

▶▶▶▶ Insights:

# Monthly Workforce

# Report



June 2021



# Insights at a Glance

The “great rehire” is upon us.

iCIMS’ June 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.

Our most recent data, through May 2021, shows job openings and hires are continuing to increase. Yet, job application activity remains stagnant.

Leading indicators are beginning to show promising signs that the labor shortages will not continue much longer. There is an uptick in initial job seeker activity across industries.

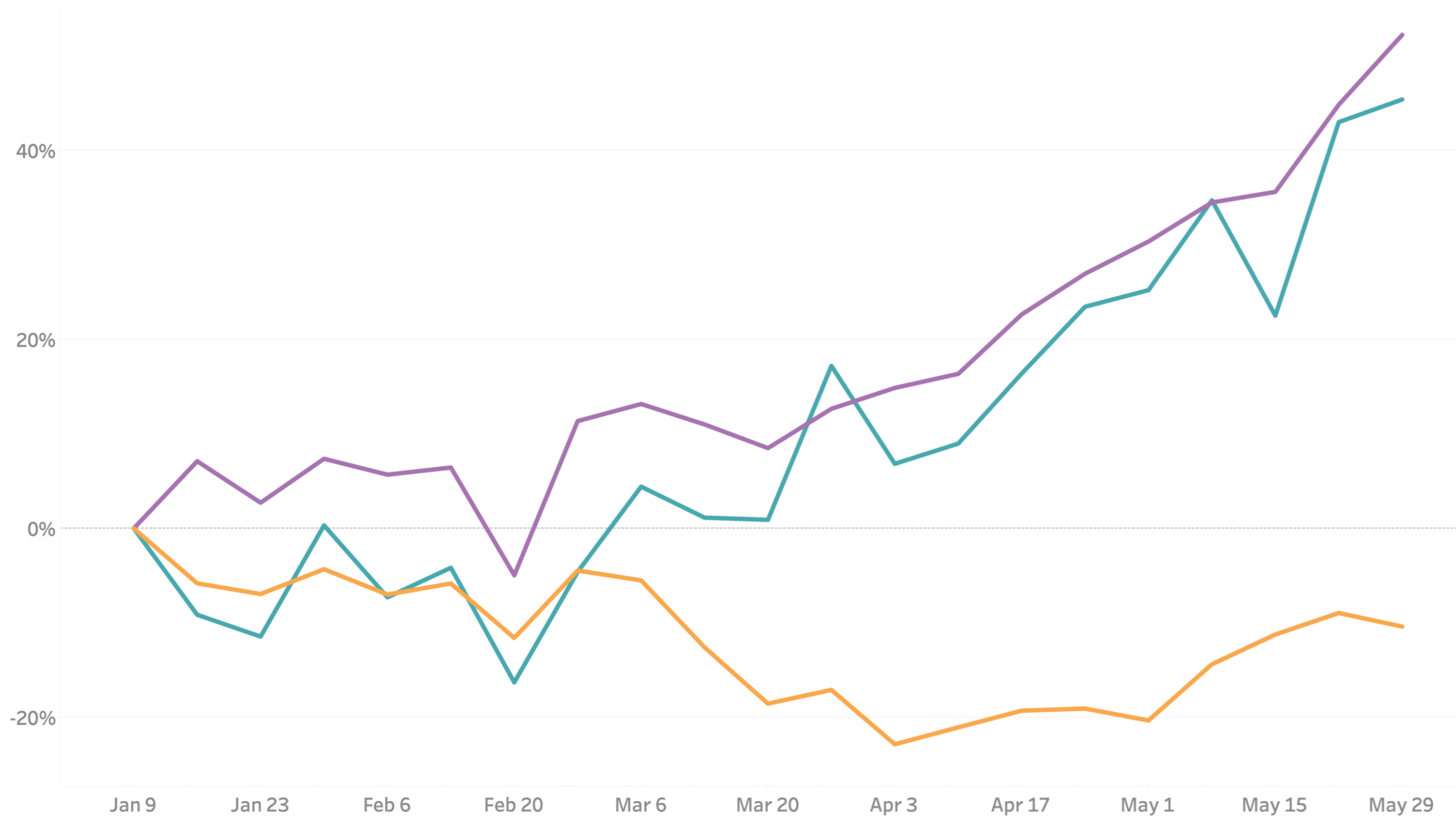
Employers need to attract, engage, hire and advance talent more strategically to get ahead of the challenges and recover more quickly.





