



REC JOBS OUTLOOK RESEARCH

METHODOLOGY NOTE

ComRes interviewed 600 UK employees and owners involved in hiring by telephone between April 11th and June 21st 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

Sector	1
Base: All respondents	
S1. Which region is your organisation based in?	2
Base: All respondents	
S2. Which department do you work in, in your organisation?	4
Base: All respondents	
S3. Which of the following best describes your level of seniority?	5
Base: All respondents	
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Base: All respondents	
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Base: All respondents	
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Jobs Outlook - Combined

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Base: All who recruit permanent members of staff in each job function	
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Base: All who recruit permanent members of staff in each job function	
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*Online Fieldwork: 11th April 2016 - 21st June 2016
Prepared by ComRes*

Jobs Outlook - Combined

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

Jobs Outlook - Combined

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Base: All who recruit temporary agency workers in each job function	
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Base: All who recruit temporary agency workers in each job function	
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Base: All who recruit temporary agency workers in each job function	
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Base: All who recruit temporary agency workers in each job function	
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Base: All who recruit temporary agency workers in each job function	
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	87
Base: All who recruit temporary agency workers in each job function	
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	88
Base: All who recruit temporary agency workers in each job function	
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Base: All who recruit temporary agency workers in each job function	
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Base: All who recruit temporary agency workers in each job function	
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Base: All who recruit temporary agency workers in each job function	
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Base: All who recruit temporary agency workers in each job function	
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Base: All who recruit temporary agency workers in each job function	
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Base: All who recruit temporary agency workers in each job function	
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Base: All who recruit temporary agency workers in each job function	
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Base: All who recruit temporary agency workers in each job function	
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Base: All who recruit temporary agency workers in each job function	
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Base: All who recruit temporary agency workers in each job function	
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Base: All who recruit temporary agency workers in each job function	
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Base: All who recruit temporary agency workers in each job function	
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Prepared by ComRes*

Jobs Outlook - Combined

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

<p>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</p> <p>Base: All who recruit temporary agency workers in each job function</p> <p>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</p> <p>Base: All who recruit temporary agency workers in each job function</p> <p>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</p> <p>Base: All who recruit temporary agency workers in each job function</p> <p>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</p> <p>Base: All who recruit temporary agency workers in each job function</p> <p>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</p> <p>Base: All who recruit temporary agency workers in each job function</p> <p>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</p> <p>Base: All who recruit temporary agency workers in each job function</p> <p>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</p> <p>Base: All who recruit temporary agency workers in each job function</p> <p>Q16. In which, if any, of these job functions do you expect to find a shortage of appropriate candidates for temporary agency worker roles?</p> <p>Base: All who recruit temporary agency workers in each job function</p> <p>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</p> <p>Base: All who recruit temporary agency workers</p> <p>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</p> <p>Base: All who recruit temporary agency workers</p> <p>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</p> <p>Base: All who recruit temporary agency workers</p> <p>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</p> <p>Base: All who recruit temporary agency workers</p> <p>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</p> <p>Base: All who recruit temporary agency workers</p> <p>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</p> <p>Base: All who recruit temporary agency workers</p> <p>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</p> <p>Base: All who recruit temporary agency workers</p> <p>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</p> <p>Base: All who recruit temporary agency workers</p> <p>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</p> <p>Base: All who recruit temporary agency workers</p> <p>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)</p> <p>Base: All who recruit temporary agency workers</p> <p>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</p> <p>Base: All who recruit temporary agency workers</p>	<p>104</p> <p>105</p> <p>106</p> <p>107</p> <p>108</p> <p>109</p> <p>110</p> <p>111</p> <p>113</p> <p>114</p> <p>115</p> <p>116</p> <p>117</p> <p>118</p> <p>119</p> <p>120</p> <p>121</p> <p>122</p> <p>123</p>
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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 ..	124
Base: All who recruit temporary agency workers	
Q18_4. How important or otherwise would you say that temporary agency workers are for your organisation for each of the following? Rate on a scale from 1 to 5, where 1 means not at all important and 5 means very important. Covering short term staff leave or absences	125
Base: All who recruit temporary agency workers	
Q18_5. How important or otherwise would you say that temporary agency workers are for your organisation for each of the following? Rate on a scale from 1 to 5, where 1 means not at all important and 5 means very important. Helping to keep running costs down	126
Base: All who recruit temporary agency workers	
Q18_6. How important or otherwise would you say that temporary agency workers are for your organisation for each of the following? Rate on a scale from 1 to 5, where 1 means not at all important and 5 means very important. Managing uncertainty during economic downturn or at other times	127
Base: All who recruit temporary agency workers	
Q18_7. How important or otherwise would you say that temporary agency workers are for your organisation for each of the following? Rate on a scale from 1 to 5, where 1 means not at all important and 5 means very important. Providing short term access to key strategic skills	128
Base: All who recruit temporary agency workers	
Q19. In terms of temporary agency workers' pay rates, would you say that:	129
Base: All who recruit temporary agency workers	
Q20. Approximately what percentage of the temporary workers you use go on to become permanent members of your staff each year?	130
Base: All who recruit temporary workers	
T1. The Government has set a target to get 1 million more disabled people into work by 2020. What, if anything, do you see as the main barriers to UK businesses hiring more disabled people?	131
Base: Wave 2/3	
T1_1. Digital work platforms are websites that match freelancers or contractors with companies or individuals to carry out 'on demand' work. Digital work platforms in the UK include UpWork, PeoplePerHour and TaskRabbit. Thinking about digital work platforms, to what extent, if at all, do you agree or disagree with each of the following statements? Before today, I had heard of digital work platforms	132
Base: All answering	
T1_2. Digital work platforms are websites that match freelancers or contractors with companies or individuals to carry out 'on demand' work. Digital work platforms in the UK include UpWork, PeoplePerHour and TaskRabbit. Thinking about digital work platforms, to what extent, if at all, do you agree or disagree with each of the following statements? My company has used a digital work platform in the last 12 months	133
Base: All answering	
T1_3. Digital work platforms are websites that match freelancers or contractors with companies or individuals to carry out 'on demand' work. Digital work platforms in the UK include UpWork, PeoplePerHour and TaskRabbit. Thinking about digital work platforms, to what extent, if at all, do you agree or disagree with each of the following statements? Digital work platforms are an important way for my company to source workers	134
Base: All answering	
T1_4. Digital work platforms are websites that match freelancers or contractors with companies or individuals to carry out 'on demand' work. Digital work platforms in the UK include UpWork, PeoplePerHour and TaskRabbit. Thinking about digital work platforms, to what extent, if at all, do you agree or disagree with each of the following statements? Digital work platforms are an important way for my company to engage candidates	135
Base: All answering	
T1_5. Digital work platforms are websites that match freelancers or contractors with companies or individuals to carry out 'on demand' work. Digital work platforms in the UK include UpWork, PeoplePerHour and TaskRabbit. Thinking about digital work platforms, to what extent, if at all, do you agree or disagree with each of the following statements? I would use digital work platforms in the future to source workers for my company	136
Base: All answering	

Jobs Outlook - Combined

Sector

Base: All respondents

	WAVE			REGION						SIZE			SECTOR		
	Total	April 2016	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	e	f	g	h	i	j	k	l	m	n	
Significance Level: 95%															
Unweighted Total	600	200	200	200	134	143	137	230	93	93	285	136	179	494	106
Weighted Total	600	200	200	200	131	145	134	235	101	89	287	132	181	494	106
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Private	494	165	165	165	119	126	112	205	93	45	243	109	143	494	-
	82%	82%	82%	82%	91%	87%	83%	87%	92%	51%	85%	82%	79%	100%	-
					i	i	i	i	i					n	
Public	106	35	35	35	12	19	22	31	8	44	44	24	38	-	106
	18%	18%	18%	18%	9%	13%	17%	13%	8%	49%	15%	18%	21%	-	100%
									defgh					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	April 2016	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	e	f	g	h	i	j	k	l	m	n	
Significance Level: 95%															
Unweighted Total	600	200	200	200	134	143	137	230	93	93	285	136	179	494	106
Weighted Total	600	200	200	200	131	145	134	235	101	89	287	132	181	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	12	12	40	10
	8%	8%	8%	8%	-	-	37%	21%	-	-	9%	9%	7%	8%	10%
							degghi	dehi							
South East	84	28	28	28	-	-	84	84	-	-	34	19	31	72	12
	14%	14%	14%	14%	-	-	63%	36%	-	-	12%	15%	17%	15%	12%
							degghi	dehi							
London	101	34	34	34	-	-	-	101	101	-	51	17	33	93	8
	17%	17%	17%	17%	-	-	-	43%	100%	-	18%	13%	18%	19%	8%
								defi	defgi					n	
East of England	55	18	18	18	-	55	-	-	-	-	27	8	20	48	7
	9%	9%	9%	9%	-	38%	-	-	-	-	10%	6%	11%	10%	7%
						dfghi									
West Midlands	49	16	16	16	-	49	-	-	-	-	30	9	10	43	6
	8%	8%	8%	8%	-	34%	-	-	-	-	10%	7%	6%	9%	6%
						dfghi									
East Midlands	40	13	13	13	-	40	-	-	-	-	19	11	10	35	5
	7%	7%	7%	7%	-	28%	-	-	-	-	7%	9%	5%	7%	5%
						dfghi									
North West	64	21	21	21	64	-	-	-	-	-	25	19	21	59	5
	11%	11%	11%	11%	49%	-	-	-	-	-	9%	14%	11%	12%	5%
					efghi									n	
North East	20	7	7	7	20	-	-	-	-	-	9	6	5	16	4
	3%	3%	3%	3%	16%	-	-	-	-	-	3%	5%	3%	3%	4%
					efghi										
Yorkshire & The Humber	47	16	16	16	47	-	-	-	-	-	29	8	10	44	3
	8%	8%	8%	8%	36%	-	-	-	-	-	10%	6%	5%	9%	3%
					efghi									n	
Scotland	49	16	16	16	-	-	-	-	-	49	19	11	19	19	30
	8%	8%	8%	8%	-	-	-	-	-	55%	7%	8%	11%	4%	28%
										defgh				m	
Wales	25	8	8	8	-	-	-	-	-	25	13	8	4	18	7
	4%	4%	4%	4%	-	-	-	-	-	28%	5%	6%	2%	4%	7%
										defgh					
Northern Ireland	15	5	5	5	-	-	-	-	-	15	6	4	5	9	6
	2%	2%	2%	3%	-	-	-	-	-	17%	2%	3%	3%	2%	6%
										defgh				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	April 2016	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	e	f	g	h	i	j	k	l	m	n	
Significance Level: 95%															
Unweighted Total	600	200	200	200	134	143	137	230	93	93	285	136	179	494	106
Weighted Total	600	200	200	200	131	145	134	235	101	89	287	132	181	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	April 2016	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	e	f	g	h	i	j	k	l	m	n	
Significance Level: 95%															
Unweighted Total	600	200	200	200	134	143	137	230	93	93	285	136	179	494	106
Weighted Total	600	200	200	200	131	145	134	235	101	89	287	132	181	494	106
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
HR	286	138	63	85	60	62	69	117	49	47	44	96	146	224	62
	48%	69%	31%	43%	46%	43%	51%	50%	48%	53%	15%	72%	81%	45%	59%
		bc		b								j	j		m
Other	314	62	137	115	71	83	66	118	52	41	243	36	34	270	44
	52%	31%	69%	57%	54%	57%	49%	50%	52%	47%	85%	28%	19%	55%	41%
			ac	a							kl			n	

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

Jobs Outlook - Combined

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

Base: All respondents

	WAVE			REGION						SIZE			SECTOR		
	Total	April 2016	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	e	f	g	h	i	j	k	l	m	n	
Significance Level: 95%															
Unweighted Total	600	200	200	200	134	143	137	230	93	93	285	136	179	494	106
Weighted Total	600	200	200	200	131	145	134	235	101	89	287	132	181	494	106
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Senior management/ board level	299	62	119	117	66	70	80	128	48	34	197	59	43	244	54
	50%	31%	60%	59%	51%	49%	59%	54%	48%	38%	69%	44%	24%	49%	52%
		a	a				i	i			kl	l			
Management	193	82	65	46	45	49	31	64	33	35	82	43	69	157	36
	32%	41%	32%	23%	34%	34%	23%	27%	33%	40%	28%	32%	38%	32%	34%
		c	c		f			fg				j			
Non-Managerial	108	55	16	36	20	25	23	43	20	20	9	31	69	93	15
	18%	28%	8%	18%	15%	18%	17%	18%	20%	22%	3%	23%	38%	19%	14%
		bc	b									j	jk		

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

Jobs Outlook - Combined

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

Base: All respondents

	WAVE			REGION						SIZE			SECTOR		
	Total	April 2016	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	e	f	g	h	i	j	k	l	m	n	
Significance Level: 95%															
Unweighted Total	600	200	200	200	134	143	137	230	93	93	285	136	179	494	106
Weighted Total	600	200	200	200	131	145	134	235	101	89	287	132	181	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	287	132	181	494	106
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Training of employees	467	148	166	152	108	105	106	187	80	67	239	112	116	391	75
	78%	74%	83%	76%	82%	72%	79%	79%	80%	76%	83%	85%	64%	79%	71%
			a								l	l			
Assessment of employees	468	145	168	156	113	112	98	180	82	63	243	108	116	394	74
	78%	72%	84%	78%	86%	77%	73%	76%	81%	71%	85%	82%	64%	80%	70%
			a								l	l		n	
Supporting employees (e.g. with questions or grievances)	534	172	190	171	124	130	106	199	93	81	261	123	149	442	92
	89%	86%	95%	86%	94%	90%	79%	85%	92%	91%	91%	93%	83%	89%	87%
			ac		fg	f			f	f	l	l			
None	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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

Jobs Outlook - Combined

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

Base: All respondents

	WAVE			REGION						SIZE			SECTOR		
	Total	April 2016	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	e	f	g	h	i	j	k	l	m	n	
Significance Level: 95%															
Unweighted Total	600	200	200	200	134	143	137	230	93	93	285	136	179	494	106
Weighted Total	600	200	200	200	131	145	134	235	101	89	287	132	181	494	106
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
0-9	192	21	82	89	45	51	40	74	35	22	192	-	-	165	27
	32%	11%	41%	44%	35%	35%	29%	32%	35%	24%	67%	-	-	33%	26%
		a	a								kl				
10-49	95	35	34	27	17	25	20	36	16	17	95	-	-	78	17
	16%	17%	17%	13%	13%	17%	15%	15%	16%	19%	33%	-	-	16%	16%
											kl				
50-249	132	58	40	35	33	29	31	48	17	22	-	132	-	109	24
	22%	29%	20%	17%	25%	20%	23%	20%	17%	25%	-	100%	-	22%	22%
		bc										jl			
250+	181	86	44	50	36	40	43	77	33	28	-	-	181	143	38
	30%	43%	22%	25%	27%	28%	32%	33%	33%	32%	-	-	100%	29%	36%
		bc											jk		

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	April 2016	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	e	f	g	h	i	j	k	l	m	n	
Significance Level: 95%															
Unweighted Total	600	200	200	200	134	143	137	230	93	93	285	136	179	494	106
Weighted Total	600	200	200	200	131	145	134	235	101	89	287	132	181	494	106
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Agriculture, forestry & fishing	8 1%	3 1%	3 1%	2 1%	4 3%	- -	2 1%	3 1%	1 1%	1 1%	3 1%	2 2%	2 1%	5 1%	3 3%
Production	54 9%	18 9%	18 9%	18 9%	15 11%	17 11%	15 11%	15 6%	- -	8 9%	14 5%	16 12%	23 13%	44 9%	10 9%
Construction	34 6%	13 6%	11 5%	10 5%	7 6%	9 6%	8 6%	11 5%	3 3%	6 7%	20 7%	8 6%	5 3%	28 6%	6 5%
Motor trades	30 5%	9 5%	11 5%	10 5%	6 5%	6 4%	8 6%	14 6%	6 6%	4 4%	18 6%	8 6%	4 2%	22 4%	7 7%
Wholesale	28 5%	10 5%	9 5%	9 4%	5 4%	9 6%	6 4%	10 4%	4 4%	4 5%	20 7%	2 1%	7 4%	26 5%	2 2%
Retail	30 5%	10 5%	10 5%	10 5%	2 1%	8 5%	8 6%	13 5%	5 5%	7 8%	21 7%	3 3%	5 3%	22 4%	7 7%
Transport & storage (inc. postal)	28 5%	10 5%	9 4%	9 5%	5 4%	10 7%	3 3%	7 3%	4 4%	6 6%	13 5%	7 5%	8 4%	22 4%	6 6%
Accommodation & food services	38 6%	12 6%	13 7%	14 7%	12 9%	10 7%	7 5%	12 5%	5 5%	5 6%	16 6%	7 6%	15 8%	31 6%	7 7%
Information & communication	25 4%	7 4%	8 4%	9 5%	9 7%	5 3%	3 2%	7 3%	4 4%	4 4%	14 5%	8 6%	3 1%	18 4%	6 6%
Finance & insurance	21 4%	7 4%	6 3%	8 4%	6 5%	5 3%	2 1%	7 3%	5 5%	3 3%	7 2%	6 4%	9 5%	19 4%	3 2%
Property	15 2%	4 2%	5 3%	6 3%	2 2%	5 4%	2 2%	6 2%	4 3%	2 2%	8 3%	3 2%	4 2%	11 2%	4 4%
Professional, scientific & technical	51 8%	17 9%	17 8%	17 8%	11 9%	14 9%	13 9%	20 9%	8 7%	6 7%	27 9%	12 9%	12 7%	44 9%	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	April 2016	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	e	f	g	h	i	j	k	l	m	n	
Significance Level: 95%															
Unweighted Total	600	200	200	200	134	143	137	230	93	93	285	136	179	494	106
Weighted Total	600	200	200	200	131	145	134	235	101	89	287	132	181	494	106
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Business administration and support services	49	17	17	15	12	9	15	23	8	5	23	14	12	42	7
	8%	9%	8%	7%	9%	6%	11%	10%	8%	6%	8%	10%	7%	9%	7%
Public administration and defence	31	10	10	11	6	6	6	12	6	7	9	2	20	29	2
	5%	5%	5%	5%	5%	4%	4%	5%	6%	7%	3%	1%	11% jk	6%	2%
Education	51	18	15	17	8	7	13	25	12	11	19	12	20	36	14
	8%	9%	8%	8%	6%	5%	10%	11%	12% e	13% e	7%	9%	11%	7%	14% m
Health	75	24	26	25	14	21	15	32	16	9	37	18	20	64	11
	13%	12%	13%	12%	11%	14%	11%	14%	16%	10%	13%	13%	11%	13%	11%
Arts, entertainment, recreation and other services	34	11	11	11	7	5	10	20	10	1	17	4	12	31	3
	6%	6%	6%	6%	6%	4%	8% i	8% i	9% i	2%	6%	3%	7%	6%	3%
Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NETS															
Net: Agriculture, forestry & fishing/ Production	62	21	21	21	19	17	17	18	1	9	18	19	25	49	13
	10%	10%	10%	10%	14% gh	11% h	12% h	7% h	1% h	10% h	6% j	14% j	14% j	10% j	12% j
Net: Construction/Property	49	16	16	16	10	14	10	16	6	9	28	11	10	39	9
	8%	8%	8%	8%	7% 7%	10% 10%	7% 7%	7% 7%	6% 6%	10% 10%	10% 10%	8% 8%	5% 5%	8% 8%	9% 9%
Net: Motor trades/ Wholesale/Retail/Transport & storage (inc. postal)/Accommodation & food services	154	51	51	51	29	42	31	56	24	26	88	27	38	124	30
	26%	26%	26%	26%	22% 22%	29% 29%	23% 23%	24% 24%	24% 24%	29% 29%	31% 31% kl	21% 21%	21% 21%	25% 25%	28% 28%

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	April 2016	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	e	f	g	h	i	j	k	l	m	n	
Significance Level: 95%															
Unweighted Total	600	200	200	200	134	143	137	230	93	93	285	136	179	494	106
Weighted Total	600	200	200	200	131	145	134	235	101	89	287	132	181	494	106
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Net: Information & communication/ Finance & insurance/Business administration and support services	95 16%	32 16%	32 16%	32 16%	27 20%	19 13%	20 15%	38 16%	18 18%	12 13%	44 15%	27 21%	23 13%	79 16%	16 15%
Net: Professional, scientific & technical	51 8%	17 9%	17 8%	17 8%	11 9%	14 9%	13 9%	20 9%	8 7%	6 7%	27 9%	12 9%	12 7%	44 9%	7 7%
Net: Public administration and defence/ Education/Health	157 26%	52 26%	52 26%	52 26%	28 21%	34 23%	34 25%	68 29%	34 34% d	27 30%	65 23%	32 24%	60 33% j	129 26%	28 26%
Net: Arts, entertainment, recreation and other services/Other	34 6%	11 6%	11 6%	11 6%	7 6%	5 4%	10 8%	20 8%	10 9%	1 2%	17 6%	4 3%	12 7%	31 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	April 2016	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	e	f	g	h	i	j	k	l	m	n	
Significance Level: 95%															
Unweighted Total	600	200	200	200	134	143	137	230	93	93	285	136	179	494	106
Weighted Total	600	200	200	200	131	145	134	235	101	89	287	132	181	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	200	48	79	73	53	49	47	71	24	26	108	37	54	168	32
	33%	24%	40%	36%	41%	34%	35%	30%	24%	29%	38%	28%	30%	34%	31%
		a	a	gh											
A little – we might have to take on staff if demand grew this year	274	117	76	81	57	65	60	111	51	42	115	74	85	227	48
	46%	58%	38%	41%	43%	45%	45%	47%	50%	47%	40%	56%	47%	46%	45%
		bc									j				
A fair amount – we could take on a lot more work now	86	23	29	34	16	22	16	34	18	15	45	16	25	66	20
	14%	11%	15%	17%	12%	15%	12%	14%	18%	17%	16%	12%	14%	13%	19%
Considerable – we have a great deal of spare capacity	40	12	15	13	6	9	11	19	8	6	19	5	16	34	6
	7%	6%	8%	6%	4%	6%	9%	8%	8%	7%	7%	4%	9%	7%	5%
NETS															
Net: None + A little	474	165	155	154	110	114	107	182	75	68	224	111	139	394	80
	79%	82%	78%	77%	84%	79%	80%	78%	75%	77%	78%	84%	77%	80%	76%

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	April 2016	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	e	f	g	h	i	j	k	l	m	n	
Significance Level: 95%															
Unweighted Total	600	200	200	200	134	143	137	230	93	93	285	136	179	494	106
Weighted Total	600	200	200	200	131	145	134	235	101	89	287	132	181	494	106
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Redundancies	97	49	25	23	21	24	19	32	13	20	10	27	60	79	18
	16%	25%	12%	11%	16%	17%	14%	14%	13%	23%	4%	20%	33%	16%	18%
		bc										j	jk		
Reduced hours	89	39	29	22	17	18	26	38	13	16	23	25	42	71	19
	15%	19%	14%	11%	13%	13%	19%	16%	13%	18%	8%	19%	23%	14%	18%
		c										j	j		
Reduced pay / earnings	28	14	6	8	4	7	9	11	2	6	10	6	12	20	8
	5%	7%	3%	4%	3%	5%	7%	5%	2%	7%	3%	5%	7%	4%	8%
Headcount freeze	68	26	21	20	14	20	15	24	9	9	16	20	31	58	9
	11%	13%	10%	10%	11%	14%	11%	10%	9%	11%	6%	15%	17%	12%	9%
												j	j		
Increased staffing	302	108	94	100	72	75	63	108	45	48	110	84	109	249	53
	50%	54%	47%	50%	55%	52%	47%	46%	45%	54%	38%	63%	60%	50%	50%
												j	j		
Increased pay/ earnings	325	114	111	100	75	79	74	124	50	47	126	87	112	265	60
	54%	57%	55%	50%	57%	55%	55%	53%	49%	53%	44%	66%	62%	54%	57%
												j	j		
None of the above	149	26	59	64	34	34	30	58	28	23	113	12	24	123	26
	25%	13%	30%	32%	26%	24%	22%	25%	28%	26%	39%	9%	14%	25%	25%
			a	a							kl				

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

Jobs Outlook - Combined

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

Base: All respondents

	Total	WAVE			REGION						SIZE			SECTOR		
		April 2016	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	e	f	g	h	i	j	k	l	m	n	
Significance Level: 95%																
Unweighted Total	600	200	200	200	134	143	137	230	93	93	285	136	179	494	106	
Weighted Total	600	200	200	200	131	145	134	235	101	89	287	132	181	494	106	
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
A lot better	(5)	36 6%	8 4%	16 8%	11 6%	11 8%	12 8%	6 5%	11 5%	5 4%	2 2%	23 8%	5 4%	8 5%	36 7%	- -
					i	i									n	
A little better	(4)	233 39%	68 34%	86 43%	79 39%	47 36%	58 40%	60 45%	97 41%	38 37%	30 33%	103 36%	55 41%	75 42%	195 39%	38 36%
No change	(3)	161 27%	58 29%	41 20%	62 31%	38 29%	40 28%	29 21%	52 22%	24 23%	31 34%	79 27%	38 29%	44 24%	121 24%	40 37%
				b					fg						m	
A little worse	(2)	86 14%	38 19%	30 15%	18 9%	18 14%	23 16%	19 14%	30 13%	11 11%	14 15%	33 12%	23 17%	30 17%	69 14%	17 16%
			c													
A lot worse	(1)	37 6%	14 7%	16 8%	8 4%	8 6%	8 5%	5 3%	15 7%	11 11%	6 7%	26 9%	4 3%	6 4%	32 7%	5 5%
									f			kl				
Don't know		48 8%	13 7%	11 6%	23 12%	9 7%	3 2%	15 12%	29 12%	13 13%	7 8%	24 8%	8 6%	16 9%	42 8%	6 6%
				b			e	e	e	e						
NETS																
Net: Better	269 45%	77 38%	102 51%	90 45%	58 44%	71 49%	66 49%	108 46%	42 42%	31 35%	125 44%	59 45%	84 46%	231 47%	38 36%	
			a			i	i							n		
Net: Better/ No change	429 72%	134 67%	143 72%	152 76%	96 73%	110 76%	95 71%	161 68%	66 65%	62 70%	204 71%	97 74%	128 71%	352 71%	77 73%	
Net: Worse	123 21%	52 26%	46 23%	25 13%	26 20%	31 22%	24 18%	46 19%	22 22%	20 23%	60 21%	27 20%	36 20%	101 20%	22 21%	
		c	c													
Mean score	3.3	3.1	3.3	3.4 a	3.3	3.3	3.4 i	3.3	3.2	3.1	3.2	3.3	3.3	3.3	3.1	

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

Jobs Outlook - Combined

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

Base: All respondents

	Total	WAVE			REGION						SIZE			SECTOR	
		April 2016	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	e	f	g	h	i	j	k	l	m	n
Significance Level: 95%															
Unweighted Total	600	200	200	200	134	143	137	230	93	93	285	136	179	494	106
Weighted Total	600	200	200	200	131	145	134	235	101	89	287	132	181	494	106
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
A lot better	(5) 35 6%	9 5%	16 8%	9 5%	7 5%	9 6%	5 4%	15 6%	10 10%	4 5%	20 7%	4 3%	10 6%	32 6%	3 3%
A little better	(4) 210 35%	63 31%	79 39%	69 34%	48 37%	52 36%	48 36%	82 35%	34 34%	28 32%	93 32%	55 42%	62 34%	170 34%	40 38%
No change	(3) 196 33%	76 38%	59 30%	61 30%	44 33%	52 36%	43 32%	74 31%	31 31%	27 30%	99 34%	40 30%	57 32%	159 32%	37 35%
A little worse	(2) 43 7%	21 11%	13 7%	8 4%	6 4%	11 8%	11 8%	18 8%	6 6%	9 10%	18 6%	12 9%	13 7%	36 7%	7 7%
A lot worse	(1) 14 2%	2 1%	8 4%	4 2%	3 2%	2 1%	2 1%	8 3%	6 6%	2 2%	11 4%	2 2%	1 *	12 2%	2 2%
Don't know	102 17%	29 14%	24 12%	49 25% ab	24 18%	20 14%	25 19%	39 17%	14 14%	19 21%	45 16%	19 15%	38 21%	86 17%	16 15%
NETS															
Net: Better	245 41%	72 36%	95 47% a	78 39%	55 42%	60 42%	54 40%	97 41%	44 43%	32 36%	114 40%	59 45%	72 40%	202 41%	43 41%
Net: Better/ No change	441 73%	148 74%	154 77%	139 69%	99 75%	112 77%	96 72%	171 73%	75 74%	59 67%	213 74%	99 75%	129 71%	361 73%	80 76%
Net: Worse	57 10%	23 12%	22 11%	12 6%	9 7%	13 9%	13 10%	25 11%	12 12%	11 12%	29 10%	14 10%	14 8%	48 10%	9 9%
Mean score	3.4	3.3	3.5	3.5	3.5	3.4	3.4	3.4	3.4	3.3	3.4	3.4	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

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	223 37%	121 20%
Recruitment agencies/ Search firms	246 41%	178 30%
Online job boards (e.g. Monster)	247 41%	153 25%
Internal Referrals	341 57%	225 38%
Talent pools and staff banks	89 15%	68 11%
Advertise on our own website	338 56%	224 37%
Social media and professional networking sites (e.g. Linked In)	268 45%	169 28%
Former employees and word of mouth	386 64%	260 43%
Jobcentre Plus / Universal Jobmatch	180 30%	133 22%
People approach us	351 58%	225 38%
Other	18 3%	10 2%
We have never recruited any of this kind of staff	95 16%	213 35%

