

REC JOBS OUTLOOK RESEARCH

METHODOLOGY NOTE

ComRes interviewed 602 UK employees and owners involved in hiring by telephone between July 1st and September 12th 2016. 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.

All press releases or other publications must be checked with ComRes before use. ComRes requires 48 hours to check a press release unless otherwise agreed.

To commission a voting intention poll or a public opinion survey please contact Tom Mludzinski:

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To register for Pollwatch, a monthly newsletter update on the polls, please email: pollwatch@comresglobal.com

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	
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Base: All who have recruited this type of staff before	
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Jobs Outlook - Combined

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Base: All who recruit permanent members of staff in each job function	
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Base: All who recruit permanent members of staff in each job function	
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Base: All who recruit permanent members of staff in each job function	
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Base: All who recruit permanent members of staff in each job function	
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Base: All who recruit permanent members of staff in each job function	
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*Online Fieldwork: 1st July 2016 - 12th September 2016
Prepared by ComRes*

Jobs Outlook - Combined

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

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

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

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

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

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

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

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

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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	75
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	76
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	77
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	78
Base: All who recruit temporary agency workers in each job function	

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Base: All who recruit temporary agency workers in each job function	
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Base: All who recruit temporary agency workers in each job function	
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Base: All who recruit temporary agency workers in each job function	
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Base: All who recruit temporary agency workers in each job function	
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Base: All who recruit temporary agency workers in each job function	
Q15_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	92
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	93
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	94
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	95
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	96
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	97
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	98
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	99
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	100
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	101

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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 102
Base: All who recruit temporary agency workers in each job function

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 103
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 104
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? 105
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 107
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 108
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 109
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 110
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 111
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 112
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 113
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 114
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 115
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) 116
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 117
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 .. 118
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 119
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 120
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 121

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Jobs Outlook - Combined

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 122
Base: All who recruit temporary agency workers

Q19. In terms of temporary agency workers' pay rates, would you say that: 123
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? 124
Base: All who recruit temporary workers

T1. Now that the UK has voted to leave the European Union, restrictions may be imposed on EU citizens coming to work to the UK, as part of the new relationship between the UK and the EU. Which of the following types of role, if any, do you think this would have the most negative impact on UK businesses' ability to recruit for? 125
Base: Wave 7

Jobs Outlook - Combined

Sector

Base: All respondents

		WAVE			REGION						SIZE			SECTOR	
	Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	602	200	202	200	137	157	135	219	84	89	300	142	160	492	110
Weighted Total	602	200	202	200	132	145	135	236	101	89	306	135	160	496	106
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Private	496	165	166	165	108	114	111	196	85	78	262	122	112	496	-
	82%	82%	82%	82%	82%	79%	82%	83%	84%	87%	85%	90%	70%	100%	-
											l	l		n	
Public	106	35	36	35	24	31	24	40	16	11	45	13	48	-	106
	18%	18%	18%	18%	18%	21%	18%	17%	16%	13%	15%	10%	30%	-	100%
												jk			m

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

Jobs Outlook - Combined

S1. Which region is your organisation based in?

Base: All respondents

	WAVE				REGION						SIZE			SECTOR	
	Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	602	200	202	200	137	157	135	219	84	89	300	142	160	492	110
Weighted Total	602	200	202	200	132	145	135	236	101	89	306	135	160	496	106
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
South West	51	17	17	17	-	-	51	51	-	-	24	17	9	38	13
	8%	8%	8%	8%	-	-	37%	21%	-	-	8%	13%	6%	8%	12%
							degghi	dehi				l			
South East	84	28	28	28	-	-	84	84	-	-	43	17	24	73	11
	14%	14%	14%	14%	-	-	63%	36%	-	-	14%	12%	15%	15%	11%
							degghi	dehi							
London	101	34	34	34	-	-	-	101	101	-	55	17	29	85	16
	17%	17%	17%	17%	-	-	-	43%	100%	-	18%	13%	18%	17%	15%
								defi	defgi						
East of England	55	18	19	18	-	55	-	-	-	-	38	9	8	47	8
	9%	9%	9%	9%	-	38%	-	-	-	-	13%	7%	5%	9%	8%
						dfghi					l				
West Midlands	49	16	17	16	-	49	-	-	-	-	18	11	20	35	15
	8%	8%	8%	8%	-	34%	-	-	-	-	6%	8%	12%	7%	14%
						dfghi							j		m
East Midlands	40	13	14	13	-	40	-	-	-	-	12	15	14	33	8
	7%	7%	7%	7%	-	28%	-	-	-	-	4%	11%	9%	7%	7%
						dfghi						j	j		
North West	64	21	22	21	64	-	-	-	-	-	32	15	17	55	10
	11%	11%	11%	11%	49%	-	-	-	-	-	10%	11%	11%	11%	9%
					efghi										
North East	20	7	7	7	20	-	-	-	-	-	7	4	10	15	5
	3%	3%	3%	3%	16%	-	-	-	-	-	2%	3%	6%	3%	5%
					efghi								j		
Yorkshire & The Humber	47	16	16	16	47	-	-	-	-	-	28	11	7	38	9
	8%	8%	8%	8%	36%	-	-	-	-	-	9%	8%	5%	8%	8%
					efghi										
Scotland	49	16	16	16	-	-	-	-	-	49	27	7	14	41	8
	8%	8%	8%	8%	-	-	-	-	-	55%	9%	5%	9%	8%	8%
										defgh					
Wales	25	8	8	8	-	-	-	-	-	25	17	6	2	25	-
	4%	4%	4%	4%	-	-	-	-	-	28%	6%	4%	2%	5%	-
										defgh	l			n	
Northern Ireland	15	5	5	5	-	-	-	-	-	15	4	6	5	12	3
	2%	2%	2%	3%	-	-	-	-	-	17%	1%	5%	3%	2%	3%
										defgh		j			

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

Jobs Outlook - Combined

S1. Which region is your organisation based in?

Base: All respondents

		WAVE			REGION						SIZE			SECTOR	
	Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	602	200	202	200	137	157	135	219	84	89	300	142	160	492	110
Weighted Total	602	200	202	200	132	145	135	236	101	89	306	135	160	496	106
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Channel Islands	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
None of the above	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

Jobs Outlook - Combined

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

Base: All respondents

		WAVE			REGION						SIZE			SECTOR	
	Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	602	200	202	200	137	157	135	219	84	89	300	142	160	492	110
Weighted Total	602	200	202	200	132	145	135	236	101	89	306	135	160	496	106
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
HR	288	107	79	102	55	69	66	121	55	43	39	98	150	230	58
	48%	53%	39%	51%	42%	47%	49%	51%	54%	49%	13%	73%	94%	46%	55%
		b		b								j	jk		
Other	314	93	123	98	77	76	69	115	47	46	267	37	10	266	48
	52%	47%	61%	49%	58%	53%	51%	49%	46%	51%	87%	27%	6%	54%	45%
			ac								kl	l			

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

Jobs Outlook - Combined

S3. Which of the following best describes your level of seniority?

Base: All respondents

		WAVE			REGION						SIZE			SECTOR	
	Total	July 2016	August 2016	September 2016	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	602	200	202	200	137	157	135	219	84	89	300	142	160	492	110
Weighted Total	602	200	202	200	132	145	135	236	101	89	306	135	160	496	106
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Senior management/ board level	271	96	93	81	65	62	64	107	44	37	199	47	25	236	35
	45%	48%	46%	41%	49%	42%	47%	45%	43%	41%	65%	35%	15%	48%	33%
											kl	l		n	
Management	189	47	72	71	39	52	39	68	28	31	96	51	43	157	33
	31%	23%	36%	35%	29%	36%	29%	29%	28%	35%	31%	37%	27%	32%	31%
			a	a											
Non-Managerial	142	57	36	48	28	32	32	61	29	21	12	37	93	103	39
	24%	29%	18%	24%	21%	22%	24%	26%	29%	24%	4%	28%	58%	21%	36%
		b										j	jk		m

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

Jobs Outlook - Combined

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

Base: All respondents

	WAVE				REGION						SIZE			SECTOR	
	Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	602	200	202	200	137	157	135	219	84	89	300	142	160	492	110
Weighted Total	602	200	202	200	132	145	135	236	101	89	306	135	160	496	106
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Recruitment (hiring or engaging new staff on a permanent or temporary basis)	602	200	202	200	132	145	135	236	101	89	306	135	160	496	106
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Training of employees	449	140	154	155	91	112	106	182	76	64	263	102	84	384	64
	75%	70%	76%	77%	69%	77%	79%	77%	75%	71%	86% kl	75% l	52%	77% n	61%
Assessment of employees	465	151	158	155	97	117	104	176	72	75	260	106	99	400	65
	77%	76%	78%	78%	74%	81%	77%	75%	71%	84% h	85% l	78% l	62%	81% n	61%
Supporting employees (e.g. with questions or grievances)	515	164	176	175	110	130	117	196	79	79	276	117	122	432	82
	86%	82%	87%	88%	83%	90% h	87%	83%	78%	88%	90% l	86% l	76%	87% n	78%
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	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	602	200	202	200	137	157	135	219	84	89	300	142	160	492	110
Weighted Total	602	200	202	200	132	145	135	236	101	89	306	135	160	496	106
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
0-9	218	71	89	58	49	56	50	80	29	34	218	-	-	185	33
	36%	35%	44%	29%	37%	38%	37%	34%	29%	38%	71%	-	-	37%	31%
			c								kl				
10-49	88	24	32	32	19	13	17	42	25	15	88	-	-	77	12
	15%	12%	16%	16%	14%	9%	13%	18%	25%	16%	29%	-	-	15%	11%
							e	def			kl				
50-249	135	41	37	57	30	35	34	51	17	19	-	135	-	122	13
	23%	21%	19%	28%	23%	24%	25%	22%	17%	22%	-	100%	-	25%	12%
			b									jl		n	
250+	160	63	43	54	34	42	34	63	29	21	-	-	160	112	48
	27%	32%	21%	27%	26%	29%	25%	27%	29%	24%	-	-	100%	23%	46%
		b											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	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	602	200	202	200	137	157	135	219	84	89	300	142	160	492	110
Weighted Total	602	200	202	200	132	145	135	236	101	89	306	135	160	496	106
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Agriculture, forestry & fishing	10 2%	2 1%	4 2%	4 2%	1 1%	1 1%	5 4% e	8 3%	2 2%	1 1%	6 2%	1 1%	3 2%	8 2%	2 2%
Production	52 9%	19 9%	17 9%	16 8%	8 6%	18 12%	9 7%	20 8%	10 10%	7 7%	24 8%	16 12%	12 8%	45 9%	7 6%
Construction	35 6%	13 6%	10 5%	12 6%	8 6%	11 8%	7 5%	11 5%	4 4%	4 4%	13 4%	12 9% j	10 6%	28 6%	6 6%
Motor trades	29 5%	9 4%	10 5%	10 5%	8 6%	11 7% g	4 3%	5 2%	2 2%	5 5%	16 5%	7 5%	7 4%	24 5%	5 4%
Wholesale	22 4%	8 4%	7 4%	6 3%	3 2%	8 5%	6 5%	9 4%	2 2%	3 3%	9 3%	7 5%	6 3%	13 3%	9 8% m
Retail	36 6%	10 5%	13 7%	13 6%	5 4%	10 7%	8 6%	12 5%	4 4%	9 10%	28 9% kl	4 3%	4 2%	26 5%	10 10%
Transport & storage (inc. postal)	27 4%	11 5%	10 5%	6 3%	5 4%	8 6%	4 3%	9 4%	5 5%	5 6%	10 3%	7 5%	10 6%	21 4%	6 6%
Accommodation & food services	40 7%	13 6%	12 6%	16 8%	14 10% efgh	3 2%	9 7%	10 4%	1 1%	13 15% efgh	25 8%	6 4%	9 6%	35 7%	5 5%
Information & communication	24 4%	9 4%	8 4%	6 3%	11 8% ei	3 2%	5 4%	10 4% i	5 5% i	- -	8 3%	5 4%	10 6%	18 4%	6 6%
Finance & insurance	23 4%	7 4%	7 4%	9 4%	5 4%	1 1%	5 4%	12 5% e	7 7% e	4 5%	14 5%	6 4%	3 2%	21 4%	2 2%
Property	14 2%	3 2%	7 3%	4 2%	3 2%	4 3%	3 2%	5 2%	2 2%	2 2%	11 4%	2 1%	2 1%	12 2%	2 2%

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

Jobs Outlook - Combined

D3. What industry sector does your organisation work in?

Base: All respondents

	WAVE				REGION						SIZE			SECTOR	
	Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	602	200	202	200	137	157	135	219	84	89	300	142	160	492	110
Weighted Total	602	200	202	200	132	145	135	236	101	89	306	135	160	496	106
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Professional, scientific & technical	51	17	17	17	10	9	11	25	15	6	25	11	16	41	10
	9%	8%	8%	9%	8%	6%	8%	11%	14%	7%	8%	8%	10%	8%	9%
Business administration and support services	48	16	16	16	9	11	11	25	15	3	29	13	7	39	9
	8%	8%	8%	8%	7%	7%	8%	11%	14%	3%	9%	9%	4%	8%	8%
Public administration and defence	31	10	10	10	10	5	5	9	4	6	7	6	17	25	6
	5%	5%	5%	5%	7%	4%	4%	4%	4%	7%	2%	4%	11%	5%	5%
Education	49	16	16	17	10	15	10	17	7	7	18	15	16	43	6
	8%	8%	8%	9%	8%	11%	7%	7%	7%	8%	6%	11%	10%	9%	6%
Health	77	26	26	25	15	17	20	36	15	9	39	14	24	69	9
	13%	13%	13%	12%	11%	12%	15%	15%	15%	10%	13%	10%	15%	14%	8%
Arts, entertainment, recreation and other services	27	11	4	11	6	2	12	13	1	6	20	2	4	22	5
	4%	6%	2%	6%	4%	1%	9%	5%	1%	7%	6%	2%	3%	4%	5%
							eh			eh	k				
Other	7	-	7	-	-	7	-	-	-	-	3	3	1	6	1
	1%	-	4%	-	-	5%	-	-	-	-	1%	2%	1%	1%	1%
			ac			dghi									
NETS															
Net: Agriculture, forestry & fishing/ Production	62	21	21	21	9	19	15	27	13	7	30	16	15	53	9
	10%	10%	10%	10%	7%	13%	11%	12%	12%	8%	10%	12%	10%	11%	8%
Net: Construction/Property	49	16	16	16	12	15	10	16	6	6	24	14	11	40	8
	8%	8%	8%	8%	9%	10%	7%	7%	6%	6%	8%	10%	7%	8%	8%

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

Jobs Outlook - Combined

D3. What industry sector does your organisation work in?

Base: All respondents

	WAVE				REGION						SIZE			SECTOR	
	Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	602	200	202	200	137	157	135	219	84	89	300	142	160	492	110
Weighted Total	602	200	202	200	132	145	135	236	101	89	306	135	160	496	106
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Net: Motor trades/ Wholesale/Retail/Transport & storage (inc. postal)/Accommodation & food services	154 26%	51 26%	52 26%	51 26%	35 27% h	40 27% h	31 23%	45 19%	14 14%	34 39% fgh	89 29%	31 23%	35 22%	119 24%	35 33% m
Net: Information & communication/ Finance & insurance/Business administration and support services	95 16%	32 16%	32 16%	32 16%	26 19% ei	15 10%	21 16%	48 20% ei	27 27% ei	7 7%	52 17%	24 18%	20 12%	78 16%	17 16%
Net: Professional, scientific & technical	51 9%	17 8%	17 8%	17 9%	10 8%	9 6%	11 8%	25 11%	15 14% e	6 7%	25 8%	11 8%	16 10%	41 8%	10 9%
Net: Public administration and defence/ Education/Health	157 26%	52 26%	53 26%	52 26%	35 26%	38 26%	36 26%	62 26%	26 26%	23 25%	64 21%	35 26%	58 36% j	137 28%	21 19%
Net: Arts, entertainment, recreation and other services/Other	34 6%	11 6%	11 6%	11 6%	6 4%	9 6% h	12 9% h	13 5%	1 1%	6 7% h	23 7%	5 4%	6 4%	27 5%	6 6%

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

Jobs Outlook - Combined

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

Base: All respondents

		WAVE			REGION						SIZE			SECTOR	
	Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	602	200	202	200	137	157	135	219	84	89	300	142	160	492	110
Weighted Total	602	200	202	200	132	145	135	236	101	89	306	135	160	496	106
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
None – we would have to take on new staff	199 33%	59 30%	74 37%	66 33%	50 38%	40 28%	48 35%	84 36%	36 36%	25 28%	107 35%	40 30%	51 32%	165 33%	34 32%
A little – we might have to take on staff if demand grew this year	274 46%	90 45%	90 45%	94 47%	52 39%	75 52% d	62 46%	101 43%	39 39%	47 52%	128 42%	68 50%	78 49%	229 46%	45 43%
A fair amount – we could take on a lot more work now	105 18%	40 20%	30 15%	35 18%	29 22% e	20 14%	21 16%	41 17%	20 19%	15 17%	59 19%	23 17%	24 15%	82 16%	24 22%
Considerable – we have a great deal of spare capacity	24 4%	11 6%	7 4%	5 2%	1 1%	10 7% d	4 3%	10 4% d	6 6% d	2 3%	12 4%	5 3%	7 4%	21 4%	3 2%
NETS															
Net: None + A little	473 79%	149 75%	164 81%	160 80%	101 77%	115 79%	109 81%	185 78%	76 75%	71 80%	235 77%	108 80%	129 81%	393 79%	80 75%

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

	Total	WAVE			REGION						SIZE			SECTOR	
		July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	602	200	202	200	137	157	135	219	84	89	300	142	160	492	110
Weighted Total	602	200	202	200	132	145	135	236	101	89	306	135	160	496	106
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Redundancies	120	45	43	33	26	31	20	41	22	21	21	31	68	92	28
	20%	22%	21%	16%	20%	21%	15%	17%	21%	24%	7%	23%	42%	19%	27%
												j	jk		
Reduced hours	80	28	31	21	21	17	21	31	10	11	26	17	38	67	13
	13%	14%	16%	10%	16%	12%	15%	13%	10%	13%	8%	12%	24%	14%	13%
													jk		
Reduced pay / earnings	35	12	10	13	6	9	7	14	7	5	14	6	15	32	4
	6%	6%	5%	7%	5%	7%	5%	6%	7%	6%	5%	4%	10%	6%	3%
													j		
Headcount freeze	85	36	26	23	20	21	13	31	18	13	25	23	38	66	19
	14%	18%	13%	11%	15%	15%	9%	13%	18%	15%	8%	17%	23%	13%	18%
												j	j		
Increased staffing	313	119	91	103	69	78	74	124	51	42	122	86	104	252	61
	52%	59%	45%	51%	52%	53%	55%	53%	50%	48%	40%	63%	65%	51%	58%
		b										j	j		
Increased pay/ earnings	315	111	90	114	74	82	76	120	43	39	126	88	101	260	55
	52%	55%	45%	57%	56%	56%	57%	51%	43%	43%	41%	65%	63%	52%	52%
		b		b		h	h					j	j		
None of the above	151	42	69	40	29	36	35	61	26	25	121	15	15	129	22
	25%	21%	34%	20%	22%	25%	26%	26%	26%	28%	39%	11%	10%	26%	21%
			ac								kl				

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

Jobs Outlook - Combined

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

Base: All respondents

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		602	200	202	200	137	157	135	219	84	89	300	142	160	492	110
Weighted Total		602	200	202	200	132	145	135	236	101	89	306	135	160	496	106
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
A lot better	(5)	22 4%	7 3%	5 2%	10 5%	5 4%	7 5%	4 3%	7 3%	2 2%	4 4%	9 3%	6 4%	8 5%	16 3%	6 6%
A little better	(4)	132 22%	35 17%	44 22%	53 27% a	29 22%	30 21%	31 23%	53 23%	22 22%	19 21%	75 25%	27 20%	30 19%	104 21%	28 26%
No change	(3)	207 34%	74 37%	63 31%	70 35%	39 30%	56 39% f	37 28%	76 32%	39 38%	36 40% f	106 35%	56 42% l	45 28%	174 35%	33 31%
A little worse	(2)	115 19%	32 16%	46 23%	37 19%	27 20%	28 19%	28 20%	46 20%	19 18%	15 17%	59 19%	26 19%	30 19%	100 20%	16 15%
A lot worse	(1)	48 8%	13 6%	22 11%	13 6%	8 6%	7 4%	18 13% de	27 11% e	9 9%	7 7%	34 11% kl	6 5%	7 5%	43 9%	4 4%
Don't know		78 13%	39 19% bc	23 11%	17 8%	24 18%	18 12%	17 12%	27 11%	10 10%	9 10%	23 7%	14 11%	41 26% jk	60 12%	18 17%
NETS																
Net: Better		153 25%	42 21%	48 24%	63 32% a	34 26%	37 25%	36 27%	60 25%	24 24%	23 25%	84 27%	32 24%	37 23%	119 24%	34 32%
Net: Better/ No change		361 60%	116 58%	111 55%	133 67% b	73 56%	93 64%	73 54%	136 58%	63 62%	59 66%	190 62% l	88 65% l	82 51%	294 59%	67 63%
Net: Worse		163 27%	45 22%	68 34% a	50 25%	34 26%	34 24%	45 33%	73 31%	28 27%	22 24%	93 30%	33 24%	37 23%	143 29% n	20 19%
Mean score		2.9	2.9	2.8	3.1 b	3.0	3.0	2.8	2.8	2.9	3.0	2.9	3.0	3.0	2.9	3.2 m

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

Jobs Outlook - Combined

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

Base: All respondents

		WAVE			REGION						SIZE			SECTOR			
		Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public	
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n	
Unweighted Total		602	200	202	200	137	157	135	219	84	89	300	142	160	492	110	
Weighted Total		602	200	202	200	132	145	135	236	101	89	306	135	160	496	106	
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
A lot better		(5)	30	8	7	15	7	7	5	11	5	6	16	5	9	26	4
		5%	4%	3%	8%	5%	5%	4%	5%	5%	6%	5%	4%	6%	5%	4%	
A little better		(4)	160	42	52	66	37	34	37	64	27	25	90	35	35	136	23
		27%	21%	26%	33% a	28%	23%	27%	27%	27%	28%	29%	26%	22%	27%	22%	
No change		(3)	197	74	64	59	39	53	41	70	29	35	102	50	45	159	38
		33%	37%	32%	30%	30%	37%	31%	30%	28%	39%	33%	37%	28%	32%	36%	
A little worse		(2)	97	33	33	31	18	27	22	42	20	11	45	29	23	82	15
		16%	17%	16%	15%	14%	18%	16%	18%	19%	12%	15%	21%	14%	17%	14%	
A lot worse		(1)	32	7	17	8	4	5	14	19	5	3	22	3	7	28	4
		5%	3%	8% a	4%	3%	3%	10% de	8%	5%	4%	7% k	2%	4%	6%	4%	
Don't know		87	35	30	21	27	20	15	30	15	10	30	14	43	65	22	
		14%	18% c	15%	11%	20% f	14%	11%	13%	15%	11%	10%	10%	27% jk	13%	21% m	
NETS																	
Net: Better		190	51	59	81	44	40	42	75	33	31	106	40	43	162	28	
		32%	25%	29%	40% ab	33%	28%	31%	32%	32%	34%	35%	30%	27%	33%	26%	
Net: Better/ No change		387	125	122	140	83	94	84	145	61	65	209	90	88	321	66	
		64%	62%	61%	70% b	63%	65%	62%	61%	61%	73% g	68% l	67% l	55%	65%	62%	
Net: Worse		129	40	49	39	22	32	36	61	25	14	67	32	30	110	18	
		21%	20%	24%	19%	17%	22%	27%	26%	25%	16%	22%	23%	18%	22%	17%	
Mean score		3.1	3.1	3.0	3.3 b	3.2	3.1	3.0	3.0	3.1	3.2	3.1	3.1	3.1	3.1	3.1	

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

Jobs Outlook - Combined

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	602	602
Weighted Total	602	602
	100%	100%
Advertise externally in newspapers/trade/ professional press	192 32%	80 13%
Recruitment agencies/ Search firms	214 36%	115 19%
Online job boards (e.g. Monster)	246 41%	119 20%
Internal Referrals	291 48%	152 25%
Talent pools and staff banks	75 13%	42 7%
Advertise on our own website	313 52%	162 27%
Social media and professional networking sites (e.g. Linked In)	256 43%	129 21%
Former employees and word of mouth	321 53%	168 28%
Jobcentre Plus / Universal Jobmatch	170 28%	77 13%
People approach us	261 43%	131 22%
Other	12 2%	4 1%
We have never recruited any of this kind of staff	131 22%	326 54%

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	476	274
Weighted Total	471	276
	100%	100%
Advertise externally in newspapers/trade/ professional press	192	80
	41%	29%
Recruitment agencies/ Search firms	214	115
	45%	42%
Online job boards (e.g. Monster)	246	119
	52%	43%
Internal Referrals	291	152
	62%	55%
Talent pools and staff banks	75	42
	16%	15%
Advertise on our own website	313	162
	66%	59%
Social media and professional networking sites (e.g. Linked In)	256	129
	54%	47%
Former employees and word of mouth	321	168
	68%	61%
Jobcentre Plus / Universal Jobmatch	170	77
	36%	28%
People approach us	261	131
	55%	47%
Other	12	4
	2%	1%

Jobs Outlook - Combined

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

Permanent members of staff

Base: All respondents

	WAVE				REGION						SIZE			SECTOR	
	Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	602	200	202	200	137	157	135	219	84	89	300	142	160	492	110
Weighted Total	602	200	202	200	132	145	135	236	101	89	306	135	160	496	106
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Former employees and word of mouth	321	98	112	111	69	89	74	126	52	37	127	85	109	251	70
	53%	49%	55%	56%	52%	61%	55%	53%	51%	42%	42%	63%	68%	51%	66%
						i	i					j	j		m
Advertise on our own website	313	109	107	97	63	82	75	118	43	50	85	94	133	249	64
	52%	55%	53%	48%	48%	56%	56%	50%	42%	56%	28%	70%	83%	50%	60%
						h						j	jk		
Internal Referrals	291	97	93	101	59	74	74	122	48	36	90	93	108	233	58
	48%	48%	46%	50%	45%	51%	55%	52%	47%	40%	29%	68%	67%	47%	54%
							i					j	j		
People approach us	261	87	90	85	57	66	67	109	42	29	96	69	96	209	53
	43%	43%	44%	42%	43%	46%	50%	46%	41%	33%	31%	51%	60%	42%	50%
							i	i				j	j		
Social media and professional networking sites (e.g. Linked In)	256	79	91	86	41	64	67	109	43	41	90	66	99	206	50
	43%	40%	45%	43%	31%	44%	49%	46%	42%	46%	30%	49%	62%	42%	47%
						d	d	d		d		j	jk		
Online job boards (e.g. Monster)	246	92	82	72	50	67	52	91	39	38	73	61	111	196	49
	41%	46%	40%	36%	38%	46%	39%	39%	38%	43%	24%	45%	70%	40%	47%
		c										j	jk		
Recruitment agencies/ Search firms	214	68	67	79	38	54	54	98	43	25	55	72	87	178	37
	36%	34%	33%	39%	29%	37%	40%	41%	43%	28%	18%	53%	54%	36%	35%
								di	di			j	j		
Advertise externally in newspapers/ trade/ professional press	192	61	66	66	39	58	51	64	13	31	56	57	79	153	39
	32%	30%	32%	33%	29%	40%	37%	27%	13%	35%	18%	42%	49%	31%	37%
					h	dgh	gh	h		h		j	j		
Jobcentre Plus / Universal Jobmatch	170	55	62	53	43	52	33	50	17	24	54	40	75	137	32
	28%	28%	30%	26%	33%	36%	25%	21%	17%	27%	18%	30%	47%	28%	31%
					gh	fgh						j	jk		

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 2016			South excluding London	South including London							
	Total	July 2016	August 2016		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	602	200	202	200	137	157	135	219	84	89	300	142	160	492	110
Weighted Total	602	200	202	200	132	145	135	236	101	89	306	135	160	496	106
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Talent pools and staff banks	75	27	23	25	14	23	21	30	9	8	15	15	45	61	15
	13%	13%	12%	13%	11%	16%	15%	13%	9%	9%	5%	11%	28%	12%	14%
												j	jk		
Other	12	4	3	5	4	1	5	6	1	1	8	1	3	11	1
	2%	2%	2%	2%	3%	1%	4%	2%	1%	1%	3%	1%	2%	2%	1%
We have never recruited any of this kind of staff	131	50	39	41	31	23	29	55	25	23	106	12	12	115	16
	22%	25%	20%	20%	23%	16%	22%	23%	25%	25%	35%	9%	7%	23%	15%
											kl				

