

# REC JOBS OUTLOOK RESEARCH

## METHODOLOGY NOTE

ComRes interviewed 601 UK employees and owners involved in hiring by telephone between September 29<sup>th</sup> and December 16<sup>th</sup> 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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Base: All who recruit temporary agency workers in each job function

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Base: All who recruit temporary agency workers

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Base: All who recruit temporary agency workers

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Base: All who recruit temporary agency workers

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Base: All who recruit temporary agency workers

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Base: All who recruit temporary agency workers

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Base: All who recruit temporary agency workers

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Base: All who recruit temporary agency workers

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Base: All who recruit temporary agency workers

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Base: All who recruit temporary agency workers

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Base: All who recruit temporary agency workers

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Base: All who recruit temporary agency workers

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Base: All who recruit temporary agency workers

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Base: Wave 10

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Base: Wave 10

## Jobs Outlook - Combined

### Sector

Base: All respondents

		WAVE			REGION						SIZE			SECTOR	
	Total	October 2016	November 2016	December 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	601	200	201	200	134	146	136	232	96	89	318	171	112	496	105
Weighted Total	601	200	201	200	132	145	135	236	101	89	317	170	114	495	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Private	495	165	166	165	106	123	101	188	87	78	283	133	79	495	-
	82.4%	82.4%	82.4%	82.4%	80.4%	85.2%	74.8%	79.6%	86.1%	88.1%	89.4%	78.2%	69.3%	100.0%	-
						f			f	f	kl			n	
Public	106	35	35	35	26	21	34	48	14	11	34	37	35	-	106
	17.6%	17.6%	17.6%	17.6%	19.6%	14.8%	25.2%	20.4%	13.9%	11.9%	10.6%	21.8%	30.7%	-	100.0%
							ehi					j	j		m

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



## Jobs Outlook - Combined

### S1. Which region is your organisation based in?

Base: All respondents

	WAVE				REGION						SIZE			SECTOR	
	Total	October 2016	November 2016	December 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	601	200	201	200	134	146	136	232	96	89	318	171	112	496	105
Weighted Total	601	200	201	200	132	145	135	236	101	89	317	170	114	495	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
South West	50	17	17	17	-	-	50	50	-	-	31	13	6	48	3
	8.4%	8.4%	8.4%	8.4%	-	-	37.5% deg	21.4% deh	-	-	9.9%	7.9%	4.9%	9.6% n	2.6%
South East	84	28	28	28	-	-	84	84	-	-	45	25	14	53	31
	14.0%	14.0%	14.0%	14.0%	-	-	62.5% deg	35.7% deh	-	-	14.2%	14.8%	12.2%	10.7%	29.5% m
London	101	34	34	34	-	-	-	101	101	-	49	31	21	87	14
	16.8%	16.8%	16.8%	16.8%	-	-	-	42.9% def	100.0% defg	-	15.4%	18.2%	18.7%	17.6%	13.2%
East of England	55	18	18	18	-	55	-	-	-	-	34	10	12	45	10
	9.2%	9.2%	9.2%	9.2%	-	38.2% dfgh	-	-	-	-	10.6%	5.9%	10.2%	9.2%	9.4%
West Midlands	49	16	16	16	-	49	-	-	-	-	30	7	12	43	7
	8.2%	8.2%	8.2%	8.2%	-	34.0% dfgh	-	-	-	-	9.4% k	4.4%	10.6% k	8.6%	6.3%
East Midlands	40	13	13	13	-	40	-	-	-	-	19	16	6	35	5
	6.7%	6.7%	6.7%	6.7%	-	27.8% dfgh	-	-	-	-	5.8%	9.6%	4.8%	7.1%	4.6%
North West	64	21	22	21	64	-	-	-	-	-	27	24	14	49	15
	10.7%	10.7%	10.7%	10.7%	48.9% efgh	-	-	-	-	-	8.4%	14.0%	12.2%	9.9%	14.4%
North East	20	7	7	7	20	-	-	-	-	-	9	5	7	17	4
	3.4%	3.4%	3.4%	3.4%	15.5% efgh	-	-	-	-	-	2.7%	2.8%	6.1%	3.4%	3.6%
Yorkshire & The Humber	47	16	16	16	47	-	-	-	-	-	26	16	5	40	7
	7.8%	7.8%	7.8%	7.8%	35.6% efgh	-	-	-	-	-	8.2%	9.4%	4.3%	8.1%	6.4%
Scotland	49	16	16	16	-	-	-	-	-	49	28	13	8	42	7
	8.1%	8.1%	8.1%	8.1%	-	-	-	-	-	54.7% defgh	8.7%	7.9%	6.7%	8.4%	6.7%
Wales	25	8	8	8	-	-	-	-	-	25	14	7	5	22	4
	4.2%	4.2%	4.2%	4.2%	-	-	-	-	-	28.4% defgh	4.3%	4.2%	4.1%	4.4%	3.4%
Northern Ireland	15	5	5	5	-	-	-	-	-	15	7	2	6	15	-
	2.5%	2.5%	2.5%	2.5%	-	-	-	-	-	16.9% defgh	2.3%	1.0%	5.2% k	3.0%	-

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

## Jobs Outlook - Combined

### S1. Which region is your organisation based in?

Base: All respondents

	WAVE			REGION						SIZE			SECTOR		
Total	October 2016	November 2016	December 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	601	200	201	200	134	146	136	232	96	89	318	171	112	496	105
Weighted Total	601	200	201	200	132	145	135	236	101	89	317	170	114	495	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Channel Islands	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
None of the above	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

## Jobs Outlook - Combined

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

Base: All respondents

		WAVE			REGION						SIZE			SECTOR	
	Total	October 2016	November 2016	December 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	601	200	201	200	134	146	136	232	96	89	318	171	112	496	105
Weighted Total	601	200	201	200	132	145	135	236	101	89	317	170	114	495	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
HR	247	65	66	117	57	53	64	106	42	31	64	108	75	188	59
	41.1%	32.3%	32.6%	58.5%	43.2%	36.6%	47.3%	45.0%	41.9%	35.1%	20.2%	63.8%	65.4%	37.9%	56.0%
				ab								j	j		m
Other	354	135	135	83	75	92	71	130	59	58	253	61	40	307	47
	58.9%	67.7%	67.4%	41.5%	56.8%	63.4%	52.7%	55.0%	58.1%	64.9%	79.8%	36.2%	34.6%	62.1%	44.0%
		c	c								kl			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	
	Total	October 2016	November 2016	December 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	601	200	201	200	134	146	136	232	96	89	318	171	112	496	105
Weighted Total	601	200	201	200	132	145	135	236	101	89	317	170	114	495	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Senior management/ board level	299	114	97	89	61	69	73	125	52	44	195	68	36	257	42
	49.8%	56.8%	48.1%	44.5%	46.2%	47.9%	54.5%	53.1%	51.3%	49.4%	61.6%	40.3%	31.4%	51.9%	40.1%
		c									kl			n	
Management	197	54	76	66	46	49	37	67	30	35	103	52	42	156	40
	32.7%	27.2%	37.9%	33.1%	35.0%	34.1%	27.5%	28.3%	29.3%	39.2%	32.5%	30.6%	36.6%	31.6%	38.1%
			a												
Non-Managerial	105	32	28	45	25	26	24	44	20	10	19	50	37	82	23
	17.5%	16.0%	14.0%	22.3%	18.8%	18.0%	18.0%	18.6%	19.4%	11.4%	5.9%	29.2%	32.1%	16.5%	21.8%
			b									j	j		

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

## Jobs Outlook - Combined

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

Base: All respondents

		WAVE			REGION						SIZE			SECTOR	
	Total	October 2016	November 2016	December 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	601	200	201	200	134	146	136	232	96	89	318	171	112	496	105
Weighted Total	601	200	201	200	132	145	135	236	101	89	317	170	114	495	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Recruitment (hiring or engaging new staff on a permanent or temporary basis)	601	200	201	200	132	145	135	236	101	89	317	170	114	495	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Training of employees	458	156	158	144	95	117	105	181	76	66	246	139	73	381	78
	76.3%	78.0%	78.6%	72.2%	72.0%	81.1%	77.8%	76.6%	75.1%	73.8%	77.6%	82.1%	64.0%	76.9%	73.5%
Assessment of employees	485	172	151	162	101	120	114	195	82	69	270	139	76	398	87
	80.6%	85.9%	75.1%	80.9%	76.8%	82.5%	84.5%	82.9%	80.9%	77.2%	85.1%	81.7%	66.7%	80.3%	82.0%
		b													
Supporting employees (e.g. with questions or grievances)	536	180	169	187	118	130	123	210	87	78	297	161	79	446	90
	89.3%	90.0%	84.2%	93.6%	89.7%	89.7%	91.7%	89.3%	86.2%	87.7%	93.6%	94.8%	68.8%	90.1%	85.5%
				b											
None	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

## Jobs Outlook - Combined

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

Base: All respondents

		WAVE			REGION						SIZE			SECTOR	
	Total	October 2016	November 2016	December 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	601	200	201	200	134	146	136	232	96	89	318	171	112	496	105
Weighted Total	601	200	201	200	132	145	135	236	101	89	317	170	114	495	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
0-9	184	84	56	44	29	50	48	70	21	34	184	-	-	173	11
	30.5%	41.8%	28.1%	21.8%	22.2%	34.8%	35.8%	29.5%	21.1%	38.7%	57.9%	-	-	34.8%	10.4%
		bc				dh	dh			dh	kl			n	
10-49	133	39	52	42	32	31	28	56	27	14	133	-	-	111	23
	22.2%	19.5%	25.8%	21.2%	24.4%	21.7%	21.1%	23.7%	27.1%	15.7%	42.1%	-	-	22.3%	21.4%
											kl				
50-249	170	42	53	74	44	34	39	69	31	22	-	170	-	133	37
	28.3%	21.1%	26.5%	37.2%	33.8%	23.2%	28.6%	29.5%	30.6%	25.1%	-	100.0%	-	26.8%	34.9%
			ab									jl			
250+	114	35	40	39	26	29	20	41	21	18	-	-	114	79	35
	19.0%	17.7%	19.7%	19.7%	19.6%	20.2%	14.5%	17.4%	21.2%	20.5%	-	-	100.0%	16.0%	33.2%
													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	October 2016	November 2016	December 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	601	200	201	200	134	146	136	232	96	89	318	171	112	496	105
Weighted Total	601	200	201	200	132	145	135	236	101	89	317	170	114	495	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Agriculture, forestry & fishing	9	3	3	3	1	4	1	3	2	1	5	3	1	7	2
	1.4%	1.5%	1.4%	1.4%	.7%	2.7%	.7%	1.2%	1.9%	1.1%	1.5%	1.6%	.8%	1.3%	1.8%
Production	53	18	18	18	16	17	10	12	2	8	23	19	12	36	17
	8.9%	8.8%	8.9%	8.9%	12.5%	12.0%	7.4%	5.0%	1.9%	8.6%	7.2%	11.0%	10.3%	7.3%	16.4%
					gh	gh				h					m
Construction	37	12	13	12	8	6	6	12	6	11	20	10	7	33	5
	6.2%	5.9%	6.5%	6.1%	6.4%	3.9%	4.2%	4.9%	5.9%	12.7%	6.3%	6.1%	5.8%	6.6%	4.3%
										efg					
Motor trades	29	9	10	10	7	10	5	7	2	5	19	3	7	22	7
	4.9%	4.7%	4.9%	5.0%	5.2%	7.1%	3.9%	3.1%	2.0%	5.5%	6.0%	1.9%	6.1%	4.4%	7.0%
											k				
Wholesale	26	7	10	9	9	3	10	13	3	2	13	10	4	24	2
	4.4%	3.6%	4.8%	4.7%	6.7%	1.9%	7.2%	5.4%	3.0%	2.1%	4.0%	5.6%	3.4%	4.9%	1.7%
					e		e								
Retail	32	13	10	9	8	6	8	13	5	5	19	9	4	28	4
	5.3%	6.3%	5.0%	4.7%	6.2%	4.3%	5.9%	5.5%	4.9%	5.4%	6.1%	5.3%	3.3%	5.7%	3.8%
Transport & storage (inc. postal)	30	10	9	10	3	9	8	11	3	6	15	7	8	24	5
	5.0%	5.1%	4.6%	5.1%	2.3%	6.2%	6.1%	4.8%	3.1%	7.3%	4.6%	4.4%	6.8%	4.9%	5.2%
Accommodation & food services	37	12	13	12	6	12	7	15	8	4	18	10	8	33	3
	6.1%	5.8%	6.3%	6.1%	4.4%	8.1%	5.2%	6.4%	8.0%	4.4%	5.8%	6.1%	6.8%	6.7%	2.9%
Information & communication	25	8	9	8	2	3	14	19	5	1	18	5	2	21	4
	4.1%	4.0%	4.4%	4.0%	1.6%	2.1%	10.3%	8.1%	5.0%	.9%	5.6%	3.0%	1.7%	4.2%	3.8%
							dei	dei							
Finance & insurance	20	7	6	7	3	4	5	10	5	3	12	6	2	17	3
	3.3%	3.4%	2.9%	3.5%	2.2%	2.8%	3.5%	4.2%	5.1%	3.2%	3.7%	3.5%	1.7%	3.4%	2.6%
Property	12	4	3	4	3	2	3	5	2	2	7	3	2	10	2
	1.9%	2.2%	1.6%	2.0%	2.1%	1.3%	2.3%	2.2%	2.1%	2.1%	2.1%	1.8%	1.6%	2.0%	1.9%
Professional, scientific & technical	51	17	17	17	9	14	9	21	12	8	33	12	6	44	7
	8.5%	8.5%	8.5%	8.5%	6.5%	9.5%	6.6%	8.9%	12.1%	8.5%	10.4%	7.3%	5.0%	8.8%	6.9%

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

## Jobs Outlook - Combined

### D3. What industry sector does your organisation work in?

Base: All respondents

	WAVE				REGION						SIZE			SECTOR	
	Total	October 2016	November 2016	December 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	601	200	201	200	134	146	136	232	96	89	318	171	112	496	105
Weighted Total	601	200	201	200	132	145	135	236	101	89	317	170	114	495	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Business administration and support services	50 8.4%	17 8.4%	17 8.4%	17 8.3%	11 8.4%	16 10.8%	14 10.2%	22 9.3%	8 8.1%	2 2.0%	32 10.0%	11 6.3%	8 6.9%	41 8.2%	10 9.2%
					i	i	i	i							
Public administration and defence	27 4.6%	9 4.6%	9 4.3%	10 4.8%	8 5.7%	6 3.9%	3 2.1%	8 3.3%	5 5.0%	6 7.2%	13 4.3%	7 3.9%	7 6.4%	21 4.3%	6 5.8%
Education	54 9.0%	18 9.0%	19 9.4%	17 8.7%	11 8.0%	15 10.2%	11 8.4%	21 9.0%	10 9.9%	8 8.8%	24 7.7%	19 11.3%	11 9.4%	50 10.2%	4 3.7%
														n	
Health	75 12.5%	25 12.5%	25 12.3%	25 12.6%	21 15.9%	17 11.7%	14 10.5%	26 11.1%	12 11.8%	11 12.5%	35 11.2%	23 13.4%	17 14.8%	60 12.1%	15 14.2%
Arts, entertainment, recreation and other services	34 5.6%	11 5.6%	11 5.6%	11 5.6%	7 5.3%	2 1.3%	8 5.6%	18 7.6%	10 10.3%	7 7.8%	10 3.3%	13 7.5%	11 9.3%	24 4.9%	9 8.7%
							e	e	e	e		j	j		
Other	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
NETS															
Net: Agriculture, forestry & fishing/ Production	62 10.3%	21 10.3%	21 10.3%	21 10.3%	17 13.2%	21 14.7%	11 8.0%	15 6.2%	4 3.8%	9 9.7%	28 8.7%	21 12.7%	13 11.1%	43 8.6%	19 18.2%
					gh	gh									m
Net: Construction/Property	49 8.1%	16 8.1%	16 8.1%	16 8.1%	11 8.5%	8 5.3%	9 6.5%	17 7.1%	8 7.9%	13 14.8%	27 8.5%	13 7.9%	8 7.3%	42 8.5%	6 6.1%
										efg					
Net: Motor trades/ Wholesale/Retail/Transport & storage (inc. postal)/Accommodation & food services	154 25.6%	51 25.6%	51 25.6%	51 25.6%	33 24.8%	40 27.7%	38 28.2%	59 25.2%	21 21.0%	22 24.6%	84 26.5%	40 23.3%	30 26.4%	132 26.6%	22 20.7%

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	October 2016	November 2016	December 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	601	200	201	200	134	146	136	232	96	89	318	171	112	496	105
Weighted Total	601	200	201	200	132	145	135	236	101	89	317	170	114	495	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Net: Information & communication/ Finance & insurance/Business administration and support services	95 15.8%	32 15.8%	32 15.8%	32 15.8%	16 12.2%	23 15.7%	32 24.1%	51 21.6%	18 18.3%	5 6.1%	61 19.4%	22 12.8%	12 10.3%	78 15.8%	16 15.6%
						i	di	di	i		l				
Net: Professional, scientific & technical	51 8.5%	17 8.5%	17 8.5%	17 8.5%	9 6.5%	14 9.5%	9 6.6%	21 8.9%	12 12.1%	8 8.5%	33 10.4%	12 7.3%	6 5.0%	44 8.8%	7 6.9%
Net: Public administration and defence/ Education/Health	157 26.1%	52 26.1%	52 26.1%	52 26.1%	39 29.6%	37 25.8%	28 21.0%	55 23.4%	27 26.6%	25 28.5%	73 23.2%	49 28.6%	35 30.6%	132 26.6%	25 23.8%
Net: Arts, entertainment, recreation and other services/Other	34 5.6%	11 5.6%	11 5.6%	11 5.6%	7 5.3%	2 1.3%	8 5.6%	18 7.6%	10 10.3%	7 7.8%	10 3.3%	13 7.5%	11 9.3%	24 4.9%	9 8.7%
							e	e	e	e		j	j		

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	October 2016	November 2016	December 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	601	200	201	200	134	146	136	232	96	89	318	171	112	496	105
Weighted Total	601	200	201	200	132	145	135	236	101	89	317	170	114	495	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
None – we would have to take on new staff	194	68	58	67	40	47	41	70	28	36	119	49	26	160	34
	32.2%	34.0%	29.0%	33.7%	30.5%	32.7%	30.7%	29.6%	28.1%	40.9%	37.5%	28.8%	22.7%	32.3%	31.9%
											l				
A little – we might have to take on staff if demand grew this year	290	88	106	96	59	69	67	120	53	43	132	86	72	237	53
	48.3%	44.0%	52.7%	48.2%	44.6%	47.7%	49.8%	50.8%	52.0%	48.1%	41.8%	50.5%	63.0%	47.9%	50.0%
													jk		
A fair amount – we could take on a lot more work now	94	34	29	31	28	19	22	40	18	7	52	29	13	78	15
	15.6%	16.9%	14.6%	15.3%	21.3%	13.1%	16.0%	16.9%	17.9%	7.7%	16.5%	16.8%	11.1%	15.8%	14.5%
					i			i	i						
Considerable – we have a great deal of spare capacity	24	10	8	6	5	9	5	7	2	3	13	7	4	20	4
	3.9%	5.2%	3.8%	2.8%	3.6%	6.5%	3.4%	2.8%	1.9%	3.3%	4.2%	4.0%	3.2%	4.0%	3.5%
NETS															
Net: None + A little	484	156	164	164	99	116	108	189	81	79	251	135	98	397	87
	80.5%	78.0%	81.6%	81.9%	75.1%	80.4%	80.5%	80.4%	80.2%	89.0%	79.3%	79.2%	85.7%	80.2%	82.0%
									d						

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

## Jobs Outlook - Combined

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

Base: All respondents

		WAVE			REGION						SIZE			SECTOR	
	Total	October 2016	November 2016	December 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	601	200	201	200	134	146	136	232	96	89	318	171	112	496	105
Weighted Total	601	200	201	200	132	145	135	236	101	89	317	170	114	495	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Redundancies	88	21	31	36	16	20	22	42	21	9	22	36	30	71	17
	14.6%	10.3%	15.5%	18.1% a	12.4%	13.8%	16.0%	17.9%	20.6%	10.5%	6.8%	21.4% j	26.2% j	14.3%	16.2%
Reduced hours	69	20	29	20	20	14	15	24	9	10	23	18	28	56	13
	11.5%	10.1%	14.4%	9.9%	15.4%	9.9%	11.4%	10.4%	9.1%	11.1%	7.2%	10.9%	24.3% jk	11.4%	12.0%
Reduced pay / earnings	34	11	14	9	8	3	9	15	6	8	16	5	13	28	6
	5.6%	5.6%	6.8%	4.4%	6.3%	2.1%	6.5%	6.2%	5.9%	8.7% e	5.0%	2.9%	11.4% jk	5.6%	5.5%
Headcount freeze	70	20	19	30	12	10	13	32	18	16	28	24	17	61	9
	11.6%	10.1%	9.5%	15.0%	9.3%	6.6%	9.9%	13.4% e	18.0% e	18.3% e	8.8%	14.3%	15.3%	12.2%	8.5%
Increased staffing	318	99	107	112	77	70	73	131	58	40	128	116	74	261	57
	52.9%	49.5%	53.2%	56.1%	58.8% i	48.2%	54.5%	55.7%	57.3%	44.7%	40.4%	68.5% j	64.4% j	52.7%	54.0%
Increased pay/ earnings	349	99	121	129	75	83	84	143	59	48	167	117	66	292	58
	58.1%	49.6%	60.1% a	64.7% a	57.3%	57.0%	62.5%	60.8%	58.6%	54.0%	52.6%	68.9% jl	57.4%	58.9%	54.7%
None of the above	119	56	33	29	19	36	26	43	16	22	97	11	10	98	22
	19.8%	28.2% bc	16.6%	14.7%	14.1%	24.8% d	19.6%	18.1%	16.2%	24.7% d	30.7% kl	6.7%	9.2%	19.7%	20.3%

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	October 2016	November 2016	December 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		601	200	201	200	134	146	136	232	96	89	318	171	112	496	105
Weighted Total		601	200	201	200	132	145	135	236	101	89	317	170	114	495	106
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
A lot better	(5)	23	10	6	7	5	4	4	8	4	6	11	5	7	18	5
		3.8%	4.9%	3.0%	3.6%	4.0%	2.8%	3.1%	3.5%	3.9%	6.2%	3.5%	3.1%	5.8%	3.7%	4.5%
A little better	(4)	157	41	62	55	37	41	34	56	22	23	77	42	38	134	23
		26.2%	20.7%	30.6%	27.3%	28.1%	28.5%	25.4%	23.9%	21.8%	25.8%	24.3%	24.9%	33.5%	27.1%	21.8%
			a													
No change	(3)	211	72	77	62	55	43	52	85	34	29	111	66	35	175	37
		35.2%	36.1%	38.5%	30.9%	41.7%	29.4%	38.5%	36.3%	33.3%	32.2%	35.0%	38.8%	30.3%	35.3%	34.8%
					e											
A little worse	(2)	136	47	36	53	23	35	32	57	25	21	86	29	21	107	29
		22.6%	23.7%	17.8%	26.4%	17.3%	24.3%	23.7%	24.0%	24.5%	24.0%	27.2%	16.9%	18.3%	21.6%	27.5%
					b							k				
A lot worse	(1)	50	24	14	13	8	12	8	22	14	9	26	18	7	48	3
		8.4%	11.8%	6.7%	6.6%	5.9%	8.1%	5.7%	9.2%	13.7%	10.6%	8.1%	10.5%	6.1%	9.6%	2.6%
									df						n	
Don't know		23	6	7	10	4	10	5	8	3	1	6	10	7	13	9
		3.8%	2.8%	3.4%	5.2%	2.9%	7.0%	3.6%	3.3%	2.9%	1.2%	2.0%	5.8%	5.9%	2.7%	8.8%
							i					j	j		m	
NETS																
Net: Better		180	51	68	62	42	45	38	64	26	28	88	48	45	153	28
		30.0%	25.6%	33.6%	30.9%	32.2%	31.3%	28.6%	27.3%	25.6%	32.0%	27.8%	28.0%	39.3%	30.8%	26.3%
													jk			
Net: Better/ No change		392	123	145	123	97	88	90	150	59	57	199	113	80	327	65
		65.2%	61.7%	72.1%	61.7%	73.8%	60.6%	67.0%	63.6%	58.9%	64.2%	62.7%	66.8%	69.7%	66.1%	61.1%
				ac		egh										
Net: Worse		186	71	49	66	31	47	40	78	39	31	112	47	28	154	32
		31.0%	35.5%	24.5%	33.0%	23.2%	32.4%	29.4%	33.2%	38.2%	34.5%	35.3%	27.4%	24.4%	31.2%	30.1%
			b						d	d		l				
Mean score		2.9	2.8	3.1	2.9	3.1	2.9	3.0	2.9	2.8	2.9	2.9	2.9	3.2	2.9	3.0
				a		h								j		

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	October 2016	November 2016	December 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		601	200	201	200	134	146	136	232	96	89	318	171	112	496	105
Weighted Total		601	200	201	200	132	145	135	236	101	89	317	170	114	495	106
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
A lot better	(5)	26 4.3%	10 5.1%	9 4.3%	7 3.6%	5 3.6%	7 4.8%	4 2.9%	11 4.6%	7 6.8%	4 4.1%	9 2.8%	6 3.4%	11 10.0% jk	23 4.7%	3 2.6%
A little better	(4)	179 29.7%	51 25.6%	75 37.1% ac	53 26.4%	44 33.5%	39 26.6%	38 28.0%	66 28.0%	28 28.0%	30 33.6%	95 29.8%	55 32.5%	29 25.2%	151 30.6%	27 25.8%
No change	(3)	252 42.0%	91 45.3%	76 37.7%	86 43.0%	55 41.5%	57 39.4%	62 46.0%	107 45.4%	45 44.6%	34 38.1%	135 42.7%	66 38.7%	52 45.1%	208 42.1%	44 41.7%
A little worse	(2)	80 13.3%	24 12.0%	31 15.6%	25 12.3%	18 13.3%	26 17.6% g	14 10.6%	23 9.9%	9 8.9%	14 15.2%	49 15.4%	18 10.7%	13 11.2%	64 12.9%	16 14.9%
A lot worse	(1)	20 3.3%	8 4.0%	4 1.9%	8 4.0%	4 3.0%	5 3.6%	8 5.8%	10 4.2%	2 2.0%	1 1.0%	11 3.4%	6 3.5%	3 2.7%	14 2.8%	6 5.6%
Don't know		44 7.3%	16 8.0% b	7 3.3%	21 10.7% b	7 5.0%	12 8.1%	9 6.5%	19 7.9%	10 9.7%	7 8.0%	19 5.8%	19 11.2% j	6 5.7%	34 6.9%	10 9.4%
NETS																
Net: Better		205 34.1%	61 30.7%	83 41.5% ac	60 30.0%	49 37.2%	45 31.4%	42 31.0%	77 32.6%	35 34.9%	33 37.6%	103 32.7%	61 35.9%	40 35.2%	175 35.3%	30 28.4%
Net: Better/ No change		457 76.1%	152 76.0%	159 79.2%	146 73.0%	104 78.7%	102 70.7%	104 77.0%	184 78.0%	80 79.4%	67 75.7%	239 75.3%	127 74.6%	92 80.3%	383 77.3%	74 70.1%
Net: Worse		100 16.6%	32 16.0%	35 17.5%	33 16.3%	21 16.3%	31 21.2% h	22 16.5%	33 14.1%	11 10.9%	14 16.2%	60 18.8%	24 14.3%	16 14.0%	78 15.8%	22 20.5%
Mean score		3.2	3.2	3.3	3.1	3.2	3.1	3.1	3.2	3.3	3.3	3.1	3.2	3.3	3.2	3.1

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

## Jobs Outlook - Combined

**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	601	601
Weighted Total	601 100.0%	601 100.0%
Advertise externally in newspapers/trade/ professional press	230 38.3%	118 19.7%
Recruitment agencies/ Search firms	262 43.6%	145 24.1%
Online job boards (e.g. Monster)	259 43.1%	134 22.3%
Internal Referrals	332 55.2%	190 31.5%
Talent pools and staff banks	54 9.0%	36 6.0%
Advertise on our own website	300 49.9%	177 29.4%
Social media and professional networking sites (e.g. Linked In)	277 46.1%	147 24.5%
Former employees and word of mouth	404 67.2%	248 41.3%
Jobcentre Plus / Universal Jobmatch	182 30.2%	93 15.5%
People approach us	335 55.8%	204 34.0%
Other	18 3.0%	16 2.7%
We have never recruited any of this kind of staff	60 9.9%	254 42.2%

## Jobs Outlook - Combined

**Q5\_SUM. In which of the following ways, if any, does your organisation recruit permanent members of staff and temporary or contract workers?**

### SUMMARY TABLE

Base: All who have recruited this type of staff before

	Permanent members of staff	Temporary or contract workers
Unweighted Total	543	347
Weighted Total	541	347
	100.0%	100.0%
Advertise externally in newspapers/trade/ professional press	230	118
	42.5%	34.0%
Recruitment agencies/ Search firms	262	145
	48.4%	41.7%
Online job boards (e.g. Monster)	259	134
	47.8%	38.7%
Internal Referrals	332	190
	61.3%	54.6%
Talent pools and staff banks	54	36
	10.0%	10.4%
Advertise on our own website	300	177
	55.4%	50.9%
Social media and professional networking sites (e.g. Linked In)	277	147
	51.2%	42.4%
Former employees and word of mouth	404	248
	74.6%	71.4%
Jobcentre Plus / Universal Jobmatch	182	93
	33.6%	26.8%
People approach us	335	204
	61.9%	58.9%
Other	18	16
	3.4%	4.7%

## Jobs Outlook - Combined

**Q5\_1. In which of the following ways, if any, does your organisation recruit permanent members of staff and temporary or contract workers?**

### Permanent members of staff

Base: All respondents

		WAVE			REGION						SIZE			SECTOR	
	Total	October 2016	November 2016	December 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	601	200	201	200	134	146	136	232	96	89	318	171	112	496	105
Weighted Total	601	200	201	200	132	145	135	236	101	89	317	170	114	495	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Former employees and word of mouth	404	112	136	155	94	96	90	156	66	59	204	130	70	329	75
	67.2%	56.2%	67.8%	77.7%	71.2%	66.2%	66.9%	66.1%	65.0%	66.1%	64.4%	76.4%	61.4%	66.4%	70.9%
			a	ab								jl			
People approach us	335	84	118	133	75	72	71	134	63	54	157	111	67	275	60
	55.8%	41.9%	58.9%	66.5%	57.2%	49.6%	52.9%	56.9%	62.1%	60.9%	49.6%	65.5%	58.6%	55.6%	56.8%
			a	a								j			
Internal Referrals	332	90	106	135	69	77	76	138	61	48	133	123	76	276	55
	55.2%	45.2%	52.7%	67.6%	52.4%	52.9%	56.8%	58.5%	60.8%	54.1%	41.9%	72.2%	66.6%	55.8%	52.2%
				ab								j	j		
Advertise on our own website	300	82	92	125	69	63	68	123	55	44	102	115	83	245	55
	49.9%	40.9%	46.0%	62.7%	52.4%	43.7%	50.7%	52.4%	54.7%	49.4%	32.2%	67.6%	72.5%	49.4%	51.9%
				ab								j	j		
Social media and professional networking sites (e.g. Linked In)	277	75	87	115	61	58	53	112	58	46	111	99	67	226	51
	46.1%	37.6%	43.2%	57.5%	46.2%	40.1%	39.7%	47.4%	57.6%	52.2%	35.0%	58.5%	58.3%	45.6%	48.4%
				ab					ef			j	j		
Recruitment agencies/ Search firms	262	71	93	98	54	67	62	114	52	27	94	95	73	210	52
	43.6%	35.5%	46.4%	48.9%	41.1%	46.0%	46.1%	48.6%	51.9%	30.2%	29.7%	56.2%	63.4%	42.5%	48.8%
			a	a		i	i	i	i			j	j		
Online job boards (e.g. Monster)	259	67	83	108	55	70	61	102	42	32	93	91	75	209	50
	43.1%	33.6%	41.4%	54.2%	41.7%	48.3%	45.1%	43.5%	41.4%	35.5%	29.3%	53.6%	65.5%	42.2%	47.1%
				ab								j	jk		
Advertise externally in newspapers/trade/ professional press	230	69	71	90	45	62	50	82	31	41	97	82	52	189	41
	38.3%	34.6%	35.3%	45.0%	34.2%	43.1%	37.4%	34.7%	31.1%	46.0%	30.5%	48.2%	45.2%	38.1%	39.1%
				ab						h		j	j		
Jobcentre Plus / Universal Jobmatch	182	55	56	71	48	43	35	62	27	28	68	66	48	137	45
	30.2%	27.3%	27.9%	35.5%	36.7%	29.9%	26.0%	26.2%	26.5%	31.8%	21.4%	38.9%	41.8%	27.6%	42.7%
					g							j	j		m

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



## Jobs Outlook - Combined

**Q5\_1. In which of the following ways, if any, does your organisation recruit permanent members of staff and temporary or contract workers?**