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	508	390
Weighted Total	505	387
	100%	100%
Advertise externally in newspapers/trade/ professional press	223 44%	121 31%
Recruitment agencies/ Search firms	246 49%	178 46%
Online job boards (e.g. Monster)	247 49%	153 39%
Internal Referrals	341 68%	225 58%
Talent pools and staff banks	89 18%	68 17%
Advertise on our own website	338 67%	224 58%
Social media and professional networking sites (e.g. Linked In)	268 53%	169 44%
Former employees and word of mouth	386 77%	260 67%
Jobcentre Plus / Universal Jobmatch	180 36%	133 34%
People approach us	351 69%	225 58%
Other	18 4%	10 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	April 2016	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	e	f	g	h	i	j	k	l	m	n	
Significance Level: 95%															
Unweighted Total	600	200	200	200	134	143	137	230	93	93	285	136	179	494	106
Weighted Total	600	200	200	200	131	145	134	235	101	89	287	132	181	494	106
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Former employees and word of mouth	386	141	127	118	93	93	80	144	64	55	157	98	131	315	71
	64%	70%	64%	59%	71%	65%	60%	61%	64%	62%	55%	74%	73%	64%	67%
		c			f						j	j			
People approach us	351	135	110	106	83	75	77	137	60	56	130	95	126	283	67
	58%	67%	55%	53%	63%	52%	58%	58%	59%	63%	45%	72%	70%	57%	64%
		bc									j	j			
Internal Referrals	341	138	98	106	78	79	78	130	52	54	111	98	133	268	74
	57%	69%	49%	53%	59%	55%	58%	55%	52%	61%	39%	74%	74%	54%	70%
		bc									j	j		m	
Advertise on our own website	338	135	96	107	75	79	68	127	58	58	95	96	147	271	67
	56%	68%	48%	54%	57%	54%	51%	54%	58%	65%	33%	73%	81%	55%	63%
		bc								f	j	j			
Social media and professional networking sites (e.g. Linked In)	268	103	79	85	62	64	57	101	45	41	89	68	111	218	50
	45%	52%	40%	43%	47%	45%	42%	43%	44%	46%	31%	52%	61%	44%	47%
		b									j	j			
Online job boards (e.g. Monster)	247	110	61	77	56	49	56	100	45	42	56	73	119	198	50
	41%	55%	31%	38%	43%	34%	41%	43%	44%	47%	19%	55%	66%	40%	47%
		bc								e	j	j			
Recruitment agencies/ Search firms	246	105	60	81	53	51	58	107	48	35	56	80	109	207	39
	41%	53%	30%	40%	41%	35%	43%	45%	48%	39%	20%	61%	61%	42%	37%
		bc		b							j	j			
Advertise externally in newspapers/ trade/ professional press	223	103	61	59	42	60	47	78	31	43	70	64	89	179	44
	37%	52%	31%	29%	32%	41%	35%	33%	30%	49%	24%	48%	49%	36%	41%
		bc								dfgh	j	j			
Jobcentre Plus / Universal Jobmatch	180	74	50	57	38	46	36	62	25	35	51	48	82	147	33
	30%	37%	25%	28%	29%	32%	27%	26%	25%	39%	18%	36%	45%	30%	31%
		b								gh	j	j			

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

Jobs Outlook - Combined

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

Permanent members of staff

Base: All respondents

	WAVE			REGION						SIZE			SECTOR		
	Total	April 2016	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	e	f	g	h	i	j	k	l	m	n
Significance Level: 95%															
Unweighted Total	600	200	200	200	134	143	137	230	93	93	285	136	179	494	106
Weighted Total	600	200	200	200	131	145	134	235	101	89	287	132	181	494	106
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Talent pools and staff banks	89	31	20	38	23	16	19	38	19	11	11	25	53	72	17
	15%	16%	10%	19%	18%	11%	14%	16%	19%	12%	4%	19%	29%	15%	16%
			b									j	jk		
Other	18	3	10	5	5	1	4	8	4	4	7	7	3	17	1
	3%	1%	5%	2%	4%	1%	3%	3%	4%	4%	3%	5%	2%	3%	1%
			a												
We have never recruited any of this kind of staff	95	3	43	49	18	26	18	41	23	10	84	6	4	79	16
	16%	2%	22%	24%	14%	18%	14%	18%	23%	12%	29%	5%	2%	16%	15%
			a	a					i		kl				

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

Jobs Outlook - Combined

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

Temporary or contract workers

Base: All respondents

	WAVE			REGION						SIZE			SECTOR		
	Total	April 2016	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	e	f	g	h	i	j	k	l	m	n	
Significance Level: 95%															
Unweighted Total	600	200	200	200	134	143	137	230	93	93	285	136	179	494	106
Weighted Total	600	200	200	200	131	145	134	235	101	89	287	132	181	494	106
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Former employees and word of mouth	260	93	97	70	62	59	49	95	46	44	100	60	100	208	52
	43%	47%	48%	35%	47%	41%	36%	40%	46%	50%	35%	45%	55%	42%	49%
		c	c							f		j	j		
Internal Referrals	225	84	74	67	49	56	47	83	36	38	79	54	93	176	49
	38%	42%	37%	34%	37%	39%	35%	35%	35%	43%	27%	41%	51%	36%	47%
												j	j		m
People approach us	225	76	83	66	50	49	49	88	38	38	80	57	88	181	44
	38%	38%	41%	33%	38%	34%	37%	37%	38%	43%	28%	43%	49%	37%	42%
												j	j		
Advertise on our own website	224	86	73	65	50	48	47	85	38	40	63	57	104	180	45
	37%	43%	37%	33%	38%	33%	35%	36%	38%	46%	22%	43%	57%	36%	43%
		c										j	jk		
Recruitment agencies/ Search firms	178	76	48	54	33	42	41	76	35	27	33	56	88	151	26
	30%	38%	24%	27%	25%	29%	30%	32%	35%	30%	12%	43%	49%	31%	25%
		bc										j	j		
Social media and professional networking sites (e.g. Linked In)	169	64	60	46	35	37	37	68	30	30	59	41	69	139	30
	28%	32%	30%	23%	26%	26%	28%	29%	30%	34%	21%	31%	38%	28%	29%
		c										j	j		
Online job boards (e.g. Monster)	153	65	40	47	38	25	31	60	29	30	30	46	77	123	30
	25%	33%	20%	24%	29%	17%	23%	26%	29%	34%	10%	35%	42%	25%	28%
		bc			e				e	e		j	j		
Jobcentre Plus / Universal Jobmatch	133	53	39	41	28	37	19	36	16	33	38	36	59	112	21
	22%	26%	19%	20%	21%	25%	14%	15%	16%	37%	13%	27%	33%	23%	20%
						fg				dfgh		j	j		
Advertise externally in newspapers/ trade/ professional press	121	50	36	35	26	25	25	43	18	26	38	34	48	99	22
	20%	25%	18%	17%	20%	17%	18%	18%	18%	29%	13%	26%	27%	20%	21%
										eg		j	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 respondents

	WAVE			REGION						SIZE			SECTOR		
	Total	April 2016	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	e	f	g	h	i	j	k	l	m	n	
Significance Level: 95%															
Unweighted Total	600	200	200	200	134	143	137	230	93	93	285	136	179	494	106
Weighted Total	600	200	200	200	131	145	134	235	101	89	287	132	181	494	106
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Talent pools and staff banks	68	31	15	22	17	13	17	29	12	9	10	17	40	56	12
	11%	16%	7%	11%	13%	9%	13%	12%	12%	10%	3%	13%	22%	11%	11%
		b									j	jk			
Other	10	3	6	1	3	2	-	4	4	1	7	-	3	10	-
	2%	1%	3%	*	2%	2%	-	2%	4%	1%	2%	-	2%	2%	-
								f							
We have never recruited any of this kind of staff	213	46	75	92	44	55	48	88	40	25	147	36	29	177	36
	35%	23%	37%	46%	34%	38%	36%	37%	40%	28%	51%	27%	16%	36%	34%
			a	a							kl	l			

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	April 2016	May 2016	June 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	508	197	161	150	116	120	118	190	72	82	201	131	176	419	89
Weighted Total	505	197	157	151	114	119	116	194	78	78	203	126	176	416	89
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Former employees and word of mouth	386	141	127	118	93	93	80	144	64	55	157	98	131	315	71
	77%	72%	81%	78%	82%	79%	69%	74%	82%	70%	78%	78%	74%	76%	80%
			a		fi				f						
People approach us	351	135	110	106	83	75	77	137	60	56	130	95	126	283	67
	69%	68%	70%	70%	73%	63%	67%	71%	77%	71%	64%	76%	71%	68%	75%
									e			j			
Internal Referrals	341	138	98	106	78	79	78	130	52	54	111	98	133	268	74
	68%	70%	62%	70%	69%	67%	67%	67%	67%	69%	55%	78%	75%	64%	82%
											j	j	j	m	
Advertise on our own website	338	135	96	107	75	79	68	127	58	58	95	96	147	271	67
	67%	69%	61%	71%	66%	66%	59%	65%	75%	73%	47%	76%	83%	65%	75%
									f	f		j	j		
Social media and professional networking sites (e.g. Linked In)	268	103	79	85	62	64	57	101	45	41	89	68	111	218	50
	53%	52%	51%	57%	54%	54%	49%	52%	57%	52%	44%	54%	63%	52%	56%
											j	j	j		
Online job boards (e.g. Monster)	247	110	61	77	56	49	56	100	45	42	56	73	119	198	50
	49%	56%	39%	51%	49%	41%	48%	52%	57%	53%	27%	58%	67%	48%	56%
		b		b					e			j	j		
Recruitment agencies/ Search firms	246	105	60	81	53	51	58	107	48	35	56	80	109	207	39
	49%	54%	38%	53%	47%	43%	50%	55%	62%	44%	28%	64%	62%	50%	43%
		b		b				e	dei			j	j		
Advertise externally in newspapers/ trade/ professional press	223	103	61	59	42	60	47	78	31	43	70	64	89	179	44
	44%	52%	39%	39%	37%	50%	40%	40%	39%	55%	35%	51%	51%	43%	49%
		bc				d			dfg			j	j		
Jobcentre Plus / Universal Jobmatch	180	74	50	57	38	46	36	62	25	35	51	48	82	147	33
	36%	38%	32%	37%	33%	39%	31%	32%	32%	44%	25%	38%	47%	35%	37%
										g		j	j		

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

Jobs Outlook - Combined

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

Permanent members of staff

Base: All who have recruited this type of staff before

	WAVE			REGION						SIZE			SECTOR		
	Total	April 2016	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	e	f	g	h	i	j	k	l	m	n	
Significance Level: 95%															
Unweighted Total	508	197	161	150	116	120	118	190	72	82	201	131	176	419	89
Weighted Total	505	197	157	151	114	119	116	194	78	78	203	126	176	416	89
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Talent pools and staff banks	89	31	20	38	23	16	19	38	19	11	11	25	53	72	17
	18%	16%	13%	25%	20%	14%	16%	20%	25%	14%	5%	20%	30%	17%	19%
			ab					e			j	j			
Other	18	3	10	5	5	1	4	8	4	4	7	7	3	17	1
	4%	1%	6%	3%	4%	1%	3%	4%	6%	4%	4%	5%	2%	4%	1%
			a												

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	April 2016	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	e	f	g	h	i	j	k	l	m	n	
Significance Level: 95%															
Unweighted Total	390	153	129	108	89	90	88	144	56	67	138	100	152	322	68
Weighted Total	387	154	125	108	87	89	87	147	60	64	140	96	151	318	69
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Former employees and word of mouth	260 67%	93 60%	97 77% ac	70 65%	62 71% f	59 66%	49 56%	95 64%	46 77% f	44 69%	100 72%	60 62%	100 66%	208 65%	52 75%
Internal Referrals	225 58%	84 54%	74 59%	67 62%	49 56%	56 63%	47 54%	83 56%	36 59%	38 60%	79 56%	54 56%	93 61%	176 55%	49 71% m
People approach us	225 58%	76 49%	83 66% a	66 61%	50 57%	49 55%	49 57%	88 60%	38 64%	38 60%	80 57%	57 59%	88 58%	181 57%	44 64%
Advertise on our own website	224 58%	86 56%	73 58%	65 61%	50 58%	48 54%	47 54%	85 58%	38 64%	40 63%	63 45%	57 60% j	104 69% j	180 57%	45 65%
Recruitment agencies/ Search firms	178 46%	76 49%	48 38%	54 50%	33 38%	42 47%	41 47%	76 52% d	35 59% d	27 42%	33 24%	56 59% j	88 58% j	151 48%	26 38%
Social media and professional networking sites (e.g. Linked In)	169 44%	64 41%	60 48%	46 42%	35 40%	37 42%	37 43%	68 46%	30 50%	30 47%	59 42%	41 43%	69 45%	139 44%	30 44%
Online job boards (e.g. Monster)	153 39%	65 42%	40 32%	47 44%	38 43% e	25 28%	31 36%	60 41% e	29 48% e	30 47% e	30 21%	46 48% j	77 51% j	123 39%	30 43%
Jobcentre Plus / Universal Jobmatch	133 34%	53 34%	39 31%	41 38%	28 32%	37 41% fg	19 22%	36 24%	16 27%	33 51% dfgh	38 27%	36 37%	59 39% j	112 35%	21 30%
Advertise externally in newspapers/ trade/ professional press	121 31%	50 32%	36 29%	35 32%	26 30%	25 28%	25 29%	43 29%	18 31%	26 41%	38 27%	34 36%	48 32%	99 31%	22 32%

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	April 2016	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	e	f	g	h	i	j	k	l	m	n	
Significance Level: 95%															
Unweighted Total	390	153	129	108	89	90	88	144	56	67	138	100	152	322	68
Weighted Total	387	154	125	108	87	89	87	147	60	64	140	96	151	318	69
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Talent pools and staff banks	68	31	15	22	17	13	17	29	12	9	10	17	40	56	12
	17%	20%	12%	20%	19%	14%	20%	20%	20%	15%	7%	18%	27%	18%	17%
											j	j			
Other	10	3	6	1	3	2	-	4	4	1	7	-	3	10	-
	3%	2%	5%	1%	3%	3%	-	2%	6%	2%	5%	-	2%	3%	-
								f			k				

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

Jobs Outlook - Combined

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

Base: All who use recruitment agencies

	Total	WAVE			REGION						SIZE			SECTOR	
		April 2016	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	e	f	g	h	i	j	k	l	m	n
Significance Level: 95%															
Unweighted Total	273	120	69	84	59	61	63	112	49	41	59	87	127	230	43
Weighted Total	270	120	66	83	56	61	62	113	51	39	59	84	127	227	43
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Very satisfied (5)	42 15%	18 15%	9 13%	15 18%	10 18%	4 7%	8 13%	17 15%	9 17%	11 27% e	8 14%	15 17%	19 15%	38 17%	4 9%
Fairly satisfied (4)	146 54%	68 57%	31 46%	47 56%	29 52%	39 64%	31 50%	56 49%	25 48%	22 55%	24 41%	52 62% j	70 55%	119 52%	27 62%
Neither satisfied nor dissatisfied (3)	47 18%	19 16%	15 23%	13 15%	11 20%	9 15%	12 19%	21 19%	10 19%	5 14%	12 20%	11 13%	25 19%	39 17%	8 19%
Fairly dissatisfied (2)	18 7%	10 9%	4 6%	3 4%	3 5%	2 4%	8 12%	11 10%	4 7%	1 3%	7 12%	3 4%	7 6%	14 6%	4 8%
Very dissatisfied (1)	5 2%	- -	4 6% a	1 1%	1 2%	3 5%	- -	1 1%	1 2%	- -	4 7% kl	- -	1 1%	5 2%	- -
Don't know	13 5%	4 4%	4 6%	5 6%	2 4%	3 6%	3 6%	7 6%	3 6%	1 2%	4 7%	3 3%	6 5%	12 5%	1 2%
NETS															
Net: Satisfied	187 69%	86 72%	40 60%	62 74%	39 69%	43 71%	39 63%	73 64%	34 66%	32 81% g	32 55%	66 79% j	88 70%	157 69%	30 71%
Net: Dissatisfied	22 8%	10 9%	8 12%	4 5%	4 7%	5 8%	8 12%	12 11%	4 9%	1 3%	11 18% kl	3 4%	8 6%	19 8%	4 8%
Mean score	3.8	3.8	3.6	3.9 b	3.8	3.7	3.7	3.7	3.8	4.1 efg	3.5	4.0 j	3.8 j	3.8	3.7

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

Jobs Outlook - Combined

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

Base: All who use recruitment agencies

	Total	WAVE			REGION						SIZE			SECTOR	
		April 2016	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	e	f	g	h	i	j	k	l	m	n
Significance Level: 95%															
Unweighted Total	273	120	69	84	59	61	63	112	49	41	59	87	127	230	43
Weighted Total	270	120	66	83	56	61	62	113	51	39	59	84	127	227	43
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Very satisfied (5)	59 22%	30 25%	11 17%	18 22%	14 24%	9 15%	15 24%	27 23%	12 23%	9 24%	9 16%	21 25%	28 22%	53 23%	6 13%
Fairly satisfied (4)	146 54%	64 53%	34 51%	48 58%	28 50%	38 62%	29 46%	55 49%	26 52%	24 61%	26 44%	51 61%	68 54%	114 50%	31 73%
Neither satisfied nor dissatisfied (3)	32 12%	13 11%	11 17%	7 8%	7 13%	4 7%	11 18%	15 14%	4 8%	5 13%	4 8%	8 9%	19 15%	30 13%	2 4%
Fairly dissatisfied (2)	12 5%	7 6%	- -	5 6%	2 4%	4 6%	4 7%	6 6%	2 4%	- -	6 11%	1 1%	5 4%	11 5%	2 4%
Very dissatisfied (1)	8 3%	2 1%	6 9%	- -	2 3%	3 5%	- -	3 3%	3 7%	- -	7 12%	1 1%	- -	7 3%	1 2%
Don't know	13 5%	4 3%	4 5%	6 7%	3 6%	3 5%	3 5%	6 6%	3 6%	1 2%	6 9%	2 2%	6 5%	12 5%	2 4%
NETS															
Net: Satisfied	205 76%	94 78%	45 68%	66 79%	42 74%	47 78%	44 70%	82 72%	38 75%	34 85%	36 60%	72 86%	97 76%	168 74%	37 86%
Net: Dissatisfied	20 8%	9 7%	6 9%	5 6%	4 7%	7 11%	4 7%	10 9%	5 11%	- -	13 23%	2 2%	5 4%	18 8%	2 6%
Mean score	3.9	4.0	3.7	4.0	3.9	3.8	3.9	3.9	3.9	4.1	3.5	4.1	4.0	3.9	4.0

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	508	179
Weighted Total	505	178
	100%	100%
Accounting and financial services	225 45%	70 39%
Construction	70 14%	22 12%
Drivers	101 20%	27 15%
Education	64 13%	21 12%
Engineering & technical	176 35%	53 30%
Executive recruitment / interim management	163 32%	44 25%
Health & social care	65 13%	19 11%
Hospitality	80 16%	21 12%
Industrial	80 16%	40 22%
Legal & HR	178 35%	56 31%
Life sciences	28 6%	8 4%
Marketing, media & creative	176 35%	45 25%
Office professionals	255 51%	88 50%
Sales & retail	178 35%	40 22%
Technology	153 30%	43 24%

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	508	179
Weighted Total	505	178
	100%	100%
None	42	22
	8%	12%

Jobs Outlook - Combined

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

Permanent members of staff

Base: All who recruit permanent members of staff

	WAVE			REGION						SIZE			SECTOR		
	Total	April 2016	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	e	f	g	h	i	j	k	l	m	n	
Significance Level: 95%															
Unweighted Total	508	197	161	150	116	120	118	190	72	82	201	131	176	419	89
Weighted Total	505	197	157	151	114	119	116	194	78	78	203	126	176	416	89
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Accounting and financial services	225 45%	114 58% bc	64 41%	47 31%	48 43%	53 45%	39 34%	82 43%	43 55% f	41 52% f	53 26%	69 55% j	104 59% j	182 44%	43 49%
Construction	70 14%	27 14%	18 11%	24 16%	11 10%	25 21% dgh	17 14%	23 12%	6 8%	10 13%	37 18% k	8 7%	25 14% k	57 14%	13 15%
Drivers	101 20%	48 24%	26 17%	26 17%	22 19%	30 25% fg	13 11%	25 13%	12 15%	24 31% fgh	27 13%	24 19%	50 28% j	73 18%	28 31% m
Education	64 13%	33 16% c	21 13%	11 7%	7 6%	19 16% d	15 13%	26 13% d	11 14%	12 15% d	20 10%	11 9%	33 19% jk	50 12%	14 15%
Engineering & technical	176 35%	75 38%	49 32%	52 34%	38 33%	46 38%	40 34%	66 34%	26 34%	27 35%	51 25%	50 40% j	76 43% j	143 34%	33 37%
Executive recruitment / interim management	163 32%	79 40% c	47 30%	37 24%	32 29%	43 36%	34 29%	63 33%	29 38%	24 31%	25 12%	58 47% j	80 45% j	129 31%	34 38%
Health & social care	65 13%	27 13%	23 14%	15 10%	9 8%	16 13%	11 10%	26 13%	15 19% d	14 18% d	24 12%	15 12%	25 14%	47 11%	18 20% m
Hospitality	80 16%	35 18%	22 14%	23 15%	15 14%	20 17%	10 9%	25 13%	15 19% f	20 25% dfg	27 13%	18 15%	35 20%	60 15%	20 22%
Industrial	80 16%	39 20%	19 12%	21 14%	21 18%	21 17%	17 15%	24 12%	7 9%	15 19%	19 9%	25 20% j	36 21% j	63 15%	17 19%
Legal & HR	178 35%	89 45% bc	42 27%	48 32%	38 33%	40 34%	40 34%	74 38%	34 43%	27 34%	24 12%	50 40% j	104 59% jk	142 34%	36 40%
Life sciences	28 6%	14 7%	5 3%	9 6%	5 4%	9 8%	4 4%	9 5%	5 7%	5 6%	5 2%	8 6%	16 9% j	21 5%	7 8%

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	April 2016	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	e	f	g	h	i	j	k	l	m	n	
Significance Level: 95%															
Unweighted Total	508	197	161	150	116	120	118	190	72	82	201	131	176	419	89
Weighted Total	505	197	157	151	114	119	116	194	78	78	203	126	176	416	89
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Marketing, media & creative	176	75	55	47	30	48	42	72	30	27	46	49	81	141	35
	35%	38%	35%	31%	26%	40%	36%	37%	38%	35%	23%	39%	46%	34%	40%
						d						j	j		
Office professionals	255	123	66	66	45	72	53	95	42	43	64	73	118	208	47
	51%	62%	42%	44%	40%	61%	45%	49%	54%	55%	31%	58%	67%	50%	52%
		bc				dfg				d		j	j		
Sales & retail	178	71	60	47	36	50	38	62	24	31	58	56	64	140	38
	35%	36%	39%	31%	31%	42%	32%	32%	31%	40%	29%	45%	36%	34%	43%
												j			
Technology	153	69	45	39	31	44	33	56	23	22	36	45	72	125	28
	30%	35%	29%	26%	27%	37%	28%	29%	29%	28%	18%	36%	41%	30%	32%
												j	j		
None	42	11	17	15	16	4	14	22	8	2	24	6	12	39	3
	8%	5%	11%	10%	14%	3%	12%	11%	10%	2%	12%	4%	7%	9%	4%
					ei		ei	ei	ei		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	April 2016	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	e	f	g	h	*i	j	k	l	m	*n	
Significance Level: 95%															
Unweighted Total	179	76	48	55	35	43	40	73	33	28	32	59	88	153	26
Weighted Total	178	76	48	54	33	42	41	76	35	27	33	56	88	151	26
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Accounting and financial services	70	35	21	14	10	13	16	33	17	14	3	21	45	58	12
	39%	47%	43%	26%	31%	31%	40%	43%	47%	53%	9%	38%	52%	38%	47%
		c									j	j			
Construction	22	9	7	6	4	3	6	11	5	4	3	2	16	18	3
	12%	12%	13%	11%	11%	7%	16%	15%	14%	13%	10%	4%	18%	12%	13%
												k			
Drivers	27	9	11	7	5	10	3	6	3	6	8	8	12	17	10
	15%	12%	23%	13%	14%	24%	8%	8%	8%	23%	22%	14%	14%	11%	39%
						fg									
Education	21	7	8	6	1	3	4	12	9	5	4	2	16	15	6
	12%	9%	17%	11%	3%	7%	9%	16%	24%	18%	11%	3%	18%	10%	22%
								d	de			k			
Engineering & technical	53	29	10	13	11	15	10	20	9	7	5	15	33	44	8
	30%	39%	21%	24%	33%	36%	25%	26%	27%	27%	15%	26%	38%	29%	32%
		b										j			
Executive recruitment / interim management	44	26	9	10	6	6	7	21	13	12	5	12	28	38	7
	25%	34%	19%	18%	17%	15%	18%	27%	38%	45%	14%	22%	31%	25%	26%
								e							
Health & social care	19	9	5	5	2	2	4	11	6	5	6	2	11	15	4
	11%	12%	11%	9%	6%	5%	11%	14%	17%	17%	18%	4%	13%	10%	14%
											k				
Hospitality	21	5	11	5	3	5	2	9	7	4	5	4	11	19	2
	12%	7%	22%	9%	9%	13%	5%	11%	19%	13%	16%	7%	13%	12%	8%
			a												
Industrial	40	20	7	13	9	7	11	15	4	9	1	17	22	32	8
	22%	26%	15%	24%	27%	16%	28%	20%	11%	35%	3%	30%	25%	21%	29%
												j	j		
Legal & HR	56	25	14	16	10	8	14	28	13	10	4	17	35	46	10
	31%	34%	29%	30%	31%	20%	35%	36%	38%	37%	13%	30%	39%	30%	39%
												j			
Life sciences	8	5	1	2	-	3	1	4	3	1	-	1	7	7	1
	4%	7%	2%	3%	-	7%	2%	5%	8%	5%	-	2%	8%	5%	4%

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	April 2016	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	e	f	g	h	*i	j	k	l	m	*n	
Significance Level: 95%															
Unweighted Total	179	76	48	55	35	43	40	73	33	28	32	59	88	153	26
Weighted Total	178	76	48	54	33	42	41	76	35	27	33	56	88	151	26
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Marketing, media & creative	45	20	12	13	5	6	13	28	14	6	4	13	28	40	6
	25%	26%	25%	25%	15%	14%	33%	37%	40%	24%	13%	23%	32%	26%	21%
						e	de	de				j			
Office professionals	88	37	28	24	11	18	19	44	24	16	12	25	51	74	14
	50%	48%	58%	44%	32%	42%	48%	58%	69%	60%	37%	45%	58%	49%	53%
						d	d	de							
Sales & retail	40	10	18	12	4	9	11	19	8	8	5	19	16	30	10
	22%	13%	36%	23%	12%	21%	27%	25%	23%	29%	15%	34%	18%	20%	37%
			a									l			
Technology	43	19	11	12	5	7	11	21	10	9	2	14	27	35	8
	24%	25%	23%	23%	15%	17%	28%	28%	28%	35%	5%	24%	31%	23%	29%
												j	j		
None	22	10	4	8	7	4	6	9	3	2	7	5	9	21	1
	12%	13%	9%	15%	20%	10%	15%	12%	8%	8%	21%	10%	10%	14%	2%

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	225 100%	2 1%	24 11%	170 75%	8 4%	-	22 10%	26 12%	8 4%	195 87%	3.1
Construction	70 100%	2 3%	16 23%	41 60%	2 3%	-	8 11%	18 26%	2 3%	59 85%	3.3
Drivers	101 100%	4 4%	29 28%	51 50%	5 5%	-	12 12%	33 33%	5 5%	84 83%	3.4
Education	64 100%	-	14 22%	38 60%	2 3%	2 3%	8 12%	14 22%	4 6%	52 82%	3.1
Engineering & technical	176 100%	6 3%	48 27%	103 59%	2 1%	2 1%	15 9%	54 30%	4 2%	157 89%	3.3
Executive recruitment / interim management	163 100%	1 1%	17 10%	120 74%	5 3%	1 *	19 12%	18 11%	6 4%	138 85%	3.1
Health & social care	65 100%	4 6%	13 20%	37 58%	7 10%	-	4 7%	17 26%	7 10%	54 83%	3.2
Hospitality	80 100%	8 10%	22 27%	38 48%	2 2%	1 1%	9 11%	30 38%	3 4%	68 85%	3.5
Industrial	80 100%	2 3%	26 32%	40 50%	3 4%	1 1%	8 10%	28 35%	4 6%	68 85%	3.3
Legal & HR	178 100%	-	24 13%	132 74%	3 2%	1 *	19 10%	24 13%	4 2%	156 87%	3.1
Life sciences	28 100%	1 3%	8 28%	15 52%	1 3%	-	4 13%	9 31%	1 3%	24 83%	3.4
Marketing, media & creative	176 100%	5 3%	29 16%	123 70%	3 2%	-	17 10%	34 19%	3 2%	156 89%	3.2
Office professionals	255 100%	3 1%	48 19%	174 68%	8 3%	1 *	22 8%	50 20%	9 3%	225 88%	3.2
Sales & retail	178 100%	3 2%	39 22%	119 67%	4 2%	1 1%	13 7%	42 23%	5 3%	160 90%	3.2
Technology	153 100%	3 2%	27 18%	110 72%	2 1%	-	11 7%	30 20%	2 1%	140 92%	3.2
Average (response based including bases)	1993 100%	44 2%	381 19%	1313 66%	57 3%	10 *	189 9%	425 21%	66 3%	1738 87%	3.2

Jobs Outlook - Combined

Q10_SUM. Average across all sectors (response based)

