	-	-	-	-	1	-	-	1	-
		3.7%	8.0%	-	-	-	12.4%	-	-	-	-	15.3%	-	-	4.2%	-
Don't know		3	3	-	-	-	1	1	2	1	-	1	1	1	3	-
		11.0%	24.1%	-	-	-	12.6%	13.7%	18.3%	30.5%	-	15.6%	13.7%	7.0%	12.7%	-
NETS																
Net: Increase		2	-	1	1	-	1	-	1	1	-	1	1	-	2	-
		7.2%	-	24.0%	9.2%	-	11.9%	-	9.3%	33.5%	-	15.4%	12.2%	-	8.3%	-
Net: Decrease		1	1	-	-	-	1	-	-	-	-	1	-	-	1	-
		3.7%	8.0%	-	-	-	12.4%	-	-	-	-	15.3%	-	-	4.2%	-
Net: Increase + Stay the same		23	8	4	11	6	6	7	9	2	3	4	7	12	19	4
		85.4%	67.9%	100.0%	100.0%	100.0%	75.0%	86.3%	81.7%	69.5%	100.0%	69.1%	86.3%	93.0%	83.1%	100.0%
Mean score		3.0	2.8	3.2	3.1	3.0	2.9	3.0	3.1	3.5	3.0	2.8	3.1	3.0	3.0	3.0

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

## Jobs Outlook - Combined

**Q14\_15. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next three months?**

### Technology

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

		WAVE				REGION						SIZE			SECTOR	
		Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		26	15	3	8	5	7	6	11	5	3	7	8	11	22	4
Weighted Total		27	15	3	9	6	7	6	11	5	4	7	8	12	23	4
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	1	-	-	1	-	1	-	-	-	-	-	-	1	1	-
		3.6%	-	-	11.0%	-	14.0%	-	-	-	-	-	-	8.1%	4.1%	-
Slightly increase	(4)	3	2	1	-	1	2	-	-	-	-	-	1	2	3	-
		11.3%	13.5%	32.4%	-	17.2%	30.5%	-	-	-	-	-	12.5%	17.5%	13.1%	-
Stay the same	(3)	18	9	2	7	5	2	5	8	3	4	5	6	7	14	4
		66.5%	60.3%	67.6%	77.0%	82.8%	26.1%	81.8%	72.0%	60.4%	100.0%	73.0%	73.6%	57.8%	61.2%	100.0%
Slightly decrease	(2)	1	-	-	1	-	-	-	1	1	-	-	-	1	1	-
		3.9%	-	-	12.1%	-	-	-	9.8%	21.3%	-	-	-	8.9%	4.5%	-
Greatly decrease	(1)	1	1	-	-	-	1	-	-	-	-	1	-	-	1	-
		3.7%	6.5%	-	-	-	14.6%	-	-	-	-	13.4%	-	-	4.3%	-
Don't know		3	3	-	-	-	1	1	2	1	-	1	1	1	3	-
		11.1%	19.6%	-	-	-	14.8%	18.2%	18.3%	18.3%	-	13.6%	13.8%	7.7%	12.8%	-
NETS																
Net: Increase		4	2	1	1	1	3	-	-	-	-	-	1	3	4	-
		14.8%	13.5%	32.4%	11.0%	17.2%	44.5%	-	-	-	-	-	12.5%	25.6%	17.2%	-
Net: Decrease		2	1	-	1	-	1	-	1	1	-	1	-	1	2	-
		7.6%	6.5%	-	12.1%	-	14.6%	-	9.8%	21.3%	-	13.4%	-	8.9%	8.8%	-
Net: Increase + Stay the same		22	11	3	8	6	5	5	8	3	4	5	7	10	18	4
		81.3%	73.8%	100.0%	87.9%	100.0%	70.7%	81.8%	72.0%	60.4%	100.0%	73.0%	86.2%	83.4%	78.4%	100.0%
Mean score		3.1	3.0	3.3	3.1	3.2	3.3	3.0	2.9	2.7	3.0	2.7	3.1	3.3	3.1	3.0

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

## Jobs Outlook - Combined

**Q15\_SUM. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next four to twelve months?**

### SUMMARY TABLE

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

	Total	Greatly increase	Slightly increase	Stay the same	Slightly decrease	Greatly decrease	Don't know	Net: Increase	Net: Decrease	Net: Increase + Stay the same	Mean
Accounting and financial services	43 100.0%	- -	5 11.1%	31 72.9%	2 4.6%	- -	5 11.4%	5 11.1%	2 4.6%	36 84.0%	3.1
Construction	15 100.0%	1 6.3%	7 43.9%	7 49.8%	- -	- -	- -	7 50.2%	- -	15 100.0%	3.6
Drivers	19 100.0%	1 5.1%	2 12.1%	13 68.7%	1 4.6%	1 5.1%	1 4.5%	3 17.2%	2 9.7%	16 85.9%	3.1
Education	11 100.0%	- -	2 17.7%	5 45.2%	1 9.8%	2 17.8%	1 9.4%	2 17.7%	3 27.7%	7 62.9%	2.7
Engineering & technical	29 100.0%	2 6.6%	7 22.9%	19 63.8%	- -	- -	2 6.6%	9 29.5%	- -	28 93.4%	3.4
Executive recruitment / interim management	18 100.0%	- -	2 10.1%	14 74.6%	1 4.9%	- -	2 10.4%	2 10.1%	1 4.9%	16 84.7%	3.1
Health & social care	7 100.0%	- -	3 38.2%	5 61.8%	- -	- -	- -	3 38.2%	- -	7 100.0%	3.4
Hospitality	14 100.0%	- -	5 34.1%	6 38.8%	4 27.1%	- -	- -	5 34.1%	4 27.1%	10 72.9%	3.1
Industrial	35 100.0%	2 5.4%	2 5.6%	28 81.1%	3 7.9%	- -	- -	4 11.0%	3 7.9%	32 92.1%	3.1
Legal & HR	31 100.0%	- -	3 9.1%	22 69.4%	2 6.4%	- -	5 15.1%	3 9.1%	2 6.4%	24 78.5%	3.0
Life sciences	3 100.0%	- -	1 32.9%	- -	1 33.2%	- -	1 33.9%	1 32.9%	1 33.2%	1 32.9%	3.0
Marketing, media & creative	28 100.0%	- -	4 13.6%	20 71.9%	1 3.8%	- -	3 10.7%	4 13.6%	1 3.8%	24 85.5%	3.1
Office professionals	57 100.0%	2 3.2%	7 13.0%	40 70.1%	3 5.0%	1 1.7%	4 7.0%	9 16.2%	4 6.7%	50 86.3%	3.1
Sales & retail	27 100.0%	- -	7 24.8%	17 64.2%	- -	- -	3 11.0%	7 24.8%	- -	24 89.0%	3.3
Technology	27 100.0%	1 3.6%	7 25.6%	15 55.9%	1 3.9%	- -	3 11.1%	8 29.1%	1 3.9%	23 85.0%	3.3
Average (response based including bases)	364 100.0%	8 2.3%	62 17.1%	241 66.3%	19 5.3%	4 1.1%	29 8.0%	71 19.4%	23 6.3%	312 85.7%	3.2

## Jobs Outlook - Combined

### Q15\_SUM. Average across all sectors

#### SUMMARY TABLE

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

		WAVE				REGION						SIZE			SECTOR	
		Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		363	162	59	142	64	94	91	159	68	46	98	118	147	317	46
Weighted Total		364	161	58	144	65	92	88	153	65	54	102	113	148	321	43
		100.0%	100.0%	100.0%	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)	8	3	2	4	2	3	2	4	2	-	-	5	4	8	-
		2.3%	1.7%	3.2%	2.7%	2.9%	3.1%	2.2%	2.4%	2.8%	-	-	4.2%	2.5%	2.6%	-
													j			
Slightly increase	(4)	62	25	18	19	6	20	28	37	9	-	22	19	21	57	5
		17.1%	15.6%	30.4%	13.4%	8.8%	21.6%	31.9%	24.0%	13.3%	-	21.6%	17.1%	14.0%	17.9%	11.2%
				ac		i	di	dhi	di	i						
Stay the same	(3)	241	98	35	108	54	55	46	79	33	52	70	72	98	205	36
		66.3%	60.7%	59.7%	75.1%	83.8%	60.5%	52.0%	51.5%	50.7%	96.9%	68.7%	63.9%	66.3%	63.8%	84.6%
					ab	efgh					defgh					m
Slightly decrease	(2)	19	8	2	9	2	2	3	14	11	2	2	6	11	17	2
		5.3%	5.0%	3.3%	6.3%	3.1%	2.1%	3.2%	8.9%	16.5%	3.1%	1.9%	5.6%	7.4%	5.4%	4.3%
									e		defi					
Greatly decrease	(1)	4	4	-	-	1	2	-	1	1	-	-	3	1	4	-
		1.1%	2.4%	-	-	1.5%	2.2%	-	.6%	1.4%	-	-	2.6%	.6%	1.2%	-
Don't know		29	23	2	4	-	10	9	19	10	-	8	7	14	29	-
		8.0%	14.6%	3.4%	2.5%	-	10.5%	10.6%	12.7%	15.4%	-	7.8%	6.5%	9.2%	9.1%	-
			bc				di	di	di	di					n	
NETS																
Net: Increase		71	28	20	23	8	23	30	40	10	-	22	24	25	66	5
		19.4%	17.3%	33.6%	16.1%	11.7%	24.7%	34.1%	26.4%	16.0%	-	21.6%	21.3%	16.5%	20.5%	11.2%
				ac		i	di	dhi	di	i						
Net: Decrease		23	12	2	9	3	4	3	15	12	2	2	9	12	21	2
		6.3%	7.4%	3.3%	6.3%	4.5%	4.3%	3.2%	9.5%	17.9%	3.1%	1.9%	8.2%	8.0%	6.6%	4.3%
										defi			j	j		
Net: Increase + Stay the same		312	126	54	131	62	78	76	119	44	52	92	96	123	271	41
		85.7%	78.0%	93.3%	91.2%	95.5%	85.2%	86.2%	77.9%	66.7%	96.9%	90.3%	85.2%	82.8%	84.3%	95.7%
				a	a	efgh	h	h			efgh					m
Mean score		3.2	3.1	3.3	3.1	3.1	3.2	3.4	3.2	3.0	3.0	3.2	3.2	3.1	3.2	3.1
				ac			hi	dhi	hi							

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

## Jobs Outlook - Combined

**Q15\_1. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next four to twelve months?**

### Accounting and financial services

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

		WAVE			REGION						SIZE			SECTOR		
		Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	n
Unweighted Total		43	18	5	20	8	11	12	19	7	5	11	15	17	38	5
Weighted Total		43	18	5	20	8	10	12	18	7	6	12	14	17	38	5
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	5	3	-	2	-	1	3	4	1	-	3	1	1	4	1
		11.1%	15.9%	-	9.7%	-	10.3%	23.7%	20.2%	14.2%	-	23.9%	6.8%	6.3%	10.0%	20.0%
Stay the same	(3)	31	12	4	15	8	7	7	10	3	6	8	12	11	28	4
		72.9%	67.7%	80.2%	75.7%	100.0%	71.0%	59.1%	52.9%	42.3%	100.0%	67.4%	85.8%	65.7%	72.0%	80.0%
Slightly decrease	(2)	2	-	-	2	-	1	-	1	1	-	-	-	2	2	-
		4.6%	-	-	9.9%	-	9.1%	-	5.7%	15.4%	-	-	-	11.6%	5.2%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		5	3	1	1	-	1	2	4	2	-	1	1	3	5	-
		11.4%	16.4%	19.8%	4.7%	-	9.6%	17.2%	21.2%	28.1%	-	8.7%	7.3%	16.5%	12.8%	-
NETS																
Net: Increase		5	3	-	2	-	1	3	4	1	-	3	1	1	4	1
		11.1%	15.9%	-	9.7%	-	10.3%	23.7%	20.2%	14.2%	-	23.9%	6.8%	6.3%	10.0%	20.0%
Net: Decrease		2	-	-	2	-	1	-	1	1	-	-	-	2	2	-
		4.6%	-	-	9.9%	-	9.1%	-	5.7%	15.4%	-	-	-	11.6%	5.2%	-
Net: Increase + Stay the same		36	15	4	17	8	9	10	14	4	6	11	13	12	32	5
		84.0%	83.6%	80.2%	85.3%	100.0%	81.4%	82.8%	73.2%	56.5%	100.0%	91.3%	92.7%	71.9%	82.0%	100.0%
Mean score		3.1	3.2	3.0	3.0	3.0	3.0	3.3	3.2	3.0	3.0	3.3	3.1	2.9	3.1	3.2

