

# Insights: Monthly Workforce Report

*A special healthcare focus*

April | 2021





# Insights At a Glance

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The workforce continues to evolve in all facets. We face a diminishing supply of job seekers, the make-up of our candidates is different, and business needs have shifted, meaning the jobs themselves are changing.

We continue to see that employers are ready to hire. **Job openings are up 22%** from the start of the year. Job seekers' behavior is not fully aligned, **applications across the country continue to decline**. There is also a growing gap between out-of-state applicants and hires. While a rising number of **applications are from out-of-state applicants, out-of-state hires have held steady at around 8%** over the last three years.

In this month's report, we also examine healthcare as part of our new quarterly industry focus. Healthcare workers have been on the frontlines of the fight against the pandemic over the last year. **The healthcare industry faces a decreasing supply of workers amid surging demand**. Openings for respiratory therapist roles increased 42% and openings for registered nurses increased 32% compared to Q1 of 2020.

Your approach to hiring is critical to securing the best talent and achieving success now. To get ahead of these challenges, and attract, engage, hire and advance talent today:

Create a dynamic talent experience and maintain momentum throughout a continuous, always-on hiring cycle.

Tap into non-traditional candidate pools to broaden your talent network, improving talent-fit as well as increasing hiring velocity.

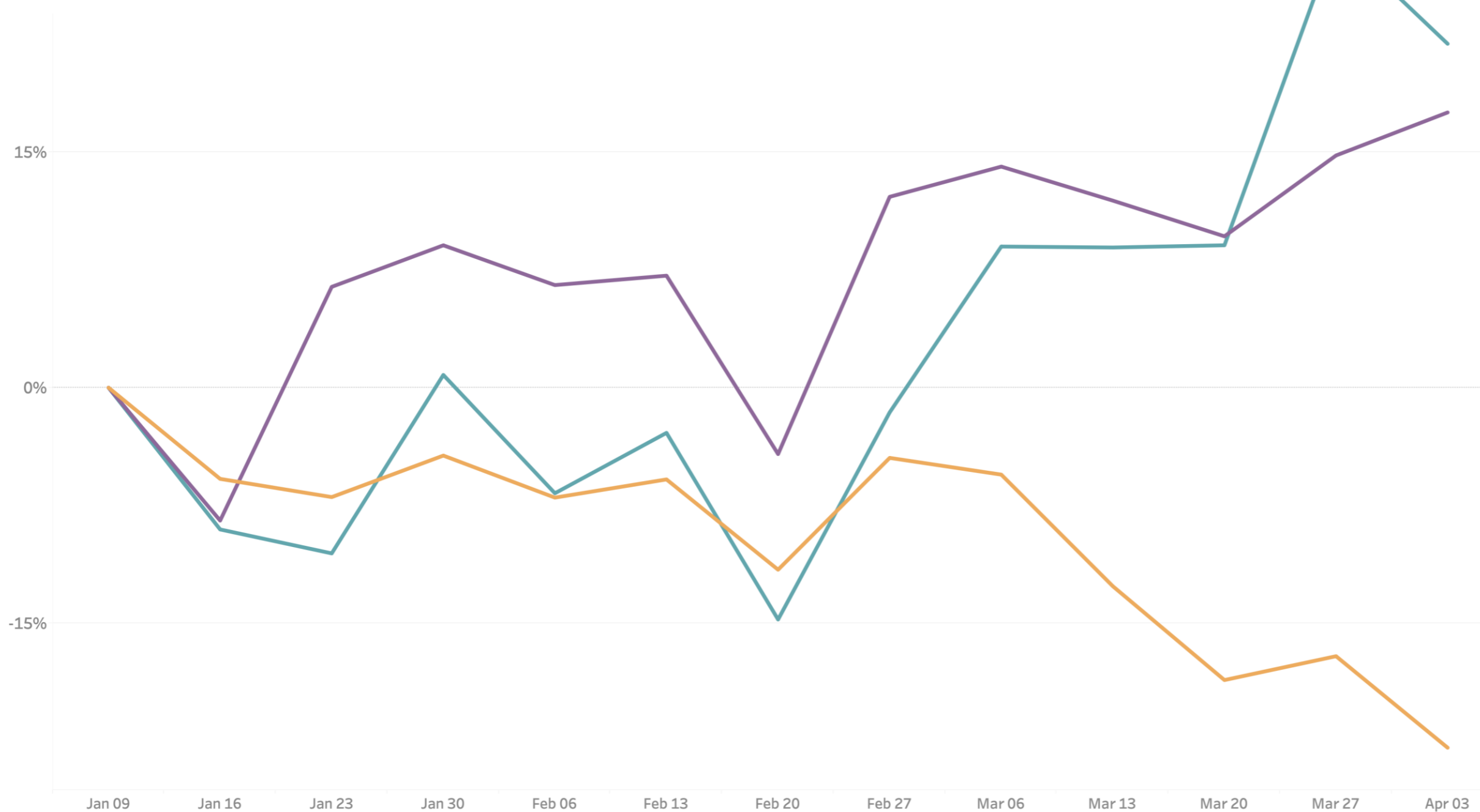
**Read on for a full view of the latest trends and insights.**







