

Insights:

Monthly Snapshot Report



December | 2020



Executive summary

- **Job openings more than 10% higher than in November 2019.**
- **Job opening activity is no longer correlated to rising COVID-19 cases.** This is a shift in behavior from the first half of 2020.
- In November, there was a **170% increase in applications from 65+ year-olds** compared to last year. Jobseekers in the 24–39-year-old age range continue to trail behind all other age groups, with an increase of only 14%, compared to November 2019.
- In Q3 2020, **more than a quarter of all applications submitted through iCIMS' platform were from out-of-state candidates**, the highest of any quarter in the last two years.
- There has been a shift in the demographic of healthcare jobseekers. Comparing November 2019 to 2020, there was an **88% increase in healthcare job applications from males** and a **181% increase in healthcare job applications from jobseekers aged 65+.**



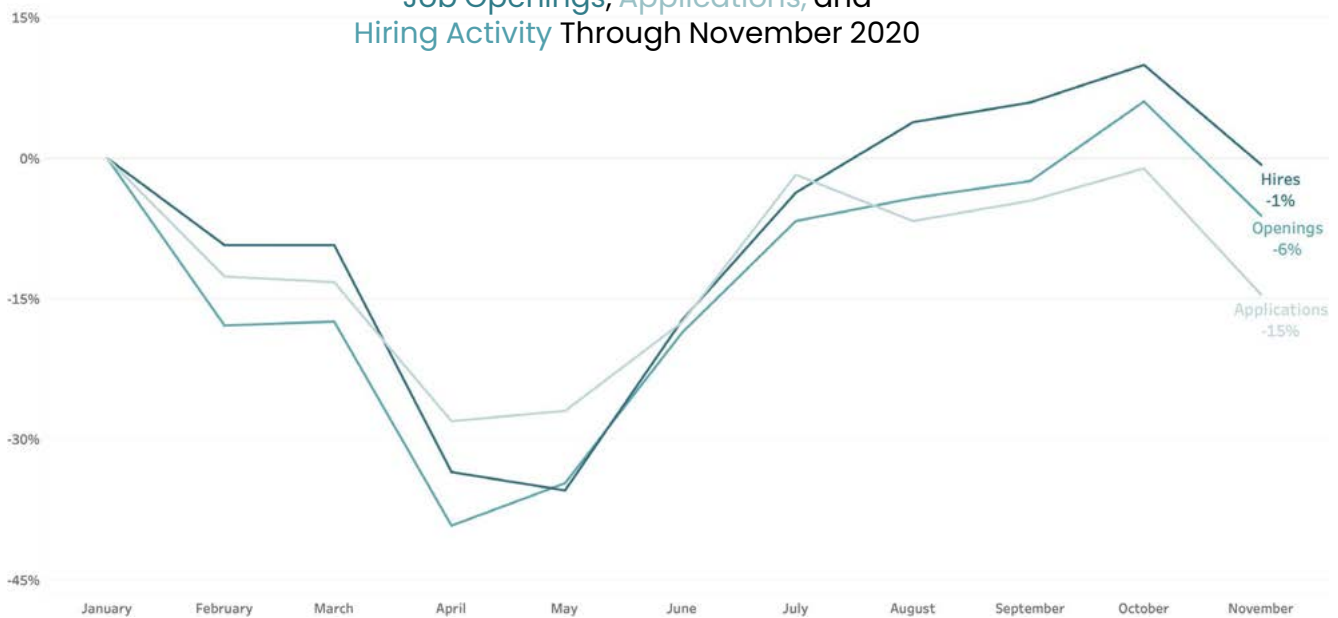
November job openings 10% higher than 2019

November saw a slowdown in job openings, applications, and hires. This dip in activity is seen annually and attributed to seasonal hiring trends.

Despite the decline, job openings were more than 10% higher than in November 2019.

