

Public First Consumer Poll for REC

Fieldwork:	Sample 1: 28th Oct - 6th Nov 2020 & Sample 2: 28th Nov - 8th Dec 2020
Interview method:	Online Survey
Population represented:	UK Adults
Sample size:	Sample 1: 2007 & Sample 2: 2340
Sample questions:	Sample 1: 1-69 & Sample 2: 70-72

Methodology:

All results are weighted using Iterative Proportional Fitting, or 'Raking'. The results are weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

Public First is a member of the BPC and abides by its rules. For more information please contact Seb Wride (seb@publicfirst.co.uk)

List of Tables

1	Did you find your current job through a recruitment agency? (eg. a recruiter, headhunter etc)Please do NOT select yes if you have only used an external jobs boards (eg Indeed, LinkedIn), but not a separate recruitment agency.	4
2	Have you ever tried to find a permanent job using a recruitment agency?Please do NOT select yes if you have only used an external jobs boards (eg Indeed, LinkedIn), but not a separate recruitment agency.	6
3	And have you ever tried to find temporary or contract work using a recruitment agency?Please do NOT select yes if you have only used an external jobs boards (eg Indeed, LinkedIn), but not a separate recruitment agency.	9
4	How did you find your current or most recent job?Please select all that apply	12
5	How long have you been working in your current role?	15
6	How many positions did you apply to before securing your current or most recent job?If you are unsure, please give your best estimate	18
7	Regardless of whether you are working or not, are you actively looking for a new job?	21
8	Why are you currently looking for a new job?Please select ANY that apply.	23
9	How have you found that Covid-19 has affected the process of looking for a job?	26
10	All in all, how satisfied are you with your current or most recent job?	29
11	All in all, how good a match do you think your current skills and potential are for your current or most recent job?	32
12	Thinking back to your very first job, how did you find that?Please select all that apply.	35
13	Thinking back to the time before Covid-19, If you had had to find another job, how easy do you think it would be to secure another position that was a good match for your skills and preferences?	38
14	Did you have to do any of the following to obtain your current position?Please select all that apply.	41
15	Have you ever been involved in interviewing or employing staff, yourself?	44
16	How important do you think the following are as best practice for recruitment?: Interviews	46
17	How important do you think the following are as best practice for recruitment?: Assignments or tests	49
18	How important do you think the following are as best practice for recruitment?: Covering letters	52
19	How important do you think the following are as best practice for recruitment?: Work samples	55
20	How important do you think the following are as best practice for recruitment?: Providing references	58
21	How important do you think the following are as best practice for recruitment?: Anonymised CVs	61
22	How important do you think the following are as best practice for recruitment?: Providing feedback	64
23	How important do you think the following are as best practice for recruitment?: Transparency over salary	67
24	How important do you think the following are as best practice for recruitment?: Ability to negotiate	70
25	You said you had never tried to use a recruitment agency to find a permanent position. What do you think the most important reasons or this are?: Never had the need	73
26	You said you had never tried to use a recruitment agency to find a permanent position. What do you think the most important reasons or this are?: Prefer to reach out to companies directly	76
27	You said you had never tried to use a recruitment agency to find a permanent position. What do you think the most important reasons or this are?: Do not think I would like the kinds of jobs offered by agencies	79
28	You said you had never tried to use a recruitment agency to find a permanent position. What do you think the most important reasons or this are?: It is hard to find agencies that cater for my skills and/or target industry	82
29	You said you had never tried to use a recruitment agency to find a permanent position. What do you think the most important reasons or this are?: Only interested in temporary positions	85

30 You said you had never tried to use a recruitment agency to find a temporary position. What do you think the most important reasons or this are?: Never had the need 88

31 You said you had never tried to use a recruitment agency to find a temporary position. What do you think the most important reasons or this are?: Prefer to reach out to companies directly 91

32 You said you had never tried to use a recruitment agency to find a temporary position. What do you think the most important reasons or this are?: Do not think I would like the kinds of jobs offered by agencies 94

33 You said you had never tried to use a recruitment agency to find a temporary position. What do you think the most important reasons or this are?: It is harder to find agencies that cater for my skills and/or target industry 97

34 You said you had never tried to use a recruitment agency to find a temporary position. What do you think the most important reasons or this are?: Only interested in permanent positions 100

35 Regardless of whether you are working or not, are you currently undertaking any activities to increase your skills?Please select all that apply. 103

36 In total, how many hours did you spend in formal or informal training at your job in the last year?If you are unsure please give an estimate 106

37 Whether you are actively thinking about it or not, do you think you would need to gain more skills and qualifications in order to change your job in your industry or career to another industry? 109

38 You said you think it would be necessary to gain more skills and qualifications in order to change jobs or career, which of the following might you consider? Please select all that apply. 112

39 You said that in the past you had tried to find permanent work through a recruitment agency.Have you ever taken a permanent job that you found through a recruitment agency? 115

40 At the time you used the agency, what were your employment circumstances before you found a job? If you have used an employment agency more than once, please answer for your most recent experience. 117

41 Why did you choose to use an employment agency?Please select all the reasons that applied 120

42 All in all, how satisfied were you with your experience using the agency? 123

43 Which services and support from the agency did you find most valuable? Please select up to three. 126

44 How many permanent jobs have you found through a recruitment agency? Please only include jobs which you have found through a recruitment agency and accepted an offer on 129

45 How good a match was the job you found through the agency?If you have found multiple jobs through an agency, please think about your most recent experience 132

46 How likely do you think you would have been to find as good a position without the agency?If you have found multiple jobs through an agency, please think about your most recent experience 135

47 Are you still working at the same company you found through the agency?If you have found multiple jobs through an agency, please think about your most recent experience 138

48 How long did you work at the job or for the company you found through the agency?If you have found multiple jobs through an agency, please think about your most recent experience 141

49 So far, how long have you been working at the job or for the company you found through the agency? 144

50 Have you experienced any of the following as a result of the job you found through the agency?If you have found multiple jobs through an agency, please think about your most recent experiencePlease select all that apply 147

51 Thinking back, why do you think you were unable to find a job with the agency?If you have been unable to on multiple occasions, please think about your most recent experiencePlease select all the reasons that applied 150

52 You said that in the past you had tried to find temporary work through a recruitment agency. Have you ever taken a temporary job that you found through a recruitment agency? 153

53 In the following questions, if you have used an employment agency more than once, please answer for your most recent experience. At the time you used the agency, what were your employment circumstances before you found a job? 155

54 Why did you choose to use an employment agency?Please select all the reasons that applied 158

55 Why were you looking for a temporary position on this occasion?Please select all the reasons that applied 161

56 All in all, how satisfied were you with your experience using the agency? 164

57 Which services and support from the agency did you find most valuable? Please select up to three 167

58 How many temporary jobs have you found through a recruitment agency? 170

59 Thinking back, why do you think you were unable to find temporary work with the agency?Please select all the reasons that applied 173

60 How good a match was the temporary job you found through the agency?If you have found multiple temporary jobs through an agency, please think about your most recent experience 176

61 Have you experienced any of the following as result of your temporary work?Please select all that apply 179

62 How likely do you think you would have been to find as good a temporary position without the agency? 182

63 Overall, how good a job do you think companies in the UK do at recruiting efficiently? 185

64 How fair do you think the process of recruitment is to job seekers like yourself? 188

65 How inclusive do you think the process of recruitment is to job seekers like yourself? 191

66 How likely do you think you will be to use a recruitment agency if and when you look for another job? 194

67 Do you tend to agree or disagree with the following statements about the recruitment industry?: “The recruitment industry plays an important role in helping many people find a job” 197

68 Do you tend to agree or disagree with the following statements about the recruitment industry?: “The recruitment industry makes it easier for people to find more flexible work” 200

69 Do you tend to agree or disagree with the following statements about the recruitment industry?: “The jobs that tend to be offered by the recruitment industry do not appeal to me” 203

70 How did you find your current or most recent job? If you have changed jobs at the same organisation, please answer for the first job working at this company.Please select all that apply 206

71 How did you find your FIRST job?Please select all that apply 209

72 How long did it take you to find your current or most recent job?If you have changed jobs at the same organisation, please answer for the first job working at this company. Please answer from the time you first started looking for a new position. 212

(1.A) Did you find your current job through a recruitment agency? (eg. a recruiter, headhunter etc) Please do NOT select yes if you have only used an external jobs boards (eg Indeed, LinkedIn), but not a separate recruitment agency.

	Age							Region											
	Total	18-24	25-34	35-44	45-54	55-64	65+	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	Scotland	Wales	Northern Ireland
Unweighted	1199	157	281	275	272	152	62	171	160	112	107	88	108	87	42	133	97	63	31
Weighted	1201	161	286	279	268	147	62	182	165	109	104	88	107	85	41	131	92	66	30
Yes	20%	34%	23%	23%	12%	11%	8%	26%	19%	20%	18%	18%	15%	24%	19%	22%	15%	17%	13%
No	80%	66%	77%	77%	88%	89%	92%	74%	81%	80%	82%	82%	85%	76%	81%	78%	85%	83%	87%

Note:

BASE: respondents who are in employment or furloughed (part or full time)

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(1.B) Did you find your current job through a recruitment agency? (eg. a recruiter, headhunter etc) Please do NOT select yes if you have only used an external jobs boards (eg Indeed, LinkedIn), but not a separate recruitment agency.

	Gender			Income															
	Total	Male	Female	No annual income	Less than £10,000	£10,000 - £14,999	£15,000 - £19,999	£20,000 - £24,999	£25,000 - £29,999	£30,000 - £34,999	£35,000 - £39,999	£40,000 - £44,999	£45,000 - £49,999	£50,000 - £59,999	£60,000 - £69,999	£70,000 - £79,999	£80,000 - £89,999	£90,000 - £99,999	£100,000 or more
Unweighted	1199	660	536	1	43	66	99	149	112	102	92	112	66	91	76	53	26	22	37
Weighted	1201	652	546	1	43	67	101	148	113	103	92	112	66	90	76	52	26	22	38
Yes	20%	22%	17%	0%	16%	18%	13%	20%	18%	29%	21%	23%	10%	23%	23%	30%	27%	13%	14%
No	80%	78%	83%	100%	84%	82%	87%	80%	82%	71%	79%	77%	90%	77%	77%	70%	73%	87%	86%

Note:

BASE: respondents who are in employment or furloughed (part or full time)

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(1.C) Did you find your current job through a recruitment agency? (eg. a recruiter, headhunter etc) Please do NOT select yes if you have only used an external jobs boards (eg Indeed, LinkedIn), but not a separate recruitment agency.

	Social Grade				Education			Recruitment Permanent Job				Recruitment Temporary Work						
	Total	AB	C1	C2	DE	GCSE or equivalent (Scottish National/O Level)	A Level or equivalent	University Undergraduate Degree (BA/BSc)	University Postgraduate Degree (MA/MSc/MPhil)	Doctorate (PhD/DPhil)	Yes - I have used a recruitment agency in the last year	Yes - I have used a recruitment agency in the last 1 - 5 years	Yes - I have used a recruitment over 5 years ago	No - I have never used a recruitment agency	Yes - I have used an agency to find temporary work in the last year	Yes - I have used an agency to find temporary work in the last 1 - 5 years	Yes - I have used an agency to find temporary work over 5 years ago	No - I have never tried to find temporary work through an agency
Unweighted	1199	345	372	251	229	229	205	353	129	25	134	209	234	622	93	139	217	750
Weighted	1201	345	351	276	227	229	208	351	130	25	135	208	234	624	93	143	216	749
Yes	20%	23%	22%	17%	15%	12%	22%	22%	31%	19%	60%	48%	19%	2%	61%	45%	21%	9%
No	80%	77%	78%	83%	85%	88%	78%	78%	69%	81%	40%	52%	81%	98%	39%	55%	79%	91%

Note:

BASE: respondents who are in employment or furloughed (part or full time)

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(2.A) Have you ever tried to find a permanent job using a recruitment agency? Please do NOT select yes if you have only used an external jobs boards (eg Indeed, LinkedIn), but not a separate recruitment agency.

	Total	Age						Region											
		18-24	25-34	35-44	45-54	55-64	65+	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	Scotland	Wales	Northern Ireland
Unweighted	2007	274	335	337	345	291	425	265	263	164	182	141	181	164	85	222	178	97	65
Weighted	2007	278	344	342	341	281	421	281	270	160	180	141	180	160	81	220	170	102	62
Yes - I have used a recruitment agency in the last year	9%	20%	15%	10%	5%	5%	1%	14%	7%	8%	7%	8%	12%	10%	4%	11%	5%	5%	6%
Yes - I have used a recruitment agency in the last 1 - 5 years	12%	19%	22%	16%	12%	6%	1%	14%	11%	13%	12%	12%	11%	8%	12%	15%	13%	7%	14%
Yes - I have used a recruitment over 5 years ago	19%	5%	14%	27%	23%	23%	21%	24%	21%	19%	22%	22%	17%	25%	14%	14%	12%	15%	20%
No - I have never used a recruitment agency	60%	56%	49%	48%	61%	66%	77%	48%	60%	60%	59%	58%	60%	57%	70%	61%	70%	73%	60%

Note:

BASE: All Respondents

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(2.B) Have you ever tried to find a permanent job using a recruitment agency? Please do NOT select yes if you have only used an external jobs boards (eg Indeed, LinkedIn), but not a separate recruitment agency.

	Total	Gender		Income															
		Male	Female	No annual income	Less than £10,000	£10,000 - £14,999	£15,000 - £19,999	£20,000 - £24,999	£25,000 - £29,999	£30,000 - £34,999	£35,000 - £39,999	£40,000 - £44,999	£45,000 - £49,999	£50,000 - £59,999	£60,000 - £69,999	£70,000 - £79,999	£80,000 - £89,999	£90,000 - £99,999	£100,000 or more
Unweighted	2007	998	1003	21	122	160	189	254	197	177	146	144	93	126	97	62	30	26	48
Weighted	2007	988	1013	21	121	159	190	254	198	178	145	143	92	125	97	61	30	26	50
Yes - I have used a recruitment agency in the last year	9%	9%	8%	9%	9%	10%	7%	10%	5%	7%	14%	9%	10%	11%	7%	11%	10%	0%	12%
Yes - I have used a recruitment agency in the last 1 - 5 years	12%	15%	9%	0%	13%	7%	11%	15%	11%	12%	11%	19%	8%	16%	14%	20%	14%	12%	12%
Yes - I have used a recruitment over 5 years ago	19%	20%	18%	0%	19%	21%	20%	17%	20%	25%	15%	22%	19%	16%	21%	18%	37%	19%	15%
No - I have never used a recruitment agency	60%	55%	64%	91%	59%	62%	63%	58%	64%	56%	60%	50%	63%	57%	58%	51%	40%	70%	61%

Note:

BASE: All Respondents

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(2.C) Have you ever tried to find a permanent job using a recruitment agency? Please do NOT select yes if you have only used an external jobs boards (eg Indeed, LinkedIn), but not a separate recruitment agency.

	Total	Social Grade				Education					Recruitment Permanent Job				Recruitment Temporary Work			
		AB	C1	C2	DE	GCSE or equivalent (Scottish National/O Level)	A Level or equivalent	University Under-graduate Degree (BA/BSc)	University Postgraduate Degree (MA/MSc/MPhil)	Doctorate (PhD/DPHil)	Yes - I have used a recruitment agency in the last year	Yes - I have used a recruitment agency in the last 1 - 5 years	Yes - I have used a recruitment over 5 years ago	No - I have never used a recruitment agency	Yes - I have used an agency to find temporary work in the last year	Yes - I have used an agency to find temporary work in the last 1 - 5 years	Yes - I have used an agency to find temporary work over 5 years ago	No - I have never tried to find temporary work through an agency
Unweighted	2007	542	552	400	507	449	346	504	169	35	175	241	388	1203	122	166	334	1385
Weighted	2007	539	520	441	501	450	349	499	169	36	176	241	386	1204	122	170	332	1383
Yes - I have used a recruitment agency in the last year	9%	10%	9%	8%	8%	5%	10%	11%	16%	8%	100%	0%	0%	0%	77%	19%	4%	3%
Yes - I have used a recruitment agency in the last 1 - 5 years	12%	13%	15%	12%	8%	7%	13%	15%	13%	23%	0%	100%	0%	0%	14%	61%	14%	5%
Yes - I have used a recruitment over 5 years ago	19%	19%	21%	18%	18%	18%	17%	20%	21%	22%	0%	0%	100%	0%	3%	8%	65%	11%
No - I have never used a recruitment agency	60%	58%	55%	63%	65%	70%	60%	54%	50%	47%	0%	0%	0%	100%	6%	12%	17%	81%

Note:

BASE: All Respondents

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(3.A) And have you ever tried to find temporary or contract work using a recruitment agency? Please do NOT select yes if you have only used an external jobs boards (eg Indeed, LinkedIn), but not a separate recruitment agency.

	Total	Age						Region											
		18-24	25-34	35-44	45-54	55-64	65+	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	Scotland	Wales	Northern Ireland
Unweighted	2007	274	335	337	345	291	425	265	263	164	182	141	181	164	85	222	178	97	65
Weighted	2007	278	344	342	341	281	421	281	270	160	180	141	180	160	81	220	170	102	62
Yes - I have used an agency to find temporary work in the last year	6%	14%	10%	6%	3%	3%	1%	8%	4%	5%	4%	9%	8%	7%	4%	7%	3%	6%	9%
Yes - I have used an agency to find temporary work in the last 1 - 5 years	8%	16%	14%	13%	5%	4%	1%	14%	8%	7%	9%	7%	10%	4%	12%	11%	4%	5%	4%
Yes - I have used an agency to find temporary work over 5 years ago	17%	6%	16%	23%	21%	20%	13%	19%	18%	15%	17%	18%	16%	21%	7%	15%	14%	13%	22%
No - I have never tried to find temporary work through an agency	69%	64%	61%	57%	70%	73%	84%	59%	70%	74%	70%	66%	66%	69%	78%	67%	80%	75%	65%

Note:

BASE: All Respondents

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(3.B) And have you ever tried to find temporary or contract work using a recruitment agency? Please do NOT select yes if you have only used an external jobs boards (eg Indeed, LinkedIn), but not a separate recruitment agency.

	Total	Gender		Income															
		Male	Female	No annual income	Less than £10,000	£10,000 - £14,999	£15,000 - £19,999	£20,000 - £24,999	£25,000 - £29,999	£30,000 - £34,999	£35,000 - £39,999	£40,000 - £44,999	£45,000 - £49,999	£50,000 - £59,999	£60,000 - £69,999	£70,000 - £79,999	£80,000 - £89,999	£90,000 - £99,999	£100,000 or more
Unweighted	2007	998	1003	21	122	160	189	254	197	177	146	144	93	126	97	62	30	26	48
Weighted	2007	988	1013	21	121	159	190	254	198	178	145	143	92	125	97	61	30	26	50
Yes - I have used an agency to find temporary work in the last year	6%	7%	5%	14%	8%	7%	4%	8%	3%	6%	10%	6%	5%	7%	5%	3%	4%	0%	8%
Yes - I have used an agency to find temporary work in the last 1 - 5 years	8%	10%	7%	5%	11%	7%	10%	12%	7%	10%	9%	11%	1%	6%	8%	18%	10%	0%	10%
Yes - I have used an agency to find temporary work over 5 years ago	17%	16%	17%	5%	18%	20%	17%	16%	19%	16%	10%	22%	18%	13%	17%	14%	22%	34%	12%
No - I have never tried to find temporary work through an agency	69%	67%	71%	76%	63%	65%	69%	65%	71%	69%	71%	62%	75%	73%	69%	64%	64%	66%	69%

Note:

BASE: All Respondents

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(3.C) And have you ever tried to find temporary or contract work using a recruitment agency? Please do NOT select yes if you have only used an external jobs boards (eg Indeed, LinkedIn), but not a separate recruitment agency.

	Total	Social Grade				Education					Recruitment Permanent Job				Recruitment Temporary Work			
		AB	C1	C2	DE	GCSE or equivalent (Scottish National/O Level)	A Level or equivalent	University Undergraduate Degree (BA/BSc)	University Postgraduate Degree (MA/MSc/MPhil)	Doctorate (PhD/DPhil)	Yes - I have used a recruitment agency in the last year	Yes - I have used a recruitment agency in the last 1 - 5 years	Yes - I have used a recruitment agency over 5 years ago	No - I have never used a recruitment agency	Yes - I have used an agency to find temporary work in the last year	Yes - I have used an agency to find temporary work in the last 1 - 5 years	Yes - I have used an agency to find temporary work over 5 years ago	No - I have never tried to find temporary work through an agency
Unweighted	2007	542	552	400	507	449	346	504	169	35	175	241	388	1203	122	166	334	1385
Weighted	2007	539	520	441	501	450	349	499	169	36	176	241	386	1204	122	170	332	1383
Yes - I have used an agency to find temporary work in the last year	6%	7%	6%	5%	6%	3%	7%	8%	10%	11%	54%	7%	1%	1%	100%	0%	0%	0%
Yes - I have used an agency to find temporary work in the last 1 - 5 years	8%	10%	8%	9%	7%	6%	10%	9%	14%	15%	18%	43%	3%	2%	0%	100%	0%	0%
Yes - I have used an agency to find temporary work over 5 years ago	17%	17%	20%	14%	14%	13%	14%	18%	21%	11%	7%	19%	56%	5%	0%	0%	100%	0%
No - I have never tried to find temporary work through an agency	69%	66%	67%	71%	72%	78%	69%	65%	55%	63%	21%	31%	39%	93%	0%	0%	0%	100%

Note:

BASE: All Respondents

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(4.A) How did you find your current or most recent job? Please select all that apply

	Total	Age						Region											
		18-24	25-34	35-44	45-54	55-64	65+	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	Scotland	Wales	Northern Ireland
Unweighted	2007	274	335	337	345	291	425	265	263	164	182	141	181	164	85	222	178	97	65
Weighted	2007	278	344	342	341	281	421	281	270	160	180	141	180	160	81	220	170	102	62
Referral from friend, family or contact	18%	25%	18%	17%	17%	15%	14%	20%	14%	18%	19%	20%	20%	15%	18%	17%	14%	22%	11%
Directly applied to the company	38%	28%	37%	38%	40%	40%	45%	39%	38%	29%	33%	34%	38%	42%	46%	38%	52%	29%	47%
Through an online jobs board	16%	30%	26%	18%	10%	10%	3%	16%	19%	18%	14%	17%	18%	12%	8%	13%	14%	16%	16%
Through a recruitment agency	12%	15%	19%	15%	9%	10%	7%	16%	12%	13%	12%	13%	12%	15%	6%	13%	7%	12%	11%
The company reached out to me	8%	9%	8%	8%	6%	10%	9%	11%	7%	7%	9%	9%	12%	8%	6%	4%	7%	7%	13%
Other (Please Specify)	6%	2%	2%	4%	7%	10%	9%	3%	10%	4%	4%	5%	4%	6%	10%	6%	5%	9%	4%
Not Applicable - Self-employed or freelance	7%	3%	6%	5%	7%	6%	11%	5%	8%	11%	7%	7%	2%	9%	2%	8%	4%	8%	4%
Not Applicable - have never worked	7%	18%	6%	4%	5%	5%	5%	8%	2%	8%	7%	7%	9%	7%	11%	8%	6%	4%	8%

Note:

BASE: All Respondents

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(4.B) How did you find your current or most recent job? Please select all that apply

	Total	Gender		Income															
		Male	Female	No annual income	Less than £10,000	£10,000 - £14,999	£15,000 - £19,999	£20,000 - £24,999	£25,000 - £29,999	£30,000 - £34,999	£35,000 - £39,999	£40,000 - £44,999	£45,000 - £49,999	£50,000 - £59,999	£60,000 - £69,999	£70,000 - £79,999	£80,000 - £89,999	£90,000 - £99,999	£100,000 or more
Unweighted	2007	998	1003	21	122	160	189	254	197	177	146	144	93	126	97	62	30	26	48
Weighted	2007	988	1013	21	121	159	190	254	198	178	145	143	92	125	97	61	30	26	50
Referral from friend, family or contact	18%	16%	19%	10%	18%	19%	23%	16%	17%	20%	18%	16%	19%	16%	10%	8%	24%	12%	24%
Directly applied to the company	38%	40%	36%	33%	22%	35%	35%	36%	44%	40%	42%	44%	38%	41%	42%	43%	57%	34%	35%
Through an online jobs board	16%	14%	17%	19%	13%	18%	17%	18%	14%	15%	15%	15%	18%	21%	10%	11%	14%	8%	12%
Through a recruitment agency	12%	14%	10%	0%	11%	11%	10%	11%	11%	16%	12%	17%	7%	13%	17%	27%	20%	15%	2%
The company reached out to me	8%	10%	7%	0%	7%	4%	11%	7%	4%	5%	12%	13%	10%	10%	14%	10%	7%	20%	15%
Other (Please Specify)	6%	5%	6%	0%	7%	8%	7%	5%	4%	3%	7%	3%	8%	3%	8%	6%	7%	3%	2%
Not Applicable - Self-employed or freelance	7%	7%	6%	0%	9%	8%	6%	8%	7%	4%	5%	3%	5%	5%	4%	7%	11%	7%	11%
Not Applicable - have never worked	7%	6%	8%	47%	19%	8%	7%	7%	5%	8%	3%	3%	1%	4%	2%	2%	0%	4%	11%

Note:

BASE: All Respondents

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(4.C) How did you find your current or most recent job? Please select all that apply

	Total	Social Grade				Education					Recruitment Permanent Job				Recruitment Temporary Work			
		AB	C1	C2	DE	GCSE or equivalent (Scottish National/O Level)	A Level or equivalent	University Undergraduate Degree (BA/BSc)	University Postgraduate Degree (MA/MSc/MPhil)	Doctorate (PhD/DPhil)	Yes - I have used a recruitment agency in the last year	Yes - I have used a recruitment agency in the last 1 - 5 years	Yes - I have used a recruitment agency over 5 years ago	No - I have never used a recruitment agency	Yes - I have used an agency to find temporary work in the last year	Yes - I have used an agency to find temporary work in the last 1 - 5 years	Yes - I have used an agency to find temporary work over 5 years ago	No - I have never tried to find temporary work through an agency
Unweighted	2007	542	552	400	507	449	346	504	169	35	175	241	388	1203	122	166	334	1385
Weighted	2007	539	520	441	501	450	349	499	169	36	176	241	386	1204	122	170	332	1383
Referral from friend, family or contact	18%	16%	15%	22%	18%	22%	17%	14%	14%	12%	21%	18%	16%	17%	24%	19%	14%	18%
Directly applied to the company	38%	42%	41%	36%	33%	34%	36%	44%	41%	31%	23%	35%	34%	43%	23%	34%	38%	40%
Through an online jobs board	16%	14%	18%	15%	14%	9%	19%	20%	20%	19%	35%	22%	13%	12%	37%	29%	17%	12%
Through a recruitment agency	12%	13%	16%	12%	9%	8%	14%	13%	19%	16%	37%	36%	21%	1%	39%	30%	21%	6%
The company reached out to me	8%	12%	7%	8%	6%	4%	9%	9%	9%	23%	12%	11%	8%	7%	14%	14%	8%	7%
Other (Please Specify)	6%	5%	6%	4%	7%	8%	4%	5%	5%	0%	3%	3%	6%	7%	1%	4%	6%	6%
Not Applicable - Self-employed or freelance	7%	8%	4%	7%	7%	8%	5%	6%	8%	21%	3%	4%	8%	7%	1%	3%	7%	7%
Not Applicable - have never worked	7%	4%	4%	7%	13%	11%	7%	3%	2%	3%	4%	1%	1%	10%	5%	2%	1%	9%

Note:

BASE: All Respondents

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(5.A) How long have you been working in your current role?

	Total	Age						Region											
		18-24	25-34	35-44	45-54	55-64	65+	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	Scotland	Wales	Northern Ireland
Unweighted	1199	157	281	275	272	152	62	171	160	112	107	88	108	87	42	133	97	63	31
Weighted	1201	161	286	279	268	147	62	182	165	109	104	88	107	85	41	131	92	66	30
Under 6 months	5%	15%	4%	4%	4%	2%	1%	5%	2%	9%	8%	7%	7%	3%	2%	4%	2%	6%	3%
6 months - 1 year	8%	17%	13%	5%	2%	3%	2%	10%	6%	10%	8%	5%	9%	5%	0%	8%	8%	13%	0%
1 - 2 years	16%	36%	20%	13%	9%	9%	2%	23%	14%	14%	15%	17%	14%	20%	9%	11%	18%	11%	16%
2 - 4 years	19%	20%	28%	17%	13%	13%	13%	20%	19%	17%	16%	19%	17%	17%	30%	20%	22%	8%	19%
4 - 6 years	13%	10%	16%	12%	13%	15%	8%	9%	17%	6%	13%	21%	18%	8%	15%	14%	11%	11%	13%
6 - 10 years	13%	2%	13%	17%	12%	15%	20%	14%	14%	15%	6%	10%	8%	15%	14%	14%	9%	12%	26%
Over 10 years	27%	0%	7%	30%	46%	42%	53%	18%	26%	28%	33%	21%	25%	31%	30%	29%	28%	38%	23%
Prefer not to say	1%	1%	0%	1%	1%	1%	1%	1%	1%	1%	0%	0%	1%	0%	0%	0%	2%	0%	0%

Note:

BASE: respondents who are in employment or furloughed (part or full time)

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(5.B) How long have you been working in your current role?

	Total	Gender		Income															
		Male	Female	No annual income	Less than £10,000	£10,000 - £14,999	£15,000 - £19,999	£20,000 - £24,999	£25,000 - £29,999	£30,000 - £34,999	£35,000 - £39,999	£40,000 - £44,999	£45,000 - £49,999	£50,000 - £59,999	£60,000 - £69,999	£70,000 - £79,999	£80,000 - £89,999	£90,000 - £99,999	£100,000 or more
Unweighted	1199	660	536	1	43	66	99	149	112	102	92	112	66	91	76	53	26	22	37
Weighted	1201	652	546	1	43	67	101	148	113	103	92	112	66	90	76	52	26	22	38
Under 6 months	5%	5%	5%	100%	9%	3%	6%	6%	4%	4%	5%	3%	6%	5%	3%	6%	0%	9%	5%
6 months - 1 year	8%	7%	9%	0%	21%	5%	8%	9%	8%	7%	7%	7%	5%	9%	6%	8%	0%	5%	8%
1 - 2 years	16%	16%	16%	0%	26%	22%	16%	23%	14%	13%	11%	16%	7%	16%	15%	17%	15%	14%	11%
2 - 4 years	19%	17%	20%	0%	16%	15%	17%	19%	23%	18%	21%	17%	18%	16%	24%	9%	16%	13%	22%
4 - 6 years	13%	13%	13%	0%	7%	21%	13%	10%	18%	11%	11%	13%	14%	6%	10%	23%	27%	9%	11%
6 - 10 years	13%	14%	11%	0%	7%	12%	10%	13%	11%	15%	12%	15%	22%	13%	12%	11%	20%	18%	8%
Over 10 years	27%	28%	26%	0%	7%	23%	29%	20%	21%	32%	32%	29%	28%	34%	30%	26%	22%	32%	35%
Prefer not to say	1%	1%	1%	0%	7%	0%	0%	1%	1%	0%	0%	0%	0%	1%	1%	0%	0%	0%	0%

Note:

BASE: respondents who are in employment or furloughed (part or full time)

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(5.C) How long have you been working in your current role?

	Total	Social Grade				Education					Recruitment Permanent Job				Recruitment Temporary Work			
		AB	C1	C2	DE	GCSE or equivalent (Scottish National/O Level)	A Level or equivalent	University Undergraduate Degree (BA/BSc)	University Postgraduate Degree (MA/MSc/MPhil)	Doctorate (PhD/DPhil)	Yes - I have used a recruitment agency in the last year	Yes - I have used a recruitment agency in the last 1 - 5 years	Yes - I have used a recruitment over 5 years ago	No - I have never used a recruitment agency	Yes - I have used an agency to find temporary work in the last year	Yes - I have used an agency to find temporary work in the last 1 - 5 years	Yes - I have used an agency to find temporary work over 5 years ago	No - I have never tried to find temporary work through an agency
Unweighted	1199	345	372	251	229	229	205	353	129	25	134	209	234	622	93	139	217	750
Weighted	1201	345	351	276	227	229	208	351	130	25	135	208	234	624	93	143	216	749
Under 6 months	5%	5%	5%	3%	7%	5%	5%	5%	4%	0%	15%	3%	3%	4%	18%	4%	3%	4%
6 months - 1 year	8%	7%	8%	9%	6%	5%	11%	8%	6%	4%	21%	9%	5%	5%	22%	13%	5%	6%
1 - 2 years	16%	15%	15%	17%	19%	7%	22%	17%	18%	24%	27%	32%	7%	11%	25%	34%	10%	13%
2 - 4 years	19%	21%	19%	18%	15%	17%	15%	21%	18%	25%	19%	35%	12%	15%	15%	29%	19%	17%
4 - 6 years	13%	13%	14%	11%	14%	13%	12%	14%	16%	24%	10%	13%	16%	13%	13%	11%	16%	12%
6 - 10 years	13%	12%	14%	13%	12%	14%	12%	13%	14%	8%	5%	7%	26%	11%	4%	4%	19%	14%
Over 10 years	27%	27%	25%	30%	25%	39%	23%	21%	22%	16%	2%	1%	32%	39%	2%	4%	27%	34%
Prefer not to say	1%	0%	1%	0%	2%	0%	0%	1%	1%	0%	1%	0%	0%	1%	1%	1%	1%	1%

Note:

BASE: respondents who are in employment or furloughed (part or full time)

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(6.A) How many positions did you apply to before securing your current or most recent job? If you are unsure, please give your best estimate

	Total	Age						Region											
		18-24	25-34	35-44	45-54	55-64	65+	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	Scotland	Wales	Northern Ireland
Unweighted	2007	274	335	337	345	291	425	265	263	164	182	141	181	164	85	222	178	97	65
Weighted	2007	278	344	342	341	281	421	281	270	160	180	141	180	160	81	220	170	102	62
None	37%	22%	29%	33%	41%	47%	49%	28%	39%	39%	43%	35%	37%	39%	41%	39%	38%	41%	41%
1 other position	15%	15%	15%	15%	17%	13%	13%	16%	15%	16%	13%	14%	13%	14%	8%	15%	15%	20%	15%
2 other positions	12%	16%	18%	16%	8%	7%	7%	14%	11%	11%	13%	10%	14%	12%	12%	11%	10%	10%	14%
3-5 other positions	11%	15%	13%	12%	11%	10%	5%	11%	11%	11%	10%	14%	10%	10%	12%	10%	13%	5%	11%
5-10 other positions	4%	7%	2%	5%	3%	4%	2%	5%	3%	3%	3%	4%	2%	3%	6%	5%	4%	3%	3%
Over 10 positions	6%	6%	11%	8%	5%	4%	2%	8%	6%	4%	4%	6%	10%	5%	6%	5%	5%	9%	5%
Don't Know/ Don't Remember	11%	6%	7%	9%	12%	12%	17%	13%	13%	14%	9%	11%	9%	13%	8%	10%	9%	10%	8%
N/A - have never worked	4%	12%	4%	2%	3%	2%	4%	5%	2%	3%	5%	5%	5%	5%	7%	5%	6%	2%	4%

Note:

BASE: All Respondents

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(6.B) How many positions did you apply to before securing your current or most recent job? If you are unsure, please give your best estimate

	Total	Gender		Income															
		Male	Female	No annual income	Less than £10,000	£10,000 - £14,999	£15,000 - £19,999	£20,000 - £24,999	£25,000 - £29,999	£30,000 - £34,999	£35,000 - £39,999	£40,000 - £44,999	£45,000 - £49,999	£50,000 - £59,999	£60,000 - £69,999	£70,000 - £79,999	£80,000 - £89,999	£90,000 - £99,999	£100,000 or more
Unweighted	2007	998	1003	21	122	160	189	254	197	177	146	144	93	126	97	62	30	26	48
Weighted	2007	988	1013	21	121	159	190	254	198	178	145	143	92	125	97	61	30	26	50
None	37%	39%	36%	38%	38%	33%	34%	35%	41%	44%	41%	34%	32%	42%	35%	31%	19%	54%	48%
1 other position	15%	14%	16%	5%	6%	21%	13%	18%	13%	13%	19%	18%	19%	11%	14%	13%	13%	8%	15%
2 other positions	12%	12%	12%	5%	13%	6%	14%	14%	12%	10%	11%	11%	10%	14%	19%	15%	34%	15%	11%
3-5 other positions	11%	12%	9%	5%	8%	7%	12%	9%	7%	14%	12%	15%	16%	9%	14%	14%	14%	11%	8%
5-10 other positions	4%	4%	3%	5%	2%	4%	4%	3%	5%	3%	1%	5%	4%	5%	4%	4%	3%	0%	2%
Over 10 positions	6%	7%	5%	9%	8%	9%	4%	6%	8%	4%	3%	2%	9%	5%	8%	13%	3%	0%	4%
Don't Know/ Don't Remember	11%	9%	13%	10%	10%	15%	14%	11%	11%	7%	10%	12%	9%	12%	3%	8%	14%	7%	8%
N/A - have never worked	4%	4%	5%	23%	14%	4%	5%	3%	2%	6%	2%	3%	1%	3%	2%	2%	0%	4%	4%

Note:

BASE: All Respondents

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(6.C) How many positions did you apply to before securing your current or most recent job? If you are unsure, please give your best estimate

	Total	Social Grade				Education					Recruitment Permanent Job				Recruitment Temporary Work			
		AB	C1	C2	DE	GCSE or equivalent (Scottish National/O Level)	A Level or equivalent	University Under-graduate Degree (BA/BSc)	University Postgraduate Degree (MA/MSc/MPhil)	Doctorate (PhD/DPhil)	Yes - I have used a recruitment agency in the last year	Yes - I have used a recruitment agency in the last 1 - 5 years	Yes - I have used a recruitment agency over 5 years ago	No - I have never used a recruitment agency	Yes - I have used an agency to find temporary work in the last year	Yes - I have used an agency to find temporary work in the last 1 - 5 years	Yes - I have used an agency to find temporary work over 5 years ago	No - I have never tried to find temporary work through an agency
Unweighted	2007	542	552	400	507	449	346	504	169	35	175	241	388	1203	122	166	334	1385
Weighted	2007	539	520	441	501	450	349	499	169	36	176	241	386	1204	122	170	332	1383
None	37%	37%	37%	37%	38%	45%	34%	32%	32%	20%	16%	16%	31%	47%	18%	15%	30%	44%
1 other position	15%	15%	13%	17%	14%	15%	14%	16%	17%	15%	12%	17%	14%	15%	13%	17%	14%	15%
2 other positions	12%	14%	12%	14%	8%	9%	15%	14%	12%	20%	25%	20%	15%	8%	27%	22%	13%	9%
3-5 other positions	11%	11%	13%	11%	8%	5%	11%	15%	14%	19%	15%	23%	12%	7%	13%	19%	14%	9%
5-10 other positions	4%	4%	4%	3%	4%	3%	5%	4%	4%	6%	6%	6%	4%	3%	6%	5%	5%	3%
Over 10 positions	6%	6%	7%	6%	6%	5%	6%	7%	9%	3%	17%	11%	8%	3%	12%	16%	10%	3%
Don't Know/ Don't Remember	11%	10%	11%	9%	14%	13%	11%	9%	11%	14%	7%	7%	14%	12%	7%	5%	14%	12%
N/A - have never worked	4%	3%	3%	4%	7%	6%	5%	3%	1%	3%	3%	1%	1%	6%	4%	1%	0%	6%

Note:

BASE: All Respondents

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(7.A) Regardless of whether you are working or not, are you actively looking for a new job?

	Total	Age						Region											
		18-24	25-34	35-44	45-54	55-64	65+	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	Scotland	Wales	Northern Ireland
Unweighted	2007	274	335	337	345	291	425	265	263	164	182	141	181	164	85	222	178	97	65
Weighted	2007	278	344	342	341	281	421	281	270	160	180	141	180	160	81	220	170	102	62
Yes	25%	45%	42%	31%	24%	14%	3%	32%	19%	28%	18%	26%	28%	25%	22%	28%	26%	18%	25%
No	70%	50%	53%	62%	71%	82%	97%	62%	75%	68%	76%	70%	68%	73%	70%	68%	70%	80%	75%
Don't Know	4%	6%	6%	7%	5%	3%	1%	6%	5%	4%	5%	5%	4%	2%	7%	4%	4%	2%	0%

Note:

BASE: All Respondents

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(7.B) Regardless of whether you are working or not, are you actively looking for a new job?

	Total	Gender		Income															
		Male	Female	No annual income	Less than £10,000	£10,000 - £14,999	£15,000 - £19,999	£20,000 - £24,999	£25,000 - £29,999	£30,000 - £34,999	£35,000 - £39,999	£40,000 - £44,999	£45,000 - £49,999	£50,000 - £59,999	£60,000 - £69,999	£70,000 - £79,999	£80,000 - £89,999	£90,000 - £99,999	£100,000 or more
Unweighted	2007	998	1003	21	122	160	189	254	197	177	146	144	93	126	97	62	30	26	48
Weighted	2007	988	1013	21	121	159	190	254	198	178	145	143	92	125	97	61	30	26	50
Yes	25%	26%	24%	48%	33%	23%	21%	28%	20%	25%	30%	27%	21%	27%	33%	21%	31%	7%	21%
No	70%	69%	72%	42%	60%	75%	75%	69%	73%	72%	66%	71%	74%	68%	63%	75%	66%	90%	79%
Don't Know	4%	4%	4%	9%	6%	2%	5%	3%	6%	3%	4%	2%	5%	5%	4%	4%	3%	3%	0%

Note:

BASE: All Respondents

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(7.C) Regardless of whether you are working or not, are you actively looking for a new job?

	Total	Social Grade				Education					Recruitment Permanent Job				Recruitment Temporary Work			
		AB	C1	C2	DE	GCSE or equivalent (Scottish National/O Level)	A Level or equivalent	University Undergraduate Degree (BA/BSc)	University Postgraduate Degree (MA/MSc/MPhil)	Doctorate (PhD/DPHil)	Yes - I have used a recruitment agency in the last year	Yes - I have used a recruitment agency in the last 1 - 5 years	Yes - I have used a recruitment agency over 5 years ago	No - I have never used a recruitment agency	Yes - I have used an agency to find temporary work in the last year	Yes - I have used an agency to find temporary work in the last 1 - 5 years	Yes - I have used an agency to find temporary work over 5 years ago	No - I have never tried to find temporary work through an agency
Unweighted	2007	542	552	400	507	449	346	504	169	35	175	241	388	1203	122	166	334	1385
Weighted	2007	539	520	441	501	450	349	499	169	36	176	241	386	1204	122	170	332	1383
Yes	25%	23%	29%	26%	23%	16%	28%	33%	28%	33%	72%	48%	16%	17%	74%	47%	23%	19%
No	70%	74%	65%	69%	73%	80%	68%	63%	70%	67%	25%	47%	77%	80%	20%	49%	71%	77%
Don't Know	4%	3%	6%	5%	4%	4%	5%	4%	2%	0%	3%	5%	7%	4%	6%	4%	7%	4%

Note:

BASE: All Respondents

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(8.A) Why are you currently looking for a new job? Please select ANY that apply.

	Total	Age						Region											
		18-24	25-34	35-44	45-54	55-64	65+	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	Scotland	Wales	Northern Ireland
Unweighted	502	123	139	104	82	42	12	83	52	46	33	36	50	40	19	62	47	18	16
Weighted	505	124	143	105	81	40	11	89	53	45	33	36	51	40	18	62	45	19	15
Looking for a higher salary	38%	31%	48%	42%	40%	21%	8%	44%	38%	33%	42%	36%	27%	45%	37%	39%	34%	43%	44%
Want to work fewer hours	10%	6%	9%	10%	12%	12%	24%	13%	8%	9%	9%	14%	10%	7%	0%	5%	13%	17%	6%
Want to work more hours	17%	20%	18%	16%	17%	7%	0%	18%	14%	19%	25%	28%	14%	20%	0%	13%	13%	6%	26%
Want more flexibility in working hours	17%	15%	17%	19%	19%	14%	18%	15%	10%	15%	24%	14%	26%	12%	16%	15%	15%	44%	26%
Want to work remotely	11%	12%	11%	14%	12%	3%	16%	16%	11%	9%	14%	11%	12%	14%	16%	6%	10%	5%	6%
Want to work in an office	8%	14%	5%	7%	6%	3%	8%	5%	11%	9%	9%	3%	11%	17%	6%	6%	2%	11%	6%
Looking for a shorter commute	13%	12%	11%	15%	17%	12%	8%	22%	9%	15%	19%	8%	6%	5%	5%	13%	10%	11%	32%
Looking for more interesting work	26%	20%	30%	26%	29%	30%	8%	30%	38%	29%	23%	22%	18%	15%	23%	32%	26%	17%	19%
Looking for a new challenge	28%	16%	36%	29%	37%	24%	8%	28%	28%	17%	31%	32%	32%	28%	27%	30%	23%	39%	30%
Don't get on with colleagues	5%	5%	6%	6%	2%	5%	8%	6%	0%	12%	3%	9%	4%	5%	0%	8%	2%	6%	0%
Currently not in work and looking for a new job	19%	29%	14%	14%	12%	29%	42%	16%	20%	17%	13%	19%	17%	18%	16%	22%	35%	11%	18%
None of the above	3%	2%	3%	3%	3%	7%	0%	1%	2%	2%	3%	3%	4%	5%	10%	2%	2%	6%	6%

Note:

BASE: Only people who responded; "Yes" to: Regardless of whether you are working or not, are you actively looking for a new job?

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(8.B) Why are you currently looking for a new job? Please select ANY that apply.

	Total	Gender		Income															
		Male	Female	No annual income	Less than £10,000	£10,000 - £14,999	£15,000 - £19,999	£20,000 - £24,999	£25,000 - £29,999	£30,000 - £34,999	£35,000 - £39,999	£40,000 - £44,999	£45,000 - £49,999	£50,000 - £59,999	£60,000 - £69,999	£70,000 - £79,999	£80,000 - £89,999	£90,000 - £99,999	£100,000 or more
Unweighted	502	263	238	10	40	36	39	72	40	45	43	39	20	34	32	13	9	2	10
Weighted	505	261	243	10	40	36	40	72	41	45	43	39	19	34	32	13	9	2	10
Looking for a higher salary	38%	42%	34%	11%	25%	28%	34%	42%	24%	39%	37%	44%	50%	41%	58%	61%	56%	52%	50%
Want to work fewer hours	10%	10%	9%	0%	10%	14%	5%	10%	11%	9%	14%	17%	15%	3%	9%	8%	0%	0%	0%
Want to work more hours	17%	14%	20%	0%	29%	20%	25%	23%	18%	14%	16%	11%	5%	9%	13%	0%	12%	0%	9%
Want more flexibility in working hours	17%	15%	20%	0%	12%	25%	13%	14%	18%	20%	19%	26%	20%	11%	19%	24%	21%	0%	10%
Want to work remotely	11%	11%	12%	0%	8%	12%	5%	8%	11%	17%	12%	18%	5%	23%	9%	7%	32%	52%	0%
Want to work in an office	8%	10%	6%	10%	12%	5%	8%	10%	8%	7%	5%	7%	11%	5%	12%	0%	11%	0%	0%
Looking for a shorter commute	13%	12%	14%	0%	15%	14%	5%	11%	16%	11%	6%	16%	14%	15%	16%	15%	54%	0%	0%
Looking for more interesting work	26%	28%	24%	0%	25%	23%	20%	25%	25%	29%	28%	27%	19%	39%	37%	31%	34%	0%	9%
Looking for a new challenge	28%	31%	25%	0%	18%	14%	31%	33%	30%	34%	25%	39%	35%	29%	30%	21%	22%	48%	30%
Don't get on with colleagues	5%	6%	4%	0%	2%	3%	3%	4%	0%	13%	5%	5%	10%	6%	3%	8%	12%	0%	9%
Currently not in work and looking for a new job	19%	17%	21%	79%	25%	30%	26%	17%	23%	12%	14%	10%	10%	15%	10%	0%	0%	0%	32%
None of the above	3%	4%	2%	0%	5%	0%	2%	3%	2%	4%	4%	0%	0%	6%	3%	7%	11%	0%	0%

Note:

BASE: Only people who responded "Yes" to: Regardless of whether you are working or not, are you actively looking for a new job?

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(8.C) Why are you currently looking for a new job? Please select ANY that apply.

	Total	Social Grade				Education					Recruitment Permanent Job				Recruitment Temporary Work			
		AB	C1	C2	DE	GCSE or equivalent (Scottish National/O Level)	A Level or equivalent	University Undergraduate Degree (BA/BSc)	University Postgraduate Degree (MA/MSc/MPhil)	Doctorate (PhD/DPHil)	Yes - I have used a recruitment agency in the last year	Yes - I have used a recruitment agency in the last 1 - 5 years	Yes - I have used a recruitment over 5 years ago	No - I have never used a recruitment agency	Yes - I have used an agency to find temporary work in the last year	Yes - I have used an agency to find temporary work in the last 1 - 5 years	Yes - I have used an agency to find temporary work over 5 years ago	No - I have never tried to find temporary work through an agency
Unweighted	502	125	159	103	115	70	95	165	47	12	126	117	62	197	90	77	75	260
Weighted	505	125	151	114	114	71	97	164	47	12	127	117	63	199	90	79	75	261
Looking for a higher salary	38%	47%	44%	29%	31%	28%	33%	48%	56%	59%	37%	43%	38%	37%	39%	41%	44%	36%
Want to work fewer hours	10%	9%	11%	8%	10%	9%	10%	11%	9%	8%	9%	14%	13%	7%	12%	13%	15%	6%
Want to work more hours	17%	11%	18%	19%	19%	17%	14%	18%	11%	16%	16%	19%	15%	16%	19%	22%	18%	14%
Want more flexibility in working hours	17%	18%	15%	17%	20%	23%	13%	21%	13%	9%	14%	13%	24%	20%	12%	15%	19%	19%
Want to work remotely	11%	15%	15%	8%	6%	11%	8%	16%	12%	9%	13%	16%	16%	7%	12%	17%	10%	10%
Want to work in an office	8%	7%	7%	10%	8%	6%	10%	7%	13%	9%	17%	6%	5%	4%	15%	10%	5%	5%
Looking for a shorter commute	13%	12%	15%	11%	13%	12%	9%	16%	20%	9%	15%	16%	8%	12%	13%	14%	15%	12%
Looking for more interesting work	26%	26%	30%	26%	22%	26%	25%	32%	26%	33%	27%	29%	31%	23%	27%	30%	31%	23%
Looking for a new challenge	28%	32%	31%	28%	20%	29%	21%	35%	21%	58%	23%	29%	32%	29%	19%	30%	34%	29%
Don't get on with colleagues	5%	7%	6%	6%	2%	6%	3%	4%	6%	0%	3%	8%	8%	4%	5%	8%	6%	4%
Currently not in work and looking for a new job	19%	10%	16%	24%	28%	20%	27%	12%	12%	8%	22%	8%	8%	27%	20%	7%	13%	24%
None of the above	3%	6%	1%	2%	3%	7%	0%	4%	4%	0%	2%	3%	3%	3%	1%	2%	4%	3%

Note:

BASE: Only people who responded; "Yes" to: Regardless of whether you are working or not, are you actively looking for a new job?