# Employers push forward toward recovery

Hires are on a 10-week increase despite lagging job application activity



### Platform Indicators

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

**52%**  
Hires

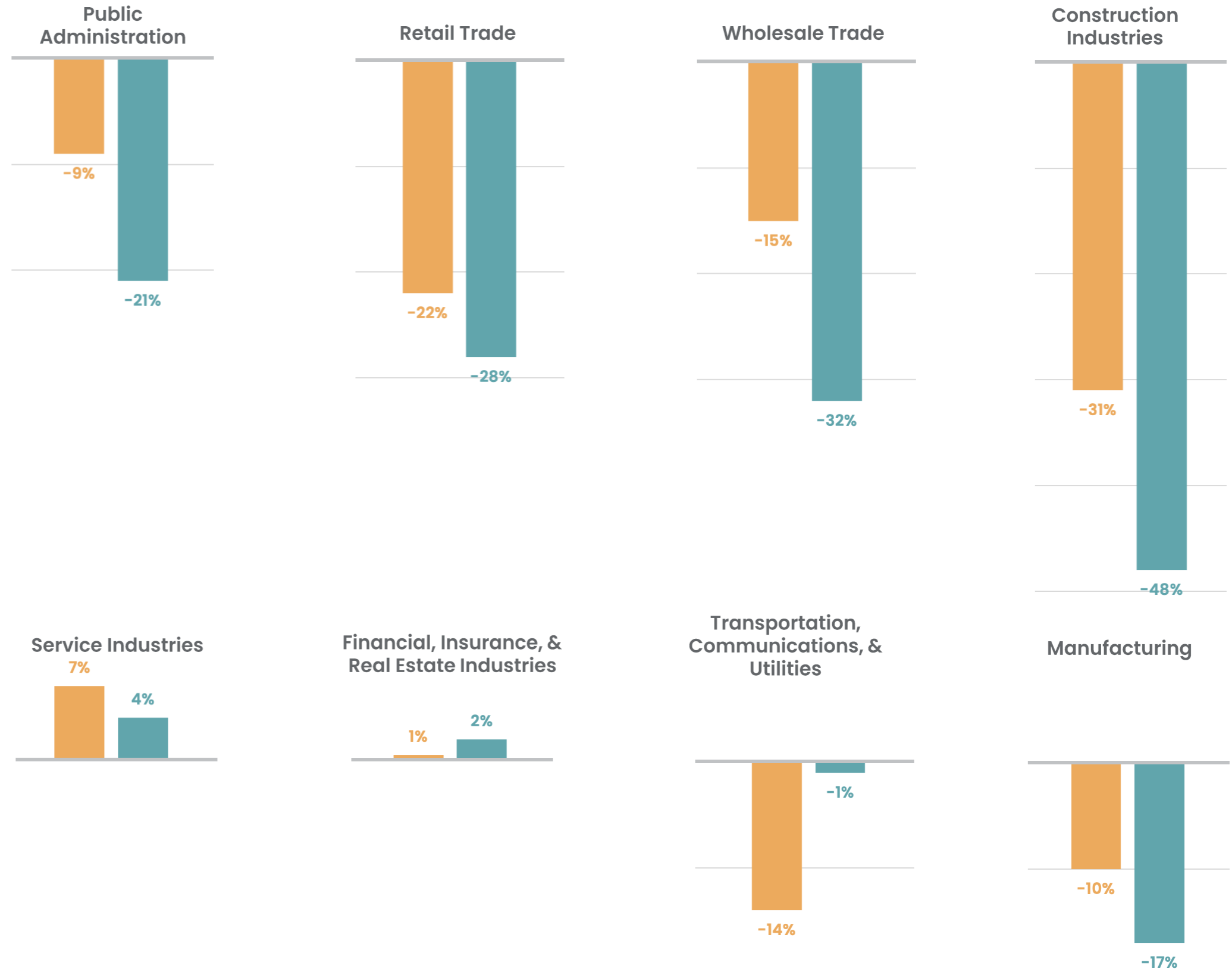
**45%**  
Job openings

**-10%**  
Job applications

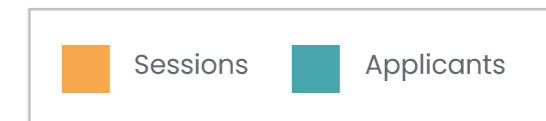


# Job seekers are looking, but not yet applying

Although job seeker activity and applications are both down as compared to last year, people are currently looking for jobs at higher rates than they are applying



