



REC JOBS OUTLOOK RESEARCH

METHODOLOGY NOTE

ComRes interviewed 600 UK employees and owners involved in hiring by telephone between August 29th and November 14th 2017. Data were weighted to be representative of UK adults in employment by region, broad industry sector and public / private split. ComRes is a member of the British Polling Council and abides by its rules.

For information about commissioning research please contact Andrew.hawkins@comresglobal.com or call +44 (0)20 7871 8670.

REPUTATION | COMMUNICATIONS | PUBLIC POLICY

Four Millbank | London | SW1P 3JA | T. +44 (0)20 7871 8660

Rond-Point Schuman / Schumanplein 6 | Box 5 | 1040 Bruxelles | T. +32 (0)2 234 63 82

51/F Raffles City | No.268 Xi Zang Middle Road | HuangPu District Shanghai | 200001 China | T. +86 (0)21 2312 7674

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: 29th August - 14th November 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 | |
|-------------------------|--------|----------------|--------------|---------------|--------|----------|------------------------|------------------------|--------|--------|--------|--------|--------|---------|--------|
| | | September 2017 | October 2017 | November 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 | 600 | 200 | 200 | 200 | 134 | 149 | 133 | 226 | 93 | 91 | 311 | 121 | 168 | 495 | 105 |
| Weighted Total | 600 | 200 | 200 | 200 | 131 | 145 | 134 | 235 | 101 | 89 | 313 | 119 | 168 | 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 | 103 | 127 | 109 | 193 | 84 | 71 | 265 | 100 | 130 | 494 | - |
| | 82.4% | 82.4% | 82.4% | 82.4% | 78.3% | 88.1% | 81.1% | 81.9% | 83.0% | 80.5% | 84.6% | 84.1% | 77.1% | 100.0% | - |
| | | | | | | d | | | | | l | | | n | |
| Public | 106 | 35 | 35 | 35 | 28 | 17 | 25 | 43 | 17 | 17 | 48 | 19 | 39 | - | 106 |
| | 17.6% | 17.6% | 17.6% | 17.6% | 21.7% | 11.9% | 18.9% | 18.1% | 17.0% | 19.5% | 15.4% | 15.9% | 22.9% | - | 100.0% |
| | | | | | e | | | | | | | | j | | 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 | |
|-------------------------|--------|----------------|--------|---------------|----------------|----------------|------------------------|------------------------|-----------------|----------------|--------|---------|-------------|--------|--------|
| | | September 2017 | | November 2017 | | | South excluding London | South including London | | | | | | | |
| | Total | 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 | 600 | 200 | 200 | 200 | 134 | 149 | 133 | 226 | 93 | 91 | 311 | 121 | 168 | 495 | 105 |
| Weighted Total | 600 | 200 | 200 | 200 | 131 | 145 | 134 | 235 | 101 | 89 | 313 | 119 | 168 | 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 | - | - | 24 | 10 | 16 | 40 | 10 |
| | 8.4% | 8.4% | 8.4% | 8.4% | - | - | 37.5% deghe | 21.4% dehi | - | - | 7.7% | 8.7% | 9.5% | 8.1% | 9.7% |
| South East | 84 | 28 | 28 | 28 | - | - | 84 | 84 | - | - | 49 | 18 | 18 | 69 | 15 |
| | 14.0% | 14.0% | 14.0% | 14.0% | - | - | 62.5% deghe | 35.7% dehi | - | - | 15.6% | 14.9% | 10.4% | 13.9% | 14.4% |
| London | 101 | 34 | 34 | 34 | - | - | - | 101 | 101 | - | 49 | 12 | 40 | 84 | 17 |
| | 16.8% | 16.8% | 16.8% | 16.8% | - | - | - | 42.9% defi | 100.0% defgi | - | 15.6% | 10.1% | 23.8% jk | 16.9% | 16.2% |
| East of England | 55 | 18 | 18 | 18 | - | 55 | - | - | - | - | 30 | 12 | 13 | 50 | 6 |
| | 9.2% | 9.2% | 9.2% | 9.2% | - | 38.2% dfghi | - | - | - | - | 9.5% | 10.4% | 7.8% | 10.0% | 5.3% |
| West Midlands | 49 | 16 | 16 | 16 | - | 49 | - | - | - | - | 23 | 12 | 14 | 41 | 8 |
| | 8.2% | 8.2% | 8.2% | 8.2% | - | 34.0% dfghi | - | - | - | - | 7.5% | 10.0% | 8.2% | 8.3% | 7.6% |
| East Midlands | 40 | 13 | 13 | 13 | - | 40 | - | - | - | - | 25 | 5 | 11 | 37 | 4 |
| | 6.7% | 6.7% | 6.7% | 6.7% | - | 27.8% dfghi | - | - | - | - | 7.9% | 4.1% | 6.3% | 7.4% | 3.4% |
| North West | 64 | 21 | 21 | 21 | 64 | - | - | - | - | - | 33 | 11 | 20 | 49 | 16 |
| | 10.7% | 10.7% | 10.7% | 10.7% | 48.9% efghi | - | - | - | - | - | 10.4% | 9.6% | 12.0% | 9.8% | 14.8% |
| North East | 20 | 7 | 7 | 7 | 20 | - | - | - | - | - | 13 | 3 | 4 | 18 | 2 |
| | 3.4% | 3.4% | 3.4% | 3.4% | 15.5% efghi | - | - | - | - | - | 4.2% | 2.5% | 2.5% | 3.7% | 2.1% |
| Yorkshire & The Humber | 47 | 16 | 16 | 16 | 47 | - | - | - | - | - | 25 | 12 | 10 | 36 | 11 |
| | 7.8% | 7.8% | 7.8% | 7.8% | 35.6% efghi | - | - | - | - | - | 7.9% | 10.1% | 6.0% | 7.3% | 10.1% |
| Scotland | 49 | 16 | 16 | 16 | - | - | - | - | - | 49 | 23 | 15 | 11 | 38 | 11 |
| | 8.1% | 8.1% | 8.1% | 8.1% | - | - | - | - | - | 54.7% defgh | 7.5% | 12.3% | 6.3% | 7.7% | 10.2% |
| Wales | 25 | 8 | 8 | 8 | - | - | - | - | - | 25 | 11 | 6 | 8 | 22 | 3 |
| | 4.2% | 4.2% | 4.2% | 4.2% | - | - | - | - | - | 28.4% defgh | 3.5% | 5.0% | 4.9% | 4.4% | 3.1% |
| Northern Ireland | 15 | 5 | 5 | 5 | - | - | - | - | - | 15 | 9 | 3 | 3 | 12 | 3 |
| | 2.5% | 2.5% | 2.5% | 2.5% | - | - | - | - | - | 16.9% defgh | 2.8% | 2.4% | 2.0% | 2.4% | 3.2% |

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 | |
|-------------------------|--------|----------------|--------------|---------------|--------|----------|------------------------|------------------------|--------|--------|--------|--------|--------|---------|--------|
| | | September 2017 | October 2017 | November 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 | 600 | 200 | 200 | 200 | 134 | 149 | 133 | 226 | 93 | 91 | 311 | 121 | 168 | 495 | 105 |
| Weighted Total | 600 | 200 | 200 | 200 | 131 | 145 | 134 | 235 | 101 | 89 | 313 | 119 | 168 | 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 | |
|-------------------------|--------|----------------|--------------|---------------|--------|----------|------------------------|------------------------|--------|--------|--------|--------|--------|---------|--------|
| | | September 2017 | October 2017 | November 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 | 600 | 200 | 200 | 200 | 134 | 149 | 133 | 226 | 93 | 91 | 311 | 121 | 168 | 495 | 105 |
| Weighted Total | 600 | 200 | 200 | 200 | 131 | 145 | 134 | 235 | 101 | 89 | 313 | 119 | 168 | 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 | 288 | 79 | 90 | 120 | 58 | 70 | 71 | 120 | 49 | 41 | 72 | 76 | 141 | 231 | 58 |
| | 48.1% | 39.3% | 44.9% | 60.0% | 44.2% | 48.2% | 53.0% | 51.0% | 48.2% | 45.7% | 23.0% | 63.8% | 83.7% | 46.6% | 54.7% |
| | | | ab | | | | | | | | | j | jk | | |
| Other | 312 | 121 | 110 | 80 | 73 | 75 | 63 | 115 | 52 | 48 | 241 | 43 | 27 | 264 | 48 |
| | 51.9% | 60.7% | 55.1% | 40.0% | 55.8% | 51.8% | 47.0% | 49.0% | 51.8% | 54.3% | 77.0% | 36.2% | 16.3% | 53.4% | 45.3% |
| | | c | c | | | | | | | | 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 | |
|--------------------------------|--------|----------------|--------------|---------------|--------|----------|------------------------|------------------------|--------|--------|--------|--------|--------|---------|--------|
| | | September 2017 | October 2017 | November 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 | 600 | 200 | 200 | 200 | 134 | 149 | 133 | 226 | 93 | 91 | 311 | 121 | 168 | 495 | 105 |
| Weighted Total | 600 | 200 | 200 | 200 | 131 | 145 | 134 | 235 | 101 | 89 | 313 | 119 | 168 | 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 | 239 | 80 | 89 | 70 | 60 | 51 | 44 | 84 | 40 | 44 | 165 | 36 | 37 | 201 | 38 |
| | 39.8% | 40.1% | 44.5% | 34.9% | 45.7% | 35.4% | 32.5% | 35.7% | 39.9% | 49.4% | 52.8% | 30.7% | 22.2% | 40.6% | 36.3% |
| | | c | | | f | | | | | efg | kl | | | | |
| Management | 227 | 89 | 71 | 68 | 43 | 64 | 53 | 95 | 42 | 26 | 113 | 46 | 68 | 187 | 40 |
| | 37.9% | 44.4% | 35.4% | 33.8% | 32.9% | 44.0% | 39.2% | 40.2% | 41.6% | 29.2% | 36.1% | 38.9% | 40.5% | 37.9% | 37.9% |
| | | c | | | i | | | | | | | | | | |
| Non-Managerial | 134 | 31 | 40 | 63 | 28 | 30 | 38 | 57 | 19 | 19 | 35 | 36 | 63 | 106 | 27 |
| | 22.3% | 15.4% | 20.1% | 31.3% | 21.5% | 20.6% | 28.3% | 24.1% | 18.5% | 21.4% | 11.1% | 30.3% | 37.3% | 21.5% | 25.8% |
| | | | ab | | | | | | | | | 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 | |
|--|--------|----------------|--------------|---------------|--------|----------|------------------------|------------------------|--------|--------|--------|--------|--------|---------|--------|
| | | September 2017 | October 2017 | November 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 | 600 | 200 | 200 | 200 | 134 | 149 | 133 | 226 | 93 | 91 | 311 | 121 | 168 | 495 | 105 |
| Weighted Total | 600 | 200 | 200 | 200 | 131 | 145 | 134 | 235 | 101 | 89 | 313 | 119 | 168 | 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 | 313 | 119 | 168 | 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 | 445 | 167 | 142 | 136 | 101 | 104 | 95 | 173 | 78 | 67 | 253 | 89 | 103 | 373 | 73 |
| | 74.2% | 83.5% | 71.2% | 68.0% | 76.5% | 72.2% | 70.7% | 73.5% | 77.3% | 75.9% | 80.7% | 75.4% | 61.3% | 75.4% | 68.9% |
| | | bc | | | | | | | | | | | | | |
| Assessment of employees | 462 | 171 | 156 | 134 | 101 | 113 | 100 | 178 | 78 | 70 | 262 | 92 | 108 | 381 | 81 |
| | 77.0% | 85.6% | 78.2% | 67.2% | 76.9% | 78.4% | 74.1% | 75.7% | 77.7% | 78.4% | 83.8% | 77.4% | 64.1% | 77.0% | 76.9% |
| | | c | c | | | | | | | | | | | | |
| Supporting employees (e.g. with questions or grievances) | 531 | 180 | 182 | 170 | 116 | 125 | 120 | 209 | 89 | 82 | 288 | 110 | 133 | 441 | 90 |
| | 88.6% | 89.9% | 90.8% | 84.9% | 88.3% | 86.3% | 89.3% | 88.7% | 88.0% | 92.1% | 92.1% | 92.9% | 79.0% | 89.3% | 85.3% |
| | | | | | | | | | | | | | | | |
| None | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |

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

Jobs Outlook - Combined

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

Base: All respondents

| | | WAVE | | | REGION | | | | | | SIZE | | | SECTOR | |
|-------------------------|--------|----------------|--------------|---------------|--------|----------|------------------------|------------------------|--------|--------|--------|--------|--------|---------|--------|
| | Total | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 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 | 311 | 121 | 168 | 495 | 105 |
| Weighted Total | 600 | 200 | 200 | 200 | 131 | 145 | 134 | 235 | 101 | 89 | 313 | 119 | 168 | 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 | 107 | 39 | 49 | 19 | 30 | 25 | 22 | 39 | 17 | 14 | 107 | - | - | 88 | 19 |
| | 17.9% | 19.4% | 24.7% | 9.6% | 22.6% | 17.0% | 16.6% | 16.6% | 16.7% | 15.9% | 34.3% | - | - | 17.8% | 18.1% |
| | | c | c | | | | | | | | kl | | | | |
| 10-49 | 206 | 70 | 67 | 69 | 41 | 53 | 51 | 83 | 32 | 29 | 206 | - | - | 177 | 29 |
| | 34.3% | 35.1% | 33.5% | 34.4% | 31.1% | 37.0% | 37.6% | 35.1% | 31.8% | 32.7% | 65.7% | - | - | 35.8% | 27.5% |
| | | | | | | | | | | | kl | | | | |
| 50-249 | 119 | 36 | 40 | 43 | 26 | 29 | 28 | 40 | 12 | 23 | - | 119 | - | 100 | 19 |
| | 19.8% | 18.1% | 19.9% | 21.3% | 20.0% | 20.1% | 20.9% | 17.0% | 11.8% | 26.4% | - | 100.0% | - | 20.2% | 17.9% |
| | | | | | | | | | h | | | jl | | | |
| 250+ | 168 | 55 | 44 | 69 | 35 | 38 | 34 | 74 | 40 | 22 | - | - | 168 | 130 | 39 |
| | 28.0% | 27.4% | 22.0% | 34.6% | 26.3% | 26.0% | 24.9% | 31.3% | 39.7% | 25.1% | - | - | 100.0% | 26.2% | 36.5% |
| | | | b | | | | | defi | | | | | jk | | m |

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

Jobs Outlook - Combined

D3. What industry sector does your organisation work in?

Base: All respondents

| | WAVE | | | | REGION | | | | | | SIZE | | | SECTOR | |
|--------------------------------------|--------|----------------|--------------|---------------|--------|----------|------------------------|------------------------|--------|--------|--------|--------|--------|---------|--------|
| | Total | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 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 | 311 | 121 | 168 | 495 | 105 |
| Weighted Total | 600 | 200 | 200 | 200 | 131 | 145 | 134 | 235 | 101 | 89 | 313 | 119 | 168 | 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 | 3 | 3 | - | 3 | 2 | 3 | 1 | 1 | 3 | 2 | 2 | 4 | 3 |
| | 1.1% | .6% | 1.3% | 1.5% | - | 2.0% | 1.4% | 1.3% | 1.2% | 1.0% | 1.0% | 1.6% | 1.0% | .9% | 2.5% |
| Production | 55 | 19 | 18 | 18 | 13 | 16 | 11 | 18 | 7 | 8 | 31 | 12 | 11 | 52 | 3 |
| | 9.2% | 9.7% | 9.0% | 8.8% | 10.1% | 10.9% | 8.1% | 7.6% | 7.0% | 9.0% | 9.9% | 10.4% | 6.8% | 10.5% | 2.7% |
| Construction | 37 | 12 | 12 | 12 | 6 | 12 | 7 | 14 | 7 | 4 | 28 | 7 | 2 | 28 | 9 |
| | 6.1% | 6.2% | 6.1% | 6.1% | 4.7% | 8.2% | 5.3% | 6.1% | 7.0% | 5.0% | 8.8% | 6.2% | 1.1% | 5.6% | 8.4% |
| Motor trades | 30 | 11 | 9 | 10 | 6 | 7 | 8 | 11 | 3 | 6 | 17 | 7 | 7 | 24 | 6 |
| | 5.0% | 5.4% | 4.7% | 4.9% | 4.9% | 4.6% | 6.1% | 4.8% | 3.0% | 6.4% | 5.3% | 5.8% | 4.0% | 4.9% | 5.5% |
| Wholesale | 28 | 9 | 10 | 10 | 8 | 6 | 7 | 13 | 6 | 2 | 14 | 7 | 7 | 24 | 4 |
| | 4.6% | 4.4% | 4.8% | 4.8% | 5.7% | 4.0% | 5.0% | 5.5% | 6.1% | 1.8% | 4.4% | 5.7% | 4.4% | 4.9% | 3.6% |
| Retail | 29 | 9 | 10 | 10 | 10 | 8 | 5 | 6 | 1 | 5 | 22 | 3 | 5 | 22 | 7 |
| | 4.8% | 4.6% | 5.1% | 4.8% | 7.4% | 5.8% | 3.6% | 2.5% | 1.0% | 5.6% | 6.9% | 2.2% | 2.7% | 4.4% | 7.0% |
| Transport & storage (inc. postal) | 28 | 9 | 10 | 10 | 5 | 6 | 8 | 14 | 6 | 3 | 15 | 2 | 11 | 22 | 7 |
| | 4.7% | 4.6% | 4.8% | 4.8% | 4.2% | 3.9% | 5.7% | 5.9% | 6.2% | 3.5% | 4.9% | 1.7% | 6.4% | 4.4% | 6.3% |
| Accommodation & food services | 38 | 13 | 12 | 13 | 8 | 5 | 11 | 19 | 7 | 7 | 20 | 6 | 13 | 35 | 4 |
| | 6.4% | 6.6% | 6.2% | 6.4% | 6.3% | 3.3% | 8.5% | 8.0% | 7.4% | 7.4% | 6.5% | 4.7% | 7.5% | 7.1% | 3.4% |
| Information & communication | 24 | 7 | 8 | 8 | 4 | 6 | 4 | 12 | 8 | 2 | 9 | 3 | 11 | 22 | 2 |
| | 4.0% | 3.6% | 4.2% | 4.2% | 2.9% | 4.2% | 3.0% | 5.1% | 7.9% | 2.0% | 3.0% | 2.6% | 6.7% | 4.4% | 1.9% |
| Legal and Finance | 23 | 8 | 8 | 7 | 3 | 10 | 4 | 8 | 3 | 2 | 15 | 4 | 3 | 21 | 2 |
| | 3.8% | 4.1% | 3.8% | 3.5% | 2.5% | 7.0% | 3.1% | 3.2% | 3.4% | 1.9% | 4.9% | 3.5% | 2.0% | 4.2% | 1.8% |
| Property | 12 | 4 | 4 | 4 | 2 | 4 | 1 | 6 | 5 | - | 6 | 1 | 4 | 7 | 5 |
| | 2.0% | 1.9% | 2.0% | 2.0% | 1.7% | 2.5% | .7% | 2.5% | 5.0% | - | 2.1% | .8% | 2.6% | 1.4% | 4.5% |
| Professional, scientific & technical | 51 | 17 | 17 | 17 | 16 | 11 | 10 | 18 | 8 | 6 | 31 | 10 | 10 | 42 | 9 |
| | 8.5% | 8.5% | 8.5% | 8.5% | 11.8% | 7.6% | 7.6% | 7.7% | 7.7% | 7.3% | 9.8% | 8.5% | 6.1% | 8.5% | 8.6% |

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 | |
|---|--------------|----------------|--------------|---------------|----------------|-------------|------------------------|------------------------|-------------|--------------------|------------------|------------------|------------------|-----------------|------------------|
| | | September 2017 | October 2017 | November 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 | 600 | 200 | 200 | 200 | 134 | 149 | 133 | 226 | 93 | 91 | 311 | 121 | 168 | 495 | 105 |
| Weighted Total | 600 | 200 | 200 | 200 | 131 | 145 | 134 | 235 | 101 | 89 | 313 | 119 | 168 | 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 | 48 8.0% | 16 8.2% | 16 7.8% | 16 8.2% | 11 8.2% | 12 8.2% | 10 7.6% | 16 6.7% | 6 5.5% | 10 11.0% | 28 9.0% | 11 8.9% | 10 5.7% | 42 8.4% | 7 6.3% |
| Public administration and defence | 29 4.9% | 9 4.5% | 11 5.3% | 10 4.9% | 5 3.6% | 8 5.2% | 6 4.7% | 13 5.3% | 6 6.1% | 5 5.4% | 16 5.2% | 4 3.7% | 9 5.2% | 24 4.8% | 6 5.4% |
| Education | 52 8.7% | 18 9.0% | 17 8.6% | 17 8.6% | 13 9.8% | 13 9.3% | 13 10.0% | 21 8.8% | 7 7.2% | 5 6.1% | 14 4.3% | 16 13.6% j | 23 13.5% j | 48 9.8% n | 4 3.8% |
| Health | 75 12.4% | 25 12.6% | 24 12.2% | 25 12.6% | 14 10.5% | 17 11.7% | 15 11.1% | 31 13.3% | 16 16.3% | 13 14.2% | 25 8.0% | 18 15.2% j | 31 18.7% j | 58 11.7% | 17 16.0% |
| Arts, entertainment, recreation and other services | 34 5.6% | 11 5.6% | 11 5.6% | 11 5.6% | 7 5.6% e | 2 1.3% | 11 8.5% eh | 13 5.7% e | 2 1.9% | 11 12.3% egh | 19 5.9% | 6 4.9% | 9 5.6% | 21 4.2% | 13 12.3% m |
| Other | - - | - - | - - | - - | - - | - - | - - | - - | - - | - - | - - | - - | - - | - - | - - |
| NETS | | | | | | | | | | | | | | | |
| Net: Agriculture, forestry & fishing/ Production | 62 10.3% | 21 10.3% | 21 10.3% | 21 10.3% | 13 10.1% | 19 12.9% | 13 9.5% | 21 8.9% | 8 8.2% | 9 10.0% | 34 11.0% | 14 12.0% | 13 7.9% | 56 11.4% | 6 5.2% |
| Net: Construction/Property | 49 8.1% | 16 8.1% | 16 8.1% | 16 8.1% | 8 6.4% | 16 10.8% | 8 6.0% | 20 8.6% | 12 12.0% | 4 5.0% | 34 10.9% l | 8 7.0% | 6 3.7% | 35 7.1% | 14 12.9% m |
| 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 28.5% | 31 21.7% | 39 28.8% | 63 26.7% | 24 23.8% | 22 24.8% | 88 28.0% | 24 20.1% | 42 25.1% | 126 25.5% | 27 25.9% |

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

Jobs Outlook - Combined

D3. What industry sector does your organisation work in?

Base: All respondents

| | | WAVE | | | REGION | | | | | | SIZE | | | SECTOR | |
|---|--------------|----------------|--------------|---------------|-------------|-------------|------------------------|------------------------|-------------|-------------|-------------|-------------|-------------|--------------|-------------|
| | | September 2017 | October 2017 | November 2017 | | | South excluding London | South including London | | | | | | | |
| | Total | | | | 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 | 311 | 121 | 168 | 495 | 105 |
| Weighted Total | 600 | 200 | 200 | 200 | 131 | 145 | 134 | 235 | 101 | 89 | 313 | 119 | 168 | 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% | 18 13.7% | 28 19.5% | 18 13.8% | 35 15.1% | 17 16.8% | 13 14.9% | 53 16.9% | 18 15.0% | 24 14.3% | 84 17.0% | 11 10.0% |
| Net: Professional, scientific & technical | 51 8.5% | 17 8.5% | 17 8.5% | 17 8.5% | 16 11.8% | 11 7.6% | 10 7.6% | 18 7.7% | 8 7.7% | 6 7.3% | 31 9.8% | 10 8.5% | 10 6.1% | 42 8.5% | 9 8.6% |
| Net: Public administration and defence/ Education/Health | 157 26.1% | 52 26.1% | 52 26.1% | 52 26.1% | 31 23.9% | 38 26.2% | 35 25.7% | 65 27.4% | 30 29.7% | 23 25.7% | 55 17.6% | 39 32.5% | 63 37.4% | 130 26.3% | 27 25.2% |
| Net: Arts, entertainment, recreation and other services/Other | 34 5.6% | 11 5.6% | 11 5.6% | 11 5.6% | 7 5.6% | 2 1.3% | 11 8.5% | 13 5.7% | 2 1.9% | 11 12.3% | 19 5.9% | 6 4.9% | 9 5.6% | 21 4.2% | 13 12.3% |
| | | | | | e | | eh | e | | egh | | j | j | | m |

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

Jobs Outlook - Combined

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

Base: All respondents

| | | WAVE | | | REGION | | | | | | SIZE | | | SECTOR | |
|--|--------------|----------------|--------------|------------------|-------------------|------------------|------------------------|------------------------|-----------------|-------------|--------------|--------------|--------------|--------------|-------------|
| | Total | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 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 | 311 | 121 | 168 | 495 | 105 |
| Weighted Total | 600 | 200 | 200 | 200 | 131 | 145 | 134 | 235 | 101 | 89 | 313 | 119 | 168 | 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 | 224 37.4% | 77 38.4% | 78 39.0% | 70 34.8% | 48 36.3% | 52 35.7% | 58 43.1% | 94 39.9% | 36 35.7% | 31 35.0% | 111 35.3% | 46 38.7% | 68 40.3% | 186 37.7% | 38 35.8% |
| A little - we might have to take on staff if demand grew this year | 259 43.1% | 75 37.4% | 86 43.2% | 98 48.8% a | 48 36.7% | 65 44.8% | 63 46.9% | 105 44.7% | 42 41.8% | 40 45.5% | 136 43.4% | 54 45.3% | 69 41.0% | 213 43.1% | 46 43.2% |
| A fair amount - we could take on a lot more work now | 87 14.6% | 34 17.0% | 29 14.3% | 25 12.4% | 25 18.7% fg | 25 17.4% f | 11 7.9% | 25 10.4% | 14 13.7% | 13 14.9% | 52 16.5% | 15 12.2% | 21 12.6% | 73 14.7% | 15 13.9% |
| Considerable - we have a great deal of spare capacity | 30 4.9% | 14 7.2% | 7 3.6% | 8 4.0% | 11 8.2% ef | 3 2.1% | 3 2.0% | 12 4.9% | 9 8.8% ef | 4 4.6% | 15 4.8% | 4 3.7% | 10 6.1% | 22 4.5% | 8 7.1% |
| NETS | | | | | | | | | | | | | | | |
| Net: None + A little | 483 80.5% | 152 75.8% | 164 82.2% | 167 83.6% | 96 73.1% | 116 80.5% | 121 90.0% dehi | 199 84.7% d | 78 77.5% | 72 80.5% | 247 78.8% | 100 84.0% | 137 81.3% | 400 80.8% | 83 79.0% |

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 | | November 2017 | | | South excluding London | South including London | | | | | | | |
| | Total | 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 | 600 | 200 | 200 | 200 | 134 | 149 | 133 | 226 | 93 | 91 | 311 | 121 | 168 | 495 | 105 |
| Weighted Total | 600 | 200 | 200 | 200 | 131 | 145 | 134 | 235 | 101 | 89 | 313 | 119 | 168 | 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 | 90 | 26 | 27 | 37 | 18 | 21 | 18 | 37 | 19 | 14 | 23 | 24 | 42 | 74 | 16 |
| | 15.0% | 13.1% | 13.4% | 18.4% | 14.0% | 14.6% | 13.2% | 15.5% | 18.6% | 15.3% | 7.4% | 20.6% | 25.1% | 15.0% | 14.7% |
| | | | | | | | | | | | | j | j | | |
| Reduced hours | 68 | 25 | 19 | 24 | 14 | 17 | 15 | 28 | 12 | 9 | 27 | 17 | 24 | 56 | 12 |
| | 11.4% | 12.4% | 9.5% | 12.2% | 10.6% | 12.1% | 11.5% | 11.7% | 12.0% | 10.3% | 8.7% | 14.0% | 14.5% | 11.3% | 11.6% |
| | | | | | | | | | | | | | j | | |
| Reduced pay / earnings | 18 | 5 | 7 | 6 | 3 | - | 4 | 8 | 4 | 6 | 7 | 5 | 6 | 16 | 2 |
| | 3.0% | 2.3% | 3.7% | 2.9% | 2.6% | - | 2.8% | 3.5% | 4.4% | 6.9% | 2.3% | 3.9% | 3.5% | 3.2% | 1.8% |
| | | | | | e | | e | e | e | e | | | | | |
| Headcount freeze | 49 | 11 | 21 | 17 | 7 | 14 | 10 | 19 | 9 | 8 | 24 | 8 | 18 | 41 | 7 |
| | 8.1% | 5.7% | 10.4% | 8.3% | 5.7% | 9.9% | 7.7% | 8.0% | 8.5% | 9.2% | 7.6% | 6.3% | 10.5% | 8.4% | 6.9% |
| Increased staffing | 287 | 91 | 100 | 95 | 58 | 77 | 68 | 112 | 44 | 39 | 114 | 70 | 103 | 238 | 49 |
| | 47.8% | 45.5% | 50.2% | 47.7% | 44.5% | 53.4% | 50.2% | 47.4% | 43.7% | 44.3% | 36.4% | 58.8% | 61.1% | 48.0% | 46.5% |
| | | | | | | | | | | | | j | j | | |
| Increased pay/ earnings | 351 | 115 | 123 | 112 | 83 | 80 | 81 | 138 | 57 | 50 | 158 | 81 | 112 | 289 | 61 |
| | 58.4% | 57.5% | 61.7% | 56.1% | 63.4% | 55.3% | 60.1% | 58.6% | 56.5% | 55.9% | 50.3% | 68.0% | 66.9% | 58.5% | 58.0% |
| | | | | | | | | | | | | j | j | | |
| None of the above | 144 | 53 | 43 | 47 | 33 | 33 | 29 | 55 | 27 | 23 | 101 | 16 | 27 | 118 | 26 |
| | 24.0% | 26.5% | 21.7% | 23.7% | 25.0% | 22.7% | 21.4% | 23.5% | 26.3% | 25.8% | 32.2% | 13.4% | 16.1% | 23.9% | 24.2% |
| | | | | | | | | | | | 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 | | |
|-------------------------|-----|----------------|--------------|---------------|--------|----------|------------------------|------------------------|--------|--------|--------|--------|--------|---------|--------|--------|
| | | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public | |
| Significance Level: 95% | | Total | 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 | 311 | 121 | 168 | 495 | 105 |
| Weighted Total | | 600 | 200 | 200 | 200 | 131 | 145 | 134 | 235 | 101 | 89 | 313 | 119 | 168 | 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) | 10 | 3 | 3 | 5 | 2 | 1 | 4 | 5 | 1 | 3 | 5 | 1 | 5 | 8 | 2 |
| | | 1.7% | 1.3% | 1.4% | 2.5% | 1.5% | .6% | 2.8% | 2.0% | 1.0% | 2.9% | 1.5% | .7% | 2.9% | 1.7% | 1.8% |
| A little better | (4) | 137 | 49 | 52 | 37 | 35 | 35 | 22 | 45 | 23 | 22 | 69 | 30 | 38 | 108 | 29 |
| | | 22.9% | 24.5% | 25.8% | 18.3% | 26.5% | 24.5% | 16.7% | 19.1% | 22.4% | 24.6% | 22.0% | 25.7% | 22.5% | 21.9% | 27.2% |
| No change | (3) | 210 | 58 | 70 | 83 | 46 | 55 | 50 | 80 | 31 | 29 | 126 | 33 | 52 | 176 | 34 |
| | | 35.0% | 28.9% | 34.9% | 41.3% | 34.7% | 38.1% | 36.9% | 34.2% | 30.6% | 32.7% | 40.2% | 27.5% | 30.8% | 35.6% | 32.5% |
| | | | | | a | | | | | | | kl | | | | |
| A little worse | (2) | 155 | 48 | 54 | 53 | 29 | 42 | 35 | 59 | 24 | 25 | 83 | 36 | 37 | 131 | 24 |
| | | 25.8% | 24.2% | 26.9% | 26.4% | 22.4% | 28.9% | 26.0% | 24.9% | 23.5% | 28.3% | 26.4% | 29.9% | 21.9% | 26.5% | 22.7% |
| A lot worse | (1) | 45 | 22 | 12 | 11 | 10 | 7 | 11 | 21 | 11 | 7 | 21 | 9 | 15 | 36 | 9 |
| | | 7.5% | 11.2% | 5.9% | 5.3% | 7.6% | 4.6% | 7.9% | 9.1% | 10.6% | 7.7% | 6.6% | 8.0% | 8.8% | 7.3% | 8.3% |
| | | | c | | | | | | | | | | | | | |
| Don't know | | 42 | 20 | 10 | 12 | 10 | 5 | 13 | 25 | 12 | 3 | 11 | 10 | 22 | 35 | 8 |
| | | 7.1% | 9.9% | 5.2% | 6.1% | 7.3% | 3.3% | 9.6% | 10.6% | 11.9% | 3.7% | 3.4% | 8.3% | 13.1% | 7.0% | 7.4% |
| | | | | | | | e | e | e | ei | | | j | j | | |
| NETS | | | | | | | | | | | | | | | | |
| Net: Better | | 148 | 51 | 54 | 42 | 37 | 36 | 26 | 50 | 24 | 25 | 74 | 31 | 43 | 117 | 31 |
| | | 24.6% | 25.7% | 27.2% | 20.8% | 28.1% | 25.1% | 19.5% | 21.2% | 23.4% | 27.6% | 23.5% | 26.4% | 25.4% | 23.6% | 29.0% |
| Net: Better/ No change | | 358 | 109 | 124 | 124 | 82 | 91 | 76 | 130 | 54 | 54 | 199 | 64 | 94 | 293 | 65 |
| | | 59.6% | 54.7% | 62.1% | 62.1% | 62.7% | 63.2% | 56.4% | 55.4% | 54.0% | 60.3% | 63.6% | 53.8% | 56.2% | 59.2% | 61.5% |
| Net: Worse | | 200 | 71 | 66 | 64 | 39 | 48 | 46 | 80 | 34 | 32 | 103 | 45 | 52 | 167 | 33 |
| | | 33.3% | 35.4% | 32.8% | 31.8% | 30.0% | 33.5% | 34.0% | 34.0% | 34.1% | 36.0% | 33.0% | 37.9% | 30.7% | 33.8% | 31.0% |
| Mean score | | 2.8 | 2.8 | 2.9 | 2.9 | 2.9 | 2.9 | 2.8 | 2.8 | 2.8 | 2.9 | 2.8 | 2.8 | 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 | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 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 | 311 | 121 | 168 | 495 | 105 |
| Weighted Total | | 600 | 200 | 200 | 200 | 131 | 145 | 134 | 235 | 101 | 89 | 313 | 119 | 168 | 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) | 24 | 11 | 7 | 6 | 5 | 3 | 7 | 12 | 5 | 4 | 13 | 5 | 6 | 18 | 6 |
| | | 4.0% | 5.6% | 3.3% | 2.9% | 4.1% | 2.1% | 5.2% | 5.0% | 4.8% | 4.0% | 4.1% | 3.8% | 3.9% | 3.7% | 5.3% |
| A little better | (4) | 149 | 50 | 58 | 41 | 38 | 37 | 34 | 52 | 18 | 21 | 75 | 34 | 40 | 122 | 27 |
| | | 24.8% | 25.0% | 28.8% | 20.7% | 29.1% | 25.9% | 25.3% | 22.0% | 17.6% | 24.2% | 23.9% | 28.4% | 24.0% | 24.6% | 25.7% |
| | | | | | | h | | | | | | | | | | |
| No change | (3) | 262 | 80 | 81 | 101 | 54 | 64 | 58 | 104 | 46 | 40 | 155 | 48 | 59 | 223 | 39 |
| | | 43.6% | 39.8% | 40.7% | 50.3% | 40.9% | 44.5% | 43.2% | 44.1% | 45.3% | 44.7% | 49.3% | 40.2% | 35.3% | 45.0% | 36.9% |
| | | | | | a | | | | | | | l | | | | |
| A little worse | (2) | 82 | 27 | 30 | 25 | 17 | 20 | 17 | 35 | 19 | 9 | 45 | 13 | 25 | 66 | 16 |
| | | 13.7% | 13.7% | 14.8% | 12.6% | 13.1% | 14.2% | 12.6% | 15.1% | 18.4% | 10.4% | 14.4% | 10.5% | 14.8% | 13.4% | 15.3% |
| A lot worse | (1) | 27 | 16 | 4 | 7 | 6 | 5 | 4 | 12 | 8 | 4 | 11 | 7 | 8 | 21 | 6 |
| | | 4.4% | 7.9% | 2.0% | 3.3% | 4.2% | 3.5% | 3.0% | 5.0% | 7.7% | 4.7% | 3.6% | 5.8% | 5.0% | 4.2% | 5.5% |
| | | | bc | | | | | | | | | | | | | |
| Don't know | | 57 | 16 | 21 | 20 | 11 | 14 | 14 | 21 | 6 | 11 | 15 | 13 | 29 | 45 | 12 |
| | | 9.5% | 7.9% | 10.4% | 10.1% | 8.6% | 9.9% | 10.7% | 8.8% | 6.2% | 12.0% | 4.8% | 11.2% | 17.1% | 9.1% | 11.4% |
| | | | | | | | | | | | | j | j | | | |
| NETS | | | | | | | | | | | | | | | | |
| Net: Better | | 173 | 61 | 64 | 47 | 44 | 40 | 41 | 64 | 23 | 25 | 87 | 38 | 47 | 140 | 33 |
| | | 28.8% | 30.6% | 32.1% | 23.6% | 33.2% | 27.9% | 30.4% | 27.0% | 22.4% | 28.1% | 27.9% | 32.2% | 27.9% | 28.3% | 31.0% |
| Net: Better/ No change | | 434 | 141 | 146 | 148 | 97 | 105 | 99 | 167 | 68 | 65 | 242 | 86 | 106 | 363 | 72 |
| | | 72.4% | 70.4% | 72.8% | 73.9% | 74.1% | 72.5% | 73.7% | 71.1% | 67.7% | 72.9% | 77.3% | 72.5% | 63.2% | 73.3% | 67.9% |
| | | | | | | | | | | | | l | | | | |
| Net: Worse | | 109 | 43 | 34 | 32 | 23 | 26 | 21 | 47 | 26 | 13 | 56 | 19 | 33 | 87 | 22 |
| | | 18.2% | 21.7% | 16.8% | 16.0% | 17.3% | 17.6% | 15.7% | 20.1% | 26.1% | 15.1% | 18.0% | 16.4% | 19.8% | 17.6% | 20.8% |
| Mean score | | 3.1 | 3.1 | 3.2 | 3.1 | 3.2 | 3.1 | 3.2 | 3.1 | 2.9 | 3.1 | 3.1 | 3.2 | 3.1 | 3.1 | 3.1 |
| | | | | | | | h | | | | | | | | | |

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 | 235 39.1% | 105 17.5% |
| Recruitment agencies/ Search firms | 263 43.8% | 121 20.1% |
| Online job boards (e.g. Monster) | 277 46.1% | 134 22.3% |
| Internal Referrals | 314 52.3% | 161 26.8% |
| Talent pools and staff banks | 78 13.0% | 41 6.8% |
| Advertise on our own website | 319 53.2% | 164 27.4% |
| Social media and professional networking sites (e.g. LinkedIn) | 273 45.6% | 128 21.4% |
| Former employees and word of mouth | 384 64.0% | 195 32.5% |
| Jobcentre Plus / Universal Jobmatch | 181 30.1% | 88 14.6% |
| People approach us | 321 53.5% | 153 25.5% |
| Other | 37 6.2% | 19 3.2% |
| We have never recruited any of this kind of staff | 64 10.6% | 311 51.8% |

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 | 537 | 293 |
| Weighted Total | 536 | 289 |
| | 100.0% | 100.0% |
| Advertise externally in newspapers/trade/ professional press | 235 | 105 |
| | 43.8% | 36.4% |
| Recruitment agencies/ Search firms | 263 | 121 |
| | 49.0% | 41.7% |
| Online job boards (e.g. Monster) | 277 | 134 |
| | 51.6% | 46.3% |
| Internal Referrals | 314 | 161 |
| | 58.5% | 55.5% |
| Talent pools and staff banks | 78 | 41 |
| | 14.6% | 14.2% |
| Advertise on our own website | 319 | 164 |
| | 59.5% | 56.8% |
| Social media and professional networking sites (e.g. LinkedIn) | 273 | 128 |
| | 51.0% | 44.4% |
| Former employees and word of mouth | 384 | 195 |
| | 71.6% | 67.4% |
| Jobcentre Plus / Universal Jobmatch | 181 | 88 |
| | 33.7% | 30.4% |
| People approach us | 321 | 153 |
| | 59.9% | 52.9% |
| Other | 37 | 19 |
| | 7.0% | 6.7% |

Jobs Outlook - Combined

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

Permanent members of staff

Base: All respondents

| | | WAVE | | | REGION | | | | | | SIZE | | | SECTOR | |
|--|--------|----------------|--------------|---------------|--------|----------|------------------------|------------------------|--------|--------|--------|--------|--------|---------|--------|
| | | September 2017 | October 2017 | November 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 | 600 | 200 | 200 | 200 | 134 | 149 | 133 | 226 | 93 | 91 | 311 | 121 | 168 | 495 | 105 |
| Weighted Total | 600 | 200 | 200 | 200 | 131 | 145 | 134 | 235 | 101 | 89 | 313 | 119 | 168 | 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 | 384 | 127 | 142 | 115 | 84 | 89 | 90 | 155 | 65 | 55 | 178 | 86 | 120 | 308 | 76 |
| | 64.0% | 63.7% | 70.8% | 57.6% | 63.9% | 61.8% | 66.9% | 66.1% | 65.0% | 62.4% | 56.9% | 72.1% | 71.6% | 62.4% | 71.9% |
| | | | c | | | | | | | | | j | j | | |
| People approach us | 321 | 115 | 113 | 93 | 66 | 70 | 76 | 138 | 62 | 47 | 148 | 74 | 99 | 257 | 64 |
| | 53.5% | 57.6% | 56.3% | 46.7% | 50.6% | 48.4% | 56.4% | 58.8% | 61.9% | 52.4% | 47.2% | 62.8% | 58.9% | 52.0% | 60.4% |
| | | c | | | | | e | e | e | | | j | j | | |
| Advertise on our own website | 319 | 104 | 95 | 120 | 61 | 76 | 69 | 128 | 59 | 55 | 107 | 76 | 136 | 260 | 60 |
| | 53.2% | 52.2% | 47.5% | 59.9% | 46.4% | 52.3% | 51.3% | 54.4% | 58.5% | 61.7% | 34.2% | 64.1% | 81.0% | 52.5% | 56.5% |
| | | | b | | | | | | | d | | j | jk | | |
| Internal Referrals | 314 | 107 | 108 | 99 | 66 | 75 | 74 | 127 | 54 | 45 | 120 | 81 | 113 | 253 | 61 |
| | 52.3% | 53.5% | 53.9% | 49.4% | 50.4% | 52.0% | 54.7% | 54.1% | 53.2% | 50.7% | 38.3% | 68.3% | 67.1% | 51.1% | 57.7% |
| | | | | | | | | | | | j | j | j | | |
| Online job boards (e.g. Monster) | 277 | 89 | 87 | 100 | 61 | 54 | 67 | 122 | 55 | 40 | 98 | 62 | 117 | 218 | 58 |
| | 46.1% | 44.7% | 43.4% | 50.2% | 46.1% | 37.2% | 50.2% | 52.0% | 54.3% | 45.1% | 31.1% | 52.1% | 69.7% | 44.2% | 55.0% |
| | | | | | | | e | e | e | | | j | jk | | m |
| Social media and professional networking sites (e.g. LinkedIn) | 273 | 90 | 93 | 91 | 62 | 56 | 59 | 116 | 56 | 40 | 106 | 62 | 106 | 222 | 52 |
| | 45.6% | 44.9% | 46.3% | 45.5% | 47.2% | 38.5% | 44.3% | 49.2% | 55.8% | 45.0% | 33.9% | 51.9% | 62.9% | 44.9% | 48.8% |
| | | | | | | | e | e | e | | | j | j | | |
| Recruitment agencies/ Search firms | 263 | 77 | 92 | 93 | 57 | 64 | 50 | 102 | 52 | 40 | 104 | 67 | 92 | 220 | 43 |
| | 43.8% | 38.7% | 46.2% | 46.5% | 43.2% | 44.4% | 37.4% | 43.3% | 51.3% | 44.8% | 33.2% | 56.2% | 54.7% | 44.5% | 40.6% |
| | | | | | | | | | f | | | j | j | | |
| Advertise externally in newspapers/ trade/ professional press | 235 | 71 | 73 | 91 | 47 | 61 | 44 | 87 | 43 | 40 | 96 | 54 | 84 | 199 | 36 |
| | 39.1% | 35.7% | 36.4% | 45.3% | 35.6% | 42.3% | 32.6% | 37.0% | 42.9% | 44.8% | 30.7% | 45.8% | 50.3% | 40.2% | 34.4% |
| | | | | | | | | | | | j | j | j | | |
| Jobcentre Plus / Universal Jobmatch | 181 | 57 | 50 | 74 | 46 | 41 | 28 | 61 | 34 | 32 | 56 | 45 | 81 | 148 | 33 |
| | 30.1% | 28.4% | 25.0% | 37.0% | 35.1% | 28.5% | 20.5% | 26.1% | 33.5% | 36.2% | 17.8% | 37.5% | 48.1% | 29.9% | 31.1% |
| | | | b | | f | | | | f | f | | 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 | November 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 | 600 | 200 | 200 | 200 | 134 | 149 | 133 | 226 | 93 | 91 | 311 | 121 | 168 | 495 | 105 |
| Weighted Total | 600 | 200 | 200 | 200 | 131 | 145 | 134 | 235 | 101 | 89 | 313 | 119 | 168 | 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 | 78 | 26 | 29 | 23 | 17 | 15 | 16 | 39 | 22 | 7 | 17 | 12 | 49 | 63 | 16 |
| | 13.0% | 12.8% | 14.6% | 11.7% | 13.2% | 10.5% | 12.1% | 16.4% | 22.2% efi | 8.1% | 5.6% | 9.7% | 29.3% jk | 12.6% | 14.9% |
| Other | 37 | 14 | 6 | 18 | 4 | 9 | 12 | 18 | 6 | 6 | 14 | 12 | 11 | 32 | 5 |
| | 6.2% | 7.0% | 2.9% | 8.8% b | 2.8% | 6.5% | 9.3% d | 7.7% | 5.7% | 6.8% | 4.6% | 10.4% j | 6.3% | 6.5% | 4.9% |
| We have never recruited any of this kind of staff | 64 | 29 | 20 | 15 | 20 | 17 | 13 | 19 | 5 | 9 | 58 | 1 | 5 | 53 | 10 |
| | 10.6% | 14.4% c | 10.1% | 7.4% | 14.9% gh | 11.6% | 9.8% | 7.9% | 5.3% | 10.0% | 18.5% kl | .7% | 2.9% | 10.8% | 9.9% |

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

Jobs Outlook - Combined

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

Temporary or contract workers

Base: All respondents

| | WAVE | | | | REGION | | | | | | SIZE | | | SECTOR | |
|--|--------------|----------------|--------------|-------------------|-------------|-------------|------------------------|------------------------|-------------|-------------|-------------|------------------|-------------------|--------------|-------------|
| | Total | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 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 | 311 | 121 | 168 | 495 | 105 |
| Weighted Total | 600 | 200 | 200 | 200 | 131 | 145 | 134 | 235 | 101 | 89 | 313 | 119 | 168 | 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 | 195 32.5% | 56 27.9% | 66 32.9% | 73 36.7% | 41 31.0% | 48 33.3% | 46 34.5% | 80 33.8% | 33 33.0% | 27 29.9% | 72 23.0% | 50 42.5% | 72 43.1% | 165 33.3% | 30 28.7% |
| Advertise on our own website | 164 27.4% | 44 22.1% | 49 24.3% | 72 35.8% ab | 32 24.7% | 42 29.2% | 33 24.9% | 61 26.1% | 28 27.7% | 28 31.8% | 41 13.1% | 38 32.1% | 85 50.8% jk | 135 27.2% | 30 28.2% |
| Internal Referrals | 161 26.8% | 47 23.7% | 51 25.5% | 62 31.1% | 31 23.4% | 43 29.8% | 43 32.1% | 69 29.1% | 25 25.2% | 18 20.6% | 51 16.4% | 42 35.0% | 68 40.2% j | 136 27.6% | 24 22.9% |
| People approach us | 153 25.5% | 50 24.9% | 48 23.9% | 55 27.7% | 25 19.0% | 37 25.8% | 41 30.5% d | 68 28.8% d | 27 26.6% | 23 25.7% | 59 18.8% | 35 29.4% j | 59 35.2% j | 128 26.0% | 25 23.3% |
| Online job boards (e.g. Monster) | 134 22.3% | 38 19.0% | 35 17.3% | 61 30.5% ab | 30 22.8% | 33 22.6% | 29 21.4% | 54 22.8% | 25 24.7% | 18 19.7% | 36 11.5% | 30 25.1% j | 68 40.5% jk | 107 21.6% | 27 25.5% |
| Social media and professional networking sites (e.g. LinkedIn) | 128 21.4% | 32 16.2% | 47 23.4% | 49 24.6% a | 30 22.7% | 29 20.0% | 27 20.3% | 50 21.3% | 23 22.6% | 20 22.0% | 45 14.4% | 30 25.1% j | 53 31.7% j | 106 21.5% | 22 20.7% |
| Recruitment agencies/ Search firms | 121 20.1% | 31 15.7% | 38 18.8% | 52 25.8% a | 28 21.4% | 32 22.1% | 28 20.9% | 42 17.9% | 14 13.9% | 19 21.0% | 32 10.2% | 34 29.0% j | 54 32.3% j | 105 21.2% | 16 14.8% |
| Advertise externally in newspapers/ trade/ professional press | 105 17.5% | 29 14.3% | 33 16.7% | 43 21.6% | 23 17.8% | 28 19.2% | 18 13.5% | 36 15.3% | 18 17.8% | 18 20.5% | 32 10.3% | 25 20.8% j | 48 28.7% j | 88 17.9% | 17 15.9% |
| Jobcentre Plus / Universal Jobmatch | 88 14.6% | 23 11.5% | 23 11.4% | 42 21.0% ab | 22 16.5% | 25 17.2% | 14 10.7% | 28 12.1% | 14 14.0% | 13 14.5% | 21 6.8% | 20 16.5% j | 47 27.9% jk | 71 14.3% | 17 16.2% |

