



REC JOBS OUTLOOK RESEARCH

METHODOLOGY NOTE

ComRes interviewed 600 UK employees and owners involved in hiring by telephone between July 25th to October 19th 2017. Data were weighted to be representative of UK adults in employment by region, broad industry sector and public / private split. ComRes is a member of the British Polling Council and abides by its rules.

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REPUTATION | COMMUNICATIONS | PUBLIC POLICY

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Jobs Outlook - Combined

| | |
|--|----|
| Sector | 1 |
| Base: All respondents | |
| S1. Which region is your organisation based in? | 2 |
| 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 |
| Base: All respondents | |
| D1. How many people are employed or engaged by your organisation at all locations? | 7 |
| Base: All respondents | |
| D3. What industry sector does your organisation work in? | 8 |
| Base: All respondents | |
| Q1. How much capacity, if any, is there in your organisation to take on more work without creating more jobs in the organisation? | 11 |
| Base: All respondents | |
| Q2. Have you made any of the following changes to your workforce in the past year? | 12 |
| Base: All respondents | |
| Q3. Do you think economic conditions in the country as a whole are getting: | 13 |
| Base: All respondents | |
| Q4. In view of the economic conditions, do you/does your organisation expect confidence in hiring and investment decisions to get: | 14 |
| Base: All respondents | |
| 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 | 15 |
| Base: All respondents | |
| 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 | 16 |
| Base: All who have recruited this type of staff before | |
| 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 | 17 |
| Base: All respondents | |
| 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 | 19 |
| Base: All respondents | |
| 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 | 21 |
| Base: All who have recruited this type of staff before | |
| 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 | 23 |
| Base: All who have recruited this type of staff before | |
| Q6. How satisfied or dissatisfied are you with the quality of candidates presented to you by your recruitment agencies? | 25 |
| Base: All who use recruitment agencies | |
| Q7. How satisfied or dissatisfied are you overall with the recruitment agencies you have used in the last 2 years? | 26 |
| Base: All who use recruitment agencies | |
| 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 | 27 |
| Base: All who recruit permanent members of staff | |
| 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 | 29 |
| Base: All who recruit temporary agency workers | |
| Q9_SUM. Do you think the number of permanent members of staff in your organisation will increase or decrease in the next: SUMMARY TABLE | 31 |
| Base: All who recruit permanent members of staff in any job function | |

Jobs Outlook - Combined

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| Q9_1. Do you think the number of permanent members of staff in your organisation will increase or decrease in the next: Three months | 32 |
| Base: All who recruit permanent members of staff in any job function | |
| 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 | 33 |
| Base: All who recruit permanent members of staff in any job function | |
| 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 | 34 |
| Base: All who recruit permanent members of staff in each job function | |
| Q10_SUM. Average across all sectors (response based) SUMMARY TABLE | 35 |
| Base: All who recruit permanent members of staff in each job function | |
| 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 | 36 |
| Base: All who recruit permanent members of staff in each job function | |
| 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 | 37 |
| Base: All who recruit permanent members of staff in each job function | |
| 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 | 38 |
| Base: All who recruit permanent members of staff in each job function | |
| 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 | 39 |
| Base: All who recruit permanent members of staff in each job function | |
| 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 | 40 |
| Base: All who recruit permanent members of staff in each job function | |
| 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 | 41 |
| Base: All who recruit permanent members of staff in each job function | |
| 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 | 42 |
| Base: All who recruit permanent members of staff in each job function | |
| 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 | 43 |
| Base: All who recruit permanent members of staff in each job function | |
| 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 | 44 |
| Base: All who recruit permanent members of staff in each job function | |
| 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 | 45 |
| Base: All who recruit permanent members of staff in each job function | |
| 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 | 46 |
| Base: All who recruit permanent members of staff in each job function | |
| 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 | 47 |
| Base: All who recruit permanent members of staff in each job function | |
| 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 | 48 |
| Base: All who recruit permanent members of staff in each job function | |
| 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 | 49 |
| Base: All who recruit permanent members of staff in each job function | |
| 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 | 50 |
| Base: All who recruit permanent members of staff in each job function | |
| 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 | 51 |
| Base: All who recruit permanent members of staff in each job function | |
| Q11_SUM. Average across all sectors (response based) SUMMARY TABLE | 52 |
| Base: All who recruit permanent members of staff in each job function | |
| 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 | 53 |
| Base: All who recruit permanent members of staff in each job function | |
| 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 | 54 |
| Base: All who recruit permanent members of staff in each job function | |

Jobs Outlook - Combined

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| 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 | 55 |
| Base: All who recruit permanent members of staff in each job function | |
| 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 | 56 |
| Base: All who recruit permanent members of staff in each job function | |
| 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 | 57 |
| Base: All who recruit permanent members of staff in each job function | |
| 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 | 58 |
| Base: All who recruit permanent members of staff in each job function | |
| 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 | 59 |
| Base: All who recruit permanent members of staff in each job function | |
| 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 | 60 |
| Base: All who recruit permanent members of staff in each job function | |
| 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 | 61 |
| Base: All who recruit permanent members of staff in each job function | |
| 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 | 62 |
| Base: All who recruit permanent members of staff in each job function | |
| 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 | 63 |
| Base: All who recruit permanent members of staff in each job function | |
| 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 | 64 |
| Base: All who recruit permanent members of staff in each job function | |
| 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 | 65 |
| Base: All who recruit permanent members of staff in each job function | |
| 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 | 66 |
| Base: All who recruit permanent members of staff in each job function | |
| 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 | 67 |
| Base: All who recruit permanent members of staff in each job function | |
| Q12. In which, if any, of these job functions do you expect to find a shortage of appropriate candidates for permanent roles? | 68 |
| Base: All who recruit permanent members of staff in each job function | |
| 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 | 70 |
| Base: All who recruit temporary agency workers in each job function | |
| Q14_SUM. Average across all sectors SUMMARY TABLE | 71 |
| Base: All who recruit temporary agency workers in each job function | |
| 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 | 72 |
| Base: All who recruit temporary agency workers in each job function | |
| 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 | 73 |
| Base: All who recruit temporary agency workers in each job function | |
| 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 | 74 |
| Base: All who recruit temporary agency workers in each job function | |
| 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 | 75 |
| Base: All who recruit temporary agency workers in each job function | |
| 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 | 76 |
| Base: All who recruit temporary agency workers in each job function | |
| 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 | 77 |
| Base: All who recruit temporary agency workers in each job function | |
| 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 | 78 |
| Base: All who recruit temporary agency workers in each job function | |

Jobs Outlook - Combined

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| 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 | 79 |
| Base: All who recruit temporary agency workers in each job function | |
| 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 | 80 |
| Base: All who recruit temporary agency workers in each job function | |
| 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 | 81 |
| Base: All who recruit temporary agency workers in each job function | |
| 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 | 82 |
| Base: All who recruit temporary agency workers in each job function | |
| 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 | 83 |
| Base: All who recruit temporary agency workers in each job function | |
| 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 | 84 |
| Base: All who recruit temporary agency workers in each job function | |
| 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 | 85 |
| Base: All who recruit temporary agency workers in each job function | |
| 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 | 86 |
| Base: All who recruit temporary agency workers in each job function | |
| 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 | 87 |
| Base: All who recruit temporary agency workers in each job function | |
| Q15_SUM. Average across all sectors SUMMARY TABLE | 88 |
| Base: All who recruit temporary agency workers in each job function | |
| 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 | 89 |
| Base: All who recruit temporary agency workers in each job function | |
| 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 | 90 |
| Base: All who recruit temporary agency workers in each job function | |
| 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 | 91 |
| Base: All who recruit temporary agency workers in each job function | |
| 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 | 92 |
| 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 | |
| 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 | 94 |
| Base: All who recruit temporary agency workers in each job function | |
| 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 | 95 |
| Base: All who recruit temporary agency workers in each job function | |
| 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 | 96 |
| 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 | |
| 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 | 98 |
| Base: All who recruit temporary agency workers in each job function | |
| 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 | 99 |
| Base: All who recruit temporary agency workers in each job function | |
| 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 | 100 |
| Base: All who recruit temporary agency workers in each job function | |
| 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 | 101 |
| Base: All who recruit temporary agency workers in each job function | |

Jobs Outlook - Combined

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| 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 | 102 |
| Base: All who recruit temporary agency workers in each job function | |
| 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 | 103 |
| Base: All who recruit temporary agency workers in each job function | |
| Q16. In which, if any, of these job functions do you expect to find a shortage of appropriate candidates for temporary agency worker roles? | 104 |
| Base: All who recruit temporary agency workers in each job function | |
| 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 | 106 |
| Base: All who recruit temporary agency workers | |
| 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 | 107 |
| Base: All who recruit temporary agency workers | |
| 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 | 108 |
| Base: All who recruit temporary agency workers | |
| 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 | 109 |
| Base: All who recruit temporary agency workers | |
| 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 | 110 |
| Base: All who recruit temporary agency workers | |
| 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 | 111 |
| Base: All who recruit temporary agency workers | |
| 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 | 112 |
| Base: All who recruit temporary agency workers | |
| 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 | 113 |
| Base: All who recruit temporary agency workers | |
| 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 | 114 |
| Base: All who recruit temporary agency workers | |
| 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) | 115 |
| Base: All who recruit temporary agency workers | |
| 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 | 116 |
| Base: All who recruit temporary agency workers | |
| 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 | 117 |
| Base: All who recruit temporary agency workers | |
| 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 | 118 |
| Base: All who recruit temporary agency workers | |
| 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 | 119 |
| Base: All who recruit temporary agency workers | |
| 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 | 120 |
| Base: All who recruit temporary agency workers | |
| 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 | 121 |

GATI Fieldwork: 25th July - 19th October 2017
Prepared by ComRes

Jobs Outlook - Combined

Base: All who recruit temporary agency workers

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

Base: All who recruit temporary agency workers

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

Base: All who recruit temporary workers



Jobs Outlook - Combined

Sector

Base: All respondents

| | | WAVE | | | REGION | | | | | | SIZE | | | SECTOR | |
|-------------------------|--------|-------------|----------------|--------------|--------|----------|------------------------|------------------------|--------|--------|--------|--------|--------|---------|--------|
| | Total | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | a | b | c | d | e | f | g | h | i | j | k | l | m | n |
| Unweighted Total | 600 | 200 | 200 | 200 | 134 | 149 | 133 | 226 | 93 | 91 | 331 | 132 | 137 | 495 | 105 |
| Weighted Total | 600 | 200 | 200 | 200 | 131 | 145 | 134 | 235 | 101 | 89 | 335 | 131 | 134 | 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 | 102 | 121 | 110 | 195 | 85 | 77 | 278 | 107 | 109 | 494 | - |
| | 82.4% | 82.4% | 82.4% | 82.4% | 77.5% | 83.5% | 82.2% | 83.0% | 84.2% | 86.3% | 83.1% | 82.0% | 81.1% | 100.0% | - |
| | | | | | | | | | | | | | | n | |
| Public | 106 | 35 | 35 | 35 | 30 | 24 | 24 | 40 | 16 | 12 | 57 | 24 | 25 | - | 106 |
| | 17.6% | 17.6% | 17.6% | 17.6% | 22.5% | 16.5% | 17.8% | 17.0% | 15.8% | 13.7% | 16.9% | 18.0% | 18.9% | - | 100.0% |
| | | | | | | | | | | | | | | m | |

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

Jobs Outlook - Combined

S1. Which region is your organisation based in?

Base: All respondents

| | WAVE | | | | REGION | | | | | | SIZE | | | SECTOR | |
|-------------------------|--------|-------------|----------------|--------------|---------------|---------------|------------------------|------------------------|---------------|----------------|-----------|------------|------------|-----------|------------|
| | Total | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | a | b | c | d | e | f | g | h | i | j | k | l | m | n |
| Unweighted Total | 600 | 200 | 200 | 200 | 134 | 149 | 133 | 226 | 93 | 91 | 331 | 132 | 137 | 495 | 105 |
| Weighted Total | 600 | 200 | 200 | 200 | 131 | 145 | 134 | 235 | 101 | 89 | 335 | 131 | 134 | 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 | - | - | 31 | 10 | 9 | 39 | 11 |
| | 8.4% | 8.4% | 8.4% | 8.4% | - | - | 37.5% deg | 21.4% deh | - | - | 9.1% | 8.0% | 7.0% | 7.9% | 10.7% |
| South East | 84 | 28 | 28 | 28 | - | - | 84 | 84 | - | - | 50 | 18 | 16 | 71 | 13 |
| | 14.0% | 14.0% | 14.0% | 14.0% | - | - | 62.5% deg | 35.7% deh | - | - | 15.1% | 13.8% | 11.6% | 14.4% | 12.0% |
| London | 101 | 34 | 34 | 34 | - | - | - | 101 | 101 | - | 50 | 19 | 32 | 85 | 16 |
| | 16.8% | 16.8% | 16.8% | 16.8% | - | - | - | 42.9% def | 100.0% deh | - | 15.0% | 14.4% | 23.7% j | 17.2% | 15.1% |
| East of England | 55 | 18 | 18 | 18 | - | 55 | - | - | - | - | 30 | 16 | 9 | 50 | 5 |
| | 9.2% | 9.2% | 9.2% | 9.2% | - | 38.2% dfgh | - | - | - | - | 9.0% | 12.1% | 6.8% | 10.2% | 4.5% |
| West Midlands | 49 | 16 | 16 | 16 | - | 49 | - | - | - | - | 28 | 12 | 9 | 32 | 17 |
| | 8.2% | 8.2% | 8.2% | 8.2% | - | 34.0% dfgh | - | - | - | - | 8.5% | 8.8% | 6.8% | 6.4% | 16.4% m |
| East Midlands | 40 | 13 | 13 | 13 | - | 40 | - | - | - | - | 21 | 11 | 9 | 38 | 2 |
| | 6.7% | 6.7% | 6.7% | 6.7% | - | 27.8% dfgh | - | - | - | - | 6.2% | 8.2% | 6.4% | 7.8% n | 1.8% |
| North West | 64 | 21 | 21 | 21 | 64 | - | - | - | - | - | 38 | 9 | 17 | 57 | 8 |
| | 10.7% | 10.7% | 10.7% | 10.7% | 48.9% efgh | - | - | - | - | - | 11.4% | 7.1% | 12.4% | 11.4% | 7.3% |
| North East | 20 | 7 | 7 | 7 | 20 | - | - | - | - | - | 13 | 1 | 6 | 19 | 1 |
| | 3.4% | 3.4% | 3.4% | 3.4% | 15.5% efgh | - | - | - | - | - | 4.0% | .7% | 4.6% k | 3.9% | 1.2% |
| Yorkshire & The Humber | 47 | 16 | 16 | 16 | 47 | - | - | - | - | - | 22 | 13 | 12 | 26 | 21 |
| | 7.8% | 7.8% | 7.8% | 7.8% | 35.6% efgh | - | - | - | - | - | 6.5% | 10.1% | 8.9% | 5.3% | 19.6% m |
| Scotland | 49 | 16 | 16 | 16 | - | - | - | - | - | 49 | 29 | 16 | 3 | 43 | 5 |
| | 8.1% | 8.1% | 8.1% | 8.1% | - | - | - | - | - | 54.7% defgh | 8.7% l | 12.1% l | 2.6% | 8.7% | 5.2% |
| Wales | 25 | 8 | 8 | 8 | - | - | - | - | - | 25 | 12 | 4 | 9 | 21 | 4 |
| | 4.2% | 4.2% | 4.2% | 4.2% | - | - | - | - | - | 28.4% defgh | 3.6% | 3.3% | 6.5% | 4.2% | 4.0% |
| Northern Ireland | 15 | 5 | 5 | 5 | - | - | - | - | - | 15 | 10 | 2 | 4 | 13 | 2 |
| | 2.5% | 2.5% | 2.5% | 2.5% | - | - | - | - | - | 16.9% defgh | 2.9% | 1.4% | 2.6% | 2.5% | 2.3% |

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 | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | a | b | c | d | e | f | g | h | i | j | k | l | m | n |
| Unweighted Total | 600 | 200 | 200 | 200 | 134 | 149 | 133 | 226 | 93 | 91 | 331 | 132 | 137 | 495 | 105 |
| Weighted Total | 600 | 200 | 200 | 200 | 131 | 145 | 134 | 235 | 101 | 89 | 335 | 131 | 134 | 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 | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | a | b | c | d | e | f | g | h | i | j | k | l | m | n |
| Unweighted Total | 600 | 200 | 200 | 200 | 134 | 149 | 133 | 226 | 93 | 91 | 331 | 132 | 137 | 495 | 105 |
| Weighted Total | 600 | 200 | 200 | 200 | 131 | 145 | 134 | 235 | 101 | 89 | 335 | 131 | 134 | 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 | 245 | 76 | 79 | 90 | 50 | 58 | 59 | 109 | 49 | 29 | 65 | 75 | 105 | 195 | 49 |
| | 40.8% | 38.1% | 39.3% | 44.9% | 38.0% | 39.8% | 44.2% | 46.1% | 48.8% | 32.3% | 19.4% | 56.9% | 78.3% | 39.5% | 46.8% |
| | | | | | | | | i | i | | | j | jk | | |
| Other | 355 | 124 | 121 | 110 | 82 | 87 | 75 | 127 | 52 | 60 | 270 | 57 | 29 | 299 | 56 |
| | 59.2% | 61.9% | 60.7% | 55.1% | 62.0% | 60.2% | 55.8% | 53.9% | 51.2% | 67.7% | 80.6% | 43.1% | 21.7% | 60.5% | 53.2% |
| | | | | | | | | gh | | | 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 | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | a | b | c | d | e | f | g | h | i | j | k | l | m | n |
| Unweighted Total | 600 | 200 | 200 | 200 | 134 | 149 | 133 | 226 | 93 | 91 | 331 | 132 | 137 | 495 | 105 |
| Weighted Total | 600 | 200 | 200 | 200 | 131 | 145 | 134 | 235 | 101 | 89 | 335 | 131 | 134 | 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 | 243 | 73 | 80 | 89 | 59 | 54 | 48 | 89 | 41 | 41 | 170 | 42 | 31 | 207 | 35 |
| | 40.5% | 36.7% | 40.1% | 44.5% | 44.8% | 37.6% | 35.8% | 37.8% | 40.5% | 45.8% | 50.8% | 32.0% | 23.0% | 41.9% | 33.6% |
| | | | | | | | | | | | kl | | | | |
| Management | 248 | 88 | 89 | 71 | 51 | 63 | 59 | 99 | 40 | 35 | 131 | 54 | 62 | 198 | 50 |
| | 41.3% | 44.0% | 44.4% | 35.4% | 38.6% | 43.4% | 43.9% | 42.1% | 39.8% | 39.5% | 39.3% | 41.4% | 46.3% | 40.0% | 47.5% |
| Non-Managerial | 109 | 38 | 31 | 40 | 22 | 27 | 27 | 47 | 20 | 13 | 33 | 35 | 41 | 89 | 20 |
| | 18.2% | 19.2% | 15.4% | 20.1% | 16.5% | 19.0% | 20.4% | 20.1% | 19.7% | 14.7% | 9.9% | 26.6% | 30.8% | 18.1% | 18.9% |
| | | | | | | | | | | | 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 | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | a | b | c | d | e | f | g | h | i | j | k | l | m | n |
| Unweighted Total | 600 | 200 | 200 | 200 | 134 | 149 | 133 | 226 | 93 | 91 | 331 | 132 | 137 | 495 | 105 |
| Weighted Total | 600 | 200 | 200 | 200 | 131 | 145 | 134 | 235 | 101 | 89 | 335 | 131 | 134 | 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 | 335 | 131 | 134 | 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 | 447 | 138 | 167 | 142 | 97 | 106 | 101 | 175 | 74 | 70 | 265 | 95 | 86 | 372 | 75 |
| | 74.5% | 68.8% | 83.5% | 71.2% | 73.5% | 73.3% | 75.1% | 74.3% | 73.1% | 78.4% | 79.3% | 72.8% | 64.2% | 75.2% | 71.4% |
| | | | ac | | | | | | | | l | | | | |
| Assessment of employees | 481 | 153 | 171 | 156 | 98 | 124 | 108 | 187 | 79 | 72 | 281 | 103 | 97 | 392 | 89 |
| | 80.1% | 76.5% | 85.6% | 78.2% | 74.7% | 85.7% | 80.0% | 79.4% | 78.6% | 80.8% | 83.9% | 78.6% | 72.1% | 79.3% | 84.0% |
| | | | a | | | d | | | | | l | | | | |
| Supporting employees (e.g. with questions or grievances) | 535 | 173 | 180 | 182 | 108 | 130 | 122 | 212 | 90 | 85 | 303 | 122 | 110 | 442 | 93 |
| | 89.2% | 86.7% | 89.9% | 90.8% | 82.5% | 89.6% | 90.7% | 89.9% | 88.9% | 96.2% | 90.4% | 93.3% | 81.9% | 89.4% | 88.0% |
| | | | | | | | 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 | |
|-------------------------|--------|-------------|-------------------|--------------|--------|----------|------------------------------|------------------------------|--------|--------|--------|--------|--------|---------|--------|
| | | | September 2017 | October 2017 | | | South excluding London | South including London | | | | | | | |
| | Total | 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 | 600 | 200 | 200 | 200 | 134 | 149 | 133 | 226 | 93 | 91 | 331 | 132 | 137 | 495 | 105 |
| Weighted Total | 600 | 200 | 200 | 200 | 131 | 145 | 134 | 235 | 101 | 89 | 335 | 131 | 134 | 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 | 133 | 45 | 39 | 49 | 36 | 32 | 27 | 51 | 24 | 15 | 133 | - | - | 110 | 23 |
| | 22.2% | 22.6% | 19.4% | 24.7% | 27.4% | 21.9% | 20.0% | 21.5% | 23.5% | 17.1% | 39.9% | - | - | 22.3% | 22.0% |
| | | | | | | | | | | | kl | | | | |
| 10-49 | 201 | 64 | 70 | 67 | 37 | 48 | 54 | 80 | 26 | 36 | 201 | - | - | 168 | 33 |
| | 33.5% | 32.1% | 35.1% | 33.5% | 28.3% | 33.0% | 40.3% | 34.2% | 26.2% | 40.4% | 60.1% | - | - | 34.0% | 31.5% |
| | | | | | | | dh | | | h | kl | | | | |
| 50-249 | 131 | 55 | 36 | 40 | 23 | 38 | 28 | 47 | 19 | 22 | - | 131 | - | 107 | 24 |
| | 21.8% | 27.5% | 18.1% | 19.9% | 17.9% | 26.4% | 21.2% | 20.2% | 18.8% | 24.8% | - | 100.0% | - | 21.7% | 22.4% |
| | | b | | | | | | | | | | jl | | | |
| 250+ | 134 | 35 | 55 | 44 | 35 | 27 | 25 | 57 | 32 | 16 | - | - | 134 | 109 | 25 |
| | 22.4% | 17.7% | 27.4% | 22.0% | 26.5% | 18.7% | 18.6% | 24.1% | 31.5% | 17.7% | - | - | 100.0% | 22.0% | 24.1% |
| | | a | | | | | | | efi | | | | 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 | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | a | b | c | d | e | f | g | h | i | j | k | l | m | n |
| Unweighted Total | 600 | 200 | 200 | 200 | 134 | 149 | 133 | 226 | 93 | 91 | 331 | 132 | 137 | 495 | 105 |
| Weighted Total | 600 | 200 | 200 | 200 | 131 | 145 | 134 | 235 | 101 | 89 | 335 | 131 | 134 | 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 1.5% | 1 .6% | 3 1.3% | - - | 3 2.0% | 2 1.3% | 3 1.2% | 1 1.1% | 1 1.0% | 5 1.5% | 1 .7% | 1 .6% | 5 1.0% | 2 1.6% |
| Production | 55 9.2% | 18 8.8% | 19 9.7% | 18 9.0% | 12 9.2% | 14 9.9% | 15 10.8% | 19 8.2% | 5 4.7% | 9 10.5% | 30 8.9% | 12 9.3% | 13 9.8% | 46 9.4% | 9 8.2% |
| Construction | 37 6.1% | 12 6.1% | 12 6.2% | 12 6.1% | 5 4.1% | 17 11.4% dgi | 7 5.4% | 12 5.2% | 5 4.9% | 3 3.0% | 29 8.6% l | 5 4.2% | 3 2.0% | 28 5.6% | 9 8.7% |
| Motor trades | 30 5.0% | 10 4.8% | 11 5.4% | 9 4.7% | 6 4.8% | 6 3.8% | 8 6.0% | 13 5.7% | 5 5.3% | 5 5.2% | 13 3.8% | 10 8.0% | 7 5.0% | 25 5.1% | 5 4.7% |
| Wholesale | 28 4.7% | 10 4.8% | 9 4.4% | 10 4.8% | 7 5.7% i | 7 4.6% i | 7 4.9% i | 14 5.9% i | 7 7.2% i | - - | 13 4.0% | 8 6.1% | 7 4.9% | 22 4.5% | 6 5.4% |
| Retail | 29 4.9% | 10 5.0% | 9 4.6% | 10 5.1% | 9 6.7% | 8 5.3% | 6 4.3% | 9 3.9% | 3 3.4% | 4 4.4% | 22 6.5% k | 2 1.5% | 6 4.3% | 23 4.6% | 7 6.5% |
| Transport & storage (inc. postal) | 28 4.7% | 10 4.8% | 9 4.6% | 10 4.8% | 5 3.5% | 6 4.5% | 6 4.4% | 12 5.2% | 6 6.3% | 5 5.6% | 17 5.2% | 5 3.7% | 6 4.6% | 23 4.6% | 6 5.5% |
| Accommodation & food services | 38 6.3% | 12 6.1% | 13 6.6% | 12 6.2% | 9 7.1% | 5 3.2% | 9 7.0% | 15 6.2% | 5 5.1% | 9 10.6% e | 22 6.7% | 5 3.7% | 11 7.9% | 30 6.2% | 7 7.1% |
| Information & communication | 23 3.9% | 8 3.8% | 7 3.6% | 8 4.2% | 7 5.1% | 5 3.4% | 3 2.2% | 10 4.1% | 7 6.7% | 2 2.0% | 12 3.6% | 3 2.3% | 8 6.2% | 19 3.9% | 4 3.7% |
| Legal and Finance | 23 3.8% | 7 3.6% | 8 4.1% | 8 3.8% | 3 2.5% | 8 5.5% | 4 3.1% | 10 4.2% | 6 5.7% | 2 2.0% | 14 4.3% | 5 4.0% | 3 2.4% | 22 4.4% | 1 .9% |
| Property | 12 2.0% | 4 2.0% | 4 1.9% | 4 2.0% | 3 2.4% | 3 1.9% | 2 1.3% | 6 2.5% | 4 4.1% | - - | 7 2.2% | - - | 4 3.2% k | 8 1.6% | 4 3.5% |
| Professional, scientific & technical | 51 8.5% | 17 8.5% | 17 8.5% | 17 8.5% | 14 11.0% | 12 8.1% | 7 5.3% | 17 7.3% | 10 10.0% | 8 8.5% | 32 9.5% | 10 7.5% | 9 7.0% | 43 8.6% | 8 8.0% |

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 | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | a | b | c | d | e | f | g | h | i | j | k | l | m | n |
| Unweighted Total | 600 | 200 | 200 | 200 | 134 | 149 | 133 | 226 | 93 | 91 | 331 | 132 | 137 | 495 | 105 |
| Weighted Total | 600 | 200 | 200 | 200 | 131 | 145 | 134 | 235 | 101 | 89 | 335 | 131 | 134 | 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 8.1% | 17 8.4% | 16 8.2% | 16 7.8% | 11 8.0% | 14 9.5% | 8 6.1% | 17 7.3% | 9 8.9% | 7 8.2% | 31 9.4% | 12 9.4% | 5 3.7% | 45 9.0% | 4 3.8% |
| Public administration and defence | 30 4.9% | 10 5.0% | 9 4.5% | 11 5.3% | 4 2.8% | 6 3.9% | 7 5.5% | 12 5.3% | 5 5.0% | 8 8.7% | 14 4.3% | 4 3.4% | 11 8.0% | 23 4.6% | 7 6.4% |
| Education | 52 8.6% | 16 8.2% | 18 9.0% | 17 8.6% | 14 10.7% | 9 5.9% | 15 11.4% | 22 9.2% | 6 6.2% | 8 8.5% | 19 5.8% | 16 12.5% | 16 11.9% | 50 10.0% | 2 2.0% |
| Health | 75 12.6% | 26 12.9% | 25 12.6% | 24 12.2% | 14 10.7% | 19 13.1% | 15 11.1% | 30 12.9% | 15 15.3% | 12 13.5% | 27 8.0% | 24 18.0% | 25 18.5% | 57 11.6% | 18 17.0% |
| Arts, entertainment, recreation and other services | 34 5.6% | 11 5.6% | 11 5.6% | 11 5.6% | 7 5.6% | 6 3.9% | 13 9.9% | 13 5.6% | - - | 7 8.2% | 26 7.8% | 8 5.8% | - - | 26 5.3% | 7 7.0% |
| Other | - - | - - | - - | - - | - - | - - | - - | - - | - - | - - | - - | - - | - - | - - | - - |
| NETS | | | | | | | | | | | | | | | |
| Net: Agriculture, forestry & fishing/ Production | 62 10.3% | 21 10.3% | 21 10.3% | 21 10.3% | 12 9.2% | 17 11.9% | 16 12.2% | 22 9.4% | 6 5.8% | 10 11.4% | 35 10.4% | 13 10.0% | 14 10.4% | 51 10.4% | 10 9.8% |
| Net: Construction/Property | 49 8.1% | 16 8.1% | 16 8.1% | 16 8.1% | 9 6.5% | 19 13.3% | 9 6.8% | 18 7.7% | 9 8.9% | 3 3.0% | 36 10.8% | 5 4.2% | 7 5.2% | 36 7.2% | 13 12.2% |
| 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% | 31 21.4% | 36 26.5% | 63 26.9% | 28 27.4% | 23 25.8% | 88 26.2% | 30 23.0% | 36 26.7% | 123 24.8% | 31 29.2% |

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 | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | a | b | c | d | e | f | g | h | i | j | k | l | m | n |
| Unweighted Total | 600 | 200 | 200 | 200 | 134 | 149 | 133 | 226 | 93 | 91 | 331 | 132 | 137 | 495 | 105 |
| Weighted Total | 600 | 200 | 200 | 200 | 131 | 145 | 134 | 235 | 101 | 89 | 335 | 131 | 134 | 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% | 21 15.6% | 27 18.4% | 15 11.4% | 37 15.6% | 21 21.3% | 11 12.3% | 58 17.2% | 21 15.7% | 17 12.3% | 86 17.4% | 9 8.4% |
| Net: Professional, scientific & technical | 51 8.5% | 17 8.5% | 17 8.5% | 17 8.5% | 14 11.0% | 12 8.1% | 7 5.3% | 17 7.3% | 10 10.0% | 8 8.5% | 32 9.5% | 10 7.5% | 9 7.0% | 43 8.6% | 8 8.0% |
| Net: Public administration and defence/ Education/Health | 157 26.1% | 52 26.1% | 52 26.1% | 52 26.1% | 32 24.2% | 33 22.9% | 38 28.0% | 64 27.4% | 27 26.6% | 27 30.7% | 61 18.1% | 44 33.8% | 52 38.4% | 130 26.2% | 27 25.4% |
| Net: Arts, entertainment, recreation and other services/Other | 34 5.6% | 11 5.6% | 11 5.6% | 11 5.6% | 7 5.6% | 6 3.9% | 13 9.9% | 13 5.6% | - - | 7 8.2% | 26 7.8% | 8 5.8% | - - | 26 5.3% | 7 7.0% |
| | | | | | h | | eh | h | | h | l | l | | | |

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 | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | a | b | c | d | e | f | g | h | i | j | k | l | m | n |
| Unweighted Total | 600 | 200 | 200 | 200 | 134 | 149 | 133 | 226 | 93 | 91 | 331 | 132 | 137 | 495 | 105 |
| Weighted Total | 600 | 200 | 200 | 200 | 131 | 145 | 134 | 235 | 101 | 89 | 335 | 131 | 134 | 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 | 237 39.5% | 82 41.2% | 77 38.4% | 78 39.0% | 50 38.2% | 53 36.7% | 59 43.6% | 98 41.8% | 40 39.5% | 36 40.0% | 132 39.4% | 50 38.2% | 55 41.2% | 203 41.0% | 35 32.7% |
| A little - we might have to take on staff if demand grew this year | 242 40.3% | 81 40.4% | 75 37.4% | 86 43.2% | 47 36.1% | 64 44.2% | 60 44.4% | 95 40.4% | 35 35.2% | 36 40.0% | 134 40.0% | 59 45.1% | 49 36.7% | 191 38.7% | 51 48.1% |
| A fair amount - we could take on a lot more work now | 85 14.2% | 22 11.1% | 34 17.0% | 29 14.3% | 21 16.0% | 23 15.7% | 12 8.6% | 28 11.8% | 16 16.0% | 14 15.3% | 47 14.1% | 16 12.3% | 22 16.1% | 73 14.7% | 12 11.5% |
| Considerable - we have a great deal of spare capacity | 36 6.0% | 14 7.2% | 14 7.2% | 7 3.6% | 13 9.7% | 5 3.4% | 5 3.4% | 14 6.0% | 9 9.3% | 4 4.7% | 22 6.5% | 6 4.5% | 8 6.0% | 28 5.6% | 8 7.6% |
| NETS | | | | | | | | | | | | | | | |
| Net: None + A little | 479 79.9% | 163 81.6% | 152 75.8% | 164 82.2% | 98 74.4% | 117 80.9% | 118 87.9% | 193 82.3% | 75 74.7% | 71 80.0% | 266 79.3% | 109 83.3% | 105 77.8% | 394 79.6% | 85 80.9% |
| | | | | | | | dh | | | | | | | | |

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 | |
|-------------------------|--------|-------------|-------------------|--------------|--------|----------|------------------------------|------------------------------|--------|--------|--------|--------|--------|---------|--------|
| | | | September 2017 | October 2017 | | | South excluding London | South including London | | | | | | | |
| | Total | 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 | 600 | 200 | 200 | 200 | 134 | 149 | 133 | 226 | 93 | 91 | 331 | 132 | 137 | 495 | 105 |
| Weighted Total | 600 | 200 | 200 | 200 | 131 | 145 | 134 | 235 | 101 | 89 | 335 | 131 | 134 | 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 | 86 | 33 | 26 | 27 | 17 | 23 | 13 | 34 | 21 | 12 | 20 | 27 | 39 | 72 | 14 |
| | 14.4% | 16.6% | 13.1% | 13.4% | 12.7% | 15.8% | 9.5% | 14.6% | 21.3% | 13.9% | 6.1% | 20.8% | 28.7% | 14.7% | 12.9% |
| | | | | | | | | f | | | | j | j | | |
| Reduced hours | 62 | 18 | 25 | 19 | 12 | 18 | 12 | 22 | 10 | 10 | 24 | 20 | 18 | 50 | 13 |
| | 10.4% | 9.2% | 12.4% | 9.5% | 9.2% | 12.7% | 9.2% | 9.5% | 9.9% | 10.7% | 7.2% | 15.2% | 13.7% | 10.0% | 12.0% |
| | | | | | | | | | | | | j | j | | |
| Reduced pay / earnings | 19 | 7 | 5 | 7 | 5 | 1 | 2 | 4 | 2 | 8 | 7 | 4 | 8 | 16 | 3 |
| | 3.1% | 3.3% | 2.3% | 3.7% | 4.1% | .7% | 1.3% | 1.7% | 2.2% | 9.4% | 2.2% | 2.9% | 5.6% | 3.2% | 2.6% |
| | | | | | | | | | | efgh | | | | | |
| Headcount freeze | 58 | 26 | 11 | 21 | 13 | 19 | 7 | 17 | 10 | 9 | 30 | 10 | 18 | 47 | 12 |
| | 9.7% | 13.1% | 5.7% | 10.4% | 10.0% | 13.0% | 5.5% | 7.3% | 9.7% | 10.3% | 8.9% | 7.6% | 13.8% | 9.4% | 11.1% |
| | | b | | | | f | | | | | | | | | |
| Increased staffing | 295 | 104 | 91 | 100 | 61 | 74 | 69 | 121 | 52 | 39 | 129 | 84 | 82 | 246 | 49 |
| | 49.2% | 51.9% | 45.5% | 50.2% | 46.1% | 51.5% | 51.3% | 51.3% | 51.2% | 44.4% | 38.5% | 64.2% | 61.0% | 49.7% | 46.7% |
| | | | | | | | | | | | | j | j | | |
| Increased pay/ earnings | 348 | 110 | 115 | 123 | 80 | 81 | 84 | 140 | 56 | 48 | 168 | 93 | 88 | 286 | 62 |
| | 58.0% | 54.8% | 57.5% | 61.7% | 60.6% | 55.8% | 62.5% | 59.5% | 55.4% | 54.0% | 50.1% | 70.6% | 65.6% | 57.9% | 58.8% |
| | | | | | | | | | | | | j | j | | |
| None of the above | 151 | 54 | 53 | 43 | 35 | 32 | 31 | 59 | 28 | 23 | 112 | 19 | 19 | 127 | 23 |
| | 25.1% | 27.1% | 26.5% | 21.7% | 27.0% | 22.4% | 23.4% | 25.3% | 27.8% | 26.3% | 33.5% | 14.6% | 14.3% | 25.7% | 22.1% |
| | | | | | | | | | | | 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 | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | a | b | c | d | e | f | g | h | i | j | k | l | m | n |
| Unweighted Total | | 600 | 200 | 200 | 200 | 134 | 149 | 133 | 226 | 93 | 91 | 331 | 132 | 137 | 495 | 105 |
| Weighted Total | | 600 | 200 | 200 | 200 | 131 | 145 | 134 | 235 | 101 | 89 | 335 | 131 | 134 | 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) | 11 1.8% | 6 2.8% | 3 1.3% | 3 1.4% | 3 2.2% | 3 1.9% | 2 1.3% | 2 .8% | - - | 4 4.0% | 7 2.2% | 2 1.4% | 2 1.3% | 10 2.0% | 1 .8% |
| A little better | (4) | 145 24.2% | 44 22.2% | 49 24.5% | 52 25.8% | 34 25.8% | 41 28.1% | 19 13.9% | 44 18.6% | 25 24.8% | 27 30.1% | 67 19.9% | 42 31.7% | 37 27.4% | 117 23.6% | 28 26.7% |
| No change | (3) | 198 33.0% | 71 35.3% | 58 28.9% | 70 34.9% | 51 39.0% | 40 27.8% | 52 38.7% | 85 36.0% | 33 32.3% | 22 25.1% | 127 37.8% | 36 27.1% | 36 26.9% | 165 33.4% | 33 31.2% |
| A little worse | (2) | 146 24.4% | 44 22.0% | 48 24.2% | 54 26.9% | 21 16.1% | 43 29.9% | 32 23.8% | 57 24.2% | 25 24.9% | 25 27.9% | 85 25.4% | 32 24.6% | 29 21.6% | 121 24.5% | 25 23.5% |
| A lot worse | (1) | 51 8.5% | 17 8.4% | 22 11.2% | 12 5.9% | 13 9.8% | 9 6.5% | 15 11.3% | 24 10.0% | 8 8.3% | 5 5.9% | 29 8.7% | 8 6.4% | 14 10.1% | 42 8.5% | 9 8.4% |
| Don't know | | 49 8.1% | 18 9.2% | 20 9.9% | 10 5.2% | 9 7.2% | 8 5.8% | 15 11.0% | 24 10.4% | 10 9.7% | 6 7.0% | 20 6.0% | 12 8.8% | 17 12.6% | 39 7.9% | 10 9.3% |
| NETS | | | | | | | | | | | | | | | | |
| Net: Better | | 156 26.0% | 50 25.0% | 51 25.7% | 54 27.2% | 37 27.9% | 43 30.0% | 20 15.2% | 46 19.4% | 25 24.8% | 30 34.1% | 74 22.1% | 43 33.1% | 39 28.8% | 127 25.7% | 29 27.5% |
| Net: Better/ No change | | 354 59.0% | 121 60.3% | 109 54.7% | 124 62.1% | 88 66.9% | 84 57.8% | 73 54.0% | 130 55.3% | 58 57.1% | 53 59.2% | 201 59.9% | 79 60.2% | 75 55.7% | 292 59.1% | 62 58.7% |
| Net: Worse | | 197 32.9% | 61 30.4% | 71 35.4% | 66 32.8% | 34 25.9% | 53 36.4% | 47 35.1% | 81 34.3% | 33 33.2% | 30 33.8% | 114 34.1% | 41 31.0% | 43 31.7% | 163 33.1% | 34 32.0% |
| Mean score | | 2.9 | 2.9 | 2.8 | 2.9 | 2.9 f | 2.9 | 2.7 | 2.7 | 2.8 | 3.0 fg | 2.8 | 3.0 | 2.9 | 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 | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | a | b | c | d | e | f | g | h | i | j | k | l | m | n |
| Unweighted Total | | 600 | 200 | 200 | 200 | 134 | 149 | 133 | 226 | 93 | 91 | 331 | 132 | 137 | 495 | 105 |
| Weighted Total | | 600 | 200 | 200 | 200 | 131 | 145 | 134 | 235 | 101 | 89 | 335 | 131 | 134 | 494 | 106 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| A lot better | (5) | 29 4.9% | 11 5.6% | 11 5.6% | 7 3.3% | 8 6.3% | 6 4.0% | 4 3.0% | 13 5.3% | 9 8.5% | 3 2.9% | 15 4.4% | 8 6.0% | 7 4.9% | 23 4.7% | 6 5.4% |
| A little better | (4) | 158 26.3% | 50 25.0% | 50 25.0% | 58 28.8% | 37 27.9% | 39 26.8% | 35 25.8% | 52 22.0% | 17 16.9% | 30 34.3% gh | 78 23.4% | 47 35.8% jl | 32 24.1% | 132 26.7% | 26 24.3% |
| No change | (3) | 244 40.6% | 83 41.4% | 80 39.8% | 81 40.7% | 56 42.8% | 56 38.8% | 54 40.0% | 97 41.4% | 44 43.2% | 34 38.3% | 152 45.3% k | 44 33.9% | 48 35.6% | 200 40.5% | 44 41.3% |
| A little worse | (2) | 76 12.6% | 18 9.2% | 27 13.7% | 30 14.8% | 14 11.0% | 17 11.9% | 19 14.1% | 36 15.4% | 17 17.2% | 8 8.5% | 47 14.0% | 11 8.1% | 18 13.5% | 61 12.3% | 15 13.8% |
| A lot worse | (1) | 27 4.5% | 7 3.7% | 16 7.9% c | 4 2.0% | 5 3.5% | 8 5.4% | 4 3.0% | 11 4.5% | 7 6.6% | 4 4.8% | 13 3.9% | 6 4.6% | 8 6.2% | 21 4.2% | 7 6.3% |
| Don't know | | 67 11.1% | 30 15.0% b | 16 7.9% | 21 10.4% | 11 8.5% | 19 13.1% | 19 14.1% | 27 11.3% | 8 7.6% | 10 11.2% | 30 9.1% | 15 11.7% | 21 15.6% j | 57 11.6% | 9 8.8% |
| NETS | | | | | | | | | | | | | | | | |
| Net: Better | | 187 31.1% | 61 30.7% | 61 30.6% | 64 32.1% | 45 34.2% | 45 30.8% | 39 28.8% | 64 27.3% | 26 25.4% | 33 37.2% | 93 27.8% | 55 41.8% jl | 39 29.0% | 155 31.4% | 31 29.8% |
| Net: Better/ No change | | 431 71.8% | 144 72.0% | 141 70.4% | 146 72.8% | 101 77.0% | 101 69.6% | 92 68.8% | 162 68.7% | 69 68.6% | 67 75.5% | 245 73.1% | 99 75.7% i | 87 64.6% | 355 71.9% | 75 71.1% |
| Net: Worse | | 103 17.1% | 26 12.9% | 43 21.7% a | 34 16.8% | 19 14.4% | 25 17.3% | 23 17.1% | 47 20.0% | 24 23.8% | 12 13.3% | 60 17.8% | 17 12.6% | 27 19.8% | 82 16.5% | 21 20.1% |
| Mean score | | 3.2 | 3.2 | 3.1 | 3.2 | 3.2 | 3.1 | 3.1 | 3.1 | 3.0 | 3.2 | 3.1 | 3.3 jl | 3.1 | 3.2 | 3.1 |

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

Jobs Outlook - Combined

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 | 217 36.2% | 84 14.0% |
| Recruitment agencies/ Search firms | 231 38.5% | 87 14.4% |
| Online job boards (e.g. Monster) | 268 44.7% | 94 15.6% |
| Internal Referrals | 325 54.1% | 119 19.9% |
| Talent pools and staff banks | 83 13.8% | 33 5.6% |
| Advertise on our own website | 302 50.3% | 126 21.0% |
| Social media and professional networking sites (e.g. LinkedIn) | 269 44.9% | 102 17.0% |
| Former employees and word of mouth | 395 65.8% | 158 26.3% |
| Jobcentre Plus / Universal Jobmatch | 177 29.5% | 68 11.3% |
| People approach us | 343 57.2% | 123 20.6% |
| Other | 31 5.2% | 12 2.0% |
| We have never recruited any of this kind of staff | 79 13.2% | 373 62.2% |

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 | 231 |
| Weighted Total | 521 100.0% | 227 100.0% |
| Advertise externally in newspapers/trade/ professional press | 217 41.8% | 84 36.9% |
| Recruitment agencies/ Search firms | 231 44.3% | 87 38.1% |
| Online job boards (e.g. Monster) | 268 51.5% | 94 41.3% |
| Internal Referrals | 325 62.3% | 119 52.5% |
| Talent pools and staff banks | 83 15.9% | 33 14.7% |
| Advertise on our own website | 302 57.9% | 126 55.5% |
| Social media and professional networking sites (e.g. LinkedIn) | 269 51.7% | 102 44.8% |
| Former employees and word of mouth | 395 75.8% | 158 69.5% |
| Jobcentre Plus / Universal Jobmatch | 177 34.0% | 68 29.9% |
| People approach us | 343 65.9% | 123 54.3% |
| Other | 31 6.0% | 12 5.4% |