# Where are the job seekers?

Employers are ready to hire, yet applications continue to decline.






**22%**  
Job openings



**18%**  
Hires



**-23%**  
Job applications

## Platform Indicators

Job Openings, Applications, and Hiring Activity  
January - March 2021

# Digging deeper: The decline of applications in the most populous states

New York and Florida face some of the steepest application slowdowns, while Colorado is better off than most.



New York  
**-25%**



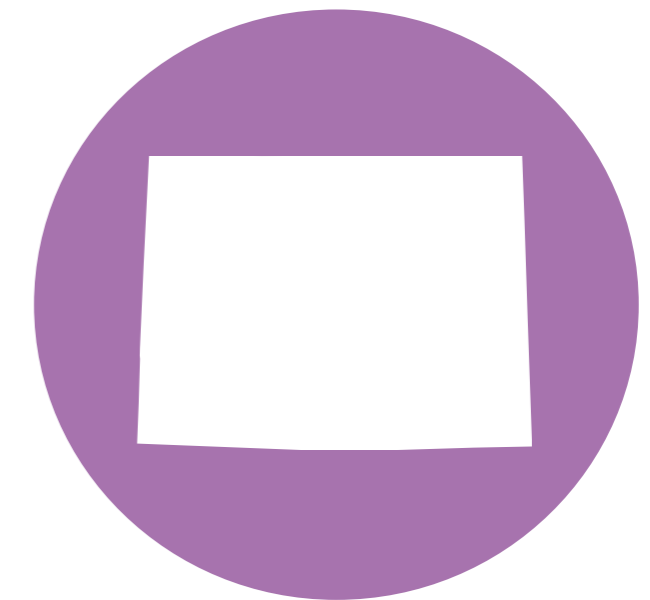
California  
**-20%**



Texas  
**-15%**



Florida  