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

Jobs Outlook - Combined

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

Temporary or contract workers

Base: All respondents

| | | WAVE | | | REGION | | | | | | SIZE | | | SECTOR | |
|---|--------------|--------------------|--------------|---------------|-------------|----------------|------------------------|------------------------|------------------|----------------|--------------------|----------------|-------------------|--------------|-------------|
| | | September 2017 | October 2017 | November 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 | 600 | 200 | 200 | 200 | 134 | 149 | 133 | 226 | 93 | 91 | 311 | 121 | 168 | 495 | 105 |
| Weighted Total | 600 | 200 | 200 | 200 | 131 | 145 | 134 | 235 | 101 | 89 | 313 | 119 | 168 | 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 | 41 6.8% | 13 6.3% | 12 6.1% | 16 8.2% | 8 6.1% | 11 7.8% | 8 5.9% | 17 7.4% | 9 9.3% | 4 5.0% | 6 1.8% | 9 7.2% j | 27 16.0% jk | 32 6.4% | 9 8.8% |
| Other | 19 3.2% | 7 3.3% | 4 1.9% | 9 4.5% | - - | 8 5.4% d | 6 4.2% d | 8 3.4% d | 2 2.3% | 3 3.9% d | 8 2.5% | 7 5.8% | 5 2.8% | 17 3.4% | 3 2.5% |
| We have never recruited any of this kind of staff | 311 51.8% | 125 62.6% bc | 102 51.2% | 83 41.6% | 73 55.8% | 67 46.4% | 65 48.5% | 126 53.7% | 61 60.7% e | 44 49.5% | 199 63.5% kl | 52 43.8% | 60 35.5% | 249 50.3% | 62 58.6% |

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

Jobs Outlook - Combined

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

Permanent members of staff

Base: All who have recruited this type of staff before

| | Total | WAVE | | | REGION | | | | | | SIZE | | | SECTOR | |
|--|--------|----------------|--------------|---------------|--------|----------|------------------------|------------------------|--------|--------|--------|--------|--------|---------|--------|
| | | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | a | b | c | d | e | f | g | h | i | j | k | l | m | n |
| Unweighted Total | 537 | 171 | 180 | 186 | 115 | 132 | 120 | 208 | 88 | 82 | 254 | 120 | 163 | 442 | 95 |
| Weighted Total | 536 | 171 | 180 | 185 | 112 | 128 | 121 | 217 | 95 | 80 | 255 | 118 | 163 | 441 | 95 |
| | 100.0% | 100.0% | 100.0% | 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 | 384 | 127 | 142 | 115 | 84 | 89 | 90 | 155 | 65 | 55 | 178 | 86 | 120 | 308 | 76 |
| | 71.6% | 74.4% | 78.7% | 62.2% | 75.0% | 69.9% | 74.2% | 71.8% | 68.6% | 69.3% | 69.8% | 72.7% | 73.8% | 69.9% | 79.8% |
| | | c | c | | | | | | | | | | | | |
| People approach us | 321 | 115 | 113 | 93 | 66 | 70 | 76 | 138 | 62 | 47 | 148 | 74 | 99 | 257 | 64 |
| | 59.9% | 67.3% | 62.6% | 50.4% | 59.4% | 54.7% | 62.6% | 63.8% | 65.4% | 58.2% | 57.9% | 63.2% | 60.7% | 58.3% | 67.1% |
| | | c | c | | | | | | | | | | | | |
| Advertise on our own website | 319 | 104 | 95 | 120 | 61 | 76 | 69 | 128 | 59 | 55 | 107 | 76 | 136 | 260 | 60 |
| | 59.5% | 61.0% | 52.8% | 64.7% | 54.5% | 59.1% | 56.9% | 59.1% | 61.8% | 68.5% | 42.0% | 64.5% | 83.4% | 58.8% | 62.8% |
| | | | b | | | | | | | d | | j | jk | | |
| Internal Referrals | 314 | 107 | 108 | 99 | 66 | 75 | 74 | 127 | 54 | 45 | 120 | 81 | 113 | 253 | 61 |
| | 58.5% | 62.5% | 60.0% | 53.4% | 59.2% | 58.8% | 60.7% | 58.7% | 56.2% | 56.4% | 46.9% | 68.8% | 69.2% | 57.3% | 64.1% |
| | | | | | | | | | | | | j | j | | |
| Online job boards (e.g. Monster) | 277 | 89 | 87 | 100 | 61 | 54 | 67 | 122 | 55 | 40 | 98 | 62 | 117 | 218 | 58 |
| | 51.6% | 52.2% | 48.3% | 54.2% | 54.1% | 42.1% | 55.6% | 56.4% | 57.4% | 50.1% | 38.2% | 52.5% | 71.8% | 49.5% | 61.1% |
| | | | | | | | e | e | e | | | j | jk | | m |
| Social media and professional networking sites (e.g. LinkedIn) | 273 | 90 | 93 | 91 | 62 | 56 | 59 | 116 | 56 | 40 | 106 | 62 | 106 | 222 | 52 |
| | 51.0% | 52.4% | 51.5% | 49.1% | 55.5% | 43.5% | 49.1% | 53.4% | 58.9% | 50.0% | 41.6% | 52.3% | 64.8% | 50.3% | 54.2% |
| | | | | | | | | | e | | | | jk | | |
| Recruitment agencies/ Search firms | 263 | 77 | 92 | 93 | 57 | 64 | 50 | 102 | 52 | 40 | 104 | 67 | 92 | 220 | 43 |
| | 49.0% | 45.2% | 51.4% | 50.2% | 50.8% | 50.2% | 41.4% | 47.0% | 54.2% | 49.8% | 40.8% | 56.6% | 56.4% | 49.8% | 45.1% |
| | | | | | | | | | | | | j | j | | |
| Advertise externally in newspapers/ trade/ professional press | 235 | 71 | 73 | 91 | 47 | 61 | 44 | 87 | 43 | 40 | 96 | 54 | 84 | 199 | 36 |
| | 43.8% | 41.7% | 40.5% | 48.9% | 41.8% | 47.9% | 36.2% | 40.2% | 45.3% | 49.8% | 37.6% | 46.1% | 51.8% | 45.0% | 38.2% |
| | | | | | | | | | | | | | j | | |
| Jobcentre Plus / Universal Jobmatch | 181 | 57 | 50 | 74 | 46 | 41 | 28 | 61 | 34 | 32 | 56 | 45 | 81 | 148 | 33 |
| | 33.7% | 33.2% | 27.8% | 39.9% | 41.3% | 32.2% | 22.8% | 28.3% | 35.4% | 40.3% | 21.8% | 37.8% | 49.5% | 33.6% | 34.5% |
| | | | b | | fg | | | | f | f | | 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 who have recruited this type of staff before

| | | WAVE | | | REGION | | | | | | SIZE | | | SECTOR | |
|------------------------------|--------|----------------|--------------|---------------|--------|----------|------------------------|------------------------|--------|--------|--------|--------|--------|---------|--------|
| | | September 2017 | October 2017 | November 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 | 537 | 171 | 180 | 186 | 115 | 132 | 120 | 208 | 88 | 82 | 254 | 120 | 163 | 442 | 95 |
| Weighted Total | 536 | 171 | 180 | 185 | 112 | 128 | 121 | 217 | 95 | 80 | 255 | 118 | 163 | 441 | 95 |
| | 100.0% | 100.0% | 100.0% | 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 | 78 | 26 | 29 | 23 | 17 | 15 | 16 | 39 | 22 | 7 | 17 | 12 | 49 | 63 | 16 |
| | 14.6% | 15.0% | 16.2% | 12.6% | 15.5% | 11.9% | 13.4% | 17.8% | 23.4% | 9.0% | 6.8% | 9.8% | 30.2% | 14.2% | 16.6% |
| | | | | | | | | | ei | | | | jk | | |
| Other | 37 | 14 | 6 | 18 | 4 | 9 | 12 | 18 | 6 | 6 | 14 | 12 | 11 | 32 | 5 |
| | 7.0% | 8.2% | 3.2% | 9.5% | 3.3% | 7.4% | 10.3% | 8.4% | 6.0% | 7.6% | 5.7% | 10.4% | 6.5% | 7.3% | 5.5% |
| | | b | | b | | | d | | | | | | | | |

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

Jobs Outlook - Combined

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

Temporary or contract workers

Base: All who have recruited this type of staff before

| | Total | WAVE | | | REGION | | | | | | SIZE | | | SECTOR | |
|--|--------------|----------------|--------------|---------------|-------------|-------------|------------------------|------------------------|-------------|-------------|-------------|-------------|-------------|--------------|-------------|
| | | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | a | b | c | d | e | f | g | h | i | j | k | l | m | n |
| Unweighted Total | 293 | 76 | 100 | 117 | 62 | 80 | 68 | 104 | 36 | 47 | 114 | 69 | 110 | 250 | 43 |
| Weighted Total | 289 | 75 | 98 | 117 | 58 | 77 | 69 | 109 | 40 | 45 | 114 | 67 | 108 | 245 | 44 |
| | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Former employees and word of mouth | 195 67.4% | 56 74.7% | 66 67.4% | 73 62.8% | 41 70.1% | 48 62.2% | 46 67.0% | 80 73.1% | 33 83.9% | 27 59.3% | 72 63.2% | 50 75.7% | 72 66.9% | 165 67.1% | 30 69.2% |
| Advertise on our own website | 164 56.8% | 44 59.0% | 49 49.8% | 72 61.3% | 32 55.8% | 42 54.6% | 33 48.3% | 61 56.4% | 28 70.5% | 28 63.0% | 41 35.8% | 38 57.1% | 85 78.8% | 135 54.8% | 30 68.0% |
| Internal Referrals | 161 55.5% | 47 63.4% | 51 52.3% | 62 53.2% | 31 52.9% | 43 55.6% | 43 62.3% | 69 63.0% | 25 64.1% | 18 40.8% | 51 45.1% | 42 62.4% | 68 62.4% | 136 55.6% | 24 55.4% |
| People approach us | 153 52.9% | 50 66.5% | 48 48.9% | 55 47.4% | 25 43.0% | 37 48.2% | 41 59.2% | 68 62.2% | 27 67.6% | 23 50.9% | 59 51.4% | 35 52.3% | 59 54.7% | 128 52.3% | 25 56.1% |
| Online job boards (e.g. Monster) | 134 46.3% | 38 50.9% | 35 35.5% | 61 52.3% | 30 51.5% | 33 42.2% | 29 41.6% | 54 49.3% | 25 62.7% | 18 39.1% | 36 31.5% | 30 44.6% | 68 62.9% | 107 43.5% | 27 61.5% |
| Social media and professional networking sites (e.g. LinkedIn) | 128 44.4% | 32 43.3% | 47 47.9% | 49 42.0% | 30 51.3% | 29 37.3% | 27 39.4% | 50 46.0% | 23 57.5% | 20 43.5% | 45 39.5% | 30 44.8% | 53 49.2% | 106 43.3% | 22 50.0% |
| Recruitment agencies/ Search firms | 121 41.7% | 31 42.0% | 38 38.5% | 52 44.2% | 28 48.3% | 32 41.2% | 28 40.6% | 42 38.6% | 14 35.3% | 19 41.5% | 32 27.9% | 34 51.6% | 54 50.2% | 105 42.8% | 16 35.8% |
| Advertise externally in newspapers/ trade/ professional press | 105 36.4% | 29 38.4% | 33 34.1% | 43 37.0% | 23 40.1% | 28 35.8% | 18 26.1% | 36 33.1% | 18 45.2% | 18 40.5% | 32 28.2% | 25 37.1% | 48 44.5% | 88 36.0% | 17 38.4% |
| Jobcentre Plus / Universal Jobmatch | 88 30.4% | 23 30.8% | 23 23.4% | 42 35.9% | 22 37.3% | 25 32.1% | 14 20.7% | 28 26.2% | 14 35.7% | 13 28.7% | 21 18.7% | 20 29.4% | 47 43.3% | 71 28.8% | 17 39.0% |

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

Jobs Outlook - Combined

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

Temporary or contract workers

Base: All who have recruited this type of staff before

| | | WAVE | | | REGION | | | | | | SIZE | | | SECTOR | |
|------------------------------|--------|----------------|--------------|---------------|--------|----------|------------------------|------------------------|--------|--------|--------|--------|--------|---------|--------|
| | | September 2017 | October 2017 | November 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 | 293 | 76 | 100 | 117 | 62 | 80 | 68 | 104 | 36 | 47 | 114 | 69 | 110 | 250 | 43 |
| Weighted Total | 289 | 75 | 98 | 117 | 58 | 77 | 69 | 109 | 40 | 45 | 114 | 67 | 108 | 245 | 44 |
| | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Talent pools and staff banks | 41 | 13 | 12 | 16 | 8 | 11 | 8 | 17 | 9 | 4 | 6 | 9 | 27 | 32 | 9 |
| | 14.2% | 16.8% | 12.5% | 14.0% | 13.8% | 14.6% | 11.4% | 15.9% | 23.8% | 9.8% | 5.0% | 12.9% | 24.8% | 12.9% | 21.3% |
| | | | | | | | | | | | j | | | | |
| Other | 19 | 7 | 4 | 9 | - | 8 | 6 | 8 | 2 | 3 | 8 | 7 | 5 | 17 | 3 |
| | 6.7% | 8.8% | 3.9% | 7.6% | - | 10.1% | 8.2% | 7.4% | 5.9% | 7.7% | 6.7% | 10.4% | 4.4% | 6.8% | 6.0% |
| | | | | | | d | d | d | | d | | | | | |

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 | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | a | b | c | d | e | f | g | h | i | j | k | l | m | n |
| Unweighted Total | | 295 | 85 | 102 | 108 | 63 | 74 | 59 | 112 | 53 | 46 | 115 | 73 | 107 | 246 | 49 |
| Weighted Total | | 295 | 86 | 102 | 108 | 63 | 72 | 58 | 115 | 57 | 45 | 116 | 72 | 107 | 246 | 49 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Very satisfied | (5) | 48 16.1% | 15 17.2% | 19 18.2% | 14 13.3% | 8 13.4% | 16 21.7% | 9 15.1% | 13 11.1% | 4 6.9% | 11 23.9% | 23 19.8% | 12 17.1% | 12 11.5% | 42 17.0% | 6 11.9% |
| | | | | | | | gh | | | | gh | | | | | |
| Fairly satisfied | (4) | 158 53.4% | 47 55.3% | 53 52.3% | 57 52.9% | 33 52.4% | 35 49.2% | 35 59.6% | 65 56.6% | 30 53.5% | 24 53.5% | 52 44.5% | 40 56.1% | 65 61.4% | 125 50.8% | 33 66.2% |
| | | | | | | | | | | | | | j | | m | |
| Neither satisfied nor dissatisfied | (3) | 50 17.0% | 13 14.9% | 17 16.7% | 20 18.9% | 13 20.8% | 13 18.2% | 7 11.9% | 17 15.2% | 11 18.5% | 7 14.4% | 22 19.0% | 11 15.1% | 17 16.0% | 42 17.1% | 8 16.4% |
| Fairly dissatisfied | (2) | 20 6.9% | 6 7.3% | 7 6.9% | 7 6.6% | 5 7.5% | 3 4.2% | 3 5.1% | 11 9.2% | 8 13.4% | 2 4.4% | 10 8.3% | 6 8.0% | 5 4.6% | 20 8.3% | - - |
| | | | | | | | | | | | | | | | n | |
| Very dissatisfied | (1) | 7 2.2% | 2 2.1% | 2 1.8% | 3 2.7% | 2 2.8% | 3 4.0% | 1 1.5% | 1 .8% | - - | 1 2.1% | 4 3.3% | 3 3.8% | - - | 7 2.6% | - - |
| | | | | | | | | | | | | l | | | | |
| Don't know | | 13 4.4% | 3 3.2% | 4 4.0% | 6 5.7% | 2 3.1% | 2 2.7% | 4 6.7% | 8 7.2% | 4 7.6% | 1 1.8% | 6 5.2% | - - | 7 6.5% | 10 4.2% | 3 5.5% |
| | | | | | | | | | | | | k | | k | | |
| NETS | | | | | | | | | | | | | | | | |
| Net: Satisfied | | 205 69.5% | 62 72.5% | 72 70.6% | 71 66.2% | 41 65.8% | 51 70.9% | 43 74.8% | 78 67.7% | 34 60.4% | 35 77.3% | 75 64.2% | 53 73.2% | 78 72.8% | 167 67.8% | 39 78.1% |
| Net: Dissatisfied | | 27 9.1% | 8 9.4% | 9 8.7% | 10 9.2% | 7 10.4% | 6 8.2% | 4 6.7% | 11 10.0% | 8 13.4% | 3 6.5% | 13 11.5% | 8 11.7% | 5 4.6% | 27 10.9% | - - |
| | | | | | | | | | | | | | | | n | |
| Mean score | | 3.8 | 3.8 | 3.8 | 3.7 | 3.7 | 3.8 | 3.9 | 3.7 | 3.6 | 3.9 h | 3.7 | 3.7 | 3.9 | 3.7 | 4.0 |

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 | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | a | b | c | d | e | f | g | h | i | j | k | l | m | n |
| Unweighted Total | | 295 | 85 | 102 | 108 | 63 | 74 | 59 | 112 | 53 | 46 | 115 | 73 | 107 | 246 | 49 |
| Weighted Total | | 295 | 86 | 102 | 108 | 63 | 72 | 58 | 115 | 57 | 45 | 116 | 72 | 107 | 246 | 49 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Very satisfied | (5) | 51 | 13 | 20 | 18 | 10 | 13 | 8 | 15 | 7 | 13 | 22 | 14 | 14 | 44 | 7 |
| | | 17.2% | 15.5% | 19.3% | 16.6% | 16.5% | 17.4% | 13.6% | 13.2% | 12.8% | 28.0% | 18.9% | 20.0% | 13.4% | 17.8% | 14.2% |
| Fairly satisfied | (4) | 164 | 46 | 56 | 62 | 35 | 43 | 35 | 63 | 28 | 23 | 59 | 42 | 62 | 128 | 35 |
| | | 55.4% | 53.3% | 54.7% | 57.8% | 55.5% | 60.1% | 59.6% | 54.6% | 49.4% | 50.0% | 50.5% | 58.8% | 58.5% | 52.2% | 71.3% |
| | | | | | | | | | | | | | | | m | |
| Neither satisfied nor dissatisfied | (3) | 42 | 14 | 14 | 14 | 8 | 9 | 7 | 16 | 9 | 8 | 17 | 10 | 16 | 38 | 5 |
| | | 14.3% | 16.7% | 13.8% | 12.8% | 13.1% | 13.2% | 11.8% | 14.2% | 16.6% | 17.9% | 14.2% | 13.4% | 15.0% | 15.3% | 9.1% |
| Fairly dissatisfied | (2) | 16 | 6 | 6 | 4 | 6 | 3 | 4 | 7 | 3 | - | 8 | 3 | 5 | 13 | 3 |
| | | 5.3% | 7.2% | 5.5% | 3.5% | 8.8% | 3.9% | 6.8% | 6.2% | 5.6% | - | 6.7% | 4.0% | 4.5% | 5.2% | 5.3% |
| | | | | | | i | | | | | | | | | | |
| Very dissatisfied | (1) | 3 | 2 | 1 | - | - | - | - | 3 | 3 | - | 2 | - | 1 | 3 | - |
| | | 1.1% | 2.6% | 1.0% | - | - | - | - | 2.8% | 5.6% | - | 1.8% | - | 1.0% | 1.3% | - |
| | | | | | | | | | | e | | | | | | |
| Don't know | | 20 | 4 | 6 | 10 | 4 | 4 | 5 | 10 | 6 | 2 | 9 | 3 | 8 | 20 | - |
| | | 6.8% | 4.7% | 5.8% | 9.3% | 6.1% | 5.4% | 8.1% | 9.0% | 9.9% | 4.1% | 7.9% | 3.8% | 7.6% | 8.1% | - |
| | | | | | | | | | | | | | | | n | |
| NETS | | | | | | | | | | | | | | | | |
| Net: Satisfied | | 214 | 59 | 75 | 80 | 45 | 56 | 42 | 78 | 35 | 35 | 81 | 57 | 77 | 172 | 42 |
| | | 72.6% | 68.8% | 74.0% | 74.4% | 71.9% | 77.5% | 73.2% | 67.8% | 62.2% | 78.0% | 69.4% | 78.9% | 71.9% | 70.0% | 85.5% |
| | | | | | | | | | | | | | | | m | |
| Net: Dissatisfied | | 19 | 8 | 7 | 4 | 6 | 3 | 4 | 10 | 6 | - | 10 | 3 | 6 | 16 | 3 |
| | | 6.3% | 9.8% | 6.4% | 3.5% | 8.8% | 3.9% | 6.8% | 9.0% | 11.2% | - | 8.5% | 4.0% | 5.6% | 6.5% | 5.3% |
| | | | | | | i | | | i | i | | | | | | |
| Mean score | | 3.9 | 3.8 | 3.9 | 4.0 | 3.8 | 4.0 | 3.9 | 3.8 | 3.6 | 4.1 | 3.8 | 4.0 | 3.9 | 3.9 | 3.9 |
| | | | | | | | h | | | | gh | | | | | |

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

Jobs Outlook - Combined

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

Permanent members of staff

Base: All who recruit permanent members of staff

| | | WAVE | | | REGION | | | | | | SIZE | | | SECTOR | |
|--|--------------|----------------|------------------|---------------|-------------|-------------|------------------------|------------------------|-------------|---------------------|-------------|------------------|-------------------|------------------|-------------|
| | | September 2017 | October 2017 | November 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 | 537 | 171 | 180 | 186 | 115 | 132 | 120 | 208 | 88 | 82 | 254 | 120 | 163 | 442 | 95 |
| Weighted Total | 536 | 171 | 180 | 185 | 112 | 128 | 121 | 217 | 95 | 80 | 255 | 118 | 163 | 441 | 95 |
| | 100.0% | 100.0% | 100.0% | 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 | 233 43.5% | 73 42.6% | 87 48.4% | 73 39.6% | 44 39.0% | 60 46.6% | 54 44.4% | 98 45.2% | 44 46.2% | 32 40.2% | 89 34.9% | 47 39.8% | 97 59.6% jk | 192 43.5% | 41 43.6% |
| Construction | 65 12.2% | 13 7.7% | 26 14.6% a | 26 14.0% | 13 11.9% | 18 14.4% | 13 10.7% | 23 10.7% | 10 10.8% | 10 12.9% | 32 12.4% | 19 16.1% | 15 8.9% | 58 13.2% | 7 7.6% |
| Drivers | 114 21.3% | 44 25.4% | 39 21.7% | 32 17.1% | 23 20.7% | 29 22.6% | 24 20.1% | 40 18.5% | 16 16.5% | 22 27.6% | 42 16.5% | 24 20.2% | 48 29.7% j | 95 21.4% | 20 20.6% |
| Education | 92 17.1% | 24 14.1% | 34 19.0% | 33 18.0% | 19 17.4% | 21 16.6% | 24 19.6% | 39 18.0% | 15 15.9% | 12 15.1% | 32 12.4% | 27 22.8% j | 33 20.4% j | 82 18.7% n | 9 9.8% |
| Engineering & technical | 117 21.9% | 38 22.3% | 44 24.4% | 35 19.0% | 28 24.8% | 25 19.6% | 24 19.4% | 37 17.1% | 13 14.1% | 28 34.6% efgh | 49 19.1% | 25 21.0% | 44 26.8% | 97 21.9% | 21 21.8% |
| Executive recruitment / interim management | 143 26.7% | 39 22.9% | 55 30.7% | 49 26.4% | 29 25.7% | 36 28.1% | 33 26.9% | 61 28.4% | 29 30.2% | 17 21.5% | 42 16.4% | 28 23.8% | 74 45.1% jk | 118 26.8% | 25 26.6% |
| Health & social care | 108 20.2% | 39 23.0% | 32 17.9% | 37 19.8% | 21 19.0% | 25 19.6% | 19 15.9% | 41 18.9% | 22 22.6% | 21 26.4% | 34 13.3% | 26 22.2% j | 48 29.5% j | 86 19.4% | 22 23.6% |
| Hospitality | 87 16.2% | 28 16.4% | 28 15.8% | 30 16.3% | 14 12.3% | 16 12.2% | 22 18.1% | 40 18.7% | 19 19.4% | 17 21.3% | 32 12.4% | 18 15.4% | 37 22.7% j | 77 17.4% | 10 10.4% |
| Industrial | 69 12.9% | 21 12.0% | 23 12.8% | 26 13.8% | 13 11.7% | 20 15.3% | 15 12.4% | 23 10.4% | 8 7.9% | 14 17.6% | 37 14.7% | 12 10.3% | 20 12.1% | 59 13.4% | 10 10.7% |
| Legal & HR | 155 28.9% | 45 26.1% | 57 31.9% | 53 28.6% | 32 28.9% | 36 28.4% | 32 26.4% | 64 29.5% | 32 33.6% | 23 28.2% | 36 14.0% | 40 34.0% j | 79 48.7% jk | 120 27.3% | 35 36.5% |
| Life sciences | 22 4.2% | 9 5.5% | 6 3.4% | 7 3.7% | 2 1.7% | 7 5.3% | 3 2.4% | 6 2.8% | 3 3.4% | 8 9.5% dfg | 8 3.0% | 3 2.5% | 12 7.3% j | 20 4.6% | 2 2.2% |

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

Jobs Outlook - Combined

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

Permanent members of staff

Base: All who recruit permanent members of staff

| | | WAVE | | | REGION | | | | | | SIZE | | | SECTOR | |
|-----------------------------|--------------|------------------|--------------|---------------|-------------|-------------|------------------------|------------------------|-------------|-------------|--------------|------------------|--------------------|--------------|------------------|
| | | September 2017 | October 2017 | November 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 | 537 | 171 | 180 | 186 | 115 | 132 | 120 | 208 | 88 | 82 | 254 | 120 | 163 | 442 | 95 |
| Weighted Total | 536 | 171 | 180 | 185 | 112 | 128 | 121 | 217 | 95 | 80 | 255 | 118 | 163 | 441 | 95 |
| | 100.0% | 100.0% | 100.0% | 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 | 140 26.1% | 42 24.8% | 48 26.5% | 50 27.1% | 23 20.8% | 31 24.1% | 31 25.6% | 60 27.8% | 29 30.7% | 26 32.2% | 48 18.9% | 25 21.6% | 66 40.7% jk | 119 26.9% | 22 22.7% |
| Office professionals | 291 54.2% | 92 53.5% | 96 53.6% | 103 55.4% | 59 52.7% | 68 52.9% | 62 51.5% | 113 52.1% | 51 53.0% | 51 64.0% | 107 41.8% | 67 57.1% j | 117 71.5% jk | 239 54.3% | 51 54.0% |
| Sales & retail | 150 27.9% | 59 34.5% c | 49 27.4% | 41 22.4% | 34 30.7% | 32 24.8% | 30 24.6% | 57 26.3% | 27 28.5% | 27 33.5% | 72 28.1% | 26 21.7% | 53 32.3% | 115 26.0% | 35 37.1% m |
| Technology | 121 22.5% | 38 22.3% | 46 25.3% | 37 19.9% | 26 23.1% | 28 21.9% | 27 22.4% | 45 21.0% | 18 19.2% | 21 26.7% | 36 14.3% | 29 25.0% j | 55 33.6% j | 103 23.3% | 18 18.7% |
| None | 24 4.5% | 6 3.3% | 10 5.4% | 9 4.7% | 6 5.1% | 6 4.6% | 6 4.8% | 10 4.6% | 4 4.4% | 3 3.4% | 13 5.0% | 3 2.5% | 9 5.3% | 19 4.2% | 6 5.8% |
| Average number of mentions | 3.7 | 3.7 | 3.9 | 3.6 | 3.6 | 3.7 | 3.6 | 3.6 | 3.7 | 4.3 | 2.9 | 3.6 j | 5.2 jk | 3.7 | 3.7 |

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

| | Total | WAVE | | | REGION | | | | | | SIZE | | | SECTOR | |
|--|--------|----------------|--------------|---------------|--------|----------|------------------------|------------------------|--------|--------|--------|--------|--------|---------|--------|
| | | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | a | b | c | d | e | *f | g | *h | *i | j | k | l | m | *n |
| Unweighted Total | 124 | 33 | 39 | 52 | 30 | 33 | 28 | 41 | 13 | 20 | 32 | 36 | 56 | 108 | 16 |
| Weighted Total | 121 | 31 | 38 | 52 | 28 | 32 | 28 | 42 | 14 | 19 | 32 | 34 | 54 | 105 | 16 |
| | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Accounting and financial services | 40 | 9 | 11 | 20 | 9 | 13 | 8 | 13 | 5 | 5 | 3 | 11 | 26 | 35 | 5 |
| | 33.0% | 28.1% | 30.3% | 37.9% | 32.5% | 39.2% | 27.7% | 31.2% | 38.2% | 27.1% | 9.5% | 30.8% | 48.2% | 33.4% | 30.2% |
| | | | | | | | | | | | | j | j | | |
| Construction | 19 | 2 | 7 | 10 | 4 | 5 | 5 | 6 | 1 | 4 | 9 | 4 | 6 | 18 | 1 |
| | 15.5% | 6.2% | 18.8% | 18.7% | 13.6% | 15.9% | 16.8% | 13.9% | 7.9% | 21.0% | 28.2% | 11.5% | 10.5% | 16.9% | 5.6% |
| | | | | | | | | | | | l | | | | |
| Drivers | 25 | 5 | 9 | 11 | 8 | 6 | 5 | 6 | 1 | 5 | 8 | 4 | 13 | 22 | 3 |
| | 20.6% | 15.3% | 25.2% | 20.4% | 29.3% | 18.4% | 16.7% | 13.6% | 7.3% | 26.9% | 23.9% | 11.7% | 24.2% | 20.9% | 18.0% |
| Education | 19 | 4 | 5 | 10 | 5 | 6 | 3 | 6 | 3 | 2 | 2 | 8 | 9 | 17 | 1 |
| | 15.4% | 11.4% | 13.9% | 19.0% | 18.0% | 18.0% | 10.2% | 14.2% | 22.1% | 9.9% | 6.9% | 21.9% | 16.3% | 16.5% | 8.1% |
| Engineering & technical | 21 | 3 | 7 | 12 | 3 | 7 | 7 | 8 | 1 | 4 | 4 | 3 | 14 | 20 | 1 |
| | 17.7% | 9.7% | 17.6% | 22.5% | 9.7% | 21.5% | 24.1% | 18.8% | 8.2% | 20.6% | 12.0% | 8.8% | 26.6% | 19.5% | 5.6% |
| | | | | | | | | | | | | | k | | |
| Executive recruitment / interim management | 26 | 1 | 8 | 18 | 6 | 7 | 5 | 9 | 4 | 4 | 2 | 4 | 21 | 24 | 3 |
| | 21.9% | 2.7% | 20.3% | 34.6% | 23.0% | 20.6% | 17.1% | 22.1% | 32.2% | 21.6% | 6.0% | 11.4% | 37.8% | 22.4% | 18.0% |
| | | | a | a | | | | | | | | | jk | | |
| Health & social care | 15 | 4 | 5 | 7 | 4 | 3 | 3 | 5 | 2 | 4 | 1 | 7 | 7 | 12 | 3 |
| | 12.4% | 11.3% | 12.5% | 13.0% | 12.8% | 9.7% | 10.0% | 11.3% | 13.8% | 18.8% | 3.0% | 21.5% | 12.1% | 11.8% | 16.0% |
| | | | | | | | | | | | | j | | | |
| Hospitality | 8 | 1 | 3 | 4 | 1 | 1 | 2 | 5 | 3 | 1 | - | - | 8 | 7 | 1 |
| | 6.6% | 3.5% | 7.8% | 7.7% | 3.6% | 2.9% | 6.5% | 12.0% | 23.1% | 5.6% | - | - | 14.7% | 6.8% | 5.6% |
| | | | | | | | | | | | | | jk | | |
| Industrial | 23 | 3 | 8 | 12 | 5 | 9 | 6 | 7 | 1 | 3 | 6 | 5 | 12 | 20 | 3 |
| | 19.2% | 10.1% | 22.4% | 22.3% | 16.3% | 27.5% | 20.7% | 16.2% | 7.3% | 15.8% | 18.1% | 14.5% | 22.8% | 19.2% | 19.2% |
| Legal & HR | 31 | 3 | 7 | 20 | 8 | 8 | 6 | 11 | 5 | 4 | 1 | 8 | 22 | 25 | 6 |
| | 25.4% | 9.6% | 19.6% | 39.3% | 29.4% | 24.3% | 20.2% | 26.2% | 38.4% | 19.5% | 3.0% | 22.7% | 40.2% | 23.8% | 35.9% |
| | | | ab | | | | | | | | | j | j | | |
| Life sciences | 3 | - | - | 3 | 1 | 1 | 1 | 1 | - | - | - | - | 3 | 3 | - |
| | 2.4% | - | - | 5.7% | 3.6% | 3.1% | 3.3% | 2.2% | - | - | - | - | 5.4% | 2.8% | - |

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

Jobs Outlook - Combined

Q8_2. Which of the following job functions, if any, are you involved in recruiting for permanent members of staff and temporary agency workers?

Temporary agency workers

Base: All who recruit temporary agency workers

| | | WAVE | | | REGION | | | | | | SIZE | | | SECTOR | |
|-----------------------------|--------|----------------|--------------|---------------|--------|----------|------------------------|------------------------|--------|--------|--------|--------|--------|---------|--------|
| | | September 2017 | October 2017 | November 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 | 124 | 33 | 39 | 52 | 30 | 33 | 28 | 41 | 13 | 20 | 32 | 36 | 56 | 108 | 16 |
| Weighted Total | 121 | 31 | 38 | 52 | 28 | 32 | 28 | 42 | 14 | 19 | 32 | 34 | 54 | 105 | 16 |
| | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Marketing, media & creative | 24 | 1 | 10 | 13 | 5 | 7 | 8 | 10 | 2 | 3 | 5 | 7 | 13 | 22 | 2 |
| | 20.1% | 3.1% | 27.9% | 24.8% | 16.3% | 21.3% | 27.3% | 23.7% | 16.5% | 15.8% | 15.3% | 19.6% | 23.3% | 21.4% | 11.8% |
| | | | a | a | | | | | | | | | | | |
| Office professionals | 61 | 15 | 17 | 29 | 11 | 15 | 15 | 24 | 9 | 11 | 11 | 13 | 37 | 52 | 10 |
| | 50.8% | 46.1% | 46.4% | 56.9% | 38.8% | 48.5% | 52.8% | 56.1% | 62.9% | 60.9% | 34.8% | 37.4% | 68.7% | 49.2% | 61.5% |
| | | | | | | | | | | | | | jk | | |
| Sales & retail | 18 | 6 | 6 | 6 | 3 | 5 | 4 | 8 | 4 | 2 | 4 | 3 | 11 | 14 | 4 |
| | 15.0% | 19.6% | 15.4% | 11.8% | 9.9% | 15.1% | 13.8% | 19.6% | 31.3% | 11.9% | 13.2% | 9.1% | 19.8% | 13.3% | 26.5% |
| Technology | 19 | 1 | 7 | 11 | 5 | 4 | 5 | 7 | 2 | 3 | 2 | 4 | 13 | 18 | 1 |
| | 15.3% | 3.5% | 17.7% | 20.8% | 16.4% | 12.5% | 17.0% | 16.4% | 15.2% | 16.2% | 6.2% | 11.3% | 23.3% | 16.8% | 5.6% |
| | | | | a | | | | | | | | | j | | |
| None | 13 | 5 | 3 | 6 | 5 | 4 | 2 | 3 | 1 | 2 | 6 | 3 | 5 | 12 | 1 |
| | 11.1% | 15.0% | 7.3% | 11.6% | 17.0% | 11.9% | 7.0% | 7.4% | 8.3% | 9.4% | 18.7% | 8.3% | 8.5% | 11.9% | 6.3% |
| Average number of mentions | 3.3 | 2.1 | 3.2 | 4.0 | 3.3 | 3.4 | 3.1 | 3.2 | 3.5 | 3.2 | 2.2 | 2.5 | 4.3 | 3.3 | 2.9 |
| | | | | | | | | | | | | | k | | |

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 | 512 100.0% | - - | - - | - - | - - | - - | - - | - - | - - | - - | 512 100.0% | - |
| Four to twelve months | 512 100.0% | - - | - - | - - | - - | - - | - - | - - | - - | - - | 512 100.0% | - |

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 | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | a | b | c | d | e | f | g | h | i | j | k | l | m | n |
| | | | | | | | | | | | | | | | | |
| Unweighted Total | | 512 | 165 | 170 | 177 | 109 | 126 | 114 | 198 | 84 | 79 | 241 | 117 | 154 | 423 | 89 |
| Weighted Total | | 512 | 165 | 170 | 176 | 106 | 122 | 115 | 207 | 91 | 77 | 243 | 115 | 154 | 422 | 90 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Increase greatly | (5) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Increase slightly | (4) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Stay the same | (3) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Decrease slightly | (2) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Decrease greatly | (1) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Don't know | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Net: Decrease | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Net: Increase + Stay the same | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| No response | | 512 | 165 | 170 | 176 | 106 | 122 | 115 | 207 | 91 | 77 | 243 | 115 | 154 | 422 | 90 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Mean score | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |

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

Jobs Outlook - Combined

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

Four to twelve months

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

| | | | WAVE | | | REGION | | | | | | SIZE | | | SECTOR | |
|-------------------------------|-----|--------|----------------|--------------|---------------|--------|----------|------------------------|------------------------|--------|--------|--------|--------|--------|---------|--------|
| | | Total | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | a | b | c | d | e | f | g | h | i | j | k | l | m | n |
| Unweighted Total | | 512 | 165 | 170 | 177 | 109 | 126 | 114 | 198 | 84 | 79 | 241 | 117 | 154 | 423 | 89 |
| Weighted Total | | 512 | 165 | 170 | 176 | 106 | 122 | 115 | 207 | 91 | 77 | 243 | 115 | 154 | 422 | 90 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Increase greatly | (5) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Increase slightly | (4) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Stay the same | (3) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Decrease slightly | (2) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Decrease greatly | (1) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Don't know | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Net: Decrease | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Net: Increase + Stay the same | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| No response | | 512 | 165 | 170 | 176 | 106 | 122 | 115 | 207 | 91 | 77 | 243 | 115 | 154 | 422 | 90 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Mean score | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |

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

Jobs Outlook - Combined

Q10_SUM. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next three months?

SUMMARY TABLE

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

| | Total | Increase greatly | Increase slightly | Stay the same | Decrease slightly | Decrease greatly | Don't know | Net: Increase | Net: Decrease | Net: Increase + Stay the same | Mean |
|--|----------------|------------------|-------------------|---------------|-------------------|------------------|-------------|---------------|---------------|-------------------------------|------|
| Accounting and financial services | 233 100.0% | 3 1.2% | 22 9.5% | 180 77.3% | 3 1.3% | 3 1.4% | 22 9.3% | 25 10.7% | 6 2.7% | 205 88.0% | 3.1 |
| Construction | 65 100.0% | 3 4.4% | 15 22.4% | 38 58.1% | 4 6.1% | 1 1.8% | 5 7.3% | 17 26.7% | 5 7.9% | 55 84.9% | 3.2 |
| Drivers | 114 100.0% | 2 1.8% | 13 11.8% | 84 73.9% | 3 2.5% | 3 2.6% | 8 7.3% | 15 13.6% | 6 5.2% | 100 87.5% | 3.1 |
| Education | 92 100.0% | 1 1.1% | 15 16.0% | 68 74.0% | 1 1.1% | 1 1.3% | 6 6.5% | 16 17.1% | 2 2.4% | 84 91.1% | 3.2 |
| Engineering & technical | 117 100.0% | 4 3.5% | 27 22.7% | 74 62.9% | - - | 2 1.8% | 11 9.2% | 31 26.2% | 2 1.8% | 105 89.1% | 3.3 |
| Executive recruitment / interim management | 143 100.0% | 4 2.7% | 9 6.6% | 111 77.6% | 2 1.5% | 1 .6% | 16 10.9% | 13 9.3% | 3 2.1% | 125 86.9% | 3.1 |
| Health & social care | 108 100.0% | 6 5.8% | 28 25.8% | 61 56.0% | 1 .9% | - - | 12 11.5% | 34 31.6% | 1 .9% | 95 87.6% | 3.4 |
| Hospitality | 87 100.0% | 3 3.1% | 11 12.5% | 64 74.3% | 3 3.2% | 1 1.2% | 5 5.7% | 14 15.6% | 4 4.4% | 78 89.9% | 3.1 |
| Industrial | 69 100.0% | 1 1.7% | 8 11.2% | 54 77.6% | 1 1.3% | - - | 6 8.1% | 9 12.9% | 1 1.3% | 63 90.5% | 3.1 |
| Legal & HR | 155 100.0% | 2 1.3% | 13 8.3% | 118 76.3% | 4 2.7% | 2 1.3% | 16 10.0% | 15 9.6% | 6 4.1% | 133 85.9% | 3.1 |
| Life sciences | 22 100.0% | 2 8.6% | 1 4.5% | 16 69.4% | - - | - - | 4 17.4% | 3 13.1% | - - | 19 82.6% | 3.3 |
| Marketing, media & creative | 140 100.0% | 2 1.4% | 23 16.3% | 93 66.4% | 2 1.6% | 1 .7% | 19 13.5% | 25 17.7% | 3 2.3% | 118 84.1% | 3.2 |
| Office professionals | 291 100.0% | 7 2.3% | 27 9.5% | 228 78.4% | 5 1.8% | 2 .7% | 21 7.4% | 34 11.8% | 7 2.5% | 262 90.2% | 3.1 |
| Sales & retail | 150 100.0% | 7 4.4% | 29 19.4% | 97 65.0% | 3 2.0% | 1 .6% | 13 8.5% | 36 23.8% | 4 2.6% | 133 88.9% | 3.3 |
| Technology | 121 100.0% | 3 2.5% | 14 11.5% | 90 74.7% | 3 2.6% | - - | 10 8.7% | 17 14.1% | 3 2.6% | 107 88.8% | 3.2 |
| Average (response based including bases) | 1908 100.0% | 49 2.6% | 255 13.3% | 1377 72.2% | 36 1.9% | 18 1.0% | 173 9.1% | 304 15.9% | 54 2.8% | 1681 88.1% | 3.2 |

Jobs Outlook - Combined

Q10_SUM. Average across all sectors (response based)

SUMMARY TABLE

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

| | | WAVE | | | | REGION | | | | | | SIZE | | | SECTOR | |
|-------------------------------|-----|---------------|-------------------|-------------------|--------------------|---------------------|-------------------|------------------------|------------------------|---------------------|-----------------------|--------------------|-------------------|--------------------|--------------------|-------------------|
| | | Total | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | a | b | c | d | e | f | g | h | i | j | k | l | m | n |
| Unweighted Total | | 1900 | 595 | 680 | 625 | 394 | 464 | 402 | 708 | 306 | 334 | 682 | 426 | 792 | 1577 | 323 |
| Weighted Total | | 1908 | 605 | 672 | 632 | 381 | 451 | 413 | 748 | 336 | 329 | 695 | 416 | 797 | 1579 | 329 |
| | | 100.0% | 100.0% | 100.0% | 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) | 49 2.6% | 19 3.2% | 20 3.0% | 10 1.6% | 5 1.3% | 16 3.6% d | 10 2.3% | 20 2.6% | 10 3.0% | 8 2.5% | 18 2.6% | 18 4.3% l | 13 1.6% | 36 2.3% | 13 4.0% |
| Increase slightly | (4) | 255 13.3% | 91 15.1% | 89 13.2% | 75 11.9% | 71 18.6% efgi | 52 11.5% | 43 10.3% | 96 12.8% | 53 15.8% f | 37 11.1% | 74 10.7% | 71 17.1% j | 109 13.7% | 180 11.4% | 74 22.6% m |
| Stay same | (3) | 1377 72.2% | 445 73.5% c | 511 76.1% c | 421 66.7% | 260 68.4% | 330 73.3% h | 314 76.1% dgh | 526 70.3% h | 212 63.1% | 260 79.2% dgh | 557 80.1% kl | 311 74.7% l | 510 63.9% | 1163 73.6% n | 215 65.2% |
| Decrease slightly | (2) | 36 1.9% | 17 2.7% b | 7 1.0% | 12 1.9% | 3 .7% | 13 2.8% df | 1 .2% | 16 2.2% f | 15 4.6% dfgi | 4 1.2% | 8 1.2% | 5 1.2% | 22 2.8% j | 33 2.1% | 3 .8% |
| Decrease greatly | (1) | 18 1.0% | 13 2.2% bc | 1 .1% | 4 .7% | 6 1.7% ei | - - - | 2 .5% | 12 1.6% ei | 10 3.0% efi | - - | 4 .6% | 2 .5% | 12 1.5% | 18 1.2% | - - |
| Don't know | | 173 9.1% | 20 3.2% | 44 6.6% a | 109 17.3% ab | 36 9.4% | 39 8.8% | 43 10.5% i | 79 10.5% i | 35 10.5% i | 20 6.0% | 33 4.7% k | 9 2.2% | 131 16.5% jk | 149 9.4% | 24 7.4% |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 304 15.9% | 111 18.3% c | 109 16.2% | 85 13.4% | 76 19.9% fi | 68 15.1% | 52 12.6% | 115 15.4% | 63 18.8% f | 45 13.7% | 93 13.3% | 89 21.5% jl | 122 15.3% | 217 13.7% | 87 26.5% m |
| Net: Decrease | | 54 2.8% | 30 4.9% bc | 8 1.2% | 17 2.6% | 9 2.4% | 13 2.8% f | 3 .7% | 28 3.8% fi | 25 7.6% defgi | 4 1.2% | 13 1.9% | 7 1.6% | 34 4.3% jk | 51 3.2% n | 3 .8% |
| Net: Increase + Stay the same | | 1681 88.1% | 555 91.8% c | 620 92.2% c | 506 80.1% | 336 88.2% h | 399 88.5% h | 366 88.7% h | 641 85.7% | 275 81.9% | 305 92.9% deghe | 649 93.4% l | 400 96.1% l | 632 79.2% | 1379 87.3% | 302 91.8% m |
| Mean score | | 3.2 | 3.1 | 3.2 | 3.1 | 3.2 | 3.2 | 3.2 | 3.1 | 3.1 | 3.2 | 3.1 | 3.2 jl | 3.1 | 3.1 | 3.3 m |

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

Jobs Outlook - Combined

Q10_1. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next three months?

