



# REC JOBS OUTLOOK RESEARCH

## METHODOLOGY NOTE

ComRes interviewed 607 UK employees and owners involved in hiring by telephone between March 28<sup>th</sup> and June 21<sup>st</sup> 2017. Data were weighted to be representative of UK adults in employment by region, broad industry sector and public / private split. ComRes is a member of the British Polling Council and abides by its rules.

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CATI Fieldwork: 28th March - 21st June 2017  
Prepared by ComRes

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## Jobs Outlook - Combined

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## Jobs Outlook - Combined

### Sector

Base: All respondents

Significance Level: 95%

	WAVE			REGION						SIZE			SECTOR	
Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
	a	b	c	d	e	f	g	h	i	j	k	l	m	n
607	206	201	200	151	130	161	242	81	84	282	167	158	497	110
607	206	201	200	133	146	136	238	102	90	288	166	153	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%
500	170	166	165	109	113	113	202	89	76	238	128	134	500	-
82.4%	82.4%	82.4%	82.4%	82.2%	77.2%	82.9%	84.9%	87.5%	84.6%	82.7%	77.4%	87.2%	100.0%	-
												k	n	
107	36	35	35	24	33	23	36	13	14	50	37	20	-	107
17.6%	17.6%	17.6%	17.6%	17.8%	22.8%	17.1%	15.1%	12.5%	15.4%	17.3%	22.6%	12.8%	-	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

	WAVE				REGION						SIZE			SECTOR	
	Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	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	206	201	200	151	130	161	242	81	84	282	167	158	497	110
Weighted Total	607	206	201	200	133	146	136	238	102	90	288	166	153	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	-	-	22	14	15	41	10
	8.4%	8.4%	8.4%	8.4%	-	-	37.5% deghi	21.4% dehi	-	-	7.5%	8.5%	9.9%	8.2%	9.4%
South East	85	29	28	28	-	-	85	85	-	-	35	27	23	72	13
	14.0%	14.0%	14.0%	14.0%	-	-	62.5% deghi	35.7% dehi	-	-	12.1%	16.3%	15.0%	14.4%	12.3%
London	102	35	34	34	-	-	-	102	102	-	51	26	25	89	13
	16.8%	16.8%	16.8%	16.8%	-	-	-	42.9% defgi	100.0% defgi	-	17.8%	15.7%	16.1%	17.8%	12.0%
East of England	56	19	18	18	-	56	-	-	-	-	33	13	10	44	12
	9.2%	9.2%	9.2%	9.2%	-	38.2% dfghi	-	-	-	-	11.4%	7.7%	6.7%	8.7%	11.4%
West Midlands	50	17	16	16	-	50	-	-	-	-	22	11	17	37	12
	8.2%	8.2%	8.2%	8.2%	-	34.0% dfghi	-	-	-	-	7.6%	6.8%	10.9%	7.5%	11.6%
East Midlands	41	14	13	13	-	41	-	-	-	-	21	9	10	32	9
	6.7%	6.7%	6.7%	6.7%	-	27.8% dfghi	-	-	-	-	7.3%	5.7%	6.7%	6.4%	8.2%
North West	65	22	22	21	65	-	-	-	-	-	30	19	16	53	12
	10.7%	10.7%	10.7%	10.7%	48.9% efghi	-	-	-	-	-	10.4%	11.5%	10.5%	10.7%	10.9%
North East	21	7	7	7	21	-	-	-	-	-	11	7	3	19	1
	3.4%	3.4%	3.4%	3.4%	15.5% efghi	-	-	-	-	-	3.9%	4.2%	1.6%	3.8%	1.4%
Yorkshire & The Humber	47	16	16	16	47	-	-	-	-	-	24	12	12	37	11
	7.8%	7.8%	7.8%	7.8%	35.6% efghi	-	-	-	-	-	8.2%	7.3%	7.6%	7.4%	9.9%
Scotland	49	17	16	16	-	-	-	-	-	49	18	15	16	43	6
	8.1%	8.1%	8.1%	8.1%	-	-	-	-	-	54.7% defgh	6.3%	9.0%	10.6%	8.6%	5.8%
Wales	25	9	8	8	-	-	-	-	-	25	13	9	4	21	5
	4.2%	4.2%	4.2%	4.2%	-	-	-	-	-	28.4% defgh	4.6%	5.2%	2.4%	4.1%	4.6%
Northern Ireland	15	5	5	5	-	-	-	-	-	15	8	4	3	12	3
	2.5%	2.5%	2.5%	2.5%	-	-	-	-	-	16.9% defgh	2.9%	2.2%	2.1%	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

	WAVE			REGION						SIZE			SECTOR		
	Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	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	206	201	200	151	130	161	242	81	84	282	167	158	497	110
Weighted Total	607	206	201	200	133	146	136	238	102	90	288	166	153	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

		WAVE			REGION						SIZE			SECTOR	
	Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	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	206	201	200	151	130	161	242	81	84	282	167	158	497	110
Weighted Total	607	206	201	200	133	146	136	238	102	90	288	166	153	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	341	122	116	103	70	80	74	139	64	52	100	114	126	277	64
	56.1%	59.3%	57.6%	51.3%	52.9%	54.7%	54.7%	58.3%	63.0%	57.5%	34.8%	69.0%	82.3%	55.3%	60.0%
											j	jk			
Other	266	84	85	97	63	66	62	99	38	38	188	51	27	224	43
	43.9%	40.7%	42.4%	48.7%	47.1%	45.3%	45.3%	41.7%	37.0%	42.5%	65.2%	31.0%	17.7%	44.7%	40.0%
											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

		WAVE			REGION						SIZE			SECTOR	
	Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	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	206	201	200	151	130	161	242	81	84	282	167	158	497	110
Weighted Total	607	206	201	200	133	146	136	238	102	90	288	166	153	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%
Senior management/ board level	195	63	62	70	44	49	43	76	33	27	133	39	22	159	36
	32.1%	30.7%	30.9%	34.8%	33.0%	33.3%	31.7%	31.9%	32.0%	29.5%	46.4%	23.7%	14.5%	31.7%	33.9%
											kl	l			
Management	251	89	83	79	59	60	55	90	35	42	129	67	55	209	41
	41.3%	43.3%	41.3%	39.3%	44.1%	41.2%	40.2%	37.8%	34.7%	46.8%	44.7%	40.2%	36.1%	41.9%	38.8%
Non-Managerial	161	53	56	52	30	37	38	72	34	21	26	60	76	132	29
	26.6%	25.9%	27.9%	25.9%	22.9%	25.6%	28.1%	30.3%	33.3%	23.7%	8.9%	36.1%	49.4%	26.4%	27.3%
												j	jk		

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

## Jobs Outlook - Combined

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

Base: All respondents

		WAVE			REGION						SIZE			SECTOR	
	Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	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	206	201	200	151	130	161	242	81	84	282	167	158	497	110
Weighted Total	607	206	201	200	133	146	136	238	102	90	288	166	153	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%
Recruitment (hiring or engaging new staff on a permanent or temporary basis)	607	206	201	200	133	146	136	238	102	90	288	166	153	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%
Training of employees	437	151	143	143	99	113	90	165	75	61	231	115	91	356	81
	72.0%	73.3%	71.1%	71.7%	74.2%	76.9%	66.3%	69.2%	73.2%	68.4%	80.4%	69.5%	59.1%	71.2%	76.1%
						f					kl				
Assessment of employees	454	154	149	151	106	112	98	169	71	66	238	115	101	375	79
	74.8%	74.8%	74.0%	75.5%	80.1%	76.7%	72.4%	71.1%	69.3%	73.5%	82.7%	69.4%	65.7%	75.0%	73.7%
					g						kl				
Supporting employees (e.g. with questions or grievances)	499	161	170	168	114	109	115	196	81	80	234	143	122	411	88
	82.1%	78.1%	84.6%	83.8%	85.4%	74.7%	84.3%	82.2%	79.5%	89.1%	81.1%	86.4%	79.4%	82.2%	82.1%
					e		e			e					
None	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

## Jobs Outlook - Combined

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

Base: All respondents

		WAVE			REGION						SIZE			SECTOR	
	Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	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	206	201	200	151	130	161	242	81	84	282	167	158	497	110
Weighted Total	607	206	201	200	133	146	136	238	102	90	288	166	153	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%
0-9	68	24	25	18	17	17	18	29	10	6	68	-	-	54	14
	11.1%	11.8%	12.6%	8.9%	12.7%	11.4%	13.4%	12.0%	10.1%	6.1%	23.5%	-	-	10.8%	12.8%
											kl				
10-49	220	90	69	62	48	59	38	79	41	34	220	-	-	184	36
	36.3%	43.8%	34.1%	30.8%	35.9%	40.4%	28.2%	33.4%	40.2%	38.0%	76.5%	-	-	36.8%	33.8%
		bc				f					kl				
50-249	166	55	58	54	38	33	41	67	26	27	-	166	-	128	37
	27.3%	26.5%	28.7%	26.8%	28.7%	22.9%	30.2%	28.2%	25.6%	30.1%	-	100.0%	-	25.7%	35.1%
												jl			m
250+	153	37	49	67	30	37	38	63	25	23	-	-	153	134	20
	25.2%	17.9%	24.6%	33.5%	22.7%	25.4%	28.1%	26.4%	24.2%	25.7%	-	-	100.0%	26.7%	18.3%
			a										jk		

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

## Jobs Outlook - Combined

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

Base: All respondents

		WAVE			REGION						SIZE			SECTOR	
	Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	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	206	201	200	151	130	161	242	81	84	282	167	158	497	110
Weighted Total	607	206	201	200	133	146	136	238	102	90	288	166	153	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%
Agriculture, forestry & fishing	9	3	3	3	-	6	2	2	-	1	4	3	2	7	2
	1.5%	1.5%	1.4%	1.5%	-	3.8% dg	1.4%	.8%	-	1.7%	1.5%	1.5%	1.3%	1.4%	1.8%
Production	54	18	18	18	14	13	15	19	4	7	24	18	11	39	15
	8.8%	8.8%	8.9%	8.8%	10.9%	8.8%	11.0%	8.1%	4.1%	7.9%	8.4%	10.9%	7.4%	7.8%	13.6%
Construction	41	16	12	12	6	12	14	18	5	5	21	12	8	36	5
	6.7%	7.9%	6.1%	6.2%	4.3%	8.3%	10.1% d	7.7%	4.6%	5.3%	7.3%	7.3%	5.0%	7.2%	4.8%
Motor trades	27	8	10	10	4	9	4	9	4	5	16	7	5	21	7
	4.5%	3.9%	4.9%	4.8%	3.3%	6.2%	3.2%	3.6%	4.2%	6.0%	5.4%	4.4%	3.0%	4.1%	6.4%
Wholesale	25	6	9	10	8	8	4	7	3	3	16	4	5	24	2
	4.2%	3.1%	4.7%	4.8%	6.1%	5.4%	2.8%	2.8%	2.8%	3.1%	5.6%	2.7%	3.2%	4.7%	1.7%
Retail	30	10	10	10	6	8	8	12	5	4	15	7	7	21	9
	4.9%	4.9%	4.9%	5.0%	4.5%	5.2%	5.7%	5.2%	4.6%	4.3%	5.4%	4.2%	4.8%	4.1%	8.6% m
Transport & storage (inc. postal)	30	11	10	9	7	7	7	10	3	6	17	11	3	28	2
	5.0%	5.6%	4.7%	4.7%	5.2%	5.1%	5.0%	4.0%	2.7%	7.2%	5.8% l	6.8% l	1.7%	5.6%	2.1%
Accommodation & food services	42	17	13	13	8	9	8	20	11	5	21	8	13	36	7
	7.0%	8.1%	6.4%	6.4%	6.3%	6.0%	6.1%	8.3%	11.3%	6.0%	7.3%	4.9%	8.7%	7.1%	6.3%
Information & communication	22	6	8	8	3	6	6	11	5	2	13	4	5	18	3
	3.5%	2.7%	4.0%	4.0%	2.0%	3.9%	4.6%	4.6%	4.7%	2.3%	4.4%	2.5%	3.0%	3.7%	2.8%
Legal and Finance	28	14	7	7	3	5	6	17	11	3	13	10	6	23	5
	4.6%	7.0%	3.6%	3.3%	1.9%	3.7%	4.1%	7.1% d	11.0% def	3.9%	4.5%	5.7%	3.7%	4.7%	4.5%
Property	8	*	4	4	2	2	2	3	1	1	3	5	-	5	3
	1.4%	.2%	2.0%	1.9%	1.4%	1.4%	1.8%	1.4%	.9%	1.1%	1.0%	3.3% l	-	1.1%	2.6%
Professional, scientific & technical	52	18	17	17	14	15	9	16	7	6	27	16	8	40	11
	8.5%	8.5%	8.5%	8.5%	10.9%	10.2%	6.4%	6.8%	7.3%	6.7%	9.5%	9.7%	5.3%	8.0%	10.7%

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

## Jobs Outlook - Combined

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

Base: All respondents

	WAVE				REGION						SIZE			SECTOR	
	Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	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	206	201	200	151	130	161	242	81	84	282	167	158	497	110
Weighted Total	607	206	201	200	133	146	136	238	102	90	288	166	153	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%
Business administration and support services	46	13	17	17	10	6	14	23	9	7	28	11	8	38	8
	7.6%	6.1%	8.2%	8.5%	7.6%	4.1%	10.3% e	9.8% e	9.2%	7.5%	9.7%	6.4%	5.1%	7.6%	7.5%
Public administration and defence	28	9	9	10	7	3	7	14	8	4	10	6	13	25	4
	4.7%	4.3%	4.7%	5.0%	5.5%	2.1%	4.8%	5.9%	7.4%	4.4%	3.5%	3.5%	8.2% j	4.9%	3.6%
Education	56	21	18	17	10	17	13	22	9	7	16	11	30	50	6
	9.2%	10.2%	8.8%	8.6%	7.6%	11.6%	9.5%	9.0%	8.4%	8.2%	5.4%	6.4%	19.4% jk	9.9%	5.7%
Health	74	24	25	25	21	15	10	21	11	16	30	18	26	68	7
	12.2%	11.6%	12.6%	12.4%	16.1% fg	10.2%	7.4%	9.0%	11.2%	18.2% fg	10.4%	10.8%	17.2% j	13.5% n	6.1%
Arts, entertainment, recreation and other services	34	12	11	11	9	6	8	14	6	6	14	15	5	22	12
	5.6%	5.6%	5.6%	5.6%	6.5%	4.2%	5.8%	5.7%	5.6%	6.2%	5.0%	9.1% l	3.0%	4.4%	11.1% m
Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS															
Net: Agriculture, forestry & fishing/Production	63	21	21	21	14	18	17	21	4	9	29	21	13	46	16
	10.3%	10.3%	10.3%	10.3%	10.9%	12.6% h	12.4% h	8.8%	4.1%	9.5%	9.9%	12.4%	8.7%	9.2%	15.4%
Net: Construction/Property	49	17	16	16	7	14	16	22	6	6	24	18	8	41	8
	8.1%	8.1%	8.1%	8.1%	5.6%	9.7%	11.9%	9.1%	5.5%	6.4%	8.3%	10.6%	5.0%	8.2%	7.5%
Net: Motor trades/Wholesale/Retail/Transport & storage (inc. postal)/Accommodation & food services	155	53	51	51	34	41	31	57	26	24	85	38	33	129	27
	25.6%	25.6%	25.6%	25.6%	25.4%	27.8%	22.8%	24.0%	25.6%	26.6%	29.4%	22.9%	21.3%	25.7%	25.1%

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

## Jobs Outlook - Combined

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

Base: All respondents

		WAVE			REGION						SIZE			SECTOR	
	Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	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	206	201	200	151	130	161	242	81	84	282	167	158	497	110
Weighted Total	607	206	201	200	133	146	136	238	102	90	288	166	153	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 15.8%	33 15.8%	32 15.8%	32 15.8%	15 11.5%	17 11.6%	26 19.0%	51 21.5% de	25 24.9% de	12 13.7%	53 18.6%	24 14.6%	18 11.9%	80 16.0%	16 14.8%
Net: Professional, scientific & technical	52 8.5%	18 8.5%	17 8.5%	17 8.5%	14 10.9%	15 10.2%	9 6.4%	16 6.8%	7 7.3%	6 6.7%	27 9.5%	16 9.7%	8 5.3%	40 8.0%	11 10.7%
Net: Public administration and defence/ Education/Health	158 26.1%	54 26.1%	52 26.1%	52 26.1%	39 29.2%	35 23.8%	30 21.7%	57 24.0%	28 27.0%	28 30.8%	56 19.3%	34 20.7%	69 44.8% jk	142 28.4% n	16 15.4%
Net: Arts, entertainment, recreation and other services/Other	34 5.6%	12 5.6%	11 5.6%	11 5.6%	9 6.5%	6 4.2%	8 5.8%	14 5.7%	6 5.6%	6 6.2%	14 5.0%	15 9.1% l	5 3.0%	22 4.4%	12 11.1% m

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



## Jobs Outlook - Combined

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

Base: All respondents

		WAVE			REGION						SIZE			SECTOR	
	Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	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	206	201	200	151	130	161	242	81	84	282	167	158	497	110
Weighted Total	607	206	201	200	133	146	136	238	102	90	288	166	153	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	62	70	76	49	43	59	96	37	20	105	45	59	179	30
	34.4%	30.2%	35.0%	38.1%	37.2%	29.2%	43.7%	40.4%	36.1%	22.7%	36.5%	27.0%	38.5%	35.7%	28.2%
					i		ei	ei			k		k		
A little – we might have to take on staff if demand grew this year	284	107	93	85	59	78	53	102	49	46	132	81	71	228	56
	46.8%	51.9%	46.1%	42.3%	44.5%	53.0%	38.7%	42.8%	48.2%	50.7%	45.8%	48.8%	46.5%	45.7%	52.1%
					f										
A fair amount – we could take on a lot more work now	91	31	29	31	19	21	21	35	13	17	42	34	15	74	17
	15.0%	15.1%	14.4%	15.3%	14.0%	14.3%	15.7%	14.5%	13.0%	18.6%	14.5%	20.5%	9.8%	14.8%	15.7%
												l			
Considerable – we have a great deal of spare capacity	23	6	9	9	6	5	3	5	3	7	9	6	8	19	4
	3.9%	2.7%	4.5%	4.4%	4.3%	3.5%	1.9%	2.3%	2.7%	8.0%	3.3%	3.7%	5.1%	3.8%	4.0%
										fg					
NETS															
Net: None + A little	493	169	163	161	109	120	112	198	86	66	237	126	130	407	86
	81.2%	82.1%	81.1%	80.3%	81.7%	82.2%	82.4%	83.2%	84.3%	73.4%	82.2%	75.8%	85.1%	81.4%	80.3%
													k		

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

## Jobs Outlook - Combined

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

Base: All respondents

		WAVE			REGION						SIZE			SECTOR	
	Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	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	206	201	200	151	130	161	242	81	84	282	167	158	497	110
Weighted Total	607	206	201	200	133	146	136	238	102	90	288	166	153	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	118	28	41	48	25	25	29	55	26	13	30	38	50	95	23
	19.4%	13.8%	20.6%	24.0%	19.0%	17.0%	21.3%	23.2%	25.7%	14.1%	10.4%	22.9%	32.8%	19.1%	21.2%
				a								j	jk		
Reduced hours	77	30	22	25	17	21	13	27	14	11	36	15	25	61	16
	12.7%	14.7%	10.7%	12.5%	13.0%	14.4%	9.5%	11.3%	13.6%	12.8%	12.6%	9.2%	16.5%	12.1%	15.1%
												k			
Reduced pay / earnings	31	10	10	12	8	14	2	7	5	3	20	6	6	22	9
	5.2%	4.7%	5.0%	5.8%	6.3%	9.3%	1.4%	2.8%	4.7%	3.2%	6.9%	3.6%	3.7%	4.4%	8.9%
					f	fg									
Headcount freeze	87	24	37	26	16	21	16	39	23	11	49	20	19	76	12
	14.4%	11.9%	18.3%	13.1%	12.3%	14.0%	12.1%	16.5%	22.3%	12.7%	17.0%	11.9%	12.3%	15.1%	11.2%
									df						
Increased staffing	348	115	116	116	80	89	77	129	51	50	142	103	103	289	59
	57.3%	55.7%	57.9%	58.2%	60.1%	60.6%	56.9%	54.1%	50.4%	56.1%	49.4%	62.1%	66.9%	57.8%	54.9%
												j	j		
Increased pay/ earnings	410	136	140	135	89	95	93	159	66	67	182	117	112	346	64
	67.6%	66.0%	69.4%	67.3%	67.0%	64.7%	68.5%	66.9%	64.8%	75.1%	63.1%	70.4%	72.9%	69.3%	59.8%
													j		
None of the above	73	31	24	19	19	17	20	30	10	7	42	19	12	61	12
	12.0%	14.9%	11.9%	9.3%	14.3%	11.6%	14.4%	12.5%	10.0%	8.1%	14.6%	11.2%	8.1%	12.2%	11.3%
											l				

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

## Jobs Outlook - Combined

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

Base: All respondents

		WAVE				REGION						SIZE			SECTOR	
		Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	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	206	201	200	151	130	161	242	81	84	282	167	158	497	110
Weighted Total		607	206	201	200	133	146	136	238	102	90	288	166	153	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)	22	3	11	8	6	6	3	9	6	1	10	7	6	20	3
		3.7%	1.7%	5.3%	4.0%	4.4%	4.3%	2.6%	3.9%	5.6%	1.1%	3.3%	3.9%	4.0%	3.9%	2.5%
				a												
A little better	(4)	177	72	54	50	40	42	45	70	25	24	90	38	49	138	39
		29.1%	34.9%	27.1%	25.2%	30.0%	29.0%	33.3%	29.5%	24.5%	27.0%	31.3%	23.0%	31.8%	27.6%	36.4%
				c												
No change	(3)	209	65	77	67	49	47	49	86	36	27	97	62	50	174	35
		34.4%	31.4%	38.4%	33.4%	36.6%	32.3%	36.4%	36.1%	35.7%	29.8%	33.6%	37.5%	32.5%	34.7%	32.7%
A little worse	(2)	125	40	34	51	22	29	26	51	25	23	58	40	27	102	23
		20.6%	19.3%	16.9%	25.7%	16.6%	20.0%	19.1%	21.6%	24.9%	25.0%	20.1%	24.0%	17.9%	20.4%	21.7%
				b												
A lot worse	(1)	36	8	17	11	8	9	5	9	4	9	20	7	9	33	3
		5.9%	4.0%	8.3%	5.4%	6.4%	6.5%	3.6%	3.6%	3.6%	10.2%	6.9%	4.0%	6.0%	6.5%	2.7%
										fg						
Don't know		38	18	8	12	8	12	7	13	6	6	14	12	12	34	4
		6.3%	8.7%	4.0%	6.2%	6.0%	8.0%	5.0%	5.3%	5.6%	6.9%	4.8%	7.5%	7.9%	6.8%	4.0%
NETS																
Net: Better		199	75	65	59	46	49	49	79	31	25	100	45	55	158	42
		32.8%	36.6%	32.4%	29.3%	34.4%	33.3%	35.9%	33.4%	30.1%	28.1%	34.6%	27.0%	35.8%	31.5%	38.9%
Net: Better/ No change		408	140	142	125	94	96	98	165	67	52	196	107	105	331	77
		67.2%	68.0%	70.8%	62.7%	71.1%	65.6%	72.3%	69.5%	65.8%	57.9%	68.2%	64.5%	68.3%	66.2%	71.6%
						i		i								
Net: Worse		161	48	51	62	30	39	31	60	29	32	78	46	36	135	26
		26.5%	23.3%	25.2%	31.1%	22.9%	26.4%	22.7%	25.2%	28.5%	35.3%	27.0%	28.0%	23.8%	26.9%	24.4%
										df						
Mean score		3.0	3.1	3.0	3.0	3.1	3.1	3.1	3.1	3.0	2.8	3.0	3.0	3.1	3.0	3.1
						i		i	i							

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

## Jobs Outlook - Combined

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

Base: All respondents

		WAVE				REGION						SIZE			SECTOR	
		Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	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	206	201	200	151	130	161	242	81	84	282	167	158	497	110
Weighted Total		607	206	201	200	133	146	136	238	102	90	288	166	153	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)	32	8	15	9	4	9	9	14	5	5	13	10	9	28	4
		5.3%	3.9%	7.4%	4.5%	3.3%	6.3%	6.5%	5.7%	4.6%	5.3%	4.4%	6.1%	5.9%	5.7%	3.4%
A little better	(4)	171	66	54	51	38	44	42	64	22	24	87	46	38	137	34
		28.2%	32.0%	27.0%	25.4%	28.9%	30.1%	30.7%	26.9%	21.9%	27.0%	30.2%	27.9%	24.6%	27.3%	32.1%
No change	(3)	231	76	76	80	51	51	45	96	50	33	113	64	54	183	48
		38.1%	36.7%	37.8%	39.9%	38.1%	35.1%	33.4%	40.3%	49.5% ef	37.2%	39.1%	38.7%	35.5%	36.7%	44.8%
A little worse	(2)	90	26	31	33	20	22	20	35	15	13	46	21	23	79	11
		14.9%	12.4%	15.6%	16.6%	14.8%	15.1%	15.0%	14.9%	14.7%	14.4%	16.0%	12.5%	15.2%	15.9%	10.1%
A lot worse	(1)	20	4	6	10	3	7	4	7	4	3	11	5	4	19	1
		3.3%	1.9%	3.0%	5.2%	2.3%	4.9%	2.6%	3.1%	3.8%	2.9%	4.0%	3.0%	2.6%	3.9%	.8%
Don't know		62	27	19	17	17	12	16	22	6	12	18	20	25	53	9
		10.3%	13.0%	9.2%	8.5%	12.6%	8.4%	11.8%	9.1%	5.5%	13.2%	6.2%	11.8% j	16.2% j	10.6%	8.9%
NETS																
Net: Better		203	74	69	60	43	53	51	78	27	29	100	56	47	165	38
		33.4%	36.0%	34.3%	29.9%	32.2%	36.5%	37.2%	32.7%	26.6%	32.3%	34.7%	33.9%	30.5%	33.0%	35.5%
Net: Better/ No change		434	150	145	139	93	105	96	174	78	62	212	120	101	348	86
		71.5%	72.7%	72.1%	69.7%	70.3%	71.6%	70.6%	72.9%	76.1%	69.5%	73.8%	72.7%	66.0%	69.7%	80.2% m
Net: Worse		110	29	38	44	23	29	24	43	19	16	57	26	27	99	12
		18.2%	14.3%	18.7%	21.8%	17.1%	20.0%	17.6%	18.0%	18.5%	17.3%	20.0%	15.5%	17.8%	19.8% n	10.9%
Mean score		3.2	3.3	3.2	3.1	3.2	3.2	3.3	3.2	3.1	3.2	3.2	3.2	3.2	3.2	3.3
			c													

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

## Jobs Outlook - Combined

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

### SUMMARY TABLE

Base: All respondents

	Permanent members of staff	Temporary or contract workers
Unweighted Total	607	607
Weighted Total	607 100.0%	607 100.0%
Advertise externally in newspapers/trade/ professional press	248 40.8%	87 14.3%
Recruitment agencies/ Search firms	250 41.2%	123 20.2%
Online job boards (e.g. Monster)	306 50.4%	123 20.3%
Internal Referrals	408 67.2%	169 27.8%
Talent pools and staff banks	87 14.4%	49 8.1%
Advertise on our own website	368 60.6%	158 26.1%
Social media and professional networking sites (e.g. Linked In)	307 50.6%	109 17.9%
Former employees and word of mouth	443 72.9%	191 31.4%
Jobcentre Plus / Universal Jobmatch	206 33.9%	82 13.6%
People approach us	383 63.1%	157 25.8%
Other	32 5.2%	23 3.7%
We have never recruited any of this kind of staff	28 4.6%	321 53.0%

## 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	580	278
Weighted Total	579 100.0%	286 100.0%
Advertise externally in newspapers/trade/ professional press	248 42.7%	87 30.4%
Recruitment agencies/ Search firms	250 43.2%	123 43.0%
Online job boards (e.g. Monster)	306 52.8%	123 43.2%
Internal Referrals	408 70.5%	169 59.0%
Talent pools and staff banks	87 15.1%	49 17.2%
Advertise on our own website	368 63.5%	158 55.5%
Social media and professional networking sites (e.g. Linked In)	307 53.0%	109 38.1%
Former employees and word of mouth	443 76.4%	191 66.8%
Jobcentre Plus / Universal Jobmatch	206 35.5%	82 28.8%
People approach us	383 66.1%	157 54.9%
Other	32 5.5%	23 7.9%

## Jobs Outlook - Combined

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

### Permanent members of staff

Base: All respondents

	WAVE				REGION						SIZE			SECTOR	
	Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	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	206	201	200	151	130	161	242	81	84	282	167	158	497	110
Weighted Total	607	206	201	200	133	146	136	238	102	90	288	166	153	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%
Former employees and word of mouth	443	153	154	136	94	103	100	170	70	75	196	135	112	373	69
	72.9%	74.2%	76.5%	68.0%	71.0%	70.6%	73.5%	71.3%	68.4%	83.8% degh	68.0%	81.7% j	72.8%	74.6% n	65.0%
Internal Referrals	408	142	142	124	90	94	94	162	68	62	175	125	109	344	64
	67.2%	69.0%	70.6%	62.0%	67.4%	64.3%	69.1%	68.2%	67.2%	69.1%	60.7%	75.1% j	70.9% j	68.7%	60.3%
People approach us	383	137	130	115	83	88	92	152	60	60	164	123	95	316	66
	63.1%	66.7%	64.6%	57.7%	62.3%	60.2%	67.6%	64.0%	59.2%	66.4%	57.1%	74.4% jl	62.0%	63.3%	62.1%
Advertise on our own website	368	121	123	124	73	77	86	149	63	69	119	121	128	310	58
	60.6%	58.9%	61.0%	61.9%	54.8%	52.5%	63.4%	62.8%	61.9%	76.5% defgh	41.4%	73.0% j	83.2% jk	61.9%	54.4%
Social media and professional networking sites (e.g. Linked In)	307	114	90	103	61	69	75	121	47	56	115	95	98	257	50
	50.6%	55.4% b	44.7%	51.6%	46.0%	47.0%	54.9%	51.0%	45.8%	62.3% deh	39.8%	57.2% j	63.7% j	51.4%	46.8%
Online job boards (e.g. Monster)	306	110	94	102	74	64	75	121	46	46	108	97	100	252	54
	50.4%	53.4%	46.7%	50.9%	55.6% e	43.8%	55.0%	50.9%	45.5%	51.6%	37.6%	58.7% j	65.3% j	50.4%	50.2%
Recruitment agencies/ Search firms	250	95	81	74	49	72	57	98	41	30	100	78	72	200	50
	41.2%	46.0%	40.2%	37.2%	37.0%	49.5% di	42.0%	41.3%	40.5%	33.5%	34.6%	47.3% j	47.1% j	40.1%	46.5%
Advertise externally in newspapers/trade/ professional press	248	80	90	77	52	64	60	91	31	41	104	75	69	205	43
	40.8%	39.0%	45.0%	38.4%	38.8%	43.5%	44.2% h	38.4%	30.6%	45.7% h	36.0%	45.1%	45.1%	41.0%	39.8%
Jobcentre Plus / Universal Jobmatch	206	71	74	61	58	43	39	64	24	41	74	61	71	169	37
	33.9%	34.4%	36.7%	30.6%	43.6% efgh	29.7%	28.9%	26.7%	23.8%	45.6% efgh	25.8%	36.6% j	46.3% j	33.8%	34.6%

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

## Jobs Outlook - Combined

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

### Permanent members of staff

Base: All respondents

	WAVE				REGION						SIZE			SECTOR	
	Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	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	206	201	200	151	130	161	242	81	84	282	167	158	497	110
Weighted Total	607	206	201	200	133	146	136	238	102	90	288	166	153	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	87	32	21	35	19	18	17	33	15	18	26	22	40	76	11
	14.4%	15.6%	10.2%	17.4% b	14.0%	12.2%	12.7%	13.7%	15.1%	20.4%	9.0%	13.0%	26.0% jk	15.2%	10.7%
Other	32	8	14	10	6	9	7	11	5	6	8	6	17	27	5
	5.2%	3.7%	6.8%	5.2%	4.4%	6.2%	4.8%	4.7%	4.6%	6.3%	2.9%	3.8%	11.2% jk	5.3%	4.7%
We have never recruited any of this kind of staff	28	11	8	9	5	9	9	14	5	1	25	-	3	23	5
	4.6%	5.2%	4.0%	4.5%	3.5%	5.8%	6.8% i	5.8%	4.6%	.9%	8.6% kl	-	2.0%	4.5%	5.0%

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



## Jobs Outlook - Combined

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

### Temporary or contract workers

Base: All respondents

	WAVE				REGION						SIZE			SECTOR	
	Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	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	206	201	200	151	130	161	242	81	84	282	167	158	497	110
Weighted Total	607	206	201	200	133	146	136	238	102	90	288	166	153	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%
Former employees and word of mouth	191	55	67	69	39	44	49	76	27	32	68	52	72	164	27
	31.4%	26.5%	33.3%	34.7%	29.4%	30.0%	36.2%	32.0%	26.5%	35.1%	23.5%	31.1%	46.7%	32.8%	25.0%
													jk		
Internal Referrals	169	51	54	64	34	41	41	70	29	23	64	41	64	150	19
	27.8%	24.8%	26.7%	31.9%	25.4%	28.1%	30.4%	29.6%	28.4%	26.0%	22.1%	24.9%	41.5%	30.0%	17.3%
													jk	n	
Advertise on our own website	158	39	54	66	33	30	39	62	23	34	43	48	67	134	24
	26.1%	18.7%	26.9%	32.8%	24.9%	20.5%	28.5%	25.8%	22.3%	37.7%	15.0%	29.0%	43.7%	26.8%	22.8%
				a						degh		j	jk		
People approach us	157	45	53	59	33	36	45	63	18	24	57	47	53	133	24
	25.8%	21.8%	26.5%	29.4%	24.9%	24.6%	32.9%	26.6%	18.1%	27.2%	19.7%	28.5%	34.4%	26.6%	22.3%
							h					j	j		
Online job boards (e.g. Monster)	123	34	39	51	31	28	29	47	18	17	38	33	53	106	18
	20.3%	16.3%	19.2%	25.6%	23.1%	19.1%	21.5%	19.9%	17.8%	19.3%	13.2%	19.8%	34.4%	21.1%	16.5%
				a									jk		
Recruitment agencies/ Search firms	123	29	42	51	23	42	32	42	9	16	43	33	47	101	22
	20.2%	14.3%	20.9%	25.7%	17.1%	29.0%	23.8%	17.5%	9.2%	17.7%	15.1%	19.6%	30.6%	20.2%	20.2%
				a		dgh	h						jk		
Social media and professional networking sites (e.g. Linked In)	109	30	34	44	21	20	26	47	21	22	34	28	47	92	17
	17.9%	14.6%	17.1%	22.2%	15.4%	13.3%	18.8%	19.7%	21.0%	24.3%	11.7%	16.8%	30.9%	18.3%	16.0%
				a						e			jk		
Advertise externally in newspapers/trade/ professional press	87	29	30	28	12	27	19	35	16	12	34	24	29	77	10
	14.3%	14.1%	14.8%	13.9%	9.4%	18.4%	14.0%	14.7%	15.7%	13.6%	11.7%	14.4%	19.0%	15.3%	9.6%
						d							j		
Jobcentre Plus / Universal Jobmatch	82	19	30	33	25	16	13	22	9	19	22	23	38	71	12
	13.6%	9.3%	14.8%	16.7%	19.0%	11.2%	9.8%	9.2%	8.3%	21.1%	7.6%	13.8%	24.5%	14.1%	10.9%
				a	fgh					efgh		j	jk		

