

REC JOBS OUTLOOK RESEARCH

METHODOLOGY NOTE

ComRes interviewed 602 UK employees and owners involved in hiring by telephone between July 28th and October 20th 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.

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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@comres.co.uk

Jobs Outlook - Combined

Sector	1
Base: All respondents	
S1. Which region is your organisation based in?	2
Base: All respondents	
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Jobs Outlook - Combined

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*Online Fieldwork: 28th July 2016 - 20th October 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 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	

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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	

Jobs Outlook - Combined

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

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

Q15_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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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. In your opinion, which one of the following measures, if any, do you think the Chancellor should prioritise in the Autumn Statement to help support business growth? 125

Base: Wave 8

Jobs Outlook - Combined

Sector

Base: All respondents

		WAVE			REGION						SIZE			SECTOR	
	Total	August 2016	September 2016	October 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	202	200	200	140	147	135	223	88	92	330	142	130	493	109
Weighted Total	602	202	200	200	132	145	135	236	101	89	334	136	132	496	106
	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Private	496	166	165	165	104	117	108	195	86	81	291	111	95	496	-
	82.40%	82.40%	82.40%	82.40%	78.63%	80.46%	80.38%	82.53%	85.39%	90.79% def	87.11% l	81.22%	71.75%	100.00% n	-
Public	106	36	35	35	28	28	26	41	15	8	43	26	37	-	106
	17.60%	17.60%	17.60%	17.60%	21.37% i	19.54% i	19.62% i	17.47%	14.61%	9.21%	12.89%	18.78%	28.25% j	-	100.00% m

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

Jobs Outlook - Combined

S1. Which region is your organisation based in?

Base: All respondents

		WAVE			REGION						SIZE			SECTOR	
	Total	August 2016	September 2016	October 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	202	200	200	140	147	135	223	88	92	330	142	130	493	109
Weighted Total	602	202	200	200	132	145	135	236	101	89	334	136	132	496	106
	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
South West	51	17	17	17	-	-	51	51	-	-	32	13	6	39	12
	8.40%	8.40%	8.40%	8.40%	-	-	37.50% deg	21.43% deh	-	-	9.63%	9.43%	4.25%	7.84%	11.01%
South East	84	28	28	28	-	-	84	84	-	-	51	14	20	69	15
	14.00%	14.00%	14.00%	14.00%	-	-	62.50% deg	35.71% deh	-	-	15.23%	10.19%	14.82%	14.01%	13.96%
London	101	34	34	34	-	-	-	101	101	-	52	23	26	86	15
	16.80%	16.80%	16.80%	16.80%	-	-	-	42.86% def	100.00% deg	-	15.49%	17.06%	19.85%	17.41%	13.94%
East of England	55	19	18	18	-	55	-	-	-	-	36	7	12	45	11
	9.20%	9.20%	9.20%	9.20%	-	38.17% dfgh	-	-	-	-	10.81%	5.21%	9.25%	9.03%	9.99%
West Midlands	49	17	16	16	-	49	-	-	-	-	27	8	15	37	12
	8.20%	8.20%	8.20%	8.20%	-	34.03% dfgh	-	-	-	-	8.09%	5.60%	11.16%	7.50%	11.48%
East Midlands	40	14	13	13	-	40	-	-	-	-	20	14	6	35	6
	6.70%	6.70%	6.70%	6.70%	-	27.80% dfgh	-	-	-	-	6.06%	10.34%	4.55%	7.00%	5.28%
North West	64	22	21	21	64	-	-	-	-	-	26	18	20	52	12
	10.70%	10.70%	10.70%	10.70%	48.86% efgh	-	-	-	-	-	7.79%	13.44%	15.21% j	10.56%	11.38%
North East	20	7	7	7	20	-	-	-	-	-	11	6	4	17	4
	3.40%	3.40%	3.40%	3.40%	15.53% efgh	-	-	-	-	-	3.16%	4.49%	2.89%	3.39%	3.44%
Yorkshire & The Humber	47	16	16	16	47	-	-	-	-	-	28	13	6	34	12
	7.80%	7.80%	7.80%	7.80%	35.62% efgh	-	-	-	-	-	8.44%	9.41%	4.54%	6.95%	11.77%
Scotland	49	16	16	16	-	-	-	-	-	49	31	8	10	44	5
	8.10%	8.10%	8.10%	8.10%	-	-	-	-	-	54.73% defgh	9.18%	5.77%	7.78%	8.90%	4.38%
Wales	25	8	8	8	-	-	-	-	-	25	16	6	3	23	2
	4.20%	4.20%	4.20%	4.20%	-	-	-	-	-	28.38% defgh	4.68%	4.58%	2.60%	4.72%	1.77%
Northern Ireland	15	5	5	5	-	-	-	-	-	15	5	6	4	13	2
	2.50%	2.50%	2.50%	2.50%	-	-	-	-	-	16.89% defah	1.45%	4.48% i	3.12%	2.69%	1.60%

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

Jobs Outlook - Combined

S1. Which region is your organisation based in?

Base: All respondents

	WAVE			REGION						SIZE			SECTOR		
	Total	August 2016	September 2016	October 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	202	200	200	140	147	135	223	88	92	330	142	130	493	109
Weighted Total	602	202	200	200	132	145	135	236	101	89	334	136	132	496	106
	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Channel Islands	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
None of the above	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

Jobs Outlook - Combined

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

Base: All respondents

		WAVE			REGION						SIZE			SECTOR	
			September 2016				South excluding London	South including London							
	Total	August 2016		October 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	202	200	200	140	147	135	223	88	92	330	142	130	493	109
Weighted Total	602	202	200	200	132	145	135	236	101	89	334	136	132	496	106
	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
HR	246	79	102	65	55	50	52	104	52	37	39	93	113	192	54
	40.84%	39.30%	50.92%	32.31%	41.38%	34.69%	38.60%	43.92%	51.02%	41.90%	11.72%	68.64%	85.65%	38.75%	50.65%
			ac					e				j	jk		m
Other	356	123	98	135	77	95	83	132	50	52	294	43	19	304	52
	59.16%	60.70%	49.08%	67.69%	58.62%	65.31%	61.40%	56.08%	48.98%	58.10%	88.28%	31.36%	14.35%	61.25%	49.35%
		b		b		h					kl	l		n	

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

Jobs Outlook - Combined

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

Base: All respondents

		WAVE			REGION						SIZE			SECTOR	
			September 2016				South excluding London	South including London							
	Total	August 2016		October 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	202	200	200	140	147	135	223	88	92	330	142	130	493	109
Weighted Total	602	202	200	200	132	145	135	236	101	89	334	136	132	496	106
	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Senior management/ board level	288	93	81	114	58	71	69	118	48	41	210	48	30	249	40
	47.92%	46.27%	40.70%	56.79%	44.16%	49.19%	51.45%	49.86%	47.73%	46.25%	62.96%	35.55%	22.71%	50.11%	37.66%
			ab								kl	l		n	
Management	197	72	71	54	45	51	43	72	29	29	110	50	37	159	38
	32.75%	35.73%	35.29%	27.20%	34.48%	35.19%	31.92%	30.32%	28.19%	32.68%	33.04%	36.68%	27.98%	32.00%	36.30%
Non-Managerial	116	36	48	32	28	23	22	47	24	19	13	38	65	89	28
	19.33%	18.00%	24.00%	16.01%	21.36%	15.62%	16.63%	19.83%	24.08%	21.07%	3.99%	27.78%	49.30%	17.90%	26.05%
			c									j	jk		

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

Jobs Outlook - Combined

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

Base: All respondents

		WAVE			REGION						SIZE			SECTOR	
	Total	August 2016	September 2016	October 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	202	200	200	140	147	135	223	88	92	330	142	130	493	109
Weighted Total	602	202	200	200	132	145	135	236	101	89	334	136	132	496	106
	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Recruitment (hiring or engaging new staff on a permanent or temporary basis)	602	202	200	200	132	145	135	236	101	89	334	136	132	496	106
	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Training of employees	465	154	155	156	96	120	110	188	77	61	284	104	77	391	74
	77.22%	76.22%	77.47%	77.97%	72.84%	82.97%	81.79%	79.55%	76.56%	68.16%	85.18%	76.39%	58.00%	78.76%	70.01%
						di	i	i			kl	l		n	
Assessment of employees	485	158	155	172	104	123	112	184	72	74	288	112	86	411	74
	80.58%	78.11%	77.73%	85.92%	78.64%	84.95%	83.32%	78.08%	71.09%	82.92%	86.20%	81.98%	64.94%	82.78%	70.23%
				ab		h	h				l	l		n	
Supporting employees (e.g. with questions or grievances)	531	176	175	180	116	134	121	201	80	80	303	125	104	439	91
	88.18%	86.98%	87.59%	89.98%	87.75%	92.34%	89.65%	85.17%	79.19%	90.03%	90.71%	91.56%	78.32%	88.59%	86.26%
						gh	h			h	l	l			
None	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

Jobs Outlook - Combined

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

Base: All respondents

		WAVE			REGION						SIZE			SECTOR	
			September 2016	October 2016			South excluding London	South including London							
	Total	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	202	200	200	140	147	135	223	88	92	330	142	130	493	109
Weighted Total	602	202	200	200	132	145	135	236	101	89	334	136	132	496	106
	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
0-9	230	89	58	84	42	67	59	85	26	37	230	-	-	197	33
	38.27%	44.14%	28.85%	41.76%	31.84%	45.84%	43.63%	35.86%	25.50%	41.82%	69.07%	-	-	39.81%	31.06%
		b		b		dh	dh			h	kl				
10-49	103	32	32	39	23	17	24	50	26	14	103	-	-	93	10
	17.13%	16.00%	15.90%	19.51%	17.21%	11.54%	17.85%	21.16%	25.57%	15.47%	30.93%	-	-	18.76%	9.53%
							e	e			kl			n	
50-249	136	37	57	42	37	29	27	50	23	20	-	136	-	111	26
	22.62%	18.50%	28.34%	21.07%	28.24%	19.86%	19.81%	21.16%	22.97%	22.66%	-	100.00%	-	22.30%	24.14%
		a										jl			
250+	132	43	54	35	30	33	25	51	26	18	-	-	132	95	37
	21.98%	21.36%	26.92%	17.67%	22.71%	22.75%	18.71%	21.82%	25.97%	20.04%	-	-	100.00%	19.14%	35.28%
		c											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	August 2016	September 2016	October 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	202	200	200	140	147	135	223	88	92	330	142	130	493	109
Weighted Total	602	202	200	200	132	145	135	236	101	89	334	136	132	496	106
	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Agriculture, forestry & fishing	11	4	4	3	1	2	4	7	3	1	7	1	3	9	2
	1.82%	1.78%	2.20%	1.49%	.52%	1.37%	3.19%	3.15%	3.10%	.97%	2.17%	.61%	2.19%	1.87%	1.60%
Production	51	17	16	18	12	13	14	21	7	5	23	16	12	39	12
	8.48%	8.52%	8.10%	8.81%	8.98%	8.92%	10.08%	8.81%	7.12%	6.12%	6.77%	11.75%	9.41%	7.81%	11.58%
Construction	33	10	12	12	9	8	6	11	5	6	14	11	9	25	8
	5.56%	4.76%	6.06%	5.87%	6.50%	5.20%	4.35%	4.65%	5.06%	7.17%	4.06%	7.92%	6.89%	5.11%	7.66%
Motor trades	29	10	10	9	7	10	5	8	3	4	17	6	7	23	6
	4.84%	4.70%	5.11%	4.70%	5.23%	6.86%	3.63%	3.31%	2.88%	4.99%	5.00%	4.12%	5.16%	4.67%	5.61%
Wholesale	21	7	6	7	5	3	6	8	2	5	10	9	2	14	6
	3.45%	3.54%	3.21%	3.60%	3.75%	2.37%	4.25%	3.28%	1.99%	5.22%	2.91%	6.69%	1.48%	2.90%	6.05%
												l			
Retail	39	13	13	13	7	13	7	12	5	7	29	6	4	28	10
	6.40%	6.59%	6.26%	6.33%	5.34%	8.68%	5.45%	5.19%	4.84%	7.43%	8.65%	4.27%	2.91%	5.71%	9.61%
											l				
Transport & storage (inc. postal)	26	10	6	10	7	5	4	8	4	6	15	5	7	21	5
	4.40%	4.93%	3.13%	5.13%	4.99%	3.47%	2.96%	3.55%	4.34%	7.28%	4.52%	3.33%	5.17%	4.25%	5.08%
Accommodation & food services	39	12	16	12	8	8	8	12	4	12	22	6	12	35	4
	6.52%	5.83%	7.90%	5.83%	6.14%	5.29%	5.99%	4.99%	3.67%	13.11%	6.51%	4.41%	8.70%	7.11%	3.76%
										egh					
Information & communication	23	8	6	8	6	3	11	14	4	-	10	6	6	17	6
	3.77%	4.20%	3.11%	4.00%	4.56%	1.77%	7.85%	5.99%	3.51%	-	3.09%	4.72%	4.53%	3.44%	5.31%
					i		ei	i							
Finance & insurance	23	7	9	7	5	5	2	9	7	4	18	4	1	22	1
	3.80%	3.55%	4.44%	3.40%	4.15%	3.13%	1.58%	3.83%	6.83%	4.27%	5.45%	2.64%	.83%	4.37%	1.12%
									f		l				
Property	15	7	4	4	4	5	1	4	2	3	13	1	2	14	1
	2.54%	3.34%	2.04%	2.23%	3.17%	3.39%	1.09%	1.50%	2.04%	2.98%	3.91%	.41%	1.29%	2.78%	1.41%
											k				
Professional, scientific & technical	51	17	17	17	10	10	9	23	14	8	27	13	11	40	12
	8.50%	8.50%	8.50%	8.50%	7.65%	7.02%	6.68%	9.63%	13.55%	9.18%	8.24%	9.53%	8.10%	8.00%	10.85%

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

Jobs Outlook - Combined

D3. What industry sector does your organisation work in?

Base: All respondents

		WAVE			REGION						SIZE			SECTOR		
		Total	August 2016	September 2016	October 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	202	200	200	140	147	135	223	88	92		330	142	130	493	109
Weighted Total	602	202	200	200	132	145	135	236	101	89		334	136	132	496	106
	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%		100.00%	100.00%	100.00%	100.00%	100.00%
Business administration and support services	50	16	16	17	6	14	16	29	13	1		35	11	3	45	5
	8.23%	8.05%	8.24%	8.40%	4.34%	9.58%	11.90%	12.32%	12.87%	.98%		10.61%	8.08%	2.40%	9.00%	4.64%
						i	di	di	di			l	l			
Public administration and defence	30	10	10	9	5	8	5	10	5	6		12	6	12	26	4
	4.92%	5.09%	5.05%	4.61%	4.08%	5.44%	3.91%	4.27%	4.75%	7.02%		3.65%	4.12%	8.92%	5.16%	3.77%
												j	j			
Education	51	16	17	18	11	16	13	20	7	5		21	18	12	45	7
	8.52%	7.94%	8.66%	8.99%	8.12%	10.97%	9.49%	8.48%	7.14%	5.25%		6.42%	13.32%	8.91%	8.99%	6.37%
												j	j			
Health	76	26	25	25	22	16	17	26	9	12		42	12	21	65	12
	12.66%	13.07%	12.39%	12.51%	16.91%	11.19%	12.43%	11.06%	9.24%	13.00%		12.69%	9.15%	16.20%	13.03%	10.92%
Arts, entertainment, recreation and other services	27	4	11	11	7	1	7	14	7	4		15	4	8	23	3
	4.41%	2.04%	5.60%	5.60%	5.57%	.41%	5.17%	5.99%	7.07%	5.01%		4.48%	2.82%	5.84%	4.64%	3.29%
					e		e	e	e	e						
Other	7	7	-	-	-	7	-	-	-	-		3	3	1	6	1
	1.19%	3.56%	-	-	-	4.95%	-	-	-	-		.87%	2.10%	1.08%	1.15%	1.37%
		bc				dfghi										
NETS																
Net: Agriculture, forestry & fishing/ Production	62	21	21	21	13	15	18	28	10	6		30	17	15	48	14
	10.30%	10.30%	10.30%	10.30%	9.50%	10.29%	13.27%	11.96%	10.22%	7.09%		8.94%	12.36%	11.60%	9.68%	13.18%
Net: Construction/Property	49	16	16	16	13	12	7	15	7	9		27	11	11	39	10
	8.10%	8.10%	8.10%	8.10%	9.67%	8.59%	5.44%	6.15%	7.10%	10.14%		7.97%	8.34%	8.18%	7.89%	9.07%
Net: Motor trades/ Wholesale/Retail/Transport & storage (inc. postal)/Accommodation & food services	154	52	51	51	34	39	30	48	18	34		92	31	31	122	32
	25.60%	25.60%	25.60%	25.60%	25.45%	26.68%	22.28%	20.33%	17.72%	38.04%		27.60%	22.82%	23.42%	24.64%	30.11%
										dfgh						

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

Jobs Outlook - Combined

D3. What industry sector does your organisation work in?

Base: All respondents

		WAVE			REGION						SIZE			SECTOR	
			September 2016	October 2016			South excluding London	South including London							
	Total	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	202	200	200	140	147	135	223	88	92	330	142	130	493	109
Weighted Total	602	202	200	200	132	145	135	236	101	89	334	136	132	496	106
	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Net: Information & communication/ Finance & insurance/Business administration and support services	95 15.80%	32 15.80%	32 15.80%	32 15.80%	17 13.05%	21 14.48%	29 21.33%	52 22.13%	23 23.21%	5 5.25%	64 19.14%	21 15.44%	10 7.76%	83 16.81%	12 11.06%
					i	i	i	di	di		l				
Net: Professional, scientific & technical	51 8.50%	17 8.50%	17 8.50%	17 8.50%	10 7.65%	10 7.02%	9 6.68%	23 9.63%	14 13.55%	8 9.18%	27 8.24%	13 9.53%	11 8.10%	40 8.00%	12 10.85%
Net: Public administration and defence/ Education/Health	157 26.10%	53 26.10%	52 26.10%	52 26.10%	38 29.11%	40 27.59%	35 25.82%	56 23.81%	21 21.13%	23 25.28%	76 22.76%	36 26.59%	45 34.03%	135 27.18%	22 21.06%
													j		
Net: Arts, entertainment, recreation and other services/Other	34 5.60%	11 5.60%	11 5.60%	11 5.60%	7 5.57%	8 5.36%	7 5.17%	14 5.99%	7 7.07%	4 5.01%	18 5.35%	7 4.93%	9 6.92%	29 5.80%	5 4.66%

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

Jobs Outlook - Combined

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

Base: All respondents

		WAVE			REGION						SIZE			SECTOR	
	Total	August 2016	September 2016	October 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	202	200	200	140	147	135	223	88	92	330	142	130	493	109
Weighted Total	602	202	200	200	132	145	135	236	101	89	334	136	132	496	106
	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
None – we would have to take on new staff	207	74	66	68	50	48	52	87	35	23	124	38	46	168	40
	34.46%	36.51%	32.82%	34.02%	37.74%	32.78%	38.59%	36.72%	34.23%	26.33%	37.08%	28.01%	34.48%	33.84%	37.35%
A little – we might have to take on staff if demand grew this year	272	90	94	88	53	67	60	99	39	53	142	63	67	225	48
	45.26%	44.77%	47.07%	43.96%	40.24%	46.23%	44.25%	41.93%	38.82%	59.97% defgh	42.64%	46.41%	50.69%	45.34%	44.89%
A fair amount – we could take on a lot more work now	99	30	35	34	26	25	16	38	22	11	53	31	16	82	17
	16.52%	15.09%	17.62%	16.86%	19.91%	17.06%	12.02%	16.08%	21.48%	11.81%	15.76%	22.68% i	12.10%	16.62%	16.07%
Considerable – we have a great deal of spare capacity	23	7	5	10	3	6	7	12	6	2	15	4	4	21	2
	3.76%	3.63%	2.49%	5.16%	2.10%	3.93%	5.13%	5.28%	5.47%	1.89%	4.52%	2.90%	2.72%	4.20%	1.69%
NETS															
Net: None + A little	480	164	160	156	103	115	112	186	74	77	266	101	113	393	87
	79.72%	81.28%	79.89%	77.98%	77.99%	79.01%	82.84%	78.65%	73.05%	86.30% h	79.72%	74.42%	85.18% k	79.18%	82.24%

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

Jobs Outlook - Combined

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

Base: All respondents

		WAVE			REGION						SIZE			SECTOR	
			September 2016	October 2016			South excluding London	South including London							
	Total	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	202	200	200	140	147	135	223	88	92	330	142	130	493	109
Weighted Total	602	202	200	200	132	145	135	236	101	89	334	136	132	496	106
	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Redundancies	96	43	33	21	20	22	18	35	18	18	20	26	50	75	21
	15.92%	21.11%	16.32%	10.29%	15.11%	15.49%	13.13%	14.98%	17.45%	20.33%	6.02%	19.00%	37.70%	15.04%	20.04%
		c										j	jk		
Reduced hours	73	31	21	20	18	18	19	29	10	8	28	18	27	64	9
	12.06%	15.58%	10.49%	10.08%	13.69%	12.29%	14.21%	12.26%	9.65%	8.76%	8.26%	12.94%	20.73%	12.82%	8.49%
												j			
Reduced pay / earnings	34	10	13	11	6	10	8	14	6	4	11	5	18	29	6
	5.71%	4.85%	6.71%	5.59%	4.67%	6.59%	6.15%	6.01%	5.83%	5.03%	3.28%	4.02%	13.59%	5.78%	5.39%
												jk			
Headcount freeze	69	26	23	20	14	16	14	28	14	11	20	19	30	54	15
	11.53%	13.10%	11.35%	10.13%	10.86%	11.04%	10.08%	11.81%	14.12%	12.58%	6.00%	14.18%	22.74%	10.95%	14.27%
												j	j		
Increased staffing	293	91	103	99	71	67	64	110	46	44	123	86	84	243	50
	48.66%	45.16%	51.37%	49.49%	53.93%	46.30%	47.73%	46.72%	45.38%	49.84%	36.85%	63.21%	63.46%	49.00%	47.06%
												j	j		
Increased pay/ earnings	303	90	114	99	70	77	73	115	42	42	142	82	79	255	49
	50.38%	44.75%	56.81%	49.64%	53.09%	52.96%	53.92%	48.63%	41.57%	46.80%	42.59%	60.54%	59.55%	51.34%	45.88%
			a									j	j		
None of the above	166	69	40	56	27	44	39	69	30	25	140	13	13	139	26
	27.52%	34.20%	20.10%	28.21%	20.40%	30.47%	28.92%	29.30%	29.80%	28.58%	41.94%	9.47%	9.78%	28.09%	24.89%
		b									kl				

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

Jobs Outlook - Combined

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

Base: All respondents

		WAVE				REGION						SIZE			SECTOR	
		Total	August 2016	September 2016	October 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	202	200	200	140	147	135	223	88	92	330	142	130	493	109
Weighted Total		602	202	200	200	132	145	135	236	101	89	334	136	132	496	106
		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
A lot better	(5)	25 4.14%	5 2.43%	10 5.08%	10 4.91%	5 4.05%	5 3.31%	6 4.18%	9 3.84%	3 3.38%	6 6.40%	10 2.93%	6 4.54%	9 6.76%	17 3.52%	7 7.02%
A little better	(4)	138 22.91%	44 21.55%	53 26.50%	41 20.68%	32 24.56%	26 18.17%	33 24.33%	58 24.52%	25 24.77%	21 23.90%	69 20.61%	34 24.78%	35 26.78%	109 21.90%	29 27.63%
No change	(3)	205 34.08%	63 31.18%	70 34.95%	72 36.14%	47 35.66%	50 34.15%	43 31.75%	76 32.18%	33 32.75%	33 36.66%	120 36.03%	54 39.49%	31 23.60%	168 33.96%	37 34.64%
												l	l			
A little worse	(2)	131 21.70%	46 22.74%	37 18.69%	47 23.67%	22 16.87%	40 27.30%	30 22.57%	53 22.43%	22 22.24%	16 17.84%	79 23.55%	23 16.98%	29 21.91%	111 22.36%	20 18.62%
							d									
A lot worse	(1)	59 9.74%	22 10.94%	13 6.44%	24 11.82%	10 7.48%	12 8.08%	13 9.39%	27 11.49%	14 14.29%	10 11.13%	41 12.32%	10 7.20%	8 5.84%	54 10.91%	5 4.28%
												l			n	
Don't know		45 7.43%	23 11.16%	17 8.33%	6 2.78%	15 11.39%	13 8.98%	10 7.78%	13 5.55%	3 2.58%	4 4.07%	15 4.57%	10 7.01%	20 15.10%	36 7.35%	8 7.82%
			c	c		gh								jk		
NETS																
Net: Better		163 27.04%	48 23.99%	63 31.58%	51 25.59%	38 28.60%	31 21.48%	38 28.51%	67 28.36%	28 28.15%	27 30.30%	78 23.53%	40 29.31%	44 33.55%	126 25.42%	37 34.65%
												j				
Net: Better/ No change		368 61.12%	111 55.17%	133 66.53%	123 61.73%	85 64.26%	81 55.63%	81 60.26%	143 60.53%	62 60.90%	60 66.96%	199 59.56%	94 68.81%	76 57.15%	295 59.38%	73 69.29%
				a								l				
Net: Worse		189 31.44%	68 33.68%	50 25.14%	71 35.49%	32 24.35%	51 35.38%	43 31.96%	80 33.92%	37 36.52%	26 28.97%	120 35.87%	33 24.18%	37 27.75%	165 33.27%	24 22.89%
				b		d			d			k			n	
Mean score		2.9	2.8	3.1 ac	2.8	3.0	2.8	2.9	2.9	2.8	3.0	2.8	3.0 j	3.1 j	2.8	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	August 2016	September 2016	October 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	202	200	200	140	147	135	223	88	92	330	142	130	493	109
Weighted Total		602	202	200	200	132	145	135	236	101	89	334	136	132	496	106
		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
A lot better	(5)	32 5.35%	7 3.44%	15 7.56%	10 5.06%	9 6.87%	6 3.83%	6 4.19%	12 4.97%	6 6.01%	6 6.56%	16 4.91%	7 5.40%	8 6.39%	28 5.59%	4 4.19%
A little better	(4)	168 27.99%	52 25.52%	66 32.83%	51 25.63%	36 27.41%	35 24.02%	39 28.91%	67 28.33%	28 27.54%	31 34.39%	91 27.41%	41 30.23%	36 27.13%	140 28.30%	28 26.52%
No change	(3)	213 35.45%	64 31.60%	59 29.52%	91 45.27% ab	45 33.92%	56 38.44%	48 35.92%	85 36.07%	37 36.26%	28 31.23%	127 37.96% l	52 38.27% l	35 26.23%	174 35.06%	39 37.27%
A little worse	(2)	88 14.55%	33 16.26%	31 15.38%	24 12.00%	18 13.88%	26 18.17%	19 13.82%	32 13.53%	13 13.15%	11 12.36%	47 14.01%	20 14.65%	21 15.83%	72 14.46%	16 15.00%
A lot worse	(1)	33 5.46%	17 8.22%	8 4.10%	8 4.03%	4 3.31%	8 5.68%	12 8.76%	17 7.12%	5 4.94%	3 3.88%	23 6.94% k	3 1.93%	7 5.35%	29 5.88%	4 3.51%
Don't know		67 11.20%	30 14.96% c	21 10.61%	16 8.01%	19 14.61%	14 9.86%	11 8.41%	24 9.98%	12 12.09%	10 11.58%	29 8.77%	13 9.52%	25 19.06% jk	53 10.71%	14 13.51%
NETS																
Net: Better		201 33.33%	59 28.96%	81 40.39% ac	61 30.69%	45 34.28%	40 27.85%	45 33.10%	79 33.30%	34 33.55%	36 40.95% e	108 32.32%	49 35.63%	44 33.52%	168 33.89%	33 30.71%
Net: Better/ No change		414 68.78%	122 60.57%	140 69.91% a	152 75.96% a	90 68.20%	96 66.29%	93 69.02%	164 69.36%	71 69.82%	64 72.18%	234 70.28% l	101 73.90% l	79 59.75%	342 68.96%	72 67.98%
Net: Worse		120 20.01%	49 24.48% c	39 19.48%	32 16.03%	23 17.19%	35 23.85%	30 22.57%	49 20.65%	18 18.09%	14 16.24%	70 20.95%	23 16.58%	28 21.18%	101 20.33%	20 18.51%
Mean score		3.1	3.0	3.3 a	3.2	3.2	3.0	3.1	3.1	3.2	3.3 e	3.1	3.2	3.2	3.1	3.1

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

Jobs Outlook - Combined

Q5_SUM. In which of the following ways, if any, does your organisation recruit permanent members of staff and temporary or contract workers?

SUMMARY TABLE

Base: All respondents

	Permanent members of staff	Temporary or contract workers
Unweighted Total	602	602
Weighted Total	602 100.00%	602 100.00%
Advertise externally in newspapers/trade/ professional press	201 33.35%	94 15.66%
Recruitment agencies/ Search firms	217 36.05%	114 18.96%
Online job boards (e.g. Monster)	221 36.71%	105 17.44%
Internal Referrals	284 47.17%	158 26.28%
Talent pools and staff banks	62 10.27%	35 5.73%
Advertise on our own website	285 47.37%	150 24.95%
Social media and professional networking sites (e.g. Linked In)	252 41.85%	125 20.80%
Former employees and word of mouth	335 55.66%	185 30.79%
Jobcentre Plus / Universal Jobmatch	169 28.08%	72 12.00%
People approach us	258 42.88%	144 23.85%
Other	16 2.74%	7 1.20%
We have never recruited any of this kind of staff	117 19.44%	303 50.37%

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	490	298
Weighted Total	485	299
	100.00%	100.00%
Advertise externally in newspapers/trade/ professional press	201	94
	41.39%	31.55%
Recruitment agencies/ Search firms	217	114
	44.74%	38.20%
Online job boards (e.g. Monster)	221	105
	45.57%	35.14%
Internal Referrals	284	158
	58.54%	52.94%
Talent pools and staff banks	62	35
	12.75%	11.56%
Advertise on our own website	285	150
	58.80%	50.28%
Social media and professional networking sites (e.g. Linked In)	252	125
	51.95%	41.91%
Former employees and word of mouth	335	185
	69.09%	62.04%
Jobcentre Plus / Universal Jobmatch	169	72
	34.85%	24.17%
People approach us	258	144
	53.23%	48.06%
Other	16	7
	3.40%	2.42%

Jobs Outlook - Combined

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

Permanent members of staff

Base: All respondents

	WAVE				REGION						SIZE			SECTOR	
	Total	August 2016	September 2016	October 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	202	200	200	140	147	135	223	88	92	330	142	130	493	109
Weighted Total	602	202	200	200	132	145	135	236	101	89	334	136	132	496	106
	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Former employees and word of mouth	335 55.66%	112 55.25%	111 55.54%	112 56.20%	82 61.99%	84 58.19%	70 52.23%	126 53.27%	55 54.65%	43 48.53%	159 47.81%	92 67.39%	84 63.39%	267 53.83%	68 64.26%
					i							j	j		m
Advertise on our own website	285 47.37%	107 52.75%	97 48.40%	82 40.91%	62 47.18%	72 49.96%	63 46.65%	106 44.79%	43 42.32%	45 50.29%	86 25.83%	89 65.17%	110 83.37%	233 46.89%	53 49.65%
		c										j	jk		
Internal Referrals	284 47.17%	93 46.02%	101 50.31%	90 45.18%	62 46.99%	69 47.32%	69 50.86%	116 49.30%	48 47.22%	37 41.53%	103 30.91%	92 67.77%	89 66.92%	233 46.98%	51 48.02%
												j	j		
People approach us	258 42.88%	90 44.44%	85 42.30%	84 41.90%	61 46.38%	57 39.17%	60 44.60%	104 44.03%	44 43.26%	36 40.72%	110 33.02%	74 54.02%	74 56.29%	206 41.49%	52 49.42%
												j	j		
Social media and professional networking sites (e.g. Linked In)	252 41.85%	91 45.20%	86 42.77%	75 37.56%	51 38.42%	56 38.58%	59 44.09%	104 44.16%	45 44.25%	41 46.16%	96 28.77%	68 49.91%	88 66.55%	211 42.53%	41 38.69%
												j	jk		
Online job boards (e.g. Monster)	221 36.71%	82 40.47%	72 36.06%	67 33.56%	49 37.12%	63 43.50%	42 31.39%	77 32.84%	35 34.77%	31 35.31%	74 22.28%	58 42.70%	89 66.92%	183 36.97%	38 35.49%
						fg						j	jk		
Recruitment agencies/ Search firms	217 36.05%	67 33.21%	79 39.45%	71 35.51%	44 33.06%	52 36.07%	53 39.51%	99 41.97%	46 45.26%	22 24.72%	70 20.94%	72 52.88%	75 56.79%	179 36.07%	38 35.96%
							i	i	i			j	j		
Advertise externally in newspapers/ trade/ professional press	201 33.35%	66 32.44%	66 33.05%	69 34.56%	43 32.60%	57 39.59%	49 35.99%	66 28.14%	18 17.67%	34 38.07%	75 22.42%	62 45.84%	64 48.02%	162 32.59%	39 36.87%
					h	gh	h			h		j	j		
Jobcentre Plus / Universal Jobmatch	169 28.08%	62 30.47%	53 26.41%	55 27.33%	45 34.02%	44 30.44%	35 26.16%	51 21.50%	15 15.27%	29 32.87%	68 20.42%	46 33.96%	55 41.33%	140 28.30%	29 27.03%
					gh	h				gh		j	j		

