REC JOBS OUTLOOK RESEARCH

METHODOLOGY NOTE

ComRes interviewed 601 UK employees and owners involved in hiring by telephone between October 27th 2016 and January 20th 2017. Data were weighted to be representative of UK adults in employment by region, broad industry sector and public / private split. ComRes is a member of the British Polling Council and abides by its rules.

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

To commission a voting intention poll or a public opinion survey please contact Oliver Wright: Oliver.Wright@comresglobal.com

To register for Pollwatch, a monthly newsletter update on the polls, please email: pollwatch@comres.co.uk

Jobs Outlook - Combined

Jobs Outlook - Combined

Jobs Outlook - Combined

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Jobs Outlook - Combined

Jobs Outlook - Combined

Jobs Outlook - Combined

Sector
Base: All respondents

	Total	WAVE			REGION						SIZE			SECTOR	
		November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	601	201	200	200	133	149	137	237	100	82	309	177	115	496	105
Weighted Total	601 100.0%	201 100.0%	200 100.0%	200 100.0%	132 100.0%	145 100.0%	135 100.0%	236 100.0%	101 100.0%	89 100.0%	312 100.0%	173 100.0%	116 100.0%	495 100.0%	106 100.0%
Private	495 82.4%	166 82.4%	165 82.4%	165 82.4%	107 81.5%	125 86.1%	101 75.0% f	187 79.2%	86 84.8%	77 86.1%	263 84.3%	143 82.8%	89 76.7%	495 100.0% n	- -
Public	106 17.6%	35 17.6%	35 17.6%	35 17.6%	24 18.5%	20 13.9%	34 25.0% e	49 20.8%	15 15.2%	12 13.9%	49 15.7%	30 17.2%	27 23.3%	- -	106 100.0% m

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

Prepared by ComRes

Jobs Outlook - Combined

S1. Which region is your organisation based in?
Base: All respondents

		WAVE			REGION						SIZE			SECTOR	
	Total	November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	601	201	200	200	133	149	137	237	100	82	309	177	115	496	105
Weighted Total	601 100.0%	201 100.0%	200 100.0%	200 100.0%	132 100.0%	145 100.0%	135 100.0%	236 100.0%	101 100.0%	89 100.0%	312 100.0%	173 100.0%	116 100.0%	495 100.0%	106 100.0%
South West	50 8.4%	17 8.4%	17 8.4%	17 8.4%	- -	- -	50 37.5% deghi	50 21.4% dehi	- -	- -	34 10.8% l	12 7.0%	5 4.0%	44 9.0%	6 5.7%
South East	84 14.0%	28 14.0%	28 14.0%	28 14.0%	- -	- -	84 62.5% deghi	84 35.7% dehi	- -	- -	40 12.8%	30 17.4%	14 12.1%	56 11.4%	28 26.2% m
London	101 16.8%	34 16.8%	34 16.8%	34 16.8%	- -	- -	- -	101 42.9% defi	101 100.0% defgi	- -	51 16.3%	28 16.2%	22 18.9%	86 17.3%	15 14.5%
East of England	55 9.2%	18 9.2%	18 9.2%	18 9.2%	- -	55 38.2% dfghi	- -	- -	- -	- -	34 10.8%	13 7.3%	9 7.7%	48 9.7%	7 6.7%
West Midlands	49 8.2%	16 8.2%	16 8.2%	16 8.2%	- -	49 34.0% dfghi	- -	- -	- -	- -	28 9.0%	11 6.4%	10 8.6%	42 8.5%	7 6.9%
East Midlands	40 6.7%	13 6.7%	13 6.7%	13 6.7%	- -	40 27.8% dfghi	- -	- -	- -	- -	17 5.6%	16 9.5%	7 5.7%	35 7.0%	6 5.4%
North West	64 10.7%	22 10.7%	21 10.7%	21 10.7%	64 48.9% efghi	- -	- -	- -	- -	- -	30 9.5%	19 10.8%	16 13.6%	47 9.6%	17 16.0%
North East	20 3.4%	7 3.4%	7 3.4%	7 3.4%	20 15.5% efghi	- -	- -	- -	- -	- -	11 3.4%	3 1.6%	7 5.9% k	16 3.2%	5 4.4%
Yorkshire & The Humber	47 7.8%	16 7.8%	16 7.8%	16 7.8%	47 35.6% efghi	- -	- -	- -	- -	- -	27 8.7%	15 8.7%	5 4.1%	44 8.9% n	3 2.6%
Scotland	49 8.1%	16 8.1%	16 8.1%	16 8.1%	- -	- -	- -	- -	- -	49 54.7% defgh	21 6.7%	17 10.1%	10 8.9%	44 8.8%	5 4.6%
Wales	25 4.2%	8 4.2%	8 4.2%	8 4.2%	- -	- -	- -	- -	- -	25 28.4% defgh	14 4.5%	5 3.0%	6 5.3%	20 4.1%	5 4.7%
Northern Ireland	15 2.5%	5 2.5%	5 2.5%	5 2.5%	- -	- -	- -	- -	- -	15 16.9% defgh	6 1.9%	3 1.9%	6 5.0%	13 2.5%	3 2.4%

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

	Total	WAVE			REGION						SIZE			SECTOR	
		November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	601	201	200	200	133	149	137	237	100	82	309	177	115	496	105
Weighted Total	601	201	200	200	132	145	135	236	101	89	312	173	116	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

	Total	WAVE			REGION						SIZE			SECTOR	
		November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	601	201	200	200	133	149	137	237	100	82	309	177	115	496	105
Weighted Total	601	201	200	200	132	145	135	236	101	89	312	173	116	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	270	66	117	87	54	65	73	115	42	36	88	110	72	224	46
	44.9%	32.6%	58.5%	43.6%	40.9%	45.1%	54.0%	48.7%	41.7%	40.2%	28.2%	63.6%	62.0%	45.1%	43.7%
			ac	a			di					j	j		
Other	331	135	83	113	78	80	62	121	59	53	224	63	44	272	60
	55.1%	67.4%	41.5%	56.4%	59.1%	54.9%	46.0%	51.3%	58.3%	59.8%	71.8%	36.4%	38.0%	54.9%	56.3%
		bc		b	f					f	kl				

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

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Jobs Outlook - Combined

S3. Which of the following best describes your level of seniority?
Base: All respondents

		WAVE			REGION						SIZE			SECTOR	
	Total	November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	601	201	200	200	133	149	137	237	100	82	309	177	115	496	105
Weighted Total	601 100.0%	201 100.0%	200 100.0%	200 100.0%	132 100.0%	145 100.0%	135 100.0%	236 100.0%	101 100.0%	89 100.0%	312 100.0%	173 100.0%	116 100.0%	495 100.0%	106 100.0%
Senior management/ board level	266 44.2%	97 48.1%	89 44.5%	80 39.9%	59 44.8%	59 40.5%	62 46.2%	108 45.9%	46 45.5%	40 44.7%	166 53.1% kl	65 37.5%	35 30.0%	217 43.9%	48 45.7%
Management	230 38.3%	76 37.9%	66 33.1%	88 43.8% b	54 40.8%	58 40.4%	43 31.9%	79 33.4%	36 35.4%	39 43.9%	119 38.0%	62 36.0%	49 42.3%	189 38.2%	41 38.5%
Non-Managerial	106 17.6%	28 14.0%	45 22.3% a	33 16.3%	19 14.5%	28 19.2%	29 21.8%	49 20.6%	19 19.0%	10 11.3%	28 8.9%	46 26.5% j	32 27.6% j	89 17.9%	17 15.9%

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

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Jobs Outlook - Combined

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

	Total	WAVE			REGION						SIZE			SECTOR	
		November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	601	201	200	200	133	149	137	237	100	82	309	177	115	496	105
Weighted Total	601 100.0%	201 100.0%	200 100.0%	200 100.0%	132 100.0%	145 100.0%	135 100.0%	236 100.0%	101 100.0%	89 100.0%	312 100.0%	173 100.0%	116 100.0%	495 100.0%	106 100.0%
Recruitment (hiring or engaging new staff on a permanent or temporary basis)	601 100.0%	201 100.0%	200 100.0%	200 100.0%	132 100.0%	145 100.0%	135 100.0%	236 100.0%	101 100.0%	89 100.0%	312 100.0%	173 100.0%	116 100.0%	495 100.0%	106 100.0%
Training of employees	459 76.4%	158 78.6%	144 72.2%	157 78.3%	103 78.6%	113 78.3%	104 77.2%	174 74.0%	70 69.7%	68 76.4%	242 77.4% l	142 82.3% l	75 65.0%	378 76.3%	81 77.0%
Assessment of employees	478 79.6%	151 75.1%	162 80.9%	165 82.7%	101 77.0%	115 79.4%	112 83.1%	193 81.8%	81 80.1%	69 77.7%	257 82.3% l	141 81.6% l	80 69.1%	387 78.2%	91 86.1%
Supporting employees (e.g. with questions or grievances)	533 88.6%	169 84.2%	187 93.6% a	176 88.1%	118 89.5%	127 88.0%	122 90.3%	212 89.8%	90 89.2%	76 85.3%	294 94.0% l	161 93.3% l	78 67.3%	443 89.4%	90 84.9%
None	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -

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

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Jobs Outlook - Combined

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

	Total	WAVE			REGION						SIZE			SECTOR	
		November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	601	201	200	200	133	149	137	237	100	82	309	177	115	496	105
Weighted Total	601 100.0%	201 100.0%	200 100.0%	200 100.0%	132 100.0%	145 100.0%	135 100.0%	236 100.0%	101 100.0%	89 100.0%	312 100.0%	173 100.0%	116 100.0%	495 100.0%	106 100.0%
0-9	160 26.7%	56 28.1%	44 21.8%	60 30.1%	29 22.2%	36 24.8%	45 33.3% dh	65 27.6%	20 19.9%	30 33.9% h	160 51.3% kl	- -	- -	137 27.6%	24 22.3%
10-49	152 25.3%	52 25.8%	42 21.2%	58 29.0%	38 29.2% i	43 30.0% i	29 21.5%	60 25.4% i	31 30.6% i	11 11.9%	152 48.7% kl	- -	- -	127 25.6%	25 24.1%
50-249	173 28.7%	53 26.5%	74 37.2% ac	45 22.5%	37 27.8%	40 27.6%	42 31.3%	70 29.8%	28 27.8%	26 29.2%	- -	173 100.0% jl	- -	143 28.9%	30 28.1%
250+	116 19.3%	40 19.7%	39 19.7%	37 18.4%	27 20.8%	25 17.5%	19 13.9%	41 17.3%	22 21.7%	22 25.1% f	- -	- -	116 100.0% jk	89 17.9%	27 25.5%

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

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Jobs Outlook - Combined

D3. What industry sector does your organisation work in?
Base: All respondents

	Total	WAVE			REGION						SIZE			SECTOR	
		November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	601	201	200	200	133	149	137	237	100	82	309	177	115	496	105
Weighted Total	601 100.0%	201 100.0%	200 100.0%	200 100.0%	132 100.0%	145 100.0%	135 100.0%	236 100.0%	101 100.0%	89 100.0%	312 100.0%	173 100.0%	116 100.0%	495 100.0%	106 100.0%
Agriculture, forestry & fishing	9 1.4%	3 1.4%	3 1.4%	3 1.5%	1 .7%	5 3.3%	1 .7%	2 .8%	1 1.0%	1 1.1%	6 1.9%	3 1.6%	- -	7 1.4%	2 1.8%
Production	53 8.9%	18 8.9%	18 8.9%	18 8.8%	16 11.8% fgh	22 14.9% fgh	6 4.1%	8 3.5%	3 2.8%	8 8.8%	26 8.3%	16 9.4%	11 9.5%	39 7.8%	15 13.8% m
Construction	38 6.3%	13 6.5%	12 6.1%	13 6.3%	9 6.7%	7 4.6%	9 6.3%	14 6.0%	6 5.6%	8 9.1%	21 6.9%	11 6.1%	6 5.0%	35 7.1%	3 2.5%
Motor trades	30 5.0%	10 4.9%	10 5.0%	10 5.0%	10 7.3% g	9 5.9%	4 3.0%	6 2.5%	2 1.8%	6 6.5%	16 5.0%	7 4.0%	7 6.3%	21 4.3%	9 8.2%
Wholesale	30 5.0%	10 4.8%	9 4.7%	11 5.4%	9 6.7%	7 4.5%	8 5.6%	11 4.8%	4 3.7%	3 3.8%	13 4.2%	9 5.5%	7 6.4%	27 5.4%	3 3.1%
Retail	29 4.8%	10 5.0%	9 4.7%	9 4.6%	7 5.1%	4 2.6%	9 6.4%	14 6.0%	6 5.6%	4 4.5%	17 5.5%	6 3.4%	6 4.9%	24 4.9%	5 4.3%
Transport & storage (inc. postal)	29 4.8%	9 4.6%	10 5.1%	9 4.6%	4 2.8%	7 4.6%	9 6.7%	12 5.1%	3 2.9%	7 7.3%	9 2.9%	11 6.5%	8 7.3% j	24 4.9%	4 4.2%
Accommodation & food services	37 6.1%	13 6.3%	12 6.1%	12 5.9%	6 4.4%	10 7.0%	9 7.0%	18 7.6%	9 8.5%	3 3.2%	16 5.2%	14 8.1%	6 5.5%	33 6.7%	4 3.5%
Information & communication	25 4.1%	9 4.4%	8 4.0%	8 4.0%	2 1.7%	7 4.9%	11 8.0% di	15 6.3% d	4 4.0%	1 .9%	20 6.3% k	2 1.2%	3 2.7%	21 4.3%	4 3.5%
Finance & insurance	20 3.3%	6 2.9%	7 3.5%	7 3.3%	4 3.0%	3 2.0%	7 4.9%	10 4.1%	3 3.1%	3 3.5%	12 3.7%	5 2.9%	3 2.5%	15 3.0%	5 4.3%
Property	11 1.8%	3 1.6%	4 2.0%	4 1.8%	1 .7%	2 1.3%	4 2.9%	6 2.5%	2 2.0%	2 2.4%	6 1.9%	4 2.3%	1 .8%	9 1.8%	2 1.9%
Professional, scientific & technical	51 8.5%	17 8.5%	17 8.5%	17 8.5%	10 7.7%	13 9.2%	9 6.7%	21 8.8%	12 11.7%	7 7.7%	32 10.4%	11 6.4%	8 6.6%	47 9.5% n	4 3.6%

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

COMRES

Jobs Outlook - Combined

D3. What industry sector does your organisation work in?
Base: All respondents

	Total	WAVE			REGION						SIZE			SECTOR	
		November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	601	201	200	200	133	149	137	237	100	82	309	177	115	496	105
Weighted Total	601 100.0%	201 100.0%	200 100.0%	200 100.0%	132 100.0%	145 100.0%	135 100.0%	236 100.0%	101 100.0%	89 100.0%	312 100.0%	173 100.0%	116 100.0%	495 100.0%	106 100.0%
Business administration and support services	51 8.4%	17 8.4%	17 8.3%	17 8.4%	16 12.4% i	13 8.8% i	13 9.4% i	20 8.4% i	7 7.0%	2 2.0%	27 8.6%	15 8.4%	9 7.7%	35 7.1%	15 14.3% m
Public administration and defence	27 4.5%	9 4.3%	10 4.8%	9 4.5%	6 4.3%	5 3.2%	5 4.1%	11 4.7%	6 5.6%	6 6.5%	16 5.1%	7 3.8%	5 4.1%	24 4.8%	4 3.5%
Education	54 8.9%	19 9.4%	17 8.7%	17 8.6%	14 11.0%	12 8.0%	10 7.5%	20 8.4%	10 9.5%	8 8.9%	23 7.4%	15 8.8%	15 13.1%	48 9.7%	5 5.1%
Health	76 12.7%	25 12.3%	25 12.6%	26 13.0%	15 11.1%	18 12.5%	13 9.7%	29 12.4%	16 16.0%	14 15.9%	33 10.7%	28 16.2%	15 12.7%	65 13.2%	11 10.1%
Arts, entertainment, recreation and other services	34 5.6%	11 5.6%	11 5.6%	11 5.6%	4 2.8%	4 2.6%	9 7.0%	19 8.1% de	10 9.4% de	7 8.0%	18 5.9%	9 5.5%	6 5.0%	21 4.2%	13 12.2% m
Other	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
NETS															
Net: Agriculture, forestry & fishing/ Production	62 10.3%	21 10.3%	21 10.3%	21 10.3%	16 12.5% fgh	26 18.2% fgh	6 4.8%	10 4.4%	4 3.8%	9 9.8%	32 10.2%	19 11.0%	11 9.5%	45 9.2%	17 15.6% m
Net: Construction/Property	49 8.1%	16 8.1%	16 8.1%	16 8.1%	10 7.4%	9 5.9%	12 9.3%	20 8.5%	8 7.6%	10 11.5%	27 8.8%	14 8.4%	7 5.8%	44 8.9%	5 4.4%
Net: Motor trades/ Wholesale/Retail/Transport & storage (inc. postal)/Accommodation & food services	154 25.6%	51 25.6%	51 25.6%	51 25.6%	35 26.2%	36 24.6%	39 28.6%	61 26.0%	23 22.4%	23 25.3%	71 22.8%	47 27.4%	35 30.4%	129 26.1%	25 23.3%

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

	Total	WAVE			REGION						SIZE			SECTOR	
		November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	601	201	200	200	133	149	137	237	100	82	309	177	115	496	105
Weighted Total	601 100.0%	201 100.0%	200 100.0%	200 100.0%	132 100.0%	145 100.0%	135 100.0%	236 100.0%	101 100.0%	89 100.0%	312 100.0%	173 100.0%	116 100.0%	495 100.0%	106 100.0%
Net: Information & communication/ Finance & insurance/Business administration and support services	95 15.8%	32 15.8%	32 15.8%	32 15.8%	22 17.0% i	23 15.7% i	30 22.3% i	44 18.7% i	14 14.0%	6 6.4%	58 18.7%	22 12.5%	15 12.9%	72 14.5%	23 22.1%
Net: Professional, scientific & technical	51 8.5%	17 8.5%	17 8.5%	17 8.5%	10 7.7%	13 9.2%	9 6.7%	21 8.8%	12 11.7%	7 7.7%	32 10.4%	11 6.4%	8 6.6%	47 9.5% n	4 3.6%
Net: Public administration and defence/ Education/Health	157 26.1%	52 26.1%	52 26.1%	52 26.1%	35 26.3%	34 23.7%	29 21.3%	60 25.5%	31 31.1%	28 31.3%	73 23.3%	50 28.8%	35 29.8%	137 27.7%	20 18.7%
Net: Arts, entertainment, recreation and other services/Other	34 5.6%	11 5.6%	11 5.6%	11 5.6%	4 2.8%	4 2.6%	9 7.0%	19 8.1% de	10 9.4% de	7 8.0%	18 5.9%	9 5.5%	6 5.0%	21 4.2%	13 12.2% m

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

COMRES

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

	Total	WAVE			REGION						SIZE			SECTOR	
		November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	601	201	200	200	133	149	137	237	100	82	309	177	115	496	105
Weighted Total	601 100.0%	201 100.0%	200 100.0%	200 100.0%	132 100.0%	145 100.0%	135 100.0%	236 100.0%	101 100.0%	89 100.0%	312 100.0%	173 100.0%	116 100.0%	495 100.0%	106 100.0%
None – we would have to take on new staff	188 31.2%	58 29.0%	67 33.7%	62 31.0%	38 28.7%	45 31.3%	37 27.3%	63 26.9%	27 26.4%	41 46.4% defgh	107 34.2% l	57 33.1% l	24 20.4%	160 32.3%	28 26.3%
A little – we might have to take on staff if demand grew this year	292 48.6%	106 52.7%	96 48.2%	90 44.9%	57 43.3%	70 48.3%	73 53.9%	127 53.8%	54 53.6%	38 43.2%	138 44.1%	87 50.4%	67 58.0% j	233 47.1%	59 55.3%
A fair amount – we could take on a lot more work now	101 16.8%	29 14.6%	31 15.3%	41 20.7%	32 24.3% ei	21 14.4%	23 16.8%	41 17.4% i	18 18.3%	7 8.2%	56 18.0%	24 13.7%	21 18.3%	87 17.5%	15 13.9%
Considerable – we have a great deal of spare capacity	20 3.3%	8 3.8%	6 2.8%	7 3.4%	5 3.7%	9 6.0% g	3 2.0%	5 1.9%	2 1.8%	2 2.2%	11 3.6%	5 2.8%	4 3.3%	15 3.1%	5 4.5%
NETS															
Net: None + A little	480 79.8%	164 81.6%	164 81.9%	152 76.0%	95 72.0%	115 79.6%	109 81.2%	190 80.7%	81 79.9%	80 89.6% d	245 78.3%	144 83.5%	91 78.4%	393 79.4%	86 81.7%

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

COMRES

Jobs Outlook - Combined

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

	Total	WAVE			REGION						SIZE			SECTOR	
		November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	601	201	200	200	133	149	137	237	100	82	309	177	115	496	105
Weighted Total	601 100.0%	201 100.0%	200 100.0%	200 100.0%	132 100.0%	145 100.0%	135 100.0%	236 100.0%	101 100.0%	89 100.0%	312 100.0%	173 100.0%	116 100.0%	495 100.0%	106 100.0%
Redundancies	99 16.4%	31 15.5%	36 18.1%	31 15.6%	23 17.1%	23 15.8%	21 15.8%	40 17.0%	19 18.6%	13 14.6%	27 8.7%	38 21.7% j	34 29.3% j	79 16.0%	19 18.0%
Reduced hours	79 13.1%	29 14.4%	20 9.9%	30 14.9%	21 15.9%	17 11.8%	11 8.2%	25 10.8%	14 14.2%	15 17.1% f	27 8.6%	25 14.4% j	27 23.2% j	63 12.7%	16 14.9%
Reduced pay / earnings	31 5.1%	14 6.8%	9 4.4%	8 4.2%	5 3.8%	5 3.3%	3 2.0%	11 4.5%	8 7.7% f	11 11.8% defg	14 4.6%	6 3.4%	11 9.1% k	25 5.1%	5 5.1%
Headcount freeze	75 12.4%	19 9.5%	30 15.0%	25 12.7%	16 11.8%	12 8.4%	9 7.0%	29 12.2%	19 19.1% ef	18 20.6% ef	30 9.7%	26 14.8%	19 16.2%	64 12.9%	11 10.0%
Increased staffing	334 55.5%	107 53.2%	112 56.1%	115 57.3%	79 60.3% i	75 51.7%	78 58.2%	138 58.7%	60 59.4%	41 46.3%	139 44.5%	122 70.5% j	73 63.0% j	271 54.6%	63 59.8%
Increased pay/ earnings	372 61.8%	121 60.1%	129 64.7%	121 60.7%	81 61.9%	88 60.7%	85 63.3%	151 64.1%	66 65.1%	51 57.7%	176 56.4%	125 72.4% jl	70 60.8%	304 61.4%	68 64.0%
None of the above	106 17.7%	33 16.6%	29 14.7%	43 21.7%	20 15.1%	27 18.9%	27 20.2%	42 17.9%	15 14.9%	17 18.8%	83 26.5% kl	11 6.6%	12 10.2%	86 17.3%	20 19.4%

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

COMRES

Jobs Outlook - Combined

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

		Total	WAVE			REGION						SIZE			SECTOR	
			November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		601	201	200	200	133	149	137	237	100	82	309	177	115	496	105
Weighted Total		601 100.0%	201 100.0%	200 100.0%	200 100.0%	132 100.0%	145 100.0%	135 100.0%	236 100.0%	101 100.0%	89 100.0%	312 100.0%	173 100.0%	116 100.0%	495 100.0%	106 100.0%
A lot better	(5)	20 3.3%	6 3.0%	7 3.6%	7 3.4%	5 3.6%	4 2.7%	3 2.2%	7 2.9%	4 3.8%	5 5.1%	10 3.1%	5 2.7%	6 4.8%	16 3.3%	4 3.5%
A little better	(4)	176 29.3%	62 30.6%	55 27.3%	60 30.0%	39 29.9%	43 29.8%	43 32.0%	65 27.4%	22 21.3%	29 32.6%	96 30.7%	48 28.0%	32 27.5%	150 30.3%	26 24.7%
No change	(3)	213 35.4%	77 38.5%	62 30.9%	74 36.9%	46 34.9%	50 34.6%	52 38.8%	92 39.2%	40 39.7%	25 27.6%	110 35.1%	64 37.1%	39 34.0%	179 36.1%	34 32.1%
A little worse	(2)	127 21.2%	36 17.8%	53 26.4% a	39 19.3%	26 19.9%	31 21.1%	25 18.4%	49 20.7%	24 23.7%	22 24.3%	74 23.7%	33 19.0%	20 17.4%	100 20.2%	27 25.5%
A lot worse	(1)	45 7.4%	14 6.7%	13 6.6%	18 9.0%	11 8.1%	10 7.2%	7 5.0%	15 6.2%	8 7.7%	9 10.3%	18 5.8%	15 8.7%	11 9.8%	37 7.4%	8 7.8%
Don't know		20 3.3%	7 3.4%	10 5.2% c	3 1.4%	5 3.6%	7 4.6% i	5 3.5%	9 3.6%	4 3.8%	- -	5 1.5%	8 4.4%	8 6.5% j	13 2.7%	7 6.3%
NETS																
Net: Better		196 32.6%	68 33.6%	62 30.9%	67 33.4%	44 33.4%	47 32.5%	46 34.3%	72 30.4%	25 25.1%	34 37.8%	106 33.8%	53 30.7%	37 32.3%	166 33.6%	30 28.3%
Net: Better/ No change		409 68.1%	145 72.1% b	123 61.7%	141 70.3%	90 68.3%	97 67.1%	98 73.1%	164 69.6%	65 64.8%	58 65.4%	215 68.9%	117 67.8%	77 66.3%	345 69.7%	64 60.4%
Net: Worse		172 28.6%	49 24.5%	66 33.0%	57 28.3%	37 28.0%	41 28.3%	32 23.4%	63 26.8%	32 31.4%	31 34.6%	92 29.6%	48 27.8%	31 27.2%	137 27.6%	35 33.2%
Mean score		3.0	3.1	2.9	3.0	3.0	3.0	3.1	3.0	2.9	3.0	3.0	3.0	3.0	3.0	2.9

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

Jobs Outlook - Combined

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

		Total	WAVE			REGION						SIZE			SECTOR	
			November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		601	201	200	200	133	149	137	237	100	82	309	177	115	496	105
Weighted Total		601 100.0%	201 100.0%	200 100.0%	200 100.0%	132 100.0%	145 100.0%	135 100.0%	236 100.0%	101 100.0%	89 100.0%	312 100.0%	173 100.0%	116 100.0%	495 100.0%	106 100.0%
A lot better	(5)	27 4.4%	9 4.3%	7 3.6%	11 5.3%	7 5.2%	7 4.6%	4 2.7%	10 4.4%	7 6.7%	3 3.0%	8 2.7%	5 2.7%	13 11.5% jk	22 4.4%	5 4.3%
A little better	(4)	188 31.2%	75 37.1% b	53 26.4%	60 30.2%	43 32.9%	36 25.2%	40 29.8%	76 32.3%	36 35.7%	32 35.7%	101 32.3%	58 33.5%	29 25.0%	157 31.6%	31 29.4%
No change	(3)	248 41.3%	76 37.7%	86 43.0%	86 43.1%	48 36.6%	58 39.7%	64 47.2%	107 45.2%	43 42.5%	36 40.4%	137 43.9%	62 36.0%	49 42.2%	209 42.2%	39 37.0%
A little worse	(2)	72 12.0%	31 15.6% c	25 12.3%	16 8.2%	19 14.2% g	24 16.7% fgh	11 8.5%	18 7.7%	7 6.6%	11 12.6%	40 12.7%	19 11.0%	14 11.7%	61 12.3%	11 10.6%
A lot worse	(1)	20 3.3%	4 1.9%	8 4.0%	8 3.9%	7 5.2%	4 2.7%	6 4.5%	8 3.4%	2 1.9%	1 1.0%	8 2.6%	9 5.1%	3 2.5%	11 2.2%	9 8.2% m
Don't know		47 7.8%	7 3.3%	21 10.7% a	19 9.4% a	8 5.8%	16 11.1%	10 7.3%	16 7.0%	7 6.5%	7 7.3%	18 5.9%	20 11.7% j	8 7.1%	36 7.2%	11 10.4%
NETS																
Net: Better		214 35.6%	83 41.5% b	60 30.0%	71 35.5%	50 38.1%	43 29.8%	44 32.5%	86 36.7%	43 42.4% e	34 38.7%	109 35.0%	63 36.2%	42 36.5%	179 36.1%	36 33.7%
Net: Better/ No change		462 76.9%	159 79.2%	146 73.0%	157 78.6%	98 74.7%	101 69.5%	107 79.7%	193 81.9% e	86 84.9% e	70 79.1%	246 78.9%	125 72.2%	91 78.7%	388 78.3%	75 70.8%
Net: Worse		92 15.3%	35 17.5%	33 16.3%	24 12.0%	26 19.5% gh	28 19.4% gh	17 13.0%	26 11.1%	9 8.5%	12 13.6%	48 15.3%	28 16.1%	16 14.1%	72 14.5%	20 18.8%
Mean score		3.2	3.3	3.1	3.3	3.2	3.1	3.2	3.3	3.4 ef	3.3	3.2	3.2	3.3	3.3	3.1

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

Prepared by ComRes

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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	229 38.1%	116 19.3%
Recruitment agencies/ Search firms	275 45.8%	161 26.9%
Online job boards (e.g. Monster)	275 45.8%	161 26.7%
Internal Referrals	359 59.7%	208 34.6%
Talent pools and staff banks	71 11.8%	52 8.6%
Advertise on our own website	329 54.7%	204 34.0%
Social media and professional networking sites (e.g. Linked In)	292 48.6%	160 26.6%
Former employees and word of mouth	422 70.3%	258 42.9%
Jobcentre Plus / Universal Jobmatch	184 30.7%	101 16.9%
People approach us	358 59.6%	217 36.1%
Other	22 3.7%	20 3.3%
We have never recruited any of this kind of staff	61 10.1%	248 41.3%

COMRES

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	542	352
Weighted Total	540 100.0%	353 100.0%
Advertise externally in newspapers/trade/ professional press	229 42.4%	116 32.8%
Recruitment agencies/ Search firms	275 51.0%	161 45.7%
Online job boards (e.g. Monster)	275 50.9%	161 45.5%
Internal Referrals	359 66.4%	208 58.9%
Talent pools and staff banks	71 13.1%	52 14.7%
Advertise on our own website	329 60.9%	204 57.9%
Social media and professional networking sites (e.g. Linked In)	292 54.1%	160 45.2%
Former employees and word of mouth	422 78.2%	258 73.1%
Jobcentre Plus / Universal Jobmatch	184 34.1%	101 28.8%
People approach us	358 66.3%	217 61.5%
Other	22 4.1%	20 5.6%

Prepared by ComRes

COMRES

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

	Total	WAVE			REGION						SIZE			SECTOR	
		November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	601	201	200	200	133	149	137	237	100	82	309	177	115	496	105
Weighted Total	601 100.0%	201 100.0%	200 100.0%	200 100.0%	132 100.0%	145 100.0%	135 100.0%	236 100.0%	101 100.0%	89 100.0%	312 100.0%	173 100.0%	116 100.0%	495 100.0%	106 100.0%
Former employees and word of mouth	422 70.3%	136 67.8%	155 77.7% ac	131 65.4%	91 69.0%	103 71.4%	96 70.9%	166 70.3%	70 69.5%	62 70.2%	209 67.0%	132 76.7% j	81 69.8%	347 70.1%	75 71.0%
Internal Referrals	359 59.7%	106 52.7%	135 67.6% a	118 58.8%	75 56.8%	83 57.1%	81 60.2%	146 62.0%	65 64.4%	55 61.9%	146 46.7%	131 75.6% j	82 70.9% j	300 60.7%	58 55.2%
People approach us	358 59.6%	118 58.9%	133 66.5% c	107 53.3%	79 60.0%	79 54.7%	76 56.7%	142 60.1%	65 64.6%	58 65.4%	163 52.1%	120 69.6% j	75 64.7% j	301 60.8%	57 53.8%
Advertise on our own website	329 54.7%	92 46.0%	125 62.7% a	111 55.6%	74 56.2%	70 48.1%	76 56.5%	134 57.1%	58 57.9%	51 57.3%	118 37.9%	124 71.9% j	86 74.7% j	273 55.1%	56 53.2%
Social media and professional networking sites (e.g. Linked In)	292 48.6%	87 43.2%	115 57.5% ac	90 45.1%	66 50.5%	64 44.4%	55 40.8%	112 47.6%	57 56.6% f	49 55.4% f	124 39.7%	99 57.5% j	69 59.4% j	238 48.1%	54 51.1%
Recruitment agencies/ Search firms	275 45.8%	93 46.4%	98 48.9%	84 42.1%	57 43.2%	71 49.3%	62 46.1%	113 48.0%	51 50.5%	34 38.2%	99 31.7%	101 58.5% j	75 64.7% j	228 46.0%	47 44.7%
Online job boards (e.g. Monster)	275 45.8%	83 41.4%	108 54.2% ac	83 41.7%	58 44.1%	67 46.2%	68 50.5%	107 45.3%	39 38.3%	43 48.8%	98 31.5%	99 57.2% j	78 67.2% j	222 44.9%	53 49.8%
Advertise externally in newspapers/ trade/ professional press	229 38.1%	71 35.3%	90 45.0% ac	68 33.9%	48 36.6%	56 38.7%	54 39.9%	85 36.2%	32 31.3%	39 43.9%	92 29.6%	80 46.6% j	56 48.3% j	192 38.8%	37 34.5%
Jobcentre Plus / Universal Jobmatch	184 30.7%	56 27.9%	71 35.5%	57 28.7%	53 40.1% fghi	44 30.7%	37 27.2%	63 26.9%	27 26.6%	24 26.6%	62 19.7%	69 39.9% j	54 46.4% j	140 28.3%	44 41.7% 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	November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	601	201	200	200	133	149	137	237	100	82	309	177	115	496	105
Weighted Total	601	201	200	200	132	145	135	236	101	89	312	173	116	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	71	17	24	30	14	14	10	23	13	20	10	31	30	54	17
	11.8%	8.6%	12.0%	14.8%	10.4%	9.7%	7.6%	9.6%	12.4%	23.0%	3.1%	18.1%	25.9%	10.9%	15.9%
										defg		j	j		
Other	22	10	-	12	2	5	3	11	8	4	10	8	4	21	1
	3.7%	4.9%	-	6.1%	1.6%	3.4%	2.0%	4.8%	8.4%	4.3%	3.1%	4.9%	3.4%	4.3%	.8%
		b		b					df						
We have never recruited any of this kind of staff	61	13	10	38	12	16	16	26	10	7	55	5	1	43	17
	10.1%	6.5%	4.8%	19.0%	8.8%	10.7%	11.9%	11.2%	10.3%	8.4%	17.6%	2.9%	.8%	8.8%	16.5%
				ab							kl				m