Accounting and financial services

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

| | | WAVE | | | REGION | | | | | | SIZE | | | SECTOR | | |
|-------------------------------|-----|--------|----------------|--------------|---------------|--------|----------|------------------------|------------------------|-----------|--------|------------|------------|-------------|---------|------------|
| | | Total | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | a | b | c | d | e | f | g | h | i | j | k | l | m | n |
| Unweighted Total | | 232 | 73 | 87 | 72 | 46 | 62 | 50 | 90 | 40 | 34 | 88 | 48 | 96 | 192 | 40 |
| Weighted Total | | 233 | 73 | 87 | 73 | 44 | 60 | 54 | 98 | 44 | 32 | 89 | 47 | 97 | 192 | 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 | - |
| | | 1.2% | - | 3.3% | - | - | 1.7% | 1.7% | .9% | - | 3.0% | 2.2% | 1.9% | - | 1.5% | - |
| Increase slightly | (4) | 22 | 9 | 6 | 7 | 5 | 6 | 3 | 9 | 6 | 2 | 5 | 4 | 12 | 12 | 10 |
| | | 9.5% | 12.6% | 6.8% | 9.6% | 11.1% | 9.9% | 5.8% | 9.6% | 14.2% | 6.1% | 5.8% | 9.4% | 12.8% | 6.5% | 23.4% m |
| Stay same | (3) | 180 | 58 | 73 | 49 | 34 | 47 | 44 | 72 | 28 | 27 | 76 | 41 | 64 | 151 | 29 |
| | | 77.3% | 80.2% | 83.4% | 67.1% | 78.3% | 78.5% | 81.7% | 73.6% | 63.6% | 85.1% | 84.9% | 86.8% | 65.8% | 78.9% | 69.9% |
| Decrease slightly | (2) | 3 | 2 | - | 1 | - | 2 | - | 1 | 1 | - | - | - | 3 | 3 | - |
| | | 1.3% | 2.9% | - | 1.3% | - | 3.3% | - | 1.2% | 2.6% | - | - | - | 3.2% | 1.6% | - |
| Decrease greatly | (1) | 3 | 2 | - | 1 | 1 | - | - | 2 | 2 | - | 1 | - | 2 | 3 | - |
| | | 1.4% | 2.8% | - | 1.6% | 2.1% | - | - | 2.4% | 5.2% | - | 1.3% | - | 2.1% | 1.7% | - |
| Don't know | | 22 | 1 | 6 | 15 | 4 | 4 | 6 | 12 | 6 | 2 | 5 | 1 | 16 | 19 | 3 |
| | | 9.3% | 1.5% | 6.5% | 20.4% ab | 8.6% | 6.6% | 10.8% | 12.4% | 14.4% | 5.8% | 5.8% | 1.9% | 16.1% jk | 9.9% | 6.7% |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 25 | 9 | 9 | 7 | 5 | 7 | 4 | 10 | 6 | 3 | 7 | 5 | 12 | 15 | 10 |
| | | 10.7% | 12.6% | 10.1% | 9.6% | 11.1% | 11.6% | 7.5% | 10.5% | 14.2% | 9.1% | 8.1% | 11.3% | 12.8% | 8.0% | 23.4% m |
| Net: Decrease | | 6 | 4 | - | 2 | 1 | 2 | - | 3 | 3 | - | 1 | - | 5 | 6 | - |
| | | 2.7% | 5.7% b | - | 2.9% | 2.1% | 3.3% | - | 3.5% | 7.8% f | - | 1.3% | - | 5.3% | 3.3% | - |
| Net: Increase + Stay the same | | 205 | 68 | 81 | 56 | 39 | 54 | 48 | 82 | 34 | 30 | 83 | 46 | 76 | 167 | 39 |
| | | 88.0% | 92.8% c | 93.5% c | 76.7% | 89.4% | 90.1% | 89.2% | 84.1% | 77.8% | 94.2% | 93.0% l | 98.1% l | 78.6% | 86.9% | 93.3% |
| Mean score | | 3.1 | 3.0 | 3.1 | 3.1 | 3.1 | 3.1 | 3.1 | 3.1 | 3.0 | 3.1 | 3.1 | 3.1 | 3.1 | 3.1 | 3.3 m |

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

Jobs Outlook - Combined

Q10_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 | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | *a | *b | *c | *d | *e | *f | *g | *h | *i | j | *k | *l | m | *n |
| Unweighted Total | | 67 | 14 | 26 | 27 | 13 | 19 | 14 | 24 | 10 | 11 | 33 | 19 | 15 | 59 | 8 |
| Weighted Total | | 65 | 13 | 26 | 26 | 13 | 18 | 13 | 23 | 10 | 10 | 32 | 19 | 15 | 58 | 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 | - | 2 | 1 | 1 | - | 1 | 1 | - | 1 | 3 | - | - | 3 | - |
| | | 4.4% | - | 7.1% | 3.8% | 7.4% | - | 6.9% | 3.8% | - | 9.4% | 9.0% | - | - | 4.9% | - |
| Increase slightly | (4) | 15 | 2 | 7 | 6 | 4 | 6 | 2 | 3 | 1 | 2 | 5 | 8 | 2 | 14 | 1 |
| | | 22.4% | 14.1% | 25.9% | 23.0% | 28.6% | 32.4% | 14.4% | 12.8% | 10.8% | 18.0% | 16.0% | 40.4% | 12.6% | 23.7% | 11.8% |
| Stay same | (3) | 38 | 10 | 14 | 14 | 7 | 11 | 9 | 14 | 5 | 6 | 21 | 9 | 9 | 33 | 5 |
| | | 58.1% | 77.1% | 51.8% | 54.9% | 49.2% | 62.2% | 71.4% | 61.8% | 49.7% | 54.2% | 65.5% | 45.1% | 59.1% | 56.1% | 74.7% |
| Decrease slightly | (2) | 4 | - | 3 | 1 | 1 | - | - | 2 | 2 | 1 | 2 | 2 | - | 3 | 1 |
| | | 6.1% | - | 11.5% | 3.7% | 7.3% | - | - | 8.4% | 18.9% | 10.4% | 6.5% | 10.2% | - | 5.2% | 13.5% |
| Decrease greatly | (1) | 1 | 1 | - | - | - | - | - | 1 | 1 | - | - | - | 1 | 1 | - |
| | | 1.8% | 8.7% | - | - | - | - | - | 4.9% | 11.2% | - | - | - | 7.9% | 2.0% | - |
| Don't know | | 5 | - | 1 | 4 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 3 | 5 | - |
| | | 7.3% | - | 3.7% | 14.6% | 7.6% | 5.4% | 7.4% | 8.3% | 9.4% | 8.0% | 3.0% | 4.3% | 20.4% | 8.2% | - |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 17 | 2 | 9 | 7 | 5 | 6 | 3 | 4 | 1 | 3 | 8 | 8 | 2 | 17 | 1 |
| | | 26.7% | 14.1% | 33.0% | 26.8% | 36.0% | 32.4% | 21.3% | 16.6% | 10.8% | 27.4% | 25.0% | 40.4% | 12.6% | 28.6% | 11.8% |
| Net: Decrease | | 5 | 1 | 3 | 1 | 1 | - | - | 3 | 3 | 1 | 2 | 2 | 1 | 4 | 1 |
| | | 7.9% | 8.7% | 11.5% | 3.7% | 7.3% | - | - | 13.3% | 30.1% | 10.4% | 6.5% | 10.2% | 7.9% | 7.1% | 13.5% |
| Net: Increase + Stay the same | | 55 | 12 | 22 | 21 | 11 | 17 | 12 | 18 | 6 | 8 | 29 | 16 | 10 | 49 | 6 |
| | | 84.9% | 91.3% | 84.8% | 81.7% | 85.2% | 94.6% | 92.6% | 78.4% | 60.5% | 81.6% | 90.5% | 85.5% | 71.7% | 84.7% | 86.5% |
| Mean score | | 3.2 | 3.0 | 3.3 | 3.3 | 3.4 | 3.3 | 3.3 | 3.0 | 2.7 | 3.3 | 3.3 | 3.3 | 3.0 | 3.3 | 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 | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | a | b | c | *d | e | *f | g | *h | *i | j | *k | l | m | *n |
| Unweighted Total | | 118 | 44 | 41 | 33 | 25 | 30 | 25 | 40 | 15 | 23 | 43 | 25 | 50 | 97 | 21 |
| Weighted Total | | 114 | 44 | 39 | 32 | 23 | 29 | 24 | 40 | 16 | 22 | 42 | 24 | 48 | 95 | 20 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Increase greatly | | (5) | 2 | - | 1 | - | - | - | 1 | 1 | 1 | 1 | - | 1 | 1 | 1 |
| | | 1.8% | - | 2.5% | 3.3% | - | - | - | 2.6% | 6.5% | 4.4% | 2.3% | - | 2.1% | 1.0% | 5.3% |
| Increase slightly | | (4) | 13 | 9 | 3 | 2 | 6 | 3 | 2 | 4 | 2 | 3 | 4 | 7 | 10 | 4 |
| | | 11.8% | 20.5% | 7.1% | 5.7% | 24.7% | 10.2% | 7.8% | 10.0% | 13.3% | 3.8% | 6.4% | 15.9% | 14.5% | 10.1% | 20.2% |
| Stay same | | (3) | 84 | 32 | 32 | 21 | 14 | 22 | 20 | 30 | 11 | 36 | 19 | 29 | 71 | 14 |
| | | 73.9% | 72.6% | 81.0% | 67.1% | 59.4% | 76.6% | 80.4% | 75.1% | 66.7% | 83.7% | 86.8% | 80.0% | 59.7% | 74.7% | 70.1% |
| Decrease slightly | | (2) | 3 | 1 | 1 | 1 | - | 2 | - | - | 1 | 1 | - | 2 | 3 | - |
| | | 2.5% | 2.2% | 2.5% | 3.1% | - | 6.8% | - | - | - | 4.4% | 2.3% | - | 4.0% | 3.1% | - |
| Decrease greatly | | (1) | 3 | 2 | 1 | - | 1 | - | 2 | 2 | - | - | 1 | 2 | 3 | - |
| | | 2.6% | 4.7% | 2.5% | - | 3.9% | - | - | 5.3% | 13.4% | - | - | 4.1% | 4.3% | 3.2% | - |
| Don't know | | | 8 | - | 2 | 7 | 3 | 2 | 3 | 3 | - | 1 | - | 7 | 7 | 1 |
| | | 7.3% | - | 4.5% | 20.8% ab | 12.1% | 6.5% | 11.8% | 7.1% | - | 3.8% | 2.2% | - | 15.3% j | 7.9% | 4.5% |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 15 | 9 | 4 | 3 | 6 | 3 | 2 | 5 | 3 | 2 | 4 | 4 | 8 | 11 | 5 |
| | | 13.6% | 20.5% | 9.5% | 9.0% | 24.7% | 10.2% | 7.8% | 12.5% | 19.8% | 8.2% | 8.7% | 15.9% | 16.7% | 11.1% | 25.4% |
| Net: Decrease | | 6 | 3 | 2 | 1 | 1 | 2 | - | 2 | 2 | 1 | 1 | 1 | 4 | 6 | - |
| | | 5.2% | 6.9% | 4.9% | 3.1% | 3.9% | 6.8% | - | 5.3% | 13.4% | 4.4% | 2.3% | 4.1% | 8.3% | 6.3% | - |
| Net: Increase + Stay the same | | 100 | 41 | 35 | 24 | 19 | 25 | 22 | 35 | 14 | 20 | 40 | 23 | 37 | 81 | 19 |
| | | 87.5% | 93.1% c | 90.5% | 76.0% | 84.0% | 86.8% | 88.2% | 87.6% | 86.6% | 91.9% | 95.5% l | 95.9% | 76.4% | 85.8% | 95.5% |
| Mean score | | 3.1 | 3.1 | 3.0 | 3.1 | 3.2 | 3.0 | 3.1 | 3.0 | 3.0 | 3.1 | 3.1 | 3.1 | 3.1 | 3.0 | 3.3 |

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

Jobs Outlook - Combined

Q10_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 | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | *a | b | c | *d | *e | *f | g | *h | *i | j | *k | l | m | *n |
| Unweighted Total | | 92 | 25 | 34 | 33 | 21 | 22 | 23 | 37 | 14 | 12 | 30 | 28 | 34 | 84 | 8 |
| Weighted Total | | 92 | 24 | 34 | 33 | 19 | 21 | 24 | 39 | 15 | 12 | 32 | 27 | 33 | 82 | 9 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Increase greatly | (5) | 1 | - | 1 | - | - | - | - | 1 | 1 | - | - | 1 | - | 1 | - |
| | | 1.1% | - | 2.8% | - | - | - | - | 2.5% | 6.4% | - | - | 3.6% | - | 1.2% | - |
| Increase slightly | (4) | 15 | 4 | 8 | 3 | 3 | 4 | 3 | 6 | 3 | 2 | 9 | 3 | 3 | 15 | - |
| | | 16.0% | 16.3% | 22.5% | 9.2% | 14.3% | 18.4% | 12.0% | 16.0% | 22.4% | 14.8% | 27.5% | 11.3% | 8.9% | 17.8% | - |
| Stay same | (3) | 68 | 18 | 24 | 26 | 14 | 17 | 19 | 27 | 9 | 9 | 21 | 21 | 26 | 59 | 9 |
| | | 74.0% | 75.6% | 69.2% | 77.9% | 71.1% | 81.6% | 79.8% | 70.6% | 56.1% | 76.5% | 65.9% | 77.6% | 79.0% | 71.1% | 100.0% |
| Decrease slightly | (2) | 1 | 1 | - | - | - | - | 1 | 1 | - | - | - | 1 | - | 1 | - |
| | | 1.1% | 4.2% | - | - | - | - | 4.2% | 2.6% | - | - | - | 3.7% | - | 1.2% | - |
| Decrease greatly | (1) | 1 | - | - | 1 | - | - | - | 1 | 1 | - | 1 | - | - | 1 | - |
| | | 1.3% | - | - | 3.5% | - | - | - | 3.0% | 7.6% | - | 3.6% | - | - | 1.4% | - |
| Don't know | | 6 | 1 | 2 | 3 | 3 | - | 1 | 2 | 1 | 1 | 1 | 1 | 4 | 6 | - |
| | | 6.5% | 3.9% | 5.5% | 9.5% | 14.6% | - | 4.0% | 5.4% | 7.6% | 8.7% | 3.0% | 3.8% | 12.1% | 7.3% | - |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 16 | 4 | 9 | 3 | 3 | 4 | 3 | 7 | 4 | 2 | 9 | 4 | 3 | 16 | - |
| | | 17.1% | 16.3% | 25.3% | 9.2% | 14.3% | 18.4% | 12.0% | 18.5% | 28.7% | 14.8% | 27.5% | 14.9% | 8.9% | 19.0% | - |
| Net: Decrease | | 2 | 1 | - | 1 | - | - | 1 | 2 | 1 | - | 1 | 1 | - | 2 | - |
| | | 2.4% | 4.2% | - | 3.5% | - | - | 4.2% | 5.5% | 7.6% | - | 3.6% | 3.7% | - | 2.6% | - |
| Net: Increase + Stay the same | | 84 | 22 | 32 | 29 | 17 | 21 | 22 | 35 | 13 | 11 | 30 | 25 | 29 | 74 | 9 |
| | | 91.1% | 91.9% | 94.5% | 87.0% | 85.4% | 100.0% | 91.8% | 89.1% | 84.8% | 91.3% | 93.4% | 92.5% | 87.9% | 90.1% | 100.0% |
| Mean score | | 3.2 | 3.1 | 3.3 | 3.0 | 3.2 | 3.2 | 3.1 | 3.1 | 3.2 | 3.2 | 3.2 | 3.2 | 3.1 | 3.2 | 3.0 |
| | | | | c | | | | | | | | | | | | |

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 | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 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 | 38 | 44 | 35 | 27 | 26 | 23 | 35 | 12 | 29 | 49 | 25 | 43 | 97 | 20 |
| Weighted Total | | 117 | 38 | 44 | 35 | 28 | 25 | 24 | 37 | 13 | 28 | 49 | 25 | 44 | 97 | 21 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Increase greatly | (5) | 4 | 2 | 1 | 1 | 1 | 1 | 2 | 2 | - | - | 2 | 1 | 1 | 3 | 1 |
| | | 3.5% | 5.4% | 2.4% | 2.7% | 3.8% | 4.1% | 8.4% | 5.4% | - | - | 4.2% | 4.2% | 2.2% | 3.1% | 5.1% |
| Increase slightly | (4) | 27 | 10 | 11 | 6 | 11 | 4 | 3 | 6 | 3 | 5 | 9 | 9 | 9 | 19 | 8 |
| | | 22.7% | 25.7% | 24.0% | 18.0% | 40.3% | 15.6% | 13.0% | 16.9% | 23.7% | 19.4% | 17.9% | 37.9% | 19.6% | 19.7% | 36.9% |
| Stay same | (3) | 74 | 24 | 29 | 21 | 13 | 16 | 15 | 23 | 8 | 22 | 36 | 13 | 24 | 63 | 11 |
| | | 62.9% | 63.5% | 65.0% | 59.5% | 46.0% | 64.6% | 62.1% | 61.0% | 59.1% | 80.6% | 73.7% | 53.9% | 55.9% | 64.8% | 53.8% |
| Decrease slightly | (2) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Decrease greatly | (1) | 2 | 2 | - | - | 1 | - | - | 1 | 1 | - | - | - | 2 | 2 | - |
| | | 1.8% | 5.4% | - | - | 3.3% | - | - | 3.1% | 8.6% | - | - | - | 4.7% | 2.1% | - |
| Don't know | | 11 | - | 4 | 7 | 2 | 4 | 4 | 5 | 1 | - | 2 | 1 | 8 | 10 | 1 |
| | | 9.2% | - | 8.7% | 19.8% | 6.7% | 15.6% | 16.4% | 13.6% | 8.6% | - | 4.2% | 4.0% | 17.7% | 10.2% | 4.2% |
| | | | | | a | | | | | | | | | j | | |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 31 | 12 | 12 | 7 | 12 | 5 | 5 | 8 | 3 | 5 | 11 | 10 | 10 | 22 | 9 |
| | | 26.2% | 31.1% | 26.3% | 20.7% | 44.1% | 19.8% | 21.4% | 22.3% | 23.7% | 19.4% | 22.1% | 42.1% | 21.8% | 22.8% | 42.0% |
| Net: Decrease | | 2 | 2 | - | - | 1 | - | - | 1 | 1 | - | - | - | 2 | 2 | - |
| | | 1.8% | 5.4% | - | - | 3.3% | - | - | 3.1% | 8.6% | - | - | - | 4.7% | 2.1% | - |
| Net: Increase + Stay the same | | 105 | 36 | 40 | 28 | 25 | 21 | 20 | 31 | 11 | 28 | 47 | 24 | 34 | 85 | 20 |
| | | 89.1% | 94.6% | 91.3% | 80.2% | 90.1% | 84.4% | 83.6% | 83.3% | 82.9% | 100.0% | 95.8% | 96.0% | 77.6% | 87.6% | 95.8% |
| | | | | | | | | | | | | l | | | | |
| Mean score | | 3.3 | 3.3 | 3.3 | 3.3 | 3.4 | 3.3 | 3.4 | 3.2 | 3.1 | 3.2 | 3.3 | 3.5 | 3.2 | 3.2 | 3.5 |

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

Jobs Outlook - Combined

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 | | |
|-------------------------------|--|----------------|--------------|---------------|--------|----------|------------------------|------------------------|--------|--------|--------|--------|--------|---------|--------|--------|
| | | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public | |
| Significance Level: 95% | | Total | a | b | c | d | e | f | g | *h | *i | j | *k | l | m | *n |
| Unweighted Total | | 142 | 39 | 56 | 47 | 30 | 37 | 31 | 57 | 26 | 18 | 41 | 28 | 73 | 118 | 24 |
| Weighted Total | | 143 | 39 | 55 | 49 | 29 | 36 | 33 | 61 | 29 | 17 | 42 | 28 | 74 | 118 | 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 | 3 | 1 | - | 2 | 2 | 2 | - | - | - | 4 | - | 4 | - |
| | | 2.7% | 7.7% | 1.6% | - | - | 5.4% | 6.1% | 3.3% | - | - | - | 14.1% | - | 3.3% | - |
| Increase slightly | | (4) | 9 | 3 | 4 | 3 | 4 | 2 | 2 | - | - | 1 | 1 | 8 | 5 | 5 |
| | | 6.6% | 7.5% | 6.5% | 5.8% | 13.0% | 10.5% | 5.8% | 3.1% | - | - | 2.2% | 3.5% | 10.3% | 4.1% | 18.1% |
| Stay same | | (3) | 111 | 29 | 47 | 35 | 21 | 28 | 24 | 46 | 23 | 39 | 21 | 51 | 93 | 18 |
| | | 77.6% | 74.3% | 84.9% | 72.0% | 74.2% | 78.9% | 72.8% | 75.3% | 78.1% | 89.1% | 93.0% | 75.5% | 69.7% | 79.0% | 71.0% |
| | | | | | | | | | | | | l | | | | |
| Decrease slightly | | (2) | 2 | 1 | 1 | - | - | - | 2 | 2 | - | - | 1 | 1 | 2 | - |
| | | 1.5% | 2.9% | 1.8% | - | - | - | - | 3.4% | 7.3% | - | - | 3.5% | 1.6% | 1.8% | - |
| Decrease greatly | | (1) | 1 | 1 | - | - | 1 | - | - | - | - | - | - | 1 | 1 | - |
| | | .6% | 2.3% | - | - | 3.2% | - | - | - | - | - | - | - | 1.2% | .8% | - |
| Don't know | | | 16 | 2 | 3 | 11 | 3 | 2 | 5 | 9 | 4 | 2 | 1 | 13 | 13 | 3 |
| | | 10.9% | 5.2% | 5.1% | 22.1% | 9.7% | 5.2% | 15.2% | 14.9% | 14.6% | 10.9% | 4.9% | 3.5% | 17.2% | 10.9% | 11.0% |
| | | | | | ab | | | | | | | | | | | |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 13 | 6 | 5 | 3 | 4 | 6 | 4 | 4 | - | - | 1 | 5 | 8 | 9 | 5 |
| | | 9.3% | 15.3% | 8.2% | 5.8% | 13.0% | 15.9% | 12.0% | 6.4% | - | - | 2.2% | 17.5% | 10.3% | 7.4% | 18.1% |
| Net: Decrease | | 3 | 2 | 1 | - | 1 | - | - | 2 | 2 | - | - | 1 | 2 | 3 | - |
| | | 2.1% | 5.2% | 1.8% | - | 3.2% | - | - | 3.4% | 7.3% | - | - | 3.5% | 2.8% | 2.6% | - |
| Net: Increase + Stay the same | | 125 | 35 | 51 | 38 | 25 | 34 | 28 | 50 | 23 | 15 | 40 | 26 | 59 | 102 | 23 |
| | | 86.9% | 89.6% | 93.1% | 77.9% | 87.1% | 94.8% | 84.8% | 81.6% | 78.1% | 89.1% | 95.1% | 93.0% | 80.0% | 86.5% | 89.0% |
| | | | | | c | | | | | | | l | | | | |
| Mean score | | 3.1 | 3.2 | 3.1 | 3.1 | 3.1 | 3.2 | 3.2 | 3.1 | 2.9 | 3.0 | 3.0 | 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 | | |
|-------------------------------|-----|----------------|--------------|---------------|--------|----------|------------------------|------------------------|--------|--------|--------|--------|--------|---------|--------|--------|
| | | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public | |
| Significance Level: 95% | | Total | a | b | c | *d | *e | *f | g | *h | *i | j | *k | l | m | *n |
| Unweighted Total | | 108 | 39 | 33 | 36 | 23 | 26 | 19 | 38 | 19 | 21 | 33 | 27 | 48 | 86 | 22 |
| Weighted Total | | 108 | 39 | 32 | 37 | 21 | 25 | 19 | 41 | 22 | 21 | 34 | 26 | 48 | 86 | 22 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Increase greatly | (5) | 6 | 2 | 3 | 2 | - | 3 | 1 | 3 | 2 | 1 | 1 | 2 | 4 | 3 | 3 |
| | | 5.8% | 4.4% | 8.5% | 4.9% | - | 10.7% | 4.8% | 6.8% | 8.6% | 3.9% | 2.7% | 6.8% | 7.4% | 3.3% | 15.4% |
| Increase slightly | (4) | 28 | 10 | 8 | 10 | 5 | 6 | 7 | 15 | 8 | 3 | 7 | 8 | 13 | 22 | 6 |
| | | 25.8% | 26.4% | 23.8% | 26.9% | 22.6% | 23.2% | 34.4% | 35.7% | 36.9% | 13.0% | 21.0% | 31.7% | 26.0% | 25.7% | 26.3% |
| Stay same | (3) | 61 | 24 | 18 | 18 | 14 | 16 | 9 | 18 | 9 | 14 | 22 | 14 | 24 | 52 | 9 |
| | | 56.0% | 61.9% | 56.0% | 49.9% | 63.7% | 62.3% | 46.1% | 43.2% | 40.6% | 65.7% | 65.2% | 54.3% | 50.5% | 60.6% | 38.6% |
| Decrease slightly | (2) | 1 | - | 1 | - | - | - | - | - | - | 1 | 1 | - | - | 1 | - |
| | | .9% | - | 3.0% | - | - | - | - | - | - | 4.6% | 2.8% | - | - | 1.1% | - |
| Decrease greatly | (1) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Don't know | | 12 | 3 | 3 | 7 | 3 | 1 | 3 | 6 | 3 | 3 | 3 | 2 | 8 | 8 | 4 |
| | | 11.5% | 7.3% | 8.8% | 18.3% | 13.7% | 3.8% | 14.7% | 14.3% | 13.9% | 12.9% | 8.2% | 7.2% | 16.1% | 9.3% | 19.8% |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 34 | 12 | 10 | 12 | 5 | 8 | 8 | 17 | 10 | 4 | 8 | 10 | 16 | 25 | 9 |
| | | 31.6% | 30.9% | 32.3% | 31.8% | 22.6% | 33.9% | 39.2% | 42.5% | 45.5% | 16.9% | 23.8% | 38.5% | 33.4% | 29.0% | 41.7% |
| Net: Decrease | | 1 | - | 1 | - | - | - | - | - | - | 1 | 1 | - | - | 1 | - |
| | | .9% | - | 3.0% | - | - | - | - | - | - | 4.6% | 2.8% | - | - | 1.1% | - |
| Net: Increase + Stay the same | | 95 | 36 | 28 | 30 | 18 | 24 | 16 | 35 | 19 | 17 | 30 | 24 | 40 | 77 | 18 |
| | | 87.6% | 92.7% | 88.2% | 81.7% | 86.3% | 96.2% | 85.3% | 85.7% | 86.1% | 82.6% | 88.9% | 92.8% | 83.9% | 89.6% | 80.2% |
| Mean score | | 3.4 | 3.4 | 3.4 | 3.5 | 3.3 | 3.5 | 3.5 | 3.6 | 3.6 | 3.2 | 3.3 | 3.5 | 3.5 | 3.3 | 3.7 |

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 | | |
|-------------------------------|-----|----------------|--------------|---------------|-------------|-------------|------------------------|------------------------|-------------|-------------|--------------|-------------|-------------|-------------|-------------|--------------|
| | | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public | |
| Significance Level: 95% | | Total | *a | *b | c | *d | *e | *f | g | *h | *i | j | *k | l | m | *n |
| Unweighted Total | | 86 | 27 | 28 | 31 | 15 | 16 | 21 | 38 | 17 | 17 | 30 | 18 | 38 | 77 | 9 |
| Weighted Total | | 87 | 28 | 28 | 30 | 14 | 16 | 22 | 40 | 19 | 17 | 32 | 18 | 37 | 77 | 10 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Increase greatly | (5) | 3 3.1% | 1 2.9% | 1 3.1% | 1 3.2% | 1 7.0% | - | 1 4.0% | 1 2.2% | - | 1 4.8% | 2 5.8% | 1 4.5% | - | 1 1.3% | 2 17.2% |
| Increase slightly | (4) | 11 12.5% | 2 7.1% | 5 17.8% | 4 12.5% | 1 7.0% | 3 18.5% | 1 4.7% | 4 10.1% | 3 16.4% | 3 17.3% | 2 6.3% | 4 21.9% | 5 13.2% | 11 14.1% | - |
| Stay same | (3) | 64 74.3% | 22 79.9% | 21 72.6% | 21 70.7% | 10 72.0% | 10 63.3% | 17 78.2% | 31 77.8% | 14 77.3% | 13 77.8% | 27 85.0% | 11 63.0% | 26 70.7% | 56 73.2% | 8 82.8% |
| Decrease slightly | (2) | 3 3.2% | 2 6.5% | - | 1 3.3% | 1 6.7% | 2 12.1% | - | - | - | - | 1 2.8% | 1 5.1% | 1 2.7% | 3 3.7% | - |
| Decrease greatly | (1) | 1 1.2% | 1 3.6% | - | - | - | - | 1 4.6% | 1 2.5% | - | - | - | 1 5.6% | - | 1 1.3% | - |
| Don't know | | 5 5.7% | - | 2 6.5% | 3 10.3% | 1 7.3% | 1 6.1% | 2 8.4% | 3 7.4% | 1 6.2% | - | - | - | 5 13.4% | 5 6.5% | - |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 14 15.6% | 3 10.1% | 6 20.9% | 5 15.7% | 2 14.0% | 3 18.5% | 2 8.7% | 5 12.3% | 3 16.4% | 4 22.2% | 4 12.1% | 5 26.4% | 5 13.2% | 12 15.4% | 2 17.2% |
| Net: Decrease | | 4 4.4% | 3 10.1% | - | 1 3.3% | 1 6.7% | 2 12.1% | 1 4.6% | 1 2.5% | - | - | 1 2.8% | 2 10.7% | 1 2.7% | 4 5.0% | - |
| Net: Increase + Stay the same | | 78 89.9% | 25 89.9% | 27 93.5% | 26 86.4% | 12 86.0% | 13 81.7% | 19 87.0% | 36 90.1% | 17 93.8% | 17 100.0% | 31 97.2% | 16 89.3% | 31 83.9% | 68 88.6% | 10 100.0% |
| Mean score | | 3.1 | 3.0 | 3.3 | 3.2 | 3.2 | 3.1 | 3.0 | 3.1 | 3.2 | 3.3 | 3.2 | 3.1 | 3.1 | 3.1 | 3.3 |

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

Jobs Outlook - Combined

Q10_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 | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | *a | *b | *c | *d | *e | *f | *g | *h | *i | j | *k | *l | m | *n |
| Unweighted Total | | 68 | 19 | 23 | 26 | 13 | 20 | 14 | 21 | 7 | 14 | 36 | 13 | 19 | 58 | 10 |
| Weighted Total | | 69 | 21 | 23 | 26 | 13 | 20 | 15 | 23 | 8 | 14 | 37 | 12 | 20 | 59 | 10 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Increase greatly | (5) | 1 | 1 | - | - | - | - | - | 1 | 1 | - | - | - | 1 | 1 | - |
| | | 1.7% | 5.7% | - | - | - | - | - | 5.2% | 15.7% | - | - | - | 6.0% | 2.0% | - |
| Increase slightly | (4) | 8 | 3 | 4 | 1 | 2 | 5 | - | - | - | 1 | 2 | 3 | 3 | 7 | 1 |
| | | 11.2% | 14.9% | 16.3% | 3.6% | 14.5% | 25.2% | - | - | - | 6.6% | 5.2% | 24.6% | 14.4% | 11.5% | 9.7% |
| Stay same | (3) | 54 | 15 | 17 | 21 | 9 | 13 | 14 | 20 | 6 | 11 | 34 | 9 | 11 | 45 | 9 |
| | | 77.6% | 74.8% | 75.5% | 81.7% | 71.4% | 65.0% | 93.8% | 90.6% | 84.3% | 80.1% | 89.8% | 75.4% | 55.7% | 75.4% | 90.3% |
| Decrease slightly | (2) | 1 | 1 | - | - | - | 1 | - | - | - | - | 1 | - | - | 1 | - |
| | | 1.3% | 4.5% | - | - | - | 4.7% | - | - | - | - | 2.5% | - | - | 1.6% | - |
| Decrease greatly | (1) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Don't know | | 6 | - | 2 | 4 | 2 | 1 | 1 | 1 | - | 2 | 1 | - | 5 | 6 | - |
| | | 8.1% | - | 8.2% | 14.7% | 14.1% | 5.1% | 6.2% | 4.1% | - | 13.3% | 2.5% | - | 23.9% | 9.5% | - |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 9 | 4 | 4 | 1 | 2 | 5 | - | 1 | 1 | 1 | 2 | 3 | 4 | 8 | 1 |
| | | 12.9% | 20.7% | 16.3% | 3.6% | 14.5% | 25.2% | - | 5.2% | 15.7% | 6.6% | 5.2% | 24.6% | 20.4% | 13.5% | 9.7% |
| Net: Decrease | | 1 | 1 | - | - | - | 1 | - | - | - | - | 1 | - | - | 1 | - |
| | | 1.3% | 4.5% | - | - | - | 4.7% | - | - | - | - | 2.5% | - | - | 1.6% | - |
| Net: Increase + Stay the same | | 63 | 20 | 21 | 22 | 11 | 18 | 14 | 22 | 8 | 12 | 36 | 12 | 15 | 52 | 10 |
| | | 90.5% | 95.5% | 91.8% | 85.3% | 85.9% | 90.2% | 93.8% | 95.9% | 100.0% | 86.7% | 95.0% | 100.0% | 76.1% | 88.9% | 100.0% |
| Mean score | | 3.1 | 3.2 | 3.2 | 3.0 | 3.2 | 3.2 | 3.0 | 3.1 | 3.3 | 3.1 | 3.0 | 3.2 | 3.3 | 3.2 | 3.1 |

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

Jobs Outlook - Combined

Q10_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 | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | a | b | c | d | e | f | g | *h | *i | j | k | l | m | n |
| Unweighted Total | | 154 | 43 | 59 | 52 | 34 | 37 | 31 | 60 | 29 | 23 | 35 | 40 | 79 | 120 | 34 |
| Weighted Total | | 155 | 45 | 57 | 53 | 32 | 36 | 32 | 64 | 32 | 23 | 36 | 40 | 79 | 120 | 35 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Increase greatly | (5) | 2 | 2 | - | - | - | 2 | - | - | - | - | - | 2 | - | 2 | - |
| | | 1.3% | 4.3% | - | - | - | 5.4% | - | - | - | - | - | 4.9% | - | 1.6% | - |
| Increase slightly | (4) | 13 | 5 | 3 | 5 | 4 | 1 | 2 | 5 | 3 | 3 | - | 6 | 7 | 7 | 6 |
| | | 8.3% | 12.2% | 4.9% | 8.8% | 11.6% | 2.8% | 6.7% | 8.5% | 10.3% | 12.1% | - | 15.6% | 8.4% | 5.8% | 17.2% |
| | | | | | | | | | | | | | j | | m | |
| Stay same | (3) | 118 | 31 | 51 | 36 | 24 | 28 | 26 | 48 | 22 | 19 | 34 | 31 | 54 | 93 | 25 |
| | | 76.3% | 69.7% | 88.7% | 68.6% | 74.0% | 76.1% | 81.1% | 75.2% | 69.4% | 83.3% | 94.3% | 77.4% | 67.7% | 77.5% | 72.3% |
| | | | | ac | | | | | | | | kl | | | | |
| Decrease slightly | (2) | 4 | 2 | - | 2 | - | 2 | - | 2 | 2 | - | - | - | 4 | 4 | - |
| | | 2.7% | 4.7% | - | 4.0% | - | 5.4% | - | 3.6% | 7.2% | - | - | - | 5.3% | 3.5% | - |
| Decrease greatly | (1) | 2 | 2 | - | - | 1 | - | - | 1 | 1 | - | - | - | 2 | 2 | - |
| | | 1.3% | 4.6% | - | - | 2.8% | - | - | 1.8% | 3.6% | - | - | - | 2.6% | 1.7% | - |
| Don't know | | 16 | 2 | 4 | 10 | 4 | 4 | 4 | 7 | 3 | 1 | 2 | 1 | 13 | 12 | 4 |
| | | 10.0% | 4.5% | 6.4% | 18.5% | 11.6% | 10.5% | 12.2% | 10.9% | 9.5% | 4.6% | 5.7% | 2.2% | 15.9% | 9.9% | 10.5% |
| | | | | a | | | | | | | | | k | | | |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 15 | 7 | 3 | 5 | 4 | 3 | 2 | 5 | 3 | 3 | - | 8 | 7 | 9 | 6 |
| | | 9.6% | 16.5% | 4.9% | 8.8% | 11.6% | 8.1% | 6.7% | 8.5% | 10.3% | 12.1% | - | 20.4% | 8.4% | 7.4% | 17.2% |
| | | | | | | | | | | | | | j | | | |
| Net: Decrease | | 6 | 4 | - | 2 | 1 | 2 | - | 3 | 3 | - | - | - | 6 | 6 | - |
| | | 4.1% | 9.3% | - | 4.0% | 2.8% | 5.4% | - | 5.4% | 10.8% | - | - | - | 7.9% | 5.2% | - |
| | | | | b | | | | | | | | | | | | |
| Net: Increase + Stay the same | | 133 | 39 | 54 | 41 | 28 | 31 | 28 | 54 | 26 | 21 | 34 | 39 | 61 | 102 | 31 |
| | | 85.9% | 86.2% | 93.6% | 77.5% | 85.6% | 84.2% | 87.8% | 83.7% | 79.7% | 95.4% | 94.3% | 97.8% | 76.2% | 84.9% | 89.5% |
| | | | | c | | | | | | | | l | l | | | |
| Mean score | | 3.1 | 3.1 | 3.1 | 3.1 | 3.1 | 3.1 | 3.1 | 3.0 | 3.0 | 3.1 | 3.0 | 3.3 | 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 | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | *a | *b | *c | *d | *e | *f | *g | *h | *i | *j | *k | *l | *m | *n |
| Unweighted Total | | 21 | 8 | 6 | 7 | 2 | 6 | 3 | 6 | 3 | 7 | 7 | 2 | 12 | 19 | 2 |
| Weighted Total | | 22 | 9 | 6 | 7 | 2 | 7 | 3 | 6 | 3 | 8 | 8 | 3 | 12 | 20 | 2 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Increase greatly | (5) | 2 | 2 | - | - | - | 2 | - | - | - | - | - | 2 | - | 2 | - |
| | | 8.6% | 20.5% | - | - | - | 28.7% | - | - | - | - | - | 65.9% | - | 9.5% | - |
| Increase slightly | (4) | 1 | 1 | - | - | - | - | 1 | 1 | - | - | 1 | - | - | 1 | - |
| | | 4.5% | 10.6% | - | - | - | - | 34.2% | 16.3% | - | - | 13.1% | - | - | 4.9% | - |
| Stay same | (3) | 16 | 7 | 5 | 4 | 1 | 3 | 2 | 5 | 3 | 7 | 7 | 1 | 8 | 14 | 1 |
| | | 69.4% | 68.9% | 83.1% | 57.8% | 47.4% | 43.8% | 65.8% | 83.7% | 100.0% | 86.2% | 86.9% | 34.1% | 67.0% | 70.6% | 58.1% |
| Decrease slightly | (2) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Decrease greatly | (1) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Don't know | | 4 | - | 1 | 3 | 1 | 2 | - | - | - | 1 | - | - | 4 | 3 | 1 |
| | | 17.4% | - | 16.9% | 42.2% | 52.6% | 27.5% | - | - | - | 13.8% | - | - | 33.0% | 14.9% | 41.9% |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 3 | 3 | - | - | - | 2 | 1 | 1 | - | - | 1 | 2 | - | 3 | - |
| | | 13.1% | 31.1% | - | - | - | 28.7% | 34.2% | 16.3% | - | - | 13.1% | 65.9% | - | 14.5% | - |
| Net: Decrease | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Net: Increase + Stay the same | | 19 | 9 | 5 | 4 | 1 | 5 | 3 | 6 | 3 | 7 | 8 | 3 | 8 | 17 | 1 |
| | | 82.6% | 100.0% | 83.1% | 57.8% | 47.4% | 72.5% | 100.0% | 100.0% | 100.0% | 86.2% | 100.0% | 100.0% | 67.0% | 85.1% | 58.1% |
| Mean score | | 3.3 | 3.5 | 3.0 | 3.0 | 3.0 | 3.8 | 3.3 | 3.2 | 3.0 | 3.0 | 3.1 | 4.3 | 3.0 | 3.3 | 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 | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | a | b | c | *d | e | f | g | *h | *i | j | *k | l | m | *n |
| Unweighted Total | | 138 | 42 | 49 | 47 | 24 | 32 | 31 | 57 | 26 | 25 | 47 | 27 | 64 | 117 | 21 |
| Weighted Total | | 140 | 42 | 48 | 50 | 23 | 31 | 31 | 60 | 29 | 26 | 48 | 25 | 66 | 119 | 22 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Increase greatly | (5) | 2 | - | 1 | 1 | - | - | - | 1 | 1 | 1 | 1 | - | 1 | 1 | 1 |
| | | 1.4% | - | 2.0% | 2.0% | - | - | - | 1.7% | 3.5% | 3.8% | 2.0% | - | 1.5% | .8% | 4.8% |
| Increase slightly | (4) | 23 | 8 | 10 | 5 | 6 | 3 | 4 | 10 | 7 | 4 | 10 | 4 | 9 | 15 | 8 |
| | | 16.3% | 19.0% | 21.0% | 9.5% | 25.0% | 9.5% | 12.5% | 17.3% | 22.5% | 14.1% | 20.7% | 15.0% | 13.5% | 12.7% | 36.2% |
| Stay same | (3) | 93 | 31 | 32 | 30 | 15 | 23 | 22 | 36 | 14 | 19 | 32 | 21 | 40 | 83 | 10 |
| | | 66.4% | 73.5% | 66.8% | 60.1% | 62.8% | 74.6% | 71.6% | 60.1% | 47.8% | 74.9% | 66.4% | 81.0% | 60.9% | 70.1% | 46.2% |
| Decrease slightly | (2) | 2 | 1 | - | 1 | - | - | - | 2 | 2 | - | - | - | 2 | 2 | - |
| | | 1.6% | 2.7% | - | 2.3% | - | - | - | 3.8% | 7.9% | - | - | - | 3.5% | 1.9% | - |
| Decrease greatly | (1) | 1 | - | - | 1 | - | - | 1 | 1 | - | - | 1 | - | - | 1 | - |
| | | .7% | - | - | 1.9% | - | - | 3.1% | 1.6% | - | - | 2.0% | - | - | .8% | - |
| Don't know | | 19 | 2 | 5 | 12 | 3 | 5 | 4 | 9 | 5 | 2 | 4 | 1 | 14 | 16 | 3 |
| | | 13.5% | 4.8% | 10.2% | 24.1% | 12.3% | 15.9% | 12.8% | 15.5% | 18.4% | 7.3% | 8.9% | 4.0% | 20.6% | 13.7% | 12.9% |
| | | | | | a | | | | | | | | | | | |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 25 | 8 | 11 | 6 | 6 | 3 | 4 | 11 | 8 | 5 | 11 | 4 | 10 | 16 | 9 |
| | | 17.7% | 19.0% | 23.0% | 11.6% | 25.0% | 9.5% | 12.5% | 19.1% | 26.0% | 17.8% | 22.7% | 15.0% | 15.1% | 13.5% | 41.0% |
| Net: Decrease | | 3 | 1 | - | 2 | - | - | 1 | 3 | 2 | - | 1 | - | 2 | 3 | - |
| | | 2.3% | 2.7% | - | 4.2% | - | - | 3.1% | 5.4% | 7.9% | - | 2.0% | - | 3.5% | 2.7% | - |
| Net: Increase + Stay the same | | 118 | 39 | 43 | 36 | 20 | 26 | 26 | 48 | 22 | 24 | 43 | 24 | 50 | 99 | 19 |
| | | 84.1% | 92.5% | 89.8% | 71.7% | 87.7% | 84.1% | 84.1% | 79.1% | 73.8% | 92.7% | 89.2% | 96.0% | 76.0% | 83.6% | 87.1% |
| | | | c | c | | | | | | | | | | | | |
| Mean score | | 3.2 | 3.2 | 3.3 | 3.1 | 3.3 | 3.1 | 3.1 | 3.2 | 3.3 | 3.2 | 3.2 | 3.2 | 3.2 | 3.1 | 3.5 |

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 | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | a | b | c | d | e | f | g | h | i | j | k | l | m | n |
| Unweighted Total | | 288 | 89 | 97 | 102 | 60 | 70 | 61 | 107 | 46 | 51 | 103 | 69 | 116 | 237 | 51 |
| Weighted Total | | 291 | 92 | 96 | 103 | 59 | 68 | 62 | 113 | 51 | 51 | 107 | 67 | 117 | 239 | 51 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Increase greatly | (5) | 7 | 2 | 4 | 1 | - | 3 | 1 | 3 | 2 | 1 | 4 | 2 | 1 | 5 | 2 |
| | | 2.3% | 2.1% | 4.0% | 1.0% | - | 4.4% | 1.4% | 2.5% | 3.9% | 1.9% | 3.6% | 2.9% | .9% | 2.0% | 3.7% |
| Increase slightly | (4) | 27 | 9 | 8 | 10 | 8 | 4 | 2 | 10 | 8 | 6 | 5 | 9 | 14 | 18 | 10 |
| | | 9.5% | 10.3% | 7.9% | 10.2% | 14.3% | 5.7% | 3.4% | 8.6% | 15.0% | 10.8% | 4.6% | 13.1% | 11.8% | 7.5% | 18.6% |
| | | | | | | f | | | f | | | | j | | m | |
| Stay same | (3) | 228 | 72 | 80 | 75 | 44 | 54 | 54 | 87 | 32 | 43 | 92 | 56 | 79 | 192 | 35 |
| | | 78.4% | 79.0% | 83.4% | 73.2% | 75.0% | 80.0% | 87.3% | 76.8% | 63.8% | 83.7% | 86.2% | 84.0% | 67.9% | 80.4% | 69.0% |
| | | | | | | | | h | | | h | l | l | | | |
| Decrease slightly | (2) | 5 | 2 | - | 3 | 1 | 2 | - | 2 | 2 | - | 1 | - | 4 | 4 | 1 |
| | | 1.8% | 2.3% | - | 2.9% | 1.5% | 2.9% | - | 2.0% | 4.6% | - | .8% | - | 3.6% | 1.8% | 1.7% |
| Decrease greatly | (1) | 2 | 1 | - | 1 | 1 | - | - | 1 | 1 | - | 1 | - | 1 | 2 | - |
| | | .7% | 1.0% | - | 1.1% | 1.5% | - | - | 1.0% | 2.3% | - | 1.1% | - | .8% | .9% | - |
| Don't know | | 21 | 5 | 5 | 12 | 5 | 5 | 5 | 10 | 5 | 2 | 4 | - | 17 | 18 | 4 |
| | | 7.4% | 5.3% | 4.7% | 11.6% | 7.8% | 7.1% | 7.8% | 9.0% | 10.5% | 3.6% | 3.7% | - | 15.0% | 7.4% | 7.0% |
| | | | | | | | | | | | | | | jk | | |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 34 | 11 | 11 | 11 | 8 | 7 | 3 | 13 | 10 | 6 | 9 | 11 | 15 | 23 | 11 |
| | | 11.8% | 12.4% | 11.9% | 11.2% | 14.3% | 10.1% | 4.8% | 11.1% | 18.9% | 12.7% | 8.2% | 16.0% | 12.7% | 9.5% | 22.4% |
| | | | | | | | | | f | | | | | | m | |
| Net: Decrease | | 7 | 3 | - | 4 | 2 | 2 | - | 3 | 3 | - | 2 | - | 5 | 6 | 1 |
| | | 2.5% | 3.3% | - | 4.0% | 3.0% | 2.9% | - | 3.1% | 6.8% | - | 1.9% | - | 4.4% | 2.6% | 1.7% |
| | | | | | b | | | | | f | | | | | | |
| Net: Increase + Stay the same | | 262 | 84 | 92 | 87 | 53 | 61 | 57 | 99 | 42 | 49 | 101 | 67 | 94 | 215 | 47 |
| | | 90.2% | 91.4% | 95.3% | 84.3% | 89.2% | 90.1% | 92.2% | 87.9% | 82.7% | 96.4% | 94.4% | 100.0% | 80.6% | 89.9% | 91.3% |
| | | | | c | | | | | | h | | l | jl | | | |
| Mean score | | 3.1 | 3.1 | 3.2 | 3.1 | 3.1 | 3.1 | 3.1 | 3.1 | 3.2 | 3.2 | 3.1 | 3.2 | 3.1 | 3.1 | 3.3 |
| | | | | | | | | | | | | | | | | m |

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

Jobs Outlook - Combined

Q10_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 | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | a | b | c | d | e | *f | g | *h | *i | j | *k | l | m | n |
| Unweighted Total | | 149 | 58 | 50 | 41 | 35 | 33 | 29 | 54 | 25 | 27 | 70 | 27 | 52 | 114 | 35 |
| Weighted Total | | 150 | 59 | 49 | 41 | 34 | 32 | 30 | 57 | 27 | 27 | 72 | 26 | 53 | 115 | 35 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Increase greatly | (5) | 7 | 3 | 2 | 2 | 2 | 1 | 1 | 2 | 1 | 2 | 3 | 1 | 3 | 4 | 3 |
| | | 4.4% | 4.8% | 3.7% | 4.8% | 5.2% | 3.0% | 3.5% | 3.6% | 3.8% | 6.7% | 4.1% | 3.2% | 5.4% | 3.3% | 8.0% |
| Increase slightly | (4) | 29 | 11 | 9 | 10 | 9 | 2 | 6 | 13 | 7 | 4 | 11 | 4 | 14 | 18 | 12 |
| | | 19.4% | 18.4% | 17.4% | 23.3% | 27.5% e | 6.0% | 19.9% | 23.3% e | 27.0% | 16.6% | 15.3% | 15.1% | 27.1% | 15.3% | 32.7% m |
| Stay same | (3) | 97 | 42 | 32 | 24 | 21 | 23 | 20 | 34 | 14 | 19 | 51 | 21 | 26 | 78 | 19 |
| | | 65.0% | 70.2% | 65.3% | 57.4% | 62.2% | 72.6% | 67.2% | 60.5% | 53.2% | 69.3% | 71.2% l | 81.7% | 48.5% | 68.3% | 54.3% |
| Decrease slightly | (2) | 3 | 1 | 1 | 1 | - | - | - | 2 | 2 | 1 | 2 | - | 1 | 2 | 1 |
| | | 2.0% | 1.9% | 1.8% | 2.2% | - | - | - | 3.6% | 7.5% | 3.5% | 2.5% | - | 2.2% | 1.8% | 2.5% |
| Decrease greatly | (1) | 1 | 1 | - | - | 1 | - | - | - | - | - | - | - | 1 | 1 | - |
| | | .6% | 1.5% | - | - | 2.6% | - | - | - | - | - | - | - | 1.7% | .8% | - |
| Don't know | | 13 | 2 | 6 | 5 | 1 | 6 | 3 | 5 | 2 | 1 | 5 | - | 8 | 12 | 1 |
| | | 8.5% | 3.2% | 11.8% | 12.3% | 2.4% | 18.4% d | 9.4% | 8.9% | 8.5% | 3.9% | 6.8% | - | 15.1% | 10.4% | 2.5% |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 36 | 14 | 10 | 12 | 11 | 3 | 7 | 15 | 8 | 6 | 14 | 5 | 17 | 21 | 14 |
| | | 23.8% | 23.1% | 21.1% | 28.1% | 32.8% e | 9.0% | 23.4% | 26.9% e | 30.8% | 23.3% | 19.4% | 18.3% | 32.5% | 18.6% | 40.7% m |
| Net: Decrease | | 4 | 2 | 1 | 1 | 1 | - | - | 2 | 2 | 1 | 2 | - | 2 | 3 | 1 |
| | | 2.6% | 3.5% | 1.8% | 2.2% | 2.6% | - | - | 3.6% | 7.5% | 3.5% | 2.5% | - | 3.9% | 2.6% | 2.5% |
| Net: Increase + Stay the same | | 133 | 55 | 43 | 35 | 33 | 26 | 27 | 50 | 23 | 25 | 65 | 26 | 43 | 100 | 33 |
| | | 88.9% | 93.3% | 86.3% | 85.5% | 94.9% | 81.6% | 90.6% | 87.5% | 84.0% | 92.6% | 90.7% | 100.0% | 81.0% | 87.0% | 95.0% |
| Mean score | | 3.3 | 3.2 | 3.3 | 3.3 | 3.3 | 3.1 | 3.3 | 3.3 | 3.3 | 3.3 | 3.2 | 3.2 | 3.4 | 3.2 | 3.5 m |

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

Jobs Outlook - Combined

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

Technology

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

| | | WAVE | | | REGION | | | | | | SIZE | | | SECTOR | |
|-------------------------------|-----|----------------|--------------|---------------|--------|----------|------------------------|------------------------|--------|--------|--------|--------|--------|---------|--------|
| | | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| | | a | b | c | *d | *e | *f | g | *h | *i | j | k | l | m | *n |
| Significance Level: 95% | | | | | | | | | | | | | | | |
| Unweighted Total | | 120 | 47 | 36 | 26 | 28 | 27 | 44 | 17 | 22 | 37 | 30 | 53 | 102 | 18 |
| Weighted Total | | 121 | 46 | 37 | 26 | 28 | 27 | 45 | 18 | 21 | 36 | 29 | 55 | 103 | 18 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Increase greatly | (5) | 3 | 1 | - | - | 2 | - | 1 | 1 | - | - | 2 | 1 | 3 | - |
| | | 2.5% | 2.4% | - | - | 6.9% | - | 2.4% | 6.0% | - | - | 6.6% | 2.0% | 3.0% | - |
| Increase slightly | (4) | 14 | 6 | 4 | 4 | 2 | 5 | 6 | 1 | 2 | 5 | 4 | 5 | 8 | 6 |
| | | 11.5% | 12.9% | 10.2% | 14.6% | 7.2% | 18.7% | 13.7% | 6.3% | 8.9% | 13.6% | 14.0% | 8.8% | 7.9% | 32.8% |
| Stay same | (3) | 90 | 38 | 25 | 20 | 19 | 19 | 33 | 14 | 18 | 30 | 23 | 38 | 79 | 11 |
| | | 74.7% | 82.7% | 66.5% | 77.8% | 68.9% | 70.7% | 72.5% | 75.1% | 83.4% | 81.2% | 76.6% | 69.4% | 76.9% | 62.3% |
| Decrease slightly | (2) | 3 | - | 1 | - | 2 | - | 1 | 1 | - | - | - | 3 | 3 | - |
| | | 2.6% | - | 2.7% | - | 7.0% | - | 2.5% | 6.3% | - | - | - | 5.7% | 3.0% | - |
| Decrease greatly | (1) | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Don't know | | 10 | 1 | 8 | 2 | 3 | 3 | 4 | 1 | 2 | 2 | 1 | 8 | 10 | 1 |
| | | 8.7% | 2.1% | 20.6% | 7.6% | 10.0% | 10.6% | 8.9% | 6.3% | 7.7% | 5.2% | 2.8% | 14.1% | 9.3% | 4.9% |
| | | | | ab | | | | | | | | | | | |
| NETS | | | | | | | | | | | | | | | |
| Net: Increase | | 17 | 7 | 4 | 4 | 4 | 5 | 7 | 2 | 2 | 5 | 6 | 6 | 11 | 6 |
| | | 14.1% | 15.3% | 10.2% | 14.6% | 14.1% | 18.7% | 16.1% | 12.3% | 8.9% | 13.6% | 20.6% | 10.8% | 10.8% | 32.8% |
| Net: Decrease | | 3 | - | 1 | - | 2 | - | 1 | 1 | - | - | - | 3 | 3 | - |
| | | 2.6% | - | 2.7% | - | 7.0% | - | 2.5% | 6.3% | - | - | - | 5.7% | 3.0% | - |
| Net: Increase + Stay the same | | 107 | 45 | 28 | 24 | 23 | 24 | 40 | 16 | 20 | 35 | 29 | 44 | 90 | 17 |
| | | 88.8% | 97.9% | 76.7% | 92.4% | 83.0% | 89.4% | 88.6% | 87.5% | 92.3% | 94.8% | 97.2% | 80.2% | 87.7% | 95.1% |
| | | | c | | | | | | | | | l | | | |
| Mean score | | 3.2 | 3.2 | 3.1 | 3.2 | 3.2 | 3.2 | 3.2 | 3.1 | 3.1 | 3.1 | 3.3 | 3.1 | 3.1 | 3.3 |

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

Jobs Outlook - Combined

Q11_SUM. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next four to twelve months?

