

APSCo Recruitment Trends Snapshot

Powered by cube19

April 2020

Covid 19 Special

The recruitment trends snapshot is based on data supplied by cube19. Year on year increases compare March 2019 data with March 2020 data. Month on month figures compare March 2020 data with February 2020 data.

This month we are also providing more granular data which shows more detailed metrics week by week for the month of March to show more clearly the initial impact of the COVID-19 crisis.

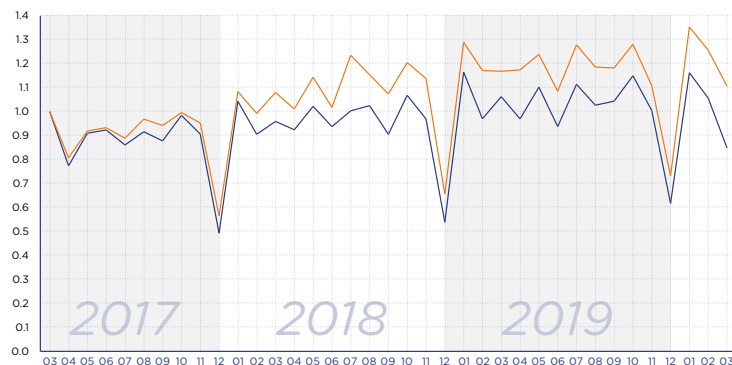
Methodology: Numbers for each metric have been scaled relative to the activity in March 2017 such that a value of 1 means an equal amount as in March 2017, 2 means twice as much as in March 2017 and so on. Since the values for contract/permanent metrics are calculated independently, they should not be directly compared, e.g. a "Permanent Placements" value of 2 against a "Contract Placement" value of 1 does not mean there were twice as many permanent placements made than contract placements made.

Ann Swain CEO of APSCo comments:

“While many firms have paused the hiring button, they have not yet pressed stop and we are hearing from members that although this is undoubtedly a really tough period, there is definitely hiring still going on. There are obvious sector such as life sciences, legal, healthcare and logistics but also our members have reported activity in areas such as finance, HR, marketing and engineering. While it is still far too early to predict when the bounce back will come, we have been very clear in our conversations with Government that the recruitment profession will play a vital role in getting UK plc back on its feet again.”

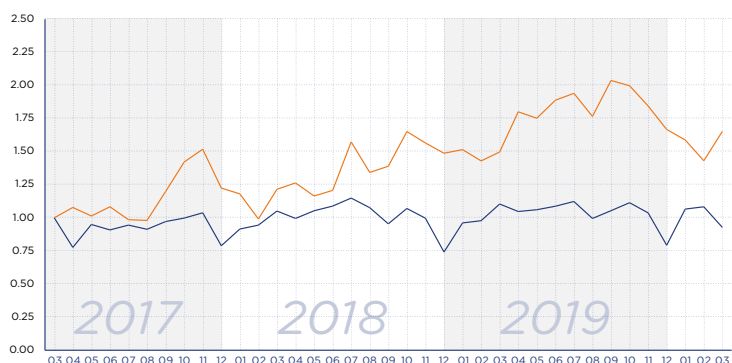
Vacancies

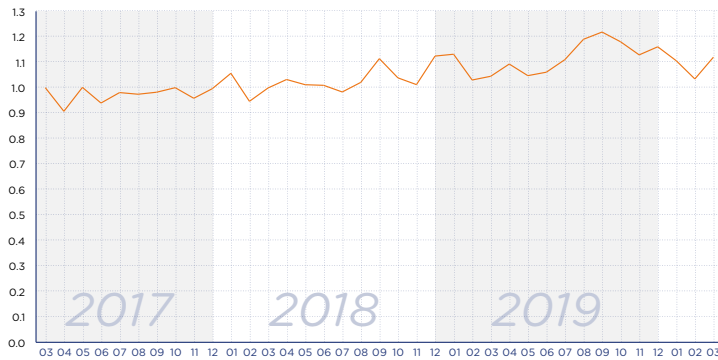
■ Permanent	■ Contract
↓ 19.8% MoM	↓ 11.9% MoM
↓ 12.3% YoY	↓ 5.1% YoY