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

## Jobs Outlook - Combined

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

### Temporary or contract workers

Base: All respondents

		WAVE			REGION						SIZE			SECTOR	
	Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	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	206	201	200	151	130	161	242	81	84	282	167	158	497	110
Weighted Total	607	206	201	200	133	146	136	238	102	90	288	166	153	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	49	16	13	20	11	11	7	15	8	13	10	10	29	46	3
	8.1%	7.6%	6.7%	9.9%	8.0%	7.3%	5.2%	6.2%	7.5%	14.5%	3.4%	6.3%	18.8%	9.2%	2.7%
										fg			jk	n	
Other	23	6	9	8	3	3	6	8	3	9	3	6	14	20	3
	3.7%	3.1%	4.3%	3.8%	2.0%	2.1%	4.2%	3.6%	2.8%	9.5%	1.2%	3.3%	9.0%	3.9%	2.9%
										deg			jk		
We have never recruited any of this kind of staff	321	121	110	90	75	77	72	130	58	40	177	88	56	261	60
	53.0%	58.9%	54.7%	45.1%	56.1%	52.4%	52.8%	54.5%	56.9%	45.0%	61.5%	53.0%	36.8%	52.2%	56.5%
		c									l	l			

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

## Jobs Outlook - Combined

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

### Permanent members of staff

Base: All who have recruited this type of staff before

	WAVE				REGION						SIZE			SECTOR	
	Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	580	195	194	191	145	123	151	229	78	83	258	167	155	475	105
Weighted Total	579	195	193	191	128	138	127	224	97	89	263	166	150	478	102
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Former employees and word of mouth	443	153	154	136	94	103	100	170	70	75	196	135	112	373	69
	76.4%	78.4%	79.6%	71.2%	73.6%	75.0%	78.8%	75.7%	71.6%	84.6% h	74.3%	81.7%	74.3%	78.1% n	68.4%
Internal Referrals	408	142	142	124	90	94	94	162	68	62	175	125	109	344	64
	70.5%	72.8%	73.6%	64.9%	69.8%	68.2%	74.1%	72.5%	70.4%	69.7%	66.4%	75.1%	72.4%	71.9%	63.5%
People approach us	383	137	130	115	83	88	92	152	60	60	164	123	95	316	66
	66.1%	70.4% c	67.3%	60.4%	64.6%	63.9%	72.5%	68.0%	62.1%	67.0%	62.5%	74.4% jl	63.2%	66.2%	65.3%
Advertise on our own website	368	121	123	124	73	77	86	149	63	69	119	121	128	310	58
	63.5%	62.1%	63.5%	64.8%	56.8%	55.7%	68.0% de	66.6% e	64.8%	77.2% de	45.3%	73.0% j	84.9% jk	64.8%	57.3%
Social media and professional networking sites (e.g. Linked In)	307	114	90	103	61	69	75	121	47	56	115	95	98	257	50
	53.0%	58.4% b	46.6%	54.0%	47.6%	49.9%	58.8%	54.1%	48.0%	62.9% d	43.6%	57.2% j	65.0% j	53.8%	49.2%
Online job boards (e.g. Monster)	306	110	94	102	74	64	75	121	46	46	108	97	100	252	54
	52.8%	56.4%	48.6%	53.3%	57.7%	46.5%	59.0% e	54.1%	47.6%	52.1%	41.1%	58.7% j	66.6% j	52.8%	52.9%
Recruitment agencies/ Search firms	250	95	81	74	49	72	57	98	41	30	100	78	72	200	50
	43.2%	48.6%	41.9%	38.9%	38.3%	52.6% di	45.0%	43.9%	42.4%	33.8%	37.8%	47.3%	48.0% j	42.0%	48.9%
Advertise externally in newspapers/trade/ professional press	248	80	90	77	52	64	60	91	31	41	104	75	69	205	43
	42.7%	41.2%	46.8%	40.2%	40.2%	46.2% h	47.4% h	40.7%	32.1%	46.1%	39.4%	45.1%	46.0%	42.9%	41.9%
Jobcentre Plus / Universal Jobmatch	206	71	74	61	58	43	39	64	24	41	74	61	71	169	37
	35.5%	36.3%	38.2%	32.1%	45.2% efgh	31.5%	31.0%	28.4%	24.9%	46.0% efgh	28.2%	36.6%	47.3% j	35.4%	36.4%

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

## Jobs Outlook - Combined

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

### Permanent members of staff

Base: All who have recruited this type of staff before

		WAVE			REGION						SIZE			SECTOR	
	Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	580	195	194	191	145	123	151	229	78	83	258	167	155	475	105
Weighted Total	579	195	193	191	128	138	127	224	97	89	263	166	150	478	102
	100.0%	100.0%	100.0%	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	87	32	21	35	19	18	17	33	15	18	26	22	40	76	11
	15.1%	16.5%	10.6%	18.2% b	14.5%	13.0%	13.6%	14.6%	15.8%	20.6%	9.9%	13.0%	26.6% jk	15.9%	11.3%
Other	32	8	14	10	6	9	7	11	5	6	8	6	17	27	5
	5.5%	3.9%	7.0%	5.5%	4.5%	6.6%	5.1%	5.0%	4.8%	6.3%	3.1%	3.8%	11.4% jk	5.6%	4.9%

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

## Jobs Outlook - Combined

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

### Temporary or contract workers

Base: All who have recruited this type of staff before

	WAVE				REGION						SIZE			SECTOR	
	Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	278	78	92	108	63	59	74	111	37	45	101	78	99	233	45
Weighted Total	286	85	91	110	58	70	64	108	44	49	111	78	97	239	46
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Former employees and word of mouth	191 66.8%	55 64.5%	67 73.5%	69 63.1%	39 67.0%	44 63.1%	49 76.7%	76 70.5%	27 61.4%	32 63.9%	68 61.1%	52 66.3%	72 73.8%	164 68.6%	27 57.6%
Internal Referrals	169 59.0%	51 60.4%	54 58.9%	64 58.1%	34 57.9%	41 59.0%	41 64.4%	70 65.0%	29 65.9%	23 47.3%	64 57.5%	41 53.0%	64 65.7%	150 62.8%	19 39.9%
								i						n	
Advertise on our own website	158 55.5%	39 45.7%	54 59.4%	66 59.7%	33 56.7%	30 43.0%	39 60.3%	62 56.9%	23 51.8%	34 68.5%	43 39.0%	48 61.8%	67 69.2%	134 56.1%	24 52.3%
							e			e		j	j		
People approach us	157 54.9%	45 53.0%	53 58.4%	59 53.5%	33 56.8%	36 51.7%	45 69.7%	63 58.4%	18 42.0%	24 49.4%	57 51.2%	47 60.8%	53 54.4%	133 55.6%	24 51.3%
							ehi								
Online job boards (e.g. Monster)	123 43.2%	34 39.7%	39 42.4%	51 46.5%	31 52.6%	28 40.2%	29 45.6%	47 43.8%	18 41.2%	17 35.1%	38 34.2%	33 42.1%	53 54.4%	106 44.2%	18 38.0%
											j		j		
Recruitment agencies/ Search firms	123 43.0%	29 34.7%	42 46.1%	51 46.8%	23 38.8%	42 61.0%	32 50.4%	42 38.6%	9 21.3%	16 32.2%	43 39.1%	33 41.8%	47 48.4%	101 42.3%	22 46.4%
						dghi	h								
Social media and professional networking sites (e.g. Linked In)	109 38.1%	30 35.6%	34 37.7%	44 40.4%	21 35.1%	20 28.0%	26 39.7%	47 43.4%	21 48.7%	22 44.2%	34 30.3%	28 35.8%	47 48.8%	92 38.4%	17 36.7%
									e			j	j		
Advertise externally in newspapers/trade/ professional press	87 30.4%	29 34.4%	30 32.7%	28 25.4%	12 21.3%	27 38.8%	19 29.7%	35 32.4%	16 36.4%	12 24.7%	34 30.4%	24 30.7%	29 30.0%	77 32.0%	10 22.0%
						d									
Jobcentre Plus / Universal Jobmatch	82 28.8%	19 22.7%	30 32.6%	33 30.3%	25 43.2%	16 23.5%	13 20.7%	22 20.1%	9 19.4%	19 38.4%	22 19.8%	23 29.3%	38 38.7%	71 29.6%	12 25.1%
					efgh					fg			j		

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

## Jobs Outlook - Combined

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

### Temporary or contract workers

Base: All who have recruited this type of staff before

	WAVE				REGION						SIZE			SECTOR	
	Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	278	78	92	108	63	59	74	111	37	45	101	78	99	233	45
Weighted Total	286	85	91	110	58	70	64	108	44	49	111	78	97	239	46
	100.0%	100.0%	100.0%	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	49	16	13	20	11	11	7	15	8	13	10	10	29	46	3
	17.2%	18.6%	14.7%	18.1%	18.1%	15.4%	11.1%	13.6%	17.3%	26.3% f	8.8%	13.4%	29.8% jk	19.3% n	6.2%
Other	23	6	9	8	3	3	6	8	3	9	3	6	14	20	3
	7.9%	7.6%	9.5%	6.9%	4.6%	4.3%	8.8%	7.8%	6.4%	17.2% de	3.1%	7.1%	14.2% j	8.2%	6.8%

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

## Jobs Outlook - Combined

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

Base: All who use recruitment agencies

		WAVE				REGION						SIZE			SECTOR	
		Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		279	99	90	90	63	72	77	111	34	33	110	86	83	226	53
Weighted Total		280	102	89	90	54	83	65	107	42	36	112	85	83	227	53
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Very satisfied	(5)	53	18	23	12	13	11	7	22	15	8	18	22	13	46	7
		18.9%	17.4%	26.1%	13.6%	23.6%	12.6%	10.4%	20.2%	35.3%	22.8%	16.2%	25.7%	15.7%	20.2%	13.4%
				c		f				ef						
Fairly satisfied	(4)	154	62	42	50	25	49	37	60	23	20	65	38	51	122	32
		55.0%	60.8%	47.4%	56.0%	45.7%	59.0%	57.4%	56.0%	53.8%	56.9%	57.8%	45.0%	61.4%	53.8%	60.0%
													k			
Neither satisfied nor dissatisfied	(3)	48	15	11	22	8	15	18	21	3	4	19	15	13	38	9
		17.0%	14.3%	12.4%	24.7%	15.6%	17.8%	27.7%	19.3%	6.5%	10.5%	17.1%	18.1%	15.8%	16.9%	17.7%
					b			hi								
Fairly dissatisfied	(2)	17	7	7	3	4	8	1	1	1	3	9	6	2	15	2
		6.0%	7.1%	7.5%	3.5%	8.0%	9.2%	.8%	1.3%	2.2%	9.7%	8.0%	7.0%	2.5%	6.6%	3.7%
						fg	fg				fg					
Very dissatisfied	(1)	3	*	2	1	1	-	2	2	-	-	1	1	1	2	1
		1.2%	.4%	2.1%	1.1%	1.8%	-	3.7%	2.2%	-	-	.9%	1.7%	1.1%	1.1%	1.7%
Don't know		5	-	4	1	3	1	-	1	1	-	-	2	3	3	2
		1.8%	-	4.5%	1.1%	5.3%	1.4%	-	.9%	2.2%	-	-	2.5%	3.4%	1.4%	3.5%
				a		f										
NETS																
Net: Satisfied		207	79	65	62	37	60	44	82	38	28	83	60	64	168	39
		74.0%	78.2%	73.6%	69.6%	69.3%	71.6%	67.8%	76.2%	89.2%	79.8%	74.1%	70.7%	77.1%	74.1%	73.4%
										def						
Net: Dissatisfied		20	8	9	4	5	8	3	4	1	3	10	7	3	17	3
		7.2%	7.5%	9.6%	4.6%	9.8%	9.2%	4.5%	3.6%	2.2%	9.7%	8.8%	8.7%	3.6%	7.7%	5.4%
Mean score		3.9	3.9	3.9	3.8	3.9	3.8	3.7	3.9	4.3	3.9	3.8	3.9	3.9	3.9	3.8
										defg						

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

## Jobs Outlook - Combined

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

Base: All who use recruitment agencies

		WAVE				REGION						SIZE			SECTOR	
		Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		279	99	90	90	63	72	77	111	34	33	110	86	83	226	53
Weighted Total		280	102	89	90	54	83	65	107	42	36	112	85	83	227	53
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Very satisfied	(5)	65	28	21	16	17	18	7	21	14	10	25	24	16	54	11
		23.3%	27.2%	24.0%	18.1%	31.1%	21.2%	10.8%	19.6%	33.1%	27.1%	22.5%	28.7%	18.7%	23.8%	21.0%
						f				f	f					
Fairly satisfied	(4)	143	49	47	48	20	42	36	62	26	19	55	36	53	117	27
		51.2%	48.4%	52.7%	52.9%	37.9%	50.3%	55.9%	57.7%	60.4%	54.1%	49.1%	42.1%	63.4%	51.5%	50.1%
								d	d	d			k			
Neither satisfied nor dissatisfied	(3)	35	9	8	18	5	10	15	17	2	3	15	11	9	24	10
		12.4%	8.9%	8.8%	19.9%	9.3%	12.1%	23.3%	15.8%	4.3%	7.9%	13.3%	13.0%	10.5%	10.7%	19.6%
					ab			dh								
Fairly dissatisfied	(2)	23	12	7	4	6	10	3	4	1	3	13	8	2	20	3
		8.2%	11.8%	7.6%	4.7%	11.7%	12.4%	4.3%	3.5%	2.2%	7.4%	11.3%	9.7%	2.5%	8.9%	5.4%
						g	g					l				
Very dissatisfied	(1)	4	*	3	1	2	1	1	1	-	-	2	1	1	4	-
		1.6%	.4%	3.4%	1.1%	3.5%	1.4%	2.2%	1.4%	-	-	1.7%	1.7%	1.4%	2.0%	-
Don't know		9	3	3	3	4	2	2	2	-	1	2	4	3	7	2
		3.3%	3.2%	3.5%	3.3%	6.6%	2.6%	3.5%	2.1%	-	3.6%	2.1%	4.8%	3.5%	3.2%	4.0%
NETS																
Net: Satisfied		209	77	68	64	37	60	43	83	39	29	80	60	68	171	38
		74.5%	75.6%	76.7%	71.0%	69.0%	71.6%	66.7%	77.3%	93.5%	81.2%	71.6%	70.8%	82.1%	75.3%	71.0%
										defg						
Net: Dissatisfied		27	12	10	5	8	11	4	5	1	3	14	10	3	25	3
		9.8%	12.2%	11.0%	5.8%	15.1%	13.8%	6.6%	4.8%	2.2%	7.4%	13.0%	11.4%	3.9%	10.8%	5.4%
						g	g					l				
Mean score		3.9	3.9	3.9	3.8	3.9	3.8	3.7	3.9	4.2	4.0	3.8	3.9	4.0	3.9	3.9
										efg						

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



## Jobs Outlook - Combined

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

### Permanent members of staff

Base: All who recruit permanent members of staff

		WAVE			REGION						SIZE			SECTOR	
	Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	580	195	194	191	145	123	151	229	78	83	258	167	155	475	105
Weighted Total	579	195	193	191	128	138	127	224	97	89	263	166	150	478	102
	100.0%	100.0%	100.0%	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	270	97	89	83	60	67	64	107	43	36	95	82	93	220	50
	46.6%	49.9%	46.1%	43.7%	46.5%	48.5%	50.5%	47.7%	44.2%	40.9%	36.2%	49.3%	61.8%	46.0%	49.3%
												j	jk		
Construction	85	29	23	33	19	26	24	29	6	11	43	23	19	76	9
	14.7%	14.7%	11.9%	17.5%	14.5%	19.0%	18.7%	13.1%	5.8%	12.1%	16.4%	13.7%	12.8%	15.9%	9.1%
						h	h								
Drivers	113	53	30	29	27	29	27	35	8	22	47	40	26	98	15
	19.4%	27.2%	15.8%	15.2%	20.7%	21.3%	21.4%	15.7%	8.2%	24.2%	17.8%	24.0%	17.3%	20.5%	14.7%
		bc			h	h	h			h					
Education	73	12	25	36	16	15	21	29	9	12	17	15	41	64	9
	12.6%	6.2%	13.1%	18.8%	12.7%	11.1%	16.3%	13.1%	8.8%	13.8%	6.5%	9.0%	27.5%	13.5%	8.7%
			a	a									jk		
Engineering & technical	168	59	50	59	33	48	42	55	13	32	62	50	56	136	32
	29.0%	30.1%	25.9%	30.9%	25.7%	34.9%	33.2%	24.6%	13.4%	35.6%	23.4%	30.1%	37.6%	28.5%	31.1%
					h	gh	h	h		h			j		
Executive recruitment / interim management	160	57	44	59	26	39	38	70	33	25	52	46	62	138	22
	27.6%	29.1%	22.7%	31.1%	20.0%	28.3%	29.6%	31.3%	33.5%	28.2%	19.7%	27.7%	41.3%	28.8%	21.8%
								d	d				jk		
Health & social care	71	16	34	21	18	20	12	20	8	14	23	20	29	67	5
	12.3%	8.3%	17.8%	10.9%	14.0%	14.6%	9.4%	8.7%	7.8%	15.5%	8.7%	12.0%	19.0%	13.9%	4.7%
			a										j	n	
Hospitality	89	31	26	31	20	20	20	34	14	15	34	24	30	72	17
	15.3%	15.9%	13.7%	16.4%	15.7%	14.2%	15.6%	15.3%	14.8%	16.5%	12.9%	14.8%	20.2%	15.0%	16.8%
													j		
Industrial	61	24	16	21	18	10	21	27	6	5	22	22	17	50	11
	10.5%	12.3%	8.3%	11.0%	14.4%	7.5%	16.7%	11.9%	5.8%	6.2%	8.2%	13.3%	11.6%	10.4%	11.1%
							ehi								
Legal & HR	187	57	72	58	36	44	46	80	35	27	39	56	92	153	34
	32.3%	29.1%	37.3%	30.5%	27.7%	32.1%	36.0%	35.8%	35.5%	30.3%	14.8%	33.6%	61.4%	32.1%	33.2%
												j	jk		
Life sciences	25	5	11	10	5	6	6	10	5	4	5	4	16	21	4
	4.3%	2.5%	5.6%	5.0%	4.1%	4.2%	4.5%	4.6%	4.8%	4.2%	1.8%	2.7%	10.6%	4.5%	3.7%
													jk		

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

## Jobs Outlook - Combined

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

### Permanent members of staff

Base: All who recruit permanent members of staff

		WAVE			REGION						SIZE			SECTOR	
	Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	580	195	194	191	145	123	151	229	78	83	258	167	155	475	105
Weighted Total	579	195	193	191	128	138	127	224	97	89	263	166	150	478	102
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Marketing, media & creative	172	72	46	54	34	34	42	80	37	24	61	44	67	139	33
	29.6%	36.7%	24.0%	28.2%	26.4%	24.6%	33.3%	35.5%	38.3%	27.4%	23.0%	26.3%	44.9%	29.1%	32.2%
		b						e	e				jk		
Office professionals	340	127	113	100	79	78	82	134	52	50	136	108	95	281	60
	58.8%	65.3%	58.6%	52.3%	61.3%	56.3%	64.6%	59.8%	53.6%	56.4%	51.8%	65.4%	63.6%	58.8%	58.7%
		c										j	j		
Sales & retail	200	86	53	61	38	46	44	80	36	36	87	61	52	158	42
	34.5%	44.1%	27.5%	31.9%	30.0%	33.4%	34.9%	35.6%	36.5%	40.3%	33.0%	36.9%	34.6%	33.2%	41.1%
		bc													
Technology	151	57	46	48	29	33	40	68	28	21	51	46	54	124	27
	26.1%	29.2%	23.8%	25.2%	22.6%	24.1%	31.3%	30.1%	28.6%	23.8%	19.3%	27.8%	36.0%	25.9%	26.9%
											j	j	j		
None	38	8	16	14	12	11	7	13	7	2	18	11	9	29	9
	6.6%	4.3%	8.4%	7.2%	9.3%	8.0%	5.3%	5.9%	6.8%	2.5%	6.9%	6.6%	6.2%	6.1%	9.0%
Average number of mentions	4.0	4.2	3.8	4.0	3.9	4.1	4.4	4.1	3.6	3.9	3.2	4.1	5.3	4.0	4.0
												j	jk		

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

## Jobs Outlook - Combined

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

### Temporary agency workers

Base: All who recruit temporary agency workers

		WAVE			REGION						SIZE			SECTOR	
	Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	b	c	*d	e	f	g	*h	*i	j	k	l	m	*n
Unweighted Total	124	29	43	52	26	36	37	47	10	15	40	36	48	103	21
Weighted Total	123	29	42	51	23	42	32	42	9	16	43	33	47	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%
Accounting and financial services	31	7	12	12	8	11	8	11	3	2	6	9	16	27	4
	25.3%	23.5%	29.8%	22.8%	35.2%	25.5%	23.7%	25.2%	30.4%	11.4%	14.3%	26.5%	34.8% j	26.8%	18.5%
Construction	17	5	6	7	2	7	5	7	2	2	7	5	6	14	3
	14.1%	15.6%	13.7%	13.5%	7.6%	15.8%	16.0%	16.8%	19.9%	11.4%	15.3%	14.8%	12.4%	13.7%	15.9%
Drivers	16	4	7	6	7	4	2	3	1	2	4	3	8	12	4
	12.9%	12.2%	16.0%	10.8%	30.0%	10.3%	5.9%	6.8%	9.9%	11.6%	10.1%	10.3%	17.3%	12.2%	16.4%
Education	18	1	8	9	4	8	2	3	1	3	-	5	13	18	-
	14.5%	3.3%	19.0%	17.2%	16.5%	20.0%	5.9%	6.8%	9.9%	17.4%	-	15.3% j	27.3% j	17.6%	-
Engineering & technical	27	5	7	14	6	8	8	9	1	4	7	7	12	22	4
	21.6%	17.9%	16.6%	27.8%	26.6%	18.5%	25.4%	21.8%	9.5%	22.2%	16.6%	22.7%	25.5%	22.2%	19.1%
Executive recruitment / interim management	18	2	5	11	3	6	4	7	3	3	2	3	13	17	1
	14.7%	6.3%	12.1%	21.6%	12.0%	13.4%	12.3%	16.3%	30.4%	17.5%	4.5%	9.7%	27.5% jk	16.6%	5.7%
Health & social care	15	2	7	6	3	6	1	2	1	4	2	-	13	14	1
	12.0%	5.6%	17.0%	11.6%	12.3%	13.4%	2.9%	4.5%	9.9%	27.5%	4.3%	-	27.4% jk	13.7%	4.0%
Hospitality	12	-	9	3	1	2	4	4	-	5	1	3	8	11	1
	9.7%	-	20.9% c	6.2%	3.7%	5.4%	11.8%	9.1%	-	31.5%	2.3%	8.8%	17.3% j	10.8%	4.6%
Industrial	21	7	6	9	6	6	7	7	-	2	5	8	9	17	4
	17.4%	23.6%	13.8%	16.8%	28.0%	14.0%	22.4%	17.3%	-	11.6%	11.8%	23.8%	18.2%	16.9%	19.7%
Legal & HR	28	2	13	13	5	6	11	15	4	3	3	9	16	25	3
	22.7%	7.7%	30.2%	25.1%	20.2%	13.2%	34.3% e	35.7% e	40.5%	17.3%	6.4%	28.1% j	34.0% j	24.5%	14.4%
Life sciences	8	-	4	4	1	1	3	4	1	2	1	3	4	8	-
	6.3%	-	9.5%	7.3%	4.2%	2.7%	9.0%	9.3%	10.1%	11.4%	2.3%	8.8%	8.3%	7.7%	-
Marketing, media & creative	21	1	9	11	3	6	5	10	5	3	3	5	13	21	*
	17.1%	3.4%	21.1%	21.5%	12.8%	13.4%	15.0%	22.9%	50.3%	17.6%	6.8%	15.9%	27.4% j	20.3%	2.1%

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

## Jobs Outlook - Combined

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

### Temporary agency workers

Base: All who recruit temporary agency workers

		WAVE			REGION						SIZE			SECTOR	
	Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	b	c	*d	e	f	g	*h	*i	j	k	l	m	*n
Unweighted Total	124	29	43	52	26	36	37	47	10	15	40	36	48	103	21
Weighted Total	123	29	42	51	23	42	32	42	9	16	43	33	47	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%
Office professionals	56	11	22	23	12	16	16	23	7	5	16	20	19	49	7
	45.3%	37.0%	52.9%	43.8%	55.1%	36.8%	50.1%	54.6%	70.1%	29.5%	37.8%	61.1%	41.2%	48.0%	32.3%
												j			
Sales & retail	18	5	8	6	5	4	5	7	2	2	8	5	5	14	4
	14.8%	16.4%	18.6%	10.9%	24.0%	9.0%	16.5%	17.2%	19.9%	11.1%	18.1%	15.5%	11.3%	13.7%	20.0%
Technology	15	2	7	6	2	5	5	8	3	1	1	5	9	14	1
	12.2%	6.3%	16.4%	12.1%	7.6%	10.8%	15.3%	18.6%	30.1%	5.3%	2.2%	15.6%	19.0%	13.5%	5.7%
												j	j		
None	16	4	6	6	1	9	3	4	1	3	8	4	5	11	5
	13.4%	13.3%	14.4%	12.6%	4.0%	20.0%	10.3%	10.2%	10.0%	17.2%	19.0%	11.1%	9.8%	11.1%	24.1%
Average number of mentions	3.0	2.1	3.6	3.1	3.1	2.8	3.0	3.2	3.8	3.1	1.9	3.1	3.9	3.1	2.4
												j	j		

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

## Jobs Outlook - Combined

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

### **SUMMARY TABLE**

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

	Total	Increase greatly	Increase slightly	Stay the same	Decrease slightly	Decrease greatly	Don't know	Net: Increase	Net: Decrease	Net: Increase + Stay the same	No response
Three months	541 100.0%	- -	- -	- -	- -	- -	- -	- -	- -	- -	541 100.0%
Four to twelve months	541 100.0%	- -	- -	- -	- -	- -	- -	- -	- -	- -	541 100.0%

## 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	541 100.0%	-
Four to twelve months	541 100.0%	-

## 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

		WAVE			REGION						SIZE			SECTOR		
		Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		541	184	179	178	132	112	144	216	72	81	238	158	145	446	95
Weighted Total		541	187	177	177	116	127	120	211	91	87	245	155	141	448	92
		100.0%	100.0%	100.0%	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		541	187	177	177	116	127	120	211	91	87	245	155	141	448	92
		100.0%	100.0%	100.0%	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

## Jobs Outlook - Combined

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

### Four to twelve months

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

		WAVE			REGION						SIZE			SECTOR		
		Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		541	184	179	178	132	112	144	216	72	81	238	158	145	446	95
Weighted Total		541	187	177	177	116	127	120	211	91	87	245	155	141	448	92
		100.0%	100.0%	100.0%	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		541	187	177	177	116	127	120	211	91	87	245	155	141	448	92
		100.0%	100.0%	100.0%	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



## 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	270 100.0%	2 .7%	16 6.1%	239 88.6%	5 1.8%	-	7 2.8%	18 6.8%	5 1.8%	257 95.4%	3.1
Construction	85 100.0%	1 1.6%	25 29.0%	52 61.1%	- -	-	7 8.2%	26 30.7%	- -	78 91.8%	3.4
Drivers	113 100.0%	3 2.9%	27 23.9%	77 68.5%	1 1.0%	-	4 3.8%	30 26.7%	1 1.0%	107 95.2%	3.3
Education	73 100.0%	2 2.7%	16 21.2%	43 59.2%	6 8.0%	-	6 8.8%	18 23.9%	6 8.0%	61 83.1%	3.2
Engineering & technical	168 100.0%	7 4.1%	43 25.5%	108 64.6%	3 1.5%	-	7 4.2%	50 29.6%	3 1.5%	158 94.2%	3.3
Executive recruitment / interim management	160 100.0%	2 1.2%	20 12.8%	133 83.0%	- -	1 .7%	4 2.3%	22 14.0%	1 .7%	155 97.0%	3.1
Health & social care	71 100.0%	3 4.0%	15 21.5%	50 69.5%	1 1.3%	-	3 3.8%	18 25.4%	1 1.3%	68 94.9%	3.3
Hospitality	89 100.0%	1 1.3%	19 21.3%	62 70.0%	3 3.2%	-	4 4.1%	20 22.6%	3 3.2%	82 92.6%	3.2
Industrial	61 100.0%	3 4.6%	16 25.6%	37 61.3%	2 2.6%	-	4 6.0%	18 30.2%	2 2.6%	56 91.5%	3.3
Legal & HR	187 100.0%	1 .5%	17 9.1%	157 84.0%	4 1.9%	-	8 4.5%	18 9.6%	4 1.9%	175 93.6%	3.1
Life sciences	25 100.0%	2 7.6%	3 11.3%	18 70.1%	- -	-	3 11.0%	5 18.9%	- -	22 89.0%	3.3
Marketing, media & creative	172 100.0%	1 .5%	25 14.7%	137 79.8%	2 1.2%	-	6 3.8%	26 15.3%	2 1.2%	163 95.0%	3.2
Office professionals	340 100.0%	2 .5%	55 16.1%	266 78.1%	6 1.7%	1 .3%	11 3.2%	57 16.7%	7 2.0%	323 94.8%	3.2
Sales & retail	200 100.0%	5 2.4%	45 22.6%	140 69.9%	6 2.8%	-	5 2.4%	50 24.9%	6 2.8%	190 94.8%	3.3
Technology	151 100.0%	4 2.4%	26 17.3%	113 74.7%	2 1.3%	-	7 4.3%	30 19.7%	2 1.3%	142 94.4%	3.2
Average (response based including bases)	2165 100.0%	38 1.8%	368 17.0%	1632 75.4%	39 1.8%	2 .1%	86 4.0%	406 18.8%	41 1.9%	2038 94.1%	3.2

## Jobs Outlook - Combined

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

### SUMMARY TABLE

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

		WAVE				REGION						SIZE			SECTOR	
		Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		2241	841	687	713	526	471	653	920	267	324	781	665	795	1846	395
Weighted Total		2165	782	679	704	457	515	527	858	331	334	773	641	751	1796	369
		100.0%	100.0%	100.0%	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)	38	7	8	23	14	7	9	11	3	6	7	14	17	35	3
		1.8%	.9%	1.1%	3.3%	3.0%	1.5%	1.6%	1.3%	.8%	1.7%	.9%	2.2%	2.3%	2.0%	.8%
					ab	g							j	j		
Increase slightly	(4)	368	109	125	134	77	88	89	149	60	53	142	104	122	308	60
		17.0%	13.9%	18.4%	19.0%	16.9%	17.1%	16.8%	17.4%	18.3%	15.9%	18.3%	16.3%	16.2%	17.1%	16.3%
				a	a											
Stay same	(3)	1632	643	515	474	325	391	403	658	255	258	600	497	534	1334	298
		75.4%	82.2%	75.8%	67.4%	71.2%	75.8%	76.5%	76.7%	77.0%	77.1%	77.6%	77.6%	71.2%	74.3%	80.8%
			bc	c				d	d			l	l		m	
Decrease slightly	(2)	39	6	13	20	11	10	7	10	3	8	12	11	17	33	6
		1.8%	.7%	2.0%	2.8%	2.4%	1.9%	1.3%	1.1%	.8%	2.5%	1.5%	1.6%	2.2%	1.8%	1.7%
				a	a											
Decrease greatly	(1)	2	-	1	1	1	1	-	-	-	-	-	1	1	1	1
		.1%	-	.2%	.2%	.2%	.2%	-	-	-	-	-	.2%	.1%	.1%	.3%
Don't know		86	18	17	51	28	18	20	30	10	9	13	13	59	85	*
		4.0%	2.3%	2.5%	7.3%	6.2%	3.5%	3.7%	3.5%	3.1%	2.8%	1.7%	2.1%	7.9%	4.7%	.1%
					ab	efgi								jk	n	
NETS																
Net: Increase		406	116	133	157	91	96	97	160	63	59	148	118	139	343	63
		18.8%	14.8%	19.6%	22.4%	19.9%	18.5%	18.4%	18.7%	19.1%	17.6%	19.2%	18.5%	18.5%	19.1%	17.1%
				a	a											
Net: Decrease		41	6	14	21	12	11	7	10	3	8	12	12	18	34	7
		1.9%	.7%	2.1%	3.0%	2.6%	2.1%	1.3%	1.1%	.8%	2.5%	1.5%	1.8%	2.4%	1.9%	2.0%
				a	a	g										
Net: Increase + Stay the same		2038	759	648	632	417	486	501	818	318	317	748	616	674	1677	361
		94.1%	97.0%	95.4%	89.8%	91.1%	94.4%	94.9%	95.4%	96.1%	94.7%	96.8%	96.1%	89.7%	93.4%	97.9%
			c	c				d	d	d		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	3.2	3.2	3.2	3.2	3.2
					a											

