REC JOBS OUTLOOK RESEARCH

METHODOLOGY NOTE

ComRes interviewed 607 UK employees and owners involved in hiring by telephone between February 23rd and May 18th 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

Jobs Outlook - Combined

Jobs Outlook - Combined

Jobs Outlook - Combined

Jobs Outlook - Combined

Jobs Outlook - Combined

Sector
Base: All respondents

	Total	WAVE			REGION						SIZE			SECTOR	
		March 2017	April 2017	May 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	607	200	206	201	151	131	162	242	80	83	305	164	138	497	110
Weighted Total	607	200	206	201	133	146	136	238	102	90	311	161	135	500	107
	100.0%	100.0%	100.0%	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	500	165	170	166	107	116	114	200	86	78	241	136	123	500	-
	82.4%	82.4%	82.4%	82.4%	80.2%	79.5%	83.6%	83.9%	84.3%	86.6%	77.6%	84.5%	90.9%	100.0%	-
													j	n	
Public	107	35	36	35	26	30	22	38	16	12	70	25	12	-	107
	17.6%	17.6%	17.6%	17.6%	19.8%	20.5%	16.4%	16.1%	15.7%	13.4%	22.4%	15.5%	9.1%	-	100.0%
											l				m

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

Jobs Outlook - Combined

S1. Which region is your organisation based in?
Base: All respondents

	Total	WAVE			REGION						SIZE			SECTOR	
		March 2017	April 2017	May 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	607	200	206	201	151	131	162	242	80	83	305	164	138	497	110
Weighted Total	607	200	206	201	133	146	136	238	102	90	311	161	135	500	107
	100.0%	100.0%	100.0%	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	51	17	17	17	-	-	51	51	-	-	24	14	12	42	9
	8.4%	8.4%	8.4%	8.4%	-	-	37.5% deghi	21.4% dehi	-	-	7.8%	8.9%	9.2%	8.4%	8.6%
South East	85	28	29	28	-	-	85	85	-	-	39	24	22	72	13
	14.0%	14.0%	14.0%	14.0%	-	-	62.5% deghi	35.7% dehi	-	-	12.7%	14.8%	16.1%	14.4%	12.3%
London	102	34	35	34	-	-	-	102	102	-	58	23	20	86	16
	16.8%	16.8%	16.8%	16.8%	-	-	-	42.9% defi	100.0% defgi	-	18.7%	14.5%	15.1%	17.2%	15.0%
East of England	56	18	19	18	-	56	-	-	-	-	32	14	9	44	11
	9.2%	9.2%	9.2%	9.2%	-	38.2% dfghi	-	-	-	-	10.4%	8.9%	6.9%	8.9%	10.6%
West Midlands	50	16	17	16	-	50	-	-	-	-	24	12	14	41	8
	8.2%	8.2%	8.2%	8.2%	-	34.0% dfghi	-	-	-	-	7.7%	7.5%	10.3%	8.3%	7.8%
East Midlands	41	13	14	13	-	41	-	-	-	-	26	8	6	30	10
	6.7%	6.7%	6.7%	6.7%	-	27.8% dfghi	-	-	-	-	8.4%	5.1%	4.8%	6.1%	9.7%
North West	65	21	22	22	65	-	-	-	-	-	34	15	16	53	11
	10.7%	10.7%	10.7%	10.7%	48.9% efghi	-	-	-	-	-	10.9%	9.5%	11.6%	10.7%	10.8%
North East	21	7	7	7	21	-	-	-	-	-	8	8	4	18	2
	3.4%	3.4%	3.4%	3.4%	15.5% efghi	-	-	-	-	-	2.7%	4.9%	3.3%	3.6%	2.3%
Yorkshire & The Humber	47	16	16	16	47	-	-	-	-	-	23	17	8	35	12
	7.8%	7.8%	7.8%	7.8%	35.6% efghi	-	-	-	-	-	7.5%	10.3%	5.6%	7.0%	11.7%
Scotland	49	16	17	16	-	-	-	-	-	49	20	13	16	44	5
	8.1%	8.1%	8.1%	8.1%	-	-	-	-	-	54.7% defgh	6.5%	8.3%	11.5%	8.8%	4.9%
Wales	25	8	9	8	-	-	-	-	-	25	13	9	4	21	4
	4.2%	4.2%	4.2%	4.2%	-	-	-	-	-	28.4% defgh	4.3%	5.3%	2.8%	4.3%	3.9%
Northern Ireland	15	5	5	5	-	-	-	-	-	15	8	3	4	12	3
	2.5%	2.5%	2.5%	2.5%	-	-	-	-	-	16.9% defgh	2.5%	2.1%	2.9%	2.5%	2.6%

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

	Total	WAVE			REGION						SIZE			SECTOR	
		March 2017	April 2017	May 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	607	200	206	201	151	131	162	242	80	83	305	164	138	497	110
Weighted Total	607	200	206	201	133	146	136	238	102	90	311	161	135	500	107
	100.0%	100.0%	100.0%	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

	Total	WAVE			REGION						SIZE			SECTOR	
		March 2017	April 2017	May 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	607	200	206	201	151	131	162	242	80	83	305	164	138	497	110
Weighted Total	607	200	206	201	133	146	136	238	102	90	311	161	135	500	107
	100.0%	100.0%	100.0%	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	367	128	122	116	81	88	83	145	62	53	120	125	121	308	58
	60.4%	64.2%	59.3%	57.6%	60.7%	60.4%	61.1%	60.7%	60.3%	59.0%	38.7%	77.8%	89.6%	61.6%	54.6%
												j	jk		
Other	240	72	84	85	52	58	53	93	40	37	191	36	14	192	49
	39.6%	35.8%	40.7%	42.4%	39.3%	39.6%	38.9%	39.3%	39.7%	41.0%	61.3%	22.2%	10.4%	38.4%	45.4%
											kl	l			

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

	Total	WAVE			REGION						SIZE			SECTOR	
		March 2017	April 2017	May 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	607	200	206	201	151	131	162	242	80	83	305	164	138	497	110
Weighted Total	607 100.0%	200 100.0%	206 100.0%	201 100.0%	133 100.0%	146 100.0%	136 100.0%	238 100.0%	102 100.0%	90 100.0%	311 100.0%	161 100.0%	135 100.0%	500 100.0%	107 100.0%
Senior management/ board level	192 31.7%	67 33.5%	63 30.7%	62 30.9%	42 31.9%	46 31.4%	40 29.3%	75 31.7%	36 34.9%	29 31.7%	141 45.4% kl	35 21.6% l	16 12.1%	147 29.4%	45 42.4% m
Management	248 40.9%	76 38.0%	89 43.3%	83 41.3%	56 42.2%	59 40.4%	58 42.6%	88 37.1%	30 29.7%	45 49.8% gh	136 43.6%	65 40.5%	47 35.1%	211 42.1%	38 35.2%
Non-Managerial	167 27.4%	57 28.6%	53 25.9%	56 27.9%	35 26.0%	41 28.2%	38 28.0%	74 31.2% i	36 35.4% i	17 18.5%	34 11.0%	61 37.9% j	71 52.8% jk	143 28.5%	24 22.4%

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

	Total	WAVE			REGION						SIZE			SECTOR	
		March 2017	April 2017	May 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	607	200	206	201	151	131	162	242	80	83	305	164	138	497	110
Weighted Total	607 100.0%	200 100.0%	206 100.0%	201 100.0%	133 100.0%	146 100.0%	136 100.0%	238 100.0%	102 100.0%	90 100.0%	311 100.0%	161 100.0%	135 100.0%	500 100.0%	107 100.0%
Recruitment (hiring or engaging new staff on a permanent or temporary basis)	607 100.0%	200 100.0%	206 100.0%	201 100.0%	133 100.0%	146 100.0%	136 100.0%	238 100.0%	102 100.0%	90 100.0%	311 100.0%	161 100.0%	135 100.0%	500 100.0%	107 100.0%
Training of employees	433 71.3%	139 69.4%	151 73.3%	143 71.1%	99 74.5% f	112 76.3% f	84 61.5%	159 67.0%	76 74.4% f	63 69.8%	250 80.5% kl	112 69.8% l	70 51.9%	350 69.9%	83 77.9%
Assessment of employees	460 75.8%	157 78.7%	154 74.8%	149 74.0%	108 80.9% f	113 77.4%	96 70.3%	173 72.6%	77 75.7%	67 74.1%	260 83.5% kl	113 70.4%	87 64.6%	378 75.5%	82 77.2%
Supporting employees (e.g. with questions or grievances)	514 84.7%	183 91.7% bc	161 78.1%	170 84.6%	119 89.7% ef	115 78.5%	111 81.6%	199 83.5%	88 85.9%	82 91.0% e	268 86.2% l	143 89.0% l	103 76.4%	425 85.0%	89 83.6%
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

	Total	WAVE			REGION						SIZE			SECTOR	
		March 2017	April 2017	May 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	607	200	206	201	151	131	162	242	80	83	305	164	138	497	110
Weighted Total	607 100.0%	200 100.0%	206 100.0%	201 100.0%	133 100.0%	146 100.0%	136 100.0%	238 100.0%	102 100.0%	90 100.0%	311 100.0%	161 100.0%	135 100.0%	500 100.0%	107 100.0%
0-9	88 14.5%	38 19.1% b	24 11.8%	25 12.6%	26 19.6% i	17 11.4%	23 16.9%	38 15.8%	15 14.3%	8 8.6%	88 28.3% kl	- -	- -	65 12.9%	23 21.8% m
10-49	223 36.7%	64 32.1%	90 43.8% ac	69 34.1%	39 29.7%	65 44.8% df	41 30.0%	84 35.5%	44 42.8% d	34 37.4%	223 71.7% kl	- -	- -	177 35.3%	46 43.4%
50-249	161 26.5%	49 24.3%	55 26.5%	58 28.7%	40 29.9%	35 23.6%	38 27.9%	61 25.8%	23 22.9%	25 28.1%	- -	161 100.0% jl	- -	136 27.2%	25 23.3%
250+	135 22.3%	49 24.4%	37 17.9%	49 24.6%	28 20.8%	30 20.3%	34 25.1%	55 23.0%	20 20.1%	23 25.8%	- -	- -	135 100.0% jk	123 24.6% n	12 11.5%

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

	Total	WAVE			REGION						SIZE			SECTOR	
		March 2017	April 2017	May 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	607	200	206	201	151	131	162	242	80	83	305	164	138	497	110
Weighted Total	607 100.0%	200 100.0%	206 100.0%	201 100.0%	133 100.0%	146 100.0%	136 100.0%	238 100.0%	102 100.0%	90 100.0%	311 100.0%	161 100.0%	135 100.0%	500 100.0%	107 100.0%
Agriculture, forestry & fishing	9 1.4%	3 1.4%	3 1.5%	3 1.4%	1 .7%	4 2.4%	1 .7%	2 .8%	1 .9%	2 2.8%	3 1.1%	3 2.1%	2 1.5%	8 1.5%	1 .9%
Production	54 8.9%	18 8.9%	18 8.8%	18 8.9%	14 10.6% h	12 8.4%	18 13.6% h	21 8.8%	2 2.4%	7 7.3%	27 8.7%	16 9.7%	11 8.4%	41 8.2%	13 12.0%
Construction	41 6.7%	12 6.1%	16 7.9%	12 6.1%	9 6.8%	12 8.4%	12 8.5%	15 6.5%	4 3.7%	4 4.6%	27 8.5%	9 5.4%	6 4.1%	37 7.3%	4 3.9%
Motor trades	28 4.6%	10 4.9%	8 3.9%	10 4.9%	4 3.2%	9 6.1%	4 3.2%	10 4.1%	6 5.4%	5 5.1%	17 5.4%	6 4.0%	5 3.3%	24 4.7%	4 3.8%
Wholesale	25 4.2%	9 4.7%	6 3.1%	9 4.7%	5 3.9%	10 7.1% fg	3 2.1%	6 2.5%	3 3.0%	4 4.4%	15 4.9%	4 2.7%	6 4.4%	23 4.5%	3 2.6%
Retail	30 4.9%	10 4.9%	10 4.9%	10 4.9%	8 6.0%	6 3.8%	10 7.1%	13 5.3%	3 2.8%	4 4.1%	13 4.3%	7 4.4%	9 6.9%	21 4.3%	8 7.8%
Transport & storage (inc. postal)	31 5.1%	10 5.1%	11 5.6%	10 4.7%	7 5.3%	8 5.4%	6 4.3%	11 4.4%	5 4.7%	6 6.3%	17 5.5%	8 5.2%	6 4.3%	29 5.8%	2 2.2%
Accommodation & food services	41 6.8%	12 6.0%	17 8.1%	13 6.4%	8 6.2%	7 5.0%	8 6.1%	18 7.6%	10 9.6%	8 8.7%	18 5.6%	11 7.1%	13 9.3%	34 6.7%	8 7.3%
Information & communication	22 3.6%	8 4.1%	6 2.7%	8 4.0%	3 2.0%	7 4.7%	6 4.6%	11 4.7%	5 4.8%	1 1.2%	14 4.4%	6 3.8%	2 1.4%	19 3.8%	3 2.8%
Legal and Finance	28 4.7%	7 3.4%	14 7.0%	7 3.6%	2 1.2%	6 4.3%	6 4.1%	18 7.5% d	12 12.1% defi	3 2.9%	12 3.9%	11 6.6%	6 4.3%	21 4.2%	8 7.1%
Property	8 1.4%	4 2.0%	* .2%	4 2.0%	1 .7%	3 2.2%	2 1.7%	4 1.8%	2 1.9%	- -	3 1.0%	4 2.7%	1 .7%	6 1.3%	2 1.8%
Professional, scientific & technical	52 8.5%	17 8.5%	18 8.5%	17 8.5%	14 10.7% f	13 9.1%	6 4.3%	13 5.6%	7 7.3%	11 11.9% f	30 9.6%	15 9.4%	7 4.8%	39 7.8%	13 11.9%

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

	Total	WAVE			REGION						SIZE			SECTOR	
		March 2017	April 2017	May 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
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Business administration and support services	46 7.5%	17 8.3%	13 6.1%	17 8.2%	8 6.0%	5 3.3%	12 8.7%	26 10.7% e	14 13.4% e	7 8.2%	33 10.5% kl	8 5.1%	5 3.7%	40 7.9%	6 5.8%
Public administration and defence	28 4.6%	10 4.9%	9 4.3%	9 4.7%	6 4.7%	6 3.9%	6 4.0%	12 5.1%	7 6.5%	4 4.5%	13 4.2%	5 3.0%	10 7.7%	24 4.8%	4 3.7%
Education	56 9.2%	17 8.7%	21 10.2%	18 8.8%	13 9.5%	15 10.3%	15 11.0%	22 9.1%	7 6.5%	7 7.4%	22 7.2%	13 8.3%	20 15.0% j	48 9.6%	8 7.7%
Health	74 12.2%	25 12.5%	24 11.6%	25 12.6%	17 13.1%	15 10.3%	14 10.2%	25 10.7%	12 11.3%	16 18.3%	30 9.6%	24 14.8%	21 15.3%	64 12.8%	10 9.7%
Arts, entertainment, recreation and other services	34 5.6%	11 5.6%	12 5.6%	11 5.6%	12 9.4% i	8 5.3%	8 5.8%	12 4.9%	4 3.7%	2 2.2%	18 5.7%	10 5.9%	7 4.9%	24 4.8%	10 9.3%
Other	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
NETS															
Net: Agriculture, forestry & fishing/Production	63 10.3%	21 10.3%	21 10.3%	21 10.3%	15 11.3% h	16 10.8%	19 14.2% h	23 9.5%	3 3.3%	9 10.1%	30 9.7%	19 11.7%	13 9.9%	49 9.7%	14 12.9%
Net: Construction/Property	49 8.1%	16 8.1%	17 8.1%	16 8.1%	10 7.5%	15 10.5%	14 10.3%	20 8.3%	6 5.6%	4 4.6%	30 9.5%	13 8.1%	6 4.8%	43 8.6%	6 5.7%
Net: Motor trades/Wholesale/Retail/Transport & storage (inc. postal)/Accommodation & food services	155 25.6%	51 25.6%	53 25.6%	51 25.6%	33 24.6%	40 27.4%	31 22.7%	57 23.9%	26 25.5%	26 28.7%	80 25.6%	37 23.3%	38 28.2%	130 26.0%	25 23.6%

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

COMRES

Jobs Outlook - Combined

D3. What industry sector does your organisation work in?
Base: All respondents

	Total	WAVE			REGION						SIZE			SECTOR	
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Weighted Total	607	200	206	201	133	146	136	238	102	90	311	161	135	500	107
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Net: Information & communication/Legal and Finance/Business administration and support services	96	32	33	32	12	18	24	55	31	11	58	25	13	79	17
	15.8%	15.8%	15.8%	15.8%	9.3%	12.3%	17.4%	22.9%	30.3%	12.3%	18.8%	15.5%	9.3%	15.8%	15.6%
							d	dei	defi		l				
Net: Professional, scientific & technical	52	17	18	17	14	13	6	13	7	11	30	15	7	39	13
	8.5%	8.5%	8.5%	8.5%	10.7%	9.1%	4.3%	5.6%	7.3%	11.9%	9.6%	9.4%	4.8%	7.8%	11.9%
					f					f					
Net: Public administration and defence/ Education/Health	158	52	54	52	36	36	34	59	25	27	65	42	51	136	22
	26.1%	26.1%	26.1%	26.1%	27.4%	24.5%	25.2%	24.8%	24.3%	30.2%	21.0%	26.1%	38.0%	27.2%	21.0%
													jk		
Net: Arts, entertainment, recreation and other services/Other	34	11	12	11	12	8	8	12	4	2	18	10	7	24	10
	5.6%	5.6%	5.6%	5.6%	9.4%	5.3%	5.8%	4.9%	3.7%	2.2%	5.7%	5.9%	4.9%	4.8%	9.3%
					i										

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

	Total	WAVE			REGION						SIZE			SECTOR	
		March 2017	April 2017	May 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	607	200	206	201	151	131	162	242	80	83	305	164	138	497	110
Weighted Total	607	200	206	201	133	146	136	238	102	90	311	161	135	500	107
	100.0%	100.0%	100.0%	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	209	77	62	70	52	45	60	95	35	17	110	44	55	176	33
	34.5%	38.3%	30.2%	35.0%	39.0%	30.7%	43.9%	40.0%	34.8%	19.4%	35.4%	27.6%	40.4%	35.3%	30.7%
					i		ei	i	i				k		
A little – we might have to take on staff if demand grew this year	294	94	107	93	56	75	58	111	52	53	153	75	66	240	54
	48.4%	47.2%	51.9%	46.1%	42.3%	51.0%	43.0%	46.4%	51.1%	58.6%	49.1%	46.7%	48.9%	47.9%	50.9%
										df					
A fair amount – we could take on a lot more work now	85	24	31	29	19	22	16	28	12	15	39	36	9	69	15
	13.9%	12.2%	15.1%	14.4%	14.5%	15.0%	12.0%	11.8%	11.5%	17.1%	12.5%	22.6%	6.8%	13.8%	14.3%
												jl			
Considerable – we have a great deal of spare capacity	19	5	6	9	6	5	2	4	3	4	9	5	5	15	4
	3.2%	2.3%	2.7%	4.5%	4.3%	3.3%	1.2%	1.8%	2.7%	4.9%	2.9%	3.1%	3.8%	3.0%	4.0%
NETS															
Net: None + A little	503	171	169	163	108	119	118	206	88	70	263	119	121	416	87
	82.9%	85.5%	82.1%	81.1%	81.3%	81.7%	86.9%	86.4%	85.8%	78.0%	84.6%	74.3%	89.4%	83.2%	81.6%
												k	k		

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

COMRES

Jobs Outlook - Combined

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

	Total	WAVE			REGION						SIZE			SECTOR	
		March 2017	April 2017	May 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	607	200	206	201	151	131	162	242	80	83	305	164	138	497	110
Weighted Total	607	200	206	201	133	146	136	238	102	90	311	161	135	500	107
	100.0%	100.0%	100.0%	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	112	42	28	41	28	26	22	45	23	14	32	39	41	95	17
	18.5%	21.0%	13.8%	20.6%	20.7%	17.5%	16.4%	18.9%	22.2%	15.5%	10.2%	24.4% j	30.4% j	19.1%	15.5%
Reduced hours	78	27	30	22	13	26	14	27	13	12	34	18	26	64	14
	12.9%	13.3%	14.7%	10.7%	10.1%	17.8%	10.2%	11.4%	12.9%	13.2%	11.1%	11.4%	19.0% j	12.8%	13.4%
Reduced pay / earnings	32	12	10	10	4	15	3	8	5	5	20	7	5	21	11
	5.3%	6.1%	4.7%	5.0%	3.3%	10.0% dfg	2.1%	3.3%	4.8%	5.7%	6.4%	4.3%	3.7%	4.3%	9.9% m
Headcount freeze	82	21	24	37	14	20	13	32	19	16	44	23	15	70	12
	13.5%	10.5%	11.9%	18.3% a	10.8%	14.0%	9.2%	13.3%	18.8% f	17.5%	14.2%	14.5%	10.8%	14.0%	11.3%
Increased staffing	334	102	115	116	73	87	74	124	50	49	149	99	86	286	47
	55.0%	51.2%	55.7%	57.9%	54.9%	59.7%	54.6%	52.1%	48.8%	54.9%	47.8%	61.6% j	63.5% j	57.2% n	44.5%
Increased pay/ earnings	390	114	136	140	86	97	86	153	66	54	187	116	86	323	66
	64.2%	57.0%	66.0%	69.4% a	64.5%	66.3%	63.5%	64.1%	64.9%	60.4%	60.2%	72.2% j	63.8%	64.6%	62.0%
None of the above	91	37	31	24	24	14	26	43	16	11	61	16	15	76	16
	15.1%	18.5%	14.9%	11.9%	17.8% e	9.5%	19.3% e	17.9% e	16.0%	12.5%	19.6% kl	9.7%	10.9%	15.1%	14.7%

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

Prepared by ComRes

COMRES

Jobs Outlook - Combined

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

		Total	WAVE			REGION						SIZE			SECTOR	
			March 2017	April 2017	May 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		607	200	206	201	151	131	162	242	80	83	305	164	138	497	110
Weighted Total		607	200	206	201	133	146	136	238	102	90	311	161	135	500	107
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
A lot better	(5)	18	4	3	11	5	3	3	7	4	3	9	5	4	15	3
		3.0%	1.9%	1.7%	5.3%	3.7%	2.2%	2.5%	3.0%	3.7%	3.3%	3.0%	2.9%	3.0%	3.1%	2.5%
					b											
A little better	(4)	179	53	72	54	40	46	39	67	28	27	104	40	35	140	39
		29.6%	26.5%	34.9%	27.1%	30.3%	31.1%	28.9%	28.2%	27.3%	29.5%	33.3%	25.1%	26.1%	28.0%	36.8%
No change	(3)	209	67	65	77	46	52	52	82	30	29	105	63	41	173	35
		34.4%	33.5%	31.4%	38.4%	34.7%	35.4%	38.3%	34.5%	29.5%	32.0%	33.6%	39.2%	30.5%	34.7%	33.1%
A little worse	(2)	125	52	40	34	31	27	23	48	25	20	55	34	36	103	22
		20.7%	25.8%	19.3%	16.9%	23.3%	18.5%	16.8%	20.1%	24.4%	21.8%	17.6%	21.3%	26.9%	20.6%	20.9%
			c											j		
A lot worse	(1)	39	15	8	17	6	9	9	14	6	9	24	10	6	38	2
		6.5%	7.3%	4.0%	8.3%	4.8%	6.3%	6.4%	6.1%	5.6%	10.3%	7.7%	6.1%	4.3%	7.5%	1.8%
															n	
Don't know		36	10	18	8	4	9	10	19	10	3	15	9	12	31	5
		5.9%	5.0%	8.7%	4.0%	3.2%	6.5%	7.1%	8.2%	9.6%	3.1%	4.7%	5.4%	9.2%	6.1%	4.9%
										d						
NETS																
Net: Better		197	57	75	65	45	49	43	74	32	29	113	45	39	155	42
		32.5%	28.4%	36.6%	32.4%	33.9%	33.3%	31.4%	31.2%	30.9%	32.8%	36.4%	28.0%	29.1%	31.1%	39.4%
Net: Better/ No change		406	124	140	142	91	100	95	156	62	58	218	108	81	329	77
		66.9%	61.9%	68.0%	70.8%	68.6%	68.7%	69.6%	65.7%	60.4%	64.8%	70.0%	67.2%	59.6%	65.7%	72.4%
												l				
Net: Worse		165	66	48	51	37	36	32	62	31	29	79	44	42	141	24
		27.1%	33.1%	23.3%	25.2%	28.2%	24.8%	23.3%	26.1%	30.0%	32.1%	25.3%	27.4%	31.2%	28.1%	22.7%
			b													
Mean score		3.0	2.9	3.1	3.0	3.0	3.0	3.0	3.0	3.0	2.9	3.1	3.0	3.0	3.0	3.2
				a												

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

		Total	WAVE			REGION						SIZE			SECTOR	
			March 2017	April 2017	May 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		607	200	206	201	151	131	162	242	80	83	305	164	138	497	110
Weighted Total		607	200	206	201	133	146	136	238	102	90	311	161	135	500	107
		100.0%	100.0%	100.0%	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)	31	8	8	15	5	6	8	13	6	6	14	10	7	26	5
		5.0%	3.9%	3.9%	7.4%	4.0%	4.2%	5.6%	5.6%	5.6%	6.4%	4.3%	6.3%	5.1%	5.2%	4.2%
A little better	(4)	176	55	66	54	36	47	39	67	28	26	94	48	33	143	33
		28.9%	27.7%	32.0%	27.0%	27.3%	32.0%	28.6%	28.1%	27.3%	28.7%	30.2%	29.9%	24.8%	28.5%	30.8%
No change	(3)	233	81	76	76	53	53	46	92	46	35	130	55	48	191	42
		38.4%	40.7%	36.7%	37.8%	39.8%	36.0%	33.9%	38.8%	45.4%	39.1%	41.9%	34.0%	35.5%	38.1%	39.7%
A little worse	(2)	81	24	26	31	15	20	19	32	13	14	44	19	18	67	15
		13.4%	12.2%	12.4%	15.6%	11.6%	13.4%	14.0%	13.6%	13.1%	15.5%	14.2%	11.6%	13.6%	13.3%	13.9%
A lot worse	(1)	17	7	4	6	3	6	6	8	2	-	9	7	1	17	-
		2.8%	3.5%	1.9%	3.0%	2.3%	4.4%	4.1%	3.2%	1.9%	-	2.9%	4.3%	.8%	3.4%	-
Don't know		69	24	27	19	20	15	19	25	7	9	20	22	27	57	12
		11.4%	12.0%	13.0%	9.2%	15.0%	10.1%	13.7%	10.7%	6.7%	10.2%	6.3%	13.8%	20.3%	11.4%	11.4%
													j	j		
NETS																
Net: Better		206	63	74	69	42	53	47	80	34	32	108	58	40	169	37
		34.0%	31.6%	36.0%	34.3%	31.3%	36.2%	34.3%	33.7%	32.9%	35.2%	34.6%	36.3%	29.9%	33.8%	35.0%
Net: Better/ No change		439	145	150	145	94	106	93	173	80	67	238	113	88	359	80
		72.4%	72.3%	72.7%	72.1%	71.0%	72.1%	68.2%	72.5%	78.3%	74.3%	76.5%	70.3%	65.3%	71.9%	74.7%
												l				
Net: Worse		98	31	29	38	19	26	25	40	15	14	53	26	19	84	15
		16.2%	15.7%	14.3%	18.7%	13.9%	17.7%	18.1%	16.8%	15.0%	15.5%	17.2%	15.9%	14.3%	16.7%	13.9%
Mean score		3.2	3.2	3.3	3.2	3.2	3.2	3.2	3.2	3.2	3.3	3.2	3.3	3.2	3.2	3.3

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

Prepared by ComRes

COMRES

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	607	607
Weighted Total	607 100.0%	607 100.0%
Advertise externally in newspapers/trade/ professional press	240 39.5%	94 15.5%
Recruitment agencies/ Search firms	251 41.3%	123 20.3%
Online job boards (e.g. Monster)	300 49.4%	119 19.6%
Internal Referrals	419 69.0%	171 28.1%
Talent pools and staff banks	81 13.4%	44 7.3%
Advertise on our own website	380 62.6%	171 28.1%
Social media and professional networking sites (e.g. Linked In)	305 50.3%	127 20.9%
Former employees and word of mouth	445 73.3%	199 32.8%
Jobcentre Plus / Universal Jobmatch	206 34.0%	90 14.9%
People approach us	383 63.0%	157 25.8%
Other	36 5.9%	24 4.0%
We have never recruited any of this kind of staff	36 6.0%	313 51.6%

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	571	288
Weighted Total	571 100.0%	294 100.0%
Advertise externally in newspapers/trade/ professional press	240 42.0%	94 32.0%
Recruitment agencies/ Search firms	251 43.9%	123 41.9%
Online job boards (e.g. Monster)	300 52.5%	119 40.4%
Internal Referrals	419 73.4%	171 58.1%
Talent pools and staff banks	81 14.3%	44 15.1%
Advertise on our own website	380 66.6%	171 58.1%
Social media and professional networking sites (e.g. Linked In)	305 53.5%	127 43.2%
Former employees and word of mouth	445 78.0%	199 67.7%
Jobcentre Plus / Universal Jobmatch	206 36.1%	90 30.7%
People approach us	383 67.0%	157 53.4%
Other	36 6.3%	24 8.3%

COMRES

Jobs Outlook - Combined

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

Permanent members of staff
Base: All respondents

	Total	WAVE			REGION						SIZE			SECTOR	
		March 2017	April 2017	May 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	607	200	206	201	151	131	162	242	80	83	305	164	138	497	110
Weighted Total	607 100.0%	200 100.0%	206 100.0%	201 100.0%	133 100.0%	146 100.0%	136 100.0%	238 100.0%	102 100.0%	90 100.0%	311 100.0%	161 100.0%	135 100.0%	500 100.0%	107 100.0%
Former employees and word of mouth	445 73.3%	139 69.3%	153 74.2%	154 76.5%	90 67.8%	107 73.1%	106 77.8% d	178 74.7%	72 70.6%	70 78.2%	204 65.8%	137 85.3% j	103 76.5% j	379 75.8% n	66 61.9%
Internal Referrals	419 69.0%	135 67.5%	142 69.0%	142 70.6%	91 68.2%	95 65.2%	99 72.7%	170 71.6%	71 70.1%	63 69.7%	184 59.2%	127 79.2% j	108 79.7% j	350 70.0%	69 64.6%
People approach us	383 63.0%	115 57.6%	137 66.7%	130 64.6%	81 61.3%	86 58.7%	100 73.6% deh	160 67.3%	60 58.9%	55 61.4%	172 55.3%	127 78.7% jl	84 62.1%	322 64.3%	61 57.0%
Advertise on our own website	380 62.6%	136 68.1%	121 58.9%	123 61.0%	75 56.6%	78 53.0%	90 65.9% e	158 66.3% e	68 66.9% e	69 77.3% de	139 44.7%	129 80.5% j	112 82.5% j	325 64.9% n	55 51.9%
Social media and professional networking sites (e.g. Linked In)	305 50.3%	101 50.6%	114 55.4% c	90 44.7%	60 45.0%	67 45.9%	75 54.9%	123 51.8%	49 47.7%	55 61.1% de	118 37.8%	101 63.1% j	86 63.7% j	259 51.9%	46 42.8%
Online job boards (e.g. Monster)	300 49.4%	96 47.9%	110 53.4%	94 46.7%	71 53.5%	70 48.1%	71 52.1%	116 48.9%	46 44.6%	42 46.7%	117 37.7%	94 58.5% j	88 65.4% j	253 50.7%	46 43.3%
Recruitment agencies/ Search firms	251 41.3%	75 37.5%	95 46.0%	81 40.2%	50 37.3%	68 46.5% i	59 43.2% i	108 45.3% i	49 48.0% i	25 28.2%	106 34.2%	81 50.7% j	63 46.4% j	209 41.7%	42 39.3%
Advertise externally in newspapers/trade/ professional press	240 39.5%	69 34.4%	80 39.0%	90 45.0% a	47 35.6%	54 37.1%	67 49.6% degh	94 39.6% h	27 26.2%	44 48.8% dh	100 32.3%	74 45.8% j	66 48.5% j	195 39.0%	44 41.5%
Jobcentre Plus / Universal Jobmatch	206 34.0%	62 30.8%	71 34.4%	74 36.7%	55 41.0% egh	43 29.7%	42 30.9%	63 26.4%	21 20.5%	45 50.4% efgh	68 21.9%	69 43.1% j	69 50.8% j	176 35.1%	30 28.5%

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

COMRES

Jobs Outlook - Combined

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

Permanent members of staff
Base: All respondents

	Total	WAVE			REGION						SIZE			SECTOR	
		March 2017	April 2017	May 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	607	200	206	201	151	131	162	242	80	83	305	164	138	497	110
Weighted Total	607 100.0%	200 100.0%	206 100.0%	201 100.0%	133 100.0%	146 100.0%	136 100.0%	238 100.0%	102 100.0%	90 100.0%	311 100.0%	161 100.0%	135 100.0%	500 100.0%	107 100.0%
Talent pools and staff banks	81 13.4%	29 14.3%	32 15.6%	21 10.2%	17 12.8%	18 12.5%	20 14.9%	32 13.4%	12 11.4%	14 15.7%	24 7.6%	23 14.4% j	35 25.6% jk	71 14.2%	11 9.9%
Other	36 5.9%	15 7.3%	8 3.7%	14 6.8%	11 8.6% h	9 6.4%	9 6.9%	11 4.7%	2 1.8%	4 4.2%	12 3.9%	8 4.7%	16 11.9% jk	30 6.1%	5 5.0%
We have never recruited any of this kind of staff	36 6.0%	18 8.8%	11 5.2%	8 4.0%	6 4.8%	9 6.1%	11 8.1%	19 7.9%	8 7.7%	2 2.4%	35 11.3% kl	- -	1 .7%	26 5.2%	10 9.5%