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(9.A) How have you found that Covid-19 has affected the process of looking for a job?

	Total	Age						Region											
		18-24	25-34	35-44	45-54	55-64	65+	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	Scotland	Wales	Northern Ireland
Unweighted	502	123	139	104	82	42	12	83	52	46	33	36	50	40	19	62	47	18	16
Weighted	505	124	143	105	81	40	11	89	53	45	33	36	51	40	18	62	45	19	15
Significantly more difficult	43%	42%	38%	39%	51%	57%	60%	35%	48%	34%	51%	36%	38%	38%	38%	58%	57%	39%	42%
Somewhat more difficult	32%	32%	36%	35%	30%	22%	24%	38%	23%	33%	19%	39%	43%	35%	20%	27%	32%	27%	45%
Around the same	17%	15%	22%	16%	14%	19%	8%	13%	25%	22%	21%	23%	14%	20%	31%	10%	11%	34%	0%
Somewhat easier	3%	5%	2%	5%	0%	2%	0%	4%	4%	9%	5%	0%	2%	0%	6%	2%	0%	0%	7%
Significantly easier	1%	2%	0%	2%	1%	0%	0%	1%	0%	0%	0%	3%	0%	7%	0%	0%	0%	0%	0%
Don't Know	3%	4%	2%	3%	4%	0%	8%	8%	0%	2%	3%	0%	4%	0%	5%	3%	0%	0%	7%
N/A - I found the position before the impacts of Covid-19	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

Note:

BASE: Only people who responded; "Yes" to: Regardless of whether you are working or not, are you actively looking for a new job?

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(9.B) How have you found that Covid-19 has affected the process of looking for a job?

	Total	Gender		Income															
		Male	Female	No annual income	Less than £10,000	£10,000 - £14,999	£15,000 - £19,999	£20,000 - £24,999	£25,000 - £29,999	£30,000 - £34,999	£35,000 - £39,999	£40,000 - £44,999	£45,000 - £49,999	£50,000 - £59,999	£60,000 - £69,999	£70,000 - £79,999	£80,000 - £89,999	£90,000 - £99,999	£100,000 or more
Unweighted	502	263	238	10	40	36	39	72	40	45	43	39	20	34	32	13	9	2	10
Weighted	505	261	243	10	40	36	40	72	41	45	43	39	19	34	32	13	9	2	10
Significantly more difficult	43%	43%	44%	80%	49%	53%	53%	46%	40%	31%	41%	46%	45%	34%	28%	46%	56%	52%	21%
Somewhat more difficult	32%	29%	36%	20%	26%	17%	27%	28%	38%	40%	37%	28%	36%	42%	51%	39%	33%	0%	30%
Around the same	17%	20%	15%	0%	15%	21%	13%	18%	20%	23%	17%	13%	20%	21%	12%	8%	11%	48%	28%
Somewhat easier	3%	4%	2%	0%	3%	3%	5%	6%	2%	0%	2%	5%	0%	3%	6%	0%	0%	0%	0%
Significantly easier	1%	1%	0%	0%	2%	0%	2%	0%	0%	2%	0%	2%	0%	0%	0%	8%	0%	0%	0%
Don't Know	3%	3%	3%	0%	5%	5%	0%	3%	0%	4%	2%	5%	0%	0%	3%	0%	0%	0%	21%
N/A - I found the position before the impacts of Covid-19	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

Note:

BASE: Only people who responded; "Yes" to: Regardless of whether you are working or not, are you actively looking for a new job?

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(9.C) How have you found that Covid-19 has affected the process of looking for a job?

	Total	Social Grade				Education					Recruitment Permanent Job				Recruitment Temporary Work			
		AB	C1	C2	DE	GCSE or equivalent (Scottish National/O Level)	A Level or equivalent	University Undergraduate (BA/BSc)	University Postgraduate Degree (MA/MSc/MPhil)	Doctorate (PhD/DPhil)	Yes - I have used a recruitment agency in the last year	Yes - I have used a recruitment agency in the last 1 - 5 years	Yes - I have used a recruitment over 5 years ago	No - I have never used a recruitment agency	Yes - I have used an agency to find temporary work in the last year	Yes - I have used an agency to find temporary work in the last 1 - 5 years	Yes - I have used an agency to find temporary work over 5 years ago	No - I have never tried to find temporary work through an agency
Unweighted	502	125	159	103	115	70	95	165	47	12	126	117	62	197	90	77	75	260
Weighted	505	125	151	114	114	71	97	164	47	12	127	117	63	199	90	79	75	261
Significantly more difficult	43%	40%	45%	40%	48%	46%	46%	39%	46%	24%	51%	36%	38%	45%	43%	41%	41%	45%
Somewhat more difficult	32%	38%	30%	39%	23%	29%	25%	40%	35%	33%	35%	37%	36%	27%	38%	33%	32%	30%
Around the same	17%	16%	18%	14%	20%	20%	22%	15%	9%	43%	10%	18%	18%	21%	13%	16%	18%	19%
Somewhat easier	3%	2%	4%	4%	2%	0%	3%	3%	4%	0%	2%	8%	3%	1%	2%	9%	4%	1%
Significantly easier	1%	2%	1%	0%	2%	0%	0%	1%	4%	0%	0%	1%	5%	0%	1%	1%	1%	1%
Don't Know	3%	2%	2%	3%	5%	4%	3%	2%	2%	0%	3%	0%	0%	6%	2%	0%	3%	4%
N/A - I found the position before the impacts of Covid-19	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

Note:

BASE: Only people who responded; "Yes" to: Regardless of whether you are working or not, are you actively looking for a new job?

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(10.A) All in all, how satisfied are you with your current or most recent job?

	Total	Age						Region											
		18-24	25-34	35-44	45-54	55-64	65+	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	Scotland	Wales	Northern Ireland
Unweighted	2007	274	335	337	345	291	425	265	263	164	182	141	181	164	85	222	178	97	65
Weighted	2007	278	344	342	341	281	421	281	270	160	180	141	180	160	81	220	170	102	62
Very satisfied	26%	17%	20%	23%	20%	28%	42%	23%	23%	27%	26%	24%	24%	32%	25%	27%	29%	29%	30%
Somewhat satisfied	36%	35%	43%	42%	32%	39%	28%	38%	42%	37%	39%	39%	29%	33%	33%	30%	38%	41%	35%
Neither satisfied or dissatisfied	13%	11%	14%	13%	22%	11%	9%	13%	11%	18%	15%	11%	20%	14%	14%	13%	10%	9%	8%
Somewhat dissatisfied	9%	11%	10%	11%	11%	8%	4%	11%	11%	4%	6%	9%	11%	9%	8%	11%	8%	4%	9%
Very dissatisfied	5%	5%	6%	4%	6%	5%	3%	3%	4%	6%	4%	6%	6%	2%	3%	8%	4%	6%	6%
Don't Know	3%	3%	2%	3%	3%	3%	6%	3%	3%	3%	2%	4%	3%	3%	5%	5%	5%	2%	2%
N/A - Have never worked	7%	19%	6%	3%	4%	6%	7%	9%	6%	5%	8%	7%	7%	5%	13%	7%	6%	8%	10%

Note:

BASE: All Respondents

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(10.B) All in all, how satisfied are you with your current or most recent job?

	Total	Gender		Income															
		Male	Female	No annual income	Less than £10,000	£10,000 - £14,999	£15,000 - £19,999	£20,000 - £24,999	£25,000 - £29,999	£30,000 - £34,999	£35,000 - £39,999	£40,000 - £44,999	£45,000 - £49,999	£50,000 - £59,999	£60,000 - £69,999	£70,000 - £79,999	£80,000 - £89,999	£90,000 - £99,999	£100,000 or more
Unweighted	2007	998	1003	21	122	160	189	254	197	177	146	144	93	126	97	62	30	26	48
Weighted	2007	988	1013	21	121	159	190	254	198	178	145	143	92	125	97	61	30	26	50
Very satisfied	26%	29%	23%	5%	15%	18%	27%	29%	27%	25%	30%	26%	25%	30%	20%	34%	34%	43%	38%
Somewhat satisfied	36%	35%	38%	19%	27%	38%	31%	33%	35%	39%	39%	43%	48%	38%	49%	45%	42%	36%	24%
Neither satisfied or dissatisfied	13%	13%	14%	5%	15%	16%	16%	14%	12%	13%	11%	11%	7%	14%	17%	8%	3%	18%	10%
Somewhat dissatisfied	9%	10%	8%	10%	7%	10%	10%	8%	10%	8%	9%	9%	10%	12%	7%	6%	16%	0%	12%
Very dissatisfied	5%	5%	5%	5%	11%	6%	4%	6%	6%	3%	5%	4%	7%	3%	4%	3%	0%	0%	2%
Don't Know	3%	2%	5%	14%	8%	2%	4%	3%	4%	5%	2%	3%	0%	1%	0%	0%	0%	0%	2%
N/A - Have never worked	7%	6%	8%	42%	18%	11%	7%	7%	5%	8%	4%	5%	3%	2%	2%	3%	3%	4%	11%

Note:

BASE: All Respondents

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(10.C) All in all, how satisfied are you with your current or most recent job?

	Total	Social Grade				Education					Recruitment Permanent Job				Recruitment Temporary Work			
		AB	C1	C2	DE	GCSE or equivalent (Scottish National/O Level)	A Level or equivalent	University Undergraduate Degree (BA/BSc)	University Postgraduate Degree (MA/MSc/MPhil)	Doctorate (PhD/DPhil)	Yes - I have used a recruitment agency in the last year	Yes - I have used a recruitment agency in the last 1 - 5 years	Yes - I have used a recruitment over 5 years ago	No - I have never used a recruitment agency	Yes - I have used an agency to find temporary work in the last year	Yes - I have used an agency to find temporary work in the last 1 - 5 years	Yes - I have used an agency to find temporary work over 5 years ago	No - I have never tried to find temporary work through an agency
Unweighted	2007	542	552	400	507	449	346	504	169	35	175	241	388	1203	122	166	334	1385
Weighted	2007	539	520	441	501	450	349	499	169	36	176	241	386	1204	122	170	332	1383
Very satisfied	26%	33%	23%	25%	22%	23%	21%	26%	28%	36%	15%	19%	28%	28%	17%	22%	25%	28%
Somewhat satisfied	36%	37%	38%	38%	33%	36%	41%	40%	35%	38%	40%	46%	36%	34%	38%	44%	41%	34%
Neither satisfied or dissatisfied	13%	10%	15%	17%	13%	14%	14%	12%	18%	6%	14%	15%	15%	13%	16%	15%	14%	13%
Somewhat dissatisfied	9%	10%	10%	8%	8%	5%	8%	12%	9%	6%	17%	11%	9%	7%	15%	11%	10%	8%
Very dissatisfied	5%	4%	7%	4%	5%	5%	6%	4%	4%	6%	8%	5%	6%	4%	8%	5%	6%	4%
Don't Know	3%	1%	3%	3%	6%	6%	2%	2%	1%	0%	2%	2%	2%	4%	2%	1%	2%	4%
N/A - Have never worked	7%	5%	4%	6%	13%	10%	8%	4%	4%	8%	4%	2%	3%	10%	4%	3%	2%	9%

Note:

BASE: All Respondents

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(11.A) All in all, how good a match do you think your current skills and potential are for your current or most recent job?

	Total	Age						Region											
		18-24	25-34	35-44	45-54	55-64	65+	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	Scotland	Wales	Northern Ireland
Unweighted	2007	274	335	337	345	291	425	265	263	164	182	141	181	164	85	222	178	97	65
Weighted	2007	278	344	342	341	281	421	281	270	160	180	141	180	160	81	220	170	102	62
Very good match	38%	20%	28%	36%	39%	48%	51%	34%	36%	37%	42%	36%	37%	40%	39%	38%	37%	38%	47%
Somewhat good match	35%	39%	43%	41%	32%	31%	28%	38%	35%	33%	37%	38%	32%	39%	37%	31%	34%	39%	28%
Neither a good or bad match	11%	14%	13%	12%	17%	7%	5%	13%	11%	12%	9%	11%	14%	9%	4%	13%	12%	7%	8%
Somewhat bad match	4%	5%	7%	4%	3%	4%	4%	4%	5%	9%	1%	2%	6%	2%	3%	5%	4%	3%	6%
Very bad match	1%	2%	3%	1%	1%	2%	0%	2%	1%	1%	2%	1%	2%	3%	1%	1%	3%	1%	1%
Don't Know	4%	2%	2%	4%	4%	3%	6%	2%	6%	2%	3%	4%	2%	2%	5%	6%	5%	5%	3%
N/A - Have never worked	7%	18%	5%	3%	4%	5%	6%	8%	5%	6%	7%	8%	7%	5%	11%	6%	5%	6%	6%

Note:

BASE: All Respondents

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(11.B) All in all, how good a match do you think your current skills and potential are for your current or most recent job?

	Total	Gender		Income															
		Male	Female	No annual income	Less than £10,000	£10,000 - £14,999	£15,000 - £19,999	£20,000 - £24,999	£25,000 - £29,999	£30,000 - £34,999	£35,000 - £39,999	£40,000 - £44,999	£45,000 - £49,999	£50,000 - £59,999	£60,000 - £69,999	£70,000 - £79,999	£80,000 - £89,999	£90,000 - £99,999	£100,000 or more
Unweighted	2007	998	1003	21	122	160	189	254	197	177	146	144	93	126	97	62	30	26	48
Weighted	2007	988	1013	21	121	159	190	254	198	178	145	143	92	125	97	61	30	26	50
Very good match	38%	40%	35%	9%	31%	31%	35%	34%	40%	41%	42%	42%	43%	41%	42%	42%	54%	49%	44%
Somewhat good match	35%	35%	36%	24%	28%	38%	32%	34%	36%	34%	36%	37%	45%	39%	41%	35%	40%	43%	31%
Neither a good or bad match	11%	12%	10%	10%	9%	14%	17%	12%	10%	11%	10%	8%	4%	8%	13%	8%	0%	0%	12%
Somewhat bad match	4%	4%	5%	5%	4%	6%	4%	6%	5%	4%	5%	4%	5%	7%	2%	7%	3%	4%	0%
Very bad match	1%	1%	2%	0%	3%	1%	1%	2%	1%	1%	2%	3%	0%	2%	0%	5%	0%	0%	0%
Don't Know	4%	3%	5%	10%	8%	2%	4%	4%	4%	3%	1%	3%	1%	2%	0%	0%	3%	0%	4%
N/A - Have never worked	7%	5%	8%	42%	17%	9%	6%	7%	4%	7%	4%	4%	2%	3%	2%	3%	0%	4%	9%

Note:

BASE: All Respondents

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(11.C) All in all, how good a match do you think your current skills and potential are for your current or most recent job?

	Total	Social Grade				Education					Recruitment Permanent Job				Recruitment Temporary Work			
		AB	C1	C2	DE	GCSE or equivalent (Scottish National/O Level)	A Level or equivalent	University Under-graduate Degree (BA/BSc)	University Postgraduate Degree (MA/MSc/MPhil)	Doctorate (PhD/DPhil)	Yes - I have used a recruitment agency in the last year	Yes - I have used a recruitment agency in the last 1 - 5 years	Yes - I have used a recruitment over 5 years ago	No - I have never used a recruitment agency	Yes - I have used an agency to find temporary work in the last year	Yes - I have used an agency to find temporary work in the last 1 - 5 years	Yes - I have used an agency to find temporary work over 5 years ago	No - I have never tried to find temporary work through an agency
Unweighted	2007	542	552	400	507	449	346	504	169	35	175	241	388	1203	122	166	334	1385
Weighted	2007	539	520	441	501	450	349	499	169	36	176	241	386	1204	122	170	332	1383
Very good match	38%	45%	37%	40%	29%	34%	32%	39%	38%	44%	27%	27%	43%	40%	20%	28%	39%	40%
Somewhat good match	35%	36%	39%	34%	32%	33%	39%	39%	37%	37%	42%	49%	36%	31%	43%	46%	40%	32%
Neither a good or bad match	11%	8%	10%	13%	14%	12%	13%	9%	11%	5%	14%	13%	10%	10%	17%	17%	10%	10%
Somewhat bad match	4%	4%	6%	3%	5%	4%	4%	5%	7%	3%	8%	6%	5%	3%	7%	5%	5%	4%
Very bad match	1%	2%	2%	1%	1%	2%	1%	2%	2%	3%	3%	2%	1%	1%	5%	1%	2%	1%
Don't Know	4%	2%	3%	5%	6%	7%	3%	1%	1%	3%	2%	2%	3%	4%	2%	1%	3%	4%
N/A - Have never worked	7%	4%	4%	5%	12%	9%	7%	4%	4%	5%	3%	1%	2%	10%	4%	3%	1%	8%

Note:

BASE: All Respondents

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(12.A) Thinking back to your very first job, how did you find that? Please select all that apply.

	Total	Age						Region											
		18-24	25-34	35-44	45-54	55-64	65+	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	Scotland	Wales	Northern Ireland
Unweighted	2007	274	335	337	345	291	425	265	263	164	182	141	181	164	85	222	178	97	65
Weighted	2007	278	344	342	341	281	421	281	270	160	180	141	180	160	81	220	170	102	62
Referral from friend, family or contact	20%	27%	23%	20%	19%	18%	15%	25%	18%	19%	16%	21%	24%	15%	24%	17%	19%	22%	20%
Directly applied to the company	42%	25%	38%	42%	42%	52%	51%	37%	49%	42%	46%	40%	37%	45%	39%	40%	50%	35%	41%
Through an online jobs board	10%	19%	21%	11%	3%	5%	2%	13%	13%	10%	6%	8%	14%	7%	7%	10%	6%	8%	8%
Through a recruitment agency	8%	15%	11%	10%	5%	4%	5%	12%	7%	6%	7%	8%	10%	10%	7%	7%	4%	7%	14%
The company reached out to me	5%	10%	5%	5%	4%	4%	4%	7%	4%	6%	4%	3%	6%	7%	5%	3%	1%	10%	11%
Other (Please Specify)	6%	1%	3%	6%	9%	7%	9%	4%	5%	9%	5%	5%	5%	8%	8%	8%	5%	10%	5%
Don't Know/Don't Remember	12%	6%	8%	13%	16%	12%	14%	10%	15%	13%	15%	9%	6%	12%	8%	13%	14%	10%	6%
N/A - Have never worked	5%	18%	5%	3%	4%	2%	2%	6%	1%	4%	4%	8%	6%	4%	8%	6%	5%	4%	6%

Note:

BASE: All Respondents

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(12.B) Thinking back to your very first job, how did you find that? Please select all that apply.

	Total	Gender		Income															
		Male	Female	No annual income	Less than £10,000	£10,000 - £14,999	£15,000 - £19,999	£20,000 - £24,999	£25,000 - £29,999	£30,000 - £34,999	£35,000 - £39,999	£40,000 - £44,999	£45,000 - £49,999	£50,000 - £59,999	£60,000 - £69,999	£70,000 - £79,999	£80,000 - £89,999	£90,000 - £99,999	£100,000 or more
Unweighted	2007	998	1003	21	122	160	189	254	197	177	146	144	93	126	97	62	30	26	48
Weighted	2007	988	1013	21	121	159	190	254	198	178	145	143	92	125	97	61	30	26	50
Referral from friend, family or contact	20%	19%	21%	20%	20%	27%	20%	24%	18%	17%	14%	15%	21%	22%	17%	15%	13%	31%	12%
Directly applied to the company	42%	45%	40%	24%	29%	36%	35%	38%	43%	47%	50%	53%	47%	51%	46%	46%	37%	27%	51%
Through an online jobs board	10%	10%	9%	15%	6%	8%	13%	11%	7%	8%	10%	11%	6%	10%	13%	13%	17%	8%	18%
Through a recruitment agency	8%	9%	8%	0%	10%	7%	5%	7%	9%	8%	11%	10%	7%	8%	8%	11%	13%	15%	8%
The company reached out to me	5%	6%	4%	0%	7%	4%	3%	5%	5%	4%	6%	7%	9%	6%	10%	2%	7%	4%	2%
Other (Please Specify)	6%	7%	6%	0%	5%	8%	7%	8%	7%	4%	6%	4%	2%	6%	7%	6%	17%	7%	2%
Don't Know/Don't Remember	12%	9%	14%	0%	19%	11%	16%	13%	15%	14%	11%	10%	8%	6%	6%	10%	6%	4%	6%
N/A - Have never worked	5%	5%	5%	42%	13%	7%	6%	5%	2%	6%	3%	3%	2%	2%	1%	2%	0%	4%	9%

Note:

BASE: All Respondents

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(12.C) Thinking back to your very first job, how did you find that? Please select all that apply.

	Total	Social Grade				Education					Recruitment Permanent Job				Recruitment Temporary Work			
		AB	C1	C2	DE	GCSE or equivalent (Scottish National/O Level)	A Level or equivalent	University Under-graduate Degree (BA/BSc)	University Postgraduate Degree (MA/MSc/MPhil)	Doctorate (PhD/DPhil)	Yes - I have used a recruitment agency in the last year	Yes - I have used a recruitment agency in the last 1 - 5 years	Yes - I have used a recruitment over 5 years ago	No - I have never used a recruitment agency	Yes - I have used an agency to find temporary work in the last year	Yes - I have used an agency to find temporary work in the last 1 - 5 years	Yes - I have used an agency to find temporary work over 5 years ago	No - I have never tried to find temporary work through an agency
Unweighted	2007	542	552	400	507	449	346	504	169	35	175	241	388	1203	122	166	334	1385
Weighted	2007	539	520	441	501	450	349	499	169	36	176	241	386	1204	122	170	332	1383
Referral from friend, family or contact	20%	19%	16%	23%	22%	21%	21%	18%	17%	9%	19%	24%	21%	19%	24%	26%	17%	19%
Directly applied to the company	42%	48%	46%	38%	36%	36%	38%	48%	45%	48%	44%	37%	36%	45%	36%	34%	38%	45%
Through an online jobs board	10%	11%	12%	7%	9%	5%	8%	13%	18%	19%	23%	20%	7%	7%	26%	24%	10%	7%
Through a recruitment agency	8%	10%	9%	9%	5%	6%	10%	11%	10%	6%	22%	21%	14%	2%	27%	20%	15%	3%
The company reached out to me	5%	7%	5%	5%	4%	2%	6%	6%	10%	17%	8%	7%	5%	4%	14%	10%	3%	4%
Other (Please Specify)	6%	6%	5%	6%	7%	7%	3%	5%	8%	3%	4%	2%	11%	5%	1%	4%	11%	6%
Don't Know/Don't Remember	12%	6%	12%	14%	15%	19%	11%	8%	6%	3%	4%	8%	12%	13%	4%	7%	12%	13%
N/A - Have never worked	5%	3%	3%	5%	9%	7%	7%	2%	2%	5%	3%	1%	1%	7%	3%	2%	1%	7%

Note:

BASE: All Respondents

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(13.A) Thinking back to the time before Covid-19, If you had had to find another job, how easy do you think it would be to secure another position that was a good match for your skills and preferences?

	Total	Age						Region											
		18-24	25-34	35-44	45-54	55-64	65+	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	Scotland	Wales	Northern Ireland
Unweighted	2007	274	335	337	345	291	425	265	263	164	182	141	181	164	85	222	178	97	65
Weighted	2007	278	344	342	341	281	421	281	270	160	180	141	180	160	81	220	170	102	62
Very easy	9%	9%	13%	8%	11%	7%	7%	9%	7%	11%	8%	8%	9%	11%	12%	9%	11%	11%	2%
Somewhat easy	27%	35%	41%	33%	24%	21%	13%	32%	31%	31%	21%	27%	24%	25%	17%	27%	24%	27%	37%
Neither easy or difficult	24%	25%	21%	28%	27%	26%	20%	25%	23%	26%	24%	21%	28%	25%	21%	26%	23%	24%	25%
Somewhat difficult	17%	16%	13%	12%	19%	21%	21%	16%	16%	16%	13%	23%	20%	19%	21%	18%	17%	11%	15%
Very difficult	12%	6%	6%	12%	9%	16%	20%	9%	13%	7%	18%	12%	11%	8%	16%	10%	16%	15%	10%
Don't Know	10%	8%	6%	7%	9%	9%	19%	9%	9%	10%	16%	9%	9%	10%	13%	9%	9%	12%	11%

Note:

BASE: All Respondents

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(13.B) Thinking back to the time before Covid-19, If you had had to find another job, how easy do you think it would be to secure another position that was a good match for your skills and preferences?

	Total	Gender		Income															
		Male	Female	No annual income	Less than £10,000	£10,000 - £14,999	£15,000 - £19,999	£20,000 - £24,999	£25,000 - £29,999	£30,000 - £34,999	£35,000 - £39,999	£40,000 - £44,999	£45,000 - £49,999	£50,000 - £59,999	£60,000 - £69,999	£70,000 - £79,999	£80,000 - £89,999	£90,000 - £99,999	£100,000 or more
Unweighted	2007	998	1003	21	122	160	189	254	197	177	146	144	93	126	97	62	30	26	48
Weighted	2007	988	1013	21	121	159	190	254	198	178	145	143	92	125	97	61	30	26	50
Very easy	9%	11%	7%	5%	8%	6%	8%	10%	7%	12%	11%	9%	12%	9%	11%	11%	10%	19%	11%
Somewhat easy	27%	29%	26%	24%	12%	20%	21%	27%	27%	30%	30%	34%	29%	22%	44%	42%	44%	35%	44%
Neither easy or difficult	24%	24%	25%	38%	21%	26%	24%	21%	27%	26%	27%	21%	20%	37%	22%	13%	30%	15%	20%
Somewhat difficult	17%	16%	18%	4%	18%	20%	18%	21%	17%	14%	16%	16%	19%	20%	14%	23%	6%	15%	10%
Very difficult	12%	11%	13%	14%	22%	18%	15%	12%	14%	11%	10%	9%	8%	8%	6%	5%	0%	4%	2%
Don't Know	10%	9%	11%	14%	18%	11%	14%	8%	8%	8%	6%	10%	13%	4%	3%	6%	10%	12%	13%

Note:

BASE: All Respondents

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(13.C) Thinking back to the time before Covid-19, If you had had to find another job, how easy do you think it would be to secure another position that was a good match for your skills and preferences?

	Total	Social Grade				Education					Recruitment Permanent Job				Recruitment Temporary Work			
		AB	C1	C2	DE	GCSE or equivalent (Scottish National/O Level)	A Level or equivalent	University Undergraduate Degree (BA/BSc)	University Postgraduate Degree (MA/MSc/MPhil)	Doctorate (PhD/DPhil)	Yes - I have used a recruitment agency in the last year	Yes - I have used a recruitment agency in the last 1 - 5 years	Yes - I have used a recruitment over 5 years ago	No - I have never used a recruitment agency	Yes - I have used an agency to find temporary work in the last year	Yes - I have used an agency to find temporary work in the last 1 - 5 years	Yes - I have used an agency to find temporary work over 5 years ago	No - I have never tried to find temporary work through an agency
Unweighted	2007	542	552	400	507	449	346	504	169	35	175	241	388	1203	122	166	334	1385
Weighted	2007	539	520	441	501	450	349	499	169	36	176	241	386	1204	122	170	332	1383
Very easy	9%	9%	8%	11%	8%	8%	8%	10%	9%	15%	15%	11%	10%	8%	17%	10%	10%	8%
Somewhat easy	27%	33%	29%	28%	18%	19%	31%	32%	41%	31%	42%	43%	23%	23%	38%	48%	27%	24%
Neither easy or difficult	24%	25%	24%	25%	24%	27%	24%	25%	26%	20%	19%	24%	27%	25%	22%	18%	24%	26%
Somewhat difficult	17%	16%	20%	15%	18%	17%	17%	18%	10%	22%	13%	16%	20%	17%	11%	16%	20%	17%
Very difficult	12%	8%	10%	11%	18%	17%	11%	10%	6%	3%	9%	5%	12%	14%	10%	6%	11%	13%
Don't Know	10%	9%	8%	10%	14%	13%	9%	6%	9%	9%	2%	2%	8%	14%	3%	1%	8%	12%

Note:

BASE: All Respondents

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(14.A) Did you have to do any of the following to obtain your current position? Please select all that apply.

	Total	Age						Region											
		18-24	25-34	35-44	45-54	55-64	65+	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	Scotland	Wales	Northern Ireland
Unweighted	1199	157	281	275	272	152	62	171	160	112	107	88	108	87	42	133	97	63	31
Weighted	1201	161	286	279	268	147	62	182	165	109	104	88	107	85	41	131	92	66	30
Interview	74%	65%	75%	75%	77%	75%	64%	73%	76%	66%	76%	73%	68%	77%	81%	71%	82%	68%	81%
Complete an assignment or test	27%	28%	27%	27%	30%	28%	13%	25%	32%	24%	25%	33%	33%	28%	33%	25%	24%	23%	22%
Write a covering letter	25%	30%	30%	27%	23%	17%	13%	33%	21%	21%	22%	31%	26%	27%	22%	23%	26%	22%	25%
Provide a sample of previous work	10%	20%	10%	9%	8%	7%	4%	14%	7%	6%	6%	14%	10%	13%	10%	8%	15%	9%	7%
Provide references	44%	36%	44%	46%	48%	47%	33%	44%	44%	35%	44%	55%	32%	50%	43%	47%	53%	41%	39%
Complete a trial period before getting a firm offer for the job	16%	20%	13%	11%	19%	22%	14%	18%	16%	12%	21%	14%	17%	18%	14%	18%	6%	19%	16%
None of the above	9%	5%	6%	10%	9%	12%	20%	9%	10%	15%	8%	4%	9%	0%	8%	9%	8%	13%	7%
N/A - self employed or freelance	5%	2%	5%	3%	6%	7%	13%	4%	7%	8%	6%	8%	1%	7%	0%	7%	2%	5%	0%

Note:

BASE: respondents who are in employment or furloughed (part or full time)

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(14.B) Did you have to do any of the following to obtain your current position? Please select all that apply.

	Total	Gender		Income															
		Male	Female	No annual income	Less than £10,000	£10,000 - £14,999	£15,000 - £19,999	£20,000 - £24,999	£25,000 - £29,999	£30,000 - £34,999	£35,000 - £39,999	£40,000 - £44,999	£45,000 - £49,999	£50,000 - £59,999	£60,000 - £69,999	£70,000 - £79,999	£80,000 - £89,999	£90,000 - £99,999	£100,000 or more
Unweighted	1199	660	536	1	43	66	99	149	112	102	92	112	66	91	76	53	26	22	37
Weighted	1201	652	546	1	43	67	101	148	113	103	92	112	66	90	76	52	26	22	38
Interview	74%	72%	75%	100%	68%	61%	62%	72%	72%	77%	70%	80%	77%	74%	92%	82%	92%	76%	59%
Complete an assignment or test	27%	30%	24%	0%	23%	20%	20%	27%	29%	31%	28%	30%	29%	31%	32%	32%	23%	27%	18%
Write a covering letter	25%	25%	26%	0%	14%	21%	26%	25%	22%	17%	21%	32%	33%	26%	33%	33%	31%	22%	35%
Provide a sample of previous work	10%	11%	9%	0%	10%	7%	8%	13%	5%	10%	13%	11%	10%	12%	8%	13%	16%	15%	5%
Provide references	44%	41%	48%	0%	35%	34%	31%	43%	47%	41%	44%	51%	53%	50%	54%	46%	53%	43%	40%
Complete a trial period before getting a firm offer for the job	16%	16%	15%	0%	10%	24%	22%	16%	16%	16%	12%	17%	10%	14%	16%	19%	8%	23%	8%
None of the above	9%	10%	7%	0%	11%	9%	12%	10%	11%	11%	11%	6%	8%	10%	1%	2%	0%	5%	10%
N/A - self employed or freelance	5%	5%	5%	0%	9%	4%	6%	5%	4%	2%	3%	3%	8%	3%	3%	6%	4%	0%	20%

Note:

BASE: respondents who are in employment or furloughed (part or full time)

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(14.C) Did you have to do any of the following to obtain your current position? Please select all that apply.

	Total	Social Grade				Education					Recruitment Permanent Job				Recruitment Temporary Work			
		AB	C1	C2	DE	GCSE or equivalent (Scottish National/O Level)	A Level or equivalent	University Undergraduate Degree (BA/BSc)	University Postgraduate Degree (MA/MSc/MPhil)	Doctorate (PhD/DPhil)	Yes - I have used a recruitment agency in the last year	Yes - I have used a recruitment agency in the last 1 - 5 years	Yes - I have used a recruitment agency over 5 years ago	No - I have never used a recruitment agency	Yes - I have used an agency to find temporary work in the last year	Yes - I have used an agency to find temporary work in the last 1 - 5 years	Yes - I have used an agency to find temporary work over 5 years ago	No - I have never tried to find temporary work through an agency
Unweighted	1199	345	372	251	229	229	205	353	129	25	134	209	234	622	93	139	217	750
Weighted	1201	345	351	276	227	229	208	351	130	25	135	208	234	624	93	143	216	749
Interview	74%	74%	83%	65%	69%	71%	68%	78%	81%	59%	70%	75%	76%	72%	63%	68%	80%	74%
Complete an assignment or test	27%	29%	30%	26%	22%	23%	31%	30%	30%	27%	33%	32%	28%	25%	38%	33%	29%	24%
Write a covering letter	25%	35%	26%	20%	16%	14%	21%	34%	36%	39%	41%	30%	25%	20%	44%	30%	28%	21%
Provide a sample of previous work	10%	14%	9%	9%	7%	6%	9%	12%	7%	21%	17%	16%	5%	8%	20%	18%	5%	8%
Provide references	44%	47%	52%	36%	38%	31%	40%	49%	55%	40%	43%	47%	48%	42%	40%	39%	51%	43%
Complete a trial period before getting a firm offer for the job	16%	12%	14%	19%	21%	21%	17%	13%	11%	8%	16%	17%	19%	14%	13%	21%	20%	14%
None of the above	9%	5%	6%	15%	11%	13%	10%	7%	5%	0%	4%	5%	8%	12%	9%	4%	7%	10%
N/A - self employed or freelance	5%	7%	2%	5%	6%	7%	3%	4%	3%	17%	1%	2%	6%	6%	1%	3%	5%	6%

Note:

BASE: respondents who are in employment or furloughed (part or full time)

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(15.A) Have you ever been involved in interviewing or employing staff, yourself?

	Total	Age						Region											
		18-24	25-34	35-44	45-54	55-64	65+	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	Scotland	Wales	Northern Ireland
Unweighted	2007	274	335	337	345	291	425	265	263	164	182	141	181	164	85	222	178	97	65
Weighted	2007	278	344	342	341	281	421	281	270	160	180	141	180	160	81	220	170	102	62
Yes - many times	23%	13%	19%	24%	23%	30%	30%	24%	26%	23%	22%	20%	18%	24%	26%	23%	25%	27%	24%
Yes - once or twice	20%	21%	24%	21%	16%	20%	20%	21%	23%	21%	19%	23%	19%	23%	16%	17%	17%	17%	23%
No	56%	66%	57%	56%	61%	50%	50%	54%	52%	56%	58%	57%	62%	54%	58%	59%	58%	55%	52%

Note:

BASE: All Respondents

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(15.B) Have you ever been involved in interviewing or employing staff, yourself?

	Total	Gender		Income															
		Male	Female	No annual income	Less than £10,000	£10,000 - £14,999	£15,000 - £19,999	£20,000 - £24,999	£25,000 - £29,999	£30,000 - £34,999	£35,000 - £39,999	£40,000 - £44,999	£45,000 - £49,999	£50,000 - £59,999	£60,000 - £69,999	£70,000 - £79,999	£80,000 - £89,999	£90,000 - £99,999	£100,000 or more
Unweighted	2007	998	1003	21	122	160	189	254	197	177	146	144	93	126	97	62	30	26	48
Weighted	2007	988	1013	21	121	159	190	254	198	178	145	143	92	125	97	61	30	26	50
Yes - many times	23%	28%	19%	0%	10%	13%	15%	18%	23%	27%	30%	32%	23%	37%	32%	39%	44%	57%	41%
Yes - once or twice	20%	20%	21%	5%	18%	22%	19%	19%	16%	20%	20%	24%	21%	19%	30%	20%	27%	16%	31%
No	56%	52%	61%	95%	71%	65%	67%	63%	61%	54%	50%	44%	56%	43%	38%	42%	29%	27%	28%

Note:

BASE: All Respondents

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(15.C) Have you ever been involved in interviewing or employing staff, yourself?

	Total	Social Grade				Education					Recruitment Permanent Job				Recruitment Temporary Work			
		AB	C1	C2	DE	GCSE or equivalent (Scottish National/O Level)	A Level or equivalent	University Undergraduate Degree (BA/BSc)	University Postgraduate Degree (MA/MSc/MPhil)	Doctorate (PhD/DPHil)	Yes - I have used a recruitment agency in the last year	Yes - I have used a recruitment agency in the last 1 - 5 years	Yes - I have used a recruitment agency over 5 years ago	No - I have never used a recruitment agency	Yes - I have used an agency to find temporary work in the last year	Yes - I have used an agency to find temporary work in the last 1 - 5 years	Yes - I have used an agency to find temporary work over 5 years ago	No - I have never tried to find temporary work through an agency
Unweighted	2007	542	552	400	507	449	346	504	169	35	175	241	388	1203	122	166	334	1385
Weighted	2007	539	520	441	501	450	349	499	169	36	176	241	386	1204	122	170	332	1383
Yes - many times	23%	41%	26%	15%	11%	12%	20%	29%	43%	51%	31%	31%	30%	19%	27%	30%	29%	21%
Yes - once or twice	20%	23%	23%	19%	16%	15%	21%	22%	26%	34%	21%	26%	24%	18%	27%	24%	23%	19%
No	56%	37%	51%	66%	74%	73%	59%	49%	31%	14%	48%	43%	47%	63%	46%	46%	48%	60%

Note:

BASE: All Respondents

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(16.A) How important do you think the following are as best practice for recruitment?: Interviews

	Total	Age						Region											
		18-24	25-34	35-44	45-54	55-64	65+	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	Scotland	Wales	Northern Ireland
Unweighted	2007	274	335	337	345	291	425	265	263	164	182	141	181	164	85	222	178	97	65
Weighted	2007	278	344	342	341	281	421	281	270	160	180	141	180	160	81	220	170	102	62
Very important	55%	38%	47%	54%	58%	63%	66%	53%	53%	53%	57%	54%	53%	58%	62%	58%	54%	56%	52%
Somewhat important	33%	41%	38%	31%	35%	30%	27%	34%	32%	37%	31%	34%	34%	35%	31%	28%	34%	36%	39%
Neither important or unimportant	6%	11%	7%	9%	4%	4%	3%	6%	8%	6%	5%	4%	7%	4%	6%	8%	6%	2%	3%
Somewhat unimportant	1%	3%	2%	2%	1%	1%	0%	2%	1%	1%	2%	1%	2%	0%	0%	2%	1%	0%	2%
Not at all important	1%	1%	1%	1%	0%	0%	0%	0%	0%	0%	0%	1%	1%	1%	1%	2%	1%	0%	0%
Don't Know	4%	6%	6%	3%	2%	2%	4%	4%	4%	3%	5%	6%	3%	1%	0%	2%	4%	6%	5%

Note:

BASE: All Respondents

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(16.B) How important do you think the following are as best practice for recruitment?: Interviews

	Total	Gender		Income															
		Male	Female	No annual income	Less than £10,000	£10,000 - £14,999	£15,000 - £19,999	£20,000 - £24,999	£25,000 - £29,999	£30,000 - £34,999	£35,000 - £39,999	£40,000 - £44,999	£45,000 - £49,999	£50,000 - £59,999	£60,000 - £69,999	£70,000 - £79,999	£80,000 - £89,999	£90,000 - £99,999	£100,000 or more
Unweighted	2007	998	1003	21	122	160	189	254	197	177	146	144	93	126	97	62	30	26	48
Weighted	2007	988	1013	21	121	159	190	254	198	178	145	143	92	125	97	61	30	26	50
Very important	55%	55%	55%	33%	47%	45%	56%	52%	57%	56%	59%	54%	60%	54%	65%	67%	65%	77%	60%
Somewhat important	33%	33%	34%	47%	36%	39%	31%	37%	33%	31%	30%	36%	34%	38%	30%	25%	32%	15%	27%
Neither important or unimportant	6%	7%	5%	14%	6%	9%	7%	5%	6%	6%	8%	5%	3%	4%	4%	2%	3%	4%	6%
Somewhat unimportant	1%	2%	1%	5%	2%	1%	2%	3%	0%	0%	2%	1%	0%	1%	0%	0%	0%	4%	0%
Not at all important	1%	1%	0%	0%	2%	0%	0%	0%	0%	1%	0%	1%	0%	1%	0%	3%	0%	0%	2%
Don't Know	4%	3%	4%	0%	6%	5%	5%	3%	3%	4%	1%	3%	2%	2%	1%	3%	0%	0%	5%

Note:

BASE: All Respondents

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(16.C) How important do you think the following are as best practice for recruitment?: Interviews

	Total	Social Grade				Education					Recruitment Permanent Job				Recruitment Temporary Work			
		AB	C1	C2	DE	GCSE or equivalent (Scottish National/O Level)	A Level or equivalent	University Undergraduate Degree (BA/BSc)	University Postgraduate Degree (MA/MSc/MPhil)	Doctorate (PhD/DPhil)	Yes - I have used a recruitment agency in the last year	Yes - I have used a recruitment agency in the last 1 - 5 years	Yes - I have used a recruitment over 5 years ago	No - I have never used a recruitment agency	Yes - I have used an agency to find temporary work in the last year	Yes - I have used an agency to find temporary work in the last 1 - 5 years	Yes - I have used an agency to find temporary work over 5 years ago	No - I have never tried to find temporary work through an agency
Unweighted	2007	542	552	400	507	449	346	504	169	35	175	241	388	1203	122	166	334	1385
Weighted	2007	539	520	441	501	450	349	499	169	36	176	241	386	1204	122	170	332	1383
Very important	55%	62%	56%	47%	53%	53%	50%	56%	59%	58%	51%	52%	62%	54%	48%	51%	62%	54%
Somewhat important	33%	29%	34%	39%	32%	33%	36%	36%	28%	28%	36%	37%	31%	33%	38%	36%	29%	34%
Neither important or unimportant	6%	5%	5%	7%	7%	6%	9%	6%	8%	8%	8%	8%	4%	6%	11%	10%	5%	5%
Somewhat unimportant	1%	1%	1%	2%	2%	2%	1%	1%	1%	3%	2%	1%	2%	1%	1%	2%	2%	1%
Not at all important	1%	1%	1%	0%	1%	1%	1%	0%	1%	3%	1%	0%	0%	1%	1%	1%	0%	1%
Don't Know	4%	2%	3%	5%	5%	6%	4%	1%	4%	0%	1%	1%	2%	5%	2%	1%	2%	5%

Note:

BASE: All Respondents

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(17.A) How important do you think the following are as best practice for recruitment?: Assignments or tests

	Total	Age						Region											
		18-24	25-34	35-44	45-54	55-64	65+	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	Scotland	Wales	Northern Ireland
Unweighted	2007	274	335	337	345	291	425	265	263	164	182	141	181	164	85	222	178	97	65
Weighted	2007	278	344	342	341	281	421	281	270	160	180	141	180	160	81	220	170	102	62
Very important	15%	18%	15%	15%	14%	13%	16%	12%	12%	10%	15%	16%	21%	19%	18%	20%	11%	21%	12%
Somewhat important	42%	40%	41%	38%	38%	46%	46%	48%	44%	44%	40%	44%	41%	44%	34%	32%	41%	30%	59%
Neither important or unimportant	27%	21%	25%	31%	32%	25%	24%	26%	29%	27%	25%	23%	25%	25%	27%	27%	26%	34%	24%
Somewhat unimportant	8%	9%	8%	8%	7%	8%	6%	7%	6%	10%	8%	6%	7%	5%	12%	10%	8%	9%	1%
Not at all important	3%	4%	3%	3%	5%	3%	2%	2%	3%	4%	3%	2%	2%	4%	8%	5%	7%	1%	0%
Don't Know	6%	8%	7%	4%	4%	4%	5%	6%	5%	5%	8%	10%	4%	3%	2%	5%	6%	6%	5%

Note:

BASE: All Respondents

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(17.B) How important do you think the following are as best practice for recruitment?: Assignments or tests

	Total	Gender		Income															
		Male	Female	No annual income	Less than £10,000	£10,000 - £14,999	£15,000 - £19,999	£20,000 - £24,999	£25,000 - £29,999	£30,000 - £34,999	£35,000 - £39,999	£40,000 - £44,999	£45,000 - £49,999	£50,000 - £59,999	£60,000 - £69,999	£70,000 - £79,999	£80,000 - £89,999	£90,000 - £99,999	£100,000 or more
Unweighted	2007	998	1003	21	122	160	189	254	197	177	146	144	93	126	97	62	30	26	48
Weighted	2007	988	1013	21	121	159	190	254	198	178	145	143	92	125	97	61	30	26	50
Very important	15%	16%	14%	24%	14%	13%	16%	17%	16%	16%	12%	13%	11%	18%	15%	20%	7%	16%	16%
Somewhat important	42%	42%	41%	23%	39%	38%	40%	41%	41%	44%	53%	47%	36%	37%	50%	45%	50%	31%	32%
Neither important or unimportant	27%	27%	27%	28%	21%	28%	25%	28%	29%	28%	27%	20%	36%	31%	18%	23%	23%	26%	26%
Somewhat unimportant	8%	8%	7%	15%	7%	8%	8%	7%	8%	4%	4%	12%	7%	9%	10%	3%	10%	19%	13%
Not at all important	3%	3%	4%	0%	8%	4%	4%	3%	0%	4%	3%	3%	5%	1%	6%	3%	7%	3%	6%
Don't Know	6%	4%	6%	10%	11%	9%	7%	4%	5%	4%	1%	5%	5%	3%	1%	5%	3%	4%	7%

Note:

BASE: All Respondents

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(17.C) How important do you think the following are as best practice for recruitment?: Assignments or tests

	Total	Social Grade				Education					Recruitment Permanent Job				Recruitment Temporary Work			
		AB	C1	C2	DE	GCSE or equivalent (Scottish National/O Level)	A Level or equivalent	University Undergraduate Degree (BA/BSc)	University Postgraduate Degree (MA/MSc/MPhil)	Doctorate (PhD/DPHil)	Yes - I have used a recruitment agency in the last year	Yes - I have used a recruitment agency in the last 1 - 5 years	Yes - I have used a recruitment over 5 years ago	No - I have never used a recruitment agency	Yes - I have used an agency to find temporary work in the last year	Yes - I have used an agency to find temporary work in the last 1 - 5 years	Yes - I have used an agency to find temporary work over 5 years ago	No - I have never tried to find temporary work through an agency
Unweighted	2007	542	552	400	507	449	346	504	169	35	175	241	388	1203	122	166	334	1385
Weighted	2007	539	520	441	501	450	349	499	169	36	176	241	386	1204	122	170	332	1383
Very important	15%	14%	16%	15%	16%	15%	16%	15%	17%	9%	20%	18%	13%	15%	27%	15%	15%	14%
Somewhat important	42%	45%	45%	42%	35%	41%	40%	45%	44%	26%	40%	46%	47%	39%	42%	50%	47%	39%
Neither important or unimportant	27%	27%	25%	27%	28%	26%	24%	29%	24%	36%	28%	22%	27%	27%	22%	23%	26%	27%
Somewhat unimportant	8%	8%	6%	8%	8%	7%	9%	7%	11%	11%	7%	7%	8%	8%	4%	7%	5%	8%
Not at all important	3%	3%	4%	2%	5%	4%	4%	2%	1%	18%	2%	7%	1%	4%	2%	3%	3%	4%
Don't Know	6%	4%	4%	6%	9%	8%	6%	2%	5%	0%	3%	1%	3%	8%	2%	1%	3%	7%

Note:

BASE: All Respondents

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(18.A) How important do you think the following are as best practice for recruitment?: Covering letters

	Total	Age						Region											
		18-24	25-34	35-44	45-54	55-64	65+	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	Scotland	Wales	Northern Ireland
Unweighted	2007	274	335	337	345	291	425	265	263	164	182	141	181	164	85	222	178	97	65
Weighted	2007	278	344	342	341	281	421	281	270	160	180	141	180	160	81	220	170	102	62
Very important	19%	18%	19%	19%	16%	20%	23%	19%	18%	18%	21%	18%	23%	24%	13%	24%	16%	14%	15%
Somewhat important	42%	34%	40%	41%	42%	43%	47%	42%	41%	45%	42%	46%	38%	43%	46%	37%	42%	47%	45%
Neither important or unimportant	22%	23%	19%	22%	29%	21%	17%	22%	26%	19%	18%	18%	24%	21%	25%	20%	26%	20%	22%
Somewhat unimportant	7%	9%	9%	9%	4%	6%	4%	9%	5%	6%	4%	8%	5%	4%	9%	11%	6%	6%	9%
Not at all important	4%	6%	6%	3%	4%	4%	1%	3%	4%	6%	6%	1%	3%	3%	5%	5%	4%	3%	5%
Don't Know	6%	10%	7%	5%	4%	5%	6%	5%	6%	6%	9%	9%	6%	5%	2%	4%	7%	9%	5%

Note:

BASE: All Respondents

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(18.B) How important do you think the following are as best practice for recruitment?: Covering letters

