

APSCo Recruitment Trends Snapshot

Powered by cube19

July 2021

Covid 19 Special

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

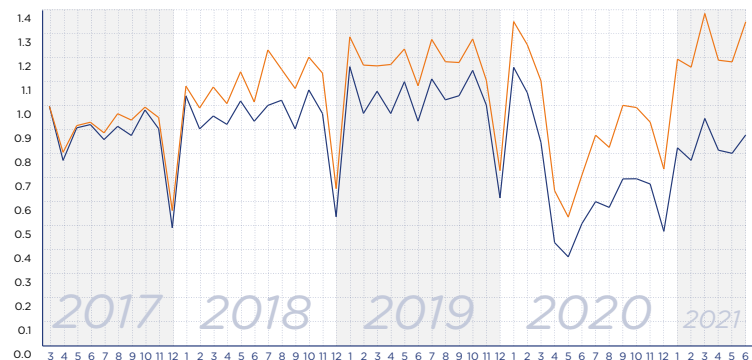
We are also providing more granular data which shows more detailed metrics week by week.

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.

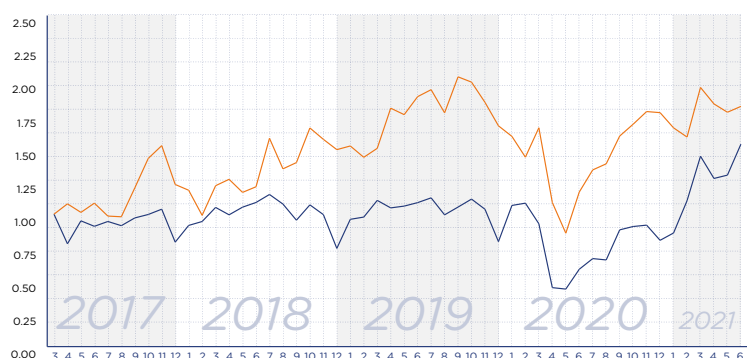
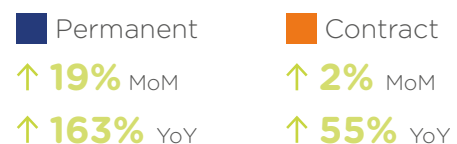
Ann Swain CEO of APSCo comments:

“The recovery trend is clearly continuing - and it is apparent that the recruitment sector has a major part to play in that recovery as proved by some of the financial results we are seeing from our larger members. Page Group has recently reported increased gross profit per fee earner in Q2 this year compared with the same periods in both 2019 (up 2%) and 2020 (up 94%), while Robert Walters’ latest trading update saw a 31% increase in gross profit compared to the same period in 2020. There is also the question of ongoing skills shortages - in fact just last month some of the UK’s biggest tech companies urged the Government to take action to address a shortage in digital skills which could hold back the post pandemic recovery. This all points to a very busy time ahead for the professional recruitment sector!”

Vacancies



Placements



June data showed a return to month-on-month growth in vacancies and placements after a slight dip in May due mainly to bank holidays and half term. Permanent job openings were up 10% compared to May while contract roles increased by 14%.

Unsurprisingly year on year increases continue to show huge spikes as we get close to the 'next normal' and with restrictions due to end on 19th July, we expect this upward trajectory to continue. This is further evidenced by other reports from organisations such as the CIPD which, in its recent Labour Market Outlook report, pointed to both employer optimism in terms of hiring intentions but also major skills shortages suggesting that niche professional recruitment firms will be more important than ever during the recovery.

Sales revenue for the recruitment sector also showed substantial month on month growth- up 12% across both permanent and contract placements and up a whopping 77% and 102% respectively year on year which exceeds the record breaking figures from March which stood at 6% and 36%.

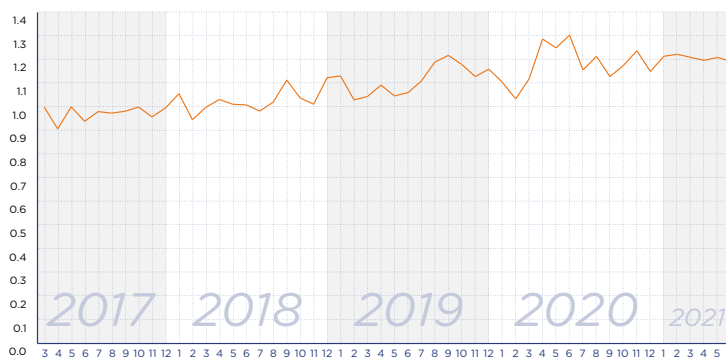
Average permanent salaries from placements

