CIPD
Championing better work and working lives

in partnership with

THE ADECCO GROUP

LABOUR MARKET OUTLOOK

VIEWS FROM EMPLOYERS

Spring 2017

The CIPD is the professional body for HR and people development. The not-for-profit organisation champions better work and working lives and has been setting the benchmark for excellence in people and organisation development for more than 100 years. It has more than 140,000 members across the world, provides thought leadership through independent research on the world of work, and offers professional training and accreditation for those working in HR and learning and development.

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Non-UK nationals from the EU working in the UK

2.24

million

According to the latest data, the number of non-UK nationals from the EU working in the UK fell in the three months to December 2016 from 2.26 million to 2.24 million.

The quarterly CIPD *Labour Market Outlook* (LMO) provides a set of forward-looking labour market indicators, highlighting employers' recruitment, redundancy and pay intentions. The survey is based on responses from 1,060 employers.

Employment

According to the report, the demand for labour in Q2 2017 will remain robust. This quarter's net employment balance – which measures the difference between the proportion of employers who expect to increase staff levels and those who expect to decrease staff levels in the second quarter of 2017 – has decreased to +20 from +23 over the past three months (Figure 1). This is consistent with official labour market data, which shows that the number of vacancies in the UK economy remains well above historical average levels.[1] In the projections in this report, employment confidence is highest in the manufacturing and production sector (+38); this is consistent with other survey indicators, which suggest that many manufacturers are benefiting from increased price competitiveness compared with overseas firms.[2] On the downside, employment confidence in the public sector has entered negative territory: down to –6 from +6.

However, consistent with the previous LMO report, the data point to a labour market that is becoming increasingly constrained by a lack of supply rather than a lack of demand. Just over half of surveyed employers that have vacancies report they are having difficulty filling them. This is perhaps no surprise given the underlying trend in employment and unemployment, and the reduction in the rate of growth in the number of non-UK nationals from the EU in employment in the UK. According to the latest data, the number of non-UK nationals from the EU working in the UK fell in the three months to December 2016 from 2.26 million to 2.24 million.[3]

Recent official labour market data indicates that some employers' latest response seems to be to increase hours and offer more full-time jobs[4]. However, the survey data contained in this report also indicates that many organisations that report hard-to-fill vacancies could be doing more to attract and retain staff in terms of workforce development and training activity; especially among SMEs. Around a fifth of employers that report recruitment difficulties do not fund training activity and around a similar proportion of all employers say that they are not adopting any measures to improve the talent pipeline of their workforce. As the CIPD has recently pointed out, a step-change in employer investment in skills in the UK is required given that we are lagging behind our international competitors on various measures such as productivity, performance, attainment levels in basic skills and training expenditure.[5]

As the report also points out, the Government could help address the problem by redirected funding, especially from the National Productivity Fund, towards training and development in the workplace and reframe the apprenticeship levy as a training levy.

Pay

In a continuation of recent trends, wage growth is projected to remain very subdued in the year ahead according to the survey data. Median basic pay expectations have fallen to 1% compared with 1.5% three months ago, which represents a three-and-a-half-year low. The weak projections in recent LMO reports are broadly consistent with official labour market data, which point to a sharp slowing of wage growth during the last three months. Regular pay increased to £477 a week in November 2016 from £469 a week in February 2016. However, it increased by just £1 in the three months to February 2017 (Figure 2). It seems highly likely therefore that the official annual rate of wage growth will ease further in the coming months. This reflects continued weak productivity growth in the UK and some employers' attempts to offset the impact of the increase in labour costs, including – according to the report – the recent introduction of the apprenticeship levy and increase in the latest National Living Wage (Figure 15). However, recent soundings from CIPD members suggest that many employers are determined to explore all channels, such as recruiting from hard-to-reach groups of the labour market, before raising pay, which may also partly explain why pay seems unresponsive to changes in unemployment, the level of unfilled vacancies, the rate of inflation, or skill shortages. This underlines the need for a productivity recovery to come through as soon as possible.

Overall, the data will heighten fears that the living standards of British workers will fall this year given the expectations that further increases to CPI inflation are very likely in the coming months. As the most recent official labour data shows, real wages actually fell for the first time in February since 2014 because of sharp slowing in earnings growth and rising inflation in recent months. It seems inevitable therefore that the value of consumer spending will be curbed in the next few months.

Foreword from The Adecco Group UK and Ireland

While the UK economy performed better than expected in the six months following the Brexit vote, the start of 2017 has shown the first real signs that this resilience is starting to diminish. GDP fell to 0.3% in the first quarter from 0.7% in the previous quarter[6], linked by many to the rises in living costs affecting consumer spending. But, employment remains at record levels since records began in 1971[7] and job vacancies continue to rise with levels the highest since records began in 2001[8].

The CIPD's *Labour Market Outlook* report, produced in partnership with The Adecco Group is showing a continuation of the labour trends from the previous quarter. Most notably, that the demand for labour is robust despite a recent softening of recruitment intentions, while wage growth is subdued, and labour supply remains challenging. Unsurprisingly, the report shows that the UK's chronic skills and labour shortage is not improving.

What's more, this skills and labour shortage is expected to worsen as the Brexit process continues. We're already seeing some negative effects, with the number of EU nationals arriving looking for work falling by 180,000 in the year to September 2016[9], for the first time in ten years. This will start to have an effect and will be felt first in those sectors most reliant on EU labour, including hospitality, agriculture and manufacturing.

Of course, we're living in uncertain times. With Article 50 now triggered, British lawmakers are undergoing the massive task of transposing reams of European legislation into UK law. Meanwhile, election cycles across Europe are underway, with populist parties gaining ground. For investors, this may trigger fears about the stability of the euro and the European Union. As the adage goes, the most certain thing in life is uncertainty. But that doesn't mean we should make decisions without considering the facts.

Businesses will still be left with many questions as Brexit negotiations go on, especially around how the government plans to help struggling sectors and how international investment in the UK will fare. With at least two years of wrangling ahead of us, there's no way to tell what will happen. Nonetheless, it's essential that businesses address the existing skills and labour gap now.

UK businesses need to attract and train more people, which can be done by making apprenticeships more enticing for potential recruits. They need to invest in people and technology, so that the UK can match its international competitors – important, considering that only 53% of employers surveyed say they're upskilling their existing workforce in order to improve tomorrow's talent pipeline. And, they need to actively hire from a wider population cohort, with the research finding that larger organisations are better at targeting women for their workforce development plans than small organisations are (suggesting that supporting SMEs to think more strategically about their future workforce requirements is key).

As we reach the middle of 2017, the message from the UK labour market remains the same: addressing today's needs will protect tomorrow's workforce. But for this to happen, an active investment in skills and people is vital.