	Total	Gender		Income															
		Male	Female	No annual income	Less than £10,000	£10,000 - £14,999	£15,000 - £19,999	£20,000 - £24,999	£25,000 - £29,999	£30,000 - £34,999	£35,000 - £39,999	£40,000 - £44,999	£45,000 - £49,999	£50,000 - £59,999	£60,000 - £69,999	£70,000 - £79,999	£80,000 - £89,999	£90,000 - £99,999	£100,000 or more
Unweighted	2007	998	1003	21	122	160	189	254	197	177	146	144	93	126	97	62	30	26	48
Weighted	2007	988	1013	21	121	159	190	254	198	178	145	143	92	125	97	61	30	26	50
Very important	19%	18%	21%	10%	20%	24%	21%	18%	17%	21%	24%	20%	22%	16%	19%	17%	7%	12%	25%
Somewhat important	42%	41%	43%	27%	40%	39%	45%	40%	43%	40%	42%	47%	49%	35%	44%	52%	53%	49%	42%
Neither important or unimportant	22%	24%	20%	38%	17%	21%	17%	23%	23%	26%	24%	17%	17%	28%	23%	16%	26%	28%	18%
Somewhat unimportant	7%	9%	5%	15%	10%	6%	6%	7%	8%	6%	6%	7%	5%	7%	6%	6%	10%	11%	2%
Not at all important	4%	4%	4%	0%	5%	3%	3%	4%	4%	3%	2%	4%	4%	7%	6%	2%	3%	0%	8%
Don't Know	6%	5%	7%	10%	9%	8%	9%	7%	4%	4%	2%	4%	3%	6%	2%	7%	0%	0%	5%

Note:

BASE: All Respondents

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(18.C) How important do you think the following are as best practice for recruitment?: Covering letters

	Total	Social Grade				Education					Recruitment Permanent Job				Recruitment Temporary Work			
		AB	C1	C2	DE	GCSE or equivalent (Scottish National/O Level)	A Level or equivalent	University Undergraduate Degree (BA/BSc)	University Postgraduate Degree (MA/MSc/MPhil)	Doctorate (PhD/DPHil)	Yes - I have used a recruitment agency in the last year	Yes - I have used a recruitment agency in the last 1 - 5 years	Yes - I have used a recruitment over 5 years ago	No - I have never used a recruitment agency	Yes - I have used an agency to find temporary work in the last year	Yes - I have used an agency to find temporary work in the last 1 - 5 years	Yes - I have used an agency to find temporary work over 5 years ago	No - I have never tried to find temporary work through an agency
Unweighted	2007	542	552	400	507	449	346	504	169	35	175	241	388	1203	122	166	334	1385
Weighted	2007	539	520	441	501	450	349	499	169	36	176	241	386	1204	122	170	332	1383
Very important	19%	22%	20%	18%	17%	19%	16%	20%	25%	29%	22%	18%	21%	19%	23%	18%	22%	19%
Somewhat important	42%	45%	44%	38%	39%	40%	43%	45%	41%	40%	36%	44%	47%	41%	46%	42%	43%	41%
Neither important or unimportant	22%	20%	20%	27%	22%	23%	21%	22%	19%	28%	25%	21%	18%	23%	18%	21%	21%	23%
Somewhat unimportant	7%	6%	7%	7%	7%	4%	8%	7%	8%	0%	12%	8%	7%	6%	8%	13%	7%	6%
Not at all important	4%	4%	5%	3%	4%	4%	5%	3%	4%	3%	4%	6%	3%	4%	2%	4%	4%	4%
Don't Know	6%	3%	5%	6%	11%	10%	7%	2%	3%	0%	2%	2%	4%	8%	2%	2%	3%	8%

Note:

BASE: All Respondents

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(19.A) How important do you think the following are as best practice for recruitment?: Work samples

	Total	Age						Region											
		18-24	25-34	35-44	45-54	55-64	65+	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	Scotland	Wales	Northern Ireland
Unweighted	2007	274	335	337	345	291	425	265	263	164	182	141	181	164	85	222	178	97	65
Weighted	2007	278	344	342	341	281	421	281	270	160	180	141	180	160	81	220	170	102	62
Very important	16%	19%	18%	17%	15%	14%	15%	18%	14%	10%	14%	20%	22%	17%	16%	17%	16%	15%	15%
Somewhat important	36%	41%	35%	36%	29%	41%	38%	39%	35%	35%	35%	33%	36%	36%	37%	33%	38%	39%	46%
Neither important or unimportant	29%	20%	26%	31%	37%	29%	30%	25%	33%	32%	31%	28%	27%	28%	29%	31%	29%	28%	22%
Somewhat unimportant	7%	9%	11%	6%	6%	5%	6%	8%	8%	6%	8%	5%	6%	5%	6%	9%	5%	7%	8%
Not at all important	3%	2%	4%	3%	4%	2%	3%	3%	2%	4%	1%	2%	2%	6%	6%	2%	4%	5%	1%
Don't Know	8%	9%	7%	7%	10%	9%	9%	7%	8%	13%	11%	12%	7%	8%	5%	7%	8%	5%	8%

Note:

BASE: All Respondents

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(19.B) How important do you think the following are as best practice for recruitment?: Work samples

	Total	Gender		Income															
		Male	Female	No annual income	Less than £10,000	£10,000 - £14,999	£15,000 - £19,999	£20,000 - £24,999	£25,000 - £29,999	£30,000 - £34,999	£35,000 - £39,999	£40,000 - £44,999	£45,000 - £49,999	£50,000 - £59,999	£60,000 - £69,999	£70,000 - £79,999	£80,000 - £89,999	£90,000 - £99,999	£100,000 or more
Unweighted	2007	998	1003	21	122	160	189	254	197	177	146	144	93	126	97	62	30	26	48
Weighted	2007	988	1013	21	121	159	190	254	198	178	145	143	92	125	97	61	30	26	50
Very important	16%	16%	16%	15%	18%	15%	15%	19%	17%	16%	16%	15%	14%	17%	15%	19%	17%	8%	16%
Somewhat important	36%	36%	36%	43%	30%	39%	35%	36%	33%	38%	40%	38%	30%	37%	48%	31%	37%	38%	32%
Neither important or unimportant	29%	31%	28%	33%	20%	30%	31%	26%	35%	30%	29%	28%	35%	31%	23%	32%	23%	31%	33%
Somewhat unimportant	7%	7%	7%	0%	10%	7%	5%	7%	7%	6%	7%	10%	7%	5%	8%	11%	10%	16%	4%
Not at all important	3%	3%	3%	0%	5%	2%	3%	4%	2%	3%	3%	3%	4%	4%	3%	1%	3%	3%	8%
Don't Know	8%	6%	10%	10%	16%	8%	11%	8%	7%	7%	4%	6%	9%	6%	3%	5%	9%	4%	7%

Note:

BASE: All Respondents

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(19.C) How important do you think the following are as best practice for recruitment?: Work samples

	Total	Social Grade				Education					Recruitment Permanent Job				Recruitment Temporary Work			
		AB	C1	C2	DE	GCSE or equivalent (Scottish National/O Level)	A Level or equivalent	University Undergraduate Degree (BA/BSc)	University Postgraduate Degree (MA/MSc/MPhil)	Doctorate (PhD/DPhil)	Yes - I have used a recruitment agency in the last year	Yes - I have used a recruitment agency in the last 1 - 5 years	Yes - I have used a recruitment over 5 years ago	No - I have never used a recruitment agency	Yes - I have used an agency to find temporary work in the last year	Yes - I have used an agency to find temporary work in the last 1 - 5 years	Yes - I have used an agency to find temporary work over 5 years ago	No - I have never tried to find temporary work through an agency
Unweighted	2007	542	552	400	507	449	346	504	169	35	175	241	388	1203	122	166	334	1385
Weighted	2007	539	520	441	501	450	349	499	169	36	176	241	386	1204	122	170	332	1383
Very important	16%	18%	16%	17%	14%	16%	16%	17%	16%	26%	19%	18%	18%	15%	30%	18%	17%	15%
Somewhat important	36%	39%	35%	36%	35%	34%	37%	38%	40%	34%	41%	35%	31%	38%	43%	33%	34%	37%
Neither important or unimportant	29%	27%	30%	29%	31%	31%	29%	30%	26%	23%	26%	29%	31%	29%	19%	36%	27%	29%
Somewhat unimportant	7%	8%	7%	7%	6%	6%	6%	8%	9%	8%	7%	12%	11%	5%	4%	9%	12%	6%
Not at all important	3%	4%	3%	2%	3%	3%	3%	3%	4%	3%	1%	3%	1%	4%	0%	2%	2%	4%
Don't Know	8%	4%	9%	9%	11%	10%	9%	5%	5%	5%	5%	3%	8%	10%	3%	2%	9%	10%

Note:

BASE: All Respondents

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(20.A) How important do you think the following are as best practice for recruitment?: Providing references

	Total	Age						Region											
		18-24	25-34	35-44	45-54	55-64	65+	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	Scotland	Wales	Northern Ireland
Unweighted	2007	274	335	337	345	291	425	265	263	164	182	141	181	164	85	222	178	97	65
Weighted	2007	278	344	342	341	281	421	281	270	160	180	141	180	160	81	220	170	102	62
Very important	41%	25%	31%	36%	42%	49%	57%	38%	39%	34%	46%	37%	38%	48%	45%	41%	46%	44%	37%
Somewhat important	38%	40%	41%	40%	38%	35%	36%	36%	40%	49%	33%	39%	41%	36%	35%	37%	35%	34%	46%
Neither important or unimportant	12%	20%	14%	15%	13%	8%	2%	15%	12%	9%	11%	11%	13%	9%	13%	12%	9%	11%	7%
Somewhat unimportant	4%	8%	7%	4%	4%	4%	1%	4%	3%	4%	4%	5%	4%	5%	6%	5%	4%	5%	6%
Not at all important	1%	2%	2%	1%	1%	1%	0%	3%	1%	0%	0%	0%	1%	1%	1%	2%	2%	0%	2%
Don't Know	4%	6%	5%	4%	3%	2%	4%	4%	4%	4%	5%	8%	3%	2%	0%	3%	4%	6%	3%

Note:

BASE: All Respondents

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(20.B) How important do you think the following are as best practice for recruitment?: Providing references

	Total	Gender		Income															
		Male	Female	No annual income	Less than £10,000	£10,000 - £14,999	£15,000 - £19,999	£20,000 - £24,999	£25,000 - £29,999	£30,000 - £34,999	£35,000 - £39,999	£40,000 - £44,999	£45,000 - £49,999	£50,000 - £59,999	£60,000 - £69,999	£70,000 - £79,999	£80,000 - £89,999	£90,000 - £99,999	£100,000 or more
Unweighted	2007	998	1003	21	122	160	189	254	197	177	146	144	93	126	97	62	30	26	48
Weighted	2007	988	1013	21	121	159	190	254	198	178	145	143	92	125	97	61	30	26	50
Very important	41%	37%	45%	14%	39%	39%	45%	44%	38%	42%	46%	40%	38%	38%	42%	40%	41%	31%	37%
Somewhat important	38%	39%	37%	47%	33%	38%	35%	41%	37%	37%	39%	39%	46%	40%	38%	44%	39%	44%	36%
Neither important or unimportant	12%	14%	9%	15%	10%	11%	9%	7%	16%	12%	9%	13%	10%	13%	15%	10%	16%	15%	16%
Somewhat unimportant	4%	5%	4%	19%	4%	6%	5%	5%	5%	4%	4%	3%	2%	5%	4%	1%	0%	7%	2%
Not at all important	1%	2%	1%	5%	2%	0%	1%	1%	1%	1%	1%	2%	1%	2%	0%	2%	0%	4%	4%
Don't Know	4%	3%	5%	0%	11%	5%	5%	2%	3%	4%	1%	3%	2%	3%	1%	3%	3%	0%	5%

Note:

BASE: All Respondents

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(20.C) How important do you think the following are as best practice for recruitment?: Providing references

	Total	Social Grade				Education					Recruitment Permanent Job				Recruitment Temporary Work			
		AB	C1	C2	DE	GCSE or equivalent (Scottish National/O Level)	A Level or equivalent	University Undergraduate Degree (BA/BSc)	University Postgraduate Degree (MA/MSc/MPhil)	Doctorate (PhD/DPhil)	Yes - I have used a recruitment agency in the last year	Yes - I have used a recruitment agency in the last 1 - 5 years	Yes - I have used a recruitment over 5 years ago	No - I have never used a recruitment agency	Yes - I have used an agency to find temporary work in the last year	Yes - I have used an agency to find temporary work in the last 1 - 5 years	Yes - I have used an agency to find temporary work over 5 years ago	No - I have never tried to find temporary work through an agency
Unweighted	2007	542	552	400	507	449	346	504	169	35	175	241	388	1203	122	166	334	1385
Weighted	2007	539	520	441	501	450	349	499	169	36	176	241	386	1204	122	170	332	1383
Very important	41%	44%	40%	37%	42%	43%	34%	40%	38%	41%	29%	34%	45%	43%	30%	32%	43%	42%
Somewhat important	38%	37%	41%	39%	36%	35%	40%	40%	41%	37%	44%	38%	41%	36%	48%	37%	41%	37%
Neither important or unimportant	12%	11%	11%	15%	10%	11%	16%	12%	13%	14%	20%	17%	8%	10%	17%	18%	8%	11%
Somewhat unimportant	4%	4%	5%	4%	4%	3%	6%	6%	4%	6%	5%	6%	4%	4%	3%	8%	5%	4%
Not at all important	1%	1%	2%	1%	1%	1%	1%	2%	0%	3%	1%	3%	0%	1%	1%	3%	1%	1%
Don't Know	4%	3%	2%	5%	7%	6%	4%	1%	4%	0%	1%	2%	2%	5%	2%	2%	2%	5%

Note:

BASE: All Respondents

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(21.A) How important do you think the following are as best practice for recruitment?: Anonymised CVs

	Total	Age						Region											
		18-24	25-34	35-44	45-54	55-64	65+	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	Scotland	Wales	Northern Ireland
Unweighted	2007	274	335	337	345	291	425	265	263	164	182	141	181	164	85	222	178	97	65
Weighted	2007	278	344	342	341	281	421	281	270	160	180	141	180	160	81	220	170	102	62
Very important	18%	23%	22%	21%	14%	14%	13%	21%	16%	16%	15%	18%	21%	25%	16%	17%	18%	14%	11%
Somewhat important	31%	33%	36%	28%	32%	30%	30%	32%	32%	26%	28%	29%	33%	32%	34%	33%	28%	33%	42%
Neither important or unimportant	28%	20%	24%	32%	32%	31%	27%	27%	28%	32%	30%	25%	22%	26%	28%	28%	33%	27%	25%
Somewhat unimportant	7%	10%	7%	6%	6%	7%	6%	7%	9%	8%	9%	8%	8%	7%	4%	7%	6%	4%	2%
Not at all important	5%	5%	3%	3%	5%	7%	8%	4%	5%	5%	7%	3%	4%	3%	7%	5%	6%	8%	9%
Don't Know	11%	9%	8%	10%	11%	11%	15%	9%	10%	13%	12%	16%	11%	8%	11%	10%	10%	13%	12%

Note:

BASE: All Respondents

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(21.B) How important do you think the following are as best practice for recruitment?: Anonymised CVs

	Total	Gender		Income															
		Male	Female	No annual income	Less than £10,000	£10,000 - £14,999	£15,000 - £19,999	£20,000 - £24,999	£25,000 - £29,999	£30,000 - £34,999	£35,000 - £39,999	£40,000 - £44,999	£45,000 - £49,999	£50,000 - £59,999	£60,000 - £69,999	£70,000 - £79,999	£80,000 - £89,999	£90,000 - £99,999	£100,000 or more
Unweighted	2007	998	1003	21	122	160	189	254	197	177	146	144	93	126	97	62	30	26	48
Weighted	2007	988	1013	21	121	159	190	254	198	178	145	143	92	125	97	61	30	26	50
Very important	18%	17%	19%	24%	19%	18%	16%	22%	13%	15%	18%	17%	15%	22%	17%	16%	24%	19%	19%
Somewhat important	31%	30%	33%	42%	29%	24%	29%	32%	29%	40%	34%	34%	33%	28%	37%	31%	37%	38%	34%
Neither important or unimportant	28%	29%	27%	19%	22%	27%	31%	24%	32%	26%	29%	32%	29%	28%	25%	32%	16%	12%	31%
Somewhat unimportant	7%	9%	5%	10%	7%	9%	9%	4%	9%	3%	7%	4%	7%	13%	10%	5%	13%	14%	4%
Not at all important	5%	6%	4%	0%	6%	5%	3%	7%	4%	7%	7%	5%	4%	5%	7%	6%	3%	8%	4%
Don't Know	11%	9%	13%	5%	16%	17%	12%	11%	12%	10%	5%	8%	11%	5%	4%	10%	6%	8%	9%

Note:

BASE: All Respondents

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(21.C) How important do you think the following are as best practice for recruitment?: Anonymised CVs

	Total	Social Grade				Education					Recruitment Permanent Job				Recruitment Temporary Work			
		AB	C1	C2	DE	GCSE or equivalent (Scottish National/O Level)	A Level or equivalent	University Undergraduate Degree (BA/BSc)	University Postgraduate Degree (MA/MSc/MPhil)	Doctorate (PhD/DPhil)	Yes - I have used a recruitment agency in the last year	Yes - I have used a recruitment agency in the last 1 - 5 years	Yes - I have used a recruitment over 5 years ago	No - I have never used a recruitment agency	Yes - I have used an agency to find temporary work in the last year	Yes - I have used an agency to find temporary work in the last 1 - 5 years	Yes - I have used an agency to find temporary work over 5 years ago	No - I have never tried to find temporary work through an agency
Unweighted	2007	542	552	400	507	449	346	504	169	35	175	241	388	1203	122	166	334	1385
Weighted	2007	539	520	441	501	450	349	499	169	36	176	241	386	1204	122	170	332	1383
Very important	18%	19%	18%	17%	18%	14%	19%	21%	19%	24%	24%	21%	16%	17%	24%	19%	20%	17%
Somewhat important	31%	32%	35%	30%	29%	28%	31%	36%	28%	43%	34%	39%	28%	30%	40%	35%	28%	31%
Neither important or unimportant	28%	27%	25%	29%	29%	31%	26%	26%	34%	19%	25%	23%	32%	28%	28%	27%	28%	28%
Somewhat unimportant	7%	9%	6%	7%	7%	5%	10%	8%	7%	3%	11%	7%	9%	6%	4%	10%	9%	7%
Not at all important	5%	7%	6%	5%	4%	5%	4%	5%	5%	6%	3%	6%	5%	5%	3%	4%	4%	6%
Don't Know	11%	6%	11%	13%	14%	17%	11%	5%	7%	5%	3%	5%	9%	14%	2%	5%	10%	13%

Note:

BASE: All Respondents

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(22.A) How important do you think the following are as best practice for recruitment?: Providing feedback

	Total	Age						Region											
		18-24	25-34	35-44	45-54	55-64	65+	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	Scotland	Wales	Northern Ireland
Unweighted	2007	274	335	337	345	291	425	265	263	164	182	141	181	164	85	222	178	97	65
Weighted	2007	278	344	342	341	281	421	281	270	160	180	141	180	160	81	220	170	102	62
Very important	37%	33%	38%	37%	36%	41%	38%	33%	38%	35%	42%	33%	33%	41%	42%	37%	38%	41%	41%
Somewhat important	39%	38%	38%	42%	42%	40%	37%	40%	39%	37%	33%	42%	43%	38%	40%	44%	38%	37%	45%
Neither important or unimportant	15%	16%	16%	13%	15%	12%	16%	14%	14%	18%	16%	13%	15%	16%	13%	13%	17%	15%	8%
Somewhat unimportant	2%	4%	2%	2%	2%	2%	1%	5%	2%	2%	2%	2%	4%	0%	0%	1%	2%	2%	2%
Not at all important	1%	1%	1%	1%	1%	1%	1%	2%	1%	0%	0%	0%	2%	2%	1%	0%	1%	0%	0%
Don't Know	5%	8%	5%	4%	4%	4%	6%	6%	5%	8%	7%	10%	3%	3%	3%	5%	3%	5%	5%

Note:

BASE: All Respondents

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(22.B) How important do you think the following are as best practice for recruitment?: Providing feedback

	Total	Gender		Income															
		Male	Female	No annual income	Less than £10,000	£10,000 - £14,999	£15,000 - £19,999	£20,000 - £24,999	£25,000 - £29,999	£30,000 - £34,999	£35,000 - £39,999	£40,000 - £44,999	£45,000 - £49,999	£50,000 - £59,999	£60,000 - £69,999	£70,000 - £79,999	£80,000 - £89,999	£90,000 - £99,999	£100,000 or more
Unweighted	2007	998	1003	21	122	160	189	254	197	177	146	144	93	126	97	62	30	26	48
Weighted	2007	988	1013	21	121	159	190	254	198	178	145	143	92	125	97	61	30	26	50
Very important	37%	33%	41%	24%	33%	34%	36%	38%	35%	40%	42%	37%	39%	42%	33%	39%	53%	43%	39%
Somewhat important	39%	41%	38%	46%	33%	40%	40%	38%	40%	37%	39%	43%	43%	47%	54%	34%	37%	42%	31%
Neither important or unimportant	15%	17%	12%	25%	20%	16%	15%	17%	17%	15%	14%	12%	13%	7%	9%	18%	7%	8%	14%
Somewhat unimportant	2%	3%	2%	0%	3%	3%	2%	3%	4%	1%	3%	4%	2%	2%	2%	0%	0%	4%	6%
Not at all important	1%	1%	1%	0%	1%	1%	1%	1%	0%	2%	0%	1%	1%	1%	0%	2%	0%	4%	5%
Don't Know	5%	4%	6%	5%	11%	6%	7%	4%	5%	5%	2%	4%	2%	2%	1%	8%	3%	0%	5%

Note:

BASE: All Respondents

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(22.C) How important do you think the following are as best practice for recruitment?: Providing feedback

	Total	Social Grade				Education					Recruitment Permanent Job				Recruitment Temporary Work			
		AB	C1	C2	DE	GCSE or equivalent (Scottish National/O Level)	A Level or equivalent	University Undergraduate Degree (BA/BSc)	University Postgraduate Degree (MA/MSc/MPhil)	Doctorate (PhD/DPHil)	Yes - I have used a recruitment agency in the last year	Yes - I have used a recruitment agency in the last 1 - 5 years	Yes - I have used a recruitment over 5 years ago	No - I have never used a recruitment agency	Yes - I have used an agency to find temporary work in the last year	Yes - I have used an agency to find temporary work in the last 1 - 5 years	Yes - I have used an agency to find temporary work over 5 years ago	No - I have never tried to find temporary work through an agency
Unweighted	2007	542	552	400	507	449	346	504	169	35	175	241	388	1203	122	166	334	1385
Weighted	2007	539	520	441	501	450	349	499	169	36	176	241	386	1204	122	170	332	1383
Very important	37%	44%	37%	32%	34%	34%	34%	42%	39%	43%	38%	40%	43%	35%	35%	39%	43%	36%
Somewhat important	39%	38%	44%	40%	36%	36%	45%	41%	37%	42%	42%	40%	38%	40%	48%	42%	37%	39%
Neither important or unimportant	15%	12%	12%	17%	19%	18%	14%	13%	16%	11%	12%	15%	12%	16%	13%	14%	12%	16%
Somewhat unimportant	2%	2%	2%	2%	3%	3%	2%	2%	2%	0%	6%	3%	3%	1%	2%	3%	3%	2%
Not at all important	1%	1%	1%	1%	1%	1%	0%	1%	1%	3%	1%	0%	1%	1%	0%	1%	1%	1%
Don't Know	5%	3%	4%	8%	8%	8%	5%	2%	5%	0%	2%	2%	3%	7%	2%	2%	4%	7%

Note:

BASE: All Respondents

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(23.A) How important do you think the following are as best practice for recruitment?: Transparency over salary

	Total	Age						Region											
		18-24	25-34	35-44	45-54	55-64	65+	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	Scotland	Wales	Northern Ireland
Unweighted	2007	274	335	337	345	291	425	265	263	164	182	141	181	164	85	222	178	97	65
Weighted	2007	278	344	342	341	281	421	281	270	160	180	141	180	160	81	220	170	102	62
Very important	42%	32%	38%	47%	41%	42%	48%	41%	34%	33%	50%	48%	42%	43%	42%	44%	47%	39%	47%
Somewhat important	37%	38%	39%	34%	40%	39%	35%	42%	42%	39%	31%	26%	33%	42%	38%	35%	33%	46%	36%
Neither important or unimportant	13%	15%	13%	13%	14%	13%	10%	9%	13%	20%	12%	12%	16%	8%	17%	14%	12%	9%	10%
Somewhat unimportant	2%	5%	3%	2%	1%	1%	1%	2%	3%	2%	2%	4%	3%	1%	1%	2%	1%	0%	3%
Not at all important	1%	2%	1%	1%	1%	1%	0%	1%	1%	0%	1%	1%	2%	2%	1%	1%	1%	0%	0%
Don't Know	5%	8%	6%	3%	3%	4%	6%	4%	6%	6%	5%	8%	4%	4%	0%	4%	6%	6%	3%

Note:

BASE: All Respondents

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(23.B) How important do you think the following are as best practice for recruitment?: Transparency over salary

	Total	Gender		Income															
		Male	Female	No annual income	Less than £10,000	£10,000 - £14,999	£15,000 - £19,999	£20,000 - £24,999	£25,000 - £29,999	£30,000 - £34,999	£35,000 - £39,999	£40,000 - £44,999	£45,000 - £49,999	£50,000 - £59,999	£60,000 - £69,999	£70,000 - £79,999	£80,000 - £89,999	£90,000 - £99,999	£100,000 or more
Unweighted	2007	998	1003	21	122	160	189	254	197	177	146	144	93	126	97	62	30	26	48
Weighted	2007	988	1013	21	121	159	190	254	198	178	145	143	92	125	97	61	30	26	50
Very important	42%	39%	44%	33%	40%	36%	45%	41%	39%	41%	46%	43%	45%	42%	46%	42%	56%	39%	41%
Somewhat important	37%	39%	36%	33%	34%	35%	33%	37%	39%	37%	40%	37%	42%	39%	43%	47%	37%	34%	37%
Neither important or unimportant	13%	14%	11%	19%	15%	18%	13%	15%	14%	13%	9%	15%	10%	11%	7%	6%	3%	23%	9%
Somewhat unimportant	2%	3%	2%	15%	1%	2%	1%	2%	3%	3%	3%	0%	1%	3%	3%	1%	3%	4%	4%
Not at all important	1%	1%	1%	0%	1%	1%	2%	2%	1%	1%	1%	0%	0%	1%	0%	0%	0%	0%	5%
Don't Know	5%	4%	6%	0%	10%	8%	6%	4%	4%	5%	1%	6%	3%	5%	1%	3%	0%	0%	5%

Note:

BASE: All Respondents

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(23.C) How important do you think the following are as best practice for recruitment?: Transparency over salary

	Total	Social Grade				Education					Recruitment Permanent Job				Recruitment Temporary Work			
		AB	C1	C2	DE	GCSE or equivalent (Scottish National/O Level)	A Level or equivalent	University Undergraduate Degree (BA/BSc)	University Postgraduate Degree (MA/MSc/MPhil)	Doctorate (PhD/DPhil)	Yes - I have used a recruitment agency in the last year	Yes - I have used a recruitment agency in the last 1 - 5 years	Yes - I have used a recruitment over 5 years ago	No - I have never used a recruitment agency	Yes - I have used an agency to find temporary work in the last year	Yes - I have used an agency to find temporary work in the last 1 - 5 years	Yes - I have used an agency to find temporary work over 5 years ago	No - I have never tried to find temporary work through an agency
Unweighted	2007	542	552	400	507	449	346	504	169	35	175	241	388	1203	122	166	334	1385
Weighted	2007	539	520	441	501	450	349	499	169	36	176	241	386	1204	122	170	332	1383
Very important	42%	47%	41%	39%	39%	37%	40%	48%	41%	34%	40%	45%	46%	40%	43%	41%	47%	41%
Somewhat important	37%	37%	40%	38%	34%	37%	35%	37%	42%	50%	41%	37%	37%	37%	38%	37%	40%	37%
Neither important or unimportant	13%	11%	11%	14%	15%	16%	15%	12%	11%	6%	11%	13%	11%	13%	10%	16%	10%	13%
Somewhat unimportant	2%	2%	3%	3%	2%	2%	3%	2%	2%	3%	4%	3%	3%	2%	6%	3%	2%	2%
Not at all important	1%	1%	1%	1%	1%	2%	0%	1%	1%	7%	0%	1%	1%	1%	0%	1%	0%	1%
Don't Know	5%	3%	4%	6%	8%	7%	6%	1%	4%	0%	3%	1%	2%	7%	2%	2%	2%	6%

Note:

BASE: All Respondents

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(24.A) How important do you think the following are as best practice for recruitment?: Ability to negotiate

	Total	Age						Region											
		18-24	25-34	35-44	45-54	55-64	65+	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	Scotland	Wales	Northern Ireland
Unweighted	2007	274	335	337	345	291	425	265	263	164	182	141	181	164	85	222	178	97	65
Weighted	2007	278	344	342	341	281	421	281	270	160	180	141	180	160	81	220	170	102	62
Very important	22%	26%	23%	21%	20%	17%	24%	23%	20%	19%	21%	22%	28%	23%	23%	21%	21%	22%	15%
Somewhat important	42%	40%	40%	42%	41%	48%	44%	43%	43%	43%	41%	38%	40%	38%	55%	40%	40%	44%	60%
Neither important or unimportant	24%	17%	25%	24%	30%	22%	24%	23%	24%	25%	24%	24%	23%	27%	14%	26%	26%	22%	19%
Somewhat unimportant	5%	7%	4%	6%	3%	8%	2%	5%	5%	5%	3%	6%	3%	5%	4%	6%	6%	4%	0%
Not at all important	2%	2%	3%	1%	2%	2%	1%	1%	1%	2%	1%	3%	1%	3%	2%	2%	2%	2%	0%
Don't Know	5%	8%	5%	5%	4%	4%	6%	5%	6%	6%	10%	7%	5%	4%	1%	4%	5%	6%	6%

Note:

BASE: All Respondents

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(24.B) How important do you think the following are as best practice for recruitment?: Ability to negotiate

	Total	Gender		Income															
		Male	Female	No annual income	Less than £10,000	£10,000 - £14,999	£15,000 - £19,999	£20,000 - £24,999	£25,000 - £29,999	£30,000 - £34,999	£35,000 - £39,999	£40,000 - £44,999	£45,000 - £49,999	£50,000 - £59,999	£60,000 - £69,999	£70,000 - £79,999	£80,000 - £89,999	£90,000 - £99,999	£100,000 or more
Unweighted	2007	998	1003	21	122	160	189	254	197	177	146	144	93	126	97	62	30	26	48
Weighted	2007	988	1013	21	121	159	190	254	198	178	145	143	92	125	97	61	30	26	50
Very important	22%	21%	23%	28%	30%	25%	22%	22%	17%	21%	26%	21%	16%	23%	20%	21%	27%	8%	27%
Somewhat important	42%	44%	41%	39%	35%	35%	42%	40%	48%	43%	40%	48%	51%	46%	45%	42%	53%	28%	42%
Neither important or unimportant	24%	23%	24%	28%	15%	28%	25%	23%	25%	25%	25%	21%	23%	23%	27%	27%	17%	42%	18%
Somewhat unimportant	5%	5%	4%	5%	4%	5%	2%	7%	5%	5%	5%	4%	6%	5%	4%	3%	3%	15%	2%
Not at all important	2%	2%	1%	0%	2%	2%	2%	3%	1%	1%	1%	1%	2%	2%	2%	0%	0%	4%	4%
Don't Know	5%	4%	6%	0%	14%	6%	7%	5%	3%	6%	4%	5%	2%	2%	1%	6%	0%	4%	6%

Note:

BASE: All Respondents

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(24.C) How important do you think the following are as best practice for recruitment?: Ability to negotiate

	Total	Social Grade				Education					Recruitment Permanent Job				Recruitment Temporary Work			
		AB	C1	C2	DE	GCSE or equivalent (Scottish National/O Level)	A Level or equivalent	University Undergraduate Degree (BA/BSc)	University Postgraduate Degree (MA/MSc/MPhil)	Doctorate (PhD/DPhil)	Yes - I have used a recruitment agency in the last year	Yes - I have used a recruitment agency in the last 1 - 5 years	Yes - I have used a recruitment over 5 years ago	No - I have never used a recruitment agency	Yes - I have used an agency to find temporary work in the last year	Yes - I have used an agency to find temporary work in the last 1 - 5 years	Yes - I have used an agency to find temporary work over 5 years ago	No - I have never tried to find temporary work through an agency
Unweighted	2007	542	552	400	507	449	346	504	169	35	175	241	388	1203	122	166	334	1385
Weighted	2007	539	520	441	501	450	349	499	169	36	176	241	386	1204	122	170	332	1383
Very important	22%	23%	21%	22%	21%	20%	21%	22%	22%	32%	27%	23%	25%	20%	30%	26%	25%	20%
Somewhat important	42%	45%	42%	43%	40%	40%	43%	46%	44%	39%	41%	49%	41%	41%	41%	46%	41%	42%
Neither important or unimportant	24%	23%	24%	24%	25%	27%	23%	23%	24%	26%	22%	19%	24%	25%	26%	16%	23%	25%
Somewhat unimportant	5%	4%	6%	4%	4%	3%	5%	6%	3%	0%	7%	5%	6%	4%	2%	8%	4%	5%
Not at all important	2%	2%	2%	1%	2%	1%	2%	2%	1%	3%	0%	1%	1%	2%	0%	2%	2%	2%
Don't Know	5%	3%	4%	7%	9%	9%	6%	1%	5%	0%	3%	3%	4%	7%	2%	2%	4%	7%

Note:

BASE: All Respondents

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(25.A) You said you had never tried to use a recruitment agency to find a permanent position. What do you think the most important reasons or this are?: Never had the need

	Total	Age						Region											
		18-24	25-34	35-44	45-54	55-64	65+	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	Scotland	Wales	Northern Ireland
Unweighted	1203	155	163	161	208	191	325	128	158	98	106	82	110	92	60	135	124	71	39
Weighted	1204	157	168	163	208	185	322	136	163	96	106	82	109	90	57	134	118	75	37
Very important	37%	20%	28%	28%	32%	42%	53%	30%	33%	27%	39%	34%	31%	52%	42%	40%	40%	47%	26%
Somewhat important	23%	33%	30%	25%	23%	24%	14%	24%	28%	26%	16%	24%	30%	19%	18%	21%	21%	23%	20%
Neither important or unimportant	24%	30%	21%	27%	28%	21%	21%	25%	23%	27%	33%	19%	27%	18%	28%	20%	24%	18%	28%
Somewhat unimportant	3%	4%	5%	4%	4%	2%	2%	5%	6%	3%	2%	4%	3%	0%	7%	5%	2%	0%	3%
Not at all important	3%	3%	3%	4%	3%	3%	2%	2%	2%	3%	2%	1%	3%	2%	0%	4%	4%	1%	10%
Don't Know	10%	10%	14%	12%	10%	9%	8%	13%	8%	13%	9%	18%	6%	9%	5%	10%	9%	10%	13%

Note:

BASE: respondents who have never used a recruitment agency to find a permanent position

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(25.B) You said you had never tried to use a recruitment agency to find a permanent position. What do you think the most important reasons or this are?: Never had the need

	Total	Gender		Income															
		Male	Female	No annual income	Less than £10,000	£10,000 - £14,999	£15,000 - £19,999	£20,000 - £24,999	£25,000 - £29,999	£30,000 - £34,999	£35,000 - £39,999	£40,000 - £44,999	£45,000 - £49,999	£50,000 - £59,999	£60,000 - £69,999	£70,000 - £79,999	£80,000 - £89,999	£90,000 - £99,999	£100,000 or more
Unweighted	1203	552	647	19	72	99	120	147	127	100	87	72	58	72	56	32	12	18	29
Weighted	1204	548	651	19	71	99	120	147	128	100	86	71	58	72	56	31	12	18	30
Very important	37%	41%	33%	21%	29%	28%	28%	33%	41%	44%	43%	39%	47%	37%	53%	37%	35%	50%	41%
Somewhat important	23%	22%	25%	21%	18%	22%	29%	24%	20%	20%	26%	18%	26%	22%	27%	35%	32%	34%	25%
Neither important or unimportant	24%	24%	25%	43%	38%	22%	27%	24%	28%	21%	21%	25%	12%	26%	12%	22%	17%	6%	16%
Somewhat unimportant	3%	3%	4%	5%	3%	5%	6%	7%	4%	2%	2%	2%	3%	1%	2%	0%	0%	0%	0%
Not at all important	3%	3%	2%	5%	1%	4%	3%	2%	2%	4%	4%	4%	2%	4%	0%	3%	0%	5%	7%
Don't Know	10%	8%	12%	6%	11%	19%	8%	9%	7%	9%	5%	13%	11%	9%	5%	3%	16%	6%	11%

Note:

BASE: respondents who have never used a recruitment agency to find a permanent position

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(25.C) You said you had never tried to use a recruitment agency to find a permanent position. What do you think the most important reasons or this are?: Never had the need

	Total	Social Grade				Education					Recruitment Permanent Job				Recruitment Temporary Work			
		AB	C1	C2	DE	GCSE or equivalent (Scottish National/O Level)	A Level or equivalent	University Undergraduate Degree (BA/BSc)	University Postgraduate Degree (MA/MSc/MPhil)	Doctorate (PhD/DPhil)	Yes - I have used a recruitment agency in the last year	Yes - I have used a recruitment agency in the last 1 - 5 years	Yes - I have used a recruitment over 5 years ago	No - I have never used a recruitment agency	Yes - I have used an agency to find temporary work in the last year	Yes - I have used an agency to find temporary work in the last 1 - 5 years	Yes - I have used an agency to find temporary work over 5 years ago	No - I have never tried to find temporary work through an agency
Unweighted	1203	314	306	251	329	313	208	275	84	16	0	0	0	1203	7	20	58	1118
Weighted	1204	312	288	276	325	314	211	271	84	17	0	0	0	1204	7	20	58	1118
Very important	37%	43%	38%	34%	31%	33%	33%	40%	33%	44%				37%	14%	9%	35%	37%
Somewhat important	23%	24%	24%	24%	20%	22%	27%	25%	32%	25%				23%	0%	41%	29%	23%
Neither important or unimportant	24%	18%	25%	26%	27%	29%	19%	25%	21%	18%				24%	44%	30%	24%	24%
Somewhat unimportant	3%	3%	4%	2%	5%	4%	4%	3%	2%	0%				3%	0%	10%	5%	3%
Not at all important	3%	3%	3%	3%	2%	2%	2%	3%	0%	7%				3%	0%	0%	4%	3%
Don't Know	10%	8%	6%	11%	14%	11%	15%	4%	12%	6%				10%	42%	10%	4%	10%

Note:

BASE: respondents who have never used a recruitment agency to find a permanent position

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(26.A) You said you had never tried to use a recruitment agency to find a permanent position. What do you think the most important reasons or this are?: Prefer to reach out to companies directly

	Age							Region											
	Total	18-24	25-34	35-44	45-54	55-64	65+	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	Scotland	Wales	Northern Ireland
Unweighted	1203	155	163	161	208	191	325	128	158	98	106	82	110	92	60	135	124	71	39
Weighted	1204	157	168	163	208	185	322	136	163	96	106	82	109	90	57	134	118	75	37
Very important	29%	22%	25%	23%	27%	37%	35%	24%	33%	28%	25%	23%	23%	43%	33%	37%	30%	25%	23%
Somewhat important	33%	31%	37%	31%	33%	31%	32%	36%	30%	35%	32%	40%	33%	27%	40%	25%	33%	35%	31%
Neither important or unimportant	21%	24%	20%	31%	26%	18%	15%	20%	21%	23%	26%	14%	25%	13%	20%	26%	21%	17%	24%
Somewhat unimportant	3%	4%	2%	4%	4%	1%	2%	3%	4%	1%	1%	5%	4%	0%	5%	2%	3%	1%	2%
Not at all important	3%	5%	3%	1%	1%	3%	4%	6%	2%	1%	7%	1%	4%	3%	2%	2%	1%	7%	3%
Don't Know	11%	14%	13%	10%	9%	9%	11%	11%	11%	12%	9%	17%	10%	13%	0%	8%	11%	15%	18%

Note:

BASE: respondents who have never used a recruitment agency to find a permanent position

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(26.B) You said you had never tried to use a recruitment agency to find a permanent position. What do you think the most important reasons or this are?: Prefer to reach out to companies directly

	Total	Gender		Income															
		Male	Female	No annual income	Less than £10,000	£10,000 - £14,999	£15,000 - £19,999	£20,000 - £24,999	£25,000 - £29,999	£30,000 - £34,999	£35,000 - £39,999	£40,000 - £44,999	£45,000 - £49,999	£50,000 - £59,999	£60,000 - £69,999	£70,000 - £79,999	£80,000 - £89,999	£90,000 - £99,999	£100,000 or more
Unweighted	1203	552	647	19	72	99	120	147	127	100	87	72	58	72	56	32	12	18	29
Weighted	1204	548	651	19	71	99	120	147	128	100	86	71	58	72	56	31	12	18	30
Very important	29%	33%	27%	21%	38%	28%	29%	23%	27%	38%	36%	36%	30%	28%	35%	27%	8%	27%	34%
Somewhat important	33%	32%	33%	36%	21%	33%	30%	38%	36%	29%	33%	22%	36%	34%	29%	38%	24%	28%	31%
Neither important or unimportant	21%	21%	22%	26%	23%	17%	26%	22%	22%	16%	22%	24%	14%	25%	18%	23%	50%	29%	16%
Somewhat unimportant	3%	2%	4%	5%	0%	4%	3%	4%	5%	0%	2%	3%	3%	3%	3%	6%	0%	0%	0%
Not at all important	3%	4%	2%	5%	4%	2%	2%	3%	1%	2%	3%	3%	4%	3%	6%	6%	10%	5%	11%
Don't Know	11%	9%	13%	6%	14%	15%	10%	10%	9%	15%	4%	12%	12%	7%	9%	0%	9%	11%	7%

Note:

BASE: respondents who have never used a recruitment agency to find a permanent position

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(26.C) You said you had never tried to use a recruitment agency to find a permanent position. What do you think the most important reasons for this are?: Prefer to reach out to companies directly

	Total	Social Grade				Education					Recruitment Permanent Job				Recruitment Temporary Work			
		AB	C1	C2	DE	GCSE or equivalent (Scottish National/O Level)	A Level or equivalent	University Undergraduate Degree (BA/BSc)	University Postgraduate Degree (MA/MSc/MPhil)	Doctorate (PhD/DPhil)	Yes - I have used a recruitment agency in the last year	Yes - I have used a recruitment agency in the last 1 - 5 years	Yes - I have used a recruitment agency over 5 years ago	No - I have never used a recruitment agency	Yes - I have used an agency to find temporary work in the last year	Yes - I have used an agency to find temporary work in the last 1 - 5 years	Yes - I have used an agency to find temporary work over 5 years ago	No - I have never tried to find temporary work through an agency
Unweighted	1203	314	306	251	329	313	208	275	84	16	0	0	0	1203	7	20	58	1118
Weighted	1204	312	288	276	325	314	211	271	84	17	0	0	0	1204	7	20	58	1118
Very important	29%	32%	29%	27%	29%	24%	28%	31%	26%	25%				29%	72%	30%	33%	29%
Somewhat important	33%	31%	38%	31%	32%	34%	33%	36%	38%	37%				33%	13%	29%	29%	33%
Neither important or unimportant	21%	21%	19%	24%	21%	22%	22%	22%	21%	6%				21%	14%	35%	21%	21%
Somewhat unimportant	3%	4%	4%	2%	2%	3%	3%	3%	5%	5%				3%	0%	0%	5%	3%
Not at all important	3%	4%	3%	2%	3%	3%	2%	3%	3%	21%				3%	0%	0%	7%	3%
Don't Know	11%	8%	7%	14%	14%	15%	12%	5%	7%	6%				11%	0%	6%	5%	11%

Note:

BASE: respondents who have never used a recruitment agency to find a permanent position

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(27.A) You said you had never tried to use a recruitment agency to find a permanent position. What do you think the most important reasons or this are?: Do not think I would like the kinds of jobs offered by agencies

	Age							Region											
	Total	18-24	25-34	35-44	45-54	55-64	65+	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	Scotland	Wales	Northern Ireland
Unweighted	1203	155	163	161	208	191	325	128	158	98	106	82	110	92	60	135	124	71	39
Weighted	1204	157	168	163	208	185	322	136	163	96	106	82	109	90	57	134	118	75	37
Very important	12%	14%	12%	10%	11%	8%	14%	13%	10%	15%	10%	12%	11%	13%	10%	13%	13%	9%	5%
Somewhat important	22%	34%	29%	21%	22%	23%	12%	21%	25%	12%	15%	33%	23%	24%	22%	19%	16%	29%	29%
Neither important or unimportant	35%	25%	30%	43%	36%	38%	35%	31%	30%	38%	50%	21%	39%	31%	32%	40%	38%	31%	39%
Somewhat unimportant	6%	7%	5%	7%	7%	5%	4%	4%	8%	10%	4%	7%	5%	1%	10%	5%	5%	4%	2%
Not at all important	6%	6%	5%	5%	5%	6%	9%	7%	6%	7%	8%	5%	5%	8%	5%	4%	8%	5%	5%
Don't Know	20%	14%	18%	15%	20%	20%	26%	24%	20%	18%	14%	22%	17%	23%	21%	19%	20%	21%	20%

Note:

BASE: respondents who have never used a recruitment agency to find a permanent position

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(27.B) You said you had never tried to use a recruitment agency to find a permanent position. What do you think the most important reasons or this are?: Do not think I would like the kinds of jobs offered by agencies

	Gender			Income															
	Total	Male	Female	No annual income	Less than £10,000	£10,000 - £14,999	£15,000 - £19,999	£20,000 - £24,999	£25,000 - £29,999	£30,000 - £34,999	£35,000 - £39,999	£40,000 - £44,999	£45,000 - £49,999	£50,000 - £59,999	£60,000 - £69,999	£70,000 - £79,999	£80,000 - £89,999	£90,000 - £99,999	£100,000 or more
Unweighted	1203	552	647	19	72	99	120	147	127	100	87	72	58	72	56	32	12	18	29
Weighted	1204	548	651	19	71	99	120	147	128	100	86	71	58	72	56	31	12	18	30
Very important	12%	11%	12%	21%	18%	16%	10%	6%	10%	13%	17%	11%	12%	8%	12%	19%	0%	11%	14%
Somewhat important	22%	21%	22%	26%	26%	16%	24%	20%	24%	19%	14%	20%	28%	27%	29%	38%	8%	18%	15%
Neither important or unimportant	35%	36%	34%	31%	24%	30%	40%	43%	37%	36%	41%	42%	20%	35%	29%	19%	49%	28%	39%
Somewhat unimportant	6%	7%	5%	10%	5%	9%	3%	4%	9%	4%	6%	4%	12%	3%	5%	3%	8%	5%	3%
Not at all important	6%	7%	5%	5%	6%	4%	3%	6%	5%	8%	6%	13%	5%	8%	7%	15%	10%	11%	11%
Don't Know	20%	18%	22%	6%	21%	25%	20%	21%	14%	20%	16%	11%	23%	20%	17%	6%	25%	27%	18%

Note:

BASE: respondents who have never used a recruitment agency to find a permanent position

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(27.C) You said you had never tried to use a recruitment agency to find a permanent position. What do you think the most important reasons or this are?: Do not think I would like the kinds of jobs offered by agencies

	Total	Social Grade				Education					Recruitment Permanent Job				Recruitment Temporary Work			
		AB	C1	C2	DE	GCSE or equivalent (Scottish National/O Level)	A Level or equivalent	University Undergraduate Degree (BA/BSc)	University Postgraduate Degree (MA/MSc/MPhil)	Doctorate (PhD/DPhil)	Yes - I have used a recruitment agency in the last year	Yes - I have used a recruitment agency in the last 1 - 5 years	Yes - I have used a recruitment over 5 years ago	No - I have never used a recruitment agency	Yes - I have used an agency to find temporary work in the last year	Yes - I have used an agency to find temporary work in the last 1 - 5 years	Yes - I have used an agency to find temporary work over 5 years ago	No - I have never tried to find temporary work through an agency
Unweighted	1203	314	306	251	329	313	208	275	84	16	0	0	0	1203	7	20	58	1118
Weighted	1204	312	288	276	325	314	211	271	84	17	0	0	0	1204	7	20	58	1118
Very important	12%	13%	9%	11%	14%	10%	13%	11%	13%	24%				12%	30%	10%	5%	12%
Somewhat important	22%	21%	25%	22%	20%	18%	24%	28%	22%	25%				22%	28%	25%	26%	21%
Neither important or unimportant	35%	34%	33%	38%	34%	39%	31%	32%	34%	18%				35%	15%	25%	36%	35%
Somewhat unimportant	6%	5%	9%	4%	4%	3%	9%	7%	10%	0%				6%	0%	14%	5%	6%
Not at all important	6%	10%	6%	5%	4%	5%	7%	6%	11%	21%				6%	0%	6%	7%	6%
Don't Know	20%	18%	17%	20%	24%	25%	17%	17%	10%	12%				20%	28%	21%	20%	20%

Note:

BASE: respondents who have never used a recruitment agency to find a permanent position

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(28.A) You said you had never tried to use a recruitment agency to find a permanent position. What do you think the most important reasons or this are?: It is hard to find agencies that cater for my skills and/or target industry

	Age							Region											
	Total	18-24	25-34	35-44	45-54	55-64	65+	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	Scotland	Wales	Northern Ireland
Unweighted	1203	155	163	161	208	191	325	128	158	98	106	82	110	92	60	135	124	71	39
Weighted	1204	157	168	163	208	185	322	136	163	96	106	82	109	90	57	134	118	75	37
Very important	10%	14%	12%	6%	9%	8%	10%	10%	7%	11%	13%	8%	12%	7%	10%	12%	8%	12%	5%
Somewhat important	20%	30%	21%	29%	19%	19%	11%	25%	17%	19%	11%	24%	20%	16%	25%	19%	17%	27%	23%
Neither important or unimportant	35%	29%	32%	33%	38%	43%	34%	31%	37%	35%	40%	30%	39%	33%	37%	37%	39%	29%	31%
Somewhat unimportant	7%	5%	10%	9%	10%	5%	4%	5%	11%	10%	8%	6%	8%	4%	7%	6%	6%	3%	11%
Not at all important	7%	6%	5%	4%	6%	8%	9%	7%	6%	4%	12%	5%	6%	7%	5%	6%	7%	8%	5%
Don't Know	22%	15%	20%	19%	19%	17%	31%	22%	22%	21%	16%	27%	15%	33%	17%	20%	23%	21%	26%

Note:

BASE: respondents who have never used a recruitment agency to find a permanent position

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(28.B) You said you had never tried to use a recruitment agency to find a permanent position. What do you think the most important reasons or this are?: It is hard to find agencies that cater for my skills and/or target industry

