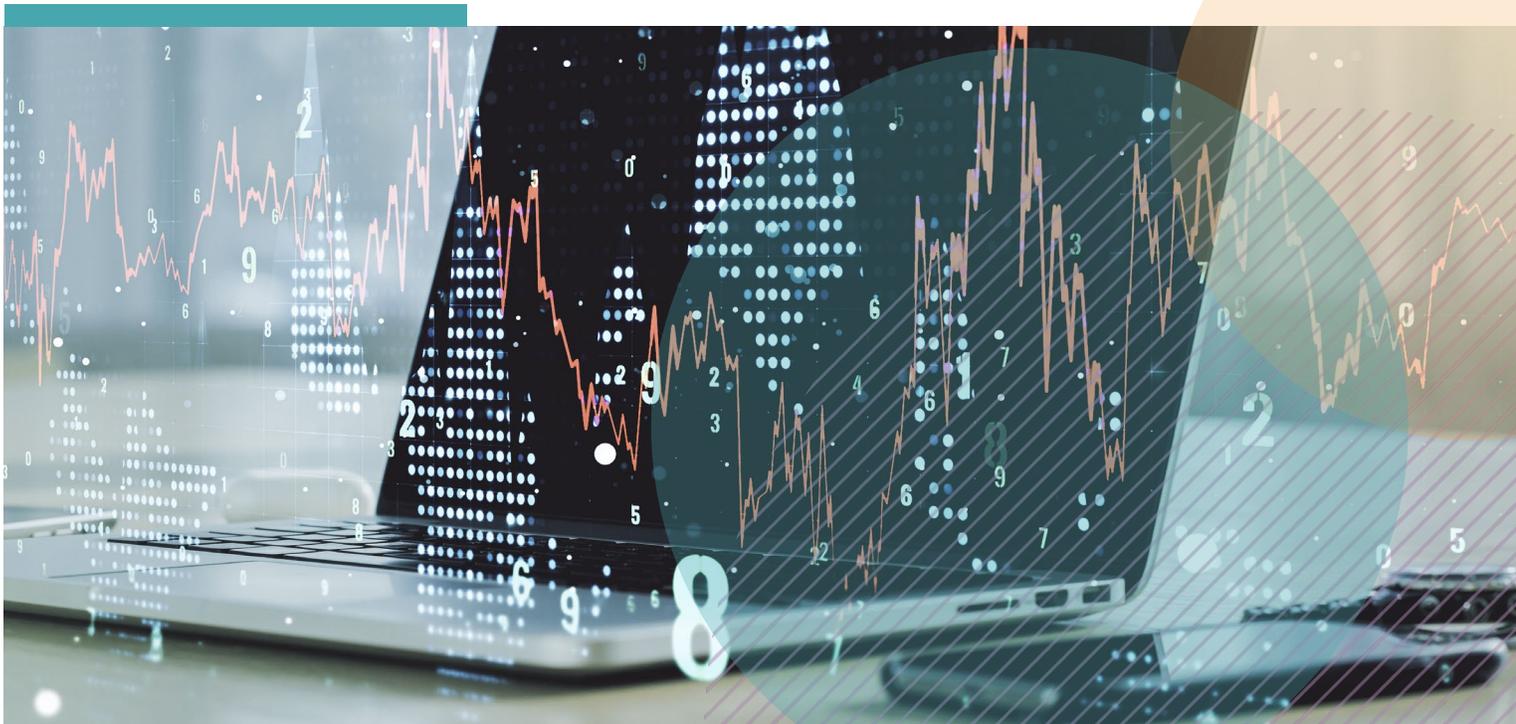


Insights:

Monthly Workforce Report



March | 2021



Executive summary

In the last year there have been radical shifts in how we work, where we work, and even who we work with. As the world begins to recover, CEOs and business leaders know that talent is more important than ever and that your people are your differentiator. In the last month alone, we've seen:

- **Employers are ready to hire**, openings are holding steady during a time of year they historically dip.
- While applications continue to lag across most industries, job seekers are flocking to tech roles. **Now is the time to scoop up tech talent.**
- **Retail candidates are also available and looking.**
- The outlook is not as promising for women in the workforce. **There are fewer active female job seekers, submitting a decreasing number of applications.**
- **Women in STEM buck this trend**, with hires steadily increasing despite same number of applicants.

Read on for what you can do to power your business and hiring strategies with this knowledge.



