

APSCo Recruitment Trends Snapshot

Powered by cube19

October 2020

Covid 19 Special

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

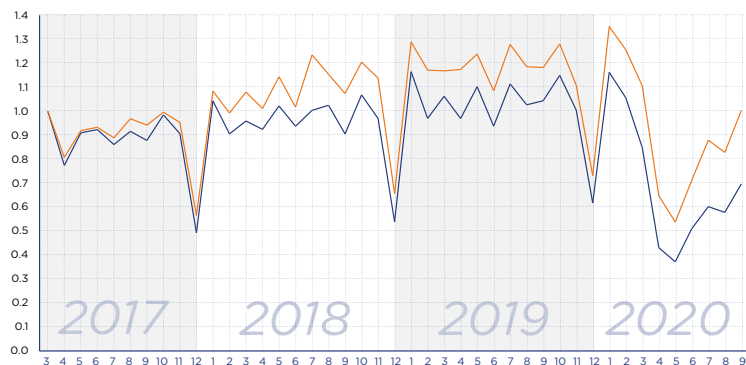
This month we are also providing more granular data which shows more detailed metrics week by week for the month of May to show more clearly the initial impact of the COVID-19 crisis.

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.

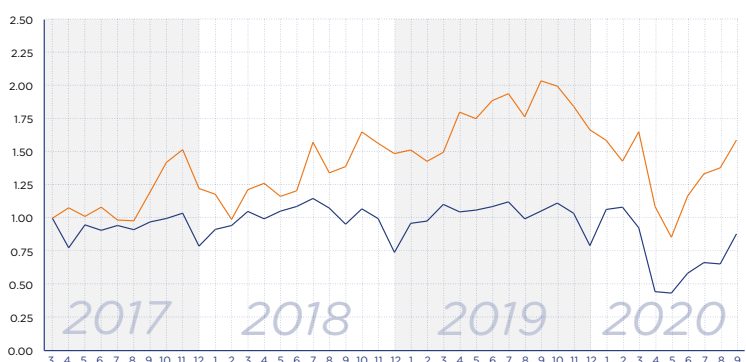
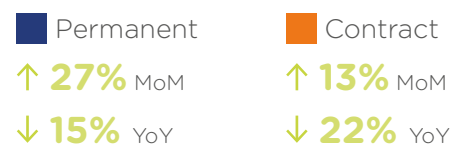
Ann Swain CEO of APSCo comments:

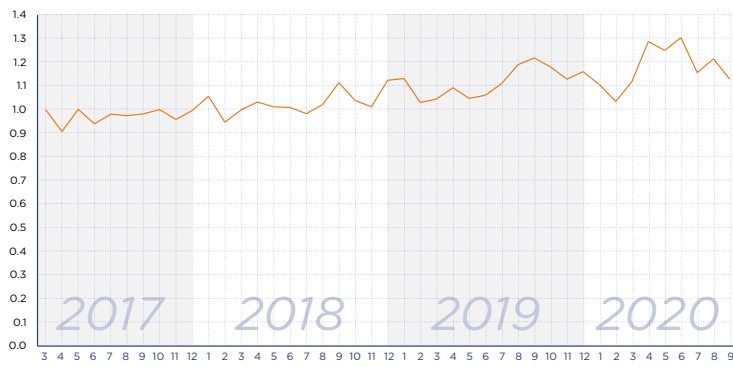
"It's highly encouraging to once again see an uptick in month-on-month vacancies and placements following the expected seasonal blip in August. September was certainly viewed as the month where we would have a clearer indication of how the UK will fare in a post-lockdown environment as schools reopened and attempts to return to business as usual continued. While the Prime Minister's call for a return to remote working where possible was a slight set-back for companies, the announcement of further support for employers and a revamp of adult training appears to have boosted confidence in the UK economy. The fact that the gap in year-on-year vacancies and placement continues to close indicates we are slowly but surely moving in the right direction."

