

REC JOBS OUTLOOK RESEARCH

METHODOLOGY NOTE

ComRes interviewed 600 UK employees and owners involved in hiring by telephone between May 6th and July 15th 2016. Data were weighted to be representative of UK adults in employment by region, broad industry sector and public / private split. ComRes is a member of the British Polling Council and abides by its rules.

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To commission a voting intention poll or a public opinion survey please contact Tom Mludzinski: Tom.Mludzinski@comres.co.uk

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

Jobs Outlook - Combined

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Online Fieldwork: 6th May 2016 - 15th July 2016
Prepared by ComRes

Jobs Outlook - Combined

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

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*Online Fieldwork: 6th May 2016 - 15th July 2016
Prepared by ComRes*

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

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

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

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Base: All who recruit temporary agency workers

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Base: All who recruit temporary agency workers

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Base: All who recruit temporary agency workers

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Base: All who recruit temporary agency workers

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Base: All who recruit temporary agency workers

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Jobs Outlook - Combined

Sector

Base: All respondents

		WAVE			REGION						SIZE			SECTOR	
	Total	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	600	200	200	200	131	145	138	225	87	99	324	119	157	497	103
Weighted Total	600	200	200	200	131	145	134	235	101	89	327	116	158	494	106
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Private	494	165	165	165	116	128	114	200	86	50	283	105	106	494	-
	82%	82%	82%	82%	89%	88%	85%	85%	86%	56%	87%	91%	68%	100%	-
					i	i	i	i	i		l	l		n	
Public	106	35	35	35	15	17	21	35	14	39	44	11	51	-	106
	18%	18%	18%	18%	11%	12%	15%	15%	14%	44%	13%	9%	32%	-	100%
										defgh			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	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	600	200	200	200	131	145	138	225	87	99	324	119	157	497	103
Weighted Total	600	200	200	200	131	145	134	235	101	89	327	116	158	494	106
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
South West	50	17	17	17	-	-	50	50	-	-	26	13	11	45	6
	8%	8%	8%	8%	-	-	37%	21%	-	-	8%	12%	7%	9%	5%
							degghi	dehi							
South East	84	28	28	28	-	-	84	84	-	-	43	17	24	69	15
	14%	14%	14%	14%	-	-	63%	36%	-	-	13%	15%	15%	14%	14%
							degghi	dehi							
London	101	34	34	34	-	-	-	101	101	-	57	15	29	86	14
	17%	17%	17%	17%	-	-	-	43%	100%	-	17%	13%	19%	17%	14%
								defi	defgi						
East of England	55	18	18	18	-	55	-	-	-	-	36	6	13	50	5
	9%	9%	9%	9%	-	38%	-	-	-	-	11%	5%	8%	10%	5%
						dfghi					k				
West Midlands	49	16	16	16	-	49	-	-	-	-	25	10	15	40	9
	8%	8%	8%	8%	-	34%	-	-	-	-	8%	8%	9%	8%	9%
						dfghi									
East Midlands	40	13	13	13	-	40	-	-	-	-	18	9	13	37	3
	7%	7%	7%	7%	-	28%	-	-	-	-	6%	8%	8%	8%	3%
						dfghi									
North West	64	21	21	21	64	-	-	-	-	-	33	19	12	58	6
	11%	11%	11%	11%	49%	-	-	-	-	-	10%	16%	8%	12%	5%
					efghi						l				
North East	20	7	7	7	20	-	-	-	-	-	8	4	9	17	4
	3%	3%	3%	3%	16%	-	-	-	-	-	2%	3%	6%	3%	4%
					efghi										
Yorkshire & The Humber	47	16	16	16	47	-	-	-	-	-	33	9	6	41	5
	8%	8%	8%	8%	36%	-	-	-	-	-	10%	7%	4%	8%	5%
					efghi						l				
Scotland	49	16	16	16	-	-	-	-	-	49	26	5	17	21	28
	8%	8%	8%	8%	-	-	-	-	-	55%	8%	5%	11%	4%	26%
										defgh				m	
Wales	25	8	8	8	-	-	-	-	-	25	15	6	4	18	7
	4%	4%	4%	4%	-	-	-	-	-	28%	5%	5%	2%	4%	7%
										defgh					
Northern Ireland	15	5	5	5	-	-	-	-	-	15	5	3	6	11	4
	3%	2%	3%	2%	-	-	-	-	-	17%	2%	3%	4%	2%	3%
										defgh					

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	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	600	200	200	200	131	145	138	225	87	99	324	119	157	497	103
Weighted Total	600	200	200	200	131	145	134	235	101	89	327	116	158	494	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	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	600	200	200	200	131	145	138	225	87	99	324	119	157	497	103
Weighted Total	600	200	200	200	131	145	134	235	101	89	327	116	158	494	106
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
HR	255	63	85	107	50	56	61	104	43	44	41	83	131	192	63
	42%	31%	43%	53%	38%	39%	45%	44%	43%	49%	13%	72%	83%	39%	60%
			a	ab								j	jk		m
Other	345	137	115	93	81	88	73	131	57	45	286	33	27	303	43
	58%	69%	57%	47%	62%	61%	55%	56%	57%	51%	87%	28%	17%	61%	40%
		bc	c								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	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	600	200	200	200	131	145	138	225	87	99	324	119	157	497	103
Weighted Total	600	200	200	200	131	145	134	235	101	89	327	116	158	494	106
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Senior management/ board level	332	119	117	96	80	73	84	140	56	39	239	60	33	284	48
	55%	60%	59%	48%	61%	50%	62%	59%	55%	44%	73%	52%	21%	58%	45%
		c	c		i		ei	i			kl	l		n	
Management	158	65	46	47	30	47	24	51	28	29	78	31	48	127	30
	26%	32%	23%	23%	23%	33%	18%	22%	27%	33%	24%	27%	31%	26%	29%
		bc				fg				fg					
Non-Managerial	110	16	36	57	21	25	27	44	18	20	9	25	76	83	27
	18%	8%	18%	29%	16%	17%	20%	19%	17%	23%	3%	21%	48%	17%	26%
			a	ab								j	jk		m

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

Jobs Outlook - Combined

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

Base: All respondents

	WAVE				REGION						SIZE			SECTOR	
	Total	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	600	200	200	200	131	145	138	225	87	99	324	119	157	497	103
Weighted Total	600	200	200	200	131	145	134	235	101	89	327	116	158	494	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)	600	200	200	200	131	145	134	235	101	89	327	116	158	494	106
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Training of employees	458	166	152	140	99	104	105	185	80	70	276	95	86	389	69
	76%	83%	76%	70%	75%	72%	78%	79%	79%	79%	85%	82%	55%	79%	65%
		c									l	l		n	
Assessment of employees	475	168	156	151	106	112	104	187	83	70	281	94	100	406	69
	79%	84%	78%	76%	80%	77%	77%	80%	83%	79%	86%	81%	64%	82%	65%
		c									l	l		n	
Supporting employees (e.g. with questions or grievances)	526	190	171	164	116	124	117	207	89	78	298	104	124	441	85
	88%	95%	86%	82%	89%	86%	87%	88%	89%	88%	91%	90%	79%	89%	80%
		bc									l	l		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	May 2016	June 2016	July 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	600	200	200	200	131	145	138	225	87	99	324	119	157	497	103
Weighted Total	600	200	200	200	131	145	134	235	101	89	327	116	158	494	106
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
0-9	242	82	89	71	58	60	52	93	41	30	242	-	-	212	30
	40%	41%	44%	35%	44%	42%	39%	40%	40%	34%	74% kl	-	-	43% n	28%
10-49	85	34	27	24	16	20	17	33	16	17	85	-	-	71	14
	14%	17%	13%	12%	12%	14%	13%	14%	16%	19%	26% kl	-	-	14%	13%
50-249	116	40	35	41	31	25	31	45	15	15	-	116	-	105	11
	19%	20%	17%	21%	24%	17%	23%	19%	14%	17%	-	100% jl	-	21% n	10%
250+	158	44	50	63	27	40	34	64	29	27	-	-	158	106	51
	26%	22%	25%	32% a	20%	28%	26%	27%	29%	30%	-	-	100% jk	22%	48% 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	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	600	200	200	200	131	145	138	225	87	99	324	119	157	497	103
Weighted Total	600	200	200	200	131	145	134	235	101	89	327	116	158	494	106
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Agriculture, forestry & fishing	7 1%	3 1%	2 1%	2 1%	2 1%	- -	4 3% e	5 2%	1 1%	1 1%	4 1%	1 1%	2 1%	6 1%	1 1%
Production	55 9%	18 9%	18 9%	19 9%	12 9%	18 12% h	12 9%	16 7%	4 4%	9 10%	20 6%	14 13% j	20 13% j	45 9%	10 9%
Construction	34 6%	11 5%	10 5%	13 6%	7 6%	11 7%	9 7%	12 5%	3 3%	3 4%	25 8% l	6 5%	3 2%	30 6%	4 4%
Motor trades	29 5%	11 5%	10 5%	9 4%	5 4%	9 6%	7 5%	11 4%	4 4%	4 5%	20 6% l	7 6%	3 2%	24 5%	6 5%
Wholesale	27 4%	9 5%	9 4%	8 4%	4 3%	8 6%	6 4%	10 4%	5 5%	4 5%	20 6% k	1 1%	6 4%	21 4%	5 5%
Retail	30 5%	10 5%	10 5%	10 5%	4 3%	5 4%	7 6%	13 5%	5 5%	8 9%	27 8% kl	1 1%	2 1%	22 4%	8 7%
Transport & storage (inc. postal)	29 5%	9 4%	9 5%	11 5%	4 3%	14 10% dfg	2 1%	5 2%	3 3%	6 6% f	15 5%	6 5%	8 5%	24 5%	5 4%
Accommodation & food services	39 7%	13 7%	14 7%	13 6%	14 11% egh	6 4%	8 6%	11 5%	3 3%	7 8%	24 7%	5 4%	11 7%	32 7%	7 7%
Information & communication	26 4%	8 4%	9 5%	9 4%	12 9% efgi	2 2%	3 2%	10 4%	6 6%	2 3%	13 4%	7 6%	7 4%	21 4%	6 5%
Finance & insurance	21 3%	6 3%	8 4%	7 4%	6 5%	3 2%	4 3%	8 3%	4 4%	4 4%	8 2%	7 6%	6 4%	17 3%	4 4%
Property	15 2%	5 3%	6 3%	3 2%	3 2%	3 2%	4 3%	7 3%	4 4%	1 1%	7 2%	4 3%	4 2%	11 2%	4 3%

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

Jobs Outlook - Combined

D3. What industry sector does your organisation work in?

Base: All respondents

	WAVE				REGION						SIZE			SECTOR	
	Total	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	600	200	200	200	131	145	138	225	87	99	324	119	157	497	103
Weighted Total	600	200	200	200	131	145	134	235	101	89	327	116	158	494	106
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Professional, scientific & technical	51 8%	17 8%	17 8%	17 8%	12 9%	12 8%	14 10%	23 10%	9 9%	4 5%	25 8%	13 11%	13 8%	46 9%	5 5%
Business administration and support services	47 8%	17 8%	15 7%	16 8%	10 8%	10 7%	14 11%	21 9%	7 7%	6 6%	25 8%	10 8%	13 8%	37 8%	10 9%
Public administration and defence	31 5%	10 5%	11 5%	10 5%	11 8% f	4 3%	4 3%	10 4%	6 6%	7 7%	9 3%	3 3%	19 12% jk	26 5%	6 6%
Education	48 8%	15 8%	17 8%	16 8%	9 7%	9 6%	8 6%	19 8%	10 10%	12 13%	20 6%	11 10%	17 11%	37 8%	11 10%
Health	77 13%	26 13%	25 12%	26 13%	10 8%	24 17% d	18 13%	35 15% d	17 17% d	8 9%	43 13%	16 14%	18 11%	65 13%	12 12%
Arts, entertainment, recreation and other services	34 6%	11 6%	11 6%	11 6%	6 5%	4 3%	12 9% e	20 9% e	8 8%	3 4%	23 7%	4 4%	7 4%	30 6%	3 3%
Other	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
NETS															
Net: Agriculture, forestry & fishing/ Production	62 10%	21 10%	21 10%	21 10%	13 10%	18 12%	16 12%	21 9%	5 5%	10 11%	25 8%	15 13%	22 14% j	51 10%	11 10%
Net: Construction/Property	49 8%	16 8%	16 8%	16 8%	10 8%	14 10%	13 9%	20 8%	7 7%	5 5%	32 10% l	10 9%	7 4%	41 8%	7 7%

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

Jobs Outlook - Combined

D3. What industry sector does your organisation work in?

Base: All respondents

		WAVE			REGION						SIZE			SECTOR	
	Total	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	600	200	200	200	131	145	138	225	87	99	324	119	157	497	103
Weighted Total	600	200	200	200	131	145	134	235	101	89	327	116	158	494	106
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Net: Motor trades/ Wholesale/Retail/Transport & storage (inc. postal)/Accommodation & food services	154 26%	51 26%	51 26%	51 26%	31 24%	43 30%	30 22%	50 21%	20 20%	29 33% g	105 32% kl	19 16%	30 19%	123 25%	30 29%
Net: Information & communication/ Finance & insurance/Business administration and support services	95 16%	32 16%	32 16%	32 16%	29 22% e	16 11%	21 16%	39 16%	18 17%	12 13%	46 14%	24 20%	26 16%	75 15%	19 18%
Net: Professional, scientific & technical	51 8%	17 8%	17 8%	17 8%	12 9%	12 8%	14 10%	23 10%	9 9%	4 5%	25 8%	13 11%	13 8%	46 9%	5 5%
Net: Public administration and defence/ Education/Health	157 26%	52 26%	52 26%	52 26%	30 23%	37 26%	30 22%	64 27%	34 34%	26 29%	72 22%	31 26%	54 34% j	127 26%	29 28%
Net: Arts, entertainment, recreation and other services/Other	34 6%	11 6%	11 6%	11 6%	6 5%	4 3%	12 9% e	20 9% e	8 8%	3 4%	23 7%	4 4%	7 4%	30 6%	3 3%

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	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	600	200	200	200	131	145	138	225	87	99	324	119	157	497	103
Weighted Total	600	200	200	200	131	145	134	235	101	89	327	116	158	494	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	211 35%	79 40%	73 36%	59 30%	54 41%	44 30%	53 39%	85 36%	32 32%	29 32%	127 39%	35 30%	50 31%	176 36%	35 33%
A little – we might have to take on staff if demand grew this year	247 41%	c 76 38%	81 41%	90 45%	48 37%	64 45%	52 38%	98 42%	47 46%	36 40%	118 36%	58 50% j	70 45%	212 43%	35 33%
A fair amount – we could take on a lot more work now	103 17%	29 15%	34 17%	40 20%	24 18%	20 14%	21 16%	40 17%	19 18%	19 22%	63 19%	15 13%	25 16%	75 15%	28 26% m
Considerable – we have a great deal of spare capacity	39 7%	15 8%	13 6%	11 6%	6 4%	16 11% dgh	8 6%	12 5%	4 4%	5 6%	19 6%	8 7%	13 8%	32 6%	7 7%
NETS															
Net: None + A little	458 76%	155 78%	154 77%	149 75%	102 78%	108 75%	105 78%	183 78%	79 78%	64 73%	245 75%	93 80%	120 76%	388 78% n	70 67%

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	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	600	200	200	200	131	145	138	225	87	99	324	119	157	497	103
Weighted Total	600	200	200	200	131	145	134	235	101	89	327	116	158	494	106
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Redundancies	92	25	23	45	16	24	20	36	16	16	13	27	52	68	25
	15%	12%	11%	22% ab	12%	17%	15%	15%	16%	18%	4%	23% j	33% j	14%	24% m
Reduced hours	79	29	22	28	18	18	20	29	9	13	23	18	37	58	21
	13%	14%	11%	14%	14%	13%	15%	12%	9%	14%	7%	16% j	24% j	12%	20% m
Reduced pay / earnings	27	6	8	12	6	5	7	10	3	6	16	5	6	22	5
	4%	3%	4%	6%	4%	3%	5%	4%	3%	7%	5%	4%	4%	4%	5%
Headcount freeze	77	21	20	36	16	21	13	29	16	11	26	24	27	65	13
	13%	10%	10%	18% ab	12%	15%	9%	12%	16%	12%	8%	21% j	17% j	13%	12%
Increased staffing	313	94	100	119	71	80	75	124	49	39	132	75	106	253	60
	52%	47%	50%	59% a	54%	55%	56%	53%	49%	44%	40%	65% j	67% j	51%	57%
Increased pay/ earnings	321	111	100	111	76	77	81	124	43	44	139	81	102	261	60
	54%	55%	50%	55%	58% h	53%	60% h	53%	43%	49%	42%	70% j	65% j	53%	57%
None of the above	165	59	64	42	36	39	34	63	28	28	128	13	24	138	28
	28%	30% c	32% c	21%	27%	27%	26%	27%	28%	32%	39% kl	11%	15%	28%	26%

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

Jobs Outlook - Combined

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

Base: All respondents

			WAVE			REGION						SIZE			SECTOR	
		Total	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		600	200	200	200	131	145	138	225	87	99	324	119	157	497	103
Weighted Total		600	200	200	200	131	145	134	235	101	89	327	116	158	494	106
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
A lot better	(5)	34 6%	16 8% c	11 6%	7 3%	9 7%	14 10% gi	6 5%	10 4%	3 3%	2 2%	24 7%	5 4%	5 3%	33 7% n	1 1%
A little better	(4)	200 33%	86 43% c	79 39% c	35 17%	42 32%	55 38%	48 36%	78 33%	30 29%	25 28%	102 31%	41 35%	56 36%	167 34%	32 31%
No change	(3)	177 30%	41 20%	62 31% a	74 37% a	39 30%	47 32% f	28 21%	59 25%	31 31%	32 36% fg	100 31%	36 31%	41 26%	141 29%	36 34%
A little worse	(2)	80 13%	30 15%	18 9%	32 16% b	21 16% e	11 8%	22 17% e	32 14%	10 10%	15 17% e	40 12%	20 17%	19 12%	64 13%	15 15%
A lot worse	(1)	36 6%	16 8%	8 4%	13 6%	6 5%	7 5%	10 7%	19 8%	9 9%	4 5%	29 9% l	4 4%	3 2%	33 7%	3 3%
Don't know		73 12%	11 6%	23 12% a	39 19% ab	14 11%	10 7%	20 15% e	37 16% e	18 18% e	11 13%	31 9%	10 8%	33 21% jk	56 11%	18 17%
NETS																
Net: Better		234 39%	102 51% c	90 45% c	42 21%	51 39%	69 48% ghi	54 40%	88 37%	33 33%	26 30%	127 39%	46 39%	61 39%	201 41%	33 31%
Net: Better/ No change		411 68%	143 72% c	152 76% c	116 58%	90 68%	116 80% dfghi	83 62%	147 62%	64 64%	58 66%	227 69%	82 71%	102 65%	342 69%	69 66%
Net: Worse		116 19%	46 23% b	25 13%	45 22% b	27 21%	18 13%	32 24% e	51 22% e	19 19%	19 22%	69 21%	24 21%	22 14%	97 20%	19 18%
Mean score		3.2	3.3 c	3.4 c	2.9	3.2	3.4 fghi	3.2	3.1	3.1	3.1	3.2	3.2	3.3	3.2	3.1

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

Jobs Outlook - Combined

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

Base: All respondents

			WAVE			REGION						SIZE			SECTOR	
		Total	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		600	200	200	200	131	145	138	225	87	99	324	119	157	497	103
Weighted Total		600	200	200	200	131	145	134	235	101	89	327	116	158	494	106
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
A lot better	(5)	33 6%	16 8%	9 5%	8 4%	5 4%	11 8%	5 4%	14 6%	9 9%	3 3%	24 7% k	1 1%	9 5% k	32 7% n	1 1%
A little better	(4)	190 32%	79 39% c	69 34% c	42 21%	46 35%	49 34%	44 33%	71 30%	27 27%	24 27%	105 32%	43 37%	41 26%	156 32%	34 32%
No change	(3)	194 32%	59 30%	61 30%	74 37%	40 31%	52 36%	39 29%	70 30%	31 31%	32 36%	109 33%	34 30%	50 32%	159 32%	36 34%
A little worse	(2)	55 9%	13 7%	8 4%	33 17% ab	7 6%	14 10%	12 9%	23 10%	12 12%	10 11%	27 8%	17 14%	11 7%	46 9%	9 8%
A lot worse	(1)	19 3%	8 4%	4 2%	7 3%	3 2%	2 1%	7 5%	12 5% e	5 5%	2 3%	14 4%	3 3%	2 1%	17 3%	2 2%
Don't know		109 18%	24 12%	49 25% a	35 18%	30 23% e	17 11%	27 20% e	45 19%	18 17%	17 19%	47 15%	17 15%	44 28% jk	84 17%	24 23%
NETS																
Net: Better		223 37%	95 47% c	78 39% c	51 25%	51 38%	60 42%	50 37%	85 36%	36 35%	27 30%	129 39%	44 38%	50 32%	188 38%	35 33%
Net: Better/ No change		418 70%	154 77% c	139 69%	125 62%	91 69%	112 78% fg	89 66%	155 66%	67 66%	59 67%	238 73% l	79 68%	101 64%	347 70%	71 67%
Net: Worse		74 12%	22 11%	12 6%	40 20% ab	10 8%	16 11%	19 14%	35 15% d	17 16%	12 14%	41 13%	20 17% l	13 8%	63 13%	11 10%
Mean score		3.3	3.5 c	3.5 c	3.1	3.4	3.4	3.3	3.3	3.3	3.2	3.3	3.2	3.4	3.3	3.3

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

Jobs Outlook - Combined

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	600	600
Weighted Total	600	600
	100%	100%
Advertise externally in newspapers/trade/ professional press	180	98
	30%	16%
Recruitment agencies/ Search firms	209	138
	35%	23%
Online job boards (e.g. Monster)	230	133
	38%	22%
Internal Referrals	301	195
	50%	32%
Talent pools and staff banks	84	50
	14%	8%
Advertise on our own website	312	197
	52%	33%
Social media and professional networking sites (e.g. Linked In)	244	148
	41%	25%
Former employees and word of mouth	344	224
	57%	37%
Jobcentre Plus / Universal Jobmatch	162	110
	27%	18%
People approach us	303	191
	50%	32%
Other	18	8
	3%	1%
We have never recruited any of this kind of staff	143	279
	24%	47%

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	462	324
Weighted Total	457	321
	100%	100%
Advertise externally in newspapers/trade/ professional press	180	98
	39%	30%
Recruitment agencies/ Search firms	209	138
	46%	43%
Online job boards (e.g. Monster)	230	133
	50%	42%
Internal Referrals	301	195
	66%	61%
Talent pools and staff banks	84	50
	18%	16%
Advertise on our own website	312	197
	68%	61%
Social media and professional networking sites (e.g. Linked In)	244	148
	53%	46%
Former employees and word of mouth	344	224
	75%	70%
Jobcentre Plus / Universal Jobmatch	162	110
	35%	34%
People approach us	303	191
	66%	60%
Other	18	8
	4%	3%

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	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	600	200	200	200	131	145	138	225	87	99	324	119	157	497	103
Weighted Total	600	200	200	200	131	145	134	235	101	89	327	116	158	494	106
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Former employees and word of mouth	344	127	118	98	78	83	83	138	55	45	148	80	116	277	67
	57%	64%	59%	49%	59%	58%	61%	59%	55%	51%	45%	69%	73%	56%	63%
		c	c									j	j		
Advertise on our own website	312	96	107	109	61	79	72	120	48	52	100	86	126	245	67
	52%	48%	54%	55%	46%	55%	54%	51%	48%	58%	30%	74%	80%	50%	63%
												j	j		m
People approach us	303	110	106	87	64	71	74	124	49	44	123	71	109	243	60
	50%	55%	53%	43%	49%	49%	55%	53%	49%	49%	38%	61%	69%	49%	57%
		c										j	j		
Internal Referrals	301	98	106	97	61	67	75	124	49	49	112	79	110	232	69
	50%	49%	53%	48%	47%	46%	56%	53%	48%	55%	34%	68%	70%	47%	66%
												j	j		m
Social media and professional networking sites (e.g. Linked In)	244	79	85	79	42	67	58	98	40	38	96	59	90	193	51
	41%	40%	43%	40%	32%	46%	43%	42%	40%	43%	29%	51%	57%	39%	48%
						d						j	j		
Online job boards (e.g. Monster)	230	61	77	92	48	51	53	90	37	40	64	65	101	178	52
	38%	31%	38%	46%	37%	35%	39%	38%	37%	45%	19%	56%	64%	36%	49%
				a								j	j		m
Recruitment agencies/ Search firms	209	60	81	68	39	48	56	93	38	28	56	66	87	171	38
	35%	30%	40%	34%	30%	33%	41%	40%	38%	32%	17%	57%	55%	35%	36%
			a									j	j		
Advertise externally in newspapers/trade/ professional press	180	61	59	61	34	50	40	61	20	35	62	48	70	144	37
	30%	31%	29%	30%	26%	35%	30%	26%	20%	40%	19%	42%	45%	29%	35%
						h				dgh		j	j		
Jobcentre Plus / Universal Jobmatch	162	50	57	55	32	46	30	52	22	32	50	37	74	125	36
	27%	25%	28%	28%	25%	32%	22%	22%	22%	36%	15%	32%	47%	25%	34%
						g				fgh		j	jk		

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

Jobs Outlook - Combined

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

Permanent members of staff

Base: All respondents

		WAVE			REGION						SIZE			SECTOR	
	Total	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	600	200	200	200	131	145	138	225	87	99	324	119	157	497	103
Weighted Total	600	200	200	200	131	145	134	235	101	89	327	116	158	494	106
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Talent pools and staff banks	84	20	38	27	19	22	17	33	16	11	17	19	48	66	18
	14%	10%	19% a	13%	15%	15%	13%	14%	15%	12%	5%	17% j	30% jk	13%	17%
Other	18	10	5	4	5	1	4	8	3	4	8	6	4	17	2
	3%	5%	2%	2%	4%	1%	3%	3%	3%	5% e	3%	5%	3%	3%	2%
We have never recruited any of this kind of staff	143	43	49	50	34	31	31	60	29	19	124	9	10	123	20
	24%	22%	24%	25%	26%	21%	23%	25%	28%	21%	38% kl	8%	6%	25%	19%

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	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	600	200	200	200	131	145	138	225	87	99	324	119	157	497	103
Weighted Total	600	200	200	200	131	145	134	235	101	89	327	116	158	494	106
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Former employees and word of mouth	224	97	70	57	54	47	48	84	36	39	91	48	85	172	51
	37%	48% bc	35%	29%	41%	32%	36%	36%	35%	44%	28%	41% j	54% jk	35%	49% m
Advertise on our own website	197	73	65	58	37	41	43	77	34	41	59	45	93	144	52
	33%	37%	33%	29%	29%	28%	32%	33%	34%	46% defg	18%	39% j	59% jk	29%	50% m
Internal Referrals	195	74	67	53	36	42	46	78	32	38	68	48	79	143	51
	32%	37% c	34%	27%	27%	29%	35%	33%	31%	43% de	21%	41% j	50% j	29%	49% m
People approach us	191	83	66	43	46	40	43	70	27	36	73	43	76	149	43
	32%	41% c	33% c	21%	35%	28%	32%	30%	27%	41% eh	22%	37% j	48% j	30%	40% m
Social media and professional networking sites (e.g. Linked In)	148	60	46	43	26	32	34	62	27	29	61	28	59	117	32
	25%	30%	23%	22%	20%	22%	26%	26%	27%	32% d	19%	24%	38% jk	24%	30%
Recruitment agencies/ Search firms	138	48	54	36	23	31	34	60	26	24	26	46	66	113	24
	23%	24%	27% c	18%	17%	22%	25%	26%	26%	27%	8%	39% j	42% j	23%	23%
Online job boards (e.g. Monster)	133	40	47	46	27	19	33	57	25	31	31	35	67	100	33
	22%	20%	24%	23%	20%	13%	24% e	24% e	24% e	35% de	9%	31% j	43% jk	20%	31% m
Jobcentre Plus / Universal Jobmatch	110	39	41	30	25	31	15	25	11	29	35	25	50	84	26
	18%	19%	20%	15%	19% g	21% fgh	11%	11%	11%	32% dfgh	11%	22% j	32% j	17%	24%
Advertise externally in newspapers/trade/ professional press	98	36	35	27	19	19	23	35	13	25	33	22	43	78	20
	16%	18%	17%	13%	14%	13%	17%	15%	13%	28% defgh	10%	19% j	27% j	16%	19%

