

▶▶▶▶ Insights:

Monthly Workforce

Report

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August
2021

Insights at a Glance

iCIMS' August Insights report provides an exclusive look into the latest labor market activity and trends drawn from our proprietary database of employer and job seeker activity from more than 4,000 customers.

We are in a hiring boom. Companies have been increasingly opening new positions, with our data showing opening activity up nearly 70% since the start of the year. Monthly hires are exponentially higher than in years past.

All the while, the workforce continues to ebb and flow. We're seeing fewer applicants per opening today than we've seen in years past. We also see shifts in the workforce's makeup.

With holiday hiring on the horizon, this month's report also includes a snapshot of retail industry employment trends. Traditionally, retail hiring surges in mid Q3 to meet the demand for the holiday shopping season. With job openings and hiring already at high levels, we may see new patterns emerge this year.



Read on for

a full view of the

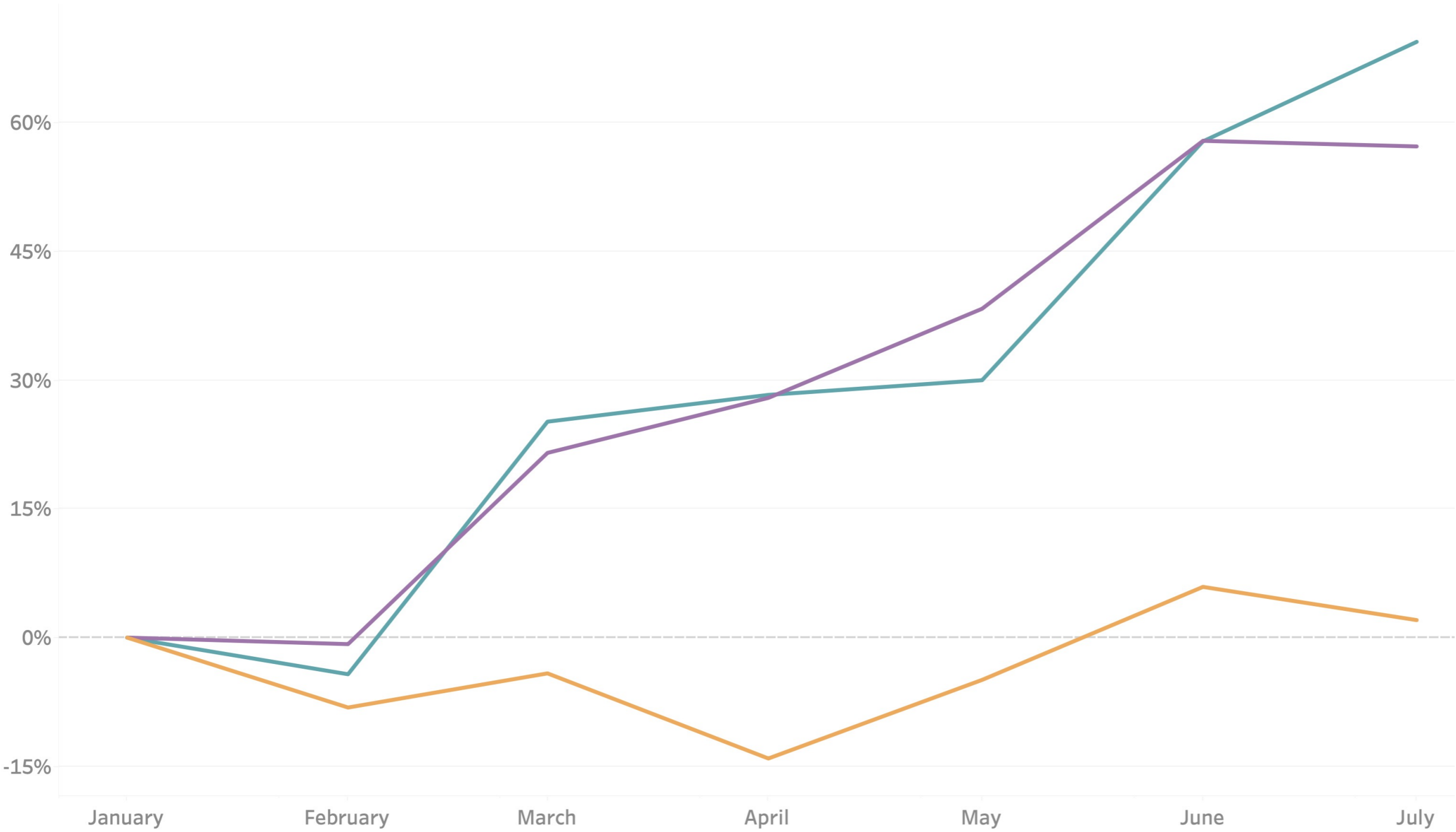
latest trends

and insights.