**-22%**

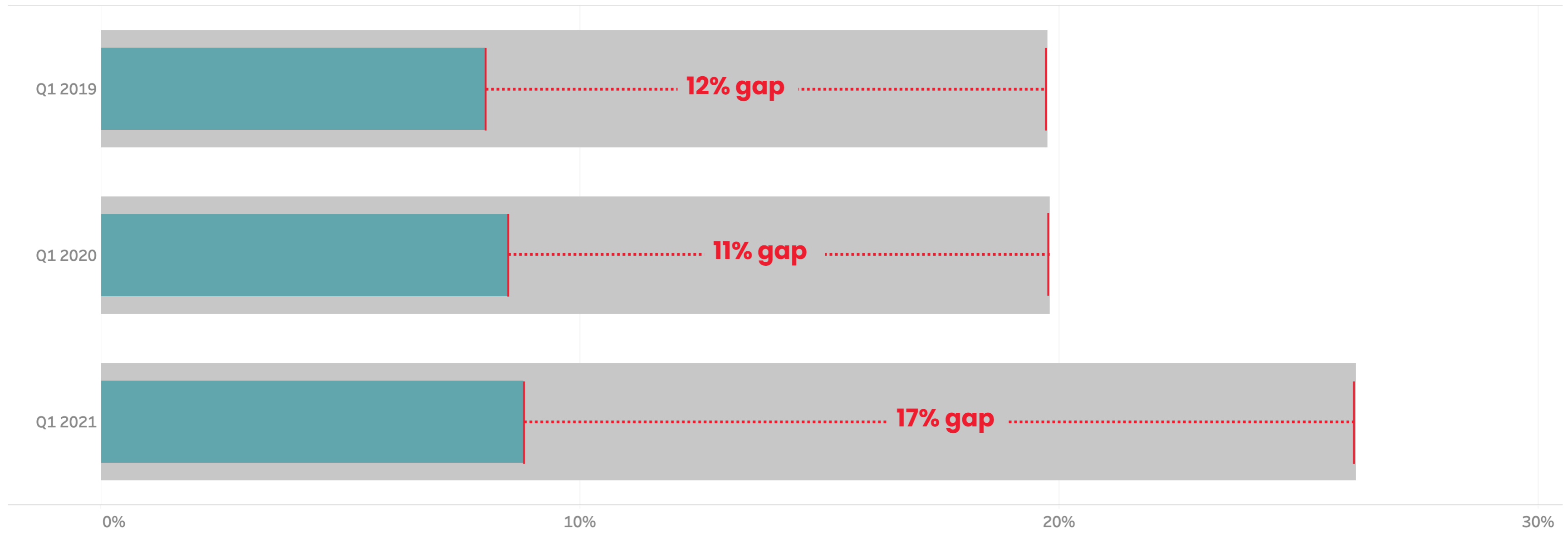


Colorado  
**-4%**



# Location still matters: Employers make little headway in hiring out-of-state applicants

Out-of-state applications continue to rise; out-of-state hires remain stagnant at approximately 8% the last three years.



■ Applications  
■ Hires

**Out of State Applications and Hires**  
Q1 2019 - Q1 2021



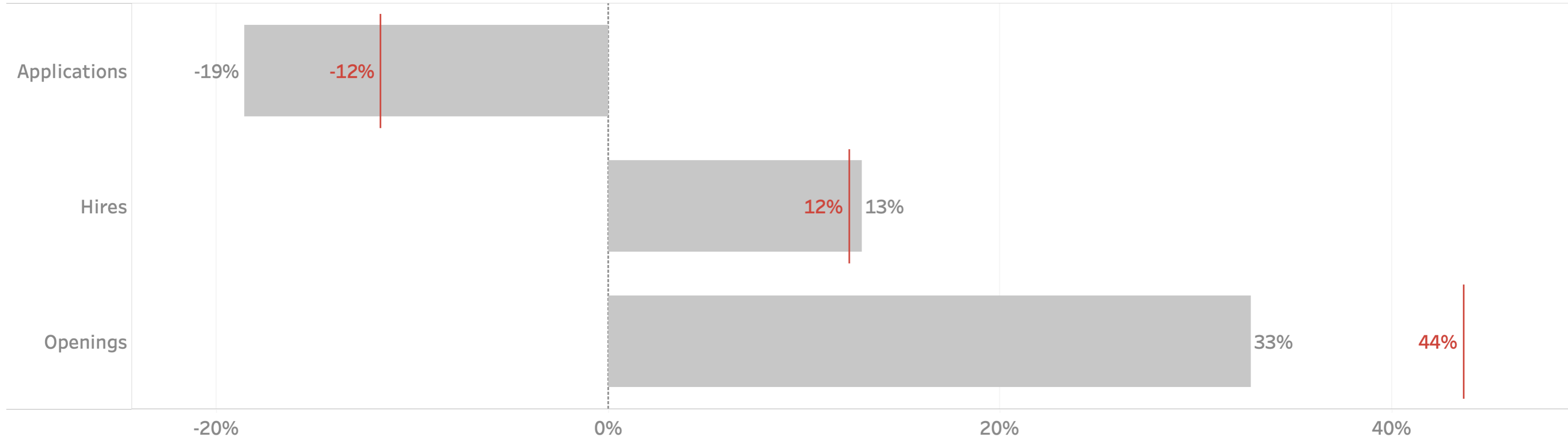
# Healthcare Focus





# Help wanted: Demand for healthcare workers rising

Job openings are up double digits from Q1 2020, but the supply is not meeting needs.