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	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	600	200	200	200	131	145	138	225	87	99	324	119	157	497	103
Weighted Total	600	200	200	200	131	145	134	235	101	89	327	116	158	494	106
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Talent pools and staff banks	50	15	22	14	11	10	9	18	9	11	9	10	31	39	12
	8%	7%	11%	7%	8%	7%	6%	8%	9%	13%	3%	9% j	20% jk	8%	11%
Other	8	6	1	1	2	3	-	3	3	1	5	-	3	8	-
	1%	3%	*	1%	1%	2%	-	1%	2%	1%	2%	-	2%	2%	-
We have never recruited any of this kind of staff	279	75	92	112	61	72	65	115	50	31	195	41	43	241	38
	47%	37%	46%	56% ab	47%	50% i	48% i	49% i	50% i	35%	60% kl	36%	27%	49% n	36%

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	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	462	161	150	151	97	116	108	170	62	79	202	112	148	380	82
Weighted Total	457	157	151	150	97	114	104	176	72	70	203	107	147	372	86
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Former employees and word of mouth	344	127	118	98	78	83	83	138	55	45	148	80	116	277	67
	75%	81%	78%	66%	80%	73%	80%	79%	77%	64%	73%	75%	78%	74%	78%
		c	c		i		i	i							
Advertise on our own website	312	96	107	109	61	79	72	120	48	52	100	86	126	245	67
	68%	61%	71%	73%	63%	69%	69%	68%	67%	73%	49%	80%	86%	66%	78%
			a									j	j		m
People approach us	303	110	106	87	64	71	74	124	49	44	123	71	109	243	60
	66%	70%	70%	58%	66%	62%	72%	71%	69%	62%	61%	66%	74%	65%	70%
		c	c										j		
Internal Referrals	301	98	106	97	61	67	75	124	49	49	112	79	110	232	69
	66%	62%	70%	65%	63%	58%	73%	71%	67%	69%	55%	74%	74%	62%	81%
						e	e	e				j	j		m
Social media and professional networking sites (e.g. Linked In)	244	79	85	79	42	67	58	98	40	38	96	59	90	193	51
	53%	51%	57%	53%	43%	59%	56%	56%	56%	54%	47%	55%	61%	52%	59%
						d		d					j		
Online job boards (e.g. Monster)	230	61	77	92	48	51	53	90	37	40	64	65	101	178	52
	50%	39%	51%	61%	49%	45%	51%	51%	52%	57%	31%	61%	69%	48%	60%
			a	a								j	j		m
Recruitment agencies/ Search firms	209	60	81	68	39	48	56	93	38	28	56	66	87	171	38
	46%	38%	53%	46%	40%	42%	54%	53%	52%	40%	28%	62%	59%	46%	44%
			a					d				j	j		
Advertise externally in newspapers/trade/ professional press	180	61	59	61	34	50	40	61	20	35	62	48	70	144	37
	39%	39%	39%	41%	35%	44%	39%	34%	28%	50%	30%	45%	48%	39%	43%
						h				dgh		j	j		
Jobcentre Plus / Universal Jobmatch	162	50	57	55	32	46	30	52	22	32	50	37	74	125	36
	35%	32%	37%	37%	33%	40%	29%	30%	31%	45%	25%	35%	50%	34%	42%
								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	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	462	161	150	151	97	116	108	170	62	79	202	112	148	380	82
Weighted Total	457	157	151	150	97	114	104	176	72	70	203	107	147	372	86
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Talent pools and staff banks	84	20	38	27	19	22	17	33	16	11	17	19	48	66	18
	18%	13%	25%	18%	20%	19%	17%	19%	22%	15%	8%	18%	32%	18%	21%
			a									j	jk		
Other	18	10	5	4	5	1	4	8	3	4	8	6	4	17	2
	4%	6%	3%	2%	5%	1%	4%	4%	5%	6%	4%	5%	3%	4%	2%
								e							

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	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	324	129	108	87	70	72	73	117	44	65	130	78	116	260	64
Weighted Total	321	125	108	88	70	73	70	120	51	57	132	74	115	253	68
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Former employees and word of mouth	224	97	70	57	54	47	48	84	36	39	91	48	85	172	51
	70%	77%	65%	65%	77%	64%	69%	70%	70%	68%	69%	64%	74%	68%	76%
		b													
Advertise on our own website	197	73	65	58	37	41	43	77	34	41	59	45	93	144	52
	61%	58%	61%	66%	53%	56%	62%	64%	67%	71%	45%	61%	81%	57%	77%
									d			j	jk		m
Internal Referrals	195	74	67	53	36	42	46	78	32	38	68	48	79	143	51
	61%	59%	62%	61%	51%	58%	67%	65%	62%	67%	51%	64%	69%	57%	76%
													j		m
People approach us	191	83	66	43	46	40	43	70	27	36	73	43	76	149	43
	60%	66%	61%	48%	65%	55%	62%	58%	53%	63%	55%	57%	66%	59%	63%
		c													
Social media and professional networking sites (e.g. Linked In)	148	60	46	43	26	32	34	62	27	29	61	28	59	117	32
	46%	48%	42%	49%	38%	43%	49%	51%	54%	50%	46%	38%	52%	46%	47%
Recruitment agencies/ Search firms	138	48	54	36	23	31	34	60	26	24	26	46	66	113	24
	43%	38%	50%	41%	32%	43%	49%	50%	51%	41%	20%	61%	57%	45%	36%
							d	d	d			j	j		
Online job boards (e.g. Monster)	133	40	47	46	27	19	33	57	25	31	31	35	67	100	33
	42%	32%	44%	52%	38%	26%	47%	47%	48%	54%	23%	48%	59%	40%	49%
			a				e	e	e	e		j	j		
Jobcentre Plus / Universal Jobmatch	110	39	41	30	25	31	15	25	11	29	35	25	50	84	26
	34%	31%	38%	34%	36%	42%	21%	21%	21%	50%	26%	34%	43%	33%	38%
					g	fgh				fgh			j		
Advertise externally in newspapers/trade/ professional press	98	36	35	27	19	19	23	35	13	25	33	22	43	78	20
	30%	29%	32%	31%	26%	26%	32%	30%	26%	43%	25%	29%	38%	31%	29%
									de				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	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	324	129	108	87	70	72	73	117	44	65	130	78	116	260	64
Weighted Total	321	125	108	88	70	73	70	120	51	57	132	74	115	253	68
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Talent pools and staff banks	50	15	22	14	11	10	9	18	9	11	9	10	31	39	12
	16%	12%	20%	16%	15%	14%	13%	15%	18%	20%	7%	14%	27% jk	15%	17%
Other	8	6	1	1	2	3	-	3	3	1	5	-	3	8	-
	3%	5%	1%	1%	3%	4%	-	2%	5%	2%	4%	-	2%	3%	-

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

Jobs Outlook - Combined

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

Base: All who use recruitment agencies

			WAVE			REGION						SIZE			SECTOR		
		Total	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public	
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n	
Unweighted Total		227	69	84	74	41	56	60	95	35	35	59	73	95	189	38	
Weighted Total		222	66	83	73	40	56	57	97	40	30	59	69	95	183	39	
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
Very satisfied	(5)	39	9	15	15	5	6	10	17	7	11	10	12	17	33	6	
		18%	13%	18%	21%	11%	10%	18%	18%	19%	38% defg	16%	17%	18%	18%	15%	
Fairly satisfied	(4)	111	31	47	34	22	30	25	47	22	12	24	40	47	91	20	
		50%	46%	56%	46%	55%	53%	44%	49%	56%	39%	41%	58% j	49%	50%	51%	
Neither satisfied nor dissatisfied	(3)	42	15	13	14	9	12	11	16	5	5	9	12	20	34	8	
		19%	23%	15%	19%	23%	21%	19%	16%	13%	17%	16%	17%	22%	18%	21%	
Fairly dissatisfied	(2)	13	4	3	5	1	1	7	11	4	-	8	3	2	11	2	
		6%	6%	4%	7%	3%	2%	12% ei	11% ei	10%	-	13% l	4%	2%	6%	5%	
Very dissatisfied	(1)	5	4	1	-	1	3	-	1	1	-	4	-	1	5	-	
		2%	6% c	1%	-	3%	5%	-	1%	2%	-	7% kl	-	1%	3%	-	
Don't know		13	4	5	5	2	5	5	5	-	2	4	2	7	10	4	
		6%	6%	6%	6%	5%	9%	8%	5%	-	6%	7%	2%	8%	5%	9%	
NETS																	
Net: Satisfied		150	40	62	49	27	35	35	65	30	23	34	52	64	124	26	
		67%	60%	74%	67%	66%	63%	62%	67%	75%	77%	57%	76% j	68%	68%	65%	
Net: Dissatisfied		17	8	4	5	2	4	7	12	5	-	12	3	3	16	2	
		8%	12%	5%	7%	6%	7%	12% i	12% i	12% i	-	20% kl	4%	3%	8%	5%	
Mean score		3.8	3.6	3.9 a	3.9	3.7	3.7	3.7	3.8	3.8	4.2 defgh	3.5	3.9 j	3.9 j	3.8	3.8	

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

Jobs Outlook - Combined

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

Base: All who use recruitment agencies

			WAVE			REGION						SIZE			SECTOR	
		Total	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		227	69	84	74	41	56	60	95	35	35	59	73	95	189	38
Weighted Total		222	66	83	73	40	56	57	97	40	30	59	69	95	183	39
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Very satisfied	(5)	47	11	18	18	6	8	12	22	10	10	13	15	20	40	7
		21%	17%	22%	24%	16%	15%	21%	23%	26%	33%	22%	21%	21%	22%	17%
Fairly satisfied	(4)	116	34	48	35	23	30	26	47	21	15	24	44	48	92	24
		52%	51%	58%	48%	58%	55%	46%	49%	53%	51%	41%	63%	51%	50%	62%
Neither satisfied nor dissatisfied	(3)	32	11	7	13	5	7	11	14	3	5	5	8	18	28	4
		14%	17%	8%	18%	13%	13%	20%	14%	6%	17%	9%	12%	19%	15%	9%
Fairly dissatisfied	(2)	10	-	5	5	1	2	4	6	2	-	6	1	3	9	1
		4%	-	6% a	6% a	3%	3%	7%	7%	6%	-	10% k	1%	3%	5%	3%
Very dissatisfied	(1)	6	6	-	-	1	3	-	2	2	-	6	-	-	6	-
		3%	9% bc	-	-	3%	5%	-	3%	6%	-	11% kl	-	-	3%	-
Don't know		12	4	6	3	3	5	3	4	1	-	5	2	6	8	4
		5%	5%	7%	4%	7%	8%	6%	4%	2%	-	8%	2%	6%	5%	9%
NETS																
Net: Satisfied		163	45	66	52	30	39	38	70	31	25	37	58	68	132	31
		73%	68%	79%	72%	74%	70%	67%	72%	79%	83%	63%	84% j	72%	72%	79%
Net: Dissatisfied		16	6	5	5	2	5	4	9	5	-	12	1	3	15	1
		7%	9%	6%	6%	6%	8%	7%	9%	12% i	-	20% kl	1%	3%	8%	3%
Mean score		3.9	3.7	4.0	3.9	3.9	3.8	3.9	3.9	3.9	4.2	3.6	4.1	4.0	3.9	4.0
				a							e		j	j		

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	462	140
Weighted Total	457	138
	100%	100%
Accounting and financial services	172	52
	38%	38%
Construction	61	16
	13%	12%
Drivers	79	23
	17%	17%
Education	50	19
	11%	14%
Engineering & technical	138	29
	30%	21%
Executive recruitment / interim management	128	27
	28%	20%
Health & social care	59	11
	13%	8%
Hospitality	63	19
	14%	14%
Industrial	56	23
	12%	17%
Legal & HR	143	43
	31%	31%
Life sciences	21	3
	5%	2%
Marketing, media & creative	158	33
	35%	24%
Office professionals	207	74
	45%	54%
Sales & retail	158	39
	35%	28%
Technology	140	36
	31%	26%

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	462	140
Weighted Total	457	138
	100%	100%
None	48	15
	10%	11%

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	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	462	161	150	151	97	116	108	170	62	79	202	112	148	380	82
Weighted Total	457	157	151	150	97	114	104	176	72	70	203	107	147	372	86
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Accounting and financial services	172	64	47	62	34	40	39	70	31	28	37	58	78	136	36
	38%	41%	31%	41%	35%	35%	37%	40%	43%	39%	18%	54% j	53% j	37%	42%
Construction	61	18	24	19	10	27	14	19	4	5	36	8	17	49	12
	13%	11%	16%	13%	10%	24% dghi	14%	11%	6%	7%	18% k	7%	11%	13%	13%
Drivers	79	26	26	26	13	32	12	17	5	18	24	16	39	54	25
	17%	17%	17%	18%	13%	28% dfgh	11%	9%	7%	25% dfgh	12%	15%	27% jk	15%	29% m
Education	50	21	11	19	10	12	10	20	10	8	16	10	25	38	13
	11%	13%	7%	13%	11%	11%	9%	11%	14%	11%	8%	9%	17% j	10%	15%
Engineering & technical	138	49	52	37	27	42	29	45	16	24	47	36	55	112	27
	30%	32%	34%	25%	27%	37% gh	28%	26%	22%	34%	23%	34% j	37% j	30%	31%
Executive recruitment / interim management	128	47	37	44	25	34	29	51	22	17	24	44	60	100	28
	28%	30%	24%	29%	26%	30%	28%	29%	31%	24%	12%	41% j	41% j	27%	32%
Health & social care	59	23	15	21	10	11	13	25	12	12	20	14	24	38	20
	13%	14%	10%	14%	10%	10%	13%	14%	16%	17%	10%	13%	16%	10%	24% m
Hospitality	63	22	23	19	11	11	13	26	13	16	26	12	25	46	18
	14%	14%	15%	13%	11%	9%	12%	15%	19%	23% de	13%	11%	17%	12%	21% m
Industrial	56	19	21	16	16	16	12	14	2	10	15	14	27	41	16
	12%	12%	14%	10%	17% gh	14% h	12% h	8%	2%	15% h	8%	13%	18% j	11%	18%
Legal & HR	143	42	48	54	29	30	34	63	28	21	21	44	78	113	30
	31%	27%	32%	36%	30%	26%	33%	36%	39%	30%	11%	41% j	53% j	30%	35%
Life sciences	21	5	9	7	5	5	5	8	3	4	3	3	16	13	8
	5%	3%	6%	5%	5%	4%	5%	4%	4%	5%	1%	3%	11% jk	4%	10%

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	May 2016	June 2016	July 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	462	161	150	151	97	116	108	170	62	79	202	112	148	380	82
Weighted Total	457	157	151	150	97	114	104	176	72	70	203	107	147	372	86
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Marketing, media & creative	158	55	47	57	31	40	42	71	30	17	41	45	72	129	29
	35%	35%	31%	38%	31%	35%	40%	41%	41%	24%	20%	42%	49%	35%	34%
							i	i	i			j	j		
Office professionals	207	66	66	75	34	60	48	83	35	30	52	59	95	167	40
	45%	42%	44%	50%	35%	53%	47%	47%	48%	43%	26%	56%	65%	45%	47%
						d		d				j	j		
Sales & retail	158	60	47	51	27	40	43	68	26	23	54	42	62	124	34
	35%	39%	31%	34%	28%	35%	41%	39%	35%	32%	27%	39%	42%	33%	40%
							d					j	j		
Technology	140	45	39	56	29	41	31	54	23	16	35	40	66	110	30
	31%	29%	26%	37%	30%	36%	30%	31%	32%	22%	17%	37%	45%	30%	35%
				b		i						j	j		
None	48	17	15	16	12	5	15	24	10	5	29	6	13	41	7
	10%	11%	10%	11%	13%	5%	14%	14%	14%	8%	14%	5%	9%	11%	8%
					e		e	e	e		k				

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

Jobs Outlook - Combined

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

Temporary agency workers

Base: All who recruit temporary agency workers

		WAVE			REGION						SIZE			SECTOR	
	Total	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	*d	e	f	g	*h	*i	*j	k	l	m	*n
Unweighted Total	140	48	55	37	23	31	35	58	23	28	26	48	66	117	23
Weighted Total	138	48	54	36	23	31	34	60	26	24	26	46	66	113	24
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Accounting and financial services	52	21	14	18	7	11	13	22	10	13	3	18	31	41	11
	38%	43%	26%	49% b	30%	34%	37%	37%	37%	53%	12%	40%	47%	36%	47%
Construction	16	7	6	4	1	5	5	8	3	2	3	3	10	11	5
	12%	13%	11%	11%	4%	17%	14%	13%	11%	9%	13%	6%	15%	10%	20%
Drivers	23	11	7	5	2	13	2	4	2	3	5	6	12	13	10
	17%	23%	13%	13%	9%	43% fg	6%	6%	7%	15%	21%	12%	18%	11%	41%
Education	19	8	6	5	1	2	4	13	10	3	3	4	12	14	5
	14%	17%	11%	14%	4%	6%	10%	22% e	38%	13%	11%	9%	18%	12%	21%
Engineering & technical	29	10	13	6	7	10	2	7	5	5	4	9	16	21	9
	21%	21%	24%	17%	33%	33% fg	5%	11%	19%	21%	17%	19%	25%	18%	36%
Executive recruitment / interim management	27	9	10	8	3	6	2	11	9	7	5	8	14	21	7
	20%	19%	18%	23%	13%	20%	6%	19%	36%	29%	17%	18%	22%	18%	27%
Health & social care	11	5	5	1	2	-	1	6	5	3	5	2	4	7	4
	8%	11%	9%	2%	8%	-	3%	10%	20%	11%	20%	4%	5%	6%	16%
Hospitality	19	11	5	4	4	4	1	8	7	3	6	4	9	15	4
	14%	22%	9%	11%	19%	14%	3%	13%	25%	11%	23%	10%	13%	14%	16%
Industrial	23	7	13	3	5	3	5	7	3	8	-	9	14	15	8
	17%	15%	24% c	8%	21%	10%	14%	12%	10%	32%	-	19%	22%	13%	32%
Legal & HR	43	14	16	13	9	8	7	18	12	8	3	14	26	34	9
	31%	29%	30%	35%	38%	25%	20%	30%	45%	35%	12%	30%	40%	30%	38%
Life sciences	3	1	2	-	-	1	-	2	2	-	-	-	3	2	1
	2%	2%	3%	-	-	3%	-	3%	7%	-	-	-	4%	2%	4%
Marketing, media & creative	33	12	13	8	3	6	7	20	13	5	4	10	20	27	7
	24%	25%	25%	22%	14%	19%	20%	33%	49%	19%	13%	22%	30%	23%	28%

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	May 2016	June 2016	July 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	140	48	55	37	23	31	35	58	23	28	26	48	66	117	23
Weighted Total	138	48	54	36	23	31	34	60	26	24	26	46	66	113	24
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Office professionals	74	28	24	23	9	17	15	35	20	14	10	22	43	61	13
	54%	58%	44%	64%	38%	55%	44%	58%	76%	58%	37%	48%	65%	54%	54%
Sales & retail	39	18	12	9	2	9	11	20	10	7	5	13	21	29	11
	28%	36%	23%	26%	10%	30%	32%	34%	37%	31%	19%	29%	32%	25%	43%
Technology	36	11	12	12	4	9	4	15	12	6	2	10	23	27	9
	26%	23%	23%	34%	19%	30%	11%	26%	44%	27%	7%	23%	35%	24%	36%
None	15	4	8	3	4	2	6	9	3	1	5	6	5	14	1
	11%	9%	15%	9%	17%	6%	17%	15%	11%	3%	18%	12%	8%	12%	5%

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	172 100%	1 1%	25 15%	127 74%	5 3%	- -	13 8%	26 15%	5 3%	154 89%	3.1
Construction	61 100%	- -	19 31%	33 54%	2 3%	- -	7 12%	19 31%	2 3%	52 85%	3.3
Drivers	79 100%	3 4%	24 31%	40 51%	3 3%	- -	9 11%	28 35%	3 3%	68 86%	3.4
Education	50 100%	1 2%	12 24%	28 55%	- -	2 4%	7 14%	13 26%	2 4%	41 81%	3.2
Engineering & technical	138 100%	4 3%	39 28%	80 58%	2 1%	1 *	13 9%	43 31%	2 2%	123 89%	3.3
Executive recruitment / interim management	128 100%	1 1%	19 15%	90 70%	4 3%	1 *	14 11%	20 15%	4 3%	110 86%	3.1
Health & social care	59 100%	4 7%	14 24%	26 44%	4 7%	- -	10 18%	18 31%	4 7%	44 75%	3.4
Hospitality	63 100%	7 12%	15 24%	31 49%	2 4%	- -	8 12%	23 36%	2 4%	54 84%	3.5
Industrial	56 100%	2 4%	14 25%	30 54%	4 7%	- -	5 10%	16 29%	4 7%	47 83%	3.3
Legal & HR	143 100%	- -	20 14%	107 75%	2 1%	1 *	13 9%	20 14%	2 2%	127 89%	3.1
Life sciences	21 100%	- -	8 35%	10 48%	2 8%	- -	2 8%	8 35%	2 8%	18 83%	3.3
Marketing, media & creative	158 100%	6 3%	33 21%	106 67%	1 *	- -	14 9%	38 24%	1 *	144 91%	3.3
Office professionals	207 100%	3 1%	39 19%	141 68%	8 4%	1 *	15 7%	42 20%	9 5%	183 88%	3.2
Sales & retail	158 100%	3 2%	43 27%	99 62%	4 3%	- -	10 6%	46 29%	4 3%	144 91%	3.3
Technology	140 100%	4 3%	25 18%	98 70%	2 1%	- -	11 8%	30 21%	2 1%	127 91%	3.2
Average (response based including bases)	1635 100%	39 2%	350 21%	1045 64%	45 3%	5 *	151 9%	389 24%	50 3%	1434 88%	3.3

Jobs Outlook - Combined

Q10_SUM. Average across all sectors (response based)

SUMMARY TABLE

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

			WAVE			REGION						SIZE			SECTOR	
		Total	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		1672	578	518	576	304	457	396	618	222	293	461	470	741	1324	348
Weighted Total		1635	562	512	561	310	443	373	633	259	249	452	445	738	1270	364
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	39	18	13	8	5	20	8	12	4	2	14	5	21	28	12
		2%	3%	3%	1%	2%	5%	2%	2%	1%	1%	3%	1%	3%	2%	3%
			c				dghi					k		k		
Increase slightly	(4)	350	126	100	124	79	97	82	135	54	38	109	93	148	281	69
		21%	22%	19%	22%	26%	22%	22%	21%	21%	15%	24%	21%	20%	22%	19%
						i	i	i	i							
Stay same	(3)	1045	367	325	353	203	293	225	391	166	158	281	333	430	830	215
		64%	65%	63%	63%	66%	66%	60%	62%	64%	63%	62%	75%	58%	65%	59%
												jl		n		
Decrease slightly	(2)	45	18	6	21	9	10	6	9	2	17	5	11	29	32	13
		3%	3%	1%	4%	3%	2%	2%	1%	1%	7%	1%	3%	4%	3%	4%
			b		b						defgh			j		
Decrease greatly	(1)	5	4	1	-	-	2	1	1	-	3	-	-	5	5	-
		*	1%	*	-	-	*	*	*	-	1%	-	-	1%	*	-
			c													
Don't know		151	29	67	55	14	21	51	85	34	31	44	2	105	95	55
		9%	5%	13%	10%	4%	5%	14%	13%	13%	12%	10%	1%	14%	8%	15%
				a	a			de	de	de	de	k		jk		m
NETS																
Net: Increase		389	144	113	132	84	117	90	148	57	41	123	98	168	309	81
		24%	26%	22%	24%	27%	26%	24%	23%	22%	16%	27%	22%	23%	24%	22%
						i	i	i	i							
Net: Decrease		50	22	7	21	9	12	7	10	2	20	5	11	34	37	13
		3%	4%	1%	4%	3%	3%	2%	2%	1%	8%	1%	3%	5%	3%	4%
			b		b						defgh			j		
Net: Increase + Stay the same		1434	511	438	485	288	409	315	538	223	199	404	431	599	1138	296
		88%	91%	86%	87%	93%	92%	84%	85%	86%	80%	89%	97%	81%	90%	81%
			bc			fghi	fghi		i			l	jl		n	
Mean score		3.3	3.3	3.3	3.2	3.3	3.3	3.3	3.3	3.3	3.1	3.3	3.2	3.2	3.3	3.3
						i	i	i	i	i		kl				

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

Jobs Outlook - Combined

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

Accounting and financial services

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

			WAVE			REGION						SIZE			SECTOR	
		Total	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	*h	i	j	k	l	m	n
Unweighted Total		178	66	49	63	34	43	41	68	27	33	39	61	78	143	35
Weighted Total		172	64	47	62	34	40	39	70	31	28	37	58	78	136	36
		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%	-	-	-	-	1%	-	3% m
Increase slightly	(4)	25	7	10	9	9	6	4	8	5	2	2	9	14	23	3
		15%	11%	20%	14%	25%	15%	10%	12%	15%	8%	7%	16%	18%	17%	8%
Stay same	(3)	127	51	31	46	25	31	29	51	22	21	29	49	49	100	27
		74%	80%	66%	74%	72%	77%	76%	73%	70%	75%	80%	84% l	63%	74%	75%
Decrease slightly	(2)	5	3	-	2	-	3	-	1	1	1	1	-	4	4	1
		3%	5%	-	3%	-	6%	-	2%	4%	5%	3%	-	5%	3%	2%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		13	2	5	6	1	1	5	8	4	3	4	-	10	9	4
		8%	4%	12%	9%	3%	2%	12%	12%	12%	12%	11% k	-	12% k	7%	12%
NETS																
Net: Increase		26	7	11	9	9	6	5	9	5	2	2	9	15	23	4
		15%	11%	23%	14%	25%	15%	12%	14%	15%	8%	7%	16%	19%	17%	11%
Net: Decrease		5	3	-	2	-	3	-	1	1	1	1	-	4	4	1
		3%	5%	-	3%	-	6%	-	2%	4%	5%	3%	-	5%	3%	2%
Net: Increase + Stay the same		154	58	42	54	33	37	34	61	27	23	32	58	64	123	31
		89%	91%	88%	88%	97%	92%	88%	87%	85%	83%	86%	100% jl	83%	90%	86%
Mean score		3.1	3.1	3.3	3.1	3.3	3.1	3.2	3.2	3.1	3.0	3.0	3.2	3.2	3.1	3.1
				a												

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

Jobs Outlook - Combined

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

Construction

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

		WAVE			REGION						SIZE			SECTOR		
		Total	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	j	*k	*l	m	*n
Unweighted Total		64	20	23	21	10	28	16	20	4	6	37	9	18	52	12
Weighted Total		61	18	24	19	10	27	14	19	4	5	36	8	17	49	12
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Increase slightly	(4)	19	5	6	8	5	8	6	6	-	-	10	5	4	16	3
		31%	30%	24%	41%	54%	30%	39%	30%	-	-	28%	65%	22%	33%	24%
Stay same	(3)	33	11	14	8	4	17	5	8	3	4	23	3	7	28	5
		54%	59%	57%	44%	38%	63%	34%	44%	78%	67%	64%	35%	40%	56%	42%
Decrease slightly	(2)	2	1	-	1	-	1	1	1	-	-	1	-	1	1	1
		3%	6%	-	5%	-	4%	8%	6%	-	-	3%	-	6%	2%	10%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		7	1	5	2	1	1	3	4	1	2	2	-	5	4	3
		12%	5%	19%	9%	8%	3%	20%	20%	22%	33%	5%	-	33%	9%	25%
NETS																
Net: Increase		19	5	6	8	5	8	6	6	-	-	10	5	4	16	3
		31%	30%	24%	41%	54%	30%	39%	30%	-	-	28%	65%	22%	33%	24%
Net: Decrease		2	1	-	1	-	1	1	1	-	-	1	-	1	1	1
		3%	6%	-	5%	-	4%	8%	6%	-	-	3%	-	6%	2%	10%
Net: Increase + Stay the same		52	16	20	16	9	25	10	14	3	4	34	8	10	44	8
		85%	89%	81%	85%	92%	93%	72%	74%	78%	67%	92%	100%	61%	89%	66%
Mean score		3.3	3.2	3.3	3.4	3.6	3.3	3.4	3.3	3.0	3.0	3.3	3.6	3.2	3.3	3.2