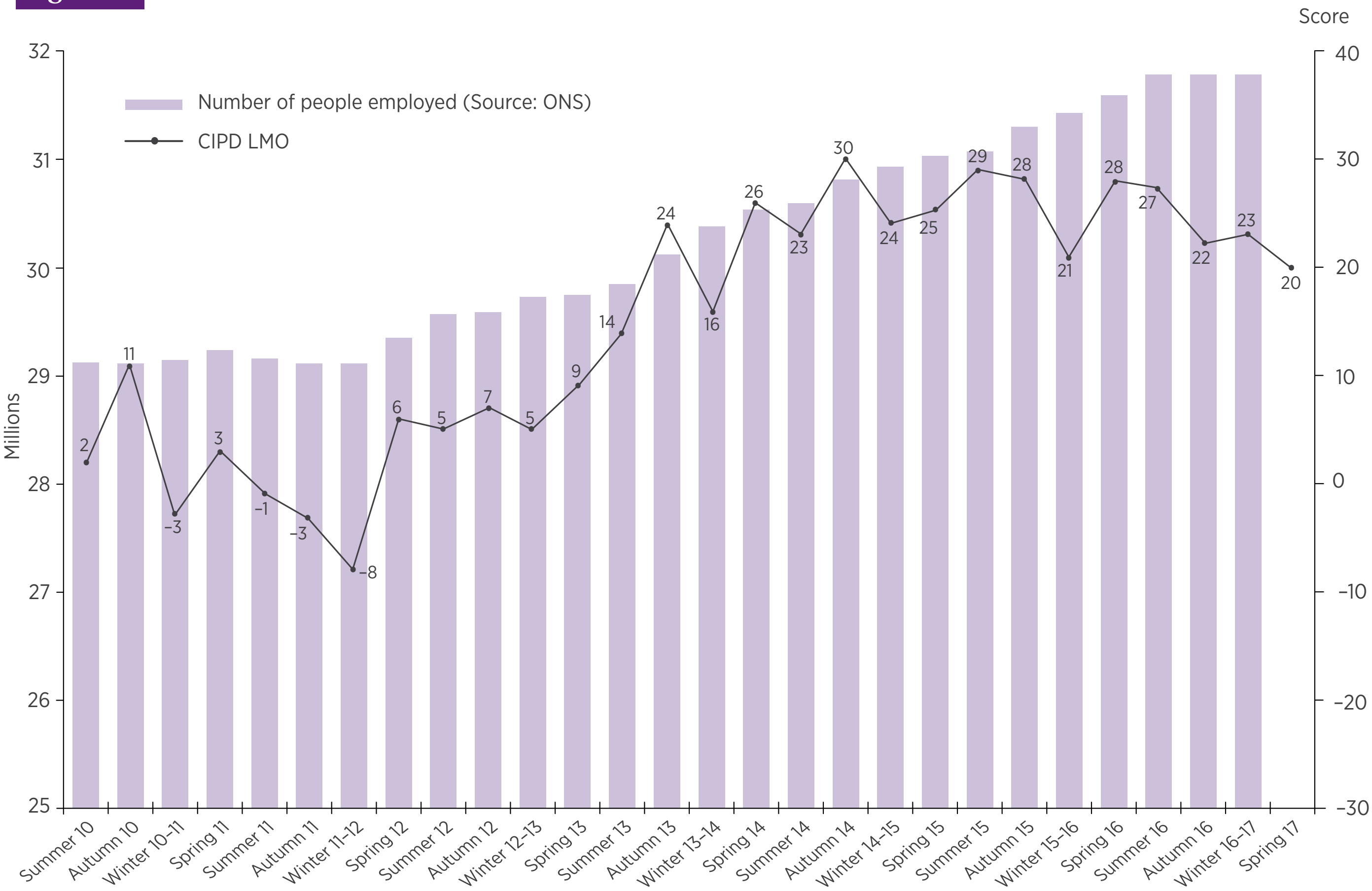
Alex Fleming, Managing Director, Adecco UK&I.

1 Recruitment and redundancy outlook

What is the short-term employment outlook?

This section focuses on the recruitment and redundancy intentions of LMO employers in the second quarter of 2017. This latest report suggests that employment will grow in Q2, but at a slightly lower rate than in Q1. This quarter's net employment balance – which measures the difference between the proportion of employers who expect to increase staff levels and those who expect to decrease staff levels – has fallen modestly to +20 from +23 since the winter 2016–17 report (Figure 1). As Figure 1 shows, the modest softening in the projected demand for labour broadly correlates

Figure 1 Correlation between LFS employment levels[10] and LMO data



Base: spring 2017, all employers planning to recruit and/or make employees redundant in the next three months (n=736)

How to interpret Figure 1

Figure 1 displays the LMO net employment indicator time series data since spring 2009 (the purple line).

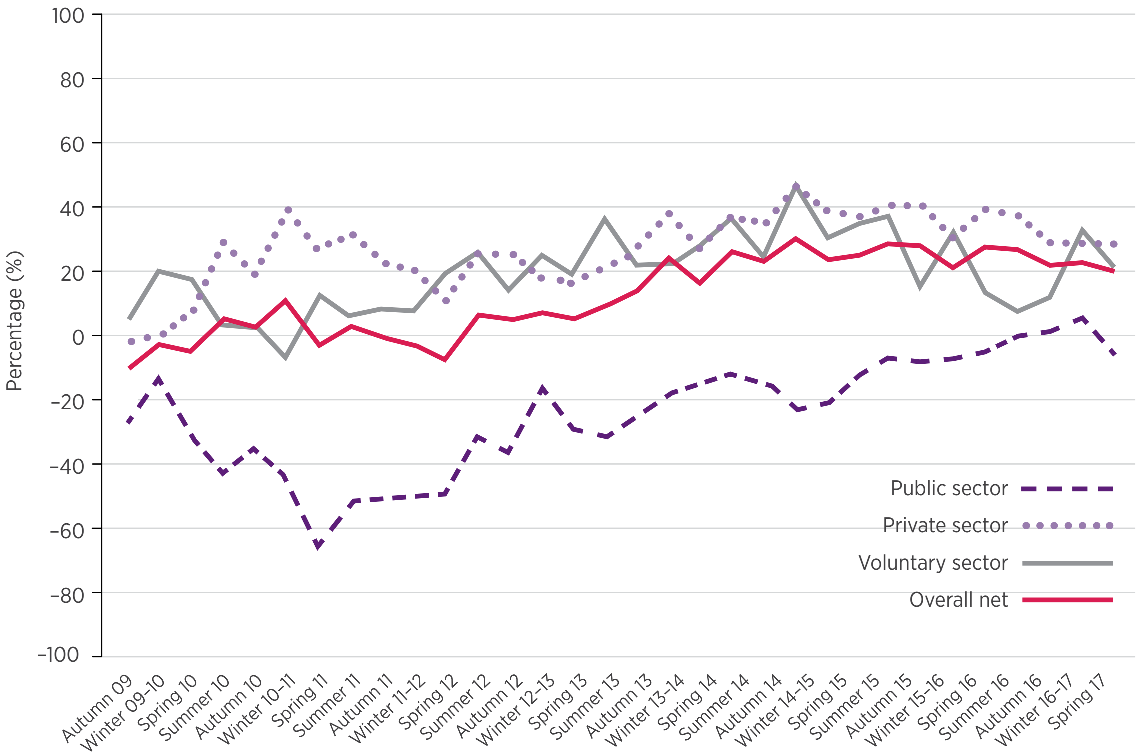
The columns display the trends in official ONS employment levels. The LMO net employment outlook is a forward-looking indicator of how employers feel employment levels will change over the next three months. The corresponding ONS unemployment and employment level is added to replicate this timeframe and show what actually happened to unemployment and employment levels over the same time period.

with the slowing in the rate of employment growth as measured by the ONS in the three months that followed.

The modest fall in employment intentions is partly due to the fall in confidence in the public sector, which has decreased to –6 from +6 during the past three months. Looking in more detail at the sub-sectors, the fall in confidence is particularly acute in the education sector, which has fallen to –3 from +23 during the same period. In addition, voluntary sector employment prospects have also decreased from +33 to +22.

As in previous reports, employment growth is continuing to be driven by the private sector (+29). On the upside, confidence has improved modestly in the services sector, up to +27 from +25. At the same time, the fall in the manufacturing sector from +53 to +38 still suggests that manufacturers remain confident about the employment outlook. In addition, almost one in five (19%) establishments report that they plan to cut the size of their workforce, up from 14% in the previous report.

Figure 2 **Overall effect of recruiting new staff and/or making redundancies in next three months, by sector (%)**



Base: Spring 2017, all employers planning to recruit and/or make employees redundant in the next three months (Total n=736; Private n=495; Public n=162; Voluntary n=79)