↓ 1.5%

MoM

↓ 8%

YoY



Sales revenue from placements

Permanent

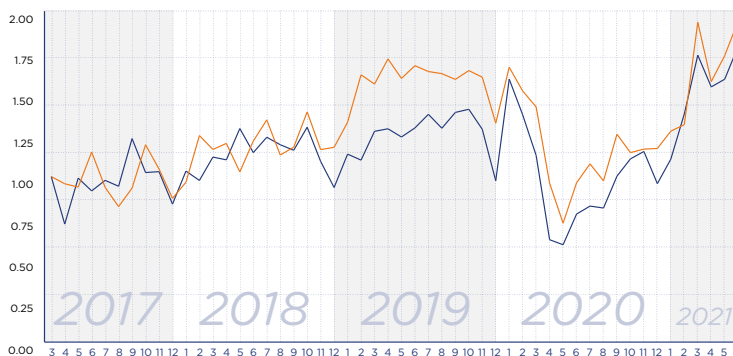
Contract

↑ 12% MoM

↑ 12% MoM

↑ 132% YoY

↑ 102% YoY

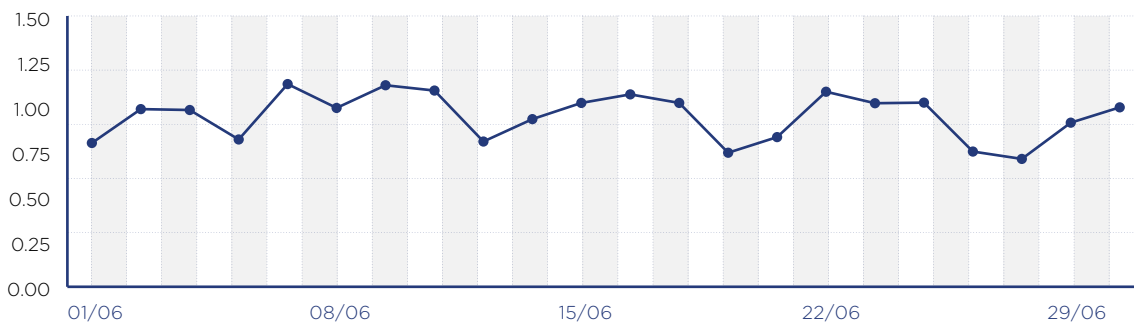


June - Daily tracking points to July spike

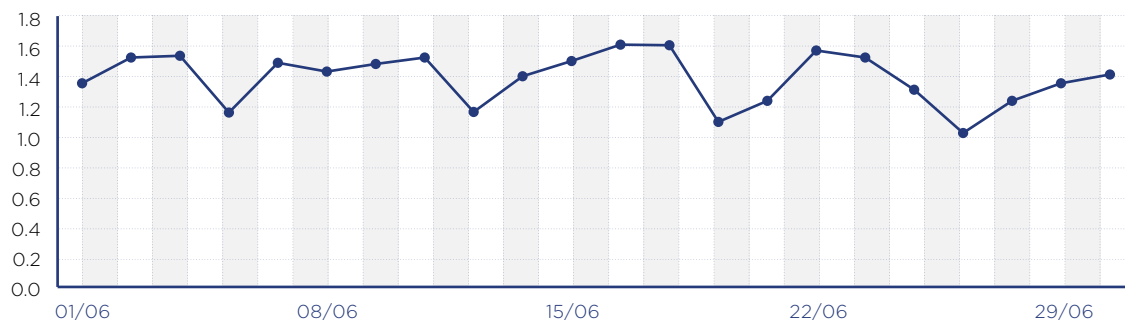
cube19 has been tracking activity on a day-by-day basis during June. The data for the end of the month when compared with the beginning shows that some metrics - around new vacancies - show a slight dip - driven by Government announcements and the rest are showing growth.

