



# REC JOBS OUTLOOK RESEARCH

## METHODOLOGY NOTE

ComRes interviewed 602 UK employees and owners involved in hiring by telephone between June 1<sup>st</sup> and August 11<sup>th</sup> 2016. Data were weighted to be representative of UK adults in employment by region, broad industry sector and public / private split. ComRes is a member of the British Polling Council and abides by its rules.

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## Jobs Outlook - Combined

### Sector

Base: All respondents

	WAVE			REGION						SIZE			SECTOR		
	Total	June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	
Significance Level: 95%															
Unweighted Total	602	200	200	202	133	151	134	228	94	90	328	118	156	495	107
Weighted Total	602	200	200	202	132	145	135	236	101	89	332	114	157	496	106
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Private	496	165	165	166	112	124	110	195	86	65	282	110	104	496	-
	82%	82%	82%	82%	85%	85%	81%	83%	85%	73%	85%	97%	67%	100%	-
				i	i						l	jl		n	
Public	106	35	35	36	20	21	25	41	16	24	50	4	52	-	106
	18%	18%	18%	18%	15%	15%	19%	17%	15%	27%	15%	3%	33%	-	100%
								de			k		jk		m

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



## Jobs Outlook - Combined

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

Base: All respondents

	WAVE			REGION						SIZE			SECTOR		
	Total	June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	
Significance Level: 95%															
Unweighted Total	602	200	200	202	133	151	134	228	94	90	328	118	156	495	107
Weighted Total	602	200	200	202	132	145	135	236	101	89	332	114	157	496	106
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
South West	51	17	17	17	-	-	51	51	-	-	21	19	10	38	12
	8%	8%	8%	8%	-	-	37%	21%	-	-	6%	17%	6%	8%	11%
							degghi	dehi				jl			
South East	84	28	28	28	-	-	84	84	-	-	48	13	24	71	13
	14%	14%	14%	14%	-	-	63%	36%	-	-	14%	11%	15%	14%	12%
							degghi	dehi							
London	101	34	34	34	-	-	-	101	101	-	62	12	28	86	16
	17%	17%	17%	17%	-	-	-	43%	100%	-	19%	10%	18%	17%	15%
								defi	defgi		k				
East of England	55	18	18	19	-	55	-	-	-	-	39	7	10	50	5
	9%	9%	9%	9%	-	38%	-	-	-	-	12%	6%	6%	10%	5%
						dfghi									
West Midlands	49	16	16	17	-	49	-	-	-	-	24	8	17	37	12
	8%	8%	8%	8%	-	34%	-	-	-	-	7%	7%	11%	7%	11%
						dfghi									
East Midlands	40	13	13	14	-	40	-	-	-	-	19	10	11	37	4
	7%	7%	7%	7%	-	28%	-	-	-	-	6%	9%	7%	7%	3%
						dfghi									
North West	64	21	21	22	64	-	-	-	-	-	35	14	16	58	7
	11%	11%	11%	11%	49%	-	-	-	-	-	11%	12%	10%	12%	6%
					efghi										
North East	20	7	7	7	20	-	-	-	-	-	8	3	10	16	5
	3%	3%	3%	3%	16%	-	-	-	-	-	2%	3%	6%	3%	5%
					efghi							j			
Yorkshire & The Humber	47	16	16	16	47	-	-	-	-	-	33	7	6	38	9
	8%	8%	8%	8%	36%	-	-	-	-	-	10%	7%	4%	8%	8%
					efghi						l				
Scotland	49	16	16	16	-	-	-	-	-	49	25	6	18	32	17
	8%	8%	8%	8%	-	-	-	-	-	55%	8%	5%	11%	6%	16%
										defgh				m	
Wales	25	8	8	8	-	-	-	-	-	25	14	8	3	21	4
	4%	4%	4%	4%	-	-	-	-	-	28%	4%	7%	2%	4%	4%
										defgh		l			
Northern Ireland	15	5	5	5	-	-	-	-	-	15	5	6	5	12	3
	2%	3%	2%	2%	-	-	-	-	-	17%	1%	5%	3%	2%	3%
										defgh		j			

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

## Jobs Outlook - Combined

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

Base: All respondents

	WAVE			REGION						SIZE			SECTOR		
	Total	June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	
Significance Level: 95%															
Unweighted Total	602	200	200	202	133	151	134	228	94	90	328	118	156	495	107
Weighted Total	602	200	200	202	132	145	135	236	101	89	332	114	157	496	106
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Channel Islands	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
None of the above	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

## Jobs Outlook - Combined

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

Base: All respondents

	WAVE			REGION						SIZE			SECTOR		
	Total	June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	
Significance Level: 95%															
Unweighted Total	602	200	200	202	133	151	134	228	94	90	328	118	156	495	107
Weighted Total	602	200	200	202	132	145	135	236	101	89	332	114	157	496	106
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
HR	271	85	107	79	56	58	67	110	43	48	34	93	144	212	59
	45%	43%	53%	39%	42%	40%	50%	47%	42%	54%	10%	82%	92%	43%	56%
			ac						e		j	jk		m	
Other	331	115	93	123	76	87	68	126	59	41	298	20	13	284	47
	55%	57%	47%	61%	58%	60%	50%	53%	58%	46%	90%	18%	8%	57%	44%
		b		b		i					kl	l		n	

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

## Jobs Outlook - Combined

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

Base: All respondents

	WAVE			REGION						SIZE			SECTOR		
	Total	June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Significance Level: 95%															
Unweighted Total	602	200	200	202	133	151	134	228	94	90	328	118	156	495	107
Weighted Total	602	200	200	202	132	145	135	236	101	89	332	114	157	496	106
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Senior management/ board level	306	117	96	93	72	70	76	125	49	39	238	45	24	259	47
	51%	59%	48%	46%	54%	48%	56%	53%	49%	44%	72%	39%	15%	52%	44%
		bc									kl	l			
Management	165	46	47	72	34	46	27	57	30	28	84	35	46	136	30
	27%	23%	23%	36%	26%	32%	20%	24%	29%	31%	25%	31%	29%	27%	28%
				ab		f									
Non-Managerial	130	36	57	36	26	29	31	53	22	22	10	33	87	101	29
	22%	18%	29%	18%	20%	20%	23%	23%	22%	25%	3%	29%	56%	20%	28%
			ac									j	jk		

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

## Jobs Outlook - Combined

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

Base: All respondents

	WAVE			REGION						SIZE			SECTOR		
	Total	June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	
Significance Level: 95%															
Unweighted Total	602	200	200	202	133	151	134	228	94	90	328	118	156	495	107
Weighted Total	602	200	200	202	132	145	135	236	101	89	332	114	157	496	106
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Recruitment (hiring or engaging new staff on a permanent or temporary basis)	602	200	200	202	132	145	135	236	101	89	332	114	157	496	106
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Training of employees	445	152	140	154	92	108	102	179	77	67	283	91	72	380	65
	74%	76%	70%	76%	70%	74%	76%	76%	76%	75%	85%	80%	46%	77%	62%
														n	
Assessment of employees	465	156	151	158	100	114	102	177	74	74	281	93	91	397	68
	77%	78%	76%	78%	76%	79%	76%	75%	73%	83%	85%	82%	58%	80%	64%
														n	
Supporting employees (e.g. with questions or grievances)	511	171	164	176	112	125	112	195	83	78	296	101	114	430	81
	85%	86%	82%	87%	85%	86%	83%	83%	82%	88%	89%	89%	73%	87%	76%
														n	
None	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

## Jobs Outlook - Combined

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

Base: All respondents

	WAVE			REGION						SIZE			SECTOR		
	Total	June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	
Significance Level: 95%															
Unweighted Total	602	200	200	202	133	151	134	228	94	90	328	118	156	495	107
Weighted Total	602	200	200	202	132	145	135	236	101	89	332	114	157	496	106
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
0-9	249	89	71	89	58	66	53	94	41	31	249	-	-	212	37
	41%	44%	35%	44%	44%	45%	39%	40%	40%	35%	75%	-	-	43%	35%
											kl				
10-49	83	27	24	32	17	15	16	37	21	13	83	-	-	70	13
	14%	13%	12%	16%	13%	11%	12%	16%	21%	15%	25%	-	-	14%	12%
								e			kl				
50-249	114	35	41	37	24	26	32	44	12	20	-	114	-	110	4
	19%	17%	21%	19%	18%	18%	24%	18%	12%	22%	-	100%	-	22%	4%
							h					jl		n	
250+	157	50	63	43	32	38	34	62	28	25	-	-	157	104	52
	26%	25%	32%	21%	24%	26%	25%	26%	27%	28%	-	-	100%	21%	49%
			c										jk	m	

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

## Jobs Outlook - Combined

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

Base: All respondents

	WAVE			REGION						SIZE			SECTOR		
	Total	June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	
Significance Level: 95%															
Unweighted Total	602	200	200	202	133	151	134	228	94	90	328	118	156	495	107
Weighted Total	602	200	200	202	132	145	135	236	101	89	332	114	157	496	106
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Agriculture, forestry & fishing	8 1%	2 1%	2 1%	4 2%	1 1%	1 1%	4 3%	5 2%	1 1%	2 2%	5 1%	2 1%	2 1%	7 1%	1 1%
Production	54 9%	18 9%	19 9%	17 9%	11 8%	16 11%	12 9%	19 8%	7 7%	8 9%	27 8%	12 11%	15 10%	49 10%	5 5%
Construction	33 5%	10 5%	13 6%	10 5%	7 5%	12 9%	6 5%	10 4%	3 3%	4 4%	20 6%	8 7%	6 4%	29 6%	4 4%
Motor trades	28 5%	10 5%	9 4%	10 5%	6 5%	8 6%	6 4%	8 3%	3 3%	5 6%	17 5%	6 5%	5 3%	25 5%	3 3%
Wholesale	25 4%	9 4%	8 4%	7 4%	3 2%	7 5%	8 6%	11 5%	3 3%	4 4%	16 5%	3 3%	6 4%	18 4%	6 6%
Retail	33 5%	10 5%	10 5%	13 7%	5 4%	8 5%	5 4%	14 6%	9 9%	6 7%	28 9%	2 2%	3 2%	25 5%	8 8%
Transport & storage (inc. postal)	30 5%	9 5%	11 5%	10 5%	5 3%	13 9%	3 2%	7 3%	4 4%	6 7%	17 5%	7 6%	7 4%	26 5%	4 4%
Accommodation & food services	38 6%	14 7%	13 6%	12 6%	14 11%	5 3%	9 6%	10 4%	1 1%	10 11%	29 9%	3 3%	7 4%	31 6%	8 7%
Information & communication	27 4%	9 5%	9 4%	8 4%	11 9%	3 2%	3 2%	11 4%	7 7%	2 3%	15 4%	4 4%	8 5%	19 4%	8 7%
Finance & insurance	22 4%	8 4%	7 4%	7 4%	5 4%	3 2%	4 3%	11 4%	7 7%	3 4%	9 3%	8 7%	6 4%	19 4%	2 2%
Property	16 3%	6 3%	3 2%	7 3%	3 2%	4 3%	4 3%	6 2%	1 1%	3 3%	11 3%	4 3%	2 1%	14 3%	1 1%
Professional, scientific & technical	51 8%	17 8%	17 8%	17 8%	10 8%	12 9%	12 9%	25 11%	13 13%	4 4%	23 7%	11 10%	17 11%	42 8%	10 9%

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

## Jobs Outlook - Combined

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

Base: All respondents

	WAVE			REGION						SIZE			SECTOR		
	Total	June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	
Significance Level: 95%															
Unweighted Total	602	200	200	202	133	151	134	228	94	90	328	118	156	495	107
Weighted Total	602	200	200	202	132	145	135	236	101	89	332	114	157	496	106
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Business administration and support services	47	15	16	16	9	9	12	26	13	3	27	9	10	39	7
	8%	7%	8%	8%	7%	6%	9%	11%	13%	3%	8%	8%	7%	8%	7%
Public administration and defence	31	11	10	10	12	2	5	10	4	8	2	6	24	25	7
	5%	5%	5%	5%	9%	1%	4%	4%	4%	9%	1%	5%	15%	5%	6%
				e	e					e		j	jk		
Education	49	17	16	16	8	10	9	18	8	13	22	11	16	38	11
	8%	8%	8%	8%	6%	7%	7%	8%	8%	14%	7%	9%	10%	8%	11%
										d					
Health	77	25	26	26	14	22	21	34	13	7	43	14	20	64	13
	13%	12%	13%	13%	11%	15%	16%	14%	13%	7%	13%	12%	13%	13%	12%
Arts, entertainment, recreation and other services	27	11	11	4	8	2	11	14	3	3	20	2	4	22	5
	4%	6%	6%	2%	6%	1%	8%	6%	3%	4%	6%	2%	3%	4%	5%
				e	e		e	e							
Other	7	-	-	7	-	7	-	-	-	-	3	3	1	6	1
	1%	-	-	4%	-	5%	-	-	-	-	1%	3%	1%	1%	1%
			ab			dfghi									
<b>NETS</b>															
Net: Agriculture, forestry & fishing/ Production	62	21	21	21	12	17	16	23	8	10	31	14	17	56	6
	10%	10%	10%	10%	9%	12%	12%	10%	8%	11%	9%	12%	11%	11%	6%
Net: Construction/Property	49	16	16	16	10	17	11	15	4	7	30	11	7	43	6
	8%	8%	8%	8%	8%	12%	8%	6%	4%	7%	9%	10%	5%	9%	5%
Net: Motor trades/ Wholesale/Retail/Transport & storage (inc. postal)/Accommodation & food services	154	51	51	52	33	40	31	51	20	31	107	20	27	124	30
	26%	26%	26%	26%	25%	28%	23%	21%	19%	34%	32%	18%	17%	25%	28%
									gh		kl				

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



## Jobs Outlook - Combined

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

Base: All respondents

	WAVE			REGION						SIZE			SECTOR		
	Total	June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	
Significance Level: 95%															
Unweighted Total	602	200	200	202	133	151	134	228	94	90	328	118	156	495	107
Weighted Total	602	200	200	202	132	145	135	236	101	89	332	114	157	496	106
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Net: Information & communication/ Finance & insurance/Business administration and support services	95 16%	32 16%	32 16%	32 16%	25 19% ei	15 10%	19 14%	47 20% ei	28 28% efi	8 9%	51 15%	21 18%	24 15%	78 16%	17 16%
Net: Professional, scientific & technical	51 8%	17 8%	17 8%	17 8%	10 8%	12 9%	12 9%	25 11%	13 13% i	4 4%	23 7%	11 10%	17 11%	42 8%	10 9%
Net: Public administration and defence/ Education/Health	157 26%	52 26%	52 26%	53 26%	33 25%	35 24%	36 27%	61 26%	26 25%	28 31%	67 20%	31 27%	59 38% j	126 25%	31 29%
Net: Arts, entertainment, recreation and other services/Other	34 6%	11 6%	11 6%	11 6%	8 6%	9 6%	11 8%	14 6%	3 3%	3 4%	23 7%	5 4%	5 3%	27 5%	6 6%

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

## Jobs Outlook - Combined

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

Base: All respondents

	WAVE			REGION						SIZE			SECTOR		
	Total	June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	
Significance Level: 95%															
Unweighted Total	602	200	200	202	133	151	134	228	94	90	328	118	156	495	107
Weighted Total	602	200	200	202	132	145	135	236	101	89	332	114	157	496	106
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
None – we would have to take on new staff	206 34%	73 36%	59 30%	74 37%	55 42% e	41 28%	51 38%	83 35%	32 32%	28 31%	124 37%	31 28%	50 32%	175 35%	31 29%
A little – we might have to take on staff if demand grew this year	261 43%	81 41%	90 45%	90 45%	47 36%	75 52% dfg	50 37%	95 40%	45 44%	45 50% d	126 38%	59 52% j	76 49% j	217 44%	44 42%
A fair amount – we could take on a lot more work now	104 17%	34 17%	40 20%	30 15%	26 19%	19 13%	27 20%	47 20%	20 20%	13 15%	65 19%	18 16%	22 14%	78 16%	26 25% m
Considerable – we have a great deal of spare capacity	31 5%	13 6%	11 6%	7 4%	5 3%	11 8%	7 5%	12 5%	5 5%	4 4%	17 5%	6 5%	8 5%	27 5%	5 4%
<b>NETS</b>															
Net: None + A little	467 78%	154 77%	149 75%	164 81%	102 77%	115 80%	101 75%	177 75%	77 76%	72 81%	250 75%	90 80%	126 81%	392 79%	75 71%

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

## Jobs Outlook - Combined

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

Base: All respondents

	WAVE			REGION						SIZE			SECTOR		
	Total	June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	
Significance Level: 95%															
Unweighted Total	602	200	200	202	133	151	134	228	94	90	328	118	156	495	107
Weighted Total	602	200	200	202	132	145	135	236	101	89	332	114	157	496	106
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Redundancies	110	23	45	43	21	27	21	39	18	24	16	31	63	82	28
	18%	11%	22%	21%	16%	18%	16%	17%	18%	26%	5%	27%	40%	16%	27%
		a	a						fg			j	jk		m
Reduced hours	81	22	28	31	18	19	23	31	7	13	20	20	42	65	16
	13%	11%	14%	16%	14%	13%	17%	13%	7%	15%	6%	17%	27%	13%	16%
						h						j	j		
Reduced pay / earnings	30	8	12	10	7	6	7	11	4	6	14	4	12	27	3
	5%	4%	6%	5%	5%	4%	5%	5%	4%	7%	4%	4%	8%	6%	3%
Headcount freeze	83	20	36	26	16	22	11	29	18	15	24	22	36	66	17
	14%	10%	18%	13%	13%	15%	8%	12%	17%	17%	7%	20%	23%	13%	16%
			a						f	f		j	j		
Increased staffing	310	100	119	91	65	81	74	123	50	41	129	78	103	251	60
	52%	50%	59%	45%	49%	56%	55%	52%	49%	46%	39%	69%	66%	51%	56%
			c									j	j		
Increased pay/ earnings	301	100	111	90	70	75	77	116	39	40	123	79	100	247	54
	50%	50%	55%	45%	53%	52%	57%	49%	39%	45%	37%	69%	64%	50%	51%
			c		h	h	h					j	j		
None of the above	175	64	42	69	41	39	35	69	34	26	146	8	20	147	28
	29%	32%	21%	34%	31%	27%	26%	29%	34%	29%	44%	7%	13%	30%	26%
		b	b								kl				

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

## Jobs Outlook - Combined

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

Base: All respondents

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Significance Level: 95%															
Unweighted Total	602	200	200	202	133	151	134	228	94	90	328	118	156	495	107
Weighted Total	602	200	200	202	132	145	135	236	101	89	332	114	157	496	106
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
A lot better	(5) 23 4%	11 6%	7 3%	5 2%	6 5%	7 5%	7 5%	8 3%	1 1%	2 2%	13 4%	7 6%	3 2%	21 4%	2 2%
A little better	(4) 157 26%	79 39% bc	35 17%	44 22%	36 27%	43 30%	33 25%	58 25%	25 24%	20 22%	84 25%	29 26%	44 28%	125 25%	32 30%
No change	(3) 199 33%	62 31%	74 37%	63 31%	38 29%	50 34%	36 27%	75 32%	39 39%	36 41% f	112 34%	42 37%	45 29%	166 34%	33 31%
A little worse	(2) 96 16%	18 9%	32 16% a	46 23% a	17 13%	23 16%	27 20%	42 18%	15 15%	14 16%	59 18%	19 16%	19 12%	79 16%	17 16%
A lot worse	(1) 42 7%	8 4%	13 6%	22 11% a	11 8%	8 5%	11 8%	18 8%	6 6%	6 7%	34 10% kl	5 4%	4 2%	38 8%	4 4%
Don't know	84 14%	23 12%	39 19% ac	23 11%	24 18% e	14 10%	21 15%	35 15%	14 14%	11 13%	30 9%	12 11%	42 27% jk	67 14%	17 17%
<b>NETS</b>															
Net: Better	180 30%	90 45% bc	42 21%	48 24%	42 32%	50 35%	40 30%	66 28%	26 25%	22 24%	98 29%	36 31%	47 30%	146 29%	34 32%
Net: Better/ No change	379 63%	152 76% bc	116 58%	111 55%	80 61%	100 69% f	76 56%	141 60%	65 64%	58 65%	210 63%	78 68%	92 59%	312 63%	67 63%
Net: Worse	138 23%	25 13%	45 22% a	68 34% ab	28 21%	31 21%	38 28%	60 25%	22 22%	20 22%	93 28% l	23 21%	22 14%	117 24%	21 20%
Mean score	3.0	3.4 bc	2.9	2.8	3.1	3.1	3.0	3.0	3.0	3.0	2.9	3.1	3.2 j	3.0	3.1

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	
		June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Significance Level: 95%															
Unweighted Total	602	200	200	202	133	151	134	228	94	90	328	118	156	495	107
Weighted Total	602	200	200	202	132	145	135	236	101	89	332	114	157	496	106
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
A lot better	(5) 24 4%	9 5%	8 4%	7 3%	5 4%	9 6%	4 3%	7 3%	3 3%	4 4%	16 5%	4 3%	4 3%	24 5%	1 1%
A little better	(4) 163 27%	69 34%	42 21%	52 26%	38 29%	42 29%	35 26%	59 25%	24 24%	23 26%	95 29%	34 30%	34 22%	136 27%	27 26%
No change	(3) 199 33%	61 30%	74 37%	64 32%	35 27%	51 35%	41 31%	79 34%	38 38%	33 37%	111 33%	38 34%	50 32%	161 32%	38 36%
A little worse	(2) 74 12%	8 4%	33 17%	33 16%	13 10%	20 14%	18 13%	34 14%	16 16%	8 9%	42 13%	20 17%	13 8%	62 12%	13 12%
A lot worse	(1) 27 5%	4 2%	7 3%	17 8%	5 4%	4 3%	10 7%	14 6%	4 4%	4 5%	19 6%	3 2%	6 4%	22 5%	5 4%
Don't know	114 19%	49 25%	35 18%	30 15%	35 27%	19 13%	28 21%	44 19%	16 16%	17 19%	49 15%	16 14%	50 32%	92 19%	23 21%
<b>NETS</b>															
Net: Better	187 31%	78 39%	51 25%	59 29%	43 33%	51 35%	38 28%	66 28%	27 27%	27 31%	112 34%	37 33%	38 25%	159 32%	28 26%
Net: Better/ No change	386 64%	139 69%	125 62%	122 61%	79 60%	102 70%	80 59%	145 61%	65 65%	60 67%	222 67%	75 66%	88 57%	320 65%	66 62%
Net: Worse	102 17%	12 6%	40 20%	49 24%	18 14%	24 17%	28 20%	47 20%	20 19%	12 13%	61 18%	23 20%	18 12%	84 17%	18 17%
Mean score	3.2	3.5	3.1	3.0	3.3	3.2	3.0	3.1	3.1	3.2	3.2	3.2	3.2	3.2	3.1

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

## Jobs Outlook - Combined

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

### SUMMARY TABLE

Base: All respondents

	Permanent members of staff	Temporary or contract workers
Unweighted Total	602	602
Weighted Total	602	602
	100%	100%
Advertise externally in newspapers/trade/ professional press	185 31%	88 15%
Recruitment agencies/ Search firms	216 36%	130 22%
Online job boards (e.g. Monster)	250 42%	133 22%
Internal Referrals	296 49%	161 27%
Talent pools and staff banks	88 15%	47 8%
Advertise on our own website	323 54%	177 29%
Social media and professional networking sites (e.g. Linked In)	256 43%	129 21%
Former employees and word of mouth	328 55%	183 30%
Jobcentre Plus / Universal Jobmatch	173 29%	97 16%
People approach us	283 47%	155 26%
Other	12 2%	3 *
We have never recruited any of this kind of staff	139 23%	314 52%

## 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	463	287
Weighted Total	463	288
	100%	100%
Advertise externally in newspapers/trade/ professional press	185 40%	88 31%
Recruitment agencies/ Search firms	216 47%	130 45%
Online job boards (e.g. Monster)	250 54%	133 46%
Internal Referrals	296 64%	161 56%
Talent pools and staff banks	88 19%	47 16%
Advertise on our own website	323 70%	177 62%
Social media and professional networking sites (e.g. Linked In)	256 55%	129 45%
Former employees and word of mouth	328 71%	183 64%
Jobcentre Plus / Universal Jobmatch	173 37%	97 34%
People approach us	283 61%	155 54%
Other	12 3%	3 1%

## Jobs Outlook - Combined

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

### Permanent members of staff

Base: All respondents

	WAVE			REGION						SIZE			SECTOR		
	Total	June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	
Significance Level: 95%															
Unweighted Total	602	200	200	202	133	151	134	228	94	90	328	118	156	495	107
Weighted Total	602	200	200	202	132	145	135	236	101	89	332	114	157	496	106
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Former employees and word of mouth	328	118	98	112	68	86	81	137	56	38	135	82	111	262	67
	55%	59%	49%	55%	52%	59%	60%	58%	55%	42%	41%	72%	71%	53%	63%
		b				i	i	i			j	j			
Advertise on our own website	323	107	109	107	64	77	83	127	44	55	95	95	132	255	67
	54%	54%	55%	53%	48%	53%	62%	54%	44%	62%	29%	84%	84%	52%	64%
							dh	h			j	j		m	
Internal Referrals	296	106	97	93	59	70	78	125	47	42	96	88	111	236	60
	49%	53%	48%	46%	44%	48%	58%	53%	46%	47%	29%	78%	71%	48%	57%
							d				j	j			
People approach us	283	106	87	90	57	68	71	118	47	39	109	70	105	227	56
	47%	53%	43%	44%	43%	47%	53%	50%	47%	44%	33%	61%	67%	46%	53%
											j	j			
Social media and professional networking sites (e.g. Linked In)	256	85	79	91	45	66	64	103	39	41	91	67	98	201	55
	43%	43%	40%	45%	34%	46%	48%	44%	38%	46%	27%	59%	63%	41%	52%
						d	d				j	j		m	
Online job boards (e.g. Monster)	250	77	92	82	55	60	55	93	37	43	69	69	112	199	52
	42%	38%	46%	40%	42%	41%	41%	39%	37%	48%	21%	60%	72%	40%	49%
											j	j			
Recruitment agencies/ Search firms	216	81	68	67	39	52	56	98	42	27	60	68	88	181	35
	36%	40%	34%	33%	30%	36%	41%	42%	42%	30%	18%	60%	56%	37%	33%
							d	d			j	j			
Advertise externally in newspapers/ trade/ professional press	185	59	61	66	34	52	47	62	15	37	53	58	74	145	40
	31%	29%	30%	32%	26%	36%	35%	26%	15%	41%	16%	51%	47%	29%	38%
					h	gh	h	h		dgh		j	j		
Jobcentre Plus / Universal Jobmatch	173	57	55	62	41	48	31	54	23	30	55	38	80	139	35
	29%	28%	28%	30%	31%	33%	23%	23%	23%	34%	17%	33%	51%	28%	33%
						fg					j	jk			

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



## Jobs Outlook - Combined

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

### Permanent members of staff

Base: All respondents

	WAVE			REGION						SIZE			SECTOR		
	Total	June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	
Significance Level: 95%															
Unweighted Total	602	200	200	202	133	151	134	228	94	90	328	118	156	495	107
Weighted Total	602	200	200	202	132	145	135	236	101	89	332	114	157	496	106
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Talent pools and staff banks	88	38	27	23	18	25	22	33	11	12	18	21	49	72	16
	15%	19%	13%	12%	14%	17%	16%	14%	11%	13%	5%	18%	31%	15%	15%
		c									j	jk			
Other	12	5	4	3	2	2	2	4	2	4	5	3	4	10	2
	2%	2%	2%	2%	2%	1%	1%	2%	2%	4%	2%	3%	2%	2%	2%
We have never recruited any of this kind of staff	139	49	50	39	35	30	29	55	26	19	126	5	8	120	19
	23%	24%	25%	20%	26%	21%	22%	23%	26%	21%	38%	4%	5%	24%	18%
											kl				

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

## Jobs Outlook - Combined

**Q5\_2. In which of the following ways, if any, does your organisation recruit permanent members of staff and temporary or contract workers?**