SUMMARY TABLE

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

	Total	WAVE			REGION						SIZE			SECTOR		
		April 2016	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	e	f	g	h	i	j	k	l	m	n	
Significance Level: 95%																
Unweighted Total	2012	916	578	518	402	553	414	710	296	347	515	578	919	1608	404	
Weighted Total	1993	919	562	512	387	536	405	727	322	342	515	561	917	1581	411	
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
Increase greatly	(5)	44	12	18	13	8	18	8	14	6	4	11	4	29	30	14
		2%	1%	3%	3%	2%	3%	2%	2%	2%	1%	2%	1%	3%	2%	3%
			a			i					k		k			
Increase slightly	(4)	381	156	126	100	80	92	82	150	67	59	106	112	163	298	83
		19%	17%	22%	19%	21%	17%	20%	21%	21%	17%	21%	20%	18%	19%	20%
			a													
Stay same	(3)	1313	621	367	325	258	380	267	465	198	209	351	407	555	1056	256
		66%	68%	65%	63%	67%	71%	66%	64%	61%	61%	68%	73%	60%	67%	62%
						ghi					l	l				
Decrease slightly	(2)	57	32	18	6	10	10	17	26	9	10	9	18	30	43	13
		3%	4%	3%	1%	3%	2%	4%	4%	3%	3%	2%	3%	3%	3%	3%
			c	c		e										
Decrease greatly	(1)	10	5	4	1	1	2	2	2	-	5	-	-	10	7	2
		*	1%	1%	*	*	*	1%	*	-	1%	-	-	1%	*	1%
										h			jk			
Don't know		189	93	29	67	30	34	27	70	43	55	37	21	131	147	42
		9%	10%	5%	13%	8%	6%	7%	10%	13%	16%	7%	4%	14%	9%	10%
			b	b				e	def	defg	k	jk				
NETS																
Net: Increase		425	168	144	113	88	110	91	164	73	63	117	115	192	328	97
		21%	18%	26%	22%	23%	21%	22%	23%	23%	18%	23%	21%	21%	21%	24%
			a													
Net: Decrease		66	37	22	7	11	12	20	29	9	15	9	18	40	51	15
		3%	4%	4%	1%	3%	2%	5%	4%	3%	4%	2%	3%	4%	3%	4%
			c	c			e				j					
Net: Increase + Stay the same		1738	789	511	438	347	490	358	628	271	272	469	522	747	1384	354
		87%	86%	91%	86%	90%	91%	88%	86%	84%	80%	91%	93%	81%	88%	86%
			ac	ac		hi	ghi	i	i			l	l			
Mean score		3.2	3.2	3.3	3.3	3.2	3.2	3.2	3.2	3.2	3.2	3.3	3.2	3.2	3.2	3.3
			a	a							k					

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

Jobs Outlook - Combined

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

Accounting and financial services

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

	Total	WAVE			REGION						SIZE			SECTOR	
		April 2016	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	e	f	g	h	i	j	k	l	m	n
Significance Level: 95%															
Unweighted Total	228	113	66	49	50	56	40	80	40	42	53	71	104	185	43
Weighted Total	225	114	64	47	48	53	39	82	43	41	53	69	104	182	43
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	2	1	-	1	-	-	1	2	1	-	-	2	1	1
		1%	1%	-	2%	-	-	3%	3%	3%	-	-	2%	1%	2%
Increase slightly	(4)	24	7	7	10	6	4	5	12	7	4	6	14	21	3
		11%	6%	11%	20%	13%	7%	12%	14%	16%	7%	9%	13%	12%	6%
				a											
Stay same	(3)	170	88	51	31	37	42	29	58	29	44	58	68	136	34
		75%	77%	80%	66%	77%	79%	73%	70%	68%	83%	85%	65%	75%	78%
											l	l			
Decrease slightly	(2)	8	5	3	-	1	4	2	3	1	3	1	4	6	2
		4%	4%	5%	-	2%	7%	5%	4%	3%	6%	1%	4%	3%	4%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		22	14	2	5	4	4	3	8	5	2	3	16	18	4
		10%	12%	4%	12%	8%	7%	7%	9%	12%	5%	5%	15%	10%	9%
												k			
NETS															
Net: Increase		26	8	7	11	6	4	6	14	8	4	6	16	22	4
		12%	7%	11%	23%	13%	7%	15%	17%	18%	7%	9%	16%	12%	9%
				a											
Net: Decrease		8	5	3	-	1	4	2	3	1	3	1	4	6	2
		4%	4%	5%	-	2%	7%	5%	4%	3%	6%	1%	4%	3%	4%
Net: Increase + Stay the same		195	96	58	42	43	46	35	72	37	47	65	84	158	38
		87%	84%	91%	88%	90%	86%	88%	87%	86%	89%	94%	81%	87%	87%
												l			
Mean score		3.1	3.0	3.1	3.3	3.1	3.0	3.1	3.2	3.2	3.0	3.1	3.2	3.1	3.1
				ab				e	e						

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

Jobs Outlook - Combined

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

Construction

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

	Total	WAVE			REGION						SIZE			SECTOR		
		April 2016	May 2016	June 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public	
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	j	*k	*l	m	*n	
Unweighted Total	70	27	20	23	12	25	17	23	6	10	37	8	25	57	13	
Weighted Total	70	27	18	24	11	25	17	23	6	10	37	8	25	57	13	
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
Increase greatly	(5)	2	-	-	1	-	-	1	1	-	-	-	2	2	-	
		3%	7%	-	8%	-	-	5%	17%	-	-	-	8%	3%	-	
Increase slightly	(4)	16	5	5	6	5	5	6	6	-	7	4	5	14	2	
		23%	18%	30%	24%	43%	21%	36%	26%	-	19%	49%	20%	25%	16%	
Stay same	(3)	41	17	11	14	5	20	6	11	4	6	4	10	35	7	
		60%	62%	59%	57%	42%	79%	39%	47%	69%	61%	76%	51%	61%	53%	
Decrease slightly	(2)	2	1	1	-	-	-	2	2	-	1	-	1	1	1	
		3%	4%	6%	-	-	-	14%	10%	-	3%	-	5%	2%	9%	
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Don't know		8	2	1	5	1	-	2	3	1	4	-	7	5	3	
		11%	9%	5%	19%	7%	-	12%	12%	14%	39%	2%	28%	9%	23%	
NETS																
Net: Increase	18	7	5	6	6	5	6	7	1	-	7	4	7	16	2	
	26%	25%	30%	24%	51%	21%	36%	30%	17%	-	19%	49%	28%	28%	16%	
Net: Decrease	2	1	1	-	-	-	2	2	-	-	1	-	1	1	1	
	3%	4%	6%	-	-	-	14%	10%	-	-	3%	-	5%	2%	9%	
Net: Increase + Stay the same	59	24	16	20	10	25	12	18	6	6	35	8	16	51	9	
	85%	87%	89%	81%	93%	100%	74%	78%	86%	61%	95%	100%	67%	89%	69%	
Mean score	3.3	3.3	3.2	3.3	3.6	3.2	3.2	3.3	3.4	3.0	3.2	3.5	3.4	3.3	3.1	

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

Jobs Outlook - Combined

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

Drivers

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

	Total	WAVE			REGION						SIZE			SECTOR	
		April 2016	May 2016	June 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	*b	*c	*d	e	*f	*g	*h	*i	*j	*k	l	m	*n
Unweighted Total	103	49	27	27	23	30	13	25	12	25	27	25	51	76	27
Weighted Total	101	48	26	26	22	30	13	25	12	24	27	24	50	73	28
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5) 4 4%	2 4%	1 3%	2 7%	1 4%	2 6%	1 8%	1 4%	- -	1 3%	1 4%	- -	3 7%	3 5%	1 4%
Increase slightly	(4) 29 28%	11 23%	8 32%	9 35%	4 16%	9 30%	6 42%	9 38%	4 33%	7 28%	9 32%	8 31%	12 25%	20 27%	9 33%
Stay same	(3) 51 50%	26 54%	14 55%	11 41%	15 68%	18 59%	5 36%	11 43%	6 50%	8 33%	15 55%	14 59%	22 44%	39 54%	12 42%
Decrease slightly	(2) 5 5%	4 9%	1 2%	- -	1 4%	- -	1 6%	1 3%	- -	3 13%	- -	2 10%	3 5%	3 4%	2 7%
Decrease greatly	(1) - -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Don't know	12 12%	5 10%	2 9%	5 18%	2 8%	1 5%	1 8%	3 12%	2 16%	6 23%	2 8%	- -	10 19%	8 11%	4 14%
NETS															
Net: Increase	33 33%	13 27%	9 34%	11 42%	4 20%	11 36%	7 50%	10 42%	4 33%	8 31%	10 36%	8 31%	16 32%	23 31%	10 37%
Net: Decrease	5 5%	4 9%	1 2%	- -	1 4%	- -	1 6%	1 3%	- -	3 13%	- -	2 10%	3 5%	3 4%	2 7%
Net: Increase + Stay the same	84 83%	39 81%	24 89%	22 82%	19 88%	28 95%	11 85%	21 85%	10 84%	16 64%	25 92%	22 90%	38 76%	62 85%	22 79%
Mean score	3.4	3.2	3.4	3.6	3.2	3.4	3.6	3.5	3.4	3.3	3.4	3.2	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

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

Education

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

	Total	WAVE			REGION						SIZE			SECTOR		
		April 2016	May 2016	June 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public	
Significance Level: 95%		a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	l	m	*n	
Unweighted Total	62	32	20	10	7	19	15	24	9	12	19	11	32	48	14	
Weighted Total	64	33	21	11	7	19	15	26	11	12	20	11	33	50	14	
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
Increase greatly	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Increase slightly	(4)	14	7	5	2	2	1	3	2	6	4	3	8	10	3	
		22%	22%	23%	18%	28%	12%	7%	13%	22%	19%	23%	23%	21%	25%	
Stay same	(3)	38	21	13	4	5	15	11	17	6	2	13	7	18	30	8
		60%	66%	61%	40%	72%	76%	75%	65%	52%	15%	68%	68%	53%	60%	62%
Decrease slightly	(2)	2	2	-	-	-	2	2	-	-	-	1	1	1	1	
		3%	6%	-	-	-	12%	7%	-	-	-	9%	3%	2%	6%	
Decrease greatly	(1)	2	-	2	-	2	-	-	-	1	-	-	2	2	-	
		3%	-	10%	-	8%	-	-	-	5%	-	-	7%	4%	-	
Don't know		8	2	1	4	-	1	1	4	3	3	-	5	7	1	
		12%	7%	5%	42%	-	4%	6%	14%	26%	27%	14%	-	15%	13%	7%
NETS																
Net: Increase		14	7	5	2	2	2	1	3	2	6	4	3	8	10	3
		22%	22%	23%	18%	28%	12%	7%	13%	22%	52%	19%	23%	23%	21%	25%
Net: Decrease		4	2	2	-	-	2	2	-	1	-	1	3	3	1	
		6%	6%	10%	-	-	8%	12%	7%	-	5%	-	9%	9%	6%	6%
Net: Increase + Stay the same		52	29	17	6	7	17	12	20	8	8	17	10	25	40	12
		82%	88%	84%	58%	100%	88%	82%	78%	74%	67%	86%	91%	76%	80%	87%
Mean score		3.1	3.2	3.0	3.3	3.3	3.0	2.9	3.1	3.3	3.6	3.2	3.1	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_5. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next three months?

Engineering & technical

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

	Total	WAVE			REGION						SIZE			SECTOR	
		April 2016	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	e	f	g	*h	*i	j	k	l	m	n
Significance Level: 95%															
Unweighted Total	178	74	51	53	40	46	41	63	22	29	50	53	75	145	33
Weighted Total	176	75	49	52	38	46	40	66	26	27	51	50	76	143	33
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	6	3	1	2	1	2	2	3	1	-	-	5	6	-
		3%	4%	2%	3%	2%	4%	5%	5%	4%	-	-	6%	4%	-
Increase slightly	(4)	48	18	16	14	11	17	5	14	9	7	13	17	18	9
		27%	23%	33%	27%	29%	36%	12%	21%	35%	24%	26%	34%	23%	26%
							f								
Stay same	(3)	103	45	28	31	21	25	28	41	13	16	31	31	41	21
		59%	60%	56%	59%	57%	55%	71%	62%	49%	58%	62%	62%	54%	62%
Decrease slightly	(2)	2	1	-	1	1	-	1	1	-	-	1	1	-	1
		1%	1%	-	2%	2%	-	2%	1%	-	-	2%	2%	-	3%
Decrease greatly	(1)	2	2	1	-	-	-	2	2	-	1	-	-	2	-
		1%	2%	1%	-	-	-	4%	2%	-	2%	-	-	3%	-
Don't know		15	7	4	5	4	2	2	5	3	4	4	1	10	3
		9%	9%	7%	9%	10%	5%	6%	8%	12%	15%	9%	2%	13%	9%
													k		
NETS															
Net: Increase	54	21	17	16	12	18	7	17	10	7	14	17	22	45	9
	30%	27%	35%	30%	31%	40%	17%	26%	39%	24%	28%	34%	30%	31%	26%
						f									
Net: Decrease	4	2	1	1	1	-	2	2	-	1	1	1	2	3	1
	2%	3%	1%	2%	2%	-	6%	4%	-	2%	2%	2%	3%	2%	3%
Net: Increase + Stay the same	157	65	45	47	33	43	35	58	23	22	45	48	63	128	30
	89%	87%	91%	89%	88%	95%	88%	88%	88%	83%	90%	96%	84%	89%	89%
												l			
Mean score	3.3	3.3	3.4	3.3	3.3	3.5	3.1	3.3	3.5	3.2	3.3	3.3	3.3	3.3	3.3
						f									

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

Jobs Outlook - Combined

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

Executive recruitment / interim management

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

	Total	WAVE			REGION						SIZE			SECTOR	
		April 2016	May 2016	June 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	*h	*i	*j	k	l	m	n
Unweighted Total	166	79	48	39	34	45	35	63	28	24	25	60	81	132	34
Weighted Total	163	79	47	37	32	43	34	63	29	24	25	58	80	129	34
	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%	-	2%	-	-	-	-	4%	-	-	-	3%
Increase slightly	(4)	17	7	5	4	5	3	5	2	2	3	6	7	13	4
		10%	9%	11%	12%	12%	9%	9%	8%	9%	11%	11%	9%	10%	11%
Stay same	(3)	120	59	37	24	34	24	47	23	15	17	48	55	96	24
		74%	75%	78%	74%	78%	72%	75%	78%	64%	70%	82%	69%	75%	70%
Decrease slightly	(2)	5	3	1	1	1	3	3	-	1	-	2	3	3	3
		3%	4%	2%	3%	1%	8%	4%	-	4%	-	4%	4%	2%	7%
Decrease greatly	(1)	1	-	1	-	-	-	-	-	1	-	-	1	1	-
		*	-	1%	-	-	-	-	-	3%	-	-	1%	*	-
Don't know		19	9	4	4	3	3	8	4	5	4	2	14	16	3
		12%	12%	7%	12%	6%	10%	12%	14%	20%	14%	3%	17%	12%	9%
													k		
NETS															
Net: Increase	18	7	5	6	4	6	3	5	2	2	4	6	7	13	5
	11%	9%	11%	15%	12%	14%	9%	9%	8%	9%	16%	11%	9%	10%	14%
Net: Decrease	6	3	2	1	1	1	3	3	-	2	-	2	4	3	3
	4%	4%	3%	3%	3%	1%	8%	4%	-	7%	-	4%	4%	3%	7%
Net: Increase + Stay the same	138	66	42	29	28	40	28	53	25	18	21	54	63	109	29
	85%	84%	89%	80%	85%	92%	82%	84%	86%	73%	86%	93%	79%	85%	84%
												l			
Mean score	3.1	3.0	3.1	3.2	3.1	3.2	3.0	3.0	3.1	3.0	3.2	3.1	3.0	3.1	3.1

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

Jobs Outlook - Combined

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

Health & social care

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

	Total	WAVE			REGION						SIZE			SECTOR	
		April 2016	May 2016	June 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	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	27	21	16	9	16	11	25	14	14	23	16	25	46	18
Weighted Total	65	27	23	15	9	16	11	26	15	14	24	15	25	47	18
	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
	6%	-	18%	-	11%	11%	-	5%	9%	-	9%	-	7%	5%	10%
Increase slightly	(4)	13	4	4	2	3	2	6	4	2	5	4	4	11	2
	20%	19%	17%	24%	22%	18%	16%	23%	29%	13%	20%	27%	14%	24%	9%
Stay same	(3)	37	12	8	4	10	6	12	6	10	13	10	14	25	12
	58%	63%	55%	53%	47%	66%	58%	48%	41%	71%	56%	62%	56%	54%	67%
Decrease slightly	(2)	7	2	-	1	-	2	4	2	2	1	2	4	5	2
	10%	15%	11%	-	10%	-	18%	16%	15%	10%	4%	11%	15%	10%	10%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	4	1	-	4	1	1	1	2	1	1	2	-	2	3	1
	7%	3%	-	23%	10%	4%	8%	7%	6%	6%	10%	-	7%	7%	5%
NETS															
Net: Increase	17	5	8	4	3	5	2	7	6	2	7	4	5	13	3
	26%	19%	35%	24%	32%	30%	16%	28%	38%	13%	29%	27%	21%	28%	19%
Net: Decrease	7	4	2	-	1	-	2	4	2	2	1	2	4	5	2
	10%	15%	11%	-	10%	-	18%	16%	15%	10%	4%	11%	15%	10%	10%
Net: Increase + Stay the same	54	22	20	12	7	15	8	20	11	12	20	14	20	38	15
	83%	82%	89%	77%	80%	96%	74%	77%	79%	84%	86%	89%	77%	82%	85%
Mean score	3.2	3.0	3.4	3.3	3.4	3.4	3.0	3.2	3.3	3.0	3.4	3.2	3.1	3.2	3.2

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

Jobs Outlook - Combined

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

Hospitality

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

	Total	WAVE			REGION						SIZE			SECTOR		
		April 2016	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	*e	*f	*g	*h	*i	*j	*k	l	m	*n	
Significance Level: 95%																
Unweighted Total	81	36	23	22	15	22	10	24	14	20	27	19	35	61	20	
Weighted Total	80	35	22	23	15	20	10	25	15	20	27	18	35	60	20	
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
Increase greatly	(5)	8	1	4	4	2	3	1	2	1	1	2	2	4	6	2
		10%	2%	18%	16%	13%	15%	11%	9%	8%	3%	8%	10%	12%	11%	9%
Increase slightly	(4)	22	11	5	6	4	4	2	5	3	9	9	7	6	15	7
		27%	31%	21%	28%	25%	20%	20%	19%	19%	47%	34%	40%	16%	25%	35%
Stay same	(3)	38	19	10	9	8	12	5	13	8	6	14	8	16	30	8
		48%	53%	47%	40%	50%	61%	49%	51%	53%	29%	52%	45%	46%	50%	41%
Decrease slightly	(2)	2	1	1	-	1	-	1	1	-	-	-	1	1	2	-
		2%	3%	5%	-	6%	-	10%	4%	-	-	-	5%	3%	3%	-
Decrease greatly	(1)	1	1	-	-	1	-	-	-	-	-	-	-	1	1	-
		1%	3%	-	-	6%	-	-	-	-	-	-	-	3%	2%	-
Don't know		9	3	2	4	-	1	1	4	3	4	2	-	7	6	3
		11%	9%	9%	17%	-	4%	10%	16%	20%	21%	7%	-	20%	10%	15%
NETS																
Net: Increase		30	12	9	10	6	7	3	7	4	10	11	9	10	21	9
		38%	33%	39%	44%	38%	36%	31%	28%	27%	50%	41%	50%	28%	36%	44%
Net: Decrease		3	2	1	-	2	-	1	1	-	-	-	1	2	3	-
		4%	5%	5%	-	12%	-	10%	4%	-	-	-	5%	6%	5%	-
Net: Increase + Stay the same		68	30	19	19	14	19	8	20	12	16	25	18	25	51	17
		85%	86%	86%	83%	88%	96%	79%	80%	80%	79%	93%	95%	74%	85%	85%
Mean score		3.5	3.3	3.6	3.7	3.3	3.5	3.4	3.4	3.4	3.7	3.5	3.5	3.4	3.4	3.6

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

Jobs Outlook - Combined

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

Industrial

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

	Total	WAVE			REGION						SIZE			SECTOR	
		April 2016	May 2016	June 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	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	39	20	23	22	21	17	24	7	15	18	26	38	65	17
Weighted Total	80	39	19	21	21	21	17	24	7	15	19	25	36	63	17
	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
		3%	-	4%	10%	-	-	-	-	-	4%	-	3%	1%	7%
Increase slightly	(4)	26	5	6	4	5	8	11	3	6	5	12	8	23	3
		32%	36%	26%	21%	24%	46%	44%	39%	40%	27%	50%	22%	36%	18%
Stay same	(3)	40	11	10	13	13	7	9	2	4	12	11	16	31	9
		50%	48%	55%	61%	65%	41%	39%	34%	30%	65%	46%	45%	50%	51%
Decrease slightly	(2)	3	2	1	1	2	1	1	-	-	-	1	3	3	-
		4%	2%	4%	4%	7%	6%	4%	-	-	-	4%	7%	5%	-
Decrease greatly	(1)	1	-	-	-	-	-	-	-	1	-	-	1	-	1
		1%	3%	-	-	-	-	-	-	7%	-	-	3%	-	6%
Don't know		8	1	3	1	1	1	3	2	3	1	-	7	5	3
		10%	11%	4%	4%	4%	6%	12%	27%	22%	4%	-	20%	8%	17%
NETS															
Net: Increase	28	14	6	7	6	5	8	11	3	6	6	12	9	23	4
	35%	36%	33%	34%	30%	24%	46%	44%	39%	40%	32%	50%	26%	37%	26%
Net: Decrease	4	2	2	1	1	2	1	1	-	1	-	1	4	3	1
	6%	5%	8%	4%	4%	7%	6%	4%	-	7%	-	4%	10%	5%	6%
Net: Increase + Stay the same	68	33	17	18	19	18	15	20	5	10	18	24	26	55	13
	85%	84%	88%	82%	91%	89%	88%	84%	73%	70%	96%	96%	70%	87%	76%
Mean score	3.3	3.3	3.3	3.4	3.4	3.2	3.4	3.5	3.5	3.3	3.4	3.5	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

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

Legal & HR

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

	Total	WAVE			REGION						SIZE			SECTOR	
		April 2016	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	e	f	g	h	i	j	k	l	m	n
Significance Level: 95%															
Unweighted Total	178	88	42	48	39	41	40	71	31	27	24	51	103	145	33
Weighted Total	178	89	42	48	38	40	40	74	34	27	24	50	104	142	36
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Increase slightly	(4)	24	11	6	7	6	4	7	9	2	4	3	8	13	14
		13%	12%	14%	15%	17%	11%	18%	12%	6%	15%	11%	17%	12%	10%
															27%
															m
Stay same	(3)	132	65	32	34	26	33	31	55	24	18	17	37	78	109
		74%	74%	78%	72%	69%	82%	77%	75%	72%	67%	70%	75%	75%	77%
															23
															64%
Decrease slightly	(2)	3	2	-	1	1	-	-	2	2	-	-	1	2	3
		2%	3%	-	2%	2%	-	-	3%	7%	-	-	2%	2%	2%
															-
Decrease greatly	(1)	1	-	1	-	-	-	-	-	-	1	-	-	1	1
		*	-	2%	-	-	-	-	-	2%	-	-	1%	*	-
Don't know		19	10	3	5	5	3	2	7	5	4	4	3	11	16
		10%	12%	7%	11%	12%	7%	5%	10%	15%	16%	18%	7%	10%	11%
															3
															8%
NETS															
Net: Increase		24	11	6	7	6	4	7	9	2	4	3	8	13	14
		13%	12%	14%	15%	17%	11%	18%	12%	6%	15%	11%	17%	12%	10%
															27%
															m
Net: Decrease		4	2	1	1	1	-	-	2	2	1	-	1	3	4
		2%	3%	2%	2%	2%	-	-	3%	7%	2%	-	2%	3%	3%
															-
Net: Increase + Stay the same		156	76	38	41	32	38	38	64	26	22	20	46	91	123
		87%	86%	92%	87%	85%	93%	95%	87%	78%	82%	82%	92%	87%	86%
								h							92%
Mean score		3.1	3.1	3.1	3.1	3.2	3.1	3.2	3.1	3.0	3.1	3.1	3.2	3.1	3.1
															3.3
															m

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

Jobs Outlook - Combined

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

Life sciences

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

	Total	WAVE			REGION						SIZE			SECTOR	
		April 2016	May 2016	June 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total	28	14	5	9	5	10	4	9	5	4	5	7	16	20	8
Weighted Total	28	14	5	9	5	9	4	9	5	5	5	8	16	21	7
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5) 1 3%	1 7%	- -	- -	- -	- -	1 24%	1 10%	- -	- -	- -	1 13%	- -	1 5%	- -
Increase slightly	(4) 8 28%	2 15%	4 76%	2 22%	2 40%	3 31%	1 24%	3 31%	2 37%	- -	2 38%	1 12%	5 32%	8 37%	- -
Stay same	(3) 15 52%	8 59%	1 24%	5 57%	2 41%	4 48%	2 53%	5 49%	2 45%	4 79%	2 48%	4 59%	8 50%	9 44%	5 74%
Decrease slightly	(2) 1 3%	- -	- -	1 11%	- -	- -	- -	- -	- -	1 21%	- -	- -	1 6%	- -	1 13%
Decrease greatly	(1) - -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Don't know	4 13%	3 20%	- -	1 10%	1 19%	2 21%	- -	1 10%	1 18%	- -	1 14%	1 16%	2 12%	3 14%	1 13%
NETS															
Net: Increase	9 31%	3 21%	4 76%	2 22%	2 40%	3 31%	2 47%	4 42%	2 37%	- -	2 38%	2 25%	5 32%	9 42%	- -
Net: Decrease	1 3%	- -	- -	1 11%	- -	- -	- -	- -	- -	1 21%	- -	- -	1 6%	- -	1 13%
Net: Increase + Stay the same	24 83%	11 80%	5 100%	7 79%	4 81%	7 79%	4 100%	8 90%	4 82%	4 79%	4 86%	6 84%	13 82%	18 86%	5 74%
Mean score	3.4	3.4	3.8	3.1	3.5	3.4	3.7	3.6	3.4	2.8	3.4	3.5	3.3	3.5	2.9

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

Jobs Outlook - Combined

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

Marketing, media & creative

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

	Total	WAVE			REGION						SIZE			SECTOR		
		April 2016	May 2016	June 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	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	74	57	47	31	50	43	70	27	27	49	50	79	144	34	
Weighted Total	176	75	55	47	30	48	42	72	30	27	46	49	81	141	35	
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
Increase greatly	(5)	5 3%	1 2%	3 6%	- -	3 7%	- -	- -	- -	1 5%	1 3%	- -	3 4%	2 1%	3 9%	
Increase slightly	(4)	29 16%	6 8%	14 26%	8 18%	7 24%	10 21%	7 17%	11 16%	4 14%	1 2%	11 23%	4 8%	14 18%	22 15%	7 20%
Stay same	(3)	123 70%	58 77%	32 59%	33 71%	19 64%	31 65%	32 77%	52 73%	20 69%	21 75%	30 65%	42 85%	51 63%	101 71%	22 63%
Decrease slightly	(2)	3 2%	2 3%	1 1%	- -	1 3%	- -	- -	1 2%	1 4%	1 2%	- -	- -	3 3%	3 2%	- -
Decrease greatly	(1)	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	
Don't know		17 10%	7 10%	5 8%	5 11%	3 10%	3 7%	3 6%	7 9%	4 14%	4 15%	4 9%	3 7%	10 12%	14 10%	3 8%
NETS																
Net: Increase	34 19%	8 10%	18 32%	8 18%	7 24%	13 28%	7 17%	11 16%	4 14%	2 7%	12 26%	4 8%	18 22%	23 17%	10 29%	
Net: Decrease	3 2%	2 3%	1 1%	- -	1 3%	- -	- -	1 2%	1 4%	1 2%	- -	- -	3 3%	3 2%	- -	
Net: Increase + Stay the same	156 89%	65 87%	50 91%	42 89%	26 87%	44 93%	39 94%	64 89%	24 82%	23 83%	42 91%	46 93%	68 85%	124 88%	32 92%	
Mean score	3.2	3.1	3.4	3.2	3.2	3.4	3.2	3.2	3.1	3.1	3.3	3.1	3.3	3.2	3.4	

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

Jobs Outlook - Combined

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

Office professionals

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

	Total	WAVE			REGION						SIZE			SECTOR	
		April 2016	May 2016	June 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	259	122	70	67	47	73	55	95	40	44	65	76	118	214	45
Weighted Total	255	123	66	66	45	72	53	95	42	43	64	73	118	208	47
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	3	1	-	2	-	1	1	1	-	1	1	1	1	1
		1%	1%	-	3%	-	2%	1%	1%	-	2%	1%	1%	1%	2%
Increase slightly	(4)	48	24	15	9	12	9	9	20	11	7	11	12	25	38
		19%	19%	23%	13%	26%	13%	17%	21%	27%	15%	17%	17%	21%	18%
Stay same	(3)	174	83	46	46	29	54	37	61	24	31	48	54	73	141
		68%	67%	69%	70%	64%	75%	71%	64%	56%	72%	75%	74%	62%	68%
							h								
Decrease slightly	(2)	8	3	3	2	2	2	1	3	2	1	1	4	3	8
		3%	3%	4%	3%	4%	3%	2%	4%	6%	1%	2%	6%	2%	4%
Decrease greatly	(1)	1	-	-	1	-	-	1	1	-	-	-	-	1	1
		*	-	-	1%	-	-	2%	1%	-	-	-	-	1%	*
Don't know		22	12	2	7	3	6	4	9	5	4	3	2	16	19
		8%	10%	4%	10%	6%	8%	7%	9%	12%	9%	5%	3%	14%	9%
													k		6%
NETS															
Net: Increase	50	25	15	11	12	10	10	21	11	8	12	13	26	40	10
	20%	20%	23%	16%	26%	14%	18%	22%	27%	17%	18%	18%	22%	19%	22%
Net: Decrease	9	3	3	3	2	2	2	4	2	1	1	4	3	9	-
	3%	3%	4%	4%	4%	3%	4%	4%	6%	1%	2%	6%	3%	4%	-
Net: Increase + Stay the same	225	107	61	57	41	64	47	82	35	38	59	67	99	181	44
	88%	87%	92%	86%	90%	89%	89%	86%	83%	89%	93%	91%	83%	87%	94%
Mean score	3.2	3.2	3.2	3.2	3.2	3.1	3.2	3.2	3.2	3.2	3.2	3.1	3.2	3.2	3.3

