

▶▶▶▶ Insights:

Monthly Workforce

Report

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July 2021

Insights at a glance

iCIMS' July 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.

Companies are continuing to open new positions and hire amid rising but low levels of applications. Applications are beginning to rise across industries, potentially indicating that workers are shifting jobs and/or rejoining the workforce.

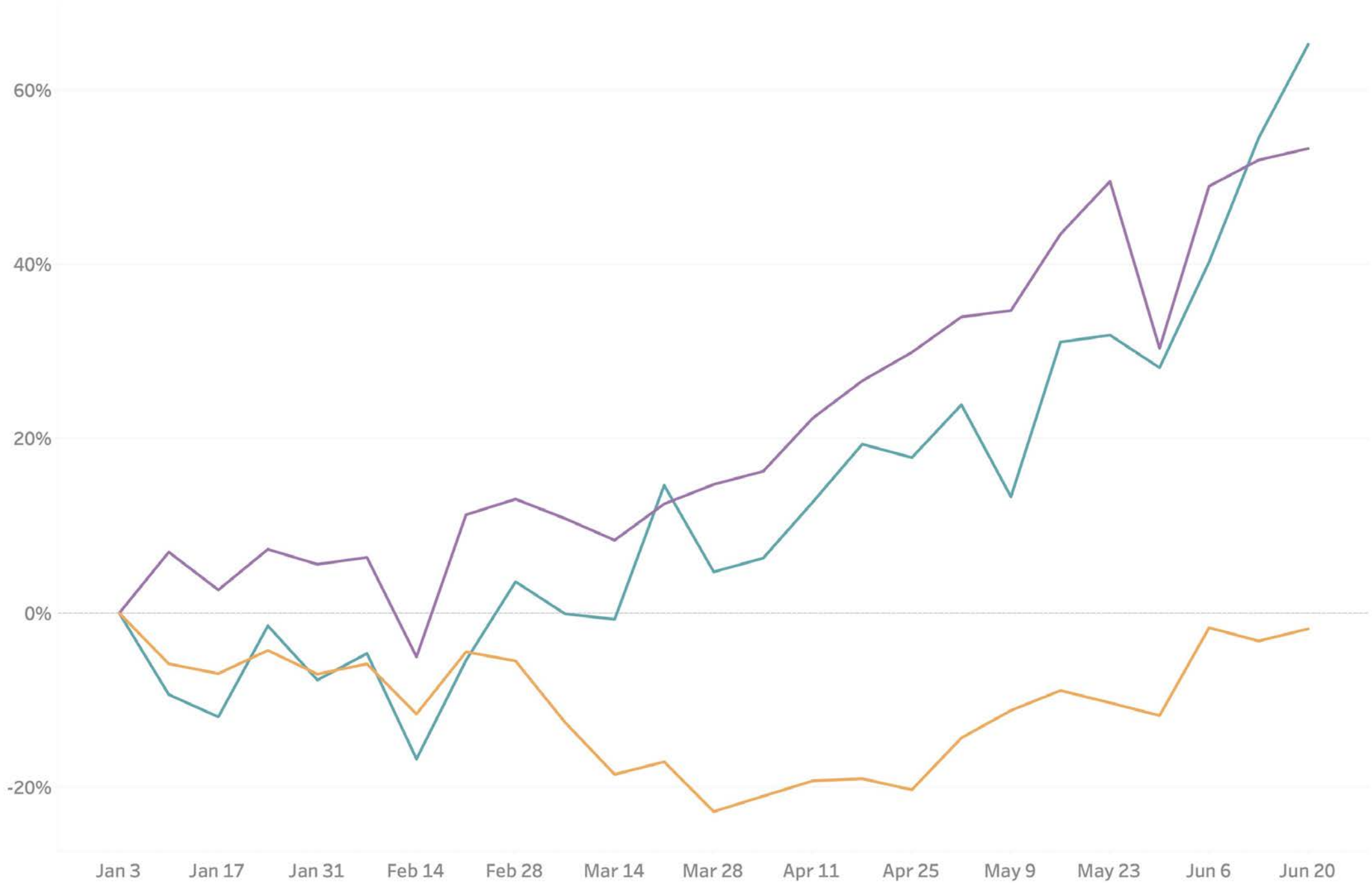
In this month's report, we also examine hiring data from manufacturing employers as part of our quarterly industry focus. Much like the overall labor market, manufacturers are facing challenges finding workers amid surging business demands.





