



REC JOBS OUTLOOK RESEARCH

METHODOLOGY NOTE

ComRes interviewed 600 UK employees and owners involved in hiring by telephone between August 29th to September 14th 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

Sector	1
Base: All respondents	
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Base: All respondents	
S2. Which department do you work in, in your organisation?	4
Base: All respondents	
S3. Which of the following best describes your level of seniority?	5
Base: All respondents	
S4. Which of the following, if any, are you involved in as part of your role?	6
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Jobs Outlook - Combined

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

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Jobs Outlook - Combined

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

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Base: All who recruit temporary agency workers in each job function	
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Base: All who recruit temporary agency workers in each job function	
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Base: All who recruit temporary agency workers in each job function	
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Base: All who recruit temporary agency workers in each job function	
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Base: All who recruit temporary agency workers in each job function	
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Base: All who recruit temporary agency workers in each job function	
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Base: All who recruit temporary agency workers in each job function	
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	93
Base: All who recruit temporary agency workers in each job function	
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Base: All who recruit temporary agency workers in each job function	
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Base: All who recruit temporary agency workers in each job function	
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Base: All who recruit temporary agency workers in each job function	
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	97
Base: All who recruit temporary agency workers in each job function	
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Base: All who recruit temporary agency workers in each job function	
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Base: All who recruit temporary agency workers in each job function	
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Base: All who recruit temporary agency workers in each job function	
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Base: All who recruit temporary agency workers in each job function	

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

Jobs Outlook - Combined

Sector

Base: All respondents

		WAVE			REGION						SIZE			SECTOR	
	Total	July 2017	August 2017	September 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	135	150	133	226	93	89	320	135	145	495	105
Weighted Total	600	200	200	200	131	145	134	235	101	89	322	135	143	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	97	116	114	203	89	78	258	112	124	494	-
	82.4%	82.4%	82.4%	82.4%	73.9%	80.0%	84.6%	86.4%	88.6%	88.3%	80.2%	83.0%	86.7%	100.0%	-
							d	d	d	d				n	
Public	106	35	35	35	34	29	21	32	11	10	64	23	19	-	106
	17.6%	17.6%	17.6%	17.6%	26.1%	20.0%	15.4%	13.6%	11.4%	11.7%	19.8%	17.0%	13.3%	-	100.0%
					fghi										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	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	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	135	150	133	226	93	89	320	135	145	495	105
Weighted Total	600	200	200	200	131	145	134	235	101	89	322	135	143	494	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
South West	50	17	17	17	-	-	50	50	-	-	38	6	7	37	13
	8.4%	8.4%	8.4%	8.4%	-	-	37.5% deg	21.4% deh	-	-	11.8% kl	4.2%	4.6%	7.5%	12.7%
South East	84	28	28	28	-	-	84	84	-	-	42	22	20	77	7
	14.0%	14.0%	14.0%	14.0%	-	-	62.5% deg	35.7% deh	-	-	13.2%	16.3%	13.7%	15.5% n	6.9%
London	101	34	34	34	-	-	-	101	101	-	47	22	32	89	11
	16.8%	16.8%	16.8%	16.8%	-	-	-	42.9% def	100.0% defg	-	14.6%	16.3%	22.3% j	18.1%	10.9%
East of England	55	18	18	18	-	55	-	-	-	-	27	17	11	52	3
	9.2%	9.2%	9.2%	9.2%	-	38.2% defg	-	-	-	-	8.4%	12.5%	7.8%	10.6% n	2.7%
West Midlands	49	16	16	16	-	49	-	-	-	-	30	11	8	25	24
	8.2%	8.2%	8.2%	8.2%	-	34.0% defg	-	-	-	-	9.4%	8.5%	5.3%	5.1%	22.8% m
East Midlands	40	13	13	13	-	40	-	-	-	-	17	12	10	38	2
	6.7%	6.7%	6.7%	6.7%	-	27.8% defg	-	-	-	-	5.4%	9.2%	7.3%	7.8% n	1.8%
North West	64	21	21	21	64	-	-	-	-	-	35	8	21	56	8
	10.7%	10.7%	10.7%	10.7%	48.9% efg	-	-	-	-	-	10.8%	6.1%	14.9% k	11.4%	7.3%
North East	20	7	7	7	20	-	-	-	-	-	10	3	8	20	-
	3.4%	3.4%	3.4%	3.4%	15.5% efg	-	-	-	-	-	3.0%	2.1%	5.4%	4.1% n	-
Yorkshire & The Humber	47	16	16	16	47	-	-	-	-	-	26	11	10	20	27
	7.8%	7.8%	7.8%	7.8%	35.6% efg	-	-	-	-	-	8.2%	7.9%	6.9%	4.1%	25.1% m
Scotland	49	16	16	16	-	-	-	-	-	49	27	11	10	49	-
	8.1%	8.1%	8.1%	8.1%	-	-	-	-	-	54.7% defg	8.4%	8.3%	7.2%	9.8% n	-
Wales	25	8	8	8	-	-	-	-	-	25	12	8	6	16	9
	4.2%	4.2%	4.2%	4.2%	-	-	-	-	-	28.4% defg	3.7%	5.6%	3.9%	3.2%	8.9% m
Northern Ireland	15	5	5	5	-	-	-	-	-	15	10	4	1	14	1
	2.5%	2.5%	2.5%	2.5%	-	-	-	-	-	16.9% defg	3.2%	2.8%	.7%	2.8%	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	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	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	135	150	133	226	93	89	320	135	145	495	105
Weighted Total	600	200	200	200	131	145	134	235	101	89	322	135	143	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	July 2017	August 2017	September 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	135	150	133	226	93	89	320	135	145	495	105
Weighted Total	600	200	200	200	131	145	134	235	101	89	322	135	143	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	241	86	76	79	47	58	52	106	53	30	48	80	113	203	38
	40.2%	43.0%	38.1%	39.3%	36.1%	40.4%	38.9%	44.9%	52.9%	33.3%	15.0%	59.3%	78.8%	41.1%	35.8%
								dfi				j	jk		
Other	359	114	124	121	84	86	82	130	47	59	274	55	30	291	68
	59.8%	57.0%	61.9%	60.7%	63.9%	59.6%	61.1%	55.1%	47.1%	66.7%	85.0%	40.7%	21.2%	58.9%	64.2%
					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	July 2017	August 2017	September 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	135	150	133	226	93	89	320	135	145	495	105
Weighted Total	600	200	200	200	131	145	134	235	101	89	322	135	143	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	229	75	73	80	56	54	49	83	35	36	154	49	26	194	36
	38.2%	37.7%	36.7%	40.1%	42.6%	37.3%	36.2%	35.4%	34.4%	40.6%	47.7%	36.6%	18.3%	39.2%	33.7%
											kl	l			
Management	258	82	88	89	59	57	62	103	41	40	144	50	64	201	57
	43.1%	40.8%	44.0%	44.4%	45.0%	39.1%	46.0%	43.7%	40.7%	45.0%	44.8%	37.3%	44.7%	40.7%	54.2%
														m	
Non-Managerial	112	43	38	31	16	34	24	49	25	13	24	35	53	100	13
	18.7%	21.5%	19.2%	15.4%	12.5%	23.6%	17.8%	20.8%	24.8%	14.4%	7.5%	26.1%	37.0%	20.1%	12.1%
						d		d	d			j	j		

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	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	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	135	150	133	226	93	89	320	135	145	495	105
Weighted Total	600	200	200	200	131	145	134	235	101	89	322	135	143	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	322	135	143	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	450	145	138	167	100	108	100	178	78	64	260	103	87	373	76
	74.9%	72.5%	68.8%	83.5%	76.1%	74.8%	74.4%	75.5%	77.1%	71.8%	80.6%	76.3%	60.9%	75.5%	72.4%
				ab							l	l			
Assessment of employees	471	146	153	171	98	121	107	188	81	64	268	107	96	386	84
	78.4%	73.2%	76.5%	85.6%	74.6%	83.7%	79.3%	79.8%	80.5%	71.9%	83.1%	79.0%	67.3%	78.1%	79.8%
				ab		i					l	l			
Supporting employees (e.g. with questions or grievances)	521	168	173	180	105	129	122	209	88	77	283	125	112	432	89
	86.8%	83.8%	86.7%	89.9%	79.8%	89.5%	90.6%	89.1%	87.1%	86.9%	88.0%	92.8%	78.5%	87.3%	84.3%
						d	d	d			l	l			
None	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

Jobs Outlook - Combined

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

Base: All respondents

		WAVE			REGION						SIZE			SECTOR	
							South excluding London	South including London							
	Total	July 2017	August 2017	September 2017	North	Midlands			London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	600	200	200	200	135	150	133	226	93	89	320	135	145	495	105
Weighted Total	600	200	200	200	131	145	134	235	101	89	322	135	143	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	130	46	45	39	37	37	25	46	21	10	130	-	-	102	28
	21.7%	23.2%	22.6%	19.4%	28.3%	25.6%	18.4%	19.6%	21.3%	11.2%	40.5%	-	-	20.7%	26.5%
					i	i					kl				
10-49	192	57	64	70	34	38	56	81	25	39	192	-	-	156	36
	31.9%	28.7%	32.1%	35.1%	25.5%	26.0%	41.5%	34.5%	25.2%	44.2%	59.5%	-	-	31.5%	33.8%
							deh			deh	kl				
50-249	135	44	55	36	22	41	28	50	22	23	-	135	-	112	23
	22.5%	21.8%	27.5%	18.1%	16.7%	28.2%	20.6%	21.1%	21.9%	25.5%	-	100.0%	-	22.7%	21.7%
			c			d						jl			
250+	143	53	35	55	39	29	26	58	32	17	-	-	143	124	19
	23.8%	26.3%	17.7%	27.4%	29.5%	20.2%	19.5%	24.7%	31.6%	19.1%	-	-	100.0%	25.1%	18.0%
		b		b				ef					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	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	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	135	150	133	226	93	89	320	135	145	495	105
Weighted Total	600	200	200	200	131	145	134	235	101	89	322	135	143	494	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Agriculture, forestry & fishing	7 1.1%	3 1.4%	3 1.5%	1 .6%	- -	2 1.4%	3 2.0%	5 2.1%	2 2.1%	- -	6 1.8%	- -	1 .7%	6 1.2%	1 .9%
Production	55 9.2%	18 8.9%	18 8.8%	19 9.7%	15 11.8%	12 8.6%	14 10.2%	19 8.3%	6 5.6%	8 8.5%	27 8.3%	14 10.6%	14 9.8%	44 9.0%	11 10.0%
Construction	37 6.2%	12 6.2%	12 6.1%	12 6.2%	4 2.8%	14 9.4% d	11 8.1%	16 6.8%	5 5.0%	4 4.3%	30 9.2% kl	4 2.7%	4 2.6%	30 6.0%	7 7.0%
Motor trades	30 5.0%	9 4.7%	10 4.8%	11 5.4%	7 5.6%	7 4.5%	9 6.7%	13 5.7%	4 4.3%	3 3.0%	16 5.1%	9 7.0%	4 2.8%	24 4.9%	6 5.5%
Wholesale	28 4.6%	10 4.8%	10 4.8%	9 4.4%	9 7.1% i	7 4.5%	7 4.9%	11 4.6%	4 4.3%	1 1.2%	15 4.8%	6 4.4%	7 4.6%	18 3.7%	9 8.9% m
Retail	29 4.8%	10 4.8%	10 5.0%	9 4.6%	8 5.7%	6 3.9%	9 6.4%	12 5.1%	3 3.4%	4 4.1%	19 5.9%	4 2.9%	6 4.1%	22 4.4%	7 6.6%
Transport & storage (inc. postal)	29 4.8%	10 4.9%	10 4.8%	9 4.6%	3 2.2%	9 6.5%	4 3.0%	11 4.9%	7 7.3%	5 5.5%	14 4.3%	6 4.3%	9 6.3%	23 4.6%	6 5.5%
Accommodation & food services	38 6.4%	13 6.5%	12 6.1%	13 6.6%	9 7.2%	6 4.5%	7 5.0%	12 5.0%	5 5.1%	11 12.0% eg	19 5.8%	8 6.0%	11 8.0%	31 6.2%	8 7.2%
Information & communication	23 3.8%	8 4.1%	8 3.8%	7 3.6%	9 6.7% ef	3 1.9%	2 1.4%	10 4.1%	8 7.7% ef	2 2.2%	10 3.0%	2 1.5%	11 8.0% jk	19 3.9%	4 3.7%
Legal and Finance	22 3.7%	7 3.5%	7 3.6%	8 4.1%	1 .7%	7 4.6% d	5 3.9%	13 5.5% d	8 7.7% d	2 2.0%	14 4.4%	5 3.8%	3 2.2%	20 4.1%	2 1.9%
Property	12 1.9%	4 1.9%	4 2.0%	4 1.9%	2 1.4%	2 1.3%	2 1.3%	8 3.3%	6 6.0% ei	- -	8 2.4%	- -	4 2.7%	9 1.8%	3 2.7%
Professional, scientific & technical	51 8.5%	17 8.5%	17 8.5%	17 8.5%	15 11.2% fg	13 9.3%	5 3.7%	13 5.5%	8 7.8%	10 11.2% f	27 8.5%	10 7.5%	13 9.4%	39 8.0%	12 10.9%

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

Jobs Outlook - Combined

D3. What industry sector does your organisation work in?

Base: All respondents

	WAVE				REGION						SIZE			SECTOR	
	Total	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	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	135	150	133	226	93	89	320	135	145	495	105
Weighted Total	600	200	200	200	131	145	134	235	101	89	322	135	143	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	49 8.2%	16 8.1%	17 8.4%	16 8.2%	10 7.3%	17 11.4%	8 5.9%	16 6.7%	8 7.8%	7 8.3%	32 9.9%	9 7.0%	8 5.7%	45 9.2%	4 3.8%
Public administration and defence	29 4.8%	10 4.8%	10 5.0%	9 4.5%	5 3.5%	8 5.9%	7 4.9%	9 3.7%	2 2.1%	7 7.5%	11 3.5%	3 2.0%	15 10.3% jk	26 5.2%	3 2.8%
Education	52 8.6%	17 8.6%	16 8.2%	18 9.0%	14 10.8%	9 6.5%	16 12.2%	23 9.6%	6 6.3%	5 6.1%	18 5.6%	20 15.0% j	13 9.3%	49 9.9% n	3 2.6%
Health	76 12.7%	25 12.6%	26 12.9%	25 12.6%	15 11.7%	17 11.8%	14 10.6%	32 13.5%	18 17.4%	12 13.7%	30 9.4%	27 19.7% j	19 13.6%	61 12.3%	15 14.6%
Arts, entertainment, recreation and other services	34 5.6%	11 5.6%	11 5.6%	11 5.6%	6 4.3% h	6 3.9%	13 9.8% eh	13 5.6% h	- -	9 10.3% h	26 8.1% l	8 5.6% l	- -	28 5.7%	6 5.3%
Other	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
NETS															
Net: Agriculture, forestry & fishing/ Production	62 10.3%	21 10.3%	21 10.3%	21 10.3%	15 11.8%	14 10.0%	16 12.2%	24 10.3%	8 7.7%	8 8.5%	33 10.1%	14 10.6%	15 10.5%	50 10.2%	11 10.8%
Net: Construction/Property	49 8.1%	16 8.1%	16 8.1%	16 8.1%	6 4.2%	15 10.7% d	13 9.5%	24 10.1% d	11 11.0% d	4 4.3%	37 11.6% kl	4 2.7%	8 5.3%	38 7.8%	10 9.7%
Net: Motor trades/ Wholesale/Retail/Transport & storage (inc. postal)/Accommodation & food services	154 25.6%	51 25.6%	51 25.6%	51 25.6%	37 27.8%	35 23.9%	35 26.0%	60 25.3%	25 24.5%	23 25.8%	83 25.9%	33 24.6%	37 25.8%	118 23.8%	36 33.8% m

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	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	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	135	150	133	226	93	89	320	135	145	495	105
Weighted Total	600	200	200	200	131	145	134	235	101	89	322	135	143	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%	19 14.7%	26 18.0%	15 11.1%	38 16.3%	23 23.2%	11 12.5%	55 17.2%	17 12.4%	23 15.8%	85 17.2%	10 9.4%
Net: Professional, scientific & technical	51 8.5%	17 8.5%	17 8.5%	17 8.5%	15 11.2%	13 9.3%	5 3.7%	13 5.5%	8 7.8%	10 11.2%	27 8.5%	10 7.5%	13 9.4%	39 8.0%	12 10.9%
Net: Public administration and defence/ Education/Health	157 26.1%	52 26.1%	52 26.1%	52 26.1%	34 26.0%	35 24.2%	37 27.7%	63 26.9%	26 25.8%	24 27.3%	60 18.5%	50 36.7%	47 33.1%	135 27.4%	21 20.0%
Net: Arts, entertainment, recreation and other services/Other	34 5.6%	11 5.6%	11 5.6%	11 5.6%	6 4.3%	6 3.9%	13 9.8%	13 5.6%	- -	9 10.3%	26 8.1%	8 5.6%	- -	28 5.7%	6 5.3%

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	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	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	135	150	133	226	93	89	320	135	145	495	105
Weighted Total	600	200	200	200	131	145	134	235	101	89	322	135	143	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	253	94	82	77	50	59	56	96	40	48	140	54	58	215	38
	42.2%	46.9%	41.2%	38.4%	38.2%	40.6%	41.5%	40.8%	39.7%	54.3% deg	43.6%	40.2%	40.9%	43.5%	35.9%
A little – we might have to take on staff if demand grew this year	229	74	81	75	47	63	56	90	34	29	120	57	53	182	47
	38.2%	36.9%	40.4%	37.4%	35.6%	43.9%	41.5%	38.3%	34.2%	32.6%	37.2%	42.2%	36.9%	36.8%	44.8%
A fair amount – we could take on a lot more work now	83	27	22	34	22	20	18	34	16	7	43	17	23	71	12
	13.9%	13.4%	11.1%	17.0%	16.8%	13.6%	13.5%	14.5%	15.7%	8.3%	13.3%	12.6%	16.4%	14.3%	11.6%
Considerable – we have a great deal of spare capacity	34	6	14	14	12	3	5	15	10	4	19	7	8	26	8
	5.7%	2.8%	7.2% a	7.2% a	9.4% e	2.0%	3.5%	6.4% e	10.4% ef	4.7%	6.0%	5.0%	5.8%	5.3%	7.7%
NETS															
Net: None + A little	482	168	163	152	97	122	112	186	74	77	260	111	111	397	85
	80.4%	83.8% c	81.6%	75.8%	73.9%	84.4% dh	83.0%	79.1%	73.9%	87.0% dh	80.7%	82.4%	77.8%	80.3%	80.7%

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

Jobs Outlook - Combined

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

Base: All respondents

		WAVE			REGION						SIZE			SECTOR	
	Total	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	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	135	150	133	226	93	89	320	135	145	495	105
Weighted Total	600	200	200	200	131	145	134	235	101	89	322	135	143	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	89	29	33	26	16	25	16	36	20	11	20	22	46	73	16
	14.8%	14.6%	16.6%	13.1%	12.4%	17.0%	11.8%	15.4%	20.3%	12.9%	6.1%	16.6%	32.5%	14.8%	14.8%
												j	jk		
Reduced hours	53	10	18	25	11	17	10	18	8	8	17	17	19	44	9
	8.8%	4.8%	9.2%	12.4%	8.0%	11.9%	7.2%	7.6%	8.0%	8.5%	5.3%	12.6%	13.2%	8.9%	8.6%
				a								j	j		
Reduced pay / earnings	15	4	7	5	4	3	1	2	1	6	4	4	7	13	2
	2.5%	1.9%	3.3%	2.3%	2.8%	2.0%	.7%	.9%	1.1%	7.3%	1.4%	2.8%	4.8%	2.7%	1.8%
										efgh			j		
Headcount freeze	62	25	26	11	14	19	9	21	12	8	28	11	23	53	9
	10.4%	12.3%	13.1%	5.7%	11.0%	13.0%	6.4%	8.7%	11.8%	9.5%	8.8%	8.2%	15.9%	10.7%	8.6%
		c	c										jk		
Increased staffing	287	92	104	91	57	75	66	117	51	38	117	87	83	235	52
	47.8%	45.9%	51.9%	45.5%	43.3%	51.7%	49.4%	49.7%	50.2%	42.7%	36.2%	64.3%	58.2%	47.5%	49.3%
												j	j		
Increased pay/ earnings	330	105	110	115	70	82	78	130	52	48	151	98	80	277	53
	55.0%	52.5%	54.8%	57.5%	52.9%	56.9%	58.1%	55.4%	51.7%	53.7%	47.0%	72.7%	56.1%	56.0%	50.3%
												jl			
None of the above	160	53	54	53	41	34	29	59	30	26	119	19	22	127	32
	26.7%	26.3%	27.1%	26.5%	31.1%	23.6%	21.4%	24.9%	29.6%	29.8%	36.9%	13.7%	15.7%	25.8%	30.7%
											kl				

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

Jobs Outlook - Combined

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

Base: All respondents

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	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	135	150	133	226	93	89	320	135	145	495	105
Weighted Total		600	200	200	200	131	145	134	235	101	89	322	135	143	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)	12 2.0%	4 1.9%	6 2.8%	3 1.3%	4 2.9%	4 2.6%	2 1.4%	2 .8%	- -	3 3.0%	8 2.6%	3 2.0%	1 .6%	11 2.2%	1 .9%
A little better	(4)	136 22.7%	43 21.5%	44 22.2%	49 24.5%	25 18.7%	47 32.7% dfg	18 13.2%	40 17.0%	22 22.0%	25 27.8% fg	67 20.9%	35 26.2%	34 23.5%	109 22.0%	28 26.2%
No change	(3)	195 32.4%	66 33.0%	71 35.3%	58 28.9%	55 41.5% ei	34 23.5%	52 38.6% ei	84 35.8% e	32 32.0%	22 24.5%	114 35.3%	38 27.8%	43 30.4%	159 32.1%	36 34.1%
A little worse	(2)	151 25.1%	58 29.0%	44 22.0%	48 24.2%	24 18.1%	37 25.6%	35 25.9%	64 27.1%	29 28.8%	26 29.2%	85 26.4%	35 25.6%	31 21.8%	125 25.4%	25 23.7%
A lot worse	(1)	54 9.0%	15 7.4%	17 8.4%	22 11.2%	14 10.8%	9 6.5%	13 10.0%	22 9.3%	9 8.5%	8 9.5%	30 9.2%	10 7.7%	14 9.8%	47 9.5%	7 6.7%
Don't know		53 8.8%	14 7.1%	18 9.2%	20 9.9%	10 8.0%	13 9.1%	15 10.9%	23 10.0%	9 8.8%	5 6.1%	18 5.7%	14 10.6%	20 13.9% j	44 8.8%	9 8.5%
NETS																
Net: Better		148 24.7%	47 23.4%	50 25.0%	51 25.7%	28 21.6%	51 35.3% dfgh	20 14.6%	42 17.7%	22 22.0%	27 30.7% fg	76 23.5%	38 28.3%	35 24.1%	120 24.2%	29 27.0%
Net: Better/ No change		343 57.2%	113 56.4%	121 60.3%	109 54.7%	83 63.1%	85 58.8%	72 53.2%	126 53.5%	54 54.0%	49 55.3%	189 58.8%	76 56.0%	78 54.5%	278 56.3%	65 61.1%
Net: Worse		205 34.1%	73 36.4%	61 30.4%	71 35.4%	38 28.9%	46 32.1%	48 35.9%	86 36.5%	38 37.2%	34 38.7%	114 35.5%	45 33.3%	45 31.5%	172 34.9%	32 30.4%
Mean score		2.8	2.8	2.9	2.8	2.8	3.0 fg	2.7	2.7	2.7	2.8	2.8	2.9	2.8	2.8	2.9

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

Jobs Outlook - Combined

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

Base: All respondents

		WAVE				REGION						SIZE			SECTOR	
		Total	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	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	135	150	133	226	93	89	320	135	145	495	105
Weighted Total		600	200	200	200	131	145	134	235	101	89	322	135	143	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)	31	9	11	11	9	9	5	11	6	2	16	8	7	23	8
		5.2%	4.3%	5.6%	5.6%	7.1%	6.5%	3.7%	4.5%	5.7%	1.8%	5.1%	5.8%	4.8%	4.7%	7.2%
A little better	(4)	139	39	50	50	25	42	28	45	17	27	78	35	27	121	18
		23.2%	19.7%	25.0%	25.0%	19.0%	28.9%	20.9%	19.2%	17.1%	30.8%	24.2%	25.7%	18.6%	24.5%	17.4%
							gh				dgh					
No change	(3)	248	85	83	80	59	52	58	104	46	32	139	52	57	198	50
		41.3%	42.7%	41.4%	39.8%	45.1%	36.0%	43.5%	44.2%	45.2%	36.5%	43.1%	38.6%	39.7%	40.1%	46.9%
A little worse	(2)	79	33	18	27	19	14	19	35	16	11	45	16	17	62	17
		13.1%	16.4%	9.2%	13.7%	14.3%	9.8%	14.1%	14.9%	15.9%	12.1%	14.0%	12.2%	12.0%	12.5%	15.8%
			b													
A lot worse	(1)	28	5	7	16	4	7	6	13	7	5	13	6	9	22	6
		4.7%	2.4%	3.7%	7.9%	2.8%	4.5%	4.4%	5.4%	6.6%	5.9%	4.0%	4.4%	6.5%	4.5%	5.5%
				a												
Don't know		75	29	30	16	15	21	18	28	10	11	31	18	26	67	8
		12.5%	14.6%	15.0%	7.9%	11.6%	14.3%	13.3%	11.7%	9.6%	12.9%	9.6%	13.2%	18.4%	13.6%	7.2%
			c	c									j			
NETS																
Net: Better		170	48	61	61	34	51	33	56	23	29	94	43	33	144	26
		28.4%	23.9%	30.7%	30.6%	26.2%	35.4%	24.6%	23.8%	22.7%	32.6%	29.3%	31.5%	23.4%	29.2%	24.6%
							fgh									
Net: Better/ No change		418	133	144	141	94	103	91	160	68	61	233	95	90	343	76
		69.7%	66.6%	72.0%	70.4%	71.3%	71.4%	68.1%	68.0%	67.9%	69.2%	72.5%	70.1%	63.1%	69.3%	71.5%
												l				
Net: Worse		107	38	26	43	23	21	25	48	23	16	58	22	26	84	22
		17.8%	18.8%	12.9%	21.7%	17.1%	14.3%	18.6%	20.3%	22.5%	17.9%	18.0%	16.6%	18.5%	17.0%	21.3%
				b												
Mean score		3.1	3.1	3.2	3.1	3.2	3.3	3.1	3.0	3.0	3.1	3.1	3.2	3.0	3.1	3.1
							gh									

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	210 34.9%	79 13.1%
Recruitment agencies/ Search firms	209 34.9%	85 14.1%
Online job boards (e.g. Monster)	246 41.0%	94 15.7%
Internal Referrals	298 49.6%	105 17.5%
Talent pools and staff banks	70 11.7%	28 4.7%
Advertise on our own website	304 50.7%	124 20.6%
Social media and professional networking sites (e.g. LinkedIn)	227 37.8%	78 12.9%
Former employees and word of mouth	348 58.0%	139 23.2%
Jobcentre Plus / Universal Jobmatch	183 30.5%	67 11.1%
People approach us	300 49.9%	107 17.8%
Other	37 6.2%	14 2.4%
We have never recruited any of this kind of staff	79 13.2%	386 64.3%

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	522	218
Weighted Total	521 100.0%	214 100.0%
Advertise externally in newspapers/trade/ professional press	210 40.3%	79 36.8%
Recruitment agencies/ Search firms	209 40.2%	85 39.6%
Online job boards (e.g. Monster)	246 47.2%	94 43.9%
Internal Referrals	298 57.2%	105 48.8%
Talent pools and staff banks	70 13.5%	28 13.1%
Advertise on our own website	304 58.4%	124 57.7%
Social media and professional networking sites (e.g. LinkedIn)	227 43.6%	78 36.2%
Former employees and word of mouth	348 66.9%	139 64.8%
Jobcentre Plus / Universal Jobmatch	183 35.1%	67 31.2%
People approach us	300 57.6%	107 49.8%
Other	37 7.1%	14 6.6%

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	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	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	135	150	133	226	93	89	320	135	145	495	105
Weighted Total	600	200	200	200	131	145	134	235	101	89	322	135	143	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	348 58.0%	95 47.5%	126 62.9% a	127 63.7% a	77 58.8%	86 59.1%	83 61.5%	135 57.5%	53 52.2%	50 56.5%	172 53.5%	89 65.7% j	87 60.9%	283 57.3%	65 61.6%
Advertise on our own website	304 50.7%	97 48.6%	102 51.2%	104 52.2%	58 44.3%	74 50.9%	75 55.9%	119 50.6%	44 43.6%	53 59.8% dh	118 36.7%	83 61.4% j	103 72.1% j	255 51.6%	49 46.3%
People approach us	300 49.9%	69 34.5%	116 57.8% a	115 57.6% a	60 45.8%	69 47.9%	82 60.8% deh	127 54.0%	45 45.0%	43 48.5%	147 45.6%	80 59.0% j	73 51.3%	243 49.1%	57 53.9%
Internal Referrals	298 49.6%	81 40.5%	110 54.9% a	107 53.5% a	56 42.9%	75 51.6%	76 56.4% d	120 51.0%	44 43.8%	47 52.6%	127 39.3%	83 61.5% j	88 61.6% j	243 49.1%	55 51.8%
Online job boards (e.g. Monster)	246 41.0%	64 32.2%	92 46.1% a	89 44.7% a	50 38.2%	55 37.9%	64 47.4%	102 43.4%	38 38.1%	39 43.7%	102 31.5%	64 47.1% j	81 56.4% j	202 40.8%	44 41.8%
Social media and professional networking sites (e.g. LinkedIn)	227 37.8%	50 25.0%	87 43.5% a	90 44.9% a	42 32.1%	52 35.8%	56 41.7%	97 41.2%	41 40.5%	36 40.5%	90 28.1%	61 45.5% j	75 52.4% j	185 37.5%	42 39.3%
Advertise externally in newspapers/ trade/ professional press	210 34.9%	65 32.5%	73 36.6%	71 35.7%	46 34.7%	51 35.1%	52 38.6%	80 33.9%	28 27.6%	33 37.7%	97 30.3%	47 35.0%	65 45.4% j	174 35.3%	35 33.5%
Recruitment agencies/ Search firms	209 34.9%	71 35.4%	61 30.6%	77 38.7%	41 30.9%	47 32.6%	51 37.8%	94 39.9%	43 42.7%	28 31.2%	81 25.0%	57 42.6% j	71 49.8% j	172 34.7%	38 35.8%
Jobcentre Plus / Universal Jobmatch	183 30.5%	56 28.0%	70 35.0%	57 28.4%	45 34.1%	40 27.5%	35 26.2%	63 26.8%	28 27.6%	35 40.0% efg	74 23.0%	52 38.3% j	57 39.9% j	153 30.9%	30 28.6%