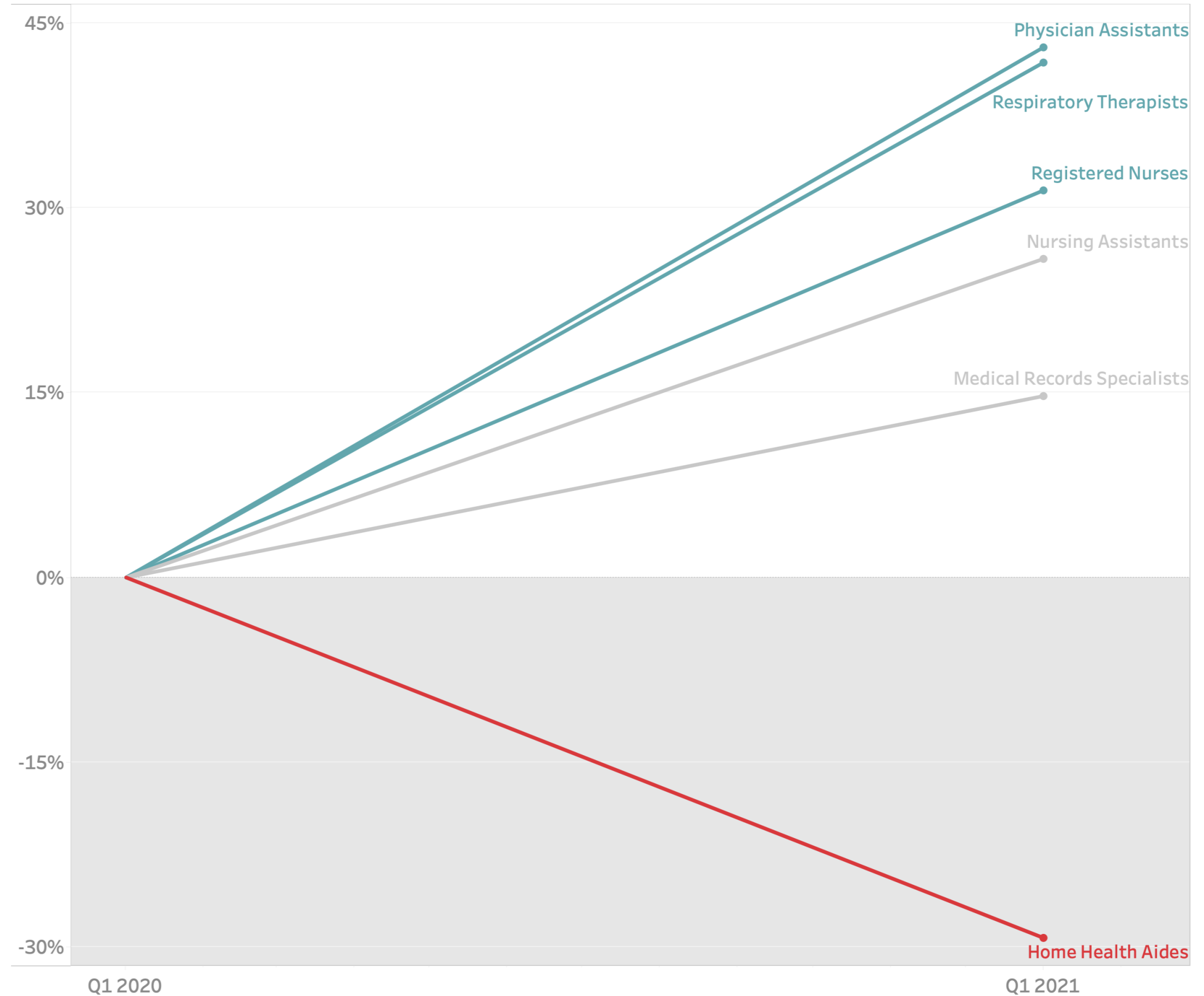
**Job Openings, Applications, and Hiring Activity for Clinical and Non-Clinical Roles**  
Q1 2020 vs. Q1 2021