### Permanent members of staff

Base: All respondents

		WAVE			REGION						SIZE			SECTOR	
	Total	October 2016	November 2016	December 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	601	200	201	200	134	146	136	232	96	89	318	171	112	496	105
Weighted Total	601	200	201	200	132	145	135	236	101	89	317	170	114	495	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Talent pools and staff banks	54	13	17	24	7	11	12	23	10	13	8	20	26	42	13
	9.0%	6.5%	8.6%	12.0%	5.1%	7.9%	9.1%	9.6%	10.4%	15.1%	2.7%	11.7%	22.7%	8.4%	12.1%
										d		j	jk		
Other	18	8	10	-	5	4	3	7	4	3	11	5	2	17	1
	3.0%	4.2%	4.9%	-	3.6%	2.7%	2.1%	2.9%	3.9%	3.1%	3.6%	2.9%	1.7%	3.5%	.9%
		c	c												
We have never recruited any of this kind of staff	60	37	13	10	10	11	16	30	14	9	49	5	6	48	12
	9.9%	18.5%	6.5%	4.8%	7.5%	7.7%	12.0%	12.7%	13.6%	10.1%	15.5%	2.9%	5.0%	9.6%	11.4%
		bc									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	October 2016	November 2016	December 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	601	200	201	200	134	146	136	232	96	89	318	171	112	496	105
Weighted Total	601	200	201	200	132	145	135	236	101	89	317	170	114	495	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Former employees and word of mouth	248 41.3%	75 37.4%	83 41.4%	90 45.0%	59 44.6%	56 38.5%	57 42.1%	93 39.4%	36 35.7%	41 45.9%	110 34.9%	91 53.5% jl	47 40.8%	194 39.2%	54 50.9% m
People approach us	204 34.0%	55 27.5%	73 36.4%	76 38.1% a	52 39.8%	44 30.6%	46 34.1%	75 31.9%	29 28.9%	33 36.6%	79 24.9%	84 49.5% jl	41 36.1% j	163 33.0%	41 38.8%
Internal Referrals	190 31.5%	59 29.6%	63 31.4%	67 33.6%	42 32.1%	40 27.8%	50 37.2%	80 34.0%	30 29.7%	27 30.2%	64 20.3%	83 48.9% j	42 37.0% j	151 30.4%	39 36.7%
Advertise on our own website	177 29.4%	46 23.1%	55 27.3%	76 37.9% ab	39 29.4%	36 25.0%	42 30.9%	72 30.7%	31 30.5%	30 33.5%	47 14.9%	80 47.3% j	49 43.3% j	142 28.6%	35 33.2%
Social media and professional networking sites (e.g. Linked In)	147 24.5%	40 19.9%	44 22.0%	63 31.7% ab	30 23.1%	30 20.5%	35 25.7%	57 24.4%	23 22.6%	30 33.5% e	54 17.0%	59 34.6% j	35 30.4% j	118 23.8%	30 27.9%
Recruitment agencies/ Search firms	145 24.1%	35 17.3%	57 28.4% a	53 26.7% a	29 21.7%	34 23.4%	40 29.7%	64 27.3%	24 24.0%	18 20.7%	41 12.8%	59 34.9% j	45 39.5% j	112 22.6%	33 31.3%
Online job boards (e.g. Monster)	134 22.3%	32 16.0%	45 22.3%	57 28.7% a	30 23.0%	30 21.0%	32 24.1%	55 23.2%	22 21.9%	19 21.2%	46 14.5%	51 30.0% j	38 32.9% j	107 21.5%	28 26.2%
Advertise externally in newspapers/trade/ professional press	118 19.7%	41 20.4%	32 15.8%	46 22.8%	21 16.1%	29 20.0%	30 22.0%	45 19.2%	16 15.5%	23 25.8%	47 14.8%	51 30.3% jl	20 17.5%	95 19.2%	23 22.0%
Jobcentre Plus / Universal Jobmatch	93 15.5%	25 12.6%	32 16.1%	35 17.7%	26 19.5% h	19 13.1%	27 19.8% h	35 15.0%	9 8.7%	13 14.5%	28 8.8%	40 23.7% j	25 21.8% j	69 13.8%	24 23.2% m

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	October 2016	November 2016	December 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	601	200	201	200	134	146	136	232	96	89	318	171	112	496	105
Weighted Total	601	200	201	200	132	145	135	236	101	89	317	170	114	495	106
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Talent pools and staff banks	36	7	13	16	6	7	10	18	8	6	7	17	13	28	8
	6.0%	3.4%	6.4%	8.2%	4.4%	4.6%	7.2%	7.6%	8.2%	6.5%	2.1%	9.8%	11.2%	5.7%	7.4%
				a								j	j		
Other	16	4	11	1	5	5	1	4	3	3	7	5	4	14	2
	2.7%	2.2%	5.4%	.5%	3.4%	3.4%	.6%	1.6%	3.0%	3.3%	2.2%	3.2%	3.4%	2.9%	1.8%
			c												
We have never recruited any of this kind of staff	254	90	83	81	57	58	52	103	51	35	163	47	43	219	35
	42.2%	44.9%	41.1%	40.7%	43.3%	40.1%	38.7%	43.8%	50.6%	39.7%	51.5%	27.7%	37.8%	44.1%	33.1%
											kl			n	

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

## Jobs Outlook - Combined

**Q5\_1. In which of the following ways, if any, does your organisation recruit permanent members of staff and temporary or contract workers?**

### Permanent members of staff

Base: All who have recruited this type of staff before

		WAVE			REGION						SIZE			SECTOR	
	Total	October 2016	November 2016	December 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	543	165	188	190	124	135	120	204	84	80	270	166	107	449	94
Weighted Total	541	163	188	190	122	134	119	206	87	80	268	165	109	448	94
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Former employees and word of mouth	404	112	136	155	94	96	90	156	66	59	204	130	70	329	75
	74.6%	68.9%	72.5%	81.6% ab	76.9%	71.7%	76.0%	75.6%	75.1%	73.5%	76.2% l	78.6% l	64.7%	73.5%	80.1%
People approach us	335	84	118	133	75	72	71	134	63	54	157	111	67	275	60
	61.9%	51.4%	63.0% a	69.9% a	61.9%	53.7%	60.1%	65.1% e	71.9% e	67.7% e	58.6%	67.4%	61.7%	61.5%	64.1%
Internal Referrals	332	90	106	135	69	77	76	138	61	48	133	123	76	276	55
	61.3%	55.4%	56.4%	71.1% ab	56.7%	57.3%	64.5%	67.0%	70.4% d	60.2%	49.6%	74.3% j	70.2% j	61.8%	58.9%
Advertise on our own website	300	82	92	125	69	63	68	123	55	44	102	115	83	245	55
	55.4%	50.2%	49.2%	65.9% ab	56.6%	47.3%	57.6%	60.0% e	63.3% e	55.0%	38.1%	69.6% j	76.3% j	54.7%	58.6%
Social media and professional networking sites (e.g. Linked In)	277	75	87	115	61	58	53	112	58	46	111	99	67	226	51
	51.2%	46.1%	46.2%	60.5% ab	49.9%	43.4%	45.1%	54.3%	66.7% def	58.1% e	41.4%	60.2% j	61.4% j	50.4%	54.6%
Recruitment agencies/ Search firms	262	71	93	98	54	67	62	114	52	27	94	95	73	210	52
	48.4%	43.5%	49.6%	51.4%	44.5%	49.8% i	52.3% i	55.6% i	60.0% di	33.6%	35.1%	57.9% j	66.8% j	47.0%	55.1%
Online job boards (e.g. Monster)	259	67	83	108	55	70	61	102	42	32	93	91	75	209	50
	47.8%	41.2%	44.3%	57.0% ab	45.1%	52.3%	51.2%	49.8%	47.8%	39.5%	34.7%	55.2% j	68.9% jk	46.7%	53.2%
Advertise externally in newspapers/trade/ professional press	230	69	71	90	45	62	50	82	31	41	97	82	52	189	41
	42.5%	42.4%	37.8%	47.2%	36.9%	46.6%	42.5%	39.7%	35.9%	51.2% d	36.1%	49.6% j	47.6% j	42.1%	44.2%
Jobcentre Plus / Universal Jobmatch	182	55	56	71	48	43	35	62	27	28	68	66	48	137	45
	33.6%	33.5%	29.8%	37.3%	39.6%	32.4%	29.6%	30.0%	30.7%	35.4%	25.4%	40.0% j	44.1% j	30.5%	48.2% m

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

## Jobs Outlook - Combined

**Q5\_1. In which of the following ways, if any, does your organisation recruit permanent members of staff and temporary or contract workers?**

### Permanent members of staff

Base: All who have recruited this type of staff before

		WAVE			REGION						SIZE			SECTOR	
	Total	October 2016	November 2016	December 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	543	165	188	190	124	135	120	204	84	80	270	166	107	449	94
Weighted Total	541	163	188	190	122	134	119	206	87	80	268	165	109	448	94
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Talent pools and staff banks	54	13	17	24	7	11	12	23	10	13	8	20	26	42	13
	10.0%	7.9%	9.2%	12.7%	5.5%	8.5%	10.3%	11.0%	12.0%	16.8%	3.2%	12.1%	23.9%	9.3%	13.6%
										d		j	jk		
Other	18	8	10	-	5	4	3	7	4	3	11	5	2	17	1
	3.4%	5.1%	5.3%	-	3.9%	2.9%	2.4%	3.3%	4.5%	3.5%	4.3%	2.9%	1.8%	3.9%	1.1%
		c	c												

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	October 2016	November 2016	December 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	347	111	117	119	76	88	82	129	47	54	155	124	68	277	70
Weighted Total	347	110	118	119	75	87	83	133	50	54	154	123	71	277	71
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Former employees and word of mouth	248	75	83	90	59	56	57	93	36	41	110	91	47	194	54
	71.4%	67.7%	70.2%	75.9%	78.7% e	64.3%	68.7%	70.0%	72.2%	76.2%	71.9%	74.0%	65.6%	70.2%	76.1%
People approach us	204	55	73	76	52	44	46	75	29	33	79	84	41	163	41
	58.9%	49.8%	61.8%	64.3% a	70.2% e	51.2%	55.7%	56.7%	58.5%	60.7%	51.5%	68.5% j	58.1%	59.1%	58.0%
Internal Referrals	190	59	63	67	42	40	50	80	30	27	64	83	42	151	39
	54.6%	53.7%	53.2%	56.7%	56.6%	46.5%	60.7%	60.4% e	60.0%	50.2%	41.8%	67.6% j	59.6% j	54.5%	54.8%
Advertise on our own website	177	46	55	76	39	36	42	72	31	30	47	80	49	142	35
	50.9%	42.0%	46.4%	63.8% ab	51.8%	41.7%	50.4%	54.6%	61.6% e	55.5%	30.6%	65.5% j	69.6% j	51.3%	49.7%
Social media and professional networking sites (e.g. Linked In)	147	40	44	63	30	30	35	57	23	30	54	59	35	118	30
	42.4%	36.1%	37.3%	53.4% ab	40.8%	34.2%	41.9%	43.3%	45.8%	55.6% e	35.0%	47.9% j	48.9%	42.6%	41.7%
Recruitment agencies/ Search firms	145	35	57	53	29	34	40	64	24	18	41	59	45	112	33
	41.7%	31.3%	48.1% a	45.1% a	38.3%	39.1%	48.4%	48.5%	48.5%	34.3%	26.4%	48.2% j	63.6% jk	40.4%	46.9%
Online job boards (e.g. Monster)	134	32	45	57	30	30	32	55	22	19	46	51	38	107	28
	38.7%	29.0%	37.9%	48.4% a	40.6%	35.2%	39.4%	41.2%	44.4%	35.2%	29.8%	41.5% j	52.9% j	38.5%	39.2%
Advertise externally in newspapers/trade/ professional press	118	41	32	46	21	29	30	45	16	23	47	51	20	95	23
	34.0%	37.1%	26.8%	38.4%	28.4%	33.4%	35.8%	34.1%	31.3%	42.7%	30.5%	41.9% j	28.1%	34.3%	32.9%
Jobcentre Plus / Universal Jobmatch	93	25	32	35	26	19	27	35	9	13	28	40	25	69	24
	26.8%	22.9%	27.3%	29.9%	34.5% h	21.9%	32.2%	26.7%	17.6%	24.1%	18.1%	32.8% j	35.1% j	24.8%	34.6%

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	October 2016	November 2016	December 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	347	111	117	119	76	88	82	129	47	54	155	124	68	277	70
Weighted Total	347	110	118	119	75	87	83	133	50	54	154	123	71	277	71
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Talent pools and staff banks	36	7	13	16	6	7	10	18	8	6	7	17	13	28	8
	10.4%	6.1%	10.9%	13.9%	7.7%	7.7%	11.7%	13.5%	16.6%	10.8%	4.3%	13.6%	18.0%	10.3%	11.0%
												j	j		
Other	16	4	11	1	5	5	1	4	3	3	7	5	4	14	2
	4.7%	4.0%	9.1%	.8%	6.0%	5.6%	1.0%	2.9%	6.0%	5.5%	4.5%	4.5%	5.5%	5.2%	2.7%
			c												

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	October 2016	November 2016	December 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		286	76	107	103	61	73	69	121	52	31	102	110	74	230	56
Weighted Total		286	76	107	103	61	71	69	123	54	32	101	109	76	230	56
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Very satisfied	(5)	46	14	15	16	10	12	8	21	13	3	14	21	11	37	9
		16.1%	18.5%	14.4%	16.0%	16.9%	16.5%	11.2%	17.2%	24.8%	9.3%	13.8%	19.3%	14.5%	16.3%	15.3%
Fairly satisfied	(4)	151	42	58	51	33	33	43	66	23	19	54	54	43	124	27
		52.8%	55.3%	53.9%	49.9%	54.5%	47.4%	62.5%	53.5%	42.2%	58.8%	53.3%	50.0%	56.2%	53.9%	48.4%
							h									
Neither satisfied nor dissatisfied	(3)	43	10	16	16	10	15	7	18	11	1	13	19	12	29	14
		15.1%	13.7%	15.4%	16.0%	15.8%	20.8%	10.0%	14.6%	20.5%	3.4%	12.8%	17.0%	15.5%	12.8%	24.7%
							i			i					m	
Fairly dissatisfied	(2)	31	7	11	13	7	10	4	8	4	6	13	12	6	27	4
		10.7%	8.7%	10.2%	12.6%	11.3%	14.0%	5.4%	6.2%	7.1%	19.4%	12.5%	11.0%	7.8%	11.6%	6.9%
										fg						
Very dissatisfied	(1)	6	3	1	2	1	-	2	4	2	1	5	-	1	5	1
		2.0%	3.9%	.8%	1.7%	1.6%	-	2.7%	3.1%	3.5%	2.7%	4.7%	-	1.1%	2.1%	1.5%
												k				
Don't know		10	-	6	4	-	1	6	7	1	2	3	3	4	8	2
		3.3%	-	5.3%	3.8%	-	1.3%	8.2%	5.4%	1.8%	6.4%	2.9%	2.7%	4.9%	3.4%	3.3%
				a				de		d						
NETS																
Net: Satisfied		197	56	73	68	43	45	51	87	36	22	68	75	54	161	36
		68.9%	73.8%	68.3%	65.9%	71.3%	63.9%	73.7%	70.7%	67.0%	68.1%	67.1%	69.3%	70.7%	70.2%	63.6%
Net: Dissatisfied		36	10	12	15	8	10	6	11	6	7	17	12	7	31	5
		12.6%	12.6%	11.0%	14.3%	12.9%	14.0%	8.1%	9.2%	10.7%	22.0%	17.2%	11.0%	8.9%	13.7%	8.4%
Mean score		3.7	3.8	3.7	3.7	3.7	3.7	3.8	3.8	3.8	3.6	3.6	3.8	3.8	3.7	3.7

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	October 2016	November 2016	December 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		286	76	107	103	61	73	69	121	52	31	102	110	74	230	56
Weighted Total		286	76	107	103	61	71	69	123	54	32	101	109	76	230	56
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Very satisfied	(5)	57	16	22	18	15	14	10	22	12	5	17	21	18	48	9
		19.8%	21.1%	20.7%	17.9%	24.7%	20.4%	15.3%	18.2%	21.9%	15.4%	16.6%	19.7%	24.2%	20.9%	15.4%
Fairly satisfied	(4)	146	40	51	54	27	36	41	67	26	16	48	53	44	111	34
		50.9%	52.9%	47.7%	52.6%	44.9%	50.7%	59.9%	54.3%	47.2%	49.5%	47.4%	49.0%	58.1%	48.4%	60.9%
Neither satisfied nor dissatisfied	(3)	46	10	21	14	11	12	9	21	12	3	22	17	7	36	10
		16.0%	13.2%	19.9%	14.0%	17.8%	16.3%	12.5%	16.7%	21.9%	9.0%	21.5%	15.8%	8.9%	15.7%	17.0%
												l				
Fairly dissatisfied	(2)	22	6	9	7	3	6	4	6	2	7	8	10	4	19	3
		7.7%	7.6%	8.2%	7.1%	4.8%	8.7%	5.3%	4.5%	3.6%	22.8% dfgh	7.7%	9.3%	5.2%	8.3%	5.0%
Very dissatisfied	(1)	3	1	-	2	2	-	-	1	1	-	2	-	1	3	-
		1.0%	1.3%	-	1.9%	3.2%	-	-	.8%	1.7%	-	1.9%	-	1.3%	1.3%	-
Don't know		14	3	4	7	3	3	5	7	2	1	5	7	2	13	1
		4.7%	4.0%	3.5%	6.5%	4.6%	3.9%	7.1%	5.6%	3.7%	3.2%	4.8%	6.3%	2.4%	5.4%	1.8%
NETS																
Net: Satisfied		202	57	73	73	42	50	52	89	38	21	65	75	63	159	43
		70.7%	73.9%	68.4%	70.6%	69.6%	71.0%	75.1%	72.5%	69.1%	65.0%	64.0%	68.6%	82.3% jk	69.3%	76.3%
Net: Dissatisfied		25	7	9	9	5	6	4	6	3	7	10	10	5	22	3
		8.7%	8.9%	8.2%	8.9%	8.1%	8.7%	5.3%	5.3%	5.3%	22.8% dfgh	9.6%	9.3%	6.5%	9.6%	5.0%
Mean score		3.8	3.9	3.8	3.8	3.9	3.9	3.9	3.9	3.9	3.6	3.7	3.8	4.0	3.8	3.9
												j				

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	October 2016	November 2016	December 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	543	165	188	190	124	135	120	204	84	80	270	166	107	449	94
Weighted Total	541	163	188	190	122	134	119	206	87	80	268	165	109	448	94
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Accounting and financial services	240 44.4%	71 43.7%	82 43.5%	87 45.9%	43 35.6%	63 47.1%	58 49.3% d	97 47.4% d	39 44.8%	37 45.7%	90 33.7%	87 52.5% j	64 58.5% j	188 42.1%	52 55.3% m
Construction	73 13.4%	17 10.2%	22 11.7%	34 17.9% a	18 14.7%	15 10.9%	14 11.7%	24 11.6%	10 11.3%	16 20.6%	35 12.9%	21 12.7%	17 15.8%	58 13.1%	14 15.2%
Drivers	105 19.4%	21 12.9%	37 19.8%	47 24.7% a	23 18.7% h	31 23.1% h	25 21.3% h	32 15.6%	7 7.9%	19 24.3% h	42 15.6%	32 19.2%	32 29.3% j	83 18.6%	22 23.4%
Education	60 11.0%	14 8.7%	26 14.1%	19 10.1%	13 10.8% h	11 8.1%	19 15.7% h	21 10.0% h	2 2.3%	15 19.0% egh	23 8.6%	24 14.7% j	12 11.5%	45 10.1%	14 15.3%
Engineering & technical	178 33.0%	42 26.0%	60 31.7%	76 40.2% a	40 32.9%	42 31.3%	37 31.5%	65 31.7%	28 32.0%	31 39.1%	74 27.7%	58 35.4%	46 42.2% j	140 31.2%	39 41.5%
Executive recruitment / interim management	173 31.9%	49 30.2%	61 32.3%	63 33.0%	32 26.4%	38 28.3%	43 35.9%	78 38.1% d	36 41.0% d	24 30.4%	57 21.2%	63 38.4% j	53 48.4% j	136 30.4%	37 39.2%
Health & social care	84 15.5%	28 16.9%	22 11.7%	34 18.1%	25 20.9% fgh	22 16.2%	13 10.6%	19 9.4%	7 7.8%	17 21.9% fgh	34 12.8%	28 16.8%	22 20.4%	70 15.7%	14 14.8%
Hospitality	61 11.3%	17 10.2%	22 11.8%	22 11.6%	11 9.3%	11 8.3%	17 14.3%	24 11.7%	7 8.2%	14 17.9% e	20 7.5%	17 10.4%	24 21.9% jk	47 10.5%	14 14.8%
Industrial	85 15.7%	25 15.3%	25 13.6%	35 18.1%	25 20.2% fgh	29 21.6% fgh	13 11.0% h	15 7.3%	2 2.3%	16 20.6% gh	32 11.8%	30 18.5%	23 21.0% j	66 14.8%	19 19.9%
Legal & HR	157 29.0%	43 26.6%	60 32.2%	53 28.1%	28 22.8%	37 27.6%	36 30.1%	70 33.8% d	34 38.8% d	23 28.6%	43 16.1%	62 37.8% j	52 47.6% j	119 26.5%	39 41.3% m
Life sciences	16 2.9%	7 4.4%	5 2.5%	4 2.0%	3 2.4%	2 1.4%	5 4.0%	7 3.3%	2 2.3%	4 5.2%	6 2.3%	6 3.5%	4 3.4%	12 2.7%	4 4.1%

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	October 2016	November 2016	December 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	543	165	188	190	124	135	120	204	84	80	270	166	107	449	94
Weighted Total	541	163	188	190	122	134	119	206	87	80	268	165	109	448	94
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Marketing, media & creative	191	52	70	69	38	35	49	93	45	24	80	64	46	153	38
	35.3%	32.1%	37.2%	36.1%	31.3%	26.5%	41.0%	45.4%	51.2%	29.9%	30.0%	38.9%	42.8%	34.2%	40.4%
							e	dei	dei				j		
Office professionals	299	84	108	107	61	75	66	117	52	45	117	103	80	245	54
	55.3%	51.6%	57.6%	56.3%	50.3%	56.4%	55.3%	57.0%	59.5%	56.8%	43.7%	62.3%	73.5%	54.8%	57.8%
												j	j		
Sales & retail	192	51	80	60	36	44	48	80	32	32	92	65	35	154	38
	35.5%	31.6%	42.8%	31.8%	29.7%	33.1%	40.3%	39.0%	37.1%	39.5%	34.4%	39.7%	32.1%	34.5%	40.7%
			ac												
Technology	169	43	63	64	36	36	43	75	32	23	66	57	46	132	37
	31.3%	26.1%	33.5%	33.6%	29.4%	26.9%	36.4%	36.4%	36.4%	28.5%	24.7%	34.7%	42.5%	29.6%	39.6%
												j	j		
None	24	8	8	8	4	4	7	10	3	6	17	6	1	22	2
	4.4%	5.1%	4.3%	4.0%	3.0%	2.9%	5.9%	4.8%	3.4%	8.1%	6.4%	3.5%	1.0%	4.9%	2.1%
											l				

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	October 2016	November 2016	December 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	148	35	59	54	30	35	42	65	23	18	41	62	45	113	35
Weighted Total	145	35	57	53	29	34	40	64	24	18	41	59	45	112	33
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Accounting and financial services	46	11	16	20	7	14	13	18	5	8	8	15	24	35	11
	31.9%	30.5%	27.8%	37.2%	23.4%	40.3%	33.1%	28.3%	20.5%	42.2%	19.6%	25.0%	52.0% jk	31.3%	34.0%
Construction	8	-	5	3	4	2	-	1	1	1	1	3	4	7	1
	5.4%	-	8.7%	5.2%	13.3% fg	5.7%	-	1.5%	3.9%	5.9%	2.5%	5.0%	8.4%	6.1%	2.9%
Drivers	21	4	10	8	3	8	8	9	1	2	3	10	9	17	5
	14.7%	11.6%	16.9%	14.4%	10.2%	22.7%	19.2%	13.5%	4.1%	11.4%	7.6%	16.3%	19.0%	14.8%	14.5%
Education	8	2	1	5	3	1	3	3	-	1	-	6	2	6	2
	5.4%	5.4%	1.5%	9.5%	10.0%	3.0%	6.8%	4.2%	-	6.6%	-	10.0% j	4.2%	5.2%	5.9%
Engineering & technical	29	8	10	11	5	3	12	16	3	5	4	15	9	19	9
	19.7%	21.8%	18.0%	20.1%	19.2%	8.1%	31.2% e	24.3% e	12.9%	25.8%	9.7%	25.8% j	20.6%	17.2%	28.0%
Executive recruitment / interim management	21	6	7	8	3	6	8	10	2	3	5	9	7	12	9
	14.6%	16.2%	13.1%	15.3%	9.8%	17.1%	19.0%	14.9%	8.0%	16.7%	12.3%	14.9%	16.4%	10.5%	28.6% m
Health & social care	12	2	4	6	3	2	6	6	-	1	3	5	4	10	2
	8.1%	5.6%	7.0%	10.9%	10.3%	5.9%	14.5%	9.0%	-	5.5%	7.4%	8.2%	8.6%	8.7%	6.0%
Hospitality	15	2	7	6	-	3	5	7	2	5	1	5	9	13	2
	10.4%	6.2%	11.5%	11.8%	-	8.8%	11.3%	10.3%	8.8%	29.4%	2.5%	8.6%	19.7% j	11.6%	6.0%
Industrial	34	10	15	10	12	10	9	9	-	3	9	16	9	24	10
	23.8%	27.8%	25.5%	19.3%	43.3% g	30.0%	23.5%	14.7%	-	13.7%	21.2%	27.8%	20.8%	21.8%	30.5%
Legal & HR	22	6	5	11	5	6	6	8	2	4	3	9	10	14	9
	15.4%	18.8%	8.3%	20.7%	17.0%	17.3%	14.5%	12.1%	8.0%	21.0%	6.8%	15.4%	23.0% j	12.2%	26.1% m
Life sciences	3	3	-	-	1	-	1	1	-	1	-	2	1	3	-
	2.0%	8.3% bc	-	-	3.3%	-	2.5%	1.6%	-	4.9%	-	3.3%	2.0%	2.5%	-

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	October 2016	November 2016	December 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	148	35	59	54	30	35	42	65	23	18	41	62	45	113	35
Weighted Total	145	35	57	53	29	34	40	64	24	18	41	59	45	112	33
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Marketing, media & creative	20	7	7	6	4	1	5	9	4	6	2	9	9	17	3
	13.6%	19.4%	11.9%	11.7%	13.6%	2.8%	11.9%	13.7%	16.8%	33.1%	4.3%	15.8%	19.0%	15.0%	9.0%
													j		
Office professionals	64	17	22	25	10	16	19	30	11	8	15	24	24	53	10
	43.8%	49.3%	38.1%	46.4%	33.5%	46.8%	47.8%	46.9%	45.3%	43.8%	37.0%	40.5%	54.2%	47.6%	31.1%
Sales & retail	21	4	8	9	2	3	7	9	2	7	5	9	7	16	5
	14.4%	11.6%	14.6%	16.1%	6.9%	8.1%	17.2%	13.9%	8.3%	39.7%	12.7%	15.2%	15.0%	14.4%	14.6%
Technology	25	9	9	7	5	3	10	14	4	3	4	11	10	19	5
	16.9%	24.8%	16.3%	12.5%	16.5%	8.1%	24.0%	21.3%	16.8%	18.8%	9.0%	19.2%	21.0%	17.0%	16.6%
None	21	6	8	8	5	3	5	10	5	4	11	9	2	18	4
	14.7%	16.6%	13.5%	14.8%	16.6%	8.0%	12.0%	15.5%	21.1%	21.7%	27.0%	14.4%	4.2%	15.7%	11.6%
											l				

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	240 100.0%	5 2.0%	24 10.1%	193 80.5%	5 2.3%	1 .4%	11 4.7%	29 12.1%	6 2.7%	223 92.6%	3.1
Construction	73 100.0%	1 1.2%	18 24.1%	48 65.6%	3 4.0%	- -	4 5.1%	18 25.3%	3 4.0%	66 90.9%	3.2
Drivers	105 100.0%	2 1.6%	23 21.6%	75 71.5%	3 2.5%	- -	3 2.8%	24 23.2%	3 2.5%	100 94.7%	3.2
Education	60 100.0%	1 1.5%	11 19.1%	47 77.8%	- -	- -	1 1.5%	12 20.6%	- -	59 98.5%	3.2
Engineering & technical	178 100.0%	7 3.8%	46 25.9%	117 65.7%	3 1.5%	- -	5 3.0%	53 29.7%	3 1.5%	170 95.4%	3.3
Executive recruitment / interim management	173 100.0%	2 1.1%	15 8.5%	143 82.8%	6 3.2%	- -	8 4.4%	17 9.6%	6 3.2%	159 92.4%	3.1
Health & social care	84 100.0%	6 7.6%	20 23.2%	50 60.0%	3 3.6%	1 1.1%	4 4.5%	26 30.8%	4 4.7%	76 90.8%	3.3
Hospitality	61 100.0%	3 4.4%	13 21.1%	41 66.7%	1 1.5%	- -	4 6.3%	16 25.5%	1 1.5%	56 92.2%	3.3
Industrial	85 100.0%	3 3.2%	20 23.6%	59 69.8%	3 3.4%	- -	- -	23 26.8%	3 3.4%	82 96.6%	3.3
Legal & HR	157 100.0%	2 1.2%	12 7.5%	131 83.6%	3 1.7%	- -	9 6.0%	14 8.6%	3 1.7%	145 92.3%	3.1
Life sciences	16 100.0%	1 5.7%	2 11.5%	12 76.4%	- -	- -	1 6.4%	3 17.2%	- -	15 93.6%	3.2
Marketing, media & creative	191 100.0%	3 1.5%	45 23.6%	134 70.4%	1 .5%	- -	8 4.0%	48 25.1%	1 .5%	182 95.5%	3.3
Office professionals	299 100.0%	4 1.3%	53 17.6%	230 76.7%	5 1.6%	- -	9 2.9%	56 18.8%	5 1.6%	286 95.5%	3.2
Sales & retail	192 100.0%	10 5.2%	41 21.2%	133 69.0%	2 .9%	- -	7 3.7%	51 26.4%	2 .9%	184 95.4%	3.3
Technology	169 100.0%	6 3.4%	40 23.7%	113 66.8%	3 1.6%	- -	8 4.5%	46 27.1%	3 1.6%	159 93.9%	3.3
Average (response based including bases)	2084 100.0%	54 2.6%	382 18.3%	1527 73.3%	39 1.9%	2 .1%	81 3.9%	435 20.9%	41 2.0%	1962 94.2%	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	October 2016	November 2016	December 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		2084	575	738	771	444	500	482	803	321	337	818	724	542	1658	426
Weighted Total		2084	565	744	775	433	490	484	818	334	342	811	718	555	1650	434
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	54 2.6%	12 2.2%	14 1.9%	27 3.5% b	6 1.3%	24 4.8% dfgi	8 1.6%	22 2.7% i	14 4.2% dfi	2 .7%	24 2.9%	14 1.9%	16 2.9%	49 3.0% n	5 1.1%
Increase slightly	(4)	382 18.3%	109 19.2% c	163 21.9% c	110 14.2%	90 20.7%	80 16.4%	84 17.4%	155 18.9%	71 21.1%	57 16.5%	144 17.7%	133 18.5%	105 19.0%	304 18.4%	77 17.8%
Stay same	(3)	1527 73.3%	416 73.6%	526 70.7%	585 75.5% b	326 75.3%	343 69.9%	349 72.1%	589 72.0%	240 71.7%	269 78.7% efgh	626 77.2% l	526 73.2% l	375 67.6%	1208 73.2%	319 73.5%
Decrease slightly	(2)	39 1.9%	6 1.0%	22 2.9% a	12 1.5%	6 1.3%	19 3.9% dfghi	9 1.8%	11 1.4%	3 .9%	3 .8%	9 1.1%	7 1.0%	23 4.1% jk	27 1.6%	12 2.7%
Decrease greatly	(1)	2 .1%	1 .2%	1 .1%	- -	- -	1 .2%	1 .2%	1 .1%	- -	- -	1 .1%	1 .1%	- -	1 .1%	1 .2%
Don't know		81 3.9%	22 3.9%	19 2.5%	40 5.2% b	5 1.3%	24 4.9% dh	33 6.9% dhi	40 4.9% dh	7 2.1%	11 3.3% d	8 1.0%	38 5.3% j	35 6.4% j	60 3.7%	21 4.7%
NETS																
Net: Increase		435 20.9%	121 21.4%	176 23.7% c	138 17.8%	95 22.1%	104 21.2%	92 19.1%	177 21.6%	85 25.3% fi	59 17.2%	168 20.7%	146 20.4%	122 21.9%	353 21.4%	82 18.9%
Net: Decrease		41 2.0%	7 1.2%	23 3.1% ac	12 1.5%	6 1.3%	20 4.1% dghi	10 2.0%	12 1.5%	3 .9%	3 .8%	10 1.2%	8 1.2%	23 4.1% jk	28 1.7%	13 2.9%
Net: Increase + Stay the same		1962 94.2%	537 95.0%	702 94.4%	723 93.3%	421 97.4% efg	447 91.1%	441 91.2%	766 93.6%	324 97.0% efg	328 95.9% ef	794 97.9% kl	672 93.6% l	497 89.5%	1561 94.6%	401 92.3%
Mean score		3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.3 fi	3.2	3.2	3.2	3.2	3.2 n	3.2