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

Jobs Outlook - Combined

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

Permanent members of staff

Base: All respondents

		WAVE			REGION						SIZE			SECTOR	
	Total	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	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	135	150	133	226	93	89	320	135	145	495	105
Weighted Total	600	200	200	200	131	145	134	235	101	89	322	135	143	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	70	17	28	26	18	15	15	28	12	10	16	19	35	59	11
	11.7%	8.4%	13.9%	12.8%	13.6%	10.3%	11.4%	11.8%	12.3%	10.9%	5.1%	13.7%	24.6%	12.0%	10.4%
												j	jk		
Other	37	12	12	14	3	14	10	16	6	4	13	12	12	35	2
	6.2%	5.8%	5.8%	7.0%	2.1%	9.8%	7.2%	6.8%	6.2%	4.9%	4.1%	9.1%	8.2%	7.1%	1.7%
						d	d					j		n	
We have never recruited any of this kind of staff	79	20	30	29	23	19	14	27	13	10	70	5	4	67	13
	13.2%	10.1%	15.1%	14.4%	17.5%	13.3%	10.7%	11.6%	12.8%	11.2%	21.7%	3.9%	3.0%	13.5%	12.0%
											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	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	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	135	150	133	226	93	89	320	135	145	495	105
Weighted Total	600	200	200	200	131	145	134	235	101	89	322	135	143	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	139 23.2%	47 23.4%	36 18.1%	56 27.9% b	28 21.4%	34 23.7%	32 23.9%	53 22.4%	21 20.6%	24 26.7%	55 17.1%	38 28.4% j	46 31.9% j	121 24.5%	18 17.1%
Advertise on our own website	124 20.6%	46 23.0%	33 16.7%	44 22.1%	26 19.4%	34 23.7% h	26 19.4%	39 16.6%	13 12.9%	25 27.8% gh	35 10.7%	33 24.4% j	56 39.3% jk	109 22.1%	15 13.8%
People approach us	107 17.8%	31 15.6%	26 12.9%	50 24.9% ab	20 15.1%	28 19.2%	30 22.0%	42 17.7%	12 11.9%	18 19.9%	42 13.1%	28 21.0% j	36 25.3% j	92 18.6%	15 14.0%
Internal Referrals	105 17.5%	36 18.2% b	21 10.4%	47 23.7% b	20 15.0%	33 23.0% gh	23 17.4%	34 14.5%	11 10.7%	18 19.8%	38 11.8%	30 22.1% j	37 25.8% j	93 18.8%	12 11.1%
Online job boards (e.g. Monster)	94 15.7%	35 17.5% b	21 10.5%	38 19.0% b	19 14.4%	25 17.3%	21 15.3%	35 14.7%	14 13.9%	16 17.6%	27 8.5%	24 17.8% j	43 29.9% jk	81 16.5%	13 12.0%
Recruitment agencies/ Search firms	85 14.1%	36 18.0% b	17 8.7%	31 15.7% b	19 14.6%	22 15.0%	20 15.2%	31 13.1%	10 10.3%	13 14.8%	23 7.0%	28 21.0% j	34 23.8% j	70 14.2%	15 13.8%
Advertise externally in newspapers/ trade/ professional press	79 13.1%	28 14.2%	22 10.9%	29 14.3%	16 12.2%	25 17.1% gh	17 12.8%	23 9.7%	6 5.5%	15 17.3% h	28 8.8%	22 16.3% j	28 19.9% j	70 14.2%	9 8.2%
Social media and professional networking sites (e.g. LinkedIn)	78 12.9%	23 11.3%	23 11.3%	32 16.2%	19 14.4%	20 13.9%	14 10.5%	26 11.2%	12 12.1%	12 13.8%	23 7.0%	22 15.9% j	33 23.3% j	64 12.9%	14 13.1%
Jobcentre Plus / Universal Jobmatch	67 11.1%	22 10.9%	22 11.0%	23 11.5%	14 10.6%	18 12.6% h	14 10.1%	18 7.7%	5 4.5%	16 18.6% gh	19 5.9%	22 15.9% j	26 18.4% j	58 11.7%	9 8.4%

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	
				September			South	South							
	Total	July 2017	August 2017	2017	North	Midlands	excluding London	including London	London	Other	0-49	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	135	150	133	226	93	89	320	135	145	495	105
Weighted Total	600	200	200	200	131	145	134	235	101	89	322	135	143	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	28 4.7%	7 3.4%	9 4.3%	13 6.3%	8 6.2%	6 3.8%	6 4.5%	9 4.0%	3 3.3%	5 5.4%	4 1.1%	8 5.9%	16 11.5%	23 4.7%	5 4.7%
Other	14 2.4%	6 2.9%	2 .9%	7 3.3%	1 .7%	8 5.3%	3 2.1%	4 1.6%	1 1.0%	2 1.9%	4 1.1%	7 5.0%	4 2.7%	13 2.7%	1 .9%
We have never recruited any of this kind of staff	386 64.3%	115 57.5%	145 72.7%	125 62.6%	89 67.5%	87 59.8%	88 65.5%	158 67.0%	70 69.2%	53 59.3%	244 75.7%	75 55.8%	66 46.5%	307 62.0%	79 74.7%
			ac								kl				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	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	522	180	171	171	112	131	118	199	81	80	251	130	141	429	93
Weighted Total	521	180	170	171	108	125	120	208	88	79	252	130	139	428	93
	100.0%	100.0%	100.0%	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	348 66.9%	95 52.9%	126 74.0% a	127 74.4% a	77 71.2%	86 68.2%	83 68.9%	135 65.0%	53 59.8%	50 63.6%	172 68.3%	89 68.4%	87 62.7%	283 66.2%	65 69.9%
Advertise on our own website	304 58.4%	97 54.1%	102 60.3%	104 61.0%	58 53.7%	74 58.7%	75 62.5%	119 57.2%	44 50.0%	53 67.3% h	118 46.8%	83 63.9% j	103 74.3% j	255 59.6%	49 52.6%
People approach us	300 57.6%	69 38.4%	116 68.0% a	115 67.3% a	60 55.5%	69 55.3%	82 68.1% eh	127 61.1%	45 51.6%	43 54.6%	147 58.2%	80 61.4%	73 52.8%	243 56.8%	57 61.2%
Internal Referrals	298 57.2%	81 45.0%	110 64.7% a	107 62.5% a	56 51.9%	75 59.5%	76 63.1%	120 57.7%	44 50.3%	47 59.2%	127 50.2%	83 64.0% j	88 63.5% j	243 56.8%	55 58.9%
Online job boards (e.g. Monster)	246 47.2%	64 35.8%	92 54.3% a	89 52.2% a	50 46.3%	55 43.6%	64 53.0%	102 49.1%	38 43.7%	39 49.1%	102 40.3%	64 49.0%	81 58.1% j	202 47.2%	44 47.4%
Social media and professional networking sites (e.g. LinkedIn)	227 43.6%	50 27.8%	87 51.3% a	90 52.4% a	42 38.9%	52 41.3%	56 46.7%	97 46.6%	41 46.5%	36 45.6%	90 35.8%	61 47.3% j	75 54.0% j	185 43.3%	42 44.7%
Advertise externally in newspapers/ trade/ professional press	210 40.3%	65 36.2%	73 43.1%	71 41.7%	46 42.1%	51 40.5%	52 43.2%	80 38.4%	28 31.7%	33 42.4%	97 38.6%	47 36.4%	65 46.8%	174 40.8%	35 38.0%
Recruitment agencies/ Search firms	209 40.2%	71 39.4%	61 36.0%	77 45.2%	41 37.5%	47 37.6%	51 42.3%	94 45.1%	43 49.0%	28 35.1%	81 32.0%	57 44.3% j	71 51.4% j	172 40.1%	38 40.6%
Jobcentre Plus / Universal Jobmatch	183 35.1%	56 31.2%	70 41.2%	57 33.2%	45 41.3%	40 31.7%	35 29.3%	63 30.3%	28 31.6%	35 45.0% fg	74 29.4%	52 39.9% j	57 41.2% j	153 35.7%	30 32.5%

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	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	522	180	171	171	112	131	118	199	81	80	251	130	141	429	93
Weighted Total	521	180	170	171	108	125	120	208	88	79	252	130	139	428	93
	100.0%	100.0%	100.0%	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	70	17	28	26	18	15	15	28	12	10	16	19	35	59	11
	13.5%	9.3%	16.3%	15.0%	16.5%	11.9%	12.8%	13.3%	14.1%	12.2%	6.5%	14.3%	25.4%	13.8%	11.8%
			a									j	jk		
Other	37	12	12	14	3	14	10	16	6	4	13	12	12	35	2
	7.1%	6.4%	6.8%	8.2%	2.5%	11.3%	8.1%	7.6%	7.1%	5.5%	5.2%	9.4%	8.5%	8.2%	2.0%
						d								n	

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	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	*h	i	j	k	l	m	*n
Unweighted Total	218	87	55	76	45	61	46	75	29	37	78	61	79	191	27
Weighted Total	214	85	55	75	43	58	46	78	31	36	78	60	77	188	27
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Former employees and word of mouth	139 64.8%	47 55.1%	36 66.2%	56 74.7% a	28 65.9%	34 59.0%	32 69.0%	53 68.1%	21 66.7%	24 65.7%	55 70.2%	38 64.3%	46 59.6%	121 64.4%	18 67.4%
Advertise on our own website	124 57.7%	46 54.2%	33 61.2%	44 59.0%	26 59.8%	34 59.1%	26 56.2%	39 50.4%	13 41.8%	25 68.4%	35 44.2%	33 55.2%	56 73.4% jk	109 58.1%	15 54.4%
People approach us	107 49.8%	31 36.7%	26 47.2%	50 66.5% ab	20 46.3%	28 47.7%	30 63.6%	42 53.6%	12 38.7%	18 49.0%	42 53.9%	28 47.6%	36 47.2%	92 49.0%	15 55.3%
Internal Referrals	105 48.8%	36 42.9%	21 38.1%	47 63.4% ab	20 46.1%	33 57.3%	23 50.3%	34 44.0%	11 34.6%	18 48.6%	38 48.4%	30 50.1%	37 48.3%	93 49.5%	12 44.1%
Online job boards (e.g. Monster)	94 43.9%	35 41.2%	21 38.5%	38 50.9%	19 44.3%	25 43.0%	21 44.2%	35 44.6%	14 45.1%	16 43.3%	27 34.9%	24 40.3%	43 55.9% j	81 43.4%	13 47.3%
Recruitment agencies/ Search firms	85 39.6%	36 42.3%	17 32.0%	31 42.0%	19 44.8%	22 37.4%	20 44.1%	31 39.8%	10 33.4%	13 36.4%	23 28.8%	28 47.5% j	34 44.4% j	70 37.4%	15 54.7%
Advertise externally in newspapers/ trade/ professional press	79 36.8%	28 33.4%	22 39.8%	29 38.4%	16 37.6%	25 42.5%	17 37.1%	23 29.3%	6 17.8%	15 42.6%	28 36.3%	22 36.9%	28 37.1%	70 37.4%	9 32.3%
Social media and professional networking sites (e.g. LinkedIn)	78 36.2%	23 26.6%	23 41.3%	32 43.3% a	19 44.4%	20 34.5%	14 30.4%	26 34.0%	12 39.2%	12 33.8%	23 29.0%	22 36.1%	33 43.5%	64 33.9%	14 51.9%
Jobcentre Plus / Universal Jobmatch	67 31.2%	22 25.7%	22 40.2%	23 30.8%	14 32.7%	18 31.5%	14 29.1%	18 23.3%	5 14.7%	16 45.6% g	19 24.3%	22 36.1%	26 34.3%	58 30.9%	9 33.2%

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

Jobs Outlook - Combined

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

Temporary or contract workers

Base: All who have recruited this type of staff before

		WAVE			REGION						SIZE			SECTOR	
	Total	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	*h	i	j	k	l	m	*n
Unweighted Total	218	87	55	76	45	61	46	75	29	37	78	61	79	191	27
Weighted Total	214	85	55	75	43	58	46	78	31	36	78	60	77	188	27
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Talent pools and staff banks	28	7	9	13	8	6	6	9	3	5	4	8	16	23	5
	13.1%	8.1%	15.7%	16.8%	19.2%	9.5%	13.2%	12.2%	10.8%	13.3%	4.6%	13.4%	21.4%	12.3%	18.5%
											j				
Other	14	6	2	7	1	8	3	4	1	2	4	7	4	13	1
	6.6%	6.8%	3.4%	8.8%	2.2%	13.2%	6.2%	5.0%	3.1%	4.8%	4.7%	11.3%	5.0%	7.1%	3.4%

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	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		234	80	69	85	46	54	60	102	42	32	90	63	81	193	41
Weighted Total		233	79	68	86	45	52	59	105	45	32	90	63	80	193	41
		100.0%	100.0%	100.0%	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)	40 16.9%	18 22.2%	7 10.5%	15 17.2%	6 12.6%	10 20.2%	7 11.3%	14 13.4%	7 16.2%	9 29.1% fg	21 23.3%	9 14.0%	10 12.1%	35 18.0%	5 11.8%
Fairly satisfied	(4)	126 54.0%	44 55.1%	35 51.2%	47 55.3%	24 53.2%	26 50.9%	34 56.8%	60 56.9%	26 57.0%	16 50.9%	40 43.7%	42 66.2% j	45 56.0%	101 52.2%	26 62.5%
Neither satisfied nor dissatisfied	(3)	33 14.0%	9 11.0%	11 16.4%	13 14.9%	6 12.7%	10 19.8%	7 11.3%	12 11.6%	5 12.0%	5 14.3%	15 17.0% k	4 5.9%	14 17.1% k	29 15.1%	4 9.1%
Fairly dissatisfied	(2)	16 6.9%	3 3.5%	7 10.4%	6 7.3%	3 6.7%	1 1.8%	7 11.2% e	11 10.7% e	5 10.1%	1 3.1%	9 9.8%	2 3.1%	5 6.6%	14 7.3%	2 5.3%
Very dissatisfied	(1)	3 1.1%	1 1.2%	- -	2 2.1%	1 2.0%	- -	2 3.0%	2 1.7%	- -	- -	2 2.0%	1 1.4%	- -	2 .9%	1 2.2%
Don't know		16 6.9%	6 7.0%	8 11.5% c	3 3.2%	6 12.7%	4 7.3%	4 6.4%	6 5.6%	2 4.7%	1 2.5%	4 4.2%	6 9.3%	7 8.2%	13 6.5%	4 9.0%
NETS																
Net: Satisfied		166 71.0%	61 77.3% b	42 61.7%	62 72.5%	29 65.9%	37 71.2%	40 68.0%	74 70.3%	33 73.2%	26 80.1%	61 67.0%	51 80.2%	54 68.1%	135 70.3%	30 74.3%
Net: Dissatisfied		19 8.1%	4 4.7%	7 10.4%	8 9.4%	4 8.7%	1 1.8%	8 14.3% e	13 12.4% e	5 10.1%	1 3.1%	11 11.8%	3 4.5%	5 6.6%	16 8.2%	3 7.6%
Mean score		3.8	4.0 b	3.7	3.8	3.8	4.0	3.7	3.7	3.8	4.1 f	3.8	4.0	3.8	3.8	3.8

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

Jobs Outlook - Combined

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

Base: All who use recruitment agencies

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		234	80	69	85	46	54	60	102	42	32	90	63	81	193	41
Weighted Total		233	79	68	86	45	52	59	105	45	32	90	63	80	193	41
		100.0%	100.0%	100.0%	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)	40	17	10	13	6	11	6	16	11	6	19	12	10	36	4
		17.1%	21.2%	14.4%	15.5%	12.8%	22.0%	9.7%	15.6%	23.3%	20.1%	20.5%	18.3%	12.3%	18.6%	10.1%
Fairly satisfied	(4)	125	47	33	46	28	26	34	54	20	17	43	36	46	95	31
		53.7%	58.6%	48.5%	53.3%	61.6%	51.0%	56.6%	51.5%	44.9%	54.0%	47.3%	57.4%	58.0%	49.1%	75.2%
															m	
Neither satisfied nor dissatisfied	(3)	27	5	8	14	4	7	5	8	3	8	12	6	10	26	1
		11.4%	6.1%	11.0%	16.7%	8.2%	12.6%	8.1%	7.8%	7.4%	25.9%	12.8%	8.8%	11.9%	13.4%	2.2%
					a						dfgh				n	
Fairly dissatisfied	(2)	18	6	6	6	4	1	10	13	3	-	12	2	4	17	1
		7.5%	7.0%	8.5%	7.2%	8.8%	1.8%	16.0%	12.2%	7.1%	-	12.9%	3.1%	5.0%	8.6%	2.4%
								ei	ei			k				
Very dissatisfied	(1)	7	1	4	2	-	4	-	3	3	-	2	2	3	5	2
		3.1%	1.2%	5.9%	2.6%	-	7.3%	-	3.3%	7.6%	-	2.3%	3.1%	4.0%	2.6%	5.3%
							f			f						
Don't know		17	5	8	4	4	3	6	10	4	-	4	6	7	15	2
		7.1%	5.9%	11.6%	4.7%	8.5%	5.3%	9.5%	9.6%	9.7%	-	4.2%	9.3%	8.7%	7.6%	4.8%
NETS																
Net: Satisfied		165	63	43	59	33	38	39	70	31	24	61	48	56	130	35
		70.8%	79.8%	62.9%	68.8%	74.5%	73.0%	66.3%	67.1%	68.2%	74.1%	67.8%	75.7%	70.3%	67.7%	85.4%
			b												m	
Net: Dissatisfied		25	7	10	8	4	5	10	16	7	-	14	4	7	22	3
		10.6%	8.2%	14.5%	9.8%	8.8%	9.1%	16.0%	15.4%	14.7%	-	15.2%	6.2%	9.0%	11.3%	7.6%
								i	i	i						
Mean score		3.8	4.0	3.6	3.8	3.9	3.8	3.7	3.7	3.8	3.9	3.7	3.9	3.8	3.8	3.9
			b													

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	
				September 2017			South excluding London	South including London							
	Total	July 2017	August 2017		North	Midlands			London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	522	180	171	171	112	131	118	199	81	80	251	130	141	429	93
Weighted Total	521	180	170	171	108	125	120	208	88	79	252	130	139	428	93
	100.0%	100.0%	100.0%	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	204 39.2%	69 38.5%	62 36.6%	73 42.6%	43 39.8%	57 45.1% i	49 40.6%	81 38.8%	32 36.4%	24 29.9%	80 31.6%	51 39.2%	73 52.9% jk	171 39.9%	33 35.9%
Construction	57 11.0%	24 13.3%	20 11.8%	13 7.7%	12 11.2%	17 13.6%	16 13.0%	22 10.6%	7 7.4%	6 7.4%	39 15.3% k	7 5.2%	12 8.4%	49 11.4%	8 8.9%
Drivers	109 21.0%	34 18.7%	32 18.8%	44 25.4%	21 19.1%	25 19.7%	30 24.7%	48 23.1%	18 21.0%	16 19.8%	47 18.8%	22 16.9%	40 28.6% jk	88 20.7%	21 22.3%
Education	61 11.7%	24 13.4%	12 7.3%	24 14.1% b	12 11.2%	16 12.8%	16 13.5%	27 12.9%	11 12.0%	6 7.2%	19 7.6%	22 16.9% j	19 14.0% j	56 13.1% n	5 4.9%
Engineering & technical	125 24.0%	52 28.7%	35 20.7%	38 22.3%	25 22.6%	32 25.6%	23 19.3%	40 19.0%	16 18.7%	29 36.6% dfgh	49 19.3%	33 25.7%	43 31.1% j	99 23.2%	26 27.8%
Executive recruitment / interim management	94 18.1%	30 17.0%	25 14.5%	39 22.9% b	19 17.5%	26 21.0%	21 17.3%	34 16.4%	13 15.3%	15 18.8%	29 11.4%	21 15.9%	45 32.5% jk	81 18.9%	13 14.5%
Health & social care	98 18.7%	22 12.5%	36 21.1% a	39 23.0% a	13 12.4%	29 23.4% d	21 17.5%	41 19.6%	20 22.6%	14 17.6%	31 12.2%	35 27.0% j	32 22.9% j	84 19.6%	14 14.8%
Hospitality	71 13.7%	21 11.6%	22 13.1%	28 16.4%	18 16.6%	13 10.5%	11 8.8%	24 11.5%	13 15.2%	16 20.4% ef	34 13.4%	21 15.8%	17 12.2%	61 14.3%	10 10.7%
Industrial	54 10.4%	22 12.3%	11 6.7%	21 12.0%	9 8.6%	20 16.0% gh	11 9.2%	16 7.6%	5 5.3%	9 11.3%	27 10.8%	10 7.3%	17 12.5%	46 10.6%	9 9.2%
Legal & HR	134 25.7%	49 27.3%	40 23.6%	45 26.1%	33 30.5%	34 27.3%	25 21.2%	47 22.4%	21 24.1%	20 25.4%	30 11.7%	41 31.5% j	64 45.8% jk	111 25.9%	23 24.8%
Life sciences	18 3.4%	5 2.8%	3 2.0%	9 5.5%	2 1.8%	4 3.0%	2 1.7%	5 2.6%	3 3.9%	7 8.6% dfg	8 3.1%	5 3.9%	5 3.6%	18 4.2% n	- -

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	
				September 2017			South excluding London	South including London							
	Total	July 2017	August 2017		North	Midlands			London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	522	180	171	171	112	131	118	199	81	80	251	130	141	429	93
Weighted Total	521	180	170	171	108	125	120	208	88	79	252	130	139	428	93
	100.0%	100.0%	100.0%	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	125	42	41	42	23	36	27	45	18	21	48	37	41	106	19
	24.0%	23.1%	24.2%	24.8%	20.9%	28.8%	22.4%	21.6%	20.5%	27.1%	19.0%	28.2%	29.3%	24.8%	20.6%
												j	j		
Office professionals	274	92	90	92	57	69	60	108	48	40	109	74	90	233	41
	52.6%	51.4%	52.8%	53.5%	52.3%	54.8%	50.0%	51.8%	54.3%	51.3%	43.4%	57.1%	65.0%	54.5%	43.8%
												j	j		
Sales & retail	159	54	45	59	34	34	39	67	29	23	72	39	47	124	34
	30.4%	30.1%	26.6%	34.5%	31.5%	27.3%	32.1%	32.4%	32.8%	28.8%	28.7%	30.3%	33.7%	29.0%	37.1%
Technology	93	29	26	38	17	24	18	31	14	20	35	23	34	86	7
	17.8%	16.1%	15.1%	22.3%	15.8%	19.2%	14.7%	15.0%	15.5%	25.9%	13.8%	18.1%	24.8%	20.1%	7.5%
										g			j	n	
None	35	19	11	6	12	10	1	6	5	7	19	7	10	29	6
	6.8%	10.4%	6.4%	3.3%	10.7%	8.3%	.8%	3.0%	6.0%	8.9%	7.3%	5.4%	7.1%	6.8%	6.6%
		c			fg	fg			f	fg					
Average number of mentions	3.5	3.5	3.2	3.7	3.5	3.8	3.1	3.2	3.2	3.7	2.8	3.6	4.5	3.5	3.0
						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	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	*b	c	*d	*e	*f	g	*h	*i	*j	*k	l	m	*n
Unweighted Total	88	37	18	33	20	23	21	31	10	14	23	29	36	73	15
Weighted Total	85	36	17	31	19	22	20	31	10	13	23	28	34	70	15
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Accounting and financial services	27	16	3	9	7	11	6	9	3	1	3	8	16	24	3
	32.0%	43.3%	15.7%	28.1%	34.3%	48.4%	29.0%	29.2%	29.5%	8.3%	13.4%	28.6%	47.2%	34.6%	19.7%
Construction	11	5	4	2	2	5	2	3	1	1	3	3	5	9	2
	12.4%	13.1%	22.3%	6.2%	9.6%	22.4%	9.0%	9.7%	11.1%	6.4%	13.4%	10.5%	13.4%	12.4%	12.6%
Drivers	11	5	1	5	3	5	3	3	-	-	3	3	5	11	-
	12.4%	13.3%	5.3%	15.3%	14.2%	22.9%	13.8%	9.2%	-	-	12.5%	10.8%	13.6%	15.0%	-
Education	9	4	1	4	2	2	3	4	1	1	-	5	4	9	-
	10.1%	10.6%	6.7%	11.4%	9.7%	8.5%	14.1%	13.1%	11.4%	6.1%	-	17.1%	11.0%	12.2%	-
Engineering & technical	12	8	1	3	2	6	2	2	-	2	1	5	6	11	1
	13.8%	21.6%	5.2%	9.7%	9.9%	27.0%	9.7%	6.4%	-	15.2%	4.2%	18.0%	16.7%	15.4%	6.2%
Executive recruitment / interim management	4	2	1	1	1	3	-	-	-	-	1	1	2	3	1
	4.4%	5.4%	5.2%	2.7%	5.0%	12.6%	-	-	-	-	4.3%	3.2%	5.4%	4.0%	6.2%
Health & social care	9	2	4	4	1	3	2	2	-	3	2	5	3	6	4
	11.0%	5.4%	22.0%	11.3%	5.4%	13.5%	9.3%	6.2%	-	26.2%	8.4%	17.3%	7.5%	8.1%	24.6%
Hospitality	9	6	2	1	2	1	2	4	2	2	3	2	4	7	2
	10.7%	16.7%	11.1%	3.5%	10.2%	4.5%	9.3%	12.9%	20.0%	16.3%	13.3%	7.2%	11.8%	10.0%	14.0%
Industrial	12	7	2	3	3	5	4	4	-	-	3	4	5	11	1
	13.7%	18.3%	10.7%	10.1%	14.4%	22.8%	19.3%	12.8%	-	-	12.5%	14.7%	13.7%	15.0%	7.6%
Legal & HR	12	7	2	3	3	7	-	1	1	1	1	4	7	9	3
	13.8%	19.0%	10.4%	9.6%	14.7%	31.0%	-	3.4%	10.1%	8.3%	4.5%	14.4%	19.4%	12.5%	19.7%
Life sciences	3	2	1	-	-	1	1	1	-	1	1	2	-	3	-
	3.5%	5.7%	5.4%	-	-	4.5%	4.7%	3.1%	-	8.3%	4.2%	7.3%	-	4.3%	-
Marketing, media & creative	11	8	3	1	3	8	1	1	-	-	1	5	6	10	2
	13.5%	21.6%	15.7%	3.1%	15.0%	35.4%	4.5%	3.0%	-	-	4.5%	16.8%	16.8%	13.8%	12.5%
		c													
Office professionals	35	15	5	15	5	12	9	12	3	6	2	11	22	30	5
	40.8%	43.1%	26.5%	46.1%	24.1%	57.1%	43.8%	38.7%	28.6%	43.2%	8.9%	38.6%	63.7%	42.4%	33.0%

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	
				September 2017			South excluding London	South including London							
	Total	July 2017	August 2017		North	Midlands			London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	*b	c	*d	*e	*f	g	*h	*i	*j	*k	l	m	*n
Unweighted Total	88	37	18	33	20	23	21	31	10	14	23	29	36	73	15
Weighted Total	85	36	17	31	19	22	20	31	10	13	23	28	34	70	15
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Sales & retail	16	8	2	6	4	8	2	4	2	-	3	6	7	13	3
	18.4%	21.2%	10.4%	19.6%	20.3%	35.8%	9.5%	12.8%	19.3%	-	13.6%	20.9%	19.5%	18.1%	19.7%
Technology	9	7	1	1	2	6	1	1	-	-	2	3	4	8	1
	10.3%	18.7%	5.2%	3.5%	9.9%	27.3%	4.6%	3.0%	-	-	8.8%	10.5%	11.2%	11.2%	6.2%
None	12	6	2	5	6	3	-	2	2	2	7	3	3	10	3
	14.6%	16.1%	11.0%	15.0%	30.5%	12.6%	-	6.3%	18.8%	14.3%	30.1%	9.9%	8.3%	13.5%	19.9%
Average number of mentions	2.6	3.3	2.0	2.1	2.8	4.3	1.8	1.7	1.6	1.6	1.8	2.6	3.0	2.6	2.3

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	485 100.0%	- -	- -	- -	- -	- -	- -	- -	- -	- -	485 100.0%	-
Four to twelve months	485 100.0%	- -	- -	- -	- -	- -	- -	- -	- -	- -	485 100.0%	-

Jobs Outlook - Combined

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

Three months

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		486	161	160	165	100	120	117	193	76	73	232	123	131	399	87
Weighted Total		485	161	159	165	97	115	119	202	83	72	234	123	129	398	87
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Increase slightly	(4)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Stay the same	(3)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Decrease slightly	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																
Net: Increase		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
No response		485	161	159	165	97	115	119	202	83	72	234	123	129	398	87
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Mean score		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

Jobs Outlook - Combined

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

Four to twelve months

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		486	161	160	165	100	120	117	193	76	73	232	123	131	399	87
Weighted Total		485	161	159	165	97	115	119	202	83	72	234	123	129	398	87
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Increase slightly	(4)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Stay the same	(3)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Decrease slightly	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																
Net: Increase		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
No response		485	161	159	165	97	115	119	202	83	72	234	123	129	398	87
		100.0%	100.0%	100.0%	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	204 100.0%	- -	27 13.1%	167 81.9%	5 2.6%	2 1.0%	3 1.5%	27 13.1%	7 3.6%	194 94.9%	3.1
Construction	57 100.0%	1 1.7%	10 18.0%	40 70.9%	3 5.7%	1 2.0%	1 1.7%	11 19.7%	4 7.7%	52 90.6%	3.1
Drivers	109 100.0%	- -	23 20.7%	83 75.7%	1 .9%	3 2.8%	- -	23 20.7%	4 3.6%	105 96.4%	3.1
Education	61 100.0%	- -	10 16.2%	44 72.7%	3 4.8%	- -	4 6.2%	10 16.2%	3 4.8%	54 88.9%	3.1
Engineering & technical	125 100.0%	3 2.4%	26 21.2%	86 68.7%	1 .8%	3 2.4%	6 4.5%	29 23.6%	4 3.2%	115 92.3%	3.2
Executive recruitment / interim management	94 100.0%	3 3.2%	6 6.6%	79 83.8%	1 1.2%	2 2.0%	3 3.2%	9 9.8%	3 3.2%	88 93.6%	3.1
Health & social care	98 100.0%	4 3.8%	31 31.4%	53 54.8%	3 2.9%	- -	7 7.1%	34 35.2%	3 2.9%	88 90.0%	3.4
Hospitality	71 100.0%	1 1.2%	9 12.4%	56 78.4%	5 6.6%	1 1.4%	- -	10 13.6%	6 8.0%	65 92.0%	3.1
Industrial	54 100.0%	1 2.2%	11 20.2%	41 75.9%	1 1.7%	- -	- -	12 22.4%	1 1.7%	53 98.3%	3.2
Legal & HR	134 100.0%	2 1.4%	18 13.8%	104 77.8%	4 3.2%	2 1.5%	3 2.2%	20 15.2%	6 4.8%	125 93.0%	3.1
Life sciences	18 100.0%	2 10.8%	2 12.2%	13 70.9%	1 6.1%	- -	- -	4 23.0%	1 6.1%	17 93.9%	3.3
Marketing, media & creative	125 100.0%	1 .8%	18 14.2%	97 77.8%	2 1.8%	1 .8%	6 4.7%	19 14.9%	3 2.6%	116 92.7%	3.1
Office professionals	274 100.0%	3 1.1%	36 13.0%	216 79.1%	5 1.9%	3 1.0%	11 3.9%	39 14.1%	8 3.0%	255 93.2%	3.1
Sales & retail	159 100.0%	4 2.4%	28 17.8%	111 70.3%	5 3.3%	2 1.2%	8 5.1%	32 20.2%	7 4.5%	143 90.5%	3.2
Technology	93 100.0%	3 3.1%	11 12.1%	70 75.2%	3 3.4%	1 1.0%	5 5.1%	14 15.2%	4 4.5%	84 90.4%	3.1
Average (response based including bases)	1675 100.0%	27 1.6%	266 15.9%	1261 75.3%	44 2.6%	21 1.2%	55 3.3%	293 17.5%	65 3.9%	1554 92.8%	3.1

Jobs Outlook - Combined

Q10_SUM. Average across all sectors (response based)

SUMMARY TABLE

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		1674	571	508	595	354	454	362	605	243	261	648	442	584	1407	267
Weighted Total		1675	569	501	605	338	436	367	636	268	265	656	440	579	1412	263
		100.0%	100.0%	100.0%	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)	27 1.6%	5 .9%	3 .6%	19 3.2% ab	3 .9%	15 3.5% dfgh	4 1.1%	5 .8%	1 .4%	3 1.3%	6 .9%	17 3.9% jl	4 .7%	21 1.5%	7 2.5%
Increase slightly	(4)	266 15.9%	72 12.7%	102 20.4% ac	91 15.1%	70 20.6% efi	64 14.7% i	48 13.1%	107 16.8% i	59 22.0% efi	25 9.4%	71 10.8%	84 19.1% j	111 19.1% j	200 14.2%	65 24.8% m
Stay same	(3)	1261 75.3%	454 79.7% bc	363 72.4%	445 73.5%	252 74.7% h	325 74.6% h	287 78.2% h	463 72.8% h	176 65.5% degh	221 83.3% degh	547 83.4% kl	302 68.7%	412 71.2%	1076 76.2% n	185 70.5%
Decrease slightly	(2)	44 2.6%	13 2.3%	15 2.9%	17 2.7%	4 1.1%	11 2.6%	5 1.3%	23 3.6% df	18 6.7% defgi	6 2.4%	8 1.2%	16 3.6% j	21 3.6% j	42 3.0% n	2 .7%
Decrease greatly	(1)	21 1.2%	8 1.4% b	- -	13 2.2% b	6 1.9% fi	6 1.3%	1 .3%	9 1.4%	8 2.9% fi	- -	8 1.2%	1 .2%	12 2.1% k	21 1.5% n	- -
Don't know		55 3.3%	17 3.0%	19 3.7%	20 3.2%	3 .8%	14 3.3% d	22 6.1% dh	29 4.6% d	7 2.5%	9 3.6% d	17 2.6%	19 4.4%	19 3.3%	52 3.7%	4 1.5%
NETS																
Net: Increase		293 17.5%	77 13.6%	105 21.0% a	111 18.3% a	73 21.5% fi	80 18.2% i	52 14.2%	112 17.7% i	60 22.5% fi	28 10.7%	77 11.7%	101 23.1% j	115 19.8% j	221 15.7%	72 27.3% m
Net: Decrease		65 3.9%	21 3.7%	15 2.9%	30 4.9%	10 3.0%	17 3.9% f	6 1.6%	32 5.0% f	26 9.6% defgi	6 2.4%	15 2.4%	17 3.8%	33 5.7% j	63 4.5% n	2 .7%
Net: Increase + Stay the same		1554 92.8%	531 93.3%	468 93.4%	555 91.8%	325 96.2% efgh	405 92.8% h	339 92.4%	575 90.5%	236 87.9%	249 94.0% h	624 95.0% kl	404 91.8%	527 91.0%	1297 91.9%	257 97.8% m
Mean score		3.1	3.1	3.2 a	3.1	3.2	3.2	3.1	3.1	3.1	3.1	3.1	3.2 jl	3.1	3.1	3.3 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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		205	68	64	73	44	60	48	77	29	24	79	52	74	172	33
Weighted Total		204	69	62	73	43	57	49	81	32	24	80	51	73	171	33
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Increase slightly	(4)	27	9	9	9	5	9	6	12	7	-	9	6	11	18	8
		13.1%	12.5%	14.3%	12.6%	11.0%	16.6%	12.2%	15.5%	20.5%	-	11.9%	11.8%	15.2%	10.8%	24.5% m
Stay same	(3)	167	58	50	58	37	46	41	63	22	22	69	42	56	142	25
		81.9%	84.5%	80.8%	80.2%	84.8%	81.7%	83.5%	77.7%	68.8%	91.2%	86.7%	81.9%	76.5%	83.1%	75.5%
Decrease slightly	(2)	5	2	1	2	-	1	1	3	2	1	-	2	3	5	-
		2.6%	3.0%	1.8%	2.9%	-	1.7%	2.0%	4.1%	7.1%	4.6%	-	4.4%	4.2%	3.1%	-
Decrease greatly	(1)	2	-	-	2	1	-	-	1	1	-	-	-	2	2	-
		1.0%	-	-	2.8%	2.1%	-	-	1.4%	3.6%	-	-	-	2.8%	1.2%	-
Don't know		3	-	2	1	1	-	1	1	-	1	1	1	1	3	-
		1.5%	-	3.1%	1.5%	2.1%	-	2.2%	1.3%	-	4.2%	1.4%	1.9%	1.3%	1.8%	-
NETS																
Net: Increase		27	9	9	9	5	9	6	12	7	-	9	6	11	18	8
		13.1%	12.5%	14.3%	12.6%	11.0%	16.6%	12.2%	15.5%	20.5%	-	11.9%	11.8%	15.2%	10.8%	24.5% m
Net: Decrease		7	2	1	4	1	1	1	4	3	1	-	2	5	7	-
		3.6%	3.0%	1.8%	5.7%	2.1%	1.7%	2.0%	5.5%	10.7%	4.6%	-	4.4%	7.0% j	4.3%	-
Net: Increase + Stay the same		194	67	59	68	41	56	47	75	29	22	79	48	67	160	33
		94.9%	97.0%	95.1%	92.8%	95.7%	98.3%	95.7%	93.2%	89.3%	91.2%	98.6% i	93.7%	91.7%	93.9%	100.0%
Mean score		3.1	3.1	3.1	3.0	3.1	3.1	3.1	3.1	3.1	3.0	3.1	3.1	3.1	3.1	3.2 m

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

Jobs Outlook - Combined

Q10_2. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next three months?

