

# APSCo Recruitment Trends Snapshot

Powered by cube19

**May 2020**

**Covid 19 Special**

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

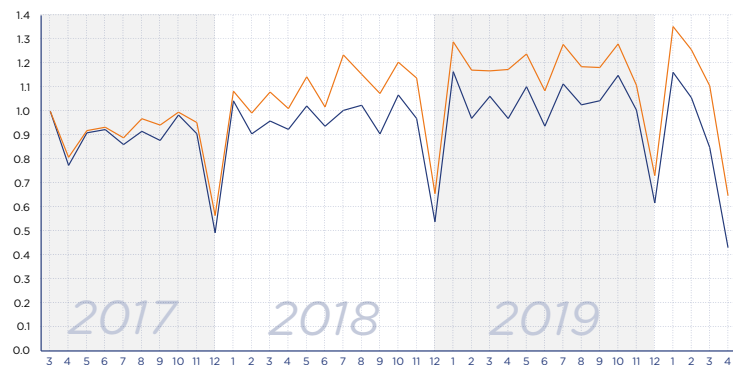
This month we are also providing more granular data which shows more detailed metrics week by week for the month of April to show more clearly the impact of the COVID-19 crisis.

**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.

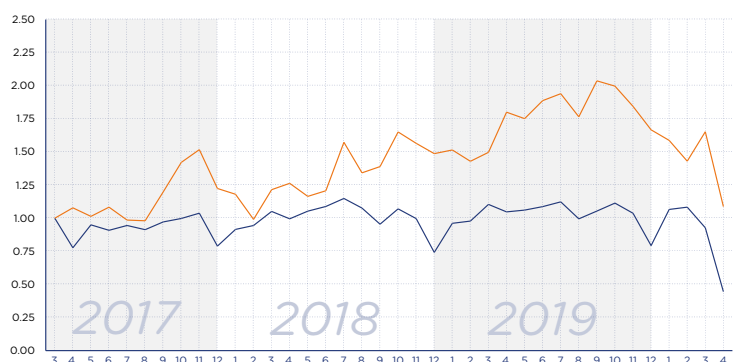
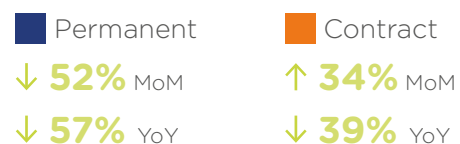
**Ann Swain CEO of APSCo comments:**

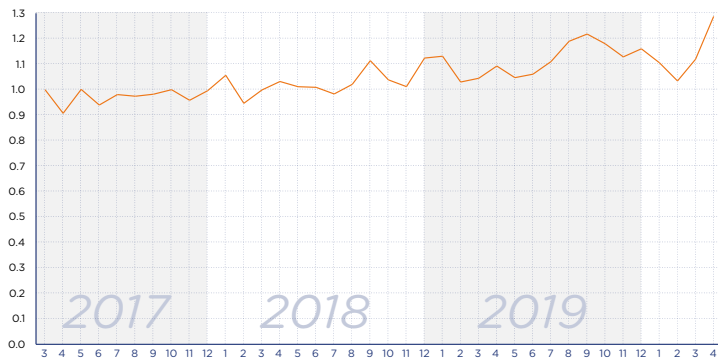
"I said last month that firms had not pressed stop on the hiring button and this latest data shows that this is still the case. After the initial shockwaves of the lockdown, the various support packages put in place by the Government have avoided the Armageddon scenario that many had feared. It is very encouraging to see that comparisons between April and pre lockdown are a long way off zero. Government plans for a phased easing of lockdown is likely to give a much needed - if gradual - boost to May hiring activity as employers adapt to what is likely to be a new normal for some months to come. Certainly, anecdotal evidence from our members suggests that there are definite pockets of hiring activity within professional sectors - particularly - although not unsurprisingly - within technology, life sciences, social care and HR."