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

Prepared by ComRes

COMRES

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

	Total	WAVE			REGION						SIZE			SECTOR	
		November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	601	201	200	200	133	149	137	237	100	82	309	177	115	496	105
Weighted Total	601	201	200	200	132	145	135	236	101	89	312	173	116	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	258	83	90	85	57	54	59	102	43	45	109	90	58	203	55
	42.9%	41.4%	45.0%	42.3%	43.1%	37.3%	43.6%	43.3%	42.8%	50.8% e	34.9%	52.3% j	50.4% j	41.1%	51.5% m
People approach us	217	73	76	68	53	42	51	84	33	38	82	84	51	176	41
	36.1%	36.4%	38.1%	33.8%	39.9%	29.3%	38.0%	35.6%	32.5%	42.9% e	26.3%	48.4% j	44.2% j	35.6%	38.6%
Internal Referrals	208	63	67	78	45	41	48	86	38	35	72	84	52	168	40
	34.6%	31.4%	33.6%	38.8%	34.5%	28.6%	35.6%	36.6%	38.0%	39.1%	23.0%	48.7% j	44.7% j	34.0%	37.4%
Advertise on our own website	204	55	76	74	45	38	47	81	35	41	61	84	59	162	43
	34.0%	27.3%	37.9% a	36.8% a	34.0%	25.9%	34.6%	34.4%	34.2%	45.9% e	19.5%	48.8% j	50.8% j	32.7%	40.2%
Recruitment agencies/ Search firms	161	57	53	51	29	39	41	69	28	25	47	67	47	128	33
	26.9%	28.4%	26.7%	25.5%	21.9%	27.1%	30.1%	29.1%	27.7%	28.0%	15.1%	39.0% j	40.6% j	25.9%	31.5%
Online job boards (e.g. Monster)	161	45	57	58	38	29	37	64	27	30	53	58	50	127	33
	26.7%	22.3%	28.7%	29.1%	28.7%	20.0%	27.5%	27.2%	26.8%	33.5% e	17.1%	33.4% j	42.8% j	25.7%	31.5%
Social media and professional networking sites (e.g. Linked In)	160	44	63	52	37	33	36	58	22	31	58	59	43	125	35
	26.6%	22.0%	31.7% a	26.1%	28.3%	22.8%	26.6%	24.7%	22.2%	35.0% e	18.4%	34.2% j	37.1% j	25.3%	32.7%
Advertise externally in newspapers/ trade/ professional press	116	32	46	38	22	23	31	45	14	25	43	47	26	94	22
	19.3%	15.8%	22.8%	19.2%	16.9%	15.9%	23.0%	19.3%	14.2%	28.3% deh	13.6%	27.4% j	22.2% j	18.9%	20.7%
Jobcentre Plus / Universal Jobmatch	101	32	35	34	30	17	28	41	13	13	26	42	34	74	27
	16.9%	16.1%	17.7%	16.8%	22.7% e	11.8%	21.0% e	17.6%	13.1%	14.6%	8.4%	24.1% j	29.0% j	15.0%	25.7% 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

	Total	WAVE			REGION						SIZE			SECTOR	
		November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	601	201	200	200	133	149	137	237	100	82	309	177	115	496	105
Weighted Total	601	201	200	200	132	145	135	236	101	89	312	173	116	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	52	13	16	23	9	9	9	21	12	14	9	24	20	39	13
	8.6%	6.4%	8.2%	11.3%	6.5%	6.0%	6.4%	8.9%	12.3%	15.3% def	2.8%	13.6% j	17.1% j	7.9%	12.1%
Other	20	11	1	8	5	6	3	7	4	2	10	5	5	19	1
	3.3%	5.4% b	.5%	3.9% b	3.9%	4.1%	2.0%	2.8%	3.9%	2.3%	3.2%	2.8%	4.3%	3.8%	.9%
We have never recruited any of this kind of staff	248	83	81	84	53	65	56	101	45	28	163	50	35	215	34
	41.3%	41.1%	40.7%	42.1%	40.5%	44.9%	41.8%	43.1%	44.7%	31.7%	52.3% kl	28.9%	29.9%	43.3% n	31.7%

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

COMRES

Jobs Outlook - Combined

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

Permanent members of staff
Base: All who have recruited this type of staff before

	Total	WAVE			REGION						SIZE			SECTOR	
		November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	542	188	190	164	121	133	122	213	91	75	256	172	114	453	89
Weighted Total	540	188	190	162	120	129	119	209	91	81	257	168	115	452	88
	100.0%	100.0%	100.0%	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	422	136	155	131	91	103	96	166	70	62	209	132	81	347	75
	78.2%	72.5%	81.6%	80.8%	75.6%	80.0%	80.5%	79.2%	77.6%	76.7%	81.3%	78.9%	70.3%	76.9%	85.1%
			a								l				
Internal Referrals	359	106	135	118	75	83	81	146	65	55	146	131	82	300	58
	66.4%	56.4%	71.1%	72.6%	62.3%	64.0%	68.3%	69.8%	71.9%	67.6%	56.7%	77.8%	71.4%	66.5%	66.1%
			a	a								j	j		
People approach us	358	118	133	107	79	79	76	142	65	58	163	120	75	301	57
	66.3%	63.0%	69.9%	65.8%	65.8%	61.3%	64.3%	67.7%	72.1%	71.4%	63.3%	71.6%	65.3%	66.7%	64.4%
Advertise on our own website	329	92	125	111	74	70	76	134	58	51	118	124	86	273	56
	60.9%	49.2%	65.9%	68.7%	61.6%	53.8%	64.1%	64.3%	64.6%	62.5%	46.0%	74.0%	75.3%	60.4%	63.8%
			a	a								j	j		
Social media and professional networking sites (e.g. Linked In)	292	87	115	90	66	64	55	112	57	49	124	99	69	238	54
	54.1%	46.2%	60.5%	55.8%	55.3%	49.7%	46.3%	53.6%	63.2%	60.5%	48.2%	59.2%	59.8%	52.7%	61.3%
			a						ef			j	j		
Recruitment agencies/ Search firms	275	93	98	84	57	71	62	113	51	34	99	101	75	228	47
	51.0%	49.6%	51.4%	52.0%	47.3%	55.2%	52.3%	54.1%	56.3%	41.7%	38.5%	60.3%	65.2%	50.5%	53.6%
												j	j		
Online job boards (e.g. Monster)	275	83	108	83	58	67	68	107	39	43	98	99	78	222	53
	50.9%	44.3%	57.0%	51.5%	48.4%	51.8%	57.3%	51.0%	42.8%	53.3%	38.3%	58.9%	67.7%	49.2%	59.7%
			a				h					j	j		
Advertise externally in newspapers/ trade/ professional press	229	71	90	68	48	56	54	85	32	39	92	80	56	192	37
	42.4%	37.8%	47.2%	41.9%	40.1%	43.4%	45.3%	40.8%	35.0%	47.9%	35.9%	47.9%	48.7%	42.5%	41.4%
												j	j		
Jobcentre Plus / Universal Jobmatch	184	56	71	57	53	44	37	63	27	24	62	69	54	140	44
	34.1%	29.8%	37.3%	35.4%	44.0%	34.4%	30.8%	30.3%	29.6%	29.1%	24.0%	41.1%	46.7%	31.0%	50.0%
					fghi							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 who have recruited this type of staff before

	Total	WAVE			REGION						SIZE			SECTOR	
		November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	542	188	190	164	121	133	122	213	91	75	256	172	114	453	89
Weighted Total	540	188	190	162	120	129	119	209	91	81	257	168	115	452	88
	100.0%	100.0%	100.0%	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	71	17	24	30	14	14	10	23	13	20	10	31	30	54	17
	13.1%	9.2%	12.7%	18.3%	11.4%	10.9%	8.6%	10.9%	13.8%	25.1%	3.8%	18.6%	26.1%	12.0%	19.1%
				a						defg		j	j		
Other	22	10	-	12	2	5	3	11	8	4	10	8	4	21	1
	4.1%	5.3%	-	7.5%	1.7%	3.8%	2.3%	5.4%	9.4%	4.7%	3.8%	5.0%	3.4%	4.7%	1.0%
		b		b					df						

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

COMRES

Jobs Outlook - Combined

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

Temporary or contract workers
Base: All who have recruited this type of staff before

	Total	WAVE			REGION						SIZE			SECTOR	
		November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	352	117	119	116	80	83	79	133	54	56	147	126	79	282	70
Weighted Total	353	118	119	116	78	80	78	134	56	61	149	123	81	281	72
	100.0%	100.0%	100.0%	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	258	83	90	85	57	54	59	102	43	45	109	90	58	203	55
	73.1%	70.2%	75.9%	73.0%	72.4%	67.8%	74.9%	76.0%	77.5%	74.4%	73.2%	73.6%	71.9%	72.4%	75.4%
People approach us	217	73	76	68	53	42	51	84	33	38	82	84	51	176	41
	61.5%	61.8%	64.3%	58.3%	67.0%	53.3%	65.2%	62.5%	58.7%	62.9%	55.2%	68.1%	63.1%	62.8%	56.5%
												j			
Internal Referrals	208	63	67	78	45	41	48	86	38	35	72	84	52	168	40
	58.9%	53.2%	56.7%	67.0%	58.0%	52.0%	61.2%	64.3%	68.7%	57.2%	48.3%	68.5%	63.9%	60.0%	54.8%
				a								j	j		
Advertise on our own website	204	55	76	74	45	38	47	81	35	41	61	84	59	162	43
	57.9%	46.4%	63.8%	63.5%	57.1%	47.1%	59.5%	60.5%	61.8%	67.2%	40.9%	68.7%	72.5%	57.6%	58.8%
			a	a						e		j	j		
Recruitment agencies/ Search firms	161	57	53	51	29	39	41	69	28	25	47	67	47	128	33
	45.7%	48.1%	45.1%	44.0%	36.8%	49.2%	51.8%	51.1%	50.1%	41.0%	31.6%	54.8%	57.9%	45.7%	46.0%
								d				j	j		
Online job boards (e.g. Monster)	161	45	57	58	38	29	37	64	27	30	53	58	50	127	33
	45.5%	37.9%	48.4%	50.3%	48.2%	36.4%	47.2%	47.7%	48.4%	49.1%	35.8%	47.0%	61.1%	45.3%	46.2%
													j		
Social media and professional networking sites (e.g. Linked In)	160	44	63	52	37	33	36	58	22	31	58	59	43	125	35
	45.2%	37.3%	53.4%	45.0%	47.6%	41.4%	45.8%	43.4%	40.1%	51.2%	38.7%	48.1%	53.0%	44.6%	47.9%
			a										j		
Advertise externally in newspapers/ trade/ professional press	116	32	46	38	22	23	31	45	14	25	43	47	26	94	22
	32.8%	26.8%	38.4%	33.2%	28.3%	28.9%	39.6%	33.8%	25.7%	41.5%	28.6%	38.6%	31.8%	33.4%	30.3%
Jobcentre Plus / Universal Jobmatch	101	32	35	34	30	17	28	41	13	13	26	42	34	74	27
	28.8%	27.3%	29.9%	29.1%	38.1%	21.5%	36.1%	30.9%	23.7%	21.4%	17.6%	34.0%	41.4%	26.5%	37.7%
					ei		e					j	j		

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

COMRES

Jobs Outlook - Combined

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

Temporary or contract workers
Base: All who have recruited this type of staff before

	Total	WAVE			REGION						SIZE			SECTOR	
		November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	352	117	119	116	80	83	79	133	54	56	147	126	79	282	70
Weighted Total	353	118	119	116	78	80	78	134	56	61	149	123	81	281	72
	100.0%	100.0%	100.0%	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	52	13	16	23	9	9	9	21	12	14	9	24	20	39	13
	14.7%	10.9%	13.9%	19.5%	11.0%	10.9%	11.0%	15.7%	22.3%	22.3%	5.8%	19.2%	24.4%	13.9%	17.8%
												j	j		
Other	20	11	1	8	5	6	3	7	4	2	10	5	5	19	1
	5.6%	9.1%	.8%	6.8%	6.5%	7.4%	3.5%	5.0%	7.0%	3.3%	6.6%	3.9%	6.1%	6.7%	1.4%
		b		b											

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

		Total	WAVE			REGION						SIZE			SECTOR	
			November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		303	107	103	93	61	81	70	125	55	36	110	116	77	250	53
Weighted Total		301 100.0%	107 100.0%	103 100.0%	91 100.0%	62 100.0%	77 100.0%	69 100.0%	123 100.0%	54 100.0%	39 100.0%	109 100.0%	113 100.0%	79 100.0%	248 100.0%	53 100.0%
Very satisfied	(5)	47 15.6%	15 14.4%	16 16.0%	15 16.5%	11 17.1%	13 16.4%	9 12.4%	16 13.2%	8 14.2%	7 19.0%	16 14.8%	17 15.3%	13 17.1%	39 15.9%	7 14.2%
Fairly satisfied	(4)	161 53.5%	58 53.9%	51 49.9%	52 57.0%	33 54.2%	39 50.1%	40 57.4%	67 54.8%	28 51.4%	21 54.9%	60 55.0%	61 53.7%	40 50.9%	134 54.1%	27 50.3%
Neither satisfied nor dissatisfied	(3)	50 16.5%	16 15.4%	16 16.0%	17 18.5%	12 19.0%	16 21.1% i	9 12.7%	20 16.0%	11 20.2% i	2 5.2%	16 14.4%	19 17.0%	15 18.9%	38 15.5%	11 21.5%
Fairly dissatisfied	(2)	30 10.0%	11 10.2%	13 12.6%	6 6.9%	6 9.7%	8 10.0%	6 8.0%	11 9.2%	6 10.6%	5 13.5%	13 11.5%	13 11.4%	5 6.0%	25 10.3%	5 8.9%
Very dissatisfied	(1)	4 1.2%	1 .8%	2 1.7%	1 1.1%	-	1 1.3%	1 1.3%	2 1.5%	1 1.7%	1 2.2%	2 1.6%	-	2 2.4%	3 1.1%	1 1.6%
Don't know		10 3.2%	6 5.3% c	4 3.8%	-	-	1 1.1%	6 8.2% de	7 5.4%	1 1.8%	2 5.2%	3 2.7%	3 2.6%	4 4.7%	8 3.1%	2 3.6%
NETS																
Net: Satisfied		207 69.0%	73 68.3%	68 65.9%	67 73.4%	44 71.3%	51 66.5%	48 69.8%	83 68.0%	35 65.7%	29 73.8%	76 69.8%	78 69.0%	54 68.0%	173 70.0%	34 64.5%
Net: Dissatisfied		34 11.3%	12 11.0%	15 14.3%	7 8.1%	6 9.7%	9 11.3%	6 9.3%	13 10.6%	7 12.3%	6 15.7%	14 13.2%	13 11.4%	7 8.4%	28 11.4%	6 10.5%
Mean score		3.7	3.7	3.7	3.8	3.8	3.7	3.8	3.7	3.7	3.8	3.7	3.7	3.8	3.8	3.7

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

COMRES

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

		Total	WAVE			REGION						SIZE			SECTOR	
			November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		303	107	103	93	61	81	70	125	55	36	110	116	77	250	53
Weighted Total		301 100.0%	107 100.0%	103 100.0%	91 100.0%	62 100.0%	77 100.0%	69 100.0%	123 100.0%	54 100.0%	39 100.0%	109 100.0%	113 100.0%	79 100.0%	248 100.0%	53 100.0%
Very satisfied	(5)	58 19.4%	22 20.7%	18 17.9%	18 19.6%	12 19.9%	16 21.3%	12 18.0%	22 17.9%	10 17.9%	8 19.4%	20 18.5%	19 17.1%	19 24.1%	52 20.9%	7 12.6%
Fairly satisfied	(4)	157 52.2%	51 47.7%	54 52.6%	52 57.1%	28 44.9%	39 50.3%	42 60.3%	69 56.6%	28 51.8%	21 53.9%	55 50.0%	55 48.7%	47 60.3%	123 49.6%	34 64.5% m
Neither satisfied nor dissatisfied	(3)	45 15.1%	21 19.9%	14 14.0%	10 10.7%	12 19.6%	14 18.3%	5 8.0%	16 13.2%	11 20.0%	3 7.3%	22 19.8% l	17 15.0%	7 8.6%	37 14.9%	8 15.7%
Fairly dissatisfied	(2)	25 8.2%	9 8.2%	7 7.1%	9 9.4%	6 9.5%	5 6.4%	4 5.3%	7 6.0%	4 6.8%	6 16.7% g	9 8.2%	13 11.5%	3 3.5%	23 9.2%	2 3.6%
Very dissatisfied	(1)	3 .9%	- -	2 1.9%	1 1.0%	1 1.6%	- -	1 1.3%	2 1.5%	1 1.7%	- -	1 .9%	1 .8%	1 1.2%	2 .8%	1 1.7%
Don't know		12 4.2%	4 3.5%	7 6.5%	2 2.3%	3 4.5%	3 3.6%	5 7.0%	6 4.8%	1 1.8%	1 2.6%	3 2.6%	8 7.0%	2 2.3%	11 4.6%	1 1.9%
NETS																
Net: Satisfied		215 71.6%	73 68.4%	73 70.6%	70 76.6%	40 64.8%	55 71.6%	54 78.3%	91 74.5%	38 69.6%	29 73.4%	75 68.5%	74 65.7%	66 84.4% jk	175 70.5%	41 77.1%
Net: Dissatisfied		27 9.1%	9 8.2%	9 8.9%	9 10.4%	7 11.1%	5 6.4%	5 6.6%	9 7.5%	5 8.6%	6 16.7%	10 9.1%	14 12.3%	4 4.8%	25 10.0%	3 5.3%
Mean score		3.8	3.8	3.8	3.9	3.8	3.9	4.0	3.9	3.8	3.8	3.8	3.7	4.0 jk	3.8	3.8

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

COMRES

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

	Total	WAVE			REGION						SIZE			SECTOR	
		November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	542	188	190	164	121	133	122	213	91	75	256	172	114	453	89
Weighted Total	540	188	190	162	120	129	119	209	91	81	257	168	115	452	88
	100.0%	100.0%	100.0%	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	251	82	87	82	45	68	59	97	38	41	101	86	65	202	49
	46.5%	43.5%	45.9%	50.8%	37.7%	52.6% d	49.8%	46.3%	41.6%	50.6%	39.2%	51.1% j	56.3% j	44.8%	55.6%
Construction	75	22	34	19	18	13	16	24	8	20	35	22	19	60	15
	13.9%	11.7%	17.9%	11.9%	15.2%	10.3%	13.9%	11.5%	8.3%	24.1% egh	13.5%	13.0%	16.3%	13.3%	17.1%
Drivers	116	37	47	32	26	34	23	33	9	23	41	40	35	92	24
	21.4%	19.8%	24.7%	19.5%	21.5% h	26.6% gh	19.6%	15.6%	10.3%	28.2% gh	15.9%	23.7% j	30.7% j	20.4%	26.8%
Education	72	26	19	26	17	11	19	24	5	20	25	30	17	57	15
	13.3%	14.1%	10.1%	16.1%	14.4% h	8.3%	16.4% eh	11.5%	5.1%	24.2% egh	9.9%	17.6% j	14.7%	12.6%	16.9%
Engineering & technical	188	60	76	52	44	45	33	63	30	36	76	63	49	155	33
	34.8%	31.7%	40.2%	31.9%	37.0%	34.6%	27.8%	29.9%	32.8%	44.0% fg	29.5%	37.4%	42.7% j	34.2%	37.6%
Executive recruitment / interim management	179	61	63	55	36	36	42	78	36	28	63	63	53	145	34
	33.1%	32.3%	33.0%	34.1%	30.0%	28.0%	35.5%	37.3%	39.6%	34.8%	24.3%	37.6% j	46.0% j	32.0%	38.4%
Health & social care	77	22	34	20	22	15	10	19	8	20	33	26	18	66	10
	14.2%	11.7%	18.1%	12.5%	18.4% fg	11.8%	8.8%	9.1%	9.3%	25.0% efgh	12.8%	15.2%	15.9%	14.7%	11.9%
Hospitality	62	22	22	18	15	6	18	25	7	16	19	22	21	47	15
	11.6%	11.8%	11.6%	11.2%	12.1% e	4.9%	15.5% e	12.1% e	7.5%	20.1% eh	7.6%	13.1%	18.3% j	10.5%	17.1%
Industrial	93	25	35	33	23	31	14	23	9	15	34	34	25	79	14
	17.1%	13.6%	18.1%	20.1%	19.2% g	24.2% fgh	11.8%	11.0%	10.0%	18.6%	13.1%	20.4% j	21.4% j	17.4%	15.9%
Legal & HR	175	60	53	61	35	39	40	74	34	27	52	66	57	139	36
	32.4%	32.2%	28.1%	37.8%	28.9%	30.4%	33.9%	35.4%	37.4%	32.9%	20.2%	39.3% j	49.7% j	30.7%	40.8%
Life sciences	17	5	4	8	5	3	6	9	4	-	7	5	6	12	5
	3.1%	2.5%	2.0%	5.1%	4.0%	2.1%	4.6%	4.4%	4.1%	-	2.6%	2.7%	4.8%	2.7%	5.1%

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

COMRES

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

	Total	WAVE			REGION						SIZE			SECTOR	
		November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	542	188	190	164	121	133	122	213	91	75	256	172	114	453	89
Weighted Total	540	188	190	162	120	129	119	209	91	81	257	168	115	452	88
	100.0%	100.0%	100.0%	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	209	70	69	70	49	35	46	96	50	29	88	66	55	168	41
	38.7%	37.2%	36.1%	43.5%	40.6%	26.8%	38.7%	46.0%	55.4%	35.9%	34.2%	39.3%	47.8%	37.3%	45.9%
					e		e	e	defi				j		
Office professionals	332	108	107	117	66	80	76	130	54	56	134	115	84	277	55
	61.5%	57.6%	56.3%	72.0%	55.3%	61.5%	64.2%	62.3%	59.7%	68.5%	51.9%	68.4%	72.8%	61.2%	62.6%
				ab								j	j		
Sales & retail	211	80	60	70	50	46	43	78	35	38	98	72	42	168	42
	39.0%	42.8%	31.8%	43.3%	41.3%	35.3%	36.3%	37.3%	38.7%	46.2%	37.9%	42.6%	36.4%	37.3%	48.1%
		b		b											
Technology	194	63	64	67	46	40	43	80	38	27	79	59	56	156	38
	35.9%	33.5%	33.6%	41.3%	38.3%	31.2%	35.9%	38.4%	41.5%	33.2%	30.7%	34.9%	48.9%	34.4%	43.1%
													jk		
None	20	8	8	4	4	4	4	7	3	5	13	5	2	18	2
	3.7%	4.3%	4.0%	2.5%	3.3%	3.1%	3.4%	3.3%	3.3%	6.1%	5.0%	2.9%	1.7%	3.9%	2.3%

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

COMRES

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	November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	*h	*i	j	k	l	m	n
Unweighted Total	166	59	54	53	30	41	43	71	28	24	48	71	47	130	36
Weighted Total	161 100.0%	57 100.0%	53 100.0%	51 100.0%	29 100.0%	39 100.0%	41 100.0%	69 100.0%	28 100.0%	25 100.0%	47 100.0%	67 100.0%	47 100.0%	128 100.0%	33 100.0%
Accounting and financial services	54 33.3%	16 27.8%	20 37.2%	18 35.4%	6 19.9%	16 41.8%	16 39.7%	23 33.4%	7 24.1%	9 35.2%	11 24.2%	16 23.4%	27 56.6% jk	45 35.4%	8 25.4%
Construction	15 9.3%	5 8.7%	3 5.2%	7 14.3%	4 13.2%	2 4.9%	2 4.7%	6 8.1%	4 13.1%	4 15.2%	5 11.4%	5 7.3%	5 10.2%	13 10.3%	2 5.5%
Drivers	26 16.0%	10 16.9%	8 14.4%	9 16.7%	5 16.8%	8 20.0%	7 16.2%	8 11.0%	1 3.5%	6 22.6%	5 10.2%	12 18.5%	9 18.3%	21 16.5%	5 14.0%
Education	13 7.8%	1 1.5%	5 9.5%	7 12.9% a	3 10.2%	3 7.7%	3 6.7%	4 5.3%	1 3.2%	3 11.8%	4 8.0%	6 8.8%	3 6.0%	11 8.3%	2 5.8%
Engineering & technical	35 21.7%	10 18.0%	11 20.1%	14 27.5%	4 12.6%	6 14.5%	13 33.1% de	18 26.6%	5 17.0%	7 30.0%	9 19.8%	16 24.1%	9 20.0%	29 22.4%	6 18.7%
Executive recruitment / interim management	24 14.9%	7 13.1%	8 15.3%	8 16.5%	3 9.5%	7 17.3%	8 18.9%	12 17.9%	5 16.6%	2 8.7%	7 14.6%	8 11.7%	9 19.7%	16 12.8%	8 22.7%
Health & social care	14 8.8%	4 7.0%	6 10.9%	4 8.8%	3 10.6%	2 5.1%	6 14.1%	6 8.3%	- -	4 14.3%	5 9.8%	4 5.8%	6 12.2%	12 9.6%	2 6.0%
Hospitality	18 11.3%	7 11.5%	6 11.8%	5 10.6%	1 3.6%	2 5.0%	5 13.3%	7 10.7%	2 6.8%	8 32.2%	4 7.6%	7 10.4%	8 16.4%	15 12.0%	3 8.6%
Industrial	38 23.4%	15 25.5%	10 19.3%	13 25.2%	8 29.2%	13 34.0% g	7 18.1%	11 16.0%	4 13.0%	5 20.1%	11 23.7%	18 26.9%	8 18.0%	30 23.2%	8 24.1%
Legal & HR	28 17.4%	5 8.3%	11 20.7%	12 24.1% a	4 13.0%	10 25.0%	7 16.7%	12 18.0%	6 19.8%	2 8.8%	6 12.2%	8 11.9%	14 30.3% jk	20 15.9%	8 23.1%
Life sciences	3 1.6%	- -	- -	3 5.2%	- -	- -	2 4.3%	3 3.9%	1 3.2%	- -	2 3.7%	- -	1 1.9%	2 1.4%	1 2.6%
Marketing, media & creative	23 14.3%	7 11.9%	6 11.7%	10 19.9%	4 12.7%	3 7.3%	7 16.2%	12 17.9%	6 20.3%	4 17.7%	5 9.8%	7 10.9%	11 23.9%	20 15.3%	4 10.8%

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

Jobs Outlook - Combined

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

Temporary agency workers
Base: All who recruit temporary agency workers

	Total	WAVE			REGION						SIZE			SECTOR	
		November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	*h	*i	j	k	l	m	n
Unweighted Total	166	59	54	53	30	41	43	71	28	24	48	71	47	130	36
Weighted Total	161 100.0%	57 100.0%	53 100.0%	51 100.0%	29 100.0%	39 100.0%	41 100.0%	69 100.0%	28 100.0%	25 100.0%	47 100.0%	67 100.0%	47 100.0%	128 100.0%	33 100.0%
Office professionals	70 43.3%	22 38.1%	25 46.4%	23 45.8%	7 25.8%	17 43.9%	22 54.0% d	35 51.5% d	13 48.0%	10 39.8%	17 35.8%	26 38.1%	27 58.1% jk	59 45.8%	11 33.4%
Sales & retail	29 18.1%	8 14.6%	9 16.1%	12 24.1%	3 9.3%	6 14.8%	10 23.9%	13 18.4%	3 10.4%	8 32.6%	9 20.1%	10 14.8%	10 20.8%	23 17.7%	7 19.6%
Technology	31 19.2%	9 16.3%	7 12.5%	15 29.5% b	5 15.7%	7 17.2%	11 25.9%	15 22.4%	5 17.3%	4 17.9%	9 19.6%	10 15.4%	11 24.4%	25 19.3%	6 18.9%
None	17 10.2%	8 13.5% c	8 14.8% c	1 1.8%	5 16.4%	3 6.8%	2 4.4%	6 8.6%	4 14.6%	3 13.1%	8 17.3% l	6 9.6%	2 4.0%	14 10.7%	3 8.5%

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

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Jobs Outlook - Combined

Q9_SUM. Do you think the number of permanent members of staff in your organisation will increase or decrease in the next:

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

	Total	Increase greatly	Increase slightly	Stay the same	Decrease slightly	Decrease greatly	Don't know	Net: Increase	Net: Decrease	Net: Increase + Stay the same	No response
Three months	520	-	-	-	-	-	-	-	-	-	520
	100.0%	-	-	-	-	-	-	-	-	-	100.0%
Four to twelve months	520	-	-	-	-	-	-	-	-	-	520
	100.0%	-	-	-	-	-	-	-	-	-	100.0%

Jobs Outlook - Combined

Q9_SUM. Do you think the number of permanent members of staff in your organisation will increase or decrease in the next:

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

	Total	Mean
Three months	520 100.0%	-
Four to twelve months	520 100.0%	-

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Jobs Outlook - Combined

Q9_1. Do you think the number of permanent members of staff in your organisation will increase or decrease in the next:

Three months

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

		WAVE			REGION						SIZE			SECTOR	
	Total	November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	523	180	183	160	117	129	118	206	88	71	243	168	112	436	87
Weighted Total	520	180	183	158	116	125	115	202	88	77	244	163	113	434	86
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly (5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Increase slightly (4)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Stay the same (3)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Decrease slightly (2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Decrease greatly (1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS															
Net: Increase	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Decrease	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
No response	520	180	183	158	116	125	115	202	88	77	244	163	113	434	86
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Mean score	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

Jobs Outlook - Combined

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

Four to twelve months
Base: All who recruit permanent members of staff in any job function

		Total	WAVE			REGION						SIZE			SECTOR	
			November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		523	180	183	160	117	129	118	206	88	71	243	168	112	436	87
Weighted Total		520	180	183	158	116	125	115	202	88	77	244	163	113	434	86
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Increase slightly	(4)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Stay the same	(3)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Decrease slightly	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																
Net: Increase		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
No response		520	180	183	158	116	125	115	202	88	77	244	163	113	434	86
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Mean score		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

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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	251 100.0%	4 1.5%	26 10.4%	198 78.8%	6 2.5%	2 .8%	15 6.0%	30 11.9%	8 3.3%	228 90.7%	3.1
Construction	75 100.0%	1 1.2%	21 27.6%	45 60.3%	2 2.6%	-	6 8.3%	22 28.8%	2 2.6%	67 89.1%	3.3
Drivers	116 100.0%	1 .8%	19 16.8%	87 75.2%	1 .8%	-	7 6.5%	20 17.5%	1 .8%	107 92.7%	3.2
Education	72 100.0%	3 3.8%	14 19.5%	50 69.2%	1 1.4%	-	4 6.1%	17 23.3%	1 1.4%	66 92.5%	3.3
Engineering & technical	188 100.0%	5 2.5%	53 28.4%	116 61.9%	3 1.4%	1 .5%	10 5.3%	58 30.9%	4 1.9%	174 92.8%	3.3
Executive recruitment / interim management	179 100.0%	2 1.0%	17 9.7%	144 80.5%	6 3.5%	-	9 5.2%	19 10.7%	6 3.5%	163 91.3%	3.1
Health & social care	77 100.0%	9 12.1%	15 19.9%	45 59.3%	2 2.6%	1 1.2%	4 4.9%	25 32.0%	3 3.9%	70 91.3%	3.4
Hospitality	62 100.0%	5 7.3%	12 19.9%	39 62.5%	1 1.5%	-	6 8.9%	17 27.2%	1 1.5%	56 89.6%	3.4
Industrial	93 100.0%	4 4.0%	21 22.4%	62 66.8%	2 2.1%	1 1.0%	3 3.7%	24 26.4%	3 3.1%	86 93.2%	3.3
Legal & HR	175 100.0%	2 1.0%	17 9.6%	140 80.2%	3 1.5%	1 .6%	12 6.9%	19 10.7%	4 2.1%	159 90.9%	3.1
Life sciences	17 100.0%	1 5.3%	3 17.0%	10 61.4%	-	1 5.5%	2 10.8%	4 22.3%	1 5.5%	14 83.7%	3.2
Marketing, media & creative	209 100.0%	3 1.4%	51 24.5%	142 67.9%	2 .9%	-	11 5.3%	54 25.9%	2 .9%	196 93.8%	3.3
Office professionals	332 100.0%	4 1.2%	69 20.9%	241 72.6%	6 1.7%	1 .3%	11 3.3%	73 22.0%	7 2.0%	314 94.7%	3.2
Sales & retail	211 100.0%	11 5.2%	47 22.3%	141 66.9%	3 1.3%	-	9 4.4%	58 27.4%	3 1.3%	199 94.3%	3.3
Technology	194 100.0%	7 3.4%	45 23.0%	128 65.9%	3 1.4%	1 .5%	11 5.8%	51 26.5%	4 1.9%	179 92.3%	3.3
Average (response based including bases)	2249 100.0%	59 2.6%	431 19.2%	1589 70.6%	40 1.8%	9 .4%	122 5.4%	491 21.8%	49 2.2%	2079 92.4%	3.2

Prepared by ComRes

COMRES

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

		Total	WAVE			REGION						SIZE			SECTOR	
			November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		2245	738	771	736	509	519	495	863	368	354	872	791	582	1824	421
Weighted Total		2249	744	775	730	497	503	490	853	363	396	883	766	600	1823	426
		100.0%	100.0%	100.0%	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)	59	14	27	18	9	26	6	23	17	2	25	18	17	57	3
		2.6%	1.9%	3.5%	2.5%	1.8%	5.1%	1.2%	2.7%	4.8%	.4%	2.8%	2.3%	2.8%	3.1%	.7%
				a			dfgi		i	dfi					n	
Increase slightly	(4)	431	163	110	158	107	85	87	172	84	68	175	162	95	357	74
		19.2%	21.9%	14.2%	21.7%	21.5%	16.9%	17.9%	20.1%	23.2%	17.1%	19.8%	21.1%	15.8%	19.6%	17.4%
			b		b					ei				l		
Stay same	(3)	1589	526	585	477	354	345	361	598	238	291	671	536	381	1278	311
		70.6%	70.7%	75.5%	65.3%	71.3%	68.6%	73.7%	70.1%	65.4%	73.4%	76.0%	70.0%	63.5%	70.1%	72.9%
			c	ac				h			h	kl	l			
Decrease slightly	(2)	40	22	12	6	4	23	7	9	3	4	5	13	22	27	13
		1.8%	2.9%	1.5%	.9%	.8%	4.5%	1.3%	1.1%	.8%	.9%	.6%	1.7%	3.7%	1.5%	3.0%
			c				dfghi						j	jk		m
Decrease greatly	(1)	9	1	-	8	-	1	3	8	5	-	1	3	5	9	-
		.4%	.1%	-	1.1%	-	.2%	.6%	.9%	1.3%	-	.1%	.4%	.8%	.5%	-
					ab				d	dei				j		
Don't know		122	19	40	62	23	24	26	43	17	32	7	34	81	96	26
		5.4%	2.5%	5.2%	8.5%	4.6%	4.7%	5.3%	5.0%	4.6%	8.1%	.7%	4.5%	13.4%	5.2%	6.1%
				a	ab						deg		j	jk		
NETS																
Net: Increase		491	176	138	176	116	110	93	195	102	70	199	180	112	414	77
		21.8%	23.7%	17.8%	24.2%	23.3%	21.9%	19.0%	22.8%	28.0%	17.6%	22.6%	23.4%	18.6%	22.7%	18.1%
			b		b	i			i	efi				l	n	
Net: Decrease		49	23	12	14	4	24	10	17	7	4	6	16	27	36	13
		2.2%	3.1%	1.5%	2.0%	.8%	4.7%	2.0%	2.0%	2.1%	.9%	.7%	2.1%	4.4%	2.0%	3.0%
			b				dfghi						j	jk		
Net: Increase + Stay the same		2079	702	723	654	470	455	454	793	339	360	871	715	493	1691	388
		92.4%	94.4%	93.3%	89.5%	94.6%	90.6%	92.7%	93.0%	93.4%	91.0%	98.6%	93.4%	82.2%	92.8%	91.0%
			c	c		ei						kl	l			
Mean score		3.2	3.2	3.2	3.3	3.3	3.2	3.2	3.2	3.3	3.2	3.2	3.2	3.2	3.2	3.2
						fi				fi		l			n	