Construction

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	j	*k	*l	m	*n
Unweighted Total		60	25	21	14	13	18	17	23	6	6	41	7	12	51	9
Weighted Total		57	24	20	13	12	17	16	22	7	6	39	7	12	49	8
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly		(5)	1	-	1	-	-	-	-	-	-	1	-	-	1	-
		1.7%	-	4.7%	-	7.8%	-	-	-	-	-	2.4%	-	-	1.9%	-
Increase slightly		(4)	10	5	4	2	6	2	2	-	1	7	2	2	8	2
		18.0%	19.7%	18.6%	14.1%	46.8%	10.8%	12.5%	8.8%	-	14.4%	17.3%	27.8%	15.0%	17.2%	23.3%
Stay same		(3)	40	18	12	10	5	14	14	17	3	31	3	7	34	6
		70.9%	76.2%	60.5%	77.1%	37.8%	83.5%	87.5%	75.6%	47.1%	85.6%	80.3%	41.5%	56.8%	69.9%	76.7%
Decrease slightly		(2)	3	-	3	-	1	-	-	2	2	-	2	1	3	-
		5.7%	-	16.1%	-	7.6%	-	-	10.5%	35.4%	-	-	30.7%	10.1%	6.6%	-
Decrease greatly		(1)	1	-	-	1	-	-	-	1	1	-	-	1	1	-
		2.0%	-	-	8.7%	-	-	-	5.2%	17.5%	-	-	-	9.8%	2.4%	-
Don't know			1	1	-	-	-	1	-	-	-	-	-	1	1	-
		1.7%	4.1%	-	-	-	5.7%	-	-	-	-	-	-	8.3%	2.0%	-
NETS																
Net: Increase		11	5	5	2	7	2	2	2	-	1	8	2	2	9	2
		19.7%	19.7%	23.3%	14.1%	54.6%	10.8%	12.5%	8.8%	-	14.4%	19.7%	27.8%	15.0%	19.1%	23.3%
Net: Decrease		4	-	3	1	1	-	-	3	3	-	-	2	2	4	-
		7.7%	-	16.1%	8.7%	7.6%	-	-	15.7%	52.9%	-	-	30.7%	19.9%	9.0%	-
Net: Increase + Stay the same		52	23	17	12	11	16	16	19	3	6	39	5	8	43	8
		90.6%	95.9%	83.9%	91.3%	92.4%	94.3%	100.0%	84.3%	47.1%	100.0%	100.0%	69.3%	71.9%	89.0%	100.0%
Mean score		3.1	3.2	3.1	3.0	3.5	3.1	3.1	2.9	2.3	3.1	3.2	3.0	2.8	3.1	3.2

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

Jobs Outlook - Combined

Q10_3. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next three months?

Drivers

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	*d	*e	*f	g	*h	*i	j	*k	l	m	*n
Unweighted Total		110	34	32	44	22	26	29	46	17	16	47	23	40	88	22
Weighted Total		109	34	32	44	21	25	30	48	18	16	47	22	40	88	21
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Increase slightly	(4)	23	10	4	9	7	3	7	11	3	2	7	5	10	17	6
		20.7%	28.7%	12.5%	20.5%	32.2%	12.2%	25.1%	22.5%	18.1%	13.4%	15.6%	22.7%	25.6%	19.1%	27.5%
Stay same	(3)	83	23	28	32	13	21	22	35	13	14	39	17	27	68	15
		75.7%	68.4%	87.5%	72.6%	63.4%	84.0%	74.9%	73.2%	70.4%	86.6%	82.3%	77.3%	66.8%	76.4%	72.5%
Decrease slightly	(2)	1	-	-	1	-	1	-	-	-	-	-	-	1	1	-
		.9%	-	-	2.2%	-	3.9%	-	-	-	-	-	-	2.4%	1.1%	-
Decrease greatly	(1)	3	1	-	2	1	-	-	2	2	-	1	-	2	3	-
		2.8%	2.9%	-	4.7%	4.4%	-	-	4.4%	11.5%	-	2.0%	-	5.2%	3.4%	-
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																
Net: Increase		23	10	4	9	7	3	7	11	3	2	7	5	10	17	6
		20.7%	28.7%	12.5%	20.5%	32.2%	12.2%	25.1%	22.5%	18.1%	13.4%	15.6%	22.7%	25.6%	19.1%	27.5%
Net: Decrease		4	1	-	3	1	1	-	2	2	-	1	-	3	4	-
		3.6%	2.9%	-	6.9%	4.4%	3.9%	-	4.4%	11.5%	-	2.0%	-	7.6%	4.5%	-
Net: Increase + Stay the same		105	33	32	41	20	24	30	46	16	16	46	22	37	84	21
		96.4%	97.1%	100.0%	93.1%	95.6%	96.1%	100.0%	95.6%	88.5%	100.0%	98.0%	100.0%	92.4%	95.5%	100.0%
Mean score		3.1	3.2	3.1	3.1	3.2	3.1	3.3	3.1	3.0	3.1	3.1	3.2	3.1	3.1	3.3

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

Jobs Outlook - Combined

Q10_4. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next three months?

Education

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	*n
Unweighted Total		62	24	13	25	13	17	16	26	10	6	20	22	20	57	5
Weighted Total		61	24	12	24	12	16	16	27	11	6	19	22	19	56	5
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Increase slightly	(4)	10	3	3	4	2	1	2	5	3	2	2	4	4	10	-
		16.2%	11.8%	24.7%	16.3%	15.1%	6.0%	11.5%	19.6%	32.2%	31.2%	9.2%	18.0%	21.2%	17.5%	-
Stay same	(3)	44	17	8	18	10	13	10	17	7	4	16	14	14	40	5
		72.7%	72.5%	67.6%	75.6%	84.9%	81.9%	59.2%	62.6%	67.8%	68.8%	80.9%	64.6%	73.9%	70.5%	100.0%
Decrease slightly	(2)	3	1	1	1	-	1	2	2	-	-	1	2	-	3	-
		4.8%	4.0%	7.7%	4.2%	-	6.1%	12.1%	7.3%	-	-	5.0%	8.9%	-	5.2%	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		4	3	-	1	-	1	3	3	-	-	1	2	1	4	-
		6.2%	11.7%	-	3.9%	-	6.0%	17.3%	10.5%	-	-	4.9%	8.5%	5.0%	6.7%	-
NETS																
Net: Increase		10	3	3	4	2	1	2	5	3	2	2	4	4	10	-
		16.2%	11.8%	24.7%	16.3%	15.1%	6.0%	11.5%	19.6%	32.2%	31.2%	9.2%	18.0%	21.2%	17.5%	-
Net: Decrease		3	1	1	1	-	1	2	2	-	-	1	2	-	3	-
		4.8%	4.0%	7.7%	4.2%	-	6.1%	12.1%	7.3%	-	-	5.0%	8.9%	-	5.2%	-
Net: Increase + Stay the same		54	20	12	22	12	14	11	22	11	6	17	18	18	49	5
		88.9%	84.2%	92.3%	91.9%	100.0%	87.9%	70.7%	82.2%	100.0%	100.0%	90.1%	82.6%	95.0%	88.0%	100.0%
Mean score		3.1	3.1	3.2	3.1	3.2	3.0	3.0	3.1	3.3	3.3	3.0	3.1	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

Q10_5. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next three months?

Engineering & technical

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	*d	e	*f	g	*h	*i	j	k	l	m	*n
Unweighted Total		127	52	37	38	26	34	23	38	15	29	50	34	43	100	27
Weighted Total		125	52	35	38	25	32	23	40	16	29	49	33	43	99	26
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	3	-	1	2	1	1	1	1	-	-	1	2	-	2	1
		2.4%	-	2.7%	5.4%	4.3%	2.9%	4.4%	2.6%	-	-	2.1%	6.0%	-	2.0%	4.1%
Increase slightly	(4)	26	4	13	10	8	7	2	6	3	7	9	9	8	20	7
		21.2%	7.8%	35.8%	25.7%	31.2%	20.4%	9.3%	14.1%	20.8%	23.2%	18.3%	28.0%	19.1%	19.9%	26.0%
			a	a	a											
Stay same	(3)	86	44	18	24	15	20	18	30	12	21	38	18	30	69	17
		68.7%	84.8%	50.9%	63.5%	60.8%	62.0%	78.3%	75.7%	72.2%	73.4%	77.6%	54.8%	69.6%	69.4%	66.3%
			bc									k				
Decrease slightly	(2)	1	-	1	-	-	1	-	-	-	-	-	-	1	-	1
		.8%	-	2.7%	-	-	2.9%	-	-	-	-	-	-	2.2%	-	3.6%
Decrease greatly	(1)	3	1	-	2	1	1	-	1	1	-	1	-	2	3	-
		2.4%	1.9%	-	5.4%	3.7%	3.1%	-	2.9%	7.0%	-	2.0%	-	4.8%	3.1%	-
Don't know		6	3	3	-	-	3	2	2	-	1	-	4	2	6	-
		4.5%	5.5%	8.0%	-	-	8.7%	8.0%	4.7%	-	3.4%	-	11.3%	4.4%	5.7%	-
													j			
NETS																
Net: Increase		29	4	14	12	9	7	3	7	3	7	10	11	8	22	8
		23.6%	7.8%	38.5%	31.1%	35.4%	23.3%	13.7%	16.7%	20.8%	23.2%	20.4%	33.9%	19.1%	21.9%	30.1%
			a	a	a											
Net: Decrease		4	1	1	2	1	2	-	1	1	-	1	-	3	3	1
		3.2%	1.9%	2.7%	5.4%	3.7%	6.0%	-	2.9%	7.0%	-	2.0%	-	6.9%	3.1%	3.6%
Net: Increase + Stay the same		115	48	31	36	24	27	21	37	15	28	48	30	38	91	25
		92.3%	92.6%	89.3%	94.6%	96.3%	85.3%	92.0%	92.4%	93.0%	96.6%	98.0%	88.7%	88.7%	91.3%	96.4%
Mean score		3.2	3.0	3.4	3.3	3.3	3.2	3.2	3.1	3.1	3.2	3.2	3.4	3.1	3.2	3.3
			a	a	a								l			

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

Jobs Outlook - Combined

Q10_6. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next three months?

Executive recruitment / interim management

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		95	31	25	39	20	27	21	33	12	15	29	20	46	81	14
Weighted Total		94	30	25	39	19	26	21	34	13	15	29	21	45	81	13
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	3	-	-	3	-	2	1	1	-	-	-	3	-	3	-
		3.2%	-	-	7.7%	-	7.4%	5.2%	3.2%	-	-	-	14.7%	-	3.7%	-
Increase slightly	(4)	6	-	3	3	1	2	1	3	2	-	1	1	4	4	2
		6.6%	-	13.2%	7.5%	5.1%	7.0%	5.0%	9.9%	17.5%	-	4.1%	4.4%	9.2%	5.4%	13.9%
Stay same	(3)	79	30	20	29	17	22	17	27	10	14	24	16	39	67	12
		83.8%	96.8%	82.8%	74.3%	90.1%	81.9%	80.0%	77.6%	73.9%	93.4%	85.4%	76.2%	86.3%	83.4%	86.1%
			c													
Decrease slightly	(2)	1	-	-	1	-	-	-	1	1	-	-	-	1	1	-
		1.2%	-	-	2.9%	-	-	-	3.4%	8.6%	-	-	-	2.6%	1.4%	-
Decrease greatly	(1)	2	1	-	1	1	1	-	-	-	-	1	-	1	2	-
		2.0%	3.2%	-	2.3%	4.8%	3.7%	-	-	-	-	3.4%	-	2.0%	2.3%	-
Don't know		3	-	1	2	-	-	2	2	-	1	2	1	-	3	-
		3.2%	-	4.0%	5.2%	-	-	9.8%	5.9%	-	6.6%	7.1%	4.8%	-	3.7%	-
NETS																
Net: Increase		9	-	3	6	1	4	2	4	2	-	1	4	4	7	2
		9.8%	-	13.2%	15.3%	5.1%	14.4%	10.2%	13.1%	17.5%	-	4.1%	19.1%	9.2%	9.1%	13.9%
					a											
Net: Decrease		3	1	-	2	1	1	-	1	1	-	1	-	2	3	-
		3.2%	3.2%	-	5.2%	4.8%	3.7%	-	3.4%	8.6%	-	3.4%	-	4.6%	3.7%	-
Net: Increase + Stay the same		88	30	24	35	18	25	19	31	12	14	26	20	43	75	13
		93.6%	96.8%	96.0%	89.6%	95.2%	96.3%	90.2%	90.7%	91.4%	93.4%	89.5%	95.2%	95.4%	92.5%	100.0%
Mean score		3.1	2.9	3.1	3.2	3.0	3.1	3.2	3.1	3.1	3.0	3.0	3.4	3.0	3.1	3.1

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

Jobs Outlook - Combined

Q10_7. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next three months?

Health & social care

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	b	c	*d	e	*f	g	*h	*i	j	k	l	m	*n
Unweighted Total		98	23	36	39	14	31	21	39	18	14	31	35	32	84	14
Weighted Total		98	22	36	39	13	29	21	41	20	14	31	35	32	84	14
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	4	1	1	2	1	1	1	1	-	1	1	3	-	2	2
		3.8%	4.2%	2.9%	4.4%	7.7%	3.2%	4.4%	2.3%	-	5.9%	3.0%	7.9%	-	2.2%	13.5%
Increase slightly	(4)	31	4	16	10	6	10	6	12	7	2	6	16	9	24	6
		31.4%	17.0%	46.0%	26.4%	43.2%	35.5%	27.0%	30.6%	34.4%	14.0%	19.4%	44.7%	28.4%	29.2%	45.0%
													j			
Stay same	(3)	53	14	15	24	7	15	12	21	10	10	23	13	17	49	5
		54.8%	61.9%	42.5%	61.9%	49.2%	51.7%	55.2%	52.3%	49.2%	74.2%	74.6%	38.4%	53.8%	57.9%	35.6%
												k				
Decrease slightly	(2)	3	1	2	-	-	2	1	1	-	-	-	1	2	3	-
		2.9%	4.2%	5.3%	-	-	6.4%	4.4%	2.3%	-	-	-	2.8%	5.8%	3.4%	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		7	3	1	3	-	1	2	5	3	1	1	2	4	6	1
		7.1%	12.8%	3.3%	7.3%	-	3.3%	8.9%	12.6%	16.4%	5.9%	3.1%	6.1%	12.0%	7.3%	5.9%
NETS																
Net: Increase		34	5	17	12	7	11	7	13	7	3	7	18	9	26	8
		35.2%	21.1%	48.9%	30.9%	50.8%	38.6%	31.4%	32.8%	34.4%	19.9%	22.4%	52.7%	28.4%	31.4%	58.5%
													jl			
Net: Decrease		3	1	2	-	-	2	1	1	-	-	-	1	2	3	-
		2.9%	4.2%	5.3%	-	-	6.4%	4.4%	2.3%	-	-	-	2.8%	5.8%	3.4%	-
Net: Increase + Stay the same		88	19	33	36	13	27	18	35	17	13	30	32	26	75	13
		90.0%	83.0%	91.4%	92.7%	100.0%	90.3%	86.6%	85.1%	83.6%	94.1%	96.9%	91.1%	82.2%	89.4%	94.1%
Mean score		3.4	3.2	3.5	3.4	3.6	3.4	3.3	3.4	3.4	3.3	3.3	3.6	3.3	3.3	3.8
													j			

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

Jobs Outlook - Combined

Q10_8. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next three months?

Hospitality

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	j	*k	*l	m	*n
Unweighted Total		71	21	23	27	19	14	10	22	12	16	33	21	17	61	10
Weighted Total		71	21	22	28	18	13	11	24	13	16	34	21	17	61	10
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	1	-	-	1	-	-	-	-	-	1	-	1	-	-	1
		1.2%	-	-	2.9%	-	-	-	-	-	5.1%	-	4.0%	-	-	8.2%
Increase slightly	(4)	9	2	5	2	1	5	1	3	2	-	3	3	3	7	2
		12.4%	9.6%	21.8%	7.1%	5.8%	35.0%	8.7%	13.4%	17.1%	-	8.1%	14.6%	18.4%	11.5%	18.2%
Stay same	(3)	56	17	16	22	15	8	9	19	10	14	28	15	13	48	7
		78.4%	81.1%	74.1%	79.9%	83.7%	58.2%	81.8%	78.4%	75.6%	89.1%	83.6%	72.0%	75.9%	79.2%	73.6%
Decrease slightly	(2)	5	2	1	2	2	1	-	1	1	1	3	1	1	5	-
		6.6%	9.3%	4.2%	6.5%	10.6%	6.8%	-	4.0%	7.2%	5.8%	8.3%	4.5%	5.7%	7.7%	-
Decrease greatly	(1)	1	-	-	1	-	-	1	1	-	-	-	1	-	1	-
		1.4%	-	-	3.6%	-	-	9.6%	4.2%	-	-	-	4.9%	-	1.7%	-
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																
Net: Increase		10	2	5	3	1	5	1	3	2	1	3	4	3	7	3
		13.6%	9.6%	21.8%	10.1%	5.8%	35.0%	8.7%	13.4%	17.1%	5.1%	8.1%	18.6%	18.4%	11.5%	26.4%
Net: Decrease		6	2	1	3	2	1	1	2	1	1	3	2	1	6	-
		8.0%	9.3%	4.2%	10.1%	10.6%	6.8%	9.6%	8.3%	7.2%	5.8%	8.3%	9.4%	5.7%	9.3%	-
Net: Increase + Stay the same		65	19	21	25	16	12	10	22	12	15	31	19	16	55	10
		92.0%	90.7%	95.8%	89.9%	89.4%	93.2%	90.4%	91.7%	92.8%	94.2%	91.7%	90.6%	94.3%	90.7%	100.0%
Mean score		3.1	3.0	3.2	3.0	3.0	3.3	2.9	3.0	3.1	3.0	3.0	3.1	3.1	3.0	3.3

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

Jobs Outlook - Combined

Q10_9. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next three months?

Industrial

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	*n
Unweighted Total		53	22	12	19	10	21	10	14	4	8	26	10	17	44	9
Weighted Total		54	22	11	21	9	20	11	16	5	9	27	10	17	46	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 2.2%	- -	- -	1 5.7%	- -	- -	- -	1 7.5%	1 25.4%	- -	- -	- -	1 6.8%	1 2.6%	- -
Increase slightly	(4)	11 20.2%	4 17.8%	4 34.5%	3 14.9%	3 30.3%	5 24.4%	1 8.2%	2 13.3%	1 25.3%	1 12.4%	1 3.3%	5 51.1%	5 29.7%	9 19.8%	2 22.2%
Stay same	(3)	41 75.9%	18 82.2%	7 65.5%	15 74.8%	7 69.7%	14 71.0%	10 91.8%	12 79.2%	2 49.3%	8 87.6%	25 93.2%	5 48.9%	11 63.5%	34 75.5%	7 77.8%
Decrease slightly	(2)	1 1.7%	- -	- -	1 4.5%	- -	1 4.6%	- -	- -	- -	- -	1 3.4%	- -	- -	1 2.0%	- -
Decrease greatly	(1)	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Don't know		- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
NETS																
Net: Increase		12 22.4%	4 17.8%	4 34.5%	4 20.7%	3 30.3%	5 24.4%	1 8.2%	3 20.8%	2 50.7%	1 12.4%	1 3.3%	5 51.1%	6 36.5%	10 22.4%	2 22.2%
Net: Decrease		1 1.7%	- -	- -	1 4.5%	- -	1 4.6%	- -	- -	- -	- -	1 3.4%	- -	- -	1 2.0%	- -
Net: Increase + Stay the same		53 98.3%	22 100.0%	11 100.0%	20 95.5%	9 100.0%	19 95.4%	11 100.0%	16 100.0%	5 100.0%	9 100.0%	26 96.6%	10 100.0%	17 100.0%	45 98.0%	9 100.0%
Mean score		3.2	3.2	3.3	3.2	3.3	3.2	3.1	3.3	3.8	3.1	3.0	3.5	3.4	3.2	3.2

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

Jobs Outlook - Combined

Q10_10. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next three months?

Legal & HR

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	*f	g	*h	*i	*j	k	l	m	*n
Unweighted Total		133	49	41	43	34	35	26	45	19	19	29	40	64	110	23
Weighted Total		134	49	40	45	33	34	25	47	21	20	30	41	64	111	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%
Increase greatly	(5)	2 1.4%	- -	- -	2 4.3%	- -	2 5.7%	- -	- -	- -	- -	- -	2 4.8%	- -	2 1.8%	- -
Increase slightly	(4)	18 13.8%	7 13.8%	6 15.5%	5 12.2%	6 17.2%	4 11.3%	2 8.3%	9 19.0%	7 31.8%	- -	3 9.7%	7 17.5%	8 13.2%	13 11.8%	5 23.3%
Stay same	(3)	104 77.8%	41 84.0%	32 79.4%	31 69.7%	26 77.2%	26 77.5%	22 87.4%	33 71.3%	11 52.0%	19 94.6%	25 83.5%	30 72.3%	50 78.8%	87 78.1%	18 76.7%
Decrease slightly	(2)	4 3.2%	1 2.2%	1 2.8%	2 4.7%	- -	1 2.8%	- -	2 4.9%	2 10.8%	1 5.4%	- -	2 5.4%	2 3.3%	4 3.9%	- -
Decrease greatly	(1)	2 1.5%	- -	- -	2 4.6%	1 2.7%	- -	- -	1 2.5%	1 5.4%	- -	- -	- -	2 3.2%	2 1.9%	- -
Don't know		3 2.2%	- -	1 2.3%	2 4.5%	1 2.8%	1 2.7%	1 4.3%	1 2.3%	- -	- -	2 6.8%	- -	1 1.5%	3 2.7%	- -
NETS																
Net: Increase		20 15.2%	7 13.8%	6 15.5%	7 16.5%	6 17.2%	6 16.9%	2 8.3%	9 19.0%	7 31.8%	- -	3 9.7%	9 22.3%	8 13.2%	15 13.5%	5 23.3%
Net: Decrease		6 4.8%	1 2.2%	1 2.8%	4 9.3%	1 2.7%	1 2.8%	- -	3 7.4%	3 16.2%	1 5.4%	- -	2 5.4%	4 6.6%	6 5.8%	- -
Net: Increase + Stay the same		125 93.0%	48 97.8%	38 94.9%	39 86.2%	31 94.4%	32 94.5%	24 95.7%	42 90.3%	18 83.8%	19 94.6%	28 93.2%	39 94.6%	58 92.0%	102 91.6%	23 100.0%
			c													
Mean score		3.1	3.1	3.1	3.1	3.1	3.2	3.1	3.1	3.1	2.9	3.1	3.2	3.0	3.1	3.2

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

Jobs Outlook - Combined

Q10_11. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next three months?

Life sciences

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	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	5	3	8	2	3	2	5	3	6	7	4	5	16	-
Weighted Total		18	5	3	9	2	4	2	5	3	7	8	5	5	18	-
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-
Increase greatly		(5)	2	-	2	-	2	-	-	-	-	-	2	-	2	-
		10.8%	-	-	20.5%	-	51.2%	-	-	-	-	-	38.8%	-	10.8%	-
Increase slightly		(4)	2	-	1	-	-	1	2	1	-	1	-	1	2	-
		12.2%	-	35.4%	10.6%	-	-	50.0%	39.9%	34.0%	-	12.8%	-	23.4%	12.2%	-
Stay same		(3)	13	4	2	2	2	1	3	2	6	7	2	4	13	-
		70.9%	78.7%	64.6%	68.9%	100.0%	48.8%	50.0%	60.1%	66.0%	83.9%	87.2%	39.4%	76.6%	70.9%	-
Decrease slightly		(2)	1	1	-	-	-	-	-	-	1	-	1	-	1	-
		6.1%	21.3%	-	-	-	-	-	-	-	16.1%	-	21.8%	-	6.1%	-
Decrease greatly		(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																
Net: Increase		4	-	1	3	-	2	1	2	1	-	1	2	1	4	-
		23.0%	-	35.4%	31.1%	-	51.2%	50.0%	39.9%	34.0%	-	12.8%	38.8%	23.4%	23.0%	-
Net: Decrease		1	1	-	-	-	-	-	-	-	1	-	1	-	1	-
		6.1%	21.3%	-	-	-	-	-	-	-	16.1%	-	21.8%	-	6.1%	-
Net: Increase + Stay the same		17	4	3	9	2	4	2	5	3	6	8	4	5	17	-
		93.9%	78.7%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	83.9%	100.0%	78.2%	100.0%	93.9%	-
Mean score		3.3	2.8	3.4	3.5	3.0	4.0	3.5	3.4	3.3	2.8	3.1	3.6	3.2	3.3	-

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

Jobs Outlook - Combined

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

Marketing, media & creative

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	*d	e	*f	g	*h	*i	j	k	l	m	*n
Unweighted Total		125	41	42	42	24	38	26	42	16	21	47	37	41	105	20
Weighted Total		125	42	41	42	23	36	27	45	18	21	48	37	41	106	19
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	1 .8%	1 2.3%	- -	- -	- -	1 2.7%	- -	- -	- -	- -	- -	- -	1 2.4%	1 .9%	- -
Increase slightly	(4)	18 14.2%	5 11.3%	5 12.1%	8 19.0%	8 33.6%	3 7.9%	2 7.3%	5 12.1%	3 19.2%	2 8.6%	4 7.9%	4 11.0%	10 24.5%	12 11.1%	6 31.2%
Stay same	(3)	97 77.8%	32 77.2%	34 82.8%	31 73.5%	15 66.4%	30 84.0%	21 78.2%	33 74.2%	12 68.1%	19 86.9%	41 85.9%	29 78.2%	28 67.9%	84 79.4%	13 68.8%
Decrease slightly	(2)	2 1.8%	- -	1 2.8%	1 2.7%	- -	- -	- -	2 5.1%	2 12.7%	- -	- -	1 3.1%	1 2.8%	2 2.2%	- -
Decrease greatly	(1)	1 .8%	1 2.3%	- -	- -	- -	1 2.7%	- -	- -	- -	- -	1 2.0%	- -	- -	1 .9%	- -
Don't know		6 4.7%	3 6.8%	1 2.4%	2 4.8%	- -	1 2.7%	4 14.5%	4 8.7%	- -	1 4.6%	2 4.2%	3 7.8%	1 2.4%	6 5.5%	- -
NETS																
Net: Increase		19 14.9%	6 13.6%	5 12.1%	8 19.0%	8 33.6%	4 10.6%	2 7.3%	5 12.1%	3 19.2%	2 8.6%	4 7.9%	4 11.0%	11 26.9%	13 12.0%	6 31.2%
Net: Decrease		3 2.6%	1 2.3%	1 2.8%	1 2.7%	- -	1 2.7%	- -	2 5.1%	2 12.7%	- -	1 2.0%	1 3.1%	1 2.8%	3 3.1%	- -
Net: Increase + Stay the same		116 92.7%	38 90.9%	39 94.8%	39 92.5%	23 100.0%	34 94.6%	23 85.5%	39 86.3%	16 87.3%	20 95.4%	45 93.7%	33 89.1%	39 94.8%	97 91.4%	19 100.0%
Mean score		3.1	3.1	3.1	3.2	3.3	3.1	3.1	3.1	3.1	3.1	3.0	3.1	3.3	3.1	3.3

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

Jobs Outlook - Combined

Q10_13. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next three months?

Office professionals

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		271	93	89	89	59	71	58	102	44	39	105	74	92	231	40
Weighted Total		274	92	90	92	57	69	60	108	48	40	109	74	90	233	41
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly		(5)	3	1	-	2	-	2	-	-	1	1	2	-	2	1
			1.1%	1.1%	-	2.1%	-	2.8%	-	-	2.6%	.9%	2.6%	-	.8%	2.5%
Increase slightly		(4)	36	10	16	9	9	5	16	11	2	9	12	15	28	8
			13.0%	10.5%	18.3%	10.3%	15.2%	13.7%	8.3%	14.5%	4.7%	7.9%	15.8%	16.8%	11.9%	19.2%
Stay same		(3)	216	78	66	72	46	52	52	85	33	95	56	65	186	30
			79.1%	84.0%	74.1%	79.0%	81.5%	75.2%	86.8%	78.7%	68.5%	86.6%	76.0%	72.5%	80.0%	73.8%
Decrease slightly		(2)	5	1	2	2	-	2	-	2	1	-	2	3	5	-
			1.9%	1.2%	2.3%	2.3%	-	2.7%	-	2.1%	2.7%	-	3.0%	3.3%	2.2%	-
Decrease greatly		(1)	3	2	-	1	1	-	1	1	-	2	-	1	3	-
			1.0%	2.1%	-	1.0%	1.6%	1.4%	-	.9%	-	1.8%	-	1.0%	1.2%	-
Don't know			11	1	5	5	1	3	3	4	1	3	2	6	9	2
			3.9%	1.0%	5.3%	5.3%	1.6%	4.1%	4.9%	3.8%	2.3%	2.7%	2.6%	6.4%	3.8%	4.4%
NETS																
Net: Increase		39	11	16	11	9	11	5	16	11	3	10	14	15	30	9
		14.1%	11.6%	18.3%	12.4%	15.2%	16.5%	8.3%	14.5%	22.3%	7.2%	8.9%	18.5%	16.8%	12.8%	21.7%
Net: Decrease		8	3	2	3	1	3	-	3	3	1	2	2	4	8	-
		3.0%	3.3%	2.3%	3.3%	1.6%	4.1%	-	3.0%	6.8%	2.7%	1.8%	3.0%	4.3%	3.5%	-
Net: Increase + Stay the same		255	88	83	84	55	63	57	101	43	37	104	70	81	216	39
		93.2%	95.7%	92.4%	91.4%	96.8%	91.8%	95.1%	93.2%	90.9%	90.4%	95.5%	94.4%	89.3%	92.8%	95.6%
Mean score		3.1	3.1	3.2	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.2	3.1	3.1	3.3

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

Jobs Outlook - Combined

Q10_14. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next three months?