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

## Jobs Outlook - Combined

**Q15\_2. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next four to twelve months?**

### Construction

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

		WAVE				REGION						SIZE			SECTOR	
		Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		15	7	2	6	3	1	3	8	5	3	7	4	4	14	1
Weighted Total		15	7	2	6	3	1	3	8	5	4	7	4	4	14	1
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	1	-	-	1	-	-	1	1	-	-	-	-	1	1	-
		6.3%	-	-	16.5%	-	-	33.1%	12.4%	-	-	-	-	24.9%	6.7%	-
Slightly increase	(4)	7	3	1	3	2	-	2	5	3	-	5	2	-	6	1
		43.9%	38.0%	53.4%	48.3%	66.1%	-	66.9%	63.5%	61.4%	-	63.9%	49.2%	-	40.4%	100.0%
Stay the same	(3)	7	5	1	2	1	1	-	2	2	4	3	2	3	7	-
		49.8%	62.0%	46.6%	35.1%	33.9%	100.0%	-	24.1%	38.6%	100.0%	36.1%	50.8%	75.1%	52.9%	-
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																
Net: Increase		7	3	1	4	2	-	3	6	3	-	5	2	1	7	1
		50.2%	38.0%	53.4%	64.9%	66.1%	-	100.0%	75.9%	61.4%	-	63.9%	49.2%	24.9%	47.1%	100.0%
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		15	7	2	6	3	1	3	8	5	4	7	4	4	14	1
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Mean score		3.6	3.4	3.5	3.8	3.7	3.0	4.3	3.9	3.6	3.0	3.6	3.5	3.5	3.5	4.0

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

## Jobs Outlook - Combined

**Q15\_3. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next four to twelve months?**

### Drivers

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

		WAVE				REGION						SIZE			SECTOR		
		Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public	
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i		*j	*k	*l	*m	*n
Unweighted Total		18	8	1	9	6	4	2	3	1	5	6	6	6		17	1
Weighted Total		19	9	1	9	6	4	2	3	1	6	7	6	6		18	1
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%		100.0%	100.0%
Greatly increase	(5)	1	-	1	-	1	-	-	-	-	-	-	-	1		1	-
		5.1%	-	100.0%	-	16.8%	-	-	-	-	-	-	-	15.7%		5.4%	-
Slightly increase	(4)	2	1	-	1	-	2	-	-	-	-	1	-	1		2	-
		12.1%	12.5%	-	12.9%	-	53.8%	-	-	-	-	15.9%	-	19.4%		12.7%	-
Stay the same	(3)	13	6	-	7	4	1	2	3	1	5	6	4	3		12	1
		68.7%	66.5%	-	78.0%	66.4%	26.4%	100.0%	100.0%	100.0%	85.1%	84.1%	69.1%	51.3%		67.1%	100.0%
Slightly decrease	(2)	1	1	-	-	-	-	-	-	-	1	-	1	-		1	-
		4.6%	9.9%	-	-	-	-	-	-	-	14.9%	-	14.6%	-		4.8%	-
Greatly decrease	(1)	1	1	-	-	1	-	-	-	-	-	-	1	-		1	-
		5.1%	11.1%	-	-	16.8%	-	-	-	-	-	-	16.3%	-		5.3%	-
Don't know		1	-	-	1	-	1	-	-	-	-	-	-	1		1	-
		4.5%	-	-	9.1%	-	19.9%	-	-	-	-	-	-	13.7%		4.7%	-
NETS																	
Net: Increase		3	1	1	1	1	2	-	-	-	-	1	-	2		3	-
		17.2%	12.5%	100.0%	12.9%	16.8%	53.8%	-	-	-	-	15.9%	-	35.0%		18.0%	-
Net: Decrease		2	2	-	-	1	-	-	-	-	1	-	2	-		2	-
		9.7%	21.0%	-	-	16.8%	-	-	-	-	14.9%	-	30.9%	-		10.1%	-
Net: Increase + Stay the same		16	7	1	8	5	3	2	3	1	5	7	4	5		15	1
		85.9%	79.0%	100.0%	90.9%	83.2%	80.1%	100.0%	100.0%	100.0%	85.1%	100.0%	69.1%	86.3%		85.2%	100.0%
Mean score		3.1	2.8	5.0	3.1	3.0	3.7	3.0	3.0	3.0	2.9	3.2	2.5	3.6		3.1	3.0

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

## Jobs Outlook - Combined

**Q15\_4. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next four to twelve months?**

### Education

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

		WAVE				REGION						SIZE			SECTOR	
		Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		10	6	2	2	2	3	-	3	3	2	4	3	3	8	2
Weighted Total		11	7	2	2	2	3	-	3	3	3	5	3	3	9	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%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	2	1	1	-	1	1	-	-	-	-	-	1	1	1	1
		17.7%	13.9%	47.9%	-	46.5%	32.9%	-	-	-	-	-	30.9%	33.3%	11.3%	46.1%
Stay the same	(3)	5	2	1	2	-	-	-	2	2	3	3	1	1	4	1
		45.2%	26.2%	52.1%	100.0%	-	-	-	69.5%	69.5%	100.0%	57.0%	35.2%	36.2%	43.2%	53.9%
Slightly decrease	(2)	1	1	-	-	1	-	-	-	-	-	1	-	-	1	-
		9.8%	15.9%	-	-	53.5%	-	-	-	-	-	22.0%	-	-	12.1%	-
Greatly decrease	(1)	2	2	-	-	-	1	-	1	1	-	-	1	1	2	-
		17.8%	28.9%	-	-	-	33.6%	-	30.5%	30.5%	-	-	33.9%	30.6%	21.9%	-
Don't know		1	1	-	-	-	1	-	-	-	-	1	-	-	1	-
		9.4%	15.2%	-	-	-	33.6%	-	-	-	-	21.0%	-	-	11.5%	-
NETS																
Net: Increase		2	1	1	-	1	1	-	-	-	-	-	1	1	1	1
		17.7%	13.9%	47.9%	-	46.5%	32.9%	-	-	-	-	-	30.9%	33.3%	11.3%	46.1%
Net: Decrease		3	3	-	-	1	1	-	1	1	-	1	1	1	3	-
		27.7%	44.8%	-	-	53.5%	33.6%	-	30.5%	30.5%	-	22.0%	33.9%	30.6%	34.0%	-
Net: Increase + Stay the same		7	3	2	2	1	1	-	2	2	3	3	2	2	5	2
		62.9%	40.0%	100.0%	100.0%	46.5%	32.9%	-	69.5%	69.5%	100.0%	57.0%	66.1%	69.4%	54.5%	100.0%
Mean score		2.7	2.3	3.5	3.0	2.9	2.5	-	2.4	2.4	3.0	2.7	2.6	2.7	2.5	3.5

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

## Jobs Outlook - Combined

**Q15\_5. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next four to twelve months?**

### Engineering & technical

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

		WAVE				REGION						SIZE			SECTOR		
		Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public	
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i		*j	*k	*l	*m	*n
Unweighted Total		29	14	4	11	5	8	7	11	4	5		9	10	10	27	2
Weighted Total		29	14	4	12	5	8	7	10	4	6		9	10	11	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%	100.0%	100.0%	100.0%
Greatly increase	(5)	2	1	-	1	-	2	-	-	-	-		-	1	1	2	-
		6.6%	7.0%	-	8.2%	-	24.9%	-	-	-	-		-	10.3%	9.0%	7.0%	-
Slightly increase	(4)	7	3	2	2	-	4	2	3	1	-		3	1	3	7	-
		22.9%	20.4%	49.6%	17.1%	-	50.4%	27.7%	27.3%	26.7%	-		30.3%	10.2%	28.0%	24.4%	-
Stay the same	(3)	19	8	2	9	5	2	4	6	2	6		7	7	6	17	2
		63.8%	58.6%	50.4%	74.7%	100.0%	24.7%	56.6%	53.9%	49.1%	100.0%		69.7%	68.5%	54.4%	61.6%	100.0%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
Don't know		2	2	-	-	-	-	1	2	1	-		-	1	1	2	-
		6.6%	14.0%	-	-	-	-	15.8%	18.8%	24.3%	-		-	11.0%	8.5%	7.1%	-
NETS																	
Net: Increase		9	4	2	3	-	6	2	3	1	-		3	2	4	9	-
		29.5%	27.4%	49.6%	25.3%	-	75.3%	27.7%	27.3%	26.7%	-		30.3%	20.5%	37.0%	31.3%	-
Net: Decrease		-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
Net: Increase + Stay the same		28	12	4	12	5	8	6	8	3	6		9	9	10	26	2
		93.4%	86.0%	100.0%	100.0%	100.0%	100.0%	84.2%	81.2%	75.7%	100.0%		100.0%	89.0%	91.5%	92.9%	100.0%
Mean score		3.4	3.4	3.5	3.3	3.0	4.0	3.3	3.3	3.4	3.0		3.3	3.3	3.5	3.4	3.0

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

## Jobs Outlook - Combined

**Q15\_6. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next four to twelve months?**

### Executive recruitment / interim management

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

		WAVE				REGION						SIZE			SECTOR		
		Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public	
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i		*j	*k	*l	*m	*n
Unweighted Total		19	9	3	7	3	5	5	10	5	1		4	6	9	16	3
Weighted Total		18	8	3	7	3	5	5	10	5	1		4	6	9	15	3
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%		100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
Slightly increase	(4)	2	1	-	1	-	-	2	2	-	-		1	1	-	2	-
		10.1%	10.4%	-	14.3%	-	-	37.7%	19.2%	-	-		22.5%	17.3%	-	12.0%	-
Stay the same	(3)	14	5	3	6	3	4	3	6	3	1		2	5	7	11	3
		74.6%	56.3%	100.0%	85.7%	100.0%	79.7%	62.3%	62.2%	62.2%	100.0%		51.7%	82.7%	79.5%	70.0%	100.0%
Slightly decrease	(2)	1	1	-	-	-	-	-	1	1	-		-	-	1	1	-
		4.9%	10.7%	-	-	-	-	-	9.3%	18.9%	-		-	-	10.2%	5.8%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
Don't know		2	2	-	-	-	1	-	1	1	-		1	-	1	2	-
		10.4%	22.6%	-	-	-	20.3%	-	9.3%	18.9%	-		25.8%	-	10.2%	12.3%	-
NETS																	
Net: Increase		2	1	-	1	-	-	2	2	-	-		1	1	-	2	-
		10.1%	10.4%	-	14.3%	-	-	37.7%	19.2%	-	-		22.5%	17.3%	-	12.0%	-
Net: Decrease		1	1	-	-	-	-	-	1	1	-		-	-	1	1	-
		4.9%	10.7%	-	-	-	-	-	9.3%	18.9%	-		-	-	10.2%	5.8%	-
Net: Increase + Stay the same		16	6	3	7	3	4	5	8	3	1		3	6	7	13	3
		84.7%	66.7%	100.0%	100.0%	100.0%	79.7%	100.0%	81.4%	62.2%	100.0%		74.2%	100.0%	79.5%	81.9%	100.0%
Mean score		3.1	3.0	3.0	3.1	3.0	3.0	3.4	3.1	2.8	3.0		3.3	3.2	2.9	3.1	3.0

