

APSCo Recruitment Trends Snapshot

Powered by cube19



APSCo United Kingdom

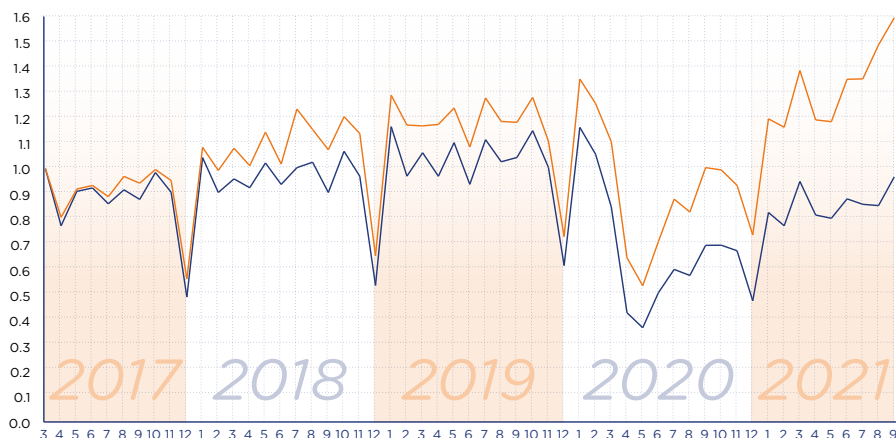
EDITION
October 2021

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

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:

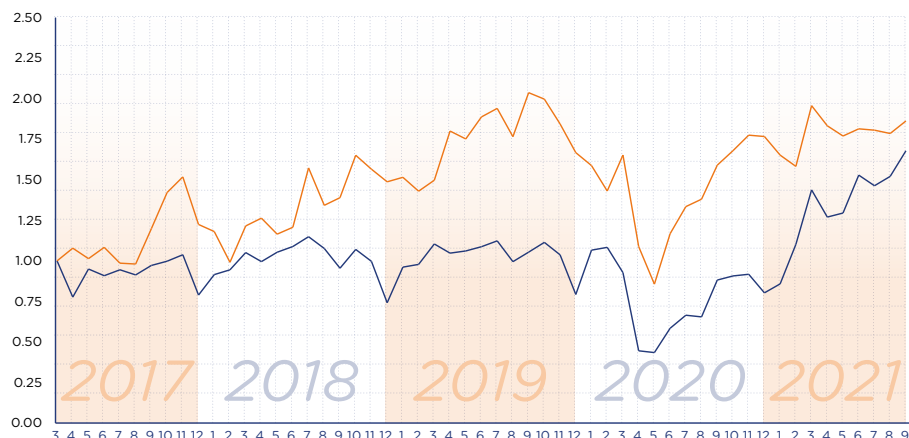
"We're seeing a continued demand for new skills across the professional staffing sector that is both positive and concerning. While it's encouraging to see vacancy and placement numbers increasing, we're all too aware that skills shortages are rife across every industry. Where there's a limited availability of skills - and an unattractive visa route that fails to encourage non-UK nationals into employment in the country - employers are going to have to be more creative at attracting top talent. Salary is obviously a major draw but increasingly, benefits that facilitate flexible working and a work life balance are becoming increasingly sought after. While the staffing sector is equipped to support UK employers as the economy continues to bounce back, in the current environment, securing the best skills is going to require the appropriate investment - and that's not always just about money."



