

# APSCo Recruitment Trends Snapshot

Powered by cube19

**August 2020**

**Covid 19 Special**

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

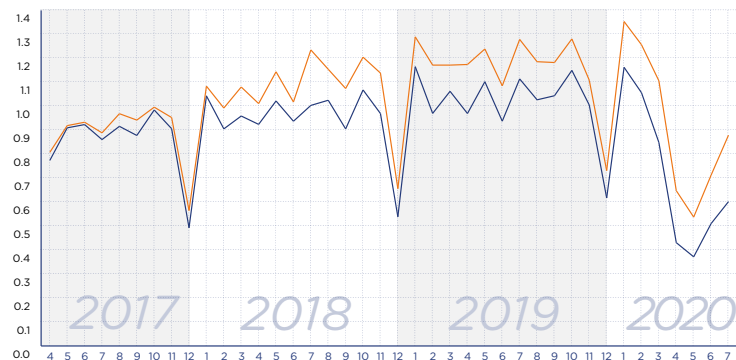
This month we are also providing more granular data which shows more detailed metrics week by week for the month of July to show more clearly the initial impact of the Covid-19 crisis.

**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.

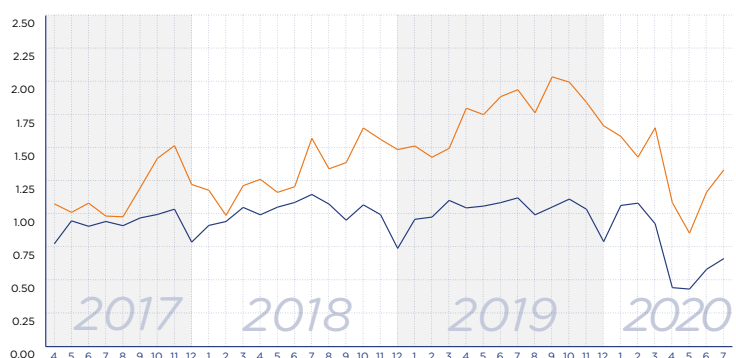
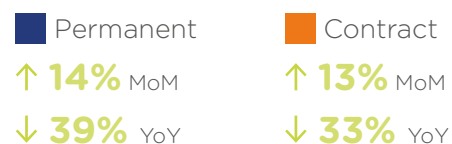
**Ann Swain CEO of APSCo comments:**

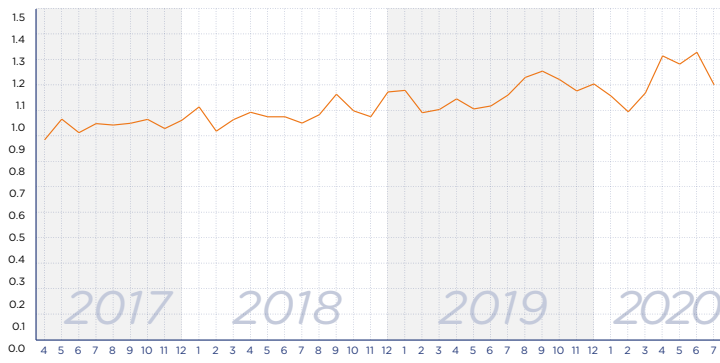
“As more of the UK aims to get back to work, it’s encouraging to see recruitment activity and placements continuing to grow month on month. While the yearly decreases certainly paint a clear picture as to the significant impact the pandemic has had on hiring, the fact that we’re increasingly seeing smaller drops in annual comparisons suggests we’re heading in the right direction. As we approach the summer months, it’s more than likely that we’ll see activity slow as we would in any normal conditions, but the early indicators in July’s end-of-month increases suggests activity might not completely halt over the holidays.”