Vacancies



Placements

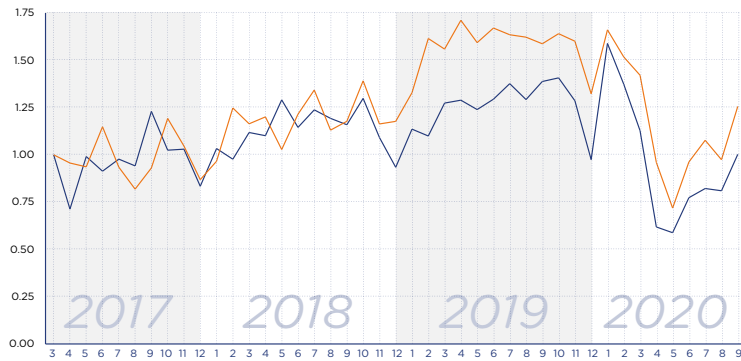




Average permanent salaries from placements

↓ 7%
MoM

↓ 7%
YoY



Sales revenue from placements

■ Permanent

■ Contract

↑ 10% MoM

↑ 22% MoM

↓ 28% YoY

↓ 21% YoY

The latest data indicates a continuation of increased optimism in recruitment with month-on-month vacancy and placement numbers up across the board. Following a slight seasonal blip in vacancies and permanent placements in August, month-on-month figures are once again improving.

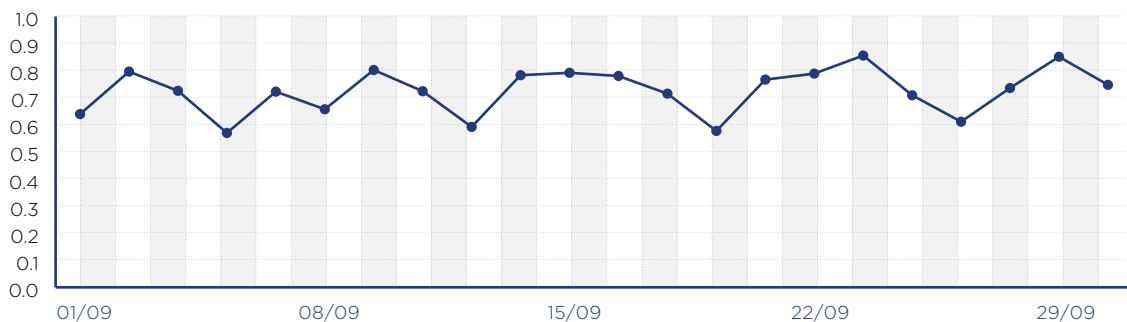
However, it is the annual comparisons which provide the most accurate picture of the impact Covid-19 has had on the UK's hiring activity - and signs are particularly promising. Despite these latest figures showing a drop in numbers year-on-year, the gap has closed significantly. The August data revealed that permanent and contract vacancies were down -43% and -30% annually. In comparison, this gap has closed to 10% for permanent and halved for contract. Placements are also following on this upward trajectory, with the year-on-year drop improving by 19% for permanent. This improvement in yearly comparisons indicates a growing level of business confidence that looks set to continue as we enter Q3 on the back of the Prime Minister's 'Build Back Better' plan and the extension of wage protection and business loan schemes.

Sept Data - Daily tracking confirms strong September

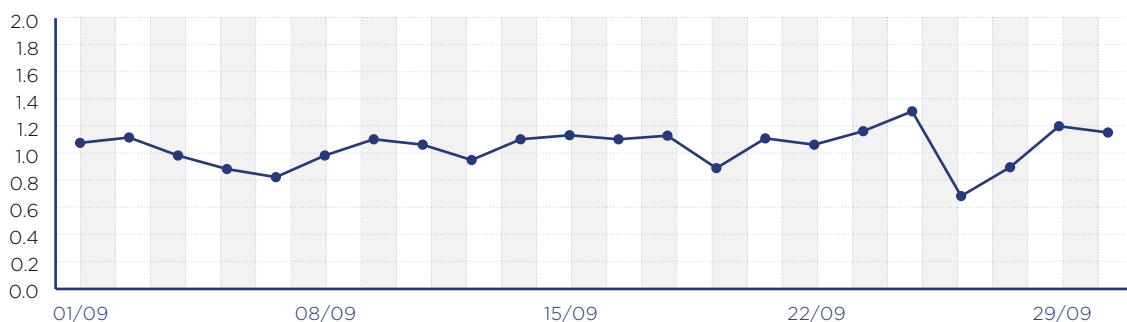
cube19 has been tracking activity on a day by day basis during September. The data for the end of the month when compared with the beginning confirms the uptick we expected after a weaker August.