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

Jobs Outlook - Combined

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

Temporary or contract workers

Base: All respondents

	WAVE				REGION						SIZE			SECTOR	
	Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	602	200	202	200	137	157	135	219	84	89	300	142	160	492	110
Weighted Total	602	200	202	200	132	145	135	236	101	89	306	135	160	496	106
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Former employees and word of mouth	168	57	56	55	38	43	41	64	23	23	63	42	63	124	43
	28%	29%	28%	27%	29%	30%	31%	27%	23%	26%	20%	31%	39%	25%	41%
												j	j		m
Advertise on our own website	162	58	53	51	40	37	37	59	21	27	40	40	83	123	40
	27%	29%	26%	25%	30%	26%	28%	25%	21%	30%	13%	29%	52%	25%	37%
												j	jk		m
Internal Referrals	152	53	41	58	27	40	39	60	21	25	42	46	64	113	40
	25%	27%	20%	29%	21%	28%	29%	25%	21%	28%	14%	34%	40%	23%	37%
				b								j	j		m
People approach us	131	43	46	43	31	33	31	50	19	17	47	30	54	101	30
	22%	21%	23%	21%	23%	23%	23%	21%	19%	19%	15%	22%	34%	20%	28%
													jk		
Social media and professional networking sites (e.g. Linked In)	129	43	40	45	27	27	28	53	25	22	45	24	59	101	27
	21%	22%	20%	23%	21%	19%	21%	22%	24%	24%	15%	18%	37%	20%	26%
													jk		
Online job boards (e.g. Monster)	119	46	40	33	29	26	26	43	17	21	30	23	66	91	28
	20%	23%	20%	17%	22%	18%	19%	18%	16%	24%	10%	17%	41%	18%	27%
												j	jk		m
Recruitment agencies/ Search firms	115	36	40	39	15	27	30	52	22	21	14	48	53	91	25
	19%	18%	20%	20%	12%	19%	22%	22%	22%	23%	5%	35%	33%	18%	23%
							d	d	d	d		j	j		
Advertise externally in newspapers/ trade/ professional press	80	27	26	27	18	26	14	21	7	16	21	16	43	63	17
	13%	13%	13%	14%	13%	18%	10%	9%	7%	18%	7%	12%	27%	13%	16%
						gh				gh			jk		
Jobcentre Plus / Universal Jobmatch	77	30	26	21	24	19	13	18	5	16	16	15	46	57	19
	13%	15%	13%	10%	18%	13%	9%	8%	5%	18%	5%	11%	29%	12%	18%
					fgh	h				gh		j	jk		

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 2016			South excluding London	South including London							
	Total	July 2016	August 2016		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	602	200	202	200	137	157	135	219	84	89	300	142	160	492	110
Weighted Total	602	200	202	200	132	145	135	236	101	89	306	135	160	496	106
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Talent pools and staff banks	42	14	11	16	11	10	12	15	3	6	6	7	29	32	9
	7%	7%	6%	8%	8%	7%	9%	6%	3%	7%	2%	5%	18%	6%	9%
													jk		
Other	4	1	1	2	1	2	-	-	-	1	1	2	1	4	-
	1%	1%	*	1%	1%	1%	-	-	-	1%	*	1%	1%	1%	-
We have never recruited any of this kind of staff	326	112	110	104	68	83	71	131	60	44	201	60	65	279	47
	54%	56%	54%	52%	51%	57%	52%	56%	60%	50%	66%	44%	40%	56%	44%
											kl			n	

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

Jobs Outlook - Combined

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

Permanent members of staff

Base: All who have recruited this type of staff before

	WAVE				REGION						SIZE			SECTOR	
	Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	476	151	162	163	106	133	106	169	63	68	199	129	148	384	92
Weighted Total	471	150	163	159	101	122	105	181	76	67	200	123	148	382	90
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Former employees and word of mouth	321	98	112	111	69	89	74	126	52	37	127	85	109	251	70
	68%	66%	69%	70%	68%	72%	71%	70%	68%	56%	64%	69%	73%	66%	78%
						i	i	i							m
Advertise on our own website	313	109	107	97	63	82	75	118	43	50	85	94	133	249	64
	66%	73%	66%	61%	62%	67%	71%	65%	56%	75%	43%	77%	90%	65%	71%
		c								h		j	jk		
Internal Referrals	291	97	93	101	59	74	74	122	48	36	90	93	108	233	58
	62%	65%	57%	63%	58%	61%	70%	67%	63%	53%	45%	75%	73%	61%	64%
							i	i				j	j		
People approach us	261	87	90	85	57	66	67	109	42	29	96	69	96	209	53
	55%	58%	55%	53%	56%	54%	64%	60%	55%	44%	48%	56%	65%	55%	59%
							i	i					j		
Social media and professional networking sites (e.g. Linked In)	256	79	91	86	41	64	67	109	43	41	90	66	99	206	50
	54%	53%	56%	54%	41%	53%	63%	60%	56%	62%	45%	54%	67%	54%	55%
							d	d		d			jk		
Online job boards (e.g. Monster)	246	92	82	72	50	67	52	91	39	38	73	61	111	196	49
	52%	61%	50%	45%	49%	54%	50%	50%	51%	58%	37%	50%	75%	51%	55%
		bc										j	jk		
Recruitment agencies/ Search firms	214	68	67	79	38	54	54	98	43	25	55	72	87	178	37
	45%	46%	41%	50%	38%	44%	51%	54%	57%	37%	27%	59%	59%	47%	41%
							d	di	di			j	j		
Advertise externally in newspapers/ trade/ professional press	192	61	66	66	39	58	51	64	13	31	56	57	79	153	39
	41%	41%	40%	41%	38%	48%	48%	35%	17%	47%	28%	47%	53%	40%	44%
					h	gh	gh	h		h		j	j		
Jobcentre Plus / Universal Jobmatch	170	55	62	53	43	52	33	50	17	24	54	40	75	137	32
	36%	37%	38%	33%	43%	42%	32%	28%	22%	36%	27%	33%	51%	36%	36%
					gh	gh							jk		

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

Jobs Outlook - Combined

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

Permanent members of staff

Base: All who have recruited this type of staff before

		WAVE			REGION						SIZE			SECTOR	
	Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	476	151	162	163	106	133	106	169	63	68	199	129	148	384	92
Weighted Total	471	150	163	159	101	122	105	181	76	67	200	123	148	382	90
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Talent pools and staff banks	75	27	23	25	14	23	21	30	9	8	15	15	45	61	15
	16%	18%	14%	16%	14%	19%	20%	17%	12%	13%	8%	12%	30% jk	16%	16%
Other	12	4	3	5	4	1	5	6	1	1	8	1	3	11	1
	2%	2%	2%	3%	4%	1%	5%	3%	1%	1%	4%	1%	2%	3%	1%

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

Jobs Outlook - Combined

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

Temporary or contract workers

Base: All who have recruited this type of staff before

	WAVE				REGION						SIZE			SECTOR	
	Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	274	87	92	95	66	67	63	96	33	45	99	80	95	213	61
Weighted Total	276	88	92	96	64	63	64	105	41	45	105	76	96	217	59
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Former employees and word of mouth	168	57	56	55	38	43	41	64	23	23	63	42	63	124	43
	61%	65%	61%	57%	58%	69%	65%	62%	57%	51%	60%	56%	66%	57%	73% m
Advertise on our own website	162	58	53	51	40	37	37	59	21	27	40	40	83	123	40
	59%	66%	58%	53%	62%	59%	58%	56%	52%	60%	38%	53% j	87% jk	57%	67%
Internal Referrals	152	53	41	58	27	40	39	60	21	25	42	46	64	113	40
	55%	61% b	45% b	60% b	42%	64% d	60% d	57%	52%	56%	40%	60% j	67% j	52%	67% m
People approach us	131	43	46	43	31	33	31	50	19	17	47	30	54	101	30
	47%	48%	50%	44%	48%	53%	49%	48%	46%	38%	44%	40%	57% k	47%	51%
Social media and professional networking sites (e.g. Linked In)	129	43	40	45	27	27	28	53	25	22	45	24	59	101	27
	47%	49%	43%	47%	42%	43%	44%	50%	60%	48%	43%	32%	62% jk	47%	46%
Online job boards (e.g. Monster)	119	46	40	33	29	26	26	43	17	21	30	23	66	91	28
	43%	52% c	43%	35%	45%	42%	40%	41%	41%	48%	29%	30%	69% jk	42%	47%
Recruitment agencies/ Search firms	115	36	40	39	15	27	30	52	22	21	14	48	53	91	25
	42%	41%	44%	41%	24%	44% d	47% d	50% d	54% d	46% d	14%	63% j	56% j	42%	41%
Advertise externally in newspapers/ trade/ professional press	80	27	26	27	18	26	14	21	7	16	21	16	43	63	17
	29%	31%	29%	28%	28%	41% fgh	22%	20%	17%	35% g	20%	21%	45% jk	29%	29%
Jobcentre Plus / Universal Jobmatch	77	30	26	21	24	19	13	18	5	16	16	15	46	57	19
	28%	34%	28%	22%	37% fgh	31% gh	20%	17%	12%	35% gh	15%	20%	48% jk	26%	33%

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

Jobs Outlook - Combined

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

Temporary or contract workers

Base: All who have recruited this type of staff before

		WAVE			REGION						SIZE			SECTOR	
	Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	274	87	92	95	66	67	63	96	33	45	99	80	95	213	61
Weighted Total	276	88	92	96	64	63	64	105	41	45	105	76	96	217	59
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Talent pools and staff banks	42	14	11	16	11	10	12	15	3	6	6	7	29	32	9
	15%	16%	12%	17%	17%	16%	19%	14%	7%	13%	6%	9%	30% jk	15%	16%
Other	4	1	1	2	1	2	-	-	-	1	1	2	1	4	-
	1%	1%	1%	2%	1%	3%	-	-	-	3%	1%	2%	1%	2%	-

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

Jobs Outlook - Combined

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

Base: All who use recruitment agencies

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		241	74	79	88	43	71	60	97	37	30	56	86	99	192	49
Weighted Total		235	73	77	86	41	62	58	104	46	28	56	81	98	188	47
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Very satisfied	(5)	35 15%	15 21%	7 10%	12 14%	5 12%	6 10%	8 13%	16 15%	8 18%	7 26%	7 13%	10 13%	17 17%	30 16%	5 10%
Fairly satisfied	(4)	131 56%	34 46%	43 57%	54 63% a	25 60%	36 59%	32 55%	57 54%	25 53%	14 49%	26 46%	48 59%	58 59%	104 55%	28 59%
Neither satisfied nor dissatisfied	(3)	42 18%	14 19%	15 19%	14 16%	9 22%	10 17%	10 17%	17 16%	7 14%	6 22%	10 17%	17 21%	15 16%	33 17%	9 20%
Fairly dissatisfied	(2)	13 6%	5 7%	6 8%	2 2%	2 5%	3 5%	5 8%	8 8%	3 7%	- -	7 13% l	4 5%	2 2%	11 6%	2 4%
Very dissatisfied	(1)	3 1%	- -	2 2%	1 1%	1 2%	1 2%	1 1%	1 1%	- -	- -	2 3%	- -	1 1%	2 1%	1 2%
Don't know		12 5%	5 6%	4 5%	3 4%	- -	4 7%	3 5%	6 6%	3 7%	1 3%	4 7%	2 3%	5 5%	9 5%	3 6%
NETS																
Net: Satisfied		166 71%	49 67%	51 66%	66 77%	29 72%	43 70%	40 68%	72 70%	33 71%	21 75%	33 59%	58 71%	74 76% j	134 71%	32 69%
Net: Dissatisfied		16 7%	5 7%	7 10%	3 3%	3 7%	4 6%	5 9%	9 9%	3 7%	- -	9 16% kl	4 5%	3 3%	13 7%	3 6%
Mean score		3.8	3.9	3.7	3.9	3.7	3.8	3.7	3.8	3.9	4.0	3.6	3.8	3.9 j	3.8	3.8

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

Jobs Outlook - Combined

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

Base: All who use recruitment agencies

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		241	74	79	88	43	71	60	97	37	30	56	86	99	192	49
Weighted Total		235	73	77	86	41	62	58	104	46	28	56	81	98	188	47
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Very satisfied	(5)	44	18	10	17	6	10	11	19	9	8	13	15	16	38	6
		19%	24%	13%	19%	16%	17%	18%	19%	19%	28%	22%	19%	17%	20%	13%
Fairly satisfied	(4)	141	35	52	54	28	37	33	60	27	16	28	53	61	111	30
		60%	48%	69%	63%	69%	60%	56%	57%	59%	57%	50%	65%	62%	59%	63%
			a													
Neither satisfied nor dissatisfied	(3)	27	13	7	7	2	6	10	14	4	4	4	9	13	20	7
		11%	18%	9%	8%	6%	10%	17%	14%	9%	15%	7%	12%	14%	11%	14%
Fairly dissatisfied	(2)	10	5	2	3	1	3	3	6	3	-	6	3	1	9	1
		4%	6%	3%	4%	3%	5%	5%	5%	6%	-	11%	4%	1%	5%	2%
												l				
Very dissatisfied	(1)	3	-	2	1	2	1	1	1	-	-	2	1	1	3	1
		1%	-	3%	1%	4%	2%	1%	1%	-	-	3%	1%	1%	1%	2%
Don't know		9	3	3	4	1	4	1	4	3	-	4	-	6	7	3
		4%	4%	3%	5%	2%	7%	1%	4%	7%	-	7%	-	6%	4%	6%
												k		k		
NETS																
Net: Satisfied		185	52	63	71	35	47	43	79	36	24	40	68	77	150	36
		79%	72%	82%	82%	85%	77%	75%	76%	78%	85%	72%	84%	79%	79%	76%
Net: Dissatisfied		13	5	4	4	3	4	4	7	3	-	8	4	2	12	2
		6%	6%	6%	5%	7%	7%	7%	6%	6%	-	14%	5%	2%	6%	4%
												l				
Mean score		3.9	3.9	3.9	4.0	3.9	3.9	3.9	3.9	4.0	4.1	3.8	4.0	4.0	4.0	3.9

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			South	South							
	Total	July 2016	August 2016	2016	North	Midlands	excluding London	including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	476	151	162	163	106	133	106	169	63	68	199	129	148	384	92
Weighted Total	471	150	163	159	101	122	105	181	76	67	200	123	148	382	90
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Accounting and financial services	213	62	75	77	45	60	46	80	33	28	44	74	96	172	41
	45%	41%	46%	48%	44%	49%	44%	44%	44%	42%	22%	60%	65%	45%	46%
												j	j		
Construction	66	19	24	23	17	21	13	22	9	6	27	16	23	51	15
	14%	13%	15%	15%	17%	17%	12%	12%	12%	9%	13%	13%	16%	13%	17%
Drivers	95	26	36	33	19	34	17	27	10	15	20	24	51	69	26
	20%	18%	22%	21%	19%	28%	16%	15%	13%	22%	10%	20%	34%	18%	29%
						fgh						j	jk		m
Education	59	19	20	20	20	14	11	17	7	8	16	18	25	45	14
	12%	13%	12%	13%	20%	12%	10%	9%	9%	12%	8%	14%	17%	12%	16%
					g								j		
Engineering & technical	157	37	64	57	28	55	36	53	17	22	51	46	61	124	34
	33%	25%	39%	36%	28%	45%	34%	29%	22%	33%	25%	37%	41%	32%	38%
			a	a		dgh						j	j		
Executive recruitment / interim management	148	44	47	57	24	44	38	60	23	20	23	48	77	118	30
	31%	29%	29%	36%	24%	36%	36%	33%	30%	30%	11%	39%	52%	31%	33%
						d						j	jk		
Health & social care	77	21	25	32	15	17	25	33	8	14	20	19	39	59	18
	16%	14%	15%	20%	14%	14%	23%	18%	11%	20%	10%	15%	26%	15%	20%
							h						jk		
Hospitality	80	19	23	38	14	21	20	29	9	16	27	20	33	64	15
	17%	13%	14%	24%	14%	17%	19%	16%	12%	24%	14%	16%	22%	17%	17%
			ab										j		
Industrial	67	16	26	26	15	19	13	19	6	14	19	16	32	47	20
	14%	10%	16%	16%	14%	16%	12%	11%	8%	21%	10%	13%	21%	12%	22%
										gh			j		m
Legal & HR	160	54	54	52	30	38	33	65	32	27	16	57	86	131	29
	34%	36%	33%	33%	30%	31%	32%	36%	42%	40%	8%	46%	58%	34%	32%
												j	j		
Life sciences	25	7	10	7	5	6	6	10	4	5	2	3	20	19	6
	5%	5%	6%	5%	4%	5%	6%	6%	5%	7%	1%	3%	13%	5%	6%
													jk		

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 2016			South excluding London	South including London							
	Total	July 2016	August 2016		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	476	151	162	163	106	133	106	169	63	68	199	129	148	384	92
Weighted Total	471	150	163	159	101	122	105	181	76	67	200	123	148	382	90
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Marketing, media & creative	167	57	55	56	33	45	43	68	25	21	32	57	78	134	33
	35%	38%	34%	35%	32%	37%	41%	38%	33%	31%	16%	46%	53%	35%	37%
												j	j		
Office professionals	242	75	79	89	51	65	54	98	43	29	52	75	116	194	48
	51%	50%	49%	56%	50%	53%	51%	54%	57%	44%	26%	61%	78%	51%	53%
												j	jk		
Sales & retail	156	51	46	59	29	46	46	62	15	19	47	45	64	124	32
	33%	34%	28%	37%	29%	38%	44%	34%	20%	29%	23%	37%	43%	32%	36%
						h	dh	h				j	j		
Technology	165	56	52	57	29	48	36	64	28	23	33	50	81	132	33
	35%	37%	32%	36%	29%	40%	34%	35%	37%	35%	17%	41%	55%	35%	37%
												j	jk		
None	37	16	12	10	11	7	5	14	8	6	27	1	9	29	9
	8%	11%	7%	6%	11%	6%	5%	8%	11%	9%	14%	1%	6%	7%	10%
											kl		k		

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

Jobs Outlook - Combined

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

Temporary agency workers

Base: All who recruit temporary agency workers

	WAVE				REGION						SIZE			SECTOR	
	Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	*d	e	f	g	*h	*i	*j	k	l	m	*n
Unweighted Total	121	37	42	42	17	33	32	49	17	22	15	50	56	94	27
Weighted Total	115	36	40	39	15	27	30	52	22	21	14	48	53	91	25
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Accounting and financial services	51	18	20	14	9	11	13	20	7	10	3	22	26	42	8
	44%	49%	49%	34%	59%	40%	44%	39%	33%	50%	17%	46%	49%	47%	34%
Construction	10	4	4	2	2	5	2	2	-	1	-	4	6	4	6
	9%	11%	10%	5%	12%	18%	7%	4%	-	6%	-	8%	12%	5%	23%
						g									
Drivers	21	5	9	8	3	8	6	7	1	4	1	7	14	14	7
	19%	13%	21%	21%	18%	29%	19%	13%	5%	19%	4%	15%	26%	15%	30%
Education	15	5	5	5	3	4	3	5	3	2	-	6	9	9	5
	13%	14%	11%	12%	23%	13%	8%	10%	13%	11%	-	12%	17%	10%	22%
Engineering & technical	25	6	9	9	6	8	7	8	1	3	2	8	14	16	9
	22%	17%	24%	24%	39%	28%	23%	16%	6%	15%	16%	18%	27%	18%	37%
Executive recruitment / interim management	26	8	10	8	3	7	4	9	5	6	-	8	18	18	8
	22%	23%	24%	19%	22%	25%	14%	18%	23%	29%	-	16%	34%	20%	32%
												k			
Health & social care	8	1	4	3	1	3	1	3	1	2	-	2	6	4	5
	7%	2%	11%	8%	5%	10%	5%	5%	6%	10%	-	5%	11%	4%	19%
Hospitality	17	4	7	6	5	5	3	5	1	3	3	4	11	11	6
	15%	11%	17%	16%	31%	17%	11%	9%	6%	15%	18%	8%	21%	12%	26%
Industrial	20	3	7	10	4	4	6	7	1	5	-	9	11	12	8
	17%	8%	17%	26%	26%	15%	19%	13%	5%	24%	-	18%	21%	14%	31%
				a											
Legal & HR	39	13	12	14	9	11	5	14	9	5	1	16	22	29	10
	34%	35%	30%	37%	59%	40%	15%	26%	41%	26%	8%	33%	41%	32%	40%
						f									
Life sciences	4	-	2	2	1	1	2	2	-	-	-	-	4	3	1
	4%	-	6%	5%	5%	4%	8%	5%	-	-	-	-	8%	3%	6%
												k			
Marketing, media & creative	30	8	13	9	5	8	8	13	5	5	1	10	18	23	7
	26%	22%	32%	23%	30%	29%	26%	24%	22%	22%	7%	22%	34%	25%	27%

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 2016			South excluding London	South including London							
	Total	July 2016	August 2016		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	121	37	42	42	17	33	32	49	17	22	15	50	56	94	27
Weighted Total	115	36	40	39	15	27	30	52	22	21	14	48	53	91	25
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Office professionals	60	23	18	19	10	14	13	26	13	10	3	23	33	47	14
	52%	64%	45%	49%	66%	51%	43%	49%	58%	50%	24%	49%	62%	51%	55%
Sales & retail	25	9	9	7	6	7	6	9	2	4	1	8	16	21	4
	22%	26%	22%	18%	37%	26%	21%	17%	11%	18%	6%	17%	30%	23%	18%
Technology	32	12	11	9	6	9	6	10	4	7	-	11	21	24	8
	28%	34%	27%	24%	40%	33%	20%	19%	18%	35%	-	23%	40%	26%	33%
None	14	3	5	6	1	4	5	9	4	1	4	3	7	10	4
	12%	9%	12%	15%	7%	14%	15%	16%	18%	4%	27%	6%	14%	11%	17%

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	213 100%	1 *	33 15%	158 74%	7 3%	- -	14 7%	34 16%	7 3%	192 90%	3.1
Construction	66 100%	1 2%	22 33%	35 53%	3 4%	2 3%	3 4%	23 36%	5 7%	58 89%	3.3
Drivers	95 100%	1 1%	25 26%	62 65%	3 3%	- -	5 5%	26 27%	3 3%	87 92%	3.3
Education	59 100%	1 1%	14 23%	35 60%	1 2%	- -	8 13%	14 24%	1 2%	50 84%	3.3
Engineering & technical	157 100%	6 4%	44 28%	91 58%	5 3%	- -	12 7%	50 32%	5 3%	141 90%	3.4
Executive recruitment / interim management	148 100%	- -	26 18%	105 71%	5 3%	- -	11 8%	26 18%	5 3%	132 89%	3.2
Health & social care	77 100%	2 3%	21 27%	37 47%	5 6%	1 1%	13 16%	23 29%	6 7%	59 76%	3.3
Hospitality	80 100%	1 1%	22 27%	46 57%	4 5%	4 4%	5 5%	22 28%	8 10%	68 85%	3.2
Industrial	67 100%	2 3%	21 32%	38 57%	2 3%	1 1%	3 4%	23 35%	2 3%	62 92%	3.3
Legal & HR	160 100%	- -	15 10%	124 78%	5 3%	- -	15 9%	15 10%	5 3%	140 87%	3.1
Life sciences	25 100%	- -	5 21%	14 57%	1 3%	- -	5 19%	5 21%	1 3%	20 78%	3.2
Marketing, media & creative	167 100%	2 1%	34 20%	116 70%	1 1%	- -	14 8%	36 21%	1 1%	152 91%	3.2
Office professionals	242 100%	3 1%	42 17%	169 70%	11 5%	- -	17 7%	45 19%	11 5%	214 88%	3.2
Sales & retail	156 100%	3 2%	44 28%	98 63%	5 3%	- -	6 4%	47 30%	5 3%	145 93%	3.3
Technology	165 100%	5 3%	31 19%	115 70%	3 2%	- -	11 7%	36 22%	3 2%	151 91%	3.2
Average (response based including bases)	1877 100%	27 1%	399 21%	1244 66%	61 3%	7 *	139 7%	427 23%	67 4%	1671 89%	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	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		1910	576	628	706	397	583	437	653	216	277	422	598	890	1499	411
Weighted Total		1877	561	635	682	372	534	436	706	270	265	430	566	881	1484	394
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	27 1%	8 1%	13 2%	7 1%	4 1%	9 2%	6 1%	11 2%	5 2%	3 1%	9 2%	6 1%	12 1%	23 2%	4 1%
Increase slightly	(4)	399 21%	124 22%	110 17%	165 24%	81 22%	104 20%	101 23%	160 23%	59 22%	54 20%	104 24%	138 24%	158 18%	329 22%	70 18%
			b		b							l	l			
Stay same	(3)	1244 66%	353 63%	424 67%	467 68%	250 67%	372 70%	272 62%	434 61%	162 60%	187 71%	286 66%	384 68%	575 65%	992 67%	252 64%
				a			fgh				fgh					
Decrease slightly	(2)	61 3%	21 4%	30 5%	10 1%	5 1%	12 2%	21 5%	33 5%	12 5%	10 4%	10 2%	15 3%	36 4%	36 2%	24 6%
			c	c				de	de	d	d					m
Decrease greatly	(1)	7 *	- -	3 1%	3 1%	1 *	4 1%	- -	1 *	1 1%	1 *	3 1%	4 1%	- -	4 *	3 1%
												l	l			
Don't know		139 7%	55 10%	55 9%	29 4%	31 8%	33 6%	36 8%	66 9%	30 11%	9 3%	19 4%	19 3%	101 11%	99 7%	41 10%
			c	c		i		i	ei	ei				jk		m
NETS																
Net: Increase		427 23%	132 24%	123 19%	172 25%	85 23%	113 21%	107 25%	171 24%	64 24%	57 22%	113 26%	144 25%	170 19%	353 24%	74 19%
					b							l	l		n	
Net: Decrease		67 4%	21 4%	33 5%	14 2%	6 1%	16 3%	21 5%	35 5%	14 5%	12 4%	12 3%	19 3%	36 4%	40 3%	27 7%
				c				d	d	d	d					m
Net: Increase + Stay the same		1671 89%	485 87%	547 86%	639 94%	336 90%	485 91%	379 87%	605 86%	226 84%	244 92%	399 93%	528 93%	744 84%	1345 91%	326 83%
				ab		gh	fgh				fgh	l	l		n	
Mean score		3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.3 l	3.2	3.2	3.2 n	3.1

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

Jobs Outlook - Combined

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

Accounting and financial services

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	*h	*i	j	k	l	m	n
Unweighted Total		216	63	73	80	48	65	47	74	27	29	43	76	97	172	44
Weighted Total		213	62	75	77	45	60	46	80	33	28	44	74	96	172	41
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly		(5)	1	-	1	-	-	-	1	1	-	-	1	-	1	-
			*	-	1%	-	-	-	1%	3%	-	-	1%	-	1%	-
Increase slightly		(4)	33	9	9	15	7	9	6	10	4	8	12	13	30	3
			15%	14%	12%	20%	16%	15%	12%	12%	24%	18%	17%	13%	17%	8%
Stay same		(3)	158	46	55	58	34	47	36	58	22	32	55	71	126	32
			74%	74%	73%	76%	75%	77%	78%	73%	66%	74%	75%	74%	73%	78%
Decrease slightly		(2)	7	2	4	1	-	2	2	4	2	1	2	4	4	3
			3%	3%	5%	1%	-	3%	4%	5%	7%	3%	3%	4%	3%	7%
Decrease greatly		(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		14	6	6	2	4	2	3	7	4	1	2	3	9	11	3
		7%	9%	8%	3%	8%	4%	6%	8%	11%	5%	5%	4%	9%	6%	7%
NETS																
Net: Increase		34	9	10	15	7	9	6	11	5	7	8	13	13	31	3
		16%	14%	14%	20%	16%	15%	12%	13%	16%	24%	18%	18%	13%	18%	8%
Net: Decrease		7	2	4	1	-	2	2	4	2	1	1	2	4	4	3
		3%	3%	5%	1%	-	3%	4%	5%	7%	3%	3%	3%	4%	3%	7%
Net: Increase + Stay the same		192	54	65	73	41	56	42	69	27	26	40	69	84	157	35
		90%	88%	87%	95%	92%	93%	90%	87%	82%	92%	92%	93%	87%	91%	86%
Mean score		3.1	3.1	3.1	3.2	3.2	3.1	3.1	3.1	3.1	3.2	3.2	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

