

APSCo Recruitment Trends Snapshot

Powered by cube19

November 2020

Covid 19 Special

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

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

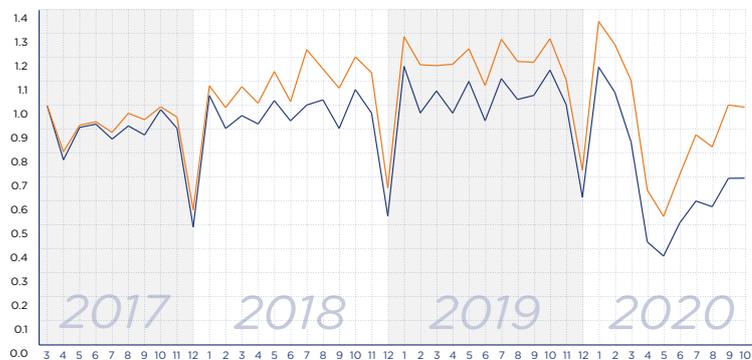
Methodology: Numbers for each metric have been scaled relative to the activity in March 2017 such that a value of 1 means an equal amount as in March 2017, 2 means twice as much as in March 2017 and so on. Since the values for contract/permanent metrics are calculated independently, they should not be 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:

"It's disappointing to see the progress the UK had made in closing the annual gap in hiring activity drop in October, though it's perhaps unsurprising given the continued uncertainty as we moved towards another national lockdown. With regional tiered restrictions in place throughout October, hiring did take a marginal knock, but it is encouraging to see placements remain relatively stable following a strong month in September. While we are under a national lockdown, we don't expect hiring to be impacted as significantly as it was in the height of the pandemic as many businesses have the set up in place to support remote recruitment. And with news of a potential vaccine breaking this month, November could potentially be a turning point for the UK's business confidence."

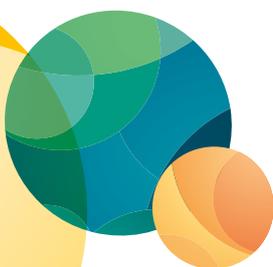
Vacancies

| | |
|-----------|-----------|
| Permanent | Contract |
| ↑ 0% MoM | ↓ 1% MoM |
| ↓ 38% YoY | ↓ 22% YoY |



Placements

| | |
|-----------|-----------|
| Permanent | Contract |
| ↑ 3% MoM | ↑ 5% MoM |
| ↓ 15% YoY | ↓ 18% YoY |



While month-on-month vacancy numbers saw little to no change, the year-on-year gap has slightly widened for October following several months of improvement in annual comparisons. In September, the year-on-year gap in vacancy numbers stood at -33% for permanent and -15% for contract. For October, this comparison stood at -38% and -22% respectively. Much of this drop in job numbers can be attributed to the confusion surrounding the tiered lockdown system and rumours of increased restriction on a regional and national basis throughout October.

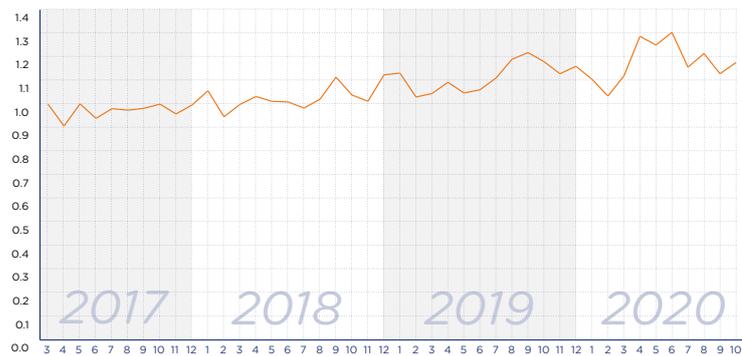
In comparison, placements fared relatively well in October following a strong month in September. This is reflected in the year-on-year data which, although stable for permanent placements when compared to September's data, improved for contract. The annual gap in numbers increased marginally from -22% in September to -18% in October.

The strong vacancy and placement growth that we reported in September has contributed to the uptick in permanent sales revenue from placements in October. However, with the UK now back in national lockdown and vacancy numbers down, it's highly likely that November's revenue will be impacted as a result.