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

Prepared by ComRes

COMRES

Jobs Outlook - Combined

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

Temporary or contract workers
Base: All respondents

	Total	WAVE			REGION						SIZE			SECTOR	
		March 2017	April 2017	May 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	607	200	206	201	151	131	162	242	80	83	305	164	138	497	110
Weighted Total	607 100.0%	200 100.0%	206 100.0%	201 100.0%	133 100.0%	146 100.0%	136 100.0%	238 100.0%	102 100.0%	90 100.0%	311 100.0%	161 100.0%	135 100.0%	500 100.0%	107 100.0%
Former employees and word of mouth	199 32.8%	77 38.6% b	55 26.5%	67 33.3%	41 30.8%	47 32.0%	49 35.7%	80 33.8%	32 31.2%	31 34.2%	77 24.9%	59 36.7% j	62 46.1% j	171 34.2%	28 26.0%
Internal Referrals	171 28.1%	66 33.1%	51 24.8%	54 26.7%	35 26.3%	42 28.6%	42 30.6%	71 30.0%	30 29.2%	23 25.3%	68 21.9%	49 30.2% j	54 40.2% j	146 29.2%	25 23.3%
Advertise on our own website	171 28.1%	78 39.0% bc	39 18.7%	54 26.9%	38 28.5%	35 23.7%	40 29.6%	66 27.6%	26 25.0%	32 36.2% e	56 18.1%	54 33.8% j	60 44.4% j	148 29.7%	22 20.9%
People approach us	157 25.8%	59 29.4%	45 21.8%	53 26.5%	35 26.4%	34 23.2%	45 33.2% h	65 27.4%	20 19.6%	23 25.1%	67 21.5%	51 31.8% j	39 28.7%	134 26.8%	23 21.4%
Social media and professional networking sites (e.g. Linked In)	127 20.9%	63 31.3% bc	30 14.6%	34 17.1%	23 17.0%	25 17.1%	32 23.5%	56 23.5%	24 23.4%	24 26.3%	47 15.1%	40 24.7% j	40 29.9% j	106 21.2%	21 19.7%
Recruitment agencies/ Search firms	123 20.3%	52 25.9% b	29 14.3%	42 20.9%	26 19.3%	40 27.4% hi	31 22.9%	45 18.8%	14 13.4%	13 13.9%	48 15.6%	37 23.0% j	38 27.8% j	101 20.3%	22 20.3%
Online job boards (e.g. Monster)	119 19.6%	47 23.3%	34 16.3%	39 19.2%	32 24.2% i	28 19.4%	29 21.3%	48 20.0%	19 18.3%	11 11.8%	40 13.0%	38 23.7% j	40 29.9% j	100 20.0%	19 17.4%
Advertise externally in newspapers/trade/ professional press	94 15.5%	35 17.6%	29 14.1%	30 14.8%	18 13.5%	25 17.0%	26 18.8%	38 15.9%	12 12.0%	13 15.0%	39 12.5%	26 16.4%	29 21.2% j	82 16.4%	12 11.2%
Jobcentre Plus / Universal Jobmatch	90 14.9%	41 20.6% b	19 9.3%	30 14.8%	29 22.0% efgh	18 12.2%	14 10.4%	22 9.3%	8 7.7%	21 23.5% efgh	22 7.2%	26 16.4% j	42 30.7% jk	82 16.3% n	9 8.0%

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

COMRES

Jobs Outlook - Combined

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

Temporary or contract workers
Base: All respondents

	Total	WAVE			REGION						SIZE			SECTOR	
		March 2017	April 2017	May 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	607	200	206	201	151	131	162	242	80	83	305	164	138	497	110
Weighted Total	607	200	206	201	133	146	136	238	102	90	311	161	135	500	107
	100.0%	100.0%	100.0%	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	44	15	16	13	11	8	7	14	7	11	12	13	20	43	2
	7.3%	7.6%	7.6%	6.7%	8.5%	5.6%	5.2%	5.9%	6.7%	12.3%	3.8%	7.8%	14.9%	8.5%	1.8%
													jk	n	
Other	24	9	6	9	7	5	6	7	1	6	7	5	12	21	3
	4.0%	4.7%	3.1%	4.3%	5.5%	3.4%	4.1%	2.7%	.9%	6.4%	2.4%	3.4%	8.6%	4.2%	3.3%
													j		
We have never recruited any of this kind of staff	313	82	121	110	62	76	76	133	57	42	181	82	50	253	60
	51.6%	40.9%	58.9%	54.7%	46.5%	52.0%	56.1%	55.9%	55.5%	47.1%	58.0%	51.1%	37.3%	50.6%	56.0%
			a	a							l	l			

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

COMRES

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

	Total	WAVE			REGION						SIZE			SECTOR	
		March 2017	April 2017	May 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	571	182	195	194	143	123	150	224	74	81	270	164	137	471	100
Weighted Total	571 100.0%	183 100.0%	195 100.0%	193 100.0%	127 100.0%	137 100.0%	125 100.0%	219 100.0%	94 100.0%	88 100.0%	276 100.0%	161 100.0%	134 100.0%	474 100.0%	97 100.0%
Former employees and word of mouth	445 78.0%	139 75.9%	153 78.4%	154 79.6%	90 71.2%	107 77.9%	106 84.7% d	178 81.2% d	72 76.4%	70 80.1%	204 74.2%	137 85.3% j	103 77.1%	379 80.0% n	66 68.4%
Internal Referrals	419 73.4%	135 73.9%	142 72.8%	142 73.6%	91 71.7%	95 69.4%	99 79.1%	170 77.8%	71 75.9%	63 71.4%	184 66.7%	127 79.2% j	108 80.3% j	350 73.8%	69 71.4%
People approach us	383 67.0%	115 63.1%	137 70.4%	130 67.3%	81 64.4%	86 62.5%	100 80.0% dehi	160 73.1% e	60 63.8%	55 62.8%	172 62.4%	127 78.7% jl	84 62.6%	322 67.9%	61 63.0%
Advertise on our own website	380 66.6%	136 74.6% bc	121 62.1%	123 63.5%	75 59.5%	78 56.4%	90 71.7% de	158 72.0% de	68 72.5% e	69 79.1% de	139 50.4%	129 80.5% j	112 83.1% j	325 68.5% n	55 57.3%
Social media and professional networking sites (e.g. Linked In)	305 53.5%	101 55.4%	114 58.4% c	90 46.6%	60 47.2%	67 48.9%	75 59.7% d	123 56.3%	49 51.7%	55 62.6% d	118 42.7%	101 63.1% j	86 64.1% j	259 54.7%	46 47.3%
Online job boards (e.g. Monster)	300 52.5%	96 52.5%	110 56.4%	94 48.6%	71 56.2%	70 51.2%	71 56.7%	116 53.1%	46 48.3%	42 47.8%	117 42.5%	94 58.5% j	88 65.9% j	253 53.5%	46 47.9%
Recruitment agencies/ Search firms	251 43.9%	75 41.1%	95 48.6%	81 41.9%	50 39.2%	68 49.6% i	59 47.0% i	108 49.2% i	49 52.0% i	25 28.8%	106 38.6%	81 50.7% j	63 46.8%	209 44.0%	42 43.4%
Advertise externally in newspapers/trade/ professional press	240 42.0%	69 37.7%	80 41.2%	90 46.8%	47 37.4%	54 39.5%	67 54.0% degh	94 43.0% h	27 28.4%	44 50.0% h	100 36.4%	74 45.8%	66 48.9% j	195 41.2%	44 45.8%
Jobcentre Plus / Universal Jobmatch	206 36.1%	62 33.7%	71 36.3%	74 38.2%	55 43.1% gh	43 31.6%	42 33.6%	63 28.7%	21 22.2%	45 51.6% efgh	68 24.7%	69 43.1% j	69 51.2% j	176 37.1%	30 31.5%

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

COMRES

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

	Total	WAVE			REGION						SIZE			SECTOR	
		March 2017	April 2017	May 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	571	182	195	194	143	123	150	224	74	81	270	164	137	471	100
Weighted Total	571 100.0%	183 100.0%	195 100.0%	193 100.0%	127 100.0%	137 100.0%	125 100.0%	219 100.0%	94 100.0%	88 100.0%	276 100.0%	161 100.0%	134 100.0%	474 100.0%	97 100.0%
Talent pools and staff banks	81 14.3%	29 15.7%	32 16.5%	21 10.6%	17 13.5%	18 13.3%	20 16.2%	32 14.6%	12 12.4%	14 16.1%	24 8.5%	23 14.4%	35 25.8% jk	71 14.9%	11 10.9%
Other	36 6.3%	15 8.0%	8 3.9%	14 7.0%	11 9.0%	9 6.8%	9 7.5%	11 5.1%	2 2.0%	4 4.3%	12 4.4%	8 4.7%	16 11.9% jk	30 6.4%	5 5.5%

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

	Total	WAVE			REGION						SIZE			SECTOR	
		March 2017	April 2017	May 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	288	118	78	92	76	60	70	108	38	44	120	81	87	242	46
Weighted Total	294 100.0%	118 100.0%	85 100.0%	91 100.0%	71 100.0%	70 100.0%	60 100.0%	105 100.0%	45 100.0%	47 100.0%	130 100.0%	79 100.0%	85 100.0%	247 100.0%	47 100.0%
Former employees and word of mouth	199 67.7%	77 65.4%	55 64.5%	67 73.5%	41 57.7%	47 66.5%	49 81.4% di	80 76.5% d	32 70.1%	31 64.8%	77 59.3%	59 75.2% j	62 73.5% j	171 69.3%	28 59.2%
Internal Referrals	171 58.1%	66 56.0%	51 60.4%	54 58.9%	35 49.1%	42 59.5%	42 69.8% di	71 68.0% di	30 65.6%	23 47.8%	68 52.1%	49 61.8%	54 64.1%	146 59.1%	25 53.1%
Advertise on our own website	171 58.1%	78 66.0% b	39 45.7%	54 59.4%	38 53.3%	35 49.3%	40 67.4% e	66 62.6%	26 56.2%	32 68.4%	56 43.3%	54 69.1% j	60 70.8% j	148 60.1%	22 47.6%
People approach us	157 53.4%	59 49.8%	45 53.0%	53 58.4%	35 49.3%	34 48.4%	45 75.8% dehi	65 62.1%	20 44.2%	23 47.5%	67 51.3%	51 65.2% l	39 45.7%	134 54.3%	23 48.6%
Social media and professional networking sites (e.g. Linked In)	127 43.2%	63 53.0% bc	30 35.6%	34 37.7%	23 31.9%	25 35.5%	32 53.6% de	56 53.2% de	24 52.7% d	24 49.7%	47 35.9%	40 50.6% j	40 47.7%	106 42.9%	21 44.8%
Recruitment agencies/ Search firms	123 41.9%	52 43.8%	29 34.7%	42 46.1%	26 36.1%	40 57.1% dhi	31 52.2% hi	45 42.7%	14 30.1%	13 26.4%	48 37.2%	37 47.1%	38 44.4%	101 41.1%	22 46.2%
Online job boards (e.g. Monster)	119 40.4%	47 39.4%	34 39.7%	39 42.4%	32 45.3% i	28 40.4%	29 48.5% i	48 45.3% i	19 41.1%	11 22.4%	40 30.9%	38 48.4% j	40 47.6% j	100 40.6%	19 39.5%
Advertise externally in newspapers/trade/ professional press	94 32.0%	35 29.8%	29 34.4%	30 32.7%	18 25.2%	25 35.3%	26 42.9% d	38 36.1%	12 27.1%	13 28.3%	39 29.8%	26 33.6%	29 33.8%	82 33.2%	12 25.5%
Jobcentre Plus / Universal Jobmatch	90 30.7%	41 34.9%	19 22.7%	30 32.6%	29 41.1% fgh	18 25.4%	14 23.7%	22 21.0%	8 17.4%	21 44.5% efgh	22 17.1%	26 33.6% j	42 49.0% jk	82 33.1% n	9 18.3%

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

COMRES

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

	Total	WAVE			REGION						SIZE			SECTOR	
		March 2017	April 2017	May 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	288	118	78	92	76	60	70	108	38	44	120	81	87	242	46
Weighted Total	294	118	85	91	71	70	60	105	45	47	130	79	85	247	47
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Talent pools and staff banks	44	15	16	13	11	8	7	14	7	11	12	13	20	43	2
	15.1%	12.9%	18.6%	14.7%	15.9%	11.6%	11.9%	13.3%	15.1%	23.2%	9.0%	15.9%	23.8%	17.2%	4.0%
													j	n	
Other	24	9	6	9	7	5	6	7	1	6	7	5	12	21	3
	8.3%	8.0%	7.6%	9.5%	10.2%	7.1%	9.3%	6.2%	2.1%	12.0%	5.6%	6.9%	13.7%	8.5%	7.4%
													j		

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

		Total	WAVE			REGION						SIZE			SECTOR	
			March 2017	April 2017	May 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		275	86	99	90	63	67	75	117	42	28	114	90	71	230	45
Weighted Total		275 100.0%	84 100.0%	102 100.0%	89 100.0%	54 100.0%	77 100.0%	62 100.0%	112 100.0%	51 100.0%	31 100.0%	116 100.0%	87 100.0%	71 100.0%	230 100.0%	45 100.0%
Very satisfied	(5)	55 20.2%	15 17.3%	18 17.4%	23 26.1%	12 22.0%	8 10.9%	8 12.5%	28 24.6% ef	20 39.1% ef	7 24.0%	23 20.0%	23 26.4%	9 13.0% l	47 20.5%	8 18.5%
Fairly satisfied	(4)	155 56.3%	51 60.2%	62 60.8%	42 47.4%	28 51.3%	47 61.9%	38 61.5%	61 54.3%	23 45.6%	18 58.2%	66 56.6%	41 47.2%	48 66.8% k	129 55.9%	26 58.0%
Neither satisfied nor dissatisfied	(3)	36 13.1%	10 12.3%	15 14.3%	11 12.4%	6 11.9%	12 15.0%	13 21.4% h	16 14.3%	3 5.6%	2 6.2%	15 12.5%	13 14.5%	9 12.3%	31 13.6%	5 10.6%
Fairly dissatisfied	(2)	20 7.2%	6 6.9%	7 7.1%	7 7.5%	5 9.6%	5 7.1%	1 2.4%	5 4.8%	4 7.8%	4 11.5%	11 9.3%	7 8.0%	2 2.6%	17 7.3%	3 6.5%
Very dissatisfied	(1)	4 1.5%	2 2.3%	* .4%	2 2.1%	1 1.8%	2 2.5%	1 2.2%	1 1.2%	- -	- -	1 .8%	1 1.6%	2 2.6%	3 1.4%	1 2.1%
Don't know		5 1.7%	1 1.0%	- -	4 4.5% b	2 3.4%	2 2.6%	- -	1 .8%	1 1.8%	- -	1 .7%	2 2.4%	2 2.6%	3 1.3%	2 4.2%
NETS																
Net: Satisfied		210 76.5%	65 77.5%	79 78.2%	65 73.6%	40 73.3%	56 72.9%	46 74.0%	89 78.9%	43 84.8%	26 82.3%	89 76.6%	64 73.6%	57 79.8%	176 76.5%	34 76.6%
Net: Dissatisfied		24 8.7%	8 9.2%	8 7.5%	9 9.6%	6 11.4%	7 9.6%	3 4.6%	7 6.0%	4 7.8%	4 11.5%	12 10.2%	8 9.6%	4 5.3%	20 8.7%	4 8.6%
Mean score		3.9	3.8	3.9	3.9	3.9	3.7	3.8	4.0	4.2 ef	3.9	3.9	3.9	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

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

		Total	WAVE			REGION						SIZE			SECTOR	
			March 2017	April 2017	May 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		275	86	99	90	63	67	75	117	42	28	114	90	71	230	45
Weighted Total		275 100.0%	84 100.0%	102 100.0%	89 100.0%	54 100.0%	77 100.0%	62 100.0%	112 100.0%	51 100.0%	31 100.0%	116 100.0%	87 100.0%	71 100.0%	230 100.0%	45 100.0%
Very satisfied	(5)	66 24.2%	17 20.7%	28 27.2%	21 24.0%	17 31.1% f	14 18.8%	9 14.2%	26 22.9%	17 33.4% f	9 29.8%	30 25.9%	25 29.3%	11 15.1%	54 23.5%	12 27.7%
Fairly satisfied	(4)	145 52.7%	49 58.0%	49 48.4%	47 52.7%	25 45.6%	38 49.5%	35 57.0%	66 58.7%	31 60.9%	16 51.4%	53 45.9%	39 44.4%	53 73.9% jk	123 53.6%	22 48.3%
Neither satisfied nor dissatisfied	(3)	27 9.9%	10 12.5%	9 8.9%	8 8.8%	5 8.8%	6 8.2%	12 20.0% eh	14 12.7%	2 3.9%	2 6.3%	14 12.2%	8 9.6%	5 6.7%	23 9.8%	5 10.7%
Fairly dissatisfied	(2)	22 7.9%	3 3.6%	12 11.8% a	7 7.6%	4 8.1%	11 14.4% fgh	3 4.5%	4 3.3%	1 1.8%	3 8.4%	12 10.0%	8 9.5%	2 2.6%	19 8.2%	3 6.5%
Very dissatisfied	(1)	4 1.6%	1 1.1%	* .4%	3 3.4%	2 3.4%	2 2.8%	* .7%	* .4%	- -	- -	2 1.6%	1 1.6%	1 1.6%	4 1.9%	- -
Don't know		10 3.6%	3 4.1%	3 3.2%	3 3.5%	2 3.0%	5 6.2%	2 3.5%	2 1.9%	- -	1 4.1%	5 4.3%	5 5.6% l	- -	7 3.0%	3 6.8%
NETS																
Net: Satisfied		211 76.9%	66 78.7%	77 75.6%	68 76.7%	42 76.7%	52 68.4%	44 71.2%	92 81.7% e	48 94.3% def	25 81.2%	83 71.9%	64 73.7%	64 89.0% jk	177 77.1%	34 76.0%
Net: Dissatisfied		26 9.5%	4 4.7%	12 12.2%	10 11.0%	6 11.5% g	13 17.2% fgh	3 5.2%	4 3.7%	1 1.8%	3 8.4%	13 11.6%	10 11.1%	3 4.3%	23 10.1%	3 6.5%
Mean score		3.9	4.0	3.9	3.9	4.0	3.7	3.8	4.0 e	4.3 ef	4.1	3.9	4.0	4.0	3.9	4.0

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

Prepared by ComRes

COMRES

Jobs Outlook - Combined

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

Permanent members of staff
Base: All who recruit permanent members of staff

	Total	WAVE			REGION						SIZE			SECTOR	
		March 2017	April 2017	May 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	571	182	195	194	143	123	150	224	74	81	270	164	137	471	100
Weighted Total	571 100.0%	183 100.0%	195 100.0%	193 100.0%	127 100.0%	137 100.0%	125 100.0%	219 100.0%	94 100.0%	88 100.0%	276 100.0%	161 100.0%	134 100.0%	474 100.0%	97 100.0%
Accounting and financial services	296 51.8%	109 59.8% c	97 49.9%	89 46.1%	62 49.1%	68 49.8%	71 56.6%	124 56.4%	53 56.2%	41 47.2%	117 42.5%	89 55.4% j	89 66.6% jk	246 51.9%	49 51.1%
Construction	73 12.8%	21 11.7%	29 14.7%	23 11.9%	16 12.9%	20 14.6%	20 15.7%	26 12.0%	7 7.1%	10 11.7%	40 14.5%	18 11.1%	15 11.4%	67 14.2% n	6 5.8%
Drivers	121 21.2%	37 20.4%	53 27.2% c	30 15.8%	28 22.1%	26 19.3%	24 19.1%	37 16.9%	13 14.0%	29 33.3% efgh	48 17.3%	40 24.7%	33 24.9%	106 22.3%	15 15.3%
Education	65 11.3%	27 15.0% b	12 6.2%	25 13.1% b	14 11.1%	13 9.8%	19 14.9%	26 12.0%	8 8.2%	11 12.5%	23 8.3%	15 9.4%	27 20.0% jk	55 11.7%	9 9.6%
Engineering & technical	168 29.4%	59 32.2%	59 30.1%	50 25.9%	36 28.3% h	49 35.7% gh	41 32.5% h	53 24.4%	13 13.6%	29 33.3% h	68 24.7%	52 32.6%	47 35.0% j	146 30.8%	21 22.2%
Executive recruitment / interim management	157 27.6%	57 31.1%	57 29.1%	44 22.7%	28 22.0%	33 23.8%	37 30.0%	70 31.9% d	32 34.3%	27 30.7%	55 20.1%	51 31.7% j	51 38.0% j	143 30.3%	14 14.3% n
Health & social care	73 12.7%	22 12.1%	16 8.3%	34 17.8% b	19 14.8%	17 12.6%	17 13.5%	23 10.3%	6 6.0%	14 15.8%	27 9.7%	20 12.3%	26 19.4% j	66 13.9%	7 6.9%
Hospitality	83 14.5%	25 13.9%	31 15.9%	26 13.7%	19 15.0%	14 10.4%	20 15.9%	33 14.9%	13 13.6%	17 19.2%	31 11.1%	25 15.4%	27 20.3% j	67 14.1%	16 16.6%
Industrial	75 13.1%	35 19.0% c	24 12.3%	16 8.3%	19 15.0% h	20 14.7% h	23 18.3% h	28 12.7%	5 5.3%	8 8.7%	32 11.7%	22 14.0%	20 14.9%	63 13.4%	11 11.6%
Legal & HR	207 36.3%	78 43.0% b	57 29.1%	72 37.3%	37 29.1%	47 34.6%	49 39.5%	92 42.2% d	43 45.8% d	31 34.8%	50 18.2%	64 39.5% j	93 69.7% jk	180 37.9%	27 28.3%
Life sciences	21 3.6%	5 2.7%	5 2.5%	11 5.6%	3 2.6%	5 3.5%	6 4.5%	9 4.3%	4 4.0%	3 3.4%	6 2.1%	6 3.4%	9 6.9% j	19 3.9%	2 2.0%

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

Prepared by ComRes

ComRes

Jobs Outlook - Combined

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

Permanent members of staff
Base: All who recruit permanent members of staff

	Total	WAVE			REGION						SIZE			SECTOR	
		March 2017	April 2017	May 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	571	182	195	194	143	123	150	224	74	81	270	164	137	471	100
Weighted Total	571 100.0%	183 100.0%	195 100.0%	193 100.0%	127 100.0%	137 100.0%	125 100.0%	219 100.0%	94 100.0%	88 100.0%	276 100.0%	161 100.0%	134 100.0%	474 100.0%	97 100.0%
Marketing, media & creative	195 34.2%	77 42.3% c	72 36.7% c	46 24.0%	33 26.3%	42 30.4%	50 40.0% d	94 42.9% dei	44 46.7% dei	26 30.0%	73 26.7%	58 36.0% j	64 47.6% jk	165 34.9%	30 31.0%
Office professionals	367 64.4%	127 69.5% c	127 65.3%	113 58.6%	77 61.0%	87 63.5%	84 67.5%	144 65.9%	60 63.8%	59 66.9%	156 56.6%	114 71.0% j	97 72.3% j	306 64.5%	61 63.6%
Sales & retail	215 37.8%	76 41.8% c	86 44.1% c	53 27.5%	34 27.0%	48 35.2%	52 41.4% d	93 42.4% d	41 43.6% d	40 45.7% d	99 36.0%	62 38.6%	54 40.4%	176 37.0%	40 41.3%
Technology	159 27.8%	56 30.6%	57 29.2%	46 23.8%	28 22.5%	36 26.2%	40 31.6%	70 31.9%	30 32.2%	24 27.7%	62 22.4%	49 30.7%	47 35.3% j	135 28.4%	24 24.7%
None	32 5.5%	7 3.8%	8 4.3%	16 8.4%	12 9.4% fg	9 6.5%	3 2.3%	9 3.9%	6 6.0%	2 2.5%	16 5.9%	10 6.2%	5 4.0%	25 5.3%	6 6.5%

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

COMRES

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

	Total	WAVE			REGION						SIZE			SECTOR	
		March 2017	April 2017	May 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	*b	c	*d	e	f	g	*h	*i	j	k	l	m	*n
Unweighted Total	125	53	29	43	29	34	36	50	14	12	45	41	39	104	21
Weighted Total	123 100.0%	52 100.0%	29 100.0%	42 100.0%	26 100.0%	40 100.0%	31 100.0%	45 100.0%	14 100.0%	13 100.0%	48 100.0%	37 100.0%	38 100.0%	101 100.0%	22 100.0%
Accounting and financial services	39 32.1%	20 38.8%	7 23.5%	12 29.8%	10 37.8%	12 30.3%	10 31.0%	16 34.6%	6 42.7%	2 17.0%	11 23.1%	12 33.4%	16 42.3%	32 32.0%	7 32.3%
Construction	16 13.0%	6 10.9%	5 15.6%	6 13.7%	3 9.8%	4 11.0%	6 19.6%	8 17.9%	2 14.0%	1 8.3%	7 13.7%	5 12.6%	5 12.4%	14 13.4%	2 11.0%
Drivers	19 15.7%	9 17.5%	4 12.2%	7 16.0%	7 26.0%	7 16.4%	1 3.2%	3 6.6%	2 14.4%	3 25.2%	7 15.1%	4 12.1%	8 20.1%	16 15.6%	4 16.3%
Education	11 8.9%	2 3.9%	1 3.3%	8 19.0% a	1 3.3%	5 13.2%	1 3.0%	3 6.4%	2 14.0%	2 15.8%	1 2.0%	4 11.1%	6 15.6% j	11 10.8%	- -
Engineering & technical	24 19.3%	12 22.3%	5 17.9%	7 16.6%	6 22.8%	8 19.3%	7 22.6%	8 17.9%	1 7.3%	2 17.3%	6 13.3%	7 20.0%	10 26.4%	22 22.1%	1 6.4%
Executive recruitment / interim management	14 11.2%	7 13.3%	2 6.3%	5 12.1%	2 6.6%	5 13.0%	3 9.6%	6 13.1%	3 20.9%	1 8.3%	2 4.0%	5 13.5%	7 18.2% j	13 12.4%	1 5.7%
Health & social care	10 7.9%	1 1.9%	2 5.6%	7 17.0% a	1 3.3%	3 8.5%	2 6.3%	3 6.4%	1 6.8%	3 21.2%	1 2.1%	1 2.7%	8 20.7% jk	10 9.7%	- -
Hospitality	14 11.1%	5 9.5%	- -	9 20.9%	1 3.3%	1 2.9%	7 21.6% e	9 19.5% e	2 14.7%	3 23.4%	2 4.0%	4 10.3%	8 20.9% j	12 11.5%	2 9.0%
Industrial	27 21.5%	14 26.6%	7 23.6%	6 13.8%	6 24.2%	9 22.7%	7 22.7%	9 20.4%	2 15.3%	2 16.2%	9 18.7%	8 20.9%	10 25.8%	21 21.1%	5 23.5%
Legal & HR	29 23.3%	14 26.5%	2 7.7%	13 30.2%	3 10.1%	8 19.8%	10 32.7%	16 35.9%	6 43.1%	2 16.5%	4 8.0%	10 26.5% j	15 39.9% j	26 25.2%	3 14.3%
Life sciences	4 3.3%	- -	- -	4 9.5% a	- -	1 2.9%	2 6.1%	3 6.3%	1 6.9%	- -	- -	2 5.1%	2 5.6%	4 4.0%	- -
Marketing, media & creative	23 18.9%	13 25.8%	1 3.4%	9 21.1%	2 7.1%	7 16.6%	6 18.8%	12 25.9%	6 42.3%	3 25.2%	4 7.5%	9 24.4% j	11 28.1% j	22 21.7%	1 5.9%

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

	Total	WAVE			REGION						SIZE			SECTOR	
		March 2017	April 2017	May 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	*b	c	*d	e	f	g	*h	*i	j	k	l	m	*n
Unweighted Total	125	53	29	43	29	34	36	50	14	12	45	41	39	104	21
Weighted Total	123 100.0%	52 100.0%	29 100.0%	42 100.0%	26 100.0%	40 100.0%	31 100.0%	45 100.0%	14 100.0%	13 100.0%	48 100.0%	37 100.0%	38 100.0%	101 100.0%	22 100.0%
Office professionals	56 45.2%	23 43.7%	11 37.0%	22 52.9%	12 47.8%	15 37.9%	15 49.1%	24 53.4%	9 63.1%	4 34.0%	17 34.4%	22 58.4% j	17 46.1%	47 45.9%	9 41.9%
Sales & retail	23 18.9%	11 20.7%	5 16.4%	8 18.6%	6 24.8%	8 19.2%	5 17.1%	8 18.3%	3 20.9%	1 8.3%	7 14.2%	9 23.9%	8 20.1%	19 18.7%	4 19.9%
Technology	17 14.1%	9 16.7%	2 6.3%	7 16.4%	4 14.0%	3 7.3%	5 15.8%	10 21.8%	5 35.5%	1 8.3%	2 4.0%	8 21.3% j	8 20.0% j	16 15.9%	1 5.7%
None	18 14.9%	8 16.2%	4 13.3%	6 14.4%	5 17.7%	7 16.7%	4 13.9%	4 9.7%	- -	3 21.9%	10 20.8%	5 12.2%	4 10.0%	15 14.7%	3 15.7%

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

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Jobs Outlook - Combined

Q9_SUM. Do you think the number of permanent members of staff in your organisation will increase or decrease in the next:

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

	Total	Increase greatly	Increase slightly	Stay the same	Decrease slightly	Decrease greatly	Don't know	Net: Increase	Net: Decrease	Net: Increase + Stay the same	No response
Three months	539	-	-	-	-	-	-	-	-	-	539
	100.0%	-	-	-	-	-	-	-	-	-	100.0%
Four to twelve months	539	-	-	-	-	-	-	-	-	-	539
	100.0%	-	-	-	-	-	-	-	-	-	100.0%

COMRES

Jobs Outlook - Combined

Q9_SUM. Do you think the number of permanent members of staff in your organisation will increase or decrease in the next:

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

	Total	Mean
Three months	539 100.0%	-
Four to twelve months	539 100.0%	-

Jobs Outlook - Combined

Q9_1. Do you think the number of permanent members of staff in your organisation will increase or decrease in the next:

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

		Total	WAVE			REGION						SIZE			SECTOR	
			March 2017	April 2017	May 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		538	175	184	179	130	114	146	215	69	79	252	155	131	446	92
Weighted Total		539	176	187	177	115	128	122	211	88	85	259	151	129	449	90
		100.0%	100.0%	100.0%	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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Stay the same	(3)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Decrease slightly	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																
Net: Increase		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
No response		539	176	187	177	115	128	122	211	88	85	259	151	129	449	90
		100.0%	100.0%	100.0%	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		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

COMRES

Jobs Outlook - Combined

Q9_2. Do you think the number of permanent members of staff in your organisation will increase or decrease in the next:

Four to twelve months
Base: All who recruit permanent members of staff in any job function

		Total	WAVE			REGION						SIZE			SECTOR	
			March 2017	April 2017	May 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		538	175	184	179	130	114	146	215	69	79	252	155	131	446	92
Weighted Total		539	176	187	177	115	128	122	211	88	85	259	151	129	449	90
		100.0%	100.0%	100.0%	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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Stay the same	(3)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Decrease slightly	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																
Net: Increase		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
No response		539	176	187	177	115	128	122	211	88	85	259	151	129	449	90
		100.0%	100.0%	100.0%	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		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

COMRES

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	296	-	22	259	5	-	9	22	5	282	3.1
	100.0%	-	7.5%	87.7%	1.6%	-	3.1%	7.5%	1.6%	95.3%	
Construction	73	4	23	41	-	-	5	27	-	68	3.4
	100.0%	4.9%	32.0%	56.2%	-	-	6.9%	36.9%	-	93.1%	
Drivers	121	2	25	89	1	-	3	27	1	117	3.2
	100.0%	1.8%	20.9%	73.9%	.7%	-	2.7%	22.7%	.7%	96.6%	
Education	65	1	11	47	3	-	2	12	3	60	3.2
	100.0%	1.5%	17.5%	73.1%	4.7%	-	3.2%	19.1%	4.7%	92.1%	
Engineering & technical	168	7	46	103	5	-	6	53	5	156	3.3
	100.0%	4.0%	27.4%	61.7%	3.2%	-	3.7%	31.4%	3.2%	93.1%	
Executive recruitment / interim management	157	-	15	133	3	-	7	15	3	148	3.1
	100.0%	-	9.4%	84.5%	1.7%	-	4.3%	9.4%	1.7%	93.9%	
Health & social care	73	3	13	53	1	1	2	16	2	69	3.2
	100.0%	4.0%	17.9%	73.0%	1.3%	1.3%	2.5%	21.9%	2.6%	94.9%	
Hospitality	83	1	18	61	2	-	1	19	2	80	3.2
	100.0%	1.2%	21.3%	74.3%	2.2%	-	1.0%	22.5%	2.2%	96.8%	
Industrial	75	4	19	48	2	-	3	23	2	70	3.3
	100.0%	5.4%	24.8%	64.1%	2.1%	-	3.7%	30.1%	2.1%	94.2%	
Legal & HR	207	-	24	169	2	-	12	24	2	193	3.1
	100.0%	-	11.6%	81.7%	1.2%	-	5.6%	11.6%	1.2%	93.3%	
Life sciences	21	1	3	15	-	-	2	4	-	19	3.3
	100.0%	4.7%	14.5%	72.1%	-	-	8.7%	19.2%	-	91.3%	
Marketing, media & creative	195	2	32	150	3	-	8	34	3	184	3.2
	100.0%	1.1%	16.4%	76.9%	1.4%	-	4.1%	17.5%	1.4%	94.5%	
Office professionals	367	-	57	295	6	1	10	57	7	351	3.1
	100.0%	-	15.4%	80.2%	1.5%	.3%	2.6%	15.4%	1.8%	95.6%	
Sales & retail	215	5	56	146	3	-	6	61	3	206	3.3
	100.0%	2.1%	26.0%	67.6%	1.4%	-	2.8%	28.1%	1.4%	95.7%	
Technology	159	4	26	121	-	-	8	30	-	151	3.2
	100.0%	2.3%	16.4%	76.2%	-	-	5.0%	18.8%	-	95.0%	
Average (response based including bases)	2273	33	390	1731	35	2	83	423	37	2154	3.2
	100.0%	1.4%	17.1%	76.1%	1.5%	.1%	3.6%	18.6%	1.6%	94.7%	