Table 1: **Net employment intentions for the next three months by industry**

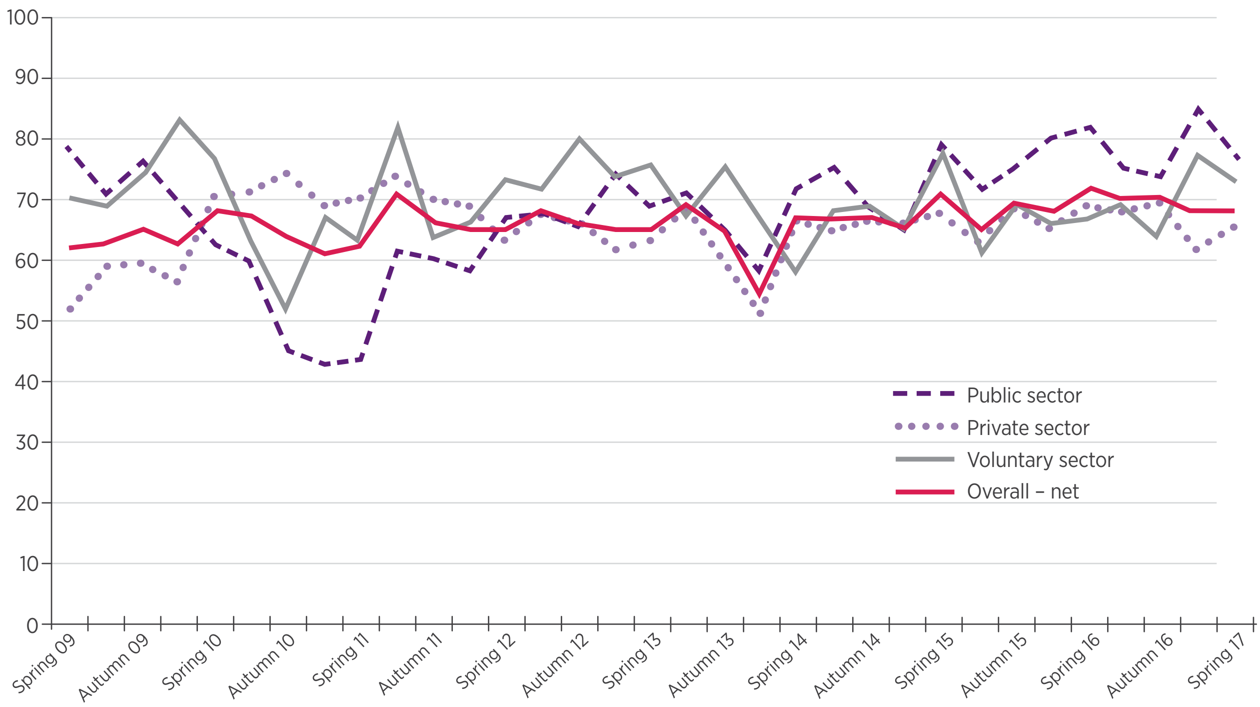
Sector	Spring 2017	Winter 2016–17	% point change
Private sector services (n=344)	+27	+25	+2
Manufacturing and production (n=110)	+38	+53	–15
Education (n=71)	–3	+23	–26
Public administration and defence (n=73)	–16	–18	+2
Healthcare (n=59)	+16	+18	–2

Base: Spring 2017, all employers planning to recruit and/or make employees redundant in the next three months

What are the recruitment intentions for the forthcoming quarter?

Consistent with previous reports, around two-thirds (68%) of organisations are planning to recruit employees in the next three months (Figure 3). However, the share of public sector organisations that plan to recruit has fallen to 77% from 85% during the last quarter. Recruitment activity is strongest in healthcare (78%) and public administration and defence (75%) (Table 2), which is primarily due to the size effects of the NHS, local government and central government organisations.

Figure 3 **Recruitment intentions by business sector (%)**



Base: Spring 2017, all employers (Total n=1,060; Private n=759; Public n=191; Voluntary n=110)

Table 2: **Recruitment intentions, by sub-sector**

Sector	Spring 2017	Winter 2016–17	% point change
Education (n=88)	68	75	–7
Public administration and defence (n=86)	75	79	–4
Private sector service (n=520)	67	62	+5
Manufacturing and production (n=181)	57	61	–4
Healthcare (n=75)	78	86	–8

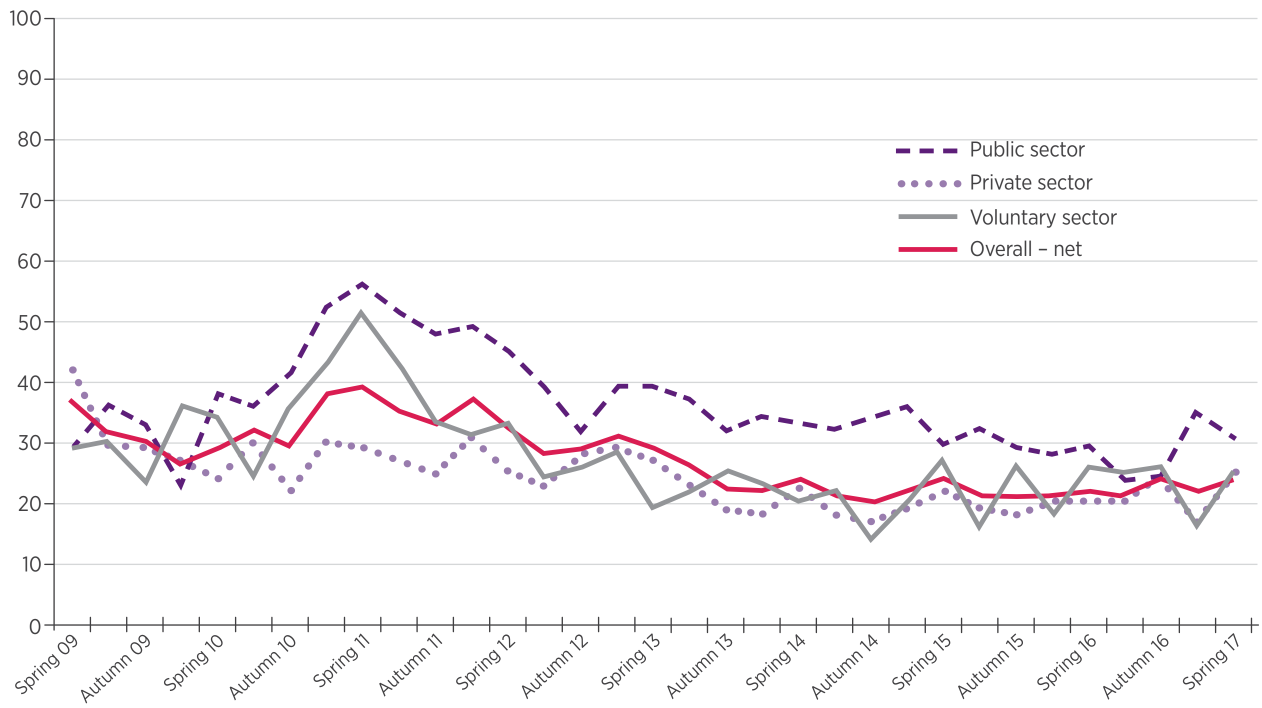
Base: Spring 2017, all employers

What is the outlook for redundancies in the second quarter of 2017?

There has been a modest uptick in the proportion of employers expecting to make redundancies in Q2 2017. Overall, a quarter of organisations (24%) are planning to make redundancies in the next three months (Figure 4). It is perhaps no surprise that redundancy intentions are higher in the public sector (31%) than in the voluntary sector (25%) and private sector (22%). Redundancy intentions are highest among public administration and defence employers and lowest in the healthcare (17%) and manufacturing and production (19%) sub-sectors.

Meanwhile, the modest increase in expected redundancy activity is partly driven by private sector services firms. Almost a quarter (23%) of services firms expect to lay off workers during the second quarter of 2017 compared with almost one in five (19%) manufacturing and production employers. In addition, education employers are also reporting higher redundancy activity. More than one in three (35%) intend to make redundancies in Q2 compared with just over a quarter (26%) three months ago.

Figure 4 **Redundancy intentions, by sector (%)**



Base: spring 2017, all employers (total: n=1,060; private: n=759; public: n=191; voluntary: n=110)

Table 3: **Redundancy intentions by industry**

Sector	Spring 2017	Winter 2016–17	% point change
Public administration and defence (n=86)	41	45	–4
Education (n=88)	35	26	+9
Private sector services (n=520)	23	18	+5
Healthcare (n=75)	17	30	–13
Manufacturing and production (n=181)	19	16	+3

Base: Spring 2017, all employers

How many vacancies do organisations currently have?

The median number of current vacancies is ten among those employers that are currently advertising vacancies. Primarily reflecting the larger size of public sector organisations, the median number of current vacancies in the public sector organisations is 25 compared with 8 in the private sector and 6 in the voluntary sector.

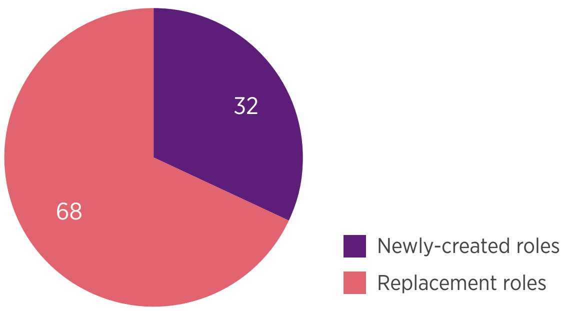
Although 10 is the median it is worth noting that two-thirds of the respondents have 10 vacancies or fewer.