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

COMRES

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	November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		251	83	86	82	47	69	61	98	37	37	99	89	63	201	50
Weighted Total		251	82	87	82	45	68	59	97	38	41	101	86	65	202	49
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	4	2	2	-	-	1	-	3	3	-	1	-	3	4	-
		1.5%	2.5%	2.1%	-	-	1.3%	-	3.0%	7.8% f	-	.9%	-	4.6% k	1.9%	-
Increase slightly	(4)	26	7	7	13	5	6	5	11	6	4	13	7	6	21	6
		10.4%	8.4%	7.6%	15.4%	10.5%	8.5%	9.2%	11.6%	15.3%	10.6%	13.0%	8.6%	8.8%	10.2%	11.3%
Stay same	(3)	198	66	72	60	38	53	48	74	26	33	85	70	43	160	38
		78.8%	80.3%	82.6%	73.1%	83.0%	77.7%	81.2%	76.6%	69.4%	80.8%	84.2% l	81.7% l	66.4%	79.0%	77.9%
Decrease slightly	(2)	6	5	-	1	-	4	2	2	-	1	1	3	3	4	3
		2.5%	6.6% b	-	1.1%	-	5.3%	2.9%	1.8%	-	2.4%	1.0%	3.1%	4.2%	1.9%	5.3%
Decrease greatly	(1)	2	-	-	2	-	-	1	2	1	-	-	1	1	2	-
		.8%	-	-	2.4%	-	-	1.8%	2.0%	2.5%	-	-	1.2%	1.4%	1.0%	-
Don't know		15	2	7	7	3	5	3	5	2	3	1	5	9	12	3
		6.0%	2.2%	7.7%	7.9%	6.5%	7.1%	4.8%	4.9%	5.0%	6.2%	.9%	5.4%	14.7% j	6.1%	5.5%
NETS																
Net: Increase		30	9	8	13	5	7	5	14	9	4	14	7	9	24	6
		11.9%	10.8%	9.7%	15.4%	10.5%	9.9%	9.2%	14.7%	23.2%	10.6%	13.8%	8.6%	13.4%	12.1%	11.3%
Net: Decrease		8	5	-	3	-	4	3	4	1	1	1	4	4	6	3
		3.3%	6.6% b	-	3.5%	-	5.3%	4.7%	3.8%	2.5%	2.4%	1.0%	4.3%	5.6%	2.8%	5.3%
Net: Increase + Stay the same		228	74	81	73	42	60	53	88	35	38	99	77	52	184	44
		90.7%	91.1%	92.3%	88.6%	93.5%	87.6%	90.5%	91.3%	92.5%	91.4%	98.1% kl	90.3%	79.7%	91.1%	89.2%
Mean score		3.1	3.1	3.1	3.1	3.1	3.1	3.0	3.1	3.3 f	3.1	3.1	3.0	3.1	3.1	3.1

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

COMRES

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

		Total	WAVE			REGION						SIZE			SECTOR	
			November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	b	*c	*d	*e	*f	*g	*h	*i	j	*k	*l	m	*n
Unweighted Total		73	22	32	19	18	13	17	25	8	17	34	22	17	58	15
Weighted Total		75	22	34	19	18	13	16	24	8	20	35	22	19	60	15
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	1	-	1	-	-	1	-	-	-	-	1	-	-	1	-
		1.2%	-	2.6%	-	-	6.7%	-	-	-	-	2.6%	-	-	1.5%	-
Increase slightly	(4)	21	8	6	7	3	3	5	7	2	9	8	6	7	18	3
		27.6%	34.3%	19.0%	35.3%	16.2%	20.3%	28.5%	27.3%	24.8%	43.6%	22.3%	26.3%	39.2%	30.1%	17.8%
Stay same	(3)	45	14	21	10	12	7	12	17	6	9	24	13	8	34	11
		60.3%	65.7%	61.7%	51.5%	68.2%	51.8%	71.5%	72.7%	75.2%	43.4%	69.8%	61.5%	41.1%	56.5%	75.3%
Decrease slightly	(2)	2	-	2	-	2	-	-	-	-	-	-	-	2	1	1
		2.6%	-	5.8%	-	10.7%	-	-	-	-	-	-	-	10.5%	1.5%	6.9%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		6	-	4	3	1	3	-	-	-	3	2	3	2	6	-
		8.3%	-	10.9%	13.2%	4.9%	21.2%	-	-	-	12.9%	5.4%	12.2%	9.2%	10.4%	-
NETS																
Net: Increase		22	8	7	7	3	4	5	7	2	9	9	6	7	19	3
		28.8%	34.3%	21.6%	35.3%	16.2%	27.0%	28.5%	27.3%	24.8%	43.6%	24.9%	26.3%	39.2%	31.6%	17.8%
Net: Decrease		2	-	2	-	2	-	-	-	-	-	-	-	2	1	1
		2.6%	-	5.8%	-	10.7%	-	-	-	-	-	-	-	10.5%	1.5%	6.9%
Net: Increase + Stay the same		67	22	28	17	15	10	16	24	8	17	33	19	15	53	14
		89.1%	100.0%	83.3%	86.8%	84.4%	78.8%	100.0%	100.0%	100.0%	87.1%	94.6%	87.8%	80.3%	88.1%	93.1%
Mean score		3.3	3.3	3.2	3.4	3.1	3.4	3.3	3.3	3.2	3.5	3.3	3.3	3.3	3.4	3.1

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

Jobs Outlook - Combined

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

		Total	WAVE			REGION						SIZE			SECTOR	
			November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	*d	e	*f	g	*h	*i	j	k	l	m	*n
Unweighted Total		118	38	48	32	27	36	24	34	10	21	41	42	35	94	24
Weighted Total		116	37	47	32	26	34	23	33	9	23	41	40	35	92	24
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	1	-	1	-	-	1	-	-	-	-	1	-	-	1	-
		.8%	-	1.9%	-	-	2.6%	-	-	-	-	2.2%	-	-	1.0%	-
Increase slightly	(4)	19	9	7	3	6	6	4	4	-	5	3	10	6	13	6
		16.8%	24.9%	15.8%	8.6%	21.6%	16.0%	15.9%	11.3%	-	20.2%	7.1%	26.0% j	17.6%	14.2%	26.8%
Stay same	(3)	87	27	36	24	18	25	19	28	9	16	37	27	23	73	14
		75.2%	72.6%	76.0%	77.0%	70.7%	73.1%	79.8%	85.6%	100.0%	68.7%	90.7% kl	67.1%	66.4%	78.8%	61.1%
Decrease slightly	(2)	1	1	-	-	-	1	-	-	-	-	-	-	1	1	-
		.8%	2.5%	-	-	-	2.7%	-	-	-	-	-	-	2.6%	1.0%	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		7	-	3	5	2	2	1	1	-	3	-	3	5	5	3
		6.5%	-	6.2%	14.4% a	7.8%	5.6%	4.3%	3.1%	-	11.1%	-	7.0%	13.4% j	5.0%	12.0%
NETS																
Net: Increase		20	9	8	3	6	6	4	4	-	5	4	10	6	14	6
		17.5%	24.9%	17.7%	8.6%	21.6%	18.6%	15.9%	11.3%	-	20.2%	9.3%	26.0%	17.6%	15.2%	26.8%
Net: Decrease		1	1	-	-	-	1	-	-	-	-	-	-	1	1	-
		.8%	2.5%	-	-	-	2.7%	-	-	-	-	-	-	2.6%	1.0%	-
Net: Increase + Stay the same		107	36	44	27	24	32	22	32	9	20	41	37	30	87	21
		92.7%	97.5%	93.8%	85.6%	92.2%	91.7%	95.7%	96.9%	100.0%	88.9%	100.0% l	93.0%	84.0%	94.0%	88.0%
Mean score		3.2	3.2	3.2	3.1	3.2	3.2	3.2	3.1	3.0	3.2	3.1	3.3	3.2	3.2	3.3

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

COMRES

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

		Total	WAVE			REGION						SIZE			SECTOR	
			November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	*n
Unweighted Total		70	24	20	26	18	11	18	23	5	18	25	29	16	57	13
Weighted Total		72	26	19	26	17	11	19	24	5	20	25	30	17	57	15
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	3	-	1	2	-	1	-	2	2	-	1	1	1	3	-
		3.8%	-	4.7%	6.9%	-	8.4%	-	7.5%	39.2%	-	3.5%	3.0%	5.3%	4.7%	-
Increase slightly	(4)	14	8	2	4	5	1	3	5	2	4	7	6	2	10	4
		19.5%	31.4%	9.8%	14.7%	28.1%	8.7%	14.0%	19.2%	41.3%	18.4%	26.0%	18.7%	11.2%	18.2%	24.7%
Stay same	(3)	50	18	16	16	11	8	17	18	1	14	18	20	11	39	10
		69.2%	68.6%	80.7%	61.4%	61.3%	73.6%	86.0%	73.3%	19.5%	68.8%	70.4%	68.9%	67.9%	69.2%	69.2%
Decrease slightly	(2)	1	-	-	1	-	1	-	-	-	-	-	1	-	1	-
		1.4%	-	-	3.8%	-	9.3%	-	-	-	-	-	3.4%	-	1.8%	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		4	-	1	3	2	-	-	-	-	3	-	2	3	3	1
		6.1%	-	4.8%	13.2%	10.6%	-	-	-	-	12.9%	-	5.9%	15.6%	6.1%	6.1%
NETS																
Net: Increase		17	8	3	6	5	2	3	6	4	4	8	6	3	13	4
		23.3%	31.4%	14.5%	21.6%	28.1%	17.1%	14.0%	26.7%	80.5%	18.4%	29.6%	21.7%	16.5%	22.9%	24.7%
Net: Decrease		1	-	-	1	-	1	-	-	-	-	-	1	-	1	-
		1.4%	-	-	3.8%	-	9.3%	-	-	-	-	-	3.4%	-	1.8%	-
Net: Increase + Stay the same		66	26	18	22	15	10	19	24	5	17	25	27	14	52	14
		92.5%	100.0%	95.2%	82.9%	89.4%	90.7%	100.0%	100.0%	100.0%	87.1%	100.0%	90.7%	84.4%	92.1%	93.9%
Mean score		3.3	3.3	3.2	3.3	3.3	3.2	3.1	3.3	4.2	3.2	3.3	3.2	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_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

		Total	WAVE			REGION						SIZE			SECTOR	
			November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		188	61	75	52	45	47	34	65	31	31	76	65	47	154	34
Weighted Total		188	60	76	52	44	45	33	63	30	36	76	63	49	155	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%
Increase greatly	(5)	5	2	2	1	-	3	-	2	2	-	2	1	2	5	-
		2.5%	3.4%	2.3%	1.7%	-	6.2%	-	3.1%	6.4%	-	2.5%	1.4%	3.9%	3.0%	-
Increase slightly	(4)	53	20	17	16	13	13	8	18	11	9	18	23	12	44	9
		28.4%	34.2%	22.3%	30.8%	29.8%	28.2%	23.2%	29.3%	36.0%	25.4%	23.2%	37.4%	25.0%	28.5%	28.1%
Stay same	(3)	116	34	53	29	28	25	25	39	13	24	55	34	27	95	21
		61.9%	57.8%	69.3%	55.5%	64.0%	55.3%	76.8% eh	61.9%	45.2%	67.5%	73.1% kl	54.0%	54.7%	61.5%	63.8%
Decrease slightly	(2)	3	2	1	-	-	2	-	1	1	-	-	1	2	2	1
		1.4%	3.0%	1.2%	-	-	4.0%	-	1.5%	3.1%	-	-	1.5%	3.6%	1.2%	2.6%
Decrease greatly	(1)	1	-	-	1	-	-	-	1	1	-	-	-	1	1	-
		.5%	-	-	1.8%	-	-	-	1.5%	3.1%	-	-	-	1.9%	.6%	-
Don't know		10	1	4	5	3	3	-	2	2	3	1	4	5	8	2
		5.3%	1.6%	4.8%	10.2% a	6.1%	6.3%	-	2.9%	6.1%	7.1%	1.2%	5.7%	10.9% j	5.2%	5.5%
NETS																
Net: Increase		58	22	19	17	13	15	8	20	13	9	20	24	14	49	9
		30.9%	37.6%	24.6%	32.5%	29.8%	34.4%	23.2%	32.3%	42.5%	25.4%	25.7%	38.8%	28.9%	31.5%	28.1%
Net: Decrease		4	2	1	1	-	2	-	2	2	-	-	1	3	3	1
		1.9%	3.0%	1.2%	1.8%	-	4.0%	-	3.0%	6.3%	-	-	1.5%	5.5% j	1.8%	2.6%
Net: Increase + Stay the same		174	57	72	45	42	40	33	59	26	33	75	58	41	144	30
		92.8%	95.4%	93.9%	88.0%	93.9%	89.7%	100.0% h	94.2%	87.7%	92.9%	98.8% l	92.8%	83.6%	93.0%	91.9%
Mean score		3.3	3.4	3.3	3.3	3.3	3.4	3.2	3.3	3.4	3.3	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

COMRES

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

		Total	WAVE			REGION						SIZE			SECTOR	
			November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	*i	j	k	l	m	n
Unweighted Total		180	61	63	56	37	38	43	79	36	26	63	65	52	146	34
Weighted Total		179 100.0%	61 100.0%	63 100.0%	55 100.0%	36 100.0%	36 100.0%	42 100.0%	78 100.0%	36 100.0%	28 100.0%	63 100.0%	63 100.0%	53 100.0%	145 100.0%	34 100.0%
Increase greatly	(5)	2 1.0%	- -	2 2.9%	- -	- -	1 2.5%	- -	1 1.2%	1 2.6%	- -	1 1.4%	- -	1 1.8%	2 1.3%	- -
Increase slightly	(4)	17 9.7%	5 8.4%	4 6.3%	8 15.0%	3 8.0%	3 7.8%	5 11.6%	9 11.4%	4 11.1%	3 9.6%	6 9.4%	8 12.2%	4 7.1%	15 10.7%	2 5.5%
Stay same	(3)	144 80.5%	51 84.1%	53 84.8%	40 71.9%	31 86.4%	27 74.5%	35 83.6%	64 82.5%	29 81.2%	21 75.4%	54 86.1%	51 80.8%	39 73.6%	114 79.1%	29 86.7%
Decrease slightly	(2)	6 3.5%	3 4.5%	2 2.9%	2 3.3%	- -	3 7.5%	1 2.4%	2 2.4%	1 2.5%	2 6.0%	1 1.6%	3 4.2%	3 5.1%	5 3.2%	2 5.1%
Decrease greatly	(1)	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Don't know		9 5.2%	2 3.1%	2 3.1%	5 9.9%	2 5.6%	3 7.8%	1 2.4%	2 2.4%	1 2.5%	3 9.0%	1 1.5%	2 2.8%	7 12.4% jk	8 5.8%	1 2.7%
NETS																
Net: Increase		19 10.7%	5 8.4%	6 9.2%	8 15.0%	3 8.0%	4 10.3%	5 11.6%	10 12.6%	5 13.7%	3 9.6%	7 10.8%	8 12.2%	5 8.9%	17 12.0%	2 5.5%
Net: Decrease		6 3.5%	3 4.5%	2 2.9%	2 3.3%	- -	3 7.5%	1 2.4%	2 2.4%	1 2.5%	2 6.0%	1 1.6%	3 4.2%	3 5.1%	5 3.2%	2 5.1%
Net: Increase + Stay the same		163 91.3%	56 92.5%	59 94.0%	48 86.9%	34 94.4%	31 84.7%	40 95.3%	74 95.1%	34 94.9%	24 85.0%	61 96.9% l	59 93.0%	44 82.5%	132 91.1%	31 92.2%
Mean score		3.1	3.0	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.0	3.1	3.1	3.1	3.1	3.0

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

COMRES

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

		Total	WAVE			REGION						SIZE			SECTOR	
			November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	b	*c	*d	*e	*f	*g	*h	*i	j	*k	*l	m	*n
Unweighted Total		77	23	34	20	23	16	11	20	9	18	32	27	18	66	11
Weighted Total		77	22	34	20	22	15	10	19	8	20	33	26	18	66	10
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	9	1	5	4	1	7	-	2	2	-	1	8	1	8	1
		12.1%	4.2%	13.6%	18.0%	4.1%	43.2%	-	9.3%	20.8%	-	2.7%	29.4%	4.7%	12.7%	8.2%
Increase slightly	(4)	15	4	8	3	7	1	2	6	4	2	4	5	7	12	3
		19.9%	18.2%	24.4%	14.2%	31.4%	6.2%	17.7%	30.3%	45.9%	8.2%	11.9%	18.5%	36.4%	18.6%	28.5%
Stay same	(3)	45	15	18	12	12	7	6	8	3	18	26	11	8	41	5
		59.3%	68.9%	53.2%	59.2%	55.6%	44.5%	54.0%	44.8%	33.4%	87.8%	79.6%	44.9%	42.7%	61.6%	44.8%
Decrease slightly	(2)	2	1	1	-	1	-	1	1	-	-	1	-	1	1	1
		2.6%	4.5%	3.0%	-	4.7%	-	9.3%	5.2%	-	-	3.0%	-	5.7%	1.5%	9.9%
Decrease greatly	(1)	1	1	-	-	-	1	-	-	-	-	1	-	-	1	-
		1.2%	4.3%	-	-	-	6.2%	-	-	-	-	2.9%	-	-	1.4%	-
Don't know		4	-	2	2	1	-	2	2	-	1	-	2	2	3	1
		4.9%	-	5.8%	8.6%	4.1%	-	19.1%	10.5%	-	4.0%	-	7.2%	10.5%	4.3%	8.7%
NETS																
Net: Increase		25	5	13	7	8	8	2	7	6	2	5	12	7	21	4
		32.0%	22.4%	38.0%	32.2%	35.6%	49.4%	17.7%	39.5%	66.6%	8.2%	14.6%	47.9%	41.1%	31.3%	36.7%
Net: Decrease		3	2	1	-	1	1	1	1	-	-	2	-	1	2	1
		3.9%	8.8%	3.0%	-	4.7%	6.2%	9.3%	5.2%	-	-	5.8%	-	5.7%	2.9%	9.9%
Net: Increase + Stay the same		70	20	31	19	20	14	8	16	8	20	31	24	15	61	9
		91.3%	91.2%	91.2%	91.4%	91.2%	93.8%	71.6%	84.3%	100.0%	96.0%	94.2%	92.8%	83.9%	92.8%	81.4%
Mean score		3.4	3.1	3.5	3.5	3.4	3.8	3.1	3.5	3.9	3.1	3.1	3.8	3.4	3.4	3.4

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

COMRES

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

		Total	WAVE			REGION						SIZE			SECTOR	
			November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	*n
Unweighted Total		60	20	21	19	15	7	17	23	6	15	18	22	20	47	13
Weighted Total		62	22	22	18	15	6	18	25	7	16	19	22	21	47	15
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	5	1	2	2	-	2	2	2	-	1	1	1	3	5	-
		7.3%	3.9%	8.1%	10.6%	-	28.1%	9.9%	7.3%	-	5.8%	4.6%	4.4%	12.8%	9.6%	-
Increase slightly	(4)	12	6	1	6	3	2	4	7	3	1	1	9	3	11	2
		19.9%	26.9%	4.1%	30.4%	20.3%	28.5%	20.2%	26.3%	42.9%	6.2%	4.5%	39.3%	13.8%	22.2%	12.4%
Stay same	(3)	39	13	17	9	11	1	10	14	4	14	18	10	12	29	10
		62.5%	60.7%	74.8%	49.5%	73.4%	14.1%	54.2%	55.0%	57.1%	83.0%	90.9%	44.0%	55.4%	60.3%	69.1%
Decrease slightly	(2)	1	-	1	-	-	1	-	-	-	-	-	1	-	1	-
		1.5%	-	4.2%	-	-	14.6%	-	-	-	-	-	4.2%	-	2.0%	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		6	2	2	2	1	1	3	3	-	1	-	2	4	3	3
		8.9%	8.5%	8.8%	9.6%	6.3%	14.8%	15.6%	11.4%	-	5.0%	-	8.0%	18.0%	5.8%	18.5%
NETS																
Net: Increase		17	7	3	7	3	4	6	8	3	2	2	10	6	15	2
		27.2%	30.8%	12.2%	41.0%	20.3%	56.6%	30.1%	33.6%	42.9%	12.0%	9.1%	43.8%	26.6%	31.9%	12.4%
Net: Decrease		1	-	1	-	-	1	-	-	-	-	-	1	-	1	-
		1.5%	-	4.2%	-	-	14.6%	-	-	-	-	-	4.2%	-	2.0%	-
Net: Increase + Stay the same		56	20	19	16	14	4	16	22	7	16	19	19	17	44	12
		89.6%	91.5%	87.0%	90.4%	93.7%	70.6%	84.4%	88.6%	100.0%	95.0%	100.0%	87.7%	82.0%	92.2%	81.5%
Mean score		3.4	3.4	3.2	3.6	3.2	3.8	3.5	3.5	3.4	3.2	3.1	3.5	3.5	3.4	3.2

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

COMRES

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

		Total	WAVE			REGION						SIZE			SECTOR	
			November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	b	c	*d	e	*f	*g	*h	*i	j	k	*l	m	*n
Unweighted Total		95	27	35	33	24	33	15	25	10	13	35	37	23	80	15
Weighted Total		93	25	35	33	23	31	14	23	9	15	34	34	25	79	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	1	2	1	1	3	-	-	-	-	2	1	1	4	-
		4.0%	3.6%	5.1%	3.0%	4.3%	8.6%	-	-	-	-	5.6%	2.7%	3.6%	4.7%	-
Increase slightly	(4)	21	6	7	8	6	6	7	9	2	1	7	12	2	17	4
		22.4%	25.1%	19.6%	23.2%	24.7%	18.3%	47.7%	36.9%	20.2%	5.2%	20.1%	34.9%	8.0%	21.7%	26.4%
Stay same	(3)	62	18	24	20	15	22	7	13	5	12	25	20	17	53	9
		66.8%	71.2%	69.5%	60.4%	66.5%	70.1%	52.3%	55.2%	59.8%	78.0%	74.4%	57.2%	69.8%	66.9%	66.3%
Decrease slightly	(2)	2	-	2	-	1	1	-	-	-	-	-	1	1	1	1
		2.1%	-	5.7%	-	4.5%	3.0%	-	-	-	-	-	2.7%	4.2%	1.2%	7.4%
Decrease greatly	(1)	1	-	-	1	-	-	-	1	1	-	-	-	1	1	-
		1.0%	-	-	2.8%	-	-	-	4.0%	10.2%	-	-	-	3.8%	1.2%	-
Don't know		3	-	-	3	-	-	-	1	1	3	-	1	3	3	-
		3.7%	-	-	10.6%	-	-	-	3.9%	9.9%	16.8%	-	2.4%	10.6%	4.4%	-
NETS																
Net: Increase		24	7	9	9	7	8	7	9	2	1	9	13	3	21	4
		26.4%	28.8%	24.8%	26.2%	29.0%	26.9%	47.7%	36.9%	20.2%	5.2%	25.6%	37.6%	11.6%	26.4%	26.4%
Net: Decrease		3	-	2	1	1	1	-	1	1	-	-	1	2	2	1
		3.1%	-	5.7%	2.8%	4.5%	3.0%	-	4.0%	10.2%	-	-	2.7%	8.0%	2.4%	7.4%
Net: Increase + Stay the same		86	25	33	28	22	30	14	21	7	13	34	33	20	73	13
		93.2%	100.0%	94.3%	86.6%	95.5%	97.0%	100.0%	92.1%	80.0%	83.2%	100.0%	94.9%	81.4%	93.2%	92.6%
Mean score		3.3	3.3	3.2	3.3	3.3	3.3	3.5	3.3	3.0	3.1	3.3	3.4	3.0	3.3	3.2

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

COMRES

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

		Total	WAVE			REGION						SIZE			SECTOR	
			November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	*i	j	k	l	m	n
Unweighted Total		176	60	54	62	36	40	40	74	34	26	52	68	56	141	35
Weighted Total		175	60	53	61	35	39	40	74	34	27	52	66	57	139	36
		100.0%	100.0%	100.0%	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	-
		1.0%	-	3.4%	-	-	2.3%	-	1.3%	2.8%	-	1.7%	-	1.6%	1.3%	-
Increase slightly	(4)	17	7	1	9	3	4	4	9	5	2	6	8	3	12	5
		9.6%	11.3% b	1.8%	14.8% b	8.1%	9.6%	9.2%	11.5%	14.2%	6.6%	10.8%	12.7%	5.1%	8.8%	12.7%
Stay same	(3)	140	48	47	46	30	30	32	58	26	22	45	54	41	113	27
		80.2%	79.6%	87.5%	74.5%	86.1%	76.5%	78.6%	78.1%	77.5%	83.9%	87.5%	81.5%	72.1%	81.7%	74.6%
Decrease slightly	(2)	3	3	-	-	-	3	-	-	-	-	-	-	3	2	1
		1.5%	4.5%	-	-	-	6.9% g	-	-	-	-	-	-	4.7%	1.3%	2.4%
Decrease greatly	(1)	1	-	-	1	-	-	1	1	-	-	-	1	-	1	-
		.6%	-	-	1.7%	-	-	2.6%	1.4%	-	-	-	1.6%	-	.8%	-
Don't know		12	3	4	5	2	2	4	6	2	3	-	3	9	8	4
		6.9%	4.7%	7.3%	8.9%	5.8%	4.7%	9.6%	7.7%	5.6%	9.5%	-	4.2%	16.5% jk	6.1%	10.3%
NETS																
Net: Increase		19	7	3	9	3	5	4	9	6	2	7	8	4	14	5
		10.7%	11.3%	5.3%	14.8%	8.1%	11.9%	9.2%	12.8%	16.9%	6.6%	12.5%	12.7%	6.7%	10.2%	12.7%
Net: Decrease		4	3	-	1	-	3	1	1	-	-	-	1	3	3	1
		2.1%	4.5%	-	1.7%	-	6.9%	2.6%	1.4%	-	-	-	1.6%	4.7%	2.1%	2.4%
Net: Increase + Stay the same		159	55	50	55	33	35	35	67	32	24	52	62	45	128	31
		90.9%	90.9%	92.7%	89.4%	94.2%	88.4%	87.8%	90.8%	94.4%	90.5%	100.0% l	94.2% l	78.8%	91.8%	87.3%
Mean score		3.1	3.1	3.1	3.1	3.1	3.1	3.0	3.1	3.2	3.1	3.1	3.1	3.0	3.1	3.1

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

Jobs Outlook - Combined

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

		Total	WAVE			REGION						SIZE			SECTOR	
			November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		17	4	4	9	5	3	5	9	4	-	7	4	6	13	4
Weighted Total		17	5	4	8	5	3	6	9	4	-	7	5	6	12	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%
Increase greatly	(5)	1	-	1	-	-	1	-	-	-	-	1	-	-	1	-
		5.3%	-	24.0%	-	-	32.6%	-	-	-	-	13.5%	-	-	7.3%	-
Increase slightly	(4)	3	1	-	2	2	-	1	1	-	-	2	1	-	3	-
		17.0%	21.6%	-	22.0%	40.6%	-	15.9%	9.5%	-	-	28.7%	20.5%	-	23.3%	-
Stay same	(3)	10	4	3	4	2	2	5	6	2	-	4	4	3	7	4
		61.4%	78.4%	76.0%	44.9%	40.6%	67.4%	84.1%	70.6%	50.3%	-	57.9%	79.5%	50.6%	54.5%	80.0%
Decrease slightly	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Decrease greatly	(1)	1	-	-	1	-	-	-	1	1	-	-	-	1	1	-
		5.5%	-	-	11.2%	-	-	-	10.1%	25.2%	-	-	-	16.7%	7.6%	-
Don't know		2	-	-	2	1	-	-	1	1	-	-	-	2	1	1
		10.8%	-	-	21.9%	18.7%	-	-	9.8%	24.5%	-	-	-	32.7%	7.4%	20.0%
NETS																
Net: Increase		4	1	1	2	2	1	1	1	-	-	3	1	-	4	-
		22.3%	21.6%	24.0%	22.0%	40.6%	32.6%	15.9%	9.5%	-	-	42.1%	20.5%	-	30.6%	-
Net: Decrease		1	-	-	1	-	-	-	1	1	-	-	-	1	1	-
		5.5%	-	-	11.2%	-	-	-	10.1%	25.2%	-	-	-	16.7%	7.6%	-
Net: Increase + Stay the same		14	5	4	6	4	3	6	7	2	-	7	5	3	10	4
		83.7%	100.0%	100.0%	66.9%	81.3%	100.0%	100.0%	80.1%	50.3%	-	100.0%	100.0%	50.6%	85.1%	80.0%
Mean score		3.2	3.2	3.5	3.0	3.5	3.7	3.2	2.9	2.3	-	3.6	3.2	2.5	3.2	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

		Total	WAVE			REGION						SIZE			SECTOR	
			November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	*i	j	k	l	m	n
Unweighted Total		206	67	69	70	50	35	46	95	49	26	85	68	53	167	39
Weighted Total		209 100.0%	70 100.0%	69 100.0%	70 100.0%	49 100.0%	35 100.0%	46 100.0%	96 100.0%	50 100.0%	29 100.0%	88 100.0%	66 100.0%	55 100.0%	168 100.0%	41 100.0%
Increase greatly	(5)	3 1.4%	1 1.5%	2 2.8%	- -	- -	1 2.6%	- -	2 2.1%	2 4.1%	- -	3 3.3%	- -	- -	2 1.1%	1 2.5%
Increase slightly	(4)	51 24.5%	19 27.9%	12 17.5%	20 27.9%	15 30.4%	7 19.7%	7 16.0%	21 21.8%	14 27.1%	9 29.3%	26 29.8% l	17 26.0%	8 14.1%	45 26.7%	6 15.4%
Stay same	(3)	142 67.9%	47 66.6%	51 73.9%	45 63.3%	33 67.8%	25 72.5%	34 73.5%	66 68.2%	32 63.3%	18 62.0%	58 65.7%	46 69.8%	38 69.3%	111 66.2%	30 75.1%
Decrease slightly	(2)	2 .9%	- -	1 1.5%	1 1.3%	- -	1 2.6%	1 2.2%	1 1.0%	- -	- -	1 1.1%	- -	1 1.6%	2 1.1%	- -
Decrease greatly	(1)	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Don't know		11 5.3%	3 4.0%	3 4.3%	5 7.5%	1 1.9%	1 2.7%	4 8.4%	7 6.9%	3 5.5%	3 8.7%	- -	3 4.2%	8 15.0% jk	8 4.9%	3 6.9%
NETS																
Net: Increase		54 25.9%	20 29.3%	14 20.3%	20 27.9%	15 30.4%	8 22.3%	7 16.0%	23 23.9%	16 31.2%	9 29.3%	29 33.2% l	17 26.0%	8 14.1%	47 27.8%	7 18.0%
Net: Decrease		2 .9%	- -	1 1.5%	1 1.3%	- -	1 2.6%	1 2.2%	1 1.0%	- -	- -	1 1.1%	- -	1 1.6%	2 1.1%	- -
Net: Increase + Stay the same		196 93.8%	67 96.0%	65 94.2%	64 91.3%	48 98.1%	33 94.7%	41 89.4%	88 92.1%	47 94.5%	27 91.3%	87 98.9% l	63 95.8% l	46 83.4%	158 94.0%	38 93.1%
Mean score		3.3	3.3	3.2	3.3	3.3	3.2	3.2	3.3	3.4 f	3.3	3.4 l	3.3	3.1	3.3	3.2

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

COMRES

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

		Total	WAVE			REGION						SIZE			SECTOR	
			November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		332	107	107	118	67	82	78	132	54	51	132	119	81	277	55
Weighted Total		332 100.0%	108 100.0%	107 100.0%	117 100.0%	66 100.0%	80 100.0%	76 100.0%	130 100.0%	54 100.0%	56 100.0%	134 100.0%	115 100.0%	84 100.0%	277 100.0%	55 100.0%
Increase greatly	(5)	4 1.2%	1 .9%	1 .8%	2 1.7%	2 3.1% g	2 2.3%	- -	- -	- -	- -	2 1.5%	1 .8%	1 1.2%	4 1.4%	- -
Increase slightly	(4)	69 20.9%	27 24.5% b	14 12.9%	29 24.8% b	15 22.4%	17 22.0%	13 17.4%	23 17.6%	10 18.0%	14 25.1%	27 20.3%	20 17.7%	22 26.2%	57 20.7%	12 21.8%
Stay same	(3)	241 72.6%	74 68.5%	89 82.7% ac	78 67.2%	49 73.1%	54 67.6%	58 76.2%	100 76.5%	42 76.9%	39 70.4%	104 77.5% l	88 76.5% l	50 59.5%	202 72.8%	40 71.6%
Decrease slightly	(2)	6 1.7%	4 3.4%	1 .9%	1 .9%	- -	4 4.7%	1 1.3%	2 1.5%	1 1.8%	- -	1 .7%	2 1.7%	3 3.2%	5 1.7%	1 1.6%
Decrease greatly	(1)	1 .3%	- -	- -	1 .9%	- -	- -	1 1.4%	1 .8%	- -	- -	- -	1 .9%	- -	1 .4%	- -
Don't know		11 3.3%	3 2.6%	3 2.7%	5 4.5%	1 1.4%	3 3.6%	3 3.8%	5 3.6%	2 3.3%	3 4.6%	- -	3 2.4%	8 9.9% jk	8 3.0%	3 5.0%
NETS																
Net: Increase		73 22.0%	28 25.4% b	15 13.7%	31 26.5% b	17 25.5%	19 24.2%	13 17.4%	23 17.6%	10 18.0%	14 25.1%	29 21.8%	21 18.5%	23 27.4%	61 22.1%	12 21.8%
Net: Decrease		7 2.0%	4 3.4%	1 .9%	2 1.8%	- -	4 4.7%	2 2.6%	3 2.3%	1 1.8%	- -	1 .7%	3 2.6%	3 3.2%	6 2.1%	1 1.6%
Net: Increase + Stay the same		314 94.7%	102 94.0%	103 96.4%	109 93.7%	66 98.6%	73 91.8%	71 93.6%	123 94.1%	51 94.8%	53 95.4%	133 99.3% kl	109 95.0% l	73 86.9%	263 94.9%	52 93.4%
Mean score		3.2	3.2	3.1	3.3	3.3	3.2	3.1	3.2	3.2	3.3	3.2	3.2	3.3	3.2	3.2

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

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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

