

▶▶▶▶ Insights:

Monthly Workforce

Report

*A special
early career focus*

May 2021



Insights At a Glance

As the economy and world continue to recover from COVID-19, talent is more important than ever, and competition is steep. Available talent continues to allude employers.

Businesses are opening more jobs, and hiring is on the rise, but application activity has hit a low. Applications per opening are down across industries.

Will the graduating class of 2021 help shift the tides? The May Monthly Workforce Report shares a preview of some of the top findings from iCIMS' sixth annual "Class of" report.

This year's Gen Z graduates are more engaged and have increased application activity at a time when all other cohorts of candidates are down.

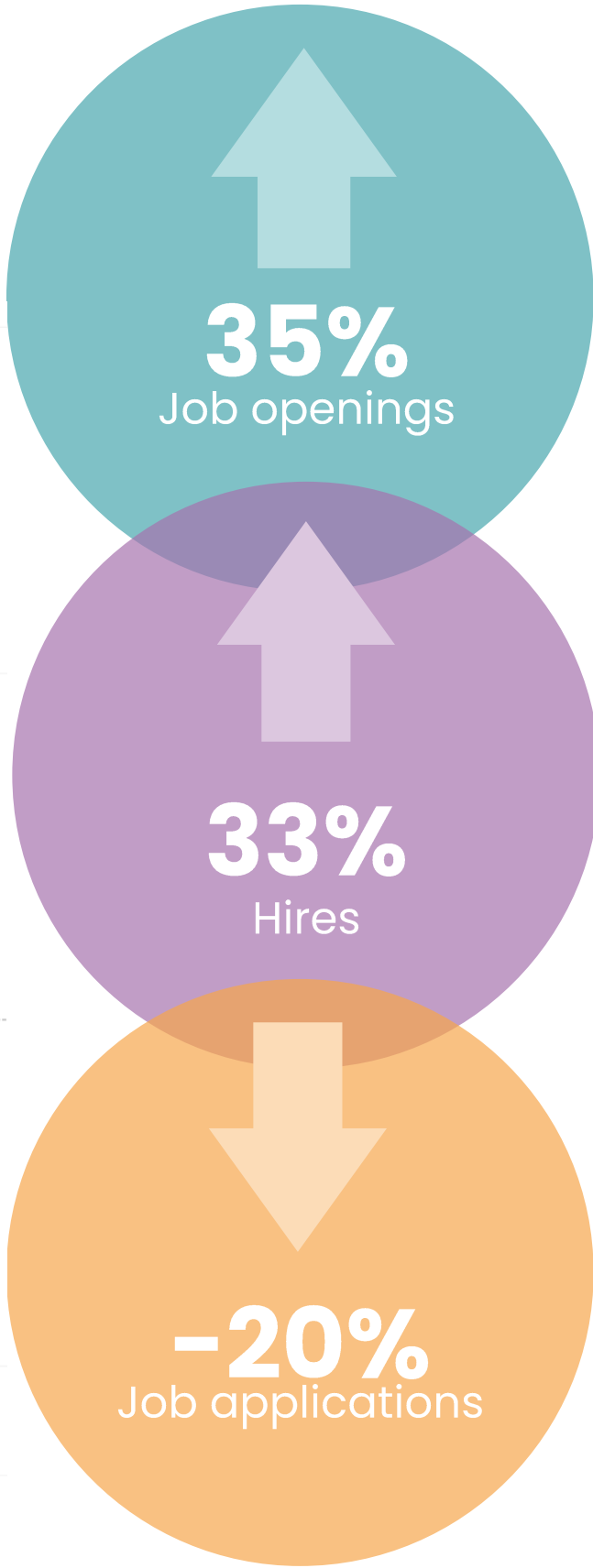
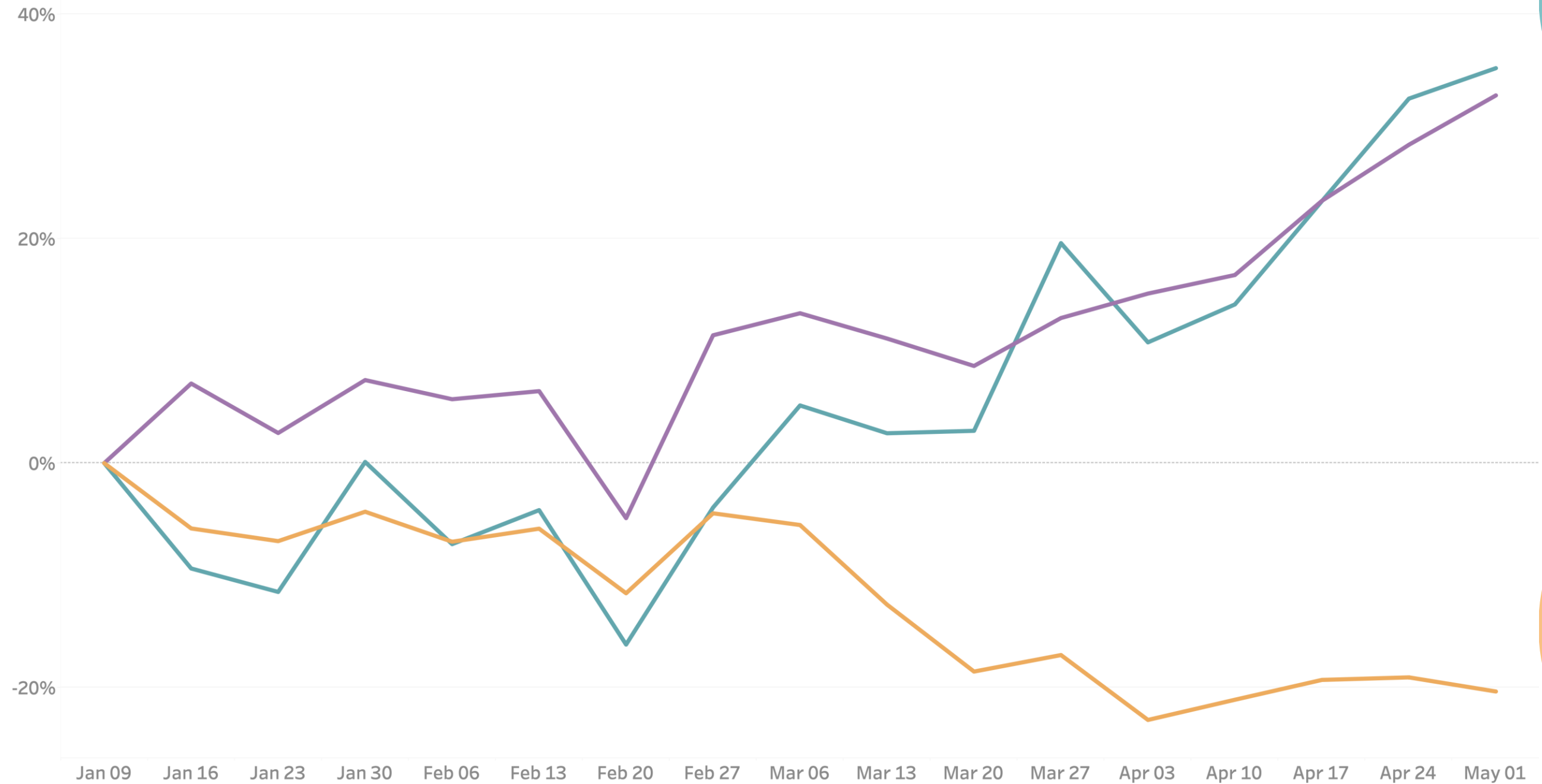
Understanding how best to attract, engage, hire, and advance your winning workforce will help you get ahead of labor challenges and design a talent acquisition strategy for success.





Competition for available talent steepens

Openings continue to rise, while application activity lags, leaving a 55-point gap.

