

APSCo Recruitment Trends Snapshot

Powered by cube19

June 2020

Covid 19 Special

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

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

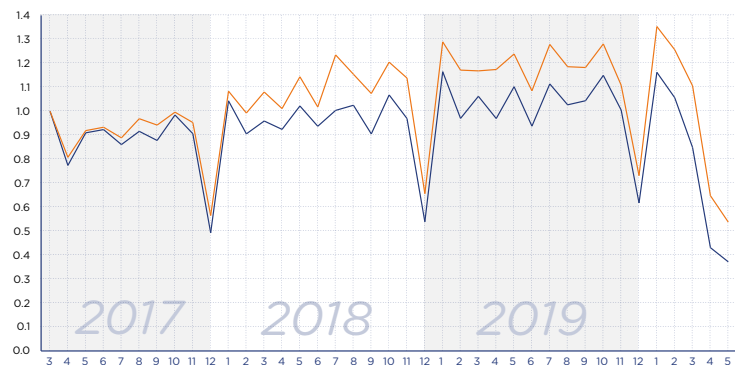
Methodology: Numbers for each metric have been scaled relative to the activity in March 2017 such that a value of 1 means an equal amount as in March 2017, 2 means twice as much as in March 2017 and so on. Since the values for contract/permanent metrics are calculated independently, they should not be 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 the overall month on month and year on year figures obviously reveal the depth of this crisis, the more granular data does suggest the beginnings of a reversal of a continuing downward trend. With lockdown restrictions gradually easing and organisations beginning to plan for a return to work, we hope to see this slow steady rise continuing through the summer. This may be helped by the fact that the Government is expected to announce a major economic stimulus package next month which is predicted to include proposals to pump money into training schemes and infrastructure projects. We are also expecting a major speech from the Prime Minister later this month on getting Britain back to work.”

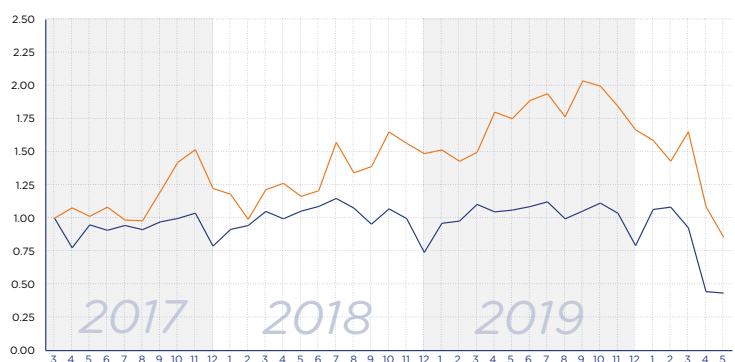
Vacancies

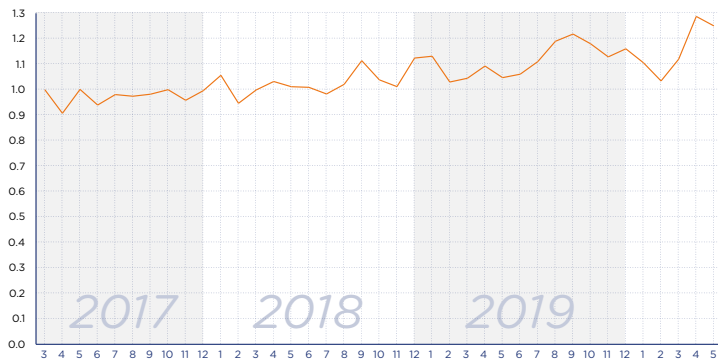
Permanent	Contract
↓ 14% MoM	↓ 17% MoM
↓ 66% YoY	↓ 56% YoY



Placements

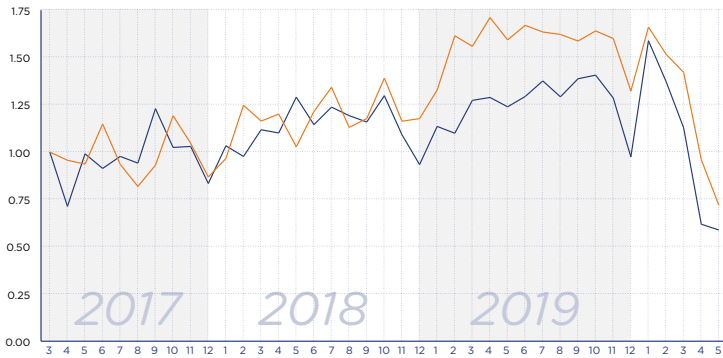
Permanent	Contract
↓ 2% MoM	↓ 21% MoM
↓ 59% YoY	↓ 50% YoY