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

Jobs Outlook - Combined

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

Sales & retail

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

	Total	WAVE			REGION						SIZE			SECTOR		
		April 2016	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	e	f	g	h	i	j	k	l	m	n	
Significance Level: 95%																
Unweighted Total	181	73	61	47	37	53	39	59	20	32	58	58	65	143	38	
Weighted Total	178	71	60	47	36	50	38	62	24	31	58	56	64	140	38	
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
Increase greatly	(5)	3 2%	- -	2 4%	1 2%	- -	2 5%	1 2%	1 1%	- -	1 1%	- -	2 4%	3 2%	- -	
Increase slightly	(4)	39 22%	13 19%	18 30%	7 15%	9 24%	5 11%	11 30%	21 34%	10 40%	4 12%	14 24%	11 20%	13 21%	28 20%	11 28%
Stay same	(3)	119 67%	48 67%	36 59%	35 75%	26 73%	36 71%	22 59%	35 57%	12 52%	22 71%	40 68%	42 75%	37 58%	99 71%	19 51%
Decrease slightly	(2)	4 2%	2 2%	2 4%	- -	- -	2 5%	1 2%	1 1%	- -	1 2%	2 3%	1 2%	1 2%	3 2%	1 2%
Decrease greatly	(1)	1 1%	1 2%	- -	- -	- -	- -	- -	- -	1 3%	- -	- -	1 2%	- -	1 3%	1 m
Don't know		13 7%	7 10%	2 3%	4 9%	1 3%	4 8%	2 6%	4 7%	2 8%	4 12%	2 3%	2 4%	9 14%	7 5%	6 16%
													j		m	
NETS																
Net: Increase	42 23%	13 19%	21 34%	8 17%	9 24%	8 16%	12 32%	22 35%	10 40%	4 12%	15 26%	11 20%	16 25%	31 22%	11 28%	
			ac				i	ei								
Net: Decrease	5 3%	3 4%	2 4%	- -	- -	2 5%	1 2%	1 1%	- -	2 6%	2 3%	1 2%	2 4%	3 2%	2 5%	
Net: Increase + Stay the same	160 90%	61 86%	57 94%	43 91%	35 97%	44 87%	35 92%	56 92%	22 92%	26 82%	55 94%	53 95%	53 82%	130 93%	30 79%	
					i						l	l		n		
Mean score	3.2	3.1	3.4 a	3.2	3.2	3.2	3.3	3.4	3.4	3.0	3.3	3.2	3.3	3.2	3.2	

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

Jobs Outlook - Combined

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

Technology

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

	Total	WAVE			REGION						SIZE			SECTOR	
		April 2016	May 2016	June 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	*h	*i	j	k	l	m	*n
Unweighted Total	154	69	47	38	31	46	34	55	21	22	35	47	72	127	27
Weighted Total	153	69	45	39	31	44	33	56	23	22	36	45	72	125	28
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5) 3 2%	- -	2 4%	1 2%	- -	2 4%	1 2%	1 1%	- -	- -	- -	- -	3 4%	1 1%	2 6%
Increase slightly	(4) 27 18%	14 21%	8 18%	5 13%	4 12%	6 14%	10 30%	14 25%	4 17%	3 16%	8 22%	7 16%	12 17%	23 18%	5 17%
Stay same	(3) 110 72%	49 70%	33 74%	29 73%	25 82%	33 75%	20 62%	37 67%	17 74%	14 65%	27 74%	35 77%	49 68%	92 73%	19 66%
Decrease slightly	(2) 2 1%	1 1%	1 3%	- -	- -	- -	1 3%	1 2%	- -	1 6%	- -	1 2%	1 2%	1 1%	1 3%
Decrease greatly	(1) - -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Don't know	11 7%	5 8%	1 2%	5 12%	2 6%	3 6%	1 3%	3 5%	2 9%	3 14%	2 4%	2 5%	7 10%	9 7%	2 7%
NETS															
Net: Increase	30 20%	14 21%	10 22%	6 15%	4 12%	8 18%	11 32%	15 26%	4 17%	3 16%	8 22%	7 16%	15 21%	23 19%	7 23%
Net: Decrease	2 1%	1 1%	1 3%	- -	- -	- -	1 3%	1 2%	- -	1 6%	- -	1 2%	1 2%	1 1%	1 3%
Net: Increase + Stay the same	140 92%	63 91%	43 95%	35 88%	29 94%	41 94%	31 94%	52 93%	21 91%	18 80%	34 96%	42 93%	64 89%	115 92%	25 90%
Mean score	3.2	3.2	3.2	3.2	3.1	3.2	3.3	3.3	3.2	3.1	3.2	3.1	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	225 100%	3 1%	23 10%	165 73%	4 2%	-	30 13%	26 12%	4 2%	191 85%	3.1
Construction	70 100%	1 2%	15 22%	41 58%	1 2%	-	11 16%	17 24%	1 2%	57 83%	3.3
Drivers	101 100%	3 3%	27 27%	51 50%	4 4%	-	15 15%	31 31%	4 4%	82 81%	3.4
Education	64 100%	-	12 18%	40 63%	1 2%	1 1%	11 17%	12 18%	2 3%	51 81%	3.2
Engineering & technical	176 100%	3 2%	47 26%	100 56%	3 2%	2 1%	23 13%	50 28%	5 3%	149 84%	3.3
Executive recruitment / interim management	163 100%	4 2%	24 15%	111 68%	3 2%	1 *	20 13%	28 17%	3 2%	139 85%	3.2
Health & social care	65 100%	4 6%	9 14%	38 58%	5 8%	-	8 13%	13 20%	5 8%	51 79%	3.2
Hospitality	80 100%	3 4%	25 31%	40 49%	3 3%	-	10 13%	28 35%	3 3%	67 84%	3.4
Industrial	80 100%	1 1%	31 38%	38 47%	1 1%	-	10 12%	31 39%	1 1%	69 87%	3.4
Legal & HR	178 100%	-	23 13%	128 72%	3 2%	1 *	23 13%	23 13%	4 2%	151 85%	3.1
Life sciences	28 100%	1 4%	3 10%	18 62%	-	-	7 24%	4 14%	-	21 76%	3.2
Marketing, media & creative	176 100%	7 4%	24 13%	123 70%	2 1%	1 *	20 12%	30 17%	3 2%	153 87%	3.2
Office professionals	255 100%	4 1%	43 17%	174 68%	5 2%	-	29 11%	47 18%	5 2%	221 87%	3.2
Sales & retail	178 100%	4 2%	50 28%	113 63%	1 *	-	11 6%	54 30%	1 *	166 93%	3.3
Technology	153 100%	1 1%	28 18%	106 69%	2 2%	-	16 10%	29 19%	2 2%	135 88%	3.2
Average (response based including bases)	1993 100%	39 2%	383 19%	1284 64%	38 2%	5 *	244 12%	422 21%	42 2%	1706 86%	3.2

Jobs Outlook - Combined

Q11_SUM. Average across all sectors (response based)

SUMMARY TABLE

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

	Total	WAVE			REGION						SIZE			SECTOR		
		April 2016	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	e	f	g	h	i	j	k	l	m	n	
Significance Level: 95%																
Unweighted Total	2012	916	578	518	402	553	414	710	296	347	515	578	919	1608	404	
Weighted Total	1993	919	562	512	387	536	405	727	322	342	515	561	917	1581	411	
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
Increase greatly	(5)	39 2%	8 1%	10 2%	20 4% ab	4 1%	16 3% d	9 2%	15 2%	6 2%	4 1%	12 2%	6 1%	20 2%	29 2%	10 2%
Increase slightly	(4)	383 19%	136 15%	134 24% a	113 22% a	81 21%	94 17%	91 22% h	140 19%	49 15%	68 20%	117 23% l	106 19%	160 17%	297 19%	87 21%
Stay same	(3)	1284 64%	614 67% c	373 66% c	298 58%	262 68% hi	355 66% i	268 66%	463 64%	194 60%	204 60%	329 64%	405 72% jl	550 60%	1021 65%	264 64%
Decrease slightly	(2)	38 2%	26 3% c	10 2% c	2 *	4 1%	2 *	13 3% de	26 4% de	13 4% de	6 2% e	5 1%	12 2%	21 2%	32 2%	6 1%
Decrease greatly	(1)	5 *	2 *	3 1%	- -	- -	- -	2 *	2 *	- -	3 1% e	- -	- -	5 1%	5 *	- -
Don't know	244 12%	133 14% b	32 6%	79 15% b	37 9% f	69 13% f	22 5%	82 11% f	59 18% defg	57 17% dfg	52 10% k	31 6% k	161 18% jk	199 13%	45 11%	
NETS																
Net: Increase	422 21%	144 16% a	144 26% a	133 26% a	85 22%	110 20%	100 25% h	155 21%	56 17%	72 21%	129 25% kl	112 20%	181 20%	325 21%	96 23%	
Net: Decrease	42 2%	28 3% c	13 2% c	2 *	4 1%	2 *	15 4% de	28 4% de	13 4% de	9 3% e	5 1%	12 2%	26 3% j	37 2%	6 1%	
Net: Increase + Stay the same	1706 86%	758 83% ac	517 92% ac	431 84% ab	347 90% ghi	465 87% hi	368 91% eghi	618 85% h	250 78%	276 81%	458 89% l	517 92% l	731 80%	1346 85%	360 88%	
Mean score	3.2	3.2	3.3 a	3.4 ab	3.2	3.3	3.2	3.2	3.2	3.2	3.3 kl	3.2	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_1. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next four to twelve months?

Accounting and financial services

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

	Total	WAVE			REGION						SIZE			SECTOR	
		April 2016	May 2016	June 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	228	113	66	49	50	56	40	80	40	42	53	71	104	185	43
Weighted Total	225	114	64	47	48	53	39	82	43	41	53	69	104	182	43
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	3	1	-	2	-	-	2	3	1	-	1	2	2	1
	1%	1%	-	4%	-	-	5%	4%	3%	-	-	1%	2%	1%	2%
Increase slightly	(4)	23	6	10	7	6	5	6	8	2	4	6	6	11	5
	10%	5%	15%	16%	13%	9%	16%	10%	5%	9%	11%	8%	11%	10%	11%
			a	a											
Stay same	(3)	165	86	49	31	36	39	28	61	32	30	42	57	66	32
	73%	75%	76%	65%	73%	72%	72%	74%	75%	74%	80%	83%	64%	73%	74%
											l	l			
Decrease slightly	(2)	4	3	1	-	-	1	1	2	1	1	1	-	3	1
	2%	3%	1%	-	-	2%	2%	3%	3%	2%	2%	-	3%	2%	2%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	30	18	4	7	7	9	2	8	6	6	4	5	21	25	5
	13%	16%	7%	15%	14%	17%	5%	10%	14%	14%	7%	7%	20%	14%	11%
													jk		
NETS															
Net: Increase	26	7	10	9	6	5	8	11	3	4	6	7	14	20	6
	12%	6%	15%	19%	13%	9%	20%	14%	8%	9%	11%	10%	13%	11%	14%
			a												
Net: Decrease	4	3	1	-	-	1	1	2	1	1	1	-	3	3	1
	2%	3%	1%	-	-	2%	2%	3%	3%	2%	2%	-	3%	2%	2%
Net: Increase + Stay the same	191	93	58	40	42	43	36	72	36	34	48	64	80	154	38
	85%	82%	92%	85%	86%	81%	92%	88%	83%	84%	91%	93%	77%	85%	87%
											l	l			
Mean score	3.1	3.1	3.2	3.3	3.1	3.1	3.2	3.2	3.1	3.1	3.1	3.1	3.2	3.1	3.2
			a												

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

Jobs Outlook - Combined

Q11_2. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next four to twelve months?

Construction

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

	Total	WAVE			REGION						SIZE			SECTOR		
		April 2016	May 2016	June 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public	
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	j	*k	*l	m	*n	
Unweighted Total	70	27	20	23	12	25	17	23	6	10	37	8	25	57	13	
Weighted Total	70	27	18	24	11	25	17	23	6	10	37	8	25	57	13	
	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%	-	-	-	-	-	16%	-	2%	-	
Increase slightly	(4)	15	4	5	6	5	3	3	-	1	11	-	5	12	3	
		22%	15%	30%	25%	22%	18%	13%	-	13%	29%	-	19%	21%	27%	
Stay same	(3)	41	19	10	12	16	9	15	6	5	22	7	12	35	5	
		58%	68%	59%	48%	65%	56%	65%	86%	48%	60%	84%	47%	62%	42%	
Decrease slightly	(2)	1	1	-	-	-	1	1	-	-	-	-	1	1	-	
		2%	4%	-	-	-	7%	5%	-	-	-	-	5%	2%	-	
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
		-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Don't know		11	4	2	5	1	2	3	4	1	4	-	7	7	4	
		16%	13%	11%	22%	7%	8%	18%	17%	14%	39%	11%	-	28%	31%	
NETS																
Net: Increase		17	4	5	7	6	7	3	3	-	1	11	1	5	13	3
		24%	15%	30%	30%	51%	27%	18%	13%	-	13%	29%	16%	19%	23%	27%
Net: Decrease		1	1	-	-	-	-	1	1	-	-	-	-	1	1	-
		2%	4%	-	-	-	-	7%	5%	-	-	-	-	5%	2%	-
Net: Increase + Stay the same		57	23	16	19	10	23	12	18	6	6	33	8	16	49	9
		83%	83%	89%	78%	93%	92%	74%	78%	86%	61%	89%	100%	67%	86%	69%
Mean score		3.3	3.1	3.3	3.5	3.5	3.4	3.1	3.1	3.0	3.2	3.3	3.3	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

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

Drivers

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

	Total	WAVE			REGION						SIZE			SECTOR	
		April 2016	May 2016	June 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	*b	*c	*d	e	*f	*g	*h	*i	*j	*k	l	m	*n
Unweighted Total	103	49	27	27	23	30	13	25	12	25	27	25	51	76	27
Weighted Total	101	48	26	26	22	30	13	25	12	24	27	24	50	73	28
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	3	1	1	2	1	2	-	-	-	1	-	2	2	1
		3%	2%	3%	7%	4%	6%	-	-	3%	4%	-	5%	3%	4%
Increase slightly	(4)	27	12	7	9	4	7	7	11	4	6	8	8	12	7
		27%	25%	25%	33%	16%	22%	56%	45%	33%	25%	31%	31%	23%	24%
Stay same	(3)	51	24	17	10	14	18	3	9	6	11	14	14	23	15
		50%	50%	63%	39%	64%	59%	22%	35%	50%	43%	52%	59%	45%	52%
Decrease slightly	(2)	4	3	1	-	-	-	2	2	-	2	-	1	2	1
		4%	7%	2%	-	-	-	14%	7%	-	8%	-	6%	5%	3%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		15	8	2	5	4	4	1	3	2	5	4	1	11	5
		15%	17%	7%	21%	16%	12%	8%	12%	16%	21%	13%	4%	21%	17%
NETS															
Net: Increase	31	13	7	11	4	9	7	11	4	7	9	8	14	23	8
	31%	27%	28%	40%	20%	29%	56%	45%	33%	28%	34%	31%	28%	32%	27%
Net: Decrease	4	3	1	-	-	-	2	2	-	2	-	1	2	3	1
	4%	7%	2%	-	-	-	14%	7%	-	8%	-	6%	5%	4%	3%
Net: Increase + Stay the same	82	37	24	21	18	26	10	20	10	17	23	22	37	60	22
	81%	77%	91%	79%	84%	88%	78%	81%	84%	71%	87%	90%	74%	82%	80%
Mean score	3.4	3.3	3.3	3.6	3.3	3.4	3.5	3.4	3.4	3.3	3.4	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

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

Education

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

	Total	WAVE			REGION						SIZE			SECTOR		
		April 2016	May 2016	June 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public	
Significance Level: 95%		a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	l	m	*n	
Unweighted Total	62	32	20	10	7	19	15	24	9	12	19	11	32	48	14	
Weighted Total	64	33	21	11	7	19	15	26	11	12	20	11	33	50	14	
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
Increase greatly	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Increase slightly	(4)	12	7	3	2	1	3	4	1	5	1	3	7	10	2	
		18%	20%	15%	17%	26%	5%	18%	15%	10%	44%	4%	31%	22%	19%	13%
Stay same	(3)	40	20	14	5	14	10	18	8	3	15	6	18	29	11	
		63%	63%	69%	50%	74%	71%	70%	70%	71%	24%	76%	60%	55%	58%	80%
Decrease slightly	(2)	1	1	-	-	-	1	1	-	-	-	1	-	1	-	
		2%	3%	-	-	-	7%	4%	-	-	-	9%	-	2%	-	
Decrease greatly	(1)	1	-	1	-	-	-	-	-	1	-	-	1	1	-	
		1%	-	3%	-	-	-	-	-	5%	-	-	2%	1%	-	
Don't know		11	4	3	4	-	5	1	3	2	3	-	7	10	1	
		17%	14%	13%	34%	-	24%	6%	11%	18%	27%	20%	-	21%	19%	7%
NETS																
Net: Increase		12	7	3	2	2	1	3	4	1	5	3	7	10	2	
		18%	20%	15%	17%	26%	5%	18%	15%	10%	44%	4%	31%	22%	19%	13%
Net: Decrease		2	1	1	-	-	-	1	1	-	1	1	1	2	-	
		3%	3%	3%	-	-	-	7%	4%	-	5%	9%	2%	3%	-	
Net: Increase + Stay the same		51	27	17	7	7	15	13	22	9	8	10	26	39	13	
		81%	83%	84%	66%	100%	76%	88%	85%	82%	67%	80%	91%	78%	77%	93%
Mean score		3.2	3.2	3.1	3.3	3.3	3.1	3.1	3.1	3.4	3.1	3.2	3.2	3.2	3.1	

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

Jobs Outlook - Combined

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

Engineering & technical

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

	Total	WAVE			REGION						SIZE			SECTOR		
		April 2016	May 2016	June 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	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	74	51	53	40	46	41	63	22	29	50	53	75	145	33	
Weighted Total	176	75	49	52	38	46	40	66	26	27	51	50	76	143	33	
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
Increase greatly	(5)	3	1	1	-	1	1	2	1	-	1	-	2	3	-	
		2%	1%	2%	-	2%	3%	3%	4%	-	2%	-	3%	2%	-	
Increase slightly	(4)	47	20	12	15	14	14	7	14	7	6	13	17	17	39	8
		26%	27%	24%	28%	37%	30%	17%	21%	26%	20%	25%	34%	22%	27%	23%
Stay same	(3)	100	40	32	27	20	25	26	39	13	16	30	30	40	78	22
		56%	53%	65%	53%	54%	54%	66%	59%	48%	59%	60%	59%	52%	54%	66%
Decrease slightly	(2)	3	2	-	1	-	-	2	3	1	-	1	1	1	2	1
		2%	2%	-	2%	-	-	5%	4%	3%	-	2%	2%	1%	1%	3%
Decrease greatly	(1)	2	2	1	-	-	-	2	2	-	1	-	-	2	2	-
		1%	2%	1%	-	-	-	4%	2%	-	2%	-	-	3%	2%	-
Don't know		23	10	4	8	4	7	2	7	5	5	6	3	14	20	3
		13%	14%	8%	16%	10%	15%	6%	11%	19%	18%	11%	6%	19%	14%	9%
													k			
NETS																
Net: Increase	50	21	13	16	14	14	8	16	8	6	14	17	19	42	8	
		28%	28%	26%	30%	37%	32%	20%	24%	30%	20%	27%	34%	25%	29%	23%
Net: Decrease	5	3	1	1	-	-	3	4	1	1	1	1	3	4	1	
		3%	5%	1%	2%	-	-	9%	6%	3%	2%	2%	2%	4%	3%	3%
							e									
Net: Increase + Stay the same	149	61	45	43	34	39	34	54	20	22	44	47	58	119	30	
		84%	82%	91%	82%	90%	85%	86%	83%	78%	80%	87%	93%	77%	84%	89%
												l				
Mean score	3.3	3.3	3.3	3.4	3.4	3.4	3.1	3.2	3.4	3.2	3.3	3.3	3.2	3.3	3.2	
					f											

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

Jobs Outlook - Combined

Q11_6. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next four to twelve months?

Executive recruitment / interim management

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

	Total	WAVE			REGION						SIZE			SECTOR	
		April 2016	May 2016	June 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	*h	*i	*j	k	l	m	n
Unweighted Total	166	79	48	39	34	45	35	63	28	24	25	60	81	132	34
Weighted Total	163	79	47	37	32	43	34	63	29	24	25	58	80	129	34
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	4	1	-	3	-	2	2	2	-	-	1	1	2	2
		2%	2%	-	7%	-	5%	5%	2%	-	-	4%	1%	3%	1%
Increase slightly	(4)	24	5	9	10	7	5	5	11	6	2	4	10	10	18
		15%	7%	19%	26%	20%	10%	14%	17%	20%	9%	15%	17%	13%	14%
			a	a											
Stay same	(3)	111	58	35	19	23	30	25	41	17	17	15	44	53	89
		68%	73%	73%	52%	71%	69%	73%	65%	56%	71%	61%	75%	66%	69%
			c	c											
Decrease slightly	(2)	3	3	-	-	-	-	2	3	1	-	1	2	-	2
		2%	4%	-	-	-	-	5%	4%	3%	-	4%	3%	-	1%
Decrease greatly	(1)	1	-	1	-	-	-	-	-	-	1	-	-	1	1
		*	-	1%	-	-	-	-	-	-	3%	-	-	1%	*
Don't know		20	12	3	5	3	6	1	7	6	4	4	2	15	17
		13%	15%	6%	15%	8%	15%	3%	11%	21%	17%	16%	3%	18%	14%
												k			9%
NETS															
Net: Increase		28	7	9	12	7	7	6	12	6	2	5	11	12	20
		17%	8%	19%	33%	20%	16%	19%	19%	20%	9%	19%	19%	15%	15%
				a											23%
Net: Decrease		3	3	1	-	-	-	2	3	1	1	1	2	1	3
		2%	4%	1%	-	-	-	5%	4%	3%	3%	4%	3%	1%	2%
Net: Increase + Stay the same		139	64	44	31	30	37	31	53	22	19	20	55	65	109
		85%	81%	93%	85%	92%	85%	92%	84%	76%	80%	80%	94%	81%	84%
												l			89%
Mean score		3.2	3.1	3.2	3.5	3.2	3.2	3.2	3.2	3.2	3.0	3.2	3.2	3.2	3.2
				ab											3.3

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

Jobs Outlook - Combined

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

Health & social care

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

	WAVE			REGION						SIZE			SECTOR		
	Total	April 2016	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	*e	*f	*g	*h	*i	*j	*k	*l	m	*n
Significance Level: 95%															
Unweighted Total	64	27	21	16	9	16	11	25	14	14	23	16	25	46	18
Weighted Total	65	27	23	15	9	16	11	26	15	14	24	15	25	47	18
	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
		6%	-	18%	-	11%	11%	-	5%	9%	-	9%	-	7%	5%
Increase slightly	(4)	9	4	3	2	1	1	2	5	3	2	4	2	3	8
		14%	15%	14%	12%	10%	4%	16%	20%	23%	16%	16%	15%	11%	16%
Stay same	(3)	38	15	13	10	5	11	8	14	7	8	12	11	15	26
		58%	55%	58%	65%	58%	68%	68%	56%	47%	52%	52%	68%	59%	57%
Decrease slightly	(2)	5	3	2	-	1	-	1	3	2	2	2	2	2	4
		8%	11%	11%	-	10%	-	8%	12%	15%	10%	8%	11%	7%	8%
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		8	5	-	4	1	3	1	2	1	3	4	1	4	7
		13%	18%	-	23%	10%	16%	8%	7%	6%	22%	15%	5%	15%	14%
NETS															
Net: Increase		13	4	7	2	2	2	6	5	2	6	2	5	10	3
		20%	15%	31%	12%	21%	16%	16%	25%	32%	16%	25%	15%	18%	21%
Net: Decrease		5	3	2	-	1	-	1	3	2	2	2	2	2	4
		8%	11%	11%	-	10%	-	8%	12%	15%	10%	8%	11%	7%	8%
Net: Increase + Stay the same		51	19	20	12	7	13	9	21	11	10	18	13	20	36
		79%	71%	89%	77%	80%	84%	84%	81%	79%	68%	77%	83%	78%	78%
Mean score		3.2	3.1	3.4	3.2	3.2	3.1	3.2	3.3	3.1	3.3	3.0	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_8. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next four to twelve months?

Hospitality

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

	Total	WAVE			REGION						SIZE			SECTOR	
		April 2016	May 2016	June 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	l	m	*n
Unweighted Total	81	36	23	22	15	22	10	24	14	20	27	19	35	61	20
Weighted Total	80	35	22	23	15	20	10	25	15	20	27	18	35	60	20
	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	-
	4%	-	8%	5%	7%	6%	-	-	-	3%	4%	7%	2%	5%	-
Increase slightly	(4)	25	6	9	4	6	2	5	3	10	11	7	8	16	9
	31%	28%	29%	38%	25%	32%	19%	19%	19%	50%	40%	35%	22%	27%	44%
Stay same	(3)	40	10	9	10	11	6	14	8	4	12	11	17	31	8
	49%	57%	47%	40%	68%	53%	60%	56%	54%	22%	46%	58%	48%	52%	41%
Decrease slightly	(2)	3	2	-	-	-	1	2	1	1	-	-	3	3	-
	3%	3%	7%	-	-	-	10%	8%	7%	3%	-	-	8%	5%	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	10	4	2	4	-	2	1	4	3	4	3	-	7	7	3
	13%	12%	9%	17%	-	9%	10%	16%	20%	21%	11%	-	20%	12%	15%
NETS															
Net: Increase	28	10	8	10	5	7	2	5	3	11	12	8	8	19	9
	35%	28%	36%	44%	32%	38%	19%	19%	19%	54%	43%	42%	24%	32%	44%
Net: Decrease	3	1	2	-	-	-	1	2	1	1	-	-	3	3	-
	3%	3%	7%	-	-	-	10%	8%	7%	3%	-	-	8%	5%	-
Net: Increase + Stay the same	67	30	18	19	15	18	8	19	11	15	24	18	25	50	17
	84%	85%	83%	83%	100%	91%	79%	75%	73%	76%	89%	100%	72%	84%	85%
Mean score	3.4	3.3	3.4	3.6	3.4	3.5	3.1	3.1	3.1	3.7	3.5	3.5	3.2	3.4	3.5

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

Jobs Outlook - Combined

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

Industrial

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

	Total	WAVE			REGION						SIZE			SECTOR	
		April 2016	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	*e	*f	*g	*h	*i	*j	*k	l	m	*n
Significance Level: 95%															
Unweighted Total	82	39	20	23	22	21	17	24	7	15	18	26	38	65	17
Weighted Total	80	39	19	21	21	21	17	24	7	15	19	25	36	63	17
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5) 1 1%	- -	- -	1 4%	1 4%	- -	- -	- -	- -	- -	1 4%	- -	- -	1 1%	- -
Increase slightly	(4) 31 38%	15 37%	8 41%	8 38%	9 44%	7 33%	9 53%	10 41%	1 13%	5 32%	6 33%	12 49%	12 34%	23 37%	7 42%
Stay same	(3) 38 47%	19 49%	11 55%	8 37%	10 48%	13 61%	6 36%	10 40%	3 49%	6 40%	11 57%	11 44%	16 44%	31 49%	7 40%
Decrease slightly	(2) 1 1%	- -	1 4%	- -	- -	- -	1 5%	1 3%	- -	- -	- -	1 3%	- -	1 1%	- -
Decrease greatly	(1) - -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Don't know	10 12%	5 14%	- -	5 21%	1 4%	1 6%	1 6%	4 16%	3 39%	4 28%	1 6%	1 3%	8 22%	7 11%	3 17%
NETS															
Net: Increase	31 39%	15 37%	8 41%	9 42%	10 48%	7 33%	9 53%	10 41%	1 13%	5 32%	7 37%	12 49%	12 34%	24 38%	7 42%
Net: Decrease	1 1%	- -	1 4%	- -	- -	- -	1 5%	1 3%	- -	- -	- -	1 3%	- -	1 1%	- -
Net: Increase + Stay the same	69 87%	34 86%	18 96%	17 79%	20 96%	19 94%	15 89%	20 81%	4 61%	11 72%	18 94%	23 93%	28 78%	55 88%	14 83%
Mean score	3.4	3.4	3.4	3.6	3.5	3.4	3.5	3.5	3.2	3.4	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_10. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next four to twelve months?