**Job portal activity**  
Sessions vs. Applicants  
YTD 2021 vs 2020



# The job seekers are out there

Increased job seeker activity on internal job portals may indicate that workers are looking for career advancement and mobility opportunities



↑ 25%

There has been an increase of visits to internal job portals YTD 2021 vs 2020



# Talent pools are decreasing across all job levels

Jobs with salaries of more than \$100,000 annually receive 13 fewer applications per opening since Q4 2020

## Applicants per Opening

Based on Salary range

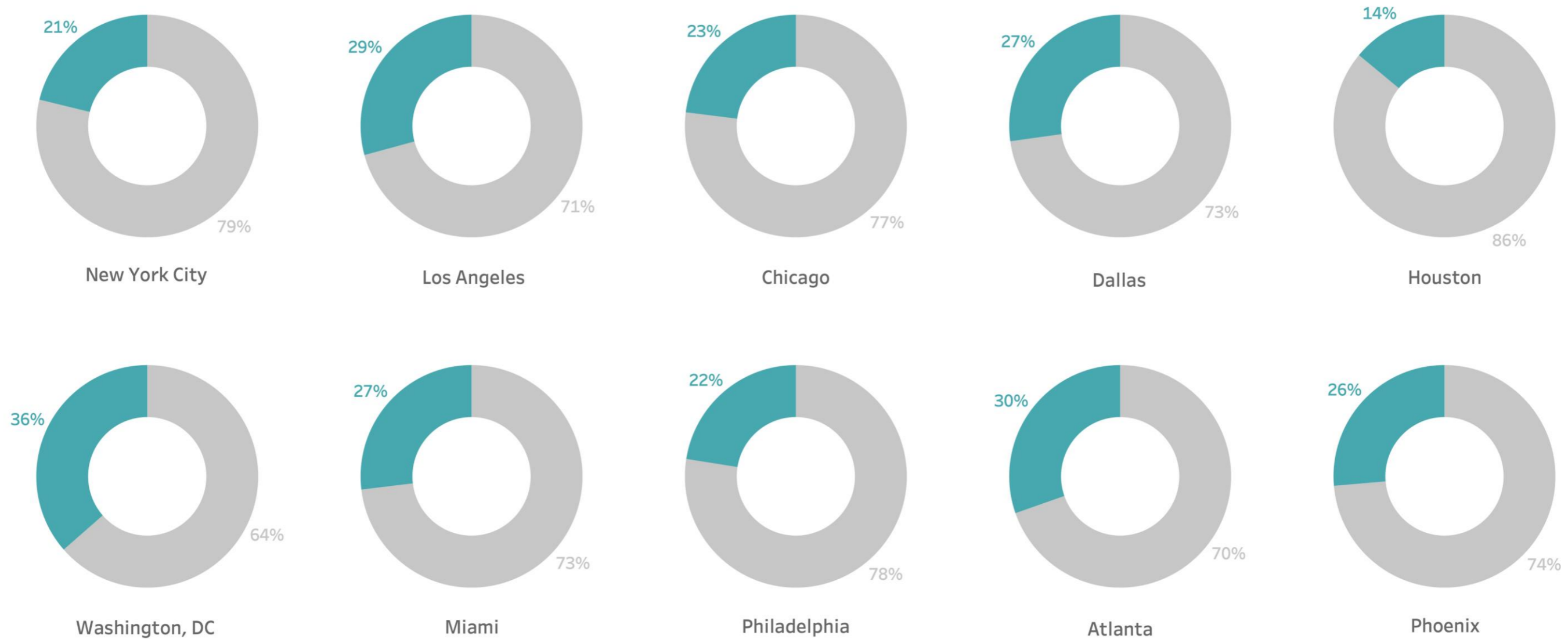


(wage data as defined by the U.S. Bureau of Labor Statistics)