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	October 2016	November 2016	December 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		239	70	83	86	44	63	59	96	37	36	90	87	62	187	52
Weighted Total		240	71	82	87	43	63	58	97	39	37	90	87	64	188	52
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	5	1	2	2	-	2	-	3	3	-	2	-	3	5	-
		2.0%	1.3%	2.5%	2.1%	-	2.9%	-	3.0%	7.5%	-	2.0%	-	4.6%	2.5%	-
										f				k		
Increase slightly	(4)	24	11	7	7	4	3	9	12	3	5	9	8	8	19	5
		10.1%	15.2%	8.4%	7.6%	9.2%	4.8%	15.2%	12.2%	7.9%	14.7%	9.4%	9.2%	12.3%	10.3%	9.5%
Stay same	(3)	193	56	66	72	38	52	43	75	32	28	78	70	45	153	41
		80.5%	78.2%	80.3%	82.6%	88.7%	82.1%	73.5%	76.9%	82.0%	77.7%	86.4%	81.0%	71.6%	81.1%	78.5%
												l				
Decrease slightly	(2)	5	-	5	-	-	3	2	2	-	1	1	2	3	3	3
		2.3%	-	6.6%	-	-	4.3%	3.0%	1.8%	-	2.8%	1.1%	2.0%	4.2%	1.5%	5.0%
				ac												
Decrease greatly	(1)	1	1	-	-	-	-	1	1	-	-	-	1	-	-	1
		.4%	1.4%	-	-	-	-	1.8%	1.1%	-	-	-	1.2%	-	-	2.0%
Don't know		11	3	2	7	1	4	4	5	1	2	1	6	5	9	3
		4.7%	3.9%	2.2%	7.7%	2.2%	6.0%	6.6%	5.0%	2.5%	4.8%	1.0%	6.7%	7.2%	4.6%	5.0%
														j		
NETS																
Net: Increase		29	12	9	8	4	5	9	15	6	5	10	8	11	24	5
		12.1%	16.5%	10.8%	9.7%	9.2%	7.7%	15.2%	15.3%	15.4%	14.7%	11.4%	9.2%	17.0%	12.8%	9.5%
Net: Decrease		6	1	5	-	-	3	3	3	-	1	1	3	3	3	4
		2.7%	1.4%	6.6%	-	-	4.3%	4.7%	2.8%	-	2.8%	1.1%	3.2%	4.2%	1.5%	7.0%
				c											m	
Net: Increase + Stay the same		223	67	74	81	42	56	52	90	38	34	88	78	56	177	46
		92.6%	94.7%	91.1%	92.3%	97.8%	89.7%	88.7%	92.2%	97.5%	92.4%	97.8%	90.1%	88.6%	93.9%	88.0%
												kl				
Mean score		3.1	3.2	3.1	3.1	3.1	3.1	3.1	3.2	3.2	3.1	3.1	3.1	3.2	3.1	3.0

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



## Jobs Outlook - Combined

**Q10\_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	October 2016	November 2016	December 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		72	18	22	32	18	14	14	24	10	16	35	21	16	58	14
Weighted Total		73	17	22	34	18	15	14	24	10	16	35	21	17	58	14
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	1	-	-	1	-	1	-	-	-	-	1	-	-	1	-
		1.2%	-	-	2.6%	-	6.1%	-	-	-	-	2.6%	-	-	1.5%	-
Increase slightly	(4)	18	4	8	6	3	3	4	5	1	7	5	5	7	13	4
		24.1%	21.1%	34.3%	19.0%	15.4%	18.6%	26.5%	19.6%	9.7%	45.1%	13.9%	26.1%	42.2%	22.4%	31.1%
Stay same	(3)	48	12	14	21	12	8	9	18	9	9	26	14	8	39	9
		65.6%	73.2%	65.7%	61.7%	68.7%	56.0%	66.6%	76.5%	90.3%	54.9%	75.4%	65.1%	46.4%	66.5%	61.6%
Decrease slightly	(2)	3	1	-	2	2	-	1	1	-	-	1	-	2	2	1
		4.0%	5.7%	-	5.8%	10.9%	-	6.8%	4.0%	-	-	2.7%	-	11.4%	3.2%	7.3%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		4	-	-	4	1	3	-	-	-	-	2	2	-	4	-
		5.1%	-	-	10.9%	5.0%	19.3%	-	-	-	-	5.4%	8.8%	-	6.3%	-
NETS																
Net: Increase		18	4	8	7	3	4	4	5	1	7	6	5	7	14	4
		25.3%	21.1%	34.3%	21.6%	15.4%	24.7%	26.5%	19.6%	9.7%	45.1%	16.5%	26.1%	42.2%	23.9%	31.1%
Net: Decrease		3	1	-	2	2	-	1	1	-	-	1	-	2	2	1
		4.0%	5.7%	-	5.8%	10.9%	-	6.8%	4.0%	-	-	2.7%	-	11.4%	3.2%	7.3%
Net: Increase + Stay the same		66	16	22	28	15	12	13	23	10	16	32	19	15	53	13
		90.9%	94.3%	100.0%	83.3%	84.1%	80.7%	93.2%	96.0%	100.0%	100.0%	91.9%	91.2%	88.6%	90.5%	92.7%
Mean score		3.2	3.2	3.3	3.2	3.0	3.4	3.2	3.2	3.1	3.5	3.2	3.3	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\_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	October 2016	November 2016	December 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		108	22	38	48	24	32	26	33	7	19	43	33	32	86	22	
Weighted Total		105	21	37	47	23	31	25	32	7	19	42	32	32	83	22	
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
Increase greatly	(5)	2	1	-	1	-	1	-	-	-	1	1	1	-	1	1	
		1.6%	3.7%	-	1.9%	-	2.9%	-	-	-	4.0%	2.1%	2.5%	-	1.1%	3.6%	
Increase slightly	(4)	23	6	9	7	7	6	4	5	1	5	6	9	8	17	6	
		21.6%	28.9%	24.9%	15.8%	29.3%	20.8%	14.7%	14.7%	14.9%	25.3%	14.3%	27.1%	25.9%	20.7%	25.2%	
Stay same	(3)	75	12	27	36	15	21	21	26	6	13	34	20	21	62	13	
		71.5%	59.5%	72.6%	76.0%	66.8%	67.0%	81.4%	82.2%	85.1%	66.7%	81.4%	64.3%	65.7%	74.9%	58.8%	
Decrease slightly	(2)	3	2	1	-	1	1	-	-	-	1	1	-	2	2	1	
		2.5%	8.0%	2.5%	-	3.9%	3.0%	-	-	-	4.0%	2.1%	-	5.3%	2.2%	3.6%	
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Don't know		3	-	-	3	-	2	1	1	-	-	-	2	1	1	2	
		2.8%	-	-	6.2%	-	6.3%	4.0%	3.1%	-	-	-	6.1%	3.1%	1.2%	8.8%	
NETS																	
Net: Increase		24	7	9	8	7	7	4	5	1	6	7	9	8	18	6	
		23.2%	32.6%	24.9%	17.7%	29.3%	23.7%	14.7%	14.7%	14.9%	29.3%	16.4%	29.6%	25.9%	21.8%	28.8%	
Net: Decrease		3	2	1	-	1	1	-	-	-	1	1	-	2	2	1	
		2.5%	8.0%	2.5%	-	3.9%	3.0%	-	-	-	4.0%	2.1%	-	5.3%	2.2%	3.6%	
Net: Increase + Stay the same		100	19	36	44	22	28	24	31	7	19	41	30	29	80	19	
		94.7%	92.0%	97.5%	93.8%	96.1%	90.7%	96.0%	96.9%	100.0%	96.0%	97.9%	93.9%	91.5%	96.6%	87.6%	
Mean score		3.2	3.3	3.2	3.2	3.3	3.3	3.2	3.2	3.1	3.3	3.2	3.3	3.2	3.2	3.3	

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

## Jobs Outlook - Combined

**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	October 2016	November 2016	December 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	*n
Unweighted Total		59	15	24	20	14	11	17	19	2	15	24	23	12	47	12
Weighted Total		60	14	26	19	13	11	19	21	2	15	23	24	12	45	14
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly		(5)	1	-	1	-	1	-	-	-	-	1	-	-	1	-
		1.5%	-	-	4.7%	-	8.2%	-	-	-	-	3.9%	-	-	2.0%	-
Increase slightly		(4)	11	1	8	3	1	3	4	1	4	6	3	3	7	5
		19.1%	8.8%	31.4%	9.8%	21.6%	11.5%	14.7%	18.1%	49.0%	23.9%	24.1%	11.3%	25.1%	14.3%	34.3%
Stay same		(3)	47	13	18	9	9	16	17	1	12	17	21	9	37	9
		77.8%	91.2%	68.6%	80.7%	71.4%	80.3%	85.3%	81.9%	51.0%	76.1%	72.0%	84.9%	74.9%	81.7%	65.7%
Decrease slightly		(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-	-	-	-	-
Decrease greatly		(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		1	-	-	1	1	-	-	-	-	-	-	1	-	1	-
		1.5%	-	-	4.8%	7.0%	-	-	-	-	-	-	3.8%	-	2.0%	-
NETS																
Net: Increase		12	1	8	3	3	2	3	4	1	4	6	3	3	7	5
		20.6%	8.8%	31.4%	14.5%	21.6%	19.7%	14.7%	18.1%	49.0%	23.9%	28.0%	11.3%	25.1%	16.3%	34.3%
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		59	14	26	18	12	11	19	21	2	15	23	23	12	45	14
		98.5%	100.0%	100.0%	95.2%	93.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	96.2%	100.0%	98.0%	100.0%
Mean score		3.2	3.1	3.3	3.2	3.2	3.3	3.1	3.2	3.5	3.2	3.3	3.1	3.3	3.2	3.3

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

## Jobs Outlook - Combined

**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	October 2016	November 2016	December 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		180	44	61	75	41	44	38	66	28	29	75	60	45	140	40
Weighted Total		178	42	60	76	40	42	37	65	28	31	74	58	46	140	39
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	7	3	2	2	1	3	1	3	2	-	2	2	3	6	1
		3.8%	7.0%	3.4%	2.3%	2.3%	6.6%	2.7%	4.7%	7.3%	-	2.6%	3.5%	6.1%	4.2%	2.3%
Increase slightly	(4)	46	9	20	17	12	12	9	17	8	5	15	20	11	37	10
		25.9%	20.8%	34.2%	22.3%	30.2%	28.4%	23.7%	25.8%	28.5%	17.5%	20.0%	34.2%	24.9%	26.2%	24.8%
Stay same	(3)	117	30	34	53	25	23	27	44	17	25	56	33	28	92	26
		65.7%	70.4%	57.8%	69.3%	63.1%	54.0%	73.6%	68.1%	60.8%	79.9%	76.2%	56.0%	61.3%	65.6%	66.2%
												k				
Decrease slightly	(2)	3	-	2	1	-	2	-	1	1	-	-	1	2	2	1
		1.5%	-	3.0%	1.2%	-	4.3%	-	1.4%	3.3%	-	-	1.6%	3.9%	1.3%	2.2%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		5	1	1	4	2	3	-	-	-	1	1	3	2	4	2
		3.0%	1.9%	1.6%	4.8%	4.5%	6.7%	-	-	-	2.6%	1.2%	4.7%	3.8%	2.7%	4.5%
							g									
NETS																
Net: Increase		53	12	22	19	13	15	10	20	10	5	17	22	14	42	11
		29.7%	27.7%	37.6%	24.6%	32.4%	35.1%	26.4%	30.4%	35.8%	17.5%	22.6%	37.7%	31.0%	30.4%	27.1%
Net: Decrease		3	-	2	1	-	2	-	1	1	-	-	1	2	2	1
		1.5%	-	3.0%	1.2%	-	4.3%	-	1.4%	3.3%	-	-	1.6%	3.9%	1.3%	2.2%
Net: Increase + Stay the same		170	42	57	72	38	37	37	64	27	30	73	55	42	134	36
		95.4%	98.1%	95.4%	93.9%	95.5%	89.0%	100.0%	98.6%	96.7%	97.4%	98.8%	93.7%	92.3%	96.0%	93.3%
							e		e							
Mean score		3.3	3.4	3.4	3.3	3.4	3.4	3.3	3.3	3.4	3.2	3.3	3.4	3.3	3.3	3.3

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

## Jobs Outlook - Combined

**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	October 2016	November 2016	December 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		174	50	61	63	33	39	43	77	34	25	58	64	52	137	37
Weighted Total		173	49	61	63	32	38	43	78	36	24	57	63	53	136	37
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	2	-	-	2	-	1	-	1	1	-	1	-	1	2	-
		1.1%	-	-	2.9%	-	2.4%	-	1.2%	2.6%	-	1.6%	-	1.8%	1.4%	-
Increase slightly	(4)	15	6	5	4	3	1	5	9	4	2	6	6	3	14	1
		8.5%	11.5%	8.4%	6.3%	8.7%	2.7%	11.9%	11.7%	11.5%	7.1%	10.2%	9.7%	5.3%	10.0%	2.8%
Stay same	(3)	143	39	51	53	29	30	34	63	29	20	48	52	42	109	34
		82.8%	78.7%	84.1%	84.8%	91.3%	80.4%	81.1%	80.6%	80.1%	82.1%	84.8%	82.8%	80.6%	80.1%	92.6%
Decrease slightly	(2)	6	1	3	2	-	3	1	2	1	1	1	1	4	5	1
		3.2%	2.1%	4.5%	2.9%	-	7.1%	2.3%	2.6%	2.9%	3.4%	1.8%	1.3%	7.1%	3.5%	2.3%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		8	4	2	2	-	3	2	3	1	2	1	4	3	7	1
		4.4%	7.7%	3.1%	3.1%	-	7.5%	4.7%	3.9%	2.9%	7.3%	1.6%	6.3%	5.2%	5.0%	2.2%
NETS																
Net: Increase		17	6	5	6	3	2	5	10	5	2	7	6	4	15	1
		9.6%	11.5%	8.4%	9.2%	8.7%	5.0%	11.9%	12.9%	14.1%	7.1%	11.8%	9.7%	7.1%	11.4%	2.8%
Net: Decrease		6	1	3	2	-	3	1	2	1	1	1	1	4	5	1
		3.2%	2.1%	4.5%	2.9%	-	7.1%	2.3%	2.6%	2.9%	3.4%	1.8%	1.3%	7.1%	3.5%	2.3%
Net: Increase + Stay the same		159	44	56	59	32	32	40	73	34	22	55	59	46	124	35
		92.4%	90.2%	92.5%	94.0%	100.0%	85.4%	92.9%	93.5%	94.2%	89.3%	96.6%	92.4%	87.7%	91.5%	95.5%
					e											
Mean score		3.1	3.1	3.0	3.1	3.1	3.0	3.1	3.1	3.1	3.0	3.1	3.1	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

**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	October 2016	November 2016	December 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		85	28	23	34	27	21	13	20	7	17	35	29	21	71	14
Weighted Total		84	28	22	34	25	22	13	19	7	17	34	28	22	70	14
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	6	1	1	5	1	5	-	-	-	1	2	5	-	6	-
		7.6%	2.8%	4.2%	13.6%	3.6%	21.7%	-	-	-	4.4%	4.9%	17.0%	-	9.1%	-
Increase slightly	(4)	20	7	4	8	8	5	1	5	4	2	5	6	9	13	6
		23.2%	25.8%	18.2%	24.4%	30.4%	24.2%	7.8%	25.0%	56.7%	9.5%	15.1%	20.6%	39.1%	19.1%	44.2%
Stay same	(3)	50	17	15	18	16	11	8	11	3	13	24	15	11	44	6
		60.0%	61.5%	68.9%	53.2%	61.9%	49.7%	60.8%	54.6%	43.3%	76.0%	71.5%	55.3%	48.1%	63.5%	42.7%
Decrease slightly	(2)	3	1	1	1	1	-	2	2	-	-	2	-	1	2	1
		3.6%	3.6%	4.5%	3.0%	4.1%	-	15.6%	10.1%	-	-	5.7%	-	4.7%	2.8%	7.4%
Decrease greatly	(1)	1	-	1	-	-	1	-	-	-	-	1	-	-	1	-
		1.1%	-	4.3%	-	-	4.4%	-	-	-	-	2.8%	-	-	1.3%	-
Don't know		4	2	-	2	-	-	2	2	-	2	-	2	2	3	1
		4.5%	6.4%	-	5.8%	-	-	15.9%	10.3%	-	10.1%	-	7.1%	8.1%	4.2%	5.8%
NETS																
Net: Increase		26	8	5	13	9	10	1	5	4	2	7	10	9	20	6
		30.8%	28.6%	22.4%	38.0%	34.0%	45.9%	7.8%	25.0%	56.7%	13.9%	20.0%	37.6%	39.1%	28.2%	44.2%
Net: Decrease		4	1	2	1	1	1	2	2	-	-	3	-	1	3	1
		4.7%	3.6%	8.8%	3.0%	4.1%	4.4%	15.6%	10.1%	-	-	8.5%	-	4.7%	4.1%	7.4%
Net: Increase + Stay the same		76	25	20	31	24	21	9	15	7	16	31	26	19	64	12
		90.8%	90.0%	91.2%	91.2%	95.9%	95.6%	68.5%	79.6%	100.0%	89.9%	91.5%	92.9%	87.2%	91.6%	86.8%
Mean score		3.3	3.3	3.1	3.5	3.3	3.6	2.9	3.2	3.6	3.2	3.1	3.6	3.4	3.3	3.4

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

## Jobs Outlook - Combined

**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	October 2016	November 2016	December 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		57	16	20	21	11	11	15	21	6	14	19	16	22	46	11
Weighted Total		61	17	22	22	11	11	17	24	7	14	20	17	24	47	14
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	3	-	1	2	-	2	1	1	-	-	1	-	2	3	-
		4.4%	-	3.9%	8.1%	-	16.0%	5.1%	3.6%	-	-	4.5%	-	7.4%	5.6%	-
Increase slightly	(4)	13	6	6	1	1	4	3	6	3	2	2	7	4	9	4
		21.1%	36.1%	26.9%	4.1%	9.4%	36.8%	16.9%	24.5%	42.7%	12.5%	11.2%	39.4%	16.3%	19.1%	28.1%
Stay same	(3)	41	11	13	17	10	3	10	14	4	13	17	9	15	33	8
		66.7%	63.9%	60.7%	74.8%	90.6%	30.4%	61.1%	60.0%	57.3%	87.5%	84.4%	49.7%	64.2%	69.2%	58.3%
Decrease slightly	(2)	1	-	-	1	-	1	-	-	-	-	-	1	-	1	-
		1.5%	-	-	4.2%	-	8.3%	-	-	-	-	-	5.4%	-	2.0%	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		4	-	2	2	-	1	3	3	-	-	-	1	3	2	2
		6.3%	-	8.5%	8.8%	-	8.4%	17.0%	11.9%	-	-	-	5.5%	12.1%	4.1%	13.5%
NETS																
Net: Increase		16	6	7	3	1	6	4	7	3	2	3	7	6	12	4
		25.5%	36.1%	30.8%	12.2%	9.4%	52.8%	21.9%	28.1%	42.7%	12.5%	15.6%	39.4%	23.7%	24.7%	28.1%
Net: Decrease		1	-	-	1	-	1	-	-	-	-	-	1	-	1	-
		1.5%	-	-	4.2%	-	8.3%	-	-	-	-	-	5.4%	-	2.0%	-
Net: Increase + Stay the same		56	17	20	19	11	9	14	21	7	14	20	15	21	44	12
		92.2%	100.0%	91.5%	87.0%	100.0%	83.2%	83.0%	88.1%	100.0%	100.0%	100.0%	89.1%	87.9%	93.9%	86.5%
Mean score		3.3	3.4	3.4	3.2	3.1	3.7	3.3	3.4	3.4	3.1	3.2	3.4	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

**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	October 2016	November 2016	December 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		89	27	27	35	26	30	14	16	2	17	34	33	22	69	20	
Weighted Total		85	25	25	35	25	29	13	15	2	16	32	30	23	66	19	
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
Increase greatly		(5)	3	-	1	2	-	3	-	-	-	1	1	1	3	-	
			3.2%	-	3.6%	5.1%	-	9.3%	-	-	-	2.8%	3.0%	3.8%	4.1%	-	
Increase slightly		(4)	20	7	6	7	6	5	6	-	3	6	10	4	16	4	
			23.6%	27.6%	25.1%	19.6%	26.2%	16.4%	44.5%	38.6%	-	18.8%	20.0%	32.2%	17.2%	23.5%	24.0%
Stay same		(3)	59	17	18	24	16	20	7	9	2	13	19	17	46	13	
			69.8%	68.8%	71.2%	69.5%	66.0%	71.0%	55.5%	61.4%	100.0%	81.2%	74.4%	61.7%	74.4%	69.7%	70.4%
Decrease slightly		(2)	3	1	-	2	2	1	-	-	-	1	1	1	2	1	
			3.4%	3.6%	-	5.7%	7.8%	3.3%	-	-	-	2.8%	3.1%	4.5%	2.8%	5.5%	
Decrease greatly		(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
			-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Don't know			-	-	-	-	-	-	-	-	-	-	-	-	-	-	
			-	-	-	-	-	-	-	-	-	-	-	-	-	-	
NETS																	
Net: Increase		23	7	7	9	6	7	6	6	-	3	7	11	5	18	4	
		26.8%	27.6%	28.8%	24.8%	26.2%	25.8%	44.5%	38.6%	-	18.8%	22.8%	35.3%	21.1%	27.6%	24.0%	
Net: Decrease		3	1	-	2	2	1	-	-	-	-	1	1	1	2	1	
		3.4%	3.6%	-	5.7%	7.8%	3.3%	-	-	-	-	2.8%	3.1%	4.5%	2.8%	5.5%	
Net: Increase + Stay the same		82	24	25	33	23	28	13	15	2	16	31	30	22	64	18	
		96.6%	96.4%	100.0%	94.3%	92.2%	96.7%	100.0%	100.0%	100.0%	100.0%	97.2%	96.9%	95.5%	97.2%	94.5%	
Mean score		3.3	3.2	3.3	3.2	3.2	3.3	3.4	3.4	3.0	3.2	3.2	3.4	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\_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	October 2016	November 2016	December 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	44	60	54	29	38	35	67	32	24	44	63	51	121	37
Weighted Total		157	43	60	53	28	37	36	70	34	23	43	62	52	119	39
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	2	-	-	2	-	1	-	1	1	-	1	-	1	2	-
		1.2%	-	-	3.4%	-	2.4%	-	1.4%	2.8%	-	2.1%	-	1.8%	1.5%	-
Increase slightly	(4)	12	4	7	1	2	2	4	8	4	-	2	4	6	8	4
		7.5%	9.0%	11.3%	1.8%	7.0%	5.3%	10.6%	11.2%	11.9%	-	4.5%	6.2%	11.5%	6.7%	9.8%
			c													
Stay same	(3)	131	37	48	47	26	30	27	55	28	21	40	55	37	101	30
		83.6%	84.5%	79.6%	87.5%	93.0%	79.9%	75.8%	79.0%	82.4%	92.3%	93.4%	87.6%	70.7%	85.2%	78.6%
			l													
Decrease slightly	(2)	3	-	3	-	-	3	-	-	-	-	-	-	3	2	1
		1.7%	-	4.5%	-	-	7.3%	-	-	-	-	-	-	5.2%	1.6%	2.2%
			g													
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		9	3	3	4	-	2	5	6	1	2	-	4	6	6	4
		6.0%	6.4%	4.7%	7.3%	-	5.0%	13.6%	8.4%	2.9%	7.7%	-	6.3%	10.8%	5.0%	9.3%
			j													
NETS																
Net: Increase		14	4	7	3	2	3	4	9	5	-	3	4	7	10	4
		8.6%	9.0%	11.3%	5.3%	7.0%	7.7%	10.6%	12.6%	14.7%	-	6.6%	6.2%	13.3%	8.2%	9.8%
Net: Decrease		3	-	3	-	-	3	-	-	-	-	-	-	3	2	1
		1.7%	-	4.5%	-	-	7.3%	-	-	-	-	-	-	5.2%	1.6%	2.2%
			g													
Net: Increase + Stay the same		145	41	55	50	28	32	31	64	33	21	43	58	43	111	34
		92.3%	93.6%	90.9%	92.7%	100.0%	87.6%	86.4%	91.6%	97.1%	92.3%	100.0%	93.7%	84.0%	93.5%	88.4%
			l													
Mean score		3.1	3.1	3.1	3.1	3.1	3.0	3.1	3.2	3.2	3.0	3.1	3.1	3.1	3.1	3.1

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

## Jobs Outlook - Combined

**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	October 2016	November 2016	December 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		16	8	4	4	3	2	4	6	2	5	7	5	4	13	3
Weighted Total		16	7	5	4	3	2	5	7	2	4	6	6	4	12	4
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	1	-	-	1	-	1	-	-	-	-	1	-	-	1	-
		5.7%	-	-	24.0%	-	48.5%	-	-	-	-	14.5%	-	-	7.5%	-
Increase slightly	(4)	2	1	1	-	1	-	-	-	-	1	2	-	-	2	-
		11.5%	10.7%	21.6%	-	35.4%	-	-	-	-	18.5%	29.1%	-	-	15.2%	-
Stay same	(3)	12	5	4	3	2	1	4	6	2	3	3	5	4	8	4
		76.4%	75.3%	78.4%	76.0%	64.6%	51.5%	78.8%	85.2%	100.0%	81.5%	56.4%	82.6%	100.0%	68.8%	100.0%
Decrease slightly	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		1	1	-	-	-	-	1	1	-	-	-	1	-	1	-
		6.4%	14.0%	-	-	-	-	21.2%	14.8%	-	-	-	17.4%	-	8.5%	-
NETS																
Net: Increase		3	1	1	1	1	1	-	-	-	1	3	-	-	3	-
		17.2%	10.7%	21.6%	24.0%	35.4%	48.5%	-	-	-	18.5%	43.6%	-	-	22.7%	-
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		15	6	5	4	3	2	4	6	2	4	6	5	4	11	4
		93.6%	86.0%	100.0%	100.0%	100.0%	100.0%	78.8%	85.2%	100.0%	100.0%	100.0%	82.6%	100.0%	91.5%	100.0%
Mean score		3.2	3.1	3.2	3.5	3.4	4.0	3.0	3.0	3.0	3.2	3.6	3.0	3.0	3.3	3.0

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

## Jobs Outlook - Combined

**Q10\_12. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next three months?**

### Marketing, media & creative

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

		WAVE			REGION						SIZE			SECTOR		
		Total	October 2016	November 2016	December 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		188	52	67	69	39	36	48	90	42	23	80	63	45	152	36
Weighted Total		191	52	70	69	38	35	49	93	45	24	80	64	46	153	38
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	3	-	1	2	-	1	-	2	2	-	3	-	-	2	1
		1.5%	-	1.5%	2.8%	-	2.5%	-	2.2%	4.6%	-	3.7%	-	-	1.2%	2.7%
Increase slightly	(4)	45	14	19	12	13	5	11	21	10	6	23	14	9	39	6
		23.6%	25.9%	27.9%	17.5%	34.7% e	13.8%	21.9%	22.3%	22.8%	25.5%	28.2%	21.3%	18.8%	25.6%	15.5%
Stay same	(3)	134	37	47	51	25	29	32	64	32	17	54	48	33	106	28
		70.4%	70.6%	66.6%	73.9%	65.3%	81.1%	66.1%	68.2%	70.4%	71.1%	66.9%	74.1%	71.2%	69.3%	74.7%
Decrease slightly	(2)	1	-	-	1	-	-	1	1	-	-	1	-	-	1	-
		.5%	-	-	1.5%	-	-	2.1%	1.1%	-	-	1.2%	-	-	.7%	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		8	2	3	3	-	1	5	6	1	1	-	3	5	5	3
		4.0%	3.5%	4.0%	4.3%	-	2.6%	10.0% d	6.3%	2.2%	3.4%	-	4.6%	9.9% j	3.2%	7.1%
NETS																
Net: Increase		48	14	20	14	13	6	11	23	12	6	26	14	9	41	7
		25.1%	25.9%	29.3%	20.3%	34.7%	16.3%	21.9%	24.5%	27.3%	25.5%	31.9%	21.3%	18.8%	26.8%	18.2%
Net: Decrease		1	-	-	1	-	-	1	1	-	-	1	-	-	1	-
		.5%	-	-	1.5%	-	-	2.1%	1.1%	-	-	1.2%	-	-	.7%	-
Net: Increase + Stay the same		182	51	67	65	38	35	43	86	44	23	79	61	42	147	35
		95.5%	96.5%	96.0%	94.2%	100.0% f	97.4%	88.0%	92.7%	97.8%	96.6%	98.8% l	95.4%	90.1%	96.1%	92.9%
Mean score		3.3	3.3	3.3	3.2	3.3	3.2	3.2	3.3	3.3	3.3	3.3	3.2	3.2	3.3	3.2

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

## Jobs Outlook - Combined

**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	October 2016	November 2016	December 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		299	85	107	107	62	77	66	115	49	45	117	104	78	245	54
Weighted Total		299	84	108	107	61	75	66	117	52	45	117	103	80	245	54
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	4	2	1	1	1	2	1	1	-	-	2	-	2	3	1
		1.3%	2.2%	.9%	.8%	1.6%	2.5%	1.4%	.8%	-	-	1.6%	-	2.4%	1.2%	1.7%
Increase slightly	(4)	53	12	27	14	13	14	10	19	9	7	18	13	21	42	10
		17.6%	14.6%	24.5%	12.9%	21.0%	18.4%	15.1%	16.3%	17.8%	14.9%	15.2%	13.0%	26.9%	17.2%	19.2%
				c										jk		
Stay same	(3)	230	67	74	89	47	54	50	90	41	38	96	84	50	190	40
		76.7%	79.6%	68.5%	82.7%	77.4%	71.8%	76.1%	77.1%	78.2%	83.0%	82.4%	81.3%	62.5%	77.3%	74.1%
				b								l	l			
Decrease slightly	(2)	5	-	4	1	-	3	1	2	1	-	1	1	3	4	1
		1.6%	-	3.4%	.9%	-	3.6%	1.5%	1.7%	1.9%	-	.8%	.9%	3.4%	1.5%	1.6%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		9	3	3	3	-	3	4	5	1	1	-	5	4	7	2
		2.9%	3.6%	2.6%	2.7%	-	3.8%	5.9%	4.2%	2.0%	2.1%	-	4.8%	4.8%	2.8%	3.5%
													j	j		
NETS																
Net: Increase		56	14	28	15	14	16	11	20	9	7	20	13	23	45	11
		18.8%	16.8%	25.4%	13.7%	22.6%	20.8%	16.5%	17.1%	17.8%	14.9%	16.8%	13.0%	29.3%	18.4%	20.9%
				c										jk		
Net: Decrease		5	-	4	1	-	3	1	2	1	-	1	1	3	4	1
		1.6%	-	3.4%	.9%	-	3.6%	1.5%	1.7%	1.9%	-	.8%	.9%	3.4%	1.5%	1.6%
Net: Increase + Stay the same		286	81	102	103	61	70	61	111	50	44	116	97	73	235	51
		95.5%	96.4%	94.0%	96.4%	100.0%	92.7%	92.6%	94.1%	96.1%	97.9%	99.2%	94.3%	91.8%	95.7%	94.9%
						ef						kl				
Mean score		3.2	3.2	3.2	3.1	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.1	3.3	3.2	3.2
													k			

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	October 2016	November 2016	December 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		190	52	79	59	36	45	47	79	32	30	91	65	34	153	37
Weighted Total		192	51	80	60	36	44	48	80	32	32	92	65	35	154	38
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	10	3	3	4	3	1	4	6	2	-	4	3	3	9	1
		5.2%	6.0%	4.0%	6.2%	8.0%	2.0%	8.7%	7.8%	6.5%	-	4.2%	4.9%	8.5%	5.8%	2.7%
Increase slightly	(4)	41	10	21	10	9	12	8	16	8	4	22	14	5	35	6
		21.2%	19.8%	26.2%	15.8%	23.6%	27.2%	15.9%	19.8%	25.5%	13.7%	23.7%	21.9%	13.4%	22.7%	15.0%
Stay same	(3)	133	36	52	45	25	27	33	54	21	26	65	46	22	104	29
		69.0%	69.8%	64.2%	74.7%	68.5%	61.8%	69.5%	67.6%	64.9%	83.2%	70.7%	70.2%	62.1%	67.5%	75.1%
Decrease slightly	(2)	2	-	2	-	-	2	-	-	-	-	-	-	2	1	1
		.9%	-	2.2%	-	-	4.0%	-	-	-	-	-	-	5.1%	.6%	2.3%
														j		
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		7	2	3	2	-	2	3	4	1	1	1	2	4	5	2
		3.7%	4.3%	3.5%	3.3%	-	4.9%	6.0%	4.8%	3.0%	3.1%	1.4%	3.0%	10.9%	3.3%	4.9%
														j		
NETS																
Net: Increase		51	13	24	13	11	13	12	22	10	4	26	18	8	44	7
		26.4%	25.9%	30.1%	22.0%	31.5%	29.2%	24.5%	27.6%	32.0%	13.7%	27.9%	26.8%	21.8%	28.6%	17.7%
Net: Decrease		2	-	2	-	-	2	-	-	-	-	-	-	2	1	1
		.9%	-	2.2%	-	-	4.0%	-	-	-	-	-	-	5.1%	.6%	2.3%
														j		
Net: Increase + Stay the same		184	49	76	58	36	40	45	76	31	31	91	63	29	148	35
		95.4%	95.7%	94.3%	96.7%	100.0%	91.1%	94.0%	95.2%	97.0%	96.9%	98.6%	97.0%	84.0%	96.1%	92.8%
												l	l			
Mean score		3.3	3.3	3.3	3.3	3.4	3.3	3.4	3.4	3.4	3.1	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