Employers holding strong

Seasonal drop-off in openings is not seen in 2021

The shortest month of the year is typically one in which openings dip. Not this year.

Employers have their eye on the prize: recovery. Having just passed the one-year anniversary of the U.S. declaration of the pandemic, we continue to see atypical behavior in job openings activity. In February 2021, openings held steady, showing that employers see a light at the end of the tunnel and continue to push forward in preparation.

Applications continue to lag but show the typical seasonal drop-off that is expected this time of year.

Hires remain flat. But as openings are a leading indicator of hires, we anticipate a rebound in hiring activity is on the precipice.

Platform Indicators

Job Openings, Applications, and Hiring Activity
January 2020 - February 2021



↑
8%
Job openings

↓
-11%
Hires

↓
-15%
Job applications



Job applicants see a future in tech

Openings for tech jobs receive more attention from applicants than other jobs

If you are looking for tech talent, now is the time to hire.

Talent pools are leaner overall this year than in 2020, but openings for tech roles continue to receive significantly more applicants than non-tech roles.

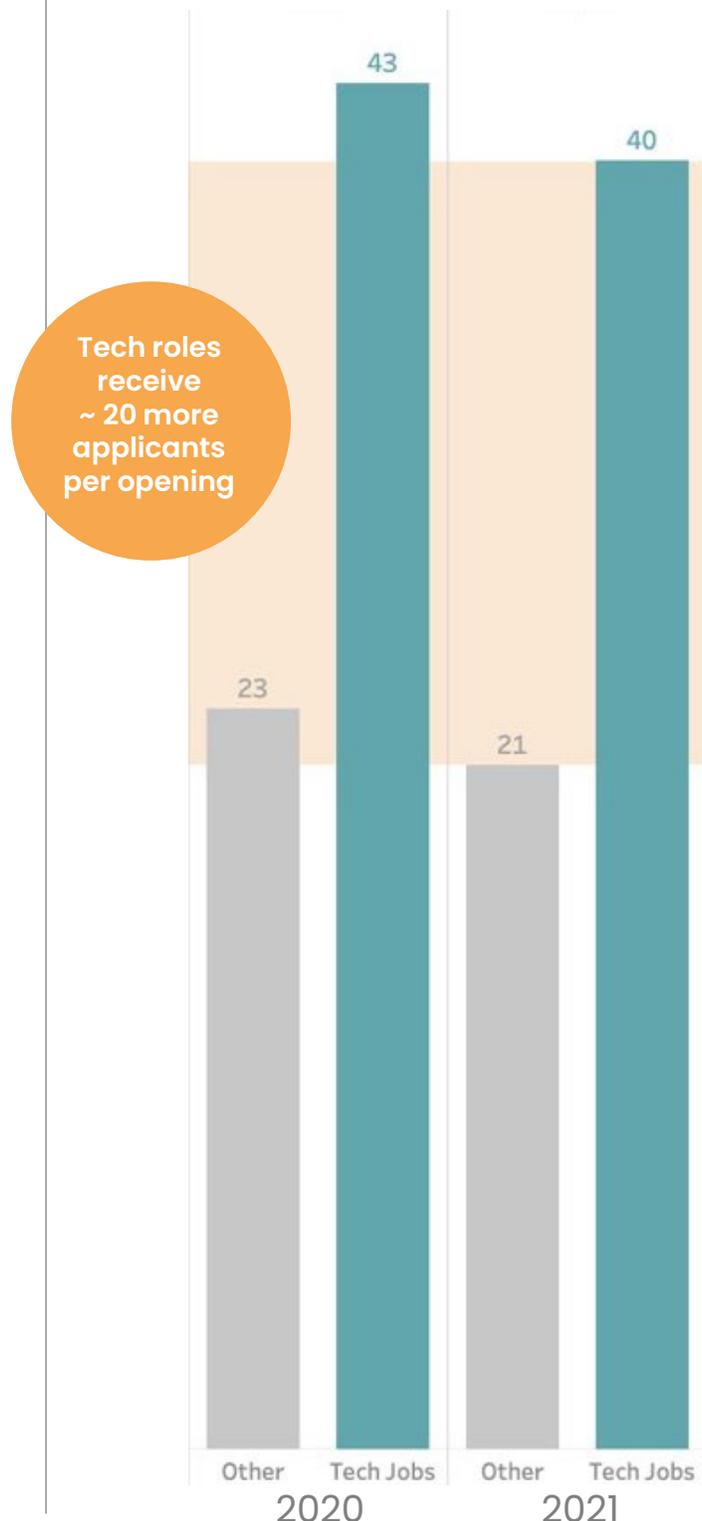
With the acceleration of digital transformation and the increased demand for a tech savvy workforce, this is good news. Tech talent is available and looking. Businesses have many candidates to pick from to fill new tech postings. This abundant supply of applicants comes at a price though.