		Total	WAVE			REGION						SIZE			SECTOR	
			November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		208	79	59	70	50	47	43	79	36	32	95	73	40	167	41
Weighted Total		211 100.0%	80 100.0%	60 100.0%	70 100.0%	50 100.0%	46 100.0%	43 100.0%	78 100.0%	35 100.0%	38 100.0%	98 100.0%	72 100.0%	42 100.0%	168 100.0%	42 100.0%
Increase greatly	(5)	11 5.2%	3 4.0%	4 6.2%	4 5.7%	4 8.0%	2 4.2%	3 6.8%	5 6.5%	2 6.0%	- -	4 4.1%	4 5.6%	3 7.0%	10 5.9%	1 2.2%
Increase slightly	(4)	47 22.3%	21 26.2%	10 15.8%	16 23.3%	12 23.6%	11 24.3%	11 25.6%	21 26.6% i	10 27.8%	3 9.0%	26 26.7% l	16 22.6%	5 11.1%	39 22.9%	8 19.6%
Stay same	(3)	141 66.9%	52 64.2%	45 74.7%	44 63.2%	33 66.2%	30 65.6%	26 60.9%	48 60.9%	21 60.8%	31 81.8% g	67 69.2%	49 68.0%	25 59.6%	111 66.2%	30 69.7%
Decrease slightly	(2)	3 1.3%	2 2.2%	- -	1 1.3%	- -	2 3.9%	- -	- -	- -	1 2.3%	- -	1 1.2%	2 4.3% j	1 .5%	2 4.1%
Decrease greatly	(1)	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Don't know		9 4.4%	3 3.5%	2 3.3%	5 6.5%	1 2.2%	1 2.0%	3 6.7%	5 6.1%	2 5.4%	3 6.8%	- -	2 2.5%	8 18.0% jk	7 4.4%	2 4.4%
NETS																
Net: Increase		58 27.4%	24 30.1%	13 22.0%	20 29.1%	16 31.6% i	13 28.5% i	14 32.4% i	26 33.0% i	12 33.9% i	3 9.0%	30 30.8%	20 28.2%	8 18.1%	49 28.9%	9 21.8%
Net: Decrease		3 1.3%	2 2.2%	- -	1 1.3%	- -	2 3.9%	- -	- -	- -	1 2.3%	- -	1 1.2%	2 4.3% j	1 .5%	2 4.1%
Net: Increase + Stay the same		199 94.3%	76 94.3%	58 96.7%	65 92.3%	48 97.8%	43 94.1%	40 93.3%	73 93.9%	33 94.6%	34 90.9%	98 100.0% l	69 96.2% l	33 77.8%	160 95.0%	39 91.5%
Mean score		3.3	3.3	3.3	3.4	3.4 i	3.3	3.4 i	3.4 i	3.4 i	3.1	3.3	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

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	November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	*i	j	k	l	m	n
Unweighted Total		194	62	64	68	47	42	43	82	39	23	78	61	55	156	38
Weighted Total		194 100.0%	63 100.0%	64 100.0%	67 100.0%	46 100.0%	40 100.0%	43 100.0%	80 100.0%	38 100.0%	27 100.0%	79 100.0%	59 100.0%	56 100.0%	156 100.0%	38 100.0%
Increase greatly	(5)	7 3.4%	2 2.9%	2 2.9%	3 4.4%	1 2.4%	1 2.2%	1 2.3%	4 4.8%	3 7.6%	1 3.1%	4 4.8%	2 3.2%	1 1.8%	7 4.3%	- -
Increase slightly	(4)	45 23.0%	14 22.1%	15 22.7%	16 24.3%	11 23.4%	7 16.4%	10 23.3%	24 29.4%	14 36.3% e	4 13.5%	22 28.4%	13 22.6%	9 16.0%	40 25.5%	5 13.1%
Stay same	(3)	128 65.9%	44 70.7%	42 65.4%	41 61.8%	31 67.9%	30 74.6% h	28 65.4%	46 57.6%	18 48.7%	20 74.0%	51 64.4%	40 67.9%	37 65.7%	96 61.8%	31 82.3% m
Decrease slightly	(2)	3 1.4%	2 2.8%	1 1.4%	- -	- -	2 4.4%	1 2.2%	1 1.1%	- -	- -	- -	1 1.6%	2 3.2%	2 1.2%	1 2.3%
Decrease greatly	(1)	1 .5%	- -	- -	1 1.4%	- -	- -	- -	1 1.2%	1 2.5%	- -	- -	- -	1 1.6%	1 .6%	- -
Don't know		11 5.8%	1 1.5%	5 7.6%	5 8.2%	3 6.4%	1 2.3%	3 6.9%	5 6.0%	2 5.0%	3 9.4%	2 2.4%	3 4.8%	7 11.7% j	10 6.6%	1 2.4%
NETS																
Net: Increase		51 26.5%	16 25.0%	16 25.6%	19 28.7%	12 25.8%	8 18.7%	11 25.6%	27 34.1%	16 43.9% e	4 16.6%	26 33.2%	15 25.8%	10 17.8%	46 29.7% n	5 13.1%
Net: Decrease		4 1.9%	2 2.8%	1 1.4%	1 1.4%	- -	2 4.4%	1 2.2%	2 2.3%	1 2.5%	- -	- -	1 1.6%	3 4.8%	3 1.8%	1 2.3%
Net: Increase + Stay the same		179 92.3%	60 95.7%	58 91.0%	60 90.5%	43 93.6%	38 93.3%	39 91.0%	74 91.7%	35 92.5%	25 90.6%	77 97.6% l	55 93.7%	47 83.5%	143 91.6%	36 95.3%
Mean score		3.3	3.3	3.3	3.3	3.3	3.2	3.3	3.4	3.5 e	3.2	3.4 l	3.3	3.1	3.3	3.1 n

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

Prepared by ComRes

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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	251 100.0%	2 .8%	27 10.8%	193 76.9%	6 2.5%	1 .4%	22 8.6%	29 11.6%	7 2.9%	223 88.6%	3.1
Construction	75 100.0%	4 5.0%	16 21.8%	44 58.7%	2 2.6%	-	9 12.0%	20 26.7%	2 2.6%	64 85.4%	3.3
Drivers	116 100.0%	2 1.5%	18 15.8%	83 71.5%	1 .8%	-	12 10.3%	20 17.4%	1 .8%	103 88.9%	3.2
Education	72 100.0%	3 3.8%	11 15.8%	50 69.1%	1 1.4%	-	7 10.0%	14 19.6%	1 1.4%	64 88.7%	3.2
Engineering & technical	188 100.0%	7 3.5%	57 30.4%	104 55.2%	3 1.4%	1 .5%	17 8.8%	64 34.0%	4 1.9%	167 89.2%	3.4
Executive recruitment / interim management	179 100.0%	1 .5%	28 15.6%	128 71.7%	4 2.5%	-	17 9.7%	29 16.1%	4 2.5%	157 87.8%	3.2
Health & social care	77 100.0%	10 13.5%	13 17.3%	44 57.9%	3 3.9%	-	6 7.3%	24 30.9%	3 3.9%	68 88.8%	3.4
Hospitality	62 100.0%	4 6.2%	15 24.6%	33 53.3%	-	-	10 16.0%	19 30.8%	-	52 84.0%	3.4
Industrial	93 100.0%	4 4.0%	24 26.3%	52 55.8%	1 1.1%	2 2.0%	10 10.9%	28 30.3%	3 3.1%	80 86.0%	3.3
Legal & HR	175 100.0%	1 .5%	15 8.7%	133 76.2%	3 1.5%	-	23 13.0%	16 9.2%	3 1.5%	149 85.4%	3.1
Life sciences	17 100.0%	1 5.3%	1 5.2%	11 67.5%	-	1 5.5%	3 16.4%	2 10.5%	1 5.5%	13 78.1%	3.1
Marketing, media & creative	209 100.0%	3 1.4%	50 23.9%	136 64.9%	-	-	20 9.7%	53 25.4%	-	189 90.3%	3.3
Office professionals	332 100.0%	4 1.2%	75 22.5%	218 65.7%	7 2.0%	1 .3%	28 8.3%	79 23.7%	8 2.3%	297 89.4%	3.2
Sales & retail	211 100.0%	10 4.7%	55 26.3%	125 59.3%	4 1.7%	-	17 8.1%	65 31.0%	4 1.7%	190 90.2%	3.4
Technology	194 100.0%	7 3.5%	45 23.1%	118 60.7%	5 2.4%	1 .5%	19 9.8%	51 26.6%	6 2.9%	169 87.3%	3.3
Average (response based including bases)	2249 100.0%	61 2.7%	452 20.1%	1472 65.4%	39 1.7%	6 .3%	219 9.7%	513 22.8%	45 2.0%	1985 88.3%	3.3

Prepared by ComRes

COMRES

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

		Total	WAVE			REGION						SIZE			SECTOR	
			November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		2245	738	771	736	509	519	495	863	368	354	872	791	582	1824	421
Weighted Total		2249	744	775	730	497	503	490	853	363	396	883	766	600	1823	426
		100.0%	100.0%	100.0%	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)	61	16	29	16	13	31	4	14	10	3	26	20	15	58	3
		2.7%	2.2%	3.8%	2.2%	2.7%	6.2%	.8%	1.6%	2.7%	.7%	2.9%	2.6%	2.5%	3.2%	.7%
						fi	dfghi			fi					n	
Increase slightly	(4)	452	169	132	151	95	91	93	199	106	66	191	162	99	385	67
		20.1%	22.8%	17.0%	20.7%	19.2%	18.1%	19.0%	23.4%	29.2%	16.8%	21.6%	21.2%	16.4%	21.1%	15.7%
			b						ei	defgi		l	l		n	
Stay same	(3)	1472	504	520	448	335	317	335	543	209	277	616	497	359	1165	307
		65.4%	67.8%	67.0%	61.4%	67.3%	63.1%	68.3%	63.7%	57.4%	69.9%	69.8%	64.9%	59.7%	63.9%	71.9%
			c	c		h		h	h		egh	kl				m
Decrease slightly	(2)	39	25	9	5	8	24	5	5	-	3	3	12	24	25	14
		1.7%	3.4%	1.1%	.6%	1.6%	4.7%	.9%	.5%	-	.7%	.3%	1.6%	4.0%	1.4%	3.2%
			bc			h	dfghi						j	jk		m
Decrease greatly	(1)	6	1	1	5	-	2	-	5	5	-	1	-	6	6	-
		.3%	.1%	.1%	.6%	-	.4%	-	.5%	1.3%	-	.1%	-	.9%	.4%	-
										dfi				jk		
Don't know		219	28	85	106	46	37	53	88	34	47	46	74	98	183	36
		9.7%	3.8%	11.0%	14.5%	9.3%	7.5%	10.9%	10.3%	9.4%	12.0%	5.2%	9.7%	16.4%	10.0%	8.5%
				a	ab						e		j	jk		
NETS																
Net: Increase		513	185	161	167	109	123	97	213	116	69	217	183	114	444	70
		22.8%	24.9%	20.7%	22.9%	21.8%	24.4%	19.9%	25.0%	31.9%	17.4%	24.6%	23.8%	19.0%	24.3%	16.4%
							i		fi	defgi		l	l		n	
Net: Decrease		45	26	10	9	8	26	5	9	5	3	4	12	30	32	14
		2.0%	3.6%	1.2%	1.3%	1.6%	5.1%	.9%	1.1%	1.3%	.7%	.4%	1.6%	4.9%	1.7%	3.2%
			bc				dfghi						j	jk		
Net: Increase + Stay the same		1985	689	680	615	443	440	432	756	324	346	833	679	473	1609	376
		88.3%	92.7%	87.8%	84.3%	89.1%	87.5%	88.2%	88.6%	89.3%	87.4%	94.3%	88.7%	78.7%	88.2%	88.3%
			bc	c								kl	l			
Mean score		3.3	3.2	3.3	3.3	3.3	3.3	3.2	3.3	3.4	3.2	3.3	3.3	3.2	3.3	3.2
									i	dfgi		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

		Total	WAVE			REGION						SIZE			SECTOR	
			November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		251	83	86	82	47	69	61	98	37	37	99	89	63	201	50
Weighted Total		251	82	87	82	45	68	59	97	38	41	101	86	65	202	49
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	2	1	1	-	-	1	-	1	1	-	1	-	1	2	-
		.8%	1.3%	1.0%	-	-	1.3%	-	1.1%	2.8%	-	.9%	-	1.6%	1.0%	-
Increase slightly	(4)	27	9	8	10	5	8	7	13	7	1	13	10	5	24	3
		10.8%	11.0%	8.9%	12.7%	10.8%	11.5%	11.2%	13.9%	18.3% i	2.5%	12.4%	11.3%	7.8%	12.0%	5.9%
Stay same	(3)	193	64	70	60	36	51	45	70	25	36	84	65	45	153	40
		76.9%	77.8%	80.4%	72.4%	80.5%	74.8%	76.1%	72.4%	66.6%	87.3% h	83.1% l	75.6%	69.1%	75.8%	81.5%
Decrease slightly	(2)	6	5	-	1	-	5	2	2	-	-	-	4	3	4	3
		2.5%	6.6% b	-	1.1%	-	6.7%	2.9%	1.8%	-	-	-	4.2% j	4.2% j	1.8%	5.3%
Decrease greatly	(1)	1	-	-	1	-	-	-	1	1	-	-	-	1	1	-
		.4%	-	-	1.1%	-	-	-	1.0%	2.5%	-	-	-	1.4%	.5%	-
Don't know		22	3	8	10	4	4	6	10	4	4	4	8	10	18	4
		8.6%	3.3%	9.6%	12.8% a	8.7%	5.7%	9.8%	9.9%	9.9%	10.2%	3.6%	8.9%	15.9% j	8.9%	7.3%
NETS																
Net: Increase		29	10	9	10	5	9	7	15	8	1	13	10	6	26	3
		11.6%	12.3%	10.0%	12.7%	10.8%	12.8%	11.2%	15.0% i	21.1% i	2.5%	13.3%	11.3%	9.4%	13.0%	5.9%
Net: Decrease		7	5	-	2	-	5	2	3	1	-	-	4	4	5	3
		2.9%	6.6% b	-	2.2%	-	6.7%	2.9%	2.7%	2.5%	-	-	4.2% j	5.6% j	2.3%	5.3%
Net: Increase + Stay the same		223	74	79	70	41	60	52	85	33	37	97	75	51	180	43
		88.6%	90.2%	90.4%	85.0%	91.3%	87.6%	87.2%	87.4%	87.7%	89.8%	96.4% kl	86.9%	78.5%	88.8%	87.4%
Mean score		3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.2	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

COMRES

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

		Total	WAVE			REGION						SIZE			SECTOR	
			November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	b	*c	*d	*e	*f	*g	*h	*i	j	*k	*l	m	*n
Unweighted Total		73	22	32	19	18	13	17	25	8	17	34	22	17	58	15
Weighted Total		75	22	34	19	18	13	16	24	8	20	35	22	19	60	15
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	4	1	2	1	1	3	-	-	-	-	2	1	1	4	-
		5.0%	4.2%	5.2%	5.5%	5.8%	20.2%	-	-	-	-	5.6%	4.2%	4.7%	6.2%	-
Increase slightly	(4)	16	6	6	5	3	2	4	6	2	6	7	5	5	15	1
		21.8%	27.7%	16.3%	24.7%	15.4%	14.4%	23.3%	24.3%	26.4%	29.6%	19.6%	22.7%	24.8%	25.8%	5.8%
Stay same	(3)	44	14	19	11	11	6	12	16	5	11	22	13	9	32	12
		58.7%	64.3%	56.2%	56.6%	58.0%	44.2%	71.5%	68.2%	61.0%	57.5%	64.3%	60.9%	45.7%	52.9%	81.7%
Decrease slightly	(2)	2	-	2	-	2	-	-	-	-	-	-	-	2	1	1
		2.6%	-	5.8%	-	10.7%	-	-	-	-	-	-	-	10.5%	1.5%	6.9%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		9	1	6	3	2	3	1	2	1	3	4	3	3	8	1
		12.0%	3.9%	16.5%	13.2%	10.1%	21.2%	5.2%	7.5%	12.6%	12.9%	10.5%	12.2%	14.4%	13.6%	5.7%
NETS																
Net: Increase		20	7	7	6	4	5	4	6	2	6	9	6	6	19	1
		26.7%	31.8%	21.5%	30.2%	21.2%	34.6%	23.3%	24.3%	26.4%	29.6%	25.2%	26.9%	29.5%	32.0%	5.8%
Net: Decrease		2	-	2	-	2	-	-	-	-	-	-	-	2	1	1
		2.6%	-	5.8%	-	10.7%	-	-	-	-	-	-	-	10.5%	1.5%	6.9%
Net: Increase + Stay the same		64	21	26	17	14	10	16	22	7	17	31	19	14	51	13
		85.4%	96.1%	77.7%	86.8%	79.2%	78.8%	94.8%	92.5%	87.4%	87.1%	89.5%	87.8%	75.2%	84.9%	87.5%
Mean score		3.3	3.4	3.3	3.4	3.2	3.7	3.2	3.3	3.3	3.3	3.3	3.4	3.3	3.4	3.0

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

COMRES

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

		Total	WAVE			REGION						SIZE			SECTOR	
			November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	*d	e	*f	g	*h	*i	j	k	l	m	*n
Unweighted Total		118	38	48	32	27	36	24	34	10	21	41	42	35	94	24
Weighted Total		116	37	47	32	26	34	23	33	9	23	41	40	35	92	24
		100.0%	100.0%	100.0%	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	-
		1.5%	-	3.8%	-	-	5.1%	-	-	-	-	2.2%	-	2.5%	1.9%	-
Increase slightly	(4)	18	11	6	1	3	6	5	5	-	5	3	9	6	14	4
		15.8%	29.8% c	13.7%	2.7%	11.0%	16.1%	22.7%	16.2%	-	20.5%	6.5%	23.5% j	18.0%	15.2%	18.6%
Stay same	(3)	83	24	33	25	20	23	16	25	8	15	36	25	22	66	16
		71.5%	65.5%	70.6%	79.9%	77.6%	67.9%	69.5%	75.3%	89.8%	64.8%	87.0% kl	62.8%	63.5%	72.1%	69.4%
Decrease slightly	(2)	1	1	-	-	-	1	-	-	-	-	-	-	1	1	-
		.8%	2.5%	-	-	-	2.7%	-	-	-	-	-	-	2.6%	1.0%	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		12	1	6	5	3	3	2	3	1	3	2	5	5	9	3
		10.3%	2.2%	11.9%	17.4% a	11.4%	8.2%	7.8%	8.5%	10.2%	14.7%	4.3%	13.7%	13.4%	9.8%	12.0%
NETS																
Net: Increase		20	11	8	1	3	7	5	5	-	5	4	9	7	16	4
		17.4%	29.8% c	17.4% c	2.7%	11.0%	21.2%	22.7%	16.2%	-	20.5%	8.7%	23.5%	20.5%	17.1%	18.6%
Net: Decrease		1	1	-	-	-	1	-	-	-	-	-	-	1	1	-
		.8%	2.5%	-	-	-	2.7%	-	-	-	-	-	-	2.6%	1.0%	-
Net: Increase + Stay the same		103	35	41	26	23	31	21	30	8	20	39	34	30	82	21
		88.9%	95.3%	88.1%	82.6%	88.6%	89.1%	92.2%	91.5%	89.8%	85.3%	95.7%	86.3%	84.0%	89.2%	88.0%
Mean score		3.2	3.3	3.2	3.0	3.1	3.3	3.2	3.2	3.0	3.2	3.1	3.3	3.2	3.2	3.2

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

Jobs Outlook - Combined

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

		Total	WAVE			REGION						SIZE			SECTOR	
			November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	*n
Unweighted Total		70	24	20	26	18	11	18	23	5	18	25	29	16	57	13
Weighted Total		72	26	19	26	17	11	19	24	5	20	25	30	17	57	15
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	3	-	1	2	-	1	-	2	2	-	1	1	1	3	-
		3.8%	-	4.7%	6.9%	-	8.4%	-	7.5%	39.2%	-	3.5%	3.0%	5.3%	4.7%	-
Increase slightly	(4)	11	6	2	4	3	3	2	3	1	3	7	4	1	11	-
		15.8%	21.4%	9.6%	14.8%	16.9%	27.4%	9.2%	11.6%	21.7%	13.8%	26.0%	12.9%	5.6%	20.0%	-
Stay same	(3)	50	21	15	14	12	6	17	18	2	13	15	22	12	36	14
		69.1%	78.6%	77.2%	53.5%	71.8%	54.9%	85.7%	76.9%	39.2%	65.0%	59.2%	75.0%	73.5%	62.6%	93.9%
Decrease slightly	(2)	1	-	-	1	-	1	-	-	-	-	-	1	-	1	-
		1.4%	-	-	3.8%	-	9.3%	-	-	-	-	-	3.4%	-	1.8%	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		7	-	2	5	2	-	1	1	-	4	3	2	3	6	1
		10.0%	-	8.6%	21.0%	11.4%	-	5.1%	4.1%	-	21.2%	11.3%	5.6%	15.6%	11.0%	6.1%
NETS																
Net: Increase		14	6	3	6	3	4	2	5	3	3	7	5	2	14	-
		19.6%	21.4%	14.2%	21.7%	16.9%	35.8%	9.2%	19.0%	60.8%	13.8%	29.5%	16.0%	10.9%	24.7%	-
Net: Decrease		1	-	-	1	-	1	-	-	-	-	-	1	-	1	-
		1.4%	-	-	3.8%	-	9.3%	-	-	-	-	-	3.4%	-	1.8%	-
Net: Increase + Stay the same		64	26	18	20	15	10	18	23	5	16	23	27	14	50	14
		88.7%	100.0%	91.4%	75.2%	88.6%	90.7%	94.9%	95.9%	100.0%	78.8%	88.7%	91.0%	84.4%	87.3%	93.9%
Mean score		3.2	3.2	3.2	3.3	3.2	3.3	3.1	3.3	4.0	3.2	3.4	3.2	3.2	3.3	3.0

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

Prepared by ComRes

COMRES

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	November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	188	61	75	52	45	47	34	65	31	31	76	65	47	154	34
Weighted Total	188 100.0%	60 100.0%	76 100.0%	52 100.0%	44 100.0%	45 100.0%	33 100.0%	63 100.0%	30 100.0%	36 100.0%	76 100.0%	63 100.0%	49 100.0%	155 100.0%	33 100.0%
Increase greatly (5)	7 3.5%	3 4.9%	3 3.7%	1 1.7%	- -	4 8.3%	1 3.1%	3 4.7%	2 6.4%	- -	2 2.5%	3 4.5%	2 3.9%	7 4.3%	- -
Increase slightly (4)	57 30.4%	18 30.5%	23 29.5%	16 31.8%	16 36.9%	13 29.8%	10 30.7%	19 30.0%	9 29.2%	9 24.0%	22 29.2%	22 34.7%	13 26.9%	44 28.5%	13 39.3%
Stay same (3)	104 55.2%	34 57.1%	45 58.3%	25 48.6%	24 54.8%	20 45.2%	19 57.5%	34 54.9%	15 52.0%	25 69.0% e	49 64.4%	31 49.1%	24 49.0%	86 55.8%	17 52.6%
Decrease slightly (2)	3 1.4%	3 4.5%	- -	- -	- -	3 6.0% g	- -	- -	- -	- -	- -	- -	3 5.5% j	2 1.2%	1 2.6%
Decrease greatly (1)	1 .5%	- -	- -	1 1.8%	- -	- -	- -	1 1.5%	1 3.1%	- -	- -	- -	1 1.9%	1 .6%	- -
Don't know	17 8.8%	2 2.9%	7 8.6%	8 16.1% a	4 8.3%	5 10.7%	3 8.6%	6 8.9%	3 9.2%	3 7.1%	3 3.9%	7 11.6%	6 12.9%	15 9.6%	2 5.5%
NETS															
Net: Increase	64 34.0%	21 35.4%	25 33.2%	17 33.5%	16 36.9%	17 38.1%	11 33.9%	22 34.7%	11 35.6%	9 24.0%	24 31.7%	25 39.2%	15 30.7%	51 32.8%	13 39.3%
Net: Decrease	4 1.9%	3 4.5%	- -	1 1.8%	- -	3 6.0%	- -	1 1.5%	1 3.1%	- -	- -	- -	4 7.4% jk	3 1.8%	1 2.6%
Net: Increase + Stay the same	167 89.2%	55 92.5%	70 91.4%	42 82.1%	41 91.7%	37 83.3%	30 91.4%	56 89.6%	26 87.6%	33 92.9%	73 96.1% l	55 88.4%	39 79.7%	137 88.7%	30 91.9%
Mean score	3.4	3.4	3.4	3.4	3.4	3.5	3.4	3.4	3.4	3.3	3.4	3.5	3.3	3.4	3.4

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

COMRES

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

		Total	WAVE			REGION						SIZE			SECTOR	
			November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	*i	j	k	l	m	n
Unweighted Total		180	61	63	56	37	38	43	79	36	26	63	65	52	146	34
Weighted Total		179 100.0%	61 100.0%	63 100.0%	55 100.0%	36 100.0%	36 100.0%	42 100.0%	78 100.0%	36 100.0%	28 100.0%	63 100.0%	63 100.0%	53 100.0%	145 100.0%	34 100.0%
Increase greatly	(5)	1 .5%	- -	1 1.4%	- -	- -	1 2.5%	- -	- -	- -	- -	1 1.4%	- -	- -	1 .6%	- -
Increase slightly	(4)	28 15.6%	8 13.6%	9 15.0%	10 18.7%	4 10.6%	5 13.2%	6 14.1%	15 19.0%	9 24.7%	5 16.2%	10 15.7%	9 13.7%	9 17.9%	26 17.9%	2 6.2%
Stay same	(3)	128 71.7%	49 80.4%	44 69.8%	35 64.3%	28 78.6%	24 66.2%	33 78.7%	57 73.6%	24 67.6%	18 64.8%	49 78.2% l	48 76.0% l	31 58.9%	101 69.7%	27 80.4%
Decrease slightly	(2)	4 2.5%	3 4.5%	1 1.3%	1 1.6%	- -	3 7.5% g	- -	- -	- -	2 6.0%	- -	2 2.7%	3 5.1%	3 1.8%	2 5.1%
Decrease greatly	(1)	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Don't know		17 9.7%	1 1.5%	8 12.4% a	9 15.5% a	4 10.9%	4 10.7%	3 7.2%	6 7.4%	3 7.7%	4 13.0%	3 4.7%	5 7.5%	10 18.1% j	14 10.0%	3 8.3%
NETS																
Net: Increase		29 16.1%	8 13.6%	10 16.4%	10 18.7%	4 10.6%	6 15.7%	6 14.1%	15 19.0%	9 24.7%	5 16.2%	11 17.1%	9 13.7%	9 17.9%	27 18.5%	2 6.2%
Net: Decrease		4 2.5%	3 4.5%	1 1.3%	1 1.6%	- -	3 7.5% g	- -	- -	- -	2 6.0%	- -	2 2.7%	3 5.1%	3 1.8%	2 5.1%
Net: Increase + Stay the same		157 87.8%	57 94.0%	54 86.2%	46 82.9%	32 89.1%	30 81.8%	39 92.8%	72 92.6%	33 92.3%	23 81.0%	60 95.3% l	57 89.8%	41 76.8%	128 88.1%	29 86.6%
Mean score		3.2	3.1	3.2	3.2	3.1	3.1	3.2	3.2	3.3	3.1	3.2	3.1	3.2	3.2	3.0 n

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

		Total	WAVE			REGION						SIZE			SECTOR	
			November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	b	*c	*d	*e	*f	*g	*h	*i	j	*k	*l	m	*n
Unweighted Total		77	23	34	20	23	16	11	20	9	18	32	27	18	66	11
Weighted Total		77	22	34	20	22	15	10	19	8	20	33	26	18	66	10
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	10	1	6	4	3	7	-	1	1	-	2	7	2	9	2
		13.5%	4.2%	16.4%	18.8%	13.3%	43.2%	-	4.5%	10.1%	-	5.7%	25.9%	10.4%	12.9%	17.5%
Increase slightly	(4)	13	3	8	3	4	3	1	4	3	3	5	4	5	10	3
		17.3%	13.6%	21.9%	13.6%	17.6%	19.2%	8.3%	20.1%	34.7%	13.1%	14.9%	14.8%	25.3%	15.5%	29.2%
Stay same	(3)	44	16	17	11	13	4	8	12	5	15	22	14	8	41	4
		57.9%	73.4%	50.1%	54.4%	60.3%	25.3%	72.8%	65.0%	55.2%	73.2%	68.3%	56.1%	41.9%	61.6%	34.8%
Decrease slightly	(2)	3	2	1	-	1	1	1	1	-	-	2	-	1	2	1
		3.9%	8.8%	3.0%	-	4.7%	6.2%	9.3%	5.2%	-	-	5.8%	-	5.7%	2.9%	9.9%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		6	-	3	3	1	1	1	1	-	3	2	1	3	5	1
		7.3%	-	8.6%	13.2%	4.1%	6.1%	9.5%	5.3%	-	13.7%	5.3%	3.2%	16.7%	7.1%	8.7%
NETS																
Net: Increase		24	4	13	7	7	10	1	5	4	3	7	10	7	19	5
		30.9%	17.8%	38.3%	32.4%	30.9%	62.4%	8.3%	24.6%	44.8%	13.1%	20.6%	40.7%	35.8%	28.4%	46.7%
Net: Decrease		3	2	1	-	1	1	1	1	-	-	2	-	1	2	1
		3.9%	8.8%	3.0%	-	4.7%	6.2%	9.3%	5.2%	-	-	5.8%	-	5.7%	2.9%	9.9%
Net: Increase + Stay the same		68	20	30	18	20	13	9	17	8	18	29	25	14	60	9
		88.8%	91.2%	88.4%	86.8%	91.2%	87.7%	81.1%	89.6%	100.0%	86.3%	88.8%	96.8%	77.6%	90.0%	81.4%
Mean score		3.4	3.1	3.6	3.6	3.4	4.1	3.0	3.3	3.5	3.2	3.2	3.7	3.5	3.4	3.6

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

		Total	WAVE			REGION						SIZE			SECTOR	
			November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	*n
Unweighted Total		60	20	21	19	15	7	17	23	6	15	18	22	20	47	13
Weighted Total		62	22	22	18	15	6	18	25	7	16	19	22	21	47	15
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Increase greatly	(5)	4	2	2	-	1	2	-	-	-	1	1	1	2	4	-
		6.2%	9.4%	8.1%	-	7.3%	28.1%	-	-	-	6.2%	4.6%	4.8%	9.1%	8.2%	-
Increase slightly	(4)	15	4	4	7	-	4	4	9	5	3	2	8	6	15	1
		24.6%	18.5%	17.9%	40.2%	-	57.1%	19.9%	33.9%	72.1%	19.3%	9.7%	34.8%	27.8%	30.6%	5.6%
Stay same	(3)	33	14	13	6	11	-	11	13	2	10	15	9	10	23	11
		53.3%	63.6%	57.9%	35.0%	73.3%	-	59.8%	51.2%	27.9%	59.3%	77.0%	39.9%	45.2%	48.0%	69.6%
Decrease slightly	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		10	2	4	5	3	1	4	4	-	2	2	4	4	6	4
		16.0%	8.5%	16.2%	24.8%	19.4%	14.8%	20.3%	14.9%	-	15.1%	8.7%	20.5%	18.0%	13.2%	24.8%
NETS																
Net: Increase		19	6	6	7	1	5	4	9	5	4	3	9	8	18	1
		30.8%	27.9%	25.9%	40.2%	7.3%	85.2%	19.9%	33.9%	72.1%	25.5%	14.2%	39.7%	36.8%	38.8%	5.6%
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		52	20	19	14	12	5	15	21	7	14	18	17	17	41	11
		84.0%	91.5%	83.8%	75.2%	80.6%	85.2%	79.7%	85.1%	100.0%	84.9%	91.3%	79.5%	82.0%	86.8%	75.2%
Mean score		3.4	3.4	3.4	3.5	3.2	4.3	3.2	3.4	3.7	3.4	3.2	3.6	3.6	3.5	3.1

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	November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	b	c	*d	e	*f	*g	*h	*i	j	k	*l	m	*n
Unweighted Total	95	27	35	33	24	33	15	25	10	13	35	37	23	80	15
Weighted Total	93	25	35	33	23	31	14	23	9	15	34	34	25	79	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	1	2	1	1	3	-	-	-	-	2	1	1	4	-
	4.0%	3.6%	5.1%	3.0%	4.3%	8.6%	-	-	-	-	5.6%	2.7%	3.6%	4.7%	-
Increase slightly (4)	24	6	8	10	6	9	5	7	3	2	8	11	6	20	5
	26.3%	25.2%	24.3%	29.2%	25.0%	27.9%	33.4%	32.1%	30.1%	16.2%	22.8%	32.3%	22.8%	25.0%	33.8%
Stay same (3)	52	17	18	17	13	17	8	12	4	9	22	18	11	44	7
	55.8%	67.9%	50.8%	51.5%	58.0%	54.8%	60.8%	52.4%	39.4%	59.5%	66.2%	52.2%	46.5%	56.4%	52.2%
Decrease slightly (2)	1	-	1	-	1	-	-	-	-	-	-	-	1	-	1
	1.1%	-	3.0%	-	4.5%	-	-	-	-	-	-	-	4.2%	-	7.4%
Decrease greatly (1)	2	-	1	1	-	1	-	1	1	-	1	-	1	2	-
	2.0%	-	2.6%	2.8%	-	2.9%	-	4.0%	10.2%	-	2.7%	-	3.8%	2.3%	-
Don't know	10	1	5	4	2	2	1	3	2	4	1	4	5	9	1
	10.9%	3.2%	14.1%	13.4%	8.3%	5.8%	5.9%	11.5%	20.3%	24.3%	2.8%	12.9%	19.2%	11.6%	6.6%
NETS															
Net: Increase	28	7	10	11	7	11	5	7	3	2	10	12	6	23	5
	30.3%	28.9%	29.5%	32.2%	29.3%	36.5%	33.4%	32.1%	30.1%	16.2%	28.4%	34.9%	26.4%	29.6%	33.8%
Net: Decrease	3	-	2	1	1	1	-	1	1	-	1	-	2	2	1
	3.1%	-	5.6%	2.8%	4.5%	2.9%	-	4.0%	10.2%	-	2.7%	-	8.0%	2.3%	7.4%
Net: Increase + Stay the same	80	25	28	27	20	29	13	19	6	11	32	30	18	68	12
	86.0%	96.8%	80.3%	83.7%	87.3%	91.3%	94.1%	84.4%	69.5%	75.7%	94.5%	87.1%	72.8%	86.0%	86.0%
Mean score	3.3	3.3	3.3	3.3	3.3	3.4	3.4	3.3	3.1	3.2	3.3	3.4	3.2	3.3	3.3

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

COMRES

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

		Total	WAVE			REGION						SIZE			SECTOR	
			November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	*i	j	k	l	m	n
Unweighted Total		176	60	54	62	36	40	40	74	34	26	52	68	56	141	35
Weighted Total		175 100.0%	60 100.0%	53 100.0%	61 100.0%	35 100.0%	39 100.0%	40 100.0%	74 100.0%	34 100.0%	27 100.0%	52 100.0%	66 100.0%	57 100.0%	139 100.0%	36 100.0%
Increase greatly	(5)	1 .5%	- -	1 1.7%	- -	- -	1 2.3%	- -	- -	- -	- -	1 1.7%	- -	- -	1 .6%	- -
Increase slightly	(4)	15 8.7%	5 8.1%	2 3.6%	8 13.8%	3 8.3%	2 5.3%	3 6.8%	8 11.3%	6 16.6%	2 7.1%	5 9.2%	6 8.7%	5 8.4%	15 11.0% n	- -
Stay same	(3)	133 76.2%	49 81.4%	43 80.2%	41 67.5%	27 77.7%	31 78.1%	31 76.3%	55 74.5%	24 72.4%	20 76.0%	44 85.3% l	52 78.6%	37 65.1%	103 74.0%	31 84.6%
Decrease slightly	(2)	3 1.5%	3 4.5%	- -	- -	- -	3 6.9% g	- -	- -	- -	- -	- -	- -	3 4.7%	2 1.3%	1 2.4%
Decrease greatly	(1)	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Don't know		23 13.0%	4 6.0%	8 14.5%	11 18.7% a	5 14.0%	3 7.5%	7 16.8%	11 14.2%	4 11.0%	5 16.8%	2 3.8%	8 12.7%	12 21.8% j	18 13.1%	5 13.0%
NETS																
Net: Increase		16 9.2%	5 8.1%	3 5.3%	8 13.8%	3 8.3%	3 7.6%	3 6.8%	8 11.3%	6 16.6%	2 7.1%	6 10.9%	6 8.7%	5 8.4%	16 11.6% n	- -
Net: Decrease		3 1.5%	3 4.5%	- -	- -	- -	3 6.9% g	- -	- -	- -	- -	- -	- -	3 4.7%	2 1.3%	1 2.4%
Net: Increase + Stay the same		149 85.4%	54 89.5%	46 85.5%	50 81.3%	30 86.0%	34 85.7%	33 83.2%	64 85.8%	30 89.0%	22 83.2%	50 96.2% l	58 87.3%	42 73.5%	119 85.6%	31 84.6%
Mean score		3.1	3.0	3.1	3.2	3.1	3.0	3.1	3.1	3.2	3.1	3.1	3.1	3.0	3.1 n	3.0

