

# APSCo Recruitment Trends Snapshot

Powered by cube19

**June 2021**

**Covid 19 Special**

The recruitment trends snapshot is based on data supplied by cube19. Year on year increases compare May 2020 data with May 2021 data. Month on month figures compare May 2021 data with April 2021 data.

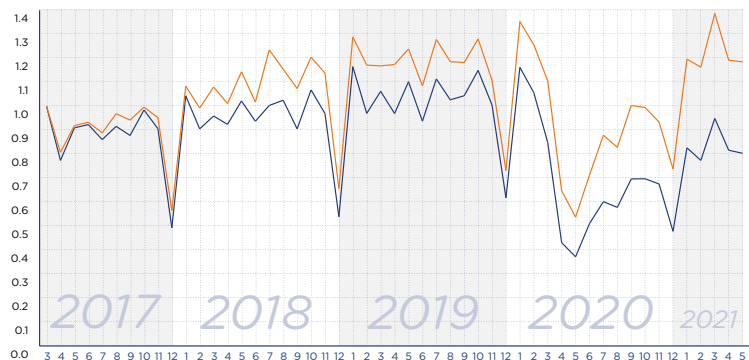
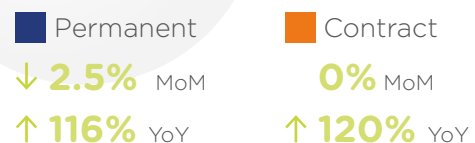
We are also providing more granular data which shows more detailed metrics week by week.

**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.

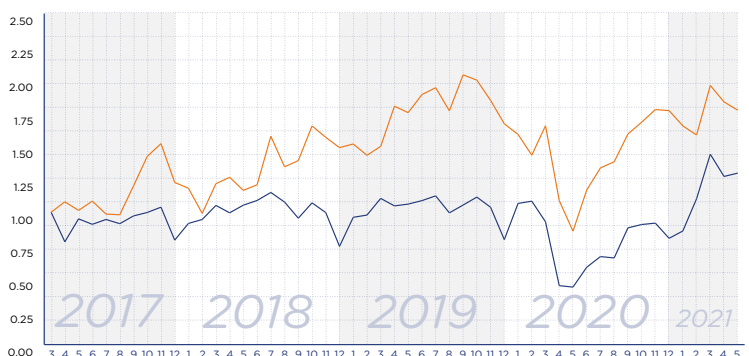
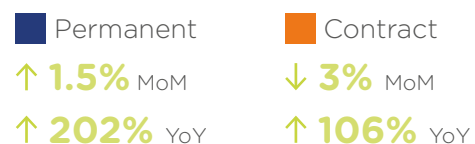
## Ann Swain CEO of APSCo comments:

“We are now seeing a clear trend of recovery from our monthly data which mirrors the economic forecasts we are seeing from Government. It is also clear that this continues to be a candidate led market with skills shortages in all of our professional sectors. Recent macroeconomic factors such as Brexit and the resulting immigration policy, making it difficult for skilled contractors to work in the UK, will only exacerbate these skill shortages which means a busy time ahead for recruitment firms. As we go into the summer and restrictions start to relax even further, we expect to see the data getting better and better ”

## Vacancies



## Placements



May data showed little change month on month in terms of vacancies and placements which, when bearing in mind bank holidays and the run up to the half term break, bodes well for the upcoming relaxation of restrictions and a return to some semblance of normality.

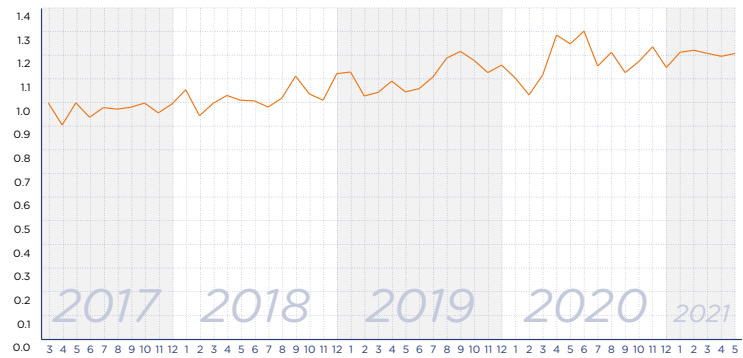
The real story is the continuation and increase in the massive spikes we are seeing in the year-on-year data which this month shows permanent vacancies up by 116% compared with the same time last year (in April the figure was +90%) and contract vacancies up by 120% (last month this was at 83%). Vacancy registrations are a clear sign that skill shortages are still rife in professional sectors and that recruitment firms have an important part to play in sourcing those skills.