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 | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | a | b | c | d | e | f | g | h | i | j | k | l | m | n |
| Unweighted Total | 600 | 200 | 200 | 200 | 134 | 149 | 133 | 226 | 93 | 91 | 331 | 132 | 137 | 495 | 105 |
| Weighted Total | 600 | 200 | 200 | 200 | 131 | 145 | 134 | 235 | 101 | 89 | 335 | 131 | 134 | 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 | 395 65.8% | 126 62.9% | 127 63.7% | 142 70.8% | 84 64.0% | 95 65.5% | 94 70.1% | 156 66.2% | 62 61.2% | 60 67.6% | 198 59.0% | 100 76.5% | 97 72.1% | 314 63.6% | 80 76.1% |
| | | | | | | | | | | | | j | j | | m |
| People approach us | 343 57.2% | 116 57.8% | 115 57.6% | 113 56.3% | 67 50.8% | 79 54.9% | 88 65.8% | 147 62.4% | 58 57.9% | 50 56.6% | 174 51.8% | 89 67.6% | 81 60.4% | 273 55.2% | 71 66.8% |
| | | | | | | | d | d | | | | j | | | m |
| Internal Referrals | 325 54.1% | 110 54.9% | 107 53.5% | 108 53.9% | 63 47.7% | 80 55.0% | 83 61.4% | 134 56.8% | 51 50.6% | 49 55.0% | 140 41.8% | 93 71.0% | 92 68.4% | 257 51.9% | 68 64.4% |
| | | | | | | | d | | | | | j | j | | m |
| Advertise on our own website | 302 50.3% | 102 51.2% | 104 52.2% | 95 47.5% | 57 43.0% | 74 50.9% | 68 50.9% | 119 50.7% | 51 50.4% | 52 59.0% | 121 36.3% | 80 61.2% | 100 74.6% | 249 50.3% | 53 50.2% |
| | | | | | | | | | d | | | j | jk | | |
| Social media and professional networking sites (e.g. LinkedIn) | 269 44.9% | 87 43.5% | 90 44.9% | 93 46.3% | 56 42.5% | 62 42.7% | 64 47.3% | 110 46.9% | 47 46.3% | 42 47.0% | 117 34.9% | 70 53.6% | 82 61.4% | 216 43.7% | 53 50.3% |
| | | | | | | | | | | | | j | j | | |
| Online job boards (e.g. Monster) | 268 44.7% | 92 46.1% | 89 44.7% | 87 43.4% | 60 45.7% | 57 39.3% | 73 54.1% | 118 50.1% | 45 44.8% | 34 37.8% | 112 33.3% | 68 51.9% | 89 66.2% | 213 43.1% | 55 52.1% |
| | | | | | | | ei | ei | | | | j | jk | | |
| Recruitment agencies/ Search firms | 231 38.5% | 61 30.6% | 77 38.7% | 92 46.2% | 49 37.5% | 58 40.0% | 48 35.7% | 94 40.0% | 46 45.8% | 30 33.4% | 98 29.3% | 64 48.5% | 69 51.7% | 192 38.8% | 39 37.2% |
| | | | | a | | | | | | | | j | j | | |
| Advertise externally in newspapers/ trade/ professional press | 217 36.2% | 73 36.6% | 71 35.7% | 73 36.4% | 45 34.3% | 56 38.5% | 49 36.5% | 86 36.6% | 37 36.6% | 31 34.6% | 109 32.4% | 46 34.8% | 63 47.1% | 182 36.9% | 35 33.1% |
| | | | | | | | | | | | | | jk | | |
| Jobcentre Plus / Universal Jobmatch | 177 29.5% | 70 35.0% | 57 28.4% | 50 25.0% | 47 35.8% | 36 24.8% | 31 23.4% | 61 26.0% | 30 29.4% | 33 37.0% | 66 19.8% | 49 37.5% | 62 45.9% | 144 29.0% | 33 31.6% |
| | | c | | | efg | | | | ef | | | j | j | | |

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

Jobs Outlook - Combined

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

Permanent members of staff

Base: All respondents

| | | WAVE | | | REGION | | | | | | SIZE | | | SECTOR | |
|---|--------|-------------|-------------------|--------------|--------|----------|------------------------------|------------------------------|--------|--------|--------|--------|---------|--------|--------|
| | | | September 2017 | October 2017 | | | South excluding London | South including London | | | | | | | |
| | Total | 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 | 600 | 200 | 200 | 200 | 134 | 149 | 133 | 226 | 93 | 91 | 331 | 132 | 137 | 495 | 105 |
| Weighted Total | 600 | 200 | 200 | 200 | 131 | 145 | 134 | 235 | 101 | 89 | 335 | 131 | 134 | 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 | 83 | 28 | 26 | 29 | 18 | 20 | 19 | 37 | 18 | 7 | 25 | 19 | 38 | 68 | 14 |
| | 13.8% | 13.9% | 12.8% | 14.6% | 14.0% | 13.7% | 14.2% | 15.8% | 18.1% | 8.1% | 7.5% | 14.7% | 28.5% | 13.8% | 13.7% |
| | | | | | | | | | i | | | j | jk | | |
| Other | 31 | 12 | 14 | 6 | 4 | 11 | 9 | 11 | 2 | 5 | 13 | 8 | 10 | 30 | 1 |
| | 5.2% | 5.8% | 7.0% | 2.9% | 2.8% | 7.8% | 6.5% | 4.7% | 2.3% | 6.0% | 3.9% | 6.4% | 7.2% | 6.2% | .8% |
| | | | | | | | | | | | | | | n | |
| We have never recruited any of this kind of staff | 79 | 30 | 29 | 20 | 26 | 17 | 17 | 27 | 10 | 9 | 69 | 5 | 5 | 70 | 10 |
| | 13.2% | 15.1% | 14.4% | 10.1% | 19.8% | 12.0% | 12.6% | 11.4% | 9.9% | 10.0% | 20.6% | 4.0% | 3.8% | 14.1% | 9.1% |
| | | | | | gh | | | | | | 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 | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | a | b | c | d | e | f | g | h | i | j | k | l | m | n |
| Unweighted Total | 600 | 200 | 200 | 200 | 134 | 149 | 133 | 226 | 93 | 91 | 331 | 132 | 137 | 495 | 105 |
| Weighted Total | 600 | 200 | 200 | 200 | 131 | 145 | 134 | 235 | 101 | 89 | 335 | 131 | 134 | 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 | 158 26.3% | 36 18.1% | 56 27.9% a | 66 32.9% a | 33 25.1% | 38 26.5% | 37 27.4% | 62 26.5% | 26 25.4% | 24 27.2% | 63 18.8% | 46 34.9% j | 49 36.7% j | 132 26.6% | 26 24.8% |
| Advertise on our own website | 126 21.0% | 33 16.7% | 44 22.1% | 49 24.3% | 25 18.9% | 31 21.7% | 28 20.6% | 45 19.0% | 17 16.7% | 25 28.5% | 40 12.1% | 31 23.7% j | 55 40.6% jk | 106 21.5% | 20 19.0% |
| People approach us | 123 20.6% | 26 12.9% | 50 24.9% a | 48 23.9% a | 21 16.1% | 28 19.1% | 35 26.2% d | 53 22.6% | 18 17.7% | 21 24.2% | 53 15.7% | 32 24.2% j | 39 29.1% j | 105 21.2% | 19 17.5% |
| Internal Referrals | 119 19.9% | 21 10.4% | 47 23.7% a | 51 25.5% a | 21 16.1% | 33 22.9% | 33 24.9% | 49 20.8% | 16 15.4% | 16 17.9% | 40 12.1% | 38 28.7% j | 41 30.7% j | 101 20.5% | 18 17.0% |
| Social media and professional networking sites (e.g. LinkedIn) | 102 17.0% | 23 11.3% | 32 16.2% | 47 23.4% a | 24 18.3% | 25 17.2% | 22 16.0% | 37 15.6% | 15 15.0% | 16 18.2% | 37 11.1% | 27 20.4% j | 38 28.1% j | 83 16.8% | 18 17.5% |
| Online job boards (e.g. Monster) | 94 15.6% | 21 10.5% | 38 19.0% a | 35 17.3% a | 20 15.6% | 23 15.8% | 24 17.8% | 38 16.0% | 14 13.7% | 13 14.2% | 26 7.8% | 24 18.6% j | 43 32.1% jk | 77 15.5% | 17 16.2% |
| Recruitment agencies/ Search firms | 87 14.4% | 17 8.7% | 31 15.7% a | 38 18.8% a | 23 17.2% | 22 15.1% | 19 13.8% | 27 11.5% | 8 8.3% | 15 17.1% | 27 8.0% | 31 23.3% j | 29 21.6% j | 71 14.5% | 15 14.3% |
| Advertise externally in newspapers/ trade/ professional press | 84 14.0% | 22 10.9% | 29 14.3% | 33 16.7% | 18 13.4% | 24 16.4% | 18 13.4% | 29 12.5% | 11 11.3% | 13 14.7% | 36 10.7% | 19 14.2% | 29 21.8% j | 73 14.8% | 11 10.1% |
| Jobcentre Plus / Universal Jobmatch | 68 11.3% | 22 11.0% | 23 11.5% | 23 11.4% | 18 13.4% | 15 10.5% | 13 10.0% | 20 8.5% | 6 6.4% | 15 17.1% gh | 17 5.1% | 21 15.8% j | 30 22.5% j | 56 11.3% | 12 11.4% |

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 2017 | October 2017 | | | South excluding London | South including London | | | | | | | |
| | Total | 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 | 600 | 200 | 200 | 200 | 134 | 149 | 133 | 226 | 93 | 91 | 331 | 132 | 137 | 495 | 105 |
| Weighted Total | 600 | 200 | 200 | 200 | 131 | 145 | 134 | 235 | 101 | 89 | 335 | 131 | 134 | 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 | 33 5.6% | 9 4.3% | 13 6.3% | 12 6.1% | 9 6.8% | 7 5.1% | 6 4.5% | 12 5.3% | 6 6.3% | 5 5.1% | 7 2.0% | 12 8.8% | 15 11.3% | 27 5.6% | 6 5.5% |
| | | | | | | | | | | | j | j | j | | |
| Other | 12 2.0% | 2 .9% | 7 3.3% | 4 1.9% | 1 .7% | 6 4.1% | 4 2.8% | 4 1.6% | - - | 2 1.9% | 7 2.0% | 4 2.9% | 2 1.3% | 11 2.3% | 1 .8% |
| We have never recruited any of this kind of staff | 373 62.2% | 145 72.7% | 125 62.6% | 102 51.2% | 85 64.6% | 83 57.5% | 82 60.7% | 153 64.8% | 71 70.3% | 52 59.1% | 240 71.8% | 68 51.9% | 64 48.0% | 302 61.1% | 71 67.3% |
| | | bc | c | | | | | | e | | kl | | | | |

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 | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 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 | 171 | 171 | 180 | 109 | 132 | 115 | 199 | 84 | 82 | 263 | 127 | 132 | 427 | 95 |
| Weighted Total | 521 | 170 | 171 | 180 | 105 | 127 | 118 | 208 | 91 | 80 | 266 | 126 | 129 | 425 | 96 |
| | 100.0% | 100.0% | 100.0% | 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 | 395 75.8% | 126 74.0% | 127 74.4% | 142 78.7% | 84 79.8% | 95 74.4% | 94 80.1% | 156 74.8% | 62 67.9% | 60 75.2% | 198 74.3% | 100 79.7% | 97 75.0% | 314 74.0% | 80 83.8% m |
| People approach us | 343 65.9% | 116 68.0% | 115 67.3% | 113 62.6% | 67 63.4% | 79 62.4% | 88 75.3% e | 147 70.5% | 58 64.3% | 50 62.9% | 174 65.3% | 89 70.4% | 81 62.9% | 273 64.2% | 71 73.5% |
| Internal Referrals | 325 62.3% | 110 64.7% | 107 62.5% | 108 60.0% | 63 59.5% | 80 62.6% | 83 70.2% h | 134 64.1% | 51 56.2% | 49 61.1% | 140 52.6% | 93 74.0% j | 92 71.2% j | 257 60.4% | 68 70.9% |
| Advertise on our own website | 302 57.9% | 102 60.3% | 104 61.0% | 95 52.8% | 57 53.6% | 74 57.9% | 68 58.3% | 119 57.3% | 51 56.0% | 52 65.6% | 121 45.7% | 80 63.7% j | 100 77.6% jk | 249 58.6% | 53 55.3% |
| Social media and professional networking sites (e.g. LinkedIn) | 269 51.7% | 87 51.3% | 90 52.4% | 93 51.5% | 56 52.9% | 62 48.5% | 64 54.1% | 110 52.9% | 47 51.4% | 42 52.2% | 117 43.9% | 70 55.8% j | 82 63.9% j | 216 50.9% | 53 55.4% |
| Online job boards (e.g. Monster) | 268 51.5% | 92 54.3% | 89 52.2% | 87 48.3% | 60 57.0% i | 57 44.6% | 73 61.9% ei | 118 56.6% ei | 45 49.8% | 34 42.0% | 112 41.9% | 68 54.0% j | 89 68.8% jk | 213 50.2% | 55 57.3% |
| Recruitment agencies/ Search firms | 231 44.3% | 61 36.0% | 77 45.2% | 92 51.4% a | 49 46.7% | 58 45.5% | 48 40.8% | 94 45.2% | 46 50.9% | 30 37.1% | 98 36.8% | 64 50.6% j | 69 53.8% j | 192 45.1% | 39 40.9% |
| Advertise externally in newspapers/ trade/ professional press | 217 41.8% | 73 43.1% | 71 41.7% | 73 40.5% | 45 42.8% | 56 43.7% | 49 41.8% | 86 41.3% | 37 40.7% | 31 38.4% | 109 40.8% | 46 36.2% | 63 49.0% k | 182 42.9% | 35 36.5% |
| Jobcentre Plus / Universal Jobmatch | 177 34.0% | 70 41.2% c | 57 33.2% | 50 27.8% | 47 44.7% efg | 36 28.2% | 31 26.7% | 61 29.3% | 30 32.7% | 33 41.1% f | 66 24.9% | 49 39.1% j | 62 47.7% j | 144 33.8% | 33 34.7% |

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 | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 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 | 171 | 171 | 180 | 109 | 132 | 115 | 199 | 84 | 82 | 263 | 127 | 132 | 427 | 95 |
| Weighted Total | 521 | 170 | 171 | 180 | 105 | 127 | 118 | 208 | 91 | 80 | 266 | 126 | 129 | 425 | 96 |
| | 100.0% | 100.0% | 100.0% | 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 | 83 | 28 | 26 | 29 | 18 | 20 | 19 | 37 | 18 | 7 | 25 | 19 | 38 | 68 | 14 |
| | 15.9% | 16.3% | 15.0% | 16.2% | 17.4% | 15.5% | 16.2% | 17.9% | 20.1% | 9.0% | 9.4% | 15.3% | 29.7% | 16.0% | 15.1% |
| | | | | | | | | | i | | | | jk | | |
| Other | 31 | 12 | 14 | 6 | 4 | 11 | 9 | 11 | 2 | 5 | 13 | 8 | 10 | 30 | 1 |
| | 6.0% | 6.8% | 8.2% | 3.2% | 3.5% | 8.9% | 7.4% | 5.3% | 2.5% | 6.7% | 5.0% | 6.7% | 7.5% | 7.2% | .9% |
| | | | c | | | | | | | | | | | 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 | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | a | b | c | d | e | f | g | h | i | j | k | l | m | n |
| Unweighted Total | 231 | 55 | 76 | 100 | 50 | 64 | 51 | 79 | 28 | 38 | 93 | 65 | 73 | 198 | 33 |
| Weighted Total | 227 | 55 | 75 | 98 | 47 | 62 | 53 | 83 | 30 | 36 | 94 | 63 | 70 | 193 | 35 |
| | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Former employees and word of mouth | 158 69.5% | 36 66.2% | 56 74.7% | 66 67.4% | 33 70.8% | 38 62.3% | 37 69.7% | 62 75.5% | 26 85.7% | 24 66.6% | 63 66.8% | 46 72.5% | 49 70.5% | 132 68.4% | 26 75.8% |
| Advertise on our own website | 126 55.5% | 33 61.2% | 44 59.0% | 49 49.8% | 25 53.3% | 31 51.1% | 28 52.6% | 45 54.0% | 17 56.4% | 25 69.6% | 40 43.0% | 31 49.4% | 55 78.0% | 106 55.1% | 20 58.0% |
| | | | | | | | | | | | | | jk | | |
| People approach us | 123 54.3% | 26 47.2% | 50 66.5% | 48 48.9% | 21 45.5% | 28 44.9% | 35 66.6% | 53 64.2% | 18 59.8% | 21 59.2% | 53 55.9% | 32 50.3% | 39 55.8% | 105 54.4% | 19 53.7% |
| | | | ac | | | | de | de | | | | | | | |
| Internal Referrals | 119 52.5% | 21 38.1% | 47 63.4% | 51 52.3% | 21 45.5% | 33 53.8% | 33 63.4% | 49 59.3% | 16 51.9% | 16 43.9% | 40 42.9% | 38 59.7% | 41 59.0% | 101 52.6% | 18 52.2% |
| | | | a | | | | | | | | | j | j | | |
| Social media and professional networking sites (e.g. LinkedIn) | 102 44.8% | 23 41.3% | 32 43.3% | 47 47.9% | 24 51.6% | 25 40.5% | 22 40.8% | 37 44.3% | 15 50.5% | 16 44.4% | 37 39.5% | 27 42.4% | 38 54.1% | 83 43.2% | 18 53.6% |
| Online job boards (e.g. Monster) | 94 41.3% | 21 38.5% | 38 50.9% | 35 35.5% | 20 44.0% | 23 37.2% | 24 45.4% | 38 45.6% | 14 46.1% | 13 34.8% | 26 27.9% | 24 38.7% | 43 61.7% | 77 39.8% | 17 49.7% |
| | | | c | | | | | | | | | | jk | | |
| Recruitment agencies/ Search firms | 87 38.1% | 17 32.0% | 31 42.0% | 38 38.5% | 23 48.4% | 22 35.5% | 19 35.2% | 27 32.6% | 8 28.0% | 15 41.7% | 27 28.5% | 31 48.6% | 29 41.6% | 71 37.1% | 15 43.7% |
| | | | | | | | | | | | | j | | | |
| Advertise externally in newspapers/ trade/ professional press | 84 36.9% | 22 39.8% | 29 38.4% | 33 34.1% | 18 37.9% | 24 38.5% | 18 34.2% | 29 35.6% | 11 38.0% | 13 35.9% | 36 38.0% | 19 29.5% | 29 42.0% | 73 38.0% | 11 30.8% |
| Jobcentre Plus / Universal Jobmatch | 68 29.9% | 22 40.2% | 23 30.8% | 23 23.4% | 18 37.8% | 15 24.7% | 13 25.5% | 20 24.1% | 6 21.7% | 15 41.7% | 17 18.0% | 21 32.9% | 30 43.3% | 56 29.0% | 12 34.9% |
| | | c | | | | | | | | | | j | j | | |

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

Jobs Outlook - Combined

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

Temporary or contract workers

Base: All who have recruited this type of staff before

| | | WAVE | | | REGION | | | | | | SIZE | | | SECTOR | |
|------------------------------|--------|-------------|----------------|--------------|--------|----------|------------------------|------------------------|--------|--------|--------|--------|--------|---------|--------|
| | | | | | | | | | | | | | | | |
| | Total | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | a | b | c | d | e | f | g | h | i | j | k | l | m | n |
| Unweighted Total | 231 | 55 | 76 | 100 | 50 | 64 | 51 | 79 | 28 | 38 | 93 | 65 | 73 | 198 | 33 |
| Weighted Total | 227 | 55 | 75 | 98 | 47 | 62 | 53 | 83 | 30 | 36 | 94 | 63 | 70 | 193 | 35 |
| | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Talent pools and staff banks | 33 | 9 | 13 | 12 | 9 | 7 | 6 | 12 | 6 | 5 | 7 | 12 | 15 | 27 | 6 |
| | 14.7% | 15.7% | 16.8% | 12.5% | 19.2% | 12.0% | 11.5% | 15.0% | 21.2% | 12.5% | 6.9% | 18.4% | 21.8% | 14.3% | 16.9% |
| | | | | | | | | | | | | j | j | | |
| Other | 12 | 2 | 7 | 4 | 1 | 6 | 4 | 4 | - | 2 | 7 | 4 | 2 | 11 | 1 |
| | 5.4% | 3.4% | 8.8% | 3.9% | 2.0% | 9.6% | 7.1% | 4.5% | - | 4.8% | 7.0% | 6.1% | 2.6% | 5.9% | 2.5% |

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 | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | a | b | c | d | e | f | g | h | i | j | k | l | m | n |
| Unweighted Total | | 256 | 69 | 85 | 102 | 55 | 64 | 55 | 102 | 47 | 35 | 106 | 72 | 78 | 211 | 45 |
| Weighted Total | | 256 | 68 | 86 | 102 | 54 | 62 | 54 | 104 | 50 | 35 | 107 | 72 | 76 | 211 | 45 |
| | | 100.0% | 100.0% | 100.0% | 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 15.8% | 7 10.5% | 15 17.2% | 19 18.2% | 5 8.6% | 12 19.0% | 8 14.1% | 14 13.3% | 6 12.4% | 10 29.0% dg | 21 19.9% | 10 13.4% | 9 12.4% | 34 16.3% | 6 13.4% |
| Fairly satisfied | (4) | 135 53.0% | 35 51.2% | 47 55.3% | 53 52.3% | 30 55.3% | 32 52.1% | 31 57.3% | 57 54.4% | 26 51.3% | 17 47.0% | 45 41.8% | 47 65.3% j | 43 57.2% j | 107 50.8% | 29 63.5% |
| Neither satisfied nor dissatisfied | (3) | 41 16.0% | 11 16.4% | 13 14.9% | 17 16.7% | 10 18.7% | 11 18.0% | 8 14.5% | 15 14.4% | 7 14.4% | 5 13.1% | 24 22.1% k | 6 8.0% | 11 15.0% | 36 16.9% | 5 12.1% |
| Fairly dissatisfied | (2) | 20 8.0% | 7 10.4% | 6 7.3% | 7 6.9% | 5 8.7% | 2 3.2% | 4 7.2% | 12 11.1% | 8 15.3% e | 2 5.8% | 11 10.6% | 3 4.0% | 6 8.0% | 18 8.6% | 2 4.9% |
| Very dissatisfied | (1) | 4 1.4% | - - | 2 2.1% | 2 1.8% | 2 3.3% | - - | 1 1.6% | 1 .8% | - - | 1 2.7% | 2 1.7% | 2 2.5% | - - | 4 1.7% | - - |
| Don't know | | 15 5.8% | 8 11.5% b | 3 3.2% | 4 4.0% | 3 5.4% | 5 7.7% | 3 5.3% | 6 6.0% | 3 6.7% | 1 2.3% | 4 3.8% | 5 6.9% | 6 7.4% | 12 5.7% | 3 6.1% |
| NETS | | | | | | | | | | | | | | | | |
| Net: Satisfied | | 176 68.8% | 42 61.7% | 62 72.5% | 72 70.6% | 35 63.9% | 44 71.1% | 38 71.3% | 71 67.7% | 32 63.7% | 27 76.0% | 66 61.7% | 57 78.7% j | 53 69.6% | 141 67.1% | 35 76.9% |
| Net: Dissatisfied | | 24 9.4% | 7 10.4% | 8 9.4% | 9 8.7% | 7 12.0% | 2 3.2% | 5 8.9% | 12 12.0% | 8 15.3% e | 3 8.6% | 13 12.3% | 5 6.5% | 6 8.0% | 22 10.3% | 2 4.9% |
| Mean score | | 3.8 | 3.7 | 3.8 | 3.8 | 3.6 | 3.9 d | 3.8 | 3.7 | 3.7 | 4.0 | 3.7 | 3.9 | 3.8 | 3.8 | 3.9 |

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

Jobs Outlook - Combined

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

Base: All who use recruitment agencies

| | | WAVE | | | REGION | | | | | | SIZE | | | SECTOR | | |
|------------------------------------|-----|--------|-------------|----------------|--------------|-------------|----------|------------------------|------------------------|------------|-------------|--------|--------|--------|---------|--------|
| | | Total | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | a | b | c | d | e | f | g | h | i | j | k | l | m | n |
| Unweighted Total | | 256 | 69 | 85 | 102 | 55 | 64 | 55 | 102 | 47 | 35 | 106 | 72 | 78 | 211 | 45 |
| Weighted Total | | 256 | 68 | 86 | 102 | 54 | 62 | 54 | 104 | 50 | 35 | 107 | 72 | 76 | 211 | 45 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Very satisfied | (5) | 43 | 10 | 13 | 20 | 8 | 11 | 6 | 14 | 9 | 9 | 20 | 13 | 10 | 37 | 5 |
| | | 16.7% | 14.4% | 15.5% | 19.3% | 13.9% | 18.6% | 10.7% | 13.8% | 17.1% | 26.5% | 18.3% | 18.6% | 12.7% | 17.7% | 11.9% |
| Fairly satisfied | (4) | 134 | 33 | 46 | 56 | 29 | 33 | 33 | 54 | 21 | 18 | 49 | 42 | 44 | 104 | 30 |
| | | 52.6% | 48.5% | 53.3% | 54.7% | 53.9% | 54.0% | 60.8% | 51.9% | 42.4% | 50.1% | 45.5% | 57.6% | 57.7% | 49.5% | 66.9% |
| Neither satisfied nor dissatisfied | (3) | 36 | 8 | 14 | 14 | 8 | 9 | 4 | 10 | 6 | 8 | 19 | 8 | 9 | 32 | 4 |
| | | 14.0% | 11.0% | 16.7% | 13.8% | 15.1% | 15.3% | 7.2% | 9.5% | 12.0% | 23.4% fg | 17.7% | 10.4% | 12.4% | 15.3% | 8.0% |
| Fairly dissatisfied | (2) | 18 | 6 | 6 | 6 | 6 | 1 | 6 | 10 | 4 | - | 12 | 3 | 3 | 15 | 3 |
| | | 6.9% | 8.5% | 7.2% | 5.5% | 11.9% ei | 1.5% | 10.8% ei | 9.7% e | 8.6% | - | 10.9% | 4.0% | 3.9% | 7.0% | 6.1% |
| Very dissatisfied | (1) | 7 | 4 | 2 | 1 | - | 3 | - | 4 | 4 | - | 3 | 1 | 3 | 5 | 2 |
| | | 2.8% | 5.9% | 2.6% | 1.0% | - | 4.6% | - | 4.2% | 8.7% df | - | 2.8% | 1.4% | 4.2% | 2.4% | 4.8% |
| Don't know | | 18 | 8 | 4 | 6 | 3 | 4 | 6 | 11 | 6 | - | 5 | 6 | 7 | 17 | 1 |
| | | 7.0% | 11.6% | 4.7% | 5.8% | 5.2% | 6.0% | 10.5% | 10.8% i | 11.2% i | - | 4.7% | 8.1% | 9.1% | 8.0% | 2.3% |
| NETS | | | | | | | | | | | | | | | | |
| Net: Satisfied | | 177 | 43 | 59 | 75 | 37 | 45 | 38 | 68 | 30 | 27 | 68 | 55 | 54 | 142 | 35 |
| | | 69.3% | 62.9% | 68.8% | 74.0% | 67.7% | 72.6% | 71.4% | 65.7% | 59.5% | 76.6% | 63.9% | 76.2% | 70.4% | 67.2% | 78.8% |
| Net: Dissatisfied | | 25 | 10 | 8 | 7 | 6 | 4 | 6 | 15 | 9 | - | 15 | 4 | 6 | 20 | 5 |
| | | 9.7% | 14.5% | 9.8% | 6.4% | 11.9% i | 6.1% | 10.8% i | 14.0% i | 17.3% i | - | 13.7% | 5.3% | 8.2% | 9.5% | 10.8% |
| Mean score | | 3.8 | 3.6 | 3.8 | 3.9 | 3.7 | 3.9 | 3.8 | 3.7 | 3.6 | 4.0 h | 3.7 | 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

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

Permanent members of staff

Base: All who recruit permanent members of staff

| | WAVE | | | | REGION | | | | | | SIZE | | | SECTOR | |
|--|--------------|-------------|------------------|------------------|------------------|------------------|------------------------|------------------------|-------------|--------------------|-------------|------------------|-------------------|--------------|-------------|
| | Total | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 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 | 171 | 171 | 180 | 109 | 132 | 115 | 199 | 84 | 82 | 263 | 127 | 132 | 427 | 95 |
| Weighted Total | 521 | 170 | 171 | 180 | 105 | 127 | 118 | 208 | 91 | 80 | 266 | 126 | 129 | 425 | 96 |
| | 100.0% | 100.0% | 100.0% | 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 | 222 42.6% | 62 36.6% | 73 42.6% | 87 48.4% a | 43 40.5% | 59 46.1% | 53 44.8% | 91 43.5% | 38 41.8% | 30 37.5% | 93 35.0% | 52 41.4% | 77 59.6% jk | 181 42.7% | 41 42.3% |
| Construction | 59 11.4% | 20 11.8% | 13 7.7% | 26 14.6% b | 13 12.3% | 16 12.8% | 12 10.2% | 22 10.8% | 10 11.4% | 8 9.6% | 35 13.3% | 14 11.5% | 10 7.5% | 52 12.2% | 7 7.8% |
| Drivers | 115 22.0% | 32 18.8% | 44 25.4% | 39 21.7% | 26 24.5% | 24 18.8% | 26 22.3% | 43 20.9% | 17 19.0% | 21 26.7% | 47 17.7% | 27 21.8% | 40 31.1% j | 96 22.6% | 19 19.5% |
| Education | 71 13.6% | 12 7.3% | 24 14.1% a | 34 19.0% a | 18 16.6% | 16 12.7% | 17 14.6% | 28 13.3% | 11 11.6% | 9 11.7% | 27 10.3% | 21 16.4% | 23 17.7% j | 62 14.7% | 8 8.8% |
| Engineering & technical | 117 22.5% | 35 20.7% | 38 22.3% | 44 24.4% | 27 25.4% g | 31 24.7% g | 17 14.9% | 32 15.4% | 15 16.0% | 27 34.0% fgh | 49 18.3% | 31 25.0% | 37 28.8% j | 93 21.8% | 25 25.6% |
| Executive recruitment / interim management | 119 22.9% | 25 14.5% | 39 22.9% a | 55 30.7% a | 24 22.9% | 31 24.5% | 26 21.9% | 48 23.1% | 22 24.7% | 16 19.5% | 43 16.4% | 26 20.7% | 49 38.3% jk | 101 23.8% | 18 18.8% |
| Health & social care | 107 20.6% | 36 21.1% | 39 23.0% | 32 17.9% | 19 17.6% | 32 24.8% | 21 17.8% | 41 19.5% | 20 21.7% | 17 20.7% | 37 14.1% | 34 26.8% j | 36 28.0% j | 88 20.7% | 19 20.1% |
| Hospitality | 79 15.1% | 22 13.1% | 28 16.4% | 28 15.8% | 13 12.2% | 13 10.5% | 19 16.2% | 36 17.5% | 17 19.1% | 16 20.2% e | 33 12.3% | 18 14.0% | 28 22.0% j | 66 15.5% | 13 13.4% |
| Industrial | 55 10.6% | 11 6.7% | 21 12.0% | 23 12.8% | 10 9.6% | 17 13.7% | 10 8.7% | 17 8.1% | 7 7.2% | 11 13.4% | 30 11.4% | 11 9.0% | 13 10.3% | 46 10.8% | 9 9.7% |
| Legal & HR | 142 27.3% | 40 23.6% | 45 26.1% | 57 31.9% | 32 30.0% | 33 26.1% | 29 24.7% | 57 27.4% | 28 30.9% | 20 25.4% | 35 13.4% | 47 37.3% j | 60 46.3% j | 110 25.9% | 32 33.7% |
| Life sciences | 19 3.6% | 3 2.0% | 9 5.5% | 6 3.4% | 2 1.8% | 5 3.9% | 2 1.7% | 6 3.1% | 4 4.9% | 6 7.2% | 9 3.3% | 3 2.3% | 7 5.6% | 18 4.2% | 1 1.3% |

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

Jobs Outlook - Combined

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

Permanent members of staff

Base: All who recruit permanent members of staff

| | | WAVE | | | REGION | | | | | | SIZE | | | SECTOR | |
|-----------------------------|--------|-------------|----------------|--------------|--------|----------|------------------------|------------------------|--------|--------|--------|--------|--------|---------|--------|
| | | | | | | | | | | | | | | | |
| | Total | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 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 | 171 | 171 | 180 | 109 | 132 | 115 | 199 | 84 | 82 | 263 | 127 | 132 | 427 | 95 |
| Weighted Total | 521 | 170 | 171 | 180 | 105 | 127 | 118 | 208 | 91 | 80 | 266 | 126 | 129 | 425 | 96 |
| | 100.0% | 100.0% | 100.0% | 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 | 131 | 41 | 42 | 48 | 22 | 36 | 24 | 48 | 23 | 25 | 52 | 33 | 47 | 112 | 19 |
| | 25.2% | 24.2% | 24.8% | 26.5% | 21.0% | 28.5% | 20.7% | 22.8% | 25.6% | 31.5% | 19.4% | 25.9% | 36.3% | 26.4% | 19.7% |
| | | | | | | | | | | | | | j | | |
| Office professionals | 278 | 90 | 92 | 96 | 59 | 65 | 62 | 108 | 46 | 46 | 119 | 72 | 87 | 230 | 48 |
| | 53.3% | 52.8% | 53.5% | 53.6% | 56.0% | 51.2% | 52.8% | 51.8% | 50.6% | 57.2% | 44.6% | 57.6% | 67.2% | 54.1% | 49.8% |
| | | | | | | | | | | | | | j | | |
| Sales & retail | 154 | 45 | 59 | 49 | 33 | 36 | 33 | 60 | 28 | 25 | 75 | 32 | 47 | 119 | 34 |
| | 29.5% | 26.6% | 34.5% | 27.4% | 30.9% | 28.4% | 27.7% | 29.0% | 30.7% | 30.7% | 28.2% | 25.3% | 36.3% | 28.1% | 35.8% |
| Technology | 109 | 26 | 38 | 46 | 22 | 23 | 23 | 44 | 21 | 21 | 41 | 30 | 38 | 95 | 14 |
| | 21.0% | 15.1% | 22.3% | 25.3% | 20.9% | 18.1% | 19.6% | 21.0% | 22.7% | 25.9% | 15.6% | 23.5% | 29.7% | 22.4% | 14.7% |
| | | | | a | | | | | | | | | j | | |
| None | 26 | 11 | 6 | 10 | 7 | 7 | 3 | 8 | 5 | 5 | 16 | 4 | 6 | 22 | 5 |
| | 5.1% | 6.4% | 3.3% | 5.4% | 6.4% | 5.2% | 2.4% | 3.9% | 5.9% | 6.0% | 6.2% | 3.1% | 4.6% | 5.1% | 5.0% |
| Average number of mentions | 3.6 | 3.2 | 3.7 | 3.9 | 3.7 | 3.6 | 3.3 | 3.4 | 3.6 | 4.0 | 2.9 | 3.7 | 4.9 | 3.6 | 3.4 |
| | | | a | | | | | | | | | 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 | |
|--|--------|-------------|----------------|--------------|--------|----------|------------------------|------------------------|--------|--------|--------|--------|--------|---------|--------|
| | | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| | Total | | | | | | | | | | | | | | |
| Significance Level: 95% | | *a | b | c | *d | *e | *f | *g | *h | *i | *j | k | l | m | *n |
| Unweighted Total | 90 | 18 | 33 | 39 | 24 | 23 | 19 | 27 | 8 | 16 | 27 | 32 | 31 | 75 | 15 |
| Weighted Total | 87 | 17 | 31 | 38 | 23 | 22 | 19 | 27 | 8 | 15 | 27 | 31 | 29 | 71 | 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 | 23 | 3 | 9 | 11 | 4 | 8 | 4 | 6 | 2 | 4 | 2 | 9 | 12 | 19 | 4 |
| | 26.5% | 15.7% | 28.1% | 30.3% | 19.6% | 38.8% | 21.1% | 22.0% | 24.1% | 27.2% | 7.6% | 28.1% | 42.5% | 26.9% | 24.8% |
| Construction | 13 | 4 | 2 | 7 | 2 | 4 | 2 | 3 | 1 | 4 | 6 | 4 | 3 | 12 | 1 |
| | 14.9% | 22.3% | 6.2% | 18.8% | 8.1% | 18.4% | 10.6% | 11.6% | 13.8% | 25.9% | 22.8% | 12.9% | 9.6% | 16.8% | 6.0% |
| Drivers | 15 | 1 | 5 | 9 | 4 | 3 | 4 | 4 | - | 4 | 6 | 4 | 6 | 15 | - |
| | 17.6% | 5.3% | 15.3% | 25.2% | 19.7% | 13.4% | 20.2% | 13.9% | - | 27.0% | 21.3% | 13.0% | 19.0% | 21.3% | - |
| Education | 10 | 1 | 4 | 5 | 2 | 2 | 1 | 4 | 3 | 2 | 1 | 5 | 4 | 9 | 1 |
| | 11.5% | 6.7% | 11.4% | 13.9% | 9.5% | 8.5% | 5.4% | 15.3% | 37.2% | 12.2% | 4.7% | 15.8% | 13.3% | 12.2% | 8.4% |
| Engineering & technical | 11 | 1 | 3 | 7 | 1 | 6 | 1 | 1 | - | 3 | 3 | 3 | 5 | 10 | 1 |
| | 12.2% | 5.2% | 9.7% | 17.6% | 3.7% | 26.5% | 5.6% | 3.9% | - | 19.2% | 10.8% | 10.0% | 15.9% | 13.5% | 6.0% |
| Executive recruitment / interim management | 9 | 1 | 1 | 8 | 3 | 4 | - | - | - | 3 | 2 | 2 | 6 | 8 | 1 |
| | 10.9% | 5.2% | 2.7% | 20.3% | 12.0% | 16.5% | - | - | - | 20.5% | 7.1% | 5.7% | 19.7% | 11.9% | 6.0% |
| | | | b | | | | | | | | | | | | |
| Health & social care | 12 | 4 | 4 | 5 | 3 | 2 | 2 | 4 | 2 | 4 | 2 | 7 | 4 | 9 | 3 |
| | 14.0% | 22.0% | 11.3% | 12.5% | 12.1% | 9.2% | 10.3% | 14.2% | 23.1% | 23.1% | 7.1% | 21.5% | 12.4% | 13.2% | 17.7% |
| Hospitality | 6 | 2 | 1 | 3 | 1 | 1 | 1 | 3 | 2 | 1 | 2 | - | 4 | 5 | 1 |
| | 6.9% | 11.1% | 3.5% | 7.8% | 4.3% | 4.2% | 5.2% | 11.3% | 24.9% | 6.9% | 7.2% | - | 13.9% | 7.0% | 6.5% |
| | | | | | | | | | | | | k | | | |
| Industrial | 13 | 2 | 3 | 8 | 3 | 6 | 3 | 3 | - | 2 | 5 | 5 | 4 | 12 | 1 |
| | 15.6% | 10.7% | 10.1% | 22.4% | 11.8% | 26.8% | 16.0% | 11.0% | - | 13.3% | 17.8% | 16.4% | 12.8% | 17.3% | 7.4% |
| Legal & HR | 12 | 2 | 3 | 7 | 4 | 5 | 1 | 3 | 2 | 1 | 1 | 4 | 7 | 9 | 3 |
| | 14.1% | 10.4% | 9.6% | 19.6% | 16.0% | 21.5% | 4.9% | 10.9% | 24.1% | 6.4% | 3.6% | 12.3% | 25.7% | 13.0% | 19.1% |
| Life sciences | 1 | 1 | - | - | - | - | 1 | 1 | - | - | 1 | - | - | 1 | - |
| | 1.1% | 5.4% | - | - | - | - | 5.1% | 3.5% | - | - | 3.5% | - | - | 1.3% | - |
| Marketing, media & creative | 14 | 3 | 1 | 10 | 2 | 7 | 3 | 3 | - | 3 | 4 | 7 | 4 | 11 | 3 |
| | 16.4% | 15.7% | 3.1% | 27.9% | 7.4% | 30.6% | 15.7% | 10.8% | - | 19.4% | 14.7% | 21.8% | 12.3% | 16.0% | 18.5% |
| | | | | b | | | | | | | | | | | |
| Office professionals | 37 | 5 | 15 | 17 | 5 | 11 | 9 | 11 | 2 | 9 | 8 | 10 | 19 | 31 | 6 |
| | 42.3% | 26.5% | 46.1% | 46.4% | 23.6% | 52.1% | 48.9% | 41.2% | 24.1% | 58.1% | 29.9% | 32.1% | 64.6% | 42.8% | 40.0% |
| | | | | | | | | | | | | k | | | |

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 | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | *a | b | c | *d | *e | *f | *g | *h | *i | *j | k | l | m | *n |
| Unweighted Total | 90 | 18 | 33 | 39 | 24 | 23 | 19 | 27 | 8 | 16 | 27 | 32 | 31 | 75 | 15 |
| Weighted Total | 87 | 17 | 31 | 38 | 23 | 22 | 19 | 27 | 8 | 15 | 27 | 31 | 29 | 71 | 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 | 14 | 2 | 6 | 6 | 2 | 7 | 2 | 3 | 1 | 2 | 4 | 4 | 6 | 10 | 4 |
| | 15.9% | 10.4% | 19.6% | 15.4% | 8.5% | 30.4% | 10.5% | 11.2% | 12.5% | 14.6% | 15.7% | 13.2% | 19.1% | 13.6% | 27.1% |
| Technology | 9 | 1 | 1 | 7 | 1 | 3 | 1 | 2 | 1 | 3 | 2 | 3 | 4 | 8 | 1 |
| | 10.0% | 5.2% | 3.5% | 17.7% | 3.7% | 13.4% | 4.9% | 7.0% | 11.6% | 19.9% | 7.3% | 9.3% | 13.2% | 10.9% | 6.0% |
| None | 9 | 2 | 5 | 3 | 5 | 4 | - | - | - | 1 | 4 | 2 | 4 | 7 | 2 |
| | 10.9% | 11.0% | 15.0% | 7.3% | 21.4% | 17.2% | - | - | - | 5.3% | 14.3% | 6.2% | 12.6% | 10.4% | 13.2% |
| Average number of mentions | 2.6 | 2.0 | 2.1 | 3.2 | 2.0 | 3.7 | 1.8 | 1.9 | 2.0 | 3.1 | 2.1 | 2.3 | 3.4 | 2.7 | 2.2 |

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 | 494 100.0% | - - | - - | - - | - - | - - | - - | - - | - - | - - | 494 100.0% | - |
| Four to twelve months | 494 100.0% | - - | - - | - - | - - | - - | - - | - - | - - | - - | 494 100.0% | - |

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 | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | a | b | c | d | e | f | g | h | i | j | k | l | m | n |
| Unweighted Total | | 495 | 160 | 165 | 170 | 102 | 125 | 112 | 191 | 79 | 77 | 246 | 123 | 126 | 405 | 90 |
| Weighted Total | | 494 | 159 | 165 | 170 | 99 | 121 | 115 | 200 | 85 | 75 | 249 | 122 | 123 | 403 | 91 |
| | | 100.0% | 100.0% | 100.0% | 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 | | 494 | 159 | 165 | 170 | 99 | 121 | 115 | 200 | 85 | 75 | 249 | 122 | 123 | 403 | 91 |
| | | 100.0% | 100.0% | 100.0% | 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 | |
|-------------------------------|-----|--------|-------------|----------------|--------------|--------|----------|------------------------|------------------------|--------|--------|--------|--------|--------|---------|--------|
| | | | | September 2017 | | | | South excluding London | South including London | | | | | | | |
| | | Total | August 2017 | | October 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 | | 495 | 160 | 165 | 170 | 102 | 125 | 112 | 191 | 79 | 77 | 246 | 123 | 126 | 405 | 90 |
| Weighted Total | | 494 | 159 | 165 | 170 | 99 | 121 | 115 | 200 | 85 | 75 | 249 | 122 | 123 | 403 | 91 |
| | | 100.0% | 100.0% | 100.0% | 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 | | 494 | 159 | 165 | 170 | 99 | 121 | 115 | 200 | 85 | 75 | 249 | 122 | 123 | 403 | 91 |
| | | 100.0% | 100.0% | 100.0% | 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 | 222 100.0% | 3 1.3% | 24 10.8% | 181 81.6% | 3 1.5% | 2 .9% | 9 3.9% | 27 12.1% | 5 2.4% | 208 93.7% | 3.1 |
| Construction | 59 100.0% | 3 4.7% | 12 20.8% | 36 60.4% | 6 10.5% | 1 1.9% | 1 1.6% | 15 25.5% | 7 12.5% | 51 85.9% | 3.2 |
| Drivers | 115 100.0% | 1 .8% | 16 13.7% | 91 79.6% | 2 1.7% | 3 2.6% | 2 1.5% | 17 14.5% | 5 4.3% | 108 94.1% | 3.1 |
| Education | 71 100.0% | 1 1.4% | 15 20.8% | 50 71.1% | 2 2.8% | - - | 3 4.0% | 16 22.1% | 2 2.8% | 66 93.2% | 3.2 |
| Engineering & technical | 117 100.0% | 4 3.4% | 33 28.1% | 71 60.3% | 1 .8% | 2 1.8% | 7 5.6% | 37 31.5% | 3 2.6% | 108 91.8% | 3.3 |
| Executive recruitment / interim management | 119 100.0% | 4 3.3% | 10 8.3% | 96 81.0% | 2 1.8% | 1 .8% | 6 4.9% | 14 11.6% | 3 2.5% | 110 92.6% | 3.1 |
| Health & social care | 107 100.0% | 6 5.1% | 35 32.2% | 58 53.6% | 3 2.7% | - - | 7 6.4% | 40 37.3% | 3 2.7% | 98 90.9% | 3.4 |
| Hospitality | 79 100.0% | 2 2.2% | 12 15.1% | 60 75.6% | 3 3.5% | 1 1.3% | 2 2.4% | 14 17.3% | 4 4.8% | 73 92.9% | 3.1 |
| Industrial | 55 100.0% | 1 2.1% | 11 19.5% | 40 73.2% | 1 1.7% | - - | 2 3.4% | 12 21.7% | 1 1.7% | 52 94.9% | 3.2 |
| Legal & HR | 142 100.0% | 2 1.4% | 14 10.2% | 114 80.1% | 3 2.3% | 2 1.4% | 7 4.7% | 16 11.5% | 5 3.7% | 130 91.6% | 3.1 |
| Life sciences | 19 100.0% | 2 10.2% | 2 11.5% | 14 72.8% | - - | - - | 1 5.5% | 4 21.7% | - - | 18 94.5% | 3.3 |
| Marketing, media & creative | 131 100.0% | 1 .7% | 23 17.5% | 97 74.0% | 2 1.7% | - - | 8 6.0% | 24 18.3% | 2 1.7% | 121 92.2% | 3.2 |
| Office professionals | 278 100.0% | 6 2.1% | 33 12.1% | 219 78.9% | 4 1.5% | 1 .3% | 14 5.1% | 39 14.1% | 5 1.8% | 258 93.1% | 3.1 |
| Sales & retail | 154 100.0% | 5 3.0% | 28 18.3% | 106 68.9% | 3 2.1% | 1 .6% | 11 7.2% | 33 21.3% | 4 2.7% | 138 90.1% | 3.2 |
| Technology | 109 100.0% | 3 2.8% | 14 12.9% | 85 78.1% | 2 1.9% | - - | 5 4.3% | 17 15.7% | 2 1.9% | 103 93.8% | 3.2 |
| Average (response based including bases) | 1777 100.0% | 42 2.4% | 282 15.9% | 1318 74.2% | 38 2.1% | 14 .8% | 83 4.7% | 324 18.2% | 52 2.9% | 1643 92.4% | 3.2 |

