

## Market Update January - March 2021

By talking to the companies and candidates we work with, we have pulled together a review of the current market as well as upcoming trends and changes.

If you would like to discuss anything in this report with us further, please get in touch.

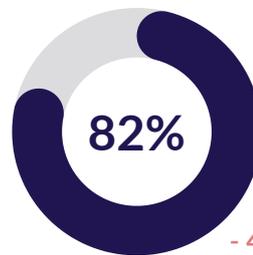
### In the next 3 months...

Permanent recruitment levels remain high with more than 80% of companies planning to hire in the next 3 months.



*The 2nd quarter of the year is typically buoyant, so after understandable market uncertainty this time last year, it's good to see the market returning to type, potentially aided by some demand deferred from last year.*

- Graham Bruce, Account Management Director, Corriculo



of companies are planning to hire permanent staff in the next 3 months

- 4% on 2020 Q4



of companies are planning to hire contract staff in the next 3 months

+ 177% on 2020 Q4

Contract recruitment has increased by 177% since last quarter.

*The increase is likely attributable to newly released budgets for the new financial year and in line with what we would expect to see. IR35 may also be a factor now that companies have carried out determinations*

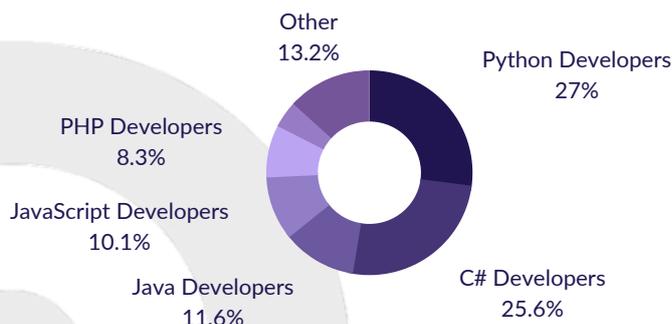
- Shanice Peart, Account Manager, Corriculo



### Active candidates

By tracking the candidates we're talking to who are looking for positions each month, we can track which development languages are most available in the local recruitment market at the moment.

Python and C# are by far the most commonly used languages by Developers entering the market.



*Locally, C# and Python have historically been two of the most dominant technical skills and remain in high demand. With market scarcity, organisations are having to adapt, either taking on junior candidates and providing training, or increasing salary to secure the best talent.*

- Megan Robertson, Account Manager, Corriculo



## Market Review

Since the start of Q3 2020, the number of IT jobs on the market has increased substantially. According to the 2020 *Skills and Jobs report*, 'Advertised roles in the digital tech sector have grown 36% since June [2020]' demonstrating the increased opportunity for IT and tech professionals.

**The pandemic has amplified the tech skills gap in the UK, as businesses recognise the increased value of IT and tech support and the industry has proven itself as a catalyst in keeping businesses afloat.**

-Tech Jobs Barometer, techuk.org (March 2021)

### Most in demand tech skills in UK

- Cyber security
- Cloud
- IT support
- Coding
- Data analytics
- Artificial intelligence
- Web designing & UX

[Source: cwjobs.co.uk]



*With the shift to remote working, we've seen the majority of our clients adopt cloud-based collaboration tools to help manage their teams remotely. Due to the increased reliance on these tools, it's no surprise to therefore see an increase in the number of roles being recruited to support these technologies and underlying infrastructures.*

- Rebecca Ace, Account Manager, Corriculo

### With this in mind, we asked organisations...

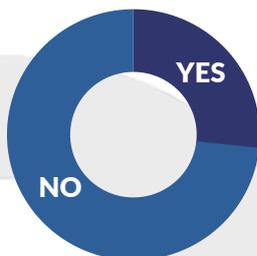
Since March 2020, have you adapted your benefits package to attract new talent?



Unsurprisingly, from the companies we spoke to, the most common change to their benefits package was to include flexible and remote working options. Although these working styles were obviously around before the lockdown period of the pandemic, due to them being enforced across the country, businesses have now realised that this practice is realistic and achievable.

The next biggest change companies admitted to making to their benefits package was around their holiday allowance and flexibility to buy and sell holiday to suit the individual. We suspect this is the next most popular as the changes to our lifestyle in the past year have caused employees to re-evaluate their work-life balance and want more control going forward.

### Have you considered retention incentives or techniques for your existing staff?



From the results of our survey we know that this is only something that 26% of companies have considered in the past year.

But those who have implemented retention initiatives have mainly focused on upskilling, training and challenging their staff by offering cross-departmental projects.

If you would like to discuss any element of this report with us in more detail, please contact your Corriculo Account Manager, or email us at [letstalk@corriculo.co.uk](mailto:letstalk@corriculo.co.uk)

# corriculo