

# APSCo Recruitment Trends Snapshot

Powered by cube19

**September 2020**

**Covid 19 Special**

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

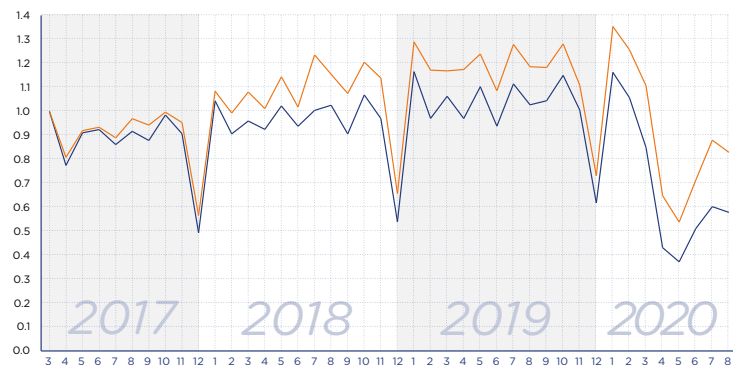
This month we are also providing more granular data which shows more detailed metrics week by week for the month of May to show more clearly the initial impact of the COVID-19 crisis.

**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.

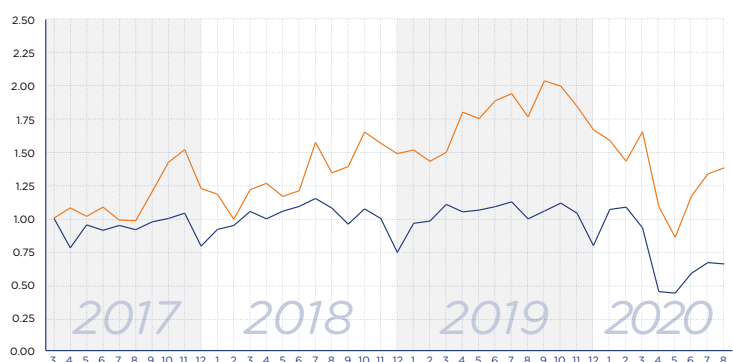
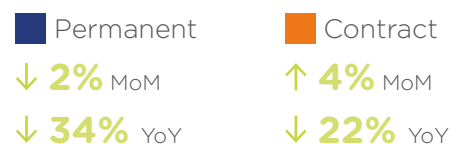
**Ann Swain CEO of APSCo comments:**

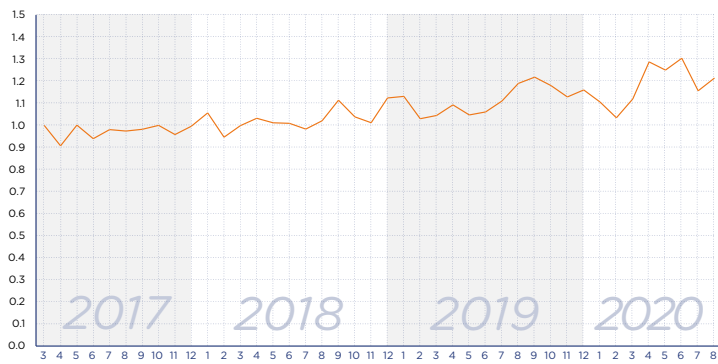
“After two months of encouraging increases, we fully expected to see a small blip in August, as we would in any year, but the daily tracking data does seem to suggest that all the metrics are moving in the right direction. Feedback from our members suggests that recruitment firms are gearing up for a strong September and are encouraged by the activity levels they are seeing. Our sector and regional research suggests that professional sectors such as life sciences, marketing and IT have weathered the crisis well and vacancies in London paying over £40k are now edging closer to pre-lockdown numbers.”