	Total	Gender		Income															
		Male	Female	No annual income	Less than £10,000	£10,000 - £14,999	£15,000 - £19,999	£20,000 - £24,999	£25,000 - £29,999	£30,000 - £34,999	£35,000 - £39,999	£40,000 - £44,999	£45,000 - £49,999	£50,000 - £59,999	£60,000 - £69,999	£70,000 - £79,999	£80,000 - £89,999	£90,000 - £99,999	£100,000 or more
Unweighted	1203	552	647	19	72	99	120	147	127	100	87	72	58	72	56	32	12	18	29
Weighted	1204	548	651	19	71	99	120	147	128	100	86	71	58	72	56	31	12	18	30
Very important	10%	8%	11%	21%	15%	6%	10%	9%	8%	13%	8%	6%	14%	6%	17%	12%	18%	6%	10%
Somewhat important	20%	21%	19%	31%	17%	22%	16%	14%	20%	16%	24%	23%	21%	21%	21%	28%	32%	5%	25%
Neither important or unimportant	35%	36%	34%	21%	35%	33%	40%	42%	34%	33%	39%	30%	34%	41%	31%	23%	17%	39%	36%
Somewhat unimportant	7%	7%	7%	5%	4%	6%	9%	7%	12%	10%	9%	8%	5%	4%	7%	3%	8%	6%	3%
Not at all important	7%	8%	6%	10%	3%	5%	5%	5%	6%	9%	3%	7%	7%	10%	13%	21%	0%	16%	11%
Don't Know	22%	20%	23%	11%	26%	28%	21%	22%	19%	19%	16%	26%	19%	18%	12%	13%	25%	28%	14%

Note:

BASE: respondents who have never used a recruitment agency to find a permanent position

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(28.C) You said you had never tried to use a recruitment agency to find a permanent position. What do you think the most important reasons or this are?: It is hard to find agencies that cater for my skills and/or target industry

	Total	Social Grade				Education					Recruitment Permanent Job				Recruitment Temporary Work			
		AB	C1	C2	DE	GCSE or equivalent (Scottish National/O Level)	A Level or equivalent	University Undergraduate Degree (BA/BSc)	University Postgraduate Degree (MA/MSc/MPhil)	Doctorate (PhD/DPhil)	Yes - I have used a recruitment agency in the last year	Yes - I have used a recruitment agency in the last 1 - 5 years	Yes - I have used a recruitment over 5 years ago	No - I have never used a recruitment agency	Yes - I have used an agency to find temporary work in the last year	Yes - I have used an agency to find temporary work in the last 1 - 5 years	Yes - I have used an agency to find temporary work over 5 years ago	No - I have never tried to find temporary work through an agency
Unweighted	1203	314	306	251	329	313	208	275	84	16	0	0	0	1203	7	20	58	1118
Weighted	1204	312	288	276	325	314	211	271	84	17	0	0	0	1204	7	20	58	1118
Very important	10%	11%	11%	8%	9%	8%	9%	12%	18%	26%				10%	0%	10%	5%	10%
Somewhat important	20%	24%	21%	19%	16%	16%	21%	24%	22%	24%				20%	58%	49%	26%	19%
Neither important or unimportant	35%	34%	33%	35%	37%	40%	31%	36%	30%	24%				35%	14%	29%	38%	35%
Somewhat unimportant	7%	5%	8%	10%	6%	6%	11%	7%	9%	0%				7%	0%	5%	8%	7%
Not at all important	7%	9%	8%	5%	5%	6%	7%	8%	8%	14%				7%	0%	6%	12%	7%
Don't Know	22%	17%	18%	23%	27%	24%	22%	13%	13%	12%				22%	28%	0%	11%	22%

Note:

BASE: respondents who have never used a recruitment agency to find a permanent position

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(29.A) You said you had never tried to use a recruitment agency to find a permanent position. What do you think the most important reasons or this are?: Only interested in temporary positions

	Age							Region											
	Total	18-24	25-34	35-44	45-54	55-64	65+	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	Scotland	Wales	Northern Ireland
Unweighted	1203	155	163	161	208	191	325	128	158	98	106	82	110	92	60	135	124	71	39
Weighted	1204	157	168	163	208	185	322	136	163	96	106	82	109	90	57	134	118	75	37
Very important	4%	5%	6%	2%	4%	4%	4%	3%	4%	4%	5%	5%	5%	3%	3%	4%	5%	6%	0%
Somewhat important	10%	21%	15%	9%	9%	7%	4%	17%	11%	10%	4%	8%	12%	11%	6%	9%	3%	13%	15%
Neither important or unimportant	28%	24%	27%	36%	31%	29%	24%	29%	29%	30%	30%	25%	30%	28%	28%	25%	27%	25%	24%
Somewhat unimportant	10%	15%	9%	13%	9%	7%	9%	10%	9%	11%	12%	7%	14%	7%	15%	13%	7%	6%	7%
Not at all important	31%	22%	26%	25%	31%	38%	38%	25%	30%	26%	37%	39%	27%	26%	32%	31%	41%	32%	31%
Don't Know	17%	14%	17%	15%	16%	15%	22%	15%	17%	18%	13%	16%	13%	26%	15%	19%	16%	18%	23%

Note:

BASE: respondents who have never used a recruitment agency to find a permanent position

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(29.B) You said you had never tried to use a recruitment agency to find a permanent position. What do you think the most important reasons or this are?: Only interested in temporary positions

	Total	Gender		Income															
		Male	Female	No annual income	Less than £10,000	£10,000 - £14,999	£15,000 - £19,999	£20,000 - £24,999	£25,000 - £29,999	£30,000 - £34,999	£35,000 - £39,999	£40,000 - £44,999	£45,000 - £49,999	£50,000 - £59,999	£60,000 - £69,999	£70,000 - £79,999	£80,000 - £89,999	£90,000 - £99,999	£100,000 or more
Unweighted	1203	552	647	19	72	99	120	147	127	100	87	72	58	72	56	32	12	18	29
Weighted	1204	548	651	19	71	99	120	147	128	100	86	71	58	72	56	31	12	18	30
Very important	4%	3%	5%	5%	7%	3%	3%	3%	3%	5%	7%	4%	3%	6%	8%	0%	0%	0%	0%
Somewhat important	10%	12%	8%	26%	11%	7%	14%	12%	9%	4%	7%	2%	8%	7%	10%	23%	16%	6%	18%
Neither important or unimportant	28%	26%	30%	31%	34%	22%	29%	29%	32%	34%	24%	31%	26%	25%	20%	15%	9%	17%	27%
Somewhat unimportant	10%	11%	9%	16%	7%	10%	12%	14%	11%	9%	10%	10%	10%	3%	18%	3%	16%	6%	0%
Not at all important	31%	34%	29%	15%	16%	32%	27%	26%	33%	31%	39%	33%	41%	42%	29%	53%	41%	49%	41%
Don't Know	17%	14%	19%	6%	25%	25%	13%	16%	13%	18%	13%	20%	12%	17%	16%	6%	18%	22%	14%

Note:

BASE: respondents who have never used a recruitment agency to find a permanent position

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(29.C) You said you had never tried to use a recruitment agency to find a permanent position. What do you think the most important reasons or this are?: Only interested in temporary positions

	Total	Social Grade				Education					Recruitment Permanent Job				Recruitment Temporary Work			
		AB	C1	C2	DE	GCSE or equivalent (Scottish National/O Level)	A Level or equivalent	University Undergraduate Degree (BA/BSc)	University Postgraduate Degree (MA/MSc/MPhil)	Doctorate (PhD/DPhil)	Yes - I have used a recruitment agency in the last year	Yes - I have used a recruitment agency in the last 1 - 5 years	Yes - I have used a recruitment over 5 years ago	No - I have never used a recruitment agency	Yes - I have used an agency to find temporary work in the last year	Yes - I have used an agency to find temporary work in the last 1 - 5 years	Yes - I have used an agency to find temporary work over 5 years ago	No - I have never tried to find temporary work through an agency
Unweighted	1203	314	306	251	329	313	208	275	84	16	0	0	0	1203	7	20	58	1118
Weighted	1204	312	288	276	325	314	211	271	84	17	0	0	0	1204	7	20	58	1118
Very important	4%	4%	4%	4%	4%	2%	6%	4%	8%	6%				4%	17%	15%	4%	4%
Somewhat important	10%	10%	9%	8%	12%	8%	13%	12%	9%	24%				10%	70%	35%	15%	9%
Neither important or unimportant	28%	24%	28%	32%	29%	33%	26%	25%	32%	0%				28%	13%	19%	24%	28%
Somewhat unimportant	10%	10%	10%	11%	8%	12%	9%	11%	8%	6%				10%	0%	21%	7%	10%
Not at all important	31%	39%	35%	26%	25%	25%	29%	37%	35%	52%				31%	0%	11%	43%	31%
Don't Know	17%	13%	13%	18%	22%	20%	17%	12%	9%	12%				17%	0%	0%	7%	18%

Note:

BASE: respondents who have never used a recruitment agency to find a permanent position

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(30.A) You said you had never tried to use a recruitment agency to find a temporary position. What do you think the most important reasons or this are?: Never had the need

	Total	Age						Region											
		18-24	25-34	35-44	45-54	55-64	65+	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	Scotland	Wales	Northern Ireland
Unweighted	1385	176	203	193	242	213	358	155	184	121	128	93	120	112	66	148	143	73	42
Weighted	1383	178	208	196	240	206	355	165	190	118	127	93	119	110	63	146	136	77	40
Very important	36%	20%	26%	29%	34%	44%	52%	30%	40%	32%	43%	37%	25%	41%	41%	34%	39%	39%	36%
Somewhat important	22%	34%	27%	25%	21%	18%	15%	27%	26%	21%	19%	20%	26%	21%	24%	20%	19%	26%	7%
Neither important or unimportant	25%	23%	24%	31%	28%	26%	19%	24%	20%	30%	22%	20%	28%	26%	20%	29%	29%	15%	31%
Somewhat unimportant	3%	6%	7%	2%	3%	2%	1%	4%	4%	3%	1%	4%	5%	3%	3%	3%	1%	1%	5%
Not at all important	3%	4%	3%	2%	4%	2%	4%	3%	2%	5%	2%	4%	5%	3%	5%	3%	4%	5%	5%
Don't Know	10%	13%	13%	11%	9%	8%	10%	12%	9%	9%	12%	14%	11%	7%	7%	10%	8%	13%	16%

Note:

BASE: respondents who have never used a recruitment agency to find a temporary position

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(30.B) You said you had never tried to use a recruitment agency to find a temporary position. What do you think the most important reasons or this are?: Never had the need

	Total	Gender		Income															
		Male	Female	No annual income	Less than £10,000	£10,000 - £14,999	£15,000 - £19,999	£20,000 - £24,999	£25,000 - £29,999	£30,000 - £34,999	£35,000 - £39,999	£40,000 - £44,999	£45,000 - £49,999	£50,000 - £59,999	£60,000 - £69,999	£70,000 - £79,999	£80,000 - £89,999	£90,000 - £99,999	£100,000 or more
Unweighted	1385	671	710	16	78	104	130	165	140	122	104	90	70	93	67	40	19	17	33
Weighted	1383	664	715	16	77	104	131	165	141	122	103	89	70	92	67	39	19	17	34
Very important	36%	40%	33%	19%	31%	27%	31%	34%	41%	41%	37%	35%	48%	37%	45%	44%	52%	46%	46%
Somewhat important	22%	22%	23%	25%	17%	27%	25%	23%	24%	21%	23%	19%	21%	22%	23%	20%	21%	11%	24%
Neither important or unimportant	25%	24%	25%	44%	34%	25%	25%	27%	18%	23%	29%	28%	20%	28%	16%	22%	17%	31%	17%
Somewhat unimportant	3%	2%	4%	0%	4%	5%	5%	4%	3%	2%	2%	4%	1%	3%	5%	0%	0%	0%	3%
Not at all important	3%	3%	4%	6%	4%	5%	4%	2%	3%	5%	5%	2%	0%	3%	2%	5%	5%	0%	4%
Don't Know	10%	9%	12%	7%	11%	12%	10%	11%	11%	9%	4%	11%	9%	7%	10%	8%	5%	12%	7%

Note:

BASE: respondents who have never used a recruitment agency to find a temporary position

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(30.C) You said you had never tried to use a recruitment agency to find a temporary position. What do you think the most important reasons or this are?: Never had the need

	Total	Social Grade				Education					Recruitment Permanent Job				Recruitment Temporary Work			
		AB	C1	C2	DE	GCSE or equivalent (Scottish National/O Level)	A Level or equivalent	University Undergraduate Degree (BA/BSc)	University Postgraduate Degree (MA/MSc/MPhil)	Doctorate (PhD/DPhil)	Yes - I have used a recruitment agency in the last year	Yes - I have used a recruitment agency in the last 1 - 5 years	Yes - I have used a recruitment over 5 years ago	No - I have never used a recruitment agency	Yes - I have used an agency to find temporary work in the last year	Yes - I have used an agency to find temporary work in the last 1 - 5 years	Yes - I have used an agency to find temporary work over 5 years ago	No - I have never tried to find temporary work through an agency
Unweighted	1385	359	371	286	366	352	238	330	94	22	38	76	153	1118	0	0	0	1385
Weighted	1383	356	347	315	361	351	241	325	93	22	38	74	152	1118	0	0	0	1383
Very important	36%	43%	36%	35%	31%	31%	31%	40%	29%	42%	15%	31%	35%	37%				36%
Somewhat important	22%	22%	24%	22%	22%	24%	27%	23%	29%	30%	32%	27%	24%	21%				22%
Neither important or unimportant	25%	22%	24%	27%	26%	26%	21%	23%	25%	22%	31%	32%	26%	24%				25%
Somewhat unimportant	3%	3%	4%	1%	4%	2%	3%	4%	7%	0%	8%	3%	4%	3%				3%
Not at all important	3%	3%	3%	3%	4%	3%	6%	3%	1%	5%	0%	1%	4%	4%				3%
Don't Know	10%	8%	8%	12%	14%	13%	11%	6%	8%	0%	14%	7%	7%	11%				10%

Note:

BASE: respondents who have never used a recruitment agency to find a temporary position

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(31.A) You said you had never tried to use a recruitment agency to find a temporary position. What do you think the most important reasons or this are?: Prefer to reach out to companies directly

	Total	Age						Region											
		18-24	25-34	35-44	45-54	55-64	65+	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	Scotland	Wales	Northern Ireland
Unweighted	1385	176	203	193	242	213	358	155	184	121	128	93	120	112	66	148	143	73	42
Weighted	1383	178	208	196	240	206	355	165	190	118	127	93	119	110	63	146	136	77	40
Very important	31%	21%	22%	25%	31%	34%	43%	25%	33%	28%	33%	33%	21%	39%	38%	33%	35%	31%	21%
Somewhat important	30%	31%	33%	31%	33%	31%	25%	35%	28%	29%	23%	34%	31%	27%	37%	31%	31%	22%	38%
Neither important or unimportant	21%	23%	21%	28%	22%	21%	16%	22%	22%	22%	22%	17%	26%	16%	21%	23%	18%	22%	24%
Somewhat unimportant	4%	7%	6%	5%	3%	2%	1%	1%	6%	5%	5%	3%	5%	3%	0%	3%	3%	1%	7%
Not at all important	4%	7%	4%	2%	2%	3%	5%	4%	2%	4%	8%	1%	7%	7%	4%	1%	1%	8%	0%
Don't Know	10%	10%	14%	10%	9%	10%	10%	14%	10%	13%	9%	12%	11%	8%	0%	8%	12%	16%	9%

Note:

BASE: respondents who have never used a recruitment agency to find a temporary position

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(31.B) You said you had never tried to use a recruitment agency to find a temporary position. What do you think the most important reasons or this are?: Prefer to reach out to companies directly

	Total	Gender		Income															
		Male	Female	No annual income	Less than £10,000	£10,000 - £14,999	£15,000 - £19,999	£20,000 - £24,999	£25,000 - £29,999	£30,000 - £34,999	£35,000 - £39,999	£40,000 - £44,999	£45,000 - £49,999	£50,000 - £59,999	£60,000 - £69,999	£70,000 - £79,999	£80,000 - £89,999	£90,000 - £99,999	£100,000 or more
Unweighted	1385	671	710	16	78	104	130	165	140	122	104	90	70	93	67	40	19	17	33
Weighted	1383	664	715	16	77	104	131	165	141	122	103	89	70	92	67	39	19	17	34
Very important	31%	34%	28%	25%	32%	30%	33%	30%	31%	33%	38%	34%	31%	29%	28%	32%	33%	28%	21%
Somewhat important	30%	29%	31%	25%	26%	27%	33%	33%	33%	28%	27%	31%	30%	31%	32%	30%	41%	11%	29%
Neither important or unimportant	21%	20%	22%	31%	23%	19%	20%	21%	17%	25%	23%	21%	23%	18%	16%	24%	5%	42%	28%
Somewhat unimportant	4%	4%	4%	6%	2%	7%	4%	3%	4%	1%	3%	4%	7%	4%	7%	2%	5%	6%	0%
Not at all important	4%	4%	4%	6%	5%	2%	1%	5%	2%	3%	7%	4%	1%	4%	3%	12%	11%	0%	13%
Don't Know	10%	9%	11%	7%	11%	16%	9%	9%	12%	11%	2%	7%	7%	12%	13%	0%	5%	13%	9%

Note:

BASE: respondents who have never used a recruitment agency to find a temporary position

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(31.C) You said you had never tried to use a recruitment agency to find a temporary position. What do you think the most important reasons for this are?: Prefer to reach out to companies directly

	Total	Social Grade				Education					Recruitment Permanent Job				Recruitment Temporary Work			
		AB	C1	C2	DE	GCSE or equivalent (Scottish National/O Level)	A Level or equivalent	University Undergraduate Degree (BA/BSc)	University Postgraduate Degree (MA/MSc/MPhil)	Doctorate (PhD/DPhil)	Yes - I have used a recruitment agency in the last year	Yes - I have used a recruitment agency in the last 1 - 5 years	Yes - I have used a recruitment agency over 5 years ago	No - I have never used a recruitment agency	Yes - I have used an agency to find temporary work in the last year	Yes - I have used an agency to find temporary work in the last 1 - 5 years	Yes - I have used an agency to find temporary work over 5 years ago	No - I have never tried to find temporary work through an agency
Unweighted	1385	359	371	286	366	352	238	330	94	22	38	76	153	1118	0	0	0	1385
Weighted	1383	356	347	315	361	351	241	325	93	22	38	74	152	1118	0	0	0	1383
Very important	31%	31%	32%	31%	30%	27%	26%	36%	19%	23%	29%	24%	23%	33%				31%
Somewhat important	30%	27%	32%	33%	29%	31%	31%	30%	38%	35%	35%	38%	35%	29%				30%
Neither important or unimportant	21%	24%	21%	18%	21%	21%	24%	21%	25%	26%	21%	20%	25%	21%				21%
Somewhat unimportant	4%	4%	5%	2%	3%	2%	5%	4%	4%	0%	5%	5%	6%	3%				4%
Not at all important	4%	6%	4%	2%	3%	5%	2%	4%	4%	15%	0%	3%	5%	4%				4%
Don't Know	10%	8%	7%	13%	13%	14%	12%	5%	9%	0%	10%	9%	6%	11%				10%

Note:

BASE: respondents who have never used a recruitment agency to find a temporary position

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(32.A) You said you had never tried to use a recruitment agency to find a temporary position. What do you think the most important reasons or this are?: Do not think I would like the kinds of jobs offered by agencies

	Age							Region											
	Total	18-24	25-34	35-44	45-54	55-64	65+	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	Scotland	Wales	Northern Ireland
Unweighted	1385	176	203	193	242	213	358	155	184	121	128	93	120	112	66	148	143	73	42
Weighted	1383	178	208	196	240	206	355	165	190	118	127	93	119	110	63	146	136	77	40
Very important	13%	13%	12%	10%	13%	12%	15%	13%	16%	9%	13%	14%	10%	15%	11%	18%	12%	13%	5%
Somewhat important	22%	34%	28%	20%	24%	20%	12%	26%	24%	15%	14%	31%	26%	18%	21%	18%	20%	25%	24%
Neither important or unimportant	35%	25%	28%	43%	34%	41%	37%	32%	35%	41%	39%	28%	33%	42%	32%	34%	40%	25%	40%
Somewhat unimportant	6%	9%	9%	6%	5%	3%	6%	5%	7%	8%	9%	4%	8%	5%	11%	6%	2%	3%	10%
Not at all important	7%	4%	9%	6%	7%	8%	7%	7%	4%	10%	10%	3%	6%	5%	12%	6%	8%	9%	2%
Don't Know	17%	15%	14%	16%	17%	16%	22%	17%	15%	17%	16%	19%	17%	14%	14%	19%	19%	25%	19%

Note:

BASE: respondents who have never used a recruitment agency to find a temporary position

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(32.B) You said you had never tried to use a recruitment agency to find a temporary position. What do you think the most important reasons or this are?: Do not think I would like the kinds of jobs offered by agencies

	Total	Gender		Income															
		Male	Female	No annual income	Less than £10,000	£10,000 - £14,999	£15,000 - £19,999	£20,000 - £24,999	£25,000 - £29,999	£30,000 - £34,999	£35,000 - £39,999	£40,000 - £44,999	£45,000 - £49,999	£50,000 - £59,999	£60,000 - £69,999	£70,000 - £79,999	£80,000 - £89,999	£90,000 - £99,999	£100,000 or more
Unweighted	1385	671	710	16	78	104	130	165	140	122	104	90	70	93	67	40	19	17	33
Weighted	1383	664	715	16	77	104	131	165	141	122	103	89	70	92	67	39	19	17	34
Very important	13%	13%	14%	13%	18%	13%	8%	9%	14%	13%	16%	9%	16%	9%	17%	25%	27%	17%	15%
Somewhat important	22%	24%	20%	32%	24%	19%	22%	19%	22%	16%	23%	16%	24%	34%	23%	32%	16%	25%	21%
Neither important or unimportant	35%	37%	34%	42%	26%	27%	41%	43%	37%	44%	39%	37%	32%	31%	25%	20%	31%	18%	32%
Somewhat unimportant	6%	5%	7%	6%	10%	10%	8%	5%	8%	2%	5%	11%	8%	4%	11%	3%	0%	6%	4%
Not at all important	7%	7%	6%	0%	5%	7%	6%	4%	5%	10%	7%	6%	7%	8%	10%	12%	11%	5%	9%
Don't Know	17%	15%	19%	7%	18%	24%	15%	19%	15%	16%	10%	21%	13%	14%	15%	7%	16%	30%	18%

Note:

BASE: respondents who have never used a recruitment agency to find a temporary position

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(32.C) You said you had never tried to use a recruitment agency to find a temporary position. What do you think the most important reasons or this are?: Do not think I would like the kinds of jobs offered by agencies

	Total	Social Grade				Education					Recruitment Permanent Job				Recruitment Temporary Work			
		AB	C1	C2	DE	GCSE or equivalent (Scottish National/O Level)	A Level or equivalent	University Under-graduate Degree (BA/BSc)	University Postgraduate Degree (MA/MSc/MPhil)	Doctorate (PhD/DPhil)	Yes - I have used a recruitment agency in the last year	Yes - I have used a recruitment agency in the last 1 - 5 years	Yes - I have used a recruitment over 5 years ago	No - I have never used a recruitment agency	Yes - I have used an agency to find temporary work in the last year	Yes - I have used an agency to find temporary work in the last 1 - 5 years	Yes - I have used an agency to find temporary work over 5 years ago	No - I have never tried to find temporary work through an agency
Unweighted	1385	359	371	286	366	352	238	330	94	22	38	76	153	1118	0	0	0	1385
Weighted	1383	356	347	315	361	351	241	325	93	22	38	74	152	1118	0	0	0	1383
Very important	13%	12%	15%	11%	13%	10%	11%	16%	13%	18%	18%	9%	13%	13%				13%
Somewhat important	22%	22%	25%	21%	18%	19%	24%	26%	22%	45%	26%	29%	24%	21%				22%
Neither important or unimportant	35%	36%	32%	38%	36%	39%	34%	33%	38%	9%	28%	26%	37%	36%				35%
Somewhat unimportant	6%	5%	7%	6%	7%	6%	8%	6%	4%	9%	12%	8%	8%	6%				6%
Not at all important	7%	10%	7%	5%	5%	7%	5%	6%	10%	10%	5%	9%	5%	7%				7%
Don't Know	17%	15%	14%	18%	21%	19%	18%	13%	13%	9%	10%	19%	13%	18%				17%

Note:

BASE: respondents who have never used a recruitment agency to find a temporary position

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(33.A) You said you had never tried to use a recruitment agency to find a temporary position. What do you think the most important reasons or this are?: It is harder to find agencies that cater for my skills and/or target industry

	Age							Region											
	Total	18-24	25-34	35-44	45-54	55-64	65+	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	Scotland	Wales	Northern Ireland
Unweighted	1385	176	203	193	242	213	358	155	184	121	128	93	120	112	66	148	143	73	42
Weighted	1383	178	208	196	240	206	355	165	190	118	127	93	119	110	63	146	136	77	40
Very important	12%	13%	14%	10%	11%	9%	15%	9%	13%	11%	15%	15%	13%	15%	16%	15%	8%	8%	7%
Somewhat important	22%	27%	28%	22%	21%	24%	14%	31%	24%	17%	12%	22%	25%	19%	21%	20%	22%	26%	14%
Neither important or unimportant	34%	27%	31%	36%	35%	36%	35%	30%	36%	35%	34%	30%	35%	37%	29%	30%	38%	29%	43%
Somewhat unimportant	7%	7%	6%	9%	11%	6%	3%	6%	6%	13%	8%	5%	5%	5%	10%	7%	6%	4%	5%
Not at all important	7%	7%	6%	6%	7%	7%	8%	6%	6%	5%	12%	7%	6%	5%	7%	5%	9%	10%	5%
Don't Know	19%	18%	14%	17%	16%	18%	25%	17%	14%	19%	19%	23%	16%	19%	17%	23%	18%	23%	26%

Note:

BASE: respondents who have never used a recruitment agency to find a temporary position

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(33.B) You said you had never tried to use a recruitment agency to find a temporary position. What do you think the most important reasons or this are?: It is harder to find agencies that cater for my skills and/or target industry

	Total	Gender		Income															
		Male	Female	No annual income	Less than £10,000	£10,000 - £14,999	£15,000 - £19,999	£20,000 - £24,999	£25,000 - £29,999	£30,000 - £34,999	£35,000 - £39,999	£40,000 - £44,999	£45,000 - £49,999	£50,000 - £59,999	£60,000 - £69,999	£70,000 - £79,999	£80,000 - £89,999	£90,000 - £99,999	£100,000 or more
Unweighted	1385	671	710	16	78	104	130	165	140	122	104	90	70	93	67	40	19	17	33
Weighted	1383	664	715	16	77	104	131	165	141	122	103	89	70	92	67	39	19	17	34
Very important	12%	12%	12%	12%	13%	12%	12%	11%	15%	11%	16%	11%	18%	4%	13%	20%	22%	5%	6%
Somewhat important	22%	23%	20%	32%	15%	16%	22%	22%	17%	24%	20%	19%	19%	33%	29%	36%	16%	18%	13%
Neither important or unimportant	34%	34%	34%	31%	36%	38%	35%	36%	33%	35%	36%	36%	33%	34%	22%	15%	36%	36%	48%
Somewhat unimportant	7%	6%	7%	6%	6%	5%	4%	4%	13%	6%	9%	9%	11%	6%	12%	2%	0%	6%	6%
Not at all important	7%	8%	6%	6%	5%	6%	9%	6%	4%	7%	9%	8%	4%	9%	7%	14%	16%	11%	9%
Don't Know	19%	17%	20%	13%	24%	23%	17%	21%	17%	18%	9%	17%	14%	13%	16%	13%	11%	24%	18%

Note:

BASE: respondents who have never used a recruitment agency to find a temporary position

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(33.C) You said you had never tried to use a recruitment agency to find a temporary position. What do you think the most important reasons or this are?: It is harder to find agencies that cater for my skills and/or target industry

	Total	Social Grade				Education					Recruitment Permanent Job				Recruitment Temporary Work			
		AB	C1	C2	DE	GCSE or equivalent (Scottish National/O Level)	A Level or equivalent	University Undergraduate Degree (BA/BSc)	University Postgraduate Degree (MA/MSc/MPhil)	Doctorate (PhD/DPhil)	Yes - I have used a recruitment agency in the last year	Yes - I have used a recruitment agency in the last 1 - 5 years	Yes - I have used a recruitment over 5 years ago	No - I have never used a recruitment agency	Yes - I have used an agency to find temporary work in the last year	Yes - I have used an agency to find temporary work in the last 1 - 5 years	Yes - I have used an agency to find temporary work over 5 years ago	No - I have never tried to find temporary work through an agency
Unweighted	1385	359	371	286	366	352	238	330	94	22	38	76	153	1118	0	0	0	1385
Weighted	1383	356	347	315	361	351	241	325	93	22	38	74	152	1118	0	0	0	1383
Very important	12%	13%	14%	10%	12%	10%	11%	15%	12%	23%	22%	12%	12%	12%				12%
Somewhat important	22%	24%	23%	21%	20%	21%	21%	26%	34%	30%	24%	32%	34%	19%				22%
Neither important or unimportant	34%	34%	32%	33%	36%	36%	35%	32%	28%	23%	27%	17%	29%	36%				34%
Somewhat unimportant	7%	6%	9%	8%	4%	6%	7%	7%	7%	0%	7%	11%	8%	6%				7%
Not at all important	7%	8%	9%	6%	6%	7%	7%	6%	9%	15%	8%	13%	5%	7%				7%
Don't Know	19%	15%	14%	23%	23%	21%	19%	13%	9%	9%	13%	15%	11%	20%				19%

Note:

BASE: respondents who have never used a recruitment agency to find a temporary position

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(34.A) You said you had never tried to use a recruitment agency to find a temporary position. What do you think the most important reasons or this are?: Only interested in permanent positions

	Age							Region											
	Total	18-24	25-34	35-44	45-54	55-64	65+	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	Scotland	Wales	Northern Ireland
Unweighted	1385	176	203	193	242	213	358	155	184	121	128	93	120	112	66	148	143	73	42
Weighted	1383	178	208	196	240	206	355	165	190	118	127	93	119	110	63	146	136	77	40
Very important	38%	23%	34%	43%	39%	39%	46%	36%	40%	32%	39%	40%	32%	40%	32%	42%	44%	40%	39%
Somewhat important	22%	28%	24%	20%	21%	26%	19%	24%	26%	20%	19%	15%	28%	25%	22%	24%	19%	20%	21%
Neither important or unimportant	21%	21%	21%	25%	25%	20%	18%	20%	21%	30%	21%	22%	23%	15%	28%	16%	20%	21%	24%
Somewhat unimportant	4%	8%	6%	2%	3%	3%	1%	4%	2%	2%	5%	4%	4%	4%	4%	4%	3%	4%	2%
Not at all important	5%	8%	2%	0%	4%	6%	6%	5%	3%	2%	8%	4%	5%	6%	6%	4%	5%	4%	2%
Don't Know	10%	12%	13%	9%	9%	6%	11%	11%	9%	13%	8%	14%	7%	9%	7%	10%	9%	11%	12%

Note:

BASE: respondents who have never used a recruitment agency to find a temporary position

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(34.B) You said you had never tried to use a recruitment agency to find a temporary position. What do you think the most important reasons or this are?: Only interested in permanent positions

	Total	Gender		Income															
		Male	Female	No annual income	Less than £10,000	£10,000 - £14,999	£15,000 - £19,999	£20,000 - £24,999	£25,000 - £29,999	£30,000 - £34,999	£35,000 - £39,999	£40,000 - £44,999	£45,000 - £49,999	£50,000 - £59,999	£60,000 - £69,999	£70,000 - £79,999	£80,000 - £89,999	£90,000 - £99,999	£100,000 or more
Unweighted	1385	671	710	16	78	104	130	165	140	122	104	90	70	93	67	40	19	17	33
Weighted	1383	664	715	16	77	104	131	165	141	122	103	89	70	92	67	39	19	17	34
Very important	38%	41%	36%	25%	35%	33%	37%	36%	38%	43%	45%	39%	46%	44%	46%	38%	42%	46%	39%
Somewhat important	22%	23%	22%	12%	17%	22%	24%	21%	29%	16%	27%	20%	17%	24%	24%	30%	37%	17%	12%
Neither important or unimportant	21%	19%	23%	37%	26%	23%	23%	26%	18%	20%	14%	20%	26%	21%	12%	17%	5%	19%	20%
Somewhat unimportant	4%	4%	3%	7%	1%	5%	3%	4%	4%	2%	3%	7%	3%	4%	6%	5%	5%	0%	3%
Not at all important	5%	5%	4%	12%	7%	5%	3%	4%	3%	8%	8%	5%	1%	1%	3%	10%	5%	0%	13%
Don't Know	10%	9%	11%	7%	15%	13%	10%	9%	9%	11%	3%	10%	7%	7%	9%	0%	5%	18%	12%

Note:

BASE: respondents who have never used a recruitment agency to find a temporary position

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(34.C) You said you had never tried to use a recruitment agency to find a temporary position. What do you think the most important reasons or this are?: Only interested in permanent positions

	Total	Social Grade				Education					Recruitment Permanent Job				Recruitment Temporary Work			
		AB	C1	C2	DE	GCSE or equivalent (Scottish National/O Level)	A Level or equivalent	University Undergraduate Degree (BA/BSc)	University Postgraduate Degree (MA/MSc/MPhil)	Doctorate (PhD/DPhil)	Yes - I have used a recruitment agency in the last year	Yes - I have used a recruitment agency in the last 1 - 5 years	Yes - I have used a recruitment over 5 years ago	No - I have never used a recruitment agency	Yes - I have used an agency to find temporary work in the last year	Yes - I have used an agency to find temporary work in the last 1 - 5 years	Yes - I have used an agency to find temporary work over 5 years ago	No - I have never tried to find temporary work through an agency
Unweighted	1385	359	371	286	366	352	238	330	94	22	38	76	153	1118	0	0	0	1385
Weighted	1383	356	347	315	361	351	241	325	93	22	38	74	152	1118	0	0	0	1383
Very important	38%	43%	42%	36%	33%	36%	32%	44%	32%	46%	41%	42%	54%	36%				38%
Somewhat important	22%	22%	22%	25%	21%	22%	29%	21%	23%	35%	30%	35%	24%	21%				22%
Neither important or unimportant	21%	19%	22%	20%	23%	22%	17%	22%	28%	9%	19%	12%	15%	22%				21%
Somewhat unimportant	4%	3%	4%	3%	4%	3%	5%	4%	6%	0%	11%	3%	2%	4%				4%
Not at all important	5%	5%	4%	5%	4%	5%	8%	3%	3%	5%	0%	1%	2%	5%				5%
Don't Know	10%	8%	6%	10%	15%	12%	10%	5%	7%	4%	0%	6%	2%	12%				10%

Note:

BASE: respondents who have never used a recruitment agency to find a temporary position

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(35.A) Regardless of whether you are working or not, are you currently undertaking any activities to increase your skills? Please select all that apply.

	Total	Age						Region											
		18-24	25-34	35-44	45-54	55-64	65+	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	Scotland	Wales	Northern Ireland
Unweighted	2007	274	335	337	345	291	425	265	263	164	182	141	181	164	85	222	178	97	65
Weighted	2007	278	344	342	341	281	421	281	270	160	180	141	180	160	81	220	170	102	62
Undertaking a course at a local college	4%	11%	7%	5%	4%	1%	0%	6%	3%	4%	3%	5%	8%	7%	3%	3%	2%	3%	5%
Undertaking a course at a university	6%	23%	7%	6%	2%	1%	1%	10%	4%	8%	2%	3%	7%	8%	8%	6%	7%	6%	1%
Undertaking an online course	13%	23%	18%	17%	12%	9%	2%	19%	10%	13%	12%	12%	15%	14%	7%	12%	9%	12%	12%
Undertaking an apprenticeship	3%	8%	6%	3%	2%	1%	1%	4%	2%	3%	2%	4%	5%	4%	5%	4%	1%	5%	2%
Undertaking a course paid for by my employer	7%	10%	11%	11%	6%	3%	0%	9%	6%	7%	7%	7%	6%	6%	5%	6%	6%	8%	6%
Undertaking a course paid for by myself	5%	10%	11%	6%	4%	2%	0%	10%	6%	6%	3%	6%	6%	4%	6%	3%	3%	3%	3%
Other (Please Specify)	1%	2%	0%	1%	1%	3%	2%	1%	2%	4%	1%	2%	1%	2%	2%	1%	0%	0%	0%
None of the above - not currently undertaking activities to increase my skills	72%	41%	60%	66%	79%	84%	95%	61%	77%	68%	78%	74%	64%	72%	76%	74%	79%	75%	80%

Note:

BASE: All Respondents

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(35.B) Regardless of whether you are working or not, are you currently undertaking any activities to increase your skills? Please select all that apply.

	Total	Gender		Income															
		Male	Female	No annual income	Less than £10,000	£10,000 - £14,999	£15,000 - £19,999	£20,000 - £24,999	£25,000 - £29,999	£30,000 - £34,999	£35,000 - £39,999	£40,000 - £44,999	£45,000 - £49,999	£50,000 - £59,999	£60,000 - £69,999	£70,000 - £79,999	£80,000 - £89,999	£90,000 - £99,999	£100,000 or more
Unweighted	2007	998	1003	21	122	160	189	254	197	177	146	144	93	126	97	62	30	26	48
Weighted	2007	988	1013	21	121	159	190	254	198	178	145	143	92	125	97	61	30	26	50
Undertaking a course at a local college	4%	4%	5%	10%	6%	5%	5%	5%	4%	3%	4%	5%	4%	2%	6%	5%	11%	4%	4%
Undertaking a course at a university	6%	6%	6%	15%	6%	4%	6%	8%	3%	5%	5%	7%	5%	8%	10%	8%	4%	4%	6%
Undertaking an online course	13%	12%	13%	14%	8%	11%	10%	17%	10%	10%	15%	16%	7%	14%	19%	21%	17%	19%	15%
Undertaking an apprenticeship	3%	4%	2%	0%	2%	3%	4%	5%	1%	4%	5%	4%	3%	4%	4%	3%	7%	0%	4%
Undertaking a course paid for by my employer	7%	8%	6%	0%	3%	3%	7%	6%	4%	6%	8%	5%	10%	10%	8%	19%	16%	15%	16%
Undertaking a course paid for by myself	5%	5%	5%	9%	2%	2%	4%	5%	8%	5%	3%	11%	4%	3%	6%	15%	10%	4%	8%
Other (Please Specify)	1%	1%	1%	5%	2%	2%	0%	2%	0%	1%	1%	2%	1%	1%	4%	1%	0%	8%	0%
None of the above - not currently undertaking activities to increase my skills	72%	70%	74%	56%	78%	76%	78%	68%	78%	77%	72%	65%	79%	70%	62%	56%	60%	61%	62%

Note:

BASE: All Respondents

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(35.C) Regardless of whether you are working or not, are you currently undertaking any activities to increase your skills? Please select all that apply.

	Total	Social Grade				Education					Recruitment Permanent Job				Recruitment Temporary Work			
		AB	C1	C2	DE	GCSE or equivalent (Scottish National/O Level)	A Level or equivalent	University Undergraduate Degree (BA/BSc)	University Postgraduate Degree (MA/MSc/MPhil)	Doctorate (PhD/DPhil)	Yes - I have used a recruitment agency in the last year	Yes - I have used a recruitment agency in the last 1 - 5 years	Yes - I have used a recruitment agency over 5 years ago	No - I have never used a recruitment agency	Yes - I have used an agency to find temporary work in the last year	Yes - I have used an agency to find temporary work in the last 1 - 5 years	Yes - I have used an agency to find temporary work over 5 years ago	No - I have never tried to find temporary work through an agency
Unweighted	2007	542	552	400	507	449	346	504	169	35	175	241	388	1203	122	166	334	1385
Weighted	2007	539	520	441	501	450	349	499	169	36	176	241	386	1204	122	170	332	1383
Undertaking a course at a local college	4%	5%	3%	5%	4%	4%	4%	4%	6%	8%	10%	7%	3%	4%	12%	9%	4%	3%
Undertaking a course at a university	6%	9%	6%	4%	5%	2%	9%	9%	12%	8%	12%	10%	3%	5%	10%	14%	5%	5%
Undertaking an online course	13%	16%	16%	10%	8%	6%	11%	18%	22%	26%	25%	26%	13%	8%	30%	25%	17%	9%
Undertaking an apprenticeship	3%	4%	2%	6%	2%	2%	5%	3%	7%	9%	10%	8%	2%	2%	10%	13%	2%	2%
Undertaking a course paid for by my employer	7%	9%	8%	7%	3%	4%	5%	8%	15%	20%	14%	15%	5%	5%	16%	16%	9%	4%
Undertaking a course paid for by myself	5%	6%	6%	6%	3%	4%	5%	6%	12%	9%	12%	11%	5%	3%	11%	14%	8%	3%
Other (Please Specify)	1%	2%	1%	0%	2%	1%	1%	2%	4%	0%	1%	0%	2%	1%	1%	0%	2%	1%
None of the above - not currently undertaking activities to increase my skills	72%	66%	71%	73%	80%	86%	71%	65%	54%	49%	48%	48%	74%	80%	43%	44%	68%	79%

Note:

BASE: All Respondents

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(36.A) In total, how many hours did you spend in formal or informal training at your job in the last year? If you are unsure please give an estimate

	Age							Region											
	Total	18-24	25-34	35-44	45-54	55-64	65+	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	Scotland	Wales	Northern Ireland
Unweighted	1199	157	281	275	272	152	62	171	160	112	107	88	108	87	42	133	97	63	31
Weighted	1201	161	286	279	268	147	62	182	165	109	104	88	107	85	41	131	92	66	30
No time	24%	11%	16%	28%	29%	28%	48%	21%	22%	33%	27%	19%	22%	19%	24%	26%	23%	28%	39%
Under 1 hour	5%	8%	7%	3%	3%	5%	4%	2%	2%	9%	5%	6%	7%	6%	5%	4%	7%	8%	3%
1-2 hours	9%	13%	8%	11%	7%	8%	6%	15%	12%	10%	4%	2%	6%	10%	7%	11%	5%	11%	0%
2-5 hours	12%	19%	17%	10%	7%	11%	8%	12%	11%	11%	13%	19%	18%	13%	9%	7%	13%	11%	9%
5-10 hours	13%	13%	14%	12%	12%	14%	11%	15%	15%	10%	12%	17%	13%	14%	17%	9%	14%	3%	13%
10-20 hours	12%	11%	10%	13%	15%	12%	2%	10%	14%	7%	13%	11%	12%	10%	14%	13%	14%	15%	7%
20-40 hours	9%	8%	12%	6%	9%	9%	8%	13%	13%	4%	7%	7%	7%	11%	14%	6%	4%	14%	6%
40-60 hours	3%	3%	3%	3%	5%	3%	0%	3%	4%	0%	4%	3%	3%	3%	2%	4%	6%	3%	0%
Over 60 hours	5%	2%	5%	6%	6%	4%	5%	5%	2%	5%	2%	9%	5%	3%	5%	9%	6%	2%	6%
Don't Know	8%	10%	9%	8%	7%	5%	8%	5%	4%	11%	13%	6%	9%	9%	3%	11%	7%	5%	16%

Note:

BASE: respondents who are in employment or furloughed (part or full time)

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(36.B) In total, how many hours did you spend in formal or informal training at your job in the last year? If you are unsure please give an estimate

	Gender			Income															
	Total	Male	Female	No annual income	Less than £10,000	£10,000 - £14,999	£15,000 - £19,999	£20,000 - £24,999	£25,000 - £29,999	£30,000 - £34,999	£35,000 - £39,999	£40,000 - £44,999	£45,000 - £49,999	£50,000 - £59,999	£60,000 - £69,999	£70,000 - £79,999	£80,000 - £89,999	£90,000 - £99,999	£100,000 or more
Unweighted	1199	660	536	1	43	66	99	149	112	102	92	112	66	91	76	53	26	22	37
Weighted	1201	652	546	1	43	67	101	148	113	103	92	112	66	90	76	52	26	22	38
No time	24%	26%	23%	100%	25%	21%	30%	28%	35%	17%	17%	21%	30%	26%	18%	20%	15%	18%	19%
Under 1 hour	5%	3%	7%	0%	14%	14%	9%	5%	6%	2%	3%	1%	6%	1%	4%	0%	7%	0%	3%
1-2 hours	9%	7%	12%	0%	22%	12%	8%	7%	10%	10%	13%	8%	5%	9%	8%	4%	4%	4%	8%
2-5 hours	12%	14%	10%	0%	15%	17%	18%	16%	12%	12%	15%	10%	4%	9%	15%	6%	4%	5%	5%
5-10 hours	13%	14%	12%	0%	2%	15%	5%	14%	10%	18%	12%	13%	15%	20%	16%	11%	4%	9%	11%
10-20 hours	12%	12%	12%	0%	9%	5%	9%	7%	8%	14%	16%	17%	12%	7%	21%	20%	19%	8%	21%
20-40 hours	9%	9%	9%	0%	5%	1%	4%	7%	9%	11%	8%	11%	17%	15%	1%	12%	20%	28%	11%
40-60 hours	3%	3%	3%	0%	0%	2%	2%	1%	2%	5%	5%	4%	3%	3%	1%	10%	11%	10%	3%
Over 60 hours	5%	7%	3%	0%	0%	1%	5%	5%	5%	6%	5%	6%	3%	3%	12%	7%	4%	4%	14%
Don't Know	8%	7%	9%	0%	9%	12%	9%	10%	3%	5%	6%	9%	4%	7%	4%	10%	12%	13%	5%

Note:

BASE: respondents who are in employment or furloughed (part or full time)

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(36.C) In total, how many hours did you spend in formal or informal training at your job in the last year? If you are unsure please give an estimate

	Total	Social Grade				Education					Recruitment Permanent Job				Recruitment Temporary Work			
		AB	C1	C2	DE	GCSE or equivalent (Scottish National/O Level)	A Level or equivalent	University Undergraduate Degree (BA/BSc)	University Postgraduate Degree (MA/MSc/MPhil)	Doctorate (PhD/DPhil)	Yes - I have used a recruitment agency in the last year	Yes - I have used a recruitment agency in the last 1 - 5 years	Yes - I have used a recruitment agency over 5 years ago	No - I have never used a recruitment agency	Yes - I have used an agency to find temporary work in the last year	Yes - I have used an agency to find temporary work in the last 1 - 5 years	Yes - I have used an agency to find temporary work over 5 years ago	No - I have never tried to find temporary work through an agency
Unweighted	1199	345	372	251	229	229	205	353	129	25	134	209	234	622	93	139	217	750
Weighted	1201	345	351	276	227	229	208	351	130	25	135	208	234	624	93	143	216	749
No time	24%	18%	22%	30%	29%	39%	24%	17%	16%	12%	13%	14%	25%	30%	11%	13%	24%	28%
Under 1 hour	5%	3%	3%	4%	11%	7%	6%	5%	5%	9%	6%	4%	3%	6%	11%	4%	4%	4%
1-2 hours	9%	10%	7%	9%	10%	6%	9%	12%	7%	8%	11%	11%	7%	8%	11%	17%	6%	8%
2-5 hours	12%	11%	14%	9%	15%	11%	14%	11%	13%	23%	24%	14%	13%	9%	28%	18%	13%	9%
5-10 hours	13%	16%	14%	12%	7%	10%	13%	15%	19%	8%	13%	16%	11%	12%	9%	14%	14%	13%
10-20 hours	12%	13%	14%	11%	9%	10%	8%	16%	13%	12%	13%	13%	15%	10%	8%	10%	13%	12%
20-40 hours	9%	14%	9%	8%	4%	6%	7%	10%	14%	13%	8%	10%	10%	8%	15%	8%	8%	9%
40-60 hours	3%	5%	3%	4%	1%	1%	4%	3%	3%	8%	3%	4%	3%	3%	2%	1%	4%	3%
Over 60 hours	5%	5%	5%	6%	3%	3%	5%	6%	7%	0%	3%	7%	6%	4%	2%	9%	6%	4%
Don't Know	8%	5%	8%	9%	11%	9%	10%	7%	5%	8%	5%	6%	8%	9%	4%	5%	7%	9%

Note:

BASE: respondents who are in employment or furloughed (part or full time)

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(37.A) Whether you are actively thinking about it or not, do you think you would need to gain more skills and qualifications in order to change your job in your industry or career to another industry?

	Total	Age						Region											
		18-24	25-34	35-44	45-54	55-64	65+	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	Scotland	Wales	Northern Ireland
Unweighted	2007	274	335	337	345	291	425	265	263	164	182	141	181	164	85	222	178	97	65
Weighted	2007	278	344	342	341	281	421	281	270	160	180	141	180	160	81	220	170	102	62
Yes, I think it would be necessary for me to gain more skills and qualifications in order to change my job or career	44%	59%	56%	52%	45%	35%	25%	49%	42%	46%	42%	47%	46%	46%	41%	45%	38%	42%	48%
No, I do not think it would be necessary for me to gain more skills and qualifications in order to change my job or career	39%	26%	29%	31%	38%	49%	57%	36%	43%	35%	39%	39%	35%	43%	40%	39%	40%	44%	39%
Don't Know	16%	15%	15%	17%	17%	16%	18%	15%	15%	19%	18%	13%	19%	11%	19%	16%	22%	15%	12%

Note:

BASE: All Respondents

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(37.B) Whether you are actively thinking about it or not, do you think you would need to gain more skills and qualifications in order to change your job in your industry or career to another industry?

	Total	Gender		Income															
		Male	Female	No annual income	Less than £10,000	£10,000 - £14,999	£15,000 - £19,999	£20,000 - £24,999	£25,000 - £29,999	£30,000 - £34,999	£35,000 - £39,999	£40,000 - £44,999	£45,000 - £49,999	£50,000 - £59,999	£60,000 - £69,999	£70,000 - £79,999	£80,000 - £89,999	£90,000 - £99,999	£100,000 or more
Unweighted	2007	998	1003	21	122	160	189	254	197	177	146	144	93	126	97	62	30	26	48
Weighted	2007	988	1013	21	121	159	190	254	198	178	145	143	92	125	97	61	30	26	50
Yes, I think it would be necessary for me to gain more skills and qualifications in order to change my job or career	44%	42%	47%	24%	52%	49%	47%	44%	46%	41%	40%	47%	33%	47%	51%	44%	67%	39%	34%
No, I do not think it would be necessary for me to gain more skills and qualifications in order to change my job or career	39%	43%	36%	39%	23%	29%	37%	40%	38%	46%	48%	44%	50%	41%	41%	40%	27%	42%	52%
Don't Know	16%	15%	18%	38%	24%	22%	16%	16%	15%	13%	12%	8%	17%	12%	8%	16%	6%	20%	14%

Note:

BASE: All Respondents

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(37.C) Whether you are actively thinking about it or not, do you think you would need to gain more skills and qualifications in order to change your job in your industry or career to another industry?