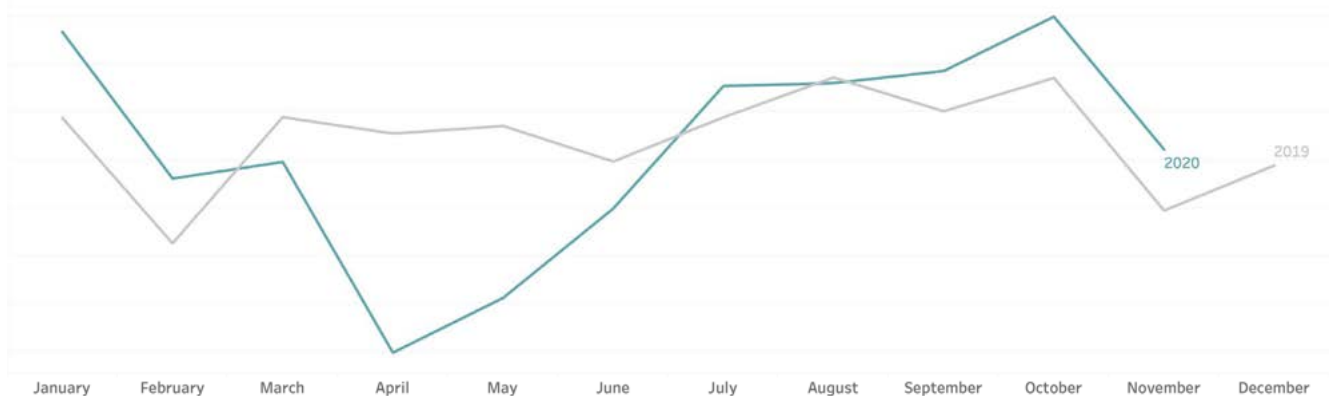
Platform Indicators

Job Openings, Applications, and Hiring Activity Through November 2020



Job Openings

November 2019 vs. November 2020





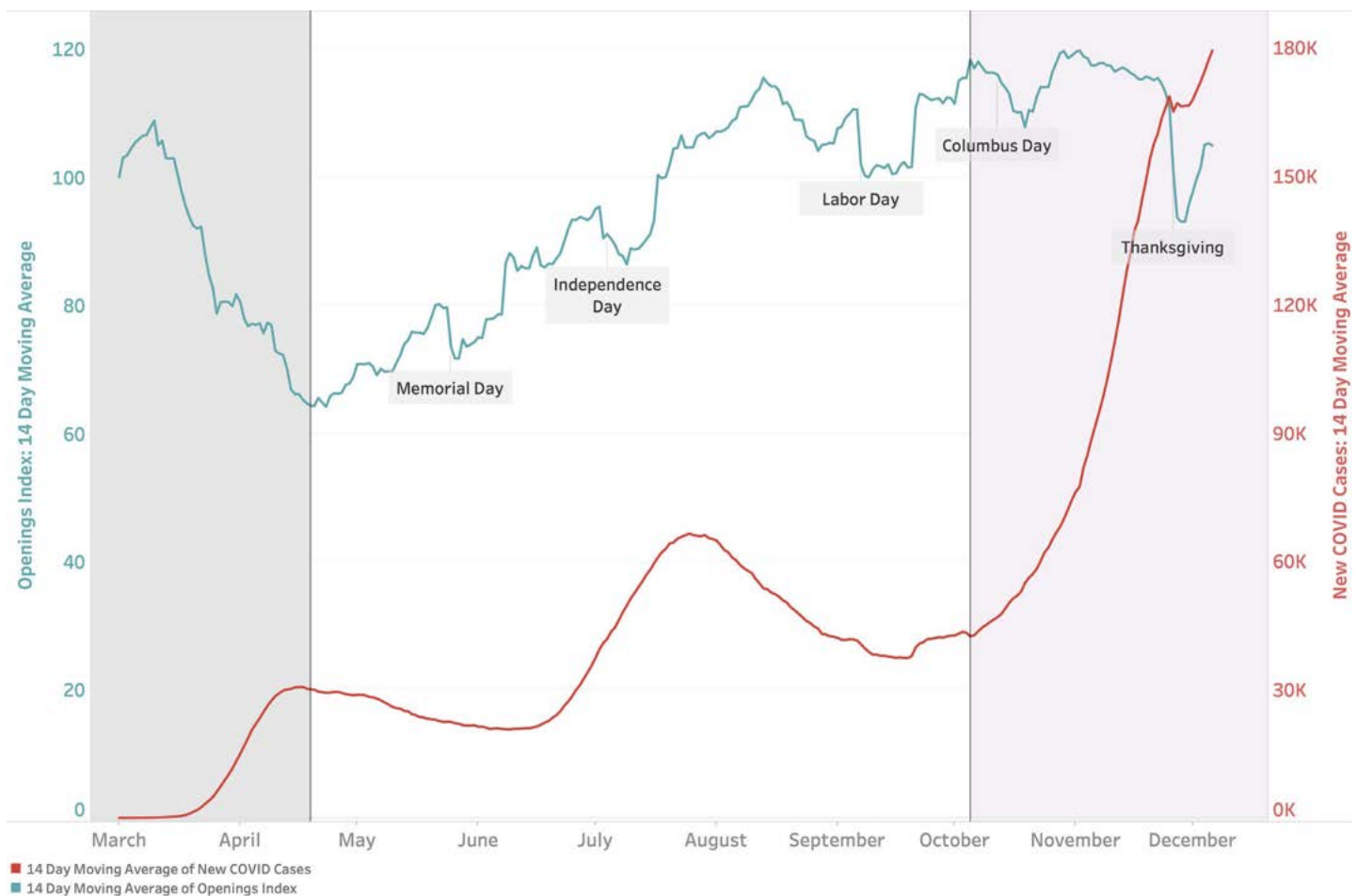
Job openings steady as COVID-19 cases rise