**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	October 2016	November 2016	December 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
			a	b	c			d	e							
Significance Level: 95%																
Unweighted Total		170	44	62	64	37	37	43	74	31	22	66	58	46	133	37
Weighted Total		169	43	63	64	36	36	43	75	32	23	66	57	46	132	37
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	6	2	2	2	-	1	1	4	3	1	3	2	1	6	-
		3.4%	4.8%	2.9%	2.9%	-	2.5%	2.3%	5.3%	9.4%	3.7%	4.0%	3.6%	2.2%	4.3%	-
Increase slightly	(4)	40	12	14	15	6	7	10	24	14	3	18	14	7	34	6
		23.7%	27.6%	22.1%	22.7%	16.2%	19.8%	23.1%	31.7%	43.4% de	15.3%	27.9%	24.9%	16.2%	25.5%	17.2%
Stay same	(3)	113	27	44	42	29	25	27	41	14	18	43	37	33	84	29
		66.8%	63.4%	70.7%	65.4%	81.2% gh	70.1% h	63.3%	55.2%	44.1%	77.5%	65.2%	64.7%	71.8%	63.6%	78.3%
Decrease slightly	(2)	3	-	2	1	-	2	1	1	-	-	-	1	2	2	1
		1.6%	-	2.8%	1.4%	-	5.0%	2.1%	1.2%	-	-	-	1.6%	3.9%	1.4%	2.3%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		8	2	1	5	1	1	4	5	1	1	2	3	3	7	1
		4.5%	4.2%	1.5%	7.6%	2.6%	2.6%	9.1%	6.6%	3.1%	3.5%	2.9%	5.2%	5.9%	5.1%	2.2%
NETS																
Net: Increase		46	14	16	16	6	8	11	28	17	4	21	16	8	39	6
		27.1%	32.4%	25.0%	25.6%	16.2%	22.3%	25.4%	37.0% d	52.8% def	19.0%	31.9%	28.5%	18.4%	29.8%	17.2%
Net: Decrease		3	-	2	1	-	2	1	1	-	-	-	1	2	2	1
		1.6%	-	2.8%	1.4%	-	5.0%	2.1%	1.2%	-	-	-	1.6%	3.9%	1.4%	2.3%
Net: Increase + Stay the same		159	41	60	58	35	33	38	69	31	22	64	53	42	124	35
		93.9%	95.8%	95.7%	91.0%	97.4%	92.5%	88.7%	92.2%	96.9%	96.5%	97.1%	93.2%	90.2%	93.5%	95.5%
Mean score		3.3	3.4	3.3	3.3	3.2	3.2	3.3	3.4	3.6	3.2	3.4	3.3	3.2	3.3	3.2
								d	d	def						

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	240 100.0%	2 .8%	31 12.7%	188 78.1%	5 2.2%	- -	15 6.1%	32 13.5%	5 2.2%	220 91.6%	3.1
Construction	73 100.0%	3 3.7%	16 22.5%	42 58.4%	3 4.1%	1 1.1%	7 10.2%	19 26.2%	4 5.1%	62 84.7%	3.3
Drivers	105 100.0%	2 1.7%	23 22.2%	72 68.4%	2 1.6%	- -	6 6.1%	25 23.9%	2 1.6%	97 92.3%	3.3
Education	60 100.0%	1 1.5%	10 16.2%	47 78.0%	- -	- -	3 4.3%	11 17.7%	- -	57 95.7%	3.2
Engineering & technical	178 100.0%	7 3.8%	53 29.9%	105 58.6%	3 1.5%	- -	11 6.1%	60 33.7%	3 1.5%	165 92.4%	3.4
Executive recruitment / interim management	173 100.0%	1 .5%	26 15.3%	127 73.8%	4 2.0%	- -	14 8.3%	27 15.8%	4 2.0%	155 89.6%	3.2
Health & social care	84 100.0%	7 7.8%	18 21.6%	48 57.3%	4 4.7%	- -	7 8.6%	25 29.4%	4 4.7%	73 86.8%	3.4
Hospitality	61 100.0%	4 6.3%	13 21.4%	37 61.3%	- -	- -	7 11.0%	17 27.7%	- -	54 89.0%	3.4
Industrial	85 100.0%	4 4.3%	21 24.7%	51 59.8%	1 1.2%	1 1.1%	8 8.9%	25 29.0%	2 2.3%	75 88.9%	3.3
Legal & HR	157 100.0%	1 .6%	12 7.5%	127 80.6%	3 1.7%	- -	15 9.6%	13 8.1%	3 1.7%	139 88.7%	3.1
Life sciences	16 100.0%	1 5.7%	- -	14 87.9%	- -	- -	1 6.4%	1 5.7%	- -	15 93.6%	3.1
Marketing, media & creative	191 100.0%	3 1.6%	54 28.0%	121 63.6%	- -	- -	13 6.8%	56 29.6%	- -	178 93.2%	3.3
Office professionals	299 100.0%	3 .9%	70 23.5%	200 66.8%	6 1.9%	1 .3%	20 6.5%	73 24.5%	7 2.2%	273 91.3%	3.2
Sales & retail	192 100.0%	10 5.2%	61 31.9%	107 55.6%	3 1.4%	- -	11 5.9%	71 37.1%	3 1.4%	178 92.7%	3.4
Technology	169 100.0%	6 3.4%	44 26.3%	101 59.7%	5 2.8%	- -	13 7.9%	50 29.6%	5 2.8%	151 89.3%	3.3
Average (response based including bases)	2084 100.0%	52 2.5%	454 21.8%	1387 66.6%	37 1.8%	3 .1%	151 7.3%	506 24.3%	40 1.9%	1893 90.8%	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	October 2016	November 2016	December 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		2084	575	738	771	444	500	482	803	321	337	818	724	542	1658	426
Weighted Total		2084	565	744	775	433	490	484	818	334	342	811	718	555	1650	434
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	52	7	16	29	7	29	6	14	8	3	22	18	12	48	4
		2.5%	1.3%	2.2%	3.8%	1.6%	5.8%	1.2%	1.8%	2.5%	.8%	2.7%	2.5%	2.2%	2.9%	.9%
				a			dfghi								n	
Increase slightly	(4)	454	153	169	132	96	95	92	198	107	64	189	160	105	380	73
		21.8%	27.0%	22.8%	17.0%	22.2%	19.3%	18.9%	24.2%	31.9%	18.8%	23.3%	22.2%	19.0%	23.1%	16.9%
			c	c					efi	defgi					n	
Stay same	(3)	1387	364	504	520	298	312	333	532	199	246	560	469	357	1082	305
		66.6%	64.3%	67.8%	67.0%	68.8%	63.6%	68.8%	65.0%	59.5%	71.9%	69.1%	65.4%	64.4%	65.6%	70.2%
						h		h			egh					
Decrease slightly	(2)	37	3	25	9	8	21	6	7	1	2	5	7	25	24	13
		1.8%	.5%	3.4%	1.1%	1.8%	4.2%	1.2%	.8%	.3%	.5%	.6%	1.0%	4.5%	1.5%	2.9%
				ac			dfghi							jk	m	
Decrease greatly	(1)	3	1	1	1	-	2	-	-	-	1	2	-	1	3	-
		.1%	.1%	.1%	.1%	-	.4%	-	-	-	.2%	.2%	-	.2%	.2%	-
Don't know		151	38	28	85	24	33	48	67	19	27	33	64	54	112	40
		7.3%	6.7%	3.8%	11.0%	5.6%	6.7%	9.9%	8.2%	5.8%	7.8%	4.1%	8.9%	9.8%	6.8%	9.1%
			b		ab			dh					j	j		
NETS																
Net: Increase		506	160	185	161	103	123	97	213	115	67	211	178	118	429	77
		24.3%	28.3%	24.9%	20.7%	23.8%	25.1%	20.1%	26.0%	34.4%	19.6%	26.0%	24.7%	21.2%	26.0%	17.8%
			c					fi	defgi			l			n	
Net: Decrease		40	4	26	10	8	23	6	7	1	2	7	7	26	27	13
		1.9%	.6%	3.6%	1.2%	1.8%	4.6%	1.2%	.8%	.3%	.7%	.8%	1.0%	4.6%	1.6%	2.9%
				ac			dfghi							jk		
Net: Increase + Stay the same		1893	523	689	680	400	435	430	744	314	313	771	647	475	1511	382
		90.8%	92.6%	92.7%	87.8%	92.5%	88.7%	88.9%	91.0%	94.0%	91.5%	95.1%	90.1%	85.6%	91.6%	88.0%
			c	c		e			ef			kl	l		n	
Mean score		3.3	3.3	3.2	3.3	3.2	3.3	3.2	3.3	3.4	3.2	3.3	3.3	3.2	3.3	3.2
			b					fi	defgi			l	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	October 2016	November 2016	December 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		239	70	83	86	44	63	59	96	37	36	90	87	62	187	52
Weighted Total		240	71	82	87	43	63	58	97	39	37	90	87	64	188	52
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly		(5)	2	-	1	1	-	1	1	1	-	1	-	1	2	-
			.8%	-	1.3%	1.0%	-	1.4%	-	1.1%	2.7%	-	1.0%	-	1.7%	1.0%
Increase slightly		(4)	31	14	9	8	5	5	9	17	8	4	15	10	6	26
			12.7%	19.2%	11.0%	8.9%	11.2%	7.8%	15.4%	17.5%	20.6%	10.1%	16.2%	11.4%	9.5%	14.1%
Stay same		(3)	188	54	64	70	37	51	43	71	28	29	73	67	47	146
			78.1%	75.6%	77.8%	80.4%	84.5%	80.5%	73.6%	72.8%	71.7%	80.5%	80.9%	77.9%	74.4%	77.4%
Decrease slightly		(2)	5	-	5	-	-	4	2	2	-	-	-	3	3	3
			2.2%	-	6.6%	-	-	5.8%	3.0%	1.8%	-	-	-	3.1%	4.2%	1.5%
					ac											
Decrease greatly		(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know			15	4	3	8	2	3	5	7	2	3	2	7	6	11
			6.1%	5.2%	3.3%	9.6%	4.4%	4.5%	8.1%	6.8%	4.9%	9.4%	1.9%	7.6%	10.2%	6.0%
														j		6.7%
NETS																
Net: Increase		32	14	10	9	5	6	9	18	9	4	16	10	7	28	4
		13.5%	19.2%	12.3%	10.0%	11.2%	9.2%	15.4%	18.6%	23.3%	10.1%	17.2%	11.4%	11.2%	15.1%	7.7%
Net: Decrease		5	-	5	-	-	4	2	2	-	-	-	3	3	3	3
		2.2%	-	6.6%	-	-	5.8%	3.0%	1.8%	-	-	-	3.1%	4.2%	1.5%	5.0%
					ac											
Net: Increase + Stay the same		220	68	74	79	41	56	52	89	37	33	88	77	54	174	46
		91.6%	94.8%	90.2%	90.4%	95.6%	89.7%	89.0%	91.4%	95.1%	90.6%	98.1%	89.3%	85.6%	92.5%	88.4%
												kl				
Mean score		3.1	3.2	3.1	3.1	3.1	3.1	3.1	3.2	3.3	3.1	3.2	3.1	3.1	3.2	3.0
									e							

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	October 2016	November 2016	December 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		72	18	22	32	18	14	14	24	10	16	35	21	16	58	14
Weighted Total		73	17	22	34	18	15	14	24	10	16	35	21	17	58	14
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly		(5)	3	1	2	-	3	-	-	-	-	1	1	1	3	-
			3.7%	-	5.2%	-	18.5%	-	-	-	-	2.6%	4.4%	5.1%	4.6%	-
Increase slightly		(4)	16	6	6	4	2	3	6	3	5	7	5	5	15	2
			22.5%	28.5%	16.3%	20.5%	13.1%	20.4%	25.0%	31.5%	29.5%	19.9%	23.7%	26.5%	24.9%	12.9%
Stay same		(3)	42	14	19	10	7	9	14	5	11	20	13	9	32	11
			58.4%	55.2%	56.2%	58.2%	49.0%	66.6%	59.3%	48.9%	65.8%	59.1%	63.2%	51.3%	54.7%	73.9%
Decrease slightly		(2)	3	-	2	2	-	-	1	1	-	1	-	2	2	1
			4.1%	5.9%	5.8%	10.9%	-	-	4.1%	10.0%	-	2.9%	-	11.4%	3.3%	7.3%
Decrease greatly		(1)	1	-	-	-	-	-	-	-	1	1	-	-	1	-
			1.1%	4.6%	-	-	-	-	-	-	4.7%	2.2%	-	-	1.3%	-
Don't know			7	1	6	2	3	2	3	1	-	5	2	1	7	1
			10.2%	5.7%	16.5%	10.3%	19.3%	12.9%	11.6%	9.6%	-	13.3%	8.8%	5.6%	11.2%	6.0%
NETS																
Net: Increase			19	7	7	4	5	3	6	3	5	8	6	5	17	2
			26.2%	28.5%	21.5%	20.5%	31.6%	20.4%	25.0%	31.5%	29.5%	22.5%	28.1%	31.6%	29.5%	12.9%
Net: Decrease			4	-	2	2	-	-	1	1	1	2	-	2	3	1
			5.1%	10.5%	5.8%	10.9%	-	-	4.1%	10.0%	4.7%	5.1%	-	11.4%	4.6%	7.3%
Net: Increase + Stay the same			62	21	26	14	12	12	20	8	16	28	19	14	49	12
			84.7%	83.8%	77.7%	78.7%	80.7%	87.1%	84.3%	80.4%	95.3%	81.6%	91.2%	83.0%	84.2%	86.8%
Mean score			3.3	3.4	3.3	3.1	3.6	3.2	3.2	3.2	3.2	3.2	3.4	3.3	3.3	3.1

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

## Jobs Outlook - Combined

**Q11\_3. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next four to twelve months?**

### Drivers

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

		WAVE			REGION						SIZE			SECTOR		
		Total	October 2016	November 2016	December 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		108	22	38	48	24	32	26	33	7	19	43	33	32	86	22
Weighted Total		105	21	37	47	23	31	25	32	7	19	42	32	32	83	22
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	2	-	-	2	-	2	-	-	-	-	1	-	1	2	-
		1.7%	-	-	3.8%	-	5.7%	-	-	-	-	2.1%	-	2.7%	2.1%	-
Increase slightly	(4)	23	6	11	6	3	6	5	7	2	7	6	10	7	18	5
		22.2%	27.8%	29.8%	13.7%	12.4%	20.9%	20.9%	22.9%	30.0%	34.4%	13.7%	32.7%	22.9%	21.8%	23.6%
Stay same	(3)	72	14	24	33	20	19	18	22	4	11	33	18	21	58	14
		68.4%	68.5%	65.5%	70.6%	87.6%	61.2%	71.9%	68.5%	56.3%	57.3%	79.9%	55.8%	65.9%	69.6%	64.0%
												k				
Decrease slightly	(2)	2	1	1	-	-	1	-	-	-	1	-	-	2	1	1
		1.6%	3.7%	2.5%	-	-	3.0%	-	-	-	4.0%	-	-	5.3%	1.1%	3.6%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		6	-	1	6	-	3	2	3	1	1	2	4	1	4	2
		6.1%	-	2.2%	11.9%	-	9.2%	7.2%	8.6%	13.7%	4.3%	4.2%	11.6%	3.1%	5.4%	8.8%
NETS																
Net: Increase		25	6	11	8	3	8	5	7	2	7	7	10	8	20	5
		23.9%	27.8%	29.8%	17.4%	12.4%	26.7%	20.9%	22.9%	30.0%	34.4%	15.9%	32.7%	25.6%	23.9%	23.6%
Net: Decrease		2	1	1	-	-	1	-	-	-	1	-	-	2	1	1
		1.6%	3.7%	2.5%	-	-	3.0%	-	-	-	4.0%	-	-	5.3%	1.1%	3.6%
Net: Increase + Stay the same		97	20	35	41	23	27	23	29	6	18	40	28	29	78	19
		92.3%	96.3%	95.3%	88.1%	100.0%	87.8%	92.8%	91.4%	86.3%	91.7%	95.8%	88.4%	91.5%	93.5%	87.6%
Mean score		3.3	3.2	3.3	3.2	3.1	3.3	3.2	3.3	3.3	3.3	3.2	3.4	3.2	3.3	3.2

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

## Jobs Outlook - Combined

**Q11\_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	October 2016	November 2016	December 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	*n
Unweighted Total		59	15	24	20	14	11	17	19	2	15	24	23	12	47	12
Weighted Total		60	14	26	19	13	11	19	21	2	15	23	24	12	45	14
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly		(5)	1	-	1	-	1	-	-	-	-	1	-	-	1	-
		1.5%	-	-	4.7%	-	8.2%	-	-	-	-	3.9%	-	-	2.0%	-
Increase slightly		(4)	10	2	6	1	3	2	3	1	3	5	3	2	8	1
		16.2%	15.6%	21.4%	9.6%	6.9%	30.2%	9.6%	13.5%	49.0%	17.9%	20.0%	11.9%	17.6%	18.6%	8.7%
Stay same		(3)	47	11	21	12	6	17	18	1	11	16	21	10	34	13
		78.0%	77.9%	78.6%	77.2%	93.1%	53.1%	90.4%	86.5%	51.0%	71.2%	68.6%	84.7%	82.4%	73.8%	91.3%
Decrease slightly		(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-	-	-	-	-
Decrease greatly		(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know			3	1	2	-	1	-	-	-	2	2	1	-	3	-
		4.3%	6.5%	-	8.6%	-	8.5%	-	-	-	10.9%	7.6%	3.4%	-	5.7%	-
NETS																
Net: Increase		11	2	6	3	1	4	2	3	1	3	6	3	2	9	1
		17.7%	15.6%	21.4%	14.2%	6.9%	38.5%	9.6%	13.5%	49.0%	17.9%	23.9%	11.9%	17.6%	20.6%	8.7%
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		57	13	26	18	13	10	19	21	2	14	21	23	12	43	14
		95.7%	93.5%	100.0%	91.4%	100.0%	91.5%	100.0%	100.0%	100.0%	89.1%	92.4%	96.6%	100.0%	94.3%	100.0%
Mean score		3.2	3.2	3.2	3.2	3.1	3.5	3.1	3.1	3.5	3.2	3.3	3.1	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\_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	October 2016	November 2016	December 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		180	44	61	75	41	44	38	66	28	29	75	60	45	140	40
Weighted Total		178	42	60	76	40	42	37	65	28	31	74	58	46	140	39
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	7	1	3	3	-	4	1	3	2	-	2	3	2	7	-
		3.8%	2.4%	4.9%	3.7%	-	8.8%	2.8%	4.7%	7.3%	-	2.6%	5.1%	4.1%	4.9%	-
Increase slightly	(4)	53	13	18	23	15	11	12	20	8	8	17	22	14	39	14
		29.9%	30.0%	30.5%	29.5%	37.2%	25.4%	33.1%	31.1%	28.5%	24.2%	23.5%	37.3%	30.8%	28.1%	36.5%
Stay same	(3)	105	26	34	45	21	21	22	39	17	23	53	27	24	84	20
		58.6%	61.4%	57.1%	58.3%	53.6%	50.4%	59.4%	60.0%	60.7%	73.3%	71.3% kl	46.7%	53.3%	60.4%	52.2%
Decrease slightly	(2)	3	-	3	-	-	3	-	-	-	-	-	-	3	2	1
		1.5%	-	4.5%	-	-	6.5% g	-	-	-	-	-	-	5.9% j	1.3%	2.2%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		11	3	2	7	4	4	2	3	1	1	2	6	3	7	4
		6.1%	6.2%	2.9%	8.6%	9.2%	8.9%	4.8%	4.2%	3.4%	2.6%	2.6%	10.8%	5.9%	5.3%	9.2%
NETS																
Net: Increase		60	14	21	25	15	14	13	23	10	8	19	25	16	46	14
		33.7%	32.4%	35.4%	33.2%	37.2%	34.2%	35.8%	35.8%	35.9%	24.2%	26.1%	42.5% j	34.9%	33.0%	36.5%
Net: Decrease		3	-	3	-	-	3	-	-	-	-	-	-	3	2	1
		1.5%	-	4.5%	-	-	6.5% g	-	-	-	-	-	-	5.9% j	1.3%	2.2%
Net: Increase + Stay the same		165	40	55	70	36	35	36	63	27	30	72	52	40	130	34
		92.4%	93.8%	92.5%	91.4%	90.8%	84.7%	95.2%	95.8% e	96.6%	97.4%	97.4% l	89.2%	88.2%	93.4%	88.6%
Mean score		3.4	3.4	3.4	3.4	3.4	3.4	3.4	3.4	3.4	3.2	3.3	3.5 j	3.4	3.4	3.4

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

## Jobs Outlook - Combined

**Q11\_6. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next four to twelve months?**

### Executive recruitment / interim management

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

			WAVE			REGION						SIZE			SECTOR	
		Total	October 2016	November 2016	December 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		174	50	61	63	33	39	43	77	34	25	58	64	52	137	37
Weighted Total		173	49	61	63	32	38	43	78	36	24	57	63	53	136	37
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	1	-	-	1	-	1	-	-	-	-	1	-	-	1	-
		.5%	-	-	1.4%	-	2.4%	-	-	-	-	1.6%	-	-	.7%	-
Increase slightly	(4)	26	9	8	9	5	4	5	14	9	4	8	10	9	23	3
		15.3%	17.9%	13.6%	15.0%	14.5%	10.2%	11.9%	18.3%	25.8%	15.0%	14.1%	15.6%	16.4%	17.2%	8.3%
Stay same	(3)	127	35	49	44	25	28	35	58	24	17	46	46	35	98	29
		73.8%	70.6%	80.4%	69.8%	76.8%	72.9%	81.1%	74.2%	66.0%	69.6%	81.0%	72.5%	67.5%	72.2%	79.7%
Decrease slightly	(2)	4	-	3	1	-	3	-	-	-	1	-	1	3	3	1
		2.0%	-	4.5%	1.3%	-	7.1%	-	-	-	3.4%	-	1.3%	5.1%	2.0%	2.3%
							g									
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		14	6	1	8	3	3	3	6	3	3	2	7	6	11	4
		8.3%	11.5%	1.5%	12.4%	8.7%	7.4%	7.0%	7.5%	8.1%	12.0%	3.3%	10.6%	11.0%	8.0%	9.7%
			b		b											
NETS																
Net: Increase		27	9	8	10	5	5	5	14	9	4	9	10	9	24	3
		15.8%	17.9%	13.6%	16.4%	14.5%	12.5%	11.9%	18.3%	25.8%	15.0%	15.6%	15.6%	16.4%	17.9%	8.3%
Net: Decrease		4	-	3	1	-	3	-	-	-	1	-	1	3	3	1
		2.0%	-	4.5%	1.3%	-	7.1%	-	-	-	3.4%	-	1.3%	5.1%	2.0%	2.3%
							g									
Net: Increase + Stay the same		155	44	57	54	29	32	40	72	33	21	55	56	44	122	32
		89.6%	88.5%	94.0%	86.2%	91.3%	85.4%	93.0%	92.5%	91.9%	84.6%	96.7%	88.1%	83.9%	90.1%	88.0%
												l				
Mean score		3.2	3.2	3.1	3.2	3.2	3.1	3.1	3.2	3.3	3.1	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

**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	October 2016	November 2016	December 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		85	28	23	34	27	21	13	20	7	17	35	29	21	71	14
Weighted Total		84	28	22	34	25	22	13	19	7	17	34	28	22	70	14
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	7	-	1	6	2	5	-	-	-	-	2	5	-	6	1
		7.8%	-	4.2%	16.4%	7.4%	21.7%	-	-	-	-	5.5%	17.0%	-	8.0%	7.0%
Increase slightly	(4)	18	8	3	8	7	5	-	4	4	3	4	8	6	13	5
		21.6%	27.6%	13.6%	21.9%	26.4%	22.2%	-	20.4%	58.0%	15.3%	11.7%	27.9%	29.2%	18.8%	35.7%
Stay same	(3)	48	15	16	17	16	9	10	12	3	11	22	14	12	43	5
		57.3%	53.5%	73.4%	50.1%	62.1%	40.5%	76.5%	64.3%	42.0%	63.4%	64.8%	51.6%	52.8%	61.7%	35.1%
Decrease slightly	(2)	4	1	2	1	1	1	2	2	-	-	3	-	1	3	1
		4.7%	3.6%	8.8%	3.0%	4.1%	4.4%	15.6%	10.1%	-	-	8.5%	-	4.7%	4.1%	7.4%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		7	4	-	3	-	2	1	1	-	4	3	1	3	5	2
		8.6%	15.3%	-	8.6%	-	11.4%	7.9%	5.1%	-	21.3%	9.6%	3.5%	13.3%	7.3%	14.7%
NETS																
Net: Increase		25	8	4	13	9	9	-	4	4	3	6	12	6	19	6
		29.4%	27.6%	17.8%	38.3%	33.8%	43.8%	-	20.4%	58.0%	15.3%	17.1%	44.9%	29.2%	26.8%	42.7%
Net: Decrease		4	1	2	1	1	1	2	2	-	-	3	-	1	3	1
		4.7%	3.6%	8.8%	3.0%	4.1%	4.4%	15.6%	10.1%	-	-	8.5%	-	4.7%	4.1%	7.4%
Net: Increase + Stay the same		73	22	20	30	24	18	10	16	7	14	28	27	18	62	11
		86.8%	81.1%	91.2%	88.4%	95.9%	84.3%	76.5%	84.8%	100.0%	78.7%	81.9%	96.5%	82.0%	88.5%	77.9%
Mean score		3.4	3.3	3.1	3.6	3.4	3.7	2.8	3.1	3.6	3.2	3.2	3.6	3.3	3.3	3.5

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

## Jobs Outlook - Combined

**Q11\_8. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next four to twelve months?**

### Hospitality

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

		WAVE			REGION						SIZE			SECTOR		
		Total	October 2016	November 2016	December 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		57	16	20	21	11	11	15	21	6	14	19	16	22	46	11
Weighted Total		61	17	22	22	11	11	17	24	7	14	20	17	24	47	14
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	4	-	2	2	1	2	-	-	-	1	1	1	2	4	-
		6.3%	-	9.4%	8.1%	9.4%	16.0%	-	-	-	7.1%	4.5%	6.2%	8.0%	8.2%	-
Increase slightly	(4)	13	5	4	4	-	6	1	4	3	3	2	5	6	11	2
		21.4%	29.9%	18.5%	17.9%	-	53.2%	5.8%	16.9%	43.5%	21.0%	10.0%	28.0%	26.2%	23.4%	14.6%
Stay same	(3)	37	10	14	13	10	1	13	17	4	9	15	10	13	29	9
		61.3%	62.6%	63.6%	57.9%	90.6%	11.2%	77.3%	71.1%	56.5%	60.5%	75.2%	55.6%	53.7%	60.8%	62.9%
Decrease slightly	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		7	1	2	4	-	2	3	3	-	2	2	2	3	4	3
		11.0%	7.5%	8.5%	16.2%	-	19.6%	17.0%	11.9%	-	11.5%	10.4%	10.3%	12.1%	7.6%	22.5%
NETS																
Net: Increase		17	5	6	6	1	8	1	4	3	4	3	6	8	15	2
		27.7%	29.9%	27.9%	25.9%	9.4%	69.2%	5.8%	16.9%	43.5%	28.0%	14.5%	34.2%	34.2%	31.6%	14.6%
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		54	15	20	19	11	9	14	21	7	13	18	15	21	43	11
		89.0%	92.5%	91.5%	83.8%	100.0%	80.4%	83.0%	88.1%	100.0%	88.5%	89.6%	89.7%	87.9%	92.4%	77.5%
Mean score		3.4	3.3	3.4	3.4	3.2	4.1	3.1	3.2	3.4	3.4	3.2	3.4	3.5	3.4	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	October 2016	November 2016	December 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		89	27	27	35	26	30	14	16	2	17	34	33	22	69	20
Weighted Total		85	25	25	35	25	29	13	15	2	16	32	30	23	66	19
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly		(5)	4	1	2	-	4	-	-	-	-	2	1	1	4	-
			4.3%	3.9%	5.1%	-	12.7%	-	-	-	-	5.9%	3.0%	3.8%	5.5%	-
Increase slightly		(4)	21	6	8	6	7	4	4	-	5	5	9	6	17	4
			24.7%	24.7%	24.3%	23.0%	23.1%	29.1%	25.2%	-	29.6%	17.0%	29.9%	28.6%	25.8%	20.8%
Stay same		(3)	51	16	18	15	16	8	9	1	10	23	16	12	40	11
			59.8%	64.0%	50.8%	61.4%	54.8%	64.7%	63.0%	52.1%	63.5%	71.3%	52.4%	53.8%	60.1%	58.9%
Decrease slightly		(2)	1	-	1	1	-	-	-	-	-	-	-	1	-	1
			1.2%	-	3.0%	4.2%	-	-	-	-	-	-	-	4.5%	-	5.5%
Decrease greatly		(1)	1	-	1	-	1	-	-	-	-	1	-	-	1	-
			1.1%	-	2.6%	-	3.1%	-	-	-	-	2.8%	-	-	1.4%	-
Don't know			8	2	5	3	2	1	2	1	1	1	4	2	5	3
			8.9%	7.3%	14.1%	11.4%	6.3%	6.3%	11.8%	47.9%	6.9%	3.0%	14.7%	9.2%	7.2%	14.8%
NETS																
Net: Increase		25	7	7	10	6	10	4	4	-	5	7	10	7	21	4
		29.0%	28.6%	28.9%	29.5%	23.0%	35.8%	29.1%	25.2%	-	29.6%	22.9%	32.9%	32.4%	31.4%	20.8%
Net: Decrease		2	-	-	2	1	1	-	-	-	-	1	-	1	1	1
		2.3%	-	-	5.6%	4.2%	3.1%	-	-	-	-	2.8%	-	4.5%	1.4%	5.5%
Net: Increase + Stay the same		75	23	25	28	21	26	12	13	1	15	30	26	20	61	15
		88.9%	92.7%	96.8%	80.3%	84.4%	90.6%	93.7%	88.2%	52.1%	93.1%	94.2%	85.3%	86.2%	91.5%	79.7%
Mean score		3.3	3.4	3.3	3.3	3.2	3.5	3.3	3.3	3.0	3.3	3.2	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

**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	October 2016	November 2016	December 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	44	60	54	29	38	35	67	32	24	44	63	51	121	37
Weighted Total		157	43	60	53	28	37	36	70	34	23	43	62	52	119	39
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	1	-	-	1	-	1	-	-	-	-	1	-	-	1	-
		.6%	-	-	1.7%	-	2.4%	-	-	-	-	2.1%	-	-	.8%	-
Increase slightly	(4)	12	5	5	2	4	1	3	7	4	-	2	5	5	11	1
		7.5%	11.4%	8.1%	3.6%	13.9%	2.7%	7.9%	9.9%	12.1%	-	4.7%	8.1%	9.1%	9.2%	2.4%
Stay same	(3)	127	35	49	43	22	30	27	55	28	19	40	51	36	94	32
		80.6%	80.1%	81.4%	80.2%	79.3%	82.5%	76.2%	79.1%	82.2%	83.7%	93.2%	81.5%	69.0%	79.6%	83.7%
Decrease slightly	(2)	3	-	3	-	-	3	-	-	-	-	-	-	3	2	1
		1.7%	-	4.5%	-	-	7.3%	-	-	-	-	-	-	5.2%	1.6%	2.2%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		15	4	4	8	2	2	6	8	2	4	-	6	9	11	5
		9.6%	8.5%	6.0%	14.5%	6.7%	5.0%	15.9%	10.9%	5.7%	16.3%	-	10.3%	16.7%	8.9%	11.7%
NETS																
Net: Increase		13	5	5	3	4	2	3	7	4	-	3	5	5	12	1
		8.1%	11.4%	8.1%	5.3%	13.9%	5.2%	7.9%	9.9%	12.1%	-	6.8%	8.1%	9.1%	9.9%	2.4%
Net: Decrease		3	-	3	-	-	3	-	-	-	-	-	-	3	2	1
		1.7%	-	4.5%	-	-	7.3%	-	-	-	-	-	-	5.2%	1.6%	2.2%
Net: Increase + Stay the same		139	40	54	46	26	32	30	62	32	19	43	56	40	106	33
		88.7%	91.5%	89.5%	85.5%	93.3%	87.6%	84.1%	89.1%	94.3%	83.7%	100.0%	89.7%	78.1%	89.5%	86.1%
Mean score		3.1	3.1	3.0	3.1	3.1	3.0	3.1	3.1	3.1	3.0	3.1	3.1	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