Sales & retail

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	*h	*i	j	k	l	m	n
Unweighted Total		156	54	44	58	36	35	37	63	26	22	69	40	47	122	34
Weighted Total		159	54	45	59	34	34	39	67	29	23	72	39	47	124	34
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	4	1	-	3	-	2	1	1	-	1	2	1	1	2	2
		2.4%	1.8%	-	4.8%	-	5.6%	2.7%	1.5%	-	3.6%	2.7%	2.1%	2.1%	1.6%	5.2%
Increase slightly	(4)	28	9	9	11	9	3	7	12	5	5	8	7	14	18	10
		17.8%	16.1%	19.1%	18.4%	25.2%	8.0%	17.8%	18.0%	18.4%	20.9%	10.4%	16.9%	30.1%	14.9%	28.3%
												j				
Stay same	(3)	111	38	32	42	24	27	27	45	18	16	56	29	26	91	21
		70.3%	69.7%	71.0%	70.2%	69.3%	78.0%	69.9%	66.5%	62.0%	71.2%	77.1%	73.8%	56.7%	73.0%	60.4%
												l				
Decrease slightly	(2)	5	3	1	1	1	-	1	4	3	-	3	-	2	4	1
		3.3%	5.4%	2.5%	1.9%	2.9%	-	2.4%	6.3%	11.5%	-	4.2%	-	4.7%	3.5%	2.6%
Decrease greatly	(1)	2	1	-	1	1	1	-	-	-	-	1	-	1	2	-
		1.2%	1.8%	-	1.5%	2.7%	2.8%	-	-	-	-	1.3%	-	1.9%	1.5%	-
Don't know		8	3	3	2	-	2	3	5	2	1	3	3	2	7	1
		5.1%	5.2%	7.4%	3.2%	-	5.6%	7.3%	7.6%	8.1%	4.3%	4.3%	7.2%	4.5%	5.5%	3.5%
NETS																
Net: Increase		32	10	9	14	9	5	8	13	5	6	10	7	15	20	12
		20.2%	17.9%	19.1%	23.1%	25.2%	13.6%	20.5%	19.6%	18.4%	24.5%	13.1%	19.0%	32.2%	16.5%	33.5%
												j			m	
Net: Decrease		7	4	1	2	2	1	1	4	3	-	4	-	3	6	1
		4.5%	7.2%	2.5%	3.5%	5.5%	2.8%	2.4%	6.3%	11.5%	-	5.5%	-	6.6%	5.0%	2.6%
Net: Increase + Stay the same		143	47	41	55	32	31	35	58	23	22	65	37	41	111	32
		90.5%	87.6%	90.1%	93.3%	94.5%	91.6%	90.4%	86.1%	80.3%	95.7%	90.2%	92.8%	88.9%	89.5%	93.9%
Mean score		3.2	3.1	3.2	3.2	3.2	3.1	3.2	3.2	3.1	3.3	3.1	3.2	3.3	3.1	3.4
																m

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

Jobs Outlook - Combined

Q10_15. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next three months?

Technology

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	c	*d	*e	*f	g	*h	*i	j	*k	l	m	*n
Unweighted Total		92	29	26	37	18	24	18	30	12	20	35	23	34	85	7
Weighted Total		93	29	26	38	17	24	18	31	14	20	35	23	34	86	7
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	3	1	-	2	-	3	-	-	-	-	-	2	1	3	-
		3.1%	3.3%	-	5.1%	-	12.1%	-	-	-	-	-	8.3%	2.8%	3.4%	-
Increase slightly	(4)	11	3	4	4	2	2	3	5	2	2	2	4	5	9	2
		12.1%	10.2%	15.4%	11.3%	10.7%	7.6%	17.8%	17.5%	17.2%	10.1%	5.5%	17.5%	15.0%	10.6%	29.8%
Stay same	(3)	70	22	20	28	15	15	13	23	10	16	30	14	25	65	5
		75.2%	76.0%	77.3%	73.2%	89.3%	64.3%	71.6%	72.8%	74.4%	79.8%	86.3%	61.5%	73.2%	75.6%	70.2%
Decrease slightly	(2)	3	1	-	2	-	1	-	1	1	1	-	1	2	3	-
		3.4%	3.8%	-	5.5%	-	4.0%	-	3.7%	8.4%	5.3%	-	4.6%	6.1%	3.7%	-
Decrease greatly	(1)	1	1	-	-	-	1	-	-	-	-	1	-	-	1	-
		1.0%	3.4%	-	-	-	4.0%	-	-	-	-	2.8%	-	-	1.1%	-
Don't know		5	1	2	2	-	2	2	2	-	1	2	2	1	5	-
		5.1%	3.3%	7.4%	4.9%	-	7.9%	10.6%	5.9%	-	4.8%	5.4%	8.1%	2.8%	5.5%	-
NETS																
Net: Increase		14	4	4	6	2	5	3	5	2	2	2	6	6	12	2
		15.2%	13.5%	15.4%	16.4%	10.7%	19.7%	17.8%	17.5%	17.2%	10.1%	5.5%	25.8%	17.8%	14.0%	29.8%
Net: Decrease		4	2	-	2	-	2	-	1	1	1	1	1	2	4	-
		4.5%	7.1%	-	5.5%	-	8.0%	-	3.7%	8.4%	5.3%	2.8%	4.6%	6.1%	4.9%	-
Net: Increase + Stay the same		84	26	24	34	17	20	16	28	12	18	32	20	31	77	7
		90.4%	89.5%	92.6%	89.6%	100.0%	84.0%	89.4%	90.4%	91.6%	89.8%	91.8%	87.3%	91.1%	89.6%	100.0%
Mean score		3.1	3.1	3.2	3.2	3.1	3.2	3.2	3.1	3.1	3.0	3.0	3.3	3.1	3.1	3.3

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

Jobs Outlook - Combined

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	204 100.0%	2 .9%	34 16.7%	146 71.6%	5 2.6%	- -	17 8.2%	36 17.6%	5 2.6%	182 89.2%	3.2
Construction	57 100.0%	1 1.7%	18 31.2%	33 57.7%	1 2.1%	- -	4 7.4%	19 32.8%	1 2.1%	52 90.5%	3.3
Drivers	109 100.0%	- -	21 18.9%	79 72.1%	3 2.8%	- -	7 6.2%	21 18.9%	3 2.8%	99 91.0%	3.2
Education	61 100.0%	2 3.0%	9 14.7%	38 63.1%	2 3.5%	1 1.6%	9 14.0%	11 17.8%	3 5.1%	49 80.9%	3.2
Engineering & technical	125 100.0%	1 .7%	28 22.1%	79 63.3%	1 .8%	1 .8%	15 12.3%	29 22.8%	2 1.5%	108 86.1%	3.2
Executive recruitment / interim management	94 100.0%	4 4.2%	10 10.2%	70 73.8%	3 3.5%	1 1.0%	7 7.3%	14 14.4%	4 4.5%	83 88.2%	3.1
Health & social care	98 100.0%	9 9.0%	27 28.2%	48 49.5%	3 3.1%	- -	10 10.2%	36 37.2%	3 3.1%	85 86.6%	3.5
Hospitality	71 100.0%	2 2.5%	13 18.2%	52 72.9%	3 3.9%	- -	2 2.6%	15 20.6%	3 3.9%	67 93.5%	3.2
Industrial	54 100.0%	- -	16 29.1%	37 69.1%	- -	- -	1 1.8%	16 29.1%	- -	53 98.2%	3.3
Legal & HR	134 100.0%	3 2.2%	21 16.0%	91 68.2%	4 3.2%	- -	14 10.4%	24 18.2%	4 3.2%	116 86.4%	3.2
Life sciences	18 100.0%	2 10.8%	4 23.1%	9 49.6%	1 6.1%	- -	2 10.3%	6 33.9%	1 6.1%	15 83.6%	3.4
Marketing, media & creative	125 100.0%	1 .8%	22 17.3%	85 67.7%	3 2.7%	1 .8%	13 10.7%	23 18.1%	4 3.5%	107 85.8%	3.2
Office professionals	274 100.0%	5 1.7%	38 13.9%	198 72.4%	5 2.0%	1 .4%	26 9.6%	43 15.6%	6 2.3%	241 88.1%	3.2
Sales & retail	159 100.0%	5 2.9%	31 19.5%	100 63.0%	5 3.4%	1 .6%	17 10.6%	35 22.4%	6 4.0%	135 85.4%	3.2
Technology	93 100.0%	4 4.1%	14 15.5%	59 63.6%	4 4.7%	1 1.0%	10 11.1%	18 19.6%	5 5.7%	77 83.2%	3.2
Average (response based including bases)	1675 100.0%	39 2.3%	305 18.2%	1124 67.1%	46 2.7%	7 .4%	154 9.2%	344 20.6%	53 3.1%	1469 87.7%	3.2

Jobs Outlook - Combined

Q11_SUM. Average across all sectors (response based)

SUMMARY TABLE

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		1674	571	508	595	354	454	362	605	243	261	648	442	584	1407	267
Weighted Total		1675	569	501	605	338	436	367	636	268	265	656	440	579	1412	263
		100.0%	100.0%	100.0%	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)	39 2.3%	8 1.4%	8 1.7%	23 3.8% ab	3 .8%	25 5.7% dfghi	5 1.3%	8 1.2%	3 1.1%	4 1.3%	9 1.4%	19 4.3% jl	11 1.8%	35 2.4%	4 1.7%
Increase slightly	(4)	305 18.2%	77 13.6%	115 23.0% a	113 18.7% a	55 16.4%	68 15.5%	66 18.1%	146 22.9% dei	79 29.5% defgi	36 13.7%	113 17.3%	93 21.1%	99 17.1%	241 17.1%	64 24.3% m
Stay same	(3)	1124 67.1%	416 73.1% bc	325 65.0%	383 63.3%	248 73.4% egh	283 64.8% h	251 68.3% h	396 62.3% h	145 54.2%	198 74.5% egh	489 74.5% kl	272 61.8%	364 62.9%	958 67.8%	167 63.4%
Decrease slightly	(2)	46 2.7%	10 1.8%	14 2.9%	21 3.5%	1 .3%	10 2.2% d	4 1.0%	29 4.5% def	25 9.3% defgi	6 2.4% d	7 1.1%	8 1.9%	30 5.2% jk	44 3.1% n	2 .7%
Decrease greatly	(1)	7 .4%	7 1.2% bc	- -	- -	- -	7 1.6% dfgi	- -	- -	- -	- -	7 1.0% kl	- -	- -	7 .5%	- -
Don't know		154 9.2%	51 9.0%	38 7.5%	65 10.8%	31 9.1%	45 10.3% h	41 11.3% h	57 9.0%	16 5.8%	21 8.0%	30 4.6%	48 11.0% j	75 13.0% j	128 9.0%	26 9.9%
NETS																
Net: Increase		344 20.6%	85 14.9%	123 24.6% a	136 22.5% a	58 17.2%	93 21.2% i	71 19.4%	154 24.2% di	82 30.7% defi	40 15.0%	123 18.7%	112 25.4% jl	110 19.0%	276 19.5%	68 26.0% m
Net: Decrease		53 3.1%	17 3.0%	14 2.9%	21 3.5%	1 .3%	16 3.7% df	4 1.0%	29 4.5% df	25 9.3% defgi	6 2.4% d	14 2.2%	8 1.9%	30 5.2% jk	51 3.6% n	2 .7%
Net: Increase + Stay the same		1469 87.7%	501 88.0%	449 89.6%	518 85.8%	306 90.6% eh	375 86.0%	322 87.7%	550 86.5%	228 84.9%	237 89.6%	611 93.2% kl	383 87.1% l	474 81.8%	1234 87.4%	235 89.4%
Mean score		3.2	3.1	3.3 a	3.3 a	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.3 jl	3.2	3.2	3.3 m

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

Jobs Outlook - Combined

Q11_1. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next four to twelve months?

Accounting and financial services

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	*h	*i	j	k	l	m	n
Unweighted Total		205	68	64	73	44	60	48	77	29	24	79	52	74	172	33
Weighted Total		204	69	62	73	43	57	49	81	32	24	80	51	73	171	33
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	2	-	1	1	-	2	-	-	-	-	1	-	1	2	-
		.9%	-	1.5%	1.3%	-	3.3%	-	-	-	-	1.1%	-	1.3%	1.1%	-
Increase slightly	(4)	34	8	15	11	4	10	8	18	10	2	11	12	11	25	9
		16.7%	11.0%	24.2%	15.6%	8.7%	18.5%	15.9%	22.2%	31.8%	8.0%	13.2%	23.7%	15.6%	14.5%	28.0%
Stay same	(3)	146	56	41	49	35	39	35	53	18	19	65	33	48	125	21
		71.6%	80.4%	66.4%	67.7%	80.5%	69.7%	71.3%	65.8%	57.4%	79.7%	81.7%	64.5%	65.6%	73.3%	62.8%
Decrease slightly	(2)	5	2	1	2	-	1	1	3	2	1	-	1	4	5	-
		2.6%	3.0%	1.9%	2.9%	-	1.7%	2.0%	4.1%	7.2%	4.6%	-	2.1%	5.8%	3.1%	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		17	4	4	9	5	4	5	6	1	2	3	5	9	14	3
		8.2%	5.5%	6.1%	12.5%	10.8%	6.8%	10.8%	7.9%	3.6%	7.6%	3.9%	9.7%	11.8%	8.0%	9.2%
NETS																
Net: Increase		36	8	16	12	4	12	8	18	10	2	11	12	12	27	9
		17.6%	11.0%	25.7%	16.9%	8.7%	21.8%	15.9%	22.2%	31.8%	8.0%	14.4%	23.7%	16.9%	15.6%	28.0%
Net: Decrease		5	2	1	2	-	1	1	3	2	1	-	1	4	5	-
		2.6%	3.0%	1.9%	2.9%	-	1.7%	2.0%	4.1%	7.2%	4.6%	-	2.1%	5.8%	3.1%	-
Net: Increase + Stay the same		182	63	57	62	39	52	42	71	29	21	77	45	61	152	30
		89.2%	91.5%	92.1%	84.6%	89.2%	91.5%	87.2%	88.0%	89.2%	87.7%	96.1%	88.2%	82.4%	88.9%	90.8%
Mean score		3.2	3.1	3.3	3.2	3.1	3.3	3.2	3.2	3.3	3.0	3.2	3.2	3.1	3.1	3.3
				a												

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	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	j	*k	*l	m	*n
Unweighted Total		60	25	21	14	13	18	17	23	6	6	41	7	12	51	9
Weighted Total		57	24	20	13	12	17	16	22	7	6	39	7	12	49	8
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	1 1.7%	- 4.7%	1 -	- -	1 7.8%	- -	- -	- -	- -	- -	1 2.4%	- -	- -	1 1.9%	- -
Increase slightly	(4)	18 31.2%	9 35.9%	5 23.2%	5 34.9%	7 54.3%	5 28.0%	4 23.4%	5 20.9%	1 14.8%	2 31.4%	11 29.6%	3 41.4%	4 30.6%	15 30.7%	3 34.2%
Stay same	(3)	33 57.7%	14 60.1%	12 60.5%	6 49.2%	5 37.9%	10 60.7%	12 76.6%	14 63.4%	2 32.0%	4 68.6%	25 65.0%	4 58.6%	4 33.1%	27 56.3%	5 65.8%
Decrease slightly	(2)	1 2.1%	- -	1 5.9%	- -	- -	- -	- -	1 5.3%	1 18.0%	- -	- -	- -	1 10.1%	1 2.4%	- -
Decrease greatly	(1)	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Don't know		4 7.4%	1 4.1%	1 5.8%	2 15.9%	- -	2 11.3%	- -	2 10.4%	2 35.2%	- -	1 3.0%	- -	3 26.2%	4 8.7%	- -
NETS																
Net: Increase		19 32.8%	9 35.9%	6 27.9%	5 34.9%	8 62.1%	5 28.0%	4 23.4%	5 20.9%	1 14.8%	2 31.4%	12 32.0%	3 41.4%	4 30.6%	16 32.6%	3 34.2%
Net: Decrease		1 2.1%	- -	1 5.9%	- -	- -	- -	- -	1 5.3%	1 18.0%	- -	- -	- -	1 10.1%	1 2.4%	- -
Net: Increase + Stay the same		52 90.5%	23 95.9%	18 88.4%	11 84.1%	12 100.0%	15 88.7%	16 100.0%	19 84.2%	3 46.7%	6 100.0%	37 97.0%	7 100.0%	7 63.8%	43 88.9%	8 100.0%
Mean score		3.3	3.4	3.3	3.4	3.7	3.3	3.2	3.2	3.0	3.3	3.4	3.4	3.3	3.4	3.3

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

Jobs Outlook - Combined

Q11_3. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next four to twelve months?

Drivers

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	*d	*e	*f	g	*h	*i	j	*k	l	m	*n
Unweighted Total		110	34	32	44	22	26	29	46	17	16	47	23	40	88	22
Weighted Total		109	34	32	44	21	25	30	48	18	16	47	22	40	88	21
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Increase slightly	(4)	21	8	6	6	5	1	10	14	3	1	9	4	8	15	6
		18.9%	25.1%	18.3%	14.6%	23.1%	4.4%	35.3%	28.8%	18.1%	5.9%	18.0%	17.6%	20.7%	17.0%	27.2%
Stay same	(3)	79	23	23	32	14	22	17	29	12	14	38	16	24	65	14
		72.1%	69.1%	72.3%	74.2%	68.1%	87.8%	57.9%	60.3%	64.1%	88.8%	80.0%	73.9%	61.7%	73.0%	68.2%
Decrease slightly	(2)	3	1	1	1	-	2	-	1	1	-	-	-	3	3	-
		2.8%	2.9%	3.6%	2.2%	-	7.8%	-	2.4%	6.2%	-	-	-	7.7%	3.5%	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		7	1	2	4	2	-	2	4	2	1	1	2	4	6	1
		6.2%	2.9%	5.8%	9.0%	8.8%	-	6.7%	8.6%	11.5%	5.3%	2.0%	8.5%	9.9%	6.6%	4.6%
NETS																
Net: Increase		21	8	6	6	5	1	10	14	3	1	9	4	8	15	6
		18.9%	25.1%	18.3%	14.6%	23.1%	4.4%	35.3%	28.8%	18.1%	5.9%	18.0%	17.6%	20.7%	17.0%	27.2%
Net: Decrease		3	1	1	1	-	2	-	1	1	-	-	-	3	3	-
		2.8%	2.9%	3.6%	2.2%	-	7.8%	-	2.4%	6.2%	-	-	-	7.7%	3.5%	-
Net: Increase + Stay the same		99	32	29	39	19	23	28	43	15	15	46	20	33	80	20
		91.0%	94.2%	90.6%	88.8%	91.2%	92.2%	93.3%	89.0%	82.3%	94.7%	98.0%	91.5%	82.4%	90.0%	95.4%
												l				
Mean score		3.2	3.2	3.2	3.1	3.3	3.0	3.4	3.3	3.1	3.1	3.2	3.2	3.1	3.1	3.3

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

Jobs Outlook - Combined

Q11_4. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next four to twelve months?

Education

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	*n
Unweighted Total		62	24	13	25	13	17	16	26	10	6	20	22	20	57	5
Weighted Total		61	24	12	24	12	16	16	27	11	6	19	22	19	56	5
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	2	-	-	2	1	-	1	1	-	-	1	-	1	2	-
		3.0%	-	-	7.6%	7.3%	-	5.8%	3.5%	-	-	4.9%	-	4.6%	3.3%	-
Increase slightly	(4)	9	3	3	3	1	2	3	5	2	1	2	4	3	9	-
		14.7%	11.8%	24.7%	12.6%	7.8%	12.1%	17.3%	19.0%	21.7%	16.7%	10.7%	17.4%	15.8%	15.9%	-
Stay same	(3)	38	14	8	16	9	8	10	17	7	4	14	14	10	35	4
		63.1%	56.7%	67.8%	67.1%	77.2%	52.1%	59.3%	62.7%	67.8%	66.6%	73.6%	65.3%	50.3%	61.8%	79.5%
Decrease slightly	(2)	2	-	-	2	-	-	1	2	1	-	1	1	-	2	-
		3.5%	-	-	8.8%	-	-	6.2%	7.9%	10.5%	-	5.8%	4.6%	-	3.8%	-
Decrease greatly	(1)	1	1	-	-	-	1	-	-	-	-	1	-	-	1	-
		1.6%	4.0%	-	-	-	6.1%	-	-	-	-	5.0%	-	-	1.7%	-
Don't know		9	7	1	1	1	5	2	2	-	1	-	3	6	8	1
		14.0%	27.5%	7.6%	3.9%	7.7%	29.8%	11.5%	6.9%	-	16.7%	-	12.7%	29.4%	13.5%	20.5%
NETS																
Net: Increase		11	3	3	5	2	2	4	6	2	1	3	4	4	11	-
		17.8%	11.8%	24.7%	20.2%	15.1%	12.1%	23.1%	22.5%	21.7%	16.7%	15.6%	17.4%	20.3%	19.2%	-
Net: Decrease		3	1	-	2	-	1	1	2	1	-	2	1	-	3	-
		5.1%	4.0%	-	8.8%	-	6.1%	6.2%	7.9%	10.5%	-	10.8%	4.6%	-	5.5%	-
Net: Increase + Stay the same		49	17	12	21	11	10	13	23	9	5	17	18	14	45	4
		80.9%	68.5%	92.4%	87.3%	92.3%	64.2%	82.4%	85.2%	89.5%	83.3%	89.2%	82.7%	70.6%	81.0%	79.5%
Mean score		3.2	3.1	3.3	3.2	3.2	3.0	3.3	3.2	3.1	3.2	3.0	3.1	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

			WAVE			REGION						SIZE			SECTOR	
		Total	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	*d	e	*f	g	*h	*i	j	k	l	m	*n
Unweighted Total		127	52	37	38	26	34	23	38	15	29	50	34	43	100	27
Weighted Total		125	52	35	38	25	32	23	40	16	29	49	33	43	99	26
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	1	-	1	-	-	1	-	-	-	-	-	1	-	1	-
		.7%	-	2.6%	-	-	2.8%	-	-	-	-	-	2.7%	-	.9%	-
Increase slightly	(4)	28	6	10	12	6	6	3	8	5	8	12	8	7	19	9
		22.1%	11.7%	27.4%	31.4% a	24.3%	17.9%	12.6%	21.2%	33.4%	26.2%	25.7%	23.3%	17.1%	19.1%	33.7%
Stay same	(3)	79	40	19	20	15	20	15	25	10	19	34	17	28	66	13
		63.3%	77.3% bc	54.0%	52.9%	60.4%	61.6%	65.9%	63.3%	59.6%	67.6%	70.3%	50.8%	65.1%	66.5%	50.8%
Decrease slightly	(2)	1	-	1	-	-	1	-	-	-	-	-	-	1	-	1
		.8%	-	2.7%	-	-	2.9%	-	-	-	-	-	-	2.2%	-	3.6%
Decrease greatly	(1)	1	1	-	-	-	1	-	-	-	-	1	-	-	1	-
		.8%	1.9%	-	-	-	3.1%	-	-	-	-	2.0%	-	-	1.0%	-
Don't know		15	5	5	6	4	4	5	6	1	2	1	8	7	12	3
		12.3%	9.1%	13.3%	15.7%	15.2%	11.7%	21.5%	15.5%	7.0%	6.3%	2.0%	23.1% j	15.6% j	12.5%	11.9%
NETS																
Net: Increase		29	6	11	12	6	7	3	8	5	8	12	9	7	20	9
		22.8%	11.7%	30.0% a	31.4% a	24.3%	20.7%	12.6%	21.2%	33.4%	26.2%	25.7%	26.1%	17.1%	20.0%	33.7%
Net: Decrease		2	1	1	-	-	2	-	-	-	-	1	-	1	1	1
		1.5%	1.9%	2.7%	-	-	6.0%	-	-	-	-	2.0%	-	2.2%	1.0%	3.6%
Net: Increase + Stay the same		108	46	30	32	21	26	18	33	15	27	47	26	35	86	22
		86.1%	89.0%	84.0%	84.3%	84.8%	82.3%	78.5%	84.5%	93.0%	93.7%	95.9% kl	76.9%	82.2%	86.5%	84.5%
Mean score		3.2	3.1	3.3	3.4	3.3	3.2	3.2	3.3	3.4	3.3	3.2	3.4	3.2	3.2	3.3
				a	a											

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

Jobs Outlook - Combined

Q11_6. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next four to twelve months?

Executive recruitment / interim management

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	*b	c	*d	*e	*f	g	*h	*i	*j	*k	l	m	*n
Unweighted Total		95	31	25	39	20	27	21	33	12	15	29	20	46	81	14
Weighted Total		94	30	25	39	19	26	21	34	13	15	29	21	45	81	13
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	4	-	-	4	-	3	1	1	-	-	-	3	1	4	-
		4.2%	-	-	10.2%	-	11.0%	5.2%	3.2%	-	-	-	14.7%	2.1%	4.9%	-
Increase slightly	(4)	10	-	4	6	1	2	1	7	6	-	3	2	4	9	1
		10.2%	-	14.3%	15.5%	5.1%	7.0%	5.0%	19.9%	42.9%	-	11.9%	10.4%	9.0%	10.7%	7.2%
				a												
Stay same	(3)	70	29	19	22	17	19	15	21	5	13	22	13	35	58	11
		73.8%	93.6%	77.0%	56.3%	90.1%	71.1%	74.2%	60.7%	40.0%	87.9%	77.3%	60.7%	77.5%	72.0%	84.6%
			c													
Decrease slightly	(2)	3	-	1	2	-	1	-	2	2	-	-	-	3	3	-
		3.5%	-	4.7%	5.4%	-	3.6%	-	6.7%	17.1%	-	-	-	7.2%	4.0%	-
Decrease greatly	(1)	1	1	-	-	-	1	-	-	-	-	1	-	-	1	-
		1.0%	3.2%	-	-	-	3.7%	-	-	-	-	3.4%	-	-	1.2%	-
Don't know		7	1	1	5	1	1	3	3	-	2	2	3	2	6	1
		7.3%	3.2%	4.0%	12.7%	4.8%	3.7%	15.6%	9.5%	-	12.1%	7.4%	14.1%	4.2%	7.2%	8.3%
NETS																
Net: Increase		14	-	4	10	1	5	2	8	6	-	3	5	5	13	1
		14.4%	-	14.3%	25.6%	5.1%	17.9%	10.2%	23.1%	42.9%	-	11.9%	25.1%	11.1%	15.6%	7.2%
				a												
Net: Decrease		4	1	1	2	-	2	-	2	2	-	1	-	3	4	-
		4.5%	3.2%	4.7%	5.4%	-	7.3%	-	6.7%	17.1%	-	3.4%	-	7.2%	5.2%	-
Net: Increase + Stay the same		83	29	23	32	18	23	18	29	11	13	26	18	40	71	12
		88.2%	93.6%	91.3%	81.9%	95.2%	89.0%	84.4%	83.8%	82.9%	87.9%	89.2%	85.9%	88.6%	87.6%	91.7%
Mean score		3.1	2.9	3.1	3.3	3.1	3.2	3.2	3.2	3.3	3.0	3.1	3.5	3.1	3.2	3.1
				a												

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	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	b	c	*d	e	*f	g	*h	*i	j	k	l	m	*n
Unweighted Total		98	23	36	39	14	31	21	39	18	14	31	35	32	84	14
Weighted Total		98	22	36	39	13	29	21	41	20	14	31	35	32	84	14
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	9	2	2	5	1	3	2	3	1	2	4	3	2	7	2
		9.0%	8.9%	5.6%	12.1%	7.7%	9.7%	8.9%	7.3%	5.6%	13.7%	12.8%	7.9%	6.5%	8.2%	13.5%
Increase slightly	(4)	27	4	14	9	5	8	6	11	6	4	8	13	7	23	4
		28.2%	17.0%	40.4%	23.4%	35.2%	25.8%	27.0%	27.9%	28.8%	27.2%	25.8%	36.0%	21.8%	27.7%	30.8%
Stay same	(3)	48	11	15	22	7	15	12	20	9	6	19	16	14	41	7
		49.5%	48.0%	42.0%	57.1%	49.8%	51.2%	55.2%	49.4%	43.3%	45.5%	61.5%	44.3%	43.6%	49.4%	49.7%
Decrease slightly	(2)	3	1	2	-	-	1	1	2	1	-	-	1	2	3	-
		3.1%	4.2%	6.0%	-	-	3.3%	4.4%	5.1%	5.8%	-	-	2.8%	6.6%	3.7%	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		10	5	2	3	1	3	1	4	3	2	-	3	7	9	1
		10.2%	21.9%	6.0%	7.4%	7.3%	9.9%	4.4%	10.3%	16.4%	13.7%	-	8.9%	21.6%	10.9%	5.9%
														j		
NETS																
Net: Increase		36	6	16	14	6	10	8	14	7	6	12	15	9	30	6
		37.2%	25.9%	46.0%	35.5%	42.9%	35.5%	35.9%	35.2%	34.4%	40.9%	38.5%	44.0%	28.3%	36.0%	44.3%
Net: Decrease		3	1	2	-	-	1	1	2	1	-	-	1	2	3	-
		3.1%	4.2%	6.0%	-	-	3.3%	4.4%	5.1%	5.8%	-	-	2.8%	6.6%	3.7%	-
Net: Increase + Stay the same		85	17	31	36	13	25	19	35	15	12	31	31	23	72	13
		86.6%	74.0%	88.0%	92.6%	92.7%	86.7%	91.1%	84.6%	77.7%	86.3%	100.0%	88.3%	71.9%	85.4%	94.1%
												l				
Mean score		3.5	3.4	3.5	3.5	3.5	3.5	3.4	3.4	3.4	3.6	3.5	3.5	3.4	3.5	3.6

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

Jobs Outlook - Combined

Q11_8. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next four to twelve months?

Hospitality

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	j	*k	*l	m	*n
Unweighted Total		71	21	23	27	19	14	10	22	12	16	33	21	17	61	10
Weighted Total		71	21	22	28	18	13	11	24	13	16	34	21	17	61	10
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	2	-	1	1	-	1	-	-	-	1	-	2	-	1	1
		2.5%	-	4.2%	2.9%	-	7.1%	-	-	-	5.1%	-	8.5%	-	1.5%	8.2%
Increase slightly	(4)	13	2	7	4	1	2	2	6	5	4	8	2	3	12	1
		18.2%	9.3%	31.4%	14.3%	5.4%	14.2%	17.8%	27.0%	34.3%	22.5%	22.4%	10.4%	19.1%	19.7%	9.1%
Stay same	(3)	52	19	12	21	15	9	9	17	9	11	23	16	13	44	8
		72.9%	90.7%	56.0%	73.1%	84.1%	65.1%	82.2%	73.0%	65.7%	66.6%	69.4%	76.6%	75.5%	71.3%	82.7%
Decrease slightly	(2)	3	-	1	2	1	1	-	-	-	1	1	1	1	3	-
		3.9%	-	4.2%	6.5%	5.1%	6.8%	-	-	-	5.8%	2.8%	4.5%	5.3%	4.5%	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		2	-	1	1	1	1	-	-	-	-	2	-	-	2	-
		2.6%	-	4.3%	3.2%	5.3%	6.8%	-	-	-	-	5.5%	-	-	3.0%	-
NETS																
Net: Increase		15	2	8	5	1	3	2	6	5	4	8	4	3	13	2
		20.6%	9.3%	35.6%	17.2%	5.4%	21.3%	17.8%	27.0%	34.3%	27.6%	22.4%	18.9%	19.1%	21.2%	17.3%
Net: Decrease		3	-	1	2	1	1	-	-	-	1	1	1	1	3	-
		3.9%	-	4.2%	6.5%	5.1%	6.8%	-	-	-	5.8%	2.8%	4.5%	5.3%	4.5%	-
Net: Increase + Stay the same		67	21	20	25	16	11	11	24	13	15	31	20	16	57	10
		93.5%	100.0%	91.6%	90.3%	89.6%	86.4%	100.0%	100.0%	100.0%	94.2%	91.8%	95.5%	94.7%	92.5%	100.0%
Mean score		3.2	3.1	3.4	3.1	3.0	3.2	3.2	3.3	3.3	3.3	3.2	3.2	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

Q11_9. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next four to twelve months?

