

# APSCo Recruitment Trends Snapshot

Powered by cube19

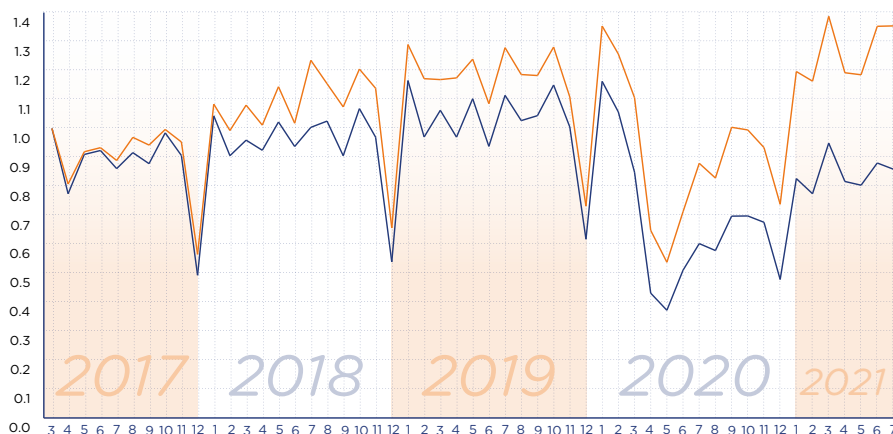


The recruitment trends snapshot is based on data supplied by cube19. Year on year increases compare July 2020 data with July 2021 data. Month on month figures compare July 2021 data with June 2021 data.

**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 Placements" value of 1 does not mean there were twice as many permanent placements made than contract placements made.

## Ann Swain CEO of APSCo comments:

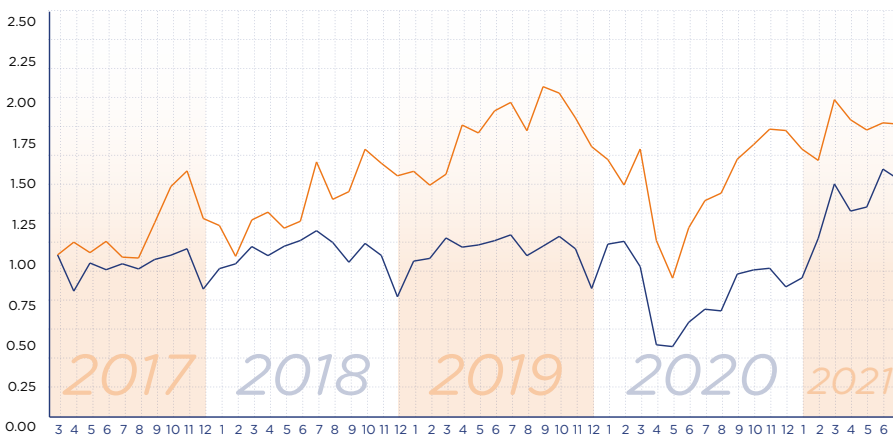
"The professional recruitment sector clearly has a major part to play in our continued road to recovery. While the recruitment sector is certainly on an upward trajectory, there are challenges ahead not only relating to the pandemic, but also surrounding the widespread talent shortages that are beginning to impact many sectors as the economy opens up and firms ramp up hiring activity. The CBI has recently called on the Government to urgently review its post Brexit immigration policy to prevent further chronic skills shortage - a sentiment we wholeheartedly endorse and we continue to lobby Government to provide a new entry route in the points-based immigration system to allow high value independent professionals to work in the UK on a project-by-project basis. We are also lobbying for the retention of digital right to work checks. UK nationals are unfairly disadvantaged by the standard Right to Work check process given that foreign nationals can now have their status checked via the UK Visa and Immigration digital service. A return to face-to-face checks will not only enforce location-based hiring but also exacerbate an already skill short labour market.