Jobs Outlook - Combined

Q10_SUM. Average across all sectors (response based)

SUMMARY TABLE

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

| | | WAVE | | | | REGION | | | | | | SIZE | | | SECTOR | |
|-------------------------------|-----|--------|-------------|----------------|--------------|--------|----------|------------------------|------------------------|--------|--------|--------|--------|--------|---------|--------|
| | | Total | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | a | b | c | d | e | f | g | h | i | j | k | l | m | n |
| Unweighted Total | | 1783 | 508 | 595 | 680 | 381 | 454 | 368 | 650 | 282 | 298 | 713 | 458 | 612 | 1475 | 308 |
| Weighted Total | | 1777 | 501 | 605 | 672 | 361 | 439 | 374 | 681 | 307 | 297 | 726 | 451 | 600 | 1469 | 308 |
| | | 100.0% | 100.0% | 100.0% | 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) | 42 | 3 | 19 | 20 | 4 | 16 | 8 | 14 | 6 | 8 | 16 | 20 | 6 | 33 | 9 |
| | | 2.4% | .6% | 3.2% | 3.0% | 1.1% | 3.8% | 2.0% | 2.0% | 2.0% | 2.8% | 2.3% | 4.4% | 1.0% | 2.3% | 2.9% |
| | | | | a | a | | d | | | | | | jl | | | |
| Increase slightly | (4) | 282 | 102 | 91 | 89 | 67 | 73 | 49 | 109 | 60 | 33 | 81 | 97 | 104 | 210 | 71 |
| | | 15.9% | 20.4% | 15.1% | 13.2% | 18.5% | 16.7% | 13.1% | 16.0% | 19.6% | 11.1% | 11.2% | 21.4% | 17.3% | 14.3% | 23.2% |
| | | | bc | | | fi | i | | i | fi | | j | j | | m | |
| Stay same | (3) | 1318 | 363 | 445 | 511 | 269 | 324 | 287 | 494 | 206 | 232 | 597 | 307 | 414 | 1100 | 218 |
| | | 74.2% | 72.4% | 73.5% | 76.1% | 74.6% | 73.9% | 76.7% | 72.4% | 67.2% | 78.1% | 82.3% | 68.0% | 69.0% | 74.9% | 70.9% |
| | | | | | | h | | h | | | h | kl | | | | |
| Decrease slightly | (2) | 38 | 15 | 17 | 7 | 2 | 10 | 2 | 22 | 20 | 4 | 9 | 12 | 17 | 35 | 3 |
| | | 2.1% | 2.9% | 2.7% | 1.0% | .5% | 2.4% | .5% | 3.2% | 6.5% | 1.3% | 1.2% | 2.7% | 2.8% | 2.4% | .9% |
| | | | c | c | | | df | | df | defgi | | | j | | | |
| Decrease greatly | (1) | 14 | - | 13 | 1 | 6 | - | 1 | 8 | 7 | - | - | 2 | 12 | 14 | - |
| | | .8% | - | 2.2% | .1% | 1.8% | - | .3% | 1.1% | 2.2% | - | - | .4% | 2.0% | 1.0% | - |
| | | | | ac | | efi | | | e | efi | | | jk | | | |
| Don't know | | 83 | 19 | 20 | 44 | 13 | 15 | 28 | 35 | 8 | 20 | 22 | 13 | 47 | 76 | 6 |
| | | 4.7% | 3.7% | 3.2% | 6.6% | 3.6% | 3.3% | 7.4% | 5.2% | 2.5% | 6.7% | 3.0% | 3.0% | 7.9% | 5.2% | 2.1% |
| | | | | | ab | | | deh | | eh | | | jk | | n | |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 324 | 105 | 111 | 109 | 70 | 90 | 57 | 123 | 66 | 41 | 98 | 117 | 110 | 244 | 81 |
| | | 18.2% | 21.0% | 18.3% | 16.2% | 19.5% | 20.4% | 15.1% | 18.0% | 21.6% | 13.9% | 13.5% | 25.9% | 18.3% | 16.6% | 26.1% |
| | | | c | | | | fi | | | fi | | | jl | j | | m |
| Net: Decrease | | 52 | 15 | 30 | 8 | 8 | 10 | 3 | 30 | 27 | 4 | 9 | 14 | 29 | 49 | 3 |
| | | 2.9% | 2.9% | 4.9% | 1.2% | 2.3% | 2.4% | .8% | 4.3% | 8.6% | 1.3% | 1.2% | 3.2% | 4.8% | 3.3% | .9% |
| | | | c | c | | | | | fi | defgi | | | j | j | n | |
| Net: Increase + Stay the same | | 1643 | 468 | 555 | 620 | 340 | 414 | 344 | 616 | 273 | 273 | 695 | 423 | 524 | 1344 | 299 |
| | | 92.4% | 93.4% | 91.8% | 92.2% | 94.2% | 94.3% | 91.8% | 90.5% | 88.8% | 92.0% | 95.7% | 93.8% | 87.3% | 91.5% | 97.0% |
| | | | | | | gh | gh | | | | | l | l | | | m |
| Mean score | | 3.2 | 3.2 | 3.1 | 3.2 | 3.2 | 3.2 | 3.2 | 3.2 | 3.1 | 3.2 | 3.1 | 3.3 | 3.1 | 3.2 | 3.3 |
| | | | | | | | gh | | | | | | jl | | | 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 | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | a | b | c | d | e | f | g | h | i | j | k | l | m | n |
| Unweighted Total | | 224 | 64 | 73 | 87 | 46 | 62 | 50 | 85 | 35 | 31 | 93 | 53 | 78 | 184 | 40 |
| Weighted Total | | 222 | 62 | 73 | 87 | 43 | 59 | 53 | 91 | 38 | 30 | 93 | 52 | 77 | 181 | 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 | - | - | 3 | - | 1 | 1 | 1 | - | 1 | 2 | 1 | - | 3 | - |
| | | 1.3% | - | - | 3.3% | - | 1.7% | 1.7% | 1.0% | - | 3.2% | 2.1% | 1.7% | - | 1.6% | - |
| Increase slightly | (4) | 24 | 9 | 9 | 6 | 4 | 8 | 4 | 11 | 7 | 1 | 5 | 7 | 12 | 15 | 9 |
| | | 10.8% | 14.3% | 12.6% | 6.8% | 9.1% | 14.4% | 7.7% | 11.7% | 17.2% | 3.1% | 5.2% | 13.7% | 15.6% | 8.2% | 22.1% |
| | | | | | | | | | | | | | j | | m | |
| Stay same | (3) | 181 | 50 | 58 | 73 | 36 | 47 | 45 | 72 | 27 | 26 | 85 | 41 | 55 | 150 | 31 |
| | | 81.6% | 80.8% | 80.2% | 83.4% | 84.6% | 80.6% | 85.0% | 79.2% | 71.2% | 86.9% | 91.5% | 78.9% | 71.6% | 83.0% | 75.8% |
| | | | | | | | | | | | | kl | | | | |
| Decrease slightly | (2) | 3 | 1 | 2 | - | - | 1 | - | 2 | 2 | - | - | 1 | 2 | 3 | - |
| | | 1.5% | 1.8% | 2.9% | - | - | 1.6% | - | 2.5% | 6.0% | - | - | 2.2% | 2.7% | 1.8% | - |
| Decrease greatly | (1) | 2 | - | 2 | - | 1 | - | - | 1 | 1 | - | - | - | 2 | 2 | - |
| | | .9% | - | 2.8% | - | 2.1% | - | - | 1.3% | 3.0% | - | - | - | 2.7% | 1.1% | - |
| Don't know | | 9 | 2 | 1 | 6 | 2 | 1 | 3 | 4 | 1 | 2 | 1 | 2 | 6 | 8 | 1 |
| | | 3.9% | 3.1% | 1.5% | 6.5% | 4.1% | 1.6% | 5.5% | 4.3% | 2.6% | 6.8% | 1.2% | 3.6% | 7.4% | 4.3% | 2.2% |
| | | | | | | | | | | | | | j | | | |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 27 | 9 | 9 | 9 | 4 | 9 | 5 | 12 | 7 | 2 | 7 | 8 | 12 | 18 | 9 |
| | | 12.1% | 14.3% | 12.6% | 10.1% | 9.1% | 16.2% | 9.5% | 12.7% | 17.2% | 6.3% | 7.3% | 15.4% | 15.6% | 9.8% | 22.1% |
| | | | | | | | | | | | | | | | m | |
| Net: Decrease | | 5 | 1 | 4 | - | 1 | 1 | - | 3 | 3 | - | - | 1 | 4 | 5 | - |
| | | 2.4% | 1.8% | 5.7% | - | 2.1% | 1.6% | - | 3.8% | 9.0% | - | - | 2.2% | 5.4% | 2.9% | - |
| | | | | c | | | | | f | | | | j | | | |
| Net: Increase + Stay the same | | 208 | 59 | 68 | 81 | 40 | 57 | 50 | 83 | 34 | 28 | 92 | 49 | 67 | 168 | 40 |
| | | 93.7% | 95.1% | 92.8% | 93.5% | 93.7% | 96.7% | 94.5% | 91.9% | 88.4% | 93.2% | 98.8% | 94.3% | 87.2% | 92.8% | 97.8% |
| | | | | | | | | | | | | l | | | | |
| Mean score | | 3.1 | 3.1 | 3.0 | 3.1 | 3.1 | 3.2 | 3.1 | 3.1 | 3.1 | 3.1 | 3.1 | 3.2 | 3.1 | 3.1 | 3.2 |

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

Jobs Outlook - Combined

Q10_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 | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | *a | *b | *c | *d | *e | *f | *g | *h | *i | j | *k | *l | m | *n |
| Unweighted Total | | 61 | 21 | 14 | 26 | 13 | 17 | 13 | 23 | 10 | 8 | 37 | 14 | 10 | 53 | 8 |
| Weighted Total | | 59 | 20 | 13 | 26 | 13 | 16 | 12 | 22 | 10 | 8 | 35 | 14 | 10 | 52 | 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 4.7% | 1 4.7% | - - | 2 7.1% | 1 7.3% | - - | 1 7.4% | 1 4.0% | - - | 1 12.6% | 3 8.0% | - - | - - | 3 5.4% | - - |
| Increase slightly | (4) | 12 20.8% | 4 18.6% | 2 14.1% | 7 25.9% | 6 43.6% | 5 29.7% | 1 8.4% | 1 4.5% | - - | 1 10.9% | 6 16.4% | 6 39.9% | 1 8.6% | 11 21.9% | 1 13.3% |
| Stay same | (3) | 36 60.4% | 12 60.5% | 10 77.1% | 14 51.8% | 5 42.0% | 11 70.3% | 10 84.1% | 14 63.0% | 4 38.5% | 5 62.6% | 25 69.9% | 6 39.1% | 6 57.5% | 30 58.5% | 5 73.6% |
| Decrease slightly | (2) | 6 10.5% | 3 16.1% | - - | 3 11.5% | 1 7.1% | - - | - - | 4 19.0% | 4 41.1% | 1 13.9% | 2 5.8% | 3 21.0% | 1 12.1% | 5 10.1% | 1 13.1% |
| Decrease greatly | (1) | 1 1.9% | - - | 1 8.7% | - - | - - | - - | - - | 1 5.1% | 1 11.1% | - - | - - | - - | 1 11.8% | 1 2.2% | - - |
| Don't know | | 1 1.6% | - - | - - | 1 3.7% | - - | - - | - - | 1 4.3% | 1 9.4% | - - | - - | - - | 1 10.0% | 1 1.9% | - - |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 15 25.5% | 5 23.3% | 2 14.1% | 9 33.0% | 7 50.9% | 5 29.7% | 2 15.9% | 2 8.5% | - - | 2 23.5% | 9 24.3% | 6 39.9% | 1 8.6% | 14 27.3% | 1 13.3% |
| Net: Decrease | | 7 12.5% | 3 16.1% | 1 8.7% | 3 11.5% | 1 7.1% | - - | - - | 5 24.2% | 5 52.1% | 1 13.9% | 2 5.8% | 3 21.0% | 2 23.9% | 6 12.4% | 1 13.1% |
| Net: Increase + Stay the same | | 51 85.9% | 17 83.9% | 12 91.3% | 22 84.8% | 12 92.9% | 16 100.0% | 12 100.0% | 16 71.5% | 4 38.5% | 7 86.1% | 33 94.2% | 11 79.0% | 6 66.1% | 45 85.8% | 6 86.9% |
| Mean score | | 3.2 | 3.1 | 3.0 | 3.3 | 3.5 | 3.3 | 3.2 | 2.8 | 2.3 | 3.2 | 3.3 | 3.2 | 2.7 | 3.2 | 3.0 |

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 | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | a | b | c | *d | *e | *f | g | *h | *i | j | *k | l | m | *n |
| Unweighted Total | | 117 | 32 | 44 | 41 | 28 | 25 | 26 | 42 | 16 | 22 | 47 | 29 | 41 | 97 | 20 |
| Weighted Total | | 115 | 32 | 44 | 39 | 26 | 24 | 26 | 43 | 17 | 21 | 47 | 27 | 40 | 96 | 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 | - | - | 1 | - | - | - | - | - | 1 | 1 | - | - | 1 | - |
| | | .8% | - | - | 2.5% | - | - | - | - | - | 4.5% | 2.1% | - | - | 1.0% | - |
| Increase slightly | (4) | 16 | 4 | 9 | 3 | 8 | 3 | 2 | 4 | 2 | 1 | 3 | 5 | 8 | 13 | 3 |
| | | 13.7% | 12.5% | 20.5% | 7.1% | 29.2% | 12.3% | 7.3% | 9.7% | 13.3% | 4.6% | 5.7% | 17.7% | 20.3% j | 13.3% | 15.8% |
| Stay same | (3) | 91 | 28 | 32 | 32 | 17 | 20 | 23 | 36 | 13 | 18 | 42 | 22 | 27 | 75 | 16 |
| | | 79.6% | 87.5% | 72.6% | 81.0% | 64.1% | 83.6% | 89.2% | 83.3% | 74.5% | 86.3% | 90.2% l | 78.8% | 67.8% | 78.7% | 84.2% |
| Decrease slightly | (2) | 2 | - | 1 | 1 | - | 1 | - | - | - | 1 | 1 | - | 1 | 2 | - |
| | | 1.7% | - | 2.2% | 2.5% | - | 4.0% | - | - | - | 4.5% | 2.0% | - | 2.4% | 2.0% | - |
| Decrease greatly | (1) | 3 | - | 2 | 1 | 1 | - | - | 2 | 2 | - | - | 1 | 2 | 3 | - |
| | | 2.6% | - | 4.7% | 2.5% | 3.5% | - | - | 4.9% | 12.2% | - | - | 3.5% | 5.1% | 3.2% | - |
| Don't know | | 2 | - | - | 2 | 1 | - | 1 | 1 | - | - | - | - | 2 | 2 | - |
| | | 1.5% | - | - | 4.5% | 3.2% | - | 3.6% | 2.1% | - | - | - | - | 4.4% | 1.8% | - |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 17 | 4 | 9 | 4 | 8 | 3 | 2 | 4 | 2 | 2 | 4 | 5 | 8 | 14 | 3 |
| | | 14.5% | 12.5% | 20.5% | 9.5% | 29.2% | 12.3% | 7.3% | 9.7% | 13.3% | 9.2% | 7.8% | 17.7% | 20.3% | 14.3% | 15.8% |
| Net: Decrease | | 5 | - | 3 | 2 | 1 | 1 | - | 2 | 2 | 1 | 1 | 1 | 3 | 5 | - |
| | | 4.3% | - | 6.9% | 4.9% | 3.5% | 4.0% | - | 4.9% | 12.2% | 4.5% | 2.0% | 3.5% | 7.5% | 5.2% | - |
| Net: Increase + Stay the same | | 108 | 32 | 41 | 35 | 24 | 23 | 25 | 40 | 15 | 20 | 46 | 26 | 35 | 89 | 19 |
| | | 94.1% | 100.0% | 93.1% | 90.5% | 93.2% | 96.0% | 96.4% | 93.0% | 87.8% | 95.5% | 98.0% | 96.5% | 88.1% | 93.0% | 100.0% |
| Mean score | | 3.1 | 3.1 | 3.1 | 3.0 | 3.2 | 3.1 | 3.1 | 3.0 | 2.9 | 3.1 | 3.1 | 3.1 | 3.1 | 3.1 | 3.2 |

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

Jobs Outlook - Combined

Q10_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 | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | *a | *b | c | *d | *e | *f | *g | *h | *i | *j | *k | *l | m | *n |
| Unweighted Total | | 72 | 13 | 25 | 34 | 19 | 17 | 16 | 26 | 10 | 10 | 26 | 22 | 24 | 64 | 8 |
| Weighted Total | | 71 | 12 | 24 | 34 | 18 | 16 | 17 | 28 | 11 | 9 | 27 | 21 | 23 | 62 | 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 | - | 1 | - |
| | | 1.4% | - | - | 2.8% | - | - | - | 3.5% | 9.2% | - | - | 4.7% | - | 1.6% | - |
| Increase slightly | (4) | 15 | 3 | 4 | 8 | 2 | 4 | 3 | 6 | 3 | 3 | 8 | 3 | 4 | 15 | - |
| | | 20.8% | 24.7% | 16.3% | 22.5% | 10.5% | 24.1% | 16.6% | 22.5% | 32.2% | 29.1% | 27.6% | 14.6% | 18.1% | 23.6% | - |
| Stay same | (3) | 50 | 8 | 18 | 24 | 15 | 12 | 11 | 18 | 6 | 6 | 19 | 15 | 17 | 42 | 8 |
| | | 71.1% | 67.6% | 75.6% | 69.2% | 84.8% | 75.9% | 66.5% | 63.5% | 58.6% | 59.7% | 68.9% | 71.2% | 73.7% | 67.2% | 100.0% |
| Decrease slightly | (2) | 2 | 1 | 1 | - | - | - | 2 | 2 | - | - | - | 2 | - | 2 | - |
| | | 2.8% | 7.7% | 4.2% | - | - | - | 11.4% | 7.1% | - | - | - | 9.5% | - | 3.2% | - |
| Decrease greatly | (1) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Don't know | | 3 | - | 1 | 2 | 1 | - | 1 | 1 | - | 1 | 1 | - | 2 | 3 | - |
| | | 4.0% | - | 3.9% | 5.5% | 4.7% | - | 5.5% | 3.4% | - | 11.2% | 3.5% | - | 8.2% | 4.5% | - |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 16 | 3 | 4 | 9 | 2 | 4 | 3 | 7 | 4 | 3 | 8 | 4 | 4 | 16 | - |
| | | 22.1% | 24.7% | 16.3% | 25.3% | 10.5% | 24.1% | 16.6% | 26.0% | 41.4% | 29.1% | 27.6% | 19.3% | 18.1% | 25.1% | - |
| Net: Decrease | | 2 | 1 | 1 | - | - | - | 2 | 2 | - | - | - | 2 | - | 2 | - |
| | | 2.8% | 7.7% | 4.2% | - | - | - | 11.4% | 7.1% | - | - | - | 9.5% | - | 3.2% | - |
| Net: Increase + Stay the same | | 66 | 12 | 22 | 32 | 17 | 16 | 14 | 25 | 11 | 8 | 26 | 19 | 21 | 58 | 8 |
| | | 93.2% | 92.3% | 91.9% | 94.5% | 95.3% | 100.0% | 83.1% | 89.5% | 100.0% | 88.8% | 96.5% | 90.5% | 91.8% | 92.3% | 100.0% |
| Mean score | | 3.2 | 3.2 | 3.1 | 3.3 | 3.1 | 3.2 | 3.1 | 3.2 | 3.5 | 3.3 | 3.3 | 3.1 | 3.2 | 3.2 | 3.0 |

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

Jobs Outlook - Combined

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 | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | a | b | c | *d | e | *f | g | *h | *i | j | k | l | m | *n |
| Unweighted Total | | 119 | 37 | 38 | 44 | 27 | 33 | 18 | 31 | 13 | 28 | 49 | 32 | 38 | 94 | 25 |
| Weighted Total | | 117 | 35 | 38 | 44 | 27 | 31 | 17 | 32 | 15 | 27 | 49 | 31 | 37 | 93 | 25 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Increase greatly | (5) | 4 | 1 | 2 | 1 | 1 | 2 | 1 | 1 | - | - | 2 | 2 | - | 3 | 1 |
| | | 3.4% | 2.7% | 5.4% | 2.4% | 3.9% | 6.3% | 5.8% | 3.2% | - | - | 4.2% | 6.3% | - | 3.2% | 4.3% |
| Increase slightly | (4) | 33 | 13 | 10 | 11 | 9 | 7 | 3 | 9 | 6 | 7 | 10 | 14 | 9 | 24 | 9 |
| | | 28.1% | 35.8% | 25.7% | 24.0% | 35.2% | 23.9% | 17.6% | 26.8% | 37.8% | 27.5% | 20.4% | 44.7% | 24.2% | 26.2% | 35.1% |
| | | | | | | | | | | | | j | | | | |
| Stay same | (3) | 71 | 18 | 24 | 29 | 15 | 17 | 12 | 20 | 8 | 19 | 36 | 14 | 22 | 57 | 14 |
| | | 60.3% | 50.9% | 63.5% | 65.0% | 54.3% | 54.5% | 71.4% | 63.6% | 54.3% | 68.8% | 73.2% | 43.0% | 57.9% | 61.2% | 56.8% |
| | | | | | | | | | | | | k | | | | |
| Decrease slightly | (2) | 1 | 1 | - | - | - | 1 | - | - | - | - | - | - | 1 | - | 1 |
| | | .8% | 2.7% | - | - | - | 3.0% | - | - | - | - | - | - | 2.5% | - | 3.8% |
| Decrease greatly | (1) | 2 | - | 2 | - | 1 | - | - | 1 | 1 | - | - | - | 2 | 2 | - |
| | | 1.8% | - | 5.4% | - | 3.4% | - | - | 3.6% | 7.9% | - | - | - | 5.5% | 2.2% | - |
| Don't know | | 7 | 3 | - | 4 | 1 | 4 | 1 | 1 | - | 1 | 1 | 2 | 4 | 7 | - |
| | | 5.6% | 8.0% | - | 8.7% | 3.1% | 12.4% | 5.2% | 2.8% | - | 3.6% | 2.2% | 6.0% | 9.8% | 7.1% | - |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 37 | 14 | 12 | 12 | 10 | 9 | 4 | 10 | 6 | 7 | 12 | 16 | 9 | 27 | 10 |
| | | 31.5% | 38.5% | 31.1% | 26.3% | 39.1% | 30.2% | 23.4% | 29.9% | 37.8% | 27.5% | 24.6% | 51.0% | 24.2% | 29.5% | 39.4% |
| | | | | | | | | | | | | jl | | | | |
| Net: Decrease | | 3 | 1 | 2 | - | 1 | 1 | - | 1 | 1 | - | - | - | 3 | 2 | 1 |
| | | 2.6% | 2.7% | 5.4% | - | 3.4% | 3.0% | - | 3.6% | 7.9% | - | - | - | 8.1% | 2.2% | 3.8% |
| | | | | | | | | | | | | | j | | | |
| Net: Increase + Stay the same | | 108 | 31 | 36 | 40 | 25 | 27 | 17 | 30 | 13 | 26 | 48 | 30 | 30 | 84 | 24 |
| | | 91.8% | 89.3% | 94.6% | 91.3% | 93.5% | 84.6% | 94.8% | 93.6% | 92.1% | 96.4% | 97.8% | 94.0% | 82.1% | 90.7% | 96.2% |
| | | | | | | | | | | | | i | | | | |
| Mean score | | 3.3 | 3.4 | 3.3 | 3.3 | 3.4 | 3.4 | 3.3 | 3.3 | 3.2 | 3.3 | 3.3 | 3.6 | 3.1 | 3.3 | 3.4 |
| | | | | | | | | | | | | | jl | | | |

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 | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | *a | b | c | *d | e | *f | g | *h | *i | j | *k | l | m | *n |
| Unweighted Total | | 120 | 25 | 39 | 56 | 26 | 32 | 25 | 46 | 21 | 16 | 43 | 26 | 51 | 102 | 18 |
| Weighted Total | | 119 | 25 | 39 | 55 | 24 | 31 | 26 | 48 | 22 | 16 | 43 | 26 | 49 | 101 | 18 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Increase greatly | | (5) | 4 | - | 3 | 1 | - | 2 | 2 | - | - | - | 4 | - | 4 | - |
| | | | 3.3% | - | 7.7% | 1.6% | - | 6.2% | 7.8% | 4.1% | - | - | 15.1% | - | 3.9% | - |
| Increase slightly | | (4) | 10 | 3 | 3 | 4 | 2 | 4 | 2 | 4 | - | 2 | 2 | 6 | 6 | 4 |
| | | | 8.3% | 13.2% | 7.5% | 6.5% | 7.7% | 11.9% | 7.4% | 8.8% | - | 4.8% | 7.2% | 11.9% | 6.2% | 20.0% |
| Stay same | | (3) | 96 | 20 | 29 | 47 | 21 | 26 | 19 | 37 | 18 | 39 | 18 | 39 | 82 | 14 |
| | | | 81.0% | 82.8% | 74.3% | 84.9% | 85.0% | 81.9% | 73.3% | 76.5% | 80.1% | 90.6% | 70.3% | 78.3% | 81.2% | 80.0% |
| Decrease slightly | | (2) | 2 | - | 1 | 1 | - | - | - | 2 | 2 | - | 1 | 1 | 2 | - |
| | | | 1.8% | - | 2.9% | 1.8% | - | - | - | 4.4% | 9.4% | - | 3.7% | 2.3% | 2.1% | - |
| Decrease greatly | | (1) | 1 | - | 1 | - | 1 | - | - | - | - | - | - | 1 | 1 | - |
| | | | .8% | - | 2.3% | - | 3.8% | - | - | - | - | - | - | 1.8% | .9% | - |
| Don't know | | | 6 | 1 | 2 | 3 | 1 | - | 3 | 3 | - | 2 | 1 | 3 | 6 | - |
| | | | 4.9% | 4.0% | 5.2% | 5.1% | 3.5% | - | 11.5% | 6.2% | - | 4.7% | 3.8% | 5.7% | 5.8% | - |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 14 | 3 | 6 | 5 | 2 | 6 | 4 | 6 | 2 | - | 2 | 6 | 6 | 10 | 4 |
| | | 11.6% | 13.2% | 15.3% | 8.2% | 7.7% | 18.1% | 15.2% | 13.0% | 10.5% | - | 4.8% | 22.3% | 11.9% | 10.1% | 20.0% |
| Net: Decrease | | 3 | - | 2 | 1 | 1 | - | - | 2 | 2 | - | - | 1 | 2 | 3 | - |
| | | 2.5% | - | 5.2% | 1.8% | 3.8% | - | - | 4.4% | 9.4% | - | - | 3.7% | 4.2% | 3.0% | - |
| Net: Increase + Stay the same | | 110 | 24 | 35 | 51 | 22 | 31 | 23 | 43 | 20 | 14 | 41 | 24 | 45 | 92 | 18 |
| | | 92.6% | 96.0% | 89.6% | 93.1% | 92.8% | 100.0% | 88.5% | 89.5% | 90.6% | 87.0% | 95.3% | 92.5% | 90.1% | 91.2% | 100.0% |
| Mean score | | 3.1 | 3.1 | 3.2 | 3.1 | 3.0 | 3.2 | 3.3 | 3.1 | 3.0 | 3.0 | 3.1 | 3.3 | 3.1 | 3.1 | 3.2 |

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

Jobs Outlook - Combined

Q10_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 | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public | |
| Significance Level: 95% | | | a | b | c | *d | e | *f | g | *h | *i | j | k | l | m | *n | |
| Unweighted Total | | 108 | 36 | 39 | 33 | 20 | 33 | 20 | 38 | 18 | 17 | 37 | 34 | 37 | 88 | 20 | |
| Weighted Total | | 107 | 36 | 39 | 32 | 19 | 32 | 21 | 41 | 20 | 17 | 37 | 34 | 36 | 88 | 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) | 6 | 1 | 2 | 3 | 1 | 2 | - | 2 | 2 | 1 | 3 | 2 | 2 | 4 | |
| | | | 5.1% | 2.9% | 4.4% | 8.5% | 5.6% | 5.7% | - | 4.6% | 9.4% | 4.9% | 8.4% | 4.9% | 2.2% | 18.7% | |
| Increase slightly | | (4) | 35 | 16 | 10 | 8 | 6 | 11 | 9 | 16 | 7 | 2 | 14 | 12 | 28 | 6 | |
| | | | 32.2% | 46.0% | 26.4% | 23.8% | 31.3% | 33.6% | 44.8% | 39.9% | 34.6% | 11.5% | 40.8% | 32.4% | 32.3% | 31.6% | |
| Stay same | | (3) | 58 | 15 | 24 | 18 | 11 | 17 | 10 | 18 | 9 | 11 | 14 | 19 | 50 | 8 | |
| | | | 53.6% | 42.5% | 61.9% | 56.0% | 58.3% | 54.7% | 46.5% | 45.5% | 44.4% | 66.5% | 41.8% | 52.0% | 56.4% | 40.9% | |
| Decrease slightly | | (2) | 3 | 2 | - | 1 | - | 2 | - | - | 1 | 1 | 1 | 1 | 3 | - | |
| | | | 2.7% | 5.3% | - | 3.0% | - | 6.0% | - | - | 5.8% | 2.6% | 2.9% | 2.5% | 3.2% | - | |
| Decrease greatly | | (1) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | |
| | | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | |
| Don't know | | | 7 | 1 | 3 | 3 | 1 | - | 2 | 4 | 2 | 2 | 2 | 3 | 5 | 2 | |
| | | | 6.4% | 3.3% | 7.3% | 8.8% | 4.8% | - | 8.7% | 10.1% | 11.6% | 11.3% | 4.9% | 6.1% | 8.2% | 5.9% | 8.8% |
| NETS | | | | | | | | | | | | | | | | | |
| Net: Increase | | | 40 | 17 | 12 | 10 | 7 | 12 | 9 | 18 | 9 | 3 | 17 | 13 | 30 | 10 | |
| | | | 37.3% | 48.9% | 30.9% | 32.3% | 36.9% | 39.3% | 44.8% | 44.4% | 44.0% | 16.4% | 49.2% | 37.3% | 34.4% | 50.3% | |
| Net: Decrease | | | 3 | 2 | - | 1 | - | 2 | - | - | 1 | 1 | 1 | 1 | 3 | - | |
| | | | 2.7% | 5.3% | - | 3.0% | - | 6.0% | - | - | 5.8% | 2.6% | 2.9% | 2.5% | 3.2% | - | |
| Net: Increase + Stay the same | | | 98 | 33 | 36 | 28 | 18 | 30 | 19 | 37 | 17 | 14 | 31 | 32 | 80 | 18 | |
| | | | 90.9% | 91.4% | 92.7% | 88.2% | 95.2% | 94.0% | 91.3% | 89.9% | 88.4% | 82.9% | 91.0% | 89.3% | 90.9% | 91.2% | |
| Mean score | | | 3.4 | 3.5 | 3.4 | 3.4 | 3.4 | 3.4 | 3.5 | 3.5 | 3.6 | 3.2 | 3.6 | 3.4 | 3.4 | 3.8 | |

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 | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | *a | *b | *c | *d | *e | *f | g | *h | *i | j | *k | *l | m | *n |
| Unweighted Total | | 78 | 23 | 27 | 28 | 14 | 14 | 18 | 34 | 16 | 16 | 32 | 17 | 29 | 66 | 12 |
| Weighted Total | | 79 | 22 | 28 | 28 | 13 | 13 | 19 | 36 | 17 | 16 | 33 | 18 | 28 | 66 | 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) | 2 | - | 1 | 1 | - | - | 1 | 1 | - | 1 | 1 | 1 | - | - | 2 |
| | | 2.2% | - | 2.9% | 3.1% | - | - | 4.7% | 2.4% | - | 5.1% | 2.7% | 4.7% | - | - | 13.2% |
| Increase slightly | (4) | 12 | 5 | 2 | 5 | - | 5 | 1 | 5 | 4 | 2 | 3 | 3 | 6 | 10 | 2 |
| | | 15.1% | 21.8% | 7.1% | 17.8% | - | 34.9% | 4.8% | 14.1% | 24.3% | 13.1% | 8.3% | 17.6% | 21.4% | 15.3% | 14.1% |
| Stay same | (3) | 60 | 16 | 22 | 21 | 12 | 8 | 14 | 28 | 13 | 12 | 27 | 12 | 20 | 50 | 9 |
| | | 75.6% | 74.1% | 79.9% | 72.6% | 92.8% | 58.3% | 75.5% | 75.6% | 75.7% | 76.1% | 83.4% | 66.7% | 72.1% | 76.2% | 72.7% |
| Decrease slightly | (2) | 3 | 1 | 2 | - | 1 | 1 | - | - | - | 1 | 2 | 1 | - | 3 | - |
| | | 3.5% | 4.2% | 6.5% | - | 7.2% | 6.7% | - | - | - | 5.7% | 5.6% | 5.2% | - | 4.2% | - |
| Decrease greatly | (1) | 1 | - | 1 | - | - | - | 1 | 1 | - | - | - | 1 | - | 1 | - |
| | | 1.3% | - | 3.6% | - | - | - | 5.3% | 2.8% | - | - | - | 5.7% | - | 1.5% | - |
| Don't know | | 2 | - | - | 2 | - | - | 2 | 2 | - | - | - | - | 2 | 2 | - |
| | | 2.4% | - | - | 6.5% | - | - | 9.7% | 5.1% | - | - | - | - | 6.5% | 2.8% | - |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 14 | 5 | 3 | 6 | - | 5 | 2 | 6 | 4 | 3 | 4 | 4 | 6 | 10 | 4 |
| | | 17.3% | 21.8% | 10.1% | 20.9% | - | 34.9% | 9.5% | 16.5% | 24.3% | 18.2% | 11.0% | 22.3% | 21.4% | 15.3% | 27.3% |
| Net: Decrease | | 4 | 1 | 3 | - | 1 | 1 | 1 | 1 | - | 1 | 2 | 2 | - | 4 | - |
| | | 4.8% | 4.2% | 10.1% | - | 7.2% | 6.7% | 5.3% | 2.8% | - | 5.7% | 5.6% | 11.0% | - | 5.7% | - |
| Net: Increase + Stay the same | | 73 | 21 | 25 | 27 | 12 | 12 | 16 | 34 | 17 | 15 | 31 | 16 | 27 | 60 | 13 |
| | | 92.9% | 95.8% | 89.9% | 93.5% | 92.8% | 93.3% | 85.0% | 92.1% | 100.0% | 94.3% | 94.4% | 89.0% | 93.5% | 91.5% | 100.0% |
| Mean score | | 3.1 | 3.2 | 3.0 | 3.3 | 2.9 | 3.3 | 3.0 | 3.1 | 3.2 | 3.2 | 3.1 | 3.1 | 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

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 | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | *a | *b | *c | *d | *e | *f | *g | *h | *i | *j | *k | *l | m | *n |
| Unweighted Total | | 54 | 12 | 19 | 23 | 10 | 18 | 10 | 16 | 6 | 10 | 29 | 12 | 13 | 45 | 9 |
| Weighted Total | | 55 | 11 | 21 | 23 | 10 | 17 | 10 | 17 | 7 | 11 | 30 | 11 | 13 | 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 | - | 1 | - | - | - | 1 | 1 | - | - | - | 1 | 1 | - |
| | | 2.1% | - | 5.7% | - | - | - | - | 7.0% | 18.1% | - | - | - | 8.9% | 2.6% | - |
| Increase slightly | | (4) | 11 | 4 | 3 | 4 | 3 | 6 | 1 | 2 | - | 3 | 5 | 3 | 9 | 2 |
| | | 19.5% | 34.5% | 14.9% | 16.3% | 28.0% | 33.5% | 8.9% | 12.4% | 18.1% | - | 9.4% | 42.4% | 23.2% | 19.4% | 20.4% |
| Stay same | | (3) | 40 | 7 | 15 | 17 | 6 | 11 | 9 | 14 | 4 | 27 | 7 | 7 | 33 | 7 |
| | | 73.2% | 65.5% | 74.8% | 75.5% | 63.7% | 61.2% | 91.1% | 80.5% | 63.8% | 90.2% | 87.6% | 57.6% | 53.7% | 71.9% | 79.6% |
| Decrease slightly | | (2) | 1 | - | 1 | - | 1 | - | - | - | - | 1 | - | - | 1 | - |
| | | 1.7% | - | 4.5% | - | - | 5.3% | - | - | - | - | 3.0% | - | - | 2.0% | - |
| Decrease greatly | | (1) | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Don't know | | 2 | - | - | 2 | 1 | - | - | - | - | 1 | - | - | 2 | 2 | - |
| | | 3.4% | - | - | 8.2% | 8.3% | - | - | - | - | 9.8% | - | - | 14.2% | 4.1% | - |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 12 | 4 | 4 | 4 | 3 | 6 | 1 | 3 | 2 | - | 3 | 5 | 4 | 10 | 2 |
| | | 21.7% | 34.5% | 20.7% | 16.3% | 28.0% | 33.5% | 8.9% | 19.5% | 36.2% | - | 9.4% | 42.4% | 32.1% | 21.9% | 20.4% |
| Net: Decrease | | 1 | - | 1 | - | - | 1 | - | - | - | - | 1 | - | - | 1 | - |
| | | 1.7% | - | 4.5% | - | - | 5.3% | - | - | - | - | 3.0% | - | - | 2.0% | - |
| Net: Increase + Stay the same | | 52 | 11 | 20 | 21 | 9 | 17 | 10 | 17 | 7 | 10 | 29 | 11 | 11 | 43 | 9 |
| | | 94.9% | 100.0% | 95.5% | 91.8% | 91.7% | 94.7% | 100.0% | 100.0% | 100.0% | 90.2% | 97.0% | 100.0% | 85.8% | 93.9% | 100.0% |
| Mean score | | 3.2 | 3.3 | 3.2 | 3.2 | 3.3 | 3.3 | 3.1 | 3.3 | 3.5 | 3.0 | 3.1 | 3.4 | 3.5 | 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 | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private |
| | | | | | | | | | | | | | | | | |
| Significance Level: 95% | | | a | b | c | d | e | *f | g | *h | *i | j | k | l | m | n |
| Unweighted Total | | 143 | 41 | 43 | 59 | 34 | 34 | 29 | 55 | 26 | 20 | 35 | 47 | 61 | 111 | 32 |
| Weighted Total | | 142 | 40 | 45 | 57 | 32 | 33 | 29 | 57 | 28 | 20 | 35 | 47 | 60 | 110 | 32 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Increase greatly | | (5) | 2 | - | 2 | - | 2 | - | - | - | - | - | 2 | - | 2 | - |
| | | | 1.4% | - | 4.3% | - | 5.9% | - | - | - | - | - | 4.1% | - | 1.8% | - |
| Increase slightly | | (4) | 14 | 6 | 5 | 3 | 3 | 2 | 2 | 8 | 6 | - | 8 | 6 | 8 | 6 |
| | | | 10.2% | 15.5% | 12.2% | 4.9% | 8.9% | 5.8% | 7.3% | 13.7% | 20.3% | - | 17.2% | 10.7% | 7.4% | 19.5% |
| | | | | | | | | | | | | | j | j | | m |
| Stay same | | (3) | 114 | 32 | 31 | 51 | 26 | 27 | 24 | 43 | 19 | 33 | 35 | 46 | 89 | 25 |
| | | | 80.1% | 79.4% | 69.7% | 88.7% | 82.6% | 82.7% | 82.7% | 75.2% | 67.5% | 94.3% | 74.4% | 76.1% | 80.7% | 77.8% |
| | | | | | b | | | | | | | kl | | | | |
| Decrease slightly | | (2) | 3 | 1 | 2 | - | - | 1 | - | 2 | 2 | - | 1 | 2 | 3 | - |
| | | | 2.3% | 2.8% | 4.7% | - | - | 2.9% | - | 4.0% | 8.1% | - | 2.4% | 3.5% | 2.9% | - |
| Decrease greatly | | (1) | 2 | - | 2 | - | 1 | - | - | 1 | - | - | - | 2 | 2 | - |
| | | | 1.4% | - | 4.6% | - | 2.9% | - | - | 2.0% | 4.1% | - | - | 3.4% | 1.9% | - |
| Don't know | | | 7 | 1 | 2 | 4 | 2 | 1 | 3 | 3 | - | 2 | 1 | 4 | 6 | 1 |
| | | | 4.7% | 2.3% | 4.5% | 6.4% | 5.6% | 2.8% | 10.0% | 5.1% | - | 5.7% | 1.9% | 6.3% | 5.3% | 2.7% |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 16 | 6 | 7 | 3 | 3 | 4 | 2 | 8 | 6 | 2 | - | 10 | 6 | 10 | 6 |
| | | 11.5% | 15.5% | 16.5% | 4.9% | 8.9% | 11.6% | 7.3% | 13.7% | 20.3% | 9.3% | - | j | j | 9.2% | 19.5% |
| Net: Decrease | | 5 | 1 | 4 | - | 1 | 1 | - | 3 | 3 | - | - | 1 | 4 | 5 | - |
| | | 3.7% | 2.8% | 9.3% | - | 2.9% | 2.9% | - | 6.0% | 12.2% | - | - | 2.4% | 7.0% | 4.8% | - |
| | | | | c | | | | | | | | | | | | |
| Net: Increase + Stay the same | | 130 | 38 | 39 | 54 | 29 | 31 | 26 | 51 | 25 | 19 | 33 | 45 | 52 | 99 | 31 |
| | | 91.6% | 94.9% | 86.2% | 93.6% | 91.5% | 94.3% | 90.0% | 88.9% | 87.8% | 94.8% | 94.3% | 95.7% | 86.8% | 89.9% | 97.3% |
| Mean score | | 3.1 | 3.1 | 3.1 | 3.1 | 3.0 | 3.2 | 3.1 | 3.1 | 3.0 | 3.1 | 3.0 | 3.2 | 3.0 | 3.0 | 3.2 |
| | | | | | | | | | | | | | l | | | |

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 | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | *a | *b | *c | *d | *e | *f | *g | *h | *i | *j | *k | *l | *m | *n |
| Unweighted Total | | 17 | 3 | 8 | 6 | 2 | 4 | 2 | 6 | 4 | 5 | 8 | 2 | 7 | 16 | 1 |
| Weighted Total | | 19 | 3 | 9 | 6 | 2 | 5 | 2 | 6 | 4 | 6 | 9 | 3 | 7 | 18 | 1 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Increase greatly | (5) | 2 | - | 2 | - | - | 2 | - | - | - | - | - | 2 | - | 2 | - |
| | | 10.2% | - | 20.5% | - | - | 39.6% | - | - | - | - | - | 65.9% | - | 10.9% | - |
| Increase slightly | (4) | 2 | 1 | 1 | - | - | - | 1 | 2 | 1 | - | 1 | - | 1 | 2 | - |
| | | 11.5% | 35.4% | 10.6% | - | - | - | 50.0% | 33.9% | 26.6% | - | 11.4% | - | 16.3% | 12.3% | - |
| Stay same | (3) | 14 | 2 | 7 | 5 | 2 | 3 | 1 | 4 | 3 | 5 | 8 | 1 | 5 | 13 | 1 |
| | | 72.8% | 64.6% | 68.9% | 83.1% | 100.0% | 60.4% | 50.0% | 66.1% | 73.4% | 81.8% | 88.6% | 34.1% | 69.2% | 70.9% | 100.0% |
| Decrease slightly | (2) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Decrease greatly | (1) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Don't know | | 1 | - | - | 1 | - | - | - | - | - | 1 | - | - | 1 | 1 | - |
| | | 5.5% | - | - | 16.9% | - | - | - | - | - | 18.2% | - | - | 14.5% | 5.9% | - |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 4 | 1 | 3 | - | - | 2 | 1 | 2 | 1 | - | 1 | 2 | 1 | 4 | - |
| | | 21.7% | 35.4% | 31.1% | - | - | 39.6% | 50.0% | 33.9% | 26.6% | - | 11.4% | 65.9% | 16.3% | 23.2% | - |
| Net: Decrease | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Net: Increase + Stay the same | | 18 | 3 | 9 | 5 | 2 | 5 | 2 | 6 | 4 | 5 | 9 | 3 | 6 | 17 | 1 |
| | | 94.5% | 100.0% | 100.0% | 83.1% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 81.8% | 100.0% | 100.0% | 85.5% | 94.1% | 100.0% |
| Mean score | | 3.3 | 3.4 | 3.5 | 3.0 | 3.0 | 3.8 | 3.5 | 3.3 | 3.3 | 3.0 | 3.1 | 4.3 | 3.2 | 3.4 | 3.0 |

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

Jobs Outlook - Combined

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

Marketing, media & creative

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

| | | WAVE | | | REGION | | | | | | SIZE | | | SECTOR | | |
|-------------------------------|-----|--------------|-------------|----------------|--------------|-------------|-------------|------------------------|------------------------|-------------|-------------|-------------|-------------|-------------|--------------|--------------|
| | | Total | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 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 | 42 | 42 | 49 | 24 | 38 | 25 | 46 | 21 | 25 | 51 | 34 | 48 | 113 | 20 |
| Weighted Total | | 131 | 41 | 42 | 48 | 22 | 36 | 24 | 48 | 23 | 25 | 52 | 33 | 47 | 112 | 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 .7% | - - | - - | 1 2.0% | - - | - - | - - | - - | - - | 1 3.9% | 1 1.9% | - - | - - | 1 .9% | - - |
| Increase slightly | (4) | 23 17.5% | 5 12.1% | 8 19.0% | 10 21.0% | 6 26.3% | 5 13.3% | 4 16.0% | 10 20.1% | 6 24.4% | 3 11.1% | 9 17.2% | 5 15.0% | 9 19.6% | 16 14.4% | 7 36.1% |
| Stay same | (3) | 97 74.0% | 34 82.8% | 31 73.5% | 32 66.8% | 15 69.9% | 29 81.1% | 17 71.8% | 33 68.9% | 15 65.8% | 19 77.0% | 39 74.8% | 26 78.5% | 33 69.8% | 85 75.7% | 12 63.9% |
| Decrease slightly | (2) | 2 1.7% | 1 2.8% | 1 2.7% | - - | - - | - - | - - | 2 4.8% | 2 9.8% | - - | - - | 1 3.5% | 1 2.4% | 2 2.0% | - - |
| Decrease greatly | (1) | - - | - - | - - | - - | - - | - - | - - | - - | - - | - - | - - | - - | - - | - - | - - |
| Don't know | | 8 6.0% | 1 2.4% | 2 4.8% | 5 10.2% | 1 3.8% | 2 5.7% | 3 12.2% | 3 6.2% | - - | 2 8.1% | 3 6.0% | 1 3.0% | 4 8.1% | 8 7.0% | - - |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 24 18.3% | 5 12.1% | 8 19.0% | 11 23.0% | 6 26.3% | 5 13.3% | 4 16.0% | 10 20.1% | 6 24.4% | 4 15.0% | 10 19.1% | 5 15.0% | 9 19.6% | 17 15.3% | 7 36.1% |
| Net: Decrease | | 2 1.7% | 1 2.8% | 1 2.7% | - - | - - | - - | - - | 2 4.8% | 2 9.8% | - - | - - | 1 3.5% | 1 2.4% | 2 2.0% | - - |
| Net: Increase + Stay the same | | 121 92.2% | 39 94.8% | 39 92.5% | 43 89.8% | 21 96.2% | 34 94.3% | 21 87.8% | 42 89.0% | 21 90.2% | 23 91.9% | 49 94.0% | 31 93.5% | 42 89.5% | 102 90.9% | 19 100.0% |
| Mean score | | 3.2 | 3.1 | 3.2 | 3.3 | 3.3 | 3.1 | 3.2 | 3.2 | 3.1 | 3.2 | 3.2 | 3.1 | 3.2 | 3.2 | 3.4 |