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

Construction

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

		WAVE			REGION						SIZE			SECTOR			
		Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public	
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	*n	
Unweighted Total		71	21	25	25	19	23	14	22	8	7	27	19	25	54	17	
Weighted Total		66	19	24	23	17	21	13	22	9	6	27	16	23	51	15	
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
Increase greatly		(5)	1	-	-	1	-	-	-	1	-	-	-	1	1	-	
		2%	-	-	6%	-	-	-	7%	16%	-	-	-	6%	3%	-	
Increase slightly		(4)	22	8	8	6	7	6	4	6	2	4	10	6	6	19	3
		33%	41%	35%	26%	39%	28%	28%	27%	26%	62%	37%	39%	25%	37%	21%	
Stay same		(3)	35	8	12	15	9	11	8	13	5	2	14	9	12	27	8
		53%	44%	50%	63%	51%	53%	59%	59%	59%	38%	53%	54%	53%	54%	50%	
Decrease slightly		(2)	3	1	2	-	-	2	1	1	-	-	1	2	1	2	
		4%	5%	8%	-	-	10%	7%	4%	-	-	-	6%	8%	2%	12%	
Decrease greatly		(1)	2	-	1	1	1	1	-	-	-	2	-	-	1	1	
		3%	-	3%	5%	4%	5%	-	-	-	-	7%	-	-	2%	5%	
Don't know			3	2	1	-	1	1	1	1	-	1	-	2	1	2	
		4%	9%	4%	-	6%	4%	7%	4%	-	-	3%	-	8%	2%	12%	
NETS																	
Net: Increase		23	8	8	7	7	6	4	7	4	4	10	6	7	20	3	
		36%	41%	35%	32%	39%	28%	28%	33%	41%	62%	37%	39%	32%	40%	21%	
Net: Decrease		5	1	3	1	1	3	1	1	-	-	2	1	2	2	3	
		7%	5%	11%	5%	4%	15%	7%	4%	-	-	7%	6%	8%	4%	17%	
Net: Increase + Stay the same		58	16	20	22	15	17	11	20	9	6	24	15	20	48	11	
		89%	85%	85%	95%	90%	81%	86%	92%	100%	100%	90%	94%	84%	94%	71%	
Mean score		3.3	3.4	3.2	3.3	3.3	3.1	3.2	3.4	3.6	3.6	3.2	3.3	3.3	3.4	3.0	

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

Jobs Outlook - Combined

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

Drivers

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	b	c	*d	e	*f	*g	*h	*i	*j	*k	l	m	*n
Unweighted Total		100	28	37	35	19	38	19	27	8	16	22	27	51	72	28
Weighted Total		95	26	36	33	19	34	17	27	10	15	20	24	51	69	26
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly		(5)	1	1	-	-	1	-	-	-	-	1	-	-	1	-
			1%	3%	-	-	2%	-	-	-	-	4%	-	-	1%	-
Increase slightly		(4)	25	7	8	6	10	4	7	3	2	8	7	10	18	7
			26%	26%	22%	31%	32%	29%	20%	26%	15%	38%	31%	19%	27%	25%
Stay same		(3)	62	15	24	23	11	21	12	19	6	11	15	36	45	17
			65%	56%	66%	69%	57%	61%	70%	68%	65%	53%	60%	71%	65%	64%
Decrease slightly		(2)	3	2	1	-	1	2	-	-	-	-	1	2	2	1
			3%	8%	3%	-	5%	6%	-	-	-	-	4%	4%	3%	4%
Decrease greatly		(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know			5	2	3	-	1	1	2	-	1	1	1	3	3	2
			5%	7%	9%	-	5%	2%	10%	6%	9%	4%	5%	5%	4%	7%
NETS																
Net: Increase		26	8	8	10	6	11	4	7	3	2	9	7	10	19	7
		27%	29%	22%	31%	32%	31%	20%	26%	35%	15%	43%	31%	19%	28%	25%
Net: Decrease		3	2	1	-	1	2	-	-	-	-	-	1	2	2	1
		3%	8%	3%	-	5%	6%	-	-	-	-	-	4%	4%	3%	4%
Net: Increase + Stay the same		87	22	32	33	17	32	16	26	10	14	19	22	46	64	23
		92%	86%	89%	100% b	89%	92%	90%	94%	100%	91%	96%	91%	91%	93%	89%
Mean score		3.3	3.3	3.2	3.3	3.3	3.3	3.2	3.3	3.3	3.2	3.5	3.3	3.2	3.3	3.2

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

Jobs Outlook - Combined

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

Education

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	*n
Unweighted Total		59	19	18	22	21	15	10	15	5	8	16	18	25	45	14
Weighted Total		59	19	20	20	20	14	11	17	7	8	16	18	25	45	14
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly		(5)	1	1	-	-	1	-	-	-	-	-	-	1	1	-
			1%	4%	-	-	6%	-	-	-	-	-	-	3%	2%	-
Increase slightly		(4)	14	6	4	4	5	1	3	6	3	6	4	4	10	4
			23%	30%	22%	18%	23%	11%	33%	35%	38%	34%	24%	15%	22%	26%
Stay same		(3)	35	11	12	13	12	9	6	8	1	10	11	15	29	6
			60%	57%	60%	63%	62%	65%	58%	44%	21%	60%	64%	57%	65%	43%
Decrease slightly		(2)	1	-	-	1	-	-	-	1	1	-	1	-	-	1
			2%	-	-	7%	-	-	-	8%	21%	-	8%	-	-	10%
Decrease greatly		(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		8	2	4	2	3	3	1	2	1	-	1	1	6	5	3
		13%	9%	19%	12%	15%	19%	8%	13%	20%	-	6%	5%	24%	11%	21%
NETS																
Net: Increase		14	7	4	4	5	2	3	6	3	1	6	4	5	11	4
		24%	34%	22%	18%	23%	16%	33%	35%	38%	19%	34%	24%	18%	24%	26%
Net: Decrease		1	-	-	1	-	-	-	1	1	-	-	1	-	-	1
		2%	-	-	7%	-	-	-	8%	21%	-	-	8%	-	-	10%
Net: Increase + Stay the same		50	17	16	16	17	12	10	14	4	8	15	15	19	40	10
		84%	91%	81%	81%	85%	81%	92%	79%	59%	100%	94%	87%	76%	89%	69%
Mean score		3.3	3.4	3.3	3.1	3.3	3.3	3.4	3.3	3.2	3.2	3.4	3.2	3.3	3.3	3.2

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

Jobs Outlook - Combined

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

Engineering & technical

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		164	40	64	60	31	58	37	51	14	24	50	49	65	128	36
Weighted Total		157	37	64	57	28	55	36	53	17	22	51	46	61	124	34
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly		(5)	6	1	4	1	2	3	3	-	-	1	1	4	6	-
			4%	3%	6%	1%	3%	4%	8%	5%	-	2%	2%	7%	5%	-
Increase slightly		(4)	44	9	16	19	7	17	9	12	4	14	16	14	36	8
			28%	24%	25%	34%	25%	32%	24%	24%	23%	27%	36%	23%	29%	23%
Stay same		(3)	91	22	34	35	17	31	19	30	10	34	27	31	71	20
			58%	59%	53%	62%	62%	56%	54%	56%	62%	66%	59%	50%	58%	59%
Decrease slightly		(2)	5	1	4	-	1	1	1	2	1	2	1	2	2	3
			3%	2%	6%	-	2%	2%	2%	4%	8%	4%	2%	3%	2%	8% m
Decrease greatly		(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know			12	4	6	2	2	4	5	6	1	1	1	10	8	3
			7%	12%	9%	3%	8%	7%	13%	11%	7%	2%	1%	17% jk	7%	10%
NETS																
Net: Increase			50	10	20	20	8	19	11	15	4	14	17	18	42	8
			32%	26%	32%	35%	28%	36%	31%	29%	23%	28%	38%	30%	34%	23%
Net: Decrease			5	1	4	-	1	1	1	2	1	2	1	2	2	3
			3%	2%	6%	-	2%	2%	2%	4%	8%	4%	2%	3%	2%	8% m
Net: Increase + Stay the same			141	31	54	56	26	50	30	45	14	48	44	49	113	28
			90%	86%	85%	97% ab	90%	92%	85%	85%	85%	95% l	97% l	80%	92%	82%
Mean score			3.4	3.3	3.4	3.4	3.3	3.4	3.4	3.3	3.2	3.3	3.4	3.4	3.4	3.2

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

Jobs Outlook - Combined

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

Executive recruitment / interim management

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	*d	e	f	g	*h	*i	*j	k	l	m	n
Unweighted Total		153	45	49	59	27	50	37	55	18	21	23	52	78	121	32
Weighted Total		148	44	47	57	24	44	38	60	23	20	23	48	77	118	30
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Increase slightly	(4)	26	9	7	10	5	6	7	11	4	4	5	9	12	22	4
		18%	21%	16%	17%	22%	13%	19%	19%	18%	18%	23%	18%	16%	19%	13%
Stay same	(3)	105	29	33	44	17	33	25	40	16	15	17	35	53	86	19
		71%	66%	69%	77%	69%	75%	65%	67%	70%	78%	73%	74%	69%	73%	65%
Decrease slightly	(2)	5	2	3	-	-	1	3	3	-	1	-	2	3	2	3
		3%	4%	6%	-	-	2%	8%	5%	-	4%	-	4%	4%	2%	9% m
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		11	4	4	3	2	4	3	5	3	-	1	2	9	8	4
		8%	9%	9%	5%	8%	9%	7%	9%	12%	-	4%	3%	11%	6%	13%
NETS																
Net: Increase		26	9	7	10	5	6	7	11	4	4	5	9	12	22	4
		18%	21%	16%	17%	22%	13%	19%	19%	18%	18%	23%	18%	16%	19%	13%
Net: Decrease		5	2	3	-	-	1	3	3	-	1	-	2	3	2	3
		3%	4%	6%	-	-	2%	8%	5%	-	4%	-	4%	4%	2%	9% m
Net: Increase + Stay the same		132	38	40	54	22	39	32	52	20	19	22	44	66	108	23
		89%	87%	85%	95%	92%	89%	85%	86%	88%	96%	96%	92%	85%	92% n	78%
Mean score		3.2	3.2	3.1	3.2	3.2	3.1	3.1	3.2	3.2	3.1	3.2	3.1	3.1	3.2	3.1

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

Jobs Outlook - Combined

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

Health & social care

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	c	*d	*e	*f	*g	*h	*i	*j	*k	l	m	*n
Unweighted Total		74	20	21	33	14	18	23	29	6	13	19	18	37	57	17
Weighted Total		77	21	25	32	15	17	25	33	8	14	20	19	39	59	18
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	2	-	1	1	1	1	-	-	-	-	1	-	1	1	1
		3%	-	5%	3%	8%	5%	-	-	-	-	4%	-	3%	1%	6%
Increase slightly	(4)	21	6	5	9	5	2	11	12	1	2	6	6	8	17	4
		27%	31%	19%	29%	35%	11%	43%	37%	17%	12%	32%	33%	21%	28%	21%
Stay same	(3)	37	6	13	18	6	11	9	11	3	8	11	8	18	31	6
		47%	27%	52%	56%	40%	66%	35%	35%	33%	61%	53%	40%	47%	52%	32%
Decrease slightly	(2)	5	2	1	1	-	-	2	4	1	1	-	1	4	2	2
		6%	9%	5%	4%	-	-	10%	12%	17%	6%	-	6%	9%	4%	12%
Decrease greatly	(1)	1	-	1	-	-	1	-	-	-	-	-	1	-	-	1
		1%	-	4%	-	-	6%	-	-	-	-	-	5%	-	-	5%
Don't know		13	7	4	2	2	2	3	6	3	3	2	3	8	8	4
		16%	33%	14%	8%	16%	11%	12%	17%	33%	21%	11%	15%	20%	14%	23%
NETS																
Net: Increase		23	6	6	10	6	3	11	12	1	2	7	6	9	18	5
		29%	31%	24%	32%	43%	16%	43%	37%	17%	12%	36%	33%	24%	30%	28%
Net: Decrease		6	2	2	1	-	1	2	4	1	1	-	2	4	2	3
		7%	9%	9%	4%	-	6%	10%	12%	17%	6%	-	11%	9%	4%	17%
Net: Increase + Stay the same		59	12	19	28	12	14	19	23	4	10	18	14	27	48	11
		76%	58%	76%	88%	84%	83%	78%	71%	50%	73%	89%	74%	71%	82%	60%
Mean score		3.3	3.3	3.2	3.3	3.6	3.1	3.4	3.3	3.0	3.1	3.5	3.2	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

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

Hospitality

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	c	*d	*e	*f	*g	*h	*i	*j	*k	l	m	*n
Unweighted Total		76	18	22	36	15	20	18	25	7	16	26	19	31	61	15
Weighted Total		80	19	23	38	14	21	20	29	9	16	27	20	33	64	15
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	1	-	1	-	1	-	-	-	-	-	-	-	1	1	-
		1%	-	3%	-	5%	-	-	-	-	-	-	-	2%	1%	-
Increase slightly	(4)	22	4	4	14	4	5	7	11	3	2	6	7	9	16	6
		27%	23%	16%	36%	26%	23%	37%	37%	39%	15%	20%	37%	27%	25%	36%
Stay same	(3)	46	11	16	19	6	14	11	15	4	11	18	8	20	39	6
		57%	61%	68%	49%	45%	64%	54%	52%	46%	70%	65%	38%	62%	61%	43%
Decrease slightly	(2)	4	1	1	2	2	-	1	1	-	1	2	2	-	4	-
		5%	7%	4%	6%	17%	-	4%	3%	-	7%	7%	12%	-	7%	-
Decrease greatly	(1)	4	-	1	2	-	1	-	1	1	1	1	2	-	2	1
		4%	-	5%	6%	-	5%	-	5%	15%	7%	4%	12%	-	3%	9%
Don't know		4	2	1	1	1	2	1	1	-	-	1	-	3	2	2
		5%	9%	4%	3%	7%	9%	5%	3%	-	-	3%	-	9%	3%	12%
NETS																
Net: Increase		22	4	4	14	4	5	7	11	3	2	6	7	9	17	6
		28%	23%	19%	36%	32%	23%	37%	37%	39%	15%	20%	37%	29%	26%	36%
Net: Decrease		8	1	2	5	2	1	1	2	1	2	3	5	-	6	1
		10%	7%	9%	12%	17%	5%	4%	8%	15%	14%	11%	24%	-	10%	9%
Net: Increase + Stay the same		68	16	20	32	10	18	18	26	8	14	23	15	30	56	12
		85%	84%	87%	85%	76%	86%	91%	89%	85%	86%	85%	76%	91%	87%	79%
Mean score		3.2	3.2	3.1	3.2	3.2	3.1	3.3	3.3	3.1	2.9	3.0	3.0	3.3	3.1	3.2

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

Jobs Outlook - Combined

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

Industrial

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	l	m	*n
Unweighted Total		71	17	25	29	16	21	14	19	5	15	19	18	34	51	20
Weighted Total		67	16	26	26	15	19	13	19	6	14	19	16	32	47	20
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	2	-	1	1	1	-	-	-	-	1	2	-	-	2	-
		3%	-	3%	4%	6%	-	-	-	-	8%	10%	-	-	4%	-
Increase slightly	(4)	21	3	9	9	5	3	5	10	5	3	6	7	8	19	2
		32%	17%	36%	37%	32%	17%	40%	52%	77%	25%	33%	42%	26%	40%	12%
Stay same	(3)	38	9	14	15	8	15	6	7	1	8	10	9	20	24	15
		57%	60%	55%	59%	56%	75%	46%	38%	23%	61%	52%	55%	62%	50%	74%
Decrease slightly	(2)	2	2	-	-	-	1	-	-	-	1	-	-	2	-	2
		3%	11%	-	-	-	5%	-	-	-	6%	-	-	6%	-	9%
Decrease greatly	(1)	1	-	1	-	-	1	-	-	-	-	-	1	-	1	-
		1%	-	2%	-	-	3%	-	-	-	-	-	4%	-	1%	-
Don't know		3	2	1	-	1	-	2	2	-	-	1	-	2	2	1
		4%	12%	4%	-	7%	-	14%	10%	-	-	5%	-	6%	4%	5%
NETS																
Net: Increase		23	3	10	11	5	3	5	10	5	5	8	7	8	21	2
		35%	17%	39%	41%	37%	17%	40%	52%	77%	33%	43%	42%	26%	45%	12%
Net: Decrease		2	2	1	-	-	2	-	-	-	1	-	1	2	1	2
		3%	11%	2%	-	-	8%	-	-	-	6%	-	4%	6%	1%	9%
Net: Increase + Stay the same		62	12	24	26	14	18	11	17	6	13	18	15	28	45	17
		92%	77%	94%	100%	93%	92%	86%	90%	100%	94%	95%	96%	88%	95%	86%
Mean score		3.3	3.1	3.4	3.5	3.5	3.1	3.5	3.6	3.8	3.4	3.6	3.3	3.2	3.5	3.0

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

Jobs Outlook - Combined

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

Legal & HR

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	*h	*i	*j	k	l	m	n
Unweighted Total		163	55	52	56	33	42	35	60	25	28	15	58	90	132	31
Weighted Total		160	54	54	52	30	38	33	65	32	27	16	57	86	131	29
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Increase slightly	(4)	15	7	2	6	2	6	2	6	4	2	1	6	8	15	-
		10%	14%	3%	12%	6%	16%	5%	9%	13%	6%	8%	10%	10%	12%	-
															n	
Stay same	(3)	124	40	42	42	25	29	26	47	21	23	12	49	63	101	23
		78%	75%	78%	81%	84%	75%	78%	73%	67%	86%	72%	86%	73%	77%	81%
Decrease slightly	(2)	5	1	4	-	-	-	2	4	2	1	1	-	4	3	2
		3%	2%	8%	-	-	-	6%	7%	7%	3%	7%	-	5%	3%	6%
				c												
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		15	5	6	4	3	3	4	7	4	1	2	2	11	11	4
		9%	9%	11%	8%	10%	9%	11%	11%	12%	5%	12%	4%	12%	9%	13%
NETS																
Net: Increase		15	7	2	6	2	6	2	6	4	2	1	6	8	15	-
		10%	14%	3%	12%	6%	16%	5%	9%	13%	6%	8%	10%	10%	12%	-
														n		
Net: Decrease		5	1	4	-	-	-	2	4	2	1	1	-	4	3	2
		3%	2%	8%	-	-	-	6%	7%	7%	3%	7%	-	5%	3%	6%
				c												
Net: Increase + Stay the same		140	48	44	48	27	35	28	53	25	25	13	55	72	117	23
		87%	89%	81%	92%	90%	91%	84%	82%	81%	92%	81%	96%	83%	89%	81%
												l				
Mean score		3.1	3.1	2.9	3.1	3.1	3.2	3.0	3.0	3.1	3.0	3.0	3.1	3.1	3.1	2.9
			b		b											

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

Jobs Outlook - Combined

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

Life sciences

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		25	8	10	7	5	6	6	9	3	5	2	3	20	19	6
Weighted Total		25	7	10	7	5	6	6	10	4	5	2	3	20	19	6
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Increase slightly	(4)	5	2	1	2	-	1	3	4	1	-	-	2	3	5	-
		21%	24%	9%	33%	-	19%	47%	41%	33%	-	-	73%	15%	27%	-
Stay same	(3)	14	4	8	3	5	4	2	2	-	4	-	1	14	10	5
		57%	52%	77%	35%	100%	63%	38%	22%	-	83%	-	27%	69%	49%	85%
Decrease slightly	(2)	1	1	-	-	-	-	-	-	-	1	-	-	1	-	1
		3%	11%	-	-	-	-	-	-	-	17%	-	-	4%	-	15%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		5	1	1	2	-	1	1	4	3	-	2	-	2	5	-
		19%	12%	14%	32%	-	18%	15%	36%	67%	-	100%	-	12%	24%	-
NETS																
Net: Increase		5	2	1	2	-	1	3	4	1	-	-	2	3	5	-
		21%	24%	9%	33%	-	19%	47%	41%	33%	-	-	73%	15%	27%	-
Net: Decrease		1	1	-	-	-	-	-	-	-	1	-	-	1	-	1
		3%	11%	-	-	-	-	-	-	-	17%	-	-	4%	-	15%
Net: Increase + Stay the same		20	6	9	5	5	5	5	6	1	4	-	3	16	15	5
		78%	77%	86%	68%	100%	82%	85%	64%	33%	83%	-	100%	84%	76%	85%
Mean score		3.2	3.2	3.1	3.5	3.0	3.2	3.6	3.6	4.0	2.8	-	3.7	3.1	3.4	2.9

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

Jobs Outlook - Combined

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

Marketing, media & creative

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		167	57	53	57	34	49	43	63	20	21	31	59	77	133	34
Weighted Total		167	57	55	56	33	45	43	68	25	21	32	57	78	134	33
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly		(5)	2	2	-	-	-	-	1	1	1	2	-	-	1	1
			1%	4%	-	-	-	-	2%	5%	4%	7%	-	-	1%	3%
												kl				
Increase slightly		(4)	34	10	9	15	8	7	9	14	5	7	13	14	28	6
			20%	17%	16%	27%	26%	15%	22%	21%	19%	22%	23%	17%	21%	17%
Stay same		(3)	116	40	38	38	21	36	30	45	15	22	41	53	92	24
			70%	71%	70%	68%	65%	78%	69%	66%	60%	68%	72%	68%	69%	71%
Decrease slightly		(2)	1	-	1	-	-	-	1	1	-	-	-	1	1	-
			1%	-	2%	-	-	-	3%	2%	-	-	-	1%	1%	-
Decrease greatly		(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know			14	4	7	3	3	3	7	4	1	1	3	10	11	3
			8%	7%	12%	6%	9%	7%	6%	10%	6%	3%	5%	13%	8%	9%
NETS																
Net: Increase		36	12	9	15	8	7	9	16	6	5	9	13	14	29	6
		21%	21%	16%	27%	26%	15%	22%	23%	25%	25%	29%	23%	17%	22%	20%
Net: Decrease		1	-	1	-	-	-	1	1	-	-	-	-	1	1	-
		1%	-	2%	-	-	-	3%	2%	-	-	-	-	1%	1%	-
Net: Increase + Stay the same		152	52	47	52	30	42	40	61	21	19	31	54	67	122	30
		91%	93%	86%	94%	91%	93%	91%	89%	84%	94%	97%	95%	86%	91%	91%
Mean score		3.2	3.3	3.2	3.3	3.3	3.2	3.2	3.3	3.4	3.3	3.4	3.2	3.2	3.2	3.2

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

Jobs Outlook - Combined

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

Office professionals

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		248	77	80	91	54	74	55	90	35	30	53	80	115	197	51
Weighted Total		242	75	79	89	51	65	54	98	43	29	52	75	116	194	48
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly		(5)	3	1	2	-	1	-	1	2	-	1	2	-	3	-
			1%	1%	2%	-	2%	-	2%	2%	-	2%	3%	-	1%	-
Increase slightly		(4)	42	15	12	15	7	13	10	17	6	11	16	15	35	7
			17%	21%	15%	17%	13%	20%	19%	17%	15%	21%	21%	13%	18%	15%
Stay same		(3)	169	49	54	66	38	46	36	65	30	38	52	79	136	33
			70%	65%	69%	75%	74%	71%	66%	67%	68%	73%	69%	69%	70%	69%
Decrease slightly		(2)	11	4	4	3	1	1	4	8	4	1	2	8	8	3
			5%	5%	5%	4%	2%	2%	7%	8%	8%	2%	3%	7%	4%	6%
Decrease greatly		(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		17	6	7	4	4	5	4	6	3	1	1	3	13	12	5
		7%	8%	9%	4%	9%	7%	7%	6%	6%	4%	2%	4%	11%	6%	10%
														j		
NETS																
Net: Increase		45	16	13	15	8	13	11	19	7	6	12	18	15	38	7
		19%	22%	17%	17%	15%	20%	20%	19%	17%	21%	23%	24%	13%	20%	15%
Net: Decrease		11	4	4	3	1	1	4	8	4	2	1	2	8	8	3
		5%	5%	5%	4%	2%	2%	7%	8%	8%	6%	2%	3%	7%	4%	6%
Net: Increase + Stay the same		214	65	68	82	45	59	47	84	37	26	50	70	95	174	40
		88%	87%	86%	92%	89%	91%	86%	86%	85%	90%	96%	93%	82%	90%	84%
												l	l			
Mean score		3.2	3.2	3.2	3.1	3.2	3.2	3.2	3.1	3.1	3.2	3.2	3.2	3.1	3.2	3.1
													l			

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

Jobs Outlook - Combined

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

Sales & retail

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	*h	*i	j	k	l	m	n
Unweighted Total		159	52	49	58	32	51	44	56	12	20	44	50	65	126	33
Weighted Total		156	51	46	59	29	46	46	62	15	19	47	45	64	124	32
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	3	-	1	2	-	1	1	1	-	1	-	1	2	1	2
		2%	-	2%	3%	-	2%	2%	1%	-	4%	-	2%	3%	1%	6%
Increase slightly	(4)	44	17	10	17	7	10	15	20	5	7	12	15	18	34	10
		28%	34%	21%	30%	24%	21%	33%	33%	34%	37%	25%	33%	27%	27%	32%
Stay same	(3)	98	28	32	39	21	33	24	33	9	11	32	28	38	81	17
		63%	54%	69%	66%	73%	72%	53%	54%	57%	55%	68%	63%	59%	66%	53%
Decrease slightly	(2)	5	2	2	1	-	2	2	2	-	1	2	1	2	4	1
		3%	4%	5%	2%	-	5%	4%	3%	-	4%	5%	2%	3%	3%	3%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		6	4	2	-	1	-	4	5	1	-	1	-	5	4	2
		4%	8%	4%	-	3%	-	8%	8%	9%	-	2%	-	8%	3%	7%
			c					e	e					k		
NETS																
Net: Increase		47	17	10	19	7	11	16	21	5	8	12	16	19	35	12
		30%	34%	23%	33%	24%	23%	35%	35%	34%	41%	25%	35%	30%	28%	38%
Net: Decrease		5	2	2	1	-	2	2	2	-	1	2	1	2	4	1
		3%	4%	5%	2%	-	5%	4%	3%	-	4%	5%	2%	3%	3%	3%
Net: Increase + Stay the same		145	45	42	58	28	44	40	54	14	19	44	44	57	116	29
		93%	88%	91%	98% a	97%	95%	88%	89%	91%	96%	93%	98%	89%	94%	90%
Mean score		3.3	3.3	3.2	3.3	3.2	3.2	3.4	3.4	3.4	3.4	3.2	3.4	3.3	3.3	3.4

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

Jobs Outlook - Combined

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

Technology

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	*d	e	f	g	*h	*i	j	k	l	m	n
Unweighted Total		164	56	50	58	29	53	35	58	23	24	32	52	80	131	33
Weighted Total		165	56	52	57	29	48	36	64	28	23	33	50	81	132	33
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly		(5)	5	2	2	1	-	3	2	-	-	2	1	2	5	-
			3%	3%	4%	1%	-	6%	5%	-	-	5%	2%	3%	4%	-
Increase slightly		(4)	31	12	6	12	7	8	7	13	3	4	11	16	24	7
			19%	22%	12%	21%	23%	17%	18%	21%	23%	13%	21%	19%	18%	20%
Stay same		(3)	115	36	39	41	20	34	23	40	18	26	38	51	93	22
			70%	64%	74%	72%	70%	71%	63%	63%	63%	79%	75%	63%	71%	66%
Decrease slightly		(2)	3	1	2	-	-	-	2	2	-	-	-	3	1	2
			2%	1%	4%	-	-	-	6%	3%	-	-	-	3%	1%	5%
Decrease greatly		(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know			11	5	3	3	2	3	3	7	4	1	1	9	8	3
			7%	9%	6%	5%	7%	5%	8%	10%	14%	3%	2%	11%	6%	9%
NETS																
Net: Increase		36	14	9	13	7	11	8	15	7	3	6	12	18	29	7
		22%	25%	17%	23%	23%	23%	23%	23%	23%	12%	19%	23%	22%	22%	20%
Net: Decrease		3	1	2	-	-	-	2	2	-	1	-	-	3	1	2
		2%	1%	4%	-	-	-	6%	3%	-	4%	-	-	3%	1%	5%
Net: Increase + Stay the same		151	50	47	54	27	46	31	55	25	22	33	49	69	122	28
		91%	89%	90%	95%	93%	95%	87%	87%	86%	96%	97%	98%	85%	93%	86%
													l			
Mean score		3.2	3.3	3.2	3.3	3.2	3.3	3.3	3.3	3.3	3.1	3.2	3.3	3.2	3.3	3.2

