

# APSCo Recruitment Trends Snapshot

Powered by cube19

**July 2020**

**Covid 19 Special**

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

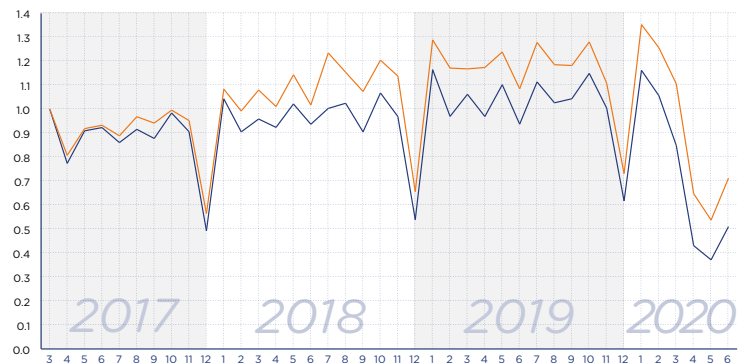
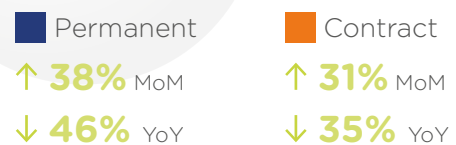
This month we are also providing more granular data which shows more detailed metrics week by week for the month of June to show more clearly the initial impact of the COVID-19 crisis.

**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.

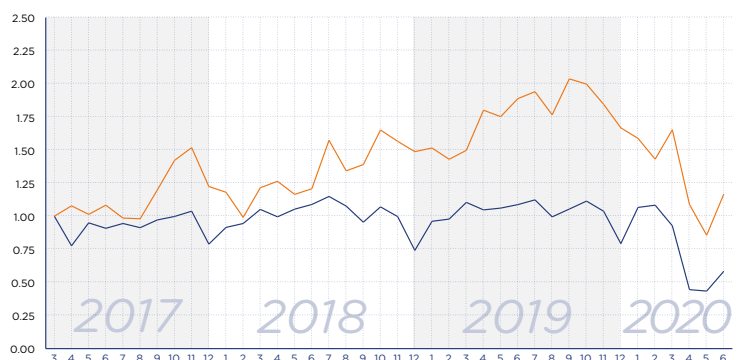
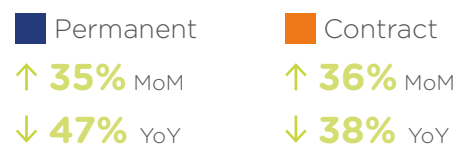
**Ann Swain CEO of APSCo comments:**

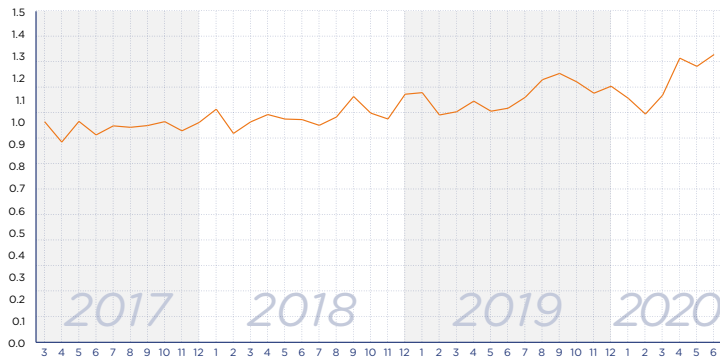
"The monthly increases across vacancies, placements and sales revenue are certainly encouraging for staffing companies as we finally begin to see glimmers of positivity in the UK market. Additionally, the yearly comparisons, while down overall, indicate we are at last on a path to narrowing the hiring gap that Covid-19 created. With year on year vacancies and placements down less in June than we saw in May's figures, all indicators point to the possibility that we are at last beginning to work our way out of this crisis slowly, but surely."

