

# REC JOBS OUTLOOK RESEARCH

## METHODOLOGY NOTE

ComRes interviewed 601 UK employees and owners involved in hiring by telephone between April 26<sup>th</sup> and July 10<sup>th</sup> 2017. Data were weighted to be representative of UK adults in employment by region, broad industry sector and public / private split. ComRes is a member of the British Polling Council and abides by its rules.

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## REPUTATION | COMMUNICATIONS | PUBLIC POLICY

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Base: Wave 17

## Jobs Outlook - Combined

### Sector

Base: All respondents

	WAVE			REGION						SIZE			SECTOR	
Total	May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%	a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	601	201	200	134	142	135	237	102	88	277	151	173	495	106
Weighted Total	601	201	200	132	145	135	236	101	89	277	155	169	495	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Private	495	166	165	107	115	108	200	92	73	225	119	152	495	-
	82.4%	82.4%	82.4%	81.6%	79.3%	80.5%	84.9%	90.8% def	82.0%	81.2%	76.7%	89.6% jk	100.0% n	-
Public	106	35	35	24	30	26	36	9	16	52	36	18	-	106
	17.6%	17.6%	17.6%	18.4% h	20.7% h	19.5% h	15.1%	9.2%	18.0%	18.8% l	23.3% l	10.4%	-	100.0% 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	May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	601	201	200	200	134	142	135	237	102	88	277	151	173	495	106
Weighted Total	601	201	200	200	132	145	135	236	101	89	277	155	169	495	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
South West	50 8.4%	17 8.4%	17 8.4%	17 8.4%	- -	- -	50 37.5% deg	50 21.4% deh	- -	- -	25 9.1%	12 7.9%	13 7.7%	34 6.8%	17 15.7% m
South East	84 14.0%	28 14.0%	28 14.0%	28 14.0%	- -	- -	84 62.5% deg	84 35.7% deh	- -	- -	30 10.8%	27 17.5% j	27 16.0%	75 15.0%	10 9.1%
London	101 16.8%	34 16.8%	34 16.8%	34 16.8%	- -	- -	- -	101 42.9% def	101 100.0% defg	- -	50 18.1%	25 16.2%	26 15.3%	92 18.5% n	9 8.8%
East of England	55 9.2%	18 9.2%	18 9.2%	18 9.2%	- -	55 38.2% dfgh	- -	- -	- -	- -	23 8.4%	17 10.9%	15 8.9%	51 10.3% n	4 3.8%
West Midlands	49 8.2%	16 8.2%	16 8.2%	16 8.2%	- -	49 34.0% dfgh	- -	- -	- -	- -	25 9.1%	9 5.7%	15 9.1%	32 6.4%	18 16.6% m
East Midlands	40 6.7%	13 6.7%	13 6.7%	13 6.7%	- -	40 27.8% dfgh	- -	- -	- -	- -	19 6.7%	10 6.8%	11 6.6%	32 6.4%	8 8.0%
North West	64 10.7%	22 10.7%	21 10.7%	21 10.7%	64 48.9% efgh	- -	- -	- -	- -	- -	33 12.0%	14 9.1%	17 10.0%	56 11.3%	8 7.9%
North East	20 3.4%	7 3.4%	7 3.4%	7 3.4%	20 15.5% efgh	- -	- -	- -	- -	- -	10 3.6%	6 3.6%	5 2.8%	20 4.0%	1 .8%
Yorkshire & The Humber	47 7.8%	16 7.8%	16 7.8%	16 7.8%	47 35.6% efgh	- -	- -	- -	- -	- -	26 9.3%	10 6.7%	11 6.3%	32 6.4%	15 14.1% m
Scotland	49 8.1%	16 8.1%	16 8.1%	16 8.1%	- -	- -	- -	- -	- -	49 54.7% defgh	16 5.9%	9 5.8%	23 13.7% jk	42 8.6%	6 5.8%
Wales	25 4.2%	8 4.2%	8 4.2%	8 4.2%	- -	- -	- -	- -	- -	25 28.4% defgh	11 3.8%	11 7.1% l	4 2.2%	18 3.7%	7 6.5%
Northern Ireland	15 2.5%	5 2.5%	5 2.5%	5 2.5%	- -	- -	- -	- -	- -	15 16.9% defgh	9 3.1%	4 2.7%	2 1.3%	12 2.4%	3 2.9%

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	May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	601	201	200	200	134	142	135	237	102	88	277	151	173	495	106
Weighted Total	601	201	200	200	132	145	135	236	101	89	277	155	169	495	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Channel Islands	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
None of the above	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

## Jobs Outlook - Combined

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

Base: All respondents

		WAVE			REGION						SIZE			SECTOR	
							South excluding London	South including London							
	Total	May 2017	June 2017	July 2017	North	Midlands			London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	601	201	200	200	134	142	135	237	102	88	277	151	173	495	106
Weighted Total	601	201	200	200	132	145	135	236	101	89	277	155	169	495	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
HR	305	116	103	86	60	67	63	126	64	51	62	102	140	248	57
	50.7%	57.6%	51.3%	43.0%	45.2%	46.6%	46.6%	53.6%	62.9%	57.6%	22.5%	66.1%	82.8%	50.1%	53.5%
		c							def			j	jk		
Other	296	85	97	114	72	77	72	109	37	38	215	52	29	247	49
	49.3%	42.4%	48.7%	57.0%	54.8%	53.4%	53.4%	46.4%	37.1%	42.4%	77.5%	33.9%	17.2%	49.9%	46.5%
				a	h	h	h				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	May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	601	201	200	200	134	142	135	237	102	88	277	151	173	495	106
Weighted Total	601	201	200	200	132	145	135	236	101	89	277	155	169	495	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Senior management/ board level	207	62	70	75	48	54	45	79	34	26	137	44	26	175	32
	34.4%	30.9%	34.8%	37.7%	36.3%	37.5%	33.5%	33.4%	33.3%	29.5%	49.5% kl	28.1% l	15.5%	35.3%	30.4%
Management	243	83	79	82	60	51	55	93	37	39	121	59	62	199	44
	40.4%	41.3%	39.3%	40.8%	45.7%	35.5%	41.2%	39.4%	37.1%	43.5%	43.8%	38.3%	36.8%	40.1%	41.9%
Non-Managerial	151	56	52	43	24	39	34	64	30	24	18	52	81	122	29
	25.1%	27.9%	25.9%	21.5%	18.0%	27.1%	25.4%	27.2% d	29.6% d	27.0%	6.6%	33.6% j	47.7% jk	24.6%	27.7%

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	May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	601	201	200	200	134	142	135	237	102	88	277	151	173	495	106
Weighted Total	601	201	200	200	132	145	135	236	101	89	277	155	169	495	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Recruitment (hiring or engaging new staff on a permanent or temporary basis)	601	201	200	200	132	145	135	236	101	89	277	155	169	495	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Training of employees	431	143	143	145	98	110	90	166	76	57	219	112	100	356	75
	71.8%	71.1%	71.7%	72.5%	74.7%	76.3%	66.7%	70.4%	75.3%	63.7%	79.2%	72.4%	59.2%	71.9%	71.1%
					i						l	l			
Assessment of employees	446	149	151	146	105	111	100	171	71	59	228	110	108	371	75
	74.2%	74.0%	75.5%	73.2%	79.6%	76.6%	74.5%	72.7%	70.4%	66.1%	82.1%	71.1%	64.1%	74.9%	71.1%
					i						kl				
Supporting employees (e.g. with questions or grievances)	505	170	168	168	107	121	120	202	82	75	235	135	135	418	87
	84.1%	84.6%	83.8%	83.8%	81.2%	83.6%	89.3%	85.8%	81.0%	84.5%	84.6%	87.4%	80.0%	84.4%	82.3%
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	May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	601	201	200	200	134	142	135	237	102	88	277	151	173	495	106
Weighted Total	601	201	200	200	132	145	135	236	101	89	277	155	169	495	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
0-9	90	25	18	46	25	29	16	33	16	3	90	-	-	70	20
	14.9%	12.6%	8.9%	23.2%	18.8%	20.2%	12.1%	13.9%	16.3%	3.4%	32.3%	-	-	14.1%	18.8%
				ab	i	i	i	i	i		kl				
10-49	187	69	62	57	44	38	39	73	34	33	187	-	-	155	32
	31.2%	34.1%	30.8%	28.7%	33.8%	26.1%	28.9%	30.8%	33.3%	36.7%	67.7%	-	-	31.3%	30.6%
											kl				
50-249	155	58	54	44	30	36	39	64	25	24	-	155	-	119	36
	25.8%	28.7%	26.8%	21.8%	22.9%	25.0%	29.2%	27.3%	24.8%	27.1%	-	100.0%	-	24.0%	34.1%
												jl		m	
250+	169	49	67	53	32	42	40	66	26	29	-	-	169	152	18
	28.1%	24.6%	33.5%	26.3%	24.6%	28.7%	29.9%	28.0%	25.6%	32.8%	-	-	100.0%	30.6%	16.6%
													jk	n	

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

## Jobs Outlook - Combined

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

Base: All respondents

	WAVE				REGION						SIZE			SECTOR	
	Total	May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	601	201	200	200	134	142	135	237	102	88	277	151	173	495	106
Weighted Total	601	201	200	200	132	145	135	236	101	89	277	155	169	495	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Agriculture, forestry & fishing	9	3	3	3	-	4	4	5	1	-	5	1	3	6	3
	1.4%	1.4%	1.5%	1.4%	-	2.7%	2.7%	2.0%	.9%	-	1.7%	.6%	1.7%	1.2%	2.7%
Production	53	18	18	18	16	16	13	15	3	6	19	19	16	39	15
	8.9%	8.9%	8.8%	8.9%	11.9%	10.9%	9.5%	6.6%	2.7%	7.1%	6.8%	12.2%	9.3%	7.8%	13.8%
					h	h	h								m
Construction	37	12	12	12	2	7	16	23	7	6	21	8	8	31	6
	6.2%	6.1%	6.2%	6.2%	1.4%	4.7%	12.0%	9.7%	6.6%	6.4%	7.6%	5.5%	4.6%	6.3%	5.4%
							de	d	d	d					
Motor trades	29	10	10	9	5	13	5	8	3	4	18	7	4	23	6
	4.8%	4.9%	4.8%	4.7%	3.5%	8.9%	3.5%	3.2%	2.8%	4.1%	6.6%	4.4%	2.3%	4.7%	5.3%
						g					l				
Wholesale	29	9	10	10	8	8	5	9	4	4	18	5	6	24	5
	4.7%	4.7%	4.8%	4.8%	6.4%	5.3%	3.5%	3.6%	3.8%	4.3%	6.5%	3.1%	3.4%	4.8%	4.5%
Retail	29	10	10	10	5	7	9	13	5	4	16	6	8	23	6
	4.9%	4.9%	5.0%	4.8%	3.6%	5.0%	6.3%	5.6%	4.6%	4.7%	5.7%	3.8%	4.6%	4.7%	5.6%
Transport & storage (inc. postal)	29	10	9	10	6	7	6	11	6	5	12	10	7	27	2
	4.8%	4.7%	4.7%	4.9%	4.2%	4.8%	4.3%	4.8%	5.6%	5.4%	4.5%	6.1%	4.0%	5.4%	1.7%
Accommodation & food services	38	13	13	13	8	9	5	13	9	8	17	9	12	33	5
	6.4%	6.4%	6.4%	6.5%	5.8%	6.5%	3.6%	5.7%	8.5%	9.0%	6.2%	5.8%	7.3%	6.8%	4.7%
Information & communication	24	8	8	8	5	3	5	13	8	3	12	5	7	20	4
	4.0%	4.0%	4.0%	4.1%	3.8%	2.2%	3.7%	5.5%	7.9%	3.6%	4.4%	3.4%	4.0%	4.1%	3.8%
									e						
Legal and Finance	21	7	7	7	3	4	6	12	6	2	9	5	7	17	4
	3.5%	3.6%	3.3%	3.5%	2.2%	2.8%	4.4%	5.1%	6.0%	2.1%	3.2%	3.3%	4.2%	3.4%	3.8%
Property	12	4	4	4	3	2	2	6	4	1	6	5	1	8	4
	1.9%	2.0%	1.9%	1.9%	2.1%	1.4%	1.5%	2.5%	3.7%	1.1%	2.1%	3.2%	.5%	1.6%	3.5%
Professional, scientific & technical	51	17	17	17	16	16	7	12	5	7	29	10	12	41	10
	8.5%	8.5%	8.5%	8.5%	11.9%	11.4%	5.1%	5.0%	4.9%	8.1%	10.6%	6.4%	7.0%	8.2%	9.8%
					fg	g									

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	May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	601	201	200	200	134	142	135	237	102	88	277	151	173	495	106
Weighted Total	601	201	200	200	132	145	135	236	101	89	277	155	169	495	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Business administration and support services	50 8.3%	17 8.2%	17 8.5%	16 8.1%	12 8.9%	12 8.3%	11 8.1%	20 8.4%	9 8.7%	6 7.2%	29 10.4%	10 6.4%	11 6.5%	42 8.5%	8 7.1%
Public administration and defence	29 4.9%	9 4.7%	10 5.0%	10 4.8%	7 5.0%	5 3.5%	6 4.3%	12 4.9%	6 5.7%	6 6.8%	8 2.9%	7 4.4%	15 8.6%	27 5.4%	3 2.5%
Education	52 8.7%	18 8.8%	17 8.6%	17 8.6%	9 7.2%	15 10.5%	12 9.1%	21 8.9%	9 8.6%	7 7.3%	10 3.8%	13 8.2%	29 17.1%	45 9.0%	8 7.1%
Health	76 12.6%	25 12.6%	25 12.4%	25 12.6%	20 15.0%	14 9.8%	13 9.9%	27 11.4%	13 13.3%	15 16.6%	33 11.9%	19 12.5%	23 13.8%	67 13.5%	9 8.1%
Arts, entertainment, recreation and other services	34 5.6%	11 5.6%	11 5.6%	11 5.6%	9 7.0%	2 1.3%	11 8.4%	17 7.2%	6 5.7%	6 6.2%	15 5.4%	17 10.9%	2 1.1%	23 4.6%	11 10.5%
Other	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
<b>NETS</b>															
Net: Agriculture, forestry & fishing/ Production	62 10.3%	21 10.3%	21 10.3%	21 10.3%	16 11.9%	20 13.6%	16 12.2%	20 8.5%	4 3.7%	6 7.1%	24 8.5%	20 12.8%	19 11.0%	44 9.0%	17 16.5%
Net: Construction/Property	49 8.1%	16 8.1%	16 8.1%	16 8.1%	5 3.5%	9 6.1%	18 13.5%	29 12.1%	10 10.3%	7 7.5%	27 9.6%	13 8.7%	9 5.1%	39 7.9%	9 8.9%
Net: Motor trades/ Wholesale/Retail/Transport & storage (inc. postal)/Accommodation & food services	154 25.6%	51 25.6%	51 25.6%	51 25.6%	31 23.5%	44 30.5%	29 21.3%	54 23.0%	26 25.3%	25 27.6%	81 29.4%	36 23.2%	36 21.6%	131 26.4%	23 21.8%

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	May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	601	201	200	200	134	142	135	237	102	88	277	151	173	495	106
Weighted Total	601	201	200	200	132	145	135	236	101	89	277	155	169	495	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Net: Information & communication/Legal and Finance/Business administration and support services	95 15.8%	32 15.8%	32 15.8%	32 15.8%	20 14.8%	19 13.4%	22 16.3%	45 18.9%	23 22.5%	11 12.8%	50 18.0%	20 13.1%	25 14.7%	79 16.0%	16 14.7%
Net: Professional, scientific & technical	51 8.5%	17 8.5%	17 8.5%	17 8.5%	16 11.9%	16 11.4%	7 5.1%	12 5.0%	5 4.9%	7 8.1%	29 10.6%	10 6.4%	12 7.0%	41 8.2%	10 9.8%
Net: Public administration and defence/ Education/Health	157 26.1%	52 26.1%	52 26.1%	52 26.1%	36 27.3%	34 23.7%	31 23.3%	59 25.2%	28 27.6%	27 30.7%	51 18.5%	39 25.0%	67 39.5%	138 27.9%	19 17.8%
Net: Arts, entertainment, recreation and other services/Other	34 5.6%	11 5.6%	11 5.6%	11 5.6%	9 7.0%	2 1.3%	11 8.4%	17 7.2%	6 5.7%	6 6.2%	15 5.4%	17 10.9%	2 1.1%	23 4.6%	11 10.5%

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	May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	601	201	200	200	134	142	135	237	102	88	277	151	173	495	106
Weighted Total	601	201	200	200	132	145	135	236	101	89	277	155	169	495	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
None – we would have to take on new staff	240	70	76	94	52	53	65	101	36	35	113	57	71	202	38
	40.0%	35.0%	38.1%	46.9%	39.3%	36.5%	48.3%	42.9%	35.8%	39.0%	40.7%	36.7%	41.9%	40.9%	35.8%
		a			e										
A little – we might have to take on staff if demand grew this year	251	93	85	74	60	68	43	86	43	37	119	63	69	201	50
	41.7%	46.1%	42.3%	36.9%	45.5%	46.9%	31.8%	36.4%	42.5%	41.9%	43.0%	40.5%	40.8%	40.6%	46.9%
					f	fg									
A fair amount – we could take on a lot more work now	86	29	31	27	14	18	23	41	18	12	36	30	20	73	14
	14.4%	14.4%	15.3%	13.4%	11.0%	12.7%	17.1%	17.5%	18.0%	13.8%	13.1%	19.1%	12.1%	14.7%	12.9%
Considerable – we have a great deal of spare capacity	24	9	9	6	6	6	4	8	4	5	9	6	9	19	5
	3.9%	4.5%	4.4%	2.8%	4.2%	3.9%	2.9%	3.3%	3.8%	5.4%	3.2%	3.7%	5.3%	3.8%	4.4%
<b>NETS</b>															
Net: None + A little	491	163	161	168	112	121	108	187	79	72	232	119	140	404	87
	81.7%	81.1%	80.3%	83.8%	84.8%	83.5%	80.1%	79.3%	78.2%	80.8%	83.7%	77.2%	82.7%	81.5%	82.7%

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	
							South excluding London	South including London							
	Total	May 2017	June 2017	July 2017	North	Midlands			London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	601	201	200	200	134	142	135	237	102	88	277	151	173	495	106
Weighted Total	601	201	200	200	132	145	135	236	101	89	277	155	169	495	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Redundancies	119	41	48	29	28	28	29	51	21	12	28	31	60	97	21
	19.7%	20.6%	24.0%	14.6%	20.9%	19.6%	21.8%	21.5%	21.1%	13.4%	10.2%	19.8%	35.4%	19.7%	20.1%
			c									j	jk		
Reduced hours	56	22	25	10	15	13	11	19	9	8	22	14	21	47	10
	9.4%	10.7%	12.5%	4.8%	11.7%	9.2%	7.8%	8.1%	8.5%	9.4%	7.9%	8.8%	12.3%	9.4%	9.0%
		c	c												
Reduced pay / earnings	26	10	12	4	8	7	3	8	5	3	13	7	6	21	5
	4.3%	5.0%	5.8%	1.9%	5.9%	5.1%	2.1%	3.2%	4.7%	3.2%	4.7%	4.4%	3.4%	4.2%	4.6%
			c												
Headcount freeze	88	37	26	25	18	18	16	39	23	12	42	17	29	80	8
	14.6%	18.3%	13.1%	12.3%	13.8%	12.7%	12.1%	16.7%	22.8%	13.2%	15.1%	11.0%	17.0%	16.2%	7.2%
									ef					n	
Increased staffing	325	116	116	92	69	86	72	121	49	48	118	97	109	266	59
	54.0%	57.9%	58.2%	45.9%	52.8%	59.3%	53.7%	51.5%	48.6%	54.0%	42.7%	62.8%	64.6%	53.7%	55.5%
		c	c									j	j		
Increased pay/ earnings	379	140	135	105	76	92	89	150	61	62	159	109	112	327	52
	63.1%	69.4%	67.3%	52.5%	57.7%	63.4%	66.3%	63.6%	60.0%	69.3%	57.3%	70.3%	66.0%	66.1%	49.2%
		c	c									j		n	
None of the above	95	24	19	53	25	24	17	33	16	13	67	14	14	70	25
	15.8%	11.9%	9.3%	26.3%	19.1%	16.6%	12.7%	13.9%	15.4%	14.7%	24.2%	8.9%	8.4%	14.2%	23.4%
			ab								kl				m

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	May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		601	201	200	200	134	142	135	237	102	88	277	151	173	495	106
Weighted Total		601	201	200	200	132	145	135	236	101	89	277	155	169	495	106
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
A lot better	(5)	23	11	8	4	4	7	5	11	6	1	11	6	6	20	3
		3.8%	5.3%	4.0%	1.9%	2.9%	5.0%	3.6%	4.5%	5.7%	1.1%	3.9%	3.7%	3.7%	4.0%	2.7%
A little better	(4)	148	54	50	43	33	36	33	55	22	23	74	29	45	118	30
		24.6%	27.1%	25.2%	21.5%	25.3%	24.8%	24.9%	23.5%	21.6%	26.2%	26.7%	18.8%	26.6%	23.9%	28.0%
No change	(3)	210	77	67	66	51	49	43	87	44	23	97	57	56	171	40
		35.0%	38.4%	33.4%	33.0%	38.9%	33.8%	31.9%	36.7%	43.2%	26.3%	34.9%	37.0%	33.2%	34.4%	37.5%
A little worse	(2)	143	34	51	58	23	31	39	63	24	27	67	42	34	117	27
		23.9%	16.9%	25.7%	29.0%	17.1%	21.3%	28.9%	26.7%	23.7%	30.5%	24.3%	26.8%	20.4%	23.5%	25.3%
A lot worse	(1)	42	17	11	15	12	8	7	11	4	11	20	9	14	39	3
		7.0%	8.3%	5.4%	7.4%	9.4%	5.8%	5.0%	4.5%	3.9%	12.1%	7.1%	5.5%	8.4%	7.9%	2.8%
Don't know		35	8	12	14	8	13	8	10	2	3	9	13	13	31	4
		5.8%	4.0%	6.2%	7.1%	6.4%	9.2%	5.7%	4.1%	1.9%	3.8%	3.2%	8.1%	7.8%	6.2%	3.7%
NETS																
Net: Better		170	65	59	47	37	43	38	66	28	24	85	35	51	138	32
		28.4%	32.4%	29.3%	23.4%	28.2%	29.8%	28.5%	28.0%	27.3%	27.3%	30.5%	22.5%	30.2%	27.9%	30.7%
Net: Better/ No change		381	142	125	113	88	92	81	152	71	48	181	92	107	309	72
		63.3%	70.8%	62.7%	56.4%	67.1%	63.7%	60.4%	64.7%	70.5%	53.6%	65.4%	59.5%	63.4%	62.3%	68.2%
Net: Worse		186	51	62	73	35	39	46	74	28	38	87	50	49	156	30
		30.9%	25.2%	31.1%	36.4%	26.5%	27.1%	33.9%	31.2%	27.6%	42.6%	31.3%	32.4%	28.8%	31.5%	28.1%
Mean score		2.9	3.0	3.0	2.8	2.9	3.0	2.9	3.0	3.0	2.7	3.0	2.9	3.0	2.9	3.0
			c				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	May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		601	201	200	200	134	142	135	237	102	88	277	151	173	495	106
Weighted Total		601	201	200	200	132	145	135	236	101	89	277	155	169	495	106
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
A lot better	(5)	32 5.4%	15 7.4%	9 4.5%	9 4.3%	3 2.2%	14 9.7% dh	9 6.5%	11 4.5%	2 1.9%	5 5.3%	16 5.7%	6 4.2%	10 6.0%	27 5.4%	6 5.4%
A little better	(4)	144 24.0%	54 27.0%	51 25.4%	39 19.7%	32 24.5%	34 23.3%	32 23.9%	56 23.6%	23 23.1%	23 25.7%	75 27.1%	31 20.1%	38 22.5%	123 24.8%	22 20.5%
No change	(3)	241 40.1%	76 37.8%	80 39.9%	85 42.7%	55 41.5%	52 35.8%	49 36.8%	98 41.8%	49 48.5% e	36 40.5%	107 38.6%	69 44.9%	65 38.2%	188 38.1%	53 49.7% m
A little worse	(2)	97 16.2%	31 15.6%	33 16.6%	33 16.4%	22 16.7%	21 14.2%	26 19.2%	41 17.5%	15 15.1%	14 15.4%	50 18.0%	23 15.1%	24 14.2%	80 16.2%	17 16.3%
A lot worse	(1)	21 3.5%	6 3.0%	10 5.2%	5 2.4%	2 1.4%	6 4.3%	5 3.5%	10 4.0%	5 4.8%	4 4.0%	13 4.8%	3 1.9%	5 2.9%	20 4.1%	1 .8%
Don't know		65 10.8%	19 9.2%	17 8.5%	29 14.6%	18 13.7%	18 12.7%	14 10.1%	20 8.6%	7 6.6%	8 9.0%	16 5.8%	21 13.8% j	27 16.2% j	57 11.5%	8 7.3%
NETS																
Net: Better		177 29.4%	69 34.3% c	60 29.9%	48 23.9%	35 26.7%	48 33.0%	41 30.4%	66 28.1%	25 25.0%	28 31.0%	91 32.8%	38 24.3%	48 28.5%	149 30.2%	27 25.9%
Net: Better/ No change		418 69.5%	145 72.1%	139 69.7%	133 66.6%	90 68.2%	100 68.8%	90 67.2%	165 69.9%	74 73.5%	64 71.5%	198 71.4%	107 69.1%	113 66.7%	338 68.2%	80 75.5%
Net: Worse		119 19.7%	38 18.7%	44 21.8%	38 18.8%	24 18.1%	27 18.5%	31 22.7%	51 21.5%	20 19.9%	17 19.4%	63 22.8%	26 17.1%	29 17.1%	100 20.3%	18 17.1%
Mean score		3.1	3.2	3.1	3.1	3.1	3.2	3.1	3.1	3.0	3.1	3.1	3.1	3.2	3.1	3.1

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

## Jobs Outlook - Combined

**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	601	601
Weighted Total	601 100.0%	601 100.0%
Advertise externally in newspapers/trade/ professional press	232 38.6%	86 14.3%
Recruitment agencies/ Search firms	226 37.6%	129 21.5%
Online job boards (e.g. Monster)	260 43.3%	125 20.8%
Internal Referrals	347 57.7%	154 25.6%
Talent pools and staff banks	72 12.0%	40 6.7%
Advertise on our own website	344 57.2%	166 27.6%
Social media and professional networking sites (e.g. Linked In)	243 40.4%	101 16.9%
Former employees and word of mouth	385 64.0%	183 30.5%
Jobcentre Plus / Universal Jobmatch	191 31.8%	85 14.1%
People approach us	314 52.3%	143 23.8%
Other	36 5.9%	22 3.7%
We have never recruited any of this kind of staff	37 6.2%	315 52.4%

## 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	565	287
Weighted Total	564	286
	100.0%	100.0%
Advertise externally in newspapers/trade/ professional press	232	86
	41.2%	30.1%
Recruitment agencies/ Search firms	226	129
	40.1%	45.2%
Online job boards (e.g. Monster)	260	125
	46.1%	43.6%
Internal Referrals	347	154
	61.5%	53.9%
Talent pools and staff banks	72	40
	12.8%	14.1%
Advertise on our own website	344	166
	61.0%	58.0%
Social media and professional networking sites (e.g. Linked In)	243	101
	43.1%	35.4%
Former employees and word of mouth	385	183
	68.3%	64.0%
Jobcentre Plus / Universal Jobmatch	191	85
	33.9%	29.7%
People approach us	314	143
	55.7%	50.0%
Other	36	22
	6.3%	7.7%

## Jobs Outlook - Combined

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

#### Permanent members of staff

Base: All respondents

	WAVE				REGION						SIZE			SECTOR	
	Total	May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	601	201	200	200	134	142	135	237	102	88	277	151	173	495	106
Weighted Total	601	201	200	200	132	145	135	236	101	89	277	155	169	495	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Former employees and word of mouth	385	154	136	95	81	96	89	147	58	61	168	110	107	326	59
	64.0%	76.5%	68.0%	47.5%	61.2%	66.0%	66.1%	62.5%	57.8%	69.0%	60.6%	71.0%	63.3%	65.8%	55.7%
		c	c									j		n	
Internal Referrals	347	142	124	81	69	84	84	138	54	56	141	103	104	297	50
	57.7%	70.6%	62.0%	40.5%	52.1%	58.3%	62.6%	58.6%	53.3%	62.8%	50.8%	66.2%	61.3%	60.0%	47.0%
		c	c									j	j	n	
Advertise on our own website	344	123	124	97	62	77	88	141	53	64	105	102	137	288	56
	57.2%	61.0%	61.9%	48.6%	47.0%	53.3%	65.2%	59.7%	52.3%	71.8%	37.8%	65.9%	81.0%	58.1%	52.9%
		c	c				deh	d		deg		j	jk		
People approach us	314	130	115	69	68	75	77	121	44	50	131	95	88	262	52
	52.3%	64.6%	57.7%	34.5%	51.7%	51.8%	57.4%	51.5%	43.7%	55.9%	47.4%	61.2%	52.1%	52.9%	49.2%
		c	c				h					j			
Online job boards (e.g. Monster)	260	94	102	64	56	52	64	105	41	47	82	76	102	217	43
	43.3%	46.7%	50.9%	32.2%	42.4%	35.9%	47.5%	44.7%	41.1%	52.5%	29.7%	49.0%	60.1%	43.8%	40.9%
		c	c							e		j	jk		
Social media and professional networking sites (e.g. Linked In)	243	90	103	50	42	56	57	97	40	48	83	69	91	203	40
	40.4%	44.7%	51.6%	25.0%	31.8%	38.8%	42.5%	41.1%	39.2%	54.3%	30.0%	44.8%	53.6%	41.0%	37.6%
		c	c							deg		j	j		
Advertise externally in newspapers/ trade/ professional press	232	90	77	65	48	59	54	86	32	40	92	67	73	194	38
	38.6%	45.0%	38.4%	32.5%	36.2%	40.9%	40.3%	36.4%	31.3%	44.4%	33.4%	43.4%	42.9%	39.1%	36.3%
		c										j	j		
Recruitment agencies/ Search firms	226	81	74	71	41	60	54	98	44	27	87	61	78	177	49
	37.6%	40.2%	37.2%	35.4%	30.8%	41.3%	40.4%	41.7%	43.6%	30.9%	31.2%	39.5%	46.3%	35.8%	46.2%
								d	d				j		m
Jobcentre Plus / Universal Jobmatch	191	74	61	56	48	43	37	62	25	38	71	50	70	167	24
	31.8%	36.7%	30.6%	28.0%	36.6%	29.7%	27.5%	26.3%	24.7%	42.6%	25.6%	32.2%	41.6%	33.7%	22.9%
					g					efgh			j	n	

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



## Jobs Outlook - Combined

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

#### Permanent members of staff

Base: All respondents

		WAVE			REGION						SIZE			SECTOR	
							South excluding London	South including London							
	Total	May 2017	June 2017	July 2017	North	Midlands			London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	601	201	200	200	134	142	135	237	102	88	277	151	173	495	106
Weighted Total	601	201	200	200	132	145	135	236	101	89	277	155	169	495	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Talent pools and staff banks	72	21	35	17	12	13	16	30	14	17	18	17	36	64	8
	12.0%	10.2%	17.4%	8.4%	8.8%	9.2%	11.9%	12.6%	13.5%	19.6%	6.6%	11.2%	21.5%	13.0%	7.2%
			ac							de			jk		
Other	36	14	10	12	3	13	6	14	9	6	12	8	16	29	6
	5.9%	6.8%	5.2%	5.8%	2.1%	8.9%	4.2%	6.1%	8.5%	6.3%	4.2%	5.4%	9.3%	5.9%	6.0%
						d			d				j		
We have never recruited any of this kind of staff	37	8	9	20	7	13	10	14	5	4	34	-	3	31	6
	6.2%	4.0%	4.5%	10.1%	5.1%	8.7%	7.1%	6.1%	4.8%	4.1%	12.3%	-	1.8%	6.2%	6.1%
				ab							kl				

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

## Jobs Outlook - Combined

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

#### Temporary or contract workers

Base: All respondents

	WAVE				REGION						SIZE			SECTOR	
	Total	May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	601	201	200	200	134	142	135	237	102	88	277	151	173	495	106
Weighted Total	601	201	200	200	132	145	135	236	101	89	277	155	169	495	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Former employees and word of mouth	183	67	69	47	34	45	45	69	24	35	63	54	66	157	26
	30.5%	33.3%	34.7%	23.4%	25.8%	31.1%	33.6%	29.3%	23.6%	39.5%	22.9%	35.1%	38.7%	31.8%	24.4%
		c	c					dh		dh		j	j		
Advertise on our own website	166	54	66	46	31	35	39	63	24	36	37	52	77	143	23
	27.6%	26.9%	32.8%	23.0%	23.7%	24.5%	29.2%	26.9%	23.8%	40.3%	13.5%	33.3%	45.5%	28.9%	21.6%
			c					degh		degh		j	jk		
Internal Referrals	154	54	64	36	28	39	36	60	24	28	53	41	60	137	17
	25.6%	26.7%	31.9%	18.2%	21.0%	26.7%	26.5%	25.3%	23.7%	31.7%	19.0%	26.3%	35.8%	27.8%	15.7%
		c	c									j	j	n	
People approach us	143	53	59	31	28	35	38	54	15	26	46	46	52	122	21
	23.8%	26.5%	29.4%	15.6%	21.5%	24.3%	28.5%	22.8%	15.1%	29.3%	16.4%	29.6%	30.6%	24.7%	19.8%
		c	c				h	h		h		j	j		
Recruitment agencies/ Search firms	129	42	51	36	25	36	34	49	15	20	35	35	59	110	19
	21.5%	20.9%	25.7%	18.0%	18.7%	25.0%	24.9%	20.7%	15.1%	22.2%	12.5%	22.7%	35.1%	22.3%	17.8%
												j	jk		
Online job boards (e.g. Monster)	125	39	51	35	26	28	28	48	20	22	33	32	59	108	17
	20.8%	19.2%	25.6%	17.5%	20.1%	19.5%	20.7%	20.5%	20.2%	24.5%	12.0%	20.7%	35.2%	21.8%	16.0%
												j	jk		
Social media and professional networking sites (e.g. Linked In)	101	34	44	23	18	24	20	36	15	23	24	30	47	85	16
	16.9%	17.1%	22.2%	11.3%	13.6%	16.8%	15.0%	15.1%	15.3%	26.3%	8.8%	19.5%	27.6%	17.2%	15.2%
			c					dfg		dfg		j	j		
Advertise externally in newspapers/ trade/ professional press	86	30	28	28	13	31	13	25	11	17	29	26	31	76	10
	14.3%	14.8%	13.9%	14.2%	10.0%	21.3%	9.8%	10.5%	11.4%	19.5%	10.3%	16.8%	18.6%	15.4%	9.3%
						dfgh		dfg		dfg			j		
Jobcentre Plus / Universal Jobmatch	85	30	33	22	20	22	13	22	9	21	24	25	36	73	12
	14.1%	14.8%	16.7%	10.9%	15.0%	15.4%	9.9%	9.3%	8.4%	23.6%	8.5%	16.4%	21.2%	14.7%	11.6%
								fgh		fgh		j	j		