### Temporary or contract workers

Base: All respondents

	WAVE			REGION						SIZE			SECTOR		
	Total	June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	
Significance Level: 95%															
Unweighted Total	602	200	200	202	133	151	134	228	94	90	328	118	156	495	107
Weighted Total	602	200	200	202	132	145	135	236	101	89	332	114	157	496	106
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Former employees and word of mouth	183 30%	70 35%	57 29%	56 28%	44 34%	35 24%	45 34%	72 31%	27 27%	32 36%	72 22%	42 37%	69 44%	138 28%	45 43%
Advertise on our own website	177 29%	65 33%	58 29%	53 26%	37 28%	32 22%	42 31%	67 28%	25 25%	40 45%	45 14%	47 41%	85 54%	130 26%	47 45%
Internal Referrals	161 27%	67 34%	53 27%	41 20%	31 23%	34 24%	41 30%	61 26%	21 21%	35 39%	45 14%	46 40%	71 45%	117 24%	44 42%
People approach us	155 26%	66 33%	43 21%	46 23%	34 26%	35 24%	32 24%	55 23%	23 22%	31 35%	54 16%	38 33%	63 40%	117 24%	38 36%
Online job boards (e.g. Monster)	133 22%	47 24%	46 23%	40 20%	32 25%	21 14%	29 21%	49 21%	20 20%	30 34%	32 10%	33 29%	67 43%	100 20%	33 31%
Recruitment agencies/ Search firms	130 22%	54 27%	36 18%	40 20%	18 14%	28 19%	34 25%	57 24%	23 23%	27 30%	19 6%	51 45%	60 38%	107 22%	23 21%
Social media and professional networking sites (e.g. Linked In)	129 21%	46 23%	43 22%	40 20%	27 20%	25 17%	30 22%	51 22%	21 21%	26 30%	46 14%	24 21%	59 37%	97 19%	32 30%
Jobcentre Plus / Universal Jobmatch	97 16%	41 20%	30 15%	26 13%	27 20%	23 16%	11 9%	20 8%	8 8%	27 30%	25 8%	19 16%	53 34%	72 15%	24 23%
Advertise externally in newspapers/ trade/ professional press	88 15%	35 17%	27 13%	26 13%	19 14%	20 14%	18 13%	27 12%	9 9%	22 25%	24 7%	20 18%	43 28%	69 14%	19 18%

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

## Jobs Outlook - Combined

**Q5\_2. In which of the following ways, if any, does your organisation recruit permanent members of staff and temporary or contract workers?**

### Temporary or contract workers

Base: All respondents

	WAVE			REGION						SIZE			SECTOR		
	Total	June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	
Significance Level: 95%															
Unweighted Total	602	200	200	202	133	151	134	228	94	90	328	118	156	495	107
Weighted Total	602	200	200	202	132	145	135	236	101	89	332	114	157	496	106
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Talent pools and staff banks	47	22	14	11	10	10	8	15	7	11	9	9	29	36	11
	8%	11%	7%	6%	8%	7%	6%	6%	7%	13%	3%	8%	19%	7%	11%
												j	jk		
Other	3	1	1	1	-	2	-	-	-	1	2	-	1	3	-
	*	*	1%	*	-	1%	-	-	-	1%	1%	-	1%	1%	-
We have never recruited any of this kind of staff	314	92	112	110	66	85	72	130	57	33	218	44	53	272	42
	52%	46%	56%	54%	50%	59%	54%	55%	57%	37%	66%	38%	34%	55%	40%
			a			i	i	i	i		kl			n	

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

## Jobs Outlook - Combined

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

### Permanent members of staff

Base: All who have recruited this type of staff before

	WAVE			REGION						SIZE			SECTOR		
	Total	June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	463	150	151	162	98	120	105	174	69	71	201	114	148	376	87
Weighted Total	463	151	150	163	97	115	105	181	75	70	206	109	149	376	87
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Former employees and word of mouth	328	118	98	112	68	86	81	137	56	38	135	82	111	262	67
	71%	78%	66%	69%	70%	75%	77%	76%	74%	53%	66%	75%	75%	70%	76%
		b			i	i	i	i	i						
Advertise on our own website	323	107	109	107	64	77	83	127	44	55	95	95	132	255	67
	70%	71%	73%	66%	66%	67%	79%	70%	59%	78%	46%	88%	89%	68%	77%
							deh			h		j	j		
Internal Referrals	296	106	97	93	59	70	78	125	47	42	96	88	111	236	60
	64%	70%	65%	57%	60%	61%	74%	69%	62%	60%	47%	81%	75%	63%	69%
		c					dei					j	j		
People approach us	283	106	87	90	57	68	71	118	47	39	109	70	105	227	56
	61%	70%	58%	55%	59%	59%	67%	65%	63%	56%	53%	64%	70%	60%	64%
		bc											j		
Social media and professional networking sites (e.g. Linked In)	256	85	79	91	45	66	64	103	39	41	91	67	98	201	55
	55%	57%	53%	56%	46%	58%	61%	57%	52%	59%	44%	62%	66%	54%	63%
							d					j	j		
Online job boards (e.g. Monster)	250	77	92	82	55	60	55	93	37	43	69	69	112	199	52
	54%	51%	61%	50%	56%	52%	53%	51%	49%	61%	34%	63%	76%	53%	59%
			c									j	jk		
Recruitment agencies/ Search firms	216	81	68	67	39	52	56	98	42	27	60	68	88	181	35
	47%	53%	46%	41%	40%	45%	53%	54%	56%	39%	29%	63%	59%	48%	40%
		c						di	di			j	j		
Advertise externally in newspapers/ trade/ professional press	185	59	61	66	34	52	47	62	15	37	53	58	74	145	40
	40%	39%	41%	40%	35%	45%	44%	34%	20%	52%	26%	53%	50%	39%	45%
					h	h	h	h		dgh		j	j		
Jobcentre Plus / Universal Jobmatch	173	57	55	62	41	48	31	54	23	30	55	38	80	139	35
	37%	37%	37%	38%	42%	42%	29%	30%	31%	43%	27%	35%	54%	37%	40%
					g	fg							jk		

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

## Jobs Outlook - Combined

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

### Permanent members of staff

Base: All who have recruited this type of staff before

	WAVE			REGION						SIZE			SECTOR		
	Total	June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	
Significance Level: 95%															
Unweighted Total	463	150	151	162	98	120	105	174	69	71	201	114	148	376	87
Weighted Total	463	151	150	163	97	115	105	181	75	70	206	109	149	376	87
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Talent pools and staff banks	88	38	27	23	18	25	22	33	11	12	18	21	49	72	16
	19%	25%	18%	14%	19%	22%	21%	18%	15%	16%	9%	19%	33%	19%	18%
		c									j	jk			
Other	12	5	4	3	2	2	2	4	2	4	5	3	4	10	2
	3%	3%	2%	2%	2%	2%	2%	3%	5%	3%	3%	2%	3%	2%	2%

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

## Jobs Outlook - Combined

### Q5\_2. In which of the following ways, if any, does your organisation recruit permanent members of staff and temporary or contract workers?

#### Temporary or contract workers

Base: All who have recruited this type of staff before

	WAVE			REGION						SIZE			SECTOR		
	Total	June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	287	108	87	92	66	62	63	103	40	56	110	74	103	224	63
Weighted Total	288	108	88	92	66	60	62	106	44	56	114	70	103	224	64
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Former employees and word of mouth	183	70	57	56	44	35	45	72	27	32	72	42	69	138	45
	64%	65%	65%	61%	68%	58%	72%	68%	62%	57%	63%	60%	67%	61%	71%
Advertise on our own website	177	65	58	53	37	32	42	67	25	40	45	47	85	130	47
	62%	61%	66%	58%	57%	54%	67%	63%	58%	72%	40%	67%	82%	58%	74%
										e		j	jk		m
Internal Referrals	161	67	53	41	31	34	41	61	21	35	45	46	71	117	44
	56%	62%	61%	45%	47%	57%	65%	58%	47%	62%	39%	65%	69%	52%	69%
		c	c				d					j	j		m
People approach us	155	66	43	46	34	35	32	55	23	31	54	38	63	117	38
	54%	61%	48%	50%	52%	59%	52%	52%	52%	55%	47%	54%	61%	52%	60%
													j		
Online job boards (e.g. Monster)	133	47	46	40	32	21	29	49	20	30	32	33	67	100	33
	46%	44%	52%	43%	49%	35%	46%	46%	46%	54%	28%	47%	65%	45%	51%
										e		j	jk		
Recruitment agencies/ Search firms	130	54	36	40	18	28	34	57	23	27	19	51	60	107	23
	45%	50%	41%	44%	28%	46%	54%	54%	53%	48%	17%	72%	58%	48%	35%
						d	d	d	d	d		j	j		
Social media and professional networking sites (e.g. Linked In)	129	46	43	40	27	25	30	51	21	26	46	24	59	97	32
	45%	42%	49%	43%	41%	42%	47%	48%	48%	47%	40%	34%	57%	43%	50%
													jk		
Jobcentre Plus / Universal Jobmatch	97	41	30	26	27	23	11	20	8	27	25	19	53	72	24
	34%	38%	34%	28%	41%	39%	18%	19%	19%	48%	22%	27%	51%	32%	38%
					fgh	fgh				fgh			jk		
Advertise externally in newspapers/ trade/ professional press	88	35	27	26	19	20	18	27	9	22	24	20	43	69	19
	31%	32%	31%	29%	29%	33%	28%	26%	22%	39%	21%	29%	42%	31%	30%
													j		

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

## Jobs Outlook - Combined

**Q5\_2. In which of the following ways, if any, does your organisation recruit permanent members of staff and temporary or contract workers?**

### Temporary or contract workers

Base: All who have recruited this type of staff before

	WAVE			REGION						SIZE			SECTOR		
	Total	June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	
Significance Level: 95%															
Unweighted Total	287	108	87	92	66	62	63	103	40	56	110	74	103	224	63
Weighted Total	288	108	88	92	66	60	62	106	44	56	114	70	103	224	64
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Talent pools and staff banks	47	22	14	11	10	10	8	15	7	11	9	9	29	36	11
	16%	20%	16%	12%	16%	17%	14%	14%	15%	21%	8%	13%	28%	16%	18%
												jk			
Other	3	1	1	1	-	2	-	-	-	1	2	-	1	3	-
	1%	1%	1%	1%	-	3%	-	-	-	2%	2%	-	1%	1%	-

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	
		June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Significance Level: 95%															
Unweighted Total	237	84	74	79	41	63	61	101	40	32	60	79	98	194	43
Weighted Total	233	83	73	77	40	58	60	104	44	31	61	74	98	191	42
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Very satisfied (5)	38 16%	15 18%	15 21%	7 10%	3 7%	7 12%	10 18%	20 19%	10 22%	8 25%	8 13%	10 14%	20 20%	31 16%	7 16%
Fairly satisfied (4)	124 53%	47 56%	34 46%	43 57%	24 60%	33 58%	26 44%	51 49%	24 55%	15 49%	28 46%	46 62%	50 51%	105 55%	19 46%
Neither satisfied nor dissatisfied (3)	41 18%	13 15%	14 19%	15 19%	11 26%	11 18%	10 17%	14 13%	4 9%	6 20%	12 19%	12 16%	17 18%	33 17%	9 21%
Fairly dissatisfied (2)	14 6%	3 4%	5 7%	6 8%	2 5%	1 2%	8 13%	11 11%	3 8%	- -	9 14%	4 5%	2 2%	11 6%	3 7%
Very dissatisfied (1)	2 1%	1 1%	- -	2 2%	1 2%	- -	1 1%	2 2%	1 2%	- -	1 1%	- -	2 2%	2 1%	1 2%
Don't know	13 6%	5 6%	5 6%	4 5%	- -	6 10%	4 7%	6 6%	2 4%	2 6%	4 6%	2 3%	7 8%	10 5%	4 8%
<b>NETS</b>															
Net: Satisfied	161 69%	62 74%	49 67%	51 66%	27 67%	41 70%	37 62%	71 69%	34 77%	23 74%	36 59%	56 76%	69 71%	135 71%	26 62%
Net: Dissatisfied	17 7%	4 5%	5 7%	7 10%	3 7%	1 2%	9 15%	13 13%	4 10%	- -	9 16%	4 5%	4 4%	13 7%	4 9%
Mean score	3.8	3.9	3.9	3.7	3.6	3.9	3.7	3.8	3.9	4.0	3.6	3.9	3.9	3.8	3.7

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



## Jobs Outlook - Combined

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

Base: All who use recruitment agencies

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Significance Level: 95%															
Unweighted Total	237	84	74	79	41	63	61	101	40	32	60	79	98	194	43
Weighted Total	233	83	73	77	40	58	60	104	44	31	61	74	98	191	42
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Very satisfied (5)	46 20%	18 22%	18 24%	10 13%	6 14%	9 15%	13 22%	25 24%	11 26%	7 22%	12 19%	15 20%	19 19%	37 19%	9 20%
Fairly satisfied (4)	135 58%	48 58%	35 48%	52 69%	27 67%	35 60%	29 48%	54 52%	25 56%	20 64%	30 49%	51 69%	54 55%	114 60%	21 50%
Neither satisfied nor dissatisfied (3)	27 12%	7 8%	13 18%	7 9%	4 10%	7 12%	9 15%	12 11%	3 6%	4 14%	7 12%	5 7%	15 15%	21 11%	6 14%
Fairly dissatisfied (2)	12 5%	5 6%	5 6%	2 3%	1 3%	3 5%	5 9%	8 7%	2 5%	- -	7 11%	2 3%	3 3%	10 5%	2 5%
Very dissatisfied (1)	2 1%	- -	- -	2 3%	2 4%	- -	1 1%	1 1%	- -	- -	1 1%	1 1%	1 1%	2 1%	1 2%
Don't know	11 5%	6 7%	3 4%	3 3%	1 2%	5 8%	3 4%	5 5%	3 6%	- -	4 7%	- -	6 7%	7 4%	4 8%
<b>NETS</b>															
Net: Satisfied	181 78%	66 79%	52 72%	63 82%	32 81%	43 75%	42 70%	78 75%	36 82%	27 86%	42 69%	66 89%	73 75%	151 79%	29 70%
Net: Dissatisfied	14 6%	5 6%	5 6%	4 6%	3 7%	3 5%	6 10%	8 8%	2 5%	- -	7 12%	3 4%	4 4%	11 6%	3 7%
Mean score	3.9	4.0	3.9	3.9	3.9	3.9	3.8	3.9	4.1	4.1	3.8	4.0	4.0	4.0	3.9

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

## Jobs Outlook - Combined

**Q8\_SUM. Which of the following job functions, if any, are you involved in recruiting for permanent members of staff and temporary agency workers?**

### SUMMARY TABLE

Base: All who recruit for each type

	Permanent members of staff	Temporary agency workers
Unweighted Total	463	134
Weighted Total	463	130
	100%	100%
Accounting and financial services	184 40%	51 39%
Construction	67 14%	14 11%
Drivers	88 19%	20 15%
Education	49 11%	16 12%
Engineering & technical	152 33%	29 22%
Executive recruitment / interim management	128 28%	28 22%
Health & social care	61 13%	10 7%
Hospitality	64 14%	16 12%
Industrial	63 14%	23 17%
Legal & HR	155 34%	41 32%
Life sciences	27 6%	4 3%
Marketing, media & creative	158 34%	34 26%
Office professionals	220 47%	65 50%
Sales & retail	144 31%	30 23%
Technology	147 32%	35 27%

## Jobs Outlook - Combined

**Q8\_SUM. Which of the following job functions, if any, are you involved in recruiting for permanent members of staff and temporary agency workers?**

### **SUMMARY TABLE**

Base: All who recruit for each type

	Permanent members of staff	Temporary agency workers
Unweighted Total	463	134
Weighted Total	463	130
	100%	100%
None	42	16
	9%	12%

## Jobs Outlook - Combined

**Q8\_1. Which of the following job functions, if any, are you involved in recruiting for permanent members of staff and temporary agency workers?**

### Permanent members of staff

Base: All who recruit permanent members of staff

	WAVE			REGION						SIZE			SECTOR		
	Total	June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%	a	b	c	d	e	f	g	h	i	j	k	l	m	n	
Unweighted Total	463	150	151	162	98	120	105	174	69	71	201	114	148	376	87
Weighted Total	463	151	150	163	97	115	105	181	75	70	206	109	149	376	87
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Accounting and financial services	184	47	62	75	38	46	44	72	28	28	31	68	85	148	35
	40%	31%	41%	46%	39%	40%	41%	40%	38%	39%	15%	62%	57%	40%	40%
			a								j	j			
Construction	67	24	19	24	17	26	13	16	3	8	35	10	22	49	18
	14%	16%	13%	15%	17%	23%	12%	9%	4%	11%	17%	10%	15%	13%	20%
					gh	fghi									
Drivers	88	26	26	36	18	30	16	22	6	18	25	23	41	63	26
	19%	17%	18%	22%	18%	26%	15%	12%	8%	25%	12%	21%	27%	17%	29%
						fgh				gh		j	j		m
Education	49	11	19	20	15	9	10	17	7	9	14	9	25	35	14
	11%	7%	13%	12%	15%	8%	9%	9%	9%	13%	7%	9%	17%	9%	16%
													jk		
Engineering & technical	152	52	37	64	26	49	36	50	14	27	52	35	65	116	36
	33%	34%	25%	39%	27%	43%	34%	28%	19%	38%	25%	32%	44%	31%	41%
			b			dgh	h			h			j		
Executive recruitment / interim management	128	37	44	47	22	34	35	52	17	19	17	43	67	99	29
	28%	24%	29%	29%	23%	29%	33%	29%	23%	28%	8%	39%	45%	26%	33%
												j	j		
Health & social care	61	15	21	25	13	9	19	24	6	14	19	16	27	39	22
	13%	10%	14%	15%	13%	8%	18%	14%	8%	20%	9%	14%	18%	10%	25%
							e			eh			j		m
Hospitality	64	23	19	23	11	15	16	22	7	16	26	10	28	48	17
	14%	15%	13%	14%	11%	13%	15%	12%	9%	23%	13%	9%	19%	13%	19%
										dgh			k		
Industrial	63	21	16	26	17	14	14	18	4	14	19	14	30	42	20
	14%	14%	10%	16%	18%	12%	13%	10%	6%	20%	9%	12%	20%	11%	23%
					h					gh			j		m
Legal & HR	155	48	54	54	33	33	37	64	27	26	17	55	83	127	29
	34%	32%	36%	33%	33%	28%	35%	35%	35%	37%	8%	50%	56%	34%	33%
												j	j		
Life sciences	27	9	7	10	5	4	8	11	3	7	2	3	22	15	12
	6%	6%	5%	6%	5%	3%	8%	6%	4%	10%	1%	3%	15%	4%	13%
													jk		m

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

## Jobs Outlook - Combined

**Q8\_1. Which of the following job functions, if any, are you involved in recruiting for permanent members of staff and temporary agency workers?**

### Permanent members of staff

Base: All who recruit permanent members of staff

	WAVE			REGION						SIZE			SECTOR		
	Total	June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	
Significance Level: 95%															
Unweighted Total	463	150	151	162	98	120	105	174	69	71	201	114	148	376	87
Weighted Total	463	151	150	163	97	115	105	181	75	70	206	109	149	376	87
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Marketing, media & creative	158 34%	47 31%	57 38%	55 34%	29 30%	37 32%	47 45% di	73 40%	25 34%	19 28%	31 15%	51 47% j	76 51% j	128 34%	31 35%
Office professionals	220 47%	66 44%	75 50%	79 49%	42 43%	57 49%	55 52%	93 51%	38 51%	28 41%	49 24%	66 60% j	105 71% j	181 48%	39 45%
Sales & retail	144 31%	47 31%	51 34%	46 28%	27 27%	37 32%	42 40% h	60 33%	17 23%	21 29%	40 20%	41 38% j	63 42% j	114 30%	30 35%
Technology	147 32%	39 26%	56 37% a	52 32%	25 26%	39 34%	37 35%	62 35%	26 34%	21 30%	30 14%	39 36% j	78 53% jk	113 30%	34 39%
None	42 9%	15 10%	16 11%	12 7%	11 11%	5 4%	11 11%	23 13% e	12 15% e	4 5%	29 14%	2 2%	12 8% k	35 9%	8 9%

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

## Jobs Outlook - Combined

**Q8\_2. Which of the following job functions, if any, are you involved in recruiting for permanent members of staff and temporary agency workers?**

### Temporary agency workers

Base: All who recruit temporary agency workers

	WAVE			REGION						SIZE			SECTOR		
	Total	June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
	a	b	c	*d	e	f	g	*h	*i	*j	k	l	m	*n	
Significance Level: 95%															
Unweighted Total	134	55	37	42	19	32	34	55	21	28	20	53	61	110	24
Weighted Total	130	54	36	40	18	28	34	57	23	27	19	51	60	107	23
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Accounting and financial services	51	14	18	20	7	11	11	20	10	12	3	21	28	41	11
	39%	26%	49%	49%	40%	41%	31%	36%	42%	46%	13%	42%	46%	38%	47%
		a	a												
Construction	14	6	4	4	2	6	3	5	2	1	2	4	8	8	6
	11%	11%	11%	10%	10%	23%	9%	8%	8%	3%	8%	7%	14%	7%	26%
Drivers	20	7	5	9	2	7	4	6	2	4	2	6	12	12	8
	15%	13%	13%	21%	14%	27%	12%	10%	8%	16%	8%	13%	20%	11%	35%
Education	16	6	5	5	1	2	3	9	6	3	-	3	13	11	5
	12%	11%	14%	11%	5%	9%	7%	16%	28%	12%	-	5%	22%	10%	22%
												k			
Engineering & technical	29	13	6	9	6	7	6	11	5	4	3	7	19	19	10
	22%	24%	17%	24%	34%	25%	18%	19%	21%	17%	16%	13%	32%	18%	43%
												k			
Executive recruitment / interim management	28	10	8	10	3	7	4	11	7	7	1	8	19	19	9
	22%	18%	23%	24%	14%	26%	13%	20%	30%	26%	5%	16%	31%	18%	38%
Health & social care	10	5	1	4	-	2	1	4	3	4	1	3	6	5	5
	7%	9%	2%	11%	-	6%	4%	7%	12%	15%	5%	6%	9%	4%	23%
Hospitality	16	5	4	7	5	2	2	4	2	4	3	2	11	10	6
	12%	9%	11%	17%	27%	9%	7%	7%	8%	15%	13%	4%	18%	9%	27%
												k			
Industrial	23	13	3	7	6	1	6	9	3	7	-	8	14	12	10
	17%	24%	8%	17%	31%	3%	19%	16%	12%	27%	-	16%	24%	12%	45%
		b					e								
Legal & HR	41	16	13	12	8	10	6	15	9	7	1	15	24	33	8
	32%	30%	35%	30%	45%	36%	19%	27%	39%	27%	6%	30%	41%	31%	36%
Life sciences	4	2	-	2	-	-	2	4	2	-	-	-	4	2	2
	3%	3%	-	6%	-	-	7%	7%	8%	-	-	-	7%	2%	10%
												k			
Marketing, media & creative	34	13	8	13	3	8	6	18	11	5	2	11	21	26	8
	26%	25%	22%	32%	17%	29%	18%	31%	49%	20%	10%	22%	35%	24%	35%

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

## Jobs Outlook - Combined

**Q8\_2. Which of the following job functions, if any, are you involved in recruiting for permanent members of staff and temporary agency workers?**

### Temporary agency workers

Base: All who recruit temporary agency workers

	WAVE			REGION						SIZE			SECTOR		
	Total	June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
	a	b	c	*d	e	f	g	*h	*i	*j	k	l	m	*n	
Significance Level: 95%															
Unweighted Total	134	55	37	42	19	32	34	55	21	28	20	53	61	110	24
Weighted Total	130	54	36	40	18	28	34	57	23	27	19	51	60	107	23
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Office professionals	65	24	23	18	8	14	14	29	16	13	2	24	39	53	12
	50%	44%	64%	45%	45%	51%	41%	52%	67%	49%	11%	47%	65%	49%	54%
Sales & retail	30	12	9	9	3	6	7	15	7	6	2	10	19	24	6
	23%	23%	26%	22%	19%	22%	22%	26%	31%	24%	9%	20%	31%	22%	28%
Technology	35	12	12	11	4	8	4	15	10	8	-	10	25	26	9
	27%	23%	34%	27%	21%	30%	13%	26%	44%	32%	-	19%	42%	25%	38%
												k			
None	16	8	3	5	2	4	5	8	3	2	5	5	6	13	3
	12%	15%	9%	12%	12%	15%	15%	14%	12%	6%	25%	10%	11%	13%	12%

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

## Jobs Outlook - Combined

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

### SUMMARY TABLE

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

	Total	Increase greatly	Increase slightly	Stay the same	Decrease slightly	Decrease greatly	Don't know	Net: Increase	Net: Decrease	Net: Increase + Stay the same	Mean
Accounting and financial services	184 100%	2 1%	28 15%	131 71%	6 3%	-	17 9%	30 16%	6 3%	161 88%	3.2
Construction	67 100%	-	22 33%	34 51%	3 4%	1 1%	7 11%	22 33%	4 5%	56 84%	3.3
Drivers	88 100%	3 3%	24 27%	49 56%	3 3%	-	9 11%	27 30%	3 3%	76 86%	3.3
Education	49 100%	1 2%	12 24%	27 54%	-	-	10 20%	13 26%	-	40 80%	3.3
Engineering & technical	152 100%	7 4%	39 25%	87 57%	5 4%	-	15 10%	46 30%	5 4%	132 87%	3.3
Executive recruitment / interim management	128 100%	1 1%	21 16%	85 67%	6 5%	-	14 11%	22 17%	6 5%	107 84%	3.2
Health & social care	61 100%	1 2%	15 24%	27 44%	3 5%	1 2%	14 23%	16 26%	4 7%	43 70%	3.3
Hospitality	64 100%	4 7%	14 22%	36 56%	2 3%	1 2%	6 10%	19 29%	3 5%	55 85%	3.3
Industrial	63 100%	2 3%	18 29%	34 54%	3 4%	1 1%	6 9%	20 32%	3 5%	54 86%	3.3
Legal & HR	155 100%	-	16 10%	117 75%	6 4%	-	17 11%	16 10%	6 4%	133 86%	3.1
Life sciences	27 100%	-	5 18%	17 63%	2 7%	-	3 12%	5 18%	2 7%	22 81%	3.1
Marketing, media & creative	158 100%	2 1%	27 17%	112 71%	1 1%	-	16 10%	29 19%	1 1%	141 89%	3.2
Office professionals	220 100%	5 2%	36 16%	149 68%	10 4%	1 *	19 9%	41 18%	11 5%	190 86%	3.2
Sales & retail	144 100%	2 1%	34 23%	95 66%	4 3%	-	10 7%	35 25%	4 3%	130 90%	3.2
Technology	147 100%	5 3%	24 16%	103 70%	3 2%	-	13 9%	29 19%	3 2%	132 89%	3.2
Average (response based including bases)	1708 100%	34 2%	334 20%	1102 65%	57 3%	4 *	177 10%	368 22%	61 4%	1470 86%	3.2



## Jobs Outlook - Combined

**Q10\_SUM. Average across all sectors (response based)**

### SUMMARY TABLE

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

	Total	WAVE			REGION						SIZE			SECTOR		
		June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public	
		a	b	c	d	e	f	g	h	i	j	k	l	m	n	
Significance Level: 95%																
Unweighted Total	1722	518	576	628	339	466	434	638	204	279	399	506	817	1329	393	
Weighted Total	1708	512	561	635	336	440	428	657	228	275	408	483	817	1317	391	
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
Increase greatly	(5)	34 2%	13 3%	8 1%	13 2%	5 2%	14 3%	11 3%	14 2%	3 2%	1 *	11 3%	7 1%	16 2%	28 2%	6 2%
Increase slightly	(4)	334 20%	100 19%	124 22%	110 17%	73 22%	92 21%	81 19%	118 18%	37 16%	51 19%	98 24%	111 23%	125 15%	276 21%	58 15%
Stay same	(3)	1102 65%	325 63%	353 63%	424 67%	216 64%	297 67%	263 61%	410 62%	147 64%	180 65%	261 64%	331 68%	511 63%	862 65%	240 61%
Decrease slightly	(2)	57 3%	6 1%	21 4%	30 5%	6 2%	13 3%	19 4%	26 4%	7 3%	11 4%	8 2%	13 3%	35 4%	35 3%	22 6%
Decrease greatly	(1)	4 *	1 *	- -	3 1%	1 *	2 *	1 *	1 *	- -	1 *	2 *	2 *	1 *	3 *	2 *
Don't know	177 10%	67 13%	55 10%	55 9%	34 10%	24 5%	54 13%	88 13%	34 15%	31 11%	28 7%	20 4%	129 16%	113 9%	63 16%	
		c			e		e	e	e	e			jk		m	
<b>NETS</b>																
Net: Increase	368 22%	113 22%	132 24%	123 19%	79 23%	106 24%	92 21%	132 20%	40 18%	52 19%	109 27%	118 24%	141 17%	304 23%	64 16%	
Net: Decrease	61 4%	7 1%	21 4%	33 5%	7 2%	14 3%	20 5%	27 4%	7 3%	12 4%	10 3%	15 3%	36 4%	37 3%	24 6%	
Net: Increase + Stay the same	1470 86%	438 86%	485 87%	547 86%	294 88%	402 91%	355 83%	542 83%	187 82%	232 84%	370 91%	448 93%	652 80%	1167 89%	304 78%	
Mean score	3.2	3.3 c	3.2	3.2	3.3 i	3.2	3.2	3.2	3.2	3.2	3.3 l	3.2	3.2	3.2 n	3.1	