### VACANCIES

**PERMANENT**  
 ↓ 3% MoM    ↑ 43% YoY

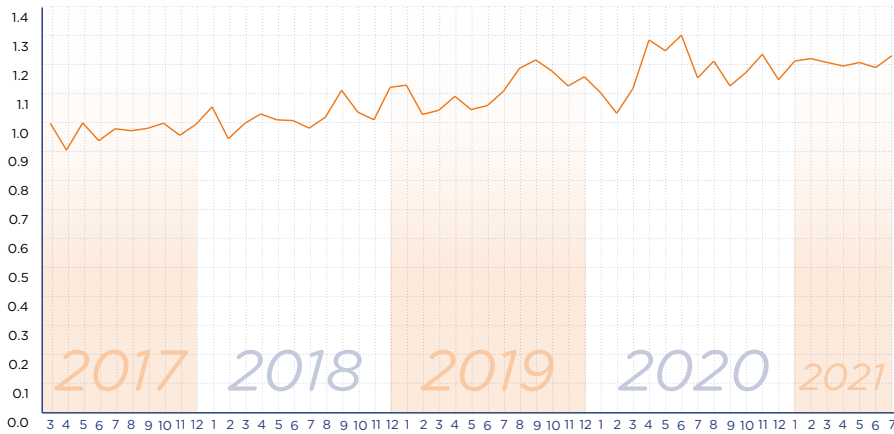
**CONTRACT**  
 0% MoM    ↑ 53% YoY



### PLACEMENTS

**PERMANENT**  
 ↓ 4.5% MoM    ↑ 121% YoY

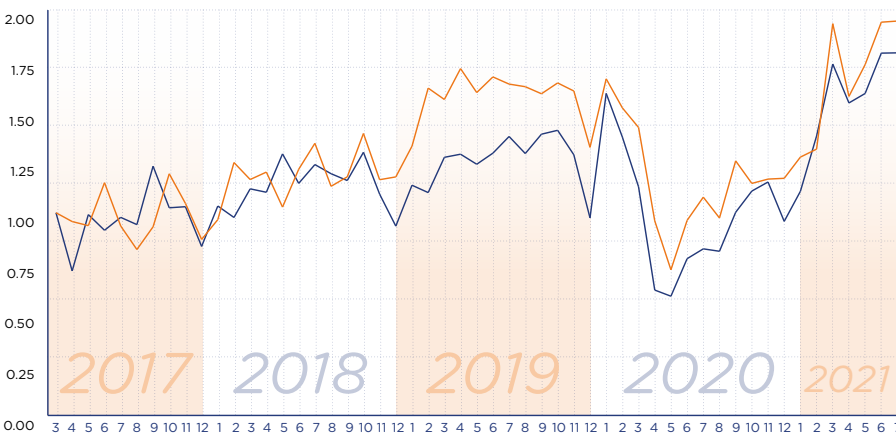
**CONTRACT**  
 0% MoM    ↑ 36% YoY



### AVERAGE PERMANENT SALARIES FROM PLACEMENTS

PERMANENT

↑3.4% MoM ↑6% YoY



### SALES REVENUE FROM PLACEMENTS

PERMANENT

↑10% MoM ↑90% YoY

CONTRACT

↑10% MoM ↑90% YoY

July data showed month-on-month growth vacancies and placements holding steady – a good sign as we would normally expect a seasonal dip at this time of year as we see the start of the holiday season.

Unsurprisingly year on year increases continue to show marked increases and now that restrictions have ended, we should see this metric continue to show monthly spikes – in fact according to recent research from Indeed, vacancies are now higher than pre pandemic levels as businesses re-open and professional sectors struggle to fill vacancies. This is further evidenced by research reports from our Trusted Partner Vacancysoft, which in its latest National Trends report which revealed that companies directly published over 210,000 professional vacancies in the first half of 2021, only 3.6% fewer than during the whole of 2020.

Sales revenue for the recruitment sector also held steady month on month and rose by 121% for permanent activity and 80.5% for contract underlining the reliance by businesses on professional recruitment firms.

## July - Daily tracking shows impact of 'Freedom Day'

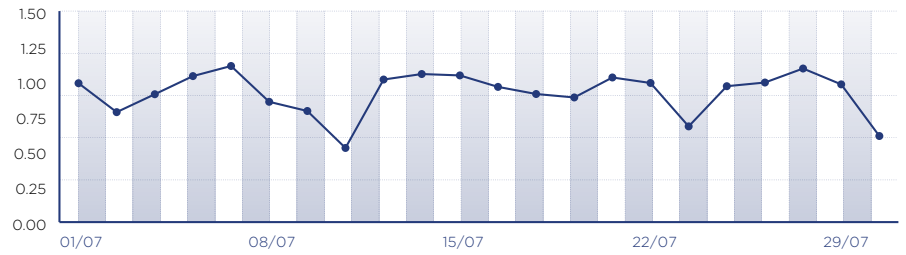
cube19 has been tracking activity on a day-by-day basis during July. The data post 19th July – the so called 'Freedom Day', when compared with the first two weeks of the month shows that all metrics either held steady or increased – a telling trend in the midst of what is the start of the holiday season.



