

# APSCo Recruitment Trends Snapshot

Powered by cube19



APSCo United Kingdom

EDITION  
September 2021

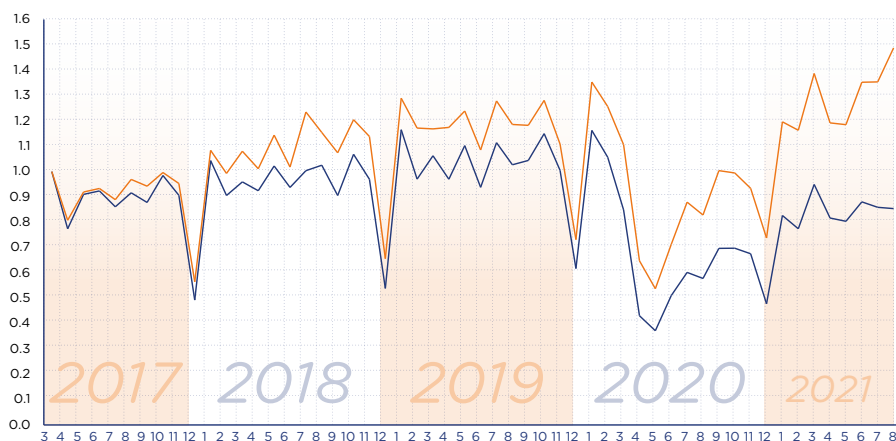
The recruitment trends snapshot is based on data supplied by cube19. Year on year increases compare August 2020 data with August 2021 data. Month on month figures compare August 2021 data with July 2021 data.

**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 are well and truly back to a highly candidate led market where demand for professional skills across all our sectors is constantly outstripping supply. If we look back at last year, a lot of projects and expansion plans were put on hold and with the economy now back on a growth trajectory, there is a real scramble for the skills needed to fulfil those projects and growth plans. We are also

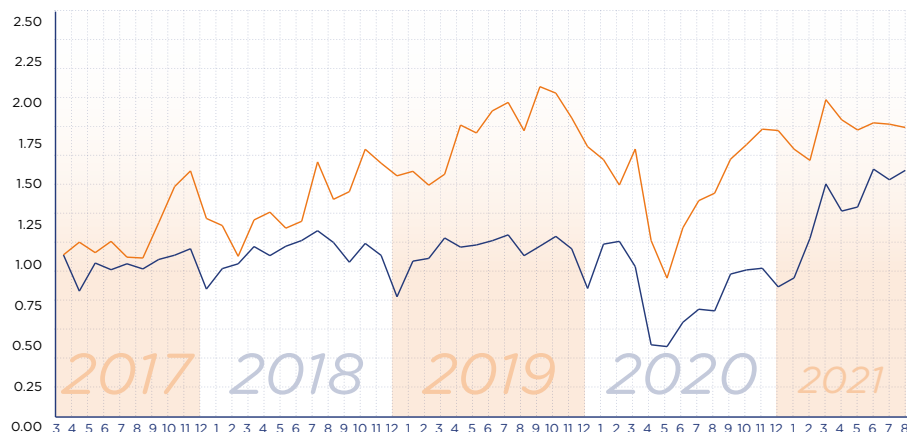
now seeing the effect of 'the great resignation' where those candidates who decided to stay put during the pandemic are now looking to move on leaving a void. And there is obviously still the Brexit effect in terms of the fact that there is no post Brexit immigration policy that allows skilled contractors to work here on a project-by-project basis - a situation we are lobbying government about as this policy has turned off a whole pool of EU talent that the UK has previously relied on."