**Vacancies**



**Placements**

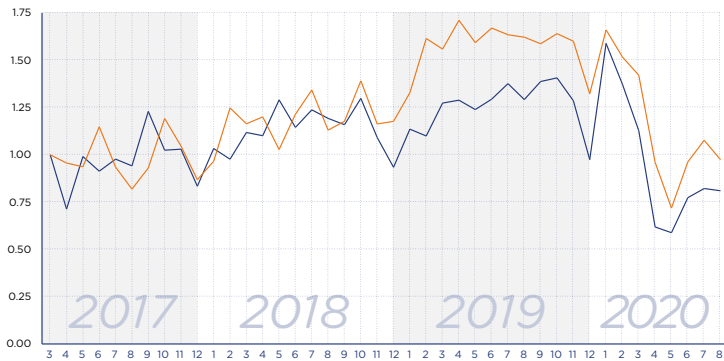




## Average permanent salaries from placements

↓ 11%  
MoM

↑ 5%  
YoY



## Sales revenue from placements

■ Permanent

■ Contract

↓ 1% MoM

↑ 13% MoM

↓ 59% YoY

↓ 35% YoY

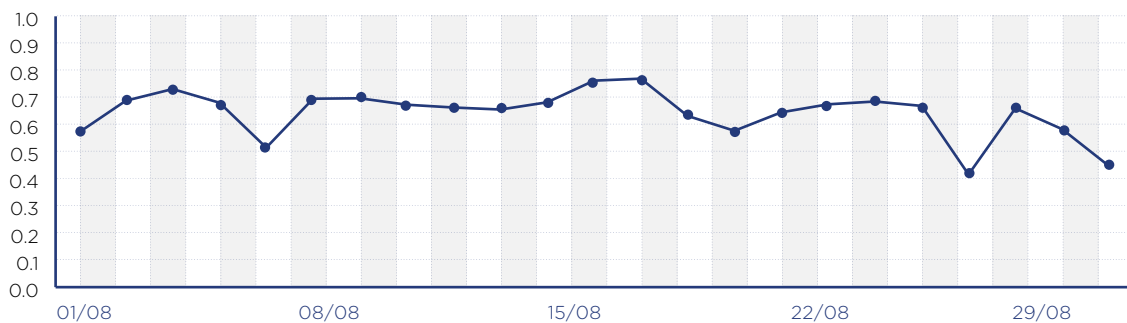
Year on year figures continue to reflect the profound effect that the COVID-19 pandemic has had on the professional recruitment sector. After two months of increases in both placements and vacancies, August's figures showed a very slight decrease across some metrics, although given that this was the holiday season, that was to be expected. Permanent sales revenue was only very marginally impacted month on month and contract sales revenue increased by 13%. As we hit September, we expect to see those figures rise again and when we look at the daily tracking figures for August below, the data does bear out the feeling that September could possibly signify the kick start of the recovery.

## August Data - Daily tracking suggests a strong September

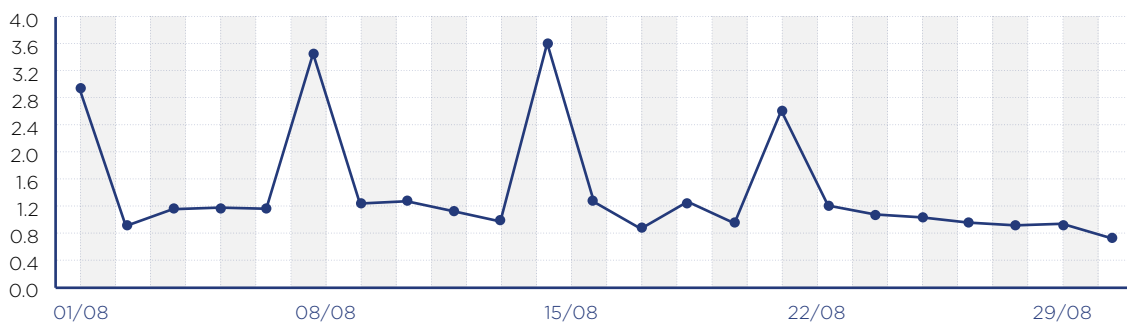
cube19 has been tracking activity on a day by day basis during August. The data for the end of the month when compared with the beginning is showing some encouraging trends as we head for the Autumn.

