

# Recruitment Realities in a COVID-19 World



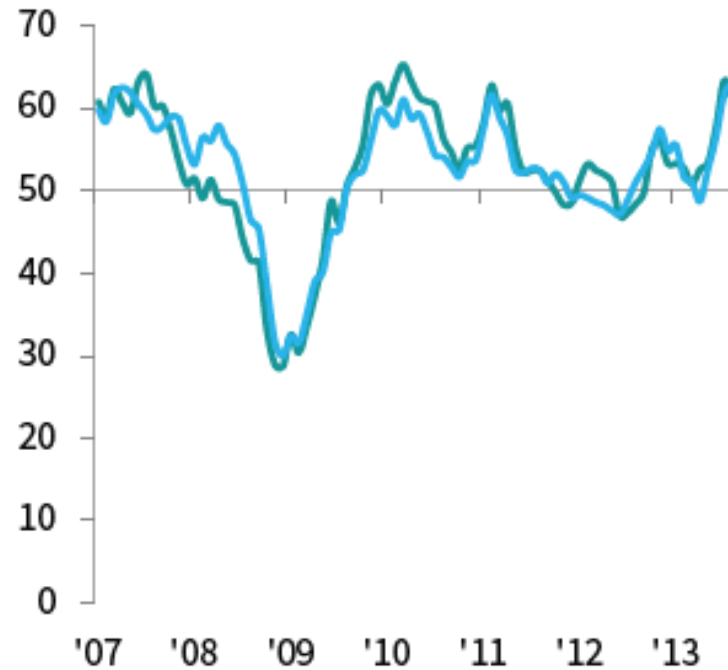
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[www.arraspeople.co.uk](http://www.arraspeople.co.uk)

# You thought 2008 was difficult?

## Permanent Placements Index / Temporary Billings Index

sa, >50 = growth since previous month



Source REC/KPMG Report on Jobs UK

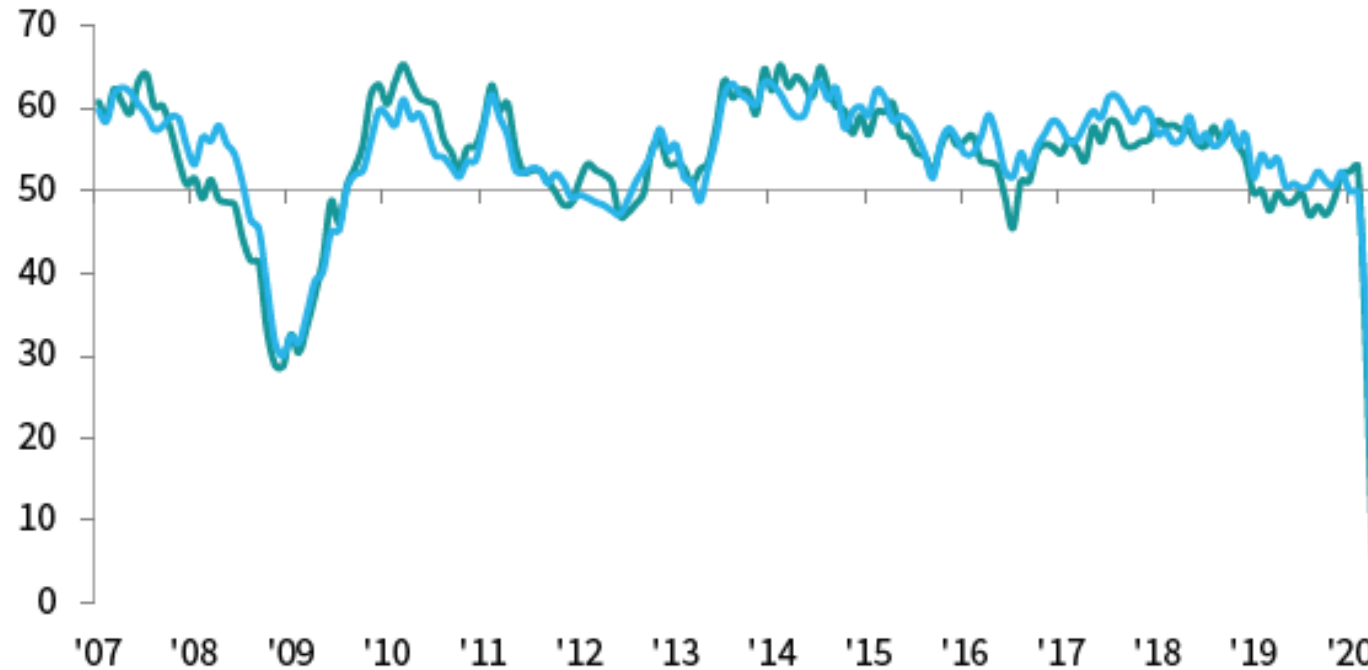
## 2008 – A Strange Recession!