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

COMRES

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	November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total	17	4	4	9	5	3	5	9	4	-	7	4	6	13	4
Weighted Total	17	5	4	8	5	3	6	9	4	-	7	5	6	12	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%
Increase greatly (5)	1	-	1	-	-	1	-	-	-	-	1	-	-	1	-
	5.3%	-	24.0%	-	-	32.6%	-	-	-	-	13.5%	-	-	7.3%	-
Increase slightly (4)	1	-	-	1	-	-	1	1	-	-	1	-	-	1	-
	5.2%	-	-	10.6%	-	-	15.9%	9.5%	-	-	13.1%	-	-	7.1%	-
Stay same (3)	11	5	3	4	3	2	5	6	2	-	5	4	3	8	4
	67.5%	100.0%	76.0%	44.9%	61.8%	67.4%	84.1%	70.6%	50.3%	-	73.4%	79.5%	50.6%	62.9%	80.0%
Decrease slightly (2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Decrease greatly (1)	1	-	-	1	-	-	-	1	1	-	-	-	1	1	-
	5.5%	-	-	11.2%	-	-	-	10.1%	25.2%	-	-	-	16.7%	7.6%	-
Don't know	3	-	-	3	2	-	-	1	1	-	-	1	2	2	1
	16.4%	-	-	33.3%	38.2%	-	-	9.8%	24.5%	-	-	20.5%	32.7%	15.1%	20.0%
NETS															
Net: Increase	2	-	1	1	-	1	1	1	-	-	2	-	-	2	-
	10.5%	-	24.0%	10.6%	-	32.6%	15.9%	9.5%	-	-	26.6%	-	-	14.5%	-
Net: Decrease	1	-	-	1	-	-	-	1	1	-	-	-	1	1	-
	5.5%	-	-	11.2%	-	-	-	10.1%	25.2%	-	-	-	16.7%	7.6%	-
Net: Increase + Stay the same	13	5	4	5	3	3	6	7	2	-	7	4	3	9	4
	78.1%	100.0%	100.0%	55.5%	61.8%	100.0%	100.0%	80.1%	50.3%	-	100.0%	79.5%	50.6%	77.4%	80.0%
Mean score	3.1	3.0	3.5	2.8	3.0	3.7	3.2	2.9	2.3	-	3.4	3.0	2.5	3.1	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	November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	*i	j	k	l	m	n
Unweighted Total		206	67	69	70	50	35	46	95	49	26	85	68	53	167	39
Weighted Total		209 100.0%	70 100.0%	69 100.0%	70 100.0%	49 100.0%	35 100.0%	46 100.0%	96 100.0%	50 100.0%	29 100.0%	88 100.0%	66 100.0%	55 100.0%	168 100.0%	41 100.0%
Increase greatly	(5)	3 1.4%	2 3.0%	1 1.3%	- -	1 2.1%	2 5.7% g	- -	- -	- -	- -	2 2.2%	1 1.6%	- -	3 1.8%	- -
Increase slightly	(4)	50 23.9%	23 32.7% b	12 17.3%	15 21.7%	14 29.0%	4 11.5%	10 21.9%	28 29.1% e	18 35.6% e	4 13.4%	30 33.6% l	14 22.0%	6 10.8%	43 25.3%	7 18.2%
Stay same	(3)	136 64.9%	41 59.1%	48 70.5%	46 65.2%	31 63.2%	27 77.1% h	30 65.6%	57 59.2%	27 53.3%	21 72.3%	53 60.0%	44 66.7%	39 70.8%	105 62.5%	30 74.9%
Decrease slightly	(2)	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Decrease greatly	(1)	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Don't know		20 9.7%	4 5.2%	7 10.9%	9 13.1%	3 5.8%	2 5.8%	6 12.5%	11 11.7%	6 11.1%	4 14.3%	4 4.2%	6 9.7%	10 18.5% j	18 10.4%	3 6.9%
NETS																
Net: Increase		53 25.4%	25 35.7% b	13 18.6%	15 21.7%	15 31.0%	6 17.2%	10 21.9%	28 29.1%	18 35.6%	4 13.4%	31 35.8% l	16 23.6%	6 10.8%	46 27.1%	7 18.2%
Net: Decrease		- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Net: Increase + Stay the same		189 90.3%	66 94.8%	61 89.1%	61 86.9%	46 94.2%	33 94.2%	40 87.5%	85 88.3%	45 88.9%	25 85.7%	84 95.8% l	60 90.3%	45 81.5%	151 89.6%	38 93.1%
Mean score		3.3	3.4 b	3.2	3.2	3.4	3.2	3.3	3.3	3.4	3.2	3.4 l	3.3	3.1	3.3	3.2

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

		Total	WAVE			REGION						SIZE			SECTOR	
			November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		332	107	107	118	67	82	78	132	54	51	132	119	81	277	55
Weighted Total		332	108	107	117	66	80	76	130	54	56	134	115	84	277	55
		100.0%	100.0%	100.0%	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	1	2	1	2	-	1	1	-	2	1	1	4	-
		1.2%	.9%	.8%	1.7%	1.7%	2.3%	-	.8%	1.8%	-	1.5%	.8%	1.2%	1.4%	-
Increase slightly	(4)	75	30	18	27	14	18	16	30	14	13	28	25	21	64	10
		22.5%	27.6%	16.6%	23.3%	21.3%	22.2%	21.1%	22.8%	25.2%	23.8%	21.3%	22.0%	25.3%	23.3%	18.7%
Stay same	(3)	218	68	76	73	45	49	51	85	35	38	95	76	48	179	39
		65.7%	63.0%	71.3%	63.0%	68.5%	61.3%	66.5%	65.6%	64.5%	68.7%	71.0% l	65.8%	57.0%	64.9%	69.7%
Decrease slightly	(2)	7	4	2	1	2	4	1	1	-	-	1	3	3	6	1
		2.0%	3.4%	1.7%	.9%	2.9%	4.7%	1.3%	.7%	-	-	.8%	2.5%	3.2%	2.1%	1.6%
Decrease greatly	(1)	1	1	-	-	-	1	-	-	-	-	-	-	1	1	-
		.3%	.9%	-	-	-	1.2%	-	-	-	-	-	-	1.2%	.3%	-
Don't know		28	4	10	13	4	7	9	13	5	4	7	10	10	22	6
		8.3%	4.1%	9.5%	11.2%	5.7%	8.4%	11.1%	10.0%	8.5%	7.5%	5.5%	8.9%	12.1%	8.0%	10.0%
NETS																
Net: Increase		79	31	19	29	15	19	16	31	15	13	30	26	22	68	10
		23.7%	28.5%	17.4%	25.0%	22.9%	24.5%	21.1%	23.6%	27.1%	23.8%	22.8%	22.8%	26.4%	24.7%	18.7%
Net: Decrease		8	5	2	1	2	5	1	1	-	-	1	3	4	7	1
		2.3%	4.3%	1.7%	.9%	2.9%	5.9% g	1.3%	.7%	-	-	.8%	2.5%	4.4%	2.4%	1.6%
Net: Increase + Stay the same		297	99	95	103	61	68	67	116	49	52	125	102	70	248	49
		89.4%	91.5%	88.8%	88.0%	91.4%	85.8%	87.6%	89.2%	91.5%	92.5%	93.7% l	88.6%	83.5%	89.6%	88.4%
Mean score		3.2	3.3	3.2	3.3	3.2	3.2	3.2	3.3	3.3	3.3	3.2	3.2	3.3	3.3	3.2

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

COMRES

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

		Total	WAVE			REGION						SIZE			SECTOR	
			November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		208	79	59	70	50	47	43	79	36	32	95	73	40	167	41
Weighted Total		211 100.0%	80 100.0%	60 100.0%	70 100.0%	50 100.0%	46 100.0%	43 100.0%	78 100.0%	35 100.0%	38 100.0%	98 100.0%	72 100.0%	42 100.0%	168 100.0%	42 100.0%
Increase greatly	(5)	10 4.7%	3 4.0%	5 7.6%	2 3.0%	4 8.0%	3 6.5%	1 2.4%	2 2.7%	1 3.1%	1 2.2%	4 4.1%	4 5.6%	2 4.6%	10 5.9%	- -
Increase slightly	(4)	55 26.3%	25 31.1%	13 21.2%	18 25.0%	13 25.8%	9 20.1%	11 25.7%	27 34.1%	16 44.6% ei	7 17.9%	30 30.9%	19 26.6%	6 14.7%	43 25.5%	12 29.3%
Stay same	(3)	125 59.3%	46 57.0%	38 63.2%	41 58.6%	29 58.2%	30 65.1% h	25 58.6%	40 51.0%	15 41.7%	27 70.7% h	60 61.0%	42 58.8%	23 56.1%	99 58.5%	26 62.2%
Decrease slightly	(2)	4 1.7%	3 3.4%	- -	1 1.3%	1 1.9%	2 3.9%	- -	- -	- -	1 2.3%	- -	2 2.5%	2 4.3% j	2 1.1%	2 4.1%
Decrease greatly	(1)	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Don't know		17 8.1%	4 4.5%	5 8.0%	9 12.1%	3 6.1%	2 4.4%	6 13.3%	9 12.1%	4 10.6%	3 6.8%	4 4.0%	5 6.5%	8 20.3% jk	15 9.0%	2 4.4%
NETS																
Net: Increase		65 31.0%	28 35.2%	17 28.8%	20 28.0%	17 33.9%	12 26.6%	12 28.1%	29 36.9%	17 47.7% i	8 20.2%	34 35.0%	23 32.2%	8 19.3%	53 31.4%	12 29.3%
Net: Decrease		4 1.7%	3 3.4%	- -	1 1.3%	1 1.9%	2 3.9%	- -	- -	- -	1 2.3%	- -	2 2.5%	2 4.3% j	2 1.1%	2 4.1%
Net: Increase + Stay the same		190 90.2%	74 92.1%	56 92.0%	61 86.6%	46 92.1%	42 91.7%	37 86.7%	69 87.9%	31 89.4%	34 90.9%	94 96.0% l	65 91.0% l	32 75.4%	151 89.9%	39 91.5%
Mean score		3.4	3.4	3.4	3.3	3.4	3.3	3.4	3.5	3.6 i	3.2	3.4	3.4	3.2	3.4	3.3

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

COMRES

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

		Total	WAVE			REGION						SIZE			SECTOR	
			November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	*i	j	k	l	m	n
Unweighted Total		194	62	64	68	47	42	43	82	39	23	78	61	55	156	38
Weighted Total		194 100.0%	63 100.0%	64 100.0%	67 100.0%	46 100.0%	40 100.0%	43 100.0%	80 100.0%	38 100.0%	27 100.0%	79 100.0%	59 100.0%	56 100.0%	156 100.0%	38 100.0%
Increase greatly	(5)	7 3.5%	1 1.3%	3 4.5%	3 4.6%	1 2.4%	1 2.2%	2 4.7%	4 4.9%	2 5.1%	1 3.1%	4 4.9%	1 1.5%	2 3.6%	6 3.7%	1 2.7%
Increase slightly	(4)	45 23.1%	15 23.9%	14 21.3%	16 24.0%	8 17.5%	7 16.6%	10 22.4%	25 31.3%	16 41.5% de	5 17.8%	22 28.3% l	17 29.5% l	5 9.1%	40 25.6%	5 12.8%
Stay same	(3)	118 60.7%	42 66.0%	38 58.8%	38 57.5%	30 65.0% h	28 69.5% gh	24 57.0%	41 50.7%	16 43.5%	19 69.7%	46 58.0%	35 59.6%	37 65.6%	89 57.4%	28 74.3%
Decrease slightly	(2)	5 2.4%	3 4.3%	2 3.1%	- -	1 2.2%	3 6.7%	1 2.3%	1 1.2%	- -	- -	- -	1 1.6%	4 6.6% j	3 1.8%	2 5.0%
Decrease greatly	(1)	1 .5%	- -	- -	1 1.4%	- -	- -	- -	1 1.2%	1 2.5%	- -	- -	- -	1 1.6%	1 .6%	- -
Don't know		19 9.8%	3 4.5%	8 12.3%	8 12.5%	6 12.9%	2 5.0%	6 13.6%	9 10.7%	3 7.4%	3 9.4%	7 8.8%	5 7.8%	8 13.4%	17 11.0%	2 5.2%
NETS																
Net: Increase		51 26.6%	16 25.2%	16 25.8%	19 28.6%	9 19.9%	8 18.8%	12 27.2%	29 36.3% e	18 46.6% de	6 20.9%	26 33.2% l	18 31.0% l	7 12.7%	46 29.3%	6 15.5%
Net: Decrease		6 2.9%	3 4.3%	2 3.1%	1 1.4%	1 2.2%	3 6.7%	1 2.3%	2 2.3%	1 2.5%	- -	- -	1 1.6%	5 8.3% j	4 2.4%	2 5.0%
Net: Increase + Stay the same		169 87.3%	57 91.2%	54 84.6%	58 86.1%	39 84.9%	36 88.4%	36 84.2%	70 87.0%	34 90.1%	25 90.6%	72 91.2% l	53 90.6%	44 78.3%	135 86.6%	34 89.8%
Mean score		3.3	3.2	3.3	3.3	3.2	3.2	3.3	3.4 e	3.5 e	3.3	3.4 l	3.3 l	3.1	3.3	3.1

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

Jobs Outlook - Combined

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	November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	523	180	183	160	117	129	118	206	88	71	243	168	112	436	87
Weighted Total	520 100.0%	180 100.0%	183 100.0%	158 100.0%	116 100.0%	125 100.0%	115 100.0%	202 100.0%	88 100.0%	77 100.0%	244 100.0%	163 100.0%	113 100.0%	434 100.0%	86 100.0%
Accounting and financial services	20 8.1%	5 5.9%	6 7.2%	9 11.4%	4 8.3%	6 8.2%	4 6.4%	7 6.8%	3 7.5%	4 10.9%	7 7.4%	6 6.5%	7 11.5%	18 8.7%	3 5.7%
Construction	24 31.8%	8 35.8%	9 25.1%	8 39.2%	3 16.2%	5 35.2%	6 39.2%	8 35.2%	2 26.4%	8 40.0%	13 38.3%	3 14.9%	7 39.5%	21 35.5%	3 17.1%
Drivers	17 14.4%	5 14.7%	7 15.7%	4 12.0%	1 3.7%	8 24.4%	5 19.5%	5 13.9%	-	3 12.1%	6 13.8%	6 14.1%	5 15.4%	12 13.1%	5 19.6%
Education	16 22.1%	6 24.5%	3 14.3%	7 25.4%	5 28.0%	2 18.0%	3 13.5%	5 22.5%	3 60.8%	4 18.6%	4 15.6%	8 27.6%	4 22.3%	13 23.1%	3 18.1%
Engineering & technical	75 39.9%	26 43.2%	31 40.6%	18 35.2%	17 37.6%	24 53.4% h	15 45.9%	23 36.5%	8 26.1%	12 32.2%	29 38.6%	24 37.5%	22 45.2%	60 38.9%	15 44.8%
Executive recruitment / interim management	27 14.9%	5 8.1%	12 19.7%	9 17.0%	7 18.3%	3 8.0%	9 21.0%	12 15.3%	3 8.6%	5 18.3%	8 12.7%	9 13.8%	10 18.8%	19 13.2%	7 22.0%
Health & social care	28 36.4%	11 49.0%	12 33.6%	6 27.7%	8 35.5%	8 50.8%	5 44.7%	9 49.5%	5 55.4%	3 14.6%	13 38.7%	11 44.6%	4 20.9%	22 33.4%	6 55.4%
Hospitality	21 33.1%	11 48.1%	4 20.1%	6 30.4%	3 20.9%	4 57.1%	6 34.8%	8 32.6%	2 26.5%	6 35.2%	5 24.5%	8 38.1%	8 35.8%	18 37.6%	3 18.8%
Industrial	19 21.0%	5 21.1%	7 19.0%	8 23.0%	8 32.6%	6 18.2%	3 19.3%	4 19.5%	2 19.7%	2 11.5%	6 19.2%	10 29.1%	3 12.0%	15 18.8%	5 33.4%
Legal & HR	13 7.6%	4 6.1%	4 7.2%	6 9.5%	2 5.5%	5 12.5% h	6 13.8% h	6 7.5%	-	1 3.6%	5 9.1%	5 7.3%	4 6.7%	11 8.3%	2 5.2%
Life sciences	2 10.6%	-	-	2 21.5%	-	-	1 15.9%	2 19.3%	1 24.5%	-	1 13.1%	-	1 16.3%	2 14.5%	-
Marketing, media & creative	20 9.5%	8 11.6%	7 10.3%	5 6.7%	6 12.2%	4 10.8%	4 8.2%	8 8.3%	4 8.4%	2 7.4%	11 12.3%	5 7.4%	4 7.5%	16 9.4%	4 9.9%
Office professionals	34 10.4%	14 13.3% b	4 3.5%	16 14.0% b	9 13.6%	10 12.0%	9 11.2%	12 8.9%	3 5.6%	4 7.9%	14 10.2%	13 11.5%	8 9.2%	30 10.8%	5 8.4%

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	November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	523	180	183	160	117	129	118	206	88	71	243	168	112	436	87
Weighted Total	520 100.0%	180 100.0%	183 100.0%	158 100.0%	116 100.0%	125 100.0%	115 100.0%	202 100.0%	88 100.0%	77 100.0%	244 100.0%	163 100.0%	113 100.0%	434 100.0%	86 100.0%
Sales & retail	39 18.4%	17 20.7%	8 13.5%	14 19.8%	7 13.7%	6 12.9%	12 28.4%	22 28.4% ei	10 28.3%	4 10.2%	19 19.9%	14 18.9%	6 13.7%	27 16.3%	11 26.4%
Technology	41 21.3%	10 16.6%	14 21.2%	17 25.8%	10 21.5%	8 20.6%	9 20.4%	19 24.1%	11 28.2%	4 13.5%	19 24.5%	10 17.2%	12 21.0%	37 23.9%	4 10.4%
None	266 51.1%	88 48.7%	96 52.4%	82 52.2%	56 48.6%	59 47.2%	60 52.5%	110 54.5%	50 57.1%	40 51.8%	142 58.0% l	80 49.0%	44 39.0%	223 51.3%	43 49.6%
Net: Any	255 48.9%	92 51.3%	87 47.6%	75 47.8%	60 51.4%	66 52.8%	54 47.5%	92 45.5%	38 42.9%	37 48.2%	103 42.0%	83 51.0%	69 61.0% j	211 48.7%	44 50.4%

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	54 100.0%	- -	1 1.7%	42 78.7%	3 5.0%	1 1.8%	7 12.8%	1 1.7%	4 6.8%	43 80.4%	2.9
Construction	15 100.0%	- -	5 32.3%	7 48.7%	2 12.6%	- -	1 6.4%	5 32.3%	2 12.6%	12 81.0%	3.2
Drivers	26 100.0%	- -	4 15.2%	17 66.0%	3 10.8%	1 4.1%	1 3.9%	4 15.2%	4 15.0%	21 81.2%	3.0
Education	13 100.0%	- -	1 7.3%	9 69.6%	1 7.2%	1 8.0%	1 8.0%	1 7.3%	2 15.2%	10 76.9%	2.8
Engineering & technical	35 100.0%	- -	6 17.1%	22 63.9%	2 5.0%	- -	5 14.0%	6 17.1%	2 5.0%	28 81.0%	3.1
Executive recruitment / interim management	24 100.0%	- -	- -	19 80.3%	1 3.6%	- -	4 16.1%	- -	1 3.6%	19 80.3%	3.0
Health & social care	14 100.0%	- -	2 13.8%	10 72.2%	1 7.0%	- -	1 7.0%	2 13.8%	1 7.0%	12 86.0%	3.1
Hospitality	18 100.0%	- -	1 5.5%	15 83.5%	1 5.6%	- -	1 5.5%	1 5.5%	1 5.6%	16 89.0%	3.0
Industrial	38 100.0%	2 5.0%	12 31.4%	22 58.6%	1 2.4%	- -	1 2.6%	14 36.4%	1 2.4%	36 95.1%	3.4
Legal & HR	28 100.0%	- -	- -	22 79.6%	1 3.1%	1 3.5%	4 13.8%	- -	2 6.6%	22 79.6%	2.9
Life sciences	3 100.0%	- -	- -	1 32.9%	1 33.2%	- -	1 33.9%	- -	1 33.2%	1 32.9%	2.5
Marketing, media & creative	23 100.0%	1 3.7%	- -	17 75.0%	- -	- -	5 21.2%	1 3.7%	- -	18 78.8%	3.1
Office professionals	70 100.0%	- -	6 8.3%	49 69.7%	7 9.3%	4 5.7%	5 7.0%	6 8.3%	11 15.0%	54 77.9%	2.9
Sales & retail	29 100.0%	- -	2 6.5%	22 73.7%	1 2.9%	1 3.4%	4 13.5%	2 6.5%	2 6.3%	23 80.2%	3.0
Technology	31 100.0%	- -	8 25.2%	17 56.2%	1 2.8%	1 3.2%	4 12.7%	8 25.2%	2 5.9%	25 81.3%	3.2
Average (response based including bases)	421 100.0%	3 .7%	47 11.1%	293 69.7%	24 5.7%	10 2.4%	44 10.5%	50 11.8%	34 8.0%	343 81.5%	3.0

COMRES

Jobs Outlook - Combined

Q14_SUM. Average across all sectors

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

		Total	WAVE			REGION						SIZE			SECTOR	
			November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		427	131	134	162	62	105	131	193	62	67	105	159	163	341	86
Weighted Total		421 100.0%	125 100.0%	134 100.0%	161 100.0%	58 100.0%	101 100.0%	124 100.0%	185 100.0%	61 100.0%	76 100.0%	109 100.0%	153 100.0%	158 100.0%	341 100.0%	80 100.0%
Greatly increase	(5)	3 .7%	2 1.4%	1 .7%	- -	- -	1 .9%	2 1.5%	2 1.0%	- -	- -	1 .9%	1 .6%	1 .5%	3 .8%	- -
Slightly increase	(4)	47 11.1%	28 22.3% bc	9 6.4%	10 6.5%	9 16.3%	12 12.2%	13 10.7%	19 10.4%	6 9.8%	6 7.6%	14 12.6%	22 14.1%	11 7.3% l	39 11.4%	8 10.1%
Stay the same	(3)	293 69.7%	85 67.6%	97 72.4%	111 69.0%	40 68.8%	60 59.6%	85 68.3%	123 66.5%	38 62.9%	70 91.3% defgh	78 72.0%	109 71.1%	106 66.7%	230 67.6%	63 78.7% m
Slightly decrease	(2)	24 5.7%	11 8.7%	5 3.6%	8 5.0%	2 3.3%	12 11.5% fgi	4 3.1%	9 5.1%	6 9.1% i	1 1.1%	2 1.6%	9 6.2%	13 7.9% j	15 4.4%	9 11.2% m
Greatly decrease	(1)	10 2.4%	- -	1 .7%	9 5.6% ab	- -	8 7.9% dfgi	1 .9%	2 1.1%	1 1.6%	- -	6 5.5% l	4 2.6% l	- -	10 2.9%	- -
Don't know		44 10.5%	- -	22 16.1% a	22 13.9% a	7 11.6% i	8 7.9% i	19 15.5% i	29 15.9% i	10 16.6% i	- -	8 7.3%	8 5.4%	28 17.6% jk	44 12.9% n	- -
NETS																
Net: Increase		50 11.8%	30 23.7% bc	10 7.1%	10 6.5%	9 16.3%	13 13.1%	15 12.2%	21 11.4%	6 9.8%	6 7.6%	15 13.5%	23 14.7%	12 7.8%	42 12.2%	8 10.1%
Net: Decrease		34 8.0%	11 8.7%	6 4.3%	17 10.6% b	2 3.3%	20 19.4% dfgi	5 4.0%	11 6.2%	6 10.7% i	1 1.1%	8 7.1%	13 8.8%	13 7.9%	25 7.3%	9 11.2%
Net: Increase + Stay the same		343 81.5%	114 91.3% bc	107 79.5%	122 75.5%	50 85.1%	74 72.8%	100 80.5%	144 77.9%	44 72.7%	76 98.9% defgh	93 85.5% l	132 85.8% l	118 74.5%	272 79.8%	71 88.8%
Mean score		3.0	3.2 c	3.0 c	2.9	3.1 e	2.9	3.1 e	3.1 e	3.0	3.1 e	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

COMRES

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	November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	*n
Unweighted Total		54	17	19	18	6	17	17	24	7	7	11	16	27	45	9
Weighted Total		54	16	20	18	6	16	16	23	7	9	11	16	27	45	8
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	1	-	-	1	-	1	-	-	-	-	-	-	1	1	-
		1.7%	-	-	5.0%	-	5.5%	-	-	-	-	-	-	3.4%	2.0%	-
Stay the same	(3)	42	14	15	13	5	11	13	18	5	9	9	14	19	35	8
		78.7%	88.8%	75.7%	73.2%	83.2%	66.0%	81.2%	78.5%	72.1%	100.0%	82.6%	87.0%	72.1%	76.6%	89.8%
Slightly decrease	(2)	3	2	1	-	-	3	-	-	-	-	-	-	3	2	1
		5.0%	11.2%	4.6%	-	-	16.4%	-	-	-	-	-	-	10.1%	4.0%	10.2%
Greatly decrease	(1)	1	-	-	1	-	1	-	-	-	-	1	-	-	1	-
		1.8%	-	-	5.4%	-	6.0%	-	-	-	-	8.6%	-	-	2.2%	-
Don't know		7	-	4	3	1	1	3	5	2	-	1	2	4	7	-
		12.8%	-	19.7%	16.4%	16.8%	6.1%	18.8%	21.5%	27.9%	-	8.7%	13.0%	14.4%	15.2%	-
NETS																
Net: Increase		1	-	-	1	-	1	-	-	-	-	-	-	1	1	-
		1.7%	-	-	5.0%	-	5.5%	-	-	-	-	-	-	3.4%	2.0%	-
Net: Decrease		4	2	1	1	-	4	-	-	-	-	1	-	3	3	1
		6.8%	11.2%	4.6%	5.4%	-	22.4%	-	-	-	-	8.6%	-	10.1%	6.2%	10.2%
Net: Increase + Stay the same		43	14	15	14	5	12	13	18	5	9	9	14	20	36	8
		80.4%	88.8%	75.7%	78.2%	83.2%	71.5%	81.2%	78.5%	72.1%	100.0%	82.6%	87.0%	75.5%	78.6%	89.8%
Mean score		2.9	2.9	2.9	2.9	3.0	2.8	3.0	3.0	3.0	3.0	2.8	3.0	2.9	2.9	2.9

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

COMRES

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	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		15	5	3	7	4	2	2	6	4	3	5	5	5	13	2
Weighted Total		15	5	3	7	4	2	2	6	4	4	5	5	5	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%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	5	2	1	2	1	-	1	3	2	1	1	3	1	3	2
		32.3%	41.1%	33.0%	26.0%	24.3%	-	53.8%	51.4%	50.2%	28.7%	16.4%	62.5%	19.4%	22.9%	100.0%
Stay the same	(3)	7	2	1	4	1	2	1	2	1	3	4	2	2	7	-
		48.7%	39.0%	32.6%	61.5%	24.3%	100.0%	46.2%	32.2%	24.9%	71.3%	66.8%	37.5%	39.8%	55.5%	-
Slightly decrease	(2)	2	1	-	1	1	-	-	1	1	-	1	-	1	2	-
		12.6%	19.9%	-	12.5%	26.0%	-	-	16.4%	24.9%	-	16.9%	-	20.7%	14.4%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		1	-	1	-	1	-	-	-	-	-	-	-	1	1	-
		6.4%	-	34.4%	-	25.4%	-	-	-	-	-	-	-	20.2%	7.3%	-
NETS																
Net: Increase		5	2	1	2	1	-	1	3	2	1	1	3	1	3	2
		32.3%	41.1%	33.0%	26.0%	24.3%	-	53.8%	51.4%	50.2%	28.7%	16.4%	62.5%	19.4%	22.9%	100.0%
Net: Decrease		2	1	-	1	1	-	-	1	1	-	1	-	1	2	-
		12.6%	19.9%	-	12.5%	26.0%	-	-	16.4%	24.9%	-	16.9%	-	20.7%	14.4%	-
Net: Increase + Stay the same		12	4	2	6	2	2	2	5	3	4	4	5	3	10	2
		81.0%	80.1%	65.6%	87.5%	48.6%	100.0%	100.0%	83.6%	75.1%	100.0%	83.1%	100.0%	59.1%	78.4%	100.0%
Mean score		3.2	3.2	3.5	3.1	3.0	3.0	3.5	3.4	3.3	3.3	3.0	3.6	3.0	3.1	4.0

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

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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	November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total	26	10	8	8	5	8	7	8	1	5	4	13	9	21	5
Weighted Total	26	10	8	9	5	8	7	8	1	6	5	12	9	21	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)	4	4	-	-	1	-	1	2	1	1	1	2	1	3	1
	15.2%	40.7%	-	-	20.4%	-	13.0%	24.4%	100.0%	19.3%	20.7%	15.6%	11.5%	14.5%	18.3%
Stay the same (3)	17	6	6	6	3	6	5	5	-	4	3	8	7	14	3
	66.0%	59.3%	73.9%	66.5%	60.2%	73.5%	71.8%	62.4%	-	65.6%	57.0%	62.0%	76.9%	67.3%	60.1%
Slightly decrease (2)	3	-	1	2	1	1	-	-	-	1	-	3	-	2	1
	10.8%	-	13.1%	21.0%	19.4%	12.9%	-	-	-	15.1%	-	22.5%	-	8.4%	21.7%
Greatly decrease (1)	1	-	-	1	-	1	-	-	-	-	1	-	-	1	-
	4.1%	-	-	12.5%	-	13.6%	-	-	-	-	22.3%	-	-	5.0%	-
Don't know	1	-	1	-	-	-	1	1	-	-	-	-	1	1	-
	3.9%	-	13.0%	-	-	-	15.2%	13.2%	-	-	-	-	11.6%	4.7%	-
NETS															
Net: Increase	4	4	-	-	1	-	1	2	1	1	1	2	1	3	1
	15.2%	40.7%	-	-	20.4%	-	13.0%	24.4%	100.0%	19.3%	20.7%	15.6%	11.5%	14.5%	18.3%
Net: Decrease	4	-	1	3	1	2	-	-	-	1	1	3	-	3	1
	15.0%	-	13.1%	33.5%	19.4%	26.5%	-	-	-	15.1%	22.3%	22.5%	-	13.5%	21.7%
Net: Increase + Stay the same	21	10	6	6	4	6	6	7	1	5	4	10	8	17	4
	81.2%	100.0%	73.9%	66.5%	80.6%	73.5%	84.8%	86.8%	100.0%	84.9%	77.7%	77.5%	88.4%	81.8%	78.3%
Mean score	3.0	3.4	2.8	2.5	3.0	2.6	3.2	3.3	4.0	3.0	2.8	2.9	3.1	3.0	3.0

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

COMRES

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	November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total	12	1	5	6	3	3	3	4	1	2	3	6	3	10	2
Weighted Total	13 100.0%	1 100.0%	5 100.0%	7 100.0%	3 100.0%	3 100.0%	3 100.0%	4 100.0%	1 100.0%	3 100.0%	4 100.0%	6 100.0%	3 100.0%	11 100.0%	2 100.0%
Greatly increase (5)	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Slightly increase (4)	1 7.3%	- -	- -	1 13.9%	1 31.0%	- -	- -	- -	- -	- -	- -	1 15.3%	- -	- -	1 47.0%
Stay the same (3)	9 69.6%	1 100.0%	5 100.0%	3 42.1%	2 69.0%	1 34.0%	3 100.0%	3 75.2%	- -	3 100.0%	3 73.5%	4 67.9%	2 68.1%	8 72.6%	1 53.0%
Slightly decrease (2)	1 7.2%	- -	- -	1 13.7%	- -	- -	- -	1 24.8%	1 100.0%	- -	- -	- -	1 31.9%	1 8.5%	- -
Greatly decrease (1)	1 8.0%	- -	- -	1 15.2%	- -	1 33.0%	- -	- -	- -	- -	- -	1 16.8%	- -	1 9.4%	- -
Don't know	1 8.0%	- -	- -	1 15.2%	- -	1 33.0%	- -	- -	- -	- -	1 26.5%	- -	- -	1 9.4%	- -
NETS															
Net: Increase	1 7.3%	- -	- -	1 13.9%	1 31.0%	- -	- -	- -	- -	- -	- -	1 15.3%	- -	- -	1 47.0%
Net: Decrease	2 15.2%	- -	- -	2 28.9%	- -	1 33.0%	- -	1 24.8%	1 100.0%	- -	- -	1 16.8%	1 31.9%	2 17.9%	- -
Net: Increase + Stay the same	10 76.9%	1 100.0%	5 100.0%	4 55.9%	3 100.0%	1 34.0%	3 100.0%	3 75.2%	- -	3 100.0%	3 73.5%	5 83.2%	2 68.1%	8 72.6%	2 100.0%
Mean score	2.8	3.0	3.0	2.6	3.3	2.0	3.0	2.8	2.0	3.0	3.0	2.8	2.7	2.7	3.5

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

		Total	WAVE			REGION						SIZE			SECTOR	
			November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		36	11	11	14	4	6	14	19	5	7	9	17	10	29	7
Weighted Total		35	10	11	14	4	6	13	18	5	7	9	16	9	29	6
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	6	5	-	1	1	1	3	4	1	-	2	2	2	6	-
		17.1%	47.6%	-	7.7%	25.4%	19.0%	21.7%	21.8%	22.3%	-	22.0%	12.2%	20.5%	20.8%	-
Stay the same	(3)	22	5	8	10	2	3	8	10	2	7	7	12	3	17	5
		63.9%	44.1%	72.5%	71.9%	48.1%	50.2%	63.0%	56.5%	38.2%	100.0%	78.0%	75.2%	30.4%	59.1%	86.2%
Slightly decrease	(2)	2	1	-	1	-	2	-	-	-	-	-	-	2	1	1
		5.0%	8.4%	-	6.4%	-	30.8%	-	-	-	-	-	-	18.7%	3.1%	13.8%
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		5	-	3	2	1	-	2	4	2	-	-	2	3	5	-
		14.0%	-	27.5%	14.0%	26.5%	-	15.3%	21.7%	39.6%	-	-	12.6%	30.4%	17.1%	-
NETS																
Net: Increase		6	5	-	1	1	1	3	4	1	-	2	2	2	6	-
		17.1%	47.6%	-	7.7%	25.4%	19.0%	21.7%	21.8%	22.3%	-	22.0%	12.2%	20.5%	20.8%	-
Net: Decrease		2	1	-	1	-	2	-	-	-	-	-	-	2	1	1
		5.0%	8.4%	-	6.4%	-	30.8%	-	-	-	-	-	-	18.7%	3.1%	13.8%
Net: Increase + Stay the same		28	9	8	11	3	4	11	14	3	7	9	14	5	23	5
		81.0%	91.6%	72.5%	79.6%	73.5%	69.2%	84.7%	78.3%	60.4%	100.0%	100.0%	87.4%	50.9%	79.8%	86.2%
Mean score		3.1	3.4	3.0	3.0	3.3	2.9	3.3	3.3	3.4	3.0	3.2	3.1	3.0	3.2	2.9