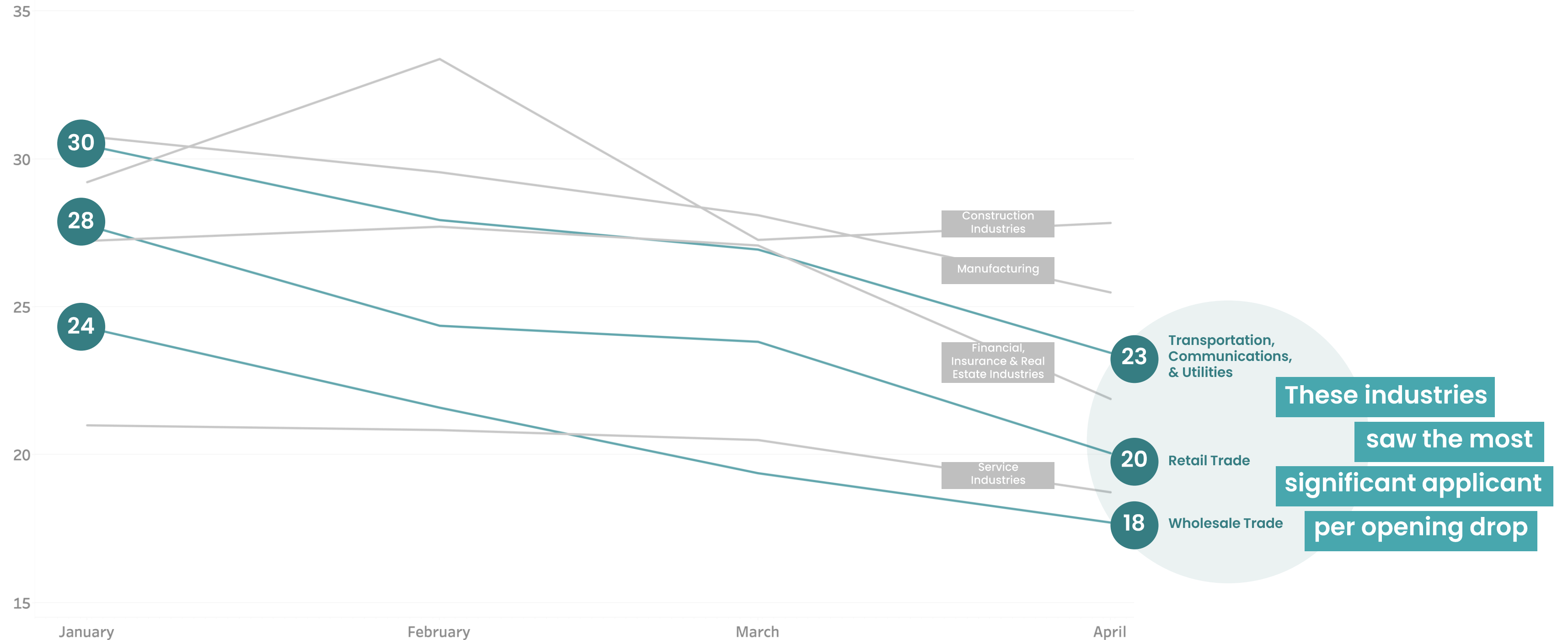


Platform Indicators

Job Openings, Applications, and Hiring Activity
January – April 2021

Steady decline of applicants per opening across industries

Overall, employers are receiving about 3 fewer applications per opening than in January 2021.

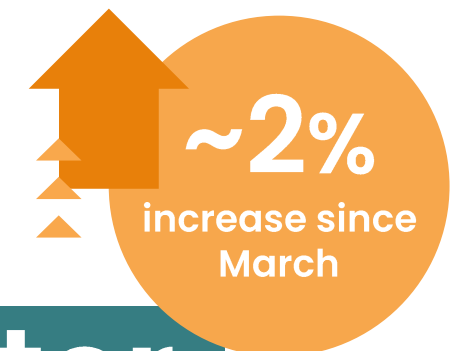


Women reenter the workforce

Female job seekers are making gains. After steadily declining over the last year, the share of applications from women is up nearly 2 percentage points since March.



We are now
beginning to see
women reenter
the applicant pool.