New Vacancies

Permanent Jobs Added



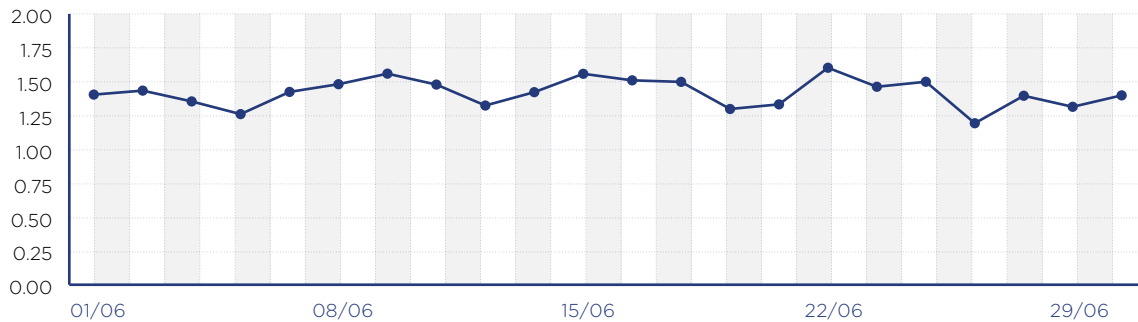
Contract Jobs Added



The latest daily tracking shows a -3% decrease in contract vacancies in the last half of June compared with the first half and a 5% decrease in permanent vacancies – this is due mainly to the announcement on 14 June that the lifting of restrictions would be delayed by four weeks and we expect to see a correction of this in July.

Interviews

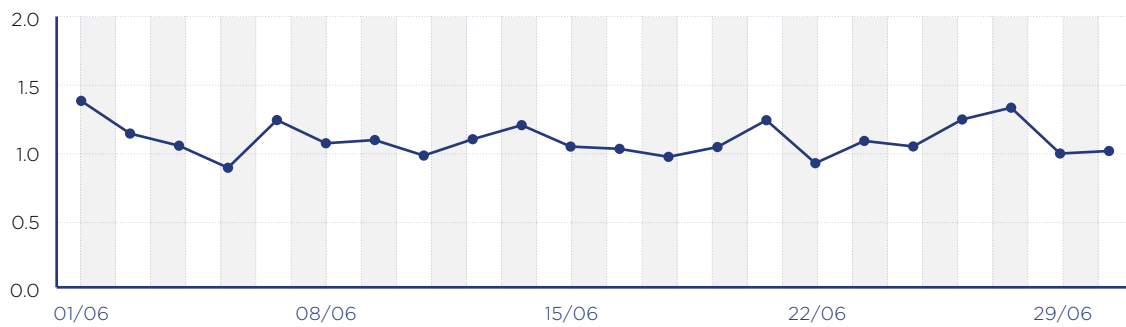
Total Interviews



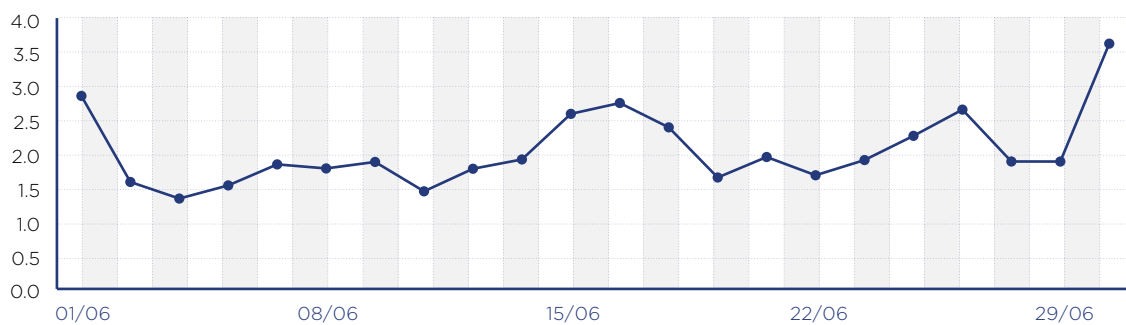
Interviews were down by 1% in the second half of June compared with the first half.

Placements & revenue

Permanent Sales



Contract Sales



The daily tracking data also shows that permanent placements were up 6% in the second half of June when compared with the beginning of the month which, given that vacancy levels dipped slightly is a great indicator of recruitment form success. Contract placements also rose by 3% - and sales revenue for contract placements rose by 20% suggesting higher value assignments. Permanent sales revenue rose by 2%.

Joe McGuire, Chief Revenue Officer at cube19 comments:

“June represented impressive double digit growth in almost every area which is exciting for the industry. However agencies, like their clients, are finding it challenging to hire and onboard talent quick enough to keep up with demand. This is leading to a rapid upward trend of leaders looking to harness the true value of their own data to improve the efficiency of their recruiters.”