SUMMARY TABLE

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

| | Total | Increase greatly | Increase slightly | Stay the same | Decrease slightly | Decrease greatly | Don't know | Net: Increase | Net: Decrease | Net: Increase + Stay the same | Mean |
|--|----------------|------------------|-------------------|---------------|-------------------|------------------|--------------|---------------|---------------|-------------------------------|------|
| Accounting and financial services | 233 100.0% | 2 .8% | 26 11.1% | 165 70.7% | 4 1.7% | - - | 36 15.6% | 28 12.0% | 4 1.7% | 193 82.7% | 3.1 |
| Construction | 65 100.0% | 2 2.9% | 17 26.6% | 36 55.8% | - - | - - | 10 14.7% | 19 29.5% | - - | 56 85.3% | 3.4 |
| Drivers | 114 100.0% | 1 .9% | 18 15.7% | 73 64.1% | 3 2.5% | 1 .8% | 18 15.9% | 19 16.6% | 4 3.4% | 92 80.7% | 3.2 |
| Education | 92 100.0% | 4 4.1% | 18 19.4% | 59 64.5% | 2 2.3% | 1 1.3% | 8 8.5% | 22 23.5% | 3 3.6% | 81 88.0% | 3.2 |
| Engineering & technical | 117 100.0% | 1 .9% | 30 25.7% | 64 54.3% | 1 .9% | - - | 21 18.2% | 31 26.5% | 1 .9% | 95 80.9% | 3.3 |
| Executive recruitment / interim management | 143 100.0% | 4 2.8% | 16 11.1% | 97 67.7% | 3 2.1% | 1 .7% | 22 15.7% | 20 13.9% | 4 2.8% | 117 81.6% | 3.2 |
| Health & social care | 108 100.0% | 9 8.6% | 25 23.5% | 57 53.0% | 2 1.7% | - - | 14 13.2% | 35 32.0% | 2 1.7% | 92 85.1% | 3.4 |
| Hospitality | 87 100.0% | 1 .9% | 14 16.2% | 60 69.5% | 3 3.2% | - - | 9 10.1% | 15 17.1% | 3 3.2% | 75 86.7% | 3.2 |
| Industrial | 69 100.0% | 1 1.7% | 19 28.1% | 36 52.4% | - - | - - | 12 17.8% | 21 29.8% | - - | 57 82.2% | 3.4 |
| Legal & HR | 155 100.0% | 2 1.3% | 17 10.9% | 106 68.4% | 4 2.6% | - - | 26 16.9% | 19 12.1% | 4 2.6% | 125 80.5% | 3.1 |
| Life sciences | 22 100.0% | 2 8.6% | 3 13.2% | 14 61.5% | - - | - - | 4 16.7% | 5 21.8% | - - | 19 83.3% | 3.4 |
| Marketing, media & creative | 140 100.0% | 1 .7% | 23 16.1% | 83 59.3% | 4 3.0% | 1 .7% | 28 20.2% | 24 16.8% | 5 3.7% | 107 76.1% | 3.2 |
| Office professionals | 291 100.0% | 5 1.7% | 37 12.9% | 202 69.3% | 6 2.1% | 1 .4% | 40 13.6% | 42 14.6% | 7 2.5% | 244 83.9% | 3.2 |
| Sales & retail | 150 100.0% | 5 3.2% | 31 20.6% | 91 60.5% | 3 2.1% | - - | 20 13.6% | 36 23.8% | 3 2.1% | 126 84.3% | 3.3 |
| Technology | 121 100.0% | 2 1.6% | 20 16.4% | 73 60.6% | 5 4.1% | - - | 21 17.3% | 22 18.0% | 5 4.1% | 95 78.6% | 3.2 |
| Average (response based including bases) | 1908 100.0% | 41 2.2% | 314 16.5% | 1217 63.8% | 40 2.1% | 5 .3% | 290 15.2% | 356 18.6% | 45 2.4% | 1573 82.4% | 3.2 |

Jobs Outlook - Combined

Q11_SUM. Average across all sectors (response based)

SUMMARY TABLE

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

| | | WAVE | | | REGION | | | | | | SIZE | | | SECTOR | | |
|-------------------------------|-----|---------------|-------------------|--------------------|--------------------|---------------------|--------------------|------------------------|------------------------|-----------------------|-----------------------|-------------------|-------------------|--------------------|--------------------|------------------|
| | | Total | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | a | b | c | d | e | f | g | h | i | j | k | l | m | n |
| Unweighted Total | | 1900 | 595 | 680 | 625 | 394 | 464 | 402 | 708 | 306 | 334 | 682 | 426 | 792 | 1577 | 323 |
| Weighted Total | | 1908 | 605 | 672 | 632 | 381 | 451 | 413 | 748 | 336 | 329 | 695 | 416 | 797 | 1579 | 329 |
| | | 100.0% | 100.0% | 100.0% | 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) | 41 2.2% | 23 3.8% bc | 9 1.3% | 10 1.6% | 3 .7% | 19 4.3% dfgi | 5 1.2% | 14 1.9% | 9 2.8% d | 5 1.6% | 11 1.6% | 15 3.6% j | 15 1.9% | 31 2.0% | 10 3.1% |
| Increase slightly | (4) | 314 16.5% | 113 18.7% c | 127 18.9% c | 74 11.8% | 78 20.6% ef | 64 14.2% | 60 14.5% | 120 16.1% | 60 18.0% | 52 15.8% | 125 18.0% l | 78 18.6% l | 112 14.0% | 256 16.2% | 58 17.8% |
| Stay same | (3) | 1217 63.8% | 383 63.3% c | 476 70.9% ac | 358 56.6% | 242 63.5% h | 285 63.3% h | 261 63.2% | 449 60.1% | 189 56.2% defgh | 240 73.1% | 498 71.6% l | 281 67.5% l | 438 55.0% | 1028 65.1% n | 189 57.3% |
| Decrease slightly | (2) | 40 2.1% | 21 3.5% bc | 10 1.5% | 9 1.4% | 1 .2% | 22 4.8% dfgi | 2 .5% | 15 2.1% df | 13 4.0% dfi | 2 .6% | 6 .9% | 3 .7% | 31 3.9% jk | 32 2.0% | 8 2.4% |
| Decrease greatly | (1) | 5 .3% | - - | 2 .3% | 3 .5% | - - | - - | 1 .2% | 5 .7% | 4 1.3% dei | - - | 3 .5% | 2 .5% | - - | 5 .3% | - - |
| Don't know | | 290 15.2% | 65 10.8% b | 48 7.1% | 178 28.1% ab | 57 15.0% i | 60 13.4% | 84 20.4% dei | 144 19.2% ei | 60 17.8% i | 29 8.9% | 51 7.4% | 37 9.0% | 202 25.3% jk | 227 14.4% | 64 19.4% m |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 356 18.6% | 136 22.5% c | 136 20.2% c | 84 13.3% | 81 21.3% f | 83 18.5% | 65 15.6% | 134 17.9% | 70 20.8% | 57 17.4% | 136 19.6% | 93 22.3% l | 127 15.9% | 287 18.2% | 69 20.9% |
| Net: Decrease | | 45 2.4% | 21 3.5% | 12 1.8% | 12 1.9% | 1 .2% | 22 4.8% dfi | 3 .7% | 21 2.8% dfi | 18 5.2% dfgi | 2 .6% | 10 1.4% | 5 1.2% | 31 3.9% jk | 37 2.3% | 8 2.4% |
| Net: Increase + Stay the same | | 1573 82.4% | 518 85.8% c | 612 91.1% ac | 442 70.0% | 323 84.8% fgh | 369 81.8% | 325 78.9% | 584 78.0% | 258 77.0% | 297 90.5% defgh | 634 91.2% l | 374 89.8% l | 565 70.9% | 1316 83.3% n | 257 78.2% |
| Mean score | | 3.2 | 3.3 c | 3.2 | 3.2 | 3.3 | 3.2 | 3.2 | 3.2 | 3.2 | 3.2 | 3.2 | 3.3 l | 3.2 | 3.2 | 3.3 |

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

Jobs Outlook - Combined

Q11_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 | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | a | b | c | d | e | f | g | h | i | j | k | l | m | n |
| Unweighted Total | | 232 | 73 | 87 | 72 | 46 | 62 | 50 | 90 | 40 | 34 | 88 | 48 | 96 | 192 | 40 |
| Weighted Total | | 233 | 73 | 87 | 73 | 44 | 60 | 54 | 98 | 44 | 32 | 89 | 47 | 97 | 192 | 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) | 2 .8% | 1 1.3% | 1 1.2% | - - | - - | 2 3.3% | - - | - - | - - | - - | 1 1.1% | - - | 1 1.0% | 2 1.0% | - - |
| Increase slightly | (4) | 26 11.1% | 11 15.6% | 9 10.1% | 6 7.9% | 6 13.0% | 8 13.2% | 5 9.3% | 11 11.7% | 6 14.6% | 1 3.0% | 5 5.6% | 8 17.4% | 13 13.1% | 19 9.9% | 7 16.5% |
| | | | | | | | | | | | | | j | | | |
| Stay same | (3) | 165 70.7% | 49 67.7% | 70 80.3% | 46 62.3% | 32 74.1% | 40 67.2% | 38 70.5% | 64 65.3% | 26 59.0% | 29 89.0% | 76 85.2% | 34 72.3% | 55 56.7% | 139 72.5% | 26 62.5% |
| | | | | c | | | | | | | efgh | i | | | | |
| Decrease slightly | (2) | 4 1.7% | 2 2.9% | 1 1.0% | 1 1.3% | - - | 3 4.8% | - - | 1 1.2% | 1 2.6% | - - | - - | - - | 4 4.1% | 3 1.6% | 1 2.1% |
| Decrease greatly | (1) | - - | - - | - - | - - | - - | - - | - - | - - | - - | - - | - - | - - | - - | - - | - - |
| Don't know | | 36 15.6% | 9 12.5% | 6 7.4% | 21 28.4% | 6 12.9% | 7 11.5% | 11 20.2% | 21 21.8% | 10 23.8% | 3 8.0% | 7 8.0% | 5 10.3% | 24 25.1% | 29 14.9% | 8 18.9% |
| | | | | ab | | | | | | | | | | jk | | |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 28 12.0% | 12 16.9% | 10 11.2% | 6 7.9% | 6 13.0% | 10 16.5% | 5 9.3% | 11 11.7% | 6 14.6% | 1 3.0% | 6 6.7% | 8 17.4% | 14 14.1% | 21 11.0% | 7 16.5% |
| Net: Decrease | | 4 1.7% | 2 2.9% | 1 1.0% | 1 1.3% | - - | 3 4.8% | - - | 1 1.2% | 1 2.6% | - - | - - | - - | 4 4.1% | 3 1.6% | 1 2.1% |
| Net: Increase + Stay the same | | 193 82.7% | 62 84.6% | 80 91.5% | 52 70.2% | 38 87.1% | 50 83.7% | 43 79.8% | 75 77.0% | 32 73.6% | 30 92.0% | 82 92.0% | 42 89.7% | 69 70.8% | 160 83.5% | 33 79.0% |
| | | | c | c | | | | | | h | | i | i | | | |
| Mean score | | 3.1 | 3.2 | 3.1 | 3.1 | 3.1 | 3.2 | 3.1 | 3.1 | 3.2 | 3.0 | 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

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 | | |
|-------------------------------|-----|----------------|--------------|---------------|--------|----------|------------------------|------------------------|--------|--------|--------|--------|--------|---------|--------|--------|
| | | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public | |
| Significance Level: 95% | | Total | | | | | | | | | | | | | | |
| | | | *a | *b | *c | *d | *e | *f | *g | *h | *i | j | *k | *l | m | *n |
| Unweighted Total | | 67 | 14 | 26 | 27 | 13 | 19 | 14 | 24 | 10 | 11 | 33 | 19 | 15 | 59 | 8 |
| Weighted Total | | 65 | 13 | 26 | 26 | 13 | 18 | 13 | 23 | 10 | 10 | 32 | 19 | 15 | 58 | 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 | - |
| | | 2.9% | - | 3.4% | 3.8% | 7.4% | - | 6.9% | 3.8% | - | - | 5.9% | - | - | 3.2% | - |
| Increase slightly | (4) | 17 | 5 | 9 | 4 | 6 | 5 | 2 | 3 | 1 | 4 | 10 | 6 | 2 | 16 | 1 |
| | | 26.6% | 34.9% | 34.0% | 15.0% | 43.0% | 27.1% | 15.0% | 12.5% | 9.4% | 36.5% | 31.4% | 30.1% | 11.7% | 28.4% | 12.5% |
| Stay same | (3) | 36 | 6 | 14 | 15 | 6 | 11 | 7 | 15 | 7 | 6 | 18 | 11 | 8 | 31 | 5 |
| | | 55.8% | 49.2% | 55.2% | 59.7% | 42.1% | 57.1% | 56.9% | 62.7% | 70.0% | 55.5% | 56.8% | 55.4% | 54.1% | 53.3% | 75.4% |
| Decrease slightly | (2) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Decrease greatly | (1) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Don't know | | 10 | 2 | 2 | 6 | 1 | 3 | 3 | 5 | 2 | 1 | 2 | 3 | 5 | 9 | 1 |
| | | 14.7% | 15.9% | 7.4% | 21.6% | 7.6% | 15.8% | 21.3% | 21.0% | 20.5% | 8.0% | 6.0% | 14.5% | 34.2% | 15.1% | 12.1% |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 19 | 5 | 10 | 5 | 7 | 5 | 3 | 4 | 1 | 4 | 12 | 6 | 2 | 18 | 1 |
| | | 29.5% | 34.9% | 37.4% | 18.7% | 50.4% | 27.1% | 21.8% | 16.4% | 9.4% | 36.5% | 37.3% | 30.1% | 11.7% | 31.6% | 12.5% |
| Net: Decrease | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Net: Increase + Stay the same | | 56 | 11 | 24 | 20 | 12 | 16 | 10 | 18 | 8 | 9 | 30 | 16 | 10 | 49 | 6 |
| | | 85.3% | 84.1% | 92.6% | 78.4% | 92.4% | 84.2% | 78.7% | 79.0% | 79.5% | 92.0% | 94.0% | 85.5% | 65.8% | 84.9% | 87.9% |
| Mean score | | 3.4 | 3.4 | 3.4 | 3.3 | 3.6 | 3.3 | 3.4 | 3.3 | 3.1 | 3.4 | 3.5 | 3.4 | 3.2 | 3.4 | 3.1 |

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 | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | a | b | c | *d | e | *f | g | *h | *i | j | *k | l | m | *n |
| Unweighted Total | | 118 | 44 | 41 | 33 | 25 | 30 | 25 | 40 | 15 | 23 | 43 | 25 | 50 | 97 | 21 |
| Weighted Total | | 114 | 44 | 39 | 32 | 23 | 29 | 24 | 40 | 16 | 22 | 42 | 24 | 48 | 95 | 20 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Increase greatly | (5) | 1 .9% | - - | - - | 1 3.3% | - - | - - | - - | 1 2.6% | 1 6.5% | - - | - - | - - | 1 2.1% | - - | 1 5.3% |
| Increase slightly | (4) | 18 15.7% | 6 14.6% | 8 19.6% | 4 12.4% | 6 24.4% | 4 13.8% | 4 16.8% | 5 13.0% | 1 7.1% | 3 13.9% | 9 21.2% | 4 16.7% | 5 10.4% | 16 16.8% | 2 10.1% |
| Stay same | (3) | 73 64.1% | 32 74.2% | 26 66.1% | 15 47.8% | 14 59.6% | 19 66.2% | 16 67.2% | 25 62.0% | 9 54.1% | 15 70.0% | 31 74.3% | 16 67.3% | 26 53.7% | 60 63.9% | 13 65.2% |
| | | | c | | | | | | | | | l | | | | |
| Decrease slightly | (2) | 3 2.5% | 1 2.2% | 1 2.5% | 1 3.1% | - - | 2 6.8% | - - | - - | - - | 1 4.4% | 1 2.3% | - - | 2 4.0% | 3 3.1% | - - |
| Decrease greatly | (1) | 1 .8% | - - | 1 2.5% | - - | - - | - - | - - | 1 2.4% | 1 6.1% | - - | - - | 1 4.1% | - - | 1 1.0% | - - |
| Don't know | | 18 15.9% | 4 9.0% | 4 9.4% | 11 33.4% | 4 16.0% | 4 13.3% | 4 16.0% | 8 20.0% | 4 26.2% | 3 11.7% | 1 2.2% | 3 11.9% | 14 29.7% | 14 15.1% | 4 19.5% |
| | | | | | ab | | | | | | | | | j | | |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 19 16.6% | 6 14.6% | 8 19.6% | 5 15.7% | 6 24.4% | 4 13.8% | 4 16.8% | 6 15.5% | 2 13.6% | 3 13.9% | 9 21.2% | 4 16.7% | 6 12.5% | 16 16.8% | 3 15.3% |
| Net: Decrease | | 4 3.4% | 1 2.2% | 2 4.9% | 1 3.1% | - - | 2 6.8% | - - | 1 2.4% | 1 6.1% | 1 4.4% | 1 2.3% | 1 4.1% | 2 4.0% | 4 4.1% | - - |
| Net: Increase + Stay the same | | 92 80.7% | 39 88.8% | 33 85.7% | 20 63.5% | 19 84.0% | 23 80.0% | 20 84.0% | 31 77.6% | 11 67.7% | 18 83.9% | 40 95.5% | 20 84.0% | 32 66.3% | 76 80.8% | 16 80.5% |
| | | | c | c | | | | | | | | l | | | | |
| Mean score | | 3.2 | 3.1 | 3.1 | 3.2 | 3.3 | 3.1 | 3.2 | 3.2 | 3.1 | 3.1 | 3.2 | 3.1 | 3.2 | 3.1 | 3.3 |

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

Jobs Outlook - Combined

Q11_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 | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | *a | b | c | *d | *e | *f | g | *h | *i | j | *k | l | m | *n |
| Unweighted Total | | 92 | 25 | 34 | 33 | 21 | 22 | 23 | 37 | 14 | 12 | 30 | 28 | 34 | 84 | 8 |
| Weighted Total | | 92 | 24 | 34 | 33 | 19 | 21 | 24 | 39 | 15 | 12 | 32 | 27 | 33 | 82 | 9 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Increase greatly | | (5) | 4 | 2 | 2 | 1 | - | 1 | 2 | 1 | 1 | 2 | 1 | 1 | 4 | - |
| | | | 4.1% | 7.6% | 5.6% | 4.5% | - | 4.0% | 4.9% | 6.4% | 8.0% | 6.0% | 3.6% | 2.7% | 4.6% | - |
| Increase slightly | | (4) | 18 | 3 | 13 | 2 | 3 | 5 | 4 | 8 | 2 | 10 | 3 | 5 | 17 | 1 |
| | | | 19.4% | 12.6% | 37.5% | 5.7% | 16.0% | 22.9% | 15.9% | 20.3% | 27.1% | 32.0% | 10.8% | 14.3% | 20.1% | 13.6% |
| | | | | c | | | | | | | | | | | | |
| Stay same | | (3) | 59 | 16 | 19 | 24 | 12 | 14 | 17 | 24 | 7 | 15 | 21 | 23 | 51 | 8 |
| | | | 64.5% | 67.1% | 54.4% | 72.8% | 60.0% | 68.1% | 72.0% | 61.1% | 44.1% | 48.9% | 78.1% | 68.4% | 62.0% | 86.4% |
| Decrease slightly | | (2) | 2 | 2 | - | - | - | - | 1 | 2 | 1 | 1 | 1 | - | 2 | - |
| | | | 2.3% | 8.8% | - | - | - | - | 4.2% | 5.4% | 7.3% | 3.5% | 3.7% | - | 2.6% | - |
| Decrease greatly | | (1) | 1 | - | - | 1 | - | - | - | 1 | 1 | 1 | - | - | 1 | - |
| | | | 1.3% | - | - | 3.5% | - | - | - | 3.0% | 7.6% | 3.6% | - | - | 1.4% | - |
| Don't know | | | 8 | 1 | 1 | 6 | 4 | 2 | 1 | 2 | 1 | 2 | 1 | 5 | 8 | - |
| | | | 8.5% | 3.9% | 2.4% | 18.0% | 19.5% | 9.0% | 3.9% | 5.3% | 7.6% | 5.9% | 3.8% | 14.7% | 9.5% | - |
| | | | | | b | | | | | | | | | | | |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 22 | 5 | 15 | 2 | 4 | 5 | 5 | 10 | 5 | 3 | 12 | 4 | 6 | 20 | 1 |
| | | 23.5% | 20.2% | 43.2% | 5.7% | 20.5% | 22.9% | 19.9% | 25.2% | 33.4% | 23.9% | 38.1% | 14.4% | 16.9% | 24.6% | 13.6% |
| | | | | c | | | | | | | | | | | | |
| Net: Decrease | | 3 | 2 | - | 1 | - | - | 1 | 3 | 2 | - | 2 | 1 | - | 3 | - |
| | | 3.6% | 8.8% | - | 3.5% | - | - | 4.2% | 8.4% | 14.9% | - | 7.1% | 3.7% | - | 4.0% | - |
| Net: Increase + Stay the same | | 81 | 21 | 33 | 26 | 16 | 19 | 22 | 34 | 12 | 12 | 28 | 25 | 28 | 71 | 9 |
| | | 88.0% | 87.3% | 97.6% | 78.5% | 80.5% | 91.0% | 91.9% | 86.3% | 77.5% | 100.0% | 86.9% | 92.5% | 85.3% | 86.6% | 100.0% |
| | | | | c | | | | | | | | | | | | |
| Mean score | | 3.2 | 3.2 | 3.5 | 3.0 | 3.3 | 3.3 | 3.2 | 3.2 | 3.2 | 3.3 | 3.4 | 3.1 | 3.2 | 3.3 | 3.1 |

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 | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 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 | 38 | 44 | 35 | 27 | 26 | 23 | 35 | 12 | 29 | 49 | 25 | 43 | 97 | 20 | |
| Weighted Total | | 117 | 38 | 44 | 35 | 28 | 25 | 24 | 37 | 13 | 28 | 49 | 25 | 44 | 97 | 21 | |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | |
| Increase greatly | | (5) | 1 .9% | 1 2.4% | - - | - - | 1 4.1% | - - | - - | - - | - - | 1 2.1% | - - | - - | 1 1.1% | - - | |
| Increase slightly | | (4) | 30 25.7% | 12 31.4% | 11 24.3% | 7 21.1% | 10 37.6% | 4 16.4% | 5 20.5% | 8 22.3% | 3 25.4% | 7 26.6% | 11 21.9% | 12 46.8% | 8 17.9% | 23 24.3% | 7 32.1% |
| Stay same | | (3) | 64 54.3% | 20 52.9% | 27 62.5% | 16 45.7% | 14 48.9% | 17 68.2% | 10 41.4% | 16 44.6% | 7 50.3% | 17 60.3% | 33 68.0% | 8 33.2% | 22 51.0% | 54 55.5% | 10 49.0% |
| Decrease slightly | | (2) | 1 .9% | - - | 1 2.4% | - - | - - | - - | - - | - - | 1 3.8% | - - | - - | 1 2.4% | 1 1.1% | - - | |
| Decrease greatly | | (1) | - - | - - | - - | - - | - - | - - | - - | - - | - - | - - | - - | - - | - - | - - | |
| Don't know | | 21 18.2% | 6 15.7% | 4 8.4% | 12 33.1% b | 4 13.5% | 3 11.3% | 9 38.1% | 12 33.1% | 3 24.3% | 3 9.3% | 4 8.0% | 5 20.0% | 13 28.7% j | 17 18.1% | 4 18.8% | |
| NETS | | | | | | | | | | | | | | | | | |
| Net: Increase | | 31 26.5% | 12 31.4% | 12 26.7% | 7 21.1% | 10 37.6% | 5 20.5% | 5 20.5% | 8 22.3% | 3 25.4% | 7 26.6% | 12 24.0% | 12 46.8% | 8 17.9% | 25 25.4% | 7 32.1% | |
| Net: Decrease | | 1 .9% | - - | 1 2.4% | - - | - - | - - | - - | - - | - - | 1 3.8% | - - | - - | 1 2.4% | 1 1.1% | - - | |
| Net: Increase + Stay the same | | 95 80.9% | 32 84.3% | 39 89.2% c | 24 66.9% | 24 86.5% | 22 88.7% | 15 61.9% | 25 66.9% | 10 75.7% | 24 86.9% | 45 92.0% l | 20 80.0% | 30 68.9% | 78 80.8% | 17 81.2% | |
| Mean score | | 3.3 | 3.4 | 3.3 | 3.3 | 3.4 | 3.3 | 3.3 | 3.3 | 3.3 | 3.3 | 3.3 | 3.6 | 3.2 | 3.3 | 3.4 | |

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

Jobs Outlook - Combined

Q11_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 | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | a | b | c | d | e | f | g | *h | *i | j | *k | l | m | *n |
| Unweighted Total | | 142 | 39 | 56 | 47 | 30 | 37 | 31 | 57 | 26 | 18 | 41 | 28 | 73 | 118 | 24 |
| Weighted Total | | 143 | 39 | 55 | 49 | 29 | 36 | 33 | 61 | 29 | 17 | 42 | 28 | 74 | 118 | 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 | 4 | - | - | - | 3 | 1 | 1 | - | - | - | 3 | 1 | 4 | - |
| | | 2.8% | 10.2% | - | - | - | 8.0% | 3.3% | 1.8% | - | - | - | 10.8% | 1.3% | 3.4% | - |
| | | | bc | | | | | | | | | | | | | |
| Increase slightly | (4) | 16 | 6 | 6 | 4 | 4 | 4 | 3 | 8 | 5 | - | 4 | 2 | 9 | 12 | 4 |
| | | 11.1% | 15.5% | 10.7% | 8.1% | 13.0% | 10.9% | 8.7% | 13.5% | 19.0% | - | 10.4% | 7.7% | 12.9% | 10.4% | 14.6% |
| Stay same | (3) | 97 | 22 | 45 | 30 | 21 | 24 | 21 | 37 | 16 | 15 | 35 | 19 | 43 | 82 | 15 |
| | | 67.7% | 56.3% | 81.1% | 61.7% | 74.2% | 68.0% | 63.2% | 59.6% | 55.6% | 85.0% | 84.6% | 67.6% | 58.1% | 69.6% | 58.8% |
| | | | | ac | | | | | | | | l | | | | |
| Decrease slightly | (2) | 3 | 2 | 1 | - | - | 2 | - | 1 | 1 | - | - | - | 3 | 2 | 1 |
| | | 2.1% | 5.4% | 1.6% | - | - | 5.1% | - | 1.9% | 4.0% | - | - | - | 4.1% | 1.8% | 3.5% |
| Decrease greatly | (1) | 1 | - | 1 | - | - | - | - | 1 | 1 | - | - | 1 | - | 1 | - |
| | | .7% | - | 1.8% | - | - | - | - | 1.6% | 3.4% | - | - | 3.5% | - | .8% | - |
| Don't know | | 22 | 5 | 3 | 15 | 4 | 3 | 8 | 13 | 5 | 3 | 2 | 3 | 17 | 17 | 6 |
| | | 15.7% | 12.7% | 4.9% | 30.2% | 12.9% | 8.0% | 24.8% | 21.7% | 18.1% | 15.0% | 5.1% | 10.5% | 23.7% | 14.1% | 23.1% |
| | | | | b | | | | | | | | | j | | | |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 20 | 10 | 6 | 4 | 4 | 7 | 4 | 9 | 5 | - | 4 | 5 | 10 | 16 | 4 |
| | | 13.9% | 25.6% | 10.7% | 8.1% | 13.0% | 18.9% | 12.0% | 15.3% | 19.0% | - | 10.4% | 18.5% | 14.2% | 13.7% | 14.6% |
| | | | c | | | | | | | | | | | | | |
| Net: Decrease | | 4 | 2 | 2 | - | - | 2 | - | 2 | 2 | - | - | 1 | 3 | 3 | 1 |
| | | 2.8% | 5.4% | 3.4% | - | - | 5.1% | - | 3.4% | 7.3% | - | - | 3.5% | 4.1% | 2.6% | 3.5% |
| Net: Increase + Stay the same | | 117 | 32 | 51 | 34 | 25 | 31 | 25 | 46 | 22 | 15 | 40 | 24 | 53 | 98 | 19 |
| | | 81.6% | 81.9% | 91.8% | 69.8% | 87.1% | 86.9% | 75.2% | 74.9% | 74.5% | 85.0% | 94.9% | 86.1% | 72.3% | 83.3% | 73.4% |
| | | | | c | | | | | | | | l | | | | |
| Mean score | | 3.2 | 3.3 | 3.1 | 3.1 | 3.1 | 3.2 | 3.2 | 3.2 | 3.1 | 3.0 | 3.1 | 3.3 | 3.1 | 3.2 | 3.1 |
| | | | b | | | | | | | | | | | | | |

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 | | | |
|-------------------------------|--|----------------|--------------|---------------|--------|----------|------------------------|------------------------|--------|--------|--------|--------|--------|---------|--------|--------|-------|
| | | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public | | |
| Significance Level: 95% | | Total | a | b | c | *d | *e | *f | g | *h | *i | j | *k | l | m | *n | |
| Unweighted Total | | 108 | 39 | 33 | 36 | 23 | 26 | 19 | 38 | 19 | 21 | 33 | 27 | 48 | 86 | 22 | |
| Weighted Total | | 108 | 39 | 32 | 37 | 21 | 25 | 19 | 41 | 22 | 21 | 34 | 26 | 48 | 86 | 22 | |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | |
| Increase greatly | | (5) | 9 | 5 | 2 | 3 | - | 3 | 2 | 4 | 2 | 3 | 2 | 2 | 6 | 3 | |
| | | | 8.6% | 12.1% | 5.7% | 7.3% | - | 11.0% | 9.7% | 9.5% | 9.2% | 12.4% | 5.5% | 6.8% | 11.7% | 6.8% | 15.3% |
| Increase slightly | | (4) | 25 | 9 | 9 | 7 | 5 | 6 | 6 | 11 | 6 | 4 | 10 | 6 | 9 | 18 | 8 |
| | | | 23.5% | 23.4% | 29.2% | 18.5% | 21.7% | 23.0% | 29.6% | 27.9% | 26.4% | 17.3% | 29.7% | 22.3% | 19.7% | 20.7% | 34.2% |
| Stay same | | (3) | 57 | 22 | 17 | 18 | 12 | 13 | 10 | 21 | 11 | 12 | 19 | 17 | 22 | 52 | 5 |
| | | | 53.0% | 57.1% | 53.7% | 48.1% | 55.4% | 50.7% | 50.8% | 50.7% | 50.5% | 58.0% | 56.5% | 63.6% | 44.9% | 61.0% | 22.6% |
| Decrease slightly | | (2) | 2 | - | 1 | 1 | - | 2 | - | - | - | - | - | - | 2 | 1 | 1 |
| | | | 1.7% | - | 3.0% | 2.5% | - | 7.4% | - | - | - | - | - | - | 3.9% | 1.1% | 4.0% |
| Decrease greatly | | (1) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Don't know | | | 14 | 3 | 3 | 9 | 5 | 2 | 2 | 5 | 3 | 3 | 3 | 2 | 10 | 9 | 5 |
| | | | 13.2% | 7.4% | 8.4% | 23.7% | 22.9% | 7.8% | 9.8% | 12.0% | 13.9% | 12.3% | 8.3% | 7.2% | 20.0% | 10.4% | 23.9% |
| NETS | | | | | | | | | | | | | | | | | |
| Net: Increase | | | 35 | 14 | 11 | 9 | 5 | 9 | 8 | 15 | 8 | 6 | 12 | 8 | 15 | 24 | 11 |
| | | | 32.0% | 35.5% | 35.0% | 25.7% | 21.7% | 34.0% | 39.4% | 37.4% | 35.6% | 29.7% | 35.2% | 29.1% | 31.3% | 27.4% | 49.5% |
| Net: Decrease | | | 2 | - | 1 | 1 | - | 2 | - | - | - | - | - | - | 2 | 1 | 1 |
| | | | 1.7% | - | 3.0% | 2.5% | - | 7.4% | - | - | - | - | - | - | 3.9% | 1.1% | 4.0% |
| Net: Increase + Stay the same | | | 92 | 36 | 29 | 27 | 16 | 21 | 17 | 36 | 19 | 19 | 31 | 24 | 37 | 76 | 16 |
| | | | 85.1% | 92.6% | 88.7% | 73.9% | 77.1% | 84.8% | 90.2% | 88.0% | 86.1% | 87.7% | 91.7% | 92.8% | 76.2% | 88.5% | 72.1% |
| | | | | c | | | | | | | | | | | | | |
| Mean score | | | 3.4 | 3.5 | 3.4 | 3.4 | 3.3 | 3.4 | 3.5 | 3.5 | 3.5 | 3.4 | 3.4 | 3.5 | 3.4 | 3.8 | |

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 | | |
|-------------------------------|--|----------------|--------------|---------------|--------|----------|------------------------|------------------------|--------|--------|--------|--------|--------|---------|--------|--------|
| | | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public | |
| Significance Level: 95% | | Total | *a | *b | c | *d | *e | *f | g | *h | *i | j | *k | l | m | *n |
| Unweighted Total | | 86 | 27 | 28 | 31 | 15 | 16 | 21 | 38 | 17 | 17 | 30 | 18 | 38 | 77 | 9 |
| Weighted Total | | 87 | 28 | 28 | 30 | 14 | 16 | 22 | 40 | 19 | 17 | 32 | 18 | 37 | 77 | 10 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Increase greatly | | (5) | 1 | - | - | - | - | - | - | - | 1 | - | 1 | - | - | 1 |
| | | .9% | 2.9% | - | - | - | - | - | - | - | 4.8% | - | 4.5% | - | - | 8.3% |
| Increase slightly | | (4) | 14 | 5 | 5 | 1 | - | 6 | 11 | 5 | 2 | 8 | - | 6 | 14 | - |
| | | 16.2% | 14.3% | 17.5% | 16.7% | 7.0% | - | 26.1% | 27.7% | 29.5% | 11.2% | 24.8% | - | 16.8% | 18.3% | - |
| Stay same | | (3) | 60 | 22 | 18 | 10 | 11 | 13 | 25 | 12 | 14 | 22 | 16 | 22 | 52 | 8 |
| | | 69.5% | 73.1% | 76.0% | 60.2% | 71.8% | 69.5% | 61.4% | 62.7% | 64.3% | 84.0% | 69.2% | 90.4% | 59.6% | 67.8% | 82.8% |
| Decrease slightly | | (2) | 3 | - | 1 | 1 | 2 | - | - | - | - | - | 1 | 2 | 3 | - |
| | | 3.2% | 6.5% | - | 3.3% | 6.7% | 12.1% | - | - | - | - | - | 5.1% | 5.1% | 3.7% | - |
| Decrease greatly | | (1) | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Don't know | | 9 | 1 | 2 | 6 | 2 | 3 | 3 | 4 | 1 | - | 2 | - | 7 | 8 | 1 |
| | | 10.1% | 3.2% | 6.5% | 19.8% | 14.5% | 18.4% | 12.5% | 9.6% | 6.2% | - | 6.0% | - | 18.5% | 10.2% | 8.9% |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 15 | 5 | 5 | 5 | 1 | - | 6 | 11 | 5 | 3 | 8 | 1 | 6 | 14 | 1 |
| | | 17.1% | 17.2% | 17.5% | 16.7% | 7.0% | - | 26.1% | 27.7% | 29.5% | 16.0% | 24.8% | 4.5% | 16.8% | 18.3% | 8.3% |
| Net: Decrease | | 3 | 2 | - | 1 | 1 | 2 | - | - | - | - | - | 1 | 2 | 3 | - |
| | | 3.2% | 6.5% | - | 3.3% | 6.7% | 12.1% | - | - | - | - | - | 5.1% | 5.1% | 3.7% | - |
| Net: Increase + Stay the same | | 75 | 25 | 27 | 23 | 11 | 11 | 19 | 37 | 17 | 17 | 30 | 17 | 28 | 66 | 9 |
| | | 86.7% | 90.3% | 93.5% | 76.9% | 78.8% | 69.5% | 87.5% | 90.4% | 93.8% | 100.0% | 94.0% | 94.9% | 76.4% | 86.1% | 91.1% |
| Mean score | | 3.2 | 3.1 | 3.2 | 3.2 | 3.0 | 2.9 | 3.3 | 3.3 | 3.3 | 3.2 | 3.3 | 3.0 | 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_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 | | |
|-------------------------------|--|----------------|--------------|---------------|--------|----------|------------------------|------------------------|--------|--------|--------|--------|--------|---------|--------|--------|
| | | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public | |
| Significance Level: 95% | | Total | *a | *b | *c | *d | *e | *f | *g | *h | *i | j | *k | *l | m | *n |
| Unweighted Total | | 68 | 19 | 23 | 26 | 13 | 20 | 14 | 21 | 7 | 14 | 36 | 13 | 19 | 58 | 10 |
| Weighted Total | | 69 | 21 | 23 | 26 | 13 | 20 | 15 | 23 | 8 | 14 | 37 | 12 | 20 | 59 | 10 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Increase greatly | | (5) | 1 | - | 1 | - | - | - | 1 | 1 | - | 1 | - | - | 1 | - |
| | | 1.7% | - | - | 4.5% | - | - | - | 5.1% | 15.3% | - | 3.1% | - | - | 1.9% | - |
| Increase slightly | | (4) | 19 | 7 | 6 | 2 | 10 | 1 | 3 | 2 | 5 | 12 | 5 | 3 | 19 | - |
| | | 28.1% | 34.8% | 29.0% | 22.0% | 14.3% | 50.0% | 6.2% | 14.4% | 30.6% | 32.6% | 31.0% | 39.9% | 15.4% | 33.0% | - |
| Stay same | | (3) | 36 | 13 | 9 | 8 | 9 | 9 | 11 | 2 | 8 | 21 | 6 | 9 | 28 | 8 |
| | | 52.4% | 65.2% | 59.2% | 36.0% | 64.2% | 44.9% | 61.9% | 50.4% | 27.6% | 55.0% | 55.7% | 52.1% | 46.3% | 47.5% | 80.9% |
| Decrease slightly | | (2) | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Decrease greatly | | (1) | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Don't know | | 12 | - | 3 | 10 | 3 | 1 | 5 | 7 | 2 | 2 | 4 | 1 | 8 | 10 | 2 |
| | | 17.8% | - | 11.8% | 37.5% | 21.5% | 5.1% | 31.9% | 30.1% | 26.5% | 12.5% | 10.2% | 8.0% | 38.3% | 17.6% | 19.1% |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 21 | 7 | 7 | 7 | 2 | 10 | 1 | 4 | 3 | 5 | 13 | 5 | 3 | 21 | - |
| | | 29.8% | 34.8% | 29.0% | 26.5% | 14.3% | 50.0% | 6.2% | 19.5% | 45.9% | 32.6% | 34.1% | 39.9% | 15.4% | 34.9% | - |
| Net: Decrease | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Net: Increase + Stay the same | | 57 | 21 | 20 | 16 | 10 | 19 | 10 | 16 | 6 | 12 | 34 | 11 | 12 | 49 | 8 |
| | | 82.2% | 100.0% | 88.2% | 62.5% | 78.5% | 94.9% | 68.1% | 69.9% | 73.5% | 87.5% | 89.8% | 92.0% | 61.7% | 82.4% | 80.9% |
| Mean score | | 3.4 | 3.3 | 3.3 | 3.5 | 3.2 | 3.5 | 3.1 | 3.4 | 3.8 | 3.4 | 3.4 | 3.4 | 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

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 | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | a | b | c | d | e | f | g | h | i | j | k | l | m | n |
| Unweighted Total | | 154 | 43 | 59 | 52 | 34 | 37 | 31 | 60 | 29 | 23 | 35 | 40 | 79 | 120 | 34 |
| Weighted Total | | 155 | 45 | 57 | 53 | 32 | 36 | 32 | 64 | 32 | 23 | 36 | 40 | 79 | 120 | 35 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Increase greatly | (5) | 2 | 2 | - | - | - | 2 | - | - | - | - | - | 2 | - | 2 | - |
| | | 1.3% | 4.3% | - | - | - | 5.4% | - | - | - | - | - | 4.9% | - | 1.6% | - |
| Increase slightly | (4) | 17 | 6 | 5 | 6 | 5 | 2 | 3 | 7 | 4 | 3 | 1 | 6 | 10 | 12 | 5 |
| | | 10.9% | 14.4% | 8.4% | 10.5% | 14.4% | 5.3% | 9.6% | 11.7% | 13.8% | 12.2% | 3.1% | 15.0% | 12.3% | 9.8% | 14.5% |
| Stay same | (3) | 106 | 28 | 47 | 31 | 23 | 25 | 20 | 40 | 20 | 18 | 32 | 29 | 46 | 85 | 21 |
| | | 68.4% | 62.7% | 82.1% | 58.5% | 71.2% | 68.3% | 62.7% | 63.0% | 63.3% | 80.0% | 88.3% | 72.8% | 57.3% | 70.5% | 61.1% |
| Decrease slightly | (2) | | | ac | | | | | | | | l | | | | |
| | | 4 | 2 | 1 | 1 | - | 3 | - | 1 | 1 | - | - | - | 4 | 3 | 1 |
| Decrease greatly | (1) | | | | | | | | | | | | | | | |
| | | 2.6% | 4.7% | 1.5% | 1.9% | - | 7.8% | - | 1.8% | 3.6% | - | - | - | 5.0% | 2.6% | 2.6% |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Don't know | | 26 | 6 | 5 | 15 | 5 | 5 | 9 | 15 | 6 | 2 | 3 | 3 | 20 | 19 | 8 |
| | | 16.9% | 13.9% | 7.9% | 29.2% | 14.4% | 13.2% | 27.7% | 23.5% | 19.3% | 7.8% | 8.6% | 7.4% | 25.5% | 15.5% | 21.9% |
| | | | | b | | | | | | | | | jk | | | |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 19 | 8 | 5 | 6 | 5 | 4 | 3 | 7 | 4 | 3 | 1 | 8 | 10 | 14 | 5 |
| | | 12.1% | 18.7% | 8.4% | 10.5% | 14.4% | 10.7% | 9.6% | 11.7% | 13.8% | 12.2% | 3.1% | 19.8% | 12.3% | 11.4% | 14.5% |
| Net: Decrease | | | | | | | | | | | | | j | | | |
| | | 4 | 2 | 1 | 1 | - | 3 | - | 1 | 1 | - | - | - | 4 | 3 | 1 |
| | | 2.6% | 4.7% | 1.5% | 1.9% | - | 7.8% | - | 1.8% | 3.6% | - | - | - | 5.0% | 2.6% | 2.6% |
| | | | | | | | | | | | | | | | | |
| Net: Increase + Stay the same | | 125 | 36 | 52 | 37 | 28 | 29 | 23 | 48 | 25 | 21 | 33 | 37 | 55 | 99 | 26 |
| | | 80.5% | 81.4% | 90.5% | 69.0% | 85.6% | 79.0% | 72.3% | 74.7% | 77.1% | 92.2% | 91.4% | 92.6% | 69.5% | 81.9% | 75.6% |
| | | | | c | | | | | | | | l | l | | | |
| | | | | | | | | | | | | | | | | |
| Mean score | | 3.1 | 3.2 | 3.1 | 3.1 | 3.2 | 3.1 | 3.1 | 3.1 | 3.1 | 3.1 | 3.0 | 3.3 | 3.1 | 3.1 | 3.2 |
| | | | | | | | | | | | | | j | | | |