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

## Jobs Outlook - Combined

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

#### Temporary or contract workers

Base: All respondents

		WAVE			REGION						SIZE			SECTOR	
	Total	May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	601	201	200	200	134	142	135	237	102	88	277	151	173	495	106
Weighted Total	601	201	200	200	132	145	135	236	101	89	277	155	169	495	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Talent pools and staff banks	40	13	20	7	7	10	7	11	5	12	9	9	22	37	3
	6.7%	6.7%	9.9%	3.4%	5.0%	7.1%	4.9%	4.9%	4.8%	13.4%	3.3%	5.8%	13.1%	7.5%	2.7%
			c							dfgh			jk		
Other	22	9	8	6	1	6	5	9	4	7	1	8	13	19	4
	3.7%	4.3%	3.8%	2.9%	.7%	4.1%	3.6%	3.7%	3.7%	7.4%	.3%	5.4%	7.5%	3.7%	3.3%
										d		j	j		
We have never recruited any of this kind of staff	315	110	90	115	77	78	69	124	55	36	185	72	58	253	62
	52.4%	54.7%	45.1%	57.5%	58.3%	53.5%	51.6%	52.8%	54.3%	41.0%	66.7%	46.6%	34.4%	51.0%	59.0%
			b		i						kl	l			

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

## Jobs Outlook - Combined

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

#### Permanent members of staff

Base: All who have recruited this type of staff before

	WAVE				REGION						SIZE			SECTOR	
	Total	May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	565	194	191	180	127	130	126	223	97	85	244	151	170	465	100
Weighted Total	564	193	191	180	125	132	125	221	96	85	243	155	166	464	99
	100.0%	100.0%	100.0%	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	385	154	136	95	81	96	89	147	58	61	168	110	107	326	59
	68.3%	79.6%	71.2%	52.9%	64.4%	72.3%	71.2%	66.6%	60.7%	71.9%	69.1%	71.0%	64.5%	70.2%	59.3%
		c	c											n	
Internal Referrals	347	142	124	81	69	84	84	138	54	56	141	103	104	297	50
	61.5%	73.6%	64.9%	45.0%	54.8%	63.9%	67.4%	62.4%	55.9%	65.5%	57.9%	66.2%	62.4%	64.0%	50.1%
		c	c				d							n	
Advertise on our own website	344	123	124	97	62	77	88	141	53	64	105	102	137	288	56
	61.0%	63.5%	64.8%	54.1%	49.5%	58.4%	70.2%	63.6%	55.0%	74.9%	43.1%	65.9%	82.5%	62.0%	56.3%
			c				deh	d		deh		j	jk		
People approach us	314	130	115	69	68	75	77	121	44	50	131	95	88	262	52
	55.7%	67.3%	60.4%	38.4%	54.5%	56.7%	61.8%	54.9%	45.9%	58.3%	54.1%	61.2%	53.1%	56.4%	52.5%
		c	c				h								
Online job boards (e.g. Monster)	260	94	102	64	56	52	64	105	41	47	82	76	102	217	43
	46.1%	48.6%	53.3%	35.8%	44.7%	39.3%	51.1%	47.6%	43.1%	54.8%	33.9%	49.0%	61.2%	46.7%	43.6%
		c	c							e		j	jk		
Social media and professional networking sites (e.g. Linked In)	243	90	103	50	42	56	57	97	40	48	83	69	91	203	40
	43.1%	46.6%	54.0%	27.8%	33.5%	42.5%	45.8%	43.8%	41.1%	56.6%	34.2%	44.8%	54.6%	43.8%	40.1%
		c	c				d			degh		j	j		
Advertise externally in newspapers/ trade/ professional press	232	90	77	65	48	59	54	86	32	40	92	67	73	194	38
	41.2%	46.8%	40.2%	36.2%	38.1%	44.8%	43.4%	38.8%	32.9%	46.3%	38.1%	43.4%	43.7%	41.7%	38.7%
		c													
Recruitment agencies/ Search firms	226	81	74	71	41	60	54	98	44	27	87	61	78	177	49
	40.1%	41.9%	38.9%	39.4%	32.5%	45.2%	43.5%	44.4%	45.7%	32.2%	35.6%	39.5%	47.2%	38.2%	49.2%
						d		d	d				j		m
Jobcentre Plus / Universal Jobmatch	191	74	61	56	48	43	37	62	25	38	71	50	70	167	24
	33.9%	38.2%	32.1%	31.2%	38.6%	32.6%	29.6%	28.0%	25.9%	44.5%	29.2%	32.2%	42.4%	35.9%	24.4%
					gh			fgh					j	n	

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	May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	565	194	191	180	127	130	126	223	97	85	244	151	170	465	100
Weighted Total	564	193	191	180	125	132	125	221	96	85	243	155	166	464	99
	100.0%	100.0%	100.0%	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	72	21	35	17	12	13	16	30	14	17	18	17	36	64	8
	12.8%	10.6%	18.2%	9.3%	9.3%	10.1%	12.8%	13.4%	14.1%	20.5%	7.5%	11.2%	21.9%	13.9%	7.6%
			ac							de			jk		
Other	36	14	10	12	3	13	6	14	9	6	12	8	16	29	6
	6.3%	7.0%	5.5%	6.4%	2.2%	9.8%	4.6%	6.5%	8.9%	6.6%	4.8%	5.4%	9.5%	6.3%	6.4%
						d			d						

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	May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	287	92	108	87	56	66	68	114	46	51	93	81	113	244	43
Weighted Total	286	91	110	85	55	67	65	111	46	52	92	83	111	243	43
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Former employees and word of mouth	183	67	69	47	34	45	45	69	24	35	63	54	66	157	26
	64.0%	73.5%	63.1%	55.1%	61.8%	66.9%	69.3%	62.1%	51.8%	67.0%	68.6%	65.6%	59.0%	64.9%	59.6%
		c													
Advertise on our own website	166	54	66	46	31	35	39	63	24	36	37	52	77	143	23
	58.0%	59.4%	59.7%	54.2%	56.9%	52.7%	60.3%	56.9%	52.0%	68.3%	40.4%	62.4%	69.4%	58.9%	52.7%
												j	j		
Internal Referrals	154	54	64	36	28	39	36	60	24	28	53	41	60	137	17
	53.9%	58.9%	58.1%	42.9%	50.2%	57.4%	54.8%	53.6%	51.9%	53.6%	57.2%	49.3%	54.5%	56.7%	38.2%
		c	c											n	
People approach us	143	53	59	31	28	35	38	54	15	26	46	46	52	122	21
	50.0%	58.4%	53.5%	36.7%	51.5%	52.3%	58.8%	48.2%	33.1%	49.6%	49.3%	55.4%	46.7%	50.4%	48.2%
		c	c			h	h								
Recruitment agencies/ Search firms	129	42	51	36	25	36	34	49	15	20	35	35	59	110	19
	45.2%	46.1%	46.8%	42.3%	44.8%	53.8%	51.4%	43.8%	33.1%	37.6%	37.7%	42.5%	53.6%	45.5%	43.4%
						h							j		
Online job boards (e.g. Monster)	125	39	51	35	26	28	28	48	20	22	33	32	59	108	17
	43.6%	42.4%	46.5%	41.2%	48.3%	42.0%	42.7%	43.3%	44.2%	41.6%	36.1%	38.7%	53.6%	44.5%	39.0%
													jk		
Social media and professional networking sites (e.g. Linked In)	101	34	44	23	18	24	20	36	15	23	24	30	47	85	16
	35.4%	37.7%	40.4%	26.6%	32.6%	36.2%	31.0%	32.0%	33.4%	44.6%	26.5%	36.4%	42.1%	35.1%	37.1%
			c										j		
Advertise externally in newspapers/ trade/ professional press	86	30	28	28	13	31	13	25	11	17	29	26	31	76	10
	30.1%	32.7%	25.4%	33.4%	23.9%	45.8%	20.3%	22.2%	24.9%	33.0%	30.9%	31.5%	28.3%	31.4%	22.6%
						d f g h									
Jobcentre Plus / Universal Jobmatch	85	30	33	22	20	22	13	22	9	21	24	25	36	73	12
	29.7%	32.6%	30.3%	25.7%	36.1%	33.1%	20.4%	19.6%	18.5%	40.0%	25.6%	30.7%	32.3%	29.9%	28.4%
					g	g				f g h					

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	May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	287	92	108	87	56	66	68	114	46	51	93	81	113	244	43
Weighted Total	286	91	110	85	55	67	65	111	46	52	92	83	111	243	43
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Talent pools and staff banks	40	13	20	7	7	10	7	11	5	12	9	9	22	37	3
	14.1%	14.7%	18.1%	8.1%	12.0%	15.3%	10.2%	10.3%	10.4%	22.6%	9.8%	10.8%	20.0%	15.4%	6.6%
			c					g		g			j		
Other	22	9	8	6	1	6	5	9	4	7	1	8	13	19	4
	7.7%	9.5%	6.9%	6.8%	1.7%	8.8%	7.4%	7.8%	8.2%	12.5%	1.0%	10.1%	11.5%	7.6%	8.2%
								d		d		j	j		

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

## Jobs Outlook - Combined

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

Base: All who use recruitment agencies

		WAVE				REGION					SIZE			SECTOR		
		Total	May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		260	90	90	80	47	68	66	112	46	33	98	67	95	206	54
Weighted Total		258	89	90	79	45	70	65	110	45	33	97	68	93	204	54
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Very satisfied	(5)	53	23	12	18	9	15	7	20	13	9	22	15	15	44	9
		20.6%	26.1%	13.6%	22.2%	20.7%	21.2%	10.2%	18.2%	29.8%	26.6%	23.0%	22.8%	16.4%	21.3%	17.5%
			b							f	f					
Fairly satisfied	(4)	136	42	50	44	21	33	38	62	24	20	47	37	52	105	31
		52.8%	47.4%	56.0%	55.1%	46.0%	47.8%	59.0%	56.7%	53.4%	59.6%	48.3%	54.6%	56.1%	51.4%	58.1%
Neither satisfied nor dissatisfied	(3)	42	11	22	9	6	15	12	17	5	4	14	11	17	33	8
		16.2%	12.4%	24.7%	11.0%	12.5%	21.9%	19.2%	15.7%	10.6%	11.3%	14.9%	15.5%	18.2%	16.4%	15.7%
				ac												
Fairly dissatisfied	(2)	13	7	3	3	3	5	3	4	1	1	10	1	2	13	-
		4.9%	7.5%	3.5%	3.5%	6.2%	7.4%	4.3%	3.4%	2.0%	2.6%	9.9%	1.3%	2.2%	6.1%	-
												kl				
Very dissatisfied	(1)	4	2	1	1	1	-	3	3	-	-	2	1	1	2	2
		1.5%	2.1%	1.1%	1.2%	2.1%	-	4.4%	2.6%	-	-	1.9%	1.5%	1.0%	1.0%	3.4%
Don't know		11	4	1	6	6	1	2	4	2	-	2	3	6	8	3
		4.1%	4.5%	1.1%	7.0%	12.4%	1.7%	2.9%	3.4%	4.2%	-	1.9%	4.4%	6.1%	3.8%	5.2%
				b		efgi										
NETS																
Net: Satisfied		189	65	62	61	30	48	45	82	37	29	69	53	67	149	41
		73.3%	73.6%	69.6%	77.3%	66.7%	69.0%	69.2%	74.9%	83.2%	86.1%	71.3%	77.3%	72.5%	72.7%	75.7%
Net: Dissatisfied		16	9	4	4	4	5	6	7	1	1	11	2	3	15	2
		6.3%	9.6%	4.6%	4.7%	8.3%	7.4%	8.7%	6.0%	2.0%	2.6%	11.8%	2.8%	3.2%	7.1%	3.4%
												kl				
Mean score		3.9	3.9	3.8	4.0	3.9	3.8	3.7	3.9	4.2	4.1	3.8	4.0	3.9	3.9	3.9
										ef	f					

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	May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		260	90	90	80	47	68	66	112	46	33	98	67	95	206	54
Weighted Total		258	89	90	79	45	70	65	110	45	33	97	68	93	204	54
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Very satisfied	(5)	54	21	16	17	8	18	5	19	14	9	23	15	15	46	8
		21.1%	24.0%	18.1%	21.2%	18.7%	25.6%	7.6%	17.6%	32.0%	26.1%	24.2%	22.8%	16.5%	22.5%	15.7%
							f			fg	f					
Fairly satisfied	(4)	141	47	48	47	21	33	40	66	26	21	49	35	56	107	34
		54.6%	52.7%	52.9%	58.6%	45.8%	48.0%	61.8%	60.1%	57.6%	62.2%	50.8%	51.7%	60.7%	52.4%	62.9%
Neither satisfied nor dissatisfied	(3)	31	8	18	5	5	9	11	13	2	4	11	9	10	23	8
		11.8%	8.8%	19.9%	6.1%	10.4%	12.6%	17.5%	12.0%	4.0%	11.7%	11.1%	13.8%	11.2%	11.3%	14.1%
				ac				h								
Fairly dissatisfied	(2)	17	7	4	6	5	5	5	7	2	-	10	3	4	16	1
		6.4%	7.6%	4.7%	7.0%	10.5%	7.5%	7.2%	5.9%	4.2%	-	10.0%	4.4%	4.2%	7.6%	1.7%
Very dissatisfied	(1)	5	3	1	1	2	2	1	1	-	-	2	2	1	5	-
		1.9%	3.4%	1.1%	1.2%	4.1%	3.0%	1.6%	.9%	-	-	1.9%	2.9%	1.2%	2.5%	-
Don't know		11	3	3	5	5	2	3	4	1	-	2	3	6	8	3
		4.2%	3.5%	3.3%	5.9%	10.4%	3.2%	4.4%	3.5%	2.2%	-	2.0%	4.5%	6.2%	3.8%	5.7%
NETS																
Net: Satisfied		195	68	64	63	29	51	45	85	40	29	73	51	72	153	42
		75.6%	76.7%	71.0%	79.8%	64.5%	73.6%	69.4%	77.7%	89.6%	88.3%	75.0%	74.4%	77.2%	74.9%	78.5%
										def	df					
Net: Dissatisfied		22	10	5	7	7	7	6	8	2	-	12	5	5	21	1
		8.4%	11.0%	5.8%	8.2%	14.6%	10.6%	8.7%	6.9%	4.2%	-	11.9%	7.3%	5.5%	10.1%	1.7%
						i									n	
Mean score		3.9	3.9	3.8	4.0	3.7	3.9	3.7	3.9	4.2	4.1	3.9	3.9	3.9	3.9	4.0
										dfg	df					

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	May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	565	194	191	180	127	130	126	223	97	85	244	151	170	465	100
Weighted Total	564	193	191	180	125	132	125	221	96	85	243	155	166	464	99
	100.0%	100.0%	100.0%	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	241	89	83	69	53	61	51	89	38	39	83	64	94	192	49
	42.8%	46.1%	43.7%	38.5%	42.2%	46.1%	40.6%	40.3%	39.8%	45.4%	34.2%	41.5%	56.7%	41.4%	49.6%
Construction	80	23	33	24	15	24	21	28	8	13	46	16	18	69	11
	14.2%	11.9%	17.5%	13.3%	12.0%	18.2%	16.7%	12.9%	7.9%	14.8%	19.1%	10.1%	10.9%	14.9%	11.1%
Drivers	93	30	29	34	17	23	29	41	11	13	41	21	31	81	12
	16.5%	15.8%	15.2%	18.7%	13.5%	17.3%	23.4%	18.4%	12.0%	14.8%	17.0%	13.6%	18.5%	17.4%	12.3%
Education	85	25	36	24	16	19	23	35	13	14	21	22	42	74	11
	15.1%	13.1%	18.8%	13.4%	12.8%	14.6%	18.2%	16.0%	13.1%	17.0%	8.4%	14.4%	25.6%	16.0%	11.1%
Engineering & technical	161	50	59	52	29	47	33	51	18	34	57	41	63	128	32
	28.5%	25.9%	30.9%	28.7%	23.4%	35.2%	26.5%	23.1%	18.7%	39.4%	23.5%	26.2%	37.9%	27.7%	32.4%
Executive recruitment / interim management	134	44	59	30	19	40	26	49	24	26	36	34	63	112	22
	23.7%	22.7%	31.1%	17.0%	15.2%	30.1%	20.5%	22.3%	24.6%	30.0%	15.0%	22.0%	38.0%	24.1%	21.8%
Health & social care	78	34	21	22	16	23	12	23	11	16	26	21	31	73	5
	13.8%	17.8%	10.9%	12.5%	12.7%	17.6%	9.8%	10.3%	11.0%	18.5%	10.7%	13.5%	18.5%	15.7%	4.7%
Hospitality	79	26	31	21	18	17	14	28	13	16	27	24	29	68	11
	13.9%	13.7%	16.4%	11.6%	14.5%	12.7%	11.4%	12.5%	14.0%	18.8%	10.9%	15.2%	17.2%	14.6%	10.9%
Industrial	59	16	21	22	15	16	14	20	6	8	24	14	21	48	11
	10.5%	8.3%	11.0%	12.3%	11.9%	12.4%	11.2%	8.9%	5.8%	9.5%	9.8%	9.4%	12.6%	10.3%	11.1%
Legal & HR	179	72	58	49	36	44	39	64	25	36	33	49	97	146	33
	31.8%	37.3%	30.5%	27.3%	28.6%	33.1%	31.4%	29.0%	25.8%	41.9%	13.8%	31.8%	58.2%	31.4%	33.6%
Life sciences	25	11	10	5	5	4	5	10	5	7	6	5	15	22	4
	4.5%	5.6%	5.0%	2.8%	3.7%	3.2%	3.9%	4.3%	4.8%	8.2%	2.4%	3.2%	8.8%	4.7%	3.8%

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	May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	565	194	191	180	127	130	126	223	97	85	244	151	170	465	100
Weighted Total	564	193	191	180	125	132	125	221	96	85	243	155	166	464	99
	100.0%	100.0%	100.0%	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	142	46	54	42	28	35	34	59	25	19	48	34	59	113	29
	25.1%	24.0%	28.2%	23.1%	22.6%	26.4%	27.4%	26.7%	25.7%	22.8%	19.9%	22.0%	35.8%	24.2%	29.3%
													jk		
Office professionals	305	113	100	92	67	73	68	117	49	48	111	92	103	253	52
	54.2%	58.6%	52.3%	51.4%	54.0%	55.1%	54.4%	52.9%	50.9%	56.4%	45.5%	59.3%	62.0%	54.5%	52.8%
												j	j		
Sales & retail	168	53	61	54	37	39	41	65	24	28	66	50	52	133	35
	29.8%	27.5%	31.9%	30.1%	29.5%	29.2%	32.7%	29.3%	24.9%	32.7%	27.3%	32.4%	31.2%	28.7%	35.1%
Technology	123	46	48	29	21	31	25	44	19	26	38	32	52	103	20
	21.8%	23.8%	25.2%	16.1%	16.9%	23.8%	19.9%	19.8%	19.8%	31.0%	15.8%	20.9%	31.4%	22.2%	19.8%
			c							dg			jk		
None	49	16	14	19	13	16	6	15	10	4	24	12	13	39	10
	8.6%	8.4%	7.2%	10.4%	10.6%	12.1%	4.5%	6.9%	10.0%	4.9%	10.1%	7.5%	7.6%	8.4%	9.6%
						f									
Average number of mentions	3.8	3.8	4.0	3.5	3.5	4.3	3.6	3.5	3.3	4.2	3.0	3.6	5.0	3.8	3.8
						dgh						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	May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	*d	e	f	g	*h	*i	j	k	l	m	*n
Unweighted Total	132	43	52	37	26	36	35	51	16	19	36	36	60	112	20
Weighted Total	129	42	51	36	25	36	34	49	15	20	35	35	59	110	19
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Accounting and financial services	40	12	12	16	11	11	10	14	5	3	5	9	26	37	3
	30.8%	29.8%	22.8%	43.3%	45.8%	31.0%	28.5%	29.5%	31.8%	14.7%	14.0%	24.7%	44.2%	33.5%	14.6%
			b										j		
Construction	17	6	7	5	2	7	5	7	2	2	5	5	8	14	3
	13.4%	13.7%	13.5%	13.1%	7.6%	19.4%	14.3%	13.7%	12.2%	9.2%	13.5%	14.2%	13.0%	13.1%	15.7%
Drivers	17	7	6	5	5	8	2	3	1	2	5	2	10	14	3
	13.2%	16.0%	10.8%	13.3%	18.9%	21.3%	5.7%	5.8%	6.1%	9.3%	13.8%	5.2%	17.6%	12.9%	14.7%
						g									
Education	21	8	9	4	5	8	4	5	1	3	-	5	16	21	-
	16.0%	19.0%	17.2%	10.6%	19.2%	23.4%	11.3%	9.6%	6.1%	14.0%	-	14.2%	26.4%	18.7%	-
												j	j		
Engineering & technical	29	7	14	8	6	9	9	10	1	5	6	7	17	25	4
	22.5%	16.6%	27.8%	21.6%	23.3%	25.1%	26.0%	19.7%	5.8%	23.4%	16.0%	19.2%	28.2%	23.0%	19.4%
Executive recruitment / interim management	18	5	11	2	3	7	3	6	3	3	3	2	13	18	-
	14.0%	12.1%	21.6%	5.4%	11.9%	18.3%	8.7%	11.8%	18.6%	14.1%	8.4%	5.5%	22.3%	16.4%	-
			c										k		
Health & social care	15	7	6	2	3	7	1	2	1	4	3	1	11	13	2
	11.6%	17.0%	11.6%	5.4%	11.4%	18.3%	2.8%	3.8%	6.1%	18.8%	8.0%	2.8%	18.9%	11.9%	9.5%
						fg							k		
Hospitality	18	9	3	6	2	3	5	6	1	7	2	5	11	16	2
	13.9%	20.9%	6.2%	16.7%	7.4%	9.0%	14.2%	11.7%	6.3%	36.2%	6.0%	14.0%	18.5%	14.4%	10.9%
		b													
Industrial	21	6	9	7	6	6	8	8	-	2	3	7	11	17	4
	16.2%	13.8%	16.8%	18.3%	22.8%	16.4%	22.8%	15.7%	-	9.3%	8.1%	19.6%	19.0%	15.6%	20.2%
Legal & HR	32	13	13	7	7	9	10	13	4	4	4	10	19	31	2
	25.1%	30.2%	25.1%	19.0%	26.9%	23.7%	28.7%	27.5%	24.8%	19.5%	10.9%	28.4%	31.4%	27.7%	10.0%
													j		
Life sciences	10	4	4	2	1	2	3	4	1	3	1	5	4	10	-
	7.6%	9.5%	7.3%	5.7%	3.8%	5.9%	8.7%	7.9%	6.2%	14.7%	2.9%	14.0%	6.6%	8.9%	-

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

## Jobs Outlook - Combined

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

#### Temporary agency workers

Base: All who recruit temporary agency workers

		WAVE			REGION						SIZE			SECTOR	
	Total	May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	*d	e	f	g	*h	*i	j	k	l	m	*n
Unweighted Total	132	43	52	37	26	36	35	51	16	19	36	36	60	112	20
Weighted Total	129	42	51	36	25	36	34	49	15	20	35	35	59	110	19
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Marketing, media & creative	28	9	11	8	6	11	4	9	5	3	4	7	17	28	-
	21.4%	21.1%	21.5%	21.6%	23.5%	29.1%	11.5%	17.6%	30.9%	14.2%	11.4%	19.0%	28.8%	25.1%	-
											j				
Office professionals	60	22	23	15	12	17	15	24	8	7	12	19	29	54	6
	46.6%	52.9%	43.8%	43.1%	49.9%	47.5%	45.9%	48.9%	55.7%	34.7%	35.8%	52.8%	49.1%	49.3%	30.4%
Sales & retail	21	8	6	8	7	4	6	9	3	2	7	6	9	20	1
	16.2%	18.6%	10.9%	21.2%	26.8%	11.2%	17.3%	17.6%	18.5%	8.9%	19.4%	16.2%	14.4%	18.2%	4.7%
Technology	20	7	6	7	3	8	5	8	3	1	3	5	12	20	-
	15.3%	16.4%	12.1%	18.7%	11.6%	23.4%	14.4%	15.7%	18.5%	4.3%	8.4%	13.7%	20.3%	17.9%	-
None	18	6	6	6	4	6	3	6	3	3	9	4	6	15	4
	14.1%	14.4%	12.6%	16.1%	14.9%	16.5%	8.4%	11.7%	18.9%	14.9%	25.3%	11.3%	9.3%	13.3%	19.1%
											l				
Average number of mentions	3.3	3.6	3.1	3.3	3.7	3.9	2.8	2.9	3.1	2.9	2.4	3.0	4.0	3.5	1.9

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	515 100.0%	- -	- -	- -	- -	- -	- -	- -	- -	- -	515 100.0%
Four to twelve months	515 100.0%	- -	- -	- -	- -	- -	- -	- -	- -	- -	515 100.0%

## 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	515 100.0%	-
Four to twelve months	515 100.0%	-

## 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	May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		518	179	178	161	114	114	121	209	88	81	219	142	157	427	91
Weighted Total		515	177	177	161	112	116	119	206	87	81	218	143	153	425	90
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Increase slightly	(4)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Stay the same	(3)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Decrease slightly	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																
Net: Increase		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
No response		515	177	177	161	112	116	119	206	87	81	218	143	153	425	90
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Mean score		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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



## 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	May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		518	179	178	161	114	114	121	209	88	81	219	142	157	427	91
Weighted Total		515	177	177	161	112	116	119	206	87	81	218	143	153	425	90
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Increase slightly	(4)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Stay the same	(3)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Decrease slightly	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																
Net: Increase		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
No response		515	177	177	161	112	116	119	206	87	81	218	143	153	425	90
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Mean score		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

## 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	241 100.0%	2 .8%	22 9.1%	206 85.2%	6 2.5%	- -	6 2.4%	24 9.9%	6 2.5%	230 95.1%	3.1
Construction	80 100.0%	1 1.1%	20 25.4%	53 66.4%	- -	- -	6 7.1%	21 26.5%	- -	74 92.9%	3.3
Drivers	93 100.0%	3 3.5%	24 25.8%	61 65.4%	1 1.2%	1 1.0%	3 3.1%	27 29.2%	2 2.2%	88 94.6%	3.3
Education	85 100.0%	2 2.3%	16 19.4%	52 61.5%	6 6.9%	- -	8 9.9%	18 21.7%	6 6.9%	71 83.2%	3.2
Engineering & technical	161 100.0%	5 3.0%	32 19.7%	113 70.1%	2 1.2%	1 .6%	9 5.3%	37 22.7%	3 1.8%	149 92.8%	3.2
Executive recruitment / interim management	134 100.0%	2 1.5%	17 12.5%	110 82.4%	- -	2 1.6%	3 2.1%	19 14.0%	2 1.6%	129 96.4%	3.1
Health & social care	78 100.0%	4 4.9%	16 20.1%	52 66.6%	2 2.4%	- -	5 6.0%	19 25.0%	2 2.4%	71 91.6%	3.3
Hospitality	79 100.0%	1 1.4%	14 18.1%	56 70.7%	5 6.1%	- -	3 3.6%	15 19.6%	5 6.1%	71 90.3%	3.2
Industrial	59 100.0%	3 4.7%	14 23.2%	39 65.8%	1 1.6%	- -	3 4.7%	17 27.9%	1 1.6%	55 93.7%	3.3
Legal & HR	179 100.0%	1 .5%	23 13.0%	144 80.5%	4 2.3%	- -	7 3.8%	24 13.5%	4 2.3%	168 94.0%	3.1
Life sciences	25 100.0%	2 7.6%	2 7.7%	18 69.5%	1 4.3%	- -	3 10.9%	4 15.2%	1 4.3%	22 84.8%	3.2
Marketing, media & creative	142 100.0%	2 1.3%	20 14.0%	109 77.1%	2 1.5%	1 .7%	8 5.3%	22 15.4%	3 2.1%	131 92.5%	3.1
Office professionals	305 100.0%	3 .9%	52 17.1%	232 76.0%	5 1.6%	3 1.0%	10 3.4%	55 18.0%	8 2.6%	287 94.0%	3.2
Sales & retail	168 100.0%	4 2.4%	37 22.3%	110 65.7%	9 5.1%	1 .6%	7 4.0%	42 24.7%	10 5.7%	152 90.3%	3.2
Technology	123 100.0%	2 1.5%	22 17.9%	88 72.0%	3 2.5%	1 .8%	7 5.4%	24 19.4%	4 3.3%	112 91.3%	3.2
Average (response based including bases)	1952 100.0%	36 1.8%	332 17.0%	1443 73.9%	46 2.4%	10 .5%	85 4.4%	368 18.8%	56 2.9%	1811 92.8%	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	May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public	
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n	
Unweighted Total		1971	687	713	571	409	484	443	735	292	343	664	519	788	1625	346	
Weighted Total		1952	679	704	569	391	496	435	723	287	342	664	519	769	1615	337	
		100.0%	100.0%	100.0%	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)	36	8	23	5	11	10	8	8	-	7	8	9	19	33	3
		1.8%	1.1%	3.3%	.9%	2.9%	2.1%	1.8%	1.1%	-	1.9%	1.2%	1.8%	2.4%	2.1%	.9%	
				ac		gh	h	h	h	h	h						
Increase slightly		(4)	332	125	134	72	69	88	73	127	54	48	124	83	125	280	52
		17.0%	18.4%	19.0%	12.7%	17.6%	17.6%	16.7%	17.6%	18.8%	14.1%	18.7%	15.9%	16.2%	17.3%	15.4%	
			c	c													
Stay same		(3)	1443	515	474	454	274	360	330	545	215	264	507	394	542	1168	275
		73.9%	75.8%	67.4%	79.7%	69.9%	72.6%	75.8%	75.5%	75.0%	77.2%	76.4%	75.9%	70.5%	72.3%	81.5%	
			b		b				d	d	d	l	l			m	
Decrease slightly		(2)	46	13	20	13	10	9	9	14	5	14	16	12	19	40	7
		2.4%	2.0%	2.8%	2.3%	2.5%	1.8%	2.1%	2.0%	1.7%	4.0%	2.3%	2.3%	2.4%	2.5%	2.0%	
										g							
Decrease greatly		(1)	10	1	1	8	1	7	-	2	2	-	8	1	1	9	1
		.5%	.2%	.2%	1.4%	.3%	1.4%	-	.3%	.7%	-	1.2%	.2%	.1%	.6%	.3%	
					ab		fgi					l					
Don't know			85	17	51	17	27	22	16	27	11	9	1	20	64	85	-
		4.4%	2.5%	7.3%	3.0%	6.9%	4.5%	3.6%	3.7%	3.9%	2.7%	.1%	3.9%	8.3%	5.3%	-	
				ac		fgi							j	jk	n		
NETS																	
Net: Increase		368	133	157	77	80	98	81	135	54	55	133	92	143	313	55	
		18.8%	19.6%	22.4%	13.6%	20.5%	19.7%	18.5%	18.6%	18.8%	16.1%	20.0%	17.7%	18.6%	19.4%	16.2%	
			c	c													
Net: Decrease		56	14	21	21	11	16	9	16	7	14	23	13	20	49	8	
		2.9%	2.1%	3.0%	3.7%	2.7%	3.2%	2.1%	2.2%	2.3%	4.0%	3.5%	2.5%	2.6%	3.0%	2.3%	
Net: Increase + Stay the same		1811	648	632	531	354	458	410	680	269	319	639	486	685	1481	329	
		92.8%	95.4%	89.8%	93.3%	90.4%	92.3%	94.3%	94.1%	93.8%	93.2%	96.4%	93.6%	89.1%	91.7%	97.7%	
			b		b			d	d			kl	l			m	
Mean score		3.2	3.2	3.2	3.1	3.2	3.2	3.2	3.2	3.2	3.1	3.2	3.2	3.2	3.2	3.1	
			c	c													

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	May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		243	90	85	68	54	59	52	91	39	39	82	65	96	193	50
Weighted Total		241	89	83	69	53	61	51	89	38	39	83	64	94	192	49
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	2	-	2	-	1	-	1	1	-	-	-	1	1	2	-
		.8%	-	2.4%	-	1.8%	-	2.0%	1.2%	-	-	-	1.6%	1.0%	1.0%	-
Increase slightly	(4)	22	6	7	9	3	9	5	9	4	2	9	3	10	18	4
		9.1%	7.3%	8.3%	12.5%	5.5%	14.2%	9.2%	9.5%	9.9%	5.0%	10.6%	5.0%	10.6%	9.5%	7.5%
Stay same	(3)	206	79	69	58	45	50	43	77	34	34	73	58	74	160	46
		85.2%	88.5%	82.3%	84.5%	85.4%	82.5%	84.9%	86.1%	87.7%	87.2%	88.2%	90.2%	79.1%	83.3%	92.5%
Decrease slightly	(2)	6	2	2	2	1	1	2	2	-	2	1	2	3	6	-
		2.5%	2.1%	2.5%	3.0%	1.8%	1.8%	3.8%	2.2%	-	5.2%	1.1%	3.2%	3.2%	3.1%	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		6	2	4	-	3	1	-	1	1	1	-	-	6	6	-
		2.4%	2.1%	4.6%	-	5.5%	1.5%	-	1.0%	2.4%	2.5%	-	-	6.1% jk	3.0%	-
NETS																
Net: Increase		24	6	9	9	4	9	6	10	4	2	9	4	11	20	4
		9.9%	7.3%	10.7%	12.5%	7.2%	14.2%	11.3%	10.7%	9.9%	5.0%	10.6%	6.6%	11.6%	10.5%	7.5%
Net: Decrease		6	2	2	2	1	1	2	2	-	2	1	2	3	6	-
		2.5%	2.1%	2.5%	3.0%	1.8%	1.8%	3.8%	2.2%	-	5.2%	1.1%	3.2%	3.2%	3.1%	-
Net: Increase + Stay the same		230	85	77	67	49	59	49	86	37	36	82	62	85	180	49
		95.1%	95.8%	92.9%	97.0%	92.6%	96.7%	96.2%	96.8%	97.6%	92.3%	98.9% l	96.8%	90.7%	93.9%	100.0%
Mean score		3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.0	3.1	3.1	3.1	3.1	3.1