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

## Jobs Outlook - Combined

**Q10\_1. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next three months?**

### Accounting and financial services

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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	*h	*i	j	k	l	m	n
Unweighted Total	185	49	63	73	38	49	45	70	25	28	30	70	85	149	36
Weighted Total	184	47	62	75	38	46	44	72	28	28	31	68	85	148	35
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly (5)	2 1%	1 2%	- -	1 1%	- -	- -	1 2%	2 3%	1 4%	- -	- -	1 2%	1 1%	1 1%	1 3%
Increase slightly (4)	28 15%	10 20%	9 14%	9 12%	9 23%	8 18%	7 15%	8 11%	1 3%	3 10%	3 11%	12 17%	12 14%	25 17%	3 8%
Stay same (3)	131 71%	31 66%	46 74%	55 73%	26 68%	35 75%	29 67%	50 69%	20 72%	21 76%	23 75%	51 75%	57 67%	107 72%	24 69%
Decrease slightly (2)	6 3%	- -	2 3%	4 5%	- -	2 4%	2 4%	3 4%	1 4%	1 3%	1 4%	1 1%	4 4%	3 2%	3 8%
Decrease greatly (1)	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Don't know	17 9%	5 12%	6 9%	6 8%	3 8%	1 3%	5 11%	9 13%	5 17%	3 11%	3 10%	3 4%	11 13%	13 9%	4 12%
<b>NETS</b>															
Net: Increase	30 16%	11 23%	9 14%	10 14%	9 23%	8 18%	8 18%	10 14%	2 7%	3 10%	3 11%	13 19%	13 16%	26 17%	4 11%
Net: Decrease	6 3%	- -	2 3%	4 5%	- -	2 4%	2 4%	3 4%	1 4%	1 3%	1 4%	1 1%	4 4%	3 2%	3 8%
Net: Increase + Stay the same	161 88%	42 88%	54 88%	65 87%	35 92%	43 93%	37 85%	59 83%	22 79%	24 86%	26 86%	64 94%	71 83%	133 89%	28 80%
Mean score	3.2	3.3	3.1	3.1	3.3	3.1	3.2	3.1	3.1	3.1	3.1	3.2	3.1	3.2	3.1

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

## Jobs Outlook - Combined

**Q10\_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		
		June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public	
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	j	*k	*l	m	*n	
Unweighted Total	69	23	21	25	18	26	14	17	3	8	34	12	23	50	19	
Weighted Total	67	24	19	24	17	26	13	16	3	8	35	10	22	49	18	
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
Increase greatly	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Increase slightly	(4)	22	6	8	8	7	9	4	5	1	2	11	5	6	19	3
		33%	24%	41%	35%	41%	33%	28%	29%	33%	23%	33%	47%	26%	38%	19%
Stay same	(3)	34	14	8	12	7	15	7	8	1	4	21	5	9	26	8
		51%	57%	44%	50%	44%	56%	50%	48%	36%	55%	60%	44%	40%	53%	45%
Decrease slightly	(2)	3	-	1	2	-	2	1	1	-	-	-	1	2	1	2
		4%	-	5%	8%	-	8%	7%	5%	-	-	-	9%	9%	2%	10%
Decrease greatly	(1)	1	-	-	1	1	-	-	-	-	-	1	-	-	-	1
		1%	-	-	4%	4%	-	-	-	-	2%	-	-	-	-	4%
Don't know		7	5	2	1	2	1	2	3	1	2	2	-	6	3	4
		11%	19%	9%	4%	10%	3%	15%	18%	31%	22%	5%	-	25%	7%	22%
<b>NETS</b>																
Net: Increase	22	6	8	8	7	9	4	5	1	2	11	5	6	19	3	
	33%	24%	41%	35%	41%	33%	28%	29%	33%	23%	33%	47%	26%	38%	19%	
Net: Decrease	4	-	1	3	1	2	1	1	-	-	1	1	2	1	3	
	5%	-	5%	11%	4%	8%	7%	5%	-	-	2%	9%	9%	2%	15%	
Net: Increase + Stay the same	56	20	16	20	14	23	10	12	2	6	32	9	14	45	11	
	84%	81%	85%	85%	85%	89%	78%	76%	69%	78%	93%	91%	66%	91%	64%	
Mean score	3.3	3.3	3.4	3.2	3.4	3.3	3.2	3.3	3.5	3.3	3.3	3.4	3.2	3.4	3.0	

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

## Jobs Outlook - Combined

**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		
		June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public	
Significance Level: 95%		*a	*b	c	*d	e	*f	*g	*h	*i	*j	*k	l	m	*n	
Unweighted Total	92	27	28	37	18	32	17	23	6	19	26	25	41	66	26	
Weighted Total	88	26	26	36	18	30	16	22	6	18	25	23	41	63	26	
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
Increase greatly	(5)	3	2	1	-	3	-	-	-	-	2	-	1	2	1	
		3%	7%	3%	-	9%	-	-	-	-	7%	-	2%	3%	4%	
Increase slightly	(4)	24	9	7	8	5	10	4	5	1	4	8	9	8	18	6
		27%	35%	26%	22%	27%	33%	23%	21%	16%	25%	31%	38%	19%	29%	23%
Stay same	(3)	49	11	15	24	10	15	10	14	4	10	14	12	24	35	14
		56%	41%	56%	66%	57%	49%	60%	62%	69%	58%	54%	52%	59%	56%	55%
Decrease slightly	(2)	3	-	2	1	1	2	-	-	-	-	1	2	2	1	
		3%	-	8%	3%	6%	7%	-	-	-	-	4%	5%	3%	4%	
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Don't know		9	5	2	3	2	1	3	4	1	3	2	1	6	4	
		11%	18%	7%	9%	10%	3%	17%	17%	15%	17%	7%	6%	16%	9%	15%
<b>NETS</b>																
Net: Increase	27	11	8	8	5	13	4	5	1	4	10	9	8	20	7	
	30%	42%	29%	22%	27%	42%	23%	21%	16%	25%	39%	38%	21%	31%	27%	
Net: Decrease	3	-	2	1	1	2	-	-	-	-	-	1	2	2	1	
	3%	-	8%	3%	6%	7%	-	-	-	-	-	4%	5%	3%	4%	
Net: Increase + Stay the same	76	22	22	32	15	27	13	19	5	15	23	21	32	55	21	
	86%	82%	86%	89%	84%	91%	83%	83%	85%	83%	93%	90%	79%	88%	81%	
Mean score	3.3	3.6	3.3	3.2	3.2	3.5	3.3	3.3	3.2	3.3	3.5	3.4	3.2	3.3	3.3	

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

## Jobs Outlook - Combined

**Q10\_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	
		June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	*n
Unweighted Total	47	10	19	18	14	10	9	14	5	9	14	9	24	33	14
Weighted Total	49	11	19	20	15	9	10	17	7	9	14	9	25	35	14
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly (5)	1 2%	-	1 4%	-	-	1 9%	-	-	-	-	-	-	1 3%	1 2%	-
Increase slightly (4)	12 24%	2 18%	6 30%	4 22%	5 32%	1 16%	3 27%	4 23%	1 18%	2 21%	6 44%	2 23%	3 13%	7 21%	5 33%
Stay same (3)	27 54%	4 40%	11 57%	12 60%	7 48%	5 57%	5 55%	9 55%	4 56%	5 60%	6 44%	6 68%	14 56%	21 60%	6 40%
Decrease slightly (2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Decrease greatly (1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	10 20%	4 42%	2 9%	4 19%	3 20%	2 17%	2 18%	4 21%	2 27%	2 19%	2 12%	1 9%	7 28%	6 17%	4 28%
<b>NETS</b>															
Net: Increase	13 26%	2 18%	7 34%	4 22%	5 32%	2 25%	3 27%	4 23%	1 18%	2 21%	6 44%	2 23%	4 16%	8 23%	5 33%
Net: Decrease	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same	40 80%	6 58%	17 91%	16 81%	12 80%	8 83%	8 82%	13 79%	5 73%	7 81%	13 88%	9 91%	18 72%	29 83%	10 72%
Mean score	3.3	3.3	3.4	3.3	3.4	3.4	3.3	3.3	3.2	3.3	3.5	3.3	3.3	3.3	3.4

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

## Jobs Outlook - Combined

**Q10\_5. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next three months?**

### Engineering & technical

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

	WAVE			REGION						SIZE			SECTOR		
	Total	June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	*d	e	f	g	*h	*i	j	k	l	m	n
Unweighted Total	157	53	40	64	28	50	38	51	13	28	53	38	66	121	36
Weighted Total	152	52	37	64	26	49	36	50	14	27	52	35	65	116	36
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5) 7 4%	2 3%	1 3%	4 6%	1 4%	3 6%	3 8%	3 5%	- -	- -	1 2%	1 3%	5 8%	7 6%	- -
Increase slightly	(4) 39 25%	14 27%	9 24%	16 25%	6 25%	17 34%	7 19%	9 18%	2 14%	6 24%	15 28%	10 28%	14 22%	31 27%	7 21%
Stay same	(3) 87 57%	31 59%	22 59%	34 53%	14 54%	25 51%	21 58%	30 59%	9 62%	18 66%	33 63%	22 62%	32 49%	65 56%	21 59%
Decrease slightly	(2) 5 4%	1 2%	1 2%	4 6%	1 5%	1 2%	1 2%	2 4%	1 10%	1 3%	2 4%	2 5%	2 3%	3 2%	3 7%
Decrease greatly	(1) - -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Don't know	15 10%	5 9%	4 12%	6 9%	3 12%	3 6%	5 13%	7 14%	2 15%	2 7%	2 3%	1 2%	12 19%	10 9%	5 13%
<b>NETS</b>															
Net: Increase	46 30%	16 30%	10 26%	20 32%	7 28%	20 41%	10 27%	12 23%	2 14%	6 24%	16 30%	11 31%	19 29%	38 33%	7 21%
Net: Decrease	5 4%	1 2%	1 2%	4 6%	1 5%	1 2%	1 2%	2 4%	1 10%	1 3%	2 4%	2 5%	2 3%	3 2%	3 7%
Net: Increase + Stay the same	132 87%	47 89%	31 86%	54 85%	22 82%	45 92%	31 84%	41 82%	11 76%	24 90%	49 93%	33 93%	51 78%	103 89%	29 80%
Mean score	3.3	3.3	3.3	3.4	3.3	3.5	3.4	3.3	3.1	3.2	3.3	3.3	3.4	3.4	3.2

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

## Jobs Outlook - Combined

**Q10\_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	
		June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		a	b	c	*d	e	f	g	*h	*i	*j	k	l	m	n
Significance Level: 95%															
Unweighted Total	133	39	45	49	23	38	36	52	16	20	18	46	69	103	30
Weighted Total	128	37	44	47	22	34	35	52	17	19	17	43	67	99	29
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	1	-	-	-	1	-	-	-	-	1	-	-	-	1
		1%	-	-	-	3%	-	-	-	-	6%	-	-	-	4%
Increase slightly	(4)	21	9	7	6	4	7	8	1	3	3	7	11	20	1
		16%	21%	16%	25%	13%	19%	15%	8%	16%	17%	16%	16%	20%	3%
														n	
Stay same	(3)	85	29	33	14	24	20	34	14	13	13	31	41	68	18
		67%	66%	69%	65%	73%	58%	65%	79%	65%	72%	73%	62%	68%	62%
Decrease slightly	(2)	6	2	3	-	1	3	3	-	2	-	2	4	2	4
		5%	4%	6%	-	3%	9%	6%	-	10%	-	5%	6%	2%	13%
														m	
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		14	4	4	2	3	5	8	2	2	1	2	11	9	5
		11%	9%	9%	9%	9%	15%	15%	13%	9%	5%	6%	16%	9%	18%
<b>NETS</b>															
Net: Increase		22	9	7	6	5	7	8	1	3	4	7	11	20	2
		17%	21%	16%	25%	16%	19%	15%	8%	16%	23%	16%	16%	20%	7%
Net: Decrease		6	2	3	-	1	3	3	-	2	-	2	4	2	4
		5%	4%	6%	-	3%	9%	6%	-	10%	-	5%	6%	2%	13%
														m	
Net: Increase + Stay the same		107	38	40	20	30	27	42	15	16	17	38	52	88	20
		84%	87%	85%	91%	88%	76%	80%	87%	81%	95%	90%	78%	88%	69%
														n	
Mean score		3.2	3.2	3.1	3.3	3.2	3.1	3.1	3.1	3.1	3.3	3.1	3.1	3.2	3.0

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

## Jobs Outlook - Combined

**Q10\_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	
		June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	*n
Unweighted Total	57	16	20	21	12	10	16	22	6	13	17	14	26	36	21
Weighted Total	61	15	21	25	13	9	19	24	6	14	19	16	27	39	22
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	1	-	1	1	-	-	-	-	-	-	-	1	-	1
		2%	-	5%	9%	-	-	-	-	-	-	-	4%	-	5%
Increase slightly	(4)	15	4	6	5	4	1	6	7	1	3	6	5	4	5
		24%	24%	31%	19%	32%	9%	33%	29%	16%	20%	31%	31%	16%	22%
Stay same	(3)	27	8	6	13	5	7	6	9	3	7	9	6	12	9
		44%	53%	27%	52%	35%	71%	33%	36%	45%	47%	47%	38%	45%	40%
Decrease slightly	(2)	3	-	2	1	-	-	2	2	-	1	-	1	2	1
		5%	-	9%	5%	-	-	13%	10%	-	6%	-	7%	8%	4%
Decrease greatly	(1)	1	-	-	1	-	1	-	-	-	-	1	-	-	1
		2%	-	-	4%	-	10%	-	-	-	-	6%	-	-	4%
Don't know		14	4	7	4	3	1	4	6	2	4	4	3	7	5
		23%	23%	33%	14%	24%	9%	20%	25%	39%	27%	22%	18%	26%	24%
<b>NETS</b>															
Net: Increase		16	4	6	6	5	1	6	7	1	3	6	5	5	6
		26%	24%	31%	24%	41%	9%	33%	29%	16%	20%	31%	31%	21%	28%
Net: Decrease		4	-	2	2	-	1	2	2	-	1	-	2	2	2
		7%	-	9%	9%	-	10%	13%	10%	-	6%	-	13%	8%	8%
Net: Increase + Stay the same		43	12	12	19	10	8	12	16	4	9	15	11	17	15
		70%	77%	58%	76%	76%	80%	67%	65%	61%	67%	78%	69%	66%	68%
Mean score		3.3	3.3	3.3	3.2	3.7	2.9	3.3	3.3	3.3	3.2	3.4	3.1	3.2	3.3

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



## Jobs Outlook - Combined

**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	
		June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	*n
Unweighted Total	62	22	18	22	11	13	15	22	7	16	25	9	28	46	16
Weighted Total	64	23	19	23	11	15	16	22	7	16	26	10	28	48	17
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	4	-	1	1	2	1	1	-	-	-	1	3	3	1
		7%	16%	3%	7%	16%	7%	5%	-	-	-	12%	11%	7%	7%
Increase slightly	(4)	14	6	4	2	2	2	3	1	8	6	4	4	9	6
		22%	28%	23%	18%	13%	14%	13%	10%	46%	24%	40%	14%	18%	33%
Stay same	(3)	36	9	11	6	10	9	14	5	6	17	3	16	30	6
		56%	40%	61%	54%	65%	60%	65%	76%	37%	65%	34%	55%	63%	37%
Decrease slightly	(2)	2	-	1	1	-	1	1	-	-	1	1	-	2	-
		3%	-	7%	13%	-	6%	4%	-	-	3%	13%	-	5%	-
Decrease greatly	(1)	1	-	-	-	-	-	-	-	1	1	-	-	1	-
		2%	-	5%	-	-	-	-	-	7%	4%	-	-	2%	-
Don't know		6	4	2	1	1	2	3	1	2	1	-	6	3	4
		10%	17%	9%	9%	6%	13%	13%	14%	11%	3%	-	20%	6%	23%
<b>NETS</b>															
Net: Increase	19	10	4	4	3	4	3	4	1	8	6	5	7	12	7
	29%	44%	23%	19%	24%	29%	22%	18%	10%	46%	24%	53%	25%	25%	40%
Net: Decrease	3	-	1	2	1	-	1	1	-	1	2	1	-	3	-
	5%	-	7%	9%	13%	-	6%	4%	-	7%	7%	13%	-	7%	-
Net: Increase + Stay the same	55	19	16	20	8	14	13	18	6	14	23	9	22	42	13
	85%	83%	84%	87%	78%	94%	82%	83%	86%	83%	89%	87%	80%	88%	77%
Mean score	3.3	3.7	3.2	3.1	3.2	3.5	3.3	3.2	3.1	3.4	3.1	3.5	3.4	3.2	3.6

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

## Jobs Outlook - Combined

**Q10\_9. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next three months?**

### Industrial

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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	l	m	*n
Unweighted Total	65	23	17	25	18	14	14	18	4	15	19	15	31	46	19
Weighted Total	63	21	16	26	17	14	14	18	4	14	19	14	30	42	20
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	2	1	-	1	2	-	-	-	-	2	-	-	2	-
		3%	4%	-	3%	9%	-	-	-	-	8%	-	-	4%	-
Increase slightly	(4)	18	6	3	9	4	2	4	8	3	6	7	5	17	2
		29%	30%	17%	36%	25%	14%	32%	42%	78%	33%	51%	17%	39%	9%
Stay same	(3)	34	10	9	14	9	10	6	6	-	10	5	18	20	14
		54%	49%	60%	55%	54%	75%	47%	36%	-	54%	38%	61%	47%	68%
Decrease slightly	(2)	3	1	2	-	1	1	-	-	1	-	1	2	1	2
		4%	4%	11%	-	5%	7%	-	-	6%	-	7%	6%	2%	9%
Decrease greatly	(1)	1	-	-	1	-	1	-	-	-	-	1	-	1	-
		1%	-	-	2%	-	4%	-	-	-	-	4%	-	1%	-
Don't know		6	3	2	1	1	-	3	4	1	1	-	5	3	3
		9%	13%	12%	4%	6%	-	21%	21%	22%	6%	5%	-	16%	6%
<b>NETS</b>															
Net: Increase	20	7	3	10	6	2	4	8	3	5	8	7	5	18	2
	32%	34%	17%	39%	35%	14%	32%	42%	78%	32%	41%	51%	17%	43%	9%
Net: Decrease	3	1	2	1	1	2	-	-	-	1	-	1	2	1	2
	5%	4%	11%	2%	5%	11%	-	-	-	6%	-	11%	6%	3%	9%
Net: Increase + Stay the same	54	18	12	24	15	12	11	14	3	12	18	12	23	38	16
	86%	82%	77%	94%	89%	89%	79%	79%	78%	88%	95%	89%	78%	90%	77%
Mean score	3.3	3.4	3.1	3.4	3.4	3.0	3.4	3.5	4.0	3.3	3.5	3.4	3.1	3.4	3.0

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

## Jobs Outlook - Combined

**Q10\_10. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next three months?**

### Legal & HR

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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	155	48	55	52	33	35	38	61	23	26	16	55	84	125	30
Weighted Total	155	48	54	54	33	33	37	64	27	26	17	55	83	127	29
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Increase slightly	(4)	16	7	7	2	3	6	4	7	2	1	8	7	13	3
	10%	15%	14%	3%	9%	17%	12%	11%	9%	4%	8%	15%	8%	10%	10%
Stay same	(3)	117	34	40	42	25	25	27	46	19	21	43	62	98	19
	75%	72%	75%	78%	76%	76%	73%	72%	70%	82%	69%	79%	74%	77%	66%
Decrease slightly	(2)	6	1	1	4	1	-	2	4	2	1	1	4	4	2
	4%	2%	2%	8%	3%	-	5%	7%	9%	3%	7%	2%	5%	3%	6%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		17	5	5	6	4	2	4	7	3	3	2	11	11	5
	11%	11%	9%	11%	12%	7%	10%	11%	13%	12%	17%	4%	14%	9%	18%
<b>NETS</b>															
Net: Increase	16	7	7	2	3	6	4	7	2	1	1	8	7	13	3
	10%	15%	14%	3%	9%	17%	12%	11%	9%	4%	8%	15%	8%	10%	10%
Net: Decrease	6	1	1	4	1	-	2	4	2	1	1	1	4	4	2
	4%	2%	2%	8%	3%	-	5%	7%	9%	3%	7%	2%	5%	3%	6%
Net: Increase + Stay the same	133	41	48	44	28	30	32	52	21	22	13	51	68	111	22
	86%	87%	89%	81%	85%	93%	85%	82%	79%	85%	77%	94%	82%	88%	76%
Mean score	3.1	3.1	3.1	2.9	3.1	3.2	3.1	3.0	3.0	3.0	3.0	3.1	3.0	3.1	3.1
		c	c												

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	
		June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total	27	9	8	10	5	4	8	11	3	7	2	3	22	15	12
Weighted Total	27	9	7	10	5	4	8	11	3	7	2	3	22	15	12
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Increase slightly	(4)	5	2	2	1	-	1	3	4	1	-	1	4	5	-
	18%	22%	24%	9%	-	33%	34%	32%	27%	-	-	32%	18%	32%	-
Stay same	(3)	17	5	4	8	5	2	4	4	-	5	2	15	8	9
	63%	57%	52%	77%	100%	67%	55%	40%	-	74%	-	68%	69%	54%	76%
Decrease slightly	(2)	2	1	1	-	-	-	-	-	2	-	-	2	-	2
	7%	11%	11%	-	-	-	-	-	-	26%	-	-	8%	-	16%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	3	1	1	1	-	-	1	3	2	-	2	-	1	2	1
	12%	10%	12%	14%	-	-	11%	28%	73%	-	100%	-	4%	15%	8%
<b>NETS</b>															
Net: Increase	5	2	2	1	-	1	3	4	1	-	-	1	4	5	-
	18%	22%	24%	9%	-	33%	34%	32%	27%	-	-	32%	18%	32%	-
Net: Decrease	2	1	1	-	-	-	-	-	-	2	-	-	2	-	2
	7%	11%	11%	-	-	-	-	-	-	26%	-	-	8%	-	16%
Net: Increase + Stay the same	22	7	6	9	5	4	7	8	1	5	-	3	19	13	9
	81%	79%	77%	86%	100%	100%	89%	72%	27%	74%	-	100%	87%	85%	76%
Mean score	3.1	3.1	3.2	3.1	3.0	3.3	3.4	3.4	4.0	2.7	-	3.3	3.1	3.4	2.8

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

## Jobs Outlook - Combined

**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	
		June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		a	b	c	*d	e	f	g	*h	*i	j	k	l	m	n
Significance Level: 95%															
Unweighted Total	157	47	57	53	29	39	48	70	22	19	30	53	74	127	30
Weighted Total	158	47	57	55	29	37	47	73	25	19	31	51	76	128	31
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	2	2	-	-	-	-	1	1	1	2	-	-	1	1
		1%	4%	-	-	-	-	2%	5%	4%	7%	-	-	1%	3%
											l				
Increase slightly	(4)	27	10	9	8	6	6	11	5	2	9	8	11	24	3
		17%	18%	17%	26%	17%	13%	15%	20%	10%	27%	15%	14%	19%	10%
Stay same	(3)	112	40	38	18	28	36	51	15	13	20	41	51	89	23
		71%	71%	70%	63%	77%	75%	70%	61%	70%	63%	79%	68%	70%	73%
Decrease slightly	(2)	1	-	1	-	-	1	1	-	-	-	-	1	1	-
		1%	-	2%	-	-	2%	2%	-	-	-	-	1%	1%	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		16	4	7	3	2	5	8	3	3	1	3	12	12	4
		10%	11%	12%	10%	6%	10%	11%	14%	16%	3%	6%	16%	9%	14%
<b>NETS</b>															
Net: Increase		29	12	9	8	6	6	12	6	3	11	8	11	25	4
		19%	18%	16%	26%	17%	13%	17%	25%	15%	34%	15%	14%	20%	13%
											kl				
Net: Decrease		1	-	1	-	-	1	1	-	-	-	-	1	1	-
		1%	-	2%	-	-	2%	2%	-	-	-	-	1%	1%	-
Net: Increase + Stay the same		141	52	47	26	35	42	64	22	16	31	48	62	115	27
		89%	89%	86%	90%	94%	88%	88%	86%	84%	97%	94%	82%	90%	86%
											l	l			
Mean score		3.2	3.3	3.2	3.3	3.2	3.1	3.2	3.4	3.2	3.4	3.2	3.2	3.2	3.2

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

## Jobs Outlook - Combined

**Q10\_13. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next three months?**

### Office professionals

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

	Total	WAVE			REGION						SIZE			SECTOR		
		June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public	
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n	
Unweighted Total	224	67	77	80	42	63	56	90	34	29	48	71	105	183	41	
Weighted Total	220	66	75	79	42	57	55	93	38	28	49	66	105	181	39	
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
Increase greatly	(5)	5	2	1	2	1	1	2	3	1	-	2	3	-	5	-
		2%	3%	1%	2%	2%	3%	3%	3%	-	-	4%	4%	-	3%	-
Increase slightly	(4)	36	9	15	12	5	10	10	17	8	4	10	13	13	31	4
		16%	13%	21%	15%	13%	17%	17%	19%	20%	13%	21%	20%	12%	17%	11%
Stay same	(3)	149	46	49	54	30	39	35	60	25	20	33	45	71	122	27
		68%	70%	65%	69%	73%	69%	64%	64%	65%	70%	69%	68%	67%	68%	69%
Decrease slightly	(2)	10	2	4	4	1	2	3	5	2	2	1	2	7	8	2
		4%	3%	5%	5%	2%	3%	6%	6%	6%	6%	2%	3%	6%	5%	4%
Decrease greatly	(1)	1	1	-	-	-	-	1	1	-	-	-	-	1	1	-
		*	1%	-	-	-	-	2%	1%	-	-	-	-	1%	*	-
Don't know		19	7	6	7	4	5	5	7	2	3	2	3	15	13	6
		9%	10%	8%	9%	11%	9%	9%	8%	6%	11%	4%	4%	14%	7%	15%
													k			
<b>NETS</b>																
Net: Increase	41	11	16	13	6	11	11	20	9	4	12	16	13	36	4	
	18%	16%	22%	17%	14%	19%	20%	22%	23%	13%	25%	24%	12%	20%	11%	
Net: Decrease	11	3	4	4	1	2	4	6	2	2	1	2	8	9	2	
	5%	4%	5%	5%	2%	3%	7%	7%	6%	6%	2%	3%	7%	5%	4%	
Net: Increase + Stay the same	190	57	65	68	36	50	46	80	33	24	46	61	83	158	32	
	86%	86%	87%	86%	87%	88%	84%	86%	88%	83%	94%	92%	79%	88%	81%	
Mean score	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.2	3.1	3.3	3.3	3.0	3.2	3.1	
											l	l				

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

## Jobs Outlook - Combined

**Q10\_14. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next three months?**

### Sales & retail

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

	Total	WAVE			REGION						SIZE			SECTOR		
		June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public	
		a	b	c	*d	e	f	g	*h	*i	j	k	l	m	n	
Significance Level: 95%																
Unweighted Total	148	47	52	49	28	41	43	58	15	21	39	46	63	118	30	
Weighted Total	144	47	51	46	27	37	42	60	17	21	40	41	63	114	30	
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
Increase greatly	(5)	2	1	-	1	-	-	2	2	-	-	-	-	2	2	-
		1%	2%	-	2%	-	-	4%	3%	-	-	-	3%	1%	-	
Increase slightly	(4)	34	7	17	10	6	8	8	12	4	7	13	14	29	5	
		23%	15%	34%	21%	23%	22%	18%	20%	25%	35%	18%	31%	22%	25%	17%
			a													
Stay same	(3)	95	35	28	32	20	27	26	36	11	12	28	37	76	19	
		66%	75%	54%	69%	73%	72%	61%	61%	62%	57%	69%	60%	67%	62%	
			b													
Decrease slightly	(2)	4	-	2	2	-	2	1	1	-	1	-	2	3	1	
		3%	-	4%	5%	-	6%	2%	2%	-	4%	-	3%	3%	3%	
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Don't know		10	4	4	2	1	-	6	8	2	1	-	8	5	6	
		7%	9%	8%	4%	4%	-	14%	14%	13%	4%	-	13%	4%	18%	
							e	e				k		m		
<b>NETS</b>																
Net: Increase	35	8	17	10	6	8	9	14	4	7	7	13	15	30	5	
	25%	17%	34%	23%	23%	22%	22%	23%	25%	35%	18%	31%	24%	27%	17%	
Net: Decrease	4	-	2	2	-	2	1	1	-	1	2	-	2	3	1	
	3%	-	4%	5%	-	6%	2%	2%	-	4%	5%	-	3%	3%	3%	
Net: Increase + Stay the same	130	43	45	42	26	35	35	50	15	19	36	41	53	106	24	
	90%	91%	88%	91%	96%	94%	83%	84%	87%	92%	89%	100%	84%	93%	79%	
												jl		n		
Mean score	3.2	3.2	3.3	3.2	3.2	3.2	3.3	3.3	3.3	3.3	3.1	3.3	3.3	3.3	3.2	