There is still a significant minority of employers who don't seem to have current labour requirements, with nearly three in ten (29%) reporting no current vacancies. This figure is significantly higher among organisations with less than 250 employees, where more than half (51%) have no current vacancies. The median number of vacancies for smaller organisations employers is 2. By comparison, large employers (those with 250 employees or more) have a median number of 20 current vacancies.

On average, around a third of these vacancies (32%) are for new roles. The creation of new roles is more prevalent in the private sector (36%) than in the public sector (20%). Reflecting the optimism among manufacturing employers reported in this survey, almost half (45%) of vacancies in the manufacturing and production sector are for new roles.

The creation of new roles is more prevalent in the private sector (36%) than in the public sector (20%).

Figure 5 **Proportion of vacancies that are for new roles and for replacement roles (%)**



Base: All LMO employers with a vacancy (n=599)

How prevalent are hard-to-fill vacancies?

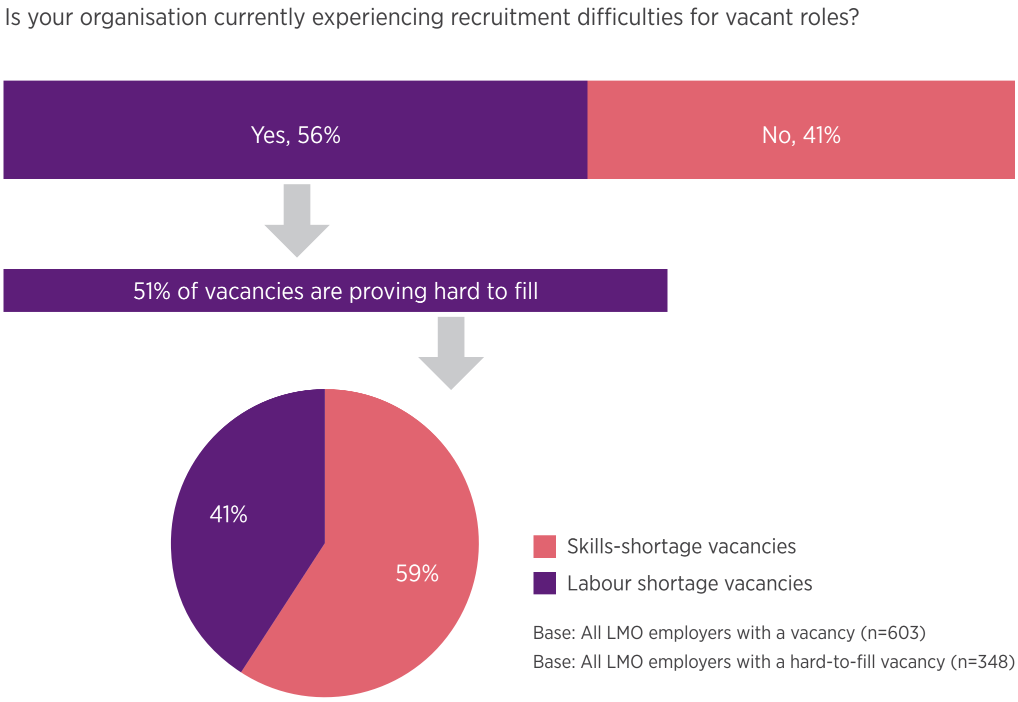
The survey data indicates that the labour market is currently unable to meet some employers' requirements in relation to labour demand; this is perhaps no surprise given the underlying trend in unemployment, which has recently hit a 42-year low.[11]

A small majority (56%) of employers report that they are currently having difficulty filling vacancies in their organisation; this is up from four in ten (40%) employers in the autumn 2015 report. And around half of all vacancies (51%) are proving hard-to-fill among those organisations that are experiencing recruitment difficulties. The density of recruitment difficulties is greater among small establishments (63%) that have hard-to-fill vacancies than larger employers (46%).

Where employers struggle to fill their vacancies, it seems that a lack of skills, qualifications or experience amongst applicants is the main reason for their recruitment difficulties. Around six in ten hard-to-fill vacancies were reported to be skills-shortage vacancies compared with the four in ten reported in the autumn 2015 report. However, the experience of skills-shortage vacancies varies greatly by sector.

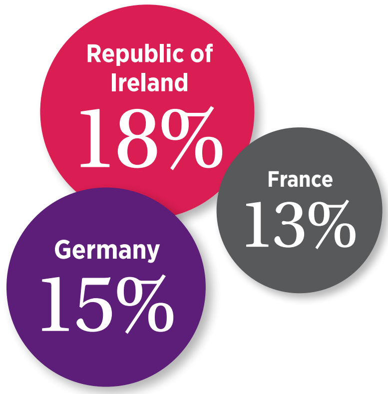
Meanwhile, around four in ten vacancies were difficult to fill for non-skill-related reasons. Such reasons principally include a lack of applicants for the role, issues with applicants' attitude, personality or motivation, or specific issues related to the job role (for example poor terms and conditions or unsociable hours) or the recruiting organisation (for example remote location or poor transport links).

Figure 6 Summary of employer views on hard-to-fill vacancies (%)



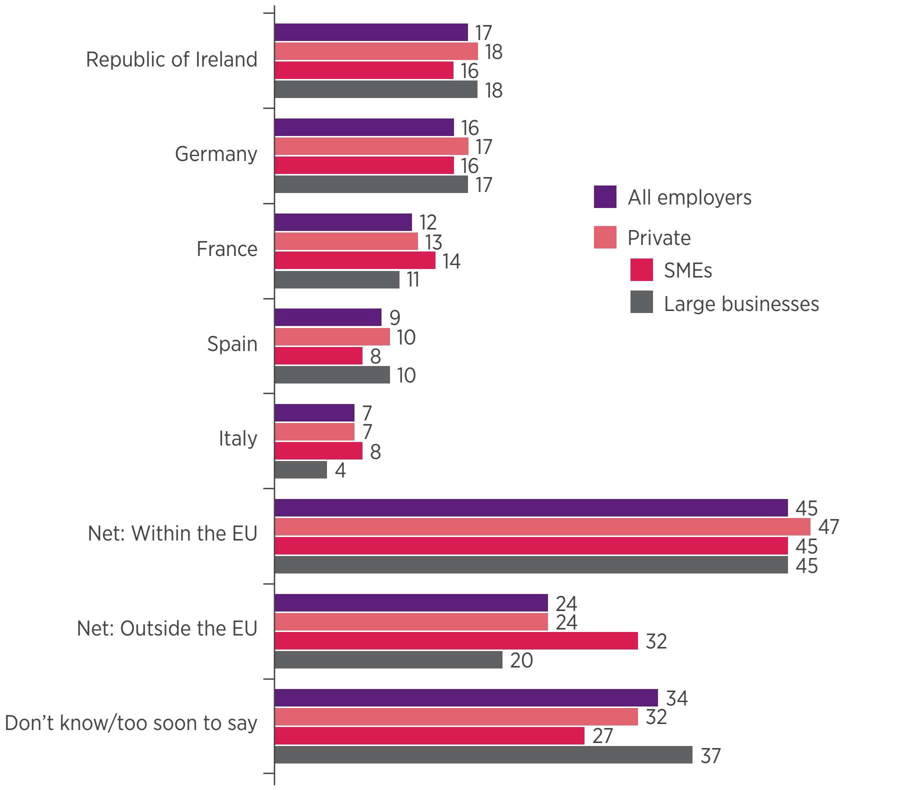
Is Brexit driving UK organisations to relocate jobs overseas?

Just over one in ten (12%) private sector firms say that the UK's decision to leave the European Union has led them to consider relocation of some or all of their business operations abroad. Popular relocation destinations among those firms that report they are considering moving their operations overseas include the Republic of Ireland (18%), Germany (15%) and France (13%). Almost a quarter (24%) say they will move or are considering moving operations to a country outside of the European Union. Additionally, around a third of firms (32%) that plan to relocate some or all of their operations don't know where business activity will be re-directed.



Popular relocation destinations among those firms that report they are considering moving their operations overseas include the Republic of Ireland (18%), Germany (15%) and France (13%).