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

## Jobs Outlook - Combined

### 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		May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	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	24	34	25	16	24	22	30	8	13	48	16	19	71	12
Weighted Total	80	23	33	24	15	24	21	28	8	13	46	16	18	69	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)	1	1	-	-	-	-	-	-	1	-	1	-	1	-
	1.1%	-	2.5%	-	-	-	-	-	-	6.7%	-	5.4%	-	1.2%	-
Increase slightly	(4)	20	9	5	4	7	7	8	1	2	12	6	3	19	2
	25.4%	29.3%	26.9%	19.7%	25.4%	29.8%	32.0%	26.8%	12.4%	14.2%	25.3%	37.5%	15.3%	26.9%	16.6%
Stay same	(3)	53	15	20	9	15	14	20	6	9	35	8	11	44	9
	66.4%	66.7%	59.2%	76.2%	61.5%	62.5%	68.0%	70.0%	75.5%	71.5%	74.7%	51.0%	58.5%	63.7%	83.4%
Decrease slightly	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	6	1	4	1	2	2	-	1	1	1	-	1	5	6	-
	7.1%	4.0%	11.4%	4.1%	13.1%	7.8%	-	3.2%	12.1%	7.6%	-	6.1%	26.2%	8.3%	-
<b>NETS</b>															
Net: Increase	21	7	10	5	4	7	7	8	1	3	12	7	3	19	2
	26.5%	29.3%	29.4%	19.7%	25.4%	29.8%	32.0%	26.8%	12.4%	21.0%	25.3%	42.9%	15.3%	28.1%	16.6%
Net: Decrease	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same	74	22	30	23	13	22	21	28	7	12	46	15	13	63	11
	92.9%	96.0%	88.6%	95.9%	86.9%	92.2%	100.0%	96.8%	87.9%	92.4%	100.0%	93.9%	73.8%	91.7%	100.0%
Mean score	3.3	3.3	3.4	3.2	3.3	3.3	3.3	3.3	3.1	3.3	3.3	3.5	3.2	3.3	3.2

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

## Jobs Outlook - Combined

### Q10\_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		May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	*d	*e	f	g	*h	*i	j	*k	l	m	*n
Unweighted Total	95	31	30	34	18	23	30	41	11	13	41	22	32	82	13
Weighted Total	93	30	29	34	17	23	29	41	11	13	41	21	31	81	12
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	3	1	2	1	2	-	-	-	-	1	-	2	3	-
	3.5%	3.8%	7.1%	-	5.6%	10.0%	-	-	-	-	2.7%	-	6.8%	4.0%	-
Increase slightly	(4)	24	10	5	5	3	11	12	1	4	9	8	8	20	4
	25.8%	31.6%	16.3%	28.7%	27.8%	13.1%	38.6%	30.2%	9.1%	31.6%	20.7%	36.1%	25.6%	25.1%	30.3%
Stay same	(3)	61	20	18	9	16	17	26	9	9	30	11	20	52	8
	65.4%	64.6%	62.6%	68.4%	55.3%	72.0%	58.0%	64.9%	82.5%	68.4%	71.5%	54.5%	64.5%	64.7%	69.7%
Decrease slightly	(2)	1	-	1	-	1	-	-	-	-	1	-	-	1	-
	1.2%	-	3.9%	-	-	4.9%	-	-	-	-	2.7%	-	-	1.4%	-
Decrease greatly	(1)	1	-	1	-	-	-	1	1	-	1	-	-	1	-
	1.0%	-	-	2.9%	-	-	-	2.4%	8.4%	-	2.3%	-	-	1.2%	-
Don't know		3	-	3	2	-	1	1	-	-	-	2	1	3	-
	3.1%	-	10.0%	-	11.3%	-	3.5%	2.5%	-	-	-	9.4%	3.1%	3.6%	-
<b>NETS</b>															
Net: Increase	27	11	7	10	6	5	11	12	1	4	10	8	10	24	4
	29.2%	35.4%	23.5%	28.7%	33.5%	23.1%	38.6%	30.2%	9.1%	31.6%	23.4%	36.1%	32.4%	29.1%	30.3%
Net: Decrease	2	-	1	1	-	1	-	1	1	-	2	-	-	2	-
	2.2%	-	3.9%	2.9%	-	4.9%	-	2.4%	8.4%	-	5.1%	-	-	2.6%	-
Net: Increase + Stay the same	88	30	25	33	15	22	28	39	11	13	39	19	30	76	12
	94.6%	100.0%	86.1%	97.1%	88.7%	95.1%	96.5%	95.1%	91.6%	100.0%	94.9%	90.6%	96.9%	93.8%	100.0%
Mean score	3.3	3.4	3.3	3.2	3.4	3.3	3.4	3.3	2.9	3.3	3.2	3.4	3.4	3.3	3.3

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

## Jobs Outlook - Combined

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

#### Education

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

			WAVE			REGION					SIZE			SECTOR		
		Total	May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	b	*c	*d	*e	*f	g	*h	*i	*j	*k	l	m	*n
Unweighted Total		86	26	36	24	17	19	23	36	13	14	21	21	44	75	11
Weighted Total		85	25	36	24	16	19	23	35	13	14	21	22	42	74	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)	2	-	2	-	1	-	-	-	1	-	1	1	2	-
			2.3%	-	5.6%	-	5.9%	-	-	-	5.9%	-	3.8%	2.7%	2.7%	-
Increase slightly		(4)	16	5	9	3	1	7	12	5	1	4	3	10	16	1
			19.4%	18.7%	24.9%	11.8%	18.1%	5.0%	30.1%	33.1%	38.5%	19.2%	13.0%	22.8%	21.0%	8.1%
Stay same		(3)	52	20	15	17	9	12	12	20	8	14	15	24	44	8
			61.5%	77.4%	42.9%	72.5%	58.3%	63.9%	53.6%	56.5%	61.5%	66.5%	66.3%	56.5%	59.5%	74.8%
Decrease slightly		(2)	6	1	4	1	1	2	2	-	1	3	-	3	4	2
			6.9%	3.9%	10.9%	4.0%	5.9%	10.8%	8.1%	5.2%	6.9%	14.3%	-	7.0%	5.4%	17.1%
Decrease greatly		(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know			8	-	6	3	3	3	2	2	-	-	4	5	8	-
			9.9%	-	15.6%	11.7%	17.7%	14.3%	8.2%	5.3%	6.6%	-	16.8%	11.0%	11.4%	-
NETS																
Net: Increase			18	5	11	3	3	2	7	12	5	4	4	11	18	1
			21.7%	18.7%	30.5%	11.8%	18.1%	10.9%	30.1%	33.1%	38.5%	19.2%	16.8%	25.5%	23.7%	8.1%
Net: Decrease			6	1	4	1	1	2	2	-	1	3	-	3	4	2
			6.9%	3.9%	10.9%	4.0%	5.9%	10.8%	8.1%	5.2%	6.9%	14.3%	-	7.0%	5.4%	17.1%
Net: Increase + Stay the same			71	24	26	20	12	15	19	32	13	18	19	35	62	9
			83.2%	96.1%	73.5%	84.2%	76.4%	74.9%	83.7%	89.5%	100.0%	85.7%	83.2%	82.0%	83.2%	82.9%
Mean score			3.2	3.1	3.3	3.1	3.1	3.1	3.2	3.3	3.4	3.0	3.2	3.2	3.2	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	May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		163	51	60	52	31	46	34	53	19	33	58	41	64	129	34
Weighted Total		161	50	59	52	29	47	33	51	18	34	57	41	63	128	32
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	5	1	4	-	1	-	4	4	-	-	2	1	2	5	-
		3.0%	1.8%	6.7%	-	3.2%	-	11.8% ei	7.6%	-	-	3.4%	2.4%	3.1%	3.8%	-
Increase slightly	(4)	32	14	14	4	6	12	6	9	4	5	15	5	12	25	7
		19.7%	27.9%	23.2%	7.8%	20.1%	24.8%	16.9%	18.2%	20.6%	14.7%	26.6%	12.1%	18.4%	19.5%	20.7%
Stay same	(3)		c	c												
		113	32	37	44	20	32	21	34	13	26	38	31	44	88	25
		70.1%	64.6%	61.9%	84.8% ab	70.0%	69.1%	62.7%	66.8%	74.3%	76.7%	66.6%	76.0%	69.5%	68.6%	76.2%
Decrease slightly	(2)	2	2	-	-	-	-	-	-	-	2	1	1	-	1	1
		1.2%	3.9%	-	-	-	-	-	-	-	5.8%	1.7%	2.3%	-	.7%	3.1%
Decrease greatly	(1)	1	-	-	1	-	1	-	-	-	-	1	-	-	1	-
		.6%	-	-	1.9%	-	2.1%	-	-	-	-	1.7%	-	-	.8%	-
Don't know		9	1	5	3	2	2	3	4	1	1	-	3	6	9	-
		5.3%	1.8%	8.2%	5.5%	6.7%	4.0%	8.7%	7.4%	5.1%	2.9%	-	7.1% j	9.0% j	6.7%	-
NETS																
Net: Increase		37	15	18	4	7	12	10	13	4	5	17	6	14	30	7
		22.7%	29.7% c	29.9% c	7.8%	23.3%	24.8%	28.6%	25.8%	20.6%	14.7%	29.9%	14.6%	21.5%	23.2%	20.7%
Net: Decrease		3	2	-	1	-	1	-	-	-	2	2	1	-	2	1
		1.8%	3.9%	-	1.9%	-	2.1%	-	-	-	5.8%	3.5%	2.3%	-	1.5%	3.1%
Net: Increase + Stay the same		149	47	54	48	27	44	30	47	17	31	55	37	57	118	31
		92.8%	94.3%	91.8%	92.6%	93.3%	93.9%	91.3%	92.6%	94.9%	91.4%	96.5%	90.6%	91.0%	91.8%	96.9%
Mean score		3.2	3.3	3.4	3.0	3.3	3.2	3.4	3.4	3.2	3.1	3.3	3.2	3.3	3.3	3.2
			c	c				i	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	May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	*d	e	*f	g	*h	*i	j	k	l	m	*n
Unweighted Total		133	43	59	31	20	38	26	50	24	25	36	33	64	111	22
Weighted Total		134	44	59	30	19	40	26	49	24	26	36	34	63	112	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	-	2	-	1	-	1	1	-	-	-	1	1	2	-
		1.5%	-	3.3%	-	5.0%	-	4.0%	2.1%	-	-	-	3.0%	1.5%	1.8%	-
Increase slightly	(4)	17	8	9	-	2	8	-	4	4	3	8	3	6	16	1
		12.5%	18.5%	14.5%	-	10.4%	19.0%	-	7.5%	15.7%	13.7%	21.6%	8.3%	9.5%	14.1%	4.1%
			c	c												
Stay same	(3)	110	35	46	30	15	29	25	44	19	22	28	30	52	89	21
		82.4%	79.4%	77.2%	96.8% ab	79.7%	73.5%	96.0%	88.5%	80.5%	86.3%	75.7%	88.7%	82.8%	79.8%	95.9%
Decrease slightly	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Decrease greatly	(1)	2	-	1	1	-	2	-	-	-	-	1	-	1	2	-
		1.6%	-	1.9%	3.2%	-	5.3%	-	-	-	-	2.7%	-	1.8%	1.9%	-
Don't know		3	1	2	-	1	1	-	1	1	-	-	-	3	3	-
		2.1%	2.1%	3.1%	-	5.0%	2.3%	-	1.9%	3.9%	-	-	-	4.4%	2.5%	-
NETS																
Net: Increase		19	8	11	-	3	8	1	5	4	3	8	4	7	18	1
		14.0%	18.5% c	17.8% c	-	15.4%	19.0%	4.0%	9.6%	15.7%	13.7%	21.6%	11.3%	11.0%	15.9%	4.1%
Net: Decrease		2	-	1	1	-	2	-	-	-	-	1	-	1	2	-
		1.6%	-	1.9%	3.2%	-	5.3%	-	-	-	-	2.7%	-	1.8%	1.9%	-
Net: Increase + Stay the same		129	43	56	30	18	37	26	48	23	26	36	34	59	107	22
		96.4%	97.9%	95.0%	96.8%	95.0%	92.5%	100.0%	98.1%	96.1%	100.0%	97.3%	100.0%	93.8%	95.7%	100.0%
Mean score		3.1	3.2 c	3.2 c	2.9	3.2	3.1	3.1	3.1	3.2	3.1	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

### 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	May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	l	m	*n
Unweighted Total		79	35	21	23	17	22	13	24	11	16	27	21	31	74	5
Weighted Total		78	34	21	22	16	23	12	23	11	16	26	21	31	73	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)	4	2	1	1	1	-	2	2	-	1	-	2	2	4	-
		4.9%	5.5%	4.5%	4.2%	6.0%	-	15.3%	8.2%	-	6.0%	-	9.0%	6.2%	5.2%	-
Increase slightly	(4)	16	5	7	4	3	5	1	2	1	6	3	7	6	14	2
		20.1%	14.1%	33.4%	17.0%	17.7%	22.9%	7.6%	8.5%	9.5%	35.2%	10.2%	32.1%	20.3%	18.9%	38.4%
Stay same	(3)	52	26	12	14	12	16	8	14	7	9	22	11	18	49	3
		66.6%	75.1%	57.8%	61.9%	76.3%	69.1%	61.8%	62.8%	63.9%	58.8%	86.3%	54.3%	58.4%	66.9%	61.6%
Decrease slightly	(2)	2	1	-	1	-	-	1	2	1	-	1	-	1	2	-
		2.4%	2.7%	-	4.2%	-	-	7.6%	8.1%	8.7%	-	3.5%	-	3.0%	2.5%	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		5	1	1	3	-	2	1	3	2	-	-	1	4	5	-
		6.0%	2.7%	4.3%	12.8%	-	8.0%	7.6%	12.4%	17.9%	-	-	4.7%	12.1%	6.4%	-
NETS																
Net: Increase		19	7	8	5	4	5	3	4	1	7	3	9	8	18	2
		25.0%	19.6%	37.9%	21.1%	23.7%	22.9%	23.0%	16.7%	9.5%	41.2%	10.2%	41.0%	26.5%	24.1%	38.4%
Net: Decrease		2	1	-	1	-	-	1	2	1	-	1	-	1	2	-
		2.4%	2.7%	-	4.2%	-	-	7.6%	8.1%	8.7%	-	3.5%	-	3.0%	2.5%	-
Net: Increase + Stay the same		71	33	20	19	16	21	10	18	8	16	25	20	26	67	5
		91.6%	94.6%	95.7%	83.0%	100.0%	92.0%	84.8%	79.5%	73.3%	100.0%	96.5%	95.3%	84.9%	91.0%	100.0%
Mean score		3.3	3.2	3.4	3.2	3.3	3.2	3.3	3.2	3.0	3.5	3.1	3.5	3.3	3.3	3.4

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		May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	*n
Unweighted Total	78	26	31	21	18	16	14	28	14	16	27	22	29	68	10
Weighted Total	79	26	31	21	18	17	14	28	13	16	27	24	29	68	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)	1	1	-	-	1	-	-	-	-	1	-	-	1	-
	1.4%	-	3.6%	-	-	6.7%	-	-	-	-	4.3%	-	-	1.7%	-
Increase slightly	(4)	14	8	2	1	3	3	6	3	4	1	5	8	12	2
	18.1%	15.3%	26.2%	9.6%	5.7%	19.7%	20.6%	20.9%	21.3%	25.6%	3.5%	21.6%	28.8%	17.8%	20.1%
Stay same	(3)	56	17	17	13	11	11	20	9	11	21	18	17	47	9
	70.7%	81.2%	55.0%	81.1%	73.0%	68.1%	79.4%	72.2%	64.7%	68.4%	77.8%	78.4%	57.9%	69.3%	79.9%
Decrease slightly	(2)	5	2	2	3	-	-	2	2	-	4	-	1	5	-
	6.1%	3.5%	6.2%	9.3%	16.1%	-	-	6.8%	14.1%	-	14.4%	-	3.4%	7.1%	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	3	-	3	-	1	1	-	-	-	1	-	-	3	3	-
	3.6%	-	9.0%	-	5.2%	5.4%	-	-	-	6.0%	-	-	9.9%	4.1%	-
<b>NETS</b>															
Net: Increase	15	4	9	2	1	4	3	6	3	4	2	5	8	13	2
	19.6%	15.3%	29.8%	9.6%	5.7%	26.5%	20.6%	20.9%	21.3%	25.6%	7.8%	21.6%	28.8%	19.5%	20.1%
Net: Decrease	5	1	2	2	3	-	-	2	2	-	4	-	1	5	-
	6.1%	3.5%	6.2%	9.3%	16.1%	-	-	6.8%	14.1%	-	14.4%	-	3.4%	7.1%	-
Net: Increase + Stay the same	71	26	27	19	14	16	14	26	12	15	23	24	25	60	11
	90.3%	96.5%	84.8%	90.7%	78.7%	94.6%	100.0%	93.2%	85.9%	94.0%	85.6%	100.0%	86.8%	88.8%	100.0%
Mean score	3.2	3.1	3.3	3.0	2.9	3.4	3.2	3.1	3.1	3.3	3.0	3.2	3.3	3.1	3.2

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	May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	*n
Unweighted Total		60	17	21	22	16	17	14	19	5	8	23	15	22	48	12
Weighted Total		59	16	21	22	15	16	14	20	6	8	24	14	21	48	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	1	-	2	-	-	-	-	1	1	1	1	1	2
		4.7%	11.6%	4.5%	-	12.3%	-	-	-	-	11.9%	3.8%	6.6%	4.5%	2.0%	16.8%
Increase slightly	(4)	14	4	6	4	4	5	2	3	1	2	1	7	6	12	2
		23.2%	24.5%	27.9%	17.8%	25.9%	30.2%	13.6%	14.3%	15.9%	26.0%	4.3%	47.6%	27.7%	24.6%	17.1%
Stay same	(3)	39	8	12	18	9	11	11	15	4	4	22	7	10	33	6
		65.8%	52.4%	58.7%	82.2%	61.8%	64.3%	79.8%	76.4%	67.7%	50.3%	91.9%	45.8%	50.1%	67.6%	57.7%
Decrease slightly	(2)	1	1	-	-	-	-	1	1	-	-	-	-	1	-	1
		1.6%	5.8%	-	-	-	-	6.6%	4.7%	-	-	-	-	4.4%	-	8.4%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		3	1	2	-	-	1	-	1	1	1	-	-	3	3	-
		4.7%	5.7%	8.9%	-	-	5.5%	-	4.7%	16.3%	11.9%	-	-	13.3%	5.8%	-
NETS																
Net: Increase		17	6	7	4	6	5	2	3	1	3	2	8	7	13	4
		27.9%	36.1%	32.4%	17.8%	38.2%	30.2%	13.6%	14.3%	15.9%	37.8%	8.1%	54.2%	32.2%	26.6%	33.9%
Net: Decrease		1	1	-	-	-	-	1	1	-	-	-	-	1	-	1
		1.6%	5.8%	-	-	-	-	6.6%	4.7%	-	-	-	-	4.4%	-	8.4%
Net: Increase + Stay the same		55	14	19	22	15	15	13	18	5	7	24	14	17	45	10
		93.7%	88.5%	91.1%	100.0%	100.0%	94.5%	93.4%	90.6%	83.7%	88.1%	100.0%	100.0%	82.3%	94.2%	91.6%
Mean score		3.3	3.4	3.4	3.2	3.5	3.3	3.1	3.1	3.2	3.6	3.1	3.6	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

**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	May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		181	73	59	49	37	42	41	66	25	36	33	49	99	147	34
Weighted Total		179	72	58	49	36	44	39	64	25	36	33	49	97	146	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%	-	1.6%	-	2.6%	-	-	-	-	-	-	-	1.0%	.6%	-
Increase slightly	(4)	23	12	5	7	6	5	5	10	5	3	6	8	10	18	5
		13.0%	16.3%	8.2%	13.8%	15.6%	11.5%	12.6%	15.2%	19.2%	8.1%	16.9%	15.8%	10.2%	12.6%	14.4%
Stay same	(3)	144	55	48	41	26	37	32	51	19	30	28	38	78	116	29
		80.5%	77.1%	81.7%	84.0%	73.5%	83.8%	82.4%	80.3%	77.1%	83.5%	83.1%	78.0%	80.8%	79.3%	85.6%
Decrease slightly	(2)	4	2	1	1	-	1	1	1	-	2	-	2	2	4	-
		2.3%	2.6%	1.9%	2.2%	-	2.6%	2.4%	1.5%	-	5.7%	-	4.1%	2.1%	2.8%	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		7	3	4	-	3	1	1	2	1	1	-	1	6	7	-
		3.8%	4.1%	6.6%	-	8.2%	2.1%	2.6%	3.0%	3.7%	2.7%	-	2.1%	5.9%	4.6%	-
NETS																
Net: Increase		24	12	6	7	7	5	5	10	5	3	6	8	11	19	5
		13.5%	16.3%	9.8%	13.8%	18.3%	11.5%	12.6%	15.2%	19.2%	8.1%	16.9%	15.8%	11.2%	13.3%	14.4%
Net: Decrease		4	2	1	1	-	1	1	1	-	2	-	2	2	4	-
		2.3%	2.6%	1.9%	2.2%	-	2.6%	2.4%	1.5%	-	5.7%	-	4.1%	2.1%	2.8%	-
Net: Increase + Stay the same		168	67	53	48	33	42	37	61	24	33	33	46	89	135	33
		94.0%	93.3%	91.5%	97.8%	91.8%	95.4%	95.0%	95.5%	96.3%	91.6%	100.0%	93.8%	92.0%	92.6%	100.0%
Mean score		3.1	3.1	3.1	3.1	3.2	3.1	3.1	3.1	3.2	3.0	3.2	3.1	3.1	3.1	3.1

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

## Jobs Outlook - Combined

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

#### Life sciences

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

		WAVE				REGION						SIZE			SECTOR	
		Total	May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	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	11	10	5	5	4	5	10	5	7	6	5	15	22	4
Weighted Total		25	11	10	5	5	4	5	10	5	7	6	5	15	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%
Increase greatly	(5)	2	1	1	-	1	-	-	-	-	1	-	-	2	2	-
		7.6%	9.1%	9.9%	-	20.3%	-	-	-	-	14.1%	-	-	13.2%	8.9%	-
Increase slightly	(4)	2	1	1	-	1	-	1	1	-	-	1	-	1	2	-
		7.7%	9.3%	9.9%	-	20.3%	-	20.3%	10.4%	-	-	16.9%	-	6.5%	9.0%	-
Stay same	(3)	18	8	6	4	2	3	4	8	4	5	5	4	9	14	4
		69.5%	73.0%	60.7%	78.7%	39.0%	78.3%	79.7%	80.0%	80.3%	70.3%	83.1%	77.8%	61.3%	64.3%	100.0%
Decrease slightly	(2)	1	-	-	1	-	-	-	-	-	1	-	1	-	1	-
		4.3%	-	-	21.3%	-	-	-	-	-	15.6%	-	22.2%	-	5.0%	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		3	1	2	-	1	1	-	1	1	-	-	-	3	3	-
		10.9%	8.6%	19.5%	-	20.3%	21.7%	-	9.6%	19.7%	-	-	-	19.0%	12.8%	-
NETS																
Net: Increase		4	2	2	-	2	-	1	1	-	1	1	-	3	4	-
		15.2%	18.4%	19.9%	-	40.7%	-	20.3%	10.4%	-	14.1%	16.9%	-	19.7%	17.9%	-
Net: Decrease		1	-	-	1	-	-	-	-	-	1	-	1	-	1	-
		4.3%	-	-	21.3%	-	-	-	-	-	15.6%	-	22.2%	-	5.0%	-
Net: Increase + Stay the same		22	10	8	4	4	3	5	9	4	6	6	4	12	18	4
		84.8%	91.4%	80.5%	78.7%	79.7%	78.3%	100.0%	90.4%	80.3%	84.4%	100.0%	77.8%	81.0%	82.1%	100.0%
Mean score		3.2	3.3	3.4	2.8	3.8	3.0	3.2	3.1	3.0	3.1	3.2	2.8	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

**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	May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	*h	*i	j	k	l	m	n
Unweighted Total		143	47	55	41	30	34	34	59	25	20	48	34	61	113	30
Weighted Total		142	46	54	42	28	35	34	59	25	19	48	34	59	113	29
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly		(5)	2	1	1	1	1	-	-	-	-	-	-	2	2	-
			1.3%	1.8%	2.3%	3.3%	2.8%	-	-	-	-	-	-	3.2%	1.7%	-
Increase slightly		(4)	7	8	5	6	3	3	9	7	2	8	6	6	14	6
			15.0%	15.3%	11.3%	20.5%	8.5%	8.0%	15.7%	26.5%	9.5%	16.2%	16.5%	10.9%	12.7%	19.0%
Stay same		(3)	109	40	32	20	27	29	46	17	17	39	27	44	86	24
			77.1%	73.7%	77.2%	69.2%	77.4%	83.9%	78.0%	69.8%	85.6%	79.9%	78.0%	74.4%	76.1%	81.0%
Decrease slightly		(2)	2	1	-	-	1	1	1	-	-	1	-	1	2	-
			1.5%	2.1%	-	-	3.2%	2.7%	1.6%	-	-	1.9%	-	1.9%	1.8%	-
Decrease greatly		(1)	1	-	1	-	1	-	-	-	-	1	-	-	1	-
			.7%	-	2.3%	-	2.8%	-	-	-	-	2.0%	-	-	.9%	-
Don't know			8	4	3	2	2	2	3	1	1	-	2	6	8	-
			5.3%	7.1%	6.8%	6.9%	5.4%	5.4%	4.7%	3.7%	4.9%	-	5.5%	9.6%	6.7%	-
														j		
NETS																
Net: Increase		22	7	9	6	7	4	3	9	7	2	8	6	8	16	6
		15.4%	15.0%	17.1%	13.6%	23.9%	11.2%	8.0%	15.7%	26.5%	9.5%	16.2%	16.5%	14.1%	14.4%	19.0%
Net: Decrease		3	1	1	1	-	2	1	1	-	-	2	-	1	3	-
		2.1%	2.0%	2.1%	2.3%	-	6.0%	2.7%	1.6%	-	-	4.0%	-	1.9%	2.7%	-
Net: Increase + Stay the same		131	44	49	38	26	31	31	55	24	18	46	32	53	102	29
		92.5%	96.0%	90.8%	90.9%	93.1%	88.7%	91.8%	93.7%	96.3%	95.1%	96.0%	94.5%	88.5%	90.6%	100.0%
Mean score		3.1	3.1	3.2	3.1	3.3	3.1	3.1	3.1	3.3	3.1	3.1	3.2	3.2	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		May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	309	114	102	93	69	72	69	119	50	49	110	93	106	256	53
Weighted Total	305	113	100	92	67	73	68	117	49	48	111	92	103	253	52
	100.0%	100.0%	100.0%	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	1	2	1
	.9%	-	1.8%	1.1%	1.4%	1.2%	-	-	-	2.1%	.9%	1.0%	.9%	.7%	2.0%
Increase slightly	(4)	52	21	10	13	13	10	20	11	5	27	12	14	47	6
	17.1%	18.8%	21.3%	10.5%	19.7%	18.4%	14.3%	17.4%	21.7%	10.7%	24.3%	12.7%	13.3%	18.4%	10.6%
			c								kl				
Stay same	(3)	232	86	78	48	54	55	92	36	38	80	73	79	187	45
	76.0%	76.1%	68.3%	84.0%	71.6%	73.7%	81.3%	78.4%	74.4%	79.4%	72.3%	79.7%	76.6%	74.0%	85.4%
			b												
Decrease slightly	(2)	5	2	1	-	1	1	1	-	3	-	2	3	5	-
	1.6%	1.7%	2.0%	1.2%	-	1.5%	1.4%	.8%	-	6.0%	-	2.2%	2.8%	2.0%	-
										dg					
Decrease greatly	(1)	3	1	2	1	1	-	1	1	-	2	1	-	2	1
	1.0%	.9%	-	2.1%	1.5%	1.3%	-	.8%	2.0%	-	1.8%	1.1%	-	.8%	2.0%
Don't know		10	3	1	4	3	2	3	1	1	1	3	7	10	-
	3.4%	2.6%	6.6%	1.0%	5.7%	3.8%	3.0%	2.5%	1.9%	1.7%	.8%	3.3%	6.4%	4.1%	-
			c										j		
<b>NETS</b>															
Net: Increase	55	21	23	11	14	14	10	20	11	6	28	13	15	48	7
	18.0%	18.8%	23.1%	11.6%	21.1%	19.6%	14.3%	17.4%	21.7%	12.8%	25.2%	13.7%	14.2%	19.2%	12.6%
			c								kl				
Net: Decrease	8	3	2	3	1	2	1	2	1	3	2	3	3	7	1
	2.6%	2.6%	2.0%	3.3%	1.5%	2.9%	1.4%	1.6%	2.0%	6.0%	1.8%	3.3%	2.8%	2.7%	2.0%
Net: Increase + Stay the same	287	107	91	88	63	68	65	112	47	44	108	86	93	236	51
	94.0%	94.8%	91.4%	95.7%	92.7%	93.3%	95.6%	95.8%	96.2%	92.3%	97.5%	93.4%	90.8%	93.1%	98.0%
											l				
Mean score	3.2	3.2	3.2	3.1	3.2	3.2	3.1	3.2	3.2	3.1	3.2	3.1	3.1	3.2	3.1
			c												

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		May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	*h	*i	j	k	l	m	n
Unweighted Total	171	54	63	54	39	38	41	65	24	29	66	51	54	135	36
Weighted Total	168	53	61	54	37	39	41	65	24	28	66	50	52	133	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%	100.0%	100.0%
Increase greatly	(5)	4	1	2	1	2	-	-	-	1	2	-	2	4	-
	2.4%	1.9%	3.4%	1.8%	2.6%	5.4%	-	-	-	3.6%	3.1%	-	3.7%	3.0%	-
Increase slightly	(4)	37	15	14	9	8	10	15	6	5	14	10	14	29	9
	22.3%	28.0%	22.8%	16.1%	23.4%	21.3%	23.5%	23.6%	23.8%	19.2%	21.3%	19.1%	26.6%	21.6%	25.0%
Stay same	(3)	110	35	38	20	25	28	44	16	21	45	35	30	87	23
	65.7%	66.2%	61.6%	69.7%	55.6%	65.9%	67.3%	67.5%	67.9%	74.2%	68.3%	69.4%	58.6%	65.3%	66.9%
Decrease slightly	(2)	9	1	5	5	-	1	3	2	1	4	3	2	6	3
	5.1%	2.0%	7.5%	5.4%	13.1%	-	2.2%	4.5%	8.3%	3.0%	5.8%	5.7%	3.7%	4.3%	8.1%
Decrease greatly	(1)	1	-	-	-	1	-	-	-	-	1	-	-	1	-
	.6%	-	-	1.8%	-	2.5%	-	-	-	-	1.5%	-	-	.7%	-
Don't know		7	3	3	2	2	3	3	-	-	-	3	4	7	-
	4.0%	1.9%	4.7%	5.2%	5.3%	4.8%	7.1%	4.5%	-	-	-	5.8%	7.4%	5.0%	-
<b>NETS</b>													j		
Net: Increase	42	16	16	10	10	10	10	15	6	6	16	10	16	33	9
	24.7%	29.9%	26.2%	17.9%	26.0%	26.7%	23.5%	23.6%	23.8%	22.7%	24.4%	19.1%	30.4%	24.6%	25.0%
Net: Decrease	10	1	5	4	5	1	1	3	2	1	5	3	2	7	3
	5.7%	2.0%	7.5%	7.2%	13.1%	2.5%	2.2%	4.5%	8.3%	3.0%	7.2%	5.7%	3.7%	5.0%	8.1%
Net: Increase + Stay the same	152	51	54	47	30	36	37	59	22	27	61	44	46	120	32
	90.3%	96.1%	87.8%	87.6%	81.6%	92.6%	90.7%	91.1%	91.7%	97.0%	92.8%	88.5%	89.0%	89.9%	91.9%
Mean score	3.2	3.3	3.2	3.1	3.2	3.3	3.2	3.2	3.2	3.2	3.2	3.1	3.3	3.2	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		May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	*c	*d	e	*f	g	*h	*i	j	k	l	m	*n
Unweighted Total	121	45	47	29	22	30	25	44	19	25	38	31	52	101	20
Weighted Total	123	46	48	29	21	31	25	44	19	26	38	32	52	103	20
	100.0%	100.0%	100.0%	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	-	-	-	-	-	1	1	2	-
	1.5%	-	1.8%	3.3%	-	5.9%	-	-	-	-	-	2.7%	1.9%	1.8%	-
Increase slightly	(4)	22	12	3	5	5	4	8	4	4	8	2	12	18	4
	17.9%	15.3%	24.9%	10.2%	23.1%	17.0%	15.5%	17.1%	19.3%	15.9%	21.7%	5.8%	22.5%	17.7%	18.5%
Stay same	(3)	88	30	22	14	20	20	34	14	19	29	27	32	72	16
	72.0%	80.5%	61.4%	76.0%	67.6%	64.4%	80.4%	78.4%	75.9%	73.6%	75.7%	84.9%	61.1%	70.1%	81.5%
		b										l			
Decrease slightly	(2)	3	2	1	-	1	-	-	-	2	-	1	2	3	-
	2.5%	-	4.1%	3.8%	-	3.6%	-	-	-	7.3%	-	3.4%	3.8%	3.0%	-
Decrease greatly	(1)	1	-	1	-	1	-	-	-	-	1	-	-	1	-
	.8%	-	-	3.4%	-	3.1%	-	-	-	-	2.5%	-	-	.9%	-
Don't know		7	4	1	2	2	1	2	1	1	-	1	6	7	-
	5.4%	4.2%	7.7%	3.3%	9.2%	6.0%	4.1%	4.4%	4.8%	3.2%	-	3.2%	10.7%	6.4%	-
												j			
<b>NETS</b>															
Net: Increase	24	7	13	4	5	7	4	8	4	4	8	3	13	20	4
	19.4%	15.3%	26.8%	13.5%	23.1%	22.9%	15.5%	17.1%	19.3%	15.9%	21.7%	8.6%	24.3%	19.5%	18.5%
Net: Decrease	4	-	2	2	-	2	-	-	-	2	1	1	2	4	-
	3.3%	-	4.1%	7.1%	-	6.7%	-	-	-	7.3%	2.5%	3.4%	3.8%	3.9%	-
Net: Increase + Stay the same	112	44	42	26	19	27	24	42	18	24	37	30	45	93	20
	91.3%	95.8%	88.2%	89.5%	90.8%	87.4%	95.9%	95.6%	95.2%	89.5%	97.5%	93.4%	85.5%	89.7%	100.0%
Mean score	3.2	3.2	3.3	3.1	3.3	3.2	3.2	3.2	3.2	3.1	3.2	3.1	3.3	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	241 100.0%	1 .4%	23 9.6%	191 79.1%	12 4.9%	- -	14 5.9%	24 10.1%	12 4.9%	215 89.2%	3.1
Construction	80 100.0%	1 1.1%	25 31.2%	45 55.6%	2 2.5%	- -	8 9.6%	26 32.3%	2 2.5%	70 87.9%	3.3
Drivers	93 100.0%	1 1.0%	27 29.0%	55 59.5%	3 3.0%	1 1.2%	6 6.3%	28 30.0%	4 4.2%	83 89.5%	3.3
Education	85 100.0%	3 3.3%	14 16.0%	47 54.7%	8 9.4%	1 1.1%	13 15.4%	16 19.3%	9 10.5%	63 74.0%	3.1
Engineering & technical	161 100.0%	2 1.2%	32 20.2%	109 67.9%	3 1.7%	1 .6%	13 8.3%	34 21.4%	4 2.3%	143 89.3%	3.2
Executive recruitment / interim management	134 100.0%	1 .8%	17 12.5%	107 80.1%	4 3.1%	1 .7%	4 2.8%	18 13.3%	5 3.8%	125 93.4%	3.1
Health & social care	78 100.0%	4 5.0%	14 18.5%	50 64.0%	3 3.9%	- -	7 8.7%	18 23.5%	3 3.9%	68 87.4%	3.3
Hospitality	79 100.0%	1 1.2%	13 16.2%	59 75.4%	2 2.4%	- -	4 4.8%	14 17.4%	2 2.4%	73 92.8%	3.2
Industrial	59 100.0%	3 4.8%	13 22.6%	37 63.1%	1 1.6%	- -	5 8.0%	16 27.4%	1 1.6%	53 90.4%	3.3
Legal & HR	179 100.0%	2 1.1%	16 8.7%	141 78.7%	9 5.0%	- -	12 6.5%	18 9.8%	9 5.0%	159 88.5%	3.1
Life sciences	25 100.0%	1 3.9%	3 11.5%	17 65.6%	1 4.3%	- -	4 14.7%	4 15.3%	1 4.3%	21 81.0%	3.2
Marketing, media & creative	142 100.0%	2 1.4%	24 16.9%	99 70.0%	4 2.9%	1 .7%	11 8.0%	26 18.3%	5 3.6%	125 88.4%	3.2
Office professionals	305 100.0%	4 1.3%	47 15.5%	223 72.9%	8 2.6%	2 .7%	21 7.0%	51 16.8%	10 3.3%	274 89.7%	3.2
Sales & retail	168 100.0%	3 1.7%	42 25.2%	106 62.8%	5 2.9%	1 .6%	12 6.9%	45 26.9%	6 3.5%	151 89.6%	3.3
Technology	123 100.0%	1 .8%	14 11.7%	92 74.6%	5 4.3%	1 .8%	10 7.8%	15 12.5%	6 5.0%	107 87.2%	3.1
Average (response based including bases)	1952 100.0%	29 1.5%	325 16.7%	1377 70.5%	70 3.6%	9 .5%	142 7.3%	354 18.1%	79 4.0%	1731 88.7%	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		May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	1971	687	713	571	409	484	443	735	292	343	664	519	788	1625	346
Weighted Total	1952	679	704	569	391	496	435	723	287	342	664	519	769	1615	337
	100.0%	100.0%	100.0%	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)	29	13	8	4	4	11	14	4	7	5	12	12	25	4
	1.5%	2.0%	1.1%	1.4%	1.0%	.8%	2.4%	2.0%	1.3%	1.9%	.7%	2.4%	1.5%	1.6%	1.1%
							e					j			
Increase slightly	(4)	325	120	128	84	74	77	135	57	32	144	68	113	272	53
	16.7%	17.7%	18.2%	13.6%	21.4%	15.0%	17.7%	18.6%	20.0%	9.5%	21.7%	13.2%	14.7%	16.8%	15.8%
		c	c		ei	i	i	i	i		kl				
Stay same	(3)	1377	484	476	249	345	311	513	202	270	484	378	515	1116	261
	70.5%	71.3%	67.7%	73.1%	63.6%	69.4%	71.5%	71.0%	70.2%	79.0%	72.9%	72.8%	66.9%	69.1%	77.3%
			b				d	d		defgh	l	l			m
Decrease slightly	(2)	70	33	27	12	22	15	25	10	10	14	21	34	63	7
	3.6%	4.8%	3.8%	1.8%	3.2%	4.4%	3.5%	3.5%	3.6%	3.0%	2.2%	4.1%	4.4%	3.9%	2.0%
		c	c									j			
Decrease greatly	(1)	9	1	1	1	8	-	-	-	-	8	1	-	8	1
	.5%	.2%	.2%	1.2%	.3%	1.6%	-	-	-	-	1.2%	.2%	-	.5%	.3%
			ab			dfghi					l				
Don't know		142	28	64	41	43	21	35	14	23	9	38	96	131	12
	7.3%	4.1%	9.0%	9.0%	10.5%	8.8%	4.9%	4.9%	4.9%	6.6%	1.3%	7.3%	12.5%	8.1%	3.5%
			a	a	fgh	fgh						j	jk	n	
<b>NETS</b>															
Net: Increase		354	133	136	88	78	88	149	61	39	149	81	124	297	57
	18.1%	19.6%	19.3%	14.9%	22.4%	15.8%	20.2%	20.6%	21.3%	11.4%	22.4%	15.6%	16.2%	18.4%	16.9%
		c	c		ei		i	ei	i		kl				
Net: Decrease		79	34	28	13	30	15	25	10	10	22	22	34	71	8
	4.0%	5.0%	4.0%	3.0%	3.4%	6.0%	3.5%	3.5%	3.6%	3.0%	3.4%	4.3%	4.4%	4.4%	2.3%
						gi									
Net: Increase + Stay the same		1731	618	612	337	423	399	662	263	309	632	459	639	1413	318
	88.7%	90.9%	87.0%	88.0%	86.1%	85.2%	91.6%	91.6%	91.5%	90.4%	95.3%	88.4%	83.1%	87.5%	94.3%
		b					de	de	de	e	kl	l			m
Mean score		3.2	3.2	3.1	3.2	3.1	3.2	3.2	3.2	3.1	3.2	3.1	3.2	3.2	3.2
					ei		ei	ei	ei						