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

Jobs Outlook - Combined

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

Permanent members of staff

Base: All respondents

		WAVE			REGION						SIZE			SECTOR	
			September 2016				South excluding London	South including London							
	Total	August 2016		October 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	202	200	200	140	147	135	223	88	92	330	142	130	493	109
Weighted Total	602	202	200	200	132	145	135	236	101	89	334	136	132	496	106
	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Talent pools and staff banks	62	23	25	13	11	16	17	28	11	7	11	18	33	51	11
	10.27%	11.59%	12.73%	6.48%	8.37%	11.26%	12.59%	11.79%	10.72%	7.45%	3.43%	13.00%	24.71%	10.32%	10.04%
			c									j	jk		
Other	16	3	5	8	8	2	5	6	1	1	13	4	-	15	1
	2.74%	1.70%	2.34%	4.19%	6.03%	1.24%	3.59%	2.53%	1.13%	.86%	3.86%	2.67%	-	3.12%	.94%
					ei						l				
We have never recruited any of this kind of staff	117	39	41	37	19	25	28	55	27	18	96	10	11	97	20
	19.44%	19.53%	20.32%	18.46%	14.28%	17.05%	20.77%	23.29%	26.65%	20.74%	28.80%	7.41%	8.23%	19.50%	19.15%
							d	d			kl				

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

Jobs Outlook - Combined

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

Temporary or contract workers

Base: All respondents

	WAVE				REGION						SIZE			SECTOR	
	Total	August 2016	September 2016	October 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	202	200	200	140	147	135	223	88	92	330	142	130	493	109
Weighted Total	602	202	200	200	132	145	135	236	101	89	334	136	132	496	106
	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Former employees and word of mouth	185 30.79%	56 27.65%	55 27.39%	75 37.36% ab	47 35.55%	43 29.63%	43 32.19%	68 28.70%	24 24.04%	28 31.19%	89 26.63%	52 37.91% j	45 33.96%	142 28.71%	43 40.55% m
Internal Referrals	158 26.28%	41 20.36%	58 28.89% a	59 29.63% a	34 25.46%	36 25.05%	42 31.06%	63 26.82%	21 21.16%	25 28.04%	58 17.49%	53 38.72% j	47 35.60% j	122 24.60%	36 34.13% m
Advertise on our own website	150 24.95%	53 26.42%	51 25.28%	46 23.14%	41 31.40% h	33 23.06%	33 24.53%	53 22.34%	20 19.43%	23 25.41%	45 13.51%	45 32.73% j	61 45.80% jk	123 24.89%	27 25.23%
People approach us	144 23.85%	46 22.76%	43 21.34%	55 27.47%	37 28.17%	33 22.61%	34 24.93%	52 22.17%	19 18.50%	21 23.95%	62 18.52%	42 31.18% j	39 29.76% j	113 22.73%	31 29.10%
Social media and professional networking sites (e.g. Linked In)	125 20.80%	40 19.79%	45 22.72%	40 19.90%	31 23.85%	22 15.11%	28 20.57%	49 20.82%	21 21.16%	23 25.50% e	49 14.81%	31 22.72% j	45 33.94% jk	107 21.61%	18 17.03%
Recruitment agencies/ Search firms	114 18.96%	40 19.91%	39 19.70%	35 17.26%	22 16.87%	24 16.32%	30 22.58%	51 21.76%	21 20.67%	17 18.93%	24 7.13%	48 35.24% j	42 32.00% j	89 17.95%	25 23.70%
Online job boards (e.g. Monster)	105 17.44%	40 19.60%	33 16.70%	32 15.99%	29 22.06% h	25 17.33%	22 16.02%	33 14.09%	12 11.53%	17 19.63%	34 10.22%	25 18.25% j	46 34.81% jk	86 17.38%	19 17.72%
Advertise externally in newspapers/ trade/ professional press	94 15.66%	26 13.02%	27 13.53%	41 20.45% a	25 18.77% g	26 17.60%	16 12.21%	26 11.21%	10 9.87%	18 19.69% g	37 11.15%	25 18.42% j	32 24.19% j	78 15.66%	17 15.67%
Jobcentre Plus / Universal Jobmatch	72 12.00%	26 12.85%	21 10.50%	25 12.63%	23 17.43% gh	15 10.20%	13 9.60%	16 6.97%	3 3.46%	18 20.22% efgh	23 6.88%	19 14.32% j	30 22.51% j	60 12.00%	13 11.97%

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

Jobs Outlook - Combined

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

Temporary or contract workers

Base: All respondents

	WAVE				REGION						SIZE			SECTOR	
	Total	August 2016	September 2016	October 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	202	200	200	140	147	135	223	88	92	330	142	130	493	109
Weighted Total	602	202	200	200	132	145	135	236	101	89	334	136	132	496	106
	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Talent pools and staff banks	35	11	16	7	11	5	11	15	4	3	6	11	18	31	4
	5.73%	5.64%	8.18%	3.39%	8.27%	3.63%	8.47%	6.37%	3.57%	3.74%	1.70%	7.96%	13.61%	6.19%	3.59%
			c									j	j		
Other	7	1	2	4	4	1	-	-	-	2	2	4	1	5	2
	1.20%	.45%	.94%	2.22%	3.22%	.63%	-	-	-	2.33%	.54%	3.29%	.71%	1.07%	1.84%
					fg					g		j			
We have never recruited any of this kind of staff	303	110	104	90	59	77	63	126	63	41	196	52	56	255	48
	50.37%	54.37%	51.84%	44.85%	44.84%	53.21%	46.46%	53.26%	62.32%	46.27%	58.71%	37.82%	42.25%	51.41%	45.47%
									dfi		kl				

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

Jobs Outlook - Combined

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

Permanent members of staff

Base: All who have recruited this type of staff before

	WAVE				REGION						SIZE			SECTOR	
	Total	August 2016	September 2016	October 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	490	162	163	165	121	122	106	171	65	76	239	131	120	402	88
Weighted Total	485	163	159	163	113	120	107	181	74	71	237	126	121	399	86
	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Former employees and word of mouth	335	112	111	112	82	84	70	126	55	43	159	92	84	267	68
	69.09%	68.67%	69.70%	68.92%	72.32%	70.15%	65.92%	69.44%	74.51%	61.22%	67.15%	72.78%	69.07%	66.86%	79.48% m
Advertise on our own website	285	107	97	82	62	72	63	106	43	45	86	89	110	233	53
	58.80%	65.56% c	60.75%	50.18%	55.04%	60.23%	58.88%	58.39%	57.70%	63.45%	36.27%	70.39% j	90.85% jk	58.25%	61.40%
Internal Referrals	284	93	101	90	62	69	69	116	48	37	103	92	89	233	51
	58.54%	57.19%	63.14%	55.40%	54.81%	57.05%	64.20%	64.27%	64.37%	52.39%	43.42%	73.19% j	72.92% j	58.36%	59.39%
People approach us	258	90	85	84	61	57	60	104	44	36	110	74	74	206	52
	53.23%	55.22%	53.08%	51.39%	54.11%	47.22%	56.30%	57.40%	58.98%	51.37%	46.37%	58.34% j	61.33% j	51.54%	61.12%
Social media and professional networking sites (e.g. Linked In)	252	91	86	75	51	56	59	104	45	41	96	68	88	211	41
	51.95%	56.17%	53.67%	46.06%	44.82%	46.51%	55.66%	57.57% d	60.33% d	58.24%	40.40%	53.90% j	72.51% jk	52.83%	47.86%
Online job boards (e.g. Monster)	221	82	72	67	49	63	42	77	35	31	74	58	89	183	38
	45.57%	50.30%	45.25%	41.16%	43.30%	52.44%	39.62%	42.81%	47.41%	44.55%	31.29%	46.11% j	72.91% jk	45.93%	43.89%
Recruitment agencies/ Search firms	217	67	79	71	44	52	53	99	46	22	70	72	75	179	38
	44.74%	41.27%	49.51%	43.55%	38.57%	43.48%	49.87% i	54.72% di	61.70% dei	31.19%	29.41%	57.11% j	61.88% j	44.80%	44.47%
Advertise externally in newspapers/ trade/ professional press	201	66	66	69	43	57	49	66	18	34	75	62	64	162	39
	41.39%	40.31%	41.47%	42.39%	38.03%	47.73% h	45.42% h	36.68%	24.09%	48.03% h	31.49%	49.50% j	52.32% j	40.49%	45.60%
Jobcentre Plus / Universal Jobmatch	169	62	53	55	45	44	35	51	15	29	68	46	55	140	29
	34.85%	37.87%	33.14%	33.52%	39.69% gh	36.70% h	33.02%	28.02%	20.82%	41.47% gh	28.68%	36.68%	45.04% j	35.16%	33.43%

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

Jobs Outlook - Combined

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

Permanent members of staff

Base: All who have recruited this type of staff before

		WAVE			REGION						SIZE			SECTOR	
	Total	August 2016	September 2016	October 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	490	162	163	165	121	122	106	171	65	76	239	131	120	402	88
Weighted Total	485	163	159	163	113	120	107	181	74	71	237	126	121	399	86
	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Talent pools and staff banks	62	23	25	13	11	16	17	28	11	7	11	18	33	51	11
	12.75%	14.41%	15.97%	7.94%	9.76%	13.57%	15.89%	15.37%	14.62%	9.40%	4.81%	14.04%	26.92%	12.82%	12.42%
			c									j	jk		
Other	16	3	5	8	8	2	5	6	1	1	13	4	-	15	1
	3.40%	2.11%	2.93%	5.14%	7.04%	1.50%	4.53%	3.30%	1.53%	1.08%	5.42%	2.88%	-	3.88%	1.17%
					e						l				

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

Jobs Outlook - Combined

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

Temporary or contract workers

Base: All who have recruited this type of staff before

	WAVE				REGION						SIZE			SECTOR	
	Total	August 2016	September 2016	October 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	298	92	95	111	76	68	70	103	33	51	135	89	74	238	60
Weighted Total	299	92	96	110	73	68	72	110	38	48	138	85	76	241	58
	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Former employees and word of mouth	185 62.04%	56 60.60%	55 56.88%	75 67.75%	47 64.45%	43 63.33%	43 60.13%	68 61.39%	24 63.79%	28 58.04%	89 64.50%	52 60.97%	45 58.80%	142 59.08%	43 74.37% m
Internal Referrals	158 52.94%	41 44.63%	58 60.00% a	59 53.72%	34 46.15%	36 53.53%	42 58.02%	63 57.38%	21 56.16%	25 52.18%	58 42.37%	53 62.28% j	47 61.64% j	122 50.63%	36 62.60%
Advertise on our own website	150 50.28%	53 57.89% c	51 52.50%	46 41.97%	41 56.92%	33 49.29%	33 45.82%	53 47.80%	20 51.57%	23 47.29%	45 32.72%	45 52.63% j	61 79.32% jk	123 51.24%	27 46.26%
People approach us	144 48.06%	46 49.88%	43 44.31%	55 49.81%	37 51.06%	33 48.31%	34 46.56%	52 47.44%	19 49.09%	21 44.57%	62 44.85%	42 50.14%	39 51.53%	113 46.79%	31 53.36%
Social media and professional networking sites (e.g. Linked In)	125 41.91%	40 43.38%	45 47.19%	40 36.08%	31 43.24%	22 32.30%	28 38.43%	49 44.55%	21 56.15% e	23 47.47%	49 35.86%	31 36.54%	45 58.77% jk	107 44.47%	18 31.24%
Recruitment agencies/ Search firms	114 38.20%	40 43.65%	39 40.90%	35 31.29%	22 30.58%	24 34.89%	30 42.17%	51 46.55% d	21 54.84% d	17 35.23%	24 17.28%	48 56.68% j	42 55.42% j	89 36.94%	25 43.46%
Online job boards (e.g. Monster)	105 35.14%	40 42.95% c	33 34.69%	32 29.00%	29 40.00%	25 37.04%	22 29.92%	33 30.15%	12 30.59%	17 36.54%	34 24.74%	25 29.35%	46 60.28% jk	86 35.77%	19 32.49%
Advertise externally in newspapers/ trade/ professional press	94 31.55%	26 28.54%	27 28.10%	41 37.08%	25 34.03%	26 37.61%	16 22.81%	26 23.98%	10 26.19%	18 36.65%	37 27.00%	25 29.63%	32 41.89% j	78 32.22%	17 28.74%
Jobcentre Plus / Universal Jobmatch	72 24.17%	26 28.17%	21 21.80%	25 22.91%	23 31.59% gh	15 21.80%	13 17.93%	16 14.90%	3 9.18%	18 37.63% fgh	23 16.66%	19 23.03%	30 38.99% jk	60 24.71%	13 21.94%

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

Jobs Outlook - Combined

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

Temporary or contract workers

Base: All who have recruited this type of staff before

		WAVE			REGION						SIZE			SECTOR	
	Total	August 2016	September 2016	October 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	298	92	95	111	76	68	70	103	33	51	135	89	74	238	60
Weighted Total	299	92	96	110	73	68	72	110	38	48	138	85	76	241	58
	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Talent pools and staff banks	35	11	16	7	11	5	11	15	4	3	6	11	18	31	4
	11.56%	12.35%	16.99%	6.14%	14.99%	7.76%	15.81%	13.62%	9.46%	6.96%	4.12%	12.81%	23.57%	12.75%	6.58%
			c									j	j		
Other	7	1	2	4	4	1	-	-	-	2	2	4	1	5	2
	2.42%	1.00%	1.96%	4.02%	5.84%	1.35%	-	-	-	4.33%	1.32%	5.29%	1.24%	2.20%	3.37%
					fg					g					

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

Jobs Outlook - Combined

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

Base: All who use recruitment agencies

		WAVE				REGION						SIZE			SECTOR	
		Total	August 2016	September 2016	October 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		243	79	88	76	54	63	57	98	41	28	72	87	84	193	50
Weighted Total		239	77	86	76	50	58	56	105	49	26	72	83	84	191	48
		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Very satisfied	(5)	34 14.11%	7 9.73%	12 14.09%	14 18.50%	8 14.98%	4 7.26%	7 12.03%	20 18.83%	13 26.73%	2 8.65%	9 12.19%	12 14.08%	13 15.76%	29 15.24%	5 9.67%
									e	e						
Fairly satisfied	(4)	140 58.55%	43 56.72%	54 63.11%	42 55.25%	29 56.85%	37 62.84%	36 63.12%	58 54.96%	22 45.47%	17 66.79%	36 50.13%	51 61.62%	53 62.67%	111 58.18%	29 59.99%
Neither satisfied nor dissatisfied	(3)	39 16.12%	15 19.00%	14 15.74%	10 13.67%	10 19.38%	10 16.42%	7 13.17%	15 13.94%	7 14.84%	5 18.00%	13 17.97%	15 17.90%	11 12.81%	27 13.96%	12 24.64%
Fairly dissatisfied	(2)	14 6.00%	6 7.65%	2 2.12%	7 8.72%	3 5.44%	5 8.62%	3 5.08%	5 4.69%	2 4.23%	2 6.56%	6 9.06%	3 3.49%	5 5.88%	12 6.53%	2 3.94%
Very dissatisfied	(1)	6 2.32%	2 2.04%	1 1.21%	3 3.85%	2 3.36%	1 1.80%	2 3.25%	3 2.69%	1 2.03%	- -	5 6.56%	- -	1 1.01%	5 2.47%	1 1.76%
												k				
Don't know		7 2.89%	4 4.86%	3 3.72%	- -	- -	2 3.06%	2 3.35%	5 4.90%	3 6.70%	- -	3 4.08%	2 2.92%	2 1.87%	7 3.63%	- -
NETS																
Net: Satisfied		174 72.66%	51 66.45%	66 77.21%	56 73.75%	36 71.82%	41 70.11%	42 75.15%	77 73.79%	35 72.20%	19 75.44%	45 62.32%	63 75.70%	66 78.43%	140 73.42%	34 69.66%
												j				
Net: Dissatisfied		20 8.32%	7 9.69%	3 3.33%	10 12.57%	4 8.79%	6 10.41%	5 8.33%	8 7.38%	3 6.26%	2 6.56%	11 15.63%	3 3.49%	6 6.89%	17 8.99%	3 5.70%
					b							k				
Mean score		3.8	3.7	3.9	3.8	3.7	3.7	3.8	3.9	4.0	3.8	3.5	3.9	3.9	3.8	3.7
												j	j			

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

Jobs Outlook - Combined

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

Base: All who use recruitment agencies

		WAVE			REGION						SIZE			SECTOR		
		Total	August 2016	September 2016	October 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		243	79	88	76	54	63	57	98	41	28	72	87	84	193	50
Weighted Total		239	77	86	76	50	58	56	105	49	26	72	83	84	191	48
		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Very satisfied	(5)	43	10	17	16	11	9	10	18	8	5	12	16	15	37	6
		17.92%	13.09%	19.43%	21.07%	22.17%	15.78%	17.21%	17.06%	16.88%	17.99%	17.33%	19.02%	17.35%	19.22%	12.81%
Fairly satisfied	(4)	147	52	54	40	32	35	33	62	29	18	38	56	53	114	33
		61.44%	68.56%	62.72%	52.87%	63.94%	60.99%	58.16%	58.72%	59.38%	68.63%	53.17%	66.89%	63.09%	59.57%	68.81%
			c													
Neither satisfied nor dissatisfied	(3)	24	7	7	10	4	5	8	13	5	2	8	7	9	18	6
		9.95%	9.02%	7.93%	13.16%	8.76%	8.11%	14.45%	12.31%	9.83%	6.81%	11.60%	8.28%	10.20%	9.26%	12.68%
Fairly dissatisfied	(2)	11	2	3	6	-	4	3	5	2	2	5	3	3	9	2
		4.71%	2.68%	3.94%	7.60%	-	7.28%	5.28%	5.08%	4.85%	6.56%	7.16%	3.50%	3.82%	4.90%	3.94%
			d													
Very dissatisfied	(1)	4	2	1	1	3	1	1	1	-	-	3	1	1	4	1
		1.87%	3.20%	1.21%	1.28%	5.12%	1.80%	1.52%	.81%	-	-	3.82%	1.07%	1.01%	1.90%	1.76%
Don't know		10	3	4	3	-	4	2	6	4	-	5	1	4	10	-
		4.11%	3.46%	4.75%	4.02%	-	6.04%	3.38%	6.01%	9.06%	-	6.93%	1.24%	4.53%	5.15%	-
										d						
NETS																
Net: Satisfied		190	63	71	57	43	45	42	79	37	22	50	71	68	150	40
		79.36%	81.65%	82.15%	73.94%	86.11%	76.78%	75.37%	75.78%	76.26%	86.62%	70.50%	85.91%	80.44%	78.79%	81.62%
												j				
Net: Dissatisfied		16	4	4	7	3	5	4	6	2	2	8	4	4	13	3
		6.58%	5.87%	5.16%	8.88%	5.12%	9.07%	6.80%	5.90%	4.85%	6.56%	10.97%	4.57%	4.83%	6.80%	5.70%
Mean score		3.9	3.9	4.0	3.9	4.0	3.9	3.9	3.9	4.0	4.0	3.8	4.0	4.0	3.9	3.9

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

Jobs Outlook - Combined

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

Permanent members of staff

Base: All who recruit permanent members of staff

		WAVE			REGION						SIZE			SECTOR	
	Total	August 2016	September 2016	October 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	490	162	163	165	121	122	106	171	65	76	239	131	120	402	88
Weighted Total	485	163	159	163	113	120	107	181	74	71	237	126	121	399	86
	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Accounting and financial services	223 45.95%	75 46.10%	77 48.11%	71 43.69%	49 43.12%	59 49.16%	47 43.66%	82 45.12%	35 47.23%	33 47.13%	60 25.31%	78 62.05%	85 69.61%	177 44.21%	46 54.07%
												j	j		
Construction	64 13.11%	24 14.61%	23 14.54%	17 10.22%	16 14.55%	13 10.95%	11 10.07%	24 13.25%	13 17.82%	10 14.16%	32 13.27%	14 10.93%	18 15.07%	50 12.54%	14 15.80%
Drivers	90 18.58%	36 22.14%	33 20.79%	21 12.87%	20 17.43%	25 20.87%	19 17.67%	29 16.29%	11 14.31%	16 22.36%	25 10.46%	24 18.80%	42 34.23%	70 17.52%	20 23.52%
		c										j	jk		
Education	54 11.10%	20 12.04%	20 12.62%	14 8.68%	17 14.69%	15 12.28%	10 8.99%	15 8.16%	5 6.95%	8 10.89%	18 7.72%	15 11.97%	20 16.81%	44 10.96%	10 11.73%
													j		
Engineering & technical	163 33.62%	64 39.13%	57 35.85%	42 25.96%	30 26.48%	46 38.46%	39 36.68%	63 34.97%	24 32.49%	24 33.38%	56 23.38%	49 38.92%	58 48.15%	125 31.21%	38 44.89%
		c				d						j	j	m	
Executive recruitment / interim management	153 31.56%	47 29.02%	57 35.59%	49 30.15%	27 24.23%	40 33.63%	38 35.41%	63 34.72%	25 33.72%	22 31.67%	31 12.86%	48 38.26%	74 61.17%	119 29.91%	34 39.25%
												j	jk		
Health & social care	85 17.43%	25 15.43%	32 19.99%	28 16.92%	20 18.01%	23 19.44%	20 19.01%	28 15.59%	8 10.65%	13 17.80%	28 11.60%	22 17.52%	35 28.74%	69 17.34%	15 17.84%
													jk		
Hospitality	77 15.98%	23 14.12%	38 23.82%	17 10.17%	13 11.31%	22 18.18%	19 17.81%	29 15.89%	10 13.12%	14 19.93%	23 9.84%	20 15.58%	34 28.39%	64 16.03%	13 15.72%
			ac										jk		
Industrial	76 15.74%	26 15.82%	26 16.13%	25 15.28%	21 18.22%	20 16.70%	10 9.82%	18 9.86%	7 9.90%	18 25.20%	25 10.65%	21 16.99%	30 24.40%	55 13.71%	22 25.17%
					g					fgh			j		m
Legal & HR	150 30.86%	54 33.21%	52 32.82%	43 26.60%	29 26.04%	35 28.87%	30 28.17%	59 32.63%	29 39.05%	26 37.41%	20 8.21%	56 44.22%	74 61.27%	119 29.79%	31 35.85%
												j	jk		
Life sciences	25 5.10%	10 6.27%	7 4.63%	7 4.41%	4 3.76%	4 3.11%	4 3.93%	9 5.20%	5 7.03%	7 10.40%	4 1.56%	6 4.91%	15 12.24%	21 5.14%	4 4.94%
									e				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	
	Total	August 2016	September 2016	October 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	490	162	163	165	121	122	106	171	65	76	239	131	120	402	88
Weighted Total	485	163	159	163	113	120	107	181	74	71	237	126	121	399	86
	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Marketing, media & creative	163	55	56	52	29	45	43	67	23	22	43	55	65	128	35
	33.54%	33.67%	34.85%	32.12%	25.54%	37.35%	40.60%	36.85%	31.46%	31.33%	18.31%	43.28%	53.20%	32.09%	40.28%
						d	d	d				j	j		
Office professionals	252	79	89	84	57	63	52	97	44	35	75	77	99	202	50
	51.92%	48.57%	55.64%	51.62%	50.37%	52.64%	48.82%	53.35%	59.87%	49.51%	31.73%	61.31%	81.65%	50.61%	58.03%
												j	jk		
Sales & retail	156	46	59	51	27	45	47	62	15	23	59	46	52	127	30
	32.26%	28.45%	36.88%	31.56%	23.75%	37.08%	43.96%	34.28%	20.34%	32.51%	24.93%	36.10%	42.61%	31.71%	34.82%
						dh	dh	h				j	j		
Technology	152	52	57	43	26	42	34	59	25	25	38	50	64	121	31
	31.25%	32.17%	35.55%	26.15%	22.92%	34.83%	31.83%	32.52%	33.52%	35.23%	15.87%	39.37%	52.92%	30.27%	35.85%
						d						j	jk		
None	30	12	10	8	10	5	7	11	4	4	27	1	2	25	5
	6.16%	7.33%	6.08%	5.07%	8.57%	3.93%	6.13%	6.05%	5.93%	6.37%	11.34%	.69%	1.70%	6.33%	5.33%
											kl				

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

Jobs Outlook - Combined

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

Temporary agency workers

Base: All who recruit temporary agency workers

		WAVE			REGION						SIZE			SECTOR	
	Total	August 2016	September 2016	October 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	119	42	42	35	25	27	32	49	17	18	24	51	44	92	27
Weighted Total	114	40	39	35	22	24	30	51	21	17	24	48	42	89	25
	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Accounting and financial services	44	20	14	11	10	9	11	16	5	8	5	19	20	34	9
	38.29%	48.75%	34.44%	30.50%	46.83%	37.56%	37.67%	31.45%	22.40%	48.88%	19.07%	39.04%	48.24%	38.64%	37.07%
Construction	6	4	2	-	2	2	1	1	-	1	-	2	4	2	4
	5.41%	10.20%	5.25%	-	7.94%	7.33%	4.61%	2.73%	-	7.51%	-	5.03%	8.87%	2.27%	16.53%
Drivers	21	9	8	4	4	5	7	8	1	4	2	8	11	14	7
	18.20%	21.31%	20.80%	11.63%	16.39%	21.60%	22.61%	15.55%	5.26%	23.91%	6.97%	16.53%	26.41%	15.94%	26.25%
Education	11	5	5	2	5	2	1	3	1	1	-	5	6	7	5
	9.93%	11.35%	12.45%	5.39%	23.96%	7.52%	4.61%	5.42%	6.60%	8.56%	-	10.40%	14.97%	7.49%	18.58%
Engineering & technical	26	9	9	8	7	4	10	12	2	2	1	11	14	15	11
	23.12%	23.54%	23.81%	21.85%	33.70%	18.63%	31.62%	23.51%	11.69%	14.31%	6.17%	22.58%	33.26%	17.22%	44.05%
Executive recruitment / interim management	23	10	8	6	5	4	6	9	2	5	-	7	16	14	9
	20.13%	24.34%	19.25%	16.24%	23.64%	15.78%	20.48%	16.97%	11.85%	31.27%	-	14.10%	38.29%	15.80%	35.50%
													k		
Health & social care	9	4	3	2	2	3	2	4	1	1	1	3	5	6	4
	8.23%	10.73%	8.00%	5.57%	7.60%	11.21%	7.82%	7.32%	6.60%	7.61%	4.12%	6.68%	12.29%	6.32%	14.98%
Hospitality	15	7	6	2	3	5	3	6	2	1	2	2	11	11	5
	13.54%	17.44%	16.01%	6.17%	15.22%	20.69%	10.64%	11.15%	11.88%	8.56%	7.09%	4.88%	26.97%	12.05%	18.82%
													k		
Industrial	27	7	10	10	8	5	8	9	1	5	1	12	13	18	9
	23.42%	16.72%	26.42%	27.80%	34.53%	21.62%	25.44%	17.22%	5.26%	30.16%	4.13%	25.78%	31.57%	20.40%	34.11%
Legal & HR	33	12	14	6	9	7	6	12	6	5	2	14	17	24	9
	28.86%	29.99%	36.51%	18.82%	42.68%	28.69%	18.38%	23.48%	30.92%	27.25%	8.00%	28.85%	40.60%	27.11%	35.10%
Life sciences	7	2	2	3	2	1	4	4	-	1	-	2	5	6	1
	6.24%	6.21%	4.50%	8.26%	7.60%	4.32%	11.51%	6.83%	-	5.35%	-	4.06%	12.21%	6.42%	5.58%
Marketing, media & creative	29	13	9	7	7	5	8	11	3	5	2	12	15	22	6
	25.00%	31.92%	22.81%	19.44%	29.53%	22.45%	26.02%	21.91%	15.91%	32.05%	7.33%	24.28%	35.75%	25.21%	24.27%
Office professionals	54	18	19	17	13	10	13	24	11	8	9	23	22	43	11
	47.57%	45.03%	48.65%	49.29%	56.21%	41.94%	43.24%	46.99%	52.46%	45.82%	37.26%	48.53%	52.27%	48.59%	43.94%

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	October 2016			South excluding London	South including London							
	Total	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	119	42	42	35	25	27	32	49	17	18	24	51	44	92	27
Weighted Total	114	40	39	35	22	24	30	51	21	17	24	48	42	89	25
	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Sales & retail	20	9	7	4	7	4	5	6	1	4	2	8	10	17	3
	17.30%	21.78%	17.73%	11.58%	30.09%	15.26%	15.08%	11.08%	5.26%	22.19%	8.26%	15.95%	23.90%	19.20%	10.56%
Technology	29	11	9	9	8	4	8	10	2	6	1	12	16	23	5
	24.97%	26.52%	23.58%	24.76%	35.47%	16.27%	26.06%	20.10%	11.42%	38.17%	3.21%	25.30%	36.82%	25.85%	21.86%
None	17	5	6	6	1	5	5	9	4	2	8	4	5	13	4
	14.67%	12.44%	15.24%	16.63%	5.00%	19.74%	17.93%	18.17%	18.51%	9.68%	31.73%	8.36%	12.25%	14.29%	16.04%

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	223 100.00%	2 .89%	35 15.73%	169 75.62%	5 2.32%	1 .46%	11 4.98%	37 16.62%	6 2.78%	206 92.23%	3.2
Construction	64 100.00%	1 2.31%	18 27.86%	39 61.14%	3 4.39%	2 2.78%	1 1.52%	19 30.17%	5 7.18%	58 91.31%	3.2
Drivers	90 100.00%	1 .87%	24 26.92%	59 65.82%	3 2.94%	- -	3 3.45%	25 27.79%	3 2.94%	84 93.61%	3.3
Education	54 100.00%	- -	9 16.85%	37 69.24%	1 2.56%	- -	6 11.35%	9 16.85%	1 2.56%	46 86.09%	3.2
Engineering & technical	163 100.00%	8 4.80%	44 27.18%	99 60.81%	4 2.30%	- -	8 4.91%	52 31.98%	4 2.30%	151 92.79%	3.4
Executive recruitment / interim management	153 100.00%	- -	23 14.91%	115 75.21%	4 2.60%	- -	11 7.29%	23 14.91%	4 2.60%	138 90.12%	3.1
Health & social care	85 100.00%	3 3.29%	21 25.26%	48 56.71%	4 4.38%	1 1.16%	8 9.21%	24 28.55%	5 5.53%	72 85.26%	3.3
Hospitality	77 100.00%	1 .91%	23 30.11%	45 57.97%	3 3.87%	4 4.58%	2 2.57%	24 31.02%	7 8.45%	69 88.99%	3.2
Industrial	76 100.00%	2 2.56%	26 33.63%	46 60.64%	1 1.16%	1 .74%	1 1.26%	28 36.20%	1 1.90%	74 96.84%	3.4
Legal & HR	150 100.00%	- -	12 7.96%	121 80.65%	4 2.83%	- -	13 8.56%	12 7.96%	4 2.83%	133 88.61%	3.1
Life sciences	25 100.00%	- -	4 16.65%	16 64.03%	- -	- -	5 19.32%	4 16.65%	- -	20 80.68%	3.2
Marketing, media & creative	163 100.00%	- -	37 22.94%	113 69.27%	1 .67%	- -	12 7.12%	37 22.94%	1 .67%	150 92.21%	3.2
Office professionals	252 100.00%	4 1.50%	39 15.55%	188 74.51%	7 2.94%	- -	14 5.50%	43 17.05%	7 2.94%	231 91.57%	3.2
Sales & retail	156 100.00%	6 3.70%	37 23.76%	106 67.92%	3 2.02%	- -	4 2.59%	43 27.47%	3 2.02%	149 95.39%	3.3
Technology	152 100.00%	5 3.39%	30 20.01%	106 70.03%	2 1.29%	- -	8 5.28%	35 23.39%	2 1.29%	142 93.42%	3.3
Average (response based including bases)	1882 100.00%	32 1.71%	384 20.38%	1307 69.44%	45 2.40%	8 .42%	106 5.65%	416 22.10%	53 2.82%	1723 91.53%	3.2

Jobs Outlook - Combined

Q10_SUM. Average across all sectors (response based)

SUMMARY TABLE

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

		WAVE				REGION					SIZE			SECTOR		
		Total	August 2016	September 2016	October 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		1909	628	706	575	423	514	416	653	237	319	535	604	770	1503	406
Weighted Total		1882	635	682	565	385	498	424	704	280	296	536	580	766	1490	392
		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Increase greatly	(5)	32	13	7	12	5	8	10	15	6	3	9	9	14	26	7
		1.71%	2.04%	1.00%	2.20%	1.39%	1.64%	2.26%	2.17%	2.02%	1.18%	1.69%	1.57%	1.84%	1.72%	1.69%
Increase slightly	(4)	384	110	165	109	79	85	96	157	61	63	111	132	141	309	75
		20.38%	17.32%	24.20%	19.22%	20.43%	17.01%	22.75%	22.34%	21.74%	21.33%	20.66%	22.74%	18.41%	20.73%	19.07%
				ac				e	e				l			
Stay same	(3)	1307	424	467	416	270	370	281	459	179	207	395	391	521	1040	266
		69.44%	66.79%	68.49%	73.56%	70.17%	74.39%	66.28%	65.30%	63.81%	70.00%	73.68%	67.41%	68.01%	69.83%	67.93%
				ab			fgh					kl				
Decrease slightly	(2)	45	30	10	6	4	7	19	32	13	2	13	10	22	29	16
		2.40%	4.65%	1.48%	.98%	1.10%	1.43%	4.38%	4.53%	4.76%	.66%	2.47%	1.77%	2.83%	1.97%	4.05%
				bc				dei	dei	dei					m	
Decrease greatly	(1)	8	3	3	1	1	4	1	2	1	1	3	5	-	4	4
		.42%	.53%	.51%	.18%	.19%	.73%	.24%	.34%	.49%	.37%	.54%	.86%	-	.25%	1.05%
												l	l		m	
Don't know		106	55	29	22	26	24	17	37	20	19	5	33	68	82	24
		5.65%	8.67%	4.31%	3.86%	6.71%	4.80%	4.09%	5.32%	7.17%	6.46%	.96%	5.65%	8.93%	5.50%	6.21%
			bc										j	jk		
NETS																
Net: Increase		416	123	172	121	84	93	106	172	67	67	120	141	155	334	81
		22.10%	19.37%	25.20%	21.42%	21.83%	18.65%	25.01%	24.51%	23.76%	22.50%	22.35%	24.31%	20.24%	22.45%	20.76%
				a				e	e							
Net: Decrease		53	33	14	7	5	11	20	34	15	3	16	15	22	33	20
		2.82%	5.18%	2.00%	1.16%	1.29%	2.16%	4.62%	4.87%	5.26%	1.03%	3.01%	2.64%	2.83%	2.22%	5.10%
				bc				dei	dei	dei					m	
Net: Increase + Stay the same		1723	547	639	537	354	463	387	632	245	274	515	532	676	1375	348
		91.53%	86.15%	93.69%	94.98%	92.00%	93.04%	91.29%	89.81%	87.57%	92.50%	96.03%	91.72%	88.25%	92.28%	88.69%
				a	a		h					kl	l		n	
Mean score		3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2
				a												

