



# REC JOBS OUTLOOK RESEARCH

## METHODOLOGY NOTE

ComRes interviewed 600 UK employees and owners involved in hiring by telephone between July 25<sup>th</sup> to August 16<sup>th</sup> 2017. Data were weighted to be representative of UK adults in employment by region, broad industry sector and public / private split. ComRes is a member of the British Polling Council and abides by its rules.

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## Jobs Outlook - Combined

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*GATI Fieldwork: 25th July - 16th August 2017  
 Prepared by ComRes*

## Jobs Outlook - Combined

Base: All who recruit temporary agency workers

Q19. In terms of temporary agency workers' pay rates, would you say that: ..... 122

Base: All who recruit temporary agency workers

Q20. Approximately what percentage of the temporary workers you use go on to become permanent members of your staff each year? ..... 123

Base: All who recruit temporary workers

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Base: Wave 18

## Jobs Outlook - Combined

### Sector

Base: All respondents

	WAVE			REGION						SIZE			SECTOR		
	Total	June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	
Significance Level: 95%															
Unweighted Total	600	200	200	200	134	146	135	232	97	88	292	150	158	495	105
Weighted Total	600	200	200	200	131	145	134	235	101	89	293	152	155	494	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Private	494	165	165	165	106	109	112	204	92	76	236	123	135	494	-
	82.4%	82.4%	82.4%	82.4%	80.5%	75.5%	83.5%	86.6%	90.8%	85.3%	80.7%	80.7%	87.3%	100.0%	-
							e	de						n	
Public	106	35	35	35	26	35	22	31	9	13	57	29	20	-	106
	17.6%	17.6%	17.6%	17.6%	19.5%	24.5%	16.5%	13.4%	9.2%	14.7%	19.3%	19.3%	12.7%	-	100.0%
					h	gh								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	June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%	a	b	c	d	e	f	g	h	i	j	k	l	m	n	
Unweighted Total	600	200	200	200	134	146	135	232	97	88	292	150	158	495	105
Weighted Total	600	200	200	200	131	145	134	235	101	89	293	152	155	494	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
South West	50 8.4%	17 8.4%	17 8.4%	17 8.4%	- -	- -	50 37.5% deg	50 21.4% deh	- -	- -	30 10.2%	8 5.5%	12 7.9%	35 7.0%	16 14.9% m
South East	84 14.0%	28 14.0%	28 14.0%	28 14.0%	- -	- -	84 62.5% deg	84 35.7% deh	- -	- -	37 12.7%	26 16.9%	21 13.7%	78 15.7% n	6 6.1%
London	101 16.8%	34 16.8%	34 16.8%	34 16.8%	- -	- -	- -	101 42.9% def	101 100.0% deh	- -	48 16.5%	26 17.3%	26 16.9%	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	- -	- -	- -	- -	28 9.4%	17 11.4%	10 6.6%	52 10.6% n	3 2.7%
West Midlands	49 8.2%	16 8.2%	16 8.2%	16 8.2%	- -	49 34.0% dfgh	- -	- -	- -	- -	29 10.0%	8 5.0%	12 7.9%	22 4.4%	27 25.8% m
East Midlands	40 6.7%	13 6.7%	13 6.7%	13 6.7%	- -	40 27.8% dfgh	- -	- -	- -	- -	13 4.5%	15 9.9% j	12 7.7%	35 7.0%	5 5.1%
North West	64 10.7%	21 10.7%	21 10.7%	21 10.7%	64 48.9% efgh	- -	- -	- -	- -	- -	32 10.8%	13 8.5%	20 12.7%	59 11.9% n	5 5.1%
North East	20 3.4%	7 3.4%	7 3.4%	7 3.4%	20 15.5% efgh	- -	- -	- -	- -	- -	11 3.6%	4 2.6%	6 3.8%	20 4.1% n	- -
Yorkshire & The Humber	47 7.8%	16 7.8%	16 7.8%	16 7.8%	47 35.6% efgh	- -	- -	- -	- -	- -	25 8.6%	10 6.4%	12 7.6%	27 5.4%	20 19.2% m
Scotland	49 8.1%	16 8.1%	16 8.1%	16 8.1%	- -	- -	- -	- -	- -	49 54.7% defgh	19 6.6%	15 9.6%	15 9.5%	44 9.0%	4 4.0%
Wales	25 4.2%	8 4.2%	8 4.2%	8 4.2%	- -	- -	- -	- -	- -	25 28.4% defgh	12 4.2%	6 4.1%	7 4.2%	17 3.5%	8 7.4%
Northern Ireland	15 2.5%	5 2.5%	5 2.5%	5 2.5%	- -	- -	- -	- -	- -	15 16.9% defgh	8 2.9%	4 2.8%	2 1.5%	14 2.8%	1 1.0%

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	June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	
Significance Level: 95%															
Unweighted Total	600	200	200	200	134	146	135	232	97	88	292	150	158	495	105
Weighted Total	600	200	200	200	131	145	134	235	101	89	293	152	155	494	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Channel Islands	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
None of the above	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

## Jobs Outlook - Combined

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

Base: All respondents

	WAVE			REGION						SIZE			SECTOR		
	Total	June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Significance Level: 95%															
Unweighted Total	600	200	200	200	134	146	135	232	97	88	292	150	158	495	105
Weighted Total	600	200	200	200	131	145	134	235	101	89	293	152	155	494	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
HR	265	103	86	76	50	59	55	115	61	40	49	89	128	220	45
	44.2%	51.3%	43.0%	38.1%	38.4%	41.0%	40.7%	49.1%	60.2%	45.0%	16.7%	58.3%	82.2%	44.5%	42.7%
		c						d	defi			j	jk		
Other	335	97	114	124	81	85	80	120	40	49	244	64	28	274	61
	55.8%	48.7%	57.0%	61.9%	61.6%	59.0%	59.3%	50.9%	39.8%	55.0%	83.3%	41.7%	17.8%	55.5%	57.3%
				a	gh	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	June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Significance Level: 95%															
Unweighted Total	600	200	200	200	134	146	135	232	97	88	292	150	158	495	105
Weighted Total	600	200	200	200	131	145	134	235	101	89	293	152	155	494	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Senior management/ board level	218	70	75	73	47	56	50	85	35	30	143	53	22	187	31
	36.4%	34.8%	37.7%	36.7%	36.1%	38.6%	37.4%	36.3%	34.8%	33.5%	48.9%	34.8%	14.3%	37.8%	29.7%
											kl	l			
Management	248	79	82	88	60	54	55	96	42	38	130	57	61	196	52
	41.4%	39.3%	40.8%	44.0%	45.6%	37.3%	40.8%	41.0%	41.3%	42.7%	44.4%	37.3%	39.6%	39.7%	49.2%
Non-Managerial	133	52	43	38	24	35	29	53	24	21	19	42	72	111	22
	22.2%	25.9%	21.5%	19.2%	18.3%	24.1%	21.8%	22.7%	23.9%	23.8%	6.7%	27.8%	46.1%	22.4%	21.2%
												j	jk		

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

## Jobs Outlook - Combined

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

Base: All respondents

	WAVE			REGION						SIZE			SECTOR		
	Total	June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Significance Level: 95%															
Unweighted Total	600	200	200	200	134	146	135	232	97	88	292	150	158	495	105
Weighted Total	600	200	200	200	131	145	134	235	101	89	293	152	155	494	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Recruitment (hiring or engaging new staff on a permanent or temporary basis)	600	200	200	200	131	145	134	235	101	89	293	152	155	494	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Training of employees	426	143	145	138	91	107	96	166	71	61	228	109	89	356	70
	71.0%	71.7%	72.5%	68.8%	69.4%	74.1%	71.1%	70.6%	70.0%	69.3%	77.9%	71.8%	57.2%	71.9%	66.6%
Assessment of employees	450	151	146	153	94	115	105	179	74	63	239	112	99	372	78
	75.1%	75.5%	73.2%	76.5%	71.7%	79.4%	78.1%	76.0%	73.2%	70.5%	81.8%	73.6%	63.7%	75.3%	73.9%
Supporting employees (e.g. with questions or grievances)	509	168	168	173	101	125	123	204	81	78	247	138	124	421	88
	84.8%	83.8%	83.8%	86.7%	76.8%	86.7%	91.4%	86.8%	80.7%	87.8%	84.5%	90.4%	79.8%	85.1%	83.0%
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	June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Significance Level: 95%															
Unweighted Total	600	200	200	200	134	146	135	232	97	88	292	150	158	495	105
Weighted Total	600	200	200	200	131	145	134	235	101	89	293	152	155	494	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
0-9	110	18	46	45	27	36	19	40	21	7	110	-	-	86	24
	18.3%	8.9%	23.2%	22.6%	20.8%	24.7%	13.9%	16.8%	20.7%	7.7%	37.4%	-	-	17.3%	22.5%
			a	a	i	fi		i	i		kl				
10-49	183	62	57	64	40	34	48	76	27	33	183	-	-	150	33
	30.5%	30.8%	28.7%	32.1%	30.6%	23.6%	35.8%	32.1%	27.1%	37.4%	62.6%	-	-	30.4%	31.0%
							e			e	kl				
50-249	152	54	44	55	27	40	34	60	26	25	-	152	-	123	29
	25.4%	26.8%	21.8%	27.5%	20.2%	27.7%	25.3%	25.7%	26.1%	28.3%	-	100.0%	-	24.9%	27.8%
												jl			
250+	155	67	53	35	37	35	33	60	26	24	-	-	155	135	20
	25.9%	33.5%	26.3%	17.7%	28.4%	23.9%	24.9%	25.4%	26.1%	26.5%	-	-	100.0%	27.4%	18.7%
		c	c										jk		

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

## Jobs Outlook - Combined

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

Base: All respondents

	WAVE			REGION						SIZE			SECTOR		
	Total	June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%	a	b	c	d	e	f	g	h	i	j	k	l	m	n	
Unweighted Total	600	200	200	200	134	146	135	232	97	88	292	150	158	495	105
Weighted Total	600 100.0%	200 100.0%	200 100.0%	200 100.0%	131 100.0%	145 100.0%	134 100.0%	235 100.0%	101 100.0%	89 100.0%	293 100.0%	152 100.0%	155 100.0%	494 100.0%	106 100.0%
Agriculture, forestry & fishing	9 1.5%	3 1.5%	3 1.4%	3 1.5%	- -	3 2.0%	4 2.8%	6 2.5%	2 2.1%	- -	6 2.0%	1 .6%	2 1.2%	7 1.4%	2 1.7%
Production	53 8.8%	18 8.8%	18 8.9%	18 8.8%	15 11.4%	14 9.9%	13 9.5%	16 6.6%	3 2.7%	8 9.3%	19 6.4%	21 13.5%	14 8.9%	39 8.0%	14 13.0%
Construction	37 6.2%	12 6.2%	12 6.2%	12 6.1%	3 2.2%	10 7.1%	13 9.8%	18 7.7%	5 4.9%	6 6.4%	23 7.9%	7 4.8%	7 4.4%	30 6.0%	7 7.1%
Motor trades	29 4.8%	10 4.8%	9 4.7%	10 4.8%	6 4.2%	10 7.3%	6 4.2%	11 4.6%	5 5.1%	2 2.0%	15 5.2%	12 7.6%	2 1.2%	24 4.9%	5 4.4%
Wholesale	29 4.8%	10 4.8%	10 4.8%	10 4.8%	8 6.4%	6 4.0%	7 4.9%	13 5.4%	6 6.0%	2 2.2%	19 6.4%	6 3.9%	4 2.5%	23 4.7%	6 5.3%
Retail	29 4.9%	10 5.0%	10 4.8%	10 5.0%	7 5.0%	6 4.1%	7 4.9%	13 5.5%	6 6.2%	4 4.6%	16 5.4%	4 2.6%	10 6.3%	24 4.8%	6 5.5%
Transport & storage (inc. postal)	29 4.8%	9 4.7%	10 4.9%	10 4.8%	3 2.1%	8 5.9%	6 4.3%	11 4.7%	5 5.1%	7 7.5%	14 4.9%	10 6.3%	5 3.2%	24 4.9%	5 4.4%
Accommodation & food services	38 6.3%	13 6.4%	13 6.5%	12 6.1%	8 5.8%	9 6.2%	4 2.8%	12 4.9%	8 7.7%	10 11.1%	19 6.6%	8 5.3%	10 6.8%	32 6.5%	6 5.5%
Information & communication	24 4.0%	8 4.0%	8 4.1%	8 3.8%	8 5.9%	3 1.9%	4 2.8%	10 4.3%	6 6.2%	3 3.6%	14 4.6%	3 2.2%	7 4.5%	20 4.0%	4 3.7%
Legal and Finance	21 3.5%	7 3.3%	7 3.5%	7 3.6%	2 1.4%	4 2.6%	5 3.6%	13 5.7%	9 8.5%	2 2.0%	12 4.0%	4 2.7%	5 3.2%	19 3.8%	2 1.9%
Property	12 1.9%	4 1.9%	4 1.9%	4 2.0%	3 2.1%	2 1.3%	2 1.4%	6 2.5%	4 4.0%	1 1.1%	8 2.7%	2 1.2%	2 1.2%	10 2.0%	2 1.7%
Professional, scientific & technical	51 8.5%	17 8.5%	17 8.5%	17 8.5%	14 10.4%	14 9.7%	6 4.3%	13 5.7%	8 7.5%	10 11.4%	27 9.2%	11 7.2%	13 8.4%	41 8.4%	10 9.1%

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

## Jobs Outlook - Combined

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

Base: All respondents

	WAVE			REGION						SIZE			SECTOR		
	Total	June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	
Significance Level: 95%															
Unweighted Total	600	200	200	200	134	146	135	232	97	88	292	150	158	495	105
Weighted Total	600	200	200	200	131	145	134	235	101	89	293	152	155	494	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Business administration and support services	50	17	16	17	12	15	10	17	8	5	29	11	10	44	7
	8.3%	8.5%	8.1%	8.4%	9.4%	10.2%	7.3%	7.4%	7.6%	6.0%	10.0%	7.1%	6.5%	8.8%	6.2%
Public administration and defence	30	10	10	10	3	7	9	13	4	7	9	4	17	27	3
	4.9%	5.0%	4.8%	5.0%	2.1%	4.8%	6.4%	5.4%	4.1%	8.0%	3.0%	2.6%	10.9%	5.4%	2.6%
Education	51	17	17	16	13	11	12	20	8	6	12	14	24	45	5
	8.5%	8.6%	8.6%	8.2%	10.2%	7.4%	9.1%	8.6%	7.9%	7.3%	4.2%	9.5%	15.5%	9.2%	5.2%
Health	76	25	25	26	20	17	16	29	12	10	32	22	22	65	11
	12.7%	12.4%	12.6%	12.9%	15.5%	11.7%	12.1%	12.2%	12.3%	11.3%	11.0%	14.4%	14.2%	13.1%	10.5%
Arts, entertainment, recreation and other services	34	11	11	11	7	6	13	15	2	6	19	13	2	21	13
	5.6%	5.6%	5.6%	5.6%	5.7%	3.9%	9.7%	6.4%	1.9%	6.2%	6.4%	8.5%	1.2%	4.2%	12.3%
Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS															
Net: Agriculture, forestry & fishing/ Production	62	21	21	21	15	17	17	21	5	8	25	22	16	46	16
	10.3%	10.3%	10.3%	10.3%	11.4%	11.9%	12.3%	9.1%	4.8%	9.3%	8.4%	14.2%	10.1%	9.4%	14.7%
Net: Construction/Property	49	16	16	16	6	12	15	24	9	7	31	9	9	39	9
	8.1%	8.1%	8.1%	8.1%	4.3%	8.4%	11.3%	10.3%	8.9%	7.5%	10.5%	6.0%	5.6%	8.0%	8.8%
Net: Motor trades/ Wholesale/Retail/Transport & storage (inc. postal)/Accommodation & food services	154	51	51	51	31	40	28	59	30	24	84	39	31	127	26
	25.6%	25.6%	25.6%	25.6%	23.6%	27.4%	21.0%	25.0%	30.2%	27.4%	28.6%	25.7%	19.9%	25.7%	25.1%

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

## Jobs Outlook - Combined

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

Base: All respondents

	WAVE			REGION						SIZE			SECTOR		
	Total	June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	
Significance Level: 95%															
Unweighted Total	600	200	200	200	134	146	135	232	97	88	292	150	158	495	105
Weighted Total	600	200	200	200	131	145	134	235	101	89	293	152	155	494	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Net: Information & communication/Legal and Finance/Business administration and support services	95 15.8%	32 15.8%	32 15.8%	32 15.8%	22 16.8%	21 14.8%	18 13.8%	41 17.4%	22 22.3%	10 11.7%	54 18.6%	18 12.0%	22 14.3%	82 16.7%	12 11.7%
Net: Professional, scientific & technical	51 8.5%	17 8.5%	17 8.5%	17 8.5%	14 10.4%	14 9.7%	6 4.3%	13 5.7%	8 7.5%	10 11.4%	27 9.2%	11 7.2%	13 8.4%	41 8.4%	10 9.1%
Net: Public administration and defence/Education/Health	157 26.1%	52 26.1%	52 26.1%	52 26.1%	37 27.9%	35 24.0%	37 27.7%	62 26.2%	25 24.3%	24 26.6%	53 18.3%	40 26.4%	63 40.5%	137 27.8%	19 18.3%
Net: Arts, entertainment, recreation and other services/Other	34 5.6%	11 5.6%	11 5.6%	11 5.6%	7 5.7%	6 3.9%	13 9.7%	15 6.4%	2 1.9%	6 6.2%	19 6.4%	13 8.5%	2 1.2%	21 4.2%	13 12.3%

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	June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Significance Level: 95%															
Unweighted Total	600	200	200	200	134	146	135	232	97	88	292	150	158	495	105
Weighted Total	600	200	200	200	131	145	134	235	101	89	293	152	155	494	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
None – we would have to take on new staff	252	76	94	82	49	58	62	103	41	42	130	58	65	215	38
	42.1%	38.1%	46.9%	41.2%	37.5%	39.8%	46.1%	43.8%	40.8%	47.9%	44.4%	37.9%	41.7%	43.4%	35.6%
A little – we might have to take on staff if demand grew this year	239	85	74	81	60	65	46	82	36	31	112	63	64	188	51
	39.9%	42.3%	36.9%	40.4%	46.0%	45.1%	34.1%	35.0%	36.2%	35.2%	38.4%	41.1%	41.3%	38.0%	48.5%
					fg										m
A fair amount – we could take on a lot more work now	80	31	27	22	14	18	21	37	16	10	36	25	19	68	12
	13.3%	15.3%	13.4%	11.1%	10.9%	12.3%	15.6%	15.8%	16.1%	11.6%	12.4%	16.2%	12.0%	13.7%	11.0%
Considerable – we have a great deal of spare capacity	29	9	6	14	7	4	6	13	7	5	14	7	8	24	5
	4.8%	4.4%	2.8%	7.2%	5.7%	2.7%	4.3%	5.4%	6.9%	5.3%	4.7%	4.8%	5.0%	4.8%	4.9%
				b											
<b>NETS</b>															
Net: None + A little	492	161	168	163	110	123	108	185	78	74	242	120	129	403	89
	81.9%	80.3%	83.8%	81.6%	83.5%	84.9%	80.1%	78.8%	77.0%	83.1%	82.8%	79.0%	83.0%	81.5%	84.1%

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

## Jobs Outlook - Combined

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

Base: All respondents

	WAVE			REGION						SIZE			SECTOR		
	Total	June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	
Significance Level: 95%															
Unweighted Total	600	200	200	200	134	146	135	232	97	88	292	150	158	495	105
Weighted Total	600	200	200	200	131	145	134	235	101	89	293	152	155	494	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Redundancies	110	48	29	33	22	29	20	44	24	15	23	28	59	90	20
	18.4%	24.0%	14.6%	16.6%	16.7%	20.3%	14.8%	18.8%	24.1%	16.8%	7.8%	18.7%	38.2%	18.3%	18.9%
		b									j	jk			
Reduced hours	53	25	10	18	15	14	8	16	8	8	19	17	18	43	10
	8.9%	12.5%	4.8%	9.2%	11.7%	9.5%	5.7%	6.6%	7.9%	9.5%	6.3%	10.9%	11.7%	8.8%	9.2%
		b										j			
Reduced pay / earnings	22	12	4	7	8	5	2	5	3	5	9	5	9	20	2
	3.7%	5.8%	1.9%	3.3%	5.8%	3.5%	1.4%	2.0%	2.8%	5.3%	3.0%	3.1%	5.6%	4.1%	1.8%
		b													
Headcount freeze	77	26	25	26	17	18	11	32	20	10	35	16	26	68	9
	12.8%	13.1%	12.3%	13.1%	13.0%	12.7%	8.5%	13.5%	20.1%	11.0%	11.9%	10.6%	16.8%	13.7%	8.6%
								f							
Increased staffing	312	116	92	104	69	75	72	127	55	42	115	100	97	257	55
	52.0%	58.2%	45.9%	51.9%	52.4%	51.6%	53.3%	53.8%	54.4%	47.5%	39.3%	65.8%	62.5%	52.0%	52.0%
		b									j	j	j		
Increased pay/ earnings	349	135	105	110	72	84	81	135	54	59	148	105	97	305	44
	58.2%	67.3%	52.5%	54.8%	54.6%	57.8%	60.2%	57.5%	53.9%	66.1%	50.5%	68.7%	62.5%	61.7%	41.9%
		bc									j	j	j	n	
None of the above	125	19	53	54	31	32	23	44	20	19	92	18	15	94	31
	20.9%	9.3%	26.3%	27.1%	23.7%	22.0%	17.4%	18.5%	19.9%	21.2%	31.5%	11.8%	9.9%	19.0%	29.7%
		a	a	a							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

	Total	WAVE			REGION						SIZE			SECTOR		
		June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public	
		a	b	c	d	e	f	g	h	i	j	k	l	m	n	
Significance Level: 95%																
Unweighted Total	600	200	200	200	134	146	135	232	97	88	292	150	158	495	105	
Weighted Total	600	200	200	200	131	145	134	235	101	89	293	152	155	494	106	
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
A lot better	(5)	18	8	4	6	5	6	4	6	2	1	9	5	4	17	1
		2.9%	4.0%	1.9%	2.8%	3.6%	4.1%	2.9%	2.5%	2.0%	1.1%	3.0%	3.1%	2.6%	3.4%	.9%
A little better	(4)	138	50	43	44	26	35	27	52	25	25	58	38	42	113	25
		23.0%	25.2%	21.5%	22.2%	19.6%	24.5%	19.9%	21.9%	24.6%	28.2%	19.7%	25.2%	27.0%	22.9%	23.3%
No change	(3)	204	67	66	71	58	39	44	85	40	21	108	46	50	164	40
		33.9%	33.4%	33.0%	35.3%	44.3%	27.3%	33.0%	36.0%	39.9%	24.0%	36.8%	30.3%	32.0%	33.1%	37.6%
A little worse	(2)	153	51	58	44	21	38	40	66	27	28	78	43	33	122	32
		25.6%	25.7%	29.0%	22.0%	16.0%	26.3%	29.5%	28.1%	26.3%	31.8%	26.5%	28.2%	21.2%	24.6%	30.1%
A lot worse	(1)	42	11	15	17	12	10	10	13	3	7	24	7	12	39	4
		7.1%	5.4%	7.4%	8.4%	9.4%	6.8%	7.8%	5.7%	3.0%	7.7%	8.1%	4.4%	7.8%	7.8%	3.6%
Don't know		45	12	14	18	9	16	9	14	4	6	17	13	14	40	5
		7.5%	6.2%	7.1%	9.2%	7.2%	10.9%	7.0%	5.8%	4.2%	7.1%	5.9%	8.8%	9.3%	8.2%	4.5%
<b>NETS</b>																
Net: Better		155	59	47	50	31	41	31	57	27	26	66	43	46	130	26
		25.9%	29.3%	23.4%	25.0%	23.2%	28.6%	22.8%	24.4%	26.6%	29.3%	22.6%	28.3%	29.7%	26.3%	24.2%
Net: Better/ No change		359	125	113	121	89	81	75	142	67	47	174	89	96	294	65
		59.8%	62.7%	56.4%	60.3%	67.5%	55.9%	55.8%	60.4%	66.5%	53.3%	59.4%	58.7%	61.7%	59.4%	61.8%
Net: Worse		196	62	73	61	33	48	50	80	30	35	101	50	45	160	36
		32.7%	31.1%	36.4%	30.4%	25.4%	33.2%	37.2%	33.8%	29.3%	39.6%	34.6%	32.5%	29.0%	32.4%	33.7%
Mean score		2.9	3.0	2.8	2.9	2.9	2.9	2.8	2.9	3.0	2.8	2.8	2.9	2.9	2.9	2.9

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

## Jobs Outlook - Combined

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

Base: All respondents

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Significance Level: 95%															
Unweighted Total	600	200	200	200	134	146	135	232	97	88	292	150	158	495	105
Weighted Total	600	200	200	200	131	145	134	235	101	89	293	152	155	494	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
A lot better	(5) 29 4.8%	9 4.5%	9 4.3%	11 5.6%	6 4.4%	11 7.4%	6 4.4%	12 4.9%	6 5.7%	1 1.0%	13 4.3%	7 4.6%	9 5.9%	24 4.8%	5 4.6%
A little better	(4) 140 23.4%	51 25.4%	39 19.7%	50 25.0%	28 21.1%	31 21.6%	29 21.7%	52 22.0%	23 22.5%	29 33.2%	67 23.0%	36 23.7%	37 23.8%	121 24.6%	19 17.7%
No change	(3) 248 41.3%	80 39.9%	85 42.7%	83 41.4%	65 49.2%	53 36.7%	55 40.7%	99 42.1%	44 43.9%	31 35.2%	122 41.8%	66 43.4%	59 38.3%	190 38.5%	58 54.5%
A little worse	(2) 84 14.1%	33 16.6%	33 16.4%	18 9.2%	18 13.8%	21 14.2%	22 16.2%	36 15.2%	14 13.9%	10 11.2%	47 16.0%	20 13.3%	17 11.1%	68 13.8%	16 15.3%
A lot worse	(1) 23 3.8%	10 5.2%	5 2.4%	7 3.7%	2 1.4%	8 5.3%	4 2.8%	8 3.3%	4 3.9%	5 6.1%	14 4.8%	2 1.2%	7 4.3%	20 4.0%	3 2.6%
Don't know	76 12.7%	17 8.5%	29 14.6%	30 15.0%	13 10.2%	22 14.9%	19 14.1%	29 12.5%	10 10.3%	12 13.4%	29 10.1%	21 13.9%	26 16.5%	71 14.3%	6 5.4%
<b>NETS</b>				a									j	n	
Net: Better	169 28.2%	60 29.9%	48 23.9%	61 30.7%	33 25.4%	42 29.0%	35 26.1%	63 26.9%	28 28.1%	30 34.2%	80 27.3%	43 28.3%	46 29.8%	145 29.4%	24 22.4%
Net: Better/ No change	417 69.5%	139 69.7%	133 66.6%	144 72.0%	98 74.7%	95 65.6%	90 66.8%	162 69.0%	73 72.0%	62 69.3%	202 69.1%	109 71.6%	106 68.1%	336 67.9%	81 76.8%
Net: Worse	107 17.8%	44 21.8%	38 18.8%	26 12.9%	20 15.1%	28 19.5%	26 19.1%	44 18.5%	18 17.8%	15 17.2%	61 20.8%	22 14.5%	24 15.4%	88 17.8%	19 17.8%
Mean score	3.1	3.1	3.1	3.2	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.2	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	600	600
Weighted Total	600 100.0%	600 100.0%
Advertise externally in newspapers/trade/ professional press	215 35.8%	78 13.0%
Recruitment agencies/ Search firms	206 34.4%	105 17.5%
Online job boards (e.g. Monster)	258 43.0%	107 17.9%
Internal Referrals	315 52.5%	121 20.2%
Talent pools and staff banks	79 13.2%	35 5.9%
Advertise on our own website	323 53.9%	145 24.2%
Social media and professional networking sites (e.g. Linked In)	240 40.0%	90 14.9%
Former employees and word of mouth	357 59.5%	152 25.4%
Jobcentre Plus / Universal Jobmatch	187 31.2%	77 12.9%
People approach us	300 50.0%	116 19.3%
Other	34 5.6%	15 2.5%
We have never recruited any of this kind of staff	59 9.9%	350 58.4%

## 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	542	250
Weighted Total	541 100.0%	250 100.0%
Advertise externally in newspapers/trade/ professional press	215 39.8%	78 31.3%
Recruitment agencies/ Search firms	206 38.2%	105 42.0%
Online job boards (e.g. Monster)	258 47.8%	107 43.0%
Internal Referrals	315 58.2%	121 48.5%
Talent pools and staff banks	79 14.7%	35 14.2%
Advertise on our own website	323 59.8%	145 58.2%
Social media and professional networking sites (e.g. Linked In)	240 44.4%	90 35.9%
Former employees and word of mouth	357 66.0%	152 61.1%
Jobcentre Plus / Universal Jobmatch	187 34.7%	77 30.9%
People approach us	300 55.5%	116 46.4%
Other	34 6.2%	15 6.1%

## 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	June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	
Significance Level: 95%															
Unweighted Total	600	200	200	200	134	146	135	232	97	88	292	150	158	495	105
Weighted Total	600	200	200	200	131	145	134	235	101	89	293	152	155	494	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Former employees and word of mouth	357 59.5%	136 68.0%	95 47.5%	126 62.9%	81 61.8%	89 61.5%	81 60.5%	128 54.6%	47 46.7%	58 65.5%	166 56.6%	101 66.1%	91 58.4%	298 60.3%	59 55.5%
		b		b	h	h	h			h					
Advertise on our own website	323 53.9%	124 61.9%	97 48.6%	102 51.2%	64 48.8%	80 55.0%	82 61.2%	124 52.9%	42 41.8%	55 62.2%	108 36.8%	93 61.0%	123 79.1%	269 54.5%	54 51.1%
		bc			h		dh			h		j	jk		
Internal Referrals	315 52.5%	124 62.0%	81 40.5%	110 54.9%	64 48.9%	78 53.7%	80 59.2%	123 52.2%	43 42.9%	50 56.3%	134 45.8%	91 59.5%	90 58.1%	265 53.7%	49 46.8%
		b		b			h				j	j			
People approach us	300 50.0%	115 57.7%	69 34.5%	116 57.8%	68 51.5%	71 49.4%	75 55.5%	114 48.5%	39 39.2%	47 52.6%	132 45.0%	88 57.6%	81 52.0%	244 49.3%	56 53.0%
		b		b			h				j				
Online job boards (e.g. Monster)	258 43.0%	102 50.9%	64 32.2%	92 46.1%	51 38.5%	63 43.5%	66 49.3%	104 44.2%	38 37.3%	41 46.1%	88 30.0%	80 52.2%	91 58.5%	210 42.5%	48 45.6%
		b		b								j	j		
Social media and professional networking sites (e.g. Linked In)	240 40.0%	103 51.6%	50 25.0%	87 43.5%	45 34.5%	60 41.5%	54 40.0%	89 37.7%	35 34.7%	46 52.1%	84 28.6%	72 47.4%	84 54.3%	197 39.9%	43 40.6%
		b		b						dgh		j	j		
Advertise externally in newspapers/ trade/ professional press	215 35.8%	77 38.4%	65 32.5%	73 36.6%	46 34.9%	57 39.4%	54 39.9%	77 32.9%	24 23.5%	35 39.1%	96 32.7%	56 37.0%	63 40.7%	183 36.9%	33 30.8%
						h	h			h					
Recruitment agencies/ Search firms	206 34.4%	74 37.2%	71 35.4%	61 30.6%	39 29.6%	52 35.7%	55 40.7%	89 37.9%	35 34.2%	27 29.9%	77 26.4%	60 39.2%	69 44.6%	164 33.2%	42 39.7%
											j	j	j		
Jobcentre Plus / Universal Jobmatch	187 31.2%	61 30.6%	56 28.0%	70 35.0%	51 38.6%	44 30.2%	36 26.7%	61 25.9%	25 24.8%	32 36.3%	77 26.2%	52 34.0%	59 38.0%	156 31.6%	31 29.6%
					fgh								j		