Year on year sales revenue is also showing an increase from last month with revenue from permanent placements up 170% compared with the same time last year (April was at 97%) and sales from contract placements up 140% (over double last month's 64%).

## Average permanent salaries from placements

↑ 1%  
MoM

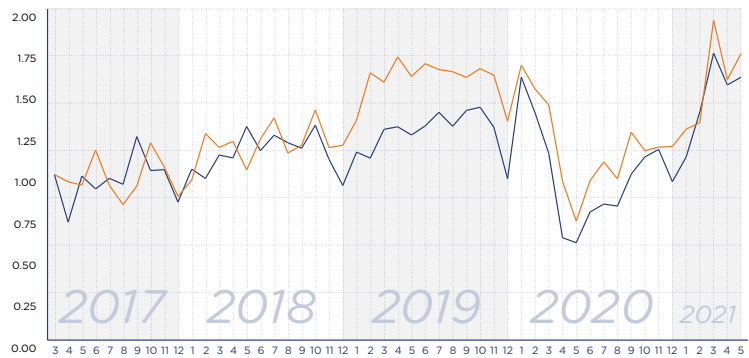
↓ 3%  
YoY



## Sales revenue from placements

Permanent  
↑ 10% MoM  
↑ 170% YoY

Contract  
↑ 3% MoM  
↑ 140% YoY

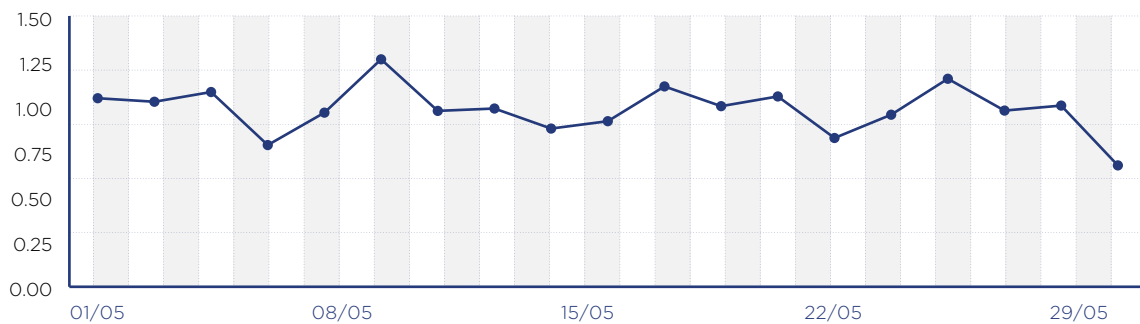


## May - Daily tracking points to sustained recovery

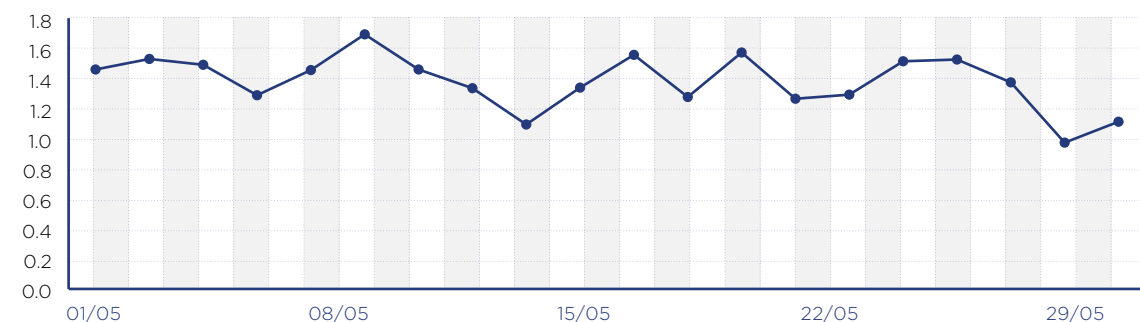
cube19 has been tracking activity on a day-by-day basis during May. The data for the end of the month when compared with the beginning shows that the majority of metrics are almost static or slightly increasing.

