

# APSCo Recruitment Trends Snapshot

Powered by cube19

**December 2020**

**Covid 19 Special**

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

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

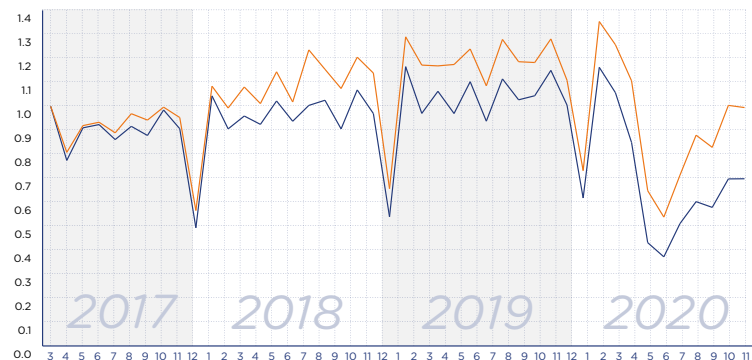
**Methodology:** Numbers for each metric have been scaled relative to the activity in March 2017 such that a value of 1 means an equal amount as in March 2017, 2 means twice as much as in March 2017 and so on. Since the values for contract/permanent metrics are calculated independently, they should not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

"We said in last month's report that we expected the second lockdown to impact metrics for November and so the data will not come as a big surprise. However, compared to some of our summer straw polls, which were showing predicted revenues down between approximately 30-70%, the figures reported here are encouraging. While December's metrics may not show massive improvements as we run up to the Christmas break, the news that a vaccine is now a reality is sure to have a positive knock on effect on the hiring market as we go into the New Year."

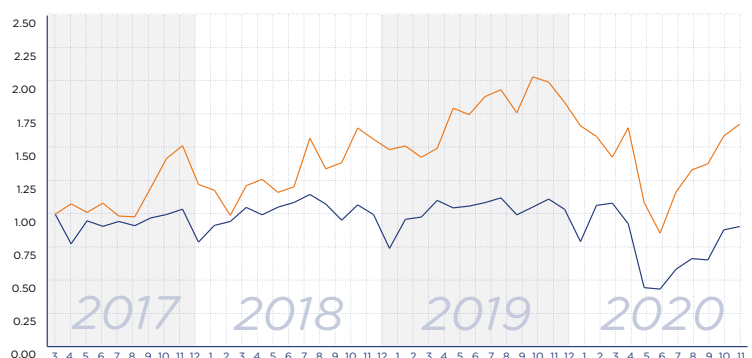
## Vacancies

Permanent	Contract
↓ 3% MoM	↓ 6% MoM
↓ 32% YoY	↓ 16.2% YoY



## Placements

Permanent	Contract
↑ 1% MoM	↑ 6% MoM
↓ 13% YoY	↓ 3% YoY



Month on month vacancy numbers showed a slight decrease, mainly due to organisations having to deal with another lockdown and ongoing uncertainty about the new tiers.

In comparison, placements fared a little better in November and it is good to see the percentage drop in year on year figures decreasing every month – while we are not yet at pre Covid levels, we are at least moving in the right direction.

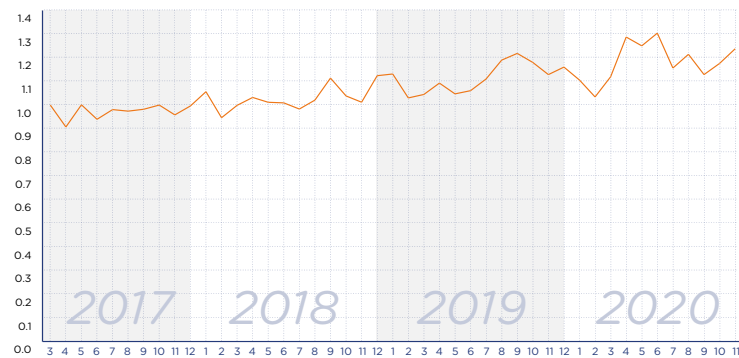
Revenue figures for contract and permanent rose slightly month on month while there was a marked year on year decrease for contract as the second lockdown took its toll.

Major job loss announcements during November in sectors such as insurance, retail and manufacturing will have taken their toll in terms of hiring confidence while the potential of a no-deal Brexit may well continue to impact the metrics through December. A combination of these issues together with a potential review of the furlough scheme in January may well mean that Hiring Managers take a wait and see approach. While the vaccine announcements are great news for the UK, it may well be January or February before we see any real positive impact on the hiring market.