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

Jobs Outlook - Combined

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

Accounting and financial services

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

		WAVE				REGION						SIZE			SECTOR	
		Total	August 2016	September 2016	October 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		223	73	80	70	52	60	46	76	30	35	59	79	85	174	49
Weighted Total		223	75	77	71	49	59	47	82	35	33	60	78	85	177	46
		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Increase greatly	(5)	2	1	-	1	-	1	-	1	1	-	1	1	-	2	-
		.89%	1.42%	-	1.29%	-	1.56%	-	1.30%	3.03%	-	1.53%	1.36%	-	1.12%	-
Increase slightly	(4)	35	9	15	11	5	6	10	15	5	9	12	12	12	30	5
		15.73%	12.20%	19.66%	15.20%	10.26%	9.76%	20.97%	18.30%	14.73%	28.03% de	19.53%	14.88%	13.80%	16.80%	11.62%
Stay same	(3)	169	55	58	56	41	49	32	57	25	21	46	58	65	133	36
		75.62%	73.07%	75.74%	78.16%	84.14% i	83.12% i	68.60%	70.32%	72.61%	62.80%	77.04%	73.52%	76.54%	75.30%	76.80%
Decrease slightly	(2)	5	4	1	-	-	1	2	4	2	-	1	2	2	3	2
		2.32%	5.44% c	1.43%	-	-	1.66%	4.20%	5.14%	6.38%	-	1.89%	2.66%	2.32%	1.89%	3.98%
Decrease greatly	(1)	1	-	-	1	-	-	1	1	-	-	-	1	-	-	1
		.46%	-	-	1.44%	-	-	2.21%	1.26%	-	-	-	1.32%	-	-	2.22% m
Don't know		11	6	2	3	3	2	2	3	1	3	-	5	6	9	2
		4.98%	7.87%	3.17%	3.90%	5.60%	3.90%	4.02%	3.69%	3.25%	9.18%	-	6.27%	7.34% j	4.88%	5.37%
NETS																
Net: Increase		37	10	15	12	5	7	10	16	6	9	13	13	12	32	5
		16.62%	13.62%	19.66%	16.50%	10.26%	11.32%	20.97%	19.60%	17.76%	28.03% de	21.06%	16.24%	13.80%	17.93%	11.62%
Net: Decrease		6	4	1	1	-	1	3	5	2	-	1	3	2	3	3
		2.78%	5.44%	1.43%	1.44%	-	1.66%	6.41%	6.40%	6.38%	-	1.89%	3.97%	2.32%	1.89%	6.20%
Net: Increase + Stay the same		206	65	73	67	46	56	42	73	32	30	59	70	76	165	41
		92.23%	86.69%	95.40%	94.66%	94.40%	94.44%	89.57%	89.92%	90.37%	90.82%	98.11%	89.76%	90.35%	93.23%	88.42%
Mean score		3.2	3.1	3.2	3.2	3.1	3.1	3.1	3.1	3.1	3.3 de	3.2	3.1	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	August 2016	September 2016	October 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		68	25	25	18	19	14	11	23	12	12	33	16	19	53	15
Weighted Total		64	24	23	17	16	13	11	24	13	10	32	14	18	50	14
		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Increase greatly	(5)	1	-	1	-	-	-	-	1	1	-	-	-	1	1	-
		2.31%	-	6.33%	-	-	-	-	6.12%	11.10%	-	-	-	8.02%	2.93%	-
Increase slightly	(4)	18	8	6	4	6	3	2	4	2	4	8	4	5	13	4
		27.86%	34.66%	25.78%	21.06%	38.04%	20.93%	17.12%	17.55%	17.89%	44.98%	26.78%	28.90%	28.93%	26.95%	31.20%
Stay same	(3)	39	12	15	12	8	8	7	16	9	6	20	9	10	33	6
		61.14%	50.46%	63.38%	73.24%	51.69%	63.71%	66.01%	68.77%	71.01%	55.02%	64.60%	63.99%	53.04%	66.13%	42.69%
Decrease slightly	(2)	3	2	-	1	-	1	2	2	-	-	1	1	1	1	2
		4.39%	7.77%	-	5.69%	-	7.44%	16.87%	7.57%	-	-	3.01%	7.11%	4.73%	1.90%	13.63%
Decrease greatly	(1)	2	1	1	-	1	1	-	-	-	-	2	-	-	1	1
		2.78%	3.05%	4.51%	-	4.41%	7.93%	-	-	-	-	5.62%	-	-	2.09%	5.36%
Don't know		1	1	-	-	1	-	-	-	-	-	-	-	1	-	1
		1.52%	4.06%	-	-	5.86%	-	-	-	-	-	-	-	5.27%	-	7.12%
NETS																
Net: Increase		19	8	7	4	6	3	2	6	4	4	8	4	7	15	4
		30.17%	34.66%	32.11%	21.06%	38.04%	20.93%	17.12%	23.67%	28.99%	44.98%	26.78%	28.90%	36.96%	29.89%	31.20%
Net: Decrease		5	3	1	1	1	2	2	2	-	-	3	1	1	2	3
		7.18%	10.82%	4.51%	5.69%	4.41%	15.37%	16.87%	7.57%	-	-	8.63%	7.11%	4.73%	3.98%	18.99%
Net: Increase + Stay the same		58	20	22	16	15	11	9	22	13	10	29	13	16	48	10
		91.31%	85.12%	95.49%	94.31%	89.73%	84.63%	83.13%	92.43%	100.00%	100.00%	91.37%	92.89%	90.00%	96.02%	73.89%
Mean score		3.2	3.2	3.3	3.2	3.3	3.0	3.0	3.2	3.4	3.4	3.1	3.2	3.4	3.3	3.1

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

Jobs Outlook - Combined

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

Drivers

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

		WAVE			REGION						SIZE			SECTOR		
		Total	August 2016	September 2016	October 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		94	37	35	22	21	27	20	29	9	17	26	26	42	72	22
Weighted Total		90	36	33	21	20	25	19	29	11	16	25	24	42	70	20
		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Increase greatly	(5)	1 .87%	- -	- -	1 3.73%	- -	- -	- -	- -	- -	1 4.95%	- -	1 3.30%	- -	- -	1 3.88%
Increase slightly	(4)	24 26.92%	8 22.15%	10 30.87%	6 28.86%	6 32.96%	6 25.39%	4 18.55%	8 27.12%	4 42.38%	3 21.45%	9 36.77%	7 28.11%	8 20.36%	20 28.69%	4 20.79%
Stay same	(3)	59 65.82%	24 66.47%	23 69.13%	12 59.46%	11 57.64%	18 70.71%	15 76.87%	21 69.94%	6 57.62%	10 60.53%	15 59.65%	14 59.05%	30 73.36%	47 66.97%	12 61.80%
Decrease slightly	(2)	3 2.94%	1 2.72%	- -	2 7.95%	1 4.51%	1 3.90%	- -	- -	- -	1 4.95%	1 3.58%	1 4.13%	1 1.88%	1 1.27%	2 8.74%
Decrease greatly	(1)	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Don't know		3 3.45%	3 8.65%	- -	- -	1 4.89%	- -	1 4.59%	1 2.94%	- -	1 8.13%	- -	1 5.41%	2 4.40%	2 3.07%	1 4.79%
NETS																
Net: Increase		25 27.79%	8 22.15%	10 30.87%	7 32.59%	6 32.96%	6 25.39%	4 18.55%	8 27.12%	4 42.38%	4 26.40%	9 36.77%	7 31.41%	8 20.36%	20 28.69%	5 24.67%
Net: Decrease		3 2.94%	1 2.72%	- -	2 7.95%	1 4.51%	1 3.90%	- -	- -	- -	1 4.95%	1 3.58%	1 4.13%	1 1.88%	1 1.27%	2 8.74%
Net: Increase + Stay the same		84 93.61%	32 88.63%	33 100.00%	19 92.05%	18 90.60%	24 96.10%	18 95.41%	29 97.06%	11 100.00%	14 86.93%	24 96.42%	21 90.46%	39 93.72%	67 95.66%	17 86.47%
Mean score		3.3	3.2	3.3	3.3	3.3	3.2	3.2	3.3	3.4	3.3	3.3	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	August 2016	September 2016	October 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		55	18	22	15	19	15	9	13	4	8	19	16	20	45	10
Weighted Total		54	20	20	14	17	15	10	15	5	8	18	15	20	44	10
		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Increase greatly	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Increase slightly	(4)	9	4	4	1	2	2	3	5	1	1	2	3	4	8	1
		16.85%	21.50%	17.98%	8.80%	10.10%	12.83%	36.34%	32.97%	26.69%	8.18%	12.14%	22.12%	17.17%	17.87%	12.39%
Stay same	(3)	37	12	13	13	12	11	6	7	1	7	16	10	12	32	5
		69.24%	59.50%	63.27%	91.20%	72.06%	75.12%	63.66%	48.43%	20.02%	91.82%	87.86%	63.18%	57.00%	73.02%	52.76%
Decrease slightly	(2)	1	-	1	-	-	-	-	1	1	-	-	1	-	-	1
		2.56%	-	6.86%	-	-	-	-	9.34%	26.75%	-	-	9.14%	-	-	13.72%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		6	4	2	-	3	2	-	1	1	-	-	1	5	4	2
		11.35%	18.99%	11.90%	-	17.84%	12.05%	-	9.27%	26.54%	-	-	5.56%	25.83%	9.11%	21.13%
NETS																
Net: Increase		9	4	4	1	2	2	3	5	1	1	2	3	4	8	1
		16.85%	21.50%	17.98%	8.80%	10.10%	12.83%	36.34%	32.97%	26.69%	8.18%	12.14%	22.12%	17.17%	17.87%	12.39%
Net: Decrease		1	-	1	-	-	-	-	1	1	-	-	1	-	-	1
		2.56%	-	6.86%	-	-	-	-	9.34%	26.75%	-	-	9.14%	-	-	13.72%
Net: Increase + Stay the same		46	16	16	14	14	13	10	12	2	8	18	13	15	40	7
		86.09%	81.01%	81.24%	100.00%	82.16%	87.95%	100.00%	81.40%	46.71%	100.00%	100.00%	85.30%	74.17%	90.89%	65.15%
Mean score		3.2	3.3	3.1	3.1	3.1	3.1	3.4	3.3	3.0	3.1	3.1	3.1	3.2	3.2	3.0

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

Jobs Outlook - Combined

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

Engineering & technical

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

		WAVE				REGION					SIZE			SECTOR		
		Total	August 2016	September 2016	October 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		168	64	60	44	34	47	40	61	21	26	54	52	62	128	40
Weighted Total		163	64	57	42	30	46	39	63	24	24	56	49	58	125	38
		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Increase greatly	(5)	8	4	1	3	2	2	3	4	1	-	1	2	5	7	1
		4.80%	6.48%	1.33%	6.96%	6.13%	4.74%	7.07%	6.01%	4.29%	-	1.62%	4.16%	8.37%	5.56%	2.36%
Increase slightly	(4)	44	16	19	9	9	16	7	11	4	8	14	17	14	35	10
		27.18%	25.27%	34.04%	20.79%	28.80%	34.69%	18.97%	17.89%	16.14%	35.30%	24.40%	34.73%	23.47%	27.72%	25.40%
Stay same	(3)	99	34	35	30	17	25	26	43	17	14	39	28	32	76	23
		60.81%	53.45%	61.92%	70.36%	55.50%	54.05%	67.44%	68.08%	69.13%	61.30%	70.55%	57.97%	53.94%	60.76%	60.97%
Decrease slightly	(2)	4	4	-	-	1	1	1	2	1	-	2	1	1	2	2
		2.30%	5.90%	-	-	1.75%	2.12%	2.21%	3.55%	5.73%	-	3.43%	2.00%	1.48%	1.53%	4.80%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		8	6	2	1	2	2	2	3	1	1	-	1	7	6	2
		4.91%	8.90%	2.71%	1.89%	7.82%	4.41%	4.31%	4.47%	4.72%	3.40%	-	1.15%	12.74% jk	4.43%	6.47%
NETS																
Net: Increase		52	20	20	12	10	18	10	15	5	8	14	19	19	41	11
		31.98%	31.75%	35.37%	27.75%	34.93%	39.42%	26.04%	23.90%	20.42%	35.30%	26.02%	38.89%	31.84%	33.28%	27.76%
Net: Decrease		4	4	-	-	1	1	1	2	1	-	2	1	1	2	2
		2.30%	5.90%	-	-	1.75%	2.12%	2.21%	3.55%	5.73%	-	3.43%	2.00%	1.48%	1.53%	4.80%
Net: Increase + Stay the same		151	54	56	42	27	43	37	58	22	23	54	48	50	117	34
		92.79%	85.20%	97.29%	98.11% a	90.43%	93.47%	93.48%	91.98%	89.55%	96.60%	96.57% l	96.86% l	85.78%	94.04%	88.73%
Mean score		3.4	3.4	3.4	3.4	3.4	3.4	3.3	3.3	3.2	3.4	3.2	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

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

Executive recruitment / interim management

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

		WAVE			REGION						SIZE			SECTOR		
		Total	August 2016	September 2016	October 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		158	49	59	50	31	44	37	58	21	25	32	52	74	122	36
Weighted Total		153	47	57	49	27	40	38	63	25	22	31	48	74	119	34
		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Increase greatly	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Increase slightly	(4)	23	7	10	6	5	3	7	11	4	4	7	9	7	19	4
		14.91%	15.57%	17.33%	11.47%	18.42%	6.23%	19.68%	17.85%	15.10%	18.01%	21.90%	17.91%	10.08%	15.78%	11.82%
Stay same	(3)	115	33	44	39	20	34	27	44	18	17	24	34	57	90	25
		75.21%	69.23%	77.18%	78.68%	74.11%	83.78%	70.19%	70.58%	71.18%	74.07%	78.10%	70.41%	77.14%	75.19%	75.30%
Decrease slightly	(2)	4	3	-	1	-	1	2	3	1	-	-	1	3	2	2
		2.60%	6.23%	-	2.10%	-	2.42%	5.18%	4.76%	4.13%	-	-	2.03%	4.03%	1.78%	5.49%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		11	4	3	4	2	3	2	4	2	2	-	5	7	9	2
		7.29%	8.97%	5.49%	7.75%	7.47%	7.57%	4.95%	6.80%	9.59%	7.92%	-	9.65%	8.75%	7.26%	7.40%
NETS																
Net: Increase		23	7	10	6	5	3	7	11	4	4	7	9	7	19	4
		14.91%	15.57%	17.33%	11.47%	18.42%	6.23%	19.68%	17.85%	15.10%	18.01%	21.90%	17.91%	10.08%	15.78%	11.82%
Net: Decrease		4	3	-	1	-	1	2	3	1	-	-	1	3	2	2
		2.60%	6.23%	-	2.10%	-	2.42%	5.18%	4.76%	4.13%	-	-	2.03%	4.03%	1.78%	5.49%
Net: Increase + Stay the same		138	40	54	44	25	36	34	56	22	21	31	43	65	109	29
		90.12%	84.80%	94.51%	90.15%	92.53%	90.00%	89.87%	88.44%	86.28%	92.08%	100.00% kl	88.32%	87.22%	90.96%	87.11%
Mean score		3.1	3.1	3.2	3.1	3.2	3.0	3.2	3.1	3.1	3.2	3.2	3.2	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	August 2016	September 2016	October 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		82	21	33	28	21	23	19	25	6	13	27	22	33	68	14
Weighted Total		85	25	32	28	20	23	20	28	8	13	28	22	35	69	15
		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Increase greatly		(5)	3	1	1	1	1	-	-	-	1	2	-	1	2	1
			3.29%	4.62%	2.70%	2.78%	5.69%	3.67%	-	-	6.10%	5.90%	-	3.32%	2.35%	7.59%
Increase slightly		(4)	21	5	9	7	5	5	9	10	1	7	6	8	17	5
			25.26%	19.36%	29.45%	25.77%	26.64%	22.84%	41.88%	35.03%	17.41%	26.87%	28.84%	21.71%	24.22%	29.96%
Stay same		(3)	48	13	18	17	11	15	9	13	4	16	12	19	43	5
			56.71%	52.33%	56.01%	61.48%	56.18%	64.92%	46.70%	47.01%	47.82%	58.69%	56.52%	55.26%	61.39%	35.46%
Decrease slightly		(2)	4	1	1	1	-	-	2	4	1	1	-	3	2	1
			4.38%	5.34%	4.33%	3.55%	-	-	11.42%	13.11%	17.45%	3.56%	-	7.79%	3.35%	9.03%
Decrease greatly		(1)	1	1	-	-	-	1	-	-	-	-	1	-	-	1
			1.16%	3.91%	-	-	-	4.19%	-	-	-	-	4.44%	-	-	6.41%
Don't know			8	4	2	2	2	1	-	1	3	1	2	4	6	2
			9.21%	14.44%	7.51%	6.42%	11.49%	4.38%	-	4.85%	17.31%	4.99%	10.20%	11.91%	8.69%	11.55%
NETS																
Net: Increase		24	6	10	8	7	6	9	10	1	1	9	6	9	18	6
		28.55%	23.98%	32.15%	28.55%	32.33%	26.51%	41.88%	35.03%	17.41%	11.68%	32.77%	28.84%	25.04%	26.57%	37.54%
Net: Decrease		5	2	1	1	-	1	2	4	1	-	1	1	3	2	2
		5.53%	9.25%	4.33%	3.55%	-	4.19%	11.42%	13.11%	17.45%	-	3.56%	4.44%	7.79%	3.35%	15.44%
Net: Increase + Stay the same		72	19	28	25	18	21	18	23	5	10	25	19	28	61	11
		85.26%	76.31%	88.16%	90.03%	88.51%	91.43%	88.58%	82.04%	65.24%	75.71%	91.45%	85.37%	80.30%	87.96%	73.01%
Mean score		3.3	3.2	3.3	3.3	3.4	3.2	3.3	3.2	3.0	3.2	3.4	3.2	3.2	3.3	3.3

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

Jobs Outlook - Combined

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

Hospitality

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

		WAVE				REGION					SIZE			SECTOR		
		Total	August 2016	September 2016	October 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	22	36	16	14	20	17	25	8	15	23	19	32	61	13
Weighted Total		77	23	38	17	13	22	19	29	10	14	23	20	34	64	13
		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Increase greatly		(5)	1	1	-	1	-	-	-	-	-	-	-	1	1	-
		.91%	3.09%	-	-	5.54%	-	-	-	-	-	-	-	2.05%	1.11%	-
Increase slightly		(4)	23	4	14	6	7	7	12	5	2	5	8	10	18	5
		30.11%	16.24%	35.88%	36.08%	20.66%	32.88%	38.53%	41.15%	46.29%	11.79%	22.50%	41.78%	28.60%	28.47%	37.89%
Stay same		(3)	45	16	19	11	8	13	11	15	4	15	8	22	39	6
		57.97%	67.89%	49.37%	63.92%	58.71%	57.57%	56.92%	51.04%	39.55%	72.07%	64.07%	40.87%	63.58%	60.76%	44.71%
Decrease slightly		(2)	3	1	2	-	1	-	1	-	1	2	1	-	3	-
		3.87%	3.77%	5.62%	-	7.54%	-	4.55%	3.01%	-	8.30%	8.70%	4.91%	-	4.68%	-
Decrease greatly		(1)	4	1	2	-	-	1	-	1	1	1	2	-	2	1
		4.58%	4.81%	6.44%	-	-	4.87%	-	4.79%	14.17%	7.84%	4.72%	12.44%	-	3.39%	10.24%
Don't know			2	1	1	-	1	-	-	-	-	-	-	2	1	1
		2.57%	4.20%	2.70%	-	7.54%	4.68%	-	-	-	-	-	-	5.77%	1.60%	7.16%
NETS																
Net: Increase		24	4	14	6	3	7	7	12	5	2	5	8	11	19	5
		31.02%	19.32%	35.88%	36.08%	26.20%	32.88%	38.53%	41.15%	46.29%	11.79%	22.50%	41.78%	30.66%	29.57%	37.89%
Net: Decrease		7	2	5	-	1	1	1	2	1	2	3	3	-	5	1
		8.45%	8.59%	12.06%	-	7.54%	4.87%	4.55%	7.81%	14.17%	16.14%	13.43%	17.35%	-	8.07%	10.24%
Net: Increase + Stay the same		69	20	32	17	11	20	18	27	8	12	20	16	32	58	11
		88.99%	87.21%	85.24%	100.00%	84.91%	90.45%	95.45%	92.19%	85.83%	83.86%	86.57%	82.65%	94.23%	90.33%	82.60%
Mean score		3.2	3.1	3.2	3.4	3.3	3.2	3.3	3.3	3.2	2.9	3.0	3.1	3.3	3.2	3.2

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

Jobs Outlook - Combined

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

Industrial

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

		WAVE				REGION					SIZE			SECTOR		
		Total	August 2016	September 2016	October 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		81	25	29	27	23	21	11	17	6	20	25	24	32	59	22
Weighted Total		76	26	26	25	21	20	10	18	7	18	25	21	30	55	22
		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Increase greatly		(5)	2	1	1	1	-	-	-	-	1	2	-	-	2	-
			2.56%	3.23%	4.38%	4.03%	-	-	-	-	6.33%	7.74%	-	-	3.57%	-
Increase slightly		(4)	26	9	9	7	8	4	4	8	5	8	8	10	23	3
			33.63%	36.23%	36.85%	27.64%	40.24%	20.77%	33.51%	46.88%	65.96%	31.15%	35.11%	34.69%	41.19%	14.45%
Stay same		(3)	46	14	15	17	10	15	7	9	3	15	13	18	29	17
			60.64%	54.60%	58.77%	68.80%	46.74%	76.44%	66.49%	53.12%	34.04%	57.60%	62.27%	62.06%	52.59%	81.08%
Decrease slightly		(2)	1	-	-	1	1	-	-	-	-	1	-	-	1	-
			1.16%	-	-	3.56%	4.31%	-	-	-	-	3.51%	-	-	1.62%	-
Decrease greatly		(1)	1	1	-	-	-	1	-	-	-	-	1	-	1	-
			.74%	2.19%	-	-	-	2.80%	-	-	-	-	2.62%	-	1.03%	-
Don't know			1	1	-	-	1	-	-	-	-	-	-	1	-	1
			1.26%	3.75%	-	-	4.68%	-	-	-	-	-	-	3.25%	-	4.47%
NETS																
Net: Increase		28	10	11	7	9	4	4	8	5	6	10	8	10	25	3
		36.20%	39.46%	41.23%	27.64%	44.27%	20.77%	33.51%	46.88%	65.96%	33.57%	38.88%	35.11%	34.69%	44.76%	14.45%
Net: Decrease		1	1	-	1	1	1	-	-	-	-	1	1	-	1	-
		1.90%	2.19%	-	3.56%	4.31%	2.80%	-	-	-	-	3.51%	2.62%	-	2.65%	-
Net: Increase + Stay the same		74	24	26	24	19	20	10	18	7	18	24	21	29	53	21
		96.84%	94.06%	100.00%	96.44%	91.01%	97.20%	100.00%	100.00%	100.00%	100.00%	96.49%	97.38%	96.75%	97.35%	95.53%
Mean score		3.4	3.4	3.5	3.2	3.5	3.2	3.3	3.5	3.7	3.4	3.4	3.3	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_10. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next three months?

Legal & HR

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

		WAVE			REGION						SIZE			SECTOR		
		Total	August 2016	September 2016	October 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		152	52	56	44	33	36	31	55	24	28	19	56	77	120	32
Weighted Total		150	54	52	43	29	35	30	59	29	26	20	56	74	119	31
		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Increase greatly		(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-	-	-	-	-
Increase slightly		(4)	12	2	6	4	3	2	2	6	4	2	-	2	10	11
		7.96%	3.36%	11.80%	9.05%	9.33%	5.25%	5.96%	9.62%	13.41%	6.29%	-	4.17%	12.89%	9.23%	3.02%
Stay same		(3)	121	42	42	37	25	30	24	44	20	22	17	49	54	94
		80.65%	77.51%	80.67%	84.55%	83.72%	87.55%	78.56%	74.40%	70.08%	82.15%	88.33%	88.04%	73.10%	79.26%	86.06%
													l			
Decrease slightly		(2)	4	4	-	-	-	2	4	2	-	1	-	3	3	1
		2.83%	7.85%	-	-	-	-	6.51%	7.17%	7.86%	-	5.83%	-	4.16%	2.83%	2.82%
				b												
Decrease greatly		(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know			13	6	4	3	2	3	3	5	3	3	1	4	7	10
		8.56%	11.28%	7.53%	6.40%	6.95%	7.20%	8.97%	8.81%	8.65%	11.56%	5.83%	7.79%	9.85%	8.68%	8.10%
NETS																
Net: Increase			12	2	6	4	3	2	2	6	4	2	-	2	10	11
		7.96%	3.36%	11.80%	9.05%	9.33%	5.25%	5.96%	9.62%	13.41%	6.29%	-	4.17%	12.89%	9.23%	3.02%
Net: Decrease			4	4	-	-	-	-	2	4	2	-	1	-	3	3
		2.83%	7.85%	-	-	-	-	-	6.51%	7.17%	7.86%	-	5.83%	-	4.16%	2.83%
				b												
Net: Increase + Stay the same			133	44	48	41	27	32	25	50	24	23	17	51	64	105
		88.61%	80.87%	92.47%	93.60%	93.05%	92.80%	84.52%	84.02%	83.50%	88.44%	88.33%	92.21%	85.99%	88.49%	89.08%
Mean score			3.1	2.9	3.1	3.1	3.1	3.0	3.0	3.1	3.1	2.9	3.0	3.1	3.1	3.0
				a	a											

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

Jobs Outlook - Combined

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

Life sciences

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

		WAVE			REGION						SIZE			SECTOR		
		Total	August 2016	September 2016	October 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	10	7	8	5	4	4	8	4	8	4	6	15	21	4
Weighted Total		25	10	7	7	4	4	4	9	5	7	4	6	15	21	4
		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Increase greatly		(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-	-	-	-	-
Increase slightly		(4)	4	1	2	1	-	1	2	1	1	1	2	1	4	-
		16.65%	9.16%	32.82%	10.67%	-	27.91%	22.23%	24.54%	26.39%	10.44%	20.72%	37.33%	7.03%	20.08%	-
Stay same		(3)	16	8	3	5	4	2	2	3	1	7	3	11	12	4
		64.03%	77.27%	34.75%	75.31%	100.00%	44.74%	53.75%	35.53%	20.87%	89.56%	41.93%	46.38%	76.88%	56.61%	100.00%
Decrease slightly		(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-	-	-	-	-
Decrease greatly		(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		5	1	2	1	-	1	1	4	3	-	1	1	2	5	-
		19.32%	13.57%	32.43%	14.02%	-	27.35%	24.02%	39.93%	52.74%	-	37.34%	16.29%	16.09%	23.31%	-
NETS																
Net: Increase		4	1	2	1	-	1	1	2	1	1	1	2	1	4	-
		16.65%	9.16%	32.82%	10.67%	-	27.91%	22.23%	24.54%	26.39%	10.44%	20.72%	37.33%	7.03%	20.08%	-
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		20	9	5	6	4	3	3	6	2	7	2	5	12	16	4
		80.68%	86.43%	67.57%	85.98%	100.00%	72.65%	75.98%	60.07%	47.26%	100.00%	62.66%	83.71%	83.91%	76.69%	100.00%
Mean score		3.2	3.1	3.5	3.1	3.0	3.4	3.3	3.4	3.6	3.1	3.3	3.4	3.1	3.3	3.0

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

Jobs Outlook - Combined

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

Marketing, media & creative

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

		WAVE				REGION						SIZE			SECTOR	
		Total	August 2016	September 2016	October 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		162	53	57	52	31	46	42	62	20	23	43	55	64	127	35
Weighted Total		163	55	56	52	29	45	43	67	23	22	43	55	65	128	35
		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Increase greatly		(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-	-	-	-	-
Increase slightly		(4)	37	9	15	14	7	7	13	18	6	12	15	10	30	8
		22.94%	16.18%	26.80%	25.90%	24.09%	15.11%	29.33%	27.38%	23.74%	23.93%	28.40%	26.89%	15.91%	23.08%	22.40%
Stay same		(3)	113	38	38	37	20	35	28	43	15	31	36	46	88	24
		69.27%	69.66%	67.59%	70.65%	68.82%	78.07%	63.82%	64.42%	65.52%	66.65%	71.60%	65.90%	70.56%	68.98%	70.38%
Decrease slightly		(2)	1	1	-	-	-	-	1	1	-	-	-	1	1	-
		.67%	2.00%	-	-	-	-	2.52%	1.64%	-	-	-	-	1.70%	.85%	-
Decrease greatly		(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		12	7	3	2	2	3	2	4	3	2	-	4	8	9	2
		7.12%	12.15%	5.61%	3.45%	7.09%	6.82%	4.32%	6.57%	10.74%	9.42%	-	7.21%	11.83%	7.09%	7.21%
														j		
NETS																
Net: Increase		37	9	15	14	7	7	13	18	6	5	12	15	10	30	8
		22.94%	16.18%	26.80%	25.90%	24.09%	15.11%	29.33%	27.38%	23.74%	23.93%	28.40%	26.89%	15.91%	23.08%	22.40%
Net: Decrease		1	1	-	-	-	-	1	1	-	-	-	-	1	1	-
		.67%	2.00%	-	-	-	-	2.52%	1.64%	-	-	-	-	1.70%	.85%	-
Net: Increase + Stay the same		150	47	52	51	27	42	40	61	21	20	43	51	56	118	32
		92.21%	85.85%	94.39%	96.55%	92.91%	93.18%	93.15%	91.79%	89.26%	90.58%	100.00%	92.79%	86.48%	92.05%	92.79%
												l				
Mean score		3.2	3.2	3.3	3.3	3.3	3.2	3.3	3.3	3.3	3.3	3.3	3.3	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	August 2016	September 2016	October 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		256	80	91	85	62	67	52	90	38	37	77	81	98	204	52
Weighted Total		252	79	89	84	57	63	52	97	44	35	75	77	99	202	50
		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Increase greatly		(5)	4	2	-	2	1	1	1	2	1	2	1	1	3	1
			1.50%	2.40%	-	2.23%	1.46%	1.50%	1.78%	2.06%	2.39%	2.37%	1.38%	.94%	1.41%	1.87%
Increase slightly		(4)	39	12	15	12	10	8	9	15	6	9	13	17	29	10
			15.55%	14.70%	17.24%	14.58%	16.84%	11.99%	17.98%	15.44%	12.45%	12.43%	16.40%	17.27%	14.22%	20.96%
Stay same		(3)	188	54	66	67	42	52	36	68	32	63	57	68	153	34
			74.51%	68.82%	74.75%	79.61%	74.00%	81.66%	69.73%	70.56%	71.53%	83.70%	73.30%	68.48%	75.80%	69.27%
Decrease slightly		(2)	7	4	3	-	1	-	3	6	4	1	1	5	5	2
			2.94%	5.37%	3.57%	-	1.69%	-	5.33%	6.66%	8.23%	1.51%	1.25%	5.34%	2.55%	4.51%
Decrease greatly		(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know			14	7	4	3	3	3	5	2	2	-	6	8	12	2
			5.50%	8.72%	4.44%	3.58%	6.01%	4.84%	5.17%	5.28%	5.40%	-	j	j	6.01%	3.39%
NETS																
Net: Increase			43	13	15	14	10	9	10	17	7	11	14	18	32	11
			17.05%	17.09%	17.24%	16.81%	18.30%	13.50%	19.76%	17.50%	14.84%	14.79%	17.78%	18.21%	15.63%	22.82%
Net: Decrease			7	4	3	-	1	-	3	6	4	1	1	5	5	2
			2.94%	5.37%	3.57%	-	1.69%	-	5.33%	6.66%	8.23%	1.51%	1.25%	5.34%	2.55%	4.51%
Net: Increase + Stay the same			231	68	82	81	53	60	47	85	38	74	70	86	185	46
			91.57%	85.91%	91.99%	96.42%	92.30%	95.16%	89.50%	88.06%	86.37%	98.49%	91.07%	86.69%	91.44%	92.09%
Mean score			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	3.2

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

Jobs Outlook - Combined

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

Sales & retail

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

		WAVE				REGION						SIZE			SECTOR	
		Total	August 2016	September 2016	October 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	49	58	52	30	47	44	57	13	25	57	49	53	128	31
Weighted Total		156	46	59	51	27	45	47	62	15	23	59	46	52	127	30
		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Increase greatly		(5)	6	1	2	3	-	1	4	4	-	1	2	3	3	3
			3.70%	1.87%	3.11%	6.03%	-	2.29%	8.46%	6.40%	-	1.66%	4.64%	5.22%	2.32%	9.57%
Increase slightly		(4)	37	10	17	10	5	8	12	17	5	11	14	12	28	9
			23.76%	20.65%	29.67%	19.82%	19.04%	18.98%	26.05%	27.58%	32.35%	18.46%	30.96%	23.51%	22.44%	29.40%
Stay same		(3)	106	32	39	36	21	32	29	39	10	44	27	35	89	17
			67.92%	68.78%	65.57%	69.83%	77.37%	71.01%	61.58%	63.06%	67.65%	74.06%	60.14%	67.74%	70.30%	57.79%
Decrease slightly		(2)	3	2	1	-	-	2	1	1	-	2	1	-	3	-
			2.02%	4.74%	1.65%	-	-	4.91%	2.07%	1.56%	-	3.70%	2.13%	-	2.50%	-
Decrease greatly		(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know			4	2	-	2	1	1	1	1	-	1	1	2	3	1
			2.59%	3.96%	-	4.32%	3.59%	2.81%	1.84%	1.40%	-	2.11%	2.13%	3.54%	2.44%	3.23%
NETS																
Net: Increase		43	10	19	13	5	9	16	21	5	7	12	16	15	31	12
		27.47%	22.52%	32.78%	25.85%	19.04%	21.27%	34.50%	33.98%	32.35%	31.77%	20.12%	35.60%	28.73%	24.76%	38.97%
Net: Decrease		3	2	1	-	-	2	1	1	-	-	2	1	-	3	-
		2.02%	4.74%	1.65%	-	-	4.91%	2.07%	1.56%	-	-	3.70%	2.13%	-	2.50%	-
Net: Increase + Stay the same		149	42	58	49	26	41	45	60	15	22	56	44	50	120	29
		95.39%	91.30%	98.35%	95.68%	96.41%	92.28%	96.09%	97.04%	100.00%	95.78%	94.18%	95.74%	96.46%	95.06%	96.77%
Mean score		3.3	3.2	3.3	3.3	3.2	3.2	3.4	3.4	3.3	3.4	3.2	3.4	3.4	3.3	3.5
																m