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

## Jobs Outlook - Combined

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

### Permanent members of staff

Base: All respondents

	WAVE			REGION						SIZE			SECTOR		
	Total	June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	
Significance Level: 95%															
Unweighted Total	600	200	200	200	134	146	135	232	97	88	292	150	158	495	105
Weighted Total	600	200	200	200	131	145	134	235	101	89	293	152	155	494	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Talent pools and staff banks	79	35	17	28	18	18	15	28	13	15	23	22	34	68	11
	13.2%	17.4%	8.4%	13.9%	13.9%	12.7%	11.1%	11.9%	13.0%	16.5%	7.8%	14.5%	22.2%	13.7%	10.8%
		b									j	j			
Other	34	10	12	12	2	12	8	15	8	5	10	9	14	29	4
	5.6%	5.2%	5.8%	5.8%	1.4%	8.0%	5.6%	6.6%	7.8%	5.3%	3.5%	6.2%	8.9%	5.9%	4.2%
		d			d		d	d	d			j			
We have never recruited any of this kind of staff	59	9	20	30	14	16	12	23	11	7	51	4	4	51	8
	9.9%	4.5%	10.1%	15.1%	10.7%	10.9%	9.1%	9.8%	10.7%	7.4%	17.4%	2.9%	2.7%	10.3%	7.9%
		a	a	a							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	June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	
Significance Level: 95%															
Unweighted Total	600	200	200	200	134	146	135	232	97	88	292	150	158	495	105
Weighted Total	600	200	200	200	131	145	134	235	101	89	293	152	155	494	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Former employees and word of mouth	152 25.4%	69 34.7% bc	47 23.4%	36 18.1%	30 23.1%	36 25.2%	35 25.8%	57 24.3%	23 22.4%	28 31.8%	55 18.8%	42 27.4% j	56 35.9% j	134 27.1% n	18 17.2%
Advertise on our own website	145 24.2%	66 32.8% bc	46 23.0%	33 16.7%	29 22.4%	37 25.6%	33 24.3%	49 20.7%	16 15.9%	30 33.8% gh	33 11.4%	43 28.0% j	69 44.6% jk	127 25.8%	18 16.8%
Internal Referrals	121 20.2%	64 31.9% bc	36 18.2% c	21 10.4%	27 20.2%	31 21.7%	26 19.4%	42 17.8%	16 15.6%	21 24.1%	43 14.8%	29 19.3%	49 31.3% jk	112 22.7% n	9 8.3%
People approach us	116 19.3%	59 29.4% bc	31 15.6%	26 12.9%	26 20.2%	30 20.9%	27 20.0%	39 16.5%	12 11.8%	20 22.8% h	35 12.0%	33 21.7% j	48 30.8% j	100 20.2%	16 15.2%
Online job boards (e.g. Monster)	107 17.9%	51 25.6% c	35 17.5% c	21 10.5%	18 13.7%	29 20.3%	23 17.1%	40 17.0%	17 16.9%	20 22.2%	29 9.8%	26 17.2% j	52 33.6% jk	95 19.2%	12 11.5%
Recruitment agencies/ Search firms	105 17.5%	51 25.7% c	36 18.0% c	17 8.7%	24 18.2%	26 18.2%	26 19.2%	39 16.5%	13 12.8%	16 17.9%	30 10.3%	28 18.5% j	46 30.0% jk	89 18.0%	16 15.2%
Social media and professional networking sites (e.g. Linked In)	90 14.9%	44 22.2% bc	23 11.3%	23 11.3%	20 15.2%	26 17.9% fg	12 8.7%	25 10.7%	13 13.3%	19 20.9% fg	18 6.2%	26 17.2% j	45 29.0% jk	75 15.2%	14 13.5%
Advertise externally in newspapers/ trade/ professional press	78 13.0%	28 13.9%	28 14.2%	22 10.9%	14 10.8%	27 18.4% gh	14 10.6%	21 9.0%	7 6.8%	16 18.3% gh	27 9.4%	23 14.8%	28 18.1% j	71 14.4% n	7 6.4%
Jobcentre Plus / Universal Jobmatch	77 12.9%	33 16.7%	22 10.9%	22 11.0%	20 15.1% gh	22 15.1% gh	12 9.2%	18 7.8%	6 5.9%	17 19.4% fgh	22 7.4%	24 15.5% j	32 20.5% j	66 13.4%	11 10.1%

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	June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Significance Level: 95%															
Unweighted Total	600	200	200	200	134	146	135	232	97	88	292	150	158	495	105
Weighted Total	600	200	200	200	131	145	134	235	101	89	293	152	155	494	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Talent pools and staff banks	35 5.9%	20 9.9%	7 3.4%	9 4.3%	7 5.0%	12 8.2%	4 2.9%	9 3.8%	5 4.9%	8 9.1%	7 2.4%	8 5.3%	20 13.1%	32 6.6%	3 2.7%
		bc						f					jk		
Other	15 2.5%	8 3.8%	6 2.9%	2 .9%	1 .7%	5 3.3%	3 2.2%	6 2.5%	3 2.8%	4 4.2%	1 .3%	6 3.6%	9 5.7%	13 2.6%	3 2.5%
												j	j		
We have never recruited any of this kind of staff	350 58.4%	90 45.1%	115 57.5%	145 72.7%	81 61.7%	84 58.4%	81 60.0%	138 58.7%	57 56.9%	47 52.9%	213 72.9%	79 51.9%	58 37.3%	280 56.6%	71 67.0%
			a	ab							kl	l			m

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	June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	542	191	180	171	120	131	122	209	87	82	242	146	154	445	97
Weighted Total	541	191	180	170	117	129	122	212	90	82	242	148	151	443	97
	100.0%	100.0%	100.0%	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	357	136	95	126	81	89	81	128	47	58	166	101	91	298	59
	66.0%	71.2%	52.9%	74.0%	69.3%	69.0%	66.6%	60.6%	52.4%	70.7%	68.6%	68.0%	60.0%	67.3%	60.3%
		b	b	b	h	h	h	h	h	h					
Advertise on our own website	323	124	97	102	64	80	82	124	42	55	108	93	123	269	54
	59.8%	64.8%	54.1%	60.3%	54.7%	61.8%	67.4%	58.6%	46.8%	67.1%	44.6%	62.8%	81.3%	60.8%	55.5%
		b	b	b	h	h	dh	h	h	h	j	j	jk		
Internal Referrals	315	124	81	110	64	78	80	123	43	50	134	91	90	265	49
	58.2%	64.9%	45.0%	64.7%	54.8%	60.3%	65.2%	57.9%	48.0%	60.8%	55.4%	61.3%	59.7%	59.9%	50.8%
		b	b	b	h	h	h	h	h	h					
People approach us	300	115	69	116	68	71	75	114	39	47	132	88	81	244	56
	55.5%	60.4%	38.4%	68.0%	57.7%	55.4%	61.1%	53.8%	43.8%	56.8%	54.4%	59.3%	53.4%	55.0%	57.6%
		b	b	b	h	h	h	h	h	h					
Online job boards (e.g. Monster)	258	102	64	92	51	63	66	104	38	41	88	80	91	210	48
	47.8%	53.3%	35.8%	54.3%	43.1%	48.8%	54.3%	49.0%	41.7%	49.8%	36.4%	53.8%	60.2%	47.4%	49.5%
		b	b	b	h	h	h	h	h	h	j	j	j		
Social media and professional networking sites (e.g. Linked In)	240	103	50	87	45	60	54	89	35	46	84	72	84	197	43
	44.4%	54.0%	27.8%	51.3%	38.7%	46.5%	44.0%	41.8%	38.8%	56.2%	34.7%	48.8%	55.9%	44.5%	44.1%
		b	b	b	h	h	h	h	h	dgh	j	j	j		
Advertise externally in newspapers/ trade/ professional press	215	77	65	73	46	57	54	77	24	35	96	56	63	183	33
	39.8%	40.2%	36.2%	43.1%	39.2%	44.2%	44.0%	36.5%	26.3%	42.2%	39.5%	38.1%	41.8%	41.2%	33.4%
		h	h	h	h	h	h	h	h	h					
Recruitment agencies/ Search firms	206	74	71	61	39	52	55	89	35	27	77	60	69	164	42
	38.2%	38.9%	39.4%	36.0%	33.2%	40.1%	44.7%	42.0%	38.3%	32.3%	32.0%	40.4%	45.8%	37.1%	43.1%
		h	h	h	h	h	h	h	h	h	j	j	j		
Jobcentre Plus / Universal Jobmatch	187	61	56	70	51	44	36	61	25	32	77	52	59	156	31
	34.7%	32.1%	31.2%	41.2%	43.2%	33.9%	29.4%	28.7%	27.7%	39.2%	31.7%	35.0%	39.1%	35.2%	32.2%
		h	h	h	h	h	h	h	h	h					

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	June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	
Significance Level: 95%															
Unweighted Total	542	191	180	171	120	131	122	209	87	82	242	146	154	445	97
Weighted Total	541	191	180	170	117	129	122	212	90	82	242	148	151	443	97
	100.0%	100.0%	100.0%	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	79	35	17	28	18	18	15	28	13	15	23	22	34	68	11
	14.7%	18.2%	9.3%	16.3%	15.6%	14.2%	12.2%	13.2%	14.6%	17.8%	9.4%	14.9%	22.8%	15.3%	11.7%
		b	b									j			
Other	34	10	12	12	2	12	8	15	8	5	10	9	14	29	4
	6.2%	5.5%	6.4%	6.8%	1.6%	9.0%	6.2%	7.3%	8.8%	5.7%	4.3%	6.4%	9.2%	6.6%	4.6%
					d	d	d	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	June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	250	108	87	55	52	61	55	97	42	40	79	72	99	216	34
Weighted Total	250	110	85	55	50	60	54	97	43	42	79	73	97	215	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%
Former employees and word of mouth	152	69	47	36	30	36	35	57	23	28	55	42	56	134	18
	61.1%	63.1%	55.1%	66.2%	60.3%	60.6%	64.5%	58.9%	52.0%	67.5%	69.4%	56.9%	57.3%	62.5%	52.2%
Advertise on our own website	145	66	46	33	29	37	33	49	16	30	33	43	69	127	18
	58.2%	59.7%	54.2%	61.2%	h	h	h	gh	gh	gh	42.1%	58.3%	71.2%	59.3%	50.9%
Internal Referrals	121	64	36	21	27	31	26	42	16	21	43	29	49	112	9
	48.5%	58.1%	42.9%	38.1%	52.8%	52.0%	48.6%	43.0%	36.2%	51.2%	54.6%	40.2%	49.9%	52.4%	25.0%
People approach us	116	59	31	26	26	30	27	39	12	20	35	33	48	100	16
	46.4%	53.5%	36.7%	47.2%	52.6%	50.2%	50.1%	40.0%	27.4%	48.3%	44.2%	45.1%	49.1%	46.4%	46.1%
Online job boards (e.g. Monster)	107	51	35	21	18	29	23	40	17	20	29	26	52	95	12
	43.0%	46.5%	41.2%	38.5%	35.6%	48.8%	42.9%	41.3%	39.3%	47.2%	36.3%	35.9%	53.7%	44.3%	34.8%
Recruitment agencies/ Search firms	105	51	36	17	24	26	26	39	13	16	30	28	46	89	16
	42.0%	46.8%	42.3%	32.0%	47.5%	43.7%	48.1%	39.9%	29.8%	37.9%	38.1%	38.6%	47.8%	41.4%	46.0%
Social media and professional networking sites (e.g. Linked In)	90	44	23	23	20	26	12	25	13	19	18	26	45	75	14
	35.9%	40.4%	26.6%	41.3%	39.7%	43.0%	21.7%	25.9%	30.9%	44.2%	23.0%	35.9%	46.4%	35.1%	40.8%
Advertise externally in newspapers/ trade/ professional press	78	28	28	22	14	27	14	21	7	16	27	23	28	71	7
	31.3%	25.4%	33.4%	39.8%	28.1%	44.1%	26.4%	21.7%	15.8%	38.8%	34.7%	30.8%	28.9%	33.2%	19.2%
Jobcentre Plus / Universal Jobmatch	77	33	22	22	20	22	12	18	6	17	22	24	32	66	11
	30.9%	30.3%	25.7%	40.2%	39.3%	36.2%	23.0%	18.9%	13.7%	41.1%	27.4%	32.3%	32.7%	31.0%	30.6%

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	June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	
Significance Level: 95%															
Unweighted Total	250	108	87	55	52	61	55	97	42	40	79	72	99	216	34
Weighted Total	250	110	85	55	50	60	54	97	43	42	79	73	97	215	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%
Talent pools and staff banks	35	20	7	9	7	12	4	9	5	8	7	8	20	32	3
	14.2%	18.1%	8.1%	15.7%	13.0%	19.8%	7.1%	9.1%	11.5%	19.3%	8.8%	11.0%	20.9%	15.1%	8.2%
		b										j			
Other	15	8	6	2	1	5	3	6	3	4	1	6	9	13	3
	6.1%	6.9%	6.8%	3.4%	1.8%	7.9%	5.5%	6.0%	6.5%	8.9%	1.2%	7.6%	9.0%	5.9%	7.5%
												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	June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Significance Level: 95%															
Unweighted Total	239	90	80	69	46	59	66	103	37	31	90	67	82	192	47
Weighted Total	238	90	79	68	45	59	65	103	38	31	89	68	81	191	47
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Very satisfied (5)	37 15.6%	12 13.6%	18 22.2%	7 10.5%	7 14.7%	8 13.2%	8 12.9%	16 15.2%	7 19.1%	7 22.5%	14 15.4%	10 14.5%	14 16.7%	31 16.5%	6 11.9%
Fairly satisfied (4)	129 54.3%	50 56.0%	44 55.1%	35 51.2%	24 53.3%	28 48.3%	35 53.7%	58 56.5%	23 61.4%	19 59.9%	46 51.3%	41 60.0%	43 52.9%	103 54.0%	26 55.6%
Neither satisfied nor dissatisfied (3)	42 17.7%	22 24.7%	9 11.0%	11 16.4%	7 14.7%	16 26.6%	13 20.5%	16 15.8%	3 7.7%	4 11.8%	19 21.3%	8 12.6%	15 18.1%	32 16.7%	10 21.8%
Fairly dissatisfied (2)	13 5.5%	3 3.5%	3 3.5%	7 10.4%	2 4.3%	3 5.4%	4 5.7%	6 5.9%	2 6.2%	2 5.9%	8 8.9%	2 2.7%	3 4.0%	11 5.7%	2 4.7%
Very dissatisfied (1)	2 .8%	1 1.1%	1 1.2%	- -	- -	- -	2 3.0%	2 1.9%	- -	- -	1 1.0%	1 1.5%	- -	1 .5%	1 2.0%
Don't know	14 6.1%	1 1.1%	6 7.0%	8 11.5%	6 12.9%	4 6.5%	3 4.3%	5 4.8%	2 5.6%	- -	2 2.1%	6 8.7%	7 8.3%	13 6.6%	2 4.2%
<b>NETS</b>															
Net: Satisfied	166 69.9%	62 69.6%	61 77.3%	42 61.7%	30 68.0%	36 61.5%	43 66.6%	74 71.7%	30 80.5%	26 82.3%	59 66.7%	50 74.5%	56 69.6%	135 70.5%	31 67.4%
Net: Dissatisfied	15 6.3%	4 4.6%	4 4.7%	7 10.4%	2 4.3%	3 5.4%	6 8.7%	8 7.8%	2 6.2%	2 5.9%	9 9.9%	3 4.2%	3 4.0%	12 6.2%	3 6.6%
Mean score	3.8	3.8	4.0	3.7	3.9	3.7	3.7	3.8	4.0	4.0	3.7	3.9	3.9	3.9	3.7

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

## Jobs Outlook - Combined

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

Base: All who use recruitment agencies

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Significance Level: 95%															
Unweighted Total	239	90	80	69	46	59	66	103	37	31	90	67	82	192	47
Weighted Total	238	90	79	68	45	59	65	103	38	31	89	68	81	191	47
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Very satisfied (5)	43	16	17	10	6	13	8	19	11	6	19	10	14	37	6
	18.1%	18.1%	21.2%	14.4%	12.6%	21.7%	11.8%	18.2%	29.2%	18.6%	21.3%	15.4%	16.7%	19.6%	11.8%
Fairly satisfied (4)	127	48	47	33	24	28	36	55	19	20	46	37	44	98	29
	53.5%	52.9%	58.6%	48.5%	53.3%	48.4%	55.2%	53.7%	51.0%	63.0%	51.7%	54.8%	54.5%	51.6%	61.5%
Neither satisfied nor dissatisfied (3)	30	18	5	8	6	9	9	10	1	6	11	9	9	23	7
	12.8%	19.9%	6.1%	11.0%	12.6%	14.8%	14.3%	9.9%	2.4%	18.4%	12.8%	13.9%	11.7%	12.0%	15.9%
Fairly dissatisfied (2)	16	4	6	6	5	3	6	8	2	-	11	2	3	15	1
	6.6%	4.7%	7.0%	8.5%	10.7%	5.4%	8.6%	7.5%	5.6%	-	12.1%	2.8%	3.7%	7.7%	2.1%
Very dissatisfied (1)	6	1	1	4	-	4	1	2	1	-	1	3	2	4	2
	2.5%	1.1%	1.2%	5.9%	-	6.5%	1.6%	2.2%	3.2%	-	1.1%	4.4%	2.6%	2.0%	4.6%
Don't know	16	3	5	8	5	2	6	9	3	-	1	6	9	14	2
	6.5%	3.3%	5.9%	11.6%	10.8%	3.1%	8.6%	8.6%	8.7%	-	1.0%	8.7%	10.8%	7.1%	4.2%
			a									j	j		
<b>NETS</b>															
Net: Satisfied	170	64	63	43	29	41	44	74	30	26	65	48	58	136	34
	71.6%	71.0%	79.8%	62.9%	65.9%	70.1%	66.9%	71.8%	80.2%	81.6%	73.0%	70.3%	71.2%	71.2%	73.3%
			c												
Net: Dissatisfied	22	5	7	10	5	7	7	10	3	-	12	5	5	19	3
	9.1%	5.8%	8.2%	14.5%	10.7%	11.9%	10.1%	9.6%	8.8%	-	13.2%	7.2%	6.3%	9.7%	6.7%
			i												
Mean score	3.8	3.8	4.0	3.6	3.8	3.8	3.7	3.9	4.1	4.0	3.8	3.8	3.9	3.9	3.8
			c												

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	June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	
Significance Level: 95%															
Unweighted Total	542	191	180	171	120	131	122	209	87	82	242	146	154	445	97
Weighted Total	541	191	180	170	117	129	122	212	90	82	242	148	151	443	97
	100.0%	100.0%	100.0%	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	215 39.7%	83 43.7%	69 38.5%	62 36.6%	52 44.2%	57 44.4%	42 34.0%	73 34.2%	31 34.4%	33 40.0%	73 30.0%	58 39.3%	84 55.6%	175 39.5%	39 40.5%
Construction	77 14.3%	33 17.5%	24 13.3%	20 11.8%	18 15.2%	23 17.6%	19 15.3%	26 12.3%	7 8.1%	11 13.0%	45 18.7%	16 10.5%	17 11.0%	66 15.0%	11 11.2%
Drivers	95 17.5%	29 15.2%	34 18.7%	32 18.8%	19 16.0%	24 18.9%	29 24.0%	41 19.3%	12 12.9%	11 12.8%	41 17.1%	23 15.7%	30 19.9%	79 17.8%	16 16.2%
Education	72 13.4%	36 18.8%	24 13.4%	12 7.3%	18 15.4%	15 11.4%	18 14.8%	28 13.3%	10 11.2%	12 14.0%	18 7.6%	20 13.4%	34 22.6%	62 13.9%	11 11.0%
Engineering & technical	146 27.0%	59 30.9%	52 28.7%	35 20.7%	28 24.1%	41 31.7%	28 23.2%	44 20.8%	16 17.6%	32 39.5%	47 19.3%	43 29.0%	56 37.3%	116 26.2%	30 30.4%
Executive recruitment / interim management	115 21.2%	59 31.1%	30 17.0%	25 14.5%	20 17.1%	36 27.7%	20 16.2%	36 17.0%	16 18.1%	23 27.6%	31 12.8%	26 17.9%	57 37.9%	94 21.3%	20 20.8%
Health & social care	79 14.6%	21 10.9%	22 12.5%	36 21.1%	16 13.2%	29 22.6%	14 11.5%	24 11.1%	9 10.5%	11 13.3%	24 9.9%	30 20.5%	25 16.4%	70 15.7%	9 9.7%
Hospitality	74 13.8%	31 16.4%	21 11.6%	22 13.1%	19 16.4%	18 13.7%	9 7.7%	23 10.6%	13 14.6%	15 18.1%	29 12.0%	20 13.3%	26 17.1%	64 14.4%	11 10.8%
Industrial	54 10.1%	21 11.0%	22 12.3%	11 6.7%	14 12.0%	18 14.1%	9 7.6%	14 6.7%	5 5.5%	8 9.8%	21 8.6%	14 9.7%	19 12.8%	45 10.3%	9 9.3%
Legal & HR	147 27.3%	58 30.5%	49 27.3%	40 23.6%	38 32.3%	38 29.6%	28 23.2%	46 21.7%	18 19.7%	25 30.6%	24 9.8%	41 27.9%	82 54.6%	119 26.8%	29 29.3%
Life sciences	18 3.3%	10 5.0%	5 2.8%	3 2.0%	6 4.8%	3 2.3%	1 .8%	4 2.0%	3 3.6%	5 6.1%	4 1.7%	3 2.0%	11 7.1%	16 3.6%	2 1.8%

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	June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	
Significance Level: 95%															
Unweighted Total	542	191	180	171	120	131	122	209	87	82	242	146	154	445	97
Weighted Total	541	191	180	170	117	129	122	212	90	82	242	148	151	443	97
	100.0%	100.0%	100.0%	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	136 25.2%	54 28.2%	42 23.1%	41 24.2%	27 23.4%	41 31.5%	29 24.0%	48 22.7%	19 20.8%	20 24.7%	43 17.9%	36 24.6%	57 37.7%	111 25.1%	25 25.8%
												jk			
Office professionals	282 52.2%	100 52.3%	92 51.4%	90 52.8%	68 57.7%	69 53.3%	61 49.7%	106 50.0%	45 50.5%	40 48.0%	103 42.8%	83 56.4%	95 63.1%	238 53.6%	44 45.6%
												j	j		
Sales & retail	160 29.7%	61 31.9%	54 30.1%	45 26.6%	32 27.4%	40 31.4%	39 31.5%	64 30.1%	25 28.1%	24 29.2%	64 26.4%	49 32.9%	48 31.8%	128 28.9%	32 33.1%
Technology	103 19.0%	48 25.2%	29 16.1%	26 15.1%	22 18.6%	26 20.1%	16 13.1%	32 14.9%	16 17.3%	23 28.5%	31 12.8%	24 16.4%	48 31.5%	92 20.7%	11 11.2%
						bc				fg			jk	n	
None	43 8.0%	14 7.2%	19 10.4%	11 6.4%	10 8.9%	14 10.6%	5 3.9%	12 5.6%	7 8.0%	7 8.7%	21 8.5%	9 6.1%	14 9.1%	35 7.8%	9 8.9%
						f									
Average number of mentions	3.6	4.0	3.5	3.2	3.7	4.1	3.1	3.0	3.0	3.9	2.7	3.5	5.0	3.6	3.4
		c			g	fgh				fg		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	June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
	a	b	*c	*d	*e	*f	g	*h	*i	j	*k	l	m	*n	
Significance Level: 95%															
Unweighted Total	107	52	37	18	25	27	27	40	13	15	31	29	47	90	17
Weighted Total	105	51	36	17	24	26	26	39	13	16	30	28	46	89	16
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Accounting and financial services	30	12	16	3	10	9	6	9	3	3	3	8	19	28	2
	28.7%	22.8%	43.3%	15.7%	39.9%	33.9%	22.1%	22.4%	23.1%	18.3%	10.0%	27.1%	41.7%	31.8%	11.4%
			a									j			
Construction	16	7	5	4	3	7	2	4	2	2	5	4	7	13	3
	14.8%	13.5%	13.1%	22.3%	11.7%	26.7%	7.1%	10.1%	16.2%	11.4%	16.3%	13.9%	14.5%	14.3%	18.0%
Drivers	11	6	5	1	3	5	3	3	-	1	3	2	6	11	-
	10.7%	10.8%	13.3%	5.3%	11.8%	18.1%	11.0%	7.3%	-	5.4%	9.8%	6.4%	14.0%	12.7%	-
Education	14	9	4	1	4	4	3	4	1	2	-	4	10	14	-
	13.2%	17.2%	10.6%	6.7%	16.2%	15.8%	11.0%	10.3%	9.1%	11.4%	-	14.4%	21.1%	15.6%	-
												j			
Engineering & technical	23	14	8	1	6	8	4	5	1	5	5	6	13	19	4
	21.9%	27.8%	21.6%	5.2%	24.0%	29.5%	15.5%	12.6%	6.8%	29.1%	15.5%	20.4%	27.0%	21.8%	22.8%
Executive recruitment / interim management	14	11	2	1	3	5	2	3	1	3	2	3	9	13	1
	13.3%	21.6%	5.4%	5.2%	12.2%	20.2%	7.6%	7.6%	7.5%	17.5%	6.6%	10.1%	19.6%	14.7%	5.7%
		b													
Health & social care	12	6	2	4	3	4	2	2	-	3	3	3	6	9	3
	11.2%	11.6%	5.4%	22.0%	12.5%	15.6%	7.4%	4.9%	-	17.1%	9.1%	10.6%	12.9%	10.0%	17.7%
Hospitality	11	3	6	2	2	2	2	3	1	4	3	2	6	9	2
	10.6%	6.2%	16.7%	11.1%	8.2%	7.9%	7.4%	7.4%	7.5%	26.6%	10.0%	7.2%	13.1%	10.2%	12.8%
Industrial	17	9	7	2	6	5	6	6	-	1	4	5	8	17	-
	16.3%	16.8%	18.3%	10.7%	23.5%	18.4%	22.4%	14.9%	-	5.4%	12.6%	17.4%	18.0%	19.2%	-
Legal & HR	22	13	7	2	6	8	4	5	1	3	2	7	13	20	2
	20.6%	25.1%	19.0%	10.4%	23.9%	30.9%	15.0%	12.5%	7.5%	18.3%	6.5%	24.8%	27.2%	22.3%	11.4%
												j			
Life sciences	7	4	2	1	1	1	2	2	-	3	2	3	2	7	-
	6.5%	7.3%	5.7%	5.4%	3.9%	3.7%	7.6%	5.1%	-	18.3%	6.5%	10.7%	3.9%	7.6%	-
Marketing, media & creative	22	11	8	3	6	10	3	4	1	2	3	6	13	20	2
	20.6%	21.5%	21.6%	15.7%	24.2%	38.5%	11.2%	10.0%	7.5%	11.4%	10.0%	20.2%	27.7%	22.3%	11.4%

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	June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
	a	b	*c	*d	*e	*f	g	*h	*i	j	*k	l	m	*n	
Significance Level: 95%															
Unweighted Total	107	52	37	18	25	27	27	40	13	15	31	29	47	90	17
Weighted Total	105	51	36	17	24	26	26	39	13	16	30	28	46	89	16
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Office professionals	43	23	15	5	9	15	9	12	4	7	7	12	24	40	3
	40.7%	43.8%	43.1%	26.5%	35.9%	56.5%	33.0%	31.9%	29.7%	43.1%	22.6%	41.5%	51.9%	45.0%	16.9%
												j			
Sales & retail	15	6	8	2	5	5	3	4	1	2	4	4	7	13	2
	14.3%	10.9%	21.2%	10.4%	19.7%	18.1%	11.0%	9.8%	7.4%	11.1%	13.0%	13.3%	15.9%	14.9%	11.4%
Technology	14	6	7	1	3	8	2	2	-	1	2	3	9	13	1
	13.2%	12.1%	18.7%	5.2%	11.9%	31.4%	7.5%	5.0%	-	5.4%	6.6%	10.0%	19.5%	14.6%	5.7%
None	14	6	6	2	4	3	2	5	3	3	5	3	6	10	5
	13.5%	12.6%	16.1%	11.0%	15.7%	10.3%	7.2%	12.3%	22.3%	18.5%	16.2%	10.1%	13.8%	10.8%	28.7%
Average number of mentions	3.0	3.1	3.3	2.0	3.3	4.1	2.1	2.0	1.6	3.1	1.9	2.8	3.8	3.1	2.0

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	Mean
Three months	497 100.0%	- -	- -	- -	- -	- -	- -	- -	- -	- -	497 100.0%	-
Four to twelve months	497 100.0%	- -	- -	- -	- -	- -	- -	- -	- -	- -	497 100.0%	-

## Jobs Outlook - Combined

**Q9\_1. Do you think the number of permanent members of staff in your organisation will increase or decrease in the next:**

### Three months

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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Significance Level: 95%															
Unweighted Total	499	178	161	160	109	117	118	198	80	75	221	138	140	410	89
Weighted Total	497	177	161	159	107	115	117	200	83	75	221	139	137	409	89
	100.0%	100.0%	100.0%	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		-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>NETS</b>															
Net: Increase		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		-	-	-	-	-	-	-	-	-	-	-	-	-	-
No response	497	177	161	159	107	115	117	200	83	75	221	139	137	409	89
	100.0%	100.0%	100.0%	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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Significance Level: 95%															
Unweighted Total	499	178	161	160	109	117	118	198	80	75	221	138	140	410	89
Weighted Total	497	177	161	159	107	115	117	200	83	75	221	139	137	409	89
	100.0%	100.0%	100.0%	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		-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>NETS</b>															
Net: Increase		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		-	-	-	-	-	-	-	-	-	-	-	-	-	-
No response	497	177	161	159	107	115	117	200	83	75	221	139	137	409	89
	100.0%	100.0%	100.0%	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	215 100.0%	2 .9%	24 11.4%	177 82.6%	5 2.5%	-	6 2.7%	26 12.3%	5 2.5%	204 94.9%	3.1
Construction	77 100.0%	2 2.3%	17 22.5%	50 64.8%	3 4.2%	-	5 6.2%	19 24.8%	3 4.2%	69 89.6%	3.2
Drivers	95 100.0%	2 2.2%	18 19.4%	69 73.1%	1 1.2%	1 1.0%	3 3.1%	20 21.6%	2 2.2%	90 94.7%	3.2
Education	72 100.0%	2 2.8%	15 20.5%	41 57.0%	6 8.1%	-	8 11.6%	17 23.3%	6 8.1%	58 80.3%	3.2
Engineering & technical	146 100.0%	5 3.3%	30 20.8%	98 67.4%	1 .6%	1 .7%	10 7.2%	35 24.1%	2 1.3%	133 91.5%	3.3
Executive recruitment / interim management	115 100.0%	2 1.7%	12 10.4%	96 83.6%	-	2 1.8%	3 2.5%	14 12.1%	2 1.8%	110 95.7%	3.1
Health & social care	79 100.0%	3 3.7%	27 34.4%	41 52.1%	3 3.6%	-	5 6.3%	30 38.1%	3 3.6%	71 90.2%	3.4
Hospitality	74 100.0%	1 1.5%	15 20.2%	51 68.0%	5 6.5%	-	3 3.8%	16 21.7%	5 6.5%	67 89.8%	3.2
Industrial	54 100.0%	1 1.7%	14 25.2%	38 69.7%	-	-	2 3.4%	15 26.9%	-	53 96.6%	3.3
Legal & HR	147 100.0%	1 .6%	18 12.0%	121 81.8%	3 2.3%	-	5 3.2%	19 12.7%	3 2.3%	139 94.5%	3.1
Life sciences	18 100.0%	1 5.3%	2 11.8%	12 66.6%	1 6.1%	-	2 10.3%	3 17.1%	1 6.1%	15 83.6%	3.2
Marketing, media & creative	136 100.0%	2 1.4%	18 13.1%	106 77.5%	2 1.7%	1 .7%	8 5.6%	20 14.5%	3 2.4%	126 92.0%	3.1
Office professionals	282 100.0%	3 1.0%	47 16.8%	212 75.3%	5 1.8%	2 .7%	12 4.4%	50 17.8%	7 2.5%	263 93.2%	3.2
Sales & retail	160 100.0%	3 1.9%	31 19.5%	107 67.0%	9 5.4%	1 .6%	9 5.6%	34 21.4%	10 6.0%	142 88.4%	3.2
Technology	103 100.0%	2 1.8%	19 18.4%	71 69.5%	3 3.0%	1 .9%	7 6.4%	21 20.2%	4 3.9%	92 89.7%	3.2
Average (response based including bases)	1774 100.0%	31 1.8%	309 17.4%	1291 72.8%	48 2.7%	9 .5%	87 4.9%	340 19.2%	56 3.2%	1631 91.9%	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

	Total	WAVE			REGION						SIZE			SECTOR		
		June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public	
		a	b	c	d	e	f	g	h	i	j	k	l	m	n	
Significance Level: 95%																
Unweighted Total	1792	713	571	508	413	481	369	606	237	292	601	489	702	1485	307	
Weighted Total	1774	704	569	501	397	477	362	608	246	292	598	487	689	1476	298	
	100.0%	100.0%	100.0%	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)	31 1.8%	23 3.3%	5 .9%	3 .6%	12 3.1%	10 2.1%	6 1.7%	6 1.0%	- -	3 .9%	7 1.2%	9 1.9%	14 2.1%	29 2.0%	2 .7%
Increase slightly	(4)	309 17.4%	134 19.0%	72 12.7%	102 20.4%	63 15.9%	89 18.6%	60 16.5%	121 19.9%	61 25.0%	36 12.2%	109 18.2%	88 18.0%	112 16.2%	254 17.2%	55 18.4%
Stay same	(3)	1291 72.8%	474 67.4%	454 79.7%	363 72.4%	285 71.8%	334 70.0%	278 76.6%	445 73.1%	167 67.9%	228 77.9%	459 76.8%	347 71.3%	484 70.3%	1055 71.5%	236 79.0%
Decrease slightly	(2)	48 2.7%	20 2.8%	13 2.3%	15 2.9%	10 2.4%	13 2.6%	6 1.6%	17 2.7%	11 4.5%	9 3.1%	13 2.1%	16 3.2%	19 2.8%	44 3.0%	4 1.2%
Decrease greatly	(1)	9 .5%	1 .2%	8 1.4%	- -	- -	7 1.5%	- -	2 .3%	2 .8%	- -	8 1.3%	- -	1 .2%	9 .6%	- -
Don't know		87 4.9%	51 7.3%	17 3.0%	19 3.7%	27 6.8%	25 5.2%	13 3.7%	18 2.9%	5 1.8%	17 5.9%	2 .3%	27 5.5%	58 8.4%	85 5.7%	2 .7%
<b>NETS</b>																
Net: Increase		340 19.2%	157 22.4%	77 13.6%	105 21.0%	75 19.0%	99 20.7%	66 18.2%	127 20.9%	61 25.0%	38 13.1%	116 19.5%	97 19.9%	126 18.3%	283 19.2%	57 19.1%
Net: Decrease		56 3.2%	21 3.0%	21 3.7%	15 2.9%	10 2.4%	20 4.1%	6 1.6%	19 3.0%	13 5.2%	9 3.1%	21 3.4%	16 3.2%	20 2.9%	53 3.6%	4 1.2%
Net: Increase + Stay the same		1631 91.9%	632 89.8%	531 93.3%	468 93.4%	360 90.8%	433 90.7%	344 94.8%	572 94.0%	228 92.9%	266 91.1%	576 96.2%	444 91.2%	611 88.7%	1338 90.7%	293 98.1%
Mean score		3.2	3.2	3.1	3.2	3.2	3.2	3.2	3.2	3.2	3.1	3.2	3.2	3.2	3.2	3.2
			b	b	b	i	i	i	i	i	f	kl	kl	kl	n	m