Hiring boom: Employers face stiff competition for talent

Historic job opening levels amid stagnant job application activity exacerbates labor shortages



69%
Job openings

57%
Hires

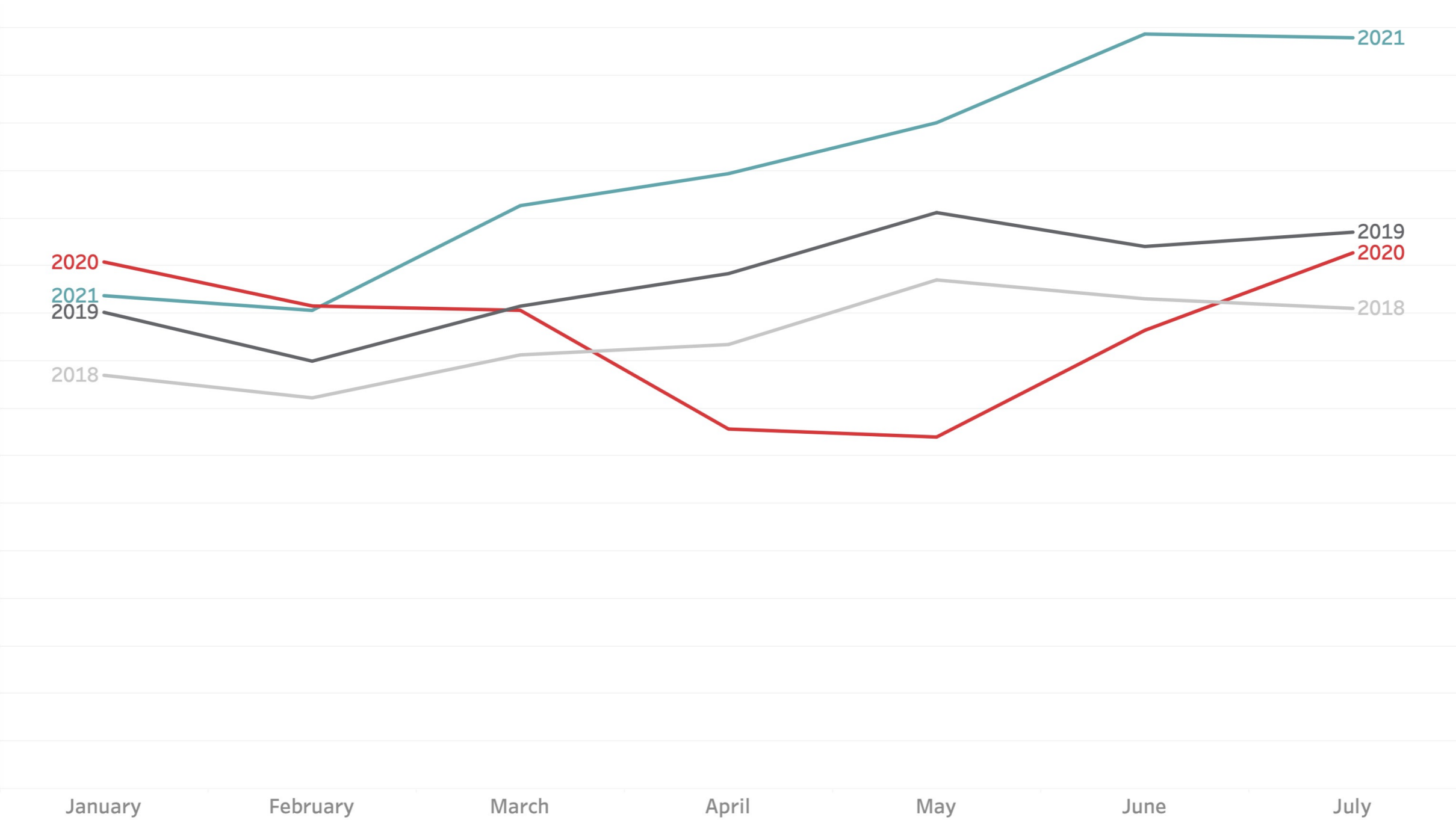
2%
Job applications

Platform Indicators
Job Openings, Applications, and Hiring Activity
January – July 2021