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

Jobs Outlook - Combined

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

Technology

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

		WAVE				REGION						SIZE			SECTOR		
		Total	August 2016	September 2016	October 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		152	50	58	44	28	43	33	54	21	27	37	51	64	121	31	
Weighted Total		152	52	57	43	26	42	34	59	25	25	38	50	64	121	31	
		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	
Increase greatly		(5)	5	2	1	2	-	2	2	3	1	-	1	2	2	5	-
			3.39%	4.46%	1.34%	4.79%	-	5.23%	5.60%	4.99%	4.15%	-	2.38%	4.11%	3.41%	4.25%	-
Increase slightly		(4)	30	6	12	12	5	7	6	14	8	4	5	12	13	25	5
			20.01%	12.26%	21.44%	27.61%	18.42%	16.36%	18.89%	24.27%	31.63%	17.71%	13.29%	25.08%	20.03%	20.67%	17.39%
Stay same		(3)	106	39	41	27	20	31	22	35	13	20	32	33	41	83	23
			70.03%	73.64%	71.72%	63.36%	77.40%	74.24%	64.23%	59.97%	54.14%	79.07%	84.32%	66.60%	64.29%	68.81%	74.83%
Decrease slightly		(2)	2	2	-	-	-	-	2	2	-	-	-	-	2	1	1
			1.29%	3.75%	-	-	-	-	5.76%	3.33%	-	-	-	-	3.05%	.91%	2.82%
Decrease greatly		(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know			8	3	3	2	1	2	2	4	3	1	-	2	6	6	2
			5.28%	5.90%	5.50%	4.24%	4.18%	4.17%	5.51%	7.44%	10.08%	3.22%	-	4.21%	9.21%	5.37%	4.96%
NETS																	
Net: Increase			35	9	13	14	5	9	8	17	9	4	6	14	15	30	5
			23.39%	16.71%	22.78%	32.40%	18.42%	21.59%	24.50%	29.26%	35.78%	17.71%	15.68%	29.19%	23.44%	24.92%	17.39%
Net: Decrease			2	2	-	-	-	-	2	2	-	-	-	-	2	1	1
			1.29%	3.75%	-	-	-	-	5.76%	3.33%	-	-	-	-	3.05%	.91%	2.82%
Net: Increase + Stay the same			142	47	54	41	25	40	30	53	22	24	38	48	56	113	28
			93.42%	90.35%	94.50%	95.76%	95.82%	95.83%	88.73%	89.23%	89.92%	96.78%	100.00%	95.79%	87.74%	93.73%	92.22%
Mean score			3.3	3.2	3.3	3.4	3.2	3.3	3.3	3.3	3.4	3.2	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

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	223 100.00%	1 .48%	42 18.89%	155 69.66%	1 .39%	- -	24 10.58%	43 19.37%	1 .39%	198 89.03%	3.2
Construction	64 100.00%	1 2.19%	21 33.25%	32 50.22%	2 2.91%	2 2.85%	5 8.58%	23 35.44%	4 5.76%	54 85.66%	3.3
Drivers	90 100.00%	- -	25 27.95%	53 58.45%	1 .87%	- -	11 12.73%	25 27.95%	1 .87%	78 86.40%	3.3
Education	54 100.00%	- -	11 21.32%	36 67.36%	1 2.56%	- -	5 8.77%	11 21.32%	1 2.56%	48 88.67%	3.2
Engineering & technical	163 100.00%	5 3.33%	49 30.14%	89 54.85%	2 1.08%	- -	17 10.59%	55 33.48%	2 1.08%	144 88.33%	3.4
Executive recruitment / interim management	153 100.00%	1 .37%	28 18.05%	99 64.90%	1 .57%	1 .37%	24 15.75%	28 18.42%	1 .93%	128 83.32%	3.2
Health & social care	85 100.00%	3 3.36%	20 23.13%	44 52.57%	2 2.10%	1 1.63%	15 17.21%	22 26.48%	3 3.73%	67 79.05%	3.3
Hospitality	77 100.00%	2 2.80%	15 19.44%	45 58.69%	3 3.44%	2 2.69%	10 12.94%	17 22.24%	5 6.13%	63 80.93%	3.2
Industrial	76 100.00%	4 4.65%	27 35.75%	37 48.93%	- -	1 .74%	8 9.93%	31 40.40%	1 .74%	68 89.33%	3.5
Legal & HR	150 100.00%	1 .71%	18 11.96%	105 70.39%	1 .58%	- -	24 16.36%	19 12.68%	1 .58%	124 83.06%	3.2
Life sciences	25 100.00%	- -	2 9.33%	15 60.91%	- -	- -	7 29.76%	2 9.33%	- -	17 70.24%	3.1
Marketing, media & creative	163 100.00%	- -	41 25.14%	100 61.59%	- -	- -	22 13.27%	41 25.14%	- -	141 86.73%	3.3
Office professionals	252 100.00%	3 1.34%	56 22.24%	159 63.15%	2 .67%	- -	32 12.59%	59 23.58%	2 .67%	218 86.74%	3.3
Sales & retail	156 100.00%	4 2.38%	51 32.90%	83 53.09%	5 3.39%	- -	13 8.24%	55 35.27%	5 3.39%	138 88.36%	3.4
Technology	152 100.00%	4 2.78%	39 25.56%	86 56.68%	1 .94%	- -	21 14.04%	43 28.34%	1 .94%	129 85.02%	3.4
Average (response based including bases)	1882 100.00%	29 1.56%	446 23.70%	1141 60.62%	21 1.13%	6 .34%	238 12.65%	475 25.26%	28 1.47%	1616 85.88%	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	August 2016	September 2016	October 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		1909	628	706	575	423	514	416	653	237	319	535	604	770	1503	406	
Weighted Total		1882	635	682	565	385	498	424	704	280	296	536	580	766	1490	392	
		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	
Increase greatly		(5)	29	15	7	7	4	13	5	10	5	2	11	11	8	25	4
			1.56%	2.40%	1.03%	1.25%	1.11%	2.56%	1.14%	1.44%	1.89%	.75%	1.97%	1.95%	.98%	1.70%	1.06%
Increase slightly		(4)	446	132	161	153	93	102	114	195	80	57	141	154	151	366	80
			23.70%	20.77%	23.66%	27.03%	24.11%	20.41%	27.00%	27.65%	28.63%	19.29%	26.22%	26.52%	19.79%	24.55%	20.47%
					a				ei	ei	ei		l	l			
Stay same		(3)	1141	370	407	364	241	295	254	406	153	198	354	334	452	892	248
			60.62%	58.28%	59.71%	64.35%	62.73%	59.32%	59.89%	57.76%	54.53%	66.87%	66.09%	57.61%	59.07%	59.90%	63.37%
					a	h						egh	kl				
Decrease slightly		(2)	21	13	6	3	-	4	12	15	3	2	10	4	8	10	11
			1.13%	1.98%	.87%	.49%	-	.83%	2.87%	2.15%	1.07%	.66%	1.80%	.68%	1.00%	.70%	2.74%
				c				dei	d	d	d					m	
Decrease greatly		(1)	6	3	2	1	2	2	-	1	1	1	4	3	-	5	1
			.34%	.50%	.36%	.14%	.54%	.44%	-	.20%	.49%	.26%	.73%	.43%	-	.34%	.35%
													l				
Don't know			238	102	98	38	44	82	39	76	38	36	17	74	147	191	47
			12.65%	16.06%	14.37%	6.75%	11.51%	16.44%	9.10%	10.81%	13.39%	12.16%	3.19%	12.80%	19.16%	12.82%	12.01%
				c	c			dfe						j	jk		
NETS																	
Net: Increase			475	147	168	160	97	114	119	205	85	59	151	165	159	391	84
			25.26%	23.17%	24.70%	28.28%	25.22%	22.97%	28.14%	29.09%	30.52%	20.05%	28.19%	28.47%	20.77%	26.24%	21.52%
						a			i	ei	ei		l	l			
Net: Decrease			28	16	8	4	2	6	12	17	4	3	14	6	8	15	12
			1.47%	2.49%	1.22%	.62%	.54%	1.27%	2.87%	2.35%	1.56%	.92%	2.53%	1.11%	1.00%	1.04%	3.09%
				c					d	d			l			m	
Net: Increase + Stay the same			1616	517	575	523	338	410	373	611	238	257	505	500	611	1283	333
			85.88%	81.45%	84.41%	92.63%	87.95%	82.29%	88.03%	86.84%	85.05%	86.92%	94.28%	86.09%	79.84%	86.14%	84.89%
					ab	e			e	e			kl	l			
Mean score			3.3	3.3	3.3	3.3	3.3	3.3	3.3	3.4	3.2	3.3	3.3	3.3	3.3	3.3	3.2
									i	i				l		n	

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

Jobs Outlook - Combined

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

Accounting and financial services

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

		WAVE				REGION					SIZE			SECTOR			
		Total	August 2016	September 2016	October 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		223	73	80	70	52	60	46	76	30	35	59	79	85	174	49	
Weighted Total		223	75	77	71	49	59	47	82	35	33	60	78	85	177	46	
		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	
Increase greatly		(5)	1 .48%	1 1.42%	- -	- -	- -	- -	1 1.30%	1 3.03%	- -	- -	1 1.36%	- -	1 .60%	- -	
Increase slightly		(4)	42 18.89%	15 19.75%	14 17.77%	14 19.21%	8 16.43%	7 12.33%	13 28.29%	21 25.11%	7 20.88%	6 18.91%	17 28.44%	14 17.33%	11 13.56%	36 20.41%	6 13.13%
Stay same		(3)	155 69.66%	47 62.55%	55 71.09%	54 75.60%	36 73.42%	45 75.50%	29 61.56%	53 64.60%	24 68.65%	22 66.20%	43 71.56%	54 69.31%	58 68.64%	119 67.52%	36 77.81%
Decrease slightly		(2)	1 .39%	1 1.15%	- -	- -	- -	1 1.85%	1 1.06%	- -	- -	- -	- -	1 1.02%	- -	1 1.87%	
Decrease greatly		(1)	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	
Don't know		24 10.58%	11 15.13%	9 11.14%	4 5.20%	5 10.16%	7 12.17%	4 8.30%	6 7.93%	3 7.44%	5 14.89%	- -	9 12.01%	14 16.78%	20 11.47%	3 7.20%	
NETS																	
Net: Increase		43 19.37%	16 21.17%	14 17.77%	14 19.21%	8 16.43%	7 12.33%	13 28.29%	22 26.41%	8 23.91%	6 18.91%	17 28.44%	15 18.69%	11 13.56%	37 21.01%	6 13.13%	
Net: Decrease		1 .39%	1 1.15%	- -	- -	- -	- -	1 1.85%	1 1.06%	- -	- -	- -	- -	1 1.02%	- -	1 1.87%	
Net: Increase + Stay the same		198 89.03%	63 83.72%	68 88.86%	68 94.80%	44 89.84%	52 87.83%	42 89.85%	74 91.01%	32 92.56%	28 85.11%	60 100.00%	69 87.99%	69 82.19%	156 88.53%	42 90.93%	
Mean score		3.2	3.3	3.2	3.2	3.2	3.1	3.3	3.3	3.3	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	August 2016	September 2016	October 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		68	25	25	18	19	14	11	23	12	12	33	16	19	53	15
Weighted Total		64	24	23	17	16	13	11	24	13	10	32	14	18	50	14
		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Increase greatly	(5)	1	1	-	-	1	1	-	-	-	-	1	1	-	1	-
		2.19%	5.86%	-	-	5.05%	4.26%	-	-	-	-	2.63%	4.08%	-	2.78%	-
Increase slightly	(4)	21	7	9	5	7	2	3	9	5	3	9	5	7	17	4
		33.25%	30.86%	39.09%	28.54%	44.36%	13.98%	32.11%	37.23%	41.39%	30.87%	28.19%	39.67%	37.14%	33.42%	32.65%
Stay same	(3)	32	12	11	9	8	8	5	10	5	6	17	8	7	25	7
		50.22%	49.74%	47.10%	55.24%	46.40%	63.15%	42.24%	41.03%	40.05%	61.46%	54.29%	56.25%	38.65%	49.20%	53.99%
Decrease slightly	(2)	2	1	-	1	-	-	1	2	1	-	1	-	1	1	1
		2.91%	3.64%	-	5.92%	-	-	8.04%	7.72%	7.46%	-	3.13%	-	4.73%	1.97%	6.39%
Decrease greatly	(1)	2	-	1	1	-	1	-	-	-	1	2	-	-	2	-
		2.85%	-	4.51%	4.60%	-	7.93%	-	-	-	7.67%	5.75%	-	-	3.62%	-
Don't know		5	2	2	1	1	1	2	3	1	-	2	-	4	5	1
		8.58%	9.90%	9.30%	5.69%	4.19%	10.68%	17.60%	14.02%	11.10%	-	6.01%	-	19.48%	9.01%	6.97%
NETS																
Net: Increase		23	9	9	5	8	2	3	9	5	3	10	6	7	18	4
		35.44%	36.72%	39.09%	28.54%	49.41%	18.24%	32.11%	37.23%	41.39%	30.87%	30.82%	43.75%	37.14%	36.20%	32.65%
Net: Decrease		4	1	1	2	-	1	1	2	1	1	3	-	1	3	1
		5.76%	3.64%	4.51%	10.52%	-	7.93%	8.04%	7.72%	7.46%	7.67%	8.88%	-	4.73%	5.59%	6.39%
Net: Increase + Stay the same		54	21	20	14	16	11	8	19	11	9	27	14	14	43	12
		85.66%	86.46%	86.19%	83.78%	95.81%	81.39%	74.35%	78.26%	81.44%	92.33%	85.11%	100.00%	75.79%	85.39%	86.63%
Mean score		3.3	3.4	3.3	3.1	3.6	3.1	3.3	3.3	3.4	3.2	3.2	3.5	3.4	3.3	3.3

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

Jobs Outlook - Combined

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

Drivers

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

		WAVE				REGION					SIZE			SECTOR		
		Total	August 2016	September 2016	October 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		94	37	35	22	21	27	20	29	9	17	26	26	42	72	22
Weighted Total		90	36	33	21	20	25	19	29	11	16	25	24	42	70	20
		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Increase greatly	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Increase slightly	(4)	25	12	7	6	4	7	5	11	6	4	9	8	9	21	4
		27.95%	32.99%	22.58%	27.78%	21.23%	26.44%	27.76%	36.69%	52.57%	22.42%	35.27%	32.70%	20.86%	30.01%	20.80%
Stay same	(3)	53	17	21	14	15	13	14	17	4	8	16	12	24	38	14
		58.45%	47.05%	64.47%	68.49%	74.28%	49.93%	72.24%	58.34%	33.60%	52.47%	64.73%	52.63%	58.02%	54.86%	70.92%
Decrease slightly	(2)	1	-	-	1	-	-	-	-	-	1	-	-	1	-	1
		.87%	-	-	3.72%	-	-	-	-	-	4.95%	-	-	1.88%	-	3.88%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		11	7	4	-	1	6	-	1	1	3	-	3	8	11	1
		12.73%	19.96%	12.95%	-	4.50%	23.63%	-	4.98%	13.83%	20.16%	-	14.67%	19.24%	15.13%	4.41%
NETS																
Net: Increase		25	12	7	6	4	7	5	11	6	4	9	8	9	21	4
		27.95%	32.99%	22.58%	27.78%	21.23%	26.44%	27.76%	36.69%	52.57%	22.42%	35.27%	32.70%	20.86%	30.01%	20.80%
Net: Decrease		1	-	-	1	-	-	-	-	-	1	-	-	1	-	1
		.87%	-	-	3.72%	-	-	-	-	-	4.95%	-	-	1.88%	-	3.88%
Net: Increase + Stay the same		78	29	29	20	19	19	19	28	9	12	25	20	33	59	18
		86.40%	80.04%	87.05%	96.28%	95.50%	76.37%	100.00%	95.02%	86.17%	74.89%	100.00%	85.33%	78.89%	84.87%	91.72%
Mean score		3.3	3.4	3.3	3.2	3.2	3.3	3.3	3.4	3.6	3.2	3.4	3.4	3.2	3.4	3.2

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

Jobs Outlook - Combined

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

Education

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

			WAVE			REGION					SIZE			SECTOR		
		Total	August 2016	September 2016	October 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		55	18	22	15	19	15	9	13	4	8	19	16	20	45	10
Weighted Total		54	20	20	14	17	15	10	15	5	8	18	15	20	44	10
		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Increase greatly	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Increase slightly	(4)	11	4	5	2	3	4	3	4	1	-	1	5	6	9	3
		21.32%	19.53%	27.10%	15.58%	19.11%	26.01%	32.10%	30.21%	26.69%	-	3.23%	34.65%	27.70%	19.81%	27.89%
Stay same	(3)	36	14	11	11	13	8	7	8	1	8	17	8	11	30	6
		67.36%	73.28%	54.14%	77.92%	80.89%	51.31%	67.90%	51.18%	20.02%	100.00%	91.75%	56.21%	53.69%	69.41%	58.39%
Decrease slightly	(2)	1	-	1	-	-	-	-	1	1	-	-	1	-	-	1
		2.56%	-	6.86%	-	-	-	-	9.34%	26.75%	-	-	9.14%	-	-	13.72%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		5	1	2	1	-	3	-	1	1	-	1	-	4	5	-
		8.77%	7.19%	11.90%	6.50%	-	22.68%	-	9.27%	26.54%	-	5.02%	-	18.61%	10.78%	-
NETS																
Net: Increase		11	4	5	2	3	4	3	4	1	-	1	5	6	9	3
		21.32%	19.53%	27.10%	15.58%	19.11%	26.01%	32.10%	30.21%	26.69%	-	3.23%	34.65%	27.70%	19.81%	27.89%
Net: Decrease		1	-	1	-	-	-	-	1	1	-	-	1	-	-	1
		2.56%	-	6.86%	-	-	-	-	9.34%	26.75%	-	-	9.14%	-	-	13.72%
Net: Increase + Stay the same		48	18	16	13	17	11	10	12	2	8	17	14	17	39	9
		88.67%	92.81%	81.24%	93.50%	100.00%	77.32%	100.00%	81.40%	46.71%	100.00%	94.98%	90.86%	81.39%	89.22%	86.28%
Mean score		3.2	3.2	3.2	3.2	3.2	3.3	3.3	3.2	3.0	3.0	3.0	3.3	3.3	3.2	3.1

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

Jobs Outlook - Combined

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

Engineering & technical

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

		WAVE				REGION						SIZE			SECTOR	
		Total	August 2016	September 2016	October 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		168	64	60	44	34	47	40	61	21	26	54	52	62	128	40
Weighted Total		163	64	57	42	30	46	39	63	24	24	56	49	58	125	38
		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Increase greatly		(5)	5	4	1	-	4	-	1	1	-	2	1	2	5	-
		3.33%	5.73%	1.33%	2.44%	-	9.52%	-	1.63%	4.29%	-	3.99%	2.10%	3.75%	4.36%	-
							f									
Increase slightly		(4)	49	16	20	10	11	12	21	8	8	14	18	17	39	10
		30.14%	25.40%	35.55%	29.98%	33.23%	23.29%	31.35%	32.41%	34.14%	33.59%	25.43%	35.93%	29.76%	31.25%	26.55%
Stay same		(3)	89	33	30	16	26	22	33	11	14	36	24	29	67	22
		54.85%	52.24%	52.93%	61.36%	53.76%	56.63%	56.91%	52.43%	45.14%	59.24%	65.34%	49.86%	49.08%	53.96%	57.72%
Decrease slightly		(2)	2	2	-	-	-	2	2	-	-	1	-	1	1	1
		1.08%	2.77%	-	-	-	-	4.50%	2.79%	-	-	1.62%	-	1.48%	.72%	2.25%
Decrease greatly		(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know			17	9	6	4	5	3	7	4	2	2	6	9	12	5
		10.59%	13.86%	10.19%	6.21%	13.01%	10.56%	7.24%	10.74%	16.43%	7.16%	3.63%	12.11%	15.93%	9.70%	13.49%
													j			
NETS																
Net: Increase		55	20	21	14	10	15	12	22	9	8	16	19	20	44	10
		33.48%	31.13%	36.88%	32.42%	33.23%	32.81%	31.35%	34.05%	38.43%	33.59%	29.42%	38.03%	33.51%	35.62%	26.55%
Net: Decrease		2	2	-	-	-	-	2	2	-	-	1	-	1	1	1
		1.08%	2.77%	-	-	-	-	4.50%	2.79%	-	-	1.62%	-	1.48%	.72%	2.25%
Net: Increase + Stay the same		144	53	51	40	26	41	35	55	20	22	53	43	48	112	32
		88.33%	83.37%	89.81%	93.79%	86.99%	89.44%	88.26%	86.47%	83.57%	92.84%	94.76%	87.89%	82.59%	89.58%	84.26%
												i				
Mean score		3.4	3.4	3.4	3.4	3.4	3.5	3.3	3.4	3.5	3.4	3.3	3.5	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_6. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next four to twelve months?

Executive recruitment / interim management

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

		WAVE				REGION						SIZE			SECTOR	
		Total	August 2016	September 2016	October 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		158	49	59	50	31	44	37	58	21	25	32	52	74	122	36
Weighted Total		153	47	57	49	27	40	38	63	25	22	31	48	74	119	34
		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Increase greatly	(5)	1	1	-	-	-	1	-	-	-	-	-	1	-	1	-
		.37%	1.19%	-	-	-	1.39%	-	-	-	-	-	1.16%	-	.47%	-
Increase slightly	(4)	28	9	10	9	5	6	8	14	6	3	8	10	10	21	7
		18.05%	19.41%	17.05%	17.90%	18.69%	14.01%	22.08%	22.61%	23.43%	11.77%	24.87%	20.02%	13.97%	17.60%	19.67%
Stay same	(3)	99	27	37	35	17	26	25	40	15	16	23	29	48	77	22
		64.90%	58.25%	65.47%	70.63%	61.26%	65.42%	65.40%	63.69%	61.11%	71.81%	75.13%	59.66%	64.10%	64.83%	65.14%
Decrease slightly	(2)	1	1	-	-	-	-	1	1	-	-	-	-	1	-	1
		.57%	1.83%	-	-	-	-	2.29%	1.38%	-	-	-	-	1.16%	-	2.57%
Decrease greatly	(1)	1	1	-	-	-	1	-	-	-	-	-	1	-	1	-
		.37%	1.19%	-	-	-	1.39%	-	-	-	-	-	1.16%	-	.47%	-
Don't know		24	9	10	6	5	7	4	8	4	4	-	9	15	20	4
		15.75%	18.13%	17.48%	11.47%	20.06%	17.79%	10.23%	12.32%	15.46%	16.42%	-	17.99%	20.77%	16.63%	12.62%
												j	j			
NETS																
Net: Increase		28	10	10	9	5	6	8	14	6	3	8	10	10	22	7
		18.42%	20.60%	17.05%	17.90%	18.69%	15.40%	22.08%	22.61%	23.43%	11.77%	24.87%	21.18%	13.97%	18.07%	19.67%
Net: Decrease		1	1	-	-	-	1	1	1	-	-	-	1	1	1	1
		.93%	3.03%	-	-	-	1.39%	2.29%	1.38%	-	-	-	1.16%	1.16%	.47%	2.57%
Net: Increase + Stay the same		128	37	47	44	22	33	33	54	21	19	31	39	58	99	29
		83.32%	78.85%	82.52%	88.53%	79.94%	80.82%	87.48%	86.31%	84.54%	83.58%	100.00%	80.84%	78.07%	82.90%	84.81%
												kl				
Mean score		3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.3	3.1	3.2	3.2	3.2	3.2	3.2

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

Jobs Outlook - Combined

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

Health & social care

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

		WAVE				REGION					SIZE			SECTOR		
		Total	August 2016	September 2016	October 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		82	21	33	28	21	23	19	25	6	13	27	22	33	68	14
Weighted Total		85	25	32	28	20	23	20	28	8	13	28	22	35	69	15
		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Increase greatly	(5)	3	1	2	-	1	1	1	1	-	-	2	-	1	2	1
		3.36%	4.62%	5.27%	-	5.69%	3.67%	4.03%	2.90%	-	-	6.09%	-	3.32%	2.42%	7.59%
Increase slightly	(4)	20	2	10	8	6	4	5	8	4	1	3	9	7	15	5
		23.13%	9.26%	30.15%	27.63%	31.02%	17.83%	22.54%	29.65%	47.92%	5.58%	11.52%	40.69%	21.17%	21.23%	31.75%
Stay same	(3)	44	14	16	15	12	11	10	13	3	9	15	8	21	39	5
		52.57%	56.23%	48.89%	53.50%	56.54%	46.97%	51.10%	46.52%	34.76%	70.13%	54.91%	35.55%	61.49%	56.94%	32.77%
Decrease slightly	(2)	2	-	1	1	-	-	2	2	-	-	1	1	-	1	1
		2.10%	-	2.51%	3.55%	-	-	8.76%	6.31%	-	-	3.56%	3.62%	-	1.41%	5.23%
Decrease greatly	(1)	1	1	-	-	1	-	-	-	-	-	1	-	-	1	-
		1.63%	5.48%	-	-	6.75%	-	-	-	-	-	4.99%	-	-	1.99%	-
Don't know		15	6	4	4	-	7	3	4	1	3	5	4	5	11	3
		17.21%	24.41%	13.19%	15.32%	-	31.52%	13.57%	14.62%	17.31%	24.29%	18.93%	20.14%	14.01%	16.01%	22.67%
NETS																
Net: Increase		22	3	11	8	7	5	5	9	4	1	5	9	9	16	6
		26.48%	13.88%	35.42%	27.63%	36.71%	21.50%	26.57%	32.55%	47.92%	5.58%	17.61%	40.69%	24.50%	23.65%	39.34%
Net: Decrease		3	1	1	1	1	-	2	2	-	-	2	1	-	2	1
		3.73%	5.48%	2.51%	3.55%	6.75%	-	8.76%	6.31%	-	-	8.55%	3.62%	-	3.40%	5.23%
Net: Increase + Stay the same		67	18	27	22	19	16	16	22	7	10	20	17	30	56	11
		79.05%	70.11%	84.30%	81.12%	93.25%	68.48%	77.67%	79.07%	82.69%	75.71%	72.52%	76.24%	85.99%	80.59%	72.10%
Mean score		3.3	3.1	3.4	3.3	3.3	3.4	3.3	3.3	3.6	3.1	3.1	3.5	3.3	3.2	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	August 2016	September 2016	October 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	22	36	16	14	20	17	25	8	15	23	19	32	61	13
Weighted Total		77	23	38	17	13	22	19	29	10	14	23	20	34	64	13
		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Increase greatly	(5)	2	1	1	-	-	1	-	-	-	1	1	1	-	2	-
		2.80%	4.81%	2.81%	-	-	4.87%	-	-	-	7.84%	4.72%	5.42%	-	3.39%	-
Increase slightly	(4)	15	2	8	5	3	6	3	5	1	1	2	5	8	10	5
		19.44%	7.29%	22.24%	29.86%	26.81%	29.01%	16.47%	15.68%	14.14%	5.56%	9.26%	26.25%	22.46%	15.65%	37.47%
Stay same	(3)	45	15	20	10	8	8	12	19	6	11	16	9	20	40	6
		58.69%	64.84%	53.24%	62.64%	59.77%	37.96%	63.92%	64.37%	65.23%	78.31%	68.96%	46.93%	58.42%	61.97%	43.04%
Decrease slightly	(2)	3	1	1	-	-	-	1	1	1	1	2	1	-	3	-
		3.44%	6.52%	3.08%	-	-	-	4.55%	5.20%	6.46%	8.30%	8.70%	3.20%	-	4.16%	-
Decrease greatly	(1)	2	1	1	-	1	-	-	1	1	-	1	1	-	1	1
		2.69%	3.09%	3.63%	-	5.54%	-	-	4.79%	14.17%	-	3.03%	7.02%	-	1.11%	10.24%
Don't know		10	3	6	1	1	6	3	3	-	-	1	2	7	9	1
		12.94%	13.46%	15.01%	7.50%	7.87%	28.16%	15.05%	9.96%	-	-	5.33%	11.18%	19.12%	13.72%	9.25%
NETS																
Net: Increase		17	3	10	5	3	7	3	5	1	2	3	6	8	12	5
		22.24%	12.10%	25.04%	29.86%	26.81%	33.88%	16.47%	15.68%	14.14%	13.40%	13.98%	31.68%	22.46%	19.04%	37.47%
Net: Decrease		5	2	3	-	1	-	1	3	2	1	3	2	-	3	1
		6.13%	9.60%	6.71%	-	5.54%	-	4.55%	9.99%	20.63%	8.30%	11.73%	10.22%	-	5.26%	10.24%
Net: Increase + Stay the same		63	18	30	15	11	16	15	23	8	13	19	15	28	52	11
		80.93%	76.94%	78.28%	92.50%	86.59%	71.84%	80.40%	80.05%	79.37%	91.70%	82.94%	78.61%	80.88%	81.01%	80.51%
Mean score		3.2	3.0	3.2	3.3	3.2	3.5	3.1	3.0	2.8	3.1	3.0	3.2	3.3	3.2	3.2

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

Jobs Outlook - Combined

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

Industrial

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

		WAVE			REGION						SIZE			SECTOR		
		Total	August 2016	September 2016	October 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		81	25	29	27	23	21	11	17	6	20	25	24	32	59	22
Weighted Total		76	26	26	25	21	20	10	18	7	18	25	21	30	55	22
		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Increase greatly	(5)	4	1	2	1	1	1	-	-	-	1	3	1	-	4	-
		4.65%	3.23%	6.82%	3.88%	7.08%	4.81%	-	-	-	6.33%	11.56%	2.93%	-	6.48%	-
Increase slightly	(4)	27	11	10	6	7	5	4	9	5	6	9	7	11	23	5
		35.75%	43.94%	38.23%	24.74%	32.37%	27.22%	39.98%	50.68%	65.96%	34.33%	36.63%	34.63%	35.81%	41.22%	21.85%
Stay same	(3)	37	10	12	16	11	11	5	6	1	10	12	11	14	24	13
		48.93%	38.04%	45.17%	64.04%	51.67%	52.97%	51.02%	35.80%	14.06%	54.35%	48.08%	51.28%	47.95%	44.11%	61.17%
Decrease slightly	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Decrease greatly	(1)	1	1	-	-	-	1	-	-	-	-	-	1	-	1	-
		.74%	2.19%	-	-	-	2.80%	-	-	-	-	-	2.62%	-	1.03%	-
Don't know		8	3	3	2	2	2	1	2	1	1	1	2	5	4	4
		9.93%	12.60%	9.78%	7.34%	8.89%	12.20%	9.00%	13.52%	19.98%	4.99%	3.73%	8.54%	16.23%	7.16%	16.98%
NETS																
Net: Increase		31	12	12	7	8	6	4	9	5	7	12	8	11	26	5
		40.40%	47.17%	45.05%	28.62%	39.44%	32.03%	39.98%	50.68%	65.96%	40.66%	48.19%	37.56%	35.81%	47.71%	21.85%
Net: Decrease		1	1	-	-	-	1	-	-	-	-	-	1	-	1	-
		.74%	2.19%	-	-	-	2.80%	-	-	-	-	-	2.62%	-	1.03%	-
Net: Increase + Stay the same		68	22	23	23	19	17	10	15	6	17	24	19	25	50	18
		89.33%	85.21%	90.22%	92.66%	91.11%	85.00%	91.00%	86.48%	80.02%	95.01%	96.27%	88.84%	83.77%	91.82%	83.02%
Mean score		3.5	3.5	3.6	3.4	3.5	3.4	3.4	3.6	3.8	3.5	3.6	3.4	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	August 2016	September 2016	October 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		152	52	56	44	33	36	31	55	24	28	19	56	77	120	32
Weighted Total		150	54	52	43	29	35	30	59	29	26	20	56	74	119	31
		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Increase greatly		(5)	1	1	-	-	-	1	1	-	-	-	1	-	1	-
			.71%	1.98%	-	-	-	3.55%	1.81%	-	-	-	1.92%	-	.90%	-
Increase slightly		(4)	18	6	7	5	5	3	5	8	3	1	8	9	15	3
			11.96%	11.15%	13.26%	11.42%	17.63%	8.57%	15.33%	13.67%	11.94%	4.37%	13.65%	12.69%	12.83%	8.60%
Stay same		(3)	105	34	36	35	19	24	22	42	21	18	38	50	82	23
			70.39%	63.26%	69.69%	80.09%	65.20%	69.32%	72.15%	71.55%	70.93%	89.80%	68.63%	66.62%	69.31%	74.55%
Decrease slightly		(2)	1	1	-	-	-	1	1	-	-	-	-	1	-	1
			.58%	1.60%	-	-	-	2.87%	1.46%	-	-	-	-	1.16%	-	2.82%
Decrease greatly		(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know			24	12	9	4	5	8	2	7	5	1	9	15	20	4
			16.36%	22.01%	17.05%	8.50%	17.17%	22.11%	6.09%	11.50%	17.13%	5.83%	15.81%	19.53%	16.96%	14.03%
NETS																
Net: Increase		19	7	7	5	5	3	6	9	3	2	1	9	9	16	3
		12.68%	13.13%	13.26%	11.42%	17.63%	8.57%	18.89%	15.48%	11.94%	6.29%	4.37%	15.56%	12.69%	13.73%	8.60%
Net: Decrease		1	1	-	-	-	-	1	1	-	-	-	-	1	-	1
		.58%	1.60%	-	-	-	-	2.87%	1.46%	-	-	-	-	1.16%	-	2.82%
Net: Increase + Stay the same		124	41	43	40	24	27	27	51	24	21	18	47	59	99	26
		83.06%	76.38%	82.95%	91.50%	82.83%	77.89%	91.04%	87.03%	82.87%	81.24%	94.17%	84.19%	79.30%	83.04%	83.15%
Mean score		3.2	3.2	3.2	3.1	3.2	3.1	3.2	3.2	3.1	3.1	3.0	3.2	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