**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	October 2016	November 2016	December 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		16	8	4	4	3	2	4	6	2	5	7	5	4	13	3
Weighted Total		16	7	5	4	3	2	5	7	2	4	6	6	4	12	4
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	1	-	-	1	-	1	-	-	-	-	1	-	-	1	-
		5.7%	-	-	24.0%	-	48.5%	-	-	-	-	14.5%	-	-	7.5%	-
Increase slightly	(4)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Stay same	(3)	14	6	5	3	3	1	4	6	2	4	5	5	4	10	4
		87.9%	86.0%	100.0%	76.0%	100.0%	51.5%	78.8%	85.2%	100.0%	100.0%	85.5%	82.6%	100.0%	84.0%	100.0%
Decrease slightly	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		1	1	-	-	-	-	1	1	-	-	-	1	-	1	-
		6.4%	14.0%	-	-	-	-	21.2%	14.8%	-	-	-	17.4%	-	8.5%	-
NETS																
Net: Increase		1	-	-	1	-	1	-	-	-	-	1	-	-	1	-
		5.7%	-	-	24.0%	-	48.5%	-	-	-	-	14.5%	-	-	7.5%	-
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		15	6	5	4	3	2	4	6	2	4	6	5	4	11	4
		93.6%	86.0%	100.0%	100.0%	100.0%	100.0%	78.8%	85.2%	100.0%	100.0%	100.0%	82.6%	100.0%	91.5%	100.0%
Mean score		3.1	3.0	3.0	3.5	3.0	4.0	3.0	3.0	3.0	3.0	3.3	3.0	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	October 2016	November 2016	December 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		188	52	67	69	39	36	48	90	42	23	80	63	45	152	36
Weighted Total		191	52	70	69	38	35	49	93	45	24	80	64	46	153	38
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	3	-	2	1	1	2	-	-	-	-	2	1	-	3	-
		1.6%	-	3.0%	1.3%	2.7%	5.6%	-	-	-	-	2.4%	1.7%	-	1.9%	-
							g									
Increase slightly	(4)	54	19	23	12	14	4	12	32	19	4	32	16	6	46	8
		28.0%	35.9%	32.7%	17.3%	35.5%	11.6%	25.6%	34.2%	43.5%	16.5%	39.6%	24.3%	13.2%	29.9%	20.4%
			c	c		e			e	e		l				
Stay same	(3)	121	32	41	48	23	28	30	53	22	17	45	43	34	94	27
		63.6%	60.6%	59.1%	70.5%	59.4%	80.2%	62.7%	56.7%	50.1%	73.2%	55.8%	66.8%	72.8%	61.4%	72.5%
							gh									
Decrease slightly	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		13	2	4	7	1	1	6	9	3	2	2	5	7	10	3
		6.8%	3.5%	5.2%	10.9%	2.5%	2.6%	11.7%	9.1%	6.4%	10.3%	2.2%	7.2%	14.0%	6.7%	7.1%
													j			
NETS																
Net: Increase		56	19	25	13	15	6	12	32	19	4	34	17	6	49	8
		29.6%	35.9%	35.7%	18.6%	38.1%	17.2%	25.6%	34.2%	43.5%	16.5%	42.0%	26.0%	13.2%	31.9%	20.4%
			c	c		e			e			kl				
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		178	51	66	61	37	35	43	85	42	21	79	60	40	143	35
		93.2%	96.5%	94.8%	89.1%	97.5%	97.4%	88.3%	90.9%	93.6%	89.7%	97.8%	92.8%	86.0%	93.3%	92.9%
												l				
Mean score		3.3	3.4	3.4	3.2	3.4	3.2	3.3	3.4	3.5	3.2	3.5	3.3	3.2	3.4	3.2
				c								l				

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	October 2016	November 2016	December 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		299	85	107	107	62	77	66	115	49	45	117	104	78	245	54
Weighted Total		299	84	108	107	61	75	66	117	52	45	117	103	80	245	54
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly		(5)	3	1	1	-	1	1	2	1	-	1	-	2	2	1
		.9%	1.1%	.9%	.8%	-	1.2%	1.4%	1.6%	1.9%	-	.8%	-	2.4%	.8%	1.7%
Increase slightly		(4)	70	23	30	14	20	15	28	13	9	30	21	19	61	10
		23.5%	27.1%	27.6%	16.6%	22.7%	26.6%	22.1%	23.8%	25.8%	18.8%	25.8%	20.7%	23.9%	24.7%	18.3%
Stay same		(3)	200	56	68	76	43	46	43	77	34	81	69	49	163	37
		66.8%	66.1%	63.0%	71.3%	69.6%	61.2%	65.0%	65.7%	66.7%	75.4%	69.6%	67.6%	61.9%	66.5%	68.2%
Decrease slightly		(2)	6	-	4	2	3	1	1	-	-	1	2	3	5	1
		1.9%	-	3.4%	1.7%	3.1%	3.6%	1.5%	.8%	-	-	.9%	1.8%	3.4%	1.9%	1.6%
Decrease greatly		(1)	1	-	1	-	1	-	-	-	-	-	-	1	1	-
		.3%	-	.9%	-	-	1.3%	-	-	-	-	-	-	1.2%	.4%	-
Don't know			20	5	4	3	5	7	9	3	3	4	10	6	14	5
		6.5%	5.7%	4.1%	9.5%	4.6%	6.2%	10.0%	8.0%	5.6%	5.8%	3.1%	9.9%	7.2%	5.7%	10.1%
													j			
NETS																
Net: Increase		73	24	31	19	14	21	15	30	14	9	31	21	21	62	11
		24.5%	28.2%	28.5%	17.4%	22.7%	27.8%	23.6%	25.4%	27.7%	18.8%	26.5%	20.7%	26.3%	25.4%	20.0%
Net: Decrease		7	-	5	2	2	4	1	1	-	-	1	2	4	6	1
		2.2%	-	4.3%	1.7%	3.1%	4.9%	1.5%	.8%	-	-	.9%	1.8%	4.6%	2.3%	1.6%
Net: Increase + Stay the same		273	79	99	95	57	67	58	107	49	43	112	91	70	226	48
		91.3%	94.3%	91.5%	88.8%	92.3%	89.0%	88.6%	91.2%	94.4%	94.2%	96.1%	88.2%	88.2%	92.0%	88.3%
												kl				
Mean score		3.2	3.3	3.3	3.2	3.2	3.2	3.3	3.3	3.3	3.2	3.3	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\_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	October 2016	November 2016	December 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		190	52	79	59	36	45	47	79	32	30	91	65	34	153	37
Weighted Total		192	51	80	60	36	44	48	80	32	32	92	65	35	154	38
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	10	2	3	5	3	2	2	4	2	1	3	5	2	9	1
		5.2%	4.1%	4.0%	7.6%	8.0%	4.4%	4.3%	5.3%	6.8%	2.6%	3.2%	7.8%	5.5%	5.8%	2.7%
Increase slightly	(4)	61	24	25	13	14	13	14	29	15	6	35	19	7	51	11
		31.9%	45.8%	31.1%	21.2%	37.3%	29.4%	28.8%	36.0%	46.7%	19.0%	38.1%	29.7%	19.9%	32.8%	28.6%
			c							i						
Stay same	(3)	107	23	46	38	17	26	27	40	13	24	51	36	19	84	23
		55.6%	44.4%	57.0%	63.2%	47.0%	57.7%	57.1%	50.5%	40.6%	75.3%	55.6%	55.4%	55.7%	54.7%	59.1%
				a						dgh						
Decrease slightly	(2)	3	-	3	-	1	2	-	-	-	-	-	1	2	2	1
		1.4%	-	3.4%	-	2.6%	4.0%	-	-	-	-	-	1.4%	5.1%	1.2%	2.3%
													j			
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		11	3	4	5	2	2	5	7	2	1	3	4	5	9	3
		5.9%	5.6%	4.5%	8.0%	5.2%	4.4%	9.7%	8.2%	5.9%	3.1%	3.2%	5.6%	13.7%	5.6%	7.3%
														j		
NETS																
Net: Increase		71	26	28	17	16	15	16	33	17	7	38	25	9	59	12
		37.1%	49.9%	35.2%	28.8%	45.2%	33.9%	33.1%	41.3%	53.5%	21.6%	41.2%	37.5%	25.5%	38.5%	31.3%
			c			i				i						
Net: Decrease		3	-	3	-	1	2	-	-	-	-	-	1	2	2	1
		1.4%	-	3.4%	-	2.6%	4.0%	-	-	-	-	-	1.4%	5.1%	1.2%	2.3%
													j			
Net: Increase + Stay the same		178	49	74	56	33	41	43	74	30	31	89	61	28	144	34
		92.7%	94.4%	92.1%	92.0%	92.3%	91.6%	90.3%	91.8%	94.1%	96.9%	96.8%	93.0%	81.2%	93.2%	90.4%
												l				
Mean score		3.4	3.6	3.4	3.4	3.5	3.4	3.4	3.5	3.6	3.3	3.5	3.5	3.3	3.5	3.3

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

## Jobs Outlook - Combined

**Q11\_15. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next four to twelve months?**

### Technology

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

		WAVE			REGION						SIZE			SECTOR		
		Total	October 2016	November 2016	December 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		170	44	62	64	37	37	43	74	31	22	66	58	46	133	37
Weighted Total		169	43	63	64	36	36	43	75	32	23	66	57	46	132	37
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	6	2	1	3	-	1	2	4	2	1	4	1	1	5	1
		3.4%	4.7%	1.3%	4.5%	-	2.5%	4.5%	5.3%	6.5%	3.7%	5.7%	1.8%	2.1%	3.6%	2.8%
Increase slightly	(4)	44	16	15	14	7	8	7	23	16	6	21	17	6	41	3
		26.3%	37.2%	23.9%	21.3%	19.6%	22.6%	16.0%	30.8%	50.9% def	27.5%	31.9% l	29.8%	13.7%	31.1% n	8.9%
Stay same	(3)	101	22	42	38	24	23	27	39	13	15	36	33	31	73	28
		59.7%	51.7%	66.0%	58.8%	66.6% h	64.8% h	61.6%	52.2%	39.4%	65.3%	54.9%	58.5%	68.1%	55.2%	75.7% m
Decrease slightly	(2)	5	-	3	2	1	3	1	1	-	-	-	1	4	3	2
		2.8%	-	4.3%	3.1%	2.9%	7.5%	2.2%	1.3%	-	-	-	1.7%	8.1% j	2.1%	5.1%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		13	3	3	8	4	1	7	8	1	1	5	5	4	11	3
		7.9%	6.4%	4.5%	12.3%	10.9%	2.6%	15.7%	10.4%	3.1%	3.5%	7.6%	8.2%	8.0%	8.0%	7.5%
NETS																
Net: Increase		50	18	16	16	7	9	9	27	18	7	25	18	7	46	4
		29.6%	41.9%	25.2%	25.8%	19.6%	25.1%	20.5%	36.2%	57.5% defg	31.2%	37.6% l	31.6%	15.8%	34.7% n	11.7%
Net: Decrease		5	-	3	2	1	3	1	1	-	-	-	1	4	3	2
		2.8%	-	4.3%	3.1%	2.9%	7.5%	2.2%	1.3%	-	-	-	1.7%	8.1% j	2.1%	5.1%
Net: Increase + Stay the same		151	40	57	54	31	32	35	66	31	22	61	52	39	119	32
		89.3%	93.6%	91.2%	84.6%	86.2%	89.9%	82.0%	88.3%	96.9%	96.5%	92.4%	90.1%	83.9%	89.9%	87.4%
Mean score		3.3	3.5	3.2	3.3	3.2	3.2	3.3	3.4	3.7	3.4	3.5	3.3	3.1	3.4	3.1
			b						d	def		l	l		n	

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	October 2016	November 2016	December 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	519	156	180	183	120	131	113	194	81	74	252	161	106	427	92
Weighted Total	517	155	180	183	118	130	112	196	84	73	251	159	108	426	92
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Accounting and financial services	22	11	5	6	3	4	4	7	3	9	8	7	7	18	5
	9.3%	15.8%	5.9%	7.2%	6.9%	5.9%	6.4%	6.9%	7.6%	24.3%	8.4%	8.5%	11.7%	9.4%	8.8%
		b								defg					
Construction	20	4	8	9	3	5	3	5	2	8	11	2	6	17	3
	27.5%	21.5%	35.8%	25.1%	15.4%	32.2%	20.2%	20.5%	21.0%	46.7%	32.8%	10.6%	37.5%	29.6%	19.0%
Drivers	17	4	5	7	1	7	4	4	-	5	6	5	6	11	5
	15.8%	17.9%	14.7%	15.7%	4.2%	23.8%	14.1%	11.1%	-	24.5%	13.7%	15.1%	19.3%	13.5%	24.7%
Education	12	3	6	3	2	3	3	4	1	4	5	4	3	10	2
	20.2%	20.1%	24.5%	14.3%	14.7%	26.1%	14.1%	17.6%	49.0%	24.2%	20.7%	18.2%	22.9%	22.6%	12.5%
Engineering & technical	74	18	26	31	15	22	19	28	9	9	30	25	20	54	20
	41.7%	41.7%	43.2%	40.6%	38.5%	52.7%	50.9%	42.8%	32.0%	28.9%	40.8%	42.0%	42.8%	39.0%	51.4%
Executive recruitment / interim management	26	9	5	12	4	3	10	14	4	5	8	10	9	18	8
	15.2%	18.2%	8.1%	19.7%	11.5%	8.5%	23.0%	17.8%	11.5%	22.0%	13.8%	15.5%	16.3%	13.3%	22.0%
Health & social care	33	10	11	12	12	10	5	8	3	3	15	10	7	26	7
	38.9%	37.7%	49.0%	33.6%	48.5%	45.5%	38.1%	39.8%	42.9%	16.0%	45.0%	37.6%	31.2%	36.9%	49.3%
Hospitality	19	4	11	4	2	6	5	6	1	6	4	7	8	15	4
	31.1%	23.1%	48.1%	20.1%	18.5%	50.0%	27.0%	23.6%	15.5%	39.1%	19.5%	42.5%	32.7%	32.6%	26.1%
Industrial	16	4	5	7	5	6	1	1	-	3	6	8	1	11	5
	18.3%	14.6%	21.1%	19.0%	21.9%	20.7%	7.1%	6.1%	-	19.9%	20.3%	26.5%	4.6%	16.4%	25.1%
Legal & HR	12	5	4	4	1	4	4	5	1	3	4	6	3	9	3
	7.8%	10.8%	6.1%	7.2%	3.6%	10.4%	10.2%	6.7%	3.1%	11.8%	8.4%	9.4%	5.3%	7.9%	7.5%
Life sciences	1	1	-	-	-	-	-	-	-	1	-	-	1	1	-
	5.9%	12.9%	-	-	-	-	-	-	-	22.4%	-	-	24.9%	7.8%	-
Marketing, media & creative	26	11	8	7	4	5	7	12	5	5	16	5	5	21	5
	13.8%	21.3%	11.6%	10.3%	10.4%	13.3%	14.2%	13.0%	11.7%	22.9%	20.1%	7.9%	10.9%	14.0%	13.0%
		k													
Office professionals	30	12	14	4	9	9	5	7	2	5	11	10	10	22	8
	10.0%	14.1%	13.3%	3.5%	14.5%	12.0%	7.1%	5.8%	4.1%	11.6%	9.2%	9.4%	12.0%	9.1%	14.2%
		c	c												

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	October 2016	November 2016	December 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	519	156	180	183	120	131	113	194	81	74	252	161	106	427	92
Weighted Total	517	155	180	183	118	130	112	196	84	73	251	159	108	426	92
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Sales & retail	34	9	17	8	6	8	11	17	6	3	21	10	3	23	11
	17.7%	17.8%	20.7%	13.5%	16.1%	18.5%	22.1%	21.0%	19.4%	10.0%	23.1%	15.4%	7.6%	15.2%	27.7%
Technology	37	13	10	14	6	10	7	19	12	3	16	11	10	31	6
	21.9%	30.8%	16.6%	21.2%	16.5%	26.8%	15.7%	25.2%	38.1% df	11.8%	24.8%	18.4%	22.0%	23.3%	16.9%
None	260	77	88	96	58	61	59	110	51	31	135	82	43	219	41
	50.3%	49.6%	48.7%	52.4%	49.5%	46.7%	52.5%	56.0%	60.5% i	42.5%	53.9% l	51.7%	39.6%	51.5%	44.4%
Net: Any	257	78	92	87	60	69	53	86	33	42	115	77	65	206	51
	49.7%	50.4%	51.3%	47.6%	50.5%	53.3%	47.5%	44.0%	39.5%	57.5% h	46.1%	48.3%	60.4% j	48.5%	55.6%

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	46 100.0%	- -	- -	39 83.5%	3 5.8%	- -	5 10.7%	- -	3 5.8%	39 83.5%	2.9
Construction	8 100.0%	- -	3 38.1%	3 36.7%	1 12.7%	- -	1 12.4%	3 38.1%	1 12.7%	6 74.8%	3.3
Drivers	21 100.0%	- -	5 22.7%	14 67.9%	1 4.7%	- -	1 4.7%	5 22.7%	1 4.7%	19 90.6%	3.2
Education	8 100.0%	- -	- -	8 100.0%	- -	- -	- -	- -	- -	8 100.0%	3.0
Engineering & technical	29 100.0%	- -	6 20.6%	19 66.1%	1 3.0%	- -	3 10.3%	6 20.6%	1 3.0%	25 86.7%	3.2
Executive recruitment / interim management	21 100.0%	- -	- -	17 81.9%	1 4.1%	- -	3 14.0%	- -	1 4.1%	17 81.9%	3.0
Health & social care	12 100.0%	- -	2 16.8%	8 66.2%	1 8.5%	- -	1 8.5%	2 16.8%	1 8.5%	10 83.0%	3.1
Hospitality	15 100.0%	- -	2 13.6%	11 73.0%	1 6.8%	- -	1 6.7%	2 13.6%	1 6.8%	13 86.6%	3.1
Industrial	34 100.0%	2 5.5%	14 40.9%	18 50.8%	- -	- -	1 2.8%	16 46.4%	- -	34 97.2%	3.5
Legal & HR	22 100.0%	- -	- -	18 82.8%	1 3.9%	- -	3 13.4%	- -	1 3.9%	18 82.8%	3.0
Life sciences	3 100.0%	- -	- -	2 64.7%	- -	- -	1 35.3%	- -	- -	2 64.7%	3.0
Marketing, media & creative	20 100.0%	1 4.4%	- -	16 80.6%	- -	- -	3 15.1%	1 4.4%	- -	17 84.9%	3.1
Office professionals	64 100.0%	- -	4 6.1%	50 78.7%	5 7.4%	1 1.5%	4 6.3%	4 6.1%	6 8.9%	54 84.8%	3.0
Sales & retail	21 100.0%	- -	2 9.0%	17 82.1%	1 4.1%	- -	1 4.8%	2 9.0%	1 4.1%	19 91.1%	3.1
Technology	25 100.0%	- -	7 27.6%	15 60.8%	1 3.5%	- -	2 8.2%	7 27.6%	1 3.5%	22 88.3%	3.3
Average (response based including bases)	348 100.0%	3 .8%	44 12.7%	255 73.1%	16 4.5%	1 .3%	30 8.5%	47 13.5%	17 4.8%	302 86.7%	3.1

## 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	October 2016	November 2016	December 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		357	92	131	134	69	79	116	151	35	58	63	153	141	268	89
Weighted Total		348	89	125	134	66	76	111	148	37	59	62	149	137	264	84
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	3	-	2	1	-	1	2	2	-	-	1	1	1	3	-
		.8%	-	1.4%	.7%	-	1.2%	1.7%	1.2%	-	-	1.6%	.6%	.6%	1.0%	-
Slightly increase	(4)	44	8	28	9	10	8	16	21	5	5	12	22	10	39	6
		12.7%	9.0%	22.3%	6.4%	14.9%	11.1%	14.6%	14.3%	13.6%	8.5%	19.3%	14.8%	7.6%	14.7%	6.5%
				ac								l			n	
Stay the same	(3)	255	73	85	97	48	56	70	97	27	54	49	110	96	184	71
		73.1%	81.9%	67.6%	72.4%	73.3%	73.5%	63.0%	65.5%	73.0%	91.5%	79.1%	73.9%	69.6%	69.7%	83.9%
			b								defgh				m	
Slightly decrease	(2)	16	-	11	5	1	11	3	4	1	-	-	5	11	8	8
		4.5%	-	8.7%	3.6%	1.5%	14.1%	2.7%	2.7%	2.7%	-	-	3.4%	7.8%	2.9%	9.5%
				a			dghi							j		m
Greatly decrease	(1)	1	-	-	1	-	-	-	1	1	-	-	1	-	1	-
		.3%	-	-	.7%	-	-	-	.6%	2.6%	-	-	.6%	-	.4%	-
Don't know		30	8	-	22	7	-	20	23	3	-	-	10	20	30	-
		8.5%	9.1%	-	16.1%	10.3%	-	18.1%	15.6%	8.1%	-	-	6.8%	14.3%	11.3%	-
			b		b	ei		ei	ei	ei			j	jk	n	
NETS																
Net: Increase		47	8	30	10	10	9	18	23	5	5	13	23	11	42	6
		13.5%	9.0%	23.7%	7.1%	14.9%	12.3%	16.2%	15.6%	13.6%	8.5%	20.9%	15.4%	8.2%	15.8%	6.5%
				ac								l			n	
Net: Decrease		17	-	11	6	1	11	3	5	2	-	-	6	11	9	8
		4.8%	-	8.7%	4.3%	1.5%	14.1%	2.7%	3.3%	5.3%	-	-	4.0%	7.8%	3.3%	9.5%
				a	a		dghi							j		m
Net: Increase + Stay the same		302	81	114	107	58	65	88	120	32	59	62	133	107	226	76
		86.7%	90.9%	91.3%	79.5%	88.2%	85.9%	79.2%	81.1%	86.6%	100.0%	100.0%	89.2%	77.9%	85.5%	90.5%
			c	c							defgh	kl	l			
Mean score		3.1	3.1	3.2	3.0	3.1	3.0	3.2	3.2	3.1	3.1	3.2	3.1	3.0	3.1	3.0
								e	e			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	October 2016	November 2016	December 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	11	17	19	7	14	14	19	5	7	8	15	24	35	12
Weighted Total		46	11	16	20	7	14	13	18	5	8	8	15	24	35	11
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Stay the same	(3)	39	10	14	15	6	11	10	14	4	8	8	13	18	28	10
		83.5%	90.4%	88.8%	75.7%	85.5%	80.2%	77.5%	78.2%	80.1%	100.0%	100.0%	86.5%	76.1%	80.7%	92.4%
Slightly decrease	(2)	3	-	2	1	-	3	-	-	-	-	-	-	3	2	1
		5.8%	-	11.2%	4.6%	-	19.8%	-	-	-	-	-	-	11.5%	5.2%	7.6%
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		5	1	-	4	1	-	3	4	1	-	-	2	3	5	-
		10.7%	9.6%	-	19.7%	14.5%	-	22.5%	21.8%	19.9%	-	-	13.5%	12.5%	14.1%	-
NETS																
Net: Increase		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Decrease		3	-	2	1	-	3	-	-	-	-	-	-	3	2	1
		5.8%	-	11.2%	4.6%	-	19.8%	-	-	-	-	-	-	11.5%	5.2%	7.6%
Net: Increase + Stay the same		39	10	14	15	6	11	10	14	4	8	8	13	18	28	10
		83.5%	90.4%	88.8%	75.7%	85.5%	80.2%	77.5%	78.2%	80.1%	100.0%	100.0%	86.5%	76.1%	80.7%	92.4%
Mean score		2.9	3.0	2.9	2.9	3.0	2.8	3.0	3.0	3.0	3.0	3.0	3.0	2.9	2.9	2.9

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	November 2016	December 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		8	5	3		4	2	-	1	1	1		1	3	4		7	1
Weighted Total		8	5	3		4	2	-	1	1	1		1	3	4		7	1
		100.0%	100.0%	100.0%		100.0%	100.0%	-	100.0%	100.0%	100.0%		100.0%	100.0%	100.0%		100.0%	100.0%
Greatly increase	(5)	-	-	-		-	-	-	-	-	-		-	-	-		-	-
		-	-	-		-	-	-	-	-	-		-	-	-		-	-
Slightly increase	(4)	3	2	1		1	-	-	1	1	1		-	2	1		2	1
		38.1%	41.1%	33.0%		24.3%	-	-	100.0%	100.0%	100.0%		-	68.8%	24.4%		29.5%	100.0%
Stay the same	(3)	3	2	1		1	2	-	-	-	-		1	1	1		3	-
		36.7%	39.0%	32.6%		24.3%	100.0%	-	-	-	-		100.0%	31.2%	24.1%		41.8%	-
Slightly decrease	(2)	1	1	-		1	-	-	-	-	-		-	-	1		1	-
		12.7%	19.9%	-		26.0%	-	-	-	-	-		-	-	26.1%		14.5%	-
Greatly decrease	(1)	-	-	-		-	-	-	-	-	-		-	-	-		-	-
		-	-	-		-	-	-	-	-	-		-	-	-		-	-
Don't know		1	-	1		1	-	-	-	-	-		-	-	1		1	-
		12.4%	-	34.4%		25.4%	-	-	-	-	-		-	-	25.4%		14.2%	-
NETS																		
Net: Increase		3	2	1		1	-	-	1	1	1		-	2	1		2	1
		38.1%	41.1%	33.0%		24.3%	-	-	100.0%	100.0%	100.0%		-	68.8%	24.4%		29.5%	100.0%
Net: Decrease		1	1	-		1	-	-	-	-	-		-	-	1		1	-
		12.7%	19.9%	-		26.0%	-	-	-	-	-		-	-	26.1%		14.5%	-
Net: Increase + Stay the same		6	4	2		2	2	-	1	1	1		1	3	2		5	1
		74.8%	80.1%	65.6%		48.6%	100.0%	-	100.0%	100.0%	100.0%		100.0%	100.0%	48.5%		71.3%	100.0%
Mean score		3.3	3.2	3.5		3.0	3.0	-	4.0	4.0	4.0		3.0	3.7	3.0		3.2	4.0

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	October 2016	November 2016	December 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	4	10	8	3	8	8	9	1	2	3	10	9	17	5
Weighted Total		21	4	10	8	3	8	8	9	1	2	3	10	9	17	5
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	5	1	4	-	1	1	1	2	1	1	1	2	2	4	1
		22.7%	23.1%	40.7%	-	34.0%	12.1%	11.1%	21.3%	100.0%	51.8%	32.1%	20.0%	22.3%	24.2%	17.7%
Stay the same	(3)	14	3	6	6	2	6	6	6	-	1	2	7	6	12	3
		67.9%	76.9%	59.3%	73.9%	66.0%	74.8%	75.8%	67.1%	-	48.2%	67.9%	69.5%	66.1%	69.8%	61.4%
Slightly decrease	(2)	1	-	-	1	-	1	-	-	-	-	-	1	-	-	1
		4.7%	-	-	13.1%	-	13.1%	-	-	-	-	-	10.5%	-	-	21.0%
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		1	-	-	1	-	-	1	1	-	-	-	-	1	1	-
		4.7%	-	-	13.0%	-	-	13.0%	11.5%	-	-	-	-	11.6%	6.0%	-
NETS																
Net: Increase		5	1	4	-	1	1	1	2	1	1	1	2	2	4	1
		22.7%	23.1%	40.7%	-	34.0%	12.1%	11.1%	21.3%	100.0%	51.8%	32.1%	20.0%	22.3%	24.2%	17.7%
Net: Decrease		1	-	-	1	-	1	-	-	-	-	-	1	-	-	1
		4.7%	-	-	13.1%	-	13.1%	-	-	-	-	-	10.5%	-	-	21.0%
Net: Increase + Stay the same		19	4	10	6	3	7	7	8	1	2	3	9	8	16	4
		90.6%	100.0%	100.0%	73.9%	100.0%	86.9%	87.0%	88.5%	100.0%	100.0%	100.0%	89.5%	88.4%	94.0%	79.0%
Mean score		3.2	3.2	3.4	2.8	3.3	3.0	3.1	3.2	4.0	3.5	3.3	3.1	3.3	3.3	3.0

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

## Jobs Outlook - Combined

**Q14\_4. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next three months?**

### Education

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

		WAVE			REGION						SIZE			SECTOR			
		Total	October 2016	November 2016	December 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public	
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i		*j	*k	*l	*m	*n
Unweighted Total		8	2	1	5	3	1	3	3	-	1	-	6	2		6	2
Weighted Total		8	2	1	5	3	1	3	3	-	1	-	6	2		6	2
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-	100.0%	-	100.0%	100.0%		100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Stay the same	(3)	8	2	1	5	3	1	3	3	-	1	-	6	2		6	2
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-	100.0%	-	100.0%	100.0%		100.0%	100.0%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																	
Net: Increase		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		8	2	1	5	3	1	3	3	-	1	-	6	2		6	2
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-	100.0%	-	100.0%	100.0%		100.0%	100.0%
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\_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	October 2016	November 2016	December 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	8	11	11	6	3	13	16	3	5	4	16	10	20	10
Weighted Total		29	8	10	11	5	3	12	16	3	5	4	15	9	19	9
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	6	1	5	-	1	-	4	5	1	-	2	3	1	6	-
		20.6%	13.0%	47.6%	-	16.9%	-	31.2%	31.8%	33.8%	-	52.2%	19.4%	9.1%	30.5%	-
Stay the same	(3)	19	7	5	8	4	2	8	9	1	5	2	11	6	10	8
		66.1%	87.0%	44.1%	72.5%	65.5%	68.6%	60.7%	55.5%	34.7%	100.0%	47.8%	74.1%	60.5%	54.2%	90.7%
Slightly decrease	(2)	1	-	1	-	-	1	-	-	-	-	-	-	1	-	1
		3.0%	-	8.4%	-	-	31.4%	-	-	-	-	-	-	9.2%	-	9.3%
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		3	-	-	3	1	-	1	2	1	-	-	1	2	3	-
		10.3%	-	-	27.5%	17.6%	-	8.0%	12.7%	31.5%	-	-	6.5%	21.1%	15.3%	-
NETS																
Net: Increase		6	1	5	-	1	-	4	5	1	-	2	3	1	6	-
		20.6%	13.0%	47.6%	-	16.9%	-	31.2%	31.8%	33.8%	-	52.2%	19.4%	9.1%	30.5%	-
Net: Decrease		1	-	1	-	-	1	-	-	-	-	-	-	1	-	1
		3.0%	-	8.4%	-	-	31.4%	-	-	-	-	-	-	9.2%	-	9.3%
Net: Increase + Stay the same		25	8	9	8	5	2	11	14	2	5	4	14	6	16	8
		86.7%	100.0%	91.6%	72.5%	82.4%	68.6%	92.0%	87.3%	68.5%	100.0%	100.0%	93.5%	69.7%	84.7%	90.7%
Mean score		3.2	3.1	3.4	3.0	3.2	2.7	3.3	3.4	3.5	3.0	3.5	3.2	3.0	3.4	2.9

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



## Jobs Outlook - Combined

**Q14\_6. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next three months?**

### Executive recruitment / interim management

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

		WAVE			REGION						SIZE			SECTOR		
		Total	October 2016	November 2016	December 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	6	8	8	3	6	8	10	2	3	5	9	8	12	10
Weighted Total		21	6	7	8	3	6	8	10	2	3	5	9	7	12	9
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Stay the same	(3)	17	5	7	6	2	5	6	8	2	3	5	8	5	9	9
		81.9%	82.0%	88.5%	75.9%	65.5%	85.2%	73.6%	79.0%	100.0%	100.0%	100.0%	88.6%	61.8%	74.7%	90.9%
Slightly decrease	(2)	1	-	1	-	-	1	-	-	-	-	-	-	1	-	1
		4.1%	-	11.5%	-	-	14.8%	-	-	-	-	-	-	11.6%	-	9.1%
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		3	1	-	2	1	-	2	2	-	-	-	1	2	3	-
		14.0%	18.0%	-	24.1%	34.5%	-	26.4%	21.0%	-	-	-	11.4%	26.6%	25.3%	-
NETS																
Net: Increase		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Decrease		1	-	1	-	-	1	-	-	-	-	-	-	1	-	1
		4.1%	-	11.5%	-	-	14.8%	-	-	-	-	-	-	11.6%	-	9.1%
Net: Increase + Stay the same		17	5	7	6	2	5	6	8	2	3	5	8	5	9	9
		81.9%	82.0%	88.5%	75.9%	65.5%	85.2%	73.6%	79.0%	100.0%	100.0%	100.0%	88.6%	61.8%	74.7%	90.9%
Mean score		3.0	3.0	2.9	3.0	3.0	2.9	3.0	3.0	3.0	3.0	3.0	3.0	2.8	3.0	2.9