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 | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | *a | *b | *c | *d | *e | *f | *g | *h | *i | *j | *k | *l | *m | *n |
| Unweighted Total | | 21 | 8 | 6 | 7 | 2 | 6 | 3 | 6 | 3 | 7 | 7 | 2 | 12 | 19 | 2 |
| Weighted Total | | 22 | 9 | 6 | 7 | 2 | 7 | 3 | 6 | 3 | 8 | 8 | 3 | 12 | 20 | 2 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Increase greatly | | (5) | 2 | 2 | - | - | 2 | - | - | - | - | - | 2 | - | 2 | - |
| | | 8.6% | 20.5% | - | - | - | 28.7% | - | - | - | - | - | 65.9% | - | 9.5% | - |
| Increase slightly | | (4) | 3 | 3 | - | - | - | 1 | 2 | 1 | 1 | 3 | - | - | 3 | - |
| | | 13.2% | 31.3% | - | - | - | - | 34.2% | 34.3% | 34.5% | 11.0% | 38.6% | - | - | 14.5% | - |
| Stay same | | (3) | 14 | 4 | 6 | 4 | 1 | 2 | 2 | 4 | 7 | 5 | 1 | 8 | 13 | 1 |
| | | 61.5% | 38.9% | 100.0% | 57.8% | 47.4% | 30.7% | 65.8% | 65.7% | 65.5% | 89.0% | 61.4% | 34.1% | 68.3% | 61.8% | 58.1% |
| Decrease slightly | | (2) | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Decrease greatly | | (1) | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Don't know | | | 4 | 1 | - | 3 | 1 | 3 | - | - | - | - | - | 4 | 3 | 1 |
| | | 16.7% | 9.4% | - | 42.2% | 52.6% | 40.6% | - | - | - | - | - | - | 31.7% | 14.1% | 41.9% |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 5 | 5 | - | - | - | 2 | 1 | 2 | 1 | 1 | 3 | 2 | - | 5 | - |
| | | 21.8% | 51.8% | - | - | - | 28.7% | 34.2% | 34.3% | 34.5% | 11.0% | 38.6% | 65.9% | - | 24.1% | - |
| Net: Decrease | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Net: Increase + Stay the same | | 19 | 9 | 6 | 4 | 1 | 4 | 3 | 6 | 3 | 8 | 8 | 3 | 8 | 17 | 1 |
| | | 83.3% | 90.6% | 100.0% | 57.8% | 47.4% | 59.4% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 68.3% | 85.9% | 58.1% |
| Mean score | | 3.4 | 3.8 | 3.0 | 3.0 | 3.0 | 4.0 | 3.3 | 3.3 | 3.3 | 3.1 | 3.4 | 4.3 | 3.0 | 3.4 | 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 | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | a | b | c | *d | e | f | g | *h | *i | j | *k | l | m | *n |
| Unweighted Total | | 138 | 42 | 49 | 47 | 24 | 32 | 31 | 57 | 26 | 25 | 47 | 27 | 64 | 117 | 21 |
| Weighted Total | | 140 | 42 | 48 | 50 | 23 | 31 | 31 | 60 | 29 | 26 | 48 | 25 | 66 | 119 | 22 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Increase greatly | (5) | 1 .7% | - - | - - | 1 2.0% | - - | - - | - - | 1 1.7% | 1 3.5% | - - | - - | - - | 1 1.5% | - - | 1 4.8% |
| Increase slightly | (4) | 23 16.1% | 7 16.5% | 12 25.1% | 4 7.3% | 5 20.5% | 5 16.0% | 4 12.6% | 8 13.7% | 4 14.8% | 5 17.9% | 8 16.4% | 7 26.9% | 8 11.7% | 19 15.7% | 4 18.5% |
| | | | | c | | | | | | | | | | | | |
| Stay same | (3) | 83 59.3% | 28 66.7% | 31 65.4% | 24 47.3% | 14 58.6% | 18 59.4% | 17 55.9% | 33 54.1% | 15 52.2% | 19 72.0% | 32 66.4% | 16 61.7% | 35 53.2% | 74 62.4% | 9 42.2% |
| Decrease slightly | (2) | 4 3.0% | 2 5.3% | 1 1.9% | 1 2.1% | - - | 1 2.9% | 1 3.3% | 3 5.5% | 2 7.7% | - - | 1 2.3% | 1 4.1% | 2 3.1% | 3 2.8% | 1 4.1% |
| Decrease greatly | (1) | 1 .7% | - - | - - | 1 1.9% | - - | - - | 1 3.1% | 1 1.6% | - - | - - | 1 2.0% | - - | - - | 1 .8% | - - |
| Don't know | | 28 20.2% | 5 11.5% | 4 7.7% | 20 39.4% | 5 21.0% | 7 21.8% | 8 25.1% | 14 23.5% | 6 21.7% | 3 10.0% | 6 12.9% | 2 7.2% | 20 30.5% | 22 18.4% | 7 30.4% |
| | | | | | ab | | | | | | | | | j | | |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 24 16.8% | 7 16.5% | 12 25.1% | 5 9.3% | 5 20.5% | 5 16.0% | 4 12.6% | 9 15.4% | 5 18.3% | 5 17.9% | 8 16.4% | 7 26.9% | 9 13.2% | 19 15.7% | 5 23.3% |
| | | | | c | | | | | | | | | | | | |
| Net: Decrease | | 5 3.7% | 2 5.3% | 1 1.9% | 2 4.0% | - - | 1 2.9% | 2 6.4% | 4 7.0% | 2 7.7% | - - | 2 4.3% | 1 4.1% | 2 3.1% | 4 3.6% | 1 4.1% |
| Net: Increase + Stay the same | | 107 76.1% | 35 83.2% | 43 90.4% | 28 56.6% | 18 79.0% | 23 75.3% | 21 68.5% | 42 69.5% | 21 70.6% | 23 90.0% | 40 82.8% | 23 88.7% | 44 66.5% | 93 78.1% | 14 65.5% |
| | | | c | c | | | | | | | | | | | | |
| Mean score | | 3.2 | 3.1 | 3.3 | 3.1 | 3.3 | 3.2 | 3.0 | 3.1 | 3.2 | 3.2 | 3.1 | 3.2 | 3.2 | 3.1 | 3.3 |

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

Jobs Outlook - Combined

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

Office professionals

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

| | | WAVE | | | REGION | | | | | | SIZE | | | SECTOR | | |
|-------------------------------|--|--------|----------------|--------------|---------------|--------|----------|------------------------|------------------------|--------|--------|--------|--------|--------|---------|--------|
| | | Total | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | a | b | c | d | e | f | g | h | i | j | k | l | m | n |
| Unweighted Total | | 288 | 89 | 97 | 102 | 60 | 70 | 61 | 107 | 46 | 51 | 103 | 69 | 116 | 237 | 51 |
| Weighted Total | | 291 | 92 | 96 | 103 | 59 | 68 | 62 | 113 | 51 | 51 | 107 | 67 | 117 | 239 | 51 |
| | | 100.0% | 100.0% | 100.0% | 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 | 1 | 1 | - | 4 | - | 1 | 1 | 1 | 2 | 2 | 4 | 1 |
| | | | 1.7% | 3.2% | 1.1% | 1.0% | - | 5.8% | - | .9% | 2.0% | .9% | 2.9% | 1.7% | 1.6% | 2.0% |
| Increase slightly | | (4) | 37 | 12 | 16 | 9 | 10 | 6 | 7 | 13 | 7 | 14 | 10 | 14 | 30 | 8 |
| | | | 12.9% | 13.3% | 16.4% | 9.2% | 17.3% | 8.9% | 11.1% | 11.9% | 12.9% | 12.9% | 14.5% | 11.9% | 12.4% | 15.3% |
| Stay same | | (3) | 202 | 62 | 72 | 67 | 40 | 45 | 45 | 76 | 31 | 82 | 51 | 69 | 170 | 31 |
| | | | 69.3% | 68.2% | 75.0% | 65.0% | 68.4% | 67.0% | 71.5% | 67.2% | 62.0% | 76.6% | 75.3% | 59.2% | 71.2% | 60.7% |
| | | | | | | | | | | | | l | l | | | |
| Decrease slightly | | (2) | 6 | 3 | 1 | 2 | - | 4 | - | 2 | 2 | 1 | - | 5 | 4 | 2 |
| | | | 2.1% | 3.5% | .9% | 1.8% | - | 5.5% | - | 2.0% | 4.5% | 1.0% | - | 4.2% | 1.8% | 3.5% |
| Decrease greatly | | (1) | 1 | - | - | 1 | - | - | - | 1 | 1 | 1 | - | - | 1 | - |
| | | | .4% | - | - | 1.1% | - | - | - | 1.0% | 2.3% | 1.1% | - | - | .5% | - |
| Don't know | | | 40 | 11 | 6 | 22 | 8 | 9 | 11 | 19 | 8 | 8 | 5 | 27 | 30 | 10 |
| | | | 13.6% | 11.8% | 6.6% | 21.9% | 14.4% | 12.8% | 17.4% | 17.0% | 16.4% | 7.5% | 7.3% | 23.0% | 12.6% | 18.5% |
| | | | | | b | | | | | | | | | jk | | |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 42 | 15 | 17 | 10 | 10 | 10 | 7 | 14 | 8 | 8 | 15 | 12 | 16 | 33 | 9 |
| | | 14.6% | 16.5% | 17.5% | 10.2% | 17.3% | 14.7% | 11.1% | 12.8% | 14.9% | 15.2% | 13.9% | 17.4% | 13.6% | 14.0% | 17.3% |
| Net: Decrease | | 7 | 3 | 1 | 3 | - | 4 | - | 3 | 3 | - | 2 | - | 5 | 5 | 2 |
| | | 2.5% | 3.5% | .9% | 3.0% | - | 5.5% | - | 3.0% | 6.7% | - | 2.1% | - | 4.2% | 2.2% | 3.5% |
| | | | | | | | | | | df | | | | | | |
| Net: Increase + Stay the same | | 244 | 78 | 89 | 77 | 50 | 55 | 52 | 90 | 39 | 48 | 97 | 62 | 85 | 204 | 40 |
| | | 83.9% | 84.7% | 92.5% | 75.1% | 85.6% | 81.7% | 82.6% | 80.0% | 76.9% | 93.4% | 90.4% | 92.7% | 72.9% | 85.2% | 78.0% |
| | | | | c | | | | | | | gh | l | l | | | |
| Mean score | | 3.2 | 3.2 | 3.2 | 3.1 | 3.2 | 3.2 | 3.1 | 3.1 | 3.1 | 3.2 | 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

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 | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | a | b | c | d | e | *f | g | *h | *i | j | *k | l | m | n |
| Unweighted Total | | 149 | 58 | 50 | 41 | 35 | 33 | 29 | 54 | 25 | 27 | 70 | 27 | 52 | 114 | 35 |
| Weighted Total | | 150 | 59 | 49 | 41 | 34 | 32 | 30 | 57 | 27 | 27 | 72 | 26 | 53 | 115 | 35 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Increase greatly | (5) | 5 | 2 | 1 | 2 | 1 | 1 | - | 2 | 2 | 1 | 1 | 1 | 3 | 2 | 3 |
| | | 3.2% | 3.0% | 1.7% | 5.3% | 2.4% | 3.0% | - | 3.8% | 8.0% | 3.1% | 1.6% | 3.2% | 5.4% | 1.7% | 8.0% |
| Increase slightly | (4) | 31 | 12 | 11 | 8 | 10 | 3 | 7 | 12 | 6 | 5 | 14 | 4 | 13 | 23 | 8 |
| | | 20.6% | 20.9% | 22.1% | 18.4% | 30.5% e | 9.3% | 23.1% | 21.9% | 20.6% | 18.3% | 19.8% | 14.8% | 24.5% | 20.2% | 21.8% |
| Stay same | (3) | 91 | 36 | 33 | 22 | 20 | 24 | 16 | 28 | 12 | 18 | 50 | 18 | 22 | 73 | 18 |
| | | 60.5% | 60.7% | 67.0% | 52.6% | 59.1% | 75.8% g | 53.6% | 48.9% | 43.9% | 69.0% | 70.4% l | 70.3% | 42.4% | 63.5% | 50.9% |
| Decrease slightly | (2) | 3 | 2 | 1 | - | - | - | - | 3 | 3 | - | 2 | - | 1 | 2 | 1 |
| | | 2.1% | 3.8% | 1.8% | - | - | - | - | 5.5% | 11.6% | - | 2.8% | - | 2.2% | 2.0% | 2.5% |
| Decrease greatly | (1) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Don't know | | 20 | 7 | 4 | 10 | 3 | 4 | 7 | 11 | 4 | 3 | 4 | 3 | 13 | 14 | 6 |
| | | 13.6% | 11.6% | 7.4% | 23.8% b | 8.0% | 11.9% | 23.4% | 19.8% | 15.9% | 9.6% | 5.4% | 11.7% | 25.6% j | 12.6% | 16.8% |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 36 | 14 | 12 | 10 | 11 | 4 | 7 | 15 | 8 | 6 | 15 | 5 | 16 | 25 | 11 |
| | | 23.8% | 23.9% | 23.7% | 23.6% | 32.9% e | 12.3% | 23.1% | 25.7% | 28.6% | 21.4% | 21.4% | 18.0% | 29.8% | 21.9% | 29.8% |
| Net: Decrease | | 3 | 2 | 1 | - | - | - | - | 3 | 3 | - | 2 | - | 1 | 2 | 1 |
| | | 2.1% | 3.8% | 1.8% | - | - | - | - | 5.5% | 11.6% | - | 2.8% | - | 2.2% | 2.0% | 2.5% |
| Net: Increase + Stay the same | | 126 | 50 | 45 | 32 | 32 | 28 | 23 | 43 | 20 | 24 | 66 | 23 | 38 | 98 | 28 |
| | | 84.3% | 84.6% | 90.8% | 76.2% | 92.0% g | 88.1% | 76.6% | 74.7% | 72.5% | 90.4% | 91.8% l | 88.3% | 72.2% | 85.4% | 80.7% |
| Mean score | | 3.3 | 3.3 | 3.3 | 3.4 | 3.4 | 3.2 | 3.3 | 3.3 | 3.3 | 3.3 | 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 | | |
|-------------------------------|-----|----------------|--------------|---------------|--------|----------|------------------------|------------------------|--------|--------|--------|--------|--------|---------|--------|--------|
| | | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public | |
| Significance Level: 95% | | Total | a | b | c | *d | *e | *f | g | *h | *i | j | k | l | m | *n |
| Unweighted Total | | 120 | 37 | 47 | 36 | 26 | 28 | 27 | 44 | 17 | 22 | 37 | 30 | 53 | 102 | 18 |
| Weighted Total | | 121 | 38 | 46 | 37 | 26 | 28 | 27 | 45 | 18 | 21 | 36 | 29 | 55 | 103 | 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) | 2 | 2 | - | - | - | 2 | - | - | - | - | - | 2 | - | 2 | - |
| | | 1.6% | 5.1% | - | - | - | 6.9% | - | - | - | - | - | 6.6% | - | 1.9% | - |
| Increase slightly | (4) | 20 | 8 | 8 | 4 | 6 | 3 | 3 | 7 | 3 | 4 | 7 | 6 | 7 | 15 | 5 |
| | | 16.4% | 21.7% | 17.2% | 10.0% | 25.1% | 10.6% | 11.6% | 14.5% | 18.8% | 17.7% | 18.4% | 20.8% | 12.8% | 14.5% | 27.5% |
| Stay same | (3) | 73 | 21 | 33 | 19 | 15 | 13 | 19 | 31 | 12 | 14 | 26 | 19 | 28 | 64 | 9 |
| | | 60.6% | 55.6% | 72.6% | 50.9% | 59.5% | 45.3% | 70.8% | 67.8% | 63.4% | 66.4% | 70.9% | 63.8% | 51.9% | 62.1% | 51.7% |
| | | | | c | | | | | | | | | | | | |
| Decrease slightly | (2) | 5 | 2 | 2 | 1 | - | 4 | - | 1 | 1 | - | - | - | 5 | 4 | 1 |
| | | 4.1% | 5.5% | 4.0% | 2.7% | - | 13.5% | - | 2.5% | 6.3% | - | - | - | 9.0% | 3.9% | 5.0% |
| Decrease greatly | (1) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Don't know | | 21 | 5 | 3 | 13 | 4 | 7 | 5 | 7 | 2 | 3 | 4 | 3 | 14 | 18 | 3 |
| | | 17.3% | 12.0% | 6.2% | 36.4% | 15.4% | 23.6% | 17.7% | 15.2% | 11.6% | 16.0% | 10.7% | 8.9% | 26.3% | 17.6% | 15.7% |
| | | | | ab | | | | | | | | | | | | |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 22 | 10 | 8 | 4 | 6 | 5 | 3 | 7 | 3 | 4 | 7 | 8 | 7 | 17 | 5 |
| | | 18.0% | 26.8% | 17.2% | 10.0% | 25.1% | 17.6% | 11.6% | 14.5% | 18.8% | 17.7% | 18.4% | 27.3% | 12.8% | 16.4% | 27.5% |
| Net: Decrease | | 5 | 2 | 2 | 1 | - | 4 | - | 1 | 1 | - | - | - | 5 | 4 | 1 |
| | | 4.1% | 5.5% | 4.0% | 2.7% | - | 13.5% | - | 2.5% | 6.3% | - | - | - | 9.0% | 3.9% | 5.0% |
| Net: Increase + Stay the same | | 95 | 31 | 41 | 22 | 22 | 18 | 22 | 37 | 15 | 18 | 33 | 27 | 35 | 81 | 14 |
| | | 78.6% | 82.5% | 89.7% | 60.9% | 84.6% | 62.9% | 82.3% | 82.3% | 82.2% | 84.0% | 89.3% | 91.1% | 64.7% | 78.5% | 79.3% |
| | | | c | c | | | | | | | | l | l | | | |
| Mean score | | 3.2 | 3.3 | 3.1 | 3.1 | 3.3 | 3.1 | 3.1 | 3.1 | 3.1 | 3.2 | 3.2 | 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

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

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

| | WAVE | | | | REGION | | | | | | SIZE | | | SECTOR | |
|--|--------|----------------|--------------|---------------|--------|----------|------------------------|------------------------|--------|--------|--------|--------|--------|---------|--------|
| | Total | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | a | b | c | d | e | f | g | h | i | j | k | l | m | n |
| Unweighted Total | 512 | 165 | 170 | 177 | 109 | 126 | 114 | 198 | 84 | 79 | 241 | 117 | 154 | 423 | 89 |
| Weighted Total | 512 | 165 | 170 | 176 | 106 | 122 | 115 | 207 | 91 | 77 | 243 | 115 | 154 | 422 | 90 |
| | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Accounting and financial services | 23 | 2 | 13 | 8 | 3 | 6 | 5 | 9 | 4 | 5 | 8 | 8 | 7 | 19 | 4 |
| | 9.8% | 2.9% | 14.5% | 11.0% | 6.5% | 9.8% | 9.1% | 9.5% | 9.9% | 15.4% | 9.1% | 16.6% | 7.2% | 9.9% | 9.2% |
| Construction | 27 | 5 | 11 | 12 | 9 | 8 | 4 | 7 | 3 | 4 | 13 | 9 | 5 | 25 | 2 |
| | 41.5% | 34.9% | 40.9% | 45.5% | 64.6% | 42.3% | 29.1% | 29.3% | 29.6% | 37.8% | 40.9% | 45.4% | 37.8% | 43.6% | 24.6% |
| Drivers | 19 | 6 | 8 | 6 | 4 | 7 | 3 | 4 | 1 | 5 | 11 | 3 | 5 | 17 | 2 |
| | 16.6% | 12.8% | 19.7% | 18.0% | 16.7% | 22.8% | 11.7% | 9.5% | 6.1% | 21.4% | 27.0% | 12.4% | 9.7% | 18.0% | 10.2% |
| Education | 30 | 9 | 7 | 14 | 5 | 8 | 10 | 14 | 4 | 3 | 12 | 9 | 9 | 26 | 4 |
| | 32.5% | 36.0% | 21.9% | 40.9% | 27.9% | 35.6% | 41.1% | 36.4% | 29.1% | 22.1% | 36.8% | 33.5% | 27.7% | 31.9% | 38.4% |
| Engineering & technical | 40 | 10 | 16 | 14 | 14 | 6 | 5 | 8 | 3 | 12 | 17 | 8 | 14 | 33 | 6 |
| | 33.9% | 26.5% | 35.7% | 39.6% | 50.5% | 23.1% | 21.1% | 22.2% | 24.0% | 42.6% | 35.2% | 33.2% | 32.8% | 34.5% | 31.1% |
| Executive recruitment / interim management | 19 | 6 | 8 | 4 | 4 | 8 | 1 | 6 | 5 | 1 | 6 | 6 | 7 | 16 | 3 |
| | 13.0% | 16.0% | 15.4% | 8.0% | 12.7% | 21.0% | 3.3% | 10.5% | 18.7% | 5.9% | 14.8% | 20.9% | 9.0% | 13.6% | 10.4% |
| Health & social care | 49 | 18 | 14 | 17 | 10 | 12 | 10 | 17 | 6 | 10 | 13 | 11 | 25 | 37 | 12 |
| | 45.1% | 45.7% | 43.0% | 46.3% | 46.6% | 48.9% | 54.3% | 41.4% | 30.0% | 46.3% | 38.3% | 42.1% | 51.6% | 43.3% | 52.1% |
| Hospitality | 23 | 9 | 6 | 8 | 1 | 2 | 10 | 17 | 8 | 3 | 10 | 6 | 7 | 17 | 6 |
| | 26.4% | 32.1% | 20.2% | 27.0% | 6.5% | 12.2% | 43.5% | 43.0% | 42.4% | 16.0% | 31.8% | 31.5% | 19.3% | 22.3% | 58.2% |
| Industrial | 14 | 5 | 6 | 3 | 3 | 9 | - | - | - | 2 | 8 | 2 | 4 | 13 | 1 |
| | 19.8% | 24.2% | 25.8% | 10.8% | 21.9% | 44.5% | - | - | - | 15.1% | 21.8% | 15.5% | 18.5% | 21.5% | 9.7% |
| Legal & HR | 9 | 3 | 3 | 3 | 2 | 4 | 1 | 2 | 1 | 1 | 3 | 5 | 1 | 7 | 2 |
| | 5.5% | 6.2% | 5.3% | 5.2% | 5.9% | 10.6% | 2.8% | 3.1% | 3.4% | 3.6% | 7.9% | 12.2% | 1.1% | 5.6% | 5.1% |
| Life sciences | 4 | 3 | 1 | - | - | 3 | 1 | 1 | - | - | 1 | 2 | 1 | 4 | - |
| | 17.4% | 31.1% | 15.3% | - | - | 42.8% | 34.2% | 16.3% | - | - | 13.1% | 65.9% | 8.0% | 19.1% | - |
| Marketing, media & creative | 9 | 3 | 4 | 2 | 1 | 1 | 2 | 3 | 1 | 4 | 5 | 1 | 3 | 8 | 1 |
| | 6.3% | 6.5% | 8.3% | 4.1% | 4.3% | 3.1% | 6.0% | 4.9% | 3.8% | 14.9% | 10.1% | 3.8% | 4.5% | 6.6% | 4.6% |
| Office professionals | 26 | 7 | 10 | 8 | 7 | 6 | 5 | 7 | 2 | 6 | 11 | 10 | 5 | 19 | 6 |
| | 8.9% | 7.6% | 10.7% | 8.3% | 12.6% | 8.5% | 7.7% | 6.0% | 4.0% | 11.3% | 10.7% | 14.3% | 4.1% | 8.1% | 12.6% |

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 | | November 2017 | | | South excluding London | South including London | | | | | | | |
| | Total | 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 | 512 | 165 | 170 | 177 | 109 | 126 | 114 | 198 | 84 | 79 | 241 | 117 | 154 | 423 | 89 |
| Weighted Total | 512 | 165 | 170 | 176 | 106 | 122 | 115 | 207 | 91 | 77 | 243 | 115 | 154 | 422 | 90 |
| | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Sales & retail | 29 | 10 | 10 | 10 | 7 | 4 | 6 | 10 | 4 | 7 | 16 | 5 | 8 | 25 | 4 |
| | 19.3% | 16.2% | 19.9% | 23.2% | 21.6% | 12.1% | 19.6% | 18.0% | 16.2% | 28.0% | 22.6% | 20.3% | 14.5% | 21.4% | 12.5% |
| Technology | 17 | 4 | 8 | 5 | 5 | 5 | 3 | 5 | 2 | 2 | 8 | 5 | 4 | 16 | 1 |
| | 13.8% | 10.1% | 17.6% | 12.9% | 18.6% | 17.2% | 10.6% | 11.2% | 12.0% | 9.1% | 21.3% | 16.6% | 7.3% | 15.3% | 5.0% |
| None | 286 | 92 | 101 | 93 | 56 | 68 | 65 | 117 | 52 | 44 | 146 | 58 | 82 | 231 | 56 |
| | 55.9% | 55.8% | 59.3% | 52.7% | 53.0% | 55.9% | 56.5% | 56.8% | 57.2% | 57.5% | 60.2% | 50.6% | 53.1% | 54.6% | 62.3% |
| Net: Any | 226 | 73 | 69 | 83 | 50 | 54 | 50 | 89 | 39 | 33 | 97 | 57 | 72 | 192 | 34 |
| | 44.1% | 44.2% | 40.7% | 47.3% | 47.0% | 44.1% | 43.5% | 43.2% | 42.8% | 42.5% | 39.8% | 49.4% | 46.9% | 45.4% | 37.7% |

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

Jobs Outlook - Combined

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

SUMMARY TABLE

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

| | Total | Greatly increase | Slightly increase | Stay the same | Slightly decrease | Greatly decrease | Don't know | Net: Increase | Net: Decrease | Net: Increase + Stay the same | Mean |
|--|---------------|------------------|-------------------|---------------|-------------------|------------------|-------------|---------------|---------------|-------------------------------|------|
| Accounting and financial services | 40 100.0% | - - | 2 5.1% | 24 60.2% | 3 7.5% | - - | 11 27.2% | 2 5.1% | 3 7.5% | 26 65.3% | 3.0 |
| Construction | 19 100.0% | - - | 4 21.1% | 10 54.0% | 2 9.4% | - - | 3 15.4% | 4 21.1% | 2 9.4% | 14 75.2% | 3.1 |
| Drivers | 25 100.0% | 1 4.3% | 4 14.9% | 11 45.9% | 4 15.6% | - - | 5 19.4% | 5 19.2% | 4 15.6% | 16 65.0% | 3.1 |
| Education | 19 100.0% | - - | 3 15.2% | 14 73.2% | - - | - - | 2 11.6% | 3 15.2% | - - | 16 88.4% | 3.2 |
| Engineering & technical | 21 100.0% | - - | 1 4.4% | 13 63.1% | 1 4.9% | - - | 6 27.7% | 1 4.4% | 1 4.9% | 14 67.4% | 3.0 |
| Executive recruitment / interim management | 26 100.0% | - - | - - | 16 62.3% | 1 3.5% | - - | 9 34.2% | - - | 1 3.5% | 16 62.3% | 2.9 |
| Health & social care | 15 100.0% | 1 6.2% | 3 18.3% | 8 52.0% | 2 11.3% | - - | 2 12.2% | 4 24.6% | 2 11.3% | 11 76.5% | 3.2 |
| Hospitality | 8 100.0% | - - | - - | 4 50.5% | - - | - - | 4 49.5% | - - | - - | 4 50.5% | 3.0 |
| Industrial | 23 100.0% | 1 4.0% | - - | 16 67.2% | 1 3.9% | - - | 6 25.0% | 1 4.0% | 1 3.9% | 16 71.1% | 3.1 |
| Legal & HR | 31 100.0% | - - | 3 9.7% | 19 61.8% | - - | - - | 9 28.6% | 3 9.7% | - - | 22 71.4% | 3.1 |
| Life sciences | 3 100.0% | - - | - - | 1 31.8% | - - | - - | 2 68.2% | - - | - - | 1 31.8% | 3.0 |
| Marketing, media & creative | 24 100.0% | - - | 1 3.8% | 14 59.5% | 1 4.0% | - - | 8 32.7% | 1 3.8% | 1 4.0% | 15 63.3% | 3.0 |
| Office professionals | 61 100.0% | - - | 4 6.7% | 41 66.8% | 4 6.2% | - - | 12 20.4% | 4 6.7% | 4 6.2% | 45 73.4% | 3.0 |
| Sales & retail | 18 100.0% | - - | 1 5.8% | 8 44.3% | 2 11.1% | - - | 7 38.7% | 1 5.8% | 2 11.1% | 9 50.1% | 2.9 |
| Technology | 19 100.0% | - - | 1 5.3% | 12 67.5% | - - | - - | 5 27.1% | 1 5.3% | - - | 13 72.9% | 3.1 |
| Average (response based including bases) | 351 100.0% | 3 .8% | 26 7.5% | 212 60.3% | 20 5.7% | - - | 90 25.7% | 29 8.3% | 20 5.7% | 241 68.6% | 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 | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| | | | | | | | | | | | | | | | | |
| Significance Level: 95% | | | a | b | c | d | e | f | g | h | i | j | k | l | m | n |
| Unweighted Total | | 353 | 58 | 116 | 179 | 83 | 98 | 74 | 116 | 42 | 56 | 58 | 82 | 213 | 309 | 44 |
| Weighted Total | | 351 | 57 | 111 | 184 | 77 | 95 | 80 | 125 | 45 | 54 | 57 | 80 | 214 | 310 | 42 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Greatly increase | | (5) | 3 | 2 | 1 | - | 1 | 1 | 1 | - | 1 | 1 | - | 2 | 3 | - |
| | | | .8% | - | .5% | - | 1.0% | 1.2% | .7% | - | 2.0% | 1.9% | - | .9% | .9% | - |
| Slightly increase | | (4) | 26 | 7 | 12 | 5 | 10 | 6 | 10 | 4 | 2 | 4 | 10 | 12 | 20 | 6 |
| | | | 7.5% | 14.0% | 5.9% | 6.0% | 10.2% | 7.2% | 8.0% | 9.3% | 3.5% | 6.9% | 13.1% | 5.5% | 6.5% | 14.7% |
| Stay the same | | (3) | 212 | 92 | 89 | 41 | 66 | 42 | 59 | 17 | 45 | 51 | 59 | 103 | 192 | 20 |
| | | | 60.3% | 83.1% | 48.3% | 53.8% | 69.4% | 53.3% | 47.3% | 36.8% | 83.7% | 88.0% | 73.3% | 48.1% | 62.1% | 47.5% |
| Slightly decrease | | (2) | 20 | 3 | 4 | 3 | 6 | 8 | 8 | - | 3 | 2 | 11 | 7 | 19 | 1 |
| | | | 5.7% | 2.5% | 2.1% | 3.6% | 6.1% | 10.0% | 6.4% | - | 6.3% | 3.3% | 13.6% | 3.4% | 6.2% | 2.2% |
| Greatly decrease | | (1) | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Don't know | | | 90 | 8 | 78 | 28 | 13 | 23 | 47 | 24 | 2 | - | - | 90 | 75 | 15 |
| | | | 25.7% | 6.8% | 42.7% | 36.7% | 13.3% | 28.3% | 37.6% | 53.9% | 4.6% | - | - | 42.2% | 24.4% | 35.6% |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | | 29 | 9 | 13 | 5 | 11 | 7 | 11 | 4 | 3 | 5 | 10 | 14 | 23 | 6 |
| | | | 8.3% | 7.7% | 6.9% | 6.0% | 11.2% | 8.4% | 8.7% | 9.3% | 5.4% | 8.7% | 13.1% | 6.4% | 7.4% | 14.7% |
| Net: Decrease | | | 20 | 3 | 4 | 3 | 6 | 8 | 8 | - | 3 | 2 | 11 | 7 | 19 | 1 |
| | | | 5.7% | 2.5% | 2.1% | 3.6% | 6.1% | 10.0% | 6.4% | - | 6.3% | 3.3% | 13.6% | 3.4% | 6.2% | 2.2% |
| Net: Increase + Stay the same | | | 241 | 101 | 101 | 46 | 77 | 49 | 70 | 21 | 48 | 56 | 69 | 117 | 215 | 26 |
| | | | 68.6% | 90.8% | 55.2% | 59.7% | 80.6% | 61.6% | 56.0% | 46.1% | 89.2% | 96.7% | 86.4% | 54.4% | 69.5% | 62.2% |
| Mean score | | | 3.0 | 3.1 | 3.1 | 3.0 | 3.1 | 3.0 | 3.0 | 3.2 | 3.0 | 3.1 | 3.0 | 3.1 | 3.0 | 3.2 |

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

Jobs Outlook - Combined

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

Accounting and financial services

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

| | | | WAVE | | | REGION | | | | | SIZE | | | SECTOR | | |
|-------------------------------|-----|--------|----------------|--------------|---------------|--------|----------|------------------------|------------------------|--------|--------|--------|--------|--------|---------|--------|
| | | Total | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | *a | *b | *c | *d | *e | *f | *g | *h | *i | *j | *k | *l | m | *n |
| Unweighted Total | | 40 | 9 | 12 | 19 | 10 | 13 | 7 | 12 | 5 | 5 | 3 | 11 | 26 | 35 | 5 |
| Weighted Total | | 40 | 9 | 11 | 20 | 9 | 13 | 8 | 13 | 5 | 5 | 3 | 11 | 26 | 35 | 5 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Greatly increase | (5) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Slightly increase | (4) | 2 | 1 | - | 1 | - | 1 | - | 1 | 1 | - | - | 1 | 1 | 1 | 1 |
| | | 5.1% | 11.9% | - | 5.0% | - | 7.9% | - | 8.0% | 19.6% | - | - | 9.3% | 4.0% | 2.8% | 22.2% |
| Stay the same | (3) | 24 | 5 | 10 | 10 | 5 | 8 | 5 | 6 | 1 | 5 | 3 | 8 | 13 | 22 | 2 |
| | | 60.2% | 54.9% | 84.2% | 48.7% | 59.9% | 61.3% | 61.9% | 44.0% | 18.1% | 100.0% | 100.0% | 71.6% | 51.0% | 63.2% | 37.8% |
| Slightly decrease | (2) | 3 | 2 | 1 | - | - | 2 | 1 | 1 | - | - | - | 2 | 1 | 3 | - |
| | | 7.5% | 22.8% | 8.5% | - | - | 15.5% | 13.4% | 7.9% | - | - | - | 19.0% | 3.7% | 8.5% | - |
| Greatly decrease | (1) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Don't know | | 11 | 1 | 1 | 9 | 4 | 2 | 2 | 5 | 3 | - | - | - | 11 | 9 | 2 |
| | | 27.2% | 10.4% | 7.4% | 46.2% | 40.1% | 15.3% | 24.7% | 40.0% | 62.3% | - | - | - | 41.3% | 25.4% | 40.1% |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 2 | 1 | - | 1 | - | 1 | - | 1 | 1 | - | - | 1 | 1 | 1 | 1 |
| | | 5.1% | 11.9% | - | 5.0% | - | 7.9% | - | 8.0% | 19.6% | - | - | 9.3% | 4.0% | 2.8% | 22.2% |
| Net: Decrease | | 3 | 2 | 1 | - | - | 2 | 1 | 1 | - | - | - | 2 | 1 | 3 | - |
| | | 7.5% | 22.8% | 8.5% | - | - | 15.5% | 13.4% | 7.9% | - | - | - | 19.0% | 3.7% | 8.5% | - |
| Net: Increase + Stay the same | | 26 | 6 | 10 | 11 | 5 | 9 | 5 | 7 | 2 | 5 | 3 | 9 | 14 | 23 | 3 |
| | | 65.3% | 66.8% | 84.2% | 53.8% | 59.9% | 69.2% | 61.9% | 52.0% | 37.7% | 100.0% | 100.0% | 81.0% | 55.0% | 66.1% | 59.9% |
| Mean score | | 3.0 | 2.9 | 2.9 | 3.1 | 3.0 | 2.9 | 2.8 | 3.0 | 3.5 | 3.0 | 3.0 | 2.9 | 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_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 | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | *a | *b | *c | *d | *e | *f | *g | *h | *i | *j | *k | *l | *m | *n |
| Unweighted Total | | 19 | 2 | 7 | 10 | 4 | 5 | 5 | 6 | 1 | 4 | 9 | 4 | 6 | 18 | 1 |
| Weighted Total | | 19 | 2 | 7 | 10 | 4 | 5 | 5 | 6 | 1 | 4 | 9 | 4 | 6 | 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% |
| Greatly increase | (5) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Slightly increase | (4) | 4 | - | 2 | 2 | 2 | 1 | - | - | - | 1 | 3 | 1 | - | 4 | - |
| | | 21.1% | - | 28.0% | 20.4% | 49.3% | 19.5% | - | - | - | 27.3% | 33.8% | 22.8% | - | 22.2% | - |
| Stay the same | (3) | 10 | 1 | 5 | 4 | 1 | 3 | 3 | 4 | 1 | 2 | 5 | 3 | 2 | 10 | - |
| | | 54.0% | 56.7% | 72.0% | 40.4% | 24.4% | 61.1% | 61.9% | 69.1% | 100.0% | 51.3% | 56.0% | 77.2% | 34.7% | 56.7% | - |
| Slightly decrease | (2) | 2 | 1 | - | 1 | - | - | 1 | 1 | - | 1 | 1 | - | 1 | 2 | - |
| | | 9.4% | 43.3% | - | 9.5% | - | - | 19.5% | 15.8% | - | 21.4% | 10.2% | - | 14.7% | 9.9% | - |
| Greatly decrease | (1) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Don't know | | 3 | - | - | 3 | 1 | 1 | 1 | 1 | - | - | - | - | 3 | 2 | 1 |
| | | 15.4% | - | - | 29.7% | 26.3% | 19.5% | 18.6% | 15.1% | - | - | - | - | 50.5% | 11.2% | 100.0% |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 4 | - | 2 | 2 | 2 | 1 | - | - | - | 1 | 3 | 1 | - | 4 | - |
| | | 21.1% | - | 28.0% | 20.4% | 49.3% | 19.5% | - | - | - | 27.3% | 33.8% | 22.8% | - | 22.2% | - |
| Net: Decrease | | 2 | 1 | - | 1 | - | - | 1 | 1 | - | 1 | 1 | - | 1 | 2 | - |
| | | 9.4% | 43.3% | - | 9.5% | - | - | 19.5% | 15.8% | - | 21.4% | 10.2% | - | 14.7% | 9.9% | - |
| Net: Increase + Stay the same | | 14 | 1 | 7 | 6 | 3 | 4 | 3 | 4 | 1 | 3 | 8 | 4 | 2 | 14 | - |
| | | 75.2% | 56.7% | 100.0% | 60.7% | 73.7% | 80.5% | 61.9% | 69.1% | 100.0% | 78.6% | 89.8% | 100.0% | 34.7% | 78.9% | - |
| Mean score | | 3.1 | 2.6 | 3.3 | 3.2 | 3.7 | 3.2 | 2.8 | 2.8 | 3.0 | 3.1 | 3.2 | 3.2 | 2.7 | 3.1 | - |

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 | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | *a | *b | *c | *d | *e | *f | *g | *h | *i | *j | *k | *l | *m | *n |
| Unweighted Total | | 26 | 5 | 10 | 11 | 9 | 6 | 5 | 6 | 1 | 5 | 8 | 4 | 14 | 23 | 3 |
| Weighted Total | | 25 | 5 | 9 | 11 | 8 | 6 | 5 | 6 | 1 | 5 | 8 | 4 | 13 | 22 | 3 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Greatly increase | (5) | 1 | - | 1 | - | - | - | - | - | - | 1 | 1 | - | - | 1 | - |
| | | 4.3% | - | 11.3% | - | - | - | - | - | - | 21.3% | 14.0% | - | - | 4.9% | - |
| Slightly increase | (4) | 4 | 1 | 2 | 1 | 3 | 1 | - | - | - | - | 1 | 2 | 1 | 4 | - |
| | | 14.9% | 18.6% | 19.1% | 9.4% | 32.8% | 16.9% | - | - | - | - | 11.9% | 46.9% | 6.8% | 16.8% | - |
| Stay the same | (3) | 11 | 2 | 6 | 4 | 1 | 3 | 4 | 4 | - | 4 | 5 | 1 | 6 | 10 | 2 |
| | | 45.9% | 40.9% | 60.8% | 34.7% | 10.6% | 49.9% | 77.8% | 63.9% | - | 78.7% | 61.5% | 27.3% | 42.5% | 43.6% | 63.6% |
| Slightly decrease | (2) | 4 | 2 | - | 2 | 2 | 1 | 1 | 1 | - | - | 1 | 1 | 2 | 4 | - |
| | | 15.6% | 40.5% | - | 18.2% | 22.7% | 16.3% | 22.2% | 18.2% | - | - | 12.7% | 25.8% | 14.2% | 17.6% | - |
| Greatly decrease | (1) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Don't know | | 5 | - | 1 | 4 | 3 | 1 | - | 1 | 1 | - | - | - | 5 | 4 | 1 |
| | | 19.4% | - | 8.8% | 37.7% | 33.9% | 16.9% | - | 18.0% | 100.0% | - | - | - | 36.5% | 17.2% | 36.4% |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 5 | 1 | 3 | 1 | 3 | 1 | - | - | - | 1 | 2 | 2 | 1 | 5 | - |
| | | 19.2% | 18.6% | 30.3% | 9.4% | 32.8% | 16.9% | - | - | - | 21.3% | 25.9% | 46.9% | 6.8% | 21.6% | - |
| Net: Decrease | | 4 | 2 | - | 2 | 2 | 1 | 1 | 1 | - | - | 1 | 1 | 2 | 4 | - |
| | | 15.6% | 40.5% | - | 18.2% | 22.7% | 16.3% | 22.2% | 18.2% | - | - | 12.7% | 25.8% | 14.2% | 17.6% | - |
| Net: Increase + Stay the same | | 16 | 3 | 9 | 5 | 4 | 4 | 4 | 4 | - | 5 | 7 | 3 | 6 | 14 | 2 |
| | | 65.0% | 59.5% | 91.2% | 44.1% | 43.4% | 66.8% | 77.8% | 63.9% | - | 100.0% | 87.3% | 74.2% | 49.3% | 65.2% | 63.6% |
| Mean score | | 3.1 | 2.8 | 3.5 | 2.9 | 3.2 | 3.0 | 2.8 | 2.8 | - | 3.4 | 3.3 | 3.2 | 2.9 | 3.1 | 3.0 |

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

Jobs Outlook - Combined

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

Education

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

| | | | WAVE | | | REGION | | | | | SIZE | | | SECTOR | | |
|-------------------------------|-----|--------|----------------|--------------|---------------|--------|----------|------------------------|------------------------|--------|--------|--------|--------|--------|---------|--------|
| | | Total | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | *a | *b | *c | *d | *e | *f | *g | *h | *i | *j | *k | *l | *m | *n |
| Unweighted Total | | 19 | 4 | 5 | 10 | 5 | 6 | 3 | 6 | 3 | 2 | 2 | 8 | 9 | 18 | 1 |
| Weighted Total | | 19 | 4 | 5 | 10 | 5 | 6 | 3 | 6 | 3 | 2 | 2 | 8 | 9 | 17 | 1 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Greatly increase | (5) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Slightly increase | (4) | 3 | 1 | - | 2 | - | 3 | - | - | - | - | - | 2 | 1 | 3 | - |
| | | 15.2% | 24.8% | - | 19.8% | - | 49.3% | - | - | - | - | - | 24.9% | 10.8% | 16.3% | - |
| Stay the same | (3) | 14 | 3 | 5 | 6 | 4 | 3 | 3 | 5 | 2 | 2 | 2 | 6 | 6 | 12 | 1 |
| | | 73.2% | 75.2% | 100.0% | 58.2% | 80.1% | 50.7% | 100.0% | 80.7% | 62.7% | 100.0% | 100.0% | 75.1% | 64.9% | 71.2% | 100.0% |
| Slightly decrease | (2) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Greatly decrease | (1) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Don't know | | 2 | - | - | 2 | 1 | - | - | 1 | 1 | - | - | - | 2 | 2 | - |
| | | 11.6% | - | - | 22.0% | 19.9% | - | - | 19.3% | 37.3% | - | - | - | 24.3% | 12.4% | - |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 3 | 1 | - | 2 | - | 3 | - | - | - | - | - | 2 | 1 | 3 | - |
| | | 15.2% | 24.8% | - | 19.8% | - | 49.3% | - | - | - | - | - | 24.9% | 10.8% | 16.3% | - |
| Net: Decrease | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Net: Increase + Stay the same | | 16 | 4 | 5 | 8 | 4 | 6 | 3 | 5 | 2 | 2 | 2 | 8 | 7 | 15 | 1 |
| | | 88.4% | 100.0% | 100.0% | 78.0% | 80.1% | 100.0% | 100.0% | 80.7% | 62.7% | 100.0% | 100.0% | 100.0% | 75.7% | 87.6% | 100.0% |
| Mean score | | 3.2 | 3.2 | 3.0 | 3.3 | 3.0 | 3.5 | 3.0 | 3.0 | 3.0 | 3.0 | 3.0 | 3.2 | 3.1 | 3.2 | 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 | | |
|-------------------------------|-----|----------------|--------------|---------------|--------|----------|------------------------|------------------------|--------|--------|--------|--------|--------|---------|--------|--------|
| | | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public | |
| Significance Level: 95% | | Total | *a | *b | *c | *d | *e | *f | *g | *h | *i | *j | *k | *l | *m | *n |
| Unweighted Total | | 21 | 3 | 7 | 11 | 3 | 7 | 6 | 7 | 1 | 4 | 4 | 3 | 14 | 20 | 1 |
| Weighted Total | | 21 | 3 | 7 | 12 | 3 | 7 | 7 | 8 | 1 | 4 | 4 | 3 | 14 | 20 | 1 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Greatly increase | (5) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Slightly increase | (4) | 1 | - | - | 1 | - | - | 1 | 1 | - | - | - | - | 1 | 1 | - |
| | | 4.4% | - | - | 8.0% | - | - | 13.8% | 11.8% | - | - | - | - | 6.5% | 4.6% | - |
| Stay the same | (3) | 13 | 2 | 6 | 6 | 1 | 6 | 3 | 3 | - | 4 | 4 | 2 | 8 | 13 | 1 |
| | | 63.1% | 65.9% | 87.4% | 48.5% | 32.1% | 85.5% | 42.5% | 36.3% | - | 100.0% | 100.0% | 65.9% | 52.6% | 61.5% | 100.0% |
| Slightly decrease | (2) | 1 | 1 | - | - | - | - | 1 | 1 | - | - | - | 1 | - | 1 | - |
| | | 4.9% | 34.1% | - | - | - | - | 15.4% | 13.1% | - | - | - | 34.1% | - | 5.1% | - |
| Greatly decrease | (1) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Don't know | | 6 | - | 1 | 5 | 2 | 1 | 2 | 3 | 1 | - | - | - | 6 | 6 | - |
| | | 27.7% | - | 12.6% | 43.5% | 67.9% | 14.5% | 28.4% | 38.8% | 100.0% | - | - | - | 40.9% | 28.9% | - |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 1 | - | - | 1 | - | - | 1 | 1 | - | - | - | - | 1 | 1 | - |
| | | 4.4% | - | - | 8.0% | - | - | 13.8% | 11.8% | - | - | - | - | 6.5% | 4.6% | - |
| Net: Decrease | | 1 | 1 | - | - | - | - | 1 | 1 | - | - | - | 1 | - | 1 | - |
| | | 4.9% | 34.1% | - | - | - | - | 15.4% | 13.1% | - | - | - | 34.1% | - | 5.1% | - |
| Net: Increase + Stay the same | | 14 | 2 | 6 | 7 | 1 | 6 | 4 | 4 | - | 4 | 4 | 2 | 9 | 14 | 1 |
| | | 67.4% | 65.9% | 87.4% | 56.5% | 32.1% | 85.5% | 56.2% | 48.1% | - | 100.0% | 100.0% | 65.9% | 59.1% | 66.0% | 100.0% |
| Mean score | | 3.0 | 2.7 | 3.0 | 3.1 | 3.0 | 3.0 | 3.0 | 3.0 | - | 3.0 | 3.0 | 2.7 | 3.1 | 3.0 | 3.0 |

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

Jobs Outlook - Combined

Q14_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 | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | *a | *b | *c | *d | *e | *f | *g | *h | *i | *j | *k | *l | *m | *n |
| Unweighted Total | | 26 | 1 | 8 | 17 | 7 | 7 | 4 | 8 | 4 | 4 | 2 | 4 | 20 | 23 | 3 |
| Weighted Total | | 26 | 1 | 8 | 18 | 6 | 7 | 5 | 9 | 4 | 4 | 2 | 4 | 21 | 24 | 3 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Greatly increase | (5) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Slightly increase | (4) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Stay the same | (3) | 16 | 1 | 7 | 9 | 4 | 6 | 3 | 4 | 1 | 3 | 2 | 4 | 11 | 16 | 1 |
| | | 62.3% | 100.0% | 89.0% | 49.1% | 56.9% | 84.9% | 60.1% | 43.6% | 26.0% | 77.1% | 100.0% | 100.0% | 51.6% | 66.0% | 30.9% |
| Slightly decrease | (2) | 1 | - | - | 1 | - | - | - | - | - | 1 | - | - | 1 | - | 1 |
| | | 3.5% | - | - | 5.1% | - | - | - | - | - | 22.9% | - | - | 4.5% | - | 32.6% |
| Greatly decrease | (1) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Don't know | | 9 | - | 1 | 8 | 3 | 1 | 2 | 5 | 3 | - | - | - | 9 | 8 | 1 |
| | | 34.2% | - | 11.0% | 45.8% | 43.1% | 15.1% | 39.9% | 56.4% | 74.0% | - | - | - | 44.0% | 34.0% | 36.4% |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Net: Decrease | | 1 | - | - | 1 | - | - | - | - | - | 1 | - | - | 1 | - | 1 |
| | | 3.5% | - | - | 5.1% | - | - | - | - | - | 22.9% | - | - | 4.5% | - | 32.6% |
| Net: Increase + Stay the same | | 16 | 1 | 7 | 9 | 4 | 6 | 3 | 4 | 1 | 3 | 2 | 4 | 11 | 16 | 1 |
| | | 62.3% | 100.0% | 89.0% | 49.1% | 56.9% | 84.9% | 60.1% | 43.6% | 26.0% | 77.1% | 100.0% | 100.0% | 51.6% | 66.0% | 30.9% |
| Mean score | | 2.9 | 3.0 | 3.0 | 2.9 | 3.0 | 3.0 | 3.0 | 3.0 | 3.0 | 2.8 | 3.0 | 3.0 | 2.9 | 3.0 | 2.5 |