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

COMRES

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	November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total	25	8	8	9	3	7	8	13	5	2	7	8	10	17	8
Weighted Total	24	7	8	8	3	7	8	12	5	2	7	8	9	16	8
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase (5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase (4)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Stay the same (3)	19	7	6	7	2	5	7	10	4	2	6	8	6	13	7
	80.3%	88.5%	75.9%	77.4%	64.8%	72.7%	87.0%	84.6%	80.6%	100.0%	85.5%	100.0%	59.8%	76.5%	88.6%
Slightly decrease (2)	1	1	-	-	-	1	-	-	-	-	-	-	1	-	1
	3.6%	11.5%	-	-	-	12.6%	-	-	-	-	-	-	9.3%	-	11.4%
Greatly decrease (1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	4	-	2	2	1	1	1	2	1	-	1	-	3	4	-
	16.1%	-	24.1%	22.6%	35.2%	14.7%	13.0%	15.4%	19.4%	-	14.5%	-	30.9%	23.5%	-
NETS															
Net: Increase	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Decrease	1	1	-	-	-	1	-	-	-	-	-	-	1	-	1
	3.6%	11.5%	-	-	-	12.6%	-	-	-	-	-	-	9.3%	-	11.4%
Net: Increase + Stay the same	19	7	6	7	2	5	7	10	4	2	6	8	6	13	7
	80.3%	88.5%	75.9%	77.4%	64.8%	72.7%	87.0%	84.6%	80.6%	100.0%	85.5%	100.0%	59.8%	76.5%	88.6%
Mean score	3.0	2.9	3.0	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_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	November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total	14	4	6	4	3	2	6	6	-	3	4	4	6	12	2
Weighted Total	14 100.0%	4 100.0%	6 100.0%	4 100.0%	3 100.0%	2 100.0%	6 100.0%	6 100.0%	-	4 100.0%	5 100.0%	4 100.0%	6 100.0%	12 100.0%	2 100.0%
Greatly increase (5)	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Slightly increase (4)	2 13.8%	1 25.4%	1 16.4%	- -	- -	1 48.3%	- -	- -	- -	1 28.5%	1 21.8%	1 24.6%	- -	2 16.0%	- -
Stay the same (3)	10 72.2%	3 74.6%	3 49.3%	4 100.0%	3 100.0%	1 51.7%	4 64.9%	4 64.9%	- -	3 71.5%	4 78.2%	2 49.8%	5 82.6%	8 67.7%	2 100.0%
Slightly decrease (2)	1 7.0%	- -	1 17.1%	- -	- -	- -	1 17.5%	1 17.5%	- -	- -	- -	1 25.6%	- -	1 8.1%	- -
Greatly decrease (1)	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Don't know	1 7.0%	- -	1 17.1%	- -	- -	- -	1 17.5%	1 17.5%	- -	- -	- -	- -	1 17.4%	1 8.1%	- -
NETS															
Net: Increase	2 13.8%	1 25.4%	1 16.4%	- -	- -	1 48.3%	- -	- -	- -	1 28.5%	1 21.8%	1 24.6%	- -	2 16.0%	- -
Net: Decrease	1 7.0%	- -	1 17.1%	- -	- -	- -	1 17.5%	1 17.5%	- -	- -	- -	1 25.6%	- -	1 8.1%	- -
Net: Increase + Stay the same	12 86.0%	4 100.0%	4 65.8%	4 100.0%	3 100.0%	2 100.0%	4 64.9%	4 64.9%	- -	4 100.0%	5 100.0%	3 74.4%	5 82.6%	10 83.7%	2 100.0%
Mean score	3.1	3.3	3.0	3.0	3.0	3.5	2.8	2.8	-	3.3	3.2	3.0	3.0	3.1	3.0

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

COMRES

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	November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total	18	7	6	5	1	2	6	8	2	7	3	7	8	15	3
Weighted Total	18 100.0%	7 100.0%	6 100.0%	5 100.0%	1 100.0%	2 100.0%	5 100.0%	7 100.0%	2 100.0%	8 100.0%	4 100.0%	7 100.0%	8 100.0%	15 100.0%	3 100.0%
Greatly increase (5)	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Slightly increase (4)	1 5.5%	1 15.4%	- -	- -	- -	- -	- -	- -	- -	1 12.6%	- -	- -	1 13.2%	1 6.6%	- -
Stay the same (3)	15 83.5%	5 69.2%	5 84.2%	5 100.0%	1 100.0%	2 100.0%	4 81.5%	5 72.4%	1 47.0%	7 87.4%	4 100.0%	6 85.5%	6 73.9%	12 80.4%	3 100.0%
Slightly decrease (2)	1 5.6%	1 15.5%	- -	- -	- -	- -	- -	1 13.9%	1 53.0%	- -	- -	1 14.5%	- -	1 6.6%	- -
Greatly decrease (1)	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Don't know	1 5.5%	- -	1 15.8%	- -	- -	- -	1 18.5%	1 13.7%	- -	- -	- -	- -	1 13.0%	1 6.5%	- -
NETS															
Net: Increase	1 5.5%	1 15.4%	- -	- -	- -	- -	- -	- -	- -	1 12.6%	- -	- -	1 13.2%	1 6.6%	- -
Net: Decrease	1 5.6%	1 15.5%	- -	- -	- -	- -	- -	1 13.9%	1 53.0%	- -	- -	1 14.5%	- -	1 6.6%	- -
Net: Increase + Stay the same	16 89.0%	6 84.5%	5 84.2%	5 100.0%	1 100.0%	2 100.0%	4 81.5%	5 72.4%	1 47.0%	8 100.0%	4 100.0%	6 85.5%	7 87.0%	13 86.9%	3 100.0%
Mean score	3.0	3.0	3.0	3.0	3.0	3.0	3.0	2.8	2.5	3.1	3.0	2.9	3.2	3.0	3.0

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

Jobs Outlook - Combined

Q14_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	November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	*n
Unweighted Total		40	16	11	13	9	14	8	12	4	5	11	20	9	31	9
Weighted Total		38	15	10	13	8	13	7	11	4	5	11	18	8	30	8
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	2	1	1	-	-	1	1	1	-	-	1	1	-	2	-
		5.0%	6.3%	9.4%	-	-	6.9%	13.2%	8.8%	-	-	8.7%	5.1%	-	6.4%	-
Slightly increase	(4)	12	7	4	1	4	3	4	4	-	2	4	7	1	8	4
		31.4%	49.9%	36.5%	6.4%	45.4%	20.7%	49.9%	33.4%	-	31.9%	35.6%	38.8%	10.0%	27.8%	44.8%
Stay the same	(3)	22	6	5	11	4	10	3	5	3	3	6	9	7	18	4
		58.6%	43.8%	44.7%	86.6%	43.1%	72.4%	36.8%	49.6%	75.3%	68.1%	55.7%	51.1%	78.6%	59.6%	55.2%
Slightly decrease	(2)	1	-	-	1	-	-	-	1	1	-	-	1	-	1	-
		2.4%	-	-	7.0%	-	-	-	8.2%	24.7%	-	-	5.0%	-	3.0%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		1	-	1	-	1	-	-	-	-	-	-	-	1	1	-
		2.6%	-	9.3%	-	11.5%	-	-	-	-	-	-	-	11.4%	3.2%	-
NETS																
Net: Increase		14	8	5	1	4	4	5	5	-	2	5	8	1	10	4
		36.4%	56.2%	46.0%	6.4%	45.4%	27.6%	63.2%	42.2%	-	31.9%	44.3%	43.9%	10.0%	34.2%	44.8%
Net: Decrease		1	-	-	1	-	-	-	1	1	-	-	1	-	1	-
		2.4%	-	-	7.0%	-	-	-	8.2%	24.7%	-	-	5.0%	-	3.0%	-
Net: Increase + Stay the same		36	15	9	12	7	13	7	10	3	5	11	17	8	28	8
		95.1%	100.0%	90.7%	93.0%	88.5%	100.0%	100.0%	91.8%	75.3%	100.0%	100.0%	95.0%	88.6%	93.7%	100.0%
Mean score		3.4	3.6	3.6	3.0	3.5	3.3	3.8	3.4	2.8	3.3	3.5	3.4	3.1	3.4	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	November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total	29	5	11	13	4	10	7	13	6	2	6	8	15	21	8
Weighted Total	28	5	11	12	4	10	7	12	6	2	6	8	14	20	8
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase (5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase (4)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Stay the same (3)	22	4	9	9	4	7	5	9	5	2	4	8	11	16	7
	79.6%	81.9%	82.2%	76.5%	100.0%	71.0%	71.0%	76.7%	83.7%	100.0%	65.6%	100.0%	73.8%	76.2%	88.8%
Slightly decrease (2)	1	1	-	-	-	1	-	-	-	-	-	-	1	-	1
	3.1%	18.1%	-	-	-	8.8%	-	-	-	-	-	-	6.0%	-	11.2%
Greatly decrease (1)	1	-	-	1	-	1	-	-	-	-	1	-	-	1	-
	3.5%	-	-	8.0%	-	10.0%	-	-	-	-	17.1%	-	-	4.8%	-
Don't know	4	-	2	2	-	1	2	3	1	-	1	-	3	4	-
	13.8%	-	17.8%	15.5%	-	10.2%	29.0%	23.3%	16.3%	-	17.3%	-	20.1%	19.0%	-
NETS															
Net: Increase	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Decrease	2	1	-	1	-	2	-	-	-	-	1	-	1	1	1
	6.6%	18.1%	-	8.0%	-	18.8%	-	-	-	-	17.1%	-	6.0%	4.8%	11.2%
Net: Increase + Stay the same	22	4	9	9	4	7	5	9	5	2	4	8	11	16	7
	79.6%	81.9%	82.2%	76.5%	100.0%	71.0%	71.0%	76.7%	83.7%	100.0%	65.6%	100.0%	73.8%	76.2%	88.8%
Mean score	2.9	2.8	3.0	2.8	3.0	2.7	3.0	3.0	3.0	3.0	2.6	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_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	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l
Unweighted Total		3	3	-	-	2	3	1	-	2	-	1	2	1
Weighted Total		3	3	-	-	2	3	1	-	2	-	1	2	1
		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)	1	1	-	-	1	1	-	-	1	-	-	1	-
		32.9%	32.9%	-	-	49.8%	32.9%	-	-	49.8%	-	-	49.2%	-
Slightly decrease	(2)	1	1	-	-	1	1	-	-	1	-	-	-	1
		33.2%	33.2%	-	-	50.2%	33.2%	-	-	50.2%	-	-	-	100.0%
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		1	1	-	-	-	1	1	-	-	-	1	1	-
		33.9%	33.9%	-	-	-	33.9%	100.0%	-	-	-	100.0%	50.8%	-
NETS														
Net: Increase		-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Decrease		1	1	-	-	1	1	-	-	1	-	-	-	1
		33.2%	33.2%	-	-	50.2%	33.2%	-	-	50.2%	-	-	-	100.0%
Net: Increase + Stay the same		1	1	-	-	1	1	-	-	1	-	-	1	-
		32.9%	32.9%	-	-	49.8%	32.9%	-	-	49.8%	-	-	49.2%	-
Mean score		2.5	2.5	-	-	2.5	2.5	-	-	2.5	-	-	3.0	2.0

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

COMRES

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

| | | Total | WAVE | | | REGION | | | | | | SIZE | | | SECTOR | |
			November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		23	6	6	11	4	3	7	12	5	4	5	7	11	19	4
Weighted Total		23	7	6	10	4	3	7	12	6	4	5	7	11	20	4
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	1	1	-	-	-	-	1	1	-	-	-	-	1	1	-
		3.7%	12.7%	-	-	-	-	13.1%	7.0%	-	-	-	-	7.7%	4.4%	-
Slightly increase	(4)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Stay the same	(3)	17	6	4	7	3	2	4	8	5	4	4	6	8	14	4
		75.0%	87.3%	68.6%	70.8%	73.6%	64.9%	55.6%	68.8%	84.1%	100.0%	78.3%	85.5%	66.8%	70.5%	100.0%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		5	-	2	3	1	1	2	3	1	-	1	1	3	5	-
		21.2%	-	31.4%	29.2%	26.4%	35.1%	31.3%	24.2%	15.9%	-	21.7%	14.5%	25.5%	25.1%	-
NETS																
Net: Increase		1	1	-	-	-	-	1	1	-	-	-	-	1	1	-
		3.7%	12.7%	-	-	-	-	13.1%	7.0%	-	-	-	-	7.7%	4.4%	-
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		18	7	4	7	3	2	5	9	5	4	4	6	8	15	4
		78.8%	100.0%	68.6%	70.8%	73.6%	64.9%	68.7%	75.8%	84.1%	100.0%	78.3%	85.5%	74.5%	74.9%	100.0%
Mean score		3.1	3.3	3.0	3.0	3.0	3.0	3.4	3.2	3.0	3.0	3.0	3.0	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

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	November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	g	*h	*i	*j	*k	*l	m	*n
Unweighted Total		71	22	25	24	8	18	23	36	13	9	17	27	27	59	12
Weighted Total		70	22	25	23	7	17	22	35	13	10	17	26	27	59	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)	6	3	-	3	1	4	1	1	-	-	3	1	2	5	1
		8.3%	13.5%	-	12.2%	13.0%	21.9%	4.7%	2.9%	-	-	17.0%	3.6%	7.2%	8.3%	7.9%
Stay the same	(3)	49	16	20	13	5	8	16	26	10	10	12	17	20	40	8
		69.7%	73.9%	80.4%	54.3%	74.0%	44.9%	72.1%	72.3%	72.7%	100.0%	71.3%	65.8%	72.2%	68.6%	75.5%
Slightly decrease	(2)	7	3	2	2	-	3	2	4	2	-	-	4	3	5	2
		9.3%	12.6%	7.9%	7.8%	-	15.9%	9.0%	10.7%	13.5%	-	-	14.7%	10.0%	7.9%	16.6%
Greatly decrease	(1)	4	-	1	3	-	2	1	2	1	-	1	3	-	4	-
		5.7%	-	3.8%	13.0%	-	11.5%	4.8%	5.7%	7.1%	-	5.8%	11.7%	-	6.8%	-
Don't know		5	-	2	3	1	1	2	3	1	-	1	1	3	5	-
		7.0%	-	7.9%	12.7%	13.0%	5.8%	9.4%	8.4%	6.7%	-	5.9%	4.1%	10.5%	8.4%	-
NETS																
Net: Increase		6	3	-	3	1	4	1	1	-	-	3	1	2	5	1
		8.3%	13.5%	-	12.2%	13.0%	21.9%	4.7%	2.9%	-	-	17.0%	3.6%	7.2%	8.3%	7.9%
Net: Decrease		11	3	3	5	-	5	3	6	3	-	1	7	3	9	2
		15.0%	12.6%	11.7%	20.8%	-	27.4%	13.8%	16.4%	20.6%	-	5.8%	26.4%	10.0%	14.7%	16.6%
Net: Increase + Stay the same		54	19	20	16	6	12	17	27	10	10	15	18	22	45	9
		77.9%	87.4%	80.4%	66.5%	87.0%	66.8%	76.8%	75.3%	72.7%	100.0%	88.3%	69.4%	79.5%	76.9%	83.4%
Mean score		2.9	3.0	2.8	2.8	3.1	2.8	2.8	2.8	2.7	3.0	3.1	2.6	3.0	2.9	2.9

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

Jobs Outlook - Combined

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

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

			WAVE					REGION					SIZE			SECTOR	
		Total	November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		29	9	8	12	3	6	10	13	3	7	9	10	10	22	7
Weighted Total		29	8	9	12	3	6	10	13	3	8	9	10	10	23	7
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	2	1	1	-	-	1	1	1	-	-	-	2	-	2	-
		6.5%	11.1%	11.3%	-	-	15.9%	10.0%	7.7%	-	-	-	19.0%	-	8.3%	-
Stay the same	(3)	22	7	7	8	3	2	7	9	2	8	7	7	7	16	6
		73.7%	78.6%	77.1%	67.9%	100.0%	35.1%	68.8%	68.8%	69.1%	100.0%	79.1%	70.4%	71.7%	69.9%	86.8%
Slightly decrease	(2)	1	1	-	-	-	1	-	-	-	-	-	-	1	-	1
		2.9%	10.3%	-	-	-	14.8%	-	-	-	-	-	-	8.8%	-	13.2%
Greatly decrease	(1)	1	-	-	1	-	1	-	-	-	-	1	-	-	1	-
		3.4%	-	-	8.0%	-	17.0%	-	-	-	-	10.4%	-	-	4.3%	-
Don't know		4	-	1	3	-	1	2	3	1	-	1	1	2	4	-
		13.5%	-	11.6%	24.1%	-	17.2%	21.2%	23.4%	30.9%	-	10.5%	10.6%	19.5%	17.4%	-
NETS																
Net: Increase		2	1	1	-	-	1	1	1	-	-	-	2	-	2	-
		6.5%	11.1%	11.3%	-	-	15.9%	10.0%	7.7%	-	-	-	19.0%	-	8.3%	-
Net: Decrease		2	1	-	1	-	2	-	-	-	-	1	-	1	1	1
		6.3%	10.3%	-	8.0%	-	31.8%	-	-	-	-	10.4%	-	8.8%	4.3%	13.2%
Net: Increase + Stay the same		23	7	8	8	3	3	8	10	2	8	7	9	7	18	6
		80.2%	89.7%	88.4%	67.9%	100.0%	51.0%	78.8%	76.6%	69.1%	100.0%	79.1%	89.4%	71.7%	78.2%	86.8%
Mean score		3.0	3.0	3.1	2.8	3.0	2.6	3.1	3.1	3.0	3.0	2.8	3.2	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_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	November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		32	10	7	15	5	7	11	16	5	4	9	11	12	25	7
Weighted Total		31	9	7	15	5	7	11	15	5	4	9	10	11	25	6
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	8	4	2	2	1	2	3	5	2	-	2	3	3	8	-
		25.2%	41.6%	28.5%	13.5%	21.1%	29.9%	26.7%	31.6%	42.3%	-	21.2%	28.4%	25.5%	31.5%	-
Stay the same	(3)	17	5	4	9	4	2	6	8	2	4	5	6	6	12	5
		56.2%	49.2%	56.5%	60.3%	78.9%	27.9%	53.8%	49.1%	39.1%	100.0%	57.4%	61.4%	50.4%	48.5%	86.3%
Slightly decrease	(2)	1	1	-	-	-	1	-	-	-	-	-	-	1	-	1
		2.8%	9.2%	-	-	-	12.8%	-	-	-	-	-	-	7.5%	-	13.7%
Greatly decrease	(1)	1	-	-	1	-	1	-	-	-	-	1	-	-	1	-
		3.2%	-	-	6.5%	-	14.6%	-	-	-	-	10.6%	-	-	4.0%	-
Don't know		4	-	1	3	-	1	2	3	1	-	1	1	2	4	-
		12.7%	-	14.9%	19.6%	-	14.8%	19.6%	19.3%	18.6%	-	10.8%	10.2%	16.6%	16.0%	-
NETS																
Net: Increase		8	4	2	2	1	2	3	5	2	-	2	3	3	8	-
		25.2%	41.6%	28.5%	13.5%	21.1%	29.9%	26.7%	31.6%	42.3%	-	21.2%	28.4%	25.5%	31.5%	-
Net: Decrease		2	1	-	1	-	2	-	-	-	-	1	-	1	1	1
		5.9%	9.2%	-	6.5%	-	27.4%	-	-	-	-	10.6%	-	7.5%	4.0%	13.7%
Net: Increase + Stay the same		25	8	6	11	5	4	8	12	4	4	7	9	9	20	5
		81.3%	90.8%	85.1%	73.8%	100.0%	57.8%	80.4%	80.7%	81.4%	100.0%	78.6%	89.8%	75.9%	80.1%	86.3%
Mean score		3.2	3.3	3.3	3.0	3.2	2.9	3.3	3.4	3.5	3.0	3.0	3.3	3.2	3.3	2.9

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

Jobs Outlook - Combined

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

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

	Total	Greatly increase	Slightly increase	Stay the same	Slightly decrease	Greatly decrease	Don't know	Net: Increase	Net: Decrease	Net: Increase + Stay the same	Mean
Accounting and financial services	54 100.0%	- -	5 9.1%	40 75.0%	2 3.4%	1 1.6%	6 10.9%	5 9.1%	3 5.0%	45 84.1%	3.0
Construction	15 100.0%	- -	5 30.7%	9 62.9%	- -	- -	1 6.4%	5 30.7%	- -	14 93.6%	3.3
Drivers	26 100.0%	- -	2 7.4%	18 70.6%	3 11.0%	1 3.6%	2 7.3%	2 7.4%	4 14.7%	20 78.0%	2.9
Education	13 100.0%	- -	1 7.3%	7 53.4%	2 16.2%	2 15.2%	1 8.0%	1 7.3%	4 31.3%	8 60.7%	2.6
Engineering & technical	35 100.0%	1 2.8%	10 29.5%	17 48.6%	- -	1 2.5%	6 16.6%	11 32.3%	1 2.5%	28 81.0%	3.4
Executive recruitment / interim management	24 100.0%	- -	2 7.2%	17 69.4%	1 3.7%	1 3.6%	4 16.1%	2 7.2%	2 7.3%	18 76.6%	3.0
Health & social care	14 100.0%	- -	4 26.7%	8 59.3%	- -	1 7.0%	1 7.0%	4 26.7%	1 7.0%	12 86.0%	3.1
Hospitality	18 100.0%	3 14.9%	2 10.4%	11 58.8%	2 10.5%	- -	1 5.5%	5 25.3%	2 10.5%	15 84.1%	3.3
Industrial	38 100.0%	2 4.8%	10 27.0%	20 54.1%	3 9.1%	- -	2 4.9%	12 31.8%	3 9.1%	32 86.0%	3.3
Legal & HR	28 100.0%	- -	1 3.1%	22 80.0%	- -	1 3.1%	4 13.8%	1 3.1%	1 3.1%	23 83.1%	3.0
Life sciences	3 100.0%	- -	1 32.9%	- -	1 33.2%	- -	1 33.9%	1 32.9%	1 33.2%	1 32.9%	3.0
Marketing, media & creative	23 100.0%	- -	3 11.4%	16 67.4%	- -	- -	5 21.2%	3 11.4%	- -	18 78.8%	3.1
Office professionals	70 100.0%	2 2.7%	7 10.6%	46 66.2%	5 6.7%	3 4.0%	7 9.8%	9 13.3%	7 10.7%	55 79.4%	3.0
Sales & retail	29 100.0%	1 3.2%	3 10.2%	20 67.2%	1 2.9%	1 2.9%	4 13.5%	4 13.3%	2 5.9%	24 80.6%	3.1
Technology	31 100.0%	- -	8 25.0%	18 59.5%	- -	1 2.8%	4 12.7%	8 25.0%	1 2.8%	26 84.5%	3.2
Average (response based including bases)	421 100.0%	8 2.0%	63 14.9%	270 64.3%	19 4.6%	12 2.8%	48 11.4%	71 16.9%	31 7.4%	342 81.2%	3.1

Prepared by ComRes

ComRes

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	November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		427	131	134	162	62	105	131	193	62	67	105	159	163	341	86
Weighted Total		421 100.0%	125 100.0%	134 100.0%	161 100.0%	58 100.0%	101 100.0%	124 100.0%	185 100.0%	61 100.0%	76 100.0%	109 100.0%	153 100.0%	158 100.0%	341 100.0%	80 100.0%
Greatly increase	(5)	8 2.0%	6 4.4% b	- -	3 1.7%	- -	4 3.7%	2 1.4%	4 1.9%	2 3.0%	1 1.3%	- -	5 3.0%	4 2.3%	8 2.4%	- -
Slightly increase	(4)	63 14.9%	25 20.3% b	12 9.2%	25 15.6%	10 16.4% i	12 11.7% i	32 25.4% ei	40 21.4% ei	8 13.3% i	2 2.4%	24 22.1% l	21 13.5%	18 11.4%	56 16.3%	7 8.9%
Stay the same	(3)	270 64.3%	83 66.1%	90 67.0%	98 60.7%	37 63.6%	62 61.5%	67 53.8%	100 54.2%	33 54.9%	71 93.0% defgh	75 68.8%	100 65.2%	96 60.3%	207 60.7%	64 79.9% m
Slightly decrease	(2)	19 4.6%	5 4.4%	6 4.3%	8 5.0%	4 6.7%	4 3.7%	4 3.0%	9 5.0%	6 9.1%	2 3.2%	2 1.8%	10 6.6%	7 4.7%	17 4.8%	3 3.6%
Greatly decrease	(1)	12 2.8%	6 4.8%	2 1.5%	4 2.4%	1 1.6%	8 7.9% fgi	1 .8%	3 1.5%	2 3.1%	- -	- -	5 3.2%	7 4.4% j	6 1.7%	6 7.6% m
Don't know		48 11.4%	- -	24 18.1% a	23 14.6% a	7 11.6% i	12 11.4% i	19 15.6% i	29 15.9% i	10 16.6% i	- -	8 7.3%	13 8.4%	27 16.9% jk	48 14.0% n	- -
NETS																
Net: Increase		71 16.9%	31 24.7% b	12 9.2%	28 17.3% b	10 16.4% i	16 15.4% i	33 26.8% ei	43 23.4% i	10 16.2% i	3 3.8%	24 22.1%	25 16.6%	22 13.7%	64 18.8% n	7 8.9%
Net: Decrease		31 7.4%	12 9.2%	8 5.8%	12 7.4%	5 8.4%	12 11.6% f	5 3.8%	12 6.5%	7 12.2% f	2 3.2%	2 1.8%	15 9.8% j	14 9.0% j	22 6.5%	9 11.2%
Net: Increase + Stay the same		342 81.2%	114 90.8% bc	102 76.2%	126 78.0%	47 80.0%	78 77.0%	100 80.6%	143 77.5%	43 71.2%	74 96.8% defgh	99 90.9% kl	126 81.8%	117 74.0%	271 79.5%	71 88.8% m
Mean score		3.1	3.2	3.0	3.1	3.1	3.0	3.3 dehi	3.2 ei	3.0	3.0	3.2 l	3.1	3.0	3.2	2.9 n

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

COMRES

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

		Total	WAVE			REGION						SIZE			SECTOR	
			November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	*n
Unweighted Total		54	17	19	18	6	17	17	24	7	7	11	16	27	45	9
Weighted Total		54	16	20	18	6	16	16	23	7	9	11	16	27	45	8
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	5	2	-	3	-	2	2	3	1	-	2	1	2	5	-
		9.1%	12.7%	-	15.9%	-	12.4%	11.1%	12.5%	15.7%	-	15.7%	6.1%	8.0%	10.8%	-
Stay the same	(3)	40	12	16	12	5	11	12	16	4	9	9	13	19	33	8
		75.0%	76.1%	80.7%	67.7%	83.2%	65.1%	76.3%	70.4%	56.4%	100.0%	75.6%	81.0%	71.2%	72.2%	89.8%
Slightly decrease	(2)	2	1	1	-	-	2	-	-	-	-	-	-	2	2	-
		3.4%	5.8%	4.6%	-	-	11.2%	-	-	-	-	-	-	6.9%	4.0%	-
Greatly decrease	(1)	1	1	-	-	-	1	-	-	-	-	-	-	1	-	1
		1.6%	5.4%	-	-	-	5.2%	-	-	-	-	-	-	3.2%	-	10.2%
Don't know		6	-	3	3	1	1	2	4	2	-	1	2	3	6	-
		10.9%	-	14.7%	16.4%	16.8%	6.1%	12.6%	17.1%	27.9%	-	8.7%	13.0%	10.7%	13.0%	-
NETS																
Net: Increase		5	2	-	3	-	2	2	3	1	-	2	1	2	5	-
		9.1%	12.7%	-	15.9%	-	12.4%	11.1%	12.5%	15.7%	-	15.7%	6.1%	8.0%	10.8%	-
Net: Decrease		3	2	1	-	-	3	-	-	-	-	-	-	3	2	1
		5.0%	11.2%	4.6%	-	-	16.4%	-	-	-	-	-	-	10.1%	4.0%	10.2%
Net: Increase + Stay the same		45	14	16	15	5	13	14	19	5	9	10	14	21	38	8
		84.1%	88.8%	80.7%	83.6%	83.2%	77.5%	87.4%	82.9%	72.1%	100.0%	91.3%	87.0%	79.2%	83.0%	89.8%
Mean score		3.0	3.0	2.9	3.2	3.0	2.9	3.1	3.2	3.2	3.0	3.2	3.1	2.9	3.1	2.8

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

Jobs Outlook - Combined

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	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		15	5	3	7	4	2	2	6	4	3	5	5	5	13	2
Weighted Total		15	5	3	7	4	2	2	6	4	4	5	5	5	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%	100.0%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	5	1	1	3	2	-	2	3	1	-	2	2	1	4	1
		30.7%	18.6%	33.0%	38.0%	48.6%	-	100.0%	50.0%	24.2%	-	32.5%	39.7%	19.4%	28.3%	48.1%
Stay the same	(3)	9	4	1	5	1	2	-	3	3	4	4	3	3	9	1
		62.9%	81.4%	32.6%	62.0%	26.0%	100.0%	-	50.0%	75.8%	100.0%	67.5%	60.3%	60.5%	64.4%	51.9%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		1	-	1	-	1	-	-	-	-	-	-	-	1	1	-
		6.4%	-	34.4%	-	25.4%	-	-	-	-	-	-	-	20.2%	7.3%	-
NETS																
Net: Increase		5	1	1	3	2	-	2	3	1	-	2	2	1	4	1
		30.7%	18.6%	33.0%	38.0%	48.6%	-	100.0%	50.0%	24.2%	-	32.5%	39.7%	19.4%	28.3%	48.1%
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		14	5	2	7	3	2	2	6	4	4	5	5	4	12	2
		93.6%	100.0%	65.6%	100.0%	74.6%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	79.8%	92.7%	100.0%
Mean score		3.3	3.2	3.5	3.4	3.7	3.0	4.0	3.5	3.2	3.0	3.3	3.4	3.2	3.3	3.5

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

COMRES

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	November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		26	10	8	8	5	8	7	8	1	5	4	13	9	21	5
Weighted Total		26	10	8	9	5	8	7	8	1	6	5	12	9	21	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
		7.4%	8.8%	-	12.5%	-	13.6%	13.0%	11.3%	-	-	22.3%	6.8%	-	5.0%	18.3%
Stay the same	(3)	18	8	5	6	3	5	5	6	1	5	4	8	7	15	3
		70.6%	80.9%	62.2%	66.5%	60.2%	62.0%	71.8%	75.5%	100.0%	84.9%	77.7%	63.5%	76.9%	72.9%	60.1%
Slightly decrease	(2)	3	1	1	1	1	1	-	-	-	1	-	2	1	2	1
		11.0%	10.3%	13.1%	9.9%	20.4%	12.9%	-	-	-	15.1%	-	14.9%	11.5%	8.7%	21.7%
Greatly decrease	(1)	1	-	-	1	1	-	-	-	-	-	-	1	-	1	-
		3.6%	-	-	11.1%	19.4%	-	-	-	-	-	-	7.6%	-	4.5%	-
Don't know		2	-	2	-	-	1	1	1	-	-	-	1	1	2	-
		7.3%	-	24.6%	-	-	11.4%	15.2%	13.2%	-	-	-	7.2%	11.6%	8.9%	-
NETS																
Net: Increase		2	1	-	1	-	1	1	1	-	-	1	1	-	1	1
		7.4%	8.8%	-	12.5%	-	13.6%	13.0%	11.3%	-	-	22.3%	6.8%	-	5.0%	18.3%
Net: Decrease		4	1	1	2	2	1	-	-	-	1	-	3	1	3	1
		14.7%	10.3%	13.1%	21.0%	39.8%	12.9%	-	-	-	15.1%	-	22.5%	11.5%	13.1%	21.7%
Net: Increase + Stay the same		20	9	5	7	3	6	6	7	1	5	5	9	7	17	4
		78.0%	89.7%	62.2%	79.0%	60.2%	75.6%	84.8%	86.8%	100.0%	84.9%	100.0%	70.3%	76.9%	77.9%	78.3%
Mean score		2.9	3.0	2.8	2.8	2.4	3.0	3.2	3.1	3.0	2.8	3.2	2.8	2.9	2.9	3.0

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

COMRES

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	November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total	12	1	5	6	3	3	3	4	1	2	3	6	3	10	2
Weighted Total	13	1	5	7	3	3	3	4	1	3	4	6	3	11	2
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase (5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase (4)	1	-	-	1	1	-	-	-	-	-	-	1	-	-	1
	7.3%	-	-	13.9%	31.0%	-	-	-	-	-	-	15.3%	-	-	47.0%
Stay the same (3)	7	1	4	2	-	1	3	3	-	3	2	4	1	6	1
	53.4%	100.0%	80.8%	26.2%	-	34.0%	100.0%	75.2%	-	100.0%	45.7%	67.9%	33.3%	53.5%	53.0%
Slightly decrease (2)	2	-	1	1	2	-	-	-	-	-	1	-	1	2	-
	16.2%	-	19.2%	15.9%	69.0%	-	-	-	-	-	27.8%	-	34.8%	19.2%	-
Greatly decrease (1)	2	-	-	2	-	1	-	1	1	-	-	1	1	2	-
	15.2%	-	-	28.9%	-	33.0%	-	24.8%	100.0%	-	-	16.8%	31.9%	17.9%	-
Don't know	1	-	-	1	-	1	-	-	-	-	1	-	-	1	-
	8.0%	-	-	15.2%	-	33.0%	-	-	-	-	26.5%	-	-	9.4%	-
NETS															
Net: Increase	1	-	-	1	1	-	-	-	-	-	-	1	-	-	1
	7.3%	-	-	13.9%	31.0%	-	-	-	-	-	-	15.3%	-	-	47.0%
Net: Decrease	4	-	1	3	2	1	-	1	1	-	1	1	2	4	-
	31.3%	-	19.2%	44.8%	69.0%	33.0%	-	24.8%	100.0%	-	27.8%	16.8%	66.7%	37.1%	-
Net: Increase + Stay the same	8	1	4	3	1	1	3	3	-	3	2	5	1	6	2
	60.7%	100.0%	80.8%	40.0%	31.0%	34.0%	100.0%	75.2%	-	100.0%	45.7%	83.2%	33.3%	53.5%	100.0%
Mean score	2.6	3.0	2.8	2.3	2.6	2.0	3.0	2.5	1.0	3.0	2.6	2.8	2.0	2.4	3.5