VACANCIES

PERMANENT
↑13% MoM ↑39% YoY

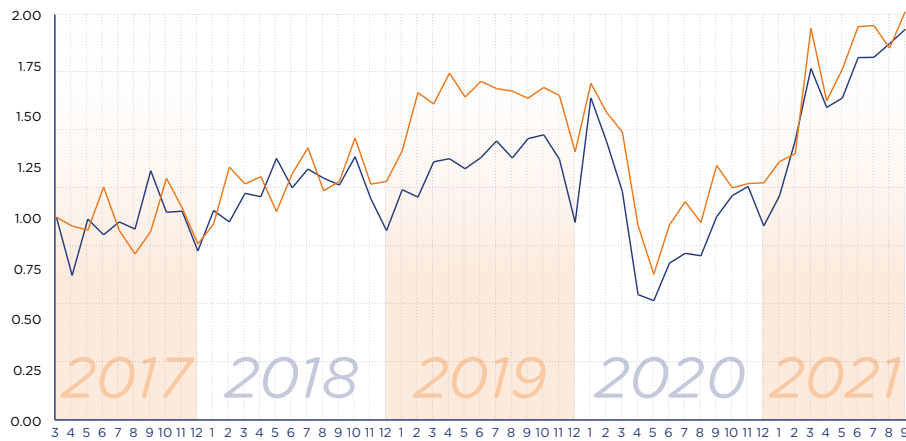
CONTRACT
↑7% MoM ↑59% YoY



PLACEMENTS

PERMANENT
↑11% MoM ↑91% YoY

CONTRACT
↑6% MoM ↑17% YoY



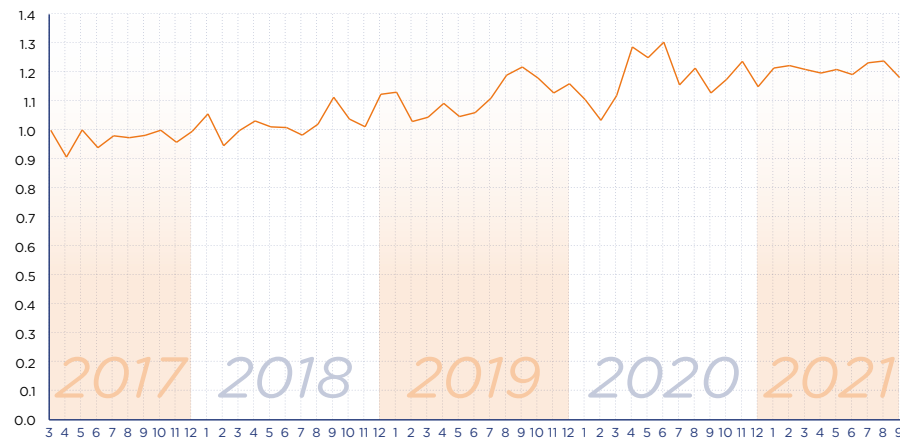
SALES REVENUE FROM PLACEMENTS

PERMANENT

↑2% MoM ↑93% YoY

CONTRACT

↑10% MoM ↑16% YoY



AVERAGE PERMANENT SALARIES FROM PLACEMENTS

PERMANENT

↓5% MoM ↑4% YoY

After an easing of restrictions over the summer of 2020, the Government reintroduced working from home and a 10pm curfew for the hospitality sector in the latter part of September and so the annual increases across placements and vacancies is to be expected. However, with the end of September this year, marking the end of furlough, it's encouraging to see that vacancy levels have continued to rise.

Both permanent and contract vacancies increased between August and September 2021, up 13% and 7% respectively, a trend which is showing no signs of abating as skills shortages across the professional recruitment sector continue to drive demand for talent.

The increase in both permanent and contract placements in September is indicative of the unseasonal spike in vacancies that were noted in August translating into placement success for the staffing sector.

The average decrease in permanent salaries from placements is indicative of the level of hires that are being made. With placement numbers increasing while average salaries decline, it is likely that fewer senior placements were made throughout September.

Sales revenue for the recruitment sector continues to increase as demand for talent drives hiring activity and an increased reliance on staffing companies amid on-going skills shortages. While the year-on-year spike in revenue is to be expected given the 2020 September lockdown that was in place across parts of the UK, the month-on-month figures show a 16% and 2% increase in sales revenue respectively for contractor and permanent placements.

September - Daily tracking shows skills demand is continuing to increase

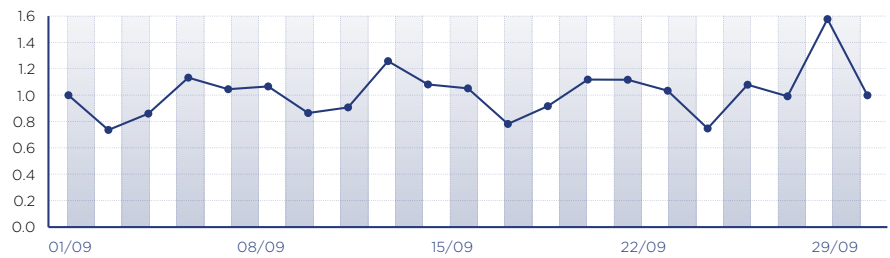
cube19 has been tracking activity on a day-by-day basis during September. Data for the first half of the month compared with the second half showed steady increases across the board.