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

## Jobs Outlook - Combined

**Q10\_15. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next three months?**

### Technology

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

	Total	WAVE			REGION						SIZE			SECTOR		
		June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public	
Significance Level: 95%		a	b	c	*d	e	f	g	*h	*i	*j	k	l	m	n	
Unweighted Total	144	38	56	50	22	42	37	59	22	21	28	40	76	111	33	
Weighted Total	147	39	56	52	25	39	37	62	26	21	30	39	78	113	34	
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
Increase greatly	(5)	5	1	2	2	-	2	3	3	-	-	2	1	2	5	-
		3%	2%	3%	4%	-	6%	7%	4%	-	-	6%	2%	3%	4%	-
Increase slightly	(4)	24	5	12	6	4	7	7	12	4	2	5	8	11	19	5
		16%	13%	22%	12%	14%	17%	20%	18%	17%	9%	17%	20%	14%	17%	13%
Stay same	(3)	103	29	36	39	19	28	21	39	18	17	22	30	52	80	24
		70%	73%	64%	74%	77%	73%	58%	63%	70%	79%	74%	75%	66%	70%	69%
Decrease slightly	(2)	3	-	1	2	-	-	2	2	-	1	-	-	3	1	2
		2%	-	1%	4%	-	-	5%	3%	-	4%	-	-	4%	1%	5%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		13	5	5	3	2	2	4	7	3	2	1	1	11	9	4
		9%	12%	9%	6%	8%	4%	10%	12%	13%	8%	3%	3%	14%	8%	12%
<b>NETS</b>																
Net: Increase		29	6	14	9	4	9	10	14	4	2	7	9	13	24	5
		19%	15%	25%	17%	14%	23%	27%	23%	17%	9%	23%	22%	17%	21%	13%
Net: Decrease		3	-	1	2	-	-	2	2	-	1	-	-	3	1	2
		2%	-	1%	4%	-	-	5%	3%	-	4%	-	-	4%	1%	5%
Net: Increase + Stay the same		132	35	50	47	23	37	31	53	22	19	29	38	65	104	28
		89%	88%	89%	90%	92%	96%	84%	85%	87%	88%	97%	97%	83%	92%	83%
Mean score		3.2	3.2	3.3	3.2	3.2	3.3	3.3	3.3	3.2	3.1	3.3	3.3	3.2	3.3	3.1

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



## Jobs Outlook - Combined

**Q11\_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	184	3	32	119	3	-	27	34	3	154	3.2
	100%	2%	17%	65%	2%	-	15%	19%	2%	84%	
Construction	67	3	20	34	1	-	9	23	1	57	3.4
	100%	4%	30%	50%	1%	-	14%	34%	1%	85%	
Drivers	88	3	30	38	1	-	17	33	1	71	3.5
	100%	3%	34%	43%	1%	-	19%	37%	1%	80%	
Education	49	2	12	29	-	-	7	14	-	43	3.4
	100%	3%	25%	58%	-	-	14%	28%	-	86%	
Engineering & technical	152	5	42	80	3	-	22	47	3	127	3.4
	100%	3%	27%	53%	2%	-	14%	31%	2%	84%	
Executive recruitment / interim management	128	4	28	71	2	1	22	33	2	104	3.3
	100%	3%	22%	56%	1%	*	17%	26%	2%	81%	
Health & social care	61	1	11	29	1	1	17	12	2	41	3.2
	100%	2%	19%	47%	1%	2%	29%	21%	4%	68%	
Hospitality	64	2	17	33	1	1	10	19	2	52	3.3
	100%	4%	26%	51%	2%	1%	15%	30%	3%	82%	
Industrial	63	2	24	25	1	1	11	26	1	51	3.5
	100%	3%	38%	40%	1%	1%	17%	41%	2%	81%	
Legal & HR	155	1	19	106	2	-	28	20	2	126	3.2
	100%	1%	12%	68%	1%	-	18%	13%	1%	81%	
Life sciences	27	1	5	14	1	-	6	6	1	20	3.3
	100%	5%	18%	53%	3%	-	21%	23%	3%	76%	
Marketing, media & creative	158	3	27	106	-	-	22	30	-	136	3.2
	100%	2%	17%	67%	-	-	14%	19%	-	86%	
Office professionals	220	6	47	130	4	-	33	53	4	184	3.3
	100%	3%	22%	59%	2%	-	15%	24%	2%	83%	
Sales & retail	144	4	39	81	5	-	14	43	5	125	3.3
	100%	3%	27%	56%	4%	-	10%	30%	4%	86%	
Technology	147	2	29	89	2	-	25	31	2	120	3.3
	100%	1%	19%	61%	2%	-	17%	21%	2%	82%	
Average (response based including bases)	1708	43	383	984	27	3	268	426	30	1410	3.3
	100%	2%	22%	58%	2%	*	16%	25%	2%	83%	

## 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		
		June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public	
		a	b	c	d	e	f	g	h	i	j	k	l	m	n	
Significance Level: 95%																
Unweighted Total	1722	518	576	628	339	466	434	638	204	279	399	506	817	1329	393	
Weighted Total	1708	512	561	635	336	440	428	657	228	275	408	483	817	1317	391	
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
Increase greatly	(5)	43 2%	20 4%	7 1%	15 2%	5 2%	19 4%	10 2%	15 2%	5 2%	3 1%	17 4%	13 3%	13 2%	37 3%	5 1%
			b				dgi				l					
Increase slightly	(4)	383 22%	113 22%	138 25%	132 21%	106 31%	91 21%	94 22%	124 19%	30 13%	63 23%	104 26%	113 23%	166 20%	287 22%	96 25%
					efghi	h	h			h	l					
Stay same	(3)	984 58%	298 58%	316 56%	370 58%	189 56%	254 58%	255 60%	392 60%	137 60%	149 54%	234 57%	304 63%	446 55%	778 59%	206 53%
												l		n		
Decrease slightly	(2)	27 2%	2 *	13 2%	13 2%	2 1%	4 1%	9 2%	12 2%	3 1%	9 3%	5 1%	5 1%	17 2%	12 1%	14 4%
			a	a	a					de					m	
Decrease greatly	(1)	3 *	-	-	3 1%	2 1%	1 *	-	-	-	-	2 1%	1 *	-	3 *	-
					g						l					
Don't know		268 16%	79 15%	87 15%	102 16%	32 10%	71 16%	61 14%	114 17%	53 23%	51 18%	46 11%	47 10%	175 21%	199 15%	70 18%
							d		d	def	d		jk			
<b>NETS</b>																
Net: Increase		426 25%	133 26%	145 26%	147 23%	111 33%	110 25%	104 24%	139 21%	35 15%	66 24%	121 30%	126 26%	178 22%	325 25%	101 26%
					efghi	h	h			h	l					
Net: Decrease		30 2%	2 *	13 2%	16 2%	4 1%	5 1%	9 2%	12 2%	3 1%	9 3%	7 2%	6 1%	17 2%	16 1%	14 4%
				a	a					e					m	
Net: Increase + Stay the same		1410 83%	431 84%	461 82%	517 81%	300 89%	364 83%	359 84%	531 81%	172 75%	215 78%	356 87%	430 89%	624 76%	1103 84%	307 79%
					efghi	h	h				l	l		n		
Mean score		3.3	3.4 c	3.3	3.3	3.4 gh	3.3 h	3.3	3.3	3.2	3.3	3.4 l	3.3	3.3	3.3	

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

## Jobs Outlook - Combined

**Q11\_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	
		June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	*h	*i	j	k	l	m	n
Unweighted Total	185	49	63	73	38	49	45	70	25	28	30	70	85	149	36
Weighted Total	184	47	62	75	38	46	44	72	28	28	31	68	85	148	35
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly (5)	3 2%	2 4%	- -	1 1%	- -	- -	2 4%	3 4%	1 4%	- -	- -	2 3%	1 1%	2 1%	1 3%
Increase slightly (4)	32 17%	7 16%	9 15%	15 20%	10 27%	8 17%	8 18%	9 13%	1 5%	5 17%	7 23%	12 17%	13 15%	27 18%	5 14%
Stay same (3)	119 65%	31 65%	41 67%	47 63%	23 62%	31 68%	28 65%	48 67%	20 70%	16 59%	21 67%	45 67%	53 62%	97 65%	22 63%
Decrease slightly (2)	3 2%	- -	2 3%	1 1%	- -	- -	1 2%	2 3%	1 4%	1 3%	- -	1 2%	2 2%	1 1%	2 5%
Decrease greatly (1)	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Don't know	27 15%	7 15%	9 14%	11 15%	4 12%	7 16%	5 11%	10 14%	5 17%	6 21%	3 9%	8 11%	17 20%	22 15%	5 15%
<b>NETS</b>															
Net: Increase	34 19%	9 19%	9 15%	16 21%	10 27%	8 17%	10 22%	12 17%	2 9%	5 17%	7 23%	13 20%	14 16%	28 19%	6 17%
Net: Decrease	3 2%	- -	2 3%	1 1%	- -	- -	1 2%	2 3%	1 4%	1 3%	- -	1 2%	2 2%	1 1%	2 5%
Net: Increase + Stay the same	154 84%	40 85%	51 82%	63 84%	33 88%	39 84%	38 87%	60 84%	22 79%	21 76%	28 91%	59 87%	67 78%	125 84%	28 80%
Mean score	3.2	3.3	3.1	3.3	3.3	3.2	3.3	3.2	3.1	3.2	3.3	3.2	3.2	3.2	3.2

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

## Jobs Outlook - Combined

**Q11\_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	
		June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	j	*k	*l	m	*n
Unweighted Total	69	23	21	25	18	26	14	17	3	8	34	12	23	50	19
Weighted Total	67	24	19	24	17	26	13	16	3	8	35	10	22	49	18
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	3	1	-	1	2	-	-	-	-	1	2	-	3	-
		4%	5%	-	5%	7%	-	-	-	-	2%	18%	-	5%	-
Increase slightly	(4)	20	6	7	7	5	5	7	2	3	12	2	6	15	5
		30%	25%	37%	31%	20%	35%	41%	69%	34%	34%	24%	28%	31%	29%
Stay same	(3)	34	12	10	12	16	5	5	-	3	19	6	9	26	8
		50%	48%	54%	50%	61%	36%	29%	-	44%	54%	59%	41%	52%	44%
Decrease slightly	(2)	1	-	-	1	-	1	1	-	-	-	-	1	-	1
		1%	-	-	4%	-	7%	5%	-	-	-	-	4%	-	5%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		9	5	2	2	3	3	4	1	2	3	-	6	6	4
		14%	22%	9%	10%	12%	22%	24%	31%	22%	10%	-	27%	11%	22%
<b>NETS</b>															
Net: Increase		23	7	7	9	7	7	5	7	2	3	4	6	18	5
		34%	30%	37%	37%	39%	27%	35%	41%	69%	34%	36%	41%	28%	36%
Net: Decrease		1	-	-	1	-	-	1	1	-	-	-	1	-	1
		1%	-	-	4%	-	-	7%	5%	-	-	-	4%	-	5%
Net: Increase + Stay the same		57	19	17	21	16	23	9	11	2	6	10	15	44	13
		85%	78%	91%	86%	95%	88%	71%	71%	69%	78%	90%	100%	69%	89%
Mean score		3.4	3.5	3.4	3.4	3.5	3.4	3.4	3.5	4.0	3.4	3.6	3.3	3.5	3.3

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

## Jobs Outlook - Combined

**Q11\_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	
		June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	c	*d	e	*f	*g	*h	*i	*j	*k	l	m	*n
Unweighted Total	92	27	28	37	18	32	17	23	6	19	26	25	41	66	26
Weighted Total	88	26	26	36	18	30	16	22	6	18	25	23	41	63	26
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly (5)	3 3%	2 7%	1 3%	- -	- -	3 9%	- -	- -	- -	- -	2 7%	- -	1 2%	2 3%	1 4%
Increase slightly (4)	30 34%	9 33%	10 37%	12 33%	8 44%	10 32%	6 39%	8 38%	2 35%	4 25%	9 34%	11 49%	11 26%	22 35%	9 33%
Stay same (3)	38 43%	10 39%	11 41%	17 47%	7 41%	11 37%	8 49%	10 43%	2 27%	9 53%	11 45%	9 39%	18 43%	25 40%	12 48%
Decrease slightly (2)	1 1%	- -	1 4%	- -	1 6%	- -	- -	- -	- -	- -	- -	- -	1 2%	1 2%	- -
Decrease greatly (1)	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Don't know	17 19%	5 21%	4 15%	7 20%	2 10%	7 22%	2 12%	4 19%	2 38%	4 22%	3 14%	3 12%	10 26%	13 20%	4 15%
<b>NETS</b>															
Net: Increase	33 37%	11 40%	11 40%	12 33%	8 44%	12 41%	6 39%	8 38%	2 35%	4 25%	10 41%	11 49%	12 28%	23 37%	10 37%
Net: Decrease	1 1%	- -	1 4%	- -	1 6%	- -	- -	- -	- -	- -	- -	- -	1 2%	1 2%	- -
Net: Increase + Stay the same	71 80%	21 79%	21 81%	29 80%	15 85%	24 78%	14 88%	18 81%	4 62%	14 78%	22 86%	20 88%	29 72%	49 78%	22 85%
Mean score	3.5	3.6	3.5	3.4	3.4	3.6	3.4	3.5	3.6	3.3	3.6	3.6	3.4	3.5	3.5

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	
		June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	*n
Unweighted Total	47	10	19	18	14	10	9	14	5	9	14	9	24	33	14
Weighted Total	49	11	19	20	15	9	10	17	7	9	14	9	25	35	14
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	2	2	-	1	1	-	-	-	-	-	1	1	2	-
		3%	9%	-	6%	9%	-	-	-	-	-	9%	3%	5%	-
Increase slightly	(4)	12	7	4	6	1	2	3	1	2	5	3	4	6	6
		25%	17%	34%	38%	16%	23%	21%	18%	19%	33%	33%	17%	17%	42%
Stay same	(3)	29	9	14	8	5	6	10	5	6	8	5	15	22	6
		58%	50%	48%	56%	51%	59%	63%	68%	62%	55%	58%	61%	64%	45%
Decrease slightly	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		7	2	1	-	2	2	3	1	2	2	-	5	5	2
		14%	34%	9%	-	25%	18%	16%	14%	19%	12%	-	19%	14%	13%
<b>NETS</b>															
Net: Increase		14	8	4	6	2	2	3	1	2	5	4	5	8	6
		28%	17%	43%	44%	25%	23%	21%	18%	19%	33%	42%	20%	22%	42%
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		43	17	18	15	7	8	14	6	7	13	9	21	30	12
		86%	66%	91%	100%	75%	82%	84%	86%	81%	88%	100%	81%	86%	87%
Mean score		3.4	3.6	3.2	3.5	3.4	3.3	3.2	3.2	3.2	3.4	3.5	3.3	3.3	3.5

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

## Jobs Outlook - Combined

**Q11\_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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	*d	e	f	g	*h	*i	j	k	l	m	n
Unweighted Total	157	53	40	64	28	50	38	51	13	28	53	38	66	121	36
Weighted Total	152	52	37	64	26	49	36	50	14	27	52	35	65	116	36
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	5	1	1	4	-	5	-	-	-	2	-	3	5	-
		3%	2%	2%	6%	-	11%	-	-	-	4%	-	5%	5%	-
							fg								
Increase slightly	(4)	42	15	11	16	11	13	9	13	3	6	9	17	32	10
		27%	28%	30%	25%	40%	26%	26%	25%	23%	22%	27%	27%	28%	27%
Stay same	(3)	80	27	20	33	13	24	19	26	7	17	22	28	61	19
		53%	53%	53%	52%	51%	49%	53%	52%	51%	62%	63%	44%	53%	53%
Decrease slightly	(2)	3	1	1	2	-	-	2	3	1	1	1	2	2	2
		2%	2%	2%	3%	-	-	5%	5%	6%	3%	2%	2%	3%	1%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		22	8	4	9	2	7	6	9	3	3	3	14	16	5
		14%	16%	12%	14%	9%	15%	16%	18%	20%	13%	9%	8%	22%	15%
<b>NETS</b>															
Net: Increase		47	16	12	20	11	18	9	13	3	6	9	20	37	10
		31%	30%	32%	31%	40%	37%	26%	25%	23%	22%	33%	27%	32%	27%
Net: Decrease		3	1	1	2	-	-	2	3	1	1	1	2	2	2
		2%	2%	2%	3%	-	-	5%	5%	6%	3%	2%	2%	3%	1%
Net: Increase + Stay the same		127	43	31	53	24	42	28	39	10	22	32	49	98	29
		84%	82%	86%	83%	91%	85%	79%	77%	74%	84%	90%	90%	85%	80%
Mean score		3.4	3.4	3.4	3.4	3.4	3.6	3.3	3.2	3.2	3.2	3.4	3.3	3.4	3.3
							g								

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

## Jobs Outlook - Combined

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

### Executive recruitment / interim management

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

	Total	WAVE			REGION						SIZE			SECTOR		
		June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public	
Significance Level: 95%		a	b	c	*d	e	f	g	*h	*i	*j	k	l	m	n	
Unweighted Total	133	39	45	49	23	38	36	52	16	20	18	46	69	103	30	
Weighted Total	128	37	44	47	22	34	35	52	17	19	17	43	67	99	29	
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
Increase greatly	(5)	4	3	1	1	-	2	2	2	-	1	2	1	1	3	1
		3%	7%	3%	1%	-	5%	4%	3%	-	7%	13%	3%	1%	3%	4%
Increase slightly	(4)	28	10	9	9	8	7	9	10	1	3	3	11	14	22	6
		22%	26%	21%	19%	38%	21%	25%	19%	8%	14%	18%	25%	21%	22%	22%
Stay same	(3)	71	19	25	27	11	18	20	32	11	11	10	26	35	57	15
		56%	52%	56%	58%	48%	54%	57%	60%	66%	56%	57%	61%	52%	57%	51%
Decrease slightly	(2)	2	-	1	1	-	-	1	1	-	1	-	-	2	-	2
		1%	-	2%	2%	-	-	2%	2%	-	4%	-	-	3%	-	6%
Decrease greatly	(1)	1	-	-	1	-	1	-	-	-	-	1	-	1	-	-
		*	-	-	1%	-	2%	-	-	-	-	1%	-	1%	-	-
Don't know		22	5	8	9	3	6	4	8	5	4	2	4	15	17	5
		17%	15%	17%	18%	13%	19%	11%	16%	26%	19%	11%	10%	23%	17%	18%
<b>NETS</b>																
Net: Increase		33	12	11	10	8	9	10	12	1	4	6	12	15	25	7
		26%	33%	24%	21%	38%	25%	29%	22%	8%	21%	32%	28%	22%	25%	26%
Net: Decrease		2	-	1	1	-	1	1	1	-	1	-	1	2	1	2
		2%	-	2%	3%	-	2%	2%	2%	-	4%	-	1%	3%	1%	6%
Net: Increase + Stay the same		104	31	35	37	19	27	30	43	13	15	16	38	50	82	22
		81%	85%	81%	79%	87%	80%	86%	82%	74%	76%	89%	89%	75%	83%	77%
Mean score		3.3	3.5	3.3	3.2	3.4	3.3	3.3	3.3	3.1	3.3	3.5	3.3	3.3	3.3	3.3

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



## Jobs Outlook - Combined

**Q11\_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	
		June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	*n
Significance Level: 95%															
Unweighted Total	57	16	20	21	12	10	16	22	6	13	17	14	26	36	21
Weighted Total	61	15	21	25	13	9	19	24	6	14	19	16	27	39	22
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	1	-	1	1	-	-	-	-	-	-	-	1	-	1
		2%	-	5%	9%	-	-	-	-	-	-	-	4%	-	5%
Increase slightly	(4)	11	2	7	2	5	1	2	2	-	3	2	3	6	5
		19%	12%	35%	9%	39%	15%	11%	9%	-	19%	9%	22%	23%	16%
Stay same	(3)	29	10	5	14	5	5	9	12	4	7	9	8	12	9
		47%	65%	23%	56%	35%	53%	48%	51%	61%	48%	51%	44%	50%	42%
Decrease slightly	(2)	1	-	1	-	-	-	-	-	1	-	-	1	-	1
		1%	-	4%	-	-	-	-	-	6%	-	-	3%	-	4%
Decrease greatly	(1)	1	-	1	1	-	-	-	-	-	1	-	-	1	-
		2%	-	5%	10%	-	-	-	-	-	7%	-	-	4%	-
Don't know		17	4	8	6	1	3	8	10	2	4	7	4	7	6
		29%	23%	38%	24%	7%	31%	41%	41%	39%	27%	35%	27%	25%	30%
<b>NETS</b>															
Net: Increase		12	2	7	3	6	1	2	2	-	3	2	3	7	6
		21%	12%	35%	14%	48%	15%	11%	9%	-	19%	9%	22%	27%	16%
Net: Decrease		2	-	1	1	1	-	-	-	-	1	1	-	1	1
		4%	-	4%	5%	10%	-	-	-	-	6%	7%	-	3%	4%
Net: Increase + Stay the same		41	12	12	18	11	6	11	15	4	9	11	11	19	15
		68%	77%	58%	70%	83%	69%	59%	59%	61%	67%	57%	73%	72%	66%
Mean score		3.2	3.2	3.5	3.1	3.4	3.2	3.2	3.1	3.0	3.2	2.9	3.3	3.4	3.4

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	
		June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	*n
Unweighted Total	62	22	18	22	11	13	15	22	7	16	25	9	28	46	16
Weighted Total	64	23	19	23	11	15	16	22	7	16	26	10	28	48	17
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly (5)	2 4%	1 5%	- -	1 5%	- -	1 8%	- -	- -	- -	1 7%	1 4%	1 12%	- -	2 5%	- -
Increase slightly (4)	17 26%	9 38%	7 36%	2 7%	3 25%	5 31%	2 13%	2 9%	- -	8 46%	7 27%	2 21%	8 28%	9 18%	9 51%
Stay same (3)	33 51%	9 40%	9 49%	15 65%	6 58%	6 41%	10 62%	15 66%	5 76%	6 37%	15 55%	5 46%	14 50%	28 58%	5 32%
Decrease slightly (2)	1 2%	- -	- -	1 7%	- -	- -	1 6%	1 7%	1 10%	- -	1 3%	1 6%	- -	1 3%	- -
Decrease greatly (1)	1 1%	- -	- -	1 3%	1 7%	- -	- -	- -	- -	- -	1 3%	- -	- -	1 1%	- -
Don't know	10 15%	4 17%	3 15%	3 13%	1 10%	3 19%	3 20%	4 18%	1 14%	2 11%	2 8%	1 14%	6 22%	7 14%	3 17%
<b>NETS</b>															
Net: Increase	19 30%	10 44%	7 36%	3 12%	3 25%	6 39%	2 13%	2 9%	- -	9 53%	8 31%	3 33%	8 28%	11 23%	9 51%
Net: Decrease	2 3%	- -	- -	2 10%	1 7%	- -	1 6%	1 7%	1 10%	- -	2 6%	1 6%	- -	2 5%	- -
Net: Increase + Stay the same	52 82%	19 83%	16 85%	18 77%	9 84%	12 81%	12 75%	17 75%	5 76%	15 89%	23 87%	8 79%	22 78%	39 81%	14 83%
Mean score	3.3	3.6	3.4	3.0	3.1	3.6	3.1	3.0	2.9	3.7	3.3	3.4	3.4	3.3	3.6

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

## Jobs Outlook - Combined

**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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	l	m	*n
Unweighted Total	65	23	17	25	18	14	14	18	4	15	19	15	31	46	19
Weighted Total	63	21	16	26	17	14	14	18	4	14	19	14	30	42	20
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5) 2 3%	1 4%	- -	1 3%	2 9%	- -	- -	- -	- -	- -	2 8%	- -	- -	2 4%	- -
Increase slightly	(4) 24 38%	8 38%	5 30%	11 44%	8 49%	2 17%	4 32%	7 38%	2 57%	7 48%	7 39%	7 52%	10 32%	17 40%	7 34%
Stay same	(3) 25 40%	8 37%	7 47%	10 38%	7 41%	8 62%	6 40%	6 31%	- -	4 28%	8 44%	5 38%	11 38%	17 41%	8 38%
Decrease slightly	(2) 1 1%	- -	1 5%	- -	- -	- -	- -	- -	- -	1 6%	- -	- -	1 3%	- -	1 4%
Decrease greatly	(1) 1 1%	- -	- -	1 2%	- -	1 4%	- -	- -	- -	- -	- -	1 4%	- -	1 1%	- -
Don't know	11 17%	5 21%	3 18%	3 13%	- -	2 17%	4 28%	6 31%	2 43%	3 18%	2 10%	1 6%	8 26%	6 14%	5 23%
<b>NETS</b>															
Net: Increase	26 41%	9 42%	5 30%	12 47%	10 59%	2 17%	4 32%	7 38%	2 57%	7 48%	9 47%	7 52%	10 32%	19 44%	7 34%
Net: Decrease	1 2%	- -	1 5%	1 2%	- -	1 4%	- -	- -	- -	1 6%	- -	1 4%	1 3%	1 1%	1 4%
Net: Increase + Stay the same	51 81%	17 79%	12 77%	22 85%	17 100%	11 79%	10 72%	12 69%	2 57%	11 76%	17 90%	12 90%	21 71%	36 85%	15 72%
Mean score	3.5	3.6	3.3	3.5	3.7	3.1	3.4	3.5	4.0	3.5	3.6	3.5	3.4	3.5	3.4

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

## Jobs Outlook - Combined

**Q11\_10. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next four to twelve months?**

### Legal & HR

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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	*h	*i	*j	k	l	m	n
Unweighted Total	155	48	55	52	33	35	38	61	23	26	16	55	84	125	30
Weighted Total	155	48	54	54	33	33	37	64	27	26	17	55	83	127	29
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	1	-	1	-	-	1	1	-	-	-	1	-	1	-
		1%	-	2%	-	-	3%	2%	-	-	-	2%	-	1%	-
Increase slightly	(4)	19	7	6	6	5	5	6	1	2	1	7	11	15	4
		12%	15%	12%	19%	17%	13%	9%	4%	7%	4%	14%	13%	12%	16%
Stay same	(3)	106	33	38	34	21	22	26	45	19	12	39	54	89	16
		68%	70%	71%	64%	66%	69%	70%	72%	70%	72%	71%	65%	70%	57%
Decrease slightly	(2)	2	-	1	-	-	1	1	-	1	-	-	2	-	2
		1%	-	2%	-	-	2%	1%	-	3%	-	-	2%	-	6%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	28	7	9	12	5	6	5	11	7	5	4	7	16	22	6
	18%	15%	16%	22%	16%	18%	13%	18%	25%	19%	23%	13%	20%	17%	21%
<b>NETS</b>															
Net: Increase	20	7	6	7	6	5	6	7	1	2	1	9	11	16	4
	13%	15%	12%	13%	19%	17%	16%	11%	4%	7%	4%	16%	13%	13%	16%
Net: Decrease	2	-	1	1	-	-	1	1	-	1	-	-	2	-	2
	1%	-	2%	2%	-	-	2%	1%	-	3%	-	-	2%	-	6%
Net: Increase + Stay the same	126	41	44	41	27	27	32	52	20	20	13	48	65	105	21
	81%	85%	82%	76%	84%	82%	85%	81%	75%	77%	77%	87%	78%	83%	73%
Mean score	3.2	3.2	3.1	3.2	3.2	3.2	3.2	3.1	3.0	3.0	3.1	3.2	3.1	3.2	3.1