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

## Jobs Outlook - Combined

**Q15\_7. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next four to twelve months?**

### Health & social care

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

		WAVE				REGION						SIZE			SECTOR	
		Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		7	4	2	1	1	1	3	3	-	2	3	1	3	7	-
Weighted Total		7	4	2	1	1	1	3	3	-	3	4	1	3	7	-
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-	100.0%	100.0%	100.0%	100.0%	100.0%	-
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	3	1	1	1	-	1	2	2	-	-	1	1	1	3	-
		38.2%	19.6%	49.0%	100.0%	-	100.0%	64.8%	64.8%	-	-	24.2%	100.0%	34.3%	38.2%	-
Stay the same	(3)	5	4	1	-	1	-	1	1	-	3	3	-	2	5	-
		61.8%	80.4%	51.0%	-	100.0%	-	35.2%	35.2%	-	100.0%	75.8%	-	65.7%	61.8%	-
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																
Net: Increase		3	1	1	1	-	1	2	2	-	-	1	1	1	3	-
		38.2%	19.6%	49.0%	100.0%	-	100.0%	64.8%	64.8%	-	-	24.2%	100.0%	34.3%	38.2%	-
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		7	4	2	1	1	1	3	3	-	3	4	1	3	7	-
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-	100.0%	100.0%	100.0%	100.0%	100.0%	-
Mean score		3.4	3.2	3.5	4.0	3.0	4.0	3.6	3.6	-	3.0	3.2	4.0	3.3	3.4	

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

## Jobs Outlook - Combined

**Q15\_8. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next four to twelve months?**

### Hospitality

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

		WAVE				REGION						SIZE			SECTOR		
		Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public	
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i		*j	*k	*l	*m	*n
Unweighted Total		14	5	4	5	2	2	5	8	3	2	3	4	7		11	3
Weighted Total		14	5	4	5	2	2	5	8	3	3	4	4	7		11	3
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%		100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	5	2	3	-	1	2	2	2	-	-	1	2	2		5	-
		34.1%	35.2%	75.8%	-	52.3%	100.0%	39.0%	24.2%	-	-	24.6%	52.2%	28.9%		42.5%	-
Stay the same	(3)	6	3	-	3	-	-	2	3	1	3	3	1	2		4	2
		38.8%	48.1%	-	59.1%	-	-	40.8%	37.9%	33.1%	100.0%	75.4%	22.9%	28.6%		32.1%	66.2%
Slightly decrease	(2)	4	1	1	2	1	-	1	3	2	-	-	1	3		3	1
		27.1%	16.6%	24.2%	40.9%	47.7%	-	20.2%	37.9%	66.9%	-	-	24.9%	42.5%		25.5%	33.8%
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																	
Net: Increase		5	2	3	-	1	2	2	2	-	-	1	2	2		5	-
		34.1%	35.2%	75.8%	-	52.3%	100.0%	39.0%	24.2%	-	-	24.6%	52.2%	28.9%		42.5%	-
Net: Decrease		4	1	1	2	1	-	1	3	2	-	-	1	3		3	1
		27.1%	16.6%	24.2%	40.9%	47.7%	-	20.2%	37.9%	66.9%	-	-	24.9%	42.5%		25.5%	33.8%
Net: Increase + Stay the same		10	5	3	3	1	2	4	5	1	3	4	3	4		9	2
		72.9%	83.4%	75.8%	59.1%	52.3%	100.0%	79.8%	62.1%	33.1%	100.0%	100.0%	75.1%	57.5%		74.5%	66.2%
Mean score		3.1	3.2	3.5	2.6	3.0	4.0	3.2	2.9	2.3	3.0	3.2	3.3	2.9		3.2	2.7

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

## Jobs Outlook - Combined

**Q15\_9. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next four to twelve months?**

### Industrial

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

		WAVE				REGION						SIZE			SECTOR	
		Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	n
Unweighted Total		34	13	8	13	5	11	7	13	6	5	9	16	9	30	4
Weighted Total		35	13	8	14	6	11	7	12	6	5	9	15	10	31	4
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	2	1	-	1	-	-	1	2	1	-	-	2	-	2	-
		5.4%	7.0%	-	7.1%	-	-	14.8%	15.2%	15.7%	-	-	12.3%	-	6.1%	-
Slightly increase	(4)	2	1	1	-	1	-	1	1	-	-	1	1	-	1	1
		5.6%	6.8%	13.3%	-	18.7%	-	13.2%	7.1%	-	-	9.2%	6.9%	-	2.8%	29.6%
Stay the same	(3)	28	9	6	13	5	11	4	8	4	5	9	10	10	26	3
		81.1%	72.6%	74.4%	92.9%	81.3%	100.0%	57.2%	62.4%	68.6%	84.5%	90.8%	62.9%	100.0%	82.3%	70.4%
Slightly decrease	(2)	3	2	1	-	-	-	1	2	1	1	-	3	-	3	-
		7.9%	13.6%	12.3%	-	-	-	14.8%	15.2%	15.7%	15.5%	-	17.8%	-	8.8%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																
Net: Increase		4	2	1	1	1	-	2	3	1	-	1	3	-	3	1
		11.0%	13.8%	13.3%	7.1%	18.7%	-	28.0%	22.3%	15.7%	-	9.2%	19.2%	-	8.9%	29.6%
Net: Decrease		3	2	1	-	-	-	1	2	1	1	-	3	-	3	-
		7.9%	13.6%	12.3%	-	-	-	14.8%	15.2%	15.7%	15.5%	-	17.8%	-	8.8%	-
Net: Increase + Stay the same		32	11	7	14	6	11	6	10	5	5	9	13	10	28	4
		92.1%	86.4%	87.7%	100.0%	100.0%	100.0%	85.2%	84.8%	84.3%	84.5%	100.0%	82.2%	100.0%	91.2%	100.0%
Mean score		3.1	3.1	3.0	3.1	3.2	3.0	3.3	3.2	3.2	2.8	3.1	3.1	3.0	3.1	3.3

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

## Jobs Outlook - Combined

**Q15\_10. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next four to twelve months?**

### Legal & HR

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

		WAVE				REGION						SIZE			SECTOR	
		Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		32	13	5	14	3	11	7	16	9	2	6	7	19	29	3
Weighted Total		31	12	5	14	3	11	7	16	9	2	6	7	19	28	3
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	3	1	1	1	-	-	3	3	-	-	1	1	1	3	-
		9.1%	7.1%	19.5%	7.1%	-	-	41.5%	18.2%	-	-	15.1%	14.9%	5.3%	10.1%	-
Stay the same	(3)	22	9	3	9	3	8	3	9	6	2	4	6	12	19	3
		69.4%	77.4%	60.6%	65.4%	100.0%	73.9%	44.6%	56.8%	66.3%	100.0%	67.6%	85.1%	64.4%	66.3%	100.0%
Slightly decrease	(2)	2	-	-	2	-	1	-	1	1	-	-	-	2	2	-
		6.4%	-	-	14.5%	-	8.9%	-	6.7%	12.0%	-	-	-	10.7%	7.1%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		5	2	1	2	-	2	1	3	2	-	1	-	4	5	-
		15.1%	15.5%	19.9%	12.9%	-	17.2%	13.9%	18.3%	21.7%	-	17.3%	-	19.7%	16.6%	-
NETS																
Net: Increase		3	1	1	1	-	-	3	3	-	-	1	1	1	3	-
		9.1%	7.1%	19.5%	7.1%	-	-	41.5%	18.2%	-	-	15.1%	14.9%	5.3%	10.1%	-
Net: Decrease		2	-	-	2	-	1	-	1	1	-	-	-	2	2	-
		6.4%	-	-	14.5%	-	8.9%	-	6.7%	12.0%	-	-	-	10.7%	7.1%	-
Net: Increase + Stay the same		24	10	4	10	3	8	6	12	6	2	5	7	13	22	3
		78.5%	84.5%	80.1%	72.6%	100.0%	73.9%	86.1%	75.0%	66.3%	100.0%	82.7%	100.0%	69.6%	76.3%	100.0%
Mean score		3.0	3.1	3.2	2.9	3.0	2.9	3.5	3.1	2.8	3.0	3.2	3.1	2.9	3.0	3.0

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

## Jobs Outlook - Combined

**Q15\_11. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next four to twelve months?**

### Life sciences

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

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

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

## Jobs Outlook - Combined

**Q15\_12. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next four to twelve months?**

### Marketing, media & creative

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

		WAVE				REGION						SIZE			SECTOR		
		Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public	
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i		*j	*k	*l	*m	*n
Unweighted Total		29	11	4	14	4	8	9	15	6	2		8	8	13	24	5
Weighted Total		28	10	4	13	4	7	9	15	6	2		7	8	12	23	5
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%		100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
Slightly increase	(4)	4	2	1	1	-	-	3	4	1	-		1	1	2	4	-
		13.6%	17.5%	24.3%	7.4%	-	-	32.6%	25.8%	15.5%	-		11.9%	12.6%	15.2%	16.2%	-
Stay the same	(3)	20	5	3	11	4	6	5	8	3	2		5	6	9	15	5
		71.9%	53.4%	75.7%	84.8%	100.0%	86.3%	55.3%	53.5%	50.9%	100.0%		74.5%	73.8%	69.2%	66.4%	100.0%
Slightly decrease	(2)	1	-	-	1	-	-	-	1	1	-		-	-	1	1	-
		3.8%	-	-	7.8%	-	-	-	7.2%	18.0%	-		-	-	8.4%	4.5%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
Don't know		3	3	-	-	-	1	1	2	1	-		1	1	1	3	-
		10.7%	29.2%	-	-	-	13.7%	12.2%	13.5%	15.5%	-		13.6%	13.6%	7.3%	12.8%	-
NETS																	
Net: Increase		4	2	1	1	-	-	3	4	1	-		1	1	2	4	-
		13.6%	17.5%	24.3%	7.4%	-	-	32.6%	25.8%	15.5%	-		11.9%	12.6%	15.2%	16.2%	-
Net: Decrease		1	-	-	1	-	-	-	1	1	-		-	-	1	1	-
		3.8%	-	-	7.8%	-	-	-	7.2%	18.0%	-		-	-	8.4%	4.5%	-
Net: Increase + Stay the same		24	7	4	12	4	6	8	12	4	2		6	7	10	19	5
		85.5%	70.8%	100.0%	92.2%	100.0%	86.3%	87.8%	79.3%	66.5%	100.0%		86.4%	86.4%	84.3%	82.6%	100.0%
Mean score		3.1	3.2	3.2	3.0	3.0	3.0	3.4	3.2	3.0	3.0		3.1	3.1	3.1	3.1	3.0