## Vacancies



## Placements





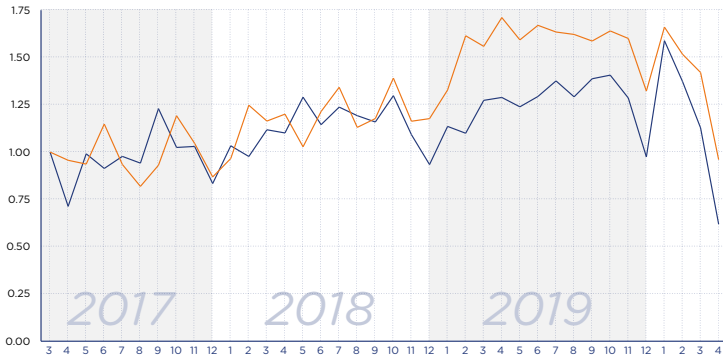
## Average permanent salaries from placements

↑ 15%

MoM

↑ 18%

YoY



## Sales revenue from placements

Permanent

Contract

↓ 45% MoM

↓ 32% MoM

↓ 52% YoY

↓ 44% YoY

These month on month and year on year figures show a stark fall in activity. However, it must be remembered that these percentages do not give the whole story. The fall is more marked due to the fact that the March figures had over two weeks of 'near normal' activity before full lockdown. Additionally, the job retention scheme and other support packages were not announced until 20th March.

## April Data - hiring activity holding up when compared with pre-lockdown

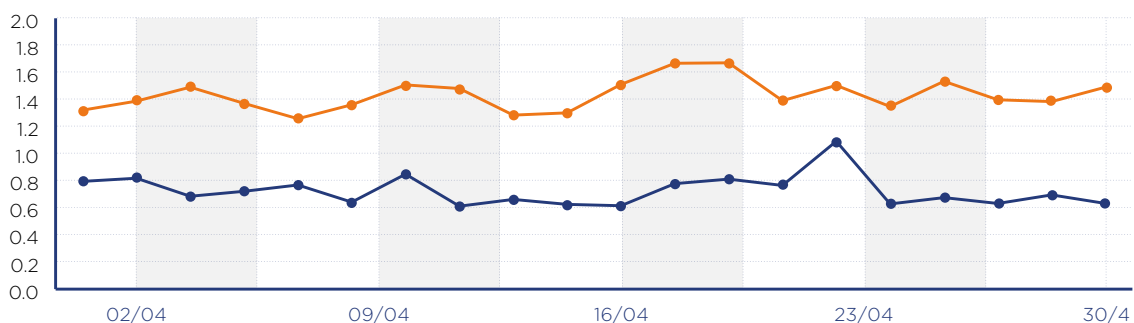
cube19 has been tracking activity on a day by day basis during March and April and while the figures are unsurprisingly still depressed, they have not fallen off a cliff and it is clear from this data that there is still business to be done.