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

## Jobs Outlook - Combined

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

### Accounting and financial services

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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Significance Level: 95%															
Unweighted Total	217	85	68	64	53	58	43	73	30	33	73	59	85	177	40
Weighted Total	215	83	69	62	52	57	42	73	31	33	73	58	84	175	39
	100.0%	100.0%	100.0%	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	2	-
		.9%	-	-	1.8%	-	2.5%	1.4%	-	-	-	1.8%	1.1%	1.1%	-
Increase slightly	(4)	24	9	9	3	10	5	11	6	1	10	6	8	19	6
		11.4%	12.5%	14.3%	5.3%	17.1%	11.2%	15.0%	20.0%	2.9%	14.5%	10.0%	9.6%	10.6%	14.7%
						i			di						
Stay same	(3)	177	58	50	44	45	35	59	24	29	61	48	68	144	34
		82.6%	84.5%	80.8%	85.5%	79.4%	83.9%	80.7%	76.3%	87.9%	84.2%	82.7%	81.1%	82.0%	85.3%
Decrease slightly	(2)	5	2	1	1	1	1	2	1	1	1	2	2	5	-
		2.5%	3.0%	1.8%	1.8%	2.0%	2.4%	2.9%	3.7%	3.3%	1.3%	3.8%	2.5%	3.0%	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		6	-	2	3	1	-	-	-	2	-	1	5	6	-
		2.7%	-	3.1%	5.5%	1.6%	-	-	-	5.9%	-	1.7%	5.7%	3.3%	-
					g					g			j		
<b>NETS</b>															
Net: Increase	26	9	9	9	4	10	6	12	6	1	10	7	9	21	6
		12.3%	12.5%	14.3%	7.2%	17.1%	13.7%	16.4%	20.0%	2.9%	14.5%	11.8%	10.8%	11.7%	14.7%
						i			i						
Net: Decrease	5	2	2	1	1	1	1	2	1	1	1	2	2	5	-
		2.5%	3.0%	1.8%	1.8%	2.0%	2.4%	2.9%	3.7%	3.3%	1.3%	3.8%	2.5%	3.0%	-
Net: Increase + Stay the same	204	77	67	59	48	55	41	70	30	30	72	55	77	164	39
		94.9%	97.0%	95.1%	92.6%	96.5%	97.6%	97.1%	96.3%	90.8%	98.7%	94.5%	91.8%	93.7%	100.0%
Mean score	3.1	3.1	3.1	3.1	3.1	3.2	3.1	3.1	3.2	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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		a	*b	*c	*d	*e	*f	*g	*h	*i	j	*k	*l	m	*n
Significance Level: 95%															
Unweighted Total	80	34	25	21	19	23	20	27	7	11	47	16	17	68	12
Weighted Total	77	33	24	20	18	23	19	26	7	11	45	16	17	66	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	1	-	1	-	-	-	-	1	1	1	-	2	-
		2.3%	2.5%	-	5.3%	-	-	-	-	7.9%	2.1%	5.5%	-	2.7%	-
Increase slightly	(4)	17	9	5	4	6	4	5	1	1	11	5	2	15	3
		22.5%	26.9%	19.7%	18.6%	31.8%	26.9%	20.5%	18.3%	12.8%	23.8%	30.8%	11.1%	22.0%	25.9%
Stay same	(3)	50	20	18	12	8	15	15	19	4	8	7	10	42	8
		64.8%	59.2%	76.2%	60.5%	46.8%	64.8%	79.5%	72.8%	55.6%	74.1%	44.4%	58.5%	63.2%	74.1%
Decrease slightly	(2)	3	-	-	3	1	-	-	2	2	-	2	1	3	-
		4.2%	-	-	16.1%	5.2%	-	-	8.9%	31.6%	-	13.2%	7.1%	4.9%	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		5	4	1	-	2	2	-	-	1	-	1	4	5	-
		6.2%	11.4%	4.1%	-	11.0%	8.3%	-	-	9.0%	-	6.1%	23.2%	7.2%	-
<b>NETS</b>															
Net: Increase		19	10	5	5	7	6	4	5	1	12	6	2	16	3
		24.8%	29.4%	19.7%	23.3%	37.1%	26.9%	20.5%	18.3%	12.8%	25.9%	36.3%	11.1%	24.7%	25.9%
Net: Decrease		3	-	-	3	1	-	-	2	2	-	2	1	3	-
		4.2%	-	-	16.1%	5.2%	-	-	8.9%	31.6%	-	13.2%	7.1%	4.9%	-
Net: Increase + Stay the same		69	30	23	17	15	21	19	24	5	45	13	12	58	11
		89.6%	88.6%	95.9%	83.9%	83.9%	91.7%	100.0%	91.1%	68.4%	100.0%	80.7%	69.7%	87.9%	100.0%
Mean score		3.2	3.4	3.2	3.1	3.4	3.3	3.2	3.1	2.8	3.3	3.3	3.1	3.2	3.3

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

## Jobs Outlook - Combined

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

### Drivers

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

	WAVE			REGION						SIZE			SECTOR		
	Total	June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
	a	b	c	*d	*e	*f	g	*h	*i	j	*k	l	m	*n	
Significance Level: 95%															
Unweighted Total	96	30	34	32	20	25	29	40	11	11	41	24	31	79	17
Weighted Total	95	29	34	32	19	24	29	41	12	11	41	23	30	79	16
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5) 2 2.2%	2 7.1%	- -	- -	1 5.0%	1 4.6%	- -	- -	- -	- -	1 2.7%	- -	1 3.1%	2 2.6%	- -
Increase slightly	(4) 18 19.4%	5 16.3%	10 28.7%	4 12.5%	4 19.8%	2 7.8%	8 28.9%	11 26.1%	2 19.1%	2 19.8%	7 16.0%	6 24.9%	6 19.9%	16 19.8%	3 17.4%
Stay same	(3) 69 73.1%	18 62.6%	23 68.4%	28 87.5% a	12 65.1%	20 83.0%	20 67.7%	28 69.1%	8 72.6%	8 80.2%	32 76.2%	15 66.6%	22 73.8%	56 71.2%	13 82.6%
Decrease slightly	(2) 1 1.2%	1 3.9%	- -	- -	- -	1 4.6%	- -	- -	- -	- -	1 2.7%	- -	- -	1 1.4%	- -
Decrease greatly	(1) 1 1.0%	- -	1 2.9%	- -	- -	- -	- -	1 2.4%	1 8.3%	- -	1 2.3%	- -	- -	1 1.2%	- -
Don't know	3 3.1%	3 10.0%	- -	- -	2 10.1%	- -	1 3.5%	1 2.5%	- -	- -	- -	2 8.5%	1 3.1%	3 3.7%	- -
<b>NETS</b>															
Net: Increase	20 21.6%	7 23.5%	10 28.7%	4 12.5%	5 24.8%	3 12.4%	8 28.9%	11 26.1%	2 19.1%	2 19.8%	8 18.7%	6 24.9%	7 23.1%	18 22.4%	3 17.4%
Net: Decrease	2 2.2%	1 3.9%	1 2.9%	- -	- -	1 4.6%	- -	1 2.4%	1 8.3%	- -	2 5.1%	- -	- -	2 2.7%	- -
Net: Increase + Stay the same	90 94.7%	25 86.1%	33 97.1%	32 100.0% a	17 89.9%	23 95.4%	28 96.5%	39 95.1%	11 91.7%	11 100.0%	39 94.9%	21 91.5%	29 96.9%	74 93.7%	16 100.0%
Mean score	3.2	3.3	3.2	3.1	3.3	3.1	3.3	3.2	3.0	3.2	3.1	3.3	3.3	3.2	3.2

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

## Jobs Outlook - Combined

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

### Education

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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	l	m	*n
Unweighted Total	73	36	24	13	19	15	18	28	10	11	19	19	35	62	11
Weighted Total	72	36	24	12	18	15	18	28	10	12	18	20	34	62	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	-	-	-	1	-	-	-	1	-	1	1	2	-
		2.8%	-	-	-	7.8%	-	-	-	7.4%	-	4.3%	3.4%	3.2%	-
Increase slightly	(4)	15	3	3	3	1	5	10	5	1	3	4	8	14	1
		20.5%	11.8%	24.7%	16.1%	6.6%	27.4%	35.6%	50.5%	8.2%	16.3%	19.3%	23.5%	22.6%	8.3%
Stay same	(3)	41	17	8	11	8	8	13	5	9	14	10	17	32	9
		57.0%	72.5%	67.6%	63.0%	52.4%	46.8%	47.8%	49.5%	76.1%	73.2%	52.7%	50.8%	52.4%	83.4%
Decrease slightly	(2)	6	1	1	1	2	3	3	-	-	2	1	3	5	1
		8.1%	4.0%	7.7%	5.2%	14.2%	15.5%	10.0%	-	-	10.5%	4.8%	8.7%	8.0%	8.3%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		8	3	-	3	3	2	2	-	1	-	4	5	8	-
		11.6%	11.7%	-	15.7%	18.9%	10.3%	6.6%	-	8.3%	-	18.9%	13.7%	13.7%	-
<b>NETS</b>															
Net: Increase		17	3	3	3	2	5	10	5	2	3	5	9	16	1
		23.3%	11.8%	24.7%	16.1%	14.4%	27.4%	35.6%	50.5%	15.6%	16.3%	23.6%	26.8%	25.9%	8.3%
Net: Decrease		6	1	1	1	2	3	3	-	-	2	1	3	5	1
		8.1%	4.0%	7.7%	5.2%	14.2%	15.5%	10.0%	-	-	10.5%	4.8%	8.7%	8.0%	8.3%
Net: Increase + Stay the same		58	20	12	14	10	13	23	10	11	17	15	26	48	10
		80.3%	84.2%	92.3%	79.1%	66.8%	74.2%	83.4%	100.0%	91.7%	89.5%	76.3%	77.6%	78.3%	91.7%
Mean score		3.2	3.1	3.2	3.1	3.1	3.1	3.3	3.5	3.3	3.1	3.3	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

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

### Engineering & technical

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

	Total	WAVE			REGION						SIZE			SECTOR		
		June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public	
		a	b	c	d	e	*f	g	*h	i	j	k	l	m	n	
Significance Level: 95%																
Unweighted Total	149	60	52	37	30	42	29	45	16	32	48	44	57	117	32	
Weighted Total	146	59	52	35	28	41	28	44	16	32	47	43	56	116	30	
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
Increase greatly	(5)	5 3.3%	4 6.7%	- -	1 2.7%	1 2.3%	3 10.6%	3 6.8%	- -	- -	1 2.2%	2 4.5%	2 3.4%	5 4.2%	- -	
Increase slightly	(4)	30 20.8%	14 23.2%	4 7.8%	13 35.8%	6 20.3%	9 21.6%	3 9.8%	7 15.7%	4 26.2%	9 27.1%	14 30.1%	8 19.6%	8 14.0%	21 18.2%	9 31.0%
Stay same	(3)	98 67.4%	37 61.9%	44 84.8%	18 50.9%	20 69.4%	25 62.3%	20 69.4%	31 71.0%	12 73.8%	22 67.0%	31 65.6%	28 64.8%	40 70.8%	79 67.7%	19 65.8%
Decrease slightly	(2)	1 .6%	- -	- -	1 2.7%	- -	1 2.3%	- -	- -	- -	- -	- -	- -	1 1.7%	- -	1 3.2%
Decrease greatly	(1)	1 .7%	- -	1 1.9%	- -	- -	1 2.4%	- -	- -	- -	1 2.1%	- -	- -	1 .8%	- -	
Don't know		10 7.2%	5 8.2%	3 5.5%	3 8.0%	2 6.9%	4 9.0%	3 10.2%	3 6.5%	- -	2 6.0%	- -	5 11.1%	6 10.1%	10 9.0%	- -
<b>NETS</b>																
Net: Increase		35 24.1%	18 29.9%	4 7.8%	14 38.5%	7 23.7%	10 23.9%	6 20.4%	10 22.5%	4 26.2%	9 27.1%	15 32.3%	10 24.1%	10 17.4%	26 22.4%	9 31.0%
Net: Decrease		2 1.3%	- -	1 1.9%	1 2.7%	- -	2 4.7%	- -	- -	- -	- -	1 2.1%	- -	1 1.7%	1 .8%	1 3.2%
Net: Increase + Stay the same		133 91.5%	54 91.8%	48 92.6%	31 89.3%	26 93.1%	35 86.2%	25 89.8%	41 93.5%	16 100.0%	31 94.0%	46 97.9%	38 88.9%	50 88.2%	105 90.2%	29 96.8%
Mean score		3.3	3.4 b	3.0	3.4 b	3.3	3.2	3.3	3.3	3.3	3.3	3.3	3.2	3.3	3.3	

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

## Jobs Outlook - Combined

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

### Executive recruitment / interim management

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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	*c	*d	e	*f	g	*h	*i	j	*k	l	m	*n
Unweighted Total	115	59	31	25	21	35	21	37	16	22	31	26	58	94	21
Weighted Total	115	59	30	25	20	36	20	36	16	23	31	26	57	94	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	1	-	-	-	1	1	2	-
	1.7%	3.3%	-	-	4.7%	-	5.2%	2.8%	-	-	-	3.9%	1.6%	2.1%	-
Increase slightly	(4)	12	-	3	1	5	-	3	3	3	7	2	3	10	2
	10.4%	14.5%	-	13.2%	4.7%	14.5%	-	9.0%	19.9%	11.1%	22.9%	6.8%	5.3%	10.7%	8.9%
		b									l				
Stay same	(3)	96	30	20	17	27	19	32	13	19	23	23	50	77	18
	83.6%	77.2%	96.8%	82.8%	85.9%	77.1%	94.8%	88.2%	80.1%	84.6%	73.9%	85.6%	87.9%	82.0%	91.1%
			a												
Decrease slightly	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Decrease greatly	(1)	2	1	-	-	2	-	-	-	-	1	-	1	2	-
	1.8%	1.9%	3.2%	-	-	5.9%	-	-	-	-	3.2%	-	2.0%	2.2%	-
Don't know		3	-	1	1	1	-	-	-	1	-	1	2	3	-
	2.5%	3.1%	-	4.0%	4.7%	2.5%	-	-	-	4.3%	-	3.7%	3.2%	3.0%	-
<b>NETS</b>															
Net: Increase	14	11	-	3	2	5	1	4	3	3	7	3	4	12	2
	12.1%	17.8%	-	13.2%	9.4%	14.5%	5.2%	11.8%	19.9%	11.1%	22.9%	10.7%	6.9%	12.8%	8.9%
		b									l				
Net: Decrease	2	1	1	-	-	2	-	-	-	-	1	-	1	2	-
	1.8%	1.9%	3.2%	-	-	5.9%	-	-	-	-	3.2%	-	2.0%	2.2%	-
Net: Increase + Stay the same	110	56	30	24	19	33	20	36	16	22	30	25	54	89	20
	95.7%	95.0%	96.8%	96.0%	95.3%	91.6%	100.0%	100.0%	100.0%	95.7%	96.8%	96.3%	94.8%	94.8%	100.0%
Mean score	3.1	3.2	2.9	3.1	3.1	3.0	3.1	3.1	3.2	3.1	3.2	3.2	3.0	3.1	3.1
		b													

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	June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		*a	*b	c	*d	e	*f	*g	*h	*i	*j	k	*l	m	*n
Significance Level: 95%															
Unweighted Total	80	21	23	36	16	30	14	23	9	11	25	30	25	70	10
Weighted Total	79	21	22	36	16	29	14	24	9	11	24	30	25	70	9
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	3	1	1	1	2	-	1	1	-	-	2	1	2	1
		3.7%	4.5%	4.2%	2.9%	12.7%	-	6.6%	4.0%	-	-	6.5%	3.8%	2.7%	11.0%
Increase slightly	(4)	27	7	4	16	5	11	6	8	2	4	7	12	8	4
		34.4%	33.4%	17.0%	46.0%	31.7%	37.2%	40.2%	33.3%	23.1%	33.4%	27.2%	41.1%	33.2%	39.8%
Stay same	(3)	41	12	14	15	9	15	6	11	5	7	17	13	11	5
		52.1%	57.8%	61.9%	42.5%	55.6%	49.9%	40.0%	45.6%	54.1%	66.6%	72.8%	42.1%	44.2%	49.2%
Decrease slightly	(2)	3	-	1	2	-	2	1	1	-	-	-	1	2	-
		3.6%	-	4.2%	5.3%	-	6.5%	6.6%	4.0%	-	-	-	3.2%	7.4%	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		5	1	3	1	-	2	1	3	2	-	2	3	5	-
		6.3%	4.3%	12.8%	3.3%	-	6.4%	6.6%	13.1%	22.8%	-	7.1%	11.3%	7.1%	-
<b>NETS</b>															
Net: Increase		30	8	5	17	7	11	7	9	2	4	7	14	9	5
		38.1%	37.9%	21.1%	48.9%	44.4%	37.2%	46.8%	37.3%	23.1%	33.4%	27.2%	47.6%	37.0%	50.8%
Net: Decrease		3	-	1	2	-	2	1	1	-	-	-	1	2	-
		3.6%	-	4.2%	5.3%	-	6.5%	6.6%	4.0%	-	-	-	3.2%	7.4%	-
Net: Increase + Stay the same		71	20	19	33	16	25	12	20	7	11	24	27	20	9
		90.2%	95.7%	83.0%	91.4%	100.0%	87.1%	86.8%	82.9%	77.2%	100.0%	100.0%	89.7%	81.3%	100.0%
Mean score		3.4	3.4	3.2	3.5	3.6	3.3	3.5	3.4	3.3	3.3	3.5	3.4	3.4	3.6

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

## Jobs Outlook - Combined

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

### Hospitality

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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	*b	*c	*d	*e	*f	*g	*h	*i	j	*k	*l	m	*n
Unweighted Total	75	31	21	23	19	18	10	23	13	15	30	19	26	65	10
Weighted Total	74	31	21	22	19	18	9	23	13	15	29	20	26	64	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	-
	1.5%	3.6%	-	-	-	6.4%	-	-	-	-	3.9%	-	-	1.8%	-
Increase slightly	(4)	15	8	2	5	1	5	4	8	4	3	4	8	13	2
	20.2%	26.2%	9.6%	21.8%	5.4%	27.5%	41.0%	35.0%	30.7%	8.3%	9.4%	19.6%	32.9%	20.7%	17.3%
Stay same	(3)	51	17	17	16	14	11	6	14	8	21	16	14	42	9
	68.0%	55.0%	81.1%	74.1%	74.6%	61.0%	59.0%	60.7%	62.0%	79.0%	73.4%	80.4%	52.5%	65.6%	82.7%
Decrease slightly	(2)	5	2	2	1	3	-	-	1	1	4	-	1	5	-
	6.5%	6.2%	9.3%	4.2%	15.1%	-	-	4.3%	7.3%	6.2%	13.3%	-	3.8%	7.5%	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		3	3	-	-	1	1	-	-	1	-	-	3	3	-
	3.8%	9.0%	-	-	4.9%	5.1%	-	-	-	6.5%	-	-	10.9%	4.4%	-
<b>NETS</b>															
Net: Increase	16	9	2	5	1	6	4	8	4	1	4	4	8	14	2
	21.7%	29.8%	9.6%	21.8%	5.4%	33.9%	41.0%	35.0%	30.7%	8.3%	13.3%	19.6%	32.9%	22.5%	17.3%
Net: Decrease	5	2	2	1	3	-	-	1	1	1	4	-	1	5	-
	6.5%	6.2%	9.3%	4.2%	15.1%	-	-	4.3%	7.3%	6.2%	13.3%	-	3.8%	7.5%	-
Net: Increase + Stay the same	67	27	19	21	15	17	9	22	12	13	25	20	22	56	11
	89.8%	84.8%	90.7%	95.8%	80.0%	94.9%	100.0%	95.7%	92.7%	87.3%	86.7%	100.0%	85.3%	88.1%	100.0%
Mean score	3.2	3.3	3.0	3.2	2.9	3.4	3.4	3.3	3.2	3.0	3.0	3.2	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\_9. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next three months?**

### Industrial

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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	*n
Unweighted Total	55	21	22	12	15	19	9	13	4	8	20	15	20	45	10
Weighted Total	54	21	22	11	14	18	9	14	5	8	21	14	19	45	9
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	1	-	-	1	-	-	-	-	-	-	-	1	1	-
		1.7%	4.5%	-	6.7%	-	-	-	-	-	-	-	4.9%	2.1%	-
Increase slightly	(4)	14	6	4	3	6	2	4	2	1	1	7	6	12	2
		25.2%	27.9%	17.8%	20.3%	32.3%	19.7%	27.4%	41.8%	13.8%	4.4%	47.5%	30.9%	26.2%	19.9%
Stay same	(3)	38	12	18	10	11	7	10	3	6	20	8	11	31	7
		69.7%	58.7%	82.2%	73.0%	62.7%	80.3%	72.6%	58.2%	74.3%	95.6%	52.5%	54.5%	67.6%	80.1%
Decrease slightly	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		2	2	-	-	1	-	-	-	1	-	-	2	2	-
		3.4%	8.9%	-	-	5.0%	-	-	-	12.0%	-	-	9.7%	4.1%	-
<b>NETS</b>															
Net: Increase		15	7	4	4	6	2	4	2	1	1	7	7	13	2
		26.9%	32.4%	17.8%	27.0%	32.3%	19.7%	27.4%	41.8%	13.8%	4.4%	47.5%	35.8%	28.3%	19.9%
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		53	19	22	14	17	9	14	5	7	21	14	17	44	9
		96.6%	91.1%	100.0%	100.0%	95.0%	100.0%	100.0%	100.0%	88.0%	100.0%	100.0%	90.3%	95.9%	100.0%
Mean score		3.3	3.4	3.2	3.3	3.3	3.2	3.3	3.4	3.2	3.0	3.5	3.5	3.3	3.2

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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		a	b	c	d	e	f	g	*h	*i	*j	k	l	m	*n
Significance Level: 95%															
Unweighted Total	149	59	49	41	39	38	30	47	17	25	24	41	84	120	29
Weighted Total	147	58	49	40	38	38	28	46	18	25	24	41	82	119	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)	1	-	-	1	-	-	-	-	-	-	-	1	1	-
		.6%	-	-	2.5%	-	-	-	-	-	-	-	1.1%	.8%	-
Increase slightly	(4)	18	7	6	6	4	3	7	4	1	4	6	8	14	4
		12.0%	13.8%	15.5%	15.0%	10.1%	10.3%	15.7%	24.4%	3.8%	16.1%	14.0%	9.9%	11.5%	14.2%
Stay same	(3)	121	41	32	28	32	25	38	12	22	20	33	67	96	24
		81.8%	84.0%	79.4%	74.9%	84.6%	89.7%	81.8%	69.2%	88.0%	83.9%	80.6%	81.8%	80.9%	85.8%
Decrease slightly	(2)	3	1	1	-	1	-	1	1	1	-	2	1	3	-
		2.3%	2.2%	2.8%	-	2.9%	-	2.5%	6.4%	4.3%	-	5.4%	1.4%	2.8%	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		5	-	1	3	1	-	-	-	1	-	-	5	5	-
		3.2%	-	2.3%	7.6%	2.4%	-	-	-	3.8%	-	-	5.8%	4.0%	-
<b>NETS</b>															
Net: Increase		19	7	6	7	4	3	7	4	1	4	6	9	15	4
		12.7%	13.8%	15.5%	17.5%	10.1%	10.3%	15.7%	24.4%	3.8%	16.1%	14.0%	11.0%	12.3%	14.2%
Net: Decrease		3	1	1	-	1	-	1	1	1	-	2	1	3	-
		2.3%	1.9%	2.2%	-	2.9%	-	2.5%	6.4%	4.3%	-	5.4%	1.4%	2.8%	-
Net: Increase + Stay the same		139	48	38	35	36	28	45	17	23	24	39	77	111	29
		94.5%	97.8%	94.9%	92.4%	94.7%	100.0%	97.5%	93.6%	91.9%	100.0%	94.6%	92.9%	93.2%	100.0%
Mean score		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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Significance Level: 95%															
Unweighted Total	18	10	5	3	6	3	1	4	3	5	4	3	11	16	2
Weighted Total	18	10	5	3	6	3	1	4	3	5	4	3	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%
Increase greatly	(5)	1	1	-	1	-	-	-	-	-	-	-	1	1	-
		5.3%	9.9%	-	16.8%	-	-	-	-	-	-	-	8.8%	5.8%	-
Increase slightly	(4)	2	1	-	1	-	-	1	1	-	-	-	2	2	-
		11.8%	9.9%	-	16.8%	-	-	27.6%	36.3%	-	-	-	19.7%	13.1%	-
Stay same	(3)	12	6	4	3	2	1	3	2	4	4	2	6	10	2
		66.6%	60.7%	78.7%	49.6%	70.0%	100.0%	72.4%	63.7%	78.4%	100.0%	63.9%	54.4%	62.9%	100.0%
Decrease slightly	(2)	1	-	1	-	-	-	-	-	1	-	1	-	1	-
		6.1%	-	21.3%	-	-	-	-	-	21.6%	-	36.1%	-	6.7%	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		2	2	-	1	1	-	-	-	-	-	-	2	2	-
		10.3%	19.5%	-	16.8%	30.0%	-	-	-	-	-	-	17.2%	11.4%	-
<b>NETS</b>															
Net: Increase		3	2	-	2	-	-	1	1	-	-	-	3	3	-
		17.1%	19.9%	-	33.6%	-	-	27.6%	36.3%	-	-	-	28.4%	19.0%	-
Net: Decrease		1	-	1	-	-	-	-	-	1	-	1	-	1	-
		6.1%	-	21.3%	-	-	-	-	-	21.6%	-	36.1%	-	6.7%	-
Net: Increase + Stay the same		15	8	4	5	2	1	4	3	4	4	2	9	13	2
		83.6%	80.5%	78.7%	83.2%	70.0%	100.0%	100.0%	100.0%	78.4%	100.0%	63.9%	82.8%	81.8%	100.0%
Mean score		3.2	3.4	2.8	3.4	3.0	3.0	3.3	3.4	2.8	3.0	2.6	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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	*d	e	*f	g	*h	*i	j	k	l	m	*n
Unweighted Total	138	55	41	42	29	41	29	47	18	21	44	36	58	112	26
Weighted Total	136	54	42	41	27	41	29	48	19	20	43	36	57	111	25
	100.0%	100.0%	100.0%	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	-
		1.4%	1.8%	2.3%	3.4%	2.4%	-	-	-	-	-	-	3.4%	1.7%	-
Increase slightly	(4)	18	8	5	6	3	3	9	6	1	4	6	9	12	5
		13.1%	15.3%	11.3%	20.6%	7.0%	9.3%	17.8%	31.1%	4.2%	8.7%	15.3%	15.1%	11.2%	21.9%
Stay same	(3)	106	40	32	19	33	25	36	12	18	39	27	40	86	20
		77.5%	73.7%	77.2%	68.9%	80.8%	84.3%	76.0%	62.8%	86.3%	89.1%	73.7%	71.1%	77.4%	78.1%
Decrease slightly	(2)	2	1	-	-	1	-	1	1	-	-	1	1	2	-
		1.7%	2.1%	-	-	2.8%	-	2.4%	6.1%	-	-	3.1%	2.0%	2.0%	-
Decrease greatly	(1)	1	-	1	-	1	-	-	-	-	1	-	-	1	-
		.7%	-	2.3%	-	2.4%	-	-	-	-	2.2%	-	-	.9%	-
Don't know		8	4	3	2	2	2	2	-	2	-	3	5	8	-
		5.6%	7.1%	6.8%	7.1%	4.6%	6.3%	3.9%	-	9.6%	-	7.8%	8.4%	6.8%	-
<b>NETS</b>															
Net: Increase	20	9	6	5	7	4	3	9	6	1	4	6	11	14	5
	14.5%	17.1%	13.6%	12.1%	24.0%	9.4%	9.3%	17.8%	31.1%	4.2%	8.7%	15.3%	18.5%	12.9%	21.9%
Net: Decrease	3	1	1	1	-	2	-	1	1	-	1	1	1	3	-
	2.4%	2.1%	2.3%	2.8%	-	5.2%	-	2.4%	6.1%	-	2.2%	3.1%	2.0%	2.9%	-
Net: Increase + Stay the same	126	49	38	39	26	37	27	45	18	18	42	32	51	100	25
	92.0%	90.8%	90.9%	94.8%	92.9%	90.2%	93.7%	93.8%	93.9%	90.4%	97.8%	89.1%	89.6%	90.3%	100.0%
Mean score	3.1	3.2	3.1	3.1	3.3	3.0	3.1	3.2	3.3	3.0	3.0	3.1	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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Significance Level: 95%															
Unweighted Total	284	102	93	89	70	69	61	105	44	40	102	84	98	240	44
Weighted Total	282	100	92	90	68	69	61	106	45	40	103	83	95	238	44
	100.0%	100.0%	100.0%	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 1.0%	2 1.8%	1 1.1%	- -	1 1.4%	1 1.3%	- -	- -	- -	1 2.6%	1 1.0%	1 1.1%	1 1.0%	2 .8%	1 2.3%
Increase slightly (4)	47 16.8%	21 21.3%	10 10.5%	16 18.3%	10 14.2%	15 21.6%	9 14.4%	19 17.8%	10 22.2%	4 10.4%	21 20.5%	13 16.1%	13 13.5%	41 17.2%	7 14.9%
Stay same (3)	212 75.3%	68 68.3%	78 84.0%	66 74.1%	53 78.7%	46 67.4%	50 82.4%	83 78.4%	33 73.2%	30 74.9%	78 75.9%	63 75.5%	71 74.6%	177 74.3%	36 80.6%
Decrease slightly (2)	5 1.8%	2 2.0%	1 1.2%	2 2.3%	- -	2 3.0%	- -	1 1.1%	1 2.5%	2 4.9%	- -	2 2.7%	3 3.0%	5 2.1%	- -
Decrease greatly (1)	2 .7%	- -	2 2.1%	- -	- -	1 1.4%	- -	1 .9%	1 2.1%	- -	2 1.9%	- -	- -	2 .8%	- -
Don't know	12 4.4%	7 6.6%	1 1.0%	5 5.3%	4 5.7%	4 5.4%	2 3.2%	2 1.8%	- -	3 7.1%	1 .8%	4 4.6%	8 7.9%	11 4.7%	1 2.2%
<b>NETS</b>															
Net: Increase	50 17.8%	23 23.1%	11 11.6%	16 18.3%	11 15.6%	16 22.9%	9 14.4%	19 17.8%	10 22.2%	5 13.0%	22 21.5%	14 17.2%	14 14.5%	43 17.9%	8 17.2%
Net: Decrease	7 2.5%	2 2.0%	3 3.3%	2 2.3%	- -	3 4.4%	- -	2 2.0%	2 4.6%	2 4.9%	2 1.9%	2 2.7%	3 3.0%	7 3.0%	- -
Net: Increase + Stay the same	263 93.2%	91 91.4%	88 95.7%	83 92.4%	64 94.3%	62 90.2%	59 96.8%	102 96.2%	43 95.4%	35 88.0%	101 97.3%	77 92.7%	85 89.0%	219 92.3%	43 97.8%
Mean score	3.2	3.2	3.1	3.2	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