Legal & HR

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

	Total	WAVE			REGION						SIZE			SECTOR	
		April 2016	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	e	f	g	h	i	j	k	l	m	n
Significance Level: 95%															
Unweighted Total	178	88	42	48	39	41	40	71	31	27	24	51	103	145	33
Weighted Total	178	89	42	48	38	40	40	74	34	27	24	50	104	142	36
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Increase slightly	(4)	23	9	8	7	5	4	7	8	1	4	7	12	14	10
		13%	10%	18%	15%	13%	11%	18%	11%	3%	18%	13%	12%	10%	27%
								h						m	
Stay same	(3)	128	64	31	33	27	30	31	53	22	15	39	74	105	23
		72%	72%	73%	70%	72%	75%	78%	72%	66%	62%	78%	71%	73%	65%
Decrease slightly	(2)	3	3	-	-	-	-	3	3	-	-	-	3	3	-
		2%	4%	-	-	-	-	5%	10%	-	-	-	3%	2%	-
									def						
Decrease greatly	(1)	1	-	1	-	-	-	-	-	1	-	-	1	1	-
		*	-	2%	-	-	-	-	-	2%	-	-	1%	*	-
Don't know		23	13	3	7	6	6	2	9	7	5	4	14	20	3
		13%	15%	7%	15%	15%	14%	5%	12%	21%	20%	8%	14%	14%	8%
									f						
NETS															
Net: Increase	23	9	8	7	5	4	7	8	1	6	4	7	12	14	10
	13%	10%	18%	15%	13%	11%	18%	11%	3%	22%	18%	13%	12%	10%	27%
							h							m	
Net: Decrease	4	3	1	-	-	-	-	3	3	1	-	-	4	4	-
	2%	4%	2%	-	-	-	-	5%	10%	2%	-	-	4%	3%	-
									def						
Net: Increase + Stay the same	151	72	38	41	32	35	38	61	23	23	19	46	86	118	33
	85%	81%	91%	85%	85%	86%	95%	83%	69%	86%	80%	92%	83%	83%	92%
							h								
Mean score	3.1	3.1	3.2	3.2	3.2	3.1	3.2	3.1	2.9	3.2	3.2	3.1	3.1	3.1	3.3
															m

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

Jobs Outlook - Combined

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

Life sciences

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

	Total	WAVE			REGION						SIZE			SECTOR	
		April 2016	May 2016	June 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total	28	14	5	9	5	10	4	9	5	4	5	7	16	20	8
Weighted Total	28	14	5	9	5	9	4	9	5	5	5	8	16	21	7
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	1	-	1	-	1	-	-	-	-	-	-	1	1	-
		4%	-	13%	-	13%	-	-	-	-	-	-	8%	6%	-
Increase slightly	(4)	3	1	2	-	2	1	1	-	-	1	1	1	3	-
		10%	7%	35%	-	18%	24%	10%	-	-	17%	13%	6%	13%	-
Stay same	(3)	18	8	3	6	4	3	3	6	2	5	2	5	10	6
		62%	57%	65%	67%	81%	35%	76%	59%	45%	100%	46%	71%	63%	87%
Decrease slightly	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Decrease greatly	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		7	5	-	2	1	3	-	3	3	-	2	1	4	1
		24%	36%	-	19%	19%	33%	-	31%	55%	-	38%	16%	24%	13%
NETS															
Net: Increase		4	1	2	1	-	3	1	1	-	-	1	1	2	4
		14%	7%	35%	13%	-	31%	24%	10%	-	-	17%	13%	13%	19%
Net: Decrease		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same		21	9	5	7	4	6	4	7	2	5	3	6	12	6
		76%	64%	100%	81%	81%	67%	100%	69%	45%	100%	62%	84%	76%	87%
Mean score		3.2	3.1	3.4	3.3	3.0	3.7	3.2	3.2	3.0	3.0	3.3	3.2	3.3	3.0

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

Jobs Outlook - Combined

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

Marketing, media & creative

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

	Total	WAVE			REGION						SIZE			SECTOR	
		April 2016	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	e	f	g	h	i	j	k	l	m	n
Significance Level: 95%															
Unweighted Total	178	74	57	47	31	50	43	70	27	27	49	50	79	144	34
Weighted Total	176	75	55	47	30	48	42	72	30	27	46	49	81	141	35
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5)	7 4%	3 4%	2 3%	2 5%	-	3 6%	2 4%	2 3%	1 3%	1 5%	2 5%	1 2%	4 5%	3 8%
Increase slightly	(4)	24 13%	4 5%	14 25% a	6 13%	5 16%	6 13%	10 24%	12 17%	2 7%	1 2%	8 18%	5 10%	10 13%	5 14%
Stay same	(3)	123 70%	55 73%	35 64%	33 70%	20 68%	29 70%	49 68%	19 66%	21 75%	32 69%	40 82% l	51 63%	99 70%	24 67%
Decrease slightly	(2)	2 1%	2 3%	-	-	1 3%	-	-	1 2%	1 4%	-	-	2 3%	2 1%	-
Decrease greatly	(1)	1 *	-	1 1%	-	-	-	-	-	1 2%	-	-	1 1%	1 *	-
Don't know	20 12%	11 15%	4 7%	5 12%	4 12%	6 12%	1 3%	7 10%	6 20%	4 15%	4 8%	3 7%	13 16%	17 12%	4 11%
NETS															
Net: Increase	30 17%	7 9%	15 28% a	9 18%	5 16%	9 19%	12 27%	14 20%	3 10%	2 7%	11 23%	6 12%	14 17%	23 16%	8 22%
Net: Decrease	3 2%	2 3%	1 1%	-	1 3%	-	-	1 2%	1 4%	1 2%	-	-	3 3%	3 2%	-
Net: Increase + Stay the same	153 87%	61 82%	50 92%	42 88%	25 84%	42 88%	41 97% d	63 89%	22 76%	23 83%	42 92%	46 93% l	65 80%	122 86%	32 89%
Mean score	3.2	3.1	3.3	3.3	3.2	3.3	3.3	3.2	3.1	3.1	3.3	3.1	3.2	3.2	3.3

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

Jobs Outlook - Combined

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

Office professionals

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

	Total	WAVE			REGION						SIZE			SECTOR	
		April 2016	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	e	f	g	h	i	j	k	l	m	n
Significance Level: 95%															
Unweighted Total	259	122	70	67	47	73	55	95	40	44	65	76	118	214	45
Weighted Total	255	123	66	66	45	72	53	95	42	43	64	73	118	208	47
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly (5)	4 1%	1 1%	- -	3 4%	- -	1 2%	1 1%	2 2%	1 2%	1 2%	2 3%	1 1%	1 1%	3 1%	1 2%
Increase slightly (4)	43 17%	15 12%	15 23%	13 20%	7 15%	12 17%	10 18%	16 16%	6 14%	9 21%	13 21%	9 13%	20 17%	38 18%	6 12%
Stay same (3)	174 68%	86 70%	47 72%	41 62%	32 71%	50 70%	37 71%	64 67%	26 62%	28 66%	44 70%	54 74%	75 64%	138 66%	36 78%
Decrease slightly (2)	5 2%	3 3%	1 1%	1 1%	2 4%	1 1%	1 2%	2 2%	1 3%	- -	- -	3 4%	2 2%	5 2%	- -
Decrease greatly (1)	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Don't know	29 11%	18 15%	3 4%	8 12%	4 10%	8 11%	4 7%	12 12%	8 19%	5 11%	4 6%	6 8%	19 16%	25 12%	4 8%
NETS		b											j		
Net: Increase	47 18%	16 13%	15 23%	16 25% a	7 15%	13 18%	10 20%	17 18%	7 16%	10 23%	15 24%	10 14%	21 18%	40 19%	7 14%
Net: Decrease	5 2%	3 3%	1 1%	1 1%	2 4%	1 1%	1 2%	2 2%	1 3%	- -	- -	3 4%	2 2%	5 2%	- -
Net: Increase + Stay the same	221 87%	102 83%	62 94% a	57 87% a	39 86%	63 88%	48 91%	81 85%	33 78%	38 89%	60 94% l	64 88%	97 82%	178 86%	43 92%
Mean score	3.2	3.1	3.2	3.3 a	3.1	3.2	3.2	3.2	3.2	3.3	3.3 k	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_14. Which job functions in your organisation, if any, do you think will see an increase or decrease of permanent members of staff in the next four to twelve months?

Sales & retail

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

	Total	WAVE			REGION						SIZE			SECTOR		
		April 2016	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	e	f	g	h	i	j	k	l	m	n	
Significance Level: 95%																
Unweighted Total	181	73	61	47	37	53	39	59	20	32	58	58	65	143	38	
Weighted Total	178	71	60	47	36	50	38	62	24	31	58	56	64	140	38	
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
Increase greatly	(5)	4 2%	- -	2 3%	2 5% a	- -	2 3%	2 4%	2 4%	1 4%	- -	1 2%	1 1%	2 4%	4 3%	- -
Increase slightly	(4)	50 28%	16 22%	23 37% a	12 25%	9 24%	12 25%	11 30%	21 35%	10 42%	8 25%	19 33%	12 21%	19 29%	38 27%	12 32%
Stay same	(3)	113 63%	48 68%	35 58%	29 62%	26 73%	33 66%	23 60%	33 54%	10 43%	21 66%	37 63%	40 72%	36 56%	92 65%	21 55%
Decrease slightly	(2)	1 *	1 1%	- -	- -	- -	- -	1 2%	1 1%	- -	- -	- -	1 2%	- -	- -	1 2%
Decrease greatly	(1)	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Don't know	11 6%	6 9%	1 2%	4 8%	1 3%	3 7%	1 3%	4 6%	3 12%	3 9%	1 2%	2 4%	7 12% j	7 5%	4 10%	
NETS																
Net: Increase	54 30%	16 22%	24 40% a	14 30%	9 24%	14 28%	13 35%	24 39%	11 46%	8 25%	20 35%	13 23%	21 33%	42 30%	12 32%	
Net: Decrease	1 *	1 1%	- -	- -	- -	- -	1 2%	1 1%	- -	- -	- -	1 2%	- -	- -	1 2%	
Net: Increase + Stay the same	166 93%	64 90%	59 98% a	43 92%	35 97%	47 93%	36 95%	57 92%	21 88%	28 91%	57 98% l	53 95%	56 88%	133 95%	33 87%	
Mean score	3.3	3.2	3.4 a	3.4	3.2	3.3	3.4	3.4	3.6	3.3	3.4	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

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

Technology

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

	Total	WAVE			REGION						SIZE			SECTOR	
		April 2016	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	e	f	g	*h	*i	j	k	l	m	*n
Significance Level: 95%															
Unweighted Total	154	69	47	38	31	46	34	55	21	22	35	47	72	127	27
Weighted Total	153	69	45	39	31	44	33	56	23	22	36	45	72	125	28
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Increase greatly	(5) 1 1%	- -	- -	1 2%	- -	- -	1 2%	1 1%	- -	- -	- -	- -	1 1%	1 1%	- -
Increase slightly	(4) 28 18%	10 14%	10 23%	8 21%	5 15%	8 17%	8 24%	11 20%	3 15%	4 20%	8 21%	7 15%	13 19%	21 17%	7 25%
Stay same	(3) 106 69%	52 75%	30 68%	24 61%	24 79%	31 70%	23 70%	38 68%	15 63%	13 60%	25 68%	35 77%	47 65%	87 70%	19 68%
Decrease slightly	(2) 2 2%	- -	2 5%	- -	- -	- -	- -	1 2%	1 5%	1 6%	- -	1 3%	1 2%	2 2%	- -
Decrease greatly	(1) - -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Don't know	16 10%	8 11%	2 4%	6 16%	2 6%	6 13%	1 3%	5 9%	4 17%	3 14%	4 10%	2 5%	10 14%	14 11%	2 7%
NETS															
Net: Increase	29 19%	10 14%	10 23%	9 23%	5 15%	8 17%	9 26%	12 22%	3 15%	4 20%	8 21%	7 15%	14 20%	22 17%	7 25%
Net: Decrease	2 2%	- -	2 5%	- -	- -	- -	- -	1 2%	1 5%	1 6%	- -	1 3%	1 2%	2 2%	- -
Net: Increase + Stay the same	135 88%	62 89%	41 91%	33 84%	29 94%	38 87%	32 97%	50 89%	18 78%	18 80%	32 90%	42 93%	61 85%	109 87%	26 93%
Mean score	3.2	3.2	3.2	3.3	3.2	3.2	3.3	3.2	3.1	3.2	3.2	3.1	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

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	April 2016	May 2016	June 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	b	c	d	e	f	g	h	i	j	k	l	m	n
Unweighted Total	466	186	143	137	100	116	106	170	64	80	178	125	163	381	85
Weighted Total	463	186	140	136	98	115	102	172	70	77	178	120	164	377	86
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Accounting and financial services	20 9%	7 6%	5 8%	8 18% a	7 15%	4 7%	5 13%	8 10%	3 7%	2 4%	2 4%	8 12%	10 9%	18 10%	3 7%
Construction	19 27%	10 38%	4 23%	4 18%	5 40%	4 17%	8 46%	8 33%	- -	2 24%	9 24%	2 24%	8 32%	17 29%	2 18%
Drivers	22 22%	9 19%	8 30%	5 20%	4 18%	8 27%	5 39%	6 24%	1 8%	4 18%	8 29%	3 11%	12 24%	14 19%	8 30%
Education	15 23%	8 24%	5 25%	2 17%	1 13%	4 20%	7 44%	8 30%	1 11%	2 18%	6 31%	3 32%	5 16%	10 21%	5 33%
Engineering & technical	79 45%	33 44%	26 53%	20 39%	16 43%	21 46%	16 41%	32 49%	16 61%	10 35%	20 40%	25 50%	34 44%	63 44%	16 48%
Executive recruitment / interim management	28 17%	11 13%	13 28% a	5 13%	6 19%	8 19%	8 24%	12 19%	4 14%	2 8%	6 25%	14 24%	8 10%	21 16%	7 21%
Health & social care	16 25%	5 19%	9 38%	3 19%	2 22%	5 34%	3 30%	7 25%	3 22%	3 18%	5 23%	6 36%	5 21%	12 25%	5 26%
Hospitality	22 28%	8 22%	10 47%	4 18%	3 20%	5 23%	3 29%	9 36%	6 41%	6 29%	10 38%	5 27%	7 21%	17 28%	5 27%
Industrial	10 13%	2 4%	6 30%	3 12%	2 9%	3 15%	4 22%	4 16%	- -	1 10%	2 12%	3 14%	5 13%	7 11%	3 19%
Legal & HR	17 9%	11 12%	3 8%	3 5%	2 5%	6 14%	7 18%	9 12%	2 6%	- -	4 18%	5 10%	7 7%	15 10%	2 5%
Life sciences	7 26%	3 19%	4 78%	1 11%	1 18%	2 26%	2 47%	3 33%	1 22%	1 21%	2 31%	3 40%	3 18%	6 31%	1 13%
Marketing, media & creative	16 9%	4 5%	5 8%	7 15%	2 7%	6 13%	3 8%	6 8%	3 9%	1 5%	9 19%	2 4%	5 6%	13 9%	2 6%
Office professionals	22 9%	15 12%	3 5%	4 5%	4 9%	6 9%	5 10%	9 10%	4 9%	2 4%	7 10%	7 9%	8 7%	18 9%	3 7%

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	April 2016	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	e	f	g	h	i	j	k	l	m	n	
Significance Level: 95%															
Unweighted Total	466	186	143	137	100	116	106	170	64	80	178	125	163	381	85
Weighted Total	463	186	140	136	98	115	102	172	70	77	178	120	164	377	86
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Sales & retail	36	13	15	8	8	7	9	15	7	6	16	9	11	24	12
	20%	18%	24%	18%	24%	13%	23%	25%	27%	19%	28%	16%	17%	17%	32%
															m
Technology	37	14	15	7	6	9	11	17	7	4	7	13	16	28	9
	24%	21%	34%	17%	19%	20%	33%	31%	29%	20%	20%	29%	23%	22%	32%
None	246	97	69	80	59	60	47	85	38	42	110	58	78	209	37
	53%	52%	50%	58%	60%	52%	46%	49%	54%	55%	62%	48%	48%	55%	43%
											kl			n	
Net: Any	217	90	70	57	39	55	55	87	32	35	69	62	86	168	49
	47%	48%	50%	42%	40%	48%	54%	51%	46%	45%	38%	52%	52%	45%	57%
											j	j		m	

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	70	-	3	49	6	1	11	3	7	52	2.9
	100%	-	4%	70%	9%	1%	16%	4%	10%	74%	
Construction	22	-	5	12	1	-	4	5	1	16	3.2
	100%	-	21%	55%	4%	-	20%	21%	4%	76%	
Drivers	27	3	8	10	3	-	3	11	3	21	3.5
	100%	13%	28%	37%	10%	-	12%	41%	10%	78%	
Education	21	-	2	14	1	-	4	2	1	16	3.1
	100%	-	9%	66%	4%	-	20%	9%	4%	76%	
Engineering & technical	53	-	10	33	4	-	6	10	4	43	3.1
	100%	-	19%	62%	7%	-	12%	19%	7%	81%	
Executive recruitment / interim management	44	-	2	30	4	-	8	2	4	32	2.9
	100%	-	5%	67%	9%	-	18%	5%	9%	72%	
Health & social care	19	1	-	11	3	-	4	1	3	12	2.9
	100%	5%	-	57%	17%	-	21%	5%	17%	62%	
Hospitality	21	3	1	8	4	1	3	4	5	12	3.0
	100%	14%	6%	39%	21%	4%	16%	20%	25%	59%	
Industrial	40	2	15	14	4	-	6	17	4	30	3.4
	100%	4%	37%	35%	9%	-	14%	42%	9%	76%	
Legal & HR	56	-	1	39	4	1	10	1	5	41	2.9
	100%	-	2%	71%	7%	1%	19%	2%	9%	73%	
Life sciences	8	-	1	4	-	-	3	1	-	5	3.2
	100%	-	11%	48%	-	-	41%	11%	-	59%	
Marketing, media & creative	45	-	2	30	3	-	9	2	3	32	3.0
	100%	-	5%	66%	8%	-	21%	5%	8%	71%	
Office professionals	88	-	8	62	5	1	12	8	7	70	3.0
	100%	-	9%	70%	6%	1%	13%	9%	7%	79%	
Sales & retail	40	-	7	23	4	-	6	7	4	30	3.1
	100%	-	17%	58%	9%	-	15%	17%	9%	76%	
Technology	43	-	2	32	3	-	6	2	3	34	3.0
	100%	-	4%	75%	6%	-	14%	4%	6%	79%	
Average (response based including bases)	596	9	66	371	50	4	97	75	53	445	3.1
	100%	1%	11%	62%	8%	1%	16%	13%	9%	75%	

Jobs Outlook - Combined

Q14_SUM. Average across all sectors

SUMMARY TABLE

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

	Total	WAVE			REGION						SIZE			SECTOR		
		April 2016	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	e	f	g	h	i	j	k	l	m	n	
Significance Level: 95%																
Unweighted Total	597	261	174	162	88	123	132	267	135	119	67	175	355	490	107	
Weighted Total	596	266	172	157	85	115	134	280	146	116	67	171	358	488	108	
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
Greatly increase	(5)	9	-	9	-	1	7	1	1	-	1	7	1	2	9	-
		1%	-	5%	-	1%	6%	1%	*	-	1%	10%	*	*	2%	-
				ac			fg	hi				kl				
Slightly increase	(4)	66	29	22	14	7	21	16	25	9	12	9	24	33	49	17
		11%	11%	13%	9%	8%	18%	12%	9%	6%	11%	13%	14%	9%	10%	16%
							dgh									
Stay the same	(3)	371	173	119	79	56	71	105	183	79	61	41	104	226	306	64
		62%	65%	69%	50%	66%	62%	78%	65%	54%	52%	61%	61%	63%	63%	60%
				c			eg	hi								
Slightly decrease	(2)	50	8	13	29	12	4	9	20	11	14	5	17	28	37	13
		8%	3%	7%	19%	14%	3%	7%	7%	8%	12%	7%	10%	8%	8%	12%
				a	ab	e					e					
Greatly decrease	(1)	4	2	1	1	-	-	2	3	1	1	-	2	2	4	-
		1%	1%	*	*	-	-	1%	1%	1%	1%	-	1%	1%	1%	-
Don't know		97	54	9	34	9	13	2	47	46	28	6	23	68	83	14
		16%	20%	5%	22%	11%	11%	1%	17%	31%	24%	9%	14%	19%	17%	13%
			b		b	f	f		f	defg	def					
NETS																
Net: Increase		75	29	31	14	8	27	17	26	9	13	15	25	34	58	17
		13%	11%	18%	9%	10%	24%	13%	9%	6%	11%	23%	15%	10%	12%	16%
				ac			df	ghi				l				
Net: Decrease		53	10	13	30	12	4	11	23	12	14	5	19	30	40	13
		9%	4%	8%	19%	14%	3%	8%	8%	8%	12%	7%	11%	8%	8%	12%
				ab	ab	e					e					
Net: Increase + Stay the same		445	202	150	93	64	98	122	209	88	74	56	129	260	364	81
		75%	76%	87%	59%	76%	85%	91%	75%	60%	63%	84%	75%	73%	75%	75%
			c	ac		h	ghi	dghi	hi							
Mean score		3.1	3.1	3.2	2.9	3.0	3.3	3.0	3.0	3.0	3.0	3.3	3.0	3.0	3.1	3.0
			c	c			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

	Total	WAVE			REGION						SIZE			SECTOR	
		April 2016	May 2016	June 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	*b	*c	*d	*e	*f	g	*h	*i	*j	*k	l	m	*n
Unweighted Total	71	35	21	15	10	14	16	32	16	15	3	22	46	59	12
Weighted Total	70	35	21	14	10	13	16	33	17	14	3	21	45	58	12
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	3	2	1	-	-	1	2	1	1	-	-	3	3	-
	4%	6%	3%	-	-	-	6%	6%	7%	5%	-	-	6%	5%	-
Stay the same	(3)	49	24	16	10	7	10	14	23	9	9	3	15	31	39
	70%	67%	77%	69%	73%	78%	87%	69%	51%	62%	100%	71%	67%	67%	83%
Slightly decrease	(2)	6	2	2	3	2	-	1	3	2	2	-	2	4	5
	9%	6%	9%	18%	18%	-	7%	9%	11%	11%	-	9%	10%	9%	9%
Greatly decrease	(1)	1	-	1	-	-	-	-	-	1	-	-	1	1	-
	1%	-	4%	-	-	-	-	-	-	6%	-	-	2%	1%	-
Don't know	11	8	2	2	1	3	-	5	5	2	-	4	7	10	1
	16%	22%	7%	13%	9%	22%	-	16%	31%	16%	-	19%	15%	18%	8%
NETS															
Net: Increase	3	2	1	-	-	-	1	2	1	1	-	-	3	3	-
	4%	6%	3%	-	-	-	6%	6%	7%	5%	-	-	6%	5%	-
Net: Decrease	7	2	3	3	2	-	1	3	2	2	-	2	5	6	1
	10%	6%	13%	18%	18%	-	7%	9%	11%	17%	-	9%	11%	10%	9%
Net: Increase + Stay the same	52	26	16	10	7	10	15	25	10	9	3	15	33	42	10
	74%	73%	80%	69%	73%	78%	93%	75%	58%	67%	100%	71%	73%	72%	83%
Mean score	2.9	3.0	2.9	2.8	2.8	3.0	3.0	3.0	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

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

Construction

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

	Total	WAVE			REGION						SIZE			SECTOR	
		April 2016	May 2016	June 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total	22	9	7	6	4	3	6	11	5	4	4	2	16	19	3
Weighted Total	22	9	7	6	4	3	6	11	5	4	3	2	16	18	3
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	5	2	1	1	1	2	2	-	-	-	1	3	3	1
	21%	21%	20%	23%	26%	46%	37%	20%	-	-	-	56%	20%	18%	39%
Stay the same	(3)	12	5	5	2	3	2	4	6	2	3	-	8	11	1
	55%	53%	80%	28%	74%	54%	63%	54%	43%	36%	100%	-	53%	59%	33%
Slightly decrease	(2)	1	-	-	1	-	-	-	-	1	-	-	1	1	-
	4%	-	-	15%	-	-	-	-	-	24%	-	-	5%	5%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	4	2	-	2	-	-	-	3	3	1	-	1	3	3	1
	20%	26%	-	33%	-	-	-	26%	57%	39%	-	44%	21%	19%	28%
NETS															
Net: Increase	5	2	1	1	1	1	2	2	-	-	-	1	3	3	1
	21%	21%	20%	23%	26%	46%	37%	20%	-	-	-	56%	20%	18%	39%
Net: Decrease	1	-	-	1	-	-	-	-	-	1	-	-	1	1	-
	4%	-	-	15%	-	-	-	-	-	24%	-	-	5%	5%	-
Net: Increase + Stay the same	16	7	7	3	4	3	6	8	2	1	3	1	12	14	2
	76%	74%	100%	51%	100%	100%	100%	74%	43%	36%	100%	56%	74%	77%	72%
Mean score	3.2	3.3	3.2	3.1	3.3	3.5	3.4	3.3	3.0	2.6	3.0	4.0	3.2	3.2	3.5

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

Jobs Outlook - Combined

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

Drivers

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

	Total	WAVE			REGION						SIZE			SECTOR	
		April 2016	May 2016	June 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	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	9	9	7	5	8	3	6	3	6	6	7	12	16	9
Weighted Total	27	9	11	7	5	10	3	6	3	6	8	8	12	17	10
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5) 3 13%	- -	3 31%	- -	- -	3 27%	- -	- -	- -	1 11%	3 37%	- -	1 6%	3 20%	- -
Slightly increase	(4) 8 28%	2 23%	2 22%	3 45%	1 16%	4 36%	2 65%	2 34%	- -	1 16%	2 24%	3 40%	3 23%	4 22%	4 38%
Stay the same	(3) 10 37%	5 52%	5 47%	- -	3 65%	3 26%	1 35%	2 34%	1 34%	2 36%	2 25%	4 49%	4 37%	7 38%	4 35%
Slightly decrease	(2) 3 10%	1 9%	- -	2 27%	1 18%	1 10%	- -	- -	- -	1 14%	1 13%	1 11%	1 7%	1 5%	2 18%
Greatly decrease	(1) - -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Don't know	3 12%	1 15%	- -	2 27%	- -	- -	- -	2 31%	2 66%	1 23%	- -	- -	3 28%	2 14%	1 9%
NETS															
Net: Increase	11 41%	2 23%	6 53%	3 45%	1 16%	7 64%	2 65%	2 34%	- -	2 27%	5 62%	3 40%	3 28%	7 43%	4 38%
Net: Decrease	3 10%	1 9%	- -	2 27%	1 18%	1 10%	- -	- -	- -	1 14%	1 13%	1 11%	1 7%	1 5%	2 18%
Net: Increase + Stay the same	21 78%	7 75%	11 100%	3 45%	4 82%	9 90%	3 100%	4 69%	1 34%	4 63%	7 87%	7 89%	8 65%	14 81%	7 72%
Mean score	3.5	3.2	3.8	3.2	3.0	3.8	3.7	3.5	3.0	3.3	3.9	3.3	3.4	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

	Total	WAVE			REGION						SIZE			SECTOR	
		April 2016	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	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Significance Level: 95%															
Unweighted Total	20	7	8	5	1	4	3	10	7	5	4	2	14	14	6
Weighted Total	21	7	8	6	1	3	4	12	9	5	4	2	16	15	6
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	2	2	-	-	1	1	1	-	-	-	-	2	1	1
	9%	28%	-	-	-	26%	32%	9%	-	-	-	-	12%	8%	14%
Stay the same	(3)	14	3	8	3	1	1	2	9	7	3	2	9	11	3
	66%	38%	100%	54%	100%	43%	68%	75%	78%	53%	100%	100%	55%	71%	53%
Slightly decrease	(2)	1	1	-	-	1	-	-	-	-	-	-	1	-	1
	4%	14%	-	-	-	31%	-	-	-	-	-	-	6%	-	16%
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	4	1	-	3	-	-	-	2	2	2	-	-	4	3	1
	20%	20%	-	46%	-	-	-	16%	22%	47%	-	-	26%	21%	16%
NETS															
Net: Increase	2	2	-	-	-	1	1	1	-	-	-	-	2	1	1
	9%	28%	-	-	-	26%	32%	9%	-	-	-	-	12%	8%	14%
Net: Decrease	1	1	-	-	-	1	-	-	-	-	-	-	1	-	1
	4%	14%	-	-	-	31%	-	-	-	-	-	-	6%	-	16%
Net: Increase + Stay the same	16	5	8	3	1	2	4	10	7	3	4	2	11	12	4
	76%	66%	100%	54%	100%	69%	100%	84%	78%	53%	100%	100%	68%	79%	67%
Mean score	3.1	3.2	3.0	3.0	3.0	3.0	3.3	3.1	3.0	3.0	3.0	3.0	3.1	3.1	3.0

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

Jobs Outlook - Combined

Q14_5. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next three months?