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 | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | a | b | c | d | e | f | g | h | i | j | k | l | m | n |
| Unweighted Total | | 275 | 89 | 89 | 97 | 61 | 67 | 60 | 102 | 42 | 45 | 113 | 73 | 89 | 228 | 47 |
| Weighted Total | | 278 | 90 | 92 | 96 | 59 | 65 | 62 | 108 | 46 | 46 | 119 | 72 | 87 | 230 | 48 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Increase greatly | | (5) | 6 | - | 2 | 4 | - | 3 | 1 | 2 | 1 | 4 | 2 | - | 5 | 1 |
| | | 2.1% | - | - | 2.1% | 4.0% | - | 4.5% | 1.4% | 1.7% | 2.1% | 3.2% | 2.7% | - | 2.1% | 1.9% |
| Increase slightly | | (4) | 33 | 16 | 9 | 8 | 9 | 8 | 4 | 12 | 8 | 9 | 14 | 11 | 24 | 10 |
| | | 12.1% | 18.3% | 10.3% | 7.9% | 16.1% | 12.9% | 6.5% | 10.9% | 17.0% | 8.4% | 7.3% | 18.8% | 12.9% | 10.4% | 20.2% |
| | | | c | | | | | | | | | | j | | | |
| Stay same | | (3) | 219 | 66 | 72 | 80 | 46 | 50 | 52 | 86 | 34 | 103 | 54 | 62 | 184 | 35 |
| | | 78.9% | 74.1% | 79.0% | 83.4% | 78.0% | 76.9% | 84.4% | 79.8% | 73.5% | 81.1% | 86.9% | 74.3% | 71.8% | 79.9% | 74.2% |
| | | | | | | | | | | | | kl | | | | |
| Decrease slightly | | (2) | 4 | 2 | 2 | - | - | 2 | - | 2 | - | - | 1 | 3 | 4 | - |
| | | 1.5% | 2.3% | 2.3% | - | - | - | 2.9% | - | 2.1% | - | - | 1.6% | 3.5% | 1.8% | - |
| | | | | | | | | | | | | | j | | | |
| Decrease greatly | | (1) | 1 | - | 1 | - | 1 | - | - | - | - | - | - | 1 | 1 | - |
| | | .3% | - | - | 1.0% | - | 1.5% | - | - | - | - | - | - | 1.0% | .4% | - |
| Don't know | | | 5 | 5 | 5 | 3 | 2 | 5 | 6 | 1 | 4 | 3 | 2 | 9 | 12 | 2 |
| | | 5.1% | 5.3% | 5.3% | 4.7% | 4.4% | 2.9% | 7.7% | 5.5% | 2.4% | 8.4% | 2.5% | 2.6% | 10.8% | 5.4% | 3.8% |
| | | | | | | | | | | | | | jk | | | |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 39 | 16 | 11 | 11 | 9 | 11 | 5 | 14 | 9 | 5 | 13 | 16 | 11 | 29 | 11 |
| | | 14.1% | 18.3% | 12.4% | 11.9% | 16.1% | 17.4% | 7.9% | 12.7% | 19.1% | 10.5% | 10.6% | 21.5% | 12.9% | 12.5% | 22.0% |
| | | | | | | | | | | | | | j | | | |
| Net: Decrease | | 5 | 2 | 3 | - | 1 | 2 | - | 2 | 2 | - | - | 1 | 4 | 5 | - |
| | | 1.8% | 2.3% | 3.3% | - | 1.5% | 2.9% | - | 2.1% | 5.0% | - | - | 1.6% | 4.5% | 2.2% | - |
| | | | | | | | | | | | | | j | | | |
| Net: Increase + Stay the same | | 258 | 83 | 84 | 92 | 56 | 61 | 57 | 100 | 43 | 42 | 116 | 69 | 73 | 212 | 46 |
| | | 93.1% | 92.4% | 91.4% | 95.3% | 94.1% | 94.3% | 92.3% | 92.4% | 92.6% | 91.6% | 97.5% | 95.8% | 84.7% | 92.4% | 96.2% |
| | | | | | | | | | | | | l | l | | | |
| Mean score | | 3.1 | 3.2 | 3.1 | 3.2 | 3.1 | 3.2 | 3.1 | 3.1 | 3.2 | 3.1 | 3.1 | 3.2 | 3.1 | 3.1 | 3.2 |

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

Jobs Outlook - Combined

Q10_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 | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | a | b | c | d | e | f | g | *h | *i | j | k | l | m | n |
| Unweighted Total | | 152 | 44 | 58 | 50 | 34 | 37 | 32 | 57 | 25 | 24 | 71 | 33 | 48 | 119 | 33 |
| Weighted Total | | 154 | 45 | 59 | 49 | 33 | 36 | 33 | 60 | 28 | 25 | 75 | 32 | 47 | 119 | 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 | - | 3 | 2 | 1 | 1 | 1 | - | 2 | 2 | 1 | 2 | 3 | 2 |
| | | | 3.0% | - | 4.8% | 3.7% | 2.6% | 2.6% | 3.2% | 1.7% | 7.3% | 2.7% | 2.6% | 3.8% | 2.4% | 5.2% |
| Increase slightly | | (4) | 28 | 9 | 11 | 9 | 9 | 3 | 7 | 12 | 5 | 11 | 6 | 12 | 18 | 10 |
| | | | 18.3% | 19.1% | 18.4% | 17.4% | 26.5% | 7.5% | 21.1% | 20.1% | 19.0% | 14.0% | 17.7% | 25.4% | 15.4% | 28.3% |
| | | | | | | e | | | | | | | | | | |
| Stay same | | (3) | 106 | 32 | 42 | 32 | 21 | 29 | 23 | 40 | 17 | 55 | 24 | 26 | 85 | 21 |
| | | | 68.9% | 71.0% | 70.2% | 65.3% | 65.6% | 78.8% | 70.0% | 65.9% | 61.2% | 73.7% | 76.6% | 55.9% | 71.3% | 60.4% |
| | | | | | | | | | | | | l | | | | |
| Decrease slightly | | (2) | 3 | 1 | 1 | 1 | - | - | - | 3 | 3 | 2 | - | 1 | 2 | 1 |
| | | | 2.1% | 2.5% | 1.9% | 1.8% | - | - | - | 5.3% | 11.4% | 2.7% | - | 2.5% | 1.9% | 2.6% |
| Decrease greatly | | (1) | 1 | - | 1 | - | 1 | - | - | - | - | - | - | 1 | 1 | - |
| | | | .6% | - | 1.5% | - | 2.8% | - | - | - | - | - | - | 1.9% | .8% | - |
| Don't know | | | 11 | 3 | 2 | 6 | 1 | 4 | 2 | 4 | 2 | 5 | 1 | 5 | 10 | 1 |
| | | | 7.2% | 7.4% | 3.2% | 11.8% | 2.6% | 11.0% | 5.7% | 7.0% | 8.4% | 6.9% | 3.1% | 10.5% | 8.2% | 3.5% |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 33 | 9 | 14 | 10 | 9 | 4 | 8 | 13 | 5 | 6 | 13 | 6 | 14 | 21 | 12 |
| | | 21.3% | 19.1% | 23.1% | 21.1% | 29.0% | 10.2% | 24.3% | 21.8% | 19.0% | 26.0% | 16.7% | 20.3% | 29.3% | 17.8% | 33.5% |
| | | | | | | e | | | | | | | | | | |
| Net: Decrease | | 4 | 1 | 2 | 1 | 1 | - | - | 3 | 3 | - | 2 | - | 2 | 3 | 1 |
| | | 2.7% | 2.5% | 3.5% | 1.8% | 2.8% | - | - | 5.3% | 11.4% | - | 2.7% | - | 4.4% | 2.7% | 2.6% |
| Net: Increase + Stay the same | | 138 | 41 | 55 | 43 | 31 | 32 | 31 | 53 | 22 | 23 | 68 | 31 | 40 | 106 | 32 |
| | | 90.1% | 90.1% | 93.3% | 86.3% | 94.6% | 89.0% | 94.3% | 87.8% | 80.2% | 91.7% | 90.4% | 96.9% | 85.1% | 89.1% | 93.9% |
| Mean score | | 3.2 | 3.2 | 3.2 | 3.3 | 3.3 | 3.1 | 3.3 | 3.2 | 3.1 | 3.4 | 3.2 | 3.2 | 3.3 | 3.2 | 3.4 |

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 | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 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 | 26 | 37 | 47 | 23 | 23 | 24 | 43 | 19 | 21 | 42 | 30 | 38 | 95 | 15 |
| Weighted Total | | 109 | 26 | 38 | 46 | 22 | 23 | 23 | 44 | 21 | 21 | 41 | 30 | 38 | 95 | 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) | 3 | - | 2 | 1 | - | 2 | - | 1 | 1 | - | - | 2 | 1 | 3 | - |
| | | 2.8% | - | 5.1% | 2.4% | - | 8.4% | - | 2.5% | 5.3% | - | - | 6.6% | 2.9% | 3.2% | - |
| Increase slightly | (4) | 14 | 4 | 4 | 6 | 1 | 3 | 5 | 7 | 2 | 3 | 5 | 6 | 3 | 10 | 4 |
| | | 12.9% | 15.4% | 11.3% | 12.9% | 4.6% | 12.3% | 22.0% | 16.9% | 11.3% | 13.7% | 12.0% | 20.3% | 8.2% | 10.6% | 28.0% |
| Stay same | (3) | 85 | 20 | 28 | 38 | 21 | 16 | 15 | 31 | 16 | 17 | 35 | 20 | 31 | 75 | 10 |
| | | 78.1% | 77.3% | 73.2% | 82.7% | 95.4% | 71.0% | 65.9% | 71.5% | 77.8% | 81.6% | 83.5% | 66.7% | 81.0% | 79.0% | 72.0% |
| Decrease slightly | (2) | 2 | - | 2 | - | - | 1 | - | 1 | 1 | - | - | - | 2 | 2 | - |
| | | 1.9% | - | 5.5% | - | - | 4.2% | - | 2.6% | 5.6% | - | - | - | 5.5% | 2.2% | - |
| Decrease greatly | (1) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Don't know | | 5 | 2 | 2 | 1 | - | 1 | 3 | 3 | - | 1 | 2 | 2 | 1 | 5 | - |
| | | 4.3% | 7.4% | 4.9% | 2.1% | - | 4.1% | 12.1% | 6.4% | - | 4.7% | 4.5% | 6.4% | 2.4% | 4.9% | - |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 17 | 4 | 6 | 7 | 1 | 5 | 5 | 9 | 3 | 3 | 5 | 8 | 4 | 13 | 4 |
| | | 15.7% | 15.4% | 16.4% | 15.3% | 4.6% | 20.8% | 22.0% | 19.5% | 16.7% | 13.7% | 12.0% | 26.8% | 11.1% | 13.8% | 28.0% |
| Net: Decrease | | 2 | - | 2 | - | - | 1 | - | 1 | 1 | - | - | - | 2 | 2 | - |
| | | 1.9% | - | 5.5% | - | - | 4.2% | - | 2.6% | 5.6% | - | - | - | 5.5% | 2.2% | - |
| Net: Increase + Stay the same | | 103 | 24 | 34 | 45 | 22 | 21 | 20 | 40 | 19 | 20 | 40 | 28 | 35 | 88 | 14 |
| | | 93.8% | 92.6% | 89.6% | 97.9% | 100.0% | 91.8% | 87.9% | 91.0% | 94.4% | 95.3% | 95.5% | 93.6% | 92.1% | 92.8% | 100.0% |
| Mean score | | 3.2 | 3.2 | 3.2 | 3.2 | 3.0 | 3.3 | 3.3 | 3.2 | 3.2 | 3.1 | 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_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 | 222 100.0% | 3 1.3% | 35 15.8% | 160 72.3% | 4 1.9% | - - | 19 8.7% | 38 17.1% | 4 1.9% | 198 89.4% | 3.2 |
| Construction | 59 100.0% | 2 3.1% | 18 30.5% | 33 55.7% | 1 2.0% | - - | 5 8.7% | 20 33.6% | 1 2.0% | 53 89.3% | 3.4 |
| Drivers | 115 100.0% | - - | 20 17.3% | 81 70.9% | 3 2.7% | 1 .8% | 9 8.3% | 20 17.3% | 4 3.5% | 101 88.2% | 3.1 |
| Education | 71 100.0% | 4 5.3% | 19 26.8% | 43 61.1% | 2 3.0% | - - | 3 3.8% | 23 32.1% | 2 3.0% | 66 93.2% | 3.4 |
| Engineering & technical | 117 100.0% | 2 1.7% | 32 27.6% | 67 56.8% | 2 1.7% | - - | 14 12.3% | 34 29.2% | 2 1.7% | 101 86.0% | 3.3 |
| Executive recruitment / interim management | 119 100.0% | 4 3.3% | 15 13.0% | 86 72.1% | 4 3.5% | 1 .8% | 9 7.3% | 19 16.3% | 5 4.3% | 105 88.4% | 3.2 |
| Health & social care | 107 100.0% | 9 8.0% | 33 30.8% | 55 51.0% | 3 2.9% | - - | 8 7.2% | 42 38.8% | 3 2.9% | 96 89.9% | 3.5 |
| Hospitality | 79 100.0% | 2 2.2% | 16 20.3% | 55 69.3% | 3 3.5% | - - | 4 4.7% | 18 22.5% | 3 3.5% | 72 91.8% | 3.2 |
| Industrial | 55 100.0% | - - | 18 32.3% | 35 62.7% | - - | - - | 3 5.0% | 18 32.3% | - - | 52 95.0% | 3.3 |
| Legal & HR | 142 100.0% | 2 1.4% | 21 15.1% | 101 71.1% | 4 2.9% | - - | 14 9.5% | 23 16.5% | 4 2.9% | 125 87.5% | 3.2 |
| Life sciences | 19 100.0% | 2 10.2% | 4 21.8% | 12 63.3% | - - | - - | 1 4.7% | 6 32.0% | - - | 18 95.3% | 3.4 |
| Marketing, media & creative | 131 100.0% | - - | 25 19.1% | 90 68.9% | 4 3.3% | - - | 11 8.7% | 25 19.1% | 4 3.3% | 115 88.0% | 3.2 |
| Office professionals | 278 100.0% | 5 1.7% | 45 16.3% | 198 71.2% | 5 1.9% | - - | 25 8.9% | 50 18.0% | 5 1.9% | 248 89.2% | 3.2 |
| Sales & retail | 154 100.0% | 4 2.3% | 32 21.0% | 98 63.7% | 4 2.8% | - - | 16 10.2% | 36 23.3% | 4 2.8% | 134 87.0% | 3.3 |
| Technology | 109 100.0% | 3 2.6% | 20 18.6% | 71 64.8% | 5 4.7% | - - | 10 9.3% | 23 21.2% | 5 4.7% | 94 86.0% | 3.2 |
| Average (response based including bases) | 1777 100.0% | 40 2.2% | 355 20.0% | 1184 66.6% | 46 2.6% | 2 .1% | 151 8.5% | 395 22.2% | 47 2.7% | 1579 88.9% | 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 | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | a | b | c | d | e | f | g | h | i | j | k | l | m | n |
| Unweighted Total | | 1783 | 508 | 595 | 680 | 381 | 454 | 368 | 650 | 282 | 298 | 713 | 458 | 612 | 1475 | 308 |
| Weighted Total | | 1777 | 501 | 605 | 672 | 361 | 439 | 374 | 681 | 307 | 297 | 726 | 451 | 600 | 1469 | 308 |
| | | 100.0% | 100.0% | 100.0% | 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) | 40 | 8 | 23 | 9 | 4 | 25 | 4 | 7 | 3 | 4 | 13 | 18 | 8 | 34 | 5 |
| | | 2.2% | 1.7% | 3.8% ac | 1.3% | 1.0% | 5.7% dfghi | 1.0% | 1.0% | 1.0% | 1.5% | 1.8% | 4.0% jl | 1.4% | 2.3% | 1.7% |
| Increase slightly | (4) | 355 | 115 | 113 | 127 | 67 | 78 | 64 | 154 | 90 | 56 | 132 | 110 | 114 | 293 | 63 |
| | | 20.0% | 23.0% | 18.7% | 18.9% | 18.7% | 17.7% | 17.1% | 22.6% ef | 29.3% defgi | 18.9% | 18.1% | 24.4% jl | 18.9% | 19.9% | 20.3% |
| Stay same | (3) | 1184 | 325 | 383 | 476 | 253 | 299 | 261 | 426 | 166 | 206 | 545 | 276 | 363 | 987 | 197 |
| | | 66.6% | 65.0% | 63.3% | 70.9% ab | 70.2% gh | 68.1% h | 69.6% gh | 62.6% h | 54.0% gh | 69.4% gh | 75.1% kl | 61.1% | 60.5% | 67.2% | 64.0% |
| Decrease slightly | (2) | 46 | 14 | 21 | 10 | 1 | 16 | 1 | 26 | 25 | 3 | 8 | 3 | 34 | 38 | 7 |
| | | 2.6% | 2.9% | 3.5% c | 1.5% | .3% | 3.6% dfi | .3% | 3.8% dfi | 8.1% defgi | 1.0% | 1.1% | .6% | 5.7% jk | 2.6% | 2.3% |
| Decrease greatly | (1) | 2 | - | - | 2 | - | - | - | 2 | 2 | - | - | 2 | - | 2 | - |
| | | .1% | - | - | .3% | - | - | - | .3% | .6% | - | - | .4% | - | .1% | - |
| Don't know | | 151 | 38 | 65 | 48 | 35 | 22 | 45 | 66 | 21 | 27 | 27 | 43 | 81 | 114 | 36 |
| | | 8.5% | 7.5% | 10.8% c | 7.1% | 9.8% e | 4.9% | 12.0% eh | 9.7% e | 7.0% e | 9.2% e | 3.8% | 9.4% j | 13.4% jk | 7.8% | 11.7% m |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 395 | 123 | 136 | 136 | 71 | 102 | 68 | 161 | 93 | 61 | 145 | 128 | 122 | 327 | 68 |
| | | 22.2% | 24.6% | 22.5% | 20.2% | 19.7% | 23.4% | 18.1% | 23.6% f | 30.3% defgi | 20.4% | 20.0% | 28.4% jl | 20.3% | 22.3% | 22.0% |
| Net: Decrease | | 47 | 14 | 21 | 12 | 1 | 16 | 1 | 28 | 27 | 3 | 8 | 5 | 34 | 40 | 7 |
| | | 2.7% | 2.9% | 3.5% | 1.8% | .3% | 3.6% dfi | .3% | 4.1% dfi | 8.7% defgi | 1.0% | 1.1% | 1.1% | 5.7% jk | 2.7% | 2.3% |
| Net: Increase + Stay the same | | 1579 | 449 | 518 | 612 | 324 | 401 | 328 | 587 | 259 | 267 | 691 | 404 | 485 | 1314 | 265 |
| | | 88.9% | 89.6% | 85.8% | 91.1% b | 89.9% h | 91.5% gh | 87.7% | 86.2% h | 84.3% h | 89.8% h | 95.1% kl | 89.5% l | 80.9% | 89.5% | 86.0% |
| Mean score | | 3.2 | 3.3 | 3.3 | 3.2 | 3.2 | 3.3 | 3.2 | 3.2 | 3.2 | 3.2 | 3.2 | 3.3 | 3.2 | 3.2 | 3.2 |
| | | | | | | | | | | | | | jl | | | |

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 | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | a | b | c | d | e | f | g | h | i | j | k | l | m | n |
| Unweighted Total | | 224 | 64 | 73 | 87 | 46 | 62 | 50 | 85 | 35 | 31 | 93 | 53 | 78 | 184 | 40 |
| Weighted Total | | 222 | 62 | 73 | 87 | 43 | 59 | 53 | 91 | 38 | 30 | 93 | 52 | 77 | 181 | 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 | 1 | 1 | - | 3 | - | - | - | - | 2 | - | 1 | 3 | - |
| | | 1.3% | 1.5% | 1.3% | 1.2% | - | 4.9% | - | - | - | - | 2.1% | - | 1.2% | 1.6% | - |
| Increase slightly | (4) | 35 | 15 | 11 | 9 | 6 | 11 | 5 | 16 | 11 | 3 | 7 | 14 | 14 | 26 | 9 |
| | | 15.8% | 24.2% | 15.6% | 10.1% | 13.3% | 18.0% | 9.3% | 17.8% | 29.5% | 9.5% | 7.2% | 26.9% | 18.8% | 14.3% | 22.8% |
| Stay same | (3) | c | | | | | | | | fi | | | j | j | | |
| | | 160 | 41 | 49 | 70 | 32 | 42 | 41 | 62 | 21 | 24 | 81 | 32 | 47 | 135 | 26 |
| Decrease slightly | (2) | 72.3% | 66.4% | 67.7% | 80.3% | 76.0% | 70.7% | 77.3% | 68.5% | 56.4% | 81.3% | 87.3% | 62.0% | 61.0% | 74.3% | 63.1% |
| | | 4 | 1 | 2 | 1 | - | 2 | - | 2 | 2 | - | - | - | 4 | 3 | 1 |
| Decrease greatly | (1) | 1.9% | 1.9% | 2.9% | 1.0% | - | 3.1% | - | 2.5% | 6.1% | - | - | - | 5.4% | 1.8% | 2.2% |
| | | | | | | | | | | | | | | j | | |
| Don't know | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | 19 | 4 | 9 | 6 | 5 | 2 | 7 | 10 | 3 | 3 | 3 | 6 | 10 | 14 | 5 |
| | | 8.7% | 6.1% | 12.5% | 7.4% | 10.7% | 3.3% | 13.4% | 11.2% | 8.1% | 9.1% | 3.4% | 11.1% | 13.6% | 8.0% | 12.0% |
| | | | | | | | | e | | | | | | j | | |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 38 | 16 | 12 | 10 | 6 | 13 | 5 | 16 | 11 | 3 | 9 | 14 | 15 | 29 | 9 |
| | | 17.1% | 25.7% | 16.9% | 11.2% | 13.3% | 22.9% | 9.3% | 17.8% | 29.5% | 9.5% | 9.3% | 26.9% | 20.0% | 15.9% | 22.8% |
| Net: Decrease | | 4 | 1 | 2 | 1 | - | 2 | - | 2 | 2 | - | - | - | 4 | 3 | 1 |
| | | 1.9% | 1.9% | 2.9% | 1.0% | - | 3.1% | - | 2.5% | 6.1% | - | - | - | 5.4% | 1.8% | 2.2% |
| | | | | | | | | | | | | | | j | | |
| | | 198 | 57 | 62 | 80 | 38 | 55 | 46 | 78 | 33 | 27 | 90 | 46 | 62 | 164 | 35 |
| Net: Increase + Stay the same | | 89.4% | 92.1% | 84.6% | 91.5% | 89.3% | 93.6% | 86.6% | 86.3% | 85.8% | 90.9% | 96.6% | 88.9% | 81.0% | 90.2% | 85.8% |
| | | | | | | | | | | | | l | | | | |
| Mean score | | 3.2 | 3.3 | 3.2 | 3.1 | 3.1 | 3.3 | 3.1 | 3.2 | 3.3 | 3.1 | 3.1 | 3.3 | 3.2 | 3.2 | 3.2 |
| | | | | | | | | | | | | | j | | | |

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 | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | *a | *b | *c | *d | *e | *f | *g | *h | *i | j | *k | *l | m | *n |
| Unweighted Total | | 61 | 21 | 14 | 26 | 13 | 17 | 13 | 23 | 10 | 8 | 37 | 14 | 10 | 53 | 8 |
| Weighted Total | | 59 | 20 | 13 | 26 | 13 | 16 | 12 | 22 | 10 | 8 | 35 | 14 | 10 | 52 | 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) | 2 | 1 | - | 1 | 1 | - | 1 | 1 | - | - | 2 | - | - | 2 | - |
| | | 3.1% | 4.7% | - | 3.4% | 7.3% | - | 7.4% | 4.0% | - | - | 5.2% | - | - | 3.5% | - |
| Increase slightly | (4) | 18 | 5 | 5 | 9 | 7 | 5 | 3 | 4 | 1 | 3 | 11 | 6 | 2 | 16 | 2 |
| | | 30.5% | 23.2% | 34.9% | 34.0% | 50.5% | 29.9% | 23.7% | 17.1% | 9.4% | 37.4% | 30.5% | 39.5% | 17.4% | 31.3% | 25.4% |
| Stay same | (3) | 33 | 12 | 6 | 14 | 5 | 10 | 8 | 13 | 5 | 5 | 22 | 7 | 5 | 28 | 6 |
| | | 55.7% | 60.5% | 49.2% | 55.2% | 42.2% | 58.4% | 68.8% | 59.1% | 47.7% | 62.6% | 61.1% | 47.1% | 48.9% | 52.9% | 74.6% |
| Decrease slightly | (2) | 1 | 1 | - | - | - | - | - | 1 | 1 | - | - | - | 1 | 1 | - |
| | | 2.0% | 5.9% | - | - | - | - | - | 5.3% | 11.4% | - | - | - | 12.1% | 2.3% | - |
| Decrease greatly | (1) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Don't know | | 5 | 1 | 2 | 2 | - | 2 | - | 3 | 3 | - | 1 | 2 | 2 | 5 | - |
| | | 8.7% | 5.8% | 15.9% | 7.4% | - | 11.7% | - | 14.6% | 31.5% | - | 3.3% | 13.4% | 21.5% | 10.0% | - |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 20 | 6 | 5 | 10 | 8 | 5 | 4 | 5 | 1 | 3 | 13 | 6 | 2 | 18 | 2 |
| | | 33.6% | 27.9% | 34.9% | 37.4% | 57.8% | 29.9% | 31.2% | 21.1% | 9.4% | 37.4% | 35.7% | 39.5% | 17.4% | 34.8% | 25.4% |
| Net: Decrease | | 1 | 1 | - | - | - | - | - | 1 | 1 | - | - | - | 1 | 1 | - |
| | | 2.0% | 5.9% | - | - | - | - | - | 5.3% | 11.4% | - | - | - | 12.1% | 2.3% | - |
| Net: Increase + Stay the same | | 53 | 18 | 11 | 24 | 13 | 14 | 12 | 18 | 6 | 8 | 34 | 12 | 6 | 46 | 7 |
| | | 89.3% | 88.4% | 84.1% | 92.6% | 100.0% | 88.3% | 100.0% | 80.1% | 57.1% | 100.0% | 96.7% | 86.6% | 66.3% | 87.7% | 100.0% |
| Mean score | | 3.4 | 3.3 | 3.4 | 3.4 | 3.7 | 3.3 | 3.4 | 3.2 | 3.0 | 3.4 | 3.4 | 3.5 | 3.1 | 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 | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | a | b | c | *d | *e | *f | g | *h | *i | j | *k | l | m | *n |
| Unweighted Total | | 117 | 32 | 44 | 41 | 28 | 25 | 26 | 42 | 16 | 22 | 47 | 29 | 41 | 97 | 20 |
| Weighted Total | | 115 | 32 | 44 | 39 | 26 | 24 | 26 | 43 | 17 | 21 | 47 | 27 | 40 | 96 | 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) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Increase slightly | (4) | 20 | 6 | 6 | 8 | 7 | 2 | 6 | 8 | 2 | 3 | 8 | 5 | 7 | 18 | 2 |
| | | 17.3% | 18.3% | 14.6% | 19.6% | 25.3% | 8.6% | 22.8% | 19.0% | 13.3% | 13.9% | 16.8% | 17.5% | 17.8% | 18.6% | 10.5% |
| Stay same | (3) | 81 | 23 | 32 | 26 | 17 | 21 | 17 | 28 | 11 | 16 | 38 | 19 | 24 | 66 | 15 |
| | | 70.9% | 72.3% | 74.2% | 66.1% | 64.4% | 87.4% | 66.0% | 64.5% | 62.2% | 73.4% | 81.2% | 68.7% | 60.5% | 69.3% | 79.4% |
| Decrease slightly | (2) | 3 | 1 | 1 | 1 | - | 1 | - | 1 | 1 | 1 | 1 | - | 2 | 3 | - |
| | | 2.7% | 3.6% | 2.2% | 2.5% | - | 4.0% | - | 2.6% | 6.7% | 4.5% | 2.0% | - | 5.3% | 3.2% | - |
| Decrease greatly | (1) | 1 | - | - | 1 | - | - | - | 1 | 1 | - | - | 1 | - | 1 | - |
| | | .8% | - | - | 2.5% | - | - | - | 2.2% | 5.6% | - | - | 3.5% | - | 1.0% | - |
| Don't know | | 9 | 2 | 4 | 4 | 3 | - | 3 | 5 | 2 | 2 | - | 3 | 7 | 8 | 2 |
| | | 8.3% | 5.8% | 9.0% | 9.4% | 10.3% | - | 11.2% | 11.6% | 12.2% | 8.2% | - | 10.3% | 16.5% | 7.9% | 10.1% |
| | | | | | | | | | | | | | | j | | |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 20 | 6 | 6 | 8 | 7 | 2 | 6 | 8 | 2 | 3 | 8 | 5 | 7 | 18 | 2 |
| | | 17.3% | 18.3% | 14.6% | 19.6% | 25.3% | 8.6% | 22.8% | 19.0% | 13.3% | 13.9% | 16.8% | 17.5% | 17.8% | 18.6% | 10.5% |
| Net: Decrease | | 4 | 1 | 1 | 2 | - | 1 | - | 2 | 2 | 1 | 1 | 1 | 2 | 4 | - |
| | | 3.5% | 3.6% | 2.2% | 4.9% | - | 4.0% | - | 4.9% | 12.3% | 4.5% | 2.0% | 3.5% | 5.3% | 4.2% | - |
| Net: Increase + Stay the same | | 101 | 29 | 39 | 33 | 23 | 23 | 23 | 36 | 13 | 19 | 46 | 24 | 31 | 84 | 17 |
| | | 88.2% | 90.6% | 88.8% | 85.7% | 89.7% | 96.0% | 88.8% | 83.5% | 75.5% | 87.3% | 98.0% | 86.2% | 78.3% | 87.9% | 89.9% |
| | | | | | | | | | | | | l | | | | |
| Mean score | | 3.1 | 3.2 | 3.1 | 3.1 | 3.3 | 3.0 | 3.3 | 3.1 | 2.9 | 3.1 | 3.1 | 3.1 | 3.2 | 3.1 | 3.1 |

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

Jobs Outlook - Combined

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 | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | *a | *b | c | *d | *e | *f | *g | *h | *i | *j | *k | *l | m | *n |
| Unweighted Total | | 72 | 13 | 25 | 34 | 19 | 17 | 16 | 26 | 10 | 10 | 26 | 22 | 24 | 64 | 8 |
| Weighted Total | | 71 | 12 | 24 | 34 | 18 | 16 | 17 | 28 | 11 | 9 | 27 | 21 | 23 | 62 | 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) | 4 | - | 2 | 1 | - | 1 | 2 | 1 | 1 | 2 | 1 | 1 | 4 | - |
| | | | 5.3% | - | 7.6% | 5.0% | - | 5.5% | 6.9% | 9.2% | 10.3% | 7.0% | 4.7% | 3.9% | 6.0% | - |
| Increase slightly | | (4) | 19 | 3 | 3 | 13 | 3 | 4 | 4 | 9 | 3 | 9 | 4 | 6 | 18 | 1 |
| | | | 26.8% | 24.7% | 12.6% | 37.5% | 17.8% | 24.1% | 22.0% | 32.7% | 50.0% | 33.7% | 18.6% | 25.9% | 28.4% | 15.0% |
| Stay same | | (3) | 43 | 8 | 16 | 19 | 13 | 11 | 11 | 15 | 3 | 15 | 15 | 13 | 36 | 7 |
| | | | 61.1% | 67.8% | 67.1% | 54.4% | 72.4% | 70.0% | 66.6% | 52.8% | 30.3% | 55.3% | 71.9% | 58.3% | 57.9% | 85.0% |
| Decrease slightly | | (2) | 2 | - | 2 | - | - | 1 | 2 | 1 | - | 1 | 1 | - | 2 | - |
| | | | 3.0% | - | 8.8% | - | - | 5.9% | 7.6% | 10.5% | - | 4.1% | 4.9% | - | 3.4% | - |
| Decrease greatly | | (1) | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Don't know | | | 3 | 1 | 1 | 1 | 1 | - | - | - | 1 | - | - | 3 | 3 | - |
| | | | 3.8% | 7.6% | 3.9% | 2.4% | 4.7% | 5.9% | - | - | - | - | - | 11.9% | 4.4% | - |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 23 | 3 | 5 | 15 | 4 | 4 | 5 | 11 | 6 | 4 | 11 | 5 | 7 | 21 | 1 |
| | | 32.1% | 24.7% | 20.2% | 43.2% | 22.8% | 24.1% | 27.5% | 39.6% | 59.2% | 40.8% | 40.6% | 23.2% | 29.8% | 34.4% | 15.0% |
| Net: Decrease | | 2 | - | 2 | - | - | - | 1 | 2 | 1 | - | 1 | 1 | - | 2 | - |
| | | 3.0% | - | 8.8% | - | - | - | 5.9% | 7.6% | 10.5% | - | 4.1% | 4.9% | - | 3.4% | - |
| Net: Increase + Stay the same | | 66 | 12 | 21 | 33 | 17 | 15 | 16 | 26 | 9 | 8 | 26 | 20 | 20 | 58 | 8 |
| | | 93.2% | 92.4% | 87.3% | 97.6% | 95.3% | 94.1% | 94.1% | 92.4% | 89.5% | 89.9% | 95.9% | 95.1% | 88.1% | 92.2% | 100.0% |
| Mean score | | 3.4 | 3.3 | 3.2 | 3.5 | 3.3 | 3.3 | 3.3 | 3.4 | 3.6 | 3.6 | 3.4 | 3.2 | 3.4 | 3.4 | 3.2 |

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 | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | a | b | c | *d | e | *f | g | *h | *i | j | k | l | m | *n |
| Unweighted Total | | 119 | 37 | 38 | 44 | 27 | 33 | 18 | 31 | 13 | 28 | 49 | 32 | 38 | 94 | 25 |
| Weighted Total | | 117 | 35 | 38 | 44 | 27 | 31 | 17 | 32 | 15 | 27 | 49 | 31 | 37 | 93 | 25 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Increase greatly | (5) | 2 | 1 | - | 1 | - | 2 | - | - | - | - | 1 | 1 | - | 2 | - |
| | | 1.7% | 2.6% | - | 2.4% | - | 6.2% | - | - | - | - | 2.1% | 2.9% | - | 2.1% | - |
| Increase slightly | (4) | 32 | 10 | 12 | 11 | 8 | 8 | 4 | 8 | 5 | 8 | 13 | 13 | 6 | 25 | 8 |
| | | 27.6% | 27.4% | 31.4% | 24.3% | 29.0% | 24.8% | 21.8% | 26.2% | 31.5% | 30.9% | 25.7% | 42.8% | 17.0% | 26.6% | 31.2% |
| Stay same | (3) | 67 | 19 | 20 | 27 | 15 | 18 | 11 | 18 | 8 | 15 | 34 | 11 | 21 | 55 | 12 |
| | | 56.8% | 54.0% | 52.9% | 62.5% | 57.3% | 57.2% | 60.3% | 57.5% | 54.0% | 55.2% | 70.1% | 35.8% | 57.2% | 59.0% | 48.7% |
| Decrease slightly | (2) | 2 | 1 | - | 1 | - | 1 | - | - | - | 1 | - | - | 2 | 1 | 1 |
| | | 1.7% | 2.7% | - | 2.4% | - | 3.0% | - | - | - | 3.9% | - | - | 5.4% | 1.1% | 3.8% |
| Decrease greatly | (1) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Don't know | | 14 | 5 | 6 | 4 | 4 | 3 | 3 | 5 | 2 | 3 | 1 | 6 | 8 | 10 | 4 |
| | | 12.3% | 13.3% | 15.7% | 8.4% | 13.6% | 8.9% | 17.8% | 16.3% | 14.5% | 10.1% | 2.0% | 18.5% | 20.4% | 11.2% | 16.3% |
| NETS | | | | | | | | | | | | | j | j | | |
| Net: Increase | | 34 | 11 | 12 | 12 | 8 | 10 | 4 | 8 | 5 | 8 | 14 | 14 | 6 | 27 | 8 |
| | | 29.2% | 30.0% | 31.4% | 26.7% | 29.0% | 30.9% | 21.8% | 26.2% | 31.5% | 30.9% | 27.9% | 45.7% | 17.0% | 28.7% | 31.2% |
| Net: Decrease | | 2 | 1 | - | 1 | - | 1 | - | - | - | 1 | - | - | 2 | 1 | 1 |
| | | 1.7% | 2.7% | - | 2.4% | - | 3.0% | - | - | - | 3.9% | - | - | 5.4% | 1.1% | 3.8% |
| Net: Increase + Stay the same | | 101 | 30 | 32 | 39 | 23 | 28 | 14 | 27 | 12 | 23 | 48 | 26 | 28 | 81 | 20 |
| | | 86.0% | 84.0% | 84.3% | 89.2% | 86.4% | 88.1% | 82.2% | 83.7% | 85.5% | 86.1% | 98.0% | 81.5% | 74.2% | 87.7% | 79.9% |
| Mean score | | 3.3 | 3.3 | 3.4 | 3.3 | 3.3 | 3.4 | 3.3 | 3.3 | 3.4 | 3.3 | 3.3 | 3.6 | 3.1 | 3.3 | 3.3 |

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 | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | *a | b | c | *d | e | *f | g | *h | *i | j | *k | l | m | *n |
| Unweighted Total | | 120 | 25 | 39 | 56 | 26 | 32 | 25 | 46 | 21 | 16 | 43 | 26 | 51 | 102 | 18 |
| Weighted Total | | 119 | 25 | 39 | 55 | 24 | 31 | 26 | 48 | 22 | 16 | 43 | 26 | 49 | 101 | 18 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Increase greatly | (5) | 4 | - | 4 | - | - | 3 | 1 | 1 | - | - | - | 3 | 1 | 4 | - |
| | | 3.3% | - | 10.2% | - | - | 9.3% | 4.2% | 2.3% | - | - | - | 11.6% | 1.9% | 3.9% | - |
| | | | | c | | | | | | | | | | | | |
| Increase slightly | (4) | 15 | 4 | 6 | 6 | 2 | 3 | 3 | 11 | 8 | - | 6 | 2 | 8 | 14 | 2 |
| | | 13.0% | 14.3% | 15.5% | 10.7% | 7.7% | 9.5% | 11.0% | 22.1% | 34.9% | - | 12.7% | 8.2% | 15.8% | 13.5% | 10.2% |
| Stay same | (3) | 86 | 19 | 22 | 45 | 21 | 23 | 18 | 29 | 11 | 13 | 36 | 17 | 33 | 73 | 13 |
| | | 72.1% | 77.0% | 56.3% | 81.1% | 85.1% | 75.3% | 68.6% | 60.2% | 50.6% | 82.4% | 82.5% | 65.3% | 66.6% | 71.8% | 73.6% |
| | | | | b | | | | | | | | | | | | |
| Decrease slightly | (2) | 4 | 1 | 2 | 1 | - | 2 | - | 2 | 2 | - | - | - | 4 | 3 | 1 |
| | | 3.5% | 4.7% | 5.4% | 1.6% | - | 5.9% | - | 4.8% | 10.2% | - | - | - | 8.4% | 3.2% | 4.9% |
| Decrease greatly | (1) | 1 | - | - | 1 | - | - | - | 1 | 1 | - | - | 1 | - | 1 | - |
| | | .8% | - | - | 1.8% | - | - | - | 2.0% | 4.3% | - | - | 3.7% | - | 1.0% | - |
| Don't know | | 9 | 1 | 5 | 3 | 2 | - | 4 | 4 | - | 3 | 2 | 3 | 4 | 7 | 2 |
| | | 7.3% | 4.0% | 12.7% | 4.9% | 7.2% | - | 16.2% | 8.7% | - | 17.6% | 4.9% | 11.2% | 7.3% | 6.5% | 11.3% |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 19 | 4 | 10 | 6 | 2 | 6 | 4 | 12 | 8 | - | 6 | 5 | 9 | 18 | 2 |
| | | 16.3% | 14.3% | 25.6% | 10.7% | 7.7% | 18.8% | 15.2% | 24.4% | 34.9% | - | 12.7% | 19.9% | 17.7% | 17.5% | 10.2% |
| Net: Decrease | | 5 | 1 | 2 | 2 | - | 2 | - | 3 | 3 | - | - | 1 | 4 | 4 | 1 |
| | | 4.3% | 4.7% | 5.4% | 3.4% | - | 5.9% | - | 6.8% | 14.5% | - | - | 3.7% | 8.4% | 4.2% | 4.9% |
| Net: Increase + Stay the same | | 105 | 23 | 32 | 51 | 22 | 29 | 22 | 41 | 19 | 13 | 41 | 22 | 42 | 90 | 15 |
| | | 88.4% | 91.3% | 81.9% | 91.8% | 92.8% | 94.1% | 83.8% | 84.6% | 85.5% | 82.4% | 95.1% | 85.1% | 84.3% | 89.3% | 83.8% |
| Mean score | | 3.2 | 3.1 | 3.3 | 3.1 | 3.1 | 3.2 | 3.2 | 3.2 | 3.2 | 3.0 | 3.1 | 3.3 | 3.1 | 3.2 | 3.1 |
| | | | | c | | | | | | | | | | | | |

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

Jobs Outlook - Combined

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 | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | a | b | c | *d | e | *f | g | *h | *i | j | k | l | m | *n |
| Unweighted Total | | 108 | 36 | 39 | 33 | 20 | 33 | 20 | 38 | 18 | 17 | 37 | 34 | 37 | 88 | 20 |
| Weighted Total | | 107 | 36 | 39 | 32 | 19 | 32 | 21 | 41 | 20 | 17 | 37 | 34 | 36 | 88 | 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) | 9 | 2 | 5 | 2 | 1 | 3 | 1 | 3 | 2 | 3 | 3 | 3 | 6 | 3 |
| | | | 8.0% | 5.6% | 12.1% | 5.7% | 5.6% | 9.1% | 4.5% | 7.2% | 10.1% | 7.6% | 8.3% | 8.1% | 6.7% | 14.2% |
| Increase slightly | | (4) | 33 | 14 | 9 | 9 | 6 | 10 | 8 | 14 | 6 | 12 | 11 | 11 | 27 | 6 |
| | | | 30.8% | 40.4% | 23.4% | 29.2% | 30.4% | 30.4% | 40.5% | 34.9% | 29.0% | 32.0% | 31.5% | 29.0% | 30.9% | 30.7% |
| Stay same | | (3) | 55 | 15 | 22 | 17 | 10 | 16 | 11 | 19 | 9 | 22 | 16 | 17 | 47 | 8 |
| | | | 51.0% | 42.0% | 57.1% | 53.7% | 53.9% | 51.3% | 50.8% | 47.2% | 43.5% | 58.0% | 48.2% | 46.4% | 53.1% | 41.6% |
| Decrease slightly | | (2) | 3 | 2 | - | 1 | - | 2 | - | 1 | - | - | 1 | 2 | 3 | - |
| | | | 2.9% | 6.0% | - | 3.0% | - | 6.1% | - | 2.8% | 5.8% | - | 2.9% | 5.8% | 3.5% | - |
| Decrease greatly | | (1) | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Don't know | | | 8 | 2 | 3 | 3 | 2 | 1 | 1 | 3 | 2 | 1 | 3 | 4 | 5 | 3 |
| | | | 7.2% | 6.0% | 7.4% | 8.4% | 10.1% | 3.1% | 4.2% | 7.8% | 11.6% | 2.4% | 9.0% | 10.6% | 5.9% | 13.6% |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | | 42 | 16 | 14 | 11 | 7 | 12 | 9 | 17 | 8 | 15 | 13 | 13 | 33 | 9 |
| | | | 38.8% | 46.0% | 35.5% | 35.0% | 36.0% | 39.5% | 45.0% | 42.1% | 39.1% | 39.6% | 39.9% | 37.1% | 37.5% | 44.8% |
| Net: Decrease | | | 3 | 2 | - | 1 | - | 2 | - | 1 | - | - | 1 | 2 | 3 | - |
| | | | 2.9% | 6.0% | - | 3.0% | - | 6.1% | - | 2.8% | 5.8% | - | 2.9% | 5.8% | 3.5% | - |
| Net: Increase + Stay the same | | | 96 | 31 | 36 | 29 | 17 | 29 | 20 | 36 | 15 | 37 | 30 | 30 | 80 | 17 |
| | | | 89.9% | 88.0% | 92.6% | 88.7% | 89.9% | 90.8% | 95.8% | 89.4% | 82.6% | 97.6% | 88.1% | 83.6% | 90.6% | 86.4% |
| | | | | | | | | | | | | l | | | | |
| Mean score | | | 3.5 | 3.5 | 3.5 | 3.4 | 3.5 | 3.4 | 3.5 | 3.5 | 3.5 | 3.5 | 3.5 | 3.4 | 3.4 | 3.7 |