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

### Sales & retail

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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	*h	*i	j	k	l	m	n
Unweighted Total	161	63	54	44	34	40	38	62	24	25	62	49	50	129	32
Weighted Total	160	61	54	45	32	40	39	64	25	24	64	49	48	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)	3 1.9%	2 3.4%	1 1.8%	- -	1 2.9%	2 5.1%	- -	- -	- -	- -	2 3.3%	- -	1 2.0%	3 2.4%	- -
Increase slightly (4)	31 19.5%	14 22.8%	9 16.1%	9 19.1%	8 23.9%	7 16.6%	8 19.7%	14 21.2%	6 23.6%	3 14.0%	12 18.7%	7 13.6%	13 26.6%	27 20.8%	5 14.4%
Stay same (3)	107 67.0%	38 61.6%	38 69.7%	32 71.0%	18 55.3%	29 71.3%	28 73.1%	42 65.8%	14 54.8%	19 78.4%	43 66.9%	37 76.8%	27 57.1%	83 64.6%	25 76.4%
Decrease slightly (2)	9 5.4%	5 7.5%	3 5.4%	1 2.5%	4 11.8%	- e	1 2.4%	4 6.3%	3 12.4%	1 3.5%	5 7.8%	2 3.7%	2 4.0%	7 5.4%	2 5.5%
Decrease greatly (1)	1 .6%	- -	1 1.8%	- -	- -	1 2.4%	- -	- -	- -	- -	1 1.5%	- -	- -	1 .8%	- -
Don't know	9 5.6%	3 4.7%	3 5.2%	3 7.4%	2 6.1%	2 4.6%	2 4.8%	4 6.6%	2 9.3%	1 4.1%	1 1.9%	3 5.9%	5 10.3%	8 6.1%	1 3.8%
<b>NETS</b>															
Net: Increase	34 21.4%	16 26.2%	10 17.9%	9 19.1%	9 26.8%	9 21.7%	8 19.7%	14 21.2%	6 23.6%	3 14.0%	14 21.9%	7 13.6%	14 28.6%	30 23.2%	5 14.4%
Net: Decrease	10 6.0%	5 7.5%	4 7.2%	1 2.5%	4 11.8%	1 2.4%	1 2.4%	4 6.3%	3 12.4%	1 3.5%	6 9.3%	2 3.7%	2 4.0%	8 6.1%	2 5.5%
Net: Increase + Stay the same	142 88.4%	54 87.8%	47 87.6%	41 90.1%	26 82.2%	38 93.0%	36 92.8%	56 87.1%	20 78.4%	22 92.4%	57 88.8%	44 90.4%	41 85.7%	112 87.8%	29 90.7%
Mean score	3.2	3.2	3.1	3.2	3.2	3.2	3.2	3.2	3.1	3.1	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

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

### Technology

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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		a	*b	*c	*d	*e	*f	g	*h	*i	j	*k	l	m	*n
Significance Level: 95%															
Unweighted Total	102	47	29	26	23	25	17	32	15	22	31	24	47	91	11
Weighted Total	103	48	29	26	22	26	16	32	16	23	31	24	48	92	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	1	1	-	2	-	-	-	-	-	1	1	2	-
		1.8%	1.8%	3.3%	-	7.2%	-	-	-	-	-	3.7%	2.0%	2.0%	-
Increase slightly	(4)	19	12	3	4	3	6	2	6	4	4	3	10	15	4
		18.4%	24.9%	10.2%	15.4%	12.9%	23.7%	11.6%	18.2%	25.1%	17.8%	11.2%	20.9%	16.7%	32.6%
Stay same	(3)	71	30	22	20	17	14	13	25	12	15	18	30	64	7
		69.5%	61.4%	76.0%	77.3%	78.1%	53.8%	82.7%	78.9%	74.9%	66.1%	72.9%	63.1%	69.7%	67.4%
Decrease slightly	(2)	3	2	1	-	1	-	-	-	2	-	1	2	3	-
		3.0%	4.1%	3.8%	-	4.3%	-	-	-	8.3%	-	4.5%	4.1%	3.3%	-
Decrease greatly	(1)	1	-	1	-	1	-	-	-	-	1	-	-	1	-
		.9%	-	3.4%	-	3.8%	-	-	-	-	3.2%	-	-	1.1%	-
Don't know		7	4	1	2	2	2	1	1	-	2	2	5	7	-
		6.4%	7.7%	3.3%	7.4%	8.9%	7.2%	5.7%	2.9%	-	7.8%	7.8%	9.8%	7.2%	-
<b>NETS</b>															
Net: Increase		21	13	4	4	3	8	2	6	4	4	4	11	17	4
		20.2%	26.8%	13.5%	15.4%	12.9%	30.9%	11.6%	18.2%	25.1%	17.8%	14.8%	23.0%	18.7%	32.6%
Net: Decrease		4	2	2	-	-	2	-	-	-	2	1	1	2	-
		3.9%	4.1%	7.1%	-	-	8.1%	-	-	-	8.3%	3.2%	4.5%	4.4%	-
Net: Increase + Stay the same		92	42	26	24	20	22	15	31	16	20	21	41	81	11
		89.7%	88.2%	89.5%	92.6%	91.1%	84.7%	94.3%	97.1%	100.0%	83.9%	87.7%	86.1%	88.5%	100.0%
Mean score		3.2	3.3	3.1	3.2	3.1	3.3	3.1	3.2	3.3	3.1	3.2	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\_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	215 100.0%	2 .9%	31 14.6%	160 74.5%	7 3.4%	- -	14 6.6%	33 15.5%	7 3.4%	193 90.0%	3.1
Construction	77 100.0%	2 2.3%	22 28.5%	42 54.7%	3 4.2%	- -	8 10.2%	24 30.9%	3 4.2%	66 85.6%	3.3
Drivers	95 100.0%	- -	21 22.4%	63 66.1%	3 3.2%	1 1.2%	7 7.1%	21 22.4%	4 4.4%	84 88.5%	3.2
Education	72 100.0%	2 2.6%	12 16.7%	40 55.7%	4 5.6%	1 1.3%	13 18.2%	14 19.2%	5 6.9%	54 74.9%	3.2
Engineering & technical	146 100.0%	2 1.3%	30 20.7%	96 65.7%	1 .6%	1 .7%	16 11.0%	32 22.0%	2 1.3%	128 87.6%	3.2
Executive recruitment / interim management	115 100.0%	1 .9%	13 11.7%	92 80.5%	3 2.8%	1 .8%	4 3.3%	14 12.6%	4 3.6%	107 93.0%	3.1
Health & social care	79 100.0%	4 5.1%	22 27.9%	42 53.1%	3 3.9%	- -	8 10.1%	26 33.0%	3 3.9%	68 86.0%	3.4
Hospitality	74 100.0%	2 2.5%	16 21.4%	50 67.2%	3 3.8%	- -	4 5.1%	18 23.9%	3 3.8%	68 91.2%	3.2
Industrial	54 100.0%	- -	15 28.1%	35 64.9%	- -	- -	4 7.0%	15 28.1%	- -	51 93.0%	3.3
Legal & HR	147 100.0%	2 1.3%	19 12.8%	109 73.9%	6 4.2%	- -	12 7.8%	21 14.1%	6 4.2%	130 88.0%	3.1
Life sciences	18 100.0%	- -	2 11.8%	12 66.4%	1 6.1%	- -	3 15.7%	2 11.8%	1 6.1%	14 78.3%	3.1
Marketing, media & creative	136 100.0%	1 .7%	23 17.0%	96 70.2%	3 2.4%	1 .7%	12 9.1%	24 17.7%	4 3.1%	120 87.9%	3.2
Office professionals	282 100.0%	2 .7%	45 16.0%	205 72.6%	5 1.9%	1 .3%	24 8.5%	47 16.7%	6 2.2%	252 89.3%	3.2
Sales & retail	160 100.0%	3 1.7%	34 21.1%	104 64.8%	5 3.1%	1 .6%	14 8.6%	37 22.9%	6 3.7%	141 87.7%	3.2
Technology	103 100.0%	2 1.8%	14 13.3%	72 70.5%	3 3.3%	1 .9%	10 10.1%	16 15.1%	4 4.2%	88 85.6%	3.1
Average (response based including bases)	1774 100.0%	24 1.3%	320 18.1%	1218 68.7%	52 2.9%	8 .4%	152 8.6%	344 19.4%	60 3.4%	1562 88.1%	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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Significance Level: 95%															
Unweighted Total	1792	713	571	508	413	481	369	606	237	292	601	489	702	1485	307
Weighted Total	1774	704	569	501	397	477	362	608	246	292	598	487	689	1476	298
	100.0%	100.0%	100.0%	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)	24 1.3%	8 1.1%	8 1.4%	8 1.7%	2 .5%	9 2.0%	6 1.6%	10 1.6%	4 1.6%	3 1.0%	7 1.1%	9 1.9%	8 1.1%	23 1.5%	1 .3%
Increase slightly (4)	320 18.1%	128 18.2%	77 13.6%	115 23.0%	77 19.5%	66 13.8%	75 20.7%	146 23.9%	71 28.8%	31 10.7%	115 19.3%	90 18.5%	115 16.7%	259 17.6%	61 20.4%
Stay same (3)	1218 68.7%	476 67.7%	416 73.1%	325 65.0%	260 65.7%	333 69.8%	250 69.1%	400 65.8%	150 61.0%	224 76.8%	444 74.2%	336 68.9%	438 63.7%	995 67.4%	223 74.7%
Decrease slightly (2)	52 2.9%	27 3.8%	10 1.8%	14 2.9%	11 2.9%	14 2.9%	8 2.1%	20 3.3%	13 5.1%	6 2.2%	15 2.6%	7 1.5%	29 4.2%	50 3.4%	2 .6%
Decrease greatly (1)	8 .4%	1 .2%	7 1.2%	- -	- -	8 1.7%	- -	- -	- -	- -	8 1.3%	- -	- -	8 .5%	- -
Don't know	152 8.6%	64 9.0%	51 9.0%	38 7.5%	46 11.5%	47 9.9%	24 6.6%	32 5.3%	9 3.5%	27 9.3%	9 1.5%	44 9.1%	99 14.4%	140 9.5%	12 4.0%
<b>NETS</b>															
Net: Increase	344 19.4%	136 19.3%	85 14.9%	123 24.6%	79 20.0%	75 15.8%	81 22.3%	155 25.5%	75 30.4%	34 11.7%	122 20.4%	99 20.4%	123 17.8%	282 19.1%	62 20.7%
Net: Decrease	60 3.4%	28 4.0%	17 3.0%	14 2.9%	11 2.9%	22 4.5%	8 2.1%	20 3.3%	13 5.1%	6 2.2%	23 3.9%	7 1.5%	29 4.2%	58 3.9%	2 .6%
Net: Increase + Stay the same	1562 88.1%	612 87.0%	501 88.0%	449 89.6%	340 85.7%	408 85.6%	331 91.3%	556 91.3%	225 91.4%	259 88.5%	566 94.6%	435 89.4%	561 81.5%	1277 86.6%	285 95.4%
Mean score	3.2	3.2	3.1	3.3	3.2	3.1	3.2	3.3	3.3	3.1	3.2	3.2	3.2	3.2	3.2

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

## Jobs Outlook - Combined

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

### Accounting and financial services

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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Significance Level: 95%															
Unweighted Total	217	85	68	64	53	58	43	73	30	33	73	59	85	177	40
Weighted Total	215	83	69	62	52	57	42	73	31	33	73	58	84	175	39
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5) 2 .9%	1 1.2%	- -	1 1.5%	- -	1 1.6%	1 2.5%	1 1.4%	- -	- -	1 1.3%	1 1.8%	- -	2 1.1%	- -
Increase slightly	(4) 31 14.6%	9 10.4%	8 11.0%	15 24.2% ab	4 7.2%	8 13.5%	8 20.3%	18 24.8% di	10 30.9% di	2 5.7%	11 15.6%	9 15.4%	11 13.2%	23 13.3%	8 20.2%
Stay same	(3) 160 74.5%	63 75.6%	56 80.4%	41 66.4%	41 78.2%	44 76.4%	29 70.3%	49 68.2%	20 65.4%	26 79.4%	58 80.5%	44 75.9%	57 68.3%	129 73.9%	30 77.4%
Decrease slightly	(2) 7 3.4%	4 4.7%	2 3.0%	1 1.9%	2 3.6%	1 2.0%	2 4.7%	3 4.3%	1 3.7%	1 3.3%	2 2.6%	1 1.9%	4 5.0%	7 4.1%	- -
Decrease greatly	(1) - -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Don't know	14 6.6%	7 8.0%	4 5.5%	4 6.1%	6 11.0% g	4 6.6%	1 2.3%	1 1.3%	- -	4 11.6% g	- -	3 5.0%	11 13.5% j	13 7.6%	1 2.4%
<b>NETS</b>															
Net: Increase	33 15.5%	10 11.6%	8 11.0%	16 25.7% ab	4 7.2%	9 15.1%	9 22.8% di	19 26.2% di	10 30.9% di	2 5.7%	12 16.9%	10 17.2%	11 13.2%	25 14.5%	8 20.2%
Net: Decrease	7 3.4%	4 4.7%	2 3.0%	1 1.9%	2 3.6%	1 2.0%	2 4.7%	3 4.3%	1 3.7%	1 3.3%	2 2.6%	1 1.9%	4 5.0%	7 4.1%	- -
Net: Increase + Stay the same	193 90.0%	73 87.3%	63 91.5%	57 92.1%	44 85.4%	52 91.4%	39 93.0%	68 94.4%	30 96.3%	28 85.1%	71 97.4% l	54 93.1% l	68 81.5%	155 88.3%	38 97.6%
Mean score	3.1	3.1	3.1	3.3 ab	3.0	3.2	3.2	3.2 d	3.3 di	3.0	3.2	3.2	3.1	3.1	3.2

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

## Jobs Outlook - Combined

**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	June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		a	*b	*c	*d	*e	*f	*g	*h	*i	j	*k	*l	m	*n
Significance Level: 95%															
Unweighted Total	80	34	25	21	19	23	20	27	7	11	47	16	17	68	12
Weighted Total	77	33	24	20	18	23	19	26	7	11	45	16	17	66	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	1	-	1	-	-	-	-	1	1	1	-	2	-
		2.3%	2.5%	-	5.3%	-	-	-	-	7.9%	2.1%	5.5%	-	2.7%	-
Increase slightly	(4)	22	9	9	5	8	5	7	2	3	13	7	2	19	3
		28.5%	26.5%	35.9%	23.2%	42.8%	22.1%	25.0%	25.3%	26.0%	29.8%	43.0%	11.4%	29.0%	25.9%
Stay same	(3)	42	16	14	12	7	14	13	15	2	6	28	6	8	34
		54.7%	47.5%	60.1%	60.5%	41.0%	60.6%	69.8%	58.2%	28.5%	56.9%	63.0%	39.3%	46.7%	51.6%
Decrease slightly	(2)	3	2	-	1	-	2	-	1	-	1	-	2	3	-
		4.2%	6.1%	-	5.9%	-	9.0%	-	4.5%	16.1%	-	2.5%	-	4.9%	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		8	6	1	1	2	2	1	3	2	1	2	5	8	-
		10.2%	17.3%	4.1%	5.8%	11.0%	8.3%	5.2%	12.0%	29.3%	9.0%	2.6%	12.3%	29.2%	-
<b>NETS</b>															
Net: Increase		24	10	9	6	9	5	5	7	2	4	14	8	2	21
		30.9%	29.1%	35.9%	27.9%	48.1%	22.1%	25.0%	25.3%	26.0%	34.1%	31.9%	48.4%	11.4%	31.7%
Net: Decrease		3	2	-	1	-	2	-	1	1	-	1	-	2	3
		4.2%	6.1%	-	5.9%	-	9.0%	-	4.5%	16.1%	-	2.5%	-	12.7%	4.9%
Net: Increase + Stay the same		66	26	23	18	16	19	18	22	4	10	43	14	10	55
		85.6%	76.6%	95.9%	88.4%	89.0%	82.7%	94.8%	83.5%	54.6%	91.0%	94.9%	87.7%	58.1%	83.2%
Mean score		3.3	3.3	3.4	3.3	3.6	3.1	3.3	3.2	3.1	3.5	3.3	3.6	3.0	3.3

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

## Jobs Outlook - Combined

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

### Drivers

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

	Total	WAVE			REGION						SIZE			SECTOR		
		June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public	
		a	b	c	*d	*e	*f	g	*h	*i	j	*k	l	m	*n	
Significance Level: 95%																
Unweighted Total	96	30	34	32	20	25	29	40	11	11	41	24	31	79	17	
Weighted Total	95	29	34	32	19	24	29	41	12	11	41	23	30	79	16	
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
Increase greatly	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Increase slightly	(4)	21	7	8	6	5	2	11	14	2	1	10	4	8	18	4
		22.4%	23.7%	25.1%	18.3%	25.0%	8.3%	38.6%	33.0%	19.1%	8.8%	23.0%	15.8%	26.5%	22.2%	23.3%
Stay same	(3)	63	16	23	23	11	19	15	22	7	10	30	17	16	51	11
		66.1%	55.9%	69.1%	72.3%	60.1%	79.3%	51.4%	54.6%	62.7%	91.2%	71.9%	71.5%	54.0%	65.2%	70.6%
Decrease slightly	(2)	3	1	1	1	-	2	-	1	1	-	-	-	3	3	-
		3.2%	3.2%	2.9%	3.6%	-	7.7%	-	2.8%	9.9%	-	-	-	10.1%	3.9%	-
Decrease greatly	(1)	1	1	-	-	-	1	-	-	-	-	1	-	-	1	-
		1.2%	3.9%	-	-	-	4.6%	-	-	-	-	2.7%	-	-	1.4%	-
Don't know		7	4	1	2	3	-	3	4	1	-	1	3	3	6	1
		7.1%	13.4%	2.9%	5.8%	14.9%	-	10.1%	9.6%	8.3%	-	2.3%	12.7%	9.4%	7.3%	6.1%
<b>NETS</b>																
Net: Increase		21	7	8	6	5	2	11	14	2	1	10	4	8	18	4
		22.4%	23.7%	25.1%	18.3%	25.0%	8.3%	38.6%	33.0%	19.1%	8.8%	23.0%	15.8%	26.5%	22.2%	23.3%
Net: Decrease		4	2	1	1	-	3	-	1	1	-	1	-	3	4	-
		4.4%	7.0%	2.9%	3.6%	-	12.4%	-	2.8%	9.9%	-	2.7%	-	10.1%	5.3%	-
Net: Increase + Stay the same		84	23	32	29	16	21	26	36	10	11	39	20	24	69	15
		88.5%	79.6%	94.2%	90.6%	85.1%	87.6%	89.9%	87.6%	81.8%	100.0%	94.9%	87.3%	80.5%	87.4%	93.9%
Mean score		3.2	3.1	3.2	3.2	3.3	2.9	3.4	3.3	3.1	3.1	3.2	3.2	3.2	3.2	3.2

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

## Jobs Outlook - Combined

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

### Education

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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	l	m	*n
Significance Level: 95%															
Unweighted Total	73	36	24	13	19	15	18	28	10	11	19	19	35	62	11
Weighted Total	72	36	24	12	18	15	18	28	10	12	18	20	34	62	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	-	-	-	-	-	1	1	1	-	1	1	2	-
		2.6%	-	-	-	-	-	3.5%	9.9%	7.4%	-	4.3%	2.9%	3.0%	-
Increase slightly	(4)	12	3	3	3	2	4	6	2	1	1	3	8	12	-
		16.7%	11.8%	24.7%	16.1%	14.4%	21.7%	21.7%	21.7%	8.2%	5.5%	14.3%	24.1%	19.6%	-
Stay same	(3)	40	14	8	9	5	11	18	7	8	14	11	15	31	10
		55.7%	56.7%	67.8%	52.3%	33.0%	62.8%	64.8%	68.4%	67.9%	73.5%	57.8%	44.9%	49.5%	91.3%
Decrease slightly	(2)	4	-	-	2	1	1	1	-	-	3	-	1	4	-
		5.6%	-	-	10.8%	7.6%	5.3%	3.4%	-	-	15.7%	-	3.3%	6.5%	-
Decrease greatly	(1)	1	1	-	-	1	-	-	-	-	1	-	-	1	-
		1.3%	4.0%	-	-	6.6%	-	-	-	-	5.3%	-	-	1.6%	-
Don't know		13	7	1	4	6	2	2	-	2	-	5	8	12	1
		18.2%	27.5%	7.6%	20.8%	38.4%	10.3%	6.6%	-	16.5%	-	23.6%	24.9%	19.8%	8.7%
<b>NETS</b>															
Net: Increase		14	3	3	3	2	4	7	3	2	1	4	9	14	-
		19.2%	11.8%	24.7%	16.1%	14.4%	21.7%	25.2%	31.6%	15.6%	5.5%	18.6%	27.0%	22.6%	-
Net: Decrease		5	1	-	2	2	1	1	-	-	4	-	1	5	-
		6.9%	4.0%	-	10.8%	14.2%	5.3%	3.4%	-	-	21.0%	-	3.3%	8.1%	-
Net: Increase + Stay the same		54	17	12	12	7	15	25	10	10	15	15	24	44	10
		74.9%	68.5%	92.4%	68.4%	47.4%	84.4%	90.0%	100.0%	83.5%	79.0%	76.4%	71.9%	72.1%	91.3%
Mean score		3.2	3.1	3.3	3.1	2.9	3.2	3.3	3.4	3.3	2.8	3.3	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

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

### Engineering & technical

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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Significance Level: 95%															
Unweighted Total	149	60	52	37	30	42	29	45	16	32	48	44	57	117	32
Weighted Total	146	59	52	35	28	41	28	44	16	32	47	43	56	116	30
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	2	1	-	1	-	1	1	-	-	-	1	1	2	-
		1.3%	1.7%	-	2.6%	-	2.2%	3.5%	2.2%	-	-	2.1%	1.8%	1.6%	-
Increase slightly	(4)	30	15	6	10	6	8	6	10	4	7	14	7	9	10
		20.7%	24.6%	11.7%	27.4%	20.6%	19.5%	20.0%	22.1%	25.9%	20.4%	29.6%	17.5%	15.7%	34.9%
														m	
Stay same	(3)	96	37	40	19	19	25	18	30	12	22	32	29	35	17
		65.7%	62.4%	77.3%	54.0%	66.1%	62.2%	62.9%	66.9%	74.1%	67.9%	68.3%	67.0%	62.4%	58.6%
				c											
Decrease slightly	(2)	1	-	-	1	-	1	-	-	-	-	-	-	1	1
		.6%	-	-	2.7%	-	2.3%	-	-	-	-	-	-	1.7%	3.2%
Decrease greatly	(1)	1	-	1	-	-	1	-	-	-	1	-	-	1	-
		.7%	-	1.9%	-	-	2.4%	-	-	-	2.1%	-	-	.8%	-
Don't know		16	7	5	5	4	5	4	4	-	4	-	6	10	1
		11.0%	11.3%	9.1%	13.3%	13.4%	11.4%	13.6%	8.7%	-	11.7%	-	13.4%	18.4%	3.3%
												j	j		
<b>NETS</b>															
Net: Increase	32	16	6	11	6	9	7	11	4	7	14	8	10	22	10
	22.0%	26.3%	11.7%	30.0%	20.6%	21.7%	23.5%	24.4%	25.9%	20.4%	29.6%	19.6%	17.5%	18.7%	34.9%
				b											
Net: Decrease	2	-	1	1	-	2	-	-	-	-	1	-	1	1	1
	1.3%	-	1.9%	2.7%	-	4.7%	-	-	-	-	2.1%	-	1.7%	.8%	3.2%
Net: Increase + Stay the same	128	52	46	30	25	34	25	40	16	29	46	37	45	100	28
	87.6%	88.7%	89.0%	84.0%	86.6%	83.9%	86.4%	91.3%	100.0%	88.3%	97.9%	86.6%	79.9%	86.1%	93.6%
											kl				
Mean score	3.2	3.3	3.1	3.3	3.2	3.2	3.3	3.3	3.3	3.2	3.3	3.3	3.2	3.2	3.3
		b		b											

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

	Total	WAVE			REGION						SIZE			SECTOR		
		June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public	
		a	b	*c	*d	e	*f	g	*h	*i	j	*k	l	m	*n	
Significance Level: 95%																
Unweighted Total	115	59	31	25	21	35	21	37	16	22	31	26	58	94	21	
Weighted Total	115	59	30	25	20	36	20	36	16	23	31	26	57	94	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 .9%	1 1.7%	- -	- -	- -	1 5.2%	1 2.8%	- -	- -	- -	1 3.9%	- -	1 1.1%	- -	
Increase slightly	(4)	13 11.7%	10 16.5%	- -	4 14.3%	2 9.4%	1 3.2%	1 4.6%	7 20.1%	3 13.5%	5 14.7%	4 14.7%	5 8.6%	12 12.3%	2 8.9%	
Stay same	(3)	92 80.5%	45 75.2%	29 93.6%	19 77.0%	16 81.2%	31 85.7%	18 90.3%	27 73.8%	9 53.9%	19 82.2%	24 79.1%	21 77.7%	47 82.5%	74 78.2%	18 91.1%
Decrease slightly	(2)	3 2.8%	2 3.5%	- -	1 4.7%	1 3.1%	- -	1 3.2%	1 7.1%	- -	1 3.0%	- -	2 4.0%	3 3.4%	- -	
Decrease greatly	(1)	1 .8%	- -	1 3.2%	- -	- -	1 2.7%	- -	- -	- -	1 3.2%	- -	- -	1 1.0%	- -	
Don't know		4 3.3%	2 3.1%	1 3.2%	1 4.0%	1 4.7%	2 5.3%	- -	- -	1 4.3%	- -	1 3.7%	3 4.9%	4 4.0%	- -	
<b>NETS</b>																
Net: Increase	14 12.6%	11 18.3%	- -	4 14.3%	2 9.4%	1 3.2%	2 9.7%	8 23.0%	6 39.1%	3 13.5%	5 14.7%	5 18.6%	5 8.6%	13 13.3%	2 8.9%	
Net: Decrease	4 3.6%	2 3.5%	1 3.2%	1 4.7%	1 4.7%	2 5.9%	- -	1 3.2%	1 7.1%	- -	2 6.2%	- -	2 4.0%	4 4.4%	- -	
Net: Increase + Stay the same	107 93.0%	55 93.4%	29 93.6%	23 91.3%	18 90.6%	32 88.9%	20 100.0%	35 96.8%	15 92.9%	22 95.7%	29 93.8%	25 96.3%	52 91.1%	86 91.5%	20 100.0%	
Mean score	3.1	3.2	2.9	3.1	3.0	2.9	3.1	3.2	3.3	3.1	3.1	3.2	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

**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	June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		*a	*b	c	*d	e	*f	*g	*h	*i	*j	k	*l	m	*n
Significance Level: 95%															
Unweighted Total	80	21	23	36	16	30	14	23	9	11	25	30	25	70	10
Weighted Total	79	21	22	36	16	29	14	24	9	11	24	30	25	70	9
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly (5)	4 5.1%	- -	2 8.9%	2 5.6%	1 6.7%	1 3.4%	1 6.6%	1 4.0%	- -	1 9.8%	2 8.6%	2 6.5%	- -	3 4.3%	1 11.0%
Increase slightly (4)	22 27.9%	4 18.2%	4 17.0%	14 40.4%	5 31.2%	7 22.7%	6 40.2%	8 33.3%	2 23.1%	3 25.5%	5 19.5%	11 34.6%	7 27.8%	21 30.3%	1 9.9%
Stay same (3)	42 53.1%	16 77.4%	11 48.0%	15 42.0%	10 62.2%	17 57.5%	6 40.0%	10 40.7%	4 41.9%	6 54.9%	17 71.9%	14 45.4%	11 44.2%	35 49.6%	7 79.1%
Decrease slightly (2)	3 3.9%	- -	1 4.2%	2 6.0%	- -	1 3.4%	1 6.6%	2 8.9%	1 12.2%	- -	- -	1 3.2%	2 8.4%	3 4.4%	- -
Decrease greatly (1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	8 10.1%	1 4.3%	5 21.9%	2 6.0%	- -	4 13.1%	1 6.6%	3 13.1%	2 22.8%	1 9.8%	- -	3 10.3%	5 19.6%	8 11.5%	- -
<b>NETS</b>															
Net: Increase	26 33.0%	4 18.2%	6 25.9%	16 46.0%	6 37.8%	8 26.0%	7 46.8%	9 37.3%	2 23.1%	4 35.3%	7 28.1%	12 41.1%	7 27.8%	24 34.6%	2 20.9%
Net: Decrease	3 3.9%	- -	1 4.2%	2 6.0%	- -	1 3.4%	1 6.6%	2 8.9%	1 12.2%	- -	- -	1 3.2%	2 8.4%	3 4.4%	- -
Net: Increase + Stay the same	68 86.0%	20 95.7%	17 74.0%	31 88.0%	16 100.0%	24 83.5%	12 86.8%	18 78.0%	6 64.9%	10 90.2%	24 100.0%	26 86.4%	18 72.0%	59 84.2%	9 100.0%
Mean score	3.4	3.2	3.4	3.5	3.4	3.3	3.5	3.4	3.1	3.5	3.4	3.5	3.2	3.4	3.3

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

## Jobs Outlook - Combined

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

### Hospitality

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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		a	*b	*c	*d	*e	*f	*g	*h	*i	j	*k	*l	m	*n
Significance Level: 95%															
Unweighted Total	75	31	21	23	19	18	10	23	13	15	30	19	26	65	10
Weighted Total	74	31	21	22	19	18	9	23	13	15	29	20	26	64	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	1	-	1	-	-	1	1	-	-	1	1	2	-
		2.5%	3.0%	-	4.2%	-	-	4.2%	7.2%	-	-	4.8%	3.7%	2.9%	-
Increase slightly	(4)	16	7	2	7	2	2	4	8	4	4	3	6	15	1
		21.4%	22.4%	9.3%	31.4%	10.2%	10.6%	40.2%	35.7%	32.4%	27.1%	22.6%	15.7%	24.4%	8.6%
Stay same	(3)	50	19	19	12	14	14	6	14	8	9	16	16	40	10
		67.2%	59.6%	90.7%	56.0%	70.2%	79.0%	59.8%	60.2%	60.4%	60.2%	64.4%	79.5%	61.1%	91.4%
Decrease slightly	(2)	3	2	-	1	2	-	-	-	1	3	-	-	3	-
		3.8%	6.0%	-	4.2%	9.8%	-	-	-	6.2%	9.7%	-	-	4.4%	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		4	3	-	1	2	1	-	-	1	1	-	3	4	-
		5.1%	9.0%	-	4.3%	9.8%	5.1%	-	-	6.5%	3.3%	-	10.9%	5.9%	-
<b>NETS</b>															
Net: Increase		18	8	2	8	2	3	4	9	5	4	4	7	17	1
		23.9%	25.4%	9.3%	35.6%	10.2%	15.9%	40.2%	39.8%	39.6%	27.1%	22.6%	20.5%	28.0%	8.6%
Net: Decrease		3	2	-	1	2	-	-	-	1	3	-	-	3	-
		3.8%	6.0%	-	4.2%	9.8%	-	-	-	6.2%	9.7%	-	-	4.4%	-
Net: Increase + Stay the same		68	27	21	20	15	17	9	23	13	13	20	23	57	11
		91.2%	85.0%	100.0%	91.6%	80.4%	94.9%	100.0%	100.0%	100.0%	87.3%	87.0%	100.0%	89.1%	100.0%
Mean score		3.2	3.2	3.1	3.4	3.0	3.2	3.4	3.4	3.5	3.2	3.1	3.3	3.4	3.3

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

## Jobs Outlook - Combined

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

### Industrial

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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	*n
Unweighted Total	55	21	22	12	15	19	9	13	4	8	20	15	20	45	10
Weighted Total	54	21	22	11	14	18	9	14	5	8	21	14	19	45	9
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Increase slightly	(4)	15	7	5	4	4	6	8	2	-	7	4	5	12	4
	28.1%	32.1%	21.0%	34.5%	27.0%	21.0%	60.5%	54.0%	41.8%	-	31.4%	27.2%	25.1%	25.6%	40.4%
Stay same	(3)	35	11	17	7	9	12	4	7	3	7	9	13	30	5
	64.9%	54.4%	74.7%	65.5%	66.1%	68.7%	39.5%	46.0%	58.2%	88.0%	68.6%	59.3%	65.2%	66.0%	59.6%
Decrease slightly	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	4	3	1	-	1	2	-	-	-	1	-	2	2	4	-
	7.0%	13.5%	4.4%	-	6.9%	10.3%	-	-	-	12.0%	-	13.5%	9.7%	8.4%	-
<b>NETS</b>															
Net: Increase	15	7	5	4	4	4	6	8	2	-	7	4	5	12	4
	28.1%	32.1%	21.0%	34.5%	27.0%	21.0%	60.5%	54.0%	41.8%	-	31.4%	27.2%	25.1%	25.6%	40.4%
Net: Decrease	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same	51	18	21	11	13	16	9	14	5	7	21	12	17	42	9
	93.0%	86.5%	95.6%	100.0%	93.1%	89.7%	100.0%	100.0%	100.0%	88.0%	100.0%	86.5%	90.3%	91.6%	100.0%
Mean score	3.3	3.4	3.2	3.3	3.3	3.2	3.6	3.5	3.4	3.0	3.3	3.3	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

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

### Legal & HR

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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		a	b	c	d	e	f	g	*h	*i	*j	k	l	m	*n
Significance Level: 95%															
Unweighted Total	149	59	49	41	39	38	30	47	17	25	24	41	84	120	29
Weighted Total	147	58	49	40	38	38	28	46	18	25	24	41	82	119	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	1	2	-
		1.3%	1.6%	2.0%	-	2.5%	3.3%	2.1%	-	-	-	2.3%	1.2%	1.6%	-
Increase slightly	(4)	19	4	5	10	8	4	1	7	6	1	7	11	14	5
		12.8%	6.5%	9.8%	25.5%	19.9%	9.9%	3.6%	14.3%	31.2%	3.7%	16.8%	13.3%	11.5%	18.3%
				a	f										
Stay same	(3)	109	46	37	26	25	29	23	35	11	21	31	56	87	22
		73.9%	78.5%	76.0%	64.6%	65.2%	74.7%	82.9%	75.0%	62.3%	83.8%	75.9%	67.7%	72.8%	78.4%
Decrease slightly	(2)	6	4	1	1	1	1	2	3	1	1	1	4	6	-
		4.2%	6.8%	2.2%	2.9%	2.5%	2.9%	6.7%	6.6%	6.5%	4.3%	3.9%	5.1%	5.2%	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		12	4	5	3	5	4	1	1	-	2	1	11	11	1
		7.8%	6.6%	10.0%	7.0%	12.4%	9.9%	3.4%	2.1%	-	8.1%	2.3%	12.8%	8.9%	3.4%
<b>NETS</b>															
Net: Increase		21	5	6	10	8	5	2	8	6	1	8	12	16	5
		14.1%	8.2%	11.8%	25.5%	19.9%	12.5%	7.0%	16.3%	31.2%	3.7%	19.1%	14.4%	13.1%	18.3%
				a											
Net: Decrease		6	4	1	1	1	1	2	3	1	1	1	4	6	-
		4.2%	6.8%	2.2%	2.9%	2.5%	2.9%	6.7%	6.6%	6.5%	4.3%	3.9%	5.1%	5.2%	-
Net: Increase + Stay the same		130	50	43	36	32	33	25	42	17	22	39	68	102	28
		88.0%	86.6%	87.8%	90.1%	85.1%	87.1%	89.9%	91.3%	93.5%	87.6%	95.0%	82.1%	85.9%	96.6%
Mean score		3.1	3.0	3.1	3.2	3.2	3.1	3.0	3.1	3.2	3.0	3.2	3.1	3.1	3.2
				a											