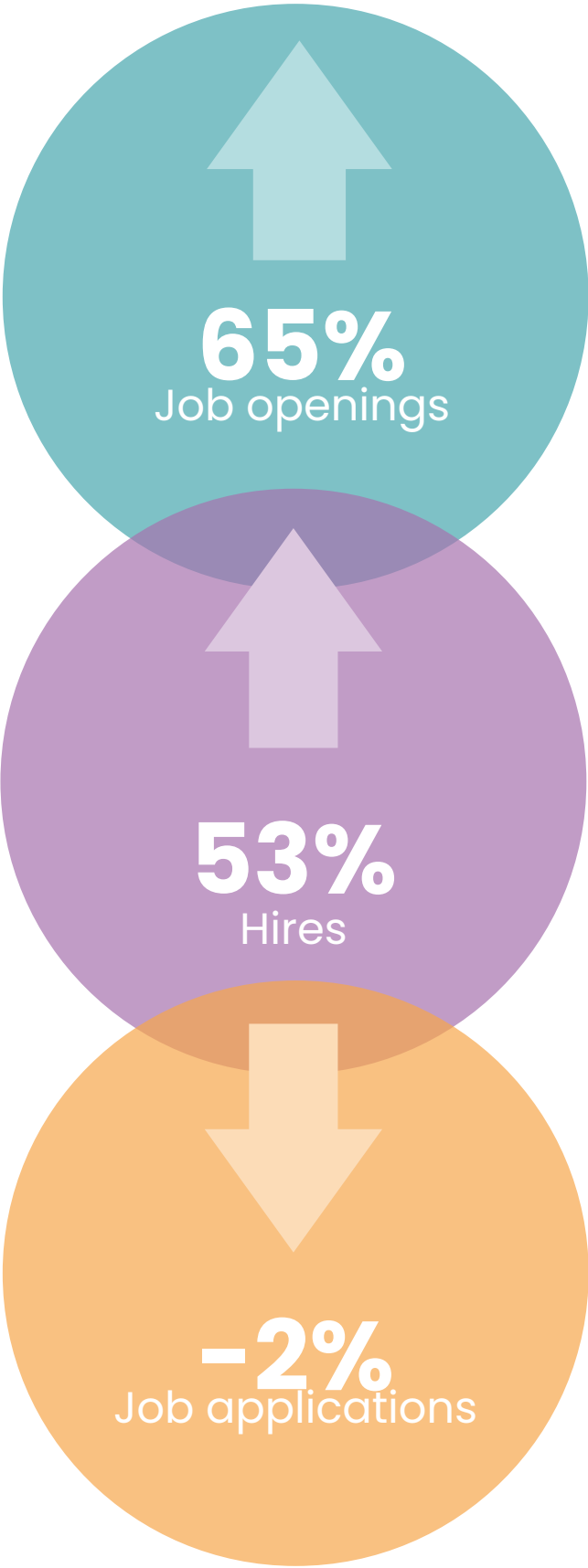
Employers accelerate hiring efforts

Job openings spike as job application activity slowly rises



Platform Indicators

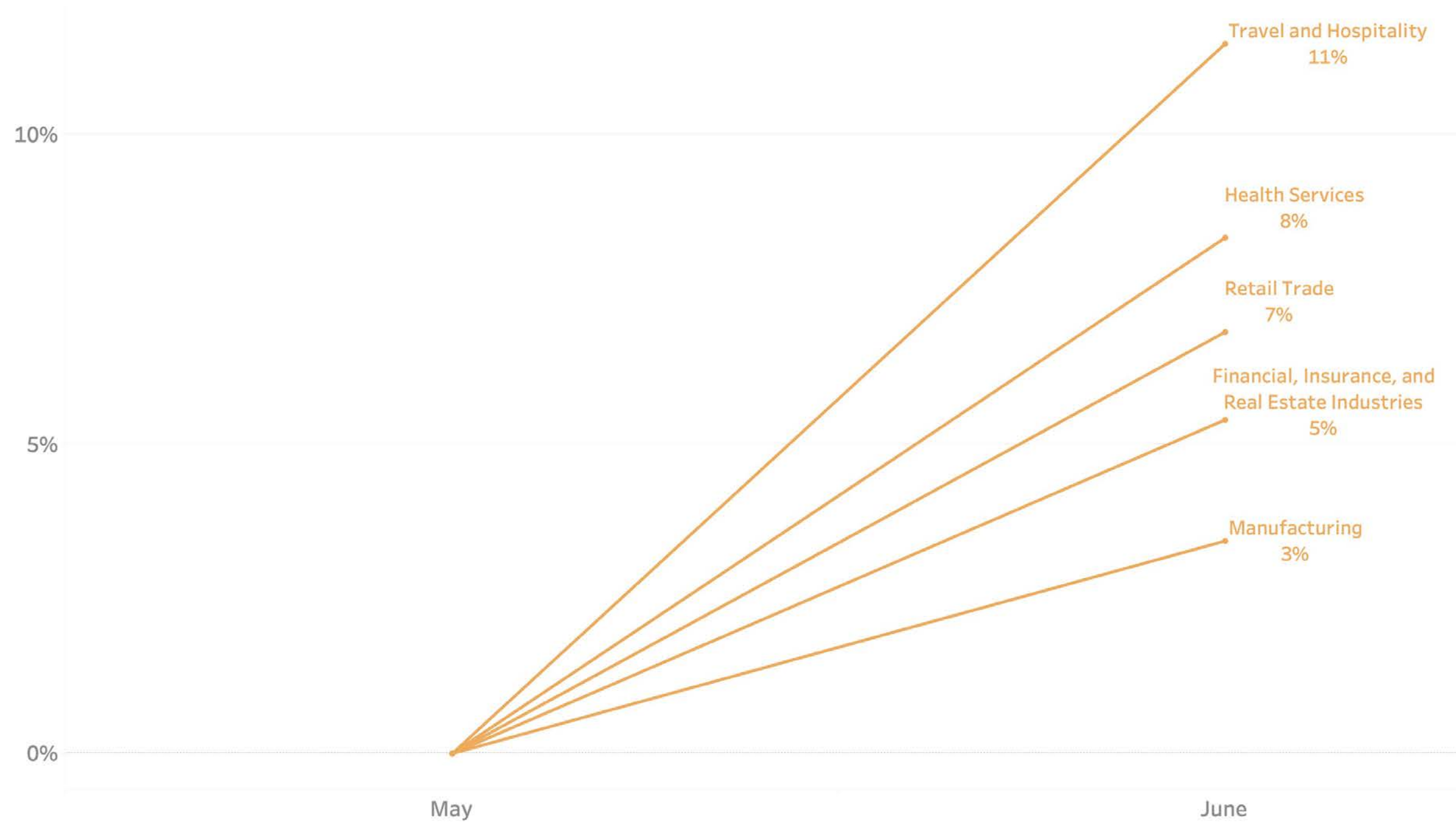
Job Openings, Job Applications, and Hiring Activity
January – June 2021





Increase in applicants across industries

Double digit growth in applicants to Hospitality jobs; Growth of applicants to Health Services and Retail jobs not far behind