Industrial

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	*n
Unweighted Total		53	22	12	19	10	21	10	14	4	8	26	10	17	44	9
Weighted Total		54	22	11	21	9	20	11	16	5	9	27	10	17	46	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)	16	5	4	7	2	5	4	7	3	2	9	3	3	13	3
		29.1%	21.0%	34.5%	34.8%	19.7%	24.1%	33.4%	45.6%	74.6%	20.9%	34.7%	31.6%	18.9%	28.5%	32.3%
Stay same	(3)	37	17	7	13	8	14	7	9	1	7	18	6	14	32	6
		69.1%	74.7%	65.5%	65.2%	80.3%	71.1%	66.6%	54.4%	25.4%	79.1%	65.3%	58.2%	81.1%	69.4%	67.7%
Decrease slightly	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		1	1	-	-	-	1	-	-	-	-	-	1	-	1	-
		1.8%	4.4%	-	-	-	4.8%	-	-	-	-	-	10.2%	-	2.1%	-
NETS																
Net: Increase		16	5	4	7	2	5	4	7	3	2	9	3	3	13	3
		29.1%	21.0%	34.5%	34.8%	19.7%	24.1%	33.4%	45.6%	74.6%	20.9%	34.7%	31.6%	18.9%	28.5%	32.3%
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		53	21	11	21	9	19	11	16	5	9	27	9	17	45	9
		98.2%	95.6%	100.0%	100.0%	100.0%	95.2%	100.0%	100.0%	100.0%	100.0%	100.0%	89.8%	100.0%	97.9%	100.0%
Mean score		3.3	3.2	3.3	3.3	3.2	3.3	3.3	3.5	3.7	3.2	3.3	3.4	3.2	3.3	3.3

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

Jobs Outlook - Combined

Q11_10. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next four to twelve months?

Legal & HR

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	*f	g	*h	*i	*j	k	l	m	*n
Unweighted Total		133	49	41	43	34	35	26	45	19	19	29	40	64	110	23
Weighted Total		134	49	40	45	33	34	25	47	21	20	30	41	64	111	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%
Increase greatly	(5)	3	1	-	2	-	3	-	-	-	-	-	3	-	3	-
		2.2%	2.0%	-	4.3%	-	8.5%	-	-	-	-	-	7.1%	-	2.6%	-
							g						l			
Increase slightly	(4)	21	5	10	6	6	5	2	10	8	1	2	9	10	15	7
		16.0%	9.8%	25.5%	14.4%	17.1%	14.0%	8.3%	21.6%	37.6%	4.7%	7.0%	22.4%	16.1%	13.5%	28.3%
Stay same	(3)	91	37	26	28	24	22	19	29	10	17	24	26	41	77	14
		68.2%	76.0%	64.6%	62.7%	71.8%	63.5%	75.1%	62.0%	46.2%	84.5%	82.6%	62.7%	64.9%	69.3%	62.7%
Decrease slightly	(2)	4	1	1	2	-	1	-	2	2	1	-	1	3	4	-
		3.2%	2.2%	2.9%	4.7%	-	2.8%	-	4.9%	10.8%	5.4%	-	2.7%	5.1%	3.9%	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		14	5	3	6	4	4	4	5	1	1	3	2	9	12	2
		10.4%	10.0%	7.0%	13.9%	11.1%	11.2%	16.5%	11.5%	5.4%	5.4%	10.3%	5.1%	13.8%	10.7%	9.0%
NETS																
Net: Increase		24	6	10	8	6	8	2	10	8	1	2	12	10	18	7
		18.2%	11.8%	25.5%	18.7%	17.1%	22.5%	8.3%	21.6%	37.6%	4.7%	7.0%	29.5%	16.1%	16.1%	28.3%
Net: Decrease		4	1	1	2	-	1	-	2	2	1	-	1	3	4	-
		3.2%	2.2%	2.9%	4.7%	-	2.8%	-	4.9%	10.8%	5.4%	-	2.7%	5.1%	3.9%	-
Net: Increase + Stay the same		116	43	36	36	29	29	21	39	18	18	27	38	51	95	21
		86.4%	87.8%	90.1%	81.4%	88.9%	86.0%	83.5%	83.6%	83.8%	89.2%	89.7%	92.2%	81.0%	85.4%	91.0%
Mean score		3.2	3.1	3.2	3.2	3.2	3.3	3.1	3.2	3.3	3.0	3.1	3.4	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

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	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	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	5	3	8	2	3	2	5	3	6	7	4	5	16	-
Weighted Total		18	5	3	9	2	4	2	5	3	7	8	5	5	18	-
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-
Increase greatly		(5)	2	-	2	-	2	-	-	-	-	-	2	-	2	-
		10.8%	-	-	20.5%	-	51.2%	-	-	-	-	-	38.8%	-	10.8%	-
Increase slightly		(4)	4	-	3	-	-	1	3	2	1	3	-	1	4	-
		23.1%	-	35.4%	31.3%	-	-	50.0%	60.2%	66.2%	12.4%	37.6%	-	23.4%	23.1%	-
Stay same		(3)	9	3	4	2	-	1	2	1	5	5	1	3	9	-
		49.6%	59.8%	64.6%	38.9%	100.0%	-	50.0%	39.8%	33.8%	71.4%	62.4%	20.1%	59.0%	49.6%	-
Decrease slightly		(2)	1	1	-	-	-	-	-	-	1	-	1	-	1	-
		6.1%	21.3%	-	-	-	-	-	-	-	16.1%	-	21.8%	-	6.1%	-
Decrease greatly		(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		2	1	-	1	-	2	-	-	-	-	-	1	1	2	-
		10.3%	18.9%	-	9.4%	-	48.8%	-	-	-	-	-	19.3%	17.6%	10.3%	-
NETS																
Net: Increase		6	-	1	5	-	2	1	3	2	1	3	2	1	6	-
		33.9%	-	35.4%	51.8%	-	51.2%	50.0%	60.2%	66.2%	12.4%	37.6%	38.8%	23.4%	33.9%	-
Net: Decrease		1	1	-	-	-	-	-	-	-	1	-	1	-	1	-
		6.1%	21.3%	-	-	-	-	-	-	-	16.1%	-	21.8%	-	6.1%	-
Net: Increase + Stay the same		15	3	3	9	2	2	2	5	3	6	8	3	4	15	-
		83.6%	59.8%	100.0%	90.6%	100.0%	51.2%	100.0%	100.0%	100.0%	83.9%	100.0%	58.9%	82.4%	83.6%	-
Mean score		3.4	2.7	3.4	3.8	3.0	5.0	3.5	3.6	3.7	3.0	3.4	3.7	3.3	3.4	-

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	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	*d	e	*f	g	*h	*i	j	k	l	m	*n
Unweighted Total		125	41	42	42	24	38	26	42	16	21	47	37	41	105	20
Weighted Total		125	42	41	42	23	36	27	45	18	21	48	37	41	106	19
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly (5)		1 .8%	1 2.3%	- -	- -	- -	1 2.7%	- -	- -	- -	- -	- -	- -	1 2.4%	1 .9%	- -
Increase slightly (4)		22 17.3%	9 20.5%	6 15.0%	7 16.5%	5 20.9%	8 21.3%	4 14.3%	7 16.4%	4 19.5%	2 8.7%	8 15.8%	7 19.6%	7 17.1%	16 14.9%	6 30.6%
Stay same (3)		85 67.7%	25 61.2%	31 75.3%	28 66.7%	16 70.7%	23 62.6%	17 63.9%	28 63.0%	11 61.6%	18 82.9%	34 71.4%	25 67.8%	26 63.2%	74 70.1%	10 54.3%
Decrease slightly (2)		3 2.7%	- -	1 2.8%	2 5.3%	- -	- -	- -	3 7.6%	3 18.9%	- -	1 2.3%	- -	2 5.7%	3 3.2%	- -
Decrease greatly (1)		1 .8%	1 2.3%	- -	- -	- -	1 2.7%	- -	- -	- -	- -	1 2.0%	- -	- -	1 .9%	- -
Don't know		13 10.7%	6 13.7%	3 6.9%	5 11.5%	2 8.4%	4 10.7%	6 21.8%	6 13.1%	- -	2 8.4%	4 8.4%	5 12.7%	5 11.7%	11 10.0%	3 15.0%
NETS																
Net: Increase		23 18.1%	9 22.8%	6 15.0%	7 16.5%	5 20.9%	9 24.0%	4 14.3%	7 16.4%	4 19.5%	2 8.7%	8 15.8%	7 19.6%	8 19.4%	17 15.8%	6 30.6%
Net: Decrease		4 3.5%	1 2.3%	1 2.8%	2 5.3%	- -	1 2.7%	- -	3 7.6%	3 18.9%	- -	2 4.3%	- -	2 5.7%	4 4.1%	- -
Net: Increase + Stay the same		107 85.8%	35 84.0%	37 90.3%	35 83.2%	21 91.6%	31 86.6%	21 78.2%	36 79.4%	15 81.1%	20 91.6%	42 87.2%	32 87.3%	34 82.6%	91 85.9%	16 85.0%
Mean score		3.2	3.2	3.1	3.1	3.2	3.2	3.2	3.1	3.0	3.1	3.1	3.2	3.2	3.1	3.4

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

Jobs Outlook - Combined

Q11_13. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next four to twelve months?

Office professionals

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

		WAVE			REGION						SIZE			SECTOR			
		Total	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public	
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n	
Unweighted Total		271	93	89	89	59	71	58	102	44	39	105	74	92	231	40	
Weighted Total		274	92	90	92	57	69	60	108	48	40	109	74	90	233	41	
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
Increase greatly		(5)	5	1	1	3	-	4	-	1	1	-	1	2	2	5	-
			1.7%	1.0%	1.0%	3.2%	-	5.5%	-	.9%	2.0%	-	.8%	2.6%	2.1%	2.0%	-
Increase slightly		(4)	38	9	17	12	6	8	8	20	12	5	11	14	13	32	6
			13.9%	9.4%	19.1%	13.3%	10.1%	11.1%	13.0%	18.5%	25.5% de	11.5%	9.9%	18.8%	14.7%	13.7%	15.0%
Stay same		(3)	198	73	63	62	45	49	46	75	29	29	89	51	58	170	29
			72.4%	78.8%	70.2%	68.2%	80.0% h	70.9%	76.7%	69.8%	61.0%	71.6%	81.0% l	69.3%	64.7%	72.8%	70.5%
Decrease slightly		(2)	5	1	1	3	-	1	-	3	3	1	1	1	3	5	-
			2.0%	1.2%	1.3%	3.5%	-	1.4%	-	3.2%	7.1% df	2.7%	1.0%	1.5%	3.6%	2.3%	-
Decrease greatly		(1)	1	1	-	-	-	1	-	-	-	-	1	-	-	1	-
			.4%	1.1%	-	-	-	1.4%	-	-	-	-	.9%	-	-	.4%	-
Don't know			26	8	8	11	6	7	6	8	2	6	7	6	13	20	6
			9.6%	8.5%	8.4%	11.8%	9.9%	9.7%	10.2%	7.6%	4.3%	14.2%	6.4%	7.9%	14.8%	8.7%	14.5%
NETS																	
Net: Increase			43	10	18	15	6	11	8	21	13	5	12	16	15	37	6
			15.6%	10.4%	20.1%	16.5%	10.1%	16.6%	13.0%	19.4%	27.5% d	11.5%	10.7%	21.4%	16.9%	15.7%	15.0%
Net: Decrease			6	2	1	3	-	2	-	3	3	1	2	1	3	6	-
			2.3%	2.2%	1.3%	3.5%	-	2.8%	-	3.2%	7.1% df	2.7%	1.9%	1.5%	3.6%	2.8%	-
Net: Increase + Stay the same			241	83	81	78	51	60	54	96	42	34	100	67	74	206	35
			88.1%	89.3%	90.3%	84.7%	90.1%	87.5%	89.8%	89.2%	88.5%	83.2%	91.7% l	90.7%	81.5%	88.5%	85.5%
Mean score			3.2	3.1	3.2	3.2	3.1	3.2	3.1	3.2	3.2	3.1	3.1	3.2 j	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_14. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next four to twelve months?

Sales & retail

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	*h	*i	j	k	l	m	n
Unweighted Total		156	54	44	58	36	35	37	63	26	22	69	40	47	122	34
Weighted Total		159	54	45	59	34	34	39	67	29	23	72	39	47	124	34
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly		(5)	5	2	1	2	-	2	1	2	1	1	2	2	3	2
			2.9%	3.5%	2.0%	3.0%	-	5.5%	2.4%	2.8%	3.3%	1.3%	4.4%	4.1%	2.2%	5.2%
Increase slightly		(4)	31	10	9	12	7	5	10	16	7	15	5	11	23	8
			19.5%	17.7%	19.9%	20.9%	20.0%	13.9%	25.1%	24.4%	23.5%	20.4%	12.7%	23.8%	18.5%	22.9%
Stay same		(3)	100	35	29	36	24	24	21	35	14	48	26	26	80	20
			63.0%	64.7%	64.1%	60.7%	68.9%	69.4%	54.6%	52.5%	49.7%	66.9%	65.6%	54.8%	64.7%	56.9%
Decrease slightly		(2)	5	2	1	2	-	-	1	5	4	3	-	2	4	1
			3.4%	3.6%	2.5%	3.8%	-	-	2.4%	7.9%	15.4%	4.3%	-	4.7%	3.6%	2.6%
Decrease greatly		(1)	1	1	-	-	-	1	-	-	-	1	-	-	1	-
			.6%	1.8%	-	-	-	2.8%	-	-	-	1.3%	-	-	.8%	-
Don't know			17	5	5	7	4	3	6	8	2	4	7	6	13	4
			10.6%	8.8%	11.5%	11.6%	11.1%	8.4%	15.6%	12.4%	8.1%	5.8%	17.2%	12.5%	10.1%	12.4%
NETS																
Net: Increase			35	11	10	14	7	7	11	18	4	16	7	13	26	10
			22.4%	21.1%	21.9%	23.9%	20.0%	19.4%	27.4%	27.2%	26.8%	21.6%	17.2%	27.9%	20.8%	28.1%
Net: Decrease			6	3	1	2	-	1	1	5	4	4	-	2	5	1
			4.0%	5.4%	2.5%	3.8%	-	2.8%	2.4%	7.9%	15.4%	5.7%	-	4.7%	4.4%	2.6%
Net: Increase + Stay the same			135	46	39	50	30	30	32	54	22	64	33	39	106	29
			85.4%	85.8%	86.0%	84.6%	88.9%	88.8%	82.1%	79.7%	76.5%	88.5%	82.8%	82.8%	85.5%	85.0%
Mean score			3.2	3.2	3.2	3.3	3.2	3.2	3.3	3.3	3.2	3.2	3.3	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

			WAVE			REGION						SIZE			SECTOR	
		Total	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	c	*d	*e	*f	g	*h	*i	j	*k	l	m	*n
Unweighted Total		92	29	26	37	18	24	18	30	12	20	35	23	34	85	7
Weighted Total		93	29	26	38	17	24	18	31	14	20	35	23	34	86	7
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly		(5)	4	1	1	2	-	4	-	-	-	1	2	1	4	-
			4.1%	3.3%	3.6%	5.1%	-	15.9%	-	-	-	2.6%	8.3%	2.8%	4.5%	-
Increase slightly		(4)	14	2	4	8	2	3	2	7	5	2	7	5	12	2
			15.5%	6.4%	16.4%	21.7%	10.7%	12.0%	12.1%	21.8%	34.5%	5.3%	30.9%	15.2%	14.3%	29.8%
Stay same		(3)	59	21	17	21	13	10	15	21	7	29	9	20	55	4
			63.6%	73.1%	64.7%	55.6%	78.1%	40.5%	82.7%	67.9%	48.7%	83.7%	40.5%	58.9%	64.2%	56.0%
												l				
Decrease slightly		(2)	4	1	1	2	-	1	-	2	2	-	1	3	4	-
			4.7%	3.8%	4.5%	5.5%	-	4.0%	-	7.4%	16.9%	-	4.6%	9.5%	5.1%	-
Decrease greatly		(1)	1	1	-	-	-	1	-	-	-	1	-	-	1	-
			1.0%	3.4%	-	-	-	4.0%	-	-	-	2.8%	-	-	1.1%	-
Don't know			10	3	3	5	2	6	1	1	-	2	4	5	9	1
			11.1%	10.0%	10.9%	12.0%	11.1%	23.6%	5.2%	2.9%	-	5.5%	15.7%	13.6%	10.8%	14.3%
NETS																
Net: Increase		18	3	5	10	2	7	2	7	5	3	3	9	6	16	2
		19.6%	9.7%	19.9%	26.8%	10.7%	27.9%	12.1%	21.8%	34.5%	13.8%	8.0%	39.2%	18.0%	18.8%	29.8%
Net: Decrease		5	2	1	2	-	2	-	2	2	1	1	1	3	5	-
		5.7%	7.1%	4.5%	5.5%	-	8.0%	-	7.4%	16.9%	5.3%	2.8%	4.6%	9.5%	6.2%	-
Net: Increase + Stay the same		77	24	22	31	15	16	17	28	11	18	32	19	26	71	6
		83.2%	82.8%	84.6%	82.5%	88.9%	68.4%	94.8%	89.7%	83.1%	85.8%	91.7%	79.6%	76.9%	83.0%	85.7%
Mean score		3.2	3.0	3.2	3.3	3.1	3.4	3.1	3.1	3.2	3.1	3.1	3.5	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

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	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	486	161	160	165	100	120	117	193	76	73	232	123	131	399	87
Weighted Total	485	161	159	165	97	115	119	202	83	72	234	123	129	398	87
	100.0%	100.0%	100.0%	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	20	9	9	2	1	6	7	13	7	-	8	5	7	15	5
	9.8%	12.5%	14.7%	2.9%	2.3%	10.0%	13.8%	16.5%	20.4%	-	9.7%	9.7%	9.9%	8.7%	15.1%
		c	c				d	d							
Construction	20	9	6	5	5	6	5	8	2	2	14	1	5	15	5
	34.7%	39.6%	28.6%	34.9%	38.1%	33.3%	35.1%	34.3%	32.3%	32.9%	36.8%	14.0%	39.4%	31.2%	55.0%
Drivers	22	9	7	6	3	4	9	14	4	2	11	5	6	17	5
	20.2%	28.1%	21.9%	12.8%	14.1%	14.9%	31.5%	28.3%	23.3%	11.6%	23.7%	21.9%	15.0%	19.6%	22.8%
Education	16	5	3	9	5	4	6	7	1	1	6	7	4	15	1
	26.8%	19.7%	22.5%	36.0%	38.6%	23.1%	36.4%	26.2%	10.5%	14.5%	29.6%	30.9%	19.2%	27.3%	19.8%
Engineering & technical	35	17	8	10	9	6	6	12	6	8	22	6	8	27	9
	28.1%	33.6%	21.9%	26.5%	38.6%	17.5%	25.3%	30.6%	38.0%	27.8%	44.7%	16.6%	18.4%	26.9%	33.0%
											kl				
Executive recruitment / interim management	13	4	3	6	-	5	3	8	5	1	4	4	5	11	2
	14.2%	12.8%	13.1%	16.0%	-	18.1%	14.2%	22.2%	34.5%	7.2%	14.5%	19.9%	11.4%	14.1%	14.7%
Health & social care	50	10	22	18	5	14	13	21	7	10	14	18	18	46	4
	51.2%	44.1%	61.5%	45.7%	35.8%	47.8%	63.4%	50.9%	37.6%	74.0%	45.7%	51.5%	56.1%	54.9%	28.5%
Hospitality	20	4	7	9	4	3	4	10	7	3	10	6	4	15	5
	28.1%	19.1%	31.4%	32.1%	21.1%	21.7%	35.9%	43.9%	50.1%	17.5%	28.8%	31.0%	23.0%	24.4%	50.4%
Industrial	9	2	2	5	2	6	1	1	-	-	5	2	2	7	2
	16.0%	8.5%	16.0%	24.2%	20.4%	29.1%	8.2%	5.8%	-	-	17.7%	20.3%	11.0%	14.9%	22.2%
Legal & HR	9	3	3	3	1	4	1	3	2	1	2	3	4	8	1
	6.7%	5.9%	8.2%	6.2%	2.8%	11.5%	3.6%	7.0%	11.1%	4.1%	5.9%	7.1%	6.8%	7.0%	5.2%
Life sciences	6	2	1	3	-	3	1	2	1	1	2	3	1	6	-
	34.4%	39.9%	35.2%	31.1%	-	76.7%	50.0%	39.8%	33.8%	15.9%	27.7%	58.1%	21.3%	34.4%	-
Marketing, media & creative	8	3	2	3	1	2	1	4	3	1	3	2	3	7	1
	6.2%	7.1%	4.9%	6.5%	4.4%	5.1%	3.4%	9.1%	17.5%	3.8%	5.7%	5.3%	7.6%	6.4%	5.2%
Office professionals	27	10	10	7	2	7	8	16	8	2	13	7	7	22	5
	9.7%	10.6%	11.0%	7.6%	3.5%	9.7%	12.7%	14.8%	17.4%	4.9%	11.5%	9.3%	7.9%	9.3%	12.4%
								d	d						

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	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	486	161	160	165	100	120	117	193	76	73	232	123	131	399	87
Weighted Total	485	161	159	165	97	115	119	202	83	72	234	123	129	398	87
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Sales & retail	27	11	6	10	4	3	13	18	5	2	11	6	10	25	2
	16.8%	19.6%	14.3%	16.2%	11.1%	8.2%	34.3% de	27.3% e	17.9%	7.2%	14.6%	16.0%	20.8%	20.0% n	5.4%
Technology	17	9	4	4	2	7	2	6	4	2	6	6	5	17	-
	18.3%	30.6%	16.5%	10.1%	11.4%	28.0%	10.5%	19.8%	31.8%	10.1%	17.2%	25.1%	14.7%	19.7%	-
None	277	91	94	92	63	64	57	104	47	46	140	66	71	220	57
	57.1%	56.2%	59.3%	55.8%	64.8% fg	55.6%	48.1%	51.7%	56.8%	64.2% f	59.9%	53.8%	55.1%	55.2%	65.6%
Net: Any	208	70	65	73	34	51	62	97	36	26	94	57	58	178	30
	42.9%	43.8%	40.7%	44.2%	35.2%	44.4%	51.9% di	48.3% d	43.2%	35.8%	40.1%	46.2%	44.9%	44.8%	34.4%

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	27 100.0%	- -	1 3.9%	19 70.6%	6 22.2%	- -	1 3.4%	1 3.9%	6 22.2%	20 74.4%	2.8
Construction	11 100.0%	- -	1 8.9%	9 83.1%	1 8.0%	- -	- -	1 8.9%	1 8.0%	10 92.0%	3.0
Drivers	11 100.0%	- -	3 27.1%	6 54.4%	2 18.5%	- -	- -	3 27.1%	2 18.5%	9 81.5%	3.1
Education	9 100.0%	- -	2 21.6%	4 42.4%	2 22.2%	1 13.8%	- -	2 21.6%	3 36.0%	5 64.0%	2.7
Engineering & technical	12 100.0%	- -	- -	9 73.5%	3 26.5%	- -	- -	- -	3 26.5%	9 73.5%	2.7
Executive recruitment / interim management	4 100.0%	- -	- -	4 100.0%	- -	- -	- -	- -	- -	4 100.0%	3.0
Health & social care	9 100.0%	- -	2 19.4%	2 21.8%	4 38.9%	1 11.1%	1 8.8%	2 19.4%	5 50.0%	4 41.2%	2.5
Hospitality	9 100.0%	- -	1 10.7%	7 78.6%	- -	- -	1 10.7%	1 10.7%	- -	8 89.3%	3.1
Industrial	12 100.0%	- -	1 8.1%	9 75.8%	1 8.2%	1 7.9%	- -	1 8.1%	2 16.1%	10 83.9%	2.8
Legal & HR	12 100.0%	- -	2 17.3%	8 65.1%	2 17.7%	- -	- -	2 17.3%	2 17.7%	10 82.3%	3.0
Life sciences	3 100.0%	- -	- -	2 63.8%	1 36.2%	- -	- -	- -	1 36.2%	2 63.8%	2.6
Marketing, media & creative	11 100.0%	1 8.4%	1 8.4%	8 66.2%	2 17.0%	- -	- -	2 16.8%	2 17.0%	10 83.0%	3.1
Office professionals	35 100.0%	- -	4 11.9%	20 57.7%	8 22.6%	1 2.8%	2 5.0%	4 11.9%	9 25.4%	24 69.6%	2.8
Sales & retail	16 100.0%	- -	2 12.6%	11 68.6%	2 12.9%	- -	1 5.9%	2 12.6%	2 12.9%	13 81.2%	3.0
Technology	9 100.0%	1 11.1%	- -	8 88.9%	- -	- -	- -	1 11.1%	- -	9 100.0%	3.2
Average (response based including bases)	187 100.0%	2 1.0%	19 10.4%	123 65.7%	33 17.8%	4 2.2%	5 2.9%	21 11.4%	37 20.0%	145 77.2%	2.9

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	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	*h	*i	*j	k	l	m	*n
Unweighted Total		194	103	33	58	40	84	38	51	13	19	29	67	98	166	28
Weighted Total		187	100	31	57	38	81	37	50	14	18	29	67	92	161	27
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	2	2	-	-	-	2	-	-	-	-	-	-	2	2	-
		1.0%	1.9%	-	-	-	2.4%	-	-	-	-	-	-	2.1%	1.2%	-
Slightly increase	(4)	19	12	-	8	1	10	2	7	5	2	1	7	11	12	7
		10.4%	11.6%	-	14.0% b	2.4%	11.8%	5.6%	14.3%	38.2%	10.0%	3.5%	11.2%	12.0%	7.7%	26.7%
Stay the same	(3)	123	68	24	31	28	60	23	29	6	6	26	41	57	106	17
		65.7%	68.3%	78.0% c	54.5%	74.5%	74.2%	62.3%	57.9%	45.9%	31.6%	89.9%	60.9%	61.8%	66.1%	63.3%
Slightly decrease	(2)	33	16	4	13	7	6	12	12	-	9	1	16	17	33	-
		17.8%	16.3%	11.9%	23.7%	17.9%	7.1%	32.1% e	23.5% e	-	49.5%	3.3%	23.2%	18.3%	20.7%	-
Greatly decrease	(1)	4	1	3	-	2	1	-	1	1	-	1	3	-	3	1
		2.2%	1.0%	10.1% ac	-	5.2%	1.2%	-	2.3%	8.7%	-	3.2%	4.7% l	-	1.9%	3.9%
Don't know		5	1	-	4	-	3	-	1	1	2	-	-	5	4	2
		2.9%	1.0%	-	7.8% a	-	3.4%	-	1.9%	7.2%	9.0%	-	-	5.8% k	2.3%	6.1%
NETS																
Net: Increase		21	13	-	8	1	11	2	7	5	2	1	7	13	14	7
		11.4%	13.5% b	-	14.0% b	2.4%	14.2% d	5.6%	14.3%	38.2%	10.0%	3.5%	11.2%	14.1%	8.9%	26.7%
Net: Decrease		37	17	7	13	9	7	12	13	1	9	2	19	17	36	1
		20.0%	17.2%	22.0%	23.7%	23.1% e	8.2%	32.1% e	25.9% e	8.7%	49.5%	6.6%	28.0%	18.3%	22.6%	3.9%
Net: Increase + Stay the same		145	81	24	39	29	72	25	36	11	8	27	48	70	121	24
		77.2%	81.8%	78.0%	68.5%	76.9%	88.4% fg	67.9%	72.2%	84.1%	41.5%	93.4%	72.0%	75.8%	75.0%	90.0%
Mean score		2.9	3.0	2.7	2.9	2.7	3.1	2.7	2.9	3.2	2.6	2.9	2.8	3.0	2.9	3.2
			b				df									

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

Jobs Outlook - Combined

Q14_1. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next three months?

Accounting and financial services

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		28	16	3	9	7	11	6	9	3	1	3	8	17	25	3
Weighted Total		27	16	3	9	7	11	6	9	3	1	3	8	16	24	3
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	1	-	-	1	-	-	-	1	1	-	-	-	1	-	1
		3.9%	-	-	11.9%	-	-	-	11.7%	34.3%	-	-	-	6.5%	-	36.6%
Stay the same	(3)	19	12	3	5	6	9	3	5	2	-	3	5	11	17	2
		70.6%	74.3%	100.0%	54.9%	85.2%	81.9%	49.8%	55.2%	65.7%	-	100.0%	61.6%	69.5%	71.4%	63.4%
Slightly decrease	(2)	6	4	-	2	1	1	3	3	-	1	-	3	3	6	-
		22.2%	25.7%	-	22.8%	14.8%	9.3%	50.2%	33.1%	-	100.0%	-	38.4%	18.2%	24.8%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		1	-	-	1	-	1	-	-	-	-	-	-	1	1	-
		3.4%	-	-	10.4%	-	8.8%	-	-	-	-	-	-	5.7%	3.8%	-
NETS																
Net: Increase		1	-	-	1	-	-	-	1	1	-	-	-	1	-	1
		3.9%	-	-	11.9%	-	-	-	11.7%	34.3%	-	-	-	6.5%	-	36.6%
Net: Decrease		6	4	-	2	1	1	3	3	-	1	-	3	3	6	-
		22.2%	25.7%	-	22.8%	14.8%	9.3%	50.2%	33.1%	-	100.0%	-	38.4%	18.2%	24.8%	-
Net: Increase + Stay the same		20	12	3	6	6	9	3	6	3	-	3	5	12	17	3
		74.4%	74.3%	100.0%	66.8%	85.2%	81.9%	49.8%	66.9%	100.0%	-	100.0%	61.6%	76.1%	71.4%	100.0%
Mean score		2.8	2.7	3.0	2.9	2.9	2.9	2.5	2.8	3.3	2.0	3.0	2.6	2.9	2.7	3.4

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

Jobs Outlook - Combined

Q14_2. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next three months?

Construction

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	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	5	4	2	2	5	2	3	1	1	3	3	5	9	2
Weighted Total		11	5	4	2	2	5	2	3	1	1	3	3	5	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
		8.9%	20.0%	-	-	-	19.3%	-	-	-	-	-	31.7%	-	-	50.7%
Stay the same		(3)	9	4	4	1	2	4	2	3	1	3	2	4	8	1
		83.1%	80.0%	100.0%	56.7%	100.0%	80.7%	100.0%	100.0%	100.0%	-	100.0%	68.3%	81.6%	90.3%	49.3%
Slightly decrease		(2)	1	-	-	1	-	-	-	-	1	-	-	1	1	-
		8.0%	-	-	43.3%	-	-	-	-	-	100.0%	-	-	18.4%	9.7%	-
Greatly decrease		(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know			-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																
Net: Increase		1	1	-	-	-	1	-	-	-	-	-	1	-	-	1
		8.9%	20.0%	-	-	-	19.3%	-	-	-	-	-	31.7%	-	-	50.7%
Net: Decrease		1	-	-	1	-	-	-	-	-	1	-	-	1	1	-
		8.0%	-	-	43.3%	-	-	-	-	-	100.0%	-	-	18.4%	9.7%	-
Net: Increase + Stay the same		10	5	4	1	2	5	2	3	1	-	3	3	4	8	2
		92.0%	100.0%	100.0%	56.7%	100.0%	100.0%	100.0%	100.0%	100.0%	-	100.0%	100.0%	81.6%	90.3%	100.0%
Mean score		3.0	3.2	3.0	2.6	3.0	3.2	3.0	3.0	3.0	2.0	3.0	3.3	2.8	2.9	3.5

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

Jobs Outlook - Combined

Q14_3. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next three months?