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	June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Significance Level: 95%															
Unweighted Total	18	10	5	3	6	3	1	4	3	5	4	3	11	16	2
Weighted Total	18	10	5	3	6	3	1	4	3	5	4	3	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%
Increase greatly	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Increase slightly	(4)	2	1	-	1	-	-	1	1	-	-	-	2	2	-
		11.8%	9.9%	-	16.8%	-	-	27.6%	36.3%	-	-	-	19.7%	13.1%	-
Stay same	(3)	12	7	3	2	4	1	1	3	2	4	1	7	10	2
		66.4%	70.6%	59.8%	64.6%	66.4%	38.0%	100.0%	72.4%	63.7%	78.4%	31.9%	63.2%	62.7%	100.0%
Decrease slightly	(2)	1	-	1	-	-	-	-	-	1	-	1	-	1	-
		6.1%	-	21.3%	-	-	-	-	-	21.6%	-	36.1%	-	6.7%	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		3	2	1	-	1	2	-	-	-	-	1	2	3	-
		15.7%	19.5%	18.9%	-	16.8%	62.0%	-	-	-	-	32.0%	17.2%	17.4%	-
<b>NETS</b>															
Net: Increase		2	1	-	1	-	-	1	1	-	-	-	2	2	-
		11.8%	9.9%	-	16.8%	-	-	27.6%	36.3%	-	-	-	19.7%	13.1%	-
Net: Decrease		1	-	1	-	-	-	-	-	1	-	1	-	1	-
		6.1%	-	21.3%	-	-	-	-	-	21.6%	-	36.1%	-	6.7%	-
Net: Increase + Stay the same		14	8	3	3	5	1	1	4	3	4	1	9	12	2
		78.3%	80.5%	59.8%	100.0%	83.2%	38.0%	100.0%	100.0%	100.0%	78.4%	31.9%	82.8%	75.8%	100.0%
Mean score		3.1	3.1	2.7	3.4	3.2	3.0	3.0	3.3	3.4	2.8	3.0	2.5	3.2	3.0

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

## Jobs Outlook - Combined

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

### Marketing, media & creative

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

	WAVE			REGION						SIZE			SECTOR		
	Total	June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
	a	b	c	*d	e	*f	g	*h	*i	j	k	l	m	*n	
Significance Level: 95%															
Unweighted Total	138	55	41	42	29	41	29	47	18	21	44	36	58	112	26
Weighted Total	136	54	42	41	27	41	29	48	19	20	43	36	57	111	25
	100.0%	100.0%	100.0%	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	-
		.7%	-	2.3%	-	2.4%	-	-	-	-	-	-	1.7%	.9%	-
Increase slightly	(4)	23	8	9	6	6	5	12	7	-	10	5	9	17	6
		17.0%	15.8%	20.5%	15.0%	20.7%	14.1%	16.1%	24.5%	37.6%	22.1%	13.7%	15.2%	15.0%	25.6%
Stay same	(3)	96	39	25	31	18	28	21	31	11	18	31	28	37	79
		70.2%	73.3%	61.2%	75.3%	65.5%	69.0%	71.1%	65.3%	56.2%	90.4%	71.4%	75.8%	65.7%	70.9%
Decrease slightly	(2)	3	2	-	1	1	-	1	1	-	1	-	2	3	-
		2.4%	3.8%	-	3.4%	2.8%	-	2.4%	6.2%	-	2.2%	-	4.0%	2.9%	-
Decrease greatly	(1)	1	-	1	-	1	-	-	-	-	1	-	-	1	-
		.7%	-	2.3%	-	2.4%	-	-	-	-	2.2%	-	-	.9%	-
Don't know		12	4	6	3	4	4	4	-	2	1	4	8	10	2
		9.1%	7.1%	13.7%	6.9%	10.4%	9.4%	12.8%	7.8%	-	2.1%	10.5%	13.4%	9.4%	7.5%
												j			
<b>NETS</b>															
Net: Increase	24	8	9	6	6	7	5	12	7	-	10	5	10	18	6
	17.7%	15.8%	22.8%	15.0%	20.7%	16.5%	16.1%	24.5%	37.6%	-	22.1%	13.7%	16.9%	15.9%	25.6%
Net: Decrease	4	2	1	1	1	2	-	1	1	-	2	-	2	4	-
	3.1%	3.8%	2.3%	2.8%	3.4%	5.2%	-	2.4%	6.2%	-	4.4%	-	4.0%	3.8%	-
Net: Increase + Stay the same	120	48	35	37	24	35	26	43	18	18	40	33	47	97	23
	87.9%	89.1%	84.0%	90.3%	86.2%	85.5%	87.2%	89.8%	93.8%	90.4%	93.5%	89.5%	82.6%	86.8%	92.5%
Mean score	3.2	3.1	3.2	3.1	3.2	3.1	3.2	3.2	3.3	3.0	3.2	3.2	3.2	3.1	3.3

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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Significance Level: 95%															
Unweighted Total	284	102	93	89	70	69	61	105	44	40	102	84	98	240	44
Weighted Total	282	100	92	90	68	69	61	106	45	40	103	83	95	238	44
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5) 2 .7%	- -	1 1.0%	1 1.0%	- -	1 1.3%	- -	1 .9%	1 2.1%	- -	1 .9%	- -	1 1.0%	2 .8%	- -
Increase slightly	(4) 45 16.0%	19 19.3%	9 9.4%	17 19.1%	11 15.6%	10 14.0%	9 14.2%	21 20.0%	13 27.8%	4 9.4%	15 14.4%	17 19.9%	14 14.3%	39 16.5%	6 13.2%
Stay same	(3) 205 72.6%	69 69.1%	73 78.8%	63 70.2%	49 71.8%	49 72.0%	47 77.9%	77 72.5%	30 65.4%	30 75.4%	82 79.2%	59 70.6%	64 67.2%	169 71.3%	35 80.0%
Decrease slightly	(2) 5 1.9%	3 3.0%	1 1.2%	1 1.3%	1 1.4%	1 1.6%	1 1.6%	2 2.0%	1 2.5%	1 2.8%	1 .9%	1 1.3%	3 3.4%	5 2.2%	- -
Decrease greatly	(1) 1 .3%	- -	1 1.1%	- -	- -	1 1.4%	- -	- -	- -	- -	1 .9%	- -	- -	1 .4%	- -
Don't know	24 8.5%	9 8.5%	8 8.5%	8 8.4%	8 11.2%	7 9.6%	4 6.4%	5 4.6%	1 2.1%	5 12.5%	4 3.7%	7 8.1%	13 14.0%	21 8.8%	3 6.7%
<b>NETS</b>															
Net: Increase	47 16.7%	19 19.3%	10 10.4%	18 20.1%	11 15.6%	11 15.3%	9 14.2%	22 20.9%	14 29.9%	4 9.4%	16 15.3%	17 19.9%	15 15.3%	41 17.3%	6 13.2%
Net: Decrease	6 2.2%	3 3.0%	2 2.2%	1 1.3%	1 1.4%	2 3.0%	1 1.6%	2 2.0%	1 2.5%	1 2.8%	2 1.8%	1 1.3%	3 3.4%	6 2.6%	- -
Net: Increase + Stay the same	252 89.3%	88 88.5%	83 89.3%	81 90.3%	59 87.4%	60 87.3%	56 92.0%	99 93.5%	43 95.3%	33 84.8%	98 94.5%	75 90.6%	79 82.6%	210 88.6%	41 93.3%
Mean score	3.2	3.2	3.1	3.2	3.2	3.1	3.1	3.2	3.3 i	3.1	3.1	3.2	3.2	3.2	3.1

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

## Jobs Outlook - Combined

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

### Sales & retail

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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		a	b	c	d	e	f	g	*h	*i	j	k	l	m	n
Significance Level: 95%															
Unweighted Total	161	63	54	44	34	40	38	62	24	25	62	49	50	129	32
Weighted Total	160	61	54	45	32	40	39	64	25	24	64	49	48	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)	3 1.7%	- -	2 3.5%	1 2.0%	- -	1 2.3%	1 2.4%	2 2.9%	1 3.8%	- -	1 1.4%	1 1.9%	1 2.0%	3 2.2%	- -
Increase slightly (4)	34 21.1%	15 25.1%	10 17.7%	9 19.9%	11 35.5%	6 14.3%	10 24.8%	15 23.3%	5 21.1%	2 7.6%	16 24.4%	7 13.5%	12 24.5%	25 19.7%	9 26.8%
Stay same (3)	104 64.8%	40 65.5%	35 64.7%	29 64.1%	14 43.6%	30 74.0%	24 63.2%	39 60.8%	14 57.2%	21 88.3%	42 66.1%	35 72.8%	26 55.0%	83 65.1%	21 63.7%
Decrease slightly (2)	5 3.1%	2 3.1%	2 3.6%	1 2.5%	2 5.9%	- -	1 2.4%	3 4.8%	2 8.6%	- -	3 4.7%	1 2.0%	1 2.2%	4 3.2%	1 2.8%
Decrease greatly (1)	1 .6%	- -	1 1.8%	- -	- -	1 2.4%	- -	- -	- -	- -	1 1.5%	- -	- -	1 .8%	- -
Don't know	14 8.6%	4 6.3%	5 8.8%	5 11.5%	5 14.9%	3 7.0%	3 7.3%	5 8.1%	2 9.3%	1 4.1%	1 1.9%	5 9.8%	8 16.3%	12 9.1%	2 6.8%
<b>NETS</b>															
Net: Increase	37 22.9%	15 25.1%	11 21.1%	10 21.9%	11 35.5%	7 16.6%	10 27.2%	17 26.2%	6 24.8%	2 7.6%	17 25.8%	7 15.4%	13 26.5%	28 21.9%	9 26.8%
Net: Decrease	6 3.7%	2 3.1%	3 5.4%	1 2.5%	2 5.9%	1 2.4%	1 2.4%	3 4.8%	2 8.6%	- -	4 6.2%	1 2.0%	1 2.2%	5 3.9%	1 2.8%
Net: Increase + Stay the same	141 87.7%	55 90.6%	46 85.8%	39 86.0%	25 79.2%	37 90.6%	35 90.3%	56 87.0%	21 82.1%	23 95.9%	59 91.9%	43 88.2%	39 81.5%	111 87.0%	29 90.4%
Mean score	3.2	3.2	3.2	3.2	3.3	3.2	3.3	3.3	3.2	3.1	3.2	3.2	3.3	3.2	3.3

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

## Jobs Outlook - Combined

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

### Technology

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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		a	*b	*c	*d	*e	*f	g	*h	*i	j	*k	l	m	*n
Significance Level: 95%															
Unweighted Total	102	47	29	26	23	25	17	32	15	22	31	24	47	91	11
Weighted Total	103	48	29	26	22	26	16	32	16	23	31	24	48	92	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	1	1	-	2	-	-	-	-	1	-	1	2	-
		1.8%	3.3%	3.6%	-	7.3%	-	-	-	-	3.0%	-	2.0%	2.0%	-
Increase slightly	(4)	14	2	4	4	3	1	5	4	2	3	4	7	11	3
		13.3%	15.9%	6.4%	17.5%	11.3%	6.2%	16.3%	26.6%	7.7%	9.6%	16.1%	14.3%	12.0%	24.8%
Stay same	(3)	72	35	21	17	15	14	24	10	18	26	16	30	64	8
		70.5%	72.0%	73.1%	64.7%	69.4%	58.7%	88.1%	77.2%	66.0%	84.3%	67.6%	63.0%	69.9%	75.2%
Decrease slightly	(2)	3	1	1	-	1	-	1	1	1	-	1	2	3	-
		3.3%	2.3%	3.8%	-	4.3%	-	3.6%	7.4%	4.7%	-	4.5%	4.8%	3.7%	-
Decrease greatly	(1)	1	-	1	-	1	-	-	-	-	1	-	-	1	-
		.9%	-	3.4%	-	3.8%	-	-	-	-	3.2%	-	-	1.1%	-
Don't know		10	5	3	3	4	1	1	-	3	-	3	8	10	-
		10.1%	9.8%	10.0%	10.9%	13.1%	14.7%	5.7%	2.9%	12.2%	-	11.8%	15.9%	11.4%	-
													j		
<b>NETS</b>															
Net: Increase	16	8	3	5	4	5	1	5	4	2	4	4	8	13	3
	15.1%	15.9%	9.7%	19.9%	17.5%	18.6%	6.2%	16.3%	26.6%	7.7%	12.6%	16.1%	16.3%	14.0%	24.8%
Net: Decrease	4	1	2	1	-	2	-	1	1	1	1	1	2	4	-
	4.2%	2.3%	7.1%	4.5%	-	8.1%	-	3.6%	7.4%	4.7%	3.2%	4.5%	4.8%	4.7%	-
Net: Increase + Stay the same	88	42	24	22	19	20	15	30	14	19	30	20	38	77	11
	85.6%	87.9%	82.8%	84.6%	86.9%	77.2%	94.3%	93.5%	92.6%	83.2%	96.8%	83.7%	79.3%	83.9%	100.0%
											l				
Mean score	3.1	3.2	3.0	3.2	3.2	3.2	3.1	3.1	3.2	3.0	3.1	3.1	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

### 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	June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	499	178	161	160	109	117	118	198	80	75	221	138	140	410	89
Weighted Total	497	177	161	159	107	115	117	200	83	75	221	139	137	409	89
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Accounting and financial services	26	9	9	9	1	8	9	17	7	-	10	9	8	19	8
	12.3%	10.2%	12.5%	14.7%	1.9%	14.8%	22.6%	23.2%	24.0%	-	13.2%	14.7%	9.7%	10.6%	19.5%
						di	di	di	di						
Construction	28	13	9	6	7	9	7	10	3	3	18	5	5	24	4
	36.4%	38.7%	39.6%	28.6%	36.7%	40.1%	35.4%	37.2%	41.7%	25.9%	40.8%	30.1%	30.0%	36.8%	33.5%
Drivers	27	10	9	7	3	7	11	16	4	2	11	10	7	23	4
	28.4%	36.0%	28.1%	21.9%	15.1%	27.6%	38.4%	37.9%	36.8%	17.3%	25.5%	41.5%	22.4%	29.4%	23.5%
Education	20	12	5	3	7	4	6	7	1	2	7	4	9	19	1
	27.1%	33.6%	19.7%	22.5%	37.1%	26.9%	32.2%	24.3%	9.9%	18.4%	38.1%	18.6%	26.0%	30.3%	8.4%
Engineering & technical	51	26	17	8	12	15	11	18	7	6	21	13	17	37	14
	35.1%	44.3%	33.6%	21.9%	43.8%	36.6%	40.4%	41.4%	43.3%	17.1%	44.0%	31.2%	30.7%	32.1%	47.0%
		c			i			i							
Executive recruitment / interim management	27	19	4	3	3	9	6	10	4	5	9	7	11	21	6
	23.2%	32.7%	12.8%	13.1%	14.2%	25.9%	28.5%	27.5%	26.2%	20.1%	28.3%	25.5%	19.3%	22.2%	28.0%
		b													
Health & social care	38	6	10	22	7	12	9	14	5	5	10	15	13	36	2
	48.1%	29.3%	44.1%	61.5%	44.3%	39.5%	66.6%	61.6%	54.1%	47.2%	40.8%	50.5%	52.1%	51.8%	20.7%
Hospitality	21	10	4	7	5	2	4	12	8	2	10	6	5	18	3
	27.9%	31.2%	19.1%	31.4%	25.4%	11.6%	38.8%	52.2%	61.8%	13.5%	33.5%	32.3%	18.2%	27.8%	28.2%
Industrial	8	4	2	2	2	3	2	3	1	-	2	3	3	6	2
	13.8%	18.3%	8.5%	16.0%	13.4%	16.1%	19.7%	19.1%	18.0%	-	8.7%	20.8%	14.1%	12.6%	19.9%
Legal & HR	14	8	3	3	1	6	4	7	3	-	1	5	8	9	5
	9.4%	13.2%	5.9%	8.2%	2.4%	15.2%	13.5%	15.5%	18.8%	-	3.9%	11.7%	9.9%	7.4%	17.6%
								d							
Life sciences	7	4	2	1	2	2	-	2	2	1	1	1	5	6	1
	39.8%	41.4%	39.9%	35.2%	33.6%	70.0%	-	48.5%	63.7%	21.3%	28.2%	32.0%	46.4%	38.7%	50.1%
Marketing, media & creative	11	6	3	2	1	5	1	5	4	-	3	5	3	7	4
	7.9%	10.8%	7.1%	4.9%	3.2%	12.0%	3.2%	10.5%	21.9%	-	6.5%	13.1%	5.7%	6.3%	14.8%
Office professionals	37	18	10	10	6	10	8	20	12	2	19	12	7	32	6
	13.3%	17.8%	10.6%	11.0%	8.5%	14.5%	12.4%	18.6%	26.9%	5.1%	18.2%	14.0%	7.3%	13.3%	13.1%
								i	di		l				

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	June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	
Significance Level: 95%															
Unweighted Total	499	178	161	160	109	117	118	198	80	75	221	138	140	410	89
Weighted Total	497	177	161	159	107	115	117	200	83	75	221	139	137	409	89
	100.0%	100.0%	100.0%	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	30	13	11	6	1	8	13	20	7	1	14	9	7	26	4
	18.5%	20.7%	19.6%	14.3%	3.1%	19.2%	33.9%	31.3%	27.2%	4.0%	22.4%	17.5%	14.3%	20.2%	11.6%
					d	d	d								
Technology	26	13	9	4	4	9	4	9	5	4	9	6	11	22	4
	25.2%	26.7%	30.6%	16.5%	17.9%	35.1%	23.6%	28.5%	33.5%	16.8%	30.0%	23.9%	22.8%	24.2%	34.1%
None	271	86	91	94	64	61	53	95	42	51	125	74	71	213	58
	54.5%	48.7%	56.2%	59.3%	59.7%	53.2%	45.3%	47.7%	51.0%	67.3%	56.7%	53.5%	52.1%	52.2%	65.0%
					fg					fgh				m	
Net: Any	226	91	70	65	43	54	64	105	41	25	96	65	66	195	31
	45.5%	51.3%	43.8%	40.7%	40.3%	46.8%	54.7%	52.3%	49.0%	32.7%	43.3%	46.5%	47.9%	47.8%	35.0%
						di	di	i						n	

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	30 100.0%	1 3.1%	2 6.4%	21 70.8%	5 16.5%	1 3.2%	- -	3 9.5%	6 19.7%	24 80.3%	2.9
Construction	16 100.0%	1 6.1%	2 12.1%	13 81.8%	- -	- -	- -	3 18.2%	- -	16 100.0%	3.2
Drivers	11 100.0%	2 16.5%	3 25.8%	5 40.9%	2 16.7%	- -	- -	5 42.4%	2 16.7%	9 83.3%	3.4
Education	14 100.0%	- -	1 7.0%	7 50.5%	2 13.8%	1 8.5%	3 20.2%	1 7.0%	3 22.3%	8 57.5%	2.7
Engineering & technical	23 100.0%	2 8.4%	1 4.3%	15 66.6%	4 16.5%	- -	1 4.1%	3 12.7%	4 16.5%	18 79.3%	3.0
Executive recruitment / interim management	14 100.0%	1 6.8%	- -	13 93.2%	- -	- -	- -	1 6.8%	- -	14 100.0%	3.1
Health & social care	12 100.0%	1 8.1%	1 8.5%	6 50.6%	3 24.0%	1 8.8%	- -	2 16.6%	4 32.8%	8 67.2%	2.8
Hospitality	11 100.0%	- -	1 8.7%	9 82.6%	- -	- -	1 8.7%	1 8.7%	- -	10 91.3%	3.1
Industrial	17 100.0%	2 10.9%	2 10.7%	11 61.8%	1 5.6%	1 5.4%	1 5.7%	4 21.6%	2 11.0%	14 83.3%	3.2
Legal & HR	22 100.0%	1 4.4%	2 8.9%	15 68.4%	4 18.3%	- -	- -	3 13.3%	4 18.3%	18 81.7%	3.0
Life sciences	7 100.0%	1 13.9%	- -	5 70.0%	1 16.1%	- -	- -	1 13.9%	1 16.1%	6 83.9%	3.1
Marketing, media & creative	22 100.0%	2 8.9%	1 4.5%	18 82.2%	1 4.5%	- -	- -	3 13.3%	1 4.5%	21 95.5%	3.2
Office professionals	43 100.0%	1 2.2%	4 9.1%	31 72.5%	5 11.7%	1 2.2%	1 2.2%	5 11.3%	6 13.9%	36 83.9%	3.0
Sales & retail	15 100.0%	1 6.3%	1 6.1%	13 87.6%	- -	- -	- -	2 12.4%	- -	15 100.0%	3.2
Technology	14 100.0%	1 7.0%	1 8.3%	12 84.7%	- -	- -	- -	2 15.3%	- -	14 100.0%	3.2
Average (response based including bases)	269 100.0%	16 6.0%	21 7.9%	193 71.6%	27 10.1%	5 1.9%	7 2.5%	37 13.9%	32 12.0%	230 85.5%	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	June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
	a	b	c	d	e	f	g	*h	i	j	k	l	m	*n	
Significance Level: 95%															
Unweighted Total	277	141	103	33	70	96	53	69	16	42	48	72	157	252	25
Weighted Total	269	138	100	31	67	96	51	67	16	40	47	70	152	246	23
	100.0%	100.0%	100.0%	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) 16 6.0%	14 10.2%	2 1.9%	- -	11 17.0%	2 2.0%	3 5.6%	3 4.2%	- -	- -	1 2.0%	- -	15 9.9%	16 6.5%	- -
Slightly increase	(4) 21 7.9%	10 7.0%	12 11.6%	- -	2 2.8%	12 12.2%	2 3.8%	5 7.2%	3 18.2%	3 7.4%	2 4.2%	10 13.6%	10 6.5%	19 7.9%	2 8.3%
Stay the same	(3) 193 71.6%	100 72.6%	68 68.3%	24 78.0%	40 60.0%	77 80.1%	36 71.8%	46 69.6%	10 62.3%	29 74.0%	38 81.8%	47 67.5%	107 70.4%	172 70.1%	20 87.3%
Slightly decrease	(2) 27 10.1%	7 5.4%	16 16.3%	4 11.9%	7 10.2%	4 3.7%	9 17.0%	10 14.4%	1 5.9%	7 18.6%	5 10.0%	9 13.0%	13 8.9%	27 11.1%	- -
Greatly decrease	(1) 5 1.9%	1 .7%	1 1.0%	3 10.1%	2 2.9%	1 1.0%	1 1.9%	2 3.2%	1 7.5%	- -	1 2.0%	3 4.5%	1 .6%	4 1.6%	1 4.5%
Don't know	7 2.5%	6 4.1%	1 1.0%	- -	5 7.1%	1 .9%	- -	1 1.5%	1 6.1%	- -	- -	1 1.3%	6 3.7%	7 2.7%	- -
<b>NETS</b>															
Net: Increase	37 13.9%	24 17.3%	13 13.5%	- -	13 19.8%	14 14.2%	5 9.3%	8 11.4%	3 18.2%	3 7.4%	3 6.2%	10 13.6%	25 16.4%	35 14.4%	2 8.3%
Net: Decrease	32 12.0%	8 6.0%	17 17.2%	7 22.0%	9 13.1%	5 4.7%	10 18.8%	12 17.5%	2 13.4%	7 18.6%	6 12.0%	12 17.6%	14 9.5%	31 12.7%	1 4.5%
Net: Increase + Stay the same	230 85.5%	124 89.9%	81 81.8%	24 78.0%	53 79.8%	91 94.3%	41 81.2%	54 81.0%	13 80.5%	32 81.4%	41 88.0%	57 81.1%	132 86.8%	208 84.6%	22 95.5%
Mean score	3.1	3.2	3.0	2.7	3.2	3.1	2.9	2.9	3.0	2.9	2.9	2.9	3.2	3.1	3.0

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

## Jobs Outlook - Combined

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

### Accounting and financial services

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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total	31	12	16	3	10	9	6	9	3	3	3	8	20	29	2
Weighted Total	30	12	16	3	10	9	6	9	3	3	3	8	19	28	2
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	1	-	-	1	-	-	-	-	-	-	-	1	1	-
	3.1%	8.1%	-	-	9.9%	-	-	-	-	-	-	-	4.9%	3.3%	-
Slightly increase	(4)	2	-	-	1	-	-	1	1	-	-	1	1	2	-
	6.4%	16.4%	-	-	9.9%	-	-	11.2%	32.6%	-	-	12.4%	5.0%	6.8%	-
Stay the same	(3)	21	12	3	6	9	3	5	2	2	3	5	14	19	2
	70.8%	59.3%	74.3%	100.0%	59.9%	100.0%	49.3%	55.6%	67.4%	62.5%	100.0%	60.9%	70.2%	68.9%	100.0%
Slightly decrease	(2)	5	4	-	2	-	2	2	-	1	-	2	3	5	-
	16.5%	8.1%	25.7%	-	20.2%	-	34.1%	22.4%	-	37.5%	-	26.7%	15.0%	17.6%	-
Greatly decrease	(1)	1	-	-	-	-	1	1	-	-	-	-	1	1	-
	3.2%	8.1%	-	-	-	-	16.6%	10.9%	-	-	-	-	4.9%	3.4%	-
Don't know	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>NETS</b>															
Net: Increase	3	3	-	-	2	-	-	1	1	-	-	1	2	3	-
	9.5%	24.4%	-	-	19.9%	-	-	11.2%	32.6%	-	-	12.4%	9.9%	10.2%	-
Net: Decrease	6	2	4	-	2	-	3	3	-	1	-	2	4	6	-
	19.7%	16.2%	25.7%	-	20.2%	-	50.7%	33.3%	-	37.5%	-	26.7%	19.9%	20.9%	-
Net: Increase + Stay the same	24	10	12	3	8	9	3	6	3	2	3	6	16	22	2
	80.3%	83.8%	74.3%	100.0%	79.8%	100.0%	49.3%	66.7%	100.0%	62.5%	100.0%	73.3%	80.1%	79.1%	100.0%
Mean score	2.9	3.1	2.7	3.0	3.1	3.0	2.3	2.7	3.3	2.6	3.0	2.9	2.9	2.9	3.0

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

## Jobs Outlook - Combined

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

### Construction

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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total	16	7	5	4	3	7	2	4	2	2	5	4	7	13	3
Weighted Total	16	7	5	4	3	7	2	4	2	2	5	4	7	13	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	-
		6.1%	13.7%	-	34.1%	-	-	-	-	-	19.4%	-	-	7.5%	-
Slightly increase	(4)	2	1	-	-	1	-	1	1	-	1	1	-	1	1
		12.1%	13.5%	20.0%	-	13.4%	-	23.9%	44.9%	-	19.2%	23.9%	-	7.4%	32.5%
Stay the same	(3)	13	5	4	2	6	2	3	1	2	3	3	7	11	2
		81.8%	72.8%	80.0%	65.9%	86.6%	100.0%	76.1%	55.1%	100.0%	61.4%	76.1%	100.0%	85.0%	67.5%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>NETS</b>															
Net: Increase	3	2	1	-	1	1	-	1	1	-	2	1	-	2	1
	18.2%	27.2%	20.0%	-	34.1%	13.4%	-	23.9%	44.9%	-	38.6%	23.9%	-	15.0%	32.5%
Net: Decrease	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same	16	7	5	4	3	7	2	4	2	2	5	4	7	13	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	3.2	3.4	3.2	3.0	3.7	3.1	3.0	3.2	3.4	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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total	12	6	5	1	3	5	3	3	-	1	3	2	7	12	-
Weighted Total	11	6	5	1	3	5	3	3	-	1	3	2	6	11	-
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-	100.0%	100.0%	100.0%	100.0%	100.0%	-
Greatly increase	(5)	2	2	-	1	-	1	1	-	-	-	-	2	2	-
	16.5%	33.5%	-	-	33.6%	-	32.3%	32.3%	-	-	-	-	28.6%	16.5%	-
Slightly increase	(4)	3	1	2	1	2	-	-	-	-	1	-	2	3	-
	25.8%	17.2%	40.9%	-	33.9%	41.1%	-	-	-	-	34.3%	-	29.2%	25.8%	-
Stay the same	(3)	5	1	3	1	2	1	1	-	1	1	1	3	5	-
	40.9%	15.3%	59.1%	100.0%	32.6%	40.2%	32.7%	32.7%	-	100.0%	32.1%	51.1%	42.1%	40.9%	-
Slightly decrease	(2)	2	2	-	-	1	1	1	-	-	1	1	-	2	-
	16.7%	33.9%	-	-	-	18.7%	35.0%	35.0%	-	-	33.7%	48.9%	-	16.7%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>NETS</b>															
Net: Increase	5	3	2	-	2	2	1	1	-	-	1	-	4	5	-
	42.4%	50.7%	40.9%	-	67.4%	41.1%	32.3%	32.3%	-	-	34.3%	-	57.9%	42.4%	-
Net: Decrease	2	2	-	-	-	1	1	1	-	-	1	1	-	2	-
	16.7%	33.9%	-	-	-	18.7%	35.0%	35.0%	-	-	33.7%	48.9%	-	16.7%	-
Net: Increase + Stay the same	9	4	5	1	3	4	2	2	-	1	2	1	6	9	-
	83.3%	66.1%	100.0%	100.0%	100.0%	81.3%	65.0%	65.0%	-	100.0%	66.3%	51.1%	100.0%	83.3%	-
Mean score	3.4	3.5	3.4	3.0	4.0	3.2	3.3	3.3	-	3.0	3.0	2.5	3.9	3.4	-

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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total	14	9	4	1	4	4	3	4	1	2	-	4	10	14	-
Weighted Total	14	9	4	1	4	4	3	4	1	2	-	4	10	14	-
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-	100.0%	100.0%	100.0%	-
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	1	-	1	-	1	-	-	-	-	-	1	-	1	-
	7.0%	-	25.4%	-	-	23.3%	-	-	-	-	-	23.8%	-	7.0%	-
Stay the same	(3)	7	6	1	-	1	2	2	2	-	2	1	6	7	-
	50.5%	68.4%	24.7%	-	26.1%	54.8%	67.1%	47.4%	-	100.0%	-	23.8%	61.6%	50.5%	-
Slightly decrease	(2)	2	-	2	-	1	-	1	1	-	-	-	2	2	-
	13.8%	-	49.9%	-	25.1%	-	32.9%	23.2%	-	-	-	-	19.5%	13.8%	-
Greatly decrease	(1)	1	-	-	1	-	-	1	1	-	-	1	-	1	-
	8.5%	-	-	100.0%	-	-	-	29.4%	100.0%	-	-	29.1%	-	8.5%	-
Don't know		3	3	-	-	2	1	-	-	-	-	1	2	3	-
	20.2%	31.6%	-	-	48.8%	21.9%	-	-	-	-	-	23.3%	18.9%	20.2%	-
<b>NETS</b>															
Net: Increase		1	-	1	-	-	1	-	-	-	-	1	-	1	-
	7.0%	-	25.4%	-	-	23.3%	-	-	-	-	-	23.8%	-	7.0%	-
Net: Decrease		3	-	2	1	1	-	1	2	1	-	1	2	3	-
	22.3%	-	49.9%	100.0%	25.1%	-	32.9%	52.6%	100.0%	-	-	29.1%	19.5%	22.3%	-
Net: Increase + Stay the same		8	6	2	-	1	3	2	2	-	2	2	6	8	-
	57.5%	68.4%	50.1%	-	26.1%	78.1%	67.1%	47.4%	-	100.0%	-	47.6%	61.6%	57.5%	-
Mean score		2.7	3.0	2.8	1.0	2.5	3.3	2.7	2.2	1.0	3.0	-	2.6	2.8	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	June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Significance Level: 95%															
Unweighted Total	24	15	8	1	6	8	4	5	1	5	5	6	13	20	4
Weighted Total	23	14	8	1	6	8	4	5	1	5	5	6	13	19	4
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5) 8.4%	2 13.5%	- -	- -	1 16.5%	- -	1 24.9%	1 20.3%	- -	- -	- -	- -	2 15.4%	2 10.0%	- -
Slightly increase	(4) 4.3%	1 6.9%	- -	- -	- -	1 12.7%	- -	- -	- -	- -	- -	- -	1 7.8%	- -	1 27.0%
Stay the same	(3) 66.6%	9 60.8%	6 73.4%	1 100.0%	3 50.0%	6 75.8%	3 75.1%	4 79.7%	1 100.0%	3 58.1%	4 81.9%	4 65.6%	8 61.4%	13 65.4%	3 73.0%
Slightly decrease	(2) 16.5%	4 12.1%	2 26.6%	- -	1 16.9%	1 11.5%	- -	- -	- -	2 41.9%	1 18.1%	2 34.4%	1 7.7%	4 19.6%	- -
Greatly decrease	(1) -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Don't know	1 4.1%	1 6.7%	- -	- -	1 16.6%	- -	- -	- -	- -	- -	- -	- -	1 7.6%	1 4.9%	- -
<b>NETS</b>															
Net: Increase	3 12.7%	3 20.4%	- -	- -	1 16.5%	1 12.7%	1 24.9%	1 20.3%	- -	- -	- -	- -	3 23.3%	2 10.0%	1 27.0%
Net: Decrease	4 16.5%	2 12.1%	2 26.6%	- -	1 16.9%	1 11.5%	- -	- -	- -	2 41.9%	1 18.1%	2 34.4%	1 7.7%	4 19.6%	- -
Net: Increase + Stay the same	18 79.3%	12 81.2%	6 73.4%	1 100.0%	4 66.5%	7 88.5%	4 100.0%	5 100.0%	1 100.0%	3 58.1%	4 81.9%	4 65.6%	11 84.7%	15 75.4%	4 100.0%
Mean score	3.0	3.2	2.7	3.0	3.2	3.0	3.5	3.4	3.0	2.6	2.8	2.7	3.3	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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total	14	11	2	1	3	5	2	3	1	3	2	3	9	13	1
Weighted Total	14	11	2	1	3	5	2	3	1	3	2	3	9	13	1
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	1	1	-	1	-	-	-	-	-	-	-	1	1	-
		6.8%	8.5%	-	32.3%	-	-	-	-	-	-	-	10.4%	7.2%	-
Slightly increase	(4)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Stay the same	(3)	13	10	2	2	5	2	3	1	3	2	3	8	12	1
		93.2%	91.5%	100.0%	67.7%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	89.6%	92.8%	100.0%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>NETS</b>															
Net: Increase	1	1	-	-	1	-	-	-	-	-	-	-	1	1	-
	6.8%	8.5%	-	-	32.3%	-	-	-	-	-	-	-	10.4%	7.2%	-
Net: Decrease	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same	14	11	2	1	3	5	2	3	1	3	2	3	9	13	1
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Mean score	3.1	3.2	3.0	3.0	3.6	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.2	3.1	3.0