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

## Jobs Outlook - Combined

**Q11\_11. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next four to twelve months?**

### Life sciences

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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total	27	9	8	10	5	4	8	11	3	7	2	3	22	15	12
Weighted Total	27	9	7	10	5	4	8	11	3	7	2	3	22	15	12
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	1 5%	1 13%	- -	- -	1 33%	- -	- -	- -	- -	- -	- -	1 6%	1 8%	- -
Increase slightly	(4)	5 18%	- -	4 52%	1 9%	- -	3 34%	3 25%	- -	1 13%	- -	1 32%	4 18%	4 26%	1 7%
Stay same	(3)	14 53%	6 67%	2 25%	6 62%	4 76%	2 49%	4 55%	4 40%	- -	4 62%	2 68%	12 57%	6 41%	8 70%
Decrease slightly	(2)	1 3%	- -	1 11%	- -	- -	- -	- -	- -	1 12%	- -	- -	1 4%	- -	1 7%
Decrease greatly	(1)	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Don't know	6 21%	2 19%	1 12%	3 29%	- -	1 18%	1 11%	4 36%	3 100%	1 13%	2 100%	- -	3 15%	4 25%	2 16%
<b>NETS</b>															
Net: Increase	6 23%	1 13%	4 52%	1 9%	1 24%	1 33%	3 34%	3 25%	- -	1 13%	- -	1 32%	5 24%	5 34%	1 7%
Net: Decrease	1 3%	- -	1 11%	- -	- -	- -	- -	- -	- -	1 12%	- -	- -	1 4%	- -	1 7%
Net: Increase + Stay the same	20 76%	7 81%	6 77%	7 71%	5 100%	3 82%	7 89%	7 64%	- -	5 75%	- -	3 100%	18 81%	12 75%	9 77%
Mean score	3.3	3.3	3.5	3.1	3.2	3.8	3.4	3.4	-	3.0	-	3.3	3.3	3.6	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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		a	b	c	*d	e	f	g	*h	*i	j	k	l	m	n
Significance Level: 95%															
Unweighted Total	157	47	57	53	29	39	48	70	22	19	30	53	74	127	30
Weighted Total	158	47	57	55	29	37	47	73	25	19	31	51	76	128	31
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	3	2	1	-	-	2	3	1	-	2	1	1	3	-
		2%	5%	2%	-	-	5%	5%	3%	-	6%	1%	1%	3%	-
Increase slightly	(4)	27	6	10	11	9	5	7	9	2	4	7	8	12	19
		17%	13%	17%	20%	30%	14%	15%	13%	8%	19%	23%	16%	15%	15%
Stay same	(3)	106	33	38	35	18	26	34	50	17	11	20	37	48	87
		67%	70%	68%	63%	63%	71%	71%	69%	66%	55%	65%	72%	64%	68%
Decrease slightly	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		22	5	8	9	2	6	4	10	6	5	2	5	15	18
		14%	12%	14%	17%	7%	15%	8%	13%	22%	26%	6%	11%	20%	14%
<b>NETS</b>															
Net: Increase	30	9	10	11	9	5	10	13	3	4	9	9	12	22	8
	19%	18%	18%	20%	30%	14%	21%	17%	12%	19%	29%	17%	16%	17%	26%
Net: Decrease	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same	136	42	49	46	27	32	43	63	20	14	29	46	61	109	27
	86%	88%	86%	83%	93%	85%	92%	87%	78%	74%	94%	89%	80%	86%	86%
Mean score	3.2	3.3	3.2	3.2	3.3	3.2	3.3	3.3	3.2	3.3	3.4	3.2	3.2	3.2	3.3

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

## Jobs Outlook - Combined

**Q11\_13. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next four to twelve months?**

### Office professionals

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

	Total	WAVE			REGION						SIZE			SECTOR		
		June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public	
		a	b	c	d	e	f	g	h	i	j	k	l	m	n	
Significance Level: 95%																
Unweighted Total	224	67	77	80	42	63	56	90	34	29	48	71	105	183	41	
Weighted Total	220	66	75	79	42	57	55	93	38	28	49	66	105	181	39	
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
Increase greatly	(5)	6	3	1	2	1	2	1	3	2	-	4	2	-	6	-
		3%	4%	1%	3%	2%	4%	1%	3%	5%	-	8%	4%	-	3%	-
											1					
Increase slightly	(4)	47	13	19	15	9	14	13	19	6	5	13	15	19	41	7
		22%	20%	26%	19%	22%	25%	24%	21%	17%	17%	26%	23%	18%	22%	17%
Stay same	(3)	130	41	43	46	23	34	33	57	24	16	28	40	62	107	23
		59%	62%	57%	58%	55%	60%	60%	62%	64%	57%	57%	61%	59%	59%	58%
Decrease slightly	(2)	4	1	2	1	1	-	1	1	-	2	-	1	3	2	2
		2%	1%	2%	1%	2%	-	2%	1%	-	6%	-	1%	2%	1%	4%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		33	8	10	15	8	7	7	13	5	6	4	7	22	25	8
		15%	12%	14%	19%	19%	12%	13%	13%	14%	21%	9%	11%	20%	14%	20%
<b>NETS</b>																
Net: Increase		53	16	20	17	10	16	14	22	8	5	17	18	19	47	7
		24%	25%	27%	22%	24%	29%	25%	24%	22%	17%	34%	27%	18%	26%	17%
												1				
Net: Decrease		4	1	2	1	1	-	1	1	-	2	-	1	3	2	2
		2%	1%	2%	1%	2%	-	2%	1%	-	6%	-	1%	2%	1%	4%
Net: Increase + Stay the same		184	57	63	63	33	50	47	79	33	21	44	58	81	154	29
		83%	87%	84%	80%	79%	88%	86%	86%	86%	73%	91%	88%	77%	85%	75%
												1				
Mean score		3.3	3.3	3.3	3.3	3.3	3.4	3.3	3.3	3.3	3.1	3.5	3.3	3.2	3.3	3.2
												1				

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

## Jobs Outlook - Combined

**Q11\_14. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next four to twelve months?**

### Sales & retail

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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	*d	e	f	g	*h	*i	j	k	l	m	n
Unweighted Total	148	47	52	49	28	41	43	58	15	21	39	46	63	118	30
Weighted Total	144	47	51	46	27	37	42	60	17	21	40	41	63	114	30
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly (5)	4 3%	2 5%	1 2%	1 1%	- -	1 2%	2 4%	2 4%	1 5%	1 4%	2 4%	1 3%	1 1%	3 3%	1 3%
Increase slightly (4)	39 27%	12 25%	15 29%	13 27%	9 34%	6 17%	10 25%	14 23%	4 20%	10 49%	10 24%	13 31%	17 27%	31 27%	8 27%
Stay same (3)	81 56%	29 62%	26 51%	26 57%	17 62%	24 64%	25 60%	34 57%	8 49%	7 34%	25 62%	27 64%	30 47%	66 58%	15 51%
Decrease slightly (2)	5 4%	- -	2 4%	4 8%	- -	4 10%	1 2%	1 2%	- -	1 4%	3 7%	1 1%	2 3%	5 4%	1 3%
Decrease greatly (1)	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Don't know	14 10%	4 8%	7 14%	3 7%	1 3%	3 8%	4 9%	8 14%	5 26%	2 9%	1 2%	- -	13 21%	9 8%	5 17%
<b>NETS</b>															
Net: Increase	43 30%	14 30%	16 31%	13 29%	9 34%	7 18%	12 28%	16 28%	4 26%	11 54%	11 28%	14 34%	18 28%	34 30%	9 30%
Net: Decrease	5 4%	- -	2 4%	4 8%	- -	4 10%	1 2%	1 2%	- -	1 4%	3 7%	1 1%	2 3%	5 4%	1 3%
Net: Increase + Stay the same	125 86%	43 92%	42 82%	39 85%	26 97%	31 82%	37 88%	50 84%	13 74%	18 87%	36 90%	41 99%	47 76%	100 88%	24 80%
Mean score	3.3	3.4	3.3	3.2	3.4	3.1	3.3	3.3	3.4	3.6	3.3	3.4	3.3	3.3	3.4

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



## Jobs Outlook - Combined

**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	
		June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		a	b	c	*d	e	f	g	*h	*i	*j	k	l	m	n
Significance Level: 95%															
Unweighted Total	144	38	56	50	22	42	37	59	22	21	28	40	76	111	33
Weighted Total	147	39	56	52	25	39	37	62	26	21	30	39	78	113	34
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	2	1	-	1	-	1	1	-	-	-	-	2	2	-
		1%	2%	-	3%	-	4%	2%	1%	-	-	-	3%	2%	-
Increase slightly	(4)	29	8	13	8	7	8	12	3	3	7	8	14	22	6
		19%	21%	22%	15%	27%	19%	22%	19%	14%	25%	19%	18%	20%	18%
Stay same	(3)	89	24	32	33	16	21	23	39	16	19	28	43	70	20
		61%	61%	58%	64%	65%	54%	63%	62%	61%	63%	70%	55%	61%	59%
Decrease slightly	(2)	2	-	1	1	-	1	1	-	1	-	1	2	1	2
		2%	-	1%	3%	-	1%	2%	1%	-	-	1%	2%	*	5%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		25	6	10	8	2	8	4	11	7	4	4	17	19	6
		17%	16%	18%	16%	8%	21%	11%	17%	26%	12%	9%	22%	16%	18%
<b>NETS</b>															
Net: Increase		31	9	13	9	7	9	9	12	3	7	8	16	25	6
		21%	23%	22%	18%	27%	23%	24%	20%	14%	25%	19%	20%	22%	18%
Net: Decrease		2	-	1	1	-	1	1	-	1	-	1	2	1	2
		2%	-	1%	3%	-	1%	2%	1%	-	-	1%	2%	*	5%
Net: Increase + Stay the same		120	33	45	43	23	30	32	51	19	26	35	59	94	26
		82%	84%	80%	82%	92%	77%	87%	82%	74%	88%	89%	76%	83%	77%
Mean score		3.3	3.3	3.3	3.2	3.3	3.3	3.3	3.2	3.2	3.3	3.2	3.3	3.3	3.2

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

## Jobs Outlook - Combined

### 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	June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%	a	b	c	d	e	f	g	h	i	j	k	l	m	n	
Unweighted Total	422	137	135	150	87	114	96	154	58	67	174	112	136	343	79
Weighted Total	421	136	134	151	87	110	94	158	64	66	177	107	136	341	80
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Accounting and financial services	19	8	5	5	5	1	6	12	6	1	4	8	7	17	2
	10%	18%	9%	7%	13%	3%	13%	16%	21%	3%	12%	12%	8%	11%	6%
Construction	18	4	6	8	6	6	5	6	1	1	10	3	5	15	3
	28%	18%	32%	33%	34%	22%	39%	37%	33%	11%	30%	29%	22%	31%	18%
Drivers	19	5	7	7	3	9	5	5	1	2	9	6	5	15	4
	22%	20%	26%	21%	19%	29%	28%	25%	16%	10%	35%	25%	12%	25%	16%
Education	6	2	2	2	2	1	2	2	-	1	2	1	3	5	2
	13%	17%	13%	12%	17%	9%	23%	14%	-	10%	15%	10%	13%	14%	11%
Engineering & technical	62	20	18	23	9	22	16	22	6	8	19	18	25	53	9
	41%	39%	50%	37%	35%	45%	45%	44%	42%	32%	36%	50%	39%	45%	25%
Executive recruitment / interim management	11	5	2	4	2	2	4	6	2	-	2	6	3	9	2
	8%	13%	4%	9%	8%	7%	13%	12%	12%	-	12%	13%	4%	9%	7%
Health & social care	15	3	6	7	6	1	3	4	1	3	5	3	8	11	5
	25%	19%	28%	27%	49%	12%	18%	17%	14%	25%	26%	18%	28%	27%	22%
Hospitality	14	4	7	4	-	2	4	6	2	6	9	1	5	10	4
	22%	18%	35%	16%	-	14%	23%	27%	36%	39%	33%	9%	17%	21%	26%
Industrial	5	3	1	2	1	1	1	2	1	2	2	2	2	4	1
	9%	12%	6%	7%	6%	6%	7%	11%	24%	12%	10%	13%	6%	11%	5%
Legal & HR	12	3	4	6	1	2	7	9	2	-	2	7	3	11	1
	8%	5%	7%	10%	3%	6%	19%	14%	8%	-	13%	12%	4%	9%	3%
Life sciences	4	1	1	2	-	-	3	3	-	1	-	1	3	2	2
	14%	11%	12%	18%	-	-	33%	24%	-	14%	-	32%	12%	12%	16%
Marketing, media & creative	15	7	6	3	3	5	5	7	2	1	6	6	4	12	3
	10%	15%	10%	5%	10%	13%	10%	9%	7%	5%	19%	11%	5%	10%	10%
Office professionals	11	4	3	4	2	2	3	5	2	2	3	4	4	10	1
	5%	5%	4%	5%	5%	3%	6%	5%	5%	6%	6%	6%	4%	5%	2%

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

## Jobs Outlook - Combined

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

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

	WAVE			REGION						SIZE			SECTOR		
	Total	June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	
Significance Level: 95%															
Unweighted Total	422	137	135	150	87	114	96	154	58	67	174	112	136	343	79
Weighted Total	421	136	134	151	87	110	94	158	64	66	177	107	136	341	80
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Sales & retail	22	8	11	3	3	3	8	12	3	4	10	4	8	17	6
	15%	18%	21%	7%	11%	9%	20%	20%	20%	21%	25%	11%	12%	15%	18%
Technology	32	7	14	12	7	10	8	11	3	5	7	9	16	25	7
	22%	17%	25%	22%	28%	25%	22%	18%	11%	22%	24%	23%	21%	22%	22%
None	238	80	68	90	56	58	51	90	39	35	102	63	73	190	48
	57%	58%	51%	60%	64%	53%	54%	57%	61%	52%	58%	59%	53%	56%	60%
Net: Any	183	57	65	61	31	52	43	68	25	32	75	44	64	151	32
	43%	42%	49%	40%	36%	47%	46%	43%	39%	48%	42%	41%	47%	44%	40%

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

## Jobs Outlook - Combined

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

### SUMMARY TABLE

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

	Total	Greatly increase	Slightly increase	Stay the same	Slightly decrease	Greatly decrease	Don't know	Net: Increase	Net: Decrease	Net: Increase + Stay the same	Mean
Accounting and financial services	51 100%	- -	4 7%	37 73%	3 7%	1 2%	6 12%	4 7%	4 8%	41 80%	3.0
Construction	14 100%	1 7%	1 9%	8 58%	1 6%	- -	3 19%	2 17%	1 6%	10 75%	3.2
Drivers	20 100%	- -	4 19%	9 47%	3 14%	- -	4 20%	4 19%	3 14%	13 66%	3.1
Education	16 100%	- -	1 5%	10 63%	- -	1 9%	4 23%	1 5%	1 9%	11 69%	2.8
Engineering & technical	29 100%	- -	3 9%	19 68%	4 15%	1 3%	2 6%	3 9%	5 17%	22 77%	2.9
Executive recruitment / interim management	28 100%	- -	1 3%	18 63%	4 13%	1 3%	5 18%	1 3%	4 16%	18 66%	2.8
Health & social care	10 100%	1 10%	- -	5 50%	1 9%	- -	3 32%	1 10%	1 9%	6 60%	3.2
Hospitality	16 100%	1 5%	3 17%	9 60%	1 6%	- -	2 12%	4 23%	1 6%	13 82%	3.3
Industrial	23 100%	- -	6 25%	10 43%	4 17%	1 4%	3 12%	6 25%	5 20%	15 68%	3.0
Legal & HR	41 100%	- -	3 8%	26 63%	3 8%	2 4%	7 17%	3 8%	5 12%	29 71%	2.9
Life sciences	4 100%	- -	- -	3 78%	- -	- -	1 22%	- -	- -	3 78%	3.0
Marketing, media & creative	34 100%	- -	1 3%	24 72%	2 5%	1 2%	6 18%	1 3%	3 7%	25 75%	2.9
Office professionals	65 100%	- -	5 8%	43 67%	7 11%	1 1%	9 13%	5 8%	8 12%	48 75%	2.9
Sales & retail	30 100%	- -	3 9%	18 58%	3 11%	1 3%	6 19%	3 9%	4 14%	20 67%	2.9
Technology	35 100%	- -	2 5%	24 69%	3 10%	1 2%	5 14%	2 5%	4 12%	26 74%	2.9
Average (response based including bases)	414 100%	3 1%	35 8%	264 64%	39 9%	10 2%	64 15%	38 9%	49 12%	302 73%	2.9

## 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	
		June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Significance Level: 95%															
Unweighted Total	431	162	125	144	61	112	80	167	87	91	22	141	268	313	118
Weighted Total	414	157	118	139	59	93	81	175	94	87	20	132	262	300	114
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	3	1	2	-	3	-	-	-	-	-	2	1	1	2
		1%	1%	1%	-	3%	-	-	-	-	-	1%	*	*	2%
						g									
Slightly increase	(4)	35	8	13	5	10	5	10	5	10	8	15	12	25	10
		8%	9%	9%	8%	10%	7%	6%	5%	12%	38%	12%	5%	8%	9%
												l			
Stay the same	(3)	264	80	105	45	63	70	118	48	38	11	88	166	187	77
		64%	68%	75%	77%	68%	86%	67%	51%	43%	52%	66%	63%	62%	67%
			a	a	hi	hi	eghi	hi							
Slightly decrease	(2)	39	8	1	9	8	1	9	8	13	2	9	28	35	4
		9%	19%	7%	15%	9%	1%	5%	8%	15%	10%	7%	11%	12%	3%
			bc	c	fg	f		f	f	fg				n	
Greatly decrease	(1)	10	9	-	-	-	1	2	1	8	-	2	8	2	8
		2%	*	8%	-	-	1%	1%	1%	9%	-	2%	3%	1%	7%
			ac							defgh				m	
Don't know		64	12	18	-	9	4	36	33	19	-	16	48	50	14
		15%	10%	13%	-	10%	4%	21%	35%	21%	-	12%	18%	17%	12%
			bc			d		def	defgi	def					
<b>NETS</b>															
Net: Increase		38	9	15	5	12	5	10	5	10	8	17	13	26	12
		9%	9%	11%	8%	13%	7%	6%	5%	12%	38%	13%	5%	9%	11%
						g						l			
Net: Decrease		49	17	1	9	8	2	11	9	20	2	11	36	37	11
		12%	15%	1%	15%	9%	2%	6%	9%	23%	10%	8%	14%	12%	10%
			c	c	fg				efgh						
Net: Increase + Stay the same		302	89	120	50	75	75	128	53	48	18	105	179	213	89
		73%	75%	86%	85%	81%	93%	73%	56%	55%	90%	80%	68%	71%	78%
			a	ab	hi	hi	eghi	hi				l			
Mean score		2.9	2.8	3.1	2.9	3.1	3.0	3.0	2.9	2.7	3.3	3.1	2.9	2.9	3.0
				ab		i	i	i				l			

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

## Jobs Outlook - Combined

**Q14\_1. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next three months?**

### Accounting and financial services

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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	*n
Unweighted Total	53	15	18	20	7	13	11	20	9	13	2	22	29	42	11
Weighted Total	51	14	18	20	7	11	11	20	10	12	3	21	28	41	11
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	4	-	1	3	-	-	3	3	1	3	1	-	4	-
		7%	-	6%	13%	-	-	12%	26%	9%	100%	5%	-	9%	-
Stay the same	(3)	37	10	13	15	6	11	10	14	4	-	17	20	28	9
		73%	69%	71%	77%	88%	93%	92%	68%	42%	-	80%	73%	70%	83%
Slightly decrease	(2)	3	3	1	-	1	-	-	1	1	2	1	3	3	-
		7%	18%	5%	-	12%	-	-	4%	9%	-	4%	9%	8%	-
Greatly decrease	(1)	1	-	1	-	-	-	-	-	1	-	-	1	-	1
		2%	-	5%	-	-	-	-	-	7%	-	-	3%	-	8%
Don't know		6	2	2	-	1	1	3	2	2	-	2	4	5	1
		12%	13%	13%	10%	-	7%	8%	16%	23%	-	10%	14%	13%	9%
<b>NETS</b>															
Net: Increase	4	-	1	3	-	-	-	3	3	1	3	1	-	4	-
	7%	-	6%	13%	-	-	-	12%	26%	9%	100%	5%	-	9%	-
Net: Decrease	4	3	2	-	1	-	-	1	1	3	-	1	3	3	1
	8%	18%	10%	-	12%	-	-	4%	9%	21%	-	4%	12%	8%	8%
Net: Increase + Stay the same	41	10	14	18	6	11	10	16	7	8	3	18	20	32	9
	80%	69%	78%	90%	88%	93%	92%	80%	68%	62%	100%	86%	73%	79%	83%
Mean score	3.0	2.8	2.9	3.1	2.9	3.0	3.0	3.1	3.2	2.8	4.0	3.0	2.8	3.0	2.8

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

## Jobs Outlook - Combined

**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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	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	6	5	4	2	7	3	5	2	1	2	4	9	9	6
Weighted Total	14	6	4	4	2	6	3	5	2	1	2	4	8	8	6
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5) 7%	-	-	1 24%	-	1 16%	-	-	-	-	-	1 26%	-	-	1 17%
Slightly increase	(4) 9%	1 23%	-	-	-	1 21%	-	-	-	-	-	1 35%	-	1 16%	-
Stay the same	(3) 58%	2 28%	4 100%	2 58%	2 100%	3 52%	3 100%	3 61%	-	-	2 100%	1 39%	5 58%	4 51%	4 67%
Slightly decrease	(2) 6%	1 15%	-	-	-	-	-	-	-	1 100%	-	-	1 10%	1 11%	-
Greatly decrease	(1) -	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	3 19%	2 33%	-	1 18%	-	1 12%	-	2 39%	2 100%	-	-	-	3 31%	2 21%	1 16%
<b>NETS</b>															
Net: Increase	2 17%	1 23%	-	1 24%	-	2 36%	-	-	-	-	-	2 61%	-	1 16%	1 17%
Net: Decrease	1 6%	1 15%	-	-	-	-	-	-	-	1 100%	-	-	1 10%	1 11%	-
Net: Increase + Stay the same	10 75%	3 51%	4 100%	3 82%	2 100%	6 88%	3 100%	3 61%	-	-	2 100%	4 100%	5 58%	5 68%	5 84%
Mean score	3.2	3.1	3.0	3.6	3.0	3.6	3.0	3.0	-	2.0	3.0	3.9	2.9	3.1	3.4

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

## Jobs Outlook - Combined

**Q14\_3. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next three months?**

### Drivers

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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total	21	7	5	9	3	8	4	6	2	4	2	6	13	13	8
Weighted Total	20	7	5	9	2	7	4	6	2	4	2	6	12	12	8
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	4	3	-	1	2	1	-	-	1	-	3	1	2	2
	19%	45%	-	9%	61%	18%	-	-	-	24%	-	49%	6%	17%	22%
Stay the same	(3)	9	-	4	6	1	3	4	4	-	1	2	7	5	4
	47%	-	78%	67%	39%	45%	100%	68%	-	26%	36%	31%	57%	43%	53%
Slightly decrease	(2)	3	2	1	-	-	2	-	-	1	1	-	2	2	1
	14%	27%	22%	-	-	27%	-	-	-	20%	64%	-	15%	15%	13%
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	4	2	-	2	-	1	-	2	2	1	-	1	3	3	1
	20%	27%	-	24%	-	10%	-	32%	100%	30%	-	20%	22%	24%	12%
<b>NETS</b>															
Net: Increase	4	3	-	1	2	1	-	-	-	1	-	3	1	2	2
	19%	45%	-	9%	61%	18%	-	-	-	24%	-	49%	6%	17%	22%
Net: Decrease	3	2	1	-	-	2	-	-	-	1	1	-	2	2	1
	14%	27%	22%	-	-	27%	-	-	-	20%	64%	-	15%	15%	13%
Net: Increase + Stay the same	13	3	4	7	2	5	4	4	-	2	1	5	8	7	6
	66%	45%	78%	76%	100%	62%	100%	68%	-	50%	36%	80%	63%	60%	75%
Mean score	3.1	3.2	2.8	3.1	3.6	2.9	3.0	3.0	-	3.0	2.4	3.6	2.9	3.0	3.1

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



## Jobs Outlook - Combined

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

### Education

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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total	14	5	5	4	1	3	2	7	5	3	-	2	12	9	5
Weighted Total	16	6	5	5	1	2	3	9	6	3	-	3	13	11	5
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	-	100%	100%	100%	100%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	1	1	-	-	1	-	-	-	-	-	-	1	1	-
	5%	-	16%	-	-	34%	-	-	-	-	-	-	6%	8%	-
Stay the same	(3)	10	3	3	4	1	1	3	6	3	2	1	9	6	4
	63%	54%	56%	83%	100%	36%	100%	64%	49%	73%	-	44%	67%	54%	81%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	1	1	-	-	-	-	1	1	-	-	1	-	1	-
	9%	-	27%	-	-	-	-	15%	22%	-	-	56%	-	13%	-
Don't know	4	3	-	1	-	1	-	2	2	1	-	-	4	3	1
	23%	46%	-	17%	-	30%	-	21%	29%	27%	-	-	27%	24%	19%
<b>NETS</b>															
Net: Increase	1	-	1	-	-	1	-	-	-	-	-	-	1	1	-
	5%	-	16%	-	-	34%	-	-	-	-	-	-	6%	8%	-
Net: Decrease	1	-	1	-	-	-	-	1	1	-	-	1	-	1	-
	9%	-	27%	-	-	-	-	15%	22%	-	-	56%	-	13%	-
Net: Increase + Stay the same	11	3	4	4	1	2	3	6	3	2	-	1	10	7	4
	69%	54%	73%	83%	100%	70%	100%	64%	49%	73%	-	44%	73%	62%	81%
Mean score	2.8	3.0	2.6	3.0	3.0	3.5	3.0	2.6	2.4	3.0	-	1.9	3.1	2.8	3.0

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

## Jobs Outlook - Combined

**Q14\_5. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next three months?**

### Engineering & technical

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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Significance Level: 95%															
Unweighted Total	31	13	7	11	7	9	6	10	4	5	4	8	19	21	10
Weighted Total	29	13	6	9	6	7	6	11	5	4	3	7	19	19	10
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	3	1	1	-	2	-	-	-	1	1	1	1	3	-
	9%	7%	14%	9%	-	24%	-	-	-	20%	27%	13%	5%	14%	-
Stay the same	(3)	19	9	3	7	5	3	6	9	3	2	4	13	11	8
	68%	66%	56%	77%	86%	42%	100%	84%	64%	42%	73%	65%	68%	60%	82%
Slightly decrease	(2)	4	3	1	1	2	-	1	1	1	-	1	3	4	-
	15%	20%	16%	6%	14%	23%	-	8%	17%	20%	-	22%	14%	22%	-
Greatly decrease	(1)	1	-	1	-	-	-	-	-	1	-	-	1	-	1
	3%	-	14%	-	-	-	-	-	-	19%	-	-	4%	-	9%
Don't know	2	1	-	1	-	1	-	1	1	-	-	-	2	1	1
	6%	7%	-	8%	-	11%	-	8%	19%	-	-	9%	4%	10%	
<b>NETS</b>															
Net: Increase	3	1	1	1	-	2	-	-	-	1	1	1	1	3	-
	9%	7%	14%	9%	-	24%	-	-	-	20%	27%	13%	5%	14%	-
Net: Decrease	5	3	2	1	1	2	-	1	1	2	-	1	4	4	1
	17%	20%	30%	6%	14%	23%	-	8%	17%	38%	-	22%	19%	22%	9%
Net: Increase + Stay the same	22	10	4	8	5	5	6	9	3	3	3	5	14	14	8
	77%	73%	70%	86%	86%	66%	100%	84%	64%	62%	100%	78%	72%	74%	82%
Mean score	2.9	2.9	2.7	3.0	2.9	3.0	3.0	2.9	2.8	2.6	3.3	2.9	2.8	2.9	2.8

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

## Jobs Outlook - Combined

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

### Executive recruitment / interim management

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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total	30	11	9	10	3	9	4	11	7	7	1	9	20	21	9
Weighted Total	28	10	8	10	3	7	4	11	7	7	1	8	19	19	9
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	1	1	-	-	-	-	-	-	1	-	-	1	1	-
	3%	9%	-	-	-	-	-	-	-	12%	-	-	5%	4%	-
Stay the same	(3)	18	4	6	8	2	5	4	8	4	2	5	12	12	6
	63%	37%	74%	79%	66%	76%	100%	72%	55%	33%	-	64%	66%	61%	68%
Slightly decrease	(2)	4	4	-	-	1	1	-	1	1	1	1	2	3	1
	13%	36%	-	-	34%	14%	-	7%	12%	12%	100%	10%	9%	13%	12%
Greatly decrease	(1)	1	-	1	-	-	-	-	-	1	-	-	1	-	1
	3%	-	10%	-	-	-	-	-	-	12%	-	-	4%	-	10%
Don't know	5	2	1	2	-	1	-	2	2	2	-	2	3	4	1
	18%	18%	16%	21%	-	10%	-	20%	32%	31%	-	26%	16%	22%	11%
<b>NETS</b>															
Net: Increase	1	1	-	-	-	-	-	-	-	1	-	-	1	1	-
	3%	9%	-	-	-	-	-	-	-	12%	-	-	5%	4%	-
Net: Decrease	4	4	1	-	1	1	-	1	1	2	1	1	3	3	2
	16%	36%	10%	-	34%	14%	-	7%	12%	24%	100%	10%	14%	13%	22%
Net: Increase + Stay the same	18	4	6	8	2	5	4	8	4	3	-	5	13	13	6
	66%	45%	74%	79%	66%	76%	100%	72%	55%	45%	-	64%	70%	65%	68%
Mean score	2.8	2.7	2.8	3.0	2.7	2.8	3.0	2.9	2.8	2.7	2.0	2.9	2.8	2.9	2.6