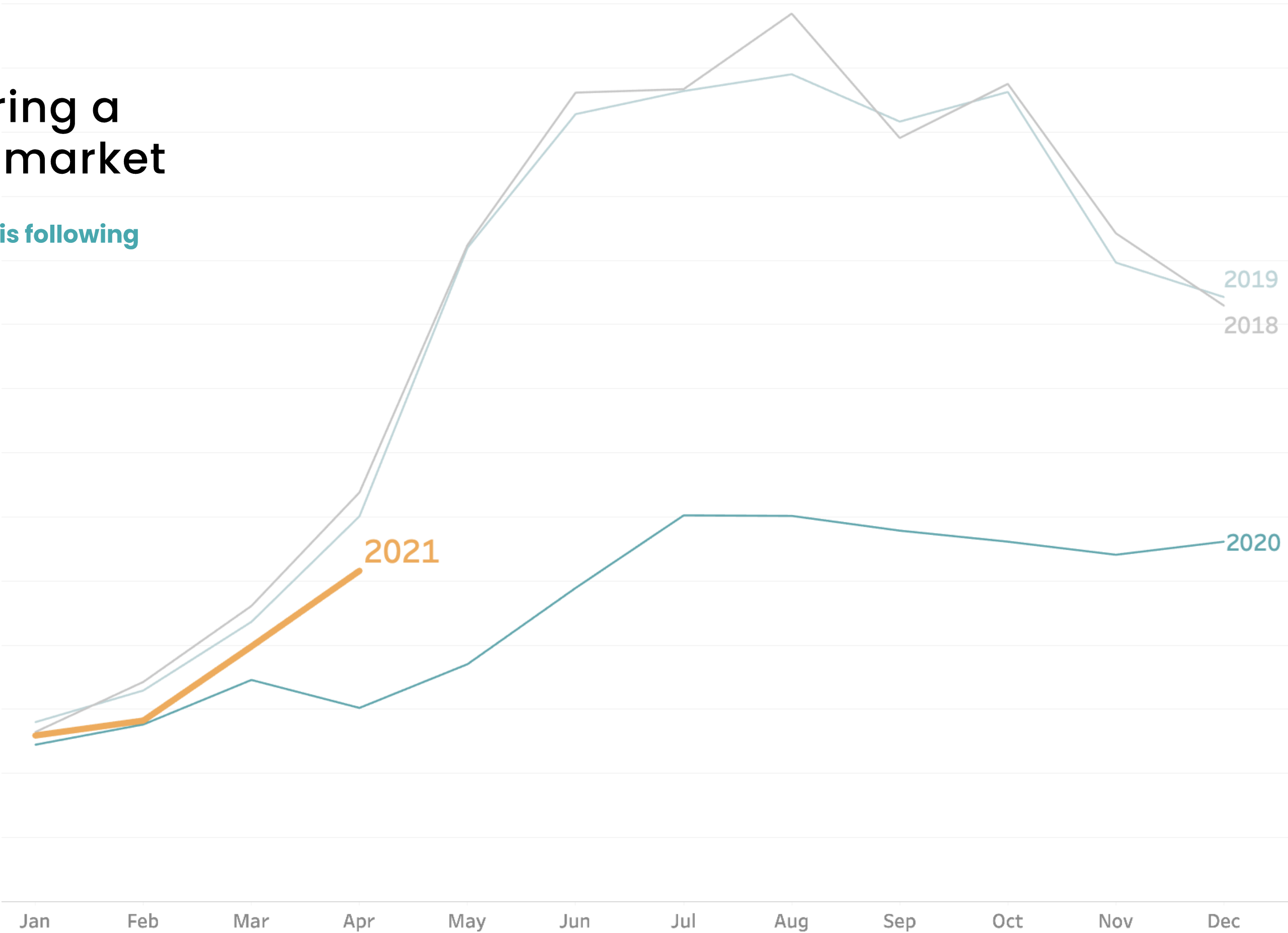
Early Career Focus





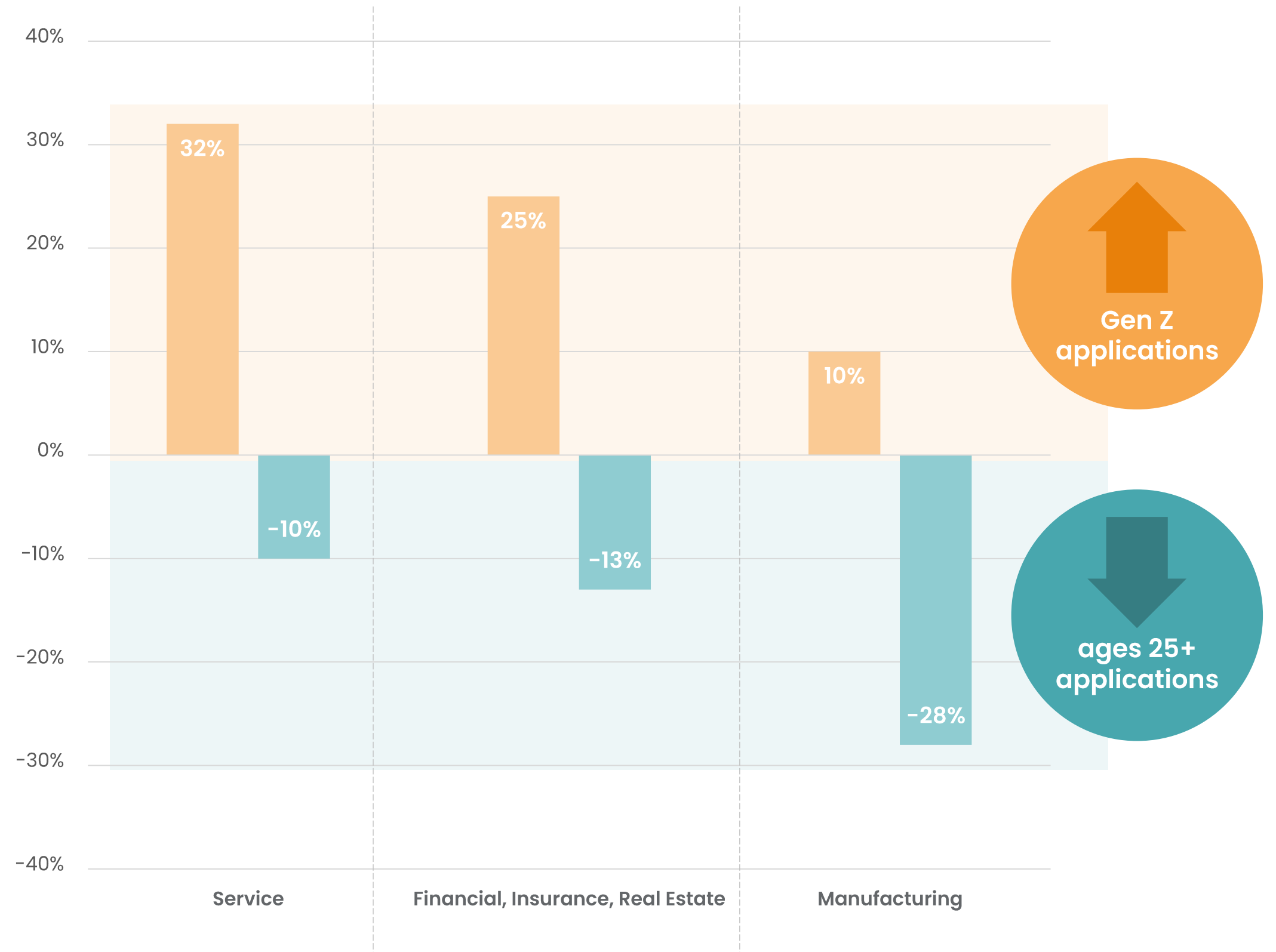
Gen Z is entering a promising job market

Entry-level hiring activity is following pre-pandemic patterns.





Applications from 18- to 24-year-olds are up 15% compared to Q1 of 2020.



Shifting Gen Z job search preferences

Candidates age 18 to 24 are shifting where they look for jobs online and are more engaged with employers' career sites.

Candidates age **18–24**
 spend 40% longer on
 careers sites than
 applicants older than 25



Top 5 Application Sources in 2020

1. Indeed
2. LinkedIn
3. Glassdoor
4. Google
5. Facebook

Top 5 Application Sources in 2021

1. LinkedIn
2. Indeed
3. Google
4. Glassdoor
5. ZipRecruiter



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.

For more insights and perspectives, visit www.icims.com/insights.