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

## Jobs Outlook - Combined

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

### Accounting and financial services

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

		WAVE			REGION						SIZE			SECTOR		
		Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		282	107	90	85	69	62	80	115	35	36	100	85	97	226	56
Weighted Total		270	97	89	83	60	67	64	107	43	36	95	82	93	220	50
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	2 .7%	- -	- -	2 2.4%	1 1.6%	- -	1 1.6%	1 1.0%	- -	- -	- -	1 1.3%	1 1.0%	2 .9%	- -
Increase slightly	(4)	16 6.1%	3 3.1%	6 7.3%	7 8.3%	1 1.7%	6 8.6%	6 9.1%	8 7.2%	2 4.3%	2 5.3%	4 4.4%	4 4.5%	8 9.1%	14 6.2%	3 5.6%
Stay same	(3)	239 88.6%	92 94.1%	79 88.5%	69 82.3%	53 88.5%	58 87.0%	55 86.5%	96 89.3%	40 93.5%	33 89.4%	89 93.7%	75 91.9%	75 80.5%	192 87.3%	47 94.4%
			c									l	l			
Decrease slightly	(2)	5 1.8%	1 1.0%	2 2.1%	2 2.5%	2 3.3%	1 1.7%	1 1.5%	1 .9%	- -	1 2.6%	1 1.0%	2 2.4%	2 2.2%	5 2.3%	- -
Decrease greatly	(1)	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Don't know		7 2.8%	2 1.8%	2 2.1%	4 4.6%	3 4.9%	2 2.7%	1 1.3%	2 1.7%	1 2.1%	1 2.6%	1 .9%	- -	7 7.1%	7 3.4%	- -
														jk		
NETS																
Net: Increase		18 6.8%	3 3.1%	6 7.3%	9 10.7%	2 3.3%	6 8.6%	7 10.7%	9 8.1%	2 4.3%	2 5.3%	4 4.4%	5 5.8%	9 10.2%	16 7.1%	3 5.6%
				a												
Net: Decrease		5 1.8%	1 1.0%	2 2.1%	2 2.5%	2 3.3%	1 1.7%	1 1.5%	1 .9%	- -	1 2.6%	1 1.0%	2 2.4%	2 2.2%	5 2.3%	- -
Net: Increase + Stay the same		257 95.4%	95 97.2%	85 95.8%	77 92.9%	55 91.8%	64 95.6%	62 97.2%	104 97.5%	42 97.9%	34 94.8%	93 98.1%	80 97.6%	84 90.7%	207 94.3%	50 100.0%
												l				
Mean score		3.1	3.0	3.1	3.1	3.0	3.1	3.1	3.1	3.0	3.0	3.0	3.0	3.1	3.1	3.1

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

## Jobs Outlook - Combined

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

### Construction

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

		WAVE				REGION						SIZE			SECTOR	
		Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		96	38	24	34	23	24	31	37	6	12	48	26	22	85	11
Weighted Total		85	29	23	33	19	26	24	29	6	11	43	23	19	76	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	-	1	-
		1.6%	1.9%	-	2.5%	-	-	2.3%	1.9%	-	7.9%	-	6.2%	-	1.9%	-
Increase slightly	(4)	25	9	7	9	4	9	8	9	1	3	15	6	4	23	2
		29.0%	31.3%	29.3%	26.9%	18.9%	36.1%	34.3%	30.9%	16.6%	24.2%	34.3%	25.1%	21.8%	29.8%	22.4%
Stay same	(3)	52	17	15	20	13	15	14	18	4	6	27	14	10	45	7
		61.1%	58.9%	66.7%	59.2%	67.9%	57.0%	59.7%	61.2%	67.1%	59.0%	63.7%	62.3%	53.8%	59.1%	77.6%
Decrease slightly	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		7	2	1	4	2	2	1	2	1	1	1	1	5	7	-
		8.2%	7.9%	4.0%	11.4%	13.2%	6.9%	3.6%	6.1%	16.2%	8.9%	2.0%	6.4%	24.3%	9.2%	-
NETS																
Net: Increase		26	10	7	10	4	9	9	10	1	3	15	7	4	24	2
		30.7%	33.2%	29.3%	29.4%	18.9%	36.1%	36.6%	32.8%	16.6%	32.1%	34.3%	31.3%	21.8%	31.7%	22.4%
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		78	26	22	30	16	24	23	28	5	10	42	21	15	69	9
		91.8%	92.1%	96.0%	88.6%	86.8%	93.1%	96.4%	93.9%	83.8%	91.1%	98.0%	93.6%	75.7%	90.8%	100.0%
Mean score		3.4	3.4	3.3	3.4	3.2	3.4	3.4	3.4	3.2	3.4	3.3	3.4	3.3	3.4	3.2

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

## Jobs Outlook - Combined

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

### Drivers

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

		WAVE			REGION						SIZE			SECTOR		
		Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		118	57	31	30	32	27	34	40	6	19	46	44	28	104	14
Weighted Total		113	53	30	29	27	29	27	35	8	22	47	40	26	98	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)	3 2.9%	- -	1 3.8%	2 7.1% a	1 3.6%	2 7.8%	- -	- -	- -	- -	1 2.4%	- -	2 8.1%	3 3.3%	- -
Increase slightly	(4)	27 23.9%	13 23.6%	10 31.6%	5 16.3%	7 26.3%	6 20.1%	7 24.9%	7 19.2%	- -	7 33.5%	11 22.9%	9 23.0%	7 26.9%	24 25.1%	2 15.9%
Stay same	(3)	77 68.5%	39 73.9%	20 64.6%	18 62.6%	16 61.1%	20 68.2%	19 68.2%	27 75.4%	8 100.0%	14 66.5%	33 70.4%	28 70.8%	16 61.4%	65 66.1%	13 84.1%
Decrease slightly	(2)	1 1.0%	- -	- -	1 3.9%	- -	1 3.8%	- -	- -	- -	- -	1 2.4%	- -	- -	1 1.2%	- -
Decrease greatly	(1)	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Don't know		4 3.8%	1 2.6%	- -	3 10.0%	2 9.0%	- -	2 6.9%	2 5.3%	- -	- -	1 1.8%	2 6.2%	1 3.6%	4 4.4%	- -
NETS																
Net: Increase		30 26.7%	13 23.6%	11 35.4%	7 23.5%	8 29.9%	8 27.9%	7 24.9%	7 19.2%	- -	7 33.5%	12 25.4%	9 23.0%	9 35.0%	28 28.4%	2 15.9%
Net: Decrease		1 1.0%	- -	- -	1 3.9%	- -	1 3.8%	- -	- -	- -	- -	1 2.4%	- -	- -	1 1.2%	- -
Net: Increase + Stay the same		107 95.2%	52 97.4% c	30 100.0% c	25 86.1%	24 91.0%	28 96.2%	25 93.1%	33 94.7%	8 100.0%	22 100.0%	45 95.8%	37 93.8%	25 96.4%	92 94.5%	15 100.0%
Mean score		3.3	3.2	3.4	3.3	3.4	3.3	3.3	3.2	3.0	3.3	3.3	3.2	3.4	3.3	3.2

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

## Jobs Outlook - Combined

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

### Education

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

		WAVE			REGION						SIZE			SECTOR		
		Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	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	15	26	36	18	15	23	32	9	12	18	15	44	68	9
Weighted Total		73	12	25	36	16	15	21	29	9	12	17	15	41	64	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	-	-	2	-	1	-	-	-	1	-	1	1	2	-
		2.7%	-	-	5.6%	-	7.5%	-	-	-	6.9%	-	5.7%	2.8%	3.1%	-
Increase slightly	(4)	16	2	5	9	4	1	5	10	5	1	4	1	11	15	1
		21.2%	15.4%	18.7%	24.9%	23.1%	6.3%	24.2%	33.6%	56.2%	7.7%	23.1%	6.7%	25.7%	22.7%	10.1%
Stay same	(3)	43	8	20	15	9	9	13	17	4	9	10	10	23	37	6
		59.2%	69.5%	77.4%	42.9%	53.7%	60.7%	62.7%	57.2%	43.8%	69.6%	60.5%	68.5%	55.3%	57.9%	68.5%
Decrease slightly	(2)	6	1	1	4	1	2	2	2	-	1	2	1	3	4	2
		8.0%	8.0%	3.9%	10.9%	5.8%	13.7%	8.9%	6.3%	-	8.1%	11.4%	6.5%	7.2%	6.2%	21.4%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		6	1	-	6	3	2	1	1	-	1	1	2	4	6	-
		8.8%	7.1%	-	15.6%	17.3%	11.8%	4.2%	2.9%	-	7.8%	5.0%	12.6%	9.0%	10.0%	-
NETS																
Net: Increase		18	2	5	11	4	2	5	10	5	2	4	2	12	17	1
		23.9%	15.4%	18.7%	30.5%	23.1%	13.8%	24.2%	33.6%	56.2%	14.6%	23.1%	12.4%	28.5%	25.8%	10.1%
Net: Decrease		6	1	1	4	1	2	2	2	-	1	2	1	3	4	2
		8.0%	8.0%	3.9%	10.9%	5.8%	13.7%	8.9%	6.3%	-	8.1%	11.4%	6.5%	7.2%	6.2%	21.4%
Net: Increase + Stay the same		61	10	24	26	13	11	18	27	9	10	14	12	35	54	7
		83.1%	84.9%	96.1%	73.5%	76.9%	74.5%	86.9%	90.7%	100.0%	84.1%	83.5%	80.9%	83.8%	83.8%	78.6%
Mean score		3.2	3.1	3.1	3.3	3.2	3.1	3.2	3.3	3.6	3.1	3.1	3.1	3.3	3.3	2.9

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

## Jobs Outlook - Combined

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

### Engineering & technical

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

		WAVE				REGION						SIZE			SECTOR	
		Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	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	74	51	60	41	45	54	68	14	31	68	55	62	149	36
Weighted Total		168	59	50	59	33	48	42	55	13	32	62	50	56	136	32
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly		(5)	7	2	1	4	2	-	4	4	-	2	2	3	6	1
			4.1%	3.5%	1.8%	6.7%	7.4%	-	10.5%	8.0%	-	3.1%	4.8%	4.5%	4.2%	3.6%
								e								
Increase slightly		(4)	43	15	14	14	6	16	10	14	4	19	10	14	36	7
			25.5%	25.9%	27.9%	23.2%	17.6%	33.9%	23.7%	24.8%	28.4%	30.5%	20.6%	24.5%	26.2%	22.5%
Stay same		(3)	108	40	32	37	22	31	26	34	8	39	35	35	86	22
			64.6%	67.3%	64.6%	61.9%	65.7%	64.2%	61.3%	62.0%	64.5%	63.4%	69.6%	61.4%	63.2%	70.7%
Decrease slightly		(2)	3	1	2	-	1	-	-	-	2	1	1	1	2	1
			1.5%	1.1%	3.9%	-	1.9%	-	-	-	6.1%	1.6%	1.9%	1.1%	1.2%	3.2%
											g					
Decrease greatly		(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know			7	1	1	5	2	1	2	3	1	1	2	5	7	-
			4.2%	2.3%	1.8%	8.2%	7.4%	1.9%	4.5%	5.1%	7.1%	1.4%	3.0%	8.4%	5.2%	-
NETS																
Net: Increase		50	17	15	18	8	16	14	18	4	7	21	13	16	41	8
		29.6%	29.3%	29.7%	29.9%	25.0%	33.9%	34.3%	32.9%	28.4%	22.3%	33.6%	25.5%	29.0%	30.5%	26.1%
Net: Decrease		3	1	2	-	1	-	-	-	-	2	1	1	1	2	1
		1.5%	1.1%	3.9%	-	1.9%	-	-	-	-	6.1%	1.6%	1.9%	1.1%	1.2%	3.2%
											g					
Net: Increase + Stay the same		158	57	47	54	30	47	40	52	12	29	60	47	51	128	31
		94.2%	96.6%	94.3%	91.8%	90.7%	98.1%	95.5%	94.9%	92.9%	90.9%	97.0%	95.1%	90.5%	93.6%	96.8%
Mean score		3.3	3.3	3.3	3.4	3.3	3.3	3.5	3.4	3.3	3.2	3.4	3.3	3.4	3.4	3.3
								i								

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

## Jobs Outlook - Combined

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

### Executive recruitment / interim management

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

		WAVE			REGION						SIZE			SECTOR		
		Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		162	60	43	59	31	35	46	72	26	24	51	46	65	137	25
Weighted Total		160	57	44	59	26	39	38	70	33	25	52	46	62	138	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%
Increase greatly	(5)	2 1.2%	- -	- -	2 3.3%	1 3.7%	- -	1 2.7%	1 1.5%	- -	- -	- -	1 2.2%	1 1.5%	2 1.4%	- -
Increase slightly	(4)	20 12.8%	4 6.5%	8 18.5%	9 14.5%	3 10.4%	8 19.4%	2 6.3%	6 8.6%	4 11.3%	4 16.5%	9 16.5%	5 10.1%	7 11.6%	19 13.9%	1 6.1%
Stay same	(3)	133 83.0%	52 91.9%	35 79.4%	46 77.2%	21 82.3%	29 75.4%	33 88.7%	61 87.4%	28 85.9%	21 83.5%	43 81.9%	40 87.6%	50 80.6%	112 81.3%	21 93.9%
			c													
Decrease slightly	(2)	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Decrease greatly	(1)	1 .7%	- -	- -	1 1.9%	- -	1 2.9%	- -	- -	- -	- -	- -	- -	1 1.8%	1 .8%	- -
Don't know		4 2.3%	1 1.5%	1 2.1%	2 3.1%	1 3.7%	1 2.3%	1 2.3%	2 2.5%	1 2.8%	- -	1 1.7%	- -	3 4.5%	4 2.6%	- -
NETS																
Net: Increase		22 14.0%	4 6.5%	8 18.5%	11 17.8%	4 14.1%	8 19.4%	3 9.0%	7 10.1%	4 11.3%	4 16.5%	9 16.5%	6 12.4%	8 13.2%	21 15.3%	1 6.1%
Net: Decrease		1 .7%	- -	- -	1 1.9%	- -	1 2.9%	- -	- -	- -	- -	- -	- -	1 1.8%	1 .8%	- -
Net: Increase + Stay the same		155 97.0%	56 98.5%	43 97.9%	56 95.0%	25 96.3%	37 94.8%	37 97.7%	68 97.5%	32 97.2%	25 100.0%	51 98.3%	46 100.0%	58 93.7%	133 96.6%	22 100.0%
Mean score		3.1	3.1	3.2	3.2	3.2	3.1	3.1	3.1	3.1	3.2	3.2	3.1	3.1	3.2	3.1

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



## Jobs Outlook - Combined

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

### Health & social care

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

		WAVE			REGION						SIZE			SECTOR		
		Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	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	18	35	21	20	18	15	23	8	13	24	20	30	68	6
Weighted Total		71	16	34	21	18	20	12	20	8	14	23	20	29	67	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%
Increase greatly	(5)	3	-	2	1	1	-	1	1	-	1	-	1	2	3	-
		4.0%	-	5.5%	4.5%	5.3%	-	7.9%	4.8%	-	6.9%	-	4.8%	6.6%	4.3%	-
Increase slightly	(4)	15	4	5	7	5	3	2	3	1	5	2	4	9	14	1
		21.5%	21.8%	14.1%	33.4%	25.6%	17.2%	14.4%	13.9%	13.1%	33.0%	9.8%	22.6%	30.1%	20.9%	29.0%
Stay same	(3)	50	12	26	12	12	16	8	13	5	8	19	14	16	46	3
		69.5%	72.9%	75.1%	57.8%	69.1%	78.3%	70.5%	67.5%	62.8%	60.1%	82.5%	72.7%	56.9%	69.4%	71.0%
Decrease slightly	(2)	1	-	1	-	-	-	-	1	1	-	1	-	-	1	-
		1.3%	-	2.7%	-	-	-	-	4.7%	12.1%	-	4.0%	-	-	1.4%	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		3	1	1	1	-	1	1	2	1	-	1	-	2	3	-
		3.8%	5.3%	2.7%	4.3%	-	4.5%	7.2%	9.1%	12.0%	-	3.8%	-	6.4%	4.0%	-
NETS																
Net: Increase		18	4	7	8	6	3	3	4	1	6	2	5	10	17	1
		25.4%	21.8%	19.6%	37.9%	30.9%	17.2%	22.3%	18.7%	13.1%	39.9%	9.8%	27.3%	36.7%	25.2%	29.0%
Net: Decrease		1	-	1	-	-	-	-	1	1	-	1	-	-	1	-
		1.3%	-	2.7%	-	-	-	-	4.7%	12.1%	-	4.0%	-	-	1.4%	-
Net: Increase + Stay the same		68	15	33	20	18	19	11	17	6	14	21	20	27	63	5
		94.9%	94.7%	94.6%	95.7%	100.0%	95.5%	92.8%	86.2%	75.9%	100.0%	92.2%	100.0%	93.6%	94.6%	100.0%
Mean score		3.3	3.2	3.2	3.4	3.4	3.2	3.3	3.2	3.0	3.5	3.1	3.3	3.5	3.3	3.3

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

## Jobs Outlook - Combined

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

### Hospitality

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

		WAVE			REGION						SIZE			SECTOR		
		Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	c	*d	*e	*f	g	*h	*i	*j	*k	l	m	*n
Unweighted Total		83	26	26	31	20	15	21	34	13	14	29	23	31	70	13
Weighted Total		89	31	26	31	20	20	20	34	14	15	34	24	30	72	17
		100.0%	100.0%	100.0%	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	-
		1.3%	-	-	3.6%	-	5.8%	-	-	-	-	3.3%	-	-	1.6%	-
Increase slightly	(4)	19	7	4	8	3	5	5	7	3	4	3	6	10	14	5
		21.3%	21.6%	15.3%	26.2%	12.6%	24.8%	23.0%	21.7%	19.8%	27.9%	10.2%	23.4%	32.2%	19.9%	27.5%
Stay same	(3)	62	23	21	17	15	13	14	25	11	10	26	19	18	50	12
		70.0%	75.6%	81.2%	55.0%	73.1%	64.7%	72.7%	73.1%	73.8%	65.5%	75.5%	76.6%	58.6%	69.4%	72.5%
Decrease slightly	(2)	3	-	1	2	2	-	-	1	1	-	3	-	-	3	-
		3.2%	-	3.5%	6.2%	9.6%	-	-	2.7%	6.4%	-	8.4%	-	-	4.0%	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		4	1	-	3	1	1	1	1	-	1	1	-	3	4	-
		4.1%	2.8%	-	9.0%	4.7%	4.6%	4.3%	2.5%	-	6.5%	2.5%	-	9.3%	5.1%	-
NETS																
Net: Increase		20	7	4	9	3	6	5	7	3	4	5	6	10	15	5
		22.6%	21.6%	15.3%	29.8%	12.6%	30.6%	23.0%	21.7%	19.8%	27.9%	13.5%	23.4%	32.2%	21.4%	27.5%
Net: Decrease		3	-	1	2	2	-	-	1	1	-	3	-	-	3	-
		3.2%	-	3.5%	6.2%	9.6%	-	-	2.7%	6.4%	-	8.4%	-	-	4.0%	-
Net: Increase + Stay the same		82	30	26	27	17	19	19	32	13	14	30	24	27	65	17
		92.6%	97.2%	96.5%	84.8%	85.7%	95.4%	95.7%	94.8%	93.6%	93.5%	89.0%	100.0%	90.7%	90.9%	100.0%
Mean score		3.2	3.2	3.1	3.3	3.0	3.4	3.2	3.2	3.1	3.3	3.1	3.2	3.4	3.2	3.3

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

## Jobs Outlook - Combined

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

### Industrial

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

		WAVE			REGION						SIZE			SECTOR		
		Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	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	36	17	21	23	11	29	34	5	6	25	27	22	60	14
Weighted Total		61	24	16	21	18	10	21	27	6	5	22	22	17	50	11
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly		(5)	3	-	2	2	-	-	-	-	1	1	1	1	1	2
			4.6%	-	11.6%	9.9%	-	-	-	-	17.5%	4.1%	4.4%	5.4%	1.9%	16.4%
Increase slightly		(4)	16	6	4	5	5	4	5	1	1	2	8	5	13	3
			25.6%	24.3%	24.5%	25.9%	45.5%	20.2%	19.3%	15.9%	18.1%	9.8%	36.6%	31.4%	25.5%	26.1%
Stay same		(3)	37	17	8	11	5	15	19	4	3	18	13	7	32	6
			61.3%	69.4%	52.4%	60.7%	45.7%	71.3%	70.6%	67.7%	46.9%	82.1%	59.1%	38.3%	64.0%	49.3%
Decrease slightly		(2)	2	1	1	1	-	1	1	-	-	-	-	2	1	1
			2.6%	2.7%	5.8%	3.5%	-	4.4%	3.5%	-	-	-	-	9.0%	1.3%	8.2%
Decrease greatly		(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know			4	1	1	-	1	1	2	1	1	1	-	3	4	-
			6.0%	3.6%	5.7%	-	8.8%	4.1%	6.6%	16.3%	17.5%	4.0%	-	15.9%	7.3%	-
NETS																
Net: Increase		18	6	6	7	7	5	4	5	1	2	3	9	6	14	5
		30.2%	24.3%	36.1%	32.4%	35.8%	45.5%	20.2%	19.3%	15.9%	35.6%	13.9%	40.9%	36.8%	27.4%	42.5%
Net: Decrease		2	1	1	-	1	-	1	1	-	-	-	-	2	1	1
		2.6%	2.7%	5.8%	-	3.5%	-	4.4%	3.5%	-	-	-	-	9.0%	1.3%	8.2%
Net: Increase + Stay the same		56	23	14	19	18	9	19	24	5	5	21	22	13	45	10
		91.5%	93.8%	88.5%	91.1%	96.5%	91.2%	91.5%	89.9%	83.7%	82.5%	96.0%	100.0%	75.1%	91.4%	91.8%
Mean score		3.3	3.2	3.4	3.4	3.4	3.5	3.2	3.2	3.2	3.6	3.2	3.5	3.4	3.3	3.5

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

## Jobs Outlook - Combined

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

### Legal & HR

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

		WAVE			REGION						SIZE			SECTOR		
		Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		189	57	73	59	40	41	54	80	26	28	36	57	96	153	36
Weighted Total		187	57	72	58	36	44	46	80	35	27	39	56	92	153	34
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	1 .5%	- -	- -	1 1.6%	1 2.7%	- -	- -	- -	- -	- -	- -	- -	1 1.0%	1 .6%	- -
Increase slightly	(4)	17 9.1%	* .8%	12 16.3%	5 8.2%	2 5.1%	3 7.0%	5 11.9%	9 11.4%	4 10.8%	3 10.7%	3 7.2%	7 13.0%	7 7.5%	13 8.3%	4 12.7%
				a												
Stay same	(3)	157 84.0%	54 95.2%	55 77.1%	48 81.7%	30 84.1%	38 86.4%	37 80.8%	67 83.3%	30 86.6%	22 82.2%	35 90.6%	47 83.5%	75 81.5%	128 83.6%	29 85.7%
				bc												
Decrease slightly	(2)	4 1.9%	1 .9%	2 2.6%	1 1.9%	- -	1 2.5%	1 3.2%	1 1.8%	- -	1 3.5%	- -	1 1.7%	3 2.8%	3 2.0%	1 1.5%
Decrease greatly	(1)	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Don't know		8 4.5%	2 3.1%	3 4.1%	4 6.6%	3 8.2%	2 4.1%	2 4.1%	3 3.5%	1 2.7%	1 3.6%	1 2.2%	1 1.8%	7 7.2%	8 5.5%	-
NETS																
Net: Increase		18 9.6%	* .8%	12 16.3%	6 9.8%	3 7.7%	3 7.0%	5 11.9%	9 11.4%	4 10.8%	3 10.7%	3 7.2%	7 13.0%	8 8.5%	14 8.9%	4 12.7%
				a	a											
Net: Decrease		4 1.9%	1 .9%	2 2.6%	1 1.9%	- -	1 2.5%	1 3.2%	1 1.8%	- -	1 3.5%	- -	1 1.7%	3 2.8%	3 2.0%	1 1.5%
Net: Increase + Stay the same		175 93.6%	55 96.0%	67 93.3%	53 91.5%	33 91.8%	41 93.4%	42 92.7%	76 94.7%	34 97.3%	25 93.0%	38 97.8%	54 96.5%	83 90.0%	142 92.5%	33 98.5%
Mean score		3.1	3.0	3.1	3.1	3.1	3.0	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.1
				a												

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

## Jobs Outlook - Combined

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

### Life sciences

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

		WAVE				REGION						SIZE			SECTOR	
		Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		26	5	11	10	6	5	6	11	5	4	5	4	17	22	4
Weighted Total		25	5	11	10	5	6	6	10	5	4	5	4	16	21	4
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	2	-	1	1	1	-	-	-	-	1	-	-	2	2	-
		7.6%	-	9.1%	9.9%	17.8%	-	-	-	-	26.2%	-	-	12.1%	9.0%	-
Increase slightly	(4)	3	1	1	1	2	-	1	1	-	-	1	-	2	3	-
		11.3%	18.1%	9.3%	9.9%	34.6%	-	17.3%	9.6%	-	-	20.7%	-	11.5%	13.2%	-
Stay same	(3)	18	4	8	6	2	5	5	8	4	3	4	4	9	14	4
		70.1%	81.9%	73.0%	60.7%	29.8%	84.2%	82.7%	81.6%	80.3%	73.8%	79.3%	100.0%	59.1%	64.9%	100.0%
Decrease slightly	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		3	-	1	2	1	1	-	1	1	-	-	-	3	3	-
		11.0%	-	8.6%	19.5%	17.8%	15.8%	-	8.8%	19.7%	-	-	-	17.4%	12.9%	-
NETS																
Net: Increase		5	1	2	2	3	-	1	1	-	1	1	-	4	5	-
		18.9%	18.1%	18.4%	19.9%	52.4%	-	17.3%	9.6%	-	26.2%	20.7%	-	23.6%	22.2%	-
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		22	5	10	8	4	5	6	9	4	4	5	4	13	19	4
		89.0%	100.0%	91.4%	80.5%	82.2%	84.2%	100.0%	91.2%	80.3%	100.0%	100.0%	100.0%	82.6%	87.1%	100.0%
Mean score		3.3	3.2	3.3	3.4	3.9	3.0	3.2	3.1	3.0	3.5	3.2	3.0	3.4	3.4	3.0

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

## Jobs Outlook - Combined

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

### Marketing, media & creative

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

		WAVE			REGION						SIZE			SECTOR		
		Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		173	71	47	55	37	31	54	82	28	23	59	44	70	139	34
Weighted Total		172	72	46	54	34	34	42	80	37	24	61	44	67	139	33
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly		(5)	1	-	1	1	-	-	-	-	-	-	-	1	1	-
			.5%	-	1.8%	2.8%	-	-	-	-	-	-	-	1.4%	.7%	-
Increase slightly		(4)	25	10	7	8	5	2	3	15	2	10	11	5	18	7
			14.7%	14.0%	15.0%	15.3%	15.8%	5.9%	8.0%	19.4%	32.3%	16.5%	24.3%	6.9%	13.0%	22.1%
Stay same		(3)	137	60	38	40	26	29	37	61	24	49	33	55	111	25
			79.8%	83.5%	81.0%	73.7%	75.6%	85.5%	87.7%	77.2%	65.2%	80.5%	75.7%	81.7%	80.2%	77.9%
Decrease slightly		(2)	2	-	1	1	-	1	1	-	-	1	-	1	2	-
			1.2%	-	2.0%	2.1%	-	3.3%	2.2%	1.2%	-	1.5%	-	1.7%	1.5%	-
Decrease greatly		(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know			6	2	1	4	2	2	1	2	1	1	-	6	6	-
			3.8%	2.5%	2.0%	7.1%	5.7%	5.3%	2.0%	2.2%	2.5%	1.4%	-	8.3%	4.7%	-
NETS																
Net: Increase		26	10	7	9	6	2	3	15	12	2	10	11	6	19	7
		15.3%	14.0%	15.0%	17.1%	18.6%	5.9%	8.0%	19.4%	32.3%	10.1%	16.5%	24.3%	8.3%	13.6%	22.1%
Net: Decrease		2	-	1	1	-	1	1	1	-	-	1	-	1	2	-
		1.2%	-	2.0%	2.1%	-	3.3%	2.2%	1.2%	-	-	1.5%	-	1.7%	1.5%	-
Net: Increase + Stay the same		163	70	44	49	32	31	40	77	36	23	59	44	61	130	33
		95.0%	97.5%	96.0%	90.8%	94.3%	91.4%	95.7%	96.6%	97.5%	96.1%	97.0%	100.0%	90.0%	93.8%	100.0%
Mean score		3.2	3.1	3.1	3.2	3.2	3.0	3.1	3.2	3.3	3.1	3.2	3.2	3.1	3.1	3.2

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

## Jobs Outlook - Combined

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

### Office professionals

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

		WAVE				REGION						SIZE			SECTOR	
		Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		349	133	114	102	90	71	99	140	41	48	136	112	101	285	64
Weighted Total		340	127	113	100	79	78	82	134	52	50	136	108	95	281	60
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly		(5)	2	-	2	1	1	-	-	-	-	-	1	1	2	-
			.5%	-	1.8%	1.2%	1.1%	-	-	-	-	-	.8%	1.0%	.7%	-
Increase slightly		(4)	55	12	21	18	10	13	20	7	6	30	12	12	48	7
			16.1%	9.7%	21.3%	23.5%	13.5%	16.5%	15.0%	12.8%	11.5%	22.0%	11.4%	13.1%	17.1%	11.7%
				a	a							k				
Stay same		(3)	266	112	86	68	53	62	64	109	45	105	88	73	215	51
			78.1%	87.7%	76.1%	68.3%	67.7%	80.3%	78.3%	81.1%	85.5%	76.8%	81.3%	76.5%	76.5%	85.8%
				bc					d	d						
Decrease slightly		(2)	6	2	2	1	2	1	1	-	2	-	3	3	6	-
			1.7%	1.6%	1.7%	1.3%	2.7%	1.1%	.7%	-	3.6%	-	2.7%	3.0%	2.1%	-
													j	j		
Decrease greatly		(1)	1	-	1	1	-	-	-	-	-	-	1	-	-	1
			.3%	-	.9%	1.3%	-	-	-	-	-	-	1.0%	-	-	1.7%
															m	m
Don't know			11	1	3	4	2	3	4	1	1	2	3	6	10	*
			3.2%	1.0%	2.6%	4.9%	2.3%	4.1%	3.2%	1.8%	1.7%	1.2%	2.8%	6.4%	3.7%	.8%
					a							j	j	j		
NETS																
Net: Increase			57	12	21	19	11	13	20	7	6	30	13	13	50	7
			16.7%	9.7%	18.8%	24.7%	14.7%	16.5%	15.0%	12.8%	11.5%	22.0%	12.2%	14.1%	17.7%	11.7%
					a							k				
Net: Decrease			7	2	3	2	2	1	1	-	2	-	4	3	6	1
			2.0%	1.6%	2.6%	2.6%	2.7%	1.1%	.7%	-	3.6%	-	3.6%	3.0%	2.1%	1.7%
													j	j		
Net: Increase + Stay the same			323	124	107	91	73	74	78	129	51	135	101	86	265	58
			94.8%	97.4%	94.8%	92.5%	95.0%	94.7%	96.1%	98.2%	94.8%	98.8%	93.6%	90.5%	94.2%	97.5%
				c								kl				
Mean score			3.2	3.1	3.2	3.2	3.1	3.2	3.1	3.1	3.1	3.2	3.1	3.1	3.2	3.1
					a							k				

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

## Jobs Outlook - Combined

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

### Sales & retail

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

		WAVE				REGION						SIZE			SECTOR	
		Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		198	81	54	63	42	41	56	80	24	35	81	64	53	156	42
Weighted Total		200	86	53	61	38	46	44	80	36	36	87	61	52	158	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%
Increase greatly	(5)	5	2	1	2	2	1	1	1	-	1	2	1	2	5	-
		2.4%	1.9%	1.9%	3.4%	5.1%	2.5%	1.5%	.8%	-	2.8%	2.0%	1.6%	3.7%	3.0%	-
Increase slightly	(4)	45	16	15	14	9	8	11	22	12	5	20	16	10	34	11
		22.6%	19.1%	28.0%	22.8%	23.3%	17.9%	24.1%	28.2%	33.2%	15.3%	22.5%	26.4%	18.3%	21.7%	26.1%
Stay same	(3)	140	67	35	38	22	36	31	54	23	29	63	40	37	111	29
		69.9%	78.0%	66.2%	61.6%	56.6%	77.7%	70.2%	67.5%	64.1%	79.5%	72.3%	65.6%	70.9%	70.0%	69.4%
Decrease slightly	(2)	6	-	1	5	4	-	-	1	1	1	2	3	1	4	2
		2.8%	-	2.0%	7.5%	10.0%	-	-	1.2%	2.7%	2.4%	2.2%	4.7%	1.6%	2.4%	4.6%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		5	1	1	3	2	1	2	2	-	-	1	1	3	5	-
		2.4%	1.0%	1.9%	4.7%	5.1%	2.0%	4.3%	2.4%	-	-	1.0%	1.7%	5.5%	3.0%	-
NETS																
Net: Increase		50	18	16	16	11	9	11	23	12	6	21	17	11	39	11
		24.9%	21.0%	29.9%	26.2%	28.3%	20.4%	25.6%	29.0%	33.2%	18.1%	24.5%	28.0%	22.0%	24.6%	26.1%
Net: Decrease		6	-	1	5	4	-	-	1	1	1	2	3	1	4	2
		2.8%	-	2.0%	7.5%	10.0%	-	-	1.2%	2.7%	2.4%	2.2%	4.7%	1.6%	2.4%	4.6%
Net: Increase + Stay the same		190	85	51	54	33	45	42	77	35	35	84	57	48	150	40
		94.8%	99.0%	96.1%	87.8%	84.9%	98.0%	95.7%	96.5%	97.3%	97.6%	96.8%	93.6%	92.9%	94.6%	95.4%
Mean score		3.3	3.2	3.3	3.2	3.2	3.2	3.3	3.3	3.3	3.2	3.2	3.3	3.3	3.3	3.2