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

Jobs Outlook - Combined

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

Drivers

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

			WAVE			REGION						SIZE			SECTOR	
		Total	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	e	*f	*g	*h	*i	*j	*k	l	m	*n
Unweighted Total		82	27	27	28	12	32	12	17	5	21	25	17	40	59	23
Weighted Total		79	26	26	26	13	32	12	17	5	18	24	16	39	54	25
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	3	1	2	1	-	3	-	-	-	1	2	-	2	2	1
		4%	3%	7%	3%	-	9%	-	-	-	4%	8%	-	4%	4%	4%
Increase slightly	(4)	24	8	9	7	3	12	4	4	-	4	7	7	10	17	8
		31%	32%	35%	26%	27%	38%	38%	27%	-	25%	30%	48%	24%	31%	31%
Stay same	(3)	40	14	11	15	7	14	5	9	4	9	12	8	19	28	12
		51%	55%	41%	56%	59%	45%	45%	56%	82%	49%	52%	52%	49%	51%	50%
Decrease slightly	(2)	3	1	-	2	1	1	-	-	-	1	-	-	3	3	-
		3%	2%	-	8%	8%	3%	-	-	-	4%	-	-	7%	5%	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		9	2	5	2	1	2	2	3	1	3	2	-	6	5	4
		11%	9%	18%	7%	7%	5%	17%	17%	18%	19%	10%	-	16%	9%	15%
NETS																
Net: Increase		28	9	11	8	3	15	4	4	-	5	9	7	11	19	9
		35%	34%	42%	29%	27%	47%	38%	27%	-	29%	38%	48%	28%	35%	35%
Net: Decrease		3	1	-	2	1	1	-	-	-	1	-	-	3	3	-
		3%	2%	-	8%	8%	3%	-	-	-	4%	-	-	7%	5%	-
Net: Increase + Stay the same		68	24	22	22	11	29	10	14	4	14	22	16	30	47	21
		86%	89%	82%	86%	85%	92%	83%	83%	82%	78%	90%	100%	77%	86%	85%
Mean score		3.4	3.4	3.6	3.3	3.2	3.5	3.5	3.3	3.0	3.4	3.5	3.5	3.3	3.4	3.5

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

Jobs Outlook - Combined

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

Education

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

			WAVE			REGION						SIZE			SECTOR	
		Total	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	*n
Unweighted Total		49	20	10	19	10	11	10	18	8	10	15	10	24	37	12
Weighted Total		50	21	11	19	10	12	10	20	10	8	16	10	25	38	13
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly		(5)	1	-	-	1	-	-	-	-	-	-	-	1	1	-
		2%	-	-	4%	-	7%	-	-	-	-	-	-	3%	2%	-
Increase slightly		(4)	12	5	2	6	1	1	5	4	3	5	1	6	8	5
		24%	23%	18%	30%	36%	7%	11%	23%	35%	40%	34%	9%	25%	20%	37%
Stay same		(3)	28	13	4	11	7	8	7	11	4	8	9	11	22	6
		55%	61%	40%	57%	64%	67%	71%	53%	36%	30%	48%	91%	46%	57%	49%
Decrease slightly		(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Decrease greatly		(1)	2	2	-	-	2	-	-	-	1	-	-	2	2	-
		4%	10%	-	-	-	12%	-	-	-	8%	-	-	9%	6%	-
Don't know		7	1	4	2	-	1	2	5	3	2	3	-	4	5	2
		14%	5%	42%	9%	-	7%	18%	23%	28%	22%	18%	-	18%	14%	14%
NETS																
Net: Increase		13	5	2	7	4	2	1	5	4	3	5	1	7	9	5
		26%	23%	18%	34%	36%	14%	11%	23%	35%	40%	34%	9%	28%	23%	37%
Net: Decrease		2	2	-	-	-	2	-	-	-	1	-	-	2	2	-
		4%	10%	-	-	-	12%	-	-	-	8%	-	-	9%	6%	-
Net: Increase + Stay the same		41	17	6	17	10	10	8	15	7	5	13	10	18	30	11
		81%	84%	58%	91%	100%	81%	82%	77%	72%	70%	82%	100%	74%	80%	86%
Mean score		3.2	3.0	3.3	3.4	3.4	3.0	3.1	3.3	3.5	3.3	3.4	3.1	3.2	3.2	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	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	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	51	53	40	27	44	32	44	12	29	49	39	56	118	26
Weighted Total		138	49	52	37	27	42	29	45	16	24	47	36	55	112	27
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	4	1	2	1	-	2	2	2	-	-	1	1	2	4	-
		3%	2%	3%	3%	-	4%	7%	4%	-	-	2%	3%	3%	3%	-
Increase slightly	(4)	39	16	14	9	10	13	6	11	5	5	14	12	13	33	6
		28%	33%	27%	24%	36%	32%	20%	24%	32%	22%	30%	32%	24%	30%	22%
Stay same	(3)	80	28	31	22	15	24	18	26	8	15	28	23	30	64	16
		58%	56%	59%	59%	55%	57%	60%	58%	55%	64%	58%	63%	55%	57%	61%
Decrease slightly	(2)	2	-	1	1	1	-	-	-	-	1	-	1	1	1	1
		1%	-	2%	2%	3%	-	-	-	-	3%	-	2%	2%	1%	3%
Decrease greatly	(1)	1	1	-	-	-	-	-	-	-	1	-	-	1	1	-
		*	1%	-	-	-	-	-	-	-	3%	-	-	1%	1%	-
Don't know		13	4	5	4	2	3	4	6	2	2	5	-	8	9	4
		9%	7%	9%	12%	7%	8%	13%	13%	13%	7%	10%	-	15% k	8%	14%
NETS																
Net: Increase		43	17	16	10	10	15	8	13	5	5	15	13	15	37	6
		31%	35%	30%	26%	36%	36%	27%	28%	32%	22%	32%	35%	27%	33%	22%
Net: Decrease		2	1	1	1	1	-	-	-	-	1	-	1	1	2	1
		2%	1%	2%	2%	3%	-	-	-	-	6%	-	2%	3%	1%	3%
Net: Increase + Stay the same		123	45	47	31	24	39	26	39	13	21	43	35	45	101	22
		89%	91%	89%	86%	90%	92%	87%	87%	87%	87%	90%	98% l	82%	91%	83%
Mean score		3.3	3.4	3.3	3.3	3.3	3.4	3.4	3.4	3.4	3.1	3.4	3.4	3.3	3.4	3.2

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

Jobs Outlook - Combined

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

Executive recruitment / interim management

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

			WAVE			REGION						SIZE			SECTOR	
		Total	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	*d	e	f	g	*h	*i	*j	k	l	m	*n
Unweighted Total		132	48	39	45	25	36	31	51	20	20	24	46	62	106	26
Weighted Total		128	47	37	44	25	34	29	51	22	17	24	44	60	100	28
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	1	-	1	-	-	1	-	-	-	-	1	-	-	-	1
		1%	-	3%	-	-	3%	-	-	-	-	4%	-	-	-	4%
Increase slightly	(4)	19	5	5	9	5	5	4	7	3	2	4	4	11	18	1
		15%	11%	12%	21%	20%	15%	14%	13%	11%	13%	17%	9%	18%	18%	4%
Stay same	(3)	90	37	24	29	18	27	19	35	16	10	15	38	37	70	20
		70%	78%	65%	66%	73%	78%	64%	68%	73%	59%	63%	87% l	61%	70%	71%
Decrease slightly	(2)	4	1	1	2	1	-	1	1	-	2	-	1	3	2	2
		3%	2%	3%	4%	4%	-	4%	2%	-	11%	-	2%	5%	2%	7%
Decrease greatly	(1)	1	1	-	-	-	-	-	-	-	1	-	-	1	1	-
		*	1%	-	-	-	-	-	-	-	4%	-	-	1%	1%	-
Don't know		14	4	6	4	1	2	5	9	3	2	4	1	9	10	4
		11%	7%	17%	9%	4%	5%	18%	17%	15%	14%	16%	2%	15% k	10%	15%
NETS																
Net: Increase		20	5	6	9	5	6	4	7	3	2	5	4	11	18	2
		15%	11%	15%	21%	20%	18%	14%	13%	11%	13%	22%	9%	18%	18%	8%
Net: Decrease		4	2	1	2	1	-	1	1	-	2	-	1	3	3	2
		3%	3%	3%	4%	4%	-	4%	2%	-	14%	-	2%	6%	3%	7%
Net: Increase + Stay the same		110	42	29	38	23	33	23	42	19	12	20	42	47	88	22
		86%	89%	80%	87%	93%	95% f	78%	81%	85%	71%	84%	96% l	79%	88%	78%
Mean score		3.1	3.1	3.2	3.2	3.2	3.2	3.1	3.1	3.1	2.9	3.3	3.1	3.1	3.2	3.1

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

Jobs Outlook - Combined

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

Health & social care

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

			WAVE			REGION						SIZE			SECTOR	
		Total	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	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	21	16	20	10	10	13	24	11	13	19	14	24	38	19
Weighted Total		59	23	15	21	10	11	13	25	12	12	20	14	24	38	20
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	4	4	-	-	1	2	-	1	1	-	2	-	2	2	2
		7%	18%	-	-	9%	16%	-	5%	11%	-	11%	-	7%	6%	9%
Increase slightly	(4)	14	4	4	6	4	2	3	5	2	3	4	5	4	10	3
		24%	17%	24%	31%	44%	15%	22%	20%	18%	23%	21%	37%	18%	27%	17%
Stay same	(3)	26	12	8	6	3	7	5	11	6	5	10	5	11	17	9
		44%	55%	53%	27%	29%	62%	41%	46%	51%	38%	50%	38%	44%	44%	45%
Decrease slightly	(2)	4	2	-	2	1	-	1	1	-	2	1	2	1	3	2
		7%	11%	-	9%	9%	-	8%	4%	-	19%	4%	14%	6%	7%	8%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		10	-	4	7	1	1	4	6	2	2	3	2	6	6	4
		18%	-	23%	33%	9%	7%	29%	25%	20%	20%	13%	11%	25%	16%	21%
NETS																
Net: Increase		18	8	4	6	5	4	3	6	3	3	6	5	6	13	5
		31%	35%	24%	31%	53%	31%	22%	25%	29%	23%	32%	37%	25%	33%	26%
Net: Decrease		4	2	-	2	1	-	1	1	-	2	1	2	1	3	2
		7%	11%	-	9%	9%	-	8%	4%	-	19%	4%	14%	6%	7%	8%
Net: Increase + Stay the same		44	20	12	12	8	11	8	18	9	7	16	11	17	30	14
		75%	89%	77%	58%	82%	93%	63%	71%	80%	61%	82%	75%	69%	77%	71%
Mean score		3.4	3.4	3.3	3.3	3.6	3.5	3.2	3.3	3.5	3.0	3.5	3.3	3.4	3.4	3.3

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

Jobs Outlook - Combined

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

Hospitality

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

			WAVE			REGION						SIZE			SECTOR	
		Total	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	*n
Unweighted Total		63	23	22	18	10	10	13	25	12	18	25	12	26	46	17
Weighted Total		63	22	23	19	11	11	13	26	13	16	26	12	25	46	18
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	7	4	4	-	2	2	1	2	1	1	2	1	4	6	1
		12%	18%	16%	-	20%	23%	9%	9%	9%	4%	8%	10%	17%	14%	6%
Increase slightly	(4)	15	5	6	4	2	2	2	5	3	7	8	3	4	8	7
		24%	21%	28%	23%	19%	19%	14%	18%	21%	42%	32%	24%	16%	18%	40%
Stay same	(3)	31	10	9	11	5	6	7	14	7	6	14	7	10	25	6
		49%	47%	40%	61%	49%	51%	54%	54%	54%	38%	53%	55%	41%	55%	33%
Decrease slightly	(2)	2	1	-	1	1	-	1	1	-	-	-	1	1	2	-
		4%	5%	-	7%	13%	-	8%	4%	-	-	-	11%	4%	5%	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		8	2	4	2	-	1	2	4	2	3	2	-	6	4	4
		12%	9%	17%	9%	-	8%	15%	15%	15%	17%	8%	-	22%	8%	21%
NETS																
Net: Increase		23	9	10	4	4	4	3	7	4	7	10	4	8	14	8
		36%	39%	44%	23%	39%	41%	23%	27%	30%	46%	40%	34%	33%	32%	46%
Net: Decrease		2	1	-	1	1	-	1	1	-	-	-	1	1	2	-
		4%	5%	-	7%	13%	-	8%	4%	-	-	-	11%	4%	5%	-
Net: Increase + Stay the same		54	19	19	16	9	10	10	21	11	13	24	11	19	39	14
		84%	86%	83%	84%	87%	92%	76%	81%	85%	83%	92%	89%	74%	87%	79%
Mean score		3.5	3.6	3.7	3.2	3.5	3.7	3.3	3.4	3.5	3.6	3.5	3.3	3.6	3.4	3.7

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

Jobs Outlook - Combined

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

Industrial

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

			WAVE			REGION						SIZE			SECTOR	
		Total	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	*n
Unweighted Total		60	20	23	17	16	16	13	15	2	13	16	16	28	45	15
Weighted Total		56	19	21	16	16	16	12	14	2	10	15	14	27	41	16
		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	1
		4%	7%	4%	-	13%	-	-	-	-	-	5%	-	5%	2%	8%
Increase slightly	(4)	14	5	6	3	2	2	5	6	1	4	5	5	4	12	2
		25%	26%	30%	17%	11%	13%	46%	46%	47%	38%	31%	35%	16%	29%	15%
Stay same	(3)	30	11	10	9	11	11	4	4	-	5	8	8	14	22	8
		54%	55%	49%	60%	71%	67%	30%	26%	-	45%	53%	58%	52%	55%	53%
Decrease slightly	(2)	4	2	1	2	1	2	-	-	-	1	-	1	3	2	2
		7%	8%	4%	11%	6%	16%	-	-	-	8%	-	6%	12%	6%	11%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		5	1	3	2	-	1	3	4	1	1	2	-	4	3	2
		10%	4%	13%	12%	-	5%	24%	28%	53%	8%	11%	-	14%	8%	13%
NETS																
Net: Increase		16	6	7	3	4	2	5	6	1	4	5	5	6	13	4
		29%	33%	34%	17%	23%	13%	46%	46%	47%	38%	36%	35%	21%	31%	23%
Net: Decrease		4	2	1	2	1	2	-	-	-	1	-	1	3	2	2
		7%	8%	4%	11%	6%	16%	-	-	-	8%	-	6%	12%	6%	11%
Net: Increase + Stay the same		47	17	18	12	15	13	9	10	1	9	14	13	20	35	12
		83%	88%	82%	77%	94%	80%	76%	72%	47%	84%	89%	94%	73%	86%	76%
Mean score		3.3	3.3	3.4	3.1	3.3	3.0	3.6	3.6	4.0	3.3	3.5	3.3	3.2	3.3	3.2

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

Jobs Outlook - Combined

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

Legal & HR

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

			WAVE			REGION						SIZE			SECTOR	
		Total	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	*d	e	f	g	*h	*i	*j	k	l	m	*n
Unweighted Total		145	42	48	55	29	31	36	60	24	25	22	46	77	117	28
Weighted Total		143	42	48	54	29	30	34	63	28	21	21	44	78	113	30
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Increase slightly	(4)	20	6	7	7	5	7	6	8	2	-	1	8	11	14	6
		14%	14%	15%	14%	17%	24%	17%	13%	8%	-	6%	19%	14%	13%	20%
Stay same	(3)	107	32	34	40	20	21	25	48	23	18	15	35	57	88	19
		75%	78%	72%	75%	70%	70%	72%	76%	80%	85%	72%	79%	73%	78%	64%
Decrease slightly	(2)	2	-	1	1	1	-	-	-	-	1	-	1	1	1	1
		1%	-	2%	2%	3%	-	-	-	-	4%	-	2%	1%	1%	3%
Decrease greatly	(1)	1	1	-	-	-	-	-	-	-	1	-	-	1	1	-
		*	2%	-	-	-	-	-	-	-	3%	-	-	1%	1%	-
Don't know		13	3	5	5	3	2	4	7	3	2	5	-	9	9	4
		9%	7%	11%	9%	10%	5%	11%	11%	12%	8%	22%	-	11% k	8%	14%
NETS																
Net: Increase		20	6	7	7	5	7	6	8	2	-	1	8	11	14	6
		14%	14%	15%	14%	17%	24%	17%	13%	8%	-	6%	19%	14%	13%	20%
Net: Decrease		2	1	1	1	1	-	-	-	-	1	-	1	1	2	1
		2%	2%	2%	2%	3%	-	-	-	-	7%	-	2%	2%	1%	3%
Net: Increase + Stay the same		127	38	41	48	25	29	31	56	25	18	17	43	67	102	25
		89%	92%	87%	89%	87%	95%	89%	89%	88%	85%	78%	98% l	87%	91%	83%
Mean score		3.1	3.1	3.1	3.1	3.2	3.3	3.2	3.1	3.1	2.9	3.1	3.2	3.1	3.1	3.2

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

Jobs Outlook - Combined

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

Life sciences

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

			WAVE			REGION						SIZE			SECTOR	
		Total	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		22	5	9	8	5	5	5	8	3	4	3	3	16	13	9
Weighted Total		21	5	9	7	5	5	5	8	3	4	3	3	16	13	8
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Increase slightly	(4)	8	4	2	2	2	3	2	3	1	-	2	1	5	8	-
		35%	76%	22%	24%	38%	62%	37%	34%	29%	-	68%	28%	31%	58%	-
Stay same	(3)	10	1	5	4	3	2	2	3	1	2	-	2	8	5	6
		48%	24%	57%	52%	62%	38%	45%	43%	39%	51%	-	72%	52%	35%	68%
Decrease slightly	(2)	2	-	1	1	-	-	-	-	-	2	-	-	2	-	2
		8%	-	11%	11%	-	-	-	-	-	49%	-	-	12%	-	21%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		2	-	1	1	-	-	1	2	1	-	1	-	1	1	1
		8%	-	10%	12%	-	-	18%	23%	32%	-	32%	-	6%	7%	11%
NETS																
Net: Increase		8	4	2	2	2	3	2	3	1	-	2	1	5	8	-
		35%	76%	22%	24%	38%	62%	37%	34%	29%	-	68%	28%	31%	58%	-
Net: Decrease		2	-	1	1	-	-	-	-	-	2	-	-	2	-	2
		8%	-	11%	11%	-	-	-	-	-	49%	-	-	12%	-	21%
Net: Increase + Stay the same		18	5	7	6	5	5	4	6	2	2	2	3	13	12	6
		83%	100%	79%	77%	100%	100%	82%	77%	68%	51%	68%	100%	82%	93%	68%
Mean score		3.3	3.8	3.1	3.2	3.4	3.6	3.5	3.4	3.4	2.5	4.0	3.3	3.2	3.6	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

			WAVE			REGION						SIZE			SECTOR	
		Total	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	*h	*i	j	k	l	m	*n
Unweighted Total		161	57	47	57	30	42	44	69	25	20	44	47	70	134	27
Weighted Total		158	55	47	57	31	40	42	71	30	17	41	45	72	129	29
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	6	3	-	2	-	3	-	1	1	1	2	-	3	3	3
		3%	6%	-	4%	-	8%	-	2%	5%	5%	5%	-	5%	2%	9%
Increase slightly	(4)	33	14	8	10	9	9	9	14	5	1	11	6	15	28	5
		21%	26%	18%	17%	30%	22%	21%	20%	18%	4%	27%	13%	21%	21%	17%
Stay same	(3)	106	32	33	40	20	26	28	48	19	12	23	39	43	88	18
		67%	59%	71%	71%	64%	66%	68%	67%	66%	72%	56%	87% jl	60%	68%	60%
Decrease slightly	(2)	1	1	-	-	-	-	-	-	-	1	-	-	1	1	-
		*	1%	-	-	-	-	-	-	-	4%	-	-	1%	*	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		14	5	5	4	2	2	5	8	3	3	4	-	10	10	4
		9%	8%	11%	7%	6%	4%	11%	11%	12%	16%	11% k	-	13% k	8%	15%
NETS																
Net: Increase		38	18	8	12	9	12	9	16	7	1	13	6	19	30	8
		24%	32%	18%	21%	30%	30%	21%	22%	23%	9%	33% k	13%	26%	24%	26%
Net: Decrease		1	1	-	-	-	-	-	-	-	1	-	-	1	1	-
		*	1%	-	-	-	-	-	-	-	4%	-	-	1%	*	-
Net: Increase + Stay the same		144	50	42	52	29	38	37	63	26	14	37	45	62	119	25
		91%	91%	89%	93%	94%	96%	89%	89%	88%	81%	89%	100% jl	86%	92%	85%
Mean score		3.3	3.4	3.2	3.3	3.3	3.4	3.2	3.3	3.3	3.1	3.4	3.1	3.3	3.3	3.4
												k		k		

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

Jobs Outlook - Combined

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

Office professionals

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

			WAVE			REGION						SIZE			SECTOR	
		Total	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		214	70	67	77	33	63	52	82	30	36	54	64	96	175	39
Weighted Total		207	66	66	75	34	60	48	83	35	30	52	59	95	167	40
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	3	-	2	1	-	1	2	2	-	-	1	2	-	3	-
		1%	-	3%	1%	-	2%	4%	2%	-	-	2%	3%	-	2%	-
Increase slightly	(4)	39	15	9	15	7	12	10	19	9	1	10	9	20	33	7
		19%	23%	13%	21%	20%	21%	20%	23%	26%	4%	18%	16%	21%	20%	16%
						i	i	i	i	i						
Stay same	(3)	141	46	46	49	24	40	30	52	22	24	38	44	58	114	27
		68%	69%	70%	65%	72%	67%	62%	63%	63%	79%	73%	74%	61%	68%	67%
Decrease slightly	(2)	8	3	2	4	2	2	1	2	1	2	-	4	4	8	1
		4%	4%	3%	5%	5%	3%	2%	3%	4%	8%	-	7%	4%	5%	2%
													j			
Decrease greatly	(1)	1	-	1	-	-	-	1	1	-	-	-	-	1	1	-
		*	-	1%	-	-	-	2%	1%	-	-	-	-	1%	1%	-
Don't know		15	2	7	6	1	4	5	7	2	3	3	-	12	9	6
		7%	4%	10%	8%	3%	7%	10%	8%	7%	9%	6%	-	12%	5%	15%
												k		k		m
NETS																
Net: Increase		42	15	11	16	7	14	11	21	9	1	11	11	20	36	7
		20%	23%	16%	22%	20%	22%	24%	25%	26%	4%	21%	19%	21%	21%	16%
						i	i	i	i	i						
Net: Decrease		9	3	3	4	2	2	2	3	1	2	-	4	5	9	1
		5%	4%	4%	5%	5%	3%	4%	4%	4%	8%	-	7%	5%	5%	2%
													j			
Net: Increase + Stay the same		183	61	57	65	31	54	41	72	31	25	49	55	78	149	33
		88%	92%	86%	87%	92%	90%	86%	88%	90%	83%	94%	93%	82%	89%	83%
Mean score		3.2	3.2	3.2	3.2	3.1	3.2	3.2	3.2	3.2	3.0	3.2	3.1	3.2	3.2	3.2
							i	i	i							

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

Jobs Outlook - Combined

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

Sales & retail

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

			WAVE			REGION						SIZE			SECTOR	
		Total	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	*d	e	f	g	*h	*i	j	k	l	m	n
Unweighted Total		160	61	47	52	27	42	45	65	20	26	54	45	61	128	32
Weighted Total		158	60	47	51	27	40	43	68	26	23	54	42	62	124	34
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	3	2	1	-	-	2	1	1	-	-	1	-	2	3	-
		2%	4%	2%	-	-	6%	2%	1%	-	-	2%	-	4%	3%	-
Increase slightly	(4)	43	18	7	17	7	7	13	23	10	5	16	11	16	34	8
		27%	30%	15%	34% b	27%	18%	31%	34%	39%	22%	29%	26%	25%	28%	24%
Stay same	(3)	99	36	35	28	20	28	23	36	13	15	33	31	34	79	20
		62%	59%	75% c	54%	73%	71%	53%	53%	52%	64%	61%	74%	55%	64%	57%
Decrease slightly	(2)	4	2	-	2	-	2	1	1	-	1	2	-	2	3	1
		3%	4%	-	4%	-	4%	2%	1%	-	6%	3%	-	4%	3%	2%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		10	2	4	4	-	1	5	7	2	2	3	-	7	4	5
		6%	3%	9%	8%	-	2%	12%	11%	9%	8%	5%	-	11% k	4%	16% m
NETS																
Net: Increase		46	21	8	17	7	9	14	24	10	5	17	11	18	38	8
		29%	34% b	17%	34%	27%	24%	33%	35%	39%	22%	31%	26%	29%	30%	24%
Net: Decrease		4	2	-	2	-	2	1	1	-	1	2	-	2	3	1
		3%	4%	-	4%	-	4%	2%	1%	-	6%	3%	-	4%	3%	2%
Net: Increase + Stay the same		144	57	43	45	27	38	37	60	23	20	50	42	53	117	28
		91%	94%	91%	88%	100%	94%	86%	88%	91%	86%	92%	100% l	85%	94% n	81%
Mean score		3.3	3.4	3.2	3.3	3.3	3.3	3.4	3.4	3.4	3.2	3.3	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

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

Technology

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

			WAVE			REGION						SIZE			SECTOR	
		Total	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	*d	e	f	g	*h	*i	j	k	l	m	*n
Unweighted Total		141	47	38	56	26	44	33	52	19	19	35	41	65	113	28
Weighted Total		140	45	39	56	29	41	31	54	23	16	35	40	66	110	30
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	4	2	1	2	-	3	2	2	-	-	1	1	3	3	2
		3%	4%	2%	3%	-	6%	6%	3%	-	-	2%	2%	4%	2%	6%
Increase slightly	(4)	25	8	5	12	6	7	8	12	4	1	8	6	11	20	6
		18%	18%	13%	22%	19%	16%	26%	23%	19%	4%	22%	16%	17%	18%	19%
Stay same	(3)	98	33	29	36	21	30	19	35	16	11	24	32	41	80	17
		70%	74%	73%	64%	74%	73%	60%	64%	71%	71%	70%	81%	63%	73%	58%
Decrease slightly	(2)	2	1	-	1	-	-	-	-	-	2	-	-	2	1	1
		1%	3%	-	1%	-	-	-	-	-	13%	-	-	3%	1%	3%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		11	1	5	5	2	2	3	5	2	2	2	-	9	6	4
		8%	2%	12%	9%	7%	4%	9%	10%	10%	11%	5%	-	13% k	6%	14%
NETS																
Net: Increase		30	10	6	14	6	9	10	14	4	1	8	7	14	22	7
		21%	22%	15%	25%	19%	23%	31%	26%	19%	4%	25%	19%	21%	20%	25%
Net: Decrease		2	1	-	1	-	-	-	-	-	2	-	-	2	1	1
		1%	3%	-	1%	-	-	-	-	-	13%	-	-	3%	1%	3%
Net: Increase + Stay the same		127	43	35	50	27	40	28	49	21	12	33	40	55	102	25
		91%	95%	88%	89%	93%	96%	91%	90%	90%	76%	95%	100% l	83%	93%	83%
Mean score		3.2	3.2	3.2	3.3	3.2	3.3	3.4	3.3	3.2	2.9	3.3	3.2	3.2	3.2	3.3

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

Jobs Outlook - Combined

Q11_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	172 100%	2 1%	27 15%	121 70%	3 2%	- -	20 12%	28 16%	3 2%	149 86%	3.2
Construction	61 100%	1 2%	18 30%	32 53%	- -	- -	9 15%	20 32%	- -	52 85%	3.4
Drivers	79 100%	3 4%	25 32%	38 48%	2 2%	- -	11 14%	29 36%	2 2%	66 84%	3.4
Education	50 100%	2 3%	12 23%	29 57%	- -	1 1%	8 16%	13 26%	1 1%	42 83%	3.3
Engineering & technical	138 100%	3 2%	37 27%	79 57%	2 1%	1 *	17 12%	40 29%	2 2%	119 86%	3.3
Executive recruitment / interim management	128 100%	4 3%	28 22%	78 61%	1 1%	1 *	16 12%	32 25%	1 1%	110 86%	3.3
Health & social care	59 100%	4 7%	12 21%	28 47%	3 6%	- -	11 19%	16 28%	3 6%	44 75%	3.4
Hospitality	63 100%	3 5%	22 34%	29 45%	2 3%	- -	9 14%	25 39%	2 3%	53 84%	3.5
Industrial	56 100%	1 1%	21 37%	26 46%	2 3%	- -	7 13%	21 38%	2 3%	47 84%	3.4
Legal & HR	143 100%	- -	21 15%	102 71%	1 1%	1 *	19 13%	21 15%	1 1%	123 86%	3.2
Life sciences	21 100%	1 6%	6 26%	11 52%	1 4%	- -	3 12%	7 32%	1 4%	18 84%	3.4
Marketing, media & creative	158 100%	5 3%	29 19%	107 67%	- -	1 *	17 11%	34 22%	1 *	141 89%	3.3
Office professionals	207 100%	4 2%	47 23%	131 63%	4 2%	- -	21 10%	51 25%	4 2%	182 88%	3.3
Sales & retail	158 100%	5 3%	49 31%	90 57%	2 1%	- -	12 8%	54 34%	2 1%	144 91%	3.4
Technology	140 100%	1 1%	31 22%	87 62%	3 2%	- -	18 13%	32 23%	3 2%	118 85%	3.2
Average (response based including bases)	1635 100%	38 2%	385 24%	987 60%	24 1%	3 *	198 12%	423 26%	27 2%	1410 86%	3.3