Employers need to work harder to hang on to tech talent or be left sorting through throngs of interested candidates to find the right fit. Tech jobs take over two weeks longer to fill than others.

It highlights the always-on cycle of recruiting and the talent experience. Your approach to hiring and retention is critical in this ongoing loop of attracting, engaging, hiring, and advancing.

Applicants per Opening

Non-tech roles vs. Tech roles





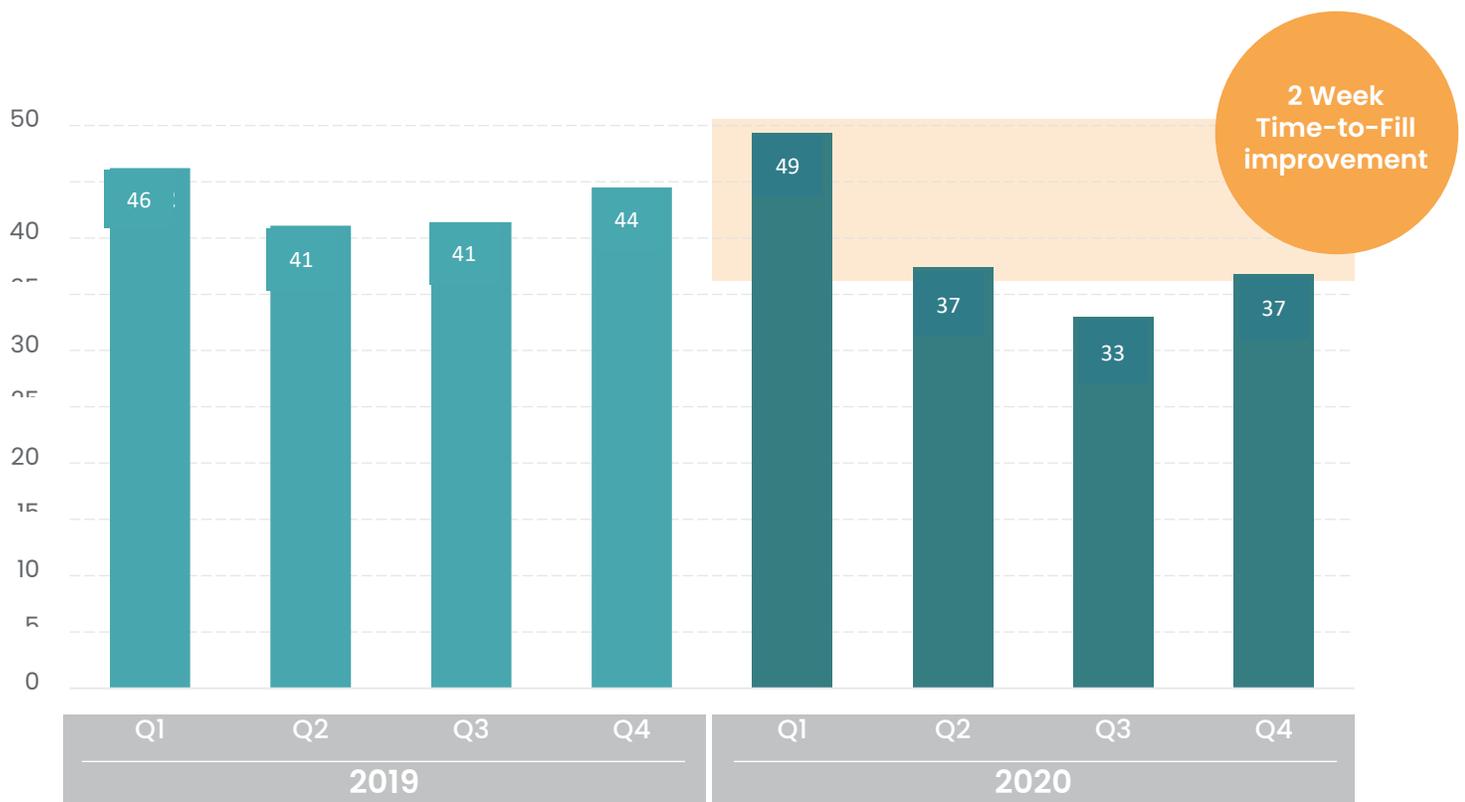
Retailers are finding candidates faster

More retail applications per opening is driving down time to fill

In 2020, the retail industry saw applications per opening surge. This increase in applications, along with accelerated virtual hiring processes as reported in the [February Insights report](#), has cut almost two weeks of the average retail industry time to fill since the start of 2020.