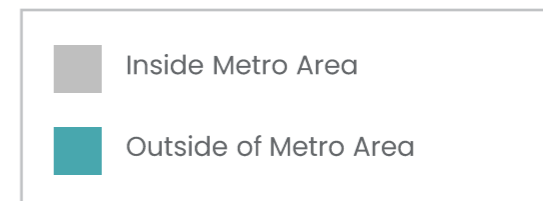


# Nationwide, 1 out of 3 applications originate outside the job's metro area

The future of remote work is unclear, but job seekers continue to apply to jobs in other cities and states



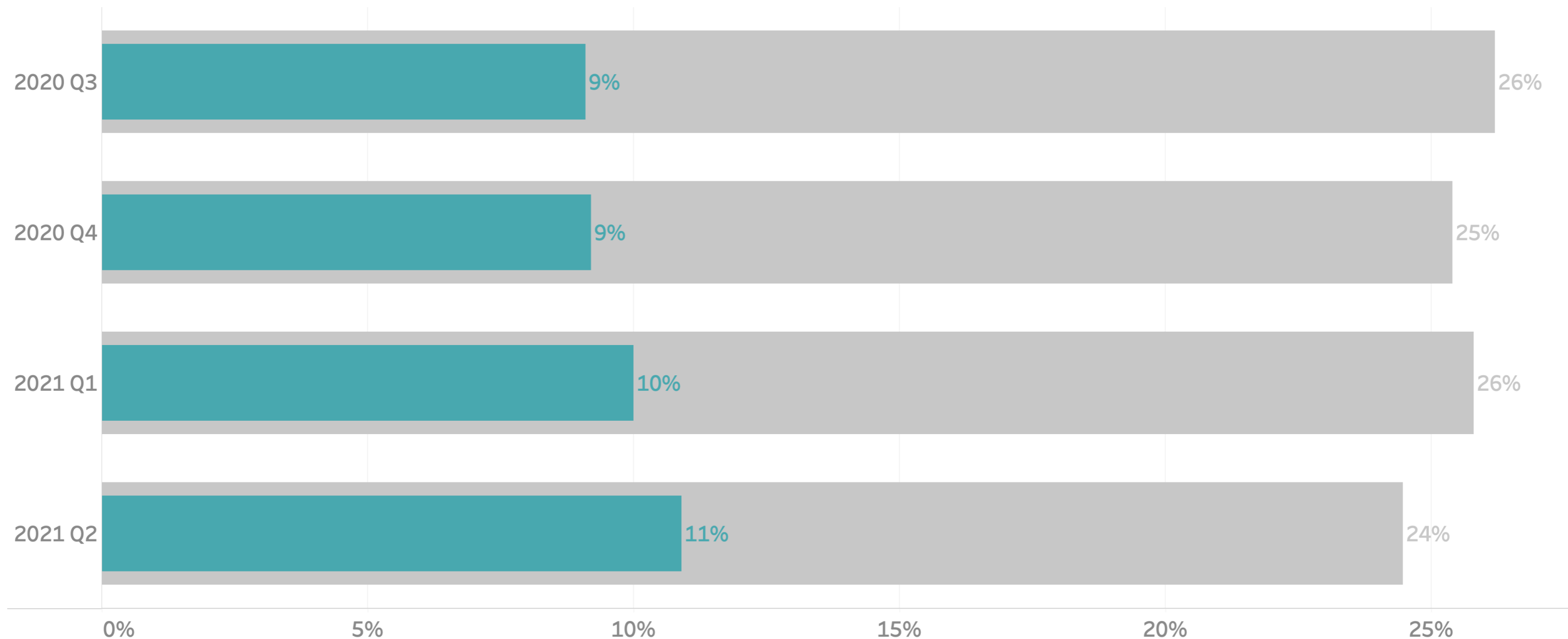
**Percentage of out-of-metro applications**  
2021 YTD