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

Jobs Outlook - Combined

Q11_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	213 100%	1 *	38 18%	143 67%	3 1%	- -	29 13%	39 18%	3 1%	182 85%	3.2
Construction	66 100%	1 2%	23 35%	33 50%	1 1%	1 2%	6 10%	25 38%	2 3%	58 88%	3.4
Drivers	95 100%	1 1%	29 31%	49 51%	1 1%	- -	15 16%	30 31%	1 1%	79 83%	3.4
Education	59 100%	2 3%	16 27%	34 58%	1 2%	- -	6 9%	18 30%	1 2%	52 88%	3.3
Engineering & technical	157 100%	5 3%	47 30%	83 53%	3 2%	- -	19 12%	53 33%	3 2%	136 86%	3.4
Executive recruitment / interim management	148 100%	2 1%	28 19%	89 60%	2 1%	1 *	26 18%	30 20%	2 2%	119 81%	3.2
Health & social care	77 100%	3 4%	19 25%	34 44%	2 2%	1 2%	18 23%	22 28%	3 4%	56 73%	3.3
Hospitality	80 100%	2 3%	17 21%	44 56%	3 3%	2 3%	12 15%	19 24%	5 6%	63 79%	3.2
Industrial	67 100%	3 4%	26 39%	29 43%	1 1%	1 1%	9 13%	28 42%	1 2%	57 85%	3.5
Legal & HR	160 100%	1 1%	19 12%	109 68%	2 1%	- -	29 18%	20 13%	2 1%	129 81%	3.2
Life sciences	25 100%	- -	6 25%	11 43%	1 3%	- -	7 29%	6 25%	1 3%	17 68%	3.3
Marketing, media & creative	167 100%	1 1%	32 19%	107 64%	- -	- -	28 17%	32 19%	- -	139 83%	3.2
Office professionals	242 100%	3 1%	52 22%	146 60%	3 1%	- -	37 15%	56 23%	3 1%	202 83%	3.3
Sales & retail	156 100%	2 2%	43 27%	86 55%	7 5%	- -	17 11%	45 29%	7 5%	132 84%	3.3
Technology	165 100%	2 1%	35 21%	96 58%	2 1%	- -	29 18%	38 23%	2 1%	134 81%	3.3
Average (response based including bases)	1877 100%	29 2%	431 23%	1093 58%	31 2%	6 *	287 15%	461 25%	37 2%	1554 83%	3.3

Jobs Outlook - Combined

Q11_SUM. Average across all sectors (response based)

SUMMARY TABLE

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		1910	576	628	706	397	583	437	653	216	277	422	598	890	1499	411
Weighted Total		1877	561	635	682	372	534	436	706	270	265	430	566	881	1484	394
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	29 2%	7 1%	15 2%	7 1%	5 1%	15 3% fg	3 1%	5 1%	2 1%	4 2%	13 3% l	9 2%	7 1%	26 2%	3 1%
Increase slightly	(4)	431 23%	138 25%	132 21%	161 24%	97 26%	113 21%	104 24%	162 23%	58 22%	59 22%	112 26% l	136 24%	183 21%	341 23%	90 23%
Stay same	(3)	1093 58%	316 56%	370 58%	407 60%	229 62%	306 57%	253 58%	400 57%	148 55%	158 60%	260 60% l	356 63% l	477 54%	865 58%	228 58%
Decrease slightly	(2)	31 2%	13 2% c	13 2%	6 1%	1 *	4 1%	12 3% de	15 2% de	3 1%	10 4% de	8 2%	5 1%	18 2%	13 1%	18 5% m
Decrease greatly	(1)	6 *	- - 1%	3 1%	2 *	2 1%	2 * -	- - -	1 * -	1 1%	- - -	3 1% l	3 * l	- - -	4 *	1 *
Don't know		287 15%	87 15%	102 16%	98 14%	38 10%	93 17% d	65 15% d	122 17% d	57 21% dfi	33 12%	34 8%	57 10%	196 22% jk	234 16%	53 13%
NETS																
Net: Increase		461 25%	145 26%	147 23%	168 25%	102 27%	128 24%	107 24%	167 24%	61 22%	64 24%	125 29% l	145 26%	190 22%	368 25%	93 24%
Net: Decrease		37 2%	13 2%	16 2%	8 1%	3 1%	6 1%	12 3% d	17 2%	5 2%	10 4% de	11 3%	8 1%	18 2%	17 1%	20 5% m
Net: Increase + Stay the same		1554 83%	461 82%	517 81%	575 84%	331 89% efgh	434 81%	359 82%	567 80%	208 77%	222 84%	385 90% l	501 89% l	667 76%	1233 83%	321 82%
Mean score		3.3	3.3	3.3	3.3	3.3	3.3	3.3	3.3	3.3	3.2	3.3	3.3	3.3	3.3 n	3.2

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

Jobs Outlook - Combined

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

Accounting and financial services

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	*h	*i	j	k	l	m	n
Unweighted Total		216	63	73	80	48	65	47	74	27	29	43	76	97	172	44
Weighted Total		213	62	75	77	45	60	46	80	33	28	44	74	96	172	41
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly		(5)	1	-	1	-	-	-	1	1	-	-	1	-	1	-
		*	-	1%	-	-	-	-	1%	3%	-	-	1%	-	1%	-
Increase slightly		(4)	38	9	15	14	8	11	9	14	5	12	12	13	33	5
		18%	15%	20%	18%	19%	18%	19%	18%	16%	16%	28%	17%	14%	19%	12%
												l				
Stay same		(3)	143	41	47	55	31	42	31	51	21	30	51	62	112	30
		67%	67%	63%	71%	70%	69%	66%	64%	61%	66%	68%	70%	65%	65%	74%
Decrease slightly		(2)	3	2	1	-	-	-	1	2	1	-	1	2	1	2
		1%	3%	1%	-	-	-	2%	3%	4%	3%	-	2%	2%	1%	4%
Decrease greatly		(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		29	9	11	9	5	8	6	11	5	4	2	8	19	25	4
		13%	14%	15%	11%	11%	13%	12%	14%	16%	15%	5%	10%	20%	14%	10%
														j		
NETS																
Net: Increase		39	9	16	14	8	11	9	15	6	4	12	13	13	34	5
		18%	15%	21%	18%	19%	18%	19%	19%	19%	16%	28%	18%	14%	20%	12%
												l				
Net: Decrease		3	2	1	-	-	-	1	2	1	1	-	1	2	1	2
		1%	3%	1%	-	-	-	2%	3%	4%	3%	-	2%	2%	1%	4%
Net: Increase + Stay the same		182	51	63	68	40	52	40	67	27	23	42	65	75	146	35
		85%	82%	84%	89%	89%	87%	86%	83%	80%	82%	95%	88%	78%	85%	86%
												l				
Mean score		3.2	3.1	3.3	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.3	3.2	3.2	3.2	3.1

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

Jobs Outlook - Combined

Q11_2. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next four to twelve months?

Construction

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	*n
Unweighted Total		71	21	25	25	19	23	14	22	8	7	27	19	25	54	17
Weighted Total		66	19	24	23	17	21	13	22	9	6	27	16	23	51	15
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly		(5)	1	-	1	-	1	-	-	-	-	1	1	-	1	-
			2%	-	6%	-	5%	3%	-	-	-	3%	4%	-	3%	-
Increase slightly		(4)	23	7	7	9	6	3	5	10	4	9	6	8	18	5
			35%	37%	31%	39%	38%	16%	40%	44%	66%	34%	38%	36%	36%	33%
Stay same		(3)	33	10	12	11	9	13	5	8	2	14	9	10	26	7
			50%	54%	50%	47%	53%	65%	39%	38%	34%	52%	59%	42%	50%	49%
Decrease slightly		(2)	1	-	1	-	-	-	1	1	-	-	-	1	-	1
			1%	-	4%	-	-	-	7%	4%	-	-	-	4%	-	6%
Decrease greatly		(1)	1	-	-	1	-	1	-	-	-	1	-	-	1	-
			2%	-	-	5%	-	5%	-	-	-	4%	-	-	2%	-
Don't know			6	2	2	2	1	2	2	3	-	2	-	4	4	2
			10%	9%	10%	9%	4%	11%	14%	15%	16%	7%	-	19%	9%	12%
NETS																
Net: Increase		25	7	9	9	7	4	5	10	5	4	10	7	8	20	5
		38%	37%	37%	39%	43%	19%	40%	44%	49%	66%	37%	41%	36%	39%	33%
Net: Decrease		2	-	1	1	-	1	1	1	-	-	1	-	1	1	1
		3%	-	4%	5%	-	5%	7%	4%	-	-	4%	-	4%	2%	6%
Net: Increase + Stay the same		58	17	21	20	16	17	10	18	8	6	24	16	18	45	12
		88%	91%	86%	86%	96%	84%	79%	81%	84%	100%	89%	100%	77%	89%	82%
Mean score		3.4	3.4	3.4	3.3	3.5	3.1	3.4	3.5	3.6	3.7	3.3	3.4	3.4	3.4	3.3

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

Jobs Outlook - Combined

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

Drivers

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	b	c	*d	e	*f	*g	*h	*i	*j	*k	l	m	*n
Unweighted Total		100	28	37	35	19	38	19	27	8	16	22	27	51	72	28
Weighted Total		95	26	36	33	19	34	17	27	10	15	20	24	51	69	26
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	1	1	-	-	-	1	-	-	-	-	1	-	-	1	-
		1%	3%	-	-	-	2%	-	-	-	-	4%	-	-	1%	-
Increase slightly	(4)	29	10	12	7	7	11	5	9	4	2	7	8	14	22	8
		31%	37%	33%	23%	37%	32%	30%	32%	35%	16%	36%	31%	28%	31%	29%
Stay same	(3)	49	11	17	21	10	15	11	15	4	9	10	13	25	32	17
		51%	41%	47%	64%	53%	44%	65%	54%	36%	62%	51%	54%	50%	46%	65%
Decrease slightly	(2)	1	1	-	-	1	-	-	-	-	-	-	-	1	1	-
		1%	4%	-	-	5%	-	-	-	-	-	-	-	2%	1%	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		15	4	7	4	1	8	1	4	3	3	2	3	10	14	2
		16%	15%	20%	13%	5%	22%	5%	14%	29%	21%	9%	14%	20%	20%	7%
NETS																
Net: Increase		30	11	12	7	7	12	5	9	4	2	8	8	14	22	8
		31%	40%	33%	23%	37%	34%	30%	32%	35%	16%	41%	31%	28%	32%	29%
Net: Decrease		1	1	-	-	1	-	-	-	-	-	-	-	1	1	-
		1%	4%	-	-	5%	-	-	-	-	-	-	-	2%	1%	-
Net: Increase + Stay the same		79	21	29	29	17	27	16	24	7	12	18	21	40	55	24
		83%	81%	80%	87%	90%	78%	95%	86%	71%	79%	91%	86%	78%	79%	93%
Mean score		3.4	3.5	3.4	3.3	3.3	3.5	3.3	3.4	3.5	3.2	3.5	3.4	3.3	3.4	3.3

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

Jobs Outlook - Combined

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

Education

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	*n
Unweighted Total		59	19	18	22	21	15	10	15	5	8	16	18	25	45	14
Weighted Total		59	19	20	20	20	14	11	17	7	8	16	18	25	45	14
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	2	2	-	-	1	1	-	-	-	-	-	1	1	2	-
		3%	9%	-	-	4%	6%	-	-	-	-	-	5%	3%	4%	-
Increase slightly	(4)	16	7	4	5	6	2	3	6	3	2	4	5	7	10	6
		27%	34%	20%	27%	31%	17%	29%	33%	38%	22%	24%	29%	27%	22%	43%
Stay same	(3)	34	9	14	11	13	8	7	8	1	6	11	10	13	29	6
		58%	48%	73%	54%	65%	53%	62%	46%	21%	78%	70%	58%	51%	64%	41%
Decrease slightly	(2)	1	-	-	1	-	-	-	1	1	-	-	1	-	-	1
		2%	-	-	7%	-	-	-	8%	21%	-	-	8%	-	-	10%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		6	2	1	2	-	3	1	2	1	-	1	-	5	5	1
		9%	9%	7%	12%	-	23%	8%	13%	20%	-	6%	-	18%	10%	6%
NETS																
Net: Increase		18	8	4	5	7	3	3	6	3	2	4	6	8	12	6
		30%	43%	20%	27%	35%	23%	29%	33%	38%	22%	24%	34%	30%	26%	43%
Net: Decrease		1	-	-	1	-	-	-	1	1	-	-	1	-	-	1
		2%	-	-	7%	-	-	-	8%	21%	-	-	8%	-	-	10%
Net: Increase + Stay the same		52	17	18	16	20	11	10	14	4	8	15	16	21	40	12
		88%	91%	93%	81%	100%	77%	92%	79%	59%	100%	94%	92%	82%	90%	84%
Mean score		3.3	3.6	3.2	3.2	3.4	3.4	3.3	3.3	3.2	3.2	3.3	3.3	3.4	3.3	3.4

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

Jobs Outlook - Combined

Q11_5. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next four to twelve months?

Engineering & technical

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	*h	*i	j	k	l	m	n
Unweighted Total		164	40	64	60	31	58	37	51	14	24	50	49	65	128	36
Weighted Total		157	37	64	57	28	55	36	53	17	22	51	46	61	124	34
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	5	1	4	1	-	5	-	-	-	-	2	-	3	5	-
		3%	2%	6%	1%	-	9%	-	-	-	-	4%	-	5%	4%	-
							g									
Increase slightly	(4)	47	11	16	20	8	13	12	18	6	8	13	17	17	38	9
		30%	30%	25%	36%	30%	23%	34%	35%	37%	36%	26%	36%	29%	31%	27%
Stay same	(3)	83	20	33	30	18	30	16	23	7	12	31	25	27	64	19
		53%	53%	52%	53%	63%	55%	45%	43%	40%	56%	62%	55%	44%	52%	56%
Decrease slightly	(2)	3	1	2	-	-	-	2	2	-	1	1	-	2	1	2
		2%	2%	3%	-	-	-	5%	3%	-	4%	2%	-	3%	1%	5%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		19	4	9	6	2	7	6	10	4	1	3	4	12	15	4
		12%	12%	14%	10%	7%	12%	16%	18%	24%	4%	6%	9%	20%	12%	12%
														j		
NETS																
Net: Increase		53	12	20	21	8	18	12	18	6	8	16	17	20	44	9
		33%	32%	31%	37%	30%	33%	34%	35%	37%	36%	31%	36%	34%	35%	27%
Net: Decrease		3	1	2	-	-	-	2	2	-	1	1	-	2	1	2
		2%	2%	3%	-	-	-	5%	3%	-	4%	2%	-	3%	1%	5%
Net: Increase + Stay the same		136	31	53	51	26	48	28	41	13	20	47	41	47	108	28
		86%	86%	83%	90%	93%	88%	79%	78%	76%	92%	93%	91%	77%	87%	83%
												l				
Mean score		3.4	3.4	3.4	3.4	3.3	3.5	3.3	3.4	3.5	3.3	3.4	3.4	3.4	3.4	3.2

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

Jobs Outlook - Combined

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

Executive recruitment / interim management

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	*d	e	f	g	*h	*i	*j	k	l	m	n
Unweighted Total		153	45	49	59	27	50	37	55	18	21	23	52	78	121	32
Weighted Total		148	44	47	57	24	44	38	60	23	20	23	48	77	118	30
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly		(5)	2	1	1	-	1	-	-	-	1	1	1	-	2	-
		1%	3%	1%	-	-	1%	-	-	-	7%	6%	1%	-	2%	-
Increase slightly		(4)	28	9	9	10	5	9	8	12	4	5	8	15	22	7
		19%	21%	19%	17%	19%	20%	22%	20%	18%	13%	21%	18%	20%	18%	22%
Stay same		(3)	89	25	27	37	16	26	23	36	13	15	33	41	72	18
		60%	56%	58%	65%	66%	59%	60%	59%	57%	61%	65%	70%	54%	61%	59%
Decrease slightly		(2)	2	1	1	-	-	-	1	1	-	-	-	2	-	2
		1%	2%	2%	-	-	-	2%	1%	-	4%	-	-	2%	-	6% m
Decrease greatly		(1)	1	-	1	-	1	-	-	-	-	-	1	-	1	-
		*	-	1%	-	-	1%	-	-	-	-	-	1%	-	*	-
Don't know		26	8	9	10	4	8	6	11	6	3	2	5	19	22	4
		18%	17%	18%	17%	15%	18%	15%	19%	25%	15%	9%	10%	25% k	19%	13%
NETS																
Net: Increase		30	11	10	10	5	10	8	12	4	4	6	9	15	24	7
		20%	24%	21%	17%	19%	22%	22%	20%	18%	19%	26%	19%	20%	20%	22%
Net: Decrease		2	1	1	-	-	1	1	1	-	1	-	1	2	1	2
		2%	2%	3%	-	-	1%	2%	1%	-	4%	-	1%	2%	*	6% m
Net: Increase + Stay the same		119	35	37	47	20	35	31	48	17	16	21	42	56	95	24
		81%	81%	79%	83%	85%	80%	82%	80%	75%	80%	91%	88% l	73%	81%	82%
Mean score		3.2	3.3	3.2	3.2	3.2	3.3	3.2	3.2	3.2	3.3	3.4	3.2	3.2	3.3	3.2

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

Jobs Outlook - Combined

Q11_7. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next four to twelve months?

Health & social care

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	c	*d	*e	*f	*g	*h	*i	*j	*k	l	m	*n
Unweighted Total		74	20	21	33	14	18	23	29	6	13	19	18	37	57	17
Weighted Total		77	21	25	32	15	17	25	33	8	14	20	19	39	59	18
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly		(5)	3	-	1	2	1	1	1	-	-	2	-	1	2	1
			4%	-	5%	5%	8%	5%	3%	3%	-	8%	-	3%	3%	6%
Increase slightly		(4)	19	7	2	10	5	2	7	9	3	3	6	10	13	6
			25%	35%	9%	30%	35%	13%	27%	29%	33%	17%	31%	26%	22%	34%
Stay same		(3)	34	5	14	16	7	8	9	12	3	9	7	18	30	5
			44%	23%	56%	49%	48%	47%	39%	37%	33%	44%	37%	48%	50%	25%
Decrease slightly		(2)	2	1	-	1	-	-	1	1	-	-	1	1	-	2
			2%	4%	-	3%	-	-	3%	2%	-	-	4%	2%	-	9%
Decrease greatly		(1)	1	-	1	-	1	-	-	-	-	1	-	-	1	-
			2%	-	5%	-	9%	-	-	-	-	7%	-	-	2%	-
Don't know			18	8	6	4	-	6	7	9	3	5	5	8	13	5
			23%	38%	24%	13%	-	35%	27%	29%	33%	24%	27%	22%	23%	25%
NETS																
Net: Increase		22	7	3	11	6	3	7	10	3	2	5	6	11	15	7
		28%	35%	14%	35%	43%	18%	31%	31%	33%	18%	25%	31%	29%	25%	41%
Net: Decrease		3	1	1	1	1	-	1	1	-	1	1	1	1	1	2
		4%	4%	5%	3%	9%	-	3%	2%	-	6%	7%	4%	2%	2%	9%
Net: Increase + Stay the same		56	12	18	27	13	11	17	22	6	10	14	13	29	44	12
		73%	58%	70%	84%	91%	65%	69%	69%	67%	73%	70%	69%	76%	75%	66%
Mean score		3.3	3.5	3.1	3.4	3.3	3.4	3.4	3.4	3.5	3.2	3.3	3.4	3.4	3.3	3.5

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

Jobs Outlook - Combined

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

Hospitality

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	c	*d	*e	*f	*g	*h	*i	*j	*k	l	m	*n
Unweighted Total		76	18	22	36	15	20	18	25	7	16	26	19	31	61	15
Weighted Total		80	19	23	38	14	21	20	29	9	16	27	20	33	64	15
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly		(5)	2	-	1	-	1	-	-	-	1	1	1	-	2	-
			3%	-	5%	-	5%	-	-	-	7%	4%	5%	-	3%	-
Increase slightly		(4)	17	7	2	8	4	6	3	4	1	5	5	6	10	6
			21%	36%	7%	22%	32%	26%	16%	15%	15%	19%	27%	19%	16%	42%
Stay same		(3)	44	9	15	20	8	9	11	17	6	16	9	19	38	7
			56%	49%	65%	53%	55%	42%	55%	58%	62%	60%	46%	58%	58%	44%
Decrease slightly		(2)	3	-	1	1	-	-	1	1	1	2	1	-	3	-
			3%	-	7%	3%	-	-	4%	5%	7%	7%	3%	-	4%	-
Decrease greatly		(1)	2	-	1	1	1	-	-	1	-	1	1	-	1	1
			3%	-	3%	4%	5%	-	-	5%	15%	3%	7%	-	1%	9%
Don't know			12	3	3	6	1	6	5	5	-	2	2	7	11	1
			15%	15%	13%	15%	7%	27%	25%	17%	-	7%	11%	23%	17%	6%
NETS																
Net: Increase		19	7	3	10	4	7	3	4	1	4	6	6	6	13	6
		24%	36%	12%	25%	32%	31%	16%	15%	15%	22%	23%	32%	19%	20%	42%
Net: Decrease		5	-	2	3	1	-	1	3	2	1	3	2	-	3	1
		6%	-	10%	7%	5%	-	4%	10%	22%	7%	10%	10%	-	5%	9%
Net: Increase + Stay the same		63	16	18	30	12	16	14	21	7	15	23	15	25	50	13
		79%	85%	77%	78%	87%	73%	71%	73%	78%	93%	83%	79%	77%	78%	85%
Mean score		3.2	3.4	3.0	3.2	3.2	3.5	3.1	3.0	2.8	3.2	3.2	3.2	3.2	3.2	3.2

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

Jobs Outlook - Combined

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

Industrial

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	l	m	*n
Unweighted Total		71	17	25	29	16	21	14	19	5	15	19	18	34	51	20
Weighted Total		67	16	26	26	15	19	13	19	6	14	19	16	32	47	20
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	3	-	1	2	1	-	-	-	-	1	2	1	-	3	-
		4%	-	3%	7%	10%	-	-	-	-	8%	10%	4%	-	5%	-
Increase slightly	(4)	26	5	11	10	5	5	6	11	5	5	9	7	10	20	6
		39%	30%	44%	38%	35%	23%	45%	56%	77%	40%	45%	46%	31%	43%	28%
Stay same	(3)	29	7	10	12	8	11	4	4	-	5	7	7	14	18	11
		43%	47%	38%	45%	55%	56%	33%	22%	-	40%	36%	46%	45%	38%	54%
Decrease slightly	(2)	1	1	-	-	-	-	-	-	-	1	-	-	1	-	1
		1%	5%	-	-	-	-	-	-	-	6%	-	-	3%	-	4%
Decrease greatly	(1)	1	-	1	-	-	1	-	-	-	-	-	1	-	1	-
		1%	-	2%	-	-	3%	-	-	-	-	-	4%	-	1%	-
Don't know		9	3	3	3	-	3	3	4	1	1	2	-	7	6	3
		13%	18%	13%	10%	-	18%	21%	22%	23%	6%	10%	-	21%	12%	14%
NETS																
Net: Increase		28	5	12	12	7	5	6	11	5	7	11	8	10	23	6
		42%	30%	47%	45%	45%	23%	45%	56%	77%	48%	55%	50%	31%	48%	28%
Net: Decrease		1	1	1	-	-	1	-	-	-	1	-	1	1	1	1
		2%	5%	2%	-	-	3%	-	-	-	6%	-	4%	3%	1%	4%
Net: Increase + Stay the same		57	12	22	23	15	15	10	15	5	12	17	15	24	41	16
		85%	77%	85%	90%	100%	80%	79%	78%	77%	87%	90%	96%	76%	87%	82%
Mean score		3.5	3.3	3.5	3.6	3.5	3.2	3.6	3.7	4.0	3.5	3.7	3.5	3.4	3.6	3.3

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

Jobs Outlook - Combined

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

Legal & HR

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		163	55	52	56	33	42	35	60	25	28	15	58	90	132	31
Weighted Total		160	54	54	52	30	38	33	65	32	27	16	57	86	131	29
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	1	-	1	-	-	-	1	1	-	-	-	1	-	1	-
		1%	-	2%	-	-	-	3%	2%	-	-	-	2%	-	1%	-
Increase slightly	(4)	19	6	6	7	4	6	5	6	1	3	2	7	10	17	3
		12%	12%	11%	13%	14%	17%	14%	9%	4%	9%	10%	13%	12%	13%	9%
Stay same	(3)	109	38	34	36	21	23	23	46	22	19	12	42	55	89	20
		68%	71%	63%	70%	69%	60%	69%	70%	71%	71%	71%	73%	64%	68%	69%
Decrease slightly	(2)	2	1	1	-	-	-	1	1	-	1	-	-	2	-	2
		1%	2%	2%	-	-	-	3%	1%	-	3%	-	-	2%	-	6% m
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		29	9	12	9	5	8	4	11	8	4	3	7	19	25	5
		18%	16%	22%	17%	17%	22%	11%	18%	24%	16%	19%	12%	22%	19%	16%
NETS																
Net: Increase		20	6	7	7	4	6	6	7	1	3	2	8	10	18	3
		13%	12%	13%	13%	14%	17%	17%	11%	4%	9%	10%	15%	12%	13%	9%
Net: Decrease		2	1	1	-	-	-	1	1	-	1	-	-	2	-	2
		1%	2%	2%	-	-	-	3%	1%	-	3%	-	-	2%	-	6% m
Net: Increase + Stay the same		129	44	41	43	25	29	29	53	24	22	13	50	66	107	22
		81%	82%	76%	83%	83%	78%	86%	81%	76%	81%	81%	88%	76%	81%	78%
Mean score		3.2	3.1	3.2	3.2	3.2	3.2	3.2	3.1	3.1	3.1	3.1	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

Q11_11. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next four to twelve months?

Life sciences

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		25	8	10	7	5	6	6	9	3	5	2	3	20	19	6
Weighted Total		25	7	10	7	5	6	6	10	4	5	2	3	20	19	6
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Increase slightly	(4)	6	4	1	1	1	-	3	4	1	1	-	2	4	5	1
		25%	52%	9%	19%	27%	-	47%	41%	33%	18%	-	73%	20%	28%	16%
Stay same	(3)	11	2	6	3	3	3	2	2	-	2	-	1	10	8	3
		43%	25%	62%	35%	73%	51%	38%	22%	-	47%	-	27%	50%	40%	54%
Decrease slightly	(2)	1	1	-	-	-	-	-	-	-	1	-	-	1	-	1
		3%	11%	-	-	-	-	-	-	-	17%	-	-	4%	-	15%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		7	1	3	3	-	3	1	4	3	1	2	-	5	6	1
		29%	12%	29%	47%	-	49%	15%	36%	67%	18%	100%	-	25%	33%	16%
NETS																
Net: Increase		6	4	1	1	1	-	3	4	1	1	-	2	4	5	1
		25%	52%	9%	19%	27%	-	47%	41%	33%	18%	-	73%	20%	28%	16%
Net: Decrease		1	1	-	-	-	-	-	-	-	1	-	-	1	-	1
		3%	11%	-	-	-	-	-	-	-	17%	-	-	4%	-	15%
Net: Increase + Stay the same		17	6	7	4	5	3	5	6	1	3	-	3	14	13	4
		68%	77%	71%	53%	100%	51%	85%	64%	33%	65%	-	100%	70%	67%	69%
Mean score		3.3	3.5	3.1	3.3	3.3	3.0	3.6	3.6	4.0	3.0	-	3.7	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_12. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next four to twelve months?