Drivers

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	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	5	1	5	3	5	3	3	-	-	3	3	5	11	-
Weighted Total		11	5	1	5	3	5	3	3	-	-	3	3	5	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%	-
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	3	2	-	1	1	2	-	-	-	-	1	-	2	3	-
		27.1%	40.9%	-	18.6%	32.8%	39.4%	-	-	-	-	35.8%	-	39.7%	27.1%	-
Stay the same	(3)	6	3	1	2	1	3	2	2	-	-	2	2	2	6	-
		54.4%	59.1%	100.0%	40.9%	33.7%	60.6%	63.4%	63.4%	-	-	64.2%	66.1%	40.7%	54.4%	-
Slightly decrease	(2)	2	-	-	2	1	-	1	1	-	-	-	1	1	2	-
		18.5%	-	-	40.5%	33.4%	-	36.6%	36.6%	-	-	-	33.9%	19.6%	18.5%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																
Net: Increase		3	2	-	1	1	2	-	-	-	-	1	-	2	3	-
		27.1%	40.9%	-	18.6%	32.8%	39.4%	-	-	-	-	35.8%	-	39.7%	27.1%	-
Net: Decrease		2	-	-	2	1	-	1	1	-	-	-	1	1	2	-
		18.5%	-	-	40.5%	33.4%	-	36.6%	36.6%	-	-	-	33.9%	19.6%	18.5%	-
Net: Increase + Stay the same		9	5	1	3	2	5	2	2	-	-	3	2	4	9	-
		81.5%	100.0%	100.0%	59.5%	66.6%	100.0%	63.4%	63.4%	-	-	100.0%	66.1%	80.4%	81.5%	-
Mean score		3.1	3.4	3.0	2.8	3.0	3.4	2.6	2.6	-	-	3.4	2.7	3.2	3.1	-

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

Jobs Outlook - Combined

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

Education

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		9	4	1	4	2	2	3	4	1	1	-	5	4	9	-
Weighted Total		9	4	1	4	2	2	3	4	1	1	-	5	4	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%	-
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	2	1	-	1	-	2	-	-	-	-	-	2	-	2	-
		21.6%	25.4%	-	24.8%	-	100.0%	-	-	-	-	-	38.3%	-	21.6%	-
Stay the same	(3)	4	1	-	3	1	-	2	2	-	1	-	2	2	4	-
		42.4%	24.7%	-	75.2%	47.6%	-	67.6%	48.0%	-	100.0%	-	37.3%	48.9%	42.4%	-
Slightly decrease	(2)	2	2	-	-	1	-	1	1	-	-	-	-	2	2	-
		22.2%	49.9%	-	-	52.4%	-	32.4%	23.0%	-	-	-	-	51.1%	22.2%	-
Greatly decrease	(1)	1	-	1	-	-	-	-	1	1	-	-	1	-	1	-
		13.8%	-	100.0%	-	-	-	-	29.1%	100.0%	-	-	24.4%	-	13.8%	-
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																
Net: Increase		2	1	-	1	-	2	-	-	-	-	-	2	-	2	-
		21.6%	25.4%	-	24.8%	-	100.0%	-	-	-	-	-	38.3%	-	21.6%	-
Net: Decrease		3	2	1	-	1	-	1	2	1	-	-	1	2	3	-
		36.0%	49.9%	100.0%	-	52.4%	-	32.4%	52.0%	100.0%	-	-	24.4%	51.1%	36.0%	-
Net: Increase + Stay the same		5	2	-	4	1	2	2	2	-	1	-	4	2	5	-
		64.0%	50.1%	-	100.0%	47.6%	100.0%	67.6%	48.0%	-	100.0%	-	75.6%	48.9%	64.0%	-
Mean score		2.7	2.8	1.0	3.2	2.5	4.0	2.7	2.2	1.0	3.0	-	2.9	2.5	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	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	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	8	1	3	2	6	2	2	-	2	1	5	6	11	1
Weighted Total		12	8	1	3	2	6	2	2	-	2	1	5	6	11	1
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Stay the same	(3)	9	6	1	2	1	6	1	1	-	1	1	3	5	8	1
		73.5%	73.4%	100.0%	65.9%	48.5%	100.0%	47.5%	47.5%	-	45.4%	100.0%	58.3%	82.9%	71.3%	100.0%
Slightly decrease	(2)	3	2	-	1	1	-	1	1	-	1	-	2	1	3	-
		26.5%	26.6%	-	34.1%	51.5%	-	52.5%	52.5%	-	54.6%	-	41.7%	17.1%	28.7%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																
Net: Increase		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Decrease		3	2	-	1	1	-	1	1	-	1	-	2	1	3	-
		26.5%	26.6%	-	34.1%	51.5%	-	52.5%	52.5%	-	54.6%	-	41.7%	17.1%	28.7%	-
Net: Increase + Stay the same		9	6	1	2	1	6	1	1	-	1	1	3	5	8	1
		73.5%	73.4%	100.0%	65.9%	48.5%	100.0%	47.5%	47.5%	-	45.4%	100.0%	58.3%	82.9%	71.3%	100.0%
Mean score		2.7	2.7	3.0	2.7	2.5	3.0	2.5	2.5	-	2.5	3.0	2.6	2.8	2.7	3.0

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

Jobs Outlook - Combined

Q14_6. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next three months?

Executive recruitment / interim management

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

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

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

Jobs Outlook - Combined

Q14_7. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next three months?

Health & social care

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		10	2	4	4	1	3	2	2	-	4	2	5	3	6	4
Weighted Total		9	2	4	4	1	3	2	2	-	3	2	5	3	6	4
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	2	1	-	1	-	-	-	-	-	2	-	2	-	1	1
		19.4%	51.7%	-	23.0%	-	-	-	-	-	52.5%	-	37.0%	-	17.4%	22.7%
Stay the same	(3)	2	1	-	1	-	2	-	-	-	-	1	1	-	1	1
		21.8%	48.3%	-	30.9%	-	69.2%	-	-	-	-	49.4%	22.5%	-	19.2%	25.9%
Slightly decrease	(2)	4	-	3	1	-	1	2	2	-	1	1	1	2	4	-
		38.9%	-	73.1%	23.1%	-	30.8%	100.0%	100.0%	-	23.8%	50.6%	19.4%	67.9%	63.4%	-
Greatly decrease	(1)	1	-	1	-	1	-	-	-	-	-	-	1	-	-	1
		11.1%	-	26.9%	-	100.0%	-	-	-	-	-	-	21.1%	-	-	28.8%
Don't know		1	-	-	1	-	-	-	-	-	1	-	-	1	-	1
		8.8%	-	-	23.0%	-	-	-	-	-	23.7%	-	-	32.1%	-	22.7%
NETS																
Net: Increase		2	1	-	1	-	-	-	-	-	2	-	2	-	1	1
		19.4%	51.7%	-	23.0%	-	-	-	-	-	52.5%	-	37.0%	-	17.4%	22.7%
Net: Decrease		5	-	4	1	1	1	2	2	-	1	1	2	2	4	1
		50.0%	-	100.0%	23.1%	100.0%	30.8%	100.0%	100.0%	-	23.8%	50.6%	40.6%	67.9%	63.4%	28.8%
Net: Increase + Stay the same		4	2	-	2	-	2	-	-	-	2	1	3	-	2	2
		41.2%	100.0%	-	53.9%	-	69.2%	-	-	-	52.5%	49.4%	59.4%	-	36.6%	48.6%
Mean score		2.5	3.5	1.7	3.0	1.0	2.7	2.0	2.0	-	3.4	2.5	2.8	2.0	2.5	2.5

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

Jobs Outlook - Combined

Q14_8. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next three months?

Hospitality

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		9	6	2	1	2	1	2	4	2	2	3	2	4	7	2
Weighted Total		9	6	2	1	2	1	2	4	2	2	3	2	4	7	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	-
		10.7%	16.1%	-	-	-	100.0%	-	-	-	-	-	47.4%	-	13.8%	-
Stay the same	(3)	7	4	2	1	2	-	2	3	1	2	3	1	3	5	2
		78.6%	67.8%	100.0%	100.0%	100.0%	-	100.0%	75.7%	53.6%	100.0%	100.0%	52.6%	75.9%	72.4%	100.0%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		1	1	-	-	-	-	-	1	1	-	-	-	1	1	-
		10.7%	16.1%	-	-	-	-	-	24.3%	46.4%	-	-	-	24.1%	13.8%	-
NETS																
Net: Increase		1	1	-	-	-	1	-	-	-	-	-	1	-	1	-
		10.7%	16.1%	-	-	-	100.0%	-	-	-	-	-	47.4%	-	13.8%	-
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		8	5	2	1	2	1	2	3	1	2	3	2	3	6	2
		89.3%	83.9%	100.0%	100.0%	100.0%	100.0%	100.0%	75.7%	53.6%	100.0%	100.0%	100.0%	75.9%	86.2%	100.0%
Mean score		3.1	3.2	3.0	3.0	3.0	4.0	3.0	3.0	3.0	3.0	3.0	3.5	3.0	3.2	3.0

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

Jobs Outlook - Combined

Q14_9. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next three months?

Industrial

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	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	7	2	3	3	5	4	4	-	-	3	4	5	11	1
Weighted Total		12	7	2	3	3	5	4	4	-	-	3	4	5	11	1
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-	-	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	1	1	-	-	-	1	-	-	-	-	-	-	1	1	-
		8.1%	14.4%	-	-	-	19.1%	-	-	-	-	-	-	20.2%	9.0%	-
Stay the same	(3)	9	5	1	3	2	4	3	3	-	-	2	4	3	8	1
		75.8%	71.2%	50.8%	100.0%	66.5%	80.9%	75.9%	75.9%	-	-	67.3%	100.0%	59.4%	73.2%	100.0%
Slightly decrease	(2)	1	1	-	-	-	-	1	1	-	-	-	-	1	1	-
		8.2%	14.5%	-	-	-	-	24.1%	24.1%	-	-	-	-	20.4%	9.0%	-
Greatly decrease	(1)	1	-	1	-	1	-	-	-	-	-	1	-	-	1	-
		7.9%	-	49.2%	-	33.5%	-	-	-	-	-	32.7%	-	-	8.8%	-
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																
Net: Increase		1	1	-	-	-	1	-	-	-	-	-	-	1	1	-
		8.1%	14.4%	-	-	-	19.1%	-	-	-	-	-	-	20.2%	9.0%	-
Net: Decrease		2	1	1	-	1	-	1	1	-	-	1	-	1	2	-
		16.1%	14.5%	49.2%	-	33.5%	-	24.1%	24.1%	-	-	32.7%	-	20.4%	17.8%	-
Net: Increase + Stay the same		10	6	1	3	2	5	3	3	-	-	2	4	4	9	1
		83.9%	85.5%	50.8%	100.0%	66.5%	100.0%	75.9%	75.9%	-	-	67.3%	100.0%	79.6%	82.2%	100.0%
Mean score		2.8	3.0	2.0	3.0	2.3	3.2	2.8	2.8	-	-	2.3	3.0	3.0	2.8	3.0

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

Jobs Outlook - Combined

Q14_10. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next three months?

Legal & HR

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	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	7	2	3	3	7	-	1	1	1	1	4	7	9	3
Weighted Total		12	7	2	3	3	7	-	1	1	1	1	4	7	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)	2	1	-	1	-	1	-	1	1	-	-	-	2	1	1
		17.3%	14.1%	-	34.9%	-	14.4%	-	100.0%	100.0%	-	-	-	30.6%	11.0%	36.6%
Stay the same	(3)	8	4	2	2	2	6	-	-	-	-	1	3	4	6	2
		65.1%	55.7%	100.0%	65.1%	65.4%	85.6%	-	-	-	-	100.0%	73.2%	54.7%	65.6%	63.4%
Slightly decrease	(2)	2	2	-	-	1	-	-	-	-	1	-	1	1	2	-
		17.7%	30.1%	-	-	34.6%	-	-	-	-	100.0%	-	26.8%	14.7%	23.4%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																
Net: Increase		2	1	-	1	-	1	-	1	1	-	-	-	2	1	1
		17.3%	14.1%	-	34.9%	-	14.4%	-	100.0%	100.0%	-	-	-	30.6%	11.0%	36.6%
Net: Decrease		2	2	-	-	1	-	-	-	-	1	-	1	1	2	-
		17.7%	30.1%	-	-	34.6%	-	-	-	-	100.0%	-	26.8%	14.7%	23.4%	-
Net: Increase + Stay the same		10	5	2	3	2	7	-	1	1	-	1	3	6	7	3
		82.3%	69.9%	100.0%	100.0%	65.4%	100.0%	-	100.0%	100.0%	-	100.0%	73.2%	85.3%	76.6%	100.0%
Mean score		3.0	2.8	3.0	3.3	2.7	3.1	-	4.0	4.0	2.0	3.0	2.7	3.2	2.9	3.4

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

Jobs Outlook - Combined

Q14_11. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next three months?

Life sciences

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

		WAVE		REGION						SIZE			SECTOR		
		Total	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
Unweighted Total		3	2	1	-	1	1	1	-	1	1	2	-	3	-
Weighted Total		3	2	1	-	1	1	1	-	1	1	2	-	3	-
		100.0%	100.0%	100.0%	-	100.0%	100.0%	100.0%	-	100.0%	100.0%	100.0%	-	100.0%	-
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Stay the same	(3)	2	1	1	-	1	1	1	-	-	1	1	-	2	-
		63.8%	47.0%	100.0%	-	100.0%	100.0%	100.0%	-	-	100.0%	47.0%	-	63.8%	-
Slightly decrease	(2)	1	1	-	-	-	-	-	-	1	-	1	-	1	-
		36.2%	53.0%	-	-	-	-	-	-	100.0%	-	53.0%	-	36.2%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS															
Net: Increase		-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Decrease		1	1	-	-	-	-	-	-	1	-	1	-	1	-
		36.2%	53.0%	-	-	-	-	-	-	100.0%	-	53.0%	-	36.2%	-
Net: Increase + Stay the same		2	1	1	-	1	1	1	-	-	1	1	-	2	-
		63.8%	47.0%	100.0%	-	100.0%	100.0%	100.0%	-	-	100.0%	47.0%	-	63.8%	-
Mean score		2.6	2.5	3.0	-	3.0	3.0	3.0	-	2.0	3.0	2.5	-	2.6	-

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

Jobs Outlook - Combined

Q14_12. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next three months?

Marketing, media & creative

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	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	8	3	1	3	8	1	1	-	-	1	5	6	10	2
Weighted Total		11	8	3	1	3	8	1	1	-	-	1	5	6	10	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%
Greatly increase	(5)	1	1	-	-	-	1	-	-	-	-	-	-	1	1	-
		8.4%	12.5%	-	-	-	12.6%	-	-	-	-	-	-	16.9%	10.0%	-
Slightly increase	(4)	1	1	-	-	-	1	-	-	-	-	-	1	-	1	-
		8.4%	12.5%	-	-	-	12.6%	-	-	-	-	-	20.3%	-	10.0%	-
Stay the same	(3)	8	5	3	-	2	5	1	1	-	-	1	3	4	6	2
		66.2%	62.5%	100.0%	-	66.2%	62.1%	100.0%	100.0%	-	-	100.0%	59.0%	66.1%	59.8%	100.0%
Slightly decrease	(2)	2	1	-	1	1	1	-	-	-	-	-	1	1	2	-
		17.0%	12.5%	-	100.0%	33.8%	12.7%	-	-	-	-	-	20.6%	17.0%	20.2%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																
Net: Increase		2	2	-	-	-	2	-	-	-	-	-	1	1	2	-
		16.8%	24.9%	-	-	-	25.2%	-	-	-	-	-	20.3%	16.9%	20.0%	-
Net: Decrease		2	1	-	1	1	1	-	-	-	-	-	1	1	2	-
		17.0%	12.5%	-	100.0%	33.8%	12.7%	-	-	-	-	-	20.6%	17.0%	20.2%	-
Net: Increase + Stay the same		10	7	3	-	2	7	1	1	-	-	1	4	5	8	2
		83.0%	87.5%	100.0%	-	66.2%	87.3%	100.0%	100.0%	-	-	100.0%	79.4%	83.0%	79.8%	100.0%
Mean score		3.1	3.2	3.0	2.0	2.7	3.3	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_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	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	*n
Unweighted Total		36	16	5	15	5	13	9	12	3	6	2	11	23	31	5
Weighted Total		35	15	5	15	5	12	9	12	3	6	2	11	22	30	5
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	4	2	-	2	-	1	1	3	2	-	-	-	4	2	2
		11.9%	12.5%	-	15.1%	-	7.8%	12.7%	26.4%	67.8%	-	-	-	19.0%	6.5%	45.3%
Stay the same	(3)	20	9	4	7	4	8	6	7	1	2	2	7	11	18	2
		57.7%	61.1%	80.5%	46.8%	78.9%	61.9%	65.0%	56.8%	32.2%	33.2%	100.0%	62.9%	51.1%	60.9%	37.8%
Slightly decrease	(2)	8	3	1	4	1	2	2	2	-	3	-	3	5	8	-
		22.6%	20.3%	19.5%	26.2%	21.1%	15.2%	22.3%	16.7%	-	52.5%	-	28.4%	21.8%	26.3%	-
Greatly decrease	(1)	1	1	-	-	-	1	-	-	-	-	-	1	-	1	-
		2.8%	6.2%	-	-	-	7.7%	-	-	-	-	-	8.7%	-	3.2%	-
Don't know		2	-	-	2	-	1	-	-	-	1	-	-	2	1	1
		5.0%	-	-	12.0%	-	7.4%	-	-	-	14.3%	-	-	8.0%	3.1%	16.9%
NETS																
Net: Increase		4	2	-	2	-	1	1	3	2	-	-	-	4	2	2
		11.9%	12.5%	-	15.1%	-	7.8%	12.7%	26.4%	67.8%	-	-	-	19.0%	6.5%	45.3%
Net: Decrease		9	4	1	4	1	3	2	2	-	3	-	4	5	9	-
		25.4%	26.4%	19.5%	26.2%	21.1%	22.9%	22.3%	16.7%	-	52.5%	-	37.1%	21.8%	29.5%	-
Net: Increase + Stay the same		24	11	4	9	4	9	7	10	3	2	2	7	15	20	4
		69.6%	73.6%	80.5%	61.8%	78.9%	69.7%	77.7%	83.3%	100.0%	33.2%	100.0%	62.9%	70.1%	67.4%	83.1%
Mean score		2.8	2.8	2.8	2.9	2.8	2.8	2.9	3.1	3.7	2.4	3.0	2.5	3.0	2.7	3.5

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

Jobs Outlook - Combined

Q14_14. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next three months?

Sales & retail

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	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	8	2	6	4	8	2	4	2	-	3	6	7	13	3
Weighted Total		16	8	2	6	4	8	2	4	2	-	3	6	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%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	2	1	-	1	-	-	1	2	1	-	-	1	1	1	1
		12.6%	12.0%	-	17.0%	-	-	46.9%	49.6%	52.3%	-	-	15.5%	15.8%	7.2%	36.6%
Stay the same	(3)	11	7	2	2	4	6	-	1	1	-	3	3	5	9	2
		68.6%	88.0%	100.0%	35.4%	100.0%	75.5%	-	24.2%	47.7%	-	100.0%	50.4%	70.3%	69.8%	63.4%
Slightly decrease	(2)	2	-	-	2	-	1	1	1	-	-	-	2	-	2	-
		12.9%	-	-	32.7%	-	12.6%	53.1%	26.2%	-	-	-	34.1%	-	15.8%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		1	-	-	1	-	1	-	-	-	-	-	-	1	1	-
		5.9%	-	-	14.9%	-	11.8%	-	-	-	-	-	-	13.9%	7.2%	-
NETS																
Net: Increase		2	1	-	1	-	-	1	2	1	-	-	1	1	1	1
		12.6%	12.0%	-	17.0%	-	-	46.9%	49.6%	52.3%	-	-	15.5%	15.8%	7.2%	36.6%
Net: Decrease		2	-	-	2	-	1	1	1	-	-	-	2	-	2	-
		12.9%	-	-	32.7%	-	12.6%	53.1%	26.2%	-	-	-	34.1%	-	15.8%	-
Net: Increase + Stay the same		13	8	2	3	4	6	1	3	2	-	3	4	6	10	3
		81.2%	100.0%	100.0%	52.4%	100.0%	75.5%	46.9%	73.8%	100.0%	-	100.0%	65.9%	86.1%	76.9%	100.0%
Mean score		3.0	3.1	3.0	2.8	3.0	2.9	2.9	3.2	3.5	-	3.0	2.8	3.2	2.9	3.4

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

Jobs Outlook - Combined

Q14_15. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next three months?

Technology

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		9	7	1	1	2	6	1	1	-	-	2	3	4	8	1
Weighted Total		9	7	1	1	2	6	1	1	-	-	2	3	4	8	1
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-	-	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	1	1	-	-	-	1	-	-	-	-	-	-	1	1	-
		11.1%	14.3%	-	-	-	16.3%	-	-	-	-	-	-	25.5%	12.3%	-
Slightly increase	(4)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Stay the same	(3)	8	6	1	1	2	5	1	1	-	-	2	3	3	7	1
		88.9%	85.7%	100.0%	100.0%	100.0%	83.7%	100.0%	100.0%	-	-	100.0%	100.0%	74.5%	87.7%	100.0%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																
Net: Increase		1	1	-	-	-	1	-	-	-	-	-	-	1	1	-
		11.1%	14.3%	-	-	-	16.3%	-	-	-	-	-	-	25.5%	12.3%	-
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		9	7	1	1	2	6	1	1	-	-	2	3	4	8	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%
Mean score		3.2	3.3	3.0	3.0	3.0	3.3	3.0	3.0	-	-	3.0	3.0	3.5	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	27 100.0%	- -	2 7.5%	18 67.3%	4 14.5%	1 3.8%	2 6.9%	2 7.5%	5 18.3%	20 74.7%	2.8
Construction	11 100.0%	- -	4 36.5%	7 63.5%	- -	- -	- -	4 36.5%	- -	11 100.0%	3.4
Drivers	11 100.0%	- -	4 36.2%	4 36.1%	1 9.2%	1 9.9%	1 8.6%	4 36.2%	2 19.1%	8 72.3%	3.1
Education	9 100.0%	- -	2 21.6%	4 45.8%	3 32.5%	- -	- -	2 21.6%	3 32.5%	6 67.5%	2.9
Engineering & technical	12 100.0%	- -	1 9.4%	7 55.9%	2 17.6%	1 8.9%	1 8.3%	1 9.4%	3 26.5%	8 65.3%	2.7
Executive recruitment / interim management	4 100.0%	- -	- -	4 100.0%	- -	- -	- -	- -	- -	4 100.0%	3.0
Health & social care	9 100.0%	- -	3 29.6%	2 21.8%	3 28.7%	1 11.1%	1 8.8%	3 29.6%	4 39.8%	5 51.4%	2.8
Hospitality	9 100.0%	1 12.3%	1 10.7%	7 77.0%	- -	- -	- -	2 23.0%	- -	9 100.0%	3.4
Industrial	12 100.0%	- -	2 17.6%	8 72.9%	- -	- -	1 9.5%	2 17.6%	- -	11 90.5%	3.2
Legal & HR	12 100.0%	- -	2 17.3%	8 65.1%	2 17.7%	- -	- -	2 17.3%	2 17.7%	10 82.3%	3.0
Life sciences	3 100.0%	- -	- -	2 63.8%	1 36.2%	- -	- -	- -	1 36.2%	2 63.8%	2.6
Marketing, media & creative	11 100.0%	1 8.4%	2 16.9%	7 57.7%	1 8.5%	- -	1 8.4%	3 25.4%	1 8.5%	10 83.1%	3.3
Office professionals	35 100.0%	- -	3 8.7%	21 61.5%	6 16.3%	2 5.8%	3 7.8%	3 8.7%	8 22.0%	24 70.2%	2.8
Sales & retail	16 100.0%	- -	2 13.0%	11 68.6%	1 5.9%	1 6.6%	1 5.9%	2 13.0%	2 12.5%	13 81.6%	2.9
Technology	9 100.0%	1 11.1%	- -	7 77.9%	- -	- -	1 11.1%	1 11.1%	- -	8 88.9%	3.2
Average (response based including bases)	187 100.0%	3 1.6%	27 14.6%	115 61.6%	23 12.3%	7 3.8%	11 6.0%	30 16.2%	30 16.2%	146 77.8%	3.0

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	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	*h	*i	*j	k	l	m	*n
Unweighted Total		194	103	33	58	40	84	38	51	13	19	29	67	98	166	28
Weighted Total		187	100	31	57	38	81	37	50	14	18	29	67	92	161	27
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	3	2	-	1	-	2	-	1	1	-	-	-	3	3	-
		1.6%	1.9%	-	2.0%	-	2.4%	-	2.2%	8.2%	-	-	-	3.3%	1.9%	-
Slightly increase	(4)	27	9	3	16	1	16	3	8	5	3	3	15	10	21	6
		14.6%	8.7%	9.7%	27.7% ab	2.4%	19.4% d	7.4%	16.0% d	39.6%	14.6%	10.3%	22.0% l	10.6%	13.3%	22.4%
Stay the same	(3)	115	68	24	23	26	52	23	30	7	7	25	37	53	99	17
		61.6%	68.4% c	78.1% c	40.6%	69.9%	64.2%	62.7%	59.9%	52.1%	37.5%	86.4%	56.0%	57.9%	61.3%	63.4%
Slightly decrease	(2)	23	15	3	5	8	3	5	5	-	7	1	6	16	23	-
		12.3%	15.2%	8.9%	9.3%	22.5% e	3.4%	12.9%	9.4%	-	39.0%	3.3%	9.5%	17.1%	14.4%	-
Greatly decrease	(1)	7	1	1	5	1	1	5	5	-	-	-	7	-	6	1
		3.8%	1.0%	3.3%	9.2% a	2.7%	1.2%	14.0% e	10.3% e	-	-	-	10.7% l	-	3.8%	3.9%
Don't know		11	5	-	6	1	8	1	1	-	2	-	1	10	9	3
		6.0%	4.9%	-	11.3% b	2.4%	9.4%	3.0%	2.2%	-	9.0%	-	1.7%	11.0% k	5.3%	10.3%
NETS																
Net: Increase		30	11	3	17	1	18	3	9	6	3	3	15	13	24	6
		16.2%	10.6%	9.7%	29.7% ab	2.4%	21.8% d	7.4%	18.2% d	47.9%	14.6%	10.3%	22.0%	13.9%	15.2%	22.4%
Net: Decrease		30	16	4	10	10	4	10	10	-	7	1	14	16	29	1
		16.2%	16.1%	12.2%	18.4%	25.3% e	4.6%	26.9% e	19.7% e	-	39.0%	3.3%	20.3%	17.1%	18.2%	3.9%
Net: Increase + Stay the same		146	79	27	40	27	70	26	39	14	9	28	52	66	123	23
		77.8%	79.0%	87.8%	70.3%	72.3%	86.0% f	70.1%	78.1%	100.0%	52.0%	96.7%	78.1%	71.9%	76.5%	85.8%
Mean score		3.0	3.0	2.9	3.0	2.7	3.2	2.7	2.9	3.6	2.7	3.1	2.9	3.0	2.9	3.2
							dfg									

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

Jobs Outlook - Combined

Q15_1. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next four to twelve months?

Accounting and financial services

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		28	16	3	9	7	11	6	9	3	1	3	8	17	25	3
Weighted Total		27	16	3	9	7	11	6	9	3	1	3	8	16	24	3
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	2	-	-	2	-	1	-	1	1	-	-	1	1	1	1
		7.5%	-	-	23.0%	-	9.3%	-	11.7%	34.3%	-	-	12.1%	6.5%	4.0%	36.6%
Stay the same	(3)	18	12	3	4	5	8	4	6	2	-	3	5	10	16	2
		67.3%	74.2%	100.0%	44.9%	71.7%	72.7%	65.8%	65.8%	65.7%	-	100.0%	61.6%	63.9%	67.7%	63.4%
Slightly decrease	(2)	4	3	-	1	2	-	1	1	-	1	-	1	3	4	-
		14.5%	19.6%	-	10.0%	28.3%	-	16.7%	11.0%	-	100.0%	-	13.5%	17.8%	16.2%	-
Greatly decrease	(1)	1	-	-	1	-	-	1	1	-	-	-	1	-	1	-
		3.8%	-	-	11.7%	-	-	17.5%	11.5%	-	-	-	12.8%	-	4.3%	-
Don't know		2	1	-	1	-	2	-	-	-	-	-	-	2	2	-
		6.9%	6.2%	-	10.4%	-	18.0%	-	-	-	-	-	-	11.8%	7.8%	-
NETS																
Net: Increase		2	-	-	2	-	1	-	1	1	-	-	1	1	1	1
		7.5%	-	-	23.0%	-	9.3%	-	11.7%	34.3%	-	-	12.1%	6.5%	4.0%	36.6%
Net: Decrease		5	3	-	2	2	-	2	2	-	1	-	2	3	5	-
		18.3%	19.6%	-	21.8%	28.3%	-	34.2%	22.5%	-	100.0%	-	26.3%	17.8%	20.5%	-
Net: Increase + Stay the same		20	12	3	6	5	9	4	7	3	-	3	6	11	17	3
		74.7%	74.2%	100.0%	67.8%	71.7%	82.0%	65.8%	77.5%	100.0%	-	100.0%	73.7%	70.5%	71.7%	100.0%
Mean score		2.8	2.8	3.0	2.9	2.7	3.1	2.5	2.8	3.3	2.0	3.0	2.7	2.9	2.8	3.4

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

Jobs Outlook - Combined

Q15_2. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next four to twelve months?

Construction

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	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	5	4	2	2	5	2	3	1	1	3	3	5	9	2
Weighted Total		11	5	4	2	2	5	2	3	1	1	3	3	5	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)	4	1	2	1	-	1	1	2	1	1	2	1	1	3	1
		36.5%	20.0%	53.0%	43.3%	-	19.3%	49.7%	69.2%	100.0%	100.0%	68.7%	31.7%	18.4%	33.5%	50.7%
Stay the same	(3)	7	4	2	1	2	4	1	1	-	-	1	2	4	6	1
		63.5%	80.0%	47.0%	56.7%	100.0%	80.7%	50.3%	30.8%	-	-	31.3%	68.3%	81.6%	66.5%	49.3%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																
Net: Increase		4	1	2	1	-	1	1	2	1	1	2	1	1	3	1
		36.5%	20.0%	53.0%	43.3%	-	19.3%	49.7%	69.2%	100.0%	100.0%	68.7%	31.7%	18.4%	33.5%	50.7%
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		11	5	4	2	2	5	2	3	1	1	3	3	5	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		3.4	3.2	3.5	3.4	3.0	3.2	3.5	3.7	4.0	4.0	3.7	3.3	3.2	3.3	3.5

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

Jobs Outlook - Combined

Q15_3. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next four to twelve months?

Drivers

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	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	5	1	5	3	5	3	3	-	-	3	3	5	11	-
Weighted Total		11	5	1	5	3	5	3	3	-	-	3	3	5	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%	-
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	4	1	-	3	1	2	1	1	-	-	1	1	2	4	-
		36.2%	19.8%	-	59.5%	32.8%	41.2%	30.6%	30.6%	-	-	30.7%	35.9%	39.7%	36.2%	-
Stay the same	(3)	4	3	1	-	1	2	1	1	-	-	2	1	1	4	-
		36.1%	60.0%	100.0%	-	33.7%	39.4%	32.8%	32.8%	-	-	69.3%	30.3%	19.8%	36.1%	-
Slightly decrease	(2)	1	1	-	-	-	1	-	-	-	-	-	-	1	1	-
		9.2%	20.2%	-	-	-	19.5%	-	-	-	-	-	-	20.9%	9.2%	-
Greatly decrease	(1)	1	-	-	1	-	-	1	1	-	-	-	1	-	1	-
		9.9%	-	-	21.6%	-	-	36.6%	36.6%	-	-	-	33.9%	-	9.9%	-
Don't know		1	-	-	1	1	-	-	-	-	-	-	-	1	1	-
		8.6%	-	-	18.9%	33.4%	-	-	-	-	-	-	-	19.6%	8.6%	-
NETS																
Net: Increase		4	1	-	3	1	2	1	1	-	-	1	1	2	4	-
		36.2%	19.8%	-	59.5%	32.8%	41.2%	30.6%	30.6%	-	-	30.7%	35.9%	39.7%	36.2%	-
Net: Decrease		2	1	-	1	-	1	1	1	-	-	-	1	1	2	-
		19.1%	20.2%	-	21.6%	-	19.5%	36.6%	36.6%	-	-	-	33.9%	20.9%	19.1%	-
Net: Increase + Stay the same		8	4	1	3	2	4	2	2	-	-	3	2	3	8	-
		72.3%	79.8%	100.0%	59.5%	66.6%	80.5%	63.4%	63.4%	-	-	100.0%	66.1%	59.5%	72.3%	-
Mean score		3.1	3.0	3.0	3.2	3.5	3.2	2.6	2.6	-	-	3.3	2.7	3.2	3.1	-

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

Jobs Outlook - Combined

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

Education

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		9	4	1	4	2	2	3	4	1	1	-	5	4	9	-
Weighted Total		9	4	1	4	2	2	3	4	1	1	-	5	4	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%	-
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	2	1	-	1	-	2	-	-	-	-	-	2	-	2	-
		21.6%	25.4%	-	24.8%	-	100.0%	-	-	-	-	-	38.3%	-	21.6%	-
Stay the same	(3)	4	1	1	2	-	-	2	3	1	1	-	3	1	4	-
		45.8%	24.7%	100.0%	50.5%	-	-	67.6%	77.0%	100.0%	100.0%	-	61.7%	25.2%	45.8%	-
Slightly decrease	(2)	3	2	-	1	2	-	1	1	-	-	-	-	3	3	-
		32.5%	49.9%	-	24.7%	100.0%	-	32.4%	23.0%	-	-	-	-	74.8%	32.5%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																
Net: Increase		2	1	-	1	-	2	-	-	-	-	-	2	-	2	-
		21.6%	25.4%	-	24.8%	-	100.0%	-	-	-	-	-	38.3%	-	21.6%	-
Net: Decrease		3	2	-	1	2	-	1	1	-	-	-	-	3	3	-
		32.5%	49.9%	-	24.7%	100.0%	-	32.4%	23.0%	-	-	-	-	74.8%	32.5%	-
Net: Increase + Stay the same		6	2	1	3	-	2	2	3	1	1	-	5	1	6	-
		67.5%	50.1%	100.0%	75.3%	-	100.0%	67.6%	77.0%	100.0%	100.0%	-	100.0%	25.2%	67.5%	-
Mean score		2.9	2.8	3.0	3.0	2.0	4.0	2.7	2.8	3.0	3.0	-	3.4	2.3	2.9	-

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

Jobs Outlook - Combined

Q15_5. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next four to twelve months?