COMRES

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

		Total	WAVE			REGION						SIZE			SECTOR	
			March 2017	April 2017	May 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		2333	805	841	687	519	483	676	978	302	353	893	711	729	1978	355
Weighted Total		2273 100.0%	812 100.0%	782 100.0%	679 100.0%	454 100.0%	528 100.0%	551 100.0%	923 100.0%	371 100.0%	369 100.0%	887 100.0%	685 100.0%	701 100.0%	1940 100.0%	333 100.0%
Increase greatly	(5)	33 1.4%	18 2.2% b	7 .9%	8 1.1%	6 1.3%	7 1.2%	9 1.5%	13 1.4%	5 1.3%	7 1.9%	7 .8%	14 2.0% j	12 1.8%	30 1.5%	3 .9%
Increase slightly	(4)	390 17.1%	156 19.2% b	109 13.9%	125 18.4% b	94 20.7% gh	86 16.4%	99 18.0%	151 16.4%	52 14.0%	58 15.7%	139 15.7%	127 18.5%	123 17.6%	339 17.5%	50 15.1%
Stay same	(3)	1731 76.1%	573 70.6%	643 82.2% ac	515 75.8% a	329 72.5%	414 78.4% d	416 75.5%	711 77.0%	294 79.3% d	278 75.2%	706 79.6% l	524 76.5% l	501 71.4%	1460 75.2%	271 81.4% m
Decrease slightly	(2)	35 1.5%	16 2.0% b	6 .7%	13 2.0% b	9 1.9%	6 1.1%	9 1.6%	11 1.1%	2 .5%	10 2.7% gh	9 1.0%	11 1.7%	15 2.2% j	28 1.4%	7 2.2%
Decrease greatly	(1)	2 .1%	1 .1%	- -	1 .2%	1 .2%	1 .2%	- -	- -	- -	- -	- -	2 .3%	- -	1 .1%	1 .3%
Don't know		83 3.6%	48 5.9% bc	18 2.3%	17 2.5%	15 3.3%	14 2.7%	19 3.4%	37 4.0%	18 5.0%	17 4.5%	26 3.0% k	7 1.0%	50 7.1% jk	82 4.2% n	* .1%
NETS																
Net: Increase		423 18.6%	174 21.4% b	116 14.8%	133 19.6% b	100 22.1% gh	93 17.6%	108 19.5%	164 17.8%	57 15.3%	65 17.6%	146 16.5%	141 20.5% j	136 19.3%	369 19.0%	53 16.0%
Net: Decrease		37 1.6%	17 2.1% b	6 .7%	14 2.1% b	10 2.2%	7 1.2%	9 1.6%	11 1.1%	2 .5%	10 2.7% gh	9 1.0%	13 2.0%	15 2.2% j	29 1.5%	8 2.5%
Net: Increase + Stay the same		2154 94.7%	747 92.0%	759 97.0% a	648 95.4% a	429 94.6%	507 96.0% i	524 95.0%	875 94.8%	351 94.6%	343 92.8%	852 96.1% l	665 97.1% l	636 90.7%	1829 94.3%	324 97.3% m
Mean score		3.2	3.2 b	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.1 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

		Total	WAVE			REGION						SIZE			SECTOR	
			March 2017	April 2017	May 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		304	107	107	90	71	63	86	130	44	40	120	92	92	250	54
Weighted Total		296	109	97	89	62	68	71	124	53	41	117	89	89	246	49
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Increase slightly	(4)	22	13	3	6	5	7	6	8	2	3	7	6	9	20	2
		7.5%	11.7%	3.1%	7.3%	7.6%	9.6%	8.2%	6.4%	3.8%	7.6%	6.0%	6.4%	10.6%	8.3%	3.9%
			b													
Stay same	(3)	259	89	92	79	52	59	62	112	50	36	108	81	71	212	47
		87.7%	81.4%	94.1%	88.5%	83.5%	86.3%	87.9%	90.7%	94.4%	87.8%	92.5%	90.3%	78.9%	86.0%	96.1%
				a								l	l			m
Decrease slightly	(2)	5	2	1	2	2	1	1	1	-	1	-	2	3	5	-
		1.6%	1.7%	1.0%	2.1%	3.0%	1.4%	1.3%	.8%	-	2.3%	-	2.2%	3.1%	1.9%	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		9	6	2	2	4	2	2	3	1	1	2	1	7	9	-
		3.1%	5.2%	1.8%	2.1%	5.9%	2.7%	2.6%	2.2%	1.7%	2.4%	1.5%	1.1%	7.3%	3.8%	-
														jk		
NETS																
Net: Increase		22	13	3	6	5	7	6	8	2	3	7	6	9	20	2
		7.5%	11.7%	3.1%	7.3%	7.6%	9.6%	8.2%	6.4%	3.8%	7.6%	6.0%	6.4%	10.6%	8.3%	3.9%
			b													
Net: Decrease		5	2	1	2	2	1	1	1	-	1	-	2	3	5	-
		1.6%	1.7%	1.0%	2.1%	3.0%	1.4%	1.3%	.8%	-	2.3%	-	2.2%	3.1%	1.9%	-
Net: Increase + Stay the same		282	102	95	85	57	66	68	120	52	39	115	86	80	232	49
		95.3%	93.2%	97.2%	95.8%	91.1%	95.9%	96.1%	97.0%	98.3%	95.3%	98.5%	96.7%	89.5%	94.3%	100.0%
												l				
Mean score		3.1	3.1	3.0	3.1	3.0	3.1	3.1	3.1	3.0	3.1	3.1	3.0	3.1	3.1	3.0
			b													

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

COMRES

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

		Total	WAVE			REGION						SIZE			SECTOR	
			March 2017	April 2017	May 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		84	22	38	24	21	18	27	34	7	11	45	21	18	77	7
Weighted Total		73	21	29	23	16	20	20	26	7	10	40	18	15	67	6
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	4	3	1	-	1	1	1	2	1	-	2	1	1	4	-
		4.9%	14.2%	1.9%	-	5.4%	5.9%	2.8%	5.9%	14.9%	-	5.4%	3.1%	5.7%	5.3%	-
Increase slightly	(4)	23	8	9	7	5	6	8	8	-	4	12	6	5	21	2
		32.0%	35.6%	31.3%	29.3%	32.4%	30.7%	40.5%	30.3%	-	37.9%	31.1%	32.4%	33.7%	31.6%	36.3%
Stay same	(3)	41	9	17	15	9	12	10	15	5	5	24	11	6	37	4
		56.2%	41.4%	58.9%	66.7%	53.8%	58.9%	52.3%	57.1%	71.4%	52.4%	59.1%	61.7%	42.2%	55.6%	63.7%
Decrease slightly	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		5	2	2	1	1	1	1	2	1	1	2	*	3	5	-
		6.9%	8.7%	7.9%	4.0%	8.4%	4.5%	4.4%	6.8%	13.8%	9.7%	4.4%	2.8%	18.3%	7.5%	-
NETS																
Net: Increase		27	11	10	7	6	7	9	10	1	4	15	6	6	25	2
		36.9%	49.9%	33.2%	29.3%	37.8%	36.6%	43.3%	36.1%	14.9%	37.9%	36.5%	35.5%	39.4%	36.9%	36.3%
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		68	20	26	22	15	19	19	25	6	9	38	17	13	62	6
		93.1%	91.3%	92.1%	96.0%	91.6%	95.5%	95.6%	93.2%	86.2%	90.3%	95.6%	97.2%	81.7%	92.5%	100.0%
Mean score		3.4	3.7	3.4	3.3	3.5	3.4	3.5	3.5	3.3	3.4	3.4	3.4	3.6	3.5	3.4

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

COMRES

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

		Total	WAVE			REGION						SIZE			SECTOR	
			March 2017	April 2017	May 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	*e	f	g	*h	*i	j	k	l	m	*n
Unweighted Total		125	37	57	31	33	24	31	42	11	26	47	44	34	111	14
Weighted Total		121	37	53	30	28	26	24	37	13	29	48	40	33	106	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)	2	1	-	1	-	1	-	-	-	1	-	1	1	2	-
		1.8%	2.8%	-	3.8%	-	4.4%	-	-	-	3.6%	-	2.6%	3.5%	2.1%	-
Increase slightly	(4)	25	3	13	10	6	6	5	5	-	8	10	7	8	23	2
		20.9%	8.2%	23.6%	31.6%	21.6%	23.4%	19.8%	12.8%	-	28.1%	20.5%	18.2%	24.5%	21.5%	16.0%
					a											
Stay same	(3)	89	30	39	20	21	19	17	31	13	19	36	30	23	77	12
		73.9%	81.6%	73.9%	64.6%	73.5%	72.2%	72.8%	82.5%	100.0%	64.9%	75.9%	75.7%	69.0%	72.5%	84.0%
Decrease slightly	(2)	1	1	-	-	-	-	1	1	-	-	-	1	-	1	-
		.7%	2.4%	-	-	-	-	3.8%	2.4%	-	-	-	2.3%	-	.8%	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		3	2	1	-	1	-	1	1	-	1	2	*	1	3	-
		2.7%	5.0%	2.6%	-	4.9%	-	3.6%	2.3%	-	3.4%	3.6%	1.2%	3.0%	3.0%	-
NETS																
Net: Increase		27	4	13	11	6	7	5	5	-	9	10	8	9	25	2
		22.7%	11.0%	23.6%	35.4%	21.6%	27.8%	19.8%	12.8%	-	31.7%	20.5%	20.8%	28.0%	23.6%	16.0%
					a											
Net: Decrease		1	1	-	-	-	-	1	1	-	-	-	1	-	1	-
		.7%	2.4%	-	-	-	-	3.8%	2.4%	-	-	-	2.3%	-	.8%	-
Net: Increase + Stay the same		117	34	52	30	27	26	22	35	13	28	46	38	32	102	15
		96.6%	92.6%	97.4%	100.0%	95.1%	100.0%	92.6%	95.3%	100.0%	96.6%	96.4%	96.5%	97.0%	96.1%	100.0%
Mean score		3.2	3.1	3.2	3.4	3.2	3.3	3.2	3.1	3.0	3.4	3.2	3.2	3.3	3.3	3.2
					a											

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

COMRES

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

		Total	WAVE			REGION						SIZE			SECTOR	
			March 2017	April 2017	May 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	28	15	26	16	13	21	29	8	11	24	16	29	59	10
Weighted Total		65	27	12	25	14	13	19	26	8	11	23	15	27	55	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)	1	1	-	-	-	-	1	1	-	-	-	-	1	1	-
		1.5%	3.7%	-	-	-	-	5.4%	3.8%	-	-	-	-	3.7%	1.8%	-
Increase slightly	(4)	11	5	2	5	4	1	3	6	3	1	6	1	5	10	2
		17.5%	17.4%	15.4%	18.7%	25.8%	7.2%	15.3%	22.0%	38.1%	8.6%	24.8%	6.4%	17.6%	17.1%	19.7%
Stay same	(3)	47	19	8	20	10	10	14	19	5	8	14	13	20	42	5
		73.1%	70.7%	69.5%	77.4%	74.2%	76.7%	74.7%	70.9%	61.9%	72.3%	62.3%	87.2%	74.3%	75.6%	57.8%
Decrease slightly	(2)	3	1	1	1	-	1	-	-	-	2	2	1	-	1	2
		4.7%	4.0%	8.0%	3.9%	-	7.2%	-	-	-	19.1%	9.1%	6.5%	-	1.8%	22.5%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		2	1	1	-	-	1	1	1	-	-	1	-	1	2	-
		3.2%	4.3%	7.1%	-	-	8.8%	4.6%	3.3%	-	-	3.8%	-	4.4%	3.7%	-
NETS																
Net: Increase		12	6	2	5	4	1	4	7	3	1	6	1	6	11	2
		19.1%	21.0%	15.4%	18.7%	25.8%	7.2%	20.7%	25.8%	38.1%	8.6%	24.8%	6.4%	21.3%	18.9%	19.7%
Net: Decrease		3	1	1	1	-	1	-	-	-	2	2	1	-	1	2
		4.7%	4.0%	8.0%	3.9%	-	7.2%	-	-	-	19.1%	9.1%	6.5%	-	1.8%	22.5%
Net: Increase + Stay the same		60	25	10	24	14	11	18	25	8	9	20	14	26	52	7
		92.1%	91.7%	84.9%	96.1%	100.0%	84.0%	95.4%	96.7%	100.0%	80.9%	87.1%	93.5%	95.6%	94.6%	77.5%
Mean score		3.2	3.2	3.1	3.1	3.3	3.0	3.3	3.3	3.4	2.9	3.2	3.0	3.3	3.2	3.0

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

COMRES

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

		Total	WAVE			REGION						SIZE			SECTOR	
			March 2017	April 2017	May 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		185	60	74	51	45	46	53	66	13	28	75	57	53	160	25
Weighted Total		168	59	59	50	36	49	41	53	13	29	68	52	47	146	21
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	7	4	2	1	2	1	1	2	1	1	2	2	2	6	1
		4.0%	6.5%	3.5%	1.8%	6.6%	1.9%	3.5%	4.5%	7.7%	3.6%	2.8%	4.7%	5.2%	3.9%	5.3%
Increase slightly	(4)	46	17	15	14	8	17	13	16	3	5	18	15	13	42	3
		27.4%	28.4%	25.9%	27.9%	21.1%	35.1%	31.4%	29.3%	22.7%	18.6%	27.0%	27.9%	27.5%	29.0%	16.2%
Stay same	(3)	103	32	40	32	22	30	26	34	8	18	45	33	25	88	16
		61.7%	53.7%	67.3%	64.6%	61.8%	61.3%	63.0%	62.9%	62.4%	60.2%	66.3%	63.1%	53.5%	59.9%	73.9%
Decrease slightly	(2)	5	3	1	2	2	1	-	-	-	3	1	2	3	4	1
		3.2%	4.8%	1.1%	3.9%	4.3%	1.7%	-	-	-	10.4%	1.5%	3.4%	5.6%	3.0%	4.6%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		6	4	1	1	2	-	1	2	1	2	2	*	4	6	-
		3.7%	6.5%	2.3%	1.8%	6.2%	-	2.1%	3.3%	7.2%	7.3%	2.5%	.9%	8.3%	4.2%	-
NETS																
Net: Increase		53	21	17	15	10	18	14	18	4	6	20	17	15	48	5
		31.4%	35.0%	29.3%	29.7%	27.8%	37.0%	34.9%	33.8%	30.4%	22.2%	29.7%	32.6%	32.6%	32.9%	21.5%
Net: Decrease		5	3	1	2	2	1	-	-	-	3	1	2	3	4	1
		3.2%	4.8%	1.1%	3.9%	4.3%	1.7%	-	-	-	10.4%	1.5%	3.4%	5.6%	3.0%	4.6%
Net: Increase + Stay the same		156	52	57	47	32	48	40	52	12	24	65	50	40	136	20
		93.1%	88.7%	96.6%	94.3%	89.6%	98.3%	97.9%	96.7%	92.8%	82.3%	96.0% l	95.7%	86.1%	92.8%	95.4%
Mean score		3.3	3.4	3.3	3.3	3.3	3.4	3.4	3.4	3.4	3.2	3.3	3.3	3.4	3.4	3.2

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

COMRES

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

		Total	WAVE			REGION						SIZE			SECTOR	
			March 2017	April 2017	May 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		160	57	60	43	33	30	46	71	25	26	55	52	53	143	17
Weighted Total		157 100.0%	57 100.0%	57 100.0%	44 100.0%	28 100.0%	33 100.0%	37 100.0%	70 100.0%	32 100.0%	27 100.0%	55 100.0%	51 100.0%	51 100.0%	143 100.0%	14 100.0%
Increase greatly	(5)	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Increase slightly	(4)	15 9.4%	3 5.2%	4 6.5%	8 18.5% a	2 6.2%	3 10.1%	5 14.2%	8 11.7%	3 8.7%	2 6.1%	4 6.6%	5 9.3%	6 12.5%	14 10.0%	* 3.3%
Stay same	(3)	133 84.5%	46 81.1%	52 91.9%	35 79.4%	24 87.5%	28 84.1%	30 81.1%	58 83.0%	28 85.3%	23 86.0%	49 88.3%	45 88.9%	39 76.0%	120 83.4%	13 96.7%
Decrease slightly	(2)	3 1.7%	3 4.8%	- -	- -	1 3.2%	1 2.9%	1 2.4%	1 1.3%	- -	- -	- -	1 1.8%	2 3.6%	3 1.9%	- -
Decrease greatly	(1)	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Don't know		7 4.3%	5 8.8%	1 1.5%	1 2.1%	1 3.1%	1 3.0%	1 2.3%	3 4.0%	2 6.1%	2 7.9%	3 5.0%	- -	4 7.9% k	7 4.7%	- -
NETS																
Net: Increase		15 9.4%	3 5.2%	4 6.5%	8 18.5% a	2 6.2%	3 10.1%	5 14.2%	8 11.7%	3 8.7%	2 6.1%	4 6.6%	5 9.3%	6 12.5%	14 10.0%	* 3.3%
Net: Decrease		3 1.7%	3 4.8%	- -	- -	1 3.2%	1 2.9%	1 2.4%	1 1.3%	- -	- -	- -	1 1.8%	2 3.6%	3 1.9%	- -
Net: Increase + Stay the same		148 93.9%	49 86.3%	56 98.5% a	43 97.9% a	26 93.7%	31 94.1%	36 95.3%	66 94.7%	30 93.9%	25 92.1%	53 95.0%	50 98.2% l	45 88.5%	134 93.4%	14 100.0%
Mean score		3.1	3.0	3.1	3.2 a	3.0	3.1	3.1	3.1	3.1	3.1	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

COMRES

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

		Total	WAVE			REGION						SIZE			SECTOR	
			March 2017	April 2017	May 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		74	21	18	35	19	16	20	26	6	13	27	19	28	67	7
Weighted Total		73	22	16	34	19	17	17	23	6	14	27	20	26	66	7
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	3	1	-	2	-	-	2	2	-	1	-	1	2	3	-
		4.0%	4.5%	-	5.5%	-	-	11.5%	8.6%	-	6.8%	-	4.8%	7.5%	4.4%	-
Increase slightly	(4)	13	5	4	5	6	2	2	2	-	3	1	6	5	12	1
		17.9%	21.1%	21.8%	14.1%	34.5%	11.4%	10.2%	7.6%	-	20.4%	5.4%	32.4%	19.9%	18.9%	7.9%
Stay same	(3)	53	15	12	26	12	14	12	16	4	10	24	11	18	47	6
		73.0%	69.9%	72.9%	75.1%	65.5%	82.9%	73.2%	71.8%	67.5%	72.7%	88.0%	57.8%	69.1%	71.1%	92.1%
Decrease slightly	(2)	1	-	-	1	-	-	-	1	1	-	1	-	-	1	-
		1.3%	-	-	2.7%	-	-	-	4.1%	16.3%	-	3.4%	-	-	1.4%	-
Decrease greatly	(1)	1	1	-	-	-	1	-	-	-	-	-	1	-	1	-
		1.3%	4.4%	-	-	-	5.6%	-	-	-	-	-	5.0%	-	1.5%	-
Don't know		2	-	1	1	-	-	1	2	1	-	1	-	1	2	-
		2.5%	-	5.3%	2.7%	-	-	5.1%	7.9%	16.2%	-	3.2%	-	3.5%	2.7%	-
NETS																
Net: Increase		16	6	4	7	6	2	4	4	-	4	1	7	7	15	1
		21.9%	25.7%	21.8%	19.6%	34.5%	11.4%	21.7%	16.3%	-	27.3%	5.4%	37.2%	27.4%	23.3%	7.9%
Net: Decrease		2	1	-	1	-	1	-	1	1	-	1	1	-	2	-
		2.6%	4.4%	-	2.7%	-	5.6%	-	4.1%	16.3%	-	3.4%	5.0%	-	2.9%	-
Net: Increase + Stay the same		69	21	15	33	19	16	16	20	4	14	25	19	25	62	7
		94.9%	95.6%	94.7%	94.6%	100.0%	94.4%	94.9%	88.0%	67.5%	100.0%	93.4%	95.0%	96.5%	94.4%	100.0%
Mean score		3.2	3.2	3.2	3.2	3.3	3.0	3.4	3.2	2.8	3.3	3.0	3.3	3.4	3.2	3.1

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

		Total	WAVE			REGION						SIZE			SECTOR	
			March 2017	April 2017	May 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		77	25	26	26	19	10	21	32	11	16	26	24	27	64	13
Weighted Total		83	25	31	26	19	14	20	33	13	17	31	25	27	67	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)	1	1	-	-	-	-	1	1	-	-	-	-	1	1	-
		1.2%	3.9%	-	-	-	-	5.0%	3.1%	-	-	-	-	3.7%	1.5%	-
Increase slightly	(4)	18	7	7	4	4	4	4	5	1	5	4	7	6	13	5
		21.3%	27.3%	21.6%	15.3%	23.4%	26.0%	17.9%	14.1%	8.1%	29.0%	14.4%	27.4%	23.5%	19.4%	29.2%
Stay same	(3)	61	17	23	21	15	11	14	24	11	12	24	18	20	51	11
		74.3%	65.3%	75.6%	81.2%	76.6%	74.0%	68.3%	74.7%	84.7%	71.0%	76.9%	72.6%	72.8%	76.4%	65.3%
Decrease slightly	(2)	2	1	-	1	-	-	1	2	1	-	2	-	-	1	1
		2.2%	3.5%	-	3.5%	-	-	4.4%	5.5%	7.2%	-	5.8%	-	-	1.4%	5.4%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		1	-	1	-	-	-	1	1	-	-	1	-	-	1	-
		1.0%	-	2.8%	-	-	-	4.3%	2.6%	-	-	2.8%	-	-	1.3%	-
NETS																
Net: Increase		19	8	7	4	4	4	5	6	1	5	4	7	7	14	5
		22.5%	31.2%	21.6%	15.3%	23.4%	26.0%	22.9%	17.1%	8.1%	29.0%	14.4%	27.4%	27.2%	20.9%	29.2%
Net: Decrease		2	1	-	1	-	-	1	2	1	-	2	-	-	1	1
		2.2%	3.5%	-	3.5%	-	-	4.4%	5.5%	7.2%	-	5.8%	-	-	1.4%	5.4%
Net: Increase + Stay the same		80	24	30	26	19	14	18	30	12	17	28	25	27	65	15
		96.8%	96.5%	97.2%	96.5%	100.0%	100.0%	91.3%	91.9%	92.8%	100.0%	91.4%	100.0%	100.0%	97.3%	94.6%
Mean score		3.2	3.3	3.2	3.1	3.2	3.3	3.2	3.2	3.0	3.3	3.1	3.3	3.3	3.2	3.2

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

COMRES

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

		Total	WAVE			REGION						SIZE			SECTOR	
			March 2017	April 2017	May 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		87	34	36	17	23	20	31	36	5	8	37	27	23	73	14
Weighted Total		75	35	24	16	19	20	23	28	5	8	32	22	20	63	11
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	4	2	-	2	1	1	1	1	-	1	1	3	-	2	2
		5.4%	6.2%	-	11.6%	4.7%	5.8%	4.3%	3.5%	-	12.5%	2.8%	13.8%	-	3.4%	16.4%
Increase slightly	(4)	19	9	6	4	6	5	5	5	-	3	5	5	8	16	2
		24.8%	25.2%	24.3%	24.5%	29.9%	23.0%	22.9%	18.8%	-	38.5%	15.7%	22.2%	42.3%	25.9%	18.3%
Stay same	(3)	48	23	17	8	12	14	15	19	4	3	25	14	8	41	6
		64.1%	65.7%	69.4%	52.4%	62.0%	71.2%	65.0%	68.0%	81.5%	36.0%	78.9%	63.9%	40.3%	65.3%	57.1%
Decrease slightly	(2)	2	-	1	1	1	-	1	1	-	-	-	-	2	1	1
		2.1%	-	2.7%	5.8%	3.4%	-	4.0%	3.3%	-	-	-	-	7.8%	1.0%	8.2%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		3	1	1	1	-	-	1	2	1	1	1	-	2	3	-
		3.7%	2.9%	3.6%	5.7%	-	-	3.8%	6.4%	18.5%	13.0%	2.7%	-	9.6%	4.4%	-
NETS																
Net: Increase		23	11	6	6	7	6	6	6	-	4	6	8	8	19	4
		30.1%	31.4%	24.3%	36.1%	34.6%	28.8%	27.1%	22.3%	-	51.0%	18.4%	36.1%	42.3%	29.3%	34.7%
Net: Decrease		2	-	1	1	1	-	1	1	-	-	-	-	2	1	1
		2.1%	-	2.7%	5.8%	3.4%	-	4.0%	3.3%	-	-	-	-	7.8%	1.0%	8.2%
Net: Increase + Stay the same		70	34	23	14	18	20	21	25	4	7	31	22	17	60	10
		94.2%	97.1%	93.8%	88.5%	96.6%	100.0%	92.2%	90.3%	81.5%	87.0%	97.3%	100.0%	82.6%	94.6%	91.8%
Mean score		3.3	3.4	3.2	3.4	3.4	3.3	3.3	3.2	3.0	3.7	3.2	3.5	3.4	3.3	3.4

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

COMRES

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

		Total	WAVE			REGION						SIZE			SECTOR	
			March 2017	April 2017	May 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		208	78	57	73	41	44	58	92	34	31	46	66	96	179	29
Weighted Total		207 100.0%	78 100.0%	57 100.0%	72 100.0%	37 100.0%	47 100.0%	49 100.0%	92 100.0%	43 100.0%	31 100.0%	50 100.0%	64 100.0%	93 100.0%	180 100.0%	27 100.0%
Increase greatly	(5)	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Increase slightly	(4)	24 11.6%	12 15.1% b	* .8%	12 16.3% b	4 10.1%	4 8.6%	6 12.6%	12 13.2%	6 13.8%	4 13.2%	3 5.7%	9 14.6%	12 12.7%	21 11.4%	3 12.4%
Stay same	(3)	169 81.7%	60 76.2%	54 95.2% ac	55 77.1%	30 82.6%	40 84.9%	39 78.7%	74 80.1%	35 81.6%	25 80.5%	45 88.8%	52 82.3%	72 77.5%	146 81.1%	23 85.7%
Decrease slightly	(2)	2 1.2%	- -	1 .9%	2 2.6%	- -	- -	1 3.0%	1 1.6%	- -	1 3.1%	- -	1 1.5%	1 1.6%	2 1.0%	1 1.9%
Decrease greatly	(1)	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Don't know		12 5.6%	7 8.8%	2 3.1%	3 4.1%	3 7.3%	3 6.4%	3 5.8%	5 5.2%	2 4.6%	1 3.3%	3 5.5%	1 1.6%	8 8.3%	12 6.4%	- -
NETS																
Net: Increase		24 11.6%	12 15.1% b	* .8%	12 16.3% b	4 10.1%	4 8.6%	6 12.6%	12 13.2%	6 13.8%	4 13.2%	3 5.7%	9 14.6%	12 12.7%	21 11.4%	3 12.4%
Net: Decrease		2 1.2%	- -	1 .9%	2 2.6%	- -	- -	1 3.0%	1 1.6%	- -	1 3.1%	- -	1 1.5%	1 1.6%	2 1.0%	1 1.9%
Net: Increase + Stay the same		193 93.3%	72 91.2%	55 96.0%	67 93.3%	34 92.7%	44 93.6%	45 91.3%	86 93.2%	41 95.4%	29 93.7%	47 94.5%	62 96.9%	84 90.2%	166 92.5%	27 98.1%
Mean score		3.1	3.2 b	3.0	3.1 b	3.1	3.1	3.1	3.1	3.1	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

		Total	WAVE			REGION						SIZE			SECTOR	
			March 2017	April 2017	May 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		21	5	5	11	4	4	6	10	4	3	6	5	10	19	2
Weighted Total		21	5	5	11	3	5	6	9	4	3	6	6	9	19	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%
Increase greatly	(5)	1	-	-	1	-	-	-	-	-	1	-	-	1	1	-
		4.7%	-	-	9.1%	-	-	-	-	-	32.4%	-	-	10.5%	5.2%	-
Increase slightly	(4)	3	1	1	1	1	-	1	1	-	1	1	1	1	3	-
		14.5%	22.2%	18.1%	9.3%	26.8%	-	17.5%	10.6%	-	36.6%	17.1%	20.0%	9.6%	16.0%	-
Stay same	(3)	15	3	4	8	2	5	5	8	3	1	4	4	7	13	2
		72.1%	60.2%	81.9%	73.0%	47.0%	100.0%	82.5%	79.7%	75.5%	31.0%	67.8%	80.0%	70.0%	69.1%	100.0%
Decrease slightly	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		2	1	-	1	1	-	-	1	1	-	1	-	1	2	-
		8.7%	17.6%	-	8.6%	26.2%	-	-	9.7%	24.5%	-	15.0%	-	9.9%	9.6%	-
NETS																
Net: Increase		4	1	1	2	1	-	1	1	-	2	1	1	2	4	-
		19.2%	22.2%	18.1%	18.4%	26.8%	-	17.5%	10.6%	-	69.0%	17.1%	20.0%	20.1%	21.3%	-
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		19	4	5	10	2	5	6	9	3	3	5	6	8	17	2
		91.3%	82.4%	100.0%	91.4%	73.8%	100.0%	100.0%	90.3%	75.5%	100.0%	85.0%	100.0%	90.1%	90.4%	100.0%
Mean score		3.3	3.3	3.2	3.3	3.4	3.0	3.2	3.1	3.0	4.0	3.2	3.2	3.3	3.3	3.0

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

Jobs Outlook - Combined

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

Marketing, media & creative
Base: All who recruit permanent members of staff in each job function

		Total	WAVE			REGION						SIZE			SECTOR	
			March 2017	April 2017	May 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		193	75	71	47	36	38	61	95	34	24	70	59	64	163	30
Weighted Total		195	77	72	46	33	42	50	94	44	26	73	58	64	165	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)	2	2	-	-	-	1	-	-	-	1	1	-	1	2	-
		1.1%	2.8%	-	-	-	2.8%	-	-	-	3.7%	1.6%	-	1.5%	1.3%	-
Increase slightly	(4)	32	15	10	7	7	7	6	15	8	3	12	14	7	26	6
		16.4%	19.5%	14.0%	15.0%	21.7%	17.5%	12.8%	15.8%	19.2%	10.3%	16.1%	23.4%	10.5%	15.6%	20.9%
Stay same	(3)	150	53	60	38	25	29	42	74	33	21	57	44	49	126	24
		76.9%	68.4%	83.5%	81.0%	75.7%	70.0%	83.6%	79.2%	74.1%	81.6%	77.1%	76.6%	77.1%	76.6%	79.1%
				a												
Decrease slightly	(2)	3	2	-	1	1	1	1	1	-	-	1	-	2	3	-
		1.4%	2.4%	-	2.0%	2.7%	2.3%	1.9%	1.0%	-	-	1.3%	-	2.9%	1.7%	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		8	5	2	1	-	3	1	4	3	1	3	-	5	8	-
		4.1%	6.9%	2.5%	2.0%	-	7.3%	1.7%	4.1%	6.7%	4.3%	3.9%	-	8.0%	4.8%	-
														k		
NETS																
Net: Increase		34	17	10	7	7	9	6	15	8	4	13	14	8	28	6
		17.5%	22.3%	14.0%	15.0%	21.7%	20.4%	12.8%	15.8%	19.2%	14.1%	17.7%	23.4%	12.0%	16.9%	20.9%
Net: Decrease		3	2	-	1	1	1	1	1	-	-	1	-	2	3	-
		1.4%	2.4%	-	2.0%	2.7%	2.3%	1.9%	1.0%	-	-	1.3%	-	2.9%	1.7%	-
Net: Increase + Stay the same		184	70	70	44	32	38	48	89	41	25	70	58	57	154	30
		94.5%	90.7%	97.5%	96.0%	97.3%	90.4%	96.4%	94.9%	93.3%	95.7%	94.8%	100.0%	89.1%	93.5%	100.0%
													l			
Mean score		3.2	3.2	3.1	3.1	3.2	3.2	3.1	3.2	3.2	3.2	3.2	3.2	3.1	3.2	3.2

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

COMRES

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

		Total	WAVE			REGION						SIZE			SECTOR	
			March 2017	April 2017	May 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		373	126	133	114	88	80	102	150	48	55	155	117	101	308	65
Weighted Total		367	127	127	113	77	87	84	144	60	59	156	114	97	306	61
		100.0%	100.0%	100.0%	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)	57	23	12	21	22	10	13	20	7	5	25	17	14	50	7
		15.4%	18.1%	9.7%	18.8%	28.5%	11.3%	15.6%	14.0%	11.7%	7.9%	16.2%	15.1%	14.5%	16.2%	11.3%
					b	efghi										
Stay same	(3)	295	97	112	86	51	74	67	118	51	51	127	92	75	242	52
		80.2%	76.3%	87.7%	76.1%	66.4%	85.1%	79.4%	81.8%	85.1%	86.9%	81.5%	80.5%	77.7%	79.2%	84.8%
				ac			d	d	d	d	d					
Decrease slightly	(2)	6	2	2	2	2	1	2	2	-	1	2	3	1	5	1
		1.5%	1.4%	1.6%	1.7%	2.5%	1.1%	2.1%	1.3%	-	1.6%	1.1%	2.6%	1.0%	1.5%	1.4%
Decrease greatly	(1)	1	-	-	1	1	-	-	-	-	-	-	1	-	-	1
		.3%	-	-	.9%	1.3%	-	-	-	-	-	-	.9%	-	-	1.7%
																m
Don't know	*	10	5	1	3	1	2	2	4	2	2	2	1	7	9	*
		2.6%	4.2%	1.0%	2.6%	1.3%	2.5%	2.8%	3.0%	3.3%	3.6%	1.2%	.9%	6.8%	3.0%	.8%
														jk		
NETS																
Net: Increase		57	23	12	21	22	10	13	20	7	5	25	17	14	50	7
		15.4%	18.1%	9.7%	18.8%	28.5%	11.3%	15.6%	14.0%	11.7%	7.9%	16.2%	15.1%	14.5%	16.2%	11.3%
					b	efghi										
Net: Decrease		7	2	2	3	3	1	2	2	-	1	2	4	1	5	2
		1.8%	1.4%	1.6%	2.6%	3.8%	1.1%	2.1%	1.3%	-	1.6%	1.1%	3.5%	1.0%	1.5%	3.1%
Net: Increase + Stay the same		351	120	124	107	73	84	80	138	58	56	152	109	89	292	59
		95.6%	94.4%	97.4%	94.8%	94.9%	96.4%	95.0%	95.7%	96.7%	94.8%	97.6%	95.6%	92.2%	95.5%	96.1%
												l				
Mean score		3.1	3.2	3.1	3.2	3.2	3.1	3.1	3.1	3.1	3.1	3.2	3.1	3.1	3.2	3.1
						i										