### New Vacancies

Permanent Jobs Added



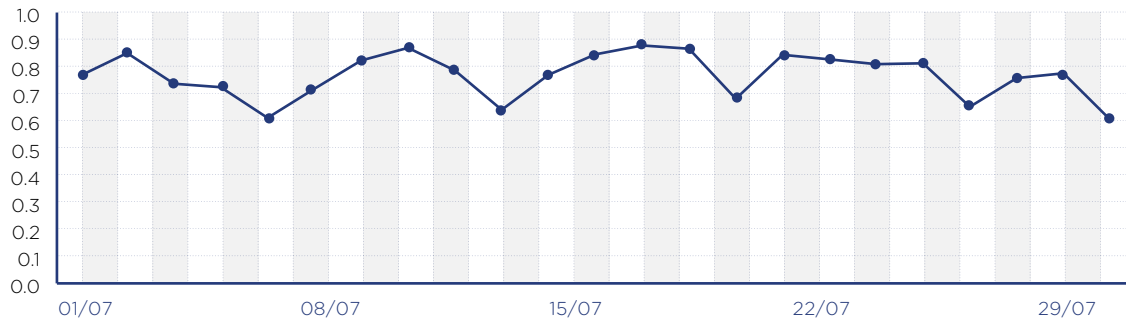
Contract Jobs Added



The number of new permanent vacancies added during the last two weeks of August showed a small decrease of just under 12% when compared with the first two weeks but, given the bank holiday weekend, that was not surprising. Contract roles fared better with a small increase of just over 1% for the same period.

## Interviews

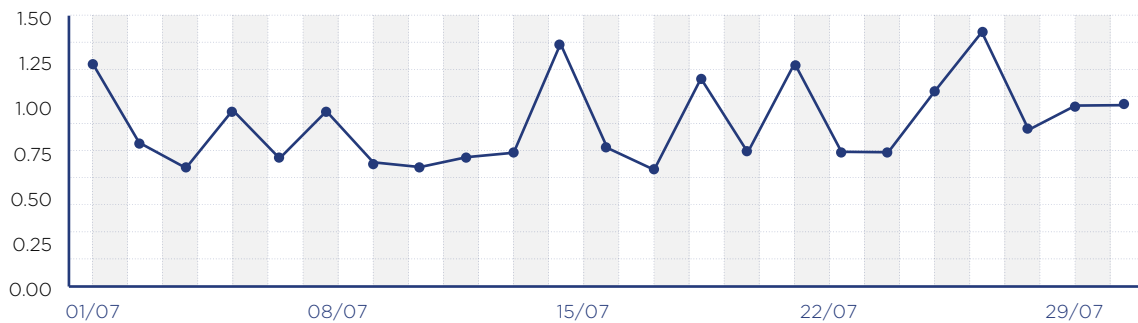
Total Interviews



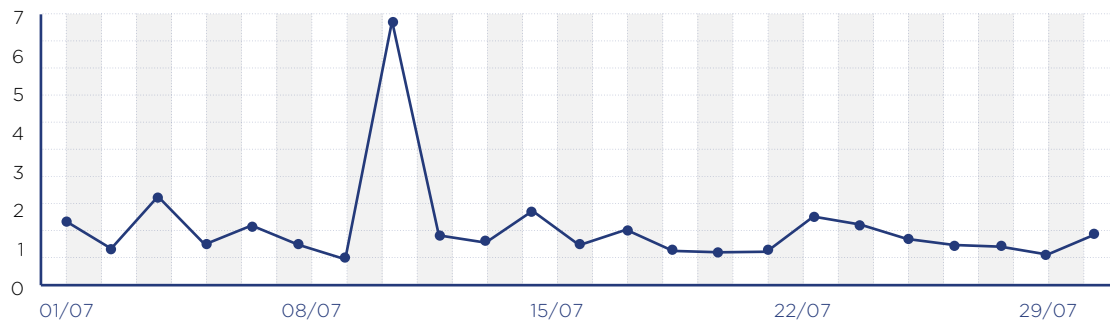
Interviews saw an increase of just over 6% in the last two weeks of August when compared with the first two weeks which bodes well for placements in September.

## Placements & revenue

Permanent Sales



Contract Sales



From a revenue perspective, the data is showing a 17% increase in permanent sales revenue over the last two weeks of August compared with the first two weeks and a 21% increase in contract sales revenue.

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

“We fully expected to see a slight reduction in most August metrics when compared to July, not least because August is typically quieter due to holidays, but also because there were fewer working days in August than July. The daily average for most metrics is continuing to increase, including encouraging contract sales numbers which have shown another month of double-digit growth. We expect to see the growth continue as we move into September although remain cautious about the impact of the furlough scheme winding down as we head towards the end of October.”