### New Vacancies

Permanent Jobs Added



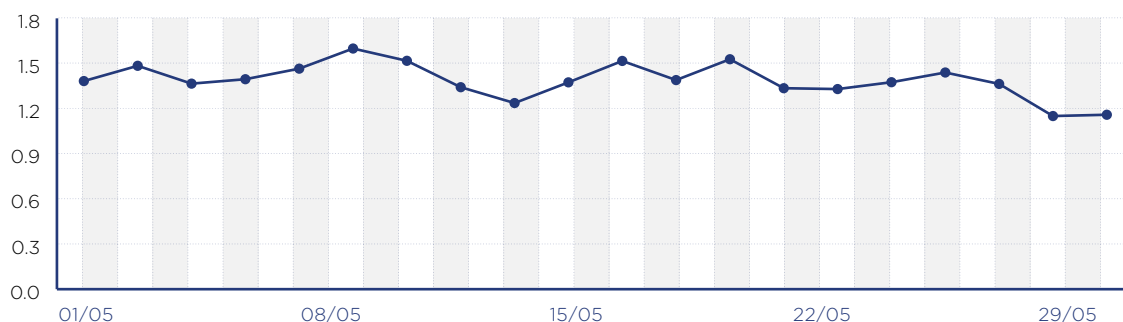
Contract Jobs Added



The latest daily tracking shows a -3% decrease in contract vacancies in the last half of May compared with the first half and a 2% decrease in permanent vacancies – this is mainly due to bank holidays and the run up to the half term break.

## Interviews

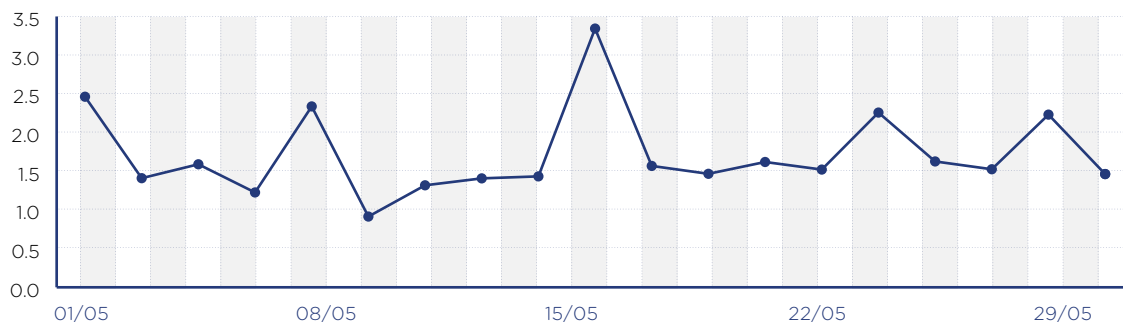
Total Interviews



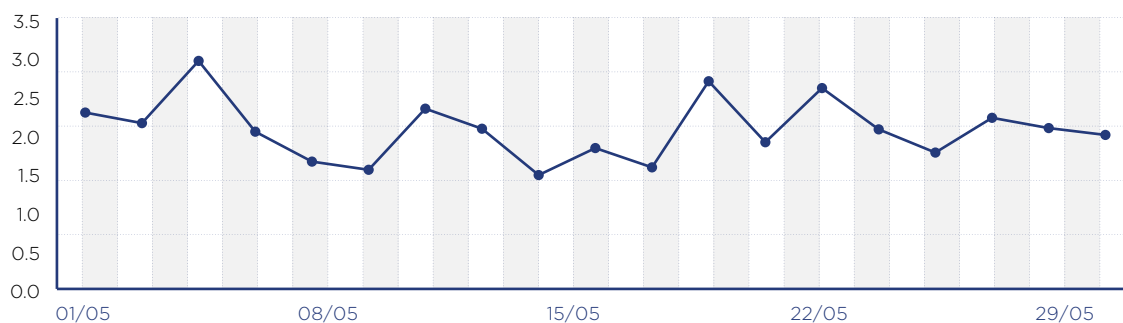
Interviews were down by 3% in the second half of May compared with the first half.

## Placements & revenue

Permanent Sales



Contract Sales



The daily tracking data also shows that permanent placements were up 10% in the second half of May when compared with the beginning of the month which we expected given the rise in vacancies last month – contract placements dipped slightly by 1.5% - however, this did not impact sales revenue for contract which rose by 2% in the second half of the month.

**Joe McGuire, Chief Revenue Officer at cube19 comments:**

“Consistency is one of the most important things in business and we are now seeing that return. With the vaccine roll-out continuing positively and the end of restrictions in sight, growth and consistency look like they are here to stay.”