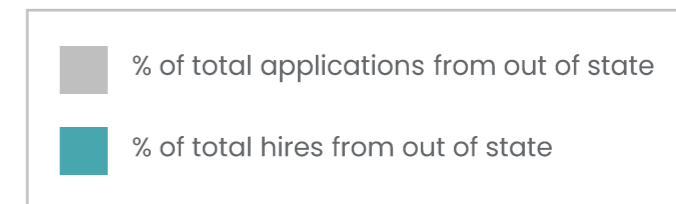


# Employers look to remote hires to overcome challenges

Hires of out-of-state applications begin slow but steady increase since Q4 2020



**Percentage of out-of-state hires and applications**



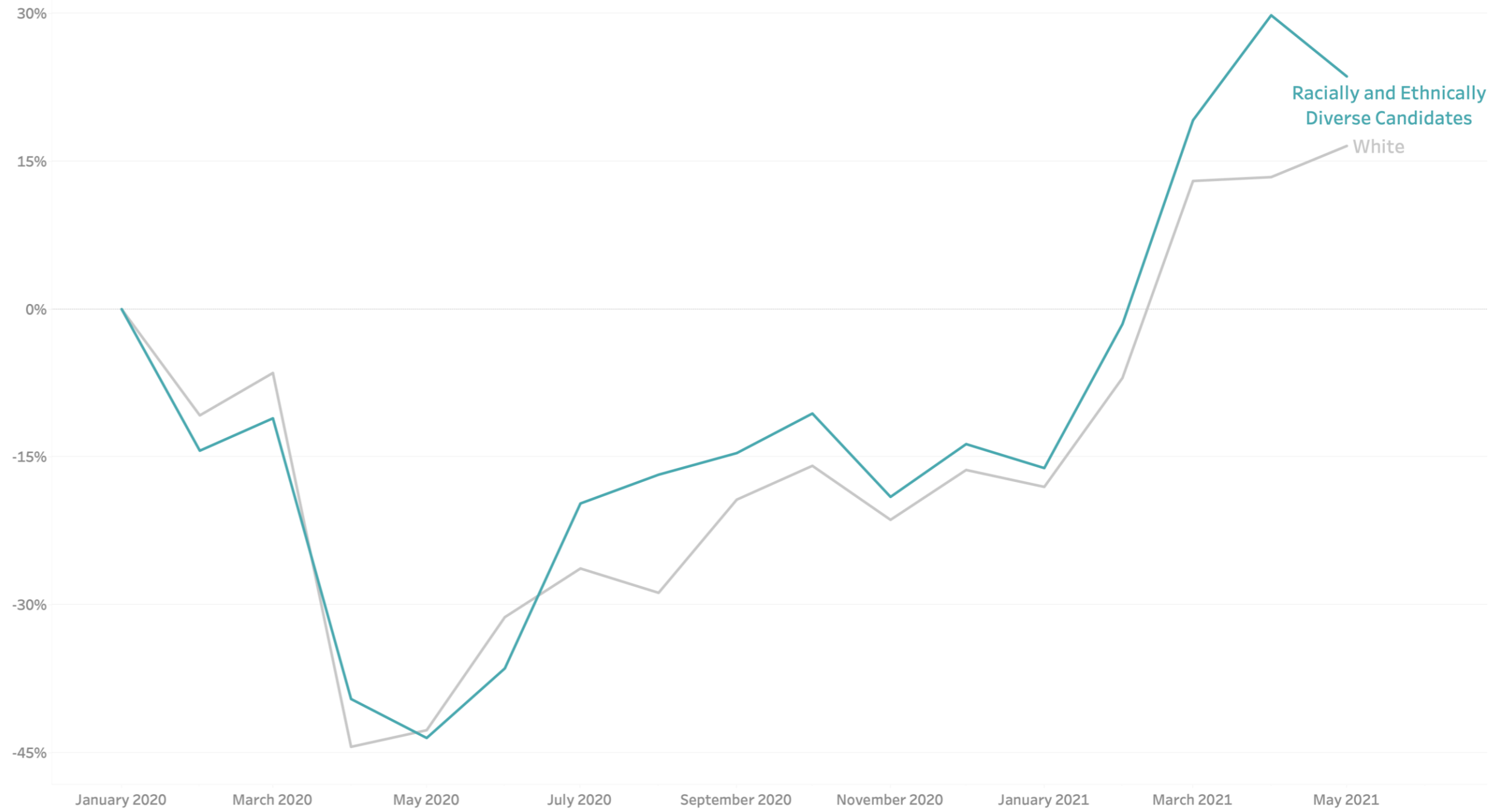




# Continued diversity gains in six-figure jobs

Rise in racially and ethnically diverse candidates hired into jobs with an annual salary of \$100,000+

**Percentage change of candidates hired into jobs paying \$100,000+**  
as compared to January 2020



(wage data as defined by the U.S. Bureau of Labor Statistics)



## About iCIMS

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

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

## About iCIMS Insights proprietary platform data

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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.