3Q 2026 ASA STAFFING EMPLOYMENT AND SALES SURVEY

To ensure the confidentiality of company data submitted by quarterly survey participants, the American Staffing Association has partnered with ClearlyRated to tabulate results. ASA does not have access to individual company submissions and reports only aggregate results.

Survey participants gain access to an exclusive archive of reports on the survey results, which include payroll data, gross margin trends, and productivity metrics available nowhere else.

Select the "back" button on your browser to return to the previous survey page. For technical questions regarding this survey, contact ClearlyRated at 800-921-2640. For general questions about this survey, email research@americanstaffing.net.

DEFINITIONS

Temporary and contract staffing is defined as a service whereby your staffing company hires its own employees (W-2 workers—excluding 1099 independent contractors and employee leasing) and assigns them to work for clients.

Search and placement is defined as direct hire placements and other special recruiting services. To facilitate survey data entry, search and placement services will be grouped with the temporary and contract staffing sectors in the sales-related questions.

To assist ASA in providing accurate and timely trends by sector, sharing your firm's temporary and contract staffing data by sector, and/or search and placement data is greatly appreciated.

Please note: Without sufficient sector and direct hire data, it will be impossible for ASA to provide sector-level and service type benchmarking detail.

For which of the following sectors do you currently track staffing sales?

- ☐ Health Care
- ☐ Industrial
- ☐ Engineering
- ☐ Information Technology
- ☐ Scientific
- ☐ Office—Clerical and Administrative
- ☐ Accounting and Finance
- ☐ Legal
- ☐ Management (including executives)
- ☐ Sales and Marketing
- ☐ Other Professional
- ☐ OVERALL/COMBINED TEMPORARY AND CONTRACT STAFFING (only able to provide all temporary and contract staffing sales combined)
- ☐ Search and Placement

INSTRUCTIONS

Enter figures for all branches, franchises, and licensed operations in the U.S. (including Puerto Rico and the U.S. Virgin Islands).

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STAFFING SALES

Enter temporary and contract staffing sales, including any royalties and license or temporary-to-hire fees, but excluding 1099 independent contractors and employee leasing, for the relevant sectors in each of the following quarters. For search and placement, enter sales for direct hire placements and other special recruiting services.

	Q3 **2025** (In Dollars)	Q2 2026 (In Dollars)	Q3 2026 (In Dollars)
Health Care			
Industrial			
Engineering			
Information Technology			
Scientific			
Office—Clerical and Administrative			
Accounting and Finance			
Legal			
Management (including executives)			
Sales and Marketing			
Other Professional			
OVERALL/COMBINED (only able to provide all temporary and contract staffing revenue combined)			
Search and Placement			

Does your company subcontract staffing services, where your firm is the primary contractor but services are actually provided by another staffing company?

- ○ Yes
- ○ No

SUBCONTRACTED SERVICES

Enter the value of subcontracted services provided by other staffing company(ies) by quarter for each of the following sectors. Any sales identified as subcontracted services will be subtracted from the total sales reported by your company. If the total you reported in the previous sales question already excludes these earnings, please leave this question blank.

	Q3 **2025** (In Dollars)	Q2 2026 (In Dollars)	Q3 2026 (In Dollars)
Health Care			
Industrial			
Engineering			
Information Technology			
Scientific			
Office—Clerical and Administrative			
Accounting and Finance			
Legal			
Management (including executives)			
Sales and Marketing			
Other Professional			
OVERALL/COMBINED (only able to provide all temporary and contract staffing revenue combined)			
Search and Placement			

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STAFFING GROSS MARGIN

Enter gross margin dollars for temporary and contract staffing services by quarter for W-2 employees only—exclude 1099 independent contractors and employee leasing—for each of the following sectors.

Gross Margin Dollars = Total sales – Cost of labor

Cost of Labor = Wages + FICA + Workers' compensation + Unemployment insurance + Health benefits + Other fringe benefits (sick pay, retirement, vacation, etc.)

	Q3 **2025** (In Dollars)	Q2 2026 (In Dollars)	Q3 2026 (In Dollars)
Health Care			
Industrial			
Engineering			
Information Technology			
Scientific			
Office—Clerical and Administrative			
Accounting and Finance			
Legal			
Management (including executives)			
Sales and Marketing			
Other Professional			
OVERALL/COMBINED TEMPORARY AND CONTRACT STAFFING (only able to provide all temporary and contract staffing data combined)			

TEMPORARY AND CONTRACT STAFFING—PAYROLL

Enter gross payroll for Form W-2 temporary and contract employees by quarter before withholdings and other deductions, excluding service fees and markups. Also exclude 1099 independent contractors and leased employees.

Q3 2025: _____
Q2 2026: _____
Q3 2026: _____

TEMPORARY AND CONTRACT STAFFING—EMPLOYMENT

Enter the number of Form W-2 temporary and contract employees on your payroll during the week that included the 12th of the month for each of the following months.

April 2026: _____
May 2026: _____
June 2026: _____
July 2026: _____
August 2026: _____
September 2026: _____

SEARCH AND PLACEMENT—SEARCHES

Enter the total number of searches for direct hire placements that you conducted in each of the following quarters.

Q3 2025: _____
Q2 2026: _____
Q3 2026: _____

SEARCH AND PLACEMENT—DIRECT HIRE PLACEMENTS

Enter the total number of candidates placed in a direct hire permanent position at a client firm for each of the following quarters.

Q3 2025: _____
Q2 2026: _____
Q3 2026: _____

PROJECTING

By what percentage do you expect your staffing company's overall revenue to grow or contract in FY 2026 compared to FY 2025? (For example, if you expect your company's revenue to grow by 3.9%, you would enter "3.9" in the box below. If you expect your company's revenue to contract, be sure to add a minus sign—for a 3.9% decline you would enter "-3.9".)

_____ % change in overall revenue

What change do you project for your staffing company's 1Q 2027 sales, gross margin, and net income compared with the same quarter in the prior year?

	% Chg 1Q26 to 1Q27
Sales	
Gross Margin	
Net Income	

Please enter your contact information below, for verification purposes only. ASA does not have access to individual company sales and employment data, and reports only aggregate results.

Full name: _____

Email: _____

Phone: _____

Thank you for taking time to participate in this important survey for the staffing industry.

You should receive an email with a copy of your responses after you click the "Submit" button below. Please contact ClearlyRated at surveyquestions@clearlyrated.com if you do not receive a copy of your submission.