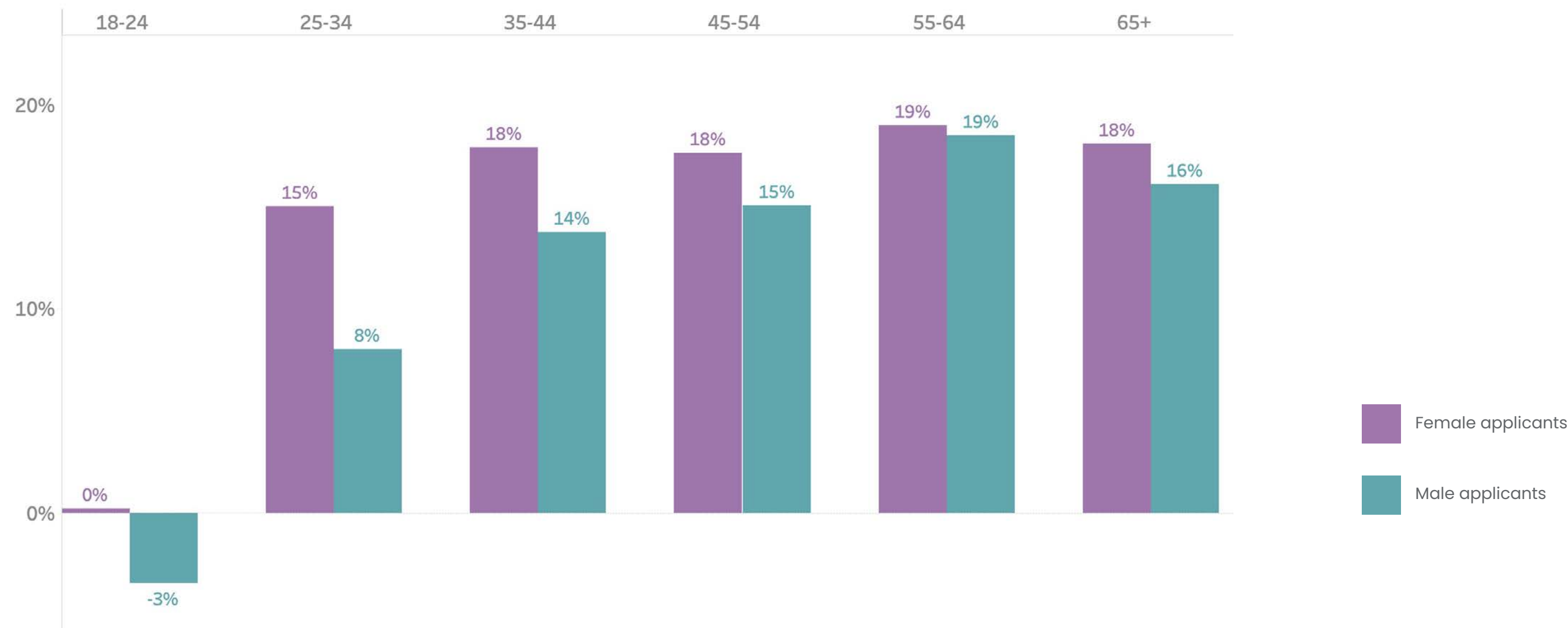


Applicant Behavior Across Industries
Month-over-month changes in total applicants
May - June 2021



Shifts in workforce demographics

Women applicants and applicants ages 25–65+ on the rise



Monthly Applicant Change by Age and Gender
May – June 2021



QUARTERLY INDUSTRY FOCUS:

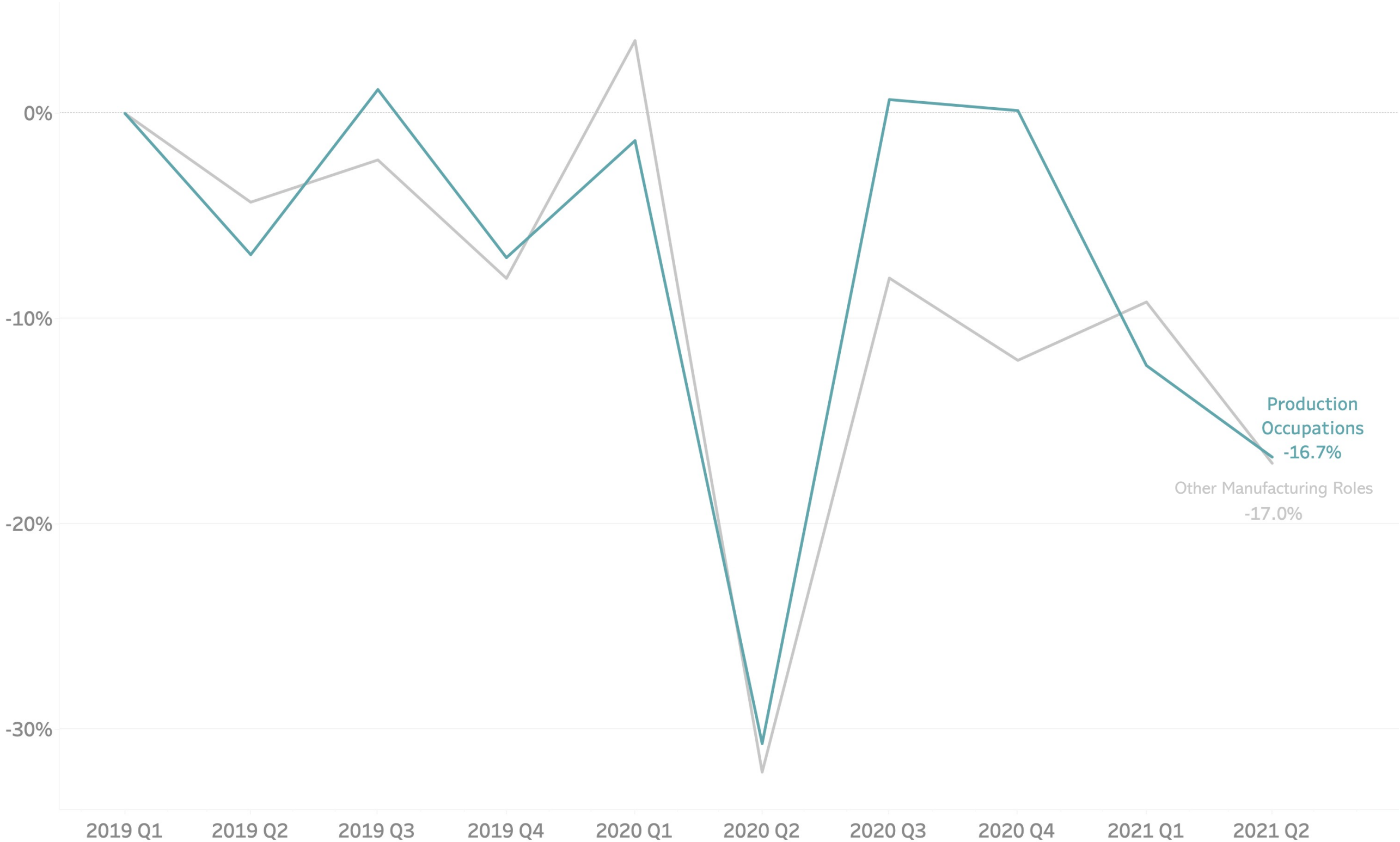
Manufacturing Hiring Trends





Manufacturing application activity lags behind overall market

Application activity down near 17% since 2019, and down about 8% since the start of this year



Manufacturing Job Applications Activity
Production Occupations and Other Manufacturing Roles
Q1 2019 – Q2 2021



Significant growth in manufacturing openings

Openings for production occupations in the manufacturing industry are up 61% since the start of Q1 2019, and 36% since the start of Q1 2021.