Placements

■ Permanent	■ Contract
↓ 13.9% MoM	↑ 15.4% MoM
↓ 11.4% YoY	↓ 8.3% YoY





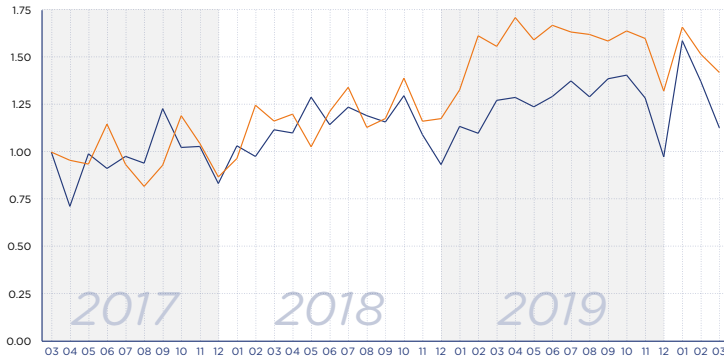
Average permanent salaries from placements

↑ 8.7%

MoM

↑ 7.7%

YoY



Sales revenue from placements

■ Permanent

■ Contract

↓ 17.5% MoM

↓ 6.6% MoM

↓ 12.4% YoY

↓ 16.9% YoY

These month on month and year on year figures show unsurprisingly that the COVID-19 crisis is having a marked negative effect on the hiring market although these figures will not fully reflect the Job Retention Scheme which was announced on the 20th March - or the guidance issued later in the month which allows recruiters to furlough agency workers. Consequently, will have a much clearer picture once we have April's data to see whether these measures have made a difference

March Data - New hiring activity down - but definitely not out

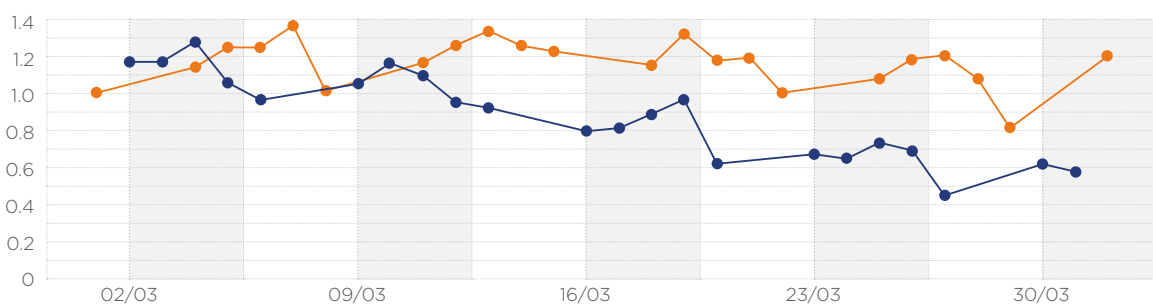
cube19 has been tracking activity on a day by day basis during March and although we are seeing weekly falls in activity - we are nowhere near the zero mark.