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

		Total	WAVE			REGION						SIZE			SECTOR	
			March 2017	April 2017	May 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	75	81	54	37	43	63	92	29	38	93	65	52	170	40
Weighted Total		215	76	86	53	34	48	52	93	41	40	99	62	54	176	40
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	5	2	2	1	2	-	2	2	-	1	1	3	1	5	-
		2.1%	2.5%	1.9%	1.9%	5.6%	-	3.1%	1.7%	-	2.5%	.7%	4.6%	1.8%	2.6%	-
Increase slightly	(4)	56	25	16	15	8	10	16	29	13	8	24	19	12	44	12
		26.0%	32.4%	19.1%	28.0%	22.8%	21.4%	31.6%	31.7%	31.9%	21.0%	24.6%	31.0%	22.9%	25.2%	29.5%
Stay same	(3)	146	43	67	35	23	38	32	58	26	27	71	38	37	119	27
		67.6%	56.9%	78.0%	66.2%	68.6%	78.6%	61.6%	62.3%	63.1%	66.1%	71.8%	61.0%	67.6%	67.6%	67.9%
				a												
Decrease slightly	(2)	3	2	-	1	1	-	-	-	-	2	-	1	2	2	1
		1.4%	2.7%	-	2.0%	3.0%	-	-	-	-	5.2%	-	1.7%	3.8%	1.2%	2.6%
											g					
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		6	4	1	1	-	-	2	4	2	2	3	1	2	6	-
		2.8%	5.5%	1.0%	1.9%	-	-	3.7%	4.3%	5.0%	5.3%	3.0%	1.7%	3.9%	3.5%	-
NETS																
Net: Increase		61	27	18	16	10	10	18	31	13	9	25	22	13	49	12
		28.1%	34.9%	21.0%	29.9%	28.4%	21.4%	34.7%	33.5%	31.9%	23.4%	25.2%	35.6%	24.7%	27.8%	29.5%
Net: Decrease		3	2	-	1	1	-	-	-	-	2	-	1	2	2	1
		1.4%	2.7%	-	2.0%	3.0%	-	-	-	-	5.2%	-	1.7%	3.8%	1.2%	2.6%
											g					
Net: Increase + Stay the same		206	70	85	51	33	48	50	89	39	36	96	60	50	167	39
		95.7%	91.8%	99.0%	96.1%	97.0%	100.0%	96.3%	95.7%	95.0%	89.5%	97.0%	96.7%	92.2%	95.3%	97.4%
				a			i									
Mean score		3.3	3.4	3.2	3.3	3.3	3.2	3.4	3.4	3.3	3.2	3.3	3.4	3.2	3.3	3.3

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

COMRES

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

		Total	WAVE			REGION						SIZE			SECTOR	
			March 2017	April 2017	May 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		163	55	63	45	33	34	50	73	23	23	67	47	49	135	28
Weighted Total		159	56	57	46	28	36	40	70	30	24	62	49	47	135	24
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	4	1	3	-	-	1	-	3	3	-	-	3	1	4	-
		2.3%	1.7%	4.8%	-	-	2.6%	-	3.9%	9.1%	-	-	5.6%	2.0%	2.7%	-
Increase slightly	(4)	26	12	7	7	7	4	6	12	6	3	6	9	11	24	3
		16.4%	21.4%	12.5%	15.3%	24.8%	11.1%	15.4%	17.0%	19.1%	12.8%	10.1%	18.6%	22.3%	17.5%	10.6%
Stay same	(3)	121	38	46	37	21	30	32	51	20	19	54	36	31	100	21
		76.2%	67.6%	81.2%	80.5%	72.2%	83.0%	79.8%	73.6%	65.4%	78.4%	86.8%	73.7%	65.0%	73.9%	89.4%
												l				
Decrease slightly	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		8	5	1	2	1	1	2	4	2	2	2	1	5	8	-
		5.0%	9.3%	1.5%	4.2%	3.0%	3.3%	4.8%	5.5%	6.5%	8.7%	3.1%	2.1%	10.7%	5.9%	-
NETS																
Net: Increase		30	13	10	7	7	5	6	15	9	3	6	12	12	27	3
		18.8%	23.1%	17.3%	15.3%	24.8%	13.8%	15.4%	20.9%	28.1%	12.8%	10.1%	24.2%	24.3%	20.2%	10.6%
													j	j		
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		151	51	56	44	28	35	38	66	28	22	60	48	42	127	24
		95.0%	90.7%	98.5%	95.8%	97.0%	96.7%	95.2%	94.5%	93.5%	91.3%	96.9%	97.9%	89.3%	94.1%	100.0%
Mean score		3.2	3.3	3.2	3.2	3.3	3.2	3.2	3.3	3.4	3.1	3.1	3.3	3.3	3.2	3.1
													j	j		

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

COMRES

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	296 100.0%	2 .7%	31 10.6%	238 80.6%	8 2.6%	- -	16 5.5%	34 11.3%	8 2.6%	272 91.9%	3.1
Construction	73 100.0%	4 4.9%	25 33.6%	38 52.4%	2 2.2%	- -	5 6.9%	28 38.5%	2 2.2%	66 90.9%	3.4
Drivers	121 100.0%	6 4.6%	32 26.5%	74 61.3%	2 1.5%	- -	7 6.0%	38 31.1%	2 1.5%	112 92.5%	3.4
Education	65 100.0%	2 3.0%	13 20.1%	41 63.2%	5 7.7%	- -	4 6.0%	15 23.1%	5 7.7%	56 86.3%	3.2
Engineering & technical	168 100.0%	5 3.2%	49 29.2%	99 59.0%	5 3.2%	- -	9 5.5%	54 32.3%	5 3.2%	153 91.3%	3.3
Executive recruitment / interim management	157 100.0%	- -	18 11.3%	124 78.8%	4 2.5%	- -	12 7.5%	18 11.3%	4 2.5%	142 90.0%	3.1
Health & social care	73 100.0%	3 4.0%	15 21.3%	48 65.5%	2 2.9%	1 1.4%	4 5.0%	18 25.3%	3 4.2%	66 90.7%	3.2
Hospitality	83 100.0%	4 5.4%	11 13.8%	59 71.9%	1 1.1%	- -	7 8.0%	16 19.1%	1 1.1%	75 91.0%	3.3
Industrial	75 100.0%	6 8.0%	13 17.1%	50 67.6%	2 2.1%	- -	4 5.2%	19 25.1%	2 2.1%	69 92.7%	3.3
Legal & HR	207 100.0%	1 .3%	30 14.4%	157 75.6%	4 2.2%	- -	15 7.5%	31 14.7%	4 2.2%	187 90.4%	3.1
Life sciences	21 100.0%	1 4.7%	4 19.2%	14 67.4%	- -	- -	2 8.7%	5 23.9%	- -	19 91.3%	3.3
Marketing, media & creative	195 100.0%	2 1.1%	33 16.7%	143 73.0%	4 2.1%	- -	14 7.1%	35 17.9%	4 2.1%	177 90.9%	3.2
Office professionals	367 100.0%	3 .8%	62 16.9%	274 74.7%	8 2.2%	2 .6%	18 4.9%	65 17.7%	10 2.7%	339 92.4%	3.2
Sales & retail	215 100.0%	6 2.6%	59 27.4%	140 64.8%	2 1.0%	- -	9 4.2%	65 30.0%	2 1.0%	204 94.8%	3.3
Technology	159 100.0%	4 2.3%	25 15.9%	116 72.8%	5 3.2%	- -	9 5.7%	29 18.2%	5 3.2%	144 91.1%	3.2
Average (response based including bases)	2273 100.0%	48 2.1%	420 18.5%	1614 71.0%	54 2.4%	3 .1%	135 5.9%	468 20.6%	57 2.5%	2082 91.6%	3.2

COMRES

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

		Total	WAVE			REGION						SIZE			SECTOR	
			March 2017	April 2017	May 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		2333	805	841	687	519	483	676	978	302	353	893	711	729	1978	355
Weighted Total		2273	812	782	679	454	528	551	923	371	369	887	685	701	1940	333
		100.0%	100.0%	100.0%	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)	48	21	13	13	9	13	12	19	7	7	15	18	15	41	7
		2.1%	2.6%	1.7%	2.0%	2.0%	2.4%	2.3%	2.1%	1.8%	1.9%	1.7%	2.6%	2.1%	2.1%	2.2%
Increase slightly	(4)	420	151	149	120	82	109	96	167	72	62	193	132	95	370	50
		18.5%	18.6%	19.1%	17.7%	18.1%	20.7%	17.3%	18.1%	19.3%	16.7%	21.8%	19.3%	13.5%	19.1%	15.1%
												l	l			
Stay same	(3)	1614	544	586	484	332	360	394	652	258	271	635	493	486	1356	258
		71.0%	67.0%	74.9%	71.3%	73.0%	68.2%	71.4%	70.7%	69.5%	73.3%	71.6%	72.0%	69.3%	69.9%	77.3%
				a												m
Decrease slightly	(2)	54	13	8	33	4	19	12	21	9	9	4	24	26	46	8
		2.4%	1.6%	1.1%	4.8%	.9%	3.7%	2.1%	2.3%	2.5%	2.5%	.5%	3.4%	3.7%	2.4%	2.4%
					ab		d						j	j		
Decrease greatly	(1)	3	2	-	1	1	-	2	2	-	-	2	1	-	2	1
		.1%	.2%	-	.2%	.2%	-	.4%	.2%	-	-	.2%	.2%	-	.1%	.3%
Don't know		135	81	25	28	26	27	36	61	25	21	37	17	80	126	9
		5.9%	10.0%	3.3%	4.1%	5.7%	5.1%	6.5%	6.6%	6.8%	5.6%	4.2%	2.5%	11.5%	6.5%	2.6%
			bc											jk	n	
NETS																
Net: Increase		468	172	163	133	91	122	108	187	79	69	209	150	109	410	58
		20.6%	21.2%	20.8%	19.6%	20.1%	23.1%	19.6%	20.2%	21.2%	18.6%	23.5%	21.9%	15.6%	21.1%	17.3%
												l	l			
Net: Decrease		57	15	8	34	5	19	14	23	9	9	6	25	26	48	9
		2.5%	1.8%	1.1%	5.0%	1.2%	3.7%	2.5%	2.5%	2.5%	2.5%	.7%	3.6%	3.7%	2.5%	2.7%
					ab		d						j	j		
Net: Increase + Stay the same		2082	716	748	618	423	481	502	839	337	339	844	643	595	1767	315
		91.6%	88.2%	95.7%	90.9%	93.2%	91.2%	91.0%	90.9%	90.7%	91.9%	95.1%	94.0%	84.9%	91.1%	94.7%
				ac								l	l			m
Mean score		3.2	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	3.2
			c									l				

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

COMRES

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

		Total	WAVE			REGION						SIZE			SECTOR	
			March 2017	April 2017	May 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		304	107	107	90	71	63	86	130	44	40	120	92	92	250	54
Weighted Total		296	109	97	89	62	68	71	124	53	41	117	89	89	246	49
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	2	1	1	-	-	-	1	2	1	-	-	-	2	2	-
		.7%	1.0%	1.1%	-	-	-	1.5%	1.7%	2.0%	-	-	-	2.4%	.9%	-
Increase slightly	(4)	31	13	12	7	6	10	6	12	6	3	18	8	5	25	6
		10.6%	11.8%	11.9%	7.8%	10.1%	14.4%	9.0%	9.9%	11.0%	7.5%	15.2% l	9.3%	6.0%	10.3%	12.1%
Stay same	(3)	238	83	83	72	50	51	58	101	43	36	97	75	67	197	42
		80.6%	75.8%	85.2%	81.3%	81.1%	73.9%	81.5%	81.5%	81.6%	87.9%	82.5%	83.9%	74.8%	79.8%	84.2%
Decrease slightly	(2)	8	2	-	6	1	3	2	3	1	1	-	4	4	7	1
		2.6%	1.8%	-	6.6% b	1.6%	4.5%	2.6%	2.3%	1.7%	2.3%	-	4.5% j	4.2% j	2.8%	1.9%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		16	11	2	4	5	5	4	6	2	1	3	2	11	15	1
		5.5%	9.7% b	1.8%	4.3%	7.3%	7.2%	5.3%	4.6%	3.7%	2.4%	2.3%	2.3%	12.7% jk	6.2%	1.9%
NETS																
Net: Increase		34	14	13	7	6	10	7	14	7	3	18	8	7	28	6
		11.3%	12.8%	13.0%	7.8%	10.1%	14.4%	10.6%	11.6%	13.0%	7.5%	15.2%	9.3%	8.4%	11.2%	12.1%
Net: Decrease		8	2	-	6	1	3	2	3	1	1	-	4	4	7	1
		2.6%	1.8%	-	6.6% b	1.6%	4.5%	2.6%	2.3%	1.7%	2.3%	-	4.5% j	4.2% j	2.8%	1.9%
Net: Increase + Stay the same		272	97	96	79	57	60	65	115	50	39	114	83	74	224	48
		91.9%	88.5%	98.2% ac	89.2%	91.2%	88.3%	92.1%	93.1%	94.6%	95.3%	97.7% l	93.2% l	83.1%	91.0%	96.2%
Mean score		3.1	3.1 c	3.1 c	3.0	3.1	3.1	3.1	3.1	3.1	3.1	3.2 k	3.0	3.1	3.1	3.1

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

COMRES

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

		Total	WAVE			REGION						SIZE			SECTOR	
			March 2017	April 2017	May 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		84	22	38	24	21	18	27	34	7	11	45	21	18	77	7
Weighted Total		73	21	29	23	16	20	20	26	7	10	40	18	15	67	6
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	4	3	1	-	1	1	1	2	1	-	2	1	1	4	-
		4.9%	14.2%	1.9%	-	5.4%	5.9%	2.8%	5.9%	14.9%	-	5.4%	3.1%	5.7%	5.3%	-
Increase slightly	(4)	25	8	8	8	8	6	6	6	-	4	11	8	6	22	3
		33.6%	39.4%	29.6%	33.1%	51.9%	32.1%	29.4%	22.0%	-	37.1%	26.7%	43.6%	39.9%	32.4%	47.6%
Stay same	(3)	38	8	16	14	6	10	12	17	5	5	24	9	6	35	3
		52.4%	37.6%	55.0%	62.9%	34.3%	49.4%	63.4%	65.4%	71.4%	53.3%	59.5%	50.5%	36.1%	52.4%	52.4%
Decrease slightly	(2)	2	-	2	-	-	2	-	-	-	-	2	-	-	2	-
		2.2%	-	5.6%	-	-	8.0%	-	-	-	-	4.0%	-	-	2.4%	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		5	2	2	1	1	1	1	2	1	1	2	*	3	5	-
		6.9%	8.7%	7.9%	4.0%	8.4%	4.5%	4.4%	6.8%	13.8%	9.7%	4.4%	2.8%	18.3%	7.5%	-
NETS																
Net: Increase		28	11	9	8	9	8	6	7	1	4	13	8	7	25	3
		38.5%	53.6%	31.6%	33.1%	57.3%	38.0%	32.2%	27.8%	14.9%	37.1%	32.1%	46.7%	45.6%	37.7%	47.6%
Net: Decrease		2	-	2	-	-	2	-	-	-	-	2	-	-	2	-
		2.2%	-	5.6%	-	-	8.0%	-	-	-	-	4.0%	-	-	2.4%	-
Net: Increase + Stay the same		66	20	25	22	15	18	19	25	6	9	37	17	13	61	6
		90.9%	91.3%	86.5%	96.0%	91.6%	87.5%	95.6%	93.2%	86.2%	90.3%	91.6%	97.2%	81.7%	90.1%	100.0%
Mean score		3.4	3.7	3.3	3.3	3.7	3.4	3.4	3.4	3.3	3.4	3.4	3.5	3.6	3.4	3.5

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

COMRES

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

		Total	WAVE			REGION						SIZE			SECTOR	
			March 2017	April 2017	May 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	*e	f	g	*h	*i	j	k	l	m	*n
Unweighted Total		125	37	57	31	33	24	31	42	11	26	47	44	34	111	14
Weighted Total		121	37	53	30	28	26	24	37	13	29	48	40	33	106	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)	6	1	4	1	1	3	1	1	-	1	3	3	-	6	-
		4.6%	2.8%	6.8%	3.1%	3.6%	9.8%	4.0%	2.6%	-	3.6%	5.4%	7.5%	-	5.3%	-
Increase slightly	(4)	32	6	14	12	4	7	5	8	3	13	15	9	8	28	4
		26.5%	16.1%	27.1%	38.2% a	15.8%	26.8%	19.0%	21.3%	25.5%	43.2%	32.3%	22.1%	23.5%	26.3%	28.4%
Stay same	(3)	74	24	34	16	21	16	15	24	9	14	26	25	23	64	10
		61.3%	65.6%	63.5%	52.3%	75.7%	59.3%	61.6%	63.7%	67.5%	46.3%	54.4%	64.1%	67.9%	60.9%	64.6%
Decrease slightly	(2)	2	1	-	1	-	-	1	2	1	-	-	1	1	2	-
		1.5%	2.4%	-	3.0%	-	-	3.8%	4.9%	7.0%	-	-	2.3%	2.8%	1.7%	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		7	5	1	1	1	1	3	3	-	2	4	2	2	6	1
		6.0%	13.1% b	2.6%	3.4%	4.9%	4.1%	11.6%	7.5%	-	7.0%	7.9%	4.0%	5.8%	5.9%	7.0%
NETS																
Net: Increase		38	7	18	13	5	10	5	9	3	14	18	12	8	33	4
		31.1%	18.9%	33.9%	41.3% a	19.4%	36.6%	23.0%	23.9%	25.5%	46.7%	37.8%	29.6%	23.5%	31.5%	28.4%
Net: Decrease		2	1	-	1	-	-	1	2	1	-	-	1	1	2	-
		1.5%	2.4%	-	3.0%	-	-	3.8%	4.9%	7.0%	-	-	2.3%	2.8%	1.7%	-
Net: Increase + Stay the same		112	31	52	29	27	25	20	33	12	27	44	37	31	98	14
		92.5%	84.4%	97.4% a	93.6%	95.1%	95.9%	84.6%	87.6%	93.0%	93.0%	92.1%	93.7%	91.4%	92.4%	93.0%
Mean score		3.4	3.2	3.4	3.4	3.2	3.5	3.3	3.2	3.2	3.5	3.5	3.4	3.2	3.4	3.3

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

		Total	WAVE			REGION						SIZE			SECTOR	
			March 2017	April 2017	May 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	28	15	26	16	13	21	29	8	11	24	16	29	59	10
Weighted Total		65	27	12	25	14	13	19	26	8	11	23	15	27	55	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)	2	1	-	1	-	-	2	2	-	-	1	-	1	2	-
		3.0%	3.7%	-	3.8%	-	-	10.5%	7.4%	-	-	4.1%	-	3.7%	3.5%	-
Increase slightly	(4)	13	7	2	5	4	1	3	6	3	2	7	2	5	11	2
		20.1%	24.2%	14.2%	18.5%	32.0%	7.1%	14.7%	21.5%	38.1%	17.3%	28.6%	11.9%	17.4%	20.2%	19.7%
Stay same	(3)	41	18	9	15	9	9	11	15	4	8	14	10	17	33	7
		63.2%	64.4%	70.7%	58.2%	61.4%	68.2%	60.1%	57.1%	49.9%	74.0%	59.3%	67.7%	64.0%	60.3%	80.3%
Decrease slightly	(2)	5	-	1	4	-	2	1	2	1	1	1	2	2	5	-
		7.7%	-	8.0%	15.8%	-	15.9%	5.1%	7.1%	12.0%	8.7%	4.2%	14.2%	7.0%	8.9%	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		4	2	1	1	1	1	2	2	-	-	1	1	2	4	-
		6.0%	7.7%	7.1%	3.7%	6.6%	8.8%	9.7%	6.8%	-	-	3.8%	6.2%	7.9%	7.0%	-
NETS																
Net: Increase		15	8	2	6	4	1	5	8	3	2	8	2	6	13	2
		23.1%	27.9%	14.2%	22.3%	32.0%	7.1%	25.1%	28.9%	38.1%	17.3%	32.7%	11.9%	21.2%	23.7%	19.7%
Net: Decrease		5	-	1	4	-	2	1	2	1	1	1	2	2	5	-
		7.7%	-	8.0%	15.8%	-	15.9%	5.1%	7.1%	12.0%	8.7%	4.2%	14.2%	7.0%	8.9%	-
Net: Increase + Stay the same		56	25	10	20	13	10	16	23	7	10	21	12	23	47	9
		86.3%	92.3%	84.9%	80.5%	93.4%	75.3%	85.2%	86.1%	88.0%	91.3%	92.1%	79.6%	85.1%	84.0%	100.0%
Mean score		3.2	3.3	3.1	3.1	3.3	2.9	3.3	3.3	3.3	3.1	3.3	3.0	3.2	3.2	3.2

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

COMRES

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

		Total	WAVE			REGION						SIZE			SECTOR	
			March 2017	April 2017	May 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		185	60	74	51	45	46	53	66	13	28	75	57	53	160	25
Weighted Total		168	59	59	50	36	49	41	53	13	29	68	52	47	146	21
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	5	4	1	1	1	1	1	2	1	1	2	2	2	5	1
		3.2%	6.5%	.9%	1.8%	2.4%	1.9%	3.5%	4.5%	7.7%	3.6%	2.8%	3.0%	3.9%	3.2%	2.5%
Increase slightly	(4)	49	14	23	12	9	16	14	16	2	7	24	16	9	45	4
		29.2%	23.8%	39.1%	23.9%	25.7%	33.4%	34.3%	29.7%	15.3%	25.2%	35.2%	29.7%	20.0%	30.8%	18.5%
Stay same	(3)	99	33	33	32	23	30	23	31	8	16	40	32	27	84	15
		59.0%	56.4%	56.6%	64.8%	63.9%	60.7%	55.5%	57.2%	62.6%	53.4%	58.0%	61.0%	58.2%	57.4%	69.9%
Decrease slightly	(2)	5	2	1	3	1	1	1	2	1	2	-	2	4	4	1
		3.2%	3.3%	1.1%	5.6%	1.8%	1.7%	2.3%	3.5%	7.2%	7.0%	-	3.4%	7.7% j	3.0%	4.3%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		9	6	1	2	2	1	2	3	1	3	3	2	5	8	1
		5.5%	10.0%	2.3%	3.9%	6.2%	2.2%	4.4%	5.1%	7.2%	10.8%	4.1%	3.0%	10.3%	5.6%	4.8%
NETS																
Net: Increase		54	18	24	13	10	17	15	18	3	8	26	17	11	50	5
		32.3%	30.3%	40.0%	25.7%	28.2%	35.4%	37.8%	34.3%	23.0%	28.8%	37.9%	32.6%	23.8%	34.0%	21.0%
Net: Decrease		5	2	1	3	1	1	1	2	1	2	-	2	4	4	1
		3.2%	3.3%	1.1%	5.6%	1.8%	1.7%	2.3%	3.5%	7.2%	7.0%	-	3.4%	7.7% j	3.0%	4.3%
Net: Increase + Stay the same		153	51	57	45	33	47	38	49	11	24	65	49	39	133	20
		91.3%	86.7%	96.6% a	90.5%	92.0%	96.1%	93.3%	91.5%	85.6%	82.2%	95.9% l	93.6%	82.1%	91.4%	90.9%
Mean score		3.3	3.4	3.4	3.2	3.3	3.4	3.4	3.4	3.3	3.3	3.4	3.3	3.2	3.4	3.2

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

COMRES

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

		Total	WAVE			REGION						SIZE			SECTOR	
			March 2017	April 2017	May 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		160	57	60	43	33	30	46	71	25	26	55	52	53	143	17
Weighted Total		157	57	57	44	28	33	37	70	32	27	55	51	51	143	14
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Increase slightly	(4)	18	6	5	7	2	4	5	8	3	4	5	6	7	17	*
		11.3%	11.1%	8.0%	15.8%	6.2%	12.9%	13.8%	11.6%	9.0%	13.7%	8.8%	11.0%	14.3%	12.0%	3.3%
Stay same	(3)	124	40	50	34	24	24	29	54	25	21	47	43	34	110	13
		78.8%	70.0%	88.6%	77.3%	87.5%	74.6%	76.1%	77.4%	78.9%	78.4%	84.4%	85.0%	66.4%	77.0%	96.7%
				a								l	l			
Decrease slightly	(2)	4	2	-	2	-	2	1	2	1	-	-	2	2	4	-
		2.5%	3.3%	-	4.8%	-	6.4%	2.4%	2.6%	2.9%	-	-	4.0%	3.7%	2.7%	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		12	9	2	1	2	2	3	6	3	2	4	-	8	12	-
		7.5%	15.6%	3.4%	2.1%	6.3%	6.0%	7.7%	8.4%	9.3%	7.9%	6.8%	-	15.6%	8.2%	-
			bc											k		
NETS																
Net: Increase		18	6	5	7	2	4	5	8	3	4	5	6	7	17	*
		11.3%	11.1%	8.0%	15.8%	6.2%	12.9%	13.8%	11.6%	9.0%	13.7%	8.8%	11.0%	14.3%	12.0%	3.3%
Net: Decrease		4	2	-	2	-	2	1	2	1	-	-	2	2	4	-
		2.5%	3.3%	-	4.8%	-	6.4%	2.4%	2.6%	2.9%	-	-	4.0%	3.7%	2.7%	-
Net: Increase + Stay the same		142	46	55	41	26	29	34	62	28	25	52	49	41	128	14
		90.0%	81.1%	96.6%	93.1%	93.7%	87.5%	89.9%	89.0%	87.9%	92.1%	93.2%	96.0%	80.7%	89.1%	100.0%
				a									l			
Mean score		3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.1	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

COMRES

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

		Total	WAVE			REGION						SIZE			SECTOR	
			March 2017	April 2017	May 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		74	21	18	35	19	16	20	26	6	13	27	19	28	67	7
Weighted Total		73	22	16	34	19	17	17	23	6	14	27	20	26	66	7
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	3	1	-	2	-	-	2	2	-	1	-	1	2	3	-
		4.0%	4.5%	-	5.5%	-	-	11.5%	8.6%	-	6.8%	-	4.8%	7.5%	4.4%	-
Increase slightly	(4)	15	5	4	7	4	2	4	5	1	5	2	7	6	15	-
		21.3%	22.1%	23.7%	19.6%	19.4%	11.4%	23.5%	21.8%	16.7%	35.2%	7.3%	37.1%	23.7%	23.4%	-
Stay same	(3)	48	13	11	23	14	13	9	12	3	8	23	9	15	41	7
		65.5%	60.3%	71.0%	66.2%	75.9%	76.2%	54.0%	53.2%	50.8%	57.9%	85.8%	47.2%	58.3%	62.0%	100.0%
Decrease slightly	(2)	2	-	-	2	-	1	-	1	1	-	-	1	1	2	-
		2.9%	-	-	6.1%	-	6.7%	-	4.1%	16.3%	-	-	5.9%	3.6%	3.2%	-
Decrease greatly	(1)	1	1	-	-	-	-	1	1	-	-	1	-	-	1	-
		1.4%	4.5%	-	-	-	-	5.9%	4.4%	-	-	3.7%	-	-	1.5%	-
Don't know		4	2	1	1	1	1	1	2	1	-	1	1	2	4	-
		5.0%	8.5%	5.3%	2.7%	4.7%	5.6%	5.1%	7.9%	16.2%	-	3.2%	5.0%	6.9%	5.5%	-
NETS																
Net: Increase		18	6	4	9	4	2	6	7	1	6	2	8	8	18	-
		25.3%	26.7%	23.7%	25.1%	19.4%	11.4%	35.0%	30.4%	16.7%	42.1%	7.3%	41.9%	31.2%	27.8%	-
Net: Decrease		3	1	-	2	-	1	1	2	1	-	1	1	1	3	-
		4.2%	4.5%	-	6.1%	-	6.7%	5.9%	8.5%	16.3%	-	3.7%	5.9%	3.6%	4.7%	-
Net: Increase + Stay the same		66	19	15	31	18	15	15	19	4	14	25	18	23	59	7
		90.7%	87.0%	94.7%	91.3%	95.3%	87.7%	89.0%	83.6%	67.5%	100.0%	93.1%	89.1%	89.5%	89.8%	100.0%
Mean score		3.2	3.2	3.3	3.3	3.2	3.1	3.4	3.3	3.0	3.5	3.0	3.4	3.4	3.3	3.0

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

Prepared by ComRes

COMRES

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

		Total	WAVE			REGION						SIZE			SECTOR	
			March 2017	April 2017	May 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		77	25	26	26	19	10	21	32	11	16	26	24	27	64	13
Weighted Total		83	25	31	26	19	14	20	33	13	17	31	25	27	67	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	2	3	-	1	3	1	1	-	-	3	1	1	2	3
		5.4%	7.6%	8.1%	-	4.8%	17.7%	5.0%	3.1%	-	-	8.2%	3.7%	3.7%	2.9%	15.7%
Increase slightly	(4)	11	3	5	4	4	-	3	3	-	5	4	3	4	10	1
		13.8%	11.3%	15.2%	14.4%	21.1%	-	13.2%	8.1%	-	28.1%	14.1%	10.6%	16.2%	15.6%	6.2%
Stay same	(3)	59	18	20	22	12	12	14	23	10	12	19	21	19	49	11
		71.9%	70.3%	64.4%	82.0%	64.5%	82.3%	68.1%	71.6%	77.1%	71.9%	62.5%	85.7%	69.8%	73.1%	66.9%
Decrease slightly	(2)	1	1	-	-	-	-	1	1	-	-	1	-	-	-	1
		1.1%	3.5%	-	-	-	-	4.4%	2.7%	-	-	2.9%	-	-	-	5.4%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		7	2	4	1	2	-	2	5	3	-	4	-	3	6	1
		8.0%	7.4%	12.2%	3.5%	9.6%	-	9.3%	14.6%	22.9%	-	12.3%	-	10.3%	8.5%	5.8%
NETS																
Net: Increase		16	5	7	4	5	3	4	4	-	5	7	4	5	12	4
		19.1%	18.8%	23.3%	14.4%	25.9%	17.7%	18.3%	11.1%	-	28.1%	22.3%	14.3%	19.9%	18.5%	21.8%
Net: Decrease		1	1	-	-	-	-	1	1	-	-	1	-	-	-	1
		1.1%	3.5%	-	-	-	-	4.4%	2.7%	-	-	2.9%	-	-	-	5.4%
Net: Increase + Stay the same		75	23	27	26	17	14	17	27	10	17	26	25	24	61	14
		91.0%	89.2%	87.8%	96.5%	90.4%	100.0%	86.3%	82.7%	77.1%	100.0%	84.8%	100.0%	89.7%	91.5%	88.8%
Mean score		3.3	3.2	3.4	3.1	3.3	3.4	3.2	3.1	3.0	3.3	3.3	3.2	3.3	3.2	3.3

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

COMRES

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

		Total	WAVE			REGION						SIZE			SECTOR	
			March 2017	April 2017	May 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		87	34	36	17	23	20	31	36	5	8	37	27	23	73	14
Weighted Total		75	35	24	16	19	20	23	28	5	8	32	22	20	63	11
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	6	3	-	3	1	1	2	2	-	2	1	3	2	4	2
		8.0%	9.1%	-	17.8%	4.7%	5.8%	8.6%	7.1%	-	25.5%	2.8%	13.8%	9.9%	6.5%	16.4%
Increase slightly	(4)	13	7	4	2	3	6	3	3	-	1	6	3	4	11	1
		17.1%	19.2%	17.3%	12.3%	18.1%	28.1%	11.9%	9.8%	-	12.6%	18.3%	13.5%	19.3%	18.1%	11.5%
Stay same	(3)	50	23	18	9	14	12	16	20	4	4	25	15	11	43	7
		67.6%	65.7%	76.4%	58.4%	73.9%	60.7%	71.7%	73.4%	81.5%	49.0%	76.3%	67.8%	53.4%	68.3%	63.8%
Decrease slightly	(2)	2	-	1	1	1	-	1	1	-	-	-	-	2	1	1
		2.1%	-	2.7%	5.8%	3.4%	-	4.0%	3.3%	-	-	-	-	7.8%	1.0%	8.2%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		4	2	1	1	-	1	1	2	1	1	1	1	2	4	-
		5.2%	6.0%	3.6%	5.7%	-	5.4%	3.8%	6.4%	18.5%	13.0%	2.7%	4.9%	9.6%	6.1%	-
NETS																
Net: Increase		19	10	4	5	4	7	5	5	-	3	7	6	6	16	3
		25.1%	28.2%	17.3%	30.1%	22.8%	33.9%	20.5%	16.9%	-	38.1%	21.0%	27.3%	29.2%	24.6%	27.9%
Net: Decrease		2	-	1	1	1	-	1	1	-	-	-	-	2	1	1
		2.1%	-	2.7%	5.8%	3.4%	-	4.0%	3.3%	-	-	-	-	7.8%	1.0%	8.2%
Net: Increase + Stay the same		69	33	23	14	18	19	21	25	4	7	31	21	17	59	10
		92.7%	94.0%	93.8%	88.5%	96.6%	94.6%	92.2%	90.3%	81.5%	87.0%	97.3%	95.1%	82.6%	92.9%	91.8%
Mean score		3.3	3.4	3.2	3.4	3.2	3.4	3.3	3.2	3.0	3.7	3.2	3.4	3.3	3.3	3.4