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

Life sciences

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

		WAVE			REGION						SIZE			SECTOR		
		Total	August 2016	September 2016	October 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	10	7	8	5	4	4	8	4	8	4	6	15	21	4
Weighted Total		25	10	7	7	4	4	4	9	5	7	4	6	15	21	4
		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Increase greatly	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Increase slightly	(4)	2	1	1	-	-	-	1	2	1	-	-	2	-	2	-
		9.33%	9.16%	18.66%	-	-	-	22.23%	24.54%	26.39%	-	-	37.33%	-	11.25%	-
Stay same	(3)	15	6	3	6	4	1	2	3	1	6	2	3	10	12	3
		60.91%	62.16%	34.75%	85.98%	100.00%	27.35%	53.75%	35.53%	20.87%	87.92%	62.66%	46.38%	66.52%	57.18%	79.02%
Decrease slightly	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		7	3	3	1	-	3	1	4	3	1	1	1	5	6	1
		29.76%	28.68%	46.60%	14.02%	-	72.65%	24.02%	39.93%	52.74%	12.08%	37.34%	16.29%	33.48%	31.57%	20.98%
NETS																
Net: Increase		2	1	1	-	-	-	1	2	1	-	-	2	-	2	-
		9.33%	9.16%	18.66%	-	-	-	22.23%	24.54%	26.39%	-	-	37.33%	-	11.25%	-
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		17	7	4	6	4	1	3	6	2	6	2	5	10	14	3
		70.24%	71.32%	53.40%	85.98%	100.00%	27.35%	75.98%	60.07%	47.26%	87.92%	62.66%	83.71%	66.52%	68.43%	79.02%
Mean score		3.1	3.1	3.3	3.0	3.0	3.0	3.3	3.4	3.6	3.0	3.0	3.4	3.0	3.2	3.0

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

Jobs Outlook - Combined

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

Marketing, media & creative

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

		WAVE				REGION						SIZE			SECTOR	
		Total	August 2016	September 2016	October 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		162	53	57	52	31	46	42	62	20	23	43	55	64	127	35
Weighted Total		163	55	56	52	29	45	43	67	23	22	43	55	65	128	35
		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Increase greatly	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Increase slightly	(4)	41	11	11	19	8	8	13	20	8	4	17	14	10	32	9
		25.14%	20.28%	19.77%	35.92%	29.21%	16.72%	29.39%	30.66%	33.01%	20.32%	39.73% l	25.77%	14.80%	24.91%	26.01%
Stay same	(3)	100	35	34	32	17	29	27	40	13	14	26	33	41	78	22
		61.59%	63.13%	60.98%	60.63%	60.49%	64.93%	61.68%	59.78%	56.25%	61.67%	60.27%	60.79%	63.15%	61.07%	63.51%
Decrease slightly	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		22	9	11	2	3	8	4	6	3	4	-	7	14	18	4
		13.27%	16.59% c	19.25% c	3.45%	10.31%	18.34%	8.93%	9.56%	10.74%	18.01%	-	13.44% j	22.05% j	14.02%	10.48%
NETS																
Net: Increase		41	11	11	19	8	8	13	20	8	4	17	14	10	32	9
		25.14%	20.28%	19.77%	35.92%	29.21%	16.72%	29.39%	30.66%	33.01%	20.32%	39.73% l	25.77%	14.80%	24.91%	26.01%
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		141	46	45	51	26	37	40	60	21	18	43	47	50	110	31
		86.73%	83.41%	80.75%	96.55% ab	89.69%	81.66%	91.07%	90.44%	89.26%	81.99%	100.00% kl	86.56%	77.95%	85.98%	89.52%
Mean score		3.3	3.2	3.2	3.4	3.3	3.2	3.3	3.3	3.4	3.2	3.4 l	3.3	3.2	3.3	3.3

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

Jobs Outlook - Combined

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

Office professionals

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

		WAVE				REGION					SIZE			SECTOR		
		Total	August 2016	September 2016	October 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		256	80	91	85	62	67	52	90	38	37	77	81	98	204	52
Weighted Total		252	79	89	84	57	63	52	97	44	35	75	77	99	202	50
		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Increase greatly	(5)	3	2	-	1	1	1	1	2	1	-	1	2	1	2	1
		1.34%	3.11%	-	1.10%	1.46%	.89%	1.78%	2.06%	2.39%	-	1.10%	2.10%	.94%	1.21%	1.87%
Increase slightly	(4)	56	15	18	23	11	17	13	20	8	7	20	17	20	48	8
		22.24%	18.81%	20.72%	27.06%	19.55%	27.60%	24.48%	21.05%	17.02%	20.22%	26.01%	21.39%	20.03%	23.85%	15.71%
Stay same	(3)	159	46	57	56	34	39	31	62	31	24	54	49	57	126	33
		63.15%	58.43%	64.58%	66.09%	60.35%	61.97%	58.94%	63.87%	69.66%	67.90%	71.11%	63.13%	57.13%	62.21%	66.99%
Decrease slightly	(2)	2	1	1	-	-	-	2	2	-	-	-	-	2	1	1
		.67%	1.10%	.92%	-	-	-	3.23%	1.74%	-	-	-	-	1.70%	.41%	1.74%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		32	15	12	5	11	6	6	11	5	4	1	10	20	25	7
		12.59%	18.56%	13.78%	5.75%	18.65%	9.55%	11.57%	11.28%	10.93%	11.88%	1.78%	13.38%	20.20%	12.32%	13.70%
			c										j	j		
NETS																
Net: Increase		59	17	18	24	12	18	14	22	9	7	20	18	21	51	9
		23.58%	21.92%	20.72%	28.16%	21.00%	28.48%	26.26%	23.11%	19.41%	20.22%	27.12%	23.50%	20.97%	25.06%	17.58%
Net: Decrease		2	1	1	-	-	-	2	2	-	-	-	-	2	1	1
		.67%	1.10%	.92%	-	-	-	3.23%	1.74%	-	-	-	-	1.70%	.41%	1.74%
Net: Increase + Stay the same		218	63	76	79	46	57	44	84	40	31	74	67	77	176	42
		86.74%	80.35%	85.29%	94.25%	81.35%	90.45%	85.20%	86.98%	89.07%	88.12%	98.22%	86.62%	78.10%	87.27%	84.56%
			a									kl				
Mean score		3.3	3.3	3.2	3.3	3.3	3.3	3.3	3.3	3.2	3.2	3.3	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

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

Sales & retail

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

		WAVE				REGION					SIZE			SECTOR		
		Total	August 2016	September 2016	October 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	49	58	52	30	47	44	57	13	25	57	49	53	128	31
Weighted Total		156	46	59	51	27	45	47	62	15	23	59	46	52	127	30
		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Increase greatly		(5)	4	1	1	2	-	2	1	2	1	-	3	1	2	2
			2.38%	1.22%	1.74%	4.15%	-	3.55%	2.19%	3.44%	7.32%	-	5.90%	1.99%	1.32%	6.87%
Increase slightly		(4)	51	13	15	24	8	11	18	26	8	7	17	13	44	7
			32.90%	27.42%	25.92%	45.80%	29.81%	23.54%	38.82%	42.10%	52.30%	29.83%	38.24%	24.67%	35.14%	23.39%
					b				e							
Stay same		(3)	83	26	34	23	15	25	23	29	6	13	22	29	67	16
			53.09%	56.77%	57.79%	44.42%	56.46%	57.12%	49.18%	47.04%	40.37%	57.67%	47.86%	56.35%	52.91%	53.84%
Decrease slightly		(2)	5	4	2	-	-	4	2	2	-	-	1	-	4	2
			3.39%	7.72%	2.96%	-	-	8.00%	3.71%	2.81%	-	-	1.23%	-	2.82%	5.84%
				c								l				
Decrease greatly		(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know			13	3	7	3	4	3	3	-	3	1	3	9	10	3
			8.24%	6.88%	11.60%	5.64%	13.73%	7.79%	6.10%	4.62%	-	1.73%	6.77%	16.99%	7.81%	10.06%
														j		
NETS																
Net: Increase		55	13	16	26	8	12	19	28	9	7	21	20	14	46	9
		35.27%	28.63%	27.65%	49.94%	29.81%	27.09%	41.01%	45.54%	59.63%	29.83%	35.98%	44.14%	26.66%	36.45%	30.27%
					ab											
Net: Decrease		5	4	2	-	-	4	2	2	-	-	5	1	-	4	2
		3.39%	7.72%	2.96%	-	-	8.00%	3.71%	2.81%	-	-	8.02%	1.23%	-	2.82%	5.84%
				c								l				
Net: Increase + Stay the same		138	39	50	49	23	38	42	57	15	20	53	42	43	113	25
		88.36%	85.40%	85.44%	94.36%	86.27%	84.21%	90.19%	92.58%	100.00%	87.50%	90.25%	92.00%	83.01%	89.37%	84.10%
Mean score		3.4	3.2	3.3	3.6	3.3	3.2	3.4	3.5	3.7	3.3	3.3	3.5	3.3	3.4	3.3
					ab											

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

Jobs Outlook - Combined

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

Technology

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

		WAVE				REGION						SIZE			SECTOR	
		Total	August 2016	September 2016	October 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		152	50	58	44	28	43	33	54	21	27	37	51	64	121	31
Weighted Total		152	52	57	43	26	42	34	59	25	25	38	50	64	121	31
		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Increase greatly	(5)	4	1	1	2	-	2	1	2	1	-	1	1	2	4	-
		2.78%	2.74%	1.34%	4.73%	-	5.23%	2.89%	3.42%	4.15%	-	2.61%	2.08%	3.41%	3.48%	-
Increase slightly	(4)	39	8	15	16	6	11	8	16	8	6	10	15	14	34	5
		25.56%	15.13%	26.43%	37.19% a	22.78%	26.32%	22.19%	26.95%	33.48%	23.86%	26.21%	30.46%	21.40%	27.97%	16.09%
Stay same	(3)	86	33	31	22	17	20	21	31	11	17	27	25	34	67	19
		56.68%	63.68%	53.96%	51.71%	64.89%	48.78%	61.00%	53.34%	42.87%	69.35%	71.18%	50.72%	52.78%	55.04%	63.15%
Decrease slightly	(2)	1	1	-	-	-	1	1	1	-	-	-	1	1	1	1
		.94%	2.73%	-	-	-	1.34%	2.54%	1.47%	-	-	-	1.13%	1.35%	.46%	2.82%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		21	8	10	3	3	8	4	9	5	2	-	8	14	16	6
		14.04%	15.73%	18.27%	6.37%	12.33%	18.33%	11.39%	14.81%	19.50%	6.79%	-	15.61% j	21.06% j	13.05%	17.95%
NETS																
Net: Increase		43	9	16	18	6	13	9	18	9	6	11	16	16	38	5
		28.34%	17.87%	27.77%	41.92% a	22.78%	31.55%	25.08%	30.38%	37.63%	23.86%	28.82%	32.54%	24.81%	31.45%	16.09%
Net: Decrease		1	1	-	-	-	1	1	1	-	-	-	1	1	1	1
		.94%	2.73%	-	-	-	1.34%	2.54%	1.47%	-	-	-	1.13%	1.35%	.46%	2.82%
Net: Increase + Stay the same		129	43	46	40	23	34	29	49	20	23	38	41	50	105	24
		85.02%	81.54%	81.73%	93.63%	87.67%	80.33%	86.07%	83.72%	80.50%	93.21%	100.00% kl	83.25%	77.59%	86.48%	79.24%
Mean score		3.4	3.2	3.4	3.5 a	3.3	3.4	3.3	3.4	3.5	3.3	3.3	3.4	3.3	3.4	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	August 2016	September 2016	October 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	459	150	153	156	111	117	99	160	61	71	211	130	118	376	83
Weighted Total	455	151	150	155	103	116	100	170	70	66	211	125	119	374	81
	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Accounting and financial services	20	5	3	11	4	4	3	6	3	5	8	6	6	16	3
	8.81%	6.61%	4.44%	15.85% b	9.11%	6.19%	6.12%	7.75%	9.93%	15.65%	12.77%	8.27%	6.51%	9.16%	7.51%
Construction	19	8	8	4	7	5	2	4	2	3	11	4	5	15	4
	30.12%	33.36%	32.99%	21.51%	43.14%	40.80%	16.72%	15.74%	14.95%	29.12%	34.03%	26.22%	26.32%	30.15%	30.00%
Drivers	12	7	1	4	2	4	3	4	1	3	6	3	3	9	3
	13.32%	20.71% b	2.38%	17.89%	8.95%	14.63%	14.53%	12.66%	9.33%	17.90%	23.28%	12.19%	8.00%	12.49%	16.20%
Education	9	2	4	3	2	3	3	4	1	-	3	6	-	8	1
	17.60%	11.61%	21.71%	20.06%	13.06%	19.21%	32.17%	30.28%	26.75%	-	17.56%	41.47%	-	18.49%	13.72%
Engineering & technical	58	23	17	18	11	21	16	21	6	5	17	21	20	46	13
	35.72%	36.70%	30.20%	41.70%	35.87%	46.19%	39.56%	33.94%	24.81%	19.78%	31.06%	42.23%	34.69%	36.55%	33.04%
Executive recruitment / interim management	16	4	3	9	-	3	7	10	4	3	8	4	4	13	3
	10.75%	9.22%	5.60%	18.17% b	-	8.62%	17.71% d	16.30% d	14.18%	12.18%	27.14% kl	8.90%	5.22%	11.18%	9.25%
Health & social care	26	7	8	10	9	5	5	9	4	2	9	2	15	21	4
	30.24%	26.68%	26.61%	37.66%	46.49%	21.36%	23.52%	31.52%	52.08%	17.58%	32.36%	8.85%	42.10%	30.48%	29.15%
Hospitality	16	4	8	4	2	2	6	7	1	5	5	2	9	14	2
	20.36%	16.19%	21.70%	23.09%	15.78%	8.89%	30.36%	23.93%	11.35%	35.08%	22.61%	9.10%	25.26%	21.58%	14.58%
Industrial	11	2	6	4	3	2	2	4	2	3	7	3	2	11	-
	14.72%	7.48%	22.11%	14.56%	13.88%	10.03%	15.36%	20.74%	28.43%	14.94%	27.58%	12.65%	5.25%	20.52%	-
Legal & HR	12	6	1	5	1	2	4	7	2	2	3	6	2	11	1
	7.76%	10.27%	2.63%	10.82%	3.38%	5.94%	14.63%	11.55%	8.35%	6.57%	15.70%	11.07%	3.20%	8.93%	3.24%
Life sciences	5	2	2	1	-	1	2	3	1	1	-	1	4	4	1
	20.64%	17.54%	32.43%	12.94%	-	27.35%	42.58%	33.52%	26.24%	12.66%	-	15.08%	28.09%	20.74%	20.18%
Marketing, media & creative	16	3	2	11	2	3	5	6	1	5	9	5	2	14	2
	9.56%	5.21%	2.79%	21.28% ab	5.86%	6.22%	11.39%	8.95%	4.43%	23.01%	20.92% l	8.76%	2.60%	10.70%	5.34%
Office professionals	20	4	4	12	6	7	2	2	-	4	10	7	3	17	3
	7.89%	5.23%	4.40%	14.07% b	10.10% gh	11.79% gh	4.34%	2.35%	-	12.57% gh	13.01% l	9.28%	2.92%	8.34%	6.08%

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

Jobs Outlook - Combined

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

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

		WAVE			REGION						SIZE			SECTOR	
			September 2016	October 2016			South excluding London	South including London							
	Total	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	459	150	153	156	111	117	99	160	61	71	211	130	118	376	83
Weighted Total	455	151	150	155	103	116	100	170	70	66	211	125	119	374	81
	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Sales & retail	19	3	7	9	2	6	11	11	-	1	10	4	5	14	5
	12.45%	7.25%	11.84%	17.82%	8.21%	12.81%	22.54%	17.06%	-	4.22%	17.10%	8.64%	10.48%	11.23%	17.62%
Technology	38	12	13	13	8	9	7	17	9	4	9	13	16	30	8
	25.01%	22.00%	23.45%	30.76%	31.57%	21.11%	21.01%	28.17%	37.96%	17.25%	23.59%	26.45%	24.72%	24.90%	25.43%
None	255	90	89	77	57	62	59	101	42	35	122	73	61	211	44
	56.11%	59.56%	59.43%	49.55%	55.13%	54.06%	58.54%	59.49%	60.87%	52.56%	57.95%	58.01%	50.88%	56.42%	54.69%
Net: Any	200	61	61	78	46	53	42	69	27	31	89	53	59	163	37
	43.89%	40.44%	40.57%	50.45%	44.87%	45.94%	41.46%	40.51%	39.13%	47.44%	42.05%	41.99%	49.12%	43.58%	45.31%

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	44	-	3	37	1	-	4	3	1	39	3.0
	100.00%	-	5.77%	83.73%	1.87%	-	8.63%	5.77%	1.87%	89.50%	
Construction	6	1	1	3	1	-	1	2	1	5	3.4
	100.00%	15.88%	10.26%	51.35%	10.26%	-	12.25%	26.14%	10.26%	77.49%	
Drivers	21	-	3	15	1	-	2	3	1	18	3.1
	100.00%	-	13.37%	72.88%	3.94%	-	9.81%	13.37%	3.94%	86.25%	
Education	11	-	1	8	1	-	1	1	1	9	3.0
	100.00%	-	9.04%	72.12%	12.17%	-	6.67%	9.04%	12.17%	81.16%	
Engineering & technical	26	-	5	18	1	-	3	5	1	23	3.2
	100.00%	-	19.30%	67.80%	2.16%	-	10.74%	19.30%	2.16%	87.10%	
Executive recruitment / interim management	23	-	-	18	-	1	4	-	1	18	2.9
	100.00%	-	-	77.59%	-	6.00%	16.40%	-	6.00%	77.59%	
Health & social care	9	1	-	7	-	-	1	1	-	8	3.2
	100.00%	10.44%	-	75.90%	-	-	13.66%	10.44%	-	86.34%	
Hospitality	15	-	3	10	1	1	-	3	2	13	2.9
	100.00%	-	18.58%	66.21%	6.28%	8.93%	-	18.58%	15.21%	84.79%	
Industrial	27	1	6	16	3	-	1	6	3	23	3.1
	100.00%	2.35%	21.45%	60.96%	12.40%	-	2.83%	23.81%	12.40%	84.77%	
Legal & HR	33	-	2	24	-	1	5	2	1	26	3.0
	100.00%	-	6.78%	73.14%	-	4.19%	15.90%	6.78%	4.19%	79.91%	
Life sciences	7	-	-	6	-	-	1	-	-	6	3.0
	100.00%	-	-	85.85%	-	-	14.15%	-	-	85.85%	
Marketing, media & creative	29	-	1	23	1	-	4	1	1	24	3.0
	100.00%	-	3.43%	80.49%	2.87%	-	13.21%	3.43%	2.87%	83.92%	
Office professionals	54	-	6	40	1	1	6	6	2	46	3.0
	100.00%	-	10.46%	73.94%	1.51%	2.54%	11.55%	10.46%	4.05%	84.40%	
Sales & retail	20	-	2	17	-	-	1	2	-	19	3.1
	100.00%	-	8.67%	87.50%	-	-	3.83%	8.67%	-	96.17%	
Technology	29	-	2	21	2	-	4	2	2	23	3.0
	100.00%	-	6.34%	74.50%	5.67%	-	13.48%	6.34%	5.67%	80.85%	
Average (response based including bases)	354	3	33	264	12	6	37	36	17	300	3.0
	100.00%	.73%	9.34%	74.64%	3.32%	1.56%	10.41%	10.07%	4.88%	84.71%	

Jobs Outlook - Combined

Q14_SUM. Average across all sectors

SUMMARY TABLE

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

		WAVE				REGION						SIZE			SECTOR	
		Total	August 2016	September 2016	October 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		374	144	138	92	104	82	93	127	34	61	27	148	199	276	98
Weighted Total		354	139	126	89	91	69	93	134	41	59	27	140	187	257	97
		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Greatly increase		(5)	3	2	1	-	2	-	-	-	1	-	3	-	1	2
		.73%	1.41%	.50%	-	-	2.85%	-	-	-	1.06%	-	1.85%	-	.24%	2.02%
Slightly increase		(4)	33	13	12	8	7	5	10	18	3	8	13	12	27	6
		9.34%	9.24%	9.69%	8.99%	7.40%	7.17%	10.70%	13.64%	20.27% dei	5.10%	30.62%	9.09%	6.51%	10.54%	6.17%
Stay the same		(3)	264	105	87	73	83	47	70	90	45	18	99	146	188	77
		74.64%	75.29%	68.81%	81.91% b	90.71% efghi	67.53% h	75.40% h	66.63% h	46.85% h	76.28% h	69.38%	70.98%	78.13%	73.10%	78.73%
Slightly decrease		(2)	12	1	10	-	2	1	6	7	1	-	4	8	10	2
		3.32%	1.08%	8.14% ac	-	1.89%	1.94%	6.32%	5.41%	3.34%	2.42%	-	2.98%	4.05%	3.74%	2.21%
Greatly decrease		(1)	6	-	6	-	-	-	6	6	-	-	1	4	-	6
		1.56%	-	4.37% ac	-	-	-	-	4.10% df	13.36% defgi	-	-	.98%	2.21%	-	5.67% m
Don't know		37	18	11	8	-	14	7	14	7	9	-	20	17	32	5
		10.41%	12.98%	8.49%	9.11%	-	20.52% dfg	7.58% d	10.22% d	16.18% d	15.15% d	-	14.11%	9.11%	12.38% n	5.21%
NETS																
Net: Increase		36	15	13	8	7	7	10	18	8	4	8	15	12	28	8
		10.07%	10.65%	10.19%	8.99%	7.40%	10.01%	10.70%	13.64%	20.27% di	6.16%	30.62%	10.94%	6.51%	10.78%	8.18%
Net: Decrease		17	1	16	-	2	1	6	13	7	1	-	6	12	10	8
		4.88%	1.08%	12.51% ac	-	1.89%	1.94%	6.32%	9.51% de	16.70% dei	2.42%	-	3.97%	6.26%	3.74%	7.88%
Net: Increase + Stay the same		300	120	100	81	90	53	80	108	28	49	27	115	159	215	84
		84.71%	85.95%	79.00%	90.89% b	98.11% efghi	77.54%	86.10% h	80.27%	67.12%	82.44%	100.00%	81.92%	84.63%	83.88%	86.91%
Mean score		3.0	3.1	2.9	3.1	3.1	3.1	3.0	3.0	2.9	3.1	3.3	3.1	3.0	3.1	3.0
			b		b								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	August 2016	September 2016	October 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		47	20	16	11	12	10	12	16	4	9	4	20	23	37	10
Weighted Total		44	20	14	11	10	9	11	16	5	8	5	19	20	34	9
		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	3	3	-	-	-	-	-	3	3	-	3	-	-	3	-
		5.77%	12.85%	-	-	-	-	-	15.60%	53.82%	-	55.54%	-	-	7.33%	-
Stay the same	(3)	37	15	12	10	10	7	10	12	2	7	2	16	18	28	9
		83.73%	76.75%	88.63%	90.42%	100.00%	83.37%	84.07%	73.08%	46.18%	84.44%	44.46%	87.77%	88.75%	81.43%	92.23%
Slightly decrease	(2)	1	-	1	-	-	-	1	1	-	-	-	-	1	1	-
		1.87%	-	6.04%	-	-	-	7.14%	5.07%	-	-	-	-	4.01%	2.38%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		4	2	1	1	-	1	1	1	-	1	-	2	1	3	1
		8.63%	10.40%	5.33%	9.58%	-	16.63%	8.79%	6.24%	-	15.56%	-	12.23%	7.24%	8.86%	7.77%
NETS																
Net: Increase		3	3	-	-	-	-	-	3	3	-	3	-	-	3	-
		5.77%	12.85%	-	-	-	-	-	15.60%	53.82%	-	55.54%	-	-	7.33%	-
Net: Decrease		1	-	1	-	-	-	1	1	-	-	-	-	1	1	-
		1.87%	-	6.04%	-	-	-	7.14%	5.07%	-	-	-	-	4.01%	2.38%	-
Net: Increase + Stay the same		39	18	12	10	10	7	10	14	5	7	5	16	18	31	9
		89.50%	89.60%	88.63%	90.42%	100.00%	83.37%	84.07%	88.69%	100.00%	84.44%	100.00%	87.77%	88.75%	88.76%	92.23%
Mean score		3.0	3.1	2.9	3.0	3.0	3.0	2.9	3.1	3.5	3.0	3.6	3.0	3.0	3.1	3.0

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

Jobs Outlook - Combined

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

Construction

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

		WAVE		REGION						SIZE			SECTOR		
		Total	August 2016	September 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
			*a	*b			*c	*d							
Significance Level: 95%															
Unweighted Total		7	4	3	2	2	1	1	-	2	-	3	4	3	4
Weighted Total		6	4	2	2	2	1	1	-	1	-	2	4	2	4
		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	-	100.00%	-	100.00%	100.00%	100.00%	100.00%
Greatly increase	(5)	1	1	-	-	1	-	-	-	-	-	1	-	-	1
		15.88%	23.89%	-	-	56.45%	-	-	-	-	-	40.56%	-	-	23.62%
Slightly increase	(4)	1	-	1	-	-	-	-	-	1	-	-	1	1	-
		10.26%	-	30.59%	-	-	-	-	-	50.00%	-	-	16.86%	31.31%	-
Stay the same	(3)	3	2	1	2	-	1	1	-	-	-	1	2	-	3
		51.35%	57.68%	38.81%	100.00%	-	100.00%	100.00%	-	-	-	33.24%	63.01%	-	76.38%
Slightly decrease	(2)	1	-	1	-	-	-	-	-	1	-	1	-	1	-
		10.26%	-	30.59%	-	-	-	-	-	50.00%	-	26.20%	-	31.31%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		1	1	-	-	1	-	-	-	-	-	-	1	1	-
		12.25%	18.43%	-	-	43.55%	-	-	-	-	-	-	20.13%	37.39%	-
NETS															
Net: Increase		2	1	1	-	1	-	-	-	1	-	1	1	1	1
		26.14%	23.89%	30.59%	-	56.45%	-	-	-	50.00%	-	40.56%	16.86%	31.31%	23.62%
Net: Decrease		1	-	1	-	-	-	-	-	1	-	1	-	1	-
		10.26%	-	30.59%	-	-	-	-	-	50.00%	-	26.20%	-	31.31%	-
Net: Increase + Stay the same		5	3	1	2	1	1	1	-	1	-	2	3	1	4
		77.49%	81.57%	69.41%	100.00%	56.45%	100.00%	100.00%	-	50.00%	-	73.80%	79.87%	31.31%	100.00%
Mean score		3.4	3.6	3.0	3.0	5.0	3.0	3.0	-	3.0	-	3.5	3.2	3.0	3.5

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

Jobs Outlook - Combined

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

Drivers

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

		WAVE				REGION						SIZE			SECTOR	
		Total	August 2016	September 2016	October 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	9	9	4	4	6	7	8	1	4	2	8	12	15	7
Weighted Total		21	9	8	4	4	5	7	8	1	4	2	8	11	14	7
		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	3	1	1	1	1	1	-	1	1	-	-	1	2	2	1
		13.37%	8.75%	13.41%	23.14%	20.57%	18.16%	-	13.77%	100.00%	-	-	13.85%	15.01%	14.29%	11.38%
Stay the same	(3)	15	6	6	3	3	3	6	6	-	3	2	6	8	9	6
		72.88%	67.46%	76.59%	76.86%	79.43%	67.06%	88.10%	75.97%	-	68.19%	100.00%	69.98%	70.91%	65.56%	88.62%
Slightly decrease	(2)	1	-	1	-	-	-	1	1	-	-	-	-	1	1	-
		3.94%	-	10.00%	-	-	-	11.90%	10.26%	-	-	-	-	7.32%	5.77%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		2	2	-	-	-	1	-	-	-	1	-	1	1	2	-
		9.81%	23.79%	-	-	-	14.78%	-	-	-	31.81%	-	16.17%	6.76%	14.37%	-
NETS																
Net: Increase		3	1	1	1	1	1	-	1	1	-	-	1	2	2	1
		13.37%	8.75%	13.41%	23.14%	20.57%	18.16%	-	13.77%	100.00%	-	-	13.85%	15.01%	14.29%	11.38%
Net: Decrease		1	-	1	-	-	-	1	1	-	-	-	-	1	1	-
		3.94%	-	10.00%	-	-	-	11.90%	10.26%	-	-	-	-	7.32%	5.77%	-
Net: Increase + Stay the same		18	7	7	4	4	4	6	7	1	3	2	7	10	11	7
		86.25%	76.21%	90.00%	100.00%	100.00%	85.22%	88.10%	89.74%	100.00%	68.19%	100.00%	83.83%	85.92%	79.86%	100.00%
Mean score		3.1	3.1	3.0	3.2	3.2	3.2	2.9	3.0	4.0	3.0	3.0	3.2	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

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

Education

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

		WAVE				REGION					SIZE			SECTOR		
		Total	August 2016	September 2016	October 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		11	4	5	2	6	2	1	2	1	1	-	5	6	7	4
Weighted Total		11	5	5	2	5	2	1	3	1	1	-	5	6	7	5
		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	-	100.00%	100.00%	100.00%	100.00%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	1	-	1	-	-	1	-	-	-	-	-	-	1	1	-
		9.04%	-	20.87%	-	-	57.53%	-	-	-	-	-	-	16.16%	15.36%	-
Stay the same	(3)	8	4	3	2	5	-	1	1	-	1	-	4	5	5	3
		72.12%	83.44%	51.02%	100.00%	100.00%	-	100.00%	50.41%	-	100.00%	-	72.39%	71.92%	73.31%	70.43%
Slightly decrease	(2)	1	-	1	-	-	-	-	1	1	-	-	1	-	-	1
		12.17%	-	28.11%	-	-	-	-	49.59%	100.00%	-	-	27.61%	-	-	29.57%
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		1	1	-	-	-	1	-	-	-	-	-	-	1	1	-
		6.67%	16.56%	-	-	-	42.47%	-	-	-	-	-	-	11.93%	11.34%	-
NETS																
Net: Increase		1	-	1	-	-	1	-	-	-	-	-	-	1	1	-
		9.04%	-	20.87%	-	-	57.53%	-	-	-	-	-	-	16.16%	15.36%	-
Net: Decrease		1	-	1	-	-	-	-	1	1	-	-	1	-	-	1
		12.17%	-	28.11%	-	-	-	-	49.59%	100.00%	-	-	27.61%	-	-	29.57%
Net: Increase + Stay the same		9	4	4	2	5	1	1	1	-	1	-	4	6	6	3
		81.16%	83.44%	71.89%	100.00%	100.00%	57.53%	100.00%	50.41%	-	100.00%	-	72.39%	88.07%	88.66%	70.43%
Mean score		3.0	3.0	2.9	3.0	3.0	4.0	3.0	2.5	2.0	3.0	-	2.7	3.2	3.2	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	August 2016	September 2016	October 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		30	11	11	8	9	6	10	12	2	3	2	12	16	18	12
Weighted Total		26	9	9	8	7	4	10	12	2	2	1	11	14	15	11
		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	5	1	3	1	1	-	3	3	-	2	-	4	1	4	1
		19.30%	9.27%	34.46%	13.04%	10.71%	-	28.87%	23.02%	-	62.62%	-	33.54%	10.35%	27.98%	7.26%
Stay the same	(3)	18	7	4	7	7	2	7	8	1	1	1	5	11	8	10
		67.80%	76.73%	43.38%	86.96%	89.29%	53.56%	71.13%	65.75%	44.54%	37.38%	100.00%	48.70%	79.15%	54.53%	86.20%
Slightly decrease	(2)	1	1	-	-	-	1	-	-	-	-	-	1	-	1	-
		2.16%	6.02%	-	-	-	12.92%	-	-	-	-	-	5.26%	-	3.72%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		3	1	2	-	-	1	-	1	1	-	-	1	1	2	1
		10.74%	7.98%	22.16%	-	-	33.52%	-	11.23%	55.46%	-	-	12.50%	10.50%	13.77%	6.54%
NETS																
Net: Increase		5	1	3	1	1	-	3	3	-	2	-	4	1	4	1
		19.30%	9.27%	34.46%	13.04%	10.71%	-	28.87%	23.02%	-	62.62%	-	33.54%	10.35%	27.98%	7.26%
Net: Decrease		1	1	-	-	-	1	-	-	-	-	-	1	-	1	-
		2.16%	6.02%	-	-	-	12.92%	-	-	-	-	-	5.26%	-	3.72%	-
Net: Increase + Stay the same		23	8	7	8	7	2	10	11	1	2	1	9	13	13	10
		87.10%	86.00%	77.84%	100.00%	100.00%	53.56%	100.00%	88.77%	44.54%	100.00%	100.00%	82.24%	89.50%	82.51%	93.46%
Mean score		3.2	3.0	3.4	3.1	3.1	2.8	3.3	3.3	3.0	3.6	3.0	3.3	3.1	3.3	3.1