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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total	10	5	1	4	-	2	1	4	3	4	1	3	6	5	5
Weighted Total	10	5	1	4	-	2	1	4	3	4	1	3	6	5	5
	100%	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5) 10%	-	-	1	-	1	-	-	-	-	-	1	-	-	1
		-	-	23%	-	60%	-	-	-	-	-	32%	-	-	19%
Slightly increase	(4) -	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Stay the same	(3) 50%	2	1	2	-	1	1	2	1	2	1	-	4	2	3
		42%	100%	48%	-	40%	100%	57%	35%	46%	100%	-	68%	35%	62%
Slightly decrease	(2) 9%	1	-	-	-	-	-	1	1	-	-	1	-	1	-
		18%	-	-	-	-	-	20%	31%	-	-	27%	-	18%	-
Greatly decrease	(1) -	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	3 32%	2	-	1	-	-	-	1	1	2	-	1	2	2	1
		40%	-	30%	-	-	-	23%	35%	54%	-	41%	32%	47%	18%
<b>NETS</b>															
Net: Increase	1 10%	-	-	1	-	1	-	-	-	-	-	1	-	-	1
		-	-	23%	-	60%	-	-	-	-	-	32%	-	-	19%
Net: Decrease	1 9%	1	-	-	-	-	-	1	1	-	-	1	-	1	-
		18%	-	-	-	-	-	20%	31%	-	-	27%	-	18%	-
Net: Increase + Stay the same	6 60%	2	1	3	-	2	1	2	1	2	1	1	4	2	4
		42%	100%	70%	-	100%	100%	57%	35%	46%	100%	32%	68%	35%	82%
Mean score	3.2	2.7	3.0	3.6	-	4.2	3.0	2.7	2.5	3.0	3.0	3.6	3.0	2.7	3.5

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

## Jobs Outlook - Combined

**Q14\_8. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next three months?**

### Hospitality

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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total	16	5	4	7	5	3	2	4	2	4	3	2	11	10	6
Weighted Total	16	5	4	7	5	2	2	4	2	4	3	2	11	10	6
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5) 1 5%	- -	1 22%	- -	- -	1 34%	- -	- -	- -	- -	- -	- -	1 8%	1 9%	- -
Slightly increase	(4) 3 17%	- -	1 22%	2 26%	- -	1 40%	1 38%	1 21%	- -	1 22%	1 39%	- -	2 16%	1 9%	2 31%
Stay the same	(3) 9 60%	2 42%	2 56%	5 74%	5 100%	1 26%	1 62%	1 34%	- -	2 57%	2 61%	2 100%	6 51%	6 64%	3 54%
Slightly decrease	(2) 1 6%	1 18%	- -	- -	- -	- -	- -	- -	- -	1 22%	- -	- -	1 8%	1 9%	- -
Greatly decrease	(1) - -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Don't know	2 12%	2 40%	- -	- -	- -	- -	- -	2 45%	2 100%	- -	- -	- -	2 17%	1 10%	1 16%
<b>NETS</b>															
Net: Increase	4 23%	- -	2 44%	2 26%	- -	2 74%	1 38%	1 21%	- -	1 22%	1 39%	- -	3 24%	2 18%	2 31%
Net: Decrease	1 6%	1 18%	- -	- -	- -	- -	- -	- -	- -	1 22%	- -	- -	1 8%	1 9%	- -
Net: Increase + Stay the same	13 82%	2 42%	4 100%	7 100%	5 100%	2 100%	2 100%	2 55%	- -	3 78%	3 100%	2 100%	8 75%	8 81%	5 84%
Mean score	3.3	2.7	3.7	3.3	3.0	4.1	3.4	3.4	-	3.0	3.4	3.0	3.3	3.2	3.4

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

## Jobs Outlook - Combined

**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

	Total	WAVE			REGION						SIZE			SECTOR		
		June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public	
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n	
Unweighted Total	24	14	3	7	6	1	6	9	3	8	-	9	15	14	10	
Weighted Total	23	13	3	7	6	1	6	9	3	7	-	8	14	12	10	
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	-	100%	100%	100%	100%	
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Slightly increase	(4)	6	5	-	1	1	-	2	2	-	3	-	5	1	4	2
	25%	36%	-	13%	14%	-	31%	22%	-	40%	-	57%	7%	29%	19%	
Stay the same	(3)	10	4	2	4	2	-	4	5	1	3	-	3	7	4	5
	43%	28%	71%	62%	37%	-	69%	57%	31%	36%	-	32%	50%	35%	53%	
Slightly decrease	(2)	4	3	-	1	3	-	-	-	1	-	1	3	3	1	
	17%	22%	-	14%	50%	-	-	-	-	12%	-	11%	20%	22%	10%	
Greatly decrease	(1)	1	-	1	-	-	-	-	-	1	-	-	1	-	1	
	4%	-	29%	-	-	-	-	-	-	12%	-	-	6%	-	8%	
Don't know	3	2	-	1	-	1	-	2	2	-	-	-	3	2	1	
	12%	15%	-	11%	-	100%	-	21%	69%	-	-	-	18%	14%	9%	
<b>NETS</b>																
Net: Increase	6	5	-	1	1	-	2	2	-	3	-	5	1	4	2	
	25%	36%	-	13%	14%	-	31%	22%	-	40%	-	57%	7%	29%	19%	
Net: Decrease	5	3	1	1	3	-	-	-	-	2	-	1	4	3	2	
	20%	22%	29%	14%	50%	-	-	-	-	24%	-	11%	25%	22%	18%	
Net: Increase + Stay the same	15	8	2	5	3	-	6	7	1	5	-	7	8	8	7	
	68%	64%	71%	75%	50%	-	100%	79%	31%	76%	-	89%	56%	64%	73%	
Mean score	3.0	3.2	2.4	3.0	2.6	-	3.3	3.3	3.0	3.0	-	3.5	2.7	3.1	2.9	

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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	*n
Significance Level: 95%															
Unweighted Total	44	18	13	13	8	12	7	16	9	8	1	16	27	35	9
Weighted Total	41	16	13	12	8	10	6	15	9	7	1	15	24	33	8
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	3	-	1	2	-	1	1	2	1	1	-	2	3	-
		8%	-	7%	19%	-	8%	17%	14%	13%	-	100%	-	8%	9%
Stay the same	(3)	26	9	9	8	7	9	5	8	4	2	12	14	19	6
		63%	57%	70%	65%	89%	84%	71%	54%	43%	23%	75%	58%	59%	78%
Slightly decrease	(2)	3	3	1	-	1	-	-	1	1	2	1	3	3	-
		8%	16%	7%	-	11%	-	-	5%	9%	24%	5%	11%	10%	-
Greatly decrease	(1)	2	1	1	-	-	-	1	1	-	1	1	1	1	1
		4%	5%	7%	-	-	-	12%	5%	-	12%	5%	3%	2%	10%
Don't know		7	4	1	2	-	1	-	3	3	-	2	5	6	1
		17%	22%	10%	17%	-	7%	-	21%	35%	42%	14%	20%	18%	11%
<b>NETS</b>															
Net: Increase		3	-	1	2	-	1	1	2	1	1	-	2	3	-
		8%	-	7%	19%	-	8%	17%	14%	13%	100%	-	8%	9%	-
Net: Decrease		5	3	2	-	1	-	1	2	1	3	2	3	4	1
		12%	21%	13%	-	11%	-	12%	10%	9%	35%	11%	14%	13%	10%
Net: Increase + Stay the same		29	9	10	10	7	9	6	11	5	2	12	16	23	6
		71%	57%	76%	83%	89%	93%	88%	69%	55%	23%	75%	66%	69%	78%
Mean score		2.9	2.7	2.9	3.2	2.9	3.1	2.9	3.0	3.1	2.2	2.8	2.9	2.9	2.8

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

## Jobs Outlook - Combined

**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

	Total	WAVE		REGION						SIZE			SECTOR	
		June 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m
Unweighted Total	4	2	2	-	-	2	4	2	-	-	-	4	2	2
Weighted Total	4	2	2	-	-	2	4	2	-	-	-	4	2	2
	100%	100%	100%	-	-	100%	100%	100%	-	-	-	100%	100%	100%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	-	-	-	-	-	-	-	-	-	-	-	-	-
Stay the same	(3)	3	2	-	-	2	3	1	-	-	-	3	2	1
	78%	47%	100%	-	-	100%	78%	47%	-	-	-	78%	100%	60%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	1	1	-	-	-	-	1	1	-	-	-	1	-	1
	22%	53%	-	-	-	-	22%	53%	-	-	-	22%	-	40%
<b>NETS</b>														
Net: Increase	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Decrease	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same	3	1	2	-	-	2	3	1	-	-	-	3	2	1
	78%	47%	100%	-	-	100%	78%	47%	-	-	-	78%	100%	60%
Mean score	3.0	3.0	3.0	-	-	3.0	3.0	3.0	-	-	-	3.0	3.0	3.0

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



## 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		
		June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public	
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n	
Unweighted Total	34	13	8	13	3	10	6	16	10	5	2	12	20	26	8	
Weighted Total	34	13	8	13	3	8	6	18	11	5	2	11	21	26	8	
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Slightly increase	(4)	1	-	1	-	1	-	-	-	-	1	-	-	-	1	
		3%	-	8%	-	12%	-	-	-	-	53%	-	-	-	12%	
Stay the same	(3)	24	9	6	10	3	6	6	14	7	1	8	15	19	5	
		72%	67%	72%	76%	100%	78%	100%	77%	65%	27%	47%	73%	73%	74%	65%
Slightly decrease	(2)	2	2	-	-	-	-	1	1	1	-	1	1	2	-	
		5%	13%	-	-	-	-	5%	7%	16%	-	7%	4%	7%	-	
Greatly decrease	(1)	1	-	1	-	-	-	-	-	1	-	-	1	-	1	
		2%	-	11%	-	-	-	-	-	16%	-	-	4%	-	11%	
Don't know		6	3	1	2	-	1	-	3	3	2	2	4	5	1	
		18%	21%	17%	16%	-	9%	-	18%	28%	41%	-	19%	20%	12%	
<b>NETS</b>																
Net: Increase		1	-	1	-	1	-	-	-	-	1	-	-	-	1	
		3%	-	8%	-	12%	-	-	-	-	53%	-	-	-	12%	
Net: Decrease		3	2	1	-	-	-	1	1	2	-	1	2	2	1	
		7%	13%	11%	-	-	-	5%	7%	32%	-	7%	8%	7%	11%	
Net: Increase + Stay the same		25	9	6	11	3	7	6	14	7	2	8	15	19	6	
		75%	67%	72%	84%	100%	91%	100%	77%	65%	100%	73%	73%	74%	77%	
Mean score		2.9	2.8	2.7	3.1	3.0	3.1	3.0	2.9	2.9	2.2	3.5	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\_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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	l	m	*n
Unweighted Total	66	24	24	18	8	17	14	28	14	13	2	25	39	53	13
Weighted Total	65	24	23	18	8	14	14	29	16	13	2	24	39	53	12
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	5	2	2	2	1	1	2	1	1	1	2	2	4	2
		8%	7%	7%	10%	20%	6%	6%	7%	7%	55%	7%	6%	7%	13%
Stay the same	(3)	43	14	15	14	6	10	10	21	10	7	18	24	35	8
		67%	58%	66%	78%	69%	73%	74%	70%	67%	50%	45%	77%	61%	67%
Slightly decrease	(2)	7	4	3	-	1	2	1	2	1	2	1	6	6	1
		11%	16%	14%	-	11%	16%	8%	7%	5%	13%	-	4%	15%	12%
Greatly decrease	(1)	1	-	1	-	-	-	-	-	1	-	-	1	-	1
		1%	-	4%	-	-	-	-	-	6%	-	-	2%	-	7%
Don't know		9	4	2	-	1	2	5	3	3	-	3	6	8	1
		13%	19%	10%	-	5%	12%	17%	21%	23%	-	12%	15%	15%	8%
<b>NETS</b>															
Net: Increase	5	2	2	2	2	1	1	2	1	1	1	2	2	4	2
	8%	7%	7%	10%	20%	6%	6%	7%	7%	7%	55%	7%	6%	7%	13%
Net: Decrease	8	4	4	-	1	2	1	2	1	3	-	1	7	6	2
	12%	16%	17%	-	11%	16%	8%	7%	5%	20%	-	4%	18%	12%	12%
Net: Increase + Stay the same	48	16	17	16	7	11	11	23	12	7	2	20	26	39	10
	75%	66%	73%	89%	89%	79%	80%	77%	74%	57%	100%	84%	68%	74%	80%
Mean score	2.9	2.9	2.9	3.1	3.1	2.9	3.0	3.0	3.0	2.7	3.5	3.0	2.8	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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total	33	12	10	11	4	8	8	14	6	7	2	12	19	26	7
Weighted Total	30	12	9	9	3	6	7	15	7	6	2	10	19	24	6
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	3	2	-	1	-	1	1	-	1	-	3	-	2	1
	9%	15%	-	10%	26%	-	10%	5%	-	16%	-	27%	-	7%	16%
Stay the same	(3)	18	5	5	7	2	4	6	9	3	2	6	10	14	4
	58%	42%	58%	81%	49%	74%	76%	60%	44%	43%	100%	56%	55%	59%	56%
Slightly decrease	(2)	3	3	1	-	1	1	-	1	1	-	1	3	3	-
	11%	21%	9%	-	25%	13%	-	6%	12%	14%	-	8%	14%	14%	-
Greatly decrease	(1)	1	-	1	-	-	-	-	-	1	-	-	1	-	1
	3%	-	9%	-	-	-	-	-	-	13%	-	-	4%	-	13%
Don't know	6	3	2	1	-	1	1	4	3	1	-	1	5	5	1
	19%	23%	25%	9%	-	13%	14%	29%	44%	14%	-	9%	27%	20%	15%
<b>NETS</b>															
Net: Increase	3	2	-	1	1	-	1	1	-	1	-	3	-	2	1
	9%	15%	-	10%	26%	-	10%	5%	-	16%	-	27%	-	7%	16%
Net: Decrease	4	3	2	-	1	1	-	1	1	2	-	1	3	3	1
	14%	21%	17%	-	25%	13%	-	6%	12%	27%	-	8%	18%	14%	13%
Net: Increase + Stay the same	20	7	5	8	3	4	6	10	3	4	2	8	10	16	5
	67%	56%	58%	91%	75%	74%	86%	65%	44%	59%	100%	83%	55%	65%	72%
Mean score	2.9	2.9	2.6	3.1	3.0	2.8	3.1	3.0	2.8	2.7	3.0	3.2	2.7	2.9	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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Significance Level: 95%															
Unweighted Total	36	12	13	11	4	10	4	13	9	9	-	11	25	27	9
Weighted Total	35	12	12	11	4	8	4	15	10	8	-	10	25	26	9
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	-	100%	100%	100%	100%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	2	2	-	-	1	-	-	-	1	-	-	2	1	1
	5%	-	14%	-	-	10%	-	-	-	10%	-	-	7%	3%	10%
Stay the same	(3)	24	8	10	3	6	4	10	6	5	-	8	16	18	6
	69%	56%	62%	93%	77%	71%	100%	72%	61%	59%	-	83%	64%	69%	69%
Slightly decrease	(2)	3	1	-	1	1	-	1	1	1	-	1	3	3	-
	10%	21%	7%	-	23%	10%	-	6%	8%	10%	-	8%	10%	13%	-
Greatly decrease	(1)	1	1	-	-	-	-	-	-	1	-	-	1	-	1
	2%	-	7%	-	-	-	-	-	-	10%	-	-	3%	-	10%
Don't know	5	3	1	1	-	1	-	3	3	1	-	1	4	4	1
	14%	23%	11%	7%	-	9%	-	22%	31%	10%	-	9%	16%	15%	11%
<b>NETS</b>															
Net: Increase	2	-	2	-	-	1	-	-	-	1	-	-	2	1	1
	5%	-	14%	-	-	10%	-	-	-	10%	-	-	7%	3%	10%
Net: Decrease	4	3	2	-	1	1	-	1	1	2	-	1	3	3	1
	12%	21%	13%	-	23%	10%	-	6%	8%	20%	-	8%	13%	13%	10%
Net: Increase + Stay the same	26	7	9	10	3	7	4	10	6	6	-	8	18	19	7
	74%	56%	76%	93%	77%	81%	100%	72%	61%	69%	-	83%	71%	72%	79%
Mean score	2.9	2.7	2.9	3.0	2.8	3.0	3.0	2.9	2.9	2.8	-	2.9	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

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

### SUMMARY TABLE

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

	Total	Greatly increase	Slightly increase	Stay the same	Slightly decrease	Greatly decrease	Don't know	Net: Increase	Net: Decrease	Net: Increase + Stay the same	Mean
Accounting and financial services	51	-	3	37	3	1	7	3	4	40	3.0
	100%	-	6%	72%	7%	2%	14%	6%	8%	78%	
Construction	14	2	4	4	1	-	3	6	1	10	3.7
	100%	14%	32%	28%	6%	-	19%	46%	6%	75%	
Drivers	20	1	6	7	2	-	5	7	2	13	3.4
	100%	5%	28%	34%	9%	-	24%	33%	9%	67%	
Education	16	-	2	9	1	-	4	2	1	11	3.0
	100%	-	12%	57%	9%	-	23%	12%	9%	69%	
Engineering & technical	29	-	4	16	4	1	3	4	5	20	2.9
	100%	-	14%	55%	16%	3%	12%	14%	18%	70%	
Executive recruitment / interim management	28	-	3	13	4	1	8	3	4	16	2.9
	100%	-	9%	48%	13%	3%	28%	9%	16%	57%	
Health & social care	10	1	-	5	1	-	3	1	1	6	3.2
	100%	10%	-	50%	9%	-	32%	10%	9%	60%	
Hospitality	16	1	2	9	1	-	3	3	1	12	3.2
	100%	5%	12%	60%	6%	-	18%	17%	6%	77%	
Industrial	23	-	8	9	2	1	3	8	3	17	3.2
	100%	-	34%	40%	8%	4%	15%	34%	11%	73%	
Legal & HR	41	-	3	25	3	1	9	3	4	27	2.9
	100%	-	6%	60%	8%	2%	23%	6%	10%	66%	
Life sciences	4	-	-	2	-	-	2	-	-	2	3.0
	100%	-	-	58%	-	-	42%	-	-	58%	
Marketing, media & creative	34	-	1	23	2	1	8	1	3	24	2.9
	100%	-	3%	67%	5%	2%	23%	3%	7%	70%	
Office professionals	65	1	5	39	7	2	10	6	9	45	2.9
	100%	2%	8%	60%	12%	3%	16%	9%	14%	70%	
Sales & retail	30	-	5	13	3	1	8	5	4	19	3.0
	100%	-	17%	44%	11%	3%	25%	17%	14%	61%	
Technology	35	-	2	23	3	1	7	2	4	24	2.9
	100%	-	5%	64%	10%	2%	19%	5%	12%	69%	
Average (response based including bases)	414	6	46	234	38	8	82	52	47	286	3.0
	100%	1%	11%	56%	9%	2%	20%	13%	11%	69%	

## Jobs Outlook - Combined

### Q15\_SUM. Average across all sectors

#### SUMMARY TABLE

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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Significance Level: 95%															
Unweighted Total	431	162	125	144	61	112	80	167	87	91	22	141	268	313	118
Weighted Total	414	157	118	139	59	93	81	175	94	87	20	132	262	300	114
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	6	4	2	-	6	-	-	-	-	-	2	4	4	2
	1%	-	3%	1%	-	6%	-	-	-	-	-	1%	1%	1%	2%
			a			dfghi									
Slightly increase	(4)	46	15	17	17	14	4	5	1	10	2	19	25	25	21
	11%	9%	12%	12%	28%	15%	5%	3%	1%	12%	11%	14%	10%	8%	19%
					efghi	fgh				gh					m
Stay the same	(3)	234	73	90	34	58	59	102	43	40	16	84	134	170	64
	56%	45%	62%	65%	58%	62%	73%	58%	46%	45%	79%	63%	51%	57%	56%
			a	a		hi	ghi	i				l			
Slightly decrease	(2)	38	7	3	7	6	5	15	10	10	2	10	27	33	5
	9%	18%	6%	2%	12%	7%	6%	8%	11%	12%	10%	7%	10%	11%	5%
		bc												n	
Greatly decrease	(1)	8	8	-	1	-	-	-	-	8	-	1	8	1	8
	2%	1%	6%	-	2%	-	-	-	-	9%	-	1%	3%	*	7%
			ac							efgh					m
Don't know		82	12	27	-	9	13	53	40	19	-	17	65	68	14
	20%	27%	10%	19%	-	10%	16%	30%	43%	22%	-	13%	25%	23%	12%
		b		b		d	d	def	defi	de			k	n	
<b>NETS</b>															
Net: Increase	52	14	19	19	17	20	4	5	1	10	2	21	29	29	23
	13%	9%	16%	14%	28%	22%	5%	3%	1%	12%	11%	16%	11%	10%	20%
					fghi	fgh				gh					m
Net: Decrease	47	29	14	3	8	6	5	15	10	18	2	11	34	34	13
	11%	18%	12%	2%	13%	7%	6%	8%	11%	21%	10%	8%	13%	11%	11%
		c	c							efg					
Net: Increase + Stay the same	286	85	92	109	51	78	63	107	44	50	18	105	163	198	87
	69%	54%	78%	78%	87%	84%	78%	61%	46%	57%	90%	79%	62%	66%	76%
		a	a	a	ghi	ghi	ghi	h				l			m
Mean score	3.0	2.9	3.0	3.2	3.1	3.2	3.0	2.9	2.8	2.8	3.0	3.1	3.0	3.0	3.0
				a	ghi	fghi	h								

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

## Jobs Outlook - Combined

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

### Accounting and financial services

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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	*n
Unweighted Total	53	15	18	20	7	13	11	20	9	13	2	22	29	42	11
Weighted Total	51	14	18	20	7	11	11	20	10	12	3	21	28	41	11
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	3	-	2	1	1	-	-	-	1	-	1	2	2	1
		6%	-	11%	5%	13%	7%	-	-	9%	-	5%	7%	5%	9%
Stay the same	(3)	37	10	13	15	5	10	8	15	7	3	17	18	30	7
		72%	69%	71%	76%	75%	86%	75%	72%	68%	100%	80%	64%	74%	66%
Slightly decrease	(2)	3	3	-	1	-	1	2	1	1	-	1	3	3	1
		7%	18%	-	12%	-	8%	8%	9%	7%	-	4%	9%	6%	8%
Greatly decrease	(1)	1	-	1	-	-	-	-	-	1	-	-	1	-	1
		2%	-	5%	-	-	-	-	-	7%	-	-	3%	-	8%
Don't know		7	2	2	3	-	1	2	4	2	-	2	5	6	1
		14%	13%	13%	15%	-	7%	17%	20%	23%	-	10%	17%	15%	9%
<b>NETS</b>															
Net: Increase	3	-	2	1	1	1	-	-	-	1	-	1	2	2	1
	6%	-	11%	5%	13%	7%	-	-	-	9%	-	5%	7%	5%	9%
Net: Decrease	4	3	1	1	1	-	1	2	1	2	-	1	3	3	2
	8%	18%	5%	4%	12%	-	8%	8%	9%	14%	-	4%	12%	6%	16%
Net: Increase + Stay the same	40	10	15	16	6	11	8	15	7	8	3	18	19	32	8
	78%	69%	83%	81%	88%	93%	75%	72%	68%	69%	100%	86%	70%	79%	75%
Mean score	3.0	2.8	3.0	3.0	3.0	3.1	2.9	2.9	2.9	2.9	3.0	3.0	2.9	3.0	2.8

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

## Jobs Outlook - Combined

**Q15\_2. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next four to twelve months?**

### Construction

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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	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	6	5	4	2	7	3	5	2	1	2	4	9	9	6
Weighted Total	14	6	4	4	2	6	3	5	2	1	2	4	8	8	6
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5) 14%	-	1	1	-	2	-	-	-	-	-	1	1	1	1
		-	25%	24%	-	32%	-	-	-	-	-	26%	12%	13%	17%
Slightly increase	(4) 32%	1	2	1	1	3	1	1	-	-	-	3	2	3	2
		23%	53%	24%	54%	42%	26%	16%	-	-	-	74%	19%	35%	28%
Stay the same	(3) 28%	2	1	1	1	1	2	2	-	-	2	-	2	2	2
		28%	22%	34%	46%	14%	74%	45%	-	-	100%	-	27%	20%	39%
Slightly decrease	(2) 6%	1	-	-	-	-	-	-	-	1	-	-	1	1	-
		15%	-	-	-	-	-	-	-	100%	-	-	10%	11%	-
Greatly decrease	(1) -	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	3 19%	2	-	1	-	1	-	2	2	-	-	-	3	2	1
		33%	-	18%	-	12%	-	39%	100%	-	-	-	31%	21%	16%
<b>NETS</b>															
Net: Increase	6 46%	1	3	2	1	5	1	1	-	-	-	4	3	4	3
		23%	78%	47%	54%	74%	26%	16%	-	-	-	100%	31%	47%	45%
Net: Decrease	1 6%	1	-	-	-	-	-	-	-	1	-	-	1	1	-
		15%	-	-	-	-	-	-	-	100%	-	-	10%	11%	-
Net: Increase + Stay the same	10 75%	3	4	3	2	6	3	3	-	-	2	4	5	5	5
		51%	100%	82%	100%	88%	100%	61%	-	-	100%	100%	58%	68%	84%
Mean score	3.7	3.1	4.0	3.9	3.5	4.2	3.3	3.3	-	2.0	3.0	4.3	3.5	3.6	3.7

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



## Jobs Outlook - Combined

**Q15\_3. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next four to twelve months?**

### Drivers

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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Significance Level: 95%															
Unweighted Total	21	7	5	9	3	8	4	6	2	4	2	6	13	13	8
Weighted Total	20	7	5	9	2	7	4	6	2	4	2	6	12	12	8
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	1	-	1	-	1	-	-	-	-	-	-	1	1	-
		5%	-	22%	-	14%	-	-	-	-	-	-	8%	8%	-
Slightly increase	(4)	6	3	1	2	2	-	-	-	1	-	3	3	3	3
		28%	45%	18%	20%	100%	29%	-	-	24%	-	49%	21%	24%	35%
Stay the same	(3)	7	-	3	4	-	2	3	3	-	1	2	4	4	3
		34%	-	60%	46%	-	34%	79%	54%	-	26%	36%	31%	29%	41%
Slightly decrease	(2)	2	2	-	-	1	-	-	-	1	1	-	1	1	1
		9%	27%	-	-	14%	-	-	-	20%	64%	-	7%	7%	13%
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		5	2	-	3	-	1	1	3	2	1	1	4	4	1
		24%	27%	-	34%	-	10%	21%	46%	100%	30%	-	20%	29%	12%
<b>NETS</b>															
Net: Increase		7	3	2	2	2	3	-	-	1	-	3	4	4	3
		33%	45%	40%	20%	100%	43%	-	-	24%	-	49%	29%	32%	35%
Net: Decrease		2	2	-	-	-	1	-	-	1	1	-	1	1	1
		9%	27%	-	-	-	14%	-	-	20%	64%	-	7%	7%	13%
Net: Increase + Stay the same		13	3	5	6	2	6	3	3	-	2	5	8	7	6
		67%	45%	100%	66%	100%	76%	79%	54%	-	50%	36%	80%	61%	75%
Mean score		3.4	3.2	3.6	3.3	4.0	3.5	3.0	3.0	-	3.0	2.4	3.6	3.4	3.2

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

## Jobs Outlook - Combined

**Q15\_4. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next four to twelve months?**

### Education

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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total	14	5	5	4	1	3	2	7	5	3	-	2	12	9	5
Weighted Total	16	6	5	5	1	2	3	9	6	3	-	3	13	11	5
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	-	100%	100%	100%	100%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	2	1	1	1	1	-	-	-	-	-	-	2	1	1
	12%	-	16%	21%	100%	34%	-	-	-	-	-	-	14%	8%	19%
Stay the same	(3)	9	3	3	-	1	3	6	3	2	-	1	8	6	3
	57%	54%	56%	62%	-	36%	100%	64%	49%	73%	-	44%	59%	54%	62%
Slightly decrease	(2)	1	1	-	-	-	-	1	1	-	-	1	-	1	-
	9%	-	27%	-	-	-	-	15%	22%	-	-	56%	-	13%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	4	3	-	1	-	1	-	2	2	1	-	-	4	3	1
	23%	46%	-	17%	-	30%	-	21%	29%	27%	-	-	27%	24%	19%
<b>NETS</b>															
Net: Increase	2	-	1	1	1	1	-	-	-	-	-	-	2	1	1
	12%	-	16%	21%	100%	34%	-	-	-	-	-	-	14%	8%	19%
Net: Decrease	1	-	1	-	-	-	-	1	1	-	-	1	-	1	-
	9%	-	27%	-	-	-	-	15%	22%	-	-	56%	-	13%	-
Net: Increase + Stay the same	11	3	4	4	1	2	3	6	3	2	-	1	10	7	4
	69%	54%	73%	83%	100%	70%	100%	64%	49%	73%	-	44%	73%	62%	81%
Mean score	3.0	3.0	2.9	3.3	4.0	3.5	3.0	2.8	2.7	3.0	-	2.4	3.2	2.9	3.2