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

COMRES

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

		Total	WAVE			REGION						SIZE			SECTOR	
			March 2017	April 2017	May 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		208	78	57	73	41	44	58	92	34	31	46	66	96	179	29
Weighted Total		207	78	57	72	37	47	49	92	43	31	50	64	93	180	27
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	1	-	1	-	1	-	-	-	-	-	1	-	-	-	1
		.3%	-	1.1%	-	1.7%	-	-	-	-	-	1.3%	-	-	-	2.3%
Increase slightly	(4)	30	13	10	7	3	8	7	16	9	2	11	8	11	29	1
		14.4%	16.5%	17.6%	9.7%	8.8%	17.8%	14.1%	17.5%	21.3%	6.7%	21.5%	13.2%	11.5%	15.9%	4.9%
Stay same	(3)	157	56	43	58	29	35	36	66	30	27	36	51	70	133	24
		75.6%	71.1%	75.4%	80.7%	79.8%	73.3%	73.1%	71.5%	69.6%	86.9%	71.7%	80.4%	74.5%	73.8%	87.5%
Decrease slightly	(2)	4	-	1	4	-	1	1	2	1	1	-	2	2	3	1
		2.2%	-	.9%	5.5%	-	2.4%	2.9%	2.6%	2.1%	3.1%	-	3.3%	2.5%	1.7%	5.3%
					a											
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		15	10	3	3	4	3	5	8	3	1	3	2	11	15	-
		7.5%	12.4%	5.0%	4.1%	9.7%	6.4%	9.9%	8.5%	6.9%	3.3%	5.5%	3.1%	11.5%	8.6%	-
NETS																
Net: Increase		31	13	11	7	4	8	7	16	9	2	11	8	11	29	2
		14.7%	16.5%	18.7%	9.7%	10.5%	17.8%	14.1%	17.5%	21.3%	6.7%	22.7%	13.2%	11.5%	15.9%	7.2%
Net: Decrease		4	-	1	4	-	1	1	2	1	1	-	2	2	3	1
		2.2%	-	.9%	5.5%	-	2.4%	2.9%	2.6%	2.1%	3.1%	-	3.3%	2.5%	1.7%	5.3%
					a											
Net: Increase + Stay the same		187	69	53	65	33	43	43	82	39	29	47	59	80	161	26
		90.4%	87.6%	94.1%	90.5%	90.3%	91.1%	87.2%	88.9%	90.9%	93.7%	94.5%	93.6%	86.0%	89.7%	94.7%
Mean score		3.1	3.2	3.2	3.0	3.1	3.2	3.1	3.2	3.2	3.0	3.3	3.1	3.1	3.2	3.0
			c	c												

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

COMRES

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

		Total	WAVE			REGION						SIZE			SECTOR	
			March 2017	April 2017	May 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		21	5	5	11	4	4	6	10	4	3	6	5	10	19	2
Weighted Total		21	5	5	11	3	5	6	9	4	3	6	6	9	19	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%
Increase greatly	(5)	1	-	-	1	-	-	-	-	-	1	-	-	1	1	-
		4.7%	-	-	9.1%	-	-	-	-	-	32.4%	-	-	10.5%	5.2%	-
Increase slightly	(4)	4	1	1	2	1	-	1	2	1	1	2	1	1	3	1
		19.2%	22.2%	18.1%	18.3%	26.8%	-	17.5%	20.8%	25.8%	36.6%	33.8%	20.0%	9.6%	16.0%	49.1%
Stay same	(3)	14	3	4	7	2	5	5	7	2	1	3	4	7	13	1
		67.4%	60.2%	81.9%	64.0%	47.0%	100.0%	82.5%	69.5%	49.8%	31.0%	51.2%	80.0%	70.0%	69.1%	50.9%
Decrease slightly	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		2	1	-	1	1	-	-	1	1	-	1	-	1	2	-
		8.7%	17.6%	-	8.6%	26.2%	-	-	9.7%	24.5%	-	15.0%	-	9.9%	9.6%	-
NETS																
Net: Increase		5	1	1	3	1	-	1	2	1	2	2	1	2	4	1
		23.9%	22.2%	18.1%	27.4%	26.8%	-	17.5%	20.8%	25.8%	69.0%	33.8%	20.0%	20.1%	21.3%	49.1%
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		19	4	5	10	2	5	6	9	3	3	5	6	8	17	2
		91.3%	82.4%	100.0%	91.4%	73.8%	100.0%	100.0%	90.3%	75.5%	100.0%	85.0%	100.0%	90.1%	90.4%	100.0%
Mean score		3.3	3.3	3.2	3.4	3.4	3.0	3.2	3.2	3.3	4.0	3.4	3.2	3.3	3.3	3.5

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

COMRES

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

		Total	WAVE			REGION						SIZE			SECTOR	
			March 2017	April 2017	May 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		193	75	71	47	36	38	61	95	34	24	70	59	64	163	30
Weighted Total		195	77	72	46	33	42	50	94	44	26	73	58	64	165	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)	2	1	-	1	1	1	-	-	-	-	2	-	-	2	-
		1.1%	1.5%	-	2.2%	3.1%	2.8%	-	-	-	-	3.0%	-	-	1.3%	-
Increase slightly	(4)	33	11	14	7	4	7	7	19	12	3	18	11	3	27	6
		16.7%	14.6%	20.2%	15.1%	12.2%	16.3%	14.3%	20.1%	26.7%	11.2%	24.8%	19.8%	4.7%	16.5%	18.4%
												l	l			
Stay same	(3)	143	54	54	34	26	27	40	67	27	22	49	43	50	119	24
		73.0%	69.5%	76.0%	74.2%	79.2%	63.8%	80.1%	71.7%	62.2%	84.6%	66.9%	74.8%	78.4%	72.0%	78.5%
Decrease slightly	(2)	4	1	1	2	-	3	-	1	1	-	-	2	2	4	-
		2.1%	1.2%	1.4%	4.5%	-	7.4%	-	1.0%	2.1%	-	-	3.7%	2.9%	2.4%	-
							fg									
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		14	10	2	2	2	4	3	7	4	1	4	1	9	13	1
		7.1%	13.1%	2.5%	4.0%	5.5%	9.7%	5.6%	7.2%	9.1%	4.3%	5.3%	1.7%	13.9%	7.8%	3.1%
			b											k		
NETS																
Net: Increase		35	12	14	8	5	8	7	19	12	3	20	11	3	29	6
		17.9%	16.1%	20.2%	17.3%	15.3%	19.1%	14.3%	20.1%	26.7%	11.2%	27.8%	19.8%	4.7%	17.8%	18.4%
												l	l			
Net: Decrease		4	1	1	2	-	3	-	1	1	-	-	2	2	4	-
		2.1%	1.2%	1.4%	4.5%	-	7.4%	-	1.0%	2.1%	-	-	3.7%	2.9%	2.4%	-
							fg									
Net: Increase + Stay the same		177	66	69	42	31	35	47	86	39	25	70	55	53	148	29
		90.9%	85.6%	96.2%	91.5%	94.5%	82.9%	94.4%	91.8%	88.8%	95.7%	94.7%	94.6%	83.1%	89.8%	96.9%
				a								l	l			
Mean score		3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.3	3.1	3.3	3.2	3.0	3.2	3.2
												l				

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

COMRES

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

		Total	WAVE			REGION						SIZE			SECTOR	
			March 2017	April 2017	May 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		373	126	133	114	88	80	102	150	48	55	155	117	101	308	65
Weighted Total		367	127	127	113	77	87	84	144	60	59	156	114	97	306	61
		100.0%	100.0%	100.0%	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	-	-	3	2	1	-	-	-	-	-	3	-	1	2
		.8%	-	-	2.6%	2.5%	1.2%	-	-	-	-	-	2.6% j	-	.3%	3.1% m
Increase slightly	(4)	62	23	19	19	14	19	14	24	10	5	27	21	14	54	8
		16.9%	18.3%	15.3%	17.2%	18.1%	21.9% i	17.1%	16.7%	16.3%	8.3%	17.4%	18.3%	14.5%	17.6%	13.6%
Stay same	(3)	274	89	104	81	56	60	63	110	46	49	123	82	69	227	47
		74.7%	70.5%	81.7% a	71.5%	73.2%	68.4%	75.0%	75.9%	77.2%	82.8%	78.9%	71.9%	71.0%	74.2%	77.0%
Decrease slightly	(2)	8	2	2	4	1	2	2	3	1	2	1	4	3	7	1
		2.2%	1.6%	1.6%	3.5%	1.3%	2.4%	2.1%	1.9%	1.5%	3.5%	.6%	3.6%	3.1%	2.3%	1.4%
Decrease greatly	(1)	2	1	-	1	1	-	1	1	-	-	1	1	-	1	1
		.6%	.8%	-	.9%	1.3%	-	1.2%	.7%	-	-	.6%	.9%	-	.3%	1.7%
Don't know		18	11	2	5	3	5	4	7	3	3	4	3	11	16	2
		4.9%	8.9% b	1.5%	4.3%	3.6%	6.0%	4.6%	4.8%	5.0%	5.4%	2.5%	2.7%	11.4% jk	5.3%	3.2%
NETS																
Net: Increase		65	23	19	22	16	20	14	24	10	5	27	24	14	55	10
		17.7%	18.3%	15.3%	19.8%	20.6%	23.1% i	17.1%	16.7%	16.3%	8.3%	17.4%	20.9%	14.5%	17.9%	16.7%
Net: Decrease		10	3	2	5	2	2	3	4	1	2	2	5	3	8	2
		2.7%	2.3%	1.6%	4.4%	2.6%	2.4%	3.3%	2.6%	1.5%	3.5%	1.2%	4.5%	3.1%	2.6%	3.1%
Net: Increase + Stay the same		339	113	124	103	72	80	78	134	56	53	150	106	83	282	58
		92.4%	88.8%	96.9% a	91.3%	93.7%	91.5%	92.0%	92.6%	93.5%	91.1%	96.3% l	92.8%	85.6%	92.1%	93.7%
Mean score		3.2	3.2	3.1	3.2	3.2	3.2 i	3.1	3.1	3.2	3.1	3.2	3.2	3.1	3.2	3.2

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

Jobs Outlook - Combined

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

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

		Total	WAVE			REGION						SIZE			SECTOR	
			March 2017	April 2017	May 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	75	81	54	37	43	63	92	29	38	93	65	52	170	40
Weighted Total		215	76	86	53	34	48	52	93	41	40	99	62	54	176	40
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	6	3	2	1	1	1	2	3	1	1	2	2	2	6	-
		2.6%	3.9%	1.9%	1.9%	2.9%	2.1%	3.1%	2.8%	2.5%	2.5%	1.7%	3.2%	3.7%	3.2%	-
Increase slightly	(4)	59	21	21	17	9	16	13	29	15	5	32	21	6	48	11
		27.4%	27.3%	24.1%	32.9%	25.9%	32.9%	25.8%	31.0%	37.6%	13.6%	32.7%	33.5%	10.7%	27.5%	27.0%
							i		i			l	l			
Stay same	(3)	140	47	62	31	22	31	33	56	24	29	62	37	40	114	26
		64.8%	62.0%	71.7%	57.7%	65.4%	65.1%	63.6%	60.8%	57.3%	73.3%	62.7%	60.0%	74.2%	64.7%	65.5%
Decrease slightly	(2)	2	1	-	1	1	-	-	-	-	1	-	1	1	1	1
		1.0%	1.4%	-	2.0%	3.0%	-	-	-	-	2.7%	-	1.7%	2.0%	.6%	2.6%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		9	4	2	3	1	-	4	5	1	3	3	1	5	7	2
		4.2%	5.4%	2.3%	5.6%	2.7%	-	7.6%	5.3%	2.5%	7.9%	3.0%	1.7%	9.4%	4.0%	4.9%
NETS																
Net: Increase		65	24	22	18	10	17	15	31	16	6	34	23	8	54	11
		30.0%	31.2%	26.0%	34.7%	28.8%	34.9%	28.9%	33.9%	40.1%	16.1%	34.3%	36.6%	14.4%	30.7%	27.0%
									i			l	l			
Net: Decrease		2	1	-	1	1	-	-	-	-	1	-	1	1	1	1
		1.0%	1.4%	-	2.0%	3.0%	-	-	-	-	2.7%	-	1.7%	2.0%	.6%	2.6%
Net: Increase + Stay the same		204	71	84	49	32	48	48	88	40	36	96	60	48	167	37
		94.8%	93.2%	97.7%	92.4%	94.2%	100.0%	92.4%	94.7%	97.5%	89.4%	97.0%	96.7%	88.6%	95.3%	92.5%
							i					l				
Mean score		3.3	3.4	3.3	3.4	3.3	3.4	3.3	3.4	3.4	3.2	3.4	3.4	3.2	3.3	3.3
									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

		Total	WAVE			REGION						SIZE			SECTOR	
			March 2017	April 2017	May 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		163	55	63	45	33	34	50	73	23	23	67	47	49	135	28
Weighted Total		159	56	57	46	28	36	40	70	30	24	62	49	47	135	24
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	4	1	3	-	-	1	-	3	3	-	-	3	1	4	-
		2.3%	1.7%	4.8%	-	-	2.6%	-	3.9%	9.1%	-	-	5.6%	2.0%	2.7%	-
Increase slightly	(4)	25	13	7	5	6	6	5	11	7	2	11	9	5	23	2
		15.9%	23.2%	12.9%	10.8%	19.4%	17.2%	12.1%	16.4%	22.1%	8.4%	18.2%	18.1%	10.6%	17.3%	7.9%
Stay same	(3)	116	36	44	36	22	26	31	49	18	19	49	35	32	94	21
		72.8%	63.8%	77.2%	78.4%	77.6%	71.0%	78.1%	69.9%	59.4%	78.3%	78.7%	69.9%	68.2%	70.1%	88.2%
Decrease slightly	(2)	5	1	1	3	-	2	1	2	1	1	-	2	3	4	1
		3.2%	2.0%	1.7%	6.6%	-	5.9%	2.3%	2.6%	3.0%	4.5%	-	4.3%	6.2%	3.1%	3.9%
														j		
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		9	5	2	2	1	1	3	5	2	2	2	1	6	9	-
		5.7%	9.3%	3.4%	4.2%	3.0%	3.3%	7.5%	7.1%	6.5%	8.7%	3.1%	2.1%	13.0%	6.7%	-
														jk		
NETS																
Net: Increase		29	14	10	5	6	7	5	14	9	2	11	12	6	27	2
		18.2%	24.9%	17.7%	10.8%	19.4%	19.8%	12.1%	20.4%	31.1%	8.4%	18.2%	23.7%	12.6%	20.1%	7.9%
Net: Decrease		5	1	1	3	-	2	1	2	1	1	-	2	3	4	1
		3.2%	2.0%	1.7%	6.6%	-	5.9%	2.3%	2.6%	3.0%	4.5%	-	4.3%	6.2%	3.1%	3.9%
														j		
Net: Increase + Stay the same		144	50	54	41	28	33	36	63	27	21	60	46	38	122	23
		91.1%	88.7%	94.9%	89.2%	97.0%	90.8%	90.1%	90.3%	90.5%	86.7%	96.9%	93.6%	80.8%	90.2%	96.1%
												l				
Mean score		3.2	3.3	3.2	3.0	3.2	3.2	3.1	3.2	3.4	3.0	3.2	3.3	3.1	3.2	3.0
			c													

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

COMRES

Jobs Outlook - Combined

Q12. In which, if any, of these job functions do you expect to find a shortage of appropriate candidates for permanent roles?
Base: All who recruit permanent members of staff in each job function

	Total	WAVE			REGION						SIZE			SECTOR	
		March 2017	April 2017	May 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	538	175	184	179	130	114	146	215	69	79	252	155	131	446	92
Weighted Total	539	176	187	177	115	128	122	211	88	85	259	151	129	449	90
	100.0%	100.0%	100.0%	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	19	6	6	7	3	6	7	8	1	3	7	6	6	18	1
	6.5%	5.9%	5.7%	8.1%	4.4%	8.1%	9.9%	6.4%	1.7%	7.1%	6.1%	6.7%	6.8%	7.4%	2.1%
Construction	26	9	7	10	6	9	8	8	-	3	16	5	6	25	1
	35.6%	42.0%	26.0%	41.7%	38.0%	44.1%	40.9%	30.5%	-	28.6%	39.5%	26.4%	36.3%	37.1%	17.6%
Drivers	25	7	12	7	4	3	5	10	5	7	13	8	5	20	6
	21.0%	17.8%	22.7%	22.1%	15.9%	12.7%	20.2%	27.6%	41.2%	25.1%	27.4%	19.6%	13.7%	18.5%	39.4%
Education	21	8	3	11	4	3	11	14	3	1	8	7	6	19	2
	32.9%	27.6%	26.5%	41.8%	25.4%	22.9%	58.0%	52.0%	37.6%	8.7%	37.0%	44.5%	22.9%	35.1%	19.9%
Engineering & technical	56	22	21	13	10	16	20	23	3	8	17	15	24	50	6
	33.4%	37.4%	36.2%	25.2%	26.9%	31.7%	49.3% d	43.0%	23.0%	26.5%	25.2%	28.5%	50.6% jk	34.2%	27.7%
Executive recruitment / interim management	18	8	4	6	3	2	6	9	3	3	9	4	5	16	2
	11.2%	13.2%	7.4%	13.6%	10.0%	6.0%	17.3%	13.6%	9.2%	12.8%	15.6%	8.3%	9.4%	11.0%	13.9%
Health & social care	24	6	6	12	4	4	7	9	2	7	6	10	8	24	1
	33.4%	26.7%	39.7%	34.6%	19.8%	25.7%	41.8%	39.6%	33.0%	51.1%	21.3%	53.2%	30.8%	35.9%	7.9%
Hospitality	22	7	12	4	4	4	8	9	1	5	8	8	7	16	6
	27.1%	27.3%	38.0%	14.3%	23.0%	30.0%	39.6%	27.3%	8.1%	29.0%	24.8%	32.7%	24.7%	24.6%	37.8%
Industrial	16	7	4	5	3	5	5	7	2	1	6	5	5	14	2
	21.1%	19.8%	16.8%	30.2%	14.4%	22.5%	23.6%	26.9%	41.8%	12.6%	19.3%	20.6%	24.3%	22.0%	15.7%
Legal & HR	14	6	3	5	1	3	8	9	1	1	4	4	6	13	1
	6.6%	7.0%	6.0%	6.7%	2.4%	6.9%	15.7% dh	9.4%	2.2%	3.1%	7.5%	6.0%	6.6%	7.1%	3.8%
Life sciences	4	1	2	1	2	2	1	1	-	-	2	2	1	4	-
	20.9%	17.6%	49.7%	9.3%	53.0%	32.1%	17.5%	10.6%	-	-	32.2%	28.3%	9.6%	23.2%	-
Marketing, media & creative	23	11	6	7	6	6	5	8	3	3	11	5	6	18	5
	11.9%	13.8%	7.8%	14.9%	18.3%	15.4%	10.1%	8.4%	6.4%	10.6%	15.6%	9.3%	9.9%	10.9%	17.1%
Office professionals	28	5	11	12	7	7	6	10	4	4	13	9	5	20	8
	7.5%	3.7%	8.3%	11.0% a	8.8%	8.2%	6.8%	7.0%	7.2%	6.3%	8.4%	8.1%	5.5%	6.5%	12.6%

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

Prepared by ComRes

Jobs Outlook - Combined

Q12. In which, if any, of these job functions do you expect to find a shortage of appropriate candidates for permanent roles?
Base: All who recruit permanent members of staff in each job function

	Total	WAVE			REGION						SIZE			SECTOR	
		March 2017	April 2017	May 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	538	175	184	179	130	114	146	215	69	79	252	155	131	446	92
Weighted Total	539 100.0%	176 100.0%	187 100.0%	177 100.0%	115 100.0%	128 100.0%	122 100.0%	211 100.0%	88 100.0%	85 100.0%	259 100.0%	151 100.0%	129 100.0%	449 100.0%	90 100.0%
Sales & retail	41 19.2%	13 17.7%	18 21.1%	10 18.4%	7 20.4%	10 20.0%	10 19.7%	18 19.5%	8 19.3%	7 16.6%	16 16.4%	17 27.6%	8 14.7%	30 17.3%	11 27.6%
Technology	38 23.7%	14 25.0%	15 25.8%	9 19.5%	6 22.6%	13 34.9%	8 20.9%	17 24.0%	8 27.9%	2 7.6%	10 15.8%	12 24.8%	16 32.9% j	33 24.8%	4 17.5%
None	312 57.9%	103 58.4%	110 59.0%	100 56.4%	69 60.0%	68 53.3%	62 51.2%	121 57.4%	58 66.1% f	54 63.3%	170 65.7% kl	72 47.7%	70 54.3%	257 57.3%	55 61.1%
Net: Any	227 42.1%	73 41.6%	77 41.0%	77 43.6%	46 40.0%	60 46.7%	60 48.8% h	90 42.6%	30 33.9%	31 36.7%	89 34.3%	79 52.3% j	59 45.7% j	192 42.7%	35 38.9%

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

COMRES

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	39 100.0%	- -	8 20.2%	27 67.6%	2 5.0%	- -	3 7.2%	8 20.2%	2 5.0%	35 87.8%	3.2
Construction	16 100.0%	1 6.2%	4 22.7%	9 55.5%	1 5.9%	- -	2 9.6%	5 28.9%	1 5.9%	13 84.4%	3.3
Drivers	19 100.0%	- -	6 29.5%	13 66.2%	- -	- -	1 4.3%	6 29.5%	- -	19 95.7%	3.3
Education	11 100.0%	- -	1 8.9%	6 55.7%	3 26.9%	1 8.6%	- -	1 8.9%	4 35.4%	7 64.6%	2.6
Engineering & technical	24 100.0%	2 8.2%	4 15.2%	15 61.0%	2 7.7%	- -	2 7.9%	6 23.4%	2 7.7%	20 84.4%	3.3
Executive recruitment / interim management	14 100.0%	- -	1 6.0%	12 87.1%	1 6.9%	- -	- -	1 6.0%	1 6.9%	13 93.1%	3.0
Health & social care	10 100.0%	- -	2 22.1%	5 51.3%	3 26.6%	- -	- -	2 22.1%	3 26.6%	7 73.4%	3.0
Hospitality	14 100.0%	- -	1 7.0%	7 50.4%	4 28.5%	1 6.9%	1 7.3%	1 7.0%	5 35.4%	8 57.4%	2.6
Industrial	27 100.0%	4 14.7%	1 2.6%	20 74.6%	- -	1 3.1%	1 5.0%	5 17.3%	1 3.1%	24 91.9%	3.3
Legal & HR	29 100.0%	- -	- -	25 88.3%	2 6.9%	- -	1 4.8%	- -	2 6.9%	25 88.3%	2.9
Life sciences	4 100.0%	- -	- -	3 76.3%	1 23.7%	- -	- -	- -	1 23.7%	3 76.3%	2.8
Marketing, media & creative	23 100.0%	- -	1 4.1%	19 83.0%	2 8.6%	- -	1 4.3%	1 4.1%	2 8.6%	20 87.2%	3.0
Office professionals	56 100.0%	- -	4 8.0%	46 83.0%	4 6.5%	1 1.7%	* .8%	4 8.0%	5 8.2%	51 91.0%	3.0
Sales & retail	23 100.0%	- -	2 8.6%	21 91.4%	- -	- -	- -	2 8.6%	- -	23 100.0%	3.1
Technology	17 100.0%	1 5.5%	1 3.5%	14 79.5%	2 11.5%	- -	- -	2 9.0%	2 11.5%	15 88.5%	3.0
Average (response based including bases)	326 100.0%	8 2.4%	35 10.6%	242 74.2%	26 7.9%	4 1.1%	12 3.7%	42 13.0%	29 9.0%	284 87.2%	3.1

COMRES

Jobs Outlook - Combined

Q14_SUM. Average across all sectors

SUMMARY TABLE

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

		Total	WAVE			REGION						SIZE			SECTOR	
			March 2017	April 2017	May 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		338	142	64	132	66	91	101	152	51	29	78	123	137	289	49
Weighted Total		326	144	53	129	62	97	87	136	49	31	80	110	136	284	42
		100.0%	100.0%	100.0%	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	5	-	3	1	3	2	4	2	-	3	1	4	6	2
		2.4%	3.4%	-	2.3%	1.4%	3.1%	2.2%	2.9%	4.0%	-	3.6%	.9%	2.9%	2.1%	4.4%
Slightly increase	(4)	35	15	10	10	8	13	9	13	4	-	12	12	11	28	6
		10.6%	10.5%	18.1%	7.6%	13.5%	13.5%	10.7%	9.7%	7.9%	-	15.0%	10.9%	7.8%	9.9%	15.4%
				c												
Stay the same	(3)	242	111	33	97	52	70	57	94	37	25	60	92	90	209	33
		74.2%	77.4%	63.0%	75.3%	83.9%	72.9%	65.4%	69.0%	75.4%	82.0%	74.9%	84.0%	66.0%	73.6%	78.8%
			b			fg								l		
Slightly decrease	(2)	26	9	2	14	1	1	15	21	6	3	1	2	23	26	-
		7.9%	6.2%	4.6%	11.1%	1.2%	1.1%	17.3%	15.6%	12.7%	8.5%	1.0%	1.7%	16.9%	9.1%	-
								de	de	de				jk	n	
Greatly decrease	(1)	4	1	-	3	-	3	-	-	-	1	-	3	1	4	-
		1.1%	.6%	-	2.2%	-	2.8%	-	-	-	3.1%	-	2.5%	.7%	1.3%	-
							g									
Don't know		12	3	7	2	-	6	4	4	-	2	4	-	8	12	1
		3.7%	1.9%	14.3%	1.5%	-	6.6%	4.4%	2.8%	-	6.5%	5.5%	-	5.7%	4.1%	1.5%
				ac			d					k		k		
NETS																
Net: Increase		42	20	10	13	9	16	11	17	6	-	15	13	15	34	8
		13.0%	13.9%	18.1%	9.9%	14.9%	16.6%	12.9%	12.5%	11.9%	-	18.6%	11.8%	10.7%	12.0%	19.7%
Net: Decrease		29	10	2	17	1	4	15	21	6	4	1	5	24	29	-
		9.0%	6.8%	4.6%	13.3%	1.2%	3.9%	17.3%	15.6%	12.7%	11.5%	1.0%	4.2%	17.6%	10.3%	-
								de	de	d				jk	n	
Net: Increase + Stay the same		284	131	43	110	61	87	68	111	43	25	74	105	105	243	41
		87.2%	91.3%	81.1%	85.2%	98.8%	89.5%	78.3%	81.6%	87.3%	82.0%	93.5%	95.8%	76.7%	85.6%	98.5%
			b			efgh	f					l	l			m
Mean score		3.1	3.1	3.2	3.0	3.2	3.1	3.0	3.0	3.0	2.8	3.2	3.1	2.9	3.0	3.2
				c								kl				m

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

ComRes

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

		Total	WAVE			REGION						SIZE			SECTOR	
			March 2017	April 2017	May 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		40	20	7	13	10	11	11	17	6	2	10	14	16	32	8
Weighted Total		39	20	7	12	10	12	10	16	6	2	11	12	16	32	7
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	8	5	2	1	2	3	1	3	2	-	4	3	1	5	3
		20.2%	23.2%	34.5%	7.5%	17.2%	27.7%	10.2%	18.9%	33.4%	-	31.8%	28.1%	5.9%	16.3%	38.1%
Stay the same	(3)	27	13	3	11	8	7	7	10	3	2	6	9	12	22	4
		67.6%	66.9%	38.1%	84.9%	82.8%	56.7%	70.2%	62.1%	48.6%	100.0%	51.4%	71.9%	75.6%	68.8%	61.9%
Slightly decrease	(2)	2	1	-	1	-	-	1	2	1	-	-	-	2	2	-
		5.0%	5.2%	-	7.6%	-	-	9.8%	12.9%	17.9%	-	-	-	12.5%	6.1%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		3	1	2	-	-	2	1	1	-	-	2	-	1	3	-
		7.2%	4.7%	27.4%	-	-	15.5%	9.8%	6.1%	-	-	16.8%	-	6.0%	8.7%	-
NETS																
Net: Increase		8	5	2	1	2	3	1	3	2	-	4	3	1	5	3
		20.2%	23.2%	34.5%	7.5%	17.2%	27.7%	10.2%	18.9%	33.4%	-	31.8%	28.1%	5.9%	16.3%	38.1%
Net: Decrease		2	1	-	1	-	-	1	2	1	-	-	-	2	2	-
		5.0%	5.2%	-	7.6%	-	-	9.8%	12.9%	17.9%	-	-	-	12.5%	6.1%	-
Net: Increase + Stay the same		35	18	5	12	10	10	8	13	5	2	9	12	13	28	7
		87.8%	90.1%	72.6%	92.4%	100.0%	84.5%	80.3%	81.0%	82.1%	100.0%	83.2%	100.0%	81.5%	85.1%	100.0%
Mean score		3.2	3.2	3.5	3.0	3.2	3.3	3.0	3.1	3.2	3.0	3.4	3.3	2.9	3.1	3.4

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

		Total	WAVE			REGION						SIZE			SECTOR	
			March 2017	April 2017	May 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		17	6	5	6	3	4	7	9	2	1	7	5	5	14	3
Weighted Total		16	6	5	6	3	4	6	8	2	1	7	5	5	14	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)	1	1	-	-	-	-	-	1	1	-	1	-	-	1	-
		6.2%	17.5%	-	-	-	-	-	12.4%	51.9%	-	14.9%	-	-	7.3%	-
Slightly increase	(4)	4	3	-	1	2	-	2	2	-	-	1	1	2	4	-
		22.7%	47.4%	-	16.5%	69.3%	-	30.9%	23.5%	-	-	13.2%	18.7%	40.2%	26.7%	-
Stay the same	(3)	9	2	3	4	1	4	3	4	1	1	4	4	1	7	2
		55.5%	35.1%	66.4%	67.0%	30.7%	79.5%	43.2%	44.4%	48.1%	100.0%	62.3%	81.3%	20.3%	52.3%	73.5%
Slightly decrease	(2)	1	-	-	1	-	-	1	1	-	-	-	-	1	1	-
		5.9%	-	-	16.5%	-	-	15.5%	11.8%	-	-	-	-	20.3%	7.0%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		2	-	2	-	-	1	1	1	-	-	1	-	1	1	1
		9.6%	-	33.6%	-	-	20.5%	10.4%	7.9%	-	-	9.6%	-	19.3%	6.6%	26.5%
NETS																
Net: Increase		5	4	-	1	2	-	2	3	1	-	2	1	2	5	-
		28.9%	64.9%	-	16.5%	69.3%	-	30.9%	35.9%	51.9%	-	28.1%	18.7%	40.2%	34.0%	-
Net: Decrease		1	-	-	1	-	-	1	1	-	-	-	-	1	1	-
		5.9%	-	-	16.5%	-	-	15.5%	11.8%	-	-	-	-	20.3%	7.0%	-
Net: Increase + Stay the same		13	6	3	5	3	4	5	6	2	1	6	5	3	12	2
		84.4%	100.0%	66.4%	83.5%	100.0%	79.5%	74.0%	80.2%	100.0%	100.0%	90.4%	100.0%	60.5%	86.4%	73.5%
Mean score		3.3	3.8	3.0	3.0	3.7	3.0	3.2	3.4	4.0	3.0	3.5	3.2	3.2	3.4	3.0

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

COMRES

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

		Total	WAVE			REGION						SIZE			SECTOR	
			March 2017	April 2017	May 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		21	9	5	7	8	7	1	3	2	3	8	5	8	17	4
Weighted Total		19	9	4	7	7	7	1	3	2	3	7	4	8	16	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)	6	1	1	4	3	3	-	-	-	-	2	1	3	3	3
		29.5%	12.9%	19.2%	57.5%	37.8%	48.6%	-	-	-	-	21.7%	20.9%	42.2%	18.7%	78.2%
Stay the same	(3)	13	7	3	3	4	3	1	3	2	3	6	4	4	12	1
		66.2%	78.0%	80.8%	42.5%	62.2%	38.8%	100.0%	100.0%	100.0%	100.0%	78.3%	79.1%	46.9%	76.1%	21.8%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		1	1	-	-	-	1	-	-	-	-	-	-	1	1	-
		4.3%	9.1%	-	-	-	12.6%	-	-	-	-	-	-	10.9%	5.2%	-
NETS																
Net: Increase		6	1	1	4	3	3	-	-	-	-	2	1	3	3	3
		29.5%	12.9%	19.2%	57.5%	37.8%	48.6%	-	-	-	-	21.7%	20.9%	42.2%	18.7%	78.2%
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		19	8	4	7	7	6	1	3	2	3	7	4	7	15	4
		95.7%	90.9%	100.0%	100.0%	100.0%	87.4%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	89.1%	94.8%	100.0%
Mean score		3.3	3.1	3.2	3.6	3.4	3.6	3.0	3.0	3.0	3.0	3.2	3.2	3.5	3.2	3.8

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

COMRES

Jobs Outlook - Combined

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

Education

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

			WAVE					REGION					SIZE			SECTOR	
		Total	March 2017	April 2017	May 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		11	2	1	8	1	5	1	3	2	2	1	4	6	11	-
Weighted Total		11	2	1	8	1	5	1	3	2	2	1	4	6	11	-
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	1	-	1	-	-	1	-	-	-	-	-	1	-	1	-
		8.9%	-	100.0%	-	-	18.4%	-	-	-	-	-	23.6%	-	8.9%	-
Stay the same	(3)	6	2	-	4	1	2	-	2	2	1	1	2	3	6	-
		55.7%	100.0%	-	51.2%	100.0%	43.9%	-	66.8%	100.0%	52.4%	100.0%	53.5%	49.8%	55.7%	-
Slightly decrease	(2)	3	-	-	3	-	1	1	1	-	1	-	-	3	3	-
		26.9%	-	-	37.0%	-	20.0%	100.0%	33.2%	-	47.6%	-	-	50.2%	26.9%	-
Greatly decrease	(1)	1	-	-	1	-	1	-	-	-	-	-	1	-	1	-
		8.6%	-	-	11.8%	-	17.8%	-	-	-	-	-	22.9%	-	8.6%	-
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																
Net: Increase		1	-	1	-	-	1	-	-	-	-	-	1	-	1	-
		8.9%	-	100.0%	-	-	18.4%	-	-	-	-	-	23.6%	-	8.9%	-
Net: Decrease		4	-	-	4	-	2	1	1	-	1	-	1	3	4	-
		35.4%	-	-	48.8%	-	37.8%	100.0%	33.2%	-	47.6%	-	22.9%	50.2%	35.4%	-
Net: Increase + Stay the same		7	2	1	4	1	3	-	2	2	1	1	3	3	7	-
		64.6%	100.0%	100.0%	51.2%	100.0%	62.2%	-	66.8%	100.0%	52.4%	100.0%	77.1%	49.8%	64.6%	-
Mean score		2.6	3.0	4.0	2.4	3.0	2.6	2.0	2.7	3.0	2.5	3.0	2.8	2.5	2.6	-