	Total	Social Grade				Education					Recruitment Permanent Job				Recruitment Temporary Work			
		AB	C1	C2	DE	GCSE or equivalent (Scottish National/O Level)	A Level or equivalent	University Undergraduate Degree (BA/BSc)	University Postgraduate Degree (MA/MSc/MPhil)	Doctorate (PhD/DPhil)	Yes - I have used a recruitment agency in the last year	Yes - I have used a recruitment agency in the last 1 - 5 years	Yes - I have used a recruitment over 5 years ago	No - I have never used a recruitment agency	Yes - I have used an agency to find temporary work in the last year	Yes - I have used an agency to find temporary work in the last 1 - 5 years	Yes - I have used an agency to find temporary work over 5 years ago	No - I have never tried to find temporary work through an agency
Unweighted	2007	542	552	400	507	449	346	504	169	35	175	241	388	1203	122	166	334	1385
Weighted	2007	539	520	441	501	450	349	499	169	36	176	241	386	1204	122	170	332	1383
Yes, I think it would be necessary for me to gain more skills and qualifications in order to change my job or career	44%	43%	47%	44%	44%	39%	50%	46%	46%	23%	57%	63%	46%	39%	63%	64%	51%	39%
No, I do not think it would be necessary for me to gain more skills and qualifications in order to change my job or career	39%	46%	37%	39%	34%	41%	35%	41%	43%	52%	34%	30%	38%	42%	30%	31%	33%	43%
Don't Know	16%	11%	16%	17%	21%	20%	16%	13%	11%	25%	9%	7%	16%	19%	7%	5%	16%	19%

Note:

BASE: All Respondents

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(38.A) You said you think it would be necessary to gain more skills and qualifications in order to change jobs or career, which of the following might you consider? Please select all that apply.

	Total	Age						Region											
		18-24	25-34	35-44	45-54	55-64	65+	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	Scotland	Wales	Northern Ireland
Unweighted	890	163	186	177	154	103	107	130	110	75	78	67	82	74	35	100	68	40	31
Weighted	893	165	192	179	152	99	105	138	113	74	76	67	82	73	33	100	65	43	30
Undertake a course at a local college	26%	22%	22%	33%	26%	27%	22%	24%	19%	24%	29%	25%	27%	28%	26%	28%	25%	22%	38%
Undertake a course at a university	20%	35%	22%	21%	17%	6%	7%	25%	14%	24%	19%	20%	33%	15%	22%	12%	22%	13%	10%
Undertake an online course	56%	49%	53%	62%	60%	59%	52%	55%	64%	56%	52%	54%	51%	60%	59%	52%	59%	47%	57%
Undertake an apprenticeship	15%	26%	19%	15%	10%	10%	5%	22%	11%	15%	20%	12%	9%	10%	12%	17%	15%	17%	19%
Undertake a course paid for by my employer	40%	27%	42%	45%	37%	53%	45%	40%	47%	38%	41%	48%	34%	42%	46%	35%	36%	35%	45%
Undertake a course paid for by myself	28%	23%	34%	31%	28%	27%	20%	31%	24%	27%	32%	26%	28%	23%	21%	32%	33%	25%	23%
None of the above	8%	4%	4%	6%	11%	12%	16%	8%	5%	3%	10%	7%	11%	4%	9%	11%	7%	18%	10%

Note:

BASE: respondents who think it would be necessary for them to gain more skills and qualifications in order to change their job or career

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(38.B) You said you think it would be necessary to gain more skills and qualifications in order to change jobs or career, which of the following might you consider? Please select all that apply.

	Total	Gender		Income															
		Male	Female	No annual income	Less than £10,000	£10,000 - £14,999	£15,000 - £19,999	£20,000 - £24,999	£25,000 - £29,999	£30,000 - £34,999	£35,000 - £39,999	£40,000 - £44,999	£45,000 - £49,999	£50,000 - £59,999	£60,000 - £69,999	£70,000 - £79,999	£80,000 - £89,999	£90,000 - £99,999	£100,000 or more
Unweighted	890	423	465	5	63	78	90	112	91	73	58	68	31	59	49	27	20	10	16
Weighted	893	419	471	5	63	78	90	112	92	74	57	68	31	59	49	27	20	10	17
Undertake a course at a local college	26%	25%	26%	21%	30%	32%	35%	33%	31%	26%	18%	21%	17%	17%	27%	19%	10%	10%	19%
Undertake a course at a university	20%	19%	20%	20%	9%	17%	18%	25%	18%	20%	17%	27%	13%	24%	17%	19%	20%	30%	26%
Undertake an online course	56%	55%	57%	20%	47%	62%	64%	61%	49%	51%	65%	56%	55%	55%	65%	48%	44%	70%	54%
Undertake an apprenticeship	15%	13%	17%	41%	18%	18%	11%	25%	15%	13%	7%	20%	10%	13%	17%	0%	5%	0%	18%
Undertake a course paid for by my employer	40%	44%	37%	21%	24%	33%	33%	43%	40%	38%	45%	51%	54%	49%	40%	33%	59%	60%	54%
Undertake a course paid for by myself	28%	29%	27%	20%	21%	22%	22%	30%	28%	26%	27%	42%	29%	34%	29%	33%	26%	52%	25%
None of the above	8%	6%	9%	0%	18%	6%	8%	7%	9%	9%	3%	6%	9%	2%	8%	14%	5%	0%	13%

Note:

BASE: respondents who think it would be necessary for them to gain more skills and qualifications in order to change their job or career

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(38.C) You said you think it would be necessary to gain more skills and qualifications in order to change jobs or career, which of the following might you consider? Please select all that apply.

	Total	Social Grade				Education					Recruitment Permanent Job				Recruitment Temporary Work			
		AB	C1	C2	DE	GCSE or equivalent (Scottish National/O Level)	A Level or equivalent	University Under-graduate Degree (BA/BSc)	University Postgraduate Degree (MA/MSc/MPhil)	Doctorate (PhD/DPhil)	Yes - I have used a recruitment agency in the last year	Yes - I have used a recruitment agency in the last 1 - 5 years	Yes - I have used a recruitment agency over 5 years ago	No - I have never used a recruitment agency	Yes - I have used an agency to find temporary work in the last year	Yes - I have used an agency to find temporary work in the last 1 - 5 years	Yes - I have used an agency to find temporary work over 5 years ago	No - I have never tried to find temporary work through an agency
Unweighted	890	230	260	175	225	173	172	232	77	8	100	151	176	463	77	106	172	535
Weighted	893	230	246	194	223	174	173	230	77	8	101	152	176	464	77	109	171	536
Undertake a course at a local college	26%	20%	22%	30%	32%	30%	23%	21%	16%	11%	28%	25%	32%	23%	28%	29%	30%	23%
Undertake a course at a university	20%	28%	19%	17%	14%	8%	24%	27%	30%	39%	25%	16%	22%	19%	20%	20%	23%	19%
Undertake an online course	56%	56%	61%	46%	58%	58%	49%	57%	64%	62%	51%	52%	62%	55%	54%	48%	61%	56%
Undertake an apprenticeship	15%	11%	15%	16%	19%	15%	20%	13%	15%	14%	24%	19%	12%	13%	25%	19%	17%	12%
Undertake a course paid for by my employer	40%	43%	42%	40%	36%	39%	40%	39%	40%	51%	39%	44%	45%	38%	32%	42%	46%	39%
Undertake a course paid for by myself	28%	32%	31%	29%	20%	25%	20%	31%	38%	38%	29%	37%	33%	23%	25%	34%	35%	25%
None of the above	8%	6%	7%	6%	12%	14%	6%	7%	4%	0%	1%	5%	5%	12%	3%	5%	5%	10%

Note:

BASE: respondents who think it would be necessary for them to gain more skills and qualifications in order to change their job or career

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(39.A) You said that in the past you had tried to find permanent work through a recruitment agency. Have you ever taken a permanent job that you found through a recruitment agency?

	Total	Age						Region											
		18-24	25-34	35-44	45-54	55-64	65+	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	Scotland	Wales	Northern Ireland
Unweighted	563	69	98	123	96	82	95	101	76	45	53	42	52	58	15	54	31	19	17
Weighted	563	69	101	125	94	79	94	106	78	44	52	42	52	56	14	53	29	20	16
Yes - more than once	28%	35%	32%	25%	23%	27%	22%	30%	32%	21%	25%	27%	25%	26%	25%	39%	26%	19%	11%
Yes, once	34%	34%	33%	33%	35%	31%	40%	35%	34%	40%	31%	27%	38%	39%	39%	24%	36%	50%	32%
No	38%	31%	34%	42%	42%	42%	38%	35%	35%	39%	43%	46%	37%	35%	36%	38%	38%	31%	57%

Note:

BASE: respondents who have used a recruitment agency to find a permanent job

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(39.B) You said that in the past you had tried to find permanent work through a recruitment agency. Have you ever taken a permanent job that you found through a recruitment agency?

	Total	Gender		Income															
		Male	Female	No annual income	Less than £10,000	£10,000 - £14,999	£15,000 - £19,999	£20,000 - £24,999	£25,000 - £29,999	£30,000 - £34,999	£35,000 - £39,999	£40,000 - £44,999	£45,000 - £49,999	£50,000 - £59,999	£60,000 - £69,999	£70,000 - £79,999	£80,000 - £89,999	£90,000 - £99,999	£100,000 or more
Unweighted	563	295	266	2	35	50	49	68	49	57	42	45	27	34	27	18	14	5	13
Weighted	563	291	270	2	35	49	50	67	49	57	42	45	27	34	27	18	14	5	13
Yes - more than once	28%	29%	27%	100%	16%	22%	20%	27%	32%	24%	42%	29%	18%	38%	41%	30%	17%	38%	27%
Yes, once	34%	33%	36%	0%	38%	32%	29%	30%	35%	35%	29%	35%	34%	34%	32%	53%	49%	35%	43%
No	38%	39%	37%	0%	46%	46%	51%	42%	33%	41%	30%	35%	48%	28%	28%	17%	34%	27%	31%

Note:

BASE: respondents who have used a recruitment agency to find a permanent job

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(39.C) You said that in the past you had tried to find permanent work through a recruitment agency. Have you ever taken a permanent job that you found through a recruitment agency?

	Total	Social Grade				Education					Recruitment Permanent Job				Recruitment Temporary Work			
		AB	C1	C2	DE	GCSE or equivalent (Scottish National/O Level)	A Level or equivalent	University Undergraduate Degree (BA/BSc)	University Postgraduate Degree (MA/MSc/MPhil)	Doctorate (PhD/DPHil)	Yes - I have used a recruitment agency in the last year	Yes - I have used a recruitment agency in the last 1 - 5 years	Yes - I have used a recruitment over 5 years ago	No - I have never used a recruitment agency	Yes - I have used an agency to find temporary work in the last year	Yes - I have used an agency to find temporary work in the last 1 - 5 years	Yes - I have used an agency to find temporary work over 5 years ago	No - I have never tried to find temporary work through an agency
Unweighted	563	156	164	103	137	104	92	155	62	11	175	0	388	0	98	44	230	191
Weighted	563	155	155	114	135	103	93	154	62	11	176	0	386	0	99	45	229	190
Yes - more than once	28%	31%	32%	25%	20%	25%	26%	29%	40%	25%	39%	32%	20%		43%	39%	24%	18%
Yes, once	34%	35%	35%	36%	30%	36%	32%	33%	30%	64%	29%	35%	36%		29%	33%	36%	35%
No	38%	33%	33%	39%	50%	39%	42%	38%	30%	11%	32%	34%	43%		28%	28%	39%	47%

Note:

BASE: respondents who have used a recruitment agency to find a permanent job

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(40.A) At the time you used the agency, what were your employment circumstances before you found a job? If you have used an employment agency more than once, please answer for your most recent experience.

	Total	Age						Region											
		18-24	25-34	35-44	45-54	55-64	65+	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	Scotland	Wales	Northern Ireland
Unweighted	563	69	98	123	96	82	95	101	76	45	53	42	52	58	15	54	31	19	17
Weighted	563	69	101	125	94	79	94	106	78	44	52	42	52	56	14	53	29	20	16
Working in another job	45%	32%	49%	44%	48%	51%	43%	50%	41%	50%	49%	40%	41%	40%	39%	44%	44%	50%	42%
Unemployed	33%	33%	26%	31%	36%	37%	40%	30%	38%	34%	30%	31%	31%	39%	47%	29%	32%	26%	46%
In education or training	10%	22%	11%	10%	7%	1%	4%	11%	8%	8%	6%	8%	13%	13%	9%	13%	11%	8%	0%
Looking after family	4%	4%	5%	6%	2%	3%	4%	4%	3%	2%	6%	7%	6%	2%	0%	6%	6%	12%	0%
Other care work	1%	2%	1%	0%	0%	0%	1%	0%	1%	0%	0%	2%	0%	1%	0%	1%	2%	0%	0%
Don't Know/Don't remember	8%	7%	7%	9%	7%	8%	7%	6%	9%	6%	9%	12%	10%	6%	5%	7%	6%	4%	12%

Note:

BASE: respondents who have used a recruitment agency to find a permanent job

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(40.B) At the time you used the agency, what were your employment circumstances before you found a job? If you have used an employment agency more than once, please answer for your most recent experience.

	Total	Gender		Income															
		Male	Female	No annual income	Less than £10,000	£10,000 - £14,999	£15,000 - £19,999	£20,000 - £24,999	£25,000 - £29,999	£30,000 - £34,999	£35,000 - £39,999	£40,000 - £44,999	£45,000 - £49,999	£50,000 - £59,999	£60,000 - £69,999	£70,000 - £79,999	£80,000 - £89,999	£90,000 - £99,999	£100,000 or more
Unweighted	563	295	266	2	35	50	49	68	49	57	42	45	27	34	27	18	14	5	13
Weighted	563	291	270	2	35	49	50	67	49	57	42	45	27	34	27	18	14	5	13
Working in another job	45%	45%	44%	0%	28%	37%	35%	48%	41%	51%	44%	50%	42%	64%	40%	46%	67%	49%	53%
Unemployed	33%	36%	30%	100%	56%	39%	34%	36%	44%	22%	32%	28%	35%	23%	37%	28%	11%	39%	5%
In education or training	10%	9%	11%	0%	2%	10%	13%	4%	6%	9%	17%	9%	3%	6%	15%	20%	11%	12%	26%
Looking after family	4%	2%	7%	0%	6%	7%	7%	3%	2%	7%	4%	3%	3%	0%	5%	3%	6%	0%	6%
Other care work	1%	0%	1%	0%	2%	3%	2%	0%	0%	0%	0%	0%	0%	2%	0%	0%	0%	0%	0%
Don't Know/Don't remember	8%	7%	8%	0%	6%	5%	9%	8%	7%	12%	3%	10%	17%	5%	2%	3%	6%	0%	10%

Note:

BASE: respondents who have used a recruitment agency to find a permanent job

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(40.C) At the time you used the agency, what were your employment circumstances before you found a job? If you have used an employment agency more than once, please answer for your most recent experience.

	Total	Social Grade				Education					Recruitment Permanent Job				Recruitment Temporary Work			
		AB	C1	C2	DE	GCSE or equivalent (Scottish National/O Level)	A Level or equivalent	University Undergraduate Degree (BA/BSc)	University Postgraduate Degree (MA/MSc/MPhil)	Doctorate (PhD/DPhil)	Yes - I have used a recruitment agency in the last year	Yes - I have used a recruitment agency in the last 1 - 5 years	Yes - I have used a recruitment over 5 years ago	No - I have never used a recruitment agency	Yes - I have used an agency to find temporary work in the last year	Yes - I have used an agency to find temporary work in the last 1 - 5 years	Yes - I have used an agency to find temporary work over 5 years ago	No - I have never tried to find temporary work through an agency
Unweighted	563	156	164	103	137	104	92	155	62	11	175	0	388	0	98	44	230	191
Weighted	563	155	155	114	135	103	93	154	62	11	176	0	386	0	99	45	229	190
Working in another job	45%	52%	51%	37%	35%	35%	39%	46%	53%	61%	46%	50%	41%		50%	41%	39%	50%
Unemployed	33%	24%	32%	35%	43%	40%	40%	29%	23%	12%	30%	31%	36%		26%	35%	40%	28%
In education or training	10%	13%	9%	13%	4%	2%	9%	15%	14%	16%	14%	9%	8%		16%	10%	10%	7%
Looking after family	4%	4%	3%	5%	5%	5%	7%	3%	5%	12%	4%	4%	4%		5%	5%	5%	3%
Other care work	1%	1%	0%	0%	1%	1%	0%	1%	0%	0%	1%	2%	0%		1%	2%	0%	0%
Don't Know/Don't remember	8%	6%	5%	10%	11%	17%	4%	6%	5%	0%	5%	4%	11%		4%	7%	6%	12%

Note:

BASE: respondents who have used a recruitment agency to find a permanent job

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(41.A) Why did you choose to use an employment agency? Please select all the reasons that applied

	Total	Age						Region											
		18-24	25-34	35-44	45-54	55-64	65+	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	Scotland	Wales	Northern Ireland
Unweighted	563	69	98	123	96	82	95	101	76	45	53	42	52	58	15	54	31	19	17
Weighted	563	69	101	125	94	79	94	106	78	44	52	42	52	56	14	53	29	20	16
Had a better selection of jobs	33%	32%	30%	31%	39%	30%	33%	32%	36%	24%	26%	35%	32%	40%	33%	31%	31%	46%	31%
Wanted to access a wider selection of jobs	38%	32%	36%	33%	40%	43%	47%	43%	30%	39%	30%	36%	41%	36%	58%	39%	34%	32%	45%
They approached me	20%	28%	27%	18%	15%	14%	14%	25%	16%	21%	17%	25%	26%	21%	0%	16%	18%	19%	16%
They had a good reputation	26%	35%	25%	27%	26%	26%	20%	28%	19%	19%	26%	20%	33%	28%	32%	33%	32%	26%	23%
Couldn't find work elsewhere	23%	22%	28%	26%	21%	17%	19%	18%	26%	23%	18%	26%	24%	19%	24%	29%	28%	26%	23%
Wasn't sure what I wanted to do for work	12%	14%	8%	15%	14%	15%	9%	10%	16%	11%	13%	14%	10%	14%	24%	7%	19%	8%	12%
Did not have the time to search for jobs myself	7%	7%	6%	7%	7%	6%	5%	8%	9%	9%	13%	2%	7%	1%	8%	3%	8%	0%	0%
None of the above	6%	5%	4%	7%	6%	9%	6%	7%	6%	12%	8%	7%	0%	7%	0%	7%	2%	4%	8%

Note:

BASE: respondents who have used a recruitment agency to find a permanent job

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(41.B) Why did you choose to use an employment agency? Please select all the reasons that applied

	Total	Gender		Income															
		Male	Female	No annual income	Less than £10,000	£10,000 - £14,999	£15,000 - £19,999	£20,000 - £24,999	£25,000 - £29,999	£30,000 - £34,999	£35,000 - £39,999	£40,000 - £44,999	£45,000 - £49,999	£50,000 - £59,999	£60,000 - £69,999	£70,000 - £79,999	£80,000 - £89,999	£90,000 - £99,999	£100,000 or more
Unweighted	563	295	266	2	35	50	49	68	49	57	42	45	27	34	27	18	14	5	13
Weighted	563	291	270	2	35	49	50	67	49	57	42	45	27	34	27	18	14	5	13
Had a better selection of jobs	33%	34%	30%	53%	33%	32%	31%	38%	28%	38%	32%	30%	29%	32%	28%	19%	40%	37%	36%
Wanted to access a wider selection of jobs	38%	36%	39%	47%	32%	31%	43%	32%	39%	33%	42%	47%	46%	32%	51%	44%	34%	35%	31%
They approached me	20%	22%	17%	0%	14%	16%	19%	17%	17%	21%	30%	16%	14%	26%	22%	33%	22%	26%	42%
They had a good reputation	26%	24%	29%	0%	16%	33%	26%	26%	30%	10%	19%	29%	45%	26%	39%	23%	44%	37%	16%
Couldn't find work elsewhere	23%	23%	24%	0%	46%	19%	24%	31%	20%	21%	14%	20%	23%	19%	30%	28%	6%	12%	0%
Wasn't sure what I wanted to do for work	12%	11%	14%	0%	12%	8%	15%	10%	13%	13%	13%	16%	18%	15%	20%	3%	5%	15%	0%
Did not have the time to search for jobs myself	7%	7%	6%	0%	4%	2%	4%	7%	10%	6%	2%	6%	8%	13%	12%	7%	6%	26%	6%
None of the above	6%	5%	7%	0%	7%	10%	9%	6%	4%	8%	0%	5%	3%	9%	5%	0%	6%	0%	5%

Note:

BASE: respondents who have used a recruitment agency to find a permanent job

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(41.C) Why did you choose to use an employment agency? Please select all the reasons that applied

	Total	Social Grade				Education					Recruitment Permanent Job				Recruitment Temporary Work			
		AB	C1	C2	DE	GCSE or equivalent (Scottish National/O Level)	A Level or equivalent	University Under-graduate Degree (BA/BSc)	University Postgraduate Degree (MA/MSc/MPhil)	Doctorate (PhD/DPhil)	Yes - I have used a recruitment agency in the last year	Yes - I have used a recruitment agency in the last 1 - 5 years	Yes - I have used a recruitment agency over 5 years ago	No - I have never used a recruitment agency	Yes - I have used an agency to find temporary work in the last year	Yes - I have used an agency to find temporary work in the last 1 - 5 years	Yes - I have used an agency to find temporary work over 5 years ago	No - I have never tried to find temporary work through an agency
Unweighted	563	156	164	103	137	104	92	155	62	11	175	0	388	0	98	44	230	191
Weighted	563	155	155	114	135	103	93	154	62	11	176	0	386	0	99	45	229	190
Had a better selection of jobs	33%	30%	34%	32%	35%	36%	32%	32%	34%	22%	38%	32%	31%		43%	33%	32%	29%
Wanted to access a wider selection of jobs	38%	37%	42%	39%	32%	31%	36%	39%	44%	41%	34%	38%	39%		35%	37%	38%	38%
They approached me	20%	25%	21%	16%	15%	13%	16%	23%	28%	47%	28%	24%	14%		31%	24%	17%	16%
They had a good reputation	26%	33%	27%	20%	23%	26%	27%	26%	29%	27%	26%	30%	25%		28%	33%	27%	21%
Couldn't find work elsewhere	23%	22%	22%	23%	27%	30%	25%	22%	20%	17%	25%	21%	24%		26%	29%	26%	15%
Wasn't sure what I wanted to do for work	12%	12%	12%	15%	12%	15%	18%	10%	7%	5%	8%	11%	16%		5%	14%	15%	12%
Did not have the time to search for jobs myself	7%	10%	6%	5%	5%	4%	5%	10%	10%	0%	4%	8%	7%		6%	5%	7%	7%
None of the above	6%	4%	5%	4%	12%	10%	5%	5%	6%	0%	7%	4%	7%		1%	2%	4%	13%

Note:

BASE: respondents who have used a recruitment agency to find a permanent job

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(42.A) All in all, how satisfied were you with your experience using the agency?

	Total	Age						Region											
		18-24	25-34	35-44	45-54	55-64	65+	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	Scotland	Wales	Northern Ireland
Unweighted	563	69	98	123	96	82	95	101	76	45	53	42	52	58	15	54	31	19	17
Weighted	563	69	101	125	94	79	94	106	78	44	52	42	52	56	14	53	29	20	16
Very satisfied	26%	21%	26%	25%	25%	28%	35%	30%	22%	29%	37%	19%	27%	27%	28%	25%	22%	30%	0%
Somewhat satisfied	40%	43%	39%	43%	40%	37%	33%	37%	42%	41%	37%	37%	31%	46%	40%	38%	42%	42%	62%
Neither satisfied nor dissatisfied	19%	19%	16%	23%	19%	21%	16%	19%	18%	24%	8%	24%	26%	16%	17%	16%	26%	16%	22%
Somewhat dissatisfied	7%	11%	9%	3%	9%	8%	6%	7%	13%	3%	7%	12%	6%	4%	4%	11%	4%	4%	7%
Very dissatisfied	5%	2%	7%	4%	4%	5%	7%	5%	2%	0%	6%	5%	8%	3%	11%	5%	6%	4%	4%
Don't Know	3%	5%	3%	3%	3%	1%	3%	1%	3%	3%	5%	3%	3%	4%	0%	5%	0%	4%	4%

Note:

BASE: respondents who have used a recruitment agency to find a permanent job

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(42.B) All in all, how satisfied were you with your experience using the agency?

	Total	Gender		Income															
		Male	Female	No annual income	Less than £10,000	£10,000 - £14,999	£15,000 - £19,999	£20,000 - £24,999	£25,000 - £29,999	£30,000 - £34,999	£35,000 - £39,999	£40,000 - £44,999	£45,000 - £49,999	£50,000 - £59,999	£60,000 - £69,999	£70,000 - £79,999	£80,000 - £89,999	£90,000 - £99,999	£100,000 or more
Unweighted	563	295	266	2	35	50	49	68	49	57	42	45	27	34	27	18	14	5	13
Weighted	563	291	270	2	35	49	50	67	49	57	42	45	27	34	27	18	14	5	13
Very satisfied	26%	26%	27%	53%	16%	19%	25%	25%	30%	28%	26%	29%	29%	19%	39%	33%	22%	62%	27%
Somewhat satisfied	40%	38%	42%	47%	36%	40%	36%	42%	36%	39%	42%	44%	50%	46%	38%	43%	38%	11%	32%
Neither satisfied nor dissatisfied	19%	21%	17%	0%	20%	20%	18%	20%	22%	21%	20%	10%	12%	26%	11%	14%	17%	15%	41%
Somewhat dissatisfied	7%	8%	6%	0%	12%	10%	10%	7%	5%	5%	7%	9%	9%	4%	7%	10%	12%	0%	0%
Very dissatisfied	5%	5%	5%	0%	12%	8%	7%	4%	4%	3%	5%	4%	0%	4%	0%	0%	5%	12%	0%
Don't Know	3%	3%	3%	0%	4%	3%	3%	3%	3%	4%	0%	4%	0%	2%	5%	0%	6%	0%	0%

Note:

BASE: respondents who have used a recruitment agency to find a permanent job

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(42.C) All in all, how satisfied were you with your experience using the agency?

	Total	Social Grade				Education					Recruitment Permanent Job				Recruitment Temporary Work			
		AB	C1	C2	DE	GCSE or equivalent (Scottish National/O Level)	A Level or equivalent	University Undergraduate Degree (BA/BSc)	University Postgraduate Degree (MA/MSc/MPhil)	Doctorate (PhD/DPhil)	Yes - I have used a recruitment agency in the last year	Yes - I have used a recruitment agency in the last 1 - 5 years	Yes - I have used a recruitment over 5 years ago	No - I have never used a recruitment agency	Yes - I have used an agency to find temporary work in the last year	Yes - I have used an agency to find temporary work in the last 1 - 5 years	Yes - I have used an agency to find temporary work over 5 years ago	No - I have never tried to find temporary work through an agency
Unweighted	563	156	164	103	137	104	92	155	62	11	175	0	388	0	98	44	230	191
Weighted	563	155	155	114	135	103	93	154	62	11	176	0	386	0	99	45	229	190
Very satisfied	26%	28%	28%	21%	26%	28%	27%	25%	26%	32%	28%	26%	25%		36%	22%	28%	22%
Somewhat satisfied	40%	41%	39%	46%	32%	38%	38%	45%	36%	37%	34%	43%	40%		30%	47%	44%	35%
Neither satisfied nor dissatisfied	19%	20%	19%	19%	18%	21%	18%	18%	15%	21%	22%	18%	19%		20%	19%	16%	22%
Somewhat dissatisfied	7%	6%	8%	7%	9%	6%	9%	7%	13%	10%	8%	8%	7%		8%	7%	5%	10%
Very dissatisfied	5%	2%	3%	4%	11%	4%	5%	4%	4%	0%	6%	4%	5%		5%	3%	5%	5%
Don't Know	3%	3%	2%	3%	4%	4%	2%	1%	6%	0%	3%	1%	4%		2%	1%	2%	6%

Note:

BASE: respondents who have used a recruitment agency to find a permanent job

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(43.A) Which services and support from the agency did you find most valuable? Please select up to three.

	Total	Age						Region											
		18-24	25-34	35-44	45-54	55-64	65+	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	Scotland	Wales	Northern Ireland
Unweighted	563	69	98	123	96	82	95	101	76	45	53	42	52	58	15	54	31	19	17
Weighted	563	69	101	125	94	79	94	106	78	44	52	42	52	56	14	53	29	20	16
Access to a variety of work opportunities	38%	32%	33%	40%	44%	47%	36%	36%	35%	33%	47%	45%	34%	45%	33%	39%	32%	46%	31%
Advice on future job opportunities and how to progress	19%	25%	25%	18%	13%	17%	15%	22%	20%	11%	14%	24%	22%	20%	4%	24%	12%	12%	30%
Expertise about jobs in a specific sector	25%	21%	26%	24%	24%	25%	29%	25%	22%	26%	18%	20%	25%	23%	23%	32%	29%	23%	43%
Information on the assignment before starting work	24%	20%	23%	23%	27%	25%	26%	22%	28%	35%	16%	19%	21%	30%	19%	23%	24%	34%	11%
Information about my employment rights and payment terms	16%	22%	20%	17%	12%	9%	11%	20%	14%	11%	8%	14%	27%	18%	22%	14%	15%	14%	11%
Advice on training and development	14%	28%	13%	15%	10%	11%	4%	22%	13%	12%	10%	5%	14%	16%	8%	12%	16%	11%	12%
Access to flexible working arrangements (e.g. part-time, homeworking)	16%	32%	17%	18%	8%	9%	10%	16%	14%	27%	12%	10%	21%	16%	8%	15%	20%	20%	16%
None of the above	20%	11%	18%	21%	22%	24%	24%	16%	20%	23%	29%	19%	11%	15%	28%	20%	24%	20%	19%

Note:

BASE: respondents who have used a recruitment agency to find a permanent job

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(43.B) Which services and support from the agency did you find most valuable? Please select up to three.

	Total	Gender		Income															
		Male	Female	No annual income	Less than £10,000	£10,000 - £14,999	£15,000 - £19,999	£20,000 - £24,999	£25,000 - £29,999	£30,000 - £34,999	£35,000 - £39,999	£40,000 - £44,999	£45,000 - £49,999	£50,000 - £59,999	£60,000 - £69,999	£70,000 - £79,999	£80,000 - £89,999	£90,000 - £99,999	£100,000 or more
Unweighted	563	295	266	2	35	50	49	68	49	57	42	45	27	34	27	18	14	5	13
Weighted	563	291	270	2	35	49	50	67	49	57	42	45	27	34	27	18	14	5	13
Access to a variety of work opportunities	38%	35%	42%	53%	23%	34%	37%	37%	45%	43%	41%	38%	44%	35%	47%	40%	28%	24%	47%
Advice on future job opportunities and how to progress	19%	20%	18%	0%	15%	20%	19%	14%	14%	30%	27%	27%	14%	18%	22%	16%	18%	12%	17%
Expertise about jobs in a specific sector	25%	24%	26%	0%	14%	20%	28%	19%	31%	25%	34%	21%	31%	29%	34%	23%	44%	24%	10%
Information on the assignment before starting work	24%	25%	22%	47%	24%	26%	26%	18%	21%	23%	29%	27%	23%	29%	27%	10%	23%	49%	10%
Information about my employment rights and payment terms	16%	18%	14%	0%	10%	15%	15%	17%	19%	20%	21%	14%	26%	11%	12%	16%	11%	28%	5%
Advice on training and development	14%	15%	13%	0%	17%	15%	15%	19%	13%	13%	21%	10%	15%	8%	15%	16%	6%	12%	11%
Access to flexible working arrangements (e.g. part-time, homeworking)	16%	14%	19%	0%	10%	21%	25%	20%	21%	15%	16%	18%	3%	22%	10%	7%	12%	0%	11%
None of the above	20%	19%	20%	0%	40%	19%	23%	23%	10%	18%	6%	16%	11%	22%	17%	20%	11%	12%	37%

Note:

BASE: respondents who have used a recruitment agency to find a permanent job

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(43.C) Which services and support from the agency did you find most valuable? Please select up to three.

	Total	Social Grade				Education					Recruitment Permanent Job				Recruitment Temporary Work			
		AB	C1	C2	DE	GCSE or equivalent (Scottish National/O Level)	A Level or equivalent	University Undergraduate Degree (BA/BSc)	University Postgraduate Degree (MA/MSc/MPhil)	Doctorate (PhD/DPHil)	Yes - I have used a recruitment agency in the last year	Yes - I have used a recruitment agency in the last 1 - 5 years	Yes - I have used a recruitment over 5 years ago	No - I have never used a recruitment agency	Yes - I have used an agency to find temporary work in the last year	Yes - I have used an agency to find temporary work in the last 1 - 5 years	Yes - I have used an agency to find temporary work over 5 years ago	No - I have never tried to find temporary work through an agency
Unweighted	563	156	164	103	137	104	92	155	62	11	175	0	388	0	98	44	230	191
Weighted	563	155	155	114	135	103	93	154	62	11	176	0	386	0	99	45	229	190
Access to a variety of work opportunities	38%	36%	44%	36%	35%	36%	39%	37%	45%	36%	33%	33%	43%		28%	34%	47%	35%
Advice on future job opportunities and how to progress	19%	22%	20%	16%	16%	18%	20%	16%	25%	33%	27%	23%	13%		30%	24%	15%	16%
Expertise about jobs in a specific sector	25%	30%	28%	21%	18%	22%	27%	25%	34%	10%	25%	28%	23%		24%	25%	25%	25%
Information on the assignment before starting work	24%	23%	25%	22%	24%	24%	20%	25%	21%	20%	25%	23%	24%		29%	29%	26%	16%
Information about my employment rights and payment terms	16%	15%	13%	20%	17%	11%	18%	17%	20%	15%	20%	18%	13%		26%	20%	12%	13%
Advice on training and development	14%	14%	13%	15%	14%	13%	20%	15%	9%	11%	18%	18%	9%		24%	18%	11%	10%
Access to flexible working arrangements (e.g. part-time, homeworking)	16%	17%	12%	18%	19%	14%	16%	19%	13%	21%	25%	20%	10%		32%	23%	15%	8%
None of the above	20%	16%	17%	18%	29%	26%	16%	17%	13%	26%	15%	15%	24%		10%	11%	18%	30%

Note:

BASE: respondents who have used a recruitment agency to find a permanent job

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(44.A) How many permanent jobs have you found through a recruitment agency? Please only include jobs which you have found through a recruitment agency and accepted an offer on

	Total	Age						Region											
		18-24	25-34	35-44	45-54	55-64	65+	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	Scotland	Wales	Northern Ireland
Unweighted	498	82	113	103	80	58	62	89	69	40	43	32	45	47	16	54	34	18	11
Weighted	498	84	115	104	77	56	61	94	70	39	42	32	45	45	15	53	32	19	11
1	44%	37%	42%	42%	49%	49%	50%	38%	38%	50%	48%	47%	48%	44%	63%	37%	44%	67%	36%
2	29%	33%	29%	28%	30%	22%	28%	31%	30%	32%	26%	13%	30%	20%	19%	33%	35%	22%	55%
3	14%	12%	16%	15%	12%	12%	13%	12%	16%	7%	22%	22%	13%	15%	12%	13%	8%	11%	0%
4	7%	11%	6%	6%	2%	14%	3%	9%	10%	6%	5%	12%	5%	7%	7%	5%	6%	0%	0%
5	2%	4%	3%	3%	3%	0%	2%	3%	3%	5%	0%	0%	0%	4%	0%	2%	3%	0%	9%
6-10	1%	0%	1%	3%	1%	2%	2%	5%	0%	0%	0%	3%	2%	0%	0%	2%	0%	0%	0%
Over 10	0%	0%	0%	0%	0%	0%	1%	0%	0%	0%	0%	0%	0%	2%	0%	0%	0%	0%	0%
Don't Know	3%	4%	3%	3%	2%	2%	2%	1%	3%	0%	0%	3%	2%	9%	0%	7%	3%	0%	0%

Note:

BASE: respondents who have taken a permanent job through a recruitment agency

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(44.B) How many permanent jobs have you found through a recruitment agency? Please only include jobs which you have found through a recruitment agency and accepted an offer on

	Total	Gender		Income															
		Male	Female	No annual income	Less than £10,000	£10,000 - £14,999	£15,000 - £19,999	£20,000 - £24,999	£25,000 - £29,999	£30,000 - £34,999	£35,000 - £39,999	£40,000 - £44,999	£45,000 - £49,999	£50,000 - £59,999	£60,000 - £69,999	£70,000 - £79,999	£80,000 - £89,999	£90,000 - £99,999	£100,000 or more
Unweighted	498	273	224	2	27	33	34	62	47	45	41	47	18	39	30	25	12	6	13
Weighted	498	269	228	2	27	33	35	62	47	46	41	46	18	39	29	25	12	6	13
1	44%	43%	45%	53%	52%	42%	41%	41%	48%	45%	35%	42%	54%	31%	44%	65%	48%	48%	45%
2	29%	29%	28%	0%	29%	28%	24%	37%	14%	26%	37%	25%	22%	33%	33%	23%	27%	0%	31%
3	14%	14%	14%	47%	4%	15%	14%	15%	18%	11%	5%	20%	12%	13%	16%	7%	17%	52%	24%
4	7%	7%	7%	0%	11%	6%	9%	5%	9%	11%	12%	2%	6%	5%	7%	4%	8%	0%	0%
5	2%	3%	2%	0%	0%	0%	3%	0%	2%	7%	2%	4%	5%	8%	0%	0%	0%	0%	0%
6-10	1%	2%	1%	0%	0%	0%	6%	0%	2%	0%	3%	2%	0%	5%	0%	0%	0%	0%	0%
Over 10	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	2%	0%	0%	0%	0%	0%	0%	0%	0%
Don't Know	3%	2%	3%	0%	3%	9%	3%	2%	6%	0%	2%	4%	0%	5%	0%	0%	0%	0%	0%

Note:

BASE: respondents who have taken a permanent job through a recruitment agency

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(44.C) How many permanent jobs have you found through a recruitment agency? Please only include jobs which you have found through a recruitment agency and accepted an offer on

	Total	Social Grade				Education					Recruitment Permanent Job				Recruitment Temporary Work			
		AB	C1	C2	DE	GCSE or equivalent (Scottish National/O Level)	A Level or equivalent	University Undergraduate Degree (BA/BSc)	University Postgraduate Degree (MA/MSc/MPhil)	Doctorate (PhD/DPhil)	Yes - I have used a recruitment agency in the last year	Yes - I have used a recruitment agency in the last 1 - 5 years	Yes - I have used a recruitment over 5 years ago	No - I have never used a recruitment agency	Yes - I have used an agency to find temporary work in the last year	Yes - I have used an agency to find temporary work in the last 1 - 5 years	Yes - I have used an agency to find temporary work over 5 years ago	No - I have never tried to find temporary work through an agency
Unweighted	498	152	164	91	89	82	79	141	60	17	117	160	221	0	82	104	169	143
Weighted	498	151	155	101	88	82	80	141	60	17	119	160	219	0	83	107	167	141
1	44%	39%	46%	51%	42%	47%	41%	43%	30%	46%	28%	38%	57%		23%	32%	51%	57%
2	29%	32%	29%	29%	23%	27%	34%	28%	28%	23%	33%	37%	21%		33%	41%	21%	26%
3	14%	18%	12%	8%	16%	18%	11%	15%	12%	25%	18%	11%	13%		17%	17%	12%	10%
4	7%	7%	6%	9%	8%	4%	9%	5%	15%	6%	12%	6%	5%		15%	5%	8%	3%
5	2%	3%	1%	2%	5%	2%	1%	3%	4%	0%	2%	5%	1%		4%	4%	2%	1%
6-10	1%	1%	2%	0%	2%	1%	1%	2%	2%	0%	3%	1%	1%		3%	0%	2%	1%
Over 10	0%	0%	1%	0%	0%	0%	0%	0%	2%	0%	0%	1%	0%		1%	0%	0%	0%
Don't Know	3%	1%	5%	1%	4%	1%	2%	4%	8%	0%	3%	2%	3%		5%	1%	3%	2%

Note:

BASE: respondents who have taken a permanent job through a recruitment agency

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(45.A) How good a match was the job you found through the agency? If you have found multiple jobs through an agency, please think about your most recent experience

	Total	Age						Region											
		18-24	25-34	35-44	45-54	55-64	65+	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	Scotland	Wales	Northern Ireland
Unweighted	498	82	113	103	80	58	62	89	69	40	43	32	45	47	16	54	34	18	11
Weighted	498	84	115	104	77	56	61	94	70	39	42	32	45	45	15	53	32	19	11
Very good match	30%	21%	24%	30%	36%	29%	49%	31%	33%	29%	30%	25%	34%	32%	44%	29%	20%	39%	9%
Somewhat good match	48%	50%	53%	47%	51%	47%	39%	45%	47%	59%	60%	50%	42%	47%	37%	45%	50%	49%	64%
Neither a good or bad match	15%	20%	15%	17%	9%	19%	6%	14%	13%	10%	9%	22%	15%	19%	6%	17%	18%	12%	28%
Somewhat bad match	5%	8%	5%	2%	4%	5%	5%	10%	6%	2%	0%	3%	0%	2%	13%	4%	8%	0%	0%
Very bad match	1%	1%	2%	0%	0%	0%	2%	0%	1%	0%	0%	0%	4%	0%	0%	2%	0%	0%	0%
Don't Know	1%	0%	1%	4%	0%	0%	0%	0%	0%	0%	0%	0%	4%	0%	0%	3%	3%	0%	0%

Note:

BASE: respondents who have taken a permanent job through a recruitment agency

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(45.B) How good a match was the job you found through the agency? If you have found multiple jobs through an agency, please think about your most recent experience

	Total	Gender		Income															
		Male	Female	No annual income	Less than £10,000	£10,000 - £14,999	£15,000 - £19,999	£20,000 - £24,999	£25,000 - £29,999	£30,000 - £34,999	£35,000 - £39,999	£40,000 - £44,999	£45,000 - £49,999	£50,000 - £59,999	£60,000 - £69,999	£70,000 - £79,999	£80,000 - £89,999	£90,000 - £99,999	£100,000 or more
Unweighted	498	273	224	2	27	33	34	62	47	45	41	47	18	39	30	25	12	6	13
Weighted	498	269	228	2	27	33	35	62	47	46	41	46	18	39	29	25	12	6	13
Very good match	30%	31%	30%	0%	26%	22%	25%	30%	35%	28%	29%	30%	39%	24%	40%	39%	42%	69%	16%
Somewhat good match	48%	46%	51%	53%	48%	63%	51%	50%	42%	50%	46%	47%	50%	52%	49%	44%	42%	31%	54%
Neither a good or bad match	15%	16%	13%	47%	16%	9%	21%	13%	17%	15%	12%	15%	11%	16%	10%	13%	16%	0%	14%
Somewhat bad match	5%	6%	4%	0%	7%	6%	0%	5%	2%	7%	10%	4%	0%	5%	0%	4%	0%	0%	16%
Very bad match	1%	0%	1%	0%	0%	0%	3%	2%	2%	0%	0%	0%	0%	3%	0%	0%	0%	0%	0%
Don't Know	1%	1%	1%	0%	4%	0%	0%	0%	2%	0%	2%	4%	0%	0%	0%	0%	0%	0%	0%

Note:

BASE: respondents who have taken a permanent job through a recruitment agency

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(45.C) How good a match was the job you found through the agency? If you have found multiple jobs through an agency, please think about your most recent experience

	Total	Social Grade				Education					Recruitment Permanent Job				Recruitment Temporary Work			
		AB	C1	C2	DE	GCSE or equivalent (Scottish National/O Level)	A Level or equivalent	University Undergraduate Degree (BA/BSc)	University Postgraduate Degree (MA/MSc/MPhil)	Doctorate (PhD/DPHil)	Yes - I have used a recruitment agency in the last year	Yes - I have used a recruitment agency in the last 1 - 5 years	Yes - I have used a recruitment over 5 years ago	No - I have never used a recruitment agency	Yes - I have used an agency to find temporary work in the last year	Yes - I have used an agency to find temporary work in the last 1 - 5 years	Yes - I have used an agency to find temporary work over 5 years ago	No - I have never tried to find temporary work through an agency
Unweighted	498	152	164	91	89	82	79	141	60	17	117	160	221	0	82	104	169	143
Weighted	498	151	155	101	88	82	80	141	60	17	119	160	219	0	83	107	167	141
Very good match	30%	32%	31%	30%	28%	30%	39%	27%	22%	29%	26%	22%	39%		28%	17%	35%	36%
Somewhat good match	48%	50%	46%	52%	46%	56%	37%	52%	47%	36%	47%	58%	42%		44%	61%	47%	44%
Neither a good or bad match	15%	10%	16%	16%	18%	9%	18%	15%	16%	29%	20%	13%	13%		20%	15%	12%	14%
Somewhat bad match	5%	6%	5%	2%	5%	1%	6%	5%	8%	0%	4%	5%	5%		4%	6%	4%	4%
Very bad match	1%	1%	1%	0%	2%	2%	0%	1%	2%	0%	1%	1%	1%		1%	0%	0%	2%
Don't Know	1%	1%	2%	0%	1%	1%	0%	0%	5%	6%	2%	2%	0%		2%	0%	2%	0%

Note:

BASE: respondents who have taken a permanent job through a recruitment agency

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(46.A) How likely do you think you would have been to find as good a position without the agency? If you have found multiple jobs through an agency, please think about your most recent experience

	Age							Region											
	Total	18-24	25-34	35-44	45-54	55-64	65+	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	Scotland	Wales	Northern Ireland
Unweighted	498	82	113	103	80	58	62	89	69	40	43	32	45	47	16	54	34	18	11
Weighted	498	84	115	104	77	56	61	94	70	39	42	32	45	45	15	53	32	19	11
Very likely	18%	19%	22%	21%	16%	7%	15%	18%	14%	14%	29%	19%	23%	11%	13%	17%	24%	17%	9%
Somewhat likely	42%	47%	47%	45%	40%	36%	31%	41%	43%	48%	32%	53%	39%	37%	50%	45%	44%	32%	54%
Neither likely or unlikely	19%	15%	19%	17%	21%	25%	19%	14%	21%	10%	18%	16%	21%	19%	19%	22%	18%	35%	28%
Somewhat unlikely	14%	17%	8%	11%	12%	15%	28%	17%	11%	15%	19%	6%	10%	27%	6%	7%	12%	16%	9%
Not at all likely	3%	1%	3%	1%	2%	7%	5%	1%	6%	0%	2%	6%	5%	2%	0%	6%	0%	0%	0%
Don't Know	5%	1%	1%	6%	9%	11%	3%	8%	5%	13%	0%	0%	2%	4%	12%	4%	3%	0%	0%

Note:

BASE: respondents who have taken a permanent job through a recruitment agency

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(46.B) How likely do you think you would have been to find as good a position without the agency? If you have found multiple jobs through an agency, please think about your most recent experience

	Gender			Income															
	Total	Male	Female	No annual income	Less than £10,000	£10,000 - £14,999	£15,000 - £19,999	£20,000 - £24,999	£25,000 - £29,999	£30,000 - £34,999	£35,000 - £39,999	£40,000 - £44,999	£45,000 - £49,999	£50,000 - £59,999	£60,000 - £69,999	£70,000 - £79,999	£80,000 - £89,999	£90,000 - £99,999	£100,000 or more
Unweighted	498	273	224	2	27	33	34	62	47	45	41	47	18	39	30	25	12	6	13
Weighted	498	269	228	2	27	33	35	62	47	46	41	46	18	39	29	25	12	6	13
Very likely	18%	17%	19%	53%	23%	9%	9%	29%	15%	9%	28%	21%	6%	21%	10%	16%	25%	0%	32%
Somewhat likely	42%	44%	40%	0%	37%	39%	47%	33%	35%	50%	36%	52%	49%	45%	60%	36%	41%	33%	53%
Neither likely or unlikely	19%	15%	23%	47%	22%	34%	18%	19%	25%	21%	20%	4%	17%	18%	10%	16%	9%	32%	7%
Somewhat unlikely	14%	17%	11%	0%	7%	9%	14%	13%	22%	15%	11%	15%	28%	11%	17%	20%	16%	18%	8%
Not at all likely	3%	4%	2%	0%	3%	9%	6%	2%	0%	2%	0%	4%	0%	3%	0%	4%	8%	17%	0%
Don't Know	5%	3%	7%	0%	7%	0%	6%	5%	4%	5%	5%	4%	0%	3%	4%	8%	0%	0%	0%

Note:

BASE: respondents who have taken a permanent job through a recruitment agency

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(46.C) How likely do you think you would have been to find as good a position without the agency? If you have found multiple jobs through an agency, please think about your most recent experience

	Total	Social Grade				Education					Recruitment Permanent Job				Recruitment Temporary Work			
		AB	C1	C2	DE	GCSE or equivalent (Scottish National/O Level)	A Level or equivalent	University Undergraduate Degree (BA/BSc)	University Postgraduate Degree (MA/MSc/MPhil)	Doctorate (PhD/DPhil)	Yes - I have used a recruitment agency in the last year	Yes - I have used a recruitment agency in the last 1 - 5 years	Yes - I have used a recruitment agency over 5 years ago	No - I have never used a recruitment agency	Yes - I have used an agency to find temporary work in the last year	Yes - I have used an agency to find temporary work in the last 1 - 5 years	Yes - I have used an agency to find temporary work over 5 years ago	No - I have never tried to find temporary work through an agency
Unweighted	498	152	164	91	89	82	79	141	60	17	117	160	221	0	82	104	169	143
Weighted	498	151	155	101	88	82	80	141	60	17	119	160	219	0	83	107	167	141
Very likely	18%	16%	17%	22%	18%	15%	18%	17%	14%	17%	27%	16%	14%		24%	15%	13%	21%
Somewhat likely	42%	52%	43%	42%	25%	32%	37%	46%	52%	35%	44%	51%	35%		50%	49%	33%	43%
Neither likely or unlikely	19%	16%	15%	21%	27%	22%	25%	19%	13%	18%	17%	17%	21%		18%	22%	23%	12%
Somewhat unlikely	14%	12%	18%	9%	16%	18%	15%	14%	11%	6%	9%	11%	19%		6%	10%	19%	15%
Not at all likely	3%	2%	2%	1%	7%	5%	5%	0%	5%	7%	2%	2%	4%		1%	3%	5%	1%
Don't Know	5%	3%	4%	5%	7%	9%	0%	3%	5%	17%	1%	2%	8%		0%	1%	7%	7%