Engineering & technical

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

	Total	WAVE			REGION						SIZE			SECTOR	
		April 2016	May 2016	June 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	l	m	*n
Unweighted Total	53	29	11	13	12	16	10	18	8	7	5	16	32	45	8
Weighted Total	53	29	10	13	11	15	10	20	9	7	5	15	33	44	8
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	10	4	5	1	5	1	3	2	1	1	2	7	6	4
	19%	14%	48%	7%	-	34%	10%	17%	25%	18%	15%	17%	20%	14%	43%
Stay the same	(3)	33	20	4	9	8	10	8	11	3	4	10	19	29	4
	62%	67%	43%	66%	75%	66%	78%	57%	34%	50%	66%	71%	58%	65%	46%
Slightly decrease	(2)	4	1	-	3	1	-	1	2	1	1	1	3	4	-
	7%	4%	-	20%	8%	-	12%	11%	9%	12%	-	6%	9%	9%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	6	4	1	1	2	-	-	3	3	1	1	1	4	5	1
	12%	15%	9%	7%	17%	-	-	16%	33%	20%	19%	7%	13%	12%	11%
NETS															
Net: Increase	10	4	5	1	-	5	1	3	2	1	1	2	7	6	4
	19%	14%	48%	7%	-	34%	10%	17%	25%	18%	15%	17%	20%	14%	43%
Net: Decrease	4	1	-	3	1	-	1	2	1	1	-	1	3	4	-
	7%	4%	-	20%	8%	-	12%	11%	9%	12%	-	6%	9%	9%	-
Net: Increase + Stay the same	43	24	9	10	8	15	9	14	6	5	4	13	26	35	7
	81%	81%	91%	73%	75%	100%	88%	74%	59%	68%	81%	87%	78%	79%	89%
Mean score	3.1	3.1	3.5	2.9	2.9	3.3	3.0	3.1	3.2	3.1	3.2	3.1	3.1	3.1	3.5

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

Jobs Outlook - Combined

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

Executive recruitment / interim management

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

	Total	WAVE			REGION						SIZE			SECTOR	
		April 2016	May 2016	June 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	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	24	10	11	6	7	7	20	13	12	5	12	28	38	7
Weighted Total	44	26	9	10	6	6	7	21	13	12	5	12	28	38	7
	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	-	-	2	2	-
	5%	5%	-	9%	-	-	-	6%	9%	7%	-	-	8%	6%	-
Stay the same	(3)	30	19	8	4	3	5	7	15	7	3	10	18	25	5
	67%	74%	83%	37%	52%	84%	100%	70%	54%	61%	58%	78%	64%	67%	72%
Slightly decrease	(2)	4	-	1	4	1	1	-	1	1	2	1	1	2	3
	9%	-	7%	36%	16%	16%	-	4%	6%	13%	22%	7%	9%	9%	15%
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	8	5	1	2	2	-	-	4	4	2	1	2	5	7	1
	18%	21%	10%	18%	33%	-	-	20%	31%	19%	20%	15%	20%	19%	13%
NETS															
Net: Increase	2	1	-	1	-	-	-	1	1	1	-	-	2	2	-
	5%	5%	-	9%	-	-	-	6%	9%	7%	-	-	8%	6%	-
Net: Decrease	4	-	1	4	1	1	-	1	1	2	1	1	2	3	1
	9%	-	7%	36%	16%	16%	-	4%	6%	13%	22%	7%	9%	9%	15%
Net: Increase + Stay the same	32	20	8	4	3	5	7	16	8	8	3	10	20	27	5
	72%	79%	83%	45%	52%	84%	100%	76%	63%	68%	58%	78%	72%	72%	72%
Mean score	2.9	3.1	2.9	2.7	2.8	2.8	3.0	3.0	3.0	2.9	2.7	2.9	3.0	3.0	2.8

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

Jobs Outlook - Combined

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

Health & social care

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

	Total	WAVE			REGION						SIZE			SECTOR	
		April 2016	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	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Significance Level: 95%															
Unweighted Total	19	9	5	5	2	3	4	10	6	4	6	2	11	15	4
Weighted Total	19	9	5	5	2	2	4	11	6	5	6	2	11	15	4
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5) 5%	-	1 17%	-	1 49%	-	-	-	-	-	1 16%	-	-	1 6%	-
Slightly increase	(4) -	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Stay the same	(3) 57%	7 77%	2 38%	2 42%	1 51%	1 65%	3 74%	6 60%	3 50%	2 50%	4 62%	-	7 65%	9 61%	2 43%
Slightly decrease	(2) 17%	-	2 45%	1 18%	-	-	1 26%	3 31%	2 35%	-	1 22%	2 100%	-	2 14%	1 32%
Greatly decrease	(1) -	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	4 21%	2 23%	-	2 40%	-	1 35%	-	1 9%	1 15%	2 50%	-	-	4 35%	3 19%	1 26%
NETS															
Net: Increase	1 5%	-	1 17%	-	1 49%	-	-	-	-	-	1 16%	-	-	1 6%	-
Net: Decrease	3 17%	-	2 45%	1 18%	-	-	1 26%	3 31%	2 35%	-	1 22%	2 100%	-	2 14%	1 32%
Net: Increase + Stay the same	12 62%	7 77%	3 55%	2 42%	2 100%	1 65%	3 74%	6 60%	3 50%	2 50%	5 78%	-	7 65%	10 67%	2 43%
Mean score	2.9	3.0	2.9	2.7	4.0	3.0	2.7	2.7	2.6	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

	Total	WAVE			REGION						SIZE			SECTOR	
		April 2016	May 2016	June 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	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	5	8	5	3	4	2	8	6	3	3	4	11	16	2
Weighted Total	21	5	11	5	3	5	2	9	7	4	5	4	11	19	2
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5) 14%	-	3 27%	-	-	3 53%	-	-	-	-	3 54%	-	-	3 15%	-
Slightly increase	(4) 6%	-	1 12%	-	-	-	-	1 14%	1 19%	-	-	-	1 11%	1 7%	-
Stay the same	(3) 39%	2 37%	4 39%	2 42%	3 100%	2 29%	-	2 26%	2 34%	1 36%	1 21%	2 48%	5 44%	8 44%	-
Slightly decrease	(2) 21%	1 19%	2 23%	1 18%	-	1 19%	1 55%	2 28%	1 19%	1 24%	1 25%	1 29%	2 16%	3 17%	1 55%
Greatly decrease	(1) 4%	1 17%	-	-	-	-	1 45%	1 11%	-	-	-	1 23%	-	1 5%	-
Don't know	3 16%	1 27%	-	2 40%	-	-	-	2 22%	2 28%	1 39%	-	-	3 29%	2 13%	1 45%
NETS															
Net: Increase	4 20%	-	4 38%	-	-	3 53%	-	1 14%	1 19%	-	3 54%	-	1 11%	4 22%	-
Net: Decrease	5 25%	2 36%	2 23%	1 18%	-	1 19%	2 100%	3 39%	1 19%	1 24%	1 25%	2 52%	2 16%	4 22%	1 55%
Net: Increase + Stay the same	12 59%	2 37%	8 77%	2 42%	3 100%	4 81%	-	3 40%	3 52%	1 36%	4 75%	2 48%	6 55%	12 65%	-
Mean score	3.0	2.3	3.4	2.7	3.0	3.9	1.6	2.6	3.0	2.6	3.8	2.2	2.9	3.1	2.0

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

Jobs Outlook - Combined

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

Industrial

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

	Total	WAVE			REGION						SIZE			SECTOR	
		April 2016	May 2016	June 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	*n
Unweighted Total	42	20	8	14	10	7	11	15	4	10	1	18	23	34	8
Weighted Total	40	20	7	13	9	7	11	15	4	9	1	17	22	32	8
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5) 4%	-	2 24%	-	-	1 13%	1 7%	1 5%	-	-	-	1 5%	1 4%	2 5%	-
Slightly increase	(4) 37%	9 45%	1 20%	5 36%	2 28%	1 22%	6 54%	7 47%	1 27%	4 42%	1 100%	10 63%	3 16%	11 35%	4 48%
Stay the same	(3) 35%	8 39%	2 34%	4 28%	3 30%	3 41%	4 39%	5 35%	1 22%	3 34%	-	4 22%	10 46%	13 39%	1 14%
Slightly decrease	(2) 9%	1 4%	-	3 22%	3 32%	-	-	-	-	1 9%	-	2 11%	2 9%	2 5%	2 25%
Greatly decrease	(1) -	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	6 14%	2 12%	2 22%	2 15%	1 10%	2 23%	-	2 13%	2 50%	1 15%	-	-	6 26%	5 15%	1 12%
NETS															
Net: Increase	17 42%	9 45%	3 44%	5 36%	2 28%	2 36%	7 61%	8 53%	1 27%	4 42%	1 100%	11 67%	4 20%	13 40%	4 48%
Net: Decrease	4 9%	1 4%	-	3 22%	3 32%	-	-	-	-	1 9%	-	2 11%	2 9%	2 5%	2 25%
Net: Increase + Stay the same	30 76%	17 84%	5 78%	8 64%	5 58%	5 77%	11 100%	13 87%	2 50%	7 76%	1 100%	15 89%	14 65%	26 80%	5 62%
Mean score	3.4	3.5	3.9	3.2	3.0	3.6	3.7	3.7	3.5	3.4	4.0	3.6	3.2	3.5	3.3

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

Jobs Outlook - Combined

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

Legal & HR

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

	Total	WAVE			REGION						SIZE			SECTOR	
		April 2016	May 2016	June 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	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	25	14	18	10	10	14	27	13	10	4	17	36	47	10
Weighted Total	56	25	14	16	10	8	14	28	13	10	4	17	35	46	10
	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%	4%	-	-	-	-	8%	4%	-	-	25%	-	-	-	11%
Stay the same	(3)	39	13	9	7	7	12	20	7	5	2	12	25	31	8
	71%	69%	89%	57%	73%	85%	87%	72%	56%	52%	54%	71%	72%	69%	80%
Slightly decrease	(2)	4	1	3	2	-	-	1	1	2	-	1	3	4	-
	7%	4%	4%	16%	18%	-	-	3%	6%	15%	-	5%	10%	9%	-
Greatly decrease	(1)	1	-	1	-	-	1	1	-	-	-	1	-	1	-
	1%	-	-	5%	-	-	5%	3%	-	-	-	5%	-	2%	-
Don't know	10	6	1	4	1	1	-	5	5	3	1	3	6	9	1
	19%	23%	6%	22%	9%	15%	-	18%	38%	32%	21%	19%	18%	21%	9%
NETS															
Net: Increase	1	1	-	-	-	-	1	1	-	-	1	-	-	-	1
	2%	4%	-	-	-	-	8%	4%	-	-	25%	-	-	-	11%
Net: Decrease	5	1	1	3	2	-	1	2	1	2	-	2	3	5	-
	9%	4%	4%	21%	18%	-	5%	6%	6%	15%	-	10%	10%	11%	-
Net: Increase + Stay the same	41	19	13	9	7	7	14	21	7	5	3	12	25	31	9
	73%	73%	89%	57%	73%	85%	95%	76%	56%	52%	79%	71%	72%	69%	91%
Mean score	2.9	3.0	3.0	2.7	2.8	3.0	3.0	2.9	2.9	2.8	3.3	2.8	2.9	2.8	3.1

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

Jobs Outlook - Combined

Q14_11. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next three months?

Life sciences

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

	Total	WAVE			REGION						SIZE			SECTOR	
		April 2016	May 2016	June 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total	8	5	1	2	-	3	1	4	3	1	-	1	7	7	1
Weighted Total	8	5	1	2	-	3	1	4	3	1	-	1	7	7	1
	100%	100%	100%	100%	-	100%	100%	100%	100%	100%	-	100%	100%	100%	100%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	1	1	-	-	1	-	-	-	-	-	-	1	1	-
	11%	-	100%	-	-	32%	-	-	-	-	-	-	13%	13%	-
Stay the same	(3)	4	-	1	-	1	1	2	1	1	-	-	4	4	-
	48%	56%	-	47%	-	25%	100%	47%	29%	100%	-	-	57%	54%	-
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	3	2	-	1	-	1	-	2	2	-	-	1	2	2	1
	41%	44%	-	53%	-	44%	-	53%	71%	-	-	100%	30%	33%	100%
NETS															
Net: Increase	1	-	1	-	-	1	-	-	-	-	-	-	1	1	-
	11%	-	100%	-	-	32%	-	-	-	-	-	-	13%	13%	-
Net: Decrease	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same	5	3	1	1	-	2	1	2	1	1	-	-	5	5	-
	59%	56%	100%	47%	-	56%	100%	47%	29%	100%	-	-	70%	67%	-
Mean score	3.2	3.0	4.0	3.0	-	3.6	3.0	3.0	3.0	3.0	-	-	3.2	3.2	-

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

Jobs Outlook - Combined

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

Marketing, media & creative

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

	Total	WAVE			REGION						SIZE			SECTOR	
		April 2016	May 2016	June 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	*n
Unweighted Total	44	19	12	13	5	6	13	26	13	7	5	13	26	38	6
Weighted Total	45	20	12	13	5	6	13	28	14	6	4	13	28	40	6
	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	-
		5%	18%	-	-	26%	-	-	-	11%	-	-	8%	6%	-
Stay the same	(3)	30	7	9	4	3	12	21	8	2	4	8	19	26	4
		66%	70%	67%	82%	53%	91%	75%	59%	31%	80%	60%	67%	67%	63%
Slightly decrease	(2)	3	2	2	-	-	1	2	1	2	-	2	2	2	1
		8%	15%	13%	-	-	9%	7%	6%	23%	-	16%	5%	6%	20%
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	9	6	1	3	1	1	-	5	5	2	1	3	5	9	1
		21%	30%	7%	18%	21%	-	18%	35%	36%	20%	25%	19%	22%	17%
NETS															
Net: Increase	2	-	2	-	-	2	-	-	-	1	-	-	2	2	-
		5%	18%	-	-	26%	-	-	-	11%	-	-	8%	6%	-
Net: Decrease	3	-	2	2	-	-	1	2	1	2	-	2	2	2	1
		8%	15%	13%	-	-	9%	7%	6%	23%	-	16%	5%	6%	20%
Net: Increase + Stay the same	32	14	9	9	4	5	12	21	8	3	4	8	21	29	4
		71%	70%	67%	82%	79%	91%	75%	59%	41%	80%	60%	75%	73%	63%
Mean score	3.0	3.0	3.0	2.8	3.0	3.3	2.9	2.9	2.9	2.8	3.0	2.8	3.0	3.0	2.8

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

Jobs Outlook - Combined

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

Office professionals

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

	Total	WAVE			REGION						SIZE			SECTOR	
		April 2016	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	*e	*f	g	*h	*i	*j	*k	l	m	*n
Significance Level: 95%															
Unweighted Total	90	36	30	24	11	20	20	42	22	17	13	26	51	76	14
Weighted Total	88	37	28	24	11	18	19	44	24	16	12	25	51	74	14
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	8	4	2	2	1	3	1	3	2	3	2	4	7	1
		9%	11%	7%	7%	8%	15%	4%	7%	9%	8%	22%	7%	7%	10%
Stay the same	(3)	62	26	22	14	8	13	16	31	15	8	17	36	51	11
		70%	70%	80%	58%	75%	74%	80%	70%	63%	63%	65%	70%	72%	68%
Slightly decrease	(2)	5	-	2	4	1	-	2	3	1	2	2	4	4	1
		6%	-	6%	16%	8%	-	12%	7%	3%	9%	-	8%	7%	6%
Greatly decrease	(1)	1	1	-	-	-	-	1	1	-	-	-	1	1	-
		1%	3%	-	-	-	-	2%	4%	-	-	-	2%	1%	-
Don't know		12	6	2	4	1	2	1	6	5	2	4	6	11	1
		13%	16%	6%	19%	8%	11%	4%	13%	21%	13%	16%	12%	15%	7%
NETS															
Net: Increase		8	4	2	2	1	3	1	3	2	3	2	4	7	1
		9%	11%	7%	7%	8%	15%	4%	7%	9%	8%	22%	7%	7%	10%
Net: Decrease		7	1	2	4	1	-	2	4	2	-	2	5	5	1
		7%	3%	6%	16%	8%	-	12%	9%	8%	-	8%	9%	7%	8%
Net: Increase + Stay the same		70	30	24	16	9	16	16	34	17	11	19	40	58	12
		79%	81%	88%	66%	83%	89%	84%	77%	72%	71%	87%	76%	79%	78%
Mean score		3.0	3.1	3.0	2.9	3.0	3.2	2.9	2.9	3.0	3.0	3.2	3.0	3.0	3.0

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

Jobs Outlook - Combined

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

Sales & retail

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

	Total	WAVE			REGION						SIZE			SECTOR		
		April 2016	May 2016	June 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	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	10	18	12	4	9	11	18	7	9	6	19	15	31	9	
Weighted Total	40	10	18	12	4	9	11	19	8	8	5	19	16	30	10	
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Slightly increase	(4)	7	1	4	2	1	3	1	1	-	2	1	4	2	5	2
	17%	11%	23%	15%	26%	39%	7%	4%	-	21%	28%	21%	10%	16%	22%	
Stay the same	(3)	23	6	12	5	2	3	8	13	6	4	10	10	18	5	
	58%	57%	70%	42%	53%	35%	73%	70%	67%	56%	72%	52%	61%	59%	56%	
Slightly decrease	(2)	4	-	1	3	1	-	1	2	1	-	2	2	3	1	
	9%	-	7%	21%	21%	-	11%	10%	10%	11%	-	10%	11%	9%	12%	
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Don't know	6	3	-	3	-	2	1	3	2	1	-	3	3	5	1	
	15%	32%	-	23%	-	25%	9%	15%	23%	11%	-	16%	18%	17%	10%	
NETS																
Net: Increase	7	1	4	2	1	3	1	1	-	2	1	4	2	5	2	
	17%	11%	23%	15%	26%	39%	7%	4%	-	21%	28%	21%	10%	16%	22%	
Net: Decrease	4	-	1	3	1	-	1	2	1	1	-	2	2	3	1	
	9%	-	7%	21%	21%	-	11%	10%	10%	11%	-	10%	11%	9%	12%	
Net: Increase + Stay the same	30	7	16	7	3	6	9	14	6	6	5	14	11	22	8	
	76%	68%	93%	56%	79%	75%	80%	74%	67%	78%	100%	73%	71%	75%	79%	
Mean score	3.1	3.2	3.2	2.9	3.0	3.5	3.0	2.9	2.9	3.1	3.3	3.1	3.0	3.1	3.1	

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

Jobs Outlook - Combined

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

Technology

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

	Total	WAVE			REGION						SIZE			SECTOR	
		April 2016	May 2016	June 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	*n
Unweighted Total	43	19	12	12	5	9	11	20	9	9	2	14	27	35	8
Weighted Total	43	19	11	12	5	7	11	21	10	9	2	14	27	35	8
	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	2	-
	4%	5%	6%	-	21%	-	-	-	-	7%	-	8%	2%	5%	-
Stay the same	(3)	32	16	10	7	2	7	11	17	6	5	11	20	25	7
	75%	82%	86%	56%	44%	100%	100%	82%	62%	58%	50%	80%	75%	73%	88%
Slightly decrease	(2)	3	-	-	3	1	-	-	1	1	-	1	2	3	-
	6%	-	-	21%	17%	-	-	4%	8%	9%	-	6%	6%	7%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	6	3	1	3	1	-	-	3	3	2	1	1	4	5	1
	14%	13%	8%	23%	18%	-	-	14%	30%	25%	50%	6%	16%	15%	12%
NETS															
Net: Increase	2	1	1	-	1	-	-	-	-	1	-	1	1	2	-
	4%	5%	6%	-	21%	-	-	-	-	7%	-	8%	2%	5%	-
Net: Decrease	3	-	-	3	1	-	-	1	1	1	-	1	2	3	-
	6%	-	-	21%	17%	-	-	4%	8%	9%	-	6%	6%	7%	-
Net: Increase + Stay the same	34	17	10	7	3	7	11	17	6	6	1	12	21	27	7
	79%	87%	92%	56%	65%	100%	100%	82%	62%	66%	50%	87%	77%	78%	88%
Mean score	3.0	3.1	3.1	2.7	3.0	3.0	3.0	3.0	2.9	3.0	3.0	3.0	3.0	3.0	3.0

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

Jobs Outlook - Combined

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

SUMMARY TABLE

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

	Total	Greatly increase	Slightly increase	Stay the same	Slightly decrease	Greatly decrease	Don't know	Net: Increase	Net: Decrease	Net: Increase + Stay the same	Mean
Accounting and financial services	70	-	1	53	5	1	11	1	5	53	2.9
	100%	-	1%	75%	7%	1%	16%	1%	8%	76%	
Construction	22	-	4	13	1	-	4	4	1	16	3.2
	100%	-	16%	59%	4%	-	20%	16%	4%	76%	
Drivers	27	1	5	12	5	-	4	5	5	17	3.0
	100%	2%	18%	44%	20%	-	16%	20%	20%	64%	
Education	21	-	2	13	2	-	4	2	2	15	3.0
	100%	-	12%	60%	9%	-	20%	12%	9%	71%	
Engineering & technical	53	-	11	29	5	-	7	11	5	40	3.1
	100%	-	22%	55%	10%	-	14%	22%	10%	76%	
Executive recruitment / interim management	44	-	1	29	5	-	10	1	5	30	2.9
	100%	-	3%	65%	10%	-	22%	3%	10%	68%	
Health & social care	19	2	-	11	2	-	4	2	2	13	3.2
	100%	12%	-	57%	10%	-	21%	12%	10%	69%	
Hospitality	21	-	3	11	3	1	3	3	4	13	2.9
	100%	-	12%	53%	15%	4%	16%	12%	19%	65%	
Industrial	40	1	15	14	4	-	7	16	4	30	3.4
	100%	2%	38%	34%	9%	-	17%	40%	9%	74%	
Legal & HR	56	-	-	39	4	-	13	-	4	39	2.9
	100%	-	-	70%	6%	-	23%	-	6%	70%	
Life sciences	8	-	1	3	-	-	4	1	-	4	3.2
	100%	-	11%	37%	-	-	51%	11%	-	49%	
Marketing, media & creative	45	-	5	26	4	-	10	5	4	31	3.0
	100%	-	11%	58%	8%	-	23%	11%	8%	69%	
Office professionals	88	-	6	63	6	1	13	6	7	69	3.0
	100%	-	6%	72%	7%	1%	14%	6%	8%	78%	
Sales & retail	40	-	7	22	4	-	7	7	4	29	3.1
	100%	-	18%	55%	9%	-	17%	18%	9%	73%	
Technology	43	-	2	30	4	-	7	2	4	32	2.9
	100%	-	4%	71%	8%	-	16%	4%	8%	75%	
Average (response based including bases)	596	4	62	367	52	3	109	66	54	433	3.0
	100%	1%	10%	62%	9%	*	18%	11%	9%	73%	

Jobs Outlook - Combined

Q15_SUM. Average across all sectors

SUMMARY TABLE

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

	Total	WAVE			REGION						SIZE			SECTOR	
		April 2016	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	e	f	g	h	i	j	k	l	m	n
Significance Level: 95%															
Unweighted Total	597	261	174	162	88	123	132	267	135	119	67	175	355	490	107
Weighted Total	596	266	172	157	85	115	134	280	146	116	67	171	358	488	108
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	4	-	4	-	1	1	-	1	1	2	-	2	4	-
		1%	-	2%	-	1%	1%	-	*	1%	3%	-	*	1%	-
			a								kl				
Slightly increase	(4)	62	26	22	14	8	16	15	23	9	11	25	26	50	12
		10%	10%	13%	9%	9%	14%	11%	8%	6%	17%	15%	7%	10%	11%
							h				l	l			
Stay the same	(3)	367	171	126	70	49	77	106	181	75	43	101	223	302	65
		62%	64%	73%	45%	57%	67%	79%	65%	51%	64%	59%	62%	62%	60%
			c	c			hi	deg	hi						
Slightly decrease	(2)	52	12	11	28	17	8	8	16	8	2	19	31	37	15
		9%	5%	7%	18%	20%	7%	6%	6%	5%	3%	11%	9%	8%	14%
					ab	efghi					j			m	
Greatly decrease	(1)	3	1	1	1	1	-	1	1	-	-	2	1	3	-
		*	*	*	1%	1%	-	1%	*	-	-	1%	*	1%	-
Don't know	109	56	9	43	9	13	5	58	53	29	8	24	76	93	16
	18%	21%	5%	27%	11%	11%	4%	21%	37%	25%	12%	14%	21%	19%	15%
		b		b	f	f		def	defgi	def			k		
NETS															
Net: Increase	66	26	25	14	9	17	15	25	10	15	14	25	27	54	12
	11%	10%	15%	9%	11%	15%	11%	9%	7%	13%	20%	15%	8%	11%	11%
						h					l	l			
Net: Decrease	54	13	12	29	18	8	9	16	8	11	2	21	31	39	15
	9%	5%	7%	18%	21%	7%	7%	6%	5%	10%	3%	12%	9%	8%	14%
				ab	efghi						j				
Net: Increase + Stay the same	433	197	151	85	57	94	121	205	85	76	57	126	250	356	77
	73%	74%	88%	54%	68%	81%	90%	73%	58%	65%	85%	74%	70%	73%	71%
		c	ac			dhi	dghi	h			l				
Mean score	3.0	3.1	3.1	2.9	2.9	3.1	3.0	3.0	3.0	3.0	3.2	3.0	3.0	3.0	3.0
		c	c			d	d	d			kl				

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

Jobs Outlook - Combined

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

Accounting and financial services

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

	Total	WAVE			REGION						SIZE			SECTOR	
		April 2016	May 2016	June 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		a	*b	*c	*d	*e	*f	g	*h	*i	*j	*k	l	m	*n
Unweighted Total	71	35	21	15	10	14	16	32	16	15	3	22	46	59	12
Weighted Total	70	35	21	14	10	13	16	33	17	14	3	21	45	58	12
	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	-
	1%	-	3%	-	-	-	-	-	-	5%	-	-	1%	1%	-
Stay the same	(3)	53	27	16	10	7	10	15	26	11	9	3	15	34	43
	75%	75%	80%	69%	73%	78%	93%	78%	64%	67%	100%	71%	76%	74%	83%
Slightly decrease	(2)	5	1	1	3	2	-	1	2	1	1	-	2	3	4
	7%	3%	6%	18%	18%	-	7%	6%	5%	6%	-	9%	6%	6%	9%
Greatly decrease	(1)	1	-	1	-	-	-	-	-	-	-	-	-	1	1
	1%	-	4%	-	-	-	-	-	-	-	-	-	-	2%	1%
Don't know	11	8	2	2	1	3	-	5	5	2	-	4	7	10	1
	16%	22%	7%	13%	9%	22%	-	16%	31%	16%	-	19%	15%	18%	8%
NETS															
Net: Increase	1	-	1	-	-	-	-	-	-	1	-	-	1	1	-
	1%	-	3%	-	-	-	-	-	-	5%	-	-	1%	1%	-
Net: Decrease	5	1	2	3	2	-	1	2	1	2	-	2	4	4	1
	8%	3%	10%	18%	18%	-	7%	6%	5%	12%	-	9%	8%	8%	9%
Net: Increase + Stay the same	53	27	17	10	7	10	15	26	11	10	3	15	35	43	10
	76%	75%	83%	69%	73%	78%	93%	78%	64%	72%	100%	71%	77%	75%	83%
Mean score	2.9	3.0	2.9	2.8	2.8	3.0	2.9	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_2. Which job functions in your organisation, if any, do you think will see an increase or decrease in the number of temporary agency workers in the next four to twelve months?