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

## Jobs Outlook - Combined

**Q15\_13. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next four to twelve months?**

### Office professionals

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

		WAVE				REGION						SIZE			SECTOR	
		Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	n
Unweighted Total		58	24	12	22	12	14	15	25	10	7	13	22	23	50	8
Weighted Total		57	23	12	23	12	14	14	24	10	8	13	21	23	50	8
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	2	1	1	-	1	-	-	1	1	-	-	2	-	2	-
		3.2%	3.9%	8.2%	-	7.9%	-	-	3.7%	9.4%	-	-	8.8%	-	3.7%	-
Slightly increase	(4)	7	2	3	3	-	4	3	4	1	-	1	3	4	7	1
		13.0%	7.6%	25.5%	12.2%	-	26.9%	19.6%	15.8%	10.1%	-	6.5%	13.9%	15.9%	13.1%	12.6%
Stay the same	(3)	40	14	8	19	11	8	10	13	4	8	11	11	17	34	7
		70.1%	59.3%	66.2%	83.1%	92.1%	58.5%	65.8%	56.0%	41.1%	100.0%	86.0%	53.8%	75.7%	67.4%	87.4%
Slightly decrease	(2)	3	2	-	1	-	-	-	3	3	-	-	2	1	3	-
		5.0%	7.8%	-	4.6%	-	-	-	11.9%	29.9%	-	-	8.6%	4.5%	5.7%	-
Greatly decrease	(1)	1	1	-	-	-	1	-	-	-	-	-	1	-	1	-
		1.7%	4.3%	-	-	-	7.3%	-	-	-	-	-	4.8%	-	2.0%	-
Don't know		4	4	-	-	-	1	2	3	1	-	1	2	1	4	-
		7.0%	17.2%	-	-	-	7.3%	14.6%	12.6%	9.4%	-	7.5%	10.1%	3.9%	8.1%	-
NETS																
Net: Increase		9	3	4	3	1	4	3	5	2	-	1	5	4	8	1
		16.2%	11.4%	33.8%	12.2%	7.9%	26.9%	19.6%	19.5%	19.5%	-	6.5%	22.7%	15.9%	16.8%	12.6%
Net: Decrease		4	3	-	1	-	1	-	3	3	-	-	3	1	4	-
		6.7%	12.0%	-	4.6%	-	7.3%	-	11.9%	29.9%	-	-	13.4%	4.5%	7.7%	-
Net: Increase + Stay the same		50	17	12	22	12	12	12	18	6	8	12	16	21	42	8
		86.3%	70.8%	100.0%	95.4%	100.0%	85.4%	85.4%	75.6%	60.6%	100.0%	92.5%	76.5%	91.6%	84.2%	100.0%
Mean score		3.1	3.0	3.4	3.1	3.2	3.1	3.2	3.1	3.0	3.0	3.1	3.1	3.1	3.1	3.1

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

## Jobs Outlook - Combined

**Q15\_14. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next four to twelve months?**

### Sales & retail

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

		WAVE			REGION						SIZE			SECTOR			
		Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public	
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i		*j	*k	*l	*m	*n
Unweighted Total		26	12	4	10	5	8	8	11	3	2		6	8	12	22	4
Weighted Total		27	12	4	11	6	8	8	11	3	3		6	8	13	23	4
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%		100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
Slightly increase	(4)	7	2	2	3	-	3	3	4	1	-		2	3	2	7	-
		24.8%	15.9%	48.9%	26.1%	-	36.0%	36.6%	35.8%	33.5%	-		29.0%	35.6%	16.1%	28.7%	-
Stay the same	(3)	17	7	2	8	6	4	4	5	1	3		4	4	10	14	4
		64.2%	60.0%	51.1%	73.9%	100.0%	51.4%	49.7%	46.0%	36.0%	100.0%		55.4%	50.8%	76.9%	58.6%	100.0%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
Don't know		3	3	-	-	-	1	1	2	1	-		1	1	1	3	-
		11.0%	24.1%	-	-	-	12.6%	13.7%	18.3%	30.5%	-		15.6%	13.7%	7.0%	12.7%	-
NETS																	
Net: Increase		7	2	2	3	-	3	3	4	1	-		2	3	2	7	-
		24.8%	15.9%	48.9%	26.1%	-	36.0%	36.6%	35.8%	33.5%	-		29.0%	35.6%	16.1%	28.7%	-
Net: Decrease		-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
Net: Increase + Stay the same		24	9	4	11	6	7	7	9	2	3		5	7	12	20	4
		89.0%	75.9%	100.0%	100.0%	100.0%	87.4%	86.3%	81.7%	69.5%	100.0%		84.4%	86.3%	93.0%	87.3%	100.0%
Mean score		3.3	3.2	3.5	3.3	3.0	3.4	3.4	3.4	3.5	3.0		3.3	3.4	3.2	3.3	3.0

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

## Jobs Outlook - Combined

**Q15\_15. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next four to twelve months?**

### Technology

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

		WAVE				REGION						SIZE			SECTOR	
		Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		26	15	3	8	5	7	6	11	5	3	7	8	11	22	4
Weighted Total		27	15	3	9	6	7	6	11	5	4	7	8	12	23	4
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	1	-	-	1	-	1	-	-	-	-	-	-	1	1	-
		3.6%	-	-	11.0%	-	14.0%	-	-	-	-	-	-	8.1%	4.1%	-
Slightly increase	(4)	7	3	2	2	1	2	3	4	1	-	2	2	3	7	-
		25.6%	19.3%	64.8%	22.8%	17.2%	30.5%	48.9%	35.7%	20.2%	-	25.3%	25.4%	25.9%	29.7%	-
Stay the same	(3)	15	9	1	5	5	3	2	4	2	4	4	5	6	11	4
		55.9%	61.0%	35.2%	54.2%	82.8%	40.7%	32.9%	36.2%	40.2%	100.0%	61.1%	60.8%	49.4%	48.8%	100.0%
Slightly decrease	(2)	1	-	-	1	-	-	-	1	1	-	-	-	1	1	-
		3.9%	-	-	12.1%	-	-	-	9.8%	21.3%	-	-	-	8.9%	4.5%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		3	3	-	-	-	1	1	2	1	-	1	1	1	3	-
		11.1%	19.6%	-	-	-	14.8%	18.2%	18.3%	18.3%	-	13.6%	13.8%	7.7%	12.8%	-
NETS																
Net: Increase		8	3	2	3	1	3	3	4	1	-	2	2	4	8	-
		29.1%	19.3%	64.8%	33.7%	17.2%	44.5%	48.9%	35.7%	20.2%	-	25.3%	25.4%	34.0%	33.8%	-
Net: Decrease		1	-	-	1	-	-	-	1	1	-	-	-	1	1	-
		3.9%	-	-	12.1%	-	-	-	9.8%	21.3%	-	-	-	8.9%	4.5%	-
Net: Increase + Stay the same		23	12	3	8	6	6	5	8	3	4	6	7	10	19	4
		85.0%	80.4%	100.0%	87.9%	100.0%	85.2%	81.8%	72.0%	60.4%	100.0%	86.4%	86.2%	83.4%	82.6%	100.0%
Mean score		3.3	3.2	3.6	3.3	3.2	3.7	3.6	3.3	3.0	3.0	3.3	3.3	3.4	3.4	3.0

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

## Jobs Outlook - Combined

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

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

	WAVE				REGION						SIZE			SECTOR	
	Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	123	52	27	44	29	28	29	51	22	15	37	48	38	103	20
Weighted Total	120	50	26	43	28	27	28	49	21	15	36	46	38	101	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%	100.0%	100.0%	100.0%
Accounting and financial services	6	2	-	4	3	1	1	1	-	1	1	1	4	5	1
	13.1%	9.9%	-	19.4%	33.2%	9.1%	7.5%	4.7%	-	17.8%	7.6%	7.2%	21.8%	12.4%	18.9%
Construction	3	2	-	1	1	-	2	2	-	-	2	1	-	3	-
	18.6%	25.9%	-	15.4%	33.1%	-	66.9%	25.1%	-	-	24.0%	26.5%	-	19.8%	-
Drivers	6	4	-	2	3	1	-	-	-	2	2	3	1	6	-
	31.7%	46.4%	-	21.2%	51.8%	25.7%	-	-	-	33.1%	29.0%	48.9%	18.1%	33.2%	-
Education	3	3	-	-	2	-	-	1	1	-	1	1	1	2	1
	26.8%	43.5%	-	-	100.0%	-	-	30.5%	30.5%	-	22.0%	30.9%	30.6%	22.5%	46.1%
Engineering & technical	11	5	2	5	2	5	3	5	2	-	4	3	5	11	-
	38.9%	33.6%	49.6%	41.7%	34.7%	61.4%	43.2%	46.1%	51.2%	-	41.4%	30.0%	44.8%	41.3%	-
Executive recruitment / interim management	3	2	-	1	1	-	1	2	1	-	2	-	1	2	1
	15.1%	21.2%	-	14.4%	33.5%	-	17.8%	19.2%	20.8%	-	48.0%	-	10.3%	12.0%	31.9%
Health & social care	3	2	-	1	1	-	2	2	-	-	1	1	1	3	-
	39.1%	43.0%	-	100.0%	100.0%	-	64.8%	64.8%	-	-	24.2%	100.0%	36.8%	39.1%	-
Hospitality	5	2	2	1	2	-	3	3	-	-	1	2	2	4	1
	33.7%	35.2%	49.5%	19.6%	100.0%	-	59.2%	36.7%	-	-	24.6%	51.6%	28.3%	33.7%	33.8%
Industrial	4	2	-	2	1	1	1	2	1	-	2	-	2	3	1
	11.1%	15.2%	-	13.6%	14.7%	9.7%	13.2%	15.5%	18.1%	-	20.2%	-	19.5%	9.6%	23.3%
Legal & HR	3	2	-	1	1	1	1	1	-	-	1	-	2	2	1
	8.8%	14.5%	-	6.9%	33.5%	8.9%	12.8%	5.6%	-	-	15.1%	-	9.9%	6.5%	31.9%
Life sciences	2	2	-	-	-	-	1	2	1	-	1	-	1	2	-
	66.8%	66.8%	-	-	-	-	49.8%	66.8%	100.0%	-	49.8%	-	100.0%	100.0%	-
Marketing, media & creative	2	2	-	-	1	-	1	1	-	-	1	-	1	1	1
	6.5%	17.5%	-	-	25.2%	-	10.0%	6.0%	-	-	11.9%	-	7.3%	3.8%	20.1%
Office professionals	5	3	1	1	2	1	2	2	-	-	3	1	1	4	1
	8.3%	11.4%	8.2%	5.2%	15.5%	8.5%	12.1%	7.3%	-	-	21.9%	4.5%	3.9%	7.8%	11.8%
Sales & retail	4	3	1	-	1	2	1	1	-	-	1	1	2	3	1
	14.1%	23.3%	24.0%	-	16.3%	25.6%	11.3%	8.2%	-	-	13.6%	12.2%	15.5%	12.5%	24.5%

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

## Jobs Outlook - Combined

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

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

		WAVE			REGION						SIZE			SECTOR	
	Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	123	52	27	44	29	28	29	51	22	15	37	48	38	103	20
Weighted Total	120	50	26	43	28	27	28	49	21	15	36	46	38	101	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%	100.0%	100.0%	100.0%
Technology	5	3	1	1	1	3	1	1	-	-	1	-	4	4	1
	17.9%	19.0%	32.4%	11.0%	16.3%	44.5%	15.0%	8.2%	-	-	11.9%	-	33.4%	16.8%	24.5%
None	83	32	21	31	16	17	20	36	16	13	26	33	23	68	15
	69.3%	63.3%	78.2%	70.8%	55.8%	63.5%	72.1%	74.5%	77.6%	87.6%	72.7%	72.7%	61.8%	67.2%	80.5%
Net: Any	37	18	6	13	12	10	8	12	5	2	10	13	14	33	4
	30.7%	36.7%	21.8%	29.2%	44.2%	36.5%	27.9%	25.5%	22.4%	12.4%	27.3%	27.3%	38.2%	32.8%	19.5%

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

## Jobs Outlook - Combined

**Q17\_SUM.** How important or otherwise are each of the following factors to you when it comes to choosing and using a recruitment agency to source temporary agency workers? Please rate each factor on a scale from 1 to 5, where 1 means not at all important and 5 means very important.