Figure 7 **Countries organisations are planning or likely to relocate to (%)**



Base: Spring 2017, all employers who will be or are considering moving some or all current operations outside of the UK as a result of the referendum decision (Total n=195; Private n=167; SMEs n=91; Large businesses n=104)

2 Skills outlook

Consistent with previous reports, the existence of training budgets is higher in the public sector (94%) than in the private (66%) and voluntary (86%) sectors.

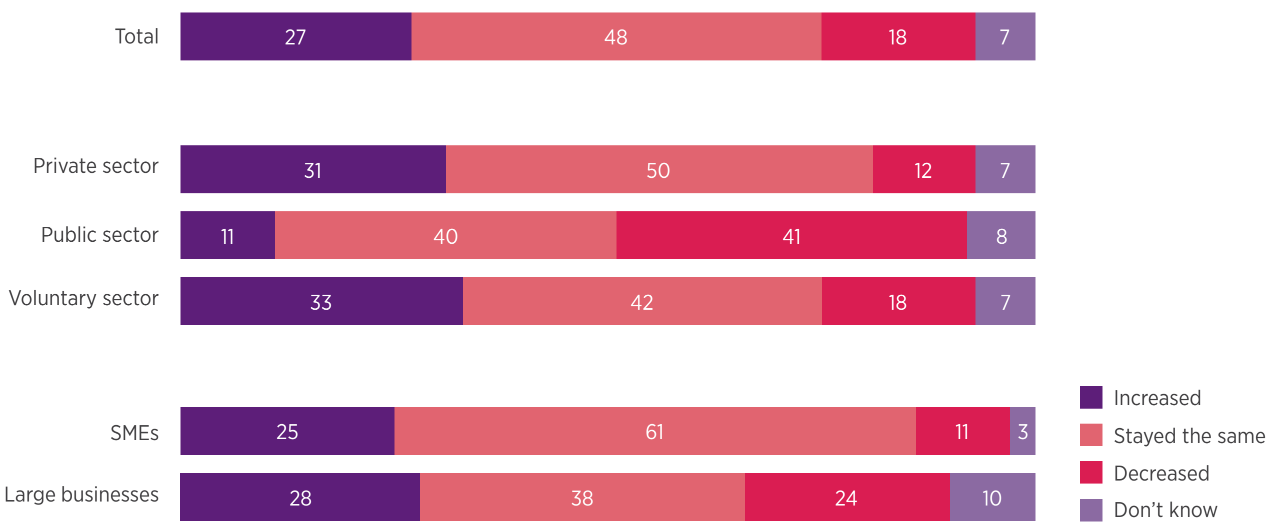
Perhaps reflecting the increased levels of employment and recruitment activity during the past 18 months, the survey data suggests that the volume of training has remained broadly unchanged – measured in terms of the share of organisations that have a training budget and the proportion of organisations that have increased their training budgets over the past two years.

Approximately three-quarters (73%) of LMO employers have a dedicated training budget, up from 70% in the autumn 2015 report; although it is somewhat surprising that the share of organisations has not increased more given the underlying trend in unemployment. Consistent with previous reports, the existence of training budgets is higher in the public sector (94%) than in the private (66%) and voluntary (86%) sectors.

It is also surprising that almost one in five employers (18%) that have recruitment difficulties do not have a training budget. This indicates that there is more that some employers could do to address skill gaps and reduce labour turnover to help ease recruitment difficulties.

Mirroring the buoyant demand for labour over the past 18 months, over a quarter (27%) of establishments have increased their training budgets during the past two years compared with 18% that have decreased them. Underlining the budgetary pressures many public sector employers currently face,

Figure 8 **Amount of money spent on training initiatives in the last two years (%)**



Base: Spring 2017, all employers (Total n=1,059; Private n=758; Public n=191; Voluntary n=110)

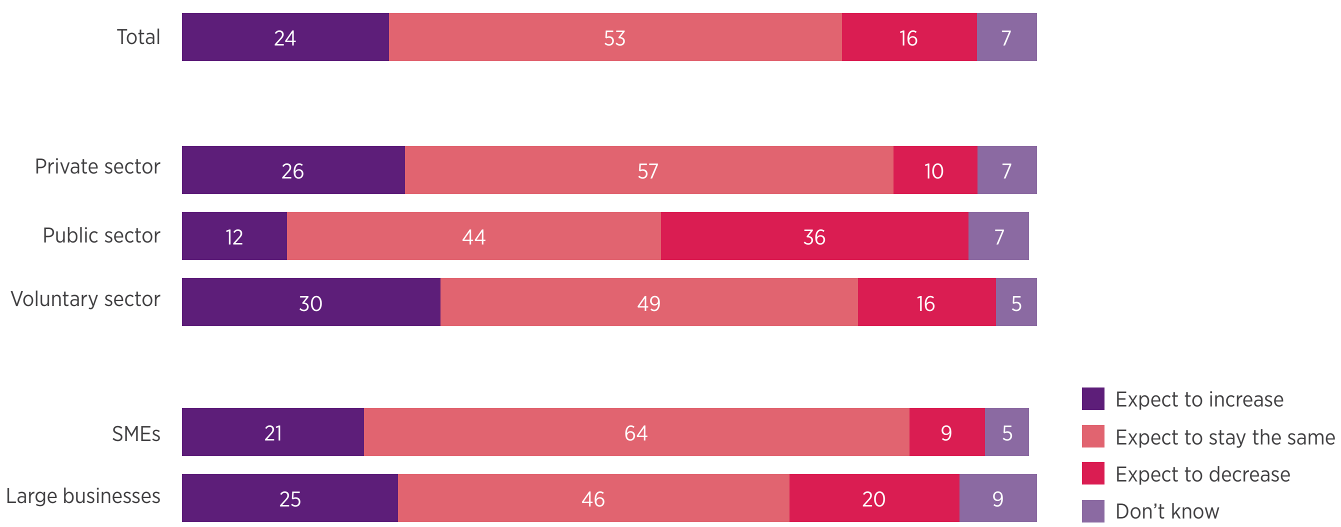
public sector employers (41%) are significantly more likely than private (12%) and voluntary (18%) sector employers to say the amount spent on training initiatives has decreased. Almost half (48%) of establishments say that the budget used for training initiatives has stayed the same over the past two years.

Looking ahead, almost a quarter (24%) of employers expect training expenditure to increase in the next year, but the majority (53%) expect it to stay the same. Meanwhile, 16% anticipate the amount will decrease. In a continuation of recent trends, higher investment in skills is more prevalent in the private (26%) and voluntary (30%) sectors than in the public sector (12%).

The survey data also indicates that employers are seeking myriad ways of meeting their skills' requirements and increasing labour supply, especially in relation to younger applicants. Over half (53%) of employers say their organisation is upskilling their existing workforce in order to improve their future talent pipeline. At the same time, almost two in five (38%) employers are offering apprenticeships, while around one in five (21%) employers report that they are investing in the organisation's

Looking ahead, almost a quarter (24%) of employers expect training expenditure to increase in the next year, but the majority (53%) expect it to stay the same.

Figure 9 **Expectations for amount of money spent on training initiatives for the next two years (%)**



Base: Spring 2017, all employers (Total n=1,059; Private n=758; Public n=191; Voluntary n=110)