At the onset of the pandemic, job openings declined ahead of rising COVID -19 cases. In the months that followed, we continued to report a strong correlation between these numbers.

However, we are no longer seeing the same type of behavior. In recent weeks and months, job openings have been mostly steady (aside from the typical November dip) even as cases spike.

This activity could suggest that organizations have already streamlined their businesses and are better prepared to work through the outbreak. We will keep a close eye on job opening activity as a leading indicator in the coming weeks.

Job Opening Activity vs. COVID-19 Cases



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A boom in 65+ year old applicants

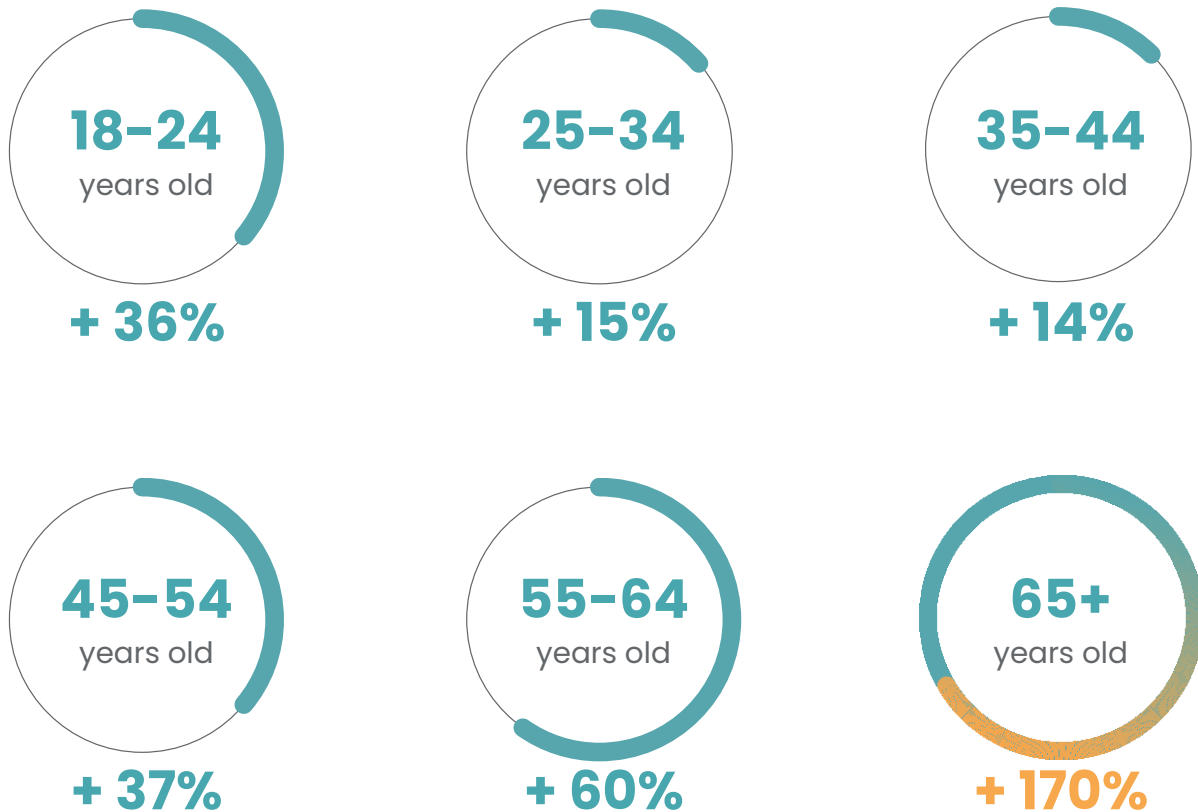
We continue to see a significant shift in job applicant activity when comparing 2020 job applications with 2019 job applications.

The 65+ age group completed 170% more applications in November 2020 compared to November 2019. Similarly, there were 60% more job applications from the 55-64-year-old age group within that same timeframe.