Hiring boom: Hiring activity substantially greater than in years past

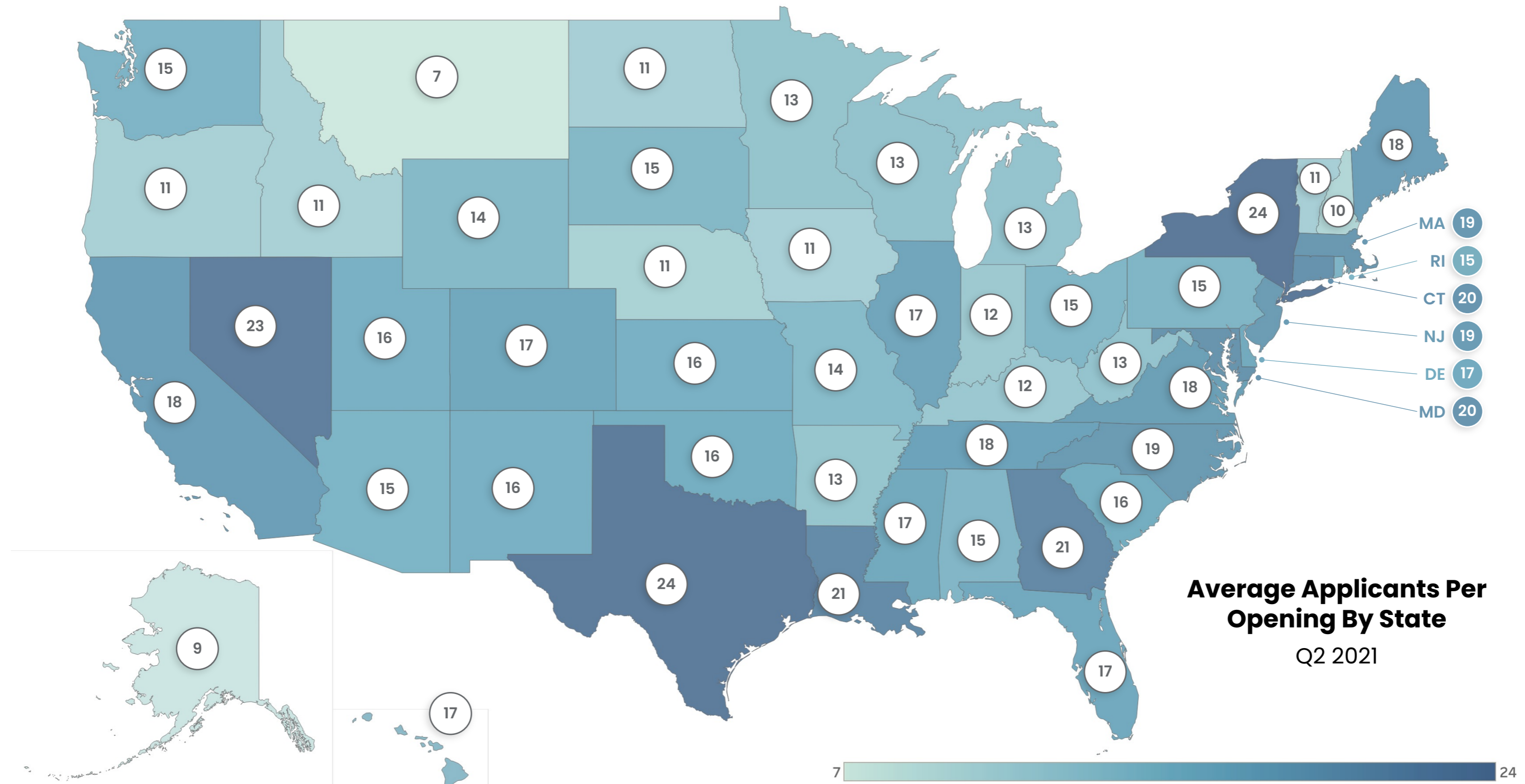
Hires in July 2021 35% higher than pre-pandemic (July 2019)