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

Jobs Outlook - Combined

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 | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | *a | *b | *c | *d | *e | *f | g | *h | *i | j | *k | *l | m | *n |
| Unweighted Total | | 78 | 23 | 27 | 28 | 14 | 14 | 18 | 34 | 16 | 16 | 32 | 17 | 29 | 66 | 12 |
| Weighted Total | | 79 | 22 | 28 | 28 | 13 | 13 | 19 | 36 | 17 | 16 | 33 | 18 | 28 | 66 | 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) | 2 | 1 | 1 | - | - | 1 | - | - | - | 1 | - | 2 | - | 1 | 1 |
| | | 2.2% | 4.2% | 2.9% | - | - | 7.0% | - | - | - | 5.1% | - | 10.0% | - | 1.4% | 6.4% |
| Increase slightly | (4) | 16 | 7 | 4 | 5 | - | 1 | 4 | 10 | 7 | 5 | 9 | 1 | 6 | 15 | 1 |
| | | 20.3% | 31.4% | 14.3% | 17.5% | - | 6.8% | 19.6% | 28.5% | 38.3% | 29.0% | 26.2% | 6.7% | 22.0% | 22.9% | 7.0% |
| Stay same | (3) | 55 | 12 | 21 | 22 | 11 | 10 | 13 | 24 | 11 | 10 | 21 | 14 | 19 | 43 | 11 |
| | | 69.3% | 56.0% | 73.1% | 76.0% | 85.4% | 72.8% | 70.7% | 66.4% | 61.7% | 60.1% | 65.4% | 78.1% | 68.4% | 65.9% | 86.6% |
| Decrease slightly | (2) | 3 | 1 | 2 | - | 1 | 1 | - | - | - | 1 | 1 | 1 | 1 | 3 | - |
| | | 3.5% | 4.2% | 6.5% | - | 7.2% | 6.7% | - | - | - | 5.7% | 2.8% | 5.2% | 3.2% | 4.2% | - |
| Decrease greatly | (1) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Don't know | | 4 | 1 | 1 | 2 | 1 | 1 | 2 | 2 | - | - | 2 | - | 2 | 4 | - |
| | | 4.7% | 4.3% | 3.2% | 6.5% | 7.4% | 6.7% | 9.7% | 5.1% | - | - | 5.6% | - | 6.5% | 5.6% | - |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 18 | 8 | 5 | 5 | - | 2 | 4 | 10 | 7 | 6 | 9 | 3 | 6 | 16 | 2 |
| | | 22.5% | 35.6% | 17.2% | 17.5% | - | 13.8% | 19.6% | 28.5% | 38.3% | 34.1% | 26.2% | 16.6% | 22.0% | 24.3% | 13.4% |
| Net: Decrease | | 3 | 1 | 2 | - | 1 | 1 | - | - | - | 1 | 1 | 1 | 1 | 3 | - |
| | | 3.5% | 4.2% | 6.5% | - | 7.2% | 6.7% | - | - | - | 5.7% | 2.8% | 5.2% | 3.2% | 4.2% | - |
| Net: Increase + Stay the same | | 72 | 20 | 25 | 27 | 11 | 12 | 17 | 35 | 17 | 15 | 30 | 17 | 26 | 59 | 13 |
| | | 91.8% | 91.6% | 90.3% | 93.5% | 85.4% | 86.5% | 90.3% | 94.9% | 100.0% | 94.3% | 91.5% | 94.8% | 90.3% | 90.2% | 100.0% |
| Mean score | | 3.2 | 3.4 | 3.1 | 3.2 | 2.9 | 3.2 | 3.2 | 3.3 | 3.4 | 3.3 | 3.2 | 3.2 | 3.2 | 3.2 | 3.2 |

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

Jobs Outlook - Combined

Q11_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 | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | *a | *b | *c | *d | *e | *f | *g | *h | *i | *j | *k | *l | m | *n |
| Unweighted Total | | 54 | 12 | 19 | 23 | 10 | 18 | 10 | 16 | 6 | 10 | 29 | 12 | 13 | 45 | 9 |
| Weighted Total | | 55 | 11 | 21 | 23 | 10 | 17 | 10 | 17 | 7 | 11 | 30 | 11 | 13 | 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) | 18 | 4 | 7 | 7 | 2 | 8 | 2 | 5 | 3 | 3 | 10 | 5 | 3 | 17 | 1 |
| | | 32.3% | 34.5% | 34.8% | 29.0% | 18.2% | 44.7% | 18.0% | 31.7% | 53.3% | 26.4% | 31.5% | 43.5% | 24.7% | 36.9% | 9.8% |
| Stay same | (3) | 35 | 7 | 13 | 14 | 7 | 10 | 8 | 11 | 2 | 7 | 21 | 5 | 8 | 27 | 7 |
| | | 62.7% | 65.5% | 65.2% | 59.2% | 73.5% | 55.3% | 82.0% | 62.5% | 31.8% | 65.0% | 68.5% | 48.0% | 62.1% | 59.2% | 80.3% |
| Decrease slightly | (2) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Decrease greatly | (1) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Don't know | | 3 | - | - | 3 | 1 | - | - | 1 | 1 | 1 | - | 1 | 2 | 2 | 1 |
| | | 5.0% | - | - | 11.8% | 8.3% | - | - | 5.8% | 14.8% | 8.6% | - | 8.5% | 13.3% | 3.9% | 10.0% |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 18 | 4 | 7 | 7 | 2 | 8 | 2 | 5 | 3 | 3 | 10 | 5 | 3 | 17 | 1 |
| | | 32.3% | 34.5% | 34.8% | 29.0% | 18.2% | 44.7% | 18.0% | 31.7% | 53.3% | 26.4% | 31.5% | 43.5% | 24.7% | 36.9% | 9.8% |
| Net: Decrease | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Net: Increase + Stay the same | | 52 | 11 | 21 | 20 | 9 | 17 | 10 | 16 | 6 | 10 | 30 | 10 | 12 | 44 | 8 |
| | | 95.0% | 100.0% | 100.0% | 88.2% | 91.7% | 100.0% | 100.0% | 94.2% | 85.2% | 91.4% | 100.0% | 91.5% | 86.7% | 96.1% | 90.0% |
| Mean score | | 3.3 | 3.3 | 3.3 | 3.3 | 3.2 | 3.4 | 3.2 | 3.3 | 3.6 | 3.3 | 3.3 | 3.5 | 3.3 | 3.4 | 3.1 |

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 | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | a | b | c | d | e | *f | g | *h | *i | j | k | l | m | n |
| Unweighted Total | | 143 | 41 | 43 | 59 | 34 | 34 | 29 | 55 | 26 | 20 | 35 | 47 | 61 | 111 | 32 |
| Weighted Total | | 142 | 40 | 45 | 57 | 32 | 33 | 29 | 57 | 28 | 20 | 35 | 47 | 60 | 110 | 32 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Increase greatly | (5) | 2 | - | 2 | - | - | 2 | - | - | - | - | - | 2 | - | 2 | - |
| | | 1.4% | - | 4.3% | - | - | 5.9% | - | - | - | - | - | 4.1% | - | 1.8% | - |
| Increase slightly | (4) | 21 | 10 | 6 | 5 | 5 | 4 | 2 | 10 | 8 | 3 | 1 | 11 | 9 | 14 | 7 |
| | | 15.1% | 25.5% | 14.4% | 8.4% | 14.8% | 11.5% | 7.3% | 17.8% | 28.6% | 14.1% | 3.1% | 23.6% | 15.6% | 12.7% | 23.2% |
| Stay same | (3) | c | | | | | | | | | | | j | | | |
| | | 101 | 26 | 28 | 47 | 23 | 25 | 21 | 37 | 16 | 17 | 31 | 31 | 39 | 81 | 20 |
| | | 71.1% | 64.6% | 62.7% | 82.1% | 73.9% | 74.3% | 72.0% | 64.0% | 55.7% | 81.3% | 88.2% | 66.0% | 64.9% | 73.7% | 62.1% |
| Decrease slightly | (2) | 4 | 1 | 2 | 1 | - | 2 | - | 2 | 2 | - | - | - | 4 | 3 | 1 |
| | | 2.9% | 2.9% | 4.7% | 1.5% | - | 5.6% | - | 4.0% | 8.2% | - | - | - | 6.9% | 3.0% | 2.7% |
| Decrease greatly | (1) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Don't know | | 14 | 3 | 6 | 5 | 4 | 1 | 6 | 8 | 2 | 1 | 3 | 3 | 8 | 10 | 4 |
| | | 9.5% | 7.0% | 13.9% | 7.9% | 11.3% | 2.8% | 20.7% | 14.2% | 7.5% | 4.6% | 8.6% | 6.3% | 12.6% | 8.8% | 12.0% |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 23 | 10 | 8 | 5 | 5 | 6 | 2 | 10 | 8 | 3 | 1 | 13 | 9 | 16 | 7 |
| | | 16.5% | 25.5% | 18.7% | 8.4% | 14.8% | 17.3% | 7.3% | 17.8% | 28.6% | 14.1% | 3.1% | 27.7% | 15.6% | 14.5% | 23.2% |
| Net: Decrease | | c | | | | | | | | | | | j | | | |
| | | 4 | 1 | 2 | 1 | - | 2 | - | 2 | 2 | - | - | - | 4 | 3 | 1 |
| | | 2.9% | 2.9% | 4.7% | 1.5% | - | 5.6% | - | 4.0% | 8.2% | - | - | - | 6.9% | 3.0% | 2.7% |
| Net: Increase + Stay the same | | 125 | 36 | 36 | 52 | 28 | 30 | 23 | 47 | 24 | 19 | 32 | 44 | 48 | 97 | 28 |
| | | 87.5% | 90.1% | 81.4% | 90.5% | 88.7% | 91.6% | 79.3% | 81.8% | 84.3% | 95.4% | 91.4% | 93.7% | 80.4% | 88.2% | 85.3% |
| Mean score | | 3.2 | 3.2 | 3.2 | 3.1 | 3.2 | 3.2 | 3.1 | 3.2 | 3.2 | 3.1 | 3.0 | 3.3 | 3.1 | 3.1 | 3.2 |
| | | | | | | | | | | | | | jl | | | |

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 | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | *a | *b | *c | *d | *e | *f | *g | *h | *i | *j | *k | *l | *m | *n |
| Unweighted Total | | 17 | 3 | 8 | 6 | 2 | 4 | 2 | 6 | 4 | 5 | 8 | 2 | 7 | 16 | 1 |
| Weighted Total | | 19 | 3 | 9 | 6 | 2 | 5 | 2 | 6 | 4 | 6 | 9 | 3 | 7 | 18 | 1 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Increase greatly | | (5) | 2 | 2 | - | - | 2 | - | - | - | - | - | 2 | - | 2 | - |
| | | 10.2% | - | 20.5% | - | - | 39.6% | - | - | - | - | - | 65.9% | - | 10.9% | - |
| Increase slightly | | (4) | 4 | 3 | - | - | - | 1 | 3 | 2 | 1 | 3 | - | 1 | 4 | - |
| | | 21.8% | 35.4% | 31.3% | - | - | - | 50.0% | 51.2% | 51.7% | 14.6% | 33.5% | - | 16.3% | 23.3% | - |
| Stay same | | (3) | 12 | 4 | 6 | 2 | 2 | 1 | 3 | 2 | 5 | 6 | 1 | 5 | 11 | 1 |
| | | 63.3% | 64.6% | 38.9% | 100.0% | 100.0% | 42.3% | 50.0% | 48.8% | 48.3% | 85.4% | 66.5% | 34.1% | 71.4% | 60.8% | 100.0% |
| Decrease slightly | | (2) | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Decrease greatly | | (1) | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Don't know | | 1 | - | 1 | - | - | 1 | - | - | - | - | - | - | 1 | 1 | - |
| | | 4.7% | - | 9.4% | - | - | 18.1% | - | - | - | - | - | - | 12.3% | 5.0% | - |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 6 | 1 | 5 | - | - | 2 | 1 | 3 | 2 | 1 | 3 | 2 | 1 | 6 | - |
| | | 32.0% | 35.4% | 51.8% | - | - | 39.6% | 50.0% | 51.2% | 51.7% | 14.6% | 33.5% | 65.9% | 16.3% | 34.2% | - |
| Net: Decrease | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Net: Increase + Stay the same | | 18 | 3 | 9 | 6 | 2 | 4 | 2 | 6 | 4 | 6 | 9 | 3 | 6 | 17 | 1 |
| | | 95.3% | 100.0% | 90.6% | 100.0% | 100.0% | 81.9% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 87.7% | 95.0% | 100.0% |
| Mean score | | 3.4 | 3.4 | 3.8 | 3.0 | 3.0 | 4.0 | 3.5 | 3.5 | 3.5 | 3.1 | 3.3 | 4.3 | 3.2 | 3.5 | 3.0 |

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

Jobs Outlook - Combined

Q11_12. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next four to twelve months?

Marketing, media & creative

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

| | | WAVE | | | | REGION | | | | | SIZE | | | SECTOR | | |
|-------------------------------|-----|--------|-------------|----------------|--------------|--------|----------|------------------------|------------------------|--------|--------|--------|--------|--------|---------|--------|
| | | Total | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 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 | 42 | 42 | 49 | 24 | 38 | 25 | 46 | 21 | 25 | 51 | 34 | 48 | 113 | 20 |
| Weighted Total | | 131 | 41 | 42 | 48 | 22 | 36 | 24 | 48 | 23 | 25 | 52 | 33 | 47 | 112 | 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) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Increase slightly | (4) | 25 | 6 | 7 | 12 | 4 | 7 | 4 | 11 | 7 | 4 | 9 | 9 | 7 | 20 | 5 |
| | | 19.1% | 15.0% | 16.5% | 25.1% | 17.5% | 18.7% | 16.2% | 22.3% | 28.8% | 15.1% | 17.2% | 27.8% | 15.2% | 17.9% | 26.0% |
| Stay same | (3) | 90 | 31 | 28 | 31 | 16 | 27 | 16 | 29 | 13 | 19 | 39 | 22 | 30 | 80 | 10 |
| | | 68.9% | 75.3% | 66.7% | 65.4% | 70.1% | 73.6% | 67.3% | 62.0% | 56.5% | 74.1% | 74.6% | 66.6% | 64.2% | 71.4% | 54.1% |
| Decrease slightly | (2) | 4 | 1 | 2 | 1 | - | 1 | - | 3 | 3 | - | 1 | - | 3 | 3 | 1 |
| | | 3.3% | 2.8% | 5.3% | 1.9% | - | 2.4% | - | 7.2% | 14.7% | - | 2.1% | - | 6.8% | 3.0% | 4.7% |
| Decrease greatly | (1) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Don't know | | 11 | 3 | 5 | 4 | 3 | 2 | 4 | 4 | - | 3 | 3 | 2 | 6 | 9 | 3 |
| | | 8.7% | 6.9% | 11.5% | 7.7% | 12.4% | 5.3% | 16.5% | 8.5% | - | 10.9% | 6.0% | 5.5% | 13.8% | 7.6% | 15.2% |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 25 | 6 | 7 | 12 | 4 | 7 | 4 | 11 | 7 | 4 | 9 | 9 | 7 | 20 | 5 |
| | | 19.1% | 15.0% | 16.5% | 25.1% | 17.5% | 18.7% | 16.2% | 22.3% | 28.8% | 15.1% | 17.2% | 27.8% | 15.2% | 17.9% | 26.0% |
| Net: Decrease | | 4 | 1 | 2 | 1 | - | 1 | - | 3 | 3 | - | 1 | - | 3 | 3 | 1 |
| | | 3.3% | 2.8% | 5.3% | 1.9% | - | 2.4% | - | 7.2% | 14.7% | - | 2.1% | - | 6.8% | 3.0% | 4.7% |
| Net: Increase + Stay the same | | 115 | 37 | 35 | 43 | 19 | 33 | 20 | 40 | 20 | 22 | 47 | 31 | 37 | 100 | 15 |
| | | 88.0% | 90.3% | 83.2% | 90.4% | 87.6% | 92.3% | 83.5% | 84.4% | 85.3% | 89.1% | 91.8% | 94.5% | 79.4% | 89.4% | 80.1% |
| Mean score | | 3.2 | 3.1 | 3.1 | 3.3 | 3.2 | 3.2 | 3.2 | 3.2 | 3.1 | 3.2 | 3.2 | 3.3 | 3.1 | 3.2 | 3.3 |

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

Jobs Outlook - Combined

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 | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | a | b | c | d | e | f | g | h | i | j | k | l | m | n |
| Unweighted Total | | 275 | 89 | 89 | 97 | 61 | 67 | 60 | 102 | 42 | 45 | 113 | 73 | 89 | 228 | 47 |
| Weighted Total | | 278 | 90 | 92 | 96 | 59 | 65 | 62 | 108 | 46 | 46 | 119 | 72 | 87 | 230 | 48 |
| | | 100.0% | 100.0% | 100.0% | 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 | 3 | 1 | - | 5 | - | - | - | - | 2 | 2 | 1 | 5 | - |
| | | 1.7% | 1.0% | 3.2% | 1.1% | - | 7.4% dfg | - | - | - | - | 1.6% | 2.7% | 1.1% | 2.1% | - |
| Increase slightly | (4) | 45 | 17 | 12 | 16 | 9 | 8 | 7 | 19 | 12 | 9 | 16 | 16 | 13 | 38 | 7 |
| | | 16.3% | 19.1% | 13.3% | 16.4% | 15.9% | 12.0% | 11.0% | 17.8% | 26.9% f | 19.2% | 13.6% | 21.9% | 15.2% | 16.5% | 15.3% |
| Stay same | (3) | 198 | 63 | 62 | 72 | 43 | 47 | 47 | 75 | 28 | 32 | 94 | 48 | 55 | 164 | 34 |
| | | 71.2% | 70.2% | 68.2% | 75.0% | 73.4% | 71.9% | 76.1% | 69.7% | 61.1% | 70.9% | 79.6% kl | 66.1% | 64.0% | 71.3% | 70.8% |
| Decrease slightly | (2) | 5 | 1 | 3 | 1 | - | 2 | - | 3 | 3 | - | 1 | - | 4 | 4 | 1 |
| | | 1.9% | 1.3% | 3.5% | .9% | - | 2.8% | - | 3.2% | 7.4% df | - | .9% | - | 4.8% | 1.9% | 1.9% |
| Decrease greatly | (1) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Don't know | | 25 8.9% | 8 8.4% | 11 11.8% | 6 6.6% | 6 10.8% | 4 5.8% | 8 12.9% | 10 9.3% | 2 4.5% | 5 9.9% | 5 4.2% | 7 9.4% | 13 14.9% j | 19 8.2% | 6 12.1% |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 50 18.0% | 18 20.1% | 15 16.5% | 17 17.5% | 9 15.9% | 13 19.4% | 7 11.0% | 19 17.8% | 12 26.9% f | 9 19.2% | 18 15.2% | 18 24.5% | 14 16.3% | 43 18.6% | 7 15.3% |
| Net: Decrease | | 5 1.9% | 1 1.3% | 3 3.5% | 1 .9% | - - | 2 2.8% | - - | 3 3.2% | 3 7.4% df | - - | 1 .9% | - - | 4 4.8% | 4 1.9% | 1 1.9% |
| Net: Increase + Stay the same | | 248 89.2% | 81 90.3% | 78 84.7% | 89 92.5% | 53 89.2% | 59 91.4% | 54 87.1% | 94 87.5% | 40 88.1% | 41 90.1% | 112 94.8% l | 66 90.6% | 70 80.3% | 207 89.9% | 41 86.0% |
| Mean score | | 3.2 | 3.2 | 3.2 | 3.2 | 3.2 | 3.3 | 3.1 | 3.2 | 3.2 | 3.2 | 3.2 | 3.3 | 3.1 | 3.2 | 3.2 |

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

Jobs Outlook - Combined

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

Sales & retail

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

| | | WAVE | | | REGION | | | | | | SIZE | | | SECTOR | | |
|-------------------------------|--|--------|-------------|----------------|--------------|--------|----------|------------------------|------------------------|--------|--------|--------|--------|--------|---------|--------|
| | | Total | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | a | b | c | d | e | f | g | *h | *i | j | k | l | m | n |
| Unweighted Total | | 152 | 44 | 58 | 50 | 34 | 37 | 32 | 57 | 25 | 24 | 71 | 33 | 48 | 119 | 33 |
| Weighted Total | | 154 | 45 | 59 | 49 | 33 | 36 | 33 | 60 | 28 | 25 | 75 | 32 | 47 | 119 | 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 | 2 | 1 | 2 | - | - | - | 1 | 1 | 1 | 2 | 2 | 2 |
| | | | 2.3% | 2.0% | 3.0% | 1.7% | 2.6% | 5.2% | - | - | 3.4% | 1.2% | 2.6% | 3.8% | 1.5% | 5.2% |
| Increase slightly | | (4) | 32 | 9 | 12 | 11 | 7 | 5 | 9 | 16 | 7 | 14 | 5 | 13 | 24 | 8 |
| | | | 21.0% | 19.9% | 20.9% | 22.1% | 20.9% | 13.3% | 26.9% | 25.8% | 24.6% | 18.9% | 15.8% | 27.8% | 20.2% | 23.7% |
| Stay same | | (3) | 98 | 29 | 36 | 33 | 21 | 28 | 19 | 33 | 14 | 53 | 22 | 23 | 80 | 18 |
| | | | 63.7% | 64.1% | 60.7% | 67.0% | 65.4% | 76.3% | 57.5% | 54.8% | 51.6% | 70.1% | 69.2% | 49.7% | 66.7% | 53.3% |
| | | | | | | | g | | | | | l | | | | |
| Decrease slightly | | (2) | 4 | 1 | 2 | 1 | - | - | - | 4 | 4 | 3 | - | 1 | 3 | 1 |
| | | | 2.8% | 2.5% | 3.8% | 1.8% | - | - | - | 7.1% | 15.4% | 4.2% | - | 2.5% | 2.8% | 2.6% |
| Decrease greatly | | (1) | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Don't know | | | 16 | 5 | 7 | 4 | 4 | 2 | 5 | 7 | 2 | 4 | 4 | 8 | 10 | 5 |
| | | | 10.2% | 11.5% | 11.6% | 7.4% | 11.2% | 5.3% | 15.6% | 12.3% | 8.4% | 5.6% | 12.4% | 16.2% | 8.8% | 15.2% |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | | 36 | 10 | 14 | 12 | 8 | 7 | 9 | 16 | 7 | 15 | 6 | 15 | 26 | 10 |
| | | | 23.3% | 21.9% | 23.9% | 23.7% | 23.4% | 18.4% | 26.9% | 25.8% | 24.6% | 20.1% | 18.3% | 31.6% | 21.6% | 28.9% |
| Net: Decrease | | | 4 | 1 | 2 | 1 | - | - | - | 4 | 4 | 3 | - | 1 | 3 | 1 |
| | | | 2.8% | 2.5% | 3.8% | 1.8% | - | - | - | 7.1% | 15.4% | 4.2% | - | 2.5% | 2.8% | 2.6% |
| Net: Increase + Stay the same | | | 134 | 39 | 50 | 45 | 29 | 34 | 27 | 49 | 21 | 68 | 28 | 38 | 105 | 28 |
| | | | 87.0% | 86.0% | 84.6% | 90.8% | 88.8% | 94.7% | 84.4% | 80.6% | 76.2% | 90.2% | 87.6% | 81.4% | 88.4% | 82.2% |
| Mean score | | | 3.3 | 3.2 | 3.3 | 3.3 | 3.3 | 3.2 | 3.3 | 3.2 | 3.1 | 3.2 | 3.2 | 3.4 | 3.2 | 3.4 |

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

Jobs Outlook - Combined

Q11_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 | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 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 | 26 | 37 | 47 | 23 | 23 | 24 | 43 | 19 | 21 | 42 | 30 | 38 | 95 | 15 |
| Weighted Total | | 109 | 26 | 38 | 46 | 22 | 23 | 23 | 44 | 21 | 21 | 41 | 30 | 38 | 95 | 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) | 3 | 1 | 2 | - | 3 | - | - | - | - | 1 | 2 | - | 3 | - |
| | | | 2.6% | 3.6% | 5.1% | - | 12.4% | - | - | - | - | 2.2% | 6.6% | - | 3.0% | - |
| Increase slightly | | (4) | 20 | 4 | 8 | 4 | 4 | 3 | 9 | 6 | 4 | 6 | 8 | 6 | 17 | 3 |
| | | | 18.6% | 16.4% | 21.7% | 17.0% | 16.9% | 13.6% | 20.5% | 28.1% | 18.2% | 14.0% | 27.8% | 16.5% | 18.2% | 21.5% |
| Stay same | | (3) | 71 | 17 | 21 | 33 | 16 | 11 | 18 | 30 | 12 | 33 | 16 | 22 | 63 | 8 |
| | | | 64.8% | 64.7% | 55.6% | 72.6% | 74.4% | 46.5% | 78.4% | 67.8% | 56.1% | 79.1% kl | 53.1% | 58.3% | 65.7% | 58.7% |
| Decrease slightly | | (2) | 5 | 1 | 2 | 2 | - | 3 | - | 2 | 2 | - | - | 5 | 4 | 1 |
| | | | 4.7% | 4.5% | 5.5% | 4.0% | - | 12.2% | - | 5.3% | 11.1% | - | - | 13.3% jk | 4.4% | 6.3% |
| Decrease greatly | | (1) | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Don't know | | | 10 | 3 | 5 | 3 | 2 | 3 | 2 | 3 | 1 | 2 | 4 | 5 | 8 | 2 |
| | | | 9.3% | 10.9% | 12.0% | 6.2% | 8.6% | 12.0% | 8.0% | 6.4% | 4.7% | 4.7% | 12.5% | 12.0% | 8.7% | 13.6% |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | | 23 | 5 | 10 | 8 | 4 | 7 | 3 | 9 | 6 | 7 | 10 | 6 | 20 | 3 |
| | | | 21.2% | 19.9% | 26.8% | 17.2% | 17.0% | 29.3% | 13.6% | 20.5% | 28.1% | 16.2% | 34.4% | 16.5% | 21.2% | 21.5% |
| Net: Decrease | | | 5 | 1 | 2 | 2 | - | 3 | - | 2 | 2 | - | - | 5 | 4 | 1 |
| | | | 4.7% | 4.5% | 5.5% | 4.0% | - | 12.2% | - | 5.3% | 11.1% | - | - | 13.3% jk | 4.4% | 6.3% |
| Net: Increase + Stay the same | | | 94 | 22 | 31 | 41 | 20 | 17 | 21 | 39 | 17 | 40 | 26 | 29 | 83 | 11 |
| | | | 86.0% | 84.6% | 82.5% | 89.7% | 91.4% | 75.8% | 92.0% | 88.3% | 84.2% | 95.3% l | 87.5% | 74.7% | 86.9% | 80.2% |
| Mean score | | | 3.2 | 3.2 | 3.3 | 3.1 | 3.2 | 3.3 | 3.1 | 3.2 | 3.2 | 3.2 | 3.5 | 3.0 | 3.2 | 3.2 |

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

Jobs Outlook - Combined

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

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

| | | WAVE | | | REGION | | | | | | SIZE | | | SECTOR | |
|--|--------|-------------|-----------|---------|--------|----------|-----------|-----------|--------|--------|--------|--------|--------|---------|--------|
| | | | September | October | | | South | South | | | | | | | |
| | Total | August 2017 | 2017 | 2017 | North | Midlands | excluding | including | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | a | b | c | d | e | f | g | h | i | j | k | l | m | n |
| Unweighted Total | 495 | 160 | 165 | 170 | 102 | 125 | 112 | 191 | 79 | 77 | 246 | 123 | 126 | 405 | 90 |
| Weighted Total | 494 | 159 | 165 | 170 | 99 | 121 | 115 | 200 | 85 | 75 | 249 | 122 | 123 | 403 | 91 |
| | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Accounting and financial services | 24 | 9 | 2 | 13 | 2 | 7 | 6 | 13 | 7 | 3 | 9 | 7 | 8 | 18 | 6 |
| | 10.8% | 14.7% | 2.9% | 14.5% | 4.3% | 11.2% | 10.9% | 13.8% | 17.8% | 10.1% | 9.8% | 12.9% | 10.6% | 9.9% | 14.6% |
| | | b | | b | | | | | | | | | | | |
| Construction | 21 | 6 | 5 | 11 | 6 | 7 | 3 | 6 | 3 | 3 | 15 | 4 | 3 | 19 | 2 |
| | 35.4% | 28.6% | 34.9% | 40.9% | 43.0% | 40.6% | 23.8% | 26.6% | 29.8% | 37.4% | 41.5% | 26.3% | 26.9% | 37.0% | 24.2% |
| Drivers | 20 | 7 | 6 | 8 | 3 | 6 | 5 | 8 | 3 | 4 | 12 | 4 | 4 | 17 | 3 |
| | 17.7% | 21.9% | 12.8% | 19.7% | 11.2% | 23.3% | 18.1% | 18.4% | 18.8% | 18.0% | 26.5% | 13.9% | 10.1% | 18.2% | 15.5% |
| Education | 19 | 3 | 9 | 7 | 4 | 6 | 7 | 9 | 2 | 1 | 9 | 5 | 5 | 17 | 2 |
| | 26.8% | 22.5% | 36.0% | 21.9% | 20.6% | 34.3% | 40.3% | 32.4% | 19.6% | 8.8% | 31.5% | 23.7% | 24.0% | 27.6% | 21.1% |
| Engineering & technical | 34 | 8 | 10 | 16 | 8 | 8 | 4 | 8 | 4 | 9 | 19 | 6 | 8 | 27 | 6 |
| | 28.6% | 21.9% | 26.5% | 35.7% | 31.5% | 24.0% | 22.7% | 26.0% | 29.9% | 34.2% | 39.5% | 20.4% | 21.3% | 29.2% | 26.3% |
| Executive recruitment / interim management | 18 | 3 | 6 | 8 | 3 | 7 | 1 | 8 | 7 | 1 | 7 | 6 | 5 | 16 | 2 |
| | 15.1% | 13.1% | 16.0% | 15.4% | 11.5% | 21.1% | 4.2% | 15.9% | 29.2% | 6.5% | 16.3% | 22.4% | 10.2% | 16.1% | 9.9% |
| Health & social care | 54 | 22 | 18 | 14 | 10 | 17 | 13 | 20 | 6 | 7 | 15 | 19 | 20 | 47 | 7 |
| | 50.2% | 61.5% | 45.7% | 43.0% | 54.5% | 53.9% | 63.0% | 48.4% | 32.8% | 42.8% | 39.8% | 55.5% | 56.0% | 53.8% | 33.8% |
| Hospitality | 22 | 7 | 9 | 6 | 3 | 2 | 7 | 14 | 7 | 3 | 10 | 7 | 5 | 15 | 7 |
| | 27.6% | 31.4% | 32.1% | 20.2% | 21.9% | 14.2% | 39.4% | 39.0% | 38.6% | 17.4% | 29.7% | 40.8% | 16.9% | 22.8% | 52.3% |
| Industrial | 13 | 2 | 5 | 6 | 2 | 9 | 1 | 1 | - | 1 | 8 | 2 | 3 | 11 | 2 |
| | 23.2% | 16.0% | 24.2% | 25.8% | 18.8% | 49.7% | 8.9% | 5.4% | - | 12.1% | 26.5% | 16.6% | 21.2% | 23.7% | 20.4% |
| Legal & HR | 9 | 3 | 3 | 3 | 2 | 2 | 1 | 4 | 3 | 1 | 3 | 4 | 2 | 8 | 1 |
| | 6.4% | 8.2% | 6.2% | 5.3% | 6.1% | 5.9% | 3.2% | 7.7% | 12.3% | 4.0% | 8.0% | 8.2% | 3.9% | 7.2% | 3.7% |
| Life sciences | 5 | 1 | 3 | 1 | - | 3 | 1 | 2 | 1 | - | 2 | 2 | 1 | 5 | - |
| | 26.7% | 35.2% | 31.1% | 15.3% | - | 59.0% | 50.0% | 33.8% | 26.5% | - | 24.7% | 65.9% | 13.2% | 28.5% | - |
| Marketing, media & creative | 9 | 2 | 3 | 4 | 1 | 2 | 1 | 2 | 1 | 4 | 4 | 1 | 4 | 8 | 1 |
| | 6.7% | 4.9% | 6.5% | 8.3% | 4.5% | 5.1% | 3.8% | 4.4% | 5.0% | 15.3% | 7.3% | 2.7% | 8.8% | 6.9% | 5.2% |
| Office professionals | 27 | 10 | 7 | 10 | 7 | 6 | 8 | 12 | 4 | 3 | 15 | 5 | 7 | 22 | 5 |
| | 9.8% | 11.0% | 7.6% | 10.7% | 11.1% | 8.9% | 12.1% | 11.0% | 9.5% | 6.4% | 13.0% | 6.6% | 8.0% | 9.8% | 9.8% |
| Sales & retail | 26 | 6 | 10 | 10 | 6 | 4 | 10 | 12 | 2 | 5 | 14 | 3 | 10 | 23 | 3 |
| | 16.8% | 14.3% | 16.2% | 19.9% | 17.0% | 10.3% | 29.5% | 19.3% | 7.5% | 20.0% | 18.4% | 8.0% | 20.3% | 19.4% | 7.9% |
| | | | | | | | e | | | | | | | | |

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 | |
|-------------------------|--------|-------------|-------------------|--------------|--------|----------|------------------------------|------------------------------|--------|--------|--------|--------|--------|---------|--------|
| | | | September 2017 | October 2017 | | | South excluding London | South including London | | | | | | | |
| | Total | 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 | 495 | 160 | 165 | 170 | 102 | 125 | 112 | 191 | 79 | 77 | 246 | 123 | 126 | 405 | 90 |
| Weighted Total | 494 | 159 | 165 | 170 | 99 | 121 | 115 | 200 | 85 | 75 | 249 | 122 | 123 | 403 | 91 |
| | 100.0% | 100.0% | 100.0% | 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 | 16 | 4 | 4 | 8 | 3 | 5 | 2 | 6 | 5 | 2 | 8 | 4 | 4 | 16 | - |
| | 14.7% | 16.5% | 10.1% | 17.6% | 13.4% | 20.9% | 8.0% | 14.6% | 22.0% | 9.6% | 19.4% | 13.4% | 10.8% | 16.9% | - |
| None | 287 | 94 | 92 | 101 | 58 | 68 | 64 | 113 | 49 | 49 | 150 | 69 | 69 | 223 | 65 |
| | 58.1% | 59.3% | 55.8% | 59.3% | 58.7% | 56.1% | 55.8% | 56.3% | 56.9% | 65.7% | 60.0% | 56.5% | 55.9% | 55.2% | 71.0% |
| | | | | | | | | | | | | | | m | |
| Net: Any | 207 | 65 | 73 | 69 | 41 | 53 | 51 | 88 | 37 | 26 | 100 | 53 | 54 | 181 | 26 |
| | 41.9% | 40.7% | 44.2% | 40.7% | 41.3% | 43.9% | 44.2% | 43.7% | 43.1% | 34.3% | 40.0% | 43.5% | 44.1% | 44.8% | 29.0% |
| | | | | | | | | | | | | | | n | |

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

Jobs Outlook - Combined

Q14_SUM. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next three months?

SUMMARY TABLE

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

| | Total | Greatly increase | Slightly increase | Stay the same | Slightly decrease | Greatly decrease | Don't know | Net: Increase | Net: Decrease | Net: Increase + Stay the same | Mean |
|--|---------------|------------------|-------------------|---------------|-------------------|------------------|------------|---------------|---------------|-------------------------------|------|
| Accounting and financial services | 23 100.0% | - - | 1 4.6% | 17 74.8% | 3 13.0% | - - | 2 7.7% | 1 4.6% | 3 13.0% | 18 79.4% | 2.9 |
| Construction | 13 100.0% | - - | 2 15.3% | 10 78.2% | 1 6.5% | - - | - - | 2 15.3% | 1 6.5% | 12 93.5% | 3.1 |
| Drivers | 15 100.0% | 1 7.0% | 3 17.7% | 9 56.9% | 2 12.8% | - - | 1 5.5% | 4 24.8% | 2 12.8% | 12 81.7% | 3.2 |
| Education | 10 100.0% | - - | 1 8.9% | 8 79.3% | - - | 1 11.8% | - - | 1 8.9% | 1 11.8% | 9 88.2% | 2.9 |
| Engineering & technical | 11 100.0% | - - | - - | 9 82.3% | 1 9.8% | - - | 1 7.9% | - - | 1 9.8% | 9 82.3% | 2.9 |
| Executive recruitment / interim management | 9 100.0% | - - | - - | 9 91.1% | - - | - - | 1 8.9% | - - | - - | 9 91.1% | 3.0 |
| Health & social care | 12 100.0% | - - | 1 6.8% | 5 40.7% | 4 37.2% | 1 8.6% | 1 6.8% | 1 6.8% | 6 45.8% | 6 47.5% | 2.5 |
| Hospitality | 6 100.0% | - - | - - | 6 100.0% | - - | - - | - - | - - | - - | 6 100.0% | 3.0 |
| Industrial | 13 100.0% | 1 6.8% | - - | 10 73.4% | 1 6.7% | 1 6.8% | 1 6.2% | 1 6.8% | 2 13.6% | 11 80.2% | 2.9 |
| Legal & HR | 12 100.0% | - - | 2 16.2% | 9 77.0% | - - | - - | 1 6.9% | 2 16.2% | - - | 11 93.1% | 3.2 |
| Life sciences | 1 100.0% | - - | - - | 1 100.0% | - - | - - | - - | - - | - - | 1 100.0% | 3.0 |
| Marketing, media & creative | 14 100.0% | - - | 1 6.5% | 11 80.7% | 1 6.9% | - - | 1 5.9% | 1 6.5% | 1 6.9% | 12 87.2% | 3.0 |
| Office professionals | 37 100.0% | - - | 3 8.5% | 26 71.6% | 5 12.9% | - - | 3 7.0% | 3 8.5% | 5 12.9% | 29 80.1% | 3.0 |
| Sales & retail | 14 100.0% | - - | 1 7.6% | 9 65.0% | 2 14.6% | - - | 2 12.7% | 1 7.6% | 2 14.6% | 10 72.6% | 2.9 |
| Technology | 9 100.0% | - - | - - | 9 100.0% | - - | - - | - - | - - | - - | 9 100.0% | 3.0 |
| Average (response based including bases) | 199 100.0% | 2 1.0% | 14 7.3% | 148 74.2% | 20 10.0% | 3 1.6% | 12 6.0% | 16 8.3% | 23 11.6% | 164 82.4% | 3.0 |

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 | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| | | | | | | | | | | | | | | | | |
| Significance Level: 95% | | | a | b | c | d | e | f | g | *h | i | j | k | l | m | n |
| Unweighted Total | | 207 | 33 | 58 | 116 | 40 | 71 | 35 | 51 | 16 | 45 | 49 | 67 | 91 | 177 | 30 |
| Weighted Total | | 199 | 31 | 57 | 111 | 36 | 68 | 34 | 51 | 16 | 44 | 49 | 65 | 85 | 170 | 29 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Greatly increase | (5) | 2 | - | - | 2 | - | 1 | - | - | - | 1 | 1 | - | 1 | 2 | - |
| | | 1.0% | - | - | 1.8% | - | 1.3% | - | - | - | 2.4% | 2.2% | - | 1.1% | 1.2% | - |
| Slightly increase | (4) | 14 | - | 8 | 7 | 4 | 1 | 4 | 8 | 4 | 2 | 2 | 4 | 9 | 8 | 6 |
| | | 7.3% | - | 14.0% | 5.9% | 10.0% | 1.3% | 11.4% | 16.0% | 25.7% | 4.2% | 4.0% | 5.4% | 10.5% | 4.9% | 21.1% |
| | | | | a | | e | | e | e | | | | | | m | |
| Stay the same | (3) | 148 | 24 | 31 | 92 | 21 | 57 | 21 | 32 | 11 | 37 | 44 | 47 | 56 | 127 | 20 |
| | | 74.2% | 78.0% | 54.5% | 83.1% | 58.8% | 83.4% | 62.5% | 64.0% | 67.1% | 84.1% | 89.9% | 72.9% | 66.1% | 74.9% | 69.8% |
| | | | b | | b | | dfg | | dfg | | | kl | | | | |
| Slightly decrease | (2) | 20 | 4 | 13 | 3 | 2 | 7 | 9 | 9 | - | 2 | 1 | 12 | 7 | 20 | - |
| | | 10.0% | 11.9% | 23.7% | 2.5% | 4.9% | 9.9% | 26.2% | 17.7% | - | 5.6% | 2.0% | 18.2% | 8.3% | 11.7% | - |
| | | | c | c | | | | dei | | | | | j | | n | |
| Greatly decrease | (1) | 3 | 3 | - | - | 2 | - | - | 1 | 1 | - | 1 | 2 | - | 2 | 1 |
| | | 1.6% | 10.1% | - | - | 5.4% | - | - | 2.3% | 7.2% | - | 1.9% | 3.4% | - | 1.2% | 3.5% |
| | | | bc | | | | | | | | | | | | | |
| Don't know | | 12 | - | 4 | 8 | 8 | 3 | - | - | - | 2 | - | - | 12 | 10 | 2 |
| | | 6.0% | - | 7.8% | 6.8% | 20.9% | 4.1% | - | - | - | 3.7% | - | - | 14.0% | 6.1% | 5.6% |
| | | | | | | efgi | | | | | | | | jk | | |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 16 | - | 8 | 9 | 4 | 2 | 4 | 8 | 4 | 3 | 3 | 4 | 10 | 10 | 6 |
| | | 8.3% | - | 14.0% | 7.7% | 10.0% | 2.7% | 11.4% | 16.0% | 25.7% | 6.6% | 6.2% | 5.4% | 11.6% | 6.1% | 21.1% |
| | | | | a | | | | e | e | | | | | | m | |
| Net: Decrease | | 23 | 7 | 13 | 3 | 4 | 7 | 9 | 10 | 1 | 2 | 2 | 14 | 7 | 22 | 1 |
| | | 11.6% | 22.0% | 23.7% | 2.5% | 10.3% | 9.9% | 26.2% | 20.0% | 7.2% | 5.6% | 3.8% | 21.7% | 8.3% | 13.0% | 3.5% |
| | | | c | c | | | | ei | i | | | | jl | | | |
| Net: Increase + Stay the same | | 164 | 24 | 39 | 101 | 25 | 58 | 25 | 40 | 15 | 40 | 47 | 51 | 66 | 137 | 27 |
| | | 82.4% | 78.0% | 68.5% | 90.8% | 68.8% | 86.1% | 73.8% | 80.0% | 92.8% | 90.7% | 96.2% | 78.3% | 77.7% | 81.0% | 90.9% |
| | | | | ab | | | d | | df | | | kl | | | | |
| Mean score | | 3.0 | 2.7 | 2.9 | 3.1 | 2.9 | 2.9 | 2.9 | 2.9 | 3.1 | 3.0 | 3.0 | 2.8 | 3.1 | 2.9 | 3.1 |
| | | | | | ab | | | | | | | k | | k | | |

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 | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | *a | *b | *c | *d | *e | *f | *g | *h | *i | *j | *k | *l | *m | *n |
| Unweighted Total | | 24 | 3 | 9 | 12 | 5 | 9 | 4 | 6 | 2 | 4 | 2 | 9 | 13 | 20 | 4 |
| Weighted Total | | 23 | 3 | 9 | 11 | 4 | 8 | 4 | 6 | 2 | 4 | 2 | 9 | 12 | 19 | 4 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Greatly increase | (5) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Slightly increase | (4) | 1 | - | 1 | - | - | - | - | 1 | 1 | - | - | - | 1 | - | 1 |
| | | 4.6% | - | 11.9% | - | - | - | - | 17.7% | 52.1% | - | - | - | 8.5% | - | 28.1% |
| Stay the same | (3) | 17 | 3 | 5 | 10 | 4 | 6 | 3 | 4 | 1 | 4 | 2 | 7 | 9 | 14 | 3 |
| | | 74.8% | 100.0% | 54.9% | 84.2% | 81.0% | 66.2% | 73.5% | 64.8% | 47.9% | 100.0% | 100.0% | 76.5% | 69.4% | 75.3% | 71.9% |
| Slightly decrease | (2) | 3 | - | 2 | 1 | - | 2 | 1 | 1 | - | - | - | 2 | 1 | 3 | - |
| | | 13.0% | - | 22.8% | 8.5% | - | 22.9% | 26.5% | 17.5% | - | - | - | 23.5% | 7.8% | 15.5% | - |
| Greatly decrease | (1) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Don't know | | 2 | - | 1 | 1 | 1 | 1 | - | - | - | - | - | - | 2 | 2 | - |
| | | 7.7% | - | 10.4% | 7.4% | 19.0% | 10.9% | - | - | - | - | - | - | 14.2% | 9.1% | - |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 1 | - | 1 | - | - | - | - | 1 | 1 | - | - | - | 1 | - | 1 |
| | | 4.6% | - | 11.9% | - | - | - | - | 17.7% | 52.1% | - | - | - | 8.5% | - | 28.1% |
| Net: Decrease | | 3 | - | 2 | 1 | - | 2 | 1 | 1 | - | - | - | 2 | 1 | 3 | - |
| | | 13.0% | - | 22.8% | 8.5% | - | 22.9% | 26.5% | 17.5% | - | - | - | 23.5% | 7.8% | 15.5% | - |
| Net: Increase + Stay the same | | 18 | 3 | 6 | 10 | 4 | 6 | 3 | 5 | 2 | 4 | 2 | 7 | 10 | 14 | 4 |
| | | 79.4% | 100.0% | 66.8% | 84.2% | 81.0% | 66.2% | 73.5% | 82.5% | 100.0% | 100.0% | 100.0% | 76.5% | 77.9% | 75.3% | 100.0% |
| Mean score | | 2.9 | 3.0 | 2.9 | 2.9 | 3.0 | 2.7 | 2.7 | 3.0 | 3.5 | 3.0 | 3.0 | 2.8 | 3.0 | 2.8 | 3.3 |

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

Jobs Outlook - Combined

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

Construction

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

| | | WAVE | | | REGION | | | | | | SIZE | | | SECTOR | | |
|-------------------------------|-----|--------|-------------|----------------|--------------|--------|----------|------------------------|------------------------|--------|--------|--------|--------|--------|---------|--------|
| | | Total | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | *a | *b | *c | *d | *e | *f | *g | *h | *i | *j | *k | *l | *m | *n |
| Unweighted Total | | 13 | 4 | 2 | 7 | 2 | 4 | 2 | 3 | 1 | 4 | 6 | 4 | 3 | 12 | 1 |
| Weighted Total | | 13 | 4 | 2 | 7 | 2 | 4 | 2 | 3 | 1 | 4 | 6 | 4 | 3 | 12 | 1 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Greatly increase | (5) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Slightly increase | (4) | 2 | - | - | 2 | 1 | - | - | - | - | 1 | 1 | 1 | - | 2 | - |
| | | 15.3% | - | - | 28.0% | 49.5% | - | - | - | - | 27.3% | 17.4% | 22.8% | - | 16.4% | - |
| Stay the same | (3) | 10 | 4 | 1 | 5 | 1 | 4 | 2 | 3 | 1 | 2 | 5 | 3 | 2 | 9 | 1 |
| | | 78.2% | 100.0% | 56.7% | 72.0% | 50.5% | 100.0% | 100.0% | 100.0% | 100.0% | 51.3% | 82.6% | 77.2% | 70.0% | 76.5% | 100.0% |
| Slightly decrease | (2) | 1 | - | 1 | - | - | - | - | - | - | 1 | - | - | 1 | 1 | - |
| | | 6.5% | - | 43.3% | - | - | - | - | - | - | 21.4% | - | - | 30.0% | 7.0% | - |
| Greatly decrease | (1) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Don't know | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 2 | - | - | 2 | 1 | - | - | - | - | 1 | 1 | 1 | - | 2 | - |
| | | 15.3% | - | - | 28.0% | 49.5% | - | - | - | - | 27.3% | 17.4% | 22.8% | - | 16.4% | - |
| Net: Decrease | | 1 | - | 1 | - | - | - | - | - | - | 1 | - | - | 1 | 1 | - |
| | | 6.5% | - | 43.3% | - | - | - | - | - | - | 21.4% | - | - | 30.0% | 7.0% | - |
| Net: Increase + Stay the same | | 12 | 4 | 1 | 7 | 2 | 4 | 2 | 3 | 1 | 3 | 6 | 4 | 2 | 11 | 1 |
| | | 93.5% | 100.0% | 56.7% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 78.6% | 100.0% | 100.0% | 70.0% | 93.0% | 100.0% |
| Mean score | | 3.1 | 3.0 | 2.6 | 3.3 | 3.5 | 3.0 | 3.0 | 3.0 | 3.0 | 3.1 | 3.2 | 3.2 | 2.7 | 3.1 | 3.0 |