## Vacancies



## Placements





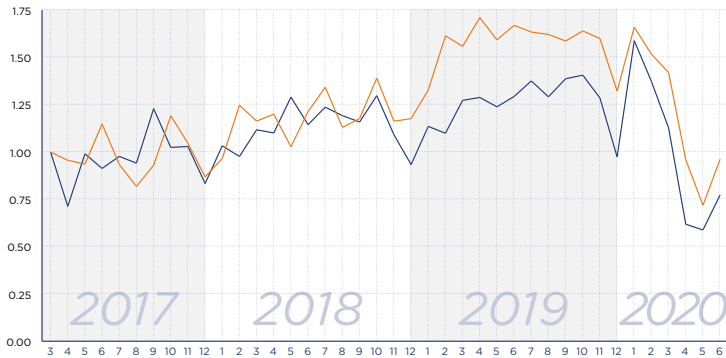
## Average permanent salaries from placements

↑ 4%

MoM

↑ 23%

YoY



## Sales revenue from placements

■ Permanent

■ Contract

↑ 31% MoM

↑ 33% MoM

↓ 40% YoY

↓ 43% YoY

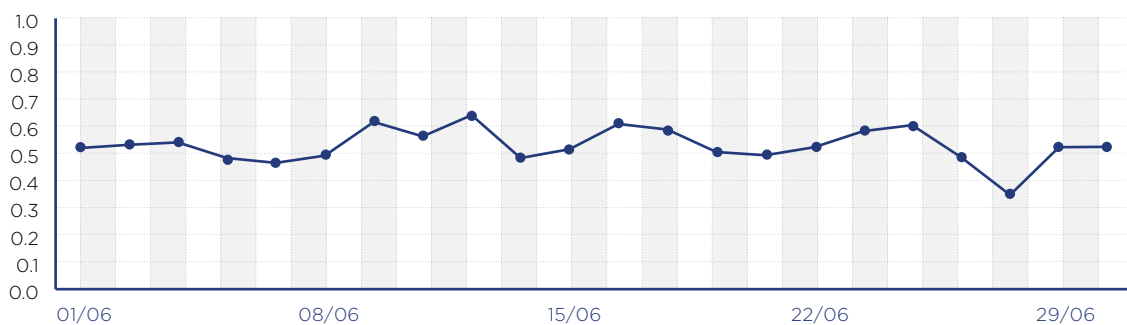
These latest month on month figures suggest there's finally a light at the end of the tunnel, with an uptick across all monthly data, marking the first positive signs since the crisis began back in March. While our daily tracking confirms the continuity of this upward trend, it is actually the yearly comparisons that provide a clearer indication of where the market is heading. For example, while permanent and contract vacancies are down 46% and 36% year on year, these figures indicate a smaller decrease than last month, when perm and contract had dropped 66% and 56% respectively. The same can be noted across placements which fell 59% year on year across permanent in May, and decreased 50% in contract, highlighting that June was certainly a much better month for hiring overall.

## June Data - Daily tracking suggests beginning of recovery

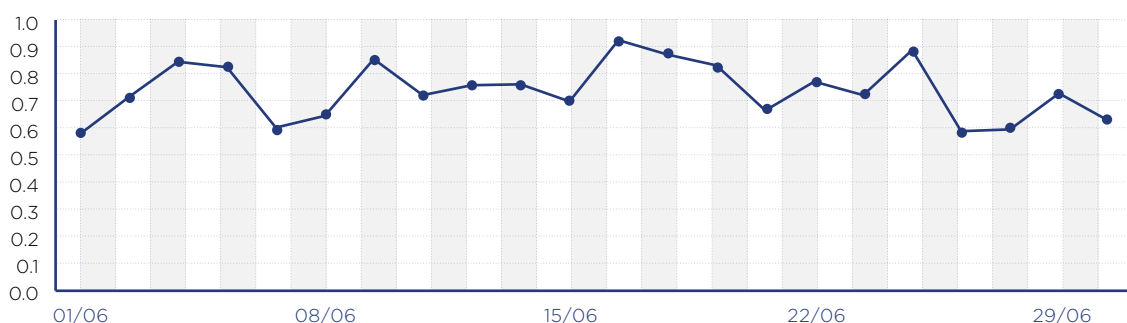
cube19 has been tracking activity on a day by day basis during June and the data has indicated some encouraging increases across the board, with the end of the month certainly showing more positive signs than the beginning.