Average permanent salaries from placements

↑ 4%
MoM

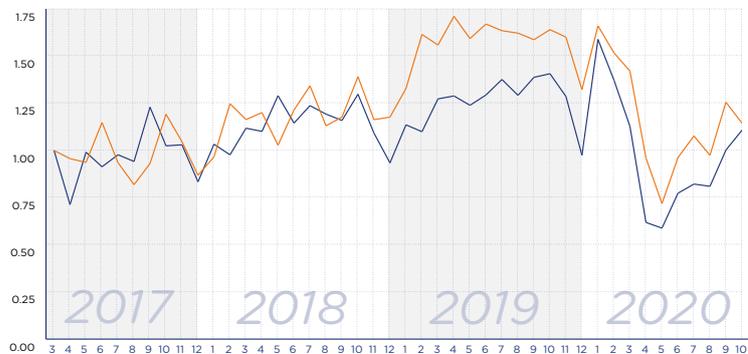
↓ 1%
YoY



Sales revenue from placements

Permanent
↑ 10% MoM
↓ 21% YoY

Contract
↓ 9% MoM
↓ 16% YoY

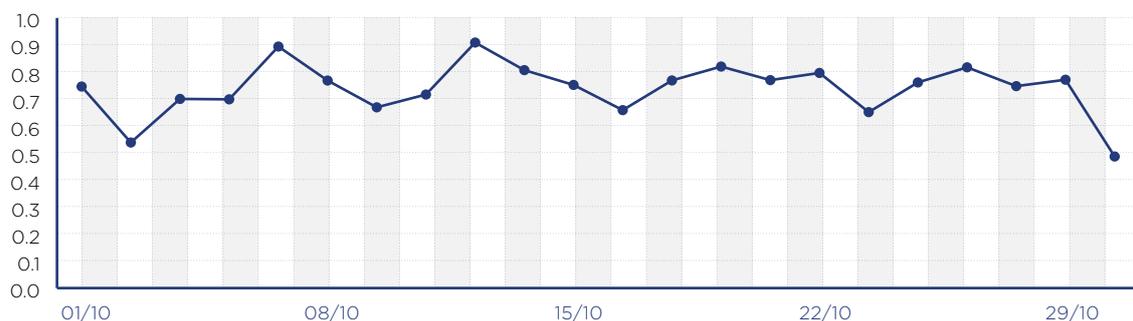


October Data – Daily tracking shows slight flattening

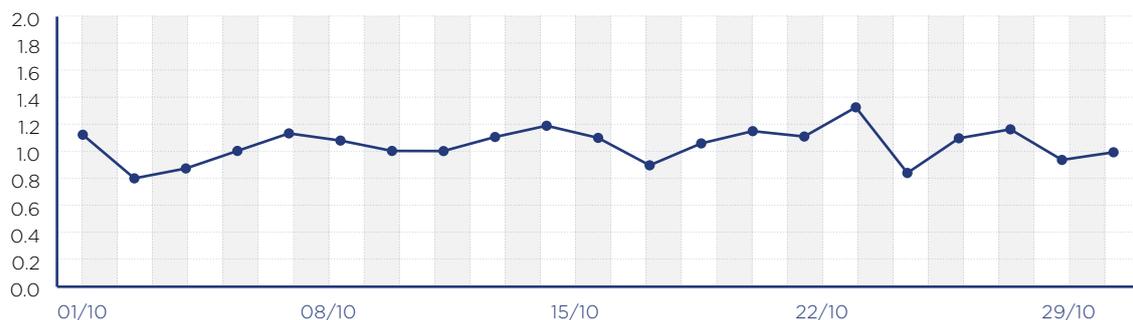
cube19 has been tracking activity on a day by day basis during October. The data for the end of the month when compared with the beginning shows a flattening after recent months of increases.