## Vacancies



## Placements

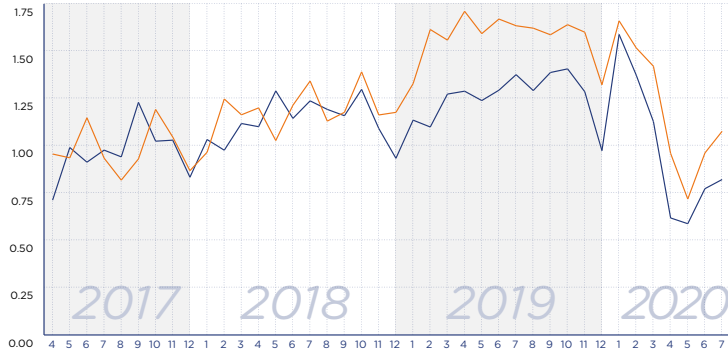




## Average permanent salaries from placements

↑ -11%  
MoM

↑ 5%  
YoY



## Sales revenue from placements

■ Permanent

■ Contract

↑ 7% MoM

↑ 13% MoM

↓ 36% YoY

↓ 35% YoY

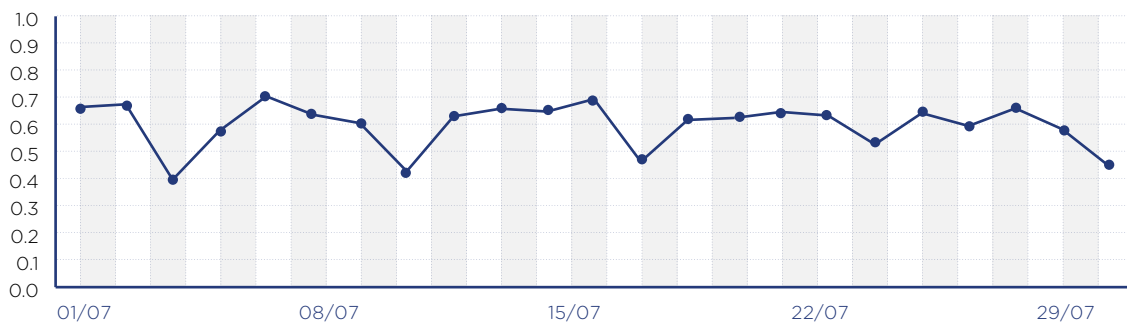
According to the latest monthly data, vacancies and placements are continuing on an upward trajectory as the UK slowly but surely sees businesses re-opening office spaces and some sense of normality returns. In fact, July marks the second month in a row that we have seen an increase in month on month figures, suggesting that the Prime Minister's plans to 'build, build, build' further bolstered recruitment activity as we entered July. While year on year figures are understandably still down as Covid-19 takes its toll on hiring, there are signs of improvement with the year on year decreases contracting by around 10% from last month suggesting that the gap is beginning to close. This positivity is further evident when we look at the daily tracking information which, throughout the month, confirms the continuity of an upward trend.

## July Data - Daily tracking suggests beginning of recovery

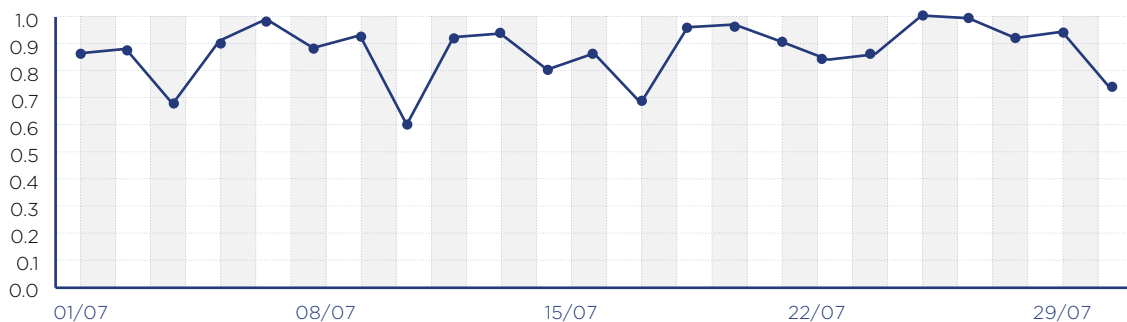
cube19 has been tracking activity on a day by day basis during July and the data has shown some encouraging increases throughout the month as business confidence begins to return to the UK.