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 | | |
|-------------------------------|-----|----------------|--------------|---------------|--------|----------|------------------------|------------------------|--------|--------|--------|--------|--------|---------|--------|--------|
| | | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public | |
| Significance Level: 95% | | Total | *a | *b | *c | *d | *e | *f | *g | *h | *i | *j | *k | *l | *m | *n |
| Unweighted Total | | 16 | 4 | 5 | 7 | 4 | 3 | 3 | 5 | 2 | 4 | 1 | 8 | 7 | 13 | 3 |
| Weighted Total | | 15 | 4 | 5 | 7 | 4 | 3 | 3 | 5 | 2 | 4 | 1 | 7 | 7 | 12 | 3 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Greatly increase | (5) | 1 | - | - | 1 | - | - | 1 | 1 | - | - | - | - | 1 | 1 | - |
| | | 6.2% | - | - | 13.9% | - | - | 33.0% | 19.6% | - | - | - | - | 14.2% | 7.5% | - |
| Slightly increase | (4) | 3 | 1 | - | 2 | - | 1 | 1 | 1 | - | 1 | - | 2 | 1 | 2 | 1 |
| | | 18.3% | 23.0% | - | 28.7% | - | 32.0% | 33.0% | 19.6% | - | 23.3% | - | 24.4% | 14.2% | 15.5% | 32.5% |
| Stay the same | (3) | 8 | 1 | 4 | 3 | 2 | 2 | 1 | 3 | 2 | 1 | 1 | 5 | 2 | 7 | 1 |
| | | 52.0% | 30.9% | 81.6% | 42.4% | 47.9% | 68.0% | 33.9% | 60.8% | 100.0% | 29.9% | 100.0% | 64.0% | 31.3% | 55.4% | 35.0% |
| Slightly decrease | (2) | 2 | 1 | 1 | - | 1 | - | - | - | - | 1 | - | 1 | 1 | 2 | - |
| | | 11.3% | 23.1% | 18.4% | - | 24.1% | - | - | - | - | 23.4% | - | 11.7% | 12.5% | 13.6% | - |
| Greatly decrease | (1) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Don't know | | 2 | 1 | - | 1 | 1 | - | - | - | - | 1 | - | - | 2 | 1 | 1 |
| | | 12.2% | 23.0% | - | 15.0% | 28.0% | - | - | - | - | 23.3% | - | - | 27.8% | 8.1% | 32.5% |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 4 | 1 | - | 3 | - | 1 | 2 | 2 | - | 1 | - | 2 | 2 | 3 | 1 |
| | | 24.6% | 23.0% | - | 42.6% | - | 32.0% | 66.1% | 39.2% | - | 23.3% | - | 24.4% | 28.4% | 23.0% | 32.5% |
| Net: Decrease | | 2 | 1 | 1 | - | 1 | - | - | - | - | 1 | - | 1 | 1 | 2 | - |
| | | 11.3% | 23.1% | 18.4% | - | 24.1% | - | - | - | - | 23.4% | - | 11.7% | 12.5% | 13.6% | - |
| Net: Increase + Stay the same | | 11 | 2 | 4 | 6 | 2 | 3 | 3 | 5 | 2 | 2 | 1 | 7 | 4 | 10 | 2 |
| | | 76.5% | 53.9% | 81.6% | 85.0% | 47.9% | 100.0% | 100.0% | 100.0% | 100.0% | 53.2% | 100.0% | 88.3% | 59.7% | 78.3% | 67.5% |
| Mean score | | 3.2 | 3.0 | 2.8 | 3.7 | 2.7 | 3.3 | 4.0 | 3.6 | 3.0 | 3.0 | 3.0 | 3.1 | 3.4 | 3.2 | 3.5 |

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

Jobs Outlook - Combined

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

Hospitality

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

| | | WAVE | | | REGION | | | | | | SIZE | | | SECTOR | | |
|-------------------------------|-----|----------------|--------------|---------------|--------|----------|------------------------|------------------------|--------|--------|--------|--------|------|---------|--------|--------|
| | | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public | |
| Significance Level: 95% | | Total | *a | *b | *c | *d | *e | *f | *g | *h | *i | *j | *k | *l | *m | *n |
| Unweighted Total | | 8 | 1 | 3 | 4 | 1 | 1 | 2 | 5 | 3 | 1 | - | - | 8 | 7 | 1 |
| Weighted Total | | 8 | 1 | 3 | 4 | 1 | 1 | 2 | 5 | 3 | 1 | - | - | 8 | 7 | 1 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | - | - | 100.0% | 100.0% | 100.0% |
| Greatly increase | (5) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | | | | | | | | | | | | | | | |
| Slightly increase | (4) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | | | | | | | | | | | | | | | |
| Stay the same | (3) | 4 | 1 | 3 | - | - | 1 | - | 2 | 2 | 1 | - | - | 4 | 4 | - |
| | | 50.5% | 100.0% | 100.0% | - | - | 100.0% | - | 41.3% | 64.4% | 100.0% | - | - | 50.5% | 56.7% | - |
| Slightly decrease | (2) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | | | | | | | | | | | | | | | |
| Greatly decrease | (1) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | | | | | | | | | | | | | | | |
| Don't know | | 4 | - | - | 4 | 1 | - | 2 | 3 | 1 | - | - | - | 4 | 3 | 1 |
| | | 49.5% | - | - | 100.0% | 100.0% | - | 100.0% | 58.7% | 35.6% | - | - | - | 49.5% | 43.3% | 100.0% |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Net: Decrease | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Net: Increase + Stay the same | | 4 | 1 | 3 | - | - | 1 | - | 2 | 2 | 1 | - | - | 4 | 4 | - |
| | | 50.5% | 100.0% | 100.0% | - | - | 100.0% | - | 41.3% | 64.4% | 100.0% | - | - | 50.5% | 56.7% | - |
| Mean score | | 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 | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | *a | *b | *c | *d | *e | *f | *g | *h | *i | *j | *k | *l | *m | *n |
| Unweighted Total | | 23 | 3 | 9 | 11 | 5 | 9 | 5 | 6 | 1 | 3 | 6 | 5 | 12 | 20 | 3 |
| Weighted Total | | 23 | 3 | 8 | 12 | 5 | 9 | 6 | 7 | 1 | 3 | 6 | 5 | 12 | 20 | 3 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Greatly increase | (5) | 1 | - | 1 | - | - | 1 | - | - | - | - | - | - | 1 | 1 | - |
| | | 4.0% | - | 10.9% | - | - | 10.4% | - | - | - | - | - | - | 7.4% | 4.5% | - |
| Slightly increase | (4) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Stay the same | (3) | 16 | 3 | 6 | 7 | 3 | 7 | 3 | 3 | - | 3 | 6 | 4 | 6 | 14 | 2 |
| | | 67.2% | 100.0% | 68.4% | 57.1% | 59.8% | 78.3% | 51.3% | 43.6% | - | 100.0% | 100.0% | 81.9% | 45.9% | 67.3% | 65.9% |
| Slightly decrease | (2) | 1 | - | 1 | - | - | - | 1 | 1 | - | - | - | 1 | - | 1 | - |
| | | 3.9% | - | 10.8% | - | - | - | 15.6% | 13.3% | - | - | - | 18.1% | - | 4.5% | - |
| Greatly decrease | (1) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Don't know | | 6 | - | 1 | 5 | 2 | 1 | 2 | 3 | 1 | - | - | - | 6 | 5 | 1 |
| | | 25.0% | - | 9.9% | 42.9% | 40.2% | 11.3% | 33.1% | 43.1% | 100.0% | - | - | - | 46.7% | 23.6% | 34.1% |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 1 | - | 1 | - | - | 1 | - | - | - | - | - | - | 1 | 1 | - |
| | | 4.0% | - | 10.9% | - | - | 10.4% | - | - | - | - | - | - | 7.4% | 4.5% | - |
| Net: Decrease | | 1 | - | 1 | - | - | - | 1 | 1 | - | - | - | 1 | - | 1 | - |
| | | 3.9% | - | 10.8% | - | - | - | 15.6% | 13.3% | - | - | - | 18.1% | - | 4.5% | - |
| Net: Increase + Stay the same | | 16 | 3 | 7 | 7 | 3 | 8 | 3 | 3 | - | 3 | 6 | 4 | 7 | 14 | 2 |
| | | 71.1% | 100.0% | 79.3% | 57.1% | 59.8% | 88.7% | 51.3% | 43.6% | - | 100.0% | 100.0% | 81.9% | 53.3% | 71.9% | 65.9% |
| Mean score | | 3.1 | 3.0 | 3.1 | 3.0 | 3.0 | 3.2 | 2.8 | 2.8 | - | 3.0 | 3.0 | 2.8 | 3.3 | 3.1 | 3.0 |

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

Jobs Outlook - Combined

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 | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | *a | *b | *c | *d | *e | *f | *g | *h | *i | *j | *k | *l | *m | *n |
| Unweighted Total | | 31 | 3 | 8 | 20 | 9 | 8 | 5 | 10 | 5 | 4 | 1 | 8 | 22 | 25 | 6 |
| Weighted Total | | 31 | 3 | 7 | 20 | 8 | 8 | 6 | 11 | 5 | 4 | 1 | 8 | 22 | 25 | 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 | 1 | 1 | 1 | - | 1 | 1 | 2 | 1 | - | - | 1 | 2 | 2 | 1 |
| | | 9.7% | 34.9% | 12.5% | 4.9% | - | 12.8% | 16.2% | 17.9% | 19.6% | - | - | 12.7% | 9.0% | 7.6% | 18.7% |
| Stay the same | (3) | 19 | 2 | 6 | 11 | 5 | 6 | 2 | 4 | 2 | 4 | 1 | 7 | 11 | 16 | 3 |
| | | 61.8% | 65.1% | 76.1% | 56.1% | 66.2% | 74.5% | 34.3% | 37.0% | 39.8% | 100.0% | 100.0% | 87.3% | 51.0% | 65.0% | 47.4% |
| Slightly decrease | (2) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Greatly decrease | (1) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Don't know | | 9 | - | 1 | 8 | 3 | 1 | 3 | 5 | 2 | - | - | - | 9 | 7 | 2 |
| | | 28.6% | - | 11.4% | 39.0% | 33.8% | 12.8% | 49.5% | 45.2% | 40.6% | - | - | - | 40.0% | 27.4% | 33.9% |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 3 | 1 | 1 | 1 | - | 1 | 1 | 2 | 1 | - | - | 1 | 2 | 2 | 1 |
| | | 9.7% | 34.9% | 12.5% | 4.9% | - | 12.8% | 16.2% | 17.9% | 19.6% | - | - | 12.7% | 9.0% | 7.6% | 18.7% |
| Net: Decrease | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Net: Increase + Stay the same | | 22 | 3 | 7 | 12 | 5 | 7 | 3 | 6 | 3 | 4 | 1 | 8 | 13 | 18 | 4 |
| | | 71.4% | 100.0% | 88.6% | 61.0% | 66.2% | 87.2% | 50.5% | 54.8% | 59.4% | 100.0% | 100.0% | 100.0% | 60.0% | 72.6% | 66.1% |
| Mean score | | 3.1 | 3.3 | 3.1 | 3.1 | 3.0 | 3.1 | 3.3 | 3.3 | 3.3 | 3.0 | 3.0 | 3.1 | 3.2 | 3.1 | 3.3 |

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

Jobs Outlook - Combined

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 | November 2017 | North | Midlands | South excluding London | South including London | 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 | | 3 | 3 | 1 | 1 | 1 | 1 | - | - | - | - | - | 3 | 3 | - |
| Weighted Total | | 3 | 3 | 1 | 1 | 1 | 1 | - | - | - | - | - | 3 | 3 | - |
| | | 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) | 1 | 1 | - | - | 1 | 1 | - | - | - | - | - | 1 | 1 | - |
| | | 31.8% | 31.8% | - | - | 100.0% | 100.0% | - | - | - | - | - | 31.8% | 31.8% | - |
| Slightly decrease | (2) | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Greatly decrease | (1) | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Don't know | | 2 | 2 | 1 | 1 | - | - | - | - | - | - | - | 2 | 2 | - |
| | | 68.2% | 68.2% | 100.0% | 100.0% | - | - | - | - | - | - | - | 68.2% | 68.2% | - |
| NETS | | | | | | | | | | | | | | | |
| Net: Increase | | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Net: Decrease | | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Net: Increase + Stay the same | | 1 | 1 | - | - | 1 | 1 | - | - | - | - | - | 1 | 1 | - |
| | | 31.8% | 31.8% | - | - | 100.0% | 100.0% | - | - | - | - | - | 31.8% | 31.8% | - |
| 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 | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 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 | 1 | 11 | 12 | 5 | 7 | 7 | 9 | 2 | 3 | 5 | 7 | 12 | 22 | 2 |
| Weighted Total | | 24 | 1 | 10 | 13 | 5 | 7 | 8 | 10 | 2 | 3 | 5 | 7 | 13 | 22 | 2 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Greatly increase | (5) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Slightly increase | (4) | 1 | - | 1 | - | - | - | 1 | 1 | - | - | - | - | 1 | 1 | - |
| | | 3.8% | - | 8.8% | - | - | - | 12.0% | 9.2% | - | - | - | - | 7.3% | 4.1% | - |
| Stay the same | (3) | 14 | - | 9 | 6 | 3 | 5 | 4 | 4 | - | 3 | 5 | 6 | 4 | 13 | 1 |
| | | 59.5% | - | 83.2% | 44.6% | 59.7% | 71.1% | 51.4% | 39.5% | - | 100.0% | 100.0% | 85.5% | 30.1% | 60.1% | 52.4% |
| Slightly decrease | (2) | 1 | 1 | - | - | - | 1 | - | - | - | - | - | 1 | - | 1 | - |
| | | 4.0% | 100.0% | - | - | - | 14.4% | - | - | - | - | - | 14.5% | - | 4.4% | - |
| Greatly decrease | (1) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Don't know | | 8 | - | 1 | 7 | 2 | 1 | 3 | 5 | 2 | - | - | - | 8 | 7 | 1 |
| | | 32.7% | - | 8.0% | 55.4% | 40.3% | 14.5% | 36.6% | 51.3% | 100.0% | - | - | - | 62.7% | 31.5% | 47.6% |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 1 | - | 1 | - | - | - | 1 | 1 | - | - | - | - | 1 | 1 | - |
| | | 3.8% | - | 8.8% | - | - | - | 12.0% | 9.2% | - | - | - | - | 7.3% | 4.1% | - |
| Net: Decrease | | 1 | 1 | - | - | - | 1 | - | - | - | - | - | 1 | - | 1 | - |
| | | 4.0% | 100.0% | - | - | - | 14.4% | - | - | - | - | - | 14.5% | - | 4.4% | - |
| Net: Increase + Stay the same | | 15 | - | 10 | 6 | 3 | 5 | 5 | 5 | - | 3 | 5 | 6 | 5 | 14 | 1 |
| | | 63.3% | - | 92.0% | 44.6% | 59.7% | 71.1% | 63.4% | 48.7% | - | 100.0% | 100.0% | 85.5% | 37.3% | 64.2% | 52.4% |
| Mean score | | 3.0 | 2.0 | 3.1 | 3.0 | 3.0 | 2.8 | 3.2 | 3.2 | - | 3.0 | 3.0 | 2.9 | 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

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 | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | *a | *b | *c | *d | *e | *f | *g | *h | *i | *j | *k | l | m | *n |
| Unweighted Total | | 62 | 15 | 18 | 29 | 12 | 16 | 14 | 22 | 8 | 12 | 11 | 13 | 38 | 52 | 10 |
| Weighted Total | | 61 | 15 | 17 | 29 | 11 | 15 | 15 | 24 | 9 | 11 | 11 | 13 | 37 | 52 | 10 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Greatly increase | (5) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Slightly increase | (4) | 4 | 2 | 1 | 1 | - | 1 | 2 | 3 | 1 | - | - | 1 | 3 | 2 | 2 |
| | | 6.7% | 15.1% | 5.3% | 3.4% | - | 6.4% | 13.9% | 13.2% | 11.9% | - | - | 7.7% | 8.3% | 3.7% | 22.7% |
| Stay the same | (3) | 41 | 7 | 16 | 18 | 8 | 12 | 8 | 12 | 4 | 9 | 11 | 10 | 20 | 37 | 4 |
| | | 66.8% | 46.8% | 89.9% | 62.8% | 74.4% | 74.9% | 53.7% | 52.4% | 50.2% | 78.0% | 100.0% | 76.6% | 53.5% | 71.7% | 40.2% |
| Slightly decrease | (2) | 4 | 4 | - | - | - | 1 | 2 | 2 | - | 1 | - | 2 | 2 | 4 | - |
| | | 6.2% | 26.2% | - | - | - | 6.3% | 13.5% | 8.5% | - | 7.2% | - | 15.7% | 4.8% | 7.3% | - |
| Greatly decrease | (1) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Don't know | | 12 | 2 | 1 | 10 | 3 | 2 | 3 | 6 | 3 | 2 | - | - | 12 | 9 | 4 |
| | | 20.4% | 12.0% | 4.8% | 33.8% | 25.6% | 12.3% | 18.9% | 26.0% | 37.9% | 14.7% | - | - | 33.4% | 17.3% | 37.1% |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 4 | 2 | 1 | 1 | - | 1 | 2 | 3 | 1 | - | - | 1 | 3 | 2 | 2 |
| | | 6.7% | 15.1% | 5.3% | 3.4% | - | 6.4% | 13.9% | 13.2% | 11.9% | - | - | 7.7% | 8.3% | 3.7% | 22.7% |
| Net: Decrease | | 4 | 4 | - | - | - | 1 | 2 | 2 | - | 1 | - | 2 | 2 | 4 | - |
| | | 6.2% | 26.2% | - | - | - | 6.3% | 13.5% | 8.5% | - | 7.2% | - | 15.7% | 4.8% | 7.3% | - |
| Net: Increase + Stay the same | | 45 | 9 | 17 | 19 | 8 | 13 | 10 | 15 | 5 | 9 | 11 | 11 | 23 | 39 | 6 |
| | | 73.4% | 61.8% | 95.2% | 66.2% | 74.4% | 81.3% | 67.6% | 65.6% | 62.1% | 78.0% | 100.0% | 84.3% | 61.8% | 75.4% | 62.9% |
| Mean score | | 3.0 | 2.9 | 3.1 | 3.1 | 3.0 | 3.0 | 3.0 | 3.1 | 3.2 | 2.9 | 3.0 | 2.9 | 3.1 | 3.0 | 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 | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 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 | 6 | 6 | 5 | 3 | 5 | 3 | 7 | 4 | 2 | 4 | 3 | 10 | 13 | 4 |
| Weighted Total | | 18 | 6 | 6 | 6 | 3 | 5 | 4 | 8 | 4 | 2 | 4 | 3 | 11 | 14 | 4 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Greatly increase | (5) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Slightly increase | (4) | 1 | 1 | - | - | - | - | - | 1 | 1 | - | - | - | 1 | - | 1 |
| | | 5.8% | 17.0% | - | - | - | - | - | 12.7% | 24.0% | - | - | - | 9.8% | - | 25.3% |
| Stay the same | (3) | 8 | 2 | 5 | 1 | 2 | 3 | 1 | 1 | - | 2 | 4 | 1 | 3 | 6 | 2 |
| | | 44.3% | 35.4% | 85.6% | 14.2% | 70.0% | 60.7% | 23.7% | 11.1% | - | 100.0% | 100.0% | 35.3% | 25.1% | 42.6% | 50.0% |
| Slightly decrease | (2) | 2 | 2 | - | - | - | 1 | 1 | 1 | - | - | - | 2 | - | 2 | - |
| | | 11.1% | 32.7% | - | - | - | 20.3% | 26.8% | 12.6% | - | - | - | 64.7% | - | 14.5% | - |
| Greatly decrease | (1) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Don't know | | 7 | 1 | 1 | 5 | 1 | 1 | 2 | 5 | 3 | - | - | - | 7 | 6 | 1 |
| | | 38.7% | 14.9% | 14.4% | 85.8% | 30.0% | 19.1% | 49.5% | 63.6% | 76.0% | - | - | - | 65.1% | 42.9% | 24.7% |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 1 | 1 | - | - | - | - | - | 1 | 1 | - | - | - | 1 | - | 1 |
| | | 5.8% | 17.0% | - | - | - | - | - | 12.7% | 24.0% | - | - | - | 9.8% | - | 25.3% |
| Net: Decrease | | 2 | 2 | - | - | - | 1 | 1 | 1 | - | - | - | 2 | - | 2 | - |
| | | 11.1% | 32.7% | - | - | - | 20.3% | 26.8% | 12.6% | - | - | - | 64.7% | - | 14.5% | - |
| Net: Increase + Stay the same | | 9 | 3 | 5 | 1 | 2 | 3 | 1 | 2 | 1 | 2 | 4 | 1 | 4 | 6 | 3 |
| | | 50.1% | 52.4% | 85.6% | 14.2% | 70.0% | 60.7% | 23.7% | 23.9% | 24.0% | 100.0% | 100.0% | 35.3% | 34.9% | 42.6% | 75.3% |
| Mean score | | 2.9 | 2.8 | 3.0 | 3.0 | 3.0 | 2.7 | 2.5 | 3.0 | 4.0 | 3.0 | 3.0 | 2.4 | 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 | | |
|-------------------------------|-----|----------------|--------------|---------------|--------|----------|------------------------|------------------------|--------|--------|--------|--------|--------|---------|--------|--------|
| | | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public | |
| Significance Level: 95% | | Total | *a | *b | *c | *d | *e | *f | *g | *h | *i | *j | *k | *l | *m | *n |
| Unweighted Total | | 18 | 1 | 7 | 10 | 5 | 4 | 4 | 6 | 2 | 3 | 2 | 4 | 12 | 17 | 1 |
| Weighted Total | | 19 | 1 | 7 | 11 | 5 | 4 | 5 | 7 | 2 | 3 | 2 | 4 | 13 | 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% |
| Greatly increase | (5) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Slightly increase | (4) | 1 | - | - | 1 | - | 1 | - | - | - | - | - | 1 | - | 1 | - |
| | | 5.3% | - | - | 9.2% | - | 24.8% | - | - | - | - | - | 25.5% | - | 5.6% | - |
| Stay the same | (3) | 12 | 1 | 7 | 5 | 3 | 3 | 3 | 4 | 1 | 3 | 2 | 3 | 8 | 12 | 1 |
| | | 67.5% | 100.0% | 100.0% | 44.1% | 57.7% | 75.2% | 59.8% | 55.5% | 45.7% | 100.0% | 100.0% | 74.5% | 60.3% | 65.9% | 100.0% |
| Slightly decrease | (2) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Greatly decrease | (1) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Don't know | | 5 | - | - | 5 | 2 | - | 2 | 3 | 1 | - | - | - | 5 | 5 | - |
| | | 27.1% | - | - | 46.7% | 42.3% | - | 40.2% | 44.5% | 54.3% | - | - | - | 39.7% | 28.5% | - |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 1 | - | - | 1 | - | 1 | - | - | - | - | - | 1 | - | 1 | - |
| | | 5.3% | - | - | 9.2% | - | 24.8% | - | - | - | - | - | 25.5% | - | 5.6% | - |
| Net: Decrease | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Net: Increase + Stay the same | | 13 | 1 | 7 | 6 | 3 | 4 | 3 | 4 | 1 | 3 | 2 | 4 | 8 | 13 | 1 |
| | | 72.9% | 100.0% | 100.0% | 53.3% | 57.7% | 100.0% | 59.8% | 55.5% | 45.7% | 100.0% | 100.0% | 100.0% | 60.3% | 71.5% | 100.0% |
| Mean score | | 3.1 | 3.0 | 3.0 | 3.2 | 3.0 | 3.2 | 3.0 | 3.0 | 3.0 | 3.0 | 3.0 | 3.3 | 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_SUM. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next four to twelve months?

SUMMARY TABLE

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

| | Total | Greatly increase | Slightly increase | Stay the same | Slightly decrease | Greatly decrease | Don't know | Net: Increase | Net: Decrease | Net: Increase + Stay the same | Mean |
|--|---------------|------------------|-------------------|---------------|-------------------|------------------|-------------|---------------|---------------|-------------------------------|------|
| Accounting and financial services | 40 100.0% | - - | 3 7.5% | 22 55.5% | 5 11.9% | 1 2.6% | 9 22.4% | 3 7.5% | 6 14.6% | 25 63.0% | 2.9 |
| Construction | 19 100.0% | 1 5.3% | 5 25.6% | 9 48.6% | 1 5.2% | - - | 3 15.4% | 6 30.9% | 1 5.2% | 15 79.4% | 3.4 |
| Drivers | 25 100.0% | 1 4.3% | 6 22.5% | 9 34.4% | 4 15.8% | 1 4.2% | 5 18.9% | 7 26.8% | 5 19.9% | 15 61.2% | 3.1 |
| Education | 19 100.0% | - - | 4 20.2% | 12 63.4% | 1 4.8% | - - | 2 11.6% | 4 20.2% | 1 4.8% | 16 83.7% | 3.2 |
| Engineering & technical | 21 100.0% | - - | 3 14.4% | 10 48.5% | 1 4.5% | 1 4.9% | 6 27.7% | 3 14.4% | 2 9.4% | 13 62.9% | 3.0 |
| Executive recruitment / interim management | 26 100.0% | - - | 1 3.6% | 15 58.6% | 1 3.9% | 1 3.5% | 8 30.3% | 1 3.6% | 2 7.4% | 16 62.3% | 2.9 |
| Health & social care | 15 100.0% | 1 6.2% | 3 17.5% | 9 58.6% | 1 5.5% | - - | 2 12.2% | 4 23.7% | 1 5.5% | 12 82.3% | 3.3 |
| Hospitality | 8 100.0% | 1 13.9% | - - | 3 36.6% | 1 11.6% | - - | 3 37.9% | 1 13.9% | 1 11.6% | 4 50.5% | 3.3 |
| Industrial | 23 100.0% | - - | 4 17.1% | 11 48.9% | 2 8.6% | - - | 6 25.3% | 4 17.1% | 2 8.6% | 15 66.1% | 3.1 |
| Legal & HR | 31 100.0% | - - | 2 6.5% | 19 61.8% | 2 6.5% | - - | 8 25.2% | 2 6.5% | 2 6.5% | 21 68.3% | 3.0 |
| Life sciences | 3 100.0% | - - | - - | 1 31.8% | - - | - - | 2 68.2% | - - | - - | 1 31.8% | 3.0 |
| Marketing, media & creative | 24 100.0% | - - | 3 11.8% | 13 51.6% | 1 4.0% | - - | 8 32.7% | 3 11.8% | 1 4.0% | 15 63.3% | 3.1 |
| Office professionals | 61 100.0% | - - | 5 8.3% | 39 63.7% | 5 7.6% | 1 1.7% | 11 18.7% | 5 8.3% | 6 9.3% | 44 72.0% | 3.0 |
| Sales & retail | 18 100.0% | - - | 4 23.0% | 6 32.6% | 1 5.7% | 1 5.7% | 6 33.1% | 4 23.0% | 2 11.4% | 10 55.5% | 3.1 |
| Technology | 19 100.0% | - - | 1 5.0% | 12 62.7% | 1 5.2% | - - | 5 27.1% | 1 5.0% | 1 5.2% | 13 67.7% | 3.0 |
| Average (response based including bases) | 351 100.0% | 4 1.2% | 43 12.2% | 189 53.8% | 26 7.4% | 6 1.7% | 83 23.7% | 47 13.3% | 32 9.1% | 236 67.2% | 3.0 |

Jobs Outlook - Combined

Q15_SUM. Average across all sectors

SUMMARY TABLE

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

| | | WAVE | | | | REGION | | | | | | SIZE | | | SECTOR | |
|-------------------------------|-----|--------|----------------|--------------|---------------|-------------|---------------|------------------------|------------------------|--------------|---------------|-------------|-------------|-------------|---------|------------|
| | | Total | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| | | | | | | | | | | | | | | | | |
| Significance Level: 95% | | | a | b | c | d | e | f | g | h | i | j | k | l | m | n |
| Unweighted Total | | 353 | 58 | 116 | 179 | 83 | 98 | 74 | 116 | 42 | 56 | 58 | 82 | 213 | 309 | 44 |
| Weighted Total | | 351 | 57 | 111 | 184 | 77 | 95 | 80 | 125 | 45 | 54 | 57 | 80 | 214 | 310 | 42 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Greatly increase | (5) | 4 | 1 | 1 | 2 | 1 | - | 1 | 2 | 1 | 1 | 2 | - | 2 | 4 | - |
| | | 1.2% | 2.0% | 1.0% | 1.0% | 1.3% | - | 1.2% | 1.6% | 2.5% | 2.0% | 3.6% | - | 1.0% | 1.3% | - |
| Slightly increase | (4) | 43 | 16 | 17 | 11 | 5 | 20 | 7 | 12 | 5 | 5 | 10 | 12 | 21 | 35 | 7 |
| | | 12.2% | 27.7% bc | 14.9% c | 5.7% | 7.1% | 20.7% dfg | 9.2% | 10.0% | 11.4% | 9.5% | 17.8% | 14.5% | 9.8% | 11.4% | 17.7% |
| Stay the same | (3) | 189 | 23 | 76 | 90 | 39 | 61 | 42 | 56 | 15 | 33 | 36 | 62 | 92 | 172 | 17 |
| | | 53.8% | 40.6% | 68.7% ac | 48.9% | 50.2% | 64.0% gh | 52.2% h | 45.0% | 32.2% | 61.6% gh | 61.9% l | 77.6% jl | 42.8% | 55.5% | 41.7% |
| Slightly decrease | (2) | 26 | 5 | 10 | 11 | 4 | 2 | 2 | 9 | 7 | 11 | 10 | - | 16 | 18 | 8 |
| | | 7.4% | 9.3% | 8.7% | 6.0% | 4.7% | 2.0% | 2.4% | 7.3% | 15.8% def | 20.7% defg | 16.7% kl | - | 7.6% k | 5.7% | 19.3% m |
| Greatly decrease | (1) | 6 | 5 | - | 1 | - | - | 5 | 5 | - | 1 | - | 5 | 1 | 5 | 1 |
| | | 1.7% | 9.2% bc | - | .5% | - | - | 6.5% de | 4.1% e | - | 1.7% | - | 6.5% jl | .4% | 1.7% | 2.2% |
| Don't know | | 83 | 6 | 8 | 69 | 28 | 13 | 23 | 40 | 17 | 2 | - | 1 | 82 | 75 | 8 |
| | | 23.7% | 11.3% | 6.8% | 37.8% ab | 36.7% ei | 13.3% | 28.6% ei | 32.0% ei | 38.1% ei | 4.6% | - | 1.4% | 38.4% jk | 24.4% | 19.1% |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 47 | 17 | 18 | 12 | 6 | 20 | 8 | 15 | 6 | 6 | 12 | 12 | 23 | 39 | 7 |
| | | 13.3% | 29.7% bc | 15.8% c | 6.8% | 8.4% | 20.7% d | 10.4% | 11.6% | 13.8% | 11.4% | 21.3% l | 14.5% | 10.7% | 12.7% | 17.7% |
| Net: Decrease | | 32 | 10 | 10 | 12 | 4 | 2 | 7 | 14 | 7 | 12 | 10 | 5 | 17 | 23 | 9 |
| | | 9.1% | 18.4% c | 8.7% | 6.5% | 4.7% | 2.0% | 8.9% e | 11.4% e | 15.8% de | 22.4% def | 16.7% l | 6.5% | 8.0% | 7.4% | 21.5% m |
| Net: Increase + Stay the same | | 236 | 40 | 94 | 102 | 45 | 81 | 50 | 71 | 21 | 40 | 48 | 74 | 115 | 211 | 25 |
| | | 67.2% | 70.3% | 84.6% ac | 55.7% | 58.5% | 84.7% dfgh | 62.5% | 56.6% | 46.1% | 73.1% gh | 83.3% l | 92.1% l | 53.6% | 68.2% | 59.4% |
| Mean score | | 3.0 | 3.0 | 3.1 | 3.0 | 3.1 | 3.2 | 2.9 | 3.0 | 3.0 | 2.9 | 3.1 | 3.0 | 3.1 | 3.1 | 2.9 |
| | | | | | | | fgi | | | | | | | | | |

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 | | |
|-------------------------------|-----|----------------|--------------|---------------|--------|----------|------------------------|------------------------|--------|--------|--------|--------|--------|---------|--------|--------|
| | | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public | |
| Significance Level: 95% | | Total | *a | *b | *c | *d | *e | *f | *g | *h | *i | *j | *k | *l | m | *n |
| Unweighted Total | | 40 | 9 | 12 | 19 | 10 | 13 | 7 | 12 | 5 | 5 | 3 | 11 | 26 | 35 | 5 |
| Weighted Total | | 40 | 9 | 11 | 20 | 9 | 13 | 8 | 13 | 5 | 5 | 3 | 11 | 26 | 35 | 5 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Greatly increase | (5) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Slightly increase | (4) | 3 | 2 | - | 1 | - | 2 | - | 1 | 1 | - | - | 1 | 2 | 2 | 1 |
| | | 7.5% | 23.0% | - | 4.9% | - | 15.5% | - | 8.0% | 19.6% | - | - | 9.2% | 7.7% | 5.5% | 22.2% |
| Stay the same | (3) | 22 | 4 | 9 | 10 | 5 | 8 | 5 | 6 | 1 | 3 | 2 | 9 | 11 | 20 | 2 |
| | | 55.5% | 44.9% | 75.7% | 48.6% | 59.8% | 61.6% | 61.9% | 44.0% | 18.1% | 62.7% | 68.2% | 81.0% | 43.8% | 58.1% | 36.7% |
| Slightly decrease | (2) | 5 | 1 | 2 | 2 | 1 | 1 | - | 1 | 1 | 2 | 1 | - | 4 | 3 | 2 |
| | | 11.9% | 10.0% | 16.9% | 9.9% | 9.7% | 7.7% | - | 7.8% | 19.2% | 37.3% | 31.8% | - | 14.5% | 8.0% | 41.1% |
| Greatly decrease | (1) | 1 | 1 | - | - | - | - | 1 | 1 | - | - | - | 1 | - | 1 | - |
| | | 2.6% | 11.7% | - | - | - | - | 13.4% | 7.9% | - | - | - | 9.8% | - | 3.0% | - |
| Don't know | | 9 | 1 | 1 | 7 | 3 | 2 | 2 | 4 | 2 | - | - | - | 9 | 9 | - |
| | | 22.4% | 10.4% | 7.4% | 36.5% | 30.5% | 15.3% | 24.7% | 32.2% | 43.1% | - | - | - | 34.1% | 25.4% | - |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 3 | 2 | - | 1 | - | 2 | - | 1 | 1 | - | - | 1 | 2 | 2 | 1 |
| | | 7.5% | 23.0% | - | 4.9% | - | 15.5% | - | 8.0% | 19.6% | - | - | 9.2% | 7.7% | 5.5% | 22.2% |
| Net: Decrease | | 6 | 2 | 2 | 2 | 1 | 1 | 1 | 2 | 1 | 2 | 1 | 1 | 4 | 4 | 2 |
| | | 14.6% | 21.8% | 16.9% | 9.9% | 9.7% | 7.7% | 13.4% | 15.8% | 19.2% | 37.3% | 31.8% | 9.8% | 14.5% | 11.0% | 41.1% |
| Net: Increase + Stay the same | | 25 | 6 | 9 | 10 | 5 | 10 | 5 | 7 | 2 | 3 | 2 | 10 | 13 | 22 | 3 |
| | | 63.0% | 67.8% | 75.7% | 53.5% | 59.8% | 77.0% | 61.9% | 52.0% | 37.7% | 62.7% | 68.2% | 90.2% | 51.5% | 63.6% | 58.9% |
| Mean score | | 2.9 | 2.9 | 2.8 | 2.9 | 2.9 | 3.1 | 2.6 | 2.8 | 3.0 | 2.6 | 2.7 | 2.9 | 2.9 | 2.9 | 2.8 |

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 | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | *a | *b | *c | *d | *e | *f | *g | *h | *i | *j | *k | *l | *m | *n |
| Unweighted Total | | 19 | 2 | 7 | 10 | 4 | 5 | 5 | 6 | 1 | 4 | 9 | 4 | 6 | 18 | 1 |
| Weighted Total | | 19 | 2 | 7 | 10 | 4 | 5 | 5 | 6 | 1 | 4 | 9 | 4 | 6 | 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% |
| Greatly increase | (5) | 1 | - | - | 1 | 1 | - | - | - | - | - | 1 | - | - | 1 | - |
| | | 5.3% | - | - | 10.1% | 25.7% | - | - | - | - | - | 10.9% | - | - | 5.5% | - |
| Slightly increase | (4) | 5 | 1 | 3 | 1 | 1 | 2 | - | - | - | 2 | 3 | 1 | 1 | 5 | - |
| | | 25.6% | 43.3% | 41.8% | 10.2% | 23.6% | 38.7% | - | - | - | 48.7% | 33.7% | 22.8% | 14.7% | 26.9% | - |
| Stay the same | (3) | 9 | 1 | 3 | 5 | 1 | 2 | 4 | 5 | 1 | 1 | 4 | 3 | 2 | 9 | - |
| | | 48.6% | 56.7% | 44.5% | 49.9% | 24.4% | 41.9% | 81.4% | 84.9% | 100.0% | 26.7% | 44.7% | 77.2% | 34.7% | 51.0% | - |
| Slightly decrease | (2) | 1 | - | 1 | - | - | - | - | - | - | 1 | 1 | - | - | 1 | - |
| | | 5.2% | - | 13.6% | - | - | - | - | - | - | 24.6% | 10.7% | - | - | 5.4% | - |
| Greatly decrease | (1) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Don't know | | 3 | - | - | 3 | 1 | 1 | 1 | 1 | - | - | - | - | 3 | 2 | 1 |
| | | 15.4% | - | - | 29.7% | 26.3% | 19.5% | 18.6% | 15.1% | - | - | - | - | 50.5% | 11.2% | 100.0% |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 6 | 1 | 3 | 2 | 2 | 2 | - | - | - | 2 | 4 | 1 | 1 | 6 | - |
| | | 30.9% | 43.3% | 41.8% | 20.4% | 49.3% | 38.7% | - | - | - | 48.7% | 44.6% | 22.8% | 14.7% | 32.4% | - |
| Net: Decrease | | 1 | - | 1 | - | - | - | - | - | - | 1 | 1 | - | - | 1 | - |
| | | 5.2% | - | 13.6% | - | - | - | - | - | - | 24.6% | 10.7% | - | - | 5.4% | - |
| Net: Increase + Stay the same | | 15 | 2 | 6 | 7 | 3 | 4 | 4 | 5 | 1 | 3 | 8 | 4 | 3 | 15 | - |
| | | 79.4% | 100.0% | 86.4% | 70.3% | 73.7% | 80.5% | 81.4% | 84.9% | 100.0% | 75.4% | 89.3% | 100.0% | 49.5% | 83.4% | - |
| Mean score | | 3.4 | 3.4 | 3.3 | 3.4 | 4.0 | 3.5 | 3.0 | 3.0 | 3.0 | 3.2 | 3.4 | 3.2 | 3.3 | 3.4 | - |

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

Jobs Outlook - Combined

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 | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | *a | *b | *c | *d | *e | *f | *g | *h | *i | *j | *k | *l | *m | *n |
| Unweighted Total | | 26 | 5 | 10 | 11 | 9 | 6 | 5 | 6 | 1 | 5 | 8 | 4 | 14 | 23 | 3 |
| Weighted Total | | 25 | 5 | 9 | 11 | 8 | 6 | 5 | 6 | 1 | 5 | 8 | 4 | 13 | 22 | 3 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Greatly increase | (5) | 1 | - | 1 | - | - | - | - | - | - | 1 | 1 | - | - | 1 | - |
| | | 4.3% | - | 11.3% | - | - | - | - | - | - | 21.3% | 14.0% | - | - | 4.9% | - |
| Slightly increase | (4) | 6 | 3 | 3 | - | 3 | 1 | 2 | 2 | - | - | 2 | 2 | 2 | 6 | - |
| | | 22.5% | 59.5% | 28.8% | - | 32.8% | 18.7% | 38.1% | 31.3% | - | - | 23.3% | 49.7% | 13.7% | 25.4% | - |
| Stay the same | (3) | 9 | - | 4 | 5 | 1 | 3 | 2 | 2 | - | 3 | 3 | 1 | 5 | 7 | 2 |
| | | 34.4% | - | 41.0% | 44.1% | 10.6% | 48.0% | 39.7% | 32.6% | - | 59.4% | 37.4% | 24.6% | 35.6% | 30.6% | 63.6% |
| Slightly decrease | (2) | 4 | - | 1 | 3 | 1 | 1 | - | 1 | 1 | 1 | 2 | - | 2 | 3 | 1 |
| | | 15.8% | - | 10.2% | 28.0% | 11.7% | 16.3% | - | 18.0% | 100.0% | 19.2% | 25.3% | - | 15.1% | 13.1% | 36.4% |
| Greatly decrease | (1) | 1 | 1 | - | - | - | - | 1 | 1 | - | - | - | 1 | - | 1 | - |
| | | 4.2% | 21.6% | - | - | - | - | 22.2% | 18.2% | - | - | - | 25.8% | - | 4.7% | - |
| Don't know | | 5 | 1 | 1 | 3 | 4 | 1 | - | - | - | - | - | - | 5 | 5 | - |
| | | 18.9% | 18.9% | 8.8% | 27.9% | 44.9% | 16.9% | - | - | - | - | - | - | 35.6% | 21.3% | - |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 7 | 3 | 4 | - | 3 | 1 | 2 | 2 | - | 1 | 3 | 2 | 2 | 7 | - |
| | | 26.8% | 59.5% | 40.0% | - | 32.8% | 18.7% | 38.1% | 31.3% | - | 21.3% | 37.3% | 49.7% | 13.7% | 30.2% | - |
| Net: Decrease | | 5 | 1 | 1 | 3 | 1 | 1 | 1 | 2 | 1 | 1 | 2 | 1 | 2 | 4 | 1 |
| | | 19.9% | 21.6% | 10.2% | 28.0% | 11.7% | 16.3% | 22.2% | 36.1% | 100.0% | 19.2% | 25.3% | 25.8% | 15.1% | 17.8% | 36.4% |
| Net: Increase + Stay the same | | 15 | 3 | 8 | 5 | 4 | 4 | 4 | 4 | - | 4 | 6 | 3 | 6 | 13 | 2 |
| | | 61.2% | 59.5% | 81.0% | 44.1% | 43.4% | 66.8% | 77.8% | 63.9% | - | 80.8% | 74.7% | 74.2% | 49.3% | 60.9% | 63.6% |
| Mean score | | 3.1 | 3.2 | 3.5 | 2.6 | 3.4 | 3.0 | 2.9 | 2.8 | 2.0 | 3.2 | 3.3 | 3.0 | 3.0 | 3.2 | 2.6 |

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 | | |
|-------------------------------|-----|----------------|--------------|---------------|--------|----------|------------------------|------------------------|--------|--------|--------|--------|--------|---------|--------|--------|
| | | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public | |
| Significance Level: 95% | | Total | | | | | | | | | | | | | | |
| | | | *a | *b | *c | *d | *e | *f | *g | *h | *i | *j | *k | *l | *m | *n |
| Unweighted Total | | 19 | 4 | 5 | 10 | 5 | 6 | 3 | 6 | 3 | 2 | 2 | 8 | 9 | 18 | 1 |
| Weighted Total | | 19 | 4 | 5 | 10 | 5 | 6 | 3 | 6 | 3 | 2 | 2 | 8 | 9 | 17 | 1 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Greatly increase | (5) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Slightly increase | (4) | 4 | 1 | 1 | 2 | - | 3 | - | 1 | 1 | - | - | 1 | 3 | 4 | - |
| | | 20.2% | 24.8% | 18.5% | 19.5% | - | 48.7% | - | 16.2% | 31.3% | - | - | 11.8% | 32.5% | 21.7% | - |
| Stay the same | (3) | 12 | 2 | 4 | 6 | 3 | 3 | 3 | 4 | 1 | 2 | 2 | 7 | 3 | 11 | 1 |
| | | 63.4% | 50.5% | 81.5% | 58.5% | 62.6% | 51.3% | 100.0% | 64.4% | 31.3% | 100.0% | 100.0% | 88.2% | 33.2% | 60.7% | 100.0% |
| Slightly decrease | (2) | 1 | 1 | - | - | 1 | - | - | - | - | - | - | - | 1 | 1 | - |
| | | 4.8% | 24.7% | - | - | 17.5% | - | - | - | - | - | - | - | 10.0% | 5.1% | - |
| Greatly decrease | (1) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Don't know | | 2 | - | - | 2 | 1 | - | - | 1 | 1 | - | - | - | 2 | 2 | - |
| | | 11.6% | - | - | 22.0% | 19.9% | - | - | 19.3% | 37.3% | - | - | - | 24.3% | 12.4% | - |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 4 | 1 | 1 | 2 | - | 3 | - | 1 | 1 | - | - | 1 | 3 | 4 | - |
| | | 20.2% | 24.8% | 18.5% | 19.5% | - | 48.7% | - | 16.2% | 31.3% | - | - | 11.8% | 32.5% | 21.7% | - |
| Net: Decrease | | 1 | 1 | - | - | 1 | - | - | - | - | - | - | - | 1 | 1 | - |
| | | 4.8% | 24.7% | - | - | 17.5% | - | - | - | - | - | - | - | 10.0% | 5.1% | - |
| Net: Increase + Stay the same | | 16 | 3 | 5 | 8 | 3 | 6 | 3 | 5 | 2 | 2 | 2 | 8 | 6 | 14 | 1 |
| | | 83.7% | 75.3% | 100.0% | 78.0% | 62.6% | 100.0% | 100.0% | 80.7% | 62.7% | 100.0% | 100.0% | 100.0% | 65.7% | 82.5% | 100.0% |
| Mean score | | 3.2 | 3.0 | 3.2 | 3.3 | 2.8 | 3.5 | 3.0 | 3.2 | 3.5 | 3.0 | 3.0 | 3.1 | 3.3 | 3.2 | 3.0 |

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

Jobs Outlook - Combined

Q15_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 | | |
|-------------------------------|-----|----------------|--------------|---------------|--------|----------|------------------------|------------------------|--------|--------|--------|--------|--------|---------|--------|--------|
| | | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public | |
| Significance Level: 95% | | Total | *a | *b | *c | *d | *e | *f | *g | *h | *i | *j | *k | *l | *m | *n |
| Unweighted Total | | 21 | 3 | 7 | 11 | 3 | 7 | 6 | 7 | 1 | 4 | 4 | 3 | 14 | 20 | 1 |
| Weighted Total | | 21 | 3 | 7 | 12 | 3 | 7 | 7 | 8 | 1 | 4 | 4 | 3 | 14 | 20 | 1 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Greatly increase | (5) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Slightly increase | (4) | 3 | 1 | 1 | 1 | - | 2 | 1 | 1 | - | - | 1 | 1 | 1 | 3 | - |
| | | 14.4% | 36.1% | 15.6% | 8.0% | - | 31.1% | 13.8% | 11.8% | - | - | 26.9% | 36.1% | 6.5% | 15.0% | - |
| Stay the same | (3) | 10 | 1 | 4 | 6 | 1 | 4 | 3 | 3 | - | 3 | 2 | 1 | 8 | 9 | 1 |
| | | 48.5% | 29.8% | 57.2% | 48.5% | 32.1% | 54.4% | 42.5% | 36.3% | - | 75.0% | 48.1% | 29.8% | 52.6% | 46.4% | 100.0% |
| Slightly decrease | (2) | 1 | - | 1 | - | - | - | - | - | - | 1 | 1 | - | - | 1 | - |
| | | 4.5% | - | 14.5% | - | - | - | - | - | - | 25.0% | 25.0% | - | - | 4.7% | - |
| Greatly decrease | (1) | 1 | 1 | - | - | - | - | 1 | 1 | - | - | - | 1 | - | 1 | - |
| | | 4.9% | 34.1% | - | - | - | - | 15.4% | 13.1% | - | - | - | 34.1% | - | 5.1% | - |
| Don't know | | 6 | - | 1 | 5 | 2 | 1 | 2 | 3 | 1 | - | - | - | 6 | 6 | - |
| | | 27.7% | - | 12.6% | 43.5% | 67.9% | 14.5% | 28.4% | 38.8% | 100.0% | - | - | - | 40.9% | 28.9% | - |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 3 | 1 | 1 | 1 | - | 2 | 1 | 1 | - | - | 1 | 1 | 1 | 3 | - |
| | | 14.4% | 36.1% | 15.6% | 8.0% | - | 31.1% | 13.8% | 11.8% | - | - | 26.9% | 36.1% | 6.5% | 15.0% | - |
| Net: Decrease | | 2 | 1 | 1 | - | - | - | 1 | 1 | - | 1 | 1 | 1 | - | 2 | - |
| | | 9.4% | 34.1% | 14.5% | - | - | - | 15.4% | 13.1% | - | 25.0% | 25.0% | 34.1% | - | 9.8% | - |
| Net: Increase + Stay the same | | 13 | 2 | 5 | 7 | 1 | 6 | 4 | 4 | - | 3 | 3 | 2 | 9 | 13 | 1 |
| | | 62.9% | 65.9% | 72.8% | 56.5% | 32.1% | 85.5% | 56.2% | 48.1% | - | 75.0% | 75.0% | 65.9% | 59.1% | 61.3% | 100.0% |
| Mean score | | 3.0 | 2.7 | 3.0 | 3.1 | 3.0 | 3.4 | 2.8 | 2.8 | - | 2.7 | 3.0 | 2.7 | 3.1 | 3.0 | 3.0 |