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



## Jobs Outlook - Combined

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

### Technology

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

		WAVE			REGION						SIZE			SECTOR		
		Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		155	63	45	47	34	30	51	72	21	19	55	43	57	124	31
Weighted Total		151	57	46	48	29	33	40	68	28	21	51	46	54	124	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)	4	3	-	1	-	1	-	3	3	-	-	4	-	4	-
		2.4%	4.8%	-	1.8%	-	2.7%	-	4.1%	9.9%	-	-	7.9%	-	2.9%	-
													j			
Increase slightly	(4)	26	7	7	12	5	5	6	12	6	3	10	5	12	21	5
		17.3%	12.5%	15.3%	24.9%	18.2%	16.1%	15.1%	18.4%	23.1%	14.6%	18.7%	11.0%	21.3%	16.9%	19.0%
Stay same	(3)	113	46	37	30	22	25	32	50	18	16	40	36	36	91	22
		74.7%	81.2%	80.5%	61.4%	75.1%	75.1%	80.2%	73.4%	63.8%	77.4%	79.6%	78.8%	66.5%	73.3%	81.0%
			c	c												
Decrease slightly	(2)	2	-	-	2	-	1	-	-	-	1	-	-	2	2	-
		1.3%	-	-	4.1%	-	3.4%	-	-	-	4.0%	-	-	3.6%	1.6%	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		7	1	2	4	2	1	2	3	1	1	1	1	5	7	-
		4.3%	1.5%	4.2%	7.7%	6.7%	2.7%	4.8%	4.2%	3.3%	4.0%	1.7%	2.2%	8.6%	5.3%	-
NETS																
Net: Increase		30	10	7	13	5	6	6	15	9	3	10	9	12	25	5
		19.7%	17.3%	15.3%	26.8%	18.2%	18.8%	15.1%	22.4%	32.9%	14.6%	18.7%	18.9%	21.3%	19.9%	19.0%
Net: Decrease		2	-	-	2	-	1	-	-	-	1	-	-	2	2	-
		1.3%	-	-	4.1%	-	3.4%	-	-	-	4.0%	-	-	3.6%	1.6%	-
Net: Increase + Stay the same		142	56	44	42	27	31	38	65	27	19	50	45	47	115	27
		94.4%	98.5%	95.8%	88.2%	93.3%	93.9%	95.2%	95.8%	96.7%	92.0%	98.3%	97.8%	87.8%	93.1%	100.0%
			c									l				
Mean score		3.2	3.2	3.2	3.3	3.2	3.2	3.2	3.3	3.4	3.1	3.2	3.3	3.2	3.2	3.2

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

## Jobs Outlook - Combined

**Q11\_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	270 100.0%	2 .8%	27 10.1%	218 81.0%	10 3.6%	-	12 4.5%	29 10.9%	10 3.6%	248 91.8%	3.1
Construction	85 100.0%	1 1.6%	25 29.4%	46 54.2%	4 4.3%	-	9 10.5%	26 31.0%	4 4.3%	72 85.2%	3.3
Drivers	113 100.0%	5 4.0%	33 29.2%	66 58.5%	2 1.6%	1 1.0%	6 5.6%	37 33.3%	3 2.6%	103 91.8%	3.4
Education	73 100.0%	3 3.8%	13 17.1%	42 56.7%	9 12.3%	-	7 10.1%	15 21.0%	9 12.3%	57 77.6%	3.1
Engineering & technical	168 100.0%	2 1.4%	49 29.5%	102 61.1%	3 2.0%	-	10 6.0%	52 30.9%	3 2.0%	154 92.0%	3.3
Executive recruitment / interim management	160 100.0%	1 .6%	21 13.3%	129 80.5%	4 2.6%	-	5 2.9%	22 13.9%	4 2.6%	151 94.5%	3.1
Health & social care	71 100.0%	2 2.7%	14 20.1%	50 70.6%	2 2.9%	-	3 3.8%	16 22.8%	2 2.9%	67 93.3%	3.2
Hospitality	89 100.0%	3 3.9%	16 17.5%	60 68.0%	2 2.1%	-	8 8.5%	19 21.4%	2 2.1%	79 89.4%	3.3
Industrial	61 100.0%	3 4.7%	13 21.1%	39 64.1%	2 2.6%	-	5 7.6%	16 25.8%	2 2.6%	55 89.9%	3.3
Legal & HR	187 100.0%	2 .8%	21 11.1%	147 78.4%	8 4.5%	-	10 5.1%	22 12.0%	8 4.5%	169 90.4%	3.1
Life sciences	25 100.0%	1 3.9%	4 15.1%	18 70.0%	-	-	3 11.0%	5 19.0%	-	22 89.0%	3.3
Marketing, media & creative	172 100.0%	1 .6%	30 17.4%	128 74.7%	5 3.0%	-	7 4.3%	31 18.0%	5 3.0%	159 92.7%	3.2
Office professionals	340 100.0%	3 .9%	58 17.1%	254 74.6%	9 2.6%	1 .3%	15 4.5%	61 18.0%	10 2.9%	315 92.6%	3.2
Sales & retail	200 100.0%	3 1.3%	53 26.7%	132 66.1%	3 1.5%	-	9 4.4%	56 28.1%	3 1.5%	188 94.2%	3.3
Technology	151 100.0%	3 1.8%	20 13.2%	115 75.9%	5 3.4%	-	9 5.7%	23 15.0%	5 3.4%	137 90.9%	3.1
Average (response based including bases)	2165 100.0%	34 1.6%	397 18.3%	1546 71.4%	68 3.1%	2 .1%	117 5.4%	432 19.9%	70 3.2%	1978 91.4%	3.2

## Jobs Outlook - Combined

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

#### SUMMARY TABLE

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

		WAVE				REGION						SIZE			SECTOR	
		Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		2241	841	687	713	526	471	653	920	267	324	781	665	795	1846	395
Weighted Total		2165	782	679	704	457	515	527	858	331	334	773	641	751	1796	369
		100.0%	100.0%	100.0%	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)	34 1.6%	13 1.7%	13 2.0%	8 1.1%	6 1.4%	6 1.2%	12 2.2%	16 1.9%	5 1.4%	6 1.7%	10 1.3%	15 2.4%	9 1.2%	27 1.5%	7 2.0%
Increase slightly	(4)	397 18.3%	149 19.1%	120 17.7%	128 18.2%	97 21.2% ei	83 16.1%	90 17.1%	172 20.0% i	82 24.7% efi	45 13.5%	170 22.0% kl	112 17.5%	115 15.3%	339 18.9%	59 15.9%
Stay same	(3)	1546 71.4%	586 74.9% c	484 71.3%	476 67.7%	301 65.8%	380 73.8% dh	383 72.7% d	604 70.4%	221 66.9%	260 77.9% dgh	556 72.0%	470 73.4%	519 69.2%	1259 70.1%	287 77.8% m
Decrease slightly	(2)	68 3.1%	8 1.1%	33 4.8% a	27 3.8% a	15 3.2%	27 5.2% fgi	13 2.4%	22 2.6%	9 2.8%	5 1.4%	15 1.9%	21 3.3%	32 4.3% j	62 3.4%	6 1.7%
Decrease greatly	(1)	2 .1%	- -	1 .2%	1 .2%	1 .2%	1 .2%	- -	- -	- -	- -	1 .1%	1 .2%	- -	1 .1%	1 .3%
Don't know		117 5.4%	25 3.3%	28 4.1%	64 9.0% ab	37 8.1% egh	18 3.5%	29 5.6%	43 5.1%	14 4.2%	18 5.5%	20 2.6%	21 3.3%	76 10.1% jk	108 6.0% n	9 2.4%
NETS																
Net: Increase		432 19.9%	163 20.8%	133 19.6%	136 19.3%	103 22.6% ei	89 17.3%	102 19.3%	188 21.9% ei	86 26.1% efi	51 15.2%	181 23.4% l	127 19.9%	124 16.5%	366 20.4%	66 17.9%
Net: Decrease		70 3.2%	8 1.1%	34 5.0% a	28 4.0% a	16 3.4%	28 5.4% fgi	13 2.4%	22 2.6%	9 2.8%	5 1.4%	16 2.1%	22 3.4%	32 4.3% j	63 3.5%	7 2.0%
Net: Increase + Stay the same		1978 91.4%	748 95.7% bc	618 90.9% c	612 87.0%	404 88.5%	469 91.1%	485 92.0% d	793 92.4% d	307 93.0% d	311 93.1% d	737 95.3% l	598 93.3% l	643 85.6%	1625 90.5%	353 95.7% m
Mean score		3.2	3.2	3.2	3.2	3.2 e	3.1	3.2 e	3.2 e	3.3 ei	3.2	3.2 l	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\_1. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next four to twelve months?**

### Accounting and financial services

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

		WAVE			REGION						SIZE			SECTOR			
		Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public	
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n	
Unweighted Total		282	107	90	85	69	62	80	115	35	36	100	85	97	226	56	
Weighted Total		270	97	89	83	60	67	64	107	43	36	95	82	93	220	50	
		100.0%	100.0%	100.0%	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	-	
		.8%	1.1%	-	1.2%	-	-	3.3%	2.0%	-	-	-	1.3%	1.2%	1.0%	-	
Increase slightly	(4)	27	12	7	9	5	7	7	15	8	-	14	5	8	20	7	
		10.1%	11.9%	7.8%	10.4%	9.1%	10.4%	11.3%	13.9%	17.7%	-	14.5%	6.4%	8.8%	9.3%	13.6%	
							i	i	i	i							
Stay same	(3)	218	83	72	63	47	55	50	84	34	33	79	71	68	177	41	
		81.0%	85.2%	81.3%	75.6%	79.6%	82.1%	78.1%	78.1%	78.0%	89.6%	82.6%	87.4%	73.6%	80.6%	82.7%	
													l				
Decrease slightly	(2)	10	-	6	4	2	3	3	4	1	1	2	3	5	9	1	
		3.6%	-	6.6%	4.7%	3.2%	4.8%	4.4%	3.5%	2.1%	2.6%	2.0%	3.7%	5.2%	4.0%	1.9%	
				a	a												
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Don't know		12	2	4	7	5	2	2	3	1	3	1	1	10	11	1	
		4.5%	1.8%	4.3%	8.0%	8.1%	2.7%	2.9%	2.6%	2.1%	7.8%	.9%	1.2%	11.2%	5.1%	1.9%	
				a									jk				
NETS																	
Net: Increase		29	13	7	10	5	7	9	17	8	-	14	6	9	22	7	
		10.9%	13.0%	7.8%	11.6%	9.1%	10.4%	14.6%	15.9%	17.7%	-	14.5%	7.7%	9.9%	10.2%	13.6%	
						i	i	i	i	i							
Net: Decrease		10	-	6	4	2	3	3	4	1	1	2	3	5	9	1	
		3.6%	-	6.6%	4.7%	3.2%	4.8%	4.4%	3.5%	2.1%	2.6%	2.0%	3.7%	5.2%	4.0%	1.9%	
				a	a												
Net: Increase + Stay the same		248	96	79	73	53	62	59	100	41	33	93	78	77	200	48	
		91.8%	98.2%	89.2%	87.3%	88.7%	92.5%	92.7%	93.9%	95.7%	89.6%	97.1%	95.1%	83.5%	90.8%	96.3%	
			bc									l	l				
Mean score		3.1	3.1	3.0	3.1	3.1	3.1	3.1	3.1	3.2	3.0	3.1	3.1	3.1	3.1	3.1	
			b						i	i							

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

## Jobs Outlook - Combined

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

### Construction

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

		WAVE			REGION						SIZE			SECTOR		
		Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		96	38	24	34	23	24	31	37	6	12	48	26	22	85	11
Weighted Total		85	29	23	33	19	26	24	29	6	11	43	23	19	76	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	-	1	-
		1.6%	1.9%	-	2.5%	-	-	2.3%	1.9%	-	7.9%	-	6.2%	-	1.9%	-
Increase slightly		(4)	25	8	8	8	7	6	7	1	4	12	10	3	22	3
		29.4%	29.6%	33.1%	26.5%	41.9%	25.7%	24.8%	23.2%	16.6%	33.2%	27.7%	42.9%	17.1%	29.4%	29.3%
Stay same		(3)	46	16	14	8	14	15	18	3	5	28	9	9	40	6
		54.2%	55.0%	62.9%	47.5%	45.0%	53.4%	65.1%	62.1%	49.6%	50.1%	64.0%	40.2%	48.6%	52.2%	70.7%
Decrease slightly		(2)	4	2	-	2	-	4	-	-	-	3	-	1	4	-
		4.3%	5.6%	-	6.1%	-	13.9%	-	-	-	-	6.4%	-	4.8%	4.8%	-
Decrease greatly		(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		9	2	1	6	2	2	2	4	2	1	1	2	6	9	-
		10.5%	7.9%	4.0%	17.3%	13.2%	6.9%	7.7%	12.7%	33.8%	8.9%	2.0%	10.7%	29.5%	11.8%	-
NETS																
Net: Increase		26	9	8	10	8	7	6	7	1	4	12	11	3	24	3
		31.0%	31.6%	33.1%	29.1%	41.9%	25.7%	27.1%	25.1%	16.6%	41.0%	27.7%	49.1%	17.1%	31.2%	29.3%
Net: Decrease		4	2	-	2	-	4	-	-	-	-	3	-	1	4	-
		4.3%	5.6%	-	6.1%	-	13.9%	-	-	-	-	6.4%	-	4.8%	4.8%	-
Net: Increase + Stay the same		72	25	22	26	16	21	22	26	4	10	39	20	13	63	9
		85.2%	86.5%	96.0%	76.6%	86.8%	79.2%	92.3%	87.3%	66.2%	91.1%	91.7%	89.3%	65.7%	83.4%	100.0%
Mean score		3.3	3.3	3.3	3.3	3.5	3.1	3.3	3.3	3.3	3.5	3.2	3.6	3.2	3.3	3.3

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

## Jobs Outlook - Combined

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

### Drivers

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

		WAVE			REGION						SIZE			SECTOR		
		Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		118	57	31	30	32	27	34	40	6	19	46	44	28	104	14
Weighted Total		113	53	30	29	27	29	27	35	8	22	47	40	26	98	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)	5	4	1	-	1	3	1	1	-	-	3	2	-	5	-
		4.0%	6.8%	3.1%	-	3.8%	8.8%	3.5%	2.7%	-	-	5.5%	4.9%	-	4.6%	-
Increase slightly	(4)	33	14	12	7	5	7	7	10	3	11	16	9	9	29	4
		29.2%	27.1%	38.2%	23.7%	20.5%	23.8%	24.0%	28.1%	41.9%	49.3%	33.5%	21.8%	32.9%	29.4%	28.3%
Stay same	(3)	66	34	16	16	18	18	17	21	4	10	26	26	15	56	10
		58.5%	63.5%	52.3%	55.9%	66.7%	60.4%	62.0%	58.5%	46.6%	45.9%	54.6%	64.6%	56.4%	57.6%	64.8%
Decrease slightly	(2)	2	-	1	1	-	1	-	1	1	-	-	-	2	2	-
		1.6%	-	3.0%	3.2%	-	3.1%	-	2.6%	11.5%	-	-	-	7.1%	1.9%	-
Decrease greatly	(1)	1	-	-	1	-	1	-	-	-	-	1	-	-	1	-
		1.0%	-	-	3.9%	-	3.8%	-	-	-	-	2.4%	-	-	1.2%	-
Don't know		6	1	1	4	2	-	3	3	-	1	2	3	1	5	1
		5.6%	2.6%	3.4%	13.4%	9.0%	-	10.5%	8.1%	-	4.8%	4.0%	8.6%	3.6%	5.4%	6.9%
NETS																
Net: Increase		37	18	13	7	6	10	7	11	3	11	18	11	9	33	4
		33.3%	33.9%	41.3%	23.7%	24.3%	32.6%	27.5%	30.8%	41.9%	49.3%	39.0%	26.8%	32.9%	34.0%	28.3%
Net: Decrease		3	-	1	2	-	2	-	1	1	-	1	-	2	3	-
		2.6%	-	3.0%	7.0% a	-	7.0%	-	2.6%	11.5%	-	2.4%	-	7.1%	3.0%	-
Net: Increase + Stay the same		103	52	29	23	24	27	24	31	7	20	44	36	23	89	14
		91.8%	97.4% c	93.6%	79.6%	91.0%	93.0%	89.5%	89.3%	88.5%	95.2%	93.6%	91.4%	89.3%	91.6%	93.1%
Mean score		3.4	3.4	3.4	3.1	3.3	3.3	3.3	3.3	3.3	3.5	3.4	3.3	3.3	3.4	3.3

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

## Jobs Outlook - Combined

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

### Education

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

		WAVE				REGION						SIZE			SECTOR	
		Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	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	15	26	36	18	15	23	32	9	12	18	15	44	68	9
Weighted Total		73	12	25	36	16	15	21	29	9	12	17	15	41	64	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)	3	-	1	2	-	-	1	2	1	1	1	1	3	-
			3.8%	-	3.8%	5.2%	-	-	4.6%	6.7%	11.6%	6.9%	5.6%	5.7%	2.4%	4.3%
Increase slightly		(4)	13	2	5	6	5	1	4	6	2	1	3	1	9	13
			17.1%	14.2%	18.5%	17.2%	28.7%	7.5%	18.5%	19.7%	22.6%	7.7%	16.7%	5.5%	21.5%	19.5%
Stay same		(3)	42	9	15	18	7	9	12	17	5	9	8	25	33	9
			56.7%	70.7%	58.2%	50.8%	42.1%	59.4%	59.0%	57.8%	55.1%	69.9%	50.1%	55.6%	59.8%	50.7%
Decrease slightly		(2)	9	1	4	4	2	3	2	3	1	1	4	2	3	9
			12.3%	8.0%	15.8%	11.2%	11.9%	21.2%	9.2%	9.7%	10.7%	7.7%	22.5%	14.3%	7.3%	13.9%
Decrease greatly		(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know			7	1	1	6	3	2	2	-	1	1	3	4	7	-
			10.1%	7.1%	3.7%	15.6%	17.3%	11.8%	8.7%	6.1%	-	7.8%	5.0%	18.9%	9.0%	11.5%
NETS																
Net: Increase		15	2	6	8	5	1	5	8	3	2	4	2	10	15	-
		21.0%	14.2%	22.3%	22.3%	28.7%	7.5%	23.1%	26.4%	34.2%	14.6%	22.3%	11.2%	23.9%	23.8%	-
Net: Decrease		9	1	4	4	2	3	2	3	1	1	4	2	3	9	-
		12.3%	8.0%	15.8%	11.2%	11.9%	21.2%	9.2%	9.7%	10.7%	7.7%	22.5%	14.3%	7.3%	13.9%	-
Net: Increase + Stay the same		57	10	20	26	12	10	17	25	8	10	12	10	35	48	9
		77.6%	84.9%	80.5%	73.2%	70.8%	66.9%	82.1%	84.2%	89.3%	84.5%	72.4%	66.8%	83.7%	74.6%	100.0%
Mean score		3.1	3.1	3.1	3.2	3.2	2.8	3.2	3.2	3.4	3.1	3.1	3.0	3.2	3.2	3.0

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

## Jobs Outlook - Combined

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

### Engineering & technical

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

		WAVE			REGION						SIZE			SECTOR		
		Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	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	74	51	60	41	45	54	68	14	31	68	55	62	149	36
Weighted Total		168	59	50	59	33	48	42	55	13	32	62	50	56	136	32
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	2 1.4%	1 .9%	1 1.8%	1 1.7%	- -	- -	2 5.8%	2 4.4%	- -	- -	1 1.5%	1 1.1%	1 1.8%	2 1.4%	1 1.7%
Increase slightly	(4)	49 29.5%	23 39.1%	12 23.9%	15 24.6%	10 31.2%	16 34.2%	14 33.3%	16 28.7%	2 13.9%	7 21.7%	23 37.8%	13 26.3%	13 23.2%	43 31.3%	7 21.4%
Stay same	(3)	102 61.1%	33 56.6%	32 64.8%	37 62.4%	20 59.5%	31 63.9%	23 54.3%	32 58.4%	9 71.9%	20 63.1%	35 57.7%	34 67.7%	33 58.9%	80 58.9%	22 70.7%
Decrease slightly	(2)	3 2.0%	1 1.1%	3 5.6%	- -	1 1.9%	- -	1 2.2%	2 3.4%	1 7.1%	1 3.0%	- -	1 1.9%	2 4.4%	3 1.8%	1 2.9%
Decrease greatly	(1)	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Don't know		10 6.0%	1 2.3%	2 3.9%	7 11.3%	2 7.4%	1 1.9%	2 4.5%	3 5.1%	1 7.1%	4 12.2%	2 3.1%	2 3.0%	7 11.7%	9 6.6%	1 3.3%
NETS					a											
Net: Increase		52 30.9%	24 40.0%	13 25.7%	16 26.3%	10 31.2%	16 34.2%	16 39.1%	18 33.1%	2 13.9%	7 21.7%	24 39.2%	14 27.3%	14 25.0%	45 32.7%	7 23.1%
Net: Decrease		3 2.0%	1 1.1%	3 5.6%	- -	1 1.9%	- -	1 2.2%	2 3.4%	1 7.1%	1 3.0%	- -	1 1.9%	2 4.4%	3 1.8%	1 2.9%
Net: Increase + Stay the same		154 92.0%	57 96.6%	45 90.5%	52 88.7%	30 90.7%	47 98.1%	39 93.3%	50 91.6%	11 85.9%	27 84.8%	60 96.9%	47 95.1%	47 83.9%	125 91.6%	30 93.8%
Mean score		3.3	3.4	3.2	3.3	3.3	3.3	3.4	3.4	3.1	3.2	3.4	3.3	3.3	3.3	3.2

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



## Jobs Outlook - Combined

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

### Executive recruitment / interim management

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

		WAVE			REGION						SIZE			SECTOR		
		Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		162	60	43	59	31	35	46	72	26	24	51	46	65	137	25
Weighted Total		160	57	44	59	26	39	38	70	33	25	52	46	62	138	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%
Increase greatly	(5)	1 .6%	- -	- -	1 1.7%	- -	- -	1 2.7%	1 1.5%	- -	- -	- -	1 2.2%	- -	1 .7%	- -
Increase slightly	(4)	21 13.3%	5 8.0%	7 15.8%	10 16.5%	4 14.1%	4 10.7%	4 10.9%	9 12.5%	5 14.4%	5 18.7%	6 11.6%	7 15.7%	8 13.0%	19 13.8%	2 10.2%
Stay same	(3)	129 80.5%	50 88.6%	34 77.3%	45 75.2%	20 78.6%	32 81.1%	30 81.2%	57 80.6%	26 79.9%	20 81.3%	44 85.0%	37 79.5%	48 77.5%	109 79.0%	20 89.8%
Decrease slightly	(2)	4 2.6%	- -	2 4.8%	2 3.5%	1 3.6%	2 5.9%	- -	1 1.3%	1 2.8%	- -	1 1.8%	1 2.5%	2 3.3%	4 3.0%	- -
Decrease greatly	(1)	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Don't know		5 2.9%	2 3.4%	1 2.1%	2 3.1%	1 3.7%	1 2.3%	2 5.2%	3 4.1%	1 2.8%	- -	1 1.7%	- -	4 6.2%	5 3.4%	- -
NETS																
Net: Increase		22 13.9%	5 8.0%	7 15.8%	11 18.3%	4 14.1%	4 10.7%	5 13.6%	10 14.0%	5 14.4%	5 18.7%	6 11.6%	8 17.9%	8 13.0%	20 14.6%	2 10.2%
Net: Decrease		4 2.6%	- -	2 4.8%	2 3.5%	1 3.6%	2 5.9%	- -	1 1.3%	1 2.8%	- -	1 1.8%	1 2.5%	2 3.3%	4 3.0%	- -
Net: Increase + Stay the same		151 94.5%	55 96.6%	41 93.1%	55 93.4%	24 92.7%	36 91.8%	36 94.8%	66 94.6%	31 94.4%	25 100.0%	50 96.5%	45 97.5%	56 90.5%	129 93.6%	22 100.0%
Mean score		3.1	3.1	3.1	3.2	3.1	3.0	3.2	3.1	3.1	3.2	3.1	3.2	3.1	3.1	3.1

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

## Jobs Outlook - Combined

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

### Health & social care

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

		WAVE			REGION						SIZE			SECTOR		
		Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	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	18	35	21	20	18	15	23	8	13	24	20	30	68	6
Weighted Total		71	16	34	21	18	20	12	20	8	14	23	20	29	67	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%
Increase greatly	(5)	2	-	2	-	-	-	1	1	-	1	-	1	1	2	-
		2.7%	-	5.5%	-	-	-	7.9%	4.8%	-	6.9%	-	4.8%	3.3%	2.9%	-
Increase slightly	(4)	14	4	7	4	5	1	3	5	2	4	2	6	6	14	-
		20.1%	23.7%	19.6%	18.2%	25.6%	5.8%	24.9%	25.1%	25.5%	26.8%	7.8%	31.2%	22.2%	21.6%	-
Stay same	(3)	50	11	23	16	13	17	7	11	4	9	20	12	19	46	5
		70.6%	71.0%	66.2%	77.4%	74.4%	83.9%	60.0%	56.2%	50.4%	66.4%	88.4%	58.2%	64.8%	68.4%	100.0%
Decrease slightly	(2)	2	-	2	-	-	1	-	1	1	-	-	1	1	2	-
		2.9%	-	6.1%	-	-	5.8%	-	4.7%	12.1%	-	-	5.8%	3.2%	3.1%	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		3	1	1	1	-	1	1	2	1	-	1	-	2	3	-
		3.8%	5.3%	2.7%	4.3%	-	4.5%	7.2%	9.1%	12.0%	-	3.8%	-	6.4%	4.0%	-
NETS																
Net: Increase		16	4	9	4	5	1	4	6	2	5	2	7	7	16	-
		22.8%	23.7%	25.1%	18.2%	25.6%	5.8%	32.8%	30.0%	25.5%	33.6%	7.8%	36.0%	25.6%	24.4%	-
Net: Decrease		2	-	2	-	-	1	-	1	1	-	-	1	1	2	-
		2.9%	-	6.1%	-	-	5.8%	-	4.7%	12.1%	-	-	5.8%	3.2%	3.1%	-
Net: Increase + Stay the same		67	15	31	20	18	18	11	17	6	14	22	19	26	62	5
		93.3%	94.7%	91.3%	95.7%	100.0%	89.7%	92.8%	86.2%	75.9%	100.0%	96.2%	94.2%	90.4%	92.8%	100.0%
Mean score		3.2	3.3	3.3	3.2	3.3	3.0	3.4	3.3	3.2	3.4	3.1	3.3	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

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

### Hospitality

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

		WAVE			REGION						SIZE			SECTOR		
		Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	c	*d	*e	*f	g	*h	*i	*j	*k	l	m	*n
Unweighted Total		83	26	26	31	20	15	21	34	13	14	29	23	31	70	13
Weighted Total		89	31	26	31	20	20	20	34	14	15	34	24	30	72	17
		100.0%	100.0%	100.0%	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	-	1	-	3	-	1	1	-	3	-	1	1	3
		3.9%	8.1%	-	3.0%	-	12.9%	-	2.7%	6.5%	-	7.4%	-	3.1%	1.3%	14.7%
Increase slightly	(4)	16	5	4	7	5	-	5	6	2	4	5	3	8	15	1
		17.5%	15.2%	14.4%	22.4%	24.7%	-	22.7%	18.8%	13.3%	27.9%	15.5%	10.7%	25.3%	20.3%	5.8%
Stay same	(3)	60	20	22	19	11	16	14	23	9	10	21	22	18	48	13
		68.0%	64.4%	82.0%	59.6%	56.6%	82.5%	72.9%	67.4%	59.9%	65.5%	60.4%	89.3%	59.3%	66.5%	74.0%
Decrease slightly	(2)	2	-	-	2	2	-	-	-	-	-	2	-	-	2	-
		2.1%	-	-	6.0%	9.3%	-	-	-	-	-	5.6%	-	-	2.6%	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		8	4	1	3	2	1	1	4	3	1	4	-	4	7	1
		8.5%	12.2%	3.5%	9.0%	9.3%	4.6%	4.3%	11.0%	20.3%	6.5%	11.1%	-	12.4%	9.2%	5.5%
NETS																
Net: Increase		19	7	4	8	5	3	5	7	3	4	8	3	9	15	4
		21.4%	23.3%	14.4%	25.4%	24.7%	12.9%	22.7%	21.5%	19.8%	27.9%	22.9%	10.7%	28.4%	21.6%	20.5%
Net: Decrease		2	-	-	2	2	-	-	-	-	-	2	-	-	2	-
		2.1%	-	-	6.0%	9.3%	-	-	-	-	-	5.6%	-	-	2.6%	-
Net: Increase + Stay the same		79	27	26	27	16	19	19	30	11	14	28	24	27	63	16
		89.4%	87.8%	96.5%	85.0%	81.4%	95.4%	95.7%	89.0%	79.7%	93.5%	83.3%	100.0%	87.6%	88.2%	94.5%
Mean score		3.3	3.4	3.1	3.2	3.2	3.3	3.2	3.3	3.3	3.3	3.3	3.1	3.4	3.2	3.4

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

## Jobs Outlook - Combined

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

### Industrial

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

		WAVE				REGION						SIZE			SECTOR	
		Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	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	36	17	21	23	11	29	34	5	6	25	27	22	60	14
Weighted Total		61	24	16	21	18	10	21	27	6	5	22	22	17	50	11
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly		(5)	3	3	-	1	-	1	1	-	1	1	1	1	1	2
		4.7%	-	17.8%	-	4.8%	-	4.7%	3.7%	-	17.5%	4.1%	4.4%	5.7%	2.0%	16.4%
Increase slightly		(4)	13	2	7	4	5	4	5	1	-	2	6	5	12	1
		21.1%	17.3%	12.3%	32.1%	19.9%	44.3%	17.7%	17.3%	15.9%	-	9.4%	27.4%	27.6%	23.2%	12.0%
Stay same		(3)	39	9	11	12	5	15	18	4	4	18	14	7	32	7
		64.1%	76.4%	58.4%	54.4%	66.6%	46.9%	69.1%	68.8%	67.7%	65.0%	82.5%	63.9%	41.8%	64.3%	63.4%
Decrease slightly		(2)	2	1	-	1	-	1	1	-	-	-	-	2	1	1
		2.6%	2.7%	5.8%	-	3.5%	-	4.4%	3.5%	-	-	-	-	9.0%	1.3%	8.2%
Decrease greatly		(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		5	1	1	3	1	1	1	2	1	1	1	1	3	5	-
		7.6%	3.6%	5.7%	13.5%	5.3%	8.8%	4.1%	6.6%	16.3%	17.5%	4.0%	4.4%	15.9%	9.3%	-
NETS																
Net: Increase		16	4	5	7	5	5	5	6	1	1	3	7	6	13	3
		25.8%	17.3%	30.1%	32.1%	24.7%	44.3%	22.4%	21.1%	15.9%	17.5%	13.5%	31.7%	33.3%	25.2%	28.4%
Net: Decrease		2	1	1	-	1	-	1	1	-	-	-	-	2	1	1
		2.6%	2.7%	5.8%	-	3.5%	-	4.4%	3.5%	-	-	-	-	9.0%	1.3%	8.2%
Net: Increase + Stay the same		55	23	14	18	17	9	19	24	5	5	21	21	13	44	10
		89.9%	93.8%	88.5%	86.5%	91.3%	91.2%	91.5%	89.9%	83.7%	82.5%	96.0%	95.6%	75.1%	89.4%	91.8%
Mean score		3.3	3.2	3.4	3.4	3.3	3.5	3.2	3.2	3.2	3.4	3.2	3.4	3.4	3.3	3.4

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

## Jobs Outlook - Combined

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

### Legal & HR

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

		WAVE			REGION						SIZE			SECTOR		
		Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		189	57	73	59	40	41	54	80	26	28	36	57	96	153	36
Weighted Total		187	57	72	58	36	44	46	80	35	27	39	56	92	153	34
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	2 .8%	1 1.1%	- -	1 1.6%	1 1.8%	- -	1 2.1%	1 1.2%	- -	- -	1 1.6%	- -	1 1.0%	1 .6%	1 1.9%
Increase slightly	(4)	21 11.1%	10 17.6%	7 9.7%	4 6.5%	4 11.9%	3 7.6%	5 11.4%	13 16.5%	8 23.2%	- -	6 15.0%	4 7.5%	11 11.6%	19 12.1%	2 6.7%
Stay same	(3)	147 78.4%	43 75.4%	58 80.7%	46 78.5%	27 75.5%	37 83.2%	33 72.6%	58 72.1%	25 71.5%	25 93.0%	31 78.8%	48 86.8%	67 73.1%	117 76.5%	29 87.2%
Decrease slightly	(2)	8 4.5%	1 .9%	4 5.5%	4 6.8%	1 2.6%	2 5.2%	3 7.4%	4 5.3%	1 2.7%	1 3.5%	1 2.4%	2 3.8%	5 5.9%	7 4.6%	1 4.3%
Decrease greatly	(1)	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Don't know		10 5.1%	3 5.0%	3 4.1%	4 6.6%	3 8.2%	2 4.1%	3 6.5%	4 4.9%	1 2.7%	1 3.6%	1 2.2%	1 1.8%	8 8.3%	10 6.2%	- -
NETS																
Net: Increase		22 12.0%	11 18.7%	7 9.7%	5 8.2%	5 13.7%	3 7.6%	6 13.5%	14 17.7%	8 23.2%	- -	6 16.6%	4 7.5%	12 12.7%	20 12.7%	3 8.5%
Net: Decrease		8 4.5%	1 .9%	4 5.5%	4 6.8%	1 2.6%	2 5.2%	3 7.4%	4 5.3%	1 2.7%	1 3.5%	1 2.4%	2 3.8%	5 5.9%	7 4.6%	1 4.3%
Net: Increase + Stay the same		169 90.4%	53 94.1%	65 90.5%	50 86.6%	32 89.2%	40 90.8%	39 86.1%	72 89.8%	33 94.7%	25 93.0%	37 95.4%	53 94.4%	79 85.8%	137 89.2%	32 95.7%
Mean score		3.1	3.2 b	3.0	3.0	3.1	3.0	3.1	3.1	3.2	3.0	3.2	3.0	3.1	3.1	3.1

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

## Jobs Outlook - Combined

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

### Life sciences

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

		WAVE				REGION						SIZE			SECTOR	
		Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		26	5	11	10	6	5	6	11	5	4	5	4	17	22	4
Weighted Total		25	5	11	10	5	6	6	10	5	4	5	4	16	21	4
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	1	-	1	-	-	-	-	-	-	1	-	-	1	1	-
		3.9%	-	9.1%	-	-	-	-	-	-	26.2%	-	-	6.1%	4.6%	-
Increase slightly	(4)	4	1	2	1	2	-	1	2	1	-	2	-	2	3	1
		15.1%	18.1%	18.3%	9.9%	34.6%	-	17.3%	18.9%	20.8%	-	40.8%	-	11.5%	13.2%	25.8%
Stay same	(3)	18	4	7	7	3	5	5	8	3	3	3	4	10	15	3
		70.0%	81.9%	64.0%	70.6%	47.6%	84.2%	82.7%	72.3%	59.5%	73.8%	59.2%	100.0%	65.0%	69.3%	74.2%
Decrease slightly	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		3	-	1	2	1	1	-	1	1	-	-	-	3	3	-
		11.0%	-	8.6%	19.5%	17.8%	15.8%	-	8.8%	19.7%	-	-	-	17.4%	12.9%	-
NETS																
Net: Increase		5	1	3	1	2	-	1	2	1	1	2	-	3	4	1
		19.0%	18.1%	27.4%	9.9%	34.6%	-	17.3%	18.9%	20.8%	26.2%	40.8%	-	17.7%	17.8%	25.8%
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		22	5	10	8	4	5	6	9	4	4	5	4	13	19	4
		89.0%	100.0%	91.4%	80.5%	82.2%	84.2%	100.0%	91.2%	80.3%	100.0%	100.0%	100.0%	82.6%	87.1%	100.0%
Mean score		3.3	3.2	3.4	3.1	3.4	3.0	3.2	3.2	3.3	3.5	3.4	3.0	3.3	3.3	3.3