Average permanent salaries from placements

↓ 3.1% MoM ↑ 19% YoY



Sales revenue from placements

■ Permanent ■ Contract
 ↓ 5% MoM ↓ 25% MoM
 ↓ 52% YoY ↓ 55% YoY

These month on month and year on year figures show the enormous impact that the crisis is having on the hiring market and are not unsurprising given the numbers of employees currently on furlough which, according to the most recent Government statistics, is currently sitting at 8.4bn – a quarter of the workforce. However, the fact that placements were only down by 2% compared with over 50% the month before is an encouraging sign. This is also reflected in the month on month revenue figures which again show much lower decreases than April's 45% for perm and 32% for contract. Additionally, the daily activity that we have been tracking is slowly beginning to show some early shoots of positivity.

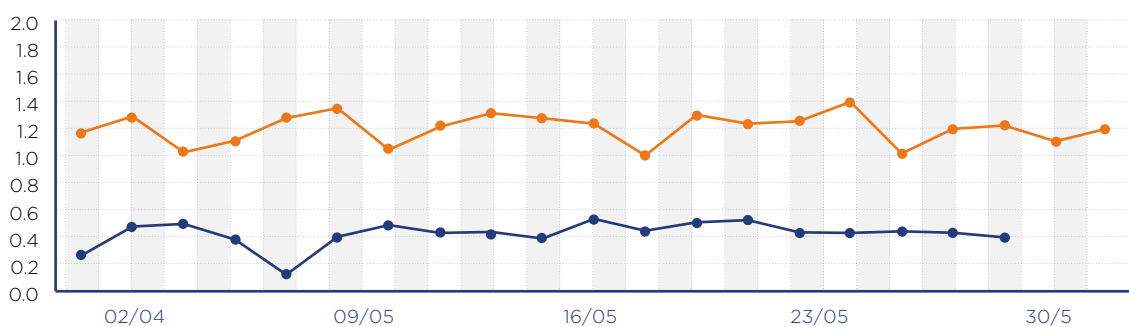
May Data - Daily tracking suggests start of a slow but steady increase

cube19 has been tracking activity on a day by day basis during May and while month on month figures were down, when comparing data from the first week of May with the last week of May, we can start to see some fairly encouraging percentage increases.