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

Jobs Outlook - Combined

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

Executive recruitment / interim management

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

		WAVE			REGION						SIZE			SECTOR		
		Total	August 2016	September 2016	October 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		24	10	8	6	6	5	6	8	2	5	-	7	17	15	9
Weighted Total		23	10	8	6	5	4	6	9	2	5	-	7	16	14	9
		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	-	100.00%	100.00%	100.00%	100.00%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-	-	-	-	-
Stay the same	(3)	18	8	5	5	5	2	5	6	1	4	-	4	13	11	7
		77.59%	79.18%	72.28%	82.02%	100.00%	60.41%	83.84%	72.61%	44.35%	75.67%	-	66.14%	82.37%	78.34%	76.42%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	1	-	1	-	-	-	-	1	1	-	-	-	1	-	1
		6.00%	-	18.18%	-	-	-	-	15.83%	55.65%	-	-	-	8.50%	-	15.47%
Don't know		4	2	1	1	-	1	1	1	-	1	-	2	1	3	1
		16.40%	20.82%	9.53%	17.98%	-	39.59%	16.16%	11.57%	-	24.33%	-	33.86%	9.12%	21.66%	8.11%
NETS																
Net: Increase		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Decrease		1	-	1	-	-	-	-	1	1	-	-	-	1	-	1
		6.00%	-	18.18%	-	-	-	-	15.83%	55.65%	-	-	-	8.50%	-	15.47%
Net: Increase + Stay the same		18	8	5	5	5	2	5	6	1	4	-	4	13	11	7
		77.59%	79.18%	72.28%	82.02%	100.00%	60.41%	83.84%	72.61%	44.35%	75.67%	-	66.14%	82.37%	78.34%	76.42%
Mean score		2.9	3.0	2.6	3.0	3.0	3.0	3.0	2.6	1.9	3.0	-	3.0	2.8	3.0	2.7

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

Jobs Outlook - Combined

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

Health & social care

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

		WAVE			REGION						SIZE			SECTOR		
		Total	August 2016	September 2016	October 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		9	4	3	2	2	3	2	3	1	1	1	3	5	6	3
Weighted Total		9	4	3	2	2	3	2	4	1	1	1	3	5	6	4
		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Greatly increase	(5)	1	1	-	-	-	1	-	-	-	-	-	1	-	-	1
		10.44%	22.71%	-	-	-	36.91%	-	-	-	-	-	30.58%	-	-	26.06%
Slightly increase	(4)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Stay the same	(3)	7	2	3	2	2	2	2	4	1	-	1	1	5	4	3
		75.90%	47.57%	100.00%	100.00%	100.00%	63.09%	100.00%	100.00%	100.00%	-	100.00%	29.39%	100.00%	77.21%	73.94%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		1	1	-	-	-	-	-	-	-	1	-	1	-	1	-
		13.66%	29.73%	-	-	-	-	-	-	-	100.00%	-	40.03%	-	22.79%	-
NETS																
Net: Increase		1	1	-	-	-	1	-	-	-	-	-	1	-	-	1
		10.44%	22.71%	-	-	-	36.91%	-	-	-	-	-	30.58%	-	-	26.06%
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		8	3	3	2	2	3	2	4	1	-	1	2	5	4	4
		86.34%	70.27%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	-	100.00%	59.97%	100.00%	77.21%	100.00%
Mean score		3.2	3.6	3.0	3.0	3.0	3.7	3.0	3.0	3.0	-	3.0	4.0	3.0	3.0	3.5

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

Jobs Outlook - Combined

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

Hospitality

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

		WAVE			REGION						SIZE			SECTOR		
		Total	August 2016	September 2016	October 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		15	7	6	2	4	5	3	5	2	1	2	2	11	11	4
Weighted Total		15	7	6	2	3	5	3	6	2	1	2	2	11	11	5
		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	3	2	-	1	-	2	1	1	-	-	1	-	2	2	1
		18.58%	26.32%	-	48.10%	-	40.91%	26.74%	15.13%	-	-	58.06%	-	16.55%	17.62%	20.74%
Stay the same	(3)	10	5	4	1	3	3	1	3	1	1	1	1	9	8	2
		66.21%	73.68%	62.74%	51.90%	100.00%	59.09%	43.28%	43.81%	44.48%	100.00%	41.94%	41.14%	74.95%	73.32%	50.07%
Slightly decrease	(2)	1	-	1	-	-	-	1	1	-	-	-	-	1	1	-
		6.28%	-	15.40%	-	-	-	29.98%	16.97%	-	-	-	-	8.50%	9.05%	-
Greatly decrease	(1)	1	-	1	-	-	-	-	1	1	-	-	1	-	-	1
		8.93%	-	21.86%	-	-	-	-	24.10%	55.52%	-	-	58.86%	-	-	29.19%
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																
Net: Increase		3	2	-	1	-	2	1	1	-	-	1	-	2	2	1
		18.58%	26.32%	-	48.10%	-	40.91%	26.74%	15.13%	-	-	58.06%	-	16.55%	17.62%	20.74%
Net: Decrease		2	-	2	-	-	-	1	2	1	-	-	1	1	1	1
		15.21%	-	37.26%	-	-	-	29.98%	41.06%	55.52%	-	-	58.86%	8.50%	9.05%	29.19%
Net: Increase + Stay the same		13	7	4	2	3	5	2	3	1	1	2	1	10	10	3
		84.79%	100.00%	62.74%	100.00%	100.00%	100.00%	70.02%	58.94%	44.48%	100.00%	100.00%	41.14%	91.50%	90.95%	70.81%
Mean score		2.9	3.3	2.4	3.5	3.0	3.4	3.0	2.5	1.9	3.0	3.6	1.8	3.1	3.1	2.6

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

Jobs Outlook - Combined

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

Industrial

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

		WAVE			REGION						SIZE			SECTOR		
		Total	August 2016	September 2016	October 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	12	10	8	6	8	9	1	6	1	14	14	20	9
Weighted Total		27	7	10	10	8	5	8	9	1	5	1	12	13	18	9
		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Greatly increase	(5)	1	-	1	-	-	-	-	-	-	1	-	1	-	1	-
		2.35%	-	6.04%	-	-	-	-	-	-	12.36%	-	5.08%	-	3.46%	-
Slightly increase	(4)	6	1	2	3	2	-	2	3	1	1	-	4	2	5	1
		21.45%	13.05%	17.08%	32.08%	28.00%	-	20.75%	30.60%	100.00%	17.26%	-	30.09%	15.03%	26.46%	10.84%
Stay the same	(3)	16	4	6	7	5	4	5	5	-	3	1	7	8	9	7
		60.96%	61.91%	53.93%	67.92%	59.92%	70.21%	68.67%	60.14%	-	54.67%	100.00%	58.37%	60.49%	51.90%	80.18%
Slightly decrease	(2)	3	1	2	-	1	1	1	1	-	1	-	1	3	3	1
		12.40%	13.80%	22.94%	-	12.08%	15.02%	10.58%	9.26%	-	15.71%	-	6.46%	18.82%	14.02%	8.98%
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		1	1	-	-	-	1	-	-	-	-	-	-	1	1	-
		2.83%	11.24%	-	-	-	14.77%	-	-	-	-	-	-	5.65%	4.16%	-
NETS																
Net: Increase		6	1	2	3	2	-	2	3	1	2	-	4	2	5	1
		23.81%	13.05%	23.13%	32.08%	28.00%	-	20.75%	30.60%	100.00%	29.62%	-	35.17%	15.03%	29.92%	10.84%
Net: Decrease		3	1	2	-	1	1	1	1	-	1	-	1	3	3	1
		12.40%	13.80%	22.94%	-	12.08%	15.02%	10.58%	9.26%	-	15.71%	-	6.46%	18.82%	14.02%	8.98%
Net: Increase + Stay the same		23	5	8	10	7	4	7	8	1	4	1	12	10	15	8
		84.77%	74.97%	77.06%	100.00%	87.92%	70.21%	89.42%	90.74%	100.00%	84.29%	100.00%	93.54%	75.53%	81.82%	91.02%
Mean score		3.1	3.0	3.1	3.3	3.2	2.8	3.1	3.2	4.0	3.3	3.0	3.3	3.0	3.2	3.0

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

Jobs Outlook - Combined

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

Legal & HR

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

		WAVE				REGION					SIZE			SECTOR		
		Total	August 2016	September 2016	October 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	15	7	11	8	6	11	5	5	2	14	19	26	9
Weighted Total		33	12	14	6	9	7	6	12	6	5	2	14	17	24	9
		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	2	2	-	-	-	-	1	2	1	-	1	-	1	2	-
		6.78%	18.51%	-	-	-	-	19.57%	18.52%	17.61%	-	59.80%	-	6.37%	9.25%	-
Stay the same	(3)	24	8	11	5	9	5	3	6	2	3	1	12	12	17	7
		73.14%	64.59%	75.18%	84.48%	100.00%	78.23%	62.42%	49.51%	38.34%	72.08%	40.20%	83.46%	68.47%	72.04%	76.14%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	1	-	1	-	-	-	-	1	1	-	-	-	1	-	1
		4.19%	-	9.59%	-	-	-	-	11.44%	21.34%	-	-	-	8.02%	-	15.65%
Don't know		5	2	2	1	-	1	1	2	1	1	-	2	3	5	1
		15.90%	16.90%	15.23%	15.52%	-	21.77%	18.01%	20.53%	22.71%	27.92%	-	16.54%	17.14%	18.71%	8.21%
NETS																
Net: Increase		2	2	-	-	-	-	1	2	1	-	1	-	1	2	-
		6.78%	18.51%	-	-	-	-	19.57%	18.52%	17.61%	-	59.80%	-	6.37%	9.25%	-
Net: Decrease		1	-	1	-	-	-	-	1	1	-	-	-	1	-	1
		4.19%	-	9.59%	-	-	-	-	11.44%	21.34%	-	-	-	8.02%	-	15.65%
Net: Increase + Stay the same		26	10	11	5	9	5	5	8	4	3	2	12	13	20	7
		79.91%	83.10%	75.18%	84.48%	100.00%	78.23%	81.99%	68.03%	55.95%	72.08%	100.00%	83.46%	74.84%	81.29%	76.14%
Mean score		3.0	3.2	2.8	3.0	3.0	3.0	3.2	2.9	2.7	3.0	3.6	3.0	2.9	3.1	2.7

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	October 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		7	2	2	3	2	1	3	3	-	1	-	2	5	6	1
Weighted Total		7	2	2	3	2	1	4	4	-	1	-	2	5	6	1
		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	-	100.00%	-	100.00%	100.00%	100.00%	100.00%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Stay the same	(3)	6	2	2	2	2	1	2	2	-	1	-	1	5	5	1
		85.85%	100.00%	100.00%	64.66%	100.00%	100.00%	71.24%	71.24%	-	100.00%	-	48.31%	100.00%	82.38%	100.00%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		1	-	-	1	-	-	1	1	-	-	-	1	-	1	-
		14.15%	-	-	35.34%	-	-	28.76%	28.76%	-	-	-	51.69%	-	17.62%	-
NETS																
Net: Increase		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		6	2	2	2	2	1	2	2	-	1	-	1	5	5	1
		85.85%	100.00%	100.00%	64.66%	100.00%	100.00%	71.24%	71.24%	-	100.00%	-	48.31%	100.00%	82.38%	100.00%
Mean score		3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	-	3.0	-	3.0	3.0	3.0	3.0

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

Jobs Outlook - Combined

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

Marketing, media & creative

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

		WAVE			REGION						SIZE			SECTOR		
		Total	August 2016	September 2016	October 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		30	13	10	7	7	7	8	11	3	5	2	12	16	24	6
Weighted Total		29	13	9	7	7	5	8	11	3	5	2	12	15	22	6
		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	1	1	-	-	-	1	-	-	-	-	1	-	-	-	1
		3.43%	7.63%	-	-	-	18.43%	-	-	-	-	56.16%	-	-	-	16.08%
Stay the same	(3)	23	10	7	6	7	3	6	9	3	4	1	9	13	19	4
		80.49%	76.49%	82.84%	84.98%	100.00%	53.75%	76.94%	83.76%	100.00%	76.27%	43.84%	80.34%	84.82%	82.77%	72.05%
Slightly decrease	(2)	1	-	1	-	-	-	1	1	-	-	-	-	1	1	-
		2.87%	-	9.12%	-	-	-	10.34%	7.28%	-	-	-	-	5.41%	3.65%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		4	2	1	1	-	1	1	1	-	1	-	2	1	3	1
		13.21%	15.88%	8.05%	15.02%	-	27.82%	12.72%	8.96%	-	23.73%	-	19.66%	9.77%	13.58%	11.86%
NETS																
Net: Increase		1	1	-	-	-	1	-	-	-	-	1	-	-	-	1
		3.43%	7.63%	-	-	-	18.43%	-	-	-	-	56.16%	-	-	-	16.08%
Net: Decrease		1	-	1	-	-	-	1	1	-	-	-	-	1	1	-
		2.87%	-	9.12%	-	-	-	10.34%	7.28%	-	-	-	-	5.41%	3.65%	-
Net: Increase + Stay the same		24	11	7	6	7	4	6	9	3	4	2	9	13	19	5
		83.92%	84.12%	82.84%	84.98%	100.00%	72.18%	76.94%	83.76%	100.00%	76.27%	100.00%	80.34%	84.82%	82.77%	88.14%
Mean score		3.0	3.1	2.9	3.0	3.0	3.3	2.9	2.9	3.0	3.0	3.6	3.0	2.9	3.0	3.2

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

Jobs Outlook - Combined

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

Office professionals

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

		WAVE			REGION						SIZE			SECTOR		
		Total	August 2016	September 2016	October 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	19	17	14	11	13	22	9	7	8	24	22	43	11
Weighted Total		54	18	19	17	13	10	13	24	11	8	9	23	22	43	11
		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	6	2	3	1	2	-	1	3	3	-	3	2	1	4	2
		10.46%	10.42%	14.65%	5.78%	17.45%	-	7.47%	14.49%	22.93%	-	28.36%	10.36%	3.39%	9.54%	14.08%
Stay the same	(3)	40	14	12	14	10	8	10	15	5	6	6	18	16	33	7
		73.94%	78.32%	62.45%	82.23%	82.55%	85.11%	78.65%	61.86%	41.70%	83.40%	71.64%	75.37%	73.36%	75.75%	66.87%
Slightly decrease	(2)	1	-	1	-	-	-	1	1	-	-	-	-	1	1	-
		1.51%	-	4.27%	-	-	-	6.22%	3.39%	-	-	-	-	3.70%	1.89%	-
Greatly decrease	(1)	1	-	1	-	-	-	-	1	1	-	-	-	1	-	1
		2.54%	-	7.20%	-	-	-	-	5.72%	12.58%	-	-	-	6.23%	-	12.50%
Don't know		6	2	2	2	-	1	1	4	3	1	-	3	3	6	1
		11.55%	11.26%	11.43%	11.99%	-	14.89%	7.66%	14.54%	22.80%	16.60%	-	14.27%	13.32%	12.82%	6.55%
NETS																
Net: Increase		6	2	3	1	2	-	1	3	3	-	3	2	1	4	2
		10.46%	10.42%	14.65%	5.78%	17.45%	-	7.47%	14.49%	22.93%	-	28.36%	10.36%	3.39%	9.54%	14.08%
Net: Decrease		2	-	2	-	-	-	1	2	1	-	-	-	2	1	1
		4.05%	-	11.47%	-	-	-	6.22%	9.11%	12.58%	-	-	-	9.93%	1.89%	12.50%
Net: Increase + Stay the same		46	16	15	15	13	8	11	18	7	6	9	20	17	37	9
		84.40%	88.74%	77.10%	88.01%	100.00%	85.11%	86.12%	76.35%	64.63%	83.40%	100.00%	85.73%	76.75%	85.28%	80.95%
Mean score		3.0	3.1	3.0	3.1	3.2	3.0	3.0	3.0	3.0	3.0	3.3	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

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

Sales & retail

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

		WAVE			REGION						SIZE			SECTOR		
		Total	August 2016	September 2016	October 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	11	8	4	8	5	5	6	1	4	2	9	12	20	3
Weighted Total		20	9	7	4	7	4	5	6	1	4	2	8	10	17	3
		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	2	1	1	-	1	-	1	1	-	-	-	1	1	2	-
		8.67%	10.11%	11.81%	-	13.24%	-	17.97%	14.50%	-	-	-	11.58%	8.15%	10.01%	-
Stay the same	(3)	17	7	6	4	6	3	4	5	1	4	2	7	9	15	3
		87.50%	81.26%	88.19%	100.00%	86.76%	79.08%	82.03%	85.50%	100.00%	100.00%	100.00%	88.42%	84.38%	85.56%	100.00%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		1	1	-	-	-	1	-	-	-	-	-	-	1	1	-
		3.83%	8.63%	-	-	-	20.92%	-	-	-	-	-	-	7.47%	4.42%	-
NETS																
Net: Increase		2	1	1	-	1	-	1	1	-	-	-	1	1	2	-
		8.67%	10.11%	11.81%	-	13.24%	-	17.97%	14.50%	-	-	-	11.58%	8.15%	10.01%	-
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		19	8	7	4	7	3	5	6	1	4	2	8	9	16	3
		96.17%	91.37%	100.00%	100.00%	100.00%	79.08%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	92.53%	95.58%	100.00%
Mean score		3.1	3.1	3.1	3.0	3.1	3.0	3.2	3.1	3.0	3.0	3.0	3.1	3.1	3.1	3.0

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

Jobs Outlook - Combined

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

Technology

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

		WAVE			REGION						SIZE			SECTOR		
		Total	August 2016	September 2016	October 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	11	11	9	9	5	8	10	2	7	1	13	17	25	6
Weighted Total		29	11	9	9	8	4	8	10	2	6	1	12	16	23	5
		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	2	-	1	1	-	-	2	2	-	-	-	1	1	2	-
		6.34%	-	8.88%	11.51%	-	-	22.79%	17.52%	-	-	-	8.09%	5.29%	7.86%	-
Stay the same	(3)	21	10	5	7	7	2	4	5	1	6	1	8	12	16	5
		74.50%	92.91%	51.33%	76.70%	89.88%	61.62%	54.19%	51.66%	43.23%	100.00%	100.00%	65.88%	79.97%	71.56%	86.83%
Slightly decrease	(2)	2	-	2	-	1	-	1	1	-	-	-	1	1	2	-
		5.67%	-	17.41%	-	10.12%	-	10.32%	7.93%	-	-	-	6.57%	5.25%	7.03%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		4	1	2	1	-	1	1	2	1	-	-	2	1	3	1
		13.48%	7.09%	22.38%	11.80%	-	38.38%	12.70%	22.89%	56.77%	-	-	19.46%	9.49%	13.55%	13.17%
NETS																
Net: Increase		2	-	1	1	-	-	2	2	-	-	-	1	1	2	-
		6.34%	-	8.88%	11.51%	-	-	22.79%	17.52%	-	-	-	8.09%	5.29%	7.86%	-
Net: Decrease		2	-	2	-	1	-	1	1	-	-	-	1	1	2	-
		5.67%	-	17.41%	-	10.12%	-	10.32%	7.93%	-	-	-	6.57%	5.25%	7.03%	-
Net: Increase + Stay the same		23	10	6	8	7	2	6	7	1	6	1	9	13	18	5
		80.85%	92.91%	60.21%	88.20%	89.88%	61.62%	76.98%	69.17%	43.23%	100.00%	100.00%	73.97%	85.26%	79.42%	86.83%
Mean score		3.0	3.0	2.9	3.1	2.9	3.0	3.1	3.1	3.0	3.0	3.0	3.0	3.0	3.0	3.0

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

Jobs Outlook - Combined

Q15_SUM. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next four to twelve months?

SUMMARY TABLE

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

	Total	Greatly increase	Slightly increase	Stay the same	Slightly decrease	Greatly decrease	Don't know	Net: Increase	Net: Decrease	Net: Increase + Stay the same	Mean
Accounting and financial services	44 100.00%	- -	1 2.21%	34 77.32%	3 5.98%	- -	6 14.49%	1 2.21%	3 5.98%	35 79.53%	3.0
Construction	6 100.00%	1 15.88%	2 38.89%	2 32.98%	- -	- -	1 12.25%	3 54.77%	- -	5 87.75%	3.8
Drivers	21 100.00%	- -	5 23.88%	11 53.32%	1 3.94%	- -	4 18.86%	5 23.88%	1 3.94%	16 77.20%	3.2
Education	11 100.00%	- -	1 8.51%	8 72.65%	1 12.17%	- -	1 6.67%	1 8.51%	1 12.17%	9 81.16%	3.0
Engineering & technical	26 100.00%	- -	7 27.49%	14 52.62%	1 3.28%	- -	4 16.61%	7 27.49%	1 3.28%	21 80.11%	3.3
Executive recruitment / interim management	23 100.00%	- -	1 4.19%	16 71.22%	- -	- -	6 24.58%	1 4.19%	- -	17 75.42%	3.1
Health & social care	9 100.00%	1 10.44%	- -	6 61.21%	- -	1 14.69%	1 13.66%	1 10.44%	1 14.69%	7 71.65%	2.9
Hospitality	15 100.00%	- -	3 20.38%	9 58.47%	- -	2 15.55%	1 5.61%	3 20.38%	2 15.55%	12 78.84%	2.9
Industrial	27 100.00%	1 2.35%	8 28.21%	17 63.55%	1 3.06%	- -	1 2.83%	8 30.56%	1 3.06%	25 94.11%	3.3
Legal & HR	33 100.00%	- -	1 2.93%	23 70.77%	1 2.63%	- -	8 23.68%	1 2.93%	1 2.63%	24 73.69%	3.0
Life sciences	7 100.00%	- -	- -	6 85.85%	- -	- -	1 14.15%	- -	- -	6 85.85%	3.0
Marketing, media & creative	29 100.00%	- -	1 3.38%	21 73.96%	1 2.87%	- -	6 19.79%	1 3.38%	1 2.87%	22 77.34%	3.0
Office professionals	54 100.00%	- -	9 16.66%	34 62.69%	2 3.10%	1 2.54%	8 15.01%	9 16.66%	3 5.64%	43 79.35%	3.1
Sales & retail	20 100.00%	- -	4 18.00%	13 65.19%	- -	- -	3 16.81%	4 18.00%	- -	16 83.19%	3.2
Technology	29 100.00%	- -	2 6.34%	20 71.46%	2 5.67%	- -	5 16.52%	2 6.34%	2 5.67%	22 77.81%	3.0
Average (response based including bases)	354 100.00%	3 .73%	45 12.58%	235 66.36%	11 3.24%	5 1.46%	55 15.63%	47 13.31%	17 4.70%	282 79.67%	3.1

Jobs Outlook - Combined

Q15_SUM. Average across all sectors

SUMMARY TABLE

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

		WAVE				REGION						SIZE			SECTOR	
				September 2016				South excluding London	South including London							
		Total	August 2016		October 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		374	144	138	92	104	82	93	127	34	61	27	148	199	276	98
Weighted Total		354	139	126	89	91	69	93	134	41	59	27	140	187	257	97
		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Greatly increase		(5)	3	2	1	-	2	-	-	-	1	-	3	-	1	2
		.73%	1.41%	.50%	-	-	2.85%	-	-	-	1.06%	-	1.85%	-	.24%	2.02%
Slightly increase		(4)	45	17	20	7	22	6	8	12	5	5	15	24	29	15
		12.58%	12.33%	15.98%	8.13%	23.60% efgi	9.31%	8.75%	8.72%	8.66%	8.10%	19.44%	10.71%	13.00%	11.31%	15.92%
Stay the same		(3)	235	90	74	72	66	44	61	86	26	21	99	114	169	66
		66.36%	64.57%	58.35%	80.56% ab	72.54%	64.50%	65.37%	64.27%	61.81%	63.74%	80.56%	70.79%	61.04%	65.89%	67.62%
Slightly decrease		(2)	11	3	7	1	1	1	8	10	-	-	2	9	7	5
		3.24%	2.49%	5.62%	1.05%	.87%	1.35%	8.99% dei	7.26% di	3.34%	-	-	1.55%	4.97%	2.59%	4.98%
Greatly decrease		(1)	5	-	4	1	-	1	4	4	-	-	1	4	1	4
		1.46%	-	3.28% a	1.15%	-	1.49%	-	3.08%	10.02% defi	-	-	.98%	2.02%	.40%	4.26% m
Don't know		55	27	21	8	3	14	16	22	7	16	-	20	36	50	5
		15.63%	19.20% c	16.28%	9.11%	2.99%	20.52% d	16.88% d	16.66% d	16.18% d	27.10% d	-	14.11%	18.98%	19.57% n	5.21%
NETS																
Net: Increase		47	19	21	7	22	8	8	12	4	5	5	18	24	30	17
		13.31%	13.74%	16.47%	8.13%	23.60% efgi	12.15%	8.75%	8.72%	8.66%	9.16%	19.44%	12.56%	13.00%	11.56%	17.94%
Net: Decrease		17	3	11	2	1	2	8	14	6	-	-	4	13	8	9
		4.70%	2.49%	8.90% ac	2.20%	.87%	2.84%	8.99% di	10.34% dei	13.36% dei	-	-	2.54%	6.98%	2.98%	9.23% m
Net: Increase + Stay the same		282	109	94	79	88	53	69	98	29	43	27	117	139	199	83
		79.67%	78.31%	74.82%	88.69% ab	96.14% efghi	76.65%	74.12%	73.00%	70.46%	72.90%	100.00%	83.35% l	74.04%	77.44%	85.56%
Mean score		3.1	3.2	3.1	3.1	3.2 fg	3.1 g	3.0	2.9	2.8	3.1 g	3.2	3.1	3.0	3.1	3.1

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

Jobs Outlook - Combined

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

Accounting and financial services

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

		WAVE			REGION						SIZE			SECTOR		
		Total	August 2016	September 2016	October 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		47	20	16	11	12	10	12	16	4	9	4	20	23	37	10
Weighted Total		44	20	14	11	10	9	11	16	5	8	5	19	20	34	9
		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	1	1	-	-	1	-	-	-	-	-	-	-	1	-	1
		2.21%	4.92%	-	-	9.25%	-	-	-	-	-	-	-	4.72%	-	10.36%
Stay the same	(3)	34	15	10	9	9	6	8	13	5	6	5	16	13	27	7
		77.32%	75.86%	76.12%	81.60%	84.18%	72.93%	68.97%	77.97%	100.00%	72.15%	100.00%	87.77%	62.70%	78.61%	72.58%
Slightly decrease	(2)	3	1	1	1	-	1	2	2	-	-	-	-	3	2	1
		5.98%	4.41%	6.04%	8.83%	-	10.44%	14.68%	10.43%	-	-	-	-	12.79%	5.08%	9.30%
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		6	3	2	1	1	1	2	2	-	2	-	2	4	6	1
		14.49%	14.81%	17.84%	9.58%	6.57%	16.63%	16.34%	11.60%	-	27.85%	-	12.23%	19.79%	16.31%	7.77%
NETS																
Net: Increase		1	1	-	-	1	-	-	-	-	-	-	-	1	-	1
		2.21%	4.92%	-	-	9.25%	-	-	-	-	-	-	-	4.72%	-	10.36%
Net: Decrease		3	1	1	1	-	1	2	2	-	-	-	-	3	2	1
		5.98%	4.41%	6.04%	8.83%	-	10.44%	14.68%	10.43%	-	-	-	-	12.79%	5.08%	9.30%
Net: Increase + Stay the same		35	16	10	9	10	6	8	13	5	6	5	16	14	27	8
		79.53%	80.78%	76.12%	81.60%	93.43%	72.93%	68.97%	77.97%	100.00%	72.15%	100.00%	87.77%	67.42%	78.61%	82.94%
Mean score		3.0	3.0	2.9	2.9	3.1	2.9	2.8	2.9	3.0	3.0	3.0	3.0	2.9	2.9	3.0

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

Jobs Outlook - Combined

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

Construction

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

		WAVE			REGION						SIZE			SECTOR	
		Total	August 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		7	4	3	2	2	1	1	-	2	-	3	4	3	4
Weighted Total		6	4	2	2	2	1	1	-	1	-	2	4	2	4
		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	-	100.00%	-	100.00%	100.00%	100.00%	100.00%
Greatly increase	(5)	1	1	-	-	1	-	-	-	-	-	1	-	-	1
		15.88%	23.89%	-	-	56.45%	-	-	-	-	-	40.56%	-	-	23.62%
Slightly increase	(4)	2	1	1	2	-	-	-	-	1	-	1	2	1	2
		38.89%	23.50%	69.41%	100.00%	-	-	-	-	50.00%	-	33.24%	42.53%	31.31%	42.59%
Stay the same	(3)	2	1	1	-	-	1	1	-	1	-	1	1	1	1
		32.98%	34.18%	30.59%	-	-	100.00%	100.00%	-	50.00%	-	26.20%	37.34%	31.31%	33.79%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		1	1	-	-	1	-	-	-	-	-	-	1	1	-
		12.25%	18.43%	-	-	43.55%	-	-	-	-	-	-	20.13%	37.39%	-
NETS															
Net: Increase		3	2	1	2	1	-	-	-	1	-	2	2	1	3
		54.77%	47.39%	69.41%	100.00%	56.45%	-	-	-	50.00%	-	73.80%	42.53%	31.31%	66.21%
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		5	3	2	2	1	1	1	-	1	-	2	3	1	4
		87.75%	81.57%	100.00%	100.00%	56.45%	100.00%	100.00%	-	100.00%	-	100.00%	79.87%	62.61%	100.00%
Mean score		3.8	3.9	3.7	4.0	5.0	3.0	3.0	-	3.5	-	4.1	3.5	3.5	3.9

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

Jobs Outlook - Combined

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

Drivers

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

		WAVE			REGION						SIZE			SECTOR		
		Total	August 2016	September 2016	October 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	9	9	4	4	6	7	8	1	4	2	8	12	15	7
Weighted Total		21	9	8	4	4	5	7	8	1	4	2	8	11	14	7
		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	5	2	2	1	2	2	-	1	1	-	-	1	4	3	2
		23.88%	20.00%	28.30%	23.14%	47.01%	42.01%	-	13.77%	100.00%	-	-	13.85%	34.54%	22.89%	26.01%
Stay the same	(3)	11	4	4	3	2	2	5	5	-	2	2	6	4	6	5
		53.32%	46.11%	49.33%	76.86%	52.99%	43.22%	75.52%	65.13%	-	43.07%	100.00%	69.98%	34.58%	43.72%	73.99%
Slightly decrease	(2)	1	-	1	-	-	-	1	1	-	-	-	-	1	1	-
		3.94%	-	10.00%	-	-	-	11.90%	10.26%	-	-	-	-	7.32%	5.77%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		4	3	1	-	-	1	1	1	-	2	-	1	3	4	-
		18.86%	33.89%	12.36%	-	-	14.78%	12.58%	10.85%	-	56.93%	-	16.17%	23.56%	27.61%	-
NETS																
Net: Increase		5	2	2	1	2	2	-	1	1	-	-	1	4	3	2
		23.88%	20.00%	28.30%	23.14%	47.01%	42.01%	-	13.77%	100.00%	-	-	13.85%	34.54%	22.89%	26.01%
Net: Decrease		1	-	1	-	-	-	1	1	-	-	-	-	1	1	-
		3.94%	-	10.00%	-	-	-	11.90%	10.26%	-	-	-	-	7.32%	5.77%	-
Net: Increase + Stay the same		16	6	6	4	4	4	5	6	1	2	2	7	8	9	7
		77.20%	66.11%	77.64%	100.00%	100.00%	85.22%	75.52%	78.89%	100.00%	43.07%	100.00%	83.83%	69.12%	66.61%	100.00%
Mean score		3.2	3.3	3.2	3.2	3.5	3.5	2.9	3.0	4.0	3.0	3.0	3.2	3.4	3.2	3.3

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

Jobs Outlook - Combined

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

Education

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

		WAVE			REGION						SIZE			SECTOR		
		Total	August 2016	September 2016	October 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		11	4	5	2	6	2	1	2	1	1	-	5	6	7	4
Weighted Total		11	5	5	2	5	2	1	3	1	1	-	5	6	7	5
		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	-	100.00%	100.00%	100.00%	100.00%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	1	1	-	-	1	-	-	-	-	-	-	-	1	-	1
		8.51%	21.12%	-	-	18.09%	-	-	-	-	-	-	-	15.21%	-	20.67%
Stay the same	(3)	8	3	4	2	4	1	1	1	-	1	-	4	5	6	2
		72.65%	62.32%	71.89%	100.00%	81.91%	57.53%	100.00%	50.41%	-	100.00%	-	72.39%	72.86%	88.66%	49.76%
Slightly decrease	(2)	1	-	1	-	-	-	-	1	1	-	-	1	-	-	1
		12.17%	-	28.11%	-	-	-	-	49.59%	100.00%	-	-	27.61%	-	-	29.57%
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		1	1	-	-	-	1	-	-	-	-	-	-	1	1	-
		6.67%	16.56%	-	-	-	42.47%	-	-	-	-	-	-	11.93%	11.34%	-
NETS																
Net: Increase		1	1	-	-	1	-	-	-	-	-	-	-	1	-	1
		8.51%	21.12%	-	-	18.09%	-	-	-	-	-	-	-	15.21%	-	20.67%
Net: Decrease		1	-	1	-	-	-	-	1	1	-	-	1	-	-	1
		12.17%	-	28.11%	-	-	-	-	49.59%	100.00%	-	-	27.61%	-	-	29.57%
Net: Increase + Stay the same		9	4	4	2	5	1	1	1	-	1	-	4	6	6	3
		81.16%	83.44%	71.89%	100.00%	100.00%	57.53%	100.00%	50.41%	-	100.00%	-	72.39%	88.07%	88.66%	70.43%
Mean score		3.0	3.3	2.7	3.0	3.2	3.0	3.0	2.5	2.0	3.0	-	2.7	3.2	3.0	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	August 2016	September 2016	October 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		30	11	11	8	9	6	10	12	2	3	2	12	16	18	12
Weighted Total		26	9	9	8	7	4	10	12	2	2	1	11	14	15	11
		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	7	2	4	1	2	1	3	3	-	2	1	4	2	5	2
		27.49%	25.47%	41.16%	13.04%	31.95%	12.92%	28.87%	23.02%	-	62.62%	38.83%	39.33%	17.20%	35.79%	15.98%
Stay the same	(3)	14	5	3	7	4	2	5	6	1	1	1	5	8	6	8
		52.62%	48.27%	29.40%	86.96%	58.92%	53.56%	53.15%	51.41%	44.54%	37.38%	61.17%	48.17%	55.15%	40.33%	69.66%
Slightly decrease	(2)	1	1	-	-	-	-	1	1	-	-	-	-	1	-	1
		3.28%	9.13%	-	-	-	-	8.99%	7.17%	-	-	-	-	6.14%	-	7.82%
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		4	2	3	-	1	1	1	2	1	-	-	1	3	4	1
		16.61%	17.13%	29.45%	-	9.12%	33.52%	9.00%	18.40%	55.46%	-	-	12.50%	21.51%	23.88%	6.54%
NETS																
Net: Increase		7	2	4	1	2	1	3	3	-	2	1	4	2	5	2
		27.49%	25.47%	41.16%	13.04%	31.95%	12.92%	28.87%	23.02%	-	62.62%	38.83%	39.33%	17.20%	35.79%	15.98%
Net: Decrease		1	1	-	-	-	-	1	1	-	-	-	-	1	-	1
		3.28%	9.13%	-	-	-	-	8.99%	7.17%	-	-	-	-	6.14%	-	7.82%
Net: Increase + Stay the same		21	7	7	8	7	3	8	9	1	2	1	9	10	12	9
		80.11%	73.74%	70.55%	100.00%	90.88%	66.48%	82.02%	74.43%	44.54%	100.00%	100.00%	87.50%	72.35%	76.12%	85.64%
Mean score		3.3	3.2	3.6	3.1	3.4	3.2	3.2	3.2	3.0	3.6	3.4	3.4	3.1	3.5	3.1

