

# APSCo Recruitment Trends Snapshot

Powered by cube19

**January 2021**

**Covid 19 Special**

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

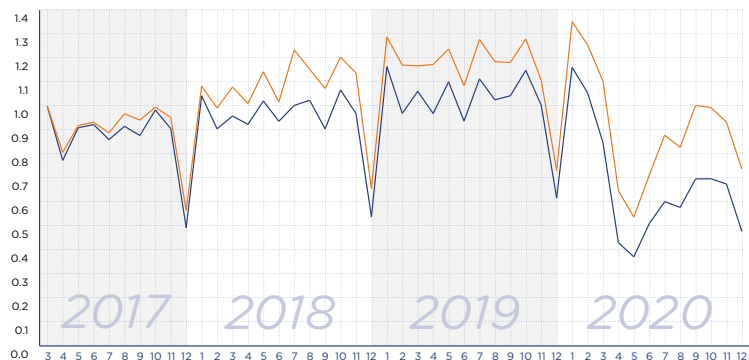
We are also providing more granular data which shows more detailed metrics week by week for the month of December to show more clearly the initial impact of the COVID-19 crisis.

**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.

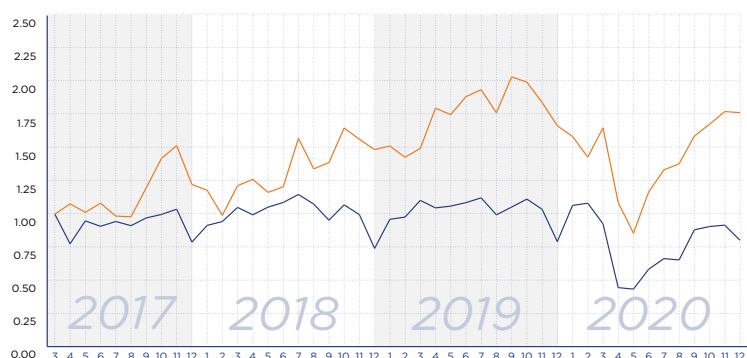
**Ann Swain CEO of APSCo comments:**

“With the holiday period usually much quieter for hiring, it comes as no surprise that vacancies were down in December overall, however the data shows some incredibly promising signs. The year-on-year comparisons are the greatest indicator of the impact that the on-going pandemic is having on recruitment and these figures are rather promising for the end of 2020. The improvements we can see in the daily tracker data for the first half of December paint a positive picture for the beginning of 2021, suggesting that we are on the path to recovery – though it may be a long one with the UK once again moving into a national lockdown.”

## Vacancies



## Placements



While month on month figures are, in general, down, this is to be expected in December as recruitment quietens in the lead up to the holiday wind-down. When we compare the annual changes in numbers, the data suggests that 2020 ended on a slight high, with the percentage fall in year-on-year figures closing when compared to November's statistics.

As a case in point, the annual drop in vacancies for permanent stood at 32% in November and 16.2% for contract, signalling a 10% and 15.2% improvement respectively in December. The yearly discrepancy in placements also showed signs of improvement, with permanent placements up 12% when compared to November's year on year figures.

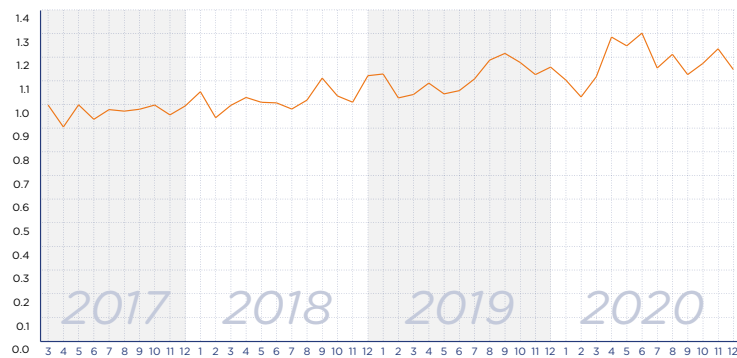
Despite contract sales revenue levelling out month on month, the year-on-year figures showed promising signs, with the annual percentage fall in revenue closing 15% when compared to November's figures.

While permanent sales revenue is down slightly, the drop is on a level that we would expect to see in December, with 2020's figures down just 1% on December 2019. This also marks an improvement in the annual disparity noted in November which saw permanent sales revenue drop 10% year on year.