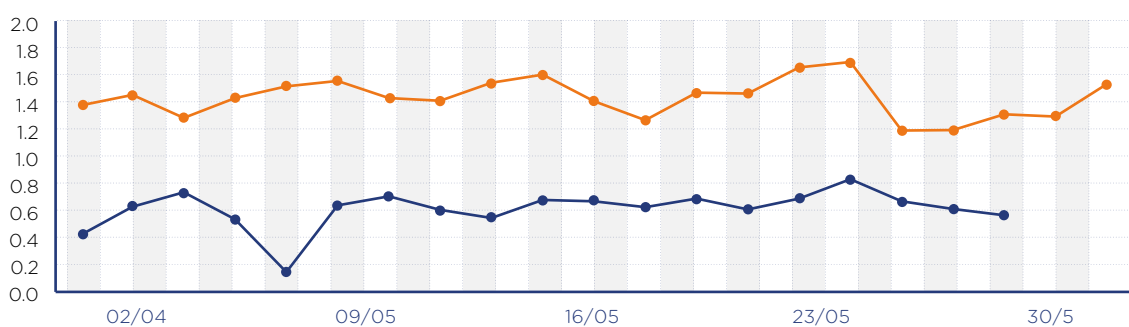
New Vacancies

Key: ■ 2019 ■ 2020

Permanent Jobs Added



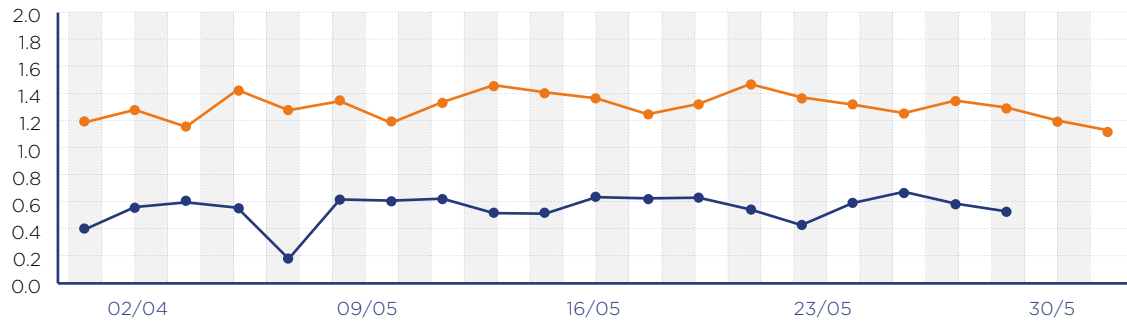
Contract Jobs Added



Permanent new vacancies added during the last week of May were 23% up compared with the first week while new contract vacancies added recorded an increase of 37% suggesting that organisations are beginning to gear up for further easing of lockdown restrictions.

Interviews

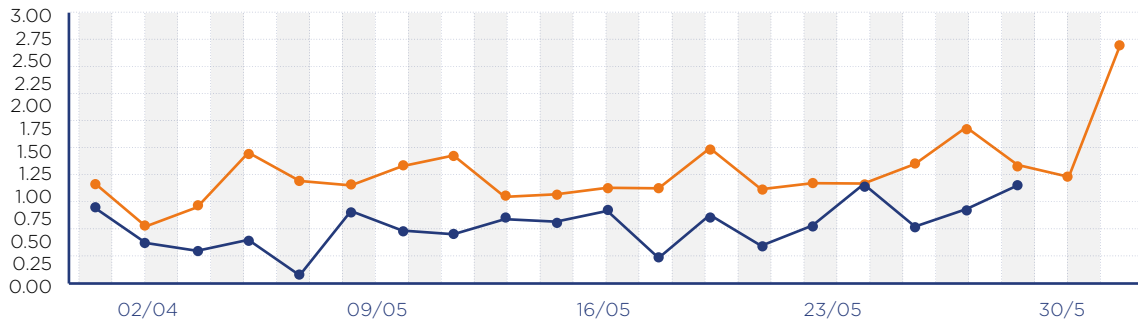
Total Interviews



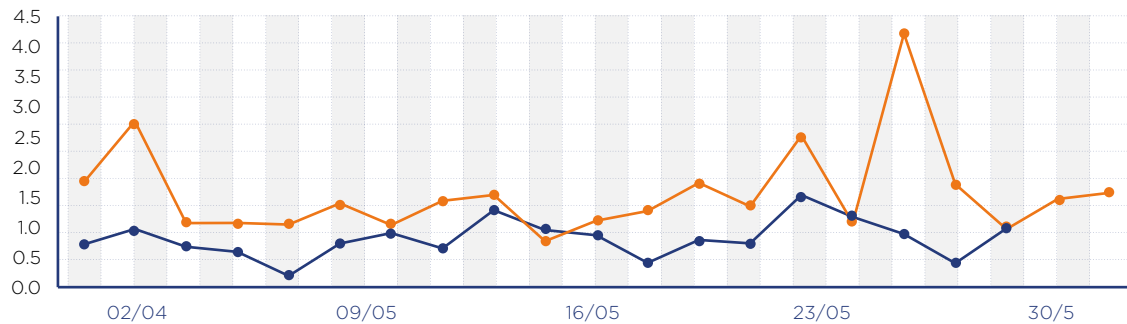
In the last week of May, interviews were up 30% compared with the first week- a sign that virtual interviews are becoming the order of the day as organisations begin to plan for unlocking the lockdown and looking at their talent pipelines.

Revenue

Permanent Sales



Contract Sales



Revenue from permanent sales in the last week of May was double that of the first week while contract revenue was up 34%.

Joe McGuire, Global Sales Director at cube19 comments:

“The easing of lockdown seems to have brought a sense of the next phase of the crisis. We reported last month that the numbers, although low, had flattened and we are starting to see some trends beginning to point upwards towards the end of May. We don’t know what the recovery will look like yet but with more industries preparing to re-open there are signs of positivity for the recruitment industry.”