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

COMRES

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

		Total	WAVE			REGION						SIZE			SECTOR	
			March 2017	April 2017	May 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		24	11	6	7	6	7	8	9	1	2	6	9	9	22	2
Weighted Total		24	12	5	7	6	8	7	8	1	2	6	7	10	22	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)	2	2	-	-	-	1	-	1	1	-	1	-	1	2	-
		8.2%	16.8%	-	-	-	12.3%	-	12.3%	100.0%	-	15.4%	-	9.5%	8.7%	-
Slightly increase	(4)	4	1	1	2	1	-	3	3	-	-	1	2	1	4	-
		15.2%	8.5%	13.1%	27.9%	11.8%	-	41.6%	36.4%	-	-	10.7%	26.7%	9.5%	16.1%	-
Stay the same	(3)	15	8	3	4	5	5	2	2	-	2	3	5	6	13	1
		61.0%	67.1%	51.0%	58.5%	88.2%	63.4%	32.4%	28.4%	-	100.0%	44.6%	73.3%	62.5%	58.6%	100.0%
Slightly decrease	(2)	2	1	-	1	-	-	2	2	-	-	-	-	2	2	-
		7.7%	7.6%	-	13.6%	-	-	26.0%	22.8%	-	-	-	-	18.4%	8.2%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		2	-	2	-	-	2	-	-	-	-	2	-	-	2	-
		7.9%	-	35.9%	-	-	24.4%	-	-	-	-	29.3%	-	-	8.4%	-
NETS																
Net: Increase		6	3	1	2	1	1	3	4	1	-	2	2	2	6	-
		23.4%	25.3%	13.1%	27.9%	11.8%	12.3%	41.6%	48.8%	100.0%	-	26.1%	26.7%	19.1%	24.8%	-
Net: Decrease		2	1	-	1	-	-	2	2	-	-	-	-	2	2	-
		7.7%	7.6%	-	13.6%	-	-	26.0%	22.8%	-	-	-	-	18.4%	8.2%	-
Net: Increase + Stay the same		20	11	3	6	6	6	5	6	1	2	5	7	8	19	1
		84.4%	92.4%	64.1%	86.4%	100.0%	75.6%	74.0%	77.2%	100.0%	100.0%	70.7%	100.0%	81.6%	83.4%	100.0%
Mean score		3.3	3.3	3.2	3.1	3.1	3.3	3.2	3.4	5.0	3.0	3.6	3.3	3.1	3.3	3.0

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

COMRES

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

		Total	WAVE			REGION						SIZE			SECTOR	
			March 2017	April 2017	May 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	3	5	2	5	4	7	3	1	2	6	7	13	2
Weighted Total		14	7	2	5	2	5	3	6	3	1	2	5	7	13	1
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	1	1	-	-	-	1	-	-	-	-	-	1	-	1	-
		6.0%	12.0%	-	-	-	15.9%	-	-	-	-	-	16.5%	-	6.6%	-
Stay the same	(3)	12	6	2	4	2	4	2	5	3	1	2	4	6	11	1
		87.1%	88.0%	100.0%	81.3%	100.0%	84.1%	68.3%	83.8%	100.0%	100.0%	100.0%	83.5%	86.2%	85.9%	100.0%
Slightly decrease	(2)	1	-	-	1	-	-	1	1	-	-	-	-	1	1	-
		6.9%	-	-	18.7%	-	-	31.7%	16.2%	-	-	-	-	13.8%	7.6%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																
Net: Increase		1	1	-	-	-	1	-	-	-	-	-	1	-	1	-
		6.0%	12.0%	-	-	-	15.9%	-	-	-	-	-	16.5%	-	6.6%	-
Net: Decrease		1	-	-	1	-	-	1	1	-	-	-	-	1	1	-
		6.9%	-	-	18.7%	-	-	31.7%	16.2%	-	-	-	-	13.8%	7.6%	-
Net: Increase + Stay the same		13	7	2	4	2	5	2	5	3	1	2	5	6	12	1
		93.1%	100.0%	100.0%	81.3%	100.0%	100.0%	68.3%	83.8%	100.0%	100.0%	100.0%	100.0%	86.2%	92.4%	100.0%
Mean score		3.0	3.1	3.0	2.8	3.0	3.2	2.7	2.8	3.0	3.0	3.0	3.2	2.9	3.0	3.0

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

COMRES

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

		Total	WAVE			REGION						SIZE			SECTOR	
			March 2017	April 2017	May 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		9	1	1	7	1	3	2	3	1	2	1	1	7	9	-
Weighted Total		10	1	2	7	1	3	2	3	1	3	1	1	8	10	-
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	2	1	-	1	-	1	1	1	-	-	-	1	1	2	-
		22.1%	100.0%	-	16.3%	-	34.0%	51.3%	34.8%	-	-	-	100.0%	14.9%	22.1%	-
Stay the same	(3)	5	-	-	5	1	2	-	1	1	1	1	-	4	5	-
		51.3%	-	-	70.4%	100.0%	66.0%	-	32.1%	100.0%	37.7%	100.0%	-	51.7%	51.3%	-
Slightly decrease	(2)	3	-	2	1	-	-	1	1	-	2	-	-	3	3	-
		26.6%	-	100.0%	13.3%	-	-	48.7%	33.1%	-	62.3%	-	-	33.4%	26.6%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																
Net: Increase		2	1	-	1	-	1	1	1	-	-	-	1	1	2	-
		22.1%	100.0%	-	16.3%	-	34.0%	51.3%	34.8%	-	-	-	100.0%	14.9%	22.1%	-
Net: Decrease		3	-	2	1	-	-	1	1	-	2	-	-	3	3	-
		26.6%	-	100.0%	13.3%	-	-	48.7%	33.1%	-	62.3%	-	-	33.4%	26.6%	-
Net: Increase + Stay the same		7	1	-	6	1	3	1	2	1	1	1	1	5	7	-
		73.4%	100.0%	-	86.7%	100.0%	100.0%	51.3%	66.9%	100.0%	37.7%	100.0%	100.0%	66.6%	73.4%	-
Mean score		3.0	4.0	2.0	3.0	3.0	3.3	3.0	3.0	3.0	2.4	3.0	4.0	2.8	3.0	-

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

COMRES

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

		Total	WAVE		REGION						SIZE			SECTOR	
			March 2017	May 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
Unweighted Total		14	5	9	1	1	7	9	2	3	2	4	8	12	2
Weighted Total		14	5	9	1	1	7	9	2	3	2	4	8	12	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)	1	1	-	-	-	1	1	-	-	-	-	1	1	-
		7.0%	19.6%	-	-	-	14.3%	11.0%	-	-	-	-	12.2%	8.2%	-
Stay the same	(3)	7	2	5	1	1	3	4	1	1	2	2	3	5	2
		50.4%	39.6%	56.4%	100.0%	100.0%	43.4%	44.4%	47.9%	34.1%	100.0%	50.5%	37.9%	42.1%	100.0%
Slightly decrease	(2)	4	2	2	-	-	3	4	1	-	-	2	2	4	-
		28.5%	40.9%	21.6%	-	-	42.4%	44.6%	52.1%	-	-	49.5%	25.3%	33.2%	-
Greatly decrease	(1)	1	-	1	-	-	-	-	-	1	-	-	1	1	-
		6.9%	-	10.7%	-	-	-	-	-	32.1%	-	-	11.9%	8.0%	-
Don't know		1	-	1	-	-	-	-	-	1	-	-	1	1	-
		7.3%	-	11.3%	-	-	-	-	-	33.8%	-	-	12.6%	8.5%	-
NETS															
Net: Increase		1	1	-	-	-	1	1	-	-	-	-	1	1	-
		7.0%	19.6%	-	-	-	14.3%	11.0%	-	-	-	-	12.2%	8.2%	-
Net: Decrease		5	2	3	-	-	3	4	1	1	-	2	3	5	-
		35.4%	40.9%	32.3%	-	-	42.4%	44.6%	52.1%	32.1%	-	49.5%	37.3%	41.3%	-
Net: Increase + Stay the same		8	3	5	1	1	4	5	1	1	2	2	4	6	2
		57.4%	59.1%	56.4%	100.0%	100.0%	57.6%	55.4%	47.9%	34.1%	100.0%	50.5%	50.1%	50.3%	100.0%
Mean score		2.6	2.8	2.5	3.0	3.0	2.7	2.7	2.5	2.0	3.0	2.5	2.6	2.6	3.0

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

COMRES

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

		Total	WAVE			REGION						SIZE			SECTOR	
			March 2017	April 2017	May 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		28	13	9	6	7	8	9	11	2	2	9	9	10	22	6
Weighted Total		27	14	7	6	6	9	7	9	2	2	9	8	10	21	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)	4	1	-	3	1	1	2	2	-	-	1	1	2	2	2
		14.7%	7.1%	-	50.3%	14.4%	12.0%	27.0%	20.9%	-	-	9.8%	12.7%	20.8%	9.7%	35.7%
Slightly increase	(4)	1	-	1	-	1	-	-	-	-	-	1	-	-	1	-
		2.6%	-	9.9%	-	11.1%	-	-	-	-	-	7.6%	-	-	3.2%	-
Stay the same	(3)	20	12	5	3	5	6	5	7	2	2	7	6	6	16	3
		74.6%	86.9%	70.9%	49.7%	74.5%	69.0%	67.0%	74.5%	100.0%	100.0%	82.5%	76.6%	65.5%	77.0%	64.3%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	1	1	-	-	-	1	-	-	-	-	-	1	-	1	-
		3.1%	6.0%	-	-	-	9.0%	-	-	-	-	-	10.7%	-	3.8%	-
Don't know		1	-	1	-	-	1	*	*	-	-	-	-	1	1	-
		5.0%	-	19.1%	-	-	9.9%	6.0%	4.7%	-	-	-	-	13.7%	6.2%	-
NETS																
Net: Increase		5	1	1	3	2	1	2	2	-	-	2	1	2	3	2
		17.3%	7.1%	9.9%	50.3%	25.5%	12.0%	27.0%	20.9%	-	-	17.5%	12.7%	20.8%	12.9%	35.7%
Net: Decrease		1	1	-	-	-	1	-	-	-	-	-	1	-	1	-
		3.1%	6.0%	-	-	-	9.0%	-	-	-	-	-	10.7%	-	3.8%	-
Net: Increase + Stay the same		24	13	6	6	6	7	7	9	2	2	9	7	8	19	5
		91.9%	94.0%	80.9%	100.0%	100.0%	81.0%	94.0%	95.3%	100.0%	100.0%	100.0%	89.3%	86.3%	89.9%	100.0%
Mean score		3.3	3.0	3.1	4.0	3.4	3.1	3.6	3.4	3.0	3.0	3.3	3.0	3.5	3.2	3.7

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

COMRES

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

| | | Total | WAVE | | | REGION | | | | | | SIZE | | | SECTOR | |
			March 2017	April 2017	May 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		31	14	4	13	3	8	12	18	6	2	4	11	16	27	4
Weighted Total		29	14	2	13	3	8	10	16	6	2	4	10	15	26	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)	25	12	2	12	3	8	8	13	5	2	4	10	12	22	3
		88.3%	85.5%	81.1%	92.6%	100.0%	100.0%	77.3%	79.1%	82.2%	100.0%	100.0%	100.0%	77.6%	86.9%	100.0%
Slightly decrease	(2)	2	1	-	1	-	-	1	2	1	-	-	-	2	2	-
		6.9%	7.6%	-	7.4%	-	-	9.2%	12.3%	17.8%	-	-	-	13.2%	7.8%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		1	1	*	-	-	-	1	1	-	-	-	-	1	1	-
		4.8%	6.9%	18.9%	-	-	-	13.5%	8.6%	-	-	-	-	9.2%	5.4%	-
NETS																
Net: Increase		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Decrease		2	1	-	1	-	-	1	2	1	-	-	-	2	2	-
		6.9%	7.6%	-	7.4%	-	-	9.2%	12.3%	17.8%	-	-	-	13.2%	7.8%	-
Net: Increase + Stay the same		25	12	2	12	3	8	8	13	5	2	4	10	12	22	3
		88.3%	85.5%	81.1%	92.6%	100.0%	100.0%	77.3%	79.1%	82.2%	100.0%	100.0%	100.0%	77.6%	86.9%	100.0%
Mean score		2.9	2.9	3.0	2.9	3.0	3.0	2.9	2.9	2.8	3.0	3.0	3.0	2.9	2.9	3.0

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

Jobs Outlook - Combined

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	May 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	4	4	-	1	2	3	1	-	-	2	2	4	-
Weighted Total	4	4	-	1	2	3	1	-	-	2	2	4	-
	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)	3	3	-	1	1	2	1	-	-	2	1	3	-
	76.3%	76.3%	-	100.0%	50.0%	66.6%	100.0%	-	-	100.0%	55.0%	76.3%	-
Slightly decrease (2)	1	1	-	-	1	1	-	-	-	-	1	1	-
	23.7%	23.7%	-	-	50.0%	33.4%	-	-	-	-	45.0%	23.7%	-
Greatly decrease (1)	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS													
Net: Increase	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Decrease	1	1	-	-	1	1	-	-	-	-	1	1	-
	23.7%	23.7%	-	-	50.0%	33.4%	-	-	-	-	45.0%	23.7%	-
Net: Increase + Stay the same	3	3	-	1	1	2	1	-	-	2	1	3	-
	76.3%	76.3%	-	100.0%	50.0%	66.6%	100.0%	-	-	100.0%	55.0%	76.3%	-
Mean score	2.8	2.8	-	3.0	2.5	2.7	3.0	-	-	3.0	2.6	2.8	-

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

COMRES

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

		Total	WAVE			REGION						SIZE			SECTOR	
			March 2017	April 2017	May 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	14	2	9	2	7	7	13	6	3	4	10	11	23	2
Weighted Total		23	13	1	9	2	7	6	12	6	3	4	9	11	22	1
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	1	1	-	-	-	-	1	1	-	-	-	-	1	1	-
		4.1%	7.2%	-	-	-	-	16.4%	8.3%	-	-	-	-	9.1%	4.4%	-
Stay the same	(3)	19	11	1	7	2	7	4	9	5	2	4	9	7	18	1
		83.0%	85.0%	100.0%	78.1%	100.0%	100.0%	67.3%	74.6%	81.9%	68.6%	100.0%	100.0%	62.7%	82.0%	100.0%
Slightly decrease	(2)	2	1	-	1	-	-	1	2	1	-	-	-	2	2	-
		8.6%	7.8%	-	10.7%	-	-	16.2%	17.2%	18.1%	-	-	-	18.8%	9.1%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		1	-	-	1	-	-	-	-	-	1	-	-	1	1	-
		4.3%	-	-	11.2%	-	-	-	-	-	31.4%	-	-	9.4%	4.5%	-
NETS																
Net: Increase		1	1	-	-	-	-	1	1	-	-	-	-	1	1	-
		4.1%	7.2%	-	-	-	-	16.4%	8.3%	-	-	-	-	9.1%	4.4%	-
Net: Decrease		2	1	-	1	-	-	1	2	1	-	-	-	2	2	-
		8.6%	7.8%	-	10.7%	-	-	16.2%	17.2%	18.1%	-	-	-	18.8%	9.1%	-
Net: Increase + Stay the same		20	12	1	7	2	7	5	10	5	2	4	9	8	19	1
		87.2%	92.2%	100.0%	78.1%	100.0%	100.0%	83.8%	82.8%	81.9%	68.6%	100.0%	100.0%	71.8%	86.4%	100.0%
Mean score		3.0	3.0	3.0	2.9	3.0	3.0	3.0	2.9	2.8	3.0	3.0	3.0	2.9	3.0	3.0

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

COMRES

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

		Total	WAVE			REGION						SIZE			SECTOR	
			March 2017	April 2017	May 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	22	13	23	13	14	18	27	9	4	16	24	18	48	10
Weighted Total		56	23	11	22	12	15	15	24	9	4	17	22	17	47	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%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	4	1	3	-	-	3	-	1	1	-	3	2	-	3	1
		8.0%	4.3%	32.1%	-	-	22.9%	-	4.0%	11.2%	-	15.1%	8.9%	-	7.5%	10.6%
Stay the same	(3)	46	20	6	20	12	11	13	20	7	4	13	19	14	38	8
		83.0%	87.2%	57.0%	91.5%	93.8%	70.9%	85.3%	82.2%	76.7%	100.0%	80.4%	86.7%	81.0%	81.8%	89.4%
Slightly decrease	(2)	4	2	1	1	1	-	2	3	1	-	1	-	3	4	-
		6.5%	8.5%	7.0%	4.2%	6.2%	-	11.9%	12.0%	12.1%	-	4.5%	-	16.5%	7.8%	-
Greatly decrease	(1)	1	-	-	1	-	1	-	-	-	-	-	1	-	1	-
		1.7%	-	-	4.2%	-	6.2%	-	-	-	-	-	4.4%	-	2.0%	-
Don't know		*	-	*	-	-	-	*	*	-	-	-	-	*	*	-
		.8%	-	3.9%	-	-	-	2.8%	1.8%	-	-	-	-	2.5%	.9%	-
NETS																
Net: Increase		4	1	3	-	-	3	-	1	1	-	3	2	-	3	1
		8.0%	4.3%	32.1%	-	-	22.9%	-	4.0%	11.2%	-	15.1%	8.9%	-	7.5%	10.6%
Net: Decrease		5	2	1	2	1	1	2	3	1	-	1	1	3	5	-
		8.2%	8.5%	7.0%	8.5%	6.2%	6.2%	11.9%	12.0%	12.1%	-	4.5%	4.4%	16.5%	9.8%	-
Net: Increase + Stay the same		51	21	10	20	12	14	13	21	8	4	16	21	14	42	9
		91.0%	91.5%	89.1%	91.5%	93.8%	93.8%	85.3%	86.2%	87.9%	100.0%	95.5%	95.6%	81.0%	89.3%	100.0%
Mean score		3.0	3.0	3.3	2.9	2.9	3.1	2.9	2.9	3.0	3.0	3.1	3.0	2.8	3.0	3.1

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

COMRES

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

		Total	WAVE			REGION						SIZE			SECTOR	
			March 2017	April 2017	May 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		23	10	5	8	6	7	6	9	3	1	6	10	7	19	4
Weighted Total		23	11	5	8	6	8	5	8	3	1	7	9	8	19	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	-	2	-	-	2	-
		8.6%	9.2%	-	12.9%	15.8%	-	-	12.1%	34.7%	-	28.9%	-	-	10.5%	-
Stay the same	(3)	21	10	5	7	5	8	5	7	2	1	5	9	8	17	4
		91.4%	90.8%	100.0%	87.1%	84.2%	100.0%	100.0%	87.9%	65.3%	100.0%	71.1%	100.0%	100.0%	89.5%	100.0%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																
Net: Increase		2	1	-	1	1	-	-	1	1	-	2	-	-	2	-
		8.6%	9.2%	-	12.9%	15.8%	-	-	12.1%	34.7%	-	28.9%	-	-	10.5%	-
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		23	11	5	8	6	8	5	8	3	1	7	9	8	19	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%
Mean score		3.1	3.1	3.0	3.1	3.2	3.0	3.0	3.1	3.3	3.0	3.3	3.0	3.0	3.1	3.0

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

COMRES

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

		Total	WAVE			REGION						SIZE			SECTOR	
			March 2017	April 2017	May 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	3	7	3	3	6	11	5	1	2	9	7	16	2
Weighted Total		17	9	2	7	4	3	5	10	5	1	2	8	8	16	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	-
		5.5%	11.0%	-	-	-	32.3%	-	-	-	-	-	-	12.6%	5.9%	-
Slightly increase	(4)	1	-	1	-	-	-	1	1	-	-	-	-	1	1	-
		3.5%	-	33.0%	-	-	-	12.3%	6.2%	-	-	-	-	8.1%	3.8%	-
Stay the same	(3)	14	7	1	6	4	2	3	7	4	1	2	8	4	13	1
		79.5%	77.0%	67.0%	86.2%	100.0%	67.7%	68.5%	73.4%	78.5%	100.0%	100.0%	100.0%	52.9%	78.0%	100.0%
Slightly decrease	(2)	2	1	-	1	-	-	1	2	1	-	-	-	2	2	-
		11.5%	12.1%	-	13.8%	-	-	19.2%	20.4%	21.5%	-	-	-	26.5%	12.4%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																
Net: Increase		2	1	1	-	-	1	1	1	-	-	-	-	2	2	-
		9.0%	11.0%	33.0%	-	-	32.3%	12.3%	6.2%	-	-	-	-	20.6%	9.6%	-
Net: Decrease		2	1	-	1	-	-	1	2	1	-	-	-	2	2	-
		11.5%	12.1%	-	13.8%	-	-	19.2%	20.4%	21.5%	-	-	-	26.5%	12.4%	-
Net: Increase + Stay the same		15	8	2	6	4	3	4	8	4	1	2	8	6	14	1
		88.5%	87.9%	100.0%	86.2%	100.0%	100.0%	80.8%	79.6%	78.5%	100.0%	100.0%	100.0%	73.5%	87.6%	100.0%
Mean score		3.0	3.1	3.3	2.9	3.0	3.6	2.9	2.9	2.8	3.0	3.0	3.0	3.1	3.0	3.0

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

COMRES

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	39 100.0%	- -	6 16.1%	28 71.6%	2 5.0%	- -	3 7.2%	6 16.1%	2 5.0%	35 87.8%	3.1
Construction	16 100.0%	3 15.9%	5 33.0%	7 45.4%	- -	- -	1 5.6%	8 48.9%	- -	15 94.4%	3.7
Drivers	19 100.0%	- -	5 25.9%	13 66.0%	1 3.9%	- -	1 4.3%	5 25.9%	1 3.9%	18 91.9%	3.2
Education	11 100.0%	- -	2 17.5%	6 55.7%	2 18.2%	1 8.6%	- -	2 17.5%	3 26.8%	8 73.2%	2.8
Engineering & technical	24 100.0%	1 4.0%	6 24.2%	14 60.7%	1 3.2%	- -	2 7.9%	7 28.2%	1 3.2%	21 88.9%	3.3
Executive recruitment / interim management	14 100.0%	- -	3 20.9%	11 79.1%	- -	- -	- -	3 20.9%	- -	14 100.0%	3.2
Health & social care	10 100.0%	- -	3 30.1%	4 41.1%	3 28.8%	- -	- -	3 30.1%	3 28.8%	7 71.2%	3.0
Hospitality	14 100.0%	- -	1 6.9%	8 57.4%	4 28.4%	- -	1 7.3%	1 6.9%	4 28.4%	9 64.3%	2.8
Industrial	27 100.0%	3 11.3%	- -	21 78.6%	1 5.1%	- -	1 5.0%	3 11.3%	1 5.1%	24 89.9%	3.2
Legal & HR	29 100.0%	- -	1 3.4%	23 78.7%	3 10.2%	- -	2 7.7%	1 3.4%	3 10.2%	24 82.1%	2.9
Life sciences	4 100.0%	- -	1 23.7%	3 76.3%	- -	- -	- -	1 23.7%	- -	4 100.0%	3.2
Marketing, media & creative	23 100.0%	- -	3 12.4%	18 78.9%	1 4.5%	- -	1 4.3%	3 12.4%	1 4.5%	21 91.2%	3.1
Office professionals	56 100.0%	- -	5 9.8%	47 84.2%	2 3.6%	1 1.7%	* .8%	5 9.8%	3 5.3%	52 94.0%	3.0
Sales & retail	23 100.0%	- -	4 16.3%	20 83.7%	- -	- -	- -	4 16.3%	- -	23 100.0%	3.2
Technology	17 100.0%	1 5.5%	4 20.3%	12 68.2%	1 6.0%	- -	- -	4 25.8%	1 6.0%	16 94.0%	3.3
Average (response based including bases)	326 100.0%	7 2.3%	49 15.0%	235 72.1%	21 6.3%	2 .6%	12 3.8%	56 17.2%	22 6.9%	291 89.3%	3.1

COMRES

Jobs Outlook - Combined

Q15_SUM. Average across all sectors

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

		Total	WAVE			REGION						SIZE			SECTOR	
			March 2017	April 2017	May 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		338	142	64	132	66	91	101	152	51	29	78	123	137	289	49
Weighted Total		326	144	53	129	62	97	87	136	49	31	80	110	136	284	42
		100.0%	100.0%	100.0%	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	4	2	2	-	5	3	3	-	-	2	1	5	7	1
		2.3%	2.7%	3.1%	1.6%	-	4.8%	3.3%	2.1%	-	-	2.0%	.9%	3.6%	2.3%	2.2%
Slightly increase	(4)	49	19	6	23	5	11	23	31	8	1	16	15	17	43	5
		15.0%	13.4%	12.2%	17.8%	8.6%	11.6%	26.9% de	22.8% de	15.7%	3.3%	20.5%	14.0%	12.4%	15.3%	12.9%
Stay the same	(3)	235	108	33	93	54	68	54	89	35	24	58	87	90	199	35
		72.1%	75.1%	63.1%	72.3%	86.8% efgh	70.0%	61.9%	65.4%	71.6%	78.8%	72.7%	79.0%	66.1% l	70.2%	84.9% m
Slightly decrease	(2)	21	9	4	7	3	4	4	10	6	4	-	5	16	21	-
		6.3%	6.3%	8.6%	5.4%	4.6%	4.3%	4.3%	7.4%	12.7%	11.5%	-	4.3%	11.6% jk	7.2%	-
Greatly decrease	(1)	2	-	-	2	-	2	-	-	-	-	-	2	-	2	-
		.6%	-	-	1.5%	-	1.9%	-	-	-	-	-	1.7%	-	.7%	-
Don't know		12	4	7	2	-	7	3	3	-	2	4	-	9	12	-
		3.8%	2.5%	13.1% ac	1.5%	-	7.5% dh	3.7%	2.3%	-	6.5%	4.7% k	-	6.3% k	4.4%	-
NETS																
Net: Increase		56	23	8	25	5	16	26	34	8	1	18	16	22	50	6
		17.2%	16.1%	15.3%	19.3%	8.6%	16.4%	30.1% de	24.9% d	15.7%	3.3%	22.6%	14.9%	16.0%	17.6%	15.1%
Net: Decrease		22	9	4	9	3	6	4	10	6	4	-	7	16	22	-
		6.9%	6.3%	8.6%	6.8%	4.6%	6.2%	4.3%	7.4%	12.7%	11.5%	-	6.0% j	11.6% j	7.9% n	-
Net: Increase + Stay the same		291	131	41	118	59	83	80	123	43	25	76	103	112	249	42
		89.3%	91.2% b	78.4%	91.6% b	95.4%	86.3%	92.0%	90.3%	87.3%	82.0%	95.3% l	94.0% l	82.1%	87.7%	100.0% m
Mean score		3.1	3.1	3.1	3.1	3.0	3.1	3.3 dh	3.2 d	3.0	2.9	3.3 kl	3.1	3.1	3.1	3.2

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

Prepared by ComRes

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

| | | Total | WAVE | | | REGION | | | | | | SIZE | | | SECTOR | |
			March 2017	April 2017	May 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		40	20	7	13	10	11	11	17	6	2	10	14	16	32	8
Weighted Total		39	20	7	12	10	12	10	16	6	2	11	12	16	32	7
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	6	2	2	3	-	3	2	3	1	-	4	1	2	4	2
		16.1%	9.7%	23.3%	22.6%	-	28.7%	20.0%	18.7%	16.5%	-	31.3%	7.9%	11.8%	13.8%	27.0%
Stay the same	(3)	28	15	3	10	10	6	7	11	4	2	6	11	11	23	5
		71.6%	75.7%	49.3%	77.4%	100.0%	48.0%	70.2%	68.5%	65.6%	100.0%	51.9%	92.1%	69.7%	71.3%	73.0%
Slightly decrease	(2)	2	2	-	-	-	1	-	1	1	-	-	-	2	2	-
		5.0%	9.9%	-	-	-	7.8%	-	6.7%	17.9%	-	-	-	12.5%	6.1%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		3	1	2	-	-	2	1	1	-	-	2	-	1	3	-
		7.2%	4.7%	27.4%	-	-	15.5%	9.8%	6.1%	-	-	16.8%	-	6.0%	8.7%	-
NETS																
Net: Increase		6	2	2	3	-	3	2	3	1	-	4	1	2	4	2
		16.1%	9.7%	23.3%	22.6%	-	28.7%	20.0%	18.7%	16.5%	-	31.3%	7.9%	11.8%	13.8%	27.0%
Net: Decrease		2	2	-	-	-	1	-	1	1	-	-	-	2	2	-
		5.0%	9.9%	-	-	-	7.8%	-	6.7%	17.9%	-	-	-	12.5%	6.1%	-
Net: Increase + Stay the same		35	17	5	12	10	9	9	14	5	2	9	12	13	28	7
		87.8%	85.3%	72.6%	100.0%	100.0%	76.7%	90.2%	87.1%	82.1%	100.0%	83.2%	100.0%	81.5%	85.1%	100.0%
Mean score		3.1	3.0	3.3	3.2	3.0	3.2	3.2	3.1	3.0	3.0	3.4	3.1	3.0	3.1	3.3

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

COMRES

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

		Total	WAVE			REGION						SIZE			SECTOR	
			March 2017	April 2017	May 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		17	6	5	6	3	4	7	9	2	1	7	5	5	14	3
Weighted Total		16	6	5	6	3	4	6	8	2	1	7	5	5	14	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)	3	1	2	-	-	2	1	1	-	-	2	-	1	3	-
		15.9%	16.5%	35.2%	-	-	36.6%	15.3%	11.7%	-	-	24.3%	-	20.0%	18.8%	-
Slightly increase	(4)	5	3	1	2	2	-	3	4	1	-	2	1	2	5	1
		33.0%	48.3%	13.9%	33.0%	69.3%	-	41.5%	44.0%	51.9%	-	37.7%	18.7%	40.5%	34.1%	26.5%
Stay the same	(3)	7	2	1	4	1	2	3	4	1	1	3	4	1	5	2
		45.4%	35.1%	31.1%	67.0%	30.7%	43.0%	43.2%	44.4%	48.1%	100.0%	37.9%	81.3%	20.3%	40.5%	73.5%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		1	-	1	-	-	1	-	-	-	-	-	-	1	1	-
		5.6%	-	19.7%	-	-	20.5%	-	-	-	-	-	-	19.3%	6.6%	-
NETS																
Net: Increase		8	4	2	2	2	2	3	4	1	-	4	1	3	7	1
		48.9%	64.9%	49.1%	33.0%	69.3%	36.6%	56.8%	55.6%	51.9%	-	62.1%	18.7%	60.5%	52.9%	26.5%
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		15	6	4	6	3	4	6	8	2	1	7	5	4	13	2
		94.4%	100.0%	80.3%	100.0%	100.0%	79.5%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	80.7%	93.4%	100.0%
Mean score		3.7	3.8	4.1	3.3	3.7	3.9	3.7	3.7	3.5	3.0	3.9	3.2	4.0	3.8	3.3

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

COMRES

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

		Total	WAVE			REGION						SIZE			SECTOR	
			March 2017	April 2017	May 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		21	9	5	7	8	7	1	3	2	3	8	5	8	17	4
Weighted Total		19	9	4	7	7	7	1	3	2	3	7	4	8	16	4
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	5	1	1	3	2	3	-	-	-	-	1	1	3	3	2
		25.9%	12.9%	24.3%	44.2%	27.1%	48.6%	-	-	-	-	11.9%	20.9%	42.2%	19.8%	52.9%
Stay the same	(3)	13	7	2	4	4	3	1	3	2	3	6	3	4	11	2
		66.0%	78.0%	54.9%	55.8%	61.7%	38.8%	100.0%	100.0%	100.0%	100.0%	88.1%	62.3%	46.9%	70.2%	47.1%
Slightly decrease	(2)	1	-	1	-	1	-	-	-	-	-	-	1	-	1	-
		3.9%	-	20.9%	-	11.2%	-	-	-	-	-	-	16.7%	-	4.7%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		1	1	-	-	-	1	-	-	-	-	-	-	1	1	-
		4.3%	9.1%	-	-	-	12.6%	-	-	-	-	-	-	10.9%	5.2%	-
NETS																
Net: Increase		5	1	1	3	2	3	-	-	-	-	1	1	3	3	2
		25.9%	12.9%	24.3%	44.2%	27.1%	48.6%	-	-	-	-	11.9%	20.9%	42.2%	19.8%	52.9%
Net: Decrease		1	-	1	-	1	-	-	-	-	-	-	1	-	1	-
		3.9%	-	20.9%	-	11.2%	-	-	-	-	-	-	16.7%	-	4.7%	-
Net: Increase + Stay the same		18	8	3	7	6	6	1	3	2	3	7	4	7	14	4
		91.9%	90.9%	79.1%	100.0%	88.8%	87.4%	100.0%	100.0%	100.0%	100.0%	100.0%	83.3%	89.1%	90.0%	100.0%
Mean score		3.2	3.1	3.0	3.4	3.2	3.6	3.0	3.0	3.0	3.0	3.1	3.0	3.5	3.2	3.5

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

COMRES

Jobs Outlook - Combined

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

Education

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

			WAVE					REGION					SIZE			SECTOR	
		Total	March 2017	April 2017	May 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		11	2	1	8	1	5	1	3	2	2	1	4	6	11	-
Weighted Total		11	2	1	8	1	5	1	3	2	2	1	4	6	11	-
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	2	-	1	1	-	1	1	1	-	-	-	1	1	2	-
		17.5%	-	100.0%	11.9%	-	18.4%	100.0%	33.2%	-	-	-	23.6%	16.1%	17.5%	-
Stay the same	(3)	6	2	-	4	1	2	-	2	2	1	1	2	3	6	-
		55.7%	100.0%	-	51.2%	100.0%	43.9%	-	66.8%	100.0%	52.4%	100.0%	53.5%	49.8%	55.7%	-
Slightly decrease	(2)	2	-	-	2	-	1	-	-	-	1	-	-	2	2	-
		18.2%	-	-	25.1%	-	20.0%	-	-	-	47.6%	-	-	34.1%	18.2%	-
Greatly decrease	(1)	1	-	-	1	-	1	-	-	-	-	-	1	-	1	-
		8.6%	-	-	11.8%	-	17.8%	-	-	-	-	-	22.9%	-	8.6%	-
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																
Net: Increase		2	-	1	1	-	1	1	1	-	-	-	1	1	2	-
		17.5%	-	100.0%	11.9%	-	18.4%	100.0%	33.2%	-	-	-	23.6%	16.1%	17.5%	-
Net: Decrease		3	-	-	3	-	2	-	-	-	1	-	1	2	3	-
		26.8%	-	-	36.9%	-	37.8%	-	-	-	47.6%	-	22.9%	34.1%	26.8%	-
Net: Increase + Stay the same		8	2	1	5	1	3	1	3	2	1	1	3	4	8	-
		73.2%	100.0%	100.0%	63.1%	100.0%	62.2%	100.0%	100.0%	100.0%	52.4%	100.0%	77.1%	65.9%	73.2%	-
Mean score		2.8	3.0	4.0	2.6	3.0	2.6	4.0	3.3	3.0	2.5	3.0	2.8	2.8	2.8	-