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

## Jobs Outlook - Combined

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

### Marketing, media & creative

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

		WAVE				REGION						SIZE			SECTOR	
		Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		173	71	47	55	37	31	54	82	28	23	59	44	70	139	34
Weighted Total		172	72	46	54	34	34	42	80	37	24	61	44	67	139	33
		100.0%	100.0%	100.0%	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	-
		.6%	-	2.2%	-	3.0%	-	-	-	-	-	1.7%	-	-	.7%	-
Increase slightly	(4)	30	14	7	8	5	3	4	21	16	1	16	8	6	24	6
		17.4%	20.2%	15.1%	15.8%	15.0%	9.6%	10.2%	26.1%	44.0%	3.6%	27.1%	17.7%	8.5%	17.5%	17.0%
									f			l				
Stay same	(3)	128	54	34	39	24	26	37	56	19	23	41	34	53	102	26
		74.7%	76.0%	74.2%	73.3%	70.8%	75.5%	87.7%	70.5%	51.0%	92.5%	68.2%	77.4%	78.7%	73.4%	80.2%
								dg								
Decrease slightly	(2)	5	1	2	2	1	3	-	1	1	-	1	2	2	5	-
		3.0%	1.4%	4.5%	3.8%	2.8%	9.6%	-	1.2%	2.5%	-	1.5%	4.9%	3.0%	3.7%	-
							fg									
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		7	2	2	4	3	2	1	2	1	1	1	-	7	6	1
		4.3%	2.5%	4.0%	7.1%	8.5%	5.3%	2.0%	2.2%	2.5%	3.9%	1.4%	-	9.7%	4.7%	2.9%
														jk		
NETS																
Net: Increase		31	14	8	8	6	3	4	21	16	1	17	8	6	25	6
		18.0%	20.2%	17.3%	15.8%	18.0%	9.6%	10.2%	26.1%	44.0%	3.6%	28.8%	17.7%	8.5%	18.3%	17.0%
									f			l				
Net: Decrease		5	1	2	2	1	3	-	1	1	-	1	2	2	5	-
		3.0%	1.4%	4.5%	3.8%	2.8%	9.6%	-	1.2%	2.5%	-	1.5%	4.9%	3.0%	3.7%	-
							fg									
Net: Increase + Stay the same		159	69	42	48	30	29	41	77	35	23	59	41	59	127	32
		92.7%	96.2%	91.5%	89.1%	88.8%	85.0%	98.0%	96.6%	95.1%	96.1%	97.0%	95.1%	87.2%	91.7%	97.1%
								e	e			l				
Mean score		3.2	3.2	3.2	3.1	3.2	3.0	3.1	3.3	3.4	3.0	3.3	3.1	3.1	3.2	3.2
									f			l				

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

## Jobs Outlook - Combined

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

### Office professionals

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

		WAVE				REGION						SIZE			SECTOR	
		Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		349	133	114	102	90	71	99	140	41	48	136	112	101	285	64
Weighted Total		340	127	113	100	79	78	82	134	52	50	136	108	95	281	60
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	3 .9%	- -	3 2.6%	- -	2 2.4%	1 1.3%	- -	- -	- -	- -	- -	3 2.7%	- -	1 .4%	2 3.2% m
Increase slightly	(4)	58 17.1%	19 15.3%	19 17.2%	19 19.3%	18 22.7%	14 17.7%	13 15.3%	22 16.4%	9 18.1%	5 9.3%	26 19.0%	19 17.8%	13 13.6%	50 17.7%	8 14.1%
Stay same	(3)	254 74.6%	104 81.7% c	81 71.5%	69 69.1%	50 63.7%	58 74.4%	62 76.3%	103 77.1% d	41 78.4%	43 85.1% d	107 78.3%	76 70.2%	71 74.2%	208 73.9%	46 77.7%
Decrease slightly	(2)	9 2.6%	2 1.6%	4 3.5%	3 3.0%	2 2.5%	3 4.2%	2 2.3%	3 2.1%	1 1.8%	1 1.9%	1 .7%	4 3.8%	4 4.1%	9 3.2%	- -
Decrease greatly	(1)	1 .3%	- -	1 .9%	- -	1 1.3%	- -	- -	- -	- -	- -	- -	1 1.0%	- -	- -	1 1.7% m
Don't know		15 4.5%	2 1.5%	5 4.3%	9 8.5% a	6 7.4%	2 2.3%	5 6.1%	6 4.4%	1 1.8%	2 3.7%	3 2.0%	5 4.6%	8 8.0% j	13 4.8%	2 3.3%
NETS																
Net: Increase		61 18.0%	19 15.3%	22 19.8%	19 19.3%	20 25.1% i	15 19.0%	13 15.3%	22 16.4%	9 18.1%	5 9.3%	26 19.0%	22 20.5%	13 13.6%	51 18.1%	10 17.3%
Net: Decrease		10 2.9%	2 1.6%	5 4.4%	3 3.0%	3 3.8%	3 4.2%	2 2.3%	3 2.1%	1 1.8%	1 1.9%	1 .7%	5 4.7% j	4 4.1%	9 3.2%	1 1.7%
Net: Increase + Stay the same		315 92.6%	124 96.9% c	103 91.3%	88 88.5%	70 88.9%	72 93.5%	75 91.6%	125 93.5%	50 96.5%	47 94.4%	133 97.3% kl	98 90.7%	84 87.8%	258 92.1%	57 95.0%
Mean score		3.2	3.1	3.2	3.2	3.2	3.2	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

		WAVE			REGION						SIZE			SECTOR		
		Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		198	81	54	63	42	41	56	80	24	35	81	64	53	156	42
Weighted Total		200	86	53	61	38	46	44	80	36	36	87	61	52	158	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%
Increase greatly	(5)	3 1.3%	2 1.9%	1 1.9%	- -	1 2.6%	- -	1 1.5%	1 .8%	- -	1 2.8%	1 .7%	1 1.6%	1 1.9%	3 1.7%	- -
Increase slightly	(4)	53 26.7%	21 24.1%	17 32.9%	15 25.1%	13 33.2%	11 24.9%	10 22.0%	25 31.3%	15 42.9%	4 12.0%	28 32.6%	16 26.7%	9 16.9%	41 25.8%	13 30.2%
						i			i			l				
Stay same	(3)	132 66.1%	62 71.7%	31 57.7%	40 65.5%	18 46.5%	34 73.2%	31 69.8%	51 64.2%	20 57.1%	30 82.4%	55 63.4%	40 65.1%	37 71.8%	106 67.0%	26 62.6%
							d	d			d					
Decrease slightly	(2)	3 1.5%	- -	1 2.0%	2 3.1%	3 7.6%	- -	- -	- -	- -	- -	1 1.1%	2 3.3%	- -	2 1.2%	1 2.5%
						fg										
Decrease greatly	(1)	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Don't know		9 4.4%	2 2.3%	3 5.6%	4 6.3%	4 10.0%	1 2.0%	3 6.7%	3 3.7%	- -	1 2.9%	2 2.2%	2 3.3%	5 9.4%	7 4.3%	2 4.7%
NETS																
Net: Increase		56 28.1%	22 26.0%	18 34.7%	15 25.1%	14 35.8%	11 24.9%	10 23.5%	26 32.1%	15 42.9%	5 14.7%	29 33.3%	17 28.4%	10 18.9%	44 27.5%	13 30.2%
						i										
Net: Decrease		3 1.5%	- -	1 2.0%	2 3.1%	3 7.6%	- -	- -	- -	- -	- -	1 1.1%	2 3.3%	- -	2 1.2%	1 2.5%
						fg										
Net: Increase + Stay the same		188 94.2%	84 97.7%	49 92.4%	55 90.6%	32 82.4%	45 98.0%	41 93.3%	77 96.3%	36 100.0%	35 97.1%	84 96.7%	57 93.5%	47 90.6%	150 94.5%	39 92.8%
						d	d		d		d					
Mean score		3.3	3.3	3.4	3.2	3.3	3.3	3.3	3.3	3.4	3.2	3.3	3.3	3.2	3.3	3.3

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

## Jobs Outlook - Combined

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

### Technology

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

		WAVE			REGION						SIZE			SECTOR		
		Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		155	63	45	47	34	30	51	72	21	19	55	43	57	124	31
Weighted Total		151	57	46	48	29	33	40	68	28	21	51	46	54	124	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)	3	3	-	-	-	-	-	3	3	-	-	3	-	3	-
		1.8%	4.8%	-	-	-	-	-	4.1%	9.9%	-	-	6.0%	-	2.2%	-
Increase slightly	(4)	20	7	5	8	5	3	5	11	6	1	9	5	6	16	4
		13.2%	12.9%	10.8%	15.9%	16.3%	9.4%	12.0%	16.6%	23.2%	4.0%	18.2%	10.3%	11.0%	13.1%	13.5%
Stay same	(3)	115	44	36	35	22	26	31	48	17	18	41	35	38	92	23
		75.9%	77.2%	78.4%	72.0%	77.0%	78.1%	78.1%	70.8%	60.4%	87.2%	80.1%	76.9%	71.1%	74.3%	83.1%
Decrease slightly	(2)	5	1	3	1	-	3	1	2	1	-	-	2	3	4	1
		3.4%	1.7%	6.6%	2.3%	-	9.8%	2.3%	2.7%	3.3%	-	-	4.6%	5.5%	3.4%	3.4%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		9	2	2	5	2	1	3	4	1	2	1	1	7	9	-
		5.7%	3.4%	4.2%	9.8%	6.7%	2.7%	7.5%	5.8%	3.3%	8.8%	1.7%	2.2%	12.4%	7.0%	-
														j		
NETS																
Net: Increase		23	10	5	8	5	3	5	14	9	1	9	7	6	19	4
		15.0%	17.7%	10.8%	15.9%	16.3%	9.4%	12.0%	20.7%	33.0%	4.0%	18.2%	16.2%	11.0%	15.3%	13.5%
Net: Decrease		5	1	3	1	-	3	1	2	1	-	-	2	3	4	1
		3.4%	1.7%	6.6%	2.3%	-	9.8%	2.3%	2.7%	3.3%	-	-	4.6%	5.5%	3.4%	3.4%
Net: Increase + Stay the same		137	54	41	42	27	29	36	62	26	19	50	43	44	111	26
		90.9%	94.9%	89.2%	87.9%	93.3%	87.5%	90.2%	91.5%	93.4%	91.2%	98.3%	93.1%	82.1%	89.7%	96.6%
												i				
Mean score		3.1	3.2	3.0	3.2	3.2	3.0	3.1	3.2	3.4	3.0	3.2	3.2	3.1	3.2	3.1

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

## Jobs Outlook - Combined

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

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

		WAVE			REGION						SIZE			SECTOR	
	Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	541	184	179	178	132	112	144	216	72	81	238	158	145	446	95
Weighted Total	541	187	177	177	116	127	120	211	91	87	245	155	141	448	92
	100.0%	100.0%	100.0%	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	21	6	7	9	1	7	10	13	3	1	8	8	5	17	5
	7.9%	5.7%	8.1%	10.2%	1.7%	9.8% d	15.5% di	11.9% d	6.7%	2.6%	8.5%	9.5%	5.8%	7.5%	9.4%
Construction	30	7	10	13	8	10	8	9	1	3	17	7	6	29	1
	35.2%	26.0%	41.7%	38.7%	43.9%	38.0%	34.6%	31.2%	16.6%	24.5%	39.0%	32.7%	29.7%	38.2%	10.8%
Drivers	29	12	7	10	5	7	8	11	3	6	12	12	5	23	6
	26.0%	22.7%	22.1%	36.0%	17.3%	24.8%	28.5%	31.6%	41.9%	29.2%	26.1%	29.4%	20.5%	23.9%	39.7%
Education	26	3	11	12	4	4	12	15	3	3	10	5	11	26	-
	35.2%	26.5%	41.8%	33.6%	23.3%	27.4%	57.4%	50.3%	33.3%	24.9%	57.3%	32.6%	27.0%	40.0%	-
Engineering & technical	60	21	13	26	9	19	22	25	3	7	15	19	26	47	13
	35.8%	36.2%	25.2%	44.3% b	27.1%	39.5%	52.9% di	45.3% i	20.6%	22.7%	25.2%	37.6%	45.8% j	34.4%	42.0%
Executive recruitment / interim management	30	4	6	19	4	9	8	11	3	5	10	9	11	25	5
	18.5%	7.4%	13.6%	32.7% ab	15.1%	24.0%	22.3%	16.1%	8.9%	20.3%	18.4%	19.6%	17.7%	18.0%	21.3%
Health & social care	24	6	12	6	6	5	4	8	4	6	7	9	8	24	1
	34.2%	39.7%	34.6%	29.3%	31.7%	23.0%	34.3%	40.7%	50.7%	44.6%	29.5%	47.5%	28.8%	35.9%	10.9%
Hospitality	25	12	4	10	5	5	6	11	5	4	11	8	7	18	7
	28.5%	38.0%	14.3%	31.2%	27.0%	27.5%	29.1%	31.0%	33.7%	26.3%	31.3%	33.2%	21.6%	25.6%	40.9%
Industrial	13	4	5	4	2	3	6	7	1	-	3	4	5	11	2
	20.8%	16.8%	30.2%	18.3%	10.8%	33.9%	30.0%	27.0%	15.9%	-	15.6%	20.3%	28.0%	21.9%	16.1%
Legal & HR	16	3	5	8	-	5	8	10	2	1	2	6	8	11	5
	8.5%	6.0%	6.7%	13.2%	-	11.9% d	17.1% d	12.1% d	5.6%	3.5%	4.9%	10.3%	9.0%	7.2%	14.4%
Life sciences	7	2	1	4	3	3	1	2	1	-	1	2	5	6	1
	29.3%	49.7%	9.3%	41.4%	52.4%	47.1%	17.3%	18.2%	19.3%	-	20.7%	35.3%	30.3%	30.3%	23.8%
Marketing, media & creative	18	6	7	6	4	6	3	7	4	1	9	4	4	11	7
	10.7%	7.8%	14.9%	10.8%	12.6%	18.2%	7.5%	8.7%	10.1%	3.9%	15.6%	10.1%	6.6%	8.1%	21.6% m
Office professionals	41	11	12	18	12	11	7	16	9	2	20	15	5	31	10
	12.0%	8.3%	11.0%	17.8% a	14.7% i	14.7%	8.2%	11.9%	17.8% i	3.7%	14.9% l	13.8% l	5.7%	11.1%	16.2%

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

## Jobs Outlook - Combined

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

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

		WAVE			REGION						SIZE			SECTOR	
	Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	541	184	179	178	132	112	144	216	72	81	238	158	145	446	95
Weighted Total	541	187	177	177	116	127	120	211	91	87	245	155	141	448	92
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Sales & retail	41	18	10	13	6	13	7	16	9	6	18	16	6	28	13
	20.3%	21.1%	18.4%	20.7%	16.0%	27.6%	16.3%	19.9%	24.4%	16.2%	20.9%	26.6%	11.7%	17.4%	31.1%
												l			
Technology	36	15	9	13	6	13	8	16	7	3	9	12	16	29	7
	24.2%	25.8%	19.5%	26.7%	19.1%	37.7%	20.8%	23.1%	26.3%	13.3%	17.8%	25.8%	28.8%	23.9%	25.7%
None	296	110	100	86	66	66	62	114	52	51	148	73	75	246	50
	54.7%	59.0%	56.4%	48.7%	56.5%	51.7%	51.7%	54.0%	57.0%	58.6%	60.5%	46.9%	53.4%	54.9%	53.9%
											k				
Net: Any	245	77	77	91	51	61	58	97	39	36	97	82	66	202	43
	45.3%	41.0%	43.6%	51.3%	43.5%	48.3%	48.3%	46.0%	43.0%	41.4%	39.5%	53.1%	46.6%	45.1%	46.1%
												j			

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

## Jobs Outlook - Combined

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

### SUMMARY TABLE

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

	Total	Greatly increase	Slightly increase	Stay the same	Slightly decrease	Greatly decrease	Don't know	Net: Increase	Net: Decrease	Net: Increase + Stay the same	Mean
Accounting and financial services	31 100.0%	1 3.0%	5 16.8%	20 64.9%	2 6.1%	1 3.0%	2 6.1%	6 19.9%	3 9.2%	26 84.8%	3.1
Construction	17 100.0%	1 5.5%	2 10.9%	12 69.1%	1 5.5%	- -	2 8.9%	3 16.5%	1 5.5%	15 85.6%	3.2
Drivers	16 100.0%	2 11.7%	6 34.7%	7 41.7%	2 11.9%	- -	- -	7 46.4%	2 11.9%	14 88.1%	3.5
Education	18 100.0%	- -	1 5.5%	10 57.0%	3 16.6%	1 5.3%	3 15.7%	1 5.5%	4 21.9%	11 62.4%	2.7
Engineering & technical	27 100.0%	2 7.3%	4 13.6%	15 58.3%	3 10.1%	- -	3 10.7%	6 20.9%	3 10.1%	21 79.2%	3.2
Executive recruitment / interim management	18 100.0%	1 5.2%	- -	16 89.5%	1 5.3%	- -	- -	1 5.2%	1 5.3%	17 94.7%	3.1
Health & social care	15 100.0%	1 6.4%	1 7.9%	10 68.0%	3 17.7%	- -	- -	2 14.3%	3 17.7%	12 82.3%	3.0
Hospitality	12 100.0%	- -	- -	8 68.1%	2 15.8%	1 7.9%	1 8.3%	- -	3 23.6%	8 68.1%	2.7
Industrial	21 100.0%	5 22.3%	2 7.4%	13 59.5%	- -	- -	2 10.8%	6 29.7%	- -	19 89.2%	3.6
Legal & HR	28 100.0%	1 3.4%	1 3.5%	23 81.4%	3 10.2%	- -	* 1.5%	2 6.9%	3 10.2%	25 88.3%	3.0
Life sciences	8 100.0%	1 12.1%	- -	6 75.7%	1 12.2%	- -	- -	1 12.1%	1 12.2%	7 87.8%	3.1
Marketing, media & creative	21 100.0%	1 4.5%	- -	18 86.2%	1 4.5%	- -	1 4.7%	1 4.5%	1 4.5%	19 90.7%	3.0
Office professionals	56 100.0%	1 1.7%	5 9.8%	44 79.6%	3 4.7%	1 1.7%	1 2.5%	6 11.5%	4 6.4%	51 91.1%	3.1
Sales & retail	18 100.0%	1 5.2%	1 5.5%	16 89.3%	- -	- -	- -	2 10.7%	- -	18 100.0%	3.2
Technology	15 100.0%	- -	2 11.8%	12 81.9%	1 6.4%	- -	- -	2 11.8%	1 6.4%	14 93.6%	3.1
Average (response based including bases)	320 100.0%	17 5.3%	29 9.1%	231 72.1%	24 7.5%	4 1.2%	15 4.7%	46 14.4%	28 8.7%	277 86.6%	3.1

## Jobs Outlook - Combined

### Q14\_SUM. Average across all sectors

#### SUMMARY TABLE

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

		WAVE				REGION						SIZE			SECTOR		
		Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public	
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n	
Unweighted Total		337	64	132	141	76	84	100	134	34	43	65	102	170	291	46	
Weighted Total		320	53	129	138	67	94	86	118	32	40	66	90	164	281	38	
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
Greatly increase	(5)	17	-	3	14	12	1	4	4	-	-	2	-	15	15	2	
		5.3%	-	2.3%	10.2% ab	18.2% efghi	1.2%	4.3%	3.2%	-	-	2.8%	-	9.3% k	5.4%	4.7%	
Slightly increase	(4)	29	10	10	10	8	13	4	6	2	2	9	8	12	24	5	
		9.1%	18.1% bc	7.6%	7.0%	11.3%	14.0% fg	5.2%	5.4%	6.0%	4.8%	13.6%	9.3%	7.1%	8.4%	14.2%	
Stay the same	(3)	231	33	97	100	41	69	60	89	29	32	47	75	109	200	31	
		72.1%	63.0%	75.3%	72.6%	60.8%	72.9%	69.5%	75.3% d	91.0% defg	79.5% d	70.2%	83.5% jl	66.7%	71.1%	79.5%	
Slightly decrease	(2)	24	2	14	7	2	3	15	16	1	3	4	4	16	24	-	
		7.5%	4.6%	11.1%	5.4%	2.5%	3.0%	17.6% deh	13.7% de	3.0%	8.5%	6.8%	4.1%	9.8%	8.6% n	-	
Greatly decrease	(1)	4	-	3	1	-	2	1	1	-	1	-	2	2	4	-	
		1.2%	-	2.2%	.7%	-	2.0%	1.1%	.8%	-	2.3%	-	2.1%	1.2%	1.3%	-	
Don't know		15	7	2	6	5	6	2	2	-	2	4	1	10	15	1	
		4.7%	14.3% bc	1.5%	4.1%	7.1% g	6.9% g	2.2%	1.6%	-	4.9%	6.7% k	1.0%	6.0% k	5.2%	1.6%	
NETS																	
Net: Increase		46	10	13	24	20	14	8	10	2	2	11	8	27	39	7	
		14.4%	18.1%	9.9%	17.3%	29.5% efghi	15.2%	9.6%	8.6%	6.0%	4.8%	16.4%	9.3%	16.5%	13.8%	18.9%	
Net: Decrease		28	2	17	8	2	5	16	17	1	4	4	6	18	28	-	
		8.7%	4.6%	13.3% c	6.0%	2.5%	5.0%	18.7% deh	14.5% de	3.0%	10.8%	6.8%	6.2%	10.9%	9.9% n	-	
Net: Increase + Stay the same		277	43	110	124	61	83	68	99	31	34	57	84	136	239	38	
		86.6%	81.1%	85.2%	89.9%	90.4% f	88.1%	79.1%	83.9%	97.0% fg	84.3%	86.6%	92.8% l	83.1%	84.9%	98.4% m	
Mean score		3.1	3.2 b	3.0	3.2 b	3.5 efghi	3.1	2.9	3.0	3.0	2.9	3.1	3.0	3.1	3.1	3.2	

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

## Jobs Outlook - Combined

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

### Accounting and financial services

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

		WAVE				REGION						SIZE			SECTOR	
		Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		32	7	13	12	9	9	9	12	3	2	5	10	17	27	5
Weighted Total		31	7	12	12	8	11	8	11	3	2	6	9	16	27	4
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	1	-	-	1	1	-	-	-	-	-	-	-	1	1	-
		3.0%	-	-	8.1%	11.8%	-	-	-	-	-	-	-	5.8%	3.5%	-
Slightly increase	(4)	5	2	1	2	2	3	-	1	1	-	2	2	2	4	2
		16.8%	34.5%	7.5%	16.4%	21.5%	23.6%	-	9.3%	34.2%	-	26.0%	20.0%	11.7%	13.0%	42.8%
Stay the same	(3)	20	3	11	7	4	6	6	8	2	2	3	6	12	18	2
		64.9%	38.1%	84.9%	59.3%	54.7%	59.0%	75.3%	72.7%	65.8%	100.0%	43.6%	69.0%	70.9%	66.0%	57.2%
Slightly decrease	(2)	2	-	1	1	1	-	1	1	-	-	-	1	1	2	-
		6.1%	-	7.6%	8.1%	12.0%	-	12.4%	9.0%	-	-	-	11.1%	5.8%	7.0%	-
Greatly decrease	(1)	1	-	-	1	-	-	1	1	-	-	-	-	1	1	-
		3.0%	-	-	8.1%	-	-	12.4%	9.0%	-	-	-	-	5.8%	3.5%	-
Don't know		2	2	-	-	-	2	-	-	-	-	2	-	-	2	-
		6.1%	27.4%	-	-	-	17.5%	-	-	-	-	30.5%	-	-	7.0%	-
NETS																
Net: Increase		6	2	1	3	3	3	-	1	1	-	2	2	3	4	2
		19.9%	34.5%	7.5%	24.4%	33.4%	23.6%	-	9.3%	34.2%	-	26.0%	20.0%	17.5%	16.5%	42.8%
Net: Decrease		3	-	1	2	1	-	2	2	-	-	-	1	2	3	-
		9.2%	-	7.6%	16.2%	12.0%	-	24.7%	18.0%	-	-	-	11.1%	11.6%	10.5%	-
Net: Increase + Stay the same		26	5	12	10	7	9	6	9	3	2	4	8	14	22	4
		84.8%	72.6%	92.4%	83.8%	88.0%	82.5%	75.3%	82.0%	100.0%	100.0%	69.5%	88.9%	88.4%	82.5%	100.0%
Mean score		3.1	3.5	3.0	3.1	3.3	3.3	2.6	2.8	3.3	3.0	3.4	3.1	3.1	3.1	3.4

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

## Jobs Outlook - Combined

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

### Construction

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

		WAVE				REGION						SIZE			SECTOR	
		Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	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	5	6	7	2	6	6	8	2	2	7	5	6	14	4
Weighted Total		17	5	6	7	2	7	5	7	2	2	7	5	6	14	3
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	1	-	-	1	1	-	-	-	-	-	1	-	-	1	-
		5.5%	-	-	13.7%	55.3%	-	-	-	-	-	14.3%	-	-	6.9%	-
Slightly increase	(4)	2	-	1	1	-	-	1	2	1	-	1	-	1	2	-
		10.9%	-	16.5%	13.5%	-	-	18.3%	26.9%	50.6%	-	14.2%	-	16.3%	13.7%	-
Stay the same	(3)	12	3	4	5	1	6	3	4	1	2	4	5	3	9	3
		69.1%	66.4%	67.0%	72.8%	44.7%	86.5%	51.0%	50.6%	49.4%	100.0%	62.0%	100.0%	51.8%	66.1%	81.5%
Slightly decrease	(2)	1	-	1	-	-	-	1	1	-	-	-	-	1	1	-
		5.5%	-	16.5%	-	-	-	18.4%	13.5%	-	-	-	-	16.4%	6.9%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		2	2	-	-	-	1	1	1	-	-	1	-	1	1	1
		8.9%	33.6%	-	-	-	13.5%	12.3%	9.0%	-	-	9.5%	-	15.5%	6.5%	18.5%
NETS																
Net: Increase		3	-	1	2	1	-	1	2	1	-	2	-	1	3	-
		16.5%	-	16.5%	27.2%	55.3%	-	18.3%	26.9%	50.6%	-	28.5%	-	16.3%	20.5%	-
Net: Decrease		1	-	1	-	-	-	1	1	-	-	-	-	1	1	-
		5.5%	-	16.5%	-	-	-	18.4%	13.5%	-	-	-	-	16.4%	6.9%	-
Net: Increase + Stay the same		15	3	5	7	2	6	4	5	2	2	6	5	4	12	3
		85.6%	66.4%	83.5%	100.0%	100.0%	86.5%	69.3%	77.5%	100.0%	100.0%	90.5%	100.0%	68.1%	86.6%	81.5%
Mean score		3.2	3.0	3.0	3.4	4.1	3.0	3.0	3.1	3.5	3.0	3.5	3.0	3.0	3.2	3.0

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



## Jobs Outlook - Combined

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

### Drivers

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

		WAVE				REGION						SIZE			SECTOR		
		Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	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	5	7	6	8	5	2	3	1	2		5	4	9	14	4
Weighted Total		16	4	7	6	7	4	2	3	1	2		4	3	8	12	4
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%		100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	2	-	-	2	1	-	1	1	-	-		-	-	2	2	-
		11.7%	-	-	33.5%	13.9%	-	48.0%	32.3%	-	-		-	-	22.9%	15.1%	-
Slightly increase	(4)	6	1	4	1	3	2	-	-	-	-		2	1	3	3	3
		34.7%	19.2%	57.5%	17.2%	51.0%	46.4%	-	-	-	-		36.0%	28.0%	36.8%	22.2%	78.2%
Stay the same	(3)	7	3	3	1	2	1	-	1	1	2		2	2	3	6	1
		41.7%	80.8%	42.5%	15.3%	35.1%	33.2%	-	32.6%	100.0%	100.0%		41.3%	45.5%	40.3%	47.4%	21.8%
Slightly decrease	(2)	2	-	-	2	-	1	1	1	-	-		1	1	-	2	-
		11.9%	-	-	33.9%	-	20.3%	52.0%	35.1%	-	-		22.6%	26.5%	-	15.3%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
Don't know		-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
NETS																	
Net: Increase		7	1	4	3	4	2	1	1	-	-		2	1	5	5	3
		46.4%	19.2%	57.5%	50.7%	64.9%	46.4%	48.0%	32.3%	-	-		36.0%	28.0%	59.7%	37.3%	78.2%
Net: Decrease		2	-	-	2	-	1	1	1	-	-		1	1	-	2	-
		11.9%	-	-	33.9%	-	20.3%	52.0%	35.1%	-	-		22.6%	26.5%	-	15.3%	-
Net: Increase + Stay the same		14	4	7	4	7	3	1	2	1	2		3	2	8	10	4
		88.1%	100.0%	100.0%	66.1%	100.0%	79.7%	48.0%	64.9%	100.0%	100.0%		77.4%	73.5%	100.0%	84.7%	100.0%
Mean score		3.5	3.2	3.6	3.5	3.8	3.3	3.4	3.3	3.0	3.0		3.1	3.0	3.8	3.4	3.8

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

## Jobs Outlook - Combined

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

### Education

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

		WAVE				REGION						SIZE			SECTOR			
		Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	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	1	8	9	4	8	2	3	1	3	-	5	13			18	-
Weighted Total		18	1	8	9	4	8	2	3	1	3	-	5	13			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%	-
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-		-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-		-	-
Slightly increase	(4)	1	1	-	-	-	1	-	-	-	-	-	1	-	-		1	-
		5.5%	100.0%	-	-	-	11.5%	-	-	-	-	-	19.5%	-	-		5.5%	-
Stay the same	(3)	10	-	4	6	2	5	1	2	1	2	-	2	8			10	-
		57.0%	-	51.2%	68.4%	49.5%	54.2%	50.3%	66.5%	100.0%	65.8%	-	42.7%	62.5%			57.0%	-
Slightly decrease	(2)	3	-	3	-	-	1	1	1	-	1	-	-	3			3	-
		16.6%	-	37.0%	-	-	12.5%	49.7%	33.5%	-	34.2%	-	-	23.0%			16.6%	-
Greatly decrease	(1)	1	-	1	-	-	1	-	-	-	-	-	1	-			1	-
		5.3%	-	11.8%	-	-	11.1%	-	-	-	-	-	18.9%	-			5.3%	-
Don't know		3	-	-	3	2	1	-	-	-	-	-	1	2			3	-
		15.7%	-	-	31.6%	50.5%	10.7%	-	-	-	-	-	18.9%	14.4%			15.7%	-
NETS																		
Net: Increase		1	1	-	-	-	1	-	-	-	-	-	1	-			1	-
		5.5%	100.0%	-	-	-	11.5%	-	-	-	-	-	19.5%	-			5.5%	-
Net: Decrease		4	-	4	-	-	2	1	1	-	1	-	1	3			4	-
		21.9%	-	48.8%	-	-	23.6%	49.7%	33.5%	-	34.2%	-	18.9%	23.0%			21.9%	-
Net: Increase + Stay the same		11	1	4	6	2	6	1	2	1	2	-	3	8			11	-
		62.4%	100.0%	51.2%	68.4%	49.5%	65.7%	50.3%	66.5%	100.0%	65.8%	-	62.2%	62.5%			62.4%	-
Mean score		2.7	4.0	2.4	3.0	3.0	2.7	2.5	2.7	3.0	2.7	-	2.8	2.7			2.7	

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

## Jobs Outlook - Combined

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

### Engineering & technical

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

		WAVE				REGION						SIZE			SECTOR	
		Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	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	6	7	15	7	7	9	10	1	4	7	9	12	23	5
Weighted Total		27	5	7	14	6	8	8	9	1	4	7	7	12	22	4
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	2	-	-	2	1	-	1	1	-	-	-	-	2	2	-
		7.3%	-	-	13.5%	15.6%	-	12.1%	10.9%	-	-	-	-	16.2%	8.6%	-
Slightly increase	(4)	4	1	2	1	1	1	2	2	-	-	1	1	2	3	1
		13.6%	13.1%	27.9%	6.9%	11.4%	12.5%	23.6%	21.3%	-	-	9.6%	13.5%	16.1%	11.7%	23.9%
Stay the same	(3)	15	3	4	9	3	4	4	5	1	3	4	5	6	12	3
		58.3%	51.0%	58.5%	60.8%	57.2%	52.2%	52.8%	57.4%	100.0%	76.0%	52.4%	74.5%	51.8%	55.0%	76.1%
Slightly decrease	(2)	3	-	1	2	-	1	1	1	-	1	1	1	1	3	-
		10.1%	-	13.6%	12.1%	-	11.3%	11.5%	10.4%	-	24.0%	11.8%	12.0%	7.9%	12.0%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		3	2	-	1	1	2	-	-	-	-	2	-	1	3	-
		10.7%	35.9%	-	6.7%	15.8%	24.0%	-	-	-	-	26.2%	-	8.0%	12.7%	-
NETS																
Net: Increase		6	1	2	3	2	1	3	3	-	-	1	1	4	5	1
		20.9%	13.1%	27.9%	20.4%	27.1%	12.5%	35.7%	32.2%	-	-	9.6%	13.5%	32.3%	20.4%	23.9%
Net: Decrease		3	-	1	2	-	1	1	1	-	1	1	1	1	3	-
		10.1%	-	13.6%	12.1%	-	11.3%	11.5%	10.4%	-	24.0%	11.8%	12.0%	7.9%	12.0%	-
Net: Increase + Stay the same		21	3	6	12	5	5	7	8	1	3	4	6	10	17	4
		79.2%	64.1%	86.4%	81.2%	84.2%	64.7%	88.5%	89.6%	100.0%	76.0%	62.0%	88.0%	84.1%	75.4%	100.0%
Mean score		3.2	3.2	3.1	3.2	3.5	3.0	3.4	3.3	3.0	2.8	3.0	3.0	3.4	3.2	3.2