Engineering & technical

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	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	8	1	3	2	6	2	2	-	2	1	5	6	11	1
Weighted Total		12	8	1	3	2	6	2	2	-	2	1	5	6	11	1
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	1	-	-	1	-	1	-	-	-	-	-	1	-	1	-
		9.4%	-	-	36.1%	-	18.8%	-	-	-	-	-	21.6%	-	10.2%	-
Stay the same	(3)	7	5	1	1	1	4	1	1	-	1	1	2	4	6	1
		55.9%	61.0%	100.0%	29.8%	48.5%	64.7%	47.5%	47.5%	-	45.4%	100.0%	36.7%	65.8%	52.2%	100.0%
Slightly decrease	(2)	2	2	-	-	1	-	-	-	-	1	-	1	1	2	-
		17.6%	26.6%	-	-	51.5%	-	-	-	-	54.6%	-	21.4%	17.1%	19.1%	-
Greatly decrease	(1)	1	-	-	1	-	-	1	1	-	-	-	1	-	1	-
		8.9%	-	-	34.1%	-	-	52.5%	52.5%	-	-	-	20.3%	-	9.6%	-
Don't know		1	1	-	-	-	1	-	-	-	-	-	-	1	1	-
		8.3%	12.5%	-	-	-	16.5%	-	-	-	-	-	-	17.0%	8.9%	-
NETS																
Net: Increase		1	-	-	1	-	1	-	-	-	-	-	1	-	1	-
		9.4%	-	-	36.1%	-	18.8%	-	-	-	-	-	21.6%	-	10.2%	-
Net: Decrease		3	2	-	1	1	-	1	1	-	1	-	2	1	3	-
		26.5%	26.6%	-	34.1%	51.5%	-	52.5%	52.5%	-	54.6%	-	41.7%	17.1%	28.7%	-
Net: Increase + Stay the same		8	5	1	2	1	5	1	1	-	1	1	3	4	7	1
		65.3%	61.0%	100.0%	65.9%	48.5%	83.5%	47.5%	47.5%	-	45.4%	100.0%	58.3%	65.8%	62.4%	100.0%
Mean score		2.7	2.7	3.0	2.7	2.5	3.2	2.0	2.0	-	2.5	3.0	2.6	2.8	2.7	3.0

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

Jobs Outlook - Combined

Q15_6. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next four to twelve months?

Executive recruitment / interim management

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

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

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

Jobs Outlook - Combined

Q15_7. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next four to twelve months?

Health & social care

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		10	2	4	4	1	3	2	2	-	4	2	5	3	6	4
Weighted Total		9	2	4	4	1	3	2	2	-	3	2	5	3	6	4
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	3	1	1	1	-	-	1	1	-	2	-	3	-	2	1
		29.6%	51.7%	24.8%	23.0%	-	-	50.0%	50.0%	-	52.5%	-	56.4%	-	34.0%	22.7%
Stay the same	(3)	2	1	-	1	-	2	-	-	-	-	1	1	-	1	1
		21.8%	48.3%	-	30.9%	-	69.2%	-	-	-	-	49.4%	22.5%	-	19.2%	25.9%
Slightly decrease	(2)	3	-	2	1	-	1	1	1	-	1	1	-	2	3	-
		28.7%	-	48.3%	23.1%	-	30.8%	50.0%	50.0%	-	23.8%	50.6%	-	67.9%	46.8%	-
Greatly decrease	(1)	1	-	1	-	1	-	-	-	-	-	-	1	-	-	1
		11.1%	-	26.9%	-	100.0%	-	-	-	-	-	-	21.1%	-	-	28.8%
Don't know		1	-	-	1	-	-	-	-	-	1	-	-	1	-	1
		8.8%	-	-	23.0%	-	-	-	-	-	23.7%	-	-	32.1%	-	22.7%
NETS																
Net: Increase		3	1	1	1	-	-	1	1	-	2	-	3	-	2	1
		29.6%	51.7%	24.8%	23.0%	-	-	50.0%	50.0%	-	52.5%	-	56.4%	-	34.0%	22.7%
Net: Decrease		4	-	3	1	1	1	1	1	-	1	1	1	2	3	1
		39.8%	-	75.2%	23.1%	100.0%	30.8%	50.0%	50.0%	-	23.8%	50.6%	21.1%	67.9%	46.8%	28.8%
Net: Increase + Stay the same		5	2	1	2	-	2	1	1	-	2	1	4	-	3	2
		51.4%	100.0%	24.8%	53.9%	-	69.2%	50.0%	50.0%	-	52.5%	49.4%	78.9%	-	53.2%	48.6%
Mean score		2.8	3.5	2.2	3.0	1.0	2.7	3.0	3.0	-	3.4	2.5	3.1	2.0	2.9	2.5

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

Jobs Outlook - Combined

Q15_8. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next four to twelve months?

Hospitality

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		9	6	2	1	2	1	2	4	2	2	3	2	4	7	2
Weighted Total		9	6	2	1	2	1	2	4	2	2	3	2	4	7	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	-
		12.3%	-	-	100.0%	-	-	-	28.0%	53.6%	-	-	-	27.8%	15.9%	-
Slightly increase	(4)	1	1	-	-	-	1	-	-	-	-	-	1	-	1	-
		10.7%	16.1%	-	-	-	100.0%	-	-	-	-	-	47.4%	-	13.8%	-
Stay the same	(3)	7	5	2	-	2	-	2	3	1	2	3	1	3	5	2
		77.0%	83.9%	100.0%	-	100.0%	-	100.0%	72.0%	46.4%	100.0%	100.0%	52.6%	72.2%	70.3%	100.0%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																
Net: Increase		2	1	-	1	-	1	-	1	1	-	-	1	1	2	-
		23.0%	16.1%	-	100.0%	-	100.0%	-	28.0%	53.6%	-	-	47.4%	27.8%	29.7%	-
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		9	6	2	1	2	1	2	4	2	2	3	2	4	7	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		3.4	3.2	3.0	5.0	3.0	4.0	3.0	3.6	4.1	3.0	3.0	3.5	3.6	3.5	3.0

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

Jobs Outlook - Combined

Q15_9. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next four to twelve months?

Industrial

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	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	7	2	3	3	5	4	4	-	-	3	4	5	11	1
Weighted Total		12	7	2	3	3	5	4	4	-	-	3	4	5	11	1
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-	-	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	2	1	-	1	-	2	-	-	-	-	-	1	1	2	-
		17.6%	14.4%	-	34.5%	-	41.4%	-	-	-	-	-	26.5%	20.2%	19.4%	-
Stay the same	(3)	8	6	2	1	3	3	3	3	-	-	3	2	4	8	-
		72.9%	85.6%	100.0%	30.7%	100.0%	58.6%	71.9%	71.9%	-	-	100.0%	46.8%	79.8%	80.6%	-
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		1	-	-	1	-	-	1	1	-	-	-	1	-	-	1
		9.5%	-	-	34.8%	-	-	28.1%	28.1%	-	-	-	26.7%	-	-	100.0%
NETS																
Net: Increase		2	1	-	1	-	2	-	-	-	-	-	1	1	2	-
		17.6%	14.4%	-	34.5%	-	41.4%	-	-	-	-	-	26.5%	20.2%	19.4%	-
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		11	7	2	2	3	5	3	3	-	-	3	3	5	11	-
		90.5%	100.0%	100.0%	65.2%	100.0%	100.0%	71.9%	71.9%	-	-	100.0%	73.3%	100.0%	100.0%	-
Mean score		3.2	3.1	3.0	3.5	3.0	3.4	3.0	3.0	-	-	3.0	3.4	3.2	3.2	-

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

Jobs Outlook - Combined

Q15_10. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next four to twelve months?

Legal & HR

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	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	7	2	3	3	7	-	1	1	1	1	4	7	9	3
Weighted Total		12	7	2	3	3	7	-	1	1	1	1	4	7	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)	2	1	-	1	-	1	-	1	1	-	-	-	2	1	1
		17.3%	14.1%	-	34.9%	-	14.4%	-	100.0%	100.0%	-	-	-	30.6%	11.0%	36.6%
Stay the same	(3)	8	4	2	2	2	6	-	-	-	-	1	3	4	6	2
		65.1%	55.7%	100.0%	65.1%	65.4%	85.6%	-	-	-	-	100.0%	73.2%	54.7%	65.6%	63.4%
Slightly decrease	(2)	2	2	-	-	1	-	-	-	-	1	-	1	1	2	-
		17.7%	30.1%	-	-	34.6%	-	-	-	-	100.0%	-	26.8%	14.7%	23.4%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																
Net: Increase		2	1	-	1	-	1	-	1	1	-	-	-	2	1	1
		17.3%	14.1%	-	34.9%	-	14.4%	-	100.0%	100.0%	-	-	-	30.6%	11.0%	36.6%
Net: Decrease		2	2	-	-	1	-	-	-	-	1	-	1	1	2	-
		17.7%	30.1%	-	-	34.6%	-	-	-	-	100.0%	-	26.8%	14.7%	23.4%	-
Net: Increase + Stay the same		10	5	2	3	2	7	-	1	1	-	1	3	6	7	3
		82.3%	69.9%	100.0%	100.0%	65.4%	100.0%	-	100.0%	100.0%	-	100.0%	73.2%	85.3%	76.6%	100.0%
Mean score		3.0	2.8	3.0	3.3	2.7	3.1	-	4.0	4.0	2.0	3.0	2.7	3.2	2.9	3.4

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

Jobs Outlook - Combined

Q15_11. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next four to twelve months?

Life sciences

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

		WAVE		REGION						SIZE			SECTOR		
		Total	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
Unweighted Total		3	2	1	-	1	1	1	-	1	1	2	-	3	-
Weighted Total		3	2	1	-	1	1	1	-	1	1	2	-	3	-
		100.0%	100.0%	100.0%	-	100.0%	100.0%	100.0%	-	100.0%	100.0%	100.0%	-	100.0%	-
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Stay the same	(3)	2	1	1	-	1	1	1	-	-	1	1	-	2	-
		63.8%	47.0%	100.0%	-	100.0%	100.0%	100.0%	-	-	100.0%	47.0%	-	63.8%	-
Slightly decrease	(2)	1	1	-	-	-	-	-	-	1	-	1	-	1	-
		36.2%	53.0%	-	-	-	-	-	-	100.0%	-	53.0%	-	36.2%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS															
Net: Increase		-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Decrease		1	1	-	-	-	-	-	-	1	-	1	-	1	-
		36.2%	53.0%	-	-	-	-	-	-	100.0%	-	53.0%	-	36.2%	-
Net: Increase + Stay the same		2	1	1	-	1	1	1	-	-	1	1	-	2	-
		63.8%	47.0%	100.0%	-	100.0%	100.0%	100.0%	-	-	100.0%	47.0%	-	63.8%	-
Mean score		2.6	2.5	3.0	-	3.0	3.0	3.0	-	2.0	3.0	2.5	-	2.6	-

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

Jobs Outlook - Combined

Q15_12. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next four to twelve months?

Marketing, media & creative

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	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	8	3	1	3	8	1	1	-	-	1	5	6	10	2
Weighted Total		11	8	3	1	3	8	1	1	-	-	1	5	6	10	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%
Greatly increase	(5)	1	1	-	-	-	1	-	-	-	-	-	-	1	1	-
		8.4%	12.5%	-	-	-	12.6%	-	-	-	-	-	-	16.9%	10.0%	-
Slightly increase	(4)	2	1	-	1	-	2	-	-	-	-	-	2	-	2	-
		16.9%	12.5%	-	100.0%	-	25.3%	-	-	-	-	-	41.0%	-	20.1%	-
Stay the same	(3)	7	4	3	-	2	4	1	1	-	-	1	3	3	5	2
		57.7%	50.1%	100.0%	-	66.2%	49.5%	100.0%	100.0%	-	-	100.0%	59.0%	49.2%	49.8%	100.0%
Slightly decrease	(2)	1	1	-	-	1	-	-	-	-	-	-	-	1	1	-
		8.5%	12.5%	-	-	33.8%	-	-	-	-	-	-	-	17.0%	10.1%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		1	1	-	-	-	1	-	-	-	-	-	-	1	1	-
		8.4%	12.5%	-	-	-	12.6%	-	-	-	-	-	-	16.9%	10.0%	-
NETS																
Net: Increase		3	2	-	1	-	3	-	-	-	-	-	2	1	3	-
		25.4%	24.9%	-	100.0%	-	37.9%	-	-	-	-	-	41.0%	16.9%	30.1%	-
Net: Decrease		1	1	-	-	1	-	-	-	-	-	-	-	1	1	-
		8.5%	12.5%	-	-	33.8%	-	-	-	-	-	-	-	17.0%	10.1%	-
Net: Increase + Stay the same		10	6	3	1	2	7	1	1	-	-	1	5	4	8	2
		83.1%	75.0%	100.0%	100.0%	66.2%	87.4%	100.0%	100.0%	-	-	100.0%	100.0%	66.1%	79.9%	100.0%
Mean score		3.3	3.3	3.0	4.0	2.7	3.6	3.0	3.0	-	-	3.0	3.4	3.2	3.3	3.0

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

Jobs Outlook - Combined

Q15_13. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next four to twelve months?

Office professionals

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	*n
Unweighted Total		36	16	5	15	5	13	9	12	3	6	2	11	23	31	5
Weighted Total		35	15	5	15	5	12	9	12	3	6	2	11	22	30	5
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	3	1	-	2	-	2	-	1	1	-	-	1	2	2	1
		8.7%	6.2%	-	14.0%	-	15.7%	-	8.8%	35.3%	-	-	8.9%	9.3%	6.5%	21.8%
Stay the same	(3)	21	11	4	7	3	7	7	9	2	3	2	7	12	18	3
		61.5%	68.0%	80.5%	48.5%	59.7%	54.1%	77.7%	74.5%	64.7%	52.1%	100.0%	62.9%	57.3%	61.6%	61.3%
Slightly decrease	(2)	6	2	1	3	2	1	1	1	-	2	-	1	5	6	-
		16.3%	13.3%	19.5%	18.4%	40.3%	7.3%	10.7%	8.0%	-	33.6%	-	10.0%	21.0%	18.9%	-
Greatly decrease	(1)	2	1	-	1	-	1	1	1	-	-	-	2	-	2	-
		5.8%	6.2%	-	7.2%	-	7.7%	11.6%	8.7%	-	-	-	18.2%	-	6.7%	-
Don't know		3	1	-	2	-	2	-	-	-	1	-	-	3	2	1
		7.8%	6.2%	-	12.0%	-	15.2%	-	-	-	14.3%	-	-	12.5%	6.3%	16.9%
NETS																
Net: Increase		3	1	-	2	-	2	-	1	1	-	-	1	2	2	1
		8.7%	6.2%	-	14.0%	-	15.7%	-	8.8%	35.3%	-	-	8.9%	9.3%	6.5%	21.8%
Net: Decrease		8	3	1	4	2	2	2	2	-	2	-	3	5	8	-
		22.0%	19.5%	19.5%	25.5%	40.3%	15.0%	22.3%	16.7%	-	33.6%	-	28.2%	21.0%	25.6%	-
Net: Increase + Stay the same		24	12	4	9	3	9	7	10	3	3	2	8	14	20	4
		70.2%	74.3%	80.5%	62.5%	59.7%	69.8%	77.7%	83.3%	100.0%	52.1%	100.0%	71.8%	66.6%	68.1%	83.1%
Mean score		2.8	2.8	2.8	2.8	2.6	2.9	2.7	2.8	3.4	2.6	3.0	2.6	2.9	2.7	3.3

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

Jobs Outlook - Combined

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

Sales & retail

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	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	8	2	6	4	8	2	4	2	-	3	6	7	13	3
Weighted Total		16	8	2	6	4	8	2	4	2	-	3	6	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%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	2	-	-	2	-	1	-	1	1	-	-	1	1	1	1
		13.0%	-	-	32.9%	-	12.6%	-	26.5%	52.3%	-	-	16.6%	15.8%	7.7%	36.6%
Stay the same	(3)	11	7	2	2	4	6	-	1	1	-	3	3	5	9	2
		68.6%	88.0%	100.0%	35.4%	100.0%	75.5%	-	24.2%	47.7%	-	100.0%	50.4%	70.3%	69.8%	63.4%
Slightly decrease	(2)	1	1	-	-	-	-	1	1	-	-	-	1	-	1	-
		5.9%	12.0%	-	-	-	-	46.9%	23.1%	-	-	-	15.5%	-	7.2%	-
Greatly decrease	(1)	1	-	-	1	-	-	1	1	-	-	-	1	-	1	-
		6.6%	-	-	16.8%	-	-	53.1%	26.2%	-	-	-	17.6%	-	8.1%	-
Don't know		1	-	-	1	-	1	-	-	-	-	-	-	1	1	-
		5.9%	-	-	14.9%	-	11.8%	-	-	-	-	-	-	13.9%	7.2%	-
NETS																
Net: Increase		2	-	-	2	-	1	-	1	1	-	-	1	1	1	1
		13.0%	-	-	32.9%	-	12.6%	-	26.5%	52.3%	-	-	16.6%	15.8%	7.7%	36.6%
Net: Decrease		2	1	-	1	-	-	2	2	-	-	-	2	-	2	-
		12.5%	12.0%	-	16.8%	-	-	100.0%	49.3%	-	-	-	33.1%	-	15.3%	-
Net: Increase + Stay the same		13	7	2	4	4	7	-	2	2	-	3	4	6	10	3
		81.6%	88.0%	100.0%	68.3%	100.0%	88.2%	-	50.7%	100.0%	-	100.0%	66.9%	86.1%	77.4%	100.0%
Mean score		2.9	2.9	3.0	3.0	3.0	3.1	1.5	2.5	3.5	-	3.0	2.7	3.2	2.8	3.4

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

Jobs Outlook - Combined

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

Technology

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		9	7	1	1	2	6	1	1	-	-	2	3	4	8	1
Weighted Total		9	7	1	1	2	6	1	1	-	-	2	3	4	8	1
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-	-	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	1	1	-	-	-	1	-	-	-	-	-	-	1	1	-
		11.1%	14.3%	-	-	-	16.3%	-	-	-	-	-	-	25.5%	12.3%	-
Slightly increase	(4)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Stay the same	(3)	7	5	1	1	2	4	1	1	-	-	2	3	2	6	1
		77.9%	71.3%	100.0%	100.0%	100.0%	67.3%	100.0%	100.0%	-	-	100.0%	100.0%	49.1%	75.3%	100.0%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		1	1	-	-	-	1	-	-	-	-	-	-	1	1	-
		11.1%	14.3%	-	-	-	16.3%	-	-	-	-	-	-	25.5%	12.3%	-
NETS																
Net: Increase		1	1	-	-	-	1	-	-	-	-	-	-	1	1	-
		11.1%	14.3%	-	-	-	16.3%	-	-	-	-	-	-	25.5%	12.3%	-
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		8	6	1	1	2	5	1	1	-	-	2	3	3	7	1
		88.9%	85.7%	100.0%	100.0%	100.0%	83.7%	100.0%	100.0%	-	-	100.0%	100.0%	74.5%	87.7%	100.0%
Mean score		3.2	3.3	3.0	3.0	3.0	3.4	3.0	3.0	-	-	3.0	3.0	3.7	3.3	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	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	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	16	28	14	20	21	29	8	12	16	26	33	63	12
Weighted Total	72	30	16	27	13	19	20	29	8	11	16	26	31	61	12
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Accounting and financial services	2	-	1	1	-	1	1	1	-	-	-	2	-	1	1
	7.2%	-	33.1%	11.7%	-	8.7%	17.5%	11.5%	-	-	-	24.1%	-	4.3%	31.7%
Construction	4	3	1	-	2	1	1	1	-	-	-	2	2	3	1
	35.1%	59.3%	23.6%	-	100.0%	19.3%	50.3%	30.8%	-	-	-	62.8%	40.4%	31.8%	50.7%
Drivers	2	-	-	2	1	-	1	1	-	-	-	1	1	2	-
	18.5%	-	-	40.5%	33.4%	-	36.6%	36.6%	-	-	-	33.9%	19.6%	18.5%	-
Education	5	3	-	2	1	2	2	2	-	-	-	3	2	5	-
	55.6%	75.3%	-	52.9%	52.4%	100.0%	67.3%	47.7%	-	-	-	59.1%	51.1%	55.6%	-
Engineering & technical	4	2	1	1	1	2	1	1	-	-	-	2	2	3	1
	33.2%	25.0%	100.0%	34.1%	51.5%	32.1%	52.5%	52.5%	-	-	-	39.3%	33.2%	27.5%	100.0%
Executive recruitment / interim management	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Health & social care	4	2	1	1	1	1	-	-	-	2	1	3	-	1	3
	40.5%	100.0%	26.9%	23.0%	100.0%	31.7%	-	-	-	52.5%	49.4%	58.1%	-	17.4%	77.3%
Hospitality	4	1	2	1	1	-	1	2	1	1	2	1	1	2	2
	45.5%	17.9%	100.0%	100.0%	49.8%	-	50.5%	52.1%	53.6%	50.0%	64.3%	52.6%	27.8%	29.6%	100.0%
Industrial	2	-	1	1	-	1	1	1	-	-	1	1	-	2	-
	16.6%	-	50.8%	30.7%	-	19.8%	24.1%	24.1%	-	-	33.8%	23.5%	-	18.3%	-
Legal & HR	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Life sciences	1	1	-	-	-	1	-	-	-	-	-	1	-	1	-
	32.1%	47.0%	-	-	-	100.0%	-	-	-	-	-	47.0%	-	32.1%	-
Marketing, media & creative	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Office professionals	5	1	-	4	-	-	3	4	1	1	-	1	4	3	2
	15.1%	6.9%	-	28.7%	-	-	34.8%	34.9%	35.3%	18.9%	-	9.5%	19.4%	10.3%	45.3%
Sales & retail	2	1	-	1	-	-	2	2	-	-	-	2	-	2	-
	12.5%	12.0%	-	16.8%	-	-	100.0%	49.3%	-	-	-	33.1%	-	15.3%	-

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	
				September			South	South							
	Total	July 2017	August 2017	2017	North	Midlands	excluding London	including London	London	Other	0-49	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	16	28	14	20	21	29	8	12	16	26	33	63	12
Weighted Total	72	30	16	27	13	19	20	29	8	11	16	26	31	61	12
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Technology	1	1	-	-	-	1	-	-	-	-	-	1	-	1	-
	11.1%	14.3%	-	-	-	16.3%	-	-	-	-	-	32.5%	-	12.3%	-
None	44	19	9	17	8	11	12	18	6	7	12	12	20	42	2
	61.1%	61.5%	57.2%	63.0%	56.9%	60.5%	57.0%	62.0%	74.4%	64.9%	75.8%	47.3%	65.1%	69.7%	16.5%
Net: Any	28	12	7	10	6	7	9	11	2	4	4	13	11	18	10
	38.9%	38.5%	42.8%	37.0%	43.1%	39.5%	43.0%	38.0%	25.6%	35.1%	24.2%	52.7%	34.9%	30.3%	83.5%

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

Jobs Outlook - Combined

Q17_SUM. How important or otherwise are each of the following factors to you when it comes to choosing and using a recruitment agency to source temporary agency workers? Please rate each factor on a scale from 1 to 5, where 1 means not at all important and 5 means very important.

SUMMARY TABLE

Base: All who recruit temporary agency workers

	Total	1 Not at all important	2	3	4	5 Very important	N/A	Net: Not important	Net: Important	Mean
Price/Costs of the workers	85 100.0%	2 2.3%	1 1.1%	14 16.9%	15 17.3%	48 57.0%	5 5.4%	3 3.5%	63 74.3%	4.3
Quality of service	85 100.0%	1 1.0%	1 1.1%	2 2.7%	14 16.2%	63 74.7%	4 4.3%	2 2.2%	77 90.9%	4.7
Brand image of the agency	85 100.0%	10 12.2%	16 19.4%	23 27.5%	17 19.5%	14 17.0%	4 4.3%	27 31.6%	31 36.6%	3.1
Expertise of the agency, in terms of regions and sectors covered	85 100.0%	1 1.1%	1 1.1%	14 16.0%	20 23.8%	45 52.5%	5 5.4%	2 2.3%	65 76.3%	4.3
Management information provided	85 100.0%	3 3.3%	5 5.8%	23 27.6%	22 25.4%	27 31.4%	6 6.5%	8 9.1%	48 56.8%	3.8
Membership of a trade of professional organisation	85 100.0%	11 12.8%	10 11.2%	20 23.9%	20 24.1%	17 20.3%	6 7.6%	20 24.0%	38 44.4%	3.3
Other	85 100.0%	- -	- -	- -	- -	5 5.6%	80 94.4%	- -	5 5.6%	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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	*b	c	*d	*e	*f	g	*h	*i	*j	*k	l	m	*n
Unweighted Total		88	37	18	33	20	23	21	31	10	14	23	29	36	73	15
Weighted Total		85	36	17	31	19	22	20	31	10	13	23	28	34	70	15
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	2	1	-	1	-	1	-	-	-	1	-	2	-	2	-
		2.3%	3.0%	-	2.8%	-	4.1%	-	-	-	8.3%	-	7.0%	-	2.8%	-
2	(2)	1	1	-	-	-	1	-	-	-	-	-	1	-	1	-
		1.1%	2.7%	-	-	-	4.4%	-	-	-	-	-	3.4%	-	1.4%	-
3	(3)	14	5	4	6	4	2	6	7	1	2	4	5	6	11	4
		16.9%	13.4%	22.3%	17.8%	20.0%	8.6%	28.1%	22.1%	10.1%	13.7%	17.5%	16.5%	16.7%	15.0%	25.7%
4	(4)	15	4	4	7	4	5	3	4	1	2	5	3	7	10	5
		17.3%	10.9%	21.4%	22.3%	21.4%	21.0%	15.2%	13.2%	9.3%	14.5%	22.4%	10.8%	19.3%	13.6%	34.9%
5 Very important	(5)	48	24	7	17	9	13	11	19	8	8	13	16	20	44	5
		57.0%	67.4%	40.0%	54.6%	48.7%	57.7%	52.0%	61.6%	80.6%	57.5%	55.8%	56.2%	58.6%	62.1%	32.7%
N/A		5	1	3	1	2	1	1	1	-	1	1	2	2	4	1
		5.4%	2.5%	16.3%	2.5%	9.9%	4.3%	4.7%	3.1%	-	6.1%	4.3%	6.2%	5.4%	5.1%	6.7%
NETS																
Net: Not important		3	2	-	1	-	2	-	-	-	1	-	3	-	3	-
		3.5%	5.7%	-	2.8%	-	8.5%	-	-	-	8.3%	-	10.3%	-	4.2%	-
Net: Important		63	28	11	24	13	17	14	23	9	9	18	19	26	53	10
		74.3%	78.3%	61.4%	76.9%	70.1%	78.7%	67.2%	74.9%	89.9%	72.0%	78.2%	66.9%	77.9%	75.7%	67.6%
Mean score		4.3	4.4	4.2	4.3	4.3	4.3	4.3	4.4	4.7	4.2	4.4	4.1	4.4	4.4	4.1

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

Jobs Outlook - Combined

Q17_2. How important or otherwise are each of the following factors to you when it comes to choosing and using a recruitment agency to source temporary agency workers? Please rate each factor on a scale from 1 to 5, where 1 means not at all important and 5 means very important.

Quality of service

Base: All who recruit temporary agency workers

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	*b	c	*d	*e	*f	g	*h	*i	*j	*k	l	m	*n
Unweighted Total		88	37	18	33	20	23	21	31	10	14	23	29	36	73	15
Weighted Total		85	36	17	31	19	22	20	31	10	13	23	28	34	70	15
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	1	-	-	1	-	1	-	-	-	-	-	1	-	1	-
		1.0%	-	-	2.8%	-	4.1%	-	-	-	-	-	3.1%	-	1.3%	-
2	(2)	1	1	-	-	-	1	-	-	-	-	-	1	-	1	-
		1.1%	2.7%	-	-	-	4.4%	-	-	-	-	-	3.4%	-	1.4%	-
3	(3)	2	-	1	1	1	-	-	1	1	-	2	-	-	2	-
		2.7%	-	6.6%	3.5%	5.8%	-	-	3.8%	11.1%	-	10.0%	-	-	3.2%	-
4	(4)	14	7	3	4	3	3	3	4	1	4	7	5	2	11	3
		16.2%	19.6%	16.1%	12.4%	15.7%	13.5%	13.8%	12.6%	10.1%	30.0%	31.3%	16.8%	5.7%	15.5%	19.7%
5 Very important	(5)	63	27	12	25	13	17	17	25	8	8	12	20	31	53	11
		74.7%	75.2%	66.2%	78.7%	68.7%	78.1%	81.5%	80.6%	78.8%	64.0%	54.4%	70.5%	91.6%	74.9%	73.6%
N/A		4	1	2	1	2	-	1	1	-	1	1	2	1	3	1
		4.3%	2.5%	11.0%	2.5%	9.9%	-	4.7%	3.1%	-	6.1%	4.3%	6.2%	2.7%	3.8%	6.7%
NETS																
Net: Not important		2	1	-	1	-	2	-	-	-	-	-	2	-	2	-
		2.2%	2.7%	-	2.8%	-	8.5%	-	-	-	-	-	6.5%	-	2.6%	-
Net: Important		77	34	14	29	16	20	20	29	9	12	19	25	33	63	14
		90.9%	94.8%	82.4%	91.1%	84.4%	91.5%	95.3%	93.2%	88.9%	93.9%	85.7%	87.3%	97.3%	90.4%	93.3%
Mean score		4.7	4.7	4.7	4.7	4.7	4.6	4.9	4.8	4.7	4.7	4.5	4.6	4.9	4.7	4.8

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

Jobs Outlook - Combined

Q17_3. How important or otherwise are each of the following factors to you when it comes to choosing and using a recruitment agency to source temporary agency workers? Please rate each factor on a scale from 1 to 5, where 1 means not at all important and 5 means very important.

Brand image of the agency

Base: All who recruit temporary agency workers

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	*b	c	*d	*e	*f	g	*h	*i	*j	*k	l	m	*n
Unweighted Total		88	37	18	33	20	23	21	31	10	14	23	29	36	73	15
Weighted Total		85	36	17	31	19	22	20	31	10	13	23	28	34	70	15
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	10	6	2	3	4	4	-	1	1	2	4	4	3	9	2
		12.2%	15.6%	12.3%	8.3%	19.1%	17.4%	-	3.8%	11.1%	13.6%	17.0%	13.4%	8.0%	12.1%	12.7%
2	(2)	16	9	3	5	3	4	6	7	1	3	4	4	9	14	2
		19.4%	24.6%	15.9%	15.5%	15.3%	17.5%	27.5%	21.9%	10.7%	22.7%	17.3%	13.9%	25.4%	20.5%	14.1%
3	(3)	23	7	3	13	6	6	7	9	2	3	6	10	7	21	2
		27.5%	19.5%	16.5%	42.9% a	29.9%	26.5%	33.6%	28.8%	19.4%	22.7%	26.2%	35.2%	22.0%	30.2%	14.4%
4	(4)	17	9	4	4	4	5	5	7	2	1	6	4	7	14	3
		19.5%	24.0%	21.2%	13.4%	20.4%	22.0%	24.7%	22.6%	18.6%	6.9%	26.1%	13.5%	20.2%	19.3%	20.4%
5 Very important	(5)	14	5	4	5	1	4	2	6	4	4	2	5	7	10	5
		17.0%	13.8%	23.2%	17.4%	5.4%	16.6%	9.5%	19.8%	40.1%	28.1%	9.1%	17.8%	21.7%	14.0%	31.7%
N/A		4	1	2	1	2	-	1	1	-	1	1	2	1	3	1
		4.3%	2.5%	11.0%	2.5%	9.9%	-	4.7%	3.1%	-	6.1%	4.3%	6.2%	2.7%	3.8%	6.7%
NETS																
Net: Not important		27	14	5	7	7	8	6	8	2	5	8	8	11	23	4
		31.6%	40.2%	28.1%	23.8%	34.4%	34.9%	27.5%	25.6%	21.9%	36.3%	34.3%	27.3%	33.5%	32.6%	26.8%
Net: Important		31	14	8	10	5	8	7	13	6	5	8	9	14	23	8
		36.6%	37.8%	44.4%	30.8%	25.8%	38.6%	34.2%	42.5%	58.7%	35.0%	35.1%	31.3%	41.9%	33.3%	52.1%
Mean score		3.1	3.0	3.3	3.2	2.8	3.0	3.2	3.3	3.7	3.1	2.9	3.1	3.2	3.0	3.5

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

Jobs Outlook - Combined

Q17_4. How important or otherwise are each of the following factors to you when it comes to choosing and using a recruitment agency to source temporary agency workers? Please rate each factor on a scale from 1 to 5, where 1 means not at all important and 5 means very important.