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

Jobs Outlook - Combined

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

Drivers

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

| | | WAVE | | | REGION | | | | | | SIZE | | | SECTOR | | |
|-------------------------------|-----|--------|-------------|----------------|--------------|--------|----------|------------------------|------------------------|--------|--------|--------|--------|--------|---------|--------|
| | | Total | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 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 | 1 | 5 | 10 | 5 | 3 | 4 | 4 | - | 4 | 6 | 4 | 6 | 16 | - |
| Weighted Total | | 15 | 1 | 5 | 9 | 4 | 3 | 4 | 4 | - | 4 | 6 | 4 | 6 | 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% | - |
| Greatly increase | (5) | 1 | - | - | 1 | - | - | - | - | - | 1 | 1 | - | - | 1 | - |
| | | 7.0% | - | - | 11.3% | - | - | - | - | - | 26.2% | 18.7% | - | - | 7.0% | - |
| Slightly increase | (4) | 3 | - | 1 | 2 | 3 | - | - | - | - | - | 1 | 1 | 1 | 3 | - |
| | | 17.7% | - | 18.6% | 19.1% | 60.7% | - | - | - | - | - | 15.8% | 22.7% | 16.2% | 17.7% | - |
| Stay the same | (3) | 9 | 1 | 2 | 6 | - | 3 | 3 | 3 | - | 3 | 4 | 2 | 3 | 9 | - |
| | | 56.9% | 100.0% | 40.9% | 60.8% | - | 100.0% | 72.3% | 72.3% | - | 73.8% | 65.5% | 51.1% | 52.2% | 56.9% | - |
| Slightly decrease | (2) | 2 | - | 2 | - | 1 | - | 1 | 1 | - | - | - | 1 | 1 | 2 | - |
| | | 12.8% | - | 40.5% | - | 20.4% | - | 27.7% | 27.7% | - | - | - | 26.2% | 16.5% | 12.8% | - |
| Greatly decrease | (1) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Don't know | | 1 | - | - | 1 | 1 | - | - | - | - | - | - | - | 1 | 1 | - |
| | | 5.5% | - | - | 8.8% | 18.9% | - | - | - | - | - | - | - | 15.2% | 5.5% | - |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 4 | - | 1 | 3 | 3 | - | - | - | - | 1 | 2 | 1 | 1 | 4 | - |
| | | 24.8% | - | 18.6% | 30.3% | 60.7% | - | - | - | - | 26.2% | 34.5% | 22.7% | 16.2% | 24.8% | - |
| Net: Decrease | | 2 | - | 2 | - | 1 | - | 1 | 1 | - | - | - | 1 | 1 | 2 | - |
| | | 12.8% | - | 40.5% | - | 20.4% | - | 27.7% | 27.7% | - | - | - | 26.2% | 16.5% | 12.8% | - |
| Net: Increase + Stay the same | | 12 | 1 | 3 | 9 | 3 | 3 | 3 | 3 | - | 4 | 6 | 3 | 4 | 12 | - |
| | | 81.7% | 100.0% | 59.5% | 91.2% | 60.7% | 100.0% | 72.3% | 72.3% | - | 100.0% | 100.0% | 73.8% | 68.4% | 81.7% | - |
| Mean score | | 3.2 | 3.0 | 2.8 | 3.5 | 3.5 | 3.0 | 2.7 | 2.7 | - | 3.5 | 3.5 | 3.0 | 3.0 | 3.2 | - |

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 | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 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 | 1 | 4 | 5 | 2 | 2 | 1 | 4 | 3 | 2 | 1 | 5 | 4 | 9 | 1 |
| Weighted Total | | 10 | 1 | 4 | 5 | 2 | 2 | 1 | 4 | 3 | 2 | 1 | 5 | 4 | 9 | 1 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Greatly increase | (5) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Slightly increase | (4) | 1 | - | 1 | - | - | 1 | - | - | - | - | - | 1 | - | 1 | - |
| | | 8.9% | - | 24.8% | - | - | 47.9% | - | - | - | - | - | 18.3% | - | 10.2% | - |
| Stay the same | (3) | 8 | - | 3 | 5 | 2 | 1 | 1 | 3 | 2 | 2 | 1 | 3 | 4 | 7 | 1 |
| | | 79.3% | - | 75.2% | 100.0% | 100.0% | 52.1% | 100.0% | 71.4% | 62.1% | 100.0% | 100.0% | 57.3% | 100.0% | 76.3% | 100.0% |
| Slightly decrease | (2) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Greatly decrease | (1) | 1 | 1 | - | - | - | - | - | 1 | 1 | - | - | 1 | - | 1 | - |
| | | 11.8% | 100.0% | - | - | - | - | - | 28.6% | 37.9% | - | - | 24.4% | - | 13.6% | - |
| Don't know | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 1 | - | 1 | - | - | 1 | - | - | - | - | - | 1 | - | 1 | - |
| | | 8.9% | - | 24.8% | - | - | 47.9% | - | - | - | - | - | 18.3% | - | 10.2% | - |
| Net: Decrease | | 1 | 1 | - | - | - | - | - | 1 | 1 | - | - | 1 | - | 1 | - |
| | | 11.8% | 100.0% | - | - | - | - | - | 28.6% | 37.9% | - | - | 24.4% | - | 13.6% | - |
| Net: Increase + Stay the same | | 9 | - | 4 | 5 | 2 | 2 | 1 | 3 | 2 | 2 | 1 | 4 | 4 | 8 | 1 |
| | | 88.2% | - | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 71.4% | 62.1% | 100.0% | 100.0% | 75.6% | 100.0% | 86.4% | 100.0% |
| Mean score | | 2.9 | 1.0 | 3.2 | 3.0 | 3.0 | 3.5 | 3.0 | 2.4 | 2.2 | 3.0 | 3.0 | 2.7 | 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_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 | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 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 | 1 | 3 | 7 | 1 | 6 | 1 | 1 | - | 3 | 3 | 3 | 5 | 10 | 1 |
| Weighted Total | | 11 | 1 | 3 | 7 | 1 | 6 | 1 | 1 | - | 3 | 3 | 3 | 5 | 10 | 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 | 1 | 2 | 6 | - | 6 | - | - | - | 3 | 3 | 2 | 4 | 8 | 1 |
| | | 82.3% | 100.0% | 65.9% | 87.4% | - | 100.0% | - | - | - | 100.0% | 100.0% | 65.9% | 81.9% | 80.6% | 100.0% |
| Slightly decrease | (2) | 1 | - | 1 | - | - | - | 1 | 1 | - | - | - | 1 | - | 1 | - |
| | | 9.8% | - | 34.1% | - | - | - | 100.0% | 100.0% | - | - | - | 34.1% | - | 10.7% | - |
| Greatly decrease | (1) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Don't know | | 1 | - | - | 1 | 1 | - | - | - | - | - | - | - | 1 | 1 | - |
| | | 7.9% | - | - | 12.6% | 100.0% | - | - | - | - | - | - | - | 18.1% | 8.7% | - |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Net: Decrease | | 1 | - | 1 | - | - | - | 1 | 1 | - | - | - | 1 | - | 1 | - |
| | | 9.8% | - | 34.1% | - | - | - | 100.0% | 100.0% | - | - | - | 34.1% | - | 10.7% | - |
| Net: Increase + Stay the same | | 9 | 1 | 2 | 6 | - | 6 | - | - | - | 3 | 3 | 2 | 4 | 8 | 1 |
| | | 82.3% | 100.0% | 65.9% | 87.4% | - | 100.0% | - | - | - | 100.0% | 100.0% | 65.9% | 81.9% | 80.6% | 100.0% |
| Mean score | | 2.9 | 3.0 | 2.7 | 3.0 | - | 3.0 | 2.0 | 2.0 | - | 3.0 | 3.0 | 2.7 | 3.0 | 2.9 | 3.0 |

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,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 | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 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 | 1 | 1 | 8 | 3 | 4 | - | - | - | 3 | 2 | 2 | 6 | 9 | 1 |
| Weighted Total | | 9 | 1 | 1 | 8 | 3 | 4 | - | - | - | 3 | 2 | 2 | 6 | 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% |
| Greatly increase | (5) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Slightly increase | (4) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Stay the same | (3) | 9 | 1 | 1 | 7 | 2 | 4 | - | - | - | 3 | 2 | 2 | 5 | 8 | 1 |
| | | 91.1% | 100.0% | 100.0% | 89.0% | 68.9% | 100.0% | - | - | - | 100.0% | 100.0% | 100.0% | 85.4% | 90.1% | 100.0% |
| Slightly decrease | (2) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Greatly decrease | (1) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Don't know | | 1 | - | - | 1 | 1 | - | - | - | - | - | - | - | 1 | 1 | - |
| | | 8.9% | - | - | 11.0% | 31.1% | - | - | - | - | - | - | - | 14.6% | 9.9% | - |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Net: Decrease | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Net: Increase + Stay the same | | 9 | 1 | 1 | 7 | 2 | 4 | - | - | - | 3 | 2 | 2 | 5 | 8 | 1 |
| | | 91.1% | 100.0% | 100.0% | 89.0% | 68.9% | 100.0% | - | - | - | 100.0% | 100.0% | 100.0% | 85.4% | 90.1% | 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 | 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 | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | *a | *b | *c | *d | *e | *f | *g | *h | *i | *j | *k | *l | *m | *n |
| Unweighted Total | | 13 | 4 | 4 | 5 | 3 | 2 | 2 | 4 | 2 | 4 | 2 | 7 | 4 | 10 | 3 |
| Weighted Total | | 12 | 4 | 4 | 5 | 3 | 2 | 2 | 4 | 2 | 4 | 2 | 7 | 4 | 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% | 100.0% |
| Greatly increase | (5) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Slightly increase | (4) | 1 | - | 1 | - | - | - | - | - | - | 1 | - | 1 | - | - | 1 |
| | | 6.8% | - | 23.0% | - | - | - | - | - | - | 23.3% | - | 12.4% | - | - | 30.6% |
| Stay the same | (3) | 5 | - | 1 | 4 | 1 | 1 | - | 2 | 2 | 1 | 1 | 3 | 1 | 5 | - |
| | | 40.7% | - | 30.9% | 81.6% | 30.7% | 54.8% | - | 50.4% | 100.0% | 29.9% | 50.4% | 44.2% | 29.2% | 52.3% | - |
| Slightly decrease | (2) | 4 | 3 | 1 | 1 | 1 | 1 | 2 | 2 | - | 1 | 1 | 2 | 2 | 4 | - |
| | | 37.2% | 73.1% | 23.1% | 18.4% | 31.5% | 45.2% | 100.0% | 49.6% | - | 23.4% | 49.6% | 27.6% | 48.1% | 47.7% | - |
| Greatly decrease | (1) | 1 | 1 | - | - | 1 | - | - | - | - | - | - | 1 | - | - | 1 |
| | | 8.6% | 26.9% | - | - | 37.8% | - | - | - | - | - | - | 15.7% | - | - | 38.8% |
| Don't know | | 1 | - | 1 | - | - | - | - | - | - | 1 | - | - | 1 | - | 1 |
| | | 6.8% | - | 23.0% | - | - | - | - | - | - | 23.3% | - | - | 22.8% | - | 30.6% |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 1 | - | 1 | - | - | - | - | - | - | 1 | - | 1 | - | - | 1 |
| | | 6.8% | - | 23.0% | - | - | - | - | - | - | 23.3% | - | 12.4% | - | - | 30.6% |
| Net: Decrease | | 6 | 4 | 1 | 1 | 2 | 1 | 2 | 2 | - | 1 | 1 | 3 | 2 | 4 | 1 |
| | | 45.8% | 100.0% | 23.1% | 18.4% | 69.3% | 45.2% | 100.0% | 49.6% | - | 23.4% | 49.6% | 43.4% | 48.1% | 47.7% | 38.8% |
| Net: Increase + Stay the same | | 6 | - | 2 | 4 | 1 | 1 | - | 2 | 2 | 2 | 1 | 4 | 1 | 5 | 1 |
| | | 47.5% | - | 53.9% | 81.6% | 30.7% | 54.8% | - | 50.4% | 100.0% | 53.2% | 50.4% | 56.6% | 29.2% | 52.3% | 30.6% |
| Mean score | | 2.5 | 1.7 | 3.0 | 2.8 | 1.9 | 2.5 | 2.0 | 2.5 | 3.0 | 3.0 | 2.5 | 2.5 | 2.4 | 2.5 | 2.3 |

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

Jobs Outlook - Combined

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

Hospitality

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

| | | | WAVE | | | REGION | | | | | SIZE | | | SECTOR | | |
|-------------------------------|-----|--------|-------------|----------------|--------------|--------|----------|------------------------|------------------------|--------|--------|--------|--------|--------|---------|--------|
| | | Total | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | *a | *b | *c | *d | *e | *f | *g | *h | *i | *j | *k | *l | *m | *n |
| Unweighted Total | | 6 | 2 | 1 | 3 | 1 | 1 | 1 | 3 | 2 | 1 | 2 | - | 4 | 5 | 1 |
| Weighted Total | | 6 | 2 | 1 | 3 | 1 | 1 | 1 | 3 | 2 | 1 | 2 | - | 4 | 5 | 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) | 6 | 2 | 1 | 3 | 1 | 1 | 1 | 3 | 2 | 1 | 2 | - | 4 | 5 | 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% |
| Slightly decrease | (2) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Greatly decrease | (1) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Don't know | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Net: Decrease | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Net: Increase + Stay the same | | 6 | 2 | 1 | 3 | 1 | 1 | 1 | 3 | 2 | 1 | 2 | - | 4 | 5 | 1 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | - | 100.0% | 100.0% | 100.0% |
| Mean score | | 3.0 | 3.0 | 3.0 | 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_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 | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | *a | *b | *c | *d | *e | *f | *g | *h | *i | *j | *k | *l | *m | *n |
| Unweighted Total | | 14 | 2 | 3 | 9 | 3 | 6 | 3 | 3 | - | 2 | 5 | 5 | 4 | 13 | 1 |
| Weighted Total | | 13 | 2 | 3 | 8 | 3 | 6 | 3 | 3 | - | 2 | 5 | 5 | 4 | 12 | 1 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | - | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Greatly increase | (5) | 1 | - | - | 1 | - | 1 | - | - | - | - | - | - | 1 | 1 | - |
| | | 6.8% | - | - | 10.9% | - | 15.6% | - | - | - | - | - | - | 24.6% | 7.4% | - |
| Slightly increase | (4) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Stay the same | (3) | 10 | 1 | 3 | 6 | 1 | 5 | 2 | 2 | - | 2 | 4 | 4 | 2 | 9 | 1 |
| | | 73.4% | 50.8% | 100.0% | 68.4% | 33.9% | 84.4% | 69.4% | 69.4% | - | 100.0% | 80.7% | 81.9% | 52.8% | 71.1% | 100.0% |
| Slightly decrease | (2) | 1 | - | - | 1 | - | - | 1 | 1 | - | - | - | 1 | - | 1 | - |
| | | 6.7% | - | - | 10.8% | - | - | 30.6% | 30.6% | - | - | - | 18.1% | - | 7.3% | - |
| Greatly decrease | (1) | 1 | 1 | - | - | 1 | - | - | - | - | - | 1 | - | - | 1 | - |
| | | 6.8% | 49.2% | - | - | 34.6% | - | - | - | - | - | 19.3% | - | - | 7.5% | - |
| Don't know | | 1 | - | - | 1 | 1 | - | - | - | - | - | - | - | 1 | 1 | - |
| | | 6.2% | - | - | 9.9% | 31.4% | - | - | - | - | - | - | - | 22.6% | 6.8% | - |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 1 | - | - | 1 | - | 1 | - | - | - | - | - | - | 1 | 1 | - |
| | | 6.8% | - | - | 10.9% | - | 15.6% | - | - | - | - | - | - | 24.6% | 7.4% | - |
| Net: Decrease | | 2 | 1 | - | 1 | 1 | - | 1 | 1 | - | - | 1 | 1 | - | 2 | - |
| | | 13.6% | 49.2% | - | 10.8% | 34.6% | - | 30.6% | 30.6% | - | - | 19.3% | 18.1% | - | 14.8% | - |
| Net: Increase + Stay the same | | 11 | 1 | 3 | 7 | 1 | 6 | 2 | 2 | - | 2 | 4 | 4 | 3 | 10 | 1 |
| | | 80.2% | 50.8% | 100.0% | 79.3% | 33.9% | 100.0% | 69.4% | 69.4% | - | 100.0% | 80.7% | 81.9% | 77.4% | 78.5% | 100.0% |
| Mean score | | 2.9 | 2.0 | 3.0 | 3.1 | 2.0 | 3.3 | 2.7 | 2.7 | - | 3.0 | 2.6 | 2.8 | 3.6 | 2.9 | 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 | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | *a | *b | *c | *d | *e | *f | *g | *h | *i | *j | *k | *l | *m | *n |
| Unweighted Total | | 13 | 2 | 3 | 8 | 4 | 5 | 1 | 3 | 2 | 1 | 1 | 4 | 8 | 10 | 3 |
| Weighted Total | | 12 | 2 | 3 | 7 | 4 | 5 | 1 | 3 | 2 | 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% | 100.0% |
| Greatly increase | (5) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Slightly increase | (4) | 2 | - | 1 | 1 | - | - | 1 | 2 | 1 | - | - | - | 2 | 1 | 1 |
| | | 16.2% | - | 34.9% | 12.5% | - | - | 100.0% | 67.1% | 52.1% | - | - | - | 26.3% | 9.9% | 36.6% |
| Stay the same | (3) | 9 | 2 | 2 | 6 | 3 | 5 | - | 1 | 1 | 1 | 1 | 4 | 5 | 8 | 2 |
| | | 77.0% | 100.0% | 65.1% | 76.1% | 76.7% | 100.0% | - | 32.9% | 47.9% | 100.0% | 100.0% | 100.0% | 62.5% | 81.1% | 63.4% |
| Slightly decrease | (2) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Greatly decrease | (1) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Don't know | | 1 | - | - | 1 | 1 | - | - | - | - | - | - | - | 1 | 1 | - |
| | | 6.9% | - | - | 11.4% | 23.3% | - | - | - | - | - | - | - | 11.2% | 9.0% | - |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 2 | - | 1 | 1 | - | - | 1 | 2 | 1 | - | - | - | 2 | 1 | 1 |
| | | 16.2% | - | 34.9% | 12.5% | - | - | 100.0% | 67.1% | 52.1% | - | - | - | 26.3% | 9.9% | 36.6% |
| Net: Decrease | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Net: Increase + Stay the same | | 11 | 2 | 3 | 7 | 3 | 5 | 1 | 3 | 2 | 1 | 1 | 4 | 7 | 8 | 3 |
| | | 93.1% | 100.0% | 100.0% | 88.6% | 76.7% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 88.8% | 91.0% | 100.0% |
| Mean score | | 3.2 | 3.0 | 3.3 | 3.1 | 3.0 | 3.0 | 4.0 | 3.7 | 3.5 | 3.0 | 3.0 | 3.0 | 3.3 | 3.1 | 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 | 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 |
| Unweighted Total | | 1 | 1 | - | - | 1 | 1 | - | - | 1 | - | - | 1 | - |
| Weighted Total | | 1 | 1 | - | - | 1 | 1 | - | - | 1 | - | - | 1 | - |
| | | 100.0% | 100.0% | - | - | 100.0% | 100.0% | - | - | 100.0% | - | - | 100.0% | - |
| Greatly increase | (5) | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Slightly increase | (4) | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Stay the same | (3) | 1 | 1 | - | - | 1 | 1 | - | - | 1 | - | - | 1 | - |
| | | 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 | | 1 | 1 | - | - | 1 | 1 | - | - | 1 | - | - | 1 | - |
| | | 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 | - |

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

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 | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | *a | *b | *c | *d | *e | *f | *g | *h | *i | *j | *k | *l | *m | *n |
| Unweighted Total | | 15 | 3 | 1 | 11 | 2 | 7 | 3 | 3 | - | 3 | 4 | 7 | 4 | 12 | 3 |
| Weighted Total | | 14 | 3 | 1 | 10 | 2 | 7 | 3 | 3 | - | 3 | 4 | 7 | 4 | 11 | 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) | 1 | - | - | 1 | - | - | 1 | 1 | - | - | - | - | 1 | 1 | - |
| | | 6.5% | - | - | 8.8% | - | - | 31.6% | 31.6% | - | - | - | - | 25.6% | 8.0% | - |
| Stay the same | (3) | 11 | 3 | - | 9 | 1 | 6 | 2 | 2 | - | 3 | 4 | 6 | 2 | 9 | 3 |
| | | 80.7% | 100.0% | - | 83.2% | 50.1% | 85.4% | 68.4% | 68.4% | - | 100.0% | 100.0% | 85.3% | 51.0% | 76.0% | 100.0% |
| Slightly decrease | (2) | 1 | - | 1 | - | - | 1 | - | - | - | - | - | 1 | - | 1 | - |
| | | 6.9% | - | 100.0% | - | - | 14.6% | - | - | - | - | - | 14.7% | - | 8.6% | - |
| Greatly decrease | (1) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Don't know | | 1 | - | - | 1 | 1 | - | - | - | - | - | - | - | 1 | 1 | - |
| | | 5.9% | - | - | 8.0% | 49.9% | - | - | - | - | - | - | - | 23.4% | 7.3% | - |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 1 | - | - | 1 | - | - | 1 | 1 | - | - | - | - | 1 | 1 | - |
| | | 6.5% | - | - | 8.8% | - | - | 31.6% | 31.6% | - | - | - | - | 25.6% | 8.0% | - |
| Net: Decrease | | 1 | - | 1 | - | - | 1 | - | - | - | - | - | 1 | - | 1 | - |
| | | 6.9% | - | 100.0% | - | - | 14.6% | - | - | - | - | - | 14.7% | - | 8.6% | - |
| Net: Increase + Stay the same | | 12 | 3 | - | 10 | 1 | 6 | 3 | 3 | - | 3 | 4 | 6 | 3 | 10 | 3 |
| | | 87.2% | 100.0% | - | 92.0% | 50.1% | 85.4% | 100.0% | 100.0% | - | 100.0% | 100.0% | 85.3% | 76.6% | 84.1% | 100.0% |
| Mean score | | 3.0 | 3.0 | 2.0 | 3.1 | 3.0 | 2.9 | 3.3 | 3.3 | - | 3.0 | 3.0 | 2.9 | 3.3 | 3.0 | 3.0 |

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

Jobs Outlook - Combined

Q14_13. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next three months?

Office professionals

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

| | | | WAVE | | | REGION | | | | | SIZE | | | SECTOR | | |
|-------------------------------|-----|--------|-------------|----------------|--------------|--------|----------|------------------------|------------------------|--------|--------|--------|--------|--------|---------|--------|
| | | Total | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | *a | *b | *c | *d | *e | *f | *g | *h | *i | *j | *k | *l | m | *n |
| Unweighted Total | | 38 | 5 | 15 | 18 | 6 | 12 | 9 | 11 | 2 | 9 | 8 | 10 | 20 | 32 | 6 |
| Weighted Total | | 37 | 5 | 15 | 17 | 5 | 11 | 9 | 11 | 2 | 9 | 8 | 10 | 19 | 31 | 6 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Greatly increase | (5) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Slightly increase | (4) | 3 | - | 2 | 1 | - | - | 2 | 3 | 1 | - | - | - | 3 | 1 | 2 |
| | | 8.5% | - | 15.1% | 5.3% | - | - | 22.6% | 28.0% | 52.1% | - | - | - | 16.6% | 3.0% | 36.2% |
| Stay the same | (3) | 26 | 4 | 7 | 16 | 4 | 9 | 5 | 6 | 1 | 7 | 8 | 8 | 10 | 23 | 3 |
| | | 71.6% | 80.5% | 46.8% | 89.9% | 84.2% | 75.4% | 55.3% | 54.0% | 47.9% | 81.4% | 100.0% | 79.4% | 55.4% | 75.8% | 50.2% |
| Slightly decrease | (2) | 5 | 1 | 4 | - | - | 2 | 2 | 2 | - | 1 | - | 2 | 3 | 5 | - |
| | | 12.9% | 19.5% | 26.2% | - | - | 16.6% | 22.0% | 18.0% | - | 9.3% | - | 20.6% | 14.3% | 15.4% | - |
| Greatly decrease | (1) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Don't know | | 3 | - | 2 | 1 | 1 | 1 | - | - | - | 1 | - | - | 3 | 2 | 1 |
| | | 7.0% | - | 12.0% | 4.8% | 15.8% | 8.1% | - | - | - | 9.3% | - | - | 13.7% | 5.8% | 13.5% |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 3 | - | 2 | 1 | - | - | 2 | 3 | 1 | - | - | - | 3 | 1 | 2 |
| | | 8.5% | - | 15.1% | 5.3% | - | - | 22.6% | 28.0% | 52.1% | - | - | - | 16.6% | 3.0% | 36.2% |
| Net: Decrease | | 5 | 1 | 4 | - | - | 2 | 2 | 2 | - | 1 | - | 2 | 3 | 5 | - |
| | | 12.9% | 19.5% | 26.2% | - | - | 16.6% | 22.0% | 18.0% | - | 9.3% | - | 20.6% | 14.3% | 15.4% | - |
| Net: Increase + Stay the same | | 29 | 4 | 9 | 17 | 4 | 9 | 7 | 9 | 2 | 7 | 8 | 8 | 13 | 24 | 5 |
| | | 80.1% | 80.5% | 61.8% | 95.2% | 84.2% | 75.4% | 78.0% | 82.0% | 100.0% | 81.4% | 100.0% | 79.4% | 71.9% | 78.9% | 86.5% |
| Mean score | | 3.0 | 2.8 | 2.9 | 3.1 | 3.0 | 2.8 | 3.0 | 3.1 | 3.5 | 2.9 | 3.0 | 2.8 | 3.0 | 2.9 | 3.4 |

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 | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | *a | *b | *c | *d | *e | *f | *g | *h | *i | *j | *k | *l | *m | *n |
| Unweighted Total | | 14 | 2 | 6 | 6 | 2 | 7 | 2 | 3 | 1 | 2 | 4 | 4 | 6 | 10 | 4 |
| Weighted Total | | 14 | 2 | 6 | 6 | 2 | 7 | 2 | 3 | 1 | 2 | 4 | 4 | 6 | 10 | 4 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Greatly increase | (5) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Slightly increase | (4) | 1 | - | 1 | - | - | - | - | 1 | 1 | - | - | - | 1 | - | 1 |
| | | 7.6% | - | 17.0% | - | - | - | - | 34.9% | 100.0% | - | - | - | 18.9% | - | 25.7% |
| Stay the same | (3) | 9 | 2 | 2 | 5 | 1 | 5 | 1 | 1 | - | 2 | 4 | 2 | 3 | 6 | 3 |
| | | 65.0% | 100.0% | 35.4% | 85.6% | 56.4% | 71.4% | 47.0% | 30.6% | - | 100.0% | 100.0% | 49.9% | 49.4% | 61.1% | 74.3% |
| Slightly decrease | (2) | 2 | - | 2 | - | - | 1 | 1 | 1 | - | - | - | 2 | - | 2 | - |
| | | 14.6% | - | 32.7% | - | - | 14.7% | 53.0% | 34.5% | - | - | - | 50.1% | - | 20.8% | - |
| Greatly decrease | (1) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Don't know | | 2 | - | 1 | 1 | 1 | 1 | - | - | - | - | - | - | 2 | 2 | - |
| | | 12.7% | - | 14.9% | 14.4% | 43.6% | 13.8% | - | - | - | - | - | - | 31.7% | 18.1% | - |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 1 | - | 1 | - | - | - | - | 1 | 1 | - | - | - | 1 | - | 1 |
| | | 7.6% | - | 17.0% | - | - | - | - | 34.9% | 100.0% | - | - | - | 18.9% | - | 25.7% |
| Net: Decrease | | 2 | - | 2 | - | - | 1 | 1 | 1 | - | - | - | 2 | - | 2 | - |
| | | 14.6% | - | 32.7% | - | - | 14.7% | 53.0% | 34.5% | - | - | - | 50.1% | - | 20.8% | - |
| Net: Increase + Stay the same | | 10 | 2 | 3 | 5 | 1 | 5 | 1 | 2 | 1 | 2 | 4 | 2 | 4 | 6 | 4 |
| | | 72.6% | 100.0% | 52.4% | 85.6% | 56.4% | 71.4% | 47.0% | 65.5% | 100.0% | 100.0% | 100.0% | 49.9% | 68.3% | 61.1% | 100.0% |
| Mean score | | 2.9 | 3.0 | 2.8 | 3.0 | 3.0 | 2.8 | 2.5 | 3.0 | 4.0 | 3.0 | 3.0 | 2.5 | 3.3 | 2.7 | 3.3 |

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 | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | *a | *b | *c | *d | *e | *f | *g | *h | *i | *j | *k | *l | *m | *n |
| Unweighted Total | | 9 | 1 | 1 | 7 | 1 | 3 | 1 | 2 | 1 | 3 | 2 | 3 | 4 | 8 | 1 |
| Weighted Total | | 9 | 1 | 1 | 7 | 1 | 3 | 1 | 2 | 1 | 3 | 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% | 100.0% | 100.0% |
| Greatly increase | | (5) | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Slightly increase | | (4) | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Stay the same | | (3) | 9 | 1 | 1 | 7 | 1 | 3 | 1 | 2 | 3 | 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% | 100.0% |
| Slightly decrease | | (2) | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Greatly decrease | | (1) | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Don't know | | | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Net: Decrease | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Net: Increase + Stay the same | | 9 | 1 | 1 | 7 | 1 | 3 | 1 | 2 | 1 | 3 | 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% | 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 | 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_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 | 23 100.0% | - - | 2 8.8% | 15 66.7% | 3 12.2% | 1 4.5% | 2 7.7% | 2 8.8% | 4 16.8% | 17 75.6% | 2.9 |
| Construction | 13 100.0% | - - | 6 45.4% | 6 47.1% | 1 7.5% | - - | - - | 6 45.4% | 1 7.5% | 12 92.5% | 3.4 |
| Drivers | 15 100.0% | 1 7.0% | 6 36.7% | 5 31.6% | 1 6.3% | 1 6.8% | 2 11.5% | 7 43.7% | 2 13.2% | 11 75.4% | 3.3 |
| Education | 10 100.0% | - - | 2 18.6% | 7 72.5% | 1 8.9% | - - | - - | 2 18.6% | 1 8.9% | 9 91.1% | 3.1 |
| Engineering & technical | 11 100.0% | - - | 2 20.2% | 6 53.0% | 1 9.1% | 1 9.8% | 1 7.9% | 2 20.2% | 2 18.9% | 8 73.2% | 2.9 |
| Executive recruitment / interim management | 9 100.0% | - - | - - | 9 91.1% | - - | - - | 1 8.9% | - - | - - | 9 91.1% | 3.0 |
| Health & social care | 12 100.0% | - - | 3 21.8% | 5 40.7% | 3 22.2% | 1 8.6% | 1 6.8% | 3 21.8% | 4 30.7% | 8 62.5% | 2.8 |
| Hospitality | 6 100.0% | 1 18.6% | - - | 5 81.4% | - - | - - | - - | 1 18.6% | - - | 6 100.0% | 3.4 |
| Industrial | 13 100.0% | - - | 3 22.2% | 8 56.3% | 1 7.1% | - - | 2 14.4% | 3 22.2% | 1 7.1% | 11 78.4% | 3.2 |
| Legal & HR | 12 100.0% | - - | 1 8.6% | 9 76.6% | 1 7.9% | - - | 1 6.9% | 1 8.6% | 1 7.9% | 10 85.2% | 3.0 |
| Life sciences | 1 100.0% | - - | - - | 1 100.0% | - - | - - | - - | - - | - - | 1 100.0% | 3.0 |
| Marketing, media & creative | 14 100.0% | - - | 2 13.4% | 11 74.0% | 1 6.8% | - - | 1 5.9% | 2 13.4% | 1 6.8% | 12 87.3% | 3.1 |
| Office professionals | 37 100.0% | - - | 4 11.4% | 24 66.4% | 5 12.4% | 1 2.8% | 3 7.0% | 4 11.4% | 6 15.2% | 28 77.7% | 2.9 |
| Sales & retail | 14 100.0% | - - | 4 30.1% | 7 49.6% | - - | 1 7.5% | 2 12.7% | 4 30.1% | 1 7.5% | 11 79.7% | 3.2 |
| Technology | 9 100.0% | - - | 1 10.6% | 7 78.3% | 1 11.1% | - - | - - | 1 10.6% | 1 11.1% | 8 88.9% | 3.0 |
| Average (response based including bases) | 199 100.0% | 2 1.1% | 35 17.7% | 124 62.2% | 18 8.9% | 6 3.1% | 14 7.0% | 37 18.8% | 24 12.0% | 161 81.0% | 3.1 |

Jobs Outlook - Combined

Q15_SUM. Average across all sectors

SUMMARY TABLE

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

| | | WAVE | | | | REGION | | | | | | SIZE | | | SECTOR | |
|-------------------------------|-----|--------|-------------|----------------|--------------|---------------|--------------|------------------------|------------------------|--------|---------------|------------|------------|-------------|---------|--------|
| | | Total | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| | | | | | | | | | | | | | | | | |
| Significance Level: 95% | | | a | b | c | d | e | f | g | *h | i | j | k | l | m | n |
| Unweighted Total | | 207 | 33 | 58 | 116 | 40 | 71 | 35 | 51 | 16 | 45 | 49 | 67 | 91 | 177 | 30 |
| Weighted Total | | 199 | 31 | 57 | 111 | 36 | 68 | 34 | 51 | 16 | 44 | 49 | 65 | 85 | 170 | 29 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Greatly increase | (5) | 2 | - | 1 | 1 | - | - | - | 1 | 1 | 1 | 1 | - | 1 | 2 | - |
| | | 1.1% | - | 2.0% | 1.0% | - | - | - | 2.2% | 6.8% | 2.4% | 2.2% | - | 1.3% | 1.3% | - |
| Slightly increase | (4) | 35 | 3 | 16 | 17 | 4 | 12 | 7 | 14 | 6 | 5 | 10 | 13 | 12 | 28 | 7 |
| | | 17.7% | 9.7% | 27.7% ac | 14.9% | 12.4% | 17.7% | 21.4% | 27.0% | 38.7% | 11.6% | 21.2% | 19.3% | 14.5% | 16.4% | 25.5% |
| Stay the same | (3) | 124 | 24 | 23 | 76 | 20 | 50 | 19 | 28 | 9 | 26 | 28 | 45 | 51 | 106 | 18 |
| | | 62.2% | 78.1% b | 40.6% | 68.7% b | 54.0% | 74.1% dfg | 54.6% | 54.6% | 54.5% | 59.2% | 56.9% | 69.3% | 59.7% | 62.3% | 61.6% |
| Slightly decrease | (2) | 18 | 3 | 5 | 10 | 3 | 3 | 2 | 2 | - | 10 | 10 | - | 8 | 18 | - |
| | | 8.9% | 8.9% | 9.3% | 8.7% | 7.3% | 4.1% | 5.6% | 3.8% | - | 23.2% defg | 19.7% k | - | 9.4% k | 10.4% | - |
| Greatly decrease | (1) | 6 | 1 | 5 | - | 1 | - | 5 | 5 | - | - | - | 6 | - | 5 | 1 |
| | | 3.1% | 3.3% | 9.2% c | - | 2.9% | - | 15.1% ei | 10.3% ei | - | - | - | 9.6% jl | - | 3.1% | 3.5% |
| Don't know | | 14 | - | 6 | 8 | 8 | 3 | 1 | 1 | - | 2 | - | 1 | 13 | 11 | 3 |
| | | 7.0% | - | 11.3% a | 6.8% | 23.4% efgi | 4.1% | 3.2% | 2.2% | - | 3.7% | - | 1.7% | 15.0% jk | 6.6% | 9.4% |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 37 | 3 | 17 | 18 | 4 | 12 | 7 | 15 | 7 | 6 | 11 | 13 | 14 | 30 | 7 |
| | | 18.8% | 9.7% | 29.7% ac | 15.8% | 12.4% | 17.7% | 21.4% | 29.2% | 45.5% | 14.0% | 23.4% | 19.3% | 15.8% | 17.7% | 25.5% |
| Net: Decrease | | 24 | 4 | 10 | 10 | 4 | 3 | 7 | 7 | - | 10 | 10 | 6 | 8 | 23 | 1 |
| | | 12.0% | 12.2% | 18.4% | 8.7% | 10.2% | 4.1% | 20.7% e | 14.0% | - | 23.2% e | 19.7% | 9.6% | 9.4% | 13.4% | 3.5% |
| Net: Increase + Stay the same | | 161 | 27 | 40 | 94 | 24 | 62 | 26 | 42 | 16 | 33 | 39 | 58 | 65 | 136 | 25 |
| | | 81.0% | 87.8% | 70.3% | 84.6% b | 66.4% | 91.8% dfi | 76.0% | 83.8% | 100.0% | 73.2% | 80.3% | 88.7% l | 75.6% | 80.0% | 87.0% |
| Mean score | | 3.1 | 2.9 | 3.0 | 3.1 | 3.0 | 3.1 | 2.9 | 3.1 | 3.5 | 2.9 | 3.1 | 3.0 | 3.1 | 3.0 | 3.2 |
| | | | | | | | f | | | | | | | | | |

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 | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | *a | *b | *c | *d | *e | *f | *g | *h | *i | *j | *k | *l | *m | *n |
| Unweighted Total | | 24 | 3 | 9 | 12 | 5 | 9 | 4 | 6 | 2 | 4 | 2 | 9 | 13 | 20 | 4 |
| Weighted Total | | 23 | 3 | 9 | 11 | 4 | 8 | 4 | 6 | 2 | 4 | 2 | 9 | 12 | 19 | 4 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Greatly increase | (5) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Slightly increase | (4) | 2 | - | 2 | - | - | 1 | - | 1 | 1 | - | - | 1 | 1 | 1 | 1 |
| | | 8.8% | - | 23.0% | - | - | 11.5% | - | 17.7% | 52.1% | - | - | 11.4% | 8.5% | 5.1% | 28.1% |
| Stay the same | (3) | 15 | 3 | 4 | 9 | 3 | 6 | 3 | 4 | 1 | 3 | 1 | 7 | 8 | 13 | 3 |
| | | 66.7% | 100.0% | 44.9% | 75.7% | 61.0% | 66.2% | 73.5% | 64.8% | 47.9% | 76.7% | 52.6% | 76.5% | 62.3% | 65.7% | 71.9% |
| Slightly decrease | (2) | 3 | - | 1 | 2 | 1 | 1 | - | - | - | 1 | 1 | - | 2 | 3 | - |
| | | 12.2% | - | 10.0% | 16.9% | 20.0% | 11.4% | - | - | - | 23.3% | 47.4% | - | 15.0% | 14.6% | - |
| Greatly decrease | (1) | 1 | - | 1 | - | - | - | 1 | 1 | - | - | - | 1 | - | 1 | - |
| | | 4.5% | - | 11.7% | - | - | - | 26.5% | 17.5% | - | - | - | 12.1% | - | 5.4% | - |
| Don't know | | 2 | - | 1 | 1 | 1 | 1 | - | - | - | - | - | - | 2 | 2 | - |
| | | 7.7% | - | 10.4% | 7.4% | 19.0% | 10.9% | - | - | - | - | - | - | 14.2% | 9.1% | - |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 2 | - | 2 | - | - | 1 | - | 1 | 1 | - | - | 1 | 1 | 1 | 1 |
| | | 8.8% | - | 23.0% | - | - | 11.5% | - | 17.7% | 52.1% | - | - | 11.4% | 8.5% | 5.1% | 28.1% |
| Net: Decrease | | 4 | - | 2 | 2 | 1 | 1 | 1 | 1 | - | 1 | 1 | 1 | 2 | 4 | - |
| | | 16.8% | - | 21.8% | 16.9% | 20.0% | 11.4% | 26.5% | 17.5% | - | 23.3% | 47.4% | 12.1% | 15.0% | 20.0% | - |
| Net: Increase + Stay the same | | 17 | 3 | 6 | 9 | 3 | 7 | 3 | 5 | 2 | 3 | 1 | 8 | 9 | 14 | 4 |
| | | 75.6% | 100.0% | 67.8% | 75.7% | 61.0% | 77.8% | 73.5% | 82.5% | 100.0% | 76.7% | 52.6% | 87.9% | 70.8% | 70.8% | 100.0% |
| Mean score | | 2.9 | 3.0 | 2.9 | 2.8 | 2.8 | 3.0 | 2.5 | 2.8 | 3.5 | 2.8 | 2.5 | 2.9 | 2.9 | 2.8 | 3.3 |

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

Jobs Outlook - Combined

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

Construction

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

| | | WAVE | | | REGION | | | | | | SIZE | | | SECTOR | | |
|-------------------------------|-----|--------|-------------|----------------|--------------|--------|----------|------------------------|------------------------|--------|--------|--------|--------|--------|---------|--------|
| | | Total | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | *a | *b | *c | *d | *e | *f | *g | *h | *i | *j | *k | *l | *m | *n |
| Unweighted Total | | 13 | 4 | 2 | 7 | 2 | 4 | 2 | 3 | 1 | 4 | 6 | 4 | 3 | 12 | 1 |
| Weighted Total | | 13 | 4 | 2 | 7 | 2 | 4 | 2 | 3 | 1 | 4 | 6 | 4 | 3 | 12 | 1 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Greatly increase | (5) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Slightly increase | (4) | 6 | 2 | 1 | 3 | 1 | 1 | 1 | 2 | 1 | 2 | 4 | 1 | 1 | 6 | - |
| | | 45.4% | 53.0% | 43.3% | 41.8% | 49.5% | 24.3% | 46.2% | 66.1% | 100.0% | 48.7% | 67.0% | 22.8% | 30.0% | 48.9% | - |
| Stay the same | (3) | 6 | 2 | 1 | 3 | 1 | 3 | 1 | 1 | - | 1 | 1 | 3 | 2 | 5 | 1 |
| | | 47.1% | 47.0% | 56.7% | 44.5% | 50.5% | 75.7% | 53.8% | 33.9% | - | 26.7% | 17.3% | 77.2% | 70.0% | 43.1% | 100.0% |
| Slightly decrease | (2) | 1 | - | - | 1 | - | - | - | - | - | 1 | 1 | - | - | 1 | - |
| | | 7.5% | - | - | 13.6% | - | - | - | - | - | 24.6% | 15.7% | - | - | 8.0% | - |
| Greatly decrease | (1) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Don't know | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 6 | 2 | 1 | 3 | 1 | 1 | 1 | 2 | 1 | 2 | 4 | 1 | 1 | 6 | - |
| | | 45.4% | 53.0% | 43.3% | 41.8% | 49.5% | 24.3% | 46.2% | 66.1% | 100.0% | 48.7% | 67.0% | 22.8% | 30.0% | 48.9% | - |
| Net: Decrease | | 1 | - | - | 1 | - | - | - | - | - | 1 | 1 | - | - | 1 | - |
| | | 7.5% | - | - | 13.6% | - | - | - | - | - | 24.6% | 15.7% | - | - | 8.0% | - |
| Net: Increase + Stay the same | | 12 | 4 | 2 | 6 | 2 | 4 | 2 | 3 | 1 | 3 | 5 | 4 | 3 | 11 | 1 |
| | | 92.5% | 100.0% | 100.0% | 86.4% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 75.4% | 84.3% | 100.0% | 100.0% | 92.0% | 100.0% |
| Mean score | | 3.4 | 3.5 | 3.4 | 3.3 | 3.5 | 3.2 | 3.5 | 3.7 | 4.0 | 3.2 | 3.5 | 3.2 | 3.3 | 3.4 | 3.0 |

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 | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 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 | 1 | 5 | 10 | 5 | 3 | 4 | 4 | - | 4 | 6 | 4 | 6 | 16 | - |
| Weighted Total | | 15 | 1 | 5 | 9 | 4 | 3 | 4 | 4 | - | 4 | 6 | 4 | 6 | 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% | - |
| Greatly increase | (5) | 1 | - | - | 1 | - | - | - | - | - | 1 | 1 | - | - | 1 | - |
| | | 7.0% | - | - | 11.3% | - | - | - | - | - | 26.2% | 18.7% | - | - | 7.0% | - |
| Slightly increase | (4) | 6 | - | 3 | 3 | 3 | 1 | 2 | 2 | - | - | 2 | 2 | 2 | 6 | - |
| | | 36.7% | - | 59.5% | 28.8% | 60.7% | 37.5% | 47.6% | 47.6% | - | - | 31.0% | 50.5% | 32.8% | 36.7% | - |
| Stay the same | (3) | 5 | 1 | - | 4 | - | 2 | 1 | 1 | - | 2 | 2 | 1 | 2 | 5 | - |
| | | 31.6% | 100.0% | - | 41.0% | - | 62.5% | 24.7% | 24.7% | - | 50.3% | 33.6% | 23.4% | 35.5% | 31.6% | - |
| Slightly decrease | (2) | 1 | - | - | 1 | - | - | - | - | - | 1 | 1 | - | - | 1 | - |
| | | 6.3% | - | - | 10.2% | - | - | - | - | - | 23.6% | 16.8% | - | - | 6.3% | - |
| Greatly decrease | (1) | 1 | - | 1 | - | - | - | 1 | 1 | - | - | - | 1 | - | 1 | - |
| | | 6.8% | - | 21.6% | - | - | - | 27.7% | 27.7% | - | - | - | 26.2% | - | 6.8% | - |
| Don't know | | 2 | - | 1 | 1 | 2 | - | - | - | - | - | - | - | 2 | 2 | - |
| | | 11.5% | - | 18.9% | 8.8% | 39.3% | - | - | - | - | - | - | - | 31.6% | 11.5% | - |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 7 | - | 3 | 4 | 3 | 1 | 2 | 2 | - | 1 | 3 | 2 | 2 | 7 | - |
| | | 43.7% | - | 59.5% | 40.0% | 60.7% | 37.5% | 47.6% | 47.6% | - | 26.2% | 49.6% | 50.5% | 32.8% | 43.7% | - |
| Net: Decrease | | 2 | - | 1 | 1 | - | - | 1 | 1 | - | 1 | 1 | 1 | - | 2 | - |
| | | 13.2% | - | 21.6% | 10.2% | - | - | 27.7% | 27.7% | - | 23.6% | 16.8% | 26.2% | - | 13.2% | - |
| Net: Increase + Stay the same | | 11 | 1 | 3 | 8 | 3 | 3 | 3 | 3 | - | 3 | 5 | 3 | 4 | 11 | - |
| | | 75.4% | 100.0% | 59.5% | 81.0% | 60.7% | 100.0% | 72.3% | 72.3% | - | 76.4% | 83.2% | 73.8% | 68.4% | 75.4% | - |
| Mean score | | 3.3 | 3.0 | 3.2 | 3.5 | 4.0 | 3.4 | 2.9 | 2.9 | - | 3.3 | 3.5 | 3.0 | 3.5 | 3.3 | - |

