

Insights:

Monthly Snapshot Report



October | 2020

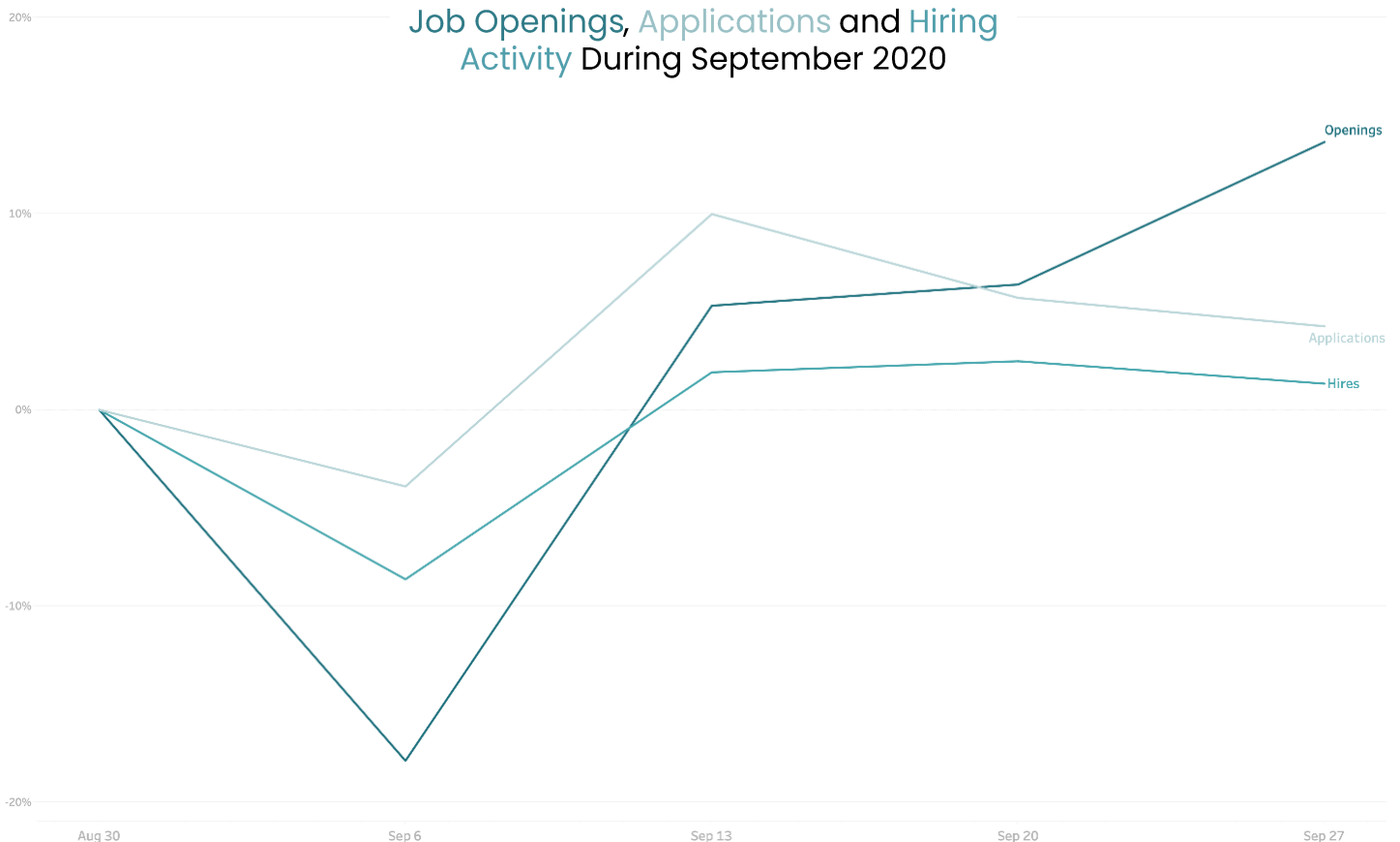


Executive summary

- In September, job opening activity steadily increased, indicating that **an uptick in hires is just around the corner**. Overall **hiring activity in Q3 paints a promising picture**.
- The **retail industry is rebounding at a slower rate** than other industries are.
- There's been a **consistent increase** in the proportion of **executive-level roles being filled by women**.
- There's been a **decrease in the number of active female job seekers** actually applying to jobs.