### SUMMARY TABLE

Base: All who recruit temporary agency workers

	Total	1 Not at all important	2	3	4	5 Very important	N/A	Net: Not important	Net: Important	Mean
Price/Costs of the workers	135 100.0%	1 .8%	- -	25 18.7%	40 29.7%	68 50.1%	1 .7%	1 .8%	108 79.8%	4.3
Quality of service	135 100.0%	- -	1 .7%	6 4.8%	28 20.7%	99 73.1%	1 .7%	1 .7%	127 93.9%	4.7
Brand image of the agency	135 100.0%	21 15.4%	27 20.2%	55 40.6%	19 13.9%	12 9.2%	1 .7%	48 35.6%	31 23.1%	2.8
Expertise of the agency, in terms of regions and sectors covered	135 100.0%	2 1.4%	1 .7%	12 9.2%	42 31.0%	77 57.0%	1 .7%	3 2.1%	119 88.1%	4.4
Management information provided	135 100.0%	4 2.9%	13 10.0%	47 34.8%	37 27.3%	32 23.7%	2 1.4%	17 12.8%	69 51.0%	3.6
Membership of a trade or professional organisation	135 100.0%	21 15.8%	14 10.5%	46 34.1%	29 21.2%	23 17.0%	2 1.4%	36 26.3%	51 38.2%	3.1
Other	135 100.0%	- -	- -	1 .7%	1 .8%	9 6.7%	124 91.8%	- -	10 7.5%	4.7

## Jobs Outlook - Combined

**Q17\_1. How important or otherwise are each of the following factors to you when it comes to choosing and using a recruitment agency to source temporary agency workers? Please rate each factor on a scale from 1 to 5, where 1 means not at all important and 5 means very important.**

### Price/Costs of the workers

Base: All who recruit temporary agency workers

		WAVE				REGION						SIZE			SECTOR	
		Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		139	53	33	53	34	29	35	59	24	17	43	53	43	116	23
Weighted Total		135	51	32	52	33	28	33	57	23	17	42	51	42	114	21
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	1	-	-	1	-	-	-	-	-	1	1	-	-	-	1
		.8%	-	-	2.1%	-	-	-	-	-	6.4%	2.6%	-	-	-	5.1%
2	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
3	(3)	25	7	3	16	8	3	6	9	3	5	7	10	9	22	3
		18.7%	12.9%	9.5%	30.1% ab	24.0%	10.9%	19.2%	16.6%	12.9%	28.4%	16.0%	18.9%	21.2%	19.7%	13.6%
4	(4)	40	14	11	14	6	12	8	17	9	5	15	15	9	35	5
		29.7%	27.9%	35.4%	28.0%	19.4%	41.1%	25.3%	30.3%	37.5%	28.9%	36.3%	30.4%	22.4%	31.2%	21.8%
5 Very important	(5)	68	30	18	20	18	14	19	30	12	6	19	26	23	55	13
		50.1%	59.2% c	55.0%	38.0%	53.7%	48.0%	55.5%	53.1%	49.6%	36.4%	45.1%	50.7%	54.2%	48.3%	59.5%
N/A		1	-	-	1	1	-	-	-	-	-	-	-	1	1	-
		.7%	-	-	1.8%	2.8%	-	-	-	-	-	-	-	2.2%	.8%	-
NETS																
Net: Not important		1	-	-	1	-	-	-	-	-	1	1	-	-	-	1
		.8%	-	-	2.1%	-	-	-	-	-	6.4%	2.6%	-	-	-	5.1%
Net: Important		108	44	29	34	24	25	27	47	20	11	34	41	32	90	17
		79.8%	87.1% c	90.5% c	66.0%	73.2%	89.1%	80.8%	83.4%	87.1%	65.3%	81.4%	81.1%	76.6%	79.5%	81.3%
Mean score		4.3	4.5	4.5	4.0	4.3	4.4	4.4	4.4	4.4	3.9	4.2	4.3	4.3	4.3	4.3
			c	c												

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

## Jobs Outlook - Combined

**Q17\_2. How important or otherwise are each of the following factors to you when it comes to choosing and using a recruitment agency to source temporary agency workers? Please rate each factor on a scale from 1 to 5, where 1 means not at all important and 5 means very important.**

### Quality of service

Base: All who recruit temporary agency workers

		WAVE			REGION						SIZE			SECTOR		
		Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		139	53	33	53	34	29	35	59	24	17	43	53	43	116	23
Weighted Total		135	51	32	52	33	28	33	57	23	17	42	51	42	114	21
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2	(2)	1	-	-	1	1	-	-	-	-	-	-	1	-	1	-
		.7%	-	-	1.7%	2.7%	-	-	-	-	-	-	1.8%	-	.8%	-
3	(3)	6	4	1	1	-	1	3	5	2	1	5	1	1	6	1
		4.8%	8.8%	2.7%	2.0%	-	3.2%	7.9%	8.0%	8.3%	5.6%	10.9%	1.9%	2.1%	4.9%	4.1%
4	(4)	28	10	7	11	11	5	6	11	5	1	12	10	5	22	6
		20.7%	19.9%	21.3%	21.2%	33.6%	17.0%	19.1%	19.7%	20.7%	5.5%	28.8%	20.5%	13.0%	19.8%	25.9%
5 Very important	(5)	99	36	24	38	20	23	24	41	16	15	25	38	35	84	15
		73.1%	71.2%	76.0%	73.3%	60.8%	79.8%	73.0%	72.2%	71.0%	88.9%	60.3%	75.8%	82.7%	73.7%	69.9%
												j				
N/A		1	-	-	1	1	-	-	-	-	-	-	-	1	1	-
		.7%	-	-	1.8%	2.8%	-	-	-	-	-	-	-	2.2%	.8%	-
NETS																
Net: Not important		1	-	-	1	1	-	-	-	-	-	-	1	-	1	-
		.7%	-	-	1.7%	2.7%	-	-	-	-	-	-	1.8%	-	.8%	-
Net: Important		127	46	31	49	31	27	31	52	21	16	37	49	40	106	20
		93.9%	91.2%	97.3%	94.4%	94.4%	96.8%	92.1%	92.0%	91.7%	94.4%	89.1%	96.3%	95.7%	93.5%	95.9%
Mean score		4.7	4.6	4.7	4.7	4.6	4.8	4.7	4.6	4.6	4.8	4.5	4.7	4.8	4.7	4.7
												j				

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

## Jobs Outlook - Combined

**Q17\_3. How important or otherwise are each of the following factors to you when it comes to choosing and using a recruitment agency to source temporary agency workers? Please rate each factor on a scale from 1 to 5, where 1 means not at all important and 5 means very important.**

### Brand image of the agency

Base: All who recruit temporary agency workers

		WAVE			REGION						SIZE			SECTOR		
		Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		139	53	33	53	34	29	35	59	24	17	43	53	43	116	23
Weighted Total		135	51	32	52	33	28	33	57	23	17	42	51	42	114	21
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	21	9	5	7	3	5	7	11	4	2	11	5	5	17	4
		15.4%	17.1%	15.3%	13.8%	9.2%	18.4%	20.3%	18.5%	16.0%	11.8%	26.4%	9.8%	11.1%	14.9%	17.8%
2	(2)	27	13	3	11	8	3	7	11	5	5	8	14	5	21	6
		20.2%	25.5%	8.8%	22.2%	25.1%	10.2%	19.8%	20.2%	20.7%	27.8%	19.9%	28.1%	11.2%	18.3%	30.4%
3	(3)	55	20	14	21	12	13	15	25	11	4	14	22	19	50	5
		40.6%	38.9%	42.3%	41.1%	38.0%	46.9%	43.4%	44.4%	45.9%	22.3%	32.1%	43.0%	46.0%	44.0%	22.4%
4	(4)	19	2	9	8	7	2	5	8	3	2	5	5	8	13	5
		13.9%	3.6%	27.5%	15.6%	22.3%	6.4%	13.6%	13.4%	13.2%	11.8%	12.9%	9.9%	19.7%	11.7%	25.6%
			a	a	a											
5 Very important	(5)	12	8	2	3	1	5	1	2	1	5	4	5	4	12	1
		9.2%	15.0%	6.1%	5.5%	2.7%	18.1%	2.8%	3.4%	4.3%	26.4%	8.8%	9.2%	9.7%	10.2%	3.8%
N/A		1	-	-	1	1	-	-	-	-	-	-	-	1	1	-
		.7%	-	-	1.8%	2.8%	-	-	-	-	-	-	-	2.2%	.8%	-
NETS																
Net: Not important		48	22	8	19	11	8	13	22	9	7	19	19	9	38	10
		35.6%	42.5%	24.1%	36.0%	34.3%	28.6%	40.1%	38.7%	36.7%	39.6%	46.3%	37.9%	22.3%	33.3%	48.2%
Net: Important		31	9	11	11	8	7	6	10	4	7	9	10	12	25	6
		23.1%	18.6%	33.6%	21.1%	24.9%	24.5%	16.5%	16.9%	17.5%	38.2%	21.6%	19.1%	29.4%	21.9%	29.5%
Mean score		2.8	2.7	3.0	2.8	2.8	3.0	2.6	2.6	2.7	3.1	2.6	2.8	3.1	2.8	2.7

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

## Jobs Outlook - Combined

**Q17\_4. How important or otherwise are each of the following factors to you when it comes to choosing and using a recruitment agency to source temporary agency workers? Please rate each factor on a scale from 1 to 5, where 1 means not at all important and 5 means very important.**

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

Base: All who recruit temporary agency workers

		WAVE			REGION						SIZE			SECTOR		
		Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		139	53	33	53	34	29	35	59	24	17	43	53	43	116	23
Weighted Total		135	51	32	52	33	28	33	57	23	17	42	51	42	114	21
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	2	2	-	-	-	1	-	-	-	1	1	1	-	1	1
		1.4%	3.6%	-	-	-	3.1%	-	-	-	5.6%	2.1%	1.9%	-	.8%	4.1%
2	(2)	1	-	-	1	-	-	1	1	-	-	-	1	-	1	-
		.7%	-	-	1.9%	-	-	2.9%	1.7%	-	-	-	1.9%	-	.8%	-
3	(3)	12	6	2	4	3	3	5	6	2	-	6	4	3	11	2
		9.2%	12.6%	5.9%	7.9%	8.9%	11.0%	13.7%	11.2%	7.7%	-	13.7%	7.3%	6.9%	9.3%	8.5%
4	(4)	42	16	12	14	13	9	8	15	8	5	12	19	11	34	8
		31.0%	30.9%	36.4%	27.8%	39.3%	31.3%	22.7%	27.3%	33.9%	27.1%	29.4%	37.5%	24.9%	30.2%	35.4%
5 Very important	(5)	77	27	19	31	16	15	20	34	14	12	23	26	28	66	11
		57.0%	52.9%	57.7%	60.7%	48.9%	54.6%	60.8%	59.8%	58.4%	67.3%	54.8%	51.4%	66.0%	58.0%	52.0%
N/A		1	-	-	1	1	-	-	-	-	-	-	-	1	1	-
		.7%	-	-	1.8%	2.8%	-	-	-	-	-	-	-	2.2%	.8%	-
NETS																
Net: Not important		3	2	-	1	-	1	1	1	-	1	1	2	-	2	1
		2.1%	3.6%	-	1.9%	-	3.1%	2.9%	1.7%	-	5.6%	2.1%	3.8%	-	1.7%	4.1%
Net: Important		119	43	30	46	29	24	28	49	21	16	35	45	38	100	19
		88.1%	83.8%	94.1%	88.5%	88.2%	85.9%	83.5%	87.1%	92.3%	94.4%	84.2%	88.9%	90.9%	88.2%	87.3%
Mean score		4.4	4.3	4.5	4.5	4.4	4.3	4.4	4.5	4.5	4.5	4.3	4.3	4.6	4.4	4.3

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

## Jobs Outlook - Combined

**Q17\_5. How important or otherwise are each of the following factors to you when it comes to choosing and using a recruitment agency to source temporary agency workers? Please rate each factor on a scale from 1 to 5, where 1 means not at all important and 5 means very important.**