Year-Over-Year Hires by Month
2018 - 2021

Less workers to go around. Nationwide, employers receive an average of 18 applicants per opening

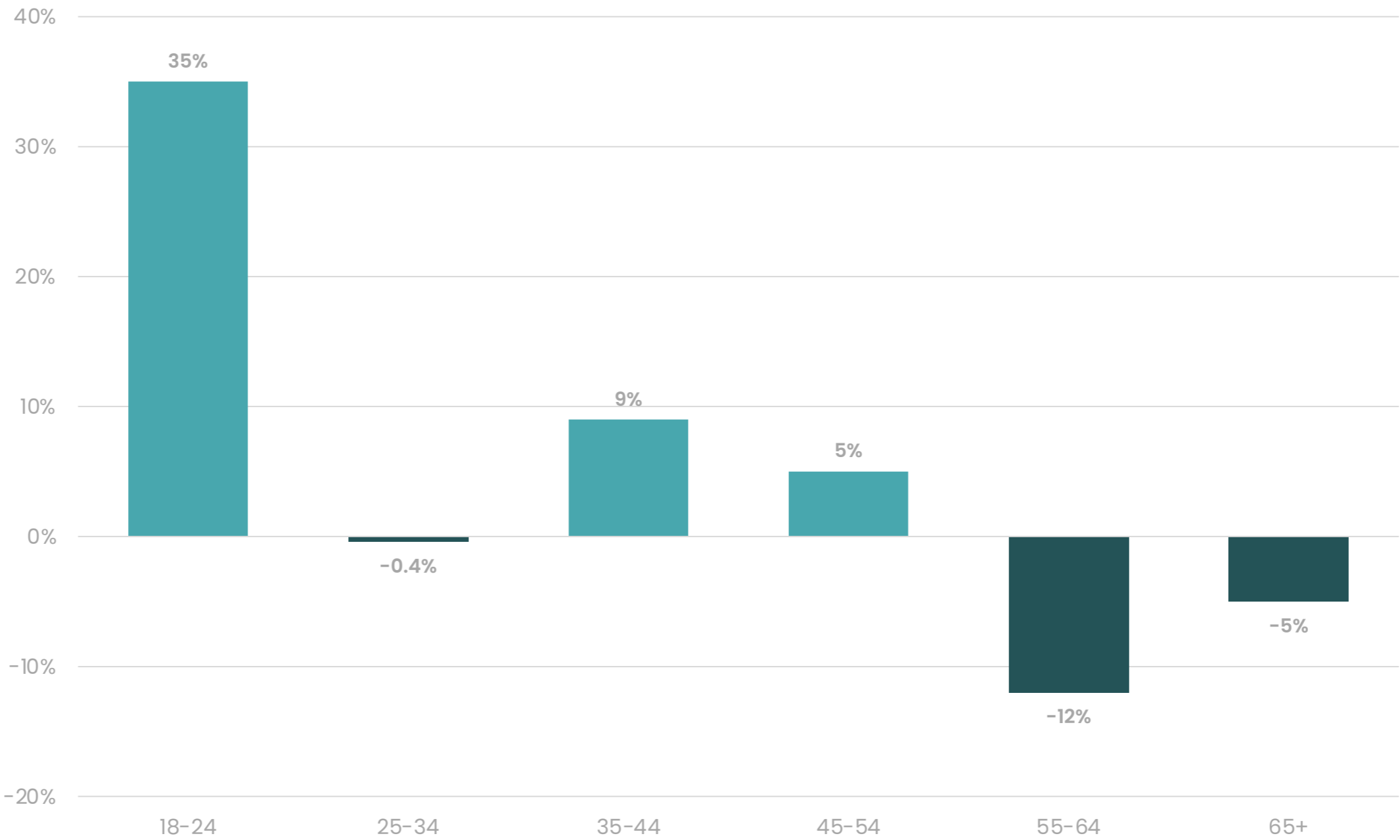
Average applicants per opening declined 28% compared to Q2 2020, and 21% compared to Q2 2019





Age diversity in the workforce

Applications from 18–24-year-olds are up 35% year-over-year, making them the most active talent pool