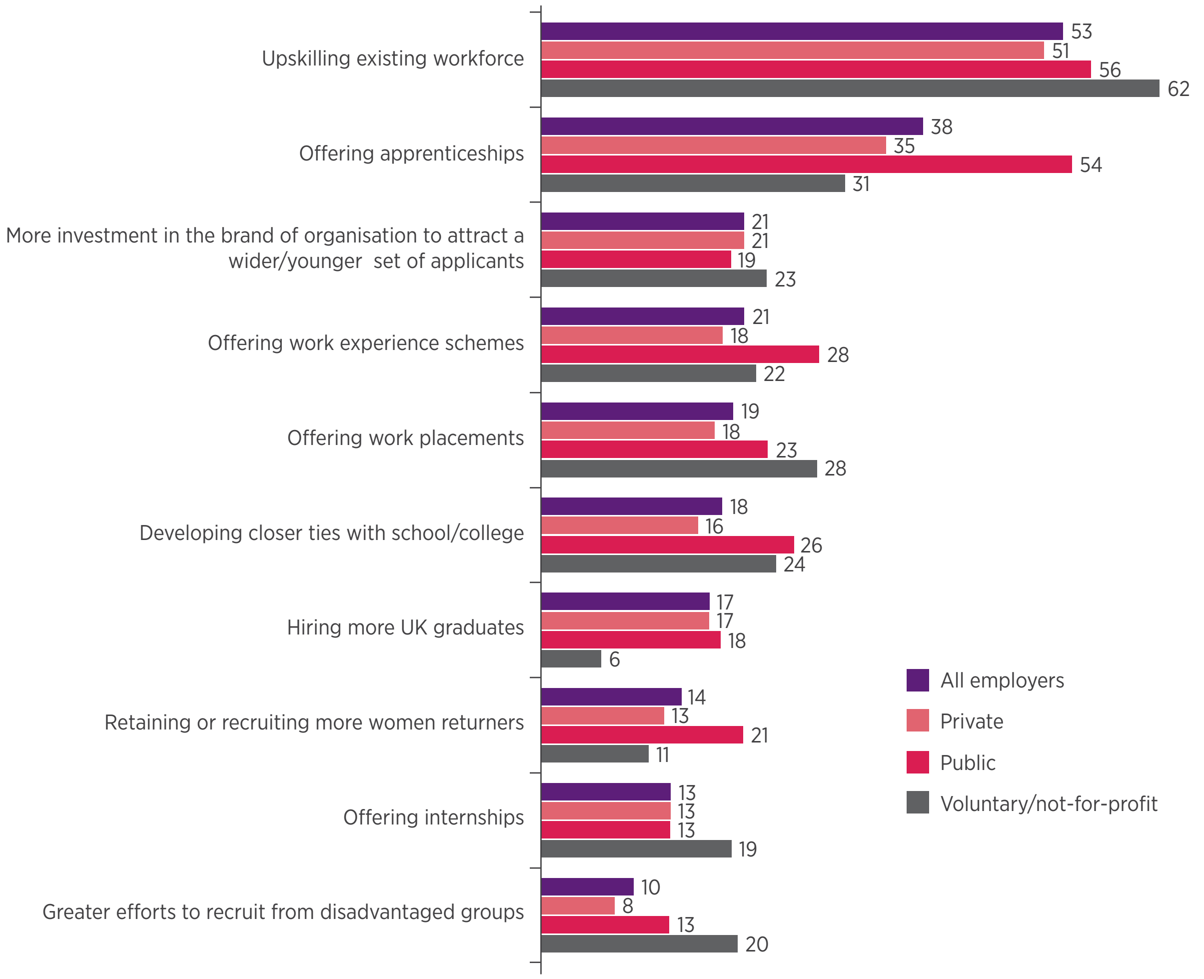
brand to attract a broader or younger set of applicants. More than half (54%) of public sector employers offer apprenticeships compared with just over a third (35%) of private sector establishments and just under a third (31%) of voluntary sector organisations.

Other popular workforce development activities employed by organisations include work experience schemes (21%), work placements (19%) and developing a closer relationship with the local school or college (18%).

On the downside, closer analysis of the data suggests that some SMEs don't have the knowledge, capability or support to think more strategically about the future needs of their workforce. Around a fifth (21%) of smaller establishments offer apprenticeships compared with half (50%) of larger organisations. This is broadly consistent with a pilot that sought to provide HR support to SMEs, due to be published shortly, which will show that over 90% of the HR support provided by the project to SMEs was of a 'transactional' nature. It finds that most SMEs lack basic skills and processes around HR and don't know where to turn for help and guidance. Overall, the report underlines the significant challenges SMEs face in raising their ambition to upskill their workforce.

At the same time, large employers are twice as likely to offer work experience schemes (26%, compared with 13%). In addition, almost a fifth of large organisations are targeting women returners – a group where there is spare capacity in the labour force – in their workforce development plans compared with less than one in ten (8%) small organisations.

Figure 10 **Top 10 activities organisations are doing to improve future talent pipeline (%)**



Base: Spring 2017, all employers (Total n=1,060; Private n=759; Public n=191; Voluntary n=110)

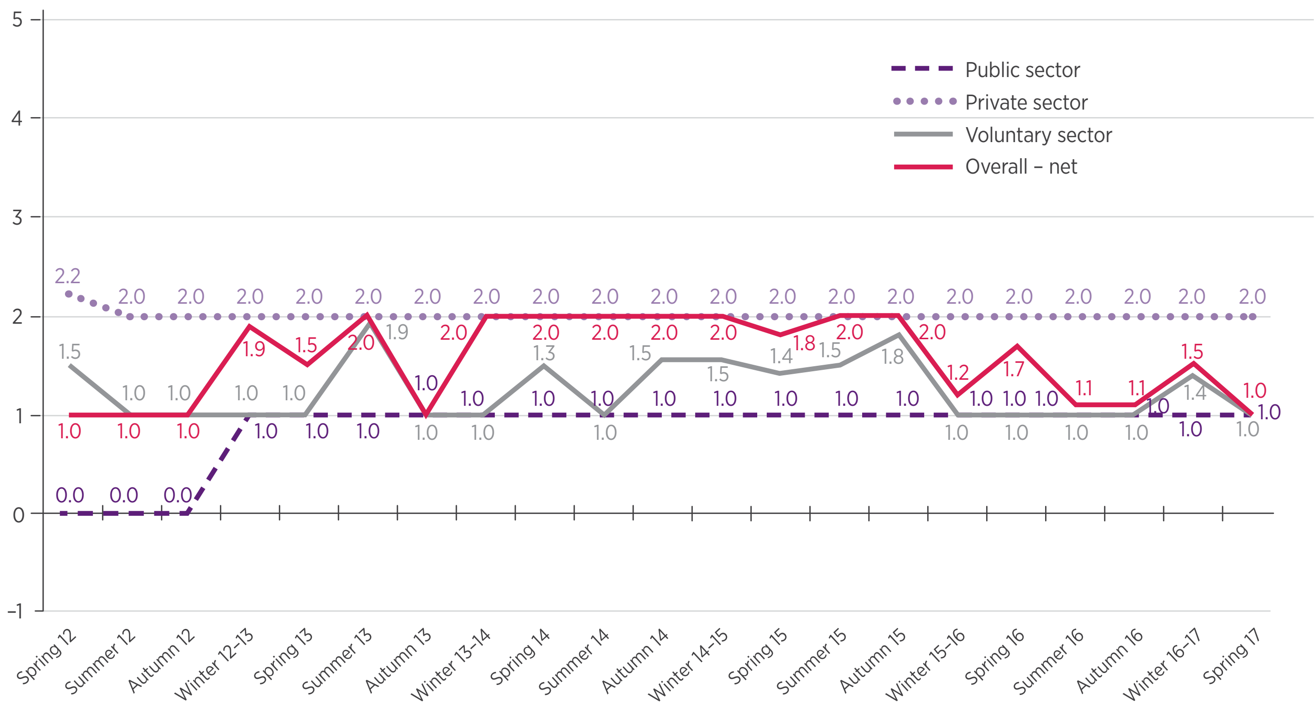
3 Pay outlook

What is likely to happen to wage inflation in the next 12 months?

Median basic pay expectations for the year ahead have fallen to 1% from 1.5% during the previous three months, which is lower than at any time during the past three and a half years. The latest LMO data is broadly consistent with recent LMO reports, which predicted that basic pay growth would weaken. This has been reflected in the official labour market data[12] in recent months (Figure 12).

Consistent with findings from previous quarters, median pay increase expectations are higher in the private sector (2%) than in the public (1%) and voluntary (1%) sectors (Figure 11). In addition, the *average* basic pay settlement excluding bonuses, the report's less preferred measure, has ticked down from 1.6% to 1.5% compared with the winter 2016–17 report.

