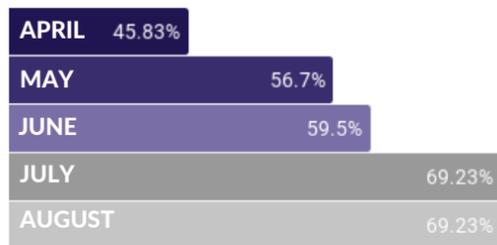


SEPTEMBER 2020 RECRUITMENT UPDATE

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

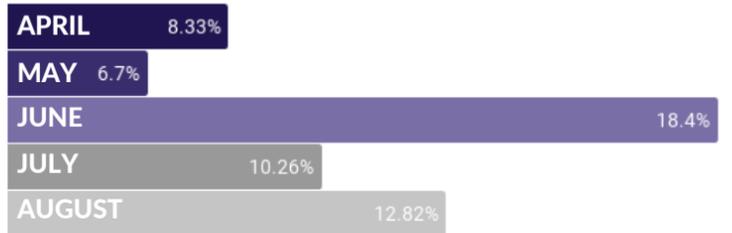


Companies planning to hire permanent resource (%)

Once again we see the contract recruitment market increasing. At a time of such uncertainty and having learned lessons over the last 6 months about the importance of a diverse and flexible workforce, we expect some businesses are starting to consider contractors for new positions.

[we asked companies]
Are you planning to hire in the next 3 months?

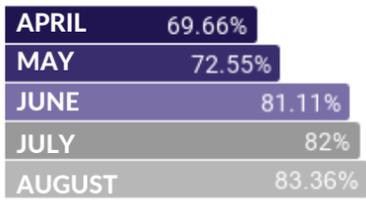
In August, the permanent recruitment market continues steadily with around 70% of the companies we spoke to looking to hire in the next 3 months. This is unusual for this time of year, as in August we usually see recruitment drop-off due to holidays and annual leave - another consequence of the Coronavirus pandemic and travel bans for this year.



Companies planning to hire contract resource (%)

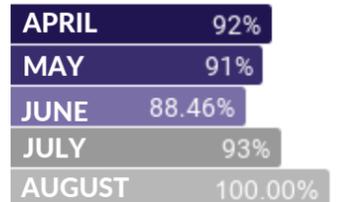
[we asked professionals]

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



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

This month we have seen an increase to 100% of the contractors we regularly speak to, looking for a new job in the next 3 months. The number of permanent candidates currently looking for new opportunities has been steadily increasing since June but we expect for this to continue rising in the coming months.



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

Looking for recruitment advice?

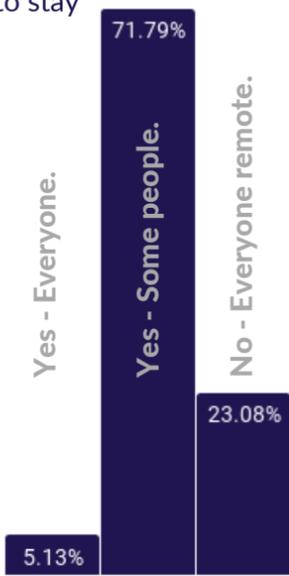
We're offering FREE, personalised recruitment advice for companies. [Book a time and date to suit you](#), and one of our recruitment experts will be in touch.

Recruitment Trends

Over the next three months, do you plan to have any staff return to the office?

From this survey, we find that 70% of companies plan to return *some* of their staff to the office in the next 3 months with just over 20% choosing to stay fully remote.

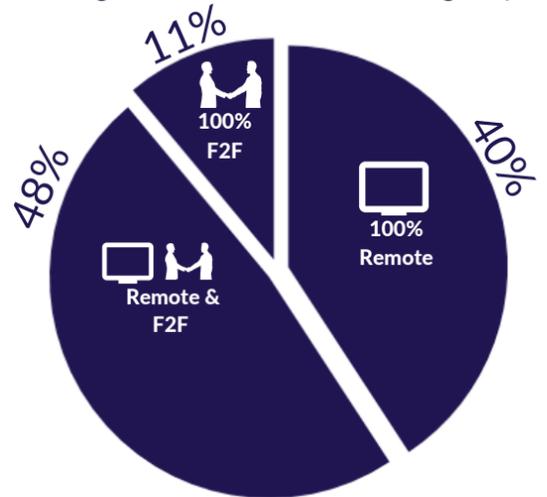
Although we expect that more companies will choose to return to the office over the coming months, we're unable to predict how many this will be just yet. We plan to keep monitoring this.



If you have an interview planned, or are thinking of booking interviews at the moment, how is that interview going to take place?

Earlier in the year, during lockdown, we saw an unprecedented rise in the number of companies choosing a 100% remote interview method for growing their teams. As lockdown measures ease, we see the majority of companies opting for a remote and face-to-face (F2F) interview method, but with a high percentage (40%) still choosing to use remote interviewing only.

This may show a change of interview processes due to the success of remote working and interviewing over the past few months, but it's so far too early to tell as it could just be the start of a shift back to the workplace.



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 changing attitudes to remote working.

We also sponsor a number of Oxford-based networking events. We do this 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.

Corriculo Ltd.

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