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	May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		243	90	85	68	54	59	52	91	39	39	82	65	96	193	50
Weighted Total		241	89	83	69	53	61	51	89	38	39	83	64	94	192	49
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	1	-	1	-	-	-	1	1	-	-	-	1	-	1	-
		.4%	-	1.2%	-	-	-	2.0%	1.2%	-	-	-	1.6%	-	.5%	-
Increase slightly	(4)	23	7	9	8	4	6	8	13	6	-	12	3	8	17	7
		9.6%	7.8%	10.4%	11.0%	7.2%	10.1%	14.8%	14.9%	15.1%	-	14.9%	4.9%	8.2%	8.7%	13.4%
							i	i	i	i						
Stay same	(3)	191	72	63	56	41	48	37	68	31	34	69	54	68	150	41
		79.1%	81.3%	75.6%	80.4%	78.3%	78.4%	73.7%	76.5%	80.1%	87.4%	82.8%	84.0%	72.5%	78.2%	82.8%
Decrease slightly	(2)	12	6	4	2	2	3	4	5	1	2	2	4	6	11	1
		4.9%	6.6%	4.7%	3.0%	3.6%	5.3%	7.5%	5.3%	2.4%	5.2%	2.3%	6.4%	6.2%	5.7%	1.9%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		14	4	7	4	6	4	1	2	1	3	-	2	12	13	1
		5.9%	4.3%	8.0%	5.5%	10.9%	6.2%	2.0%	2.1%	2.4%	7.3%	-	3.0%	13.1%	6.9%	1.9%
						g								jk		
NETS																
Net: Increase		24	7	10	8	4	6	9	14	6	-	12	4	8	18	7
		10.1%	7.8%	11.6%	11.0%	7.2%	10.1%	16.8%	16.1%	15.1%	-	14.9%	6.5%	8.2%	9.2%	13.4%
							i	i	i	i						
Net: Decrease		12	6	4	2	2	3	4	5	1	2	2	4	6	11	1
		4.9%	6.6%	4.7%	3.0%	3.6%	5.3%	7.5%	5.3%	2.4%	5.2%	2.3%	6.4%	6.2%	5.7%	1.9%
Net: Increase + Stay the same		215	79	73	63	45	54	46	82	36	34	81	58	76	168	47
		89.2%	89.2%	87.3%	91.5%	85.5%	88.5%	90.5%	92.5%	95.2%	87.4%	97.7%	90.6%	80.7%	87.4%	96.2%
											l					
Mean score		3.1	3.0	3.1	3.1	3.0	3.1	3.1	3.1	3.1	2.9	3.1	3.0	3.0	3.0	3.1
									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	May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	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	24	34	25	16	24	22	30	8	13	48	16	19	71	12
Weighted Total		80	23	33	24	15	24	21	28	8	13	46	16	18	69	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)	1	-	1	-	-	-	-	-	-	1	-	1	-	1	-
		1.1%	-	2.5%	-	-	-	-	-	-	6.7%	-	5.4%	-	1.2%	-
Increase slightly	(4)	25	8	9	9	8	7	5	7	2	4	14	8	3	23	2
		31.2%	33.1%	26.5%	35.9%	50.7%	29.2%	22.6%	23.3%	25.2%	29.7%	31.0%	49.8%	15.6%	33.5%	16.6%
Stay same	(3)	45	14	16	14	5	13	15	19	4	7	31	5	9	35	9
		55.6%	62.9%	47.5%	60.1%	36.2%	54.6%	72.7%	66.6%	49.6%	56.0%	66.5%	32.5%	47.7%	51.2%	83.4%
Decrease slightly	(2)	2	-	2	-	-	2	-	-	-	-	1	-	1	2	-
		2.5%	-	6.1%	-	-	8.5%	-	-	-	-	2.4%	-	5.1%	3.0%	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		8	1	6	1	2	2	1	3	2	1	-	2	6	8	-
		9.6%	4.0%	17.3%	4.1%	13.1%	7.8%	4.6%	10.1%	25.2%	7.6%	-	12.3%	31.6%	11.1%	-
NETS																
Net: Increase		26	8	10	9	8	7	5	7	2	5	14	9	3	24	2
		32.3%	33.1%	29.1%	35.9%	50.7%	29.2%	22.6%	23.3%	25.2%	36.4%	31.0%	55.2%	15.6%	34.8%	16.6%
Net: Decrease		2	-	2	-	-	2	-	-	-	-	1	-	1	2	-
		2.5%	-	6.1%	-	-	8.5%	-	-	-	-	2.4%	-	5.1%	3.0%	-
Net: Increase + Stay the same		70	22	26	23	13	20	20	26	6	12	45	14	12	59	11
		87.9%	96.0%	76.6%	95.9%	86.9%	83.8%	95.4%	89.9%	74.8%	92.4%	97.6%	87.7%	63.3%	85.9%	100.0%
Mean score		3.3	3.3	3.3	3.4	3.6	3.2	3.2	3.3	3.3	3.5	3.3	3.7	3.2	3.4	3.2

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

## Jobs Outlook - Combined

**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	May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	*d	*e	f	g	*h	*i	j	*k	l	m	*n
Unweighted Total		95	31	30	34	18	23	30	41	11	13	41	22	32	82	13
Weighted Total		93	30	29	34	17	23	29	41	11	13	41	21	31	81	12
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	1	1	-	-	-	-	1	1	-	-	-	1	-	1	-
		1.0%	3.1%	-	-	-	-	3.2%	2.3%	-	-	-	4.5%	-	1.2%	-
Increase slightly	(4)	27	12	7	8	6	6	11	13	2	2	11	6	10	22	5
		29.0%	38.2%	23.7%	25.1%	33.5%	26.9%	38.7%	32.6%	17.1%	15.0%	25.5%	30.7%	32.4%	27.6%	37.8%
Stay same	(3)	55	16	16	23	9	14	15	23	8	10	28	11	17	49	7
		59.5%	52.3%	55.9%	69.1%	55.3%	60.0%	51.3%	55.6%	66.4%	76.8%	67.0%	50.8%	55.4%	60.4%	53.7%
Decrease slightly	(2)	3	1	1	1	-	2	-	1	1	-	-	-	3	3	-
		3.0%	3.0%	3.2%	2.9%	-	8.2%	-	2.3%	8.0%	-	-	-	9.1%	3.5%	-
Decrease greatly	(1)	1	-	1	-	-	1	-	-	-	-	1	-	-	1	-
		1.2%	-	3.9%	-	-	4.9%	-	-	-	-	2.7%	-	-	1.4%	-
Don't know		6	1	4	1	2	-	2	3	1	1	2	3	1	5	1
		6.3%	3.4%	13.4%	2.9%	11.3%	-	6.8%	7.2%	8.4%	8.2%	4.8%	14.0%	3.1%	6.0%	8.5%
NETS																
Net: Increase		28	13	7	8	6	6	12	14	2	2	11	7	10	23	5
		30.0%	41.3%	23.7%	25.1%	33.5%	26.9%	41.9%	34.9%	17.1%	15.0%	25.5%	35.2%	32.4%	28.8%	37.8%
Net: Decrease		4	1	2	1	-	3	-	1	1	-	1	-	3	4	-
		4.2%	3.0%	7.0%	2.9%	-	13.1%	-	2.3%	8.0%	-	2.7%	-	9.1%	4.9%	-
Net: Increase + Stay the same		83	29	23	32	15	20	27	37	10	12	38	18	27	72	11
		89.5%	93.6%	79.6%	94.2%	88.7%	86.9%	93.2%	90.5%	83.6%	91.8%	92.4%	86.0%	87.8%	89.2%	91.5%
Mean score		3.3	3.4	3.1	3.2	3.4	3.1	3.5	3.4	3.1	3.2	3.2	3.5	3.2	3.3	3.4

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	May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	b	*c	*d	*e	*f	g	*h	*i	*j	*k	l	m	*n
Unweighted Total		86	26	36	24	17	19	23	36	13	14	21	21	44	75	11
Weighted Total		85	25	36	24	16	19	23	35	13	14	21	22	42	74	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	1	2	-	-	-	1	2	1	1	1	1	1	3	-
		3.3%	3.8%	5.2%	-	-	-	4.2%	5.5%	7.9%	5.9%	4.6%	3.8%	2.4%	3.8%	-
Increase slightly	(4)	14	5	6	3	4	2	5	7	2	1	3	2	9	14	-
		16.0%	18.5%	17.2%	11.8%	23.8%	10.9%	21.3%	19.2%	15.5%	6.5%	13.9%	8.5%	21.0%	18.4%	-
Stay same	(3)	47	15	18	14	6	8	12	21	9	11	12	13	22	37	10
		54.7%	58.2%	50.8%	56.7%	40.5%	43.2%	53.9%	59.3%	69.3%	74.4%	57.9%	57.2%	51.9%	49.2%	91.5%
Decrease slightly	(2)	8	4	4	-	2	2	2	3	1	1	4	1	3	8	-
		9.4%	15.8%	11.2%	-	12.2%	11.8%	8.4%	8.0%	7.3%	6.6%	18.8%	5.2%	7.1%	10.8%	-
Decrease greatly	(1)	1	-	-	1	-	1	-	-	-	-	1	-	-	1	-
		1.1%	-	-	4.0%	-	5.0%	-	-	-	-	4.7%	-	-	1.3%	-
Don't know		13	1	6	7	4	6	3	3	-	1	-	6	8	12	1
		15.4%	3.7%	15.6%	27.5%	23.5%	29.1%	12.3%	7.9%	-	6.6%	-	25.3%	17.8%	16.5%	8.5%
NETS																
Net: Increase		16	6	8	3	4	2	6	9	3	2	4	3	10	16	-
		19.3%	22.3%	22.3%	11.8%	23.8%	10.9%	25.5%	24.7%	23.4%	12.4%	18.6%	12.3%	23.3%	22.2%	-
Net: Decrease		9	4	4	1	2	3	2	3	1	1	5	1	3	9	-
		10.5%	15.8%	11.2%	4.0%	12.2%	16.8%	8.4%	8.0%	7.3%	6.6%	23.5%	5.2%	7.1%	12.1%	-
Net: Increase + Stay the same		63	20	26	17	10	10	18	30	12	13	16	15	32	53	10
		74.0%	80.5%	73.2%	68.5%	64.3%	54.1%	79.4%	84.1%	92.7%	86.8%	76.5%	69.5%	75.2%	71.4%	91.5%
Mean score		3.1	3.1	3.2	3.1	3.2	2.8	3.2	3.2	3.2	3.1	2.9	3.1	3.2	3.2	3.0

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



## Jobs Outlook - Combined

**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	May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		163	51	60	52	31	46	34	53	19	33	58	41	64	129	34
Weighted Total		161	50	59	52	29	47	33	51	18	34	57	41	63	128	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	1	-	-	-	2	2	-	-	1	-	1	2	-
		1.2%	1.8%	1.7%	-	-	-	5.7%	3.7%	-	-	1.6%	-	1.6%	1.5%	-
Increase slightly	(4)	32	12	15	6	8	8	9	12	4	4	17	4	12	25	8
		20.2%	23.9%	24.6%	11.7%	26.8%	18.2%	25.7%	24.2%	21.3%	11.1%	30.0%	9.3%	18.4%	19.3%	23.8%
												k				
Stay same	(3)	109	32	37	40	18	34	19	31	12	25	37	32	40	87	23
		67.9%	64.8%	62.4%	77.3%	63.3%	73.6%	57.1%	61.1%	68.4%	74.6%	64.9%	79.0%	63.6%	67.4%	70.1%
Decrease slightly	(2)	3	3	-	-	-	-	1	2	1	1	-	1	2	2	1
		1.7%	5.6%	-	-	-	-	2.8%	3.6%	5.1%	2.8%	-	2.3%	2.9%	1.5%	2.9%
Decrease greatly	(1)	1	-	-	1	-	1	-	-	-	-	1	-	-	1	-
		.6%	-	-	1.9%	-	2.1%	-	-	-	-	1.7%	-	-	.8%	-
Don't know		13	2	7	5	3	3	3	4	1	4	1	4	8	12	1
		8.3%	3.9%	11.3%	9.1%	9.8%	6.1%	8.7%	7.4%	5.1%	11.5%	1.8%	9.5%	13.5%	9.6%	3.2%
														j		
NETS																
Net: Increase		34	13	16	6	8	8	10	14	4	4	18	4	13	27	8
		21.4%	25.7%	26.3%	11.7%	26.8%	18.2%	31.4%	27.9%	21.3%	11.1%	31.6%	9.3%	20.0%	20.8%	23.8%
								i				k				
Net: Decrease		4	3	-	1	-	1	1	2	1	1	1	1	2	3	1
		2.3%	5.6%	-	1.9%	-	2.1%	2.8%	3.6%	5.1%	2.8%	1.7%	2.3%	2.9%	2.2%	2.9%
Net: Increase + Stay the same		143	45	52	46	26	43	29	45	16	29	55	36	53	113	30
		89.3%	90.5%	88.7%	89.0%	90.2%	91.8%	88.5%	88.9%	89.7%	85.7%	96.5%	88.2%	83.6%	88.2%	93.9%
												l				
Mean score		3.2	3.2	3.3	3.1	3.3	3.1	3.4	3.3	3.2	3.1	3.3	3.1	3.2	3.2	3.2
				c				i				k				

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	May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	*d	e	*f	g	*h	*i	j	k	l	m	*n
Unweighted Total		133	43	59	31	20	38	26	50	24	25	36	33	64	111	22
Weighted Total		134	44	59	30	19	40	26	49	24	26	36	34	63	112	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 .8%	- 1.7%	1 -	- -	- -	- -	1 4.0%	1 2.1%	- -	- -	- -	1 3.0%	- -	1 .9%	- -
Increase slightly	(4)	17 12.5%	7 15.8%	10 16.5%	- -	3 15.4%	4 10.5%	1 3.5%	6 11.4%	5 19.9%	4 15.8%	5 14.6%	5 13.4%	7 10.9%	15 13.3%	2 8.3%
			c	c												
Stay same	(3)	107 80.1%	34 77.3%	45 75.2%	29 93.6%	14 74.7%	31 76.7%	24 92.5%	41 82.8%	17 72.3%	22 84.2%	29 80.2%	27 80.2%	50 80.0%	87 77.8%	20 91.7%
					b											
Decrease slightly	(2)	4 3.1%	2 4.8%	2 3.5%	- -	1 4.9%	2 5.7%	- -	1 1.9%	1 3.9%	- -	1 2.6%	1 3.4%	2 3.2%	4 3.7%	- -
Decrease greatly	(1)	1 .7%	- -	- 3.2%	1 3.2%	- -	1 2.4%	- -	- -	- -	- -	1 2.7%	- -	- -	1 .9%	- -
Don't know		4 2.8%	1 2.1%	2 3.1%	1 3.2%	1 5.0%	2 4.7%	- -	1 1.9%	1 3.9%	- -	- -	- -	4 5.9%	4 3.3%	- -
NETS																
Net: Increase		18 13.3%	7 15.8%	11 18.3%	- -	3 15.4%	4 10.5%	2 7.5%	7 13.5%	5 19.9%	4 15.8%	5 14.6%	6 16.4%	7 10.9%	16 14.3%	2 8.3%
			c	c												
Net: Decrease		5 3.8%	2 4.8%	2 3.5%	1 3.2%	1 4.9%	3 8.2%	- -	1 1.9%	1 3.9%	- -	2 5.2%	1 3.4%	2 3.2%	5 4.6%	- -
Net: Increase + Stay the same		125 93.4%	41 93.1%	55 93.4%	29 93.6%	17 90.1%	35 87.1%	26 100.0%	47 96.3%	22 92.2%	26 100.0%	35 94.8%	33 96.6%	57 90.8%	103 92.1%	22 100.0%
Mean score		3.1	3.1	3.2 c	2.9	3.1	3.0	3.1	3.1	3.2	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	May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	l	m	*n
Unweighted Total		79	35	21	23	17	22	13	24	11	16	27	21	31	74	5
Weighted Total		78	34	21	22	16	23	12	23	11	16	26	21	31	73	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)	4	2	-	2	-	-	2	2	-	2	1	2	1	4	-
		5.0%	5.5%	-	8.9%	-	-	15.3%	8.2%	-	12.8%	4.1%	9.0%	3.1%	5.3%	-
Increase slightly	(4)	14	7	4	4	3	3	2	4	2	5	3	7	5	13	1
		18.5%	19.6%	18.2%	17.0%	17.7%	13.1%	15.3%	16.8%	18.4%	29.7%	10.5%	32.1%	15.9%	18.4%	19.9%
Stay same	(3)	50	23	16	11	13	16	7	12	6	8	22	10	17	46	4
		64.0%	66.2%	77.4%	48.0%	82.3%	69.8%	54.1%	54.5%	54.9%	50.6%	85.4%	48.8%	56.2%	62.9%	80.1%
Decrease slightly	(2)	3	2	-	1	-	1	1	2	1	-	-	1	2	3	-
		3.9%	6.1%	-	4.2%	-	5.0%	7.6%	8.1%	8.7%	-	-	5.5%	6.0%	4.1%	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		7	1	1	5	-	3	1	3	2	1	-	1	6	7	-
		8.7%	2.7%	4.3%	21.9%	-	12.2%	7.6%	12.4%	17.9%	6.8%	-	4.7%	18.7%	9.2%	-
NETS																
Net: Increase		18	9	4	6	3	3	4	6	2	7	4	9	6	17	1
		23.5%	25.1%	18.2%	25.9%	17.7%	13.1%	30.7%	25.0%	18.4%	42.5%	14.6%	41.0%	19.0%	23.7%	19.9%
Net: Decrease		3	2	-	1	-	1	1	2	1	-	-	1	2	3	-
		3.9%	6.1%	-	4.2%	-	5.0%	7.6%	8.1%	8.7%	-	-	5.5%	6.0%	4.1%	-
Net: Increase + Stay the same		68	31	20	17	16	19	10	18	8	15	26	19	23	63	5
		87.4%	91.3%	95.7%	74.0%	100.0%	82.9%	84.8%	79.5%	73.3%	93.2%	100.0%	89.8%	75.2%	86.6%	100.0%
Mean score		3.3	3.3	3.2	3.4	3.2	3.1	3.4	3.3	3.1	3.6	3.2	3.5	3.2	3.3	3.2

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

## Jobs Outlook - Combined

**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	May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	*n
Unweighted Total		78	26	31	21	18	16	14	28	14	16	27	22	29	68	10
Weighted Total		79	26	31	21	18	17	14	28	13	16	27	24	29	68	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)	1	-	1	-	-	-	-	1	1	-	-	-	1	1	-
		1.2%	-	3.0%	-	-	-	-	3.4%	7.0%	-	-	-	3.3%	1.4%	-
Increase slightly	(4)	13	4	7	2	2	1	4	6	2	4	5	3	5	12	1
		16.2%	14.4%	22.4%	9.3%	10.8%	5.8%	26.7%	20.7%	14.3%	25.6%	17.9%	12.3%	17.9%	17.4%	9.2%
Stay same	(3)	59	22	19	19	12	15	10	21	11	11	20	21	19	50	9
		75.4%	82.0%	59.6%	90.7%	68.4%	88.8%	73.3%	75.9%	78.7%	68.4%	74.9%	87.7%	65.7%	74.3%	82.2%
Decrease slightly	(2)	2	-	2	-	2	-	-	-	-	-	2	-	-	2	-
		2.4%	-	6.0%	-	10.4%	-	-	-	-	-	7.1%	-	-	2.8%	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		4	1	3	-	2	1	-	-	-	1	-	-	4	3	1
		4.8%	3.5%	9.0%	-	10.3%	5.4%	-	-	-	6.0%	-	-	13.1%	4.1%	8.6%
NETS																
Net: Increase		14	4	8	2	2	1	4	7	3	4	5	3	6	13	1
		17.4%	14.4%	25.4%	9.3%	10.8%	5.8%	26.7%	24.1%	21.3%	25.6%	17.9%	12.3%	21.2%	18.8%	9.2%
Net: Decrease		2	-	2	-	2	-	-	-	-	-	2	-	-	2	-
		2.4%	-	6.0%	-	10.4%	-	-	-	-	-	7.1%	-	-	2.8%	-
Net: Increase + Stay the same		73	26	27	21	14	16	14	28	13	15	25	24	25	63	10
		92.8%	96.5%	85.0%	100.0%	79.2%	94.6%	100.0%	100.0%	100.0%	94.0%	92.9%	100.0%	86.9%	93.1%	91.4%
Mean score		3.2	3.1	3.2	3.1	3.0	3.1	3.3	3.3	3.3	3.3	3.1	3.1	3.3	3.2	3.1

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

## Jobs Outlook - Combined

**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	May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	*n
Unweighted Total		60	17	21	22	16	17	14	19	5	8	23	15	22	48	12
Weighted Total		59	16	21	22	15	16	14	20	6	8	24	14	21	48	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 4.8%	3 17.8%	- -	- -	1 6.0%	- -	1 7.1%	1 5.1%	- -	1 11.9%	1 3.8%	1 6.6%	1 4.8%	1 2.1%	2 16.8%
Increase slightly	(4)	13 22.6%	2 12.3%	7 32.1%	5 21.0%	4 26.1%	4 23.4%	5 33.4%	6 28.4%	1 15.9%	- -	6 24.2%	4 27.1%	4 17.5%	11 22.0%	3 24.9%
Stay same	(3)	37 63.1%	9 58.4%	11 54.4%	17 74.7%	9 61.4%	11 65.2%	7 52.9%	11 57.1%	4 67.7%	6 76.3%	17 72.0%	8 52.9%	13 60.0%	32 66.1%	6 50.0%
Decrease slightly	(2)	1 1.6%	1 5.8%	- -	- -	- -	- -	1 6.6%	1 4.7%	- -	- -	- -	- -	1 4.4%	- -	1 8.4%
Decrease greatly	(1)	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Don't know		5 8.0%	1 5.7%	3 13.5%	1 4.4%	1 6.5%	2 11.4%	- -	1 4.7%	1 16.3%	1 11.9%	- -	2 13.4%	3 13.3%	5 9.8%	- -
NETS																
Net: Increase		16 27.4%	5 30.1%	7 32.1%	5 21.0%	5 32.1%	4 23.4%	6 40.5%	7 33.5%	1 15.9%	1 11.9%	7 28.0%	5 33.7%	5 22.3%	12 24.1%	5 41.6%
Net: Decrease		1 1.6%	1 5.8%	- -	- -	- -	- -	1 6.6%	1 4.7%	- -	- -	- -	- -	1 4.4%	- -	1 8.4%
Net: Increase + Stay the same		53 90.4%	14 88.5%	18 86.5%	21 95.6%	14 93.5%	15 88.6%	13 93.4%	18 90.6%	5 83.7%	7 88.1%	24 100.0%	13 86.6%	17 82.3%	43 90.2%	10 91.6%
Mean score		3.3	3.4	3.4	3.2	3.4	3.3	3.4	3.4	3.2	3.3	3.3	3.5	3.3	3.3	3.5

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

## Jobs Outlook - Combined

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

### Legal & HR

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

		WAVE				REGION						SIZE			SECTOR	
		Total	May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		181	73	59	49	37	42	41	66	25	36	33	49	99	147	34
Weighted Total		179	72	58	49	36	44	39	64	25	36	33	49	97	146	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)	2	-	1	1	-	1	1	1	-	-	-	1	1	2	-
		1.1%	-	1.6%	2.0%	-	2.2%	2.4%	1.5%	-	-	-	2.0%	1.0%	1.3%	-
Increase slightly	(4)	16	7	4	5	6	3	3	7	4	-	2	3	11	14	2
		8.7%	9.7%	6.5%	9.8%	15.6%	7.4%	7.6%	10.6%	15.4%	-	5.6%	5.9%	11.2%	9.5%	5.4%
						i			i							
Stay same	(3)	141	58	46	37	25	33	31	51	19	32	31	40	70	110	31
		78.7%	80.7%	78.5%	76.0%	71.0%	76.5%	80.1%	79.0%	77.2%	88.6%	91.6%	81.6%	72.8%	75.7%	91.9%
												l				m
Decrease slightly	(2)	9	4	4	1	1	2	3	4	1	2	1	3	5	8	1
		5.0%	5.5%	6.8%	2.2%	2.6%	5.2%	7.2%	5.9%	3.7%	5.7%	2.8%	6.5%	5.1%	5.5%	2.8%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		12	3	4	5	4	4	1	2	1	2	-	2	10	12	-
		6.5%	4.1%	6.6%	10.0%	10.8%	8.7%	2.6%	3.0%	3.7%	5.7%	-	4.1%	10.0%	8.0%	-
NETS																
Net: Increase		18	7	5	6	6	4	4	8	4	-	2	4	12	16	2
		9.8%	9.7%	8.2%	11.8%	15.6%	9.6%	10.0%	12.1%	15.4%	-	5.6%	7.9%	12.2%	10.8%	5.4%
						i			i							
Net: Decrease		9	4	4	1	1	2	3	4	1	2	1	3	5	8	1
		5.0%	5.5%	6.8%	2.2%	2.6%	5.2%	7.2%	5.9%	3.7%	5.7%	2.8%	6.5%	5.1%	5.5%	2.8%
Net: Increase + Stay the same		159	65	50	43	31	38	35	58	23	32	32	44	82	126	32
		88.5%	90.5%	86.6%	87.8%	86.6%	86.1%	90.2%	91.1%	92.6%	88.6%	97.2%	89.5%	85.0%	86.5%	97.2%
Mean score		3.1	3.0	3.0	3.1	3.1	3.1	3.1	3.1	3.1	2.9	3.0	3.0	3.1	3.1	3.0
						i										

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	May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	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	11	10	5	5	4	5	10	5	7	6	5	15	22	4
Weighted Total		25	11	10	5	5	4	5	10	5	7	6	5	15	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%
Increase greatly	(5)	1	1	-	-	-	-	-	-	-	1	-	-	1	1	-
		3.9%	9.1%	-	-	-	-	-	-	-	14.1%	-	-	6.7%	4.5%	-
Increase slightly	(4)	3	2	1	-	1	-	1	2	1	-	2	-	1	2	1
		11.5%	18.3%	9.9%	-	20.3%	-	20.3%	20.5%	20.8%	-	33.4%	-	6.5%	9.0%	25.8%
Stay same	(3)	17	7	7	3	3	2	4	7	3	5	4	3	10	14	3
		65.6%	64.0%	70.6%	59.8%	59.3%	55.2%	79.7%	69.9%	59.5%	70.3%	66.6%	58.2%	67.8%	64.1%	74.2%
Decrease slightly	(2)	1	-	-	1	-	-	-	-	-	1	-	1	-	1	-
		4.3%	-	-	21.3%	-	-	-	-	-	15.6%	-	22.2%	-	5.0%	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		4	1	2	1	1	2	-	1	1	-	-	1	3	4	-
		14.7%	8.6%	19.5%	18.9%	20.3%	44.8%	-	9.6%	19.7%	-	-	19.7%	19.0%	17.3%	-
NETS																
Net: Increase		4	3	1	-	1	-	1	2	1	1	2	-	2	3	1
		15.3%	27.4%	9.9%	-	20.3%	-	20.3%	20.5%	20.8%	14.1%	33.4%	-	13.2%	13.5%	25.8%
Net: Decrease		1	-	-	1	-	-	-	-	-	1	-	1	-	1	-
		4.3%	-	-	21.3%	-	-	-	-	-	15.6%	-	22.2%	-	5.0%	-
Net: Increase + Stay the same		21	10	8	3	4	2	5	9	4	6	6	3	12	17	4
		81.0%	91.4%	80.5%	59.8%	79.7%	55.2%	100.0%	90.4%	80.3%	84.4%	100.0%	58.2%	81.0%	77.7%	100.0%
Mean score		3.2	3.4	3.1	2.7	3.3	3.0	3.2	3.2	3.3	3.1	3.3	2.7	3.2	3.2	3.3

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

## Jobs Outlook - Combined

**Q11\_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	May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		143	47	55	41	30	34	34	59	25	20	48	34	61	113	30
Weighted Total		142	46	54	42	28	35	34	59	25	19	48	34	59	113	29
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	2	1	-	1	1	1	-	-	-	-	1	-	1	2	-
		1.4%	2.2%	-	2.3%	3.6%	2.8%	-	-	-	-	2.1%	-	1.6%	1.8%	-
Increase slightly	(4)	24	7	8	9	6	5	5	13	8	-	14	2	9	18	6
		16.9%	15.1%	15.8%	20.5%	20.3%	14.5%	13.8%	22.4%	34.4%	-	28.1%	5.7%	14.3%	16.4%	19.0%
												k				
Stay same	(3)	99	34	39	25	18	22	27	41	14	18	31	28	40	77	22
		70.0%	74.2%	73.3%	61.2%	62.6%	62.6%	78.1%	69.8%	58.2%	95.1%	63.9%	82.6%	67.8%	68.8%	74.6%
Decrease slightly	(2)	4	2	2	-	1	2	-	1	1	-	1	1	2	4	-
		2.9%	4.5%	3.8%	-	3.3%	6.5%	-	1.6%	3.7%	-	1.9%	3.4%	3.4%	3.7%	-
Decrease greatly	(1)	1	-	-	1	-	1	-	-	-	-	1	-	-	1	-
		.7%	-	-	2.3%	-	2.8%	-	-	-	-	2.0%	-	-	.9%	-
Don't know		11	2	4	6	3	4	3	4	1	1	1	3	8	9	2
		8.0%	4.0%	7.1%	13.7%	10.2%	10.9%	8.1%	6.3%	3.7%	4.9%	1.9%	8.3%	12.8%	8.4%	6.4%
														j		
NETS																
Net: Increase		26	8	8	9	7	6	5	13	8	-	15	2	9	20	6
		18.3%	17.3%	15.8%	22.8%	23.9%	17.2%	13.8%	22.4%	34.4%	-	30.2%	5.7%	16.0%	18.2%	19.0%
												k				
Net: Decrease		5	2	2	1	1	3	-	1	1	-	2	1	2	5	-
		3.6%	4.5%	3.8%	2.3%	3.3%	9.3%	-	1.6%	3.7%	-	3.9%	3.4%	3.4%	4.5%	-
Net: Increase + Stay the same		125	42	48	35	24	28	32	54	23	18	45	30	50	98	27
		88.4%	91.5%	89.1%	84.0%	86.5%	79.8%	91.9%	92.2%	92.5%	95.1%	94.1%	88.3%	83.8%	87.0%	93.6%
Mean score		3.2	3.2	3.1	3.2	3.3	3.1	3.1	3.2	3.3	3.0	3.3	3.0	3.2	3.2	3.2
												k				