New Vacancies

Permanent Jobs Added



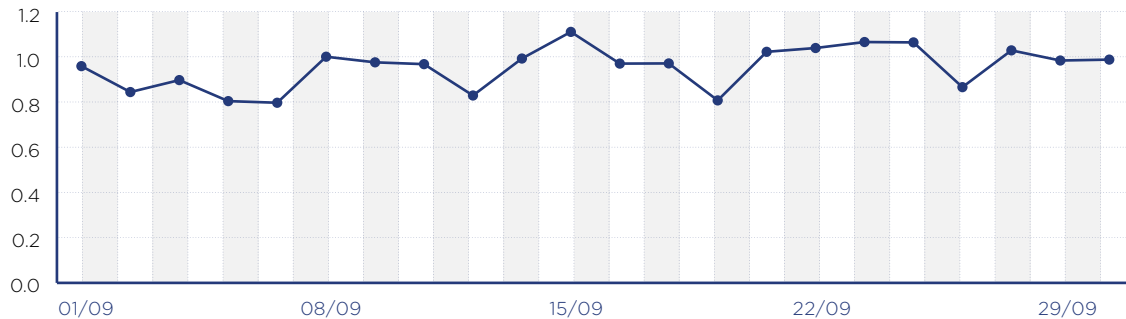
Contract Jobs Added



The number of new permanent vacancies added during the last two weeks of September showed a 25% increase when compared with the first two weeks. Contract also showed an increase of just over 9%. This is perhaps unsurprising given the timing of the Chancellor's extended business support loans mid-month which will have certainly boosted business optimism.

Interviews

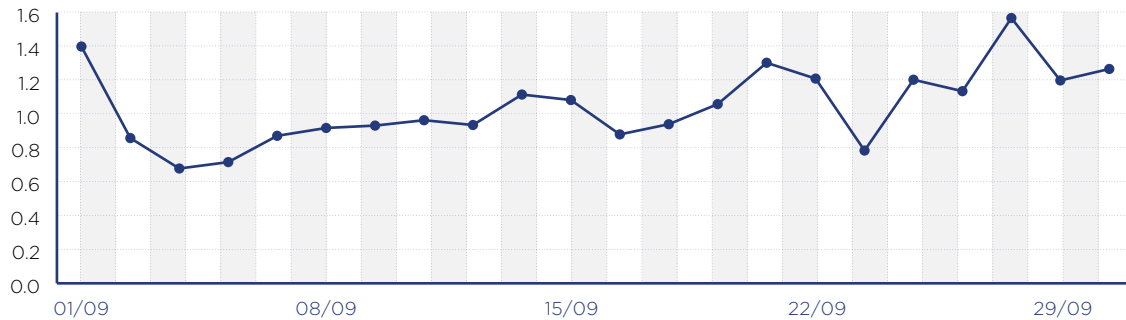
Total Interviews



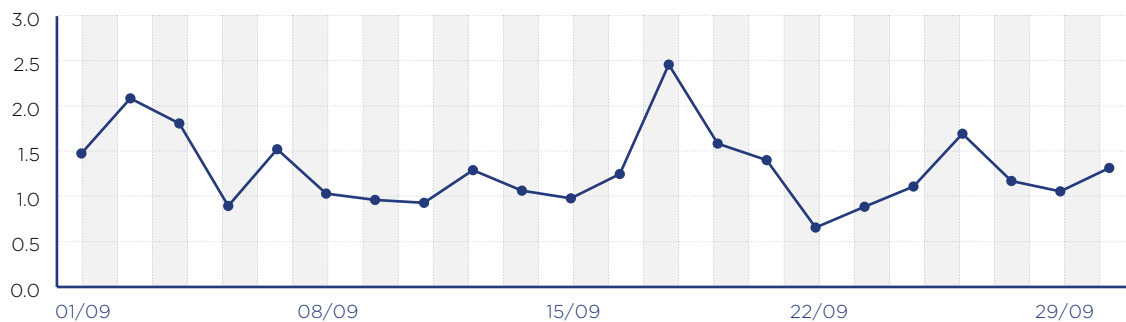
Interviews saw an increase of 20% in the last two weeks of September when compared with the first two weeks which we predicted given the strong interview metrics in August. This continuing increase bodes particularly well for October's placement numbers.

Placements & revenue

Permanent Sales



Contract Sales



From a revenue perspective, the data is showing a 23% increase in permanent sales revenue over the last two weeks of September compared with the first two weeks, although contract revenue remained largely static.

Joe McGuire, Global Sales Director at cube19 comments:

“We’re pleased to see the recovery continuing in September and the strong double digit increases across most of the key metrics is encouraging. Remote hiring and onboarding has been widely adopted and this is no doubt impacting the rate of recovery.”