This behavior is quite interesting for employers to note. As workforce dynamics change it is more critical than ever to take a holistic approach to recruitment marketing campaigns to ensure they appeal to candidates of all demographics.

Job Applications YoY Broken Down by Age Group

Nov 2019 - Nov 2020





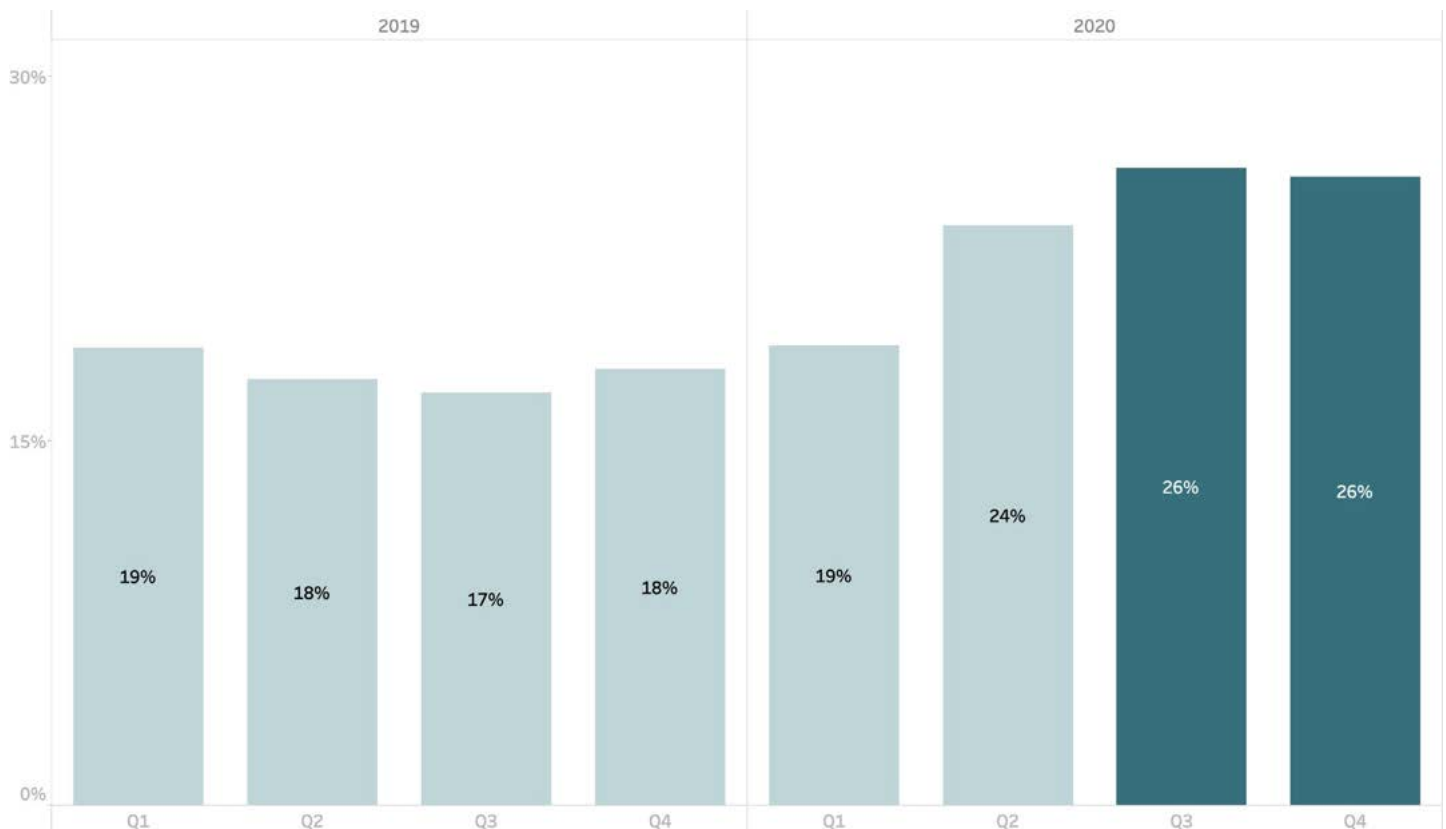
Out-of-State Applications Becoming More Common

In [previous reports](#), we've noted an increase in the proportion of applications submitted to out-of-state jobs. As openings and applicants are leading indicators, as expected this month's U.S. Bureau of Labor Statistics [report](#) showcases a corresponding increase in the share of Americans telecommuting.

These types of applications represent a substantially larger piece of the pie than they did in 2019. In Q3 2020, more than a quarter of all applications submitted through iCIMS' platform were from out-of-state candidates, the highest of any quarter in the last two years.