Note:

BASE: respondents who have taken a permanent job through a recruitment agency

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(47.A) Are you still working at the same company you found through the agency? If you have found multiple jobs through an agency, please think about your most recent experience

	Age							Region											
	Total	18-24	25-34	35-44	45-54	55-64	65+	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	Scotland	Wales	Northern Ireland
Unweighted	498	82	113	103	80	58	62	89	69	40	43	32	45	47	16	54	34	18	11
Weighted	498	84	115	104	77	56	61	94	70	39	42	32	45	45	15	53	32	19	11
Yes - in the same position	29%	40%	36%	27%	30%	23%	12%	26%	36%	42%	34%	19%	29%	29%	23%	27%	26%	29%	18%
Yes - but I have changed position to a more senior role	19%	27%	25%	27%	11%	7%	5%	22%	13%	13%	14%	19%	21%	21%	25%	23%	8%	33%	36%
Yes - but I have changed position to a less senior role	5%	8%	8%	5%	2%	2%	0%	3%	4%	5%	0%	13%	6%	8%	7%	2%	3%	0%	18%
No	45%	20%	32%	37%	56%	65%	84%	45%	44%	34%	52%	47%	43%	42%	45%	49%	56%	38%	28%
Prefer not to say	2%	5%	0%	4%	0%	3%	0%	3%	3%	5%	0%	3%	0%	0%	0%	0%	6%	0%	0%

Note:

BASE: respondents who have taken a permanent job through a recruitment agency

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(47.B) Are you still working at the same company you found through the agency? If you have found multiple jobs through an agency, please think about your most recent experience

	Total	Gender		Income															
		Male	Female	No annual income	Less than £10,000	£10,000 - £14,999	£15,000 - £19,999	£20,000 - £24,999	£25,000 - £29,999	£30,000 - £34,999	£35,000 - £39,999	£40,000 - £44,999	£45,000 - £49,999	£50,000 - £59,999	£60,000 - £69,999	£70,000 - £79,999	£80,000 - £89,999	£90,000 - £99,999	£100,000 or more
Unweighted	498	273	224	2	27	33	34	62	47	45	41	47	18	39	30	25	12	6	13
Weighted	498	269	228	2	27	33	35	62	47	46	41	46	18	39	29	25	12	6	13
Yes - in the same position	29%	31%	27%	0%	12%	15%	25%	32%	24%	34%	22%	38%	33%	30%	49%	40%	44%	35%	23%
Yes - but I have changed position to a more senior role	19%	21%	17%	0%	15%	12%	13%	14%	20%	24%	33%	26%	11%	21%	16%	16%	16%	32%	30%
Yes - but I have changed position to a less senior role	5%	5%	5%	0%	7%	12%	9%	3%	2%	6%	0%	2%	0%	8%	3%	9%	0%	16%	0%
No	45%	41%	49%	47%	62%	61%	46%	51%	51%	33%	45%	32%	56%	41%	31%	35%	40%	17%	47%
Prefer not to say	2%	2%	2%	53%	3%	0%	6%	0%	2%	2%	0%	2%	0%	0%	0%	0%	0%	0%	0%

Note:

BASE: respondents who have taken a permanent job through a recruitment agency

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(47.C) Are you still working at the same company you found through the agency? If you have found multiple jobs through an agency, please think about your most recent experience

	Total	Social Grade				Education					Recruitment Permanent Job				Recruitment Temporary Work			
		AB	C1	C2	DE	GCSE or equivalent (Scottish National/O Level)	A Level or equivalent	University Under-graduate Degree (BA/BSc)	University Postgraduate Degree (MA/MSc/MPhil)	Doctorate (PhD/DPhil)	Yes - I have used a recruitment agency in the last year	Yes - I have used a recruitment agency in the last 1 - 5 years	Yes - I have used a recruitment agency over 5 years ago	No - I have never used a recruitment agency	Yes - I have used an agency to find temporary work in the last year	Yes - I have used an agency to find temporary work in the last 1 - 5 years	Yes - I have used an agency to find temporary work over 5 years ago	No - I have never tried to find temporary work through an agency
Unweighted	498	152	164	91	89	82	79	141	60	17	117	160	221	0	82	104	169	143
Weighted	498	151	155	101	88	82	80	141	60	17	119	160	219	0	83	107	167	141
Yes - in the same position	29%	30%	33%	29%	24%	27%	35%	28%	32%	41%	39%	38%	18%		38%	35%	16%	36%
Yes - but I have changed position to a more senior role	19%	23%	18%	22%	10%	7%	19%	23%	25%	24%	23%	27%	11%		20%	32%	17%	10%
Yes - but I have changed position to a less senior role	5%	7%	3%	3%	7%	5%	6%	2%	17%	0%	6%	6%	3%		11%	6%	4%	2%
No	45%	40%	43%	44%	56%	60%	39%	44%	25%	35%	28%	28%	67%		27%	26%	61%	51%
Prefer not to say	2%	0%	3%	2%	3%	1%	0%	3%	2%	0%	4%	1%	2%		4%	2%	2%	1%

Note:

BASE: respondents who have taken a permanent job through a recruitment agency

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(48.A) How long did you work at the job or for the company you found through the agency? If you have found multiple jobs through an agency, please think about your most recent experience

	Total	Age						Region											
		18-24	25-34	35-44	45-54	55-64	65+	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	Scotland	Wales	Northern Ireland
Unweighted	224	16	35	38	45	38	52	41	30	14	22	15	19	20	7	27	19	7	3
Weighted	223	17	36	39	44	37	51	43	31	14	22	15	19	19	7	26	18	7	3
Under 6 months	12%	25%	11%	13%	12%	21%	4%	15%	20%	6%	14%	13%	10%	5%	26%	7%	15%	0%	0%
6 months to a year	15%	36%	29%	16%	4%	14%	9%	17%	7%	28%	10%	6%	23%	16%	0%	18%	22%	14%	34%
1 - 2 years	23%	33%	28%	29%	20%	25%	14%	30%	21%	14%	17%	13%	21%	25%	16%	31%	16%	29%	66%
2- 5 years	24%	0%	23%	35%	33%	13%	26%	19%	17%	51%	19%	40%	26%	10%	44%	26%	27%	29%	0%
Over 5 years	21%	6%	3%	5%	24%	28%	43%	16%	25%	0%	35%	21%	15%	40%	15%	18%	20%	29%	0%
Don't Know	3%	0%	5%	3%	7%	0%	4%	2%	10%	0%	5%	6%	5%	5%	0%	0%	0%	0%	0%

Note:

BASE: only people who responded; "No" to Are you still working at the same company you found through the agency? If you have found multiple jobs through an agency, please think about your most recent experience

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(48.B) How long did you work at the job or for the company you found through the agency?If you have found multiple jobs through an agency, please think about your most recent experience

	Gender			Income															
	Total	Male	Female	No annual income	Less than £10,000	£10,000 - £14,999	£15,000 - £19,999	£20,000 - £24,999	£25,000 - £29,999	£30,000 - £34,999	£35,000 - £39,999	£40,000 - £44,999	£45,000 - £49,999	£50,000 - £59,999	£60,000 - £69,999	£70,000 - £79,999	£80,000 - £89,999	£90,000 - £99,999	£100,000 or more
Unweighted	224	113	111	1	17	20	16	32	24	15	19	15	10	16	9	9	5	1	6
Weighted	223	111	113	1	17	20	16	31	24	15	19	15	10	16	9	9	5	1	6
Under 6 months	12%	12%	13%	0%	25%	0%	6%	9%	12%	20%	31%	19%	11%	0%	0%	0%	19%	0%	34%
6 months to a year	15%	14%	16%	0%	17%	15%	12%	16%	21%	6%	27%	14%	0%	13%	0%	23%	0%	0%	16%
1 - 2 years	23%	24%	23%	0%	23%	36%	20%	29%	14%	28%	11%	21%	29%	30%	45%	0%	0%	0%	18%
2- 5 years	24%	26%	23%	0%	6%	35%	24%	16%	25%	15%	27%	20%	50%	38%	44%	22%	39%	0%	16%
Over 5 years	21%	19%	23%	0%	29%	14%	31%	24%	28%	25%	5%	20%	10%	12%	10%	56%	41%	100%	0%
Don't Know	3%	5%	2%	100%	0%	0%	6%	6%	0%	7%	0%	6%	0%	7%	0%	0%	0%	0%	16%

Note:

BASE: only people who responded;"No" to Are you still working at the same company you found through the agency?If you have found multiple jobs through an agency, please think about your most recent experience

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(48.C) How long did you work at the job or for the company you found through the agency? If you have found multiple jobs through an agency, please think about your most recent experience

	Total	Social Grade				Education					Recruitment Permanent Job				Recruitment Temporary Work			
		AB	C1	C2	DE	GCSE or equivalent (Scottish National/O Level)	A Level or equivalent	University Undergraduate Degree (BA/BSc)	University Postgraduate Degree (MA/MSc/MPhil)	Doctorate (PhD/DPHil)	Yes - I have used a recruitment agency in the last year	Yes - I have used a recruitment agency in the last 1 - 5 years	Yes - I have used a recruitment over 5 years ago	No - I have never used a recruitment agency	Yes - I have used an agency to find temporary work in the last year	Yes - I have used an agency to find temporary work in the last 1 - 5 years	Yes - I have used an agency to find temporary work over 5 years ago	No - I have never tried to find temporary work through an agency
Unweighted	224	61	71	40	50	49	31	63	15	6	33	44	147	0	22	27	102	73
Weighted	223	61	67	44	49	49	31	63	15	6	33	44	146	0	22	28	101	72
Under 6 months	12%	12%	15%	8%	14%	20%	7%	13%	13%	0%	12%	20%	10%		8%	25%	9%	14%
6 months to a year	15%	7%	17%	24%	14%	6%	27%	15%	19%	19%	34%	16%	11%		27%	29%	11%	13%
1 - 2 years	23%	20%	23%	33%	20%	17%	29%	25%	21%	16%	24%	37%	19%		23%	23%	26%	19%
2- 5 years	24%	37%	11%	27%	24%	25%	10%	27%	34%	17%	17%	22%	27%		25%	15%	25%	27%
Over 5 years	21%	21%	31%	7%	22%	26%	25%	17%	13%	48%	9%	2%	30%		9%	4%	27%	24%
Don't Know	3%	3%	3%	0%	6%	6%	3%	3%	0%	0%	6%	2%	3%		8%	4%	3%	3%

Note:

BASE: only people who responded; "No" to Are you still working at the same company you found through the agency? If you have found multiple jobs through an agency, please think about your most recent experience

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(49.A) So far, how long have you been working at the job or for the company you found through the agency?

	Age							Region											
	Total	18-24	25-34	35-44	45-54	55-64	65+	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	Scotland	Wales	Northern Ireland
Unweighted	264	62	78	61	35	18	10	45	37	24	21	16	26	27	9	27	13	11	8
Weighted	265	64	79	61	34	17	10	48	37	24	20	16	25	26	9	27	12	12	8
Under 6 months	4%	9%	4%	2%	3%	5%	0%	7%	0%	8%	0%	6%	3%	7%	0%	3%	7%	0%	12%
6 months to a year	15%	32%	17%	5%	6%	0%	0%	32%	16%	9%	15%	13%	8%	4%	0%	8%	16%	18%	13%
1 - 2 years	36%	42%	43%	36%	22%	17%	10%	25%	35%	46%	39%	49%	43%	38%	11%	49%	24%	18%	26%
2- 5 years	22%	12%	30%	21%	28%	22%	9%	19%	16%	17%	23%	19%	19%	22%	79%	22%	37%	10%	24%
Over 5 years	22%	5%	6%	35%	42%	51%	60%	17%	30%	20%	18%	13%	26%	29%	10%	12%	16%	54%	26%
Don't Know	2%	0%	0%	1%	0%	5%	22%	0%	3%	0%	5%	0%	0%	0%	0%	7%	0%	0%	0%

Note:

BASE: respondents who are still in the same company they joined through a permanent agency

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(49.B) So far, how long have you been working at the job or for the company you found through the agency?

	Gender			Income															
	Total	Male	Female	No annual income	Less than £10,000	£10,000 - £14,999	£15,000 - £19,999	£20,000 - £24,999	£25,000 - £29,999	£30,000 - £34,999	£35,000 - £39,999	£40,000 - £44,999	£45,000 - £49,999	£50,000 - £59,999	£60,000 - £69,999	£70,000 - £79,999	£80,000 - £89,999	£90,000 - £99,999	£100,000 or more
Unweighted	264	155	108	0	9	13	16	30	22	29	22	31	8	23	21	16	7	5	7
Weighted	265	153	110	0	9	13	16	30	22	30	22	31	8	23	20	16	7	5	7
Under 6 months	4%	6%	2%		0%	8%	0%	16%	0%	0%	8%	0%	0%	0%	5%	13%	0%	19%	0%
6 months to a year	15%	16%	12%		37%	31%	6%	21%	6%	10%	19%	10%	0%	22%	0%	19%	15%	0%	28%
1 - 2 years	36%	34%	38%		53%	31%	39%	40%	51%	35%	24%	48%	25%	39%	25%	19%	31%	21%	42%
2- 5 years	22%	22%	22%		0%	15%	25%	14%	22%	23%	31%	25%	37%	18%	42%	24%	27%	0%	0%
Over 5 years	22%	22%	23%		11%	15%	30%	9%	21%	32%	14%	13%	27%	22%	28%	25%	27%	60%	14%
Don't Know	2%	1%	3%		0%	0%	0%	0%	0%	0%	5%	3%	12%	0%	0%	0%	0%	0%	15%

Note:

BASE: respondents who are still in the same company they joined through a permanent agency

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(49.C) So far, how long have you been working at the job or for the company you found through the agency?

	Total	Social Grade				Education					Recruitment Permanent Job				Recruitment Temporary Work			
		AB	C1	C2	DE	GCSE or equivalent (Scottish National/O Level)	A Level or equivalent	University Undergraduate Degree (BA/BSc)	University Postgraduate Degree (MA/MSc/MPhil)	Doctorate (PhD/DPhil)	Yes - I have used a recruitment agency in the last year	Yes - I have used a recruitment agency in the last 1 - 5 years	Yes - I have used a recruitment over 5 years ago	No - I have never used a recruitment agency	Yes - I have used an agency to find temporary work in the last year	Yes - I have used an agency to find temporary work in the last 1 - 5 years	Yes - I have used an agency to find temporary work over 5 years ago	No - I have never tried to find temporary work through an agency
Unweighted	264	91	88	49	36	32	48	74	44	11	79	115	70	0	57	75	63	69
Weighted	265	91	83	54	36	32	49	74	44	11	81	115	69	0	57	78	62	68
Under 6 months	4%	8%	4%	0%	3%	0%	6%	6%	7%	0%	9%	2%	3%		8%	4%	1%	4%
6 months to a year	15%	11%	10%	23%	23%	13%	16%	14%	16%	10%	32%	9%	3%		31%	17%	3%	8%
1 - 2 years	36%	39%	28%	41%	37%	35%	36%	40%	28%	63%	39%	45%	16%		40%	50%	19%	31%
2- 5 years	22%	20%	29%	14%	19%	16%	22%	23%	36%	9%	17%	32%	11%		17%	25%	25%	19%
Over 5 years	22%	21%	26%	20%	19%	30%	21%	18%	12%	18%	3%	11%	63%		3%	4%	48%	35%
Don't Know	2%	1%	2%	2%	0%	7%	0%	0%	2%	0%	0%	1%	4%		0%	0%	3%	3%

Note:

BASE: respondents who are still in the same company they joined through a permanent agency

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(50.A) Have you experienced any of the following as a result of the job you found through the agency? If you have found multiple jobs through an agency, please think about your most recent experience. Please select all that apply.

	Total	Age						Region											
		18-24	25-34	35-44	45-54	55-64	65+	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	Scotland	Wales	Northern Ireland
Unweighted	498	82	113	103	80	58	62	89	69	40	43	32	45	47	16	54	34	18	11
Weighted	498	84	115	104	77	56	61	94	70	39	42	32	45	45	15	53	32	19	11
Learned new skills	38%	36%	37%	35%	39%	41%	41%	42%	36%	34%	48%	47%	33%	38%	38%	31%	23%	37%	46%
Higher income	38%	35%	44%	34%	35%	37%	40%	39%	42%	41%	35%	43%	46%	36%	24%	30%	26%	38%	47%
Better work-life balance	26%	24%	35%	25%	23%	22%	18%	25%	25%	18%	26%	19%	26%	26%	7%	29%	30%	50%	37%
Improved confidence at work	28%	38%	27%	26%	32%	17%	22%	36%	21%	34%	25%	30%	18%	36%	26%	27%	17%	21%	18%
New friends	30%	30%	24%	32%	25%	44%	34%	30%	28%	20%	23%	25%	31%	30%	46%	40%	26%	39%	46%
Moved to a new industry	14%	18%	13%	14%	12%	12%	11%	15%	22%	10%	14%	6%	20%	13%	6%	8%	6%	11%	26%
Moved to a more senior job at the same company	12%	13%	10%	10%	8%	12%	22%	14%	13%	12%	14%	6%	15%	13%	6%	12%	12%	6%	0%
Moved to a more senior job at a different company	9%	8%	12%	5%	11%	5%	15%	7%	11%	10%	7%	6%	13%	13%	6%	4%	23%	0%	18%
None of the above	15%	6%	12%	17%	22%	16%	16%	10%	20%	7%	14%	12%	11%	17%	18%	20%	22%	18%	9%

Note:

BASE: respondents who have taken a permanent job through a recruitment agency

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(50.B) Have you experienced any of the following as a result of the job you found through the agency? If you have found multiple jobs through an agency, please think about your most recent experience. Please select all that apply.

	Total	Gender		Income															
		Male	Female	No annual income	Less than £10,000	£10,000 - £14,999	£15,000 - £19,999	£20,000 - £24,999	£25,000 - £29,999	£30,000 - £34,999	£35,000 - £39,999	£40,000 - £44,999	£45,000 - £49,999	£50,000 - £59,999	£60,000 - £69,999	£70,000 - £79,999	£80,000 - £89,999	£90,000 - £99,999	£100,000 or more
Unweighted	498	273	224	2	27	33	34	62	47	45	41	47	18	39	30	25	12	6	13
Weighted	498	269	228	2	27	33	35	62	47	46	41	46	18	39	29	25	12	6	13
Learned new skills	38%	36%	40%	0%	45%	45%	41%	38%	36%	30%	29%	26%	28%	41%	57%	36%	49%	49%	38%
Higher income	38%	43%	31%	0%	33%	36%	42%	34%	33%	46%	40%	29%	50%	43%	46%	36%	34%	51%	30%
Better work-life balance	26%	26%	25%	0%	19%	26%	20%	22%	19%	40%	37%	32%	16%	25%	20%	24%	34%	17%	24%
Improved confidence at work	28%	28%	27%	0%	18%	18%	41%	19%	21%	28%	25%	36%	28%	33%	37%	31%	32%	17%	24%
New friends	30%	29%	31%	0%	14%	39%	47%	25%	27%	35%	25%	25%	39%	23%	50%	28%	32%	0%	31%
Moved to a new industry	14%	14%	13%	0%	11%	3%	8%	17%	12%	16%	17%	13%	12%	8%	20%	25%	26%	0%	8%
Moved to a more senior job at the same company	12%	12%	12%	0%	14%	9%	5%	11%	19%	11%	5%	8%	5%	7%	24%	12%	9%	52%	31%
Moved to a more senior job at a different company	9%	10%	9%	53%	4%	3%	15%	6%	10%	9%	2%	8%	11%	24%	9%	4%	16%	0%	15%
None of the above	15%	12%	18%	47%	18%	9%	12%	11%	20%	11%	22%	13%	17%	10%	6%	15%	8%	16%	38%

Note:

BASE: respondents who have taken a permanent job through a recruitment agency

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(50.C) Have you experienced any of the following as a result of the job you found through the agency? If you have found multiple jobs through an agency, please think about your most recent experience. Please select all that apply

	Total	Social Grade				Education					Recruitment Permanent Job				Recruitment Temporary Work			
		AB	C1	C2	DE	GCSE or equivalent (Scottish National/O Level)	A Level or equivalent	University Undergraduate Degree (BA/BSc)	University Postgraduate Degree (MA/MSc/MPhil)	Doctorate (PhD/DPhil)	Yes - I have used a recruitment agency in the last year	Yes - I have used a recruitment agency in the last 1 - 5 years	Yes - I have used a recruitment agency over 5 years ago	No - I have never used a recruitment agency	Yes - I have used an agency to find temporary work in the last year	Yes - I have used an agency to find temporary work in the last 1 - 5 years	Yes - I have used an agency to find temporary work over 5 years ago	No - I have never tried to find temporary work through an agency
Unweighted	498	152	164	91	89	82	79	141	60	17	117	160	221	0	82	104	169	143
Weighted	498	151	155	101	88	82	80	141	60	17	119	160	219	0	83	107	167	141
Learned new skills	38%	42%	36%	36%	36%	40%	40%	38%	37%	36%	34%	37%	40%		38%	31%	41%	38%
Higher income	38%	44%	32%	41%	32%	34%	43%	38%	39%	52%	39%	36%	38%		37%	37%	36%	41%
Better work-life balance	26%	26%	24%	24%	30%	26%	33%	22%	24%	31%	27%	36%	17%		28%	33%	20%	26%
Improved confidence at work	28%	28%	32%	24%	23%	25%	30%	33%	25%	36%	28%	29%	26%		28%	25%	28%	29%
New friends	30%	21%	35%	36%	30%	28%	38%	29%	22%	18%	27%	26%	35%		31%	26%	36%	25%
Moved to a new industry	14%	16%	16%	13%	6%	7%	13%	15%	13%	12%	18%	16%	10%		15%	15%	15%	10%
Moved to a more senior job at the same company	12%	15%	16%	5%	8%	16%	10%	8%	18%	30%	9%	9%	16%		13%	9%	16%	9%
Moved to a more senior job at a different company	9%	15%	8%	8%	3%	4%	6%	11%	12%	23%	9%	7%	11%		12%	8%	10%	8%
None of the above	15%	12%	17%	9%	22%	22%	4%	17%	13%	6%	10%	11%	20%		7%	9%	15%	22%

Note:

BASE: respondents who have taken a permanent job through a recruitment agency

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(51.A) Thinking back, why do you think you were unable to find a job with the agency? If you have been unable to on multiple occasions, please think about your most recent experience. Please select all the reasons that applied

	Total	Age						Region											
		18-24	25-34	35-44	45-54	55-64	65+	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	Scotland	Wales	Northern Ireland
Unweighted	306	37	59	73	57	42	38	48	36	26	33	27	26	25	9	33	20	8	15
Weighted	305	37	60	74	56	40	37	51	37	25	32	27	26	24	9	32	20	8	14
None of the positions offered by the agency appealed	24%	21%	24%	22%	21%	28%	29%	23%	25%	16%	22%	29%	8%	36%	20%	28%	23%	39%	26%
Found a better job elsewhere	33%	23%	35%	40%	26%	30%	40%	34%	31%	26%	37%	29%	23%	20%	56%	30%	50%	48%	47%
My application(s) were unsuccessful	21%	30%	36%	15%	15%	19%	10%	21%	28%	19%	21%	11%	34%	8%	33%	33%	16%	0%	7%
The agency did not take me on	3%	3%	9%	1%	0%	5%	0%	6%	3%	8%	0%	11%	0%	0%	0%	0%	0%	0%	0%
Too many candidates applied for the same job	21%	29%	23%	27%	16%	14%	10%	23%	20%	23%	18%	18%	20%	19%	23%	12%	32%	38%	19%
I did not have the right skills	10%	32%	12%	5%	3%	12%	0%	12%	25%	12%	3%	11%	3%	9%	10%	6%	6%	0%	6%
Other (Please Specify)	9%	0%	3%	11%	7%	15%	21%	6%	13%	8%	12%	7%	12%	8%	22%	9%	5%	0%	7%
Don't Know	15%	11%	12%	17%	25%	14%	11%	19%	14%	12%	18%	12%	19%	16%	0%	18%	9%	24%	14%

Note:

BASE: only people who responded; "No" to You said that in the past you had tried to find permanent work through a recruitment agency. Have you ever taken a permanent job that you found through a recruitment agency?

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(51.B) Thinking back, why do you think you were unable to find a job with the agency? If you have been unable to on multiple occasions, please think about your most recent experience. Please select all the reasons that applied

	Total	Gender		Income															
		Male	Female	No annual income	Less than £10,000	£10,000 - £14,999	£15,000 - £19,999	£20,000 - £24,999	£25,000 - £29,999	£30,000 - £34,999	£35,000 - £39,999	£40,000 - £44,999	£45,000 - £49,999	£50,000 - £59,999	£60,000 - £69,999	£70,000 - £79,999	£80,000 - £89,999	£90,000 - £99,999	£100,000 or more
Unweighted	306	173	132	0	23	28	35	45	23	32	18	25	17	15	11	5	6	2	6
Weighted	305	171	134	0	23	27	36	45	23	32	17	25	17	15	11	5	6	2	6
None of the positions offered by the agency appealed	24%	25%	22%		13%	20%	23%	29%	17%	22%	33%	16%	40%	34%	17%	0%	67%	0%	33%
Found a better job elsewhere	33%	34%	32%		17%	22%	34%	30%	38%	37%	39%	40%	28%	45%	26%	41%	33%	100%	49%
My application(s) were unsuccessful	21%	22%	19%		43%	18%	23%	17%	23%	12%	11%	28%	37%	21%	10%	0%	16%	0%	16%
The agency did not take me on	3%	4%	2%		4%	0%	6%	5%	0%	6%	0%	0%	0%	0%	10%	19%	0%	0%	0%
Too many candidates applied for the same job	21%	17%	26%		53%	21%	17%	25%	17%	9%	22%	16%	31%	19%	9%	0%	0%	0%	0%
I did not have the right skills	10%	7%	14%		14%	17%	6%	16%	4%	6%	5%	5%	24%	7%	0%	19%	0%	0%	0%
Other (Please Specify)	9%	9%	9%		17%	25%	3%	7%	9%	10%	6%	0%	0%	7%	18%	19%	0%	0%	0%
Don't Know	15%	14%	17%		9%	18%	23%	14%	14%	15%	0%	32%	0%	6%	27%	20%	0%	0%	35%

Note:

BASE: only people who responded; "No" to You said that in the past you had tried to find permanent work through a recruitment agency. Have you ever taken a permanent job that you found through a recruitment agency?

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(51.C) Thinking back, why do you think you were unable to find a job with the agency? If you have been unable to on multiple occasions, please think about your most recent experience. Please select all the reasons that applied

	Total	Social Grade				Education					Recruitment Permanent Job				Recruitment Temporary Work			
		AB	C1	C2	DE	GCSE or equivalent (Scottish National/O Level)	A Level or equivalent	University Undergraduate Degree (BA/BSc)	University Postgraduate Degree (MA/MSc/MPhil)	Doctorate (PhD/DPhil)	Yes - I have used a recruitment agency in the last year	Yes - I have used a recruitment agency in the last 1 - 5 years	Yes - I have used a recruitment over 5 years ago	No - I have never used a recruitment agency	Yes - I have used an agency to find temporary work in the last year	Yes - I have used an agency to find temporary work in the last 1 - 5 years	Yes - I have used an agency to find temporary work over 5 years ago	No - I have never tried to find temporary work through an agency
Unweighted	306	76	82	58	89	54	59	88	25	2	58	81	167	0	33	42	107	124
Weighted	305	76	77	64	88	54	59	87	25	2	57	81	167	0	32	42	108	124
None of the positions offered by the agency appealed	24%	28%	28%	22%	17%	19%	23%	26%	29%	0%	26%	22%	24%		17%	28%	26%	22%
Found a better job elsewhere	33%	42%	38%	29%	24%	22%	31%	40%	44%	0%	21%	41%	33%		18%	36%	34%	35%
My application(s) were unsuccessful	21%	16%	25%	26%	18%	25%	29%	17%	19%	0%	36%	28%	12%		40%	30%	19%	14%
The agency did not take me on	3%	0%	2%	5%	4%	4%	4%	4%	0%	0%	2%	5%	2%		3%	2%	4%	2%
Too many candidates applied for the same job	21%	16%	27%	19%	20%	13%	27%	20%	21%	0%	33%	24%	15%		41%	31%	24%	9%
I did not have the right skills	10%	9%	12%	7%	10%	14%	13%	8%	0%	0%	15%	16%	5%		27%	13%	9%	5%
Other (Please Specify)	9%	6%	4%	7%	18%	15%	5%	5%	12%	0%	5%	4%	13%		3%	2%	12%	10%
Don't Know	15%	17%	10%	12%	22%	20%	15%	13%	16%	100%	14%	10%	19%		9%	12%	12%	21%

Note:

BASE: only people who responded; "No" to You said that in the past you had tried to find permanent work through a recruitment agency. Have you ever taken a permanent job that you found through a recruitment agency?

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(52.A) You said that in the past you had tried to find temporary work through a recruitment agency. Have you ever taken a temporary job that you found through a recruitment agency?

	Total	Age						Region											
		18-24	25-34	35-44	45-54	55-64	65+	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	Scotland	Wales	Northern Ireland
Unweighted	622	98	132	144	103	78	67	110	79	43	54	48	61	52	19	74	35	24	23
Weighted	624	100	136	146	101	75	66	116	80	42	53	48	61	50	18	74	34	25	22
Yes - more than once	39%	33%	34%	44%	41%	41%	46%	38%	42%	45%	45%	36%	32%	41%	49%	47%	40%	34%	18%
Yes, once	35%	36%	35%	35%	34%	40%	31%	36%	35%	34%	35%	43%	37%	36%	30%	26%	31%	32%	52%
No	25%	31%	31%	21%	25%	19%	22%	26%	24%	21%	20%	21%	31%	23%	21%	27%	29%	33%	30%

Note:

BASE: respondents who have found a temporary job through a recruitment agency

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(52.B) You said that in the past you had tried to find temporary work through a recruitment agency. Have you ever taken a temporary job that you found through a recruitment agency?

	Total	Gender		Income															
		Male	Female	No annual income	Less than £10,000	£10,000 - £14,999	£15,000 - £19,999	£20,000 - £24,999	£25,000 - £29,999	£30,000 - £34,999	£35,000 - £39,999	£40,000 - £44,999	£45,000 - £49,999	£50,000 - £59,999	£60,000 - £69,999	£70,000 - £79,999	£80,000 - £89,999	£90,000 - £99,999	£100,000 or more
Unweighted	622	327	293	5	44	56	59	89	57	55	42	54	23	33	30	22	11	9	15
Weighted	624	324	298	5	44	55	60	89	57	56	42	54	23	33	30	22	11	9	15
Yes - more than once	39%	39%	40%	0%	48%	33%	38%	49%	31%	26%	35%	45%	66%	40%	49%	27%	29%	68%	20%
Yes, once	35%	36%	34%	40%	23%	35%	32%	33%	45%	40%	32%	25%	22%	45%	37%	46%	62%	10%	61%
No	25%	25%	26%	60%	29%	33%	30%	18%	23%	35%	33%	30%	12%	15%	14%	28%	10%	22%	20%

Note:

BASE: respondents who have found a temporary job through a recruitment agency

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(52.C) You said that in the past you had tried to find temporary work through a recruitment agency. Have you ever taken a temporary job that you found through a recruitment agency?

	Total	Social Grade				Education					Recruitment Permanent Job				Recruitment Temporary Work			
		AB	C1	C2	DE	GCSE or equivalent (Scottish National/O Level)	A Level or equivalent	University Undergraduate Degree (BA/BSc)	University Postgraduate Degree (MA/MSc/MPhil)	Doctorate (PhD/DPhil)	Yes - I have used a recruitment agency in the last year	Yes - I have used a recruitment agency in the last 1 - 5 years	Yes - I have used a recruitment over 5 years ago	No - I have never used a recruitment agency	Yes - I have used an agency to find temporary work in the last year	Yes - I have used an agency to find temporary work in the last 1 - 5 years	Yes - I have used an agency to find temporary work over 5 years ago	No - I have never tried to find temporary work through an agency
Unweighted	622	183	181	114	141	97	108	174	75	13	137	165	235	85	122	166	334	0
Weighted	624	183	173	126	140	98	108	174	75	13	138	167	234	85	122	170	332	0
Yes - more than once	39%	38%	43%	36%	39%	43%	37%	39%	47%	38%	42%	36%	43%	34%	39%	41%	39%	
Yes, once	35%	40%	34%	38%	28%	27%	34%	39%	35%	47%	32%	38%	35%	35%	34%	29%	39%	
No	25%	22%	22%	26%	33%	30%	29%	22%	19%	15%	27%	26%	22%	31%	28%	30%	22%	

Note:

BASE: respondents who have found a temporary job through a recruitment agency

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(53.A) In the following questions, if you have used an employment agency more than once, please answer for your most recent experience. At the time you used the agency, what were your employment circumstances before you found a job?

	Total	Age						Region											
		18-24	25-34	35-44	45-54	55-64	65+	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	Scotland	Wales	Northern Ireland
Unweighted	622	98	132	144	103	78	67	110	79	43	54	48	61	52	19	74	35	24	23
Weighted	624	100	136	146	101	75	66	116	80	42	53	48	61	50	18	74	34	25	22
Working in another job	33%	28%	36%	35%	28%	39%	31%	34%	30%	46%	34%	30%	35%	17%	26%	30%	37%	46%	48%
Unemployed	42%	37%	39%	38%	49%	42%	57%	38%	40%	35%	42%	40%	44%	49%	46%	49%	49%	41%	44%
In education or training	12%	26%	14%	9%	11%	9%	3%	14%	16%	13%	15%	10%	7%	21%	11%	13%	6%	4%	4%
Looking after family	6%	6%	5%	9%	5%	6%	6%	7%	6%	5%	4%	15%	3%	8%	6%	4%	8%	4%	4%
Other care work	0%	1%	1%	0%	0%	1%	0%	0%	0%	0%	0%	0%	3%	0%	5%	0%	0%	0%	0%
Don't Know/Don't Remember	6%	2%	5%	10%	7%	3%	3%	7%	7%	2%	6%	6%	8%	6%	6%	4%	0%	4%	0%

Note:

BASE: respondents who have found a temporary job through a recruitment agency

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(53.B) In the following questions, if you have used an employment agency more than once, please answer for your most recent experience. At the time you used the agency, what were your employment circumstances before you found a job?

	Total	Gender		Income															
		Male	Female	No annual income	Less than £10,000	£10,000 - £14,999	£15,000 - £19,999	£20,000 - £24,999	£25,000 - £29,999	£30,000 - £34,999	£35,000 - £39,999	£40,000 - £44,999	£45,000 - £49,999	£50,000 - £59,999	£60,000 - £69,999	£70,000 - £79,999	£80,000 - £89,999	£90,000 - £99,999	£100,000 or more
Unweighted	622	327	293	5	44	56	59	89	57	55	42	54	23	33	30	22	11	9	15
Weighted	624	324	298	5	44	55	60	89	57	56	42	54	23	33	30	22	11	9	15
Working in another job	33%	35%	31%	0%	25%	27%	20%	40%	24%	40%	53%	35%	31%	49%	23%	41%	28%	23%	34%
Unemployed	42%	44%	41%	81%	57%	48%	47%	43%	48%	30%	29%	41%	47%	28%	53%	36%	26%	66%	20%
In education or training	12%	11%	14%	0%	4%	16%	14%	7%	16%	11%	9%	13%	9%	15%	13%	14%	36%	0%	46%
Looking after family	6%	3%	10%	0%	12%	3%	7%	6%	4%	11%	7%	6%	13%	3%	4%	5%	0%	11%	0%
Other care work	0%	1%	0%	0%	0%	2%	0%	1%	0%	0%	0%	0%	0%	3%	0%	0%	0%	0%	0%
Don't Know/Don't Remember	6%	6%	4%	19%	3%	3%	12%	3%	8%	8%	2%	6%	0%	3%	7%	5%	10%	0%	0%

Note:

BASE: respondents who have found a temporary job through a recruitment agency

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(53.C) In the following questions, if you have used an employment agency more than once, please answer for your most recent experience. At the time you used the agency, what were your employment circumstances before you found a job?

	Total	Social Grade				Education					Recruitment Permanent Job				Recruitment Temporary Work			
		AB	C1	C2	DE	GCSE or equivalent (Scottish National/O Level)	A Level or equivalent	University Undergraduate Degree (BA/BSc)	University Postgraduate Degree (MA/MSc/MPhil)	Doctorate (PhD/DPhil)	Yes - I have used a recruitment agency in the last year	Yes - I have used a recruitment agency in the last 1 - 5 years	Yes - I have used a recruitment over 5 years ago	No - I have never used a recruitment agency	Yes - I have used an agency to find temporary work in the last year	Yes - I have used an agency to find temporary work in the last 1 - 5 years	Yes - I have used an agency to find temporary work over 5 years ago	No - I have never tried to find temporary work through an agency
Unweighted	622	183	181	114	141	97	108	174	75	13	137	165	235	85	122	166	334	0
Weighted	624	183	173	126	140	98	108	174	75	13	138	167	234	85	122	170	332	0
Working in another job	33%	35%	34%	32%	30%	26%	23%	32%	44%	38%	40%	39%	28%	23%	46%	35%	27%	
Unemployed	42%	37%	41%	44%	49%	59%	49%	38%	25%	39%	33%	39%	49%	45%	30%	41%	48%	
In education or training	12%	19%	14%	9%	6%	3%	13%	18%	21%	8%	17%	11%	10%	13%	14%	10%	13%	
Looking after family	6%	6%	5%	8%	7%	7%	8%	4%	9%	0%	5%	4%	7%	8%	4%	6%	7%	
Other care work	0%	1%	1%	0%	1%	0%	0%	1%	0%	0%	0%	1%	0%	1%	0%	2%	0%	
Don't Know/Don't Remember	6%	3%	6%	6%	7%	5%	7%	7%	1%	16%	4%	5%	5%	10%	6%	6%	5%	

Note:

BASE: respondents who have found a temporary job through a recruitment agency

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(54.A) Why did you choose to use an employment agency? Please select all the reasons that applied

	Total	Age						Region											
		18-24	25-34	35-44	45-54	55-64	65+	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	Scotland	Wales	Northern Ireland
Unweighted	622	98	132	144	103	78	67	110	79	43	54	48	61	52	19	74	35	24	23
Weighted	624	100	136	146	101	75	66	116	80	42	53	48	61	50	18	74	34	25	22
Wanted a short-term position	22%	13%	18%	20%	29%	31%	27%	25%	23%	18%	25%	21%	18%	19%	42%	24%	17%	8%	18%
Had a better selection of jobs	25%	13%	22%	25%	21%	41%	36%	23%	30%	27%	23%	33%	21%	23%	32%	17%	28%	25%	26%
Wanted to find work quickly	40%	26%	39%	35%	49%	55%	47%	42%	46%	51%	48%	35%	31%	42%	47%	27%	44%	34%	43%
To gain experience	19%	26%	21%	24%	13%	14%	8%	24%	23%	2%	19%	14%	18%	25%	5%	13%	26%	33%	17%
To learn new skills	11%	20%	16%	9%	6%	5%	6%	10%	5%	2%	11%	15%	15%	13%	5%	14%	17%	24%	9%
Wanted to access a wider selection of jobs	25%	16%	21%	22%	24%	37%	40%	24%	28%	29%	25%	32%	16%	26%	21%	22%	29%	25%	22%
They approached me	9%	14%	13%	7%	4%	8%	6%	11%	9%	7%	6%	13%	10%	8%	5%	5%	8%	21%	4%
They had a good reputation	17%	21%	13%	15%	16%	18%	22%	17%	14%	16%	9%	13%	21%	17%	21%	17%	17%	24%	26%
Couldn't find work elsewhere	21%	20%	24%	23%	21%	21%	16%	19%	20%	25%	21%	17%	23%	15%	32%	30%	20%	21%	17%
Wasn't sure what I wanted to do for work	11%	12%	15%	10%	8%	13%	5%	3%	12%	6%	11%	15%	11%	17%	21%	8%	18%	13%	9%
Did not have the time to search for jobs myself	10%	13%	11%	5%	7%	13%	12%	10%	7%	16%	13%	8%	6%	8%	5%	14%	12%	8%	9%
None of the above	5%	4%	5%	5%	5%	3%	5%	9%	4%	0%	2%	5%	10%	6%	5%	1%	0%	4%	0%

Note:

BASE: respondents who have found a temporary job through a recruitment agency

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(54.B) Why did you choose to use an employment agency? Please select all the reasons that applied

	Total	Gender		Income															
		Male	Female	No annual income	Less than £10,000	£10,000 - £14,999	£15,000 - £19,999	£20,000 - £24,999	£25,000 - £29,999	£30,000 - £34,999	£35,000 - £39,999	£40,000 - £44,999	£45,000 - £49,999	£50,000 - £59,999	£60,000 - £69,999	£70,000 - £79,999	£80,000 - £89,999	£90,000 - £99,999	£100,000 or more
Unweighted	622	327	293	5	44	56	59	89	57	55	42	54	23	33	30	22	11	9	15
Weighted	624	324	298	5	44	55	60	89	57	56	42	54	23	33	30	22	11	9	15
Wanted a short-term position	22%	20%	24%	20%	14%	23%	13%	18%	26%	19%	10%	21%	53%	36%	20%	17%	45%	35%	33%
Had a better selection of jobs	25%	24%	26%	0%	22%	24%	30%	24%	23%	25%	25%	19%	45%	27%	33%	22%	0%	23%	32%
Wanted to find work quickly	40%	38%	43%	21%	47%	37%	41%	39%	54%	35%	42%	36%	29%	37%	50%	27%	38%	54%	34%
To gain experience	19%	19%	20%	0%	23%	17%	17%	14%	18%	16%	12%	20%	18%	27%	30%	23%	29%	34%	20%
To learn new skills	11%	11%	11%	0%	11%	12%	17%	17%	9%	9%	10%	7%	5%	9%	20%	9%	0%	0%	20%
Wanted to access a wider selection of jobs	25%	25%	25%	0%	25%	25%	24%	19%	27%	24%	32%	34%	28%	33%	34%	18%	0%	34%	19%
They approached me	9%	11%	7%	0%	7%	11%	8%	10%	8%	14%	14%	2%	4%	21%	7%	5%	9%	0%	13%
They had a good reputation	17%	15%	19%	0%	21%	23%	18%	14%	20%	16%	17%	12%	13%	20%	17%	9%	18%	12%	12%
Couldn't find work elsewhere	21%	23%	20%	21%	33%	10%	26%	22%	21%	18%	11%	20%	17%	25%	36%	13%	26%	11%	34%
Wasn't sure what I wanted to do for work	11%	11%	10%	20%	20%	10%	11%	12%	9%	7%	9%	7%	18%	21%	10%	0%	0%	0%	0%
Did not have the time to search for jobs myself	10%	10%	10%	0%	7%	12%	10%	12%	7%	6%	15%	6%	4%	15%	7%	14%	0%	23%	27%
None of the above	5%	6%	3%	38%	5%	5%	11%	2%	2%	7%	2%	0%	0%	3%	3%	10%	0%	0%	13%

Note:

BASE: respondents who have found a temporary job through a recruitment agency

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(54.C) Why did you choose to use an employment agency? Please select all the reasons that applied

	Total	Social Grade				Education					Recruitment Permanent Job				Recruitment Temporary Work			
		AB	C1	C2	DE	GCSE or equivalent (Scottish National/O Level)	A Level or equivalent	University Undergraduate Degree (BA/BSc)	University Postgraduate Degree (MA/MSc/MPhil)	Doctorate (PhD/DPHil)	Yes - I have used a recruitment agency in the last year	Yes - I have used a recruitment agency in the last 1 - 5 years	Yes - I have used a recruitment over 5 years ago	No - I have never used a recruitment agency	Yes - I have used an agency to find temporary work in the last year	Yes - I have used an agency to find temporary work in the last 1 - 5 years	Yes - I have used an agency to find temporary work over 5 years ago	No - I have never tried to find temporary work through an agency
Unweighted	622	183	181	114	141	97	108	174	75	13	137	165	235	85	122	166	334	0
Weighted	624	183	173	126	140	98	108	174	75	13	138	167	234	85	122	170	332	0
Wanted a short-term position	22%	27%	22%	23%	14%	16%	19%	28%	20%	24%	13%	18%	27%	29%	13%	17%	27%	
Had a better selection of jobs	25%	25%	29%	18%	26%	31%	23%	24%	22%	23%	21%	23%	30%	20%	24%	20%	28%	
Wanted to find work quickly	40%	38%	43%	36%	44%	46%	39%	39%	40%	24%	33%	40%	43%	45%	32%	35%	46%	
To gain experience	19%	21%	20%	16%	19%	18%	13%	24%	16%	24%	22%	21%	18%	13%	25%	17%	18%	
To learn new skills	11%	11%	11%	11%	11%	14%	8%	12%	10%	8%	16%	14%	8%	7%	19%	13%	7%	
Wanted to access a wider selection of jobs	25%	24%	31%	19%	24%	23%	27%	26%	28%	15%	19%	21%	33%	19%	26%	17%	29%	
They approached me	9%	8%	9%	7%	11%	7%	9%	7%	15%	16%	10%	13%	6%	7%	15%	14%	4%	
They had a good reputation	17%	20%	15%	10%	21%	13%	21%	17%	13%	23%	15%	18%	17%	15%	19%	19%	15%	
Couldn't find work elsewhere	21%	19%	23%	16%	28%	31%	17%	23%	20%	47%	30%	16%	22%	15%	27%	21%	20%	
Wasn't sure what I wanted to do for work	11%	10%	10%	9%	13%	13%	14%	7%	9%	15%	11%	10%	10%	13%	11%	12%	10%	
Did not have the time to search for jobs myself	10%	13%	8%	10%	8%	6%	9%	9%	18%	15%	11%	10%	9%	11%	10%	10%	10%	
None of the above	5%	6%	3%	4%	5%	4%	5%	4%	5%	7%	4%	4%	4%	7%	4%	5%	5%	

Note:

BASE: respondents who have found a temporary job through a recruitment agency

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(55.A) Why were you looking for a temporary position on this occasion? Please select all the reasons that applied

	Total	Age						Region											
		18-24	25-34	35-44	45-54	55-64	65+	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	Scotland	Wales	Northern Ireland
Unweighted	622	98	132	144	103	78	67	110	79	43	54	48	61	52	19	74	35	24	23
Weighted	624	100	136	146	101	75	66	116	80	42	53	48	61	50	18	74	34	25	22
Combining with education	11%	21%	14%	9%	10%	4%	2%	18%	4%	16%	15%	12%	6%	8%	5%	9%	9%	8%	9%
Combining with family/child care	9%	10%	11%	8%	6%	7%	10%	8%	12%	8%	8%	8%	8%	4%	17%	11%	8%	12%	4%
Wanted more flexible working hours	14%	6%	13%	13%	14%	19%	24%	12%	14%	16%	17%	8%	20%	9%	16%	16%	25%	9%	4%
Waiting for a more permanent position	21%	15%	15%	21%	30%	25%	24%	21%	17%	18%	24%	19%	14%	27%	17%	19%	29%	36%	26%
To earn money quickly	31%	29%	35%	28%	30%	35%	27%	28%	32%	25%	35%	30%	24%	34%	52%	33%	29%	42%	22%
To find work quickly	38%	25%	36%	40%	44%	47%	33%	31%	38%	44%	56%	30%	36%	34%	41%	40%	32%	41%	38%
To have greater independence	9%	18%	9%	6%	6%	9%	6%	14%	5%	3%	4%	13%	5%	17%	5%	9%	6%	12%	4%
Is standard in my sector	8%	11%	10%	6%	5%	9%	3%	12%	10%	5%	2%	9%	8%	4%	5%	7%	0%	16%	9%
To gain experience in a new area	15%	17%	17%	13%	17%	17%	4%	18%	17%	11%	9%	13%	10%	19%	5%	16%	17%	21%	9%
To supplement my regular area	7%	14%	7%	4%	7%	5%	1%	6%	7%	3%	4%	6%	7%	9%	17%	7%	6%	0%	13%
To earn more money than would in a permanent role	9%	13%	10%	6%	9%	9%	6%	6%	10%	12%	11%	13%	10%	4%	21%	7%	5%	17%	4%
Was moving away from the area after a time	6%	9%	8%	4%	2%	9%	5%	5%	10%	7%	2%	0%	8%	6%	5%	3%	11%	9%	14%
To learn new skills	14%	18%	22%	12%	11%	9%	6%	20%	15%	5%	17%	15%	15%	10%	5%	11%	20%	12%	4%
None of the above	6%	5%	7%	7%	2%	4%	12%	6%	1%	2%	0%	8%	13%	10%	6%	5%	9%	0%	13%

Notes:

BASE: respondents who have found a temporary job through a recruitment agency

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(55.B) Why were you looking for a temporary position on this occasion? Please select all the reasons that applied

	Total	Gender		Income															
		Male	Female	No annual income	Less than £10,000	£10,000 - £14,999	£15,000 - £19,999	£20,000 - £24,999	£25,000 - £29,999	£30,000 - £34,999	£35,000 - £39,999	£40,000 - £44,999	£45,000 - £49,999	£50,000 - £59,999	£60,000 - £69,999	£70,000 - £79,999	£80,000 - £89,999	£90,000 - £99,999	£100,000 or more
Unweighted	622	327	293	5	44	56	59	89	57	55	42	54	23	33	30	22	11	9	15
Weighted	624	324	298	5	44	55	60	89	57	56	42	54	23	33	30	22	11	9	15
Combining with education	11%	12%	9%	21%	14%	5%	12%	3%	14%	16%	10%	9%	0%	15%	10%	18%	9%	0%	26%
Combining with family/child care	9%	6%	12%	0%	5%	11%	7%	9%	6%	17%	8%	17%	18%	9%	3%	0%	18%	0%	0%
Wanted more flexible working hours	14%	12%	17%	0%	7%	22%	17%	20%	7%	9%	16%	13%	13%	15%	17%	9%	0%	0%	20%
Waiting for a more permanent position	21%	22%	20%	0%	18%	22%	28%	10%	23%	23%	19%	20%	22%	21%	36%	13%	18%	11%	20%
To earn money quickly	31%	28%	34%	20%	39%	31%	26%	34%	38%	32%	33%	19%	30%	27%	47%	14%	18%	45%	33%
To find work quickly	38%	36%	39%	20%	43%	39%	34%	33%	49%	41%	34%	39%	35%	30%	43%	31%	36%	43%	20%
To have greater independence	9%	8%	9%	0%	16%	9%	5%	11%	11%	11%	9%	8%	9%	9%	3%	9%	0%	0%	7%
Is standard in my sector	8%	8%	8%	0%	7%	9%	2%	7%	7%	4%	15%	11%	8%	9%	10%	5%	9%	11%	19%
To gain experience in a new area	15%	16%	14%	0%	29%	16%	9%	19%	4%	13%	19%	15%	18%	15%	16%	9%	9%	34%	7%
To supplement my regular area	7%	6%	7%	0%	4%	8%	4%	6%	9%	3%	10%	6%	0%	15%	3%	5%	19%	12%	19%
To earn more money than would in a permanent role	9%	9%	9%	0%	10%	9%	12%	15%	5%	7%	8%	9%	9%	8%	10%	9%	0%	0%	7%
Was moving away from the area after a time	6%	5%	8%	0%	9%	4%	3%	7%	7%	4%	8%	11%	4%	3%	3%	5%	10%	0%	13%
To learn new skills	14%	16%	12%	21%	14%	16%	20%	13%	10%	9%	17%	9%	5%	15%	10%	18%	19%	56%	15%
None of the above	6%	8%	3%	38%	4%	12%	10%	6%	4%	7%	0%	6%	4%	6%	0%	5%	0%	0%	7%

Note:

BASE: respondents who have found a temporary job through a recruitment agency

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(55.C) Why were you looking for a temporary position on this occasion? Please select all the reasons that applied

	Total	Social Grade				Education					Recruitment Permanent Job				Recruitment Temporary Work			
		AB	C1	C2	DE	GCSE or equivalent (Scottish National/O Level)	A Level or equivalent	University Undergraduate Degree (BA/BSc)	University Postgraduate Degree (MA/MSc/MPhil)	Doctorate (PhD/DPhil)	Yes - I have used a recruitment agency in the last year	Yes - I have used a recruitment agency in the last 1 - 5 years	Yes - I have used a recruitment over 5 years ago	No - I have never used a recruitment agency	Yes - I have used an agency to find temporary work in the last year	Yes - I have used an agency to find temporary work in the last 1 - 5 years	Yes - I have used an agency to find temporary work over 5 years ago	No - I have never tried to find temporary work through an agency
Unweighted	622	183	181	114	141	97	108	174	75	13	137	165	235	85	122	166	334	0
Weighted	624	183	173	126	140	98	108	174	75	13	138	167	234	85	122	170	332	0
Combining with education	11%	15%	12%	8%	7%	5%	13%	18%	11%	16%	15%	10%	9%	11%	16%	11%	9%	
Combining with family/child care	9%	9%	7%	9%	10%	11%	7%	8%	15%	14%	11%	9%	9%	5%	12%	9%	8%	
Wanted more flexible working hours	14%	14%	12%	10%	19%	16%	15%	15%	17%	8%	15%	14%	13%	16%	16%	16%	12%	
Waiting for a more permanent position	21%	21%	21%	15%	26%	24%	16%	21%	23%	38%	14%	23%	24%	20%	18%	16%	25%	
To earn money quickly	31%	29%	31%	29%	35%	35%	33%	28%	32%	14%	29%	34%	31%	27%	30%	32%	30%	
To find work quickly	38%	32%	40%	39%	41%	45%	34%	30%	43%	24%	33%	31%	42%	44%	30%	34%	42%	
To have greater independence	9%	9%	10%	8%	9%	8%	5%	12%	9%	8%	13%	9%	7%	8%	13%	11%	7%	
Is standard in my sector	8%	9%	8%	7%	5%	4%	9%	10%	11%	14%	10%	9%	5%	8%	11%	9%	5%	
To gain experience in a new area	15%	12%	16%	11%	20%	17%	12%	15%	14%	0%	17%	14%	15%	13%	18%	15%	13%	
To supplement my regular area	7%	9%	7%	5%	4%	2%	7%	9%	12%	0%	9%	10%	3%	6%	7%	10%	4%	
To earn more money than would in a permanent role	9%	12%	8%	9%	7%	5%	6%	7%	14%	15%	17%	10%	4%	8%	18%	10%	5%	
Was moving away from the area after a time	6%	7%	5%	7%	5%	6%	7%	8%	5%	16%	8%	6%	5%	4%	8%	7%	5%	
To learn new skills	14%	16%	12%	11%	16%	15%	7%	19%	9%	17%	17%	16%	11%	13%	17%	17%	11%	
None of the above	6%	5%	4%	7%	8%	5%	7%	6%	1%	9%	5%	5%	8%	4%	6%	5%	7%	

Note:

BASE: respondents who have found a temporary job through a recruitment agency

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(56.A) All in all, how satisfied were you with your experience using the agency?