## New Vacancies

Permanent Jobs Added



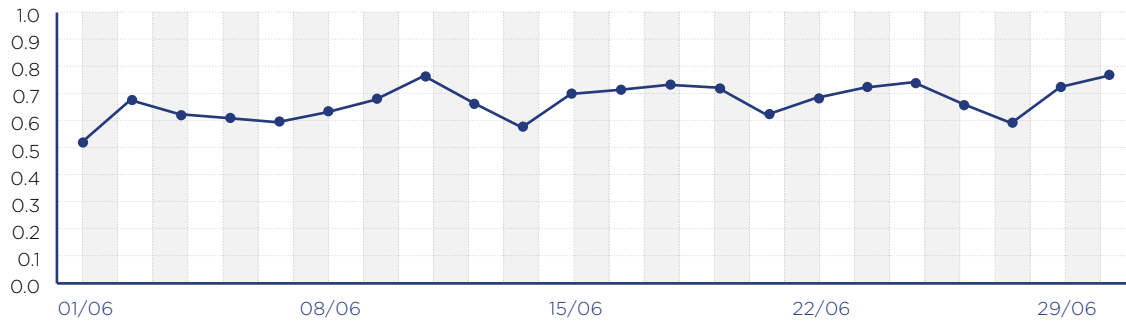
Contract Jobs Added



Permanent new vacancies added during June show an average increase of 44% at the end of the month compared with the beginning, suggesting the continued easing of lockdown measures throughout the month improved business confidence in the UK market. Contract also saw an average increase of 36%.

## Interviews

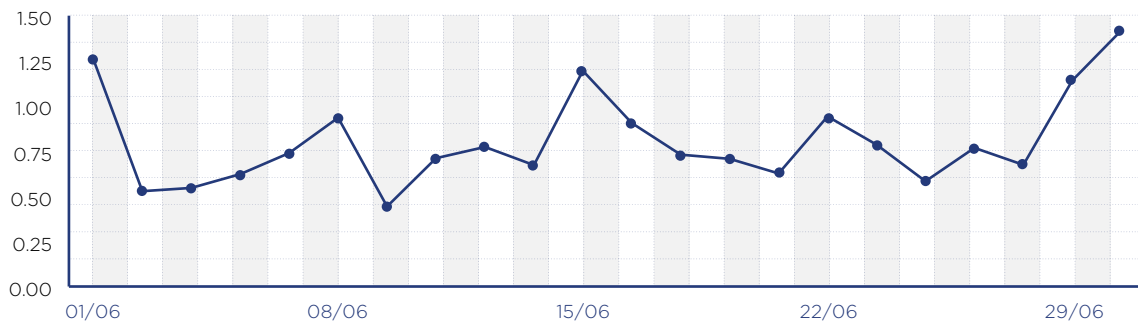
Total Interviews



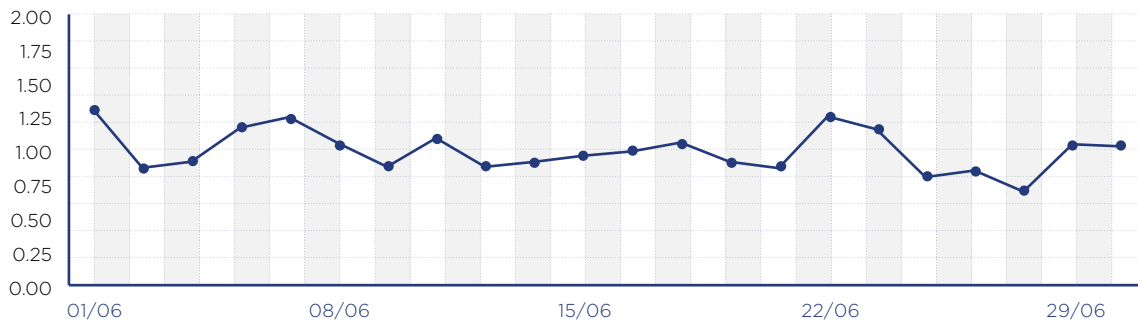
By the end of June, interviews were up 63% compared with the beginning of the month, an indication that employers are seeking more resources to meet a growing demand as businesses continue to reopen.

## Revenue

Permanent Sales



Contract Sales



Encouragingly, the increased activity noted last month has funnelled into placements and revenue, with turnover from contract sales at the end of June up 24% on average when compared with the beginning of the month, while perm saw a 52% uptick in revenue.

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

“We can see some positive signs that the recovery is in motion. Vacancies, jobs and sales are all up from May, and it is encouraging to see that average perm salaries are continuing to increase. With more industries opening back up and lockdown easing, we hope to see this upward trend continue on the same trajectory. It will take some time to get back to pre-COVID levels, but there is a big opportunity for the recruitment industry during these times.”