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

Jobs Outlook - Combined

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

Executive recruitment / interim management

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

		WAVE			REGION						SIZE			SECTOR		
		Total	August 2016	September 2016	October 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		24	10	8	6	6	5	6	8	2	5	-	7	17	15	9
Weighted Total		23	10	8	6	5	4	6	9	2	5	-	7	16	14	9
		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	-	100.00%	100.00%	100.00%	100.00%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	1	1	-	-	1	-	-	-	-	-	-	-	1	-	1
		4.19%	9.84%	-	-	18.34%	-	-	-	-	-	-	-	5.95%	-	10.82%
Stay the same	(3)	16	6	6	5	4	2	4	7	2	3	-	4	12	9	7
		71.22%	60.49%	77.11%	82.02%	81.66%	60.41%	69.95%	78.49%	100.00%	56.47%	-	66.14%	73.35%	64.98%	81.07%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		6	3	2	1	-	1	2	2	-	2	-	2	3	5	1
		24.58%	29.67%	22.89%	17.98%	-	39.59%	30.05%	21.51%	-	43.53%	-	33.86%	20.71%	35.02%	8.11%
NETS																
Net: Increase		1	1	-	-	1	-	-	-	-	-	-	-	1	-	1
		4.19%	9.84%	-	-	18.34%	-	-	-	-	-	-	-	5.95%	-	10.82%
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		17	7	6	5	5	2	4	7	2	3	-	4	13	9	8
		75.42%	70.33%	77.11%	82.02%	100.00%	60.41%	69.95%	78.49%	100.00%	56.47%	-	66.14%	79.29%	64.98%	91.89%
Mean score		3.1	3.1	3.0	3.0	3.2	3.0	3.0	3.0	3.0	3.0	-	3.0	3.1	3.0	3.1

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

Jobs Outlook - Combined

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

Health & social care

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

		WAVE			REGION						SIZE			SECTOR		
		Total	August 2016	September 2016	October 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		9	4	3	2	2	3	2	3	1	1	1	3	5	6	3
Weighted Total		9	4	3	2	2	3	2	4	1	1	1	3	5	6	4
		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Greatly increase	(5)	1	1	-	-	-	1	-	-	-	-	-	1	-	-	1
		10.44%	22.71%	-	-	-	36.91%	-	-	-	-	-	30.58%	-	-	26.06%
Slightly increase	(4)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Stay the same	(3)	6	2	2	2	2	2	2	2	-	-	1	1	4	4	1
		61.21%	47.57%	56.25%	100.00%	100.00%	63.09%	100.00%	63.33%	-	-	100.00%	29.39%	73.51%	77.21%	37.28%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	1	-	1	-	-	-	-	1	1	-	-	-	1	-	1
		14.69%	-	43.75%	-	-	-	-	36.67%	100.00%	-	-	-	26.49%	-	36.67%
Don't know		1	1	-	-	-	-	-	-	-	1	-	1	-	1	-
		13.66%	29.73%	-	-	-	-	-	-	-	100.00%	-	40.03%	-	22.79%	-
NETS																
Net: Increase		1	1	-	-	-	1	-	-	-	-	-	1	-	-	1
		10.44%	22.71%	-	-	-	36.91%	-	-	-	-	-	30.58%	-	-	26.06%
Net: Decrease		1	-	1	-	-	-	-	1	1	-	-	-	1	-	1
		14.69%	-	43.75%	-	-	-	-	36.67%	100.00%	-	-	-	26.49%	-	36.67%
Net: Increase + Stay the same		7	3	2	2	2	3	2	2	-	-	1	2	4	4	2
		71.65%	70.27%	56.25%	100.00%	100.00%	100.00%	100.00%	63.33%	-	-	100.00%	59.97%	73.51%	77.21%	63.33%
Mean score		2.9	3.6	2.1	3.0	3.0	3.7	3.0	2.3	1.0	-	3.0	4.0	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	August 2016	September 2016	October 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		15	7	6	2	4	5	3	5	2	1	2	2	11	11	4
Weighted Total		15	7	6	2	3	5	3	6	2	1	2	2	11	11	5
		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	3	1	2	-	2	1	-	-	-	-	-	1	2	2	1
		20.38%	13.74%	34.63%	-	56.96%	24.90%	-	-	-	-	-	41.14%	19.13%	20.36%	20.40%
Stay the same	(3)	9	5	3	1	1	3	2	3	1	1	2	-	7	7	2
		58.47%	73.91%	43.51%	51.90%	43.04%	54.19%	73.26%	60.77%	44.48%	100.00%	100.00%	-	64.32%	62.01%	50.41%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	2	-	1	1	-	1	-	1	1	-	-	1	1	1	1
		15.55%	-	21.86%	48.10%	-	20.90%	-	24.10%	55.52%	-	-	58.86%	8.97%	9.55%	29.19%
Don't know		1	1	-	-	-	-	1	1	-	-	-	-	1	1	-
		5.61%	12.35%	-	-	-	-	26.74%	15.13%	-	-	-	-	7.58%	8.07%	-
NETS																
Net: Increase		3	1	2	-	2	1	-	-	-	-	-	1	2	2	1
		20.38%	13.74%	34.63%	-	56.96%	24.90%	-	-	-	-	-	41.14%	19.13%	20.36%	20.40%
Net: Decrease		2	-	1	1	-	1	-	1	1	-	-	1	1	1	1
		15.55%	-	21.86%	48.10%	-	20.90%	-	24.10%	55.52%	-	-	58.86%	8.97%	9.55%	29.19%
Net: Increase + Stay the same		12	6	5	1	3	4	2	3	1	1	2	1	10	9	3
		78.84%	87.65%	78.14%	51.90%	100.00%	79.10%	73.26%	60.77%	44.48%	100.00%	100.00%	41.14%	83.45%	82.38%	70.81%
Mean score		2.9	3.2	2.9	2.0	3.6	2.8	3.0	2.4	1.9	3.0	3.0	2.2	3.0	3.0	2.6

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

Jobs Outlook - Combined

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

Industrial

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

		WAVE			REGION						SIZE			SECTOR		
		Total	August 2016	September 2016	October 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	12	10	8	6	8	9	1	6	1	14	14	20	9
Weighted Total		27	7	10	10	8	5	8	9	1	5	1	12	13	18	9
		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Greatly increase		(5)	1	1	-	-	-	-	-	-	1	-	1	-	1	-
		2.35%	-	6.04%	-	-	-	-	-	-	12.36%	-	5.08%	-	3.46%	-
Slightly increase		(4)	8	4	2	3	-	2	3	1	2	-	4	4	7	1
		28.21%	27.38%	35.68%	20.68%	39.20%	-	21.31%	31.09%	100.00%	34.99%	-	29.25%	29.31%	36.20%	11.26%
Stay the same		(3)	17	5	8	5	4	5	5	-	3	1	8	8	9	8
		63.55%	61.38%	50.41%	79.32%	60.80%	85.23%	68.12%	59.65%	-	52.64%	100.00%	65.67%	58.90%	51.67%	88.74%
Slightly decrease		(2)	1	1	-	-	-	1	1	-	-	-	-	1	1	-
		3.06%	-	7.87%	-	-	-	10.58%	9.26%	-	-	-	-	6.13%	4.51%	-
Greatly decrease		(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		1	1	-	-	-	1	-	-	-	-	-	-	1	1	-
		2.83%	11.24%	-	-	-	14.77%	-	-	-	-	-	-	5.65%	4.16%	-
NETS																
Net: Increase		8	2	4	2	3	-	2	3	1	2	-	4	4	7	1
		30.56%	27.38%	41.72%	20.68%	39.20%	-	21.31%	31.09%	100.00%	47.36%	-	34.33%	29.31%	39.66%	11.26%
Net: Decrease		1	-	1	-	-	-	1	1	-	-	-	-	1	1	-
		3.06%	-	7.87%	-	-	-	10.58%	9.26%	-	-	-	-	6.13%	4.51%	-
Net: Increase + Stay the same		25	6	10	10	8	4	7	8	1	5	1	12	12	17	9
		94.11%	88.76%	92.13%	100.00%	100.00%	85.23%	89.42%	90.74%	100.00%	100.00%	100.00%	100.00%	88.22%	91.33%	100.00%
Mean score		3.3	3.3	3.4	3.2	3.4	3.0	3.1	3.2	4.0	3.6	3.0	3.4	3.2	3.4	3.1

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

Jobs Outlook - Combined

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

Legal & HR

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

		WAVE			REGION						SIZE			SECTOR		
		Total	August 2016	September 2016	October 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	15	7	11	8	6	11	5	5	2	14	19	26	9
Weighted Total		33	12	14	6	9	7	6	12	6	5	2	14	17	24	9
		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	1	1	-	-	1	-	-	-	-	-	-	-	1	-	1
		2.93%	7.99%	-	-	10.15%	-	-	-	-	-	-	-	5.61%	-	10.94%
Stay the same	(3)	23	7	10	5	8	5	3	8	5	2	2	12	10	17	6
		70.77%	60.76%	72.97%	84.48%	82.64%	78.23%	51.05%	65.11%	77.29%	50.04%	100.00%	83.46%	57.31%	70.67%	71.04%
Slightly decrease	(2)	1	1	-	-	-	-	1	1	-	-	-	-	1	-	1
		2.63%	7.17%	-	-	-	-	15.46%	7.17%	-	-	-	-	5.03%	-	9.82%
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		8	3	4	1	1	1	2	3	1	2	-	2	6	7	1
		23.68%	24.08%	27.03%	15.52%	7.21%	21.77%	33.49%	27.71%	22.71%	49.96%	-	16.54%	32.05%	29.33%	8.21%
NETS																
Net: Increase		1	1	-	-	1	-	-	-	-	-	-	-	1	-	1
		2.93%	7.99%	-	-	10.15%	-	-	-	-	-	-	-	5.61%	-	10.94%
Net: Decrease		1	1	-	-	-	-	1	1	-	-	-	-	1	-	1
		2.63%	7.17%	-	-	-	-	15.46%	7.17%	-	-	-	-	5.03%	-	9.82%
Net: Increase + Stay the same		24	8	10	5	9	5	3	8	5	2	2	12	11	17	7
		73.69%	68.75%	72.97%	84.48%	92.79%	78.23%	51.05%	65.11%	77.29%	50.04%	100.00%	83.46%	62.92%	70.67%	81.98%
Mean score		3.0	3.0	3.0	3.0	3.1	3.0	2.8	2.9	3.0	3.0	3.0	3.0	3.0	3.0	3.0

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

Jobs Outlook - Combined

Q15_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		
			August 2016	September 2016	October 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		Total	*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		7	2	2	3	2	1	3	3	-	1	-	2	5	6	1
Weighted Total		7	2	2	3	2	1	4	4	-	1	-	2	5	6	1
		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	-	100.00%	-	100.00%	100.00%	100.00%	100.00%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Stay the same	(3)	6	2	2	2	2	1	2	2	-	1	-	1	5	5	1
		85.85%	100.00%	100.00%	64.66%	100.00%	100.00%	71.24%	71.24%	-	100.00%	-	48.31%	100.00%	82.38%	100.00%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		1	-	-	1	-	-	1	1	-	-	-	1	-	1	-
		14.15%	-	-	35.34%	-	-	28.76%	28.76%	-	-	-	51.69%	-	17.62%	-
NETS																
Net: Increase		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		6	2	2	2	2	1	2	2	-	1	-	1	5	5	1
		85.85%	100.00%	100.00%	64.66%	100.00%	100.00%	71.24%	71.24%	-	100.00%	-	48.31%	100.00%	82.38%	100.00%
Mean score		3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	-	3.0	-	3.0	3.0	3.0	3.0

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

Jobs Outlook - Combined

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

Marketing, media & creative

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

		WAVE			REGION						SIZE			SECTOR		
		Total	August 2016	September 2016	October 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		30	13	10	7	7	7	8	11	3	5	2	12	16	24	6
Weighted Total		29	13	9	7	7	5	8	11	3	5	2	12	15	22	6
		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	1	1	-	-	1	-	-	-	-	-	-	-	1	-	1
		3.38%	7.51%	-	-	14.68%	-	-	-	-	-	-	-	6.37%	-	15.82%
Stay the same	(3)	21	9	6	6	6	4	5	9	3	3	2	9	10	17	4
		73.96%	69.87%	71.56%	84.98%	85.32%	72.18%	66.01%	76.06%	100.00%	57.53%	100.00%	80.34%	66.04%	74.40%	72.32%
Slightly decrease	(2)	1	-	1	-	-	-	1	1	-	-	-	-	1	1	-
		2.87%	-	9.12%	-	-	-	10.34%	7.28%	-	-	-	-	5.41%	3.65%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		6	3	2	1	-	1	2	2	-	2	-	2	3	5	1
		19.79%	22.62%	19.32%	15.02%	-	27.82%	23.65%	16.66%	-	42.47%	-	19.66%	22.18%	21.95%	11.86%
NETS																
Net: Increase		1	1	-	-	1	-	-	-	-	-	-	-	1	-	1
		3.38%	7.51%	-	-	14.68%	-	-	-	-	-	-	-	6.37%	-	15.82%
Net: Decrease		1	-	1	-	-	-	1	1	-	-	-	-	1	1	-
		2.87%	-	9.12%	-	-	-	10.34%	7.28%	-	-	-	-	5.41%	3.65%	-
Net: Increase + Stay the same		22	10	6	6	7	4	5	9	3	3	2	9	11	17	5
		77.34%	77.38%	71.56%	84.98%	100.00%	72.18%	66.01%	76.06%	100.00%	57.53%	100.00%	80.34%	72.41%	74.40%	88.14%
Mean score		3.0	3.1	2.9	3.0	3.1	3.0	2.9	2.9	3.0	3.0	3.0	3.0	3.0	3.0	3.2

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

Jobs Outlook - Combined

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

Office professionals

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

		WAVE			REGION						SIZE			SECTOR		
		Total	August 2016	September 2016	October 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	19	17	14	11	13	22	9	7	8	24	22	43	11
Weighted Total		54	18	19	17	13	10	13	24	11	8	9	23	22	43	11
		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	9	2	5	2	4	2	1	2	1	-	4	2	3	7	3
		16.66%	9.46%	26.04%	13.75%	32.87%	24.89%	8.27%	10.21%	12.55%	-	41.91%	10.28%	13.26%	15.09%	22.82%
Stay the same	(3)	34	13	9	13	8	6	9	14	6	5	5	18	11	28	6
		62.69%	69.73%	45.77%	74.25%	67.13%	60.22%	64.70%	58.97%	52.08%	70.29%	58.09%	75.45%	51.10%	65.85%	50.29%
Slightly decrease	(2)	2	1	1	-	-	-	2	2	-	-	-	-	2	1	1
		3.10%	4.78%	4.27%	-	-	-	12.79%	6.98%	-	-	-	-	7.61%	1.89%	7.84%
Greatly decrease	(1)	1	-	1	-	-	-	-	1	1	-	-	-	1	-	1
		2.54%	-	7.20%	-	-	-	-	5.72%	12.58%	-	-	-	6.23%	-	12.50%
Don't know		8	3	3	2	-	1	2	4	3	2	-	3	5	7	1
		15.01%	16.04%	16.72%	11.99%	-	14.89%	14.24%	18.13%	22.80%	29.71%	-	14.27%	21.81%	17.17%	6.55%
NETS																
Net: Increase		9	2	5	2	4	2	1	2	1	-	4	2	3	7	3
		16.66%	9.46%	26.04%	13.75%	32.87%	24.89%	8.27%	10.21%	12.55%	-	41.91%	10.28%	13.26%	15.09%	22.82%
Net: Decrease		3	1	2	-	-	-	2	3	1	-	-	-	3	1	2
		5.64%	4.78%	11.47%	-	-	-	12.79%	12.69%	12.58%	-	-	-	13.84%	1.89%	20.34%
Net: Increase + Stay the same		43	14	14	15	13	8	10	17	7	5	9	20	14	35	8
		79.35%	79.19%	71.81%	88.01%	100.00%	85.11%	72.97%	69.18%	64.63%	70.29%	100.00%	85.73%	64.35%	80.94%	73.11%
Mean score		3.1	3.1	3.1	3.2	3.3	3.3	2.9	2.9	2.8	3.0	3.4	3.1	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

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

Sales & retail

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

		WAVE			REGION						SIZE			SECTOR		
		Total	August 2016	September 2016	October 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	11	8	4	8	5	5	6	1	4	2	9	12	20	3
Weighted Total		20	9	7	4	7	4	5	6	1	4	2	8	10	17	3
		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	4	3	1	-	2	-	1	1	-	1	1	1	2	3	1
		18.00%	31.14%	11.81%	-	27.64%	-	17.97%	14.50%	-	23.46%	44.66%	11.58%	17.68%	15.15%	36.36%
Stay the same	(3)	13	4	4	4	4	3	3	4	1	2	1	7	5	11	2
		65.19%	50.34%	63.90%	100.00%	62.14%	79.08%	63.18%	70.29%	100.00%	49.48%	55.34%	88.42%	49.53%	65.43%	63.64%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		3	2	2	-	1	1	1	1	-	1	-	-	3	3	-
		16.81%	18.52%	24.29%	-	10.22%	20.92%	18.86%	15.22%	-	27.06%	-	-	32.79%	19.42%	-
NETS																
Net: Increase		4	3	1	-	2	-	1	1	-	1	1	1	2	3	1
		18.00%	31.14%	11.81%	-	27.64%	-	17.97%	14.50%	-	23.46%	44.66%	11.58%	17.68%	15.15%	36.36%
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		16	7	5	4	6	3	4	5	1	3	2	8	7	14	3
		83.19%	81.48%	75.71%	100.00%	89.78%	79.08%	81.14%	84.78%	100.00%	72.94%	100.00%	100.00%	67.21%	80.58%	100.00%
Mean score		3.2	3.4	3.2	3.0	3.3	3.0	3.2	3.2	3.0	3.3	3.4	3.1	3.3	3.2	3.4

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

Jobs Outlook - Combined

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

Technology

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

		WAVE			REGION						SIZE			SECTOR		
		Total	August 2016	September 2016	October 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	11	11	9	9	5	8	10	2	7	1	13	17	25	6
Weighted Total		29	11	9	9	8	4	8	10	2	6	1	12	16	23	5
		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	2	-	1	1	-	-	2	2	-	-	-	1	1	2	-
		6.34%	-	8.88%	11.51%	-	-	22.79%	17.52%	-	-	-	8.09%	5.29%	7.86%	-
Stay the same	(3)	20	9	5	7	7	2	3	4	1	6	1	8	12	16	5
		71.46%	84.80%	51.33%	76.70%	89.88%	61.62%	43.28%	43.27%	43.23%	100.00%	100.00%	65.88%	74.41%	67.80%	86.83%
Slightly decrease	(2)	2	-	2	-	1	-	1	1	-	-	-	1	1	2	-
		5.67%	-	17.41%	-	10.12%	-	10.32%	7.93%	-	-	-	6.57%	5.25%	7.03%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		5	2	2	1	-	1	2	3	1	-	-	2	2	4	1
		16.52%	15.20%	22.38%	11.80%	-	38.38%	23.62%	31.28%	56.77%	-	-	19.46%	15.04%	17.32%	13.17%
NETS																
Net: Increase		2	-	1	1	-	-	2	2	-	-	-	1	1	2	-
		6.34%	-	8.88%	11.51%	-	-	22.79%	17.52%	-	-	-	8.09%	5.29%	7.86%	-
Net: Decrease		2	-	2	-	1	-	1	1	-	-	-	1	1	2	-
		5.67%	-	17.41%	-	10.12%	-	10.32%	7.93%	-	-	-	6.57%	5.25%	7.03%	-
Net: Increase + Stay the same		22	9	6	8	7	2	5	6	1	6	1	9	12	17	5
		77.81%	84.80%	60.21%	88.20%	89.88%	61.62%	66.06%	60.78%	43.23%	100.00%	100.00%	73.97%	79.71%	75.66%	86.83%
Mean score		3.0	3.0	2.9	3.1	2.9	3.0	3.2	3.1	3.0	3.0	3.0	3.0	3.0	3.0	3.0

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

Jobs Outlook - Combined

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

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

		WAVE			REGION						SIZE			SECTOR	
		Total	August 2016	September 2016	October 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private
Significance Level: 95%		a	b	*c	*d	*e	*f	g	*h	*i	*j	k	l	m	*n
Unweighted Total	101	36	36	29	24	21	26	40	14	16	16	46	39	79	22
Weighted Total	97	35	33	29	21	19	25	42	17	15	16	44	37	76	21
	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Accounting and financial services	3	-	1	2	-	2	1	1	-	-	-	-	3	2	1
	6.61%	-	7.55%	17.73%	-	21.96%	8.17%	5.80%	-	-	-	-	14.15%	5.68%	10.07%
Construction	1	-	1	-	-	-	-	-	-	1	-	-	1	1	-
	10.26%	-	30.59%	-	-	-	-	-	-	50.00%	-	-	16.86%	31.31%	-
Drivers	3	1	-	2	2	1	-	-	-	-	-	1	2	2	1
	12.74%	8.75%	-	47.26%	47.12%	18.16%	-	-	-	-	-	12.20%	15.01%	13.37%	11.38%
Education	1	-	1	-	-	-	-	1	1	-	-	1	-	-	1
	12.17%	-	28.11%	-	-	-	-	49.59%	100.00%	-	-	27.61%	-	-	29.57%
Engineering & technical	9	3	3	4	1	2	5	5	-	1	1	3	5	5	4
	33.88%	26.84%	28.02%	50.01%	12.31%	49.05%	54.23%	43.26%	-	26.23%	38.83%	31.80%	34.96%	30.99%	37.89%
Executive recruitment / interim management	1	-	-	1	-	-	1	1	-	-	-	-	1	-	1
	4.08%	-	-	16.72%	-	-	15.03%	10.75%	-	-	-	-	5.78%	-	10.51%
Health & social care	1	1	-	-	-	1	-	-	-	-	-	1	-	-	1
	10.44%	22.71%	-	-	-	36.91%	-	-	-	-	-	30.58%	-	-	26.06%
Hospitality	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Industrial	1	-	1	-	-	-	1	1	-	-	-	1	-	1	-
	2.54%	-	6.52%	-	-	-	8.77%	7.68%	-	-	-	5.49%	-	3.74%	-
Legal & HR	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Life sciences	1	-	1	-	-	1	-	-	-	-	-	-	1	1	-
	14.38%	-	57.76%	-	-	100.00%	-	-	-	-	-	-	19.80%	17.90%	-
Marketing, media & creative	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Office professionals	1	-	-	1	-	1	-	-	-	-	1	-	-	1	-
	2.31%	-	-	7.36%	-	12.60%	-	-	-	-	14.12%	-	-	2.89%	-
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	August 2016		October 2016	North	Midlands			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	101	36	36	29	24	21	26	40	14	16	16	46	39	79	22
Weighted Total	97	35	33	29	21	19	25	42	17	15	16	44	37	76	21
	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Technology	4	-	2	2	2	-	2	2	-	-	-	3	1	4	-
	12.41%	-	16.66%	23.30%	19.61%	-	25.09%	19.29%	-	-	-	22.96%	4.80%	15.37%	-
None	79	31	27	21	17	14	18	34	16	15	14	35	30	65	14
	81.07%	87.87%	81.33%	72.45%	80.18%	71.98%	72.35%	80.28%	91.90%	95.84%	88.78%	78.95%	80.21%	85.41%	65.37%
Net: Any	18	4	6	8	4	5	7	8	1	1	2	9	7	11	7
	18.93%	12.13%	18.67%	27.55%	19.82%	28.02%	27.65%	19.72%	8.10%	4.16%	11.22%	21.05%	19.79%	14.59%	34.63%

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	114 100.00%	9 8.07%	5 4.15%	19 16.44%	34 29.55%	47 41.14%	1 .66%	14 12.22%	81 70.68%	3.9
Quality of service	114 100.00%	2 2.08%	2 1.67%	9 7.67%	28 24.43%	73 64.15%	- -	4 3.75%	101 88.58%	4.5
Brand image of the agency	114 100.00%	22 19.48%	14 12.51%	41 36.17%	25 22.21%	11 9.64%	- -	37 31.98%	36 31.85%	2.9
Expertise of the agency, in terms of regions and sectors covered	114 100.00%	5 4.42%	- -	17 14.92%	31 26.89%	61 53.76%	- -	5 4.42%	92 80.65%	4.3
Management information provided	114 100.00%	11 9.56%	18 15.52%	34 30.12%	24 21.18%	24 20.97%	3 2.64%	29 25.08%	48 42.15%	3.3
Membership of a trade or professional organisation	114 100.00%	24 21.04%	15 13.39%	44 38.18%	20 17.33%	10 8.77%	1 1.29%	39 34.43%	30 26.10%	2.8
Other	114 100.00%	- -	- -	- -	2 1.62%	7 5.70%	106 92.67%	- -	8 7.33%	4.8

Jobs Outlook - Combined

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

Price/Costs of the workers

Base: All who recruit temporary agency workers

		WAVE			REGION						SIZE			SECTOR		
		Total	August 2016	September 2016	October 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		119	42	42	35	25	27	32	49	17	18	24	51	44	92	27
Weighted Total		114	40	39	35	22	24	30	51	21	17	24	48	42	89	25
		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
1 Not at all important	(1)	9	2	4	3	-	1	3	7	4	1	3	5	1	9	-
		8.07%	5.39%	9.63%	9.42%	-	5.29%	9.76%	13.35%	18.59%	6.55%	13.51%	9.44%	3.47%	10.35%	-
2	(2)	5	-	3	2	1	1	1	3	2	-	-	3	2	5	-
		4.15%	-	6.77%	5.98%	4.33%	4.32%	2.23%	5.34%	9.88%	-	-	5.58%	4.86%	5.32%	-
3	(3)	19	6	5	8	3	6	5	7	2	2	4	6	9	16	3
		16.44%	14.68%	12.53%	22.97%	15.64%	26.74%	15.48%	13.98%	11.80%	10.55%	16.33%	12.52%	20.96%	17.64%	12.19%
4	(4)	34	14	12	8	4	7	10	19	9	3	8	17	9	27	7
		29.55%	34.63%	30.93%	22.04%	18.98%	30.73%	33.85%	36.88%	41.29%	19.50%	32.42%	35.35%	21.35%	29.79%	28.67%
5 Very important	(5)	47	18	15	14	13	8	12	16	4	11	9	18	20	32	15
		41.14%	45.30%	38.24%	39.58%	57.68%	32.92%	38.68%	30.44%	18.44%	63.40%	37.73%	37.12%	47.60%	36.06%	59.14%
N/A		1	-	1	-	1	-	-	-	-	-	-	-	1	1	-
		.66%	-	1.90%	-	3.37%	-	-	-	-	-	-	-	1.77%	.84%	-
NETS																
Net: Not important		14	2	6	5	1	2	4	10	6	1	3	7	4	14	-
		12.22%	5.39%	16.40%	15.41%	4.33%	9.61%	11.99%	18.70%	28.47%	6.55%	13.51%	15.01%	8.32%	15.66%	-
Net: Important		81	32	27	21	17	15	22	35	12	14	17	35	29	59	22
		70.68%	79.94%	69.16%	61.62%	76.66%	63.65%	72.53%	67.32%	59.73%	82.90%	70.16%	72.47%	68.95%	65.85%	87.81%
Mean score		3.9	4.1	3.8	3.8	4.3	3.8	3.9	3.7	3.3	4.3	3.8	3.9	4.1	3.8	4.5

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

Jobs Outlook - Combined

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

Quality of service

Base: All who recruit temporary agency workers

		WAVE			REGION						SIZE			SECTOR		
		Total	August 2016	September 2016	October 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		119	42	42	35	25	27	32	49	17	18	24	51	44	92	27
Weighted Total		114	40	39	35	22	24	30	51	21	17	24	48	42	89	25
		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
1 Not at all important	(1)	2	-	2	-	-	1	-	1	1	-	-	1	1	2	-
		2.08%	-	6.04%	-	-	4.32%	-	2.64%	6.48%	-	-	2.82%	2.42%	2.67%	-
2	(2)	2	-	-	2	1	-	-	1	1	-	-	-	2	2	-
		1.67%	-	-	5.52%	3.93%	-	-	2.01%	4.94%	-	-	-	4.50%	2.14%	-
3	(3)	9	4	4	1	3	5	-	-	-	1	1	8	-	7	2
		7.67%	10.58%	9.03%	2.73%	12.16%	20.14%	-	-	-	7.61%	4.12%	16.20%	-	7.87%	6.97%
4	(4)	28	13	7	8	3	6	10	15	5	3	7	10	11	25	3
		24.43%	33.27%	16.88%	22.74%	14.83%	26.89%	33.76%	29.93%	24.36%	16.89%	29.68%	19.98%	26.52%	28.16%	11.20%
5 Very important	(5)	73	23	27	24	15	12	20	34	13	13	16	29	28	53	21
		64.15%	56.15%	68.05%	69.01%	69.09%	48.65%	66.24%	65.42%	64.22%	75.51%	66.20%	60.99%	66.56%	59.16%	81.83%
N/A		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																
Net: Not important		4	-	2	2	1	1	-	2	2	-	-	1	3	4	-
		3.75%	-	6.04%	5.52%	3.93%	4.32%	-	4.65%	11.42%	-	-	2.82%	6.92%	4.81%	-
Net: Important		101	36	33	32	19	18	30	49	19	16	23	39	39	78	23
		88.58%	89.42%	84.93%	91.75%	83.92%	75.54%	100.00%	95.35%	88.58%	92.39%	95.88%	80.98%	93.08%	87.32%	93.03%
Mean score		4.5	4.5	4.4	4.6	4.5	4.2	4.7	4.5	4.3	4.7	4.6	4.4	4.5	4.4	4.7

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

Jobs Outlook - Combined

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

Brand image of the agency

Base: All who recruit temporary agency workers

		WAVE				REGION						SIZE			SECTOR	
		Total	August 2016	September 2016	October 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		119	42	42	35	25	27	32	49	17	18	24	51	44	92	27
Weighted Total		114	40	39	35	22	24	30	51	21	17	24	48	42	89	25
		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
1 Not at all important	(1)	22	7	7	8	3	4	5	7	2	8	5	14	3	17	5
		19.48%	17.89%	18.53%	22.41%	15.09%	15.08%	15.13%	13.62%	11.42%	49.25%	22.43%	28.49%	7.59%	18.89%	21.54%
													l			
2	(2)	14	3	6	5	3	3	4	7	2	1	4	6	3	13	2
		12.51%	7.64%	16.30%	13.86%	15.29%	13.13%	14.62%	13.42%	11.67%	5.21%	18.11%	13.48%	8.26%	14.12%	6.81%
3	(3)	41	14	13	14	6	10	13	20	8	5	10	12	19	31	10
		36.17%	35.51%	33.34%	40.16%	27.52%	42.78%	41.68%	39.46%	36.22%	28.27%	42.43%	25.89%	44.30%	34.60%	41.72%
4	(4)	25	11	7	7	6	5	6	12	6	2	2	13	11	21	4
		22.21%	27.86%	17.98%	20.44%	27.90%	22.58%	20.14%	23.16%	27.55%	11.27%	6.61%	26.39%	26.23%	23.64%	17.12%
5 Very important	(5)	11	4	5	1	3	2	3	5	3	1	2	3	6	8	3
		9.64%	11.11%	13.85%	3.13%	14.19%	6.43%	8.43%	10.35%	13.14%	6.01%	10.42%	5.75%	13.62%	8.75%	12.81%
N/A		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																
Net: Not important		37	10	14	13	7	7	9	14	5	9	10	20	7	29	7
		31.98%	25.53%	34.83%	36.27%	30.39%	28.21%	29.75%	27.04%	23.09%	54.46%	40.54%	41.97%	15.86%	33.01%	28.35%
													l			
Net: Important		36	16	13	8	9	7	9	17	9	3	4	15	17	29	8
		31.85%	38.96%	31.83%	23.57%	42.10%	29.01%	28.57%	33.50%	40.69%	17.28%	17.03%	32.14%	39.85%	32.39%	29.93%
Mean score		2.9	3.1	2.9	2.7	3.1	2.9	2.9	3.0	3.2	2.2	2.6	2.7	3.3 k	2.9	2.9