	Total	Age						Region											
		18-24	25-34	35-44	45-54	55-64	65+	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	Scotland	Wales	Northern Ireland
Unweighted	622	98	132	144	103	78	67	110	79	43	54	48	61	52	19	74	35	24	23
Weighted	624	100	136	146	101	75	66	116	80	42	53	48	61	50	18	74	34	25	22
Very satisfied	25%	19%	24%	22%	24%	29%	42%	27%	27%	35%	22%	23%	22%	26%	32%	27%	20%	29%	4%
Somewhat satisfied	43%	41%	39%	47%	44%	47%	43%	39%	39%	51%	53%	47%	39%	50%	47%	40%	37%	41%	57%
Neither satisfied nor dissatisfied	19%	21%	21%	20%	19%	13%	12%	17%	23%	11%	13%	19%	24%	10%	6%	24%	28%	17%	22%
Somewhat dissatisfied	6%	11%	8%	4%	4%	5%	3%	8%	6%	2%	8%	6%	5%	2%	11%	4%	8%	4%	13%
Very dissatisfied	4%	4%	5%	4%	4%	4%	0%	7%	0%	0%	2%	2%	5%	4%	5%	4%	0%	9%	4%
Don't Know	3%	3%	2%	3%	4%	3%	0%	2%	4%	0%	2%	2%	5%	8%	0%	1%	6%	0%	0%

Note:

BASE: respondents who have found a temporary job through a recruitment agency

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(56.B) All in all, how satisfied were you with your experience using the agency?

	Gender			Income															
	Total	Male	Female	No annual income	Less than £10,000	£10,000 - £14,999	£15,000 - £19,999	£20,000 - £24,999	£25,000 - £29,999	£30,000 - £34,999	£35,000 - £39,999	£40,000 - £44,999	£45,000 - £49,999	£50,000 - £59,999	£60,000 - £69,999	£70,000 - £79,999	£80,000 - £89,999	£90,000 - £99,999	£100,000 or more
Unweighted	622	327	293	5	44	56	59	89	57	55	42	54	23	33	30	22	11	9	15
Weighted	624	324	298	5	44	55	60	89	57	56	42	54	23	33	30	22	11	9	15
Very satisfied	25%	27%	24%	42%	21%	16%	30%	28%	25%	37%	17%	24%	44%	24%	14%	35%	17%	33%	12%
Somewhat satisfied	43%	40%	47%	0%	45%	51%	34%	43%	49%	33%	53%	46%	40%	39%	63%	32%	55%	33%	41%
Neither satisfied nor dissatisfied	19%	18%	19%	39%	14%	16%	18%	20%	18%	21%	21%	21%	12%	18%	9%	14%	18%	24%	33%
Somewhat dissatisfied	6%	7%	5%	0%	9%	9%	7%	3%	4%	4%	2%	5%	4%	15%	11%	9%	9%	11%	7%
Very dissatisfied	4%	5%	2%	0%	10%	5%	5%	3%	2%	0%	8%	4%	0%	3%	3%	0%	0%	0%	7%
Don't Know	3%	3%	2%	19%	3%	4%	5%	2%	4%	5%	0%	0%	0%	0%	0%	10%	0%	0%	0%

Note:

BASE: respondents who have found a temporary job through a recruitment agency

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(56.C) All in all, how satisfied were you with your experience using the agency?

	Total	Social Grade				Education					Recruitment Permanent Job				Recruitment Temporary Work			
		AB	C1	C2	DE	GCSE or equivalent (Scottish National/O Level)	A Level or equivalent	University Undergraduate Degree (BA/BSc)	University Postgraduate Degree (MA/MSc/MPhil)	Doctorate (PhD/DPhil)	Yes - I have used a recruitment agency in the last year	Yes - I have used a recruitment agency in the last 1 - 5 years	Yes - I have used a recruitment over 5 years ago	No - I have never used a recruitment agency	Yes - I have used an agency to find temporary work in the last year	Yes - I have used an agency to find temporary work in the last 1 - 5 years	Yes - I have used an agency to find temporary work over 5 years ago	No - I have never tried to find temporary work through an agency
Unweighted	622	183	181	114	141	97	108	174	75	13	137	165	235	85	122	166	334	0
Weighted	624	183	173	126	140	98	108	174	75	13	138	167	234	85	122	170	332	0
Very satisfied	25%	25%	25%	22%	28%	35%	24%	20%	28%	15%	28%	22%	28%	18%	24%	24%	27%	
Somewhat satisfied	43%	45%	45%	46%	38%	36%	43%	48%	39%	38%	38%	40%	47%	49%	41%	42%	45%	
Neither satisfied nor dissatisfied	19%	20%	21%	18%	16%	20%	18%	18%	21%	15%	20%	21%	15%	23%	23%	20%	16%	
Somewhat dissatisfied	6%	6%	7%	4%	8%	6%	6%	7%	8%	16%	4%	11%	4%	6%	2%	9%	6%	
Very dissatisfied	4%	3%	2%	4%	6%	1%	7%	3%	0%	9%	7%	3%	3%	1%	5%	2%	4%	
Don't Know	3%	2%	1%	5%	4%	2%	1%	4%	4%	9%	2%	3%	3%	2%	4%	3%	2%	

Note:

BASE: respondents who have found a temporary job through a recruitment agency

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(57.A) Which services and support from the agency did you find most valuable? Please select up to three

	Total	Age						Region											
		18-24	25-34	35-44	45-54	55-64	65+	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	Scotland	Wales	Northern Ireland
Unweighted	622	98	132	144	103	78	67	110	79	43	54	48	61	52	19	74	35	24	23
Weighted	624	100	136	146	101	75	66	116	80	42	53	48	61	50	18	74	34	25	22
Access to a variety of work opportunities	37%	26%	32%	37%	42%	45%	48%	37%	41%	51%	35%	31%	41%	36%	27%	34%	37%	37%	34%
Advice on future job opportunities and how to progress	15%	20%	24%	12%	11%	12%	9%	16%	10%	17%	15%	17%	19%	8%	12%	22%	9%	24%	22%
Expertise about jobs in a specific sector	17%	22%	22%	12%	16%	22%	9%	21%	19%	13%	13%	17%	17%	13%	27%	16%	15%	25%	18%
Information on the assignment before starting work	22%	26%	21%	15%	15%	27%	36%	17%	25%	26%	26%	17%	26%	26%	21%	18%	19%	22%	9%
Information about my employment rights and payment terms	15%	23%	19%	14%	8%	14%	10%	16%	11%	16%	9%	21%	21%	18%	15%	12%	13%	21%	13%
Advice on training and development	16%	20%	25%	15%	5%	9%	3%	20%	13%	7%	19%	13%	19%	7%	10%	23%	15%	16%	9%
Access to temporary / contract work	39%	31%	24%	45%	40%	51%	49%	34%	41%	39%	37%	47%	35%	44%	42%	36%	47%	37%	26%
None of the above	16%	10%	17%	18%	21%	19%	7%	13%	18%	7%	17%	9%	15%	24%	21%	18%	24%	13%	22%

Note:

BASE: respondents who have found a temporary job through a recruitment agency

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(57.B) Which services and support from the agency did you find most valuable? Please select up to three

	Total	Gender		Income															
		Male	Female	No annual income	Less than £10,000	£10,000 - £14,999	£15,000 - £19,999	£20,000 - £24,999	£25,000 - £29,999	£30,000 - £34,999	£35,000 - £39,999	£40,000 - £44,999	£45,000 - £49,999	£50,000 - £59,999	£60,000 - £69,999	£70,000 - £79,999	£80,000 - £89,999	£90,000 - £99,999	£100,000 or more
Unweighted	622	327	293	5	44	56	59	89	57	55	42	54	23	33	30	22	11	9	15
Weighted	624	324	298	5	44	55	60	89	57	56	42	54	23	33	30	22	11	9	15
Access to a variety of work opportunities	37%	39%	36%	20%	36%	33%	35%	29%	36%	36%	47%	40%	53%	39%	56%	45%	36%	32%	14%
Advice on future job opportunities and how to progress	15%	17%	14%	0%	18%	19%	19%	21%	7%	21%	16%	13%	4%	24%	16%	0%	10%	0%	12%
Expertise about jobs in a specific sector	17%	18%	16%	0%	18%	21%	17%	19%	20%	11%	24%	20%	31%	13%	16%	9%	26%	0%	20%
Information on the assignment before starting work	22%	21%	22%	0%	18%	18%	18%	23%	20%	29%	15%	13%	26%	34%	20%	9%	27%	45%	26%
Information about my employment rights and payment terms	15%	17%	13%	0%	9%	12%	18%	16%	12%	24%	15%	18%	22%	9%	17%	9%	10%	12%	20%
Advice on training and development	16%	17%	14%	21%	16%	21%	14%	12%	11%	15%	15%	16%	9%	34%	10%	9%	18%	12%	19%
Access to temporary / contract work	39%	37%	41%	41%	31%	30%	45%	33%	55%	35%	39%	37%	53%	32%	43%	36%	36%	57%	40%
None of the above	16%	15%	17%	38%	25%	19%	24%	17%	4%	14%	9%	14%	4%	12%	12%	28%	9%	11%	20%

Note:

BASE: respondents who have found a temporary job through a recruitment agency

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(57.C) Which services and support from the agency did you find most valuable? Please select up to three

	Total	Social Grade				Education					Recruitment Permanent Job				Recruitment Temporary Work			
		AB	C1	C2	DE	GCSE or equivalent (Scottish National/O Level)	A Level or equivalent	University Undergraduate Degree (BA/BSc)	University Postgraduate Degree (MA/MSc/MPhil)	Doctorate (PhD/DPhil)	Yes - I have used a recruitment agency in the last year	Yes - I have used a recruitment agency in the last 1 - 5 years	Yes - I have used a recruitment over 5 years ago	No - I have never used a recruitment agency	Yes - I have used an agency to find temporary work in the last year	Yes - I have used an agency to find temporary work in the last 1 - 5 years	Yes - I have used an agency to find temporary work over 5 years ago	No - I have never tried to find temporary work through an agency
Unweighted	622	183	181	114	141	97	108	174	75	13	137	165	235	85	122	166	334	0
Weighted	624	183	173	126	140	98	108	174	75	13	138	167	234	85	122	170	332	0
Access to a variety of work opportunities	37%	39%	40%	33%	35%	36%	42%	34%	35%	22%	34%	30%	44%	40%	33%	33%	41%	
Advice on future job opportunities and how to progress	15%	16%	13%	17%	16%	17%	19%	17%	15%	14%	19%	24%	9%	12%	21%	20%	11%	
Expertise about jobs in a specific sector	17%	18%	18%	17%	16%	16%	20%	16%	24%	32%	20%	23%	14%	12%	22%	20%	14%	
Information on the assignment before starting work	22%	23%	19%	26%	17%	26%	16%	18%	27%	37%	21%	20%	23%	22%	22%	21%	22%	
Information about my employment rights and payment terms	15%	18%	13%	15%	15%	10%	14%	15%	17%	39%	24%	16%	12%	7%	21%	16%	13%	
Advice on training and development	16%	15%	18%	18%	12%	13%	15%	18%	17%	0%	23%	19%	9%	15%	25%	21%	10%	
Access to temporary / contract work	39%	42%	41%	30%	37%	38%	34%	35%	44%	38%	34%	32%	45%	42%	36%	32%	43%	
None of the above	16%	10%	16%	17%	23%	17%	14%	18%	12%	9%	13%	12%	19%	20%	10%	13%	20%	

Note:

BASE: respondents who have found a temporary job through a recruitment agency

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(58.A) How many temporary jobs have you found through a recruitment agency?

	Total	Age						Region											
		18-24	25-34	35-44	45-54	55-64	65+	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	Scotland	Wales	Northern Ireland
Unweighted	465	68	91	113	78	63	52	82	60	34	43	38	42	40	15	54	25	16	16
Weighted	466	69	93	115	76	61	51	86	61	33	42	38	42	38	14	54	24	17	15
1	32%	23%	33%	28%	40%	41%	25%	29%	36%	30%	26%	37%	27%	30%	39%	34%	32%	18%	62%
2	22%	25%	25%	20%	17%	19%	29%	22%	23%	29%	12%	21%	26%	20%	14%	24%	25%	37%	13%
3	16%	22%	20%	16%	8%	12%	16%	15%	15%	12%	23%	13%	19%	15%	20%	17%	12%	26%	6%
4	7%	14%	6%	8%	4%	3%	4%	6%	0%	15%	7%	5%	12%	8%	8%	8%	4%	0%	6%
5	7%	6%	5%	12%	10%	2%	2%	6%	3%	3%	11%	12%	2%	10%	7%	6%	16%	6%	0%
6-10	6%	3%	2%	6%	8%	8%	10%	12%	5%	5%	5%	3%	4%	8%	0%	4%	4%	7%	0%
Over 10	5%	2%	1%	4%	8%	8%	9%	6%	6%	3%	5%	3%	2%	5%	6%	3%	4%	7%	6%
Don't Know	6%	6%	7%	6%	6%	6%	6%	4%	11%	3%	11%	5%	8%	5%	6%	6%	4%	0%	7%

Note:

BASE: only people who responded;"Yes - more than once, Yes, once" to You said that in the past you had tried to find temporary work through a recruitment agency.Have you ever taken a temporary job that you found through a recruitment agency?

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(58.B) How many temporary jobs have you found through a recruitment agency?

	Total	Gender		Income															
		Male	Female	No annual income	Less than £10,000	£10,000 - £14,999	£15,000 - £19,999	£20,000 - £24,999	£25,000 - £29,999	£30,000 - £34,999	£35,000 - £39,999	£40,000 - £44,999	£45,000 - £49,999	£50,000 - £59,999	£60,000 - £69,999	£70,000 - £79,999	£80,000 - £89,999	£90,000 - £99,999	£100,000 or more
Unweighted	465	246	218	2	31	38	42	73	44	36	28	38	20	28	26	16	10	7	12
Weighted	466	244	221	2	31	37	42	74	44	36	28	37	20	28	26	16	10	7	12
1	32%	31%	33%	49%	16%	29%	24%	30%	43%	53%	32%	18%	25%	24%	27%	50%	39%	0%	59%
2	22%	22%	22%	0%	29%	24%	19%	26%	18%	14%	26%	27%	20%	29%	12%	24%	20%	27%	17%
3	16%	16%	16%	0%	9%	21%	14%	13%	13%	12%	14%	18%	25%	17%	31%	13%	22%	16%	25%
4	7%	6%	7%	0%	10%	2%	3%	6%	7%	5%	11%	5%	10%	7%	19%	0%	0%	29%	0%
5	7%	7%	6%	0%	6%	8%	7%	8%	2%	3%	11%	16%	0%	7%	3%	6%	10%	28%	0%
6-10	6%	7%	4%	0%	13%	0%	19%	6%	4%	8%	0%	3%	5%	8%	0%	0%	0%	0%	0%
Over 10	5%	5%	4%	0%	10%	3%	2%	6%	7%	5%	3%	5%	14%	0%	4%	0%	0%	0%	0%
Don't Know	6%	6%	6%	51%	6%	13%	12%	5%	5%	0%	3%	8%	0%	7%	4%	7%	10%	0%	0%

Note:

BASE: only people who responded; "Yes - more than once, Yes, once" to You said that in the past you had tried to find temporary work through a recruitment agency. Have you ever taken a temporary job that you found through a recruitment agency?

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(58.C) How many temporary jobs have you found through a recruitment agency?

	Total	Social Grade				Education					Recruitment Permanent Job				Recruitment Temporary Work			
		AB	C1	C2	DE	GCSE or equivalent (Scottish National/O Level)	A Level or equivalent	University Undergraduate Degree (BA/BSc)	University Postgraduate Degree (MA/MSc/MPhil)	Doctorate (PhD/DPhil)	Yes - I have used a recruitment agency in the last year	Yes - I have used a recruitment agency in the last 1 - 5 years	Yes - I have used a recruitment over 5 years ago	No - I have never used a recruitment agency	Yes - I have used an agency to find temporary work in the last year	Yes - I have used an agency to find temporary work in the last 1 - 5 years	Yes - I have used an agency to find temporary work over 5 years ago	No - I have never tried to find temporary work through an agency
Unweighted	465	143	141	85	94	68	77	137	61	11	100	122	184	59	88	116	261	0
Weighted	466	143	134	94	93	69	77	136	61	11	102	123	182	59	88	119	259	0
1	32%	33%	31%	34%	30%	28%	28%	34%	32%	17%	21%	33%	34%	43%	26%	28%	36%	
2	22%	24%	22%	26%	17%	28%	19%	20%	21%	19%	27%	22%	18%	25%	24%	27%	19%	
3	16%	18%	13%	14%	18%	17%	20%	16%	15%	37%	21%	16%	15%	11%	22%	16%	14%	
4	7%	8%	5%	10%	4%	3%	8%	6%	8%	8%	14%	6%	4%	3%	13%	5%	5%	
5	7%	7%	7%	5%	8%	4%	10%	7%	7%	9%	7%	5%	9%	3%	8%	3%	8%	
6-10	6%	3%	11%	4%	5%	3%	4%	7%	7%	0%	3%	5%	8%	5%	2%	7%	6%	
Over 10	5%	3%	4%	5%	6%	8%	4%	2%	6%	0%	2%	7%	5%	3%	2%	6%	5%	
Don't Know	6%	4%	7%	3%	11%	9%	7%	7%	5%	10%	5%	6%	7%	7%	3%	7%	7%	

Note:

BASE: only people who responded; "Yes - more than once, Yes, once" to You said that in the past you had tried to find temporary work through a recruitment agency. Have you ever taken a temporary job that you found through a recruitment agency?

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(59.A) Thinking back, why do you think you were unable to find temporary work with the agency? Please select all the reasons that applied

	Total	Age						Region											
		18-24	25-34	35-44	45-54	55-64	65+	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	Scotland	Wales	Northern Ireland
Unweighted	157	30	41	31	25	15	15	28	19	9	11	10	19	12	4	20	10	8	7
Weighted	159	31	43	31	25	14	15	30	19	9	11	10	19	12	4	20	10	8	7
None of the positions offered by the agency appealed	22%	25%	14%	26%	27%	20%	20%	21%	15%	31%	35%	19%	0%	25%	0%	37%	29%	26%	15%
Found a better job elsewhere	29%	19%	30%	35%	20%	33%	47%	22%	27%	53%	35%	11%	26%	34%	24%	15%	38%	37%	73%
My application(s) were unsuccessful	23%	40%	18%	29%	12%	14%	13%	25%	27%	11%	20%	30%	26%	17%	29%	20%	43%	13%	0%
Too many candidates applied for the same job	19%	10%	20%	16%	29%	27%	14%	7%	27%	36%	28%	11%	27%	0%	54%	20%	21%	12%	13%
I did not have the right skills	15%	27%	14%	9%	4%	21%	20%	17%	21%	0%	0%	38%	26%	25%	25%	0%	0%	23%	0%
Other (Please Specify)	3%	0%	0%	0%	0%	20%	13%	3%	5%	0%	0%	0%	0%	8%	23%	5%	0%	0%	0%
Don't Know	14%	7%	18%	16%	28%	0%	7%	22%	16%	0%	0%	31%	16%	8%	0%	20%	0%	13%	14%

Note:

BASE: only people who responded; "No" to You said that in the past you had tried to find temporary work through a recruitment agency. Have you ever taken a temporary job that you found through a recruitment agency?

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(59.B) Thinking back, why do you think you were unable to find temporary work with the agency? Please select all the reasons that applied

	Total	Gender		Income															
		Male	Female	No annual income	Less than £10,000	£10,000 - £14,999	£15,000 - £19,999	£20,000 - £24,999	£25,000 - £29,999	£30,000 - £34,999	£35,000 - £39,999	£40,000 - £44,999	£45,000 - £49,999	£50,000 - £59,999	£60,000 - £69,999	£70,000 - £79,999	£80,000 - £89,999	£90,000 - £99,999	£100,000 or more
Unweighted	157	81	75	3	13	18	17	16	13	19	14	16	3	5	4	6	1	2	3
Weighted	159	80	77	3	13	18	18	16	13	19	14	16	3	5	4	6	1	2	3
None of the positions offered by the agency appealed	22%	25%	18%	0%	30%	18%	11%	12%	22%	26%	37%	19%	0%	39%	23%	34%	0%	0%	0%
Found a better job elsewhere	29%	29%	29%	0%	8%	23%	22%	18%	38%	26%	20%	44%	33%	60%	77%	34%	100%	51%	66%
My application(s) were unsuccessful	23%	19%	27%	36%	39%	28%	19%	44%	25%	10%	14%	33%	33%	19%	0%	0%	0%	0%	0%
Too many candidates applied for the same job	19%	17%	21%	0%	39%	16%	18%	13%	15%	22%	14%	32%	0%	0%	0%	16%	0%	49%	0%
I did not have the right skills	15%	14%	17%	33%	15%	11%	5%	26%	15%	10%	37%	6%	67%	21%	0%	0%	0%	0%	0%
Other (Please Specify)	3%	3%	3%	0%	0%	16%	0%	0%	0%	5%	7%	0%	0%	0%	0%	0%	0%	0%	0%
Don't Know	14%	12%	15%	32%	9%	17%	18%	13%	22%	12%	0%	24%	0%	0%	0%	17%	0%	0%	34%

Note:

BASE: only people who responded;"No" to You said that in the past you had tried to find temporary work through a recruitment agency.Have you ever taken a temporary job that you found through a recruitment agency?

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(59.C) Thinking back, why do you think you were unable to find temporary work with the agency? Please select all the reasons that applied

	Total	Social Grade				Education					Recruitment Permanent Job				Recruitment Temporary Work			
		AB	C1	C2	DE	GCSE or equivalent (Scottish National/O Level)	A Level or equivalent	University Undergraduate Degree (BA/BSc)	University Postgraduate Degree (MA/MSc/MPhil)	Doctorate (PhD/DPhil)	Yes - I have used a recruitment agency in the last year	Yes - I have used a recruitment agency in the last 1 - 5 years	Yes - I have used a recruitment agency over 5 years ago	No - I have never used a recruitment agency	Yes - I have used an agency to find temporary work in the last year	Yes - I have used an agency to find temporary work in the last 1 - 5 years	Yes - I have used an agency to find temporary work over 5 years ago	No - I have never tried to find temporary work through an agency
Unweighted	157	40	40	29	47	29	31	37	14	2	37	43	51	26	34	50	73	0
Weighted	159	40	38	32	47	29	31	38	14	2	37	44	52	26	34	51	74	0
None of the positions offered by the agency appealed	22%	14%	27%	17%	26%	27%	36%	11%	22%	0%	14%	34%	14%	28%	15%	32%	17%	
Found a better job elsewhere	29%	45%	22%	28%	21%	24%	19%	28%	57%	50%	16%	23%	39%	38%	14%	22%	41%	
My application(s) were unsuccessful	23%	18%	23%	28%	24%	28%	20%	28%	7%	0%	27%	28%	19%	16%	35%	20%	19%	
Too many candidates applied for the same job	19%	13%	7%	38%	21%	24%	10%	23%	7%	0%	25%	19%	18%	11%	24%	20%	16%	
I did not have the right skills	15%	10%	25%	11%	15%	10%	26%	15%	7%	0%	19%	17%	9%	19%	18%	20%	11%	
Other (Please Specify)	3%	2%	5%	0%	4%	3%	3%	5%	0%	0%	3%	2%	6%	0%	0%	4%	4%	
Don't Know	14%	15%	13%	14%	15%	3%	10%	19%	14%	50%	16%	12%	14%	15%	17%	13%	14%	

Note:

BASE: only people who responded; "No" to You said that in the past you had tried to find temporary work through a recruitment agency. Have you ever taken a temporary job that you found through a recruitment agency?

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(60.A) How good a match was the temporary job you found through the agency? If you have found multiple temporary jobs through an agency, please think about your most recent experience

	Age							Region											
	Total	18-24	25-34	35-44	45-54	55-64	65+	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	Scotland	Wales	Northern Ireland
Unweighted	465	68	91	113	78	63	52	82	60	34	43	38	42	40	15	54	25	16	16
Weighted	466	69	93	115	76	61	51	86	61	33	42	38	42	38	14	54	24	17	15
Very good match	26%	31%	23%	23%	23%	26%	41%	29%	24%	20%	28%	29%	29%	20%	40%	33%	15%	32%	6%
Somewhat good match	48%	38%	53%	48%	48%	51%	48%	48%	51%	53%	39%	50%	47%	53%	47%	41%	65%	24%	56%
Neither a good or bad match	19%	19%	18%	21%	22%	17%	11%	18%	19%	21%	24%	16%	19%	15%	13%	19%	8%	38%	19%
Somewhat bad match	4%	9%	3%	5%	4%	1%	0%	3%	0%	6%	7%	3%	5%	8%	0%	2%	12%	7%	6%
Very bad match	2%	3%	3%	2%	0%	2%	0%	1%	2%	0%	2%	3%	0%	3%	0%	4%	0%	0%	6%
Don't Know	1%	0%	0%	2%	4%	3%	0%	1%	5%	0%	0%	0%	0%	2%	0%	2%	0%	0%	7%

Note:

BASE: only people who responded; "Yes - more than once, Yes, once" to You said that in the past you had tried to find temporary work through a recruitment agency. Have you ever taken a temporary job that you found through a recruitment agency?

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(60.B) How good a match was the temporary job you found through the agency? If you have found multiple temporary jobs through an agency, please think about your most recent experience

	Total	Gender		Income															
		Male	Female	No annual income	Less than £10,000	£10,000 - £14,999	£15,000 - £19,999	£20,000 - £24,999	£25,000 - £29,999	£30,000 - £34,999	£35,000 - £39,999	£40,000 - £44,999	£45,000 - £49,999	£50,000 - £59,999	£60,000 - £69,999	£70,000 - £79,999	£80,000 - £89,999	£90,000 - £99,999	£100,000 or more
Unweighted	465	246	218	2	31	38	42	73	44	36	28	38	20	28	26	16	10	7	12
Weighted	466	244	221	2	31	37	42	74	44	36	28	37	20	28	26	16	10	7	12
Very good match	26%	26%	27%	0%	16%	29%	38%	34%	26%	29%	25%	26%	25%	14%	15%	31%	19%	14%	26%
Somewhat good match	48%	45%	51%	49%	39%	44%	29%	45%	47%	48%	61%	56%	61%	57%	62%	25%	61%	58%	57%
Neither a good or bad match	19%	19%	19%	0%	26%	22%	34%	14%	21%	20%	11%	13%	10%	18%	15%	32%	0%	15%	17%
Somewhat bad match	4%	5%	3%	0%	10%	3%	0%	5%	5%	3%	3%	2%	0%	4%	0%	6%	19%	13%	0%
Very bad match	2%	3%	0%	51%	6%	3%	0%	0%	2%	0%	0%	0%	0%	0%	7%	6%	0%	0%	0%
Don't Know	1%	2%	1%	0%	3%	0%	0%	1%	0%	0%	0%	3%	4%	7%	0%	0%	0%	0%	0%

Note:

BASE: only people who responded; "Yes - more than once, Yes, once" to You said that in the past you had tried to find temporary work through a recruitment agency. Have you ever taken a temporary job that you found through a recruitment agency?

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(60.C) How good a match was the temporary job you found through the agency? If you have found multiple temporary jobs through an agency, please think about your most recent experience

	Total	Social Grade				Education					Recruitment Permanent Job				Recruitment Temporary Work			
		AB	C1	C2	DE	GCSE or equivalent (Scottish National/O Level)	A Level or equivalent	University Undergraduate Degree (BA/BSc)	University Postgraduate Degree (MA/MSc/MPhil)	Doctorate (PhD/DPhil)	Yes - I have used a recruitment agency in the last year	Yes - I have used a recruitment agency in the last 1 - 5 years	Yes - I have used a recruitment over 5 years ago	No - I have never used a recruitment agency	Yes - I have used an agency to find temporary work in the last year	Yes - I have used an agency to find temporary work in the last 1 - 5 years	Yes - I have used an agency to find temporary work over 5 years ago	No - I have never tried to find temporary work through an agency
Unweighted	465	143	141	85	94	68	77	137	61	11	100	122	184	59	88	116	261	0
Weighted	466	143	134	94	93	69	77	136	61	11	102	123	182	59	88	119	259	0
Very good match	26%	25%	24%	19%	40%	41%	27%	19%	18%	36%	32%	25%	27%	17%	33%	27%	24%	
Somewhat good match	48%	53%	48%	53%	34%	29%	45%	51%	61%	46%	40%	50%	49%	51%	41%	50%	49%	
Neither a good or bad match	19%	17%	19%	18%	21%	21%	20%	22%	18%	9%	20%	16%	18%	22%	16%	19%	19%	
Somewhat bad match	4%	3%	3%	7%	3%	4%	4%	4%	3%	9%	4%	5%	2%	8%	7%	1%	5%	
Very bad match	2%	1%	3%	1%	2%	0%	4%	2%	0%	0%	3%	2%	2%	0%	3%	2%	1%	
Don't Know	1%	1%	3%	2%	0%	5%	1%	1%	0%	0%	1%	2%	2%	2%	0%	2%	2%	

Note:

BASE: only people who responded; "Yes - more than once, Yes, once" to You said that in the past you had tried to find temporary work through a recruitment agency. Have you ever taken a temporary job that you found through a recruitment agency?

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(61.A) Have you experienced any of the following as result of your temporary work?Please select all that apply

	Total	Age						Region											
		18-24	25-34	35-44	45-54	55-64	65+	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	Scotland	Wales	Northern Ireland
Unweighted	465	68	91	113	78	63	52	82	60	34	43	38	42	40	15	54	25	16	16
Weighted	466	69	93	115	76	61	51	86	61	33	42	38	42	38	14	54	24	17	15
Learned new skills	34%	32%	46%	32%	26%	33%	29%	31%	31%	26%	30%	49%	53%	23%	19%	28%	47%	44%	19%
Higher income	18%	19%	20%	15%	10%	24%	23%	10%	27%	30%	21%	11%	14%	13%	19%	22%	17%	19%	19%
Better work-life balance	21%	21%	19%	25%	15%	24%	20%	19%	27%	29%	12%	18%	24%	10%	13%	18%	37%	33%	18%
Moved to a new industry	17%	22%	22%	17%	11%	13%	17%	21%	20%	18%	19%	19%	14%	13%	15%	12%	20%	19%	13%
Improved confidence at work	26%	30%	32%	27%	23%	24%	15%	34%	26%	14%	23%	13%	36%	23%	13%	25%	20%	43%	33%
New friends	30%	30%	33%	37%	24%	31%	17%	33%	29%	21%	35%	26%	28%	35%	40%	20%	32%	63%	12%
Moved to a permanent position	18%	16%	13%	17%	15%	24%	32%	13%	22%	17%	14%	11%	18%	28%	20%	20%	20%	31%	20%
Learning relevant experience that helped with a later permanent position	21%	22%	29%	15%	14%	24%	20%	23%	17%	23%	11%	11%	28%	17%	47%	22%	24%	31%	7%
None of the above	18%	6%	11%	22%	27%	21%	21%	12%	20%	21%	19%	21%	7%	30%	20%	22%	17%	6%	24%

Note:

BASE: only people who responded;"Yes - more than once, Yes, once" to You said that in the past you had tried to find temporary work through a recruitment agency.Have you ever taken a temporary job that you found through a recruitment agency?

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(61.B) Have you experienced any of the following as result of your temporary work?Please select all that apply

	Total	Gender		Income															
		Male	Female	No annual income	Less than £10,000	£10,000 - £14,999	£15,000 - £19,999	£20,000 - £24,999	£25,000 - £29,999	£30,000 - £34,999	£35,000 - £39,999	£40,000 - £44,999	£45,000 - £49,999	£50,000 - £59,999	£60,000 - £69,999	£70,000 - £79,999	£80,000 - £89,999	£90,000 - £99,999	£100,000 or more
Unweighted	465	246	218	2	31	38	42	73	44	36	28	38	20	28	26	16	10	7	12
Weighted	466	244	221	2	31	37	42	74	44	36	28	37	20	28	26	16	10	7	12
Learned new skills	34%	37%	29%	0%	36%	37%	37%	26%	28%	44%	43%	38%	36%	24%	23%	51%	30%	42%	41%
Higher income	18%	20%	16%	0%	13%	13%	22%	19%	19%	18%	29%	16%	20%	21%	12%	12%	10%	30%	15%
Better work-life balance	21%	18%	24%	0%	16%	21%	24%	22%	19%	20%	26%	29%	29%	21%	23%	12%	10%	14%	16%
Moved to a new industry	17%	20%	14%	0%	20%	10%	17%	21%	14%	19%	22%	24%	15%	19%	12%	6%	10%	29%	17%
Improved confidence at work	26%	27%	24%	49%	20%	26%	21%	17%	18%	31%	30%	26%	41%	18%	39%	19%	41%	43%	50%
New friends	30%	32%	28%	51%	30%	21%	41%	31%	12%	39%	15%	26%	36%	42%	42%	25%	30%	13%	42%
Moved to a permanent position	18%	18%	19%	0%	25%	16%	12%	18%	14%	22%	21%	11%	35%	25%	23%	6%	19%	14%	15%
Learning relevant experience that helped with a later permanent position	21%	22%	19%	0%	13%	11%	18%	26%	20%	22%	18%	15%	21%	33%	24%	12%	19%	30%	32%
None of the above	18%	17%	19%	0%	29%	18%	22%	15%	32%	11%	20%	10%	14%	14%	11%	18%	10%	0%	25%

Note:

BASE: only people who responded;" Yes - more than once, Yes, once" to You said that in the past you had tried to find temporary work through a recruitment agency.Have you ever taken a temporary job that you found through a recruitment agency?

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(61.C) Have you experienced any of the following as result of your temporary work? Please select all that apply

	Total	Social Grade				Education					Recruitment Permanent Job				Recruitment Temporary Work			
		AB	C1	C2	DE	GCSE or equivalent (Scottish National/O Level)	A Level or equivalent	University Under-graduate Degree (BA/BSc)	University Postgraduate Degree (MA/MSc/MPhil)	Doctorate (PhD/DPHil)	Yes - I have used a recruitment agency in the last year	Yes - I have used a recruitment agency in the last 1 - 5 years	Yes - I have used a recruitment over 5 years ago	No - I have never used a recruitment agency	Yes - I have used an agency to find temporary work in the last year	Yes - I have used an agency to find temporary work in the last 1 - 5 years	Yes - I have used an agency to find temporary work over 5 years ago	No - I have never tried to find temporary work through an agency
Unweighted	465	143	141	85	94	68	77	137	61	11	100	122	184	59	88	116	261	0
Weighted	466	143	134	94	93	69	77	136	61	11	102	123	182	59	88	119	259	0
Learned new skills	34%	35%	30%	31%	39%	36%	27%	33%	41%	37%	38%	34%	31%	33%	42%	32%	31%	
Higher income	18%	23%	12%	21%	14%	22%	19%	15%	29%	18%	20%	21%	16%	12%	21%	22%	15%	
Better work-life balance	21%	17%	21%	27%	21%	13%	28%	20%	17%	27%	25%	24%	18%	17%	27%	29%	15%	
Moved to a new industry	17%	13%	15%	22%	21%	16%	18%	13%	17%	9%	13%	26%	13%	17%	15%	23%	15%	
Improved confidence at work	26%	30%	26%	23%	24%	24%	22%	26%	29%	28%	27%	27%	26%	22%	28%	30%	23%	
New friends	30%	29%	30%	29%	35%	31%	27%	34%	28%	37%	34%	32%	28%	26%	35%	33%	27%	
Moved to a permanent position	18%	22%	18%	16%	16%	27%	13%	15%	20%	26%	15%	14%	20%	25%	14%	17%	21%	
Learning relevant experience that helped with a later permanent position	21%	23%	15%	23%	22%	25%	18%	19%	16%	34%	24%	21%	19%	19%	23%	19%	20%	
None of the above	18%	14%	22%	19%	16%	19%	23%	19%	13%	0%	14%	12%	21%	27%	13%	10%	23%	

Note:

BASE: only people who responded: "Yes - more than once, Yes, once" to You said that in the past you had tried to find temporary work through a recruitment agency. Have you ever taken a temporary job that you found through a recruitment agency?

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(62.A) How likely do you think you would have been to find as good a temporary position without the agency?

	Total	Age						Region											
		18-24	25-34	35-44	45-54	55-64	65+	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	Scotland	Wales	Northern Ireland
Unweighted	465	68	91	113	78	63	52	82	60	34	43	38	42	40	15	54	25	16	16
Weighted	466	69	93	115	76	61	51	86	61	33	42	38	42	38	14	54	24	17	15
Very likely	9%	12%	14%	8%	5%	6%	6%	14%	3%	9%	7%	13%	13%	7%	6%	5%	12%	13%	0%
Somewhat likely	30%	36%	41%	34%	21%	19%	23%	30%	40%	30%	27%	22%	26%	21%	21%	30%	24%	43%	63%
Neither likely or unlikely	25%	24%	28%	24%	31%	21%	23%	24%	26%	26%	28%	24%	29%	23%	27%	31%	8%	32%	19%
Somewhat unlikely	22%	15%	12%	17%	26%	39%	33%	19%	21%	19%	19%	28%	30%	29%	20%	15%	40%	7%	12%
Not at all likely	8%	6%	4%	10%	9%	11%	10%	6%	6%	6%	11%	5%	2%	12%	19%	12%	13%	6%	6%
Don't Know	6%	8%	1%	8%	8%	3%	6%	7%	4%	9%	7%	8%	0%	8%	7%	7%	4%	0%	0%

Note:

BASE: only people who responded;"Yes - more than once, Yes, once" to You said that in the past you had tried to find temporary work through a recruitment agency.Have you ever taken a temporary job that you found through a recruitment agency?

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(62.B) How likely do you think you would have been to find as good a temporary position without the agency?

	Total	Gender		Income															
		Male	Female	No annual income	Less than £10,000	£10,000 - £14,999	£15,000 - £19,999	£20,000 - £24,999	£25,000 - £29,999	£30,000 - £34,999	£35,000 - £39,999	£40,000 - £44,999	£45,000 - £49,999	£50,000 - £59,999	£60,000 - £69,999	£70,000 - £79,999	£80,000 - £89,999	£90,000 - £99,999	£100,000 or more
Unweighted	465	246	218	2	31	38	42	73	44	36	28	38	20	28	26	16	10	7	12
Weighted	466	244	221	2	31	37	42	74	44	36	28	37	20	28	26	16	10	7	12
Very likely	9%	9%	8%	0%	7%	8%	2%	14%	9%	8%	11%	10%	10%	11%	4%	26%	0%	14%	0%
Somewhat likely	30%	32%	28%	0%	23%	27%	24%	30%	25%	37%	37%	29%	24%	35%	32%	24%	60%	29%	57%
Neither likely or unlikely	25%	24%	27%	49%	16%	35%	30%	28%	21%	20%	32%	30%	10%	29%	27%	13%	20%	14%	26%
Somewhat unlikely	22%	24%	20%	0%	31%	23%	27%	13%	31%	19%	20%	21%	41%	18%	19%	19%	0%	27%	17%
Not at all likely	8%	6%	10%	0%	3%	7%	9%	10%	10%	10%	0%	8%	10%	7%	11%	0%	19%	16%	0%
Don't Know	6%	5%	7%	51%	20%	0%	7%	5%	5%	6%	0%	3%	5%	0%	8%	19%	0%	0%	0%

Note:

BASE: only people who responded;"Yes - more than once, Yes, once" to You said that in the past you had tried to find temporary work through a recruitment agency.Have you ever taken a temporary job that you found through a recruitment agency?

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(62.C) How likely do you think you would have been to find as good a temporary position without the agency?

	Total	Social Grade				Education					Recruitment Permanent Job				Recruitment Temporary Work			
		AB	C1	C2	DE	GCSE or equivalent (Scottish National/O Level)	A Level or equivalent	University Undergraduate Degree (BA/BSc)	University Postgraduate Degree (MA/MSc/MPhil)	Doctorate (PhD/DPhil)	Yes - I have used a recruitment agency in the last year	Yes - I have used a recruitment agency in the last 1 - 5 years	Yes - I have used a recruitment over 5 years ago	No - I have never used a recruitment agency	Yes - I have used an agency to find temporary work in the last year	Yes - I have used an agency to find temporary work in the last 1 - 5 years	Yes - I have used an agency to find temporary work over 5 years ago	No - I have never tried to find temporary work through an agency
Unweighted	465	143	141	85	94	68	77	137	61	11	100	122	184	59	88	116	261	0
Weighted	466	143	134	94	93	69	77	136	61	11	102	123	182	59	88	119	259	0
Very likely	9%	11%	8%	7%	10%	11%	8%	8%	8%	10%	13%	11%	6%	5%	11%	13%	6%	
Somewhat likely	30%	31%	26%	39%	26%	27%	32%	33%	28%	64%	36%	41%	22%	23%	42%	41%	21%	
Neither likely or unlikely	25%	23%	27%	28%	24%	27%	27%	27%	30%	18%	29%	21%	26%	24%	26%	23%	26%	
Somewhat unlikely	22%	25%	23%	14%	23%	24%	21%	19%	19%	0%	14%	19%	27%	25%	12%	13%	29%	
Not at all likely	8%	6%	10%	7%	8%	7%	9%	6%	10%	9%	4%	6%	10%	12%	1%	8%	10%	
Don't Know	6%	3%	7%	5%	9%	4%	4%	7%	5%	0%	4%	2%	8%	10%	7%	1%	7%	

Note:

BASE: only people who responded; "Yes - more than once, Yes, once" to You said that in the past you had tried to find temporary work through a recruitment agency. Have you ever taken a temporary job that you found through a recruitment agency?

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(63.A) Overall, how good a job do you think companies in the UK do at recruiting efficiently?

	Total	Age						Region											
		18-24	25-34	35-44	45-54	55-64	65+	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	Scotland	Wales	Northern Ireland
Unweighted	2007	274	335	337	345	291	425	265	263	164	182	141	181	164	85	222	178	97	65
Weighted	2007	278	344	342	341	281	421	281	270	160	180	141	180	160	81	220	170	102	62
Very good	10%	10%	13%	11%	9%	8%	7%	12%	7%	9%	7%	10%	10%	12%	7%	13%	6%	14%	4%
Somewhat good	42%	41%	46%	41%	45%	43%	39%	40%	44%	43%	42%	49%	44%	43%	38%	37%	47%	41%	42%
Neither good or bad	24%	23%	21%	31%	21%	25%	24%	20%	26%	28%	24%	20%	24%	25%	23%	27%	24%	23%	24%
Somewhat bad	9%	12%	9%	6%	7%	10%	8%	10%	11%	6%	9%	9%	8%	6%	12%	9%	5%	8%	12%
Very bad	2%	4%	2%	3%	2%	2%	1%	2%	1%	3%	3%	2%	3%	1%	2%	4%	3%	0%	1%
Don't Know	13%	11%	8%	8%	16%	12%	21%	15%	11%	12%	15%	11%	12%	13%	18%	10%	15%	14%	16%

Note:

BASE: All Respondents

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(63.B) Overall, how good a job do you think companies in the UK do at recruiting efficiently?

	Total	Gender		Income															
		Male	Female	No annual income	Less than £10,000	£10,000 - £14,999	£15,000 - £19,999	£20,000 - £24,999	£25,000 - £29,999	£30,000 - £34,999	£35,000 - £39,999	£40,000 - £44,999	£45,000 - £49,999	£50,000 - £59,999	£60,000 - £69,999	£70,000 - £79,999	£80,000 - £89,999	£90,000 - £99,999	£100,000 or more
Unweighted	2007	998	1003	21	122	160	189	254	197	177	146	144	93	126	97	62	30	26	48
Weighted	2007	988	1013	21	121	159	190	254	198	178	145	143	92	125	97	61	30	26	50
Very good	10%	10%	9%	5%	4%	7%	11%	14%	12%	11%	13%	12%	9%	6%	11%	13%	14%	8%	2%
Somewhat good	42%	42%	43%	14%	30%	38%	44%	43%	45%	44%	43%	49%	46%	40%	47%	45%	46%	48%	58%
Neither good or bad	24%	24%	24%	52%	28%	26%	18%	24%	23%	29%	24%	23%	22%	28%	20%	18%	17%	16%	21%
Somewhat bad	9%	10%	7%	19%	8%	9%	8%	6%	7%	7%	6%	6%	10%	15%	11%	10%	10%	12%	6%
Very bad	2%	2%	2%	0%	10%	2%	3%	2%	4%	1%	1%	1%	0%	2%	1%	0%	3%	0%	0%
Don't Know	13%	11%	15%	10%	19%	17%	15%	11%	10%	10%	13%	9%	14%	10%	9%	15%	10%	16%	12%

Note:

BASE: All Respondents

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(63.C) Overall, how good a job do you think companies in the UK do at recruiting efficiently?

	Total	Social Grade				Education					Recruitment Permanent Job				Recruitment Temporary Work			
		AB	C1	C2	DE	GCSE or equivalent (Scottish National/O Level)	A Level or equivalent	University Undergraduate Degree (BA/BSc)	University Postgraduate Degree (MA/MSc/MPhil)	Doctorate (PhD/DPhil)	Yes - I have used a recruitment agency in the last year	Yes - I have used a recruitment agency in the last 1 - 5 years	Yes - I have used a recruitment over 5 years ago	No - I have never used a recruitment agency	Yes - I have used an agency to find temporary work in the last year	Yes - I have used an agency to find temporary work in the last 1 - 5 years	Yes - I have used an agency to find temporary work over 5 years ago	No - I have never tried to find temporary work through an agency
Unweighted	2007	542	552	400	507	449	346	504	169	35	175	241	388	1203	122	166	334	1385
Weighted	2007	539	520	441	501	450	349	499	169	36	176	241	386	1204	122	170	332	1383
Very good	10%	8%	9%	10%	11%	11%	9%	9%	9%	9%	16%	14%	14%	6%	26%	14%	14%	7%
Somewhat good	42%	45%	46%	41%	38%	40%	42%	44%	45%	37%	41%	51%	42%	41%	38%	50%	44%	41%
Neither good or bad	24%	24%	23%	25%	25%	25%	24%	23%	30%	25%	24%	21%	24%	25%	23%	22%	22%	25%
Somewhat bad	9%	10%	10%	7%	7%	6%	10%	12%	6%	9%	12%	7%	8%	9%	8%	8%	6%	9%
Very bad	2%	2%	2%	2%	4%	3%	4%	1%	1%	8%	4%	3%	3%	2%	2%	4%	3%	2%
Don't Know	13%	11%	11%	15%	15%	14%	12%	10%	10%	12%	3%	4%	9%	18%	3%	2%	10%	16%

Note:

BASE: All Respondents

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(64.A) How fair do you think the process of recruitment is to job seekers like yourself?