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	November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		36	11	11	14	4	6	14	19	5	7	9	17	10	29	7
Weighted Total		35	10	11	14	4	6	13	18	5	7	9	16	9	29	6
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	1	-	-	1	-	1	-	-	-	-	-	1	-	1	-
		2.8%	-	-	7.0%	-	17.3%	-	-	-	-	-	6.1%	-	3.4%	-
Slightly increase	(4)	10	5	3	3	1	2	6	7	1	1	3	5	3	9	2
		29.5%	46.2%	25.5%	20.4%	25.4%	34.7%	41.2%	36.2%	22.3%	11.3%	29.4%	29.3%	30.0%	29.9%	27.7%
Stay the same	(3)	17	5	4	8	2	1	6	8	2	7	7	8	3	13	4
		48.6%	45.5%	38.6%	58.6%	48.1%	17.2%	43.5%	42.1%	38.2%	88.7%	70.6%	46.5%	30.4%	46.5%	58.5%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	1	1	-	-	-	1	-	-	-	-	-	-	1	-	1
		2.5%	8.4%	-	-	-	15.1%	-	-	-	-	-	-	9.1%	-	13.8%
Don't know		6	-	4	2	1	1	2	4	2	-	-	3	3	6	-
		16.6%	-	35.9%	14.0%	26.5%	15.7%	15.3%	21.7%	39.6%	-	-	18.1%	30.4%	20.2%	-
NETS																
Net: Increase		11	5	3	4	1	3	6	7	1	1	3	6	3	10	2
		32.3%	46.2%	25.5%	27.4%	25.4%	52.0%	41.2%	36.2%	22.3%	11.3%	29.4%	35.4%	30.0%	33.3%	27.7%
Net: Decrease		1	1	-	-	-	1	-	-	-	-	-	-	1	-	1
		2.5%	8.4%	-	-	-	15.1%	-	-	-	-	-	-	9.1%	-	13.8%
Net: Increase + Stay the same		28	9	7	12	3	4	11	14	3	7	9	13	6	23	5
		81.0%	91.6%	64.1%	86.0%	73.5%	69.2%	84.7%	78.3%	60.4%	100.0%	100.0%	81.9%	60.4%	79.8%	86.2%
Mean score		3.4	3.3	3.4	3.4	3.3	3.5	3.5	3.5	3.4	3.1	3.3	3.5	3.2	3.5	3.0

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

Jobs Outlook - Combined

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	November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total	25	8	8	9	3	7	8	13	5	2	7	8	10	17	8
Weighted Total	24	7	8	8	3	7	8	12	5	2	7	8	9	16	8
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase (5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase (4)	2	1	-	1	-	-	2	2	-	-	1	-	1	2	-
	7.2%	11.6%	-	10.4%	-	-	22.7%	14.1%	-	-	12.7%	-	9.3%	10.5%	-
Stay the same (3)	17	6	6	5	2	5	5	8	3	2	5	8	4	10	7
	69.4%	76.9%	75.9%	56.3%	64.8%	72.7%	64.3%	63.1%	61.2%	100.0%	72.8%	100.0%	40.7%	60.5%	88.6%
Slightly decrease (2)	1	-	-	1	-	-	-	1	1	-	-	-	1	1	-
	3.7%	-	-	10.7%	-	-	-	7.3%	19.4%	-	-	-	9.7%	5.5%	-
Greatly decrease (1)	1	1	-	-	-	1	-	-	-	-	-	-	1	-	1
	3.6%	11.5%	-	-	-	12.6%	-	-	-	-	-	-	9.3%	-	11.4%
Don't know	4	-	2	2	1	1	1	2	1	-	1	-	3	4	-
	16.1%	-	24.1%	22.6%	35.2%	14.7%	13.0%	15.4%	19.4%	-	14.5%	-	30.9%	23.5%	-
NETS															
Net: Increase	2	1	-	1	-	-	2	2	-	-	1	-	1	2	-
	7.2%	11.6%	-	10.4%	-	-	22.7%	14.1%	-	-	12.7%	-	9.3%	10.5%	-
Net: Decrease	2	1	-	1	-	1	-	1	1	-	-	-	2	1	1
	7.3%	11.5%	-	10.7%	-	12.6%	-	7.3%	19.4%	-	-	-	19.0%	5.5%	11.4%
Net: Increase + Stay the same	18	7	6	6	2	5	7	9	3	2	6	8	5	12	7
	76.6%	88.5%	75.9%	66.7%	64.8%	72.7%	87.0%	77.2%	61.2%	100.0%	85.5%	100.0%	50.0%	71.0%	88.6%
Mean score	3.0	2.9	3.0	3.0	3.0	2.7	3.3	3.1	2.8	3.0	3.1	3.0	2.7	3.1	2.8

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

Prepared by ComRes

COMRES

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	November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total	14	4	6	4	3	2	6	6	-	3	4	4	6	12	2
Weighted Total	14	4	6	4	3	2	6	6	-	4	5	4	6	12	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)	4	2	1	1	-	1	2	2	-	1	2	1	1	4	-
	26.7%	49.9%	16.4%	19.6%	-	48.3%	32.5%	32.5%	-	28.5%	40.7%	24.6%	17.0%	31.1%	-
Stay the same (3)	8	2	3	4	3	1	2	2	-	3	3	2	4	6	2
	59.3%	50.1%	49.3%	80.4%	100.0%	51.7%	32.5%	32.5%	-	71.5%	59.3%	49.8%	65.7%	52.7%	100.0%
Slightly decrease (2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease (1)	1	-	1	-	-	-	1	1	-	-	-	1	-	1	-
	7.0%	-	17.1%	-	-	-	17.5%	17.5%	-	-	-	25.6%	-	8.1%	-
Don't know	1	-	1	-	-	-	1	1	-	-	-	-	1	1	-
	7.0%	-	17.1%	-	-	-	17.5%	17.5%	-	-	-	-	17.4%	8.1%	-
NETS															
Net: Increase	4	2	1	1	-	1	2	2	-	1	2	1	1	4	-
	26.7%	49.9%	16.4%	19.6%	-	48.3%	32.5%	32.5%	-	28.5%	40.7%	24.6%	17.0%	31.1%	-
Net: Decrease	1	-	1	-	-	-	1	1	-	-	-	1	-	1	-
	7.0%	-	17.1%	-	-	-	17.5%	17.5%	-	-	-	25.6%	-	8.1%	-
Net: Increase + Stay the same	12	4	4	4	3	2	4	4	-	4	5	3	5	10	2
	86.0%	100.0%	65.8%	100.0%	100.0%	100.0%	64.9%	64.9%	-	100.0%	100.0%	74.4%	82.6%	83.7%	100.0%
Mean score	3.1	3.5	2.8	3.2	3.0	3.5	3.0	3.0	-	3.3	3.4	2.7	3.2	3.2	3.0

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

COMRES

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	November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total	18	7	6	5	1	2	6	8	2	7	3	7	8	15	3
Weighted Total	18 100.0%	7 100.0%	6 100.0%	5 100.0%	1 100.0%	2 100.0%	5 100.0%	7 100.0%	2 100.0%	8 100.0%	4 100.0%	7 100.0%	8 100.0%	15 100.0%	3 100.0%
Greatly increase (5)	3 14.9%	3 41.4%	- -	- -	- -	- -	2 31.8%	2 23.5%	- -	1 12.6%	- -	- -	3 35.4%	3 17.7%	- -
Slightly increase (4)	2 10.4%	- -	- -	2 35.2%	1 100.0%	- -	1 16.2%	1 12.0%	- -	- -	1 24.2%	1 14.7%	- -	2 12.3%	- -
Stay the same (3)	11 58.8%	3 43.1%	5 84.2%	3 48.1%	- -	2 100.0%	2 33.4%	2 24.7%	- -	7 87.4%	3 75.8%	5 70.7%	3 39.9%	8 51.1%	3 100.0%
Slightly decrease (2)	2 10.5%	1 15.5%	- -	1 16.6%	- -	- -	- -	2 26.2%	2 100.0%	- -	- -	1 14.5%	1 11.7%	2 12.4%	- -
Greatly decrease (1)	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Don't know	1 5.5%	- -	1 15.8%	- -	- -	- -	1 18.5%	1 13.7%	- -	- -	- -	- -	1 13.0%	1 6.5%	- -
NETS															
Net: Increase	5 25.3%	3 41.4%	- -	2 35.2%	1 100.0%	- -	3 48.0%	3 35.4%	- -	1 12.6%	1 24.2%	1 14.7%	3 35.4%	5 30.0%	- -
Net: Decrease	2 10.5%	1 15.5%	- -	1 16.6%	- -	- -	- -	2 26.2%	2 100.0%	- -	- -	1 14.5%	1 11.7%	2 12.4%	- -
Net: Increase + Stay the same	15 84.1%	6 84.5%	5 84.2%	5 83.4%	1 100.0%	2 100.0%	4 81.5%	4 60.1%	- -	8 100.0%	4 100.0%	6 85.5%	6 75.3%	13 81.1%	3 100.0%
Mean score	3.3	3.7	3.0	3.2	4.0	3.0	4.0	3.4	2.0	3.3	3.2	3.0	3.7	3.4	3.0

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

COMRES

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

		Total	WAVE			REGION						SIZE			SECTOR	
			November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	*n
Unweighted Total		40	16	11	13	9	14	8	12	4	5	11	20	9	31	9
Weighted Total		38	15	10	13	8	13	7	11	4	5	11	18	8	30	8
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase	(5)	2	1	-	1	-	1	-	1	1	-	-	2	-	2	-
		4.8%	6.3%	-	7.0%	-	6.9%	-	8.2%	24.7%	-	-	10.1%	-	6.1%	-
Slightly increase	(4)	10	6	4	1	3	2	5	5	-	-	5	5	1	8	2
		27.0%	37.9%	36.8%	6.8%	34.6%	13.8%	74.1%	49.5%	-	-	42.8%	25.2%	10.0%	28.5%	21.6%
Stay the same	(3)	20	7	4	9	4	10	2	4	2	3	6	7	7	14	6
		54.1%	50.4%	36.4%	72.6%	43.1%	72.6%	25.9%	34.1%	50.6%	67.5%	57.2%	40.8%	78.6%	47.6%	78.4%
Slightly decrease	(2)	3	1	1	2	1	-	-	1	1	2	-	3	-	3	-
		9.1%	5.4%	8.8%	13.6%	10.8%	-	-	8.2%	24.7%	32.5%	-	19.0%	-	11.6%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		2	-	2	-	1	1	-	-	-	-	-	1	1	2	-
		4.9%	-	18.0%	-	11.5%	6.7%	-	-	-	-	-	5.0%	11.4%	6.3%	-
NETS																
Net: Increase		12	6	4	2	3	3	5	6	1	-	5	6	1	10	2
		31.8%	44.2%	36.8%	13.8%	34.6%	20.7%	74.1%	57.7%	24.7%	-	42.8%	35.2%	10.0%	34.6%	21.6%
Net: Decrease		3	1	1	2	1	-	-	1	1	2	-	3	-	3	-
		9.1%	5.4%	8.8%	13.6%	10.8%	-	-	8.2%	24.7%	32.5%	-	19.0%	-	11.6%	-
Net: Increase + Stay the same		32	14	8	11	7	12	7	10	3	3	11	14	8	24	8
		86.0%	94.6%	73.1%	86.4%	77.7%	93.3%	100.0%	91.8%	75.3%	67.5%	100.0%	76.0%	88.6%	82.2%	100.0%
Mean score		3.3	3.5	3.3	3.1	3.3	3.3	3.7	3.6	3.2	2.7	3.4	3.3	3.1	3.3	3.2

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

Jobs Outlook - Combined

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

Legal & HR

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

		WAVE			REGION						SIZE			SECTOR	
	Total	November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total	29	5	11	13	4	10	7	13	6	2	6	8	15	21	8
Weighted Total	28	5	11	12	4	10	7	12	6	2	6	8	14	20	8
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase (5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase (4)	1	-	-	1	-	-	1	1	-	-	1	-	-	1	-
	3.1%	-	-	7.1%	-	-	12.9%	7.1%	-	-	15.1%	-	-	4.3%	-
Stay the same (3)	22	4	9	9	4	8	4	9	5	2	4	8	11	16	7
	80.0%	81.9%	82.2%	77.4%	100.0%	81.0%	58.1%	69.6%	83.7%	100.0%	67.5%	100.0%	73.8%	76.7%	88.8%
Slightly decrease (2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease (1)	1	1	-	-	-	1	-	-	-	-	-	-	1	-	1
	3.1%	18.1%	-	-	-	8.8%	-	-	-	-	-	-	6.0%	-	11.2%
Don't know	4	-	2	2	-	1	2	3	1	-	1	-	3	4	-
	13.8%	-	17.8%	15.5%	-	10.2%	29.0%	23.3%	16.3%	-	17.3%	-	20.1%	19.0%	-
NETS															
Net: Increase	1	-	-	1	-	-	1	1	-	-	1	-	-	1	-
	3.1%	-	-	7.1%	-	-	12.9%	7.1%	-	-	15.1%	-	-	4.3%	-
Net: Decrease	1	1	-	-	-	1	-	-	-	-	-	-	1	-	1
	3.1%	18.1%	-	-	-	8.8%	-	-	-	-	-	-	6.0%	-	11.2%
Net: Increase + Stay the same	23	4	9	10	4	8	5	9	5	2	5	8	11	16	7
	83.1%	81.9%	82.2%	84.5%	100.0%	81.0%	71.0%	76.7%	83.7%	100.0%	82.7%	100.0%	73.8%	81.0%	88.8%
Mean score	3.0	2.6	3.0	3.1	3.0	2.8	3.2	3.1	3.0	3.0	3.2	3.0	2.8	3.1	2.8

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

COMRES

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	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l
Unweighted Total	3	3	-	-	2	3	1	-	2	-	1	2	1
Weighted Total	3	3	-	-	2	3	1	-	2	-	1	2	1
	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	-
	32.9%	32.9%	-	-	49.8%	32.9%	-	-	49.8%	-	-	49.2%	-
Stay the same (3)	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly decrease (2)	1	1	-	-	1	1	-	-	1	-	-	-	1
	33.2%	33.2%	-	-	50.2%	33.2%	-	-	50.2%	-	-	-	100.0%
Greatly decrease (1)	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	1	1	-	-	-	1	1	-	-	-	1	1	-
	33.9%	33.9%	-	-	-	33.9%	100.0%	-	-	-	100.0%	50.8%	-
NETS													
Net: Increase	1	1	-	-	1	1	-	-	1	-	-	1	-
	32.9%	32.9%	-	-	49.8%	32.9%	-	-	49.8%	-	-	49.2%	-
Net: Decrease	1	1	-	-	1	1	-	-	1	-	-	-	1
	33.2%	33.2%	-	-	50.2%	33.2%	-	-	50.2%	-	-	-	100.0%
Net: Increase + Stay the same	1	1	-	-	1	1	-	-	1	-	-	1	-
	32.9%	32.9%	-	-	49.8%	32.9%	-	-	49.8%	-	-	49.2%	-
Mean score	3.0	3.0	-	-	3.0	3.0	-	-	3.0	-	-	4.0	2.0

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

COMRES

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	November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total	23	6	6	11	4	3	7	12	5	4	5	7	11	19	4
Weighted Total	23 100.0%	7 100.0%	6 100.0%	10 100.0%	4 100.0%	3 100.0%	7 100.0%	12 100.0%	6 100.0%	4 100.0%	5 100.0%	7 100.0%	11 100.0%	20 100.0%	4 100.0%
Greatly increase (5)	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Slightly increase (4)	3 11.4%	1 12.7%	- -	2 17.5%	- -	- -	2 26.4%	3 21.5%	1 15.9%	- -	1 18.9%	- -	2 15.7%	3 13.5%	- -
Stay the same (3)	16 67.4%	6 87.3%	4 68.6%	5 53.4%	3 73.6%	2 64.9%	3 42.3%	7 54.3%	4 68.3%	4 100.0%	3 59.4%	6 85.5%	7 58.8%	12 61.4%	4 100.0%
Slightly decrease (2)	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Greatly decrease (1)	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Don't know	5 21.2%	- -	2 31.4%	3 29.2%	1 26.4%	1 35.1%	2 31.3%	3 24.2%	1 15.9%	- -	1 21.7%	1 14.5%	3 25.5%	5 25.1%	- -
NETS															
Net: Increase	3 11.4%	1 12.7%	- -	2 17.5%	- -	- -	2 26.4%	3 21.5%	1 15.9%	- -	1 18.9%	- -	2 15.7%	3 13.5%	- -
Net: Decrease	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Net: Increase + Stay the same	18 78.8%	7 100.0%	4 68.6%	7 70.8%	3 73.6%	2 64.9%	5 68.7%	9 75.8%	5 84.1%	4 100.0%	4 78.3%	6 85.5%	8 74.5%	15 74.9%	4 100.0%
Mean score	3.1	3.1	3.0	3.2	3.0	3.0	3.4	3.3	3.2	3.0	3.2	3.0	3.2	3.2	3.0

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

COMRES

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

		Total	WAVE			REGION						SIZE			SECTOR	
			November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	g	*h	*i	*j	*k	*l	m	*n
Unweighted Total		71	22	25	24	8	18	23	36	13	9	17	27	27	59	12
Weighted Total		70	22	25	23	7	17	22	35	13	10	17	26	27	59	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)	2	1	-	1	-	1	-	1	1	-	-	1	1	2	-
		2.7%	4.4%	-	3.9%	-	5.6%	-	2.5%	6.7%	-	-	3.5%	3.5%	3.2%	-
Slightly increase	(4)	7	5	1	2	1	2	4	5	1	-	2	2	4	7	-
		10.6%	21.5%	3.9%	7.6%	13.0%	10.6%	16.3%	13.1%	7.9%	-	10.9%	7.4%	13.4%	12.6%	-
Stay the same	(3)	46	14	18	14	5	10	13	21	8	10	14	14	18	37	9
		66.2%	65.9%	72.8%	59.3%	74.0%	56.7%	60.6%	59.6%	58.1%	100.0%	83.2%	55.1%	66.0%	62.9%	83.4%
Slightly decrease	(2)	5	1	2	2	-	1	2	4	2	-	-	4	1	4	1
		6.7%	4.2%	7.9%	7.8%	-	5.3%	9.0%	10.7%	13.5%	-	-	14.7%	3.4%	6.3%	8.9%
Greatly decrease	(1)	3	1	1	1	-	2	-	1	1	-	-	2	1	2	1
		4.0%	4.0%	3.8%	4.3%	-	10.8%	-	2.7%	7.1%	-	-	7.6%	3.1%	3.3%	7.7%
Don't know		7	-	3	4	1	2	3	4	1	-	1	3	3	7	-
		9.8%	-	11.5%	17.2%	13.0%	11.0%	14.2%	11.4%	6.7%	-	5.9%	11.7%	10.5%	11.7%	-
NETS																
Net: Increase		9	6	1	3	1	3	4	6	2	-	2	3	5	9	-
		13.3%	25.9%	3.9%	11.4%	13.0%	16.1%	16.3%	15.6%	14.6%	-	10.9%	10.9%	17.0%	15.8%	-
Net: Decrease		7	2	3	3	-	3	2	5	3	-	-	6	2	6	2
		10.7%	8.2%	11.7%	12.0%	-	16.1%	9.0%	13.4%	20.6%	-	-	22.3%	6.5%	9.6%	16.6%
Net: Increase + Stay the same		55	20	19	17	6	13	17	27	10	10	16	17	23	46	9
		79.4%	91.8%	76.8%	70.8%	87.0%	72.9%	76.8%	75.3%	72.7%	100.0%	94.1%	66.0%	83.0%	78.7%	83.4%
Mean score		3.0	3.2	2.9	3.0	3.1	2.9	3.1	3.0	2.9	3.0	3.1	2.8	3.1	3.1	2.8

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	November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total	29	9	8	12	3	6	10	13	3	7	9	10	10	22	7
Weighted Total	29	8	9	12	3	6	10	13	3	8	9	10	10	23	7
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase (5)	1	1	-	-	-	1	-	-	-	-	-	1	-	1	-
	3.2%	11.1%	-	-	-	15.9%	-	-	-	-	-	9.2%	-	4.1%	-
Slightly increase (4)	3	-	1	2	-	1	1	2	1	-	2	-	1	2	1
	10.2%	-	11.9%	15.9%	-	18.6%	9.0%	15.0%	35.1%	-	20.0%	-	11.1%	8.6%	15.7%
Stay the same (3)	20	6	7	7	3	2	6	7	1	8	7	8	5	15	5
	67.2%	68.3%	76.5%	60.0%	100.0%	33.4%	60.9%	54.7%	34.0%	100.0%	69.4%	80.2%	51.8%	66.1%	71.1%
Slightly decrease (2)	1	1	-	-	-	-	1	1	-	-	-	-	1	1	-
	2.9%	10.3%	-	-	-	-	8.9%	6.8%	-	-	-	-	8.8%	3.8%	-
Greatly decrease (1)	1	1	-	-	-	1	-	-	-	-	-	-	1	-	1
	2.9%	10.3%	-	-	-	14.8%	-	-	-	-	-	-	8.8%	-	13.2%
Don't know	4	-	1	3	-	1	2	3	1	-	1	1	2	4	-
	13.5%	-	11.6%	24.1%	-	17.2%	21.2%	23.4%	30.9%	-	10.5%	10.6%	19.5%	17.4%	-
NETS															
Net: Increase	4	1	1	2	-	2	1	2	1	-	2	1	1	3	1
	13.3%	11.1%	11.9%	15.9%	-	34.5%	9.0%	15.0%	35.1%	-	20.0%	9.2%	11.1%	12.7%	15.7%
Net: Decrease	2	2	-	-	-	1	1	1	-	-	-	-	2	1	1
	5.9%	20.7%	-	-	-	14.8%	8.9%	6.8%	-	-	-	-	17.6%	3.8%	13.2%
Net: Increase + Stay the same	24	7	8	9	3	4	7	9	2	8	8	9	6	18	6
	80.6%	79.3%	88.4%	75.9%	100.0%	67.9%	69.9%	69.7%	69.1%	100.0%	89.5%	89.4%	62.9%	78.8%	86.8%
Mean score	3.1	2.9	3.1	3.2	3.0	3.3	3.0	3.1	3.5	3.0	3.2	3.2	2.8	3.2	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	November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total	32	10	7	15	5	7	11	16	5	4	9	11	12	25	7
Weighted Total	31	9	7	15	5	7	11	15	5	4	9	10	11	25	6
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Greatly increase (5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase (4)	8	3	2	3	1	1	4	6	2	-	2	3	3	8	-
	25.0%	31.6%	28.5%	19.3%	21.1%	16.0%	35.0%	37.3%	42.3%	-	20.5%	28.4%	25.5%	31.3%	-
Stay the same (3)	18	6	4	9	4	4	5	7	2	4	6	6	6	13	5
	59.5%	59.2%	56.5%	61.0%	78.9%	56.3%	45.5%	43.5%	39.1%	100.0%	68.7%	61.4%	50.4%	52.7%	86.3%
Slightly decrease (2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease (1)	1	1	-	-	-	1	-	-	-	-	-	-	1	-	1
	2.8%	9.2%	-	-	-	12.8%	-	-	-	-	-	-	7.5%	-	13.7%
Don't know	4	-	1	3	-	1	2	3	1	-	1	1	2	4	-
	12.7%	-	14.9%	19.6%	-	14.8%	19.6%	19.3%	18.6%	-	10.8%	10.2%	16.6%	16.0%	-
NETS															
Net: Increase	8	3	2	3	1	1	4	6	2	-	2	3	3	8	-
	25.0%	31.6%	28.5%	19.3%	21.1%	16.0%	35.0%	37.3%	42.3%	-	20.5%	28.4%	25.5%	31.3%	-
Net: Decrease	1	1	-	-	-	1	-	-	-	-	-	-	1	-	1
	2.8%	9.2%	-	-	-	12.8%	-	-	-	-	-	-	7.5%	-	13.7%
Net: Increase + Stay the same	26	8	6	12	5	5	8	12	4	4	8	9	9	21	5
	84.5%	90.8%	85.1%	80.4%	100.0%	72.4%	80.4%	80.7%	81.4%	100.0%	89.2%	89.8%	75.9%	84.0%	86.3%
Mean score	3.2	3.1	3.3	3.2	3.2	2.9	3.4	3.5	3.5	3.0	3.2	3.3	3.1	3.4	2.7

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

COMRES

Jobs Outlook - Combined

Q16. In which, if any, of these job functions do you expect to find a shortage of appropriate candidates for temporary agency worker roles?
Base: All who recruit temporary agency workers in each job function

	Total	WAVE			REGION						SIZE			SECTOR	
		November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	*d	e	f	g	*h	*i	j	k	l	m	n
Unweighted Total	149	51	46	52	25	38	41	65	24	21	40	64	45	116	33
Weighted Total	145 100.0%	49 100.0%	46 100.0%	50 100.0%	24 100.0%	37 100.0%	39 100.0%	63 100.0%	24 100.0%	22 100.0%	39 100.0%	61 100.0%	45 100.0%	114 100.0%	30 100.0%
Accounting and financial services	3 6.5%	2 10.8%	- -	2 9.9%	1 15.8%	- -	3 16.0%	3 11.3%	- -	- -	1 7.6%	- -	3 9.8%	3 5.7%	1 10.7%
Construction	5 32.5%	2 42.3%	1 32.6%	2 25.9%	- -	2 100.0%	2 100.0%	2 34.1%	- -	1 28.7%	2 34.9%	2 43.0%	1 19.2%	5 37.1%	- -
Drivers	8 30.8%	2 21.5%	2 25.3%	4 46.4%	3 62.4%	2 26.5%	1 14.3%	1 12.4%	- -	2 34.4%	1 22.3%	4 31.2%	3 35.1%	7 32.9%	1 21.7%
Education	5 37.4%	1 100.0%	1 19.2%	3 43.5%	3 100.0%	- -	1 31.2%	2 48.3%	1 100.0%	- -	1 27.8%	2 29.7%	2 66.7%	4 35.7%	1 47.0%
Engineering & technical	10 29.2%	3 27.6%	3 25.0%	5 33.6%	- -	2 33.0%	6 43.3%	7 37.0%	1 19.1%	2 21.7%	5 51.6%	5 27.8%	1 9.5%	9 32.6%	1 13.5%
Executive recruitment / interim management	3 11.4%	1 12.9%	- -	2 21.2%	1 33.0%	- -	1 11.4%	1 7.1%	- -	1 44.2%	1 12.7%	1 12.2%	1 9.8%	1 5.3%	2 24.7%
Health & social care	3 20.5%	1 25.4%	- -	2 43.0%	1 34.4%	- -	1 15.3%	1 15.3%	- -	1 28.5%	2 40.7%	- -	1 18.2%	3 23.9%	- -
Hospitality	7 40.8%	6 84.5%	- -	2 35.2%	1 100.0%	- -	3 64.0%	3 47.2%	- -	3 37.2%	2 52.3%	3 40.8%	3 35.4%	7 42.2%	1 33.5%
Industrial	13 34.3%	6 43.6%	5 45.0%	2 15.2%	4 43.8%	6 42.9%	3 37.6%	3 25.2%	- -	1 15.6%	4 33.4%	8 45.0%	1 12.8%	12 40.6%	1 10.9%
Legal & HR	3 9.8%	1 20.2%	- -	2 14.5%	1 24.3%	- -	1 12.9%	1 7.1%	- -	1 43.9%	1 15.1%	1 12.0%	1 6.4%	1 4.3%	2 24.3%
Life sciences	2 66.8%	- -	- -	2 66.8%	- -	- -	1 49.8%	2 66.8%	1 100.0%	- -	1 49.8%	- -	1 100.0%	2 100.0%	- -
Marketing, media & creative	3 11.8%	1 14.2%	- -	2 17.5%	1 24.8%	- -	1 13.3%	1 7.1%	- -	1 21.8%	1 18.9%	1 13.1%	1 8.1%	1 4.5%	2 52.0%
Office professionals	7 9.4%	2 8.9%	2 8.1%	3 11.4%	2 25.2%	2 11.6%	3 12.5%	3 7.7%	- -	- -	3 16.1%	2 7.8%	2 6.8%	5 7.9%	2 17.4%
Sales & retail	6 19.8%	2 23.4%	1 11.3%	3 23.3%	1 33.7%	1 18.6%	2 19.0%	3 22.5%	1 34.0%	1 11.8%	2 19.7%	2 19.4%	2 20.3%	4 17.3%	2 28.7%

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

COMRES

Jobs Outlook - Combined

Q16. In which, if any, of these job functions do you expect to find a shortage of appropriate candidates for temporary agency worker roles?
Base: All who recruit temporary agency workers in each job function

	Total	WAVE			REGION						SIZE			SECTOR	
		November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	*d	e	f	g	*h	*i	j	k	l	m	n
Unweighted Total	149	51	46	52	25	38	41	65	24	21	40	64	45	116	33
Weighted Total	145	49	46	50	24	37	39	63	24	22	39	61	45	114	30
	100.0%	100.0%	100.0%	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	6	2	1	3	1	2	1	3	2	-	2	-	4	3	3
	18.6%	20.6%	14.8%	19.0%	20.0%	29.9%	8.3%	18.5%	40.7%	-	19.5%	-	34.6%	11.9%	44.9%
None	91	28	31	32	11	22	24	42	18	15	24	37	29	69	22
	62.5%	55.8%	68.8%	63.3%	47.6%	60.3%	61.3%	67.0%	76.3%	69.8%	62.5%	61.5%	63.8%	59.9%	72.2%
Net: Any	54	22	14	18	13	15	15	21	6	7	15	23	16	46	8
	37.5%	44.2%	31.2%	36.7%	52.4%	39.7%	38.7%	33.0%	23.7%	30.2%	37.5%	38.5%	36.2%	40.1%	27.8%

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	161 100.0%	4 2.3%	2 1.2%	24 14.7%	47 29.3%	83 51.4%	2 1.1%	6 3.5%	130 80.7%	4.3
Quality of service	161 100.0%	2 1.2%	1 .6%	14 8.8%	35 21.6%	109 67.8%	-	3 1.9%	144 89.4%	4.5
Brand image of the agency	161 100.0%	27 17.0%	37 22.9%	56 34.8%	26 16.3%	15 9.1%	-	64 39.8%	41 25.3%	2.8
Expertise of the agency, in terms of regions and sectors covered	161 100.0%	5 2.9%	5 2.9%	25 15.3%	51 31.5%	76 47.4%	-	9 5.8%	127 78.9%	4.2
Management information provided	161 100.0%	11 7.1%	16 10.0%	44 27.2%	52 31.9%	37 22.8%	2 1.1%	28 17.1%	88 54.7%	3.5
Membership of a trade of professional organisation	161 100.0%	30 18.7%	23 14.1%	42 25.9%	34 21.3%	32 20.0%	-	53 32.8%	67 41.3%	3.1
Other	161 100.0%	2 1.1%	- -	- -	6 3.6%	16 10.0%	138 85.3%	2 1.1%	22 13.6%	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	November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	*h	*i	j	k	l	m	n
Unweighted Total		166	59	54	53	30	41	43	71	28	24	48	71	47	130	36
Weighted Total		161 100.0%	57 100.0%	53 100.0%	51 100.0%	29 100.0%	39 100.0%	41 100.0%	69 100.0%	28 100.0%	25 100.0%	47 100.0%	67 100.0%	47 100.0%	128 100.0%	33 100.0%
1 Not at all important	(1)	4 2.3%	2 3.0%	2 3.8%	- -	- -	1 2.6%	2 4.3%	3 4.0%	1 3.5%	- -	- -	4 5.6%	- -	2 1.4%	2 5.7%
2	(2)	2 1.2%	2 3.4%	- -	- -	- -	- -	- -	1 1.4%	1 3.5%	1 3.9%	1 2.1%	1 1.4%	- -	1 .8%	1 2.9%
3	(3)	24 14.7%	10 17.0%	7 13.9%	7 12.9%	8 27.3% fg	7 17.0%	3 6.5%	7 9.5%	4 14.0%	3 10.6%	8 16.0%	11 16.9%	5 10.2%	19 14.8%	5 14.1%
4	(4)	47 29.3%	15 26.3%	18 33.8%	14 27.9%	8 29.4%	12 29.4%	11 27.8%	20 29.2%	9 31.2%	7 29.6%	13 27.3%	22 32.3%	13 27.0%	37 28.8%	10 31.1%
5 Very important	(5)	83 51.4%	28 48.8%	25 46.6%	30 59.2%	12 43.3%	20 51.0%	23 57.0%	36 53.2%	13 47.8%	14 56.0%	26 54.6%	29 42.5%	29 60.7%	68 52.7%	15 46.2%
N/A		2 1.1%	1 1.5%	1 1.8%	- -	- -	- -	2 4.5%	2 2.7%	- -	- -	- -	1 1.3%	1 2.1%	2 1.4%	- -
NETS																
Net: Not important		6 3.5%	4 6.5%	2 3.8%	- -	- -	1 2.6%	2 4.3%	4 5.4%	2 7.1%	1 3.9%	1 2.1%	5 7.0%	- -	3 2.2%	3 8.6%
Net: Important		130 80.7%	43 75.1%	43 80.5%	44 87.1%	21 72.7%	32 80.4%	34 84.8%	56 82.4%	22 79.0%	21 85.5%	39 81.9%	50 74.8%	41 87.7%	105 81.5%	26 77.3%
Mean score		4.3	4.2	4.2	4.5	4.2	4.3	4.4	4.3	4.2	4.4	4.3	4.1	4.5 k	4.3	4.1

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

		Total	WAVE			REGION						SIZE			SECTOR	
			November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	*h	*i	j	k	l	m	n
Unweighted Total		166	59	54	53	30	41	43	71	28	24	48	71	47	130	36
Weighted Total		161	57	53	51	29	39	41	69	28	25	47	67	47	128	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
		1.2%	-	3.8%	-	-	2.6%	-	1.4%	3.5%	-	-	3.0%	-	.8%	3.1%
2	(2)	1	1	-	-	1	-	-	-	-	-	1	-	-	1	-
		.6%	1.8%	-	-	3.5%	-	-	-	-	-	2.1%	-	-	.8%	-
3	(3)	14	7	3	4	3	2	4	8	4	2	7	4	4	11	3
		8.8%	12.0%	5.3%	8.8%	9.6%	4.8%	9.4%	11.1%	13.6%	7.7%	14.0%	5.5%	8.2%	8.9%	8.2%
4	(4)	35	10	15	10	5	10	12	17	5	3	14	15	6	26	9
		21.6%	17.4%	27.5%	19.9%	18.9%	24.7%	29.3%	24.3%	17.2%	12.1%	29.9% l	22.5%	11.9%	19.9%	27.8%
5 Very important	(5)	109	39	34	36	20	27	25	43	18	20	25	46	38	89	20
		67.8%	68.8%	63.4%	71.2%	68.0%	67.9%	61.3%	63.1%	65.8%	80.2%	53.9%	69.1%	79.9% j	69.6%	61.0%
N/A		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																
Net: Not important		3	1	2	-	1	1	-	1	1	-	1	2	-	2	1
		1.9%	1.8%	3.8%	-	3.5%	2.6%	-	1.4%	3.5%	-	2.1%	3.0%	-	1.6%	3.1%
Net: Important		144	49	49	46	25	36	37	60	23	23	40	62	43	115	30
		89.4%	86.2%	91.0%	91.2%	86.9%	92.6%	90.6%	87.5%	82.9%	92.3%	83.9%	91.5%	91.8%	89.5%	88.7%
Mean score		4.5	4.5	4.5	4.6	4.5	4.6	4.5	4.5	4.4	4.7	4.4	4.5	4.7 j	4.6	4.4