Marketing, media & creative

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	*h	*i	j	k	l	m	n
Unweighted Total		167	57	53	57	34	49	43	63	20	21	31	59	77	133	34
Weighted Total		167	57	55	56	33	45	43	68	25	21	32	57	78	134	33
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	1	1	-	-	-	-	1	1	-	-	1	-	-	1	-
		1%	2%	-	-	-	-	2%	1%	-	-	3%	-	-	1%	-
Increase slightly	(4)	32	10	11	11	9	8	7	9	3	5	9	10	13	23	9
		19%	17%	20%	20%	28%	17%	16%	14%	10%	25%	27%	18%	16%	17%	26%
Stay same	(3)	107	38	35	34	20	29	30	47	17	11	21	39	47	86	20
		64%	68%	63%	61%	60%	64%	69%	69%	69%	54%	64%	69%	61%	65%	62%
Decrease slightly	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		28	8	9	11	4	8	6	11	5	4	2	7	18	23	4
		17%	14%	17%	19%	12%	18%	13%	16%	21%	21%	6%	13%	23% j	17%	13%
NETS																
Net: Increase		32	10	11	11	9	8	8	10	3	5	10	10	13	24	9
		19%	18%	20%	20%	28%	17%	18%	15%	10%	25%	30%	18%	16%	18%	26%
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		139	49	46	45	29	37	38	57	20	16	30	49	60	110	29
		83%	86%	83%	81%	88%	82%	87%	84%	79%	79%	94% i	87%	77%	83%	87%
Mean score		3.2	3.2	3.2	3.2	3.3	3.2	3.2	3.2	3.1	3.3	3.3	3.2	3.2	3.2	3.3

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

Jobs Outlook - Combined

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

Office professionals

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		248	77	80	91	54	74	55	90	35	30	53	80	115	197	51
Weighted Total		242	75	79	89	51	65	54	98	43	29	52	75	116	194	48
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	3	1	2	-	1	1	-	1	1	-	2	2	-	3	-
		1%	1%	3%	-	2%	2%	-	1%	2%	-	3%	2%	-	2%	-
Increase slightly	(4)	52	19	15	18	11	19	13	18	5	5	14	18	21	46	7
		22%	26%	19%	21%	21%	29%	23%	18%	11%	19%	26%	24%	18%	24%	14%
Stay same	(3)	146	43	46	57	29	37	32	63	31	18	34	49	64	115	32
		60%	57%	58%	65%	58%	56%	59%	64%	71%	61%	64%	65%	56%	59%	66%
Decrease slightly	(2)	3	2	1	1	-	-	2	2	-	2	-	-	3	2	2
		1%	2%	1%	1%	-	-	3%	2%	-	6% e	-	-	3%	1%	4%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		37	10	15	12	10	8	8	15	7	4	3	7	27	29	8
		15%	14%	19%	14%	19%	13%	15%	15%	15%	15%	6%	9%	24% jk	15%	17%
NETS																
Net: Increase		56	20	17	18	12	20	13	19	6	5	15	20	21	49	7
		23%	27%	22%	21%	23%	31%	23%	19%	14%	19%	29%	26%	18%	25%	14%
Net: Decrease		3	2	1	1	-	-	2	2	-	2	-	-	3	2	2
		1%	2%	1%	1%	-	-	3%	2%	-	6% e	-	-	3%	1%	4%
Net: Increase + Stay the same		202	63	63	76	41	57	45	81	37	23	49	68	85	164	38
		83%	84%	80%	85%	81%	87%	82%	83%	85%	79%	94% l	91% l	74%	84%	80%
Mean score		3.3	3.3	3.3	3.2	3.3	3.4	3.2	3.2	3.2	3.1	3.3	3.3	3.2	3.3 n	3.1

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

Jobs Outlook - Combined

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

Sales & retail

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

		WAVE				REGION						SIZE			SECTOR		
		Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public	
Significance Level: 95%			a	b	c	d	e	f	g	*h	*i	j	k	l	m	n	
Unweighted Total		159	52	49	58	32	51	44	56	12	20	44	50	65	126	33	
Weighted Total		156	51	46	59	29	46	46	62	15	19	47	45	64	124	32	
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
Increase greatly		(5)	2	1	1	-	2	-	-	-	1	1	2	-	1	2	
		2%	2%	1%	2%	-	3%	-	-	-	4%	2%	4%	-	*	6% m	
Increase slightly		(4)	43	15	13	15	8	8	12	18	6	8	14	12	16	36	7
		27%	29%	27%	26%	28%	18%	26%	30%	42%	43%	31%	27%	25%	29%	20%	
Stay same		(3)	86	26	26	34	18	29	26	32	6	7	26	29	31	69	17
		55%	51%	57%	58%	63%	62%	56%	52%	41%	38%	56%	65%	48%	56%	52%	
Decrease slightly		(2)	7	2	4	2	-	4	3	3	-	5	1	2	5	3	
		5%	4%	8%	3%	-	8%	6%	4%	-	4%	10%	1%	3%	4%	8%	
Decrease greatly		(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Don't know		17	7	3	7	3	4	6	8	3	2	1	1	15	13	4	
		11%	14%	7%	12%	10%	9%	12%	14%	18%	10%	2%	3%	24% jk	10%	14%	
NETS																	
Net: Increase		45	16	13	16	8	10	12	18	6	9	15	14	16	37	8	
		29%	31%	29%	28%	28%	21%	26%	30%	42%	47%	32%	31%	25%	30%	26%	
Net: Decrease		7	2	4	2	-	4	3	3	-	1	5	1	2	5	3	
		5%	4%	8%	3%	-	8%	6%	4%	-	4%	10%	1%	3%	4%	8%	
Net: Increase + Stay the same		132	42	39	50	26	38	38	50	13	17	41	43	47	106	25	
		84%	82%	85%	85%	90%	83%	82%	82%	82%	86%	88%	96% l	73%	86%	79%	
Mean score		3.3	3.3	3.2	3.3	3.3	3.2	3.2	3.3	3.5	3.5	3.2	3.3	3.3	3.3	3.3	

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

Jobs Outlook - Combined

Q11_15. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next four to twelve months?

Technology

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	*d	e	f	g	*h	*i	j	k	l	m	n
Unweighted Total		164	56	50	58	29	53	35	58	23	24	32	52	80	131	33
Weighted Total		165	56	52	57	29	48	36	64	28	23	33	50	81	132	33
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	2	-	1	1	-	2	-	-	-	-	-	-	2	2	-
		1%	-	3%	1%	-	5%	-	-	-	-	-	-	3%	2%	-
Increase slightly	(4)	35	13	8	15	8	11	7	13	7	4	6	12	18	28	7
		21%	22%	15%	26%	27%	22%	18%	21%	23%	15%	17%	23%	22%	21%	23%
Stay same	(3)	96	32	33	31	18	25	22	37	14	17	25	31	40	78	18
		58%	58%	64%	54%	62%	51%	63%	57%	50%	72%	75%	62%	49%	59%	54%
Decrease slightly	(2)	2	1	1	-	-	1	1	1	-	1	-	1	2	1	2
		1%	1%	3%	-	-	1%	2%	1%	-	4%	-	1%	2%	*	5%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		29	10	8	10	3	10	6	13	8	2	3	7	19	23	6
		18%	18%	16%	18%	11%	21%	16%	21%	27%	9%	8%	14%	24%	17%	18%
NETS																
Net: Increase		38	13	9	16	8	13	7	13	7	4	6	12	20	30	7
		23%	22%	18%	28%	27%	27%	18%	21%	23%	15%	17%	23%	25%	23%	23%
Net: Decrease		2	1	1	-	-	1	1	1	-	1	-	1	2	1	2
		1%	1%	3%	-	-	1%	2%	1%	-	4%	-	1%	2%	*	5%
Net: Increase + Stay the same		134	45	43	46	26	38	29	50	21	20	31	43	60	108	25
		81%	80%	82%	82%	89%	78%	81%	78%	73%	88%	92%	85%	74%	82%	77%
Mean score		3.3	3.3	3.2	3.4	3.3	3.4	3.2	3.2	3.3	3.1	3.2	3.3	3.3	3.3	3.2

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

Jobs Outlook - Combined

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

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

	WAVE				REGION						SIZE			SECTOR	
	Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	438	135	150	153	95	125	100	156	56	62	171	128	139	355	83
Weighted Total	434	134	151	150	90	115	100	168	68	61	173	122	139	353	81
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Accounting and financial services	14 6%	5 9%	5 7%	3 4%	2 5%	2 3%	4 8%	9 11%	5 15%	1 3%	4 10%	5 7%	4 5%	13 7%	1 2%
Construction	22 33%	6 32%	8 33%	8 33%	7 44%	7 33%	4 32%	5 23%	1 11%	2 36%	10 38%	5 33%	6 27%	18 35%	4 25%
Drivers	15 16%	7 26%	7 21%	1 2%	3 18%	6 19%	4 20%	4 16%	1 10%	1 6%	7 35%	5 20%	3 6%	10 15%	5 19%
Education	9 15%	2 13%	2 12%	4 22%	4 19%	1 6%	3 29%	4 26%	1 21%	- -	1 8%	5 30%	2 10%	6 14%	3 21%
Engineering & technical	59 37%	18 50%	23 37%	17 30%	11 37%	26 47%	14 38%	17 31%	3 18%	6 28%	17 33%	20 45%	22 35%	51 41%	8 23%
Executive recruitment / interim management	9 6%	2 4%	4 9%	3 6%	- -	3 7%	4 10%	6 10%	3 11%	- -	4 20%	3 6%	2 2%	9 8%	- -
Health & social care	21 27%	6 28%	7 27%	8 27%	6 44%	3 18%	6 24%	10 31%	4 50%	1 11%	6 28%	1 5%	14 37%	16 27%	5 28%
Hospitality	18 23%	7 35%	4 16%	8 22%	2 15%	1 4%	8 39%	9 32%	1 15%	7 41%	10 37%	2 10%	6 20%	14 22%	4 29%
Industrial	8 13%	1 6%	2 7%	6 22%	2 14%	1 4%	2 12%	4 19%	2 33%	2 15%	4 22%	3 17%	2 5%	8 18%	- -
Legal & HR	11 7%	4 7%	6 10%	1 3%	- -	2 5%	6 19%	9 14%	3 9%	- -	4 22%	5 9%	2 3%	11 8%	- -
Life sciences	5 20%	1 12%	2 18%	2 32%	- -	1 18%	3 45%	4 40%	1 33%	- -	- -	1 30%	4 21%	4 22%	1 15%
Marketing, media & creative	10 6%	6 10%	3 5%	2 3%	2 5%	3 6%	4 9%	4 5%	- -	2 9%	3 8%	4 8%	3 4%	9 7%	1 3%
Office professionals	11 5%	3 4%	4 5%	4 4%	3 6%	3 5%	3 6%	3 3%	- -	2 6%	4 7%	4 6%	3 3%	11 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	
	Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	438	135	150	153	95	125	100	156	56	62	171	128	139	355	83
Weighted Total	434	134	151	150	90	115	100	168	68	61	173	122	139	353	81
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Sales & retail	21	11	3	7	2	3	10	13	2	2	9	5	7	15	6
	13%	21%	7%	12%	8%	7%	23% e	21% e	16%	12%	20%	11%	10%	12%	18%
Technology	39	14	12	13	11	11	7	12	5	4	9	13	17	32	7
	23%	25%	22%	23%	39%	24%	20%	19%	18%	15%	27%	25%	21%	24%	21%
None	247	68	90	89	50	63	56	98	42	36	99	70	78	197	50
	57%	51%	60%	59%	56%	54%	56%	58%	62%	59%	58%	57%	56%	56%	61%
Net: Any	187	65	61	61	40	53	44	70	26	25	73	52	61	156	31
	43%	49%	40%	41%	44%	46%	44%	42%	38%	41%	42%	43%	44%	44%	39%

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	51	-	4	40	2	1	5	4	2	43	3.0
	100%	-	7%	78%	3%	2%	10%	7%	5%	85%	
Construction	10	1	1	7	1	-	1	2	1	9	3.2
	100%	10%	6%	71%	6%	-	7%	16%	6%	86%	
Drivers	21	-	2	16	2	-	2	2	2	18	3.0
	100%	-	9%	73%	9%	-	10%	9%	9%	82%	
Education	15	-	2	9	1	1	1	2	3	11	2.8
	100%	-	13%	63%	9%	10%	5%	13%	19%	76%	
Engineering & technical	25	-	5	15	2	1	3	5	2	20	3.1
	100%	-	20%	59%	6%	3%	11%	20%	10%	79%	
Executive recruitment / interim management	26	-	-	19	-	2	4	-	2	19	2.8
	100%	-	-	76%	-	9%	16%	-	9%	76%	
Health & social care	8	1	-	6	-	-	1	1	-	7	3.3
	100%	12%	-	73%	-	-	15%	12%	-	85%	
Hospitality	17	1	3	11	1	1	-	4	2	15	3.0
	100%	5%	16%	66%	6%	8%	-	21%	14%	86%	
Industrial	20	1	3	12	3	1	1	3	4	15	2.9
	100%	3%	13%	59%	17%	4%	4%	16%	21%	75%	
Legal & HR	39	-	3	27	1	2	6	3	3	31	2.9
	100%	-	8%	70%	2%	6%	14%	8%	8%	78%	
Life sciences	4	-	-	4	-	-	-	-	-	4	3.0
	100%	-	-	100%	-	-	-	-	-	100%	
Marketing, media & creative	30	-	1	23	1	1	4	1	2	24	2.9
	100%	-	3%	77%	3%	3%	14%	3%	6%	81%	
Office professionals	60	-	6	41	4	2	6	6	6	48	3.0
	100%	-	11%	68%	6%	4%	11%	11%	10%	79%	
Sales & retail	25	-	2	19	1	1	3	2	2	20	3.0
	100%	-	7%	74%	3%	3%	12%	7%	7%	81%	
Technology	32	-	3	22	2	1	4	3	3	25	2.9
	100%	-	8%	69%	8%	3%	13%	8%	10%	77%	
Average (response based including bases)	384	3	33	272	20	14	41	36	35	308	3.0
	100%	1%	9%	71%	5%	4%	11%	9%	9%	80%	

Jobs Outlook - Combined

Q14_SUM. Average across all sectors

SUMMARY TABLE

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		407	125	144	138	81	125	86	129	43	72	15	146	246	297	110
Weighted Total		384	118	139	126	72	103	85	139	54	69	14	138	232	277	107
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	3	1	2	1	-	3	-	-	-	1	-	3	1	1	2
		1%	1%	1%	*	-	3%	-	-	-	1%	-	2%	*	1%	2%
Slightly increase	(4)	33	8	13	12	5	7	6	14	8	7	9	10	14	25	8
		9%	7%	9%	10%	6%	7%	7%	10%	15%	10%	62%	7%	6%	9%	7%
Stay the same	(3)	272	80	105	87	66	72	70	93	23	41	5	106	160	196	76
		71%	68%	75%	69%	91%	70%	83%	67%	42%	60%	38%	77%	69%	71%	71%
						eghi	h	eghi	h							
Slightly decrease	(2)	20	8	1	10	2	7	6	7	1	4	-	4	16	17	3
		5%	7%	1%	8%	2%	7%	7%	5%	3%	6%	-	3%	7%	6%	3%
			b		b											
Greatly decrease	(1)	14	9	-	6	-	-	-	7	7	8	-	3	12	1	13
		4%	8%	-	4%	-	-	-	5%	13%	11%	-	2%	5%	1%	12%
			b		b				def	def	def					m
Don't know		41	12	18	11	-	14	3	18	15	9	-	12	29	36	5
		11%	10%	13%	8%	-	14%	3%	13%	27%	13%	-	9%	13%	13%	5%
							df		df	defg	df				n	
NETS																
Net: Increase		36	9	15	13	5	10	6	14	8	7	9	12	15	27	10
		9%	7%	11%	10%	6%	10%	7%	10%	15%	11%	62%	9%	6%	10%	9%
Net: Decrease		35	17	1	16	2	7	6	14	8	11	-	7	28	19	16
		9%	15%	1%	13%	2%	7%	7%	10%	15%	17%	-	5%	12%	7%	15%
			b		b				d	d	de			k		m
Net: Increase + Stay the same		308	89	120	100	70	82	76	108	31	48	14	119	175	223	86
		80%	75%	86%	79%	98%	79%	90%	77%	57%	70%	100%	86%	75%	80%	80%
				a		efghi	h	eghi	h				l			
Mean score		3.0	2.8	3.1	2.9	3.0	3.1	3.0	2.9	2.8	2.8	3.6	3.0	2.9	3.0	2.8
				ac		i	i						l		n	

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

Jobs Outlook - Combined

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

Accounting and financial services

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	*n
Unweighted Total		54	18	20	16	10	13	14	20	6	11	2	23	29	45	9
Weighted Total		51	18	20	14	9	11	13	20	7	10	3	22	26	42	8
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	4	1	3	-	-	-	-	3	3	1	3	1	-	4	-
		7%	6%	13%	-	-	-	-	12%	35%	11%	100%	5%	-	9%	-
Stay the same	(3)	40	13	15	12	9	9	11	15	3	6	-	19	20	33	7
		78%	71%	77%	89%	100%	86%	87%	73%	47%	60%	-	89%	77%	77%	82%
Slightly decrease	(2)	2	1	-	1	-	-	1	1	-	1	-	-	2	2	-
		3%	5%	-	6%	-	-	6%	4%	-	8%	-	-	6%	4%	-
Greatly decrease	(1)	1	1	-	-	-	-	-	-	-	1	-	-	1	-	1
		2%	5%	-	-	-	-	-	-	-	8%	-	-	3%	-	10%
Don't know		5	2	2	1	-	1	1	2	1	1	-	1	4	4	1
		10%	13%	10%	5%	-	14%	7%	11%	18%	12%	-	6%	14%	10%	9%
NETS																
Net: Increase		4	1	3	-	-	-	-	3	3	1	3	1	-	4	-
		7%	6%	13%	-	-	-	-	12%	35%	11%	100%	5%	-	9%	-
Net: Decrease		2	2	-	1	-	-	1	1	-	2	-	-	2	2	1
		5%	10%	-	6%	-	-	6%	4%	-	16%	-	-	9%	4%	10%
Net: Increase + Stay the same		43	14	18	12	9	9	11	17	6	7	3	21	20	36	7
		85%	78%	90%	89%	100%	86%	87%	85%	82%	71%	100%	94%	77%	86%	82%
Mean score		3.0	2.9	3.1	2.9	3.0	3.0	2.9	3.1	3.4	2.8	4.0	3.1	2.9	3.1	2.8

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

Jobs Outlook - Combined

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

Construction

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		12	5	4	3	2	6	2	2	-	2	-	5	7	6	6
Weighted Total		10	4	4	2	2	5	2	2	-	1	-	4	6	4	6
		100%	100%	100%	100%	100%	100%	100%	100%	-	100%	-	100%	100%	100%	100%
Greatly increase	(5)	1	-	1	-	-	1	-	-	-	-	-	1	-	-	1
		10%	-	24%	-	-	20%	-	-	-	-	-	25%	-	-	17%
Slightly increase	(4)	1	-	-	1	-	-	-	-	-	1	-	-	1	1	-
		6%	-	-	31%	-	-	-	-	-	50%	-	-	10%	14%	-
Stay the same	(3)	7	4	2	1	2	3	2	2	-	-	-	2	5	2	5
		71%	100%	58%	39%	100%	65%	100%	100%	-	-	-	58%	78%	55%	83%
Slightly decrease	(2)	1	-	-	1	-	-	-	-	-	1	-	1	-	1	-
		6%	-	-	31%	-	-	-	-	-	50%	-	16%	-	14%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		1	-	1	-	-	1	-	-	-	-	-	-	1	1	-
		7%	-	18%	-	-	15%	-	-	-	-	-	-	12%	17%	-
NETS																
Net: Increase		2	-	1	1	-	1	-	-	-	1	-	1	1	1	1
		16%	-	24%	31%	-	20%	-	-	-	50%	-	25%	10%	14%	17%
Net: Decrease		1	-	-	1	-	-	-	-	-	1	-	1	-	1	-
		6%	-	-	31%	-	-	-	-	-	50%	-	16%	-	14%	-
Net: Increase + Stay the same		9	4	3	1	2	4	2	2	-	1	-	3	6	3	6
		86%	100%	82%	69%	100%	85%	100%	100%	-	50%	-	84%	88%	69%	100%
Mean score		3.2	3.0	3.6	3.0	3.0	3.5	3.0	3.0	-	3.0	-	3.3	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

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

Drivers

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	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	5	9	9	3	9	6	7	1	4	1	7	15	15	8
Weighted Total		21	5	9	8	3	8	6	7	1	4	1	7	14	14	7
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	2	-	1	1	1	-	-	1	1	-	-	1	1	1	1
		9%	-	9%	13%	28%	-	-	16%	100%	-	-	16%	5%	8%	10%
Stay the same	(3)	16	4	6	6	2	6	5	5	-	3	1	5	11	9	7
		73%	78%	67%	77%	72%	78%	86%	72%	-	68%	100%	66%	76%	65%	90%
Slightly decrease	(2)	2	1	-	1	-	1	1	1	-	-	-	-	2	2	-
		9%	22%	-	10%	-	13%	14%	12%	-	-	-	-	13%	13%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		2	-	2	-	-	1	-	-	-	1	-	1	1	2	-
		10%	-	24%	-	-	10%	-	-	-	32%	-	18%	5%	15%	-
NETS																
Net: Increase		2	-	1	1	1	-	-	1	1	-	-	1	1	1	1
		9%	-	9%	13%	28%	-	-	16%	100%	-	-	16%	5%	8%	10%
Net: Decrease		2	1	-	1	-	1	1	1	-	-	-	-	2	2	-
		9%	22%	-	10%	-	13%	14%	12%	-	-	-	-	13%	13%	-
Net: Increase + Stay the same		18	4	7	7	3	6	5	6	1	3	1	6	11	10	7
		82%	78%	76%	90%	100%	78%	86%	88%	100%	68%	100%	82%	81%	73%	100%
Mean score		3.0	2.8	3.1	3.0	3.3	2.9	2.9	3.0	4.0	3.0	3.0	3.2	2.9	2.9	3.1

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

Jobs Outlook - Combined

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

Education

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		14	5	4	5	4	4	2	4	2	2	-	5	9	9	5
Weighted Total		15	5	5	5	3	4	3	5	3	2	-	6	9	9	5
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	-	100%	100%	100%	100%
Greatly increase		(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase		(4)	2	1	-	1	-	2	-	-	-	-	-	2	2	-
			13%	16%	-	21%	-	53%	-	-	-	-	-	21%	21%	-
Stay the same		(3)	9	3	4	3	3	1	3	-	2	-	3	6	5	4
			63%	56%	83%	51%	100%	25%	100%	-	100%	-	51%	71%	56%	75%
Slightly decrease		(2)	1	-	-	1	-	-	-	1	-	-	1	-	-	1
			9%	-	-	28%	-	-	-	26%	50%	-	24%	-	-	25%
Greatly decrease		(1)	1	1	-	-	-	-	-	1	-	-	1	-	1	-
			10%	27%	-	-	-	-	-	26%	50%	-	25%	-	15%	-
Don't know			1	-	1	-	-	1	-	-	-	-	-	1	1	-
			5%	-	17%	-	-	22%	-	-	-	-	-	8%	8%	-
NETS																
Net: Increase		2	1	-	1	-	2	-	-	-	-	-	-	2	2	-
			13%	16%	-	21%	-	53%	-	-	-	-	-	21%	21%	-
Net: Decrease		3	1	-	1	-	-	-	3	3	-	-	3	-	1	1
			19%	27%	-	28%	-	-	52%	100%	-	-	49%	-	15%	25%
Net: Increase + Stay the same		11	4	4	4	3	3	3	3	-	2	-	3	8	7	4
			76%	73%	83%	72%	100%	78%	100%	-	100%	-	51%	92%	76%	75%
Mean score		2.8	2.6	3.0	2.9	3.0	3.7	3.0	2.2	1.5	3.0	-	2.3	3.2	2.9	2.7

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

Jobs Outlook - Combined

Q14_5. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next three months?

Engineering & technical

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		29	7	11	11	7	10	7	8	1	4	3	10	16	19	10
Weighted Total		25	6	9	9	6	8	7	8	1	3	2	8	14	16	9
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	5	1	1	3	1	1	2	2	-	2	1	3	1	4	1
		20%	14%	9%	34%	14%	11%	26%	22%	-	47%	36%	31%	10%	26%	9%
Stay the same	(3)	15	3	7	4	5	4	5	5	-	1	1	4	9	8	7
		59%	56%	77%	43%	86%	50%	74%	61%	-	26%	64%	46%	66%	51%	74%
Slightly decrease	(2)	2	1	1	-	-	2	-	-	-	-	-	1	1	2	-
		6%	16%	6%	-	-	20%	-	-	-	-	-	7%	7%	10%	-
Greatly decrease	(1)	1	1	-	-	-	-	-	-	-	1	-	-	1	-	1
		3%	14%	-	-	-	-	-	-	-	26%	-	-	6%	-	9%
Don't know		3	-	1	2	-	1	-	1	1	-	-	1	1	2	1
		11%	-	8%	22%	-	19%	-	17%	100%	-	-	16%	10%	13%	8%
NETS																
Net: Increase		5	1	1	3	1	1	2	2	-	2	1	3	1	4	1
		20%	14%	9%	34%	14%	11%	26%	22%	-	47%	36%	31%	10%	26%	9%
Net: Decrease		2	2	1	-	-	2	-	-	-	1	-	1	2	2	1
		10%	30%	6%	-	-	20%	-	-	-	26%	-	7%	13%	10%	9%
Net: Increase + Stay the same		20	4	8	7	6	5	7	7	-	2	2	7	11	12	8
		79%	70%	86%	78%	100%	60%	100%	83%	-	74%	100%	77%	77%	77%	83%
Mean score		3.1	2.7	3.0	3.4	3.1	2.9	3.3	3.3	-	3.0	3.4	3.3	2.9	3.2	2.9

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

Jobs Outlook - Combined

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

Executive recruitment / interim management

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		27	9	10	8	4	9	4	8	4	6	-	8	19	19	8
Weighted Total		26	8	10	8	3	7	4	9	5	6	-	8	18	18	8
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	-	100%	100%	100%	100%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-	-		-	-	-	-	-	-	-	-	-	-	
Slightly increase	(4)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-	-		-	-	-	-	-	-	-	-	-	-	
Stay the same	(3)	19	6	8	5	3	5	4	7	2	4	-	6	13	15	5
		76%	74%	79%	72%	100%	79%	100%	71%	46%	65%	-	83%	72%	81%	62%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-	-		-	-	-	-	-	-	-	-	-	-	
Greatly decrease	(1)	2	1	-	1	-	-	-	1	1	1	-	-	2	-	2
		9%	10%	-	18%	-	-	-	15%	27%	14%	-	-	12%	-	28%
Don't know		4	1	2	1	-	1	-	1	1	1	-	1	3	3	1
		16%	16%	21%	10%	-	21%	-	14%	26%	21%	-	17%	15%	19%	9%
NETS																
Net: Increase		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-	-		-	-	-	-	-	-	-	-	-	-	
Net: Decrease		2	1	-	1	-	-	-	1	1	1	-	-	2	-	2
		9%	10%	-	18%	-	-	-	15%	27%	14%	-	-	12%	-	28%
Net: Increase + Stay the same		19	6	8	5	3	5	4	7	2	4	-	6	13	15	5
		76%	74%	79%	72%	100%	79%	100%	71%	46%	65%	-	83%	72%	81%	62%
Mean score		2.8	2.8	3.0	2.6	3.0	3.0	3.0	2.7	2.3	2.6	-	3.0	2.7	3.0	2.4

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

Jobs Outlook - Combined

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

Health & social care

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	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	4	3	1	3	1	2	1	2	-	2	6	4	4
Weighted Total		8	1	4	3	1	3	1	3	1	2	-	2	6	4	5
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	-	100%	100%	100%	100%
Greatly increase	(5)	1	-	1	-	-	1	-	-	-	-	-	1	-	-	1
		12%	-	23%	-	-	37%	-	-	-	-	-	43%	-	-	21%
Slightly increase	(4)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Stay the same	(3)	6	1	2	3	1	2	1	3	1	1	-	-	6	2	4
		73%	100%	48%	100%	100%	63%	100%	100%	100%	40%	-	-	100%	65%	79%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		1	-	1	-	-	-	-	-	-	1	-	1	-	1	-
		15%	-	30%	-	-	-	-	-	-	60%	-	57%	-	35%	-
NETS																
Net: Increase		1	-	1	-	-	1	-	-	-	-	-	1	-	-	1
		12%	-	23%	-	-	37%	-	-	-	-	-	43%	-	-	21%
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		7	1	3	3	1	3	1	3	1	1	-	1	6	2	5
		85%	100%	70%	100%	100%	100%	100%	100%	100%	40%	-	43%	100%	65%	100%
Mean score		3.3	3.0	3.6	3.0	3.0	3.7	3.0	3.0	3.0	3.0	-	5.0	3.0	3.0	3.4