Platform Indicators

Job Openings, Applications and Hiring Activity During September 2020



The dip in activity in the above graph is due to Labor Day and happens each year.

iCIMS' platform data is drawn from its proprietary database.

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The quarter ends with promise

The second quarter of 2020 brought with it the need for organizations to rework entire business models and hiring strategies in response to nation-wide shutdowns.

The impact that this had on the U.S. economy was widespread. Many businesses had to scale back and/or pause their hiring efforts, as indicated by overall job opening and hiring activity during the months of April, May, and June of 2020.

In Q3 (July–September 2020), and after employers and professionals spent several months acclimating to this new era of work, we saw our platform indicators return to pre-pandemic levels of activity.

Change in Platform Indicators from Q1





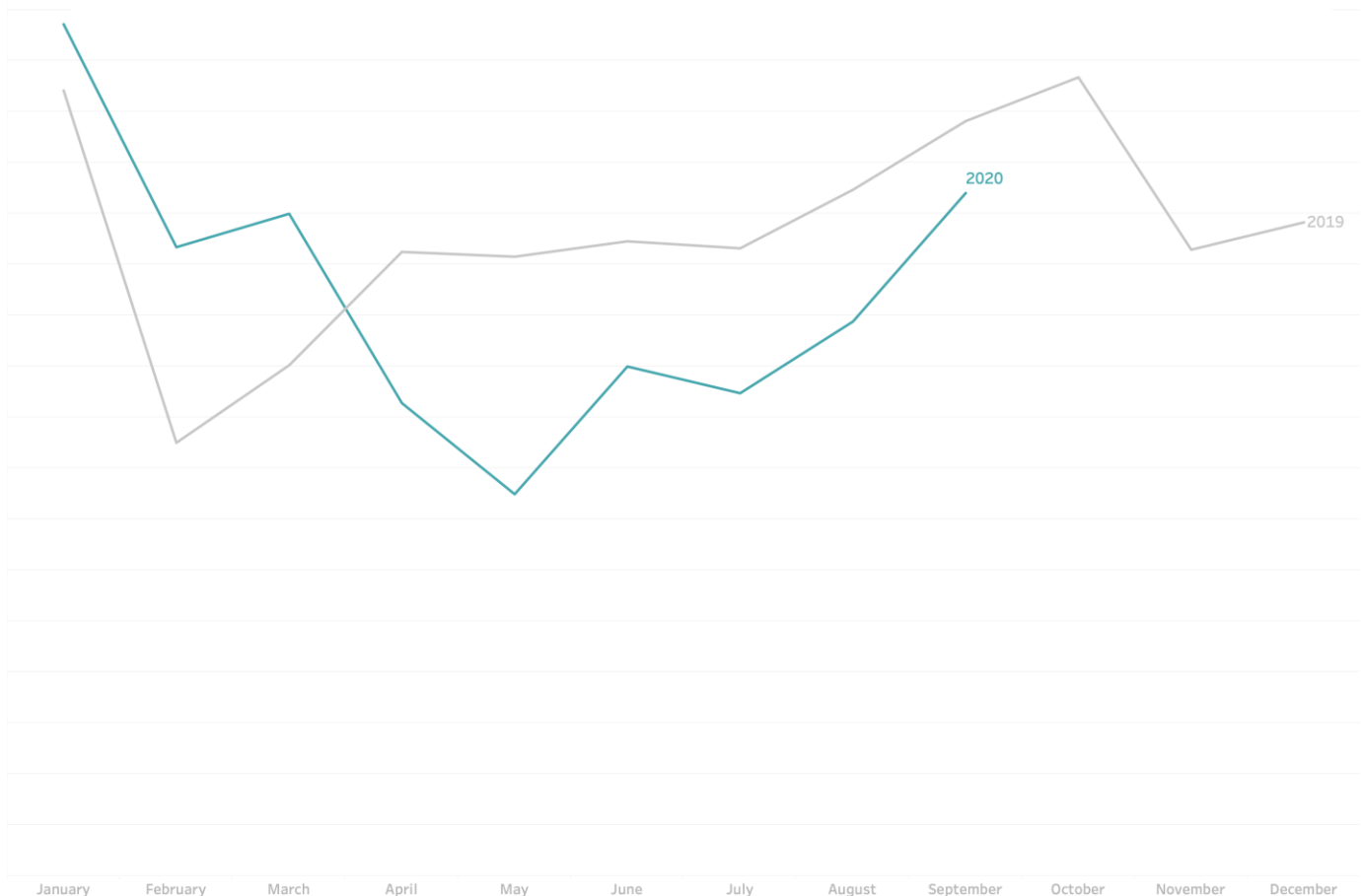
Retail's return is slow and steady