### VACANCIES

PERMANENT  
↓1% MoM ↑47% YoY

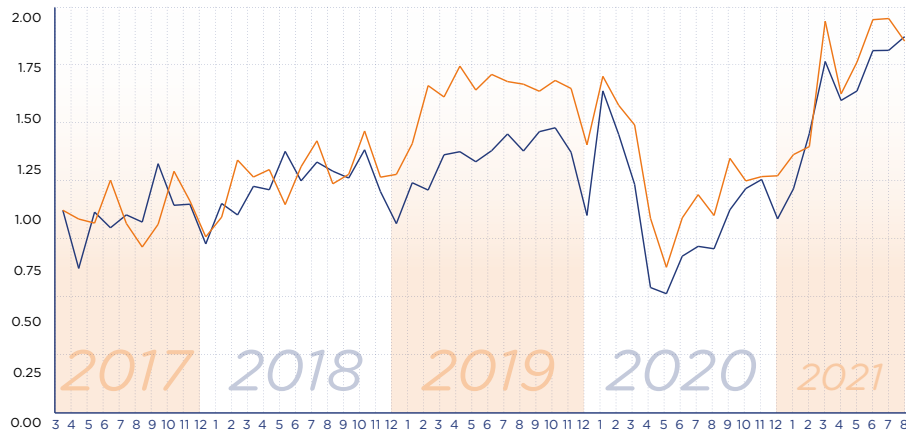
CONTRACT  
↑10% MoM ↑79.5% YoY



### PLACEMENTS

PERMANENT  
↑4.1% MoM ↑134% YoY

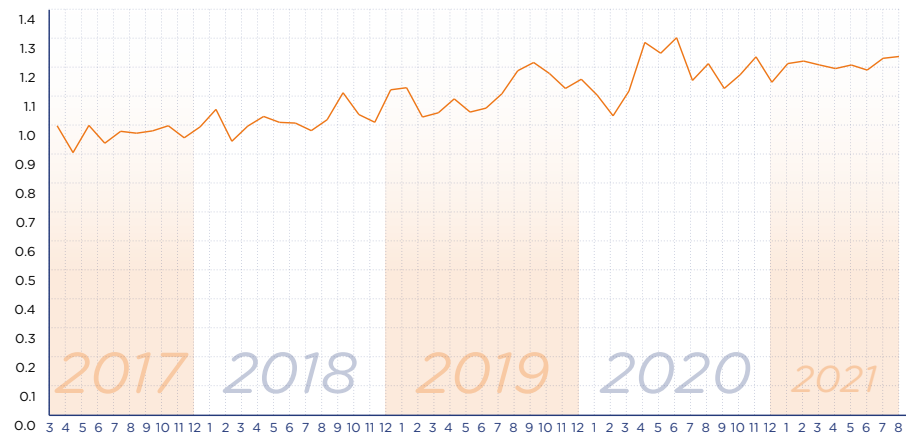
CONTRACT  
↓1% MoM ↑29% YoY



### SALES REVENUE FROM PLACEMENTS

**PERMANENT**  
 ↑3.9% MoM ↑129.5% YoY

**CONTRACT**  
 ↓6.1% MoM ↑89% YoY



### AVERAGE PERMANENT SALARIES FROM PLACEMENTS

**PERMANENT**  
 ↑0.8% MoM ↑2.5% YoY

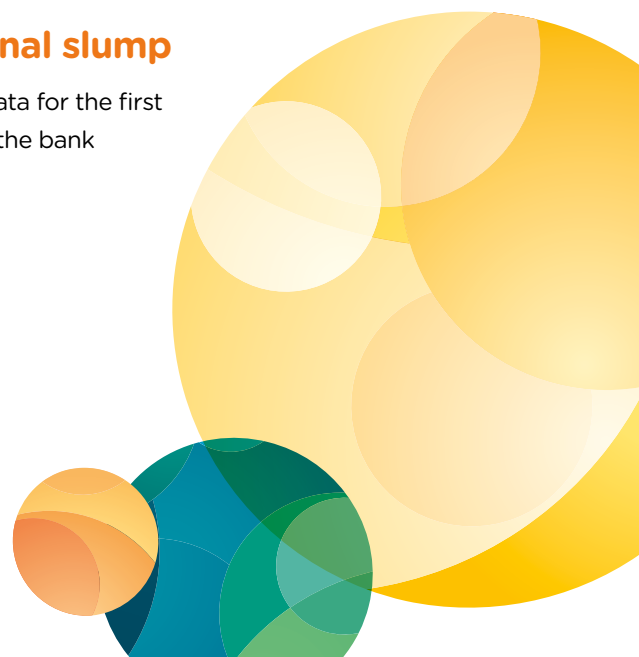
As we headed further into the holiday season in August our data showed an increasingly robust and resilient recruitment sector as contract vacancies showed a month on month 10% growth and permanent vacancies slipped by only 1% - unusual for August.

Unsurprisingly year on year metrics continue to show marked increases and according to recent government reports, the number people on payroll reported on HMRC systems is now very close to its pre pandemic level at 28.9 million compared with 29 million in March 2020. While the furlough scheme will end in September, the shortage of candidates across all sectors should mitigate any risks of a stall in jobs growth.

Sales revenue for the recruitment sector also rose month on month - again unusual for August and a sign that there is an increasing reliance on professional recruitment firms to help resource much needed skills in the professional sectors.

## August - Daily tracking shows no sign of seasonal slump

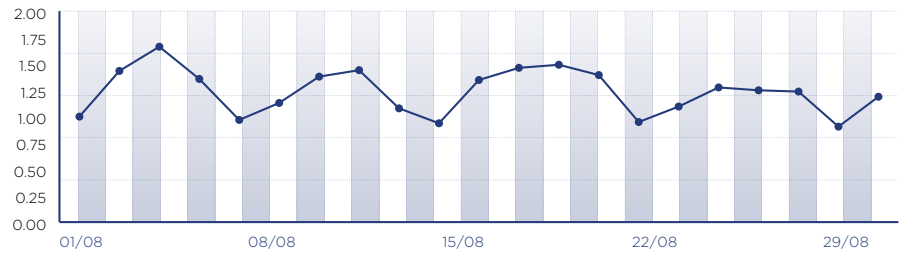
cube19 has been tracking activity on a day-by-day basis during August. Data for the first half of the month compared with the second half which had the run up to the bank holiday - showed no signs of a let up in hiring activity.



