

# AUGUST 2020 RECRUITMENT UPDATE

By talking to local businesses and professional candidates we have collated informative, useful data to give an overview of the Oxfordshire recruitment market.

We aim to provide information and commentary on trends to aid decision-making through 2020 and beyond.

## Recruitment Plans

[we asked companies]

### Are you planning to hire in the next 3 months?

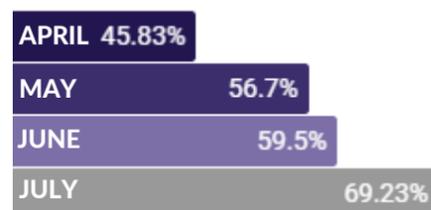
As the market recovers and becomes more secure, we see a steady increase in the number of companies looking to hire permanent resource again.

We suspect the peak in those looking for contractors last month was as a result of companies who would have usually used contractors all year round, finally feeling

secure enough again to recruit. This month we see it settle to around the 10% mark again.



Companies planning to hire contract resource (%)



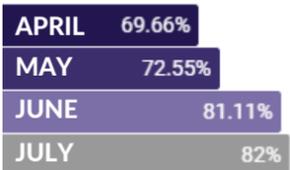
Companies planning to hire permanent resource (%)

[we asked professionals]

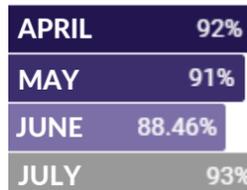
### Are you looking for a new position in the next 3 months?

In July, we have seen the number of permanent staff looking for new positions hold steady, whilst the number of contractors on the market took a little bit of an upturn, returning back to just over 90%.

We expect both figures to hold steady so long as the lockdown measures continue to ease.



Permanent candidates looking for a new position in the next 3 months. (%)



Contractors looking for a new position in the next 3 months. (%)

We would usually be seeing the recruitment market drop off and slow-down as we enter the summer months with both candidates and hiring managers taking annual leave. However due to the COVID-19 pandemic and travel restrictions, we expect this year will not follow any of the usual seasonal trends and recruitment will continue throughout to make up for the lost time and uncertainty earlier this year.

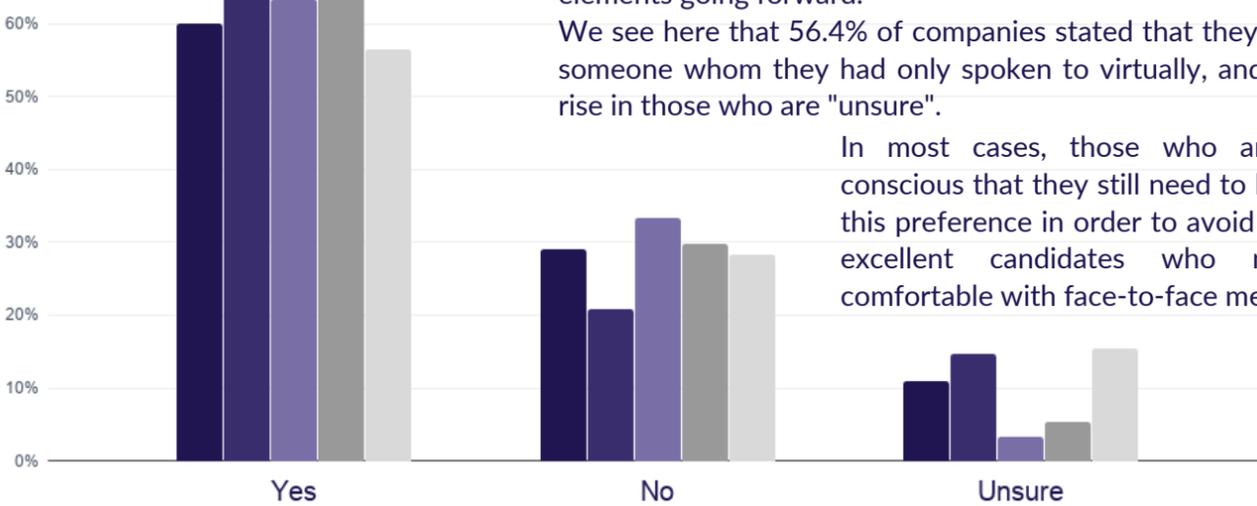
## Virtual Hiring

### Would you hire a candidate without physically meeting them?

Up until now, we have seen a consistently high number of companies supporting the virtual onboarding process. July is the first month where we have seen a slight drop off to under 60%.

Virtual interviewing has been very successful for companies during the lockdown period. So much so that 100% of the companies that we spoke to who have used virtual interviewing methods during the lockdown plan to incorporate virtual interviews in their process going forward.

Legend: March (dark blue), April (medium blue), May (light blue), June (grey), July (light grey)



Despite this success, as lockdown measures ease and face-to-face interviews become more common again, **around half of those we spoke to** said they would like to incorporate some face-to-face elements going forward.

We see here that 56.4% of companies stated that they would still hire someone whom they had only spoken to virtually, and we also see a rise in those who are "unsure".

In most cases, those who are unsure are conscious that they still need to be flexible with this preference in order to avoid missing out on excellent candidates who may not be comfortable with face-to-face meetings just yet.

## Not interested in recruitment right now?

No problem!

We are always looking for ways to help and advise local companies to keep Oxfordshire businesses thriving.

[Visit our website](#) to find blogs, information and tips on subjects such as Working in a post-COVID reality, Virtual Interviewing and Onboarding and Changing attitudes to remote working.

We also sponsor a number of Oxford-based networking events. We do this in order to support the local Developer community by providing a space for learning and sharing knowledge.

Currently, the .NET Oxford events are taking place online. To learn about the next meeting and speaker topics, please visit [.NET Oxford meetup page](#).

## If you are thinking of growing your team?

We'd love to help. Despite current uncertainties it's clear that many companies are dedicating time and effort to recruiting and growing their teams.

Contact us today for further information, salary benchmarking, competitor analysis reports and to discuss upcoming roles.

Data collected from businesses known to Corriculo Ltd.

Please contact us for full data or with any further questions you may have.

## Corriculo Ltd.

**OXFORD OFFICE**  
The Magdalen Centre  
Oxford Science Park  
OX4 4GA  
Call us : 01865 784336

**BRISTOL OFFICE**  
Temple Quay  
1 Priory  
BS1 6EA  
Call us : 0117 344 5004

Email us : [letstalk@corriculo.co.uk](mailto:letstalk@corriculo.co.uk)