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 | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 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 | 1 | 4 | 5 | 2 | 2 | 1 | 4 | 3 | 2 | 1 | 5 | 4 | 9 | 1 |
| Weighted Total | | 10 | 1 | 4 | 5 | 2 | 2 | 1 | 4 | 3 | 2 | 1 | 5 | 4 | 9 | 1 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Greatly increase | (5) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Slightly increase | (4) | 2 | - | 1 | 1 | - | 1 | - | 1 | 1 | - | - | 1 | 1 | 2 | - |
| | | 18.6% | - | 24.8% | 18.5% | - | 47.9% | - | 23.5% | 31.1% | - | - | 18.3% | 25.0% | 21.3% | - |
| Stay the same | (3) | 7 | 1 | 2 | 4 | 1 | 1 | 1 | 3 | 2 | 2 | 1 | 4 | 2 | 6 | 1 |
| | | 72.5% | 100.0% | 50.5% | 81.5% | 59.0% | 52.1% | 100.0% | 76.5% | 68.9% | 100.0% | 100.0% | 81.7% | 52.1% | 68.5% | 100.0% |
| Slightly decrease | (2) | 1 | - | 1 | - | 1 | - | - | - | - | - | - | - | 1 | 1 | - |
| | | 8.9% | - | 24.7% | - | 41.0% | - | - | - | - | - | - | - | 22.9% | 10.2% | - |
| Greatly decrease | (1) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Don't know | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 2 | - | 1 | 1 | - | 1 | - | 1 | 1 | - | - | 1 | 1 | 2 | - |
| | | 18.6% | - | 24.8% | 18.5% | - | 47.9% | - | 23.5% | 31.1% | - | - | 18.3% | 25.0% | 21.3% | - |
| Net: Decrease | | 1 | - | 1 | - | 1 | - | - | - | - | - | - | - | 1 | 1 | - |
| | | 8.9% | - | 24.7% | - | 41.0% | - | - | - | - | - | - | - | 22.9% | 10.2% | - |
| Net: Increase + Stay the same | | 9 | 1 | 3 | 5 | 1 | 2 | 1 | 4 | 3 | 2 | 1 | 5 | 3 | 8 | 1 |
| | | 91.1% | 100.0% | 75.3% | 100.0% | 59.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 77.1% | 89.8% | 100.0% |
| Mean score | | 3.1 | 3.0 | 3.0 | 3.2 | 2.6 | 3.5 | 3.0 | 3.2 | 3.3 | 3.0 | 3.0 | 3.2 | 3.0 | 3.1 | 3.0 |

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

Jobs Outlook - Combined

Q15_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 | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 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 | 1 | 3 | 7 | 1 | 6 | 1 | 1 | - | 3 | 3 | 3 | 5 | 10 | 1 |
| Weighted Total | | 11 | 1 | 3 | 7 | 1 | 6 | 1 | 1 | - | 3 | 3 | 3 | 5 | 10 | 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) | 2 | - | 1 | 1 | - | 2 | - | - | - | - | 1 | 1 | - | 2 | - |
| | | 20.2% | - | 36.1% | 15.6% | - | 36.8% | - | - | - | - | 35.5% | 36.1% | - | 22.1% | - |
| Stay the same | (3) | 6 | 1 | 1 | 4 | - | 4 | - | - | - | 2 | 1 | 1 | 4 | 5 | 1 |
| | | 53.0% | 100.0% | 29.8% | 57.2% | - | 63.2% | - | - | - | 67.0% | 31.4% | 29.8% | 81.9% | 48.6% | 100.0% |
| Slightly decrease | (2) | 1 | - | - | 1 | - | - | - | - | - | 1 | 1 | - | - | 1 | - |
| | | 9.1% | - | - | 14.5% | - | - | - | - | - | 33.0% | 33.1% | - | - | 9.9% | - |
| Greatly decrease | (1) | 1 | - | 1 | - | - | - | 1 | 1 | - | - | - | 1 | - | 1 | - |
| | | 9.8% | - | 34.1% | - | - | - | 100.0% | 100.0% | - | - | - | 34.1% | - | 10.7% | - |
| Don't know | | 1 | - | - | 1 | 1 | - | - | - | - | - | - | - | 1 | 1 | - |
| | | 7.9% | - | - | 12.6% | 100.0% | - | - | - | - | - | - | - | 18.1% | 8.7% | - |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 2 | - | 1 | 1 | - | 2 | - | - | - | - | 1 | 1 | - | 2 | - |
| | | 20.2% | - | 36.1% | 15.6% | - | 36.8% | - | - | - | - | 35.5% | 36.1% | - | 22.1% | - |
| Net: Decrease | | 2 | - | 1 | 1 | - | - | 1 | 1 | - | 1 | 1 | 1 | - | 2 | - |
| | | 18.9% | - | 34.1% | 14.5% | - | - | 100.0% | 100.0% | - | 33.0% | 33.1% | 34.1% | - | 20.7% | - |
| Net: Increase + Stay the same | | 8 | 1 | 2 | 5 | - | 6 | - | - | - | 2 | 2 | 2 | 4 | 7 | 1 |
| | | 73.2% | 100.0% | 65.9% | 72.8% | - | 100.0% | - | - | - | 67.0% | 66.9% | 65.9% | 81.9% | 70.6% | 100.0% |
| Mean score | | 2.9 | 3.0 | 2.7 | 3.0 | - | 3.4 | 1.0 | 1.0 | - | 2.7 | 3.0 | 2.7 | 3.0 | 2.9 | 3.0 |

Columns Tested: a,b,c - d,e,f,g,h,i - j,k,l - m,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 | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 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 | 1 | 1 | 8 | 3 | 4 | - | - | - | 3 | 2 | 2 | 6 | 9 | 1 |
| Weighted Total | | 9 | 1 | 1 | 8 | 3 | 4 | - | - | - | 3 | 2 | 2 | 6 | 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% |
| Greatly increase | (5) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Slightly increase | (4) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Stay the same | (3) | 9 | 1 | 1 | 7 | 2 | 4 | - | - | - | 3 | 2 | 2 | 5 | 8 | 1 |
| | | 91.1% | 100.0% | 100.0% | 89.0% | 68.9% | 100.0% | - | - | - | 100.0% | 100.0% | 100.0% | 85.4% | 90.1% | 100.0% |
| Slightly decrease | (2) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Greatly decrease | (1) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Don't know | | 1 | - | - | 1 | 1 | - | - | - | - | - | - | - | 1 | 1 | - |
| | | 8.9% | - | - | 11.0% | 31.1% | - | - | - | - | - | - | - | 14.6% | 9.9% | - |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Net: Decrease | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Net: Increase + Stay the same | | 9 | 1 | 1 | 7 | 2 | 4 | - | - | - | 3 | 2 | 2 | 5 | 8 | 1 |
| | | 91.1% | 100.0% | 100.0% | 89.0% | 68.9% | 100.0% | - | - | - | 100.0% | 100.0% | 100.0% | 85.4% | 90.1% | 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 | 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 | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | *a | *b | *c | *d | *e | *f | *g | *h | *i | *j | *k | *l | *m | *n |
| Unweighted Total | | 13 | 4 | 4 | 5 | 3 | 2 | 2 | 4 | 2 | 4 | 2 | 7 | 4 | 10 | 3 |
| Weighted Total | | 12 | 4 | 4 | 5 | 3 | 2 | 2 | 4 | 2 | 4 | 2 | 7 | 4 | 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% | 100.0% |
| Greatly increase | (5) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Slightly increase | (4) | 3 | 1 | 1 | 1 | 1 | - | 1 | 1 | - | 1 | - | 3 | - | 2 | 1 |
| | | 21.8% | 24.8% | 23.0% | 18.4% | 31.5% | - | 50.0% | 24.8% | - | 23.3% | - | 40.0% | - | 19.3% | 30.6% |
| Stay the same | (3) | 5 | - | 1 | 4 | 1 | 1 | - | 2 | 2 | 1 | 1 | 3 | 1 | 5 | - |
| | | 40.7% | - | 30.9% | 81.6% | 30.7% | 54.8% | - | 50.4% | 100.0% | 29.9% | 50.4% | 44.2% | 29.2% | 52.3% | - |
| Slightly decrease | (2) | 3 | 2 | 1 | - | - | 1 | 1 | 1 | - | 1 | 1 | - | 2 | 3 | - |
| | | 22.2% | 48.3% | 23.1% | - | - | 45.2% | 50.0% | 24.8% | - | 23.4% | 49.6% | - | 48.1% | 28.5% | - |
| Greatly decrease | (1) | 1 | 1 | - | - | 1 | - | - | - | - | - | - | 1 | - | - | 1 |
| | | 8.6% | 26.9% | - | - | 37.8% | - | - | - | - | - | - | 15.7% | - | - | 38.8% |
| Don't know | | 1 | - | 1 | - | - | - | - | - | - | 1 | - | - | 1 | - | 1 |
| | | 6.8% | - | 23.0% | - | - | - | - | - | - | 23.3% | - | - | 22.8% | - | 30.6% |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 3 | 1 | 1 | 1 | 1 | - | 1 | 1 | - | 1 | - | 3 | - | 2 | 1 |
| | | 21.8% | 24.8% | 23.0% | 18.4% | 31.5% | - | 50.0% | 24.8% | - | 23.3% | - | 40.0% | - | 19.3% | 30.6% |
| Net: Decrease | | 4 | 3 | 1 | - | 1 | 1 | 1 | 1 | - | 1 | 1 | 1 | 2 | 3 | 1 |
| | | 30.7% | 75.2% | 23.1% | - | 37.8% | 45.2% | 50.0% | 24.8% | - | 23.4% | 49.6% | 15.7% | 48.1% | 28.5% | 38.8% |
| Net: Increase + Stay the same | | 8 | 1 | 2 | 5 | 2 | 1 | 1 | 3 | 2 | 2 | 1 | 6 | 1 | 7 | 1 |
| | | 62.5% | 24.8% | 53.9% | 100.0% | 62.2% | 54.8% | 50.0% | 75.2% | 100.0% | 53.2% | 50.4% | 84.3% | 29.2% | 71.5% | 30.6% |
| Mean score | | 2.8 | 2.2 | 3.0 | 3.2 | 2.6 | 2.5 | 3.0 | 3.0 | 3.0 | 3.0 | 2.5 | 3.1 | 2.4 | 2.9 | 2.3 |

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 | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | *a | *b | *c | *d | *e | *f | *g | *h | *i | *j | *k | *l | *m | *n |
| Unweighted Total | | 6 | 2 | 1 | 3 | 1 | 1 | 1 | 3 | 2 | 1 | 2 | - | 4 | 5 | 1 |
| Weighted Total | | 6 | 2 | 1 | 3 | 1 | 1 | 1 | 3 | 2 | 1 | 2 | - | 4 | 5 | 1 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | - | 100.0% | 100.0% | 100.0% |
| Greatly increase | (5) | 1 | - | 1 | - | - | - | - | 1 | 1 | - | - | - | 1 | 1 | - |
| | | 18.6% | - | 100.0% | - | - | - | - | 36.7% | 53.6% | - | - | - | 27.6% | 22.3% | - |
| Slightly increase | (4) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Stay the same | (3) | 5 | 2 | - | 3 | 1 | 1 | 1 | 2 | 1 | 1 | 2 | - | 3 | 4 | 1 |
| | | 81.4% | 100.0% | - | 100.0% | 100.0% | 100.0% | 100.0% | 63.3% | 46.4% | 100.0% | 100.0% | - | 72.4% | 77.7% | 100.0% |
| Slightly decrease | (2) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Greatly decrease | (1) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Don't know | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 1 | - | 1 | - | - | - | - | 1 | 1 | - | - | - | 1 | 1 | - |
| | | 18.6% | - | 100.0% | - | - | - | - | 36.7% | 53.6% | - | - | - | 27.6% | 22.3% | - |
| Net: Decrease | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Net: Increase + Stay the same | | 6 | 2 | 1 | 3 | 1 | 1 | 1 | 3 | 2 | 1 | 2 | - | 4 | 5 | 1 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | - | 100.0% | 100.0% | 100.0% |
| Mean score | | 3.4 | 3.0 | 5.0 | 3.0 | 3.0 | 3.0 | 3.0 | 3.7 | 4.1 | 3.0 | 3.0 | - | 3.6 | 3.4 | 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 | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | *a | *b | *c | *d | *e | *f | *g | *h | *i | *j | *k | *l | *m | *n |
| Unweighted Total | | 14 | 2 | 3 | 9 | 3 | 6 | 3 | 3 | - | 2 | 5 | 5 | 4 | 13 | 1 |
| Weighted Total | | 13 | 2 | 3 | 8 | 3 | 6 | 3 | 3 | - | 2 | 5 | 5 | 4 | 12 | 1 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | - | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Greatly increase | | (5) | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Slightly increase | | (4) | 3 | - | 1 | 2 | - | 3 | - | - | - | 1 | 1 | 1 | 3 | - |
| | | 22.2% | - | 34.5% | 22.4% | - | 51.1% | - | - | - | - | 20.5% | 22.0% | 24.6% | 24.2% | - |
| Stay the same | | (3) | 8 | 2 | 1 | 5 | 2 | 3 | 2 | - | 1 | 3 | 3 | 2 | 8 | - |
| | | 56.3% | 100.0% | 30.7% | 56.2% | 68.6% | 48.9% | 62.6% | 62.6% | - | 52.1% | 59.4% | 55.8% | 52.8% | 61.3% | - |
| Slightly decrease | | (2) | 1 | - | - | 1 | - | - | - | - | 1 | 1 | - | - | 1 | - |
| | | 7.1% | - | - | 11.4% | - | - | - | - | - | 47.9% | 20.1% | - | - | 7.8% | - |
| Greatly decrease | | (1) | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Don't know | | 2 | - | 1 | 1 | 1 | - | 1 | 1 | - | - | - | 1 | 1 | 1 | 1 |
| | | 14.4% | - | 34.8% | 9.9% | 31.4% | - | 37.4% | 37.4% | - | - | - | 22.2% | 22.6% | 6.8% | 100.0% |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 3 | - | 1 | 2 | - | 3 | - | - | - | - | 1 | 1 | 1 | 3 | - |
| | | 22.2% | - | 34.5% | 22.4% | - | 51.1% | - | - | - | - | 20.5% | 22.0% | 24.6% | 24.2% | - |
| Net: Decrease | | 1 | - | - | 1 | - | - | - | - | - | 1 | 1 | - | - | 1 | - |
| | | 7.1% | - | - | 11.4% | - | - | - | - | - | 47.9% | 20.1% | - | - | 7.8% | - |
| Net: Increase + Stay the same | | 11 | 2 | 2 | 7 | 2 | 6 | 2 | 2 | - | 1 | 4 | 4 | 3 | 11 | - |
| | | 78.4% | 100.0% | 65.2% | 78.7% | 68.6% | 100.0% | 62.6% | 62.6% | - | 52.1% | 79.9% | 77.8% | 77.4% | 85.5% | - |
| Mean score | | 3.2 | 3.0 | 3.5 | 3.1 | 3.0 | 3.5 | 3.0 | 3.0 | - | 2.5 | 3.0 | 3.3 | 3.3 | 3.2 | - |

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

Jobs Outlook - Combined

Q15_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 | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | *a | *b | *c | *d | *e | *f | *g | *h | *i | *j | *k | *l | *m | *n |
| Unweighted Total | | 13 | 2 | 3 | 8 | 4 | 5 | 1 | 3 | 2 | 1 | 1 | 4 | 8 | 10 | 3 |
| Weighted Total | | 12 | 2 | 3 | 7 | 4 | 5 | 1 | 3 | 2 | 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% | 100.0% |
| Greatly increase | (5) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Slightly increase | (4) | 1 | - | 1 | - | - | - | - | 1 | 1 | - | - | - | 1 | - | 1 |
| | | 8.6% | - | 34.9% | - | - | - | - | 35.8% | 52.1% | - | - | - | 14.0% | - | 36.6% |
| Stay the same | (3) | 9 | 2 | 2 | 6 | 3 | 5 | 1 | 2 | 1 | - | - | 4 | 6 | 8 | 2 |
| | | 76.6% | 100.0% | 65.1% | 75.6% | 76.7% | 100.0% | 100.0% | 64.2% | 47.9% | - | - | 100.0% | 74.7% | 80.7% | 63.4% |
| Slightly decrease | (2) | 1 | - | - | 1 | - | - | - | - | - | 1 | 1 | - | - | 1 | - |
| | | 7.9% | - | - | 13.1% | - | - | - | - | - | 100.0% | 100.0% | - | - | 10.3% | - |
| Greatly decrease | (1) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Don't know | | 1 | - | - | 1 | 1 | - | - | - | - | - | - | - | 1 | 1 | - |
| | | 6.9% | - | - | 11.4% | 23.3% | - | - | - | - | - | - | - | 11.2% | 9.0% | - |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 1 | - | 1 | - | - | - | - | 1 | 1 | - | - | - | 1 | - | 1 |
| | | 8.6% | - | 34.9% | - | - | - | - | 35.8% | 52.1% | - | - | - | 14.0% | - | 36.6% |
| Net: Decrease | | 1 | - | - | 1 | - | - | - | - | - | 1 | 1 | - | - | 1 | - |
| | | 7.9% | - | - | 13.1% | - | - | - | - | - | 100.0% | 100.0% | - | - | 10.3% | - |
| Net: Increase + Stay the same | | 10 | 2 | 3 | 6 | 3 | 5 | 1 | 3 | 2 | - | - | 4 | 7 | 8 | 3 |
| | | 85.2% | 100.0% | 100.0% | 75.6% | 76.7% | 100.0% | 100.0% | 100.0% | 100.0% | - | - | 100.0% | 88.8% | 80.7% | 100.0% |
| Mean score | | 3.0 | 3.0 | 3.3 | 2.9 | 3.0 | 3.0 | 3.0 | 3.4 | 3.5 | 2.0 | 2.0 | 3.0 | 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 | 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 |
| Unweighted Total | | 1 | 1 | - | - | 1 | 1 | - | - | 1 | - | - | 1 | - |
| Weighted Total | | 1 | 1 | - | - | 1 | 1 | - | - | 1 | - | - | 1 | - |
| | | 100.0% | 100.0% | - | - | 100.0% | 100.0% | - | - | 100.0% | - | - | 100.0% | - |
| Greatly increase | (5) | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Slightly increase | (4) | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Stay the same | (3) | 1 | 1 | - | - | 1 | 1 | - | - | 1 | - | - | 1 | - |
| | | 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 | | 1 | 1 | - | - | 1 | 1 | - | - | 1 | - | - | 1 | - |
| | | 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 | - |

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

Jobs Outlook - Combined

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

Marketing, media & creative

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

| | | WAVE | | | REGION | | | | | | SIZE | | | SECTOR | | |
|-------------------------------|-----|--------|-------------|----------------|--------------|--------|----------|------------------------|------------------------|--------|--------|--------|--------|--------|---------|--------|
| | | Total | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | *a | *b | *c | *d | *e | *f | *g | *h | *i | *j | *k | *l | *m | *n |
| Unweighted Total | | 15 | 3 | 1 | 11 | 2 | 7 | 3 | 3 | - | 3 | 4 | 7 | 4 | 12 | 3 |
| Weighted Total | | 14 | 3 | 1 | 10 | 2 | 7 | 3 | 3 | - | 3 | 4 | 7 | 4 | 11 | 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 | - | - | - | 1 | 1 | 2 | - |
| | | 13.4% | - | 100.0% | 8.8% | - | 14.6% | 31.6% | 31.6% | - | - | - | 14.7% | 25.6% | 16.6% | - |
| Stay the same | (3) | 11 | 3 | - | 8 | 1 | 6 | 2 | 2 | - | 2 | 3 | 6 | 2 | 8 | 3 |
| | | 74.0% | 100.0% | - | 74.1% | 50.1% | 85.4% | 68.4% | 68.4% | - | 67.2% | 75.6% | 85.3% | 51.0% | 67.6% | 100.0% |
| Slightly decrease | (2) | 1 | - | - | 1 | - | - | - | - | - | 1 | 1 | - | - | 1 | - |
| | | 6.8% | - | - | 9.2% | - | - | - | - | - | 32.8% | 24.4% | - | - | 8.4% | - |
| Greatly decrease | (1) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Don't know | | 1 | - | - | 1 | 1 | - | - | - | - | - | - | - | 1 | 1 | - |
| | | 5.9% | - | - | 8.0% | 49.9% | - | - | - | - | - | - | - | 23.4% | 7.3% | - |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 2 | - | 1 | 1 | - | 1 | 1 | 1 | - | - | - | 1 | 1 | 2 | - |
| | | 13.4% | - | 100.0% | 8.8% | - | 14.6% | 31.6% | 31.6% | - | - | - | 14.7% | 25.6% | 16.6% | - |
| Net: Decrease | | 1 | - | - | 1 | - | - | - | - | - | 1 | 1 | - | - | 1 | - |
| | | 6.8% | - | - | 9.2% | - | - | - | - | - | 32.8% | 24.4% | - | - | 8.4% | - |
| Net: Increase + Stay the same | | 12 | 3 | 1 | 9 | 1 | 7 | 3 | 3 | - | 2 | 3 | 7 | 3 | 10 | 3 |
| | | 87.3% | 100.0% | 100.0% | 82.8% | 50.1% | 100.0% | 100.0% | 100.0% | - | 67.2% | 75.6% | 100.0% | 76.6% | 84.2% | 100.0% |
| Mean score | | 3.1 | 3.0 | 4.0 | 3.0 | 3.0 | 3.1 | 3.3 | 3.3 | - | 2.7 | 2.8 | 3.1 | 3.3 | 3.1 | 3.0 |

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

Jobs Outlook - Combined

Q15_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 | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | *a | *b | *c | *d | *e | *f | *g | *h | *i | *j | *k | *l | m | *n |
| Unweighted Total | | 38 | 5 | 15 | 18 | 6 | 12 | 9 | 11 | 2 | 9 | 8 | 10 | 20 | 32 | 6 |
| Weighted Total | | 37 | 5 | 15 | 17 | 5 | 11 | 9 | 11 | 2 | 9 | 8 | 10 | 19 | 31 | 6 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Greatly increase | (5) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Slightly increase | (4) | 4 | - | 2 | 2 | - | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 2 | 2 | 2 |
| | | 11.4% | - | 14.0% | 12.2% | - | 8.6% | 10.1% | 17.7% | 52.1% | 13.7% | 15.0% | 10.0% | 10.5% | 6.2% | 37.4% |
| Stay the same | (3) | 24 | 4 | 7 | 14 | 4 | 9 | 6 | 7 | 1 | 5 | 6 | 8 | 11 | 21 | 3 |
| | | 66.4% | 80.5% | 48.5% | 77.5% | 67.6% | 75.4% | 67.9% | 64.2% | 47.9% | 56.7% | 73.0% | 79.4% | 56.7% | 69.8% | 49.0% |
| Slightly decrease | (2) | 5 | 1 | 3 | 1 | 1 | 1 | 1 | 1 | - | 2 | 1 | - | 4 | 5 | - |
| | | 12.4% | 19.5% | 18.4% | 5.5% | 16.6% | 8.0% | 10.6% | 8.7% | - | 20.3% | 12.0% | - | 19.0% | 14.8% | - |
| Greatly decrease | (1) | 1 | - | 1 | - | - | - | 1 | 1 | - | - | - | 1 | - | 1 | - |
| | | 2.8% | - | 7.2% | - | - | - | 11.4% | 9.4% | - | - | - | 10.6% | - | 3.4% | - |
| Don't know | | 3 | - | 2 | 1 | 1 | 1 | - | - | - | 1 | - | - | 3 | 2 | 1 |
| | | 7.0% | - | 12.0% | 4.8% | 15.8% | 8.1% | - | - | - | 9.3% | - | - | 13.7% | 5.8% | 13.5% |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 4 | - | 2 | 2 | - | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 2 | 2 | 2 |
| | | 11.4% | - | 14.0% | 12.2% | - | 8.6% | 10.1% | 17.7% | 52.1% | 13.7% | 15.0% | 10.0% | 10.5% | 6.2% | 37.4% |
| Net: Decrease | | 6 | 1 | 4 | 1 | 1 | 1 | 2 | 2 | - | 2 | 1 | 1 | 4 | 6 | - |
| | | 15.2% | 19.5% | 25.5% | 5.5% | 16.6% | 8.0% | 22.0% | 18.0% | - | 20.3% | 12.0% | 10.6% | 19.0% | 18.2% | - |
| Net: Increase + Stay the same | | 28 | 4 | 9 | 16 | 4 | 10 | 7 | 9 | 2 | 6 | 7 | 9 | 13 | 23 | 5 |
| | | 77.7% | 80.5% | 62.5% | 89.7% | 67.6% | 84.0% | 78.0% | 82.0% | 100.0% | 70.4% | 88.0% | 89.4% | 67.2% | 76.0% | 86.5% |
| Mean score | | 2.9 | 2.8 | 2.8 | 3.1 | 2.8 | 3.0 | 2.8 | 2.9 | 3.5 | 2.9 | 3.0 | 2.9 | 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_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 | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | *a | *b | *c | *d | *e | *f | *g | *h | *i | *j | *k | *l | *m | *n |
| Unweighted Total | | 14 | 2 | 6 | 6 | 2 | 7 | 2 | 3 | 1 | 2 | 4 | 4 | 6 | 10 | 4 |
| Weighted Total | | 14 | 2 | 6 | 6 | 2 | 7 | 2 | 3 | 1 | 2 | 4 | 4 | 6 | 10 | 4 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Greatly increase | (5) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Slightly increase | (4) | 4 | - | 2 | 2 | - | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 2 | 2 | 2 |
| | | 30.1% | - | 32.9% | 36.7% | - | 14.7% | 47.0% | 65.5% | 100.0% | 54.6% | 28.7% | 24.3% | 35.5% | 19.5% | 55.3% |
| Stay the same | (3) | 7 | 2 | 2 | 3 | 1 | 5 | - | - | - | 1 | 3 | 2 | 2 | 5 | 2 |
| | | 49.6% | 100.0% | 35.4% | 48.9% | 56.4% | 71.4% | - | - | - | 45.4% | 71.3% | 49.9% | 32.9% | 51.7% | 44.7% |
| Slightly decrease | (2) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Greatly decrease | (1) | 1 | - | 1 | - | - | - | 1 | 1 | - | - | - | 1 | - | 1 | - |
| | | 7.5% | - | 16.8% | - | - | - | 53.0% | 34.5% | - | - | - | 25.8% | - | 10.7% | - |
| Don't know | | 2 | - | 1 | 1 | 1 | 1 | - | - | - | - | - | - | 2 | 2 | - |
| | | 12.7% | - | 14.9% | 14.4% | 43.6% | 13.8% | - | - | - | - | - | - | 31.7% | 18.1% | - |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 4 | - | 2 | 2 | - | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 2 | 2 | 2 |
| | | 30.1% | - | 32.9% | 36.7% | - | 14.7% | 47.0% | 65.5% | 100.0% | 54.6% | 28.7% | 24.3% | 35.5% | 19.5% | 55.3% |
| Net: Decrease | | 1 | - | 1 | - | - | - | 1 | 1 | - | - | - | 1 | - | 1 | - |
| | | 7.5% | - | 16.8% | - | - | - | 53.0% | 34.5% | - | - | - | 25.8% | - | 10.7% | - |
| Net: Increase + Stay the same | | 11 | 2 | 4 | 5 | 1 | 6 | 1 | 2 | 1 | 2 | 4 | 3 | 4 | 7 | 4 |
| | | 79.7% | 100.0% | 68.3% | 85.6% | 56.4% | 86.2% | 47.0% | 65.5% | 100.0% | 100.0% | 100.0% | 74.2% | 68.3% | 71.2% | 100.0% |
| Mean score | | 3.2 | 3.0 | 3.0 | 3.4 | 3.0 | 3.2 | 2.4 | 3.0 | 4.0 | 3.5 | 3.3 | 2.7 | 3.5 | 3.0 | 3.6 |

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 | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | *a | *b | *c | *d | *e | *f | *g | *h | *i | *j | *k | *l | *m | *n |
| Unweighted Total | | 9 | 1 | 1 | 7 | 1 | 3 | 1 | 2 | 1 | 3 | 2 | 3 | 4 | 8 | 1 |
| Weighted Total | | 9 | 1 | 1 | 7 | 1 | 3 | 1 | 2 | 1 | 3 | 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% | 100.0% | 100.0% |
| Greatly increase | (5) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Slightly increase | (4) | 1 | - | - | 1 | - | - | 1 | 1 | - | - | - | - | 1 | 1 | - |
| | | 10.6% | - | - | 13.8% | - | - | 100.0% | 48.7% | - | - | - | - | 23.9% | 11.8% | - |
| Stay the same | (3) | 7 | 1 | 1 | 5 | 1 | 3 | - | 1 | 1 | 2 | 1 | 3 | 3 | 6 | 1 |
| | | 78.3% | 100.0% | 100.0% | 71.7% | 100.0% | 100.0% | - | 51.3% | 100.0% | 68.1% | 51.1% | 100.0% | 76.1% | 75.7% | 100.0% |
| Slightly decrease | (2) | 1 | - | - | 1 | - | - | - | - | - | 1 | 1 | - | - | 1 | - |
| | | 11.1% | - | - | 14.5% | - | - | - | - | - | 31.9% | 48.9% | - | - | 12.4% | - |
| Greatly decrease | (1) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Don't know | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 1 | - | - | 1 | - | - | 1 | 1 | - | - | - | - | 1 | 1 | - |
| | | 10.6% | - | - | 13.8% | - | - | 100.0% | 48.7% | - | - | - | - | 23.9% | 11.8% | - |
| Net: Decrease | | 1 | - | - | 1 | - | - | - | - | - | 1 | 1 | - | - | 1 | - |
| | | 11.1% | - | - | 14.5% | - | - | - | - | - | 31.9% | 48.9% | - | - | 12.4% | - |
| Net: Increase + Stay the same | | 8 | 1 | 1 | 6 | 1 | 3 | 1 | 2 | 1 | 2 | 1 | 3 | 4 | 7 | 1 |
| | | 88.9% | 100.0% | 100.0% | 85.5% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 68.1% | 51.1% | 100.0% | 100.0% | 87.6% | 100.0% |
| Mean score | | 3.0 | 3.0 | 3.0 | 3.0 | 3.0 | 3.0 | 4.0 | 3.5 | 3.0 | 2.7 | 2.5 | 3.0 | 3.2 | 3.0 | 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 | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | *a | *b | c | *d | *e | *f | *g | *h | *i | *j | k | *l | m | *n |
| Unweighted Total | 80 | 16 | 28 | 36 | 19 | 19 | 19 | 27 | 8 | 15 | 23 | 30 | 27 | 67 | 13 |
| Weighted Total | 77 | 16 | 27 | 35 | 18 | 18 | 19 | 27 | 8 | 14 | 23 | 29 | 25 | 64 | 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% |
| Accounting and financial services | 3 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | - | - | - | 3 | - | 2 | 1 |
| | 12.1% | 33.1% | 11.7% | 7.4% | 19.0% | 10.7% | 26.5% | 17.5% | - | - | - | 32.4% | - | 9.8% | 24.4% |
| Construction | 4 | 1 | - | 3 | 2 | 1 | 1 | 1 | - | - | 2 | 2 | - | 4 | - |
| | 30.0% | 23.6% | - | 41.7% | 100.0% | 24.3% | 53.8% | 33.9% | - | - | 33.2% | 46.1% | - | 32.3% | - |
| Drivers | 4 | - | 2 | 2 | 2 | - | 1 | 1 | - | 1 | 2 | 1 | 1 | 4 | - |
| | 25.8% | - | 40.5% | 20.8% | 40.8% | - | 27.7% | 27.7% | - | 26.2% | 34.5% | 26.2% | 16.5% | 25.8% | - |
| Education | 5 | - | 2 | 3 | 1 | 2 | 1 | 2 | 1 | - | 1 | 3 | 1 | 4 | 1 |
| | 51.1% | - | 52.9% | 61.4% | 59.0% | 100.0% | 100.0% | 47.9% | 31.1% | - | 100.0% | 59.1% | 25.0% | 43.9% | 100.0% |
| Engineering & technical | 3 | 1 | 1 | 1 | - | 2 | 1 | 1 | - | - | 1 | 1 | 1 | 2 | 1 |
| | 28.2% | 100.0% | 34.1% | 15.6% | - | 33.6% | 100.0% | 100.0% | - | - | 35.5% | 34.1% | 19.7% | 21.4% | 100.0% |
| Executive recruitment / interim management | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Health & social care | 4 | 1 | 1 | 2 | 3 | - | - | - | - | 1 | - | 4 | - | 2 | 2 |
| | 29.4% | 26.9% | 23.0% | 36.4% | 100.0% | - | - | - | - | 23.3% | - | 54.1% | - | 18.1% | 69.4% |
| Hospitality | 3 | 2 | 1 | - | 1 | - | 1 | 2 | 1 | - | 2 | - | 1 | 2 | 1 |
| | 51.0% | 100.0% | 100.0% | - | 100.0% | - | 100.0% | 68.2% | 53.6% | - | 100.0% | - | 27.6% | 41.5% | 100.0% |
| Industrial | 6 | 1 | 1 | 4 | 1 | 3 | 2 | 2 | - | - | 3 | 3 | - | 6 | - |
| | 42.1% | 50.8% | 30.7% | 44.5% | 33.9% | 49.9% | 62.6% | 62.6% | - | - | 60.6% | 55.8% | - | 45.9% | - |
| Legal & HR | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Life sciences | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Marketing, media & creative | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Office professionals | 4 | - | 4 | - | - | - | 3 | 4 | 1 | - | - | 1 | 3 | 2 | 2 |
| | 11.4% | - | 28.7% | - | - | - | 34.3% | 37.6% | 52.1% | - | - | 10.6% | 16.7% | 6.5% | 36.2% |
| Sales & retail | 1 | - | 1 | - | - | - | 1 | 1 | - | - | - | 1 | - | 1 | - |
| | 7.5% | - | 16.8% | - | - | - | 53.0% | 34.5% | - | - | - | 25.8% | - | 10.7% | - |

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 2017 | | | | South excluding London | South including London | | | | | | | |
| | Total | August 2017 | | October 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 | 80 | 16 | 28 | 36 | 19 | 19 | 19 | 27 | 8 | 15 | 23 | 30 | 27 | 67 | 13 |
| Weighted Total | 77 | 16 | 27 | 35 | 18 | 18 | 19 | 27 | 8 | 14 | 23 | 29 | 25 | 64 | 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% |
| Technology | 1 | - | - | 1 | - | - | 1 | 1 | - | - | - | - | 1 | 1 | - |
| | 10.6% | - | - | 13.8% | - | - | 100.0% | 48.7% | - | - | - | - | 23.9% | 11.8% | - |
| None | 46 | 9 | 17 | 20 | 8 | 10 | 10 | 15 | 5 | 12 | 13 | 16 | 17 | 41 | 5 |
| | 59.8% | 57.2% | 63.0% | 58.4% | 46.7% | 57.9% | 51.9% | 55.2% | 62.6% | 86.9% | 55.8% | 55.0% | 68.7% | 64.2% | 38.0% |
| Net: Any | 31 | 7 | 10 | 14 | 9 | 8 | 9 | 12 | 3 | 2 | 10 | 13 | 8 | 23 | 8 |
| | 40.2% | 42.8% | 37.0% | 41.6% | 53.3% | 42.1% | 48.1% | 44.8% | 37.4% | 13.1% | 44.2% | 45.0% | 31.3% | 35.8% | 62.0% |

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 | 87 100.0% | 2 2.1% | 1 1.2% | 16 18.2% | 21 24.6% | 42 48.5% | 5 5.4% | 3 3.3% | 63 73.1% | 4.2 |
| Quality of service | 87 100.0% | 2 2.1% | 1 1.0% | 3 3.7% | 16 19.0% | 60 69.9% | 4 4.4% | 3 3.1% | 77 88.9% | 4.6 |
| Brand image of the agency | 87 100.0% | 9 10.9% | 17 20.0% | 28 32.6% | 16 19.0% | 11 13.2% | 4 4.4% | 27 30.9% | 28 32.2% | 3.0 |
| Expertise of the agency, in terms of regions and sectors covered | 87 100.0% | 1 1.1% | 2 2.2% | 11 12.9% | 20 22.8% | 48 55.7% | 5 5.4% | 3 3.2% | 68 78.4% | 4.4 |
| Management information provided | 87 100.0% | 4 4.4% | 8 9.3% | 17 19.7% | 23 26.4% | 28 32.6% | 7 7.6% | 12 13.7% | 51 59.0% | 3.8 |
| Membership of a trade of professional organisation | 87 100.0% | 11 12.5% | 10 11.4% | 24 28.0% | 17 20.1% | 19 21.7% | 6 6.4% | 21 23.9% | 36 41.8% | 3.3 |
| Other | 87 100.0% | - - | - - | - - | - - | 2 2.1% | 85 97.9% | - - | 2 2.1% | 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 | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | *a | b | c | *d | *e | *f | *g | *h | *i | *j | k | l | m | *n |
| Unweighted Total | | 90 | 18 | 33 | 39 | 24 | 23 | 19 | 27 | 8 | 16 | 27 | 32 | 31 | 75 | 15 |
| Weighted Total | | 87 | 17 | 31 | 38 | 23 | 22 | 19 | 27 | 8 | 15 | 27 | 31 | 29 | 71 | 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 | - | 2 | - | - | - | - | 1 | 1 | - | 2 | - |
| | | 2.1% | - | 2.8% | 2.4% | - | 8.2% | - | - | - | - | 3.4% | 2.9% | - | 2.5% | - |
| 2 | (2) | 1 | - | - | 1 | - | 1 | - | - | - | - | - | 1 | - | 1 | - |
| | | 1.2% | - | - | 2.7% | - | 4.7% | - | - | - | - | - | 3.4% | - | 1.4% | - |
| 3 | (3) | 16 | 4 | 6 | 6 | 7 | 2 | 5 | 5 | - | 2 | 3 | 7 | 5 | 13 | 3 |
| | | 18.2% | 22.3% | 17.8% | 16.7% | 32.2% | 8.9% | 25.6% | 17.6% | - | 11.9% | 10.6% | 24.4% | 18.7% | 18.1% | 18.9% |
| 4 | (4) | 21 | 4 | 7 | 11 | 8 | 5 | 5 | 6 | 1 | 3 | 7 | 4 | 10 | 17 | 4 |
| | | 24.6% | 21.4% | 22.3% | 28.1% | 34.7% | 20.8% | 27.4% | 22.5% | 11.6% | 18.8% | 25.7% | 13.0% | 35.9% k | 24.0% | 27.6% |
| 5 Very important | (5) | 42 | 7 | 17 | 18 | 6 | 12 | 8 | 15 | 7 | 9 | 15 | 15 | 11 | 35 | 7 |
| | | 48.5% | 40.0% | 54.6% | 47.2% | 28.8% | 53.1% | 41.8% | 56.3% | 88.4% | 57.1% | 56.7% | 50.6% | 38.6% | 48.8% | 47.1% |
| N/A | | 5 | 3 | 1 | 1 | 1 | 1 | 1 | 1 | - | 2 | 1 | 2 | 2 | 4 | 1 |
| | | 5.4% | 16.3% | 2.5% | 2.8% | 4.3% | 4.2% | 5.1% | 3.5% | - | 12.2% | 3.6% | 5.7% | 6.8% | 5.2% | 6.5% |
| NETS | | | | | | | | | | | | | | | | |
| Net: Not important | | 3 | - | 1 | 2 | - | 3 | - | - | - | - | 1 | 2 | - | 3 | - |
| | | 3.3% | - | 2.8% | 5.2% | - | 13.0% | - | - | - | - | 3.4% | 6.3% | - | 4.0% | - |
| Net: Important | | 63 | 11 | 24 | 28 | 14 | 16 | 13 | 21 | 8 | 11 | 22 | 19 | 22 | 52 | 11 |
| | | 73.1% | 61.4% | 76.9% | 75.4% | 63.5% | 73.9% | 69.3% | 78.8% | 100.0% | 75.9% | 82.3% | 63.6% | 74.5% | 72.8% | 74.7% |
| Mean score | | 4.2 | 4.2 | 4.3 | 4.2 | 4.0 | 4.1 | 4.2 | 4.4 | 4.9 | 4.5 | 4.4 | 4.1 | 4.2 | 4.2 | 4.3 |

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 | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | *a | b | c | *d | *e | *f | *g | *h | *i | *j | k | l | m | *n |
| Unweighted Total | | 90 | 18 | 33 | 39 | 24 | 23 | 19 | 27 | 8 | 16 | 27 | 32 | 31 | 75 | 15 |
| Weighted Total | | 87 | 17 | 31 | 38 | 23 | 22 | 19 | 27 | 8 | 15 | 27 | 31 | 29 | 71 | 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 | - | 2 | - | - | - | - | 1 | 1 | - | 2 | - |
| | | 2.1% | - | 2.8% | 2.4% | - | 8.2% | - | - | - | - | 3.4% | 2.9% | - | 2.5% | - |
| 2 | (2) | 1 | - | - | 1 | 1 | - | - | - | - | - | - | - | 1 | 1 | - |
| | | 1.0% | - | - | 2.2% | 3.7% | - | - | - | - | - | - | - | 2.9% | 1.2% | - |
| 3 | (3) | 3 | 1 | 1 | 1 | 2 | - | - | 1 | 1 | - | 3 | - | - | 3 | - |
| | | 3.7% | 6.6% | 3.5% | 2.4% | 8.9% | - | - | 4.3% | 13.8% | - | 11.8% | - | - | 4.4% | - |
| 4 | (4) | 16 | 3 | 4 | 10 | 5 | 3 | 4 | 5 | 1 | 4 | 8 | 5 | 4 | 15 | 2 |
| | | 19.0% | 16.1% | 12.4% | 25.9% | 21.0% | 13.8% | 21.0% | 18.1% | 11.6% | 25.3% | 29.7% | 15.3% | 13.0% | 20.5% | 12.0% |
| 5 Very important | (5) | 60 | 12 | 25 | 24 | 14 | 17 | 14 | 20 | 6 | 9 | 14 | 23 | 23 | 48 | 12 |
| | | 69.9% | 66.2% | 78.7% | 64.2% | 62.1% | 78.0% | 73.9% | 74.1% | 74.6% | 62.5% | 51.5% | 76.0% | 80.5% | 67.5% | 81.5% |
| N/A | | 4 | 2 | 1 | 1 | 1 | - | 1 | 1 | - | 2 | 1 | 2 | 1 | 3 | 1 |
| | | 4.4% | 11.0% | 2.5% | 2.8% | 4.3% | - | 5.1% | 3.5% | - | 12.2% | 3.6% | 5.7% | 3.6% | 3.9% | 6.5% |
| NETS | | | | | | | | | | | | | | | | |
| Net: Not important | | 3 | - | 1 | 2 | 1 | 2 | - | - | - | - | 1 | 1 | 1 | 3 | - |
| | | 3.1% | - | 2.8% | 4.7% | 3.7% | 8.2% | - | - | - | - | 3.4% | 2.9% | 2.9% | 3.7% | - |
| Net: Important | | 77 | 14 | 29 | 34 | 19 | 20 | 18 | 25 | 7 | 13 | 22 | 28 | 27 | 63 | 14 |
| | | 88.9% | 82.4% | 91.1% | 90.1% | 83.1% | 91.8% | 94.9% | 92.2% | 86.2% | 87.8% | 81.2% | 91.4% | 93.5% | 88.0% | 93.5% |
| Mean score | | 4.6 | 4.7 | 4.7 | 4.5 | 4.5 | 4.5 | 4.8 | 4.7 | 4.6 | 4.7 | 4.3 | 4.7 | 4.8 | 4.6 | 4.9 |

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 | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | *a | b | c | *d | *e | *f | *g | *h | *i | *j | k | l | m | *n |
| Unweighted Total | | 90 | 18 | 33 | 39 | 24 | 23 | 19 | 27 | 8 | 16 | 27 | 32 | 31 | 75 | 15 |
| Weighted Total | | 87 | 17 | 31 | 38 | 23 | 22 | 19 | 27 | 8 | 15 | 27 | 31 | 29 | 71 | 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 | 2 | 3 | 5 | 3 | 2 | - | 3 | 3 | 2 | 4 | 4 | 2 | 9 | - |
| | | 10.9% | 12.3% | 8.3% | 12.4% | 11.5% | 8.9% | - | 11.5% | 36.9% | 11.8% | 14.7% | 11.9% | 6.2% | 13.2% | - |
| 2 | (2) | 17 | 3 | 5 | 10 | 3 | 6 | 5 | 6 | 1 | 3 | 4 | 4 | 9 | 16 | 1 |
| | | 20.0% | 15.9% | 15.5% | 25.6% | 12.1% | 26.6% | 25.0% | 21.3% | 13.3% | 19.5% | 14.5% | 12.9% | 32.4% | 22.8% | 6.6% |
| 3 | (3) | 28 | 3 | 13 | 12 | 9 | 8 | 8 | 10 | 2 | 2 | 10 | 11 | 7 | 23 | 5 |
| | | 32.6% | 16.5% | 42.9% | 31.4% | 38.4% | 35.1% | 42.4% | 36.4% | 23.1% | 13.4% | 38.4% | 34.6% | 25.0% | 31.8% | 36.2% |
| 4 | (4) | 16 | 4 | 4 | 9 | 7 | 2 | 4 | 4 | - | 4 | 6 | 7 | 4 | 13 | 3 |
| | | 19.0% | 21.2% | 13.4% | 22.7% | 29.1% | 8.6% | 22.1% | 15.2% | - | 25.6% | 21.6% | 21.6% | 13.9% | 18.8% | 20.0% |
| 5 Very important | (5) | 11 | 4 | 5 | 2 | 1 | 5 | 1 | 3 | 2 | 3 | 2 | 4 | 5 | 7 | 5 |
| | | 13.2% | 23.2% | 17.4% | 5.1% | 4.6% | 20.7% | 5.4% | 12.0% | 26.6% | 17.4% | 7.1% | 13.2% | 18.9% | 9.5% | 30.7% |
| N/A | | 4 | 2 | 1 | 1 | 1 | - | 1 | 1 | - | 2 | 1 | 2 | 1 | 3 | 1 |
| | | 4.4% | 11.0% | 2.5% | 2.8% | 4.3% | - | 5.1% | 3.5% | - | 12.2% | 3.6% | 5.7% | 3.6% | 3.9% | 6.5% |
| NETS | | | | | | | | | | | | | | | | |
| Net: Not important | | 27 | 5 | 7 | 14 | 5 | 8 | 5 | 9 | 4 | 5 | 8 | 8 | 11 | 26 | 1 |
| | | 30.9% | 28.1% | 23.8% | 38.0% | 23.6% | 35.5% | 25.0% | 32.8% | 50.3% | 31.3% | 29.2% | 24.8% | 38.7% | 36.0% | 6.6% |
| Net: Important | | 28 | 8 | 10 | 10 | 8 | 6 | 5 | 7 | 2 | 7 | 8 | 11 | 10 | 20 | 8 |
| | | 32.2% | 44.4% | 30.8% | 27.8% | 33.7% | 29.3% | 27.5% | 27.2% | 26.6% | 43.1% | 28.7% | 34.8% | 32.8% | 28.3% | 50.7% |
| Mean score | | 3.0 | 3.3 | 3.2 | 2.8 | 3.0 | 3.1 | 3.1 | 2.9 | 2.7 | 3.2 | 2.9 | 3.1 | 3.1 | 2.9 | 3.8 |