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	May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		309	114	102	93	69	72	69	119	50	49	110	93	106	256	53
Weighted Total		305	113	100	92	67	73	68	117	49	48	111	92	103	253	52
		100.0%	100.0%	100.0%	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	2	1	-	1	1	-	3	1	2	2
			1.3%	2.6%	-	1.0%	2.8%	1.4%	-	.8%	2.0%	-	3.2%	.9%	.8%	3.6%
Increase slightly		(4)	47	19	19	9	11	13	9	18	10	5	13	14	42	6
			15.5%	17.2%	19.3%	9.4%	17.0%	17.8%	12.8%	15.7%	19.7%	9.7%	14.6%	13.2%	16.5%	10.9%
Stay same		(3)	223	81	69	73	45	50	54	90	36	37	65	73	182	41
			72.9%	71.5%	69.1%	78.8%	67.4%	68.6%	80.0%	76.9%	72.6%	77.8%	71.2%	70.9%	71.9%	77.8%
Decrease slightly		(2)	8	4	3	1	1	2	2	3	1	2	3	4	8	-
			2.6%	3.5%	3.0%	1.2%	1.4%	3.1%	2.8%	2.4%	1.9%	4.2%	3.5%	3.8%	3.2%	-
Decrease greatly		(1)	2	1	-	1	1	1	-	-	-	1	1	-	1	1
			.7%	.9%	-	1.1%	1.5%	1.3%	-	-	-	.9%	1.1%	-	.4%	2.0%
Don't know			21	5	9	8	7	6	3	5	2	4	6	11	18	3
			7.0%	4.3%	8.5%	8.5%	9.9%	7.8%	4.4%	4.2%	3.8%	8.3%	6.4%	11.1%	7.2%	5.7%
														j		
NETS																
Net: Increase		51	22	19	10	13	14	9	19	11	5	20	16	15	44	8
		16.8%	19.8%	19.3%	10.4%	19.8%	19.2%	12.8%	16.5%	21.7%	9.7%	18.5%	17.8%	14.2%	17.3%	14.5%
Net: Decrease		10	5	3	2	2	3	2	3	1	2	2	4	4	9	1
		3.3%	4.4%	3.0%	2.2%	2.9%	4.5%	2.8%	2.4%	1.9%	4.2%	1.7%	4.6%	3.8%	3.6%	2.0%
Net: Increase + Stay the same		274	103	88	83	59	64	63	109	46	42	105	82	88	226	48
		89.7%	91.3%	88.5%	89.3%	87.1%	87.8%	92.8%	93.4%	94.3%	87.5%	94.8%	89.0%	85.0%	89.2%	92.3%
												i				
Mean score		3.2	3.2	3.2	3.1	3.2	3.2	3.1	3.2	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	May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		171	54	63	54	39	38	41	65	24	29	66	51	54	135	36
Weighted Total		168	53	61	54	37	39	41	65	24	28	66	50	52	133	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%	100.0%	100.0%
Increase greatly	(5)	3	1	-	2	-	-	1	2	1	1	-	1	2	3	-
		1.7%	1.9%	-	3.5%	-	-	2.2%	2.9%	4.0%	3.6%	-	1.8%	3.8%	2.1%	-
Increase slightly	(4)	42	17	15	10	14	9	10	15	6	4	23	8	11	33	9
		25.2%	32.9%	25.1%	17.7%	38.5%	23.5%	23.5%	23.7%	24.2%	13.2%	35.4%	16.3%	20.7%	24.7%	26.8%
												k				
Stay same	(3)	106	31	40	35	15	26	27	43	16	22	39	34	32	84	22
		62.8%	57.7%	65.5%	64.7%	40.5%	66.6%	65.0%	65.9%	67.4%	79.5%	58.8%	68.3%	62.5%	63.0%	62.0%
							d	d	d							
Decrease slightly	(2)	5	1	2	2	3	-	1	2	1	-	2	2	1	3	2
		2.9%	2.0%	3.1%	3.6%	7.9%	-	2.2%	3.0%	4.4%	-	2.8%	4.0%	2.0%	2.2%	5.6%
Decrease greatly	(1)	1	-	-	1	-	1	-	-	-	-	1	-	-	1	-
		.6%	-	-	1.8%	-	2.5%	-	-	-	-	1.5%	-	-	.7%	-
Don't know		12	3	4	5	5	3	3	3	-	1	1	5	6	10	2
		6.9%	5.6%	6.3%	8.8%	13.1%	7.4%	7.1%	4.5%	-	3.7%	1.6%	9.6%	11.0%	7.2%	5.6%
													j			
NETS																
Net: Increase		45	18	15	11	14	9	11	17	7	5	23	9	13	36	9
		26.9%	34.7%	25.1%	21.1%	38.5%	23.5%	25.7%	26.6%	28.2%	16.8%	35.4%	18.1%	24.5%	26.9%	26.8%
												k				
Net: Decrease		6	1	2	3	3	1	1	2	1	-	3	2	1	4	2
		3.5%	2.0%	3.1%	5.4%	7.9%	2.5%	2.2%	3.0%	4.4%	-	4.3%	4.0%	2.0%	2.9%	5.6%
Net: Increase + Stay the same		151	49	55	46	29	35	37	60	23	27	62	43	45	120	31
		89.6%	92.4%	90.6%	85.8%	79.0%	90.1%	90.7%	92.5%	95.6%	96.3%	94.2%	86.4%	86.9%	89.8%	88.8%
								d								
Mean score		3.3	3.4	3.2	3.2	3.4	3.2	3.3	3.3	3.3	3.2	3.3	3.2	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\_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	May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	*c	*d	e	*f	g	*h	*i	j	k	l	m	*n
Unweighted Total		121	45	47	29	22	30	25	44	19	25	38	31	52	101	20
Weighted Total		123	46	48	29	21	31	25	44	19	26	38	32	52	103	20
		100.0%	100.0%	100.0%	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 .8%	- -	- -	1 3.3%	- -	1 3.1%	- -	- -	- -	- -	- -	- -	1 1.9%	1 .9%	- -
Increase slightly	(4)	14 11.7%	5 10.8%	8 15.9%	2 6.4%	6 27.9%	2 6.4%	2 8.0%	6 13.0%	4 19.5%	1 3.2%	7 18.2% k	1 2.7%	7 12.6%	12 11.3%	3 14.0%
Stay same	(3)	92 74.6%	36 78.4%	35 72.0%	21 73.1%	13 62.9%	21 68.1%	21 84.1%	34 78.4%	13 70.9%	23 85.6%	30 79.3%	27 84.1%	34 65.3%	76 73.4%	16 81.3%
Decrease slightly	(2)	5 4.3%	3 6.6%	1 2.3%	1 3.8%	- -	2 7.3%	1 3.7%	2 4.2%	1 4.9%	1 4.1%	- -	2 7.0%	3 5.7%	4 4.2%	1 4.7%
Decrease greatly	(1)	1 .8%	- -	- -	1 3.4%	- -	1 3.1%	- -	- -	- -	- -	1 2.5%	- -	- -	1 .9%	- -
Don't know		10 7.8%	2 4.2%	5 9.8%	3 10.0%	2 9.2%	4 12.1%	1 4.1%	2 4.4%	1 4.8%	2 7.1%	- -	2 6.2%	8 14.5% j	10 9.3%	- -
NETS																
Net: Increase		15 12.5%	5 10.8%	8 15.9%	3 9.7%	6 27.9%	3 9.5%	2 8.0%	6 13.0%	4 19.5%	1 3.2%	7 18.2% k	1 2.7%	8 14.4%	13 12.2%	3 14.0%
Net: Decrease		6 5.0%	3 6.6%	1 2.3%	2 7.1%	- -	3 10.4%	1 3.7%	2 4.2%	1 4.9%	1 4.1%	1 2.5%	2 7.0%	3 5.7%	5 5.1%	1 4.7%
Net: Increase + Stay the same		107 87.2%	41 89.2%	42 87.9%	24 82.8%	19 90.8%	24 77.5%	23 92.1%	40 91.3%	17 90.3%	23 88.8%	37 97.5% l	28 86.9%	42 79.8%	88 85.6%	19 95.3%
Mean score		3.1	3.0	3.2	3.0	3.3	3.0	3.0	3.1	3.2	3.0	3.1	3.0	3.1	3.1	3.1

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

## Jobs Outlook - Combined

### 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	May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	518	179	178	161	114	114	121	209	88	81	219	142	157	427	91
Weighted Total	515	177	177	161	112	116	119	206	87	81	218	143	153	425	90
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Accounting and financial services	24	7	9	9	2	7	10	14	5	1	10	9	6	18	7
	10.1%	8.1%	10.2%	12.5%	3.8%	11.5%	18.9% di	16.2% di	12.6%	2.5%	11.9%	13.6%	6.1%	9.2%	13.4%
Construction	32	10	13	9	7	10	9	11	2	4	18	7	7	28	4
	39.8%	41.7%	38.7%	39.6%	43.9%	42.5%	45.4%	40.0%	25.0%	29.5%	39.7%	42.6%	37.7%	40.8%	33.9%
Drivers	27	7	10	9	4	8	10	13	3	2	8	11	8	23	4
	28.6%	22.1%	36.0%	28.1%	22.4%	34.2%	35.2%	32.5%	25.4%	14.2%	18.2%	54.6%	24.8%	28.3%	30.7%
Education	27	11	12	5	6	5	11	13	3	3	9	7	12	27	-
	32.1%	41.8%	33.6%	19.7%	35.7%	26.6%	46.3%	37.9%	22.8%	21.2%	43.5%	30.3%	27.5%	36.8%	-
Engineering & technical	56	13	26	17	12	17	15	22	7	5	20	14	22	44	12
	34.9%	25.2%	44.3% a	33.6%	42.6% i	37.1% i	45.6% i	42.6% i	37.0%	13.6%	34.4%	35.5%	35.1%	34.3%	37.5%
Executive recruitment / interim management	29	6	19	4	4	10	7	10	3	6	9	9	12	23	6
	21.9%	13.6%	32.7% ac	12.8%	20.4%	25.9%	26.1%	19.4%	12.2%	21.5%	23.9%	25.6%	18.8%	20.9%	26.8%
Health & social care	28	12	6	10	5	5	6	11	6	7	8	10	10	28	-
	35.9%	34.6%	29.3%	44.1%	30.2%	19.9%	45.9%	50.2%	55.1%	44.8%	30.6%	46.8%	33.0%	38.2%	-
Hospitality	18	4	10	4	5	2	3	9	6	2	7	5	6	15	3
	22.3%	14.3%	31.2%	19.1%	26.8%	12.3%	19.4%	31.0%	43.4%	12.6%	26.0%	21.1%	19.9%	21.6%	26.9%
Industrial	11	5	4	2	3	3	4	5	1	-	2	4	5	9	2
	17.8%	30.2%	18.3%	8.5%	19.5%	18.0%	26.8%	23.7%	15.9%	-	8.3%	27.1%	22.2%	18.1%	16.5%
Legal & HR	15	5	8	3	1	7	5	7	2	1	1	7	8	11	5
	8.6%	6.7%	13.2%	5.9%	2.6%	15.4%	12.5%	10.6%	7.7%	2.7%	3.1%	13.7%	7.9%	7.2%	14.6%
Life sciences	7	1	4	2	2	2	1	2	1	1	1	1	5	6	1
	27.5%	9.3%	41.4%	39.9%	40.7%	50.6%	20.3%	19.8%	19.3%	15.4%	16.9%	19.7%	34.4%	28.1%	23.8%
Marketing, media & creative	16	7	6	3	2	5	2	8	6	1	7	5	4	10	6
	11.0%	14.9%	10.8%	7.1%	6.8%	14.4%	5.7%	13.1%	23.4%	4.9%	14.2%	14.2%	6.6%	8.8%	19.6%
Office professionals	40	12	18	10	9	11	5	17	12	3	18	17	5	31	9
	13.1%	11.0%	17.8%	10.6%	13.9%	15.2%	7.1%	14.2%	24.0% fi	6.1%	16.0% l	19.0% l	4.7%	12.3%	16.8%

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

## Jobs Outlook - Combined

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

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

		WAVE			REGION						SIZE			SECTOR	
							South excluding London	South including London							
	Total	May 2017	June 2017	July 2017	North	Midlands			London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	518	179	178	161	114	114	121	209	88	81	219	142	157	427	91
Weighted Total	515	177	177	161	112	116	119	206	87	81	218	143	153	425	90
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Sales & retail	33	10	13	11	3	10	8	16	8	4	14	12	7	25	8
	19.6%	18.4%	20.7%	19.6%	8.1%	25.8%	20.7%	25.1%	32.5%	13.6%	20.6%	24.8%	13.4%	18.9%	22.3%
					d	d		d							
Technology	31	9	13	9	5	12	6	10	4	4	7	8	16	25	6
	24.9%	19.5%	26.7%	30.6%	23.4%	38.9%	23.0%	21.8%	20.2%	14.7%	18.7%	24.0%	30.1%	24.2%	28.7%
None	276	100	86	91	63	61	55	100	45	53	123	72	81	223	54
	53.7%	56.4%	48.7%	56.2%	56.5%	52.4%	45.8%	48.4%	52.0%	65.1%	56.5%	50.5%	52.6%	52.4%	59.9%
								fg							
Net: Any	239	77	91	70	49	55	65	106	42	28	95	71	73	203	36
	46.3%	43.6%	51.3%	43.8%	43.5%	47.6%	54.2%	51.6%	48.0%	34.9%	43.5%	49.5%	47.4%	47.6%	40.1%
							i	i							

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	40 100.0%	1 2.4%	3 7.2%	29 73.2%	6 14.9%	1 2.4%	- -	4 9.5%	7 17.2%	33 82.8%	2.9
Construction	17 100.0%	1 5.5%	3 16.3%	13 72.8%	1 5.5%	- -	- -	4 21.7%	1 5.5%	16 94.5%	3.2
Drivers	17 100.0%	2 10.9%	7 39.7%	7 38.3%	2 11.0%	- -	- -	9 50.6%	2 11.0%	15 89.0%	3.5
Education	21 100.0%	- -	1 4.7%	11 53.7%	5 23.5%	1 4.6%	3 13.5%	1 4.7%	6 28.1%	12 58.4%	2.7
Engineering & technical	29 100.0%	2 6.7%	3 10.1%	18 63.6%	5 16.3%	- -	1 3.3%	5 16.7%	5 16.3%	23 80.4%	3.1
Executive recruitment / interim management	18 100.0%	1 5.2%	- -	16 89.5%	1 5.2%	- -	- -	1 5.2%	1 5.2%	17 94.8%	3.1
Health & social care	15 100.0%	1 6.3%	2 14.4%	11 73.0%	1 6.3%	- -	- -	3 20.7%	1 6.3%	14 93.7%	3.2
Hospitality	18 100.0%	- -	1 5.4%	12 68.0%	2 10.5%	1 5.2%	2 10.9%	1 5.4%	3 15.7%	13 73.4%	2.8
Industrial	21 100.0%	5 22.7%	2 8.7%	12 59.4%	1 4.5%	- -	1 4.6%	7 31.4%	1 4.5%	19 90.8%	3.5
Legal & HR	32 100.0%	1 2.9%	2 6.0%	25 76.0%	5 15.1%	- -	- -	3 8.9%	5 15.1%	28 84.9%	3.0
Life sciences	10 100.0%	1 9.6%	- -	7 69.7%	2 20.7%	- -	- -	1 9.6%	2 20.7%	8 79.3%	3.0
Marketing, media & creative	28 100.0%	2 6.9%	1 3.5%	22 79.1%	2 6.9%	- -	1 3.6%	3 10.4%	2 6.9%	25 89.5%	3.1
Office professionals	60 100.0%	1 1.6%	4 6.5%	48 78.9%	5 8.3%	2 3.1%	1 1.6%	5 8.0%	7 11.5%	52 87.0%	2.9
Sales & retail	21 100.0%	1 4.5%	2 9.1%	18 86.4%	- -	- -	- -	3 13.6%	- -	21 100.0%	3.2
Technology	20 100.0%	1 4.9%	1 5.8%	17 84.5%	1 4.8%	- -	- -	2 10.7%	1 4.8%	19 95.2%	3.1
Average (response based including bases)	367 100.0%	19 5.2%	31 8.5%	266 72.4%	38 10.3%	5 1.3%	9 2.3%	50 13.7%	43 11.6%	316 86.0%	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		May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	376	132	141	103	81	113	91	131	40	51	64	95	217	346	30
Weighted Total	367	129	138	100	76	117	87	125	38	48	61	93	213	339	28
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	19	3	14	2	12	3	4	4	-	2	-	17	17	2
	5.2%	2.3%	10.2%	1.9%	16.0%	2.6%	4.3%	3.0%	-	-	3.0%	-	8.1%	5.1%	6.4%
			ac		efghi								k		
Slightly increase	(4)	31	10	10	12	5	16	5	8	3	4	11	16	26	6
	8.5%	7.6%	7.0%	11.6%	6.2%	13.5%	5.5%	6.1%	7.6%	6.0%	6.3%	12.4%	7.4%	7.5%	19.9%
														m	
Stay the same	(3)	266	97	100	68	48	92	59	92	33	52	68	145	245	21
	72.4%	75.3%	72.6%	68.3%	62.7%	78.3%	67.4%	73.4%	87.3%	70.8%	84.7%	73.7%	68.2%	72.3%	73.7%
						d			df		l				
Slightly decrease	(2)	38	14	7	16	7	3	19	20	1	4	9	25	38	-
	10.3%	11.1%	5.4%	16.3%	8.9%	2.4%	21.8%	15.9%	2.5%	17.2%	6.1%	9.8%	11.8%	11.2%	-
				b	e		deh	eh		eh					
Greatly decrease	(1)	5	3	1	1	-	3	1	1	-	-	3	2	5	-
	1.3%	2.2%	.7%	1.0%	-	2.4%	1.1%	.8%	-	1.9%	-	3.1%	.9%	1.4%	-
Don't know		9	2	6	1	5	1	-	1	1	-	1	8	9	-
	2.3%	1.5%	4.1%	1.0%	6.2%	.8%	-	.8%	2.6%	4.1%	-	1.0%	3.6%	2.5%	-
					efg										
<b>NETS</b>															
Net: Increase		50	13	24	13	17	19	9	11	3	6	11	33	43	7
	13.7%		9.9%	17.3%	13.5%	22.2%	16.1%	9.8%	9.1%	7.6%	9.3%	12.4%	15.5%	12.6%	26.3%
						fghi									m
Net: Decrease		43	17	8	17	7	6	20	21	1	4	12	27	43	-
	11.6%		13.3%	6.0%	17.2%	8.9%	4.8%	22.8%	16.7%	2.5%	6.1%	12.9%	12.6%	12.6%	-
			b		b			deh	eh					n	
Net: Increase + Stay the same		316	110	124	81	65	110	67	103	36	58	80	178	287	28
	86.0%		85.2%	89.9%	81.8%	84.9%	94.4%	77.2%	82.5%	94.9%	93.9%	86.1%	83.8%	84.9%	100.0%
							dfgi			fi	l				m
Mean score		3.1	3.0	3.2	3.0	3.3	3.1	2.9	2.9	3.1	3.1	3.0	3.1	3.0	3.3
			ac			fgi	fgi		i						m

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	May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	*n
Unweighted Total		41	13	12	16	12	11	10	15	5	3	5	9	27	38	3
Weighted Total		40	12	12	16	11	11	10	14	5	3	5	9	26	37	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	-
		2.4%	-	8.1%	-	8.4%	-	-	-	-	-	-	-	3.6%	2.5%	-
Slightly increase	(4)	3	1	2	-	1	1	-	1	1	-	-	1	2	2	1
		7.2%	7.5%	16.4%	-	8.4%	8.3%	-	6.8%	20.0%	-	-	10.9%	7.3%	5.2%	33.9%
Stay the same	(3)	29	11	7	12	7	10	6	10	4	2	5	6	19	27	2
		73.2%	84.9%	59.3%	74.3%	66.1%	91.7%	59.8%	66.6%	80.0%	62.5%	100.0%	65.6%	70.8%	73.7%	66.1%
Slightly decrease	(2)	6	1	1	4	2	-	3	3	-	1	-	2	4	6	-
		14.9%	7.6%	8.1%	25.7%	17.1%	-	30.3%	20.1%	-	37.5%	-	23.5%	14.7%	16.0%	-
Greatly decrease	(1)	1	-	1	-	-	-	1	1	-	-	-	-	1	1	-
		2.4%	-	8.1%	-	-	-	9.9%	6.6%	-	-	-	-	3.6%	2.6%	-
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																
Net: Increase		4	1	3	-	2	1	-	1	1	-	-	1	3	3	1
		9.5%	7.5%	24.4%	-	16.8%	8.3%	-	6.8%	20.0%	-	-	10.9%	10.9%	7.7%	33.9%
Net: Decrease		7	1	2	4	2	-	4	4	-	1	-	2	5	7	-
		17.2%	7.6%	16.2%	25.7%	17.1%	-	40.2%	26.7%	-	37.5%	-	23.5%	18.3%	18.5%	-
Net: Increase + Stay the same		33	12	10	12	9	11	6	11	5	2	5	7	21	30	3
		82.8%	92.4%	83.8%	74.3%	82.9%	100.0%	59.8%	73.3%	100.0%	62.5%	100.0%	76.5%	81.7%	81.5%	100.0%
Mean score		2.9	3.0	3.1	2.7	3.1	3.1	2.5	2.7	3.2	2.6	3.0	2.9	2.9	2.9	3.3

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	May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	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	6	7	5	2	7	5	7	2	2	5	5	8	15	3
Weighted Total		17	6	7	5	2	7	5	7	2	2	5	5	8	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%	-	50.9%	-	-	-	-	-	20.3%	-	-	6.6%	-
Slightly increase	(4)	3	1	1	1	-	1	1	2	1	-	1	1	1	2	1
		16.3%	16.5%	13.5%	20.0%	-	13.3%	19.7%	28.4%	50.6%	-	20.0%	18.8%	12.3%	13.1%	31.7%
Stay the same	(3)	13	4	5	4	1	6	3	4	1	2	3	4	6	11	2
		72.8%	67.0%	72.8%	80.0%	49.1%	86.7%	60.5%	57.4%	49.4%	100.0%	59.7%	81.2%	75.4%	73.7%	68.3%
Slightly decrease	(2)	1	1	-	-	-	-	1	1	-	-	-	-	1	1	-
		5.5%	16.5%	-	-	-	-	19.8%	14.2%	-	-	-	-	12.3%	6.6%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																
Net: Increase		4	1	2	1	1	1	1	2	1	-	2	1	1	3	1
		21.7%	16.5%	27.2%	20.0%	50.9%	13.3%	19.7%	28.4%	50.6%	-	40.3%	18.8%	12.3%	19.7%	31.7%
Net: Decrease		1	1	-	-	-	-	1	1	-	-	-	-	1	1	-
		5.5%	16.5%	-	-	-	-	19.8%	14.2%	-	-	-	-	12.3%	6.6%	-
Net: Increase + Stay the same		16	5	7	5	2	7	4	6	2	2	5	5	7	13	3
		94.5%	83.5%	100.0%	100.0%	100.0%	100.0%	80.2%	85.8%	100.0%	100.0%	100.0%	100.0%	87.7%	93.4%	100.0%
Mean score		3.2	3.0	3.4	3.2	4.0	3.1	3.0	3.1	3.5	3.0	3.6	3.2	3.0	3.2	3.3

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	May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	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	7	6	5	5	8	2	3	1	2	5	2	11	15	3
Weighted Total		17	7	6	5	5	8	2	3	1	2	5	2	10	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	-	-	1	1	-	-	-	-	2	2	-
		10.9%	-	33.5%	-	20.3%	-	48.0%	32.3%	-	-	-	-	17.8%	13.0%	-
Slightly increase		(4)	7	4	1	2	3	4	-	-	-	2	1	4	4	3
		39.7%	57.5%	17.2%	40.9%	59.9%	51.6%	-	-	-	-	39.8%	51.4%	37.6%	28.0%	100.0%
Stay the same		(3)	7	3	1	3	1	3	-	1	2	2	-	5	7	-
		38.3%	42.5%	15.3%	59.1%	19.7%	37.0%	-	32.6%	100.0%	100.0%	39.5%	-	44.5%	45.8%	-
Slightly decrease		(2)	2	-	2	-	-	1	1	-	-	1	1	-	2	-
		11.0%	-	33.9%	-	-	11.5%	52.0%	35.1%	-	-	20.8%	48.6%	-	13.2%	-
Greatly decrease		(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																
Net: Increase		9	4	3	2	4	4	1	1	-	-	2	1	6	6	3
		50.6%	57.5%	50.7%	40.9%	80.3%	51.6%	48.0%	32.3%	-	-	39.8%	51.4%	55.5%	41.1%	100.0%
Net: Decrease		2	-	2	-	-	1	1	1	-	-	1	1	-	2	-
		11.0%	-	33.9%	-	-	11.5%	52.0%	35.1%	-	-	20.8%	48.6%	-	13.2%	-
Net: Increase + Stay the same		15	7	4	5	5	7	1	2	1	2	4	1	10	12	3
		89.0%	100.0%	66.1%	100.0%	100.0%	88.5%	48.0%	64.9%	100.0%	100.0%	79.2%	51.4%	100.0%	86.8%	100.0%
Mean score		3.5	3.6	3.5	3.4	4.0	3.4	3.4	3.3	3.0	3.0	3.2	3.0	3.7	3.4	4.0

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

## Jobs Outlook - Combined

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

### Education

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

			WAVE			REGION						SIZE			SECTOR	
		Total	May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		21	8	9	4	5	8	4	5	1	3	-	5	16	21	-
Weighted Total		21	8	9	4	5	8	4	5	1	3	-	5	16	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%	-
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	1	-	-	1	-	1	-	-	-	-	-	1	-	1	-
		4.7%	-	-	25.4%	-	11.4%	-	-	-	-	-	19.4%	-	4.7%	-
Stay the same	(3)	11	4	6	1	2	5	2	3	1	2	-	2	9	11	-
		53.7%	51.2%	68.4%	24.7%	39.3%	54.3%	50.3%	60.0%	100.0%	65.8%	-	42.7%	57.2%	53.7%	-
Slightly decrease	(2)	5	3	-	2	1	1	2	2	-	1	-	-	5	5	-
		23.5%	37.0%	-	49.9%	20.6%	12.5%	49.7%	40.0%	-	34.2%	-	-	31.0%	23.5%	-
Greatly decrease	(1)	1	1	-	-	-	1	-	-	-	-	-	1	-	1	-
		4.6%	11.8%	-	-	-	11.1%	-	-	-	-	-	18.9%	-	4.6%	-
Don't know		3	-	3	-	2	1	-	-	-	-	-	1	2	3	-
		13.5%	-	31.6%	-	40.1%	10.7%	-	-	-	-	-	19.0%	11.8%	13.5%	-
NETS																
Net: Increase		1	-	-	1	-	1	-	-	-	-	-	1	-	1	-
		4.7%	-	-	25.4%	-	11.4%	-	-	-	-	-	19.4%	-	4.7%	-
Net: Decrease		6	4	-	2	1	2	2	2	-	1	-	1	5	6	-
		28.1%	48.8%	-	49.9%	20.6%	23.6%	49.7%	40.0%	-	34.2%	-	18.9%	31.0%	28.1%	-
Net: Increase + Stay the same		12	4	6	2	2	6	2	3	1	2	-	3	9	12	-
		58.4%	51.2%	68.4%	50.1%	39.3%	65.7%	50.3%	60.0%	100.0%	65.8%	-	62.1%	57.2%	58.4%	-
Mean score		2.7	2.4	3.0	2.8	2.7	2.7	2.5	2.6	3.0	2.7	-	2.8	2.6	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	May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	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	7	15	8	6	9	9	10	1	5	6	7	17	26	4
Weighted Total		29	7	14	8	6	9	9	10	1	5	6	7	17	25	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	-
		6.7%	-	13.5%	-	16.5%	-	11.4%	10.3%	-	-	-	-	11.6%	7.6%	-
Slightly increase	(4)	3	2	1	-	-	1	2	2	-	-	-	1	2	2	1
		10.1%	27.9%	6.9%	-	-	10.8%	22.3%	20.3%	-	-	-	14.8%	11.6%	7.7%	26.9%
Stay the same	(3)	18	4	9	6	3	7	5	6	1	3	5	4	10	16	3
		63.6%	58.5%	60.8%	73.4%	50.0%	79.4%	55.4%	59.5%	100.0%	58.1%	84.8%	55.9%	59.7%	62.3%	73.1%
Slightly decrease	(2)	5	1	2	2	1	1	1	1	-	2	1	2	2	5	-
		16.3%	13.6%	12.1%	26.6%	16.9%	9.8%	10.9%	9.9%	-	41.9%	15.2%	29.3%	11.5%	18.7%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		1	-	1	-	1	-	-	-	-	-	-	-	1	1	-
		3.3%	-	6.7%	-	16.6%	-	-	-	-	-	-	-	5.7%	3.8%	-
NETS																
Net: Increase		5	2	3	-	1	1	3	3	-	-	-	1	4	4	1
		16.7%	27.9%	20.4%	-	16.5%	10.8%	33.7%	30.6%	-	-	-	14.8%	23.1%	15.3%	26.9%
Net: Decrease		5	1	2	2	1	1	1	1	-	2	1	2	2	5	-
		16.3%	13.6%	12.1%	26.6%	16.9%	9.8%	10.9%	9.9%	-	41.9%	15.2%	29.3%	11.5%	18.7%	-
Net: Increase + Stay the same		23	6	12	6	4	8	8	9	1	3	5	5	14	20	4
		80.4%	86.4%	81.2%	73.4%	66.5%	90.2%	89.1%	90.1%	100.0%	58.1%	84.8%	70.7%	82.8%	77.5%	100.0%
Mean score		3.1	3.1	3.2	2.7	3.2	3.0	3.3	3.3	3.0	2.6	2.8	2.9	3.2	3.0	3.3

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	May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	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	11	2	3	6	3	6	3	3	3	2	13	18	-
Weighted Total		18	5	11	2	3	7	3	6	3	3	3	2	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%	100.0%	-
Greatly increase	(5)	1	-	1	-	1	-	-	-	-	-	-	-	1	1	-
		5.2%	-	8.5%	-	32.3%	-	-	-	-	-	-	-	7.1%	5.2%	-
Slightly increase	(4)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Stay the same	(3)	16	4	10	2	2	7	2	5	3	3	3	2	11	16	-
		89.5%	81.3%	91.5%	100.0%	67.7%	100.0%	67.5%	83.5%	100.0%	100.0%	100.0%	100.0%	85.7%	89.5%	-
Slightly decrease	(2)	1	1	-	-	-	-	1	1	-	-	-	-	1	1	-
		5.2%	18.7%	-	-	-	-	32.5%	16.5%	-	-	-	-	7.2%	5.2%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																
Net: Increase		1	-	1	-	1	-	-	-	-	-	-	-	1	1	-
		5.2%	-	8.5%	-	32.3%	-	-	-	-	-	-	-	7.1%	5.2%	-
Net: Decrease		1	1	-	-	-	-	1	1	-	-	-	-	1	1	-
		5.2%	18.7%	-	-	-	-	32.5%	16.5%	-	-	-	-	7.2%	5.2%	-
Net: Increase + Stay the same		17	4	11	2	3	7	2	5	3	3	3	2	12	17	-
		94.8%	81.3%	100.0%	100.0%	100.0%	100.0%	67.5%	83.5%	100.0%	100.0%	100.0%	100.0%	92.8%	94.8%	-
Mean score		3.1	2.8	3.2	3.0	3.6	3.0	2.7	2.8	3.0	3.0	3.0	3.0	3.1	3.1	-

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

## Jobs Outlook - Combined

**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	May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		15	7	6	2	3	6	1	2	1	4	3	1	11	13	2
Weighted Total		15	7	6	2	3	7	1	2	1	4	3	1	11	13	2
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	1	-	1	-	1	-	-	-	-	-	-	-	1	1	-
		6.3%	-	15.9%	-	33.8%	-	-	-	-	-	-	-	8.4%	7.2%	-
Slightly increase	(4)	2	1	-	1	-	1	-	-	-	1	-	1	1	2	-
		14.4%	16.3%	-	51.7%	-	17.6%	-	-	-	26.8%	-	100.0%	10.4%	16.3%	-
Stay the same	(3)	11	5	5	1	2	5	-	1	1	3	3	-	8	9	2
		73.0%	70.4%	84.1%	48.3%	66.2%	82.4%	-	49.3%	100.0%	73.2%	100.0%	-	72.7%	69.3%	100.0%
Slightly decrease	(2)	1	1	-	-	-	-	1	1	-	-	-	-	1	1	-
		6.3%	13.3%	-	-	-	-	100.0%	50.7%	-	-	-	-	8.5%	7.2%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																
Net: Increase		3	1	1	1	1	1	-	-	-	1	-	1	2	3	-
		20.7%	16.3%	15.9%	51.7%	33.8%	17.6%	-	-	-	26.8%	-	100.0%	18.8%	23.5%	-
Net: Decrease		1	1	-	-	-	-	1	1	-	-	-	-	1	1	-
		6.3%	13.3%	-	-	-	-	100.0%	50.7%	-	-	-	-	8.5%	7.2%	-
Net: Increase + Stay the same		14	6	6	2	3	7	-	1	1	4	3	1	10	12	2
		93.7%	86.7%	100.0%	100.0%	100.0%	100.0%	-	49.3%	100.0%	100.0%	100.0%	100.0%	91.5%	92.8%	100.0%
Mean score		3.2	3.0	3.3	3.5	3.7	3.2	2.0	2.5	3.0	3.3	3.0	4.0	3.2	3.2	3.0