### Management information provided

Base: All who recruit temporary agency workers

		WAVE			REGION						SIZE			SECTOR		
		Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		139	53	33	53	34	29	35	59	24	17	43	53	43	116	23
Weighted Total		135	51	32	52	33	28	33	57	23	17	42	51	42	114	21
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	4	3	1	-	-	1	1	2	1	1	2	1	1	3	1
		2.9%	5.6%	3.2%	-	-	3.8%	3.0%	3.4%	3.9%	5.2%	5.0%	1.7%	2.1%	2.6%	4.1%
2	(2)	13	5	2	7	4	2	6	8	2	-	3	6	5	11	2
		10.0%	9.3%	6.6%	12.7%	11.3%	6.8%	17.3%	13.7%	8.6%	-	6.4%	11.6%	11.5%	10.1%	9.4%
3	(3)	47	16	8	23	10	9	12	22	11	6	11	21	15	40	7
		34.8%	31.5%	24.0%	44.8%	31.2%	31.3%	34.4%	39.2%	46.1%	32.8%	25.4%	41.1%	36.7%	34.9%	34.6%
4	(4)	37	15	8	14	10	9	6	12	6	6	13	10	13	29	7
		27.3%	29.1%	24.1%	27.5%	30.7%	31.1%	19.1%	21.3%	24.3%	34.1%	31.3%	20.4%	31.5%	25.9%	34.3%
5 Very important	(5)	32	12	14	6	8	8	8	12	4	5	13	13	6	28	4
		23.7%	24.5%	42.2%	11.4%	23.9%	26.9%	23.3%	20.7%	17.0%	27.9%	31.9%	25.2%	13.8%	24.9%	17.6%
			c									l				
N/A		2	-	-	2	1	-	1	1	-	-	-	-	2	2	-
		1.4%	-	-	3.6%	2.8%	-	2.8%	1.7%	-	-	-	-	4.4%	1.7%	-
NETS																
Net: Not important		17	8	3	7	4	3	7	10	3	1	5	7	6	14	3
		12.8%	14.9%	9.7%	12.7%	11.3%	10.6%	20.3%	17.1%	12.5%	5.2%	11.4%	13.3%	13.7%	12.7%	13.5%
Net: Important		69	27	21	20	18	16	14	24	10	11	27	23	19	58	11
		51.0%	53.6%	66.3%	38.9%	54.7%	58.0%	42.4%	42.0%	41.4%	62.0%	63.2%	45.6%	45.2%	50.8%	51.9%
			c													
Mean score		3.6	3.6	4.0	3.4	3.7	3.7	3.4	3.4	3.4	3.8	3.8	3.6	3.5	3.6	3.5
			c													

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

## Jobs Outlook - Combined

**Q17\_6. How important or otherwise are each of the following factors to you when it comes to choosing and using a recruitment agency to source temporary agency workers? Please rate each factor on a scale from 1 to 5, where 1 means not at all important and 5 means very important.**

### Membership of a trade or professional organisation

Base: All who recruit temporary agency workers

		WAVE				REGION						SIZE			SECTOR	
		Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		139	53	33	53	34	29	35	59	24	17	43	53	43	116	23
Weighted Total		135	51	32	52	33	28	33	57	23	17	42	51	42	114	21
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	21	9	5	8	6	3	6	12	6	1	8	6	8	17	4
		15.8%	16.9%	15.7%	14.8%	18.1%	10.2%	17.2%	20.4%	24.8%	5.6%	18.4%	11.6%	18.2%	15.3%	18.6%
2	(2)	14	6	2	6	7	2	3	5	2	1	5	8	2	11	4
		10.5%	12.6%	6.0%	11.3%	20.0%	7.2%	8.2%	8.3%	8.4%	5.2%	11.5%	14.9%	4.3%	9.4%	16.6%
3	(3)	46	14	14	18	8	11	15	23	8	4	14	12	21	41	5
		34.1%	27.7%	44.4%	34.1%	25.3%	37.5%	45.4%	40.7%	33.8%	23.8%	32.2%	22.8%	49.6%	36.4%	21.8%
4	(4)	29	8	9	12	5	5	8	14	7	5	9	13	6	23	6
		21.2%	15.0%	27.9%	23.1%	13.9%	16.6%	23.2%	25.5%	28.7%	28.6%	22.1%	26.4%	14.1%	20.1%	26.7%
5 Very important	(5)	23	14	2	7	7	8	1	2	1	6	7	12	4	19	3
		17.0%	27.8%	6.1%	13.1%	19.9%	28.4%	3.0%	3.6%	4.3%	36.9%	15.9%	24.2%	9.4%	17.1%	16.2%
N/A		2	-	-	2	1	-	1	1	-	-	-	-	2	2	-
		1.4%	-	-	3.6%	2.8%	-	2.8%	1.7%	-	-	-	-	4.4%	1.7%	-
NETS																
Net: Not important		36	15	7	13	13	5	9	16	8	2	13	13	10	28	8
		26.3%	29.5%	21.6%	26.1%	38.1%	17.5%	25.5%	28.6%	33.2%	10.7%	29.9%	26.5%	22.5%	24.6%	35.2%
Net: Important		51	22	11	19	11	13	9	16	8	11	16	26	10	42	9
		38.2%	42.7%	34.0%	36.2%	33.8%	45.0%	26.3%	29.0%	33.0%	65.4%	37.9%	50.6%	23.5%	37.3%	43.0%
Mean score		3.1	3.2	3.0	3.1	3.0	3.5	2.9	2.8	2.8	3.9	3.1	3.4	2.9	3.1	3.1

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

## Jobs Outlook - Combined

**Q17\_7. How important or otherwise are each of the following factors to you when it comes to choosing and using a recruitment agency to source temporary agency workers? Please rate each factor on a scale from 1 to 5, where 1 means not at all important and 5 means very important.**

### Other

Base: All who recruit temporary agency workers

		WAVE			REGION						SIZE			SECTOR		
		Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n	
Unweighted Total		139	53	33	53	34	29	35	59	24	17	43	53	43	116	23
Weighted Total		135	51	32	52	33	28	33	57	23	17	42	51	42	114	21
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
3	(3)	1	-	-	1	1	-	-	-	-	-	-	1	-	1	-
		.7%	-	-	1.9%	3.0%	-	-	-	-	-	-	1.9%	-	.9%	-
4	(4)	1	1	-	-	-	1	-	-	-	-	-	-	1	1	-
		.8%	2.1%	-	-	-	3.8%	-	-	-	-	-	-	2.6%	1.0%	-
5 Very important	(5)	9	7	1	1	2	2	-	2	2	3	3	5	1	7	2
		6.7%	14.0%	3.0%	1.7%	5.4%	6.9%	-	3.2%	7.8%	20.1%	6.2%	10.7%	2.3%	6.4%	8.4%
		c			a											
N/A		124	43	31	50	30	25	33	55	21	14	39	44	40	104	20
		91.8%	83.9%	97.0%	96.4%	91.6%	89.2%	100.0%	96.8%	92.2%	79.9%	93.8%	87.4%	95.1%	91.8%	91.6%
NETS																
Net: Not important		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Important		10	8	1	1	2	3	-	2	2	3	3	5	2	8	2
		7.5%	16.1%	3.0%	1.7%	5.4%	10.8%	-	3.2%	7.8%	20.1%	6.2%	10.7%	4.9%	7.3%	8.4%
		c														
Mean score		4.7	4.9	5.0	3.9	4.3	4.6	-	5.0	5.0	5.0	5.0	4.7	4.5	4.7	5.0

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

## Jobs Outlook - Combined

**Q18\_SUM. How important or otherwise would you say that temporary agency workers are for your organisation for each of the following? Rate on a scale from 1 to 5, where 1 means not at all important and 5 means very important.**

### SUMMARY TABLE

Base: All who recruit temporary agency workers

	Total	1 Not at all important	2	3	4	5 Very important	Net: Not important	Net: Important	Mean
Meeting peaks in demand at certain times of year (seasonality)	135 100.0%	7 5.5%	10 7.3%	26 19.2%	40 29.4%	52 38.7%	17 12.8%	92 68.0%	3.9
Responding to growth, as new customers are won	135 100.0%	14 10.5%	10 7.3%	39 28.7%	47 35.0%	25 18.4%	24 17.8%	72 53.5%	3.4
Managing fast changing organisational requirements	135 100.0%	11 8.0%	9 6.6%	44 32.4%	42 30.8%	30 22.1%	20 14.6%	71 53.0%	3.5
Covering short term staff leave or absences	135 100.0%	14 10.0%	11 8.5%	30 22.1%	29 21.4%	51 38.0%	25 18.5%	80 59.4%	3.7
Helping to keep running costs down	135 100.0%	28 20.5%	17 12.5%	35 25.6%	25 18.4%	31 23.1%	44 33.0%	56 41.4%	3.1
Managing uncertainty during economic downturn or at other times	135 100.0%	20 14.6%	18 13.1%	47 34.7%	35 26.2%	15 11.4%	37 27.7%	51 37.6%	3.1
Providing short term access to key strategic skills	135 100.0%	19 14.1%	19 13.8%	33 24.3%	42 30.8%	23 17.0%	38 27.9%	65 47.8%	3.2

## Jobs Outlook - Combined

**Q18\_1. How important or otherwise would you say that temporary agency workers are for your organisation for each of the following? Rate on a scale from 1 to 5, where 1 means not at all important and 5 means very important.**

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

Base: All who recruit temporary agency workers

		WAVE			REGION						SIZE			SECTOR		
		Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		139	53	33	53	34	29	35	59	24	17	43	53	43	116	23
Weighted Total		135	51	32	52	33	28	33	57	23	17	42	51	42	114	21
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	7	4	1	3	2	1	3	5	2	-	3	3	2	7	1
		5.5%	7.0%	3.1%	5.6%	5.8%	3.1%	8.6%	8.3%	7.8%	-	6.6%	5.6%	4.5%	5.8%	4.1%
2	(2)	10	2	5	3	4	1	1	4	3	1	3	4	3	8	2
		7.3%	3.9%	15.2%	5.6%	11.2%	3.4%	3.2%	7.3%	13.3%	5.9%	7.1%	7.5%	7.1%	6.9%	9.4%
3	(3)	26	7	6	13	8	5	6	10	4	2	9	8	9	23	3
		19.2%	14.6%	18.5%	24.2%	25.6%	18.5%	19.4%	18.5%	17.3%	10.3%	20.5%	15.6%	22.2%	20.3%	13.6%
4	(4)	40	12	11	16	6	9	12	18	6	6	14	15	10	34	5
		29.4%	24.3%	33.4%	31.8%	19.7%	32.1%	36.4%	31.7%	24.9%	35.5%	34.4%	30.2%	23.3%	30.1%	25.6%
5 Very important	(5)	52	26	10	17	12	12	11	19	9	8	13	21	18	42	10
		38.7%	50.2%	29.7%	32.8%	37.7%	42.9%	32.5%	34.2%	36.6%	48.3%	31.4%	41.2%	42.9%	37.0%	47.3%
NETS																
Net: Not important		17	6	6	6	6	2	4	9	5	1	6	7	5	14	3
		12.8%	10.9%	18.3%	11.2%	17.0%	6.5%	11.7%	15.6%	21.1%	5.9%	13.7%	13.1%	11.6%	12.7%	13.5%
Net: Important		92	38	20	33	19	21	23	37	14	14	28	36	28	76	16
		68.0%	74.5%	63.1%	64.6%	57.4%	75.0%	68.9%	65.9%	61.5%	83.8%	65.8%	71.4%	66.2%	67.1%	72.9%
Mean score		3.9	4.1	3.7	3.8	3.7	4.1	3.8	3.8	3.7	4.3	3.8	3.9	3.9	3.9	4.0

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

## Jobs Outlook - Combined

**Q18\_2. How important or otherwise would you say that temporary agency workers are for your organisation for each of the following? Rate on a scale from 1 to 5, where 1 means not at all important and 5 means very important.**