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

Jobs Outlook - Combined

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

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

Base: All who recruit temporary agency workers

		WAVE			REGION						SIZE			SECTOR		
		Total	August 2016	September 2016	October 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		119	42	42	35	25	27	32	49	17	18	24	51	44	92	27
Weighted Total		114	40	39	35	22	24	30	51	21	17	24	48	42	89	25
		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
1 Not at all important	(1)	5 4.42%	1 2.74%	4 10.02%	- -	1 3.59%	2 7.57%	- -	1 2.64%	1 6.48%	1 6.55%	- -	4 8.39%	1 2.42%	4 4.81%	1 3.06%
2	(2)	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
3	(3)	17 14.92%	10 23.77%	2 4.28%	6 16.76%	4 20.04%	3 12.84%	4 14.46%	6 11.27%	1 6.61%	4 22.25%	5 21.19%	5 10.21%	7 16.75%	13 14.49%	4 16.47%
4	(4)	31 26.89%	10 24.98%	11 28.27%	10 27.53%	7 33.30%	10 41.36%	6 20.17%	11 21.35%	5 23.07%	3 14.97%	6 23.19%	15 32.06%	10 23.10%	22 24.77%	9 34.38%
5 Very important	(5)	61 53.76%	20 48.50%	23 57.43%	19 55.71%	10 43.07%	9 38.23%	20 65.37%	33 64.75%	13 63.84%	9 56.23%	13 55.62%	24 49.34%	24 57.74%	50 55.93%	12 46.09%
N/A		- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
NETS																
Net: Not important		5 4.42%	1 2.74%	4 10.02%	- -	1 3.59%	2 7.57%	- -	1 2.64%	1 6.48%	1 6.55%	- -	4 8.39%	1 2.42%	4 4.81%	1 3.06%
Net: Important		92 80.65%	30 73.49%	34 85.70%	29 83.24%	17 76.38%	19 79.59%	26 85.54%	44 86.09%	18 86.91%	12 71.21%	19 78.81%	39 81.40%	34 80.83%	72 80.70%	20 80.47%
Mean score		4.3	4.2	4.2	4.4	4.1	4.0	4.5	4.5	4.4	4.1	4.3	4.1	4.3	4.3	4.2

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

Jobs Outlook - Combined

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

Management information provided

Base: All who recruit temporary agency workers

			WAVE			REGION						SIZE			SECTOR	
		Total	August 2016	September 2016	October 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		119	42	42	35	25	27	32	49	17	18	24	51	44	92	27
Weighted Total		114	40	39	35	22	24	30	51	21	17	24	48	42	89	25
		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
1 Not at all important	(1)	11	3	5	3	1	1	3	7	4	3	3	3	4	11	-
		9.56%	6.39%	13.81%	8.39%	3.93%	2.41%	9.40%	13.08%	18.44%	16.31%	14.42%	7.23%	9.46%	12.25%	-
2	(2)	18	6	5	6	3	4	4	5	1	6	2	10	5	12	5
		15.52%	15.53%	12.72%	18.72%	12.46%	18.14%	11.57%	8.98%	5.20%	35.81%	10.49%	20.96%	12.18%	13.76%	21.77%
3	(3)	34	14	8	12	7	3	10	19	9	4	8	15	12	29	5
		30.12%	35.50%	21.25%	33.97%	32.38%	14.51%	33.27%	37.77%	44.33%	25.78%	32.01%	30.46%	28.68%	32.82%	20.57%
4	(4)	24	8	11	6	7	4	10	12	1	1	4	8	12	15	10
		21.18%	18.69%	27.41%	16.98%	29.87%	18.66%	33.85%	22.76%	6.60%	8.49%	14.86%	17.35%	29.09%	16.36%	38.28%
5 Very important	(5)	24	10	7	8	5	10	3	7	4	2	7	11	7	20	4
		20.97%	23.88%	17.15%	21.93%	21.36%	43.24%	9.20%	12.95%	18.40%	13.61%	28.22%	22.27%	15.42%	22.23%	16.50%
N/A		3	-	3	-	-	1	1	2	1	-	-	1	2	2	1
		2.64%	-	7.66%	-	-	3.05%	2.71%	4.47%	7.02%	-	-	1.72%	5.17%	2.58%	2.88%
NETS																
Net: Not important		29	9	10	9	4	5	6	11	5	9	6	14	9	23	5
		25.08%	21.92%	26.53%	27.11%	16.39%	20.55%	20.97%	22.06%	23.65%	52.12%	24.91%	28.20%	21.64%	26.01%	21.77%
Net: Important		48	17	18	13	11	15	13	18	5	4	10	19	19	34	14
		42.15%	42.57%	44.56%	38.92%	51.23%	61.89%	43.05%	35.70%	25.00%	22.10%	43.08%	39.62%	44.50%	38.59%	54.78%
Mean score		3.3	3.4	3.2	3.3	3.5	3.8	3.2	3.1	3.0	2.7	3.3	3.3	3.3	3.2	3.5

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

Jobs Outlook - Combined

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

Membership of a trade or professional organisation

Base: All who recruit temporary agency workers

		WAVE			REGION						SIZE			SECTOR		
		Total	August 2016	September 2016	October 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		119	42	42	35	25	27	32	49	17	18	24	51	44	92	27
Weighted Total		114	40	39	35	22	24	30	51	21	17	24	48	42	89	25
		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
1 Not at all important	(1)	24	6	9	8	6	5	6	9	3	4	6	14	4	19	5
		21.04%	15.77%	23.69%	24.16%	25.56%	20.71%	20.48%	17.64%	13.51%	25.90%	23.39%	30.16% l	9.38%	21.66%	18.84%
2	(2)	15	6	4	5	2	3	7	9	2	1	3	7	5	13	2
		13.39%	14.99%	11.16%	14.08%	8.10%	12.30%	21.92%	17.81%	11.82%	8.49%	13.74%	13.62%	12.94%	14.91%	8.03%
3	(3)	44	20	14	10	8	12	10	18	7	6	11	18	14	34	10
		38.18%	48.87%	35.39%	28.91%	37.92%	49.62%	33.87%	34.55%	35.54%	33.49%	47.04%	37.59%	33.86%	37.65%	40.05%
4	(4)	20	5	7	8	5	3	5	10	4	3	2	7	11	15	5
		17.33%	12.26%	17.95%	22.52%	20.54%	10.64%	18.05%	19.08%	20.58%	17.16%	7.09%	14.83%	25.91%	16.49%	20.30%
5 Very important	(5)	10	3	3	4	2	2	2	4	2	3	2	2	6	7	3
		8.77%	8.12%	8.08%	10.33%	7.89%	6.73%	5.69%	8.07%	11.53%	14.96%	8.74%	3.80%	14.43%	7.64%	12.78%
N/A		1	-	1	-	-	-	-	1	1	-	-	-	1	1	-
		1.29%	-	3.73%	-	-	-	-	2.86%	7.02%	-	-	-	3.47%	1.65%	-
NETS																
Net: Not important		39	12	14	13	7	8	13	18	5	6	9	21	9	33	7
		34.43%	30.76%	34.85%	38.24%	33.66%	33.00%	42.39%	35.44%	25.32%	34.39%	37.13%	43.78% l	22.32%	36.57%	26.87%
Net: Important		30	8	10	11	6	4	7	14	7	5	4	9	17	21	8
		26.10%	20.38%	26.03%	32.85%	28.42%	17.37%	23.73%	27.14%	32.12%	32.12%	15.84%	18.62%	40.35% k	24.13%	33.08%
Mean score		2.8	2.8	2.7	2.8	2.8	2.7	2.7	2.8	3.1	2.9	2.6	2.5	3.2 k	2.7	3.0

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

Jobs Outlook - Combined

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

Other

Base: All who recruit temporary agency workers

		WAVE				REGION					SIZE			SECTOR		
		Total	August 2016	September 2016	October 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		119	42	42	35	25	27	32	49	17	18	24	51	44	92	27
Weighted Total		114	40	39	35	22	24	30	51	21	17	24	48	42	89	25
		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
1 Not at all important	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
3	(3)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
4	(4)	2	1	-	1	-	1	1	1	-	-	2	-	-	2	-
		1.62%	2.23%	-	2.76%	-	4.02%	2.95%	1.75%	-	-	7.78%	-	-	2.08%	-
5 Very important	(5)	7	2	-	4	1	1	3	3	-	2	2	2	3	5	2
		5.70%	5.40%	-	12.57%	4.08%	5.16%	9.43%	5.59%	-	8.95%	8.74%	3.94%	6.00%	5.24%	7.35%
					b											
N/A		106	37	39	29	21	22	27	48	21	15	20	46	40	83	23
		92.67%	92.37%	100.00%	84.67%	95.92%	90.82%	87.62%	92.66%	100.00%	91.05%	83.48%	96.06%	94.00%	92.68%	92.65%
					c											
NETS																
Net: Not important		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Important		8	3	-	5	1	2	4	4	-	2	4	2	3	7	2
		7.33%	7.63%	-	15.33%	4.08%	9.18%	12.38%	7.34%	-	8.95%	16.52%	3.94%	6.00%	7.32%	7.35%
					b											
Mean score		4.8	4.7	-	4.8	5.0	4.6	4.8	4.8	-	5.0	4.5	5.0	5.0	4.7	5.0

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

Jobs Outlook - Combined

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

SUMMARY TABLE

Base: All who recruit temporary agency workers

	Total	1 Not at all important	2	3	4	5 Very important	Net: Not important	Net: Important	Mean
Meeting peaks in demand at certain times of year (seasonality)	114 100.00%	20 17.17%	9 8.27%	16 13.85%	32 27.78%	38 32.92%	29 25.45%	69 60.70%	3.5
Responding to growth, as new customers are won	114 100.00%	25 21.96%	3 2.74%	35 30.91%	30 25.89%	21 18.50%	28 24.69%	51 44.40%	3.2
Managing fast changing organisational requirements	114 100.00%	25 21.66%	8 6.80%	31 26.76%	27 23.27%	25 21.51%	32 28.46%	51 44.78%	3.2
Covering short term staff leave or absences	114 100.00%	21 18.29%	11 9.21%	23 20.21%	29 25.69%	30 26.60%	31 27.50%	60 52.30%	3.3
Helping to keep running costs down	114 100.00%	30 25.93%	8 7.14%	28 24.23%	17 14.89%	32 27.81%	38 33.07%	49 42.69%	3.1
Managing uncertainty during economic downturn or at other times	114 100.00%	30 25.96%	11 9.33%	41 36.23%	18 15.64%	15 12.85%	40 35.29%	33 28.48%	2.8
Providing short term access to key strategic skills	114 100.00%	24 20.63%	10 8.50%	35 30.39%	29 25.84%	17 14.63%	33 29.13%	46 40.47%	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	August 2016	September 2016	October 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		119	42	42	35	25	27	32	49	17	18	24	51	44	92	27
Weighted Total		114	40	39	35	22	24	30	51	21	17	24	48	42	89	25
		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
1 Not at all important	(1)	20	6	6	8	4	5	5	6	1	4	7	8	5	18	2
		17.17%	14.42%	15.33%	22.49%	16.32%	22.88%	17.72%	12.52%	4.94%	24.45%	28.25%	16.54%	11.66%	20.10%	6.80%
2	(2)	9	3	2	5	2	1	3	6	2	-	2	5	2	8	2
		8.27%	6.51%	5.09%	13.97%	10.75%	5.43%	11.03%	11.23%	11.52%	-	10.36%	9.91%	5.25%	8.52%	7.39%
3	(3)	16	7	4	4	2	2	6	10	4	2	1	10	5	13	3
		13.85%	18.54%	11.15%	11.48%	8.41%	8.03%	20.53%	19.74%	18.59%	11.28%	4.13%	21.00%	11.22%	14.16%	12.75%
4	(4)	32	13	9	9	6	5	7	14	7	7	6	11	14	24	8
		27.78%	33.23%	23.70%	26.09%	27.33%	19.39%	22.02%	27.48%	35.42%	41.09%	27.12%	23.88%	32.57%	27.15%	30.02%
5 Very important	(5)	38	11	18	9	8	10	9	15	6	4	7	14	17	27	11
		32.92%	27.30%	44.74%	25.97%	37.20%	44.27%	28.70%	29.04%	29.53%	23.17%	30.14%	28.67%	39.30%	30.06%	43.05%
NETS																
Net: Not important		29	8	8	13	6	7	9	12	3	4	9	13	7	25	4
		25.45%	20.93%	20.41%	36.46%	27.07%	28.32%	28.75%	23.75%	16.46%	24.45%	38.60%	26.45%	16.91%	28.62%	14.19%
Net: Important		69	24	27	18	14	15	15	29	14	11	14	25	30	51	18
		60.70%	60.53%	68.44%	52.06%	64.52%	63.66%	50.72%	56.51%	64.95%	64.26%	57.27%	52.55%	71.87%	57.21%	73.07%
Mean score		3.5	3.5	3.8	3.2	3.6	3.6	3.3	3.5	3.7	3.4	3.2	3.4	3.8	3.4	4.0

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

Jobs Outlook - Combined

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

Responding to growth, as new customers are won

Base: All who recruit temporary agency workers

		WAVE			REGION						SIZE			SECTOR		
		Total	August 2016	September 2016	October 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		119	42	42	35	25	27	32	49	17	18	24	51	44	92	27
Weighted Total		114	40	39	35	22	24	30	51	21	17	24	48	42	89	25
		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
1 Not at all important	(1)	25	8	8	9	4	3	10	13	4	5	8	10	8	22	3
		21.96%	19.87%	21.29%	25.15%	16.57%	10.89%	31.37%	26.15%	18.54%	31.84%	32.42%	20.28%	17.98%	25.19%	10.49%
2	(2)	3	1	1	1	1	1	1	1	-	-	1	-	2	3	-
		2.74%	3.20%	1.90%	3.15%	3.37%	5.43%	3.57%	2.12%	-	-	4.57%	-	4.81%	3.51%	-
3	(3)	35	15	12	8	6	9	7	15	8	5	3	21	12	26	9
		30.91%	38.07%	30.26%	23.31%	27.37%	37.32%	23.30%	30.18%	40.20%	28.80%	13.50%	42.75%	27.27%	29.10%	37.34%
4	(4)	30	10	9	11	8	6	7	13	6	3	8	12	10	22	7
		25.89%	25.12%	22.27%	30.93%	35.19%	26.52%	21.67%	24.64%	28.97%	16.56%	32.14%	24.03%	24.49%	24.96%	29.21%
5 Very important	(5)	21	6	10	6	4	5	6	9	3	4	4	6	11	15	6
		18.50%	13.74%	24.28%	17.46%	17.50%	19.83%	20.09%	16.91%	12.28%	22.80%	17.36%	12.94%	25.45%	17.25%	22.96%
NETS																
Net: Not important		28	9	9	10	4	4	11	15	4	5	9	10	10	26	3
		24.69%	23.07%	23.19%	28.30%	19.94%	16.32%	34.94%	28.27%	18.54%	31.84%	36.99%	20.28%	22.79%	28.70%	10.49%
Net: Important		51	16	18	17	12	11	13	21	9	7	12	18	21	38	13
		44.40%	38.86%	46.55%	48.39%	52.69%	46.36%	41.76%	41.55%	41.25%	39.36%	49.51%	36.98%	49.94%	42.21%	52.16%
Mean score		3.2	3.1	3.3	3.1	3.3	3.4	3.0	3.0	3.2	3.0	3.0	3.1	3.3	3.1	3.5

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

Jobs Outlook - Combined

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

Managing fast changing organisational requirements

Base: All who recruit temporary agency workers

		WAVE			REGION						SIZE			SECTOR		
		Total	August 2016	September 2016	October 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		119	42	42	35	25	27	32	49	17	18	24	51	44	92	27
Weighted Total		114	40	39	35	22	24	30	51	21	17	24	48	42	89	25
		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
1 Not at all important	(1)	25	9	6	10	4	4	10	14	3	3	9	10	7	22	3
		21.66%	21.60%	16.15%	28.02%	19.69%	14.91%	34.16%	27.06%	16.72%	17.28%	35.73%	20.00%	15.63%	24.63%	11.13%
2	(2)	8	3	2	2	-	1	2	5	3	1	1	3	3	7	1
		6.80%	8.59%	5.94%	5.71%	-	5.43%	6.27%	10.46%	16.57%	6.55%	5.75%	6.67%	7.55%	7.67%	3.73%
3	(3)	31	10	8	13	9	7	9	12	4	2	5	17	9	24	7
		26.76%	24.14%	19.65%	37.93%	39.84%	29.87%	27.96%	24.08%	18.44%	13.29%	22.55%	34.58%	20.26%	26.83%	26.52%
4	(4)	27	9	11	6	5	8	2	8	6	5	5	10	12	17	10
		23.27%	23.09%	28.85%	17.11%	22.67%	33.25%	6.82%	16.47%	30.54%	30.76%	19.08%	21.31%	27.85%	18.58%	39.92%
5 Very important	(5)	25	9	12	4	4	4	8	11	4	5	4	8	12	20	5
		21.51%	22.58%	29.41%	11.23%	17.80%	16.53%	24.80%	21.92%	17.72%	32.12%	16.89%	17.44%	28.71%	22.30%	18.71%
NETS																
Net: Not important		32	12	9	12	4	5	12	19	7	4	10	13	10	29	4
		28.46%	30.18%	22.09%	33.73%	19.69%	20.34%	40.43%	37.53%	33.30%	23.82%	41.48%	26.67%	23.17%	32.30%	14.86%
Net: Important		51	18	23	10	9	12	10	20	10	11	9	19	24	36	15
		44.78%	45.68%	58.26%	28.34%	40.47%	49.78%	31.61%	38.39%	48.26%	62.88%	35.97%	38.75%	56.56%	40.88%	58.62%
				c												
Mean score		3.2	3.2	3.5	2.8	3.2	3.3	2.8	3.0	3.2	3.5	2.8	3.1	3.5	3.1	3.5
				c												

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

Jobs Outlook - Combined

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

Covering short term staff leave or absences

Base: All who recruit temporary agency workers

			WAVE			REGION					SIZE			SECTOR		
		Total	August 2016	September 2016	October 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		119	42	42	35	25	27	32	49	17	18	24	51	44	92	27
Weighted Total		114	40	39	35	22	24	30	51	21	17	24	48	42	89	25
		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
1 Not at all important	(1)	21	6	6	9	5	7	5	7	2	3	9	4	7	16	5
		18.29%	15.85%	14.65%	25.28%	20.49%	27.68%	14.81%	13.48%	11.55%	16.82%	38.32%	8.87%	17.71%	17.60%	20.73%
2	(2)	11	6	2	3	2	2	2	5	2	2	4	5	1	11	-
		9.21%	14.03%	5.09%	8.28%	9.80%	7.81%	7.61%	9.20%	11.52%	10.41%	16.58%	10.99%	3.04%	11.80%	-
3	(3)	23	6	10	7	4	7	7	10	3	3	3	12	8	20	3
		20.21%	14.13%	25.65%	21.08%	18.62%	28.70%	22.23%	18.68%	13.51%	15.04%	13.99%	24.81%	18.49%	22.23%	13.03%
4	(4)	29	11	12	7	3	2	10	19	8	5	4	15	11	22	7
		25.69%	26.91%	29.54%	19.88%	15.46%	9.89%	33.89%	36.23%	39.63%	29.30%	15.17%	31.10%	25.48%	24.79%	28.87%
5 Very important	(5)	30	12	10	9	8	6	7	12	5	5	4	12	15	21	9
		26.60%	29.08%	25.07%	25.47%	35.62%	25.92%	21.46%	22.41%	23.79%	28.43%	15.94%	24.23%	35.28%	23.57%	37.36%
NETS																
Net: Not important		31	12	8	12	7	8	7	12	5	5	13	10	9	26	5
		27.50%	29.88%	19.74%	33.57%	30.29%	35.49%	22.42%	22.68%	23.07%	27.23%	54.90%	19.87%	20.75%	29.40%	20.73%
Net: Important		60	23	22	16	11	8	17	30	13	10	7	27	26	43	17
		52.30%	55.99%	54.61%	45.35%	51.09%	35.81%	55.36%	58.64%	63.42%	57.73%	31.11%	55.33%	60.77%	48.37%	66.24%
Mean score		3.3	3.4	3.5	3.1	3.4	3.0	3.4	3.4	3.5	3.4	2.5	3.5	3.6	3.2	3.6

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

Jobs Outlook - Combined

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

Helping to keep running costs down

Base: All who recruit temporary agency workers

			WAVE			REGION						SIZE			SECTOR	
		Total	August 2016	September 2016	October 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		119	42	42	35	25	27	32	49	17	18	24	51	44	92	27
Weighted Total		114	40	39	35	22	24	30	51	21	17	24	48	42	89	25
		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
1 Not at all important	(1)	30	10	9	10	7	5	8	13	5	5	8	16	5	27	3
		25.93%	24.96%	22.98%	30.42%	31.42%	20.34%	27.61%	25.87%	23.34%	26.71%	35.07%	34.09% l	11.54%	30.10%	11.13%
2	(2)	8	4	2	2	-	4	2	3	1	1	1	4	3	7	1
		7.14%	11.07%	4.42%	5.68%	-	17.52%	6.14%	5.65%	4.94%	6.55%	3.77%	8.90%	7.05%	8.29%	3.06%
3	(3)	28	10	9	9	5	4	8	17	9	2	4	12	11	22	5
		24.23%	24.02%	23.11%	25.76%	22.54%	15.92%	26.29%	32.26%	40.96%	13.70%	17.23%	25.38%	26.87%	24.94%	21.73%
4	(4)	17	4	5	8	3	2	6	10	4	3	5	3	9	12	5
		14.89%	9.72%	12.91%	23.16%	11.47%	7.79%	20.91%	19.38%	17.14%	15.69%	22.67%	6.13%	20.44% k	13.76%	18.89%
5 Very important	(5)	32	12	14	5	8	9	6	9	3	6	5	12	14	20	11
		27.81%	30.23%	36.57% c	14.98%	34.57%	38.43%	19.05%	16.84%	13.62%	37.36%	21.26%	25.50%	34.10%	22.91%	45.19%
NETS																
Net: Not important		38	14	11	12	7	9	10	16	6	6	9	21	8	34	4
		33.07%	36.03%	27.40%	36.10%	31.42%	37.86%	33.75%	31.52%	28.28%	33.25%	38.84%	42.99% l	18.59%	38.40%	14.19%
Net: Important		49	16	19	13	10	11	12	19	6	9	10	15	23	33	16
		42.69%	39.95%	49.49%	38.14%	46.04%	46.22%	39.96%	36.22%	30.76%	53.05%	43.93%	31.63%	54.54% k	36.66%	64.08%
Mean score		3.1	3.1	3.4	2.9	3.2	3.3	3.0	3.0	2.9	3.3	2.9	2.8	3.6 k	2.9	3.8

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

Jobs Outlook - Combined

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

Managing uncertainty during economic downturn or at other times

Base: All who recruit temporary agency workers

			WAVE			REGION						SIZE			SECTOR	
		Total	August 2016	September 2016	October 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		119	42	42	35	25	27	32	49	17	18	24	51	44	92	27
Weighted Total		114	40	39	35	22	24	30	51	21	17	24	48	42	89	25
		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
1 Not at all important	(1)	30	9	9	12	4	4	11	17	6	5	9	12	9	26	4
		25.96%	23.03%	22.45%	33.38%	19.40%	14.91%	37.06%	33.65%	28.69%	26.71%	35.73%	25.09%	21.46%	29.07%	14.95%
2	(2)	11	6	2	3	2	4	1	3	2	2	3	4	3	11	-
		9.33%	14.65%	4.63%	8.49%	7.94%	16.09%	2.95%	6.45%	11.55%	10.41%	13.27%	8.85%	7.65%	11.96%	-
3	(3)	41	14	14	14	9	7	14	20	6	4	5	20	16	30	12
		36.23%	33.95%	34.62%	40.73%	42.29%	31.31%	45.04%	39.06%	30.35%	26.52%	22.42%	41.77%	37.71%	33.50%	45.92%
4	(4)	18	4	11	3	2	6	4	9	5	2	3	7	8	12	5
		15.64%	9.30%	27.80% ac	9.14%	6.97%	23.80%	12.31%	17.05%	23.96%	11.28%	11.87%	15.56%	17.84%	13.91%	21.77%
5 Very important	(5)	15	8	4	3	5	3	1	2	1	4	4	4	6	10	4
		12.85%	19.08%	10.50%	8.26%	23.39%	13.89%	2.64%	3.78%	5.44%	25.08%	16.70%	8.73%	15.35%	11.57%	17.36%
NETS																
Net: Not important		40	15	11	14	6	7	12	21	8	6	12	16	12	37	4
		35.29%	37.68%	27.08%	41.87%	27.34%	31.00%	40.01%	40.10%	40.24%	37.12%	49.01%	33.94%	29.11%	41.02%	14.95%
Net: Important		33	11	15	6	7	9	5	11	6	6	7	12	14	23	10
		28.48%	28.38%	38.30% c	17.40%	30.37%	37.69%	14.95%	20.83%	29.41%	36.36%	28.57%	24.29%	33.18%	25.48%	39.14%
Mean score		2.8	2.9	3.0	2.5	3.1	3.1	2.4	2.5	2.7	3.0	2.6	2.7	3.0	2.7	3.3

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

Jobs Outlook - Combined

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

Providing short term access to key strategic skills

Base: All who recruit temporary agency workers

			WAVE			REGION						SIZE			SECTOR	
		Total	August 2016	September 2016	October 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		119	42	42	35	25	27	32	49	17	18	24	51	44	92	27
Weighted Total		114	40	39	35	22	24	30	51	21	17	24	48	42	89	25
		100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
1 Not at all important	(1)	24	8	10	6	5	6	6	10	4	3	8	10	6	21	3
		20.63%	19.64%	24.86%	16.97%	20.65%	23.62%	21.10%	20.06%	18.54%	18.15%	32.38%	20.75%	13.89%	23.47%	10.56%
2	(2)	10	4	3	3	3	4	1	1	-	2	-	8	2	8	2
		8.50%	10.92%	6.71%	7.73%	12.00%	18.22%	2.69%	1.59%	-	11.28%	-	15.83%	4.97%	8.85%	7.27%
3	(3)	35	12	8	14	4	5	10	21	11	4	9	12	14	27	7
		30.39%	30.47%	21.19%	40.81%	19.30%	19.74%	33.81%	41.36%	52.36%	26.59%	39.87%	24.01%	32.30%	30.70%	29.31%
4	(4)	29	10	12	7	7	5	9	12	3	6	4	11	15	19	10
		25.84%	25.62%	30.85%	20.40%	31.58%	20.33%	30.15%	23.25%	13.19%	33.92%	15.65%	21.94%	36.00%	21.43%	41.48%
5 Very important	(5)	17	5	6	5	4	4	4	7	3	2	3	8	5	14	3
		14.63%	13.36%	16.39%	14.09%	16.47%	18.09%	12.25%	13.74%	15.91%	10.05%	12.10%	17.46%	12.84%	15.55%	11.38%
NETS																
Net: Not important		33	12	12	9	7	10	7	11	4	5	8	18	8	29	4
		29.13%	30.56%	31.57%	24.70%	32.65%	41.84%	23.79%	21.65%	18.54%	29.43%	32.38%	36.59%	18.86%	32.32%	17.83%
Net: Important		46	16	19	12	11	9	13	19	6	7	7	19	21	33	13
		40.47%	38.98%	47.24%	34.49%	48.05%	38.42%	42.40%	36.99%	29.10%	43.97%	27.75%	39.40%	48.84%	36.98%	52.86%
Mean score		3.1	3.0	3.1	3.1	3.1	2.9	3.1	3.1	3.1	3.1	2.8	3.0	3.3	3.0	3.4

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

Jobs Outlook - Combined

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

Base: All who recruit temporary agency workers

		WAVE			REGION						SIZE			SECTOR	
	Total	August 2016	September 2016	October 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	119	42	42	35	25	27	32	49	17	18	24	51	44	92	27
Weighted Total	114	40	39	35	22	24	30	51	21	17	24	48	42	89	25
	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Temporary agency workers earn more than they would if they were permanent	31 27.23%	13 31.93%	7 16.91%	12 33.54%	4 20.04%	7 27.99%	10 33.92%	17 34.08%	7 34.31%	2 14.81%	10 40.21%	13 26.67%	9 20.57%	26 29.67%	5 18.60%
Temporary agency workers earn less than they would if they were permanent	17 14.60%	6 15.61%	5 12.88%	5 15.40%	3 12.81%	6 27.34%	4 12.67%	5 9.65%	1 5.26%	2 14.15%	4 16.18%	5 10.62%	8 18.23%	10 11.09%	7 27.06%
Temporary agency workers earn about the same as they would if they were permanent	59 51.77%	17 43.06%	25 63.67%	17 48.33%	10 46.52%	9 36.70%	15 50.70%	28 54.66%	13 60.44%	12 71.03%	10 41.22%	27 55.92%	22 52.99%	46 52.13%	13 50.50%
Not applicable/Don't know	7 6.40%	4 9.40%	3 6.55%	1 2.73%	5 20.63%	2 7.97%	1 2.71%	1 1.61%	- -	- -	1 2.40%	3 6.79%	3 8.20%	6 7.12%	1 3.84%

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

Jobs Outlook - Combined

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

Base: All who recruit temporary workers

		WAVE			REGION						SIZE			SECTOR	
	Total	August 2016	September 2016	October 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	298	92	95	111	76	68	70	103	33	51	135	89	74	238	60
Weighted Total	299	92	96	110	73	68	72	110	38	48	138	85	76	241	58
	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
0	69	17	17	36	14	17	22	25	3	12	55	13	2	60	9
	23.26%	18.49%	17.18%	32.55%	19.76%	25.60%	31.16%	23.06%	7.74%	25.70%	40.01%	14.81%	2.42%	24.96%	16.16%
				ab		h	h			h	kl	l			
1-9	32	9	10	12	8	11	5	10	4	4	8	14	10	25	7
	10.71%	9.84%	10.90%	11.27%	10.32%	15.49%	7.61%	8.81%	11.08%	8.92%	6.12%	16.35%	12.75%	10.25%	12.63%
												j			
10-19	18	5	6	7	4	2	9	11	3	1	6	6	6	12	6
	6.10%	5.41%	6.58%	6.26%	5.89%	3.00%	12.00%	10.12%	6.56%	1.56%	4.61%	6.76%	8.06%	5.04%	10.54%
							ei								
20-49	28	7	9	11	8	7	6	10	4	3	10	11	7	21	7
	9.25%	8.07%	9.43%	10.08%	10.39%	10.75%	7.71%	8.88%	11.10%	6.22%	7.06%	12.71%	9.35%	8.65%	11.74%
50	21	7	5	8	6	3	6	8	2	4	8	7	6	16	5
	7.04%	8.03%	5.67%	7.42%	8.79%	4.52%	7.92%	7.15%	5.70%	7.73%	6.03%	7.81%	8.02%	6.78%	8.14%
51+	40	15	10	14	13	7	8	12	4	7	19	11	10	27	12
	13.30%	16.66%	10.90%	12.58%	18.38%	10.48%	11.51%	10.75%	9.31%	15.45%	13.97%	12.94%	12.48%	11.40%	21.22%
														m	
Don't know	91	31	38	22	19	20	16	34	18	16	31	24	36	79	11
	30.34%	33.50%	39.34%	19.84%	26.47%	30.15%	22.10%	31.22%	48.51%	34.43%	22.20%	28.61%	46.92%	32.92%	19.58%
		c	c						df				jk	n	
NETS															
Net: At least 1%	139	44	42	53	39	30	34	50	17	19	52	48	39	102	37
	46.40%	48.01%	43.48%	47.61%	53.77%	44.24%	46.75%	45.71%	43.75%	39.87%	37.79%	56.57%	50.66%	42.12%	64.27%
												j		m	
Total	5576	1959	1579	2038	1753	1043	1255	1779	524	1002	2552	1633	1391	4119	1457
Mean score	26.8	32.0	27.0	23.0	32.8	22.0	22.3	23.5	26.7	31.9	23.8	27.0	34.3	25.5	31.4

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

Jobs Outlook - Combined

T1. In your opinion, which one of the following measures, if any, do you think the Chancellor should prioritise in the Autumn Statement to help support business growth?

Base: Wave 8

	WAVE		REGION						SIZE			SECTOR	
	Total	October 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
Unweighted Total	200	200	45	46	45	75	30	34	124	42	34	165	35
Weighted Total	200	200	44	48	45	78	34	30	123	42	35	165	35
	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
A delay to the introduction of the Apprenticeship Levy (which is a 0.5% additional charge for any business with a pay bill of over £3 million)	25	25	7	4	7	11	4	2	10	9	5	19	6
	12.28%	12.28%	16.48%	8.63%	15.50%	13.67%	11.22%	8.29%	8.53%	20.77% h	15.12%	11.48%	16.01%
A delay to the introduction of IR35 reform (which may result in more self-employed contractors being counted as employees)	11	11	2	3	1	5	4	2	8	1	2	11	-
	5.69%	5.69%	4.20%	6.93%	2.19%	5.93%	10.92%	5.23%	6.86%	2.62%	5.28%	6.90%	-
Guarantees on Government funding for projects currently funded by the EU, even if these are approved after the Autumn Statement	27	27	5	8	6	9	3	5	13	9	5	21	6
	13.60%	13.60%	11.23%	17.08%	13.54%	11.64%	9.11%	16.61%	10.68%	21.09%	14.77%	12.60%	18.25%
More incentives to help start-ups and SMEs employ new workers	36	36	9	9	11	13	2	5	25	5	6	34	2
	18.08%	18.08%	20.35%	18.41%	24.32% f	16.47%	6.01%	18.41%	20.64%	11.33%	17.24%	20.81% l	5.25%
More efficient public sector procurement processes	18	18	5	7	1	3	2	3	12	5	1	14	4
	8.78%	8.78%	10.96%	14.63% de	2.19%	3.90%	6.17%	8.97%	9.38%	11.43%	3.54%	8.34%	10.87%
New funds to support regional economic growth	50	50	11	11	11	21	10	6	33	12	5	39	11
	25.03%	25.03%	25.64%	23.61%	24.98%	27.02%	29.75%	21.13%	26.94%	27.92%	14.95%	23.96%	30.01%
None of the above	33	33	5	5	8	17	9	6	21	2	10	26	7
	16.55%	16.55%	11.13%	10.72%	17.27%	21.36%	26.81%	21.36%	16.97%	4.84%	29.10% i	15.90%	19.61%

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