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

## Jobs Outlook - Combined

**Q14\_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	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	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	9	3	6	2	3	5	6	1	7	2	5	11	16	2
Weighted Total		18	9	3	6	2	3	5	6	1	7	2	5	11	16	2
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	1	-	-	1	-	1	-	-	-	-	-	1	-	1	-
		5.4%	-	-	16.1%	-	29.8%	-	-	-	-	-	19.7%	-	6.1%	-
Stay the same	(3)	12	5	3	4	2	2	3	3	-	5	2	3	7	10	2
		68.0%	56.4%	100.0%	67.8%	100.0%	70.2%	60.4%	50.2%	-	73.0%	100.0%	61.2%	65.0%	63.8%	100.0%
Slightly decrease	(2)	2	2	-	-	-	-	2	2	-	-	-	1	1	2	-
		10.5%	21.6%	-	-	-	-	39.6%	32.9%	-	-	-	19.1%	8.6%	11.9%	-
Greatly decrease	(1)	1	1	-	-	-	-	-	-	-	1	-	-	1	1	-
		5.2%	10.7%	-	-	-	-	-	-	-	13.1%	-	-	8.6%	5.9%	-
Don't know		2	1	-	1	-	-	-	1	1	1	-	-	2	2	-
		10.9%	11.3%	-	16.1%	-	-	-	16.9%	100.0%	13.8%	-	-	17.8%	12.3%	-
NETS																
Net: Increase		1	-	-	1	-	1	-	-	-	-	-	1	-	1	-
		5.4%	-	-	16.1%	-	29.8%	-	-	-	-	-	19.7%	-	6.1%	-
Net: Decrease		3	3	-	-	-	-	2	2	-	1	-	1	2	3	-
		15.7%	32.3%	-	-	-	-	39.6%	32.9%	-	13.1%	-	19.1%	17.2%	17.8%	-
Net: Increase + Stay the same		13	5	3	5	2	3	3	3	-	5	2	4	7	11	2
		73.4%	56.4%	100.0%	83.9%	100.0%	100.0%	60.4%	50.2%	-	73.0%	100.0%	80.9%	65.0%	69.9%	100.0%
Mean score		2.8	2.5	3.0	3.2	3.0	3.3	2.6	2.6	-	2.7	3.0	3.0	2.7	2.8	3.0

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

## Jobs Outlook - Combined

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

### Industrial

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

		WAVE			REGION						SIZE			SECTOR		
		Total	May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	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	6	9	7	6	6	8	8	-	2	3	7	12	18	4
Weighted Total		21	6	9	7	6	6	8	8	-	2	3	7	11	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
		22.7%	50.3%	21.5%	-	32.8%	18.5%	24.1%	24.1%	-	-	31.5%	-	34.4%	17.2%	47.9%
Slightly increase	(4)	2	-	1	1	-	2	-	-	-	-	-	1	1	2	-
		8.7%	-	10.2%	14.4%	-	30.8%	-	-	-	-	-	12.8%	8.4%	10.6%	-
Stay the same	(3)	12	3	5	5	3	3	5	5	-	2	2	6	5	11	2
		59.4%	49.7%	57.0%	71.2%	49.8%	50.7%	63.4%	63.4%	-	100.0%	68.5%	87.2%	40.1%	61.0%	52.1%
Slightly decrease	(2)	1	-	-	1	-	-	1	1	-	-	-	-	1	1	-
		4.5%	-	-	14.5%	-	-	12.5%	12.5%	-	-	-	-	8.5%	5.5%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		1	-	1	-	1	-	-	-	-	-	-	-	1	1	-
		4.6%	-	11.3%	-	17.4%	-	-	-	-	-	-	-	8.6%	5.6%	-
NETS																
Net: Increase		7	3	3	1	2	3	2	2	-	-	1	1	5	5	2
		31.4%	50.3%	31.7%	14.4%	32.8%	49.3%	24.1%	24.1%	-	-	31.5%	12.8%	42.8%	27.8%	47.9%
Net: Decrease		1	-	-	1	-	-	1	1	-	-	-	-	1	1	-
		4.5%	-	-	14.5%	-	-	12.5%	12.5%	-	-	-	-	8.5%	5.5%	-
Net: Increase + Stay the same		19	6	8	6	5	6	7	7	-	2	3	7	9	15	4
		90.8%	100.0%	88.7%	85.5%	82.6%	100.0%	87.5%	87.5%	-	100.0%	100.0%	100.0%	82.9%	88.8%	100.0%
Mean score		3.5	4.0	3.6	3.0	3.8	3.7	3.4	3.4	-	3.0	3.6	3.1	3.8	3.4	4.0

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		May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	*n
Unweighted Total	33	13	13	7	7	8	10	14	4	4	4	10	19	31	2
Weighted Total	32	13	13	7	7	9	10	13	4	4	4	10	19	31	2
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	1	1	-	1	-	-	-	-	-	-	-	1	1	-
	2.9%	-	7.3%	-	14.3%	-	-	-	-	-	-	-	5.1%	3.1%	-
Slightly increase	(4)	2	1	1	-	1	-	-	-	1	-	1	1	2	-
	6.0%	-	7.5%	14.1%	-	11.3%	-	-	-	25.1%	-	9.7%	5.2%	6.3%	-
Stay the same	(3)	25	9	4	5	8	7	11	4	2	3	8	14	23	2
	76.0%	92.6%	70.6%	55.7%	71.0%	88.7%	70.6%	78.9%	100.0%	46.5%	75.0%	79.4%	74.5%	74.6%	100.0%
Slightly decrease	(2)	5	2	2	1	-	3	3	-	1	1	1	3	5	-
	15.1%	7.4%	14.7%	30.1%	14.7%	-	29.4%	21.1%	-	28.4%	25.0%	10.9%	15.3%	16.0%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>NETS</b>															
Net: Increase	3	-	2	1	1	1	-	-	-	1	-	1	2	3	-
	8.9%	-	14.8%	14.1%	14.3%	11.3%	-	-	-	25.1%	-	9.7%	10.2%	9.4%	-
Net: Decrease	5	1	2	2	1	-	3	3	-	1	1	1	3	5	-
	15.1%	7.4%	14.7%	30.1%	14.7%	-	29.4%	21.1%	-	28.4%	25.0%	10.9%	15.3%	16.0%	-
Net: Increase + Stay the same	28	12	11	5	6	9	7	11	4	3	3	9	16	26	2
	84.9%	92.6%	85.3%	69.9%	85.3%	100.0%	70.6%	78.9%	100.0%	71.6%	75.0%	89.1%	84.7%	84.0%	100.0%
Mean score	3.0	2.9	3.1	2.8	3.1	3.1	2.7	2.8	3.0	3.0	2.8	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\_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	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		10	4	4	2	1	2	3	4	1	3	1	5	4	10	-
Weighted Total		10	4	4	2	1	2	3	4	1	3	1	5	4	10	-
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-
Greatly increase	(5)	1	-	1	-	1	-	-	-	-	-	-	-	1	1	-
		9.6%	-	25.0%	-	100.0%	-	-	-	-	-	-	-	24.2%	9.6%	-
Slightly increase	(4)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Stay the same	(3)	7	3	3	1	-	2	2	3	1	2	1	4	2	7	-
		69.7%	76.3%	75.0%	47.0%	-	100.0%	67.5%	75.4%	100.0%	62.5%	100.0%	77.8%	51.5%	69.7%	-
Slightly decrease	(2)	2	1	-	1	-	-	1	1	-	1	-	1	1	2	-
		20.7%	23.7%	-	53.0%	-	-	32.5%	24.6%	-	37.5%	-	22.2%	24.3%	20.7%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																
Net: Increase		1	-	1	-	1	-	-	-	-	-	-	-	1	1	-
		9.6%	-	25.0%	-	100.0%	-	-	-	-	-	-	-	24.2%	9.6%	-
Net: Decrease		2	1	-	1	-	-	1	1	-	1	-	1	1	2	-
		20.7%	23.7%	-	53.0%	-	-	32.5%	24.6%	-	37.5%	-	22.2%	24.3%	20.7%	-
Net: Increase + Stay the same		8	3	4	1	1	2	2	3	1	2	1	4	3	8	-
		79.3%	76.3%	100.0%	47.0%	100.0%	100.0%	67.5%	75.4%	100.0%	62.5%	100.0%	77.8%	75.7%	79.3%	-
Mean score		3.0	2.8	3.5	2.5	5.0	3.0	2.7	2.8	3.0	2.6	3.0	2.8	3.2	3.0	-

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

## Jobs Outlook - Combined

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

### Marketing, media & creative

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

		WAVE			REGION						SIZE			SECTOR	
Total		May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	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	9	11	8	6	10	4	9	5	3	4	7	17	28	-
Weighted Total	28	9	11	8	6	11	4	9	5	3	4	7	17	28	-
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-
Greatly increase	(5)	2	1	1	1	1	-	-	-	-	-	-	2	2	-
	6.9%	-	8.5%	12.5%	16.3%	9.2%	-	-	-	-	-	-	11.2%	6.9%	-
Slightly increase	(4)	1	-	1	-	1	-	-	-	-	-	1	-	1	-
	3.5%	-	-	12.5%	-	9.2%	-	-	-	-	-	14.5%	-	3.5%	-
Stay the same	(3)	7	10	5	4	9	3	8	5	2	4	6	12	22	-
	79.1%	78.1%	91.5%	62.5%	66.9%	81.7%	75.4%	88.9%	100.0%	64.7%	100.0%	85.5%	71.8%	79.1%	-
Slightly decrease	(2)	2	-	1	1	-	1	1	-	-	-	-	2	2	-
	6.9%	10.7%	-	12.5%	16.8%	-	24.6%	11.1%	-	-	-	-	11.2%	6.9%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	1	1	-	-	-	-	-	-	-	1	-	-	1	1	-
	3.6%	11.2%	-	-	-	-	-	-	-	35.3%	-	-	5.8%	3.6%	-
<b>NETS</b>															
Net: Increase	3	-	1	2	1	2	-	-	-	-	-	1	2	3	-
	10.4%	-	8.5%	24.9%	16.3%	18.3%	-	-	-	-	-	14.5%	11.2%	10.4%	-
Net: Decrease	2	1	-	1	1	-	1	1	-	-	-	-	2	2	-
	6.9%	10.7%	-	12.5%	16.8%	-	24.6%	11.1%	-	-	-	-	11.2%	6.9%	-
Net: Increase + Stay the same	25	7	11	7	5	11	3	8	5	2	4	7	14	25	-
	89.5%	78.1%	100.0%	87.5%	83.2%	100.0%	75.4%	88.9%	100.0%	64.7%	100.0%	100.0%	83.0%	89.5%	-
Mean score	3.1	2.9	3.2	3.2	3.2	3.3	2.8	2.9	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

**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	May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	l	m	*n
Unweighted Total		62	23	23	16	13	17	16	25	9	7	13	19	30	56	6
Weighted Total		60	22	23	15	12	17	15	24	8	7	12	19	29	54	6
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	1	-	1	-	1	-	-	-	-	-	-	-	1	1	-
		1.6%	-	4.2%	-	7.7%	-	-	-	-	-	-	-	3.2%	1.7%	-
Slightly increase	(4)	4	-	2	2	-	1	1	2	1	1	-	1	3	4	-
		6.5%	-	8.7%	12.5%	-	5.6%	6.5%	8.2%	11.4%	14.1%	-	5.2%	10.0%	7.1%	-
Stay the same	(3)	48	20	18	9	9	14	13	20	7	4	12	15	21	42	6
		78.9%	91.5%	78.7%	61.1%	76.7%	83.4%	87.5%	83.9%	77.5%	54.3%	92.4%	78.7%	73.3%	76.7%	100.0%
Slightly decrease	(2)	5	1	1	3	1	-	1	2	1	2	1	1	3	5	-
		8.3%	4.2%	4.2%	20.3%	7.9%	-	6.1%	7.9%	11.1%	31.6%	7.6%	5.9%	10.2%	9.2%	-
Greatly decrease	(1)	2	1	-	1	-	2	-	-	-	-	-	2	-	2	-
		3.1%	4.2%	-	6.2%	-	11.0%	-	-	-	-	-	10.2%	-	3.5%	-
Don't know		1	-	1	-	1	-	-	-	-	-	-	-	1	1	-
		1.6%	-	4.2%	-	7.7%	-	-	-	-	-	-	-	3.2%	1.7%	-
NETS																
Net: Increase		5	-	3	2	1	1	1	2	1	1	-	1	4	5	-
		8.0%	-	12.9%	12.5%	7.7%	5.6%	6.5%	8.2%	11.4%	14.1%	-	5.2%	13.3%	8.9%	-
Net: Decrease		7	2	1	4	1	2	1	2	1	2	1	3	3	7	-
		11.5%	8.5%	4.2%	26.4%	7.9%	11.0%	6.1%	7.9%	11.1%	31.6%	7.6%	16.1%	10.2%	12.7%	-
Net: Increase + Stay the same		52	20	21	11	10	15	14	22	8	5	12	16	25	47	6
		87.0%	91.5%	91.6%	73.6%	84.4%	89.0%	93.9%	92.1%	88.9%	68.4%	92.4%	83.9%	86.5%	85.6%	100.0%
Mean score		2.9	2.9	3.1	2.8	3.1	2.8	3.0	3.0	3.0	2.8	2.9	2.8	3.1	2.9	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	May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		22	8	6	8	7	4	6	9	3	2	7	6	9	21	1
Weighted Total		21	8	6	8	7	4	6	9	3	2	7	6	9	20	1
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	1	-	1	-	1	-	-	-	-	-	-	-	1	1	-
		4.5%	-	16.9%	-	14.3%	-	-	-	-	-	-	-	11.0%	4.7%	-
Slightly increase	(4)	2	1	-	1	1	-	1	1	-	-	1	1	-	2	-
		9.1%	12.9%	-	12.0%	15.2%	-	15.8%	10.6%	-	-	14.9%	16.1%	-	9.5%	-
Stay the same	(3)	18	7	5	7	5	4	5	8	3	2	6	5	8	17	1
		86.4%	87.1%	83.1%	88.0%	70.5%	100.0%	84.2%	89.4%	100.0%	100.0%	85.1%	83.9%	89.0%	85.8%	100.0%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																
Net: Increase		3	1	1	1	2	-	1	1	-	-	1	1	1	3	-
		13.6%	12.9%	16.9%	12.0%	29.5%	-	15.8%	10.6%	-	-	14.9%	16.1%	11.0%	14.2%	-
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		21	8	6	8	7	4	6	9	3	2	7	6	9	20	1
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Mean score		3.2	3.1	3.3	3.1	3.4	3.0	3.2	3.1	3.0	3.0	3.1	3.2	3.2	3.2	3.0

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

## Jobs Outlook - Combined

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

### Technology

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

			WAVE			REGION					SIZE			SECTOR		
		Total	May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		20	7	6	7	3	8	5	8	3	1	3	5	12	20	-
Weighted Total		20	7	6	7	3	8	5	8	3	1	3	5	12	20	-
		100.0%	100.0%	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	-
		4.9%	-	-	14.3%	-	11.4%	-	-	-	-	-	-	8.0%	4.9%	-
Slightly increase	(4)	1	-	1	-	-	1	-	-	-	-	-	-	1	1	-
		5.8%	-	18.5%	-	-	13.5%	-	-	-	-	-	-	9.5%	5.8%	-
Stay the same	(3)	17	6	5	6	3	6	4	7	3	1	3	5	9	17	-
		84.5%	86.2%	81.5%	85.7%	100.0%	75.1%	80.3%	87.6%	100.0%	100.0%	100.0%	100.0%	74.7%	84.5%	-
Slightly decrease	(2)	1	1	-	-	-	-	1	1	-	-	-	-	1	1	-
		4.8%	13.8%	-	-	-	-	19.7%	12.4%	-	-	-	-	7.8%	4.8%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																
Net: Increase		2	-	1	1	-	2	-	-	-	-	-	-	2	2	-
		10.7%	-	18.5%	14.3%	-	24.9%	-	-	-	-	-	-	17.5%	10.7%	-
Net: Decrease		1	1	-	-	-	-	1	1	-	-	-	-	1	1	-
		4.8%	13.8%	-	-	-	-	19.7%	12.4%	-	-	-	-	7.8%	4.8%	-
Net: Increase + Stay the same		19	6	6	7	3	8	4	7	3	1	3	5	11	19	-
		95.2%	86.2%	100.0%	100.0%	100.0%	100.0%	80.3%	87.6%	100.0%	100.0%	100.0%	100.0%	92.2%	95.2%	-
Mean score		3.1	2.9	3.2	3.3	3.0	3.4	2.8	2.9	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,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	40 100.0%	- -	6 14.3%	30 75.6%	3 7.7%	- -	1 2.4%	6 14.3%	3 7.7%	36 89.9%	3.1
Construction	17 100.0%	- -	5 27.3%	13 72.7%	- -	- -	- -	5 27.3%	- -	17 100.0%	3.3
Drivers	17 100.0%	1 5.4%	6 34.1%	7 43.8%	3 16.7%	- -	- -	7 39.5%	3 16.7%	14 83.3%	3.3
Education	21 100.0%	- -	2 9.3%	11 53.7%	4 18.9%	1 4.6%	3 13.5%	2 9.3%	5 23.5%	13 63.0%	2.8
Engineering & technical	29 100.0%	1 3.4%	8 26.3%	15 50.9%	5 16.1%	- -	1 3.3%	9 29.7%	5 16.1%	23 80.6%	3.2
Executive recruitment / interim management	18 100.0%	- -	6 31.7%	12 68.3%	- -	- -	- -	6 31.7%	- -	18 100.0%	3.3
Health & social care	15 100.0%	- -	4 25.9%	9 60.6%	2 13.5%	- -	- -	4 25.9%	2 13.5%	13 86.5%	3.1
Hospitality	18 100.0%	- -	2 10.7%	13 73.4%	2 10.4%	- -	1 5.5%	2 10.7%	2 10.4%	15 84.0%	3.0
Industrial	21 100.0%	4 18.9%	3 13.2%	13 63.3%	- -	- -	1 4.6%	7 32.1%	- -	20 95.4%	3.5
Legal & HR	32 100.0%	1 2.9%	3 8.9%	26 79.0%	3 9.2%	- -	- -	4 11.8%	3 9.2%	29 90.8%	3.1
Life sciences	10 100.0%	- -	2 19.2%	7 69.7%	1 11.1%	- -	- -	2 19.2%	1 11.1%	9 88.9%	3.1
Marketing, media & creative	28 100.0%	1 3.5%	4 13.7%	20 72.2%	1 3.5%	- -	2 7.1%	5 17.2%	1 3.5%	25 89.4%	3.2
Office professionals	60 100.0%	- -	7 11.5%	47 77.2%	3 5.0%	2 3.1%	2 3.2%	7 11.5%	5 8.1%	53 88.7%	3.0
Sales & retail	21 100.0%	- -	2 9.3%	18 86.4%	1 4.4%	- -	- -	2 9.3%	1 4.4%	20 95.6%	3.0
Technology	20 100.0%	1 4.9%	1 4.8%	17 85.5%	- -	- -	1 4.9%	2 9.7%	- -	19 95.1%	3.2
Average (response based including bases)	367 100.0%	9 2.4%	58 15.9%	258 70.3%	27 7.5%	3 .8%	12 3.1%	67 18.3%	30 8.2%	325 88.6%	3.1

## 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		May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	376	132	141	103	81	113	91	131	40	51	64	95	217	346	30
Weighted Total	367	129	138	100	76	117	87	125	38	48	61	93	213	339	28
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	9	2	5	2	-	3	6	6	-	-	1	8	8	1
	2.4%	1.6%	3.5%	1.9%	-	2.6%	6.5% d	4.6%	-	-	-	1.1%	3.6%	2.3%	3.3%
Slightly increase	(4)	58	23	27	9	14	15	15	20	5	9	14	35	54	5
	15.9%	17.8% c	19.4% c	8.7%	18.6%	13.2%	17.4%	16.0%	12.7%	18.1%	14.2%	15.6%	16.6%	15.9%	16.7%
Stay the same	(3)	258	93	97	68	53	85	60	93	33	28	64	145	237	21
	70.3%	72.3%	69.8%	68.4%	68.8%	72.6%	68.4%	74.1% i	87.3% dfi	57.4%	80.0%	69.4%	67.9%	70.0%	73.9%
Slightly decrease	(2)	27	7	5	15	6	5	7	7	-	10	9	15	26	2
	7.5%	5.4%	3.9%	15.2% ab	7.6%	4.2%	7.6%	5.3%	-	20.5% defgh	5.8%	9.8%	6.9%	7.6%	6.1%
Greatly decrease	(1)	3	2	-	1	-	3	-	-	-	-	3	-	3	-
	.8%	1.5%	-	1.0%	-	2.4%	-	-	-	-	-	3.1% l	-	.8%	-
Don't know		12	2	5	5	4	6	-	-	2	-	1	11	12	-
	3.1%	1.5%	3.4%	4.9%	5.0% fg	4.9% fg	-	-	-	4.1% g	-	1.0%	5.0%	3.4%	-
<b>NETS</b>															
Net: Increase	67	25	32	11	14	19	21	26	5	9	9	15	43	62	6
	18.3%	19.3%	22.9% c	10.6%	18.6%	15.8%	24.0%	20.5%	12.7%	18.1%	14.2%	16.7%	20.2%	18.2%	20.0%
Net: Decrease	30	9	5	16	6	8	7	7	-	10	4	12	15	28	2
	8.2%	6.8%	3.9%	16.1% ab	7.6%	6.7%	7.6%	5.3%	-	20.5% defgh	5.8%	12.9%	6.9%	8.4%	6.1%
Net: Increase + Stay the same	325	118	128	79	67	103	81	119	38	37	58	80	188	299	27
	88.6%	91.6% c	92.7% c	79.0%	87.4%	88.4% i	92.4% i	94.7% i	100.0% dei	75.4%	94.2%	86.1%	88.1%	88.2%	93.9%
Mean score	3.1	3.1 c	3.2 c	3.0	3.1	3.1	3.2 i	3.2 i	3.1	3.0	3.1	3.0	3.2 k	3.1	3.2

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		May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	*n
Unweighted Total	41	13	12	16	12	11	10	15	5	3	5	9	27	38	3
Weighted Total	40	12	12	16	11	11	10	14	5	3	5	9	26	37	3
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	6	3	3	1	2	2	3	1	-	1	-	5	5	1
	14.3%	22.6%	24.4%	-	8.4%	16.7%	19.9%	19.9%	20.0%	-	19.3%	-	18.1%	12.8%	33.9%
Stay the same	(3)	30	10	9	9	8	7	11	4	2	4	8	19	28	2
	75.6%	77.4%	75.6%	74.2%	83.0%	74.7%	69.7%	73.2%	80.0%	62.5%	80.7%	87.5%	70.7%	76.3%	66.1%
Slightly decrease	(2)	3	-	3	1	-	1	1	-	1	-	1	2	3	-
	7.7%	-	-	19.6%	8.6%	-	10.4%	6.9%	-	37.5%	-	12.5%	7.5%	8.2%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		1	-	1	-	1	-	-	-	-	-	-	1	1	-
	2.4%	-	-	6.2%	-	8.6%	-	-	-	-	-	-	3.7%	2.6%	-
<b>NETS</b>															
Net: Increase	6	3	3	-	1	2	2	3	1	-	1	-	5	5	1
	14.3%	22.6%	24.4%	-	8.4%	16.7%	19.9%	19.9%	20.0%	-	19.3%	-	18.1%	12.8%	33.9%
Net: Decrease	3	-	-	3	1	-	1	1	-	1	-	1	2	3	-
	7.7%	-	-	19.6%	8.6%	-	10.4%	6.9%	-	37.5%	-	12.5%	7.5%	8.2%	-
Net: Increase + Stay the same	36	12	12	12	10	10	9	13	5	2	5	8	23	33	3
	89.9%	100.0%	100.0%	74.2%	91.4%	91.4%	89.6%	93.1%	100.0%	62.5%	100.0%	87.5%	88.8%	89.1%	100.0%
Mean score	3.1	3.2	3.2	2.8	3.0	3.2	3.1	3.1	3.2	2.6	3.2	2.9	3.1	3.0	3.3

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		May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	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	6	7	5	2	7	5	7	2	2	5	5	8	15	3
Weighted Total	17	6	7	5	2	7	5	7	2	2	5	5	8	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)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	5	2	2	1	1	2	3	1	1	1	2	2	4	1
	27.3%	33.0%	27.4%	20.0%	-	13.3%	39.5%	42.6%	50.6%	53.2%	20.0%	38.2%	24.6%	26.4%	31.7%
Stay the same	(3)	13	4	5	4	6	3	4	1	1	4	3	6	11	2
	72.7%	67.0%	72.6%	80.0%	100.0%	86.7%	60.5%	57.4%	49.4%	46.8%	80.0%	61.8%	75.4%	73.6%	68.3%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>NETS</b>															
Net: Increase	5	2	2	1	-	1	2	3	1	1	1	2	2	4	1
	27.3%	33.0%	27.4%	20.0%	-	13.3%	39.5%	42.6%	50.6%	53.2%	20.0%	38.2%	24.6%	26.4%	31.7%
Net: Decrease	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same	17	6	7	5	2	7	5	7	2	2	5	5	8	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%
Mean score	3.3	3.3	3.3	3.2	3.0	3.1	3.4	3.4	3.5	3.5	3.2	3.4	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

**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	May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	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	7	6	5	5	8	2	3	1	2	5	2	11	15	3
Weighted Total		17	7	6	5	5	8	2	3	1	2	5	2	10	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	1	-
		5.4%	-	16.5%	-	-	-	48.0%	32.3%	-	-	-	-	8.8%	6.4%	-
Slightly increase	(4)	6	3	2	1	3	3	-	-	-	-	-	1	5	4	2
		34.1%	44.2%	34.2%	19.8%	61.1%	38.5%	-	-	-	-	-	51.4%	46.7%	27.6%	67.7%
Stay the same	(3)	7	4	1	3	2	3	-	1	1	2	4	-	4	7	1
		43.8%	55.8%	15.3%	60.0%	38.9%	37.5%	-	32.6%	100.0%	100.0%	79.2%	-	35.3%	46.1%	32.3%
Slightly decrease	(2)	3	-	2	1	-	2	1	1	-	-	1	1	1	3	-
		16.7%	-	33.9%	20.2%	-	24.0%	52.0%	35.1%	-	-	20.8%	48.6%	9.3%	19.9%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																
Net: Increase		7	3	3	1	3	3	1	1	-	-	-	1	6	5	2
		39.5%	44.2%	50.7%	19.8%	61.1%	38.5%	48.0%	32.3%	-	-	-	51.4%	55.5%	34.0%	67.7%
Net: Decrease		3	-	2	1	-	2	1	1	-	-	1	1	1	3	-
		16.7%	-	33.9%	20.2%	-	24.0%	52.0%	35.1%	-	-	20.8%	48.6%	9.3%	19.9%	-
Net: Increase + Stay the same		14	7	4	4	5	6	1	2	1	2	4	1	9	11	3
		83.3%	100.0%	66.1%	79.8%	100.0%	76.0%	48.0%	64.9%	100.0%	100.0%	79.2%	51.4%	90.7%	80.1%	100.0%
Mean score		3.3	3.4	3.3	3.0	3.6	3.1	3.4	3.3	3.0	3.0	2.8	3.0	3.5	3.2	3.7

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

## Jobs Outlook - Combined

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

### Education

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

		WAVE			REGION						SIZE			SECTOR	
Total		May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total	21	8	9	4	5	8	4	5	1	3	-	5	16	21	-
Weighted Total	21	8	9	4	5	8	4	5	1	3	-	5	16	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%	-
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	2	1	-	1	1	1	1	-	-	-	1	1	2	-
	9.3%	11.9%	-	25.4%	-	11.4%	25.1%	20.2%	-	-	-	19.4%	6.1%	9.3%	-
Stay the same	(3)	11	4	6	2	5	2	3	1	2	-	2	9	11	-
	53.7%	51.2%	68.4%	24.7%	39.3%	54.3%	50.3%	60.0%	100.0%	65.8%	-	42.7%	57.2%	53.7%	-
Slightly decrease	(2)	4	2	-	1	1	1	1	-	1	-	-	4	4	-
	18.9%	25.1%	-	49.9%	20.6%	12.5%	24.6%	19.8%	-	34.2%	-	-	24.9%	18.9%	-
Greatly decrease	(1)	1	1	-	-	1	-	-	-	-	-	1	-	1	-
	4.6%	11.8%	-	-	-	11.1%	-	-	-	-	-	18.9%	-	4.6%	-
Don't know	3	-	3	-	2	1	-	-	-	-	-	1	2	3	-
	13.5%	-	31.6%	-	40.1%	10.7%	-	-	-	-	-	19.0%	11.8%	13.5%	-
<b>NETS</b>															
Net: Increase	2	1	-	1	-	1	1	1	-	-	-	1	1	2	-
	9.3%	11.9%	-	25.4%	-	11.4%	25.1%	20.2%	-	-	-	19.4%	6.1%	9.3%	-
Net: Decrease	5	3	-	2	1	2	1	1	-	1	-	1	4	5	-
	23.5%	36.9%	-	49.9%	20.6%	23.6%	24.6%	19.8%	-	34.2%	-	18.9%	24.9%	23.5%	-
Net: Increase + Stay the same	13	5	6	2	2	6	3	4	1	2	-	3	10	13	-
	63.0%	63.1%	68.4%	50.1%	39.3%	65.7%	75.4%	80.2%	100.0%	65.8%	-	62.1%	63.2%	63.0%	-
Mean score	2.8	2.6	3.0	2.8	2.7	2.7	3.0	3.0	3.0	2.7	-	2.8	2.8	2.8	-

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		May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	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	7	15	8	6	9	9	10	1	5	6	7	17	26	4
Weighted Total	29	7	14	8	6	9	9	10	1	5	6	7	17	25	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	-
	3.4%	-	6.9%	-	-	-	11.4%	10.3%	-	-	-	-	5.9%	3.9%	-
Slightly increase	(4)	8	4	-	2	1	4	4	-	1	1	2	5	7	1
	26.3%	54.3%	26.9%	-	33.1%	10.8%	43.5%	39.5%	-	20.9%	16.1%	29.1%	28.6%	26.2%	26.9%
Stay the same	(3)	15	7	5	3	6	4	5	1	1	3	3	9	13	2
	50.9%	45.7%	48.0%	61.0%	50.0%	68.8%	45.1%	50.2%	100.0%	18.4%	53.2%	41.6%	53.9%	51.1%	49.5%
Slightly decrease	(2)	5	3	2	1	1	-	-	-	3	2	2	1	4	1
	16.1%	-	18.2%	26.6%	16.9%	9.8%	-	-	-	60.7%	30.8%	29.3%	5.8%	15.0%	23.6%
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	1	-	-	1	-	1	-	-	-	-	-	-	1	1	-
	3.3%	-	-	12.5%	-	10.6%	-	-	-	-	-	-	5.8%	3.8%	-
<b>NETS</b>															
Net: Increase	9	4	5	-	2	1	5	5	-	1	1	2	6	8	1
	29.7%	54.3%	33.8%	-	33.1%	10.8%	54.9%	49.8%	-	20.9%	16.1%	29.1%	34.5%	30.1%	26.9%
Net: Decrease	5	-	3	2	1	1	-	-	-	3	2	2	1	4	1
	16.1%	-	18.2%	26.6%	16.9%	9.8%	-	-	-	60.7%	30.8%	29.3%	5.8%	15.0%	23.6%
Net: Increase + Stay the same	23	7	12	5	5	7	9	10	1	2	4	5	15	21	3
	80.6%	100.0%	81.8%	61.0%	83.1%	79.6%	100.0%	100.0%	100.0%	39.3%	69.2%	70.7%	88.4%	81.2%	76.4%
Mean score	3.2	3.5	3.2	2.7	3.2	3.0	3.7	3.6	3.0	2.6	2.9	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

**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		May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	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	11	2	3	6	3	6	3	3	3	2	13	18	-
Weighted Total	18	5	11	2	3	7	3	6	3	3	3	2	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%	100.0%	-
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	6	2	4	1	-	1	3	2	2	1	2	3	6	-
	31.7%	37.3%	34.7%	-	32.3%	-	32.5%	49.8%	67.5%	69.4%	32.3%	100.0%	21.6%	31.7%	-
Stay the same	(3)	12	3	7	2	7	2	3	1	1	2	-	10	12	-
	68.3%	62.7%	65.3%	100.0%	67.7%	100.0%	67.5%	50.2%	32.5%	30.6%	67.7%	-	78.4%	68.3%	-
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>NETS</b>															
Net: Increase	6	2	4	-	1	-	1	3	2	2	1	2	3	6	-
	31.7%	37.3%	34.7%	-	32.3%	-	32.5%	49.8%	67.5%	69.4%	32.3%	100.0%	21.6%	31.7%	-
Net: Decrease	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same	18	5	11	2	3	7	3	6	3	3	3	2	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%	100.0%	-
Mean score	3.3	3.4	3.3	3.0	3.3	3.0	3.3	3.5	3.7	3.7	3.3	4.0	3.2	3.3	-

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	May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		15	7	6	2	3	6	1	2	1	4	3	1	11	13	2
Weighted Total		15	7	6	2	3	7	1	2	1	4	3	1	11	13	2
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	4	2	1	1	1	-	1	1	-	2	1	1	2	4	-
		25.9%	27.3%	15.9%	51.7%	33.8%	-	100.0%	50.7%	-	53.7%	35.7%	100.0%	16.9%	29.4%	-
Stay the same	(3)	9	4	4	1	2	5	-	1	1	1	1	-	8	8	1
		60.6%	56.4%	69.5%	48.3%	66.2%	82.4%	-	49.3%	100.0%	22.9%	33.3%	-	72.7%	61.8%	51.8%
Slightly decrease	(2)	2	1	1	-	-	1	-	-	-	1	1	-	1	1	1
		13.5%	16.3%	14.6%	-	-	17.6%	-	-	-	23.4%	31.0%	-	10.4%	8.8%	48.2%
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																
Net: Increase		4	2	1	1	1	-	1	1	-	2	1	1	2	4	-
		25.9%	27.3%	15.9%	51.7%	33.8%	-	100.0%	50.7%	-	53.7%	35.7%	100.0%	16.9%	29.4%	-
Net: Decrease		2	1	1	-	-	1	-	-	-	1	1	-	1	1	1
		13.5%	16.3%	14.6%	-	-	17.6%	-	-	-	23.4%	31.0%	-	10.4%	8.8%	48.2%
Net: Increase + Stay the same		13	6	5	2	3	5	1	2	1	3	2	1	10	12	1
		86.5%	83.7%	85.4%	100.0%	100.0%	82.4%	100.0%	100.0%	100.0%	76.6%	69.0%	100.0%	89.6%	91.2%	51.8%
Mean score		3.1	3.1	3.0	3.5	3.3	2.8	4.0	3.5	3.0	3.3	3.0	4.0	3.1	3.2	2.5