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

## Jobs Outlook - Combined

**Q14\_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	October 2016	November 2016	December 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		12	2	4	6	3	2	6	6	-	1	3	5	4	10	2
Weighted Total		12	2	4	6	3	2	6	6	-	1	3	5	4	10	2
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	2	-	1	1	-	1	-	-	-	1	1	1	-	2	-
		16.8%	-	25.4%	16.4%	-	48.3%	-	-	-	100.0%	33.5%	19.8%	-	20.2%	-
Stay the same	(3)	8	2	3	3	3	1	4	4	-	-	2	3	3	6	2
		66.2%	100.0%	74.6%	49.3%	100.0%	51.7%	65.6%	65.6%	-	-	66.5%	59.6%	74.3%	59.3%	100.0%
Slightly decrease	(2)	1	-	-	1	-	-	1	1	-	-	-	1	-	1	-
		8.5%	-	-	17.1%	-	-	17.2%	17.2%	-	-	-	20.6%	-	10.2%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		1	-	-	1	-	-	1	1	-	-	-	-	1	1	-
		8.5%	-	-	17.1%	-	-	17.2%	17.2%	-	-	-	-	25.7%	10.2%	-
NETS																
Net: Increase		2	-	1	1	-	1	-	-	-	1	1	1	-	2	-
		16.8%	-	25.4%	16.4%	-	48.3%	-	-	-	100.0%	33.5%	19.8%	-	20.2%	-
Net: Decrease		1	-	-	1	-	-	1	1	-	-	-	1	-	1	-
		8.5%	-	-	17.1%	-	-	17.2%	17.2%	-	-	-	20.6%	-	10.2%	-
Net: Increase + Stay the same		10	2	4	4	3	2	4	4	-	1	3	4	3	8	2
		83.0%	100.0%	100.0%	65.8%	100.0%	100.0%	65.6%	65.6%	-	100.0%	100.0%	79.4%	74.3%	79.5%	100.0%
Mean score		3.1	3.0	3.3	3.0	3.0	3.5	2.8	2.8	-	4.0	3.3	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\_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	October 2016	November 2016	December 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	2	7	6	-	3	5	7	2	5	1	5	9	13	2
Weighted Total		15	2	7	6	-	3	5	7	2	5	1	5	9	13	2
		100.0%	100.0%	100.0%	100.0%	-	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	2	1	1	-	-	1	-	-	-	1	-	-	2	2	-
		13.6%	48.1%	15.4%	-	-	34.5%	-	-	-	18.7%	-	-	22.8%	15.6%	-
Stay the same	(3)	11	1	5	5	-	2	4	5	1	4	1	4	6	9	2
		73.0%	51.9%	69.2%	84.2%	-	65.5%	77.9%	69.6%	52.1%	81.3%	100.0%	80.0%	66.0%	68.9%	100.0%
Slightly decrease	(2)	1	-	1	-	-	-	-	1	1	-	-	1	-	1	-
		6.8%	-	15.5%	-	-	-	-	15.3%	47.9%	-	-	20.0%	-	7.8%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		1	-	-	1	-	-	1	1	-	-	-	-	1	1	-
		6.7%	-	-	15.8%	-	-	22.1%	15.1%	-	-	-	-	11.2%	7.7%	-
NETS																
Net: Increase		2	1	1	-	-	1	-	-	-	1	-	-	2	2	-
		13.6%	48.1%	15.4%	-	-	34.5%	-	-	-	18.7%	-	-	22.8%	15.6%	-
Net: Decrease		1	-	1	-	-	-	-	1	1	-	-	1	-	1	-
		6.8%	-	15.5%	-	-	-	-	15.3%	47.9%	-	-	20.0%	-	7.8%	-
Net: Increase + Stay the same		13	2	6	5	-	3	4	5	1	5	1	4	8	11	2
		86.6%	100.0%	84.5%	84.2%	-	100.0%	77.9%	69.6%	52.1%	100.0%	100.0%	80.0%	88.8%	84.5%	100.0%
Mean score		3.1	3.5	3.0	3.0	-	3.3	3.0	2.8	2.5	3.2	3.0	2.8	3.3	3.1	3.0

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

## Jobs Outlook - Combined

**Q14\_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	October 2016	November 2016	December 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		37	10	16	11	13	11	10	10	-	3	9	18	10	26	11
Weighted Total		34	10	15	10	12	10	9	9	-	3	9	16	9	24	10
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	2	-	1	1	-	1	1	1	-	-	1	1	-	2	-
		5.5%	-	6.3%	9.4%	-	9.1%	10.3%	10.3%	-	-	11.3%	5.6%	-	7.8%	-
Slightly increase	(4)	14	3	7	4	6	3	5	5	-	1	4	7	3	10	4
		40.9%	32.1%	49.9%	36.5%	48.3%	27.1%	48.8%	48.8%	-	30.9%	46.1%	44.2%	30.5%	42.7%	36.6%
Stay the same	(3)	18	7	6	5	5	6	4	4	-	2	4	8	6	11	6
		50.8%	67.9%	43.8%	44.7%	43.9%	63.8%	40.9%	40.9%	-	69.1%	42.6%	50.2%	59.2%	45.5%	63.4%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		1	-	-	1	1	-	-	-	-	-	-	-	1	1	-
		2.8%	-	-	9.3%	7.8%	-	-	-	-	-	-	-	10.3%	4.0%	-
NETS																
Net: Increase		16	3	8	5	6	4	6	6	-	1	5	8	3	12	4
		46.4%	32.1%	56.2%	46.0%	48.3%	36.2%	59.1%	59.1%	-	30.9%	57.4%	49.8%	30.5%	50.5%	36.6%
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		34	10	15	9	11	10	9	9	-	3	9	16	8	23	10
		97.2%	100.0%	100.0%	90.7%	92.2%	100.0%	100.0%	100.0%	-	100.0%	100.0%	100.0%	89.7%	96.0%	100.0%
Mean score		3.5	3.3	3.6	3.6	3.5	3.5	3.7	3.7	-	3.3	3.7	3.6	3.3	3.6	3.4

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	October 2016	November 2016	December 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	7	5	11	5	6	6	8	2	4	3	9	11	14	9
Weighted Total		22	6	5	11	5	6	6	8	2	4	3	9	10	14	9
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Stay the same	(3)	18	5	4	9	5	5	3	5	2	4	3	8	8	11	8
		82.8%	84.5%	81.9%	82.2%	100.0%	85.3%	48.8%	61.5%	100.0%	100.0%	100.0%	88.9%	72.7%	78.1%	90.1%
Slightly decrease	(2)	1	-	1	-	-	1	-	-	-	-	-	-	1	-	1
		3.9%	-	18.1%	-	-	14.7%	-	-	-	-	-	-	8.3%	-	9.9%
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		3	1	-	2	-	-	3	3	-	-	-	1	2	3	-
		13.4%	15.5%	-	17.8%	-	-	51.2%	38.5%	-	-	-	11.1%	19.0%	21.9%	-
NETS																
Net: Increase		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Decrease		1	-	1	-	-	1	-	-	-	-	-	-	1	-	1
		3.9%	-	18.1%	-	-	14.7%	-	-	-	-	-	-	8.3%	-	9.9%
Net: Increase + Stay the same		18	5	4	9	5	5	3	5	2	4	3	8	8	11	8
		82.8%	84.5%	81.9%	82.2%	100.0%	85.3%	48.8%	61.5%	100.0%	100.0%	100.0%	88.9%	72.7%	78.1%	90.1%
Mean score		3.0	3.0	2.8	3.0	3.0	2.9	3.0	3.0	3.0	3.0	3.0	3.0	2.9	3.0	2.9

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

## Jobs Outlook - Combined

**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	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		3	3	1	-	1	1	-	1	-	2	1	3	-
Weighted Total		3	3	1	-	1	1	-	1	-	2	1	3	-
		100.0%	100.0%	100.0%	-	100.0%	100.0%	-	100.0%	-	100.0%	100.0%	100.0%	-
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-
Stay the same	(3)	2	2	1	-	-	-	-	1	-	1	1	2	-
		64.7%	64.7%	100.0%	-	-	-	-	100.0%	-	48.3%	100.0%	64.7%	-
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		1	1	-	-	1	1	-	-	-	1	-	1	-
		35.3%	35.3%	-	-	100.0%	100.0%	-	-	-	51.7%	-	35.3%	-
NETS														
Net: Increase		-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		2	2	1	-	-	-	-	1	-	1	1	2	-
		64.7%	64.7%	100.0%	-	-	-	-	100.0%	-	48.3%	100.0%	64.7%	-
Mean score		3.0	3.0	3.0	-	-	-	-	3.0	-	3.0	3.0	3.0	

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

## Jobs Outlook - Combined

**Q14\_12. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next three months?**

### Marketing, media & creative

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

		WAVE			REGION						SIZE			SECTOR		
		Total	October 2016	November 2016	December 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		19	7	6	6	4	1	5	8	3	6	2	9	8	16	3
Weighted Total		20	7	7	6	4	1	5	9	4	6	2	9	9	17	3
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	1	-	1	-	-	-	1	1	-	-	-	-	1	1	-
		4.4%	-	12.7%	-	-	-	18.2%	9.8%	-	-	-	-	10.0%	5.1%	-
Slightly increase	(4)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Stay the same	(3)	16	6	6	4	3	1	2	6	4	6	2	8	6	13	3
		80.6%	85.0%	87.3%	68.6%	75.2%	100.0%	39.5%	67.4%	100.0%	100.0%	100.0%	89.2%	67.1%	77.1%	100.0%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		3	1	-	2	1	-	2	2	-	-	-	1	2	3	-
		15.1%	15.0%	-	31.4%	24.8%	-	42.3%	22.8%	-	-	-	10.8%	22.8%	17.7%	-
NETS																
Net: Increase		1	-	1	-	-	-	1	1	-	-	-	-	1	1	-
		4.4%	-	12.7%	-	-	-	18.2%	9.8%	-	-	-	-	10.0%	5.1%	-
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		17	6	7	4	3	1	3	7	4	6	2	8	7	14	3
		84.9%	85.0%	100.0%	68.6%	75.2%	100.0%	57.7%	77.2%	100.0%	100.0%	100.0%	89.2%	77.2%	82.3%	100.0%
Mean score		3.1	3.0	3.3	3.0	3.0	3.0	3.6	3.3	3.0	3.0	3.0	3.0	3.3	3.1	3.0

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

## Jobs Outlook - Combined

**Q14\_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	October 2016	November 2016	December 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		64	17	22	25	10	16	20	30	10	8	15	25	24	53	11
Weighted Total		64	17	22	25	10	16	19	30	11	8	15	24	24	53	10
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase		(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase		(4)	4	1	3	-	1	2	2	-	-	2	2	-	4	-
			6.1%	5.8%	13.5%	-	10.1%	5.8%	10.5%	6.7%	-	13.3%	7.9%	-	7.3%	-
Stay the same		(3)	50	14	16	20	8	12	13	22	9	13	17	20	42	8
			78.7%	82.2%	73.9%	80.4%	79.8%	76.9%	68.7%	73.5%	81.9%	86.7%	71.4%	80.8%	78.0%	82.1%
Slightly decrease		(2)	5	-	3	2	-	3	2	-	-	-	2	3	3	2
			7.4%	-	12.6%	7.9%	-	17.3%	10.3%	6.5%	-	-	8.2%	11.2%	5.4%	17.9%
Greatly decrease		(1)	1	-	-	1	-	-	1	1	-	-	1	-	1	-
			1.5%	-	-	3.8%	-	-	3.2%	8.6%	-	-	4.0%	-	1.8%	-
Don't know			4	2	-	2	1	-	2	3	1	-	2	2	4	-
			6.3%	12.0%	-	7.9%	10.1%	-	10.5%	10.1%	9.4%	-	8.5%	8.0%	7.5%	-
NETS																
Net: Increase			4	1	3	-	1	1	2	2	-	2	2	-	4	-
			6.1%	5.8%	13.5%	-	10.1%	5.8%	10.5%	6.7%	-	13.3%	7.9%	-	7.3%	-
Net: Decrease			6	-	3	3	-	3	2	3	1	-	3	3	4	2
			8.9%	-	12.6%	11.7%	-	17.3%	10.3%	9.7%	8.6%	-	12.1%	11.2%	7.1%	17.9%
Net: Increase + Stay the same			54	15	19	20	9	13	15	24	9	15	19	20	45	8
			84.8%	88.0%	87.4%	80.4%	89.9%	82.7%	79.2%	80.2%	81.9%	100.0%	79.4%	80.8%	85.3%	82.1%
Mean score			3.0	3.1	3.0	2.8	3.1	2.9	3.0	2.9	2.8	3.1	2.9	2.9	3.0	2.8

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



## Jobs Outlook - Combined

**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	October 2016	November 2016	December 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		21	4	9	8	2	3	7	9	2	7	5	9	7	16	5
Weighted Total		21	4	8	9	2	3	7	9	2	7	5	9	7	16	5
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	2	-	1	1	-	1	1	1	-	-	-	2	-	2	-
		9.0%	-	11.1%	11.3%	-	33.7%	14.1%	10.9%	-	-	-	21.0%	-	11.8%	-
Stay the same	(3)	17	4	7	7	2	1	5	7	2	7	5	7	5	13	4
		82.1%	100.0%	78.6%	77.1%	100.0%	34.9%	71.4%	77.9%	100.0%	100.0%	100.0%	79.0%	72.6%	82.0%	82.2%
Slightly decrease	(2)	1	-	1	-	-	1	-	-	-	-	-	-	1	-	1
		4.1%	-	10.3%	-	-	31.4%	-	-	-	-	-	-	12.7%	-	17.8%
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		1	-	-	1	-	-	1	1	-	-	-	-	1	1	-
		4.8%	-	-	11.6%	-	-	14.5%	11.2%	-	-	-	-	14.7%	6.2%	-
NETS																
Net: Increase		2	-	1	1	-	1	1	1	-	-	-	2	-	2	-
		9.0%	-	11.1%	11.3%	-	33.7%	14.1%	10.9%	-	-	-	21.0%	-	11.8%	-
Net: Decrease		1	-	1	-	-	1	-	-	-	-	-	-	1	-	1
		4.1%	-	10.3%	-	-	31.4%	-	-	-	-	-	-	12.7%	-	17.8%
Net: Increase + Stay the same		19	4	7	8	2	2	6	8	2	7	5	9	5	15	4
		91.1%	100.0%	89.7%	88.4%	100.0%	68.6%	85.5%	88.8%	100.0%	100.0%	100.0%	100.0%	72.6%	93.8%	82.2%
Mean score		3.1	3.0	3.0	3.1	3.0	3.0	3.2	3.1	3.0	3.0	3.0	3.2	2.9	3.1	2.8

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

## Jobs Outlook - Combined

**Q14\_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	October 2016	November 2016	December 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		26	9	10	7	5	3	10	14	4	4	4	12	10	20	6
Weighted Total		25	9	9	7	5	3	10	14	4	3	4	11	10	19	5
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	7	1	4	2	-	1	4	6	2	-	2	3	2	7	-
		27.6%	11.5%	41.6%	28.5%	-	34.2%	39.4%	42.7%	50.4%	-	53.6%	26.0%	19.3%	35.5%	-
Stay the same	(3)	15	7	5	4	5	1	4	6	2	3	2	7	6	10	5
		60.8%	76.7%	49.2%	56.5%	100.0%	34.2%	39.7%	42.6%	49.6%	100.0%	46.4%	65.1%	61.1%	54.0%	84.4%
Slightly decrease	(2)	1	-	1	-	-	1	-	-	-	-	-	-	1	-	1
		3.5%	-	9.2%	-	-	31.5%	-	-	-	-	-	-	9.1%	-	15.6%
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		2	1	-	1	-	-	2	2	-	-	-	1	1	2	-
		8.2%	11.8%	-	14.9%	-	-	20.9%	14.7%	-	-	-	8.8%	10.5%	10.5%	-
NETS																
Net: Increase		7	1	4	2	-	1	4	6	2	-	2	3	2	7	-
		27.6%	11.5%	41.6%	28.5%	-	34.2%	39.4%	42.7%	50.4%	-	53.6%	26.0%	19.3%	35.5%	-
Net: Decrease		1	-	1	-	-	1	-	-	-	-	-	-	1	-	1
		3.5%	-	9.2%	-	-	31.5%	-	-	-	-	-	-	9.1%	-	15.6%
Net: Increase + Stay the same		22	8	8	6	5	2	8	12	4	3	4	10	8	17	5
		88.3%	88.2%	90.8%	85.1%	100.0%	68.5%	79.1%	85.3%	100.0%	100.0%	100.0%	91.2%	80.4%	89.5%	84.4%
Mean score		3.3	3.1	3.3	3.3	3.0	3.0	3.5	3.5	3.5	3.0	3.5	3.3	3.1	3.4	2.8

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	46 100.0%	- -	2 4.4%	37 79.3%	3 6.0%	1 1.9%	4 8.5%	2 4.4%	4 7.8%	39 83.7%	2.9
Construction	8 100.0%	- -	2 23.8%	5 63.8%	- -	- -	1 12.4%	2 23.8%	- -	7 87.6%	3.3
Drivers	21 100.0%	- -	2 8.3%	16 73.4%	2 9.4%	- -	2 8.9%	2 8.3%	2 9.4%	17 81.8%	3.0
Education	8 100.0%	- -	- -	7 87.5%	1 12.5%	- -	- -	- -	1 12.5%	7 87.5%	2.9
Engineering & technical	29 100.0%	- -	8 29.7%	15 53.9%	- -	1 3.0%	4 13.5%	8 29.7%	1 3.0%	24 83.5%	3.3
Executive recruitment / interim management	21 100.0%	- -	1 4.1%	17 77.9%	- -	1 4.1%	3 14.0%	1 4.1%	1 4.1%	17 81.9%	3.0
Health & social care	12 100.0%	- -	3 25.1%	7 57.9%	- -	1 8.5%	1 8.5%	3 25.1%	1 8.5%	10 83.0%	3.1
Hospitality	15 100.0%	3 18.1%	- -	9 61.6%	1 6.8%	1 6.8%	1 6.7%	3 18.1%	2 13.6%	12 79.8%	3.2
Industrial	34 100.0%	1 2.7%	11 32.8%	19 54.3%	2 4.9%	- -	2 5.4%	12 35.4%	2 4.9%	31 89.7%	3.4
Legal & HR	22 100.0%	- -	- -	18 82.8%	- -	1 3.9%	3 13.4%	- -	1 3.9%	18 82.8%	2.9
Life sciences	3 100.0%	- -	- -	2 64.7%	- -	- -	1 35.3%	- -	- -	2 64.7%	3.0
Marketing, media & creative	20 100.0%	- -	1 4.4%	16 80.6%	- -	- -	3 15.1%	1 4.4%	- -	17 84.9%	3.1
Office professionals	64 100.0%	1 1.5%	8 12.6%	45 70.8%	3 4.5%	2 2.8%	5 7.7%	9 14.1%	5 7.4%	54 84.9%	3.1
Sales & retail	21 100.0%	1 4.4%	1 4.9%	16 77.7%	1 4.1%	1 4.1%	1 4.8%	2 9.3%	2 8.2%	18 87.0%	3.0
Technology	25 100.0%	- -	6 23.8%	16 64.6%	- -	1 3.5%	2 8.2%	6 23.8%	1 3.5%	22 88.3%	3.2
Average (response based including bases)	348 100.0%	6 1.6%	45 12.9%	244 70.1%	12 3.5%	9 2.6%	32 9.3%	50 14.5%	21 6.1%	295 84.6%	3.1

## Jobs Outlook - Combined

### Q15\_SUM. Average across all sectors

#### SUMMARY TABLE

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

			WAVE			REGION						SIZE			SECTOR	
		Total	October 2016	November 2016	December 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		357	92	131	134	69	79	116	151	35	58	63	153	141	268	89
Weighted Total		348	89	125	134	66	76	111	148	37	59	62	149	137	264	84
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	6	-	6	-	-	3	2	2	-	1	-	2	4	6	-
		1.6%	-	4.4%	-	-	3.7%	1.5%	1.2%	-	1.7%	-	1.2%	2.7%	2.1%	-
				ac												
Slightly increase	(4)	45	7	25	12	8	7	21	28	6	3	12	19	14	40	5
		12.9%	8.1%	20.3%	9.2%	11.8%	9.0%	19.3%	18.7%	16.8%	4.7%	19.6%	12.7%	10.1%	15.0%	6.3%
				ac				i	i						n	
Stay the same	(3)	244	72	83	90	48	51	65	91	26	54	50	107	88	173	71
		70.1%	80.6%	66.1%	67.0%	73.6%	67.2%	58.5%	61.4%	69.8%	92.2%	80.4%	71.8%	63.7%	65.7%	84.1%
			bc			f					defgh	l			m	
Slightly decrease	(2)	12	1	5	6	3	5	3	4	1	1	-	6	7	10	2
		3.5%	1.0%	4.4%	4.3%	4.4%	6.2%	2.6%	2.6%	2.7%	1.3%	-	3.8%	4.7%	3.9%	2.4%
Greatly decrease	(1)	9	1	6	2	-	7	1	2	1	-	-	2	7	3	6
		2.6%	1.2%	4.8%	1.5%	-	9.3%	.9%	1.3%	2.6%	-	-	1.3%	5.1%	1.1%	7.2%
							dghi									m
Don't know		32	8	-	24	7	4	19	22	3	-	-	14	19	32	-
		9.3%	9.1%	-	18.1%	10.3%	4.7%	17.2%	14.9%	8.1%	-	-	9.2%	13.6%	12.3%	-
			b		b	i		ei	ei	i			j	j	n	
NETS																
Net: Increase		50	7	31	12	8	10	23	29	6	4	12	21	18	45	5
		14.5%	8.1%	24.7%	9.2%	11.8%	12.7%	20.8%	19.8%	16.8%	6.4%	19.6%	13.9%	12.8%	17.1%	6.3%
				ac				i	i						n	
Net: Decrease		21	2	12	8	3	12	4	6	2	1	-	8	14	13	8
		6.1%	2.2%	9.2%	5.8%	4.4%	15.4%	3.5%	3.9%	5.3%	1.3%	-	5.1%	9.9%	5.0%	9.5%
				a			dghi							j		
Net: Increase + Stay the same		295	79	114	102	56	61	88	120	32	58	62	127	105	218	76
		84.6%	88.7%	90.8%	76.2%	85.3%	79.9%	79.4%	81.2%	86.6%	98.7%	100.0%	85.7%	76.5%	82.8%	90.5%
			c	c							defgh	kl	l			
Mean score		3.1	3.1	3.2	3.0	3.1	2.9	3.2	3.2	3.1	3.1	3.2	3.1	3.0	3.1	2.9
								e	e						n	

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

## Jobs Outlook - Combined

**Q15\_1. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next four to twelve months?**

### Accounting and financial services

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

		WAVE			REGION						SIZE			SECTOR		
		Total	October 2016	November 2016	December 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	11	17	19	7	14	14	19	5	7	8	15	24	35	12
Weighted Total		46	11	16	20	7	14	13	18	5	8	8	15	24	35	11
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase		(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase		(4)	2	2	-	-	1	-	1	1	-	-	1	1	2	-
		4.4%	-	12.7%	-	-	7.0%	-	5.8%	21.4%	-	-	6.4%	4.5%	5.8%	-
Stay the same		(3)	37	12	16	6	9	11	14	3	8	8	12	17	26	10
		79.3%	81.6%	76.1%	80.7%	85.5%	66.4%	85.0%	77.8%	58.7%	100.0%	100.0%	80.1%	71.8%	75.1%	92.4%
Slightly decrease		(2)	3	1	1	-	3	-	-	-	-	-	-	3	3	-
		6.0%	8.8%	5.8%	4.6%	-	20.3%	-	-	-	-	-	-	11.8%	7.9%	-
Greatly decrease		(1)	1	1	-	-	1	-	-	-	-	-	-	1	-	1
		1.9%	-	5.4%	-	-	6.3%	-	-	-	-	-	-	3.7%	-	7.6%
Don't know		4	1	-	3	1	-	2	3	1	-	-	2	2	4	-
		8.5%	9.6%	-	14.7%	14.5%	-	15.0%	16.3%	19.9%	-	-	13.5%	8.2%	11.2%	-
NETS																
Net: Increase		2	-	2	-	-	1	-	1	1	-	-	1	1	2	-
		4.4%	-	12.7%	-	-	7.0%	-	5.8%	21.4%	-	-	6.4%	4.5%	5.8%	-
Net: Decrease		4	1	2	1	-	4	-	-	-	-	-	-	4	3	1
		7.8%	8.8%	11.2%	4.6%	-	26.6%	-	-	-	-	-	-	15.4%	7.9%	7.6%
Net: Increase + Stay the same		39	9	14	16	6	10	11	15	4	8	8	13	18	28	10
		83.7%	81.6%	88.8%	80.7%	85.5%	73.4%	85.0%	83.7%	80.1%	100.0%	100.0%	86.5%	76.4%	80.9%	92.4%
Mean score		2.9	2.9	3.0	2.9	3.0	2.7	3.0	3.1	3.3	3.0	3.0	3.1	2.8	3.0	2.8

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

## Jobs Outlook - Combined

**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	November 2016	December 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		8	5	3	4	2	-	1	1	1	1	3	4	7	1
Weighted Total		8	5	3	4	2	-	1	1	1	1	3	4	7	1
		100.0%	100.0%	100.0%	100.0%	100.0%	-	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	2	1	1	2	-	-	-	-	-	-	1	1	2	-
		23.8%	18.6%	33.0%	48.6%	-	-	-	-	-	-	31.2%	24.4%	27.1%	-
Stay the same	(3)	5	4	1	1	2	-	1	1	1	1	2	2	4	1
		63.8%	81.4%	32.6%	26.0%	100.0%	-	100.0%	100.0%	100.0%	100.0%	68.8%	50.2%	58.7%	100.0%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		1	-	1	1	-	-	-	-	-	-	-	1	1	-
		12.4%	-	34.4%	25.4%	-	-	-	-	-	-	-	25.4%	14.2%	-
NETS															
Net: Increase		2	1	1	2	-	-	-	-	-	-	1	1	2	-
		23.8%	18.6%	33.0%	48.6%	-	-	-	-	-	-	31.2%	24.4%	27.1%	-
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		7	5	2	3	2	-	1	1	1	1	3	3	6	1
		87.6%	100.0%	65.6%	74.6%	100.0%	-	100.0%	100.0%	100.0%	100.0%	100.0%	74.6%	85.8%	100.0%
Mean score		3.3	3.2	3.5	3.7	3.0	-	3.0	3.0	3.0	3.0	3.3	3.3	3.3	3.0

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	October 2016	November 2016	December 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	4	10	8	3	8	8	9	1	2	3	10	9	17	5
Weighted Total		21	4	10	8	3	8	8	9	1	2	3	10	9	17	5
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	2	1	1	-	-	1	1	1	-	-	-	1	1	1	1
		8.3%	23.1%	8.8%	-	-	12.1%	11.1%	9.8%	-	-	-	8.8%	10.8%	5.6%	17.7%
Stay the same	(3)	16	3	8	5	2	5	6	7	1	2	3	7	6	13	3
		73.4%	76.9%	80.9%	62.2%	66.0%	63.1%	75.8%	78.6%	100.0%	100.0%	100.0%	71.5%	66.1%	76.9%	61.4%
Slightly decrease	(2)	2	-	1	1	1	1	-	-	-	-	-	1	1	1	1
		9.4%	-	10.3%	13.1%	34.0%	13.1%	-	-	-	-	-	10.5%	11.5%	6.0%	21.0%
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		2	-	-	2	-	1	1	1	-	-	-	1	1	2	-
		8.9%	-	-	24.6%	-	11.7%	13.0%	11.5%	-	-	-	9.3%	11.6%	11.5%	-
NETS																
Net: Increase		2	1	1	-	-	1	1	1	-	-	-	1	1	1	1
		8.3%	23.1%	8.8%	-	-	12.1%	11.1%	9.8%	-	-	-	8.8%	10.8%	5.6%	17.7%
Net: Decrease		2	-	1	1	1	1	-	-	-	-	-	1	1	1	1
		9.4%	-	10.3%	13.1%	34.0%	13.1%	-	-	-	-	-	10.5%	11.5%	6.0%	21.0%
Net: Increase + Stay the same		17	4	9	5	2	6	7	8	1	2	3	8	7	14	4
		81.8%	100.0%	89.7%	62.2%	66.0%	75.2%	87.0%	88.5%	100.0%	100.0%	100.0%	80.3%	76.9%	82.6%	79.0%
Mean score		3.0	3.2	3.0	2.8	2.7	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\_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	October 2016	November 2016	December 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		8	2	1	5	3	1	3	3	-	1	-	6	2	6	2
Weighted Total		8	2	1	5	3	1	3	3	-	1	-	6	2	6	2
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-	100.0%	-	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Stay the same	(3)	7	2	1	4	2	1	3	3	-	1	-	6	1	5	2
		87.5%	100.0%	100.0%	80.8%	65.5%	100.0%	100.0%	100.0%	-	100.0%	-	100.0%	48.9%	83.3%	100.0%
Slightly decrease	(2)	1	-	-	1	1	-	-	-	-	-	-	-	1	1	-
		12.5%	-	-	19.2%	34.5%	-	-	-	-	-	-	-	51.1%	16.7%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																
Net: Increase		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Decrease		1	-	-	1	1	-	-	-	-	-	-	-	1	1	-
		12.5%	-	-	19.2%	34.5%	-	-	-	-	-	-	-	51.1%	16.7%	-
Net: Increase + Stay the same		7	2	1	4	2	1	3	3	-	1	-	6	1	5	2
		87.5%	100.0%	100.0%	80.8%	65.5%	100.0%	100.0%	100.0%	-	100.0%	-	100.0%	48.9%	83.3%	100.0%
Mean score		2.9	3.0	3.0	2.8	2.7	3.0	3.0	3.0	-	3.0	-	3.0	2.5	2.8	3.0

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



## Jobs Outlook - Combined

**Q15\_5. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next four to twelve months?**

### Engineering & technical

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

		WAVE			REGION						SIZE			SECTOR		
		Total	October 2016	November 2016	December 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	8	11	11	6	3	13	16	3	5	4	16	10	20	10
Weighted Total		29	8	10	11	5	3	12	16	3	5	4	15	9	19	9
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	8	1	5	3	1	-	6	7	1	1	2	6	1	7	2
		29.7%	13.0%	46.2%	25.5%	16.9%	-	45.3%	43.0%	33.8%	17.7%	47.5%	37.6%	9.1%	35.0%	18.6%
Stay the same	(3)	15	7	5	4	4	1	6	7	1	4	2	8	6	9	7
		53.9%	87.0%	45.5%	38.6%	65.5%	35.8%	46.7%	44.3%	34.7%	82.3%	52.5%	50.1%	60.5%	45.0%	72.2%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	1	-	1	-	-	1	-	-	-	-	-	-	1	-	1
		3.0%	-	8.4%	-	-	31.4%	-	-	-	-	-	-	9.2%	-	9.3%
Don't know		4	-	-	4	1	1	1	2	1	-	-	2	2	4	-
		13.5%	-	-	35.9%	17.6%	32.7%	8.0%	12.7%	31.5%	-	-	12.3%	21.1%	20.0%	-
NETS																
Net: Increase		8	1	5	3	1	-	6	7	1	1	2	6	1	7	2
		29.7%	13.0%	46.2%	25.5%	16.9%	-	45.3%	43.0%	33.8%	17.7%	47.5%	37.6%	9.1%	35.0%	18.6%
Net: Decrease		1	-	1	-	-	1	-	-	-	-	-	-	1	-	1
		3.0%	-	8.4%	-	-	31.4%	-	-	-	-	-	-	9.2%	-	9.3%
Net: Increase + Stay the same		24	8	9	7	5	1	11	14	2	5	4	13	6	15	8
		83.5%	100.0%	91.6%	64.1%	82.4%	35.8%	92.0%	87.3%	68.5%	100.0%	100.0%	87.7%	69.7%	80.0%	90.7%
Mean score		3.3	3.1	3.3	3.4	3.2	2.1	3.5	3.5	3.5	3.2	3.5	3.4	2.9	3.4	3.0

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

## Jobs Outlook - Combined

**Q15\_6. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next four to twelve months?**

### Executive recruitment / interim management

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

		WAVE			REGION						SIZE			SECTOR		
		Total	October 2016	November 2016	December 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	6	8	8	3	6	8	10	2	3	5	9	8	12	10
Weighted Total		21	6	7	8	3	6	8	10	2	3	5	9	7	12	9
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	1	-	1	-	-	-	1	1	-	-	-	-	1	1	-
		4.1%	-	11.6%	-	-	-	11.3%	9.0%	-	-	-	-	11.7%	7.3%	-
Stay the same	(3)	17	5	6	6	2	5	5	7	2	3	5	8	4	8	9
		77.9%	82.0%	76.9%	75.9%	65.5%	85.2%	62.3%	69.9%	100.0%	100.0%	100.0%	88.6%	50.1%	67.3%	90.9%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	1	-	1	-	-	1	-	-	-	-	-	-	1	-	1
		4.1%	-	11.5%	-	-	14.8%	-	-	-	-	-	-	11.6%	-	9.1%
Don't know		3	1	-	2	1	-	2	2	-	-	-	1	2	3	-
		14.0%	18.0%	-	24.1%	34.5%	-	26.4%	21.0%	-	-	-	11.4%	26.6%	25.3%	-
NETS																
Net: Increase		1	-	1	-	-	-	1	1	-	-	-	-	1	1	-
		4.1%	-	11.6%	-	-	-	11.3%	9.0%	-	-	-	-	11.7%	7.3%	-
Net: Decrease		1	-	1	-	-	1	-	-	-	-	-	-	1	-	1
		4.1%	-	11.5%	-	-	14.8%	-	-	-	-	-	-	11.6%	-	9.1%
Net: Increase + Stay the same		17	5	7	6	2	5	6	8	2	3	5	8	5	9	9
		81.9%	82.0%	88.5%	75.9%	65.5%	85.2%	73.6%	79.0%	100.0%	100.0%	100.0%	88.6%	61.8%	74.7%	90.9%
Mean score		3.0	3.0	2.9	3.0	3.0	2.7	3.2	3.1	3.0	3.0	3.0	3.0	2.8	3.1	2.8