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

COMRES

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

		Total	WAVE			REGION						SIZE			SECTOR	
			March 2017	April 2017	May 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		24	11	6	7	6	7	8	9	1	2	6	9	9	22	2
Weighted Total		24	12	5	7	6	8	7	8	1	2	6	7	10	22	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	-
		4.0%	8.2%	-	-	-	12.3%	-	-	-	-	-	-	9.5%	4.2%	-
Slightly increase	(4)	6	2	-	4	-	-	5	6	1	-	2	2	2	6	-
		24.2%	17.1%	-	54.3%	-	-	67.8%	71.7%	100.0%	-	29.2%	26.7%	19.1%	25.7%	-
Stay the same	(3)	14	9	3	3	5	5	2	2	-	2	3	5	7	13	1
		60.7%	74.7%	49.9%	45.7%	87.2%	63.4%	32.2%	28.3%	-	100.0%	41.5%	63.1%	71.4%	58.3%	100.0%
Slightly decrease	(2)	1	-	1	-	1	-	-	-	-	-	-	1	-	1	-
		3.2%	-	14.2%	-	12.8%	-	-	-	-	-	-	10.1%	-	3.3%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		2	-	2	-	-	2	-	-	-	-	2	-	-	2	-
		7.9%	-	35.9%	-	-	24.4%	-	-	-	-	29.3%	-	-	8.4%	-
NETS																
Net: Increase		7	3	-	4	-	1	5	6	1	-	2	2	3	7	-
		28.2%	25.3%	-	54.3%	-	12.3%	67.8%	71.7%	100.0%	-	29.2%	26.7%	28.6%	29.9%	-
Net: Decrease		1	-	1	-	1	-	-	-	-	-	-	1	-	1	-
		3.2%	-	14.2%	-	12.8%	-	-	-	-	-	-	10.1%	-	3.3%	-
Net: Increase + Stay the same		21	12	3	7	5	6	7	8	1	2	5	7	10	20	1
		88.9%	100.0%	49.9%	100.0%	87.2%	75.6%	100.0%	100.0%	100.0%	100.0%	70.7%	89.9%	100.0%	88.2%	100.0%
Mean score		3.3	3.3	2.8	3.5	2.9	3.3	3.7	3.7	4.0	3.0	3.4	3.2	3.4	3.3	3.0

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

COMRES

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

| | | Total | WAVE | | | REGION | | | | | | SIZE | | | SECTOR | |
			March 2017	April 2017	May 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	3	5	2	5	4	7	3	1	2	6	7	13	2
Weighted Total		14	7	2	5	2	5	3	6	3	1	2	5	7	13	1
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	3	1	-	2	-	-	2	3	1	-	1	1	1	3	-
		20.9%	14.3%	-	37.3%	-	-	64.5%	49.1%	33.1%	-	48.9%	19.6%	13.8%	22.9%	-
Stay the same	(3)	11	6	2	3	2	5	1	3	2	1	1	4	6	10	1
		79.1%	85.7%	100.0%	62.7%	100.0%	100.0%	35.5%	50.9%	66.9%	100.0%	51.1%	80.4%	86.2%	77.1%	100.0%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																
Net: Increase		3	1	-	2	-	-	2	3	1	-	1	1	1	3	-
		20.9%	14.3%	-	37.3%	-	-	64.5%	49.1%	33.1%	-	48.9%	19.6%	13.8%	22.9%	-
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		14	7	2	5	2	5	3	6	3	1	2	5	7	13	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		3.2	3.1	3.0	3.4	3.0	3.0	3.6	3.5	3.3	3.0	3.5	3.2	3.1	3.2	3.0

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

COMRES

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

		Total	WAVE			REGION						SIZE			SECTOR	
			March 2017	April 2017	May 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		9	1	1	7	1	3	2	3	1	2	1	1	7	9	-
Weighted Total		10	1	2	7	1	3	2	3	1	3	1	1	8	10	-
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	3	1	-	2	-	-	2	2	-	1	1	1	1	3	-
		30.1%	100.0%	-	27.3%	-	-	100.0%	67.9%	-	37.7%	100.0%	100.0%	12.2%	30.1%	-
Stay the same	(3)	4	-	-	4	1	2	-	1	1	-	-	-	4	4	-
		41.1%	-	-	56.4%	100.0%	66.0%	-	32.1%	100.0%	-	-	-	51.7%	41.1%	-
Slightly decrease	(2)	3	-	2	1	-	1	-	-	-	2	-	-	3	3	-
		28.8%	-	100.0%	16.3%	-	34.0%	-	-	-	62.3%	-	-	36.2%	28.8%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																
Net: Increase		3	1	-	2	-	-	2	2	-	1	1	1	1	3	-
		30.1%	100.0%	-	27.3%	-	-	100.0%	67.9%	-	37.7%	100.0%	100.0%	12.2%	30.1%	-
Net: Decrease		3	-	2	1	-	1	-	-	-	2	-	-	3	3	-
		28.8%	-	100.0%	16.3%	-	34.0%	-	-	-	62.3%	-	-	36.2%	28.8%	-
Net: Increase + Stay the same		7	1	-	6	1	2	2	3	1	1	1	1	5	7	-
		71.2%	100.0%	-	83.7%	100.0%	66.0%	100.0%	100.0%	100.0%	37.7%	100.0%	100.0%	63.8%	71.2%	-
Mean score		3.0	4.0	2.0	3.1	3.0	2.7	4.0	3.7	3.0	2.8	4.0	4.0	2.8	3.0	-

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

COMRES

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

		Total	WAVE		REGION						SIZE			SECTOR	
			March 2017	May 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
Unweighted Total		14	5	9	1	1	7	9	2	3	2	4	8	12	2
Weighted Total		14	5	9	1	1	7	9	2	3	2	4	8	12	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)	1	-	1	-	-	1	1	-	-	-	-	1	1	-
		6.9%	-	10.8%	-	-	14.1%	10.9%	-	-	-	-	12.1%	8.1%	-
Stay the same	(3)	8	3	5	1	1	4	5	1	1	2	2	4	6	2
		57.4%	59.1%	56.4%	100.0%	100.0%	57.6%	55.4%	47.9%	34.1%	100.0%	50.5%	50.1%	50.3%	100.0%
Slightly decrease	(2)	4	2	2	-	-	2	3	1	1	-	2	2	4	-
		28.4%	40.9%	21.4%	-	-	28.2%	33.7%	52.1%	32.1%	-	49.5%	25.2%	33.1%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		1	-	1	-	-	-	-	-	1	-	-	1	1	-
		7.3%	-	11.3%	-	-	-	-	-	33.8%	-	-	12.6%	8.5%	-
NETS															
Net: Increase		1	-	1	-	-	1	1	-	-	-	-	1	1	-
		6.9%	-	10.8%	-	-	14.1%	10.9%	-	-	-	-	12.1%	8.1%	-
Net: Decrease		4	2	2	-	-	2	3	1	1	-	2	2	4	-
		28.4%	40.9%	21.4%	-	-	28.2%	33.7%	52.1%	32.1%	-	49.5%	25.2%	33.1%	-
Net: Increase + Stay the same		9	3	6	1	1	5	6	1	1	2	2	5	7	2
		64.3%	59.1%	67.2%	100.0%	100.0%	71.8%	66.3%	47.9%	34.1%	100.0%	50.5%	62.2%	58.4%	100.0%
Mean score		2.8	2.6	2.9	3.0	3.0	2.9	2.8	2.5	2.5	3.0	2.5	2.8	2.7	3.0

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

COMRES

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

		Total	WAVE			REGION						SIZE			SECTOR	
			March 2017	April 2017	May 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		28	13	9	6	7	8	9	11	2	2	9	9	10	22	6
Weighted Total		27	14	7	6	6	9	7	9	2	2	9	8	10	21	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)	3	1	-	2	-	1	2	2	-	-	-	1	2	2	1
		11.3%	7.1%	-	34.9%	-	12.0%	27.0%	20.9%	-	-	-	12.7%	20.8%	9.7%	18.2%
Slightly increase	(4)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Stay the same	(3)	21	13	4	4	5	7	5	7	2	2	9	5	6	17	4
		78.6%	92.9%	61.6%	65.1%	78.4%	78.1%	67.0%	74.5%	100.0%	100.0%	100.0%	69.9%	65.5%	77.8%	81.8%
Slightly decrease	(2)	1	-	1	-	1	-	-	-	-	-	-	1	-	1	-
		5.1%	-	19.3%	-	21.6%	-	-	-	-	-	-	17.4%	-	6.3%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		1	-	1	-	-	1	*	*	-	-	-	-	1	1	-
		5.0%	-	19.1%	-	-	9.9%	6.0%	4.7%	-	-	-	-	13.7%	6.2%	-
NETS																
Net: Increase		3	1	-	2	-	1	2	2	-	-	-	1	2	2	1
		11.3%	7.1%	-	34.9%	-	12.0%	27.0%	20.9%	-	-	-	12.7%	20.8%	9.7%	18.2%
Net: Decrease		1	-	1	-	1	-	-	-	-	-	-	1	-	1	-
		5.1%	-	19.3%	-	21.6%	-	-	-	-	-	-	17.4%	-	6.3%	-
Net: Increase + Stay the same		24	14	4	6	5	8	7	9	2	2	9	6	8	19	5
		89.9%	100.0%	61.6%	100.0%	78.4%	90.1%	94.0%	95.3%	100.0%	100.0%	100.0%	82.6%	86.3%	87.5%	100.0%
Mean score		3.2	3.1	2.8	3.7	2.8	3.3	3.6	3.4	3.0	3.0	3.0	3.1	3.5	3.1	3.4

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

		Total	WAVE			REGION						SIZE			SECTOR	
			March 2017	April 2017	May 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		31	14	4	13	3	8	12	18	6	2	4	11	16	27	4
Weighted Total		29	14	2	13	3	8	10	16	6	2	4	10	15	26	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	-	1	-
		3.4%	7.1%	-	-	-	-	9.6%	6.1%	-	-	-	10.0%	-	3.8%	-
Stay the same	(3)	23	9	2	12	3	6	7	12	5	2	4	9	10	19	3
		78.7%	65.4%	81.1%	92.6%	100.0%	77.7%	67.6%	73.0%	82.2%	100.0%	100.0%	90.0%	65.8%	76.1%	100.0%
Slightly decrease	(2)	3	2	-	1	-	1	1	2	1	-	-	-	3	3	-
		10.2%	14.5%	-	7.4%	-	11.9%	9.2%	12.3%	17.8%	-	-	-	19.5%	11.5%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		2	2	*	-	-	1	1	1	-	-	-	-	2	2	-
		7.7%	12.9%	18.9%	-	-	10.4%	13.5%	8.6%	-	-	-	-	14.7%	8.6%	-
NETS																
Net: Increase		1	1	-	-	-	-	1	1	-	-	-	1	-	1	-
		3.4%	7.1%	-	-	-	-	9.6%	6.1%	-	-	-	10.0%	-	3.8%	-
Net: Decrease		3	2	-	1	-	1	1	2	1	-	-	-	3	3	-
		10.2%	14.5%	-	7.4%	-	11.9%	9.2%	12.3%	17.8%	-	-	-	19.5%	11.5%	-
Net: Increase + Stay the same		24	10	2	12	3	6	8	13	5	2	4	10	10	20	3
		82.1%	72.6%	81.1%	92.6%	100.0%	77.7%	77.3%	79.1%	82.2%	100.0%	100.0%	100.0%	65.8%	79.9%	100.0%
Mean score		2.9	2.9	3.0	2.9	3.0	2.9	3.0	2.9	2.8	3.0	3.0	3.1	2.8	2.9	3.0

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

COMRES

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	May 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	4	4	-	1	2	3	1	-	-	2	2	4	-
Weighted Total	4	4	-	1	2	3	1	-	-	2	2	4	-
	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	-
	23.7%	23.7%	-	-	50.0%	33.4%	-	-	-	-	45.0%	23.7%	-
Stay the same (3)	3	3	-	1	1	2	1	-	-	2	1	3	-
	76.3%	76.3%	-	100.0%	50.0%	66.6%	100.0%	-	-	100.0%	55.0%	76.3%	-
Slightly decrease (2)	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease (1)	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS													
Net: Increase	1	1	-	-	1	1	-	-	-	-	1	1	-
	23.7%	23.7%	-	-	50.0%	33.4%	-	-	-	-	45.0%	23.7%	-
Net: Decrease	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same	4	4	-	1	2	3	1	-	-	2	2	4	-
	100.0%	100.0%	-	100.0%	100.0%	100.0%	100.0%	-	-	100.0%	100.0%	100.0%	-
Mean score	3.2	3.2	-	3.0	3.5	3.3	3.0	-	-	3.0	3.4	3.2	-

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

		Total	WAVE			REGION						SIZE			SECTOR	
			March 2017	April 2017	May 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	14	2	9	2	7	7	13	6	3	4	10	11	23	2
Weighted Total		23	13	1	9	2	7	6	12	6	3	4	9	11	22	1
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	3	1	-	2	-	-	2	3	1	-	1	1	1	3	-
		12.4%	7.4%	-	21.4%	-	-	33.0%	24.8%	16.4%	-	25.9%	10.9%	9.0%	13.1%	-
Stay the same	(3)	18	11	1	6	2	7	4	8	4	2	3	8	8	17	1
		78.9%	84.8%	100.0%	67.5%	100.0%	100.0%	67.0%	66.2%	65.5%	68.6%	74.1%	89.1%	71.8%	77.6%	100.0%
Slightly decrease	(2)	1	1	-	-	-	-	-	1	1	-	-	-	1	1	-
		4.5%	7.8%	-	-	-	-	-	9.0%	18.1%	-	-	-	9.9%	4.8%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		1	-	-	1	-	-	-	-	-	1	-	-	1	1	-
		4.3%	-	-	11.2%	-	-	-	-	-	31.4%	-	-	9.4%	4.5%	-
NETS																
Net: Increase		3	1	-	2	-	-	2	3	1	-	1	1	1	3	-
		12.4%	7.4%	-	21.4%	-	-	33.0%	24.8%	16.4%	-	25.9%	10.9%	9.0%	13.1%	-
Net: Decrease		1	1	-	-	-	-	-	1	1	-	-	-	1	1	-
		4.5%	7.8%	-	-	-	-	-	9.0%	18.1%	-	-	-	9.9%	4.8%	-
Net: Increase + Stay the same		21	12	1	8	2	7	6	11	5	2	4	9	9	20	1
		91.2%	92.2%	100.0%	88.8%	100.0%	100.0%	100.0%	91.0%	81.9%	68.6%	100.0%	100.0%	80.8%	90.7%	100.0%
Mean score		3.1	3.0	3.0	3.2	3.0	3.0	3.3	3.2	3.0	3.0	3.3	3.1	3.0	3.1	3.0

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

COMRES

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

		Total	WAVE			REGION						SIZE			SECTOR	
			March 2017	April 2017	May 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	22	13	23	13	14	18	27	9	4	16	24	18	48	10
Weighted Total		56	23	11	22	12	15	15	24	9	4	17	22	17	47	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%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	5	3	2	1	1	3	1	2	1	-	2	3	1	4	1
		9.8%	12.2%	15.9%	4.2%	6.2%	18.0%	6.4%	8.1%	11.2%	-	10.1%	13.5%	4.8%	9.6%	10.6%
Stay the same	(3)	47	19	9	19	12	12	13	20	7	4	15	18	14	39	8
		84.2%	83.1%	80.2%	87.3%	93.8%	75.8%	84.7%	81.8%	76.7%	100.0%	89.9%	82.2%	81.4%	83.2%	89.4%
Slightly decrease	(2)	2	1	-	1	-	-	1	2	1	-	-	-	2	2	-
		3.6%	4.6%	-	4.2%	-	-	6.1%	8.3%	12.1%	-	-	-	11.4%	4.3%	-
Greatly decrease	(1)	1	-	-	1	-	1	-	-	-	-	-	1	-	1	-
		1.7%	-	-	4.2%	-	6.2%	-	-	-	-	-	4.4%	-	2.0%	-
Don't know		*	-	*	-	-	-	*	*	-	-	-	-	*	*	-
		.8%	-	3.9%	-	-	-	2.8%	1.8%	-	-	-	-	2.5%	.9%	-
NETS																
Net: Increase		5	3	2	1	1	3	1	2	1	-	2	3	1	4	1
		9.8%	12.2%	15.9%	4.2%	6.2%	18.0%	6.4%	8.1%	11.2%	-	10.1%	13.5%	4.8%	9.6%	10.6%
Net: Decrease		3	1	-	2	-	1	1	2	1	-	-	1	2	3	-
		5.3%	4.6%	-	8.5%	-	6.2%	6.1%	8.3%	12.1%	-	-	4.4%	11.4%	6.3%	-
Net: Increase + Stay the same		52	22	10	20	12	14	14	22	8	4	17	21	15	43	9
		94.0%	95.4%	96.1%	91.5%	100.0%	93.8%	91.1%	89.9%	87.9%	100.0%	100.0%	95.6%	86.1%	92.8%	100.0%
Mean score		3.0	3.1	3.2	2.9	3.1	3.1	3.0	3.0	3.0	3.0	3.1	3.0	2.9	3.0	3.1

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

COMRES

Jobs Outlook - Combined

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

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

			WAVE			REGION						SIZE			SECTOR	
		Total	March 2017	April 2017	May 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		23	10	5	8	6	7	6	9	3	1	6	10	7	19	4
Weighted Total		23	11	5	8	6	8	5	8	3	1	7	9	8	19	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)	4	3	-	1	1	1	1	2	1	-	2	2	-	4	-
		16.3%	26.1%	-	12.9%	15.8%	10.7%	18.4%	24.1%	34.7%	-	28.9%	20.4%	-	20.0%	-
Stay the same	(3)	20	8	5	7	5	7	4	6	2	1	5	7	8	15	4
		83.7%	73.9%	100.0%	87.1%	84.2%	89.3%	81.6%	75.9%	65.3%	100.0%	71.1%	79.6%	100.0%	80.0%	100.0%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																
Net: Increase		4	3	-	1	1	1	1	2	1	-	2	2	-	4	-
		16.3%	26.1%	-	12.9%	15.8%	10.7%	18.4%	24.1%	34.7%	-	28.9%	20.4%	-	20.0%	-
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		23	11	5	8	6	8	5	8	3	1	7	9	8	19	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%
Mean score		3.2	3.3	3.0	3.1	3.2	3.1	3.2	3.2	3.3	3.0	3.3	3.2	3.0	3.2	3.0

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

COMRES

Jobs Outlook - Combined

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

Technology

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

			WAVE			REGION						SIZE			SECTOR	
		Total	March 2017	April 2017	May 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	3	7	3	3	6	11	5	1	2	9	7	16	2
Weighted Total		17	9	2	7	4	3	5	10	5	1	2	8	8	16	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	-
		5.5%	11.0%	-	-	-	32.3%	-	-	-	-	-	-	12.6%	5.9%	-
Slightly increase	(4)	4	2	1	1	-	-	3	4	1	-	1	1	2	4	-
		20.3%	22.8%	33.0%	13.8%	-	-	51.4%	36.1%	20.4%	-	51.1%	12.5%	20.6%	21.9%	-
Stay the same	(3)	12	5	1	6	4	2	2	5	3	1	1	7	4	11	1
		68.2%	54.2%	67.0%	86.2%	100.0%	67.7%	48.6%	53.3%	58.0%	100.0%	48.9%	87.5%	52.9%	65.8%	100.0%
Slightly decrease	(2)	1	1	-	-	-	-	-	1	1	-	-	-	1	1	-
		6.0%	12.1%	-	-	-	-	-	10.7%	21.5%	-	-	-	13.9%	6.5%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																
Net: Increase		4	3	1	1	-	1	3	4	1	-	1	1	3	4	-
		25.8%	33.7%	33.0%	13.8%	-	32.3%	51.4%	36.1%	20.4%	-	51.1%	12.5%	33.2%	27.8%	-
Net: Decrease		1	1	-	-	-	-	-	1	1	-	-	-	1	1	-
		6.0%	12.1%	-	-	-	-	-	10.7%	21.5%	-	-	-	13.9%	6.5%	-
Net: Increase + Stay the same		16	8	2	7	4	3	5	9	4	1	2	8	6	15	1
		94.0%	87.9%	100.0%	100.0%	100.0%	100.0%	100.0%	89.3%	78.5%	100.0%	100.0%	100.0%	86.1%	93.5%	100.0%
Mean score		3.3	3.3	3.3	3.1	3.0	3.6	3.5	3.3	3.0	3.0	3.5	3.1	3.3	3.3	3.0

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

COMRES

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

	Total	WAVE			REGION						SIZE			SECTOR	
		March 2017	April 2017	May 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	107	44	26	37	24	29	31	45	14	9	36	36	35	88	19
Weighted Total	105	43	25	36	21	33	27	40	14	10	38	32	34	86	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	5	4	1	-	3	1	-	-	-	1	-	2	3	4	1
	11.8%	19.4%	11.2%	-	27.5%	7.8%	-	-	-	48.7%	-	14.6%	17.9%	12.0%	11.0%
Construction	4	1	-	3	1	1	2	2	-	-	2	-	2	4	-
	23.3%	15.4%	-	49.5%	34.7%	21.4%	31.1%	23.7%	-	-	27.4%	-	40.5%	27.4%	-
Drivers	5	2	1	2	2	2	-	-	-	1	2	2	1	4	1
	23.5%	21.2%	20.9%	28.0%	24.3%	28.6%	-	-	-	32.9%	24.9%	39.9%	12.3%	22.8%	26.4%
Education	2	-	1	1	-	2	-	-	-	-	-	2	-	2	-
	17.4%	-	100.0%	11.8%	-	36.1%	-	-	-	-	-	46.5%	-	17.4%	-
Engineering & technical	9	5	1	3	3	1	4	5	1	-	3	1	5	8	*
	36.8%	41.7%	21.8%	40.0%	44.3%	12.3%	60.1%	65.0%	100.0%	-	40.0%	19.5%	47.7%	37.1%	33.0%
Executive recruitment / interim management	2	1	1	-	-	-	1	2	1	-	1	-	1	2	-
	11.6%	14.4%	33.0%	-	-	-	20.3%	27.3%	34.6%	-	51.1%	-	8.9%	12.7%	-
Health & social care	4	1	2	1	-	1	1	1	-	2	-	1	3	4	-
	39.0%	100.0%	100.0%	16.3%	-	34.0%	51.3%	34.8%	-	62.3%	-	100.0%	36.2%	39.0%	-
Hospitality	4	1	-	3	-	-	3	3	-	1	-	3	1	4	-
	28.1%	19.6%	-	32.8%	-	-	42.3%	32.6%	-	33.8%	-	74.2%	12.6%	32.7%	-
Industrial	2	2	-	-	1	-	-	1	1	-	1	-	1	1	1
	7.1%	13.6%	-	-	13.5%	-	-	11.3%	49.8%	-	11.4%	-	8.6%	4.8%	16.4%
Legal & HR	1	1	-	-	-	1	-	-	-	-	-	-	1	1	-
	3.3%	6.9%	-	-	-	11.9%	-	-	-	-	-	-	6.3%	3.7%	-
Life sciences	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Marketing, media & creative	1	-	-	1	-	-	-	-	-	1	-	-	1	1	-
	4.3%	-	-	11.2%	-	-	-	-	-	31.4%	-	-	9.4%	4.5%	-
Office professionals	5	1	3	1	1	5	-	-	-	-	5	-	-	5	-
	9.7%	5.2%	30.1%	4.3%	6.2%	30.4%	-	-	-	-	32.2%	-	-	11.6%	-
Sales & retail	1	-	-	1	1	-	-	-	-	-	1	-	-	1	-
	4.3%	-	-	12.9%	15.8%	-	-	-	-	-	14.6%	-	-	5.3%	-

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

COMRES

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

	Total	WAVE			REGION						SIZE			SECTOR	
		March 2017	April 2017	May 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	107	44	26	37	24	29	31	45	14	9	36	36	35	88	19
Weighted Total	105	43	25	36	21	33	27	40	14	10	38	32	34	86	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	4	1	1	2	-	2	2	2	-	-	-	-	4	4	-
	21.1%	11.0%	33.0%	30.7%	-	71.9%	31.5%	15.9%	-	-	-	-	48.7%	22.7%	-
None	71	31	16	24	14	22	18	30	12	6	28	23	21	56	15
	67.9%	70.8%	64.0%	67.1%	64.1%	65.0%	67.6%	73.5%	85.2%	62.3%	71.7%	70.0%	61.5%	64.5%	83.6%
Net: Any	34	13	9	12	8	12	9	11	2	4	11	10	13	31	3
	32.1%	29.2%	36.0%	32.9%	35.9%	35.0%	32.4%	26.5%	14.8%	37.7%	28.3%	30.0%	38.5%	35.5%	16.4%

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

COMRES

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	123 100.0%	3 2.4%	3 2.3%	37 29.9%	31 25.3%	48 39.3%	1 .8%	6 4.7%	80 64.6%	4.0
Quality of service	123 100.0%	1 .8%	2 1.5%	3 2.5%	31 25.4%	85 69.1%	1 .8%	3 2.3%	116 94.5%	4.6
Brand image of the agency	123 100.0%	17 14.0%	28 22.7%	42 34.4%	27 21.7%	8 6.3%	1 .8%	45 36.8%	35 28.1%	2.8
Expertise of the agency, in terms of regions and sectors covered	123 100.0%	3 2.1%	4 3.4%	8 6.9%	41 33.2%	66 53.7%	1 .8%	7 5.5%	107 86.9%	4.3
Management information provided	123 100.0%	3 2.6%	12 10.0%	40 32.4%	44 35.4%	22 18.1%	2 1.5%	15 12.6%	66 53.5%	3.6
Membership of a trade of professional organisation	123 100.0%	14 11.2%	13 10.7%	46 37.0%	28 22.4%	21 17.1%	2 1.5%	27 21.9%	49 39.5%	3.2
Other	123 100.0%	- -	- -	1 .8%	2 1.6%	8 6.1%	113 91.5%	- -	9 7.7%	4.6

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

		Total	WAVE			REGION						SIZE			SECTOR	
			March 2017	April 2017	May 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	*b	c	*d	e	f	g	*h	*i	j	k	l	m	*n
Unweighted Total		125	53	29	43	29	34	36	50	14	12	45	41	39	104	21
Weighted Total		123	52	29	42	26	40	31	45	14	13	48	37	38	101	22
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	3	1	-	2	1	-	1	1	-	1	2	1	-	1	2
		2.4%	2.1%	-	4.5%	3.7%	-	3.0%	2.1%	-	8.7%	4.2%	2.5%	-	.9%	9.4%
2	(2)	3	-	1	2	2	-	-	-	-	1	2	1	-	2	1
		2.3%	-	3.0%	4.6%	7.1%	-	-	-	-	8.0%	3.9%	2.5%	-	1.8%	4.3%
3	(3)	37	16	14	7	6	19	6	8	2	4	22	7	8	29	8
		29.9%	30.1%	48.8%	16.5%	24.1%	47.0% fg	18.9%	17.6%	14.6%	31.3%	44.5% kl	18.5%	22.4%	28.3%	37.5%
4	(4)	31	14	5	12	4	10	9	15	6	2	12	11	8	25	6
		25.3%	28.0%	16.6%	28.0%	17.0%	24.2%	29.1%	33.6%	43.7%	16.2%	25.4%	30.1%	20.3%	24.4%	29.3%
5 Very important	(5)	48	20	9	19	11	12	15	21	6	4	11	17	21	44	4
		39.3%	38.0%	31.6%	46.4%	44.6%	28.8%	48.9%	46.7%	41.7%	35.8%	22.0%	46.3% j	54.8% j	43.6%	19.6%
N/A		1	1	-	-	1	-	-	-	-	-	-	-	1	1	-
		.8%	1.8%	-	-	3.6%	-	-	-	-	-	-	-	2.5%	.9%	-
NETS																
Net: Not important		6	1	1	4	3	-	1	1	-	2	4	2	-	3	3
		4.7%	2.1%	3.0%	9.1%	10.7%	-	3.0%	2.1%	-	16.7%	8.1%	5.1%	-	2.8%	13.7%
Net: Important		80	34	14	31	16	21	24	36	12	7	23	28	28	69	11
		64.6%	66.0%	48.2%	74.4%	61.6%	53.0%	78.0% e	80.3% e	85.4%	52.0%	47.4%	76.4% j	75.1% j	68.0%	48.9%
Mean score		4.0	4.0	3.8	4.1	4.0	3.8	4.2	4.2 e	4.3	3.6	3.6	4.2 j	4.3 j	4.1	3.5

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

ComRes

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

		Total	WAVE			REGION						SIZE			SECTOR	
			March 2017	April 2017	May 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	*b	c	*d	e	f	g	*h	*i	j	k	l	m	*n
Unweighted Total		125	53	29	43	29	34	36	50	14	12	45	41	39	104	21
Weighted Total		123	52	29	42	26	40	31	45	14	13	48	37	38	101	22
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	1	-	-	1	-	-	1	1	-	-	1	-	-	1	-
		.8%	-	-	2.2%	-	-	3.0%	2.1%	-	-	1.9%	-	-	.9%	-
2	(2)	2	1	-	1	2	-	-	-	-	-	-	2	-	1	1
		1.5%	1.7%	-	2.2%	7.2%	-	-	-	-	-	-	5.0%	-	.9%	4.3%
3	(3)	3	1	-	2	1	1	-	1	1	-	3	-	-	3	-
		2.5%	2.0%	-	4.8%	3.9%	2.5%	-	2.3%	7.7%	-	6.3%	-	-	3.0%	-
4	(4)	31	11	13	7	4	13	8	10	2	3	18	6	7	23	9
		25.4%	21.2%	45.4%	16.6%	17.3%	33.6%	27.3%	23.4%	14.6%	22.9%	38.1%	15.9%	18.4%	22.3%	39.8%
												k				
5 Very important	(5)	85	38	16	31	17	26	22	32	11	10	26	29	30	73	12
		69.1%	73.3%	54.6%	74.1%	68.0%	63.9%	69.7%	72.2%	77.8%	77.1%	53.7%	79.1%	79.1%	71.9%	55.9%
													j	j		
N/A		1	1	-	-	1	-	-	-	-	-	-	-	1	1	-
		.8%	1.8%	-	-	3.6%	-	-	-	-	-	-	-	2.5%	.9%	-
NETS																
Net: Not important		3	1	-	2	2	-	1	1	-	-	1	2	-	2	1
		2.3%	1.7%	-	4.5%	7.2%	-	3.0%	2.1%	-	-	1.9%	5.0%	-	1.8%	4.3%
Net: Important		116	49	29	38	22	39	30	43	13	13	44	35	37	96	21
		94.5%	94.4%	100.0%	90.7%	85.3%	97.5%	97.0%	95.6%	92.3%	100.0%	91.8%	95.0%	97.5%	94.3%	95.7%
Mean score		4.6	4.7	4.5	4.6	4.5	4.6	4.6	4.6	4.7	4.8	4.4	4.7	4.8	4.6	4.5
														j		

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

Prepared by ComRes

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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

		Total	WAVE			REGION						SIZE			SECTOR	
			March 2017	April 2017	May 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	*b	c	*d	e	f	g	*h	*i	j	k	l	m	*n
Unweighted Total		125	53	29	43	29	34	36	50	14	12	45	41	39	104	21
Weighted Total		123	52	29	42	26	40	31	45	14	13	48	37	38	101	22
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	17	7	4	6	3	5	7	7	-	2	12	2	4	14	4
		14.0%	13.8%	14.5%	14.0%	12.5%	13.5%	21.2%	14.8%	-	16.1%	23.9% k	4.9%	10.2%	13.5%	16.4%
2	(2)	28	11	6	10	5	11	5	9	4	3	13	9	6	26	2
		22.7%	22.2%	21.8%	24.0%	20.4%	27.5%	15.6%	19.6%	28.6%	23.6%	27.3%	24.1%	15.6%	25.3%	10.6%
3	(3)	42	21	7	14	7	15	13	19	6	1	12	19	12	35	8
		34.4%	41.1%	25.3%	32.6%	29.2%	36.8%	42.2%	42.7%	43.9%	8.0%	23.7%	51.5% j	31.4%	34.1%	36.1%
4	(4)	27	8	9	10	8	8	5	7	3	3	11	5	10	19	8
		21.7%	15.6%	31.0%	22.7%	30.9%	20.9%	15.0%	16.7%	20.6%	23.3%	23.1%	14.4%	27.1%	18.5%	36.9%
5 Very important	(5)	8	3	2	3	1	1	2	3	1	4	1	2	5	8	-
		6.3%	5.5%	7.4%	6.6%	3.4%	1.3%	5.9%	6.2%	6.9%	29.0%	2.0%	5.2%	13.2% j	7.7%	-
N/A		1	1	-	-	1	-	-	-	-	-	-	-	1	1	-
		.8%	1.8%	-	-	3.6%	-	-	-	-	-	-	-	2.5%	.9%	-
NETS																
Net: Not important		45	19	11	16	8	16	11	15	4	5	25	11	10	39	6
		36.8%	36.0%	36.3%	38.0%	32.9%	41.0%	36.8%	34.3%	28.6%	39.7%	51.2% kl	29.0%	25.8%	38.8%	27.0%
Net: Important		35	11	11	12	9	9	7	10	4	7	12	7	15	27	8
		28.1%	21.1%	38.4%	29.3%	34.3%	22.1%	21.0%	23.0%	27.5%	52.4%	25.1%	19.5%	40.3% k	26.2%	36.9%
Mean score		2.8	2.8	2.9	2.8	2.9	2.7	2.7	2.8	3.1	3.3	2.5	2.9	3.2 j	2.8	2.9