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

Jobs Outlook - Combined

Q15_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 | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | *a | *b | *c | *d | *e | *f | *g | *h | *i | *j | *k | *l | *m | *n |
| Unweighted Total | | 26 | 1 | 8 | 17 | 7 | 7 | 4 | 8 | 4 | 4 | 2 | 4 | 20 | 23 | 3 |
| Weighted Total | | 26 | 1 | 8 | 18 | 6 | 7 | 5 | 9 | 4 | 4 | 2 | 4 | 21 | 24 | 3 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Greatly increase | (5) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Slightly increase | (4) | 1 | - | - | 1 | - | 1 | - | - | - | - | - | - | 1 | 1 | - |
| | | 3.6% | - | - | 5.3% | - | 14.5% | - | - | - | - | - | - | 4.7% | 4.1% | - |
| Stay the same | (3) | 15 | 1 | 7 | 8 | 4 | 5 | 3 | 4 | 1 | 3 | 2 | 4 | 10 | 15 | 1 |
| | | 58.6% | 100.0% | 89.0% | 43.7% | 56.9% | 70.4% | 60.1% | 43.6% | 26.0% | 77.1% | 100.0% | 100.0% | 46.9% | 62.0% | 30.9% |
| Slightly decrease | (2) | 1 | - | - | 1 | - | - | - | 1 | 1 | - | - | - | 1 | - | 1 |
| | | 3.9% | - | - | 5.7% | - | - | - | 11.0% | 22.8% | - | - | - | 5.0% | - | 36.4% |
| Greatly decrease | (1) | 1 | - | - | 1 | - | - | - | - | - | 1 | - | - | 1 | - | 1 |
| | | 3.5% | - | - | 5.1% | - | - | - | - | - | 22.9% | - | - | 4.5% | - | 32.6% |
| Don't know | | 8 | - | 1 | 7 | 3 | 1 | 2 | 4 | 2 | - | - | - | 8 | 8 | - |
| | | 30.3% | - | 11.0% | 40.0% | 43.1% | 15.1% | 39.9% | 45.3% | 51.2% | - | - | - | 39.0% | 34.0% | - |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 1 | - | - | 1 | - | 1 | - | - | - | - | - | - | 1 | 1 | - |
| | | 3.6% | - | - | 5.3% | - | 14.5% | - | - | - | - | - | - | 4.7% | 4.1% | - |
| Net: Decrease | | 2 | - | - | 2 | - | - | - | 1 | 1 | 1 | - | - | 2 | - | 2 |
| | | 7.4% | - | - | 10.9% | - | - | - | 11.0% | 22.8% | 22.9% | - | - | 9.5% | - | 69.1% |
| Net: Increase + Stay the same | | 16 | 1 | 7 | 9 | 4 | 6 | 3 | 4 | 1 | 3 | 2 | 4 | 11 | 16 | 1 |
| | | 62.3% | 100.0% | 89.0% | 49.1% | 56.9% | 84.9% | 60.1% | 43.6% | 26.0% | 77.1% | 100.0% | 100.0% | 51.6% | 66.0% | 30.9% |
| Mean score | | 2.9 | 3.0 | 3.0 | 2.8 | 3.0 | 3.2 | 3.0 | 2.8 | 2.5 | 2.5 | 3.0 | 3.0 | 2.8 | 3.1 | 2.0 |

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 | | |
|-------------------------------|-----|----------------|--------------|---------------|--------|----------|------------------------|------------------------|--------|--------|--------|--------|--------|---------|--------|--------|
| | | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public | |
| Significance Level: 95% | | Total | | | | | | | | | | | | | | |
| | | | *a | *b | *c | *d | *e | *f | *g | *h | *i | *j | *k | *l | *m | *n |
| Unweighted Total | | 16 | 4 | 5 | 7 | 4 | 3 | 3 | 5 | 2 | 4 | 1 | 8 | 7 | 13 | 3 |
| Weighted Total | | 15 | 4 | 5 | 7 | 4 | 3 | 3 | 5 | 2 | 4 | 1 | 7 | 7 | 12 | 3 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Greatly increase | (5) | 1 | - | - | 1 | - | - | 1 | 1 | - | - | - | - | 1 | 1 | - |
| | | 6.2% | - | - | 13.9% | - | - | 33.0% | 19.6% | - | - | - | - | 14.2% | 7.5% | - |
| Slightly increase | (4) | 3 | 1 | 1 | 1 | 1 | - | 1 | 1 | - | 1 | - | 2 | 1 | 2 | 1 |
| | | 17.5% | 23.0% | 18.4% | 13.9% | 24.1% | - | 33.0% | 19.6% | - | 23.3% | - | 22.7% | 14.2% | 14.4% | 32.5% |
| Stay the same | (3) | 9 | 1 | 4 | 4 | 2 | 3 | 1 | 3 | 2 | 1 | 1 | 6 | 2 | 8 | 1 |
| | | 58.6% | 30.9% | 81.6% | 57.2% | 47.9% | 100.0% | 33.9% | 60.8% | 100.0% | 29.9% | 100.0% | 77.3% | 31.3% | 63.4% | 35.0% |
| Slightly decrease | (2) | 1 | 1 | - | - | - | - | - | - | - | 1 | - | - | 1 | 1 | - |
| | | 5.5% | 23.1% | - | - | - | - | - | - | - | 23.4% | - | - | 12.5% | 6.6% | - |
| Greatly decrease | (1) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Don't know | | 2 | 1 | - | 1 | 1 | - | - | - | - | 1 | - | - | 2 | 1 | 1 |
| | | 12.2% | 23.0% | - | 15.0% | 28.0% | - | - | - | - | 23.3% | - | - | 27.8% | 8.1% | 32.5% |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 4 | 1 | 1 | 2 | 1 | - | 2 | 2 | - | 1 | - | 2 | 2 | 3 | 1 |
| | | 23.7% | 23.0% | 18.4% | 27.8% | 24.1% | - | 66.1% | 39.2% | - | 23.3% | - | 22.7% | 28.4% | 21.9% | 32.5% |
| Net: Decrease | | 1 | 1 | - | - | - | - | - | - | - | 1 | - | - | 1 | 1 | - |
| | | 5.5% | 23.1% | - | - | - | - | - | - | - | 23.4% | - | - | 12.5% | 6.6% | - |
| Net: Increase + Stay the same | | 12 | 2 | 5 | 6 | 3 | 3 | 3 | 5 | 2 | 2 | 1 | 7 | 4 | 11 | 2 |
| | | 82.3% | 53.9% | 100.0% | 85.0% | 72.0% | 100.0% | 100.0% | 100.0% | 100.0% | 53.2% | 100.0% | 100.0% | 59.7% | 85.3% | 67.5% |
| Mean score | | 3.3 | 3.0 | 3.2 | 3.5 | 3.3 | 3.0 | 4.0 | 3.6 | 3.0 | 3.0 | 3.0 | 3.2 | 3.4 | 3.2 | 3.5 |

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

Jobs Outlook - Combined

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

Hospitality

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

| | | WAVE | | | REGION | | | | | | SIZE | | | SECTOR | | |
|-------------------------------|-----|--------|----------------|--------------|---------------|--------|----------|------------------------|------------------------|--------|--------|------|--------|--------|---------|--------|
| | | Total | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | *a | *b | *c | *d | *e | *f | *g | *h | *i | *j | *k | *l | *m | *n |
| Unweighted Total | | 8 | 1 | 3 | 4 | 1 | 1 | 2 | 5 | 3 | 1 | - | - | 8 | 7 | 1 |
| Weighted Total | | 8 | 1 | 3 | 4 | 1 | 1 | 2 | 5 | 3 | 1 | - | - | 8 | 7 | 1 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | - | - | 100.0% | 100.0% | 100.0% |
| Greatly increase | (5) | 1 | 1 | - | - | - | - | - | 1 | 1 | - | - | - | 1 | 1 | - |
| | | 13.9% | 100.0% | - | - | - | - | - | 22.1% | 34.5% | - | - | - | 13.9% | 15.6% | - |
| Slightly increase | (4) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Stay the same | (3) | 3 | - | 3 | - | - | 1 | - | 1 | 1 | 1 | - | - | 3 | 3 | - |
| | | 36.6% | - | 100.0% | - | - | 100.0% | - | 19.2% | 29.9% | 100.0% | - | - | 36.6% | 41.1% | - |
| Slightly decrease | (2) | 1 | - | - | 1 | - | - | 1 | 1 | - | - | - | - | 1 | 1 | - |
| | | 11.6% | - | - | 23.5% | - | - | 51.4% | 18.5% | - | - | - | - | 11.6% | 13.1% | - |
| Greatly decrease | (1) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Don't know | | 3 | - | - | 3 | 1 | - | 1 | 2 | 1 | - | - | - | 3 | 2 | 1 |
| | | 37.9% | - | - | 76.5% | 100.0% | - | 48.6% | 40.3% | 35.6% | - | - | - | 37.9% | 30.2% | 100.0% |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 1 | 1 | - | - | - | - | - | 1 | 1 | - | - | - | 1 | 1 | - |
| | | 13.9% | 100.0% | - | - | - | - | - | 22.1% | 34.5% | - | - | - | 13.9% | 15.6% | - |
| Net: Decrease | | 1 | - | - | 1 | - | - | 1 | 1 | - | - | - | - | 1 | 1 | - |
| | | 11.6% | - | - | 23.5% | - | - | 51.4% | 18.5% | - | - | - | - | 11.6% | 13.1% | - |
| Net: Increase + Stay the same | | 4 | 1 | 3 | - | - | 1 | - | 2 | 2 | 1 | - | - | 4 | 4 | - |
| | | 50.5% | 100.0% | 100.0% | - | - | 100.0% | - | 41.3% | 64.4% | 100.0% | - | - | 50.5% | 56.7% | - |
| Mean score | | 3.3 | 5.0 | 3.0 | 2.0 | - | 3.0 | 2.0 | 3.4 | 4.1 | 3.0 | - | - | 3.3 | 3.3 | - |

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

Jobs Outlook - Combined

Q15_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 | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | *a | *b | *c | *d | *e | *f | *g | *h | *i | *j | *k | *l | *m | *n |
| Unweighted Total | | 23 | 3 | 9 | 11 | 5 | 9 | 5 | 6 | 1 | 3 | 6 | 5 | 12 | 20 | 3 |
| Weighted Total | | 23 | 3 | 8 | 12 | 5 | 9 | 6 | 7 | 1 | 3 | 6 | 5 | 12 | 20 | 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) | 4 | 1 | 2 | 1 | 1 | 3 | - | - | - | - | 2 | 1 | 1 | 4 | - |
| | | 17.1% | 34.5% | 22.4% | 8.4% | 21.1% | 34.0% | - | - | - | - | 33.8% | 22.0% | 7.4% | 19.7% | - |
| Stay the same | (3) | 11 | 1 | 5 | 6 | 2 | 5 | 3 | 3 | - | 2 | 3 | 3 | 6 | 10 | 1 |
| | | 48.9% | 30.7% | 56.2% | 48.7% | 38.7% | 54.7% | 47.8% | 40.6% | - | 67.2% | 49.5% | 55.8% | 45.9% | 51.9% | 29.0% |
| Slightly decrease | (2) | 2 | - | 1 | 1 | - | - | - | 1 | 1 | 1 | 1 | - | 1 | 1 | 1 |
| | | 8.6% | - | 11.4% | 8.9% | - | - | - | 15.0% | 100.0% | 32.8% | 16.7% | - | 8.3% | 4.8% | 34.1% |
| Greatly decrease | (1) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Don't know | | 6 | 1 | 1 | 4 | 2 | 1 | 3 | 3 | - | - | - | 1 | 5 | 5 | 1 |
| | | 25.3% | 34.8% | 9.9% | 34.0% | 40.2% | 11.3% | 52.2% | 44.4% | - | - | - | 22.2% | 38.4% | 23.6% | 36.9% |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 4 | 1 | 2 | 1 | 1 | 3 | - | - | - | - | 2 | 1 | 1 | 4 | - |
| | | 17.1% | 34.5% | 22.4% | 8.4% | 21.1% | 34.0% | - | - | - | - | 33.8% | 22.0% | 7.4% | 19.7% | - |
| Net: Decrease | | 2 | - | 1 | 1 | - | - | - | 1 | 1 | 1 | 1 | - | 1 | 1 | 1 |
| | | 8.6% | - | 11.4% | 8.9% | - | - | - | 15.0% | 100.0% | 32.8% | 16.7% | - | 8.3% | 4.8% | 34.1% |
| Net: Increase + Stay the same | | 15 | 2 | 7 | 7 | 3 | 8 | 3 | 3 | - | 2 | 5 | 4 | 7 | 14 | 1 |
| | | 66.1% | 65.2% | 78.7% | 57.1% | 59.8% | 88.7% | 47.8% | 40.6% | - | 67.2% | 83.3% | 77.8% | 53.3% | 71.6% | 29.0% |
| Mean score | | 3.1 | 3.5 | 3.1 | 3.0 | 3.4 | 3.4 | 3.0 | 2.7 | 2.0 | 2.7 | 3.2 | 3.3 | 3.0 | 3.2 | 2.5 |

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

Jobs Outlook - Combined

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

Legal & HR

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

| | | | WAVE | | | REGION | | | | | SIZE | | | SECTOR | | |
|-------------------------------|-----|--------|----------------|--------------|---------------|--------|----------|------------------------|------------------------|--------|--------|--------|--------|--------|---------|--------|
| | | Total | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | *a | *b | *c | *d | *e | *f | *g | *h | *i | *j | *k | *l | *m | *n |
| Unweighted Total | | 31 | 3 | 8 | 20 | 9 | 8 | 5 | 10 | 5 | 4 | 1 | 8 | 22 | 25 | 6 |
| Weighted Total | | 31 | 3 | 7 | 20 | 8 | 8 | 6 | 11 | 5 | 4 | 1 | 8 | 22 | 25 | 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) | 2 | 1 | - | 1 | - | 1 | - | 1 | 1 | - | - | - | 2 | 1 | 1 |
| | | 6.5% | 34.9% | - | 4.7% | - | 12.3% | - | 9.5% | 19.6% | - | - | - | 9.2% | 3.8% | 18.7% |
| Stay the same | (3) | 19 | 2 | 6 | 11 | 5 | 6 | 3 | 5 | 2 | 3 | - | 8 | 11 | 16 | 3 |
| | | 61.8% | 65.1% | 75.6% | 56.3% | 66.2% | 74.9% | 50.5% | 45.3% | 39.8% | 73.5% | - | 100.0% | 50.8% | 65.0% | 47.4% |
| Slightly decrease | (2) | 2 | - | 1 | 1 | - | - | - | 1 | 1 | 1 | 1 | - | 1 | 1 | 1 |
| | | 6.5% | - | 13.1% | 5.1% | - | - | - | 9.3% | 19.2% | 26.5% | 100.0% | - | 4.7% | 3.8% | 18.3% |
| Greatly decrease | (1) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Don't know | | 8 | - | 1 | 7 | 3 | 1 | 3 | 4 | 1 | - | - | - | 8 | 7 | 1 |
| | | 25.2% | - | 11.4% | 34.0% | 33.8% | 12.8% | 49.5% | 35.9% | 21.5% | - | - | - | 35.3% | 27.4% | 15.6% |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 2 | 1 | - | 1 | - | 1 | - | 1 | 1 | - | - | - | 2 | 1 | 1 |
| | | 6.5% | 34.9% | - | 4.7% | - | 12.3% | - | 9.5% | 19.6% | - | - | - | 9.2% | 3.8% | 18.7% |
| Net: Decrease | | 2 | - | 1 | 1 | - | - | - | 1 | 1 | 1 | 1 | - | 1 | 1 | 1 |
| | | 6.5% | - | 13.1% | 5.1% | - | - | - | 9.3% | 19.2% | 26.5% | 100.0% | - | 4.7% | 3.8% | 18.3% |
| Net: Increase + Stay the same | | 21 | 3 | 6 | 12 | 5 | 7 | 3 | 6 | 3 | 3 | - | 8 | 13 | 17 | 4 |
| | | 68.3% | 100.0% | 75.6% | 61.0% | 66.2% | 87.2% | 50.5% | 54.8% | 59.4% | 73.5% | - | 100.0% | 60.0% | 68.8% | 66.1% |
| Mean score | | 3.0 | 3.3 | 2.9 | 3.0 | 3.0 | 3.1 | 3.0 | 3.0 | 3.0 | 2.7 | 2.0 | 3.0 | 3.1 | 3.0 | 3.0 |

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

Jobs Outlook - Combined

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 | November 2017 | North | Midlands | South excluding London | South including London | 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 | | 3 | 3 | 1 | 1 | 1 | 1 | - | - | - | - | 3 | 3 | - |
| Weighted Total | | 3 | 3 | 1 | 1 | 1 | 1 | - | - | - | - | 3 | 3 | - |
| | | 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) | 1 | 1 | - | - | 1 | 1 | - | - | - | - | 1 | 1 | - |
| | | 31.8% | 31.8% | - | - | 100.0% | 100.0% | - | - | - | - | 31.8% | 31.8% | - |
| Slightly decrease | (2) | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Greatly decrease | (1) | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Don't know | | 2 | 2 | 1 | 1 | - | - | - | - | - | - | 2 | 2 | - |
| | | 68.2% | 68.2% | 100.0% | 100.0% | - | - | - | - | - | - | 68.2% | 68.2% | - |
| NETS | | | | | | | | | | | | | | |
| Net: Increase | | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Net: Decrease | | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Net: Increase + Stay the same | | 1 | 1 | - | - | 1 | 1 | - | - | - | - | 1 | 1 | - |
| | | 31.8% | 31.8% | - | - | 100.0% | 100.0% | - | - | - | - | 31.8% | 31.8% | - |
| 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 | | |
|-------------------------------|-----|----------------|--------------|---------------|--------|----------|------------------------|------------------------|--------|--------|--------|--------|--------|---------|--------|--------|
| | | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public | |
| Significance Level: 95% | | Total | *a | *b | *c | *d | *e | *f | *g | *h | *i | *j | *k | *l | *m | *n |
| Unweighted Total | | 24 | 1 | 11 | 12 | 5 | 7 | 7 | 9 | 2 | 3 | 5 | 7 | 12 | 22 | 2 |
| Weighted Total | | 24 | 1 | 10 | 13 | 5 | 7 | 8 | 10 | 2 | 3 | 5 | 7 | 13 | 22 | 2 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Greatly increase | (5) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Slightly increase | (4) | 3 | 1 | 1 | 1 | - | 2 | 1 | 1 | - | - | - | 1 | 2 | 3 | - |
| | | 11.8% | 100.0% | 8.8% | 7.5% | - | 28.4% | 12.0% | 9.2% | - | - | - | 14.5% | 14.8% | 12.7% | - |
| Stay the same | (3) | 13 | - | 8 | 5 | 3 | 4 | 4 | 4 | - | 2 | 4 | 6 | 3 | 12 | 1 |
| | | 51.6% | - | 74.1% | 37.2% | 59.7% | 57.0% | 51.4% | 39.5% | - | 67.2% | 80.3% | 85.5% | 22.5% | 51.5% | 52.4% |
| Slightly decrease | (2) | 1 | - | 1 | - | - | - | - | - | - | 1 | 1 | - | - | 1 | - |
| | | 4.0% | - | 9.2% | - | - | - | - | - | - | 32.8% | 19.7% | - | - | 4.3% | - |
| Greatly decrease | (1) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Don't know | | 8 | - | 1 | 7 | 2 | 1 | 3 | 5 | 2 | - | - | - | 8 | 7 | 1 |
| | | 32.7% | - | 8.0% | 55.4% | 40.3% | 14.5% | 36.6% | 51.3% | 100.0% | - | - | - | 62.7% | 31.5% | 47.6% |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 3 | 1 | 1 | 1 | - | 2 | 1 | 1 | - | - | - | 1 | 2 | 3 | - |
| | | 11.8% | 100.0% | 8.8% | 7.5% | - | 28.4% | 12.0% | 9.2% | - | - | - | 14.5% | 14.8% | 12.7% | - |
| Net: Decrease | | 1 | - | 1 | - | - | - | - | - | - | 1 | 1 | - | - | 1 | - |
| | | 4.0% | - | 9.2% | - | - | - | - | - | - | 32.8% | 19.7% | - | - | 4.3% | - |
| Net: Increase + Stay the same | | 15 | 1 | 9 | 6 | 3 | 6 | 5 | 5 | - | 2 | 4 | 7 | 5 | 14 | 1 |
| | | 63.3% | 100.0% | 82.8% | 44.6% | 59.7% | 85.5% | 63.4% | 48.7% | - | 67.2% | 80.3% | 100.0% | 37.3% | 64.3% | 52.4% |
| Mean score | | 3.1 | 4.0 | 3.0 | 3.2 | 3.0 | 3.3 | 3.2 | 3.2 | - | 2.7 | 2.8 | 3.1 | 3.4 | 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 | | |
|-------------------------------|-----|----------------|--------------|---------------|--------|----------|------------------------|------------------------|--------|--------|--------|--------|--------|---------|--------|--------|
| | | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public | |
| Significance Level: 95% | | Total | *a | *b | *c | *d | *e | *f | *g | *h | *i | *j | *k | l | m | *n |
| Unweighted Total | | 62 | 15 | 18 | 29 | 12 | 16 | 14 | 22 | 8 | 12 | 11 | 13 | 38 | 52 | 10 |
| Weighted Total | | 61 | 15 | 17 | 29 | 11 | 15 | 15 | 24 | 9 | 11 | 11 | 13 | 37 | 52 | 10 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Greatly increase | (5) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Slightly increase | (4) | 5 | 2 | 2 | 1 | - | 2 | 1 | 2 | 1 | 1 | 1 | 1 | 3 | 3 | 2 |
| | | 8.3% | 14.0% | 12.2% | 3.3% | - | 12.5% | 6.2% | 8.3% | 11.9% | 10.7% | 10.9% | 7.6% | 7.8% | 5.5% | 23.4% |
| Stay the same | (3) | 39 | 7 | 14 | 18 | 7 | 12 | 9 | 14 | 4 | 7 | 9 | 11 | 19 | 35 | 4 |
| | | 63.7% | 48.5% | 77.5% | 63.0% | 66.3% | 75.2% | 61.4% | 57.2% | 50.2% | 58.9% | 80.5% | 84.3% | 51.6% | 68.2% | 39.5% |
| Slightly decrease | (2) | 5 | 3 | 1 | 1 | 1 | - | 1 | 2 | 1 | 2 | 1 | - | 4 | 4 | 1 |
| | | 7.6% | 18.4% | 5.5% | 3.5% | 8.1% | - | 6.5% | 8.4% | 11.7% | 15.7% | 8.7% | - | 9.9% | 7.0% | 10.7% |
| Greatly decrease | (1) | 1 | 1 | - | - | - | - | 1 | 1 | - | - | - | 1 | - | 1 | - |
| | | 1.7% | 7.2% | - | - | - | - | 7.0% | 4.4% | - | - | - | 8.1% | - | 2.0% | - |
| Don't know | | 11 | 2 | 1 | 9 | 3 | 2 | 3 | 5 | 2 | 2 | - | - | 11 | 9 | 3 |
| | | 18.7% | 12.0% | 4.8% | 30.3% | 25.6% | 12.3% | 18.9% | 21.6% | 26.2% | 14.7% | - | - | 30.7% | 17.3% | 26.4% |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 5 | 2 | 2 | 1 | - | 2 | 1 | 2 | 1 | 1 | 1 | 1 | 3 | 3 | 2 |
| | | 8.3% | 14.0% | 12.2% | 3.3% | - | 12.5% | 6.2% | 8.3% | 11.9% | 10.7% | 10.9% | 7.6% | 7.8% | 5.5% | 23.4% |
| Net: Decrease | | 6 | 4 | 1 | 1 | 1 | - | 2 | 3 | 1 | 2 | 1 | 1 | 4 | 5 | 1 |
| | | 9.3% | 25.5% | 5.5% | 3.5% | 8.1% | - | 13.5% | 12.8% | 11.7% | 15.7% | 8.7% | 8.1% | 9.9% | 9.0% | 10.7% |
| Net: Increase + Stay the same | | 44 | 9 | 16 | 19 | 7 | 14 | 10 | 15 | 5 | 8 | 10 | 12 | 22 | 38 | 6 |
| | | 72.0% | 62.5% | 89.7% | 66.2% | 66.3% | 87.7% | 67.6% | 65.6% | 62.1% | 69.5% | 91.3% | 91.9% | 59.4% | 73.7% | 62.9% |
| Mean score | | 3.0 | 2.8 | 3.1 | 3.0 | 2.9 | 3.1 | 2.8 | 2.9 | 3.0 | 2.9 | 3.0 | 2.9 | 3.0 | 2.9 | 3.2 |

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 | | |
|-------------------------------|-----|----------------|--------------|---------------|--------|----------|------------------------|------------------------|--------|--------|--------|--------|--------|---------|--------|--------|
| | | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public | |
| Significance Level: 95% | | Total | *a | *b | *c | *d | *e | *f | *g | *h | *i | *j | *k | *l | *m | *n |
| Unweighted Total | | 17 | 6 | 6 | 5 | 3 | 5 | 3 | 7 | 4 | 2 | 4 | 3 | 10 | 13 | 4 |
| Weighted Total | | 18 | 6 | 6 | 6 | 3 | 5 | 4 | 8 | 4 | 2 | 4 | 3 | 11 | 14 | 4 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Greatly increase | (5) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Slightly increase | (4) | 4 | 2 | 2 | - | - | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 2 | 2 | 2 |
| | | 23.0% | 32.9% | 36.7% | - | - | 20.3% | 23.7% | 23.9% | 24.0% | 54.6% | 28.7% | 31.4% | 18.3% | 13.6% | 54.3% |
| Stay the same | (3) | 6 | 2 | 3 | 1 | 2 | 3 | - | - | - | 1 | 3 | 1 | 2 | 5 | 1 |
| | | 32.6% | 35.4% | 48.9% | 14.2% | 70.0% | 60.7% | - | - | - | 45.4% | 71.3% | 35.3% | 16.6% | 36.0% | 21.0% |
| Slightly decrease | (2) | 1 | - | - | 1 | - | - | - | 1 | 1 | - | - | - | 1 | - | 1 |
| | | 5.7% | - | - | 16.8% | - | - | - | 12.4% | 23.5% | - | - | - | 9.5% | - | 24.7% |
| Greatly decrease | (1) | 1 | 1 | - | - | - | - | 1 | 1 | - | - | - | 1 | - | 1 | - |
| | | 5.7% | 16.8% | - | - | - | - | 26.8% | 12.6% | - | - | - | 33.3% | - | 7.4% | - |
| Don't know | | 6 | 1 | 1 | 4 | 1 | 1 | 2 | 4 | 2 | - | - | - | 6 | 6 | - |
| | | 33.1% | 14.9% | 14.4% | 69.0% | 30.0% | 19.1% | 49.5% | 51.1% | 52.6% | - | - | - | 55.6% | 42.9% | - |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 4 | 2 | 2 | - | - | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 2 | 2 | 2 |
| | | 23.0% | 32.9% | 36.7% | - | - | 20.3% | 23.7% | 23.9% | 24.0% | 54.6% | 28.7% | 31.4% | 18.3% | 13.6% | 54.3% |
| Net: Decrease | | 2 | 1 | - | 1 | - | - | 1 | 2 | 1 | - | - | 1 | 1 | 1 | 1 |
| | | 11.4% | 16.8% | - | 16.8% | - | - | 26.8% | 25.0% | 23.5% | - | - | 33.3% | 9.5% | 7.4% | 24.7% |
| Net: Increase + Stay the same | | 10 | 4 | 5 | 1 | 2 | 4 | 1 | 2 | 1 | 2 | 4 | 2 | 4 | 7 | 3 |
| | | 55.5% | 68.3% | 85.6% | 14.2% | 70.0% | 80.9% | 23.7% | 23.9% | 24.0% | 100.0% | 100.0% | 66.7% | 34.9% | 49.6% | 75.3% |
| Mean score | | 3.1 | 3.0 | 3.4 | 2.5 | 3.0 | 3.3 | 2.4 | 2.7 | 3.0 | 3.5 | 3.3 | 2.6 | 3.2 | 3.0 | 3.3 |

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

Jobs Outlook - Combined

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 | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | *a | *b | *c | *d | *e | *f | *g | *h | *i | *j | *k | *l | *m | *n |
| Unweighted Total | | 18 | 1 | 7 | 10 | 5 | 4 | 4 | 6 | 2 | 3 | 2 | 4 | 12 | 17 | 1 |
| Weighted Total | | 19 | 1 | 7 | 11 | 5 | 4 | 5 | 7 | 2 | 3 | 2 | 4 | 13 | 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% |
| Greatly increase | (5) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Slightly increase | (4) | 1 | - | 1 | - | - | - | 1 | 1 | - | - | - | - | 1 | 1 | - |
| | | 5.0% | - | 13.8% | - | - | - | 19.2% | 13.3% | - | - | - | - | 7.3% | 5.2% | - |
| Stay the same | (3) | 12 | 1 | 5 | 6 | 3 | 4 | 2 | 3 | 1 | 2 | 1 | 4 | 7 | 11 | 1 |
| | | 62.7% | 100.0% | 71.7% | 53.3% | 57.7% | 100.0% | 40.6% | 42.1% | 45.7% | 68.1% | 51.1% | 100.0% | 53.1% | 60.9% | 100.0% |
| Slightly decrease | (2) | 1 | - | 1 | - | - | - | - | - | - | 1 | 1 | - | - | 1 | - |
| | | 5.2% | - | 14.5% | - | - | - | - | - | - | 31.9% | 48.9% | - | - | 5.5% | - |
| Greatly decrease | (1) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Don't know | | 5 | - | - | 5 | 2 | - | 2 | 3 | 1 | - | - | - | 5 | 5 | - |
| | | 27.1% | - | - | 46.7% | 42.3% | - | 40.2% | 44.5% | 54.3% | - | - | - | 39.7% | 28.5% | - |
| NETS | | | | | | | | | | | | | | | | |
| Net: Increase | | 1 | - | 1 | - | - | - | 1 | 1 | - | - | - | - | 1 | 1 | - |
| | | 5.0% | - | 13.8% | - | - | - | 19.2% | 13.3% | - | - | - | - | 7.3% | 5.2% | - |
| Net: Decrease | | 1 | - | 1 | - | - | - | - | - | - | 1 | 1 | - | - | 1 | - |
| | | 5.2% | - | 14.5% | - | - | - | - | - | - | 31.9% | 48.9% | - | - | 5.5% | - |
| Net: Increase + Stay the same | | 13 | 1 | 6 | 6 | 3 | 4 | 3 | 4 | 1 | 2 | 1 | 4 | 8 | 12 | 1 |
| | | 67.7% | 100.0% | 85.5% | 53.3% | 57.7% | 100.0% | 59.8% | 55.5% | 45.7% | 68.1% | 51.1% | 100.0% | 60.3% | 66.1% | 100.0% |
| Mean score | | 3.0 | 3.0 | 3.0 | 3.0 | 3.0 | 3.0 | 3.3 | 3.2 | 3.0 | 2.7 | 2.5 | 3.0 | 3.1 | 3.0 | 3.0 |

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

Jobs Outlook - Combined

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 | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| | | | *a | b | c | | | *d | *e | | | | | | | |
| Significance Level: 95% | | | | | | | | | | | | | | | | |
| Unweighted Total | 110 | 28 | 36 | 46 | 25 | 29 | 26 | 38 | 12 | 18 | 26 | 33 | 51 | 95 | 15 | |
| Weighted Total | 107 | 27 | 35 | 46 | 23 | 28 | 26 | 39 | 13 | 17 | 26 | 32 | 50 | 93 | 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 | 2 | 1 | 1 | - | 1 | - | 1 | 1 | - | - | - | 2 | - | 2 | - | |
| | 4.7% | 11.7% | 7.4% | - | 9.2% | - | 13.4% | 7.9% | - | - | - | 17.7% | - | 5.3% | - | |
| Construction | 7 | - | 3 | 4 | 3 | 2 | 2 | 2 | - | - | 4 | 2 | 1 | 6 | 1 | |
| | 36.0% | - | 41.7% | 39.1% | 73.7% | 38.7% | 41.1% | 33.3% | - | - | 44.6% | 46.3% | 15.5% | 32.9% | 100.0% | |
| Drivers | 6 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | - | 1 | 3 | 1 | 2 | 6 | - | |
| | 23.4% | 40.5% | 20.8% | 17.9% | 22.0% | 16.3% | 42.0% | 34.5% | - | 21.3% | 38.1% | 25.8% | 14.2% | 26.4% | - | |
| Education | 7 | 2 | 3 | 2 | 1 | 4 | 1 | 2 | 1 | - | 1 | 3 | 3 | 6 | 1 | |
| | 37.7% | 52.9% | 61.4% | 19.5% | 25.1% | 65.5% | 35.1% | 33.1% | 31.3% | - | 57.7% | 37.9% | 32.5% | 33.1% | 100.0% | |
| Engineering & technical | 5 | 1 | 1 | 3 | - | 2 | 2 | 2 | - | 1 | 1 | 1 | 3 | 5 | - | |
| | 23.0% | 34.1% | 15.6% | 24.4% | - | 29.4% | 29.2% | 24.9% | - | 24.1% | 26.9% | 34.1% | 19.7% | 24.0% | - | |
| Executive recruitment / interim management | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | |
| | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | |
| Health & social care | 3 | 1 | 2 | 1 | 2 | - | 1 | 1 | - | 1 | - | 3 | 1 | 3 | 1 | |
| | 23.1% | 23.0% | 36.4% | 13.9% | 47.5% | - | 33.0% | 19.6% | - | 23.3% | - | 34.0% | 14.2% | 21.2% | 32.5% | |
| Hospitality | 2 | 1 | - | 1 | - | - | 1 | 2 | 1 | - | - | - | 2 | 2 | - | |
| | 25.5% | 100.0% | - | 23.5% | - | - | 51.4% | 40.6% | 34.5% | - | - | - | 25.5% | 28.7% | - | |
| Industrial | 5 | 1 | 4 | - | 1 | 3 | 1 | 1 | - | - | 2 | 3 | - | 5 | - | |
| | 20.5% | 30.7% | 44.5% | - | 19.7% | 33.2% | 15.6% | 13.3% | - | - | 33.7% | 55.8% | - | 23.5% | - | |
| Legal & HR | 1 | - | - | 1 | - | 1 | - | - | - | - | - | 1 | - | 1 | - | |
| | 3.3% | - | - | 4.9% | - | 12.9% | - | - | - | - | - | 12.8% | - | 4.0% | - | |
| Life sciences | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | |
| | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | |
| Marketing, media & creative | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | |
| | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | |
| Office professionals | 4 | 4 | - | - | - | - | 3 | 4 | 1 | - | - | 1 | 3 | 2 | 2 | |
| | 6.8% | 28.7% | - | - | - | - | 21.1% | 17.7% | 11.9% | - | - | 8.1% | 8.4% | 3.8% | 22.7% | |
| Sales & retail | 1 | 1 | - | - | - | - | 1 | 1 | - | - | - | 1 | - | 1 | - | |
| | 5.7% | 16.8% | - | - | - | - | 26.8% | 12.6% | - | - | - | 33.3% | - | 7.4% | - | |

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 | October 2017 | November 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 | 110 | 28 | 36 | 46 | 25 | 29 | 26 | 38 | 12 | 18 | 26 | 33 | 51 | 95 | 15 |
| Weighted Total | 107 | 27 | 35 | 46 | 23 | 28 | 26 | 39 | 13 | 17 | 26 | 32 | 50 | 93 | 15 |
| | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Technology | 1 | - | 1 | - | - | - | 1 | 1 | - | - | - | - | 1 | 1 | - |
| | 5.0% | - | 13.8% | - | - | - | 19.2% | 13.3% | - | - | - | - | 7.3% | 5.2% | - |
| None | 70 | 17 | 20 | 32 | 15 | 16 | 14 | 24 | 10 | 14 | 16 | 20 | 34 | 60 | 10 |
| | 64.9% | 63.0% | 58.4% | 70.9% | 63.8% | 58.6% | 55.5% | 62.1% | 75.6% | 83.3% | 60.8% | 62.0% | 68.9% | 64.9% | 64.9% |
| Net: Any | 38 | 10 | 14 | 13 | 8 | 12 | 12 | 15 | 3 | 3 | 10 | 12 | 15 | 33 | 5 |
| | 35.1% | 37.0% | 41.6% | 29.1% | 36.2% | 41.4% | 44.5% | 37.9% | 24.4% | 16.7% | 39.2% | 38.0% | 31.1% | 35.1% | 35.1% |

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 | 121 100.0% | 2 1.5% | 1 .9% | 20 16.9% | 34 27.8% | 58 48.1% | 6 4.9% | 3 2.3% | 92 75.8% | 4.3 |
| Quality of service | 121 100.0% | 2 1.5% | 1 .7% | 3 2.4% | 24 19.5% | 87 71.8% | 5 4.1% | 3 2.2% | 110 91.3% | 4.7 |
| Brand image of the agency | 121 100.0% | 13 10.8% | 23 19.2% | 43 35.7% | 20 16.8% | 15 12.4% | 6 5.1% | 36 30.0% | 35 29.2% | 3.0 |
| Expertise of the agency, in terms of regions and sectors covered | 121 100.0% | 1 .8% | 3 2.4% | 12 10.2% | 34 27.8% | 65 53.9% | 6 4.9% | 4 3.1% | 99 81.7% | 4.4 |
| Management information provided | 121 100.0% | 4 3.2% | 9 7.5% | 33 27.1% | 30 24.5% | 37 30.6% | 9 7.2% | 13 10.6% | 66 55.1% | 3.8 |
| Membership of a trade of professional organisation | 121 100.0% | 15 12.2% | 10 8.3% | 45 37.3% | 22 18.4% | 22 18.1% | 7 5.8% | 25 20.5% | 44 36.5% | 3.2 |
| Other | 121 100.0% | - | - | - | - | 5 3.9% | 116 96.1% | - | 5 3.9% | 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 | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| | | | a | b | c | d | e | *f | g | *h | *i | j | k | l | m | *n |
| Significance Level: 95% | | | | | | | | | | | | | | | | |
| Unweighted Total | | 124 | 33 | 39 | 52 | 30 | 33 | 28 | 41 | 13 | 20 | 32 | 36 | 56 | 108 | 16 |
| Weighted Total | | 121 | 31 | 38 | 52 | 28 | 32 | 28 | 42 | 14 | 19 | 32 | 34 | 54 | 105 | 16 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| 1 Not at all important | (1) | 2 | 1 | 1 | - | - | 2 | - | - | - | - | 1 | 1 | - | 2 | - |
| | | 1.5% | 2.8% | 2.4% | - | - | 5.6% | - | - | - | - | 2.9% | 2.6% | - | 1.7% | - |
| 2 | (2) | 1 | - | 1 | - | - | 1 | - | - | - | - | - | 1 | - | 1 | - |
| | | .9% | - | 2.7% | - | - | 3.2% | - | - | - | - | - | 3.0% | - | 1.0% | - |
| 3 | (3) | 20 | 6 | 6 | 9 | 9 | 5 | 6 | 6 | - | 1 | 4 | 6 | 10 | 18 | 3 |
| | | 16.9% | 17.8% | 16.7% | 16.6% | 32.1% | 15.2% | 20.6% | 13.7% | - | 4.4% | 12.0% | 18.9% | 18.6% | 16.9% | 17.1% |
| 4 | (4) | 34 | 7 | 11 | 16 | 9 | 8 | 9 | 13 | 4 | 4 | 11 | 6 | 17 | 31 | 2 |
| | | 27.8% | 22.3% | 28.1% | 30.9% | 31.2% | 23.9% | 31.9% | 31.7% | 31.5% | 20.3% | 34.3% | 16.9% | 30.8% | 29.8% | 14.4% |
| 5 Very important | (5) | 58 | 17 | 18 | 23 | 10 | 16 | 12 | 21 | 8 | 11 | 14 | 18 | 25 | 47 | 11 |
| | | 48.1% | 54.6% | 47.2% | 44.7% | 36.8% | 49.0% | 44.2% | 49.5% | 60.2% | 60.4% | 44.3% | 53.6% | 46.8% | 45.0% | 68.5% |
| N/A | | 6 | 1 | 1 | 4 | - | 1 | 1 | 2 | 1 | 3 | 2 | 2 | 2 | 6 | - |
| | | 4.9% | 2.5% | 2.8% | 7.8% | - | 3.1% | 3.3% | 5.0% | 8.3% | 15.0% | 6.6% | 5.0% | 3.8% | 5.6% | - |
| NETS | | | | | | | | | | | | | | | | |
| Net: Not important | | 3 | 1 | 2 | - | - | 3 | - | - | - | - | 1 | 2 | - | 3 | - |
| | | 2.3% | 2.8% | 5.2% | - | - | 8.9% | - | - | - | - | 2.9% | 5.6% | - | 2.7% | - |
| Net: Important | | 92 | 24 | 28 | 39 | 19 | 23 | 21 | 34 | 13 | 15 | 25 | 24 | 42 | 79 | 13 |
| | | 75.8% | 76.9% | 75.4% | 75.6% | 67.9% | 72.8% | 76.1% | 81.3% | 91.7% | 80.7% | 78.6% | 70.5% | 77.6% | 74.8% | 82.9% |
| Mean score | | 4.3 | 4.3 | 4.2 | 4.3 | 4.0 | 4.1 | 4.2 | 4.4 | 4.7 | 4.7 | 4.3 | 4.2 | 4.3 | 4.2 | 4.5 |

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 | | |
|-------------------------|-----|----------------|--------------|---------------|--------|----------|------------------------|------------------------|--------|--------|--------|--------|--------|---------|--------|--------|
| | | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public | |
| Significance Level: 95% | | Total | a | b | c | d | e | *f | g | *h | *i | j | k | l | m | *n |
| Unweighted Total | | 124 | 33 | 39 | 52 | 30 | 33 | 28 | 41 | 13 | 20 | 32 | 36 | 56 | 108 | 16 |
| Weighted Total | | 121 | 31 | 38 | 52 | 28 | 32 | 28 | 42 | 14 | 19 | 32 | 34 | 54 | 105 | 16 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| 1 Not at all important | (1) | 2 | 1 | 1 | - | - | 2 | - | - | - | - | 1 | 1 | - | 2 | - |
| | | 1.5% | 2.8% | 2.4% | - | - | 5.6% | - | - | - | - | 2.9% | 2.6% | - | 1.7% | - |
| 2 | (2) | 1 | - | 1 | - | 1 | - | - | - | - | - | - | - | 1 | 1 | - |
| | | .7% | - | 2.2% | - | 3.0% | - | - | - | - | - | - | - | 1.5% | .8% | - |
| 3 | (3) | 3 | 1 | 1 | 1 | 3 | - | - | - | - | - | 2 | 1 | - | 3 | - |
| | | 2.4% | 3.5% | 2.4% | 1.8% | 10.5% | - | - | - | - | - | 6.3% | 2.8% | - | 2.8% | - |
| | | | | | | g | | | | | | | | | | |
| 4 | (4) | 24 | 4 | 10 | 10 | 5 | 5 | 7 | 10 | 3 | 4 | 8 | 5 | 11 | 21 | 3 |
| | | 19.5% | 12.4% | 25.9% | 19.1% | 17.0% | 15.7% | 23.8% | 23.7% | 23.5% | 20.3% | 25.4% | 13.6% | 19.8% | 19.8% | 17.2% |
| 5 Very important | (5) | 87 | 25 | 24 | 38 | 20 | 24 | 21 | 31 | 10 | 12 | 20 | 26 | 41 | 74 | 13 |
| | | 71.8% | 78.7% | 64.2% | 73.0% | 69.5% | 75.6% | 76.2% | 73.5% | 68.1% | 64.8% | 61.8% | 76.1% | 74.9% | 70.1% | 82.8% |
| N/A | | 5 | 1 | 1 | 3 | - | 1 | - | 1 | 1 | 3 | 1 | 2 | 2 | 5 | - |
| | | 4.1% | 2.5% | 2.8% | 6.0% | - | 3.1% | - | 2.8% | 8.3% | 15.0% | 3.7% | 5.0% | 3.8% | 4.7% | - |
| NETS | | | | | | | | | | | | | | | | |
| Net: Not important | | 3 | 1 | 2 | - | 1 | 2 | - | - | - | - | 1 | 1 | 1 | 3 | - |
| | | 2.2% | 2.8% | 4.7% | - | 3.0% | 5.6% | - | - | - | - | 2.9% | 2.6% | 1.5% | 2.5% | - |
| Net: Important | | 110 | 29 | 34 | 48 | 24 | 29 | 28 | 41 | 13 | 16 | 28 | 31 | 51 | 94 | 16 |
| | | 91.3% | 91.1% | 90.1% | 92.1% | 86.5% | 91.2% | 100.0% | 97.2% | 91.7% | 85.0% | 87.2% | 89.6% | 94.7% | 90.0% | 100.0% |
| Mean score | | 4.7 | 4.7 | 4.5 | 4.8 | 4.5 | 4.6 | 4.8 | 4.8 | 4.7 | 4.8 | 4.5 | 4.7 | 4.7 | 4.6 | 4.8 |

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

Jobs Outlook - Combined

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

Brand image of the agency

Base: All who recruit temporary agency workers

| | | WAVE | | | REGION | | | | | | SIZE | | | SECTOR | | | |
|-------------------------|-----|--------|----------------|--------------|---------------|-------------|----------|------------------------|------------------------|--------|--------|--------|--------|--------|---------|--------|-------|
| | | Total | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public | |
| Significance Level: 95% | | | a | b | c | d | e | *f | g | *h | *i | j | k | l | m | *n | |
| Unweighted Total | | 124 | 33 | 39 | 52 | 30 | 33 | 28 | 41 | 13 | 20 | 32 | 36 | 56 | 108 | 16 | |
| Weighted Total | | 121 | 31 | 38 | 52 | 28 | 32 | 28 | 42 | 14 | 19 | 32 | 34 | 54 | 105 | 16 | |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | |
| 1 Not at all important | (1) | 13 | 3 | 5 | 6 | 5 | 5 | 1 | 3 | 2 | 1 | 6 | 4 | 4 | 13 | - | |
| | | 10.8% | 8.3% | 12.4% | 11.1% | 16.1% | 15.1% | 3.3% | 6.8% | 13.8% | 4.3% | 17.7% | 10.5% | 6.9% | 12.4% | - | |
| 2 | (2) | 23 | 5 | 10 | 9 | 3 | 9 | 6 | 8 | 2 | 4 | 3 | 7 | 13 | 21 | 2 | |
| | | 19.2% | 15.5% | 25.6% | 16.9% | 9.7% | 27.6% | 20.0% | 18.8% | 16.3% | 20.3% | 9.4% | 20.7% | 24.1% | 20.3% | 11.9% | |
| 3 | (3) | 43 | 13 | 12 | 18 | 10 | 10 | 15 | 21 | 6 | 3 | 13 | 12 | 18 | 36 | 7 | |
| | | 35.7% | 42.9% | 31.4% | 34.4% | 33.9% | 30.2% | 51.8% | 49.8% | 45.7% | 15.8% | 41.7% | 33.6% | 33.5% | 34.1% | 46.4% | |
| 4 | (4) | 20 | 4 | 9 | 8 | 8 | 3 | 4 | 4 | - | 5 | 6 | 6 | 9 | 17 | 3 | |
| | | 16.8% | 13.4% | 22.7% | 14.6% | 30.0% eg | 9.3% | 14.6% | 9.7% | - | 25.8% | 18.4% | 16.4% | 16.1% | 16.5% | 19.0% | |
| 5 Very important | | (5) | 15 | 5 | 2 | 8 | 3 | 5 | 3 | 4 | 1 | 3 | 5 | 7 | 11 | 4 | |
| | | | 12.4% | 17.4% | 5.1% | 14.8% | 10.3% | 14.7% | 10.3% | 9.4% | 7.5% | 18.8% | 9.1% | 13.7% | 13.6% | 10.9% | 22.6% |
| N/A | | | 6 | 1 | 1 | 4 | - | 1 | - | 2 | 3 | 1 | 2 | 3 | 6 | - | |
| | | | 5.1% | 2.5% | 2.8% | 8.2% | - | 3.1% | - | 5.5% | 16.6% | 3.7% | 5.0% | 5.9% | 5.8% | - | |
| NETS | | | | | | | | | | | | | | | | | |
| Net: Not important | | | 36 | 7 | 14 | 14 | 7 | 14 | 7 | 11 | 4 | 5 | 9 | 11 | 17 | 34 | 2 |
| | | | 30.0% | 23.8% | 38.0% | 27.9% | 25.8% | 42.7% | 23.3% | 25.6% | 30.2% | 24.6% | 27.1% | 31.2% | 30.9% | 32.7% | 11.9% |
| Net: Important | | | 35 | 10 | 10 | 15 | 11 | 8 | 7 | 8 | 1 | 8 | 9 | 10 | 16 | 29 | 7 |
| | | | 29.2% | 30.8% | 27.8% | 29.4% | 40.3% | 23.9% | 24.9% | 19.1% | 7.5% | 44.6% | 27.5% | 30.1% | 29.7% | 27.4% | 41.6% |
| Mean score | | | 3.0 | 3.2 | 2.8 | 3.1 | 3.1 | 2.8 | 3.1 | 3.0 | 2.7 | 3.4 | 2.9 | 3.0 | 3.1 | 2.9 | 3.5 |