## Average permanent salaries from placements

↓ 6%  
MoM

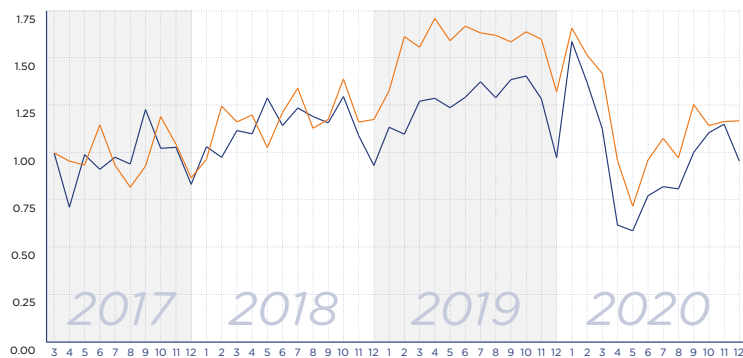
↓ 1%  
YoY



## Sales revenue from placements

↓ 16% MoM  
↓ 1% YoY

Contract  
0% MoM  
↓ 11% YoY

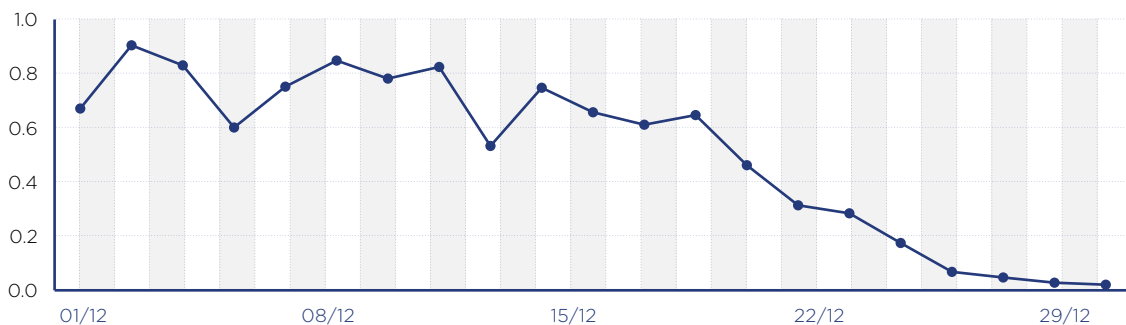


## December Data - Daily tracking shows slight drop in some metrics

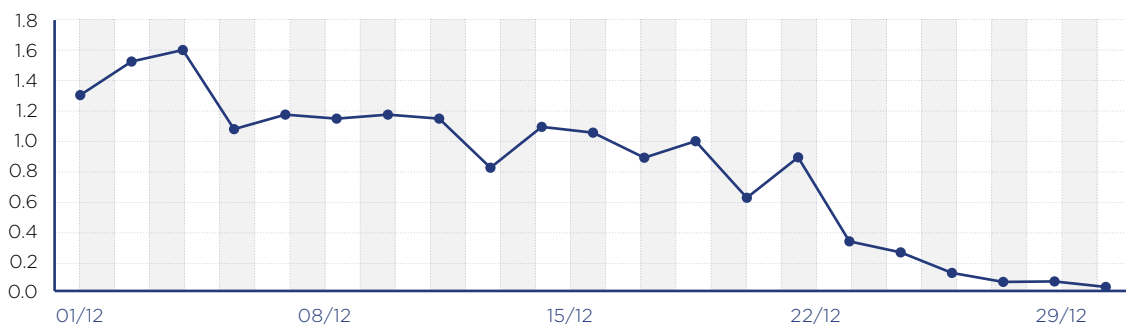
cube19 has been tracking activity on a day-by-day basis during December. The data for the end of the month when compared with the beginning shows a slight drop which is to be expected in the run up to Christmas, but figures suggest the month started on a high.