### New Vacancies

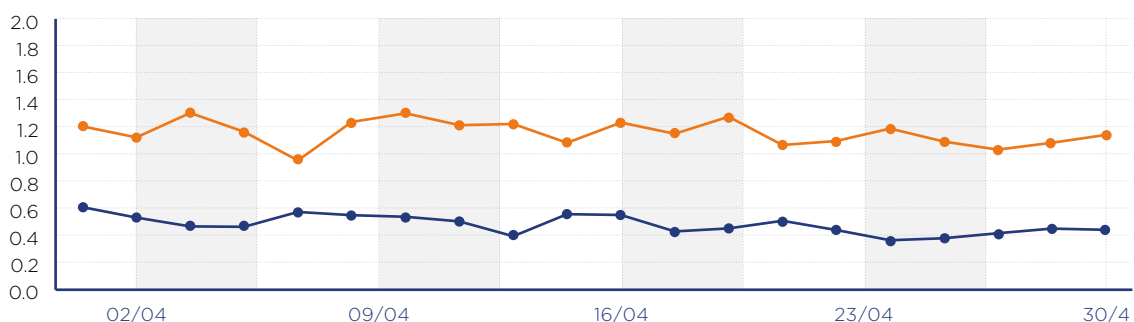
Key: 2019

2020

Permanent Jobs Added



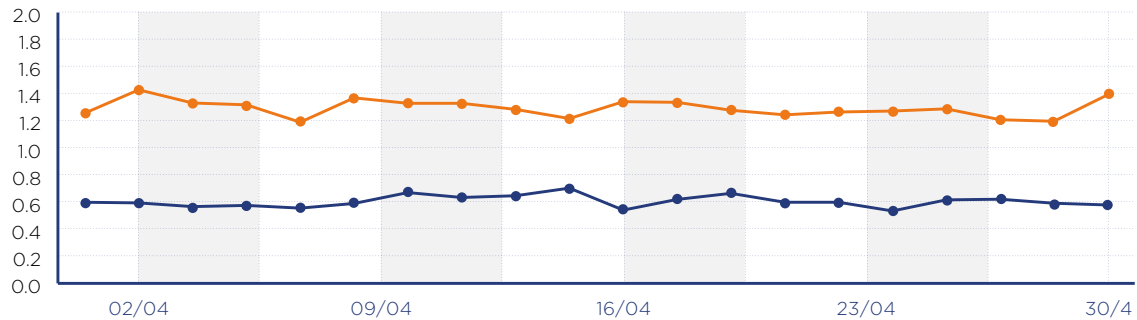
Contract Jobs Added



If we compare the average number of new vacancies up to 20 March - so pre-lockdown - the average number of new contract jobs added during April is only down by 16% while permanent vacancies which were always going to be hit harder, are down by 52%. However, that is a long way off zero which is encouraging.

## Interviews

Total Interviews



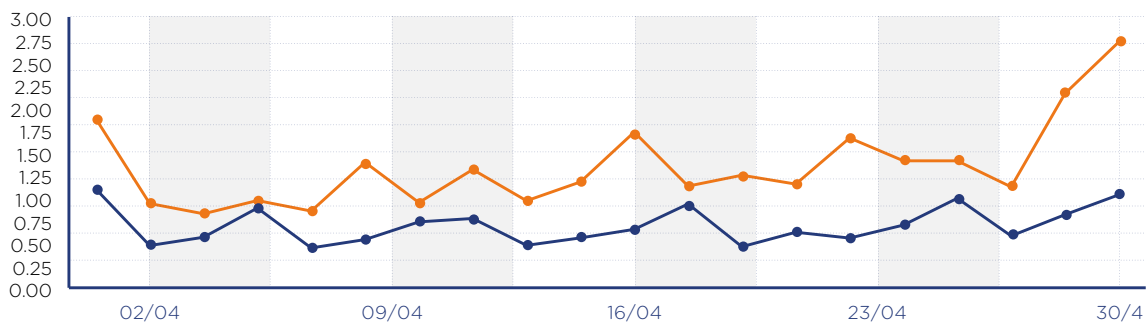
During April, the average number of interviews was down by just under half (48.7%) compared with the first two weeks of March prior to lockdown. As we reported last month, it seems that hiring managers are taking full advantage of technology for remote interviewing – a process that may well become the new normal at least for the next few months.

## Placements

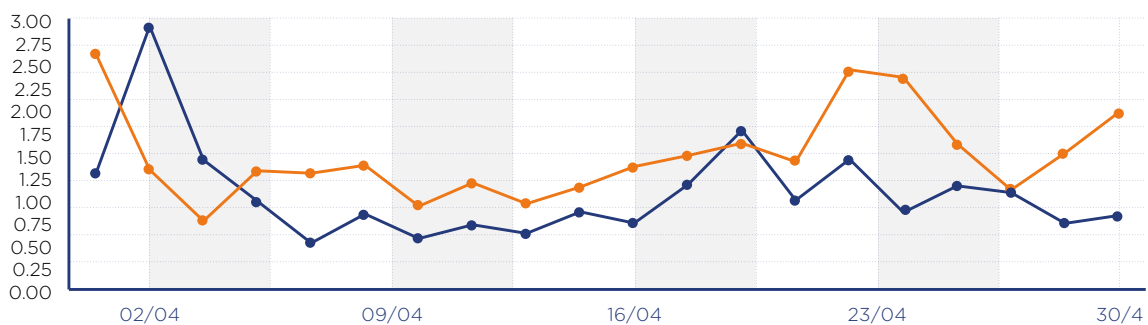
Permanent placements were down by an average of 55% during April compared with pre-lockdown March, while contract placements were down by 68%. However, the fact that interviews for the same period were down by only half suggests that we may see new placements coming through in May.

## Revenue

Permanent Sales



Contract Sales



Average revenue from contract sales in April was down by just under a quarter (24.6%) when compared with average revenue during the 16 working days we had in March prior to lockdown. Average revenue from permanent placements for the same period was down by 44%. In what are unprecedented times, this is not as bad as many may have first feared.

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

“We are continuing to see the impact of Covid-19 across the industry. Although the data shows we are tracking some way behind 2019 levels the daily trends seem to have levelled out. A number of industries such as life sciences, healthcare and areas of technology have been less affected and some agencies are taking advantage of this by refocusing in these directions. With the potential easing of lockdown on the horizon we would hope to see an increase in confidence and a knock on effect on new jobs.”