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

## Jobs Outlook - Combined

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

### Health & social care

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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Significance Level: 95%															
Unweighted Total	12	6	2	4	3	4	2	2	-	3	3	3	6	9	3
Weighted Total	12	6	2	4	3	4	2	2	-	3	3	3	6	9	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%
Greatly increase	(5)	1	1	-	1	-	-	-	-	-	-	-	1	1	-
		8.1%	15.9%	-	31.6%	-	-	-	-	-	-	-	15.8%	10.6%	-
Slightly increase	(4)	1	-	1	-	-	-	-	-	1	-	1	-	1	-
		8.5%	-	51.7%	-	-	-	-	-	36.7%	-	33.4%	-	11.2%	-
Stay the same	(3)	6	5	1	1	3	-	-	-	2	2	-	4	4	2
		50.6%	84.1%	48.3%	33.8%	77.9%	-	-	-	63.3%	65.4%	-	69.1%	46.5%	63.5%
Slightly decrease	(2)	3	-	-	3	1	2	2	-	-	1	1	1	3	-
		24.0%	-	-	73.1%	22.1%	100.0%	100.0%	-	-	34.6%	31.9%	15.2%	31.6%	-
Greatly decrease	(1)	1	-	-	1	-	-	-	-	-	-	1	-	-	1
		8.8%	-	-	34.6%	-	-	-	-	-	-	34.7%	-	-	36.5%
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>NETS</b>															
Net: Increase	2	1	1	-	1	-	-	-	-	1	-	1	1	2	-
	16.6%	15.9%	51.7%	-	31.6%	-	-	-	-	36.7%	-	33.4%	15.8%	21.8%	-
Net: Decrease	4	-	-	4	1	1	2	2	-	-	1	2	1	3	1
	32.8%	-	-	100.0%	34.6%	22.1%	100.0%	100.0%	-	-	34.6%	66.6%	15.2%	31.6%	36.5%
Net: Increase + Stay the same	8	6	2	-	2	3	-	-	-	3	2	1	5	6	2
	67.2%	100.0%	100.0%	-	65.4%	77.9%	-	-	-	100.0%	65.4%	33.4%	84.8%	68.4%	63.5%
Mean score	2.8	3.3	3.5	1.7	2.9	2.8	2.0	2.0	-	3.4	2.7	2.3	3.2	3.0	2.3

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

## Jobs Outlook - Combined

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

### Hospitality

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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total	11	3	6	2	2	2	2	3	1	4	3	2	6	9	2
Weighted Total	11	3	6	2	2	2	2	3	1	4	3	2	6	9	2
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	1	-	1	-	1	-	-	-	-	-	1	-	1	-
		8.7%	-	16.1%	-	46.3%	-	-	-	-	-	47.4%	-	10.6%	-
Stay the same	(3)	9	3	4	2	1	2	2	-	4	3	1	5	7	2
		82.6%	100.0%	67.8%	100.0%	53.7%	100.0%	66.3%	-	100.0%	100.0%	52.6%	84.1%	78.7%	100.0%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	1	-	1	-	-	-	-	1	1	-	-	-	1	1	-
		8.7%	-	16.1%	-	-	-	33.7%	100.0%	-	-	-	15.9%	10.6%	-
<b>NETS</b>															
Net: Increase	1	-	1	-	-	1	-	-	-	-	-	1	-	1	-
		8.7%	-	16.1%	-	46.3%	-	-	-	-	-	47.4%	-	10.6%	-
Net: Decrease	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same	10	3	5	2	2	2	2	2	-	4	3	2	5	8	2
		91.3%	100.0%	83.9%	100.0%	100.0%	100.0%	66.3%	-	100.0%	100.0%	100.0%	84.1%	89.4%	100.0%
Mean score	3.1	3.0	3.2	3.0	3.0	3.5	3.0	3.0	-	3.0	3.0	3.5	3.0	3.1	3.0

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

## Jobs Outlook - Combined

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

### Industrial

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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	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	7	2	6	5	6	6	-	1	4	5	9	18	-
Weighted Total	17	9	7	2	6	5	6	6	-	1	4	5	8	17	-
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-	100.0%	100.0%	100.0%	100.0%	100.0%	-
Greatly increase	(5)	2	-	-	1	-	1	1	-	-	-	-	2	2	-
	10.9%	21.5%	-	-	16.8%	-	15.8%	15.8%	-	-	-	-	22.3%	10.9%	-
Slightly increase	(4)	2	1	-	-	2	-	-	-	-	-	1	1	2	-
	10.7%	10.2%	14.4%	-	-	37.8%	-	-	-	-	-	17.9%	11.3%	10.7%	-
Stay the same	(3)	11	5	1	3	3	4	4	-	1	3	4	4	11	-
	61.8%	57.0%	71.2%	50.8%	49.5%	62.2%	67.7%	67.7%	-	100.0%	75.8%	82.1%	43.4%	61.8%	-
Slightly decrease	(2)	1	1	-	-	-	1	1	-	-	-	-	1	1	-
	5.6%	-	14.5%	-	-	-	16.5%	16.5%	-	-	-	-	11.4%	5.6%	-
Greatly decrease	(1)	1	-	1	1	-	-	-	-	-	1	-	-	1	-
	5.4%	-	-	49.2%	16.4%	-	-	-	-	-	24.2%	-	-	5.4%	-
Don't know	1	1	-	-	1	-	-	-	-	-	-	-	1	1	-
	5.7%	11.3%	-	-	17.3%	-	-	-	-	-	-	-	11.6%	5.7%	-
<b>NETS</b>															
Net: Increase	4	3	1	-	1	2	1	1	-	-	-	1	3	4	-
	21.6%	31.7%	14.4%	-	16.8%	37.8%	15.8%	15.8%	-	-	-	17.9%	33.6%	21.6%	-
Net: Decrease	2	-	1	1	1	-	1	1	-	-	1	-	1	2	-
	11.0%	-	14.5%	49.2%	16.4%	-	16.5%	16.5%	-	-	24.2%	-	11.4%	11.0%	-
Net: Increase + Stay the same	14	8	6	1	4	5	5	5	-	1	3	5	6	14	-
	83.3%	88.7%	85.5%	50.8%	66.3%	100.0%	83.5%	83.5%	-	100.0%	75.8%	100.0%	77.0%	83.3%	-
Mean score	3.2	3.6	3.0	2.0	3.0	3.4	3.2	3.2	-	3.0	2.5	3.2	3.5	3.2	-

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

## Jobs Outlook - Combined

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

### Legal & HR

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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Significance Level: 95%															
Unweighted Total	22	13	7	2	6	8	4	5	1	3	2	7	13	20	2
Weighted Total	22	13	7	2	6	8	4	5	1	3	2	7	13	20	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	-
		4.4%	7.3%	-	16.5%	-	-	-	-	-	-	-	7.5%	4.8%	-
Slightly increase	(4)	2	1	1	-	1	-	-	-	1	-	1	1	2	-
		8.9%	7.5%	14.1%	-	11.9%	-	-	-	33.2%	-	13.8%	7.7%	9.8%	-
Stay the same	(3)	15	9	4	2	4	7	2	3	1	1	5	9	13	2
		68.4%	70.6%	55.7%	100.0%	66.5%	88.1%	51.0%	60.8%	100.0%	29.3%	51.6%	70.7%	69.7%	100.0%
Slightly decrease	(2)	4	2	2	-	1	-	2	2	-	1	1	2	4	-
		18.3%	14.7%	30.1%	-	17.0%	-	49.0%	39.2%	-	48.4%	15.6%	15.2%	20.0%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>NETS</b>															
Net: Increase	3	2	1	-	1	1	-	-	-	1	-	1	2	3	-
	13.3%	14.8%	14.1%	-	16.5%	11.9%	-	-	-	33.2%	-	13.8%	15.1%	14.5%	-
Net: Decrease	4	2	2	-	1	-	2	2	-	1	1	1	2	4	-
	18.3%	14.7%	30.1%	-	17.0%	-	49.0%	39.2%	-	37.5%	48.4%	15.6%	15.2%	20.0%	-
Net: Increase + Stay the same	18	11	5	2	5	8	2	3	1	2	1	6	11	16	2
	81.7%	85.3%	69.9%	100.0%	83.0%	100.0%	51.0%	60.8%	100.0%	62.5%	51.6%	84.4%	84.8%	80.0%	100.0%
Mean score	3.0	3.1	2.8	3.0	3.2	3.1	2.5	2.6	3.0	3.0	2.5	3.0	3.1	3.0	3.0

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

## Jobs Outlook - Combined

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

### Life sciences

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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Significance Level: 95%															
Unweighted Total	7	4	2	1	1	1	2	2	-	3	2	3	2	7	-
Weighted Total	7	4	2	1	1	1	2	2	-	3	2	3	2	7	-
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-	100.0%	100.0%	100.0%	100.0%	100.0%	-
Greatly increase	(5)	1	1	-	1	-	-	-	-	-	-	-	1	1	-
		13.9%	25.0%	-	100.0%	-	-	-	-	-	-	-	52.6%	13.9%	-
Slightly increase	(4)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Stay the same	(3)	5	3	1	-	1	2	2	-	2	2	2	1	5	-
		70.0%	75.0%	47.0%	-	100.0%	100.0%	100.0%	-	62.5%	100.0%	63.9%	47.4%	70.0%	-
Slightly decrease	(2)	1	-	1	-	-	-	-	-	1	-	1	-	1	-
		16.1%	-	53.0%	-	-	-	-	-	37.5%	-	36.1%	-	16.1%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>NETS</b>															
Net: Increase	1	1	-	-	1	-	-	-	-	-	-	-	1	1	-
		13.9%	25.0%	-	100.0%	-	-	-	-	-	-	-	52.6%	13.9%	-
Net: Decrease	1	-	1	-	-	-	-	-	-	1	-	1	-	1	-
		16.1%	-	53.0%	-	-	-	-	-	37.5%	-	36.1%	-	16.1%	-
Net: Increase + Stay the same	6	4	1	1	1	1	2	2	-	2	2	2	2	6	-
		83.9%	100.0%	47.0%	100.0%	100.0%	100.0%	100.0%	-	62.5%	100.0%	63.9%	100.0%	83.9%	-
Mean score	3.1	3.5	2.5	3.0	5.0	3.0	3.0	3.0	-	2.6	3.0	2.6	4.1	3.1	-

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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Significance Level: 95%															
Unweighted Total	22	11	8	3	6	10	3	4	1	2	3	6	13	20	2
Weighted Total	22	11	8	3	6	10	3	4	1	2	3	6	13	20	2
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	2	1	1	-	1	1	-	-	-	-	-	2	2	-
		8.9%	8.5%	12.5%	-	16.3%	9.6%	-	-	-	-	-	14.8%	9.7%	-
Slightly increase	(4)	1	-	1	-	1	-	-	-	-	-	1	-	1	-
		4.5%	-	12.5%	-	9.6%	-	-	-	-	-	17.0%	-	4.9%	-
Stay the same	(3)	18	10	5	3	4	8	3	4	1	2	3	5	10	2
		82.2%	91.5%	62.5%	100.0%	66.9%	80.9%	100.0%	100.0%	100.0%	100.0%	83.0%	77.6%	80.5%	100.0%
Slightly decrease	(2)	1	-	1	-	1	-	-	-	-	-	-	1	1	-
		4.5%	-	12.5%	-	16.8%	-	-	-	-	-	-	7.5%	4.9%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>NETS</b>															
Net: Increase	3	1	2	-	1	2	-	-	-	-	-	1	2	3	-
	13.3%	8.5%	24.9%	-	16.3%	19.1%	-	-	-	-	-	17.0%	14.8%	14.6%	-
Net: Decrease	1	-	1	-	1	-	-	-	-	-	-	-	1	1	-
	4.5%	-	12.5%	-	16.8%	-	-	-	-	-	-	-	7.5%	4.9%	-
Net: Increase + Stay the same	21	11	7	3	5	10	3	4	1	2	3	6	12	19	2
	95.5%	100.0%	87.5%	100.0%	83.2%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	92.5%	95.1%	100.0%
Mean score	3.2	3.2	3.2	3.0	3.2	3.3	3.0	3.0	3.0	3.0	3.0	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\_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	June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	*n
Significance Level: 95%															
Unweighted Total	44	23	16	5	9	15	9	13	4	7	7	12	25	41	3
Weighted Total	43	23	15	5	9	15	9	12	4	7	7	12	24	40	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	-
		2.2%	4.2%	-	11.0%	-	-	-	-	-	-	-	3.9%	2.4%	-
Slightly increase	(4)	4	2	2	-	1	1	2	1	1	-	1	3	4	-
		9.1%	8.7%	12.5%	-	6.5%	11.7%	15.9%	25.2%	14.1%	-	8.2%	12.1%	9.7%	-
Stay the same	(3)	31	18	9	4	6	12	8	9	2	4	6	9	16	3
		72.5%	78.7%	61.1%	80.5%	66.7%	81.0%	88.3%	76.5%	50.3%	54.3%	86.2%	74.3%	67.8%	100.0%
Slightly decrease	(2)	5	1	3	1	1	-	1	1	2	1	1	3	5	-
		11.7%	4.2%	20.3%	19.5%	11.3%	6.1%	-	7.6%	24.5%	31.6%	13.8%	9.3%	12.3%	-
Greatly decrease	(1)	1	-	1	-	-	1	-	-	-	-	-	1	-	-
		2.2%	-	6.2%	-	-	6.4%	-	-	-	-	-	8.1%	-	-
Don't know		1	1	-	1	-	-	-	-	-	-	-	1	1	-
		2.2%	4.2%	-	11.0%	-	-	-	-	-	-	-	3.9%	2.4%	-
<b>NETS</b>															
Net: Increase		5	3	2	-	1	1	1	2	1	-	1	4	5	-
		11.3%	12.9%	12.5%	-	11.0%	6.5%	11.7%	15.9%	25.2%	-	8.2%	16.1%	12.1%	-
Net: Decrease		6	1	4	1	1	2	-	1	1	2	1	2	3	-
		13.9%	4.2%	26.4%	19.5%	11.3%	12.5%	-	7.6%	24.5%	31.6%	13.8%	17.4%	12.3%	-
Net: Increase + Stay the same		36	21	11	4	7	13	9	11	3	5	6	10	20	3
		83.9%	91.6%	73.6%	80.5%	77.7%	87.5%	100.0%	92.4%	75.5%	68.4%	86.2%	82.6%	83.8%	100.0%
Mean score		3.0	3.1	2.8	2.8	3.1	2.9	3.1	3.1	3.0	2.8	2.9	2.8	3.1	3.0

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

## Jobs Outlook - Combined

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

### Sales & retail

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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total	16	6	8	2	5	5	3	4	1	2	4	4	8	14	2
Weighted Total	15	6	8	2	5	5	3	4	1	2	4	4	7	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%	16.9%	-	20.1%	-	-	-	-	-	-	-	12.8%	7.1%	-
Slightly increase	(4)	1	-	1	-	-	1	1	-	-	-	1	-	1	-
		6.1%	-	12.0%	-	-	32.1%	24.1%	-	-	-	24.4%	-	6.9%	-
Stay the same	(3)	13	5	7	2	4	5	2	3	1	2	3	6	11	2
		87.6%	83.1%	88.0%	100.0%	79.9%	100.0%	67.9%	75.9%	100.0%	100.0%	75.6%	87.2%	85.9%	100.0%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>NETS</b>															
Net: Increase	2	1	1	-	1	-	1	1	-	-	-	1	1	2	-
		12.4%	16.9%	-	20.1%	-	32.1%	24.1%	-	-	-	24.4%	12.8%	14.1%	-
Net: Decrease	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same	15	6	8	2	5	5	3	4	1	2	4	4	7	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%
Mean score	3.2	3.3	3.1	3.0	3.4	3.0	3.3	3.2	3.0	3.0	3.0	3.2	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

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

### Technology

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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Significance Level: 95%															
Unweighted Total	14	6	7	1	3	8	2	2	-	1	2	3	9	13	1
Weighted Total	14	6	7	1	3	8	2	2	-	1	2	3	9	13	1
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	1	-	1	-	1	-	-	-	-	-	-	1	1	-
		7.0%	-	14.3%	-	11.7%	-	-	-	-	-	-	10.7%	7.5%	-
Slightly increase	(4)	1	1	-	-	1	-	-	-	-	-	-	1	1	-
		8.3%	18.5%	-	-	13.9%	-	-	-	-	-	-	12.7%	8.9%	-
Stay the same	(3)	12	5	6	3	6	2	2	-	1	2	3	7	11	1
		84.7%	81.5%	85.7%	100.0%	74.3%	100.0%	100.0%	-	100.0%	100.0%	100.0%	76.6%	83.7%	100.0%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>NETS</b>															
Net: Increase	2	1	1	-	-	2	-	-	-	-	-	-	2	2	-
	15.3%	18.5%	14.3%	-	-	25.7%	-	-	-	-	-	-	23.4%	16.3%	-
Net: Decrease	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same	14	6	7	1	3	8	2	2	-	1	2	3	9	13	1
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Mean score	3.2	3.2	3.3	3.0	3.0	3.4	3.0	3.0	-	3.0	3.0	3.0	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

**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	30 100.0%	- -	3 9.5%	23 77.1%	3 10.2%	- -	1 3.2%	3 9.5%	3 10.2%	26 86.6%	3.0
Construction	16 100.0%	- -	5 31.6%	11 68.4%	- -	- -	- -	5 31.6%	- -	16 100.0%	3.3
Drivers	11 100.0%	1 8.1%	3 25.3%	5 41.3%	3 25.3%	- -	- -	4 33.4%	3 25.3%	8 74.7%	3.2
Education	14 100.0%	- -	1 7.0%	8 59.1%	2 13.8%	- -	3 20.2%	1 7.0%	2 13.8%	9 66.1%	2.9
Engineering & technical	23 100.0%	1 4.3%	4 16.7%	13 54.4%	5 20.3%	- -	1 4.2%	5 21.1%	5 20.3%	17 75.5%	3.1
Executive recruitment / interim management	14 100.0%	- -	4 27.6%	10 72.4%	- -	- -	- -	4 27.6%	- -	14 100.0%	3.3
Health & social care	12 100.0%	- -	3 24.7%	5 43.2%	3 23.3%	1 8.8%	- -	3 24.7%	4 32.1%	8 67.9%	2.8
Hospitality	11 100.0%	- -	1 8.7%	10 91.3%	- -	- -	- -	1 8.7%	- -	11 100.0%	3.1
Industrial	17 100.0%	2 11.4%	3 16.2%	11 66.7%	- -	- -	1 5.7%	5 27.6%	- -	16 94.3%	3.4
Legal & HR	22 100.0%	1 4.4%	3 13.3%	16 72.7%	2 9.5%	- -	- -	4 17.7%	2 9.5%	20 90.5%	3.1
Life sciences	7 100.0%	- -	1 13.9%	5 70.0%	1 16.1%	- -	- -	1 13.9%	1 16.1%	6 83.9%	3.0
Marketing, media & creative	22 100.0%	1 4.5%	2 8.9%	17 77.7%	1 4.5%	- -	1 4.5%	3 13.3%	1 4.5%	20 91.0%	3.1
Office professionals	43 100.0%	- -	6 14.0%	31 72.4%	3 7.0%	1 2.2%	2 4.5%	6 14.0%	4 9.2%	37 86.3%	3.0
Sales & retail	15 100.0%	- -	1 6.3%	13 87.6%	1 6.1%	- -	- -	1 6.3%	1 6.1%	14 93.9%	3.0
Technology	14 100.0%	1 7.0%	- -	12 86.1%	- -	- -	1 7.0%	1 7.0%	- -	13 93.0%	3.1
Average (response based including bases)	269 100.0%	7 2.5%	39 14.3%	189 70.3%	23 8.6%	2 .7%	10 3.5%	45 16.8%	25 9.4%	234 87.1%	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	June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public	
	a	b	c	d	e	f	g	*h	i	j	k	l	m	*n		
Significance Level: 95%																
Unweighted Total	277	141	103	33	70	96	53	69	16	42	48	72	157	252	25	
Weighted Total	269	138	100	31	67	96	51	67	16	40	47	70	152	246	23	
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
Greatly increase	(5)	7	5	2	-	2	5	5	-	-	-	1	6	7	-	
		2.5%	3.5%	1.9%	-	2.0%	9.4%	7.2%	-	-	-	1.5%	3.7%	2.7%	-	
						dei	d									
Slightly increase	(4)	39	27	9	3	12	11	4	8	4	8	4	13	21	37	2
		14.3%	19.4%	8.7%	9.7%	18.4%	11.1%	7.5%	11.8%	25.5%	19.5%	8.9%	19.2%	13.8%	14.9%	8.3%
			b													
Stay the same	(3)	189	97	68	24	44	72	37	49	12	24	38	44	107	171	19
		70.3%	69.8%	68.4%	78.1%	65.6%	75.2%	73.6%	73.8%	74.5%	60.2%	81.5%	63.5%	69.9%	69.4%	79.8%
											k					
Slightly decrease	(2)	23	5	15	3	6	5	5	5	-	8	5	8	11	21	2
		8.6%	3.9%	15.2%	8.9%	8.7%	4.7%	9.4%	7.2%	-	20.3%	9.7%	11.6%	6.9%	8.7%	7.5%
			a								eg					
Greatly decrease	(1)	2	-	1	1	1	1	-	-	-	-	-	2	-	1	1
		.7%	-	1.0%	3.3%	1.5%	1.0%	-	-	-	-	-	2.8%	-	.4%	4.5%
				a									l			
Don't know		10	5	5	-	4	6	-	-	-	-	-	1	9	10	-
		3.5%	3.4%	4.9%	-	5.7%	6.0%	-	-	-	-	-	1.3%	5.6%	3.9%	-
						g	g									
<b>NETS</b>																
Net: Increase		45	32	11	3	12	13	9	13	4	8	4	14	27	43	2
		16.8%	22.9%	10.6%	9.7%	18.4%	13.1%	16.9%	19.0%	25.5%	19.5%	8.9%	20.6%	17.5%	17.6%	8.3%
			b													
Net: Decrease		25	5	16	4	7	6	5	5	-	8	5	10	11	22	3
		9.4%	3.9%	16.1%	12.2%	10.3%	5.7%	9.4%	7.2%	-	20.3%	9.7%	14.5%	6.9%	9.1%	11.9%
			a								eg					
Net: Increase + Stay the same		234	128	79	27	56	85	46	62	16	32	42	59	133	214	20
		87.1%	92.7%	79.0%	87.8%	84.0%	88.3%	90.6%	92.8%	100.0%	79.7%	90.3%	84.2%	87.4%	87.0%	88.1%
			b						i							
Mean score		3.1	3.2	3.0	2.9	3.1	3.1	3.2	3.2	3.3	3.0	3.0	3.0	3.2	3.1	2.9
			bc													

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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Significance Level: 95%															
Unweighted Total	31	12	16	3	10	9	6	9	3	3	3	8	20	29	2
Weighted Total	30	12	16	3	10	9	6	9	3	3	3	8	19	28	2
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	3	3	-	1	-	1	2	1	-	-	-	3	3	-
	9.5%	24.4%	-	-	9.9%	-	16.6%	22.1%	32.6%	-	-	-	14.8%	10.2%	-
Stay the same	(3)	23	9	12	3	8	8	4	6	2	2	3	7	14	21
	77.1%	75.6%	74.2%	100.0%	79.9%	89.1%	66.0%	66.5%	67.4%	62.5%	100.0%	85.7%	70.1%	75.6%	100.0%
Slightly decrease	(2)	3	-	3	-	1	-	1	1	-	1	-	1	2	3
	10.2%	-	19.6%	-	10.2%	-	17.4%	11.4%	-	37.5%	-	14.3%	10.1%	10.8%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	1	-	1	-	-	1	-	-	-	-	-	-	1	1	-
	3.2%	-	6.2%	-	-	10.9%	-	-	-	-	-	-	5.0%	3.4%	-
<b>NETS</b>															
Net: Increase	3	3	-	-	1	-	1	2	1	-	-	-	3	3	-
	9.5%	24.4%	-	-	9.9%	-	16.6%	22.1%	32.6%	-	-	-	14.8%	10.2%	-
Net: Decrease	3	-	3	-	1	-	1	1	-	1	-	1	2	3	-
	10.2%	-	19.6%	-	10.2%	-	17.4%	11.4%	-	37.5%	-	14.3%	10.1%	10.8%	-
Net: Increase + Stay the same	26	12	12	3	9	8	5	8	3	2	3	7	16	24	2
	86.6%	100.0%	74.2%	100.0%	89.8%	89.1%	82.6%	88.6%	100.0%	62.5%	100.0%	85.7%	84.9%	85.8%	100.0%
Mean score	3.0	3.2	2.8	3.0	3.0	3.0	3.0	3.1	3.3	2.6	3.0	2.9	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\_2. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next four to twelve months?**

### Construction

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

	Total	WAVE			REGION						SIZE			SECTOR		
		June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public	
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n	
Unweighted Total	16	7	5	4	3	7	2	4	2	2	5	4	7	13	3	
Weighted Total	16	7	5	4	3	7	2	4	2	2	5	4	7	13	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	1	2	-	1	1	3	2	1	3	2	-	4	1
	31.6%	27.4%	20.0%	53.0%	-	13.4%	49.7%	76.5%	100.0%	53.2%	61.3%	48.5%	-	31.4%	32.5%	
Stay the same	(3)	11	5	4	2	3	6	1	1	-	1	2	2	7	9	2
	68.4%	72.6%	80.0%	47.0%	100.0%	86.6%	50.3%	23.5%	-	46.8%	38.7%	51.5%	100.0%	68.6%	67.5%	
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<b>NETS</b>																
Net: Increase	5	2	1	2	-	1	1	3	2	1	3	2	-	4	1	
	31.6%	27.4%	20.0%	53.0%	-	13.4%	49.7%	76.5%	100.0%	53.2%	61.3%	48.5%	-	31.4%	32.5%	
Net: Decrease	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Net: Increase + Stay the same	16	7	5	4	3	7	2	4	2	2	5	4	7	13	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	3.2	3.5	3.0	3.1	3.5	3.8	4.0	3.5	3.6	3.5	3.0	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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Significance Level: 95%															
Unweighted Total	12	6	5	1	3	5	3	3	-	1	3	2	7	12	-
Weighted Total	11	6	5	1	3	5	3	3	-	1	3	2	6	11	-
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-	100.0%	100.0%	100.0%	100.0%	100.0%	-
Greatly increase	(5)	1	1	-	-	-	1	1	-	-	-	-	1	1	-
		8.1%	16.5%	-	-	-	32.3%	32.3%	-	-	-	-	14.1%	8.1%	-
Slightly increase	(4)	3	2	1	2	1	-	-	-	-	-	-	3	3	-
		25.3%	34.2%	19.8%	67.4%	19.9%	-	-	-	-	-	-	43.8%	25.3%	-
Stay the same	(3)	5	1	3	1	2	1	1	-	1	2	1	2	5	-
		41.3%	15.3%	60.0%	32.6%	41.1%	32.7%	32.7%	-	100.0%	66.3%	51.1%	27.2%	41.3%	-
Slightly decrease	(2)	3	2	1	-	2	1	1	-	-	1	1	1	3	-
		25.3%	33.9%	20.2%	-	39.0%	35.0%	35.0%	-	-	33.7%	48.9%	14.9%	25.3%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>NETS</b>															
Net: Increase	4	3	1	-	2	1	1	1	-	-	-	-	4	4	-
		33.4%	50.7%	19.8%	67.4%	19.9%	32.3%	32.3%	-	-	-	-	57.9%	33.4%	-
Net: Decrease	3	2	1	-	-	2	1	1	-	-	1	1	1	3	-
		25.3%	33.9%	20.2%	-	39.0%	35.0%	35.0%	-	-	33.7%	48.9%	14.9%	25.3%	-
Net: Increase + Stay the same	8	4	4	1	3	3	2	2	-	1	2	1	6	8	-
		74.7%	66.1%	79.8%	100.0%	61.0%	65.0%	65.0%	-	100.0%	66.3%	51.1%	85.1%	74.7%	-
Mean score	3.2	3.3	3.0	3.0	3.7	2.8	3.3	3.3	-	3.0	2.7	2.5	3.6	3.2	-

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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Significance Level: 95%															
Unweighted Total	14	9	4	1	4	4	3	4	1	2	-	4	10	14	-
Weighted Total	14	9	4	1	4	4	3	4	1	2	-	4	10	14	-
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-	100.0%	100.0%	100.0%	-
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	1	-	1	-	1	-	-	-	-	-	1	-	1	-
		7.0%	-	25.4%	-	23.3%	-	-	-	-	-	23.8%	-	7.0%	-
Stay the same	(3)	8	6	1	1	2	2	3	1	2	-	2	6	8	-
		59.1%	68.4%	24.7%	26.1%	54.8%	67.1%	76.8%	100.0%	100.0%	-	52.9%	61.6%	59.1%	-
Slightly decrease	(2)	2	-	2	1	-	1	1	-	-	-	-	2	2	-
		13.8%	-	49.9%	25.1%	-	32.9%	23.2%	-	-	-	-	19.5%	13.8%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		3	3	-	2	1	-	-	-	-	-	1	2	3	-
		20.2%	31.6%	-	48.8%	21.9%	-	-	-	-	-	23.3%	18.9%	20.2%	-
<b>NETS</b>															
Net: Increase		1	-	1	-	1	-	-	-	-	-	1	-	1	-
		7.0%	-	25.4%	-	23.3%	-	-	-	-	-	23.8%	-	7.0%	-
Net: Decrease		2	-	2	1	-	1	1	-	-	-	-	2	2	-
		13.8%	-	49.9%	25.1%	-	32.9%	23.2%	-	-	-	-	19.5%	13.8%	-
Net: Increase + Stay the same		9	6	2	1	3	2	3	1	2	-	3	6	9	-
		66.1%	68.4%	50.1%	26.1%	78.1%	67.1%	76.8%	100.0%	100.0%	-	76.7%	61.6%	66.1%	-
Mean score		2.9	3.0	2.8	3.0	2.5	3.3	2.7	2.8	3.0	3.0	-	3.3	2.8	2.9