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

		Total	WAVE			REGION						SIZE			SECTOR	
			March 2017	April 2017	May 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	*b	c	*d	e	f	g	*h	*i	j	k	l	m	*n
Unweighted Total		125	53	29	43	29	34	36	50	14	12	45	41	39	104	21
Weighted Total		123	52	29	42	26	40	31	45	14	13	48	37	38	101	22
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	3	-	1	2	1	-	2	2	-	-	2	1	-	2	1
		2.1%	-	2.2%	4.5%	3.7%	-	5.1%	3.5%	-	-	3.3%	2.5%	-	1.6%	4.3%
2	(2)	4	1	-	3	-	3	1	1	-	-	1	1	2	4	-
		3.4%	1.9%	-	7.7%	-	8.0%	3.1%	2.1%	-	-	2.1%	2.6%	5.9%	4.1%	-
3	(3)	8	4	3	2	-	5	3	3	-	1	5	1	3	8	-
		6.9%	7.9%	8.6%	4.5%	-	11.6%	9.3%	6.4%	-	7.5%	9.7%	2.6%	7.5%	8.4%	-
4	(4)	41	14	14	12	11	12	9	13	4	5	18	16	7	30	11
		33.2%	27.8%	47.8%	29.6%	44.7%	29.0%	28.7%	28.7%	28.6%	39.5%	36.7%	42.9% l	19.2%	29.9%	48.8%
5 Very important	(5)	66	31	12	23	12	21	17	27	10	7	23	18	24	56	10
		53.7%	60.7%	41.4%	53.7%	48.1%	51.4%	53.8%	59.2%	71.4%	53.0%	48.3%	49.4%	64.9%	55.1%	46.9%
N/A		1	1	-	-	1	-	-	-	-	-	-	-	1	1	-
		.8%	1.8%	-	-	3.6%	-	-	-	-	-	-	-	2.5%	.9%	-
NETS																
Net: Not important		7	1	1	5	1	3	3	3	-	-	3	2	2	6	1
		5.5%	1.9%	2.2%	12.2% a	3.7%	8.0%	8.2%	5.7%	-	-	5.4%	5.1%	5.9%	5.7%	4.3%
Net: Important		107	46	26	35	24	32	26	39	14	12	41	34	32	86	21
		86.9%	88.5%	89.2%	83.3%	92.7%	80.3%	82.6%	87.9%	100.0%	92.5%	85.0%	92.2%	84.1%	85.0%	95.7%
Mean score		4.3	4.5	4.3	4.2	4.4	4.2	4.2	4.4	4.7	4.5	4.2	4.3	4.5	4.3	4.3

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

COMRES

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

		Total	WAVE			REGION						SIZE			SECTOR	
			March 2017	April 2017	May 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	*b	c	*d	e	f	g	*h	*i	j	k	l	m	*n
Unweighted Total		125	53	29	43	29	34	36	50	14	12	45	41	39	104	21
Weighted Total		123	52	29	42	26	40	31	45	14	13	48	37	38	101	22
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	3	-	-	3	-	2	1	1	-	-	1	2	-	3	-
		2.6%	-	-	7.6%	-	5.6%	3.0%	2.1%	-	-	1.9%	6.1%	-	3.2%	-
					a											
2	(2)	12	7	1	5	4	4	4	4	-	-	4	3	5	11	1
		10.0%	12.7%	1.8%	12.3%	14.5%	10.4%	14.1%	9.8%	-	-	8.0%	9.3%	13.2%	11.1%	4.8%
3	(3)	40	23	6	11	5	13	9	15	6	6	16	14	10	32	8
		32.4%	44.8%	20.5%	25.5%	20.8%	33.3%	30.1%	34.2%	43.7%	46.8%	32.4%	38.6%	26.3%	31.7%	35.8%
4	(4)	44	14	13	16	8	17	12	15	4	3	17	14	13	35	9
		35.4%	27.5%	44.1%	39.0%	32.4%	41.7%	37.5%	34.6%	27.8%	24.2%	34.9%	36.6%	34.7%	34.0%	41.6%
5 Very important	(5)	22	6	10	7	7	4	4	8	4	4	11	3	8	18	4
		18.1%	11.4%	33.6%	15.6%	28.8%	9.0%	12.2%	17.2%	28.5%	29.0%	22.8%	9.5%	20.7%	18.2%	17.8%
N/A		2	2	-	-	1	-	1	1	-	-	-	-	2	2	-
		1.5%	3.6%	-	-	3.6%	-	3.1%	2.1%	-	-	-	-	5.0%	1.9%	-
NETS																
Net: Not important		15	7	1	8	4	6	5	5	-	-	5	6	5	14	1
		12.6%	12.7%	1.8%	19.9%	14.5%	16.0%	17.1%	11.9%	-	-	9.9%	15.4%	13.2%	14.2%	4.8%
Net: Important		66	20	23	23	16	20	16	23	8	7	28	17	21	53	13
		53.5%	38.9%	77.7%	54.6%	61.2%	50.6%	49.8%	51.8%	56.3%	53.2%	57.7%	46.0%	55.4%	52.3%	59.4%
Mean score		3.6	3.4	4.1	3.4	3.8	3.4	3.4	3.6	3.8	3.8	3.7	3.3	3.7	3.5	3.7

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

COMRES

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 of professional organisation
Base: All who recruit temporary agency workers

		Total	WAVE			REGION						SIZE			SECTOR	
			March 2017	April 2017	May 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	*b	c	*d	e	f	g	*h	*i	j	k	l	m	*n
Unweighted Total		125	53	29	43	29	34	36	50	14	12	45	41	39	104	21
Weighted Total		123 100.0%	52 100.0%	29 100.0%	42 100.0%	26 100.0%	40 100.0%	31 100.0%	45 100.0%	14 100.0%	13 100.0%	48 100.0%	37 100.0%	38 100.0%	101 100.0%	22 100.0%
1 Not at all important	(1)	14 11.2%	8 14.8%	1 4.4%	5 11.6%	4 14.9%	1 2.6%	7 22.4% e	9 19.9% e	2 14.4%	- -	6 13.2%	3 7.1%	5 12.8%	11 10.7%	3 13.6%
2	(2)	13 10.7%	6 11.3%	3 11.0%	4 9.8%	3 11.8%	5 13.1%	3 9.5%	5 10.9%	2 14.3%	- -	7 15.1%	3 8.4%	3 7.2%	12 11.7%	1 6.2%
3	(3)	46 37.0%	18 34.1%	10 35.1%	18 42.0%	5 19.5%	18 44.4%	13 40.6%	18 39.3%	5 36.6%	5 41.1%	15 31.7%	12 31.4%	19 49.4%	39 38.0%	7 32.3%
4	(4)	28 22.4%	12 23.1%	8 27.2%	8 18.2%	6 21.5%	8 20.8%	5 16.9%	10 22.3%	5 34.8%	4 29.9%	14 29.2% l	10 27.7% l	3 8.5%	22 21.2%	6 27.9%
5 Very important	(5)	21 17.1%	7 13.1%	7 22.3%	8 18.4%	7 28.7%	8 19.1%	2 7.7%	2 5.4%	- -	4 29.0%	5 10.8%	9 25.4%	6 17.1%	17 16.5%	4 20.1%
N/A		2 1.5%	2 3.6%	- -	- -	1 3.6%	- -	1 3.1%	1 2.1%	- -	- -	- -	- -	2 5.0%	2 1.9%	- -
NETS																
Net: Not important		27 21.9%	13 26.1%	5 15.4%	9 21.4%	7 26.7%	6 15.7%	10 31.8%	14 30.9%	4 28.6%	- -	14 28.3%	6 15.5%	8 20.0%	23 22.4%	4 19.7%
Net: Important		49 39.5%	19 36.2%	15 49.5%	15 36.6%	13 50.2%	16 39.9%	8 24.6%	12 27.7%	5 34.8%	7 58.9%	19 40.0%	20 53.1% l	10 25.6%	38 37.7%	10 48.0%
Mean score		3.2	3.1	3.5	3.2	3.4	3.4 fg	2.8	2.8	2.9	3.9	3.1	3.6	3.1	3.2	3.3

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

COMRES

Jobs Outlook - Combined

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

Other
Base: All who recruit temporary agency workers

			WAVE			REGION						SIZE			SECTOR	
		Total	March 2017	April 2017	May 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	*b	c	*d	e	f	g	*h	*i	j	k	l	m	*n
Unweighted Total		125	53	29	43	29	34	36	50	14	12	45	41	39	104	21
Weighted Total		123	52	29	42	26	40	31	45	14	13	48	37	38	101	22
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
3	(3)	1	1	-	-	1	-	-	-	-	-	-	1	-	1	-
		.8%	1.9%	-	-	3.8%	-	-	-	-	-	-	2.6%	-	1.0%	-
4	(4)	2	-	-	2	-	-	1	2	1	-	-	2	-	1	1
		1.6%	-	-	4.7%	-	-	3.3%	4.4%	6.9%	-	-	5.4%	-	.9%	4.8%
5 Very important	(5)	8	1	1	6	2	3	2	2	1	-	4	2	2	6	2
		6.1%	1.7%	2.2%	14.2%	6.9%	8.1%	5.1%	5.6%	6.7%	-	7.2%	5.3%	5.4%	5.6%	8.4%
					a											
N/A		113	50	29	34	23	37	29	40	12	13	45	32	36	94	19
		91.5%	96.4%	97.8%	81.0%	89.3%	91.9%	91.6%	90.0%	86.3%	100.0%	92.8%	86.7%	94.6%	92.5%	86.8%
			c													
NETS																
Net: Not important		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Important		9	1	1	8	2	3	3	4	2	-	4	4	2	7	3
		7.7%	1.7%	2.2%	19.0%	6.9%	8.1%	8.4%	10.0%	13.7%	-	7.2%	10.7%	5.4%	6.5%	13.2%
					a											
Mean score		4.6	3.9	5.0	4.8	4.3	5.0	4.6	4.6	4.5	-	5.0	4.2	5.0	4.6	4.6

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

ComRes

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)	123 100.0%	12 9.9%	7 5.6%	26 21.1%	38 31.2%	40 32.2%	19 15.6%	78 63.4%	3.7
Responding to growth, as new customers are won	123 100.0%	19 15.1%	9 7.2%	30 24.0%	48 38.9%	18 14.9%	27 22.3%	66 53.8%	3.3
Managing fast changing organisational requirements	123 100.0%	12 10.0%	9 7.2%	42 34.0%	37 29.7%	23 19.0%	21 17.2%	60 48.8%	3.4
Covering short term staff leave or absences	123 100.0%	14 11.6%	8 6.6%	25 20.3%	32 25.9%	44 35.7%	22 18.1%	76 61.6%	3.7
Helping to keep running costs down	123 100.0%	30 24.5%	9 7.4%	26 21.1%	34 28.0%	23 19.1%	39 31.9%	58 47.0%	3.1
Managing uncertainty during economic downturn or at other times	123 100.0%	23 18.4%	10 8.0%	52 42.6%	25 20.0%	14 11.0%	32 26.4%	38 31.0%	3.0
Providing short term access to key strategic skills	123 100.0%	15 12.4%	13 10.9%	37 30.3%	37 29.7%	21 16.8%	29 23.2%	57 46.4%	3.3

Jobs Outlook - Combined

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

Meeting peaks in demand at certain times of year (seasonality)
Base: All who recruit temporary agency workers

		Total	WAVE			REGION						SIZE			SECTOR	
			March 2017	April 2017	May 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	*b	c	*d	e	f	g	*h	*i	j	k	l	m	*n
Unweighted Total		125	53	29	43	29	34	36	50	14	12	45	41	39	104	21
Weighted Total		123	52	29	42	26	40	31	45	14	13	48	37	38	101	22
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	12	3	1	8	3	1	6	6	1	2	3	7	3	9	3
		9.9%	5.6%	5.0%	18.7%	10.6%	2.7%	17.7%	14.3%	6.7%	15.8%	5.8%	18.5%	6.9%	9.1%	13.7%
					a			e								
2	(2)	7	3	2	2	1	2	1	4	3	1	3	4	1	7	-
		5.6%	5.6%	6.5%	5.0%	3.4%	4.2%	1.7%	7.8%	21.8%	7.0%	6.0%	9.5%	1.4%	6.8%	-
3	(3)	26	13	6	7	7	12	5	7	2	-	11	8	7	23	3
		21.1%	24.2%	21.4%	17.0%	27.0%	29.2%	17.1%	16.3%	14.6%	-	21.7%	22.0%	19.4%	22.6%	13.8%
4	(4)	38	16	13	9	8	17	7	10	3	3	20	8	10	30	9
		31.2%	31.8%	43.0%	22.1%	31.1%	42.4%	23.8%	23.2%	21.7%	24.1%	42.2%	22.4%	25.6%	29.5%	39.2%
5 Very important	(5)	40	17	7	16	7	9	12	17	5	7	12	10	18	32	7
		32.2%	32.8%	24.1%	37.1%	28.0%	21.5%	39.7%	38.3%	35.1%	53.1%	24.3%	27.7%	46.8%	31.9%	33.3%
														j		
NETS																
Net: Not important		19	6	3	10	4	3	6	10	4	3	6	10	3	16	3
		15.6%	11.2%	11.5%	23.8%	14.0%	6.9%	19.4%	22.2%	28.6%	22.8%	11.8%	27.9%	8.2%	16.0%	13.7%
													l			
Net: Important		78	33	20	25	15	26	20	28	8	10	32	19	27	62	16
		63.4%	64.6%	67.1%	59.2%	59.1%	63.9%	63.6%	61.5%	56.8%	77.2%	66.5%	50.1%	72.4%	61.4%	72.5%
														k		
Mean score		3.7	3.8	3.7	3.5	3.6	3.8	3.7	3.6	3.6	3.9	3.7	3.3	4.0	3.7	3.8
														k		

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

COMRES

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

		Total	WAVE			REGION						SIZE			SECTOR	
			March 2017	April 2017	May 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	*b	c	*d	e	f	g	*h	*i	j	k	l	m	*n
Unweighted Total		125	53	29	43	29	34	36	50	14	12	45	41	39	104	21
Weighted Total		123	52	29	42	26	40	31	45	14	13	48	37	38	101	22
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	19	4	1	14	2	5	8	9	1	3	4	9	6	15	4
		15.1%	7.3%	3.1%	33.2%	7.1%	13.4%	24.4%	19.0%	6.7%	23.0%	7.5%	24.3%	16.0%	14.5%	17.8%
					a								j			
2	(2)	9	4	1	4	2	1	3	5	2	1	3	2	5	9	-
		7.2%	7.6%	4.2%	8.7%	9.1%	2.1%	8.1%	10.1%	14.6%	9.0%	5.4%	4.2%	12.4%	8.7%	-
3	(3)	30	16	10	3	7	10	5	10	5	3	11	10	8	25	4
		24.0%	31.5%	34.5%	7.3%	25.8%	25.2%	16.9%	22.9%	36.5%	20.2%	23.2%	27.1%	21.9%	24.8%	19.9%
			c													
4	(4)	48	20	13	14	10	18	11	17	6	3	25	10	12	36	12
		38.9%	38.7%	45.6%	34.5%	38.5%	44.4%	36.5%	38.2%	42.2%	24.6%	51.8%	28.3%	32.8%	35.6%	54.4%
												k				
5 Very important	(5)	18	8	4	7	5	6	4	4	-	3	6	6	6	17	2
		14.9%	14.9%	12.6%	16.4%	19.5%	15.0%	14.1%	9.8%	-	23.2%	12.2%	16.2%	16.9%	16.4%	7.9%
NETS																
Net: Not important		27	8	2	18	4	6	10	13	3	4	6	11	11	24	4
		22.3%	14.9%	7.3%	41.8%	16.2%	15.5%	32.5%	29.1%	21.3%	32.0%	12.8%	28.4%	28.4%	23.2%	17.8%
					a											
Net: Important		66	28	17	21	15	24	16	22	6	6	31	16	19	53	14
		53.8%	53.6%	58.2%	50.9%	58.0%	59.3%	50.5%	48.0%	42.2%	47.8%	64.0%	44.5%	49.7%	51.9%	62.3%
Mean score		3.3	3.5	3.6	2.9	3.5	3.5	3.1	3.1	3.1	3.2	3.6	3.1	3.2	3.3	3.3
			c													

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

ComRes

Jobs Outlook - Combined

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

Managing fast changing organisational requirements

Base: All who recruit temporary agency workers

				WAVE			REGION						SIZE			SECTOR	
		Total	March 2017	April 2017	May 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	*b	c	*d	e	f	g	*h	*i	j	k	l	m	*n
Unweighted Total		125	53	29	43	29	34	36	50	14	12	45	41	39	104	21
Weighted Total		123	52	29	42	26	40	31	45	14	13	48	37	38	101	22
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	12	3	2	8	2	4	4	5	1	1	4	4	4	10	2
		10.0%	5.9%	5.1%	18.4%	7.1%	10.5%	14.0%	11.8%	6.7%	7.5%	8.0%	10.5%	11.9%	10.3%	8.4%
2	(2)	9	4	2	3	3	2	-	2	2	2	4	3	2	7	2
		7.2%	7.9%	7.2%	6.4%	10.1%	5.8%	-	4.4%	14.6%	15.7%	8.1%	7.5%	5.8%	6.9%	8.9%
3	(3)	42	20	11	11	10	13	9	13	4	5	18	13	11	35	7
		34.0%	38.8%	36.3%	26.6%	40.9%	33.2%	30.0%	29.8%	29.3%	37.7%	38.0%	35.0%	28.0%	34.5%	31.8%
4	(4)	37	15	12	10	7	15	9	13	4	1	14	13	9	31	6
		29.7%	29.1%	39.3%	23.9%	28.4%	37.8%	29.5%	29.4%	29.0%	7.9%	29.9%	35.2%	24.2%	30.2%	27.7%
5 Very important	(5)	23	10	4	10	3	5	8	11	3	4	8	4	11	18	5
		19.0%	18.4%	12.0%	24.7%	13.5%	12.6%	26.4%	24.6%	20.4%	31.1%	16.0%	11.8%	30.1%	18.1%	23.2%
														k		
NETS																
Net: Not important		21	7	4	10	4	7	4	7	3	3	8	7	7	17	4
		17.2%	13.7%	12.3%	24.8%	17.2%	16.3%	14.0%	16.2%	21.3%	23.2%	16.1%	18.0%	17.7%	17.1%	17.3%
Net: Important		60	25	15	20	11	20	17	24	7	5	22	17	20	49	11
		48.8%	47.5%	51.4%	48.6%	42.0%	50.4%	56.0%	54.0%	49.4%	39.0%	45.9%	47.0%	54.3%	48.3%	50.9%
Mean score		3.4	3.5	3.5	3.3	3.3	3.4	3.5	3.5	3.4	3.4	3.4	3.3	3.5	3.4	3.5

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

		Total	WAVE			REGION						SIZE			SECTOR	
			March 2017	April 2017	May 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	*b	c	*d	e	f	g	*h	*i	j	k	l	m	*n
Unweighted Total		125	53	29	43	29	34	36	50	14	12	45	41	39	104	21
Weighted Total		123	52	29	42	26	40	31	45	14	13	48	37	38	101	22
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	14	6	5	4	3	5	3	4	1	2	6	6	2	12	2
		11.6%	11.0%	15.7%	9.3%	13.4%	12.0%	10.2%	9.1%	6.7%	14.9%	12.7%	17.5%	4.2%	12.2%	8.4%
2	(2)	8	4	1	3	2	2	3	4	1	-	1	4	3	7	1
		6.6%	7.2%	4.7%	7.1%	6.7%	6.2%	9.4%	8.6%	6.9%	-	1.8%	10.6%	8.6%	7.1%	3.8%
3	(3)	25	14	7	4	3	10	7	10	3	2	13	5	7	22	3
		20.3%	27.9%	22.8%	9.3%	12.4%	25.0%	21.4%	21.7%	22.5%	16.5%	27.2%	13.5%	18.1%	21.4%	15.1%
			c													
4	(4)	32	13	5	14	9	10	8	10	3	3	12	11	8	24	8
		25.9%	25.9%	16.7%	32.2%	34.5%	23.8%	24.4%	23.3%	20.8%	23.6%	25.0%	30.4%	22.6%	23.9%	34.9%
5 Very important	(5)	44	15	12	18	8	13	11	17	6	6	16	10	17	36	8
		35.7%	28.1%	40.0%	42.1%	33.0%	32.9%	34.6%	37.2%	43.1%	44.9%	33.3%	27.9%	46.4%	35.3%	37.7%
NETS																
Net: Not important		22	9	6	7	5	7	6	8	2	2	7	10	5	20	3
		18.1%	18.2%	20.4%	16.4%	20.1%	18.2%	19.6%	17.8%	13.7%	14.9%	14.5%	28.1%	12.9%	19.4%	12.2%
Net: Important		76	28	17	31	17	23	18	27	9	9	28	22	26	60	16
		61.6%	53.9%	56.7%	74.4%	67.5%	56.8%	59.0%	60.5%	63.9%	68.6%	58.3%	58.3%	69.0%	59.2%	72.6%
					a											
Mean score		3.7	3.5	3.6	3.9	3.7	3.6	3.6	3.7	3.9	3.8	3.6	3.4	4.0	3.6	3.9

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

COMRES

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

		Total	WAVE			REGION						SIZE			SECTOR	
			March 2017	April 2017	May 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	*b	c	*d	e	f	g	*h	*i	j	k	l	m	*n
Unweighted Total		125	53	29	43	29	34	36	50	14	12	45	41	39	104	21
Weighted Total		123	52	29	42	26	40	31	45	14	13	48	37	38	101	22
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	30	12	5	13	7	7	8	10	2	6	12	11	8	24	6
		24.5%	23.9%	17.5%	30.1%	27.8%	17.6%	26.2%	22.4%	13.8%	47.3%	24.9%	28.6%	20.0%	23.7%	28.4%
2	(2)	9	3	2	4	1	5	2	3	1	-	3	3	4	9	-
		7.4%	5.8%	6.3%	10.1%	5.2%	12.2%	6.2%	6.4%	6.9%	-	5.8%	7.0%	9.8%	9.0%	-
3	(3)	26	15	5	6	6	10	5	8	3	2	11	8	7	23	3
		21.1%	29.8%	16.1%	13.7%	24.5%	24.2%	15.9%	17.5%	21.3%	16.6%	21.8%	22.3%	18.9%	22.9%	12.4%
4	(4)	34	14	11	10	7	11	8	14	6	2	18	9	8	24	10
		28.0%	26.1%	37.7%	23.4%	27.4%	28.2%	26.5%	31.6%	43.3%	15.3%	37.3%	23.5%	20.4%	24.0%	46.8%
5 Very important	(5)	23	7	7	9	4	7	8	10	2	3	5	7	12	21	3
		19.1%	14.3%	22.4%	22.6%	15.1%	17.8%	25.3%	22.0%	14.6%	20.7%	10.2%	18.6%	30.9%	20.5%	12.4%
														j		
NETS																
Net: Not important		39	15	7	17	8	12	10	13	3	6	15	13	11	33	6
		31.9%	29.8%	23.8%	40.2%	33.1%	29.8%	32.3%	28.8%	20.8%	47.3%	30.7%	35.6%	29.8%	32.7%	28.4%
Net: Important		58	21	18	19	11	18	16	24	8	5	23	16	19	45	13
		47.0%	40.4%	60.1%	46.0%	42.4%	46.0%	51.8%	53.6%	57.9%	36.0%	47.5%	42.1%	51.2%	44.4%	59.2%
Mean score		3.1	3.0	3.4	3.0	3.0	3.2	3.2	3.2	3.4	2.6	3.0	3.0	3.3	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

		Total	WAVE			REGION						SIZE			SECTOR	
			March 2017	April 2017	May 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	*b	c	*d	e	f	g	*h	*i	j	k	l	m	*n
Unweighted Total		125	53	29	43	29	34	36	50	14	12	45	41	39	104	21
Weighted Total		123	52	29	42	26	40	31	45	14	13	48	37	38	101	22
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	23	8	3	12	3	6	8	9	1	5	9	8	5	18	4
		18.4%	14.7%	10.5%	28.4%	10.0%	15.5%	25.7%	19.9%	6.7%	39.3%	19.2%	21.8%	14.0%	18.1%	19.9%
2	(2)	10	3	1	6	3	3	1	3	2	2	3	2	4	8	2
		8.0%	5.8%	3.5%	13.9%	10.2%	6.5%	1.7%	5.6%	14.6%	16.7%	6.3%	6.5%	11.7%	7.7%	9.4%
3	(3)	52	25	19	8	8	21	14	21	7	3	25	17	10	42	10
		42.6%	48.7% c	65.3%	19.1%	31.3%	51.9%	45.3%	47.0%	50.7%	20.2%	52.2% l	47.0%	25.8%	41.8%	46.2%
4	(4)	25	13	3	9	6	9	7	9	2	1	7	6	12	22	3
		20.0%	25.1%	10.0%	20.8%	25.0%	21.5%	21.4%	19.2%	14.3%	7.9%	13.5%	17.2%	31.2%	21.6%	12.6%
5 Very important	(5)	14	3	3	7	6	2	2	4	2	2	4	3	7	11	3
		11.0%	5.7%	10.6%	17.8%	23.5%	4.6%	5.9%	8.3%	13.7%	15.8%	8.8%	7.4%	17.3%	10.8%	12.0%
NETS																
Net: Not important		32	11	4	18	5	9	9	11	3	7	12	10	10	26	6
		26.4%	20.5%	14.1%	42.3% a	20.3%	22.0%	27.4%	25.5%	21.3%	56.1%	25.5%	28.3%	25.7%	25.8%	29.2%
Net: Important		38	16	6	16	12	10	9	12	4	3	11	9	18	33	5
		31.0%	30.8%	20.7%	38.6%	48.5%	26.0%	27.3%	27.5%	28.0%	23.7%	22.4%	24.6%	48.5% jk	32.4%	24.6%
Mean score		3.0	3.0	3.1	2.9	3.4	2.9	2.8	2.9	3.1	2.4	2.9	2.8	3.3	3.0	2.9

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

ComRes

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

		Total	WAVE			REGION						SIZE			SECTOR	
			March 2017	April 2017	May 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	*b	c	*d	e	f	g	*h	*i	j	k	l	m	*n
Unweighted Total		125	53	29	43	29	34	36	50	14	12	45	41	39	104	21
Weighted Total		123	52	29	42	26	40	31	45	14	13	48	37	38	101	22
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	15	7	1	7	4	2	4	7	3	2	6	6	4	12	3
		12.4%	13.2%	4.8%	16.7%	14.0%	5.6%	14.4%	16.4%	21.0%	16.3%	11.4%	15.4%	10.8%	12.0%	14.1%
2	(2)	13	7	4	3	2	2	3	6	3	3	4	5	5	11	2
		10.9%	13.3%	12.0%	7.0%	8.6%	4.1%	11.1%	14.3%	21.6%	24.9%	7.3%	14.3%	12.0%	11.3%	9.0%
3	(3)	37	13	9	15	6	16	12	13	1	3	17	10	11	30	8
		30.3%	25.6%	31.9%	35.0%	22.9%	39.6%	38.8%	29.1%	7.0%	20.2%	34.2%	26.4%	29.2%	29.3%	35.0%
4	(4)	37	18	10	9	9	12	6	11	5	4	18	8	10	29	7
		29.7%	34.7%	33.5%	20.8%	34.6%	31.0%	20.5%	25.2%	35.9%	31.1%	37.1%	21.9%	27.7%	28.9%	33.3%
5 Very important	(5)	21	7	5	9	5	8	5	7	2	1	5	8	8	19	2
		16.8%	13.1%	17.8%	20.6%	19.9%	19.7%	15.2%	15.0%	14.4%	7.5%	10.0%	22.1%	20.3%	18.5%	8.6%
NETS																
Net: Not important		29	14	5	10	6	4	8	14	6	5	9	11	9	24	5
		23.2%	26.5%	16.8%	23.7%	22.6%	9.7%	25.5%	30.7%	42.6%	41.2%	18.7%	29.6%	22.8%	23.3%	23.1%
									e							
Net: Important		57	25	15	17	14	20	11	18	7	5	23	16	18	48	9
		46.4%	47.8%	51.3%	41.3%	54.5%	50.7%	35.7%	40.2%	50.3%	38.6%	47.1%	44.0%	48.0%	47.4%	41.9%
Mean score		3.3	3.2	3.5	3.2	3.4	3.6	3.1	3.1	3.0	2.9	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

ComRes

Jobs Outlook - Combined

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

	Total	WAVE			REGION						SIZE			SECTOR	
		March 2017	April 2017	May 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	*b	c	*d	e	f	g	*h	*i	j	k	l	m	*n
Unweighted Total	125	53	29	43	29	34	36	50	14	12	45	41	39	104	21
Weighted Total	123 100.0%	52 100.0%	29 100.0%	42 100.0%	26 100.0%	40 100.0%	31 100.0%	45 100.0%	14 100.0%	13 100.0%	48 100.0%	37 100.0%	38 100.0%	101 100.0%	22 100.0%
Temporary agency workers earn more than they would if they were permanent	20 16.6%	10 19.4%	6 19.2%	5 11.1%	3 10.2%	5 12.6%	8 25.7%	11 24.7%	3 22.3%	2 13.2%	8 15.9%	6 16.4%	7 17.5%	17 17.1%	3 13.9%
Temporary agency workers earn less than they would if they were permanent	20 16.4%	5 9.2%	8 26.4%	8 18.4%	3 10.1%	9 22.2%	4 12.7%	7 15.3%	3 21.1%	2 15.0%	13 27.1% kl	4 10.2%	3 8.8%	15 14.6%	5 24.8%
Temporary agency workers earn about the same as they would if they were permanent	75 60.6%	31 60.3%	14 46.8%	30 70.5%	20 79.6%	24 59.1%	17 53.3%	22 49.8%	6 42.1%	8 64.5%	21 44.3%	27 73.4% j	26 68.9% j	63 62.0%	12 54.0%
Not applicable/Don't know	8 6.4%	6 11.0% c	2 7.6%	- -	- -	2 6.1%	3 8.3%	5 10.2%	2 14.6%	1 7.4%	6 12.7% k	- -	2 4.7%	6 6.3%	2 7.3%

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

	Total	WAVE			REGION						SIZE			SECTOR	
		March 2017	April 2017	May 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	288	118	78	92	76	60	70	108	38	44	120	81	87	242	46
Weighted Total	294 100.0%	118 100.0%	85 100.0%	91 100.0%	71 100.0%	70 100.0%	60 100.0%	105 100.0%	45 100.0%	47 100.0%	130 100.0%	79 100.0%	85 100.0%	247 100.0%	47 100.0%
0	57 19.5%	28 23.4%	14 16.3%	16 17.4%	10 14.2%	14 19.5%	13 21.3%	24 22.5%	11 24.1%	10 20.5%	45 34.8% kl	7 8.7%	5 5.9%	44 17.7%	13 28.7%
1-9	43 14.7%	14 11.6%	13 15.2%	17 18.1%	4 5.7%	12 16.6% d	11 18.0% d	20 18.9% d	9 20.1% d	8 16.1%	10 7.9%	18 22.8% j	15 17.6% j	40 16.1%	3 7.2%
10-19	28 9.7%	10 8.1%	10 12.0%	9 9.7%	4 5.5%	10 14.4%	7 11.2%	12 11.8%	6 12.5%	2 4.3%	17 12.8% l	10 12.6% l	2 2.2%	24 9.6%	5 10.0%
20-49	28 9.4%	6 4.9%	8 9.6%	14 15.0% a	7 10.2%	10 14.1% h	7 11.2%	8 7.2%	1 2.0%	3 6.0%	11 8.1%	5 6.0%	12 14.5%	19 7.8%	8 17.7% m
50	20 6.8%	6 5.1%	8 9.9%	6 6.2%	2 2.1%	6 8.9%	3 5.1%	7 6.5%	4 8.4%	5 11.3% d	10 7.4%	7 9.1%	3 3.8%	18 7.4%	2 3.5%
51+	48 16.2%	20 16.9%	13 15.0%	15 16.6%	23 31.7% efghi	4 6.0%	10 16.4%	16 15.1%	6 13.3%	5 10.8%	18 14.1%	16 20.8%	13 15.3%	39 15.8%	9 18.5%
Don't know	70 23.7%	36 30.1% c	19 22.1%	16 17.0%	22 30.5% g	14 20.5%	10 16.8%	19 18.0%	9 19.5%	15 31.0%	20 15.0%	16 19.9%	35 40.8% jk	63 25.5%	7 14.5%
NETS															
Net: At least 1%	167 56.8%	55 46.6%	52 61.6% a	60 65.6% a	39 55.3%	42 60.0%	37 61.9%	62 59.5%	26 56.3%	23 48.5%	66 50.3%	56 71.4% jl	45 53.4%	140 56.8%	27 56.9%
Total	6220	2267	1860	2093	2240	1131	1220	2021	801	828	2641	2026	1552	5064	1156
Mean score	27.7	27.4	28.2	27.7	45.3 efghi	20.2	24.6	23.5	21.9	25.3	23.8	32.2	30.9	27.5	28.8

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

COMRES

Jobs Outlook - Combined

T1. There will be a general election on the 8th of June 2017. Once in power, which one of the following do you think the new government's priority for the labour market should be?
Base: Wave 15

		WAVE	REGION						SIZE			SECTOR	
	Total	May 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	201	201	45	46	45	79	34	31	94	56	51	165	36
Weighted Total	201 100.0%	201 100.0%	44 100.0%	48 100.0%	45 100.0%	79 100.0%	34 100.0%	30 100.0%	94 100.0%	58 100.0%	49 100.0%	166 100.0%	35 100.0%
Simplifying the tax system for employers	10 4.9%	10 4.9%	2 4.3%	3 6.7%	2 4.2%	3 3.6%	1 2.7%	2 6.4%	7 7.3%	3 5.2%	- -	9 5.3%	1 2.8%
Ensuring that regulations reflect modern working practices	23 11.3%	23 11.3%	7 15.0%	6 11.7%	4 8.4%	9 12.0%	6 16.7%	1 3.2%	10 10.3%	7 11.8%	6 12.4%	17 10.3%	6 15.9%
Developing a strategy to make sure businesses have people with the skills they need	67 33.2%	67 33.2%	14 32.0%	13 27.4%	14 32.1%	25 31.6%	10 30.9%	14 48.4%	29 31.1%	24 42.3%	13 26.5%	50 30.2%	17 47.2% k
Agreeing a post-Brexit immigration system that helps businesses find the people they need	40 19.8%	40 19.8%	4 8.7%	8 17.4%	12 25.6% b	19 24.0% b	7 22.0%	9 29.3% b	13 14.3%	12 20.3%	15 29.8% h	36 21.7%	4 11.3%
Providing more opportunities for UK businesses to grow in overseas markets	27 13.7%	27 13.7%	4 8.9%	10 21.3% g	8 16.8%	12 15.6%	5 13.9%	1 3.3%	21 22.0% i	1 1.6%	6 11.9% i	25 14.8%	3 8.2%
Other	2 1.0%	2 1.0%	1 2.1%	1 2.4%	- -	- -	- -	- -	2 2.2%	- -	- -	2 1.2%	- -
Don't know	32 16.1%	32 16.1%	13 29.1% eg	6 13.2%	6 12.9%	10 13.2%	5 13.7%	3 9.5%	12 12.9%	11 18.7%	10 19.3%	27 16.5%	5 14.5%

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