### Responding to growth, as new customers are won

Base: All who recruit temporary agency workers

		WAVE			REGION						SIZE			SECTOR		
		Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		139	53	33	53	34	29	35	59	24	17	43	53	43	116	23
Weighted Total		135	51	32	52	33	28	33	57	23	17	42	51	42	114	21
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	14	9	2	4	2	3	6	7	2	2	4	5	6	13	1
		10.5%	16.8%	5.7%	7.3%	5.6%	11.1%	16.5%	12.9%	7.8%	11.1%	9.0%	9.2%	13.6%	11.7%	4.4%
2	(2)	10	3	3	4	1	3	3	5	2	1	2	3	5	8	2
		7.3%	5.5%	9.6%	7.6%	2.9%	9.6%	8.8%	8.9%	9.1%	6.6%	4.6%	5.8%	11.7%	6.9%	9.1%
3	(3)	39	14	8	16	10	5	12	20	8	4	12	18	9	32	6
		28.7%	28.3%	25.0%	31.5%	30.8%	18.5%	34.8%	34.7%	34.5%	21.9%	27.8%	34.8%	22.4%	28.4%	30.4%
4	(4)	47	13	14	20	14	12	9	15	6	7	15	14	18	37	10
		35.0%	25.4%	44.5%	38.7%	42.8%	40.9%	27.6%	26.4%	24.8%	38.9%	35.9%	27.5%	43.2%	32.8%	46.9%
5 Very important	(5)	25	12	5	8	6	6	4	10	6	4	10	11	4	23	2
		18.4%	24.0%	15.3%	14.9%	17.9%	20.0%	12.3%	17.0%	23.9%	21.5%	22.8%	22.6%	9.0%	20.2%	9.2%
NETS																
Net: Not important		24	11	5	8	3	6	8	12	4	3	6	8	11	21	3
		17.8%	22.3%	15.3%	14.9%	8.5%	20.6%	25.3%	21.9%	16.9%	17.6%	13.5%	15.1%	25.3%	18.6%	13.5%
Net: Important		72	25	19	28	20	17	13	25	11	10	25	25	22	60	12
		53.5%	49.4%	59.7%	53.6%	60.7%	60.9%	39.8%	43.5%	48.7%	60.4%	58.7%	50.1%	52.2%	53.0%	56.1%
Mean score		3.4	3.3	3.5	3.5	3.6	3.5	3.1	3.3	3.5	3.5	3.6	3.5	3.2	3.4	3.5

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

## Jobs Outlook - Combined

**Q18\_3. How important or otherwise would you say that temporary agency workers are for your organisation for each of the following? Rate on a scale from 1 to 5, where 1 means not at all important and 5 means very important.**

### Managing fast changing organisational requirements

Base: All who recruit temporary agency workers

		WAVE			REGION						SIZE			SECTOR		
		Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		139	53	33	53	34	29	35	59	24	17	43	53	43	116	23
Weighted Total		135	51	32	52	33	28	33	57	23	17	42	51	42	114	21
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	11	6	2	3	2	5	2	4	2	-	4	2	5	8	3
		8.0%	11.4%	6.2%	5.9%	5.4%	18.4%	5.6%	6.8%	8.6%	-	9.1%	4.1%	11.7%	7.0%	13.4%
2	(2)	9	3	2	4	1	2	2	4	2	2	3	3	3	6	3
		6.6%	5.7%	6.0%	7.9%	2.5%	7.7%	5.2%	6.8%	9.1%	11.9%	7.6%	5.8%	6.6%	5.2%	14.0%
3	(3)	44	15	9	20	9	4	14	24	10	7	11	21	11	38	5
		32.4%	29.2%	27.2%	38.8%	28.4%	13.5%	42.4%	41.8%	41.0%	40.3%	27.0%	41.3%	27.2%	33.7%	25.6%
4	(4)	42	15	12	15	11	10	9	17	8	3	15	15	11	33	8
		30.8%	29.3%	36.1%	29.1%	34.1%	36.7%	26.4%	29.3%	33.4%	20.3%	35.7%	30.0%	27.0%	29.4%	38.4%
5 Very important	(5)	30	12	8	10	10	7	7	9	2	5	9	9	12	28	2
		22.1%	24.4%	24.5%	18.4%	29.5%	23.9%	20.5%	15.3%	7.9%	27.5%	20.6%	18.7%	27.6%	24.7%	8.5%
NETS																
Net: Not important		20	9	4	7	3	7	4	8	4	2	7	5	8	14	6
		14.6%	17.0%	12.2%	13.7%	8.0%	26.0%	10.8%	13.6%	17.7%	11.9%	16.7%	9.9%	18.2%	12.2%	27.4%
Net: Important		71	27	19	25	21	17	16	25	10	8	24	25	23	61	10
		53.0%	53.7%	60.6%	47.5%	63.6%	60.5%	46.8%	44.6%	41.3%	47.8%	56.3%	48.8%	54.6%	54.1%	46.9%
Mean score		3.5	3.5	3.7	3.5	3.8	3.4	3.5	3.4	3.2	3.6	3.5	3.5	3.5	3.6	3.1

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

## Jobs Outlook - Combined

**Q18\_4. How important or otherwise would you say that temporary agency workers are for your organisation for each of the following? Rate on a scale from 1 to 5, where 1 means not at all important and 5 means very important.**

### Covering short term staff leave or absences

Base: All who recruit temporary agency workers

		WAVE				REGION						SIZE			SECTOR	
		Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		139	53	33	53	34	29	35	59	24	17	43	53	43	116	23
Weighted Total		135	51	32	52	33	28	33	57	23	17	42	51	42	114	21
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	14	7	1	6	2	5	3	4	1	3	6	6	2	12	2
		10.0%	13.3%	3.2%	11.0%	5.4%	17.8%	8.8%	6.8%	3.9%	17.0%	13.1%	12.1%	4.5%	10.3%	8.3%
2	(2)	11	5	3	4	2	2	4	7	3	1	1	7	4	10	2
		8.5%	9.3%	9.3%	7.2%	5.4%	6.5%	12.0%	12.1%	12.4%	5.5%	2.2%	13.3%	9.0%	8.4%	8.9%
3	(3)	30	6	10	14	7	3	10	16	6	4	12	9	9	25	5
		22.1%	11.0%	30.3%	27.9%	20.2%	10.5%	30.8%	28.7%	25.7%	22.7%	27.8%	18.4%	20.7%	22.2%	21.6%
			a	a												
4	(4)	29	9	7	13	6	9	6	9	4	4	9	11	9	24	5
		21.4%	17.1%	21.1%	25.9%	19.6%	31.4%	17.2%	16.8%	16.1%	23.8%	21.0%	22.3%	20.7%	21.3%	22.1%
5 Very important	(5)	51	25	12	15	16	10	10	20	10	5	15	17	19	43	8
		38.0%	49.4%	36.1%	28.1%	49.4%	33.8%	31.3%	35.6%	41.9%	31.0%	35.9%	33.9%	45.1%	37.8%	39.1%
			c													
NETS																
Net: Not important		25	12	4	9	4	7	7	11	4	4	6	13	6	21	4
		18.5%	22.6%	12.5%	18.2%	10.8%	24.3%	20.7%	18.9%	16.3%	22.5%	15.3%	25.4%	13.5%	18.7%	17.2%
Net: Important		80	34	18	28	23	18	16	30	13	9	24	28	28	67	13
		59.4%	66.4%	57.2%	53.9%	69.0%	65.2%	48.5%	52.4%	58.0%	54.8%	56.9%	56.2%	65.8%	59.1%	61.3%
Mean score		3.7	3.8	3.5		4.0	3.6	3.5	3.6	3.8	3.5	3.6	3.5	3.9	3.7	3.7

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

## Jobs Outlook - Combined

**Q18\_5. How important or otherwise would you say that temporary agency workers are for your organisation for each of the following? Rate on a scale from 1 to 5, where 1 means not at all important and 5 means very important.**

### Helping to keep running costs down

Base: All who recruit temporary agency workers

		WAVE				REGION						SIZE			SECTOR	
		Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		139	53	33	53	34	29	35	59	24	17	43	53	43	116	23
Weighted Total		135	51	32	52	33	28	33	57	23	17	42	51	42	114	21
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	28	11	4	12	6	5	8	10	3	7	8	12	8	24	4
		20.5%	22.1%	12.4%	23.9%	16.8%	17.5%	22.6%	18.2%	12.0%	40.1%	19.3%	23.0%	18.7%	21.1%	17.2%
2	(2)	17	10	4	3	4	5	3	5	2	3	4	7	6	13	4
		12.5%	19.2%	12.6%	5.8%	11.8%	18.5%	8.9%	8.7%	8.4%	16.4%	9.6%	13.2%	14.5%	11.4%	18.2%
			c													
3	(3)	35	11	8	15	9	7	13	16	3	3	13	14	8	29	6
		25.6%	22.3%	24.1%	29.8%	26.0%	24.1%	40.2%	28.8%	12.4%	16.8%	30.0%	28.2%	18.1%	25.5%	26.2%
4	(4)	25	5	7	14	5	3	5	14	9	3	8	8	9	21	4
		18.4%	8.9%	20.9%	26.1%	14.4%	10.2%	16.4%	25.2%	38.0%	16.7%	18.6%	14.8%	22.4%	18.7%	16.7%
			a													
5 Very important	(5)	31	14	10	7	10	8	4	11	7	2	9	11	11	26	5
		23.1%	27.5%	30.0%	14.3%	31.1%	29.7%	12.0%	19.0%	29.2%	10.0%	22.5%	20.8%	26.3%	23.3%	21.6%
NETS																
Net: Not important		44	21	8	15	9	10	11	15	5	10	12	18	14	37	8
		33.0%	41.3%	25.0%	29.8%	28.6%	36.0%	31.5%	26.9%	20.4%	56.5%	28.8%	36.2%	33.2%	32.5%	35.5%
Net: Important		56	19	16	21	15	11	9	25	16	5	17	18	21	48	8
		41.4%	36.5%	50.9%	40.4%	45.5%	39.9%	28.3%	44.3%	67.2%	26.7%	41.1%	35.6%	48.7%	42.0%	38.3%
Mean score		3.1	3.0	3.4	3.0	3.3	3.2	2.9	3.2	3.6	2.4	3.2	3.0	3.2	3.1	3.1

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

## Jobs Outlook - Combined

**Q18\_6. How important or otherwise would you say that temporary agency workers are for your organisation for each of the following? Rate on a scale from 1 to 5, where 1 means not at all important and 5 means very important.**

### Managing uncertainty during economic downturn or at other times

Base: All who recruit temporary agency workers

		WAVE				REGION						SIZE			SECTOR	
		Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		139	53	33	53	34	29	35	59	24	17	43	53	43	116	23
Weighted Total		135	51	32	52	33	28	33	57	23	17	42	51	42	114	21
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	20	11	1	8	3	3	7	8	2	6	9	6	5	16	3
		14.6%	21.8%	2.8%	14.7%	8.2%	10.4%	19.8%	14.9%	7.8%	32.6%	21.9%	11.2%	11.2%	14.2%	16.3%
2	(2)	18	6	9	3	6	3	4	8	4	1	5	6	7	12	6
		13.1%	11.5%	27.5%	5.8%	17.5%	10.7%	11.5%	13.9%	17.3%	6.4%	11.5%	11.9%	16.2%	10.4%	27.8%
3	(3)	47	13	9	25	9	9	15	25	10	4	16	20	11	41	6
		34.7%	25.5%	26.7%	48.7%	28.3%	31.5%	45.5%	43.9%	41.5%	21.9%	37.4%	39.2%	26.6%	36.3%	26.2%
4	(4)	35	13	9	13	9	9	8	13	5	4	6	14	15	32	3
		26.2%	26.3%	27.8%	25.1%	28.5%	33.6%	23.3%	22.1%	20.4%	23.0%	15.5%	28.0%	34.7%	28.1%	16.1%
5 Very important	(5)	15	8	5	3	6	4	-	3	3	3	6	5	5	13	3
		11.4%	14.9%	15.2%	5.7%	17.5%	13.8%	-	5.3%	13.0%	16.1%	13.6%	9.6%	11.4%	11.0%	13.6%
NETS																
Net: Not important		37	17	10	11	8	6	10	16	6	7	14	12	12	28	9
		27.7%	33.3%	30.3%	20.5%	25.7%	21.1%	31.2%	28.7%	25.1%	39.0%	33.5%	23.1%	27.4%	24.6%	44.1%
Net: Important		51	21	14	16	15	13	8	16	8	7	12	19	19	44	6
		37.6%	41.2%	43.0%	30.8%	46.0%	47.4%	23.3%	27.4%	33.4%	39.1%	29.1%	37.7%	46.1%	39.1%	29.7%
Mean score		3.1	3.0	3.3	3.0	3.3	3.3	2.7	2.9	3.1	2.8	2.9	3.1	3.2	3.1	2.8