Jobs Outlook - Combined

Q11_SUM. Average across all sectors (response based)

SUMMARY TABLE

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

			WAVE			REGION						SIZE			SECTOR	
		Total	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		1672	578	518	576	304	457	396	618	222	293	461	470	741	1324	348
Weighted Total		1635	562	512	561	310	443	373	633	259	249	452	445	738	1270	364
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	38 2%	10 2%	20 4% ac	7 1%	4 1%	17 4% d	10 3%	14 2%	4 2%	3 1%	16 3%	7 2%	15 2%	32 3%	6 2%
Increase slightly	(4)	385 24%	134 24%	113 22%	138 25%	94 30% fghi	107 24% h	88 24% h	131 21%	43 17%	52 21%	124 27% k	91 20%	170 23%	296 23%	89 25%
Stay same	(3)	987 60%	373 66% bc	298 58%	316 56%	195 63%	280 63% i	218 58%	375 59%	157 60%	137 55%	262 58%	327 73% jl	398 54%	785 62% n	202 55%
Decrease slightly	(2)	24 1%	10 2% b	2 * b	13 2% b	4 1% e	- - e	3 1% f	6 1% e	3 1% e	14 6% defgh	1 * j	7 2% j	16 2% j	15 1%	9 3%
Decrease greatly	(1)	3 *	3 1%	- - -	- - -	- - -	- - -	- - -	- - -	- - -	3 1% defg	- - -	- - -	3 * -	3 * -	- - -
Don't know		198 12%	32 6%	79 15% a	87 15% a	14 4%	39 9% d	55 15% de	107 17% de	52 20% de	39 16% de	50 11% k	13 3%	135 18% jk	140 11%	58 16% m
NETS																
Net: Increase		423 26%	144 26%	133 26%	145 26%	98 32% ghi	124 28% h	98 26% h	145 23%	47 18%	56 22%	139 31% kl	98 22%	185 25%	328 26%	95 26%
Net: Decrease		27 2%	13 2% b	2 * b	13 2% b	4 1% e	- - e	3 1% f	6 1% e	3 1% e	17 7% defgh	1 * j	7 2% j	19 3% j	18 1%	9 3%
Net: Increase + Stay the same		1410 86%	517 92% bc	431 84%	461 82%	293 94% fghi	404 91% fghi	316 85% i	520 82%	204 79%	193 77%	402 89% l	425 96% jl	583 79%	1113 88% n	297 82%
Mean score		3.3	3.3	3.4 a	3.3	3.3 hi	3.3 hi	3.3 hi	3.3 i	3.2	3.2	3.4 kl	3.2	3.3	3.3	3.3

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

Jobs Outlook - Combined

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

Accounting and financial services

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

			WAVE			REGION						SIZE			SECTOR	
		Total	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	*h	i	j	k	l	m	n
Unweighted Total		178	66	49	63	34	43	41	68	27	33	39	61	78	143	35
Weighted Total		172	64	47	62	34	40	39	70	31	28	37	58	78	136	36
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	2	-	2	-	-	-	2	2	-	-	-	1	1	1	1
		1%	-	4%	-	-	-	5%	3%	-	-	-	1%	1%	1%	3%
Increase slightly	(4)	27	10	7	9	8	8	6	7	1	4	5	7	14	22	5
		15%	15%	16%	15%	22%	20%	15%	10%	4%	13%	13%	13%	18%	16%	13%
Stay same	(3)	121	49	31	41	26	27	26	50	24	18	28	46	46	97	24
		70%	76%	65%	67%	75%	67%	67%	72%	77%	64%	77%	80%	59%	71%	67%
Decrease slightly	(2)	3	1	-	2	-	-	-	1	1	2	-	1	2	2	1
		2%	1%	-	3%	-	-	-	2%	4%	6%	-	2%	2%	2%	2%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		20	4	7	9	1	5	5	10	5	5	4	2	14	15	5
		12%	7%	15%	14%	3%	13%	13%	14%	15%	17%	11%	3%	19% k	11%	14%
NETS																
Net: Increase		28	10	9	9	8	8	8	9	1	4	5	8	15	23	6
		16%	15%	19%	15%	22%	20%	20%	13%	4%	13%	13%	14%	20%	17%	16%
Net: Decrease		3	1	-	2	-	-	-	1	1	2	-	1	2	2	1
		2%	1%	-	3%	-	-	-	2%	4%	6%	-	2%	2%	2%	2%
Net: Increase + Stay the same		149	58	40	51	33	35	34	59	25	21	33	54	62	119	30
		86%	92%	85%	82%	97% i	87%	87%	84%	81%	77%	89%	94% l	79%	87%	83%
Mean score		3.2	3.2	3.3	3.1	3.2	3.2	3.3	3.2	3.0	3.1	3.1	3.1	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

			WAVE			REGION						SIZE			SECTOR	
		Total	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	j	*k	*l	m	*n
Unweighted Total		64	20	23	21	10	28	16	20	4	6	37	9	18	52	12
Weighted Total		61	18	24	19	10	27	14	19	4	5	36	8	17	49	12
		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%	-	-	5%	-	-	-	-	-	17%	-	3%	-
Increase slightly	(4)	18	5	6	7	4	7	6	7	1	1	12	2	4	15	4
		30%	30%	25%	37%	40%	25%	39%	36%	25%	16%	34%	19%	27%	30%	31%
Stay same	(3)	32	10	12	10	5	17	5	7	2	3	20	5	7	28	4
		53%	59%	48%	54%	52%	64%	33%	38%	54%	51%	56%	64%	41%	57%	34%
Decrease slightly	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		9	2	5	2	1	2	4	5	1	2	4	-	5	5	4
		15%	11%	22%	9%	8%	6%	28%	26%	22%	33%	10%	-	33%	10%	34%
NETS																
Net: Increase		20	5	7	7	4	8	6	7	1	1	12	3	4	16	4
		32%	30%	30%	37%	40%	30%	39%	36%	25%	16%	34%	36%	27%	32%	31%
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		52	16	19	17	9	26	10	14	3	4	33	8	11	44	8
		85%	89%	78%	91%	92%	94%	72%	74%	78%	67%	90%	100%	67%	90%	66%
Mean score		3.4	3.3	3.5	3.4	3.4	3.4	3.5	3.5	3.3	3.2	3.4	3.5	3.4	3.4	3.5

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

Jobs Outlook - Combined

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

Drivers

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

			WAVE			REGION						SIZE			SECTOR	
		Total	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	e	*f	*g	*h	*i	*j	*k	l	m	*n
Unweighted Total		82	27	27	28	12	32	12	17	5	21	25	17	40	59	23
Weighted Total		79	26	26	26	13	32	12	17	5	18	24	16	39	54	25
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	3	1	2	1	-	3	-	-	-	1	2	-	2	2	1
		4%	3%	7%	3%	-	9%	-	-	-	4%	8%	-	4%	4%	4%
Increase slightly	(4)	25	7	9	10	5	10	5	5	-	4	6	7	12	18	8
		32%	25%	33%	37%	43%	32%	45%	32%	-	25%	25%	47%	30%	32%	31%
Stay same	(3)	38	17	10	11	5	16	4	7	3	9	13	8	17	25	12
		48%	63%	39%	41%	42%	49%	38%	43%	55%	53%	53%	53%	42%	46%	50%
Decrease slightly	(2)	2	1	-	1	1	-	-	-	-	1	-	-	2	2	-
		2%	2%	-	4%	8%	-	-	-	-	4%	-	-	4%	3%	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		11	2	5	4	1	3	2	4	2	3	3	-	8	7	4
		14%	7%	21%	15%	7%	11%	17%	26%	45%	15%	14%	-	20%	14%	15%
NETS																
Net: Increase		29	7	11	11	5	13	5	5	-	5	8	7	13	20	9
		36%	28%	40%	40%	43%	40%	45%	32%	-	29%	33%	47%	34%	37%	35%
Net: Decrease		2	1	-	1	1	-	-	-	-	1	-	-	2	2	-
		2%	2%	-	4%	8%	-	-	-	-	4%	-	-	4%	3%	-
Net: Increase + Stay the same		66	24	21	21	11	28	10	12	3	15	21	16	30	45	21
		84%	91%	79%	81%	85%	89%	83%	74%	55%	82%	86%	100%	76%	83%	85%
Mean score		3.4	3.3	3.6	3.5	3.4	3.5	3.5	3.4	3.0	3.3	3.5	3.5	3.4	3.4	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

			WAVE			REGION						SIZE			SECTOR	
		Total	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	*n
Unweighted Total		49	20	10	19	10	11	10	18	8	10	15	10	24	37	12
Weighted Total		50	21	11	19	10	12	10	20	10	8	16	10	25	38	13
		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%	8%	7%	-	-	-	-	-	9%	3%	5%	-
Increase slightly	(4)	12	3	2	7	5	1	1	3	2	3	4	2	6	7	4
		23%	15%	17%	34%	44%	7%	8%	16%	23%	38%	26%	17%	23%	19%	36%
Stay same	(3)	29	14	5	9	5	8	7	13	6	2	9	7	12	22	6
		57%	69%	50%	48%	47%	67%	73%	65%	57%	32%	56%	75%	50%	59%	50%
Decrease slightly	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Decrease greatly	(1)	1	1	-	-	-	-	-	-	-	1	-	-	1	1	-
		1%	3%	-	-	-	-	-	-	-	8%	-	-	3%	2%	-
Don't know		8	3	4	2	-	2	2	4	2	2	3	-	5	6	2
		16%	13%	34%	9%	-	19%	18%	19%	20%	22%	18%	-	20%	16%	14%
NETS																
Net: Increase		13	3	2	8	5	2	1	3	2	3	4	3	7	9	4
		26%	15%	17%	43%	53%	14%	8%	16%	23%	38%	26%	25%	27%	23%	36%
Net: Decrease		1	1	-	-	-	-	-	-	-	1	-	-	1	1	-
		1%	3%	-	-	-	-	-	-	-	8%	-	-	3%	2%	-
Net: Increase + Stay the same		42	17	7	17	10	10	8	16	8	5	13	10	19	31	11
		83%	84%	66%	91%	100%	81%	82%	81%	80%	70%	82%	100%	77%	82%	86%
Mean score		3.3	3.1	3.3	3.6	3.6	3.3	3.1	3.2	3.3	3.3	3.3	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

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

Engineering & technical

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

			WAVE			REGION						SIZE			SECTOR	
		Total	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	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	51	53	40	27	44	32	44	12	29	49	39	56	118	26
Weighted Total		138	49	52	37	27	42	29	45	16	24	47	36	55	112	27
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	3	1	1	1	-	2	1	1	-	-	1	-	2	3	-
		2%	2%	2%	2%	-	4%	4%	2%	-	-	2%	-	3%	2%	-
Increase slightly	(4)	37	12	15	11	9	14	7	10	4	4	14	11	12	31	7
		27%	24%	28%	30%	35%	32%	23%	23%	24%	16%	30%	30%	23%	27%	26%
Stay same	(3)	79	32	27	20	16	22	18	26	8	16	27	24	28	64	15
		57%	65%	53%	53%	58%	51%	61%	58%	52%	67%	58%	66%	51%	57%	58%
Decrease slightly	(2)	2	-	1	1	-	-	-	1	1	1	-	1	1	1	1
		1%	-	2%	2%	-	-	-	2%	5%	3%	-	2%	2%	1%	3%
Decrease greatly	(1)	1	1	-	-	-	-	-	-	-	1	-	-	1	1	-
		*	1%	-	-	-	-	-	-	-	3%	-	-	1%	1%	-
Don't know		17	4	8	4	2	6	4	7	3	3	5	1	11	13	4
		12%	8%	16%	12%	7%	13%	13%	15%	19%	11%	10%	2%	20% k	12%	14%
NETS																
Net: Increase		40	13	16	12	9	15	8	11	4	4	15	11	14	33	7
		29%	26%	30%	32%	35%	36%	26%	25%	24%	16%	32%	30%	26%	30%	26%
Net: Decrease		2	1	1	1	-	-	-	1	1	1	-	1	1	1	1
		2%	1%	2%	2%	-	-	-	2%	5%	6%	-	2%	3%	1%	3%
Net: Increase + Stay the same		119	45	43	31	25	37	26	37	12	20	43	34	42	97	22
		86%	91%	82%	86%	93%	87%	87%	83%	76%	83%	90%	95% l	77%	87%	83%
Mean score		3.3	3.3	3.4	3.4	3.4	3.5	3.3	3.3	3.2	3.1	3.4	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_6. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next four to twelve months?

Executive recruitment / interim management

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

			WAVE			REGION						SIZE			SECTOR	
		Total	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	*d	e	f	g	*h	*i	*j	k	l	m	*n
Unweighted Total		132	48	39	45	25	36	31	51	20	20	24	46	62	106	26
Weighted Total		128	47	37	44	25	34	29	51	22	17	24	44	60	100	28
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	4	-	3	1	-	1	2	2	-	1	2	1	1	3	1
		3%	-	7%	3%	-	3%	5%	3%	-	8%	10%	2%	1%	3%	4%
Increase slightly	(4)	28	9	10	9	8	8	6	10	5	2	4	10	14	22	6
		22%	19%	26%	21%	32%	24%	19%	20%	22%	10%	16%	23%	24%	22%	21%
Stay same	(3)	78	35	19	25	16	23	18	30	12	10	14	32	32	63	16
		61%	73%	52%	56%	65%	66%	62%	58%	53%	57%	58%	73%	54%	62%	57%
			b										l			
Decrease slightly	(2)	1	-	-	1	-	-	-	-	-	1	-	-	1	-	1
		1%	-	-	2%	-	-	-	-	-	5%	-	-	1%	-	3%
Decrease greatly	(1)	1	1	-	-	-	-	-	-	-	1	-	-	1	1	-
		*	1%	-	-	-	-	-	-	-	4%	-	-	1%	1%	-
Don't know		16	3	5	8	1	3	4	10	6	3	4	1	11	12	4
		12%	6%	15%	17%	4%	7%	14%	19%	25%	17%	17%	3%	18%	12%	15%
														k		
NETS																
Net: Increase		32	9	12	11	8	9	7	12	5	3	6	11	15	25	7
		25%	19%	33%	24%	32%	26%	25%	23%	22%	18%	25%	24%	25%	25%	25%
Net: Decrease		1	1	-	1	-	-	-	-	-	1	-	-	1	1	1
		1%	1%	-	2%	-	-	-	-	-	9%	-	-	2%	1%	3%
Net: Increase + Stay the same		110	44	31	35	24	32	25	42	17	13	20	43	48	88	23
		86%	93%	85%	81%	96%	93%	86%	81%	75%	75%	83%	97%	80%	88%	82%
													l			
Mean score		3.3	3.2	3.5	3.3	3.3	3.3	3.3	3.3	3.3	3.2	3.4	3.3	3.3	3.3	3.3
				a												

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

Jobs Outlook - Combined

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

Health & social care

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

			WAVE			REGION						SIZE			SECTOR	
		Total	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	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	21	16	20	10	10	13	24	11	13	19	14	24	38	19
Weighted Total		59	23	15	21	10	11	13	25	12	12	20	14	24	38	20
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	4	4	-	-	1	2	-	1	1	-	2	-	2	2	2
		7%	18%	-	-	9%	16%	-	5%	11%	-	11%	-	7%	6%	9%
Increase slightly	(4)	12	3	2	7	3	1	3	5	2	3	3	3	5	9	3
		21%	14%	12%	35%	34%	7%	22%	21%	20%	22%	17%	24%	21%	23%	17%
Stay same	(3)	28	13	10	5	4	8	5	11	6	5	10	8	10	19	9
		47%	58%	65%	23%	39%	70%	41%	45%	49%	39%	48%	59%	40%	49%	45%
Decrease slightly	(2)	3	2	-	1	1	-	-	-	-	2	1	1	1	2	2
		6%	11%	-	4%	9%	-	-	-	-	19%	4%	6%	6%	4%	8%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		11	-	4	8	1	1	5	7	2	2	4	2	6	7	4
		19%	-	23%	38%	9%	7%	37%	29%	20%	20%	19%	11%	25%	19%	21%
NETS																
Net: Increase		16	7	2	7	4	3	3	7	4	3	6	3	7	11	5
		28%	31%	12%	35%	44%	23%	22%	26%	31%	22%	29%	24%	29%	29%	26%
Net: Decrease		3	2	-	1	1	-	-	-	-	2	1	1	1	2	2
		6%	11%	-	4%	9%	-	-	-	-	19%	4%	6%	6%	4%	8%
Net: Increase + Stay the same		44	20	12	12	8	11	8	18	9	7	15	12	17	30	14
		75%	89%	77%	58%	82%	93%	63%	71%	80%	61%	77%	83%	69%	77%	71%
Mean score		3.4	3.4	3.2	3.5	3.5	3.4	3.3	3.4	3.5	3.0	3.4	3.2	3.4	3.4	3.3

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

Jobs Outlook - Combined

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

Hospitality

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

			WAVE			REGION						SIZE			SECTOR	
		Total	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	*n
Unweighted Total		63	23	22	18	10	10	13	25	12	18	25	12	26	46	17
Weighted Total		63	22	23	19	11	11	13	26	13	16	26	12	25	46	18
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	3	2	1	-	1	1	-	-	-	1	1	1	1	3	-
		5%	8%	5%	-	10%	11%	-	-	-	4%	4%	10%	3%	6%	-
Increase slightly	(4)	22	6	9	7	3	5	3	6	3	8	12	3	7	13	9
		34%	29%	38%	36%	29%	44%	23%	22%	21%	51%	44%	24%	29%	28%	51%
Stay same	(3)	29	10	9	9	6	4	6	14	8	4	11	8	10	24	5
		45%	47%	40%	49%	61%	37%	45%	55%	63%	25%	40%	66%	40%	52%	28%
Decrease slightly	(2)	2	2	-	-	-	-	1	1	-	1	-	-	2	2	-
		3%	7%	-	-	-	-	8%	4%	-	4%	-	-	7%	4%	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		9	2	4	3	-	1	3	5	2	3	3	-	6	5	4
		14%	9%	17%	15%	-	8%	24%	20%	15%	17%	12%	-	22%	11%	21%
NETS																
Net: Increase		25	8	10	7	4	6	3	6	3	9	13	4	8	15	9
		39%	36%	44%	36%	39%	55%	23%	22%	21%	55%	48%	34%	31%	34%	51%
Net: Decrease		2	2	-	-	-	-	1	1	-	1	-	-	2	2	-
		3%	7%	-	-	-	-	8%	4%	-	4%	-	-	7%	4%	-
Net: Increase + Stay the same		53	18	19	16	11	10	9	20	11	13	23	12	18	39	14
		84%	83%	83%	85%	100%	92%	68%	76%	85%	80%	88%	100%	72%	86%	79%
Mean score		3.5	3.4	3.6	3.4	3.5	3.7	3.2	3.2	3.3	3.7	3.6	3.4	3.3	3.4	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

			WAVE			REGION						SIZE			SECTOR	
		Total	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	*n
Unweighted Total		60	20	23	17	16	16	13	15	2	13	16	16	28	45	15
Weighted Total		56	19	21	16	16	16	12	14	2	10	15	14	27	41	16
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	1	-	1	-	1	-	-	-	-	-	1	-	-	1	-
		1%	-	4%	-	5%	-	-	-	-	-	5%	-	-	2%	-
Increase slightly	(4)	21	8	8	5	7	4	5	5	-	5	5	5	11	14	6
		37%	41%	38%	30%	43%	25%	39%	34%	-	48%	33%	35%	39%	35%	41%
Stay same	(3)	26	11	8	7	8	11	4	4	-	3	9	8	10	20	5
		46%	55%	37%	47%	52%	69%	30%	26%	-	28%	56%	53%	37%	50%	35%
Decrease slightly	(2)	2	1	-	1	-	-	1	1	-	1	-	1	1	1	1
		3%	4%	-	5%	-	-	7%	6%	-	8%	-	6%	3%	2%	5%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		7	-	5	3	-	1	3	5	2	2	1	1	6	4	3
		13%	-	21%	18%	-	6%	24%	34%	100%	16%	6%	6%	21%	11%	19%
NETS																
Net: Increase		21	8	9	5	8	4	5	5	-	5	6	5	11	15	6
		38%	41%	42%	30%	48%	25%	39%	34%	-	48%	38%	35%	39%	37%	41%
Net: Decrease		2	1	-	1	-	-	1	1	-	1	-	1	1	1	1
		3%	4%	-	5%	-	-	7%	6%	-	8%	-	6%	3%	2%	5%
Net: Increase + Stay the same		47	18	17	12	16	15	8	8	-	8	14	12	20	36	12
		84%	96%	79%	77%	100%	94%	69%	60%	-	76%	94%	89%	76%	87%	76%
Mean score		3.4	3.4	3.6	3.3	3.5	3.3	3.4	3.4	-	3.5	3.5	3.3	3.5	3.4	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

			WAVE			REGION						SIZE			SECTOR	
		Total	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	*d	e	f	g	*h	*i	*j	k	l	m	*n
Unweighted Total		145	42	48	55	29	31	36	60	24	25	22	46	77	117	28
Weighted Total		143	42	48	54	29	30	34	63	28	21	21	44	78	113	30
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Increase slightly	(4)	21	8	7	6	6	7	6	7	1	2	2	6	12	15	6
		15%	18%	15%	12%	20%	22%	17%	11%	3%	9%	11%	13%	16%	13%	19%
Stay same	(3)	102	31	33	38	20	21	24	46	22	15	14	36	52	83	19
		71%	73%	70%	71%	71%	70%	70%	73%	77%	71%	66%	82%	67%	73%	64%
Decrease slightly	(2)	1	-	-	1	-	-	-	-	-	1	-	-	1	-	1
		1%	-	-	2%	-	-	-	-	-	4%	-	-	1%	-	3%
Decrease greatly	(1)	1	1	-	-	-	-	-	-	-	1	-	-	1	1	-
		*	2%	-	-	-	-	-	-	-	3%	-	-	1%	1%	-
Don't know		19	3	7	9	3	3	5	10	6	3	5	2	12	14	4
		13%	7%	15%	16%	10%	8%	14%	17%	20%	14%	23%	4%	15%	13%	14%
NETS																
Net: Increase		21	8	7	6	6	7	6	7	1	2	2	6	12	15	6
		15%	18%	15%	12%	20%	22%	17%	11%	3%	9%	11%	13%	16%	13%	19%
Net: Decrease		1	1	-	1	-	-	-	-	-	1	-	-	1	1	1
		1%	2%	-	2%	-	-	-	-	-	7%	-	-	2%	1%	3%
Net: Increase + Stay the same		123	38	41	44	26	28	29	52	23	17	17	42	64	98	25
		86%	91%	85%	82%	90%	92%	86%	83%	80%	79%	77%	96% I	83%	87%	83%
Mean score		3.2	3.2	3.2	3.1	3.2	3.2	3.2	3.1	3.0	3.0	3.1	3.1	3.2	3.1	3.2

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

Jobs Outlook - Combined

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

Life sciences

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

			WAVE			REGION						SIZE			SECTOR	
		Total	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		22	5	9	8	5	5	5	8	3	4	3	3	16	13	9
Weighted Total		21	5	9	7	5	5	5	8	3	4	3	3	16	13	8
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly		(5)	1	1	-	-	1	-	-	-	-	-	-	1	1	-
		6%	-	13%	-	-	26%	-	-	-	-	-	-	8%	9%	-
Increase slightly		(4)	2	-	4	1	2	2	-	1	-	1	-	5	5	1
		26%	35%	-	52%	23%	36%	37%	23%	-	24%	29%	-	31%	36%	10%
Stay same		(3)	11	6	2	4	2	2	3	1	2	1	3	7	5	6
		52%	65%	67%	25%	77%	38%	45%	43%	39%	54%	39%	100%	44%	41%	69%
Decrease slightly		(2)	1	-	1	-	-	-	-	-	1	-	-	1	-	1
		4%	-	-	11%	-	-	-	-	-	23%	-	-	5%	-	10%
Decrease greatly		(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		3	-	2	1	-	-	1	3	2	-	1	-	2	2	1
		12%	-	19%	12%	-	-	18%	34%	61%	-	32%	-	11%	13%	11%
NETS																
Net: Increase		7	2	1	4	1	3	2	2	-	1	1	-	6	6	1
		32%	35%	13%	52%	23%	62%	37%	23%	-	24%	29%	-	39%	46%	10%
Net: Decrease		1	-	-	1	-	-	-	-	-	1	-	-	1	-	1
		4%	-	-	11%	-	-	-	-	-	23%	-	-	5%	-	10%
Net: Increase + Stay the same		18	5	7	6	5	5	4	5	1	3	2	3	13	11	7
		84%	100%	81%	77%	100%	100%	82%	66%	39%	77%	68%	100%	83%	87%	79%
Mean score		3.4	3.4	3.3	3.5	3.2	3.9	3.5	3.4	3.0	3.0	3.4	3.0	3.5	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

			WAVE			REGION						SIZE			SECTOR	
		Total	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	*h	*i	j	k	l	m	*n
Unweighted Total		161	57	47	57	30	42	44	69	25	20	44	47	70	134	27
Weighted Total		158	55	47	57	31	40	42	71	30	17	41	45	72	129	29
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	5	2	2	1	-	2	2	3	1	-	2	1	2	5	-
		3%	3%	5%	2%	-	4%	6%	5%	3%	-	4%	2%	3%	4%	-
Increase slightly	(4)	29	14	6	10	9	8	8	10	2	2	11	6	13	23	7
		19%	25%	13%	17%	30%	20%	19%	14%	7%	14%	26%	13%	17%	17%	23%
Stay same	(3)	107	35	33	38	19	29	27	48	21	10	24	37	45	88	18
		67%	64%	70%	68%	63%	72%	66%	68%	71%	60%	60%	83% jl	62%	68%	62%
Decrease slightly	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Decrease greatly	(1)	1	1	-	-	-	-	-	-	-	1	-	-	1	1	-
		*	1%	-	-	-	-	-	-	-	4%	-	-	1%	*	-
Don't know		17	4	5	8	2	2	4	10	6	4	4	1	12	13	4
		11%	7%	12%	14%	6%	4%	10%	14%	19%	22%	10%	2%	17% k	10%	15%
NETS																
Net: Increase		34	15	9	10	9	9	10	13	3	2	13	7	15	27	7
		22%	28%	18%	18%	30%	24%	25%	19%	10%	14%	31%	15%	21%	21%	23%
Net: Decrease		1	1	-	-	-	-	-	-	-	1	-	-	1	1	-
		*	1%	-	-	-	-	-	-	-	4%	-	-	1%	*	-
Net: Increase + Stay the same		141	50	42	49	29	38	38	62	24	13	37	44	60	116	25
		89%	92%	88%	86%	94%	96%	90%	86%	81%	74%	90%	98% l	83%	90%	85%
Mean score		3.3	3.3	3.3	3.2	3.3	3.3	3.3	3.3	3.2	3.1	3.4	3.2	3.3	3.3	3.3

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

Jobs Outlook - Combined

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

Office professionals

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

			WAVE			REGION						SIZE			SECTOR	
		Total	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		214	70	67	77	33	63	52	82	30	36	54	64	96	175	39
Weighted Total		207	66	66	75	34	60	48	83	35	30	52	59	95	167	40
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	4	-	3	1	-	2	1	2	1	-	3	1	-	4	-
		2%	-	4%	1%	-	3%	2%	2%	3%	-	5%	1%	-	2%	-
												l				
Increase slightly	(4)	47	15	13	19	8	15	13	20	6	5	14	11	22	41	6
		23%	23%	20%	26%	24%	25%	28%	24%	19%	15%	27%	19%	23%	25%	15%
Stay same	(3)	131	47	41	43	23	39	28	50	21	19	31	43	57	104	27
		63%	72%	62%	57%	67%	65%	59%	60%	62%	64%	60%	72%	60%	62%	68%
Decrease slightly	(2)	4	1	1	2	2	-	-	-	-	2	-	2	2	3	1
		2%	1%	1%	2%	5%	-	-	-	-	6%	-	3%	2%	2%	2%
						g					g					
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		21	3	8	10	1	4	6	11	6	5	4	3	14	15	6
		10%	4%	12%	14%	3%	7%	12%	14%	16%	15%	8%	5%	15%	9%	15%
														k		
NETS																
Net: Increase		51	15	16	20	8	17	14	22	7	5	17	12	22	45	6
		25%	23%	25%	27%	24%	28%	30%	26%	22%	15%	32%	20%	23%	27%	15%
Net: Decrease		4	1	1	2	2	-	-	-	-	2	-	2	2	3	1
		2%	1%	1%	2%	5%	-	-	-	-	6%	-	3%	2%	2%	2%
						g					g					
Net: Increase + Stay the same		182	62	57	63	31	56	42	71	29	24	48	55	79	149	33
		88%	94%	87%	84%	92%	93%	88%	86%	84%	79%	92%	92%	83%	89%	83%
						i										
Mean score		3.3	3.2	3.3	3.3	3.2	3.3	3.4	3.3	3.3	3.1	3.4	3.2	3.3	3.3	3.2
								i				k				

