

# DECEMBER 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 and planning into next year.

## Recruitment Plans

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



We can see that the number of companies looking to recruit permanent staff is increasing as we near the end of 2020.

This is unusual as in Q4 we usually see a slow down on all recruitment as we enter the festive period and people begin taking annual leave.

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



We have seen the contractor recruitment market decrease from last month with only around 11% looking to hire contractors in the next 3 months, we suspect that this may be due to the looming IR35 change coming next year.

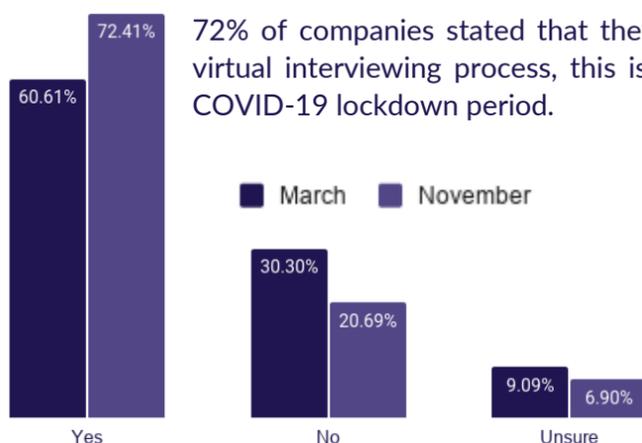
## Looking for recruitment advice?

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

With the recent lockdown restrictions and regional tier system in place for the coming months, we have been working with local businesses to understand the impact on their recruitment and how their decision making processes have changed in comparison to the beginning of the last lockdown period.

### Would you consider hiring someone you had only met virtually?



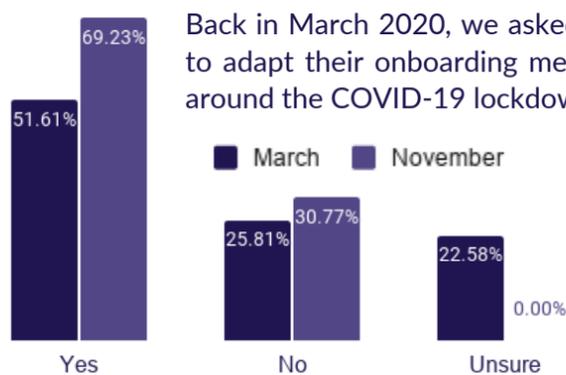
72% of companies stated that they would consider hiring someone they had only met through a virtual interviewing process, this is around 12% higher than we saw at the beginning of the last COVID-19 lockdown period.

During the previous lockdown period, we know that companies who used virtual interviewing and onboarding were incredibly successful with

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companies who used these methods effectively hiring someone to join their organisation.

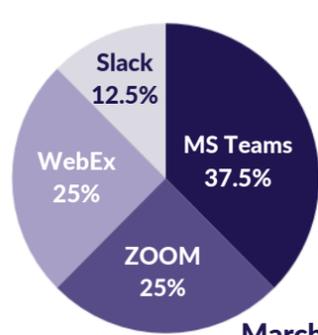
### Have you adapted your onboarding methods post-COVID?



Back in March 2020, we asked companies a similar question related to whether they were planning to adapt their onboarding method and process to suit the new circumstances and way of working around the COVID-19 lockdown.

We asked companies once again in November, and found that since March 18% more have changed processes for onboarding new starters.

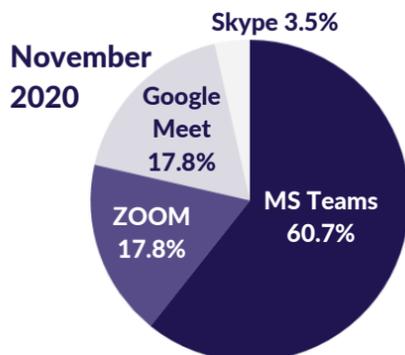
### What online tools do you use for virtual communication?



March 2020

In comparison to the beginning of the first lockdown period, we see that 22% more companies are opting to use MS Teams for their virtual communication & interviews.

We suspect that this is due to companies investing in these instant and video messaging applications for long term use, rather than relying upon free services.



November 2020

## 2021

In 2021, we plan to continue working with local companies and professionals to help share insights from across the Oxfordshire market. If you would like further information on any of the topics covered in the infographic, please get in touch.

If you're thinking of growing your team, or would like more information about the current recruitment market, we will be working throughout the festive period to offer consistent and continuous support, please get in touch.

Keep safe. Merry Christmas and a Happy New Year from all of us at Corriculo.

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)