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	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	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	9	3	6	2	3	5	6	1	7	2	5	11	16	2
Weighted Total		18	9	3	6	2	3	5	6	1	7	2	5	11	16	2
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	2	1	-	1	-	1	1	1	-	-	-	1	1	2	-
		10.7%	10.8%	-	16.1%	-	29.8%	19.9%	16.6%	-	-	-	19.7%	8.6%	12.1%	-
Stay the same	(3)	13	5	3	5	2	2	3	4	1	5	2	3	8	11	2
		73.4%	56.4%	100.0%	83.9%	100.0%	70.2%	60.4%	67.1%	100.0%	73.0%	100.0%	61.2%	73.8%	69.9%	100.0%
Slightly decrease	(2)	2	2	-	-	-	-	1	1	-	1	-	1	1	2	-
		10.4%	21.4%	-	-	-	-	19.7%	16.4%	-	13.1%	-	19.1%	8.6%	11.8%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		1	1	-	-	-	-	-	-	-	1	-	-	1	1	-
		5.5%	11.3%	-	-	-	-	-	-	-	13.8%	-	-	9.0%	6.2%	-
NETS																
Net: Increase		2	1	-	1	-	1	1	1	-	-	-	1	1	2	-
		10.7%	10.8%	-	16.1%	-	29.8%	19.9%	16.6%	-	-	-	19.7%	8.6%	12.1%	-
Net: Decrease		2	2	-	-	-	-	1	1	-	1	-	1	1	2	-
		10.4%	21.4%	-	-	-	-	19.7%	16.4%	-	13.1%	-	19.1%	8.6%	11.8%	-
Net: Increase + Stay the same		15	6	3	6	2	3	4	5	1	5	2	4	9	13	2
		84.0%	67.2%	100.0%	100.0%	100.0%	100.0%	80.3%	83.6%	100.0%	73.0%	100.0%	80.9%	82.4%	82.0%	100.0%
Mean score		3.0	2.9	3.0	3.2	3.0	3.3	3.0	3.0	3.0	2.8	3.0	3.0	3.0	3.0	3.0

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



## Jobs Outlook - Combined

**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		May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	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	6	9	7	6	6	8	8	-	2	3	7	12	18	4
Weighted Total	21	6	9	7	6	6	8	8	-	2	3	7	11	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
	18.9%	34.9%	22.5%	-	-	18.5%	37.5%	37.5%	-	-	-	14.9%	26.1%	17.6%	24.4%
Slightly increase	(4)	3	-	2	1	2	-	-	-	-	-	1	2	3	-
	13.2%	-	21.1%	14.4%	16.9%	30.8%	-	-	-	-	-	12.8%	16.8%	16.1%	-
Stay the same	(3)	13	4	4	4	3	5	5	-	2	3	5	5	10	3
	63.3%	65.1%	45.1%	85.6%	65.7%	50.7%	62.5%	62.5%	-	100.0%	100.0%	72.4%	48.6%	60.6%	75.6%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	1	-	1	-	1	-	-	-	-	-	-	-	1	1	-
	4.6%	-	11.3%	-	17.4%	-	-	-	-	-	-	-	8.6%	5.6%	-
<b>NETS</b>															
Net: Increase	7	2	4	1	1	3	3	3	-	-	-	2	5	6	1
	32.1%	34.9%	43.6%	14.4%	16.9%	49.3%	37.5%	37.5%	-	-	-	27.6%	42.8%	33.7%	24.4%
Net: Decrease	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same	20	6	8	7	5	6	8	8	-	2	3	7	10	16	4
	95.4%	100.0%	88.7%	100.0%	82.6%	100.0%	100.0%	100.0%	-	100.0%	100.0%	100.0%	91.4%	94.4%	100.0%
Mean score	3.5	3.7	3.7	3.1	3.2	3.7	3.8	3.8	-	3.0	3.0	3.4	3.8	3.5	3.5

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	May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	*n
Unweighted Total		33	13	13	7	7	8	10	14	4	4	4	10	19	31	2
Weighted Total		32	13	13	7	7	9	10	13	4	4	4	10	19	31	2
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	1	-	1	-	-	-	1	1	-	-	-	-	1	1	-
		2.9%	-	7.3%	-	-	-	9.8%	7.1%	-	-	-	-	5.1%	3.1%	-
Slightly increase	(4)	3	-	2	1	1	1	-	-	-	1	-	1	2	3	-
		8.9%	-	14.8%	14.1%	14.3%	11.3%	-	-	-	25.1%	-	9.7%	10.2%	9.4%	-
Stay the same	(3)	26	12	10	4	5	8	8	12	4	2	4	8	14	24	2
		79.0%	92.6%	77.9%	55.7%	71.0%	88.7%	80.4%	86.0%	100.0%	46.5%	100.0%	79.4%	74.5%	77.7%	100.0%
Slightly decrease	(2)	3	1	-	2	1	-	1	1	-	1	-	1	2	3	-
		9.2%	7.4%	-	30.1%	14.7%	-	9.7%	7.0%	-	28.4%	-	10.9%	10.2%	9.8%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																
Net: Increase		4	-	3	1	1	1	1	1	-	1	-	1	3	4	-
		11.8%	-	22.1%	14.1%	14.3%	11.3%	9.8%	7.1%	-	25.1%	-	9.7%	15.3%	12.5%	-
Net: Decrease		3	1	-	2	1	-	1	1	-	1	-	1	2	3	-
		9.2%	7.4%	-	30.1%	14.7%	-	9.7%	7.0%	-	28.4%	-	10.9%	10.2%	9.8%	-
Net: Increase + Stay the same		29	12	13	5	6	9	9	12	4	3	4	9	17	28	2
		90.8%	92.6%	100.0%	69.9%	85.3%	100.0%	90.3%	93.0%	100.0%	71.6%	100.0%	89.1%	89.8%	90.2%	100.0%
Mean score		3.1	2.9	3.3	2.8	3.0	3.1	3.1	3.1	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\_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	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		10	4	4	2	1	2	3	4	1	3	1	5	4	10	-
Weighted Total		10	4	4	2	1	2	3	4	1	3	1	5	4	10	-
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	2	1	1	-	1	-	1	1	-	-	-	-	2	2	-
		19.2%	23.7%	25.0%	-	100.0%	-	32.5%	24.6%	-	-	-	-	48.5%	19.2%	-
Stay the same	(3)	7	3	3	1	-	2	2	3	1	2	1	4	2	7	-
		69.7%	76.3%	75.0%	47.0%	-	100.0%	67.5%	75.4%	100.0%	62.5%	100.0%	77.8%	51.5%	69.7%	-
Slightly decrease	(2)	1	-	-	1	-	-	-	-	-	1	-	1	-	1	-
		11.1%	-	-	53.0%	-	-	-	-	-	37.5%	-	22.2%	-	11.1%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																
Net: Increase		2	1	1	-	1	-	1	1	-	-	-	-	2	2	-
		19.2%	23.7%	25.0%	-	100.0%	-	32.5%	24.6%	-	-	-	-	48.5%	19.2%	-
Net: Decrease		1	-	-	1	-	-	-	-	-	1	-	1	-	1	-
		11.1%	-	-	53.0%	-	-	-	-	-	37.5%	-	22.2%	-	11.1%	-
Net: Increase + Stay the same		9	4	4	1	1	2	3	4	1	2	1	4	4	9	-
		88.9%	100.0%	100.0%	47.0%	100.0%	100.0%	100.0%	100.0%	100.0%	62.5%	100.0%	77.8%	100.0%	88.9%	-
Mean score		3.1	3.2	3.2	2.5	4.0	3.0	3.3	3.2	3.0	2.6	3.0	2.8	3.5	3.1	-

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

## Jobs Outlook - Combined

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

### Marketing, media & creative

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

			WAVE			REGION						SIZE			SECTOR	
		Total	May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	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	9	11	8	6	10	4	9	5	3	4	7	17	28	-
Weighted Total		28	9	11	8	6	11	4	9	5	3	4	7	17	28	-
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-
Greatly increase	(5)	1	-	-	1	-	1	-	-	-	-	-	-	1	1	-
		3.5%	-	-	12.5%	-	9.2%	-	-	-	-	-	-	5.7%	3.5%	-
Slightly increase	(4)	4	2	1	1	1	1	1	2	1	-	1	1	2	4	-
		13.7%	21.4%	8.5%	12.5%	16.3%	9.2%	24.6%	22.1%	20.1%	-	24.0%	14.5%	11.1%	13.7%	-
Stay the same	(3)	20	6	10	4	4	8	3	7	4	2	3	6	11	20	-
		72.2%	67.5%	91.5%	50.1%	66.9%	72.5%	75.4%	77.9%	79.9%	64.7%	76.0%	85.5%	66.1%	72.2%	-
Slightly decrease	(2)	1	-	-	1	1	-	-	-	-	-	-	-	1	1	-
		3.5%	-	-	12.5%	16.8%	-	-	-	-	-	-	-	5.7%	3.5%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		2	1	-	1	-	1	-	-	-	1	-	-	2	2	-
		7.1%	11.2%	-	12.5%	-	9.2%	-	-	-	35.3%	-	-	11.4%	7.1%	-
NETS																
Net: Increase		5	2	1	2	1	2	1	2	1	-	1	1	3	5	-
		17.2%	21.4%	8.5%	24.9%	16.3%	18.3%	24.6%	22.1%	20.1%	-	24.0%	14.5%	16.7%	17.2%	-
Net: Decrease		1	-	-	1	1	-	-	-	-	-	-	-	1	1	-
		3.5%	-	-	12.5%	16.8%	-	-	-	-	-	-	-	5.7%	3.5%	-
Net: Increase + Stay the same		25	8	11	6	5	10	4	9	5	2	4	7	14	25	-
		89.4%	88.8%	100.0%	75.0%	83.2%	90.8%	100.0%	100.0%	100.0%	64.7%	100.0%	100.0%	82.9%	89.4%	-
Mean score		3.2	3.2	3.1	3.3	3.0	3.3	3.2	3.2	3.2	3.0	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

**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	May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	l	m	*n
Unweighted Total		62	23	23	16	13	17	16	25	9	7	13	19	30	56	6
Weighted Total		60	22	23	15	12	17	15	24	8	7	12	19	29	54	6
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	7	1	5	1	1	3	1	1	-	2	2	2	3	7	-
		11.5%	4.2%	22.2%	6.2%	7.7%	17.6%	6.5%	4.2%	-	28.2%	16.6%	10.4%	9.9%	12.7%	-
Stay the same	(3)	47	19	17	11	9	11	13	22	8	4	10	14	22	41	6
		77.2%	87.3%	73.6%	68.0%	76.7%	65.8%	87.5%	91.9%	100.0%	55.9%	83.4%	73.5%	77.0%	74.8%	100.0%
Slightly decrease	(2)	3	1	-	2	1	-	1	1	-	1	-	1	2	3	-
		5.0%	4.2%	-	13.3%	7.9%	-	6.1%	3.9%	-	15.9%	-	5.9%	6.5%	5.5%	-
Greatly decrease	(1)	2	1	-	1	-	2	-	-	-	-	-	2	-	2	-
		3.1%	4.2%	-	6.2%	-	11.0%	-	-	-	-	-	10.2%	-	3.5%	-
Don't know		2	-	1	1	1	1	-	-	-	-	-	-	2	2	-
		3.2%	-	4.2%	6.2%	7.7%	5.6%	-	-	-	-	-	-	6.5%	3.5%	-
NETS																
Net: Increase		7	1	5	1	1	3	1	1	-	2	2	2	3	7	-
		11.5%	4.2%	22.2%	6.2%	7.7%	17.6%	6.5%	4.2%	-	28.2%	16.6%	10.4%	9.9%	12.7%	-
Net: Decrease		5	2	-	3	1	2	1	1	-	1	-	3	2	5	-
		8.1%	8.5%	-	19.5%	7.9%	11.0%	6.1%	3.9%	-	15.9%	-	16.1%	6.5%	9.0%	-
Net: Increase + Stay the same		53	20	22	12	10	14	14	23	8	6	12	16	25	48	6
		88.7%	91.5%	95.8%	74.3%	84.4%	83.4%	93.9%	96.1%	100.0%	84.1%	100.0%	83.9%	86.9%	87.5%	100.0%
Mean score		3.0	2.9	3.2	2.8	3.0	3.0	3.0	3.0	3.0	3.1	3.2	2.8	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

**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	May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		22	8	6	8	7	4	6	9	3	2	7	6	9	21	1
Weighted Total		21	8	6	8	7	4	6	9	3	2	7	6	9	20	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	-	-	-	-	-	1	-	1	2	-
		9.3%	12.9%	16.9%	-	29.5%	-	-	-	-	-	14.9%	-	11.0%	9.7%	-
Stay the same	(3)	18	7	5	7	5	4	5	8	3	2	6	5	8	17	1
		86.4%	87.1%	83.1%	88.0%	70.5%	100.0%	84.2%	89.4%	100.0%	100.0%	85.1%	83.9%	89.0%	85.8%	100.0%
Slightly decrease	(2)	1	-	-	1	-	-	1	1	-	-	-	1	-	1	-
		4.4%	-	-	12.0%	-	-	15.8%	10.6%	-	-	-	16.1%	-	4.6%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																
Net: Increase		2	1	1	-	2	-	-	-	-	-	1	-	1	2	-
		9.3%	12.9%	16.9%	-	29.5%	-	-	-	-	-	14.9%	-	11.0%	9.7%	-
Net: Decrease		1	-	-	1	-	-	1	1	-	-	-	1	-	1	-
		4.4%	-	-	12.0%	-	-	15.8%	10.6%	-	-	-	16.1%	-	4.6%	-
Net: Increase + Stay the same		20	8	6	7	7	4	5	8	3	2	7	5	9	19	1
		95.6%	100.0%	100.0%	88.0%	100.0%	100.0%	84.2%	89.4%	100.0%	100.0%	100.0%	83.9%	100.0%	95.4%	100.0%
Mean score		3.0	3.1	3.2	2.9	3.3	3.0	2.8	2.9	3.0	3.0	3.1	2.8	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\_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	May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		20	7	6	7	3	8	5	8	3	1	3	5	12	20	-
Weighted Total		20	7	6	7	3	8	5	8	3	1	3	5	12	20	-
		100.0%	100.0%	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	-
		4.9%	-	-	14.3%	-	11.4%	-	-	-	-	-	-	8.0%	4.9%	-
Slightly increase	(4)	1	1	-	-	-	-	1	1	-	-	-	-	1	1	-
		4.8%	13.8%	-	-	-	-	19.7%	12.4%	-	-	-	-	7.8%	4.8%	-
Stay the same	(3)	17	6	6	5	3	7	4	7	3	1	3	5	9	17	-
		85.5%	86.2%	100.0%	71.3%	100.0%	77.2%	80.3%	87.6%	100.0%	100.0%	100.0%	100.0%	76.2%	85.5%	-
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		1	-	-	1	-	1	-	-	-	-	-	-	1	1	-
		4.9%	-	-	14.3%	-	11.4%	-	-	-	-	-	-	8.0%	4.9%	-
NETS																
Net: Increase		2	1	-	1	-	1	1	1	-	-	-	-	2	2	-
		9.7%	13.8%	-	14.3%	-	11.4%	19.7%	12.4%	-	-	-	-	15.8%	9.7%	-
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		19	7	6	6	3	8	5	8	3	1	3	5	11	19	-
		95.1%	100.0%	100.0%	85.7%	100.0%	88.6%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	92.0%	95.1%	-
Mean score		3.2	3.1	3.0	3.3	3.0	3.3	3.2	3.1	3.0	3.0	3.0	3.0	3.3	3.2	-

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,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	May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	*d	e	f	g	*h	*i	*j	k	l	m	*n
Unweighted Total	114	37	46	31	22	30	32	45	13	17	27	32	55	98	16
Weighted Total	111	36	45	30	21	30	31	43	12	17	26	31	54	96	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%
Accounting and financial services	3	-	3	-	1	1	-	1	1	-	-	2	1	3	-
	7.0%	-	23.9%	-	8.4%	7.8%	-	6.8%	20.0%	-	-	21.0%	3.7%	7.6%	-
Construction	9	3	3	3	1	4	3	4	1	-	2	2	5	8	1
	50.5%	49.5%	45.4%	59.3%	49.1%	58.2%	58.7%	56.5%	50.6%	-	40.1%	40.8%	63.1%	54.3%	31.7%
Drivers	5	2	3	-	1	3	1	1	-	-	1	1	3	4	1
	27.2%	28.0%	49.7%	-	20.5%	35.8%	48.0%	32.3%	-	-	19.7%	48.6%	26.9%	25.9%	33.8%
Education	5	1	1	3	1	2	2	2	-	-	-	2	3	5	-
	23.1%	11.8%	10.8%	75.3%	20.6%	22.5%	50.0%	40.2%	-	-	-	38.3%	18.3%	23.1%	-
Engineering & technical	9	3	4	2	2	3	4	4	-	-	1	1	7	8	1
	30.2%	40.0%	28.3%	25.0%	33.5%	33.8%	43.5%	39.4%	-	-	16.1%	14.3%	41.4%	30.7%	26.9%
Executive recruitment / interim management	2	-	2	-	1	-	-	1	1	-	-	-	2	2	-
	10.6%	-	17.3%	-	32.3%	-	-	16.9%	34.2%	-	-	-	14.5%	10.6%	-
Health & social care	3	1	-	2	-	2	-	-	-	1	1	1	1	2	1
	20.6%	16.3%	-	100.0%	-	31.6%	-	-	-	26.8%	33.3%	100.0%	10.4%	16.3%	51.8%
Hospitality	5	3	1	1	-	1	2	2	-	2	-	3	2	4	1
	28.2%	32.8%	35.0%	17.9%	-	34.5%	39.5%	32.9%	-	28.8%	-	60.2%	19.2%	25.1%	52.1%
Industrial	3	-	3	-	-	1	2	2	-	-	-	2	1	3	-
	13.4%	-	32.7%	-	-	14.8%	25.4%	25.4%	-	-	-	27.6%	8.1%	16.4%	-
Legal & HR	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Life sciences	1	-	-	1	-	1	-	-	-	-	-	1	-	1	-
	9.8%	-	-	47.0%	-	45.4%	-	-	-	-	-	19.7%	-	9.8%	-
Marketing, media & creative	1	1	-	-	-	-	-	-	-	1	-	-	1	1	-
	3.6%	11.2%	-	-	-	-	-	-	-	35.3%	-	-	5.8%	3.6%	-
Office professionals	3	1	1	1	-	2	-	-	-	1	2	-	1	3	-
	5.2%	4.3%	5.0%	6.9%	-	12.0%	-	-	-	15.7%	16.6%	-	3.7%	5.8%	-
Sales & retail	2	1	-	1	1	-	1	1	-	-	1	1	-	2	-
	9.1%	12.9%	-	12.0%	15.2%	-	15.8%	10.6%	-	-	14.9%	16.1%	-	9.5%	-

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



## Jobs Outlook - Combined

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

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

		WAVE			REGION						SIZE			SECTOR	
	Total	May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	*d	e	f	g	*h	*i	*j	k	l	m	*n
Unweighted Total	114	37	46	31	22	30	32	45	13	17	27	32	55	98	16
Weighted Total	111	36	45	30	21	30	31	43	12	17	26	31	54	96	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%
Technology	5	2	2	1	-	3	2	2	-	-	-	1	4	5	-
	26.2%	30.7%	34.0%	14.3%	-	38.3%	40.3%	25.4%	-	-	-	20.1%	34.9%	26.2%	-
None	73	24	30	19	15	15	19	30	10	13	20	18	35	63	10
	65.6%	67.1%	67.2%	61.5%	72.5%	50.3%	63.1%	69.2%	84.5%	75.4%	77.5%	56.6%	65.1%	65.2%	68.1%
Net: Any	38	12	15	12	6	15	11	13	2	4	6	14	19	33	5
	34.4%	32.9%	32.8%	38.5%	27.5%	49.7%	36.9%	30.8%	15.5%	24.6%	22.5%	43.4%	34.9%	34.8%	31.9%

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	129 100.0%	3 2.3%	5 3.7%	22 17.3%	26 20.2%	71 54.9%	2 1.6%	8 6.0%	97 75.1%	4.2
Quality of service	129 100.0%	2 1.5%	2 1.5%	4 3.1%	26 19.8%	94 72.6%	2 1.6%	4 3.0%	120 92.4%	4.6
Brand image of the agency	129 100.0%	21 16.3%	26 20.5%	43 33.6%	25 19.0%	12 9.1%	2 1.6%	48 36.8%	36 28.1%	2.8
Expertise of the agency, in terms of regions and sectors covered	129 100.0%	5 3.7%	4 3.2%	11 8.5%	39 30.4%	68 52.6%	2 1.6%	9 6.9%	107 83.0%	4.3
Management information provided	129 100.0%	8 6.1%	12 9.1%	42 32.8%	36 28.1%	29 22.4%	2 1.6%	20 15.2%	65 50.4%	3.5
Membership of a trade or professional organisation	129 100.0%	21 16.4%	12 9.3%	38 29.7%	29 22.5%	26 19.9%	3 2.3%	33 25.6%	55 42.3%	3.2
Other	129 100.0%	- -	- -	- -	2 1.5%	12 9.1%	116 89.3%	- -	14 10.7%	4.9

## 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	May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	*d	e	f	g	*h	*i	j	k	l	m	*n
Unweighted Total		132	43	52	37	26	36	35	51	16	19	36	36	60	112	20
Weighted Total		129	42	51	36	25	36	34	49	15	20	35	35	59	110	19
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	3 2.3%	2 4.5%	- -	1 3.0%	1 3.8%	- -	1 2.8%	1 1.9%	- -	1 5.5%	1 2.7%	2 5.8%	- -	2 1.8%	1 5.0%
2	(2)	5 3.7%	2 4.6%	2 3.8%	1 2.7%	1 3.8%	1 2.6%	1 3.0%	2 4.0%	1 6.1%	1 5.1%	2 5.6%	2 5.4%	1 1.7%	4 3.5%	1 5.0%
3	(3)	22 17.3%	7 16.5%	11 20.6%	5 13.4%	5 19.3%	8 22.2%	5 14.2%	8 15.9%	3 19.4%	2 9.3%	11 30.4%	3 8.6%	9 14.8%	19 16.9%	4 19.3%
4	(4)	26 20.2%	12 28.0%	10 20.4%	4 10.9%	5 19.3%	5 13.7%	8 23.4%	10 20.0%	2 12.7%	7 33.8%	6 16.6%	9 25.2%	12 19.4%	21 19.3%	5 25.6%
5 Very important	(5)	71 54.9%	19 46.4%	27 53.0%	24 67.4%	12 50.0%	21 58.3%	19 56.6%	28 58.2%	9 61.7%	9 46.3%	16 44.8%	19 55.1%	36 60.7%	62 56.5%	9 45.2%
N/A		2 1.6%	- -	1 2.2%	1 2.5%	1 3.7%	1 3.2%	- -	- -	- -	- -	- -	- -	2 3.5%	2 1.9%	- -
NETS																
Net: Not important		8 6.0%	4 9.1%	2 3.8%	2 5.7%	2 7.6%	1 2.6%	2 5.8%	3 5.9%	1 6.1%	2 10.6%	3 8.3%	4 11.2%	1 1.7%	6 5.4%	2 10.0%
Net: Important		97 75.1%	31 74.4%	38 73.4%	28 78.3%	17 69.4%	26 72.0%	27 80.0%	38 78.3%	11 74.4%	16 80.1%	21 61.4%	28 80.3%	48 80.1%	84 75.8%	13 70.8%
Mean score		4.2	4.1	4.3	4.4	4.1	4.3	4.3	4.3	4.3	4.1	4.0	4.2	4.4 j	4.3	4.0

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	May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	*d	e	f	g	*h	*i	j	k	l	m	*n
Unweighted Total		132	43	52	37	26	36	35	51	16	19	36	36	60	112	20
Weighted Total		129	42	51	36	25	36	34	49	15	20	35	35	59	110	19
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	2	1	1	-	-	-	2	2	-	-	2	-	-	2	-
		1.5%	2.2%	1.9%	-	-	-	5.8%	4.0%	-	-	5.6%	-	-	1.7%	-
2	(2)	2	1	-	1	1	1	-	-	-	-	-	2	-	1	1
		1.5%	2.2%	-	2.7%	3.8%	2.6%	-	-	-	-	-	5.4%	-	.9%	5.0%
3	(3)	4	2	2	-	1	2	1	1	-	-	4	-	-	4	-
		3.1%	4.8%	3.8%	-	4.1%	5.3%	3.0%	2.1%	-	-	11.4%	-	-	3.6%	-
												kl				
4	(4)	26	7	12	7	2	8	7	10	4	5	8	9	9	21	5
		19.8%	16.6%	22.6%	19.6%	8.0%	22.3%	19.8%	21.5%	25.2%	25.8%	23.3%	24.5%	15.0%	18.8%	25.8%
5 Very important	(5)	94	31	36	27	20	24	24	35	11	15	21	25	48	81	13
		72.6%	74.1%	69.5%	75.2%	80.4%	66.6%	71.4%	72.5%	74.8%	74.2%	59.8%	70.1%	81.5%	73.2%	69.2%
														j		
N/A		2	-	1	1	1	1	-	-	-	-	-	-	2	2	-
		1.6%	-	2.2%	2.5%	3.7%	3.2%	-	-	-	-	-	-	3.5%	1.9%	-
NETS																
Net: Not important		4	2	1	1	1	1	2	2	-	-	2	2	-	3	1
		3.0%	4.5%	1.9%	2.7%	3.8%	2.6%	5.8%	4.0%	-	-	5.6%	5.4%	-	2.6%	5.0%
Net: Important		120	38	47	34	22	32	31	46	15	20	29	33	57	102	18
		92.4%	90.7%	92.1%	94.8%	88.4%	88.9%	91.2%	94.0%	100.0%	100.0%	83.1%	94.6%	96.5%	91.9%	95.0%
														j		
Mean score		4.6	4.6	4.6	4.7	4.7	4.6	4.5	4.6	4.7	4.7	4.3	4.6	4.8	4.6	4.6
														jk		

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	May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	*d	e	f	g	*h	*i	j	k	l	m	*n
Unweighted Total		132	43	52	37	26	36	35	51	16	19	36	36	60	112	20
Weighted Total		129	42	51	36	25	36	34	49	15	20	35	35	59	110	19
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	21	6	10	6	5	7	7	8	1	2	9	7	5	16	5
		16.3%	14.0%	18.6%	15.6%	18.7%	19.1%	20.3%	15.8%	5.8%	9.3%	26.9% l	19.5%	8.2%	14.1%	28.8%
2	(2)	26	10	8	9	4	12	6	9	3	2	8	8	11	23	4
		20.5%	24.0%	14.7%	24.6%	15.2%	33.3%	17.1%	17.5%	18.5%	10.9%	22.6%	22.2%	18.2%	20.5%	20.4%
3	(3)	43	14	23	7	10	8	14	19	5	7	9	15	20	39	5
		33.6%	32.6%	44.2% c	19.5%	38.8%	21.5%	42.8%	39.4%	32.0%	34.6%	24.8%	42.0%	33.7%	35.0%	25.1%
4	(4)	25	10	6	9	6	6	5	9	4	4	5	5	15	20	5
		19.0%	22.7%	12.4%	24.0%	23.6%	16.6%	14.4%	17.6%	24.7%	21.0%	14.5%	13.5%	24.9%	17.8%	25.6%
5 Very important	(5)	12	3	4	5	-	2	2	5	3	5	4	1	7	12	-
		9.1%	6.6%	7.8%	13.8%	-	6.3%	5.5%	9.7%	18.9%	24.2%	11.2%	2.8%	11.6%	10.7%	-
N/A		2	-	1	1	1	1	-	-	-	-	-	-	2	2	-
		1.6%	-	2.2%	2.5%	3.7%	3.2%	-	-	-	-	-	-	3.5%	1.9%	-
NETS																
Net: Not important		48	16	17	14	8	19	13	16	4	4	17	15	16	38	9
		36.8%	38.0%	33.3%	40.2%	33.9%	52.4%	37.4%	33.3%	24.4%	20.1%	49.5% l	41.8%	26.4%	34.6%	49.3%
Net: Important		36	12	10	14	6	8	7	13	7	9	9	6	22	31	5
		28.1%	29.3%	20.3%	37.8%	23.6%	22.9%	19.9%	27.3%	43.7%	45.2%	25.8%	16.3%	36.4% k	28.5%	25.6%
Mean score		2.8	2.8	2.8	3.0	2.7	2.6	2.7	2.9	3.3	3.4	2.6	2.6	3.1 jk	2.9	2.5

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	May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	*d	e	f	g	*h	*i	j	k	l	m	*n
Unweighted Total		132	43	52	37	26	36	35	51	16	19	36	36	60	112	20
Weighted Total		129	42	51	36	25	36	34	49	15	20	35	35	59	110	19
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	5	2	2	1	2	1	2	2	-	-	3	2	-	4	1
		3.7%	4.5%	3.8%	2.7%	7.7%	2.7%	5.8%	4.0%	-	-	8.3%	5.4%	-	3.5%	5.0%
												l				
2	(2)	4	3	-	1	-	4	-	-	-	-	1	1	2	4	-
		3.2%	7.7%	-	2.7%	-	11.5%	-	-	-	-	2.9%	2.7%	3.7%	3.8%	-
			b				fg									
3	(3)	11	2	3	6	-	2	3	4	1	5	3	3	5	9	2
		8.5%	4.5%	5.8%	16.9%	-	5.8%	8.2%	7.6%	6.4%	26.0%	9.1%	8.4%	8.1%	8.1%	10.4%
4	(4)	39	12	18	9	10	7	11	16	6	6	10	13	16	32	8
		30.4%	29.6%	35.2%	24.2%	38.6%	20.6%	31.9%	33.8%	38.0%	29.6%	28.2%	38.0%	27.1%	28.7%	40.0%
5 Very important	(5)	68	23	27	18	12	20	18	27	8	9	18	16	34	60	8
		52.6%	53.7%	52.9%	51.0%	49.9%	56.3%	54.2%	54.6%	55.6%	44.5%	51.5%	45.4%	57.6%	54.0%	44.6%
N/A		2	-	1	1	1	1	-	-	-	-	-	-	2	2	-
		1.6%	-	2.2%	2.5%	3.7%	3.2%	-	-	-	-	-	-	3.5%	1.9%	-
NETS																
Net: Not important		9	5	2	2	2	5	2	2	-	-	4	3	2	8	1
		6.9%	12.2%	3.8%	5.3%	7.7%	14.2%	5.8%	4.0%	-	-	11.2%	8.1%	3.7%	7.3%	5.0%
Net: Important		107	35	45	27	22	28	29	43	14	15	28	29	50	91	16
		83.0%	83.3%	88.2%	75.2%	88.6%	76.8%	86.0%	88.4%	93.6%	74.0%	79.7%	83.5%	84.7%	82.7%	84.6%
Mean score		4.3	4.2	4.4	4.2	4.3	4.2	4.3	4.4	4.5	4.2	4.1	4.2	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	
								South excluding London	South including London							
		Total	May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	*d	e	f	g	*h	*i	j	k	l	m	*n
Unweighted Total		132	43	52	37	26	36	35	51	16	19	36	36	60	112	20
Weighted Total		129	42	51	36	25	36	34	49	15	20	35	35	59	110	19
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	8	3	4	1	1	4	2	2	-	1	6	2	-	7	1
		6.1%	7.6%	7.3%	2.6%	3.9%	11.4%	5.8%	4.0%	-	4.4%	16.2%	6.4%	-	6.3%	4.6%
												l	l			
2	(2)	12	5	3	4	3	6	3	3	-	-	4	5	3	8	4
		9.1%	12.3%	5.5%	10.5%	11.3%	16.5%	9.0%	6.2%	-	-	11.3%	13.9%	5.0%	7.3%	19.9%
3	(3)	42	11	19	13	10	7	11	18	7	7	9	10	24	36	7
		32.8%	25.5%	37.0%	35.2%	42.2%	19.1%	34.2%	37.4%	44.3%	34.7%	24.6%	27.6%	40.6%	32.3%	35.8%
4	(4)	36	16	12	8	5	10	11	14	4	7	9	13	15	32	5
		28.1%	39.0%	23.4%	22.0%	19.1%	27.8%	31.5%	29.3%	24.4%	36.8%	25.8%	35.6%	25.0%	28.5%	25.3%
5 Very important	(5)	29	7	13	10	5	8	7	11	5	5	8	6	15	26	3
		22.4%	15.6%	24.6%	27.1%	19.7%	22.1%	19.5%	23.2%	31.3%	24.2%	22.1%	16.6%	25.9%	23.7%	14.4%
N/A		2	-	1	1	1	1	-	-	-	-	-	-	2	2	-
		1.6%	-	2.2%	2.5%	3.7%	3.2%	-	-	-	-	-	-	3.5%	1.9%	-
NETS																
Net: Not important		20	8	7	5	4	10	5	5	-	1	10	7	3	15	5
		15.2%	19.9%	12.8%	13.1%	15.2%	27.8%	14.8%	10.2%	-	4.4%	27.5%	20.3%	5.0%	13.6%	24.5%
							g					l	l			
Net: Important		65	23	25	18	10	18	17	26	8	12	17	18	30	58	7
		50.4%	54.6%	48.0%	49.1%	38.8%	49.8%	51.0%	52.5%	55.7%	61.0%	47.9%	52.1%	50.9%	52.3%	39.8%
Mean score		3.5	3.4	3.5	3.6	3.4	3.3	3.5	3.6	3.9	3.8	3.3	3.4	3.7	3.6	3.3
														j		

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	
								South excluding London	South including London							
		Total	May 2017	June 2017	July 2017	North	Midlands			London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	*d	e	f	g	*h	*i	j	k	l	m	*n
Unweighted Total		132	43	52	37	26	36	35	51	16	19	36	36	60	112	20
Weighted Total		129	42	51	36	25	36	34	49	15	20	35	35	59	110	19
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	21	5	12	5	6	5	9	9	-	2	12	5	5	17	5
		16.4%	11.6%	22.4%	13.4%	23.2%	13.3%	26.0%	17.9%	-	9.8%	33.3% l	14.0%	7.9%	15.0%	24.8%
2	(2)	12	4	2	6	2	6	2	3	1	1	3	6	3	9	3
		9.3%	9.8%	3.9%	16.2% b	7.7%	17.1%	5.7%	5.8%	6.0%	5.4%	8.1%	17.3%	5.2%	8.2%	15.5%
3	(3)	38	18	13	8	7	10	9	17	9	5	7	10	22	35	4
		29.7%	42.0%	25.4%	21.5%	26.8%	27.4%	25.4%	35.1%	56.5%	24.2%	19.3%	27.1%	37.3%	31.5%	19.4%
4	(4)	29	8	12	10	6	4	9	14	6	5	9	9	11	27	2
		22.5%	18.2%	22.9%	26.8%	23.2%	11.2%	26.0%	29.6% e	37.4%	24.5%	25.5%	24.9%	19.2%	24.5%	10.5%
5 Very important	(5)	26	8	12	6	4	10	5	5	-	7	5	6	15	20	6
		19.9%	18.4%	23.1%	16.9%	15.4%	27.8% g	14.1%	9.7%	-	36.0%	13.7%	16.8%	25.3%	18.2%	29.8%
N/A		3	-	1	2	1	1	1	1	-	-	-	-	3	3	-
		2.3%	-	2.2%	5.1%	3.7%	3.2%	2.8%	1.9%	-	-	-	-	5.0%	2.7%	-
NETS																
Net: Not important		33	9	14	11	8	11	11	12	1	3	14	11	8	26	8
		25.6%	21.4%	26.3%	29.7%	30.9%	30.4%	31.7%	23.7%	6.0%	15.3%	41.4% l	31.2% l	13.1%	23.1%	40.3%
Net: Important		55	15	24	16	9	14	13	19	6	12	14	15	26	47	8
		42.3%	36.6%	46.0%	43.7%	38.6%	39.0%	40.1%	39.3%	37.4%	60.5%	39.2%	41.7%	44.5%	42.7%	40.3%
Mean score		3.2	3.2	3.2	3.2	3.0	3.2	3.0	3.1	3.3	3.7	2.8	3.1	3.5 j	3.2	3.1