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	October 2016	November 2016	December 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		12	2	4	6	3	2	6	6	-	1	3	5	4	10	2
Weighted Total		12	2	4	6	3	2	6	6	-	1	3	5	4	10	2
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	3	-	2	1	-	1	1	1	-	1	1	1	1	3	-
		25.1%	-	49.9%	16.4%	-	48.3%	16.8%	16.8%	-	100.0%	33.5%	19.8%	25.2%	30.2%	-
Stay the same	(3)	7	2	2	3	3	1	3	3	-	-	2	3	2	5	2
		57.9%	100.0%	50.1%	49.3%	100.0%	51.7%	48.8%	48.8%	-	-	66.5%	59.6%	49.1%	49.3%	100.0%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	1	-	-	1	-	-	1	1	-	-	-	1	-	1	-
		8.5%	-	-	17.1%	-	-	17.2%	17.2%	-	-	-	20.6%	-	10.2%	-
Don't know		1	-	-	1	-	-	1	1	-	-	-	-	1	1	-
		8.5%	-	-	17.1%	-	-	17.2%	17.2%	-	-	-	-	25.7%	10.2%	-
NETS																
Net: Increase		3	-	2	1	-	1	1	1	-	1	1	1	1	3	-
		25.1%	-	49.9%	16.4%	-	48.3%	16.8%	16.8%	-	100.0%	33.5%	19.8%	25.2%	30.2%	-
Net: Decrease		1	-	-	1	-	-	1	1	-	-	-	1	-	1	-
		8.5%	-	-	17.1%	-	-	17.2%	17.2%	-	-	-	20.6%	-	10.2%	-
Net: Increase + Stay the same		10	2	4	4	3	2	4	4	-	1	3	4	3	8	2
		83.0%	100.0%	100.0%	65.8%	100.0%	100.0%	65.6%	65.6%	-	100.0%	100.0%	79.4%	74.3%	79.5%	100.0%
Mean score		3.1	3.0	3.5	2.8	3.0	3.5	2.8	2.8	-	4.0	3.3	2.8	3.3	3.1	3.0

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

## Jobs Outlook - Combined

**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	October 2016	November 2016	December 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	2	7	6	-	3	5	7	2	5		1	5	9		13	2	
Weighted Total		15	2	7	6	-	3	5	7	2	5		1	5	9		13	2	
		100.0%	100.0%	100.0%	100.0%	-	100.0%	100.0%	100.0%	100.0%	100.0%		100.0%	100.0%	100.0%		100.0%	100.0%	
Greatly increase		(5)	3	3	-	-	-	2	2	-	1		-	-	3		3	-	
		18.1%	-	41.4%	-	-	-	38.0%	25.8%	-	18.7%		-	-	30.5%		20.9%	-	
Slightly increase		(4)	-	-	-	-	-	-	-	-	-		-	-	-		-	-	
			-	-	-	-	-	-	-	-	-		-	-	-		-	-	
Stay the same		(3)	9	3	5	-	2	2	3	1	4		1	4	4		7	2	
		61.6%	51.9%	43.1%	84.2%	-	65.5%	39.9%	43.8%	52.1%	81.3%		100.0%	80.0%	46.8%		55.8%	100.0%	
Slightly decrease		(2)	1	1	-	-	-	-	1	1	-		-	1	-		1	-	
		6.8%	-	15.5%	-	-	-	-	15.3%	47.9%	-		-	20.0%	-		7.8%	-	
Greatly decrease		(1)	1	-	-	-	1	-	-	-	-		-	-	1		1	-	
		6.8%	48.1%	-	-	-	34.5%	-	-	-	-		-	-	11.5%		7.9%	-	
Don't know			1	-	1	-	-	1	1	-	-		-	-	1		1	-	
		6.7%	-	-	15.8%	-	-	22.1%	15.1%	-	-		-	-	11.2%		7.7%	-	
NETS																			
Net: Increase		3	-	3	-	-	-	2	2	-	1		-	-	3		3	-	
		18.1%	-	41.4%	-	-	-	38.0%	25.8%	-	18.7%		-	-	30.5%		20.9%	-	
Net: Decrease		2	1	1	-	-	1	-	1	1	-		-	1	1		2	-	
		13.6%	48.1%	15.5%	-	-	34.5%	-	15.3%	47.9%	-		-	20.0%	11.5%		15.7%	-	
Net: Increase + Stay the same		12	1	6	5	-	2	4	5	1	5		1	4	7		10	2	
		79.8%	51.9%	84.5%	84.2%	-	65.5%	77.9%	69.6%	52.1%	100.0%		100.0%	80.0%	77.3%		76.7%	100.0%	
Mean score		3.2	2.0	3.7	3.0	-	2.3	4.0	3.4	2.5	3.4		3.0	2.8	3.4		3.2	3.0	

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

## Jobs Outlook - Combined

**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	October 2016	November 2016	December 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		37	10	16	11	13	11	10	10	-	3	9	18	10	26	11
Weighted Total		34	10	15	10	12	10	9	9	-	3	9	16	9	24	10
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	1	-	1	-	-	1	-	-	-	-	-	1	-	1	-
		2.7%	-	6.3%	-	-	9.1%	-	-	-	-	-	5.6%	-	3.8%	-
Slightly increase	(4)	11	2	6	4	4	2	5	5	-	1	4	5	3	10	2
		32.8%	20.7%	37.9%	36.8%	32.3%	18.0%	48.5%	48.5%	-	35.8%	45.3%	27.7%	30.2%	39.3%	17.1%
Stay the same	(3)	19	8	7	4	6	7	5	5	-	1	5	8	6	10	8
		54.3%	79.3%	50.4%	36.4%	52.5%	64.1%	51.5%	51.5%	-	33.3%	54.7%	51.0%	59.5%	42.4%	82.9%
Slightly decrease	(2)	2	-	1	1	1	-	-	-	-	1	-	2	-	2	-
		4.9%	-	5.4%	8.8%	7.4%	-	-	-	-	30.9%	-	10.3%	-	6.9%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		2	-	-	2	1	1	-	-	-	-	-	1	1	2	-
		5.4%	-	-	18.0%	7.8%	8.8%	-	-	-	-	-	5.4%	10.3%	7.6%	-
NETS																
Net: Increase		12	2	6	4	4	3	5	5	-	1	4	5	3	10	2
		35.4%	20.7%	44.2%	36.8%	32.3%	27.1%	48.5%	48.5%	-	35.8%	45.3%	33.3%	30.2%	43.1%	17.1%
Net: Decrease		2	-	1	1	1	-	-	-	-	1	-	2	-	2	-
		4.9%	-	5.4%	8.8%	7.4%	-	-	-	-	30.9%	-	10.3%	-	6.9%	-
Net: Increase + Stay the same		31	10	14	8	10	9	9	9	-	2	9	14	8	21	10
		89.7%	100.0%	94.6%	73.1%	84.8%	91.2%	100.0%	100.0%	-	69.1%	100.0%	84.3%	89.7%	85.4%	100.0%
Mean score		3.4	3.2	3.5	3.3	3.3	3.4	3.5	3.5	-	3.0	3.5	3.3	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

**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	October 2016	November 2016	December 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	7	5	11	5	6	6	8	2	4	3	9	11	14	9
Weighted Total		22	6	5	11	5	6	6	8	2	4	3	9	10	14	9
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Stay the same	(3)	18	5	4	9	5	5	3	5	2	4	3	8	8	11	8
		82.8%	84.5%	81.9%	82.2%	100.0%	85.3%	48.8%	61.5%	100.0%	100.0%	100.0%	88.9%	72.7%	78.1%	90.1%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	1	-	1	-	-	1	-	-	-	-	-	-	1	-	1
		3.9%	-	18.1%	-	-	14.7%	-	-	-	-	-	-	8.3%	-	9.9%
Don't know		3	1	-	2	-	-	3	3	-	-	-	1	2	3	-
		13.4%	15.5%	-	17.8%	-	-	51.2%	38.5%	-	-	-	11.1%	19.0%	21.9%	-
NETS																
Net: Increase		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Decrease		1	-	1	-	-	1	-	-	-	-	-	-	1	-	1
		3.9%	-	18.1%	-	-	14.7%	-	-	-	-	-	-	8.3%	-	9.9%
Net: Increase + Stay the same		18	5	4	9	5	5	3	5	2	4	3	8	8	11	8
		82.8%	84.5%	81.9%	82.2%	100.0%	85.3%	48.8%	61.5%	100.0%	100.0%	100.0%	88.9%	72.7%	78.1%	90.1%
Mean score		2.9	3.0	2.6	3.0	3.0	2.7	3.0	3.0	3.0	3.0	3.0	3.0	2.8	3.0	2.8

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

## Jobs Outlook - Combined

**Q15\_11. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next four to twelve months?**

### Life sciences

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

		WAVE		REGION						SIZE			SECTOR	
		Total	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		3	3	1	-	1	1	-	1	-	2	1	3	-
Weighted Total		3	3	1	-	1	1	-	1	-	2	1	3	-
		100.0%	100.0%	100.0%	-	100.0%	100.0%	-	100.0%	-	100.0%	100.0%	100.0%	-
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-
Stay the same	(3)	2	2	1	-	-	-	-	1	-	1	1	2	-
		64.7%	64.7%	100.0%	-	-	-	-	100.0%	-	48.3%	100.0%	64.7%	-
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		1	1	-	-	1	1	-	-	-	1	-	1	-
		35.3%	35.3%	-	-	100.0%	100.0%	-	-	-	51.7%	-	35.3%	-
NETS														
Net: Increase		-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		2	2	1	-	-	-	-	1	-	1	1	2	-
		64.7%	64.7%	100.0%	-	-	-	-	100.0%	-	48.3%	100.0%	64.7%	-
Mean score		3.0	3.0	3.0	-	-	-	-	3.0	-	3.0	3.0	3.0	

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

## Jobs Outlook - Combined

**Q15\_12. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next four to twelve months?**

### Marketing, media & creative

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

		WAVE			REGION						SIZE			SECTOR		
		Total	October 2016	November 2016	December 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		19	7	6	6	4	1	5	8	3	6	2	9	8	16	3
Weighted Total		20	7	7	6	4	1	5	9	4	6	2	9	9	17	3
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	1	-	1	-	-	-	1	1	-	-	-	-	1	1	-
		4.4%	-	12.7%	-	-	-	18.2%	9.8%	-	-	-	-	10.0%	5.1%	-
Stay the same	(3)	16	6	6	4	3	1	2	6	4	6	2	8	6	13	3
		80.6%	85.0%	87.3%	68.6%	75.2%	100.0%	39.5%	67.4%	100.0%	100.0%	100.0%	89.2%	67.1%	77.1%	100.0%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		3	1	-	2	1	-	2	2	-	-	-	1	2	3	-
		15.1%	15.0%	-	31.4%	24.8%	-	42.3%	22.8%	-	-	-	10.8%	22.8%	17.7%	-
NETS																
Net: Increase		1	-	1	-	-	-	1	1	-	-	-	-	1	1	-
		4.4%	-	12.7%	-	-	-	18.2%	9.8%	-	-	-	-	10.0%	5.1%	-
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		17	6	7	4	3	1	3	7	4	6	2	8	7	14	3
		84.9%	85.0%	100.0%	68.6%	75.2%	100.0%	57.7%	77.2%	100.0%	100.0%	100.0%	89.2%	77.2%	82.3%	100.0%
Mean score		3.1	3.0	3.1	3.0	3.0	3.0	3.3	3.1	3.0	3.0	3.0	3.0	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

**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	October 2016	November 2016	December 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		64	17	22	25	10	16	20	30	10	8	15	25	24	53	11
Weighted Total		64	17	22	25	10	16	19	30	11	8	15	24	24	53	10
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase		(5)	1	1	-	-	1	-	-	-	-	-	-	1	1	-
		1.5%	-	4.4%	-	-	6.1%	-	-	-	-	-	-	3.9%	1.8%	-
Slightly increase		(4)	8	5	1	1	2	4	5	1	-	3	2	3	8	-
		12.6%	13.8%	21.5%	3.9%	10.1%	13.7%	19.7%	16.1%	9.7%	-	22.0%	7.9%	11.3%	15.0%	-
Stay the same		(3)	45	14	18	8	10	11	19	8	8	12	16	17	37	8
		70.8%	74.3%	65.9%	72.8%	79.8%	63.3%	59.5%	64.2%	72.3%	100.0%	78.0%	67.7%	69.5%	68.7%	82.1%
Slightly decrease		(2)	3	1	2	-	1	2	2	-	-	-	2	1	2	1
		4.5%	-	4.2%	7.9%	-	5.8%	10.3%	6.5%	-	-	-	8.2%	3.7%	3.6%	9.6%
Greatly decrease		(1)	2	1	1	-	1	-	1	1	-	-	1	1	1	1
		2.8%	-	4.0%	3.8%	-	5.4%	-	3.2%	8.6%	-	-	4.0%	3.5%	1.8%	8.3%
Don't know			5	-	3	1	1	2	3	1	-	-	3	2	5	-
		7.7%	12.0%	-	11.5%	10.1%	5.7%	10.5%	10.1%	9.4%	-	-	12.2%	8.0%	9.2%	-
NETS																
Net: Increase		9	2	6	1	1	3	4	5	1	-	3	2	4	9	-
		14.1%	13.8%	25.9%	3.9%	10.1%	19.8%	19.7%	16.1%	9.7%	-	22.0%	7.9%	15.3%	16.8%	-
Net: Decrease		5	-	2	3	-	2	2	3	1	-	-	3	2	3	2
		7.4%	-	8.2%	11.7%	-	11.2%	10.3%	9.7%	8.6%	-	-	12.1%	7.3%	5.3%	17.9%
Net: Increase + Stay the same		54	15	20	19	9	13	15	24	9	8	15	18	21	45	8
		84.9%	88.0%	91.8%	76.8%	89.9%	83.1%	79.2%	80.2%	81.9%	100.0%	100.0%	75.6%	84.7%	85.5%	82.1%
Mean score		3.1	3.2	3.2	2.9	3.1	3.1	3.1	3.0	2.9	3.0	3.2	2.9	3.1	3.1	2.7

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	October 2016	November 2016	December 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		21	4	9	8	2	3	7	9	2	7	5	9	7	16	5
Weighted Total		21	4	8	9	2	3	7	9	2	7	5	9	7	16	5
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase		(5)	1	1	-	-	1	-	-	-	-	-	1	-	1	-
		4.4%	-	11.1%	-	-	33.7%	-	-	-	-	-	10.2%	-	5.7%	-
Slightly increase		(4)	1	-	1	-	-	-	1	1	-	1	-	-	-	1
		4.9%	-	-	11.9%	-	-	-	11.5%	50.8%	-	19.9%	-	-	-	21.2%
Stay the same		(3)	16	6	7	2	1	5	6	1	7	4	8	4	13	3
		77.7%	100.0%	68.3%	76.5%	100.0%	34.9%	73.0%	67.6%	49.2%	100.0%	80.1%	89.8%	59.9%	82.7%	61.0%
Slightly decrease		(2)	1	1	-	-	-	1	1	-	-	-	-	1	1	-
		4.1%	-	10.3%	-	-	-	12.5%	9.7%	-	-	-	-	12.7%	5.4%	-
Greatly decrease		(1)	1	1	-	-	1	-	-	-	-	-	-	1	-	1
		4.1%	-	10.3%	-	-	31.4%	-	-	-	-	-	-	12.7%	-	17.8%
Don't know			1	-	1	-	-	1	1	-	-	-	-	1	1	-
		4.8%	-	-	11.6%	-	-	14.5%	11.2%	-	-	-	-	14.7%	6.2%	-
NETS																
Net: Increase		2	-	1	1	-	1	-	1	1	-	1	1	-	1	1
		9.3%	-	11.1%	11.9%	-	33.7%	-	11.5%	50.8%	-	19.9%	10.2%	-	5.7%	21.2%
Net: Decrease		2	-	2	-	-	1	1	1	-	-	-	-	2	1	1
		8.2%	-	20.7%	-	-	31.4%	12.5%	9.7%	-	-	-	-	25.4%	5.4%	17.8%
Net: Increase + Stay the same		18	4	7	8	2	2	5	7	2	7	5	9	4	14	4
		87.0%	100.0%	79.3%	88.4%	100.0%	68.6%	73.0%	79.1%	100.0%	100.0%	100.0%	100.0%	59.9%	88.4%	82.2%
Mean score		3.0	3.0	2.9	3.1	3.0	3.0	2.9	3.0	3.5	3.0	3.2	3.2	2.6	3.1	2.9

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	October 2016	November 2016	December 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		26	9	10	7	5	3	10	14	4	4	4	12	10	20	6
Weighted Total		25	9	9	7	5	3	10	14	4	3	4	11	10	19	5
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	6	1	3	2	-	-	4	6	2	-	1	3	2	6	-
		23.8%	11.5%	31.6%	28.5%	-	-	39.4%	42.7%	50.4%	-	28.1%	26.0%	19.3%	30.6%	-
Stay the same	(3)	16	7	6	4	5	2	4	6	2	3	3	7	6	11	5
		64.6%	76.7%	59.2%	56.5%	100.0%	68.5%	39.7%	42.6%	49.6%	100.0%	71.9%	65.1%	61.1%	58.9%	84.4%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	1	-	1	-	-	1	-	-	-	-	-	-	1	-	1
		3.5%	-	9.2%	-	-	31.5%	-	-	-	-	-	-	9.1%	-	15.6%
Don't know		2	1	-	1	-	-	2	2	-	-	-	1	1	2	-
		8.2%	11.8%	-	14.9%	-	-	20.9%	14.7%	-	-	-	8.8%	10.5%	10.5%	-
NETS																
Net: Increase		6	1	3	2	-	-	4	6	2	-	1	3	2	6	-
		23.8%	11.5%	31.6%	28.5%	-	-	39.4%	42.7%	50.4%	-	28.1%	26.0%	19.3%	30.6%	-
Net: Decrease		1	-	1	-	-	1	-	-	-	-	-	-	1	-	1
		3.5%	-	9.2%	-	-	31.5%	-	-	-	-	-	-	9.1%	-	15.6%
Net: Increase + Stay the same		22	8	8	6	5	2	8	12	4	3	4	10	8	17	5
		88.3%	88.2%	90.8%	85.1%	100.0%	68.5%	79.1%	85.3%	100.0%	100.0%	100.0%	91.2%	80.4%	89.5%	84.4%
Mean score		3.2	3.1	3.1	3.3	3.0	2.4	3.5	3.5	3.5	3.0	3.3	3.3	3.0	3.3	2.7

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

## Jobs Outlook - Combined

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

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

		WAVE			REGION						SIZE			SECTOR	
	Total	October 2016	November 2016	December 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	126	29	51	46	25	32	37	55	18	14	30	53	43	95	31
Weighted Total	124	29	49	46	24	31	35	54	19	14	30	51	43	94	29
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Accounting and financial services	4	2	2	-	-	1	3	3	-	-	-	-	4	3	1
	7.7%	17.7%	10.8%	-	-	6.8%	20.0%	14.6%	-	-	-	-	15.2%	7.6%	8.3%
Construction	3	-	2	1	-	2	-	-	-	1	1	1	1	3	-
	38.8%	-	42.3%	32.6%	-	100.0%	-	-	-	100.0%	100.0%	36.7%	24.1%	44.2%	-
Drivers	6	2	2	2	2	2	1	1	-	1	-	3	3	5	1
	27.7%	47.3%	21.5%	25.3%	67.3%	25.2%	12.3%	10.8%	-	51.8%	-	31.7%	33.2%	29.7%	21.0%
Education	2	-	1	1	1	-	1	1	-	-	-	1	1	2	-
	23.4%	-	100.0%	19.2%	34.5%	-	31.2%	31.2%	-	-	-	14.4%	51.1%	31.2%	-
Engineering & technical	9	4	3	3	1	-	7	7	-	2	3	5	2	6	4
	32.6%	50.0%	27.6%	25.0%	16.9%	-	54.2%	43.3%	-	34.1%	73.5%	29.6%	20.0%	29.4%	39.1%
Executive recruitment / interim management	2	1	1	-	-	-	1	1	-	1	-	1	1	-	2
	8.9%	16.7%	12.9%	-	-	-	12.3%	9.8%	-	31.2%	-	10.9%	12.7%	-	20.0%
Health & social care	1	-	1	-	-	-	-	-	-	1	1	-	-	1	-
	8.6%	-	25.4%	-	-	-	-	-	-	100.0%	33.5%	-	-	10.4%	-
Hospitality	6	-	6	-	-	-	3	3	-	3	1	2	3	5	1
	37.0%	-	84.5%	-	-	-	57.1%	38.8%	-	55.1%	100.0%	35.9%	30.5%	35.3%	48.3%
Industrial	11	-	6	5	4	5	2	2	-	1	3	8	-	10	1
	31.9%	-	43.6%	45.0%	29.8%	45.6%	20.1%	20.1%	-	30.9%	33.1%	49.4%	-	41.5%	8.7%
Legal & HR	1	-	1	-	-	-	-	-	-	1	-	1	-	-	1
	4.3%	-	20.2%	-	-	-	-	-	-	24.9%	-	10.5%	-	-	11.1%
Life sciences	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Marketing, media & creative	1	-	1	-	-	-	-	-	-	1	-	1	-	-	1
	4.9%	-	14.2%	-	-	-	-	-	-	15.8%	-	10.3%	-	-	32.2%
Office professionals	5	1	2	2	1	3	1	1	-	-	2	2	1	4	1
	8.2%	7.4%	8.9%	8.1%	10.1%	20.5%	5.1%	3.2%	-	-	14.8%	8.3%	3.9%	7.8%	9.9%
Sales & retail	3	-	2	1	-	-	1	2	1	1	1	2	-	2	1
	14.0%	-	23.4%	11.3%	-	-	14.1%	22.0%	49.2%	13.1%	19.3%	21.5%	-	12.2%	19.9%

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

## Jobs Outlook - Combined

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

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

	WAVE			REGION						SIZE			SECTOR		
Total	October 2016	November 2016	December 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	126	29	51	46	25	32	37	55	18	14	30	53	43	95	31
Weighted Total	124	29	49	46	24	31	35	54	19	14	30	51	43	94	29
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Technology	5	2	2	1	-	1	2	4	2	-	1	2	2	3	2
	19.9%	23.3%	20.6%	14.8%	-	34.2%	20.7%	29.0%	48.5%	-	25.5%	17.5%	20.7%	15.6%	34.9%
None	80	21	28	31	16	18	20	36	16	9	19	30	31	60	20
	64.5%	72.4%	55.8%	68.8%	68.3%	59.3%	57.3%	66.8%	84.5%	60.4%	63.0%	59.2%	71.6%	63.4%	67.9%
Net: Any	44	8	22	14	8	13	15	18	3	6	11	21	12	34	9
	35.5%	27.6%	44.2%	31.2%	31.7%	40.7%	42.7%	33.2%	15.5%	39.6%	37.0%	40.8%	28.4%	36.6%	32.1%

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

## Jobs Outlook - Combined

**Q17\_SUM. How important or otherwise are each of the following factors to you when it comes to choosing and using a recruitment agency to source temporary agency workers? Please rate each factor on a scale from 1 to 5, where 1 means not at all important and 5 means very important.**

### SUMMARY TABLE

Base: All who recruit temporary agency workers

	Total	1 Not at all important	2	3	4	5 Very important	N/A	Net: Not important	Net: Important	Mean
Price/Costs of the workers	145 100.0%	7 4.8%	4 2.8%	25 17.3%	41 28.1%	66 45.8%	2 1.3%	11 7.6%	107 73.9%	4.1
Quality of service	145 100.0%	2 1.4%	3 2.0%	11 7.3%	32 22.4%	97 66.9%	- -	5 3.4%	129 89.3%	4.5
Brand image of the agency	145 100.0%	26 18.2%	29 19.8%	50 34.6%	32 21.7%	8 5.6%	- -	55 38.0%	40 27.3%	2.8
Expertise of the agency, in terms of regions and sectors covered	145 100.0%	3 2.0%	5 3.2%	24 16.6%	45 30.7%	69 47.4%	- -	8 5.2%	113 78.2%	4.2
Management information provided	145 100.0%	11 7.9%	18 12.3%	40 27.3%	43 29.3%	32 22.0%	2 1.2%	29 20.2%	74 51.3%	3.5
Membership of a trade or professional organisation	145 100.0%	30 20.7%	21 14.6%	38 26.0%	34 23.8%	22 15.0%	- -	51 35.3%	56 38.7%	3.0
Other	145 100.0%	2 1.3%	- -	- -	6 4.0%	13 9.2%	124 85.6%	2 1.3%	19 13.1%	4.4

## 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	October 2016	November 2016	December 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		148	35	59	54	30	35	42	65	23	18	41	62	45	113	35
Weighted Total		145	35	57	53	29	34	40	64	24	18	41	59	45	112	33
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	7	3	2	2	-	2	4	5	1	-	2	5	-	5	2
		4.8%	9.4%	3.0%	3.8%	-	6.7%	9.3%	7.4%	4.1%	-	5.5%	8.0%	-	4.6%	5.7%
2	(2)	4	2	2	-	-	-	-	3	3	1	1	2	1	3	1
		2.8%	6.0%	3.4%	-	-	-	-	4.8%	12.6%	5.2%	2.4%	3.4%	2.3%	2.7%	2.9%
3	(3)	25	8	10	7	7	10	2	7	5	2	9	10	6	20	5
		17.3%	23.0%	17.0%	13.9%	23.0%	28.9%	4.9%	10.8%	20.6%	9.5%	22.3%	16.1%	14.3%	18.0%	14.8%
						f	fg									
4	(4)	41	8	15	18	9	7	12	19	7	5	10	20	11	30	11
		28.1%	22.0%	26.3%	33.8%	33.1%	19.6%	31.0%	30.2%	29.0%	28.4%	24.5%	33.8%	23.8%	27.0%	31.8%
5 Very important	(5)	66	14	28	25	13	15	20	28	8	10	18	22	26	52	15
		45.8%	39.6%	48.8%	46.6%	43.9%	44.8%	50.2%	44.0%	33.7%	56.9%	45.2%	37.3%	57.4%	46.1%	44.8%
													k			
N/A		2	-	1	1	-	-	2	2	-	-	-	1	1	2	-
		1.3%	-	1.5%	1.8%	-	-	4.6%	2.8%	-	-	-	1.4%	2.2%	1.6%	-
NETS																
Net: Not important		11	5	4	2	-	2	4	8	4	1	3	7	1	8	3
		7.6%	15.4%	6.5%	3.8%	-	6.7%	9.3%	12.1%	16.7%	5.2%	8.0%	11.4%	2.3%	7.3%	8.6%
									d							
Net: Important		107	21	43	43	22	22	32	48	15	16	28	42	37	82	25
		73.9%	61.6%	75.1%	80.5%	77.0%	64.3%	81.2%	74.2%	62.7%	85.3%	69.7%	71.1%	81.3%	73.1%	76.6%
Mean score		4.1	3.8	4.2	4.2	4.2	4.0	4.2	4.0	3.8	4.4	4.0	3.9	4.4	4.1	4.1
														k		

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	October 2016	November 2016	December 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		148	35	59	54	30	35	42	65	23	18	41	62	45	113	35
Weighted Total		145	35	57	53	29	34	40	64	24	18	41	59	45	112	33
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	2	-	-	2	-	1	-	1	1	-	-	2	-	1	1
		1.4%	-	-	3.8%	-	3.0%	-	1.5%	4.1%	-	-	3.4%	-	.9%	3.1%
2	(2)	3	2	1	-	2	-	-	1	1	-	1	-	2	3	-
		2.0%	5.5%	1.8%	-	6.6%	-	-	1.6%	4.3%	-	2.5%	-	4.2%	2.6%	-
3	(3)	11	1	7	3	4	1	2	5	3	1	3	4	4	9	2
		7.3%	2.7%	12.0%	5.3%	13.0%	2.8%	5.1%	7.7%	12.0%	5.2%	7.5%	6.2%	8.6%	7.8%	5.5%
4	(4)	32	8	10	15	5	9	13	17	4	2	12	14	6	25	8
		22.4%	22.7%	17.4%	27.5%	15.9%	25.4%	33.0%	27.0%	16.9%	11.2%	30.5%	24.1%	12.9%	22.2%	23.1%
5 Very important																
	(5)	97	24	39	34	18	23	25	40	15	15	24	39	34	74	23
		66.9%	69.0%	68.8%	63.4%	64.5%	68.8%	61.8%	62.2%	62.7%	83.6%	59.5%	66.2%	74.4%	66.5%	68.3%
N/A																
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																
Net: Not important																
		5	2	1	2	2	1	-	2	2	-	1	2	2	4	1
		3.4%	5.5%	1.8%	3.8%	6.6%	3.0%	-	3.1%	8.3%	-	2.5%	3.4%	4.2%	3.5%	3.1%
Net: Important																
		129	32	49	49	23	32	38	57	19	17	37	54	39	99	30
		89.3%	91.8%	86.2%	91.0%	80.4%	94.1%	94.9%	89.1%	79.6%	94.8%	90.0%	90.4%	87.2%	88.7%	91.4%
Mean score																
		4.5	4.6	4.5	4.5	4.4	4.6	4.6	4.5	4.3	4.8	4.5	4.5	4.6	4.5	4.5

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	October 2016	November 2016	December 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		148	35	59	54	30	35	42	65	23	18	41	62	45	113	35
Weighted Total		145	35	57	53	29	34	40	64	24	18	41	59	45	112	33
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	26	8	9	10	5	6	7	11	4	3	6	15	5	14	12
		18.2%	22.4%	16.0%	17.9%	19.3%	18.2%	18.3%	17.7%	16.7%	18.5%	16.0%	25.1%	11.3%	12.7%	37.0%
2	(2)	29	5	10	14	4	8	9	12	3	6	12	12	5	25	4
		19.8%	13.9%	17.2%	26.4%	12.9%	22.6%	22.1%	18.4%	12.3%	30.3%	29.6%	20.3%	10.4%	22.2%	11.7%
3	(3)	50	14	24	13	11	9	17	26	9	5	16	20	14	39	11
		34.6%	40.2%	41.6%	23.7%	36.9%	25.8%	42.8%	40.8%	37.5%	25.8%	39.7%	33.9%	31.1%	35.0%	33.5%
4	(4)	32	7	9	15	6	10	6	12	6	4	4	12	15	27	5
		21.7%	20.4%	16.4%	28.3%	20.1%	30.3%	14.3%	18.5%	25.3%	19.9%	9.7%	20.7%	33.8%	23.8%	14.7%
5 Very important	(5)	8	1	5	2	3	1	1	3	2	1	2	-	6	7	1
		5.6%	3.1%	8.8%	3.7%	10.8%	3.0%	2.4%	4.6%	8.2%	5.5%	5.0%	-	13.3%	6.3%	3.1%
N/A		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																
Net: Not important		55	13	19	24	9	14	16	23	7	9	19	27	10	39	16
		38.0%	36.3%	33.2%	44.4%	32.1%	40.9%	40.4%	36.1%	29.0%	48.8%	45.5%	45.4%	21.7%	34.9%	48.7%
Net: Important		40	8	14	17	9	11	7	15	8	5	6	12	21	34	6
		27.3%	23.6%	25.2%	32.0%	30.9%	33.3%	16.8%	23.1%	33.5%	25.4%	14.8%	20.7%	47.2%	30.1%	17.8%
Mean score		2.8	2.7	2.8	2.7	2.9	2.8	2.6	2.7	3.0	2.6	2.6	2.5	3.3	2.9	2.4