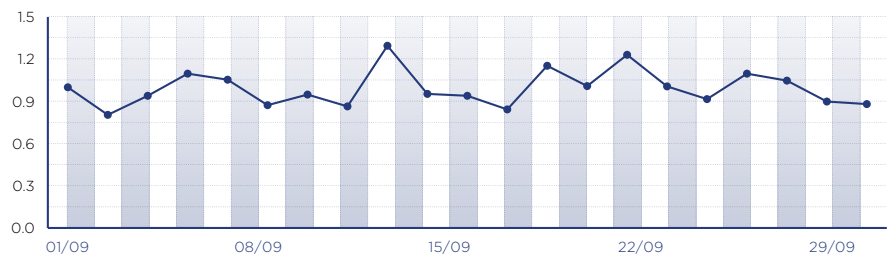
New Vacancies

The latest daily tracking shows a slight increase in contract vacancies, with a 2% uplift in numbers towards the end of the month. Permanent vacancies also saw a slight uptick in the second half of September, up 4% when compared to the beginning of the month.

Permanent Jobs Added



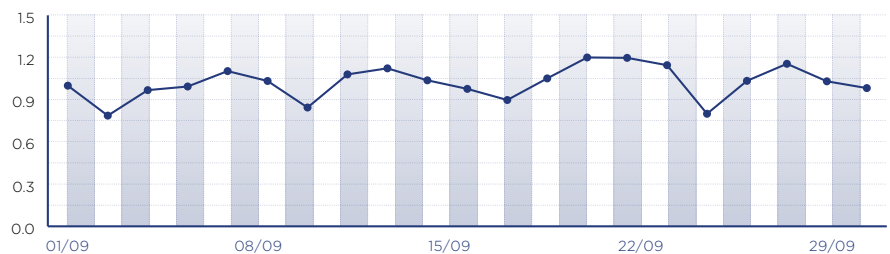
Contract Jobs Added



Interviews

Interviews were up by 4% in the second half of September compared with the first half, which is indicative of the on-going battle for talent across the UK and bodes well for October's placement and sales figures.

Total Interviews

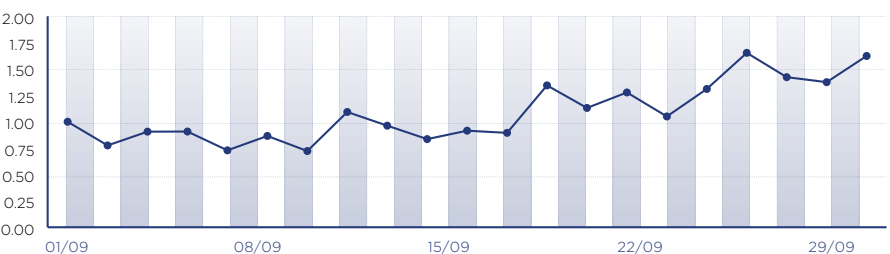


Placements & revenue

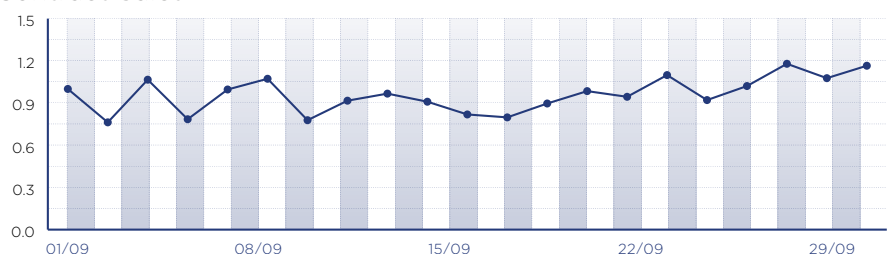
The daily tracking data also shows that permanent placements were up 29% in the second half of September when compared with the beginning of the month, while contract placements showed a slight decline, down -3%.

Permanent sales revenue rose by 44%, which is perhaps no surprise given the significant spike in hiring activity during September as skills shortages and office returns led to an uptick in resource demand. Sales revenue for contract placements, however, rose by a smaller degree, up 6% at the end of the month when compared with the beginning.

Permanent Sales



Contract Sales



Joe McGuire, Chief Revenue Officer at cube19 comments:

“After seeing the growth numbers revised up, it is encouraging but maybe not surprising to see these stats rising again. There is a significantly growing demand for contractors and in spite of perm vacancies still trending behind pre-pandemic levels, perm placements are at an all time high, which is indicative of a candidate short market. There are some clear challenges in front of us but we remain positive that the professional recruitment market will remain buoyant for some time.”