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THE ADECCO GROUP

# Brexit tracker

Autumn 2018

Data collected as part of the survey for the CIPD/  
the Adecco Group Labour Market Outlook (LMO), Autumn 2018

[adecgroup.co.uk](http://adecgroup.co.uk)



# Why are organisations not jumping into action?

Even with a newly signed Brexit agreement, UK firms still seem to not be planning any changes. According to the autumn version of the Adecco Group UK&I Brexit tracker, nearly half of all organisations have taken no action with relation to their workforce as a direct result of the vote to leave the EU.

Although this research was carried out before the UK and the EU reached the recently announced agreement, the proximity of the March 2019 deadline would have suggested that businesses would have started laying the groundwork – getting ready for whatever deal arrives in whatever format.

Having seen the number of organisations who felt they had enough information to start making decisions about their post-Brexit recruitment strategy rise for the first year of our tracker, the last two editions has seen that figure drop off.





# Public sector loses confidence in a post-Brexit recruitment world

The fall might well be a reflection of the changing political landscape, and that information businesses previously thought was assured suddenly becomes less so.

Delving into the numbers, it seems that the specific reason for the fall appears to sit within the public sector, which has seen confidence in this area drop by half, from 29% to just 14%.

By contrast, the private sector seems more consistent. 30% of the private sector feel they are ready to make decisions.

A similar story can be seen when asking organisations about their opinion on the impact of future EU immigration policy. This measurement has consistently found that UK companies expect this will impact them negatively going forward, but positivity fell to its lowest level in this survey. Only 8% of public sector organisations believe future EU immigration policy will have a positive impact on them, this is compared to 16% in the private sector and up from 15% during the previous quarter.

What is unclear from our data is exactly what has changed in the intervening period to cause only the public sector to become less confident about a post-Brexit recruitment world.

London also became less likely to be confident about making future recruitment plans, but equally did not become any less positive about the future, if anything just a little more ambivalent.

Does your organisation have enough information yet to start making decisions about your post-Brexit recruitment strategy?

Public Sector:

14%



Autumn 2018

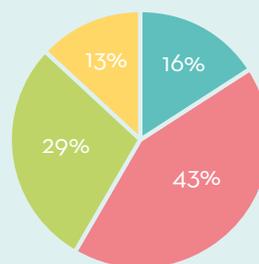
VS

29%

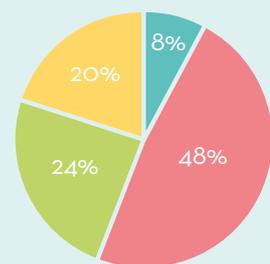


Summer 2018

What impact do you expect future EU immigration policy to have on your organisation?



Summer 2018



Autumn 2018

Positive Negative No Impact Don't know

(Figures are rounded so do not add up to 100%, and include all sectors and regions)



# There is still a lot that organisations can be doing

Although the future may still not be 100% clear for UK organisations, that does not mean they are stranded and helpless, there is plenty they can be doing to prepare.

According to the autumn 2018 Brexit tracker, only a small minority of organisations have even taken the step of reviewing their talent management strategy, performing a workforce audit or identifying job roles which have high proportions of EU nationals in their company.

Even options that companies could put in place without knowing the exact elements of a future deal with the EU are not being taken up. Only 13% have decided to focus on upskilling the current workforce, while an array of ideas to diversify the workforce only received single digit responses.

As the Adecco Group demonstrated in the recent report, [Brexit: retaining talent through change](#), created with academics from the Institute for Employment Studies, organisations do not need to wait for certainty in the future state of the UK's relationship with the EU to start tackling their recruitment challenges. The report sets out a number of very simple things that businesses of all sizes can do right now.

Which of the following steps, if any, has your organisation undertaken as a direct result of the vote to leave the EU?

Reviewed talent management/recruitment strategy



Identified roles where the share of EU nationals is particularly high



An audit of the workforce





# Smaller businesses think they will escape the impact

Nearly three in ten (31%) respondents believe that future EU immigration policy will not impact the future performance of their business.

This figure seems pretty high already, given some of the media commentary, but gets even higher in smaller companies. Even for the very largest companies, nearly one in five (18%) think that they won't be impacted by changes to the immigration system, however, a majority of those employing fewer than ten people expect no impact.

These smaller organisations are certainly unlikely to be making any plans for changes in the future related to recruitment, but as this research was conducted before an agreement was reached, how could they be sure?

All organisations should be taking a look at their internal practices in the light of Brexit, even if it's just to know where they are so they can make decisions when the time is right.