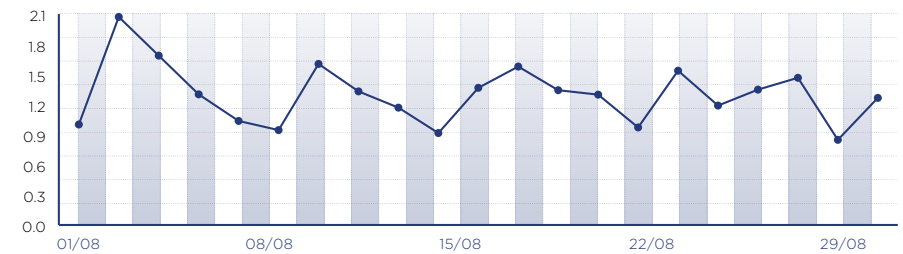
## New Vacancies

The latest daily tracking shows a tiny decrease of just 1.5% in contract vacancies in the last half of August compared with the first half while the number of new permanent vacancies held steady

Permanent Jobs Added



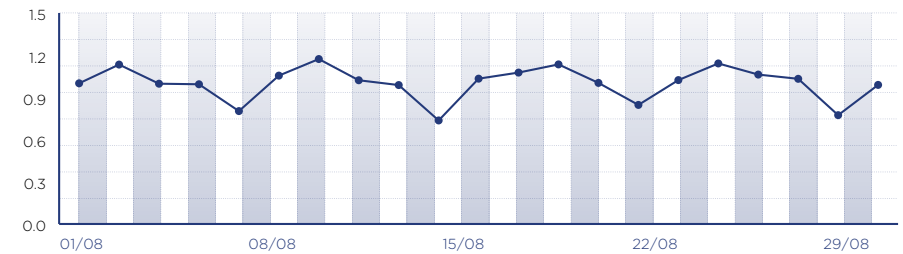
Contract Jobs Added



## Interviews

Interviews were up by 1% in the second half of August compared with the first half – a small increase but in the middle of holiday season this bodes well for September figures.

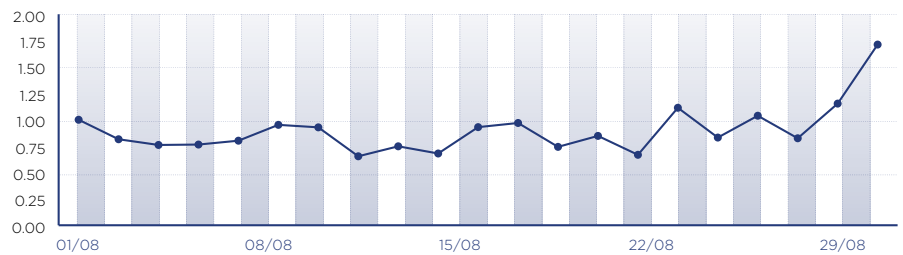
Total Interviews



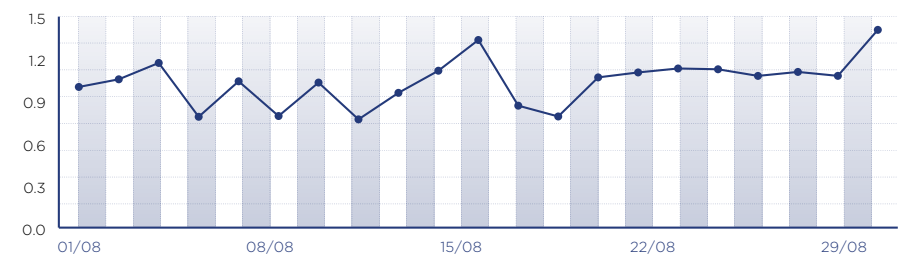
## Placements & revenue

The daily tracking data also shows that permanent placements were up 11.5% in the second half of August when compared with the beginning of the month while contract placements showed a very slight decrease – unsurprising given the bank holiday. Sales revenue for contract placements, however, was up by 13% suggesting that the placements that were made in the second half were of a higher value. Permanent sales revenue rose also rose by a healthy 21%.

Permanent Sales



Contract Sales



Joe McGuire, Chief Revenue Officer at cubel9 comments:

“July’s data was leaning towards August bucking the holiday trend and I’m pleased to say that we haven’t seen the typical dips we’d expect at this time of year. New contract vacancies are at an all-time high and this is going to further highlight the candidate shortages and the challenges around immigration.”