### New Vacancies

Permanent Jobs Added



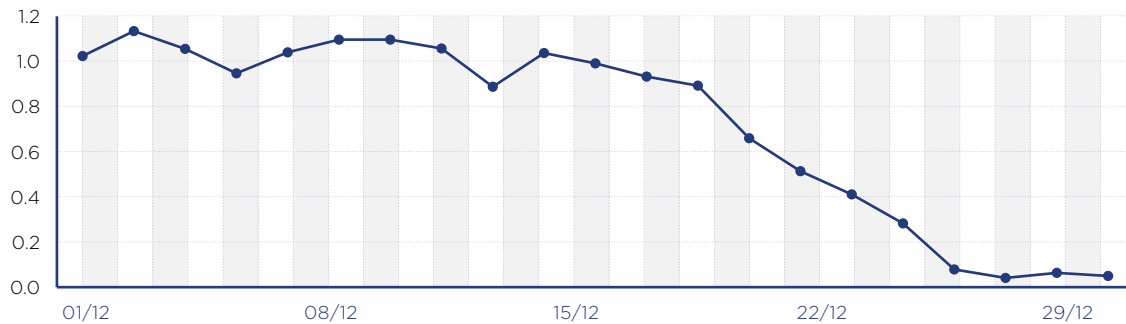
Contract Jobs Added



The daily tracking information highlights that while contract vacancies are down slightly month on month, figures in the first two weeks of December were up 20% when compared to the end of November. Permanent vacancies also saw an increase in the first half of the month, up 10% from the end of November, which suggests that vacancies were heading towards a positive uptick before the holiday period.

## Interviews

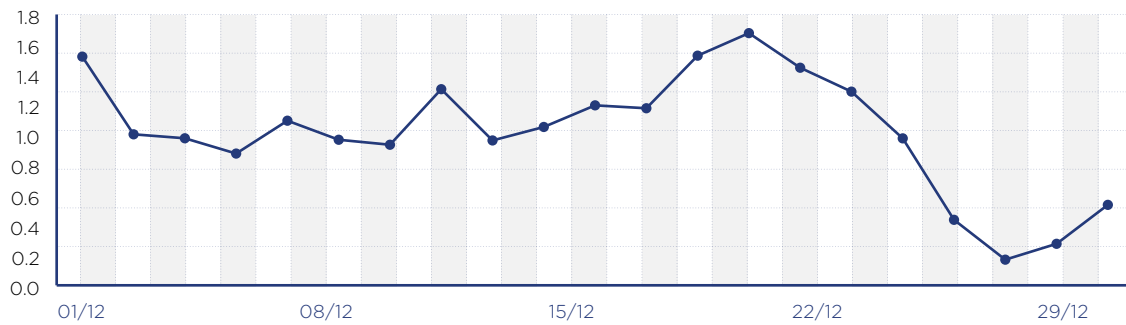
Total Interviews



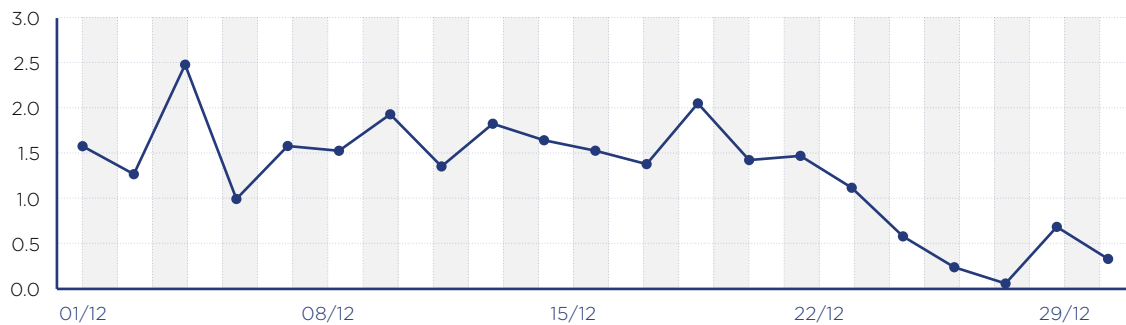
Interviews also highlighted a level of optimism at the beginning of December, with numbers up 2% in the first two weeks of December when compared to the end of November. While the holiday period certainly led to a drop in interviews at the end of December, it's likely that we'll see the initial uptick in interviews translate into placements in January.

## Placements & revenue

Permanent Sales



Contract Sales



The daily tracking data also highlights a small increase of 2.5% for contract placements in the first two weeks of December when compared with the end November - in line with the optimism of other daily tracking data. While permanent placements dropped 16% in the first half of December, this is an expected seasonal dip and isn't unusual for the weeks leading up to the holidays.

In line with the daily placement tracking data, contract sales revenue was up 2% in the first two weeks of December when compared to the last week of November, while permanent sales were down 13% for the same period.

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

“A reduction in volume over the holiday period is always expected but it is pleasing to see new contract placements/sales not following the usual Christmas dip. Additionally, perm year over year was at the same level seen in 2019 which is particularly encouraging. There is still some way to go but with the vaccine roll out there seems to be a bright light at the end of the tunnel.”

