

OCTOBER 2020 RECRUITMENT UPDATE

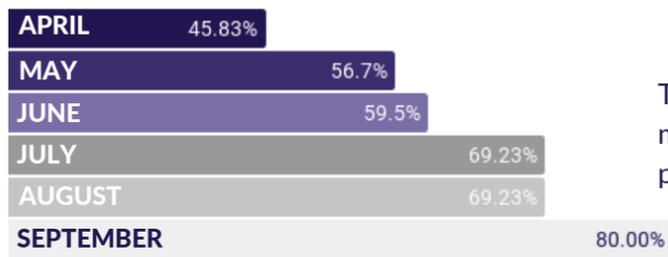
By talking to local businesses and professional candidates we have collated informative, useful data to give an overview of the Oxfordshire recruitment market. We aim to provide information and commentary on trends to aid decision-making through 2020 and beyond.

Recruitment Plans

[we asked companies]

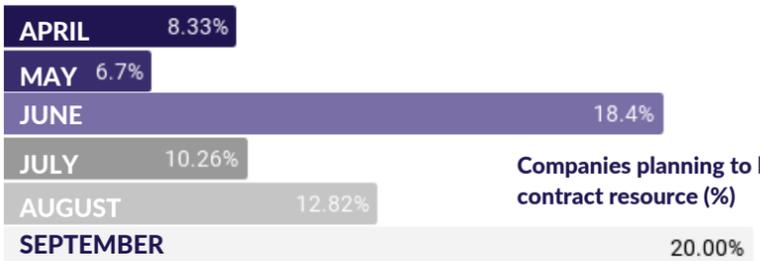
Are you planning to hire in the next 3 months?

This month we see a 6 month high in the permanent recruitment market, with 80% of companies we spoke to looking to recruit to a permanent position in the next 3 months.



Companies planning to hire permanent resource (%)

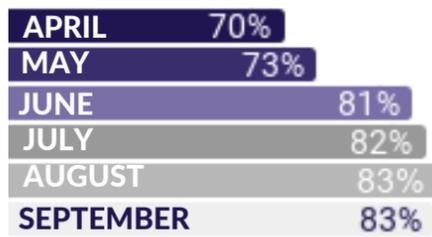
Similarly we see an increase in the contract recruitment market too with an 8% rise in companies looking to hire a contractor in the next 3 months.



Companies planning to hire contract resource (%)

[we asked professionals]

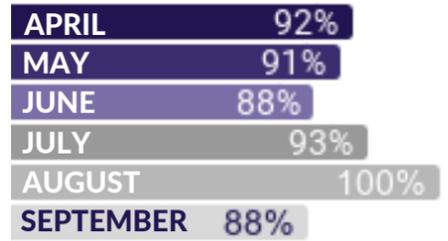
Are you looking for a new position in the next 3 months?



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

We see the candidate market for tech positions continue to thrive during the pandemic, with the permanent candidate market holding steady at just over 80% for the last 4 months, and the contractor market returning to 88% as it was in June.

We expect to see candidate interest remain consistently high over the coming months, whereas, we would usually see a drop off around the end of the year.



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.

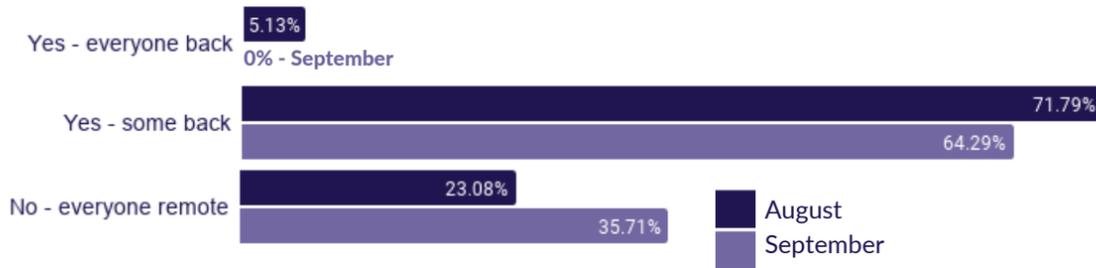
Recruitment Trends

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

Although in August we saw 5% of companies planning to return all staff to the office in the next 3 months. We can see that these plans have changed considerably.

In September we see that more companies are opting for staff to remain working from home for at least the next 3 months and less choosing even a partial return to the office. Though a partial return is still the preferred option by 64% of the companies we spoke to, there are fewer choosing this than the previous month.

Companies planning to return their staff to the office in the next 3 months. (%)



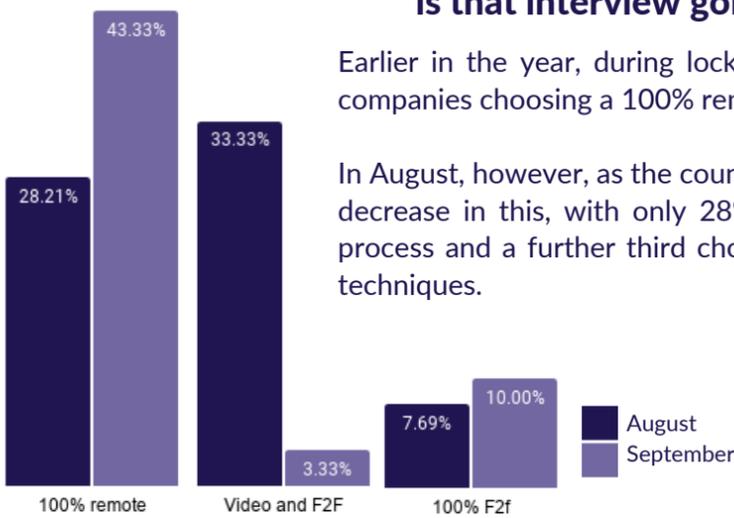
This is not surprising given the recent increase in COVID-19 cases in the UK and the changes to government advice about office working.

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 process.

In August, however, as the country was encouraged to return to the office, we saw a huge decrease in this, with only 28% of companies still opting for a fully remote interview process and a further third choosing a combination of video and face-to-face interview techniques.

This month, we saw a huge shift away from techniques including face-to-face, and instead companies turning back to the 100% remote interviewing techniques (43%) used earlier in the year.



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.

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