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



## Jobs Outlook - Combined

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

### Other

Base: All who recruit temporary agency workers

			WAVE			REGION						SIZE			SECTOR	
		Total	May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	*d	e	f	g	*h	*i	j	k	l	m	*n
Unweighted Total		132	43	52	37	26	36	35	51	16	19	36	36	60	112	20
Weighted Total		129	42	51	36	25	36	34	49	15	20	35	35	59	110	19
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
3	(3)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
4	(4)	2	2	-	-	-	-	1	2	1	-	-	2	-	1	1
		1.5%	4.7%	-	-	-	-	3.1%	4.1%	6.2%	-	-	5.6%	-	.9%	5.5%
5 Very important	(5)	12	6	3	3	2	4	3	4	1	2	3	4	5	9	3
		9.1%	14.2%	5.6%	8.2%	7.4%	11.5%	8.5%	7.7%	6.0%	10.4%	8.2%	11.6%	8.2%	8.2%	14.6%
N/A		116	34	49	33	23	32	30	43	13	18	32	29	55	101	15
		89.3%	81.0%	94.4%	91.8%	92.6%	88.5%	88.4%	88.2%	87.8%	89.6%	91.8%	82.7%	91.8%	91.0%	79.9%
				a												
NETS																
Net: Not important		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Important		14	8	3	3	2	4	4	6	2	2	3	6	5	10	4
		10.7%	19.0%	5.6%	8.2%	7.4%	11.5%	11.6%	11.8%	12.2%	10.4%	8.2%	17.3%	8.2%	9.0%	20.1%
				b												
Mean score		4.9	4.8	5.0	5.0	5.0	5.0	4.7	4.7	4.5	5.0	5.0	4.7	5.0	4.9	4.7

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)	129 100.0%	12 9.1%	10 7.5%	25 19.2%	24 18.3%	59 45.8%	22 16.7%	83 64.2%	3.8
Responding to growth, as new customers are won	129 100.0%	26 20.5%	9 7.1%	22 16.6%	39 30.1%	33 25.7%	36 27.6%	72 55.8%	3.3
Managing fast changing organisational requirements	129 100.0%	16 12.7%	6 4.4%	41 31.4%	29 22.7%	37 28.9%	22 17.1%	67 51.5%	3.5
Covering short term staff leave or absences	129 100.0%	12 9.1%	8 5.9%	22 16.7%	31 24.0%	57 44.3%	19 15.0%	88 68.3%	3.9
Helping to keep running costs down	129 100.0%	27 21.1%	14 10.6%	31 24.3%	26 20.3%	31 23.7%	41 31.7%	57 44.0%	3.1
Managing uncertainty during economic downturn or at other times	129 100.0%	24 18.2%	23 17.5%	33 25.7%	23 18.0%	27 20.5%	46 35.7%	50 38.6%	3.1
Providing short term access to key strategic skills	129 100.0%	19 14.5%	9 7.3%	42 32.4%	28 21.5%	31 24.3%	28 21.8%	59 45.8%	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	
								South excluding London	South including London							
		Total	May 2017	June 2017	July 2017	North	Midlands			London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	*d	e	f	g	*h	*i	j	k	l	m	*n
Unweighted Total		132	43	52	37	26	36	35	51	16	19	36	36	60	112	20
Weighted Total		129	42	51	36	25	36	34	49	15	20	35	35	59	110	19
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	12	8	2	2	2	1	5	6	1	3	4	7	1	8	4
		9.1%	18.7% b	3.8%	5.5%	7.5%	3.0%	14.5%	11.9%	6.0%	15.5%	11.4% l	19.5% l	1.7%	7.2%	20.6%
2	(2)	10	2	5	3	1	4	2	5	3	-	2	5	3	8	2
		7.5%	5.0%	9.4%	7.8%	3.7%	11.0%	5.9%	9.9%	18.8%	-	5.6%	14.0%	4.8%	7.1%	10.0%
3	(3)	25	7	9	9	7	7	5	7	2	4	6	6	13	23	2
		19.2%	17.0%	17.0%	24.8%	27.3%	20.1%	14.2%	13.9%	13.3%	20.4%	17.4%	17.3%	21.3%	20.8%	9.7%
4	(4)	24	9	10	5	7	4	7	12	5	1	11	3	10	20	4
		18.3%	22.1%	18.9%	13.2%	26.7%	11.0%	22.3%	25.0%	31.1%	4.8%	30.3% k	8.0%	17.4%	18.1%	19.9%
5 Very important	(5)	59	16	26	18	9	20	14	19	5	12	12	14	33	52	8
		45.8%	37.1%	51.0%	48.7%	34.7%	54.9%	43.1%	39.3%	30.9%	59.4%	35.2%	41.1%	54.8%	46.9%	39.9%
NETS																
Net: Not important		22	10	7	5	3	5	7	11	4	3	6	12	4	16	6
		16.7%	23.8%	13.2%	13.3%	11.3%	14.0%	20.4%	21.8%	24.8%	15.5%	17.0%	33.5% l	6.5%	14.3%	30.6%
Net: Important		83	25	36	22	15	24	22	31	9	13	23	17	43	72	11
		64.2%	59.2%	69.8%	61.9%	61.4%	65.9%	65.4%	64.3%	62.0%	64.1%	65.6%	49.1%	72.3% k	64.9%	59.8%
Mean score		3.8	3.5	4.0	3.9	3.8	4.0	3.7	3.7	3.6	3.9	3.7	3.4	4.2 k	3.9	3.5

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	
								South excluding London	South including London							
		Total	May 2017	June 2017	July 2017	North	Midlands			London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	*d	e	f	g	*h	*i	j	k	l	m	*n
Unweighted Total		132	43	52	37	26	36	35	51	16	19	36	36	60	112	20
Weighted Total		129	42	51	36	25	36	34	49	15	20	35	35	59	110	19
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	26	14	7	6	4	6	10	12	2	4	8	10	9	21	6
		20.5%	33.2% b	12.9%	16.5%	15.1%	17.6%	31.1%	25.3%	12.4%	20.7%	22.0%	28.2%	15.0%	18.8%	30.0%
2	(2)	9	4	4	2	3	2	2	4	2	1	3	2	5	7	2
		7.1%	8.7%	7.1%	5.3%	11.0%	5.0%	5.7%	7.8%	12.6%	4.4%	7.9%	5.4%	7.7%	6.8%	9.1%
3	(3)	22	3	10	9	7	6	4	5	1	4	5	6	10	20	2
		16.6%	7.3%	19.0%	24.2% a	26.7%	17.1%	11.5%	9.8%	6.2%	20.3%	14.7%	17.0%	17.6%	17.7%	10.7%
4	(4)	39	14	15	10	8	10	11	18	8	3	11	9	20	33	6
		30.1%	34.5%	28.9%	26.7%	31.6%	27.5%	31.7%	37.4%	49.8%	15.0%	30.7%	24.2%	33.2%	30.1%	30.0%
5 Very important	(5)	33	7	17	10	4	12	7	10	3	8	9	9	16	29	4
		25.7%	16.4%	32.1%	27.2%	15.6%	32.9%	20.0%	19.7%	19.0%	39.7%	24.8%	25.2%	26.4%	26.6%	20.1%
NETS																
Net: Not important		36	18	10	8	6	8	12	16	4	5	10	12	14	28	7
		27.6%	41.8% b	20.0%	21.8%	26.1%	22.6%	36.8%	33.1%	25.0%	25.0%	29.9%	33.6%	22.7%	25.6%	39.2%
Net: Important		72	21	31	19	12	22	17	28	10	11	19	17	35	63	9
		55.8%	50.9%	61.0%	54.0%	47.2%	60.4%	51.7%	57.1%	68.8%	54.6%	55.4%	49.5%	59.7%	56.7%	50.1%
Mean score		3.3	2.9	3.6 a	3.4	3.2	3.5	3.0	3.2	3.5	3.5	3.3	3.1	3.5	3.4	3.0

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

## Jobs Outlook - Combined

**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	
								South excluding London	South including London							
		Total	May 2017	June 2017	July 2017	North	Midlands			London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	*d	e	f	g	*h	*i	j	k	l	m	*n
Unweighted Total		132	43	52	37	26	36	35	51	16	19	36	36	60	112	20
Weighted Total		129	42	51	36	25	36	34	49	15	20	35	35	59	110	19
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	16	8	5	4	4	4	6	7	1	2	7	5	5	15	2
		12.7%	18.4%	9.3%	10.8%	15.1%	11.1%	17.0%	13.6%	6.0%	10.2%	19.3%	13.7%	8.2%	13.2%	9.8%
2	(2)	6	3	-	3	3	1	-	1	1	1	1	2	3	6	-
		4.4%	6.4%	-	8.4%	11.1%	2.6%	-	1.9%	6.2%	5.4%	2.6%	5.4%	4.9%	5.2%	-
					b											
3	(3)	41	11	19	11	9	12	9	15	6	6	15	11	15	37	4
		31.4%	26.6%	36.4%	29.9%	34.6%	32.0%	25.7%	29.8%	38.6%	30.3%	42.6%	31.5%	24.8%	33.5%	19.4%
4	(4)	29	10	12	8	4	11	10	12	3	2	4	9	17	24	6
		22.7%	23.9%	22.7%	21.1%	16.0%	30.5%	28.6%	25.4%	18.5%	9.9%	11.5%	24.3%	28.2%	21.4%	30.2%
5 Very important	(5)	37	10	16	11	6	9	10	14	5	9	8	9	20	30	8
		28.9%	24.7%	31.6%	29.8%	23.3%	23.7%	28.7%	29.3%	30.7%	44.1%	24.0%	25.1%	33.9%	26.8%	40.6%
NETS																
Net: Not important		22	10	5	7	6	5	6	8	2	3	8	7	8	20	2
		17.1%	24.8%	9.3%	19.1%	26.2%	13.8%	17.0%	15.5%	12.2%	15.6%	21.9%	19.1%	13.1%	18.3%	9.8%
			b													
Net: Important		67	20	28	18	10	20	19	27	8	11	12	17	37	53	13
		51.5%	48.6%	54.3%	50.9%	39.2%	54.2%	57.3%	54.7%	49.2%	54.0%	35.5%	49.4%	62.1%	48.2%	70.8%
													j			
Mean score		3.5	3.3	3.7	3.5	3.2	3.5	3.5	3.5	3.6	3.7	3.2	3.4	3.7	3.4	3.9
														j		

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	May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	*d	e	f	g	*h	*i	j	k	l	m	*n
Unweighted Total		132	43	52	37	26	36	35	51	16	19	36	36	60	112	20
Weighted Total		129	42	51	36	25	36	34	49	15	20	35	35	59	110	19
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	12	4	4	4	3	2	4	5	1	2	3	6	3	9	3
		9.1%	9.3%	7.5%	11.1%	11.4%	5.6%	11.5%	9.8%	6.0%	10.9%	8.6%	16.4%	5.0%	8.1%	14.8%
2	(2)	8	3	3	2	1	2	2	4	2	1	3	5	-	6	2
		5.9%	7.1%	5.3%	5.3%	3.9%	5.5%	5.8%	7.8%	12.0%	4.4%	8.0%	13.7%	-	5.3%	9.3%
												l	l			
3	(3)	22	4	11	7	6	7	4	4	-	5	5	5	12	20	2
		16.7%	9.3%	21.2%	19.0%	23.2%	19.6%	11.5%	7.9%	-	25.1%	14.6%	14.3%	19.5%	17.8%	10.2%
4	(4)	31	14	11	7	7	6	11	15	5	3	10	8	13	26	5
		24.0%	32.2%	20.8%	19.0%	26.8%	16.6%	31.5%	31.6%	31.8%	15.3%	27.8%	22.6%	22.6%	23.7%	25.9%
5 Very important	(5)	57	18	23	16	9	19	13	21	8	9	14	12	31	50	7
		44.3%	42.1%	45.2%	45.5%	34.6%	52.7%	39.7%	42.9%	50.2%	44.2%	40.9%	33.0%	52.9%	45.1%	39.7%
NETS																
Net: Not important		19	7	7	6	4	4	6	9	3	3	6	11	3	15	5
		15.0%	16.4%	12.8%	16.5%	15.3%	11.1%	17.3%	17.5%	18.0%	15.3%	16.7%	30.1%	5.0%	13.4%	24.1%
													l			
Net: Important		88	31	34	23	15	25	24	36	13	12	24	20	45	76	12
		68.3%	74.4%	66.0%	64.5%	61.4%	69.3%	71.2%	74.6%	82.0%	59.6%	68.7%	55.7%	75.5%	68.7%	65.7%
													k	k		
Mean score		3.9	3.9	3.9	3.8	3.7	4.1	3.8	3.9	4.1	3.8	3.8	3.4	4.2	3.9	3.7
													k	k		

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	May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	*d	e	f	g	*h	*i	j	k	l	m	*n
Unweighted Total		132	43	52	37	26	36	35	51	16	19	36	36	60	112	20
Weighted Total		129	42	51	36	25	36	34	49	15	20	35	35	59	110	19
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	27	13	9	6	7	7	8	9	1	5	9	10	9	22	6
		21.1%	30.1%	16.9%	16.4%	26.5%	19.5%	22.8%	17.5%	6.0%	25.7%	24.8%	27.9%	14.8%	19.5%	30.3%
2	(2)	14	4	7	3	1	7	2	5	3	1	2	5	7	12	2
		10.6%	10.1%	13.0%	7.9%	4.0%	19.9%	5.5%	9.6%	18.8%	4.4%	5.2%	13.5%	12.1%	10.8%	9.6%
3	(3)	31	6	16	10	7	6	8	11	3	7	10	7	15	29	2
		24.3%	13.7%	30.9%	27.3%	30.3%	17.6%	23.1%	21.7%	18.6%	35.7%	28.2%	19.7%	24.8%	26.7%	10.4%
4	(4)	26	10	11	6	5	5	11	15	4	2	5	8	13	22	5
		20.3%	23.4%	20.5%	16.2%	19.7%	13.4%	32.1%	29.9%	25.1%	9.9%	14.1%	22.6%	22.5%	19.5%	24.7%
5 Very important	(5)	31	9	10	12	5	11	6	10	5	5	10	6	15	26	5
		23.7%	22.6%	18.7%	32.2%	19.5%	29.5%	16.6%	21.3%	31.6%	24.2%	27.6%	16.3%	25.9%	23.5%	25.0%
NETS																
Net: Not important		41	17	15	9	7	14	9	13	4	6	10	15	16	33	8
		31.7%	40.2%	29.9%	24.3%	30.5%	39.5%	28.3%	27.2%	24.8%	30.1%	30.1%	41.5%	26.9%	30.3%	39.9%
Net: Important		57	19	20	17	10	16	16	25	9	7	15	14	29	48	9
		44.0%	46.0%	39.2%	48.4%	39.2%	42.9%	48.7%	51.2%	56.7%	34.2%	41.7%	38.9%	48.3%	43.0%	49.7%
Mean score		3.1	3.0	3.1	3.4	3.0	3.1	3.1	3.3	3.6	3.0	3.1	2.9	3.3	3.2	3.0

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	May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	*d	e	f	g	*h	*i	j	k	l	m	*n
Unweighted Total		132	43	52	37	26	36	35	51	16	19	36	36	60	112	20
Weighted Total		129	42	51	36	25	36	34	49	15	20	35	35	59	110	19
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	24	12	6	6	4	7	7	9	2	4	8	9	7	19	5
		18.2%	28.4% b	11.1%	16.5%	15.3%	19.7%	20.0%	17.6%	12.4%	20.7%	22.3%	24.8%	11.9%	17.0%	25.6%
2	(2)	23	6	11	6	6	8	2	4	2	4	5	7	11	20	3
		17.5%	13.9%	21.4%	16.1%	26.4%	22.9% f	5.9%	8.0%	12.6%	19.9%	14.5%	19.0%	18.3%	17.8%	15.7%
3	(3)	33	8	12	14	7	8	12	16	4	2	9	9	15	31	2
		25.7%	19.1%	22.7%	37.7%	27.2%	22.4%	37.1%	33.4%	25.2%	10.9%	25.6%	25.9%	25.7%	28.5%	9.4%
4	(4)	23	9	12	3	4	5	9	12	3	3	6	5	13	20	4
		18.0%	20.8%	22.7%	8.1%	15.6%	13.9%	25.9%	23.6%	18.6%	14.8%	16.2%	14.1%	21.4%	17.7%	19.9%
5 Very important	(5)	27	7	11	8	4	8	4	8	5	7	7	6	13	21	6
		20.5%	17.8%	22.0%	21.6%	15.4%	21.1%	11.1%	17.4%	31.2%	33.7%	21.3%	16.2%	22.6%	19.0%	29.4%
NETS																
Net: Not important		46	18	17	12	10	15	9	13	4	8	13	15	18	38	8
		35.7%	42.3%	32.5%	32.7%	41.7%	42.7%	25.9%	25.6%	25.0%	40.6%	36.9%	43.8%	30.3%	34.8%	41.2%
Net: Important		50	16	23	11	8	13	12	20	8	10	13	11	26	41	9
		38.6%	38.6%	44.7%	29.6%	31.1%	35.0%	37.0%	41.0%	49.8%	48.5%	37.6%	30.3%	44.0%	36.7%	49.4%
Mean score		3.1	2.9	3.2	3.0	2.9	2.9	3.0	3.2	3.4	3.2	3.0	2.8	3.2	3.0	3.1

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	May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	*d	e	f	g	*h	i	j	k	l	m	*n
Unweighted Total		132	43	52	37	26	36	35	51	16	19	36	36	60	112	20
Weighted Total		129	42	51	36	25	36	34	49	15	20	35	35	59	110	19
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	19	7	9	3	5	3	7	9	2	2	6	7	6	16	3
		14.5%	16.7%	16.9%	8.6%	19.2%	9.3%	20.1%	17.6%	12.0%	10.9%	16.7%	19.9%	10.1%	14.4%	15.2%
2	(2)	9	3	5	2	1	3	1	2	1	4	1	4	5	7	3
		7.3%	7.0%	9.0%	5.2%	3.7%	7.6%	2.9%	3.9%	6.2%	19.5%	2.9%	10.9%	7.7%	6.0%	14.8%
3	(3)	42	15	11	17	7	14	12	17	5	3	13	9	21	37	5
		32.4%	35.0%	20.7%	45.9%	30.4%	38.5%	37.0%	35.5%	32.1%	15.8%	36.1%	24.7%	34.7%	33.6%	25.2%
4	(4)	28	9	14	5	6	7	5	11	6	4	8	4	16	25	3
		21.5%	20.8%	27.9%	13.3%	23.4%	20.4%	14.6%	21.7%	37.3%	20.9%	22.8%	10.8%	27.2%	22.6%	15.2%
5 Very important	(5)	31	9	13	10	6	9	9	10	2	7	7	12	12	26	6
		24.3%	20.6%	25.4%	27.0%	23.3%	24.2%	25.4%	21.3%	12.3%	32.9%	21.5%	33.7%	20.3%	23.4%	29.7%
NETS																
Net: Not important		28	10	13	5	6	6	8	10	3	6	7	11	11	23	6
		21.8%	23.7%	25.9%	13.8%	22.9%	16.8%	23.0%	21.5%	18.2%	30.4%	19.6%	30.8%	17.8%	20.4%	30.0%
Net: Important		59	17	27	14	11	16	13	21	8	11	15	16	28	51	8
		45.8%	41.3%	53.4%	40.3%	46.7%	44.6%	40.0%	43.0%	49.6%	53.8%	44.3%	44.5%	47.5%	46.0%	44.8%
Mean score		3.3	3.2	3.4	3.5	3.3	3.4	3.2	3.3	3.3	3.5	3.3	3.3	3.4	3.3	3.3

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

## Jobs Outlook - Combined

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

Base: All who recruit temporary agency workers

		WAVE			REGION						SIZE			SECTOR	
	Total	May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	*d	e	f	g	*h	*i	j	k	l	m	*n
Unweighted Total	132	43	52	37	26	36	35	51	16	19	36	36	60	112	20
Weighted Total	129	42	51	36	25	36	34	49	15	20	35	35	59	110	19
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Temporary agency workers earn more than they would if they were permanent	23 17.9%	5 11.1%	9 16.8%	10 27.2%	3 11.8%	3 8.5%	7 22.3%	10 21.3%	3 19.0%	7 34.1%	5 15.8%	6 16.7%	12 19.7%	21 19.1%	2 10.3%
Temporary agency workers earn less than they would if they were permanent	15 11.3%	8 18.4%	5 9.5%	2 5.6%	2 7.5%	6 16.1%	2 6.0%	6 12.1%	4 25.6%	1 5.1%	8 22.8%	4 11.0%	3 4.7%	13 11.6%	2 9.5%
Temporary agency workers earn about the same as they would if they were permanent	86 66.4%	30 70.5%	34 66.6%	22 61.4%	20 80.7%	25 70.1%	24 71.7%	32 64.8%	8 49.6%	9 46.0%	19 55.4%	25 69.8%	42 70.9%	72 64.9%	14 75.5%
Not applicable/Don't know	6 4.4%	- -	4 7.1%	2 5.8%	- -	2 5.3%	- -	1 1.8%	1 5.8%	3 14.9%	2 6.0%	1 2.5%	3 4.7%	5 4.4%	1 4.7%

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

## Jobs Outlook - Combined

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

Base: All who recruit temporary workers

	WAVE				REGION						SIZE			SECTOR	
	Total	May 2017	June 2017	July 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	287	92	108	87	56	66	68	114	46	51	93	81	113	244	43
Weighted Total	286	91	110	85	55	67	65	111	46	52	92	83	111	243	43
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
0	54	16	16	22	7	17	9	16	7	14	37	11	6	44	10
	18.8%	17.4%	14.9%	25.4%	12.4%	25.1%	14.6%	14.6%	14.7%	26.4%	39.8% kl	13.2%	5.5%	18.1%	22.7%
1-9	32	17	7	9	6	10	9	13	5	3	6	15	12	27	5
	11.2%	18.1% b	6.3%	10.1%	10.4%	15.0%	13.1%	12.0%	10.4%	5.6%	6.1%	17.9% j	10.5%	11.3%	11.0%
10-19	30	9	14	8	5	2	10	15	5	8	11	11	9	27	4
	10.7%	9.7%	12.5%	9.3%	8.9%	3.2%	16.0% e	13.7% e	10.6%	15.6% e	11.8%	12.8%	8.1%	11.1%	8.3%
20-49	49	14	22	13	9	12	12	20	9	8	13	9	27	42	7
	17.0%	15.0%	20.2%	15.2%	15.6%	17.9%	18.0%	18.2%	18.5%	15.0%	13.8%	10.6%	24.5% k	17.3%	15.4%
50	16	6	7	3	2	3	3	6	3	5	7	5	4	13	3
	5.5%	6.2%	6.4%	3.6%	3.5%	4.3%	4.6%	5.2%	6.0%	9.8%	7.5%	6.3%	3.3%	5.3%	6.4%
51+	48	15	21	12	12	10	12	22	10	4	14	15	18	40	8
	16.8%	16.6%	19.4%	13.6%	22.0% i	14.8%	19.0%	19.8% i	20.9%	7.5%	15.7%	18.5%	16.5%	16.4%	19.2%
Don't know	57	16	22	19	15	13	10	18	9	11	5	17	35	50	7
	19.9%	17.0%	20.2%	22.7%	27.3%	19.7%	14.7%	16.4%	18.8%	20.0%	5.3%	20.7% j	31.5% j	20.5%	17.0%
<b>NETS</b>															
Net: At least 1%	175	60	71	44	33	37	46	77	31	28	51	55	70	149	26
	61.2%	65.6%	64.9%	51.9%	60.4%	55.2%	70.7%	69.0%	66.4%	53.6%	54.8%	66.2%	62.9%	61.4%	60.4%
Net: At least 50%	64	21	28	15	14	13	15	28	12	9	21	21	22	53	11
	22.3%	22.8%	25.8%	17.3%	25.5%	19.1%	23.6%	25.0%	26.9%	17.4%	23.1%	24.8%	19.8%	21.7%	25.7%
Total	6530	2093	2811	1627	1465	1321	1649	2850	1200	894	2101	1970	2459	5470	1061
Mean score	28.5	27.7	32.1	24.7	36.7 i	24.5	29.7	30.6	32.1	21.3	24.0	30.0	32.4	28.4	29.4

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

## Jobs Outlook - Combined

**T1\_SUM. Net long-term migration into the UK is currently 248,000 people per year. If net migration was reduced to the tens of thousands over the next five years, how would this affect each of the following for your organisation?**

### SUMMARY TABLE

Base: Wave 17

	Total	Increase	Stay the same	Decrease	Don't know	Mean
Profit	200	6	148	20	26	1.9
	100.0%	3.0%	73.9%	10.1%	12.9%	
Risk of closure or overseas relocation	200	8	157	5	30	2.0
	100.0%	4.0%	78.6%	2.4%	15.0%	
Price for your products or services	200	28	139	7	26	2.1
	100.0%	14.1%	69.4%	3.4%	13.0%	
Staff and skill shortages	200	30	125	18	26	2.1
	100.0%	15.2%	62.7%	9.1%	13.0%	
Automation of processes	200	10	152	4	34	2.0
	100.0%	4.9%	76.2%	2.0%	17.0%	
Use of flexible employment practices such as part-time or flexi working	200	19	153	5	23	2.1
	100.0%	9.7%	76.3%	2.3%	11.7%	

## Jobs Outlook - Combined

**T1\_1. Net long-term migration into the UK is currently 248,000 people per year. If net migration was reduced to the tens of thousands over the next five years, how would this affect each of the following for your organisation?**

### Profit

Base: Wave 17

	WAVE		REGION						SIZE			SECTOR	
	Total	July 2017	North	Midlands	South excluding London	South including London	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	44	50	45	79	34	27	103	43	54	165	35
Weighted Total	200	200	44	48	45	78	34	30	104	44	53	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	(3)	6	1	2	-	2	2	1	3	1	2	5	1
		3.0%	2.2%	3.9%	-	2.6%	6.0%	3.7%	2.8%	2.5%	3.8%	3.1%	2.6%
Stay the same	(2)	148	35	31	34	55	22	26	85	31	31	116	31
		73.9%	80.6%	63.8%	75.0%	70.7%	64.9%	89.1%	82.4%	71.3%	59.5%	70.6%	89.5%
									j			k	
Decrease	(1)	20	3	4	7	12	6	1	9	4	8	19	1
		10.1%	6.6%	8.1%	14.6%	15.8%	17.4%	3.6%	8.3%	9.0%	14.7%	11.7%	2.6%
Don't know		26	5	12	5	9	4	1	7	8	12	24	2
		12.9%	10.6%	24.1%	10.4%	10.9%	11.6%	3.6%	6.5%	17.2%	22.0%	14.6%	5.3%
				e						h	h		
Mean score		1.9	2.0	1.9	1.8	1.9	1.9	2.0	1.9	1.9	1.9	1.9	2.0

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

## Jobs Outlook - Combined

**T1\_2. Net long-term migration into the UK is currently 248,000 people per year. If net migration was reduced to the tens of thousands over the next five years, how would this affect each of the following for your organisation?**

### Risk of closure or overseas relocation

Base: Wave 17

		WAVE		REGION						SIZE			SECTOR	
		Total	July 2017	North	Midlands	South excluding London	South including London	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	44	50	45	79	34	27	103	43	54	165	35
Weighted Total		200	200	44	48	45	78	34	30	104	44	53	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	(3)	8	8	-	4	1	4	3	-	4	1	3	7	1
		4.0%	4.0%	-	8.0%	2.1%	5.2%	9.4%	-	3.7%	2.4%	5.7%	4.2%	2.6%
								b						
Stay the same	(2)	157	157	35	35	40	61	21	26	86	35	36	126	31
		78.6%	78.6%	80.7%	72.0%	89.6%	77.6%	61.5%	89.0%	83.1%	79.7%	68.9%	76.3%	89.4%
						cf				j				
Decrease	(1)	5	5	2	-	1	2	1	1	2	2	1	5	-
		2.4%	2.4%	4.3%	-	2.1%	2.4%	2.9%	3.7%	1.9%	4.7%	1.8%	3.0%	-
Don't know		30	30	7	10	3	12	9	2	12	6	12	27	3
		15.0%	15.0%	15.0%	20.0%	6.2%	14.8%	26.3%	7.2%	11.3%	13.2%	23.6%	16.5%	8.0%
								d				h		
Mean score		2.0	2.0	1.9	2.1	2.0	2.0	2.1	2.0	2.0	2.0	2.1	2.0	2.0
					b									

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

## Jobs Outlook - Combined

**T1\_3. Net long-term migration into the UK is currently 248,000 people per year. If net migration was reduced to the tens of thousands over the next five years, how would this affect each of the following for your organisation?**

### Price for your products or services

Base: Wave 17

		WAVE		REGION						SIZE			SECTOR	
		Total	July 2017	North	Midlands	South excluding London	South including London	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	44	50	45	79	34	27	103	43	54	165	35
Weighted Total		200	200	44	48	45	78	34	30	104	44	53	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	(3)	28	28	4	3	8	19	11	2	13	5	11	22	6
		14.1%	14.1%	8.8%	6.1%	18.8%	24.7% bc	32.5% bc	7.3%	12.3%	11.1%	20.2%	13.6%	16.6%
Stay the same	(2)	139	139	34	33	30	49	19	23	80	29	29	113	25
		69.4%	69.4%	78.5% f	67.7%	66.7%	62.1%	55.9%	78.2%	77.4% j	67.1%	55.7%	68.8%	72.4%
Decrease	(1)	7	7	1	3	1	2	1	1	4	2	1	6	1
		3.4%	3.4%	2.1%	6.1%	2.1%	2.4%	2.9%	3.6%	3.7%	4.7%	1.8%	3.5%	3.1%
Don't know		26	26	5	10	6	9	3	3	7	7	12	23	3
		13.0%	13.0%	10.6%	20.1%	12.4%	10.8%	8.7%	10.9%	6.6%	17.2%	22.2% h	14.1%	8.0%
Mean score		2.1	2.1	2.1	2.0	2.2 c	2.2 c	2.3 bc	2.0	2.1	2.1	2.2	2.1	2.1

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

## Jobs Outlook - Combined

**T1\_4. Net long-term migration into the UK is currently 248,000 people per year. If net migration was reduced to the tens of thousands over the next five years, how would this affect each of the following for your organisation?**

### Staff and skill shortages

Base: Wave 17

		WAVE		REGION						SIZE			SECTOR	
		Total	July 2017	North	Midlands	South excluding London	South including London	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	44	50	45	79	34	27	103	43	54	165	35
Weighted Total		200	200	44	48	45	78	34	30	104	44	53	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	(3)	30	30	6	9	8	11	2	5	8	8	15	27	4
		15.2%	15.2%	13.1%	17.9%	19.0%	13.5%	6.2%	18.1%	7.4%	18.4%	27.7% h	16.1%	10.9%
Stay the same	(2)	125	125	31	27	24	47	23	20	79	23	24	100	26
		62.7%	62.7%	71.9%	55.7%	54.1%	59.9%	67.7%	67.6%	75.7% ij	53.2%	44.8%	60.5%	72.8%
Decrease	(1)	18	18	2	3	6	11	6	2	8	6	5	16	2
		9.1%	9.1%	4.3%	6.1%	12.4%	14.5%	17.4%	7.0%	7.4%	13.4%	9.0%	9.9%	5.7%
Don't know		26	26	5	10	7	9	3	2	10	7	10	22	4
		13.0%	13.0%	10.7%	20.2%	14.5%	12.0%	8.7%	7.2%	9.4%	15.0%	18.4%	13.5%	10.7%
Mean score		2.1	2.1	2.1	2.1 f	2.1	2.0	1.9	2.1	2.0	2.1	2.2 h	2.1	2.1

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



## Jobs Outlook - Combined

**T1\_5. Net long-term migration into the UK is currently 248,000 people per year. If net migration was reduced to the tens of thousands over the next five years, how would this affect each of the following for your organisation?**

### Automation of processes

Base: Wave 17

			WAVE	REGION						SIZE			SECTOR	
		Total	July 2017	North	Midlands	South excluding London	South including London	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	44	50	45	79	34	27	103	43	54	165	35
Weighted Total		200	200	44	48	45	78	34	30	104	44	53	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	(3)	10	10	2	4	2	3	1	1	3	1	6	9	1
		4.9%	4.9%	4.4%	7.9%	4.3%	3.7%	2.9%	3.6%	2.8%	2.2%	11.2% h	5.3%	2.6%
Stay the same	(2)	152	152	36	31	35	62	28	23	88	32	32	122	30
		76.2%	76.2%	82.8% c	63.7%	77.0%	79.4%	82.7%	78.1%	85.0% j	73.5%	61.2%	74.0%	86.3%
Decrease	(1)	4	4	1	1	1	1	-	1	2	2	-	3	1
		2.0%	2.0%	2.1%	2.0%	2.1%	1.2%	-	3.6%	1.8%	4.6%	-	1.7%	3.1%
Don't know		34	34	5	13	7	12	5	4	11	9	15	31	3
		17.0%	17.0%	10.6%	26.4%	16.6%	15.7%	14.5%	14.6%	10.5%	19.7%	27.6% h	18.9%	8.0%
Mean score		2.0	2.0	2.0	2.1	2.0	2.0	2.0	2.0	2.0	2.0	2.2 hi	2.0	2.0

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

## Jobs Outlook - Combined

**T1\_6. Net long-term migration into the UK is currently 248,000 people per year. If net migration was reduced to the tens of thousands over the next five years, how would this affect each of the following for your organisation?**

### Use of flexible employment practices such as part-time or flexi working

Base: Wave 17

			WAVE		REGION						SIZE			SECTOR	
		Total	July 2017	North	Midlands	South excluding London	South including London	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	44	50	45	79	34	27	103	43	54	165	35	
Weighted Total		200	200	44	48	45	78	34	30	104	44	53	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	(3)	19	19	3	6	5	9	4	2	6	6	8	18	1	
		9.7%	9.7%	6.5%	11.9%	10.5%	10.9%	11.5%	7.3%	5.5%	13.4%	14.7%	11.2%	2.6%	
Stay the same	(2)	153	153	36	32	34	60	27	24	88	31	33	120	32	
		76.3%	76.3%	82.8%	65.6%	75.1%	77.1%	79.8%	82.1%	85.0%	71.5%	63.2%	72.9%	92.1%	
										j				k	
Decrease	(1)	5	5	1	-	3	3	-	1	2	2	1	5	-	
		2.3%	2.3%	2.1%	-	6.2%	3.5%	-	3.3%	1.8%	4.4%	1.8%	2.8%	-	
Don't know		23	23	4	11	4	7	3	2	8	5	11	21	2	
		11.7%	11.7%	8.5%	22.4% e	8.3%	8.5%	8.7%	7.2%	7.7%	10.8%	20.3% h	13.0%	5.3%	
Mean score		2.1	2.1	2.0	2.2	2.0	2.1	2.1	2.0	2.0	2.1	2.2 h	2.1	2.0	

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