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

## Jobs Outlook - Combined

**Q18\_7. How important or otherwise would you say that temporary agency workers are for your organisation for each of the following? Rate on a scale from 1 to 5, where 1 means not at all important and 5 means very important.**

### Providing short term access to key strategic skills

Base: All who recruit temporary agency workers

		WAVE			REGION						SIZE			SECTOR		
		Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n	
Unweighted Total		139	53	33	53	34	29	35	59	24	17	43	53	43	116	23
Weighted Total		135	51	32	52	33	28	33	57	23	17	42	51	42	114	21
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	19	10	2	7	4	4	6	8	3	3	8	6	6	17	2
		14.1%	20.2%	5.9%	13.2%	11.6%	13.9%	16.8%	14.9%	12.2%	16.7%	18.4%	11.4%	13.0%	15.0%	9.2%
2	(2)	19	4	8	7	4	1	6	10	4	4	4	8	7	16	3
		13.8%	7.4%	24.6%	13.3%	11.2%	3.5%	17.1%	17.3%	17.6%	23.7%	9.4%	15.2%	16.4%	13.8%	13.7%
3	(3)	33	12	8	13	6	5	14	17	4	5	9	17	7	26	6
		24.3%	22.7%	24.7%	25.6%	17.4%	17.5%	40.6%	30.7%	16.3%	27.6%	20.3%	34.5%	16.0%	23.3%	29.5%
4	(4)	42	14	10	18	11	11	8	17	10	3	14	12	15	34	7
		30.8%	27.6%	29.8%	34.7%	33.6%	37.3%	22.6%	30.2%	41.1%	17.0%	33.3%	24.5%	36.0%	30.1%	34.8%
5 Very important	(5)	23	11	5	7	9	8	1	4	3	3	8	7	8	20	3
		17.0%	22.2%	15.0%	13.1%	26.2%	27.7%	2.9%	6.9%	12.7%	15.0%	18.6%	14.4%	18.5%	17.8%	12.8%
NETS																
Net: Not important		38	14	10	14	7	5	11	18	7	7	12	13	12	33	5
		27.9%	27.6%	30.5%	26.5%	22.7%	17.5%	33.9%	32.2%	29.9%	40.5%	27.8%	26.6%	29.5%	28.8%	23.0%
Net: Important		65	25	14	25	20	18	9	21	12	5	22	20	23	54	10
		47.8%	49.7%	44.8%	47.8%	59.8%	65.0%	25.5%	37.1%	53.8%	31.9%	51.8%	38.9%	54.5%	47.9%	47.6%
Mean score		3.2	3.2	3.2	3.2	3.5	3.6	2.8	3.0	3.2	2.9	3.2	3.2	3.3	3.2	3.3
						fg										

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

## Jobs Outlook - Combined

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

Base: All who recruit temporary agency workers

		WAVE			REGION						SIZE			SECTOR	
	Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	*e	f	g	*h	*i	j	k	l	m	*n
Unweighted Total	139	53	33	53	34	29	35	59	24	17	43	53	43	116	23
Weighted Total	135	51	32	52	33	28	33	57	23	17	42	51	42	114	21
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Temporary agency workers earn more than they would if they were permanent	26 19.4%	10 19.9%	6 18.4%	10 19.4%	7 19.9%	6 21.7%	5 14.2%	13 22.2%	8 33.6%	1 5.2%	8 18.2%	11 20.8%	8 18.7%	19 16.5%	7 34.4%
Temporary agency workers earn less than they would if they were permanent	18 13.5%	8 16.4%	5 15.6%	5 9.2%	3 8.8%	5 17.4%	4 11.0%	10 16.8%	6 25.2%	1 4.8%	8 18.2%	7 13.3%	4 9.0%	13 11.8%	5 22.5%
Temporary agency workers earn about the same as they would if they were permanent	82 60.9%	30 58.4%	21 66.0%	31 60.3%	23 71.3%	15 54.7%	22 66.3%	29 50.9%	7 28.7%	15 84.7%	21 49.9%	33 65.9%	28 66.0%	75 65.9%	7 34.5%
Not applicable/Don't know	8 6.2%	3 5.3%	- -	6 11.0%	- -	2 6.3%	3 8.5%	6 10.1%	3 12.4%	1 5.4%	6 13.6%	- -	3 6.3%	7 5.8%	2 8.6%
											k				

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

## Jobs Outlook - Combined

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

Base: All who recruit temporary workers

		WAVE			REGION						SIZE			SECTOR	
	Total	January 2017	February 2017	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	332	116	98	118	88	65	69	124	55	55	142	90	100	280	52
Weighted Total	331	116	97	118	87	64	67	122	56	58	145	88	98	278	54
	100.0%	100.0%	100.0%	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	87	36	24	28	20	14	17	34	18	18	58	16	12	71	16
	26.3%	30.9%	24.3%	23.4%	23.4%	21.6%	25.3%	28.1%	31.5%	31.9%	40.3% kl	18.4%	12.7%	25.6%	29.7%
1-9	43	17	12	14	7	8	13	19	6	10	11	19	13	39	4
	12.9%	14.9%	12.2%	11.6%	7.7%	12.2%	19.0% d	15.1%	10.6%	17.0%	7.5%	21.7% j	13.1%	14.1%	7.0%
10-19	27	6	12	10	6	10	8	9	1	3	13	8	7	22	6
	8.2%	5.2%	12.1%	8.1%	6.8%	14.9% h	11.7% h	7.2%	1.9%	5.2%	8.9%	8.5%	7.0%	7.8%	10.6%
20-49	24	9	10	6	9	5	5	9	4	2	12	5	8	22	3
	7.4%	7.7%	9.9%	4.9%	9.9%	8.0%	7.3%	7.2%	7.0%	3.3%	8.0%	5.6%	8.0%	7.8%	5.3%
50	31	17	8	6	7	4	5	12	8	8	11	8	12	21	10
	9.4%	15.0% c	7.9%	5.1%	7.5%	6.3%	7.1%	10.1%	13.7%	14.2%	7.8%	8.9%	12.1%	7.7%	18.1% m
51+	47	13	14	20	19	8	10	16	6	5	15	18	14	39	8
	14.2%	11.2%	14.6%	16.9%	21.4% i	11.8%	15.3%	13.1%	10.6%	8.4%	10.4%	20.4% j	14.3%	14.0%	15.2%
Don't know	71	17	18	36	20	16	10	23	14	12	25	14	32	64	8
	21.6%	15.1%	19.0%	30.1% a	23.3%	25.2%	14.4%	19.1%	24.7%	20.0%	17.0%	16.4%	32.8% jk	23.0%	14.0%
NETS															
Net: At least 1%	173	63	55	55	46	34	40	65	24	28	62	57	54	143	30
	52.2%	54.0%	56.8%	46.6%	53.3%	53.2%	60.3%	52.7%	43.7%	48.1%	42.7%	65.1% j	54.5%	51.4%	56.3%
Total	6622	2435	1920	2267	2206	1107	1319	2317	999	992	2411	2221	1990	5230	1393
Mean score	25.5	24.7	24.4	27.4	33.0	23.1	23.1	23.4	23.7	21.5	20.1	30.2 j	30.1 j	24.5	30.1

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

## Jobs Outlook - Combined

**T1\_1. Have you experienced any difficulties recruiting suitably qualified candidates for jobs in the last twelve months? If you had more than one vacancy, please select all that apply**

Base: Wave 13

	WAVE		REGION						SIZE			SECTOR	
	Total	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l
Unweighted Total	200	200	45	47	46	79	33	29	103	49	48	165	35
Weighted Total	200	200	44	48	45	78	34	30	103	49	49	165	35
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Yes, but we eventually found someone	55	55	16	15	12	19	7	6	20	21	14	51	4
	27.3%	27.3%	35.4%	30.3%	26.1%	23.9%	21.0%	19.6%	19.3%	42.6% h	29.1%	30.9% l	10.5%
Yes, and we eventually had to withdraw the vacancy	20	20	2	6	6	9	3	3	4	5	11	20	-
	9.8%	9.8%	4.1%	12.5%	13.1%	11.4%	9.1%	9.7%	3.8%	10.3%	22.0% h	11.9% l	-
Yes, and we are still looking	30	30	5	8	10	15	5	2	10	8	13	27	4
	15.2%	15.2%	12.5%	17.3%	21.2%	18.6%	15.2%	7.0%	9.6%	16.6%	25.6% h	16.2%	10.9%
No	119	119	25	27	26	46	20	22	73	22	24	91	28
	59.5%	59.5%	56.3%	55.1%	57.0%	58.6%	60.6%	73.6%	71.3% ij	44.9%	49.2%	55.4%	78.5% k

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

## Jobs Outlook - Combined

### T2\_2. When experiencing difficulties in recruiting, which of the following steps, if any, have you taken to attract candidates?

Base: All experiencing difficulties in recruiting

	WAVE		REGION						SIZE			SECTOR	
	Total	March 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l
Unweighted Total	82	82	20	22	19	32	13	8	30	28	24	74	8
Weighted Total	81	81	19	22	19	32	13	8	29	27	25	74	8
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increased the wage/salary package	34	34	8	10	11	14	3	2	13	9	12	31	3
	41.6%	41.6%	42.8%	45.8%	55.1%	42.3%	23.6%	24.6%	43.2%	35.2%	46.8%	42.2%	35.6%
Revised the benefits package	19	19	6	5	6	8	2	1	7	7	6	18	1
	23.7%	23.7%	28.9%	22.6%	29.5%	23.9%	15.8%	12.7%	23.2%	24.9%	23.0%	24.9%	11.8%
Revised the job description to lower the requirements for the role	19	19	8	5	4	6	2	-	5	7	7	19	-
	23.7%	23.7%	43.1%	23.1%	20.4%	18.5%	15.7%	-	16.2%	26.2%	30.1%	26.2%	-
Re-advertised the role	65	65	16	16	14	27	12	6	23	23	19	59	6
	79.7%	79.7%	85.6%	73.2%	74.6%	82.0%	92.7%	74.2%	76.5%	85.9%	76.9%	80.4%	73.0%
Looked to recruit potential candidates in from other sectors	30	30	9	6	8	14	6	1	11	8	11	27	3
	36.7%	36.7%	47.4%	27.8%	39.5%	42.2%	46.1%	11.9%	36.1%	29.5%	45.0%	36.7%	36.3%
Targeted candidates from non-traditional backgrounds (e.g. women returning to work, ex-military, ex-offenders)	18	18	7	1	4	9	5	1	9	7	3	17	2
	22.7%	22.7%	38.6%	5.5%	19.5%	27.2%	38.3%	12.8%	30.2%	25.1%	11.2%	22.5%	24.5%
Targeted candidates in other countries	10	10	2	3	-	4	4	1	4	5	1	8	2
	12.5%	12.5%	10.0%	14.4%	-	12.4%	30.5%	13.7%	13.9%	19.0%	3.8%	11.0%	27.0%
None of the above	8	8	2	5	-	-	-	1	4	2	2	8	-
	9.3%	9.3%	9.3%	22.4%	-	-	-	12.1%	13.2%	6.9%	7.4%	10.3%	-

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