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

## Jobs Outlook - Combined

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

### Engineering & technical

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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Significance Level: 95%															
Unweighted Total	24	15	8	1	6	8	4	5	1	5	5	6	13	20	4
Weighted Total	23	14	8	1	6	8	4	5	1	5	5	6	13	19	4
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5) 4.3%	1 6.9%	- -	- -	- -	- -	1 24.9%	1 20.3%	- -	- -	- -	- -	1 7.9%	1 5.1%	- -
Slightly increase	(4) 16.7%	4 26.9%	- -	- -	2 33.1%	1 12.7%	- -	- -	- -	1 20.9%	- -	1 16.8%	3 22.9%	3 14.8%	1 27.0%
Stay the same	(3) 54.4%	7 48.0%	5 61.0%	1 100.0%	3 50.0%	5 63.4%	3 75.1%	4 79.7%	1 100.0%	1 18.4%	3 63.3%	3 48.8%	7 53.7%	11 55.4%	2 49.2%
Slightly decrease	(2) 20.3%	5 20.3%	3 18.2%	2 26.6%	- -	1 16.9%	1 11.5%	- -	- -	3 60.7%	2 36.7%	2 34.4%	1 7.7%	4 19.6%	1 23.8%
Greatly decrease	(1) -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Don't know	1 4.2%	- -	1 12.5%	- -	- -	1 12.5%	- -	- -	- -	- -	- -	- -	1 7.7%	1 5.0%	- -
<b>NETS</b>															
Net: Increase	5 21.1%	5 33.8%	- -	- -	2 33.1%	1 12.7%	1 24.9%	1 20.3%	- -	1 20.9%	- -	1 16.8%	4 30.8%	4 19.9%	1 27.0%
Net: Decrease	5 20.3%	3 18.2%	2 26.6%	- -	1 16.9%	1 11.5%	- -	- -	- -	3 60.7%	2 36.7%	2 34.4%	1 7.7%	4 19.6%	1 23.8%
Net: Increase + Stay the same	17 75.5%	12 81.8%	5 61.0%	1 100.0%	5 83.1%	6 76.1%	4 100.0%	5 100.0%	1 100.0%	2 39.3%	3 63.3%	4 65.6%	11 84.6%	15 75.4%	3 76.2%
Mean score	3.1	3.2	2.7	3.0	3.2	3.0	3.5	3.4	3.0	2.6	2.6	2.8	3.3	3.1	3.0

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

## Jobs Outlook - Combined

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

### Executive recruitment / interim management

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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total	14	11	2	1	3	5	2	3	1	3	2	3	9	13	1
Weighted Total	14	11	2	1	3	5	2	3	1	3	2	3	9	13	1
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	4	4	-	1	-	-	1	1	2	-	2	2	4	-
	27.6%	34.7%	-	-	32.3%	-	-	33.1%	100.0%	69.4%	-	67.9%	21.0%	29.5%	-
Stay the same	(3)	10	7	2	2	5	2	2	-	1	2	1	7	9	1
	72.4%	65.3%	100.0%	100.0%	67.7%	100.0%	100.0%	66.9%	-	30.6%	100.0%	32.1%	79.0%	70.5%	100.0%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>NETS</b>															
Net: Increase	4	4	-	-	1	-	-	1	1	2	-	2	2	4	-
	27.6%	34.7%	-	-	32.3%	-	-	33.1%	100.0%	69.4%	-	67.9%	21.0%	29.5%	-
Net: Decrease	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same	14	11	2	1	3	5	2	3	1	3	2	3	9	13	1
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Mean score	3.3	3.3	3.0	3.0	3.3	3.0	3.0	3.3	4.0	3.7	3.0	3.7	3.2	3.3	3.0

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

## Jobs Outlook - Combined

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

### Health & social care

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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Significance Level: 95%															
Unweighted Total	12	6	2	4	3	4	2	2	-	3	3	3	6	9	3
Weighted Total	12	6	2	4	3	4	2	2	-	3	3	3	6	9	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%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	3	1	1	1	-	1	1	-	1	-	2	1	3	-
	24.7%	15.9%	51.7%	24.8%	31.6%	-	50.0%	50.0%	-	36.7%	-	65.3%	15.8%	32.6%	-
Stay the same	(3)	5	4	1	1	3	-	-	-	1	1	-	4	4	1
	43.2%	69.5%	48.3%	-	33.8%	77.9%	-	-	-	31.3%	33.9%	-	69.1%	46.5%	32.9%
Slightly decrease	(2)	3	1	-	-	1	1	1	-	1	2	-	1	2	1
	23.3%	14.6%	-	48.3%	-	22.1%	50.0%	50.0%	-	32.0%	66.1%	-	15.2%	20.9%	30.6%
Greatly decrease	(1)	1	-	-	1	-	-	-	-	-	-	1	-	-	1
	8.8%	-	-	26.9%	34.6%	-	-	-	-	-	-	34.7%	-	-	36.5%
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>NETS</b>															
Net: Increase	3	1	1	1	1	-	1	1	-	1	-	2	1	3	-
	24.7%	15.9%	51.7%	24.8%	31.6%	-	50.0%	50.0%	-	36.7%	-	65.3%	15.8%	32.6%	-
Net: Decrease	4	1	-	3	1	1	1	1	-	1	2	1	1	2	2
	32.1%	14.6%	-	75.2%	34.6%	22.1%	50.0%	50.0%	-	32.0%	66.1%	34.7%	15.2%	20.9%	67.1%
Net: Increase + Stay the same	8	5	2	1	2	3	1	1	-	2	1	2	5	7	1
	67.9%	85.4%	100.0%	24.8%	65.4%	77.9%	50.0%	50.0%	-	68.0%	33.9%	65.3%	84.8%	79.1%	32.9%
Mean score	2.8	3.0	3.5	2.2	2.6	2.8	3.0	3.0	-	3.0	2.3	3.0	3.0	3.1	2.0

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

## Jobs Outlook - Combined

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

### Hospitality

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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total	11	3	6	2	2	2	2	3	1	4	3	2	6	9	2
Weighted Total	11	3	6	2	2	2	2	3	1	4	3	2	6	9	2
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	1	-	1	-	1	-	-	-	-	-	1	-	1	-
	8.7%	-	16.1%	-	-	46.3%	-	-	-	-	-	47.4%	-	10.6%	-
Stay the same	(3)	10	3	5	2	1	2	3	1	4	3	1	6	8	2
	91.3%	100.0%	83.9%	100.0%	100.0%	53.7%	100.0%	100.0%	100.0%	100.0%	100.0%	52.6%	100.0%	89.4%	100.0%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>NETS</b>															
Net: Increase	1	-	1	-	-	1	-	-	-	-	-	1	-	1	-
	8.7%	-	16.1%	-	-	46.3%	-	-	-	-	-	47.4%	-	10.6%	-
Net: Decrease	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same	11	3	6	2	2	2	2	3	1	4	3	2	6	9	2
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Mean score	3.1	3.0	3.2	3.0	3.0	3.5	3.0	3.0	3.0	3.0	3.0	3.5	3.0	3.1	3.0

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

## Jobs Outlook - Combined

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

### Industrial

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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	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	7	2	6	5	6	6	-	1	4	5	9	18	-
Weighted Total	17	9	7	2	6	5	6	6	-	1	4	5	8	17	-
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-	100.0%	100.0%	100.0%	100.0%	100.0%	-
Greatly increase	(5)	2	-	-	-	-	2	2	-	-	-	1	1	2	-
	11.4%	22.5%	-	-	-	-	33.6%	33.6%	-	-	-	20.8%	11.0%	11.4%	-
Slightly increase	(4)	3	1	-	1	2	-	-	-	-	-	1	2	3	-
	16.2%	21.1%	14.4%	-	16.8%	37.8%	-	-	-	-	-	17.9%	22.6%	16.2%	-
Stay the same	(3)	11	6	2	4	3	4	4	-	1	4	3	5	11	-
	66.7%	45.1%	85.6%	100.0%	65.9%	62.2%	66.4%	66.4%	-	100.0%	100.0%	61.3%	54.8%	66.7%	-
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	1	1	-	-	1	-	-	-	-	-	-	-	1	1	-
	5.7%	11.3%	-	-	17.3%	-	-	-	-	-	-	-	11.6%	5.7%	-
<b>NETS</b>															
Net: Increase	5	4	1	-	1	2	2	2	-	-	-	2	3	5	-
	27.6%	43.6%	14.4%	-	16.8%	37.8%	33.6%	33.6%	-	-	-	38.7%	33.6%	27.6%	-
Net: Decrease	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same	16	8	7	2	5	5	6	6	-	1	4	5	7	16	-
	94.3%	88.7%	100.0%	100.0%	82.7%	100.0%	100.0%	100.0%	-	100.0%	100.0%	100.0%	88.4%	94.3%	-
Mean score	3.4	3.7	3.1	3.0	3.2	3.4	3.7	3.7	-	3.0	3.0	3.6	3.5	3.4	-

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

## Jobs Outlook - Combined

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

### Legal & HR

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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Significance Level: 95%															
Unweighted Total	22	13	7	2	6	8	4	5	1	3	2	7	13	20	2
Weighted Total	22	13	7	2	6	8	4	5	1	3	2	7	13	20	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	-
		4.4%	7.3%	-	-	-	24.5%	19.6%	-	-	-	-	7.5%	4.8%	-
Slightly increase	(4)	3	2	1	1	1	-	-	-	1	-	1	2	3	-
		13.3%	14.8%	14.1%	16.5%	11.9%	-	-	-	33.2%	-	13.8%	15.1%	14.5%	-
Stay the same	(3)	16	10	4	2	4	7	3	4	1	1	2	5	9	2
		72.7%	77.9%	55.7%	100.0%	66.5%	88.1%	75.5%	80.4%	100.0%	29.3%	100.0%	70.7%	69.7%	100.0%
Slightly decrease	(2)	2	-	2	-	1	-	-	-	1	-	1	1	2	-
		9.5%	-	30.1%	-	17.0%	-	-	-	37.5%	-	15.6%	7.7%	10.4%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>NETS</b>															
Net: Increase	4	3	1	-	1	1	1	1	-	1	-	1	3	4	-
		17.7%	22.1%	14.1%	16.5%	11.9%	24.5%	19.6%	-	33.2%	-	13.8%	22.6%	19.3%	-
Net: Decrease	2	-	2	-	1	-	-	-	-	1	-	1	1	2	-
		9.5%	-	30.1%	17.0%	-	-	-	-	37.5%	-	15.6%	7.7%	10.4%	-
Net: Increase + Stay the same	20	13	5	2	5	8	4	5	1	2	2	6	12	18	2
		90.5%	100.0%	69.9%	100.0%	83.0%	100.0%	100.0%	100.0%	62.5%	100.0%	84.4%	92.3%	89.6%	100.0%
Mean score	3.1	3.3	2.8	3.0	3.0	3.1	3.5	3.4	3.0	3.0	3.0	3.0	3.2	3.1	3.0

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

## Jobs Outlook - Combined

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

### Life sciences

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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total	7	4	2	1	1	1	2	2	-	3	2	3	2	7	-
Weighted Total	7	4	2	1	1	1	2	2	-	3	2	3	2	7	-
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-	100.0%	100.0%	100.0%	100.0%	100.0%	-
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	1	1	-	1	-	-	-	-	-	-	-	1	1	-
	13.9%	25.0%	-	-	100.0%	-	-	-	-	-	-	-	52.6%	13.9%	-
Stay the same	(3)	5	3	1	-	1	2	2	-	2	2	2	1	5	-
	70.0%	75.0%	47.0%	100.0%	-	100.0%	100.0%	100.0%	-	62.5%	100.0%	63.9%	47.4%	70.0%	-
Slightly decrease	(2)	1	-	1	-	-	-	-	-	1	-	1	-	1	-
	16.1%	-	53.0%	-	-	-	-	-	-	37.5%	-	36.1%	-	16.1%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>NETS</b>															
Net: Increase	1	1	-	-	1	-	-	-	-	-	-	-	1	1	-
	13.9%	25.0%	-	-	100.0%	-	-	-	-	-	-	-	52.6%	13.9%	-
Net: Decrease	1	-	1	-	-	-	-	-	-	1	-	1	-	1	-
	16.1%	-	53.0%	-	-	-	-	-	-	37.5%	-	36.1%	-	16.1%	-
Net: Increase + Stay the same	6	4	1	1	1	1	2	2	-	2	2	2	2	6	-
	83.9%	100.0%	47.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-	62.5%	100.0%	63.9%	100.0%	83.9%	-
Mean score	3.0	3.2	2.5	3.0	4.0	3.0	3.0	3.0	-	2.6	3.0	2.6	3.5	3.0	-

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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Significance Level: 95%															
Unweighted Total	22	11	8	3	6	10	3	4	1	2	3	6	13	20	2
Weighted Total	22	11	8	3	6	10	3	4	1	2	3	6	13	20	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	-
	4.5%	-	12.5%	-	-	9.6%	-	-	-	-	-	-	7.5%	4.9%	-
Slightly increase	(4)	2	1	1	1	1	-	-	-	-	-	1	1	2	-
	8.9%	8.5%	12.5%	-	16.3%	9.6%	-	-	-	-	-	17.0%	7.3%	9.7%	-
Stay the same	(3)	17	10	4	3	7	3	4	1	2	3	5	9	15	2
	77.7%	91.5%	50.1%	100.0%	66.9%	71.3%	100.0%	100.0%	100.0%	100.0%	100.0%	83.0%	70.1%	75.6%	100.0%
Slightly decrease	(2)	1	-	1	1	-	-	-	-	-	-	-	1	1	-
	4.5%	-	12.5%	-	16.8%	-	-	-	-	-	-	-	7.5%	4.9%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	(1)	1	-	1	-	1	-	-	-	-	-	-	1	1	-
	4.5%	-	12.5%	-	-	9.6%	-	-	-	-	-	-	7.5%	4.9%	-
<b>NETS</b>															
Net: Increase	3	1	2	-	1	2	-	-	-	-	-	1	2	3	-
	13.3%	8.5%	24.9%	-	16.3%	19.1%	-	-	-	-	-	17.0%	14.8%	14.6%	-
Net: Decrease	1	-	1	-	1	-	-	-	-	-	-	-	1	1	-
	4.5%	-	12.5%	-	16.8%	-	-	-	-	-	-	-	7.5%	4.9%	-
Net: Increase + Stay the same	20	11	6	3	5	9	3	4	1	2	3	6	11	18	2
	91.0%	100.0%	75.0%	100.0%	83.2%	90.4%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	85.0%	90.2%	100.0%
Mean score	3.1	3.1	3.3	3.0	3.0	3.3	3.0	3.0	3.0	3.0	3.0	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

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

### Office professionals

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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	*n
Significance Level: 95%															
Unweighted Total	44	23	16	5	9	15	9	13	4	7	7	12	25	41	3
Weighted Total	43	23	15	5	9	15	9	12	4	7	7	12	24	40	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	5	1	1	2	1	1	-	2	1	2	3	6	-
	14.0%	22.2%	6.2%	-	11.0%	14.1%	11.7%	8.0%	-	28.2%	16.5%	16.5%	12.0%	14.9%	-
Stay the same	(3)	31	17	11	4	6	10	8	11	4	4	8	17	28	3
	72.4%	73.6%	68.0%	80.5%	66.7%	66.9%	88.3%	92.0%	100.0%	55.9%	83.5%	66.1%	72.2%	70.5%	100.0%
Slightly decrease	(2)	3	-	2	1	1	-	-	-	1	-	1	2	3	-
	7.0%	-	13.3%	19.5%	11.3%	6.1%	-	-	-	15.9%	-	9.3%	7.8%	7.4%	-
Greatly decrease	(1)	1	-	1	-	1	-	-	-	-	-	1	-	1	-
	2.2%	-	6.2%	-	-	6.4%	-	-	-	-	-	8.1%	-	2.4%	-
Don't know		2	1	1	1	1	-	-	-	-	-	-	2	2	-
	4.5%	4.2%	6.2%	-	11.0%	6.5%	-	-	-	-	-	-	7.9%	4.8%	-
<b>NETS</b>															
Net: Increase	6	5	1	-	1	2	1	1	-	2	1	2	3	6	-
	14.0%	22.2%	6.2%	-	11.0%	14.1%	11.7%	8.0%	-	28.2%	16.5%	16.5%	12.0%	14.9%	-
Net: Decrease	4	-	3	1	1	2	-	-	-	1	-	2	2	4	-
	9.2%	-	19.5%	19.5%	11.3%	12.5%	-	-	-	15.9%	-	17.4%	7.8%	9.8%	-
Net: Increase + Stay the same	37	22	12	4	7	12	9	12	4	6	7	10	20	34	3
	86.3%	95.8%	74.3%	80.5%	77.7%	81.0%	100.0%	100.0%	100.0%	84.1%	100.0%	82.6%	84.3%	85.4%	100.0%
Mean score	3.0	3.2	2.8	2.8	3.0	2.9	3.1	3.1	3.0	3.1	3.2	2.9	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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Significance Level: 95%															
Unweighted Total	16	6	8	2	5	5	3	4	1	2	4	4	8	14	2
Weighted Total	15	6	8	2	5	5	3	4	1	2	4	4	7	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)	1	1	-	1	-	-	-	-	-	-	-	1	1	-
		6.3%	16.9%	-	20.1%	-	-	-	-	-	-	-	12.8%	7.1%	-
Stay the same	(3)	13	5	7	4	5	2	3	1	2	4	3	6	11	2
		87.6%	83.1%	88.0%	79.9%	100.0%	67.9%	75.9%	100.0%	100.0%	100.0%	75.6%	87.2%	85.9%	100.0%
Slightly decrease	(2)	1	-	1	-	-	1	1	-	-	-	1	-	1	-
		6.1%	-	12.0%	-	-	32.1%	24.1%	-	-	-	24.4%	-	6.9%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>NETS</b>															
Net: Increase	1	1	-	-	1	-	-	-	-	-	-	-	1	1	-
		6.3%	16.9%	-	20.1%	-	-	-	-	-	-	-	12.8%	7.1%	-
Net: Decrease	1	-	1	-	-	-	1	1	-	-	-	1	-	1	-
		6.1%	-	12.0%	-	-	32.1%	24.1%	-	-	-	24.4%	-	6.9%	-
Net: Increase + Stay the same	14	6	7	2	5	5	2	3	1	2	4	3	7	12	2
		93.9%	100.0%	88.0%	100.0%	100.0%	67.9%	75.9%	100.0%	100.0%	100.0%	75.6%	100.0%	93.1%	100.0%
Mean score	3.0	3.2	2.9	3.0	3.2	3.0	2.7	2.8	3.0	3.0	3.0	2.8	3.1	3.0	3.0

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

## Jobs Outlook - Combined

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

### Technology

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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Significance Level: 95%															
Unweighted Total	14	6	7	1	3	8	2	2	-	1	2	3	9	13	1
Weighted Total	14	6	7	1	3	8	2	2	-	1	2	3	9	13	1
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	1	-	1	-	1	-	-	-	-	-	-	1	1	-
		7.0%	-	14.3%	-	11.7%	-	-	-	-	-	-	10.7%	7.5%	-
Slightly increase	(4)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Stay the same	(3)	12	6	5	1	3	6	2	2	-	1	2	3	7	11
		86.1%	100.0%	71.3%	100.0%	100.0%	76.5%	100.0%	100.0%	-	100.0%	100.0%	100.0%	78.6%	85.1%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		1	-	1	-	1	-	-	-	-	-	-	1	1	-
		7.0%	-	14.3%	-	11.7%	-	-	-	-	-	-	10.7%	7.5%	-
<b>NETS</b>															
Net: Increase		1	-	1	-	1	-	-	-	-	-	-	1	1	-
		7.0%	-	14.3%	-	11.7%	-	-	-	-	-	-	10.7%	7.5%	-
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		13	6	6	1	3	7	2	2	-	1	2	3	8	12
		93.0%	100.0%	85.7%	100.0%	100.0%	88.3%	100.0%	100.0%	-	100.0%	100.0%	100.0%	89.3%	92.5%
Mean score		3.1	3.0	3.3	3.0	3.3	3.0	3.0	-	3.0	3.0	3.0	3.2	3.2	3.0

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

## Jobs Outlook - Combined

**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	June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	*c	*d	*e	*f	g	*h	*i	*j	*k	l	m	*n
Unweighted Total	93	46	31	16	21	24	25	35	10	13	26	26	41	81	12
Weighted Total	91	45	30	16	20	24	24	34	10	13	25	25	40	79	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%
Accounting and financial services	4	3	-	1	1	2	-	1	1	-	-	3	1	3	1
	12.4%	23.9%	-	33.1%	9.9%	20.1%	-	11.2%	32.6%	-	-	35.8%	5.0%	9.9%	50.0%
Construction	7	3	3	1	2	3	1	2	1	-	1	3	3	6	1
	44.1%	45.4%	59.3%	23.6%	65.9%	45.0%	50.3%	47.4%	44.9%	-	19.2%	75.4%	44.1%	46.7%	32.5%
Drivers	3	3	-	-	1	1	1	1	-	-	-	1	2	3	-
	24.5%	49.7%	-	-	33.9%	18.7%	32.3%	32.3%	-	-	-	48.9%	28.8%	24.5%	-
Education	4	1	3	-	1	1	2	2	-	-	-	1	3	4	-
	27.7%	10.8%	75.3%	-	25.1%	23.3%	66.8%	47.1%	-	-	-	23.8%	29.3%	27.7%	-
Engineering & technical	7	4	2	1	2	4	1	1	-	-	-	1	6	5	2
	30.0%	28.3%	25.0%	100.0%	33.5%	51.4%	24.9%	20.3%	-	-	-	16.8%	47.2%	25.9%	52.0%
Executive recruitment / interim management	2	2	-	-	1	-	-	1	1	-	-	-	2	2	-
	13.8%	17.3%	-	-	32.3%	-	-	33.1%	100.0%	-	-	-	21.0%	14.7%	-
Health & social care	3	-	2	1	1	1	-	-	-	1	1	2	-	1	2
	25.3%	-	100.0%	26.9%	34.6%	22.7%	-	-	-	36.7%	33.9%	68.1%	-	11.2%	69.4%
Hospitality	4	1	1	2	1	1	1	1	-	1	2	1	1	2	2
	37.1%	35.0%	17.9%	100.0%	49.8%	53.7%	50.5%	33.5%	-	25.4%	64.3%	52.6%	18.4%	22.9%	100.0%
Industrial	4	3	-	1	-	1	3	3	-	-	1	2	1	4	-
	22.1%	32.7%	-	50.8%	-	18.2%	50.0%	50.0%	-	-	25.0%	38.7%	11.0%	22.1%	-
Legal & HR	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Life sciences	1	-	1	-	-	1	-	-	-	-	-	1	-	1	-
	14.2%	-	47.0%	-	-	100.0%	-	-	-	-	-	32.0%	-	14.2%	-
Marketing, media & creative	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Office professionals	2	1	1	-	-	1	-	-	-	1	1	-	1	2	-
	5.2%	5.0%	6.9%	-	-	7.6%	-	-	-	15.7%	16.5%	-	4.5%	5.5%	-
Sales & retail	1	-	1	-	-	-	1	1	-	-	-	1	-	1	-
	6.1%	-	12.0%	-	-	-	32.1%	24.1%	-	-	-	24.4%	-	6.9%	-

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	June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
	a	b	*c	*d	*e	*f	g	*h	*i	*j	*k	l	m	*n	
Significance Level: 95%															
Unweighted Total	93	46	31	16	21	24	25	35	10	13	26	26	41	81	12
Weighted Total	91	45	30	16	20	24	24	34	10	13	25	25	40	79	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%
Technology	3	2	1	-	-	2	1	1	-	-	-	1	2	3	-
	22.2%	34.0%	14.3%	-	-	25.3%	51.3%	51.3%	-	-	-	34.1%	23.3%	23.8%	-
None	58	30	19	9	12	12	15	24	8	10	19	12	26	54	4
	63.6%	67.2%	61.5%	57.2%	62.0%	50.3%	64.2%	69.2%	80.9%	75.7%	76.7%	46.6%	66.1%	68.1%	32.1%
Net: Any	33	15	12	7	8	12	9	10	2	3	6	14	14	25	8
	36.4%	32.8%	38.5%	42.8%	38.0%	49.7%	35.8%	30.8%	19.1%	24.3%	23.3%	53.4%	33.9%	31.9%	67.9%

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	105 100.0%	1 1.0%	3 2.8%	19 18.4%	18 17.3%	58 55.8%	5 4.7%	4 3.8%	77 73.1%	4.3
Quality of service	105 100.0%	1 .9%	1 .9%	3 3.0%	21 20.5%	74 70.9%	4 3.8%	2 1.9%	96 91.4%	4.7
Brand image of the agency	105 100.0%	17 16.5%	19 18.3%	33 31.1%	19 17.9%	13 12.4%	4 3.8%	37 34.8%	32 30.3%	2.9
Expertise of the agency, in terms of regions and sectors covered	105 100.0%	3 2.8%	1 .9%	11 10.5%	31 29.2%	55 52.0%	5 4.7%	4 3.7%	85 81.2%	4.3
Management information provided	105 100.0%	5 4.5%	7 6.3%	33 31.1%	27 25.8%	29 27.7%	5 4.7%	11 10.8%	56 53.4%	3.7
Membership of a trade of professional organisation	105 100.0%	19 18.6%	10 9.3%	22 20.7%	27 26.0%	21 19.9%	6 5.6%	29 27.8%	48 45.8%	3.2
Other	105 100.0%	-	-	-	-	6 5.5%	99 94.5%	-	6 5.5%	5.0

## Jobs Outlook - Combined

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

### Price/Costs of the workers

Base: All who recruit temporary agency workers

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		a	b	*c	*d	*e	*f	g	*h	*i	j	*k	l	m	*n
Significance Level: 95%															
Unweighted Total	107	52	37	18	25	27	27	40	13	15	31	29	47	90	17
Weighted Total	105	51	36	17	24	26	26	39	13	16	30	28	46	89	16
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	1	-	1	-	-	-	-	-	1	-	1	-	1	-
		1.0%	-	3.0%	-	-	-	-	-	6.9%	-	3.9%	-	1.2%	-
2	(2)	3	2	1	-	1	1	2	1	-	1	1	1	3	-
		2.8%	3.8%	2.7%	-	3.6%	3.8%	5.0%	7.2%	-	3.1%	3.4%	2.1%	3.2%	-
3	(3)	19	11	5	4	5	3	7	10	3	2	9	4	7	3
		18.4%	20.6%	13.4%	22.3%	20.4%	11.5%	25.7%	24.8%	22.9%	11.5%	28.6%	13.7%	14.7%	17.7%
4	(4)	18	10	4	4	5	4	2	4	2	6	5	4	10	4
		17.3%	20.4%	10.9%	21.4%	20.2%	14.1%	7.7%	10.1%	15.0%	35.8%	15.8%	13.6%	20.5%	23.1%
5 Very important	(5)	58	27	24	7	12	17	15	22	7	7	15	18	26	9
		55.8%	53.0%	67.4%	40.0%	51.5%	63.0%	59.1%	57.7%	54.9%	45.8%	49.3%	62.1%	56.2%	53.1%
N/A		5	1	1	3	2	2	1	1	-	-	1	1	3	1
		4.7%	2.2%	2.5%	16.3%	7.9%	7.9%	3.7%	2.5%	-	-	3.2%	3.4%	6.4%	6.1%
<b>NETS</b>															
Net: Not important		4	2	2	-	-	1	1	2	1	1	1	2	1	-
		3.8%	3.8%	5.7%	-	-	3.6%	3.8%	5.0%	7.2%	6.9%	3.1%	7.2%	2.1%	-
Net: Important		77	38	28	11	17	20	17	26	9	13	20	21	36	12
		73.1%	73.4%	78.3%	61.4%	71.7%	77.0%	66.7%	67.8%	69.9%	81.6%	65.1%	75.7%	76.7%	76.2%
Mean score		4.3	4.3	4.4	4.2	4.3	4.5	4.3	4.2	4.2	4.1	4.1	4.3	4.4	4.4

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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		a	b	*c	*d	*e	*f	g	*h	*i	j	*k	l	m	*n
Significance Level: 95%															
Unweighted Total	107	52	37	18	25	27	27	40	13	15	31	29	47	90	17
Weighted Total	105	51	36	17	24	26	26	39	13	16	30	28	46	89	16
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	1	-	-	-	-	1	1	-	-	1	-	-	1	-
		.9%	-	-	-	-	3.8%	2.6%	-	-	3.3%	-	-	1.1%	-
2	(2)	1	1	-	-	1	-	-	-	-	-	1	-	1	-
		.9%	2.7%	-	-	3.6%	-	-	-	-	-	3.4%	-	1.1%	-
3	(3)	3	-	1	-	1	1	2	1	-	3	-	-	3	-
		3.0%	3.8%	6.6%	-	3.5%	3.9%	5.6%	8.9%	-	10.3%	-	-	3.5%	-
4	(4)	21	7	3	3	6	5	9	4	4	8	8	6	18	4
		20.5%	19.6%	16.1%	12.0%	22.7%	18.1%	22.0%	29.7%	25.8%	26.5%	27.2%	12.5%	19.8%	24.2%
5 Very important	(5)	74	27	12	19	17	18	26	8	12	17	19	39	63	11
		70.9%	75.2%	66.2%	80.0%	65.8%	70.4%	67.4%	61.3%	74.2%	56.7%	66.1%	83.0%	71.1%	69.7%
N/A		4	1	2	2	1	1	1	-	-	1	1	2	3	1
		3.8%	2.2%	11.0%	7.9%	4.4%	3.7%	2.5%	-	-	3.2%	3.4%	4.4%	3.4%	6.1%
<b>NETS</b>															
Net: Not important		2	1	-	-	1	1	1	-	-	1	1	-	2	-
		1.9%	2.7%	-	-	3.6%	3.8%	2.6%	-	-	3.3%	3.4%	-	2.2%	-
Net: Important		96	34	14	22	23	23	35	12	16	25	26	44	81	15
		91.4%	94.8%	82.4%	92.1%	88.5%	88.5%	89.4%	91.1%	100.0%	83.2%	93.3%	95.6%	90.9%	93.9%
Mean score		4.7	4.7	4.7	4.9	4.6	4.6	4.6	4.5	4.7	4.4	4.6	4.9	4.6	4.7

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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		a	b	*c	*d	*e	*f	g	*h	*i	j	*k	l	m	*n
Significance Level: 95%															
Unweighted Total	107	52	37	18	25	27	27	40	13	15	31	29	47	90	17
Weighted Total	105	51	36	17	24	26	26	39	13	16	30	28	46	89	16
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1) 17 16.5%	10 18.6%	6 15.6%	2 12.3%	4 15.5%	4 14.3%	5 19.2%	7 18.1%	2 15.8%	3 17.7%	8 25.8%	7 23.7%	3 6.1%	14 15.4%	4 22.5%
2	(2) 19 18.3%	8 14.7%	9 24.6%	3 15.9%	3 12.1%	6 21.3%	7 25.7%	9 22.0%	2 14.8%	2 13.5%	6 19.2%	5 17.1%	9 18.4%	15 17.3%	4 24.0%
3	(3) 33 31.1%	23 44.2%	7 19.5%	3 16.5%	11 44.1%	5 18.0%	8 29.1%	11 29.5%	4 30.4%	6 36.8%	7 22.3%	11 38.0%	15 32.6%	30 33.6%	3 17.3%
4	(4) 19 17.9%	6 12.4%	9 24.0%	4 21.2%	4 16.0%	7 26.3%	5 18.7%	7 17.4%	2 14.9%	1 7.8%	6 19.6%	2 6.5%	11 23.6%	16 17.9%	3 17.9%
5 Very important	(5) 13 12.4%	4 7.8%	5 13.8%	4 23.2%	1 4.3%	4 15.6%	1 3.6%	4 10.5%	3 24.1%	4 24.1%	3 9.8%	3 11.4%	7 14.8%	11 12.5%	2 12.1%
N/A	4 3.8%	1 2.2%	1 2.5%	2 11.0%	2 7.9%	1 4.4%	1 3.7%	1 2.5%	- -	- -	1 3.2%	1 3.4%	2 4.4%	3 3.4%	1 6.1%
<b>NETS</b>															
Net: Not important	37 34.8%	17 33.3%	14 40.2%	5 28.1%	7 27.6%	9 35.7%	12 44.9%	16 40.1%	4 30.6%	5 31.3%	14 45.0%	12 40.8%	11 24.6%	29 32.7%	7 46.5%
Net: Important	32 30.3%	10 20.3%	14 37.8%	8 44.4%	5 20.4%	11 41.9%	6 22.3%	11 27.9%	5 39.1%	5 31.9%	9 29.4%	5 17.9%	18 38.4%	27 30.3%	5 30.1%
Mean score	2.9	2.8	3.0	3.3	2.8	3.1	2.6	2.8	3.2	3.1	2.7	2.6	3.2	2.9	2.7

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

## Jobs Outlook - Combined

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

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

Base: All who recruit temporary agency workers

	Total	WAVE			REGION						SIZE			SECTOR		
		June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public	
		a	b	*c	*d	*e	*f	g	*h	*i	j	*k	l	m	*n	
Significance Level: 95%																
Unweighted Total	107	52	37	18	25	27	27	40	13	15	31	29	47	90	17	
Weighted Total	105	51	36	17	24	26	26	39	13	16	30	28	46	89	16	
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
1 Not at all important	(1)	3	2	1	-	1	1	1	1	-	-	2	1	-	3	-
		2.8%	3.8%	2.7%	-	4.0%	3.7%	3.8%	2.6%	-	-	6.5%	3.4%	-	3.3%	-
2	(2)	1	-	1	-	-	1	-	-	-	-	1	-	1	-	
		.9%	-	2.7%	-	-	3.6%	-	-	-	-	3.4%	-	1.1%	-	
3	(3)	11	3	6	2	-	2	3	4	1	5	4	4	3	9	2
		10.5%	5.8%	16.9%	10.9%	-	8.0%	10.5%	9.5%	7.5%	32.6%	13.6%	14.0%	6.3%	10.1%	12.2%
4	(4)	31	18	9	4	9	8	7	11	4	3	8	9	14	24	7
		29.2%	35.2%	24.2%	21.6%	36.3%	31.7%	26.4%	27.7%	30.4%	18.0%	25.8%	30.4%	30.6%	27.1%	41.0%
5 Very important	(5)	55	27	18	9	12	12	14	22	8	8	15	13	26	48	7
		52.0%	52.9%	51.0%	51.3%	51.8%	45.2%	55.6%	57.7%	62.0%	49.4%	50.9%	45.5%	56.6%	54.0%	40.6%
N/A		5	1	1	3	2	2	1	1	-	-	1	1	3	4	1
		4.7%	2.2%	2.5%	16.3%	7.9%	7.9%	3.7%	2.5%	-	-	3.2%	3.4%	6.4%	4.4%	6.1%
<b>NETS</b>																
Net: Not important		4	2	2	-	1	2	1	1	-	-	2	2	-	4	-
		3.7%	3.8%	5.3%	-	4.0%	7.3%	3.8%	2.6%	-	-	6.5%	6.8%	-	4.4%	-
Net: Important		85	45	27	13	21	20	21	33	12	11	23	21	41	72	13
		81.2%	88.2%	75.2%	72.8%	88.1%	76.8%	82.0%	85.5%	92.5%	67.4%	76.8%	75.9%	87.3%	81.1%	81.7%
Mean score		4.3	4.4	4.2	4.5	4.4	4.2	4.3	4.4	4.5	4.2	4.2	4.1	4.5	4.3	4.3