New Vacancies

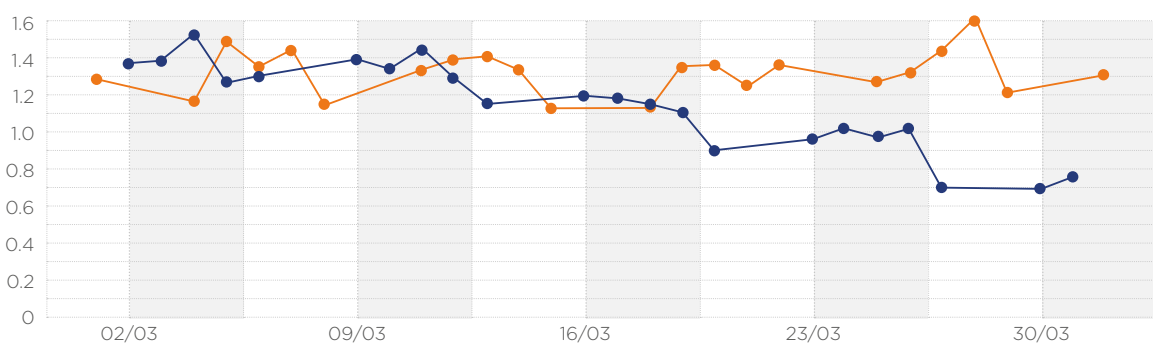
Key: ■ 2019

■ 2020

Permanent Jobs Added



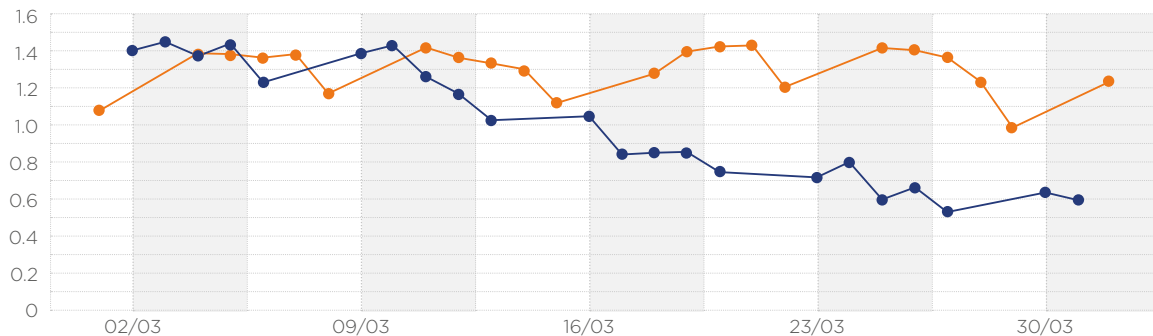
Contract Jobs Added



With a work from home policy closely followed by a lock down, these percentage falls in new vacancies are not surprising given the major upheaval in working practices. Permanent new vacancies as at the end of March are down by half compared with the same week last year and contract vacancies are down just over 40% although there was a slight uptick right at the end of the month.

Interviews

Total Interviews

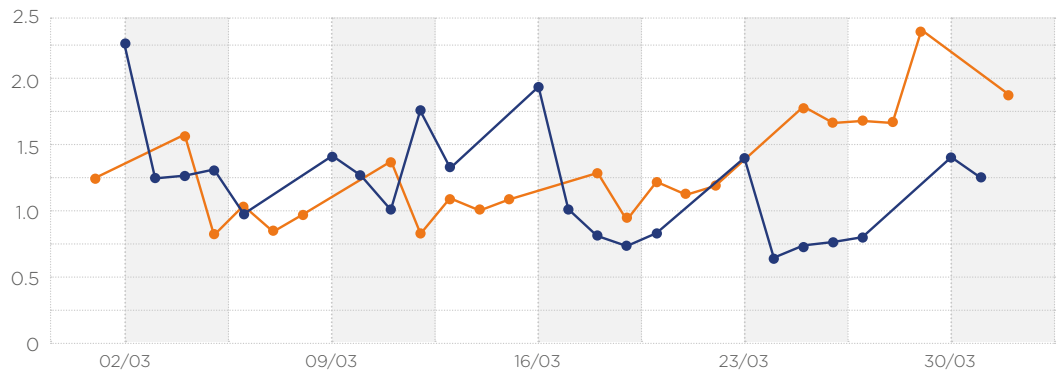


In the last week of March, interviews were down by just over 50% compared with the same week last year, which given the work from home and social distancing measures put in place, is a sign that hiring managers are utilising technology to ensure that some interviews can still take place.

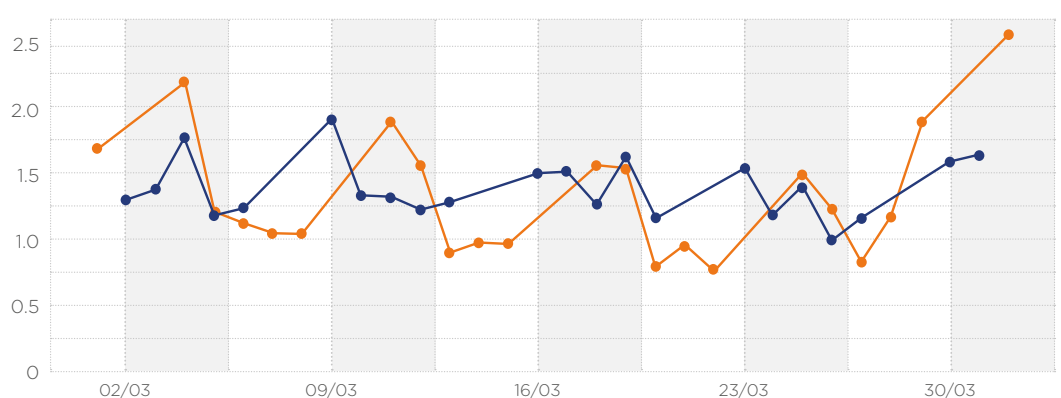
Revenue

Revenue from permanent sales was down by 30% and from contract sales by just over 35%. Revenue will obviously continue to be negatively impacted as we head further into the crisis but some of this should be able to be offset by the job retentions scheme for both recruitment agency staff and agency workers.

Permanent Sales



Contract Sales



Joe McGuire, Global Sales Director at cube19 comments:

“Given the circumstances one would be forgiven for feeling like the market had almost come to a standstill. Far from it, there is still reasonable business being written in the recruitment industry. Whilst certain sectors have been hit much harder than others, it’s noticeable that perm jobs have been significantly more affected than contract with the year on year comparisons showing a decline of 12% and 5% respectively. The daily leading indicators - jobs & interviews - would indicate a tough month ahead although many recruitment businesses are showing great agility by refocusing attention into complementary industries that aren’t as impacted. The jobs added statistic as we move through April is going to be the one to watch.”