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

Jobs Outlook - Combined

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

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

Base: All who recruit temporary agency workers

| | | WAVE | | | REGION | | | | | | SIZE | | | SECTOR | | |
|-------------------------|-----|--------|----------------|--------------|---------------|--------|----------|------------------------|------------------------|--------|--------|--------|--------|--------|---------|--------|
| | | Total | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | a | b | c | d | e | *f | g | *h | *i | j | k | l | m | *n |
| Unweighted Total | | 124 | 33 | 39 | 52 | 30 | 33 | 28 | 41 | 13 | 20 | 32 | 36 | 56 | 108 | 16 |
| Weighted Total | | 121 | 31 | 38 | 52 | 28 | 32 | 28 | 42 | 14 | 19 | 32 | 34 | 54 | 105 | 16 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| 1 Not at all important | (1) | 1 | - | 1 | - | - | 1 | - | - | - | - | 1 | - | - | 1 | - |
| | | .8% | - | 2.4% | - | - | 2.9% | - | - | - | - | 2.9% | - | - | .9% | - |
| 2 | (2) | 3 | - | 2 | 1 | - | - | 2 | 3 | 1 | - | - | 2 | 1 | 3 | - |
| | | 2.4% | - | 5.0% | 1.9% | - | - | 6.8% | 6.9% | 6.9% | - | - | 5.4% | 1.9% | 2.7% | - |
| 3 | (3) | 12 | 6 | 4 | 3 | 3 | 4 | 3 | 5 | 2 | 1 | 5 | 5 | 2 | 10 | 2 |
| | | 10.2% | 17.9% | 9.7% | 5.9% | 9.4% | 11.9% | 10.8% | 12.2% | 14.9% | 4.4% | 15.4% | 15.9% | 3.6% | 9.9% | 12.5% |
| 4 | (4) | 34 | 8 | 8 | 18 | 10 | 5 | 11 | 14 | 3 | 5 | 10 | 6 | 18 | 30 | 3 |
| | | 27.8% | 24.6% | 21.7% | 34.1% | 34.9% | 15.1% | 37.7% | 33.3% | 24.4% | 26.4% | 32.1% | 16.6% | 32.4% | 28.6% | 22.1% |
| 5 Very important | (5) | 65 | 17 | 22 | 26 | 16 | 21 | 12 | 18 | 6 | 10 | 14 | 20 | 32 | 55 | 10 |
| | | 53.9% | 54.9% | 58.3% | 50.1% | 55.6% | 67.0% | 41.3% | 42.7% | 45.4% | 54.3% | 43.1% | 57.0% | 58.4% | 52.2% | 65.4% |
| | | | | | | | g | | | | | | | | | |
| N/A | | 6 | 1 | 1 | 4 | - | 1 | 1 | 2 | 1 | 3 | 2 | 2 | 2 | 6 | - |
| | | 4.9% | 2.5% | 2.8% | 7.8% | - | 3.1% | 3.3% | 5.0% | 8.3% | 15.0% | 6.6% | 5.0% | 3.8% | 5.6% | - |
| NETS | | | | | | | | | | | | | | | | |
| Net: Not important | | 4 | - | 3 | 1 | - | 1 | 2 | 3 | 1 | - | 1 | 2 | 1 | 4 | - |
| | | 3.1% | - | 7.4% | 1.9% | - | 2.9% | 6.8% | 6.9% | 6.9% | - | 2.9% | 5.4% | 1.9% | 3.6% | - |
| Net: Important | | 99 | 25 | 30 | 44 | 25 | 26 | 22 | 32 | 10 | 15 | 24 | 25 | 49 | 85 | 14 |
| | | 81.7% | 79.5% | 80.0% | 84.3% | 90.6% | 82.1% | 79.0% | 76.0% | 69.9% | 80.7% | 75.2% | 73.6% | 90.7% | 80.9% | 87.5% |
| | | | | | | | | | | | | | k | | | |
| Mean score | | 4.4 | 4.4 | 4.3 | 4.4 | 4.5 | 4.5 | 4.2 | 4.2 | 4.2 | 4.6 | 4.2 | 4.3 | 4.5 | 4.4 | 4.5 |

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 | | |
|-------------------------|-----|----------------|--------------|---------------|--------|------------|------------------------|------------------------|------------|--------|--------|--------|--------|---------|--------|--------|
| | | September 2017 | October 2017 | November 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 | | 124 | 33 | 39 | 52 | 30 | 33 | 28 | 41 | 13 | 20 | 32 | 36 | 56 | 108 | 16 |
| Weighted Total | | 121 | 31 | 38 | 52 | 28 | 32 | 28 | 42 | 14 | 19 | 32 | 34 | 54 | 105 | 16 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| 1 Not at all important | (1) | 4 | 2 | 2 | - | 1 | 2 | 1 | 1 | - | - | 1 | 1 | 2 | 4 | - |
| | | 3.2% | 6.0% | 5.2% | - | 3.1% | 6.1% | 3.6% | 2.4% | - | - | 3.2% | 2.9% | 3.3% | 3.6% | - |
| 2 | (2) | 9 | 1 | 7 | 1 | 1 | 3 | 2 | 3 | 1 | 2 | 3 | 3 | 3 | 7 | 2 |
| | | 7.5% | 3.5% | 18.4% c | 1.9% | 3.0% | 9.2% | 7.2% | 7.1% | 6.9% | 12.1% | 9.7% | 8.8% | 5.3% | 6.4% | 14.8% |
| 3 | (3) | 33 | 10 | 6 | 17 | 8 | 10 | 11 | 13 | 2 | 3 | 11 | 7 | 15 | 31 | 2 |
| | | 27.1% | 31.2% | 16.7% | 32.3% | 26.8% | 29.8% | 38.4% | 31.2% | 16.7% | 13.9% | 33.4% | 20.4% | 27.8% | 29.2% | 13.1% |
| 4 | (4) | 30 | 7 | 9 | 14 | 5 | 5 | 10 | 15 | 5 | 5 | 7 | 8 | 14 | 25 | 4 |
| | | 24.5% | 20.9% | 24.5% | 26.6% | 17.9% | 14.8% | 34.6% | 35.5% e | 37.4% | 25.9% | 23.3% | 24.6% | 25.0% | 24.2% | 26.1% |
| 5 Very important | (5) | 37 | 10 | 11 | 15 | 12 | 12 | 4 | 8 | 4 | 5 | 8 | 13 | 16 | 32 | 5 |
| | | 30.6% | 32.6% | 30.1% | 29.8% | 42.5% g | 36.9% | 12.9% | 18.8% | 30.6% | 28.6% | 23.9% | 38.2% | 29.8% | 30.1% | 34.2% |
| N/A | | 9 | 2 | 2 | 5 | 2 | 1 | 1 | 2 | 1 | 4 | 2 | 2 | 5 | 7 | 2 |
| | | 7.2% | 5.7% | 5.2% | 9.5% | 6.7% | 3.1% | 3.3% | 5.0% | 8.3% | 19.5% | 6.6% | 5.0% | 8.8% | 6.5% | 11.8% |
| NETS | | | | | | | | | | | | | | | | |
| Net: Not important | | 13 | 3 | 9 | 1 | 2 | 5 | 3 | 4 | 1 | 2 | 4 | 4 | 5 | 11 | 2 |
| | | 10.6% | 9.5% | 23.5% c | 1.9% | 6.1% | 15.2% | 10.8% | 9.5% | 6.9% | 12.1% | 12.9% | 11.8% | 8.6% | 10.0% | 14.8% |
| Net: Important | | 66 | 17 | 21 | 29 | 17 | 17 | 13 | 23 | 10 | 10 | 15 | 22 | 30 | 57 | 9 |
| | | 55.1% | 53.6% | 54.6% | 56.4% | 60.3% | 51.8% | 47.5% | 54.3% | 68.0% | 54.5% | 47.2% | 62.8% | 54.8% | 54.3% | 60.3% |
| Mean score | | 3.8 | 3.7 | 3.6 | 3.9 | 4.0 | 3.7 | 3.5 | 3.6 | 4.0 | 3.9 | 3.6 | 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

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 | |
|-------------------------|-----|--------|----------------|--------------|---------------|--------|----------|------------------------|------------------------|--------|--------|--------|--------|--------|---------|--------|
| | | | September 2017 | October 2017 | November 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 | | 124 | 33 | 39 | 52 | 30 | 33 | 28 | 41 | 13 | 20 | 32 | 36 | 56 | 108 | 16 |
| Weighted Total | | 121 | 31 | 38 | 52 | 28 | 32 | 28 | 42 | 14 | 19 | 32 | 34 | 54 | 105 | 16 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| 1 Not at all important | (1) | 15 | 3 | 5 | 7 | 5 | 6 | 1 | 3 | 2 | 1 | 6 | 4 | 5 | 14 | 1 |
| | | 12.2% | 9.3% | 12.5% | 13.8% | 16.3% | 17.9% | 4.0% | 8.2% | 16.7% | 5.4% | 18.2% | 11.8% | 9.0% | 13.0% | 7.1% |
| 2 | (2) | 10 | 2 | 6 | 2 | 1 | 5 | 3 | 4 | 1 | - | 5 | 3 | 2 | 9 | 1 |
| | | 8.3% | 5.7% | 16.5% | 3.8% | 4.5% | 14.9% | 10.6% | 9.4% | 6.9% | - | 16.4% | 8.2% | 3.5% | 8.3% | 8.1% |
| | | | | c | | | | | | | | l | | | | |
| 3 | (3) | 45 | 12 | 12 | 22 | 9 | 10 | 15 | 18 | 3 | 8 | 8 | 14 | 23 | 38 | 7 |
| | | 37.3% | 37.0% | 31.0% | 42.0% | 33.0% | 30.9% | 54.7% | 43.5% | 21.2% | 40.5% | 25.1% | 39.8% | 42.8% | 36.6% | 42.0% |
| 4 | (4) | 22 | 5 | 7 | 11 | 6 | 4 | 6 | 8 | 2 | 5 | 5 | 6 | 11 | 18 | 4 |
| | | 18.4% | 16.0% | 17.4% | 20.6% | 19.8% | 12.3% | 20.5% | 19.1% | 16.2% | 25.1% | 15.2% | 18.6% | 20.1% | 17.5% | 24.5% |
| 5 Very important | (5) | 22 | 8 | 8 | 6 | 6 | 7 | 3 | 6 | 3 | 4 | 7 | 6 | 9 | 20 | 2 |
| | | 18.1% | 26.3% | 20.2% | 11.6% | 19.6% | 20.9% | 10.3% | 14.3% | 22.4% | 19.6% | 21.5% | 16.5% | 17.1% | 19.0% | 11.9% |
| N/A | | 7 | 2 | 1 | 4 | 2 | 1 | - | 2 | 2 | 2 | 1 | 2 | 4 | 6 | 1 |
| | | 5.8% | 5.7% | 2.4% | 8.2% | 6.7% | 3.1% | - | 5.5% | 16.6% | 9.3% | 3.7% | 5.0% | 7.5% | 5.7% | 6.3% |
| NETS | | | | | | | | | | | | | | | | |
| Net: Not important | | 25 | 5 | 11 | 9 | 6 | 10 | 4 | 7 | 3 | 1 | 11 | 7 | 7 | 22 | 2 |
| | | 20.5% | 15.1% | 29.0% | 17.6% | 20.9% | 32.8% | 14.6% | 17.6% | 23.6% | 5.4% | 34.6% | 20.0% | 12.5% | 21.3% | 15.2% |
| | | | | | | | | | | | | l | | | | |
| Net: Important | | 44 | 13 | 14 | 17 | 11 | 11 | 9 | 14 | 5 | 8 | 12 | 12 | 20 | 38 | 6 |
| | | 36.5% | 42.2% | 37.6% | 32.2% | 39.4% | 33.2% | 30.8% | 33.4% | 38.6% | 44.8% | 36.7% | 35.2% | 37.2% | 36.5% | 36.4% |
| Mean score | | 3.2 | 3.5 | 3.2 | 3.1 | 3.2 | 3.0 | 3.2 | 3.2 | 3.2 | 3.6 | 3.1 | 3.2 | 3.4 | 3.2 | 3.3 |

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

Jobs Outlook - Combined

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 | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | a | b | c | d | e | *f | g | *h | i | j | k | l | m | *n |
| Unweighted Total | | 124 | 33 | 39 | 52 | 30 | 33 | 28 | 41 | 13 | 20 | 32 | 36 | 56 | 108 | 16 |
| Weighted Total | | 121 | 31 | 38 | 52 | 28 | 32 | 28 | 42 | 14 | 19 | 32 | 34 | 54 | 105 | 16 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| 1 Not at all important | (1) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 2 | (2) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 3 | (3) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 4 | (4) | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| 5 Very important | (5) | 5 | 2 | - | 3 | 2 | 2 | - | - | - | 1 | 1 | 1 | 3 | 5 | - |
| | | 3.9% | 5.8% | - | 5.6% | 6.9% | 6.1% | - | - | - | 4.5% | 3.1% | 2.8% | 5.0% | 4.5% | - |
| N/A | | 116 | 30 | 38 | 49 | 26 | 30 | 28 | 42 | 14 | 18 | 31 | 33 | 52 | 100 | 16 |
| | | 96.1% | 94.2% | 100.0% | 94.4% | 93.1% | 93.9% | 100.0% | 100.0% | 100.0% | 95.5% | 96.9% | 97.2% | 95.0% | 95.5% | 100.0% |
| NETS | | | | | | | | | | | | | | | | |
| Net: Not important | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Net: Important | | 5 | 2 | - | 3 | 2 | 2 | - | - | - | 1 | 1 | 1 | 3 | 5 | - |
| | | 3.9% | 5.8% | - | 5.6% | 6.9% | 6.1% | - | - | - | 4.5% | 3.1% | 2.8% | 5.0% | 4.5% | - |
| Mean score | | 5.0 | 5.0 | - | 5.0 | 5.0 | 5.0 | - | - | - | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | |

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

Jobs Outlook - Combined

Q18_SUM. How important or otherwise would you say that temporary agency workers are for your organisation for each of the following? Rate on a scale from 1 to 5, where 1 means not at all important and 5 means very important.

SUMMARY TABLE

Base: All who recruit temporary agency workers

| | Total | 1 Not at all important | 2 | 3 | 4 | 5 Very important | Net: Not important | Net: Important | Mean |
|---|---------------|------------------------|-------------|-------------|-------------|------------------|--------------------|----------------|------|
| Meeting peaks in demand at certain times of year (seasonality) | 121 100.0% | 11 9.1% | 10 8.2% | 23 19.2% | 27 22.3% | 50 41.3% | 21 17.3% | 77 63.5% | 3.8 |
| Responding to growth, as new customers are won | 121 100.0% | 12 10.3% | 12 9.7% | 33 27.5% | 34 27.8% | 30 24.7% | 24 20.0% | 63 52.5% | 3.5 |
| Managing fast changing organisational requirements | 121 100.0% | 11 9.1% | 11 8.8% | 40 33.2% | 31 25.8% | 28 23.2% | 22 17.9% | 59 49.0% | 3.5 |
| Covering short term staff leave or absences | 121 100.0% | 10 8.1% | 7 5.9% | 22 18.0% | 34 27.9% | 48 40.1% | 17 14.0% | 82 68.0% | 3.9 |
| Helping to keep running costs down | 121 100.0% | 20 16.9% | 19 15.8% | 24 19.8% | 21 17.4% | 36 30.2% | 39 32.7% | 57 47.6% | 3.3 |
| Managing uncertainty during economic downturn or at other times | 121 100.0% | 18 15.2% | 11 8.9% | 49 40.7% | 22 18.6% | 20 16.5% | 29 24.1% | 42 35.1% | 3.1 |
| Providing short term access to key strategic skills | 121 100.0% | 13 11.2% | 17 14.2% | 32 26.8% | 35 29.0% | 23 18.8% | 31 25.4% | 58 47.8% | 3.3 |

Jobs Outlook - Combined

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

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

Base: All who recruit temporary agency workers

| | | | WAVE | | | REGION | | | | | SIZE | | | SECTOR | | |
|-------------------------|-----|--------|----------------|--------------|---------------|--------|----------|------------------------|------------------------|--------|--------|--------|--------|--------|---------|--------|
| | | Total | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | a | b | c | d | e | *f | g | *h | *i | j | k | l | m | *n |
| Unweighted Total | | 124 | 33 | 39 | 52 | 30 | 33 | 28 | 41 | 13 | 20 | 32 | 36 | 56 | 108 | 16 |
| Weighted Total | | 121 | 31 | 38 | 52 | 28 | 32 | 28 | 42 | 14 | 19 | 32 | 34 | 54 | 105 | 16 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| 1 Not at all important | (1) | 11 | 1 | 5 | 5 | 2 | 5 | - | 2 | 2 | 2 | 4 | 4 | 3 | 11 | - |
| | | 9.1% | 3.5% | 12.8% | 9.8% | 6.9% | 15.5% | - | 5.1% | 15.3% | 10.4% | 12.9% | 11.5% | 5.4% | 10.4% | - |
| 2 | (2) | 10 | 4 | 1 | 5 | 1 | 3 | 5 | 5 | - | 1 | 2 | 3 | 5 | 8 | 2 |
| | | 8.2% | 13.2% | 2.4% | 9.3% | 3.2% | 9.3% | 18.3% | 12.2% | - | 4.6% | 6.2% | 9.0% | 8.8% | 7.5% | 12.7% |
| 3 | (3) | 23 | 7 | 6 | 10 | 5 | 6 | 6 | 9 | 2 | 4 | 9 | 7 | 8 | 20 | 3 |
| | | 19.2% | 23.5% | 15.9% | 19.0% | 17.7% | 17.9% | 23.1% | 20.9% | 16.6% | 19.8% | 28.1% | 18.9% | 14.2% | 19.1% | 20.1% |
| 4 | (4) | 27 | 6 | 8 | 13 | 7 | 8 | 4 | 9 | 5 | 4 | 4 | 5 | 18 | 23 | 4 |
| | | 22.3% | 20.2% | 20.1% | 25.1% | 23.7% | 23.9% | 13.4% | 21.5% | 37.8% | 18.9% | 12.3% | 13.6% | 33.6% | 22.0% | 23.8% |
| | | | | | | | | | | | | | jk | | | |
| 5 Very important | (5) | 50 | 12 | 18 | 19 | 14 | 11 | 13 | 17 | 4 | 9 | 13 | 16 | 21 | 43 | 7 |
| | | 41.3% | 39.5% | 48.8% | 36.9% | 48.4% | 33.4% | 45.2% | 40.3% | 30.3% | 46.3% | 40.5% | 47.0% | 38.1% | 40.9% | 43.4% |
| NETS | | | | | | | | | | | | | | | | |
| Net: Not important | | 21 | 5 | 6 | 10 | 3 | 8 | 5 | 7 | 2 | 3 | 6 | 7 | 8 | 19 | 2 |
| | | 17.3% | 16.7% | 15.2% | 19.1% | 10.1% | 24.8% | 18.3% | 17.3% | 15.3% | 15.0% | 19.1% | 20.5% | 14.2% | 17.9% | 12.7% |
| Net: Important | | 77 | 19 | 26 | 32 | 20 | 18 | 16 | 26 | 10 | 12 | 17 | 21 | 39 | 66 | 11 |
| | | 63.5% | 59.8% | 68.9% | 61.9% | 72.1% | 57.3% | 58.6% | 61.8% | 68.1% | 65.2% | 52.8% | 60.6% | 71.7% | 63.0% | 67.3% |
| Mean score | | 3.8 | 3.8 | 3.9 | 3.7 | 4.0 | 3.5 | 3.9 | 3.8 | 3.7 | 3.9 | 3.6 | 3.8 | 3.9 | 3.8 | 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 | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | a | b | c | d | e | *f | g | *h | *i | j | k | l | m | *n |
| Unweighted Total | | 124 | 33 | 39 | 52 | 30 | 33 | 28 | 41 | 13 | 20 | 32 | 36 | 56 | 108 | 16 |
| Weighted Total | | 121 | 31 | 38 | 52 | 28 | 32 | 28 | 42 | 14 | 19 | 32 | 34 | 54 | 105 | 16 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| 1 Not at all important | (1) | 12 | 1 | 5 | 7 | 3 | 5 | 1 | 2 | 1 | 3 | 1 | 6 | 6 | 12 | 1 |
| | | 10.3% | 2.6% | 12.4% | 13.5% | 9.1% | 15.5% | 3.6% | 5.2% | 8.3% | 14.8% | 3.2% | 17.0% | 10.3% | 11.0% | 5.6% |
| 2 | (2) | 12 | 4 | 1 | 7 | 1 | 1 | 5 | 8 | 3 | 2 | 3 | 3 | 6 | 11 | 1 |
| | | 9.7% | 12.6% | 2.6% | 13.1% | 3.5% | 3.1% | 17.4% | 19.2% e | 22.8% | 8.9% | 9.6% | 8.3% | 10.7% | 10.3% | 5.4% |
| 3 | (3) | 33 | 9 | 9 | 15 | 9 | 9 | 8 | 10 | 2 | 6 | 7 | 10 | 17 | 30 | 3 |
| | | 27.5% | 29.5% | 25.0% | 28.1% | 32.2% | 26.7% | 27.7% | 23.5% | 15.3% | 30.6% | 21.0% | 27.9% | 31.1% | 28.9% | 17.9% |
| 4 | (4) | 34 | 11 | 13 | 10 | 7 | 8 | 10 | 15 | 5 | 4 | 12 | 9 | 13 | 28 | 6 |
| | | 27.8% | 34.5% | 33.4% | 19.7% | 24.2% | 24.3% | 34.3% | 35.9% | 39.1% | 21.1% | 37.7% | 24.8% | 23.9% | 26.4% | 37.5% |
| 5 Very important | (5) | 30 | 7 | 10 | 13 | 9 | 10 | 5 | 7 | 2 | 5 | 9 | 8 | 13 | 25 | 5 |
| | | 24.7% | 20.8% | 26.6% | 25.7% | 31.1% | 30.3% | 17.1% | 16.2% | 14.4% | 24.6% | 28.6% | 22.0% | 24.1% | 23.4% | 33.6% |
| NETS | | | | | | | | | | | | | | | | |
| Net: Not important | | 24 | 5 | 6 | 14 | 4 | 6 | 6 | 10 | 4 | 4 | 4 | 9 | 11 | 22 | 2 |
| | | 20.0% | 15.2% | 15.0% | 26.6% | 12.6% | 18.6% | 21.0% | 24.4% | 31.2% | 23.7% | 12.7% | 25.2% | 20.9% | 21.3% | 11.0% |
| Net: Important | | 63 | 17 | 23 | 23 | 16 | 17 | 14 | 22 | 7 | 8 | 21 | 16 | 26 | 52 | 11 |
| | | 52.5% | 55.4% | 60.0% | 45.3% | 55.3% | 54.7% | 51.4% | 52.1% | 53.5% | 45.6% | 66.3% | 46.9% | 48.0% | 49.8% | 71.1% |
| Mean score | | 3.5 | 3.6 | 3.6 | 3.3 | 3.6 | 3.5 | 3.4 | 3.4 | 3.3 | 3.3 | 3.8 | 3.3 | 3.4 | 3.4 | 3.9 |

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

Jobs Outlook - Combined

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

Managing fast changing organisational requirements

Base: All who recruit temporary agency workers

| | | | WAVE | | | REGION | | | | | | SIZE | | | SECTOR | |
|-------------------------|-----|--------|----------------|--------------|---------------|--------|----------|------------------------|------------------------|--------|--------|--------|--------|--------|---------|--------|
| | | Total | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | a | b | c | d | e | *f | g | *h | *i | j | k | l | m | *n |
| Unweighted Total | | 124 | 33 | 39 | 52 | 30 | 33 | 28 | 41 | 13 | 20 | 32 | 36 | 56 | 108 | 16 |
| Weighted Total | | 121 | 31 | 38 | 52 | 28 | 32 | 28 | 42 | 14 | 19 | 32 | 34 | 54 | 105 | 16 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| 1 Not at all important | (1) | 11 | 3 | 3 | 5 | 2 | 4 | 1 | 2 | 1 | 3 | 3 | 5 | 3 | 9 | 2 |
| | | 9.1% | 10.0% | 7.7% | 9.6% | 6.9% | 12.4% | 4.0% | 5.4% | 8.3% | 15.0% | 9.8% | 14.7% | 5.1% | 8.6% | 12.5% |
| 2 | (2) | 11 | 4 | 5 | 2 | 1 | 3 | 1 | 4 | 3 | 3 | 3 | 2 | 6 | 11 | - |
| | | 8.8% | 12.2% | 12.8% | 3.8% | 3.2% | 9.0% | 3.9% | 9.8% | 21.8% | 14.4% | 9.2% | 5.5% | 10.6% | 10.1% | - |
| 3 | (3) | 40 | 9 | 12 | 20 | 11 | 10 | 11 | 16 | 5 | 3 | 14 | 10 | 17 | 37 | 3 |
| | | 33.2% | 27.7% | 30.6% | 38.3% | 39.5% | 30.1% | 38.6% | 38.7% | 38.9% | 16.2% | 43.0% | 28.2% | 30.5% | 35.2% | 19.7% |
| 4 | (4) | 31 | 8 | 10 | 13 | 8 | 7 | 7 | 11 | 3 | 6 | 7 | 8 | 16 | 24 | 7 |
| | | 25.8% | 26.5% | 27.1% | 24.4% | 28.0% | 21.4% | 26.7% | 25.6% | 23.4% | 30.4% | 20.4% | 24.4% | 29.9% | 23.0% | 44.7% |
| 5 Very important | (5) | 28 | 7 | 8 | 12 | 6 | 9 | 8 | 9 | 1 | 4 | 6 | 9 | 13 | 24 | 4 |
| | | 23.2% | 23.7% | 21.8% | 23.9% | 22.3% | 27.1% | 26.9% | 20.4% | 7.5% | 23.9% | 17.6% | 27.2% | 23.9% | 23.2% | 23.1% |
| NETS | | | | | | | | | | | | | | | | |
| Net: Not important | | 22 | 7 | 8 | 7 | 3 | 7 | 2 | 6 | 4 | 5 | 6 | 7 | 9 | 20 | 2 |
| | | 17.9% | 22.1% | 20.5% | 13.4% | 10.1% | 21.3% | 7.8% | 15.3% | 30.2% | 29.5% | 19.0% | 20.2% | 15.7% | 18.7% | 12.5% |
| Net: Important | | 59 | 16 | 18 | 25 | 14 | 16 | 15 | 19 | 4 | 10 | 12 | 18 | 29 | 48 | 11 |
| | | 49.0% | 50.2% | 48.9% | 48.3% | 50.3% | 48.6% | 53.5% | 46.0% | 30.9% | 54.3% | 37.9% | 51.6% | 53.8% | 46.2% | 67.8% |
| Mean score | | 3.5 | 3.4 | 3.4 | 3.5 | 3.6 | 3.4 | 3.7 | 3.5 | 3.0 | 3.3 | 3.3 | 3.4 | 3.6 | 3.4 | 3.7 |

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

Jobs Outlook - Combined

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

Covering short term staff leave or absences

Base: All who recruit temporary agency workers

| | | | WAVE | | | REGION | | | | | | SIZE | | | SECTOR | |
|-------------------------|-----|--------|----------------|--------------|---------------|--------|----------|------------------------|------------------------|--------|--------|------------|------------|------------|---------|--------|
| | | Total | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | a | b | c | d | e | *f | g | *h | *i | j | k | l | m | *n |
| Unweighted Total | | 124 | 33 | 39 | 52 | 30 | 33 | 28 | 41 | 13 | 20 | 32 | 36 | 56 | 108 | 16 |
| Weighted Total | | 121 | 31 | 38 | 52 | 28 | 32 | 28 | 42 | 14 | 19 | 32 | 34 | 54 | 105 | 16 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| 1 Not at all important | (1) | 10 | 2 | 3 | 5 | 4 | 3 | - | 1 | 1 | 2 | 4 | 4 | 2 | 10 | - |
| | | 8.1% | 5.7% | 7.8% | 9.7% | 13.2% | 9.2% | - | 2.8% | 8.3% | 10.4% | 12.3% | 11.4% | 3.5% | 9.3% | - |
| 2 | (2) | 7 | 2 | - | 5 | 1 | 3 | 2 | 3 | 1 | - | 3 | 1 | 3 | 6 | 1 |
| | | 5.9% | 7.0% | - | 9.5% | 3.9% | 9.3% | 7.2% | 7.2% | 7.3% | - | 9.7% | 3.2% | 5.4% | 5.8% | 6.6% |
| 3 | (3) | 22 | 4 | 11 | 7 | 5 | 4 | 6 | 9 | 3 | 4 | 10 | 4 | 8 | 19 | 2 |
| | | 18.0% | 12.1% | 28.9% | 13.7% | 17.3% | 11.6% | 21.4% | 22.1% | 23.5% | 20.8% | 31.9% k | 10.8% | 14.4% | 18.4% | 15.4% |
| 4 | (4) | 34 | 9 | 11 | 14 | 6 | 11 | 7 | 11 | 4 | 6 | 6 | 11 | 17 | 28 | 5 |
| | | 27.9% | 29.8% | 28.4% | 26.5% | 20.1% | 33.7% | 23.3% | 26.0% | 31.5% | 34.1% | 18.2% | 32.7% | 30.7% | 27.0% | 34.3% |
| 5 Very important | (5) | 48 | 14 | 13 | 21 | 13 | 12 | 14 | 18 | 4 | 6 | 9 | 14 | 25 | 42 | 7 |
| | | 40.1% | 45.5% | 34.9% | 40.6% | 45.5% | 36.2% | 48.1% | 41.9% | 29.3% | 34.6% | 28.1% | 41.9% | 46.0% | 39.5% | 43.8% |
| NETS | | | | | | | | | | | | | | | | |
| Net: Not important | | 17 | 4 | 3 | 10 | 5 | 6 | 2 | 4 | 2 | 2 | 7 | 5 | 5 | 16 | 1 |
| | | 14.0% | 12.7% | 7.8% | 19.2% | 17.1% | 18.5% | 7.2% | 10.0% | 15.7% | 10.4% | 21.9% | 14.6% | 8.9% | 15.1% | 6.6% |
| Net: Important | | 82 | 24 | 24 | 35 | 18 | 22 | 20 | 29 | 8 | 13 | 15 | 26 | 42 | 70 | 12 |
| | | 68.0% | 75.3% | 63.3% | 67.1% | 65.6% | 69.9% | 71.5% | 67.9% | 60.8% | 68.7% | 46.2% | 74.6% j | 76.7% j | 66.5% | 78.1% |
| Mean score | | 3.9 | 4.0 | 3.8 | 3.8 | 3.8 | 3.8 | 4.1 | 4.0 | 3.7 | 3.8 | 3.4 | 3.9 | 4.1 | 3.8 | 4.2 |
| | | | | | | | | | | | | | | j | | |

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 | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | a | b | c | d | e | *f | g | *h | *i | j | k | l | m | *n |
| Unweighted Total | | 124 | 33 | 39 | 52 | 30 | 33 | 28 | 41 | 13 | 20 | 32 | 36 | 56 | 108 | 16 |
| Weighted Total | | 121 | 31 | 38 | 52 | 28 | 32 | 28 | 42 | 14 | 19 | 32 | 34 | 54 | 105 | 16 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| 1 Not at all important | (1) | 20 | 4 | 9 | 8 | 4 | 9 | 2 | 3 | 1 | 5 | 8 | 7 | 6 | 19 | 1 |
| | | 16.9% | 11.9% | 23.0% | 15.4% | 13.4% | 27.5% | 6.7% | 7.2% | 8.3% | 25.7% | 24.8% | 19.7% | 10.4% | 18.5% | 6.2% |
| | | | | | | | g | | | | | | | | | |
| 2 | (2) | 19 | 5 | 5 | 9 | 3 | 5 | 6 | 8 | 2 | 4 | 3 | 5 | 11 | 17 | 2 |
| | | 15.8% | 17.4% | 13.3% | 16.6% | 10.0% | 14.9% | 20.5% | 18.4% | 14.3% | 20.2% | 9.1% | 14.2% | 20.7% | 16.3% | 12.1% |
| 3 | (3) | 24 | 9 | 8 | 7 | 7 | 6 | 5 | 10 | 4 | 1 | 5 | 9 | 10 | 21 | 3 |
| | | 19.8% | 28.9% | 20.3% | 13.9% | 26.5% | 18.1% | 18.4% | 22.8% | 31.5% | 5.6% | 16.0% | 25.6% | 18.2% | 19.6% | 20.7% |
| 4 | (4) | 21 | 4 | 9 | 9 | 8 | 5 | 4 | 6 | 2 | 3 | 6 | 3 | 12 | 18 | 3 |
| | | 17.4% | 11.7% | 22.9% | 16.9% | 26.8% | 15.1% | 14.1% | 14.4% | 15.2% | 13.9% | 19.4% | 7.6% | 22.5% | 17.2% | 18.8% |
| 5 Very important | (5) | 36 | 9 | 8 | 19 | 7 | 8 | 11 | 16 | 4 | 6 | 10 | 11 | 15 | 30 | 7 |
| | | 30.2% | 30.1% | 20.5% | 37.2% | 23.2% | 24.4% | 40.4% | 37.2% | 30.8% | 34.6% | 30.6% | 32.9% | 28.1% | 28.3% | 42.3% |
| NETS | | | | | | | | | | | | | | | | |
| Net: Not important | | 39 | 9 | 14 | 17 | 7 | 14 | 8 | 11 | 3 | 9 | 11 | 12 | 17 | 37 | 3 |
| | | 32.7% | 29.3% | 36.3% | 32.0% | 23.5% | 42.4% | 27.1% | 25.6% | 22.6% | 45.8% | 33.9% | 33.9% | 31.2% | 34.8% | 18.3% |
| Net: Important | | 57 | 13 | 16 | 28 | 14 | 13 | 15 | 22 | 6 | 9 | 16 | 14 | 27 | 48 | 10 |
| | | 47.6% | 41.8% | 43.4% | 54.1% | 50.0% | 39.5% | 54.4% | 51.6% | 45.9% | 48.5% | 50.0% | 40.5% | 50.6% | 45.5% | 61.0% |
| Mean score | | 3.3 | 3.3 | 3.0 | 3.4 | 3.4 | 2.9 | 3.6 | 3.6 | 3.5 | 3.1 | 3.2 | 3.2 | 3.4 | 3.2 | 3.8 |

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 | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | a | b | c | d | e | *f | g | *h | *i | j | k | l | m | *n |
| Unweighted Total | | 124 | 33 | 39 | 52 | 30 | 33 | 28 | 41 | 13 | 20 | 32 | 36 | 56 | 108 | 16 |
| Weighted Total | | 121 | 31 | 38 | 52 | 28 | 32 | 28 | 42 | 14 | 19 | 32 | 34 | 54 | 105 | 16 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| 1 Not at all important | (1) | 18 | 6 | 6 | 7 | 4 | 8 | 2 | 4 | 2 | 3 | 6 | 5 | 8 | 16 | 2 |
| | | 15.2% | 18.1% | 15.1% | 13.6% | 13.6% | 23.9% | 6.7% | 9.5% | 15.3% | 15.6% | 18.2% | 14.3% | 14.1% | 15.6% | 12.5% |
| 2 | (2) | 11 | 5 | 2 | 4 | 2 | 2 | 4 | 5 | 1 | 2 | 2 | 5 | 4 | 11 | - |
| | | 8.9% | 15.5% | 5.2% | 7.6% | 6.7% | 5.8% | 14.3% | 12.2% | 8.0% | 9.9% | 5.9% | 13.9% | 7.5% | 10.2% | - |
| 3 | (3) | 49 | 8 | 16 | 24 | 12 | 14 | 11 | 17 | 6 | 6 | 10 | 10 | 29 | 44 | 6 |
| | | 40.7% | 27.0% | 43.5% | 47.1% | 42.9% | 42.9% | 37.5% | 40.4% | 46.1% | 34.6% | 31.3% | 30.4% | 52.8% k | 41.5% | 35.4% |
| 4 | (4) | 22 | 7 | 9 | 7 | 5 | 3 | 8 | 10 | 2 | 5 | 7 | 8 | 7 | 17 | 5 |
| | | 18.6% | 21.3% | 23.9% | 13.1% | 17.4% | 8.9% | 28.0% | 23.7% | 15.2% | 25.4% | 23.4% | 22.1% | 13.6% | 16.3% | 33.9% |
| 5 Very important | (5) | 20 | 6 | 5 | 10 | 5 | 6 | 4 | 6 | 2 | 3 | 7 | 7 | 7 | 17 | 3 |
| | | 16.5% | 18.1% | 12.3% | 18.6% | 19.4% | 18.4% | 13.5% | 14.1% | 15.5% | 14.4% | 21.1% | 19.4% | 12.1% | 16.3% | 18.2% |
| NETS | | | | | | | | | | | | | | | | |
| Net: Not important | | 29 | 11 | 8 | 11 | 6 | 10 | 6 | 9 | 3 | 5 | 8 | 10 | 12 | 27 | 2 |
| | | 24.1% | 33.6% | 20.2% | 21.2% | 20.3% | 29.8% | 21.0% | 21.7% | 23.2% | 25.6% | 24.2% | 28.2% | 21.5% | 25.9% | 12.5% |
| Net: Important | | 42 | 12 | 14 | 16 | 10 | 9 | 12 | 16 | 4 | 7 | 14 | 14 | 14 | 34 | 8 |
| | | 35.1% | 39.4% | 36.3% | 31.7% | 36.8% | 27.3% | 41.5% | 37.9% | 30.6% | 39.9% | 44.5% | 41.4% | 25.6% | 32.6% | 52.1% |
| Mean score | | 3.1 | 3.1 | 3.1 | 3.2 | 3.2 | 2.9 | 3.3 | 3.2 | 3.1 | 3.1 | 3.2 | 3.2 | 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 | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | | a | b | c | d | e | *f | g | *h | *i | j | k | l | m | *n |
| Unweighted Total | | 124 | 33 | 39 | 52 | 30 | 33 | 28 | 41 | 13 | 20 | 32 | 36 | 56 | 108 | 16 |
| Weighted Total | | 121 | 31 | 38 | 52 | 28 | 32 | 28 | 42 | 14 | 19 | 32 | 34 | 54 | 105 | 16 |
| | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| 1 Not at all important | (1) | 13 | 4 | 6 | 4 | 4 | 6 | - | 1 | 1 | 3 | 7 | 4 | 3 | 13 | - |
| | | 11.2% | 11.7% | 15.2% | 7.9% | 13.3% | 18.2% | - | 2.8% | 8.3% | 14.8% | 21.4% | 11.1% | 5.2% | 12.8% | - |
| | | | | | | | g | | | | | l | | | | |
| 2 | (2) | 17 | 7 | 4 | 7 | 3 | 5 | 6 | 6 | - | 4 | 4 | 4 | 9 | 15 | 2 |
| | | 14.2% | 21.3% | 10.5% | 12.7% | 10.3% | 14.7% | 21.6% | 14.4% | - | 18.8% | 12.6% | 10.8% | 17.3% | 14.3% | 13.6% |
| 3 | (3) | 32 | 9 | 10 | 14 | 7 | 8 | 12 | 16 | 4 | 2 | 8 | 11 | 13 | 26 | 6 |
| | | 26.8% | 28.2% | 26.0% | 26.5% | 24.7% | 24.2% | 41.5% | 37.5% | 29.5% | 10.0% | 26.0% | 31.1% | 24.5% | 25.1% | 38.1% |
| 4 | (4) | 35 | 6 | 13 | 17 | 9 | 8 | 7 | 11 | 5 | 7 | 9 | 7 | 20 | 31 | 4 |
| | | 29.0% | 17.8% | 33.6% | 32.4% | 32.8% | 24.0% | 23.3% | 26.5% | 32.8% | 37.7% | 27.5% | 19.5% | 35.9% | 29.6% | 24.9% |
| 5 Very important | (5) | 23 | 7 | 6 | 11 | 5 | 6 | 4 | 8 | 4 | 3 | 4 | 9 | 9 | 19 | 4 |
| | | 18.8% | 21.0% | 14.6% | 20.5% | 18.9% | 18.8% | 13.6% | 18.8% | 29.3% | 18.7% | 12.5% | 27.4% | 17.1% | 18.1% | 23.4% |
| NETS | | | | | | | | | | | | | | | | |
| Net: Not important | | 31 | 10 | 10 | 11 | 7 | 11 | 6 | 7 | 1 | 6 | 11 | 8 | 12 | 29 | 2 |
| | | 25.4% | 33.0% | 25.7% | 20.5% | 23.6% | 32.9% | 21.6% | 17.2% | 8.3% | 33.6% | 34.0% | 22.0% | 22.5% | 27.2% | 13.6% |
| Net: Important | | 58 | 12 | 18 | 27 | 15 | 14 | 10 | 19 | 9 | 10 | 13 | 16 | 29 | 50 | 8 |
| | | 47.8% | 38.8% | 48.3% | 53.0% | 51.7% | 42.8% | 36.9% | 45.3% | 62.1% | 56.4% | 40.0% | 46.9% | 53.0% | 47.8% | 48.3% |
| Mean score | | 3.3 | 3.2 | 3.2 | 3.5 | 3.3 | 3.1 | 3.3 | 3.4 | 3.7 | 3.3 | 3.0 | 3.4 | 3.4 | 3.3 | 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 | |
|---|--------|----------------|--------------|---------------|--------|----------|------------------------|------------------------|--------|--------|------------|------------|------------|---------|--------|
| | | September 2017 | October 2017 | November 2017 | | | South excluding London | South including London | | | | | | | |
| | Total | | | | 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 | 124 | 33 | 39 | 52 | 30 | 33 | 28 | 41 | 13 | 20 | 32 | 36 | 56 | 108 | 16 |
| Weighted Total | 121 | 31 | 38 | 52 | 28 | 32 | 28 | 42 | 14 | 19 | 32 | 34 | 54 | 105 | 16 |
| | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Temporary agency workers earn more than they would if they were permanent | 30 | 3 | 10 | 17 | 8 | 6 | 12 | 14 | 2 | 2 | 10 | 6 | 14 | 28 | 2 |
| | 24.7% | 8.9% | 26.2% | 33.3% a | 27.6% | 18.5% | 44.4% | 34.2% | 13.8% | 9.6% | 31.4% | 16.6% | 25.9% | 26.3% | 13.7% |
| Temporary agency workers earn less than they would if they were permanent | 11 | 3 | 4 | 4 | 2 | 2 | 4 | 6 | 2 | 1 | 6 | 2 | 3 | 9 | 2 |
| | 9.0% | 9.8% | 10.4% | 7.6% | 6.8% | 5.7% | 13.9% | 14.2% | 14.9% | 6.5% | 19.5% l | 5.1% | 5.4% | 8.2% | 15.0% |
| Temporary agency workers earn about the same as they would if they were permanent | 73 | 25 | 23 | 26 | 18 | 20 | 11 | 20 | 9 | 15 | 12 | 26 | 35 | 62 | 11 |
| | 60.6% | 78.4% c | 61.0% | 49.5% | 65.6% | 64.0% | 38.4% | 46.6% | 63.0% | 78.9% | 36.6% | 75.6% j | 65.2% j | 59.0% | 71.3% |
| Not applicable/Don't know | 7 | 1 | 1 | 5 | - | 4 | 1 | 2 | 1 | 1 | 4 | 1 | 2 | 7 | - |
| | 5.7% | 2.9% | 2.4% | 9.7% | - | 11.9% | 3.3% | 5.0% | 8.3% | 5.0% | 12.4% | 2.7% | 3.5% | 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 | September 2017 | October 2017 | November 2017 | North | Midlands | South excluding London | South including London | London | Other | 0-49 | 50-249 | 250+ | Private | Public |
| Significance Level: 95% | | a | b | c | d | e | f | g | h | i | j | k | l | m | n |
| Unweighted Total | 293 | 76 | 100 | 117 | 62 | 80 | 68 | 104 | 36 | 47 | 114 | 69 | 110 | 250 | 43 |
| Weighted Total | 289 | 75 | 98 | 117 | 58 | 77 | 69 | 109 | 40 | 45 | 114 | 67 | 108 | 245 | 44 |
| | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| 0 | 73 | 18 | 27 | 28 | 17 | 21 | 15 | 23 | 8 | 13 | 45 | 11 | 17 | 66 | 7 |
| | 25.2% | 24.1% | 27.3% | 24.2% | 28.5% | 26.8% | 22.0% | 21.0% | 19.1% | 28.5% | 39.7% kl | 15.9% | 15.6% | 26.8% | 16.5% |
| 1-9 | 43 | 15 | 12 | 16 | 12 | 11 | 12 | 16 | 4 | 4 | 13 | 14 | 15 | 36 | 7 |
| | 14.7% | 19.8% | 11.9% | 13.8% | 20.0% | 13.8% | 16.9% | 14.7% | 10.7% | 9.7% | 11.5% | 21.3% | 14.1% | 14.5% | 15.8% |
| 10-19 | 34 | 13 | 10 | 11 | 5 | 11 | 8 | 13 | 5 | 5 | 9 | 7 | 18 | 29 | 5 |
| | 11.7% | 17.3% | 10.3% | 9.2% | 7.8% | 13.8% | 11.6% | 12.3% | 13.5% | 11.5% | 8.0% | 10.2% | 16.4% | 11.6% | 11.8% |
| 20-49 | 33 | 3 | 15 | 15 | 3 | 10 | 11 | 18 | 7 | 2 | 13 | 6 | 14 | 25 | 7 |
| | 11.4% | 3.7% | 15.6% a | 12.8% a | 4.5% | 13.5% | 16.2% d | 16.3% di | 16.5% d | 4.5% | 11.1% | 8.8% | 13.2% | 10.4% | 17.0% |
| 50 | 23 | 6 | 10 | 7 | 6 | 6 | 6 | 10 | 4 | 2 | 7 | 9 | 8 | 19 | 4 |
| | 8.1% | 8.2% | 10.0% | 6.4% | 10.0% | 7.3% | 8.3% | 9.1% | 10.4% | 4.5% | 6.1% | 12.9% | 7.3% | 7.9% | 9.2% |
| 51+ | 28 | 8 | 8 | 11 | 4 | 9 | 6 | 8 | 2 | 7 | 12 | 9 | 7 | 27 | 1 |
| | 9.6% | 11.3% | 7.9% | 9.8% | 6.5% | 11.3% | 8.3% | 7.2% | 5.4% | 16.2% | 10.1% | 14.2% | 6.1% | 10.9% | 2.0% |
| Don't know | 56 | 12 | 17 | 28 | 13 | 10 | 12 | 21 | 10 | 11 | 15 | 11 | 30 | 44 | 12 |
| | 19.4% | 15.7% | 17.0% | 23.7% | 22.6% | 13.5% | 16.6% | 19.5% | 24.4% | 25.1% | 13.4% | 16.7% | 27.4% j | 17.9% | 27.7% |
| NETS | | | | | | | | | | | | | | | |
| Net: At least 1% | 160 | 45 | 54 | 61 | 28 | 46 | 42 | 65 | 22 | 21 | 54 | 45 | 62 | 136 | 24 |
| | 55.4% | 60.3% | 55.7% | 52.0% | 48.9% | 59.7% | 61.3% | 59.6% | 56.5% | 46.4% | 46.9% | 67.4% j | 57.0% | 55.3% | 55.8% |
| Net: At least 50% | 51 | 15 | 18 | 19 | 10 | 14 | 11 | 18 | 6 | 9 | 19 | 18 | 14 | 46 | 5 |
| | 17.7% | 19.5% | 17.9% | 16.2% | 16.5% | 18.6% | 16.6% | 16.3% | 15.8% | 20.7% | 16.2% | 27.1% l | 13.4% | 18.8% | 11.2% |
| Total | 4825 | 1293 | 1612 | 1920 | 756 | 1449 | 1126 | 1758 | 633 | 861 | 1845 | 1448 | 1532 | 4256 | 569 |
| Mean score | 20.7 | 20.5 | 19.9 | 21.5 | 16.8 | 21.6 | 19.5 | 20.1 | 21.1 | 25.7 | 18.6 | 26.1 | 19.5 | 21.1 | 18.0 |

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