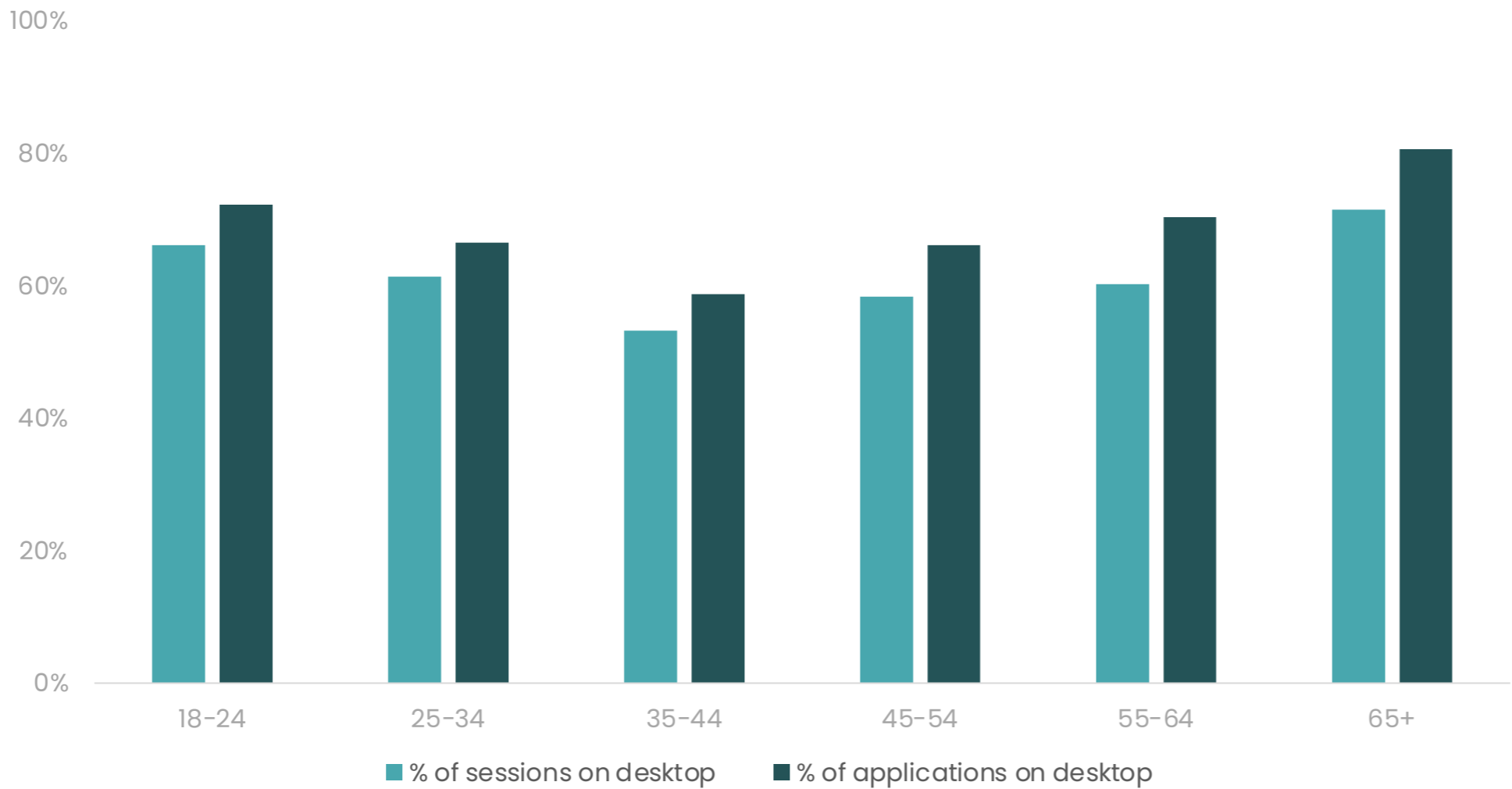


Percent Change of Applications
Jan.–July 2020 – Jan.–July 2021



Engage job seekers where they are

Applications are primarily submitted via desktop however, mobile accounts for more than a third of job seeking activity



% of Sessions vs. Applications on Desktop
By age group

Top 6 External Application Sources
in 2021 (in order)