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

## Jobs Outlook - Combined

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

### Executive recruitment / interim management

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

		WAVE				REGION						SIZE			SECTOR	
		Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		19	3	5	11	3	5	5	8	3	3	2	4	13	17	2
Weighted Total		18	2	5	11	3	6	4	7	3	3	2	3	13	17	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	-
		5.2%	-	-	8.5%	34.6%	-	-	-	-	-	-	-	7.3%	5.6%	-
Slightly increase	(4)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Stay the same	(3)	16	2	4	10	2	6	3	6	3	3	2	3	11	15	1
		89.5%	100.0%	81.3%	91.5%	65.4%	100.0%	76.2%	86.1%	100.0%	100.0%	100.0%	100.0%	85.3%	88.7%	100.0%
Slightly decrease	(2)	1	-	1	-	-	-	1	1	-	-	-	-	1	1	-
		5.3%	-	18.7%	-	-	-	23.8%	13.9%	-	-	-	-	7.4%	5.7%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																
Net: Increase		1	-	-	1	1	-	-	-	-	-	-	-	1	1	-
		5.2%	-	-	8.5%	34.6%	-	-	-	-	-	-	-	7.3%	5.6%	-
Net: Decrease		1	-	1	-	-	-	1	1	-	-	-	-	1	1	-
		5.3%	-	18.7%	-	-	-	23.8%	13.9%	-	-	-	-	7.4%	5.7%	-
Net: Increase + Stay the same		17	2	4	11	3	6	3	6	3	3	2	3	12	16	1
		94.7%	100.0%	81.3%	100.0%	100.0%	100.0%	76.2%	86.1%	100.0%	100.0%	100.0%	100.0%	92.6%	94.3%	100.0%
Mean score		3.1	3.0	2.8	3.2	3.7	3.0	2.8	2.9	3.0	3.0	3.0	3.0	3.1	3.1	3.0

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

## Jobs Outlook - Combined

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

### Health & social care

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

		WAVE				REGION						SIZE			SECTOR	
		Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		14	1	7	6	3	5	1	2	1	4	2	-	12	13	1
Weighted Total		15	2	7	6	3	6	1	2	1	4	2	-	13	14	1
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-	100.0%	100.0%	100.0%
Greatly increase	(5)	1	-	-	1	1	-	-	-	-	-	-	-	1	1	-
		6.4%	-	-	15.9%	33.8%	-	-	-	-	-	-	-	7.3%	6.8%	-
Slightly increase	(4)	1	-	1	-	-	1	-	-	-	-	-	-	1	1	-
		7.9%	-	16.3%	-	-	20.4%	-	-	-	-	-	-	9.0%	8.4%	-
Stay the same	(3)	10	-	5	5	2	5	-	1	1	3	2	-	8	9	1
		68.0%	-	70.4%	84.1%	66.2%	79.6%	-	49.3%	100.0%	62.2%	100.0%	-	63.4%	66.0%	100.0%
Slightly decrease	(2)	3	2	1	-	-	-	1	1	-	2	-	-	3	3	-
		17.7%	100.0%	13.3%	-	-	-	100.0%	50.7%	-	37.8%	-	-	20.2%	18.8%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																
Net: Increase		2	-	1	1	1	1	-	-	-	-	-	-	2	2	-
		14.3%	-	16.3%	15.9%	33.8%	20.4%	-	-	-	-	-	-	16.4%	15.2%	-
Net: Decrease		3	2	1	-	-	-	1	1	-	2	-	-	3	3	-
		17.7%	100.0%	13.3%	-	-	-	100.0%	50.7%	-	37.8%	-	-	20.2%	18.8%	-
Net: Increase + Stay the same		12	-	6	6	3	6	-	1	1	3	2	-	10	11	1
		82.3%	-	86.7%	100.0%	100.0%	100.0%	-	49.3%	100.0%	62.2%	100.0%	-	79.8%	81.2%	100.0%
Mean score		3.0	2.0	3.0	3.3	3.7	3.2	2.0	2.5	3.0	2.6	3.0	-	3.0	3.0	3.0

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

## Jobs Outlook - Combined

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

### Hospitality

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

		WAVE			REGION						SIZE			SECTOR		
		Total	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	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		12	9	3	1	2	4	4	-	5		1	3	8	11	1
Weighted Total		12	9	3	1	2	4	4	-	5		1	3	8	11	1
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-	100.0%		100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-		-	-	-	-	-
		-	-	-	-	-	-	-	-	-		-	-	-	-	-
Slightly increase	(4)	-	-	-	-	-	-	-	-	-		-	-	-	-	-
		-	-	-	-	-	-	-	-	-		-	-	-	-	-
Stay the same	(3)	8	5	3	1	2	2	2	-	3		1	2	5	7	1
		68.1%	56.4%	100.0%	100.0%	100.0%	50.6%	50.6%	-	61.5%		100.0%	67.3%	64.4%	65.2%	100.0%
Slightly decrease	(2)	2	2	-	-	-	2	2	-	-		-	1	1	2	-
		15.8%	21.6%	-	-	-	49.4%	49.4%	-	-		-	32.7%	11.7%	17.2%	-
Greatly decrease	(1)	1	1	-	-	-	-	-	-	1		-	-	1	1	-
		7.9%	10.7%	-	-	-	-	-	-	18.7%		-	-	11.6%	8.6%	-
Don't know		1	1	-	-	-	-	-	-	1		-	-	1	1	-
		8.3%	11.3%	-	-	-	-	-	-	19.8%		-	-	12.3%	9.0%	-
NETS																
Net: Increase		-	-	-	-	-	-	-	-	-		-	-	-	-	-
		-	-	-	-	-	-	-	-	-		-	-	-	-	-
Net: Decrease		3	3	-	-	-	2	2	-	1		-	1	2	3	-
		23.6%	32.3%	-	-	-	49.4%	49.4%	-	18.7%		-	32.7%	23.3%	25.8%	-
Net: Increase + Stay the same		8	5	3	1	2	2	2	-	3		1	2	5	7	1
		68.1%	56.4%	100.0%	100.0%	100.0%	50.6%	50.6%	-	61.5%		100.0%	67.3%	64.4%	65.2%	100.0%
Mean score		2.7	2.5	3.0	3.0	3.0	2.5	2.5	-	2.5		3.0	2.7	2.6	2.6	3.0

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

## Jobs Outlook - Combined

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

### Industrial

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

		WAVE				REGION						SIZE			SECTOR	
		Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	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	9	6	9	8	5	9	9	-	2	5	9	10	19	5
Weighted Total		21	7	6	9	6	6	7	7	-	2	5	8	9	17	4
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	5	-	3	2	2	1	2	2	-	-	1	-	4	3	2
		22.3%	-	50.3%	21.5%	28.9%	18.4%	25.5%	25.5%	-	-	17.5%	-	45.5%	17.3%	42.7%
Slightly increase	(4)	2	1	-	1	1	1	-	-	-	-	1	1	-	2	-
		7.4%	9.9%	-	10.2%	10.9%	14.8%	-	-	-	-	13.6%	11.4%	-	9.2%	-
Stay the same	(3)	13	5	3	5	3	3	5	5	-	2	4	7	2	10	2
		59.5%	70.9%	49.7%	57.0%	44.8%	51.6%	68.6%	68.6%	-	100.0%	68.9%	88.6%	27.6%	60.1%	57.3%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		2	1	-	1	1	1	*	*	-	-	-	-	2	2	-
		10.8%	19.1%	-	11.3%	15.3%	15.2%	5.9%	5.9%	-	-	-	-	26.9%	13.4%	-
NETS																
Net: Increase		6	1	3	3	3	2	2	2	-	-	2	1	4	5	2
		29.7%	9.9%	50.3%	31.7%	39.8%	33.2%	25.5%	25.5%	-	-	31.1%	11.4%	45.5%	26.5%	42.7%
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		19	6	6	8	5	5	7	7	-	2	5	8	6	15	4
		89.2%	80.9%	100.0%	88.7%	84.7%	84.8%	94.1%	94.1%	-	100.0%	100.0%	100.0%	73.1%	86.6%	100.0%
Mean score		3.6	3.1	4.0	3.6	3.8	3.6	3.5	3.5	-	3.0	3.5	3.1	4.2	3.5	3.9

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

## Jobs Outlook - Combined

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

### Legal & HR

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

		WAVE				REGION						SIZE			SECTOR	
		Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		30	4	13	13	5	5	13	17	4	3	3	10	17	26	4
Weighted Total		28	2	13	13	5	6	11	15	4	3	3	9	16	25	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)	1	-	-	1	1	-	-	-	-	-	-	-	1	1	-
		3.4%	-	-	7.3%	20.6%	-	-	-	-	-	-	-	5.9%	3.8%	-
Slightly increase	(4)	1	-	-	1	-	-	-	-	-	1	-	1	-	1	-
		3.5%	-	-	7.5%	-	-	-	-	-	35.0%	-	10.6%	-	3.9%	-
Stay the same	(3)	23	2	12	9	4	6	8	12	4	2	2	8	13	20	3
		81.4%	81.1%	92.6%	70.6%	79.4%	100.0%	70.7%	78.1%	100.0%	65.0%	66.0%	89.4%	79.6%	79.1%	100.0%
Slightly decrease	(2)	3	-	1	2	-	-	3	3	-	-	1	-	2	3	-
		10.2%	-	7.4%	14.7%	-	-	25.5%	19.0%	-	-	34.0%	-	11.8%	11.4%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		*	*	-	-	-	-	*	*	-	-	-	-	*	*	-
		1.5%	18.9%	-	-	-	-	3.8%	2.9%	-	-	-	-	2.7%	1.7%	-
NETS																
Net: Increase		2	-	-	2	1	-	-	-	-	1	-	1	1	2	-
		6.9%	-	-	14.8%	20.6%	-	-	-	-	35.0%	-	10.6%	5.9%	7.7%	-
Net: Decrease		3	-	1	2	-	-	3	3	-	-	1	-	2	3	-
		10.2%	-	7.4%	14.7%	-	-	25.5%	19.0%	-	-	34.0%	-	11.8%	11.4%	-
Net: Increase + Stay the same		25	2	12	11	5	6	8	12	4	3	2	9	14	21	3
		88.3%	81.1%	92.6%	85.3%	100.0%	100.0%	70.7%	78.1%	100.0%	100.0%	66.0%	100.0%	85.5%	86.8%	100.0%
Mean score		3.0	3.0	2.9	3.1	3.4	3.0	2.7	2.8	3.0	3.4	2.7	3.1	3.0	3.0	3.0

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



## Jobs Outlook - Combined

**Q14\_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	June 2017	North	Midlands	South excluding London	South including London	London	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		8	4	4	1	1	3	4	1	2		1	3	4	8	-
Weighted Total		8	4	4	1	1	3	4	1	2		1	3	4	8	-
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%		100.0%	100.0%	100.0%	100.0%	-
Greatly increase	(5)	1	-	1	1	-	-	-	-	-		-	-	1	1	-
		12.1%	-	25.0%	100.0%	-	-	-	-	-		-	-	24.2%	12.1%	-
Slightly increase	(4)	-	-	-	-	-	-	-	-	-		-	-	-	-	-
		-	-	-	-	-	-	-	-	-		-	-	-	-	-
Stay the same	(3)	6	3	3	-	1	2	3	1	2		1	3	2	6	-
		75.7%	76.3%	75.0%	-	100.0%	67.5%	75.4%	100.0%	100.0%		100.0%	100.0%	51.5%	75.7%	-
Slightly decrease	(2)	1	1	-	-	-	1	1	-	-		-	-	1	1	-
		12.2%	23.7%	-	-	-	32.5%	24.6%	-	-		-	-	24.3%	12.2%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-		-	-	-	-	-
		-	-	-	-	-	-	-	-	-		-	-	-	-	-
Don't know		-	-	-	-	-	-	-	-	-		-	-	-	-	-
		-	-	-	-	-	-	-	-	-		-	-	-	-	-
NETS																
Net: Increase		1	-	1	1	-	-	-	-	-		-	-	1	1	-
		12.1%	-	25.0%	100.0%	-	-	-	-	-		-	-	24.2%	12.1%	-
Net: Decrease		1	1	-	-	-	1	1	-	-		-	-	1	1	-
		12.2%	23.7%	-	-	-	32.5%	24.6%	-	-		-	-	24.3%	12.2%	-
Net: Increase + Stay the same		7	3	4	1	1	2	3	1	2		1	3	3	7	-
		87.8%	76.3%	100.0%	100.0%	100.0%	67.5%	75.4%	100.0%	100.0%		100.0%	100.0%	75.7%	87.8%	-
Mean score		3.1	2.8	3.5	5.0	3.0	2.7	2.8	3.0	3.0		3.0	3.0	3.2	3.1	

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

## Jobs Outlook - Combined

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

### Marketing, media & creative

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

		WAVE				REGION						SIZE			SECTOR		
		Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public	
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i		*j	*k	*l	*m	*n
Unweighted Total		22	2	9	11	3	5	6	11	5	3	3	6	13		21	1
Weighted Total		21	1	9	11	3	6	5	10	5	3	3	5	13		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%
Greatly increase	(5)	1	-	-	1	1	-	-	-	-	-	-	-	1		1	-
		4.5%	-	-	8.5%	32.5%	-	-	-	-	-	-	-	7.3%		4.6%	-
Slightly increase	(4)	-	-	-	-	-	-	-	-	-	-	-	-	-		-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-		-	-
Stay the same	(3)	18	1	7	10	2	6	4	9	5	2	3	5	10		18	*
		86.2%	100.0%	78.1%	91.5%	67.5%	100.0%	80.5%	90.1%	100.0%	64.7%	100.0%	100.0%	77.5%		85.9%	100.0%
Slightly decrease	(2)	1	-	1	-	-	-	1	1	-	-	-	-	1		1	-
		4.5%	-	10.7%	-	-	-	19.5%	9.9%	-	-	-	-	7.4%		4.6%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-		-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-		-	-
Don't know		1	-	1	-	-	-	-	-	-	1	-	-	1		1	-
		4.7%	-	11.2%	-	-	-	-	-	-	35.3%	-	-	7.7%		4.8%	-
NETS																	
Net: Increase		1	-	-	1	1	-	-	-	-	-	-	-	1		1	-
		4.5%	-	-	8.5%	32.5%	-	-	-	-	-	-	-	7.3%		4.6%	-
Net: Decrease		1	-	1	-	-	-	1	1	-	-	-	-	1		1	-
		4.5%	-	10.7%	-	-	-	19.5%	9.9%	-	-	-	-	7.4%		4.6%	-
Net: Increase + Stay the same		19	1	7	11	3	6	4	9	5	2	3	5	11		19	*
		90.7%	100.0%	78.1%	100.0%	100.0%	100.0%	80.5%	90.1%	100.0%	64.7%	100.0%	100.0%	84.9%		90.5%	100.0%
Mean score		3.0	3.0	2.9	3.2	3.6	3.0	2.8	2.9	3.0	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

## Jobs Outlook - Combined

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

### Office professionals

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

		WAVE				REGION						SIZE			SECTOR	
		Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	*n
Unweighted Total		59	13	23	23	14	14	19	26	7	5	16	22	21	51	8
Weighted Total		56	11	22	23	12	16	16	23	7	5	16	20	19	49	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)	1	-	-	1	1	-	-	-	-	-	-	-	1	1	-
		1.7%	-	-	4.2%	7.6%	-	-	-	-	-	-	-	4.9%	1.9%	-
Slightly increase	(4)	5	3	-	2	-	3	1	1	-	1	3	2	1	5	-
		9.8%	32.1%	-	8.7%	-	22.3%	6.1%	4.4%	-	20.6%	15.3%	9.7%	5.1%	11.2%	-
Stay the same	(3)	44	6	20	18	10	11	14	19	6	4	12	17	15	37	7
		79.6%	57.0%	91.5%	78.7%	78.8%	71.6%	85.5%	85.5%	85.7%	79.4%	74.3%	85.5%	78.0%	76.7%	100.0%
Slightly decrease	(2)	3	1	1	1	1	-	1	2	1	-	2	-	1	3	-
		4.7%	7.0%	4.2%	4.2%	6.1%	-	5.8%	8.2%	14.3%	-	10.4%	-	4.9%	5.4%	-
Greatly decrease	(1)	1	-	1	-	-	1	-	-	-	-	-	1	-	1	-
		1.7%	-	4.2%	-	-	6.0%	-	-	-	-	-	4.7%	-	1.9%	-
Don't know		1	*	-	1	1	-	*	*	-	-	-	-	1	1	-
		2.5%	3.9%	-	4.2%	7.6%	-	2.6%	1.9%	-	-	-	-	7.1%	2.8%	-
NETS																
Net: Increase		6	3	-	3	1	3	1	1	-	1	3	2	2	6	-
		11.5%	32.1%	-	12.9%	7.6%	22.3%	6.1%	4.4%	-	20.6%	15.3%	9.7%	10.0%	13.1%	-
Net: Decrease		4	1	2	1	1	1	1	2	1	-	2	1	1	4	-
		6.4%	7.0%	8.5%	4.2%	6.1%	6.0%	5.8%	8.2%	14.3%	-	10.4%	4.7%	4.9%	7.4%	-
Net: Increase + Stay the same		51	10	20	21	11	15	15	20	6	5	15	19	17	44	7
		91.1%	89.1%	91.5%	91.6%	86.4%	94.0%	91.6%	89.9%	85.7%	100.0%	89.6%	95.3%	88.1%	89.8%	100.0%
Mean score		3.1	3.3	2.9	3.1	3.1	3.1	3.0	3.0	2.9	3.2	3.0	3.0	3.1	3.1	3.0

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

## Jobs Outlook - Combined

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

### Sales & retail

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

		WAVE				REGION						SIZE			SECTOR	
		Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		19	5	8	6	6	3	6	8	2	2	7	6	6	15	4
Weighted Total		18	5	8	6	5	4	5	7	2	2	8	5	5	14	4
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	1	-	-	1	1	-	-	-	-	-	-	-	1	1	-
		5.2%	-	-	16.9%	17.4%	-	-	-	-	-	-	-	17.8%	6.8%	-
Slightly increase	(4)	1	-	1	-	1	-	-	-	-	-	1	-	-	1	-
		5.5%	-	12.9%	-	18.5%	-	-	-	-	-	12.8%	-	-	7.2%	-
Stay the same	(3)	16	5	7	5	3	4	5	7	2	2	7	5	4	12	4
		89.3%	100.0%	87.1%	83.1%	64.2%	100.0%	100.0%	100.0%	100.0%	100.0%	87.2%	100.0%	82.2%	86.0%	100.0%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																
Net: Increase		2	-	1	1	2	-	-	-	-	-	1	-	1	2	-
		10.7%	-	12.9%	16.9%	35.8%	-	-	-	-	-	12.8%	-	17.8%	14.0%	-
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		18	5	8	6	5	4	5	7	2	2	8	5	5	14	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	3.0	3.1	3.3	3.5	3.0	3.0	3.0	3.0	3.0	3.1	3.0	3.4	3.2	3.0

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

## Jobs Outlook - Combined

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

### Technology

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

		WAVE				REGION						SIZE			SECTOR	
		Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		16	3	7	6	2	4	6	9	3	1	1	6	9	14	2
Weighted Total		15	2	7	6	2	5	5	8	3	1	1	5	9	14	1
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	2	1	-	1	-	1	1	1	-	-	-	-	2	2	-
		11.8%	33.0%	-	18.5%	-	25.1%	12.3%	7.8%	-	-	-	-	19.7%	12.8%	-
Stay the same	(3)	12	1	6	5	2	3	3	6	3	1	1	5	6	11	1
		81.9%	67.0%	86.2%	81.5%	100.0%	74.9%	68.5%	80.0%	100.0%	100.0%	100.0%	100.0%	69.6%	80.2%	100.0%
Slightly decrease	(2)	1	-	1	-	-	-	1	1	-	-	-	-	1	1	-
		6.4%	-	13.8%	-	-	-	19.2%	12.2%	-	-	-	-	10.7%	6.9%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																
Net: Increase		2	1	-	1	-	1	1	1	-	-	-	-	2	2	-
		11.8%	33.0%	-	18.5%	-	25.1%	12.3%	7.8%	-	-	-	-	19.7%	12.8%	-
Net: Decrease		1	-	1	-	-	-	1	1	-	-	-	-	1	1	-
		6.4%	-	13.8%	-	-	-	19.2%	12.2%	-	-	-	-	10.7%	6.9%	-
Net: Increase + Stay the same		14	2	6	6	2	5	4	7	3	1	1	5	8	13	1
		93.6%	100.0%	86.2%	100.0%	100.0%	100.0%	80.8%	87.8%	100.0%	100.0%	100.0%	100.0%	89.3%	93.1%	100.0%
Mean score		3.1	3.3	2.9	3.2	3.0	3.3	2.9	3.0	3.0	3.0	3.0	3.0	3.1	3.1	3.0

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

## Jobs Outlook - Combined

**Q15\_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	31 100.0%	- -	7 23.4%	22 70.5%	- -	- -	2 6.1%	7 23.4%	- -	29 93.9%	3.2
Construction	17 100.0%	2 9.3%	4 25.7%	10 59.7%	- -	- -	1 5.2%	6 35.0%	- -	16 94.8%	3.5
Drivers	16 100.0%	1 5.8%	6 36.2%	7 41.5%	3 16.6%	- -	- -	7 42.0%	3 16.6%	13 83.4%	3.3
Education	18 100.0%	- -	2 10.8%	10 57.0%	2 11.2%	1 5.3%	3 15.7%	2 10.8%	3 16.5%	12 67.8%	2.9
Engineering & technical	27 100.0%	1 3.7%	8 28.8%	13 47.8%	3 12.6%	- -	2 7.1%	9 32.5%	3 12.6%	21 80.3%	3.3
Executive recruitment / interim management	18 100.0%	- -	6 31.9%	12 68.1%	- -	- -	- -	6 31.9%	- -	18 100.0%	3.3
Health & social care	15 100.0%	- -	3 19.6%	8 55.4%	4 25.0%	- -	- -	3 19.6%	4 25.0%	11 75.0%	2.9
Hospitality	12 100.0%	- -	1 7.9%	8 68.1%	2 15.7%	- -	1 8.3%	1 7.9%	2 15.7%	9 76.0%	2.9
Industrial	21 100.0%	4 18.6%	2 8.5%	12 55.9%	1 6.3%	- -	2 10.8%	6 27.1%	1 6.3%	18 83.0%	3.4
Legal & HR	28 100.0%	1 3.4%	2 6.9%	24 84.8%	1 3.4%	- -	* 1.5%	3 10.3%	1 3.4%	26 95.1%	3.1
Life sciences	8 100.0%	- -	2 24.3%	6 75.7%	- -	- -	- -	2 24.3%	- -	8 100.0%	3.2
Marketing, media & creative	21 100.0%	- -	3 13.5%	17 81.7%	- -	- -	1 4.7%	3 13.5%	- -	20 95.3%	3.1
Office professionals	56 100.0%	- -	8 13.8%	45 80.4%	1 1.7%	1 1.7%	1 2.5%	8 13.8%	2 3.4%	52 94.2%	3.1
Sales & retail	18 100.0%	- -	2 10.7%	16 89.3%	- -	- -	- -	2 10.7%	- -	18 100.0%	3.1
Technology	15 100.0%	- -	2 10.4%	13 89.6%	- -	- -	- -	2 10.4%	- -	15 100.0%	3.1
Average (response based including bases)	320 100.0%	8 2.6%	56 17.6%	223 69.7%	17 5.2%	2 .6%	14 4.2%	65 20.2%	19 5.8%	288 89.9%	3.2

## Jobs Outlook - Combined

### Q15\_SUM. Average across all sectors

#### SUMMARY TABLE

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

		WAVE				REGION						SIZE			SECTOR		
		Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public	
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n	
Unweighted Total		337	64	132	141	76	84	100	134	34	43	65	102	170	291	46	
Weighted Total		320	53	129	138	67	94	86	118	32	40	66	90	164	281	38	
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
Greatly increase	(5)	8	2	2	5	-	3	6	6	-	-	2	1	6	8	1	
		2.6%	3.1%	1.6%	3.5%	-	2.9%	6.6% d	4.8%	-	-	2.4%	1.1%	3.5%	2.7%	2.4%	
Slightly increase	(4)	56	6	23	27	16	11	16	21	5	8	13	12	32	52	4	
		17.6%	12.2%	17.8%	19.4%	23.6%	12.1%	19.1%	18.0%	15.0%	19.2%	19.0%	12.8%	19.6%	18.4%	11.5%	
Stay the same	(3)	223	33	93	97	45	68	59	86	27	25	45	69	109	192	31	
		69.7%	63.1%	72.3%	69.8%	66.5%	71.9%	68.4%	72.9%	85.0% di	60.8%	67.5%	76.8%	66.8%	68.1%	81.6%	
Slightly decrease	(2)	17	4	7	5	3	4	4	4	-	6	4	6	8	15	2	
		5.2%	8.6%	5.4%	3.9%	4.2%	4.2%	4.4%	3.2%	-	15.1% defgh	5.4%	6.2%	4.7%	5.3%	4.5%	
Greatly decrease	(1)	2	-	2	-	-	2	-	-	-	-	-	2	-	2	-	
		.6%	-	1.5%	-	-	2.0%	-	-	-	-	-	2.1%	-	.7%	-	
Don't know		14	7	2	5	4	6	1	1	-	2	4	1	9	14	-	
		4.2%	13.1% bc	1.5%	3.4%	5.7%	6.9% g	1.5%	1.1%	-	4.9%	5.7%	1.0%	5.4%	4.8%	-	
NETS																	
Net: Increase		65	8	25	32	16	14	22	27	5	8	14	13	38	59	5	
		20.2%	15.3%	19.3%	22.9%	23.6%	14.9%	25.7%	22.8%	15.0%	19.2%	21.4%	13.9%	23.2%	21.1%	13.9%	
Net: Decrease		19	4	9	5	3	6	4	4	-	6	4	7	8	17	2	
		5.8%	8.6%	6.8%	3.9%	4.2%	6.2%	4.4%	3.2%	-	15.1% dfgh	5.4%	8.3%	4.7%	6.0%	4.5%	
Net: Increase + Stay the same		288	41	118	128	60	82	81	113	32	32	59	82	147	251	37	
		89.9%	78.4%	91.6% a	92.7% a	90.1%	86.9%	94.1% i	95.7% ei	100.0% ei	80.0%	88.9%	90.7%	89.9%	89.2%	95.5%	
Mean score		3.2	3.1	3.1	3.2	3.2	3.1	3.3 i	3.2	3.1	3.0	3.2	3.0	3.2 k	3.2	3.1	

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

## Jobs Outlook - Combined

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

### Accounting and financial services

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

		WAVE				REGION						SIZE			SECTOR	
		Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		32	7	13	12	9	9	9	12	3	2	5	10	17	27	5
Weighted Total		31	7	12	12	8	11	8	11	3	2	6	9	16	27	4
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	7	2	3	3	1	3	2	3	1	-	3	-	5	6	1
		23.4%	23.3%	22.6%	24.4%	11.8%	32.2%	24.7%	27.3%	34.2%	-	41.1%	-	29.1%	23.4%	23.4%
Stay the same	(3)	22	3	10	9	7	5	6	8	2	2	2	9	12	19	3
		70.5%	49.3%	77.4%	75.6%	88.2%	50.3%	75.3%	72.7%	65.8%	100.0%	28.5%	100.0%	70.9%	69.6%	76.6%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		2	2	-	-	-	2	-	-	-	-	2	-	-	2	-
		6.1%	27.4%	-	-	-	17.5%	-	-	-	-	30.5%	-	-	7.0%	-
NETS																
Net: Increase		7	2	3	3	1	3	2	3	1	-	3	-	5	6	1
		23.4%	23.3%	22.6%	24.4%	11.8%	32.2%	24.7%	27.3%	34.2%	-	41.1%	-	29.1%	23.4%	23.4%
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		29	5	12	12	8	9	8	11	3	2	4	9	16	25	4
		93.9%	72.6%	100.0%	100.0%	100.0%	82.5%	100.0%	100.0%	100.0%	100.0%	69.5%	100.0%	100.0%	93.0%	100.0%
Mean score		3.2	3.3	3.2	3.2	3.1	3.4	3.2	3.3	3.3	3.0	3.6	3.0	3.3	3.3	3.2

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



## Jobs Outlook - Combined

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

### Construction

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

		WAVE				REGION						SIZE			SECTOR	
		Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	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	5	6	7	2	6	6	8	2	2	7	5	6	14	4
Weighted Total		17	5	6	7	2	7	5	7	2	2	7	5	6	14	3
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	2	2	-	-	-	2	-	-	-	-	2	-	-	2	-
		9.3%	35.2%	-	-	-	24.0%	-	-	-	-	24.2%	-	-	11.6%	-
Slightly increase	(4)	4	1	2	2	-	-	3	3	1	1	2	1	2	4	1
		25.7%	13.9%	33.0%	27.4%	-	-	49.0%	49.4%	50.6%	53.2%	23.7%	20.1%	32.7%	27.5%	18.5%
Stay the same	(3)	10	1	4	5	2	4	3	4	1	1	3	4	3	8	3
		59.7%	31.1%	67.0%	72.6%	100.0%	62.5%	51.0%	50.6%	49.4%	46.8%	52.1%	79.9%	51.8%	54.4%	81.5%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		1	1	-	-	-	1	-	-	-	-	-	-	1	1	-
		5.2%	19.7%	-	-	-	13.5%	-	-	-	-	-	-	15.5%	6.5%	-
NETS																
Net: Increase		6	2	2	2	-	2	3	3	1	1	3	1	2	5	1
		35.0%	49.1%	33.0%	27.4%	-	24.0%	49.0%	49.4%	50.6%	53.2%	47.9%	20.1%	32.7%	39.1%	18.5%
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		16	4	6	7	2	6	5	7	2	2	7	5	5	13	3
		94.8%	80.3%	100.0%	100.0%	100.0%	86.5%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	84.5%	93.5%	100.0%
Mean score		3.5	4.1	3.3	3.3	3.0	3.6	3.5	3.5	3.5	3.5	3.7	3.2	3.4	3.5	3.2

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

## Jobs Outlook - Combined

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

### Drivers

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

		WAVE				REGION						SIZE			SECTOR	
		Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	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	5	7	6	8	5	2	3	1	2	5	4	9	14	4
Weighted Total		16	4	7	6	7	4	2	3	1	2	4	3	8	12	4
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	1	-	-	1	-	-	1	1	-	-	-	-	1	1	-
		5.8%	-	-	16.5%	-	-	48.0%	32.3%	-	-	-	-	11.3%	7.4%	-
Slightly increase	(4)	6	1	3	2	4	2	-	-	-	-	1	1	4	4	2
		36.2%	24.3%	44.2%	34.2%	54.4%	46.4%	-	-	-	-	19.9%	28.0%	48.4%	31.4%	52.9%
Stay the same	(3)	7	2	4	1	2	1	-	1	1	2	3	1	3	5	2
		41.5%	54.9%	55.8%	15.3%	34.6%	33.2%	-	32.6%	100.0%	100.0%	57.5%	23.1%	40.3%	39.8%	47.1%
Slightly decrease	(2)	3	1	-	2	1	1	1	1	-	-	1	2	-	3	-
		16.6%	20.9%	-	33.9%	11.0%	20.3%	52.0%	35.1%	-	-	22.6%	48.9%	-	21.4%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																
Net: Increase		7	1	3	3	4	2	1	1	-	-	1	1	5	5	2
		42.0%	24.3%	44.2%	50.7%	54.4%	46.4%	48.0%	32.3%	-	-	19.9%	28.0%	59.7%	38.8%	52.9%
Net: Decrease		3	1	-	2	1	1	1	1	-	-	1	2	-	3	-
		16.6%	20.9%	-	33.9%	11.0%	20.3%	52.0%	35.1%	-	-	22.6%	48.9%	-	21.4%	-
Net: Increase + Stay the same		13	3	7	4	6	3	1	2	1	2	3	2	8	10	4
		83.4%	79.1%	100.0%	66.1%	89.0%	79.7%	48.0%	64.9%	100.0%	100.0%	77.4%	51.1%	100.0%	78.6%	100.0%
Mean score		3.3	3.0	3.4	3.3	3.4	3.3	3.4	3.3	3.0	3.0	3.0	2.8	3.7	3.2	3.5

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

## Jobs Outlook - Combined

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

### Education

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

		WAVE				REGION						SIZE			SECTOR		
		Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public	
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i		*k	*l		*m	*n
Unweighted Total		18	1	8	9	4	8	2	3	1	3	-	5	13		18	-
Weighted Total		18	1	8	9	4	8	2	3	1	3	-	5	13		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%	-
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-		-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-		-	-
Slightly increase	(4)	2	1	1	-	-	1	1	1	-	-	-	1	1		2	-
		10.8%	100.0%	11.9%	-	-	11.5%	49.7%	33.5%	-	-	-	19.5%	7.4%		10.8%	-
Stay the same	(3)	10	-	4	6	2	5	1	2	1	2	-	2	8		10	-
		57.0%	-	51.2%	68.4%	49.5%	54.2%	50.3%	66.5%	100.0%	65.8%	-	42.7%	62.5%		57.0%	-
Slightly decrease	(2)	2	-	2	-	-	1	-	-	-	1	-	-	2		2	-
		11.2%	-	25.1%	-	-	12.5%	-	-	-	34.2%	-	-	15.6%		11.2%	-
Greatly decrease	(1)	1	-	1	-	-	1	-	-	-	-	-	1	-		1	-
		5.3%	-	11.8%	-	-	11.1%	-	-	-	-	-	18.9%	-		5.3%	-
Don't know		3	-	-	3	2	1	-	-	-	-	-	1	2		3	-
		15.7%	-	-	31.6%	50.5%	10.7%	-	-	-	-	-	18.9%	14.4%		15.7%	-
NETS																	
Net: Increase		2	1	1	-	-	1	1	1	-	-	-	1	1		2	-
		10.8%	100.0%	11.9%	-	-	11.5%	49.7%	33.5%	-	-	-	19.5%	7.4%		10.8%	-
Net: Decrease		3	-	3	-	-	2	-	-	-	1	-	1	2		3	-
		16.5%	-	36.9%	-	-	23.6%	-	-	-	34.2%	-	18.9%	15.6%		16.5%	-
Net: Increase + Stay the same		12	1	5	6	2	6	2	3	1	2	-	3	9		12	-
		67.8%	100.0%	63.1%	68.4%	49.5%	65.7%	100.0%	100.0%	100.0%	65.8%	-	62.2%	69.9%		67.8%	-
Mean score		2.9	4.0	2.6	3.0	3.0	2.7	3.5	3.3	3.0	2.7	-	2.8	2.9		2.9	-