[Last month](#), we shared that retail job opening activity started to ramp up during the final week of August. Throughout the month of September, this trend continued—however, year to date, the number of retail job openings is still approximately 9% lower than it was in 2019.

While this upward movement *is* positive, it's clear the retail sector is rebounding at a slower rate than other industries. This is likely by design, as retailers represent some of the [hardest-hit businesses during the onset of the pandemic](#). As a result, they're moving forward, but with caution.

Retail Job Openings by Month

2019 vs. 2020



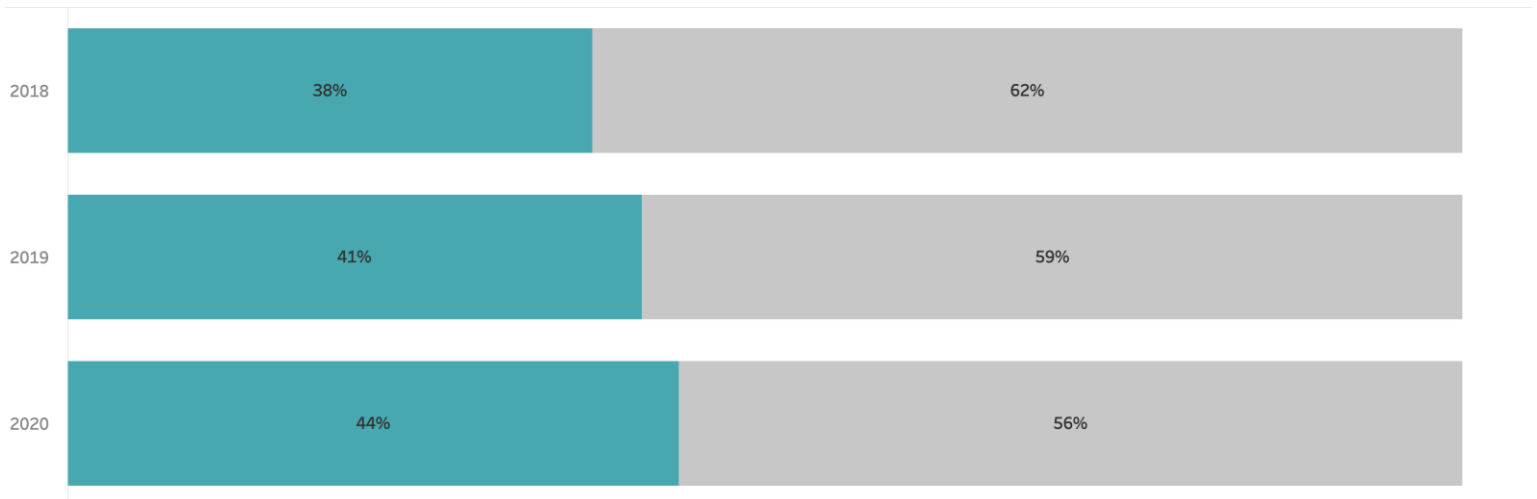


There's more gender equality in leadership roles

Over the past three years, we've seen consistent growth in the proportion of C-level positions being filled by women.

As a result, there's been progress in this area of hiring. Based on this trend and a widespread focus on diversity and inclusion efforts in the workplace, we expect to see an even stronger balance emerge in 2021.