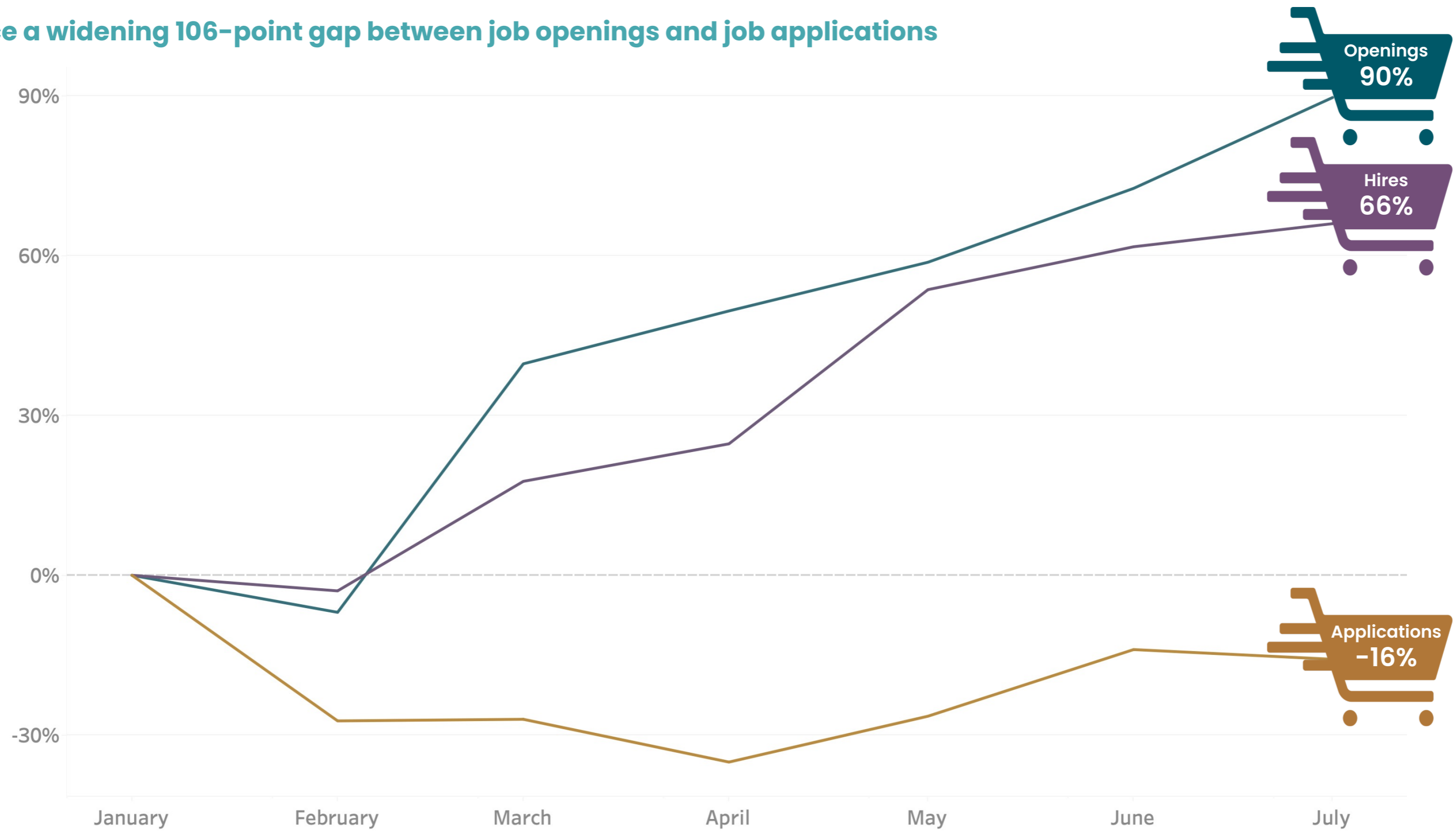


Applications to internal job portals
up nearly 50%
year-over-year
(Jan.-July 2021)



HOLIDAY HIRING PREVIEW: Challenges may lay ahead for retailers

Retailers face a widening 106-point gap between job openings and job applications