■ Clinical Roles  
■ Non-Clinical Roles



# High Growth in Key Clinical Positions

Openings for physician assistants, respiratory therapists, and registered nurses up 43%, 42%, and 32% respectively.

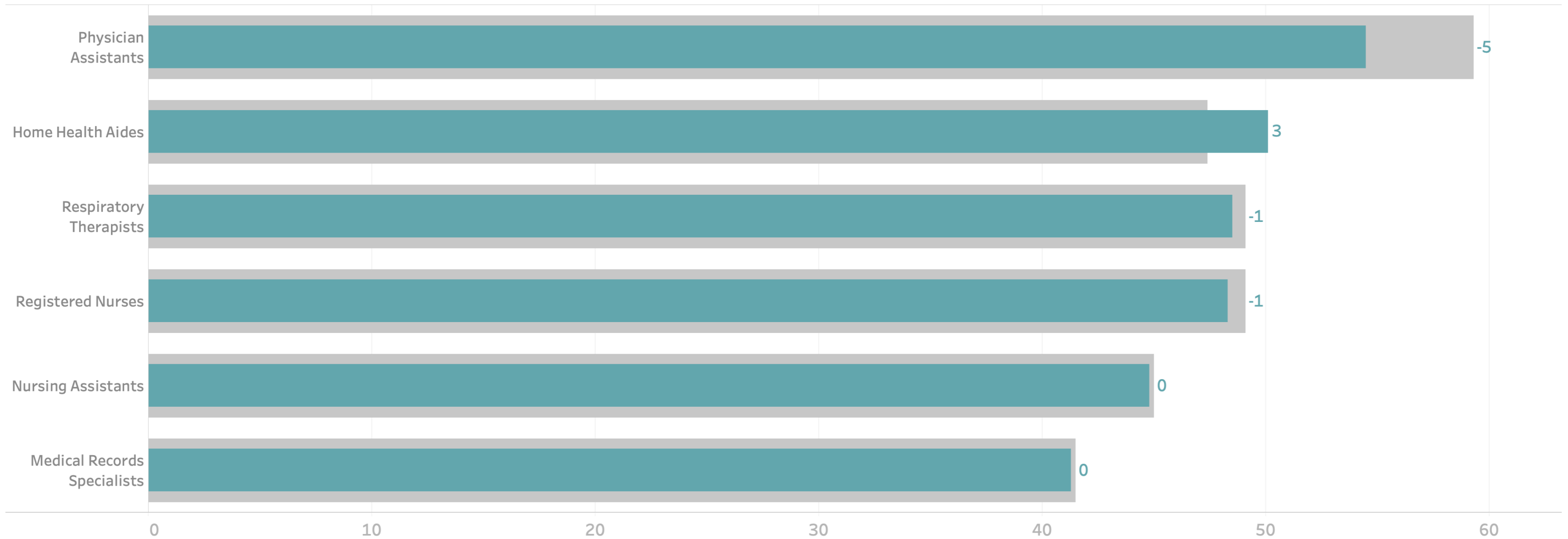






# When every moment counts: Lagging supply requires more efficient hiring

Time to fill for clinical roles decreased by an average of 2 days, getting essential healthcare workers in seat more quickly.



■ 2020  
■ 2021

**Clinical Occupations Time to Fill**  
Q1 2020 vs. Q1 2021

**Men made up 25% of nursing applicants in Q1 2020 and are up to 32% today**

**Progress toward gender balance in nursing continues**





## 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](http://www.icims.com).

For more insights and perspectives, visit [www.icims.com/insights](http://www.icims.com/insights).