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

Jobs Outlook - Combined

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

Sales & retail

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

			WAVE			REGION						SIZE			SECTOR	
		Total	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	*d	e	f	g	*h	*i	j	k	l	m	n
Unweighted Total		160	61	47	52	27	42	45	65	20	26	54	45	61	128	32
Weighted Total		158	60	47	51	27	40	43	68	26	23	54	42	62	124	34
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	5	2	2	1	-	2	2	2	1	1	2	1	2	4	1
		3%	3%	5%	2%	-	4%	4%	4%	4%	4%	3%	2%	4%	3%	2%
Increase slightly	(4)	49	23	12	15	10	10	12	23	10	7	21	11	16	40	10
		31%	37%	25%	29%	36%	25%	29%	33%	41%	30%	40%	27%	26%	32%	28%
Stay same	(3)	90	35	29	26	18	26	24	34	10	13	30	30	31	73	18
		57%	58%	62%	51%	64%	66%	56%	49%	38%	55%	55%	71% l	49%	58%	52%
Decrease slightly	(2)	2	-	-	2	-	-	1	1	-	1	-	-	2	1	1
		1%	-	-	4%	-	-	2%	1%	-	4%	-	-	3%	1%	2%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		12	1	4	7	-	2	4	8	5	2	1	-	11	7	5
		8%	2%	8%	14% a	-	4%	9%	12%	18%	8%	2%	-	18% jk	5%	15%
NETS																
Net: Increase		54	24	14	16	10	12	14	25	11	8	23	12	19	44	10
		34%	40%	30%	31%	36%	29%	32%	37%	44%	33%	43%	29%	30%	35%	30%
Net: Decrease		2	-	-	2	-	-	1	1	-	1	-	-	2	1	1
		1%	-	-	4%	-	-	2%	1%	-	4%	-	-	3%	1%	2%
Net: Increase + Stay the same		144	59	43	42	27	38	38	59	21	20	53	42	49	117	28
		91%	98% c	92%	82%	100%	96%	89%	86%	82%	88%	98% l	100% l	79%	94% n	82%
Mean score		3.4	3.4	3.4	3.3	3.4	3.3	3.4	3.4	3.6	3.4	3.5	3.3	3.4	3.4	3.4

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

Jobs Outlook - Combined

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

Technology

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

			WAVE			REGION						SIZE			SECTOR	
		Total	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	*d	e	f	g	*h	*i	j	k	l	m	*n
Unweighted Total		141	47	38	56	26	44	33	52	19	19	35	41	65	113	28
Weighted Total		140	45	39	56	29	41	31	54	23	16	35	40	66	110	30
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	1	-	1	-	-	-	1	1	-	-	-	-	1	1	-
		1%	-	2%	-	-	-	2%	1%	-	-	-	-	1%	1%	-
Increase slightly	(4)	31	10	8	13	8	9	7	12	5	3	9	7	16	22	9
		22%	23%	21%	22%	27%	22%	22%	21%	21%	16%	25%	17%	24%	20%	29%
Stay same	(3)	87	30	24	32	19	27	20	32	12	8	21	31	35	70	16
		62%	68%	61%	58%	66%	66%	63%	59%	54%	52%	62%	78%	53%	64%	54%
													l			
Decrease slightly	(2)	3	2	-	1	-	-	-	1	1	2	-	1	2	2	1
		2%	5%	-	1%	-	-	-	2%	5%	13%	-	3%	3%	2%	3%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		18	2	6	10	2	5	4	8	5	3	5	1	13	14	4
		13%	4%	16%	18% a	7%	12%	13%	16%	20%	18%	13%	3%	19% k	13%	14%
NETS																
Net: Increase		32	10	9	13	8	9	8	12	5	3	9	7	16	23	9
		23%	23%	23%	22%	27%	22%	24%	23%	21%	16%	25%	17%	25%	21%	29%
Net: Decrease		3	2	-	1	-	-	-	1	1	2	-	1	2	2	1
		2%	5%	-	1%	-	-	-	2%	5%	13%	-	3%	3%	2%	3%
Net: Increase + Stay the same		118	41	33	45	27	36	27	44	17	11	30	37	51	93	25
		85%	91%	84%	80%	93%	88%	87%	82%	75%	68%	87%	94% l	78%	85%	83%
Mean score		3.2	3.2	3.3	3.3	3.3	3.2	3.3	3.3	3.2	3.0	3.3	3.1	3.3	3.2	3.3

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

Jobs Outlook - Combined

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	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	415	143	137	135	84	110	95	148	53	73	174	106	135	340	75
Weighted Total	410	140	136	134	85	109	89	151	62	65	174	101	134	331	79
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Accounting and financial services	19	5	8	5	5	2	7	10	3	2	3	9	7	16	3
	11%	8%	18%	9%	15%	5%	17%	14%	11%	6%	8%	15%	9%	12%	8%
Construction	15	4	4	6	4	6	5	5	-	-	10	2	3	13	2
	24%	23%	18%	32%	42%	21%	34%	26%	-	-	26%	20%	20%	26%	14%
Drivers	20	8	5	7	3	11	3	3	-	3	8	4	8	13	7
	25%	30%	20%	26%	21%	35%	26%	18%	-	17%	34%	24%	20%	24%	28%
Education	9	5	2	2	2	2	2	3	1	2	3	3	4	7	3
	19%	25%	17%	13%	24%	16%	17%	14%	13%	27%	18%	28%	16%	18%	22%
Engineering & technical	65	26	20	18	11	21	12	24	12	9	21	17	26	53	11
	47%	53%	39%	50%	43%	49%	40%	53%	77%	35%	45%	48%	47%	48%	43%
Executive recruitment / interim management	20	13	5	2	5	6	6	8	2	1	6	9	5	15	4
	15%	28%	13%	4%	20%	17%	21%	16%	9%	4%	24%	19%	9%	15%	16%
		c													
Health & social care	17	9	3	6	4	4	4	6	2	3	5	6	6	11	7
	29%	38%	19%	28%	44%	33%	32%	25%	18%	22%	26%	41%	25%	28%	32%
Hospitality	21	10	4	7	1	2	5	11	6	7	12	3	6	13	8
	33%	47%	18%	35%	10%	19%	38%	43%	48%	41%	46%	24%	24%	28%	45%
Industrial	9	6	3	1	1	3	3	3	-	2	3	2	5	7	2
	17%	30%	12%	6%	6%	19%	24%	21%	-	22%	20%	11%	17%	17%	15%
Legal & HR	10	3	3	4	2	2	3	6	2	-	4	3	2	9	1
	7%	8%	5%	7%	6%	7%	10%	9%	8%	-	21%	8%	2%	8%	3%
Life sciences	6	4	1	1	1	2	1	2	1	1	1	2	3	5	1
	26%	78%	11%	12%	17%	36%	18%	26%	39%	26%	29%	64%	18%	35%	11%
Marketing, media & creative	17	5	7	6	3	6	5	7	2	1	9	4	5	15	2
	11%	8%	15%	10%	10%	16%	12%	9%	6%	7%	22%	8%	6%	12%	7%
											l				
Office professionals	10	3	4	3	3	1	3	5	2	1	3	2	5	9	1
	5%	5%	5%	4%	9%	2%	7%	6%	5%	3%	5%	4%	5%	5%	2%
Sales & retail	34	15	8	11	5	3	11	20	9	6	18	5	11	24	9
	21%	24%	18%	21%	18%	8%	25%	29%	35%	24%	32%	11%	18%	20%	27%
							e	e			k				

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	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	415	143	137	135	84	110	95	148	53	73	174	106	135	340	75
Weighted Total	410	140	136	134	85	109	89	151	62	65	174	101	134	331	79
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Technology	36	15	7	14	9	12	7	11	4	4	9	15	11	28	8
	26%	34%	17%	25%	32%	28%	21%	20%	18%	26%	26%	39%	17%	26%	26%
												l			
None	217	69	80	68	51	53	48	80	32	33	96	53	69	179	39
	53%	50%	58%	51%	60%	49%	54%	53%	51%	51%	55%	52%	52%	54%	49%
Net: Any	192	70	57	65	34	56	41	71	30	32	79	49	65	153	40
	47%	50%	42%	49%	40%	51%	46%	47%	49%	49%	45%	48%	48%	46%	51%

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	52 100%	- -	2 3%	38 73%	5 10%	2 3%	6 11%	2 3%	7 13%	40 76%	2.9
Construction	16 100%	- -	3 16%	11 67%	1 5%	- -	2 12%	3 16%	1 5%	13 83%	3.1
Drivers	23 100%	3 15%	6 24%	9 39%	3 13%	- -	2 8%	9 40%	3 13%	18 79%	3.5
Education	19 100%	- -	1 4%	14 74%	- -	1 7%	3 14%	1 4%	1 7%	15 78%	2.9
Engineering & technical	29 100%	- -	7 22%	17 56%	4 12%	1 3%	2 6%	7 22%	4 15%	23 79%	3.0
Executive recruitment / interim management	27 100%	- -	1 3%	17 63%	4 15%	1 3%	4 15%	1 3%	5 19%	18 67%	2.8
Health & social care	11 100%	1 9%	- -	5 44%	3 30%	- -	2 17%	1 9%	3 30%	6 53%	2.8
Hospitality	19 100%	4 19%	2 11%	8 43%	3 17%	- -	2 10%	6 30%	3 17%	14 73%	3.4
Industrial	23 100%	2 7%	6 27%	8 35%	3 12%	1 4%	3 15%	8 34%	4 16%	16 69%	3.3
Legal & HR	43 100%	- -	1 2%	31 71%	4 9%	2 4%	6 14%	1 2%	6 13%	31 73%	2.8
Life sciences	3 100%	- -	1 33%	1 32%	- -	- -	1 35%	1 33%	- -	2 65%	3.5
Marketing, media & creative	33 100%	- -	2 7%	22 65%	3 10%	1 3%	5 15%	2 7%	4 13%	24 72%	2.9
Office professionals	74 100%	- -	5 7%	51 69%	9 12%	1 1%	8 11%	5 7%	9 13%	57 76%	2.9
Sales & retail	39 100%	- -	6 15%	23 58%	5 12%	1 2%	5 13%	6 15%	5 14%	29 73%	3.0
Technology	36 100%	- -	2 7%	24 67%	3 10%	1 2%	5 14%	2 7%	4 12%	26 74%	2.9
Average (response based including bases)	448 100%	10 2%	44 10%	278 62%	50 11%	11 2%	55 12%	54 12%	61 14%	332 74%	3.0

Jobs Outlook - Combined

Q14_SUM. Average across all sectors

SUMMARY TABLE

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

			WAVE			REGION						SIZE			SECTOR	
		Total	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		461	174	162	125	57	111	79	187	108	106	59	138	264	351	110
Weighted Total		448	172	157	118	59	105	77	198	120	86	58	132	258	336	112
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	10	9	-	1	1	7	1	1	-	1	7	1	2	10	-
		2%	5%	-	1%	2%	7%	1%	*	-	1%	11%	1%	1%	3%	-
			bc				ghi					kl				
Slightly increase	(4)	44	22	14	8	2	21	5	6	1	15	5	16	23	30	14
		10%	13%	9%	7%	4%	20%	6%	3%	1%	17%	9%	12%	9%	9%	12%
							dfgh	h			dfgh					
Stay the same	(3)	278	119	79	80	42	65	59	134	75	37	36	90	152	212	66
		62%	69%	50%	68%	71%	62%	77%	68%	62%	43%	62%	68%	59%	63%	59%
			b		b	i	i	ehi	i	i						
Slightly decrease	(2)	50	13	29	8	8	8	8	18	10	16	5	15	30	40	11
		11%	7%	19%	7%	14%	8%	10%	9%	8%	19%	8%	12%	12%	12%	10%
				ac							egh					
Greatly decrease	(1)	11	1	1	9	-	-	1	2	1	8	-	2	8	3	8
		2%	*	*	8%	-	-	1%	1%	1%	10%	-	2%	3%	1%	7%
				ab				1%	1%		defgh					m
Don't know		55	9	34	12	5	4	4	36	33	10	6	7	42	41	14
		12%	5%	22%	10%	9%	4%	5%	18%	27%	11%	11%	5%	16%	12%	13%
				ac					ef	defi	e			k		
NETS																
Net: Increase		54	31	14	9	3	28	6	7	1	15	12	17	25	40	14
		12%	18%	9%	7%	6%	27%	7%	3%	1%	18%	20%	13%	10%	12%	12%
			bc				dfgh	h			dfgh	l				
Net: Decrease		61	13	30	17	8	8	9	20	11	24	5	17	39	43	18
		14%	8%	19%	15%	14%	8%	11%	10%	10%	28%	8%	13%	15%	13%	16%
				a							defgh					
Net: Increase + Stay the same		332	150	93	89	45	94	65	141	76	52	48	107	177	252	80
		74%	87%	59%	75%	77%	89%	84%	71%	63%	61%	82%	82%	69%	75%	71%
			bc		b	i	dghi	ghi				l	l			
Mean score		3.0	3.2	2.9	2.8	2.9	3.3	3.0	2.9	2.9	2.8	3.3	3.0	2.9	3.0	2.9
			bc				dfghi					kl				

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

Jobs Outlook - Combined

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

Accounting and financial services

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

			WAVE			REGION						SIZE			SECTOR	
		Total	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	l	m	*n
Unweighted Total		54	21	15	18	6	11	13	22	9	15	3	19	32	43	11
Weighted Total		52	21	14	18	7	11	13	22	10	13	3	18	31	41	11
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	2	1	-	1	-	-	-	-	-	2	-	1	1	2	-
		3%	3%	-	6%	-	-	-	-	14%	-	-	6%	2%	4%	-
Stay the same	(3)	38	16	10	13	6	9	11	17	7	6	3	14	21	29	9
		73%	77%	69%	71%	87%	85%	84%	77%	68%	47%	100%	78%	67%	72%	75%
Slightly decrease	(2)	5	2	3	1	1	-	1	2	1	2	-	2	3	4	1
		10%	9%	18%	5%	13%	-	9%	9%	9%	19%	-	11%	10%	10%	10%
Greatly decrease	(1)	2	1	-	1	-	-	-	-	-	2	-	-	2	1	1
		3%	4%	-	5%	-	-	-	-	-	13%	-	-	5%	2%	7%
Don't know		6	2	2	2	-	2	1	3	2	1	-	1	5	5	1
		11%	7%	13%	13%	-	15%	7%	14%	23%	7%	-	5%	15%	11%	8%
NETS																
Net: Increase		2	1	-	1	-	-	-	-	-	2	-	1	1	2	-
		3%	3%	-	6%	-	-	-	-	-	14%	-	6%	2%	4%	-
Net: Decrease		7	3	3	2	1	-	1	2	1	4	-	2	5	5	2
		13%	13%	18%	10%	13%	-	9%	9%	9%	32%	-	11%	16%	12%	17%
Net: Increase + Stay the same		40	16	10	14	6	9	11	17	7	8	3	15	21	31	9
		76%	80%	69%	78%	87%	85%	84%	77%	68%	61%	100%	84%	69%	77%	75%
Mean score		2.9	2.9	2.8	2.9	2.9	3.0	2.9	2.9	2.9	2.7	3.0	3.0	2.8	2.9	2.7

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

Jobs Outlook - Combined

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

Construction

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

		WAVE			REGION						SIZE			SECTOR		
		Total	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		18	7	6	5	1	6	5	8	3	3	4	3	11	13	5
Weighted Total		16	7	6	4	1	5	5	8	3	2	3	3	10	11	5
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	3	1	1	-	-	1	1	1	-	-	-	1	1	1	1
		16%	20%	23%	-	-	24%	27%	17%	-	-	-	47%	13%	12%	26%
Stay the same	(3)	11	5	2	4	1	4	4	5	1	1	3	1	6	8	3
		67%	80%	28%	100%	100%	76%	73%	59%	37%	60%	100%	53%	60%	72%	54%
Slightly decrease	(2)	1	-	1	-	-	-	-	-	-	1	-	-	1	1	-
		5%	-	15%	-	-	-	-	-	-	40%	-	-	9%	8%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		2	-	2	-	-	-	-	2	2	-	-	-	2	1	1
		12%	-	33%	-	-	-	-	24%	63%	-	-	-	19%	8%	19%
NETS																
Net: Increase		3	1	1	-	-	1	1	1	-	-	-	1	1	1	1
		16%	20%	23%	-	-	24%	27%	17%	-	-	-	47%	13%	12%	26%
Net: Decrease		1	-	1	-	-	-	-	-	-	1	-	-	1	1	-
		5%	-	15%	-	-	-	-	-	-	40%	-	-	9%	8%	-
Net: Increase + Stay the same		13	7	3	4	1	5	5	6	1	1	3	3	7	9	4
		83%	100%	51%	100%	100%	100%	100%	76%	37%	60%	100%	100%	73%	84%	81%
Mean score		3.1	3.2	3.1	3.0	3.0	3.2	3.3	3.2	3.0	2.6	3.0	3.5	3.1	3.0	3.3

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

Jobs Outlook - Combined

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

Drivers

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

			WAVE			REGION						SIZE			SECTOR	
		Total	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	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	9	7	5	2	11	2	4	2	4	4	5	12	12	9
Weighted Total		23	11	7	5	2	13	2	4	2	3	5	6	12	13	10
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	3	3	-	-	-	3	-	-	-	1	3	-	1	3	-
		15%	31%	-	-	-	21%	-	-	-	20%	52%	-	6%	27%	-
Slightly increase	(4)	6	2	3	-	1	4	-	-	-	1	1	3	2	3	3
		24%	22%	45%	-	37%	28%	-	-	-	29%	13%	56%	15%	22%	27%
Stay the same	(3)	9	5	-	4	1	5	2	2	-	1	1	2	6	4	5
		39%	47%	-	78%	63%	36%	100%	52%	-	26%	17%	44%	48%	28%	53%
Slightly decrease	(2)	3	-	2	1	-	2	-	-	-	1	1	-	2	2	1
		13%	-	27%	22%	-	15%	-	-	-	25%	19%	-	16%	15%	10%
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		2	-	2	-	-	-	-	2	2	-	-	-	2	1	1
		8%	-	27%	-	-	-	-	48%	100%	-	-	-	16%	7%	9%
NETS																
Net: Increase		9	6	3	-	1	7	-	-	-	2	4	3	2	6	3
		40%	53%	45%	-	37%	49%	-	-	-	49%	65%	56%	20%	50%	27%
Net: Decrease		3	-	2	1	-	2	-	-	-	1	1	-	2	2	1
		13%	-	27%	22%	-	15%	-	-	-	25%	19%	-	16%	15%	10%
Net: Increase + Stay the same		18	11	3	4	2	11	2	2	-	3	4	6	8	10	8
		79%	100%	45%	78%	100%	85%	100%	52%	-	75%	81%	100%	68%	78%	81%
Mean score		3.5	3.8	3.2	2.8	3.4	3.6	3.0	3.0	-	3.4	4.0	3.6	3.1	3.7	3.2

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

Jobs Outlook - Combined

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

Education

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

		WAVE			REGION						SIZE			SECTOR		
		Total	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		18	8	5	5	1	2	3	11	8	4	3	4	11	13	5
Weighted Total		19	8	6	5	1	2	4	13	10	3	3	4	12	14	5
		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	-
		4%	-	-	16%	-	48%	-	-	-	-	-	-	7%	6%	-
Stay the same	(3)	14	8	3	3	1	1	4	10	7	2	3	3	8	10	4
		74%	100%	54%	56%	100%	52%	100%	76%	67%	71%	100%	66%	70%	71%	82%
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	1	-	-	1	-	-	-	1	1	-	-	1	-	1	-
		7%	-	-	27%	-	-	-	10%	14%	-	-	34%	-	10%	-
Don't know		3	-	3	-	-	-	-	2	2	1	-	-	3	2	1
		14%	-	46%	-	-	-	-	14%	19%	29%	-	-	23%	13%	18%
NETS																
Net: Increase		1	-	-	1	-	1	-	-	-	-	-	-	1	1	-
		4%	-	-	16%	-	48%	-	-	-	-	-	-	7%	6%	-
Net: Decrease		1	-	-	1	-	-	-	1	1	-	-	1	-	1	-
		7%	-	-	27%	-	-	-	10%	14%	-	-	34%	-	10%	-
Net: Increase + Stay the same		15	8	3	4	1	2	4	10	7	2	3	3	9	11	4
		78%	100%	54%	73%	100%	100%	100%	76%	67%	71%	100%	66%	77%	77%	82%
Mean score		2.9	3.0	3.0	2.6	3.0	3.5	3.0	2.8	2.7	3.0	3.0	2.3	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

			WAVE			REGION					SIZE			SECTOR		
		Total	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		31	11	13	7	8	11	2	6	4	6	5	10	16	23	8
Weighted Total		29	10	13	6	7	10	2	7	5	5	4	9	16	21	9
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	7	5	1	1	-	5	-	-	-	1	2	2	3	4	3
		22%	48%	7%	14%	-	51%	-	-	-	27%	36%	21%	20%	18%	33%
Stay the same	(3)	17	4	9	3	6	4	2	5	3	2	2	6	9	12	4
		56%	43%	66%	56%	76%	39%	100%	74%	64%	38%	43%	69%	53%	60%	47%
Slightly decrease	(2)	4	-	3	1	1	1	-	1	1	1	-	1	3	4	-
		12%	-	20%	16%	12%	10%	-	12%	17%	18%	-	10%	17%	17%	-
Greatly decrease	(1)	1	-	-	1	-	-	-	-	-	1	-	-	1	-	1
		3%	-	-	14%	-	-	-	-	-	17%	-	-	5%	-	10%
Don't know		2	1	1	-	1	-	-	1	1	-	1	-	1	1	1
		6%	9%	7%	-	12%	-	-	14%	19%	-	21%	-	6%	4%	11%
NETS																
Net: Increase		7	5	1	1	-	5	-	-	-	1	2	2	3	4	3
		22%	48%	7%	14%	-	51%	-	-	-	27%	36%	21%	20%	18%	33%
Net: Decrease		4	-	3	2	1	1	-	1	1	2	-	1	4	4	1
		15%	-	20%	30%	12%	10%	-	12%	17%	35%	-	10%	22%	17%	10%
Net: Increase + Stay the same		23	9	10	4	6	9	2	5	3	3	3	8	12	16	7
		79%	91%	73%	70%	76%	90%	100%	74%	64%	65%	79%	90%	73%	78%	80%
Mean score		3.0	3.5	2.9	2.7	2.9	3.4	3.0	2.9	2.8	2.8	3.5	3.1	2.9	3.0	3.2

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

Jobs Outlook - Combined

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

Executive recruitment / interim management

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

			WAVE			REGION					SIZE			SECTOR		
		Total	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	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	10	11	9	3	7	2	11	9	9	5	9	16	23	7
Weighted Total		27	9	10	8	3	6	2	11	9	7	5	8	14	21	7
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	1	-	1	-	-	-	-	-	-	1	-	-	1	1	-
		3%	-	9%	-	-	-	-	-	13%	-	-	6%	4%	-	-
Stay the same	(3)	17	8	4	6	1	5	2	8	6	3	3	7	8	14	4
		63%	83%	37%	74%	38%	83%	100%	73%	67%	41%	58%	79%	56%	65%	58%
Slightly decrease	(2)	4	1	4	-	1	1	-	1	1	2	1	1	2	3	1
		15%	7%	36%	-	30%	17%	-	7%	9%	22%	22%	10%	16%	15%	15%
Greatly decrease	(1)	1	-	-	1	-	-	-	-	-	1	-	-	1	-	1
		3%	-	-	10%	-	-	-	-	-	12%	-	-	6%	-	13%
Don't know		4	1	2	1	1	-	-	2	2	1	1	1	2	3	1
		15%	10%	18%	16%	32%	-	-	20%	24%	13%	20%	11%	16%	15%	14%
NETS																
Net: Increase		1	-	1	-	-	-	-	-	-	1	-	-	1	1	-
		3%	-	9%	-	-	-	-	-	-	13%	-	-	6%	4%	-
Net: Decrease		5	1	4	1	1	1	-	1	1	2	1	1	3	3	2
		19%	7%	36%	10%	30%	17%	-	7%	9%	34%	22%	10%	22%	15%	28%
Net: Increase + Stay the same		18	8	4	6	1	5	2	8	6	4	3	7	9	14	4
		67%	83%	45%	74%	38%	83%	100%	73%	67%	54%	58%	79%	62%	70%	58%
Mean score		2.8	2.9	2.7	2.8	2.6	2.8	3.0	2.9	2.9	2.6	2.7	2.9	2.7	2.9	2.5

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

Jobs Outlook - Combined

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

Health & social care

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

			WAVE			REGION						SIZE			SECTOR	
		Total	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		11	5	5	1	2	-	1	6	5	3	5	2	4	7	4
Weighted Total		11	5	5	1	2	-	1	6	5	3	5	2	4	7	4
		100%	100%	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	1	1	-	-	1	-	-	-	-	-	1	-	-	1	-
		9%	17%	-	-	49%	-	-	-	-	-	18%	-	-	13%	-
Slightly increase	(4)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Stay the same	(3)	5	2	2	1	1	-	-	2	2	2	3	-	2	3	2
		44%	38%	42%	100%	51%	-	-	33%	40%	68%	58%	-	50%	44%	46%
Slightly decrease	(2)	3	2	1	-	-	-	1	3	2	-	1	2	-	2	1
		30%	45%	18%	-	-	-	100%	52%	42%	-	24%	100%	-	30%	30%
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		2	-	2	-	-	-	-	1	1	1	-	-	2	1	1
		17%	-	40%	-	-	-	-	15%	18%	32%	-	-	50%	13%	24%
NETS																
Net: Increase		1	1	-	-	1	-	-	-	-	-	1	-	-	1	-
		9%	17%	-	-	49%	-	-	-	-	-	18%	-	-	13%	-
Net: Decrease		3	2	1	-	-	-	1	3	2	-	1	2	-	2	1
		30%	45%	18%	-	-	-	100%	52%	42%	-	24%	100%	-	30%	30%
Net: Increase + Stay the same		6	3	2	1	2	-	-	2	2	2	4	-	2	4	2
		53%	55%	42%	100%	100%	-	-	33%	40%	68%	76%	-	50%	57%	46%
Mean score		2.8	2.9	2.7	3.0	4.0	-	2.0	2.4	2.5	3.0	3.1	2.0	3.0	3.0	2.6

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

Jobs Outlook - Combined

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

Hospitality

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

			WAVE			REGION						SIZE			SECTOR	
		Total	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		17	8	5	4	4	3	1	7	6	3	4	4	9	13	4
Weighted Total		19	11	5	4	4	4	1	8	7	3	6	4	9	15	4
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	4	3	-	1	-	4	-	-	-	-	3	-	1	4	-
		19%	27%	-	22%	-	81%	-	-	-	-	47%	-	10%	24%	-
Slightly increase	(4)	2	1	-	1	-	-	-	1	1	1	-	-	2	1	1
		11%	12%	-	22%	-	-	-	16%	19%	34%	-	-	24%	8%	23%
Stay the same	(3)	8	4	2	2	4	1	-	2	2	1	2	3	3	7	1
		43%	39%	42%	56%	100%	19%	-	29%	34%	33%	32%	74%	35%	48%	22%
Slightly decrease	(2)	3	2	1	-	-	-	1	2	1	1	1	1	1	2	1
		17%	23%	18%	-	-	-	100%	31%	19%	34%	21%	26%	10%	14%	30%
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		2	-	2	-	-	-	-	2	2	-	-	-	2	1	1
		10%	-	40%	-	-	-	-	24%	28%	-	-	-	21%	6%	25%
NETS																
Net: Increase		6	4	-	2	-	4	-	1	1	1	3	-	3	5	1
		30%	38%	-	44%	-	81%	-	16%	19%	34%	47%	-	33%	32%	23%
Net: Decrease		3	2	1	-	-	-	1	2	1	1	1	1	1	2	1
		17%	23%	18%	-	-	-	100%	31%	19%	34%	21%	26%	10%	14%	30%
Net: Increase + Stay the same		14	8	2	4	4	4	-	3	3	2	5	3	6	12	2
		73%	77%	42%	100%	100%	100%	-	45%	52%	66%	79%	74%	69%	80%	45%
Mean score		3.4	3.4	2.7	3.7	3.0	4.6	2.0	2.8	3.0	3.0	3.7	2.7	3.4	3.4	2.9