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

Base: All who recruit temporary agency workers

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	*b	c	*d	*e	*f	g	*h	*i	*j	*k	l	m	*n
Unweighted Total		88	37	18	33	20	23	21	31	10	14	23	29	36	73	15
Weighted Total		85	36	17	31	19	22	20	31	10	13	23	28	34	70	15
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	1	1	-	-	-	1	-	-	-	-	-	1	-	1	-
		1.1%	2.7%	-	-	-	4.5%	-	-	-	-	-	3.4%	-	1.4%	-
2	(2)	1	1	-	-	-	1	-	-	-	-	-	1	-	1	-
		1.1%	2.7%	-	-	-	4.4%	-	-	-	-	-	3.4%	-	1.4%	-
3	(3)	14	6	2	6	-	3	5	6	1	5	4	7	3	11	3
		16.0%	16.9%	10.9%	17.9%	-	12.6%	23.8%	18.9%	9.4%	38.1%	17.0%	23.3%	9.4%	15.1%	20.7%
4	(4)	20	9	4	8	6	6	3	6	3	3	5	6	9	15	5
		23.8%	24.2%	21.6%	24.6%	30.9%	25.5%	14.3%	19.6%	30.2%	20.7%	22.3%	20.1%	27.9%	22.0%	32.8%
5 Very important	(5)	45	18	9	17	11	11	12	18	6	5	13	12	20	39	6
		52.5%	51.0%	51.3%	54.9%	59.2%	48.8%	57.3%	58.3%	60.4%	35.1%	56.4%	43.6%	57.3%	55.1%	39.8%
N/A		5	1	3	1	2	1	1	1	-	1	1	2	2	4	1
		5.4%	2.5%	16.3%	2.5%	9.9%	4.3%	4.7%	3.1%	-	6.1%	4.3%	6.2%	5.4%	5.1%	6.7%
NETS																
Net: Not important		2	2	-	-	-	2	-	-	-	-	-	2	-	2	-
		2.3%	5.3%	-	-	-	8.9%	-	-	-	-	-	6.8%	-	2.7%	-
Net: Important		65	27	13	25	17	16	15	24	9	7	18	18	29	54	11
		76.3%	75.2%	72.8%	79.5%	90.1%	74.3%	71.6%	78.0%	90.6%	55.8%	78.7%	63.7%	85.2%	77.1%	72.6%
Mean score		4.3	4.2	4.5	4.4	4.7	4.1	4.4	4.4	4.5	4.0	4.4	4.0	4.5	4.4	4.2

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

Jobs Outlook - Combined

Q17_5. How important or otherwise are each of the following factors to you when it comes to choosing and using a recruitment agency to source temporary agency workers? Please rate each factor on a scale from 1 to 5, where 1 means not at all important and 5 means very important.

Management information provided

Base: All who recruit temporary agency workers

			WAVE			REGION						SIZE			SECTOR	
		Total	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	*b	c	*d	*e	*f	g	*h	*i	*j	*k	l	m	*n
Unweighted Total		88	37	18	33	20	23	21	31	10	14	23	29	36	73	15
Weighted Total		85	36	17	31	19	22	20	31	10	13	23	28	34	70	15
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	3	1	-	2	1	1	1	1	-	-	1	1	1	3	-
		3.3%	2.6%	-	6.0%	4.6%	4.4%	4.9%	3.3%	-	-	4.2%	3.5%	2.6%	4.0%	-
2	(2)	5	4	-	1	2	2	1	1	-	-	1	4	-	2	3
		5.8%	10.5%	-	3.5%	9.8%	8.7%	5.4%	3.6%	-	-	4.3%	13.8%	-	2.7%	20.3%
3	(3)	23	13	1	10	7	4	7	10	3	3	7	6	11	21	2
		27.6%	35.2%	5.2%	31.2%	35.7%	17.3%	33.4%	31.8%	28.8%	22.7%	30.7%	20.9%	31.1%	30.1%	15.1%
4	(4)	22	8	7	7	2	7	7	9	2	4	8	6	7	21	1
		25.4%	22.0%	40.4%	20.9%	9.6%	30.5%	33.2%	29.6%	22.5%	30.1%	35.5%	21.5%	21.9%	29.5%	5.6%
5 Very important	(5)	27	10	7	10	5	8	4	9	5	5	5	10	12	20	7
		31.4%	27.1%	38.1%	32.6%	25.2%	34.9%	18.4%	28.6%	48.7%	41.1%	21.0%	34.1%	36.1%	28.5%	45.5%
N/A		6	1	3	2	3	1	1	1	-	1	1	2	3	4	2
		6.5%	2.5%	16.3%	5.7%	15.1%	4.3%	4.7%	3.1%	-	6.1%	4.3%	6.2%	8.3%	5.1%	13.5%
NETS																
Net: Not important		8	5	-	3	3	3	2	2	-	-	2	5	1	5	3
		9.1%	13.1%	-	9.5%	14.5%	13.1%	10.3%	6.9%	-	-	8.5%	17.4%	2.6%	6.8%	20.3%
Net: Important		48	18	14	17	7	14	11	18	7	9	13	16	20	41	7
		56.8%	49.1%	78.5%	53.6%	34.8%	65.4%	51.6%	58.2%	71.2%	71.2%	56.5%	55.6%	58.0%	58.0%	51.1%
Mean score		3.8	3.6	4.4	3.7	3.5	3.9	3.6	3.8	4.2	4.2	3.7	3.7	4.0	3.8	3.9

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

Jobs Outlook - Combined

Q17_6. How important or otherwise are each of the following factors to you when it comes to choosing and using a recruitment agency to source temporary agency workers? Please rate each factor on a scale from 1 to 5, where 1 means not at all important and 5 means very important.

Membership of a trade or professional organisation

Base: All who recruit temporary agency workers

			WAVE			REGION						SIZE			SECTOR	
		Total	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	*b	c	*d	*e	*f	g	*h	*i	*j	*k	l	m	*n
Unweighted Total		88	37	18	33	20	23	21	31	10	14	23	29	36	73	15
Weighted Total		85	36	17	31	19	22	20	31	10	13	23	28	34	70	15
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	11	5	3	3	4	3	1	2	1	2	5	4	2	9	2
		12.8%	13.4%	17.9%	9.3%	19.5%	13.1%	5.4%	7.4%	11.1%	15.6%	22.3%	14.3%	5.3%	12.5%	14.4%
2	(2)	10	6	2	2	2	5	2	2	-	1	2	5	3	7	3
		11.2%	16.2%	10.7%	5.7%	9.8%	21.2%	9.5%	6.3%	-	8.2%	8.5%	16.8%	8.3%	9.4%	20.0%
3	(3)	20	8	1	12	5	5	5	8	3	3	5	7	8	20	-
		23.9%	21.5%	5.3%	37.0%	25.2%	22.6%	24.5%	25.9%	28.8%	19.5%	22.4%	24.6%	24.3%	28.9%	-
4	(4)	20	10	6	5	4	3	7	12	5	2	7	6	8	18	3
		24.1%	26.8%	33.4%	16.0%	20.4%	13.2%	32.7%	38.5%	50.0%	13.8%	30.0%	20.3%	23.4%	25.1%	19.6%
5 Very important	(5)	17	6	3	8	2	6	4	5	1	5	3	5	9	12	5
		20.3%	16.9%	16.4%	26.3%	10.0%	25.7%	18.7%	15.8%	10.1%	36.9%	12.5%	17.8%	27.5%	17.7%	32.5%
N/A		6	2	3	2	3	1	2	2	-	1	1	2	4	5	2
		7.6%	5.1%	16.3%	5.7%	15.1%	4.3%	9.2%	6.1%	-	6.1%	4.3%	6.2%	11.1%	6.4%	13.5%
NETS																
Net: Not important		20	11	5	5	6	7	3	4	1	3	7	9	5	15	5
		24.0%	29.7%	28.6%	15.1%	29.3%	34.3%	15.0%	13.7%	11.1%	23.8%	30.8%	31.2%	13.6%	21.9%	34.5%
Net: Important		38	16	9	13	6	8	11	17	6	7	10	11	17	30	8
		44.4%	43.7%	49.8%	42.2%	30.4%	38.9%	51.3%	54.3%	60.1%	50.7%	42.4%	38.1%	51.0%	42.8%	52.1%
Mean score		3.3	3.2	3.2	3.5	2.9	3.2	3.5	3.5	3.5	3.5	3.0	3.1	3.7	3.3	3.4

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

Jobs Outlook - Combined

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

Other

Base: All who recruit temporary agency workers

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	*b	c	*d	*e	*f	g	*h	*i	*j	*k	l	m	*n
Unweighted Total		88	37	18	33	20	23	21	31	10	14	23	29	36	73	15
Weighted Total		85	36	17	31	19	22	20	31	10	13	23	28	34	70	15
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
3	(3)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
4	(4)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5 Very important	(5)	5	3	-	2	1	2	-	-	-	2	-	3	2	4	1
		5.6%	8.2%	-	5.8%	4.8%	8.8%	-	-	-	14.7%	-	10.6%	5.2%	5.4%	6.4%
N/A		80	33	17	30	18	20	20	31	10	11	23	25	32	66	14
		94.4%	91.8%	100.0%	94.2%	95.2%	91.2%	100.0%	100.0%	100.0%	85.3%	100.0%	89.4%	94.8%	94.6%	93.6%
NETS																
Net: Not important		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Important		5	3	-	2	1	2	-	-	-	2	-	3	2	4	1
		5.6%	8.2%	-	5.8%	4.8%	8.8%	-	-	-	14.7%	-	10.6%	5.2%	5.4%	6.4%
Mean score		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)	85 100.0%	4 4.8%	7 8.2%	19 22.5%	16 18.9%	39 45.6%	11 13.0%	55 64.5%	3.9
Responding to growth, as new customers are won	85 100.0%	8 9.1%	6 6.9%	23 27.1%	27 31.9%	21 25.1%	14 16.0%	48 57.0%	3.6
Managing fast changing organisational requirements	85 100.0%	9 10.5%	10 11.6%	23 27.5%	21 24.4%	22 26.1%	19 22.1%	43 50.5%	3.4
Covering short term staff leave or absences	85 100.0%	7 8.0%	6 7.0%	14 16.1%	20 23.4%	39 45.5%	13 15.0%	58 68.9%	3.9
Helping to keep running costs down	85 100.0%	13 15.8%	9 10.9%	24 27.9%	11 13.4%	27 32.1%	23 26.7%	39 45.4%	3.4
Managing uncertainty during economic downturn or at other times	85 100.0%	14 15.9%	11 12.6%	30 34.8%	12 14.6%	19 22.0%	24 28.5%	31 36.7%	3.1
Providing short term access to key strategic skills	85 100.0%	8 9.1%	9 11.2%	30 35.7%	16 18.9%	21 25.2%	17 20.2%	37 44.1%	3.4

Jobs Outlook - Combined

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

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

Base: All who recruit temporary agency workers

			WAVE			REGION						SIZE			SECTOR	
		Total	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	*b	c	*d	*e	*f	g	*h	*i	*j	*k	l	m	*n
Unweighted Total		88	37	18	33	20	23	21	31	10	14	23	29	36	73	15
Weighted Total		85	36	17	31	19	22	20	31	10	13	23	28	34	70	15
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	4	2	1	1	2	-	1	1	-	1	2	2	-	3	1
		4.8%	5.5%	5.4%	3.5%	10.5%	-	4.7%	3.1%	-	8.1%	9.6%	6.6%	-	4.4%	6.3%
2	(2)	7	3	-	4	1	3	3	3	-	-	-	4	3	5	2
		8.2%	7.8%	-	13.2%	4.8%	13.2%	15.5%	10.3%	-	-	-	14.0%	8.8%	6.9%	14.2%
3	(3)	19	9	3	7	5	6	3	5	2	4	9	4	7	17	2
		22.5%	24.8%	16.1%	23.5%	25.0%	26.1%	13.6%	15.6%	19.5%	29.4%	38.7%	13.3%	19.5%	24.4%	13.5%
4	(4)	16	5	5	6	3	4	5	8	3	2	4	3	9	12	4
		18.9%	13.2%	28.4%	20.2%	15.8%	16.6%	23.0%	25.3%	29.8%	12.4%	18.5%	9.8%	26.9%	17.6%	25.1%
5 Very important	(5)	39	18	9	12	8	10	9	14	5	7	7	16	15	33	6
		45.6%	48.7%	50.1%	39.5%	43.9%	44.1%	43.3%	45.8%	50.7%	50.0%	33.1%	56.3%	44.8%	46.5%	40.9%
NETS																
Net: Not important		11	5	1	5	3	3	4	4	-	1	2	6	3	8	3
		13.0%	13.3%	5.4%	16.7%	15.3%	13.2%	20.1%	13.3%	-	8.1%	9.6%	20.6%	8.8%	11.4%	20.5%
Net: Important		55	22	14	19	11	13	14	22	8	8	12	19	24	45	10
		64.5%	61.9%	78.5%	59.8%	59.7%	60.7%	66.3%	71.1%	80.5%	62.5%	51.6%	66.1%	71.7%	64.2%	66.1%
Mean score		3.9	3.9	4.2	3.8	3.8	3.9	3.8	4.0	4.3	4.0	3.7	4.0	4.1	3.9	3.8

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

Jobs Outlook - Combined

Q18_2. How important or otherwise would you say that temporary agency workers are for your organisation for each of the following? Rate on a scale from 1 to 5, where 1 means not at all important and 5 means very important.

Responding to growth, as new customers are won

Base: All who recruit temporary agency workers

			WAVE			REGION					SIZE			SECTOR		
		Total	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	*b	c	*d	*e	*f	g	*h	*i	*j	*k	l	m	*n
Unweighted Total		88	37	18	33	20	23	21	31	10	14	23	29	36	73	15
Weighted Total		85	36	17	31	19	22	20	31	10	13	23	28	34	70	15
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	8	6	1	1	1	1	2	3	1	3	2	2	4	7	1
		9.1%	16.5%	5.4%	2.6%	4.8%	4.5%	9.2%	9.2%	9.4%	22.5%	9.1%	6.6%	11.1%	9.7%	6.3%
2	(2)	6	2	-	4	1	1	2	3	1	1	1	3	2	6	-
		6.9%	5.3%	-	12.6%	5.0%	4.4%	9.9%	10.2%	10.7%	6.1%	4.3%	10.0%	6.1%	8.3%	-
3	(3)	23	9	5	9	7	5	5	6	1	5	5	7	11	19	4
		27.1%	24.2%	28.6%	29.5%	38.6%	21.4%	24.0%	19.6%	11.1%	36.9%	22.7%	23.9%	32.6%	27.0%	27.2%
4	(4)	27	10	7	11	7	7	10	12	2	1	9	8	11	22	5
		31.9%	26.7%	37.6%	34.5%	36.7%	34.4%	47.4%	38.0%	19.4%	6.4%	39.1%	26.9%	31.1%	31.3%	34.3%
5 Very important	(5)	21	10	5	7	3	8	2	7	5	4	6	9	6	17	5
		25.1%	27.2%	28.4%	20.8%	14.9%	35.3%	9.6%	23.0%	49.4%	28.2%	24.8%	32.6%	19.1%	23.6%	32.2%
NETS																
Net: Not important		14	8	1	5	2	2	4	6	2	4	3	5	6	13	1
		16.0%	21.8%	5.4%	15.2%	9.8%	8.9%	19.1%	19.4%	20.1%	28.6%	13.4%	16.6%	17.2%	18.0%	6.3%
Net: Important		48	19	12	17	10	15	12	19	7	5	14	17	17	39	10
		57.0%	54.0%	66.0%	55.4%	51.5%	69.7%	56.9%	60.9%	68.7%	34.5%	64.0%	59.5%	50.2%	55.0%	66.5%
Mean score		3.6	3.4	3.8	3.6	3.5	3.9	3.4	3.6	3.9	3.1	3.7	3.7	3.4	3.5	3.9

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

Jobs Outlook - Combined

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

Managing fast changing organisational requirements

Base: All who recruit temporary agency workers

			WAVE			REGION						SIZE			SECTOR	
		Total	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	*b	c	*d	*e	*f	g	*h	*i	*j	*k	l	m	*n
Unweighted Total		88	37	18	33	20	23	21	31	10	14	23	29	36	73	15
Weighted Total		85	36	17	31	19	22	20	31	10	13	23	28	34	70	15
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	9	4	2	3	4	2	2	2	-	1	4	3	2	7	2
		10.5%	10.8%	10.7%	10.0%	20.2%	8.7%	10.1%	6.7%	-	8.1%	17.8%	10.5%	5.5%	9.8%	13.9%
2	(2)	10	3	3	4	1	2	2	4	2	3	2	3	5	10	-
		11.6%	8.4%	17.3%	12.2%	5.1%	8.6%	10.0%	14.0%	21.9%	20.5%	9.4%	10.0%	14.4%	14.0%	-
3	(3)	23	11	4	9	7	5	7	10	3	2	9	5	9	20	3
		27.5%	29.9%	22.0%	27.7%	34.2%	21.9%	33.5%	31.9%	28.9%	16.4%	38.9%	18.1%	27.6%	28.7%	21.5%
4	(4)	21	8	5	8	4	4	8	9	2	4	2	8	10	16	5
		24.4%	21.1%	27.3%	26.5%	20.8%	17.1%	36.9%	30.7%	18.6%	26.9%	9.0%	29.2%	30.6%	22.8%	31.8%
5 Very important	(5)	22	11	4	7	4	10	2	5	3	4	6	9	7	17	5
		26.1%	29.8%	22.7%	23.7%	19.8%	43.8%	9.6%	16.7%	30.7%	28.0%	24.8%	32.1%	21.9%	24.7%	32.7%
NETS																
Net: Not important		19	7	5	7	5	4	4	6	2	4	6	6	7	17	2
		22.1%	19.1%	28.0%	22.1%	25.3%	17.3%	20.1%	20.7%	21.9%	28.6%	27.2%	20.6%	19.9%	23.8%	13.9%
Net: Important		43	18	9	16	8	13	10	15	5	7	8	17	18	33	9
		50.5%	50.9%	50.0%	50.2%	40.6%	60.9%	46.4%	47.4%	49.3%	55.0%	33.8%	61.4%	52.4%	47.5%	64.6%
Mean score		3.4	3.5	3.3	3.4	3.1	3.8	3.3	3.4	3.6	3.5	3.1	3.6	3.5	3.4	3.7

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

Jobs Outlook - Combined

Q18_4. How important or otherwise would you say that temporary agency workers are for your organisation for each of the following? Rate on a scale from 1 to 5, where 1 means not at all important and 5 means very important.

Covering short term staff leave or absences

Base: All who recruit temporary agency workers

			WAVE			REGION						SIZE			SECTOR	
		Total	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	*b	c	*d	*e	*f	g	*h	*i	*j	*k	l	m	*n
Unweighted Total		88	37	18	33	20	23	21	31	10	14	23	29	36	73	15
Weighted Total		85	36	17	31	19	22	20	31	10	13	23	28	34	70	15
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	7	4	1	2	2	2	1	1	-	2	1	4	2	5	2
		8.0%	11.1%	5.4%	5.7%	9.5%	8.4%	4.7%	3.1%	-	16.3%	4.8%	13.0%	5.8%	7.0%	12.7%
2	(2)	6	2	2	2	2	1	3	3	-	-	4	2	-	6	-
		7.0%	5.3%	10.7%	7.0%	10.8%	4.4%	14.4%	9.6%	-	-	17.4%	7.2%	-	8.5%	-
3	(3)	14	7	3	4	5	3	2	3	1	3	4	1	8	12	2
		16.1%	19.0%	17.5%	12.1%	24.2%	13.0%	10.2%	10.5%	11.1%	22.8%	18.3%	3.8%	24.9%	16.5%	14.5%
4	(4)	20	7	4	9	3	6	6	8	2	4	4	8	8	16	4
		23.4%	19.0%	21.0%	29.8%	14.8%	26.0%	27.6%	25.3%	20.8%	27.3%	17.0%	29.3%	22.7%	22.9%	26.0%
5 Very important	(5)	39	16	8	14	8	10	9	16	7	4	10	13	16	32	7
		45.5%	45.5%	45.4%	45.5%	40.7%	48.3%	43.1%	51.5%	68.0%	33.6%	42.4%	46.6%	46.6%	45.2%	46.9%
NETS																
Net: Not important		13	6	3	4	4	3	4	4	-	2	5	6	2	11	2
		15.0%	16.5%	16.1%	12.7%	20.3%	12.8%	19.1%	12.6%	-	16.3%	22.2%	20.2%	5.8%	15.5%	12.7%
Net: Important		58	23	12	24	11	16	14	24	9	8	13	21	24	48	11
		68.9%	64.5%	66.4%	75.3%	55.5%	74.2%	70.7%	76.8%	88.9%	60.9%	59.5%	75.9%	69.3%	68.1%	72.9%
Mean score		3.9	3.8	3.9	4.0	3.7	4.0	3.9	4.1	4.6	3.6	3.7	3.9	4.0	3.9	3.9

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

Jobs Outlook - Combined

Q18_5. How important or otherwise would you say that temporary agency workers are for your organisation for each of the following? Rate on a scale from 1 to 5, where 1 means not at all important and 5 means very important.

Helping to keep running costs down

Base: All who recruit temporary agency workers

			WAVE			REGION					SIZE			SECTOR		
		Total	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	*b	c	*d	*e	*f	g	*h	*i	*j	*k	l	m	*n
Unweighted Total		88	37	18	33	20	23	21	31	10	14	23	29	36	73	15
Weighted Total		85	36	17	31	19	22	20	31	10	13	23	28	34	70	15
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	13	6	4	4	5	3	3	3	-	3	5	6	3	11	3
		15.8%	16.4%	21.6%	11.9%	25.2%	13.3%	13.4%	8.9%	-	22.4%	21.9%	19.5%	8.7%	15.1%	19.4%
2	(2)	9	3	1	5	1	5	2	2	-	2	-	3	6	9	-
		10.9%	7.9%	5.2%	17.4%	5.1%	21.1%	9.8%	6.5%	-	12.6%	-	10.3%	18.5%	13.1%	-
3	(3)	24	10	5	9	9	4	5	7	2	4	5	8	11	17	6
		27.9%	27.3%	27.3%	28.9%	45.0%	16.9%	24.7%	23.2%	20.1%	32.0%	22.2%	28.5%	31.1%	24.8%	42.6%
4	(4)	11	6	2	4	2	-	7	8	1	2	4	2	6	11	1
		13.4%	16.2%	10.7%	11.7%	9.4%	-	32.8%	25.1%	10.1%	13.8%	17.4%	6.4%	16.6%	15.0%	5.6%
5 Very important	(5)	27	12	6	9	3	11	4	11	7	3	9	10	9	22	5
		32.1%	32.2%	35.2%	30.1%	15.3%	48.7%	19.2%	36.3%	69.8%	19.2%	38.5%	35.3%	25.1%	32.0%	32.5%
NETS																
Net: Not important		23	9	5	9	6	7	5	5	-	5	5	8	9	20	3
		26.7%	24.3%	26.8%	29.3%	30.3%	34.4%	23.2%	15.4%	-	35.0%	21.9%	29.8%	27.2%	28.2%	19.4%
Net: Important		39	17	8	13	5	11	11	19	8	4	13	12	14	33	6
		45.4%	48.4%	45.9%	41.8%	24.7%	48.7%	52.0%	61.4%	79.9%	33.0%	55.8%	41.7%	41.6%	47.0%	38.1%
Mean score		3.4	3.4	3.3	3.3	2.8	3.5	3.3	3.7	4.5	2.9	3.5	3.3	3.3	3.4	3.3

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

Jobs Outlook - Combined

Q18_6. How important or otherwise would you say that temporary agency workers are for your organisation for each of the following? Rate on a scale from 1 to 5, where 1 means not at all important and 5 means very important.

Managing uncertainty during economic downturn or at other times

Base: All who recruit temporary agency workers

			WAVE			REGION					SIZE			SECTOR		
		Total	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	*b	c	*d	*e	*f	g	*h	*i	*j	*k	l	m	*n
Unweighted Total		88	37	18	33	20	23	21	31	10	14	23	29	36	73	15
Weighted Total		85	36	17	31	19	22	20	31	10	13	23	28	34	70	15
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	14	6	2	6	5	4	2	3	1	2	6	3	5	11	3
		15.9%	16.5%	10.7%	18.1%	25.2%	17.3%	8.9%	9.1%	9.4%	16.3%	26.0%	9.9%	14.3%	15.2%	19.5%
2	(2)	11	6	-	5	4	3	1	2	1	2	1	6	4	10	1
		12.6%	16.1%	-	15.5%	19.7%	13.0%	5.3%	7.1%	10.7%	14.2%	4.3%	20.4%	11.5%	13.7%	7.4%
3	(3)	30	14	8	8	6	6	11	13	1	6	9	6	15	26	4
		34.8%	37.7%	43.1%	27.0%	30.3%	25.9%	56.2%	40.7%	10.1%	42.5%	39.4%	20.2%	44.1%	36.8%	25.6%
4	(4)	12	3	3	7	2	4	4	5	1	2	2	6	5	8	4
		14.6%	8.1%	16.1%	21.3%	9.9%	16.9%	20.1%	16.5%	9.4%	13.3%	8.8%	20.7%	13.5%	12.1%	26.9%
5 Very important	(5)	19	8	5	6	3	6	2	8	6	2	5	8	6	16	3
		22.0%	21.6%	30.0%	18.1%	14.8%	26.9%	9.6%	26.7%	60.4%	13.7%	21.5%	28.9%	16.7%	22.3%	20.6%
NETS																
Net: Not important		24	12	2	11	9	7	3	5	2	4	7	9	9	20	4
		28.5%	32.7%	10.7%	33.6%	44.9%	30.3%	14.2%	16.2%	20.1%	30.5%	30.3%	30.3%	25.8%	28.8%	26.8%
Net: Important		31	11	8	12	5	10	6	13	7	4	7	14	10	24	7
		36.7%	29.6%	46.1%	39.4%	24.8%	43.8%	29.6%	43.2%	69.8%	26.9%	30.3%	49.5%	30.2%	34.4%	47.5%
Mean score		3.1	3.0	3.5	3.1	2.7	3.2	3.2	3.4	4.0	2.9	3.0	3.4	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

Q18_7. How important or otherwise would you say that temporary agency workers are for your organisation for each of the following? Rate on a scale from 1 to 5, where 1 means not at all important and 5 means very important.

Providing short term access to key strategic skills

Base: All who recruit temporary agency workers

			WAVE			REGION						SIZE			SECTOR	
		Total	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	*b	c	*d	*e	*f	g	*h	*i	*j	*k	l	m	*n
Unweighted Total		88	37	18	33	20	23	21	31	10	14	23	29	36	73	15
Weighted Total		85	36	17	31	19	22	20	31	10	13	23	28	34	70	15
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	8	3	1	4	3	1	1	1	-	3	4	2	2	8	-
		9.1%	8.6%	5.4%	11.7%	15.2%	4.1%	4.7%	3.1%	-	22.4%	17.3%	6.5%	5.8%	11.0%	-
2	(2)	9	2	1	7	2	3	3	3	-	2	2	3	5	7	2
		11.2%	5.2%	5.2%	21.3% a	10.0%	12.9%	15.3%	10.2%	-	12.3%	8.2%	10.0%	14.1%	10.4%	14.6%
3	(3)	30	17	5	9	7	7	10	14	4	3	10	7	13	24	6
		35.7%	45.9%	28.2%	28.2%	35.4%	30.5%	47.9%	45.2%	39.9%	22.5%	45.0%	24.3%	39.1%	34.8%	39.9%
4	(4)	16	5	6	6	3	7	3	6	3	-	3	6	8	13	3
		18.9%	13.3%	32.1%	17.8%	14.7%	34.0%	13.5%	18.8%	29.4%	-	12.4%	20.0%	22.2%	18.8%	19.3%
5 Very important	(5)	21	10	5	7	5	4	4	7	3	6	4	11	6	18	4
		25.2%	27.0%	29.0%	21.0%	24.7%	18.5%	18.7%	22.7%	30.7%	42.8%	17.1%	39.2%	18.9%	25.0%	26.2%
NETS																
Net: Not important		17	5	2	10	5	4	4	4	-	5	6	5	7	15	2
		20.2%	13.8%	10.7%	33.0%	25.2%	17.0%	20.0%	13.2%	-	34.7%	25.5%	16.5%	19.9%	21.4%	14.6%
Net: Important		37	14	11	12	8	11	7	13	6	6	7	17	14	31	7
		44.1%	40.3%	61.1%	38.8%	39.4%	52.5%	32.2%	41.6%	60.1%	42.8%	29.6%	59.2%	41.1%	43.8%	45.5%
Mean score		3.4	3.5	3.7	3.2	3.2	3.5	3.3	3.5	3.9	3.3	3.0	3.8	3.3	3.4	3.6

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	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	*b	c	*d	*e	*f	g	*h	*i	*j	*k	l	m	*n
Unweighted Total	88	37	18	33	20	23	21	31	10	14	23	29	36	73	15
Weighted Total	85	36	17	31	19	22	20	31	10	13	23	28	34	70	15
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Temporary agency workers earn more than they would if they were permanent	17 20.5%	10 27.2%	5 27.3%	3 8.9%	3 15.3%	2 8.9%	8 37.0%	9 27.7%	1 9.2%	4 30.1%	3 12.5%	6 21.3%	9 25.0%	15 21.7%	2 14.4%
Temporary agency workers earn less than they would if they were permanent	6 7.1%	2 5.6%	1 5.3%	3 9.8%	2 10.5%	1 4.0%	1 5.6%	3 10.2%	2 19.4%	- -	2 9.4%	1 3.3%	3 8.7%	5 6.9%	1 7.8%
Temporary agency workers earn about the same as they would if they were permanent	58 67.8%	22 61.4%	11 61.8%	25 78.4%	13 69.1%	17 78.2%	12 57.4%	19 62.1%	7 71.4%	8 61.7%	15 64.5%	21 75.4%	22 63.6%	47 67.1%	10 71.1%
Not applicable/Don't know	4 4.7%	2 5.8%	1 5.6%	1 2.9%	1 5.1%	2 8.9%	- -	- -	- -	1 8.1%	3 13.6%	- -	1 2.7%	3 4.3%	1 6.7%

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

Jobs Outlook - Combined

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

Base: All who recruit temporary workers

	WAVE				REGION						SIZE			SECTOR	
	Total	July 2017	August 2017	September 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	*h	i	j	k	l	m	*n
Unweighted Total	218	87	55	76	45	61	46	75	29	37	78	61	79	191	27
Weighted Total	214	85	55	75	43	58	46	78	31	36	78	60	77	188	27
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
0	51	22	11	18	7	15	10	19	9	10	32	11	8	45	6
	23.7%	25.4%	20.5%	24.1%	15.6%	26.4%	22.5%	24.8%	28.2%	26.7%	40.9% kl	18.3%	10.3%	23.8%	23.2%
1-9	27	9	4	15	8	7	7	11	4	1	6	8	14	22	5
	12.6%	10.1%	6.8%	19.8% b	18.0% i	12.9%	14.8%	14.3%	13.6%	2.3%	7.7%	12.7%	17.7%	11.9%	18.0%
10-19	27	8	6	13	8	7	5	9	4	3	6	7	14	24	2
	12.4%	9.3%	10.6%	17.3%	17.7%	11.6%	10.6%	12.1%	14.3%	8.3%	7.4%	11.8%	18.1% j	13.0%	8.2%
20-49	18	13	2	3	3	5	5	7	2	3	5	3	10	17	1
	8.2%	15.2% bc	3.4%	3.7%	6.5%	8.2%	10.2%	8.7%	6.5%	9.1%	6.0%	5.0%	12.9%	8.8%	3.7%
50	12	3	3	6	4	3	2	3	1	2	6	4	2	9	3
	5.6%	3.6%	5.1%	8.2%	9.4%	4.7%	4.4%	4.1%	3.6%	5.9%	7.7%	6.7%	2.7%	4.8%	11.2%
51+	32	12	12	8	8	7	8	12	4	6	13	13	7	29	4
	15.2%	13.6%	22.9%	11.3%	19.7%	11.4%	16.6%	15.2%	13.2%	15.5%	16.9%	21.2% l	8.6%	15.3%	14.3%
Don't know	48	19	17	12	6	14	10	16	6	12	11	15	23	42	6
	22.3%	22.7%	30.8% c	15.7%	13.1%	24.9%	21.0%	20.8%	20.5%	32.2% d	13.5%	24.4%	29.7% j	22.4%	21.5%
NETS															
Net: At least 1%	116	44	27	45	30	28	26	42	16	15	36	34	46	101	15
	54.0%	51.9%	48.7%	60.3%	71.3% ei	48.7%	56.6%	54.4%	51.2%	41.1%	45.6%	57.3%	60.0%	53.8%	55.3%
Net: At least 50%	45	15	15	15	12	9	10	15	5	8	19	17	9	38	7
	20.8%	17.3%	27.9%	19.5%	29.1%	16.2%	20.9%	19.3%	16.8%	21.4%	24.6% l	27.9% l	11.3%	20.1%	25.5%
Total	4313	1627	1393	1293	1156	903	951	1520	569	733	1806	1402	1105	3768	545
Mean score	25.9	24.7	36.8 c	20.5	31.1	20.7	25.9	24.8	23.0	29.9	26.7	31.1	20.5	25.9	26.0

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