## New Vacancies

Permanent Jobs Added



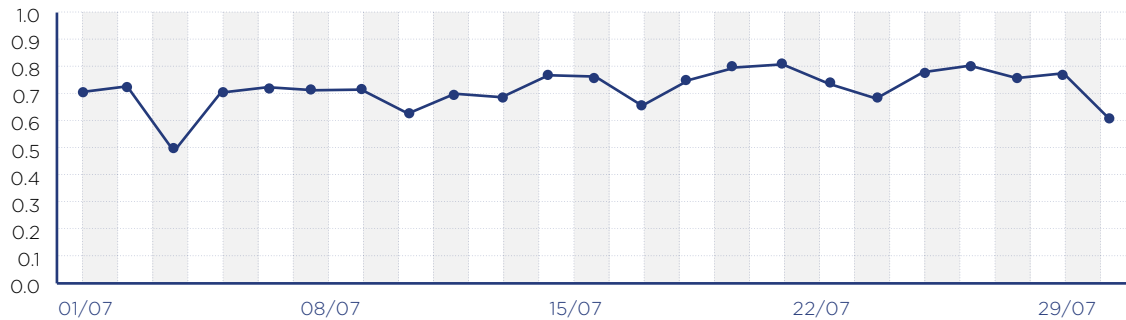
Contract Jobs Added



The number of permanent new vacancies added during July showed a small increase of an average of 1% in the last week of the month compared with the first week. However, as we enter the holiday period it's normal to see hiring slow, so any increase, no matter how small, is a positive indication. Contract roles also saw an uptick in demand, with an average increase of 7% in the last week of July compared with the beginning.

## Interviews

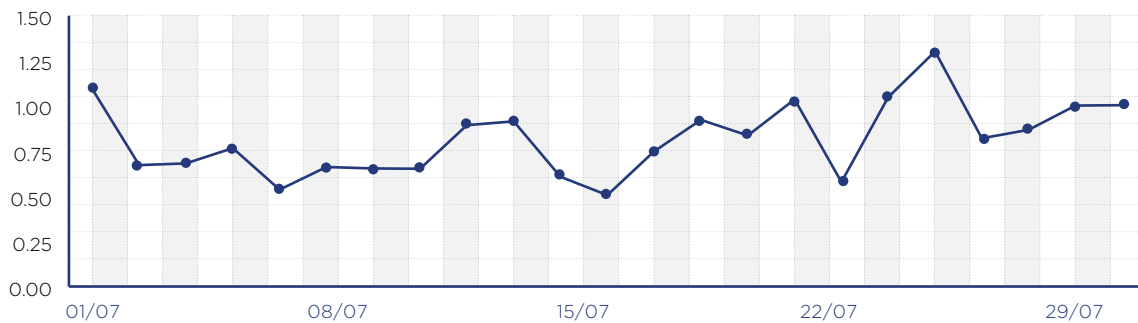
Total Interviews



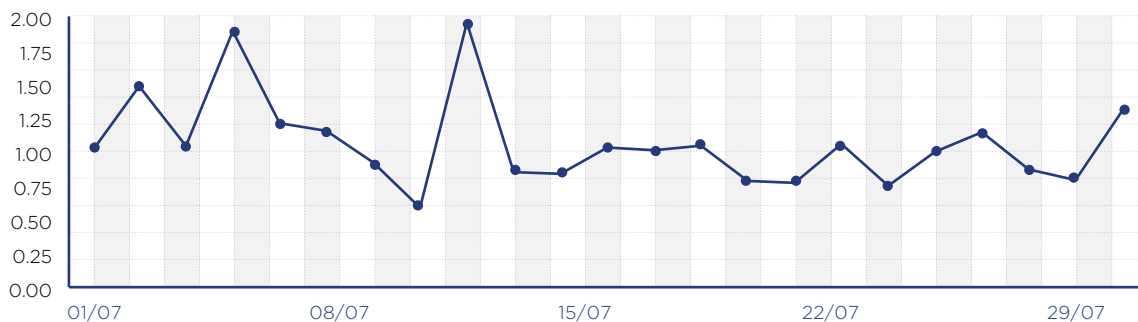
Interviews also saw an average increase by the end of the month, up 6% on average during the last week of July. While this uptick is markedly smaller than June's 63% growth in interviews, the approaching summer holidays again tend to lead to fewer interviews being carried out.

## Placements & revenue

Permanent Sales



Contract Sales



The data suggests that this leap in interviews in June has funnelled into placements and revenue throughout July. Revenue from permanent sales at the end of July was up an average of 53% when compared with the beginning, with contract up 11%.

**Joe McGuire, Global Sales Director at cube19 comments:**

“Our main focus should be on the month on month figures. Year on year data in this scenario is a good reminder of the tough position the industry is in but another month of growth across vacancies, placements and sales is very positive. Going into the holiday months, double-digit growth in most of the metrics is testament to the UK’s determination to get back on track. We usually expect to see things slow over the summer so we will be keeping a close eye on the data to see if we buck the trend this year.”