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

Jobs Outlook - Combined

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

Industrial

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

			WAVE			REGION						SIZE			SECTOR	
		Total	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		25	8	14	3	5	3	5	8	3	9	-	10	15	17	8
Weighted Total		23	7	13	3	5	3	5	7	3	8	-	9	14	15	8
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	-	100%	100%	100%	100%
Greatly increase	(5)	2	2	-	-	-	1	1	1	-	-	-	1	1	2	-
		7%	24%	-	-	-	28%	17%	11%	-	-	-	9%	6%	11%	-
Slightly increase	(4)	6	1	5	-	1	1	2	2	-	3	-	4	2	4	2
		27%	20%	36%	-	17%	23%	41%	26%	-	35%	-	51%	12%	27%	25%
Stay the same	(3)	8	2	4	2	2	-	2	3	1	3	-	3	5	5	3
		35%	34%	28%	71%	43%	-	42%	38%	31%	42%	-	30%	38%	33%	39%
Slightly decrease	(2)	3	-	3	-	2	-	-	-	-	1	-	1	2	2	1
		12%	-	22%	-	41%	-	-	-	-	12%	-	10%	13%	12%	13%
Greatly decrease	(1)	1	-	-	1	-	-	-	-	-	1	-	-	1	-	1
		4%	-	-	29%	-	-	-	-	-	11%	-	-	6%	-	11%
Don't know		3	2	2	-	-	2	-	2	2	-	-	-	3	2	1
		15%	22%	15%	-	-	49%	-	25%	69%	-	-	-	24%	17%	12%
NETS																
Net: Increase		8	3	5	-	1	2	3	3	-	3	-	5	3	6	2
		34%	44%	36%	-	17%	51%	58%	37%	-	35%	-	60%	18%	39%	25%
Net: Decrease		4	-	3	1	2	-	-	-	-	2	-	1	3	2	2
		16%	-	22%	29%	41%	-	-	-	-	23%	-	10%	19%	12%	24%
Net: Increase + Stay the same		16	5	8	2	3	2	5	6	1	6	-	8	8	11	5
		69%	78%	64%	71%	59%	51%	100%	75%	31%	77%	-	90%	57%	72%	64%
Mean score		3.3	3.9	3.2	2.4	2.8	4.6	3.8	3.6	3.0	3.0	-	3.6	3.0	3.5	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

		WAVE			REGION						SIZE			SECTOR		
		Total	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	*n
Unweighted Total		45	14	18	13	8	9	7	18	11	10	3	14	28	36	9
Weighted Total		43	14	16	13	9	8	7	18	12	8	3	14	26	34	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	-
		2%	-	-	7%	-	11%	-	-	-	-	-	-	3%	2%	-
Stay the same	(3)	31	13	9	9	7	7	6	14	8	3	2	11	17	23	7
		71%	89%	57%	70%	79%	89%	88%	74%	65%	41%	72%	82%	66%	69%	81%
Slightly decrease	(2)	4	1	3	1	1	-	-	1	1	2	-	1	3	4	-
		9%	4%	16%	7%	10%	-	-	5%	7%	28%	-	6%	12%	12%	-
Greatly decrease	(1)	2	-	1	1	-	-	1	1	-	1	-	1	1	1	1
		4%	-	5%	7%	-	-	12%	4%	-	10%	-	6%	3%	2%	9%
Don't know		6	1	4	1	1	-	-	3	3	2	1	1	4	5	1
		14%	6%	22%	10%	10%	-	-	17%	28%	21%	28%	6%	16%	15%	10%
NETS																
Net: Increase		1	-	-	1	-	1	-	-	-	-	-	-	1	1	-
		2%	-	-	7%	-	11%	-	-	-	-	-	-	3%	2%	-
Net: Decrease		6	1	3	2	1	-	1	2	1	3	-	2	4	5	1
		13%	4%	21%	13%	10%	-	12%	9%	7%	38%	-	12%	16%	14%	9%
Net: Increase + Stay the same		31	13	9	10	7	8	6	14	8	3	2	11	18	24	7
		73%	89%	57%	76%	79%	100%	88%	74%	65%	41%	72%	82%	69%	71%	81%
Mean score		2.8	3.0	2.7	2.9	2.9	3.1	2.8	2.8	2.9	2.4	3.0	2.8	2.8	2.8	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

		WAVE		REGION						SIZE			SECTOR		
		Total	May 2016	June 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
			*a	*b			*c	*d							
Significance Level: 95%															
Unweighted Total		3	1	2	-	1	-	2	2	-	-	-	3	2	1
Weighted Total		3	1	2	-	1	-	2	2	-	-	-	3	2	1
		100%	100%	100%	-	100%	-	100%	100%	-	-	-	100%	100%	100%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	1	1	-	-	1	-	-	-	-	-	-	1	1	-
		33%	100%	-	-	100%	-	-	-	-	-	-	33%	51%	-
Stay the same	(3)	1	-	1	-	-	-	1	1	-	-	-	1	1	-
		32%	-	47%	-	-	-	47%	47%	-	-	-	32%	49%	-
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		1	-	1	-	-	-	1	1	-	-	-	1	-	1
		35%	-	53%	-	-	-	53%	53%	-	-	-	35%	-	100%
NETS															
Net: Increase		1	1	-	-	1	-	-	-	-	-	-	1	1	-
		33%	100%	-	-	100%	-	-	-	-	-	-	33%	51%	-
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		2	1	1	-	1	-	1	1	-	-	-	2	2	-
		65%	100%	47%	-	100%	-	47%	47%	-	-	-	65%	100%	-
Mean score		3.5	4.0	3.0	-	4.0	-	3.0	3.0	-	-	-	3.5	3.5	-

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

Jobs Outlook - Combined

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

Marketing, media & creative

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

			WAVE			REGION						SIZE			SECTOR	
		Total	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	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	13	8	3	6	7	18	11	6	4	10	19	26	7
Weighted Total		33	12	13	8	3	6	7	20	13	5	4	10	20	27	7
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	2	2	-	-	-	2	-	-	-	1	-	-	2	2	-
		7%	18%	-	-	-	26%	-	-	-	15%	-	-	11%	8%	-
Stay the same	(3)	22	7	9	6	2	4	6	15	9	1	3	7	12	18	4
		65%	60%	67%	72%	71%	74%	84%	74%	68%	15%	74%	71%	61%	68%	57%
Slightly decrease	(2)	3	2	2	-	-	-	1	2	1	2	-	2	2	2	1
		10%	15%	13%	-	-	-	16%	10%	7%	33%	-	20%	8%	9%	17%
Greatly decrease	(1)	1	-	-	1	-	-	-	-	-	1	-	-	1	-	1
		3%	-	-	11%	-	-	-	-	-	18%	-	-	4%	-	12%
Don't know		5	1	3	1	1	-	-	3	3	1	1	1	3	4	1
		15%	7%	21%	17%	29%	-	-	16%	25%	19%	26%	9%	16%	15%	14%
NETS																
Net: Increase		2	2	-	-	-	2	-	-	-	1	-	-	2	2	-
		7%	18%	-	-	-	26%	-	-	-	15%	-	-	11%	8%	-
Net: Decrease		4	2	2	1	-	-	1	2	1	2	-	2	2	2	2
		13%	15%	13%	11%	-	-	16%	10%	7%	51%	-	20%	12%	9%	29%
Net: Increase + Stay the same		24	9	9	6	2	6	6	15	9	1	3	7	14	20	4
		72%	78%	67%	72%	71%	100%	84%	74%	68%	29%	74%	71%	72%	76%	57%
Mean score		2.9	3.0	2.8	2.7	3.0	3.3	2.8	2.9	2.9	2.3	3.0	2.8	2.9	3.0	2.5

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

Jobs Outlook - Combined

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

Office professionals

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

		WAVE			REGION						SIZE			SECTOR		
		Total	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		78	30	24	24	8	20	16	33	17	17	11	23	44	65	13
Weighted Total		74	28	24	23	9	17	15	35	20	14	10	22	43	61	13
		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	2	1	1	-	2	1	2	2	5	1
		7%	7%	7%	7%	10%	9%	5%	2%	-	16%	14%	8%	6%	8%	7%
Stay the same	(3)	51	22	14	15	6	13	10	26	16	7	7	16	28	43	9
		69%	80%	58%	66%	69%	74%	69%	75%	79%	48%	69%	75%	65%	69%	66%
Slightly decrease	(2)	9	2	4	3	1	2	2	3	1	2	-	2	7	7	2
		12%	6%	16%	14%	10%	13%	15%	9%	4%	17%	-	9%	15%	11%	14%
Greatly decrease	(1)	1	-	-	1	-	-	-	-	-	1	-	-	1	-	1
		1%	-	-	4%	-	-	-	-	-	6%	-	-	2%	-	6%
Don't know		8	2	4	2	1	1	2	5	3	2	2	2	5	7	1
		11%	6%	19%	10%	10%	4%	11%	14%	16%	13%	17%	8%	12%	12%	7%
NETS																
Net: Increase		5	2	2	2	1	2	1	1	-	2	1	2	2	5	1
		7%	7%	7%	7%	10%	9%	5%	2%	-	16%	14%	8%	6%	8%	7%
Net: Decrease		9	2	4	4	1	2	2	3	1	3	-	2	7	7	3
		13%	6%	16%	17%	10%	13%	15%	9%	4%	23%	-	9%	17%	11%	20%
Net: Increase + Stay the same		57	24	16	17	7	14	11	27	16	9	8	18	30	47	10
		76%	88%	66%	73%	79%	83%	74%	77%	79%	64%	83%	83%	71%	77%	73%
Mean score		2.9	3.0	2.9	2.9	3.0	3.0	2.9	2.9	2.9	2.8	3.2	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_14. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next three months?

Sales & retail

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

			WAVE			REGION						SIZE			SECTOR	
		Total	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	*n
Unweighted Total		40	18	12	10	2	10	11	19	8	9	6	14	20	30	10
Weighted Total		39	18	12	9	2	9	11	20	10	7	5	13	21	29	11
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	6	4	2	-	-	3	1	1	-	2	1	3	2	4	2
		15%	23%	15%	-	-	37%	7%	4%	-	23%	28%	22%	7%	13%	20%
Stay the same	(3)	23	12	5	5	1	5	8	13	6	3	4	8	12	17	6
		58%	70%	42%	58%	60%	54%	73%	66%	58%	42%	72%	57%	56%	61%	52%
Slightly decrease	(2)	5	1	3	1	1	1	1	2	1	1	-	2	3	3	1
		12%	7%	21%	9%	40%	9%	11%	10%	9%	12%	-	15%	12%	12%	11%
Greatly decrease	(1)	1	-	-	1	-	-	-	-	-	1	-	-	1	-	1
		2%	-	-	9%	-	-	-	-	-	11%	-	-	4%	-	8%
Don't know		5	-	3	2	-	-	1	4	3	1	-	1	4	4	1
		13%	-	23%	25%	-	-	9%	21%	33%	12%	-	7%	20%	15%	9%
NETS																
Net: Increase		6	4	2	-	-	3	1	1	-	2	1	3	2	4	2
		15%	23%	15%	-	-	37%	7%	4%	-	23%	28%	22%	7%	13%	20%
Net: Decrease		5	1	3	2	1	1	1	2	1	2	-	2	3	3	2
		14%	7%	21%	17%	40%	9%	11%	10%	9%	23%	-	15%	16%	12%	19%
Net: Increase + Stay the same		29	16	7	5	1	8	9	14	6	5	5	11	13	21	8
		73%	93%	56%	58%	60%	91%	80%	70%	58%	65%	100%	79%	64%	74%	72%
Mean score		3.0	3.2	2.9	2.6	2.6	3.3	3.0	2.9	2.9	2.9	3.3	3.1	2.8	3.0	2.9

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

Jobs Outlook - Combined

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

Technology

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

		WAVE			REGION						SIZE			SECTOR		
		Total	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		37	12	12	13	4	11	4	14	10	8	2	11	24	28	9
Weighted Total		36	11	12	12	4	9	4	15	12	6	2	10	23	27	9
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	2	1	-	2	-	1	-	-	-	2	-	-	2	2	1
		7%	6%	-	14%	-	9%	-	-	-	24%	-	-	10%	6%	10%
Stay the same	(3)	24	10	7	8	2	8	4	11	7	2	1	9	14	18	6
		67%	86%	56%	62%	58%	83%	100%	74%	65%	36%	50%	84%	61%	66%	70%
Slightly decrease	(2)	3	-	3	1	1	1	-	1	1	1	-	1	3	3	-
		10%	-	21%	7%	21%	9%	-	5%	7%	13%	-	8%	11%	13%	-
Greatly decrease	(1)	1	-	-	1	-	-	-	-	-	1	-	-	1	-	1
		2%	-	-	7%	-	-	-	-	-	13%	-	-	4%	-	9%
Don't know		5	1	3	1	1	-	-	3	3	1	1	1	3	4	1
		14%	8%	23%	11%	21%	-	-	21%	28%	13%	50%	8%	14%	15%	11%
NETS																
Net: Increase		2	1	-	2	-	1	-	-	-	2	-	-	2	2	1
		7%	6%	-	14%	-	9%	-	-	-	24%	-	-	10%	6%	10%
Net: Decrease		4	-	3	2	1	1	-	1	1	2	-	1	3	3	1
		12%	-	21%	13%	21%	9%	-	5%	7%	26%	-	8%	15%	13%	9%
Net: Increase + Stay the same		26	10	7	9	2	9	4	11	7	4	1	9	17	19	7
		74%	92%	56%	76%	58%	91%	100%	74%	65%	60%	50%	84%	72%	72%	80%
Mean score		2.9	3.1	2.7	2.9	2.7	3.0	3.0	2.9	2.9	2.8	3.0	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	52 100%	- -	3 5%	38 74%	4 7%	2 3%	6 11%	3 5%	5 10%	41 79%	2.9
Construction	16 100%	1 6%	5 29%	8 48%	1 5%	- -	2 12%	6 35%	1 5%	13 83%	3.4
Drivers	23 100%	2 7%	5 20%	11 48%	4 16%	- -	2 8%	6 28%	4 16%	17 76%	3.2
Education	19 100%	- -	2 11%	12 62%	2 12%	- -	3 14%	2 11%	2 12%	14 73%	3.0
Engineering & technical	29 100%	- -	4 12%	17 58%	5 18%	1 3%	3 9%	4 12%	6 21%	21 70%	2.9
Executive recruitment / interim management	27 100%	- -	3 11%	14 52%	4 13%	1 3%	6 21%	3 11%	4 16%	17 63%	2.9
Health & social care	11 100%	2 20%	- -	5 44%	2 18%	- -	2 17%	2 20%	2 18%	7 65%	3.3
Hospitality	19 100%	1 4%	3 18%	11 58%	2 11%	- -	2 10%	4 22%	2 11%	15 80%	3.2
Industrial	23 100%	1 4%	7 31%	8 35%	2 8%	1 4%	4 19%	8 35%	3 11%	16 70%	3.3
Legal & HR	43 100%	- -	2 4%	31 71%	3 6%	1 2%	7 17%	2 4%	3 8%	32 75%	2.9
Life sciences	3 100%	- -	1 33%	- -	- -	- -	2 67%	1 33%	- -	1 33%	4.0
Marketing, media & creative	33 100%	- -	3 9%	21 63%	3 9%	1 3%	6 17%	3 9%	4 11%	24 71%	2.9
Office professionals	74 100%	1 1%	5 7%	49 66%	8 10%	2 2%	9 12%	6 9%	9 13%	56 75%	2.9
Sales & retail	39 100%	- -	7 17%	21 54%	5 12%	1 2%	6 15%	7 17%	5 14%	28 71%	3.0
Technology	36 100%	- -	2 7%	23 65%	3 10%	1 2%	6 16%	2 7%	4 12%	25 72%	2.9
Average (response based including bases)	448 100%	8 2%	51 11%	269 60%	46 10%	9 2%	64 14%	58 13%	56 12%	328 73%	3.0

Jobs Outlook - Combined

Q15_SUM. Average across all sectors

SUMMARY TABLE

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

			WAVE			REGION						SIZE			SECTOR	
		Total	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total		461	174	162	125	57	111	79	187	108	106	59	138	264	351	110
Weighted Total		448	172	157	118	59	105	77	198	120	86	58	132	258	336	112
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	8	4	-	4	1	5	-	1	1	1	2	-	5	8	-
		2%	2%	-	3% b	2%	5% g	-	1%	1%	1%	4% k	-	2%	2%	-
Slightly increase	(4)	51	22	14	15	3	24	6	10	5	14	9	19	23	39	12
		11%	13%	9%	12%	4%	22% dfgh	7%	5%	4%	17% dgh	15%	15%	9%	12%	11%
Stay the same	(3)	269	126	70	73	41	64	59	123	64	42	39	86	144	203	66
		60%	73% bc	45%	62% b	70% hi	60%	77% eghi	62% i	53%	49%	67%	66%	56%	61%	59%
Slightly decrease	(2)	46	11	28	7	8	10	8	18	10	10	2	18	27	34	12
		10%	7%	18% ac	6%	13%	9%	10%	9%	9%	12%	3%	13% j	10%	10%	11%
Greatly decrease	(1)	9	1	1	8	1	-	-	-	-	8	-	1	8	2	8
		2%	*	1%	6% ab	2%	-	-	-	-	10% efgh	-	1%	3%	1%	7% m
Don't know		64	9	43	12	5	4	4	45	40	10	6	8	51	50	14
		14%	5%	27% ac	10%	9%	4%	6%	23% defi	34% defgi	12% e	11%	6%	20% k	15%	13%
NETS																
Net: Increase		58	25	14	19	4	28	6	11	6	15	11	19	28	46	12
		13%	15%	9%	16%	6%	27% dfgh	7%	6%	5%	17% dfgh	19%	15%	11%	14%	11%
Net: Decrease		56	12	29	14	9	10	8	18	10	19	2	19	35	36	20
		12%	7%	18% a	12%	15%	9%	10%	9%	9%	22% efgh	3%	14% j	14% j	11%	18% m
Net: Increase + Stay the same		328	151	85	92	44	92	65	135	70	57	50	106	172	250	78
		73%	88% bc	54%	78% b	76% h	87% ghi	84% ghi	68%	58%	66%	86% l	80% l	67%	74%	70%
Mean score		3.0	3.1	2.9	3.0	2.9	3.2	3.0	3.0	3.0	2.8	3.2	3.0	3.0	3.1	2.8
			b				dfghi					kl			n	

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

Jobs Outlook - Combined

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

Accounting and financial services

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

			WAVE			REGION					SIZE			SECTOR		
		Total	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	l	m	*n
Unweighted Total		54	21	15	18	6	11	13	22	9	15	3	19	32	43	11
Weighted Total		52	21	14	18	7	11	13	22	10	13	3	18	31	41	11
		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	-	-	-	2	-	1	2	3	-
		5%	3%	-	11%	-	8%	-	-	14%	-	-	6%	5%	7%	-
Stay the same	(3)	38	16	10	13	6	8	11	17	7	7	3	14	21	30	9
		74%	80%	69%	71%	87%	78%	84%	77%	68%	58%	100%	78%	69%	74%	75%
Slightly decrease	(2)	4	1	3	-	1	-	1	2	1	1	-	2	2	3	1
		7%	6%	18%	-	13%	-	9%	9%	9%	7%	-	11%	6%	6%	10%
Greatly decrease	(1)	2	1	-	1	-	-	-	-	-	2	-	-	2	1	1
		3%	4%	-	5%	-	-	-	-	-	13%	-	-	5%	2%	7%
Don't know		6	2	2	2	-	2	1	3	2	1	-	1	5	5	1
		11%	7%	13%	13%	-	15%	7%	14%	23%	7%	-	5%	15%	11%	8%
NETS																
Net: Increase		3	1	-	2	-	1	-	-	-	2	-	1	2	3	-
		5%	3%	-	11%	-	8%	-	-	-	14%	-	6%	5%	7%	-
Net: Decrease		5	2	3	1	1	-	1	2	1	3	-	2	3	3	2
		10%	10%	18%	5%	13%	-	9%	9%	9%	20%	-	11%	11%	8%	17%
Net: Increase + Stay the same		41	17	10	15	6	9	11	17	7	9	3	15	23	33	9
		79%	83%	69%	83%	87%	85%	84%	77%	68%	73%	100%	84%	74%	80%	75%
Mean score		2.9	2.9	2.8	3.0	2.9	3.1	2.9	2.9	2.9	2.8	3.0	3.0	2.9	3.0	2.7

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

Jobs Outlook - Combined

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

Construction

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

		WAVE			REGION						SIZE			SECTOR		
		Total	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		18	7	6	5	1	6	5	8	3	3	4	3	11	13	5
Weighted Total		16	7	6	4	1	5	5	8	3	2	3	3	10	11	5
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	1	-	-	1	-	1	-	-	-	-	-	-	1	1	-
		6%	-	-	25%	-	19%	-	-	-	-	-	-	10%	9%	-
Slightly increase	(4)	5	1	1	2	-	3	2	2	-	-	-	3	2	3	2
		29%	20%	23%	53%	-	50%	43%	26%	-	-	-	100%	20%	24%	40%
Stay the same	(3)	8	5	2	1	1	2	3	4	1	1	3	-	4	6	2
		48%	80%	28%	22%	100%	32%	57%	50%	37%	60%	100%	-	43%	51%	41%
Slightly decrease	(2)	1	-	1	-	-	-	-	-	-	1	-	-	1	1	-
		5%	-	15%	-	-	-	-	-	-	40%	-	-	9%	8%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		2	-	2	-	-	-	-	2	2	-	-	-	2	1	1
		12%	-	33%	-	-	-	-	24%	63%	-	-	-	19%	8%	19%
NETS																
Net: Increase		6	1	1	3	-	4	2	2	-	-	-	3	3	4	2
		35%	20%	23%	78%	-	68%	43%	26%	-	-	-	100%	29%	33%	40%
Net: Decrease		1	-	1	-	-	-	-	-	-	1	-	-	1	1	-
		5%	-	15%	-	-	-	-	-	-	40%	-	-	9%	8%	-
Net: Increase + Stay the same		13	7	3	4	1	5	5	6	1	1	3	3	7	9	4
		83%	100%	51%	100%	100%	100%	100%	76%	37%	60%	100%	100%	73%	84%	81%
Mean score		3.4	3.2	3.1	4.0	3.0	3.9	3.4	3.3	3.0	2.6	3.0	4.0	3.4	3.4	3.5

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

Jobs Outlook - Combined

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

Drivers

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

			WAVE			REGION						SIZE			SECTOR	
		Total	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	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	9	7	5	2	11	2	4	2	4	4	5	12	12	9
Weighted Total		23	11	7	5	2	13	2	4	2	3	5	6	12	13	10
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	2	1	-	1	-	1	-	-	-	1	-	-	2	2	-
		7%	6%	-	22%	-	8%	-	-	-	20%	-	-	14%	13%	-
Slightly increase	(4)	5	1	3	1	1	3	-	-	-	1	1	3	1	4	1
		20%	6%	45%	18%	37%	21%	-	-	-	29%	13%	56%	7%	29%	10%
Stay the same	(3)	11	8	-	3	1	7	2	2	-	1	4	2	5	6	5
		48%	72%	-	60%	63%	50%	100%	52%	-	26%	68%	44%	40%	44%	53%
Slightly decrease	(2)	4	2	2	-	-	3	-	-	-	1	1	-	3	1	3
		16%	15%	27%	-	-	21%	-	-	-	25%	19%	-	22%	7%	27%
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		2	-	2	-	-	-	-	2	2	-	-	-	2	1	1
		8%	-	27%	-	-	-	-	48%	100%	-	-	-	16%	7%	9%
NETS																
Net: Increase		6	1	3	2	1	4	-	-	-	2	1	3	3	5	1
		28%	12%	45%	40%	37%	29%	-	-	-	49%	13%	56%	21%	42%	10%
Net: Decrease		4	2	2	-	-	3	-	-	-	1	1	-	3	1	3
		16%	15%	27%	-	-	21%	-	-	-	25%	19%	-	22%	7%	27%
Net: Increase + Stay the same		17	9	3	5	2	11	2	2	-	3	4	6	7	11	6
		76%	85%	45%	100%	100%	79%	100%	52%	-	75%	81%	100%	62%	86%	64%
Mean score		3.2	3.0	3.2	3.6	3.4	3.2	3.0	3.0	-	3.4	2.9	3.6	3.2	3.5	2.8

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

Jobs Outlook - Combined

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

Education

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

			WAVE			REGION						SIZE			SECTOR	
		Total	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		18	8	5	5	1	2	3	11	8	4	3	4	11	13	5
Weighted Total		19	8	6	5	1	2	4	13	10	3	3	4	12	14	5
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	2	1	-	1	-	1	-	1	1	-	1	-	1	2	-
		11%	16%	-	16%	-	48%	-	10%	13%	-	43%	-	7%	15%	-
Stay the same	(3)	12	6	3	3	-	1	4	9	5	2	2	2	8	8	4
		62%	73%	54%	56%	-	52%	100%	66%	54%	71%	57%	43%	70%	56%	82%
Slightly decrease	(2)	2	1	-	1	1	-	-	1	1	-	-	2	-	2	-
		12%	12%	-	27%	100%	-	-	10%	14%	-	-	57%	-	17%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		3	-	3	-	-	-	-	2	2	1	-	-	3	2	1
		14%	-	46%	-	-	-	-	14%	19%	29%	-	-	23%	13%	18%
NETS																
Net: Increase		2	1	-	1	-	1	-	1	1	-	1	-	1	2	-
		11%	16%	-	16%	-	48%	-	10%	13%	-	43%	-	7%	15%	-
Net: Decrease		2	1	-	1	1	-	-	1	1	-	-	2	-	2	-
		12%	12%	-	27%	100%	-	-	10%	14%	-	-	57%	-	17%	-
Net: Increase + Stay the same		14	7	3	4	-	2	4	10	7	2	3	2	9	10	4
		73%	88%	54%	73%	-	100%	100%	76%	67%	71%	100%	43%	77%	71%	82%
Mean score		3.0	3.0	3.0	2.9	2.0	3.5	3.0	3.0	3.0	3.0	3.4	2.4	3.1	3.0	3.0

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

Jobs Outlook - Combined

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

Engineering & technical

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

		WAVE			REGION						SIZE			SECTOR		
		Total	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		31	11	13	7	8	11	2	6	4	6	5	10	16	23	8
Weighted Total		29	10	13	6	7	10	2	7	5	5	4	9	16	21	9
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	4	2	1	1	-	4	-	-	-	-	2	1	1	2	1
		12%	18%	7%	14%	-	35%	-	-	-	-	36%	13%	5%	12%	13%
Stay the same	(3)	17	6	8	3	6	4	2	4	2	3	2	7	9	13	4
		58%	56%	60%	56%	76%	39%	100%	62%	47%	65%	43%	77%	52%	63%	47%
Slightly decrease	(2)	5	2	3	1	1	3	-	1	1	1	-	1	4	4	2
		18%	17%	20%	16%	12%	27%	-	12%	17%	18%	-	10%	27%	17%	20%
Greatly decrease	(1)	1	-	-	1	-	-	-	-	-	1	-	-	1	-	1
		3%	-	-	14%	-	-	-	-	-	17%	-	-	5%	-	10%
Don't know		3	1	2	-	1	-	-	2	2	-	1	-	2	2	1
		9%	9%	14%	-	12%	-	-	26%	36%	-	21%	-	11%	8%	11%
NETS																
Net: Increase		4	2	1	1	-	4	-	-	-	-	2	1	1	2	1
		12%	18%	7%	14%	-	35%	-	-	-	-	36%	13%	5%	12%	13%
Net: Decrease		6	2	3	2	1	3	-	1	1	2	-	1	5	4	3
		21%	17%	20%	30%	12%	27%	-	12%	17%	35%	-	10%	32%	17%	29%
Net: Increase + Stay the same		21	8	9	4	6	8	2	4	2	3	3	8	9	15	5
		70%	74%	67%	70%	76%	73%	100%	62%	47%	65%	79%	90%	57%	74%	60%
Mean score		2.9	3.0	2.8	2.7	2.9	3.1	3.0	2.8	2.7	2.5	3.5	3.0	2.6	2.9	2.7