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	October 2016	November 2016	December 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		148	35	59	54	30	35	42	65	23	18	41	62	45	113	35
Weighted Total		145	35	57	53	29	34	40	64	24	18	41	59	45	112	33
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	3	-	1	2	1	1	-	1	1	-	-	3	-	1	2
		2.0%	-	1.5%	3.8%	3.1%	3.0%	-	1.5%	4.1%	-	-	4.9%	-	.9%	5.7%
2	(2)	5	-	4	1	-	-	2	3	1	2	2	3	-	5	-
		3.2%	-	6.6%	1.7%	-	-	4.5%	4.3%	4.1%	10.3%	4.9%	4.5%	-	4.2%	-
3	(3)	24	6	12	6	9	4	7	10	3	2	8	7	10	19	5
		16.6%	16.8%	21.6%	11.3%	30.4%	11.2%	16.5%	14.9%	12.1%	11.5%	19.7%	11.1%	21.1%	17.2%	14.6%
4	(4)	45	10	19	16	9	9	14	23	8	5	12	19	14	35	10
		30.7%	27.5%	33.3%	30.1%	29.9%	25.3%	35.9%	35.2%	34.1%	26.5%	28.4%	32.3%	30.8%	31.3%	28.8%
5 Very important	(5)	69	19	21	28	10	20	17	28	11	10	19	28	22	52	17
		47.4%	55.7%	37.0%	53.1%	36.6%	60.5%	43.1%	44.1%	45.6%	51.8%	47.0%	47.2%	48.1%	46.4%	50.9%
N/A		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																
Net: Not important		8	-	5	3	1	1	2	4	2	2	2	6	-	6	2
		5.2%	-	8.1%	5.5%	3.1%	3.0%	4.5%	5.9%	8.2%	10.3%	4.9%	9.4%	-	5.0%	5.7%
													l			
Net: Important		113	29	40	45	19	29	32	51	19	14	31	47	36	87	26
		78.2%	83.2%	70.3%	83.2%	66.6%	85.8%	79.0%	79.3%	79.7%	78.2%	75.4%	79.5%	78.9%	77.7%	79.7%
Mean score		4.2	4.4	4.0	4.3	4.0	4.4	4.2	4.2	4.1	4.2	4.2	4.1	4.3	4.2	4.2
			b													

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	October 2016	November 2016	December 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		148	35	59	54	30	35	42	65	23	18	41	62	45	113	35
Weighted Total		145	35	57	53	29	34	40	64	24	18	41	59	45	112	33
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	11	3	5	4	2	2	2	6	4	2	4	4	4	9	2
		7.9%	8.4%	8.6%	6.9%	6.4%	5.9%	5.1%	9.3%	16.4%	9.1%	9.8%	6.6%	7.9%	8.5%	6.0%
2	(2)	18	6	5	6	6	4	4	6	2	3	5	9	4	13	5
		12.3%	18.7%	9.6%	11.0%	19.5%	11.0%	9.2%	8.9%	8.3%	15.6%	11.2%	15.8%	8.6%	11.7%	14.3%
3	(3)	40	12	17	11	6	5	16	24	8	5	8	17	14	29	10
		27.3%	34.0%	29.8%	20.3%	20.0%	14.0%	39.8% e	37.6% e	33.8%	27.1%	18.9%	29.5%	31.9%	26.1%	31.1%
4	(4)	43	6	19	18	11	10	12	16	4	6	15	16	12	33	10
		29.3%	17.0%	33.1%	33.3%	36.9%	30.6%	29.3%	24.6%	16.9%	31.9%	36.2%	27.5%	25.7%	29.5%	28.8%
5 Very important	(5)	32	8	10	14	5	12	6	12	6	3	10	10	12	25	7
		22.0%	21.9%	17.4%	26.9%	17.2%	35.9% f	14.5%	18.3%	24.5%	16.4%	23.9%	17.6%	25.9%	22.6%	19.8%
N/A		2	-	1	1	-	1	1	1	-	-	-	2	-	2	-
		1.2%	-	1.5%	1.7%	-	2.6%	2.2%	1.3%	-	-	-	3.0%	-	1.6%	-
NETS																
Net: Not important		29	9	10	10	7	6	6	12	6	5	9	13	7	23	7
		20.2%	27.1%	18.2%	17.9%	26.0%	16.8%	14.2%	18.2%	24.7%	24.6%	21.0%	22.5%	16.5%	20.2%	20.2%
Net: Important		74	13	29	32	15	23	18	28	10	9	24	27	23	58	16
		51.3%	38.9%	50.5%	60.2%	54.1%	66.5% fg	43.8%	42.9%	41.5%	48.3%	60.1%	45.1%	51.6%	52.1%	48.7%
Mean score		3.5	3.3	3.4	3.6	3.4	3.8	3.4	3.3	3.2	3.3	3.5	3.3	3.5	3.5	3.4

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	October 2016	November 2016	December 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		148	35	59	54	30	35	42	65	23	18	41	62	45	113	35
Weighted Total		145	35	57	53	29	34	40	64	24	18	41	59	45	112	33
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	30	8	8	13	5	6	9	15	6	4	8	15	7	17	13
		20.7%	24.2%	14.6%	24.9%	16.6%	16.5%	23.2%	23.9%	24.9%	23.4%	19.8%	25.9%	14.6%	15.6%	37.8% m
2	(2)	21	5	7	10	4	2	9	15	6	1	6	9	6	17	4
		14.6%	14.1%	11.7%	18.1%	12.4%	5.5%	21.4%	22.8% e	25.1%	6.6%	14.8%	15.9%	12.8%	15.6%	11.4%
3	(3)	38	10	19	9	6	12	12	15	2	5	15	13	9	30	7
		26.0%	28.9%	33.3% c	16.2%	20.2%	36.1%	31.3%	22.8%	8.8%	27.5%	36.6%	22.5%	21.0%	27.2%	21.9%
4	(4)	34	8	13	13	10	8	6	11	5	5	8	12	14	26	9
		23.8%	22.5%	23.3%	25.0%	34.4%	24.8%	14.9%	17.0%	20.6%	28.8%	20.4%	19.9%	31.9%	23.0%	26.2%
5 Very important	(5)	22	4	10	8	5	6	4	9	5	3	3	9	9	21	1
		15.0%	10.3%	17.0%	15.8%	16.4%	17.1%	9.3%	13.6%	20.7%	13.7%	8.5%	15.8%	19.6%	18.6% n	2.7%
N/A		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																
Net: Not important		51	13	15	23	8	7	18	30	12	6	14	25	12	35	16
		35.3%	38.2%	26.3%	43.0%	29.0%	22.0%	44.6% e	46.6% e	50.0%	30.0%	34.6%	41.8%	27.5%	31.2%	49.1%
Net: Important		56	11	23	22	15	14	10	20	10	8	12	21	23	47	10
		38.7%	32.9%	40.4%	40.8%	50.8% f	41.9%	24.2%	30.6%	41.3%	42.5%	28.9%	35.8%	51.5% j	41.6%	29.0%
Mean score		3.0	2.8	3.2	2.9	3.2	3.2	2.7	2.7	2.9	3.0	2.8	2.8	3.3	3.1 n	2.4

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

## Jobs Outlook - Combined

**Q17\_7. How important or otherwise are each of the following factors to you when it comes to choosing and using a recruitment agency to source temporary agency workers? Please rate each factor on a scale from 1 to 5, where 1 means not at all important and 5 means very important.**

### Other

Base: All who recruit temporary agency workers

		WAVE			REGION						SIZE			SECTOR		
		Total	October 2016	November 2016	December 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		148	35	59	54	30	35	42	65	23	18	41	62	45	113	35
Weighted Total		145	35	57	53	29	34	40	64	24	18	41	59	45	112	33
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	2	-	1	1	-	-	1	2	1	-	-	2	-	2	-
		1.3%	-	1.5%	1.8%	-	-	2.2%	2.9%	4.1%	-	-	3.1%	-	1.7%	-
2	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
3	(3)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
4	(4)	6	1	4	1	1	4	1	1	-	-	2	3	1	5	1
		4.0%	2.8%	6.6%	1.9%	3.2%	11.4%	2.4%	1.5%	-	-	4.6%	4.9%	2.2%	4.2%	3.0%
							g									
5 Very important	(5)	13	4	7	2	3	1	3	5	2	5	7	4	3	9	5
		9.2%	12.6%	11.8%	4.1%	9.9%	3.0%	7.0%	7.5%	8.3%	25.3%	16.5%	6.3%	6.3%	7.6%	14.2%
N/A		124	29	46	49	25	29	35	57	21	14	32	51	41	97	27
		85.6%	84.7%	80.0%	92.1%	86.9%	85.6%	88.4%	88.1%	87.6%	74.7%	78.8%	85.7%	91.6%	86.5%	82.7%
NETS																
Net: Not important		2	-	1	1	-	-	1	2	1	-	-	2	-	2	-
		1.3%	-	1.5%	1.8%	-	-	2.2%	2.9%	4.1%	-	-	3.1%	-	1.7%	-
Net: Important		19	5	11	3	4	5	4	6	2	5	9	7	4	13	6
		13.1%	15.3%	18.5%	6.0%	13.1%	14.4%	9.4%	9.0%	8.3%	25.3%	21.2%	11.2%	8.4%	11.9%	17.3%
				c												
Mean score		4.4	4.8	4.4	3.8	4.8	4.2	4.0	3.9	3.7	5.0	4.8	3.8	4.7	4.2	4.8

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)	145 100.0%	17 11.9%	11 7.4%	20 13.9%	37 25.4%	60 41.4%	28 19.3%	97 66.8%	3.8
Responding to growth, as new customers are won	145 100.0%	20 13.9%	12 8.0%	35 23.9%	42 28.8%	37 25.5%	32 21.8%	79 54.3%	3.4
Managing fast changing organisational requirements	145 100.0%	24 16.6%	14 10.0%	41 28.3%	30 20.5%	36 24.6%	39 26.6%	65 45.1%	3.3
Covering short term staff leave or absences	145 100.0%	17 12.0%	10 7.2%	28 19.5%	33 22.9%	56 38.3%	28 19.3%	89 61.2%	3.7
Helping to keep running costs down	145 100.0%	30 20.5%	21 14.3%	23 16.0%	34 23.5%	37 25.6%	51 34.8%	71 49.2%	3.2
Managing uncertainty during economic downturn or at other times	145 100.0%	28 19.5%	20 13.9%	52 35.7%	24 16.4%	21 14.5%	48 33.4%	45 30.9%	2.9
Providing short term access to key strategic skills	145 100.0%	16 10.8%	15 10.5%	41 28.1%	44 30.3%	29 20.3%	31 21.3%	73 50.6%	3.4

## Jobs Outlook - Combined

**Q18\_1. How important or otherwise would you say that temporary agency workers are for your organisation for each of the following? Rate on a scale from 1 to 5, where 1 means not at all important and 5 means very important.**

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

Base: All who recruit temporary agency workers

		WAVE				REGION						SIZE			SECTOR	
		Total	October 2016	November 2016	December 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		148	35	59	54	30	35	42	65	23	18	41	62	45	113	35
Weighted Total		145	35	57	53	29	34	40	64	24	18	41	59	45	112	33
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	17	8	4	6	4	4	5	8	3	2	8	5	5	14	4
		11.9%	22.5%	6.6%	10.7%	12.7%	12.3%	12.1%	12.2%	12.4%	8.7%	19.1%	7.8%	10.8%	12.1%	11.1%
			b													
2	(2)	11	5	5	1	3	2	2	5	3	1	3	4	4	6	5
		7.4%	14.0%	8.6%	1.9%	9.6%	5.7%	5.1%	8.0%	12.7%	5.2%	7.5%	6.3%	8.7%	5.3%	14.4%
			c													
3	(3)	20	4	10	6	6	4	9	11	2	-	7	8	6	13	7
		13.9%	11.5%	18.2%	10.9%	20.1%	11.2%	21.9%	16.6%	7.8%	-	16.8%	13.0%	12.4%	12.1%	20.1%
4	(4)	37	9	14	13	6	9	9	19	9	4	11	14	12	29	8
		25.4%	26.1%	25.1%	25.2%	20.4%	25.1%	23.6%	29.0%	38.0%	20.6%	26.4%	22.9%	27.6%	26.1%	22.8%
5 Very important	(5)	60	9	24	27	11	15	15	22	7	12	12	30	18	50	10
		41.4%	26.0%	41.6%	51.2%	37.2%	45.7%	37.4%	34.2%	29.0%	65.4%	30.2%	49.9%	40.5%	44.4%	31.5%
			a													
NETS																
Net: Not important		28	13	9	7	6	6	7	13	6	3	11	8	9	20	8
		19.3%	36.5%	15.2%	12.6%	22.3%	18.0%	17.1%	20.2%	25.2%	14.0%	26.6%	14.2%	19.5%	17.5%	25.5%
			bc													
Net: Important		97	18	38	41	16	24	24	41	16	16	23	43	31	79	18
		66.8%	52.1%	66.7%	76.4%	57.6%	70.8%	61.0%	63.3%	67.1%	86.0%	56.6%	72.8%	68.1%	70.5%	54.4%
			a													
Mean score		3.8	3.2	3.9	4.0	3.6	3.9	3.7	3.7	3.6	4.3	3.4	4.0	3.8	3.9	3.5
			a	a									j			

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	October 2016	November 2016	December 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		148	35	59	54	30	35	42	65	23	18	41	62	45	113	35
Weighted Total		145	35	57	53	29	34	40	64	24	18	41	59	45	112	33
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	20	9	4	7	3	3	8	11	3	3	9	6	5	15	5
		13.9%	25.1%	7.9%	12.9%	9.5%	9.5%	20.9%	17.7%	12.4%	15.1%	21.6%	10.9%	10.7%	13.9%	13.9%
			b													
2	(2)	12	1	8	3	-	3	3	7	4	2	4	4	4	7	5
		8.0%	3.2%	13.2%	5.6%	-	8.0%	7.3%	10.7%	16.3%	10.7%	9.9%	6.5%	8.2%	6.1%	14.5%
3	(3)	35	8	15	12	8	7	7	13	6	6	8	17	10	26	9
		23.9%	23.3%	26.2%	21.8%	29.7%	22.0%	16.4%	19.9%	25.8%	32.2%	19.1%	28.1%	22.7%	23.3%	25.8%
4	(4)	42	11	15	16	10	9	13	19	6	3	11	19	12	36	6
		28.8%	30.9%	25.7%	30.6%	36.3%	25.8%	33.7%	30.2%	24.5%	17.4%	26.7%	32.0%	26.4%	32.1%	17.4%
5 Very important	(5)	37	6	15	16	7	12	9	14	5	5	9	13	14	28	9
		25.5%	17.5%	27.1%	29.1%	24.5%	34.7%	21.7%	21.4%	21.0%	24.5%	22.7%	22.5%	32.0%	24.6%	28.4%
NETS																
Net: Not important		32	10	12	10	3	6	11	18	7	5	13	10	9	22	9
		21.8%	28.3%	21.1%	18.5%	9.5%	17.5%	28.2%	28.4%	28.7%	25.8%	31.5%	17.4%	18.9%	19.9%	28.3%
								d								
Net: Important		79	17	30	32	17	20	22	33	11	8	20	32	26	63	15
		54.3%	48.4%	52.7%	59.7%	60.8%	60.5%	55.3%	51.6%	45.5%	41.9%	49.4%	54.5%	58.4%	56.8%	45.9%
Mean score		3.4	3.1	3.5	3.6	3.7	3.7	3.3	3.3	3.3	3.3	3.2	3.5	3.6	3.5	3.3

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	October 2016	November 2016	December 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		148	35	59	54	30	35	42	65	23	18	41	62	45	113	35
Weighted Total		145	35	57	53	29	34	40	64	24	18	41	59	45	112	33
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	24	10	6	9	5	3	10	15	5	2	9	10	5	17	7
		16.6%	28.0%	9.7%	16.7%	15.9%	8.7%	24.1%	22.9%	20.9%	10.5%	21.6%	17.7%	10.7%	15.5%	20.3%
			b													
2	(2)	14	2	8	4	2	5	3	6	3	2	4	7	4	11	4
		10.0%	5.7%	14.9%	7.4%	6.2%	13.7%	7.0%	9.1%	12.5%	11.9%	9.3%	11.5%	8.6%	9.6%	11.2%
3	(3)	41	13	15	13	10	10	9	16	6	5	9	20	12	32	9
		28.3%	37.9%	27.1%	23.4%	36.6%	30.2%	23.5%	24.2%	25.2%	26.7%	23.3%	33.0%	26.8%	28.8%	26.9%
4	(4)	30	6	13	11	5	7	9	13	4	5	9	11	10	22	7
		20.5%	17.1%	23.0%	19.9%	16.9%	22.0%	21.4%	19.6%	16.6%	26.3%	21.5%	18.9%	21.6%	20.1%	21.8%
5 Very important	(5)	36	4	14	17	7	9	10	16	6	5	10	11	15	29	7
		24.6%	11.2%	25.3%	32.5%	24.4%	25.4%	24.0%	24.3%	24.8%	24.5%	24.3%	19.0%	32.3%	26.0%	19.8%
			a													
NETS																
Net: Not important		39	12	14	13	6	8	12	21	8	4	13	17	9	28	10
		26.6%	33.7%	24.5%	24.1%	22.2%	22.4%	31.1%	31.9%	33.3%	22.4%	30.9%	29.1%	19.3%	25.1%	31.5%
Net: Important		65	10	28	28	12	16	18	28	10	9	19	22	24	52	14
		45.1%	28.3%	48.3%	52.4%	41.2%	47.4%	45.4%	43.9%	41.4%	50.9%	45.7%	37.9%	53.9%	46.1%	41.6%
			a													
Mean score		3.3	2.8	3.4	3.4	3.3	3.4	3.1	3.1	3.1	3.4	3.2	3.1	3.6	3.3	3.1
			a	a												

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	October 2016	November 2016	December 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		148	35	59	54	30	35	42	65	23	18	41	62	45	113	35
Weighted Total		145	35	57	53	29	34	40	64	24	18	41	59	45	112	33
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	17	9	4	5	4	4	3	7	4	3	11	4	3	13	5
		12.0%	25.3% bc	6.6%	9.3%	12.7%	12.3%	7.1%	10.7%	16.7%	15.1%	26.9% kl	6.3%	6.3%	11.5%	13.8%
2	(2)	10	3	6	2	1	4	2	5	3	1	3	5	3	9	2
		7.2%	8.3%	10.1%	3.5%	3.0%	10.6%	5.0%	7.9%	12.7%	5.2%	7.2%	7.9%	6.4%	7.8%	5.5%
3	(3)	28	7	15	6	8	6	10	13	3	2	8	11	9	24	4
		19.5%	21.1%	26.9% c	10.7%	26.5%	17.8%	24.3%	20.0%	12.9%	10.3%	20.9%	19.1%	18.9%	21.9%	11.6%
4	(4)	33	7	12	15	6	6	8	15	6	7	8	14	11	28	6
		22.9%	19.9%	20.2%	27.7%	20.5%	16.3%	21.1%	22.6%	25.1%	39.7%	19.4%	23.6%	25.2%	24.7%	16.8%
5 Very important	(5)	56	9	21	26	11	15	17	25	8	5	10	26	19	38	17
		38.3%	25.5%	36.2%	48.8% a	37.3%	42.9%	42.4%	38.7%	32.6%	29.7%	25.7%	43.2%	43.1%	34.1%	52.3%
NETS																
Net: Not important		28	12	10	7	4	8	5	12	7	4	14	8	6	22	6
		19.3%	33.6% c	16.7%	12.8%	15.7%	22.9%	12.2%	18.7%	29.4%	20.3%	34.1% kl	14.1%	12.7%	19.3%	19.3%
Net: Important		89	16	32	41	17	20	25	39	14	13	18	40	31	66	23
		61.2%	45.4%	56.4%	76.5% ab	57.9%	59.3%	63.5%	61.3%	57.7%	69.4%	45.1%	66.8% j	68.4% j	58.9%	69.1%
Mean score		3.7	3.1	3.7	4.0 a	3.7	3.7	3.9	3.7	3.4	3.6	3.1	3.9 j	3.9 j	3.6	3.9

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

## Jobs Outlook - Combined

**Q18\_5. How important or otherwise would you say that temporary agency workers are for your organisation for each of the following? Rate on a scale from 1 to 5, where 1 means not at all important and 5 means very important.**

### Helping to keep running costs down

Base: All who recruit temporary agency workers

		WAVE			REGION						SIZE			SECTOR		
		Total	October 2016	November 2016	December 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		148	35	59	54	30	35	42	65	23	18	41	62	45	113	35
Weighted Total		145	35	57	53	29	34	40	64	24	18	41	59	45	112	33
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	30	10	6	13	5	5	10	16	6	4	9	13	8	21	8
		20.5%	30.4%	11.1%	24.2%	16.0%	14.2%	25.9%	25.6%	25.0%	21.8%	21.3%	22.5%	17.3%	19.0%	25.6%
			b													
2	(2)	21	2	10	8	4	5	3	9	6	3	6	11	4	17	4
		14.3%	5.7%	18.2%	15.7%	13.0%	16.2%	6.7%	13.5%	24.8%	15.5%	14.5%	18.8%	8.2%	15.2%	11.3%
3	(3)	23	9	12	2	7	7	7	10	3	-	6	11	7	17	7
		16.0%	25.8%	21.8%	3.5%	23.3%	20.1%	17.1%	15.2%	12.0%	-	14.6%	17.9%	14.8%	14.8%	20.1%
			c	c												
4	(4)	34	8	16	11	6	9	9	14	5	6	13	9	12	25	9
		23.5%	23.2%	27.3%	19.8%	20.3%	25.8%	21.8%	21.6%	21.3%	31.0%	32.1%	14.7%	27.4%	22.2%	28.1%
												k				
5 Very important	(5)	37	5	12	20	8	8	11	15	4	6	7	15	15	32	5
		25.6%	15.0%	21.6%	36.8%	27.3%	23.8%	28.5%	24.1%	16.8%	31.7%	17.4%	26.1%	32.3%	28.8%	14.9%
					a											
NETS																
Net: Not important		51	12	17	21	8	10	13	25	12	7	15	24	12	38	12
		34.8%	36.1%	29.4%	39.8%	29.0%	30.4%	32.5%	39.1%	49.9%	37.2%	35.9%	41.2%	25.5%	34.2%	36.9%
Net: Important		71	13	28	30	14	17	20	29	9	12	20	24	27	57	14
		49.2%	38.1%	48.8%	56.6%	47.7%	49.6%	50.4%	45.7%	38.1%	62.8%	49.5%	40.8%	59.7%	51.0%	43.0%
Mean score		3.2	2.9	3.3	3.3	3.3	3.3	3.2	3.1	2.8	3.4	3.1	3.0	3.5	3.3	3.0

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

## Jobs Outlook - Combined

**Q18\_6. How important or otherwise would you say that temporary agency workers are for your organisation for each of the following? Rate on a scale from 1 to 5, where 1 means not at all important and 5 means very important.**

### Managing uncertainty during economic downturn or at other times

Base: All who recruit temporary agency workers

		WAVE			REGION						SIZE			SECTOR		
		Total	October 2016	November 2016	December 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		148	35	59	54	30	35	42	65	23	18	41	62	45	113	35
Weighted Total		145	35	57	53	29	34	40	64	24	18	41	59	45	112	33
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	28	12	6	11	4	4	10	16	6	5	10	11	8	21	7
		19.5%	33.4%	9.9%	20.6%	12.6%	11.3%	24.2%	24.5%	25.1%	27.4%	24.1%	18.2%	16.9%	19.1%	20.6%
		b														
2	(2)	20	3	12	6	4	5	3	10	7	2	5	11	4	16	4
		13.9%	8.5%	20.3%	10.6%	12.9%	13.9%	6.6%	15.2%	29.4%	11.1%	12.3%	19.2%	8.4%	14.6%	11.4%
3	(3)	52	14	23	15	14	15	16	21	5	2	15	18	18	39	12
		35.7%	40.7%	40.3%	27.5%	47.5%	43.4%	40.6%	33.3%	21.2%	11.5%	37.1%	30.8%	40.9%	35.1%	37.7%
4	(4)	24	3	10	11	3	8	6	10	4	3	5	12	7	18	6
		16.4%	9.1%	17.7%	19.7%	9.8%	22.5%	16.1%	16.2%	16.2%	16.3%	12.1%	20.8%	14.5%	15.7%	18.8%
5 Very important	(5)	21	3	7	12	5	3	5	7	2	6	6	7	9	17	4
		14.5%	8.3%	11.7%	21.5%	17.2%	8.9%	12.5%	10.9%	8.2%	33.6%	14.3%	11.0%	19.3%	15.4%	11.5%
NETS																
Net: Not important		48	14	17	17	7	9	12	26	13	7	15	22	11	38	11
		33.4%	41.9%	30.2%	31.3%	25.5%	25.2%	30.8%	39.7%	54.5%	38.6%	36.4%	37.4%	25.3%	33.8%	32.0%
Net: Important		45	6	17	22	8	11	11	17	6	9	11	19	15	35	10
		30.9%	17.4%	29.5%	41.2%	27.0%	31.4%	28.6%	27.0%	24.4%	49.9%	26.5%	31.8%	33.8%	31.1%	30.3%
		a														
Mean score		2.9	2.5	3.0	3.1	3.1	3.0	2.9	2.7	2.5	3.2	2.8	2.9	3.1	2.9	2.9
		a	a													

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	October 2016	November 2016	December 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		148	35	59	54	30	35	42	65	23	18	41	62	45	113	35
Weighted Total		145	35	57	53	29	34	40	64	24	18	41	59	45	112	33
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
1 Not at all important	(1)	16	6	3	7	2	2	6	10	4	2	6	6	4	13	3
		10.8%	17.0%	4.8%	13.2%	6.4%	6.5%	14.1%	15.1%	16.7%	10.5%	14.9%	9.6%	8.7%	11.4%	8.7%
2	(2)	15	3	7	5	5	2	3	6	3	2	5	10	-	10	6
		10.5%	7.7%	13.1%	9.5%	19.0%	5.5%	7.1%	8.9%	12.0%	11.9%	11.9%	17.5%	-	8.6%	17.0%
3	(3)	41	14	15	11	8	10	15	20	4	3	11	16	14	33	8
		28.1%	40.8%	27.0%	21.2%	27.5%	30.8%	38.4%	30.4%	17.2%	16.3%	26.7%	26.3%	31.9%	29.5%	23.5%
4	(4)	44	7	20	16	9	13	7	16	9	7	13	13	17	34	10
		30.3%	20.4%	35.8%	30.7%	30.6%	37.1%	16.8%	24.6%	37.4%	37.1%	32.5%	22.7%	38.2%	30.1%	31.0%
5 Very important	(5)	29	5	11	14	5	7	9	13	4	4	6	14	10	23	7
		20.3%	14.1%	19.3%	25.4%	16.5%	20.2%	23.6%	21.0%	16.7%	24.2%	14.0%	24.0%	21.2%	20.5%	19.9%
NETS																
Net: Not important		31	9	10	12	7	4	8	15	7	4	11	16	4	22	9
		21.3%	24.7%	17.8%	22.7%	25.4%	11.9%	21.2%	24.0%	28.7%	22.4%	26.8%	27.1%	8.7%	19.9%	25.7%
Net: Important		73	12	31	30	13	19	16	29	13	11	19	28	27	57	17
		50.6%	34.5%	55.2%	56.1%	47.1%	57.3%	40.4%	45.6%	54.1%	61.3%	46.5%	46.7%	59.4%	50.5%	50.8%
Mean score		3.4	3.1	3.5	3.5	3.3	3.6	3.3	3.3	3.3	3.5	3.2	3.3	3.6	3.4	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	October 2016	November 2016	December 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	148	35	59	54	30	35	42	65	23	18	41	62	45	113	35
Weighted Total	145	35	57	53	29	34	40	64	24	18	41	59	45	112	33
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Temporary agency workers earn more than they would if they were permanent	35 24.2%	12 33.5%	11 18.7%	13 24.0%	6 20.0%	6 17.1%	12 31.2%	19 30.3%	7 29.0%	4 22.2%	8 18.8%	14 23.6%	13 29.7%	28 25.2%	7 20.7%
Temporary agency workers earn less than they would if they were permanent	24 16.4%	5 15.4%	11 19.8%	7 13.4%	6 20.6%	6 17.7%	6 14.5%	8 12.3%	2 8.7%	4 21.5%	11 26.1%	7 12.4%	6 12.8%	19 16.9%	5 14.7%
Temporary agency workers earn about the same as they would if they were permanent	80 54.9%	17 48.3%	30 53.2%	33 60.8%	15 52.9%	20 59.7%	21 52.0%	34 52.8%	13 54.1%	10 56.3%	22 55.1%	35 59.2%	22 49.0%	59 52.8%	21 61.9%
Not applicable/Don't know	7 4.6%	1 2.7%	5 8.4%	1 1.8%	2 6.5%	2 5.5%	1 2.3%	3 4.6%	2 8.2%	- -	- -	3 4.7%	4 8.5%	6 5.1%	1 2.7%

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

## Jobs Outlook - Combined

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

Base: All who recruit temporary workers

	WAVE				REGION						SIZE			SECTOR	
	Total	October 2016	November 2016	December 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	347	111	117	119	76	88	82	129	47	54	155	124	68	277	70
Weighted Total	347	110	118	119	75	87	83	133	50	54	154	123	71	277	71
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
0	103	36	39	28	18	23	30	41	11	20	73	23	7	88	15
	29.6%	32.5%	32.5%	23.9%	24.3%	27.0%	36.6%	31.1%	22.0%	37.4%	47.4%	18.9%	9.5%	31.9%	20.5%
											kl				
1-9	38	12	13	12	9	10	7	14	8	4	13	18	7	26	12
	10.8%	11.3%	11.2%	10.0%	11.6%	11.8%	7.9%	10.9%	15.9%	8.0%	8.2%	15.0%	9.3%	9.2%	17.1%
10-19	31	7	12	13	5	7	10	16	6	4	9	14	8	24	7
	9.0%	6.3%	10.1%	10.6%	6.6%	8.0%	11.8%	11.9%	12.1%	7.0%	5.6%	11.8%	11.6%	8.8%	10.1%
20-49	41	11	16	14	11	14	7	11	4	6	9	16	16	30	11
	11.8%	10.1%	13.5%	11.7%	14.5%	15.6%	8.0%	8.1%	8.2%	11.2%	5.6%	13.1%	23.0%	11.0%	15.1%
												j	j		
50	27	8	9	10	8	7	7	11	3	2	13	8	6	21	6
	7.7%	7.4%	7.5%	8.1%	10.3%	7.7%	9.0%	8.0%	6.3%	3.2%	8.5%	6.2%	8.3%	7.6%	8.0%
51+	60	14	23	23	15	12	14	22	8	11	22	26	12	48	12
	17.3%	12.6%	19.5%	19.6%	20.1%	14.0%	17.4%	16.8%	15.9%	20.1%	14.1%	21.4%	17.3%	17.4%	17.0%
Don't know	48	22	7	19	9	14	8	17	10	7	16	17	15	39	9
	13.8%	19.8%	5.7%	16.2%	12.6%	15.9%	9.3%	13.2%	19.6%	13.3%	10.6%	13.6%	20.9%	14.2%	12.2%
		b		b									j		
NETS															
Net: At least 1%	197	53	73	71	47	49	45	74	29	26	65	83	49	149	48
	56.7%	47.6%	61.8%	59.9%	63.1%	57.1%	54.1%	55.7%	58.4%	49.4%	42.0%	67.5%	69.6%	54.0%	67.3%
			a									j	j		m
Total	7829	2038	2811	2979	1957	1783	1832	2846	1014	1243	2857	3143	1829	6205	1624
Mean score	26.1	23.0	25.2	30.0	30.0	24.5	24.5	24.7	25.3	26.7	20.8	29.6	32.5	26.1	26.1
												j	j		

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

## Jobs Outlook - Combined

**T1a. I am now going to read out some pairs of statements, for each one, please tell me which comes closest to your opinion.**

Base: Wave 10

	WAVE		REGION						SIZE			SECTOR	
	Total	December 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	50	46	80	34	25	86	75	39	165	35
Weighted Total	200	200	44	48	45	78	34	30	86	74	39	165	35
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
UK economic conditions in 2017 will be more challenging than in 2016	153	153	32	37	34	58	24	26	65	57	30	124	28
	76.4%	76.4%	72.5%	76.7%	76.1%	74.3%	71.8%	87.6%	75.8%	77.0%	76.8%	75.5%	80.7%
UK economic conditions in 2017 will be less challenging than in 2016	19	19	8	4	5	7	2	-	9	8	3	16	3
	9.5%	9.5%	19.2%	8.0%	10.7%	8.5%	5.6%	-	10.0%	10.1%	7.1%	9.7%	8.5%
No change	28	28	4	7	6	13	8	4	12	10	6	24	4
	14.1%	14.1%	8.4%	15.4%	13.1%	17.2%	22.6%	12.4%	14.2%	12.9%	16.2%	14.8%	10.8%

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



## Jobs Outlook - Combined

**T1b. I am now going to read out some pairs of statements, for each one, please tell me which comes closest to your opinion.**

Base: Wave 10

	WAVE		REGION						SIZE			SECTOR	
	Total	December 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	50	46	80	34	25	86	75	39	165	35
Weighted Total	200	200	44	48	45	78	34	30	86	74	39	165	35
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
My business will perform better in 2017 than in 2016	149	149	35	31	34	61	27	21	68	49	32	124	25
	74.3%	74.3%	80.7%	64.7%	76.2%	77.8%	80.1%	71.1%	79.2%	65.4%	80.6%	75.0%	70.9%
My business will perform worse in 2017 than in 2016	21	21	5	5	4	6	2	5	8	10	2	17	3
	10.3%	10.3%	10.7%	9.8%	8.7%	7.4%	5.7%	17.8%	9.8%	13.6%	4.9%	10.6%	8.6%
No change	31	31	4	12	7	12	5	3	9	16	6	24	7
	15.4%	15.4%	8.6%	25.4%	15.1%	14.7%	14.2%	11.1%	11.0%	21.0%	14.5%	14.4%	20.5%

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