As we continue to see this behavior in Q4 2020, it is becoming clear that geographic location is no longer a contributing factor in the hiring process. We will keep tracking this activity as the year closes.

Percentage of Applications from Out-of-State by Quarter





HEALTHCARE INDUSTRY UPDATE:

More men applying to healthcare jobs

When comparing November 2019 to November 2020, our data shows an 88% increase in the number of men actively applying to healthcare roles. Female healthcare job applicants increased by only 7%.

The rise in male jobseekers combined with increased diversity and inclusion efforts may indicate an emerging gender balance in the healthcare industry, where currently, women account for [three-quarters](#) of the workforce.

Percentage of Men vs. Women Applying for Healthcare Roles

Nov 2019 - Nov 2020



Female

+ 7%



Male

+ 88%



HEALTHCARE INDUSTRY UPDATE:

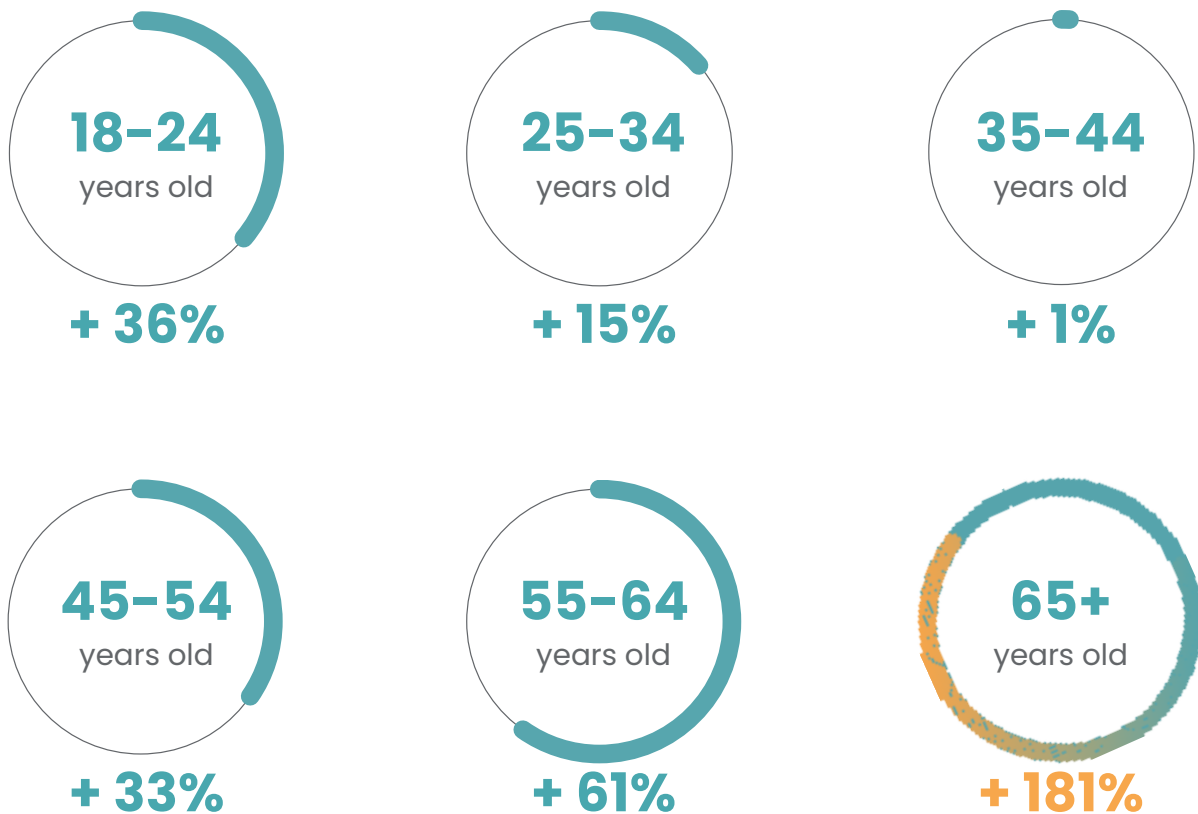
Generational shift in healthcare jobseekers

Additionally, we are seeing a generational shift in applicants to healthcare roles. There were 181% more applications from jobseekers aged 65+ in November 2020 compared to November 2019.

This may be in reaction to a renewed call for retired medical professionals to rejoin the workforce in the wake of COVID-19 spikes, such as the [recent directive](#) from NY Governor Andrew Cuomo.

Healthcare Job Applications YoY Broken Down by Age Group

Nov 2019 - Nov 2020





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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