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

Jobs Outlook - Combined

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

Executive recruitment / interim management

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

			WAVE			REGION						SIZE			SECTOR	
		Total	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	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	10	11	9	3	7	2	11	9	9	5	9	16	23	7
Weighted Total		27	9	10	8	3	6	2	11	9	7	5	8	14	21	7
		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	1	2	3	-
			11%	15%	-	-	25%	-	-	-	19%	15%	8%	10%	14%	-
Stay the same		(3)	14	7	3	5	1	4	2	7	5	2	6	6	10	4
			52%	75%	28%	56%	38%	58%	100%	65%	58%	43%	71%	44%	50%	58%
Slightly decrease		(2)	4	-	4	-	1	1	-	1	1	1	1	2	3	1
			13%	-	36%	-	30%	17%	-	7%	9%	22%	10%	12%	12%	15%
Greatly decrease		(1)	1	-	-	1	-	-	-	-	1	-	-	1	-	1
			3%	-	-	10%	-	-	-	-	12%	-	-	6%	-	13%
Don't know			6	1	4	1	1	-	-	3	3	1	1	4	5	1
			21%	10%	36%	16%	32%	-	-	27%	33%	20%	11%	28%	23%	14%
NETS																
Net: Increase			3	1	-	2	-	2	-	-	1	1	1	2	3	-
			11%	15%	-	18%	-	25%	-	-	19%	15%	8%	10%	14%	-
Net: Decrease			4	-	4	1	1	1	-	1	2	1	1	3	3	2
			16%	-	36%	10%	30%	17%	-	7%	25%	22%	10%	18%	12%	28%
Net: Increase + Stay the same			17	8	3	6	1	5	2	7	5	3	7	8	13	4
			63%	90%	28%	74%	38%	83%	100%	65%	50%	58%	79%	55%	64%	58%
Mean score			2.9	3.2	2.4	3.0	2.6	3.1	3.0	2.9	2.8	2.9	3.0	2.8	3.0	2.5

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

Jobs Outlook - Combined

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

Health & social care

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

			WAVE			REGION						SIZE			SECTOR	
		Total	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		11	5	5	1	2	-	1	6	5	3	5	2	4	7	4
Weighted Total		11	5	5	1	2	-	1	6	5	3	5	2	4	7	4
		100%	100%	100%	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	2	2	-	-	1	-	-	1	1	-	2	-	-	2	-
		20%	41%	-	-	49%	-	-	21%	25%	-	42%	-	-	32%	-
Slightly increase	(4)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Stay the same	(3)	5	2	2	1	1	-	-	2	2	2	3	-	2	3	2
		44%	38%	42%	100%	51%	-	-	33%	40%	68%	58%	-	50%	44%	46%
Slightly decrease	(2)	2	1	1	-	-	-	1	2	1	-	-	2	-	1	1
		18%	21%	18%	-	-	-	100%	32%	16%	-	-	100%	-	12%	30%
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		2	-	2	-	-	-	-	1	1	1	-	-	2	1	1
		17%	-	40%	-	-	-	-	15%	18%	32%	-	-	50%	13%	24%
NETS																
Net: Increase		2	2	-	-	1	-	-	1	1	-	2	-	-	2	-
		20%	41%	-	-	49%	-	-	21%	25%	-	42%	-	-	32%	-
Net: Decrease		2	1	1	-	-	-	1	2	1	-	-	2	-	1	1
		18%	21%	18%	-	-	-	100%	32%	16%	-	-	100%	-	12%	30%
Net: Increase + Stay the same		7	4	2	1	2	-	-	3	3	2	5	-	2	5	2
		65%	79%	42%	100%	100%	-	-	53%	65%	68%	100%	-	50%	75%	46%
Mean score		3.3	3.6	2.7	3.0	4.0	-	2.0	3.1	3.4	3.0	3.8	2.0	3.0	3.6	2.6

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

Jobs Outlook - Combined

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

Hospitality

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

			WAVE			REGION						SIZE			SECTOR	
		Total	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		17	8	5	4	4	3	1	7	6	3	4	4	9	13	4
Weighted Total		19	11	5	4	4	4	1	8	7	3	6	4	9	15	4
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase		(5)	1	-	1	-	1	-	-	-	-	-	-	1	1	-
		4%	-	-	22%	-	19%	-	-	-	-	-	-	10%	5%	-
Slightly increase		(4)	3	-	1	-	-	-	3	3	1	1	-	2	3	1
		18%	24%	-	22%	-	-	-	32%	38%	34%	21%	-	24%	16%	23%
Stay the same		(3)	11	7	2	4	4	-	2	2	1	5	3	3	10	1
		58%	65%	42%	56%	100%	81%	-	29%	34%	33%	79%	74%	35%	66%	22%
Slightly decrease		(2)	2	1	1	-	-	1	1	-	1	-	1	1	1	1
		11%	11%	18%	-	-	-	100%	15%	-	34%	-	26%	10%	6%	30%
Greatly decrease		(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		2	-	2	-	-	-	-	2	2	-	-	-	2	1	1
		10%	-	40%	-	-	-	-	24%	28%	-	-	-	21%	6%	25%
NETS																
Net: Increase		4	3	-	2	-	1	-	3	3	1	1	-	3	3	1
		22%	24%	-	44%	-	19%	-	32%	38%	34%	21%	-	33%	22%	23%
Net: Decrease		2	1	1	-	-	-	1	1	-	1	-	1	1	1	1
		11%	11%	18%	-	-	-	100%	15%	-	34%	-	26%	10%	6%	30%
Net: Increase + Stay the same		15	9	2	4	4	4	-	5	5	2	6	3	6	14	2
		80%	89%	42%	100%	100%	100%	-	61%	72%	66%	100%	74%	69%	88%	45%
Mean score		3.2	3.1	2.7	3.7	3.0	3.4	2.0	3.2	3.5	3.0	3.2	2.7	3.4	3.2	2.9

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

Jobs Outlook - Combined

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

Industrial

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

			WAVE			REGION						SIZE			SECTOR	
		Total	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		25	8	14	3	5	3	5	8	3	9	-	10	15	17	8
Weighted Total		23	7	13	3	5	3	5	7	3	8	-	9	14	15	8
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	-	100%	100%	100%	100%
Greatly increase	(5)	1	1	-	-	-	1	-	-	-	-	-	-	1	1	-
		4%	13%	-	-	-	28%	-	-	-	-	-	-	6%	6%	-
Slightly increase	(4)	7	1	6	-	2	1	2	2	-	3	-	4	3	4	3
		31%	20%	44%	-	38%	23%	41%	26%	-	35%	-	51%	19%	27%	38%
Stay the same	(3)	8	3	3	2	2	-	3	3	-	3	-	3	5	5	3
		35%	46%	21%	71%	43%	-	59%	37%	-	42%	-	39%	32%	33%	39%
Slightly decrease	(2)	2	-	2	-	1	-	-	-	-	1	-	1	1	2	-
		8%	-	14%	-	19%	-	-	-	-	12%	-	10%	6%	12%	-
Greatly decrease	(1)	1	-	-	1	-	-	-	-	-	1	-	-	1	-	1
		4%	-	-	29%	-	-	-	-	-	11%	-	-	6%	-	11%
Don't know		4	2	3	-	-	2	-	3	3	-	-	-	4	3	1
		19%	22%	21%	-	-	49%	-	37%	100%	-	-	-	30%	22%	12%
NETS																
Net: Increase		8	2	6	-	2	2	2	2	-	3	-	4	4	5	3
		35%	32%	44%	-	38%	51%	41%	26%	-	35%	-	51%	25%	33%	38%
Net: Decrease		3	-	2	1	1	-	-	-	-	2	-	1	2	2	1
		11%	-	14%	29%	19%	-	-	-	-	23%	-	10%	12%	12%	11%
Net: Increase + Stay the same		16	5	8	2	4	2	5	5	-	6	-	8	8	10	6
		70%	78%	65%	71%	81%	51%	100%	63%	-	77%	-	90%	58%	66%	78%
Mean score		3.3	3.6	3.4	2.4	3.2	4.6	3.4	3.4	-	3.0	-	3.4	3.2	3.4	3.2

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

Jobs Outlook - Combined

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

Legal & HR

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

			WAVE			REGION						SIZE			SECTOR	
		Total	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	*n
Unweighted Total		45	14	18	13	8	9	7	18	11	10	3	14	28	36	9
Weighted Total		43	14	16	13	9	8	7	18	12	8	3	14	26	34	9
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	2	-	-	2	-	2	-	-	-	-	-	1	1	2	-
		4%	-	-	12%	-	20%	-	-	-	-	-	5%	3%	5%	-
Stay the same	(3)	31	13	8	9	7	6	6	13	7	5	2	11	18	23	7
		71%	94%	52%	71%	79%	80%	88%	69%	58%	58%	72%	77%	68%	68%	81%
Slightly decrease	(2)	3	-	3	-	1	-	-	1	1	1	-	1	2	3	-
		6%	-	16%	-	10%	-	-	5%	7%	11%	-	6%	7%	8%	-
Greatly decrease	(1)	1	-	-	1	-	-	-	-	-	1	-	-	1	-	1
		2%	-	-	7%	-	-	-	-	-	10%	-	-	3%	-	9%
Don't know		7	1	5	1	1	-	1	5	4	2	1	2	5	7	1
		17%	6%	32%	10%	10%	-	12%	26%	35%	21%	28%	12%	19%	19%	10%
NETS																
Net: Increase		2	-	-	2	-	2	-	-	-	-	-	1	1	2	-
		4%	-	-	12%	-	20%	-	-	-	-	-	5%	3%	5%	-
Net: Decrease		3	-	3	1	1	-	-	1	1	2	-	1	3	3	1
		8%	-	16%	7%	10%	-	-	5%	7%	21%	-	6%	10%	8%	9%
Net: Increase + Stay the same		32	13	8	11	7	8	6	13	7	5	2	11	18	25	7
		75%	94%	52%	83%	79%	100%	88%	69%	58%	58%	72%	82%	71%	73%	81%
Mean score		2.9	3.0	2.8	3.0	2.9	3.2	3.0	2.9	2.9	2.6	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	May 2016	June 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public	
			*a	*b			*e	*f								
Significance Level: 95%					*c	*d			*g	*h		*i	*j	*k	*l	*m
Unweighted Total		3	1	2	-	1	-	2	2	-	-	-	-	3	2	1
Weighted Total		3	1	2	-	1	-	2	2	-	-	-	-	3	2	1
		100%	100%	100%	-	100%	-	100%	100%	-	-	-	-	100%	100%	100%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	1	1	-	-	1	-	-	-	-	-	-	-	1	1	-
		33%	100%	-	-	100%	-	-	-	-	-	-	-	33%	51%	-
Stay the same	(3)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		2	-	2	-	-	-	2	2	-	-	-	-	2	1	1
		67%	-	100%	-	-	-	100%	100%	-	-	-	-	67%	49%	100%
NETS																
Net: Increase		1	1	-	-	1	-	-	-	-	-	-	-	1	1	-
		33%	100%	-	-	100%	-	-	-	-	-	-	33%	51%	-	
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		1	1	-	-	1	-	-	-	-	-	-	-	1	1	-
		33%	100%	-	-	100%	-	-	-	-	-	-	33%	51%	-	
Mean score		4.0	4.0	-	-	4.0	-	-	-	-	-	-	-	4.0	4.0	-

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

Jobs Outlook - Combined

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

Marketing, media & creative

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

			WAVE			REGION						SIZE			SECTOR	
		Total	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	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	13	8	3	6	7	18	11	6	4	10	19	26	7
Weighted Total		33	12	13	8	3	6	7	20	13	5	4	10	20	27	7
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase		(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-		-	-	-	-		-	-	-	-
Slightly increase		(4)	3	3	-	-	2	-	-	-	1	1	-	2	3	-
		9%	24%	-	-	-	26%	-	-	-	29%	19%	-	11%	11%	-
Stay the same		(3)	21	7	8	6	4	6	14	8	1	2	7	12	17	4
		63%	59%	60%	72%	71%	74%	84%	69%	62%	14%	55%	71%	60%	64%	57%
Slightly decrease		(2)	3	1	2	-	-	1	2	1	1	-	2	1	2	1
		9%	9%	13%	-	-	-	16%	10%	7%	19%	-	20%	4%	6%	17%
Greatly decrease		(1)	1	-	-	1	-	-	-	-	1	-	-	1	-	1
		3%	-	-	11%	-	-	-	-	-	18%	-	-	4%	-	12%
Don't know		6	1	4	1	1	-	-	4	4	1	1	1	4	5	1
		17%	7%	27%	17%	29%	-	-	21%	32%	19%	26%	9%	20%	18%	14%
NETS																
Net: Increase		3	3	-	-	-	2	-	-	-	1	1	-	2	3	-
		9%	24%	-	-	-	26%	-	-	-	29%	19%	-	11%	11%	-
Net: Decrease		4	1	2	1	-	-	1	2	1	2	-	2	2	2	2
		11%	9%	13%	11%	-	-	16%	10%	7%	38%	-	20%	9%	6%	29%
Net: Increase + Stay the same		24	10	8	6	2	6	6	14	8	2	3	7	14	20	4
		71%	83%	60%	72%	71%	100%	84%	69%	62%	43%	74%	71%	71%	75%	57%
Mean score		2.9	3.2	2.8	2.7	3.0	3.3	2.8	2.9	2.9	2.7	3.3	2.8	3.0	3.1	2.5

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

Jobs Outlook - Combined

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

Office professionals

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

		WAVE			REGION						SIZE			SECTOR		
		Total	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	*b	*c	*d	*e	*f	g	*h	*i	*j	*k	l	m	*n
Unweighted Total		78	30	24	24	8	20	16	33	17	17	11	23	44	65	13
Weighted Total		74	28	24	23	9	17	15	35	20	14	10	22	43	61	13
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	1 1%	- -	- -	1 4%	- -	1 6%	- -	- -	- -	- -	- -	- -	1 2%	1 2%	- -
Slightly increase	(4)	5 7%	2 7%	2 7%	2 7%	- -	2 9%	1 5%	2 5%	1 4%	2 16%	1 14%	2 8%	2 6%	5 7%	1 7%
Stay the same	(3)	49 66%	23 83%	12 51%	14 62%	6 69%	12 72%	10 69%	23 66%	13 64%	8 59%	7 69%	16 72%	27 63%	40 65%	9 71%
Slightly decrease	(2)	8 10%	1 4%	4 16%	3 13%	1 10%	2 9%	2 15%	4 13%	2 11%	1 6%	- -	2 9%	6 14%	7 11%	1 9%
Greatly decrease	(1)	2 2%	- -	1 4%	1 4%	1 10%	- -	- -	- -	- -	1 6%	- -	1 4%	1 2%	1 1%	1 6%
Don't know		9 12%	2 6%	5 22%	2 10%	1 10%	1 4%	2 11%	6 16%	4 21%	2 13%	2 17%	2 8%	6 14%	8 13%	1 7%
NETS																
Net: Increase		6 9%	2 7%	2 7%	3 12%	- -	3 15%	1 5%	2 5%	1 4%	2 16%	1 14%	2 8%	3 8%	6 9%	1 7%
Net: Decrease		9 13%	1 4%	5 19%	4 16%	2 20%	2 9%	2 15%	4 13%	2 11%	2 12%	- -	3 13%	7 15%	8 12%	2 15%
Net: Increase + Stay the same		56 75%	25 90%	14 58%	17 74%	6 69%	15 87%	11 74%	25 71%	13 68%	10 75%	8 83%	17 79%	30 71%	46 74%	10 78%
Mean score		2.9	3.0	2.8	3.0	2.7	3.1	2.9	2.9	2.9	3.0	3.2	2.9	2.9	3.0	2.8

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

Jobs Outlook - Combined

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

Sales & retail

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

		WAVE			REGION						SIZE			SECTOR		
		Total	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	*n
Unweighted Total		40	18	12	10	2	10	11	19	8	9	6	14	20	30	10
Weighted Total		39	18	12	9	2	9	11	20	10	7	5	13	21	29	11
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	7	4	2	1	-	4	1	1	-	2	1	4	2	4	2
		17%	23%	15%	7%	-	45%	7%	4%	-	23%	28%	27%	7%	15%	20%
Stay the same	(3)	21	12	4	5	1	4	8	13	5	3	4	7	11	16	6
		54%	70%	35%	50%	60%	47%	73%	62%	49%	42%	72%	51%	52%	55%	52%
Slightly decrease	(2)	5	1	3	1	1	1	1	2	1	1	-	2	3	3	1
		12%	7%	21%	9%	40%	9%	11%	10%	9%	12%	-	15%	12%	12%	11%
Greatly decrease	(1)	1	-	-	1	-	-	-	-	-	1	-	-	1	-	1
		2%	-	-	9%	-	-	-	-	-	11%	-	-	4%	-	8%
Don't know		6	-	4	2	-	-	1	5	4	1	-	1	5	5	1
		15%	-	29%	25%	-	-	9%	25%	42%	12%	-	7%	24%	18%	9%
NETS																
Net: Increase		7	4	2	1	-	4	1	1	-	2	1	4	2	4	2
		17%	23%	15%	7%	-	45%	7%	4%	-	23%	28%	27%	7%	15%	20%
Net: Decrease		5	1	3	2	1	1	1	2	1	2	-	2	3	3	2
		14%	7%	21%	17%	40%	9%	11%	10%	9%	23%	-	15%	16%	12%	19%
Net: Increase + Stay the same		28	16	6	5	1	8	9	13	5	5	5	11	12	20	8
		71%	93%	49%	58%	60%	91%	80%	65%	49%	65%	100%	79%	60%	71%	72%
Mean score		3.0	3.2	2.9	2.7	2.6	3.4	3.0	2.9	2.8	2.9	3.3	3.1	2.8	3.0	2.9

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

Jobs Outlook - Combined

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

Technology

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

			WAVE			REGION						SIZE			SECTOR	
		Total	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total		37	12	12	13	4	11	4	14	10	8	2	11	24	28	9
Weighted Total		36	11	12	12	4	9	4	15	12	6	2	10	23	27	9
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase		(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
			-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase		(4)	2	1	-	2	-	1	-	-	2	-	-	2	2	1
			7%	6%	-	14%	-	9%	-	-	24%	-	-	10%	6%	10%
Stay the same		(3)	23	10	6	8	2	8	4	11	7	1	9	13	17	6
			65%	86%	49%	62%	58%	83%	100%	68%	58%	50%	84%	58%	63%	70%
Slightly decrease		(2)	3	-	3	1	1	1	-	1	1	-	1	3	3	-
			10%	-	21%	7%	21%	9%	-	5%	7%	-	8%	11%	13%	-
Greatly decrease		(1)	1	-	-	1	-	-	-	-	1	-	-	1	-	1
			2%	-	-	7%	-	-	-	-	13%	-	-	4%	-	9%
Don't know			6	1	4	1	1	-	-	4	4	1	1	4	5	1
			16%	8%	30%	11%	21%	-	-	26%	35%	50%	8%	17%	18%	11%
NETS																
Net: Increase			2	1	-	2	-	1	-	-	2	-	-	2	2	1
			7%	6%	-	14%	-	9%	-	-	24%	-	-	10%	6%	10%
Net: Decrease			4	-	3	2	1	1	-	1	2	-	1	3	3	1
			12%	-	21%	13%	21%	9%	-	5%	7%	-	8%	15%	13%	9%
Net: Increase + Stay the same			25	10	6	9	2	9	4	11	7	1	9	16	18	7
			72%	92%	49%	76%	58%	91%	100%	68%	60%	50%	84%	68%	69%	80%
Mean score			2.9	3.1	2.7	2.9	2.7	3.0	3.0	2.9	2.9	3.0	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	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	*d	*e	f	g	*h	*i	*j	k	l	m	*n
Unweighted Total	125	43	48	34	19	29	30	50	20	27	22	42	61	103	22
Weighted Total	122	44	46	33	19	29	28	52	23	23	22	40	61	99	23
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Accounting and financial services	5	3	1	1	1	-	2	2	-	2	-	5	-	3	2
	10%	16%	6%	6%	19%	-	15%	9%	-	16%	-	28%	-	7%	21%
Construction	5	3	1	1	-	2	2	2	-	1	1	1	3	3	2
	30%	43%	23%	17%	-	37%	45%	28%	-	29%	19%	47%	28%	25%	40%
Drivers	4	3	1	-	-	4	-	-	-	-	-	1	3	2	2
	17%	23%	19%	-	-	29%	-	-	-	-	-	23%	22%	17%	17%
Education	2	2	1	-	1	-	-	-	-	1	1	1	1	2	-
	13%	19%	15%	-	100%	-	-	-	-	50%	21%	23%	7%	17%	-
Engineering & technical	12	5	4	3	1	6	2	4	2	1	1	3	8	9	3
	40%	48%	33%	43%	12%	59%	100%	62%	47%	14%	19%	29%	51%	44%	32%
Executive recruitment / interim management	2	2	-	-	-	-	-	1	1	1	-	-	2	2	-
	7%	20%	-	-	-	-	-	10%	12%	9%	-	-	12%	9%	-
Health & social care	4	3	1	-	1	-	1	2	1	1	3	1	-	3	1
	40%	62%	22%	-	49%	-	100%	39%	25%	36%	61%	58%	-	46%	30%
Hospitality	7	5	-	2	-	4	1	2	1	1	4	1	2	5	2
	36%	49%	-	43%	-	81%	100%	31%	19%	33%	61%	26%	24%	32%	53%
Industrial	2	1	1	-	-	-	1	1	-	1	-	2	-	2	-
	7%	11%	6%	-	-	-	17%	11%	-	11%	-	19%	-	11%	-
Legal & HR	1	1	-	-	-	-	-	-	-	1	-	-	1	1	-
	1%	4%	-	-	-	-	-	-	-	8%	-	-	2%	2%	-
Life sciences	1	1	-	-	-	1	-	-	-	-	-	-	1	1	-
	33%	100%	-	-	-	100%	-	-	-	-	-	-	33%	51%	-
Marketing, media & creative	3	2	1	-	-	-	1	2	1	1	1	1	1	1	1
	8%	15%	6%	-	-	-	16%	10%	7%	14%	25%	12%	3%	6%	17%
Office professionals	4	3	-	1	-	1	2	2	-	1	1	1	2	2	1
	5%	9%	-	4%	-	6%	13%	6%	-	5%	6%	5%	4%	4%	9%
Sales & retail	5	5	-	-	1	-	2	2	-	1	1	2	1	2	2
	12%	26%	-	-	60%	-	18%	10%	-	18%	26%	18%	4%	7%	23%

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	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	*d	*e	f	g	*h	*i	*j	k	l	m	*n
Unweighted Total	125	43	48	34	19	29	30	50	20	27	22	42	61	103	22
Weighted Total	122	44	46	33	19	29	28	52	23	23	22	40	61	99	23
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Technology	5	5	-	1	1	2	2	2	-	1	-	4	2	4	1
	15%	42%	-	6%	31%	17%	48%	12%	-	10%	-	34%	8%	16%	15%
None	82	20	37	25	15	15	21	38	16	15	12	29	41	67	15
	67%	45%	80%	78%	78%	51%	75%	73%	70%	65%	54%	73%	67%	67%	65%
		a	a												
Net: Any	40	24	9	7	4	14	7	14	7	8	10	11	20	32	8
	33%	55%	20%	22%	22%	49%	25%	27%	30%	35%	46%	27%	33%	33%	35%
		bc													

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	138 100%	2 2%	3 3%	29 21%	45 33%	52 38%	5 4%	6 4%	98 71%	4.1
Quality of service	138 100%	1 1%	- -	5 4%	29 21%	95 69%	7 5%	1 1%	125 91%	4.7
Brand image of the agency	138 100%	17 12%	25 18%	43 32%	33 24%	16 12%	3 3%	41 30%	49 36%	3.1
Expertise of the agency, in terms of regions and sectors covered	138 100%	4 3%	1 1%	16 11%	32 23%	80 58%	5 3%	5 4%	112 82%	4.4
Management information provided	138 100%	8 6%	8 6%	40 29%	33 24%	45 33%	3 3%	16 12%	78 57%	3.7
Membership of a trade or professional organisation	138 100%	25 18%	24 17%	38 28%	30 22%	18 13%	3 3%	48 35%	48 35%	3.0
Other	138 100%	4 3%	- -	- -	4 3%	2 1%	128 93%	4 3%	6 5%	3.1

Jobs Outlook - Combined

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

Price/Costs of the workers

Base: All who recruit temporary agency workers

		WAVE			REGION						SIZE			SECTOR		
		Total	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	*d	e	f	g	*h	*i	*j	k	l	m	*n
Unweighted Total		140	48	55	37	23	31	35	58	23	28	26	48	66	117	23
Weighted Total		138	48	54	36	23	31	34	60	26	24	26	46	66	113	24
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
1 Not at all important	(1)	2	2	-	-	1	-	-	2	2	-	1	-	2	1	2
		2%	5%	-	-	4%	-	-	3%	6%	-	3%	-	2%	1%	6%
2	(2)	3	2	1	1	-	2	1	1	-	1	2	-	2	3	1
		3%	4%	1%	2%	-	5%	2%	1%	-	4%	6%	-	3%	2%	4%
3	(3)	29	8	11	9	5	6	7	10	3	8	4	7	17	23	5
		21%	16%	21%	26%	21%	18%	22%	17%	11%	33%	16%	16%	26%	20%	22%
4	(4)	45	15	18	13	8	9	11	22	11	6	11	13	22	38	8
		33%	30%	33%	37%	36%	30%	31%	36%	43%	26%	40%	28%	34%	33%	32%
5 Very important	(5)	52	18	22	12	7	13	14	24	9	9	7	25	20	45	7
		38%	37%	41%	35%	30%	41%	42%	39%	36%	37%	28%	54% 	31%	40%	28%
N/A		5	4	2	-	2	2	1	2	1	-	2	1	3	3	2
		4%	8%	3%	-	8%	5%	3%	3%	4%	-	6%	2%	4%	3%	8%
NETS																
Net: Not important		6	4	1	1	1	2	1	2	2	1	2	-	3	3	2
		4%	9%	1%	2%	4%	5%	2%	4%	6%	4%	9%	-	5%	3%	10%
Net: Important		98	33	40	26	15	22	25	46	21	15	18	38	42	83	15
		71%	68%	74%	71%	67%	71%	73%	76%	79%	63%	69%	82% 	64%	73%	60%
Mean score		4.1	4.0	4.2	4.0	4.0	4.1	4.2	4.1	4.1	4.0	3.9	4.4 	3.9	4.1	3.8

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

Jobs Outlook - Combined

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

Quality of service

Base: All who recruit temporary agency workers

		WAVE			REGION						SIZE			SECTOR		
		Total	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	*d	e	f	g	*h	*i	*j	k	l	m	*n
Unweighted Total		140	48	55	37	23	31	35	58	23	28	26	48	66	117	23
Weighted Total		138	48	54	36	23	31	34	60	26	24	26	46	66	113	24
		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%	2%	-	-	4%	-	-	-	-	-	3%	-	-	1%	-
2	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
3	(3)	5	1	3	2	1	2	2	3	1	-	2	-	4	4	1
		4%	1%	5%	5%	4%	6%	5%	4%	3%	-	6%	-	6%	4%	4%
4	(4)	29	13	11	5	5	7	9	14	5	3	6	7	17	23	6
		21%	27%	21%	14%	24%	21%	26%	23%	20%	14%	21%	15%	26%	21%	25%
5 Very important	(5)	95	29	38	29	14	21	22	40	18	20	17	38	40	81	14
		69%	59%	71%	80% a	60%	68%	66%	67%	68%	86%	64%	83% l	62%	72%	56%
N/A		7	5	2	-	2	2	1	4	2	-	2	1	4	3	4
		5%	11% c	3%	-	8%	5%	3%	6%	9%	-	6%	2%	7%	3%	15%
NETS																
Net: Not important		1	1	-	-	1	-	-	-	-	-	1	-	-	1	-
		1%	2%	-	-	4%	-	-	-	-	-	3%	-	-	1%	-
Net: Important		125	41	49	34	19	28	31	54	23	24	22	45	58	105	20
		91%	86%	92%	95%	84%	89%	92%	90%	87%	100%	84%	98% l	88%	92%	82%
Mean score		4.7	4.6	4.7	4.7	4.5	4.7	4.6	4.7	4.7	4.9	4.5	4.9 l	4.6	4.7	4.6