## Average permanent salaries from placements

↑ 5%  
MoM

↑ 9%  
YoY



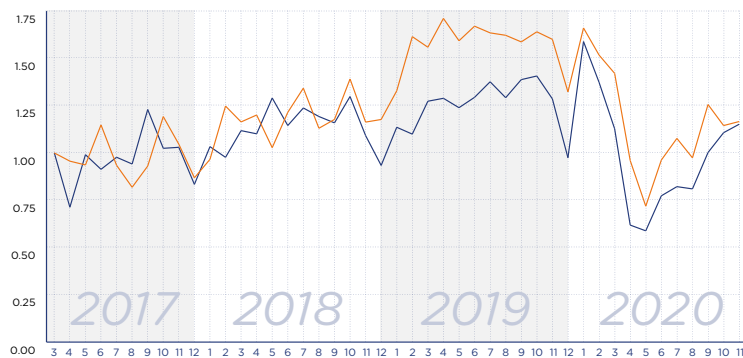
## Sales revenue from placements

Permanent  
↑ 4% MoM

Contract  
↑ 3% MoM

↓ 10% YoY

↓ 26% YoY

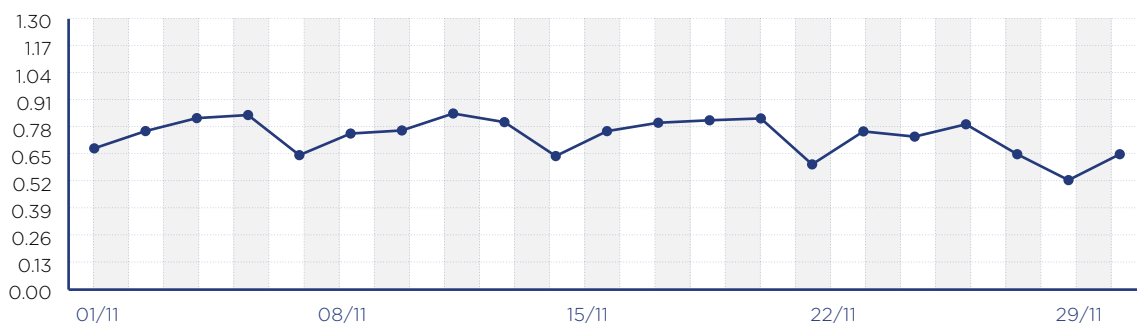


## November Data - Daily tracking shows slight drop in some metrics

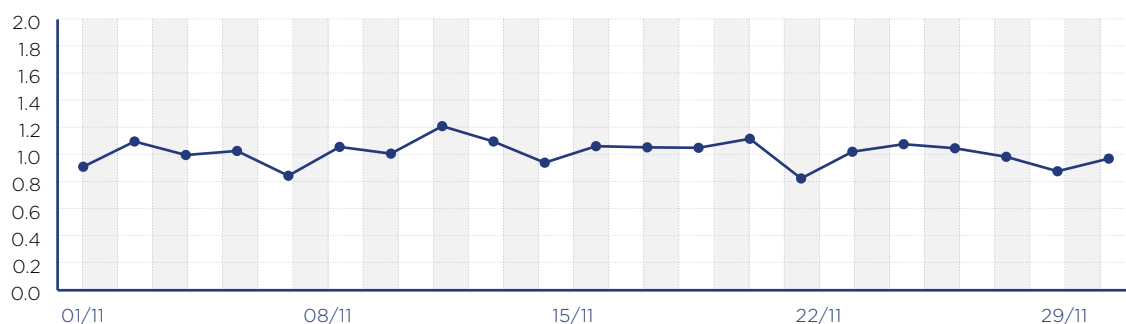
cube19 has been tracking activity on a day by day basis during November. The data for the end of the month when compared with the beginning shows a slight drop which is to be expected in the run up to Christmas.