Digital transformation has accelerated hiring velocity. Both employers and applicants are acting fast. Now is the time to find quality retail candidates.

But employers need to hire smarter to get the best talent before their competition. With AI informed talent tools, employers can optimize talent pools and streamline processes to identify and hire best-fit talent more efficiently.



Time to Fill in the Retail Industry

By quarter since 2019

Women in the workforce

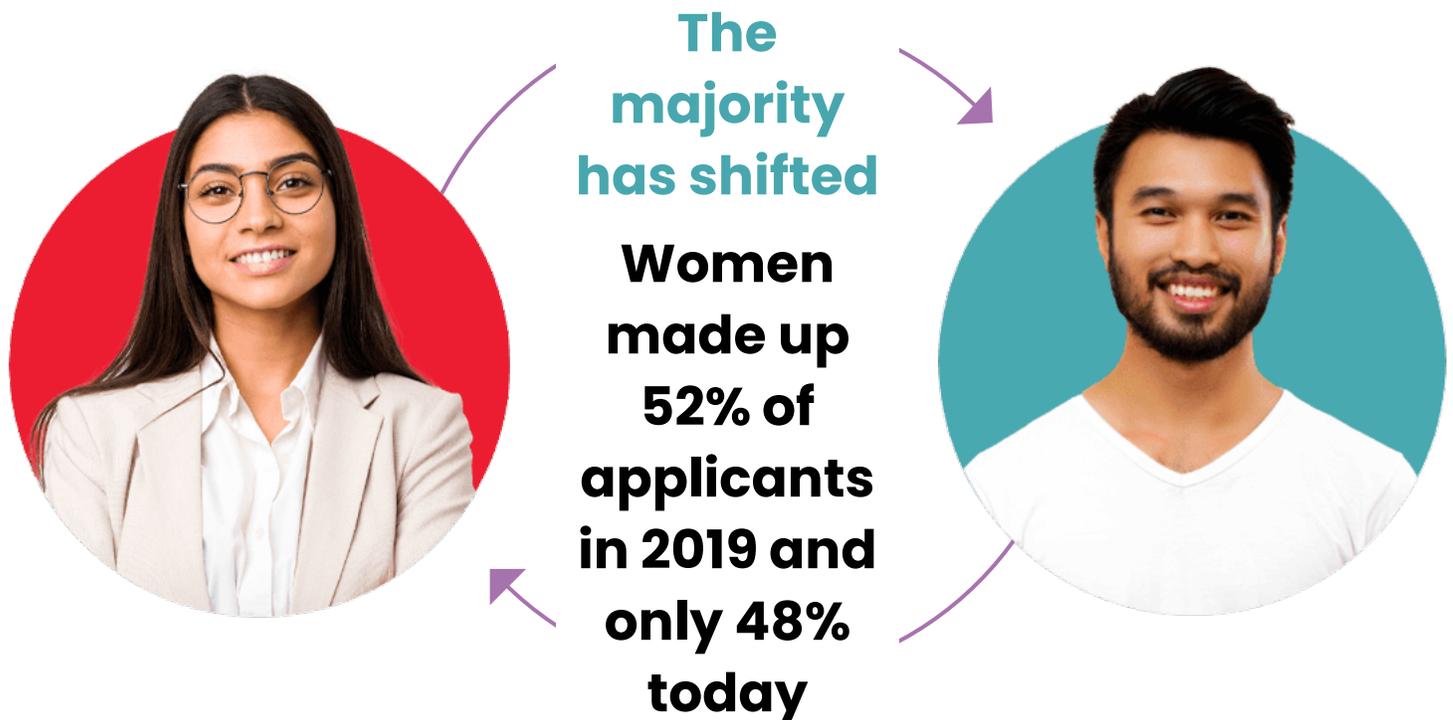
There are fewer active female job seekers, submitting a decreasing number of applications

We need to do better for the women in our workforce.