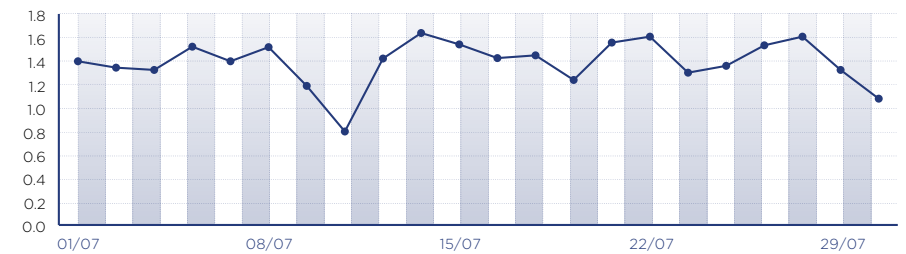
## New Vacancies

The latest daily tracking shows a 3% increase in contract vacancies in the last half of July compared with the first half while the number of new permanent vacancies were the same.

Permanent Jobs Added



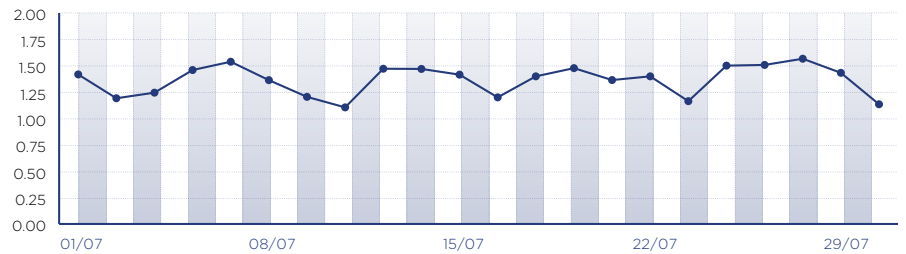
Contract Jobs Added



## Interviews

Interviews were up by 2% in the second half of July compared with the first half.

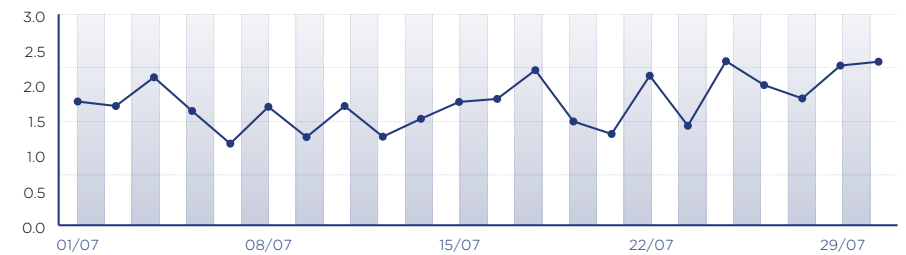
Total Interviews



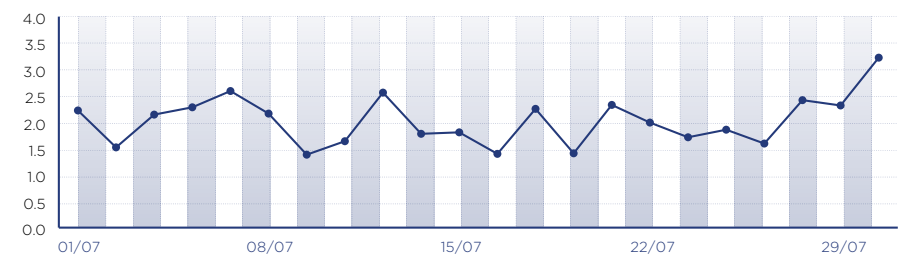
## Placements & revenue

The daily tracking data also shows that permanent placements were up 20% in the second half of July when compared with the beginning of the month while contract placements held steady. Sales revenue for contract placements also held steady while permanent sales revenue rose by 20%.

Permanent Sales



Contract Sales



Joe McGuire, Chief Revenue Officer at cube19 comments:

“It’s great to see the industry continuing to perform in such a strong way and candidate short markets are always the best place for good recruiters to earn their crust. This combined with talk of ‘The Great Resignation’ means that even if candidates aren’t proactively looking for roles, a good number are likely to be open to new opportunities when approached, which will add fuel to the fire. We are moving into holiday season which means placements might slow next month but with vacancies still being added at a very healthy rate, we may see some trends being bucked. ”