Construction

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

	Total	WAVE			REGION						SIZE			SECTOR	
		April 2016	May 2016	June 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Unweighted Total	22	9	7	6	4	3	6	11	5	4	4	2	16	19	3
Weighted Total	22	9	7	6	4	3	6	11	5	4	3	2	16	18	3
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	4	1	1	1	1	1	1	-	-	-	1	2	2	1
	16%	10%	20%	23%	26%	46%	21%	11%	-	-	-	56%	14%	12%	39%
Stay the same	(3)	13	6	5	2	3	2	5	7	2	1	3	-	9	12
	59%	64%	80%	28%	74%	54%	79%	63%	43%	36%	100%	-	60%	64%	33%
Slightly decrease	(2)	1	-	-	1	-	-	-	-	1	-	-	1	1	-
	4%	-	-	15%	-	-	-	-	-	24%	-	-	5%	5%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	4	2	-	2	-	-	-	3	3	1	-	1	3	3	1
	20%	26%	-	33%	-	-	-	26%	57%	39%	-	44%	21%	19%	28%
NETS															
Net: Increase	4	1	1	1	1	1	1	1	-	-	-	1	2	2	1
	16%	10%	20%	23%	26%	46%	21%	11%	-	-	-	56%	14%	12%	39%
Net: Decrease	1	-	-	1	-	-	-	-	-	1	-	-	1	1	-
	4%	-	-	15%	-	-	-	-	-	24%	-	-	5%	5%	-
Net: Increase + Stay the same	16	7	7	3	4	3	6	8	2	1	3	1	12	14	2
	76%	74%	100%	51%	100%	100%	100%	74%	43%	36%	100%	56%	74%	77%	72%
Mean score	3.2	3.1	3.2	3.1	3.3	3.5	3.2	3.2	3.0	2.6	3.0	4.0	3.1	3.1	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

	Total	WAVE			REGION						SIZE			SECTOR	
		April 2016	May 2016	June 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	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	9	9	7	5	8	3	6	3	6	6	7	12	16	9
Weighted Total	27	9	11	7	5	10	3	6	3	6	8	8	12	17	10
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	1	1	-	-	-	-	-	-	1	-	-	1	1	-
		2%	6%	-	-	-	-	-	-	11%	-	-	6%	4%	-
Slightly increase	(4)	5	1	3	1	2	1	1	-	1	1	3	1	4	1
		18%	11%	45%	16%	20%	31%	16%	-	16%	10%	40%	8%	22%	10%
Stay the same	(3)	12	4	8	2	5	1	2	1	2	5	4	3	8	4
		44%	42%	72%	45%	54%	35%	34%	34%	36%	62%	49%	29%	49%	35%
Slightly decrease	(2)	5	2	2	2	3	-	-	-	1	1	1	4	2	4
		20%	20%	27%	38%	27%	-	-	-	14%	13%	11%	29%	11%	35%
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		4	3	2	-	-	1	3	2	1	1	-	3	2	2
		16%	27%	27%	-	-	34%	49%	66%	23%	15%	-	28%	14%	20%
NETS															
Net: Increase		5	1	3	1	2	1	1	-	2	1	3	2	4	1
		20%	11%	45%	16%	20%	31%	16%	-	27%	10%	40%	14%	26%	10%
Net: Decrease		5	2	2	2	3	-	-	-	1	1	1	4	2	4
		20%	20%	27%	38%	27%	-	-	-	14%	13%	11%	29%	11%	35%
Net: Increase + Stay the same		17	5	9	3	8	2	3	1	4	5	7	5	13	5
		64%	53%	85%	62%	73%	66%	51%	34%	63%	72%	89%	43%	75%	45%
Mean score		3.0	2.9	3.0	3.2	2.8	2.9	3.5	3.3	3.0	3.0	3.3	2.9	3.2	2.7

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

Jobs Outlook - Combined

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

Education

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

	Total	WAVE			REGION						SIZE			SECTOR	
		April 2016	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	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Significance Level: 95%															
Unweighted Total	20	7	8	5	1	4	3	10	7	5	4	2	14	14	6
Weighted Total	21	7	8	6	1	3	4	12	9	5	4	2	16	15	6
	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	2	1	-	1	-	1	2	-
	12%	17%	16%	-	-	-	32%	20%	15%	-	35%	-	7%	16%	-
Stay the same	(3)	13	3	6	3	-	2	2	8	5	2	1	10	9	4
	60%	50%	73%	54%	-	69%	68%	64%	63%	53%	65%	42%	60%	57%	67%
Slightly decrease	(2)	2	1	1	-	1	1	-	-	-	-	1	1	1	1
	9%	14%	12%	-	100%	31%	-	-	-	-	-	58%	6%	6%	16%
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	4	1	-	3	-	-	-	2	2	2	-	-	4	3	1
	20%	20%	-	46%	-	-	-	16%	22%	47%	-	-	26%	21%	16%
NETS															
Net: Increase	2	1	1	-	-	-	1	2	1	-	1	-	1	2	-
	12%	17%	16%	-	-	-	32%	20%	15%	-	35%	-	7%	16%	-
Net: Decrease	2	1	1	-	1	1	-	-	-	-	-	1	1	1	1
	9%	14%	12%	-	100%	31%	-	-	-	-	-	58%	6%	6%	16%
Net: Increase + Stay the same	15	5	7	3	-	2	4	10	7	3	4	1	11	11	4
	71%	66%	88%	54%	-	69%	100%	84%	78%	53%	100%	42%	68%	73%	67%
Mean score	3.0	3.0	3.0	3.0	2.0	2.7	3.3	3.2	3.2	3.0	3.4	2.4	3.0	3.1	2.8

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

Jobs Outlook - Combined

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

Engineering & technical

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

	Total	WAVE			REGION						SIZE			SECTOR	
		April 2016	May 2016	June 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	l	m	*n
Unweighted Total	53	29	11	13	12	16	10	18	8	7	5	16	32	45	8
Weighted Total	53	29	10	13	11	15	10	20	9	7	5	15	33	44	8
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	11	9	2	1	2	3	3	6	2	1	3	7	9	2
	22%	30%	18%	7%	16%	18%	33%	29%	25%	18%	15%	23%	22%	21%	25%
Stay the same	(3)	29	15	6	8	5	11	7	9	2	4	9	16	25	4
	55%	52%	56%	60%	50%	71%	67%	47%	25%	50%	66%	64%	49%	57%	43%
Slightly decrease	(2)	5	1	2	3	2	2	-	1	1	1	1	4	4	2
	10%	3%	17%	20%	17%	11%	-	4%	9%	12%	-	6%	13%	8%	21%
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	7	4	1	2	2	-	-	4	4	1	1	1	5	6	1
	14%	15%	9%	14%	17%	-	-	20%	41%	20%	19%	7%	16%	14%	11%
NETS															
Net: Increase	11	9	2	1	2	3	3	6	2	1	1	3	7	9	2
	22%	30%	18%	7%	16%	18%	33%	29%	25%	18%	15%	23%	22%	21%	25%
Net: Decrease	5	1	2	3	2	2	-	1	1	1	-	1	4	4	2
	10%	3%	17%	20%	17%	11%	-	4%	9%	12%	-	6%	13%	8%	21%
Net: Increase + Stay the same	40	24	8	9	7	13	10	15	5	5	4	13	24	35	6
	76%	82%	74%	67%	66%	89%	100%	76%	50%	68%	81%	87%	71%	78%	68%
Mean score	3.1	3.3	3.0	2.8	3.0	3.1	3.3	3.3	3.3	3.1	3.2	3.2	3.1	3.2	3.0

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

Jobs Outlook - Combined

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

Executive recruitment / interim management

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

	Total	WAVE			REGION						SIZE			SECTOR	
		April 2016	May 2016	June 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	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	24	10	11	6	7	7	20	13	12	5	12	28	38	7
Weighted Total	44	26	9	10	6	6	7	21	13	12	5	12	28	38	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	1	-
	3%	-	15%	-	-	-	-	-	-	11%	15%	-	2%	4%	-
Stay the same	(3)	29	7	3	2	5	7	15	8	7	2	10	17	24	5
	65%	75%	75%	28%	35%	84%	100%	72%	57%	55%	43%	78%	62%	63%	72%
Slightly decrease	(2)	5	-	4	2	1	-	1	1	1	1	1	3	4	1
	10%	4%	-	36%	33%	16%	-	4%	6%	7%	22%	7%	10%	9%	15%
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	10	5	1	4	2	-	-	5	5	3	1	2	7	9	1
	22%	21%	10%	36%	33%	-	-	24%	37%	27%	20%	15%	26%	24%	13%
NETS															
Net: Increase	1	-	1	-	-	-	-	-	-	1	1	-	1	1	-
	3%	-	15%	-	-	-	-	-	-	11%	15%	-	2%	4%	-
Net: Decrease	5	1	-	4	2	1	-	1	1	1	1	1	3	4	1
	10%	4%	-	36%	33%	16%	-	4%	6%	7%	22%	7%	10%	9%	15%
Net: Increase + Stay the same	30	19	8	3	2	5	7	15	8	8	3	10	18	25	5
	68%	75%	90%	28%	35%	84%	100%	72%	57%	66%	58%	78%	64%	67%	72%
Mean score	2.9	3.0	3.2	2.4	2.5	2.8	3.0	2.9	2.9	3.1	2.9	2.9	2.9	2.9	2.8

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

Jobs Outlook - Combined

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

Health & social care

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

	Total	WAVE			REGION						SIZE			SECTOR	
		April 2016	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	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Significance Level: 95%															
Unweighted Total	19	9	5	5	2	3	4	10	6	4	6	2	11	15	4
Weighted Total	19	9	5	5	2	2	4	11	6	5	6	2	11	15	4
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5) 12%	-	2 41%	-	1 49%	-	-	1 12%	1 21%	-	2 38%	-	-	2 14%	-
Slightly increase	(4) -	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Stay the same	(3) 57%	7 77%	2 38%	2 42%	1 51%	1 65%	3 74%	6 60%	3 50%	2 50%	4 62%	-	7 65%	9 61%	2 43%
Slightly decrease	(2) 10%	-	1 21%	1 18%	-	-	1 26%	2 19%	1 14%	-	-	2 100%	-	1 5%	1 32%
Greatly decrease	(1) -	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	4 21%	2 23%	-	2 40%	-	1 35%	-	1 9%	1 15%	2 50%	-	-	4 35%	3 19%	1 26%
NETS															
Net: Increase	2 12%	-	2 41%	-	1 49%	-	-	1 12%	1 21%	-	2 38%	-	-	2 14%	-
Net: Decrease	2 10%	-	1 21%	1 18%	-	-	1 26%	2 19%	1 14%	-	-	2 100%	-	1 5%	1 32%
Net: Increase + Stay the same	13 69%	7 77%	4 79%	2 42%	2 100%	1 65%	3 74%	8 72%	4 71%	2 50%	6 100%	-	7 65%	12 75%	2 43%
Mean score	3.2	3.0	3.6	2.7	4.0	3.0	2.7	3.1	3.3	3.0	3.8	2.0	3.0	3.3	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

	Total	WAVE			REGION						SIZE			SECTOR	
		April 2016	May 2016	June 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	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	5	8	5	3	4	2	8	6	3	3	4	11	16	2
Weighted Total	21	5	11	5	3	5	2	9	7	4	5	4	11	19	2
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	3	-	3	-	-	-	3	3	-	1	-	1	3	-
	12%	-	24%	-	-	-	-	29%	38%	-	25%	-	11%	14%	-
Stay the same	(3)	11	2	7	2	3	4	-	2	2	4	2	5	11	-
	53%	37%	65%	42%	100%	81%	-	26%	34%	36%	75%	48%	44%	59%	-
Slightly decrease	(2)	3	1	1	1	-	1	1	-	1	-	1	2	2	1
	15%	19%	11%	18%	-	19%	55%	13%	-	24%	-	29%	16%	10%	55%
Greatly decrease	(1)	1	1	-	-	-	-	1	1	-	-	1	-	1	-
	4%	17%	-	-	-	-	45%	11%	-	-	-	23%	-	5%	-
Don't know	3	1	-	2	-	-	-	2	2	1	-	-	3	2	1
	16%	27%	-	40%	-	-	-	22%	28%	39%	-	-	29%	13%	45%
NETS															
Net: Increase	3	-	3	-	-	-	-	3	3	-	1	-	1	3	-
	12%	-	24%	-	-	-	-	29%	38%	-	25%	-	11%	14%	-
Net: Decrease	4	2	1	1	-	1	2	2	-	1	-	2	2	3	1
	19%	36%	11%	18%	-	19%	100%	24%	-	24%	-	52%	16%	15%	55%
Net: Increase + Stay the same	13	2	9	2	3	4	-	5	5	1	5	2	6	13	-
	65%	37%	89%	42%	100%	81%	-	55%	72%	36%	100%	48%	55%	72%	-
Mean score	2.9	2.3	3.1	2.7	3.0	2.8	1.6	2.9	3.5	2.6	3.2	2.2	2.9	2.9	2.0

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

Jobs Outlook - Combined

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

Industrial

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

	Total	WAVE			REGION						SIZE			SECTOR	
		April 2016	May 2016	June 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	*n
Unweighted Total	42	20	8	14	10	7	11	15	4	10	1	18	23	34	8
Weighted Total	40	20	7	13	9	7	11	15	4	9	1	17	22	32	8
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	1	1	-	-	1	-	-	-	-	-	-	1	1	-
		2%	13%	-	-	13%	-	-	-	-	-	-	4%	3%	-
Slightly increase	(4)	15	1	6	3	1	5	6	1	4	1	10	3	10	5
		38%	40%	20%	39%	22%	45%	41%	27%	42%	100%	63%	16%	32%	62%
Stay the same	(3)	14	3	3	3	2	6	6	-	3	-	3	10	13	1
		34%	39%	46%	30%	25%	55%	41%	-	34%	-	20%	46%	39%	14%
Slightly decrease	(2)	4	-	2	2	1	-	-	-	1	-	3	1	3	1
		9%	10%	-	20%	16%	-	-	-	9%	-	17%	4%	9%	12%
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know		7	2	3	1	2	-	3	3	1	-	-	7	6	1
		17%	12%	22%	10%	23%	-	18%	73%	15%	-	-	30%	18%	12%
NETS															
Net: Increase		16	2	6	3	2	5	6	1	4	1	10	4	11	5
		40%	40%	32%	39%	36%	45%	41%	27%	42%	100%	63%	20%	35%	62%
Net: Decrease		4	-	2	2	1	-	-	-	1	-	3	1	3	1
		9%	10%	-	20%	16%	-	-	-	9%	-	17%	4%	9%	12%
Net: Increase + Stay the same		30	5	8	6	4	11	12	1	7	1	14	15	24	6
		74%	78%	65%	70%	61%	100%	82%	27%	76%	100%	83%	66%	74%	76%
Mean score		3.4	3.3	3.4	3.2	3.4	3.5	3.5	4.0	3.4	4.0	3.5	3.3	3.3	3.6

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

Jobs Outlook - Combined

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

Legal & HR

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

	Total	WAVE			REGION						SIZE			SECTOR		
		April 2016	May 2016	June 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	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	25	14	18	10	10	14	27	13	10	4	17	36	47	10	
Weighted Total	56	25	14	16	10	8	14	28	13	10	4	17	35	46	10	
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Slightly increase	(4)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Stay the same	(3)	39	18	13	8	7	7	12	19	7	6	2	12	25	31	8
	70%	69%	94%	52%	73%	85%	87%	69%	49%	59%	54%	71%	72%	68%	80%	
Slightly decrease	(2)	4	1	-	3	2	-	-	1	1	1	-	1	3	4	-
	6%	4%	-	16%	18%	-	-	3%	6%	9%	-	5%	8%	8%	-	
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Don't know	13	7	1	5	1	1	2	8	6	3	2	4	7	11	2	
	23%	27%	6%	32%	9%	15%	13%	28%	44%	32%	46%	23%	21%	24%	20%	
NETS																
Net: Increase	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Net: Decrease	4	1	-	3	2	-	-	1	1	1	-	1	3	4	-	
	6%	4%	-	16%	18%	-	-	3%	6%	9%	-	5%	8%	8%	-	
Net: Increase + Stay the same	39	18	13	8	7	7	12	19	7	6	2	12	25	31	8	
	70%	69%	94%	52%	73%	85%	87%	69%	49%	59%	54%	71%	72%	68%	80%	
Mean score	2.9	2.9	3.0	2.8	2.8	3.0	3.0	3.0	2.9	2.9	3.0	2.9	2.9	2.9	3.0	

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

Jobs Outlook - Combined

Q15_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	April 2016	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	*e	*f	*g	*h	*i	*j	*k	*l	*m	*n
Significance Level: 95%															
Unweighted Total	8	5	1	2	-	3	1	4	3	1	-	1	7	7	1
Weighted Total	8	5	1	2	-	3	1	4	3	1	-	1	7	7	1
	100%	100%	100%	100%	-	100%	100%	100%	100%	100%	-	100%	100%	100%	100%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	1	-	1	-	1	-	-	-	-	-	-	1	1	-
		11%	-	100%	-	32%	-	-	-	-	-	-	13%	13%	-
Stay the same	(3)	3	3	-	-	1	1	1	-	1	-	-	3	3	-
		37%	56%	-	-	25%	100%	26%	-	100%	-	-	44%	42%	-
Slightly decrease	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	4	2	-	2	-	1	-	3	3	-	-	1	3	3	1
	51%	44%	-	100%	-	44%	-	74%	100%	-	-	100%	43%	45%	100%
NETS															
Net: Increase	1	-	1	-	-	1	-	-	-	-	-	-	1	1	-
	11%	-	100%	-	-	32%	-	-	-	-	-	-	13%	13%	-
Net: Decrease	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net: Increase + Stay the same	4	3	1	-	-	2	1	1	-	1	-	-	4	4	-
	49%	56%	100%	-	-	56%	100%	26%	-	100%	-	-	57%	55%	-
Mean score	3.2	3.0	4.0	-	-	3.6	3.0	3.0	-	3.0	-	-	3.2	3.2	-

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

Jobs Outlook - Combined

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

Marketing, media & creative

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

	Total	WAVE			REGION						SIZE			SECTOR	
		April 2016	May 2016	June 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	*n
Unweighted Total	44	19	12	13	5	6	13	26	13	7	5	13	26	38	6
Weighted Total	45	20	12	13	5	6	13	28	14	6	4	13	28	40	6
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	5	2	3	-	2	1	2	1	1	2	-	3	5	-
	11%	11%	24%	-	-	26%	8%	8%	7%	21%	37%	-	12%	13%	-
Stay the same	(3)	26	11	7	8	3	3	11	18	7	2	8	17	23	4
	58%	55%	59%	60%	64%	53%	83%	64%	46%	30%	43%	60%	59%	57%	63%
Slightly decrease	(2)	4	1	1	2	1	-	1	2	1	-	2	2	3	1
	8%	5%	9%	13%	19%	-	9%	7%	6%	14%	-	16%	6%	7%	20%
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	10	6	1	4	1	1	-	6	6	2	1	3	6	9	1
	23%	30%	7%	27%	18%	21%	-	21%	41%	36%	20%	25%	22%	24%	17%
NETS															
Net: Increase	5	2	3	-	-	2	1	2	1	1	2	-	3	5	-
	11%	11%	24%	-	-	26%	8%	8%	7%	21%	37%	-	12%	13%	-
Net: Decrease	4	1	1	2	1	-	1	2	1	1	-	2	2	3	1
	8%	5%	9%	13%	19%	-	9%	7%	6%	14%	-	16%	6%	7%	20%
Net: Increase + Stay the same	31	13	10	8	3	5	12	20	8	3	4	8	20	28	4
	69%	66%	83%	60%	64%	79%	91%	72%	53%	51%	80%	60%	71%	70%	63%
Mean score	3.0	3.1	3.2	2.8	2.8	3.3	3.0	3.0	3.0	3.1	3.5	2.8	3.1	3.1	2.8

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

Jobs Outlook - Combined

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

Office professionals

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

	Total	WAVE			REGION						SIZE			SECTOR	
		April 2016	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	*e	*f	g	*h	*i	*j	*k	l	m	*n
Significance Level: 95%															
Unweighted Total	90	36	30	24	11	20	20	42	22	17	13	26	51	76	14
Weighted Total	88	37	28	24	11	18	19	44	24	16	12	25	51	74	14
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Slightly increase	(4)	6	2	2	-	3	1	2	1	1	3	2	1	5	1
		6%	5%	7%	-	15%	4%	4%	3%	8%	22%	7%	3%	7%	5%
Stay the same	(3)	63	28	23	12	7	13	16	32	17	8	17	38	52	11
		72%	76%	83%	51%	66%	74%	80%	74%	69%	65%	66%	76%	70%	81%
Slightly decrease	(2)	6	1	1	4	2	-	2	3	1	-	2	4	5	1
		7%	3%	4%	16%	17%	-	12%	7%	3%	-	8%	8%	6%	8%
Greatly decrease	(1)	1	-	-	1	1	-	-	-	-	-	1	-	1	-
		1%	-	-	4%	8%	-	-	-	-	-	4%	-	1%	-
Don't know		13	6	2	5	1	2	1	7	6	2	4	7	12	1
		14%	16%	6%	22%	8%	11%	4%	15%	24%	13%	16%	14%	16%	7%
NETS															
Net: Increase		6	2	2	2	-	3	1	2	1	3	2	1	5	1
		6%	5%	7%	7%	-	15%	4%	4%	3%	22%	7%	3%	7%	5%
Net: Decrease		7	1	1	5	3	-	2	3	1	-	3	4	6	1
		8%	3%	4%	19%	25%	-	12%	7%	3%	-	11%	8%	7%	8%
Net: Increase + Stay the same		69	30	25	14	7	16	16	34	18	11	18	40	57	12
		78%	82%	90%	58%	66%	89%	84%	78%	72%	87%	73%	78%	77%	85%
Mean score		3.0	3.0	3.0	2.8	2.6	3.2	2.9	3.0	3.0	3.2	2.9	2.9	3.0	3.0

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

Jobs Outlook - Combined

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

Sales & retail

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

	Total	WAVE			REGION						SIZE			SECTOR		
		April 2016	May 2016	June 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	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	10	18	12	4	9	11	18	7	9	6	19	15	31	9	
Weighted Total	40	10	18	12	4	9	11	19	8	8	5	19	16	30	10	
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
Greatly increase	(5)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Slightly increase	(4)	7	1	4	2	-	3	1	1	-	3	1	4	2	5	2
	18%	13%	23%	15%	-	39%	7%	4%	-	38%	28%	22%	10%	17%	22%	
Stay the same	(3)	22	5	12	4	3	3	8	13	5	3	4	10	9	17	5
	55%	54%	70%	35%	79%	35%	73%	66%	57%	40%	72%	51%	56%	55%	56%	
Slightly decrease	(2)	4	-	1	3	1	-	1	2	1	1	-	2	2	3	1
	9%	-	7%	21%	21%	-	11%	10%	10%	11%	-	10%	11%	9%	12%	
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Don't know	7	3	-	4	-	2	1	4	3	1	-	3	4	6	1	
	17%	32%	-	29%	-	25%	9%	20%	33%	11%	-	16%	24%	20%	10%	
NETS																
Net: Increase	7	1	4	2	-	3	1	1	-	3	1	4	2	5	2	
	18%	13%	23%	15%	-	39%	7%	4%	-	38%	28%	22%	10%	17%	22%	
Net: Decrease	4	-	1	3	1	-	1	2	1	1	-	2	2	3	1	
	9%	-	7%	21%	21%	-	11%	10%	10%	11%	-	10%	11%	9%	12%	
Net: Increase + Stay the same	29	7	16	6	3	6	9	13	5	6	5	14	10	22	8	
	73%	68%	93%	49%	79%	75%	80%	70%	57%	78%	100%	73%	65%	72%	79%	
Mean score	3.1	3.2	3.2	2.9	2.8	3.5	3.0	2.9	2.8	3.3	3.3	3.1	3.0	3.1	3.1	

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

Jobs Outlook - Combined

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

Technology

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

	Total	WAVE			REGION						SIZE			SECTOR	
		April 2016	May 2016	June 2016	North	Midlands	South excluding London	South including London	London	Other	0-49	50-249	250+	Private	Public
Significance Level: 95%		*a	*b	*c	*d	*e	*f	*g	*h	*i	*j	*k	*l	m	*n
Unweighted Total	43	19	12	12	5	9	11	20	9	9	2	14	27	35	8
Weighted Total	43	19	11	12	5	7	11	21	10	9	2	14	27	35	8
	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	2	-
	4%	5%	6%	-	21%	-	-	-	-	7%	-	8%	2%	5%	-
Stay the same	(3)	30	15	10	6	1	7	11	17	5	5	11	19	24	7
	71%	77%	86%	49%	26%	100%	100%	78%	54%	58%	50%	80%	68%	68%	88%
Slightly decrease	(2)	4	1	-	3	2	-	-	1	1	1	1	3	4	-
	8%	5%	-	21%	36%	-	-	4%	8%	9%	-	6%	10%	10%	-
Greatly decrease	(1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Don't know	7	3	1	4	1	-	-	4	4	2	1	1	5	6	1
	16%	13%	8%	30%	18%	-	-	18%	38%	25%	50%	6%	19%	17%	12%
NETS															
Net: Increase	2	1	1	-	1	-	-	-	-	1	-	1	1	2	-
	4%	5%	6%	-	21%	-	-	-	-	7%	-	8%	2%	5%	-
Net: Decrease	4	1	-	3	2	-	-	1	1	1	-	1	3	4	-
	8%	5%	-	21%	36%	-	-	4%	8%	9%	-	6%	10%	10%	-
Net: Increase + Stay the same	32	16	10	6	2	7	11	17	5	6	1	12	19	25	7
	75%	82%	92%	49%	47%	100%	100%	78%	54%	66%	50%	87%	71%	73%	88%
Mean score	2.9	3.0	3.1	2.7	2.8	3.0	3.0	3.0	2.9	3.0	3.0	3.0	2.9	2.9	3.0

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

Jobs Outlook - Combined

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	April 2016	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	e	f	g	h	*i	*j	k	l	m	*n	
Significance Level: 95%															
Unweighted Total	157	66	43	48	28	38	35	65	30	26	26	53	78	132	25
Weighted Total	156	66	44	46	27	38	34	67	33	24	26	51	79	130	26
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Accounting and financial services	5 7%	1 3%	3 16%	1 6%	2 22%	- -	2 12%	2 6%	- -	1 6%	- -	4 19%	1 2%	3 4%	2 20%
Construction	6 28%	2 20%	3 43%	1 23%	1 23%	1 46%	3 51%	3 28%	- -	1 18%	1 19%	1 56%	4 25%	5 26%	1 39%
Drivers	4 14%	- -	3 23%	1 19%	- -	4 38%	- -	- -	- -	- -	- -	1 17%	3 21%	2 12%	2 17%
Education	4 20%	2 26%	2 19%	1 15%	1 100%	1 20%	1 32%	1 9%	- -	1 31%	1 35%	1 58%	2 13%	4 23%	1 11%
Engineering & technical	17 32%	8 27%	5 48%	4 33%	3 25%	5 35%	5 48%	8 43%	4 38%	1 9%	- -	4 30%	13 38%	13 29%	4 52%
Executive recruitment / interim management	5 10%	3 11%	2 20%	- -	- -	2 32%	1 12%	2 10%	1 9%	1 5%	- -	2 17%	3 9%	3 8%	2 24%
Health & social care	6 30%	1 15%	3 62%	1 22%	1 49%	1 66%	1 26%	2 23%	1 21%	1 21%	4 65%	1 58%	1 6%	4 25%	2 49%
Hospitality	6 30%	1 17%	5 49%	- -	- -	3 53%	2 100%	3 38%	1 19%	- -	3 54%	2 52%	1 11%	5 27%	1 55%
Industrial	4 9%	2 10%	1 11%	1 6%	- -	- -	3 25%	3 19%	- -	1 9%	1 100%	3 15%	- -	4 11%	- -
Legal & HR	1 3%	1 3%	1 4%	- -	- -	- -	1 6%	1 3%	- -	1 6%	- -	1 5%	1 2%	1 1%	1 8%
Life sciences	1 11%	- -	1 100%	- -	- -	1 32%	- -	- -	- -	- -	- -	- -	1 13%	1 13%	- -
Marketing, media & creative	3 6%	- -	2 15%	1 6%	- -	- -	1 9%	2 7%	1 6%	1 10%	1 19%	1 9%	1 2%	1 4%	1 20%
Office professionals	3 3%	- -	3 9%	- -	- -	- -	2 10%	2 4%	- -	1 4%	1 5%	1 5%	1 2%	1 2%	1 8%
Sales & retail	5 14%	1 9%	5 26%	- -	1 32%	- -	3 26%	3 15%	- -	1 16%	1 26%	3 17%	1 5%	2 7%	3 34%

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	April 2016	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	e	f	g	h	*i	*j	k	l	m	*n	
Significance Level: 95%															
Unweighted Total	157	66	43	48	28	38	35	65	30	26	26	53	78	132	25
Weighted Total	156	66	44	46	27	38	34	67	33	24	26	51	79	130	26
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Technology	9	4	5	-	2	2	4	4	-	1	-	5	3	5	3
	21%	22%	42%	-	47%	30%	33%	18%	-	7%	-	40%	13%	16%	45%
None	106	50	20	37	19	24	20	45	25	19	16	37	53	91	15
	68%	75%	45%	80%	70%	64%	59%	67%	75%	76%	63%	72%	68%	70%	60%
		b	b												
Net: Any	50	17	24	9	8	14	14	22	8	6	10	14	26	40	10
	32%	25%	55%	20%	30%	36%	41%	33%	25%	24%	37%	28%	32%	30%	40%
		ac													

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	178 100%	2 1%	6 3%	35 20%	49 28%	73 41%	11 6%	8 5%	123 69%	4.1
Quality of service	178 100%	2 1%	1 1%	6 3%	35 20%	122 68%	12 7%	3 2%	157 88%	4.7
Brand image of the agency	178 100%	25 14%	28 16%	61 35%	37 21%	17 10%	8 5%	53 30%	55 31%	3.0
Expertise of the agency, in terms of regions and sectors covered	178 100%	4 2%	6 3%	22 12%	44 25%	91 51%	11 6%	10 6%	135 76%	4.3
Management information provided	178 100%	8 5%	15 8%	53 30%	42 23%	51 29%	10 5%	23 13%	93 52%	3.7
Membership of a trade or professional organisation	178 100%	30 17%	28 16%	47 27%	39 22%	22 13%	11 6%	58 33%	61 35%	3.0
Other	178 100%	5 3%	-	-	4 2%	5 3%	164 92%	5 3%	9 5%	3.3

Jobs Outlook - Combined

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

Price/Costs of the workers

Base: All who recruit temporary agency workers

	Total	WAVE			REGION						SIZE			SECTOR		
		April 2016	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	e	f	g	h	*i	j	k	l	m	*n	
Significance Level: 95%																
Unweighted Total	179	76	48	55	35	43	40	73	33	28	32	59	88	153	26	
Weighted Total	178	76	48	54	33	42	41	76	35	27	33	56	88	151	26	
	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
		1%	-	5%	-	3%	-	-	2%	4%	-	3%	-	2%	1%	6%
2	(2)	6	3	2	1	-	2	3	3	-	1	2	-	3	6	-
		3%	4%	4%	1%	-	4%	8%	4%	-	4%	7%	-	4%	4%	-
											k					
3	(3)	35	16	8	11	7	9	9	13	4	6	6	12	18	30	6
		20%	21%	16%	21%	20%	21%	23%	18%	11%	24%	18%	21%	20%	20%	21%
4	(4)	49	17	15	18	10	13	13	22	9	4	12	17	20	42	8
		28%	23%	30%	33%	29%	31%	32%	30%	26%	16%	37%	30%	23%	28%	29%
5 Very important	(5)	73	34	18	22	13	16	14	29	15	15	10	26	38	64	10
		41%	44%	37%	41%	39%	39%	34%	39%	44%	56%	30%	46%	43%	42%	37%
N/A		11	6	4	2	3	2	1	6	5	-	2	2	8	9	2
		6%	8%	8%	3%	8%	5%	3%	8%	14%	-	5%	3%	9%	6%	8%
NETS																
Net: Not important		8	3	4	1	1	2	3	5	2	1	3	-	5	7	2
		5%	4%	9%	1%	3%	4%	8%	6%	4%	4%	10%	-	6%	5%	6%
											k					
Net: Important		123	51	33	40	23	29	27	52	25	19	22	43	58	106	17
		69%	67%	68%	74%	69%	70%	67%	68%	70%	72%	66%	76%	66%	70%	65%
Mean score		4.1	4.2	4.0	4.2	4.1	4.1	4.0	4.1	4.2	4.2	3.9	4.3	4.1	4.1	4.0

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

Jobs Outlook - Combined

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

Quality of service

Base: All who recruit temporary agency workers

	Total	WAVE			REGION						SIZE			SECTOR	
		April 2016	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	e	f	g	h	*i	j	k	l	m	*n
Significance Level: 95%															
Unweighted Total	179	76	48	55	35	43	40	73	33	28	32	59	88	153	26
Weighted Total	178	76	48	54	33	42	41	76	35	27	33	56	88	151	26
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
1 Not at all important	(1)	2	1	1	-	1	1	-	-	-	1	-	1	2	-
		1%	1%	2%	-	3%	2%	-	-	-	3%	-	1%	1%	-
2	(2)	1	1	-	-	-	1	1	-	-	1	-	-	1	-
		1%	1%	-	-	-	2%	1%	-	-	3%	-	-	1%	-
3	(3)	6	3	1	3	1	3	2	3	1	2	3	2	6	-
		3%	4%	1%	5%	3%	6%	4%	3%	2%	5%	5%	2%	4%	-
4	(4)	35	11	13	11	6	10	11	16	5	7	9	19	29	6
		20%	15%	27%	21%	18%	24%	28%	21%	14%	20%	16%	22%	19%	24%
5 Very important	(5)	122	55	29	38	23	26	25	50	24	22	42	58	105	16
		68%	73%	59%	71%	68%	62%	63%	65%	68%	65%	75%	66%	70%	62%
N/A		12	5	5	2	3	2	1	7	6	2	2	8	8	4
		7%	6%	11%	3%	8%	5%	3%	9%	16%	5%	3%	9%	5%	14%
NETS															
Net: Not important		3	2	1	-	1	1	1	-	-	2	-	1	3	-
		2%	2%	2%	-	3%	2%	2%	-	-	5%	-	1%	2%	-
Net: Important		157	66	41	49	29	36	37	66	29	28	51	77	134	23
		88%	87%	86%	92%	86%	86%	91%	87%	82%	85%	92%	88%	89%	86%
Mean score		4.7	4.7	4.6	4.7	4.6	4.5	4.6	4.7	4.8	4.5	4.7	4.7	4.6	4.7