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

Jobs Outlook - Combined

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

Brand image of the agency

Base: All who recruit temporary agency workers

		WAVE				REGION						SIZE			SECTOR	
		Total	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	*d	e	f	g	*h	*i	*j	k	l	m	*n
Unweighted Total		140	48	55	37	23	31	35	58	23	28	26	48	66	117	23
Weighted Total		138	48	54	36	23	31	34	60	26	24	26	46	66	113	24
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
1 Not at all important	(1)	17	11	5	1	3	4	4	7	3	3	3	6	8	12	5
		12%	23% c	9%	2%	12%	13%	11%	12%	12%	14%	10%	13%	13%	11%	19%
2	(2)	25	8	9	8	5	3	11	12	1	4	5	7	13	18	7
		18%	16%	17%	22%	23%	9%	32% e	20%	4%	19%	18%	15%	20%	16%	27%
3	(3)	43	12	21	10	8	11	9	17	8	7	6	15	22	36	7
		32%	25%	39%	29%	34%	36%	27%	29%	31%	31%	24%	32%	34%	32%	30%
4	(4)	33	11	13	9	4	9	10	17	7	3	7	12	14	31	2
		24%	22%	24%	26%	17%	29%	28%	28%	28%	14%	26%	26%	22%	27%	7%
5 Very important	(5)	16	5	4	7	2	3	1	6	5	5	4	7	6	13	3
		12%	11%	7%	21% b	10%	8%	2%	10%	20%	23%	16%	14%	9%	12%	12%
N/A		3	2	2	-	1	2	-	1	1	-	2	-	2	3	1
		3%	3%	3%	-	4%	5%	-	2%	4%	-	6%	-	3%	2%	4%
NETS																
Net: Not important		41	19	14	9	8	7	15	19	4	8	7	13	22	30	11
		30%	39%	26%	24%	35%	22%	43%	32%	17%	32%	28%	27%	33%	27%	46%
Net: Important		49	16	16	17	6	12	10	23	13	9	11	18	20	44	5
		36%	33%	31%	47%	27%	37%	30%	38%	48%	37%	42%	40%	30%	39%	20%
Mean score		3.1	2.8	3.0	3.4 a	2.9	3.1	2.8	3.0	3.4	3.1	3.2	3.1	2.9	3.1	2.7

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

Jobs Outlook - Combined

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

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

Base: All who recruit temporary agency workers

		WAVE				REGION						SIZE			SECTOR	
		Total	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	*d	e	f	g	*h	*i	*j	k	l	m	*n
Unweighted Total		140	48	55	37	23	31	35	58	23	28	26	48	66	117	23
Weighted Total		138	48	54	36	23	31	34	60	26	24	26	46	66	113	24
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
1 Not at all important	(1)	4	4	-	-	3	-	-	2	2	-	2	1	2	3	2
		3%	9%	-	-	12%	-	-	3%	6%	-	7%	2%	2%	2%	6%
			b													
2	(2)	1	1	-	-	-	1	-	-	-	-	-	-	1	1	-
		1%	2%	-	-	-	3%	-	-	-	-	-	-	1%	1%	-
3	(3)	16	4	9	3	2	2	7	10	2	2	5	4	7	15	1
		11%	9%	16%	8%	8%	6%	21%	16%	9%	10%	18%	9%	11%	13%	4%
4	(4)	32	8	15	10	4	8	8	16	8	4	4	10	17	24	8
		23%	16%	27%	28%	18%	25%	22%	26%	32%	17%	17%	23%	26%	21%	32%
5 Very important	(5)	80	29	28	23	13	19	18	31	13	17	14	30	36	68	12
		58%	59%	53%	65%	57%	61%	53%	52%	49%	73%	51%	66%	55%	60%	50%
N/A		5	3	2	-	1	2	1	2	1	-	2	-	3	3	2
		3%	6%	3%	-	4%	5%	3%	3%	4%	-	6%	-	4%	2%	8%
NETS																
Net: Not important		5	5	-	-	3	1	-	2	2	-	2	1	2	4	2
		4%	11%	-	-	12%	3%	-	3%	6%	-	7%	2%	4%	3%	6%
			bc													
Net: Important		112	36	43	33	17	27	26	47	21	21	18	41	53	92	20
		82%	75%	80%	92%	76%	86%	75%	78%	82%	90%	68%	89%	81%	81%	82%
				a												
Mean score		4.4	4.2	4.4	4.6	4.1	4.5	4.3	4.3	4.2	4.6	4.1	4.5	4.4	4.4	4.3

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

Jobs Outlook - Combined

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

Management information provided

Base: All who recruit temporary agency workers

			WAVE			REGION						SIZE			SECTOR	
		Total	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	*d	e	f	g	*h	*i	*j	k	l	m	*n
Unweighted Total		140	48	55	37	23	31	35	58	23	28	26	48	66	117	23
Weighted Total		138	48	54	36	23	31	34	60	26	24	26	46	66	113	24
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
1 Not at all important	(1)	8	6	1	1	3	-	2	5	3	-	2	3	3	6	2
		6%	12% b	2%	4%	14%	-	5%	8%	11%	-	7%	7%	4%	6%	6%
2	(2)	8	3	5	-	-	2	5	6	1	1	2	2	4	8	-
		6%	7%	10%	-	-	7%	14%	9%	3%	3%	8%	5%	6%	7%	-
3	(3)	40	10	19	10	7	12	8	16	8	4	9	9	22	32	8
		29%	21%	36%	28%	30%	39%	24%	27%	31%	18%	33%	19%	34%	28%	31%
4	(4)	33	8	13	12	4	8	9	13	4	8	3	14	16	25	8
		24%	17%	24%	33%	18%	25%	25%	22%	17%	35%	10%	31%	25%	22%	33%
5 Very important	(5)	45	19	13	13	7	8	11	20	9	10	9	17	19	39	6
		33%	39%	25%	35%	33%	24%	31%	33%	34%	44%	35%	37%	29%	34%	25%
N/A		3	2	2	-	1	2	-	1	1	-	2	-	2	3	1
		3%	3%	3%	-	4%	5%	-	2%	4%	-	6%	-	3%	2%	4%
NETS																
Net: Not important		16	9	6	1	3	2	7	10	4	1	4	6	7	15	2
		12%	19% c	11%	4%	14%	7%	19%	17%	14%	3%	15%	13%	10%	13%	6%
Net: Important		78	27	26	24	12	15	19	33	13	19	12	31	35	64	14
		57%	57%	49%	68%	52%	49%	56%	54%	51%	79%	45%	68%	54%	56%	59%
Mean score		3.7	3.7	3.6	4.0	3.6	3.7	3.6	3.6	3.6	4.2	3.6	3.8	3.7	3.7	3.7

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

			WAVE			REGION						SIZE			SECTOR	
		Total	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	*d	e	f	g	*h	*i	*j	k	l	m	*n
Unweighted Total		140	48	55	37	23	31	35	58	23	28	26	48	66	117	23
Weighted Total		138	48	54	36	23	31	34	60	26	24	26	46	66	113	24
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
1 Not at all important	(1)	25	13	8	4	4	3	9	14	5	3	6	7	12	17	7
		18%	27%	15%	10%	18%	10%	25%	24%	21%	13%	22%	15%	18%	15%	31%
2	(2)	24	8	8	8	3	6	9	11	2	4	4	6	14	20	3
		17%	16%	15%	22%	12%	18%	27%	19%	8%	16%	15%	13%	21%	18%	13%
3	(3)	38	12	16	10	6	7	10	19	9	6	7	16	15	34	4
		28%	25%	30%	27%	26%	23%	29%	31%	34%	25%	28%	34%	23%	30%	16%
4	(4)	30	11	10	9	5	11	4	10	6	4	5	8	16	24	6
		22%	22%	19%	25%	23%	34%	11%	17%	24%	17%	19%	18%	25%	21%	24%
5 Very important	(5)	18	3	9	6	4	3	2	5	3	7	3	9	7	15	3
		13%	7%	17%	17%	16%	9%	7%	8%	10%	29%	10%	20%	10%	14%	12%
N/A		3	2	2	-	1	2	-	1	1	-	2	-	2	3	1
		3%	3%	3%	-	4%	5%	-	2%	4%	-	6%	-	3%	2%	4%
NETS																
Net: Not important		48	21	16	11	7	9	18	26	7	7	10	12	26	38	11
		35%	43%	30%	32%	31%	28%	53% e	42%	29%	29%	37%	27%	40%	33%	43%
Net: Important		48	14	19	15	9	13	6	15	9	11	8	17	23	39	9
		35%	29%	36%	41%	39%	43% f	18%	25%	34%	46%	29%	38%	35%	35%	37%
Mean score		3.0	2.6	3.1	3.2	3.1	3.1	2.5	2.7	2.9	3.3	2.8	3.2	2.9	3.0	2.7

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

Jobs Outlook - Combined

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

Other

Base: All who recruit temporary agency workers

		WAVE			REGION						SIZE			SECTOR		
		Total	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	*d	e	f	g	*h	*i	*j	k	l	m	*n
Unweighted Total		140	48	55	37	23	31	35	58	23	28	26	48	66	117	23
Weighted Total		138	48	54	36	23	31	34	60	26	24	26	46	66	113	24
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
1 Not at all important	(1)	4	4	-	-	1	2	1	1	-	-	1	1	2	2	1
		3%	7% b	-	-	4%	5%	3%	2%	-	-	3%	3%	2%	2%	5%
2	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
3	(3)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
4	(4)	4	3	-	2	1	2	1	1	-	1	-	2	3	2	3
		3%	5%	-	5%	4%	6%	3%	2%	-	4%	-	4%	4%	2%	11%
5 Very important	(5)	2	-	-	2	-	-	2	2	-	-	-	1	1	2	-
		1%	-	-	5%	-	-	5%	3%	-	-	-	2%	1%	2%	-
N/A		128	42	54	32	21	28	30	56	26	23	25	42	61	107	21
		93%	87%	100% ac	90%	92%	90%	89%	93%	100%	96%	97%	92%	92%	95%	85%
NETS																
Net: Not important		4	4	-	-	1	2	1	1	-	-	1	1	2	2	1
		3%	7% b	-	-	4%	5%	3%	2%	-	-	3%	3%	2%	2%	5%
Net: Important		6	3	-	4	1	2	3	3	-	1	-	3	4	4	3
		5%	5%	-	10% b	4%	6%	8%	5%	-	4%	-	6%	5%	3%	11%
Mean score		3.1	2.3	-	4.5	2.5	2.6	3.6	3.6	-	4.0	1.0	3.3	3.3	3.1	3.1

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)	138 100%	11 8%	7 5%	25 18%	31 23%	63 45%	18 13%	94 68%	3.9
Responding to growth, as new customers are won	138 100%	22 16%	8 6%	37 27%	39 28%	31 23%	30 22%	70 51%	3.3
Managing fast changing organisational requirements	138 100%	20 14%	10 7%	26 19%	36 26%	46 34%	29 21%	82 60%	3.6
Covering short term staff leave or absences	138 100%	22 16%	10 7%	17 12%	29 21%	60 44%	32 23%	89 65%	3.7
Helping to keep running costs down	138 100%	24 18%	11 8%	25 18%	31 23%	46 34%	35 25%	77 56%	3.5
Managing uncertainty during economic downturn or at other times	138 100%	35 25%	16 12%	29 21%	31 23%	27 19%	50 37%	58 42%	3.0
Providing short term access to key strategic skills	138 100%	23 16%	11 8%	27 19%	30 22%	47 34%	34 25%	77 56%	3.5

Jobs Outlook - Combined

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

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

Base: All who recruit temporary agency workers

		WAVE				REGION						SIZE			SECTOR	
		Total	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	*d	e	f	g	*h	*i	*j	k	l	m	*n
Unweighted Total		140	48	55	37	23	31	35	58	23	28	26	48	66	117	23
Weighted Total		138	48	54	36	23	31	34	60	26	24	26	46	66	113	24
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
1 Not at all important	(1)	11	5	3	3	3	2	3	4	1	3	3	5	2	11	-
		8%	11%	5%	9%	12%	5%	8%	7%	5%	11%	13%	12%	3%	10%	-
2	(2)	7	2	3	2	-	3	3	4	1	-	-	2	5	6	1
		5%	4%	5%	6%	-	8%	9%	7%	5%	-	-	4%	8%	5%	5%
3	(3)	25	3	13	9	4	3	11	14	3	5	8	7	10	21	5
		18%	7%	24%	26%	17%	10%	32%	23%	10%	20%	31%	15%	16%	18%	19%
				a	a			e								
4	(4)	31	11	16	5	6	8	4	11	7	6	4	9	18	28	4
		23%	22%	30%	14%	26%	27%	11%	19%	28%	25%	17%	19%	28%	24%	16%
5 Very important	(5)	63	27	20	16	10	15	13	27	13	10	10	23	30	48	15
		45%	56%	37%	45%	45%	49%	39%	44%	52%	44%	39%	50%	45%	42%	60%
NETS																
Net: Not important		18	7	5	5	3	4	6	9	3	3	3	7	7	17	1
		13%	15%	10%	15%	12%	14%	17%	14%	10%	11%	13%	16%	11%	15%	5%
Net: Important		94	37	36	21	16	24	17	38	21	16	15	31	48	76	18
		68%	77%	66%	59%	71%	76%	51%	63%	80%	69%	56%	69%	73%	67%	75%
							f									
Mean score		3.9	4.1	3.9	3.8	3.9	4.1	3.6	3.9	4.2	3.9	3.7	3.9	4.0	3.8	4.3

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

Jobs Outlook - Combined

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

Responding to growth, as new customers are won

Base: All who recruit temporary agency workers

		WAVE				REGION						SIZE			SECTOR	
		Total	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	*d	e	f	g	*h	*i	*j	k	l	m	*n
Unweighted Total		140	48	55	37	23	31	35	58	23	28	26	48	66	117	23
Weighted Total		138	48	54	36	23	31	34	60	26	24	26	46	66	113	24
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
1 Not at all important	(1)	22	10	5	8	5	5	6	11	5	2	6	6	11	19	4
		16%	21%	8%	21%	23%	15%	18%	18%	19%	7%	21%	13%	16%	17%	14%
2	(2)	8	5	3	-	1	2	3	4	1	1	1	1	6	7	1
		6%	11% c	6%	-	4%	7%	9%	7%	5%	3%	4%	3%	9%	6%	5%
3	(3)	37	7	15	16	7	5	9	18	9	8	4	14	19	31	6
		27%	14%	28%	44% a	30%	15%	26%	29%	34%	35%	17%	31%	29%	27%	26%
4	(4)	39	15	19	4	5	11	9	17	7	7	6	15	18	31	7
		28%	31% c	36% c	12%	22%	34%	28%	27%	27%	28%	24%	32%	27%	28%	29%
5 Very important	(5)	31	11	11	8	5	9	7	11	4	6	9	9	13	25	6
		23%	24%	21%	23%	20%	29%	20%	18%	16%	27%	34%	20%	19%	22%	24%
NETS																
Net: Not important		30	15	8	8	6	7	9	15	6	2	7	7	16	26	5
		22%	32% b	14%	21%	27%	21%	27%	25%	23%	10%	25%	16%	25%	23%	20%
Net: Important		70	26	31	13	10	20	16	27	11	13	15	24	30	57	13
		51%	55% c	58% c	35%	43%	63%	48%	46%	43%	55%	58%	53%	46%	50%	54%
Mean score		3.3	3.3	3.6	3.2	3.1	3.6	3.2	3.2	3.2	3.6	3.5	3.4	3.2	3.3	3.4

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

Jobs Outlook - Combined

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

Managing fast changing organisational requirements

Base: All who recruit temporary agency workers

			WAVE			REGION						SIZE			SECTOR	
		Total	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	*d	e	f	g	*h	*i	*j	k	l	m	*n
Unweighted Total		140	48	55	37	23	31	35	58	23	28	26	48	66	117	23
Weighted Total		138	48	54	36	23	31	34	60	26	24	26	46	66	113	24
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
1 Not at all important	(1)	20	8	9	3	3	6	7	9	2	2	6	5	8	18	2
		14%	16%	17%	9%	13%	20%	20%	15%	8%	7%	24%	12%	12%	16%	9%
2	(2)	10	3	4	3	3	5	2	2	-	-	1	3	7	6	3
		7%	6%	7%	8%	12%	15%	6%	4%	-	-	3%	5%	10%	6%	14%
3	(3)	26	9	9	8	2	2	8	15	7	6	3	11	12	18	8
		19%	18%	17%	23%	11%	8%	23%	25%	27%	26%	13%	24%	18%	16%	34%
4	(4)	36	14	15	7	9	9	6	14	7	4	6	11	19	33	3
		26%	29%	28%	18%	38%	30%	19%	23%	28%	18%	21%	24%	29%	29%	13%
5 Very important	(5)	46	15	17	15	6	8	11	21	10	11	10	16	20	39	7
		34%	31%	31%	41%	26%	27%	32%	34%	37%	48%	39%	35%	31%	34%	31%
NETS																
Net: Not important		29	10	13	6	6	11	9	11	2	2	7	8	15	24	5
		21%	22%	24%	18%	26%	35%	26%	18%	8%	7%	27%	17%	22%	21%	22%
Net: Important		82	29	32	21	14	18	17	34	17	16	16	27	39	71	11
		60%	60%	59%	59%	64%	57%	51%	57%	65%	67%	60%	59%	60%	63%	44%
Mean score		3.6	3.5	3.5	3.7	3.5	3.3	3.4	3.6	3.9	4.0	3.5	3.6	3.6	3.6	3.4

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

Jobs Outlook - Combined

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

Covering short term staff leave or absences

Base: All who recruit temporary agency workers

			WAVE			REGION						SIZE			SECTOR	
		Total	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	*d	e	f	g	*h	*i	*j	k	l	m	*n
Unweighted Total		140	48	55	37	23	31	35	58	23	28	26	48	66	117	23
Weighted Total		138	48	54	36	23	31	34	60	26	24	26	46	66	113	24
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
1 Not at all important	(1)	22	9	8	5	5	2	7	11	4	4	5	8	8	16	5
		16%	18%	16%	13%	21%	8%	22%	18%	14%	15%	20%	18%	13%	14%	22%
2	(2)	10	3	6	2	1	4	3	6	2	-	3	3	5	10	-
		7%	6%	11%	5%	4%	11%	10%	10%	9%	-	10%	6%	8%	9%	-
3	(3)	17	6	5	5	5	3	3	7	4	2	3	6	8	17	-
		12%	13%	10%	14%	22%	11%	8%	11%	15%	7%	11%	13%	12%	15%	-
4	(4)	29	11	11	7	4	9	5	11	6	6	4	7	18	20	9
		21%	22%	21%	20%	18%	28%	15%	18%	22%	24%	15%	16%	27%	18%	36%
5 Very important	(5)	60	20	23	17	8	13	16	26	10	13	12	22	26	50	10
		44%	41%	43%	48%	35%	42%	45%	43%	40%	55%	45%	48%	40%	44%	42%
NETS																
Net: Not important		32	11	14	6	6	6	11	17	6	4	8	11	13	26	5
		23%	23%	26%	18%	25%	19%	32%	28%	23%	15%	30%	23%	20%	23%	22%
Net: Important		89	31	34	24	12	22	21	37	16	19	16	29	44	70	19
		65%	63%	64%	68%	53%	70%	60%	61%	62%	78%	59%	64%	68%	62%	78%
Mean score		3.7	3.6	3.6	3.9	3.4	3.9	3.5	3.6	3.7	4.0	3.5	3.7	3.7	3.7	3.7

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

Jobs Outlook - Combined

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

Helping to keep running costs down

Base: All who recruit temporary agency workers

			WAVE			REGION						SIZE			SECTOR	
		Total	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	*d	e	f	g	*h	*i	*j	k	l	m	*n
Unweighted Total		140	48	55	37	23	31	35	58	23	28	26	48	66	117	23
Weighted Total		138	48	54	36	23	31	34	60	26	24	26	46	66	113	24
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
1 Not at all important	(1)	24	5	11	9	4	3	10	13	3	3	3	9	13	21	3
		18%	10%	21%	24%	19%	11%	29%	22%	13%	15%	10%	19%	20%	19%	12%
2	(2)	11	6	4	1	1	2	3	6	3	1	1	1	9	8	3
		8%	12%	8%	2%	4%	8%	9%	10%	12%	4%	4%	2%	13% k	7%	12%
3	(3)	25	6	12	8	6	4	5	10	5	4	5	7	13	19	6
		18%	12%	23%	21%	28%	14%	15%	17%	20%	18%	18%	16%	20%	17%	24%
4	(4)	31	10	12	9	4	5	7	15	7	7	6	13	13	28	3
		23%	21%	23%	25%	17%	18%	21%	24%	28%	30%	21%	28%	19%	25%	11%
5 Very important	(5)	46	22	14	10	7	16	9	16	7	8	13	16	18	37	10
		34%	46% b	26%	29%	32%	50% fg	26%	26%	27%	33%	48%	34%	28%	32%	41%
NETS																
Net: Not important		35	10	15	9	5	6	13	19	6	4	4	10	22	29	6
		25%	22%	28%	26%	23%	19%	38%	32%	25%	19%	13%	21%	33%	26%	24%
Net: Important		77	32	26	19	11	21	16	30	14	15	18	28	31	65	13
		56%	67%	49%	53%	49%	68%	47%	50%	55%	63%	69%	62%	47%	57%	52%
Mean score		3.5	3.8	3.3	3.3	3.4	3.9 fg	3.1	3.2	3.4	3.6	3.9	3.6	3.2	3.4	3.6

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

Jobs Outlook - Combined

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

Managing uncertainty during economic downturn or at other times

Base: All who recruit temporary agency workers

		WAVE				REGION						SIZE			SECTOR	
		Total	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	*d	e	f	g	*h	*i	*j	k	l	m	*n
Unweighted Total		140	48	55	37	23	31	35	58	23	28	26	48	66	117	23
Weighted Total		138	48	54	36	23	31	34	60	26	24	26	46	66	113	24
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
1 Not at all important	(1)	35	15	11	8	7	6	12	18	6	4	10	12	12	26	9
		25%	31%	21%	24%	29%	20%	36%	31%	24%	15%	37%	27%	19%	23%	36%
2	(2)	16	6	5	5	2	5	4	6	2	3	3	3	9	12	4
		12%	12%	10%	13%	9%	17%	11%	10%	8%	11%	13%	6%	14%	10%	17%
3	(3)	29	8	16	6	5	4	12	17	5	4	3	9	17	27	3
		21%	16%	30%	16%	21%	13%	35% e	28%	19%	17%	13%	19%	26%	24%	11%
4	(4)	31	9	12	10	5	9	4	9	5	9	5	15	12	28	3
		23%	19%	22%	28%	21%	28%	11%	15%	20%	36%	18%	32%	18%	25%	13%
5 Very important	(5)	27	11	9	7	4	7	3	10	8	5	5	7	15	21	6
		19%	22%	17%	19%	20%	23%	8%	17%	29%	21%	19%	15%	23%	19%	23%
NETS																
Net: Not important		50	21	17	13	9	11	16	24	8	6	13	15	22	37	13
		37%	43%	31%	37%	38%	36%	47%	40%	32%	26%	51%	34%	33%	33%	54%
Net: Important		58	20	21	17	9	16	6	19	13	13	10	22	26	49	9
		42%	41%	39%	47%	41%	51% f	19%	32%	49%	57%	37%	47%	40%	43%	36%
Mean score		3.0	2.9	3.0	3.1	2.9	3.2 f	2.4	2.8	3.2	3.4	2.7	3.0	3.1	3.1	2.7

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

Jobs Outlook - Combined

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

Providing short term access to key strategic skills

Base: All who recruit temporary agency workers

			WAVE			REGION						SIZE			SECTOR	
		Total	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%			a	b	c	*d	e	f	g	*h	*i	*j	k	l	m	*n
Unweighted Total		140	48	55	37	23	31	35	58	23	28	26	48	66	117	23
Weighted Total		138	48	54	36	23	31	34	60	26	24	26	46	66	113	24
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
1 Not at all important	(1)	23	11	5	7	5	3	6	11	5	4	3	11	9	19	3
		16%	22%	10%	19%	22%	11%	17%	17%	19%	16%	10%	24%	14%	17%	13%
2	(2)	11	3	4	3	3	3	3	3	-	2	2	3	6	8	3
		8%	7%	8%	9%	13%	11%	9%	5%	-	6%	8%	6%	10%	7%	14%
3	(3)	27	5	11	11	1	5	10	16	6	4	5	7	15	22	5
		19%	9%	20%	32% a	5%	18%	29%	27%	24%	17%	19%	15%	23%	20%	19%
4	(4)	30	8	16	7	7	5	4	11	7	7	5	10	15	28	3
		22%	17%	29%	19%	30%	17%	11%	18%	29%	31%	20%	23%	23%	25%	10%
5 Very important	(5)	47	22	17	8	7	13	12	19	8	7	11	15	20	36	10
		34%	45% c	33%	21%	30%	43%	35%	32%	29%	30%	42%	33%	31%	32%	43%
NETS																
Net: Not important		34	14	10	10	8	7	9	14	5	5	5	13	16	27	7
		25%	29%	18%	28%	35%	22%	26%	23%	19%	22%	19%	29%	24%	24%	27%
Net: Important		77	30	33	14	14	19	16	30	15	14	16	26	35	64	13
		56%	62%	62% c	40%	60%	60%	45%	51%	57%	61%	62%	56%	53%	57%	54%
Mean score		3.5	3.6	3.7	3.1	3.3	3.7	3.4	3.4	3.5	3.5	3.8	3.4	3.5	3.5	3.6

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	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	*d	e	f	g	*h	*i	*j	k	l	m	*n
Unweighted Total	140	48	55	37	23	31	35	58	23	28	26	48	66	117	23
Weighted Total	138	48	54	36	23	31	34	60	26	24	26	46	66	113	24
	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	20	9	7	5	3	6	5	9	4	3	11	4	5	16	4
	15%	18%	12%	14%	12%	18%	15%	15%	14%	13%	41%	9%	8%	15%	15%
Temporary agency workers earn less than they would if they were permanent	7	3	3	1	-	3	2	3	1	1	2	-	5	5	2
	5%	7%	5%	2%	-	11%	5%	5%	4%	4%	7%	-	8% k	5%	7%
Temporary agency workers earn about the same as they would if they were permanent	94	30	37	26	17	17	25	42	17	17	10	36	47	79	15
	68%	62%	70%	73%	75%	56%	72%	70%	67%	73%	40%	79%	72%	70%	60%
Not applicable/Don't know	17	6	7	4	3	5	3	7	4	2	3	5	8	12	4
	12%	13%	12%	11%	13%	16%	8%	11%	15%	10%	12%	12%	12%	11%	18%

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	May 2016	June 2016	July 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	324	129	108	87	70	72	73	117	44	65	130	78	116	260	64
Weighted Total	321	125	108	88	70	73	70	120	51	57	132	74	115	253	68
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
0	72	34	27	11	22	17	15	25	10	8	53	14	5	62	10
	23%	28%	25%	13%	31%	23%	22%	21%	20%	14%	40%	19%	5%	25%	15%
		c	c		i						kl	l			
1-9	40	21	9	10	7	10	10	15	5	8	8	17	15	25	15
	12%	17%	9%	11%	9%	14%	15%	12%	9%	14%	6%	22%	13%	10%	22%
												j			m
10-19	19	5	8	6	5	2	7	9	2	4	4	10	5	15	4
	6%	4%	8%	7%	7%	2%	10%	8%	4%	6%	3%	14%	4%	6%	6%
							e					jl			
20-49	24	12	7	6	3	7	4	7	4	7	10	4	10	21	3
	8%	9%	6%	7%	4%	10%	5%	6%	7%	12%	8%	6%	9%	8%	4%
50	22	9	7	6	8	2	3	8	5	4	9	4	9	16	6
	7%	7%	6%	7%	11%	3%	4%	6%	10%	7%	7%	5%	8%	6%	9%
51+	41	16	14	10	8	9	11	18	7	6	20	9	12	31	10
	13%	13%	13%	12%	11%	13%	16%	15%	13%	10%	15%	12%	10%	12%	15%
Don't know	103	29	36	38	19	25	19	38	19	21	27	16	60	83	20
	32%	23%	33%	44%	27%	34%	28%	32%	37%	37%	21%	22%	52%	33%	29%
				a									jk		
NETS															
Net: At least 1%	146	62	45	38	29	31	35	57	22	28	52	44	50	108	38
	45%	50%	42%	43%	42%	43%	50%	47%	43%	49%	39%	59%	43%	43%	56%
												jl			
Total	5590	2190	1852	1548	1197	1194	1294	2193	898	1006	2602	1283	1705	4296	1294
Mean score	25.6	22.7	25.7	31.4	23.3	24.9	25.7	26.6	28.1	27.7	24.9	22.0	30.9	25.3	26.9

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