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

Jobs Outlook - Combined

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

Hospitality

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	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	4	7	6	5	5	3	4	1	3	3	3	11	11	6
Weighted Total		17	4	7	6	5	5	3	5	1	3	3	4	11	11	6
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	1	1	-	-	-	1	-	-	-	-	-	-	1	1	-
		5%	22%	-	-	-	18%	-	-	-	-	-	-	8%	8%	-
Slightly increase	(4)	3	1	2	-	-	1	1	1	-	1	1	-	2	1	2
		16%	22%	26%	-	-	21%	27%	19%	-	27%	39%	-	16%	8%	29%
Stay the same	(3)	11	2	5	4	5	3	1	1	-	2	2	2	7	8	3
		66%	56%	74%	63%	100%	61%	43%	30%	-	73%	61%	62%	68%	75%	50%
Slightly decrease	(2)	1	-	-	1	-	-	1	1	-	-	-	-	1	1	-
		6%	-	-	15%	-	-	30%	21%	-	-	-	-	9%	9%	-
Greatly decrease	(1)	1	-	-	1	-	-	-	1	1	-	-	1	-	-	1
		8%	-	-	22%	-	-	-	30%	100%	-	-	-	38%	-	-
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																
Net: Increase		4	2	2	-	-	2	1	1	-	1	1	-	3	2	2
		21%	44%	26%	-	-	39%	27%	19%	-	27%	39%	-	23%	16%	29%
Net: Decrease		2	-	-	2	-	-	1	2	1	-	-	1	1	1	1
		14%	-	-	37%	-	-	30%	51%	100%	-	-	38%	9%	9%	21%
Net: Increase + Stay the same		15	4	7	4	5	5	2	2	-	3	3	2	10	10	5
		86%	100%	100%	63%	100%	100%	70%	49%	-	100%	100%	62%	91%	91%	79%
Mean score		3.0	3.7	3.3	2.4	3.0	3.6	3.0	2.4	1.0	3.3	3.4	2.2	3.2	3.1	2.9

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

Jobs Outlook - Combined

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

Industrial

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		22	3	7	12	4	5	6	7	1	6	-	10	12	14	8
Weighted Total		20	3	7	10	4	4	6	7	1	5	-	9	11	12	8
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	-	100%	100%	100%	100%
Greatly increase	(5)	1	-	-	1	-	-	-	-	-	1	-	1	-	1	-
		3%	-	-	6%	-	-	-	-	-	13%	-	7%	-	5%	-
Slightly increase	(4)	3	-	1	2	-	-	1	2	1	1	-	3	-	3	-
		13%	-	13%	17%	-	-	12%	26%	100%	17%	-	31%	-	21%	-
Stay the same	(3)	12	2	4	6	3	3	4	4	-	2	-	5	7	6	6
		59%	71%	62%	54%	77%	64%	74%	62%	-	37%	-	53%	64%	47%	79%
Slightly decrease	(2)	3	-	1	2	1	1	1	1	-	1	-	1	3	3	1
		17%	-	14%	23%	23%	18%	14%	12%	-	16%	-	9%	22%	21%	10%
Greatly decrease	(1)	1	1	-	-	-	-	-	-	-	1	-	-	1	-	1
		4%	29%	-	-	-	-	-	-	-	17%	-	-	7%	-	11%
Don't know		1	-	1	-	-	1	-	-	-	-	-	-	1	1	-
		4%	-	11%	-	-	18%	-	-	-	-	-	-	7%	6%	-
NETS																
Net: Increase		3	-	1	2	-	-	1	2	1	2	-	3	-	3	-
		16%	-	13%	23%	-	-	12%	26%	100%	30%	-	38%	-	27%	-
Net: Decrease		4	1	1	2	1	1	1	1	-	2	-	1	3	3	2
		21%	29%	14%	23%	23%	18%	14%	12%	-	33%	-	9%	29%	21%	21%
Net: Increase + Stay the same		15	2	5	8	3	3	5	6	1	3	-	8	7	9	6
		75%	71%	75%	77%	77%	64%	86%	88%	100%	67%	-	91%	64%	73%	79%
Mean score		2.9	2.4	3.0	3.1	2.8	2.8	3.0	3.1	4.0	2.9	-	3.4	2.6	3.1	2.7

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

Jobs Outlook - Combined

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

Legal & HR

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	*n
Unweighted Total		41	13	13	15	10	13	5	12	7	6	1	16	24	31	10
Weighted Total		39	13	12	14	9	11	5	14	9	5	1	16	22	29	10
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	3	1	2	-	-	1	1	2	1	-	1	-	2	3	-
		8%	7%	19%	-	-	8%	24%	16%	13%	-	100%	-	9%	10%	-
Stay the same	(3)	27	9	8	11	9	9	3	7	4	2	-	15	13	21	7
		70%	70%	65%	75%	100%	79%	76%	53%	41%	46%	-	92%	58%	70%	70%
Slightly decrease	(2)	1	1	-	-	-	-	-	-	-	1	-	-	1	1	-
		2%	7%	-	-	-	-	-	-	-	15%	-	-	4%	3%	-
Greatly decrease	(1)	2	1	-	1	-	-	-	1	1	1	-	-	2	-	2
		6%	7%	-	10%	-	-	-	10%	15%	15%	-	-	10%	-	23%
Don't know		6	1	2	2	-	1	-	3	3	1	-	1	4	5	1
		14%	10%	17%	15%	-	13%	-	21%	31%	24%	-	8%	19%	16%	7%
NETS																
Net: Increase		3	1	2	-	-	1	1	2	1	-	1	-	2	3	-
		8%	7%	19%	-	-	8%	24%	16%	13%	-	100%	-	9%	10%	-
Net: Decrease		3	2	-	1	-	-	-	1	1	2	-	-	3	1	2
		8%	13%	-	10%	-	-	-	10%	15%	31%	-	-	14%	3%	23%
Net: Increase + Stay the same		31	10	10	11	9	10	5	9	5	2	1	15	15	24	7
		78%	76%	83%	75%	100%	87%	100%	69%	54%	46%	100%	92%	67%	81%	70%
Mean score		2.9	2.9	3.2	2.8	3.0	3.1	3.2	3.0	2.7	2.4	4.0	3.0	2.8	3.1	2.5

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

Jobs Outlook - Combined

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

Life sciences

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

		WAVE		REGION						SIZE			SECTOR			
		Total	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public	
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h		*i	*j	*k	*l	*m
Unweighted Total		4	2	2	1	1	2	2	-	-		-	-	4	3	1
Weighted Total		4	2	2	1	1	2	2	-	-		-	-	4	3	1
		100%	100%	100%	100%	100%	100%	100%	-	-		-	-	100%	100%	100%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-		-	-	-	-	-
		-	-	-	-	-	-	-	-	-		-	-	-	-	-
Slightly increase	(4)	-	-	-	-	-	-	-	-	-		-	-	-	-	-
		-	-	-	-	-	-	-	-	-		-	-	-	-	-
Stay the same	(3)	4	2	2	1	1	2	2	-	-		-	-	4	3	1
		100%	100%	100%	100%	100%	100%	100%	-	-		-	-	100%	100%	100%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-		-	-	-	-	-
		-	-	-	-	-	-	-	-	-		-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-		-	-	-	-	-
		-	-	-	-	-	-	-	-	-		-	-	-	-	-
Don't know		-	-	-	-	-	-	-	-	-		-	-	-	-	-
		-	-	-	-	-	-	-	-	-		-	-	-	-	-
NETS																
Net: Increase		-	-	-	-	-	-	-	-	-		-	-	-	-	-
		-	-	-	-	-	-	-	-	-		-	-	-	-	-
Net: Decrease		-	-	-	-	-	-	-	-	-		-	-	-	-	-
		-	-	-	-	-	-	-	-	-		-	-	-	-	-
Net: Increase + Stay the same		4	2	2	1	1	2	2	-	-		-	-	4	3	1
		100%	100%	100%	100%	100%	100%	100%	-	-		-	-	100%	100%	100%
Mean score		3.0	3.0	3.0	3.0	3.0	3.0	3.0	-	-		-	-	3.0	3.0	3.0

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

Jobs Outlook - Combined

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

Marketing, media & creative

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	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	8	13	10	5	10	8	12	4	4	1	11	19	24	7
Weighted Total		30	8	13	9	5	8	8	13	5	5	1	10	18	23	7
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase		(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase		(4)	1	1	-	-	1	-	-	-	-	1	-	-	-	1
		3%	-	8%	-	-	12%	-	-	-	-	100%	-	-	-	15%
Stay the same		(3)	23	6	10	7	5	5	7	10	3	-	9	14	19	4
		77%	72%	76%	83%	100%	69%	89%	83%	72%	54%	-	88%	76%	82%	62%
Slightly decrease		(2)	1	-	1	-	-	1	1	-	-	-	-	1	1	-
		3%	-	-	9%	-	-	11%	7%	-	-	-	-	4%	4%	-
Greatly decrease		(1)	1	1	-	-	-	-	-	-	1	-	-	1	-	1
		3%	11%	-	-	-	-	-	-	-	18%	-	-	5%	-	12%
Don't know		4	1	2	1	-	1	-	1	1	1	-	1	3	3	1
		14%	17%	16%	8%	-	19%	-	11%	28%	28%	-	12%	15%	15%	11%
NETS																
Net: Increase		1	-	1	-	-	1	-	-	-	-	1	-	-	-	1
		3%	-	8%	-	-	12%	-	-	-	-	100%	-	-	-	15%
Net: Decrease		2	1	-	1	-	-	1	1	-	1	-	-	2	1	1
		6%	11%	-	9%	-	-	11%	7%	-	18%	-	-	9%	4%	12%
Net: Increase + Stay the same		24	6	11	7	5	6	7	10	3	2	1	9	14	19	5
		81%	72%	84%	83%	100%	81%	89%	83%	72%	54%	100%	88%	76%	82%	77%
Mean score		2.9	2.7	3.1	2.9	3.0	3.2	2.9	2.9	3.0	2.5	4.0	3.0	2.8	3.0	2.9

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

Jobs Outlook - Combined

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

Office professionals

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	l	m	*n
Unweighted Total		61	24	18	19	11	17	13	23	10	10	3	24	34	47	14
Weighted Total		60	23	18	19	10	14	13	26	13	10	3	23	33	47	14
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	6	2	2	3	2	1	-	3	3	1	3	1	2	4	2
		11%	7%	10%	15%	21%	6%	-	10%	20%	8%	72%	6%	7%	9%	18%
Stay the same	(3)	41	15	14	12	8	9	11	17	6	7	1	21	20	34	7
		68%	66%	78%	62%	79%	67%	87%	67%	48%	63%	28%	88%	59%	72%	55%
Slightly decrease	(2)	4	3	-	1	-	2	1	1	-	1	-	-	4	3	1
		6%	14%	-	4%	-	16%	6%	3%	-	8%	-	-	12%	7%	5%
Greatly decrease	(1)	2	1	-	1	-	-	-	1	1	1	-	-	2	-	2
		4%	4%	-	7%	-	-	-	5%	11%	8%	-	-	7%	-	16%
Don't know		6	2	2	2	-	1	1	4	3	1	-	1	5	6	1
		11%	10%	11%	11%	-	11%	7%	14%	22%	12%	-	5%	16%	12%	5%
NETS																
Net: Increase		6	2	2	3	2	1	-	3	3	1	3	1	2	4	2
		11%	7%	10%	15%	21%	6%	-	10%	20%	8%	72%	6%	7%	9%	18%
Net: Decrease		6	4	-	2	-	2	1	2	1	2	-	-	6	3	3
		10%	17%	-	11%	-	16%	6%	9%	11%	16%	-	-	18%	7%	21%
Net: Increase + Stay the same		48	17	16	15	10	10	11	20	9	7	3	22	22	38	10
		79%	73%	89%	77%	100%	73%	87%	77%	67%	71%	100%	95%	66%	81%	73%
Mean score		3.0	2.9	3.1	3.0	3.2	2.9	2.9	3.0	3.0	2.8	3.7	3.1	2.8	3.0	2.8

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

Jobs Outlook - Combined

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

Sales & retail

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		29	10	11	8	7	9	7	9	2	4	1	10	18	24	5
Weighted Total		25	9	9	7	6	7	6	9	2	4	1	8	16	21	4
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	2	-	1	1	1	-	1	1	-	-	-	1	1	2	-
		7%	-	10%	12%	16%	-	13%	9%	-	-	-	11%	5%	8%	-
Stay the same	(3)	19	5	7	6	5	5	5	6	1	3	1	7	11	15	4
		74%	58%	81%	88%	84%	78%	71%	64%	45%	77%	100%	89%	65%	73%	81%
Slightly decrease	(2)	1	1	-	-	-	1	-	-	-	-	-	-	1	1	-
		3%	9%	-	-	-	12%	-	-	-	-	-	-	5%	4%	-
Greatly decrease	(1)	1	1	-	-	-	-	-	-	-	1	-	-	1	-	1
		3%	9%	-	-	-	-	-	-	-	23%	-	-	5%	-	19%
Don't know		3	2	1	-	-	1	1	2	1	-	-	-	3	3	-
		12%	25%	9%	-	-	11%	16%	27%	55%	-	-	-	19%	15%	-
NETS																
Net: Increase		2	-	1	1	1	-	1	1	-	-	-	1	1	2	-
		7%	-	10%	12%	16%	-	13%	9%	-	-	-	11%	5%	8%	-
Net: Decrease		2	2	-	-	-	1	-	-	-	1	-	-	2	1	1
		7%	17%	-	-	-	12%	-	-	-	23%	-	-	10%	4%	19%
Net: Increase + Stay the same		20	5	8	7	6	5	5	6	1	3	1	8	11	17	4
		81%	58%	91%	100%	100%	78%	84%	73%	45%	77%	100%	100%	71%	81%	81%
Mean score		3.0	2.6	3.1	3.1	3.2	2.9	3.2	3.1	3.0	2.5	3.0	3.1	2.9	3.1	2.6

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

Jobs Outlook - Combined

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

Technology

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		35	13	11	11	7	11	6	9	3	8	-	12	23	26	9
Weighted Total		32	12	11	9	6	9	6	10	4	7	-	11	21	24	8
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	-	100%	100%	100%	100%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	3	2	-	1	-	1	1	1	-	1	-	-	3	2	1
		8%	14%	-	9%	-	9%	14%	8%	-	12%	-	-	12%	7%	11%
Stay the same	(3)	22	8	10	5	5	6	4	6	1	6	-	9	13	16	6
		69%	62%	93%	51%	87%	65%	72%	56%	32%	77%	-	80%	63%	69%	70%
Slightly decrease	(2)	2	1	-	2	1	1	1	1	-	-	-	1	2	2	-
		8%	7%	-	17%	13%	9%	14%	8%	-	-	-	7%	8%	10%	-
Greatly decrease	(1)	1	1	-	-	-	-	-	-	-	1	-	-	1	-	1
		3%	7%	-	-	-	-	-	-	-	11%	-	-	4%	-	10%
Don't know		4	1	1	2	-	1	-	3	3	-	-	1	3	3	1
		13%	11%	7%	22%	-	17%	-	27%	68%	-	-	12%	13%	14%	9%
NETS																
Net: Increase		3	2	-	1	-	1	1	1	-	1	-	-	3	2	1
		8%	14%	-	9%	-	9%	14%	8%	-	12%	-	-	12%	7%	11%
Net: Decrease		3	2	-	2	1	1	1	1	-	1	-	1	2	2	1
		10%	13%	-	17%	13%	9%	14%	8%	-	11%	-	7%	12%	10%	10%
Net: Increase + Stay the same		25	9	10	6	5	7	5	6	1	6	-	9	16	18	7
		77%	76%	93%	60%	87%	74%	86%	64%	32%	89%	-	80%	75%	76%	81%
Mean score		2.9	2.9	3.0	2.9	2.9	3.0	3.0	3.0	3.0	2.9	-	2.9	3.0	3.0	2.9

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	51	-	3	38	2	1	8	3	3	41	3.0
	100%	-	6%	74%	3%	2%	15%	6%	5%	80%	
Construction	10	2	5	3	-	-	1	7	-	9	3.9
	100%	19%	44%	29%	-	-	7%	64%	-	93%	
Drivers	21	1	5	11	1	-	4	6	1	17	3.3
	100%	5%	23%	50%	4%	-	18%	27%	4%	78%	
Education	15	-	2	9	3	-	1	2	3	11	2.9
	100%	-	12%	63%	19%	-	5%	12%	19%	76%	
Engineering & technical	25	-	7	11	2	1	4	7	3	18	3.2
	100%	-	28%	43%	8%	3%	18%	28%	11%	72%	
Executive recruitment / interim management	26	-	3	16	-	1	6	3	1	19	3.0
	100%	-	10%	64%	-	3%	23%	10%	3%	74%	
Health & social care	8	1	-	5	-	1	1	1	1	6	2.9
	100%	12%	-	56%	-	17%	15%	12%	17%	68%	
Hospitality	17	1	4	10	-	1	1	5	1	15	3.2
	100%	5%	23%	59%	-	8%	5%	28%	8%	87%	
Industrial	20	1	6	11	1	1	1	6	2	18	3.2
	100%	3%	28%	57%	4%	4%	4%	31%	8%	88%	
Legal & HR	39	-	3	27	1	1	8	3	2	29	3.0
	100%	-	6%	69%	2%	2%	21%	6%	4%	75%	
Life sciences	4	-	-	4	-	-	-	-	-	4	3.0
	100%	-	-	100%	-	-	-	-	-	100%	
Marketing, media & creative	30	-	1	21	1	1	6	1	2	22	2.9
	100%	-	3%	71%	3%	3%	20%	3%	6%	74%	
Office professionals	60	1	8	36	5	2	8	9	7	45	3.0
	100%	2%	14%	59%	8%	4%	14%	16%	11%	75%	
Sales & retail	25	-	4	14	1	1	6	4	2	18	3.1
	100%	-	17%	54%	3%	3%	23%	17%	7%	71%	
Technology	32	-	3	21	2	1	5	3	3	24	2.9
	100%	-	8%	66%	8%	3%	16%	8%	10%	74%	
Average (response based including bases)	384	6	52	237	17	12	59	58	29	295	3.1
	100%	2%	14%	62%	5%	3%	15%	15%	8%	77%	

Jobs Outlook - Combined

Q15_SUM. Average across all sectors

SUMMARY TABLE

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		407	125	144	138	81	125	86	129	43	72	15	146	246	297	110
Weighted Total		384	118	139	126	72	103	85	139	54	69	14	138	232	277	107
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	6	4	2	1	-	6	-	-	-	1	-	3	4	4	2
		2%	3%	1%	*	-	6%	-	-	-	1%	-	2%	2%	2%	2%
							dfg									
Slightly increase	(4)	52	15	17	20	21	14	6	9	4	8	4	18	31	33	19
		14%	12%	12%	16%	28%	14%	7%	7%	7%	11%	25%	13%	13%	12%	18%
						efghi										
Stay the same	(3)	237	73	90	74	48	65	59	87	28	37	11	101	126	173	64
		62%	62%	65%	58%	67%	63%	70%	62%	51%	54%	75%	73%	54%	62%	60%
								hi					l			
Slightly decrease	(2)	17	7	3	7	1	4	8	12	4	-	-	4	14	13	5
		5%	6%	2%	6%	1%	4%	10%	9%	8%	-	-	3%	6%	5%	5%
								di	di	i						
Greatly decrease	(1)	12	8	-	4	-	-	-	4	4	8	-	1	10	-	12
		3%	6%	-	3%	-	-	-	3%	8%	11%	-	1%	4%	-	11%
			b		b					def	defg					m
Don't know		59	12	27	21	3	14	11	26	15	16	-	12	48	54	5
		15%	10%	19%	16%	4%	14%	13%	19%	27%	23%	-	9%	21%	20%	5%
				a			d	d	d	de	d		k		n	
NETS																
Net: Increase		58	19	19	21	21	20	6	9	4	8	4	20	34	38	21
		15%	16%	14%	16%	28%	20%	7%	7%	7%	12%	25%	15%	15%	14%	19%
						fghi	fgh									
Net: Decrease		29	14	3	11	1	4	8	17	8	8	-	5	24	13	16
		8%	12%	2%	9%	1%	4%	10%	12%	15%	11%	-	4%	10%	5%	15%
			b		b			d	de	de	d		k		m	
Net: Increase + Stay the same		295	92	109	94	69	85	65	96	31	45	14	121	160	210	85
		77%	78%	78%	75%	95%	82%	77%	69%	57%	66%	100%	88%	69%	76%	80%
						efghi	ghi	h					l			
Mean score		3.1	3.0	3.2	3.1	3.3	3.2	3.0	2.9	2.8	2.9	3.3	3.1	3.0	3.1	2.9
						fghi	fghi								n	

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

Jobs Outlook - Combined

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

Accounting and financial services

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	*n
Unweighted Total		54	18	20	16	10	13	14	20	6	11	2	23	29	45	9
Weighted Total		51	18	20	14	9	11	13	20	7	10	3	22	26	42	8
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	3	2	1	-	1	1	-	-	-	1	-	1	2	2	1
		6%	11%	5%	-	11%	8%	-	-	-	11%	-	5%	7%	5%	11%
Stay the same	(3)	38	13	15	10	7	9	10	16	6	6	3	19	16	33	5
		74%	71%	76%	76%	82%	79%	74%	77%	82%	59%	100%	89%	60%	77%	60%
Slightly decrease	(2)	2	-	1	1	-	-	2	2	-	-	-	-	2	1	1
		3%	-	4%	6%	-	-	13%	8%	-	-	-	-	6%	2%	10%
Greatly decrease	(1)	1	1	-	-	-	-	-	-	-	1	-	-	1	-	1
		2%	5%	-	-	-	-	-	-	-	8%	-	-	3%	-	10%
Don't know		8	2	3	2	1	1	2	3	1	2	-	1	6	7	1
		15%	13%	15%	18%	8%	14%	13%	15%	18%	22%	-	6%	24%	16%	9%
NETS																
Net: Increase		3	2	1	-	1	1	-	-	-	1	-	1	2	2	1
		6%	11%	5%	-	11%	8%	-	-	-	11%	-	5%	7%	5%	11%
Net: Decrease		3	1	1	1	-	-	2	2	-	1	-	-	3	1	2
		5%	5%	4%	6%	-	-	13%	8%	-	8%	-	-	10%	2%	20%
Net: Increase + Stay the same		41	15	16	10	8	9	10	16	6	7	3	21	18	35	6
		80%	83%	81%	76%	92%	86%	74%	77%	82%	70%	100%	94%	67%	82%	71%
Mean score		3.0	3.0	3.0	2.9	3.1	3.1	2.9	2.9	3.0	2.9	3.0	3.1	2.9	3.0	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	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		12	5	4	3	2	6	2	2	-	2	-	5	7	6	6
Weighted Total		10	4	4	2	2	5	2	2	-	1	-	4	6	4	6
		100%	100%	100%	100%	100%	100%	100%	100%	-	100%	-	100%	100%	100%	100%
Greatly increase	(5)	2	1	1	-	-	2	-	-	-	-	-	1	1	1	1
		19%	25%	24%	-	-	40%	-	-	-	-	-	25%	16%	22%	17%
Slightly increase	(4)	5	2	1	1	2	1	1	1	-	1	-	2	2	2	2
		44%	53%	24%	69%	100%	27%	35%	35%	-	50%	-	58%	36%	47%	43%
Stay the same	(3)	3	1	1	1	-	1	1	1	-	1	-	1	2	1	2
		29%	22%	34%	31%	-	18%	65%	65%	-	50%	-	16%	36%	14%	40%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		1	-	1	-	-	1	-	-	-	-	-	-	1	1	-
		7%	-	18%	-	-	15%	-	-	-	-	-	-	12%	17%	-
NETS																
Net: Increase		7	3	2	1	2	3	1	1	-	1	-	3	3	3	3
		64%	78%	47%	69%	100%	67%	35%	35%	-	50%	-	84%	52%	69%	60%
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		9	4	3	2	2	4	2	2	-	1	-	4	6	4	6
		93%	100%	82%	100%	100%	85%	100%	100%	-	100%	-	100%	88%	83%	100%
Mean score		3.9	4.0	3.9	3.7	4.0	4.3	3.3	3.3	-	3.5	-	4.1	3.8	4.1	3.8

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

Jobs Outlook - Combined

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

Drivers

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	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	5	9	9	3	9	6	7	1	4	1	7	15	15	8
Weighted Total		21	5	9	8	3	8	6	7	1	4	1	7	14	14	7
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	1	1	-	-	-	1	-	-	-	-	-	-	1	1	-
		5%	22%	-	-	-	13%	-	-	-	-	-	-	7%	7%	-
Slightly increase	(4)	5	1	2	2	2	2	-	1	1	-	-	1	4	3	2
		23%	18%	20%	28%	64%	26%	-	16%	100%	-	-	16%	27%	22%	23%
Stay the same	(3)	11	3	4	4	1	4	4	4	-	2	1	5	6	5	6
		50%	60%	46%	49%	36%	52%	70%	59%	-	43%	100%	66%	41%	37%	77%
Slightly decrease	(2)	1	-	-	1	-	-	1	1	-	-	-	-	1	1	-
		4%	-	-	10%	-	-	14%	12%	-	-	-	-	6%	6%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		4	-	3	1	-	1	1	1	-	2	-	1	3	4	-
		18%	-	34%	12%	-	10%	15%	13%	-	57%	-	18%	19%	28%	-
NETS																
Net: Increase		6	2	2	2	2	3	-	1	1	-	-	1	5	4	2
		27%	40%	20%	28%	64%	39%	-	16%	100%	-	-	16%	34%	30%	23%
Net: Decrease		1	-	-	1	-	-	1	1	-	-	-	-	1	1	-
		4%	-	-	10%	-	-	14%	12%	-	-	-	-	6%	6%	-
Net: Increase + Stay the same		17	5	6	6	3	7	4	5	1	2	1	6	10	9	7
		78%	100%	66%	78%	100%	90%	70%	75%	100%	43%	100%	82%	75%	66%	100%
Mean score		3.3	3.6	3.3	3.2	3.6	3.6	2.8	3.0	4.0	3.0	3.0	3.2	3.4	3.4	3.2

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

Jobs Outlook - Combined

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

Education

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		14	5	4	5	4	4	2	4	2	2	-	5	9	9	5
Weighted Total		15	5	5	5	3	4	3	5	3	2	-	6	9	9	5
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	-	100%	100%	100%	100%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	2	1	1	-	1	1	-	-	-	-	-	-	2	1	1
		12%	16%	21%	-	28%	24%	-	-	-	-	-	-	20%	9%	18%
Stay the same	(3)	9	3	3	4	3	2	3	3	-	2	-	3	6	6	3
		63%	56%	62%	72%	72%	55%	100%	48%	-	100%	-	51%	71%	67%	57%
Slightly decrease	(2)	3	1	-	1	-	-	-	3	3	-	-	3	-	1	1
		19%	27%	-	28%	-	-	-	52%	100%	-	-	49%	-	15%	25%
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		1	-	1	-	-	1	-	-	-	-	-	-	1	1	-
		5%	-	17%	-	-	22%	-	-	-	-	-	-	8%	8%	-
NETS																
Net: Increase		2	1	1	-	1	1	-	-	-	-	-	-	2	1	1
		12%	16%	21%	-	28%	24%	-	-	-	-	-	-	20%	9%	18%
Net: Decrease		3	1	-	1	-	-	-	3	3	-	-	3	-	1	1
		19%	27%	-	28%	-	-	-	52%	100%	-	-	49%	-	15%	25%
Net: Increase + Stay the same		11	4	4	4	3	3	3	3	-	2	-	3	8	7	4
		76%	73%	83%	72%	100%	78%	100%	48%	-	100%	-	51%	92%	76%	75%
Mean score		2.9	2.9	3.3	2.7	3.3	3.3	3.0	2.5	2.0	3.0	-	2.5	3.2	2.9	2.9