	Total	Age						Region											
		18-24	25-34	35-44	45-54	55-64	65+	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	Scotland	Wales	Northern Ireland
Unweighted	2007	274	335	337	345	291	425	265	263	164	182	141	181	164	85	222	178	97	65
Weighted	2007	278	344	342	341	281	421	281	270	160	180	141	180	160	81	220	170	102	62
Very fair	10%	12%	9%	10%	10%	10%	11%	11%	7%	8%	11%	12%	14%	9%	5%	15%	8%	14%	9%
Somewhat fair	37%	30%	44%	44%	38%	36%	29%	41%	37%	36%	28%	43%	34%	42%	39%	30%	38%	36%	43%
Neither fair or unfair	22%	23%	22%	19%	25%	22%	20%	17%	24%	24%	26%	19%	19%	21%	19%	22%	20%	26%	25%
Somewhat unfair	13%	19%	12%	14%	8%	14%	13%	15%	15%	15%	17%	12%	9%	8%	14%	14%	13%	10%	6%
Not at all fair	5%	6%	6%	6%	4%	4%	3%	4%	4%	4%	4%	3%	9%	5%	8%	7%	5%	1%	6%
Don't Know	13%	9%	8%	8%	14%	14%	24%	12%	13%	14%	15%	11%	14%	15%	16%	12%	16%	12%	11%

Note:

BASE: All Respondents

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(64.B) How fair do you think the process of recruitment is to job seekers like yourself?

	Total	Gender		Income															
		Male	Female	No annual income	Less than £10,000	£10,000 - £14,999	£15,000 - £19,999	£20,000 - £24,999	£25,000 - £29,999	£30,000 - £34,999	£35,000 - £39,999	£40,000 - £44,999	£45,000 - £49,999	£50,000 - £59,999	£60,000 - £69,999	£70,000 - £79,999	£80,000 - £89,999	£90,000 - £99,999	£100,000 or more
Unweighted	2007	998	1003	21	122	160	189	254	197	177	146	144	93	126	97	62	30	26	48
Weighted	2007	988	1013	21	121	159	190	254	198	178	145	143	92	125	97	61	30	26	50
Very fair	10%	11%	10%	5%	7%	7%	9%	14%	13%	10%	15%	9%	13%	8%	11%	13%	7%	15%	7%
Somewhat fair	37%	38%	36%	29%	25%	31%	34%	37%	32%	43%	37%	45%	42%	37%	49%	38%	56%	45%	44%
Neither fair or unfair	22%	23%	21%	32%	18%	26%	17%	21%	27%	21%	24%	18%	17%	29%	13%	17%	20%	16%	22%
Somewhat unfair	13%	13%	13%	24%	16%	14%	14%	13%	13%	11%	10%	14%	11%	16%	12%	8%	3%	8%	8%
Not at all fair	5%	4%	6%	0%	17%	5%	8%	4%	4%	2%	5%	3%	6%	2%	4%	5%	3%	4%	0%
Don't Know	13%	12%	15%	10%	16%	16%	17%	11%	12%	12%	8%	10%	11%	9%	11%	18%	10%	12%	19%

Note:

BASE: All Respondents

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(64.C) How fair do you think the process of recruitment is to job seekers like yourself?

	Total	Social Grade				Education					Recruitment Permanent Job				Recruitment Temporary Work			
		AB	C1	C2	DE	GCSE or equivalent (Scottish National/O Level)	A Level or equivalent	University Undergraduate Degree (BA/BSc)	University Postgraduate Degree (MA/MSc/MPhil)	Doctorate (PhD/DPhil)	Yes - I have used a recruitment agency in the last year	Yes - I have used a recruitment agency in the last 1 - 5 years	Yes - I have used a recruitment over 5 years ago	No - I have never used a recruitment agency	Yes - I have used an agency to find temporary work in the last year	Yes - I have used an agency to find temporary work in the last 1 - 5 years	Yes - I have used an agency to find temporary work over 5 years ago	No - I have never tried to find temporary work through an agency
Unweighted	2007	542	552	400	507	449	346	504	169	35	175	241	388	1203	122	166	334	1385
Weighted	2007	539	520	441	501	450	349	499	169	36	176	241	386	1204	122	170	332	1383
Very fair	10%	12%	9%	9%	11%	10%	9%	11%	10%	18%	17%	12%	13%	8%	21%	15%	14%	8%
Somewhat fair	37%	39%	42%	35%	30%	31%	35%	41%	42%	43%	39%	44%	40%	34%	44%	43%	42%	34%
Neither fair or unfair	22%	23%	19%	26%	21%	26%	21%	22%	20%	13%	22%	21%	21%	22%	22%	19%	21%	22%
Somewhat unfair	13%	10%	15%	13%	13%	10%	18%	13%	15%	8%	12%	13%	11%	13%	5%	14%	9%	15%
Not at all fair	5%	3%	6%	3%	7%	5%	5%	5%	3%	8%	6%	5%	6%	4%	4%	6%	7%	4%
Don't Know	13%	12%	9%	15%	18%	18%	12%	9%	10%	9%	4%	4%	8%	18%	4%	4%	7%	17%

Note:

BASE: All Respondents

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(65.A) How inclusive do you think the process of recruitment is to job seekers like yourself?

	Total	Age						Region											
		18-24	25-34	35-44	45-54	55-64	65+	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	Scotland	Wales	Northern Ireland
Unweighted	2007	274	335	337	345	291	425	265	263	164	182	141	181	164	85	222	178	97	65
Weighted	2007	278	344	342	341	281	421	281	270	160	180	141	180	160	81	220	170	102	62
Very inclusive	11%	12%	12%	11%	12%	10%	10%	10%	6%	10%	11%	10%	12%	16%	11%	11%	10%	18%	13%
Somewhat inclusive	33%	34%	39%	38%	34%	30%	23%	34%	35%	28%	29%	36%	35%	37%	22%	33%	32%	31%	32%
Neither inclusive or non inclusive	26%	24%	27%	26%	24%	27%	29%	23%	31%	34%	24%	28%	23%	19%	37%	26%	27%	21%	22%
Somewhat non inclusive	10%	13%	8%	10%	9%	11%	8%	12%	8%	7%	11%	8%	7%	8%	12%	10%	11%	10%	15%
Not at all inclusive	4%	5%	4%	6%	3%	5%	4%	4%	4%	4%	7%	3%	8%	3%	1%	6%	4%	1%	4%
Don't Know	16%	12%	10%	10%	18%	17%	26%	17%	16%	17%	17%	15%	16%	17%	18%	15%	15%	19%	14%

Note:

BASE: All Respondents

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(65.B) How inclusive do you think the process of recruitment is to job seekers like yourself?

	Total	Gender		Income															
		Male	Female	No annual income	Less than £10,000	£10,000 - £14,999	£15,000 - £19,999	£20,000 - £24,999	£25,000 - £29,999	£30,000 - £34,999	£35,000 - £39,999	£40,000 - £44,999	£45,000 - £49,999	£50,000 - £59,999	£60,000 - £69,999	£70,000 - £79,999	£80,000 - £89,999	£90,000 - £99,999	£100,000 or more
Unweighted	2007	998	1003	21	122	160	189	254	197	177	146	144	93	126	97	62	30	26	48
Weighted	2007	988	1013	21	121	159	190	254	198	178	145	143	92	125	97	61	30	26	50
Very inclusive	11%	11%	11%	5%	5%	7%	8%	14%	13%	11%	9%	14%	18%	11%	18%	10%	11%	20%	13%
Somewhat inclusive	33%	35%	30%	23%	22%	29%	33%	33%	30%	34%	35%	34%	35%	35%	39%	40%	46%	45%	42%
Neither inclusive or non inclusive	26%	25%	27%	47%	29%	31%	25%	26%	24%	31%	27%	25%	22%	31%	12%	19%	27%	16%	22%
Somewhat non inclusive	10%	11%	8%	14%	8%	7%	9%	11%	13%	8%	9%	11%	7%	11%	15%	8%	3%	3%	6%
Not at all inclusive	4%	4%	5%	0%	9%	6%	6%	3%	5%	4%	5%	2%	8%	2%	3%	8%	3%	4%	2%
Don't Know	16%	14%	18%	10%	26%	20%	18%	12%	15%	13%	15%	14%	11%	10%	13%	15%	11%	12%	15%

Note:

BASE: All Respondents

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(65.C) How inclusive do you think the process of recruitment is to job seekers like yourself?

	Total	Social Grade				Education					Recruitment Permanent Job				Recruitment Temporary Work			
		AB	C1	C2	DE	GCSE or equivalent (Scottish National/O Level)	A Level or equivalent	University Undergraduate Degree (BA/BSc)	University Postgraduate Degree (MA/MSc/MPhil)	Doctorate (PhD/DPhil)	Yes - I have used a recruitment agency in the last year	Yes - I have used a recruitment agency in the last 1 - 5 years	Yes - I have used a recruitment agency over 5 years ago	No - I have never used a recruitment agency	Yes - I have used an agency to find temporary work in the last year	Yes - I have used an agency to find temporary work in the last 1 - 5 years	Yes - I have used an agency to find temporary work over 5 years ago	No - I have never tried to find temporary work through an agency
Unweighted	2007	542	552	400	507	449	346	504	169	35	175	241	388	1203	122	166	334	1385
Weighted	2007	539	520	441	501	450	349	499	169	36	176	241	386	1204	122	170	332	1383
Very inclusive	11%	14%	11%	9%	9%	8%	12%	12%	11%	24%	14%	15%	12%	9%	15%	12%	13%	10%
Somewhat inclusive	33%	35%	36%	32%	27%	26%	36%	36%	36%	42%	35%	41%	35%	30%	42%	40%	37%	30%
Neither inclusive or non inclusive	26%	25%	25%	27%	29%	32%	24%	24%	27%	8%	27%	25%	26%	26%	26%	28%	25%	26%
Somewhat non inclusive	10%	9%	10%	11%	8%	8%	9%	11%	11%	11%	10%	11%	9%	9%	6%	13%	8%	10%
Not at all inclusive	4%	4%	5%	3%	7%	5%	5%	5%	3%	6%	7%	3%	5%	4%	4%	3%	5%	5%
Don't Know	16%	13%	13%	19%	20%	22%	14%	12%	11%	9%	7%	5%	13%	21%	7%	4%	12%	20%

Note:

BASE: All Respondents

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(66.A) How likely do you think you will be to use a recruitment agency if and when you look for another job?

	Total	Age						Region											
		18-24	25-34	35-44	45-54	55-64	65+	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	Scotland	Wales	Northern Ireland
Unweighted	2007	274	335	337	345	291	425	265	263	164	182	141	181	164	85	222	178	97	65
Weighted	2007	278	344	342	341	281	421	281	270	160	180	141	180	160	81	220	170	102	62
Very likely	9%	11%	12%	13%	9%	8%	3%	14%	7%	7%	9%	6%	12%	10%	7%	11%	7%	8%	9%
Somewhat likely	23%	27%	35%	35%	23%	14%	6%	26%	22%	27%	20%	27%	21%	23%	12%	25%	21%	19%	23%
Neither likely or unlikely	20%	28%	23%	23%	23%	22%	7%	23%	21%	22%	22%	18%	21%	17%	23%	16%	18%	21%	20%
Somewhat unlikely	11%	13%	12%	11%	12%	13%	7%	9%	11%	14%	7%	11%	12%	12%	16%	11%	15%	8%	3%
Not at all likely	26%	10%	9%	9%	18%	35%	65%	14%	31%	21%	33%	29%	23%	28%	27%	27%	29%	32%	37%
Don't Know	10%	11%	8%	9%	15%	8%	11%	13%	8%	9%	9%	8%	11%	10%	14%	11%	10%	11%	8%

Note:

BASE: All Respondents

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(66.B) How likely do you think you will be to use a recruitment agency if and when you look for another job?

	Total	Gender		Income															
		Male	Female	No annual income	Less than £10,000	£10,000 - £14,999	£15,000 - £19,999	£20,000 - £24,999	£25,000 - £29,999	£30,000 - £34,999	£35,000 - £39,999	£40,000 - £44,999	£45,000 - £49,999	£50,000 - £59,999	£60,000 - £69,999	£70,000 - £79,999	£80,000 - £89,999	£90,000 - £99,999	£100,000 or more
Unweighted	2007	998	1003	21	122	160	189	254	197	177	146	144	93	126	97	62	30	26	48
Weighted	2007	988	1013	21	121	159	190	254	198	178	145	143	92	125	97	61	30	26	50
Very likely	9%	10%	9%	0%	11%	6%	8%	12%	8%	12%	8%	14%	8%	8%	10%	11%	14%	8%	11%
Somewhat likely	23%	23%	22%	15%	18%	21%	21%	22%	24%	18%	23%	27%	20%	28%	29%	38%	46%	23%	17%
Neither likely or unlikely	20%	21%	19%	37%	21%	20%	17%	23%	20%	25%	19%	17%	18%	29%	16%	11%	6%	30%	26%
Somewhat unlikely	11%	12%	10%	15%	12%	9%	15%	11%	7%	8%	12%	12%	14%	8%	16%	8%	7%	4%	9%
Not at all likely	26%	26%	27%	23%	21%	29%	26%	25%	34%	29%	31%	21%	31%	20%	24%	21%	17%	23%	23%
Don't Know	10%	8%	13%	10%	17%	14%	13%	8%	8%	8%	6%	8%	9%	7%	6%	11%	9%	11%	15%

Note:

BASE: All Respondents

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(66.C) How likely do you think you will be to use a recruitment agency if and when you look for another job?

	Total	Social Grade				Education					Recruitment Permanent Job				Recruitment Temporary Work			
		AB	C1	C2	DE	GCSE or equivalent (Scottish National/O Level)	A Level or equivalent	University Undergraduate Degree (BA/BSc)	University Postgraduate Degree (MA/MSc/MPhil)	Doctorate (PhD/DPHil)	Yes - I have used a recruitment agency in the last year	Yes - I have used a recruitment agency in the last 1 - 5 years	Yes - I have used a recruitment over 5 years ago	No - I have never used a recruitment agency	Yes - I have used an agency to find temporary work in the last year	Yes - I have used an agency to find temporary work in the last 1 - 5 years	Yes - I have used an agency to find temporary work over 5 years ago	No - I have never tried to find temporary work through an agency
Unweighted	2007	542	552	400	507	449	346	504	169	35	175	241	388	1203	122	166	334	1385
Weighted	2007	539	520	441	501	450	349	499	169	36	176	241	386	1204	122	170	332	1383
Very likely	9%	10%	11%	8%	8%	7%	10%	10%	11%	9%	24%	23%	11%	4%	28%	22%	14%	5%
Somewhat likely	23%	23%	28%	22%	19%	15%	24%	29%	31%	29%	42%	40%	29%	14%	44%	38%	30%	17%
Neither likely or unlikely	20%	20%	19%	23%	20%	21%	20%	20%	22%	24%	20%	19%	21%	20%	14%	23%	21%	20%
Somewhat unlikely	11%	10%	11%	11%	11%	11%	14%	13%	7%	9%	6%	7%	7%	14%	5%	11%	6%	13%
Not at all likely	26%	28%	23%	23%	30%	33%	21%	20%	20%	26%	3%	7%	25%	34%	2%	5%	18%	33%
Don't Know	10%	9%	8%	12%	13%	13%	11%	8%	10%	3%	6%	4%	7%	13%	7%	2%	11%	12%

Note:

BASE: All Respondents

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(67.A) Do you tend to agree or disagree with the following statements about the recruitment industry?: “The recruitment industry plays an important role in helping many people find a job”

	Total	Age						Region											
		18-24	25-34	35-44	45-54	55-64	65+	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	Scotland	Wales	Northern Ireland
Unweighted	2007	274	335	337	345	291	425	265	263	164	182	141	181	164	85	222	178	97	65
Weighted	2007	278	344	342	341	281	421	281	270	160	180	141	180	160	81	220	170	102	62
Strongly agree	20%	21%	16%	21%	20%	18%	20%	21%	18%	16%	15%	19%	25%	26%	14%	20%	19%	23%	14%
Somewhat agree	45%	40%	43%	45%	44%	50%	46%	46%	45%	44%	49%	52%	38%	42%	45%	41%	42%	42%	57%
Neither agree nor disagree	22%	22%	26%	23%	25%	20%	17%	20%	25%	25%	22%	17%	20%	18%	30%	22%	25%	22%	17%
Somewhat disagree	4%	5%	5%	3%	3%	4%	4%	4%	4%	6%	3%	2%	4%	5%	2%	4%	4%	1%	6%
Strongly disagree	2%	2%	2%	2%	1%	2%	2%	1%	1%	1%	2%	2%	3%	1%	3%	4%	3%	1%	2%
Don't Know	8%	10%	8%	5%	7%	5%	11%	8%	7%	8%	8%	8%	9%	7%	6%	9%	8%	11%	5%

Note:

BASE: All Respondents

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(67.B) Do you tend to agree or disagree with the following statements about the recruitment industry?: “The recruitment industry plays an important role in helping many people find a job”

	Total	Gender		Income															
		Male	Female	No annual income	Less than £10,000	£10,000 - £14,999	£15,000 - £19,999	£20,000 - £24,999	£25,000 - £29,999	£30,000 - £34,999	£35,000 - £39,999	£40,000 - £44,999	£45,000 - £49,999	£50,000 - £59,999	£60,000 - £69,999	£70,000 - £79,999	£80,000 - £89,999	£90,000 - £99,999	£100,000 or more
Unweighted	2007	998	1003	21	122	160	189	254	197	177	146	144	93	126	97	62	30	26	48
Weighted	2007	988	1013	21	121	159	190	254	198	178	145	143	92	125	97	61	30	26	50
Strongly agree	20%	20%	20%	0%	12%	22%	20%	24%	19%	19%	25%	21%	18%	16%	22%	23%	30%	7%	17%
Somewhat agree	45%	44%	46%	29%	43%	39%	48%	44%	48%	44%	42%	48%	52%	45%	52%	50%	43%	52%	31%
Neither agree nor disagree	22%	24%	20%	52%	24%	23%	19%	18%	20%	26%	28%	21%	17%	25%	15%	15%	17%	24%	29%
Somewhat disagree	4%	4%	4%	14%	6%	4%	4%	4%	5%	4%	4%	1%	5%	2%	2%	5%	4%	0%	4%
Strongly disagree	2%	2%	2%	0%	5%	2%	1%	2%	2%	2%	1%	3%	1%	2%	1%	3%	0%	0%	2%
Don't Know	8%	7%	8%	5%	10%	9%	8%	8%	6%	5%	1%	7%	6%	9%	7%	5%	7%	16%	17%

Note:

BASE: All Respondents

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(67.C) Do you tend to agree or disagree with the following statements about the recruitment industry?: “The recruitment industry plays an important role in helping many people find a job”

	Total	Social Grade				Education					Recruitment Permanent Job				Recruitment Temporary Work			
		AB	C1	C2	DE	GCSE or equivalent (Scottish National/O Level)	A Level or equivalent	University Undergraduate Degree (BA/BSc)	University Postgraduate Degree (MA/MSc/MPhil)	Doctorate (PhD/DPhil)	Yes - I have used a recruitment agency in the last year	Yes - I have used a recruitment agency in the last 1 - 5 years	Yes - I have used a recruitment over 5 years ago	No - I have never used a recruitment agency	Yes - I have used an agency to find temporary work in the last year	Yes - I have used an agency to find temporary work in the last 1 - 5 years	Yes - I have used an agency to find temporary work over 5 years ago	No - I have never tried to find temporary work through an agency
Unweighted	2007	542	552	400	507	449	346	504	169	35	175	241	388	1203	122	166	334	1385
Weighted	2007	539	520	441	501	450	349	499	169	36	176	241	386	1204	122	170	332	1383
Strongly agree	20%	20%	21%	17%	19%	20%	21%	17%	25%	14%	26%	26%	25%	15%	27%	27%	30%	16%
Somewhat agree	45%	47%	47%	45%	40%	43%	42%	52%	37%	44%	38%	48%	49%	43%	47%	46%	47%	44%
Neither agree nor disagree	22%	21%	19%	23%	25%	24%	22%	19%	24%	33%	22%	17%	16%	25%	17%	19%	15%	24%
Somewhat disagree	4%	3%	6%	3%	4%	3%	4%	4%	3%	0%	8%	3%	4%	4%	5%	5%	3%	4%
Strongly disagree	2%	2%	3%	1%	3%	2%	1%	2%	3%	0%	2%	4%	2%	2%	2%	2%	3%	2%
Don't Know	8%	7%	4%	11%	10%	7%	10%	6%	7%	9%	4%	2%	3%	11%	3%	1%	3%	11%

Note:

BASE: All Respondents

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(68.A) Do you tend to agree or disagree with the following statements about the recruitment industry?: “The recruitment industry makes it easier for people to find more flexible work”

	Total	Age						Region											
		18-24	25-34	35-44	45-54	55-64	65+	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	Scotland	Wales	Northern Ireland
Unweighted	2007	274	335	337	345	291	425	265	263	164	182	141	181	164	85	222	178	97	65
Weighted	2007	278	344	342	341	281	421	281	270	160	180	141	180	160	81	220	170	102	62
Strongly agree	16%	18%	14%	22%	16%	14%	15%	21%	15%	15%	11%	18%	18%	17%	16%	20%	9%	21%	11%
Somewhat agree	38%	37%	40%	37%	38%	40%	36%	41%	40%	33%	36%	43%	33%	41%	36%	37%	42%	31%	42%
Neither agree nor disagree	27%	26%	30%	25%	27%	28%	27%	22%	29%	34%	28%	20%	34%	26%	33%	23%	27%	26%	31%
Somewhat disagree	6%	7%	5%	7%	6%	6%	3%	7%	6%	7%	8%	5%	3%	4%	5%	5%	7%	4%	6%
Strongly disagree	2%	3%	3%	2%	1%	2%	3%	1%	1%	1%	4%	3%	2%	1%	3%	5%	3%	1%	0%
Don't Know	10%	9%	7%	8%	11%	9%	16%	9%	9%	9%	12%	11%	10%	11%	9%	10%	11%	16%	11%

Note:

BASE: All Respondents

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(68.B) Do you tend to agree or disagree with the following statements about the recruitment industry?: “The recruitment industry makes it easier for people to find more flexible work”

	Total	Gender		Income															
		Male	Female	No annual income	Less than £10,000	£10,000 - £14,999	£15,000 - £19,999	£20,000 - £24,999	£25,000 - £29,999	£30,000 - £34,999	£35,000 - £39,999	£40,000 - £44,999	£45,000 - £49,999	£50,000 - £59,999	£60,000 - £69,999	£70,000 - £79,999	£80,000 - £89,999	£90,000 - £99,999	£100,000 or more
Unweighted	2007	998	1003	21	122	160	189	254	197	177	146	144	93	126	97	62	30	26	48
Weighted	2007	988	1013	21	121	159	190	254	198	178	145	143	92	125	97	61	30	26	50
Strongly agree	16%	18%	15%	5%	12%	17%	17%	18%	17%	16%	22%	20%	18%	12%	18%	19%	23%	8%	11%
Somewhat agree	38%	38%	39%	43%	34%	37%	40%	39%	36%	40%	38%	36%	40%	43%	41%	40%	40%	42%	42%
Neither agree nor disagree	27%	28%	26%	42%	27%	29%	26%	26%	33%	26%	27%	23%	28%	27%	29%	25%	27%	27%	25%
Somewhat disagree	6%	5%	6%	10%	6%	6%	6%	5%	3%	7%	5%	7%	7%	6%	3%	5%	0%	3%	4%
Strongly disagree	2%	3%	2%	0%	8%	2%	1%	2%	4%	1%	1%	2%	2%	2%	3%	3%	0%	0%	0%
Don't Know	10%	9%	12%	0%	12%	9%	10%	11%	7%	10%	6%	13%	5%	10%	6%	8%	10%	20%	19%

Note:

BASE: All Respondents

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(68.C) Do you tend to agree or disagree with the following statements about the recruitment industry?: “The recruitment industry makes it easier for people to find more flexible work”

	Total	Social Grade				Education					Recruitment Permanent Job				Recruitment Temporary Work			
		AB	C1	C2	DE	GCSE or equivalent (Scottish National/O Level)	A Level or equivalent	University Undergraduate Degree (BA/BSc)	University Postgraduate Degree (MA/MSc/MPhil)	Doctorate (PhD/DPhil)	Yes - I have used a recruitment agency in the last year	Yes - I have used a recruitment agency in the last 1 - 5 years	Yes - I have used a recruitment over 5 years ago	No - I have never used a recruitment agency	Yes - I have used an agency to find temporary work in the last year	Yes - I have used an agency to find temporary work in the last 1 - 5 years	Yes - I have used an agency to find temporary work over 5 years ago	No - I have never tried to find temporary work through an agency
Unweighted	2007	542	552	400	507	449	346	504	169	35	175	241	388	1203	122	166	334	1385
Weighted	2007	539	520	441	501	450	349	499	169	36	176	241	386	1204	122	170	332	1383
Strongly agree	16%	19%	15%	15%	17%	17%	17%	16%	20%	12%	22%	26%	23%	12%	26%	27%	28%	11%
Somewhat agree	38%	38%	42%	36%	37%	34%	37%	43%	38%	35%	42%	36%	39%	38%	46%	41%	41%	36%
Neither agree nor disagree	27%	27%	25%	30%	27%	31%	27%	25%	24%	39%	25%	24%	24%	29%	19%	21%	20%	30%
Somewhat disagree	6%	4%	7%	6%	5%	6%	6%	7%	6%	3%	4%	7%	6%	5%	3%	6%	4%	6%
Strongly disagree	2%	2%	3%	2%	3%	2%	4%	2%	1%	0%	4%	3%	2%	2%	2%	2%	3%	2%
Don't Know	10%	11%	8%	12%	10%	10%	10%	8%	12%	12%	3%	4%	6%	14%	3%	3%	4%	13%

Note:

BASE: All Respondents

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(69.A) Do you tend to agree or disagree with the following statements about the recruitment industry?: “The jobs that tend to be offered by the recruitment industry do not appeal to me”

	Total	Age						Region											
		18-24	25-34	35-44	45-54	55-64	65+	London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	Scotland	Wales	Northern Ireland
Unweighted	2007	274	335	337	345	291	425	265	263	164	182	141	181	164	85	222	178	97	65
Weighted	2007	278	344	342	341	281	421	281	270	160	180	141	180	160	81	220	170	102	62
Strongly agree	12%	13%	14%	7%	14%	9%	14%	10%	10%	8%	9%	17%	14%	11%	12%	18%	15%	9%	8%
Somewhat agree	28%	38%	33%	33%	26%	28%	16%	30%	30%	34%	26%	28%	23%	24%	30%	27%	23%	33%	35%
Neither agree nor disagree	32%	26%	30%	32%	35%	35%	32%	31%	30%	29%	36%	35%	35%	34%	28%	29%	32%	31%	30%
Somewhat disagree	11%	8%	12%	12%	11%	13%	9%	14%	11%	13%	12%	5%	10%	12%	14%	9%	10%	2%	12%
Strongly disagree	5%	4%	5%	7%	4%	5%	4%	5%	3%	5%	5%	4%	7%	5%	5%	4%	4%	5%	6%
Don't Know	12%	10%	6%	8%	10%	11%	25%	9%	16%	11%	12%	10%	11%	13%	11%	12%	15%	20%	9%

Note:

BASE: All Respondents

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(69.B) Do you tend to agree or disagree with the following statements about the recruitment industry?: “The jobs that tend to be offered by the recruitment industry do not appeal to me”

	Total	Gender		Income															
		Male	Female	No annual income	Less than £10,000	£10,000 - £14,999	£15,000 - £19,999	£20,000 - £24,999	£25,000 - £29,999	£30,000 - £34,999	£35,000 - £39,999	£40,000 - £44,999	£45,000 - £49,999	£50,000 - £59,999	£60,000 - £69,999	£70,000 - £79,999	£80,000 - £89,999	£90,000 - £99,999	£100,000 or more
Unweighted	2007	998	1003	21	122	160	189	254	197	177	146	144	93	126	97	62	30	26	48
Weighted	2007	988	1013	21	121	159	190	254	198	178	145	143	92	125	97	61	30	26	50
Strongly agree	12%	13%	11%	10%	14%	9%	12%	12%	18%	11%	14%	11%	13%	10%	8%	13%	8%	0%	19%
Somewhat agree	28%	29%	27%	38%	27%	27%	29%	26%	29%	28%	27%	30%	19%	33%	34%	36%	33%	30%	27%
Neither agree nor disagree	32%	32%	32%	42%	35%	31%	32%	33%	28%	33%	30%	28%	36%	29%	34%	22%	33%	47%	31%
Somewhat disagree	11%	11%	10%	0%	7%	12%	9%	11%	8%	12%	16%	14%	14%	12%	7%	11%	13%	3%	8%
Strongly disagree	5%	5%	5%	0%	3%	7%	4%	5%	7%	5%	3%	6%	7%	5%	7%	7%	0%	4%	0%
Don't Know	12%	10%	14%	10%	13%	14%	13%	12%	9%	11%	9%	11%	11%	11%	10%	13%	13%	16%	15%

Note:

BASE: All Respondents

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(69.C) Do you tend to agree or disagree with the following statements about the recruitment industry?: “The jobs that tend to be offered by the recruitment industry do not appeal to me”

	Total	Social Grade				Education					Recruitment Permanent Job				Recruitment Temporary Work			
		AB	C1	C2	DE	GCSE or equivalent (Scottish National/O Level)	A Level or equivalent	University Undergraduate Degree (BA/BSc)	University Postgraduate Degree (MA/MSc/MPhil)	Doctorate (PhD/DPhil)	Yes - I have used a recruitment agency in the last year	Yes - I have used a recruitment agency in the last 1 - 5 years	Yes - I have used a recruitment over 5 years ago	No - I have never used a recruitment agency	Yes - I have used an agency to find temporary work in the last year	Yes - I have used an agency to find temporary work in the last 1 - 5 years	Yes - I have used an agency to find temporary work over 5 years ago	No - I have never tried to find temporary work through an agency
Unweighted	2007	542	552	400	507	449	346	504	169	35	175	241	388	1203	122	166	334	1385
Weighted	2007	539	520	441	501	450	349	499	169	36	176	241	386	1204	122	170	332	1383
Strongly agree	12%	12%	13%	10%	12%	11%	11%	14%	11%	26%	13%	13%	8%	13%	18%	13%	7%	12%
Somewhat agree	28%	29%	30%	29%	24%	24%	33%	31%	36%	33%	39%	31%	23%	28%	40%	36%	22%	28%
Neither agree nor disagree	32%	30%	29%	36%	33%	36%	30%	32%	28%	16%	22%	28%	35%	33%	16%	29%	37%	32%
Somewhat disagree	11%	11%	14%	9%	9%	9%	11%	10%	13%	11%	16%	16%	18%	7%	12%	16%	17%	8%
Strongly disagree	5%	6%	4%	3%	6%	5%	5%	5%	5%	3%	8%	9%	10%	2%	10%	5%	11%	3%
Don't Know	12%	12%	10%	13%	15%	15%	10%	9%	8%	12%	2%	2%	6%	18%	3%	1%	5%	16%

Note:

BASE: All Respondents

Fieldwork: 28th Oct - 6th Nov 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(70.A) How did you find your current or most recent job? If you have changed jobs at the same organisation, please answer for the first job working at this company. Please select all that apply

	Total	Region											Gender		
		London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	Scotland	Wales	Northern Ireland	Male	Female
Unweighted	2340	354	308	179	194	167	189	175	90	228	232	141	83	1216	1121
Weighted	2348	356	308	183	198	154	201	171	86	254	210	139	88	1231	1114
Referral from friend, family or contact	18%	20%	18%	15%	19%	16%	16%	20%	20%	20%	19%	20%	10%	18%	19%
Directly applied to the company	40%	33%	39%	39%	39%	33%	40%	44%	46%	43%	43%	39%	57%	41%	39%
Through an online jobs board	18%	22%	20%	15%	17%	16%	19%	16%	19%	20%	14%	14%	13%	16%	20%
Through a permanent recruitment agency	9%	13%	9%	8%	10%	10%	11%	6%	6%	7%	6%	6%	2%	10%	8%
Through a temporary recruitment agency	5%	6%	4%	3%	3%	7%	7%	5%	4%	5%	3%	5%	3%	6%	4%
The company reached out to me	9%	13%	10%	8%	8%	11%	7%	8%	7%	10%	8%	9%	6%	11%	8%
Other (Please Specify)	4%	3%	1%	7%	4%	4%	3%	4%	6%	5%	6%	4%	6%	3%	5%
Not Applicable - Self-employed or freelance	6%	5%	8%	7%	9%	9%	4%	5%	1%	6%	6%	5%	6%	8%	5%
Not Applicable - have never worked	0%	0%	1%	1%	0%	1%	0%	1%	0%	1%	0%	1%	0%	0%	0%

Note:

BASE: respondents who are in employment or furloughed (part or full time)

Fieldwork: 28th Nov - 8th Dec 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(70.B) How did you find your current or most recent job? If you have changed jobs at the same organisation, please answer for the first job working at this company. Please select all that apply

	Total	Age						Social Grade				Education				
		18-24	25-34	35-44	45-54	55-64	65+	AB	C1	C2	DE	GCSE or equivalent (Scottish National/O Level)	A Level or equivalent	University Under-graduate Degree (BA/BSc)	University Postgraduate Degree (MA/MSc/MPhil)	Doctorate (PhD/DPHil)
Unweighted	2340	256	537	564	567	333	83	595	779	547	416	463	379	650	267	58
Weighted	2348	290	529	563	559	326	82	625	694	576	450	472	382	643	269	60
Referral from friend, family or contact	18%	24%	19%	15%	18%	21%	9%	14%	16%	21%	23%	23%	20%	15%	12%	19%
Directly applied to the company	40%	32%	42%	40%	43%	38%	42%	41%	41%	37%	41%	39%	37%	38%	47%	43%
Through an online jobs board	18%	24%	23%	20%	14%	10%	3%	18%	21%	16%	16%	15%	16%	22%	15%	25%
Through a permanent recruitment agency	9%	12%	11%	12%	4%	5%	6%	12%	9%	7%	6%	6%	9%	10%	14%	20%
Through a temporary recruitment agency	5%	6%	6%	4%	3%	4%	3%	5%	4%	5%	5%	4%	5%	4%	6%	8%
The company reached out to me	9%	11%	12%	8%	8%	9%	12%	14%	7%	10%	6%	7%	11%	8%	16%	17%
Other (Please Specify)	4%	3%	2%	4%	6%	6%	5%	3%	5%	3%	5%	4%	4%	5%	2%	3%
Not Applicable - Self-employed or freelance	6%	4%	5%	5%	7%	9%	21%	8%	4%	8%	6%	8%	5%	6%	6%	3%
Not Applicable - have never worked	0%	2%	0%	0%	0%	0%	0%	0%	1%	1%	0%	0%	0%	0%	0%	0%

Note:

BASE: respondents who are in employment or furloughed (part or full time)

Fieldwork: 28th Nov - 8th Dec 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(70.C) How did you find your current or most recent job? If you have changed jobs at the same organisation, please answer for the first job working at this company. Please select all that apply

	Total	Income															
		No annual income	Less than £10,000	£10,000 - £14,999	£15,000 - £19,999	£20,000 - £24,999	£25,000 - £29,999	£30,000 - £34,999	£35,000 - £39,999	£40,000 - £44,999	£45,000 - £49,999	£50,000 - £59,999	£60,000 - £69,999	£70,000 - £79,999	£80,000 - £89,999	£90,000 - £99,999	£100,000 or more
Unweighted	2340	8	86	156	204	277	210	215	176	182	133	172	120	76	60	54	90
Weighted	2348	9	91	163	207	279	208	213	173	181	132	171	118	76	60	54	91
Referral from friend, family or contact	18%	48%	31%	20%	14%	19%	16%	20%	23%	21%	15%	14%	12%	16%	16%	21%	17%
Directly applied to the company	40%	46%	25%	44%	40%	38%	42%	41%	40%	39%	40%	46%	45%	43%	39%	34%	34%
Through an online jobs board	18%	40%	13%	17%	24%	19%	17%	16%	20%	17%	19%	18%	17%	15%	19%	20%	11%
Through a permanent recruitment agency	9%	0%	4%	5%	4%	8%	8%	9%	7%	10%	11%	11%	11%	10%	17%	23%	14%
Through a temporary recruitment agency	5%	13%	8%	5%	4%	4%	5%	4%	5%	6%	5%	1%	3%	8%	7%	8%	3%
The company reached out to me	9%	17%	6%	7%	6%	9%	8%	10%	7%	7%	10%	10%	11%	12%	16%	21%	21%
Other (Please Specify)	4%	0%	9%	1%	6%	4%	5%	3%	4%	4%	1%	3%	1%	6%	0%	2%	4%
Not Applicable - Self-employed or freelance	6%	0%	13%	5%	9%	6%	6%	7%	7%	6%	5%	5%	6%	3%	0%	2%	9%
Not Applicable - have never worked	0%	0%	0%	0%	1%	1%	1%	0%	0%	0%	0%	0%	0%	0%	2%	0%	0%

Note:

BASE: respondents who are in employment or furloughed (part or full time)

Fieldwork: 28th Nov - 8th Dec 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(71.A) How did you find your FIRST job? Please select all that apply

	Total	Region											Gender		
		London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	Scotland	Wales	Northern Ireland	Male	Female
Unweighted	2340	354	308	179	194	167	189	175	90	228	232	141	83	1216	1121
Weighted	2348	356	308	183	198	154	201	171	86	254	210	139	88	1231	1114
Referral from friend, family or contact	21%	22%	20%	24%	18%	20%	20%	18%	22%	30%	17%	23%	16%	21%	21%
Directly applied to the company	45%	35%	44%	51%	49%	45%	45%	47%	46%	41%	48%	52%	60%	46%	44%
Through an online jobs board	12%	20%	11%	7%	10%	8%	15%	16%	13%	14%	9%	5%	11%	11%	14%
Through a permanent recruitment agency	7%	11%	9%	6%	8%	9%	7%	4%	7%	7%	6%	4%	2%	8%	6%
Through a temporary recruitment agency	6%	7%	5%	4%	5%	8%	8%	6%	2%	7%	5%	7%	1%	6%	6%
The company reached out to me	5%	9%	6%	3%	4%	6%	4%	4%	4%	6%	3%	4%	1%	7%	3%
Other (Please Specify)	7%	5%	7%	7%	9%	6%	7%	6%	11%	6%	9%	5%	10%	6%	8%
Not Applicable - Self-employed or freelance	2%	3%	2%	0%	4%	3%	1%	2%	0%	2%	4%	2%	1%	2%	2%
Not Applicable - have never worked	0%	0%	0%	0%	0%	1%	1%	2%	0%	0%	0%	1%	1%	1%	0%

Note:

BASE: respondents who are in employment or furloughed (part or full time)

Fieldwork: 28th Nov - 8th Dec 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(71.B) How did you find your FIRST job? Please select all that apply

	Total	Age						Social Grade				Education				
		18-24	25-34	35-44	45-54	55-64	65+	AB	C1	C2	DE	GCSE or equivalent (Scottish National/O Level)	A Level or equivalent	University Undergraduate Degree (BA/BSc)	University Postgraduate Degree (MA/MSc/MPhil)	Doctorate (PhD/DPhil)
Unweighted	2340	256	537	564	567	333	83	595	779	547	416	463	379	650	267	58
Weighted	2348	290	529	563	559	326	82	625	694	576	450	472	382	643	269	60
Referral from friend, family or contact	21%	24%	24%	21%	18%	21%	16%	15%	22%	25%	24%	25%	23%	20%	17%	18%
Directly applied to the company	45%	35%	39%	44%	51%	53%	57%	49%	43%	42%	47%	40%	43%	44%	52%	44%
Through an online jobs board	12%	24%	21%	11%	6%	4%	4%	16%	13%	10%	8%	8%	11%	16%	14%	24%
Through a permanent recruitment agency	7%	8%	9%	8%	6%	7%	6%	9%	8%	7%	5%	7%	8%	8%	6%	15%
Through a temporary recruitment agency	6%	7%	9%	7%	4%	3%	0%	7%	6%	5%	6%	4%	5%	8%	8%	6%
The company reached out to me	5%	8%	8%	4%	3%	3%	5%	6%	4%	6%	4%	4%	6%	3%	9%	13%
Other (Please Specify)	7%	2%	2%	7%	12%	9%	8%	6%	8%	6%	8%	10%	6%	5%	4%	5%
Not Applicable - Self-employed or freelance	2%	3%	2%	1%	2%	1%	5%	3%	1%	2%	3%	4%	2%	2%	1%	0%
Not Applicable - have never worked	0%	1%	0%	1%	0%	0%	0%	0%	0%	0%	1%	1%	0%	0%	0%	0%

Note:

BASE: respondents who are in employment or furloughed (part or full time)

Fieldwork: 28th Nov - 8th Dec 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(71.C) How did you find your FIRST job? Please select all that apply

	Total	Income															
		No annual income	Less than £10,000	£10,000 - £14,999	£15,000 - £19,999	£20,000 - £24,999	£25,000 - £29,999	£30,000 - £34,999	£35,000 - £39,999	£40,000 - £44,999	£45,000 - £49,999	£50,000 - £59,999	£60,000 - £69,999	£70,000 - £79,999	£80,000 - £89,999	£90,000 - £99,999	£100,000 or more
Unweighted	2340	8	86	156	204	277	210	215	176	182	133	172	120	76	60	54	90
Weighted	2348	9	91	163	207	279	208	213	173	181	132	171	118	76	60	54	91
Referral from friend, family or contact	21%	0%	26%	24%	23%	23%	21%	23%	28%	24%	20%	16%	19%	6%	20%	13%	21%
Directly applied to the company	45%	36%	36%	47%	43%	43%	49%	44%	43%	41%	47%	50%	47%	53%	50%	50%	40%
Through an online jobs board	12%	13%	17%	10%	13%	11%	8%	13%	13%	16%	16%	10%	9%	15%	15%	19%	18%
Through a permanent recruitment agency	7%	0%	7%	5%	6%	5%	7%	11%	5%	8%	6%	8%	11%	8%	7%	21%	10%
Through a temporary recruitment agency	6%	23%	8%	4%	4%	7%	6%	4%	5%	7%	5%	5%	8%	11%	7%	9%	7%
The company reached out to me	5%	17%	7%	5%	5%	7%	5%	4%	6%	4%	6%	5%	3%	4%	3%	5%	6%
Other (Please Specify)	7%	0%	7%	9%	6%	8%	8%	6%	3%	7%	6%	6%	5%	12%	5%	4%	6%
Not Applicable - Self-employed or freelance	2%	11%	5%	1%	4%	1%	1%	3%	4%	1%	2%	1%	1%	1%	0%	0%	4%
Not Applicable - have never worked	0%	0%	0%	0%	1%	0%	1%	0%	0%	0%	0%	0%	0%	0%	2%	0%	0%

Note:

BASE: respondents who are in employment or furloughed (part or full time)

Fieldwork: 28th Nov - 8th Dec 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(72.A) How long did it take you to find your current or most recent job? If you have changed jobs at the same organisation, please answer for the first job working at this company. Please answer from the time you first started looking for a new position.

	Total	Region											Gender		
		London	South East	South West	East of England	East Midlands	West Midlands	Yorkshire and the Humber	North East	North West	Scotland	Wales	Northern Ireland	Male	Female
Unweighted	2340	354	308	179	194	167	189	175	90	228	232	141	83	1216	1121
Weighted	2348	356	308	183	198	154	201	171	86	254	210	139	88	1231	1114
No time - I wasn't looking before the new job opportunity arose	24%	18%	23%	25%	27%	32%	19%	27%	28%	20%	31%	25%	38%	22%	27%
Under a week	12%	7%	10%	14%	10%	12%	16%	13%	11%	15%	14%	16%	4%	12%	11%
1-2 weeks	12%	14%	13%	11%	9%	9%	13%	13%	11%	10%	9%	15%	12%	13%	10%
2-4 weeks	13%	17%	12%	11%	14%	11%	13%	12%	11%	14%	7%	15%	15%	13%	12%
1-2 months	12%	15%	16%	12%	11%	12%	13%	9%	11%	15%	10%	7%	7%	14%	10%
2-3 months	7%	8%	7%	7%	10%	7%	5%	5%	6%	8%	6%	6%	3%	6%	7%
3-6 months	5%	7%	7%	5%	6%	3%	7%	5%	7%	3%	6%	4%	4%	5%	6%
6 months - 1 year	4%	6%	3%	4%	4%	4%	2%	5%	3%	4%	6%	3%	4%	4%	4%
1 - 2 years	2%	1%	3%	1%	2%	2%	2%	2%	3%	2%	2%	3%	2%	2%	2%
Over 2 years	3%	2%	2%	2%	4%	3%	3%	3%	5%	2%	3%	1%	3%	3%	2%
Don't Know	6%	5%	5%	8%	4%	6%	7%	7%	4%	7%	7%	6%	7%	6%	6%

Note:

BASE: respondents who are in employment or furloughed (part or full time)

Fieldwork: 28th Nov - 8th Dec 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(72.B) How long did it take you to find your current or most recent job? If you have changed jobs at the same organisation, please answer for the first job working at this company. Please answer from the time you first started looking for a new position.

	Total	Age						Social Grade				Education				
		18-24	25-34	35-44	45-54	55-64	65+	AB	C1	C2	DE	GCSE or equivalent (Scottish National/O Level)	A Level or equivalent	University Undergraduate Degree (BA/BSc)	University Postgraduate Degree (MA/MSc/MPhil)	Doctorate (PhD/DPHil)
Unweighted	2340	256	537	564	567	333	83	595	779	547	416	463	379	650	267	58
Weighted	2348	290	529	563	559	326	82	625	694	576	450	472	382	643	269	60
No time - I wasn't looking before the new job opportunity arose	24%	15%	20%	21%	30%	33%	39%	26%	22%	27%	24%	27%	28%	22%	20%	21%
Under a week	12%	11%	11%	11%	10%	15%	17%	12%	10%	14%	12%	15%	12%	11%	8%	6%
1-2 weeks	12%	14%	12%	12%	10%	13%	9%	10%	12%	12%	13%	13%	15%	10%	12%	12%
2-4 weeks	13%	19%	14%	12%	12%	9%	7%	13%	14%	13%	10%	11%	14%	14%	14%	10%
1-2 months	12%	15%	15%	14%	10%	7%	6%	13%	13%	11%	11%	10%	10%	16%	12%	11%
2-3 months	7%	11%	8%	6%	6%	4%	3%	7%	8%	6%	6%	4%	7%	7%	9%	17%
3-6 months	5%	6%	6%	7%	4%	3%	3%	7%	5%	4%	5%	4%	4%	7%	9%	10%
6 months - 1 year	4%	4%	4%	3%	5%	4%	0%	4%	4%	4%	4%	4%	3%	4%	5%	7%
1 - 2 years	2%	2%	2%	3%	2%	1%	2%	1%	2%	2%	3%	2%	2%	2%	3%	2%
Over 2 years	3%	0%	2%	3%	3%	2%	5%	3%	3%	2%	3%	3%	2%	3%	4%	1%
Don't Know	6%	3%	5%	6%	7%	8%	9%	5%	6%	5%	9%	7%	4%	5%	3%	1%

Note:

BASE: respondents who are in employment or furloughed (part or full time)

Fieldwork: 28th Nov - 8th Dec 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions

(72.C) How long did it take you to find your current or most recent job? If you have changed jobs at the same organisation, please answer for the first job working at this company. Please answer from the time you first started looking for a new position.

	Total	Income															
		No annual income	Less than £10,000	£10,000 - £14,999	£15,000 - £19,999	£20,000 - £24,999	£25,000 - £29,999	£30,000 - £34,999	£35,000 - £39,999	£40,000 - £44,999	£45,000 - £49,999	£50,000 - £59,999	£60,000 - £69,999	£70,000 - £79,999	£80,000 - £89,999	£90,000 - £99,999	£100,000 or more
Unweighted	2340	8	86	156	204	277	210	215	176	182	133	172	120	76	60	54	90
Weighted	2348	9	91	163	207	279	208	213	173	181	132	171	118	76	60	54	91
No time - I wasn't looking before the new job opportunity arose	24%	10%	26%	23%	20%	17%	23%	29%	29%	25%	24%	29%	28%	22%	24%	24%	27%
Under a week	12%	11%	16%	10%	11%	12%	14%	11%	9%	10%	13%	16%	14%	12%	11%	12%	8%
1-2 weeks	12%	13%	12%	14%	12%	14%	7%	14%	16%	15%	10%	6%	8%	15%	11%	7%	14%
2-4 weeks	13%	15%	9%	18%	10%	17%	18%	11%	9%	9%	10%	15%	15%	13%	14%	12%	13%
1-2 months	12%	17%	7%	10%	15%	13%	14%	13%	12%	10%	18%	13%	8%	11%	12%	15%	15%
2-3 months	7%	23%	2%	5%	8%	4%	9%	8%	6%	8%	6%	4%	5%	13%	12%	15%	6%
3-6 months	5%	0%	6%	6%	4%	5%	4%	4%	6%	8%	6%	7%	8%	3%	6%	2%	6%
6 months - 1 year	4%	0%	8%	4%	4%	4%	2%	5%	3%	6%	5%	2%	5%	3%	0%	7%	4%
1 - 2 years	2%	11%	2%	2%	4%	2%	1%	0%	1%	2%	1%	2%	2%	3%	1%	4%	1%
Over 2 years	3%	0%	5%	3%	4%	3%	2%	1%	3%	2%	4%	2%	3%	4%	3%	2%	1%
Don't Know	6%	0%	7%	6%	9%	7%	6%	4%	4%	5%	2%	3%	4%	3%	5%	0%	4%

Note:

BASE: respondents who are in employment or furloughed (part or full time)

Fieldwork: 28th Nov - 8th Dec 2020

Data weighted by interlocking age & gender, region and social grade to Nationally Representative Proportions