## New Vacancies

Permanent Jobs Added



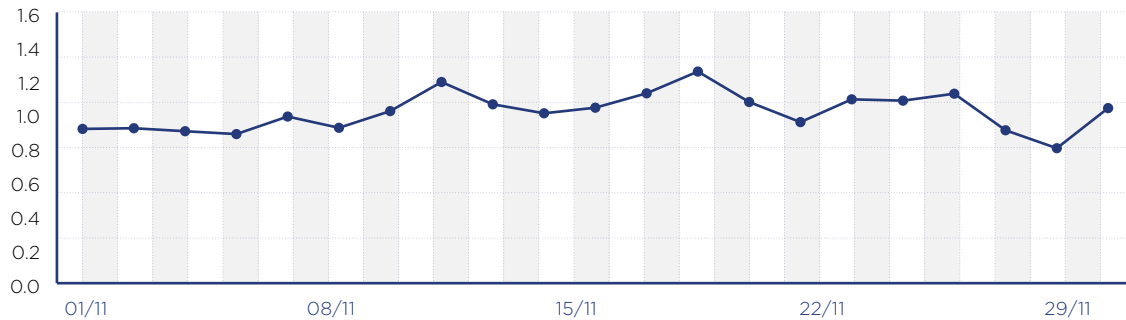
Contract Jobs Added



The daily tracking information indicates that the imposition of another national lockdown impacted vacancy numbers. Contract vacancies saw a small drop of 1.5% at the end of month when compared to the beginning, while permanent jobs dipped by just under 4% in the last two weeks of the month.

## Interviews

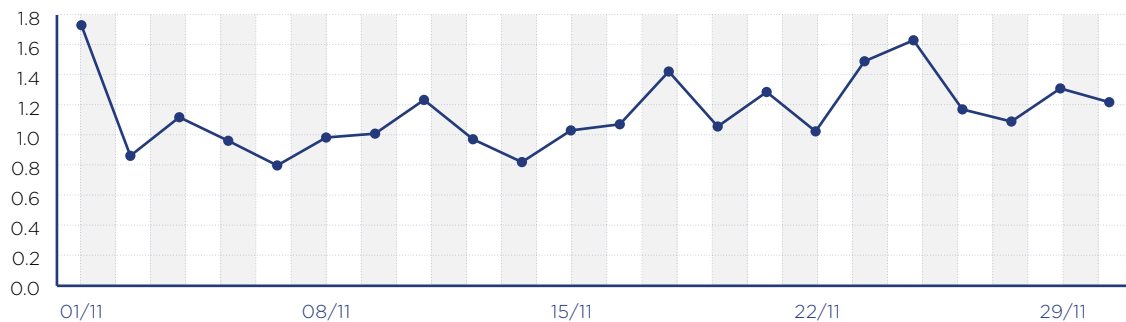
Total Interviews



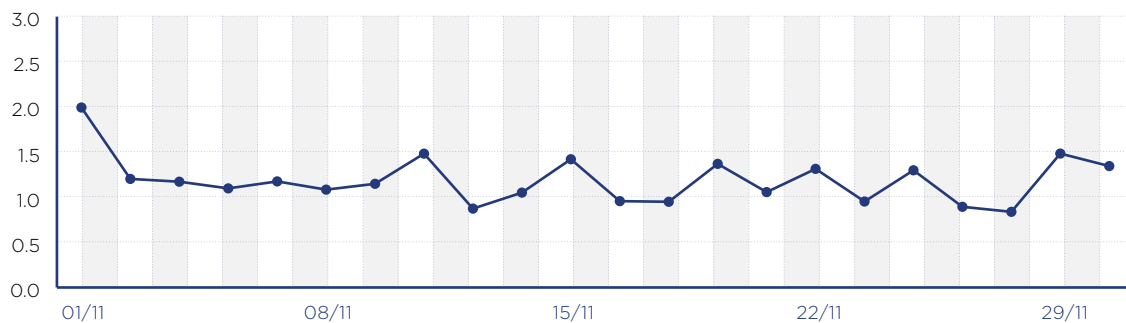
Interview metrics were the good news story of the month with activity up by just over 6% at the end of the month when compared with the beginning.

## Placements & revenue

Permanent Sales



Contract Sales



From a revenue perspective, the data is showing a drop of just over 15% in contract sales at the end of the month when compared with the beginning - to be expected in the run up to Christmas - while permanent revenue was up 13% in the same period. This was reflected in the drop in contract placements of just over 8%.

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

“It’s encouraging to see yet more month on month growth for new placements & sales. Although we can see a slight drop in vacancies month on month, this shouldn’t be cause for concern as this is a trend we see each year at this time. Given seasonality, we should expect these numbers to be lower still in December before bouncing back in January.”