- Double Dip, Triple Dip – No, just a Single Dip (when ONS caught up!)
- Zombie companies
- High Employee Retention - for a recession
- Lots unemployed for the first time
- Inexperienced Job Seekers & Government Support
- Dash to the Public Sector – 2% increase looked good
- Middle Classes became Consultants not Unemployed
- Sellers Undercutting the Market
- Buyers Market

# The Reality of COVID-19

Permanent Placements Index / Temporary Billings Index

sa, >50 = growth since previous month



Source REC/KPMG Report on Jobs UK

# Coronavirus: UK Economy hit by worst contraction in 41 years

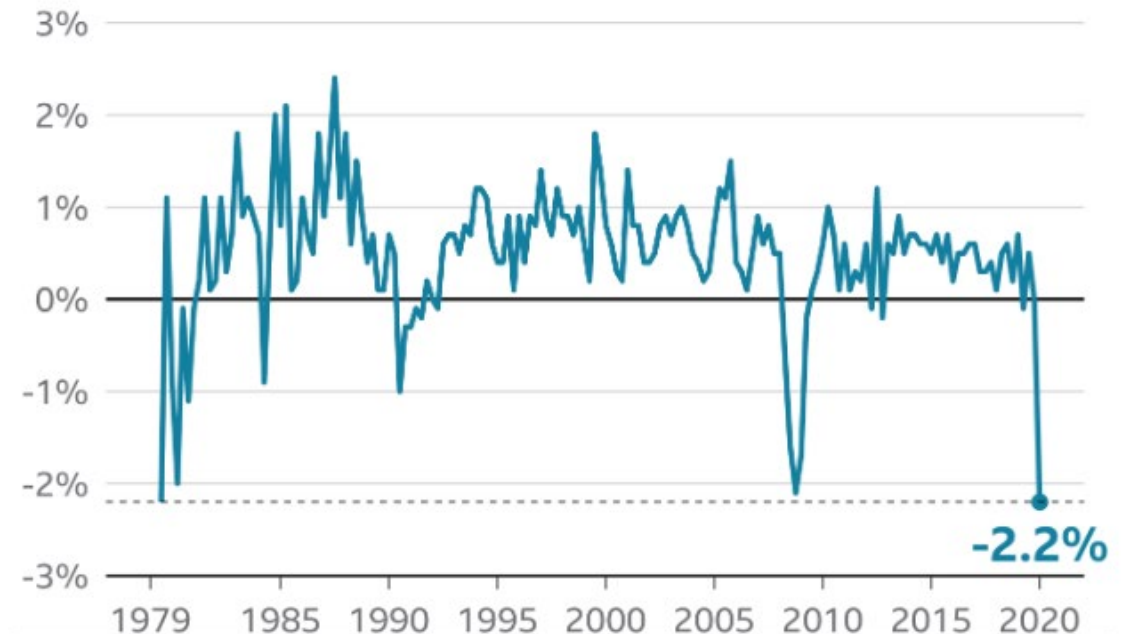
Between January and March 2020, the UK economy contracted 2.2% in the joint largest fall since 1979

Q1 contained just nine lockdown days

Recent ONS monthly figures showed the economy plummeted by 20.4% in April

## UK economy in worst quarterly fall since Q3 1979

GDP, % change on previous quarter



Source: Office for National Statistics



## 2020 – A Delayed Reality

- Furlough Scheme to October
- Government Loans and Grants for Companies
- Government Support for Self-employed

**Real immediate impact for some.  
Delaying the inevitable for many?**

# 2020 Recession – Are you ready?

- Significant increase in competition
- Changing recruitment processes – Good on Zoom?
- Changing ways of working – Remote On-boarding
- Changing attitudes to work and travel
- Any port in a storm! – even with IR35 Public Sector may look good
- Buyers Market

# And the future?



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- V, U, W or L shaped Recession?
- Second wave of virus?
- Many organisations are in survival mode
  - Changes are being driven at the operational level; needs must rather than projects
- Dust needs to settle then change programmes will emerge:
  - Efficiency; Cost reductions, NPI
- Government spending will have a significant impact on the speed of the recovery
- BREXIT opportunity is unknown



# Final Word

**Wherever we are in the economic cycle, there are always winners and losers; be that organisations or individuals**

That's All Folks.....