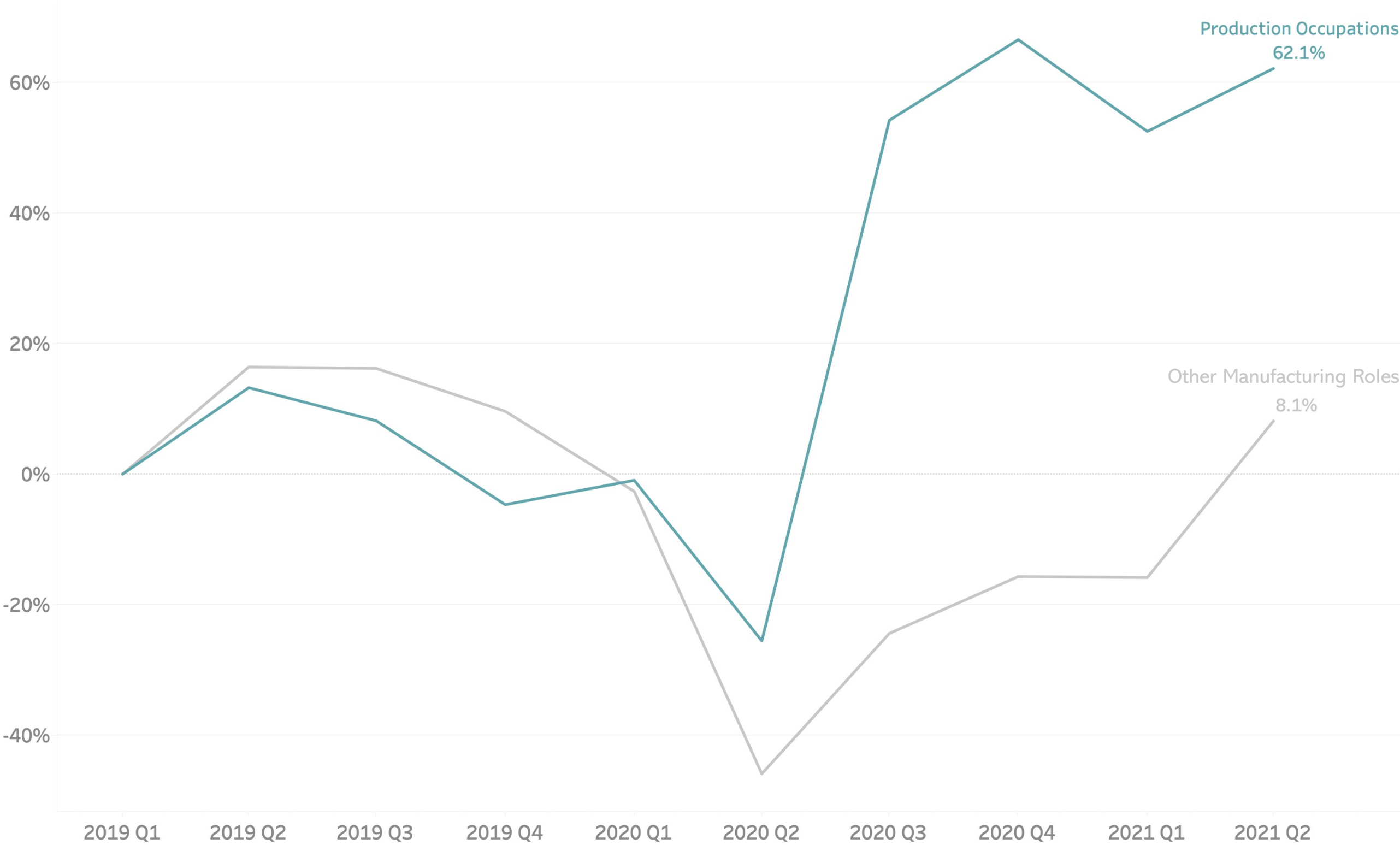


Manufacturing Job Openings Activity
Production Occupations and Other Manufacturing Roles
Q1 2019 – Q2 2021



Steady uptick in hiring despite labor shortages

Hires of production occupations and other roles up 62% and 8% since Q1 2019, and 10% and 27% respectively, since the start of 2021