Working moms and caregivers have encountered a myriad of challenges in the last year. The pandemic set back women's gains in the workforce years; U.S. Vice President Kamala Harris has called it a [national emergency](#).

We are seeing fewer women in the applicant pool. In 2019, women made up 52% of applications, which fell to 49% last year, and is now 48% year to date. We are also seeing a decrease in active female job seekers when comparing the second half of 2019 to the second half of 2020. Applications submitted by women were down more than 10 percent during that timeframe. Additionally, women that are applying are being more selective about the offers they receive – women are accepting job offers at a lesser rate than in the last two years.

The losses incurred by women in the workforce won't be addressed overnight. However, as we recover it is critical to create a more [inclusive talent acquisition experience](#), beginning with job descriptions and career sites, through the interview and offer process and in internal mobility strategies.





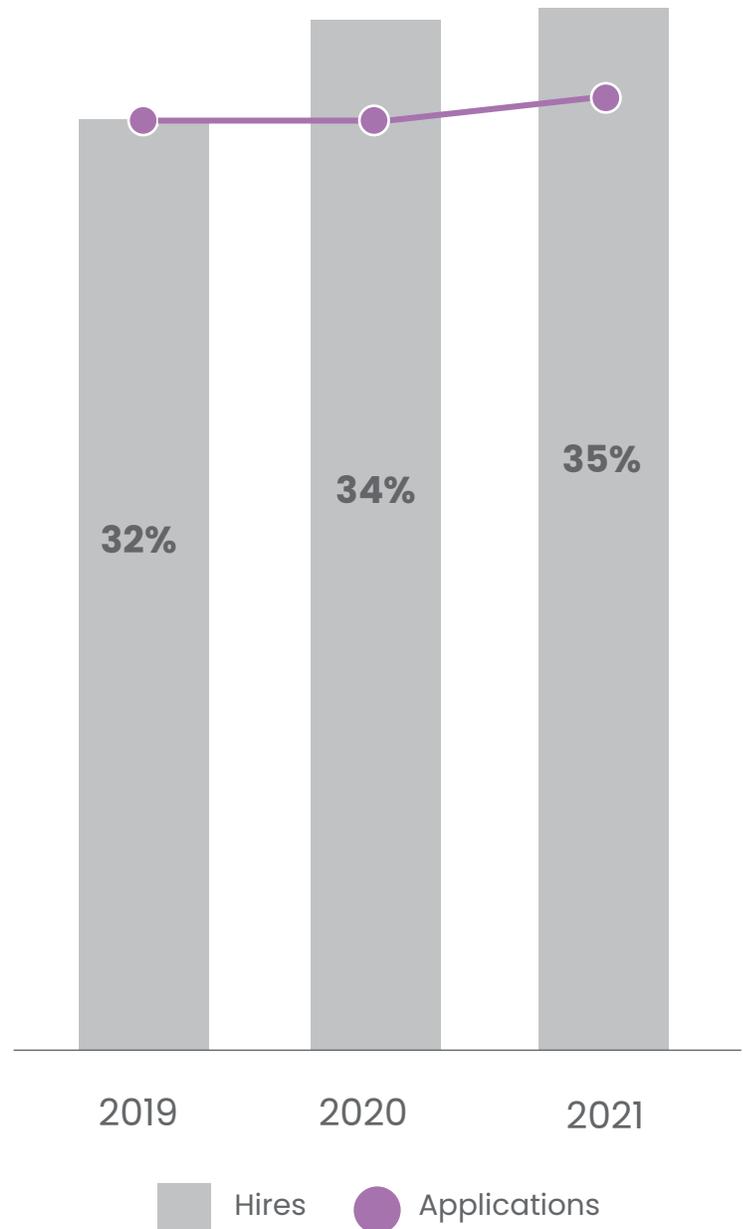
Women in STEM on the rise

Hires steadily increase despite same number of applicants

Despite the challenges of most women in the workforce, women in science, technology, engineering, and math (STEM) are making strides.

Since 2019, women applicants to STEM jobs have held steady at approximately one third of all applications. At the same time, hires of women have risen slowly, steadily showing diversity, equity, and inclusion efforts beginning to gain momentum in the space.

Women in STEM
Applications and Hires 2019–2021





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 approximately 4,300 customers, including 40 percent of the Fortune 100. For more information, visit www.icims.com.

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