Percentage of Women Being Hired Into Executive-Level Roles



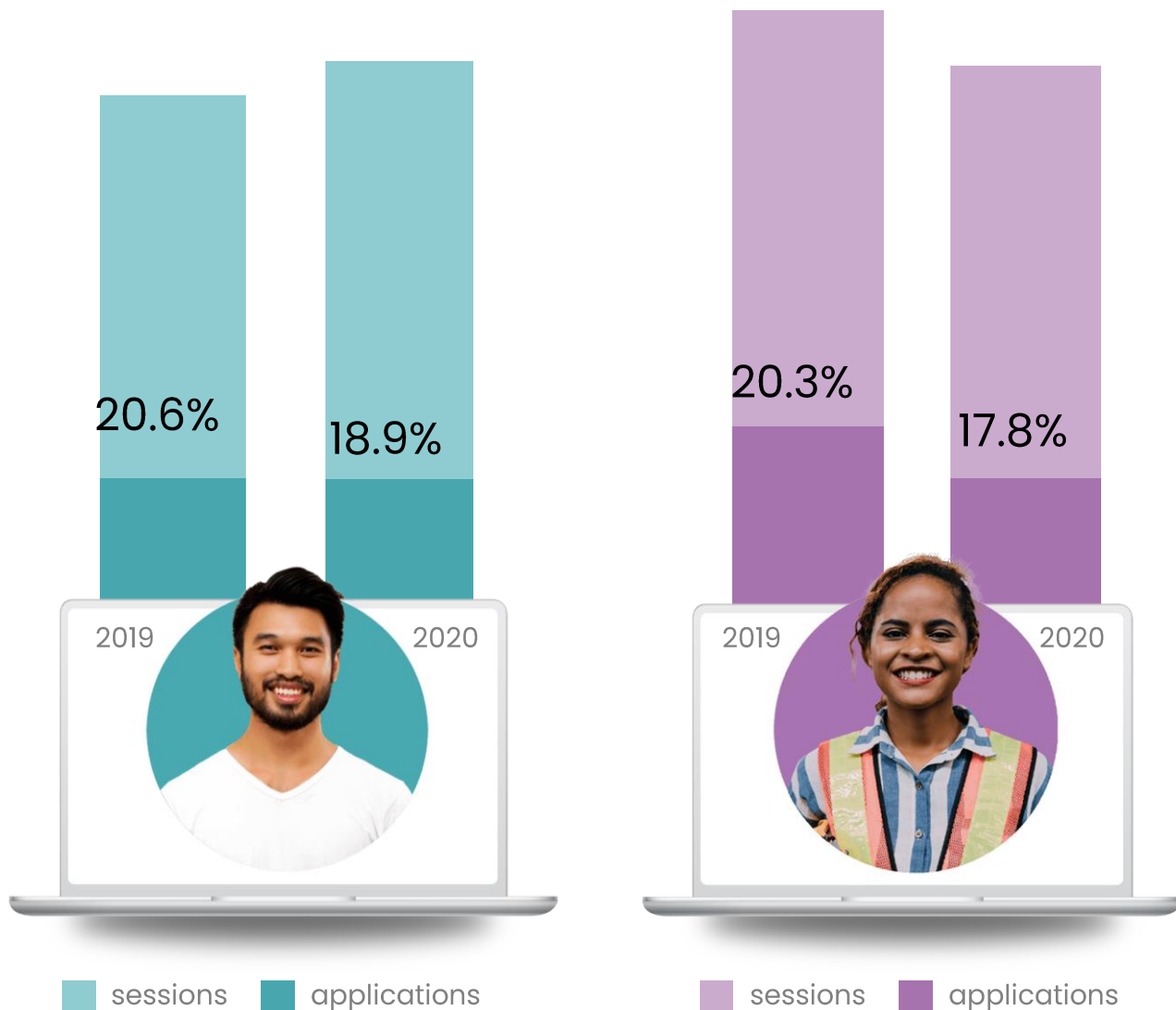


Candidate behavior suggests that it's time to reevaluate

Historically, men apply to jobs at a slightly higher rate than women do.

While nearly the same number of men and women were actively searching for jobs in September 2020, it appears that the gap between male and female application rates is widening. This suggests that despite the fact that there is a similar number of male and female job seekers, fewer women are inclined to hit "submit" on a job application.

This presents an opportunity for employers to revisit unintentionally biased language, photos, and information that may be present in job descriptions and career sites.





About iCIMS

iCIMS is the talent cloud company that empowers organizations to attract, engage, hire, and advance the right talent that builds a diverse, winning workforce. iCIMS accelerates transformation for a community of more than 4,000 customers, including a third of the Fortune 100, that employ more than 30 million people worldwide. For more information, visit www.icims.com.

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