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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Significance Level: 95%															
Unweighted Total	31	13	7	11	7	9	6	10	4	5	4	8	19	21	10
Weighted Total	29	13	6	9	6	7	6	11	5	4	3	7	19	19	10
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	4	1	1	2	1	2	-	-	1	1	1	2	3	1
	14%	7%	14%	25%	15%	33%	-	-	-	20%	45%	13%	10%	17%	10%
Stay the same	(3)	16	8	3	5	4	3	4	7	2	2	5	9	10	6
	55%	60%	56%	48%	71%	42%	71%	61%	47%	42%	55%	74%	49%	51%	63%
Slightly decrease	(2)	4	3	1	1	1	1	2	1	1	-	1	4	4	1
	16%	20%	16%	9%	14%	15%	14%	15%	17%	20%	-	13%	19%	19%	9%
Greatly decrease	(1)	1	-	1	-	-	-	-	-	1	-	-	1	-	1
	3%	-	14%	-	-	-	-	-	-	19%	-	-	4%	-	9%
Don't know		3	2	-	2	-	1	1	3	2	-	-	3	2	1
	12%	14%	-	17%	-	11%	14%	24%	36%	-	-	-	18%	13%	10%
<b>NETS</b>															
Net: Increase	4	1	1	2	1	2	-	-	-	1	1	1	2	3	1
	14%	7%	14%	25%	15%	33%	-	-	-	20%	45%	13%	10%	17%	10%
Net: Decrease	5	3	2	1	1	1	1	2	1	2	-	1	4	4	2
	18%	20%	30%	9%	14%	15%	14%	15%	17%	38%	-	13%	23%	19%	17%
Net: Increase + Stay the same	20	9	4	7	5	5	4	7	2	3	3	6	11	13	7
	70%	67%	70%	74%	86%	74%	71%	61%	47%	62%	100%	87%	59%	68%	73%
Mean score	2.9	2.8	2.7	3.2	3.0	3.2	2.8	2.8	2.7	2.6	3.5	3.0	2.8	3.0	2.8

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

## Jobs Outlook - Combined

**Q15\_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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total	30	11	9	10	3	9	4	11	7	7	1	9	20	21	9
Weighted Total	28	10	8	10	3	7	4	11	7	7	1	8	19	19	9
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	3	2	1	1	2	-	-	-	-	-	1	2	2	1
	9%	-	18%	10%	37%	21%	-	-	-	-	-	9%	10%	8%	11%
Stay the same	(3)	13	5	6	1	4	3	6	3	2	-	5	9	9	5
	48%	28%	56%	60%	29%	54%	80%	57%	43%	33%	-	55%	47%	44%	56%
Slightly decrease	(2)	4	-	-	1	1	-	1	1	1	1	1	2	3	1
	13%	36%	-	-	34%	14%	-	7%	12%	12%	100%	10%	9%	13%	12%
Greatly decrease	(1)	1	1	-	-	-	-	-	-	1	-	-	1	-	1
	3%	-	10%	-	-	-	-	-	12%	-	-	-	4%	-	10%
Don't know	8	4	1	3	-	1	1	4	3	3	-	2	6	7	1
	28%	36%	16%	30%	-	10%	20%	35%	45%	43%	-	26%	30%	35%	11%
<b>NETS</b>															
Net: Increase	3	-	2	1	1	2	-	-	-	-	-	1	2	2	1
	9%	-	18%	10%	37%	21%	-	-	-	-	-	9%	10%	8%	11%
Net: Decrease	4	4	1	-	1	1	-	1	1	2	1	1	3	3	2
	16%	36%	10%	-	34%	14%	-	7%	12%	24%	100%	10%	14%	13%	22%
Net: Increase + Stay the same	16	3	6	7	2	5	3	6	3	2	-	5	11	10	6
	57%	28%	74%	70%	66%	76%	80%	57%	43%	33%	-	64%	57%	52%	68%
Mean score	2.9	2.4	3.0	3.1	3.0	3.1	3.0	2.9	2.8	2.4	2.0	3.0	2.9	2.9	2.8

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

## Jobs Outlook - Combined

**Q15\_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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total	10	5	1	4	-	2	1	4	3	4	1	3	6	5	5
Weighted Total	10	5	1	4	-	2	1	4	3	4	1	3	6	5	5
	100%	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5) 10%	-	-	1	-	1	-	-	-	-	-	1	-	-	1
		-	-	23%	-	60%	-	-	-	-	-	32%	-	-	19%
Slightly increase	(4) -	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Stay the same	(3) 50%	2	1	2	-	1	1	2	1	2	1	-	4	2	3
		42%	100%	48%	-	40%	100%	57%	35%	46%	100%	-	68%	35%	62%
Slightly decrease	(2) 9%	1	-	-	-	-	-	1	1	-	-	1	-	1	-
		18%	-	-	-	-	-	20%	31%	-	-	27%	-	18%	-
Greatly decrease	(1) -	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	3 32%	2	-	1	-	-	-	1	1	2	-	1	2	2	1
		40%	-	30%	-	-	-	23%	35%	54%	-	41%	32%	47%	18%
<b>NETS</b>															
Net: Increase	1 10%	-	-	1	-	1	-	-	-	-	-	1	-	-	1
		-	-	23%	-	60%	-	-	-	-	-	32%	-	-	19%
Net: Decrease	1 9%	1	-	-	-	-	-	1	1	-	-	1	-	1	-
		18%	-	-	-	-	-	20%	31%	-	-	27%	-	18%	-
Net: Increase + Stay the same	6 60%	2	1	3	-	2	1	2	1	2	1	1	4	2	4
		42%	100%	70%	-	100%	100%	57%	35%	46%	100%	32%	68%	35%	82%
Mean score	3.2	2.7	3.0	3.6	-	4.2	3.0	2.7	2.5	3.0	3.0	3.6	3.0	2.7	3.5

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

## Jobs Outlook - Combined

**Q15\_8. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next four to twelve months?**

### Hospitality

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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total	16	5	4	7	5	3	2	4	2	4	3	2	11	10	6
Weighted Total	16	5	4	7	5	2	2	4	2	4	3	2	11	10	6
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	1	1	-	-	1	-	-	-	-	-	-	1	1	-
		5%	22%	-	-	34%	-	-	-	-	-	-	8%	9%	-
Slightly increase	(4)	2	1	1	1	-	-	-	-	1	-	-	2	-	2
		12%	22%	14%	19%	-	-	-	-	22%	-	-	17%	-	31%
Stay the same	(3)	9	2	5	4	2	1	1	-	2	3	2	5	6	3
		60%	42%	56%	74%	66%	62%	34%	-	57%	100%	100%	42%	64%	54%
Slightly decrease	(2)	1	-	-	-	-	-	-	-	1	-	-	1	1	-
		6%	18%	-	-	-	-	-	-	22%	-	-	8%	9%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		3	2	1	-	-	1	3	2	-	-	-	3	2	1
		18%	40%	12%	-	-	38%	66%	100%	-	-	-	25%	19%	16%
<b>NETS</b>															
Net: Increase		3	2	1	1	1	-	-	-	1	-	-	3	1	2
		17%	44%	14%	19%	34%	-	-	-	22%	-	-	24%	9%	31%
Net: Decrease		1	-	-	-	-	-	-	-	1	-	-	1	1	-
		6%	18%	-	-	-	-	-	-	22%	-	-	8%	9%	-
Net: Increase + Stay the same		12	4	6	5	2	1	1	-	3	3	2	7	7	5
		77%	42%	88%	100%	100%	62%	34%	-	78%	100%	100%	67%	72%	84%
Mean score		3.2	3.7	3.2	3.2	3.7	3.0	3.0	-	3.0	3.0	3.0	3.3	3.1	3.4

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

## Jobs Outlook - Combined

**Q15\_9. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next four to twelve months?**

### Industrial

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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Significance Level: 95%															
Unweighted Total	24	14	3	7	6	1	6	9	3	8	-	9	15	14	10
Weighted Total	23	13	3	7	6	1	6	9	3	7	-	8	14	12	10
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	-	100%	100%	100%	100%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	8	6	-	2	3	-	2	2	-	3	-	5	3	4
	34%	44%	-	27%	49%	-	31%	22%	-	40%	-	57%	20%	29%	39%
Stay the same	(3)	9	3	2	4	2	-	4	4	-	3	-	3	6	4
	40%	21%	71%	61%	36%	-	69%	48%	-	36%	-	32%	44%	36%	44%
Slightly decrease	(2)	2	2	-	-	1	-	-	-	1	-	1	1	2	-
	8%	14%	-	-	16%	-	-	-	-	12%	-	11%	6%	14%	-
Greatly decrease	(1)	1	-	1	-	-	-	-	-	1	-	-	1	-	1
	4%	-	29%	-	-	-	-	-	-	12%	-	-	6%	-	8%
Don't know	3	3	-	1	-	1	-	3	3	-	-	-	3	3	1
	15%	21%	-	11%	-	100%	-	30%	100%	-	-	-	24%	21%	9%
<b>NETS</b>															
Net: Increase	8	6	-	2	3	-	2	2	-	3	-	5	3	4	4
	34%	44%	-	27%	49%	-	31%	22%	-	40%	-	57%	20%	29%	39%
Net: Decrease	3	2	1	-	1	-	-	-	-	2	-	1	2	2	1
	11%	14%	29%	-	16%	-	-	-	-	24%	-	11%	12%	14%	8%
Net: Increase + Stay the same	17	8	2	6	5	-	6	6	-	5	-	7	9	8	8
	73%	65%	71%	89%	84%	-	100%	70%	-	76%	-	89%	64%	65%	83%
Mean score	3.2	3.4	2.4	3.3	3.3	-	3.3	3.3	-	3.0	-	3.5	3.0	3.2	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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	*n
Significance Level: 95%															
Unweighted Total	44	18	13	13	8	12	7	16	9	8	1	16	27	35	9
Weighted Total	41	16	13	12	8	10	6	15	9	7	1	15	24	33	8
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	3	2	1	1	2	-	-	-	-	-	1	2	2	1
	6%	-	12%	8%	12%	15%	-	-	-	-	-	5%	7%	5%	12%
Stay the same	(3)	25	9	7	6	8	4	8	4	3	1	11	13	20	5
	60%	52%	71%	61%	77%	77%	61%	52%	46%	35%	100%	71%	52%	61%	56%
Slightly decrease	(2)	3	-	1	1	-	1	2	1	1	-	1	3	3	1
	8%	16%	-	7%	11%	-	14%	11%	9%	12%	-	5%	11%	8%	11%
Greatly decrease	(1)	1	1	-	-	-	-	-	-	1	-	-	1	-	1
	2%	-	7%	-	-	-	-	-	-	12%	-	-	3%	-	10%
Don't know	9	5	1	3	-	1	2	6	4	3	-	3	7	9	1
	23%	32%	10%	24%	-	7%	26%	37%	45%	42%	-	19%	27%	26%	11%
<b>NETS</b>															
Net: Increase	3	-	2	1	1	2	-	-	-	-	-	1	2	2	1
	6%	-	12%	8%	12%	15%	-	-	-	-	-	5%	7%	5%	12%
Net: Decrease	4	3	1	1	1	-	1	2	1	2	-	1	3	3	2
	10%	16%	7%	7%	11%	-	14%	11%	9%	24%	-	5%	14%	8%	21%
Net: Increase + Stay the same	27	8	11	8	7	9	4	8	4	3	1	12	14	22	6
	66%	52%	83%	69%	89%	93%	61%	52%	46%	35%	100%	75%	59%	66%	68%
Mean score	2.9	2.8	3.0	3.0	3.0	3.2	2.8	2.8	2.8	2.4	3.0	3.0	2.9	3.0	2.8

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



## Jobs Outlook - Combined

**Q15\_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	June 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m
Significance Level: 95%														
Unweighted Total	4	2	2	-	-	2	4	2	-	-	-	4	2	2
Weighted Total	4	2	2	-	-	2	4	2	-	-	-	4	2	2
	100%	100%	100%	-	-	100%	100%	100%	-	-	-	100%	100%	100%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-
Stay the same	(3)	2	2	-	-	2	2	-	-	-	-	2	1	1
		58%	100%	-	-	100%	58%	-	-	-	-	58%	57%	60%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	2	2	-	-	-	-	2	2	-	-	-	2	1	1
		42%	100%	-	-	-	42%	100%	-	-	-	42%	43%	40%
<b>NETS</b>														
Net: Increase	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Decrease	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same	2	-	2	-	-	2	2	-	-	-	-	2	1	1
		58%	100%	-	-	100%	58%	-	-	-	-	58%	57%	60%
Mean score	3.0	-	3.0	-	-	3.0	3.0	-	-	-	-	3.0	3.0	3.0

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

## Jobs Outlook - Combined

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

### Marketing, media & creative

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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Significance Level: 95%															
Unweighted Total	34	13	8	13	3	10	6	16	10	5	2	12	20	26	8
Weighted Total	34	13	8	13	3	8	6	18	11	5	2	11	21	26	8
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	1	-	1	1	-	-	-	-	-	-	-	1	-	1
		3%	-	8%	31%	-	-	-	-	-	-	-	5%	-	12%
Stay the same	(3)	23	8	6	2	7	5	12	7	1	2	8	13	18	5
		67%	60%	72%	69%	91%	86%	67%	57%	27%	100%	73%	60%	67%	65%
Slightly decrease	(2)	2	2	-	-	-	-	1	1	1	-	1	1	2	-
		5%	13%	-	-	-	-	5%	7%	16%	-	7%	4%	7%	-
Greatly decrease	(1)	1	-	1	-	-	-	-	-	1	-	-	1	-	1
		2%	-	11%	-	-	-	-	-	16%	-	-	4%	-	11%
Don't know		8	4	1	3	-	1	1	5	4	2	2	6	7	1
		23%	27%	17%	23%	-	9%	14%	28%	35%	41%	19%	27%	26%	12%
<b>NETS</b>															
Net: Increase		1	-	1	1	-	-	-	-	-	-	-	1	-	1
		3%	-	8%	31%	-	-	-	-	-	-	-	5%	-	12%
Net: Decrease		3	2	1	-	-	-	1	1	2	-	1	2	2	1
		7%	13%	11%	-	-	-	5%	7%	32%	-	7%	8%	7%	11%
Net: Increase + Stay the same		24	8	6	10	3	7	5	12	7	2	8	14	18	6
		70%	60%	72%	77%	100%	91%	86%	67%	57%	100%	73%	65%	67%	77%
Mean score		2.9	2.8	2.7	3.1	3.3	3.0	3.0	2.9	2.9	2.2	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

**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	
		June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	l	m	*n
Significance Level: 95%															
Unweighted Total	66	24	24	18	8	17	14	28	14	13	2	25	39	53	13
Weighted Total	65	24	23	18	8	14	14	29	16	13	2	24	39	53	12
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	1	1	-	-	1	-	-	-	-	-	-	1	1	-
		2%	4%	-	-	7%	-	-	-	-	-	-	3%	2%	-
Slightly increase	(4)	5	2	2	2	1	1	2	1	1	-	2	3	2	3
		8%	7%	7%	21%	6%	6%	6%	5%	7%	-	7%	9%	5%	21%
Stay the same	(3)	39	12	14	5	10	9	17	9	7	2	17	19	32	7
		60%	51%	62%	57%	70%	62%	58%	55%	57%	100%	73%	50%	61%	57%
Slightly decrease	(2)	7	4	3	1	2	2	4	2	1	-	1	7	7	1
		12%	16%	13%	11%	11%	14%	14%	14%	7%	-	4%	17%	13%	7%
Greatly decrease	(1)	2	1	1	1	-	-	-	-	1	-	1	1	1	1
		3%	4%	4%	11%	-	-	-	-	6%	-	4%	2%	2%	7%
Don't know		10	5	2	3	-	1	3	7	4	3	3	7	9	1
		16%	22%	10%	16%	-	5%	18%	22%	26%	23%	-	12%	19%	8%
<b>NETS</b>															
Net: Increase	6	2	3	2	2	2	1	2	1	1	-	2	4	4	3
	9%	7%	12%	9%	21%	13%	6%	6%	5%	7%	-	7%	11%	7%	21%
Net: Decrease	9	5	4	1	2	2	2	4	2	2	-	2	7	8	2
	14%	19%	16%	5%	22%	11%	14%	14%	14%	13%	-	7%	19%	14%	14%
Net: Increase + Stay the same	45	14	17	14	6	12	9	19	9	8	2	19	24	36	9
	70%	58%	74%	79%	78%	83%	67%	64%	60%	64%	100%	80%	62%	68%	78%
Mean score	2.9	2.8	3.0	3.1	2.9	3.1	2.9	2.9	2.9	2.8	3.0	3.0	2.9	2.9	3.0

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

## Jobs Outlook - Combined

**Q15\_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

	Total	WAVE			REGION						SIZE			SECTOR		
		June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public	
		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n	
Significance Level: 95%																
Unweighted Total	33	12	10	11	4	8	8	14	6	7	2	12	19	26	7	
Weighted Total	30	12	9	9	3	6	7	15	7	6	2	10	19	24	6	
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Slightly increase	(4)	5	2	1	3	2	1	1	1	-	2	1	3	1	3	2
		17%	15%	7%	31%	53%	12%	10%	5%	-	30%	49%	34%	5%	13%	31%
Stay the same	(3)	13	4	5	4	1	4	5	7	2	2	1	5	8	11	3
		44%	35%	50%	50%	22%	62%	64%	48%	32%	29%	51%	49%	41%	45%	41%
Slightly decrease	(2)	3	3	1	-	1	1	-	1	1	1	-	1	3	3	-
		11%	21%	9%	-	25%	13%	-	6%	12%	14%	-	8%	14%	14%	-
Greatly decrease	(1)	1	-	1	-	-	-	-	-	-	1	-	-	1	-	1
		3%	-	9%	-	-	-	-	-	13%	-	-	-	4%	-	13%
Don't know		8	4	2	2	-	1	2	6	4	1	-	1	7	7	1
		25%	29%	25%	19%	-	13%	26%	41%	56%	14%	-	9%	36%	28%	15%
<b>NETS</b>																
Net: Increase	5	2	1	3	2	1	1	1	-	2	1	3	1	3	2	
	17%	15%	7%	31%	53%	12%	10%	5%	-	30%	49%	34%	5%	13%	31%	
Net: Decrease	4	3	2	-	1	1	-	1	1	2	-	1	3	3	1	
	14%	21%	17%	-	25%	13%	-	6%	12%	27%	-	8%	18%	14%	13%	
Net: Increase + Stay the same	19	6	5	7	3	4	5	8	2	4	2	8	9	14	5	
	61%	49%	58%	81%	75%	74%	74%	54%	32%	59%	100%	83%	46%	58%	72%	
Mean score	3.0	2.9	2.7	3.4	3.3	3.0	3.1	3.0	2.7	2.9	3.5	3.3	2.7	3.0	3.1	

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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	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	12	13	11	4	10	4	13	9	9	-	11	25	27	9
Weighted Total	35	12	12	11	4	8	4	15	10	8	-	10	25	26	9
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	-	100%	100%	100%	100%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	2	2	-	-	1	-	-	-	1	-	-	2	1	1
	5%	-	14%	-	-	10%	-	-	-	10%	-	-	7%	3%	10%
Stay the same	(3)	23	8	9	3	6	3	9	5	5	-	8	14	17	6
	64%	49%	62%	85%	77%	71%	80%	60%	52%	59%	-	83%	57%	63%	69%
Slightly decrease	(2)	3	1	-	1	1	-	1	1	1	-	1	3	3	-
	10%	21%	7%	-	23%	10%	-	6%	8%	10%	-	8%	10%	13%	-
Greatly decrease	(1)	1	1	-	-	-	-	-	-	1	-	-	1	-	1
	2%	-	7%	-	-	-	-	-	-	10%	-	-	3%	-	10%
Don't know	7	4	1	2	-	1	1	5	4	1	-	1	6	6	1
	19%	30%	11%	15%	-	9%	20%	34%	40%	10%	-	9%	23%	21%	11%
<b>NETS</b>															
Net: Increase	2	-	2	-	-	1	-	-	-	1	-	-	2	1	1
	5%	-	14%	-	-	10%	-	-	-	10%	-	-	7%	3%	10%
Net: Decrease	4	3	2	-	1	1	-	1	1	2	-	1	3	3	1
	12%	21%	13%	-	23%	10%	-	6%	8%	20%	-	8%	13%	13%	10%
Net: Increase + Stay the same	24	6	9	9	3	7	3	9	5	6	-	8	16	17	7
	69%	49%	76%	85%	77%	81%	80%	60%	52%	69%	-	83%	64%	66%	79%
Mean score	2.9	2.7	2.9	3.0	2.8	3.0	3.0	2.9	2.9	2.8	-	2.9	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

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

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

	WAVE			REGION						SIZE			SECTOR		
	Total	June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
	a	b	c		*d	*e	f	g	*h	*i	*j	k	l	m	*n
Significance Level: 95%															
Unweighted Total	118	48	34	36	17	27	30	48	18	26	16	47	55	97	21
Weighted Total	114	46	33	35	16	24	29	49	20	25	15	46	53	94	20
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Accounting and financial services	2 4%	1 6%	1 6%	-	-	-	-	-	-	2 16%	-	2 9%	-	2 5%	-
Construction	2 14%	1 23%	1 17%	-	-	2 31%	-	-	-	-	-	1 35%	1 8%	1 16%	1 12%
Drivers	2 10%	1 19%	-	1 9%	1 30%	1 18%	-	-	-	-	-	1 20%	1 6%	1 11%	1 10%
Education	1 6%	1 15%	-	-	-	-	-	-	-	1 27%	-	-	1 7%	1 8%	-
Engineering & technical	9 33%	4 33%	3 43%	3 27%	-	5 67%	2 41%	5 44%	2 47%	-	1 45%	1 21%	7 35%	7 37%	2 25%
Executive recruitment / interim management	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Health & social care	2 20%	1 22%	-	1 23%	-	1 60%	-	-	-	1 25%	1 100%	1 32%	-	1 21%	1 19%
Hospitality	2 11%	-	2 43%	-	-	1 34%	-	-	-	1 21%	1 33%	-	1 8%	1 9%	1 14%
Industrial	1 4%	1 6%	-	-	-	-	-	-	-	1 12%	-	1 10%	-	1 7%	-
Legal & HR	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Life sciences	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Marketing, media & creative	1 3%	1 6%	-	-	-	-	-	1 5%	1 8%	-	1 47%	-	-	1 3%	-
Office professionals	1 2%	-	1 4%	-	-	1 7%	-	-	-	-	-	-	1 3%	1 2%	-
Sales & retail	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

## Jobs Outlook - Combined

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

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

	WAVE			REGION						SIZE			SECTOR		
	Total	June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
	a	b	c		*d	*e	f	g	*h	*i	*j	k	l	m	*n
Significance Level: 95%															
Unweighted Total	118	48	34	36	17	27	30	48	18	26	16	47	55	97	21
Weighted Total	114	46	33	35	16	24	29	49	20	25	15	46	53	94	20
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Technology	1	-	1	-	-	1	-	-	-	-	-	1	-	1	-
	2%	-	6%	-	-	10%	-	-	-	-	-	8%	-	3%	-
None	93	37	25	31	15	14	26	43	17	20	10	40	43	79	14
	82%	80%	78%	88%	95%	60%	91%	88%	84%	81%	72%	88%	80%	84%	71%
Net: Any	20	9	7	4	1	9	2	6	3	5	4	6	11	15	6
	18%	20%	22%	12%	5%	40%	9%	12%	16%	19%	28%	12%	20%	16%	29%

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	130 100%	2 2%	2 1%	27 21%	45 35%	52 40%	2 1%	4 3%	97 75%	4.1
Quality of service	130 100%	- -	- -	9 7%	30 23%	89 69%	2 1%	- -	119 92%	4.6
Brand image of the agency	130 100%	13 10%	20 16%	46 35%	33 26%	15 12%	2 1%	33 26%	49 38%	3.1
Expertise of the agency, in terms of regions and sectors covered	130 100%	1 1%	- -	21 16%	35 27%	71 55%	2 1%	1 1%	106 82%	4.4
Management information provided	130 100%	5 4%	11 9%	44 34%	32 25%	36 28%	2 1%	16 12%	68 52%	3.6
Membership of a trade or professional organisation	130 100%	18 14%	22 17%	46 35%	24 19%	18 14%	2 1%	40 31%	42 33%	3.0
Other	130 100%	- -	- -	- -	3 2%	4 3%	123 95%	- -	7 5%	4.6



## Jobs Outlook - Combined

**Q17\_1. How important or otherwise are each of the following factors to you when it comes to choosing and using a recruitment agency to source temporary agency workers? Please rate each factor on a scale from 1 to 5, where 1 means not at all important and 5 means very important.**

### Price/Costs of the workers

Base: All who recruit temporary agency workers

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		a	b	c	*d	e	f	g	*h	*i	*j	k	l	m	*n
Significance Level: 95%															
Unweighted Total	134	55	37	42	19	32	34	55	21	28	20	53	61	110	24
Weighted Total	130	54	36	40	18	28	34	57	23	27	19	51	60	107	23
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
1 Not at all important	(1)	2	-	-	2	-	-	-	1	1	1	2	-	2	-
		2%	-	-	5%	-	-	-	2%	5%	4%	4%	-	2%	-
2	(2)	2	1	1	-	-	1	1	1	-	1	-	1	1	1
		1%	1%	2%	-	-	3%	2%	1%	-	4%	-	1%	1%	4%
3	(3)	27	11	9	6	2	7	7	10	3	2	7	18	22	5
		21%	21%	26%	15%	9%	27%	22%	18%	13%	12%	13%	30%	21%	21%
													k		
4	(4)	45	18	13	14	6	9	14	24	10	8	17	20	36	9
		35%	33%	37%	35%	33%	32%	42%	42%	43%	42%	34%	33%	34%	39%
5 Very important	(5)	52	22	12	18	11	10	12	20	8	8	25	20	45	7
		40%	41%	35%	45%	58%	35%	34%	35%	36%	42%	49%	33%	42%	32%
N/A		2	2	-	-	-	1	-	1	1	-	-	2	1	1
		1%	3%	-	-	-	3%	-	2%	4%	-	-	3%	1%	4%
<b>NETS</b>															
Net: Not important		4	1	1	2	-	1	1	2	1	1	2	1	3	1
		3%	1%	2%	5%	-	3%	2%	3%	5%	4%	4%	1%	3%	4%
Net: Important		97	40	26	32	17	19	26	44	18	16	42	39	81	16
		75%	74%	71%	80%	91%	67%	76%	77%	79%	84%	83%	66%	76%	71%
												l			
Mean score		4.1	4.2	4.0	4.1	4.5	4.0	4.1	4.1	4.1	4.2	4.2	4.0	4.1	4.0

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	
		June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		a	b	c	*d	e	f	g	*h	*i	*j	k	l	m	*n
Significance Level: 95%															
Unweighted Total	134	55	37	42	19	32	34	55	21	28	20	53	61	110	24
Weighted Total	130	54	36	40	18	28	34	57	23	27	19	51	60	107	23
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
1 Not at all important	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
2	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
3	(3)	9	3	2	4	1	4	2	3	1	2	3	4	7	2
		7%	5%	5%	11%	5%	14%	5%	4%	4%	9%	6%	6%	6%	8%
4	(4)	30	11	5	13	3	6	10	17	6	4	9	17	26	4
		23%	21%	14%	33%	17%	23%	30%	29%	28%	21%	18%	28%	24%	18%
5 Very important	(5)	89	38	29	23	14	17	22	37	15	13	38	37	74	16
		69%	71%	80%	56%	78%	60%	65%	64%	64%	70%	76%	63%	69%	69%
			c												
N/A		2	2	-	-	-	1	-	1	1	-	-	2	1	1
		1%	3%	-	-	-	3%	-	2%	4%	-	-	3%	1%	4%
<b>NETS</b>															
Net: Not important		-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Important		119	49	34	36	17	23	32	53	21	18	47	54	99	20
		92%	92%	95%	89%	95%	83%	95%	94%	92%	91%	94%	91%	93%	87%
Mean score		4.6	4.7	4.7	4.5	4.7	4.5	4.6	4.6	4.6	4.6	4.7	4.6	4.6	4.6
			c												

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

## Jobs Outlook - Combined

**Q17\_3. How important or otherwise are each of the following factors to you when it comes to choosing and using a recruitment agency to source temporary agency workers? Please rate each factor on a scale from 1 to 5, where 1 means not at all important and 5 means very important.**