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

Jobs Outlook - Combined

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

Engineering & technical

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		29	7	11	11	7	10	7	8	1	4	3	10	16	19	10
Weighted Total		25	6	9	9	6	8	7	8	1	3	2	8	14	16	9
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	7	1	2	4	2	1	2	2	-	2	1	3	2	5	2
		28%	14%	25%	41%	40%	18%	26%	22%	-	47%	61%	39%	17%	34%	19%
Stay the same	(3)	11	3	5	3	3	4	3	3	-	1	1	4	6	6	5
		43%	56%	48%	29%	48%	50%	48%	40%	-	26%	39%	45%	43%	37%	54%
Slightly decrease	(2)	2	1	1	-	-	1	1	1	-	-	-	-	2	1	1
		8%	16%	9%	-	-	13%	13%	11%	-	-	-	-	13%	6%	10%
Greatly decrease	(1)	1	1	-	-	-	-	-	-	-	1	-	-	1	-	1
		3%	14%	-	-	-	-	-	-	-	26%	-	-	6%	-	9%
Don't know		4	-	2	3	1	1	1	2	1	-	-	1	3	4	1
		18%	-	17%	29%	12%	19%	13%	27%	100%	-	-	16%	21%	23%	8%
NETS																
Net: Increase		7	1	2	4	2	1	2	2	-	2	1	3	2	5	2
		28%	14%	25%	41%	40%	18%	26%	22%	-	47%	61%	39%	17%	34%	19%
Net: Decrease		3	2	1	-	-	1	1	1	-	1	-	-	3	1	2
		11%	30%	9%	-	-	13%	13%	11%	-	26%	-	-	19%	6%	19%
Net: Increase + Stay the same		18	4	7	7	5	5	5	5	-	2	2	7	9	11	7
		72%	70%	74%	71%	88%	68%	74%	62%	-	74%	100%	84%	60%	71%	73%
Mean score		3.2	2.7	3.2	3.6	3.5	3.1	3.2	3.2	-	3.0	3.6	3.5	2.9	3.4	2.9

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

Jobs Outlook - Combined

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

Executive recruitment / interim management

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		27	9	10	8	4	9	4	8	4	6	-	8	19	19	8
Weighted Total		26	8	10	8	3	7	4	9	5	6	-	8	18	18	8
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	-	100%	100%	100%	100%
Greatly increase		(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase		(4)	3	2	1	1	2	-	-	-	-	-	1	2	2	1
			10%	18%	10%	28%	22%	-	-	-	-	-	9%	10%	9%	12%
Stay the same		(3)	16	5	6	2	4	3	7	4	3	-	6	11	11	5
			64%	56%	60%	72%	57%	80%	76%	74%	48%	-	74%	60%	62%	68%
Slightly decrease		(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease		(1)	1	1	-	-	-	-	-	-	1	-	-	1	-	1
			3%	10%	-	-	-	-	-	-	14%	-	-	5%	-	11%
Don't know		6	1	3	2	-	1	1	2	1	2	-	1	5	5	1
			23%	16%	30%	23%	-	21%	20%	24%	26%	-	17%	26%	29%	9%
NETS																
Net: Increase		3	2	1	-	1	2	-	-	-	-	-	1	2	2	1
			10%	18%	10%	28%	22%	-	-	-	-	-	9%	10%	9%	12%
Net: Decrease		1	1	-	-	-	-	-	-	-	1	-	-	1	-	1
			3%	10%	-	-	-	-	-	-	14%	-	-	5%	-	11%
Net: Increase + Stay the same		19	6	7	6	3	5	3	7	4	3	-	6	13	13	6
			74%	74%	70%	100%	79%	80%	76%	74%	48%	-	83%	70%	71%	80%
Mean score		3.0	3.0	3.1	3.0	3.3	3.3	3.0	3.0	3.0	2.6	-	3.1	3.0	3.1	2.9

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

Jobs Outlook - Combined

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

Health & social care

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	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	4	3	1	3	1	2	1	2	-	2	6	4	4
Weighted Total		8	1	4	3	1	3	1	3	1	2	-	2	6	4	5
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	-	100%	100%	100%	100%
Greatly increase	(5)	1	-	1	-	-	1	-	-	-	-	-	1	-	-	1
		12%	-	23%	-	-	37%	-	-	-	-	-	43%	-	-	21%
Slightly increase	(4)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Stay the same	(3)	5	1	2	2	1	2	1	1	-	1	-	-	5	2	2
		56%	100%	48%	56%	100%	63%	100%	50%	-	40%	-	-	77%	65%	49%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	1	-	-	1	-	-	-	1	1	-	-	-	1	-	1
		17%	-	-	44%	-	-	-	50%	100%	-	-	-	23%	-	30%
Don't know		1	-	1	-	-	-	-	-	-	1	-	1	-	1	-
		15%	-	30%	-	-	-	-	-	-	60%	-	57%	-	35%	-
NETS																
Net: Increase		1	-	1	-	-	1	-	-	-	-	-	1	-	-	1
		12%	-	23%	-	-	37%	-	-	-	-	-	43%	-	-	21%
Net: Decrease		1	-	-	1	-	-	-	1	1	-	-	-	1	-	1
		17%	-	-	44%	-	-	-	50%	100%	-	-	-	23%	-	30%
Net: Increase + Stay the same		6	1	3	2	1	3	1	1	-	1	-	1	5	2	3
		68%	100%	70%	56%	100%	100%	100%	50%	-	40%	-	43%	77%	65%	70%
Mean score		2.9	3.0	3.6	2.1	3.0	3.7	3.0	2.0	1.0	3.0	-	5.0	2.5	3.0	2.8

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

Jobs Outlook - Combined

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

Hospitality

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	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	4	7	6	5	5	3	4	1	3	3	3	11	11	6
Weighted Total		17	4	7	6	5	5	3	5	1	3	3	4	11	11	6
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	1	1	-	-	-	1	-	-	-	-	-	-	1	1	-
		5%	22%	-	-	-	18%	-	-	-	-	-	-	8%	8%	-
Slightly increase	(4)	4	1	1	2	2	1	-	-	-	1	-	1	3	2	2
		23%	22%	14%	35%	41%	26%	-	-	-	27%	-	26%	28%	20%	28%
Stay the same	(3)	10	2	5	3	3	3	2	2	-	2	3	1	6	7	3
		59%	56%	74%	44%	59%	56%	73%	51%	-	73%	100%	36%	57%	64%	50%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	1	-	-	1	-	-	-	1	1	-	-	1	-	-	1
		8%	-	-	22%	-	-	-	30%	100%	-	-	38%	-	-	-
Don't know		1	-	1	-	-	-	1	1	-	-	-	-	1	1	-
		5%	-	12%	-	-	-	27%	19%	-	-	-	-	8%	8%	-
NETS																
Net: Increase		5	2	1	2	2	2	-	-	-	1	-	1	4	3	2
		28%	44%	14%	35%	41%	44%	-	-	-	27%	-	26%	35%	28%	28%
Net: Decrease		1	-	-	1	-	-	-	1	1	-	-	1	-	-	1
		8%	-	-	22%	-	-	-	30%	100%	-	-	38%	-	-	21%
Net: Increase + Stay the same		15	4	6	5	5	5	2	2	-	3	3	2	10	10	5
		87%	100%	88%	78%	100%	100%	73%	51%	-	100%	100%	62%	92%	92%	79%
Mean score		3.2	3.7	3.2	2.9	3.4	3.6	3.0	2.3	1.0	3.3	3.0	2.5	3.5	3.4	2.9

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

Jobs Outlook - Combined

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

Industrial

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		22	3	7	12	4	5	6	7	1	6	-	10	12	14	8
Weighted Total		20	3	7	10	4	4	6	7	1	5	-	9	11	12	8
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	-	100%	100%	100%	100%
Greatly increase		(5)	1	-	1	-	-	-	-	-	1	-	1	-	1	-
		3%	-	-	6%	-	-	-	-	-	13%	-	7%	-	5%	-
Slightly increase		(4)	6	-	2	2	-	2	3	1	1	-	4	2	5	1
		28%	-	27%	36%	48%	-	29%	40%	100%	17%	-	42%	17%	37%	13%
Stay the same		(3)	11	2	4	2	3	3	3	-	3	-	4	7	6	6
		57%	71%	61%	50%	52%	82%	57%	48%	-	53%	-	51%	62%	45%	76%
Slightly decrease		(2)	1	-	1	-	-	1	1	-	-	-	-	1	1	-
		4%	-	-	8%	-	-	14%	12%	-	-	-	-	7%	7%	-
Greatly decrease		(1)	1	1	-	-	-	-	-	-	1	-	-	1	-	1
		4%	29%	-	-	-	-	-	-	-	17%	-	-	7%	-	11%
Don't know		1	-	1	-	-	1	-	-	-	-	-	-	1	1	-
		4%	-	11%	-	-	18%	-	-	-	-	-	-	7%	6%	-
NETS																
Net: Increase		6	-	2	4	2	-	2	3	1	2	-	4	2	5	1
		31%	-	27%	42%	48%	-	29%	40%	100%	30%	-	49%	17%	42%	13%
Net: Decrease		2	1	-	1	-	-	1	1	-	1	-	-	2	1	1
		8%	29%	-	8%	-	-	14%	12%	-	17%	-	-	15%	7%	11%
Net: Increase + Stay the same		18	2	6	10	4	3	5	6	1	4	-	9	9	11	7
		88%	71%	89%	92%	100%	82%	86%	88%	100%	83%	-	100%	79%	87%	89%
Mean score		3.2	2.4	3.3	3.4	3.5	3.0	3.1	3.3	4.0	3.1	-	3.6	2.9	3.4	2.9

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

Jobs Outlook - Combined

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

Legal & HR

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	*n
Unweighted Total		41	13	13	15	10	13	5	12	7	6	1	16	24	31	10
Weighted Total		39	13	12	14	9	11	5	14	9	5	1	16	22	29	10
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	3	2	1	-	1	2	-	-	-	-	-	1	2	2	1
		6%	12%	8%	-	11%	14%	-	-	-	-	-	4%	8%	5%	10%
Stay the same	(3)	27	9	7	10	7	8	3	9	6	2	1	14	12	20	6
		69%	71%	61%	73%	82%	73%	62%	67%	69%	43%	100%	87%	53%	70%	65%
Slightly decrease	(2)	1	-	1	-	-	-	1	1	-	-	-	-	1	-	1
		2%	-	7%	-	-	-	19%	6%	-	-	-	-	4%	-	9%
Greatly decrease	(1)	1	1	-	-	-	-	-	-	-	1	-	-	1	-	1
		2%	7%	-	-	-	-	-	-	-	15%	-	-	4%	-	9%
Don't know		8	1	3	4	1	1	1	4	3	2	-	1	7	7	1
		21%	10%	24%	27%	8%	13%	19%	27%	31%	42%	-	8%	31%	25%	7%
NETS																
Net: Increase		3	2	1	-	1	2	-	-	-	-	-	1	2	2	1
		6%	12%	8%	-	11%	14%	-	-	-	-	-	4%	8%	5%	10%
Net: Decrease		2	1	1	-	-	-	1	1	-	1	-	-	2	-	2
		4%	7%	7%	-	-	-	19%	6%	-	15%	-	-	8%	-	17%
Net: Increase + Stay the same		29	11	8	10	8	10	3	9	6	2	1	15	14	22	7
		75%	83%	69%	73%	92%	87%	62%	67%	69%	43%	100%	92%	61%	75%	75%
Mean score		3.0	3.0	3.0	3.0	3.1	3.2	2.8	2.9	3.0	2.5	3.0	3.0	3.0	3.1	2.8

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

Jobs Outlook - Combined

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

Life sciences

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

		WAVE		REGION						SIZE			SECTOR		
		Total	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m
Unweighted Total		4	2	2	1	1	2	2	-	-	-	-	4	3	1
Weighted Total		4	2	2	1	1	2	2	-	-	-	-	4	3	1
		100%	100%	100%	100%	100%	100%	100%	-	-	-	-	100%	100%	100%
Greatly increase		(5)	-	-	-	-	-	-	-	-	-	-	-	-	-
			-		-		-		-		-		-		-
Slightly increase		(4)	-	-	-	-	-	-	-	-	-	-	-	-	-
			-		-		-		-		-		-		-
Stay the same		(3)	4	2	1	1	2	2	-	-	-	-	4	3	1
		100%	100%	100%	100%	100%	100%	100%	-	-	-	-	100%	100%	100%
Slightly decrease		(2)	-	-	-	-	-	-	-	-	-	-	-	-	-
			-		-		-		-		-		-		-
Greatly decrease		(1)	-	-	-	-	-	-	-	-	-	-	-	-	-
			-		-		-		-		-		-		-
Don't know			-	-	-	-	-	-	-	-	-	-	-	-	-
			-		-		-		-		-		-		-
NETS															
Net: Increase		-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-		-		-		-		-		-		-
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-		-		-		-		-		-		-
Net: Increase + Stay the same		4	2	2	1	1	2	2	-	-	-	-	4	3	1
		100%	100%	100%	100%	100%	100%	100%	-	-	-	-	100%	100%	100%
Mean score		3.0	3.0	3.0	3.0	3.0	3.0	3.0	-	-	-	-	3.0	3.0	3.0

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

Jobs Outlook - Combined

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

Marketing, media & creative

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	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	8	13	10	5	10	8	12	4	4	1	11	19	24	7
Weighted Total		30	8	13	9	5	8	8	13	5	5	1	10	18	23	7
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase		(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase		(4)	1	-	1	-	-	-	-	-	-	-	-	1	-	1
		3%	-	8%	-	21%	-	-	-	-	-	-	-	5%	-	14%
Stay the same		(3)	21	6	9	6	4	6	10	3	1	1	9	11	17	4
		71%	72%	70%	72%	79%	81%	78%	76%	72%	32%	100%	88%	60%	74%	62%
Slightly decrease		(2)	1	-	-	1	-	-	1	-	-	-	-	1	1	-
		3%	-	-	9%	-	-	11%	7%	-	-	-	-	4%	4%	-
Greatly decrease		(1)	1	1	-	-	-	-	-	-	1	-	-	1	-	1
		3%	11%	-	-	-	-	-	-	-	18%	-	-	5%	-	12%
Don't know		6	1	3	2	-	1	1	2	1	2	-	1	5	5	1
		20%	17%	23%	19%	-	19%	11%	17%	28%	50%	-	12%	26%	23%	11%
NETS																
Net: Increase		1	-	1	-	1	-	-	-	-	-	-	-	1	-	1
		3%	-	8%	-	21%	-	-	-	-	-	-	-	5%	-	14%
Net: Decrease		2	1	-	1	-	-	1	1	-	1	-	-	2	1	1
		6%	11%	-	9%	-	-	11%	7%	-	18%	-	-	9%	4%	12%
Net: Increase + Stay the same		22	6	10	6	5	6	6	10	3	1	1	9	12	17	5
		74%	72%	77%	72%	100%	81%	78%	76%	72%	32%	100%	88%	65%	74%	77%
Mean score		2.9	2.7	3.1	2.9	3.2	3.0	2.9	2.9	3.0	2.3	3.0	3.0	2.9	3.0	2.9

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

Jobs Outlook - Combined

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

Office professionals

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	l	m	*n
Unweighted Total		61	24	18	19	11	17	13	23	10	10	3	24	34	47	14
Weighted Total		60	23	18	19	10	14	13	26	13	10	3	23	33	47	14
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase		(5)	1	-	-	-	1	-	-	-	-	-	-	1	1	-
			2%	4%	-	-	7%	-	-	-	-	-	-	3%	2%	-
Slightly increase		(4)	8	2	5	4	2	-	1	1	1	1	2	5	5	3
			14%	7%	26%	40%	15%	-	5%	11%	8%	39%	10%	14%	11%	25%
Stay the same		(3)	36	14	9	6	8	10	15	6	6	2	20	14	29	6
			59%	62%	46%	60%	56%	73%	60%	46%	61%	61%	84%	41%	63%	47%
Slightly decrease		(2)	5	3	1	-	2	2	3	1	-	-	-	5	4	1
			8%	13%	4%	-	11%	13%	12%	10%	-	-	-	14%	8%	6%
Greatly decrease		(1)	2	1	1	-	-	-	1	1	1	-	-	2	-	2
			4%	4%	7%	-	-	-	5%	11%	8%	-	-	7%	-	16%
Don't know			8	2	3	-	1	2	5	3	2	-	1	7	8	1
			14%	10%	17%	-	11%	14%	18%	22%	22%	-	5%	21%	16%	5%
NETS																
Net: Increase		9	3	2	5	4	3	-	1	1	1	1	2	6	6	3
		16%	12%	9%	26%	40%	22%	-	5%	11%	8%	39%	10%	17%	13%	25%
Net: Decrease		7	4	1	2	-	2	2	4	3	1	-	-	7	4	3
		11%	16%	5%	11%	-	11%	13%	17%	21%	8%	-	-	20%	8%	23%
Net: Increase + Stay the same		45	17	14	14	10	11	10	17	7	7	3	22	19	35	10
		75%	74%	79%	72%	100%	78%	73%	65%	57%	70%	100%	95%	58%	76%	72%
Mean score		3.0	3.0	3.1	3.1	3.4	3.2	2.8	2.8	2.7	2.9	3.4	3.1	2.9	3.1	2.9

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

Jobs Outlook - Combined

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

Sales & retail

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		29	10	11	8	7	9	7	9	2	4	1	10	18	24	5
Weighted Total		25	9	9	7	6	7	6	9	2	4	1	8	16	21	4
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	4	1	3	1	2	1	1	1	-	1	1	2	2	3	1
		17%	7%	31%	12%	33%	10%	13%	9%	-	24%	100%	19%	11%	16%	22%
Stay the same	(3)	14	5	4	4	3	5	4	5	1	1	-	7	7	11	3
		54%	50%	50%	64%	55%	68%	58%	54%	45%	26%	-	81%	44%	53%	59%
Slightly decrease	(2)	1	1	-	-	-	1	-	-	-	-	-	-	1	1	-
		3%	9%	-	-	-	12%	-	-	-	-	-	-	5%	4%	-
Greatly decrease	(1)	1	1	-	-	-	-	-	-	-	1	-	-	1	-	1
		3%	9%	-	-	-	-	-	-	-	23%	-	-	5%	-	19%
Don't know		6	2	2	2	1	1	2	3	1	1	-	-	6	6	-
		23%	25%	19%	24%	12%	11%	29%	36%	55%	28%	-	-	35%	27%	-
NETS																
Net: Increase		4	1	3	1	2	1	1	1	-	1	1	2	2	3	1
		17%	7%	31%	12%	33%	10%	13%	9%	-	24%	100%	19%	11%	16%	22%
Net: Decrease		2	2	-	-	-	1	-	-	-	1	-	-	2	1	1
		7%	17%	-	-	-	12%	-	-	-	23%	-	-	10%	4%	19%
Net: Increase + Stay the same		18	5	7	5	5	5	5	6	1	2	1	8	9	14	4
		71%	58%	81%	76%	88%	78%	71%	64%	45%	50%	100%	100%	55%	69%	81%
Mean score		3.1	2.7	3.4	3.2	3.4	3.0	3.2	3.1	3.0	2.7	4.0	3.2	2.9	3.2	2.8

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

Jobs Outlook - Combined

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

Technology

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

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		35	13	11	11	7	11	6	9	3	8	-	12	23	26	9
Weighted Total		32	12	11	9	6	9	6	10	4	7	-	11	21	24	8
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	-	100%	100%	100%	100%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	3	2	-	1	-	1	1	1	-	1	-	-	3	2	1
		8%	14%	-	9%	-	9%	14%	8%	-	12%	-	-	12%	7%	11%
Stay the same	(3)	21	8	9	5	5	6	3	5	1	6	-	9	13	16	6
		66%	62%	85%	51%	87%	65%	58%	47%	32%	77%	-	80%	59%	65%	70%
Slightly decrease	(2)	2	1	-	2	1	1	1	1	-	-	-	1	2	2	-
		8%	7%	-	17%	13%	9%	14%	8%	-	-	-	7%	8%	10%	-
Greatly decrease	(1)	1	1	-	-	-	-	-	-	-	1	-	-	1	-	1
		3%	7%	-	-	-	-	-	-	-	11%	-	-	4%	-	10%
Don't know		5	1	2	2	-	1	1	4	3	-	-	1	4	4	1
		16%	11%	15%	22%	-	17%	15%	36%	68%	-	-	12%	17%	18%	9%
NETS																
Net: Increase		3	2	-	1	-	1	1	1	-	1	-	-	3	2	1
		8%	14%	-	9%	-	9%	14%	8%	-	12%	-	-	12%	7%	11%
Net: Decrease		3	2	-	2	1	1	1	1	-	1	-	1	2	2	1
		10%	13%	-	17%	13%	9%	14%	8%	-	11%	-	7%	12%	10%	10%
Net: Increase + Stay the same		24	9	9	6	5	7	4	5	1	6	-	9	15	17	7
		74%	76%	85%	60%	87%	74%	72%	56%	32%	89%	-	80%	71%	72%	81%
Mean score		2.9	2.9	3.0	2.9	2.9	3.0	3.0	3.0	3.0	2.9	-	2.9	3.0	3.0	2.9

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

Jobs Outlook - Combined

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

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

	Total	WAVE			REGION						SIZE			SECTOR	
		July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	*d	*e	*f	g	*h	*i	*j	k	l	m	*n
Unweighted Total	106	34	36	36	16	28	27	41	14	21	11	46	49	84	22
Weighted Total	101	33	35	33	14	24	26	44	18	20	11	44	46	81	20
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Accounting and financial services	2	1	-	1	-	1	-	-	-	1	-	1	1	2	-
	4%	6%	-	8%	-	9%	-	-	-	11%	-	5%	4%	5%	-
Construction	1	1	-	1	-	1	-	-	-	1	-	-	1	1	1
	13%	17%	-	31%	-	13%	-	-	-	50%	-	-	21%	14%	12%
Drivers	1	-	1	-	1	-	-	-	-	-	-	-	1	-	1
	4%	-	9%	-	28%	-	-	-	-	-	-	-	5%	-	10%
Education	1	-	-	1	-	-	-	1	1	-	-	1	-	-	1
	9%	-	-	28%	-	-	-	26%	50%	-	-	24%	-	-	25%
Engineering & technical	8	3	3	3	-	5	2	2	-	1	1	2	4	6	1
	31%	43%	27%	28%	-	62%	35%	29%	-	20%	61%	28%	29%	40%	15%
Executive recruitment / interim management	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Health & social care	1	-	1	-	-	1	-	-	-	-	-	1	-	-	1
	12%	-	23%	-	-	37%	-	-	-	-	-	43%	-	-	21%
Hospitality	2	2	-	-	-	1	-	-	-	1	1	-	1	1	1
	10%	43%	-	-	-	18%	-	-	-	27%	33%	-	8%	8%	13%
Industrial	1	-	-	1	-	-	1	1	-	-	-	1	-	1	-
	3%	-	-	7%	-	-	12%	10%	-	-	-	8%	-	5%	-
Legal & HR	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Life sciences	1	-	-	1	-	1	-	-	-	-	-	-	1	1	-
	24%	-	-	58%	-	100%	-	-	-	-	-	-	24%	36%	-
Marketing, media & creative	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Office professionals	1	1	-	-	-	1	-	-	-	-	-	-	1	1	-
	2%	4%	-	-	-	7%	-	-	-	-	-	-	3%	2%	-
Sales & retail	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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 2016			South excluding London	South including London							
	Total	July 2016	August 2016		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	106	34	36	36	16	28	27	41	14	21	11	46	49	84	22
Weighted Total	101	33	35	33	14	24	26	44	18	20	11	44	46	81	20
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Technology	2	1	-	2	2	1	-	-	-	-	-	2	1	2	-
	7%	6%	-	17%	25%	9%	-	-	-	-	-	15%	4%	10%	-
None	84	25	31	27	12	15	22	39	17	17	8	37	38	69	14
	83%	78%	88%	81%	84%	65%	88%	90%	92%	87%	79%	84%	82%	86%	70%
Net: Any	18	7	4	6	2	8	3	4	1	3	2	7	8	12	6
	17%	22%	12%	19%	16%	35%	12%	10%	8%	13%	21%	16%	18%	14%	30%

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	115 100%	6 5%	4 3%	20 17%	39 34%	46 40%	1 1%	10 8%	85 74%	4.0
Quality of service	115 100%	2 2%	- -	10 8%	25 22%	78 68%	- -	2 2%	103 90%	4.5
Brand image of the agency	115 100%	15 13%	17 15%	38 33%	28 24%	17 15%	- -	33 28%	45 39%	3.1
Expertise of the agency, in terms of regions and sectors covered	115 100%	5 4%	- -	14 12%	31 27%	65 57%	- -	5 4%	96 83%	4.3
Management information provided	115 100%	9 8%	11 10%	33 28%	30 26%	29 25%	3 3%	21 18%	59 51%	3.5
Membership of a trade or professional organisation	115 100%	19 17%	18 16%	43 37%	21 18%	12 11%	1 1%	37 32%	33 29%	2.9
Other	115 100%	- -	- -	- -	3 2%	4 3%	109 94%	- -	7 6%	4.6

Jobs Outlook - Combined

Q17_1. How important or otherwise are each of the following factors to you when it comes to choosing and using a recruitment agency to source temporary agency workers? Please rate each factor on a scale from 1 to 5, where 1 means not at all important and 5 means very important.