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

Jobs Outlook - Combined

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

Brand image of the agency

Base: All who recruit temporary agency workers

	Total	WAVE			REGION						SIZE			SECTOR		
		April 2016	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	e	f	g	h	*i	j	k	l	m	*n	
Significance Level: 95%																
Unweighted Total	179	76	48	55	35	43	40	73	33	28	32	59	88	153	26	
Weighted Total	178	76	48	54	33	42	41	76	35	27	33	56	88	151	26	
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
1 Not at all important	(1)	25	9	11	5	4	6	6	11	5	5	4	11	10	22	4
		14%	12%	23%	9%	11%	14%	14%	15%	15%	19%	11%	20%	12%	14%	14%
2	(2)	28	11	8	9	7	3	12	14	2	4	4	9	15	22	7
		16%	15%	16%	17%	20%	8%	30% eh	19%	7%	13%	12%	15%	18%	14%	25%
3	(3)	61	28	12	21	12	19	13	25	12	6	12	19	30	52	9
		35%	37%	25%	39%	36%	45%	32%	33%	33%	23%	35%	35%	34%	34%	35%
4	(4)	37	14	11	13	7	10	8	16	8	5	8	11	18	34	4
		21%	18%	22%	24%	22%	23%	19%	21%	23%	17%	24%	20%	20%	22%	15%
5 Very important	(5)	17	8	5	4	2	2	2	6	4	8	4	4	8	15	2
		10%	11%	11%	7%	5%	5%	5%	8%	11%	28%	13%	8%	10%	10%	7%
N/A		8	5	2	2	2	2	-	4	4	-	2	1	6	7	1
		5%	6%	3%	3%	6%	5%	-	5%	12% f	-	5%	2%	6%	5%	4%
NETS																
Net: Not important		53	21	19	14	10	9	18	25	8	9	8	20	26	43	10
		30%	27%	39%	26%	31%	22%	44% eh	34%	22%	32%	23%	36%	29%	28%	39%
Net: Important		55	22	16	16	9	12	10	21	12	12	12	16	26	49	6
		31%	29%	33%	31%	28%	28%	24%	28%	34%	45%	37%	28%	30%	32%	22%
Mean score		3.0	3.0	2.8	3.0	2.9	3.0	2.7	2.9	3.1	3.2	3.2	2.8	3.0	3.0	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

	Total	WAVE			REGION						SIZE			SECTOR	
		April 2016	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	e	f	g	h	*i	j	k	l	m	*n
Significance Level: 95%															
Unweighted Total	179	76	48	55	35	43	40	73	33	28	32	59	88	153	26
Weighted Total	178	76	48	54	33	42	41	76	35	27	33	56	88	151	26
	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
		2%	-	9%	8%	-	-	2%	4%	-	6%	2%	2%	2%	6%
			ac												
2	(2)	6	5	1	-	3	3	3	-	-	2	-	4	6	-
		3%	6%	2%	-	6%	7%	4%	-	-	6%	-	4%	4%	-
3	(3)	22	9	4	2	5	7	13	5	2	6	8	8	21	1
		12%	12%	9%	6%	12%	18%	17%	15%	9%	19%	14%	9%	14%	2%
4	(4)	44	22	8	10	14	9	18	9	2	6	16	22	36	8
		25%	29%	16%	29%	33%	21%	23%	25%	9%	18%	29%	25%	24%	31%
5 Very important	(5)	91	34	29	17	18	20	34	13	22	16	29	46	77	14
		51%	44%	59%	51%	43%	50%	44%	38%	82%	47%	52%	52%	51%	53%
N/A		11	7	3	2	2	1	7	6	-	2	2	8	9	2
		6%	9%	6%	6%	5%	3%	10%	17%	-	5%	4%	9%	6%	8%
									f						
NETS															
Net: Not important		10	5	5	3	3	3	5	2	-	4	1	5	8	2
		6%	6%	11%	8%	6%	7%	6%	4%	-	12%	2%	6%	5%	6%
				c							k				
Net: Important		135	55	36	27	32	29	51	22	24	22	45	67	113	22
		76%	73%	75%	81%	77%	72%	68%	63%	91%	65%	81%	77%	74%	84%
Mean score		4.3	4.2	4.2	4.2	4.2	4.2	4.2	4.1	4.7	4.0	4.3	4.3	4.3	4.4

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

Jobs Outlook - Combined

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

Management information provided

Base: All who recruit temporary agency workers

	Total	WAVE			REGION						SIZE			SECTOR		
		April 2016	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	e	f	g	h	*i	j	k	l	m	*n	
Significance Level: 95%																
Unweighted Total	179	76	48	55	35	43	40	73	33	28	32	59	88	153	26	
Weighted Total	178	76	48	54	33	42	41	76	35	27	33	56	88	151	26	
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
1 Not at all important	(1)	8	2	6	1	2	1	2	6	4	-	2	2	4	7	2
		5%	2%	12%	2%	6%	2%	5%	8%	11%	-	6%	4%	5%	4%	6%
				ac												
2	(2)	15	6	3	5	-	2	10	10	1	2	5	2	8	15	-
		8%	8%	7%	10%	-	5%	24%	14%	2%	8%	14%	4%	9%	10%	-
								deh	d							
3	(3)	53	23	10	19	8	19	9	18	9	7	10	16	27	44	9
		30%	30%	21%	36%	25%	45%	23%	24%	25%	26%	29%	28%	31%	29%	33%
								fg								
4	(4)	42	20	8	13	8	11	10	18	8	5	5	15	21	33	8
		23%	27%	17%	24%	25%	26%	24%	24%	23%	17%	15%	27%	24%	22%	32%
5 Very important	(5)	51	19	19	13	13	7	10	20	10	12	11	18	22	44	7
		29%	25%	39%	25%	39%	16%	25%	26%	27%	45%	31%	33%	25%	29%	26%
						e										
N/A		10	6	2	2	2	2	-	4	4	1	2	2	6	9	1
		5%	8%	3%	3%	6%	5%	-	5%	12%	5%	5%	4%	6%	6%	4%
									f							
NETS																
Net: Not important		23	8	9	6	2	3	11	16	5	2	7	4	12	21	2
		13%	10%	19%	11%	6%	7%	28%	21%	13%	8%	20%	8%	14%	14%	6%
								de	de							
Net: Important		93	39	27	26	21	18	20	37	18	16	16	33	44	78	15
		52%	51%	57%	49%	63%	42%	48%	49%	51%	61%	47%	60%	50%	51%	58%
Mean score		3.7	3.7	3.7	3.6	4.0	3.5	3.4	3.5	3.6	4.0	3.6	3.8	3.6	3.7	3.7
						f										

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

Jobs Outlook - Combined

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

Membership of a trade or professional organisation

Base: All who recruit temporary agency workers

	Total	WAVE			REGION						SIZE			SECTOR		
		April 2016	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	e	f	g	h	*i	j	k	l	m	*n	
Significance Level: 95%																
Unweighted Total	179	76	48	55	35	43	40	73	33	28	32	59	88	153	26	
Weighted Total	178	76	48	54	33	42	41	76	35	27	33	56	88	151	26	
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
1 Not at all important	(1)	30	9	13	8	5	5	10	15	5	4	7	11	12	20	10
		17%	12%	27%	15%	16%	12%	25%	20%	15%	17%	20%	20%	14%	13%	39%
			a													
2	(2)	28	12	8	8	5	6	13	16	3	1	6	6	16	25	3
		16%	16%	16%	15%	15%	15%	32%	21%	9%	3%	16%	11%	19%	17%	10%
							h									
3	(3)	47	19	12	16	7	13	9	22	13	6	8	16	23	42	5
		27%	25%	25%	30%	21%	31%	22%	29%	36%	22%	24%	29%	26%	28%	20%
4	(4)	39	18	11	10	9	12	5	13	8	5	7	11	21	33	6
		22%	24%	22%	19%	27%	29%	12%	17%	23%	18%	22%	19%	24%	22%	24%
5 Very important	(5)	22	10	3	9	5	3	4	5	1	9	4	8	10	21	1
		13%	13%	7%	17%	16%	7%	9%	6%	3%	35%	12%	15%	11%	14%	4%
N/A		11	7	2	2	2	2	-	5	5	1	2	3	6	10	1
		6%	9%	3%	3%	6%	5%	-	7%	14%	5%	5%	6%	6%	6%	4%
									f							
NETS																
Net: Not important		58	21	21	16	10	12	23	31	8	5	12	17	28	45	13
		33%	28%	43%	30%	31%	28%	56%	41%	23%	20%	37%	31%	32%	30%	49%
								deh								
Net: Important		61	28	14	19	14	15	9	18	9	14	11	19	31	54	7
		35%	37%	29%	36%	43%	36%	22%	24%	26%	53%	34%	34%	35%	36%	28%
						fg										
Mean score		3.0	3.1	2.6	3.1	3.1	3.0	2.5	2.7	2.9	3.5	2.9	3.0	3.0	3.1	2.4
						f										

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

Jobs Outlook - Combined

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

Other

Base: All who recruit temporary agency workers

	Total	WAVE			REGION						SIZE			SECTOR	
		April 2016	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	e	f	g	h	*i	j	k	l	m	*n
Significance Level: 95%															
Unweighted Total	179	76	48	55	35	43	40	73	33	28	32	59	88	153	26
Weighted Total	178	76	48	54	33	42	41	76	35	27	33	56	88	151	26
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
1 Not at all important	(1)	5	1	4	1	2	1	1	-	1	1	1	3	4	1
		3%	2%	7%	3%	4%	3%	2%	-	5%	3%	2%	3%	2%	4%
			c												
2	(2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
3	(3)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		-	-	-	-	-	-	-	-	-	-	-	-	-	-
4	(4)	4	1	3	2	2	-	-	-	-	-	1	3	2	2
		2%	1%	5%	6%	4%	-	-	-	-	-	2%	3%	1%	7%
					g										
5 Very important	(5)	5	5	-	1	1	2	3	1	-	-	-	5	4	1
		3%	7%	-	3%	1%	6%	5%	3%	-	-	-	6%	3%	2%
N/A		164	69	42	29	38	37	71	34	25	32	54	77	141	23
		92%	90%	87%	89%	91%	91%	94%	97%	95%	97%	96%	88%	93%	87%
				ab											
NETS															
Net: Not important		5	1	4	1	2	1	1	-	1	1	1	3	4	1
		3%	2%	7%	3%	4%	3%	2%	-	5%	3%	2%	3%	2%	4%
				c											
Net: Important		9	6	3	3	2	2	3	1	-	-	1	8	6	2
		5%	8%	5%	9%	6%	6%	5%	3%	-	-	2%	9%	4%	9%
			c												
Mean score		3.3	4.1	2.3	3.5	3.0	3.7	4.0	5.0	1.0	1.0	2.3	3.7	3.3	3.2

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)	178 100%	17 10%	7 4%	28 16%	48 27%	77 43%	24 14%	125 71%	3.9
Responding to growth, as new customers are won	178 100%	28 16%	12 7%	42 24%	55 31%	40 22%	40 23%	95 54%	3.4
Managing fast changing organisational requirements	178 100%	28 16%	12 7%	35 20%	49 28%	53 30%	40 22%	103 58%	3.5
Covering short term staff leave or absences	178 100%	27 15%	13 7%	23 13%	46 26%	68 38%	40 22%	115 65%	3.7
Helping to keep running costs down	178 100%	27 15%	19 11%	40 23%	35 20%	57 32%	46 26%	92 52%	3.4
Managing uncertainty during economic downturn or at other times	178 100%	38 21%	25 14%	48 27%	35 20%	31 18%	63 35%	66 37%	3.0
Providing short term access to key strategic skills	178 100%	23 13%	16 9%	38 21%	49 28%	51 29%	40 22%	100 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

	Total	WAVE			REGION						SIZE			SECTOR		
		April 2016	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	e	f	g	h	*i	j	k	l	m	*n	
Significance Level: 95%																
Unweighted Total	179	76	48	55	35	43	40	73	33	28	32	59	88	153	26	
Weighted Total	178	76	48	54	33	42	41	76	35	27	33	56	88	151	26	
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
1 Not at all important	(1)	17	9	5	3	4	6	2	4	2	4	5	7	6	16	1
		10%	12%	11%	5%	11%	14%	4%	5%	6%	15%	14%	12%	6%	11%	3%
2	(2)	7	2	2	3	1	3	3	3	-	-	1	2	5	4	3
		4%	3%	4%	5%	2%	8%	7%	4%	-	-	2%	3%	5%	3%	10%
3	(3)	28	12	3	13	4	4	12	16	4	4	10	8	11	26	3
		16%	16%	7%	24%	11%	11%	30%	21%	10%	16%	29%	14%	12%	17%	10%
				b			eh					l				
4	(4)	48	22	11	16	11	12	7	20	14	5	7	12	30	44	4
		27%	29%	22%	30%	32%	30%	16%	27%	39%	19%	20%	21%	34%	29%	15%
								f								
5 Very important	(5)	77	30	27	20	14	16	17	33	16	14	11	28	37	61	16
		43%	40%	56%	37%	43%	38%	42%	43%	45%	51%	34%	50%	43%	40%	62%
NETS																
Net: Not important		24	12	7	5	4	9	5	7	2	4	5	9	10	21	4
		14%	15%	15%	10%	13%	21%	12%	9%	6%	15%	16%	15%	11%	14%	14%
Net: Important		125	52	37	36	25	29	24	53	30	19	18	40	67	105	20
		71%	69%	77%	66%	75%	68%	58%	70%	84%	70%	55%	71%	76%	69%	77%
								f		f		j		j		
Mean score		3.9	3.8	4.1	3.9	3.9	3.7	3.8	4.0	4.2	3.9	3.6	3.9	4.0	3.9	4.2

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

Jobs Outlook - Combined

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

Responding to growth, as new customers are won

Base: All who recruit temporary agency workers

	Total	WAVE			REGION						SIZE			SECTOR	
		April 2016	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	e	f	g	h	*i	j	k	l	m	*n
Significance Level: 95%															
Unweighted Total	179	76	48	55	35	43	40	73	33	28	32	59	88	153	26
Weighted Total	178	76	48	54	33	42	41	76	35	27	33	56	88	151	26
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
1 Not at all important	(1) 28 16%	13 17%	10 21%	5 8%	5 15%	9 21%	7 18%	12 16%	5 13%	2 8%	7 21%	4 7%	17 19% k	23 15%	5 19%
2	(2) 12 7%	4 6%	5 11%	3 6%	2 6%	3 8%	3 8%	6 9%	3 9%	1 2%	2 5%	2 4%	9 10%	11 7%	2 7%
3	(3) 42 24%	21 27%	7 14%	15 28%	9 28%	8 19%	7 17%	18 24%	11 32%	7 26%	7 21%	17 30%	18 21%	38 25%	4 17%
4	(4) 55 31%	21 27%	15 31%	19 36%	9 26%	15 36%	13 32%	23 31%	10 29%	8 30%	8 23%	20 35%	28 32%	46 30%	9 35%
5 Very important	(5) 40 22%	17 23%	11 24%	11 21%	8 25%	6 15%	10 25%	16 21%	6 17%	9 34%	10 30%	14 24%	16 18%	34 23%	6 22%
NETS															
Net: Not important	40 23%	17 23%	15 32% c	8 14%	7 20%	12 29%	10 26%	18 24%	8 22%	3 10%	8 25%	6 11%	25 29% k	33 22%	7 26%
Net: Important	95 54%	38 50%	26 55%	31 58%	17 51%	22 52%	23 57%	39 52%	16 46%	17 64%	18 54%	33 59%	44 50%	80 53%	15 57%
Mean score	3.4	3.3	3.3	3.6	3.4	3.2	3.4	3.3	3.3	3.8	3.4	3.6 l	3.2	3.4	3.3

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

Jobs Outlook - Combined

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

Managing fast changing organisational requirements

Base: All who recruit temporary agency workers

	Total	WAVE			REGION						SIZE			SECTOR		
		April 2016	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	e	f	g	h	*i	j	k	l	m	*n	
Significance Level: 95%																
Unweighted Total	179	76	48	55	35	43	40	73	33	28	32	59	88	153	26	
Weighted Total	178	76	48	54	33	42	41	76	35	27	33	56	88	151	26	
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
1 Not at all important	(1)	28	11	8	9	5	8	8	10	3	4	8	8	11	25	3
		16%	15%	16%	17%	14%	19%	19%	14%	8%	17%	25%	15%	13%	16%	12%
2	(2)	12	5	3	4	4	4	2	3	1	-	2	4	6	8	4
		7%	7%	6%	7%	13%	10%	5%	4%	3%	-	5%	8%	7%	6%	13%
3	(3)	35	18	9	9	3	8	11	19	9	4	5	13	17	28	7
		20%	23%	18%	17%	10%	20%	26%	25%	24%	17%	16%	23%	19%	19%	27%
4	(4)	49	20	14	15	11	14	8	19	11	4	6	14	30	44	6
		28%	26%	29%	28%	34%	34%	19%	25%	32%	16%	17%	25%	34%	29%	21%
5 Very important	(5)	53	22	15	17	9	7	12	24	11	14	12	17	24	47	7
		30%	29%	31%	31%	28%	16%	30%	31%	32%	51%	37%	30%	28%	31%	27%
NETS																
Net: Not important		40	17	10	13	9	12	10	14	4	4	10	13	17	33	7
		22%	22%	22%	24%	28%	30%	24%	18%	11%	17%	30%	23%	19%	22%	25%
Net: Important		103	42	29	32	21	21	20	43	23	18	18	31	54	90	13
		58%	55%	60%	59%	62%	51%	49%	57%	65%	67%	54%	54%	61%	59%	48%
Mean score		3.5	3.5	3.5	3.5	3.5	3.2	3.4	3.6	3.8	3.8	3.4	3.5	3.6	3.5	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

	Total	WAVE			REGION						SIZE			SECTOR	
		April 2016	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	e	f	g	h	*i	j	k	l	m	*n
Significance Level: 95%															
Unweighted Total	179	76	48	55	35	43	40	73	33	28	32	59	88	153	26
Weighted Total	178	76	48	54	33	42	41	76	35	27	33	56	88	151	26
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
1 Not at all important	(1) 27 15%	10 13%	9 18%	8 16%	5 16%	5 12%	10 24% h	11 15%	2 5%	5 19%	7 21%	9 16%	10 12%	20 13%	7 27%
2	(2) 13 7%	5 6%	3 6%	6 11%	2 6%	4 11%	5 11%	7 9%	2 7%	- -	4 11%	3 5%	7 8%	13 9%	- -
3	(3) 23 13%	11 15%	6 13%	5 10%	5 14%	6 14%	4 10%	11 14%	7 20%	2 6%	4 11%	9 16%	10 11%	22 15%	1 2%
4	(4) 46 26%	25 32%	11 22%	11 21%	8 23%	11 26%	9 21%	22 29%	13 38%	6 22%	5 15%	11 20%	30 34% j	41 27%	6 22%
5 Very important	(5) 68 38%	26 34%	20 41%	23 43%	14 41%	16 38%	14 35%	25 33%	11 30%	14 53%	14 41%	24 43%	31 35%	56 37%	13 48%
NETS															
Net: Not important	40 22%	14 19%	11 23%	14 26%	7 22%	9 22%	14 35% h	18 24%	4 12%	5 19%	11 32%	12 21%	17 20%	33 22%	7 27%
Net: Important	115 65%	50 66%	31 63%	34 64%	21 64%	27 64%	23 56%	47 62%	24 68%	20 76%	19 56%	35 63%	61 69%	96 64%	18 70%
Mean score	3.7	3.7	3.6	3.6	3.7	3.7	3.3	3.6	3.8	3.9	3.4	3.7	3.7	3.7	3.6

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

Jobs Outlook - Combined

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

Helping to keep running costs down

Base: All who recruit temporary agency workers

	Total	WAVE			REGION						SIZE			SECTOR		
		April 2016	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	e	f	g	h	*i	j	k	l	m	*n	
Significance Level: 95%																
Unweighted Total	179	76	48	55	35	43	40	73	33	28	32	59	88	153	26	
Weighted Total	178	76	48	54	33	42	41	76	35	27	33	56	88	151	26	
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
1 Not at all important	(1)	27	11	5	11	5	4	9	13	4	4	5	8	13	24	3
		15%	15%	10%	21%	14%	10%	22%	18%	12%	17%	16%	15%	15%	16%	10%
2	(2)	19	9	6	4	2	7	5	8	3	2	1	5	13	14	5
		11%	12%	12%	8%	5%	16%	13%	11%	9%	9%	3%	8%	15%	9%	18%
3	(3)	40	22	6	12	8	10	10	19	8	3	9	14	18	35	5
		23%	29%	12%	23%	24%	24%	26%	24%	23%	13%	26%	24%	20%	23%	21%
			b													
4	(4)	35	13	10	12	7	7	4	16	11	5	7	12	16	33	2
		20%	17%	21%	23%	21%	18%	11%	21%	32%	19%	19%	22%	18%	22%	9%
									f							
5 Very important	(5)	57	20	22	14	12	13	11	20	9	11	12	17	28	46	11
		32%	27%	46%	26%	36%	32%	28%	26%	25%	43%	36%	30%	32%	30%	42%
				ac												
NETS																
Net: Not important		46	20	10	15	6	11	14	22	7	7	6	13	26	39	7
		26%	27%	22%	28%	20%	26%	35%	29%	21%	25%	19%	23%	30%	25%	28%
Net: Important		92	33	32	26	19	21	16	36	20	17	18	29	44	78	13
		52%	44%	67%	49%	56%	50%	39%	47%	56%	62%	55%	52%	50%	52%	52%
				a												
Mean score		3.4	3.3	3.8	3.3	3.6	3.5	3.1	3.3	3.5	3.6	3.6	3.4	3.4	3.4	3.6
				a												

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

Jobs Outlook - Combined

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

Managing uncertainty during economic downturn or at other times

Base: All who recruit temporary agency workers

	Total	WAVE			REGION						SIZE			SECTOR		
		April 2016	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	e	f	g	h	*i	j	k	l	m	*n	
Significance Level: 95%																
Unweighted Total	179	76	48	55	35	43	40	73	33	28	32	59	88	153	26	
Weighted Total	178	76	48	54	33	42	41	76	35	27	33	56	88	151	26	
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
1 Not at all important	(1)	38	12	15	11	8	7	12	19	7	4	11	13	14	29	9
		21%	15%	31%	21%	23%	18%	29%	24%	20%	15%	33%	23%	15%	19%	33%
			a								l					
2	(2)	25	14	6	5	5	8	6	10	4	2	6	6	13	20	6
		14%	19%	12%	10%	14%	20%	15%	13%	12%	9%	17%	11%	15%	13%	22%
3	(3)	48	25	8	16	6	10	16	27	11	4	7	12	30	46	2
		27%	33%	16%	30%	20%	25%	40%	36%	32%	16%	20%	21%	34%	31%	8%
			b													
4	(4)	35	14	9	12	9	8	3	9	6	10	4	16	15	30	5
		20%	19%	19%	22%	26%	18%	8%	12%	16%	37%	12%	28%	18%	20%	19%
						f										
5 Very important	(5)	31	11	11	9	5	8	4	11	7	6	6	10	15	27	5
		18%	15%	22%	17%	16%	20%	9%	15%	21%	23%	18%	17%	18%	18%	18%
NETS																
Net: Not important		63	26	21	17	12	16	18	29	11	6	17	19	27	48	15
		35%	34%	43%	31%	38%	37%	43%	38%	31%	24%	50%	34%	31%	32%	55%
Net: Important		66	25	20	21	14	16	7	20	13	16	10	25	31	57	10
		37%	34%	41%	39%	43%	38%	17%	26%	37%	60%	30%	45%	35%	37%	37%
						f	f									
Mean score		3.0	3.0	2.9	3.0	3.0	3.0	2.5	2.8	3.1	3.5	2.6	3.1	3.1	3.0	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

	Total	WAVE			REGION						SIZE			SECTOR	
		April 2016	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	e	f	g	h	*i	j	k	l	m	*n
Significance Level: 95%															
Unweighted Total	179	76	48	55	35	43	40	73	33	28	32	59	88	153	26
Weighted Total	178	76	48	54	33	42	41	76	35	27	33	56	88	151	26
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
1 Not at all important	(1)	23	8	11	5	4	6	6	10	5	4	8	11	19	4
		13%	10%	22%	10%	11%	13%	14%	14%	13%	15%	12%	15%	13%	16%
2	(2)	16	8	3	4	4	7	3	3	-	2	4	10	12	5
		9%	11%	7%	8%	13%	17%	8%	4%	-	6%	8%	11%	8%	17%
						h	gh								
3	(3)	38	23	5	11	5	10	9	18	9	5	11	17	33	5
		21%	30%	9%	20%	15%	24%	23%	24%	25%	19%	20%	19%	22%	21%
			b												
4	(4)	49	25	8	16	13	7	9	22	13	7	15	27	44	5
		28%	33%	17%	29%	40%	17%	23%	29%	36%	26%	27%	31%	29%	17%
			b			e									
5 Very important	(5)	51	12	22	17	7	12	13	23	9	9	17	23	43	8
		29%	15%	45%	33%	21%	28%	33%	30%	26%	35%	30%	26%	28%	29%
			a	a											
NETS															
Net: Not important		40	16	14	10	8	13	9	13	5	5	13	21	31	9
		22%	21%	29%	18%	24%	31%	22%	18%	13%	20%	23%	24%	21%	33%
Net: Important		100	37	30	33	20	19	22	45	22	16	32	50	88	12
		56%	49%	62%	62%	60%	45%	56%	59%	62%	61%	58%	57%	58%	46%
Mean score		3.5	3.3	3.6	3.7	3.5	3.3	3.5	3.6	3.6	3.6	3.5	3.5	3.5	3.3

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	April 2016	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	e	f	g	h	*i	j	k	l	m	*n	
Significance Level: 95%															
Unweighted Total	179	76	48	55	35	43	40	73	33	28	32	59	88	153	26
Weighted Total	178	76	48	54	33	42	41	76	35	27	33	56	88	151	26
	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	32	16	9	7	6	5	11	17	6	3	10	7	14	27	5
	18%	22%	18%	12%	17%	12%	28%	23%	17%	13%	31%	12%	16%	18%	17%
											k				
Temporary agency workers earn less than they would if they were permanent	11	5	3	3	1	4	3	5	2	1	3	2	6	8	3
	6%	6%	7%	5%	3%	10%	7%	6%	5%	4%	9%	3%	7%	5%	10%
Temporary agency workers earn about the same as they would if they were permanent	116	49	30	37	25	27	23	46	23	18	17	41	58	99	17
	65%	64%	62%	70%	75%	63%	58%	61%	64%	69%	51%	73%	66%	66%	65%
												j			
Not applicable/Don't know	19	6	6	7	2	6	3	8	5	4	3	7	9	17	2
	11%	8%	13%	12%	6%	14%	7%	10%	14%	14%	10%	12%	10%	11%	8%

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	April 2016	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	e	f	g	h	i	j	k	l	m	n	
Significance Level: 95%															
Unweighted Total	390	153	129	108	89	90	88	144	56	67	138	100	152	322	68
Weighted Total	387	154	125	108	87	89	87	147	60	64	140	96	151	318	69
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
0	86	25	34	27	27	18	18	28	10	14	56	16	14	72	14
	22%	16%	28%	25%	31%	20%	20%	19%	17%	22%	40%	17%	9%	23%	20%
		a			g					kl					
1-9	42	11	21	9	8	9	12	17	4	8	8	22	12	28	14
	11%	7%	17%	9%	9%	10%	14%	11%	7%	12%	6%	23%	8%	9%	20%
		a								jl					m
10-19	23	10	5	8	5	2	9	13	4	4	7	8	7	20	2
	6%	6%	4%	8%	5%	2%	10%	9%	6%	6%	5%	9%	5%	6%	3%
						e	e								
20-49	50	32	12	7	8	9	14	23	9	9	11	10	29	43	7
	13%	20%	9%	6%	10%	10%	16%	16%	15%	14%	8%	10%	19%	13%	10%
		bc											jk		
50	28	13	9	7	6	9	4	8	3	5	6	7	14	20	8
	7%	8%	7%	6%	7%	10%	5%	5%	6%	8%	5%	8%	9%	6%	11%
51+	57	26	16	14	8	18	16	23	7	7	23	15	18	44	13
	15%	17%	13%	13%	9%	21%	18%	16%	12%	11%	17%	16%	12%	14%	19%
						d									
Don't know	102	38	29	36	25	24	14	36	23	17	29	17	56	91	11
	26%	24%	23%	33%	29%	27%	16%	25%	38%	27%	21%	18%	37%	29%	16%
					f			f					jk	n	
NETS															
Net: At least 1%	199	91	62	45	35	47	55	83	28	33	55	62	81	154	44
	51%	59%	50%	42%	41%	53%	64%	57%	46%	51%	40%	65%	54%	49%	64%
		c					dh	d				j	j		m
Total	7854	3812	2190	1852	1273	2218	2104	3149	1045	1214	2713	2012	3129	6166	1688
Mean score	27.5	32.7	22.7	25.7	20.5	34.0	28.8	28.4	27.7	25.9	24.4	25.6	32.7	27.2	28.9
		b				d									

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