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

## Jobs Outlook - Combined

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

### Management information provided

Base: All who recruit temporary agency workers

	Total	WAVE			REGION						SIZE			SECTOR		
		June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public	
		a	b	*c	*d	*e	*f	g	*h	*i	j	*k	l	m	*n	
Significance Level: 95%																
Unweighted Total	107	52	37	18	25	27	27	40	13	15	31	29	47	90	17	
Weighted Total	105	51	36	17	24	26	26	39	13	16	30	28	46	89	16	
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
1 Not at all important	(1)	5	4	1	-	1	2	1	1	-	1	5	-	-	4	1
		4.5%	7.3%	2.6%	-	4.0%	7.1%	3.8%	2.6%	-	5.5%	15.5%	-	-	4.3%	5.4%
											l					
2	(2)	7	3	4	-	2	3	2	2	-	-	1	4	2	4	3
		6.3%	5.5%	10.5%	-	7.9%	10.4%	7.7%	5.1%	-	-	3.2%	13.6%	3.9%	4.4%	16.9%
3	(3)	33	19	13	1	9	3	10	15	6	5	8	7	18	29	4
		31.1%	37.0%	35.2%	5.2%	39.5%	11.0%	37.0%	39.7%	45.2%	30.6%	25.2%	24.2%	39.1%	32.3%	24.2%
4	(4)	27	12	8	7	4	7	6	10	4	6	10	7	10	25	2
		25.8%	23.4%	22.0%	40.4%	16.1%	26.2%	22.4%	25.7%	32.4%	39.8%	33.6%	24.6%	21.4%	28.3%	12.0%
5 Very important	(5)	29	13	10	7	6	10	7	9	3	4	6	10	14	23	6
		27.7%	24.6%	27.1%	38.1%	24.6%	37.4%	25.4%	24.4%	22.4%	24.1%	19.3%	34.3%	29.1%	26.3%	35.4%
N/A		5	1	1	3	2	2	1	1	-	-	1	1	3	4	1
		4.7%	2.2%	2.5%	16.3%	7.9%	7.9%	3.7%	2.5%	-	-	3.2%	3.4%	6.4%	4.4%	6.1%
<b>NETS</b>																
Net: Not important		11	7	5	-	3	5	3	3	-	1	6	4	2	8	4
		10.8%	12.8%	13.1%	-	11.9%	17.5%	11.5%	7.7%	-	5.5%	18.7%	13.6%	3.9%	8.7%	22.3%
											l					
Net: Important		56	25	18	14	10	17	12	19	7	10	16	17	23	48	8
		53.4%	48.0%	49.1%	78.5%	40.7%	63.6%	47.8%	50.2%	54.8%	63.9%	52.8%	58.9%	50.5%	54.5%	47.4%
Mean score		3.7	3.5	3.6	4.4	3.5	3.8	3.6	3.7	3.8	3.8	3.4	3.8	3.8	3.7	3.6

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

## Jobs Outlook - Combined

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

### Membership of a trade of professional organisation

Base: All who recruit temporary agency workers

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		a	b	*c	*d	*e	*f	g	*h	*i	j	*k	l	m	*n
Significance Level: 95%															
Unweighted Total	107	52	37	18	25	27	27	40	13	15	31	29	47	90	17
Weighted Total	105	51	36	17	24	26	26	39	13	16	30	28	46	89	16
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1) 19	12	5	3	6	4	6	7	1	3	10	5	5	16	4
	18.6%	22.4%	13.4%	17.9%	24.1%	14.3%	22.7%	18.1%	8.9%	18.4%	32.7%	17.4%	10.1%	17.8%	23.0%
											l				
2	(2) 10	2	6	2	2	4	3	3	-	1	2	5	3	7	3
	9.3%	3.9%	16.2%	10.7%	7.9%	14.8%	11.1%	7.4%	-	6.8%	6.4%	17.6%	6.1%	7.6%	18.3%
			a												
3	(3) 22	13	8	1	7	4	3	10	7	2	5	4	13	20	2
	20.7%	25.4%	21.5%	5.3%	27.6%	14.1%	10.9%	24.7%	52.2%	11.8%	16.1%	13.3%	28.3%	22.5%	10.9%
4	(4) 27	12	10	6	5	5	9	14	5	4	10	8	10	25	2
	26.0%	22.9%	26.8%	33.4%	20.0%	18.9%	33.3%	35.1%	38.8%	24.2%	32.1%	27.9%	20.8%	28.5%	11.8%
5 Very important	(5) 21	12	6	3	3	8	4	4	-	6	3	6	12	16	5
	19.9%	23.1%	16.9%	16.4%	12.5%	30.0%	14.7%	9.8%	-	38.9%	9.5%	20.4%	26.3%	18.1%	30.0%
N/A	6	1	2	3	2	2	2	2	-	-	1	1	4	5	1
	5.6%	2.2%	5.1%	16.3%	7.9%	7.9%	7.3%	4.9%	-	-	3.2%	3.4%	8.4%	5.5%	6.1%
<b>NETS</b>															
Net: Not important	29	14	11	5	8	8	9	10	1	4	12	10	8	23	7
	27.8%	26.3%	29.7%	28.6%	32.0%	29.1%	33.8%	25.5%	8.9%	25.2%	39.1%	35.0%	16.2%	25.4%	41.3%
											l				
Net: Important	48	24	16	9	8	13	12	17	5	10	13	14	22	41	7
	45.8%	46.0%	43.7%	49.8%	32.5%	48.9%	48.0%	45.0%	38.8%	63.1%	41.6%	48.3%	47.1%	46.6%	41.8%
Mean score	3.2	3.2	3.2	3.2	2.9	3.4	3.1	3.1	3.2	3.6	2.8	3.2	3.5	3.2	3.1
													j		

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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		a	b	*c	*d	*e	*f	g	*h	*i	j	*k	l	m	*n
Significance Level: 95%															
Unweighted Total	107	52	37	18	25	27	27	40	13	15	31	29	47	90	17
Weighted Total	105	51	36	17	24	26	26	39	13	16	30	28	46	89	16
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
2	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
3	(3)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
4	(4)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
5 Very important	(5)	6	3	3	1	1	2	2	-	2	-	3	3	5	1
	5.5%	5.6%	8.2%	-	3.8%	3.6%	7.4%	4.9%	-	12.9%	-	10.6%	6.1%	5.5%	5.8%
N/A	99	49	33	17	23	25	24	37	13	14	30	25	44	84	15
	94.5%	94.4%	91.8%	100.0%	96.2%	96.4%	92.6%	95.1%	100.0%	87.1%	100.0%	89.4%	93.9%	94.5%	94.2%
<b>NETS</b>															
Net: Not important	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Important	6	3	3	-	1	1	2	2	-	2	-	3	3	5	1
	5.5%	5.6%	8.2%	-	3.8%	3.6%	7.4%	4.9%	-	12.9%	-	10.6%	6.1%	5.5%	5.8%
Mean score	5.0	5.0	5.0	-	5.0	5.0	5.0	5.0	-	5.0	-	5.0	5.0	5.0	5.0

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,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)	105 100.0%	5 4.7%	8 7.3%	20 19.5%	19 18.5%	52 50.0%	13 12.0%	72 68.5%	4.0
Responding to growth, as new customers are won	105 100.0%	14 12.9%	6 5.3%	23 22.4%	31 29.6%	31 29.8%	19 18.2%	62 59.4%	3.6
Managing fast changing organisational requirements	105 100.0%	11 10.1%	6 5.7%	33 31.8%	24 22.9%	31 29.5%	17 15.8%	55 52.4%	3.6
Covering short term staff leave or absences	105 100.0%	9 8.4%	6 6.2%	21 19.8%	21 20.2%	48 45.3%	15 14.6%	69 65.5%	3.9
Helping to keep running costs down	105 100.0%	18 17.5%	10 9.9%	30 29.1%	18 17.4%	27 26.1%	29 27.4%	46 43.5%	3.2
Managing uncertainty during economic downturn or at other times	105 100.0%	14 12.9%	17 16.0%	33 31.3%	17 16.6%	24 23.2%	30 28.9%	42 39.8%	3.2
Providing short term access to key strategic skills	105 100.0%	13 12.1%	7 7.1%	32 30.6%	25 23.6%	28 26.6%	20 19.2%	53 50.2%	3.5

## Jobs Outlook - Combined

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

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

Base: All who recruit temporary agency workers

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		a	b	*c	*d	*e	*f	g	*h	*i	j	*k	l	m	*n
Significance Level: 95%															
Unweighted Total	107	52	37	18	25	27	27	40	13	15	31	29	47	90	17
Weighted Total	105	51	36	17	24	26	26	39	13	16	30	28	46	89	16
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	5	2	2	1	-	3	3	-	1	3	2	-	4	1
		4.7%	3.8%	5.5%	3.8%	-	11.2%	7.5%	-	6.8%	10.0%	6.6%	-	4.5%	5.7%
2	(2)	8	5	3	1	3	2	4	2	-	2	3	3	6	2
		7.3%	9.4%	7.8%	3.8%	10.8%	7.7%	10.0%	14.8%	-	6.5%	10.0%	6.1%	6.5%	11.7%
3	(3)	20	9	9	7	4	4	6	2	4	7	3	10	19	2
		19.5%	17.0%	24.8%	28.2%	14.9%	14.4%	14.8%	15.6%	25.4%	23.0%	11.1%	22.4%	20.9%	11.6%
4	(4)	19	10	5	4	4	6	12	6	-	7	4	9	15	5
		18.5%	18.9%	13.2%	16.6%	15.0%	21.7%	29.7%	45.6%	-	23.4%	13.4%	18.4%	16.5%	29.5%
5 Very important	(5)	52	26	18	11	16	12	15	3	11	11	17	25	46	7
		50.0%	51.0%	48.7%	47.6%	59.3%	45.0%	38.0%	24.0%	67.9%	37.0%	58.9%	53.1%	51.6%	41.5%
<b>NETS</b>															
Net: Not important		13	7	5	2	3	5	7	2	1	5	5	3	10	3
		12.0%	13.2%	13.3%	7.7%	10.8%	18.9%	17.5%	14.8%	6.8%	16.5%	16.6%	6.1%	11.0%	17.4%
Net: Important		72	36	22	15	20	17	26	9	11	18	20	33	60	11
		68.5%	69.8%	61.9%	64.1%	74.3%	66.7%	67.6%	69.6%	67.9%	60.5%	72.3%	71.5%	68.1%	71.0%
Mean score		4.0	4.0	3.9	4.0	4.2	3.8	3.8	3.8	4.2	3.7	4.1	4.2	4.0	3.9

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

	Total	WAVE			REGION						SIZE			SECTOR		
		June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public	
		a	b	*c	*d	*e	*f	g	*h	*i	j	*k	l	m	*n	
Significance Level: 95%																
Unweighted Total	107	52	37	18	25	27	27	40	13	15	31	29	47	90	17	
Weighted Total	105	51	36	17	24	26	26	39	13	16	30	28	46	89	16	
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
1 Not at all important	(1)	14	7	6	1	2	2	7	8	1	2	5	3	6	12	2
		12.9%	12.9%	16.5%	5.4%	7.8%	7.2%	25.7%	19.6%	7.5%	13.5%	16.3%	10.0%	12.4%	13.2%	11.3%
2	(2)	6	4	2	-	1	2	1	2	1	1	2	1	3	4	2
		5.3%	7.1%	5.3%	-	4.0%	6.9%	3.7%	5.0%	7.5%	5.5%	6.1%	3.4%	6.0%	4.3%	10.7%
3	(3)	23	10	9	5	7	5	5	7	2	5	8	5	10	21	2
		22.4%	19.0%	24.2%	28.6%	27.6%	18.9%	18.6%	17.8%	16.2%	31.5%	27.2%	17.6%	22.1%	24.1%	12.8%
4	(4)	31	15	10	7	9	9	8	12	5	1	7	8	16	25	6
		29.6%	28.9%	26.7%	37.6%	36.5%	33.8%	29.6%	32.1%	37.2%	6.1%	22.2%	30.0%	34.2%	28.5%	35.5%
5 Very important	(5)	31	17	10	5	6	9	6	10	4	7	9	11	12	26	5
		29.8%	32.1%	27.2%	28.4%	24.0%	33.2%	22.5%	25.5%	31.5%	43.4%	28.2%	39.0%	25.2%	29.8%	29.7%
<b>NETS</b>																
Net: Not important		19	10	8	1	3	4	8	10	2	3	7	4	9	16	4
		18.2%	20.0%	21.8%	5.4%	11.9%	14.1%	29.4%	24.6%	15.1%	19.0%	22.4%	13.4%	18.4%	17.5%	22.0%
Net: Important		62	31	19	12	14	18	13	22	9	8	15	19	28	52	10
		59.4%	61.0%	54.0%	66.0%	60.5%	67.0%	52.0%	57.6%	68.7%	49.5%	50.4%	69.0%	59.4%	58.4%	65.2%
Mean score		3.6	3.6	3.4	3.8	3.6	3.8	3.2	3.4	3.8	3.6	3.4	3.8	3.5	3.6	3.6

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

	Total	WAVE			REGION						SIZE			SECTOR		
		June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public	
		a	b	*c	*d	*e	*f	g	*h	*i	j	*k	l	m	*n	
Significance Level: 95%																
Unweighted Total	107	52	37	18	25	27	27	40	13	15	31	29	47	90	17	
Weighted Total	105	51	36	17	24	26	26	39	13	16	30	28	46	89	16	
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
1 Not at all important	(1)	11	5	4	2	4	2	4	4	-	1	6	2	3	10	1
		10.1%	9.3%	10.8%	10.7%	15.5%	7.2%	15.0%	10.0%	-	6.8%	19.2%	6.6%	6.2%	10.8%	5.7%
2	(2)	6	-	3	3	1	2	1	2	1	1	2	1	3	6	-
		5.7%	-	8.4%	17.3%	4.1%	7.1%	3.7%	5.5%	8.9%	6.8%	7.0%	3.4%	6.4%	6.8%	-
			a													
3	(3)	33	19	11	4	8	6	9	14	6	5	12	7	14	29	4
		31.8%	36.4%	29.9%	22.0%	32.1%	23.5%	33.3%	37.3%	45.5%	31.5%	38.9%	25.1%	31.2%	33.2%	23.9%
4	(4)	24	12	8	5	5	8	7	9	3	2	3	8	13	18	6
		22.9%	22.7%	21.1%	27.3%	20.6%	29.7%	25.4%	24.2%	21.8%	12.3%	10.2%	29.8%	27.1%	20.8%	34.7%
5 Very important	(5)	31	16	11	4	7	9	6	9	3	7	7	10	14	25	6
		29.5%	31.6%	29.8%	22.7%	27.8%	32.6%	22.6%	23.0%	23.8%	42.7%	24.6%	35.1%	29.2%	28.4%	35.6%
<b>NETS</b>																
Net: Not important		17	5	7	5	5	4	5	6	1	2	8	3	6	16	1
		15.8%	9.3%	19.1%	28.0%	19.6%	14.2%	18.7%	15.5%	8.9%	13.5%	26.2%	10.0%	12.6%	17.6%	5.7%
Net: Important		55	28	18	9	12	16	12	18	6	9	11	18	26	44	11
		52.4%	54.3%	50.9%	50.0%	48.3%	62.3%	48.0%	47.2%	45.6%	55.0%	34.8%	64.9%	56.3%	49.2%	70.3%
Mean score		3.6	3.7	3.5	3.3	3.4	3.7	3.4	3.4	3.6	3.8	3.1	3.8	3.7	3.5	3.9

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

## Jobs Outlook - Combined

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

### Covering short term staff leave or absences

Base: All who recruit temporary agency workers

	Total	WAVE			REGION						SIZE			SECTOR		
		June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public	
		a	b	*c	*d	*e	*f	g	*h	*i	j	*k	l	m	*n	
Significance Level: 95%																
Unweighted Total	107	52	37	18	25	27	27	40	13	15	31	29	47	90	17	
Weighted Total	105	51	36	17	24	26	26	39	13	16	30	28	46	89	16	
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
1 Not at all important	(1)	9	4	4	1	2	1	4	4	-	2	2	4	3	7	2
		8.4%	7.5%	11.1%	5.4%	7.8%	3.6%	15.0%	10.0%	-	13.5%	6.9%	13.3%	6.5%	7.8%	11.6%
2	(2)	6	3	2	2	1	1	3	4	1	1	5	2	-	5	2
		6.2%	5.3%	5.3%	10.7%	4.0%	3.6%	10.9%	9.6%	6.8%	5.5%	15.4%	6.5%	-	5.3%	10.9%
3	(3)	21	11	7	3	7	6	3	4	1	4	6	4	10	18	3
		19.8%	21.2%	19.0%	17.5%	28.0%	23.0%	11.2%	10.5%	8.9%	25.4%	20.7%	14.4%	22.6%	20.2%	18.1%
4	(4)	21	11	7	4	4	6	6	10	4	2	6	6	10	18	3
		20.2%	20.8%	19.0%	21.0%	16.0%	21.5%	22.2%	25.0%	30.4%	12.9%	19.4%	20.1%	20.8%	20.7%	17.7%
5 Very important	(5)	48	23	16	8	11	13	11	17	7	7	11	13	23	41	7
		45.3%	45.2%	45.5%	45.4%	44.2%	48.4%	40.6%	45.0%	53.8%	42.8%	37.5%	45.7%	50.2%	46.0%	41.7%
<b>NETS</b>																
Net: Not important		15	7	6	3	3	2	7	8	1	3	7	6	3	12	4
		14.6%	12.8%	16.5%	16.1%	11.8%	7.2%	25.9%	19.5%	6.8%	19.0%	22.3%	19.8%	6.5%	13.2%	22.5%
Net: Important		69	34	23	12	14	18	16	27	11	9	17	19	33	59	10
		65.5%	66.0%	64.5%	66.4%	60.2%	69.9%	62.9%	70.0%	84.2%	55.6%	57.0%	65.8%	71.0%	66.7%	59.4%
Mean score		3.9	3.9	3.8	3.9	3.8	4.1	3.6	3.9	4.3	3.7	3.7	3.8	4.1	3.9	3.7

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

## Jobs Outlook - Combined

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

### Helping to keep running costs down

Base: All who recruit temporary agency workers

	Total	WAVE			REGION						SIZE			SECTOR		
		June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public	
		a	b	*c	*d	*e	*f	g	*h	*i	j	*k	l	m	*n	
Significance Level: 95%																
Unweighted Total	107	52	37	18	25	27	27	40	13	15	31	29	47	90	17	
Weighted Total	105	51	36	17	24	26	26	39	13	16	30	28	46	89	16	
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
1 Not at all important	(1)	18	9	6	4	7	4	6	6	-	2	6	6	7	16	3
		17.5%	16.9%	16.4%	21.6%	27.5%	14.9%	22.1%	14.7%	-	13.5%	19.2%	20.5%	14.6%	17.5%	17.6%
2	(2)	10	7	3	1	1	5	2	4	2	1	2	3	6	9	2
		9.9%	13.0%	7.9%	5.2%	4.1%	18.4%	7.1%	9.7%	14.8%	5.5%	6.0%	9.8%	12.6%	9.7%	11.3%
3	(3)	30	16	10	5	7	6	9	11	2	7	8	10	13	27	4
		29.1%	30.9%	27.3%	27.3%	28.0%	23.3%	33.6%	27.4%	14.8%	44.4%	26.6%	34.7%	27.3%	30.0%	24.1%
4	(4)	18	11	6	2	3	3	8	11	3	2	5	4	10	16	3
		17.4%	20.5%	16.2%	10.7%	12.1%	10.4%	30.0%	27.5%	22.5%	12.3%	16.0%	13.7%	20.6%	17.5%	17.0%
5 Very important	(5)	27	10	12	6	7	9	2	8	6	4	10	6	12	23	5
		26.1%	18.7%	32.2%	35.2%	28.3%	33.0%	7.1%	20.8%	47.9%	24.2%	32.2%	21.3%	25.0%	25.4%	30.0%
<b>NETS</b>																
Net: Not important		29	15	9	5	8	9	8	9	2	3	8	9	13	24	5
		27.4%	29.9%	24.3%	26.8%	31.6%	33.3%	29.2%	24.4%	14.8%	19.0%	25.2%	30.3%	27.1%	27.2%	28.9%
Net: Important		46	20	17	8	10	11	10	19	9	6	15	10	21	38	8
		43.5%	39.2%	48.4%	45.9%	40.4%	43.5%	37.1%	48.2%	70.4%	36.6%	48.2%	35.0%	45.6%	42.9%	47.0%
Mean score		3.2	3.1	3.4	3.3	3.1	3.3	2.9	3.3	4.0	3.3	3.4	3.1	3.3	3.2	3.3

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

## Jobs Outlook - Combined

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

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

Base: All who recruit temporary agency workers

	Total	WAVE			REGION						SIZE			SECTOR		
		June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public	
		a	b	*c	*d	*e	*f	g	*h	*i	j	*k	l	m	*n	
Significance Level: 95%																
Unweighted Total	107	52	37	18	25	27	27	40	13	15	31	29	47	90	17	
Weighted Total	105	51	36	17	24	26	26	39	13	16	30	28	46	89	16	
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
1 Not at all important	(1)	14	6	6	2	4	3	4	5	1	2	6	4	4	12	2
		12.9%	11.1%	16.5%	10.7%	15.6%	10.7%	14.9%	12.4%	7.5%	13.5%	19.4%	13.3%	8.5%	13.2%	11.6%
2	(2)	17	11	6	-	5	6	2	3	1	3	3	5	9	15	2
		16.0%	21.4%	16.1%	-	19.7%	23.6%	7.7%	7.6%	7.5%	18.5%	10.3%	17.0%	19.2%	16.7%	12.6%
3	(3)	33	12	14	8	8	5	13	17	4	3	11	7	15	30	3
		31.3%	22.7%	37.7%	43.1%	32.1%	18.3%	51.5%	44.2%	29.7%	19.8%	35.5%	24.5%	32.6%	33.8%	17.1%
4	(4)	17	12	3	3	4	6	4	6	2	2	4	5	9	13	5
		16.6%	22.7%	8.1%	16.1%	16.4%	21.9%	15.0%	14.9%	14.8%	12.2%	12.7%	17.2%	18.8%	14.3%	29.0%
5 Very important	(5)	24	11	8	5	4	7	3	8	5	6	7	8	10	20	5
		23.2%	22.0%	21.6%	30.0%	16.1%	25.5%	11.0%	20.8%	40.4%	36.0%	22.2%	28.0%	21.0%	22.0%	29.7%
<b>NETS</b>																
Net: Not important		30	17	12	2	8	9	6	8	2	5	9	9	13	26	4
		28.9%	32.5%	32.7%	10.7%	35.4%	34.3%	22.6%	20.1%	15.1%	32.1%	29.7%	30.3%	27.6%	29.8%	24.1%
Net: Important		42	23	11	8	8	12	7	14	7	8	10	13	18	32	9
		39.8%	44.7%	29.6%	46.1%	32.6%	47.4%	26.0%	35.7%	55.2%	48.1%	34.8%	45.2%	39.8%	36.4%	58.7%
Mean score		3.2	3.2	3.0	3.5	3.0	3.3	3.0	3.2	3.7	3.4	3.1	3.3	3.2	3.2	3.5

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

	Total	WAVE			REGION						SIZE			SECTOR		
		June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public	
		a	b	*c	*d	*e	*f	g	*h	*i	j	*k	l	m	*n	
Significance Level: 95%																
Unweighted Total	107	52	37	18	25	27	27	40	13	15	31	29	47	90	17	
Weighted Total	105	51	36	17	24	26	26	39	13	16	30	28	46	89	16	
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
1 Not at all important	(1)	13	9	3	1	4	1	6	6	-	2	4	4	5	12	1
		12.1%	16.9%	8.6%	5.4%	15.8%	4.2%	22.1%	14.7%	-	13.5%	13.1%	14.0%	10.4%	13.3%	5.5%
2	(2)	7	5	2	1	3	2	2	-	2	1	2	5	6	2	
		7.1%	9.0%	5.2%	5.2%	3.8%	10.5%	7.2%	4.8%	-	11.8%	3.0%	6.7%	9.9%	6.3%	11.2%
3	(3)	32	11	17	5	8	8	8	14	6	3	12	6	15	28	4
		30.6%	20.7%	45.9%	28.2%	31.9%	29.1%	29.6%	35.4%	46.8%	19.6%	39.4%	20.2%	31.2%	31.7%	24.3%
4	(4)	25	14	5	6	5	9	4	9	5	2	5	6	14	20	5
		23.6%	27.9%	13.3%	32.1%	20.2%	34.5%	15.2%	22.3%	36.7%	13.8%	16.5%	20.0%	30.4%	22.6%	29.2%
5 Very important	(5)	28	13	10	5	7	6	7	9	2	7	8	11	8	23	5
		26.6%	25.4%	27.0%	29.0%	28.2%	21.8%	25.8%	22.7%	16.5%	41.2%	28.0%	39.1%	18.0%	26.0%	29.7%
<b>NETS</b>																
Net: Not important		20	13	5	2	5	4	8	8	-	4	5	6	9	17	3
		19.2%	25.9%	13.8%	10.7%	19.6%	14.6%	29.4%	19.6%	-	25.3%	16.1%	20.7%	20.3%	19.6%	16.7%
Net: Important		53	27	14	11	12	15	11	17	7	9	13	17	23	43	9
		50.2%	53.4%	40.3%	61.1%	48.5%	56.3%	41.0%	45.1%	53.2%	55.1%	44.5%	59.1%	48.5%	48.6%	58.9%
Mean score		3.5	3.4	3.5	3.7	3.4	3.6	3.2	3.3	3.7	3.6	3.4	3.6	3.4	3.4	3.7

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	June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
	a	b	*c	*d	*e	*f	g	*h	*i	j	*k	l	m	*n	
Significance Level: 95%															
Unweighted Total	107	52	37	18	25	27	27	40	13	15	31	29	47	90	17
Weighted Total	105	51	36	17	24	26	26	39	13	16	30	28	46	89	16
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Temporary agency workers earn more than they would if they were permanent	23	9	10	5	4	3	7	9	3	7	7	6	10	20	3
	22.1%	16.8%	27.2%	27.3%	16.4%	11.7%	25.3%	24.4%	22.4%	42.5%	24.6%	21.1%	21.1%	22.8%	18.6%
Temporary agency workers earn less than they would if they were permanent	8	5	2	1	1	3	1	4	3	-	4	2	2	7	1
	7.4%	9.5%	5.6%	5.3%	3.9%	11.0%	4.0%	10.3%	22.8%	-	13.4%	6.9%	3.9%	7.8%	5.3%
Temporary agency workers earn about the same as they would if they were permanent	67	34	22	11	18	18	18	24	6	6	16	19	32	57	10
	64.0%	66.6%	61.4%	61.8%	75.6%	70.0%	70.7%	63.1%	47.9%	39.0%	51.9%	68.8%	69.0%	63.9%	64.5%
Not applicable/Don't know	7	4	2	1	1	2	-	1	1	3	3	1	3	5	2
	6.4%	7.1%	5.8%	5.6%	4.1%	7.3%	-	2.3%	6.8%	18.5%	10.1%	3.1%	6.0%	5.5%	11.6%

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	June 2017	July 2017	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	
Significance Level: 95%															
Unweighted Total	250	108	87	55	52	61	55	97	42	40	79	72	99	216	34
Weighted Total	250	110	85	55	50	60	54	97	43	42	79	73	97	215	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%
0	49	16	22	11	7	15	9	18	10	9	31	13	5	39	10
	19.7%	14.9%	25.4%	20.5%	13.5%	25.4%	16.0%	18.7%	22.1%	21.4%	39.6%	17.5%	5.2%	18.3%	28.5%
											kl	l			
1-9	19	7	9	4	6	7	4	7	3	-	3	8	9	17	3
	7.7%	6.3%	10.1%	6.8%	11.4%	11.2%	7.2%	7.0%	6.8%	-	3.6%	10.5%	9.0%	7.7%	7.9%
					i	i									
10-19	27	14	8	6	9	2	7	10	3	7	8	9	11	25	3
	11.0%	12.5%	9.3%	10.6%	17.1%	3.1%	12.2%	10.0%	7.3%	17.3%	10.1%	11.8%	11.1%	11.6%	7.6%
					e					e					
20-49	37	22	13	2	5	9	10	17	8	6	10	8	20	32	5
	14.8%	20.2%	15.2%	3.4%	9.4%	14.7%	18.1%	17.9%	17.6%	14.2%	12.3%	10.4%	20.1%	15.0%	13.3%
		c	c												
50	13	7	3	3	4	2	3	3	-	4	5	4	4	10	3
	5.2%	6.4%	3.6%	5.1%	7.5%	3.1%	5.6%	3.1%	-	10.1%	6.2%	5.9%	3.8%	4.7%	7.9%
										h					
51+	45	21	12	12	10	9	12	21	9	5	14	15	17	39	7
	18.2%	19.4%	13.6%	22.9%	20.6%	14.8%	23.0%	21.9%	20.4%	11.7%	17.1%	19.9%	17.8%	18.1%	18.9%
Don't know	58	22	19	17	10	17	10	21	11	11	9	18	32	53	6
	23.4%	20.2%	22.7%	30.8%	20.5%	27.6%	17.8%	21.4%	25.8%	25.3%	11.1%	24.0%	32.9%	24.6%	15.8%
												j	j		
<b>NETS</b>															
Net: At least 1%	142	71	44	27	33	28	36	58	23	22	39	43	60	123	19
	56.9%	64.9%	51.9%	48.7%	66.0%	47.0%	66.2%	59.8%	52.0%	53.3%	49.4%	58.5%	61.8%	57.1%	55.7%
		c			e		e								
Net: At least 50%	58	28	15	15	14	11	15	24	9	9	18	19	21	49	9
	23.4%	25.8%	17.3%	27.9%	28.1%	17.9%	28.7%	25.0%	20.4%	21.8%	23.3%	25.8%	21.6%	22.8%	26.8%
Total	5831	2811	1627	1393	1377	1076	1564	2513	949	865	1873	1770	2187	4994	837
Mean score	30.5	32.1	24.7	36.8	34.4	24.7	35.4	32.9	29.5	27.6	26.6	31.8	33.5	30.8	28.5

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

## Jobs Outlook - Combined

### T1. Which of the following, if any, do you think will lead to the greatest change in your organisation's hiring procedures over the next 5-7 years?

Base: Wave 18

	WAVE		REGION						SIZE			SECTOR	
	Total	August 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
	a	b	c	d	e	f	g	h	i	j	k	l	
Significance Level: 95%													
Unweighted Total	200	200	45	50	45	74	29	31	109	55	36	165	35
Weighted Total	200	200	44	48	45	78	34	30	109	55	35	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%
The use of technology & AI as part of the recruitment process	73 36.3%	73 36.3%	20 46.0%	17 34.6%	15 33.6%	24 31.2%	9 27.9%	11 38.4%	36 33.1%	19 34.2%	18 49.6%	56 33.8%	17 48.2%
Skills, labour and talent shortages	73 36.3%	73 36.3%	15 34.9%	21 42.6%	18 39.7%	27 34.5%	9 27.6%	10 32.6%	32 29.6%	20 37.2%	20 55.3% h	60 36.2%	13 36.5%
New skill needs within your organisation	62 30.8%	62 30.8%	11 24.0%	18 38.3%	11 25.2%	18 23.4%	7 21.0%	14 48.6% bde	34 31.5%	18 31.8%	10 27.4%	49 29.6%	13 36.5%
The need for greater diversity & inclusion	47 23.3%	47 23.3%	9 20.1%	14 28.8%	9 21.1%	15 19.4%	6 17.3%	9 29.0%	21 19.4%	18 31.9%	8 21.8%	37 22.2%	10 28.0%
The need to reduce recruitment costs	44 22.0%	44 22.0%	10 21.9%	9 19.2%	10 23.1%	19 23.6%	8 24.3%	7 22.5%	19 17.6%	12 21.6%	13 36.2% h	34 20.6%	10 28.5%
Changing candidate expectations of the recruitment process (such as the length of process or feedback provided)	16 8.2%	16 8.2%	4 8.6%	5 9.7%	4 8.3%	6 7.8%	2 7.1%	2 6.4%	7 6.8%	7 13.0%	2 5.3%	14 8.7%	2 6.0%
None of the above	52 25.9%	52 25.9%	11 25.6%	9 19.1%	12 26.9%	26 32.9%	14 41.0%	6 19.0%	33 30.1%	13 23.8%	6 16.5%	47 28.6%	5 13.5%

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