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

## Jobs Outlook - Combined

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

### Engineering & technical

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

		WAVE				REGION						SIZE			SECTOR	
		Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	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	6	7	15	7	7	9	10	1	4	7	9	12	23	5
Weighted Total		27	5	7	14	6	8	8	9	1	4	7	7	12	22	4
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	1	-	-	1	-	-	1	1	-	-	-	-	1	1	-
		3.7%	-	-	6.9%	-	-	12.1%	10.9%	-	-	-	-	8.3%	4.4%	-
Slightly increase	(4)	8	-	4	4	2	1	4	4	-	1	1	2	5	7	1
		28.8%	-	54.3%	26.9%	31.4%	12.5%	46.0%	41.6%	-	27.4%	12.4%	26.6%	39.9%	29.7%	23.9%
Stay the same	(3)	13	3	3	7	3	4	3	4	1	1	3	4	6	10	2
		47.8%	49.9%	45.7%	48.0%	56.2%	52.2%	41.9%	47.5%	100.0%	24.1%	37.6%	51.2%	51.8%	46.4%	55.1%
Slightly decrease	(2)	3	1	-	3	1	1	-	-	-	2	2	2	-	2	1
		12.6%	14.2%	-	18.2%	12.4%	11.3%	-	-	-	48.6%	23.8%	22.2%	-	11.1%	21.0%
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		2	2	-	-	-	2	-	-	-	-	2	-	-	2	-
		7.1%	35.9%	-	-	-	24.0%	-	-	-	-	26.2%	-	-	8.4%	-
NETS																
Net: Increase		9	-	4	5	2	1	5	5	-	1	1	2	6	8	1
		32.5%	-	54.3%	33.8%	31.4%	12.5%	58.1%	52.5%	-	27.4%	12.4%	26.6%	48.2%	34.1%	23.9%
Net: Decrease		3	1	-	3	1	1	-	-	-	2	2	2	-	2	1
		12.6%	14.2%	-	18.2%	12.4%	11.3%	-	-	-	48.6%	23.8%	22.2%	-	11.1%	21.0%
Net: Increase + Stay the same		21	3	7	12	5	5	8	9	1	2	4	6	12	18	3
		80.3%	49.9%	100.0%	81.8%	87.6%	64.7%	100.0%	100.0%	100.0%	51.4%	50.0%	77.8%	100.0%	80.5%	79.0%
Mean score		3.3	2.8	3.5	3.2	3.2	3.0	3.7	3.6	3.0	2.8	2.8	3.0	3.6	3.3	3.0

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

## Jobs Outlook - Combined

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

### Executive recruitment / interim management

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

		WAVE			REGION						SIZE			SECTOR		
		Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		19	3	5	11	3	5	5	8	3	3	2	4	13	17	2
Weighted Total		18	2	5	11	3	6	4	7	3	3	2	3	13	17	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)	6	-	2	4	1	-	1	3	2	2	1	2	3	6	-
		31.9%	-	37.3%	34.7%	34.6%	-	23.8%	42.0%	67.5%	69.4%	48.1%	61.1%	22.2%	34.2%	-
Stay the same	(3)	12	2	3	7	2	6	3	4	1	1	1	1	10	11	1
		68.1%	100.0%	62.7%	65.3%	65.4%	100.0%	76.2%	58.0%	32.5%	30.6%	51.9%	38.9%	77.8%	65.8%	100.0%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																
Net: Increase		6	-	2	4	1	-	1	3	2	2	1	2	3	6	-
		31.9%	-	37.3%	34.7%	34.6%	-	23.8%	42.0%	67.5%	69.4%	48.1%	61.1%	22.2%	34.2%	-
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		18	2	5	11	3	6	4	7	3	3	2	3	13	17	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		3.3	3.0	3.4	3.3	3.3	3.0	3.2	3.4	3.7	3.7	3.5	3.6	3.2	3.3	3.0

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

## Jobs Outlook - Combined

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

### Health & social care

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

		WAVE				REGION						SIZE			SECTOR	
		Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		14	1	7	6	3	5	1	2	1	4	2	-	12	13	1
Weighted Total		15	2	7	6	3	6	1	2	1	4	2	-	13	14	1
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	3	-	2	1	1	-	1	1	-	1	1	-	2	3	-
		19.6%	-	27.3%	15.9%	33.8%	-	100.0%	50.7%	-	22.9%	53.5%	-	14.7%	20.9%	-
Stay the same	(3)	8	-	4	4	2	5	-	1	1	1	-	-	8	8	-
		55.4%	-	56.4%	69.5%	66.2%	79.6%	-	49.3%	100.0%	19.5%	-	-	63.4%	58.8%	-
Slightly decrease	(2)	4	2	1	1	-	1	-	-	-	3	1	-	3	3	1
		25.0%	100.0%	16.3%	14.6%	-	20.4%	-	-	-	57.7%	46.5%	-	21.9%	20.3%	100.0%
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																
Net: Increase		3	-	2	1	1	-	1	1	-	1	1	-	2	3	-
		19.6%	-	27.3%	15.9%	33.8%	-	100.0%	50.7%	-	22.9%	53.5%	-	14.7%	20.9%	-
Net: Decrease		4	2	1	1	-	1	-	-	-	3	1	-	3	3	1
		25.0%	100.0%	16.3%	14.6%	-	20.4%	-	-	-	57.7%	46.5%	-	21.9%	20.3%	100.0%
Net: Increase + Stay the same		11	-	6	5	3	5	1	2	1	2	1	-	10	11	-
		75.0%	-	83.7%	85.4%	100.0%	79.6%	100.0%	100.0%	100.0%	42.3%	53.5%	-	78.1%	79.7%	-
Mean score		2.9	2.0	3.1	3.0	3.3	2.8	4.0	3.5	3.0	2.7	3.1	-	2.9	3.0	2.0

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

## Jobs Outlook - Combined

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

### Hospitality

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

		WAVE			REGION						SIZE			SECTOR	
		Total	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	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		12	9	3	1	2	4	4	-	5	1	3	8	11	1
Weighted Total		12	9	3	1	2	4	4	-	5	1	3	8	11	1
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	1	1	-	-	-	1	1	-	-	-	-	1	1	-
		7.9%	10.8%	-	-	-	24.9%	24.9%	-	-	-	-	11.7%	8.7%	-
Stay the same	(3)	8	5	3	1	2	2	2	-	3	1	2	5	7	1
		68.1%	56.4%	100.0%	100.0%	100.0%	50.6%	50.6%	-	61.5%	100.0%	67.3%	64.4%	65.2%	100.0%
Slightly decrease	(2)	2	2	-	-	-	1	1	-	1	-	1	1	2	-
		15.7%	21.4%	-	-	-	24.5%	24.5%	-	18.7%	-	32.7%	11.6%	17.1%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		1	1	-	-	-	-	-	-	1	-	-	1	1	-
		8.3%	11.3%	-	-	-	-	-	-	19.8%	-	-	12.3%	9.0%	-
NETS															
Net: Increase		1	1	-	-	-	1	1	-	-	-	-	1	1	-
		7.9%	10.8%	-	-	-	24.9%	24.9%	-	-	-	-	11.7%	8.7%	-
Net: Decrease		2	2	-	-	-	1	1	-	1	-	1	1	2	-
		15.7%	21.4%	-	-	-	24.5%	24.5%	-	18.7%	-	32.7%	11.6%	17.1%	-
Net: Increase + Stay the same		9	6	3	1	2	3	3	-	3	1	2	6	8	1
		76.0%	67.2%	100.0%	100.0%	100.0%	75.5%	75.5%	-	61.5%	100.0%	67.3%	76.1%	73.9%	100.0%
Mean score		2.9	2.9	3.0	3.0	3.0	3.0	3.0	-	2.8	3.0	2.7	3.0	2.9	3.0

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

## Jobs Outlook - Combined

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

### Industrial

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

		WAVE				REGION						SIZE			SECTOR	
		Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	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	9	6	9	8	5	9	9	-	2	5	9	10	19	5
Weighted Total		21	7	6	9	6	6	7	7	-	2	5	8	9	17	4
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	4	-	2	2	-	1	3	3	-	-	-	1	3	3	1
		18.6%	-	34.9%	22.5%	-	18.4%	39.6%	39.6%	-	-	-	13.3%	34.4%	17.7%	21.8%
Slightly increase	(4)	2	-	-	2	1	1	-	-	-	-	-	1	1	2	-
		8.5%	-	-	21.1%	14.9%	14.8%	-	-	-	-	-	11.4%	11.1%	10.7%	-
Stay the same	(3)	12	4	4	4	3	3	4	4	-	2	5	4	2	9	3
		55.9%	61.6%	65.1%	45.1%	48.7%	51.6%	54.5%	54.5%	-	100.0%	100.0%	58.0%	27.6%	50.3%	78.2%
Slightly decrease	(2)	1	1	-	-	1	-	-	-	-	-	-	1	-	1	-
		6.3%	19.3%	-	-	21.1%	-	-	-	-	-	-	17.3%	-	7.8%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		2	1	-	1	1	1	*	*	-	-	-	-	2	2	-
		10.8%	19.1%	-	11.3%	15.3%	15.2%	5.9%	5.9%	-	-	-	-	26.9%	13.4%	-
NETS																
Net: Increase		6	-	2	4	1	2	3	3	-	-	-	2	4	5	1
		27.1%	-	34.9%	43.6%	14.9%	33.2%	39.6%	39.6%	-	-	-	24.6%	45.5%	28.4%	21.8%
Net: Decrease		1	1	-	-	1	-	-	-	-	-	-	1	-	1	-
		6.3%	19.3%	-	-	21.1%	-	-	-	-	-	-	17.3%	-	7.8%	-
Net: Increase + Stay the same		18	4	6	8	4	5	7	7	-	2	5	6	6	13	4
		83.0%	61.6%	100.0%	88.7%	63.5%	84.8%	94.1%	94.1%	-	100.0%	100.0%	82.7%	73.1%	78.7%	100.0%
Mean score		3.4	2.8	3.7	3.7	2.9	3.6	3.8	3.8	-	3.0	3.0	3.2	4.1	3.4	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

		WAVE				REGION						SIZE			SECTOR		
		Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public	
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i		*j	*k	*l	*m	*n
Unweighted Total		30	4	13	13	5	5	13	17	4	3		3	10	17	26	4
Weighted Total		28	2	13	13	5	6	11	15	4	3		3	9	16	25	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)	1	-	-	1	-	-	1	1	-	-		-	-	1	1	-
		3.4%	-	-	7.3%	-	-	8.5%	6.4%	-	-		-	-	6.0%	3.8%	-
Slightly increase	(4)	2	-	-	2	1	-	-	-	-	1		-	1	1	2	-
		6.9%	-	-	14.8%	20.6%	-	-	-	-	35.0%		-	10.6%	5.9%	7.7%	-
Stay the same	(3)	24	2	12	10	4	6	9	13	4	2		3	8	13	21	3
		84.8%	81.1%	92.6%	77.9%	79.4%	100.0%	79.2%	84.5%	100.0%	65.0%		100.0%	89.4%	79.6%	82.9%	100.0%
Slightly decrease	(2)	1	-	1	-	-	-	1	1	-	-		-	-	1	1	-
		3.4%	-	7.4%	-	-	-	8.4%	6.3%	-	-		-	-	5.9%	3.8%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
Don't know		*	*	-	-	-	-	*	*	-	-		-	-	*	*	-
		1.5%	18.9%	-	-	-	-	3.8%	2.9%	-	-		-	-	2.7%	1.7%	-
NETS																	
Net: Increase		3	-	-	3	1	-	1	1	-	1		-	1	2	3	-
		10.3%	-	-	22.1%	20.6%	-	8.5%	6.4%	-	35.0%		-	10.6%	11.9%	11.5%	-
Net: Decrease		1	-	1	-	-	-	1	1	-	-		-	-	1	1	-
		3.4%	-	7.4%	-	-	-	8.4%	6.3%	-	-		-	-	5.9%	3.8%	-
Net: Increase + Stay the same		26	2	12	13	5	6	10	14	4	3		3	9	15	23	3
		95.1%	81.1%	92.6%	100.0%	100.0%	100.0%	87.7%	90.9%	100.0%	100.0%		100.0%	100.0%	91.4%	94.5%	100.0%
Mean score		3.1	3.0	2.9	3.3	3.2	3.0	3.1	3.1	3.0	3.4		3.0	3.1	3.1	3.1	3.0

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

## Jobs Outlook - Combined

**Q15\_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	June 2017	North	Midlands	South excluding London	South including London	London	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		8	4	4	1	1	3	4	1	2		1	3	4	8	-
Weighted Total		8	4	4	1	1	3	4	1	2		1	3	4	8	-
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%		100.0%	100.0%	100.0%	100.0%	-
Greatly increase	(5)	-	-	-	-	-	-	-	-	-		-	-	-	-	-
		-	-	-	-	-	-	-	-	-		-	-	-	-	-
Slightly increase	(4)	2	1	1	1	-	1	1	-	-		-	-	2	2	-
		24.3%	23.7%	25.0%	100.0%	-	32.5%	24.6%	-	-		-	-	48.5%	24.3%	-
Stay the same	(3)	6	3	3	-	1	2	3	1	2		1	3	2	6	-
		75.7%	76.3%	75.0%	-	100.0%	67.5%	75.4%	100.0%	100.0%		100.0%	100.0%	51.5%	75.7%	-
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-		-	-	-	-	-
		-	-	-	-	-	-	-	-	-		-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-		-	-	-	-	-
		-	-	-	-	-	-	-	-	-		-	-	-	-	-
Don't know		-	-	-	-	-	-	-	-	-		-	-	-	-	-
		-	-	-	-	-	-	-	-	-		-	-	-	-	-
NETS																
Net: Increase		2	1	1	1	-	1	1	-	-		-	-	2	2	-
		24.3%	23.7%	25.0%	100.0%	-	32.5%	24.6%	-	-		-	-	48.5%	24.3%	-
Net: Decrease		-	-	-	-	-	-	-	-	-		-	-	-	-	-
		-	-	-	-	-	-	-	-	-		-	-	-	-	-
Net: Increase + Stay the same		8	4	4	1	1	3	4	1	2		1	3	4	8	-
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%		100.0%	100.0%	100.0%	100.0%	-
Mean score		3.2	3.2	3.2	4.0	3.0	3.3	3.2	3.0	3.0		3.0	3.0	3.5	3.2	

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

## Jobs Outlook - Combined

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

### Marketing, media & creative

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

		WAVE				REGION						SIZE			SECTOR	
		Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		22	2	9	11	3	5	6	11	5	3	3	6	13	21	1
Weighted Total		21	1	9	11	3	6	5	10	5	3	3	5	13	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%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	3	-	2	1	1	-	1	2	1	-	1	-	2	3	-
		13.5%	-	21.4%	8.5%	32.5%	-	19.5%	19.8%	20.1%	-	32.2%	-	14.7%	13.8%	-
Stay the same	(3)	17	1	6	10	2	6	4	8	4	2	2	5	10	17	*
		81.7%	100.0%	67.5%	91.5%	67.5%	100.0%	80.5%	80.2%	79.9%	64.7%	67.8%	100.0%	77.5%	81.3%	100.0%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		1	-	1	-	-	-	-	-	-	1	-	-	1	1	-
		4.7%	-	11.2%	-	-	-	-	-	-	35.3%	-	-	7.7%	4.8%	-
NETS																
Net: Increase		3	-	2	1	1	-	1	2	1	-	1	-	2	3	-
		13.5%	-	21.4%	8.5%	32.5%	-	19.5%	19.8%	20.1%	-	32.2%	-	14.7%	13.8%	-
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		20	1	8	11	3	6	5	10	5	2	3	5	12	20	*
		95.3%	100.0%	88.8%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	64.7%	100.0%	100.0%	92.3%	95.2%	100.0%
Mean score		3.1	3.0	3.2	3.1	3.3	3.0	3.2	3.2	3.2	3.0	3.3	3.0	3.2	3.1	3.0

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

## Jobs Outlook - Combined

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

### Office professionals

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

		WAVE			REGION						SIZE			SECTOR			
		Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public	
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i		*j	*k	*l	m	n
Unweighted Total		59	13	23	23	14	14	19	26	7	5		16	22	21	51	8
Weighted Total		56	11	22	23	12	16	16	23	7	5		16	20	19	49	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	2	1	5	2	3	1	1	-	2		3	3	2	8	-
		13.8%	15.9%	4.2%	22.2%	13.6%	19.4%	6.1%	4.4%	-	41.2%		17.2%	14.6%	10.0%	15.8%	-
Stay the same	(3)	45	9	19	17	10	12	14	20	7	3		14	16	15	38	7
		80.4%	80.2%	87.3%	73.6%	78.8%	74.5%	85.5%	89.7%	100.0%	58.8%		82.8%	80.7%	78.0%	77.6%	100.0%
Slightly decrease	(2)	1	-	1	-	-	-	1	1	-	-		-	-	1	1	-
		1.7%	-	4.2%	-	-	-	5.8%	4.1%	-	-		-	-	4.9%	1.9%	-
Greatly decrease	(1)	1	-	1	-	-	1	-	-	-	-		-	1	-	1	-
		1.7%	-	4.2%	-	-	6.0%	-	-	-	-		-	4.7%	-	1.9%	-
Don't know		1	*	-	1	1	-	*	*	-	-		-	-	1	1	-
		2.5%	3.9%	-	4.2%	7.6%	-	2.6%	1.9%	-	-		-	-	7.1%	2.8%	-
NETS																	
Net: Increase		8	2	1	5	2	3	1	1	-	2		3	3	2	8	-
		13.8%	15.9%	4.2%	22.2%	13.6%	19.4%	6.1%	4.4%	-	41.2%		17.2%	14.6%	10.0%	15.8%	-
Net: Decrease		2	-	2	-	-	1	1	1	-	-		-	1	1	2	-
		3.4%	-	8.5%	-	-	6.0%	5.8%	4.1%	-	-		-	4.7%	4.9%	3.9%	-
Net: Increase + Stay the same		52	10	20	22	12	15	15	21	7	5		16	19	17	45	7
		94.2%	96.1%	91.5%	95.8%	92.4%	94.0%	91.6%	94.0%	100.0%	100.0%		100.0%	95.3%	88.1%	93.3%	100.0%
Mean score		3.1	3.2	2.9	3.2	3.1	3.1	3.0	3.0	3.0	3.4		3.2	3.1	3.1	3.1	3.0

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

## Jobs Outlook - Combined

**Q15\_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	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		19	5	8	6	6	3	6	8	2	2	7	6	6	15	4
Weighted Total		18	5	8	6	5	4	5	7	2	2	8	5	5	14	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	2	-	-	-	-	-	1	-	1	2	-
		10.7%	-	12.9%	16.9%	35.8%	-	-	-	-	-	12.8%	-	17.8%	14.0%	-
Stay the same	(3)	16	5	7	5	3	4	5	7	2	2	7	5	4	12	4
		89.3%	100.0%	87.1%	83.1%	64.2%	100.0%	100.0%	100.0%	100.0%	100.0%	87.2%	100.0%	82.2%	86.0%	100.0%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																
Net: Increase		2	-	1	1	2	-	-	-	-	-	1	-	1	2	-
		10.7%	-	12.9%	16.9%	35.8%	-	-	-	-	-	12.8%	-	17.8%	14.0%	-
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		18	5	8	6	5	4	5	7	2	2	8	5	5	14	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	3.0	3.1	3.2	3.4	3.0	3.0	3.0	3.0	3.0	3.1	3.0	3.2	3.1	3.0

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

## Jobs Outlook - Combined

**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	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		16	3	7	6	2	4	6	9	3	1	1	6	9	14	2
Weighted Total		15	2	7	6	2	5	5	8	3	1	1	5	9	14	1
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	2	1	1	-	-	-	2	2	-	-	-	-	2	2	-
		10.4%	33.0%	13.8%	-	-	-	31.5%	20.0%	-	-	-	-	17.5%	11.4%	-
Stay the same	(3)	13	1	6	6	2	5	3	6	3	1	1	5	7	12	1
		89.6%	67.0%	86.2%	100.0%	100.0%	100.0%	68.5%	80.0%	100.0%	100.0%	100.0%	100.0%	82.5%	88.6%	100.0%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																
Net: Increase		2	1	1	-	-	-	2	2	-	-	-	-	2	2	-
		10.4%	33.0%	13.8%	-	-	-	31.5%	20.0%	-	-	-	-	17.5%	11.4%	-
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		15	2	7	6	2	5	5	8	3	1	1	5	9	14	1
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Mean score		3.1	3.3	3.1	3.0	3.0	3.0	3.3	3.2	3.0	3.0	3.0	3.0	3.2	3.1	3.0

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

## Jobs Outlook - Combined

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

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

	WAVE				REGION						SIZE			SECTOR	
	Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	b	c	*d	*e	f	g	*h	*i	j	k	l	m	*n
Unweighted Total	109	26	37	46	25	29	33	42	9	13	33	32	44	92	17
Weighted Total	106	25	36	45	22	34	29	37	8	13	35	29	42	90	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%
Accounting and financial services	4	1	-	3	2	1	-	1	1	-	-	3	1	3	1
	11.5%	11.2%	-	23.9%	21.5%	8.1%	-	9.3%	34.2%	-	-	30.2%	6.0%	10.3%	19.4%
Construction	6	-	3	3	-	3	2	3	1	-	2	1	3	6	-
	34.7%	-	49.5%	45.4%	-	47.1%	36.7%	40.4%	50.6%	-	28.3%	22.7%	52.0%	43.3%	-
Drivers	5	1	2	3	2	3	1	1	-	-	1	2	3	4	1
	34.0%	20.9%	28.0%	49.7%	25.0%	63.3%	48.0%	32.3%	-	-	21.5%	48.9%	34.5%	36.1%	26.4%
Education	3	1	1	1	-	2	1	1	-	-	-	2	1	3	-
	16.1%	100.0%	11.8%	10.8%	-	22.6%	50.3%	33.9%	-	-	-	38.4%	7.5%	16.1%	-
Engineering & technical	8	1	3	4	2	2	4	4	-	-	2	*	6	7	1
	30.1%	21.8%	40.0%	28.3%	27.2%	26.8%	51.6%	46.6%	-	-	22.0%	6.2%	49.7%	29.2%	35.0%
Executive recruitment / interim management	3	1	-	2	1	-	1	2	1	-	-	-	3	3	-
	14.0%	33.0%	-	17.3%	34.6%	-	15.2%	23.2%	34.2%	-	-	-	19.6%	15.0%	-
Health & social care	3	2	1	-	-	1	-	-	-	2	-	-	3	3	-
	19.1%	100.0%	16.3%	-	-	20.4%	-	-	-	37.8%	-	-	21.9%	20.3%	-
Hospitality	4	-	3	1	-	1	2	2	-	1	-	2	2	4	-
	33.4%	-	32.8%	35.0%	-	49.1%	49.3%	49.3%	-	19.8%	-	65.6%	26.1%	36.4%	-
Industrial	3	-	-	3	-	1	2	2	-	-	-	2	1	3	-
	13.2%	-	-	32.7%	-	14.8%	26.8%	26.8%	-	-	-	24.6%	10.7%	16.5%	-
Legal & HR	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Life sciences	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Marketing, media & creative	1	-	1	-	-	-	-	-	-	1	-	-	1	1	-
	4.7%	-	11.2%	-	-	-	-	-	-	35.3%	-	-	7.7%	4.8%	-
Office professionals	5	3	1	1	1	5	-	-	-	-	5	-	-	5	-
	9.6%	30.1%	4.3%	5.0%	6.1%	29.3%	-	-	-	-	32.6%	-	-	11.0%	-
Sales & retail	1	-	1	-	1	-	-	-	-	-	1	-	-	1	-
	5.5%	-	12.9%	-	18.5%	-	-	-	-	-	12.8%	-	-	7.2%	-

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

## Jobs Outlook - Combined

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

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

		WAVE			REGION						SIZE			SECTOR	
	Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	b	c	*d	*e	f	g	*h	*i	j	k	l	m	*n
Unweighted Total	109	26	37	46	25	29	33	42	9	13	33	32	44	92	17
Weighted Total	106	25	36	45	22	34	29	37	8	13	35	29	42	90	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%
Technology	5	1	2	2	-	2	3	3	-	-	-	-	5	5	-
	32.4%	33.0%	30.7%	34.0%	-	49.8%	51.5%	32.8%	-	-	-	-	54.3%	35.3%	-
None	71	16	24	30	15	19	19	26	7	11	26	18	26	57	13
	66.4%	64.0%	67.1%	67.2%	68.7%	56.6%	66.8%	69.2%	77.3%	79.9%	74.7%	63.3%	61.6%	63.8%	80.8%
Net: Any	36	9	12	15	7	15	10	12	2	3	9	11	16	33	3
	33.6%	36.0%	32.9%	32.8%	31.3%	43.4%	33.2%	30.8%	22.7%	20.1%	25.3%	36.7%	38.4%	36.2%	19.2%

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



## Jobs Outlook - Combined

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

### SUMMARY TABLE

Base: All who recruit temporary agency workers

	Total	1 Not at all important	2	3	4	5 Very important	N/A	Net: Not important	Net: Important	Mean
Price/Costs of the workers	123 100.0%	2 1.5%	5 3.9%	32 26.0%	27 22.1%	56 45.6%	1 .9%	7 5.4%	83 67.7%	4.1
Quality of service	123 100.0%	2 1.6%	1 .8%	4 3.2%	32 26.0%	83 67.5%	1 .9%	3 2.3%	115 93.5%	4.6
Brand image of the agency	123 100.0%	20 16.0%	24 19.6%	44 35.7%	25 20.4%	9 7.3%	1 .9%	44 35.6%	34 27.7%	2.8
Expertise of the agency, in terms of regions and sectors covered	123 100.0%	4 3.6%	3 2.6%	7 6.0%	45 36.3%	62 50.4%	1 .9%	8 6.3%	107 86.8%	4.3
Management information provided	123 100.0%	7 5.6%	9 6.9%	36 29.1%	41 33.7%	29 23.7%	1 .9%	15 12.6%	70 57.4%	3.6
Membership of a trade or professional organisation	123 100.0%	18 14.4%	9 7.6%	41 33.4%	27 22.3%	26 21.3%	1 .9%	27 22.0%	54 43.7%	3.3
Other	123 100.0%	- -	- -	- -	2 1.6%	10 7.7%	111 90.6%	- -	11 9.4%	4.8

## Jobs Outlook - Combined

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

### Price/Costs of the workers

Base: All who recruit temporary agency workers

		WAVE				REGION						SIZE			SECTOR	
		Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	b	c	*d	e	f	g	*h	*i	j	k	l	m	*n
Unweighted Total		124	29	43	52	26	36	37	47	10	15	40	36	48	103	21
Weighted Total		123	29	42	51	23	42	32	42	9	16	43	33	47	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	-	1	-	1	1	-	-	1	1	-	1	1
		1.5%	-	4.5%	-	4.1%	-	2.9%	2.2%	-	-	2.2%	2.9%	-	.9%	4.3%
2	(2)	5	1	2	2	2	-	1	2	1	1	3	1	1	4	1
		3.9%	3.0%	4.6%	3.8%	8.0%	-	3.1%	4.6%	10.0%	6.3%	6.5%	2.9%	2.1%	3.8%	4.3%
3	(3)	32	14	7	11	5	18	4	6	2	3	22	2	7	24	8
		26.0%	48.8%	16.5%	20.6%	23.4%	42.0% fg	12.7%	14.4%	20.5%	17.1%	51.4% kl	6.5%	15.9%	23.5%	37.4%
4	(4)	27	5	12	10	6	7	8	9	1	6	7	10	10	23	4
		22.1%	16.6%	28.0%	20.4%	24.3%	15.9%	25.6%	22.2%	10.4%	35.2%	17.1%	30.9%	20.6%	22.5%	20.1%
5 Very important	(5)	56	9	19	27	9	17	18	24	6	7	10	18	28	49	7
		45.6%	31.6%	46.4%	53.0%	40.2%	39.4%	55.8%	56.5%	59.1%	41.4%	22.8%	56.8% j	58.9% j	48.1%	33.8%
N/A		1	-	-	1	-	1	-	-	-	-	-	-	1	1	-
		.9%	-	-	2.2%	-	2.7%	-	-	-	-	-	-	2.5%	1.1%	-
NETS																
Net: Not important		7	1	4	2	3	-	2	3	1	1	4	2	1	5	2
		5.4%	3.0%	9.1%	3.8%	12.1%	-	6.0%	6.9%	10.0%	6.3%	8.6%	5.8%	2.1%	4.7%	8.7%
Net: Important		83	14	31	38	15	23	26	33	7	12	17	29	37	72	12
		67.7%	48.2%	74.4%	73.4%	64.5%	55.3%	81.4% e	78.7% e	69.5%	76.6%	39.9%	87.8% j	79.5% j	70.7%	53.9%
Mean score		4.1	3.8	4.1	4.3	3.9	4.0	4.3	4.3	4.2	4.1	3.5	4.4 j	4.4 j	4.1	3.7

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

## Jobs Outlook - Combined

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

### Quality of service

Base: All who recruit temporary agency workers

		WAVE				REGION						SIZE			SECTOR	
		Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		124	29	43	52	26	36	37	47	10	15	40	36	48	103	21
Weighted Total		123	29	42	51	23	42	32	42	9	16	43	33	47	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	-	1	1	-	-	2	2	-	-	2	-	-	2	-
		1.6%	-	2.2%	1.9%	-	-	6.0%	4.6%	-	-	4.5%	-	-	1.9%	-
2	(2)	1	-	1	-	1	-	-	-	-	-	-	1	-	-	1
		.8%	-	2.2%	-	4.1%	-	-	-	-	-	-	2.9%	-	-	4.3%
3	(3)	4	-	2	2	1	2	1	1	-	-	4	-	-	4	-
		3.2%	-	4.8%	3.8%	4.4%	4.5%	3.1%	2.4%	-	-	9.1%	-	-	3.9%	-
												j				
4	(4)	32	13	7	12	2	15	9	11	3	4	16	7	9	22	10
		26.0%	45.4%	16.6%	22.6%	8.6%	34.7%	26.6%	27.4%	29.9%	24.1%	36.8%	21.1%	19.5%	22.1%	44.5%
5 Very important	(5)	83	16	31	36	19	25	21	27	7	12	22	25	37	72	11
		67.5%	54.6%	74.1%	69.5%	82.8%	58.1%	64.2%	65.6%	70.1%	75.9%	49.6%	76.0%	78.1%	71.0%	51.1%
												j	j	j		
N/A		1	-	-	1	-	1	-	-	-	-	-	-	1	1	-
		.9%	-	-	2.2%	-	2.7%	-	-	-	-	-	-	2.5%	1.1%	-
NETS																
Net: Not important		3	-	2	1	1	-	2	2	-	-	2	1	-	2	1
		2.3%	-	4.5%	1.9%	4.1%	-	6.0%	4.6%	-	-	4.5%	2.9%	-	1.9%	4.3%
Net: Important		115	29	38	47	21	39	29	39	9	16	37	32	46	94	21
		93.5%	100.0%	90.7%	92.1%	91.4%	92.8%	90.9%	92.9%	100.0%	100.0%	86.4%	97.1%	97.5%	93.1%	95.7%
Mean score		4.6	4.5	4.6	4.6	4.7	4.6	4.4	4.5	4.7	4.8	4.3	4.7	4.8	4.6	4.4
												j	j	j		

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

## Jobs Outlook - Combined

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

### Brand image of the agency

Base: All who recruit temporary agency workers

		WAVE				REGION						SIZE			SECTOR		
		Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public	
Significance Level: 95%			*a	b	c	*d	e	f	g	*h	*i	j	k	l	m	*n	
Unweighted Total		124	29	43	52	26	36	37	47	10	15	40	36	48	103	21	
Weighted Total		123	29	42	51	23	42	32	42	9	16	43	33	47	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)	20	4	6	10	4	4	9	10	1	2	11	5	4	15	4	
		16.0%	14.5%	14.0%	18.6%	18.4%	9.6%	27.0%	23.1%	9.5%	11.5%	25.6% l	14.4%	8.4%	15.3%	19.5%	
2	(2)	24	6	10	8	3	14	4	7	3	1	9	7	8	21	3	
		19.6%	21.8%	24.0%	14.7%	11.4%	32.6% f	12.2%	16.3%	30.2%	5.5%	21.8%	21.6%	16.2%	20.6%	15.0%	
3	(3)	44	7	14	23	11	11	14	17	3	5	12	15	16	36	8	
		35.7%	25.3%	32.6%	44.2%	50.5%	25.7%	43.0%	40.2%	30.6%	29.4%	28.1%	47.6%	34.5%	35.7%	35.7%	
4	(4)	25	9	10	6	4	10	5	7	2	4	9	5	11	19	6	
		20.4%	31.0%	22.7%	12.4%	19.8%	22.9%	15.0%	16.0%	19.7%	26.1%	20.2%	16.4%	23.3%	18.4%	29.8%	
5 Very important	(5)	9	2	3	4	-	3	1	2	1	4	2	-	7	9	-	
		7.3%	7.4%	6.6%	7.8%	-	6.5%	2.8%	4.4%	10.1%	27.4%	4.3%	-	15.2% k	8.9%	-	
N/A		1	-	-	1	-	1	-	-	-	-	-	-	1	1	-	
		.9%	-	-	2.2%	-	2.7%	-	-	-	-	-	-	2.5%	1.1%	-	
NETS																	
Net: Not important		44	11	16	17	7	18	13	16	4	3	21	12	12	36	7	
		35.6%	36.3%	38.0%	33.3%	29.8%	42.1%	39.2%	39.3%	39.7%	17.0%	47.4% l	36.0%	24.5%	35.9%	34.5%	
Net: Important		34	11	12	10	4	12	6	9	3	9	11	5	18	28	6	
		27.7%	38.4%	29.3%	20.3%	19.8%	29.4%	17.8%	20.4%	29.8%	53.6%	24.5%	16.4%	38.5% k	27.3%	29.8%	
Mean score		2.8	2.9	2.8	2.8	2.7	2.8	2.5	2.6	2.9	3.5	2.6	2.7	3.2 jk	2.8	2.8	