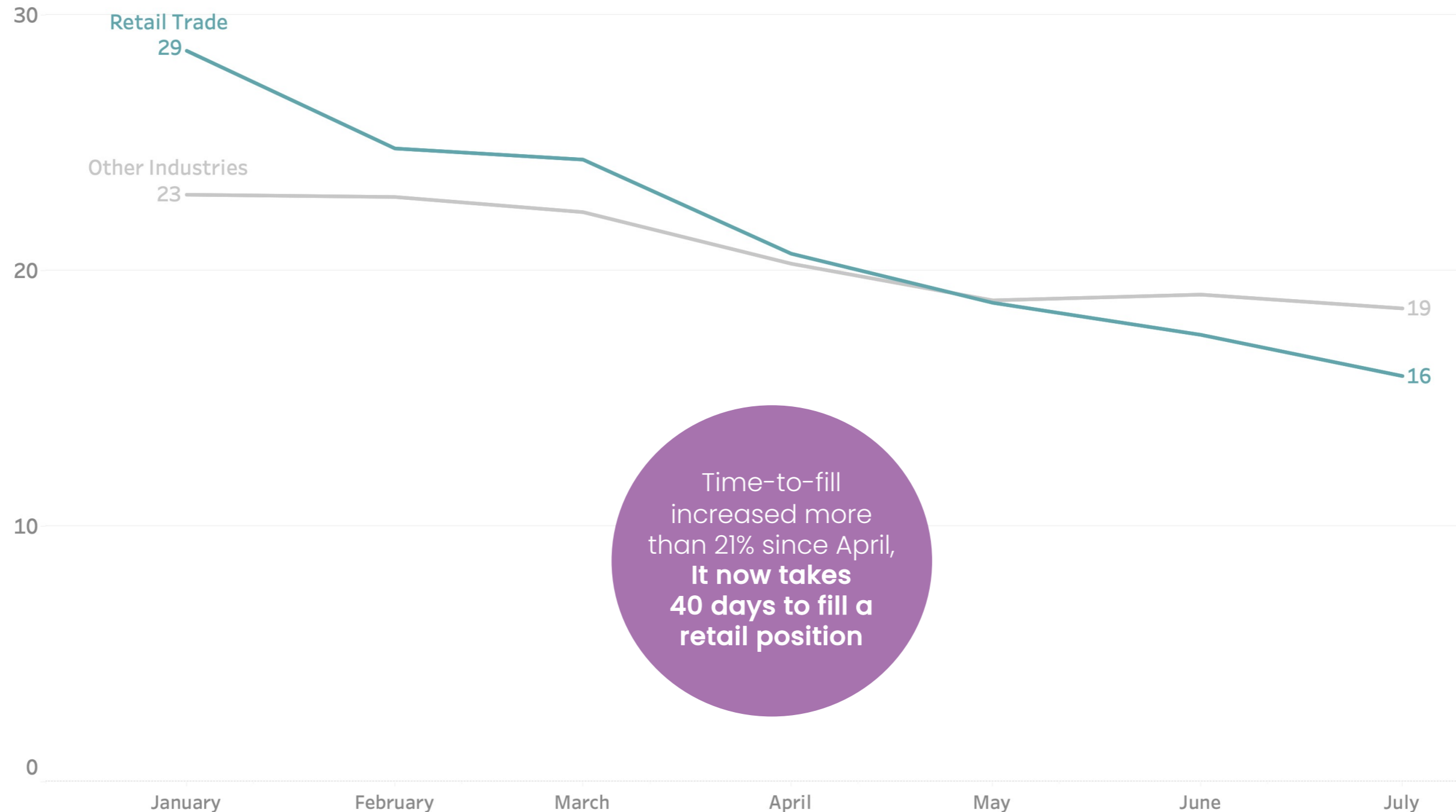
Retail Platform Indicators
Job Openings, Applications, and Hiring Activity
January - July 2021

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HOLIDAY HIRING PREVIEW: Keeping up with hiring demand

44% decline in retail applications per opening since start of the year, compared to a 19% decline across other industries



Applications Per Opening
Retail Trade vs. Other Industries
Jan.–July 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 more than 4,000 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.

About iCIMS Insights proprietary platform data

iCIMS' platform data is drawn from our proprietary database of employer and job seeker activity from more than 4,000 customers. iCIMS customers represent a broad swath of the U.S. economy, with expansive geographic, industry, and occupational representation.