Figure 11 Average predicted annual basic pay awards (median), by sector (%)

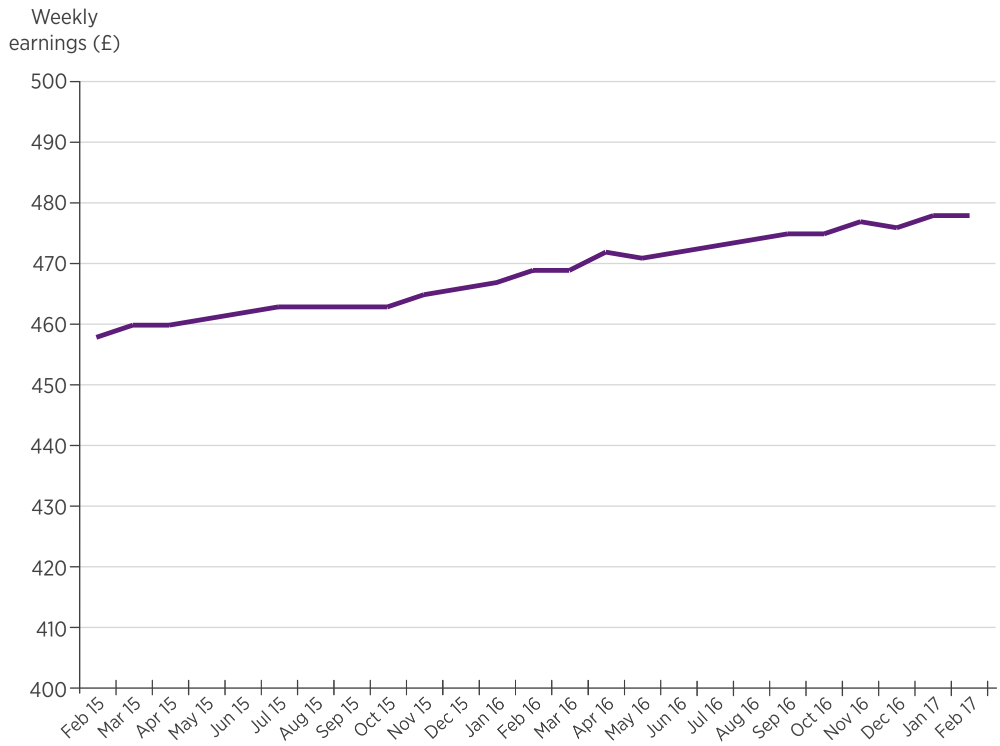


Base: Spring 2017, all employers who report an expected increase, decrease or pay freeze in the next 12 months (Total n=501; Private n=326; Public n=116; Voluntary n=59)

Over one in six (15%) public sector employers predict that their organisation will have a pay freeze compared with less than one in ten (9%) private sector employers

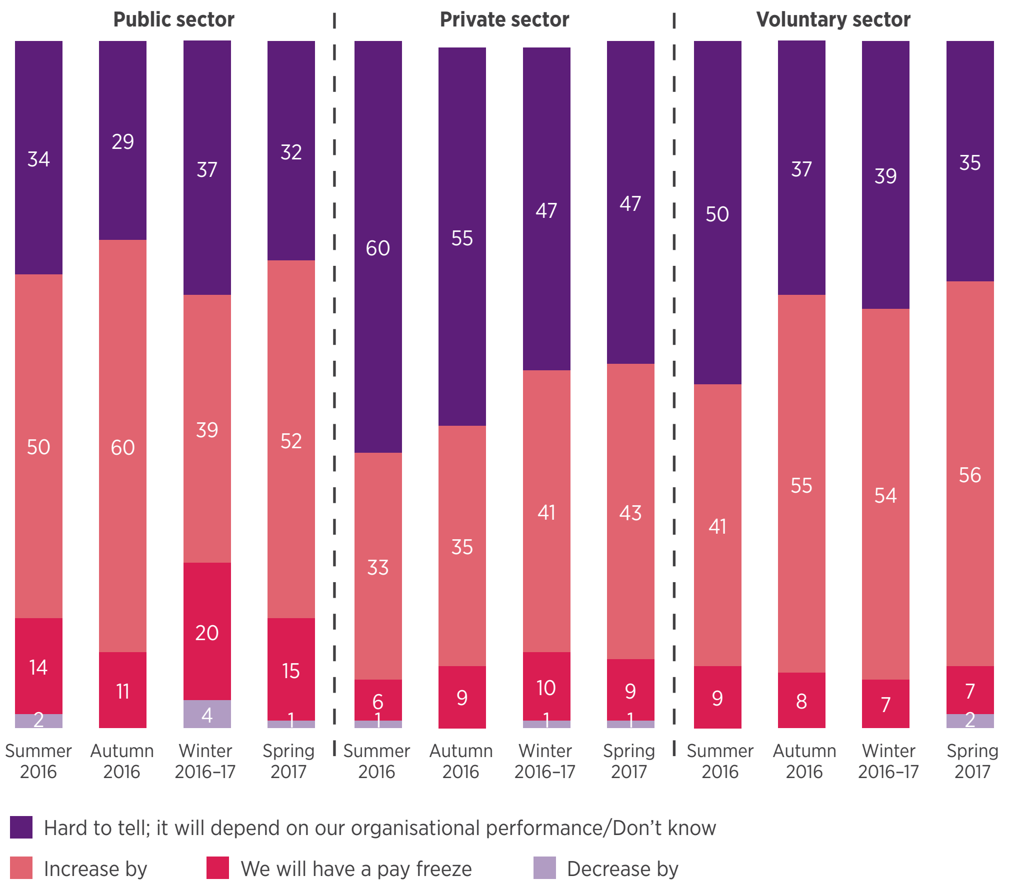
Nearly half of employers (45%) who are planning to make a pay decision in the next 12 months expect basic pay to increase at their organisation during that timeframe, compared with one in ten who intend to freeze pay (11%). Over one in six (15%) public sector employers predict that their organisation will have a pay freeze compared with less than one in ten (9%) private sector employers (Figure 12). One per cent of employers expect basic pay to decrease in the next 12 months. Some care should be taken to not over-extrapolate from the results because more than four in ten (43%) employers are unable to predict their organisation's next basic pay award.

Figure 12 **Average weekly earnings: regular pay**



Source: Labour Force Survey (ONS)

Figure 13 Likelihood of a *basic* pay increase, decrease or pay freeze, by sector (%)



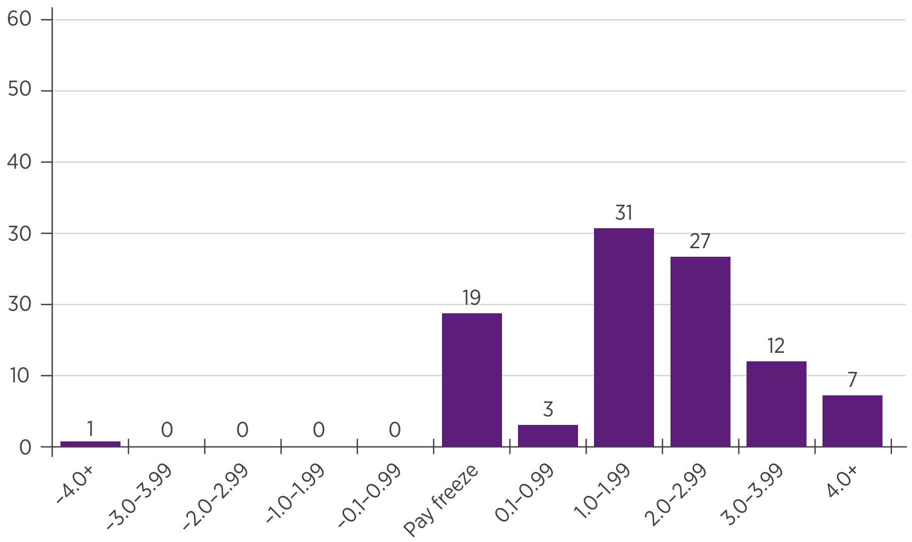
Base: Spring 2017, all employers who expect a pay decision in the next 12 months (Private n=621; Public n=169; Voluntary n=92)

Overall, the majority of employers' basic pay expectations are clustered between 1% and 3% (Figure 13). Almost a third of employers (31%) expect to award a basic pay increase of 1–1.99% in the 12 months to March 2017, and a similar share (27%) expect basic pay to increase by 2–2.99% in their organisations. Meanwhile, almost one in five (19%) of those establishments that can predict their next basic pay award report that there will be a pay freeze at their organisation (Figure 13).

What are the main factors driving pay decisions?

The share of organisations that cite affordability and the National Living Wage as reasons behind basic pay expectations of 2% or more has increased since the previous report. Almost a third (31%) of organisations say that their ability to pay is underpinning their decision to award 2% or more in their next pay settlement, compared with just over a quarter (26%) in the previous report. Meanwhile, a similar proportion (30%) of organisations say that the National Living Wage is putting pressure on them to improve basic pay by 2% or more for the rest of the organisation, up from 21% in the winter 2016–17 report. Other popular reasons include the going rate of pay rises elsewhere (29%), recruitment and retention pressures (27%), and improved employee productivity and performance (25%).