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

Jobs Outlook - Combined

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

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

Base: All who recruit temporary agency workers

| | | WAVE | | | | REGION | | | | | SIZE | | | SECTOR | | |
|-------------------------|-----|--------|-------------|----------------|--------------|--------|----------|------------------------|------------------------|--------|--------|--------|--------|--------|---------|--------|
| | | Total | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | *a | b | c | *d | *e | *f | *g | *h | *i | *j | k | l | m | *n |
| Unweighted Total | | 90 | 18 | 33 | 39 | 24 | 23 | 19 | 27 | 8 | 16 | 27 | 32 | 31 | 75 | 15 |
| Weighted Total | | 87 | 17 | 31 | 38 | 23 | 22 | 19 | 27 | 8 | 15 | 27 | 31 | 29 | 71 | 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% | - | - | 2.4% | - | 4.2% | - | - | - | - | 3.4% | - | - | 1.3% | - |
| 2 | (2) | 2 | - | - | 2 | - | - | 1 | 2 | 1 | - | - | 2 | - | 2 | - |
| | | 2.2% | - | - | 5.0% | - | - | 4.9% | 7.0% | 11.6% | - | - | 6.1% | - | 2.6% | - |
| 3 | (3) | 11 | 2 | 6 | 4 | 2 | 3 | 4 | 5 | 1 | 2 | 3 | 6 | 2 | 9 | 2 |
| | | 12.9% | 10.9% | 17.9% | 9.7% | 7.4% | 12.8% | 21.3% | 18.3% | 11.6% | 11.9% | 10.2% | 21.2% | 6.8% | 12.9% | 13.0% |
| 4 | (4) | 20 | 4 | 8 | 8 | 9 | 4 | 2 | 3 | 1 | 4 | 8 | 4 | 8 | 14 | 5 |
| | | 22.8% | 21.6% | 24.6% | 21.7% | 39.5% | 17.0% | 10.6% | 11.4% | 13.3% | 26.3% | 31.0% | 12.3% | 26.2% | 20.0% | 35.9% |
| 5 Very important | (5) | 48 | 9 | 17 | 22 | 11 | 14 | 11 | 16 | 5 | 8 | 14 | 17 | 17 | 41 | 7 |
| | | 55.7% | 51.3% | 54.9% | 58.3% | 48.7% | 61.9% | 58.1% | 59.8% | 63.6% | 49.6% | 51.8% | 54.7% | 60.2% | 58.0% | 44.6% |
| N/A | | 5 | 3 | 1 | 1 | 1 | 1 | 1 | 1 | - | 2 | 1 | 2 | 2 | 4 | 1 |
| | | 5.4% | 16.3% | 2.5% | 2.8% | 4.3% | 4.2% | 5.1% | 3.5% | - | 12.2% | 3.6% | 5.7% | 6.8% | 5.2% | 6.5% |
| NETS | | | | | | | | | | | | | | | | |
| Net: Not important | | 3 | - | - | 3 | - | 1 | 1 | 2 | 1 | - | 1 | 2 | - | 3 | - |
| | | 3.2% | - | - | 7.4% | - | 4.2% | 4.9% | 7.0% | 11.6% | - | 3.4% | 6.1% | - | 3.9% | - |
| Net: Important | | 68 | 13 | 25 | 30 | 20 | 17 | 13 | 19 | 6 | 11 | 22 | 20 | 25 | 56 | 12 |
| | | 78.4% | 72.8% | 79.5% | 80.0% | 88.2% | 78.8% | 68.7% | 71.2% | 76.9% | 75.9% | 82.8% | 67.0% | 86.4% | 78.0% | 80.6% |
| Mean score | | 4.4 | 4.5 | 4.4 | 4.3 | 4.4 | 4.4 | 4.3 | 4.3 | 4.3 | 4.4 | 4.3 | 4.2 | 4.6 | 4.4 | 4.3 |

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

Jobs Outlook - Combined

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

Management information provided

Base: All who recruit temporary agency workers

| | | | WAVE | | | REGION | | | | | | SIZE | | | SECTOR | |
|-------------------------|-----|--------|-------------|----------------|--------------|--------|----------|------------------------|------------------------|--------|--------|--------|--------|--------|---------|--------|
| | | Total | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | *a | b | c | *d | *e | *f | *g | *h | *i | *j | k | l | m | *n |
| Unweighted Total | | 90 | 18 | 33 | 39 | 24 | 23 | 19 | 27 | 8 | 16 | 27 | 32 | 31 | 75 | 15 |
| Weighted Total | | 87 | 17 | 31 | 38 | 23 | 22 | 19 | 27 | 8 | 15 | 27 | 31 | 29 | 71 | 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 | 2 | 1 | 2 | 1 | 1 | - | - | 1 | 1 | 2 | 4 | - |
| | | 4.4% | - | 6.0% | 5.2% | 3.9% | 8.9% | 5.4% | 3.7% | - | - | 3.8% | 3.3% | 6.2% | 5.4% | - |
| 2 | (2) | 8 | - | 1 | 7 | 1 | 2 | 2 | 3 | 1 | 2 | 3 | 3 | 2 | 6 | 2 |
| | | 9.3% | - | 3.5% | 18.4% | 3.7% | 8.9% | 10.9% | 11.1% | 11.6% | 14.9% | 11.5% | 9.9% | 6.5% | 8.0% | 15.4% |
| 3 | (3) | 17 | 1 | 10 | 6 | 7 | 5 | 5 | 5 | - | 1 | 6 | 4 | 7 | 16 | 1 |
| | | 19.7% | 5.2% | 31.2% | 16.7% | 29.1% | 21.4% | 26.5% | 18.3% | - | 5.5% | 21.7% | 12.6% | 25.2% | 22.2% | 7.5% |
| 4 | (4) | 23 | 7 | 7 | 9 | 4 | 4 | 6 | 10 | 4 | 5 | 9 | 9 | 5 | 20 | 3 |
| | | 26.4% | 40.4% | 20.9% | 24.5% | 18.0% | 16.8% | 32.2% | 38.0% | 51.0% | 32.3% | 34.7% | 28.6% | 16.5% | 27.7% | 20.3% |
| 5 Very important | (5) | 28 | 7 | 10 | 11 | 7 | 9 | 4 | 7 | 3 | 5 | 7 | 12 | 9 | 22 | 7 |
| | | 32.6% | 38.1% | 32.6% | 30.1% | 32.6% | 39.9% | 19.9% | 25.3% | 37.4% | 35.1% | 24.7% | 39.9% | 32.4% | 30.3% | 43.7% |
| N/A | | 7 | 3 | 2 | 2 | 3 | 1 | 1 | 1 | - | 2 | 1 | 2 | 4 | 5 | 2 |
| | | 7.6% | 16.3% | 5.7% | 5.2% | 12.7% | 4.2% | 5.1% | 3.5% | - | 12.2% | 3.6% | 5.7% | 13.3% | 6.5% | 13.1% |
| NETS | | | | | | | | | | | | | | | | |
| Net: Not important | | 12 | - | 3 | 9 | 2 | 4 | 3 | 4 | 1 | 2 | 4 | 4 | 4 | 10 | 2 |
| | | 13.7% | - | 9.5% | 23.5% | 7.6% | 17.7% | 16.3% | 14.8% | 11.6% | 14.9% | 15.3% | 13.2% | 12.7% | 13.3% | 15.4% |
| Net: Important | | 51 | 14 | 17 | 21 | 11 | 12 | 10 | 17 | 7 | 10 | 16 | 21 | 14 | 41 | 10 |
| | | 59.0% | 78.5% | 53.6% | 54.6% | 50.6% | 56.7% | 52.1% | 63.4% | 88.4% | 67.4% | 59.3% | 68.4% | 48.9% | 58.0% | 64.0% |
| Mean score | | 3.8 | 4.4 | 3.7 | 3.6 | 3.8 | 3.7 | 3.5 | 3.7 | 4.1 | 4.0 | 3.7 | 4.0 | 3.7 | 3.7 | 4.1 |

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 | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | *a | b | c | *d | *e | *f | *g | *h | *i | *j | k | l | m | *n |
| Unweighted Total | | 90 | 18 | 33 | 39 | 24 | 23 | 19 | 27 | 8 | 16 | 27 | 32 | 31 | 75 | 15 |
| Weighted Total | | 87 | 17 | 31 | 38 | 23 | 22 | 19 | 27 | 8 | 15 | 27 | 31 | 29 | 71 | 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 | 3 | 3 | 5 | 3 | 4 | 1 | 2 | 1 | 2 | 5 | 4 | 2 | 9 | 2 |
| | | 12.5% | 17.9% | 9.3% | 12.5% | 12.1% | 17.3% | 6.0% | 8.4% | 13.8% | 13.1% | 18.7% | 12.8% | 6.2% | 12.1% | 14.0% |
| 2 | (2) | 10 | 2 | 2 | 6 | 1 | 5 | 3 | 4 | 1 | - | 5 | 3 | 2 | 9 | 1 |
| | | 11.4% | 10.7% | 5.7% | 16.5% | 5.6% | 21.5% | 15.8% | 14.5% | 11.6% | - | 19.4% | 9.2% | 6.3% | 12.0% | 8.4% |
| 3 | (3) | 24 | 1 | 12 | 12 | 7 | 4 | 6 | 8 | 2 | 6 | 5 | 10 | 9 | 22 | 2 |
| | | 28.0% | 5.3% | 37.0% | 31.0% | 28.9% | 18.3% | 31.7% | 29.0% | 23.1% | 38.8% | 19.1% | 32.1% | 31.8% | 31.0% | 13.8% |
| 4 | (4) | 17 | 6 | 5 | 7 | 5 | 3 | 5 | 7 | 2 | 3 | 6 | 7 | 5 | 14 | 4 |
| | | 20.1% | 33.4% | 16.0% | 17.4% | 20.3% | 13.0% | 26.0% | 26.4% | 27.4% | 18.7% | 21.4% | 21.4% | 17.5% | 19.0% | 25.4% |
| 5 Very important | (5) | 19 | 3 | 8 | 8 | 5 | 6 | 3 | 5 | 2 | 4 | 5 | 6 | 8 | 15 | 4 |
| | | 21.7% | 16.4% | 26.3% | 20.2% | 20.3% | 25.6% | 15.5% | 18.2% | 24.1% | 24.1% | 17.7% | 18.7% | 28.5% | 20.9% | 25.3% |
| N/A | | 6 | 3 | 2 | 1 | 3 | 1 | 1 | 1 | - | 1 | 1 | 2 | 3 | 4 | 2 |
| | | 6.4% | 16.3% | 5.7% | 2.4% | 12.7% | 4.2% | 5.1% | 3.5% | - | 5.3% | 3.6% | 5.7% | 9.7% | 5.0% | 13.1% |
| NETS | | | | | | | | | | | | | | | | |
| Net: Not important | | 21 | 5 | 5 | 11 | 4 | 8 | 4 | 6 | 2 | 2 | 10 | 7 | 4 | 17 | 3 |
| | | 23.9% | 28.6% | 15.1% | 29.0% | 17.7% | 38.8% | 21.8% | 22.9% | 25.4% | 13.1% | 38.2% | 22.1% | 12.5% | 24.2% | 22.4% |
| Net: Important | | 36 | 9 | 13 | 14 | 9 | 8 | 8 | 12 | 4 | 6 | 11 | 12 | 13 | 28 | 8 |
| | | 41.8% | 49.8% | 42.2% | 37.6% | 40.6% | 38.7% | 41.5% | 44.6% | 51.5% | 42.8% | 39.1% | 40.1% | 46.0% | 39.9% | 50.7% |
| Mean score | | 3.3 | 3.2 | 3.5 | 3.2 | 3.4 | 3.1 | 3.3 | 3.3 | 3.4 | 3.4 | 3.0 | 3.3 | 3.6 | 3.3 | 3.5 |

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 | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | *a | b | c | *d | *e | *f | *g | *h | *i | *j | k | l | m | *n |
| Unweighted Total | | 90 | 18 | 33 | 39 | 24 | 23 | 19 | 27 | 8 | 16 | 27 | 32 | 31 | 75 | 15 |
| Weighted Total | | 87 | 17 | 31 | 38 | 23 | 22 | 19 | 27 | 8 | 15 | 27 | 31 | 29 | 71 | 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) | 2 | - | 2 | - | - | 1 | - | - | - | 1 | - | 1 | 1 | 2 | - |
| | | 2.1% | - | 5.8% | - | - | 4.5% | - | - | - | 5.5% | - | 3.2% | 2.9% | 2.5% | - |
| N/A | | 85 | 17 | 30 | 38 | 23 | 21 | 19 | 27 | 8 | 14 | 27 | 30 | 28 | 70 | 15 |
| | | 97.9% | 100.0% | 94.2% | 100.0% | 100.0% | 95.5% | 100.0% | 100.0% | 100.0% | 94.5% | 100.0% | 96.8% | 97.1% | 97.5% | 100.0% |
| NETS | | | | | | | | | | | | | | | | |
| Net: Not important | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Net: Important | | 2 | - | 2 | - | - | 1 | - | - | - | 1 | - | 1 | 1 | 2 | - |
| | | 2.1% | - | 5.8% | - | - | 4.5% | - | - | - | 5.5% | - | 3.2% | 2.9% | 2.5% | - |
| Mean score | | 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) | 87 100.0% | 7 7.9% | 5 5.8% | 16 18.7% | 19 21.8% | 40 45.7% | 12 13.8% | 58 67.5% | 3.9 |
| Responding to growth, as new customers are won | 87 100.0% | 6 7.4% | 5 5.7% | 24 27.4% | 30 34.7% | 22 24.9% | 11 13.1% | 51 59.5% | 3.6 |
| Managing fast changing organisational requirements | 87 100.0% | 8 9.1% | 12 13.5% | 24 27.8% | 23 26.9% | 20 22.7% | 20 22.6% | 43 49.6% | 3.4 |
| Covering short term staff leave or absences | 87 100.0% | 6 6.6% | 4 4.7% | 18 20.5% | 24 27.4% | 35 40.9% | 10 11.3% | 59 68.3% | 3.9 |
| Helping to keep running costs down | 87 100.0% | 16 18.7% | 11 13.2% | 21 24.8% | 14 16.4% | 23 27.0% | 28 31.9% | 37 43.3% | 3.2 |
| Managing uncertainty during economic downturn or at other times | 87 100.0% | 13 15.3% | 7 7.9% | 32 37.4% | 19 21.4% | 16 18.0% | 20 23.2% | 34 39.4% | 3.2 |
| Providing short term access to key strategic skills | 87 100.0% | 10 12.0% | 12 13.4% | 24 27.2% | 24 27.6% | 17 19.9% | 22 25.3% | 41 47.5% | 3.3 |

Jobs Outlook - Combined

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

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

Base: All who recruit temporary agency workers

| | | WAVE | | | | REGION | | | | | | SIZE | | | SECTOR | |
|-------------------------|-----|--------|-------------|----------------|--------------|--------|----------|------------------------|------------------------|--------|--------|--------|--------|--------|---------|--------|
| | | Total | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | *a | b | c | *d | *e | *f | *g | *h | *i | *j | k | l | m | *n |
| Unweighted Total | | 90 | 18 | 33 | 39 | 24 | 23 | 19 | 27 | 8 | 16 | 27 | 32 | 31 | 75 | 15 |
| Weighted Total | | 87 | 17 | 31 | 38 | 23 | 22 | 19 | 27 | 8 | 15 | 27 | 31 | 29 | 71 | 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 | 1 | 1 | 5 | 2 | 2 | 1 | 2 | 1 | 1 | 4 | 2 | 1 | 7 | - |
| | | 7.9% | 5.4% | 3.5% | 12.8% | 8.6% | 9.1% | 5.1% | 7.1% | 11.6% | 6.6% | 15.3% | 5.9% | 3.3% | 9.6% | - |
| 2 | (2) | 5 | - | 4 | 1 | 1 | 1 | 3 | 3 | - | - | - | 2 | 3 | 4 | 1 |
| | | 5.8% | - | 13.2% | 2.4% | 4.0% | 4.5% | 17.1% | 11.8% | - | - | - | 6.8% | 10.3% | 5.5% | 7.5% |
| 3 | (3) | 16 | 3 | 7 | 6 | 4 | 6 | 4 | 4 | - | 3 | 7 | 5 | 5 | 13 | 3 |
| | | 18.7% | 16.1% | 23.5% | 15.9% | 18.0% | 26.0% | 19.9% | 13.7% | - | 18.2% | 25.6% | 15.1% | 16.2% | 18.1% | 21.5% |
| 4 | (4) | 19 | 5 | 6 | 8 | 6 | 5 | 3 | 6 | 3 | 3 | 5 | 6 | 8 | 14 | 5 |
| | | 21.8% | 28.4% | 20.2% | 20.1% | 25.6% | 20.9% | 15.2% | 22.0% | 36.9% | 17.2% | 18.9% | 18.5% | 28.1% | 19.9% | 30.8% |
| 5 Very important | (5) | 40 | 9 | 12 | 18 | 10 | 9 | 8 | 12 | 4 | 9 | 11 | 16 | 12 | 33 | 6 |
| | | 45.7% | 50.1% | 39.5% | 48.8% | 43.7% | 39.5% | 42.7% | 45.4% | 51.5% | 58.0% | 40.3% | 53.8% | 42.1% | 46.8% | 40.2% |
| NETS | | | | | | | | | | | | | | | | |
| Net: Not important | | 12 | 1 | 5 | 6 | 3 | 3 | 4 | 5 | 1 | 1 | 4 | 4 | 4 | 11 | 1 |
| | | 13.8% | 5.4% | 16.7% | 15.2% | 12.6% | 13.6% | 22.2% | 18.9% | 11.6% | 6.6% | 15.3% | 12.6% | 13.6% | 15.1% | 7.5% |
| Net: Important | | 58 | 14 | 19 | 26 | 16 | 13 | 11 | 18 | 7 | 11 | 16 | 22 | 20 | 48 | 11 |
| | | 67.5% | 78.5% | 59.8% | 68.9% | 69.4% | 60.4% | 57.9% | 67.4% | 88.4% | 75.2% | 59.2% | 72.3% | 70.2% | 66.8% | 71.0% |
| Mean score | | 3.9 | 4.2 | 3.8 | 3.9 | 3.9 | 3.8 | 3.7 | 3.9 | 4.2 | 4.2 | 3.7 | 4.1 | 4.0 | 3.9 | 4.0 |

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 | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | *a | b | c | *d | *e | *f | *g | *h | *i | *j | k | l | m | *n |
| Unweighted Total | | 90 | 18 | 33 | 39 | 24 | 23 | 19 | 27 | 8 | 16 | 27 | 32 | 31 | 75 | 15 |
| Weighted Total | | 87 | 17 | 31 | 38 | 23 | 22 | 19 | 27 | 8 | 15 | 27 | 31 | 29 | 71 | 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) | 6 | 1 | 1 | 5 | 2 | 2 | 1 | 1 | - | 2 | 1 | 3 | 3 | 6 | - |
| | | 7.4% | 5.4% | 2.6% | 12.4% | 7.4% | 9.1% | 5.1% | 3.5% | - | 12.1% | 3.7% | 9.2% | 9.0% | 9.0% | - |
| 2 | (2) | 5 | - | 4 | 1 | - | - | 2 | 4 | 2 | 1 | 1 | 2 | 2 | 5 | - |
| | | 5.7% | - | 12.6% | 2.6% | - | - | 10.9% | 15.3% | 24.9% | 5.3% | 3.6% | 6.2% | 7.1% | 6.9% | - |
| 3 | (3) | 24 | 5 | 9 | 9 | 6 | 6 | 4 | 6 | 2 | 6 | 7 | 7 | 10 | 21 | 3 |
| | | 27.4% | 28.6% | 29.5% | 25.0% | 27.9% | 25.3% | 21.3% | 22.6% | 25.4% | 38.1% | 25.2% | 21.7% | 35.3% | 29.1% | 19.3% |
| 4 | (4) | 30 | 7 | 11 | 13 | 8 | 8 | 10 | 11 | 1 | 4 | 12 | 11 | 7 | 24 | 6 |
| | | 34.7% | 37.6% | 34.5% | 33.4% | 34.5% | 34.9% | 52.1% | 39.5% | 11.6% | 25.9% | 44.3% | 37.4% | 22.9% | 33.7% | 39.2% |
| 5 Very important | (5) | 22 | 5 | 7 | 10 | 7 | 7 | 2 | 5 | 3 | 3 | 6 | 8 | 7 | 15 | 6 |
| | | 24.9% | 28.4% | 20.8% | 26.6% | 30.2% | 30.6% | 10.5% | 19.1% | 38.2% | 18.7% | 23.2% | 25.5% | 25.7% | 21.3% | 41.5% |
| NETS | | | | | | | | | | | | | | | | |
| Net: Not important | | 11 | 1 | 5 | 6 | 2 | 2 | 3 | 5 | 2 | 3 | 2 | 5 | 5 | 11 | - |
| | | 13.1% | 5.4% | 15.2% | 15.0% | 7.4% | 9.1% | 16.1% | 18.8% | 24.9% | 17.3% | 7.3% | 15.4% | 16.1% | 15.9% | - |
| Net: Important | | 51 | 12 | 17 | 23 | 15 | 14 | 12 | 16 | 4 | 7 | 18 | 19 | 14 | 39 | 12 |
| | | 59.5% | 66.0% | 55.4% | 60.0% | 64.7% | 65.6% | 62.7% | 58.6% | 49.7% | 44.6% | 67.5% | 62.9% | 48.6% | 55.0% | 80.7% |
| Mean score | | 3.6 | 3.8 | 3.6 | 3.6 | 3.8 | 3.8 | 3.5 | 3.6 | 3.6 | 3.3 | 3.8 | 3.6 | 3.5 | 3.5 | 4.2 |

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 | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | *a | b | c | *d | *e | *f | *g | *h | *i | *j | k | l | m | *n |
| Unweighted Total | | 90 | 18 | 33 | 39 | 24 | 23 | 19 | 27 | 8 | 16 | 27 | 32 | 31 | 75 | 15 |
| Weighted Total | | 87 | 17 | 31 | 38 | 23 | 22 | 19 | 27 | 8 | 15 | 27 | 31 | 29 | 71 | 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 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | - | 1 | 4 | 3 | 1 | 7 | 1 |
| | | 9.1% | 10.7% | 10.0% | 7.7% | 12.7% | 8.9% | 11.1% | 7.7% | - | 6.6% | 15.1% | 9.5% | 3.2% | 9.5% | 7.4% |
| 2 | (2) | 12 | 3 | 4 | 5 | 1 | 2 | 2 | 6 | 4 | 3 | 5 | 2 | 5 | 12 | - |
| | | 13.5% | 17.3% | 12.2% | 12.8% | 4.0% | 8.3% | 11.0% | 23.2% | 50.3% | 17.8% | 18.8% | 6.2% | 16.3% | 16.3% | - |
| 3 | (3) | 24 | 4 | 9 | 12 | 6 | 8 | 7 | 8 | 1 | 2 | 8 | 8 | 9 | 21 | 3 |
| | | 27.8% | 22.0% | 27.7% | 30.6% | 28.5% | 34.9% | 37.3% | 29.3% | 11.6% | 13.8% | 28.3% | 25.6% | 29.6% | 29.3% | 20.9% |
| 4 | (4) | 23 | 5 | 8 | 10 | 8 | 5 | 4 | 5 | 1 | 6 | 6 | 10 | 7 | 16 | 7 |
| | | 26.9% | 27.3% | 26.5% | 27.1% | 35.5% | 22.0% | 20.4% | 17.6% | 11.6% | 37.8% | 20.6% | 33.7% | 25.7% | 22.6% | 47.5% |
| 5 Very important | (5) | 20 | 4 | 7 | 8 | 4 | 6 | 4 | 6 | 2 | 4 | 5 | 8 | 7 | 16 | 4 |
| | | 22.7% | 22.7% | 23.7% | 21.8% | 19.3% | 25.8% | 20.2% | 22.2% | 26.6% | 24.0% | 17.2% | 25.1% | 25.3% | 22.4% | 24.2% |
| NETS | | | | | | | | | | | | | | | | |
| Net: Not important | | 20 | 5 | 7 | 8 | 4 | 4 | 4 | 8 | 4 | 4 | 9 | 5 | 6 | 18 | 1 |
| | | 22.6% | 28.0% | 22.1% | 20.5% | 16.7% | 17.3% | 22.1% | 30.9% | 50.3% | 24.4% | 33.9% | 15.7% | 19.4% | 25.8% | 7.4% |
| Net: Important | | 43 | 9 | 16 | 18 | 12 | 10 | 8 | 11 | 3 | 9 | 10 | 18 | 15 | 32 | 11 |
| | | 49.6% | 50.0% | 50.2% | 48.9% | 54.8% | 47.8% | 40.5% | 39.8% | 38.2% | 61.8% | 37.7% | 58.7% | 50.9% | 44.9% | 71.7% |
| Mean score | | 3.4 | 3.3 | 3.4 | 3.4 | 3.4 | 3.5 | 3.3 | 3.2 | 3.1 | 3.5 | 3.1 | 3.6 | 3.5 | 3.3 | 3.8 |

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 | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | *a | b | c | *d | *e | *f | *g | *h | *i | *j | k | l | m | *n |
| Unweighted Total | | 90 | 18 | 33 | 39 | 24 | 23 | 19 | 27 | 8 | 16 | 27 | 32 | 31 | 75 | 15 |
| Weighted Total | | 87 | 17 | 31 | 38 | 23 | 22 | 19 | 27 | 8 | 15 | 27 | 31 | 29 | 71 | 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) | 6 | 1 | 2 | 3 | 2 | 2 | 1 | 1 | - | 1 | 3 | 2 | 1 | 6 | - |
| | | 6.6% | 5.4% | 5.7% | 7.8% | 8.0% | 8.8% | 5.1% | 3.5% | - | 6.6% | 10.9% | 6.0% | 3.1% | 8.0% | - |
| 2 | (2) | 4 | 2 | 2 | - | 1 | - | 3 | 3 | - | - | 3 | 1 | - | 4 | - |
| | | 4.7% | 10.7% | 7.0% | - | 4.9% | - | 15.9% | 11.0% | - | - | 11.0% | 3.6% | - | 5.7% | - |
| 3 | (3) | 18 | 3 | 4 | 11 | 5 | 5 | 3 | 5 | 2 | 3 | 9 | 2 | 7 | 14 | 3 |
| | | 20.5% | 17.5% | 12.1% | 28.9% | 21.6% | 21.2% | 16.7% | 19.4% | 25.4% | 19.5% | 34.5% | 5.7% | 23.0% | 20.1% | 22.4% |
| 4 | (4) | 24 | 4 | 9 | 11 | 4 | 9 | 4 | 6 | 2 | 6 | 5 | 11 | 8 | 19 | 5 |
| | | 27.4% | 21.0% | 29.8% | 28.4% | 16.7% | 39.7% | 19.8% | 21.3% | 24.9% | 36.3% | 17.8% | 36.5% | 26.7% | 26.8% | 30.2% |
| 5 Very important | (5) | 35 | 8 | 14 | 13 | 11 | 7 | 8 | 12 | 4 | 6 | 7 | 15 | 14 | 28 | 7 |
| | | 40.9% | 45.4% | 45.5% | 34.9% | 48.7% | 30.3% | 42.5% | 44.7% | 49.7% | 37.5% | 25.7% | 48.2% | 47.2% | 39.5% | 47.3% |
| NETS | | | | | | | | | | | | | | | | |
| Net: Not important | | 10 | 3 | 4 | 3 | 3 | 2 | 4 | 4 | - | 1 | 6 | 3 | 1 | 10 | - |
| | | 11.3% | 16.1% | 12.7% | 7.8% | 12.9% | 8.8% | 21.0% | 14.5% | - | 6.6% | 22.0% | 9.6% | 3.1% | 13.6% | - |
| Net: Important | | 59 | 12 | 24 | 24 | 15 | 15 | 12 | 18 | 6 | 11 | 12 | 26 | 21 | 47 | 12 |
| | | 68.3% | 66.4% | 75.3% | 63.3% | 65.5% | 70.0% | 62.2% | 66.1% | 74.6% | 73.8% | 43.5% | 84.7% | 73.9% | 66.3% | 77.6% |
| Mean score | | 3.9 | 3.9 | 4.0 | 3.8 | 3.9 | 3.8 | 3.8 | 3.9 | 4.2 | 4.0 | 3.4 | 4.2 | 4.1 | 3.8 | 4.2 |

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 | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | *a | b | c | *d | *e | *f | *g | *h | *i | *j | k | l | m | *n |
| Unweighted Total | | 90 | 18 | 33 | 39 | 24 | 23 | 19 | 27 | 8 | 16 | 27 | 32 | 31 | 75 | 15 |
| Weighted Total | | 87 | 17 | 31 | 38 | 23 | 22 | 19 | 27 | 8 | 15 | 27 | 31 | 29 | 71 | 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) | 16 | 4 | 4 | 9 | 5 | 5 | 3 | 3 | - | 4 | 10 | 5 | 2 | 14 | 2 |
| | | 18.7% | 21.6% | 11.9% | 23.0% | 21.0% | 22.2% | 14.8% | 10.2% | - | 25.4% | 36.5% | 15.1% | 6.0% | 19.9% | 12.9% |
| 2 | (2) | 11 | 1 | 5 | 5 | - | 5 | 2 | 3 | 1 | 4 | 1 | 4 | 7 | 11 | - |
| | | 13.2% | 5.2% | 17.4% | 13.3% | - | 21.3% | 10.7% | 11.0% | 11.6% | 24.8% | 3.6% | 12.8% | 22.4% | 15.9% | - |
| 3 | (3) | 21 | 5 | 9 | 8 | 8 | 7 | 3 | 5 | 2 | 2 | 4 | 9 | 9 | 16 | 5 |
| | | 24.8% | 27.3% | 28.9% | 20.3% | 33.3% | 30.3% | 17.3% | 19.6% | 24.9% | 13.4% | 14.8% | 28.7% | 30.0% | 22.8% | 34.2% |
| 4 | (4) | 14 | 2 | 4 | 9 | 6 | 1 | 6 | 7 | 1 | 1 | 6 | 2 | 6 | 12 | 2 |
| | | 16.4% | 10.7% | 11.7% | 22.9% | 25.0% | 4.2% | 31.3% | 25.2% | 11.6% | 5.4% | 22.7% | 5.4% | 22.0% | 16.9% | 13.9% |
| 5 Very important | (5) | 23 | 6 | 9 | 8 | 5 | 5 | 5 | 9 | 4 | 5 | 6 | 12 | 6 | 17 | 6 |
| | | 27.0% | 35.2% | 30.1% | 20.5% | 20.7% | 21.9% | 25.9% | 34.0% | 52.0% | 31.0% | 22.4% | 38.0% | 19.6% | 24.4% | 39.1% |
| NETS | | | | | | | | | | | | | | | | |
| Net: Not important | | 28 | 5 | 9 | 14 | 5 | 10 | 5 | 6 | 1 | 8 | 11 | 9 | 8 | 26 | 2 |
| | | 31.9% | 26.8% | 29.3% | 36.3% | 21.0% | 43.6% | 25.5% | 21.2% | 11.6% | 50.2% | 40.1% | 27.9% | 28.4% | 35.9% | 12.9% |
| Net: Important | | 37 | 8 | 13 | 16 | 10 | 6 | 11 | 16 | 5 | 6 | 12 | 13 | 12 | 30 | 8 |
| | | 43.3% | 45.9% | 41.8% | 43.4% | 45.7% | 26.1% | 57.2% | 59.2% | 63.6% | 36.4% | 45.1% | 43.4% | 41.6% | 41.3% | 52.9% |
| Mean score | | 3.2 | 3.3 | 3.3 | 3.0 | 3.2 | 2.8 | 3.4 | 3.6 | 4.0 | 2.9 | 2.9 | 3.4 | 3.3 | 3.1 | 3.7 |

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 | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | *a | b | c | *d | *e | *f | *g | *h | *i | *j | k | l | m | *n |
| Unweighted Total | | 90 | 18 | 33 | 39 | 24 | 23 | 19 | 27 | 8 | 16 | 27 | 32 | 31 | 75 | 15 |
| Weighted Total | | 87 | 17 | 31 | 38 | 23 | 22 | 19 | 27 | 8 | 15 | 27 | 31 | 29 | 71 | 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 | 2 | 6 | 6 | 5 | 4 | 2 | 3 | 1 | 2 | 6 | 3 | 5 | 11 | 2 |
| | | 15.3% | 10.7% | 18.1% | 15.1% | 21.0% | 17.0% | 9.8% | 10.3% | 11.6% | 13.0% | 21.5% | 9.0% | 16.1% | 15.8% | 13.0% |
| 2 | (2) | 7 | - | 5 | 2 | 1 | 2 | 1 | 2 | 1 | 2 | 1 | 4 | 2 | 7 | - |
| | | 7.9% | - | 15.5% | 5.2% | 4.0% | 8.5% | 5.9% | 8.2% | 13.3% | 12.2% | 3.4% | 12.3% | 7.4% | 9.5% | - |
| 3 | (3) | 32 | 8 | 8 | 16 | 7 | 9 | 8 | 10 | 2 | 7 | 10 | 8 | 15 | 29 | 4 |
| | | 37.4% | 43.1% | 27.0% | 43.5% | 32.9% | 39.8% | 41.5% | 35.8% | 23.1% | 43.6% | 36.3% | 24.8% | 51.7% k | 40.1% | 24.9% |
| 4 | (4) | 19 | 3 | 7 | 9 | 5 | 4 | 6 | 7 | 1 | 3 | 6 | 9 | 3 | 11 | 7 |
| | | 21.4% | 16.1% | 21.3% | 23.9% | 21.8% | 16.9% | 32.3% | 25.8% | 11.6% | 19.5% | 20.5% | 31.1% | 12.0% | 15.7% | 48.3% |
| 5 Very important | (5) | 16 | 5 | 6 | 5 | 5 | 4 | 2 | 5 | 3 | 2 | 5 | 7 | 4 | 14 | 2 |
| | | 18.0% | 30.0% | 18.1% | 12.3% | 20.3% | 17.8% | 10.5% | 19.8% | 40.5% | 11.7% | 18.2% | 22.8% | 12.8% | 18.9% | 13.8% |
| NETS | | | | | | | | | | | | | | | | |
| Net: Not important | | 20 | 2 | 11 | 8 | 6 | 6 | 3 | 5 | 2 | 4 | 7 | 7 | 7 | 18 | 2 |
| | | 23.2% | 10.7% | 33.6% | 20.2% | 25.0% | 25.6% | 15.6% | 18.5% | 24.9% | 25.2% | 24.9% | 21.3% | 23.6% | 25.3% | 13.0% |
| Net: Important | | 34 | 8 | 12 | 14 | 9 | 8 | 8 | 12 | 4 | 5 | 10 | 16 | 7 | 25 | 9 |
| | | 39.4% | 46.1% | 39.4% | 36.3% | 42.1% | 34.7% | 42.8% | 45.7% | 52.0% | 31.2% | 38.8% | 53.9% l | 24.8% | 34.6% | 62.1% |
| Mean score | | 3.2 | 3.5 | 3.1 | 3.1 | 3.2 | 3.1 | 3.3 | 3.4 | 3.6 | 3.0 | 3.1 | 3.5 | 3.0 | 3.1 | 3.5 |

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

Jobs Outlook - Combined

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

Providing short term access to key strategic skills

Base: All who recruit temporary agency workers

| | | WAVE | | | REGION | | | | | | SIZE | | | SECTOR | | |
|-------------------------|-----|--------|-------------|----------------|--------------|--------|----------|------------------------|------------------------|--------|--------|--------|--------|--------|---------|--------|
| | | Total | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | *a | b | c | *d | *e | *f | *g | *h | *i | *j | k | l | m | *n |
| Unweighted Total | | 90 | 18 | 33 | 39 | 24 | 23 | 19 | 27 | 8 | 16 | 27 | 32 | 31 | 75 | 15 |
| Weighted Total | | 87 | 17 | 31 | 38 | 23 | 22 | 19 | 27 | 8 | 15 | 27 | 31 | 29 | 71 | 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 | 1 | 4 | 6 | 4 | 4 | 1 | 1 | - | 2 | 6 | 3 | 2 | 10 | - |
| | | 12.0% | 5.4% | 11.7% | 15.2% | 16.6% | 17.6% | 5.1% | 3.5% | - | 12.0% | 21.8% | 8.7% | 6.2% | 14.5% | - |
| 2 | (2) | 12 | 1 | 7 | 4 | 1 | 3 | 5 | 5 | - | 3 | 4 | 3 | 5 | 9 | 2 |
| | | 13.4% | 5.2% | 21.3% | 10.5% | 4.4% | 12.6% | 27.5% | 19.0% | - | 17.8% | 14.8% | 9.1% | 16.5% | 13.2% | 14.1% |
| 3 | (3) | 24 | 5 | 9 | 10 | 6 | 6 | 7 | 10 | 3 | 2 | 9 | 8 | 7 | 19 | 5 |
| | | 27.2% | 28.2% | 28.2% | 26.0% | 26.6% | 26.2% | 37.1% | 37.0% | 36.9% | 12.3% | 34.4% | 25.4% | 22.5% | 25.9% | 33.5% |
| 4 | (4) | 24 | 6 | 6 | 13 | 6 | 7 | 4 | 5 | 1 | 5 | 6 | 8 | 10 | 19 | 5 |
| | | 27.6% | 32.1% | 17.8% | 33.6% | 28.3% | 34.1% | 19.8% | 17.8% | 13.3% | 34.5% | 21.9% | 24.9% | 35.8% | 26.4% | 33.1% |
| 5 Very important | (5) | 17 | 5 | 7 | 6 | 5 | 2 | 2 | 6 | 4 | 4 | 2 | 10 | 6 | 14 | 3 |
| | | 19.9% | 29.0% | 21.0% | 14.6% | 24.2% | 9.4% | 10.5% | 22.7% | 49.7% | 23.4% | 7.1% | 31.8% | 19.0% | 20.0% | 19.3% |
| NETS | | | | | | | | | | | | | | | | |
| Net: Not important | | 22 | 2 | 10 | 10 | 5 | 7 | 6 | 6 | - | 5 | 10 | 5 | 7 | 20 | 2 |
| | | 25.3% | 10.7% | 33.0% | 25.7% | 21.0% | 30.3% | 32.6% | 22.5% | - | 29.7% | 36.6% | 17.9% | 22.7% | 27.7% | 14.1% |
| Net: Important | | 41 | 11 | 12 | 18 | 12 | 10 | 6 | 11 | 5 | 9 | 8 | 17 | 16 | 33 | 8 |
| | | 47.5% | 61.1% | 38.8% | 48.3% | 52.5% | 43.6% | 30.3% | 40.5% | 63.1% | 58.0% | 29.0% | 56.7% | 54.8% | 46.4% | 52.4% |
| Mean score | | 3.3 | 3.7 | 3.2 | 3.2 | 3.4 | 3.1 | 3.0 | 3.4 | 4.1 | 3.4 | 2.8 | 3.6 | 3.4 | 3.2 | 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 | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | *a | b | c | *d | *e | *f | *g | *h | *i | *j | k | l | m | *n |
| Unweighted Total | 90 | 18 | 33 | 39 | 24 | 23 | 19 | 27 | 8 | 16 | 27 | 32 | 31 | 75 | 15 |
| Weighted Total | 87 100.0% | 17 100.0% | 31 100.0% | 38 100.0% | 23 100.0% | 22 100.0% | 19 100.0% | 27 100.0% | 8 100.0% | 15 100.0% | 27 100.0% | 31 100.0% | 29 100.0% | 71 100.0% | 15 100.0% |
| Temporary agency workers earn more than they would if they were permanent | 17 20.1% | 5 27.3% | 3 8.9% | 10 26.2% | 6 26.1% | 1 4.7% | 7 36.6% | 9 32.4% | 2 23.1% | 2 11.8% | 9 33.3% | 6 18.8% | 3 9.4% | 15 21.2% | 2 15.3% |
| Temporary agency workers earn less than they would if they were permanent | 8 9.2% | 1 5.3% | 3 9.8% | 4 10.4% | 3 12.6% | 1 3.9% | 2 11.0% | 3 11.2% | 1 11.6% | 1 8.0% | 3 12.1% | 3 8.7% | 2 6.9% | 6 7.8% | 2 15.6% |
| Temporary agency workers earn about the same as they would if they were permanent | 58 67.5% | 11 61.8% | 25 78.4% | 23 61.0% | 13 57.0% | 18 83.0% | 10 52.4% | 15 56.4% | 5 65.3% | 12 80.2% | 13 47.6% | 22 72.5% | 23 80.6% | 49 68.5% | 9 62.7% |
| Not applicable/Don't know | 3 3.2% | 1 5.6% | 1 2.9% | 1 2.4% | 1 4.3% | 2 8.4% | - | - | - | - | 2 7.0% | - | 1 3.2% | 2 2.6% | 1 6.5% |

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 | August 2017 | September 2017 | October 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | a | b | c | d | e | f | g | h | i | j | k | l | m | n |
| Unweighted Total | 231 | 55 | 76 | 100 | 50 | 64 | 51 | 79 | 28 | 38 | 93 | 65 | 73 | 198 | 33 |
| Weighted Total | 227 | 55 | 75 | 98 | 47 | 62 | 53 | 83 | 30 | 36 | 94 | 63 | 70 | 193 | 35 |
| | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| 0 | 56 | 11 | 18 | 27 | 11 | 17 | 12 | 20 | 8 | 8 | 37 | 10 | 9 | 50 | 6 |
| | 24.6% | 20.5% | 24.1% | 27.3% | 23.3% | 27.2% | 23.5% | 24.2% | 25.6% | 22.7% | 39.2% kl | 15.2% | 13.4% | 25.9% | 17.3% |
| 1-9 | 30 | 4 | 15 | 12 | 8 | 9 | 8 | 12 | 4 | 2 | 9 | 9 | 12 | 24 | 6 |
| | 13.3% | 6.8% | 19.8% a | 11.9% | 16.8% | 13.9% | 14.7% | 14.5% | 14.2% | 4.7% | 10.0% | 14.7% | 16.5% | 12.5% | 17.6% |
| 10-19 | 29 | 6 | 13 | 10 | 7 | 8 | 4 | 9 | 5 | 4 | 6 | 7 | 16 | 25 | 3 |
| | 12.7% | 10.6% | 17.3% | 10.3% | 15.9% | 12.6% | 7.9% | 11.5% | 17.8% | 11.4% | 6.4% | 10.9% | 22.7% j | 13.2% | 9.8% |
| 20-49 | 20 | 2 | 3 | 15 | 3 | 6 | 7 | 9 | 2 | 2 | 10 | 5 | 6 | 15 | 5 |
| | 8.7% | 3.4% | 3.7% | 15.6% ab | 5.6% | 9.3% | 14.1% | 11.4% | 6.8% | 5.5% | 10.2% | 7.5% | 7.9% | 7.9% | 13.4% |
| 50 | 19 | 3 | 6 | 10 | 5 | 5 | 4 | 8 | 4 | 1 | 6 | 8 | 5 | 15 | 4 |
| | 8.2% | 5.1% | 8.2% | 10.0% | 10.4% | 7.7% | 7.3% | 9.6% | 13.7% | 3.3% | 6.4% | 12.0% | 7.4% | 7.6% | 11.7% |
| 51+ | 29 | 12 | 8 | 8 | 8 | 6 | 7 | 9 | 2 | 7 | 12 | 12 | 5 | 26 | 3 |
| | 12.6% | 22.9% c | 11.3% | 7.9% | 16.2% | 9.4% | 12.7% | 10.6% | 7.0% | 18.0% | 13.0% | 18.6% l | 6.7% | 13.4% | 8.2% |
| Don't know | 45 | 17 | 12 | 17 | 5 | 12 | 11 | 15 | 4 | 12 | 14 | 13 | 18 | 38 | 8 |
| | 19.9% | 30.8% bc | 15.7% | 17.0% | 11.6% | 20.0% | 19.9% | 18.1% | 14.8% | 34.3% d | 14.9% | 21.2% | 25.4% | 19.5% | 21.9% |
| NETS | | | | | | | | | | | | | | | |
| Net: At least 1% | 126 | 27 | 45 | 54 | 30 | 33 | 30 | 48 | 18 | 16 | 43 | 40 | 43 | 105 | 21 |
| | 55.5% | 48.7% | 60.3% | 55.7% | 65.0% i | 52.9% | 56.6% | 57.7% | 59.6% | 43.0% | 46.0% | 63.6% j | 61.2% | 54.6% | 60.8% |
| Net: At least 50% | 47 | 15 | 15 | 18 | 12 | 10 | 11 | 17 | 6 | 8 | 18 | 19 | 10 | 40 | 7 |
| | 20.9% | 27.9% | 19.5% | 17.9% | 26.6% | 17.1% | 19.9% | 20.2% | 20.8% | 21.4% | 19.4% | 30.5% l | 14.1% | 21.0% | 19.9% |
| Total | 4298 | 1393 | 1293 | 1612 | 1081 | 964 | 991 | 1509 | 518 | 744 | 1753 | 1546 | 999 | 3674 | 624 |
| Mean score | 23.6 | 36.8 bc | 20.5 | 19.9 | 26.3 | 19.6 | 23.4 | 22.3 | 20.3 | 31.2 | 21.8 | 31.1 l | 19.2 | 23.7 | 23.2 |

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