New Vacancies

Permanent Jobs Added



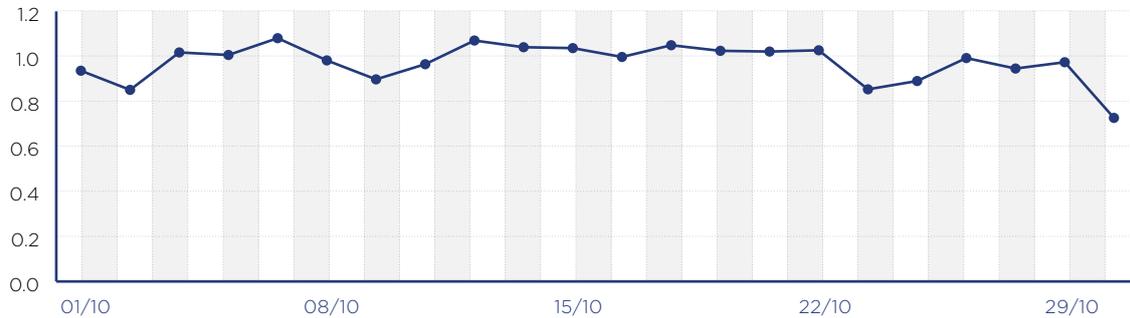
Contract Jobs Added



The daily tracking information indicates that the growing rumours of a national lockdown towards the end of October had a slight impact on vacancy numbers. Contract vacancies saw a small drop of 3% at the end of month when compared to the beginning, while permanent jobs dipped by 0.5% in the last two weeks.

Interviews

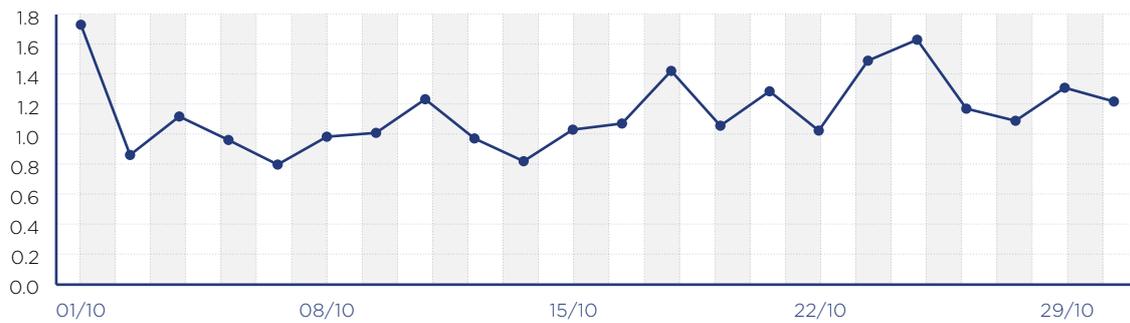
Total Interviews



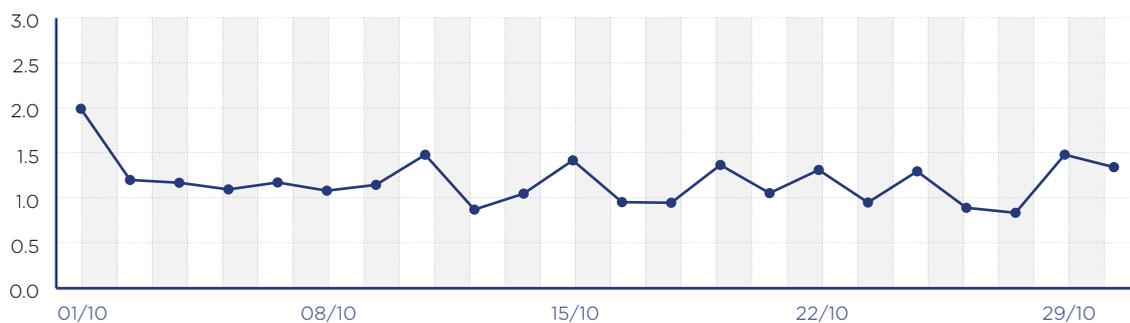
Interviews were fairly flat with similar levels across the month – this was probably due to uncertainty around the end of the furlough scheme and the increasing introduction of the tier system around the country.

Placements & revenue

Permanent Sales



Contract Sales



From a revenue perspective, the data is showing a 53% increase in contract revenue in the last two weeks of October compared with the first two weeks – a welcome uptick after a flat September while permanent revenue was up 15% in the same period. This was reflected in the small uptick in placements for both contract and perm.

Joe McGuire, Global Sales Director at cube19 comments:

“The recruitment industry bounceback stalled in October and is hovering around 20% down when compared to a year earlier. The enhanced restrictions throughout November are expected to place downward pressure on the key metrics in this report, but certainly not of the order we saw earlier in the year. Recruitment companies have generally prepared well for the winter months and there is a reasonable level of confidence in the medium term outlook. Forward thinking recruiters will be relying on their data to identify opportunities and make fast decisions about where to focus their efforts.”