### Brand image of the agency

Base: All who recruit temporary agency workers

	Total	WAVE			REGION						SIZE			SECTOR		
		June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public	
		a	b	c	*d	e	f	g	*h	*i	*j	k	l	m	*n	
Significance Level: 95%																
Unweighted Total	134	55	37	42	19	32	34	55	21	28	20	53	61	110	24	
Weighted Total	130	54	36	40	18	28	34	57	23	27	19	51	60	107	23	
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
1 Not at all important	(1)	13	5	1	7	1	2	1	2	2	8	2	7	4	11	2
		10%	9%	2%	18% b	4%	6%	2%	4%	7%	31%	8%	14%	7%	10%	8%
2	(2)	20	9	8	3	4	10	11	1	3	4	7	9	16	4	
		16%	17%	22%	8%	16%	14%	28%	19%	5%	10%	20%	15%	15%	15%	18%
3	(3)	46	21	10	14	5	12	11	20	9	10	9	12	25	39	7
		35%	39%	29%	36%	25%	42%	32%	35%	41%	36%	44%	24%	42% k	36%	30%
4	(4)	33	13	9	11	7	7	11	17	6	4	2	18	13	28	5
		26%	24%	26%	28%	36%	24%	32%	30%	26%	13%	12%	36%	22%	27%	22%
5 Very important	(5)	15	4	7	4	3	3	2	6	4	3	3	6	7	11	4
		12%	7%	21% a	11%	19%	12%	5%	10%	18%	11%	16%	11%	11%	11%	18%
N/A		2	2	-	-	-	1	-	1	1	-	-	-	2	1	1
		1%	3%	-	-	-	3%	-	2%	4%	-	-	3%	1%	4%	
<b>NETS</b>																
Net: Not important		33	14	9	10	4	5	10	13	3	11	5	15	13	27	6
		26%	26%	24%	26%	21%	20%	31%	23%	12%	40%	28%	29%	22%	26%	26%
Net: Important		49	16	17	16	10	10	13	23	10	6	5	24	20	40	9
		38%	31%	47%	39%	54%	36%	38%	40%	44%	24%	28%	47%	33%	37%	40%
Mean score		3.1	3.0	3.4	3.1	3.5	3.2	3.1	3.2	3.4	2.6	3.1	3.2	3.2	3.1	3.3

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

## Jobs Outlook - Combined

**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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		a	b	c	*d	e	f	g	*h	*i	*j	k	l	m	*n
Significance Level: 95%															
Unweighted Total	134	55	37	42	19	32	34	55	21	28	20	53	61	110	24
Weighted Total	130	54	36	40	18	28	34	57	23	27	19	51	60	107	23
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
1 Not at all important	(1)	1	-	1	-	-	-	-	-	1	-	1	-	1	-
		1%	-	3%	-	-	-	-	-	4%	-	2%	-	1%	-
2	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
3	(3)	21	9	3	10	2	4	7	11	4	6	4	11	18	3
		16%	16%	8%	24%	9%	15%	21%	19%	16%	31%	7%	19%	17%	15%
4	(4)	35	15	10	10	4	11	8	16	7	5	14	15	27	7
		27%	27%	28%	25%	21%	39%	25%	27%	31%	24%	28%	26%	25%	32%
5 Very important	(5)	71	28	23	20	13	12	18	30	11	9	32	31	60	11
		55%	53%	65%	49%	70%	43%	54%	52%	49%	44%	62%	52%	56%	49%
N/A		2	2	-	-	-	1	-	1	1	-	-	2	1	1
		1%	3%	-	-	-	3%	-	2%	4%	-	-	3%	1%	4%
<b>NETS</b>															
Net: Not important		1	-	1	-	-	-	-	-	1	-	1	-	1	-
		1%	-	3%	-	-	-	-	-	4%	-	2%	-	1%	-
Net: Important		106	43	33	30	17	23	27	45	19	13	46	47	87	18
		82%	80%	92%	73%	91%	82%	79%	80%	80%	69%	91%	78%	82%	81%
Mean score		4.4	4.4	4.6	4.2	4.6	4.3	4.3	4.3	4.3	4.1	4.5	4.3	4.4	4.4
				c											

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

## Jobs Outlook - Combined

**Q17\_5. How important or otherwise are each of the following factors to you when it comes to choosing and using a recruitment agency to source temporary agency workers? Please rate each factor on a scale from 1 to 5, where 1 means not at all important and 5 means very important.**

### Management information provided

Base: All who recruit temporary agency workers

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		a	b	c	*d	e	f	g	*h	*i	*j	k	l	m	*n
Significance Level: 95%															
Unweighted Total	134	55	37	42	19	32	34	55	21	28	20	53	61	110	24
Weighted Total	130	54	36	40	18	28	34	57	23	27	19	51	60	107	23
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
1 Not at all important	(1)	5	1	1	3	1	1	2	2	-	1	3	-	5	-
		4%	2%	4%	6%	7%	2%	5%	3%	-	4%	6%	-	4%	-
2	(2)	11	5	-	6	-	3	4	5	1	2	6	4	10	1
		9%	10%	-	16%	-	10%	12%	8%	4%	11%	11%	6%	10%	4%
				b											
3	(3)	44	19	10	14	8	6	12	24	12	8	15	21	35	8
		34%	36%	28%	36%	43%	22%	35%	41%	51%	40%	30%	35%	33%	36%
4	(4)	32	13	12	8	5	8	10	13	3	3	11	17	25	8
		25%	24%	33%	19%	25%	28%	28%	22%	13%	18%	23%	29%	23%	34%
5 Very important	(5)	36	13	13	10	4	10	7	13	7	5	15	16	31	5
		28%	25%	35%	24%	25%	35%	20%	23%	28%	24%	30%	27%	29%	22%
N/A		2	2	-	-	-	1	-	1	1	-	-	2	1	1
		1%	3%	-	-	-	3%	-	2%	4%	-	-	3%	1%	4%
<b>NETS</b>															
Net: Not important		16	6	1	9	1	3	6	6	1	4	9	4	15	1
		12%	11%	4%	22%	7%	12%	17%	11%	4%	19%	17%	6%	14%	4%
				b											
Net: Important		68	26	24	17	9	17	16	26	10	8	26	34	56	12
		52%	49%	68%	43%	50%	63%	48%	46%	42%	41%	52%	56%	52%	55%
				c											
Mean score		3.6	3.6	4.0	3.4	3.6	3.9	3.5	3.6	3.7	3.4	3.6	3.8	3.6	3.8
				c											

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

## Jobs Outlook - Combined

**Q17\_6. How important or otherwise are each of the following factors to you when it comes to choosing and using a recruitment agency to source temporary agency workers? Please rate each factor on a scale from 1 to 5, where 1 means not at all important and 5 means very important.**

### Membership of a trade of professional organisation

Base: All who recruit temporary agency workers

	Total	WAVE			REGION						SIZE			SECTOR		
		June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public	
		a	b	c	*d	e	f	g	*h	*i	*j	k	l	m	*n	
Significance Level: 95%																
Unweighted Total	134	55	37	42	19	32	34	55	21	28	20	53	61	110	24	
Weighted Total	130	54	36	40	18	28	34	57	23	27	19	51	60	107	23	
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
1 Not at all important	(1)	18	8	4	6	3	2	5	9	4	5	4	8	7	15	3
		14%	15%	10%	16%	19%	6%	14%	15%	17%	17%	20%	15%	11%	14%	13%
2	(2)	22	8	8	6	3	5	9	11	2	3	5	6	10	20	2
		17%	15%	22%	15%	15%	18%	27%	20%	10%	11%	28%	12%	18%	19%	8%
3	(3)	46	16	10	20	6	11	12	21	9	9	6	22	18	38	8
		35%	30%	27%	49%	32%	38%	36%	36%	37%	33%	31%	43%	30%	35%	34%
				b												
4	(4)	24	10	9	5	3	6	5	10	5	5	2	7	15	20	4
		19%	19%	25%	12%	14%	22%	14%	17%	22%	20%	8%	14%	26%	18%	19%
5 Very important	(5)	18	9	6	3	4	4	3	6	3	5	2	8	8	13	5
		14%	17%	17%	8%	21%	13%	10%	10%	11%	19%	13%	16%	13%	13%	22%
N/A		2	2	-	-	-	1	-	1	1	-	-	-	2	1	1
		1%	3%	-	-	-	3%	-	2%	4%	-	-	3%	1%	4%	
<b>NETS</b>																
Net: Not important		40	16	11	12	6	7	14	20	6	7	9	13	17	35	5
		31%	30%	32%	31%	33%	24%	40%	35%	27%	28%	48%	27%	29%	33%	21%
Net: Important		42	19	15	8	6	10	8	16	8	11	4	15	23	33	9
		33%	36%	41%	20%	35%	35%	24%	28%	33%	40%	21%	30%	38%	31%	41%
				c												
Mean score		3.0	3.1	3.2	2.8	3.0	3.2	2.8	2.9	3.0	3.1	2.7	3.1	3.1	3.0	3.3

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

## Jobs Outlook - Combined

**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

	Total	WAVE			REGION						SIZE			SECTOR	
		June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		a	b	c	*d	e	f	g	*h	*i	*j	k	l	m	*n
Significance Level: 95%															
Unweighted Total	134	55	37	42	19	32	34	55	21	28	20	53	61	110	24
Weighted Total	130	54	36	40	18	28	34	57	23	27	19	51	60	107	23
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
1 Not at all important	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
2	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
3	(3)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
4	(4)	3	2	1	-	-	2	2	-	1	1	1	1	2	1
		2%	5%	2%	-	-	5%	3%	-	3%	5%	2%	1%	2%	4%
5 Very important	(5)	4	2	2	-	1	3	3	-	-	1	1	3	4	-
		3%	5%	5%	-	4%	8%	5%	-	-	3%	2%	4%	4%	-
N/A		123	32	37	18	26	29	52	23	26	18	49	56	101	22
		95%	90%	92%	100%	96%	86%	92%	100%	97%	92%	96%	94%	95%	96%
			bc												
<b>NETS</b>															
Net: Not important		-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Important		7	4	3	-	1	5	5	-	1	1	2	3	6	1
		5%	10%	8%	-	4%	14%	8%	-	3%	8%	4%	6%	5%	4%
			a	a											
Mean score		4.6	4.5	4.7	-	5.0	4.6	4.6	-	4.0	4.4	4.5	4.7	4.7	4.0

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

## Jobs Outlook - Combined

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

### SUMMARY TABLE

Base: All who recruit temporary agency workers

	Total	1 Not at all important	2	3	4	5 Very important	Net: Not important	Net: Important	Mean
Meeting peaks in demand at certain times of year (seasonality)	130 100%	12 9%	7 6%	29 23%	34 26%	47 36%	19 15%	81 63%	3.7
Responding to growth, as new customers are won	130 100%	20 16%	4 3%	46 36%	34 26%	25 19%	24 19%	59 46%	3.3
Managing fast changing organisational requirements	130 100%	21 16%	10 8%	27 21%	31 24%	40 31%	31 24%	72 55%	3.5
Covering short term staff leave or absences	130 100%	19 15%	13 10%	16 12%	29 23%	52 40%	33 25%	81 63%	3.6
Helping to keep running costs down	130 100%	30 23%	9 7%	29 23%	25 19%	37 28%	39 30%	61 47%	3.2
Managing uncertainty during economic downturn or at other times	130 100%	29 22%	16 12%	35 27%	26 20%	24 18%	45 35%	50 38%	3.0
Providing short term access to key strategic skills	130 100%	20 15%	12 9%	35 27%	33 25%	30 24%	32 25%	63 49%	3.3



## Jobs Outlook - Combined

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

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

Base: All who recruit temporary agency workers

	Total	WAVE			REGION						SIZE			SECTOR		
		June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public	
		a	b	c	*d	e	f	g	*h	*i	*j	k	l	m	*n	
Significance Level: 95%																
Unweighted Total	134	55	37	42	19	32	34	55	21	28	20	53	61	110	24	
Weighted Total	130	54	36	40	18	28	34	57	23	27	19	51	60	107	23	
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
1 Not at all important	(1)	12	3	3	6	1	3	2	3	1	4	-	9	3	12	-
		9%	5%	9%	14%	5%	11%	6%	6%	6%	17%	-	17%	5%	11%	-
												l				
2	(2)	7	3	2	3	-	4	2	4	1	-	3	4	7	-	
		6%	5%	6%	7%	-	14%	7%	6%	6%	-	6%	7%	7%	-	
3	(3)	29	13	9	7	3	4	13	17	4	6	7	10	13	23	6
		23%	24%	26%	19%	16%	13%	40%	30%	16%	22%	34%	20%	21%	22%	27%
							e									
4	(4)	34	16	5	13	5	7	7	14	7	9	5	12	17	29	6
		26%	30%	14%	33%	25%	24%	20%	25%	32%	33%	26%	23%	29%	27%	25%
5 Very important	(5)	47	20	16	11	10	10	9	19	9	8	8	17	22	36	11
		36%	37%	45%	27%	54%	38%	28%	33%	41%	29%	40%	33%	38%	34%	48%
<b>NETS</b>																
Net: Not important		19	5	5	8	1	7	4	7	3	4	-	12	7	19	-
		15%	10%	15%	21%	5%	25%	13%	12%	11%	17%	-	23%	12%	18%	-
Net: Important		81	36	21	24	14	17	16	33	17	16	13	28	40	65	16
		63%	66%	59%	61%	80%	62%	48%	58%	73%	61%	66%	56%	67%	60%	73%
Mean score		3.7	3.9	3.8	3.5	4.2	3.6	3.6	3.7	4.0	3.6	4.1	3.5	3.9	3.7	4.2

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

## Jobs Outlook - Combined

**Q18\_2. How important or otherwise would you say that temporary agency workers are for your organisation for each of the following? Rate on a scale from 1 to 5, where 1 means not at all important and 5 means very important.**

### Responding to growth, as new customers are won

Base: All who recruit temporary agency workers

	Total	WAVE			REGION						SIZE			SECTOR		
		June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public	
		a	b	c	*d	e	f	g	*h	*i	*j	k	l	m	*n	
Significance Level: 95%																
Unweighted Total	134	55	37	42	19	32	34	55	21	28	20	53	61	110	24	
Weighted Total	130	54	36	40	18	28	34	57	23	27	19	51	60	107	23	
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
1 Not at all important	(1)	20	5	8	8	2	3	7	9	2	5	1	10	9	19	1
		16%	8%	21%	20%	13%	11%	21%	16%	9%	20%	3%	20%	16%	18%	4%
2	(2)	4	3	-	1	-	3	1	1	-	-	-	-	4	4	-
		3%	6%	-	3%	-	12%	3%	2%	-	-	-	-	7%	4%	-
							g						k			
3	(3)	46	15	16	15	8	8	10	20	10	10	5	20	21	37	9
		36%	28%	44%	38%	42%	29%	31%	36%	43%	37%	24%	40%	36%	35%	39%
4	(4)	34	19	4	10	4	6	12	20	8	5	8	15	11	29	5
		26%	36%	12%	25%	19%	22%	34%	34%	35%	17%	42%	29%	19%	27%	20%
			b													
5 Very important	(5)	25	11	8	6	5	7	4	7	3	7	6	6	13	17	8
		19%	21%	23%	14%	25%	25%	12%	12%	13%	26%	31%	11%	23%	16%	37%
<b>NETS</b>																
Net: Not important		24	8	8	9	2	7	8	10	2	5	1	10	14	24	1
		19%	14%	21%	23%	13%	23%	24%	18%	9%	20%	3%	20%	23%	22%	4%
Net: Important		59	31	13	16	8	13	15	26	11	11	14	20	25	46	13
		46%	58%	35%	39%	44%	47%	46%	47%	48%	43%	73%	40%	42%	43%	57%
			b													
Mean score		3.3	3.6	3.2	3.1	3.4	3.4	3.1	3.2	3.4	3.3	4.0	3.1	3.3	3.2	3.9

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

## Jobs Outlook - Combined

**Q18\_3. How important or otherwise would you say that temporary agency workers are for your organisation for each of the following? Rate on a scale from 1 to 5, where 1 means not at all important and 5 means very important.**

### Managing fast changing organisational requirements

Base: All who recruit temporary agency workers

	Total	WAVE			REGION						SIZE			SECTOR		
		June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public	
		a	b	c	*d	e	f	g	*h	*i	*j	k	l	m	*n	
Significance Level: 95%																
Unweighted Total	134	55	37	42	19	32	34	55	21	28	20	53	61	110	24	
Weighted Total	130	54	36	40	18	28	34	57	23	27	19	51	60	107	23	
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
1 Not at all important	(1)	21	9	3	9	2	5	8	10	2	4	2	9	9	20	1
		16%	17%	9%	22%	11%	18%	23%	17%	9%	14%	12%	19%	15%	19%	5%
2	(2)	10	4	3	3	3	4	1	2	1	1	-	4	7	8	2
		8%	7%	8%	9%	15%	16%	3%	3%	5%	4%	-	8%	11%	8%	9%
						g										
3	(3)	27	9	8	10	3	4	10	14	4	6	4	14	8	21	6
		21%	17%	23%	24%	17%	13%	29%	25%	19%	23%	23%	28%	14%	20%	25%
4	(4)	31	15	7	9	5	7	6	14	8	5	5	9	17	26	5
		24%	28%	18%	23%	28%	24%	17%	25%	36%	20%	28%	18%	28%	24%	23%
5 Very important	(5)	40	17	15	9	5	8	10	17	7	10	7	14	19	32	9
		31%	31%	41%	23%	28%	29%	29%	30%	31%	39%	38%	28%	31%	30%	39%
<b>NETS</b>																
Net: Not important		31	13	6	12	5	10	9	12	3	5	2	13	16	28	3
		24%	24%	18%	30%	26%	35%	26%	21%	14%	19%	12%	26%	26%	26%	14%
Net: Important		72	32	21	18	10	15	15	31	16	16	13	23	36	58	14
		55%	59%	59%	46%	57%	53%	45%	54%	67%	59%	66%	46%	60%	54%	62%
Mean score		3.5	3.5	3.7	3.2	3.5	3.3	3.3	3.5	3.8	3.6	3.8	3.3	3.5	3.4	3.8

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

## Jobs Outlook - Combined

**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	
		June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
		a	b	c	*d	e	f	g	*h	*i	*j	k	l	m	*n
Significance Level: 95%															
Unweighted Total	134	55	37	42	19	32	34	55	21	28	20	53	61	110	24
Weighted Total	130	54	36	40	18	28	34	57	23	27	19	51	60	107	23
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
1 Not at all important	(1)	19	8	5	6	3	3	4	9	5	4	6	9	15	4
		15%	16%	13%	16%	16%	12%	12%	16%	21%	15%	21%	12%	15%	14%
2	(2)	13	6	2	6	1	4	5	7	2	2	5	5	13	-
		10%	11%	5%	14%	4%	13%	14%	12%	10%	7%	12%	11%	9%	12%
3	(3)	16	5	5	6	4	4	4	6	3	2	8	6	15	1
		12%	10%	14%	14%	21%	14%	11%	11%	11%	7%	9%	15%	11%	14%
4	(4)	29	11	7	11	3	7	8	12	4	7	12	14	21	8
		23%	21%	20%	27%	17%	25%	24%	21%	17%	26%	18%	23%	23%	20%
5 Very important	(5)	52	23	17	12	8	10	13	22	9	12	19	25	42	10
		40%	43%	48%	29%	43%	36%	39%	39%	40%	45%	39%	38%	42%	39%
<b>NETS</b>															
Net: Not important		33	14	6	12	4	7	9	16	7	6	12	15	29	4
		25%	26%	18%	30%	20%	25%	26%	28%	31%	22%	33%	23%	24%	27%
Net: Important		81	34	24	23	11	17	21	34	13	19	31	39	63	18
		63%	64%	68%	56%	60%	61%	63%	60%	57%	71%	57%	62%	65%	59%
Mean score		3.6	3.6	3.9	3.4	3.7	3.6	3.6	3.6	3.4	3.8	3.4	3.6	3.7	3.6

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

## Jobs Outlook - Combined

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

### Helping to keep running costs down

Base: All who recruit temporary agency workers

	Total	WAVE			REGION						SIZE			SECTOR		
		June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public	
		a	b	c	*d	e	f	g	*h	*i	*j	k	l	m	*n	
Significance Level: 95%																
Unweighted Total	134	55	37	42	19	32	34	55	21	28	20	53	61	110	24	
Weighted Total	130	54	36	40	18	28	34	57	23	27	19	51	60	107	23	
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
1 Not at all important	(1)	30	11	9	10	3	5	11	15	4	6	1	15	13	27	3
		23%	21%	24%	25%	18%	20%	33%	26%	15%	23%	7%	30%	22%	25%	12%
2	(2)	9	4	1	4	-	3	2	5	3	1	1	3	5	9	-
		7%	8%	2%	11%	-	12%	5%	9%	14%	4%	5%	6%	9%	9%	-
3	(3)	29	12	8	10	7	5	6	14	7	4	5	10	14	24	5
		23%	23%	21%	24%	36%	16%	19%	24%	31%	17%	27%	21%	23%	22%	24%
4	(4)	25	12	9	4	2	5	7	12	5	6	4	10	11	21	3
		19%	23%	25%	10%	9%	17%	22%	21%	21%	24%	21%	20%	18%	20%	15%
5 Very important	(5)	37	14	10	12	7	10	7	11	4	9	8	12	17	25	11
		28%	26%	29%	30%	37%	36%	21%	20%	19%	32%	40%	23%	28%	24%	49%
<b>NETS</b>																
Net: Not important		39	15	9	14	3	9	13	20	7	7	2	18	18	36	3
		30%	28%	26%	36%	18%	31%	38%	35%	29%	27%	12%	36%	31%	34%	12%
Net: Important		61	26	19	16	8	15	14	24	9	15	12	22	28	47	14
		47%	49%	53%	40%	45%	53%	42%	41%	40%	56%	61%	43%	46%	44%	64%
Mean score		3.2	3.3	3.3	3.1	3.5	3.4	2.9	3.0	3.1	3.4	3.8	3.0	3.2	3.1	3.9

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		
		June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public	
		a	b	c	*d	e	f	g	*h	*i	*j	k	l	m	*n	
Significance Level: 95%																
Unweighted Total	134	55	37	42	19	32	34	55	21	28	20	53	61	110	24	
Weighted Total	130	54	36	40	18	28	34	57	23	27	19	51	60	107	23	
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
1 Not at all important	(1)	29	11	8	9	3	5	12	14	2	6	3	14	12	25	4
		22%	21%	24%	23%	18%	19%	36%	25%	9%	23%	14%	28%	20%	24%	17%
2	(2)	16	5	5	6	1	6	3	5	2	4	5	3	8	13	3
		12%	10%	13%	15%	6%	22%	8%	9%	10%	13%	25%	5%	14%	12%	13%
3	(3)	35	16	6	14	6	4	14	20	6	4	3	12	20	30	6
		27%	30%	16%	34%	34%	15%	42%	36%	26%	17%	17%	23%	34%	28%	25%
							e	e								
4	(4)	26	12	10	4	2	7	4	10	6	6	4	14	7	22	4
		20%	22%	28%	9%	10%	27%	11%	17%	27%	24%	22%	28%	12%	21%	16%
				c									l			
5 Very important	(5)	24	9	7	8	6	5	1	7	6	6	4	8	12	17	7
		18%	17%	19%	19%	32%	17%	3%	13%	28%	23%	21%	15%	20%	16%	29%
<b>NETS</b>																
Net: Not important		45	17	13	15	4	11	15	19	4	10	8	17	20	38	7
		35%	31%	37%	38%	24%	41%	44%	34%	19%	37%	39%	34%	34%	36%	30%
Net: Important		50	21	17	11	8	12	5	17	13	13	8	22	19	39	10
		38%	39%	47%	28%	41%	44%	14%	31%	55%	47%	43%	43%	33%	37%	45%
							f									
Mean score		3.0	3.0	3.1	2.9	3.3	3.0	2.4	2.8	3.5	3.1	3.1	3.0	3.0	2.9	3.3

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

## Jobs Outlook - Combined

**Q18\_7. How important or otherwise would you say that temporary agency workers are for your organisation for each of the following? Rate on a scale from 1 to 5, where 1 means not at all important and 5 means very important.**

### Providing short term access to key strategic skills

Base: All who recruit temporary agency workers

	Total	WAVE			REGION						SIZE			SECTOR		
		June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public	
		a	b	c	*d	e	f	g	*h	*i	*j	k	l	m	*n	
Significance Level: 95%																
Unweighted Total	134	55	37	42	19	32	34	55	21	28	20	53	61	110	24	
Weighted Total	130	54	36	40	18	28	34	57	23	27	19	51	60	107	23	
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
1 Not at all important	(1)	20	5	7	8	4	4	5	8	2	4	2	13	6	19	1
		15%	10%	19%	20%	22%	16%	16%	13%	9%	15%	8%	25%	9%	18%	4%
												l				
2	(2)	12	4	3	4	3	5	2	2	-	2	-	6	6	10	2
		9%	8%	9%	11%	16%	19%	5%	3%	-	7%	-	11%	11%	9%	10%
							g									
3	(3)	35	11	11	12	4	4	12	22	10	5	9	10	16	28	7
		27%	20%	32%	30%	20%	14%	36%	39%	42%	19%	48%	19%	26%	26%	30%
							e	e								
4	(4)	33	16	7	10	4	7	8	12	5	10	3	13	17	27	6
		25%	29%	19%	26%	21%	25%	22%	22%	21%	36%	18%	25%	28%	25%	26%
5 Very important	(5)	30	17	8	5	4	7	7	13	6	6	5	10	15	24	7
		24%	33%	21%	13%	21%	27%	20%	23%	27%	23%	27%	20%	26%	22%	30%
			c													
<b>NETS</b>																
Net: Not important		32	10	10	12	7	10	7	9	2	6	2	18	12	29	3
		25%	18%	28%	31%	38%	35%	21%	16%	9%	23%	8%	37%	20%	27%	14%
Net: Important		63	33	14	16	8	14	14	26	11	16	9	22	32	50	13
		49%	62%	40%	39%	42%	51%	43%	45%	48%	59%	44%	44%	54%	47%	56%
			bc													
Mean score		3.3	3.7	3.1	3.0	3.0	3.3	3.3	3.4	3.6	3.4	3.5	3.0	3.5	3.2	3.7
			c													

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

## Jobs Outlook - Combined

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

Base: All who recruit temporary agency workers

	WAVE			REGION						SIZE			SECTOR		
	Total	June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	*d	e	f	g	*h	*i	*j	k	l	m	*n
Unweighted Total	134	55	37	42	19	32	34	55	21	28	20	53	61	110	24
Weighted Total	130	54	36	40	18	28	34	57	23	27	19	51	60	107	23
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Temporary agency workers earn more than they would if they were permanent	24	7	5	13	3	7	6	12	6	3	9	10	6	20	4
	19%	12%	14%	32% a	15%	24%	17%	21%	27%	10%	46%	19%	10%	19%	19%
Temporary agency workers earn less than they would if they were permanent	10	3	1	6	-	5	1	2	1	3	4	1	6	7	2
	8%	5%	2%	16% b	-	18% fg	3%	4%	4%	10%	18%	1%	10%	7%	11%
Temporary agency workers earn about the same as they would if they were permanent	81	37	26	17	12	12	24	36	12	20	6	37	37	69	12
	62%	70%	73% c	43% c	69%	42%	71% e	64%	52%	76%	33%	74%	62%	65%	51%
Not applicable/Don't know	15	7	4	4	3	4	3	7	4	1	1	3	11	10	4
	11%	12%	11%	9%	17%	15%	8%	12%	17%	3%	3%	6%	18%	10%	19%

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



## Jobs Outlook - Combined

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

Base: All who recruit temporary workers

	WAVE			REGION						SIZE			SECTOR		
	Total	June 2016	July 2016	August 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	287	108	87	92	66	62	63	103	40	56	110	74	103	224	63
Weighted Total	288	108	88	92	66	60	62	106	44	56	114	70	103	224	64
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
0	55	27	11	17	16	8	11	21	10	10	41	11	3	48	7
	19%	25%	13%	18%	25%	14%	17%	19%	23%	17%	36%	16%	3%	21%	12%
		b									kl	l			
1-9	28	9	10	9	4	6	5	9	3	9	7	13	8	18	10
	10%	9%	11%	10%	6%	11%	9%	8%	8%	16%	6%	18%	8%	8%	15%
												jl			
10-19	19	8	6	5	4	1	10	12	2	2	4	8	7	11	8
	7%	8%	7%	5%	6%	1%	16%	11%	4%	4%	3%	12%	7%	5%	13%
							ei	e			j				m
20-49	20	7	6	7	3	7	2	5	3	6	10	5	6	16	4
	7%	6%	7%	8%	4%	11%	3%	5%	7%	10%	8%	7%	6%	7%	6%
50	20	7	6	7	6	2	2	7	5	5	7	6	8	16	5
	7%	6%	7%	8%	9%	4%	4%	7%	11%	10%	6%	9%	8%	7%	7%
51+	40	14	10	15	10	8	12	17	4	5	22	7	11	28	11
	14%	13%	12%	17%	16%	13%	20%	16%	10%	9%	19%	10%	11%	13%	18%
Don't know	105	36	38	31	22	27	20	36	16	19	25	20	61	87	18
	37%	33%	44%	33%	34%	46%	32%	34%	37%	34%	21%	28%	59%	39%	29%
												jk			
<b>NETS</b>															
Net: At least 1%	128	45	38	44	27	24	32	49	17	27	49	39	40	90	38
	44%	42%	43%	48%	41%	40%	52%	47%	39%	49%	43%	56%	38%	40%	60%
												l			m
Total	5359	1852	1548	1959	1287	1004	1360	2050	690	1018	2658	1218	1484	3964	1395
Mean score	29.3	25.7	31.4	32.0	29.8	31.0	31.9	29.2	25.1	27.6	29.6	24.3	34.9	28.9	30.8

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