Price/Costs of the workers

Base: All who recruit temporary agency workers

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	*d	e	f	g	*h	*i	*j	k	l	m	*n
Unweighted Total		121	37	42	42	17	33	32	49	17	22	15	50	56	94	27
Weighted Total		115	36	40	39	15	27	30	52	22	21	14	48	53	91	25
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
1 Not at all important	(1)	6	-	2	4	-	-	1	5	4	1	1	4	1	6	-
		5%	-	5%	10%	-	-	3%	9%	18%	5%	7%	7%	3%	7%	-
2	(2)	4	1	-	3	1	2	1	1	-	-	-	2	2	3	1
		3%	2%	-	7%	6%	7%	2%	1%	-	-	-	3%	4%	3%	4%
3	(3)	20	9	6	5	2	7	6	8	3	4	1	6	14	16	4
		17%	26%	15%	13%	12%	24%	19%	16%	12%	18%	4%	13%	25%	18%	16%
4	(4)	39	13	14	12	3	9	12	24	12	4	7	15	17	30	10
		34%	37%	35%	31%	17%	32%	40%	45%	53%	20%	46%	33%	32%	33%	39%
5 Very important	(5)	46	12	18	15	9	10	11	15	4	12	6	21	19	36	10
		40%	35%	45%	38%	61%	37%	36%	28%	18%	56%	43%	44%	35%	39%	41%
N/A		1	-	-	1	1	-	-	-	-	-	-	-	1	1	-
		1%	-	-	2%	5%	-	-	-	-	-	-	-	1%	1%	-
NETS																
Net: Not important		10	1	2	6	1	2	2	6	4	1	1	5	3	9	1
		8%	2%	5%	16% a	6%	7%	5%	11%	18%	5%	7%	11%	6%	9%	4%
Net: Important		85	26	32	27	12	19	23	38	16	16	13	36	36	65	20
		74%	71%	80%	69%	77%	69%	76%	74%	71%	77%	89%	77%	67%	72%	80%
Mean score		4.0	4.0	4.1	3.8	4.4	4.0	4.0	3.8	3.5	4.2	4.2	4.0	3.9	4.0	4.2

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

Jobs Outlook - Combined

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

Quality of service

Base: All who recruit temporary agency workers

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	*d	e	f	g	*h	*i	*j	k	l	m	*n
Unweighted Total		121	37	42	42	17	33	32	49	17	22	15	50	56	94	27
Weighted Total		115	36	40	39	15	27	30	52	22	21	14	48	53	91	25
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
1 Not at all important	(1)	2	-	-	2	-	1	-	1	1	-	-	1	1	2	-
		2%	-	-	6%	-	4%	-	3%	6%	-	-	3%	2%	3%	-
2	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
3	(3)	10	2	4	4	2	6	1	1	-	1	1	7	2	7	3
		8%	5%	11%	9%	12%	21% fg	3%	2%	-	6%	7%	14%	4%	8%	11%
4	(4)	25	5	13	7	3	6	8	14	5	3	3	7	15	22	3
		22%	14%	33%	17%	17%	23%	27%	26%	24%	14%	22%	14%	29%	25%	12%
5 Very important	(5)	78	29	23	27	11	14	21	36	15	17	10	33	35	59	19
		68%	80% b	56%	68%	71%	52%	70%	70%	70%	80%	71%	69%	66%	65%	77%
N/A		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																
Net: Not important		2	-	-	2	-	1	-	1	1	-	-	1	1	2	-
		2%	-	-	6%	-	4%	-	3%	6%	-	-	3%	2%	3%	-
Net: Important		103	34	36	33	14	21	29	50	21	19	13	39	51	81	22
		90%	95%	89%	85%	88%	75%	97% e	96% e	94%	94%	93%	83%	94%	90%	89%
Mean score		4.5	4.7	4.5	4.4	4.6	4.2	4.7	4.6	4.5	4.7	4.6	4.5	4.6	4.5	4.7
			b					e	e							

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

Jobs Outlook - Combined

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

Brand image of the agency

Base: All who recruit temporary agency workers

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	*d	e	f	g	*h	*i	*j	k	l	m	*n
Unweighted Total		121	37	42	42	17	33	32	49	17	22	15	50	56	94	27
Weighted Total		115	36	40	39	15	27	30	52	22	21	14	48	53	91	25
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
1 Not at all important	(1)	15	1	7	7	1	2	3	4	1	8	3	9	3	12	3
		13%	2%	18% a	19% a	4%	8%	9%	8%	6%	40%	23%	19% l	6%	13%	14%
2	(2)	17	8	3	6	3	5	6	8	2	2	2	7	8	14	4
		15%	22%	8%	16%	18%	18%	18%	15%	11%	8%	15%	16%	14%	15%	15%
3	(3)	38	10	14	13	3	10	10	19	9	6	5	12	21	30	8
		33%	29%	36%	33%	21%	37%	32%	36%	41%	28%	35%	25%	39%	33%	33%
4	(4)	28	9	11	7	5	7	10	14	4	2	1	12	14	24	4
		24%	26%	28%	18%	34%	25%	33%	26%	18%	9%	10%	26%	26%	26%	17%
5 Very important	(5)	17	7	4	5	3	3	3	8	5	3	2	7	8	12	5
		15%	21%	11%	14%	22%	12%	9%	15%	24%	14%	17%	14%	15%	13%	21%
N/A		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																
Net: Not important		33	9	10	14	3	7	8	12	4	10	6	16	11	26	7
		28%	24%	26%	35%	22%	27%	27%	23%	17%	49%	38%	35%	20%	28%	29%
Net: Important		45	17	16	13	9	10	12	22	9	5	4	19	22	36	9
		39%	47%	39%	32%	57%	36%	41%	41%	42%	24%	27%	40%	41%	39%	38%
Mean score		3.1	3.4	3.1	2.9	3.5	3.1	3.1	3.3	3.4	2.5	2.8	3.0	3.3	3.1	3.2

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

Jobs Outlook - Combined

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

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

Base: All who recruit temporary agency workers

		WAVE			REGION						SIZE			SECTOR		
		Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	*d	e	f	g	*h	*i	*j	k	l	m	*n
Unweighted Total		121	37	42	42	17	33	32	49	17	22	15	50	56	94	27
Weighted Total		115	36	40	39	15	27	30	52	22	21	14	48	53	91	25
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
1 Not at all important	(1)	5	-	1	4	1	2	-	1	1	1	-	4	1	4	1
		4%	-	3%	10%	5%	7%	-	3%	6%	5%	-	8%	2%	5%	3%
2	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
3	(3)	14	3	10	2	2	5	2	4	1	4	3	3	8	10	4
		12%	8%	24%	4%	11%	18%	8%	7%	6%	18%	21%	6%	15%	11%	16%
				c												
4	(4)	31	10	10	11	6	10	7	12	5	3	4	13	14	22	10
		27%	28%	25%	28%	37%	38%	23%	24%	25%	12%	25%	28%	26%	24%	39%
5 Very important	(5)	65	23	20	23	7	10	21	35	14	13	8	27	30	55	10
		57%	65%	49%	57%	46%	37%	69%	67%	63%	64%	53%	57%	57%	61%	42%
						e		e								
N/A		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																
Net: Not important		5	-	1	4	1	2	-	1	1	1	-	4	1	4	1
		4%	-	3%	10%	5%	7%	-	3%	6%	5%	-	8%	2%	5%	3%
Net: Important		96	33	30	34	13	21	28	47	19	16	11	41	44	77	20
		83%	92%	73%	86%	84%	76%	92%	90%	88%	77%	79%	85%	83%	84%	81%
			b													
Mean score		4.3	4.6	4.2	4.2	4.2	4.0	4.6	4.5	4.4	4.3	4.3	4.3	4.4	4.4	4.2
			b					e	e							

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

Jobs Outlook - Combined

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

Management information provided

Base: All who recruit temporary agency workers

			WAVE			REGION						SIZE			SECTOR	
		Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		121	37	42	42	17	33	32	49	17	22	15	50	56	94	27
Weighted Total		115	36	40	39	15	27	30	52	22	21	14	48	53	91	25
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
1 Not at all important	(1)	9	1	3	5	1	1	2	5	3	3	2	5	2	9	-
		8%	4%	6%	14%	9%	2%	6%	9%	13%	13%	17%	10%	4%	10%	-
2	(2)	11	-	6	5	-	3	4	4	-	4	1	6	4	9	3
		10%	-	16% a	13% a	-	12%	12%	7%	-	21%	6%	13%	8%	10%	10%
3	(3)	33	10	14	8	6	5	10	19	9	4	6	12	15	28	5
		28%	28%	36%	21%	36%	18%	33%	36%	39%	17%	39%	25%	29%	30%	21%
4	(4)	30	12	8	11	5	8	9	12	3	5	2	10	18	20	10
		26%	33%	19%	27%	31%	30%	31%	23%	12%	25%	17%	21%	33%	22%	41%
5 Very important	(5)	29	13	10	7	4	9	5	11	6	5	3	14	12	23	6
		25%	35%	24%	17%	24%	35%	15%	21%	29%	23%	22%	29%	22%	25%	25%
N/A		3	-	-	3	-	1	1	2	1	-	-	1	2	2	1
		3%	-	-	8%	-	3%	3%	4%	7%	-	-	2%	4%	3%	3%
NETS																
Net: Not important		21	1	9	10	1	4	5	8	3	7	3	11	6	18	3
		18%	4%	22% a	27% a	9%	14%	18%	16%	13%	34%	22%	23%	12%	20%	10%
Net: Important		59	24	17	18	8	18	14	23	9	10	6	24	30	43	16
		51%	68% bc	43%	45%	55%	65%	46%	44%	41%	48%	39%	50%	56%	47%	65%
Mean score		3.5	4.0 bc	3.4	3.2	3.6	3.9	3.4	3.4	3.5	3.2	3.2	3.5	3.6	3.4	3.8

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

Jobs Outlook - Combined

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

Membership of a trade or professional organisation

Base: All who recruit temporary agency workers

			WAVE			REGION						SIZE			SECTOR	
		Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	*d	e	f	g	*h	*i	*j	k	l	m	*n
Unweighted Total		121	37	42	42	17	33	32	49	17	22	15	50	56	94	27
Weighted Total		115	36	40	39	15	27	30	52	22	21	14	48	53	91	25
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
1 Not at all important	(1)	19	4	6	9	3	2	5	9	4	4	3	11	5	18	2
		17%	10%	16%	24%	21%	9%	17%	18%	19%	21%	21%	23%	10%	19%	7%
2	(2)	18	8	6	4	1	5	7	8	1	4	3	7	8	16	2
		16%	22%	15%	11%	6%	17%	23%	16%	6%	21%	22%	14%	16%	18%	7%
3	(3)	43	10	20	14	8	13	9	17	8	6	6	19	18	33	10
		37%	27%	49%	35%	50%	48%	31%	32%	35%	27%	43%	39%	34%	36%	42%
				a												
4	(4)	21	9	5	7	2	6	6	10	3	4	2	7	12	15	6
		18%	25%	12%	18%	11%	21%	21%	19%	16%	18%	11%	15%	23%	17%	23%
5 Very important	(5)	12	6	3	3	2	2	2	6	4	3	1	4	8	7	5
		11%	17%	8%	8%	11%	5%	8%	12%	18%	13%	4%	8%	15%	8%	21%
N/A		1	-	-	1	-	-	-	1	1	-	-	-	1	1	-
		1%	-	-	4%	-	-	-	3%	7%	-	-	-	3%	2%	-
NETS																
Net: Not important		37	11	12	14	4	7	12	18	6	9	6	18	14	34	4
		32%	32%	31%	35%	27%	26%	40%	34%	25%	42%	43%	37%	25%	37%	14%
Net: Important		33	15	8	10	3	7	9	16	7	6	2	11	20	22	11
		29%	41%	20%	26%	22%	27%	29%	31%	34%	31%	15%	24%	37%	25%	44%
			b													
Mean score		2.9	3.2	2.8	2.7	2.9	3.0	2.8	2.9	3.1	2.8	2.5	2.7	3.2	2.8	3.4

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

Jobs Outlook - Combined

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

Other

Base: All who recruit temporary agency workers

			WAVE			REGION					SIZE			SECTOR		
		Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	*d	e	f	g	*h	*i	*j	k	l	m	*n
Unweighted Total		121	37	42	42	17	33	32	49	17	22	15	50	56	94	27
Weighted Total		115	36	40	39	15	27	30	52	22	21	14	48	53	91	25
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
1 Not at all important	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
3	(3)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
4	(4)	3	2	1	-	-	-	2	2	-	1	1	1	1	2	1
		2%	5%	2%	-	-	-	6%	3%	-	4%	6%	2%	2%	2%	4%
5 Very important	(5)	4	2	2	-	-	1	3	3	-	-	1	1	3	4	-
		3%	5%	5%	-	-	4%	9%	5%	-	-	4%	2%	5%	4%	-
N/A		109	32	37	39	15	26	25	47	22	20	13	46	50	85	24
		94%	90%	92%	100% a	100%	96%	85%	91%	100%	96%	90%	96%	94%	94%	96%
NETS																
Net: Not important		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Important		7	4	3	-	-	1	5	5	-	1	1	2	3	6	1
		6%	10% c	8%	-	-	4%	15%	9%	-	4%	10%	4%	6%	6%	4%
Mean score		4.6	4.5	4.7	-	-	5.0	4.6	4.6	-	4.0	4.4	4.5	4.7	4.7	4.0

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)	115 100%	15 13%	7 6%	21 18%	28 24%	45 39%	22 19%	72 63%	3.7
Responding to growth, as new customers are won	115 100%	24 21%	2 2%	43 37%	23 20%	23 20%	26 23%	47 40%	3.2
Managing fast changing organisational requirements	115 100%	18 16%	9 8%	26 22%	27 24%	35 31%	27 24%	63 54%	3.5
Covering short term staff leave or absences	115 100%	17 15%	9 8%	21 18%	30 26%	39 34%	26 23%	68 59%	3.6
Helping to keep running costs down	115 100%	28 24%	7 6%	26 23%	18 15%	37 32%	35 30%	55 47%	3.3
Managing uncertainty during economic downturn or at other times	115 100%	27 23%	12 11%	33 29%	25 21%	19 16%	39 34%	43 38%	3.0
Providing short term access to key strategic skills	115 100%	25 21%	10 9%	32 28%	29 25%	20 17%	35 30%	49 42%	3.1

Jobs Outlook - Combined

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

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

Base: All who recruit temporary agency workers

			WAVE			REGION						SIZE			SECTOR	
		Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	*d	e	f	g	*h	*i	*j	k	l	m	*n
Unweighted Total		121	37	42	42	17	33	32	49	17	22	15	50	56	94	27
Weighted Total		115	36	40	39	15	27	30	52	22	21	14	48	53	91	25
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
1 Not at all important	(1)	15	3	6	6	2	3	5	7	1	3	2	9	4	14	1
		13%	9%	14%	15%	12%	12%	18%	13%	6%	16%	12%	19%	8%	16%	3%
2	(2)	7	2	3	2	1	2	1	4	3	-	1	3	3	7	-
		6%	6%	7%	5%	4%	8%	4%	8%	12%	-	10%	6%	5%	7%	-
3	(3)	21	9	7	4	2	4	7	11	4	4	1	10	10	15	6
		18%	26%	19%	11%	13%	16%	23%	21%	18%	19%	6%	21%	20%	17%	24%
4	(4)	28	5	13	9	3	8	5	10	5	7	5	8	14	22	6
		24%	14%	33%	24%	20%	28%	16%	19%	24%	34%	38%	18%	26%	24%	25%
5 Very important	(5)	45	16	11	18	8	10	12	21	9	7	5	17	22	33	12
		39%	45%	27%	45%	50%	36%	39%	39%	40%	32%	35%	37%	42%	36%	47%
NETS																
Net: Not important		22	5	8	8	2	5	7	11	4	3	3	12	7	21	1
		19%	15%	21%	20%	16%	19%	22%	21%	18%	16%	22%	25%	13%	23%	3%
Net: Important		72	21	24	27	11	18	16	30	14	13	10	26	36	55	18
		63%	59%	61%	68%	70%	65%	54%	58%	64%	65%	72%	55%	67%	60%	73%
Mean score		3.7	3.8	3.5	3.8	3.9	3.7	3.5	3.6	3.8	3.6	3.7	3.5	3.9	3.6	4.1

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

Jobs Outlook - Combined

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

Responding to growth, as new customers are won

Base: All who recruit temporary agency workers

			WAVE			REGION						SIZE			SECTOR	
		Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	*d	e	f	g	*h	*i	*j	k	l	m	*n
Unweighted Total		121	37	42	42	17	33	32	49	17	22	15	50	56	94	27
Weighted Total		115	36	40	39	15	27	30	52	22	21	14	48	53	91	25
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
1 Not at all important	(1)	24	8	8	8	2	2	10	14	4	6	4	12	8	22	2
		21%	21%	20%	21%	15%	8%	32% e	27% e	19%	27%	26%	26%	15%	25%	7%
2	(2)	2	-	1	1	1	1	-	-	-	-	-	-	2	2	-
		2%	-	3%	2%	5%	5%	-	-	-	-	-	-	4%	2%	-
3	(3)	43	16	15	12	6	11	9	18	9	8	3	20	20	34	9
		37%	44%	38%	30%	41%	40%	30%	35%	41%	37%	21%	42%	37%	37%	36%
4	(4)	23	4	10	9	3	7	6	11	5	2	6	11	6	18	5
		20%	12%	25%	22%	20%	26%	21%	22%	23%	9%	39%	23%	12%	20%	22%
5 Very important	(5)	23	8	6	10	3	6	5	9	4	6	2	4	17	15	9
		20%	23%	14%	24%	19%	22%	17%	17%	17%	27%	13%	9%	32% k	16%	35%
NETS																
Net: Not important		26	8	9	9	3	4	10	14	4	6	4	12	10	24	2
		23%	21%	23%	23%	20%	13%	32%	27%	19%	27%	26%	26%	19%	27%	7%
Net: Important		47	13	16	18	6	13	11	20	9	8	8	15	24	32	14
		40%	35%	39%	47%	39%	48%	38%	39%	40%	36%	53%	32%	44%	36%	57%
Mean score		3.2	3.2	3.1	3.3	3.2	3.5	2.9	3.0	3.2	3.1	3.1	2.9	3.4 k	3.0	3.8

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

Jobs Outlook - Combined

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

Managing fast changing organisational requirements

Base: All who recruit temporary agency workers

			WAVE			REGION						SIZE			SECTOR	
		Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	*d	e	f	g	*h	*i	*j	k	l	m	*n
Unweighted Total		121	37	42	42	17	33	32	49	17	22	15	50	56	94	27
Weighted Total		115	36	40	39	15	27	30	52	22	21	14	48	53	91	25
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
1 Not at all important	(1)	18	3	9	6	3	3	7	10	3	2	5	8	6	18	1
		16%	9%	22%	16%	17%	12%	25%	20%	12%	10%	31%	16%	11%	19%	3%
2	(2)	9	3	3	2	1	3	1	3	2	1	1	2	5	7	2
		8%	8%	9%	6%	7%	12%	3%	7%	11%	5%	9%	5%	10%	7%	8%
3	(3)	26	8	10	8	4	5	7	13	5	4	3	13	10	22	4
		22%	23%	24%	20%	28%	17%	25%	25%	25%	19%	19%	28%	18%	24%	15%
4	(4)	27	7	9	11	3	11	4	9	5	4	4	11	12	18	9
		24%	18%	23%	29%	20%	40% fg	12%	17%	24%	21%	25%	24%	23%	20%	37%
5 Very important	(5)	35	15	9	12	4	5	11	17	6	9	2	13	20	26	9
		31%	41%	23%	29%	28%	19%	35%	32%	28%	44%	16%	27%	38%	29%	37%
NETS																
Net: Not important		27	6	12	9	4	7	8	14	5	3	6	10	11	24	3
		24%	18%	30%	22%	24%	24%	28%	26%	23%	16%	41%	21%	21%	27%	11%
Net: Important		63	21	18	23	7	16	14	26	11	13	6	24	33	44	18
		54%	59%	46%	58%	48%	59%	47%	49%	52%	65%	40%	51%	61%	49%	74%
Mean score		3.5	3.7	3.2	3.5	3.3	3.4	3.3	3.4	3.4	3.8	2.8	3.4	3.7	3.3	4.0

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

Jobs Outlook - Combined

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

Covering short term staff leave or absences

Base: All who recruit temporary agency workers

			WAVE			REGION						SIZE			SECTOR	
		Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	*d	e	f	g	*h	*i	*j	k	l	m	*n
Unweighted Total		121	37	42	42	17	33	32	49	17	22	15	50	56	94	27
Weighted Total		115	36	40	39	15	27	30	52	22	21	14	48	53	91	25
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
1 Not at all important	(1)	17	5	6	6	3	4	4	8	4	2	5	6	6	13	3
		15%	13%	16%	15%	18%	15%	12%	15%	19%	10%	34%	12%	11%	15%	14%
2	(2)	9	2	6	2	1	3	2	4	1	2	3	3	3	9	-
		8%	5%	14%	5%	9%	10%	8%	7%	6%	8%	20%	7%	6%	10%	-
3	(3)	21	5	6	10	4	7	5	7	3	3	-	10	11	19	2
		18%	14%	14%	26%	23%	27%	15%	14%	13%	12%	-	21%	20%	20%	9%
4	(4)	30	7	11	12	4	6	9	15	6	5	3	14	13	21	9
		26%	20%	27%	30%	24%	21%	31%	29%	28%	24%	18%	29%	25%	23%	37%
5 Very important	(5)	39	17	12	10	4	8	10	18	8	9	4	14	21	29	10
		34%	48% c	29%	25%	26%	28%	34%	34%	35%	45%	27%	30%	38%	32%	41%
NETS																
Net: Not important		26 23%	6 18%	12 30%	8 20%	4 27%	7 25%	6 20%	11 22%	5 25%	4 18%	8 55%	9 19%	9 17%	23 25%	3 14%
Net: Important		68 59%	24 68%	23 56%	22 55%	8 50%	13 48%	19 65%	33 64%	14 62%	14 69%	7 45%	28 59%	34 63%	49 54%	19 77%
Mean score		3.6	3.9	3.4	3.5	3.3	3.4	3.7	3.6	3.5	3.9	2.8	3.6	3.7	3.5	3.9

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

Jobs Outlook - Combined

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

Helping to keep running costs down

Base: All who recruit temporary agency workers

			WAVE			REGION						SIZE			SECTOR	
		Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	*d	e	f	g	*h	*i	*j	k	l	m	*n
Unweighted Total		121	37	42	42	17	33	32	49	17	22	15	50	56	94	27
Weighted Total		115	36	40	39	15	27	30	52	22	21	14	48	53	91	25
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
1 Not at all important	(1)	28	9	10	9	5	5	9	13	4	6	4	16	8	25	3
		24%	24%	25%	23%	31%	17%	28%	24%	19%	27%	25%	34%	15%	28%	10%
2	(2)	7	1	4	2	-	4	2	2	-	1	1	3	3	6	1
		6%	2%	11%	4%	-	15%	6%	4%	-	5%	6%	7%	5%	7%	3%
3	(3)	26	8	10	9	4	4	6	15	9	3	3	9	14	22	4
		23%	21%	24%	23%	28%	15%	19%	28%	40%	15%	21%	20%	26%	24%	17%
4	(4)	18	9	4	5	1	2	7	11	4	4	2	5	11	14	4
		15%	25%	10%	13%	5%	8%	24%	21%	17%	18%	15%	10%	20%	16%	15%
5 Very important	(5)	37	10	12	14	6	12	7	12	5	7	5	14	18	23	13
		32%	29%	30%	37%	36%	44%	22%	23%	25%	35%	33%	29%	34%	26%	54%
NETS							g									
Net: Not important		35	9	14	11	5	9	10	14	4	7	4	19	11	31	3
		30%	26%	36%	27%	31%	32%	35%	28%	19%	32%	31%	41%	20%	34%	14%
Net: Important		55	19	16	19	6	14	14	23	9	11	7	19	29	38	17
		47%	53%	40%	49%	41%	53%	46%	44%	42%	53%	48%	40%	54%	41%	69%
Mean score		3.3	3.3	3.1	3.4	3.2	3.5	3.0	3.2	3.3	3.3	3.3	2.9	3.5	3.1	4.0

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

Jobs Outlook - Combined

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

Managing uncertainty during economic downturn or at other times

Base: All who recruit temporary agency workers

			WAVE			REGION						SIZE			SECTOR	
		Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	*d	e	f	g	*h	*i	*j	k	l	m	*n
Unweighted Total		121	37	42	42	17	33	32	49	17	22	15	50	56	94	27
Weighted Total		115	36	40	39	15	27	30	52	22	21	14	48	53	91	25
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
1 Not at all important	(1)	27	8	9	9	4	3	10	15	4	5	4	14	9	24	3
		23%	24%	23%	22%	26%	13%	35% e	28%	19%	22%	26%	28%	17%	26%	10%
2	(2)	12	5	6	2	2	5	1	2	1	4	4	2	6	10	2
		11%	13%	15%	5%	13%	17%	3%	4%	6%	17%	28%	5%	11%	11%	8%
3	(3)	33	6	14	14	5	6	13	18	5	5	2	14	17	25	8
		29%	16%	34%	35%	31%	21%	42%	34%	24%	23%	14%	30%	31%	27%	34%
4	(4)	25	10	4	11	1	9	5	13	8	2	1	12	11	20	5
		21%	28% b	9%	28% b	4%	34%	18%	25%	34%	9%	10%	25%	21%	22%	18%
5 Very important	(5)	19	7	8	4	4	4	1	5	4	6	3	6	10	12	7
		16%	19%	19%	11%	27%	15%	3%	9%	17%	29%	22%	12%	19%	13%	29%
NETS																
Net: Not important		39	13	15	11	6	8	11	17	6	8	8	16	15	34	5
		34%	37%	38%	27%	38%	30%	38%	32%	25%	39%	53%	33%	29%	38%	18%
Net: Important		43	17	11	15	5	13	6	17	11	8	5	17	21	32	12
		38%	47%	28%	38%	31%	49% f	20%	33%	51%	38%	32%	37%	40%	35%	48%
Mean score		3.0	3.1	2.9	3.0	2.9	3.2 f	2.5	2.8	3.2	3.1	2.8	2.9	3.1	2.8	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	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		121	37	42	42	17	33	32	49	17	22	15	50	56	94	27
Weighted Total		115	36	40	39	15	27	30	52	22	21	14	48	53	91	25
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
1 Not at all important	(1)	25	7	8	10	4	4	9	13	4	3	5	15	5	22	3
		21%	19%	20%	25%	27%	16%	28%	24%	19%	17%	32%	31%	10%	24%	11%
													l			
2	(2)	10	3	4	3	1	5	2	2	-	2	-	5	5	9	1
		9%	9%	11%	7%	7%	19%	6%	4%	-	9%	-	10%	10%	10%	5%
							g									
3	(3)	32	11	12	8	3	5	8	18	10	5	7	11	14	25	7
		28%	32%	30%	21%	21%	19%	26%	35%	47%	25%	50%	23%	26%	28%	28%
4	(4)	29	7	10	12	3	8	8	11	3	8	1	10	17	20	9
		25%	19%	26%	31%	21%	27%	27%	21%	12%	36%	10%	22%	33%	22%	37%
5 Very important	(5)	20	8	5	6	4	5	3	8	5	3	1	7	11	15	5
		17%	21%	13%	16%	24%	18%	12%	16%	21%	13%	8%	15%	21%	16%	19%
NETS																
Net: Not important		35	10	12	12	5	10	10	15	4	5	5	20	11	31	4
		30%	28%	31%	32%	34%	35%	35%	28%	19%	26%	32%	41%	20%	34%	15%
													l			
Net: Important		49	14	16	19	7	12	12	19	8	10	3	17	29	35	14
		42%	40%	39%	47%	45%	46%	39%	37%	34%	49%	18%	36%	54%	38%	56%
Mean score		3.1	3.1	3.0	3.1	3.1	3.1	2.9	3.0	3.2	3.2	2.6	2.8	3.5	3.0	3.5
														k		

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

Jobs Outlook - Combined

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

Base: All who recruit temporary agency workers

	WAVE				REGION						SIZE			SECTOR	
	Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	*d	e	f	g	*h	*i	*j	k	l	m	*n
Unweighted Total	121	37	42	42	17	33	32	49	17	22	15	50	56	94	27
Weighted Total	115	36	40	39	15	27	30	52	22	21	14	48	53	91	25
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Temporary agency workers earn more than they would if they were permanent	24	5	13	7	3	8	6	11	5	3	7	10	8	20	4
	21%	14%	32%	17%	17%	28%	21%	22%	23%	12%	46%	20%	16%	22%	17%
Temporary agency workers earn less than they would if they were permanent	12	1	6	5	2	5	2	3	1	2	2	4	7	7	5
	11%	2%	16% a	13%	12%	18%	6%	6%	5%	12%	11%	9%	12%	8%	20%
Temporary agency workers earn about the same as they would if they were permanent	68	26	17	25	6	12	20	35	15	16	6	31	32	56	12
	59%	73% b	43%	64%	40%	43%	67%	67% e	67%	76%	40%	65%	59%	62%	50%
Not applicable/Don't know	10	4	4	3	5	3	2	3	1	-	1	3	7	7	3
	9%	11%	9%	7%	31%	11%	5%	5%	5%	-	4%	6%	13%	8%	13%

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

Jobs Outlook - Combined

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

Base: All who recruit temporary workers

		WAVE			REGION						SIZE			SECTOR	
	Total	July 2016	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	274	87	92	95	66	67	63	96	33	45	99	80	95	213	61
Weighted Total	276	88	92	96	64	63	64	105	41	45	105	76	96	217	59
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
0	45	11	17	17	13	11	8	15	7	6	34	10	1	37	7
	16%	13%	18%	17%	20%	18%	13%	14%	16%	14%	33% kl	13% l	1%	17%	13%
1-9	29	10	9	10	5	8	6	10	4	6	6	10	13	23	7
	11%	11%	10%	11%	7%	14%	10%	9%	9%	13%	6%	13%	13%	10%	11%
10-19	17	6	5	6	4	2	8	10	1	1	5	5	7	9	8
	6%	7%	5%	7%	7%	3%	13% e	9%	4%	3%	5%	7%	7%	4%	13% m
20-49	23	6	7	9	4	7	5	8	3	5	9	8	6	18	5
	8%	7%	8%	9%	6%	11%	7%	7%	8%	11%	9%	10%	6%	8%	8%
50	19	6	7	5	5	2	4	8	4	4	5	7	7	16	4
	7%	7%	8%	6%	7%	3%	6%	7%	9%	10%	5%	9%	7%	7%	6%
51+	36	10	15	10	11	8	9	13	4	4	18	10	8	26	10
	13%	12%	17%	11%	17%	13%	14%	12%	10%	9%	18%	13%	8%	12%	18%
Don't know	107	38	31	38	23	24	24	42	18	18	26	26	55	88	19
	39%	44%	33%	39%	36%	39%	37%	40%	45%	40%	25%	34%	57% jk	41%	32%
NETS															
Net: At least 1%	124	38	44	42	28	27	32	48	16	21	44	40	40	91	33
	45%	43%	48%	43%	44%	43%	50%	46%	39%	46%	42%	53%	42%	42%	56%
Total	5086	1548	1959	1579	1351	1064	1254	1846	592	825	2320	1506	1261	3827	1259
Mean score	30.1	31.4	32.0	27.0	33.0	27.8	31.1	29.4	26.3	30.6	29.4	30.4	31.0	29.8	31.1

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