

# The Scottish Recruitment Market - Whatever the vote – the future is bright

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With a continued focus on the Scottish professional recruitment market, The Association of Professional Staffing Companies (APSCo) says that while there is undoubtedly uncertainty around the upcoming independence vote, recruitment firms have every reason to feel optimistic.

“There is no doubt that there are likely to be funding constraints which may affect public sector related business – in the case of a Yes vote there will be the inevitable replacement and funding of a large number of UK provided services and whatever the outcome the referendum may well have a subduing effect on spending,” says Ann Swain, Chief Executive of APSCo.

However, APSCo says that despite the uncertainty surrounding the vote, the outlook for the Scottish recruitment market is looking extremely healthy. At APSCo’s recent Scottish Members’ Meeting, figures from Agile Intelligence revealed that the Scottish recruitment market is worth over £2.5 billion with an estimated gross profit (net fees) of placements transacted in Scotland in the region of between £500m and £450m. Just over 4% of all recruitment firms are based in Scotland.

“Scottish firms on aggregate have seen average or above average net fees growth in 2014 and the outlook should remain positive as economic recovery broadens geographically and across more industry sectors,” says Sue Dodd of Agile Intelligence. “Despite the slowdown in North Sea production, there is continued strength in the energy job market together with some recovery in the financial services sector. We are also seeing signs of a wider upturn in business support services and construction.”

APSCo says that whatever the vote, it will be supporting Scottish professional recruitment firms all the way. “As the only recruitment trade body with an international footprint, we are used to representing firms in other countries”, says Ann Swain. “An independent Scotland will make no difference to the support and representation we will provide. In fact we have a full programme of events scheduled for the rest of 2014 including a Members’ Dinner in Aberdeen, CMI accredited training in Edinburgh and we’ll also be speaking at a Talent Leaders Connect event in Glasgow.”

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Tracey Barrett  
BlueSky PR  
01582 790702  
0771 2281631  
tracey@bluesky-pr.com