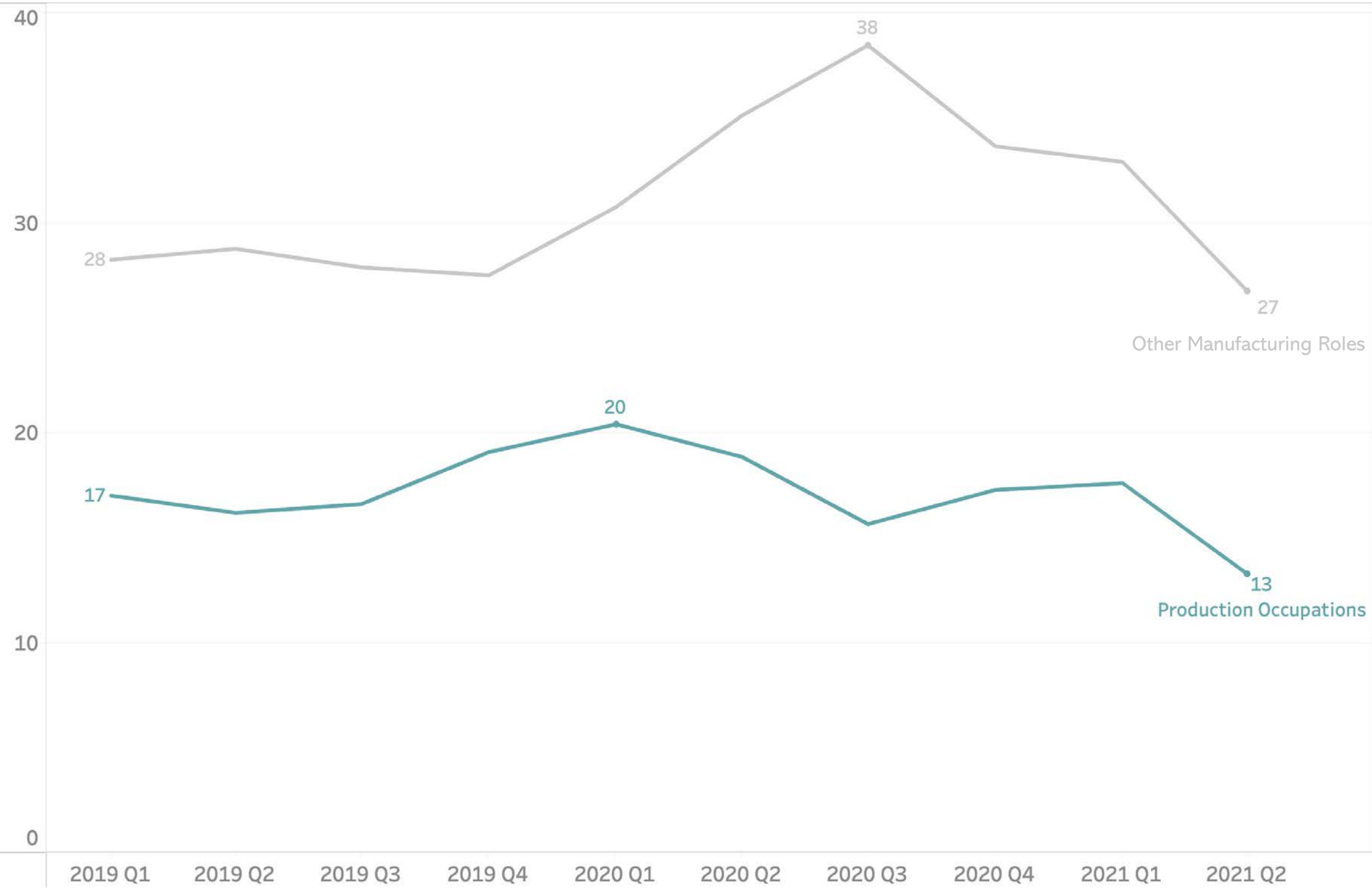


Manufacturing Hiring Activity
Production Occupations and Other Manufacturing Roles
Q1 2019 – Q2 2021