Figure 14 **Distribution of forward-looking basic pay settlements (%)**



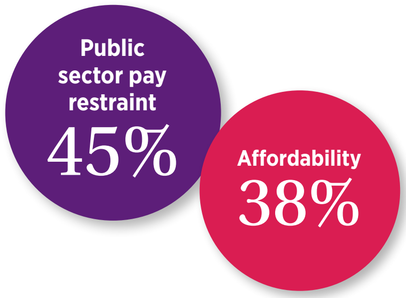
Base: Spring 2017, all employers who report an expected increase, decrease or pay freeze in the next 12 months (n=501)

Figure 15 **Top ten reasons for increase in average basic pay by 2% or more (%)**

Base: Spring 2017, all employers who expect their organisation's basic pay will increase by 2% or more (n=235)

Consistent with previous LMO reports, public sector pay restraint (45%) and affordability (38%) are the two most important factors limiting basic pay award increases to less than 2% in the year ahead. It is perhaps no surprise that more than four fifths (83%) of public sector establishments cite restraint on public sector pay. However, perhaps reflecting the challenges that some employers face in raising productivity levels, which are essential to making pay rises affordable, nearly one in six employers say that the recent increase to the National Living Wage will have a negative impact on their organisation's basic pay award.

The introduction or extension of other labour costs are also cited as having a dampening impact on basic pay awards, including the rolling-out of the government's auto-enrolment pensions scheme (11%) and the recent introduction of the apprenticeship levy (10%). More than a fifth (21%) of private sector firms report that the government's auto-enrolment scheme is acting as a brake on pay growth.



Consistent with previous LMO reports, public sector pay restraint (45%) and affordability (38%) are the two most important factors limiting basic pay award increases to less than 2% in the year ahead.

Figure 16 **Top 10 factors restricting organisations ability to match the inflation rate target of 2% (%)**

Base: Spring 2017, all employers who expect their organisation's basic pay will increase by less than 2%, be frozen, or decrease (n=263)

Sample and method

Survey method

The fieldwork for the LMO survey is managed by YouGov Plc and this survey has been conducted using the bespoke YouGov online system administered members of the YouGov Plc UK panel who have agreed to take part in surveys and the CIPD membership.

The survey is based on responses from 1,060 HR professionals and employers. All respondents have HR responsibility within their organisation, which may or may not be their sole and primary function within their organisation. The sample is targeted to senior business leaders of senior officer and above.

An email was sent to each respondent from the YouGov sample who are selected at random from the base sample according to the sample definition, inviting them to take part in the survey and providing a link to the survey. Each member of the CIPD sample is invited to complete the survey. Respondents are given three weeks from 10 March 2017 to reply and reminder emails are sent to boost response rates (subject to the CIPD's re-contact policy).

Weighting

The quarterly LMO survey is sampled from the CIPD membership and through the YouGov panel of HR professionals. The data is weighted to be representative of the UK public and private sector business population by size of employer and sector. Rim weighting is applied using targets on size, sector drawn from Business population estimates for the UK and regions 2012.

The delivered sample is drawn across all business sizes and in total 578 unweighted responses are received from Small and Medium Enterprises (SMEs) and 482 from HR professionals within large employers (250+ employees).

Respondent profile

Table 4: **Breakdown of the sample, by sector (%)**

	Spring 2017	Winter 2016–17	Autumn 2016	Summer 2016	Spring 2016	Winter 2015–16	Autumn 2015	Summer 2015	Summer 2015
Private	73	73	73	73	73	73	73	73	73
Public	21	21	21	21	21	21	21	21	21
Voluntary	6	6	6	6	6	6	6	6	6
N	**1,060**	**1,051**	**1,024**	**1,050**	**1,014**	**1,007**	**1,037**	**931**	**1,013**

Table 5: **Breakdown of the sample, by number of employees in organisation (%)**

	Spring 2017	Winter 2016–17	Autumn 2016	Summer 2016	Spring 2016	Winter 2015–16	Autumn 2015	Summer 2015	Spring 2015
2–9	14	14	14	14	14	14	14	14	14
10–49	14	14	14	14	14	14	14	14	14
50–99	6	6	6	6	6	6	6	6	6
100–249	7	7	7	7	7	7	7	7	7
250–499	10	10	9	8	8	8	9	9	8
500–999	10	10	7	8	6	8	8	5	6
1,000–4,999	17	15	18	17	16	17	17	16	18
5,000–9,999	7	7	6	6	7	9	7	8	7
10,000–19,999	3	5	4	6	5	5	5	5	5
20,000 or more	13	12	13	14	16	12	14	15	15
N	**1,060**	**1,051**	**1,024**	**1,050**	**1,014**	**1,007**	**1,037**	**931**	**1013**

***Table 6:* Breakdown of the sample, by industry (%)**

	Spring 2017	Winter 2016–17	Autumn 2016	Summer 2016	Spring 2016	Winter 2015–16	Autumn 2015	Autumn 2015
MANUFACTURING AND PRODUCTION	**15**	**15**	**15**	**15**	**15**	**15**	**15**	**15**
Agriculture, forestry and fishing	1	1	1	1	1	1	0	0
Manufacturing	9	9	9	9	9	9	9	9
Construction	4	4	4	4	4	4	4	4
Mining and extraction	0	0	0	0	1	0	0	1
Energy and water supply	1	1	1	1	1	1	1	1
EDUCATION	**6**	**6**	**6**	**6**	**6**	**6**	**6**	**6**
Primary and secondary schools	3	3	3	4	4	3	4	3
Further and higher education	3	3	4	3	3	3	3	3
HEALTHCARE	**11**	**11**	**11**	**11**	**11**	**11**	**11**	**11**
NHS	8	8	7	7	7	6	7	7
Other private healthcare	4	4	5	4	4	5	4	5
PRIVATE SECTOR SERVICES	**52**	**52**	**52**	**52**	**52**	**52**	**52**	**52**
Hotels, catering and leisure	8	8	8	8	8	8	8	8
IT industry	2	2	2	2	3	2	3	2
Transport and storage	4	4	4	4	4	4	4	4
Consultancy services	3	3	2	3	2	2	3	3
Finance, insurance and real estate	5	5	5	5	5	5	5	5
Wholesale and retail trade	2	3	3	2	2	2	3	4
Information and communication	1	1	1	1	1	1	1	1
Retail	14	14	14	15	15	14	13	12
Professional, scientific and technical	3	3	4	3	4	3	3	3
Administrative and support service activities and other business services	9	9	9	9	9	9	9	9
PUBLIC ADMINISTRATION AND DEFENCE	**9**	**9**	**9**	**9**	**9**	**9**	**9**	**9**
Public administration – central government	3	4	4	4	3	4	3	3
Public administration – local government, including fire services	4	4	4	4	5	4	5	5
Armed forces	1	1	1	1	1	1	1	1
Quango	1	0	0	0	0	0	0	0

Endnotes

1 ONS. (2017) *UK labour market: April 2017*. Available at: http://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/bulletins/uklabourmarket/latest [Accessed 26 April 2017].

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4 ONS. (2017). *UK labour market: April 2017*. Available at: http://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/bulletins/uklabourmarket/latest [Accessed 26 April 2017].

5 CIPD. (2017). *From 'inadequate' to 'outstanding': making the UK's skills system*. Available at: http://www.cipd.co.uk/knowledge/work/skills/uk-skills-system-report [Accessed 26 April 2017].

6 Office for National Statistics – https://www.ons.gov.uk/economy/grossdomesticproductgdp/timeseries/ihyq/pgdp

7 Office for National Statistics – https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes

8 Office for National Statistics – https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/bulletins/uklabourmarket/apr2017#vacancies

9 Migration Statistics Quarterly Report: Feb 2017, ONS

10 Labour Force Survey data taken at quarterly intervals based on GB population aged 16+. Winter (November–January), autumn (August–October), summer (May–July), spring (February–April).

11 ONS. (2017) *UK labour market: April 2017*. Available at: http://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/bulletins/uklabourmarket/latest [Accessed 26 April 2017].

12 ONS. (2017) *UK labour market: April 2017*. Available at: http://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/bulletins/uklabourmarket/latest [Accessed 26 April 2017].

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