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

## Jobs Outlook - Combined

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

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

Base: All who recruit temporary agency workers

		WAVE				REGION						SIZE			SECTOR	
		Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	b	c	*d	e	f	g	*h	*i	j	k	l	m	*n
Unweighted Total		124	29	43	52	26	36	37	47	10	15	40	36	48	103	21
Weighted Total		123	29	42	51	23	42	32	42	9	16	43	33	47	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)	4	1	2	2	2	-	3	3	-	-	4	1	-	4	1
		3.6%	2.2%	4.5%	3.8%	8.3%	-	8.0%	6.2%	-	-	8.2%	2.9%	-	3.5%	4.3%
												l				
2	(2)	3	-	3	-	-	3	-	-	-	-	1	-	2	3	-
		2.6%	-	7.7%	-	-	7.6%	-	-	-	-	2.3%	-	4.7%	3.2%	-
				c												
3	(3)	7	3	2	3	-	4	2	2	-	2	4	1	3	6	1
		6.0%	8.6%	4.5%	5.8%	-	8.6%	5.7%	4.4%	-	12.0%	8.4%	3.0%	5.9%	6.4%	4.1%
4	(4)	45	14	12	18	10	13	12	16	4	6	17	14	14	32	12
		36.3%	47.8%	29.6%	35.2%	44.1%	31.0%	36.9%	37.7%	40.4%	36.0%	38.9%	43.0%	29.4%	32.0%	56.9%
5 Very important	(5)	62	12	23	27	11	21	16	22	6	8	18	17	27	54	7
		50.4%	41.4%	53.7%	52.9%	47.6%	50.1%	49.4%	51.7%	59.6%	52.0%	42.3%	51.1%	57.5%	53.8%	34.6%
N/A		1	-	-	1	-	1	-	-	-	-	-	-	1	1	-
		.9%	-	-	2.2%	-	2.7%	-	-	-	-	-	-	2.5%	1.1%	-
NETS																
Net: Not important		8	1	5	2	2	3	3	3	-	-	5	1	2	7	1
		6.3%	2.2%	12.2%	3.8%	8.3%	7.6%	8.0%	6.2%	-	-	10.5%	2.9%	4.7%	6.7%	4.3%
Net: Important		107	26	35	45	21	34	28	37	9	14	35	31	41	87	20
		86.8%	89.2%	83.3%	88.2%	91.7%	81.1%	86.4%	89.4%	100.0%	88.0%	81.1%	94.1%	86.9%	85.8%	91.5%
Mean score		4.3	4.3	4.2	4.4	4.2	4.3	4.2	4.3	4.6	4.4	4.0	4.4	4.4	4.3	4.2

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

## Jobs Outlook - Combined

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

### Management information provided

Base: All who recruit temporary agency workers

		WAVE				REGION						SIZE			SECTOR	
		Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	b	c	*d	e	f	g	*h	*i	j	k	l	m	*n
Unweighted Total		124	29	43	52	26	36	37	47	10	15	40	36	48	103	21
Weighted Total		123	29	42	51	23	42	32	42	9	16	43	33	47	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)	7	-	3	4	1	3	2	2	-	1	5	2	-	6	1
		5.6%	-	7.6%	7.3%	4.2%	7.5%	6.0%	4.6%	-	5.5%	10.8%	6.9%	-	6.0%	4.0%
												l				
2	(2)	9	1	5	3	1	4	4	4	-	-	3	3	3	7	2
		6.9%	1.8%	12.3%	5.5%	4.0%	9.6%	11.0%	8.5%	-	-	6.8%	8.0%	6.4%	6.6%	8.8%
3	(3)	36	6	11	19	8	8	10	14	4	6	11	8	17	30	6
		29.1%	20.5%	25.5%	37.0%	33.2%	20.0%	32.1%	34.0%	40.3%	35.0%	24.3%	24.1%	37.1%	29.3%	28.4%
4	(4)	41	13	16	12	6	17	10	14	4	5	16	14	11	33	8
		33.7%	44.1%	39.0%	23.4%	25.7%	39.6%	30.7%	32.7%	39.8%	32.1%	37.3%	44.4%	22.9%	33.0%	36.8%
												l				
5 Very important	(5)	29	10	7	13	7	9	7	8	2	4	9	5	15	24	5
		23.7%	33.6%	15.6%	24.6%	33.0%	20.6%	20.3%	20.2%	20.0%	27.4%	20.8%	16.6%	31.2%	24.0%	22.0%
N/A		1	-	-	1	-	1	-	-	-	-	-	-	1	1	-
		.9%	-	-	2.2%	-	2.7%	-	-	-	-	-	-	2.5%	1.1%	-
NETS																
Net: Not important		15	1	8	7	2	7	5	5	-	1	8	5	3	13	3
		12.6%	1.8%	19.9%	12.8%	8.2%	17.1%	16.9%	13.1%	-	5.5%	17.6%	14.9%	6.4%	12.5%	12.8%
Net: Important		70	23	23	25	13	26	17	22	6	9	25	20	25	58	13
		57.4%	77.7%	54.6%	48.0%	58.6%	60.2%	51.0%	52.9%	59.7%	59.5%	58.1%	61.0%	54.1%	57.0%	58.8%
Mean score		3.6	4.1	3.4	3.5	3.8	3.6	3.5	3.6	3.8	3.8	3.5	3.6	3.8	3.6	3.6

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

## Jobs Outlook - Combined

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

### Membership of a trade or professional organisation

Base: All who recruit temporary agency workers

		WAVE				REGION						SIZE			SECTOR	
		Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	b	c	*d	e	f	g	*h	*i	j	k	l	m	*n
Unweighted Total		124	29	43	52	26	36	37	47	10	15	40	36	48	103	21
Weighted Total		123	29	42	51	23	42	32	42	9	16	43	33	47	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)	18	1	5	12	4	3	10	10	-	1	9	5	4	13	5
		14.4%	4.4%	11.6%	22.4%	17.0%	6.8%	31.0%	24.0%	-	5.5%	21.4%	14.1%	8.1%	12.8%	21.6%
								e	e							
2	(2)	9	3	4	2	2	4	2	3	1	-	3	3	3	9	*
		7.6%	11.0%	9.8%	3.9%	9.5%	10.1%	6.1%	6.9%	9.8%	-	7.9%	10.0%	5.7%	8.8%	2.1%
3	(3)	41	10	18	13	6	16	9	14	6	5	12	11	18	34	7
		33.4%	35.1%	42.0%	25.4%	27.3%	36.9%	27.0%	34.5%	60.2%	30.1%	27.9%	32.5%	39.1%	33.8%	31.6%
4	(4)	27	8	8	12	4	9	7	10	3	5	14	7	6	23	4
		22.3%	27.2%	18.2%	22.9%	16.8%	20.7%	22.5%	24.2%	30.0%	29.7%	33.3%	21.0%	13.1%	23.0%	19.3%
												l				
5 Very important	(5)	26	7	8	12	7	10	4	4	-	6	4	7	15	21	5
		21.3%	22.3%	18.4%	23.1%	29.3%	22.8%	13.4%	10.4%	-	34.8%	9.5%	22.5%	31.5%	20.5%	25.3%
													j			
N/A		1	-	-	1	-	1	-	-	-	-	-	-	1	1	-
		.9%	-	-	2.2%	-	2.7%	-	-	-	-	-	-	2.5%	1.1%	-
NETS																
Net: Not important		27	5	9	14	6	7	12	13	1	1	13	8	6	22	5
		22.0%	15.4%	21.4%	26.3%	26.5%	17.0%	37.1%	31.0%	9.8%	5.5%	29.3%	24.1%	13.8%	21.6%	23.8%
Net: Important		54	15	15	24	10	18	12	14	3	10	19	14	21	44	10
		43.7%	49.5%	36.6%	46.0%	46.1%	43.5%	35.9%	34.6%	30.0%	64.4%	42.8%	43.5%	44.6%	43.4%	44.6%
Mean score		3.3	3.5	3.2	3.2	3.3	3.4	2.8	2.9	3.2	3.9	3.0	3.3	3.6	3.3	3.2
							f									

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

## Jobs Outlook - Combined

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

### Other

Base: All who recruit temporary agency workers

		WAVE				REGION						SIZE			SECTOR	
		Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	b	c	*d	e	f	g	*h	*i	j	k	l	m	*n
Unweighted Total		124	29	43	52	26	36	37	47	10	15	40	36	48	103	21
Weighted Total		123	29	42	51	23	42	32	42	9	16	43	33	47	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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
4	(4)	2	-	2	-	-	-	1	2	1	-	-	2	-	1	1
		1.6%	-	4.7%	-	-	-	3.2%	4.8%	10.1%	-	-	6.1%	-	.9%	4.8%
5 Very important	(5)	10	1	6	3	1	3	3	4	1	1	4	2	4	8	2
		7.7%	2.2%	14.2%	5.6%	3.9%	7.6%	10.8%	10.6%	9.8%	6.1%	8.1%	6.3%	8.4%	7.6%	8.4%
N/A		111	29	34	49	22	39	28	35	7	15	40	28	43	93	19
		90.6%	97.8%	81.0%	94.4%	96.1%	92.4%	86.0%	84.7%	80.1%	93.9%	91.9%	87.6%	91.6%	91.5%	86.8%
					b											
NETS																
Net: Not important		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Important		11	1	8	3	1	3	5	6	2	1	4	4	4	9	3
		9.4%	2.2%	19.0%	5.6%	3.9%	7.6%	14.0%	15.3%	19.9%	6.1%	8.1%	12.4%	8.4%	8.5%	13.2%
					c											
Mean score		4.8	5.0	4.8	5.0	5.0	5.0	4.8	4.7	4.5	5.0	5.0	4.5	5.0	4.9	4.6

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



## Jobs Outlook - Combined

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

### SUMMARY TABLE

Base: All who recruit temporary agency workers

	Total	1 Not at all important	2	3	4	5 Very important	Net: Not important	Net: Important	Mean
Meeting peaks in demand at certain times of year (seasonality)	123 100.0%	11 9.2%	9 7.2%	22 18.0%	32 25.8%	49 39.8%	20 16.4%	80 65.5%	3.8
Responding to growth, as new customers are won	123 100.0%	21 17.5%	9 7.0%	23 18.7%	43 34.8%	27 22.1%	30 24.4%	70 56.9%	3.4
Managing fast changing organisational requirements	123 100.0%	14 11.4%	5 3.9%	41 33.0%	33 27.1%	30 24.6%	19 15.3%	63 51.7%	3.5
Covering short term staff leave or absences	123 100.0%	12 10.1%	7 5.8%	22 17.5%	29 23.7%	53 42.9%	19 15.8%	82 66.6%	3.8
Helping to keep running costs down	123 100.0%	26 21.6%	13 10.4%	26 21.5%	31 25.7%	26 20.9%	39 32.0%	57 46.6%	3.1
Managing uncertainty during economic downturn or at other times	123 100.0%	21 16.9%	18 14.6%	39 31.7%	23 19.0%	22 17.9%	39 31.4%	45 36.9%	3.1
Providing short term access to key strategic skills	123 100.0%	17 13.9%	11 9.0%	35 28.3%	33 26.8%	27 21.9%	28 23.0%	60 48.7%	3.3

## Jobs Outlook - Combined

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

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

Base: All who recruit temporary agency workers

		WAVE			REGION						SIZE			SECTOR		
		Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		124	29	43	52	26	36	37	47	10	15	40	36	48	103	21
Weighted Total		123	29	42	51	23	42	32	42	9	16	43	33	47	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)	11	1	8	2	2	1	5	6	1	2	4	6	2	8	3
		9.2%	5.0%	18.7%	3.8%	8.0%	2.6%	16.9%	15.3%	9.8%	12.5%	8.7%	18.2%	3.4%	8.2%	13.8%
			c			e						l				
2	(2)	9	2	2	5	-	3	3	5	3	1	3	4	2	8	1
		7.2%	6.5%	5.0%	9.4%	-	6.2%	7.7%	12.9%	30.6%	5.5%	6.5%	11.0%	5.2%	7.8%	4.4%
3	(3)	22	6	7	9	4	10	6	6	-	2	6	7	9	19	3
		18.0%	21.4%	17.0%	17.0%	19.6%	22.6%	19.4%	15.0%	-	11.7%	13.2%	22.0%	19.8%	19.0%	13.5%
4	(4)	32	13	9	10	8	15	5	7	3	1	21	4	8	23	8
		25.8%	43.0%	22.1%	18.9%	35.8%	35.5%	14.5%	17.9%	29.9%	5.9%	47.4%	11.0%	16.0%	22.9%	39.2%
						f						kl				
5 Very important	(5)	49	7	16	26	8	14	13	16	3	10	11	12	26	43	6
		39.8%	24.1%	37.1%	51.0%	36.6%	33.2%	41.5%	38.9%	29.8%	64.4%	24.2%	37.8%	55.6%	42.1%	29.1%
						j										
NETS																
Net: Not important		20	3	10	7	2	4	8	12	4	3	7	10	4	16	4
		16.4%	11.5%	23.8%	13.2%	8.0%	8.7%	24.7%	28.2%	40.4%	18.0%	15.2%	29.2%	8.6%	16.0%	18.1%
						e						l				
Net: Important		80	20	25	36	16	29	18	24	6	11	31	16	34	66	15
		65.5%	67.1%	59.2%	69.8%	72.4%	68.7%	55.9%	56.8%	59.6%	70.3%	71.6%	48.8%	71.6%	64.9%	68.4%
						k						k		k		
Mean score		3.8	3.7	3.5	4.0	3.9	3.9	3.6	3.5	3.4	4.0	3.7	3.4	4.2	3.8	3.7
												k		k		

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

## Jobs Outlook - Combined

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

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

Base: All who recruit temporary agency workers

		WAVE				REGION						SIZE			SECTOR	
		Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	b	c	*d	e	f	g	*h	*i	j	k	l	m	*n
Unweighted Total		124	29	43	52	26	36	37	47	10	15	40	36	48	103	21
Weighted Total		123	29	42	51	23	42	32	42	9	16	43	33	47	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)	21	1	14	7	3	6	10	10	1	2	6	9	7	17	5
		17.5%	3.1%	33.2% c	12.9%	12.3%	14.8%	29.4%	25.0%	9.8%	12.1%	12.9%	27.6%	14.7%	16.5%	22.0%
2	(2)	9	1	4	4	2	1	3	4	2	1	2	2	5	7	2
		7.0%	4.2%	8.7%	7.1%	10.3%	2.0%	7.9%	10.7%	20.5%	5.5%	5.6%	4.7%	9.8%	6.7%	8.0%
3	(3)	23	10	3	10	4	10	4	4	1	4	8	7	7	21	2
		18.7%	34.5%	7.3%	19.0%	18.2%	23.5%	11.0%	10.8%	10.1%	27.6%	19.4%	21.9%	15.9%	21.2%	7.3%
4	(4)	43	13	14	15	7	17	9	15	6	3	21	8	14	33	10
		34.8%	45.6%	34.5%	28.9%	32.5%	40.8%	29.3%	36.1%	59.6%	18.6%	49.1% k	23.9%	29.1%	32.4%	45.9%
5 Very important	(5)	27	4	7	17	6	8	7	7	-	6	6	7	14	23	4
		22.1%	12.6%	16.4%	32.1%	26.7%	18.9%	22.4%	17.4%	-	36.2%	13.0%	21.9%	30.6%	23.2%	16.8%
NETS																
Net: Not important		30	2	18	10	5	7	12	15	3	3	8	11	11	24	6
		24.4%	7.3%	41.8% c	20.0%	22.6%	16.9%	37.3%	35.7%	30.3%	17.6%	18.5%	32.3%	24.4%	23.2%	30.0%
Net: Important		70	17	21	31	13	25	17	22	6	9	27	15	28	56	14
		56.9%	58.2%	50.9%	61.0%	59.2%	59.7%	51.7%	53.5%	59.6%	54.8%	62.1%	45.8%	59.7%	55.6%	62.7%
Mean score		3.4	3.6	2.9	3.6 b	3.5	3.5	3.1	3.1	3.2	3.6	3.4	3.1	3.5	3.4	3.3

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

## Jobs Outlook - Combined

**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	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	b	c	*d	e	f	g	*h	*i	j	k	l	m	*n
Unweighted Total		124	29	43	52	26	36	37	47	10	15	40	36	48	103	21
Weighted Total		123	29	42	51	23	42	32	42	9	16	43	33	47	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	2	8	5	2	4	6	7	1	1	5	4	5	13	1
		11.4%	5.1%	18.4%	9.3%	8.3%	9.4%	19.5%	17.3%	9.8%	5.9%	10.8%	12.0%	11.6%	12.9%	4.3%
2	(2)	5	2	3	-	2	1	-	1	1	1	2	2	1	5	-
		3.9%	7.2%	6.4%	-	7.7%	2.9%	-	2.3%	10.1%	5.5%	4.1%	5.1%	2.9%	4.8%	-
3	(3)	41	11	11	19	8	16	9	11	3	5	18	11	12	34	7
		33.0%	36.3%	26.6%	36.4%	34.9%	37.0%	26.4%	27.4%	30.8%	34.5%	40.4%	34.7%	25.0%	33.3%	31.6%
4	(4)	33	12	10	12	8	16	7	8	1	2	11	10	12	27	6
		27.1%	39.3%	23.9%	22.7%	33.5%	36.7%	22.4%	19.5%	9.5%	12.3%	25.4%	31.5%	25.6%	27.0%	27.7%
5 Very important	(5)	30	4	10	16	4	6	10	14	4	7	8	5	16	22	8
		24.6%	12.0%	24.7%	31.6%	15.6%	14.0%	31.7%	33.5% e	39.8%	41.8%	19.2%	16.8%	34.9%	22.0%	36.3%
NETS																
Net: Not important		19	4	10	5	4	5	6	8	2	2	6	6	7	18	1
		15.3%	12.3%	24.8% c	9.3%	16.0%	12.3%	19.5%	19.6%	19.9%	11.4%	15.0%	17.1%	14.5%	17.7%	4.3%
Net: Important		63	15	20	28	11	22	18	22	5	9	19	16	28	50	14
		51.7%	51.4%	48.6%	54.3%	49.1%	50.7%	54.1%	53.0%	49.2%	54.1%	44.6%	48.2%	60.5%	49.0%	64.1%
Mean score		3.5	3.5	3.3	3.7	3.4	3.4	3.5	3.5	3.6	3.8	3.4	3.4	3.7	3.4	3.9

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

## Jobs Outlook - Combined

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

### Covering short term staff leave or absences

Base: All who recruit temporary agency workers

		WAVE				REGION						SIZE			SECTOR	
		Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	b	c	*d	e	f	g	*h	*i	j	k	l	m	*n
Unweighted Total		124	29	43	52	26	36	37	47	10	15	40	36	48	103	21
Weighted Total		123	29	42	51	23	42	32	42	9	16	43	33	47	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	5	4	4	3	4	5	6	1	-	4	5	3	11	1
		10.1%	15.7%	9.3%	7.5%	11.6%	8.7%	15.8%	14.4%	9.8%	-	10.3%	16.5%	5.4%	11.3%	4.3%
2	(2)	7	1	3	3	1	2	2	4	2	1	3	4	1	5	2
		5.8%	4.7%	7.1%	5.3%	3.8%	3.6%	6.0%	9.1%	19.6%	5.5%	6.2%	11.9% l	1.1%	5.3%	8.1%
3	(3)	22	7	4	11	4	11	4	4	-	3	8	4	9	16	5
		17.5%	22.8%	9.3%	21.2%	15.4%	26.4% g	12.3%	9.6%	-	17.6%	19.4%	13.5%	18.6%	16.1%	24.2%
4	(4)	29	5	14	11	7	8	8	12	4	3	12	7	10	25	5
		23.7%	16.7%	32.2%	20.8%	31.7%	17.8%	23.8%	27.6%	40.6%	17.8%	27.7%	23.0%	20.5%	24.2%	21.3%
5 Very important	(5)	53	12	18	23	8	18	14	16	3	9	16	11	25	44	9
		42.9%	40.0%	42.1%	45.2%	37.4%	43.4%	42.0%	39.3%	30.0%	59.1%	36.4%	35.1%	54.4%	43.1%	42.1%
NETS																
Net: Not important		19	6	7	7	4	5	7	10	3	1	7	9	3	17	3
		15.8%	20.4%	16.4%	12.8%	15.5%	12.4%	21.8%	23.5%	29.4%	5.5%	16.5%	28.4% l	6.5%	16.6%	12.5%
Net: Important		82	17	31	34	16	26	21	28	7	12	28	19	35	68	14
		66.6%	56.7%	74.4%	66.0%	69.1%	61.2%	65.8%	66.9%	70.6%	76.9%	64.1%	58.1%	74.9%	67.3%	63.4%
Mean score		3.8	3.6	3.9	3.9	3.8	3.8	3.7	3.7	3.6	4.3	3.7	3.5	4.2 k	3.8	3.9

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

## Jobs Outlook - Combined

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

### Helping to keep running costs down

Base: All who recruit temporary agency workers

		WAVE				REGION						SIZE			SECTOR	
		Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	b	c	*d	e	f	g	*h	*i	j	k	l	m	*n
Unweighted Total		124	29	43	52	26	36	37	47	10	15	40	36	48	103	21
Weighted Total		123	29	42	51	23	42	32	42	9	16	43	33	47	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)	26	5	13	9	5	8	9	10	1	3	9	10	7	22	4
		21.6%	17.5%	30.1%	16.9%	23.9%	18.8%	28.5%	24.3%	9.8%	18.4%	21.8%	29.8%	15.6%	21.9%	20.0%
2	(2)	13	2	4	7	1	7	1	4	3	1	3	4	6	11	2
		10.4%	6.3%	10.1%	13.0%	5.9%	16.0%	2.8%	9.0%	30.6%	5.5%	5.9%	13.5%	12.4%	10.8%	8.4%
3	(3)	26	5	6	16	4	10	7	9	2	4	9	6	11	25	2
		21.5%	16.1%	13.7%	30.9%	16.3%	23.7%	21.4%	21.1%	19.8%	24.0%	21.8%	17.0%	24.3%	24.6%	7.1%
4	(4)	31	11	10	11	6	12	9	11	3	2	14	8	10	21	10
		25.7%	37.7%	23.4%	20.5%	27.6%	28.5%	26.3%	27.1%	29.7%	11.6%	32.7%	23.8%	20.4%	21.1%	47.0%
5 Very important	(5)	26	7	9	10	6	6	7	8	1	6	8	5	13	22	4
		20.9%	22.4%	22.6%	18.7%	26.2%	13.1%	20.9%	18.5%	10.1%	40.5%	17.8%	15.9%	27.2%	21.6%	17.6%
NETS																
Net: Not important		39	7	17	15	7	15	10	14	4	4	12	14	13	33	6
		32.0%	23.8%	40.2%	29.9%	29.9%	34.7%	31.3%	33.4%	40.4%	23.9%	27.7%	43.3%	28.0%	32.7%	28.4%
Net: Important		57	18	19	20	12	18	15	19	4	8	22	13	22	43	14
		46.6%	60.1%	46.0%	39.2%	53.8%	41.6%	47.2%	45.6%	39.8%	52.1%	50.5%	39.7%	47.7%	42.7%	64.5%
Mean score		3.1	3.4	3.0	3.1	3.3	3.0	3.1	3.1	3.0	3.5	3.2	2.8	3.3	3.1	3.3

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

## Jobs Outlook - Combined

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

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

Base: All who recruit temporary agency workers

		WAVE				REGION						SIZE			SECTOR	
		Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	b	c	*d	e	f	g	*h	*i	j	k	l	m	*n
Unweighted Total		124	29	43	52	26	36	37	47	10	15	40	36	48	103	21
Weighted Total		123	29	42	51	23	42	32	42	9	16	43	33	47	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)	21	3	12	6	4	7	7	8	1	2	8	8	5	17	3
		16.9%	10.5%	28.4% c	11.1%	15.8%	16.8%	22.1%	19.4%	9.8%	12.1%	17.5%	24.8%	10.8%	17.1%	15.9%
2	(2)	18	1	6	11	3	8	3	4	2	3	4	5	9	16	2
		14.6%	3.5%	13.9%	21.4%	12.0%	18.5%	7.7%	10.6%	20.5%	18.0%	9.4%	15.9%	18.4%	15.8%	8.7%
3	(3)	39	19	8	12	7	17	10	13	3	3	18	11	10	32	7
		31.7%	65.3%	19.1%	22.7%	28.7%	39.5%	31.8%	31.3%	29.9%	15.9%	41.8% l	33.2%	21.3%	31.4%	33.0%
4	(4)	23	3	9	12	4	6	9	11	2	3	7	5	12	20	4
		19.0%	10.0%	20.8%	22.7%	16.9%	14.2%	26.9%	25.3%	19.8%	18.4%	15.3%	15.2%	25.1%	19.4%	17.4%
5 Very important	(5)	22	3	7	11	6	5	4	6	2	6	7	4	11	17	5
		17.9%	10.6%	17.8%	22.0%	26.5%	11.0%	11.5%	13.4%	20.0%	35.6%	16.0%	10.9%	24.5%	16.3%	25.0%
NETS																
Net: Not important		39	4	18	17	6	15	10	13	3	5	12	13	14	33	5
		31.4%	14.1%	42.3%	32.5%	27.8%	35.3%	29.9%	30.0%	30.3%	30.2%	26.9%	40.8%	29.1%	32.9%	24.6%
Net: Important		45	6	16	23	10	11	12	16	4	9	14	8	23	36	9
		36.9%	20.7%	38.6%	44.7%	43.4%	25.2%	38.4%	38.7%	39.8%	53.9%	31.3%	26.1%	49.6% k	35.7%	42.4%
Mean score		3.1	3.1	2.9	3.2	3.3	2.8	3.0	3.0	3.2	3.5	3.0	2.7	3.3 k	3.0	3.3

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

## Jobs Outlook - Combined

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

### Providing short term access to key strategic skills

Base: All who recruit temporary agency workers

		WAVE			REGION						SIZE			SECTOR		
		Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		124	29	43	52	26	36	37	47	10	15	40	36	48	103	21
Weighted Total		123	29	42	51	23	42	32	42	9	16	43	33	47	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 13.9%	1 4.8%	7 16.7%	9 16.9%	5 20.0%	3 7.9%	7 22.8%	9 22.1%	2 19.6%	- -	4 10.3%	8 23.8%	5 10.5%	14 14.1%	3 13.3%
2	(2)	11 9.0%	4 12.0%	3 7.0%	5 9.0%	1 5.7%	3 8.1%	2 4.8%	3 6.0%	1 10.1%	4 24.2%	2 3.6%	4 13.4%	5 11.1%	8 8.2%	3 12.9%
3	(3)	35 28.3%	9 31.9%	15 35.0%	11 20.7%	5 23.1%	15 34.9%	9 28.6%	11 26.8%	2 20.4%	3 22.0%	16 36.2%	6 17.7%	13 28.3%	30 29.4%	5 23.1%
4	(4)	33 26.8%	10 33.5%	9 20.8%	14 27.9%	6 28.1%	12 28.6%	7 20.2%	10 24.6%	4 40.0%	4 26.0%	14 33.2%	5 16.1%	13 28.4%	27 26.3%	6 29.1%
5 Very important	(5)	27 21.9%	5 17.8%	9 20.6%	13 25.4%	5 23.1%	9 20.6%	8 23.5%	9 20.5%	1 9.9%	4 27.8%	7 16.8%	9 29.0%	10 21.8%	22 22.0%	5 21.6%
NETS																
Net: Not important		28 23.0%	5 16.8%	10 23.7%	13 25.9%	6 25.7%	7 16.0%	9 27.7%	12 28.1%	3 29.7%	4 24.2%	6 13.9%	12 37.2%	10 21.6%	23 22.3%	6 26.2%
Net: Important		60 48.7%	15 51.3%	17 41.3%	27 53.4%	12 51.1%	21 49.2%	14 43.7%	19 45.1%	5 49.9%	9 53.8%	22 49.9%	15 45.1%	24 50.2%	49 48.3%	11 50.8%
Mean score		3.3	3.5	3.2	3.4	3.3	3.5	3.2	3.2	3.1	3.6	3.4	3.1	3.4	3.3	3.3



## Jobs Outlook - Combined

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

Base: All who recruit temporary agency workers

	WAVE				REGION						SIZE			SECTOR	
	Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	b	c	*d	e	f	g	*h	*i	j	k	l	m	*n
Unweighted Total	124	29	43	52	26	36	37	47	10	15	40	36	48	103	21
Weighted Total	123	29	42	51	23	42	32	42	9	16	43	33	47	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%
Temporary agency workers earn more than they would if they were permanent	19	6	5	9	3	3	6	8	2	5	8	4	7	17	2
	15.4%	19.2%	11.1%	16.8%	11.7%	7.2%	18.8%	19.2%	20.8%	33.0%	19.0%	12.5%	14.1%	16.7%	9.7%
Temporary agency workers earn less than they would if they were permanent	20	8	8	5	3	11	3	5	2	2	14	4	2	16	4
	16.6%	26.4%	18.4%	9.5%	11.5%	25.6%	9.6%	11.9%	20.2%	11.8%	32.7% kl	11.8%	4.9%	15.8%	20.0%
Temporary agency workers earn about the same as they would if they were permanent	78	14	30	34	17	26	23	27	5	7	19	24	35	64	14
	63.2%	46.8%	70.5%	66.6%	76.9%	61.3%	69.7%	65.2%	49.6%	43.5%	43.1%	72.9% j	75.1% j	63.2%	63.2%
Not applicable/Don't know	6	2	-	4	-	3	1	2	1	2	2	1	3	4	2
	4.8%	7.6%	-	7.1%	-	5.9%	2.0%	3.6%	9.5%	11.7%	5.2%	2.7%	5.9%	4.3%	7.1%

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

## Jobs Outlook - Combined

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

Base: All who recruit temporary workers

	WAVE				REGION						SIZE			SECTOR	
	Total	April 2017	May 2017	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	278	78	92	108	63	59	74	111	37	45	101	78	99	233	45
Weighted Total	286	85	91	110	58	70	64	108	44	49	111	78	97	239	46
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
0	46	14	16	16	7	16	10	14	4	9	35	5	6	36	10
	16.1%	16.3%	17.4%	14.9%	12.8%	23.3%	15.5%	12.7%	8.6%	17.3%	31.5% kl	6.3%	6.3%	14.9%	22.4%
1-9	36	13	17	7	4	9	10	19	9	5	9	17	10	33	3
	12.7%	15.2% c	18.1% c	6.3%	7.1%	12.8%	15.2%	17.3%	20.5% d	9.3%	8.3%	22.1% jl	10.3%	13.8%	7.2%
10-19	33	10	9	14	6	6	8	14	7	6	16	10	7	29	4
	11.5%	12.0%	9.7%	12.5%	10.3%	9.1%	11.9%	13.2%	15.1%	12.2%	14.4%	12.7%	7.1%	12.2%	7.8%
20-49	44	8	14	22	9	14	10	16	7	5	15	8	21	33	11
	15.4%	9.6%	15.0%	20.2%	15.8%	19.9%	15.1%	15.0%	14.8%	9.3%	13.2%	10.8%	21.6%	13.7%	23.9%
50	21	8	6	7	2	5	4	7	3	6	10	6	5	19	2
	7.4%	9.9%	6.2%	6.4%	4.3%	7.4%	6.5%	6.4%	6.3%	13.0%	8.7%	8.2%	5.1%	7.8%	5.3%
51+	49	13	15	21	14	9	15	21	7	5	16	18	16	41	8
	17.2%	15.0%	16.6%	19.4%	23.2%	13.4%	22.8%	19.7%	15.1%	10.1%	14.1%	22.5%	16.5%	17.3%	16.8%
Don't know	56	19	16	22	15	10	8	17	9	14	11	14	32	49	8
	19.8%	22.1%	17.0%	20.2%	26.5% f	14.0%	13.0%	15.7%	19.5%	28.8% f	9.8%	17.4%	33.0% jk	20.4%	16.7%
NETS															
Net: At least 1%	183	52	60	71	35	44	46	78	32	27	65	59	59	155	28
	64.1%	61.6%	65.6%	64.9%	60.7%	62.6%	71.5%	71.6% i	71.9%	53.9%	58.6%	76.3% jl	60.7%	64.8%	61.0%
Total	6764	1860	2093	2811	1634	1513	1788	2677	889	940	2428	2194	2143	5617	1147
Mean score	29.5	28.2	27.7	32.1	38.1	25.3	32.0	29.3	25.1	26.7	24.3	34.1	33.0	29.5	29.6

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

## Jobs Outlook - Combined

### T1. To the best of your knowledge, does your business use interim managers?

Base: Wave 16

Significance Level: 95%

Unweighted Total

Weighted Total

Yes

No

Don't know

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

	WAVE		REGION						SIZE			SECTOR	
	Total	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		a	b	c	d	e	f	g	h	i	j	k	l
Unweighted Total	200	200	45	46	45	79	34	30	80	52	68	165	35
Weighted Total	200	200	44	48	45	78	34	30	79	54	67	165	35
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Yes	26	26	5	8	7	9	3	3	7	3	15	21	4
	12.8%	12.8%	10.9%	16.5%	14.9%	12.1%	8.3%	11.4%	9.3%	5.4%	22.7% hi	12.8%	12.7%
No	164	164	33	39	37	67	30	24	69	48	47	133	31
	82.0%	82.0%	75.9%	81.7%	82.9%	85.4%	88.9%	82.2%	87.1% j	89.2% j	70.1%	80.8%	87.3%
Don't know	11	11	6	1	1	2	1	2	3	3	5	11	-
	5.3%	5.3%	13.2% ce	1.9%	2.2%	2.5%	2.8%	6.5%	3.6%	5.4%	7.1%	6.4%	-

## Jobs Outlook - Combined

### T2. And during the next 12 months, do you anticipate that your need for interim managers will:

Base: Wave 16

	WAVE		REGION						SIZE			SECTOR	
	Total	June 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l
Unweighted Total	200	200	45	46	45	79	34	30	80	52	68	165	35
Weighted Total	200	200	44	48	45	78	34	30	79	54	67	165	35
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-
Increase slightly	(4)	17	17	9	1	7	6	2	14	1	3	17	1
		8.7%	8.7%	17.7% bd	2.2%	8.7% b	17.4% bd	7.2%	17.2% ij	1.7%	4.3%	10.1%	2.5%
Stay the same	(3)	161	161	36	39	65	26	25	59	48	54	129	32
		80.5%	80.5%	82.5%	87.0%	82.7%	77.0%	83.5%	74.0%	89.5% h	81.1%	78.5%	89.9%
Decrease slightly	(2)	2	2	-	1	2	1	-	1	1	-	2	-
		1.0%	1.0%	-	2.0%	2.4%	3.0%	-	1.2%	1.9%	-	1.2%	-
Decrease greatly	(1)	2	2	1	1	1	-	-	2	-	-	1	1
		.9%	.9%	2.0%	2.2%	1.3%	-	-	2.4%	-	-	.6%	2.5%
Don't know		18	18	7	4	3	4	1	4	4	10	16	2
		8.8%	8.8%	15.5% e	8.9%	6.6%	4.9%	2.7%	5.2%	7.0%	14.6%	9.6%	5.1%
<b>NETS</b>													
Net: Increase		17	17	-	9	1	7	6	14	1	3	17	1
		8.7%	8.7%	-	17.7% bd	2.2%	8.7% b	17.4% bd	17.2% ij	1.7%	4.3%	10.1%	2.5%
Net: Decrease		4	4	1	2	3	1	-	3	1	-	3	1
		1.9%	1.9%	2.0%	4.3%	3.7%	3.0%	-	3.5%	1.9%	-	1.8%	2.5%
Mean score		3.1	3.1	3.0	3.2 bd	3.0	3.0	3.1 bd	3.1	3.0	3.1	3.1	3.0

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