Continued challenges to fill manufacturing roles

Production occupations receive only 13 applicants per opening in Q2 2021

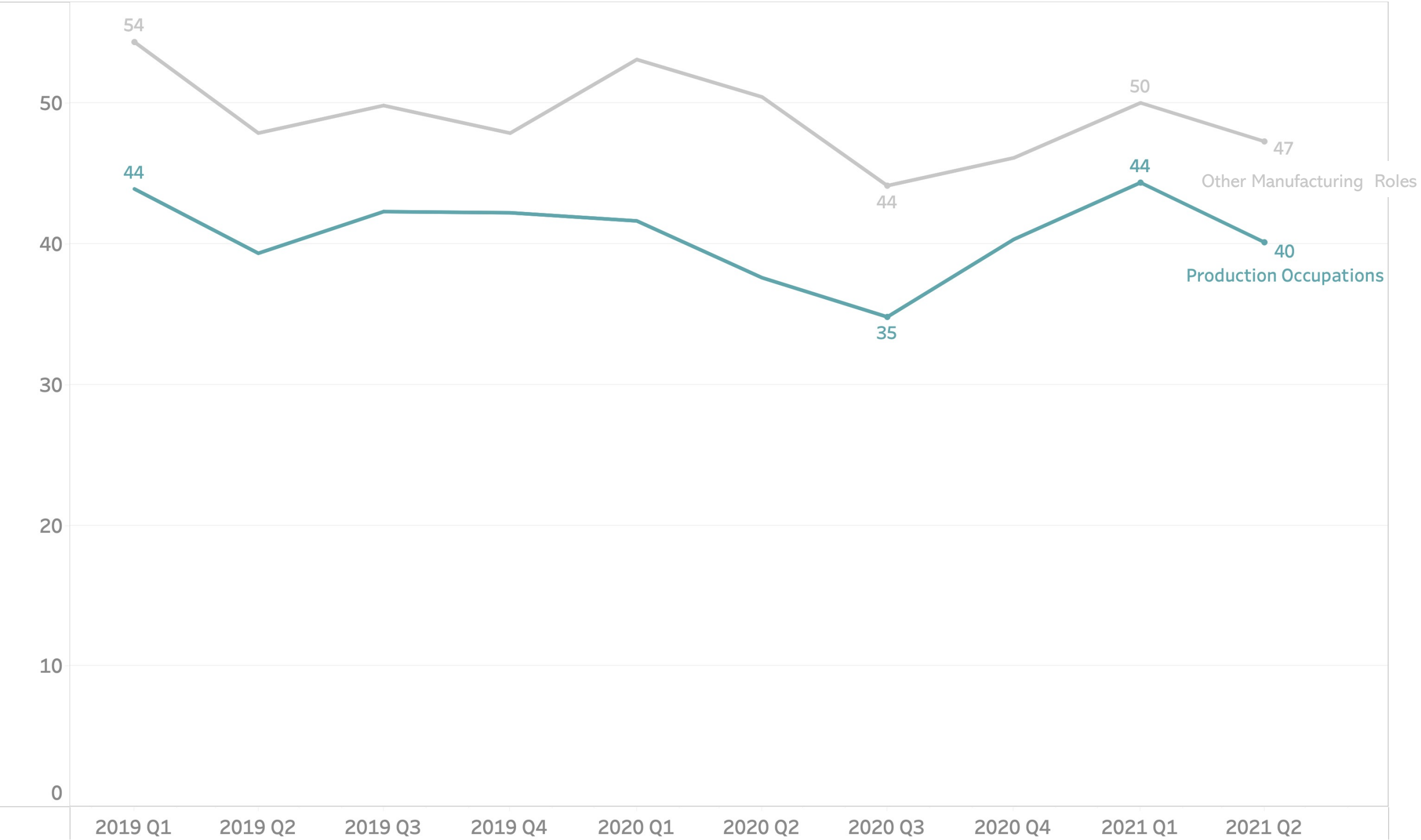


Applicants per Opening in the Manufacturing Industry
Production Occupations and Other Manufacturing Roles
Q1 2019 – Q2 2021



Hiring manufacturing workers

Time to fill remains mostly stable, despite labor market and industry challenges



Time to Fill in the Manufacturing Industry
Production Occupations and Other Manufacturing Roles
Q1 2019 – Q2 2021

Growing Age Disparity in Manufacturing

Male applicants ages 18–24 decreased 12%,
while those ages 55–64 increased 21% from
May to June





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.