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

COMRES

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

		Total	WAVE			REGION						SIZE			SECTOR	
			November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	*h	*i	j	k	l	m	n
Unweighted Total		166	59	54	53	30	41	43	71	28	24	48	71	47	130	36
Weighted Total		161 100.0%	57 100.0%	53 100.0%	51 100.0%	29 100.0%	39 100.0%	41 100.0%	69 100.0%	28 100.0%	25 100.0%	47 100.0%	67 100.0%	47 100.0%	128 100.0%	33 100.0%
1 Not at all important	(1)	27 17.0%	9 16.0%	10 17.9%	9 17.1%	5 17.0%	7 17.5%	7 18.0%	13 19.0%	6 20.4%	3 10.6%	9 19.6%	13 19.6%	5 10.6%	16 12.7%	11 33.6% m
2	(2)	37 22.9%	10 17.2%	14 26.4%	13 25.5%	5 15.7%	10 24.4%	10 24.1%	15 21.2%	5 17.1%	8 33.1%	12 25.0%	20 30.4% l	5 9.9%	30 23.7%	7 19.7%
3	(3)	56 34.8%	24 41.6% b	13 23.7%	20 38.9%	13 43.8%	9 23.7%	17 41.7%	29 43.0% e	13 44.8%	5 19.5%	18 37.2%	23 33.8%	16 33.9%	47 36.8%	9 27.3%
4	(4)	26 16.3%	9 16.4% c	15 28.3% c	2 3.6%	5 16.6%	8 21.2%	6 13.8%	9 12.5%	3 10.6%	5 18.6%	4 8.1%	8 12.1%	14 30.5% jk	22 16.9%	5 14.0%
5 Very important	(5)	15 9.1%	5 8.8%	2 3.7%	8 15.0% b	2 6.9%	5 13.2%	1 2.4%	3 4.3%	2 7.1%	4 18.1%	5 10.1%	3 4.1%	7 15.1% k	13 10.0%	2 5.5%
N/A		- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
NETS																
Net: Not important		64 39.8%	19 33.2%	24 44.4%	22 42.5%	9 32.7%	16 42.0%	17 42.1%	28 40.2%	10 37.5%	11 43.8%	21 44.6% l	34 50.0% l	10 20.5%	47 36.4%	18 53.2%
Net: Important		41 25.3%	14 25.2%	17 32.0%	9 18.6%	7 23.5%	13 34.4% g	7 16.2%	12 16.8%	5 17.7%	9 36.7%	9 18.2%	11 16.2%	21 45.6% jk	34 26.9%	6 19.5%
Mean score		2.8	2.8	2.7	2.7	2.8	2.9	2.6	2.6	2.7	3.0	2.6	2.5	3.3 jk	2.9 n	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	November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	*h	*i	j	k	l	m	n
Unweighted Total		166	59	54	53	30	41	43	71	28	24	48	71	47	130	36
Weighted Total		161	57	53	51	29	39	41	69	28	25	47	67	47	128	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)	5	1	2	2	1	2	-	1	1	1	1	4	-	2	3
		2.9%	1.5%	3.8%	3.6%	3.0%	4.9%		1.4%	3.5%	3.8%	1.9%	5.7%	-	1.5%	8.4% m
2	(2)	5	4	1	-	-	-	2	3	1	2	2	3	-	5	-
		2.9%	6.6%	1.7%	-	-	-	4.4%	4.1%	3.5%	7.6%	4.2%	3.9%	-	3.6%	-
3	(3)	25	12	6	6	8	4	6	11	5	2	9	7	9	20	5
		15.3%	21.6%	11.3%	12.6%	27.3%	9.7%	15.4%	16.0%	16.9%	8.5%	18.4%	11.0%	18.5%	15.7%	14.1%
4	(4)	51	19	16	16	9	12	15	24	9	6	14	22	15	39	12
		31.5%	33.3%	30.1%	30.9%	29.6%	31.7%	37.5%	35.2%	31.9%	23.2%	30.5%	32.4%	31.2%	30.4%	35.8%
5 Very important	(5)	76	21	28	27	12	21	17	30	12	14	21	32	24	63	14
		47.4%	37.0%	53.1%	52.9%	40.0%	53.7%	42.8%	43.3%	44.1%	56.9%	45.0%	47.0%	50.3%	48.8%	41.7%
N/A		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																
Net: Not important		9	5	3	2	1	2	2	4	2	3	3	7	-	7	3
		5.8%	8.1%	5.5%	3.6%	3.0%	4.9%	4.4%	5.5%	7.1%	11.4%	6.1%	9.7% l	-	5.2%	8.4%
Net: Important		127	40	45	43	20	34	33	54	21	20	36	53	38	102	26
		78.9%	70.3%	83.2%	83.8%	69.6%	85.5%	80.2%	78.5%	76.0%	80.1%	75.5%	79.3%	81.5%	79.2%	77.6%
Mean score		4.2	4.0	4.3	4.3	4.0	4.3	4.2	4.1	4.1	4.2	4.1	4.1	4.3	4.2	4.0

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

COMRES

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

		Total	WAVE			REGION						SIZE			SECTOR	
			November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	*h	*i	j	k	l	m	n
Unweighted Total		166	59	54	53	30	41	43	71	28	24	48	71	47	130	36
Weighted Total		161	57	53	51	29	39	41	69	28	25	47	67	47	128	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	5	4	3	1	3	1	5	4	3	4	5	3	9	3
		7.1%	8.6%	6.9%	5.6%	3.4%	7.8%	2.5%	7.1%	13.7%	10.2%	8.6%	7.1%	5.5%	6.7%	8.6%
2	(2)	16	5	6	5	4	4	6	7	2	1	5	7	4	13	3
		10.0%	9.6%	11.0%	9.3%	12.8%	9.5%	13.8%	10.9%	6.6%	4.9%	9.8%	11.0%	8.6%	10.5%	8.2%
3	(3)	44	17	11	16	7	5	17	25	9	7	7	23	14	36	8
		27.2%	29.8%	20.3%	31.5%	23.6%	12.4%	41.3%	37.0%	30.8%	27.5%	14.1%	34.2%	30.3%	27.7%	25.1%
								e	e				j			
4	(4)	52	19	18	15	10	15	10	17	7	9	18	18	15	40	12
		31.9%	33.1%	33.3%	29.1%	36.3%	38.9%	25.6%	25.1%	24.4%	34.4%	38.6%	26.6%	32.7%	30.9%	35.8%
5 Very important	(5)	37	10	14	12	7	11	6	13	7	6	14	12	11	29	7
		22.8%	17.4%	26.9%	24.5%	23.9%	29.0%	14.6%	18.6%	24.5%	23.0%	28.9%	18.4%	22.9%	22.9%	22.4%
N/A		2	1	1	-	-	1	1	1	-	-	-	2	-	2	-
		1.1%	1.5%	1.7%	-	-	2.3%	2.1%	1.3%	-	-	-	2.6%	-	1.4%	-
NETS																
Net: Not important		28	10	10	8	5	7	7	12	6	4	9	12	7	22	6
		17.1%	18.2%	17.9%	14.9%	16.2%	17.3%	16.4%	18.0%	20.3%	15.1%	18.4%	18.2%	14.1%	17.1%	16.8%
Net: Important		88	29	32	27	17	27	16	30	14	14	32	30	26	69	19
		54.7%	50.5%	60.2%	53.6%	60.2%	68.0%	40.2%	43.8%	48.9%	57.4%	67.5%	45.0%	55.6%	53.8%	58.1%
							fg					k				
Mean score		3.5	3.4	3.6	3.6	3.6	3.7	3.4	3.4	3.4	3.6	3.7	3.4	3.6	3.5	3.6

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

COMRES

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 of professional organisation
Base: All who recruit temporary agency workers

			WAVE			REGION						SIZE			SECTOR	
		Total	November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	*h	*i	j	k	l	m	n
Unweighted Total		166	59	54	53	30	41	43	71	28	24	48	71	47	130	36
Weighted Total		161	57	53	51	29	39	41	69	28	25	47	67	47	128	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	13	9	2	5	9	18	9	5	9	13	7	20	10
		18.7%	14.6%	24.9%	16.9%	7.0%	12.8%	22.6%	26.2% d	31.4%	21.1%	19.9%	20.0%	15.8%	15.5%	31.3% m
2	(2)	23	7	10	6	6	2	7	12	6	2	6	12	5	18	4
		14.1%	11.7%	18.1%	12.6%	22.3% e	4.7%	16.1%	18.1% e	21.1%	8.4%	12.5%	17.8%	10.4%	14.3%	13.3%
3	(3)	42	19	9	14	6	14	12	16	4	6	16	14	11	36	6
		25.9%	33.3% b	16.2%	27.7%	20.3%	35.9%	30.3%	23.3%	13.3%	23.6%	34.4%	21.3%	24.0%	27.7%	18.9%
4	(4)	34	13	13	8	7	9	8	13	6	5	11	12	12	26	9
		21.3%	23.3%	25.0%	15.0%	24.1%	21.8%	19.4%	19.7%	20.1%	21.6%	23.3%	17.4%	24.7%	20.1%	25.9%
5 Very important	(5)	32	10	8	14	8	10	5	9	4	6	5	16	12	29	4
		20.0%	17.0%	15.8%	27.8%	26.3%	24.7%	11.7%	12.7%	14.2%	25.3%	9.9%	23.5%	25.1%	22.4%	10.6%
N/A		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS																
Net: Not important		53	15	23	15	8	7	16	30	15	7	15	25	12	38	15
		32.8%	26.3%	43.0%	29.5%	29.3%	17.6%	38.7% e	44.3% e	52.4%	29.6%	32.5%	37.8%	26.1%	29.8%	44.6%
Net: Important		67	23	22	22	15	18	13	22	10	12	16	28	23	54	12
		41.3%	40.4%	40.8%	42.7%	50.4%	46.6%	31.0%	32.4%	34.3%	46.8%	33.2%	40.9%	49.8%	42.5%	36.5%
Mean score		3.1	3.2	2.9	3.2	3.4 g	3.4 fg	2.8	2.7	2.6	3.2	2.9	3.1	3.3	3.2	2.7

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

COMRES

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	November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	*h	*i	j	k	l	m	n
Unweighted Total		166	59	54	53	30	41	43	71	28	24	48	71	47	130	36
Weighted Total		161	57	53	51	29	39	41	69	28	25	47	67	47	128	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	-
		1.1%	1.5%	1.8%	-	-	-	2.1%	2.7%	3.5%	-	-	2.7%	-	1.4%	-
2	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
3	(3)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
4	(4)	6	4	1	1	1	4	1	1	-	-	1	3	2	5	1
		3.6%	6.6%	1.9%	2.1%	3.2%	10.1%	2.4%	1.4%	-	-	2.0%	4.3%	4.4%	3.8%	3.0%
							g									
5 Very important	(5)	16	7	2	7	3	2	1	5	4	7	8	6	2	11	5
		10.0%	11.8%	4.1%	14.0%	9.8%	5.1%	2.1%	6.8%	13.6%	26.5%	16.6%	9.5%	4.0%	8.9%	14.0%
												l				
N/A		138	46	49	43	25	33	38	61	23	18	38	56	43	110	28
		85.3%	80.0%	92.1%	83.9%	87.0%	84.8%	93.3%	89.0%	82.8%	73.5%	81.4%	83.5%	91.6%	85.9%	83.0%
NETS																
Net: Not important		2	1	1	-	-	-	1	2	1	-	-	2	-	2	-
		1.1%	1.5%	1.8%	-	-	-	2.1%	2.7%	3.5%	-	-	2.7%	-	1.4%	-
Net: Important		22	11	3	8	4	6	2	6	4	7	9	9	4	16	6
		13.6%	18.5%	6.0%	16.1%	13.0%	15.2%	4.5%	8.3%	13.6%	26.5%	18.6%	13.7%	8.4%	12.7%	17.0%
			b													
Mean score		4.4	4.4	3.8	4.9	4.8	4.3	3.4	3.9	4.2	5.0	4.9	4.1	4.5	4.3	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)	161 100.0%	13 8.1%	8 4.9%	24 14.6%	40 24.9%	77 47.5%	21 13.0%	117 72.4%	4.0
Responding to growth, as new customers are won	161 100.0%	20 12.4%	13 8.2%	41 25.4%	44 27.2%	43 26.8%	33 20.6%	87 54.0%	3.5
Managing fast changing organisational requirements	161 100.0%	20 12.5%	15 9.5%	43 26.6%	39 24.0%	44 27.4%	36 22.0%	83 51.4%	3.4
Covering short term staff leave or absences	161 100.0%	15 9.6%	12 7.7%	27 16.5%	35 21.7%	72 44.5%	28 17.3%	107 66.2%	3.8
Helping to keep running costs down	161 100.0%	31 18.9%	29 17.7%	26 15.9%	31 19.0%	46 28.5%	59 36.6%	77 47.5%	3.2
Managing uncertainty during economic downturn or at other times	161 100.0%	28 17.2%	23 14.3%	51 31.4%	34 21.1%	26 16.0%	51 31.5%	60 37.1%	3.0
Providing short term access to key strategic skills	161 100.0%	20 12.4%	16 10.1%	38 23.7%	51 31.5%	36 22.2%	36 22.5%	87 53.8%	3.4

COMRES

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

		Total	WAVE			REGION						SIZE			SECTOR	
			November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	*h	*i	j	k	l	m	n
Unweighted Total		166	59	54	53	30	41	43	71	28	24	48	71	47	130	36
Weighted Total		161	57	53	51	29	39	41	69	28	25	47	67	47	128	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)	13	4	6	4	2	3	4	8	4	1	5	5	4	9	4
		8.1%	6.6%	10.7%	7.0%	6.4%	7.3%	9.2%	11.0%	13.5%	3.4%	9.7%	6.9%	8.2%	7.3%	11.0%
2	(2)	8	5	1	2	2	2	1	3	2	1	2	3	3	5	3
		4.9%	8.6%	1.9%	3.9%	6.7%	4.9%	2.6%	4.5%	7.3%	3.9%	4.1%	4.4%	6.4%	3.9%	8.8%
3	(3)	24	10	6	7	7	6	7	9	2	2	8	7	9	17	7
		14.6%	18.2%	10.9%	14.6%	23.3%	14.7%	18.5%	13.7%	6.7%	7.1%	16.2%	9.7%	20.1%	13.3%	19.6%
4	(4)	40	14	13	12	5	12	10	19	9	5	17	13	9	32	8
		24.9%	25.1%	25.2%	24.3%	16.3%	29.5%	25.0%	27.8%	31.8%	19.4%	36.7% k	20.0%	19.9%	24.9%	24.8%
5 Very important	(5)	77	24	27	26	14	17	18	30	11	16	16	40	21	65	12
		47.5%	41.6%	51.2%	50.2%	47.3%	43.6%	44.7%	43.1%	40.6%	66.2%	33.3%	59.0% j	45.4%	50.6%	35.9%
NETS																
Net: Not important		21	9	7	6	4	5	5	11	6	2	7	8	7	14	7
		13.0%	15.2%	12.6%	10.9%	13.1%	12.1%	11.8%	15.5%	20.9%	7.2%	13.8%	11.3%	14.6%	11.2%	19.8%
Net: Important		117	38	41	38	18	29	28	49	20	21	33	53	31	97	20
		72.4%	66.7%	76.4%	74.5%	63.6%	73.1%	69.7%	70.8%	72.4%	85.6%	70.0%	79.0%	65.3%	75.4%	60.7%
Mean score		4.0	3.9	4.0	4.1	3.9	4.0	3.9	3.9	3.8	4.4	3.8	4.2	3.9	4.1	3.7

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

COMRES

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

		Total	WAVE			REGION						SIZE			SECTOR	
			November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	*h	*i	j	k	l	m	n
Unweighted Total		166	59	54	53	30	41	43	71	28	24	48	71	47	130	36
Weighted Total		161 100.0%	57 100.0%	53 100.0%	51 100.0%	29 100.0%	39 100.0%	41 100.0%	69 100.0%	28 100.0%	25 100.0%	47 100.0%	67 100.0%	47 100.0%	128 100.0%	33 100.0%
1 Not at all important	(1)	20 12.4%	4 7.9%	7 12.9%	9 16.8%	- -	5 13.0%	8 20.1% d	12 17.4% d	4 13.5%	3 11.9%	8 16.2%	8 12.4%	4 8.5%	17 13.4%	3 8.3%
2	(2)	13 8.2%	8 13.2%	3 5.6%	3 5.5%	1 3.3%	4 9.2%	3 7.0%	7 9.9%	4 14.1%	2 7.9%	4 8.1%	6 8.6%	4 7.9%	8 5.9%	6 17.0% m
3	(3)	41 25.4%	15 26.2%	12 21.8%	14 28.3%	12 43.0% fg	8 21.6%	8 18.8%	12 16.8%	4 14.0%	9 34.7%	11 22.3%	18 27.3%	12 25.8%	34 26.4%	7 21.7%
4	(4)	44 27.2%	15 25.7%	16 30.6%	13 25.4%	8 26.4%	12 29.6%	12 30.1%	19 27.6%	7 24.0%	6 23.4%	14 30.5%	19 27.9%	11 22.9%	37 28.6%	7 21.9%
5 Very important	(5)	43 26.8%	15 27.1%	16 29.1%	12 24.0%	8 27.4%	10 26.6%	10 24.1%	19 28.3%	10 34.4%	5 22.0%	11 22.9%	16 23.8%	16 34.9%	33 25.6%	10 31.1%
NETS																
Net: Not important		33 20.6%	12 21.1%	10 18.5%	11 22.3%	1 3.3%	9 22.2% d	11 27.0% d	19 27.3% d	8 27.7%	5 19.8%	11 24.3%	14 21.0%	8 16.4%	25 19.4%	8 25.4%
Net: Important		87 54.0%	30 52.7%	32 59.7%	25 49.4%	15 53.7%	22 56.2%	22 54.2%	38 55.9%	16 58.3%	11 45.5%	25 53.4%	35 51.7%	27 57.8%	70 54.2%	18 53.0%
Mean score		3.5	3.5	3.6	3.3	3.8	3.5	3.3	3.4	3.5	3.4	3.4	3.4	3.7	3.5	3.5

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

COMRES

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

		Total	WAVE			REGION						SIZE			SECTOR	
			November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	*h	*i	j	k	l	m	n
Unweighted Total		166	59	54	53	30	41	43	71	28	24	48	71	47	130	36
Weighted Total		161	57	53	51	29	39	41	69	28	25	47	67	47	128	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	6	9	6	3	6	6	10	4	1	6	8	6	15	6
		12.5%	9.7%	16.7%	11.4%	9.6%	15.3%	16.0%	15.0%	13.7%	4.7%	12.2%	12.6%	12.8%	11.4%	16.9%
2	(2)	15	8	4	3	2	6	3	5	2	3	5	8	3	13	3
		9.5%	14.9%	7.4%	5.7%	6.2%	14.6%	6.7%	6.9%	7.1%	12.6%	10.3%	11.3%	6.2%	9.8%	8.3%
3	(3)	43	15	13	15	9	9	8	18	10	8	11	22	10	36	7
		26.6%	27.1%	23.4%	29.2%	30.5%	22.0%	20.3%	26.0%	34.3%	30.9%	22.4%	33.0%	21.6%	28.2%	20.3%
4	(4)	39	13	11	15	5	10	12	16	5	7	14	15	10	29	10
		24.0%	23.0%	19.9%	29.3%	16.0%	26.6%	28.5%	23.8%	16.9%	29.8%	30.2%	22.3%	20.2%	22.6%	29.3%
5 Very important	(5)	44	14	17	12	11	8	12	19	8	5	12	14	18	36	8
		27.4%	25.3%	32.5%	24.4%	37.7%	21.6%	28.6%	28.3%	28.0%	22.0%	25.0%	20.9%	39.2% k	28.0%	25.2%
NETS																
Net: Not important		36	14	13	9	5	12	9	15	6	4	11	16	9	27	8
		22.0%	24.5%	24.1%	17.0%	15.8%	29.9%	22.7%	21.9%	20.8%	17.3%	22.5%	23.9%	19.0%	21.2%	25.2%
Net: Important		83	28	28	27	15	19	23	36	13	13	26	29	28	65	18
		51.4%	48.3%	52.4%	53.7%	53.7%	48.1%	57.1%	52.1%	44.9%	51.8%	55.1%	43.1%	59.4%	50.6%	54.5%
Mean score		3.4	3.4	3.4	3.5	3.7	3.2	3.5	3.4	3.4	3.5	3.5	3.3	3.7	3.5	3.4

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

ComRes

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

		Total	WAVE			REGION						SIZE			SECTOR	
			November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	*h	*i	j	k	l	m	n
Unweighted Total		166	59	54	53	30	41	43	71	28	24	48	71	47	130	36
Weighted Total		161 100.0%	57 100.0%	53 100.0%	51 100.0%	29 100.0%	39 100.0%	41 100.0%	69 100.0%	28 100.0%	25 100.0%	47 100.0%	67 100.0%	47 100.0%	128 100.0%	33 100.0%
1 Not at all important	(1)	15 9.6%	4 6.6%	5 9.3%	7 13.3%	2 6.4%	5 12.4%	3 7.1%	7 9.9%	4 14.0%	2 8.1%	9 18.6% l	6 8.7%	1 1.9%	12 9.3%	4 10.9%
2	(2)	12 7.7%	6 10.1%	2 3.5%	5 9.3%	1 3.3%	4 9.2%	2 5.1%	6 8.7%	4 13.8%	2 7.7%	3 6.1%	7 9.8%	3 6.2%	11 8.2%	2 5.5%
3	(3)	27 16.5%	15 26.9% bc	6 10.7%	6 11.0%	7 23.2%	5 12.2%	7 18.5%	11 16.8%	4 14.3%	4 14.7%	7 14.6%	10 15.1%	10 20.4%	22 17.2%	5 13.6%
4	(4)	35 21.7%	12 20.2%	15 27.7%	9 17.1%	6 20.4%	8 19.4%	7 18.4%	13 19.3%	6 20.6%	8 33.5%	10 20.8%	15 21.9%	11 22.4%	30 23.8%	5 13.8%
5 Very important	(5)	72 44.5%	21 36.2%	26 48.8%	25 49.4%	13 46.7%	18 46.9%	21 50.9%	31 45.3%	10 37.3%	9 36.1%	19 40.0%	30 44.5%	23 49.1%	53 41.5%	19 56.3%
NETS																
Net: Not important		28 17.3%	10 16.7%	7 12.8%	12 22.6%	3 9.7%	8 21.6%	5 12.3%	13 18.6%	8 27.7%	4 15.7%	12 24.6% l	12 18.5%	4 8.1%	22 17.5%	5 16.4%
Net: Important		107 66.2%	32 56.4%	41 76.5% a	34 66.4%	19 67.1%	26 66.2%	28 69.3%	44 64.7%	16 57.9%	17 69.6%	29 60.8%	45 66.4%	34 71.5%	84 65.2%	23 70.1%
Mean score		3.8	3.7	4.0	3.8	4.0	3.8	4.0	3.8	3.5	3.8	3.6	3.8	4.1	3.8	4.0

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

		Total	WAVE			REGION						SIZE			SECTOR	
			November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	*h	*i	j	k	l	m	n
Unweighted Total		166	59	54	53	30	41	43	71	28	24	48	71	47	130	36
Weighted Total		161 100.0%	57 100.0%	53 100.0%	51 100.0%	29 100.0%	39 100.0%	41 100.0%	69 100.0%	28 100.0%	25 100.0%	47 100.0%	67 100.0%	47 100.0%	128 100.0%	33 100.0%
1 Not at all important	(1)	31 18.9%	6 11.1%	13 24.2%	11 22.1%	1 3.4%	8 19.6% d	11 27.3% d	17 24.6% d	6 20.6%	5 20.2%	7 13.9%	16 23.9%	8 16.7%	23 18.0%	7 22.2%
2	(2)	29 17.7%	10 18.2%	8 15.7%	10 19.2%	6 19.5%	8 19.6%	4 9.2%	10 14.0%	6 21.0%	6 22.7%	8 16.6%	15 22.0%	6 12.6%	23 18.0%	6 16.5%
3	(3)	26 15.9%	12 21.8% b	2 3.5%	11 22.3% b	8 27.3%	6 14.7%	7 18.4%	10 15.0%	3 10.0%	2 7.1%	10 22.0%	9 12.7%	7 14.4%	20 15.8%	5 16.2%
4	(4)	31 19.0%	16 27.3% c	11 19.8%	5 8.9%	5 17.3%	8 21.3%	6 14.4%	12 17.1%	6 21.0%	6 22.6%	10 20.8%	11 15.6%	10 22.0%	23 18.2%	7 22.2%
5 Very important	(5)	46 28.5%	12 21.6%	20 36.8%	14 27.5%	9 32.6%	10 24.8%	12 30.6%	20 29.4%	8 27.5%	7 27.3%	13 26.7%	17 25.8%	16 34.3%	38 30.0%	8 22.9%
NETS																
Net: Not important		59 36.6%	17 29.4%	21 39.8%	21 41.3%	7 22.8%	15 39.2%	15 36.5%	26 38.6%	12 41.5%	11 42.9%	14 30.5%	31 45.9%	14 29.3%	46 36.0%	13 38.7%
Net: Important		77 47.5%	28 48.8%	30 56.6% c	19 36.5%	14 49.9%	18 46.1%	18 45.0%	32 46.5%	14 48.5%	12 49.9%	22 47.5%	28 41.4%	26 56.3%	62 48.1%	15 45.1%
Mean score		3.2	3.3	3.3	3.0	3.6	3.1	3.1	3.1	3.1	3.1	3.3	3.0	3.4	3.2	3.1

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

		Total	WAVE			REGION						SIZE			SECTOR	
			November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	*h	*i	j	k	l	m	n
Unweighted Total		166	59	54	53	30	41	43	71	28	24	48	71	47	130	36
Weighted Total		161	57	53	51	29	39	41	69	28	25	47	67	47	128	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	6	11	11	3	6	8	12	5	7	10	13	6	21	6
		17.2%	9.9%	20.6%	21.8%	9.7%	14.8%	18.7%	18.0%	16.9%	27.6%	20.5%	18.6%	11.9%	16.7%	19.4%
2	(2)	23	12	6	6	5	5	5	12	7	2	7	12	4	18	6
		14.3%	20.3%	10.6%	11.5%	16.2%	12.3%	11.3%	16.9%	24.9%	8.2%	14.3%	18.4%	8.4%	13.7%	16.7%
3	(3)	51	23	15	13	11	15	14	21	7	4	16	18	16	43	8
		31.4%	40.3%	27.5%	25.5%	37.6%	38.7%	34.5%	30.2%	24.1%	15.9%	34.9%	26.4%	35.0%	33.5%	23.2%
4	(4)	34	10	11	13	4	9	9	16	7	5	5	17	11	26	8
		21.1%	17.7%	19.7%	26.3%	13.3%	23.8%	23.2%	23.4%	23.7%	19.6%	11.5%	25.5%	24.4%	20.4%	23.8%
5 Very important	(5)	26	7	12	8	7	4	5	8	3	7	9	7	10	20	6
		16.0%	11.7%	21.5%	14.9%	23.2%	10.3%	12.3%	11.5%	10.4%	28.7%	18.7%	11.0%	20.3%	15.7%	16.9%
NETS																
Net: Not important		51	17	17	17	7	11	12	24	12	9	16	25	10	39	12
		31.5%	30.2%	31.3%	33.3%	25.9%	27.2%	30.1%	34.9%	41.8%	35.8%	34.8%	37.1%	20.3%	30.4%	36.1%
Net: Important		60	17	22	21	11	13	14	24	10	12	14	25	21	46	14
		37.1%	29.5%	41.2%	41.2%	36.5%	34.1%	35.5%	34.9%	34.1%	48.3%	30.2%	36.5%	44.6%	36.1%	40.7%
Mean score		3.0	3.0	3.1	3.0	3.2	3.0	3.0	2.9	2.9	3.1	2.9	2.9	3.3	3.0	3.0

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

Jobs Outlook - Combined

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

| | | Total | WAVE | | | REGION | | | | | | SIZE | | | SECTOR | |
			November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	*h	*i	j	k	l	m	n
Unweighted Total		166	59	54	53	30	41	43	71	28	24	48	71	47	130	36
Weighted Total		161 100.0%	57 100.0%	53 100.0%	51 100.0%	29 100.0%	39 100.0%	41 100.0%	69 100.0%	28 100.0%	25 100.0%	47 100.0%	67 100.0%	47 100.0%	128 100.0%	33 100.0%
1 Not at all important	(1)	20 12.4%	3 4.8%	7 13.2%	10 20.2% a	- -	5 12.4% d	8 20.7% d	13 19.3% d	5 17.2%	2 8.0%	8 16.5%	9 12.7%	4 7.9%	16 12.7%	4 11.3%
2	(2)	16 10.1%	7 13.1%	5 9.5%	4 7.4%	5 16.0%	2 4.7%	3 7.0%	6 8.4%	3 10.4%	4 16.4%	6 12.2% l	11 15.7% l	- -	12 9.0%	5 14.1%
3	(3)	38 23.7%	15 27.0%	11 21.2%	12 22.7%	9 30.8%	9 21.8%	13 32.8%	16 23.5%	3 10.1%	5 19.2%	9 18.5%	17 25.4%	12 26.6%	32 24.8%	6 19.5%
4	(4)	51 31.5%	20 35.8%	16 30.7%	14 27.6%	7 23.3%	15 38.9% f	8 18.8%	21 30.9%	14 48.5%	8 31.2%	17 36.6%	15 22.8%	18 38.9%	40 31.1%	11 33.1%
5 Very important	(5)	36 22.2%	11 19.3%	14 25.4%	11 22.2%	9 29.9%	9 22.2%	8 20.8%	12 18.0%	4 13.8%	6 25.2%	8 16.2%	16 23.5%	12 26.6%	29 22.3%	7 21.9%
NETS																
Net: Not important		36 22.5%	10 17.8%	12 22.7%	14 27.6%	5 16.0%	7 17.2%	11 27.7%	19 27.6%	8 27.6%	6 24.4%	14 28.7% l	19 28.4% l	4 7.9%	28 21.7%	8 25.5%
Net: Important		87 53.8%	31 55.2%	30 56.1%	25 49.7%	15 53.3%	24 61.1%	16 39.6%	33 48.8%	17 62.3%	14 56.4%	25 52.8%	31 46.2%	31 65.5% k	68 53.4%	18 55.0%
Mean score		3.4	3.5	3.5	3.2	3.7	3.5	3.1	3.2	3.3	3.5	3.2	3.3	3.8 jk	3.4	3.4

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

COMRES

Jobs Outlook - Combined

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

	Total	WAVE			REGION						SIZE			SECTOR	
		November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	*h	*i	j	k	l	m	n
Unweighted Total	166	59	54	53	30	41	43	71	28	24	48	71	47	130	36
Weighted Total	161	57	53	51	29	39	41	69	28	25	47	67	47	128	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	34	11	13	10	8	6	8	16	8	4	7	16	11	25	8
	20.8%	18.7%	24.0%	19.9%	26.1%	14.8%	20.9%	23.5%	27.2%	16.9%	13.9%	23.2%	24.4%	19.7%	25.2%
Temporary agency workers earn less than they would if they were permanent	27	11	7	8	6	7	6	10	4	5	12	9	6	22	5
	16.6%	19.8%	13.4%	16.4%	19.8%	17.2%	13.9%	13.9%	14.0%	19.2%	25.6%	13.5%	12.1%	17.2%	14.1%
Temporary agency workers earn about the same as they would if they were permanent	93	30	33	30	15	24	25	38	14	16	27	41	25	74	18
	57.4%	53.2%	60.8%	58.4%	50.9%	60.8%	60.7%	55.7%	48.5%	64.0%	56.7%	60.6%	53.4%	57.9%	55.3%
Not applicable/Don't know	8	5	1	3	1	3	2	5	3	-	2	2	5	7	2
	5.2%	8.4%	1.8%	5.3%	3.2%	7.2%	4.5%	6.9%	10.3%	-	3.9%	2.8%	10.1%	5.2%	5.4%

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

COMRES

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

	Total	WAVE			REGION						SIZE			SECTOR	
		November 2016	December 2016	January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	352	117	119	116	80	83	79	133	54	56	147	126	79	282	70
Weighted Total	353 100.0%	118 100.0%	119 100.0%	116 100.0%	78 100.0%	80 100.0%	78 100.0%	134 100.0%	56 100.0%	61 100.0%	149 100.0%	123 100.0%	81 100.0%	281 100.0%	72 100.0%
0	103 29.1%	39 32.5%	28 23.9%	36 30.9%	24 30.2%	20 24.6%	23 29.7%	41 30.4%	17 31.3%	19 30.7%	68 45.5% kl	24 19.8%	11 13.0%	86 30.7%	17 22.9%
1-9	42 12.0%	13 11.2%	12 10.0%	17 14.9%	9 11.3%	7 8.4%	12 15.9%	19 14.2%	7 11.8%	8 13.1%	12 8.0%	23 18.6% j	8 9.4%	31 11.2%	11 15.2%
10-19	30 8.6%	12 10.1%	13 10.6%	6 5.2%	8 10.3%	8 9.6%	6 7.5%	11 8.1%	5 9.0%	4 6.4%	9 6.1%	13 10.8%	8 10.0%	24 8.5%	7 9.4%
20-49	39 11.0%	16 13.5%	14 11.7%	9 7.7%	9 11.3%	14 17.0% fg	5 6.0%	9 7.1%	5 8.6%	7 11.4%	10 6.5%	13 10.5%	16 20.0% j	30 10.8%	9 12.0%
50	36 10.1%	9 7.5%	10 8.1%	17 15.0%	8 10.0%	8 9.7%	7 8.4%	13 9.9%	7 11.9%	7 11.5%	15 10.0%	8 6.2%	13 16.4% k	24 8.6%	12 16.0%
51+	59 16.8%	23 19.5%	23 19.6%	13 11.2%	13 16.1%	12 15.3%	17 21.5%	26 19.0%	9 15.6%	9 14.8%	21 14.3%	27 22.3%	11 13.2%	48 17.2%	11 15.3%
Don't know	43 12.3%	7 5.7%	19 16.2% a	17 15.1% a	8 10.8%	12 15.6%	9 11.0%	15 11.3%	7 11.8%	7 12.1%	14 9.5%	14 11.8%	15 18.1%	37 13.1%	7 9.3%
NETS															
Net: At least 1%	207 58.6%	73 61.8%	71 59.9%	63 54.0%	46 59.0%	48 59.9%	46 59.3%	78 58.3%	32 56.9%	35 57.3%	67 45.0%	84 68.4% j	56 68.9% j	158 56.3%	49 67.8%
Total	8226	2811	2979	2435	1766	1833	1958	3224	1266	1403	2933	3201	2092	6370	1857
Mean score	26.6	25.2	30.0	24.7	25.3	27.2	28.1	27.1	25.7	26.3	21.7	29.6	31.5 j	26.1	28.3

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

COMRES

Jobs Outlook - Combined

T1. In your view, which of the following, if any, is the main challenge facing your business right now?
Base: Wave 11

	Total	WAVE	REGION						SIZE			SECTOR	
		January 2017	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	*g	h	i	j	k	l
Unweighted Total	200	200	44	49	46	80	34	27	115	48	37	165	35
Weighted Total	200 100.0%	200 100.0%	44 100.0%	48 100.0%	45 100.0%	78 100.0%	34 100.0%	30 100.0%	118 100.0%	45 100.0%	37 100.0%	165 100.0%	35 100.0%
Lack of skills or experience within your organisation	27 13.6%	27 13.6%	9 20.1%	6 12.3%	4 8.3%	9 11.7%	5 16.3%	3 11.0%	10 8.6%	8 16.8%	9 25.6% h	19 11.8%	8 22.1%
Political and economic uncertainty	73 36.3%	73 36.3%	16 36.7%	18 37.2%	18 39.9%	26 33.2%	8 24.3%	13 42.7%	45 37.7%	19 41.5%	9 25.7%	63 38.2%	10 27.6%
Shortage of suitable candidates for jobs	41 20.7%	41 20.7%	9 20.7%	8 16.2%	11 24.3%	21 26.5%	10 29.5%	4 12.5%	21 18.2%	10 23.1%	9 25.7%	36 21.9%	5 15.0%
Compliance and / or legislation	21 10.3%	21 10.3%	4 9.1%	6 11.7%	3 6.2%	7 9.3%	5 13.5%	4 12.2%	13 11.2%	5 12.0%	2 5.1%	13 8.2%	7 20.2% k
Don't know	38 19.1%	38 19.1%	6 13.5%	11 22.5%	10 21.4%	15 19.3%	6 16.4%	6 21.6%	29 24.3% i	3 6.5%	7 17.8%	33 20.0%	5 15.2%

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

Prepared by ComRes