

▶▶▶▶ Insights:

# Monthly Workforce

## Report



March  
2022

# Insights at a Glance

iCIMS' March 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 and hundreds of millions of data points across job openings, job applications and hires.

As employers settle in to 2022, February brought a dip in job opening and hiring activity.

Job seekers are pulling back now as well. Applications to jobs paying more than \$100,000 are down nearly 10% since January 2021, while applications to jobs paying less than \$50,000 are on par with the start of last year – making this cohort of job seekers the most active talent pool.

Historically there is a decrease in activity in the second month of the year so these downswings may be nothing more than a seasonal trend. However, as talent challenges continue, employers need to deploy more strategic approaches to attract talent – especially to higher paying jobs.

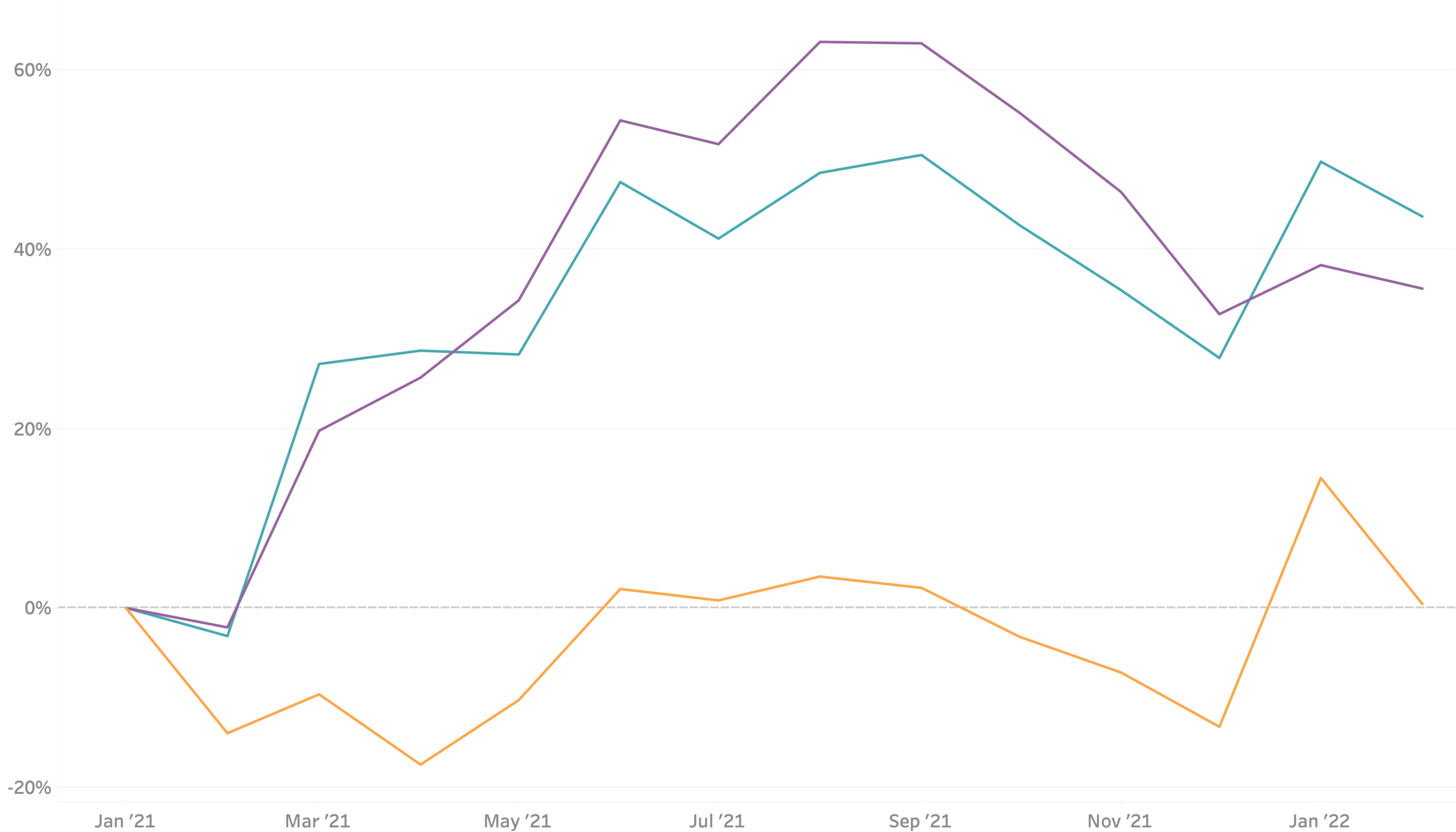






# The state of the talent market

February brings a decline in employer and applicant activity after January spike.



**Platform Indicators**  
Job Openings, Applications, and Hiring Activity  
January 2021 – February 2022

**44%**  
Job openings

**36%**  
Hires

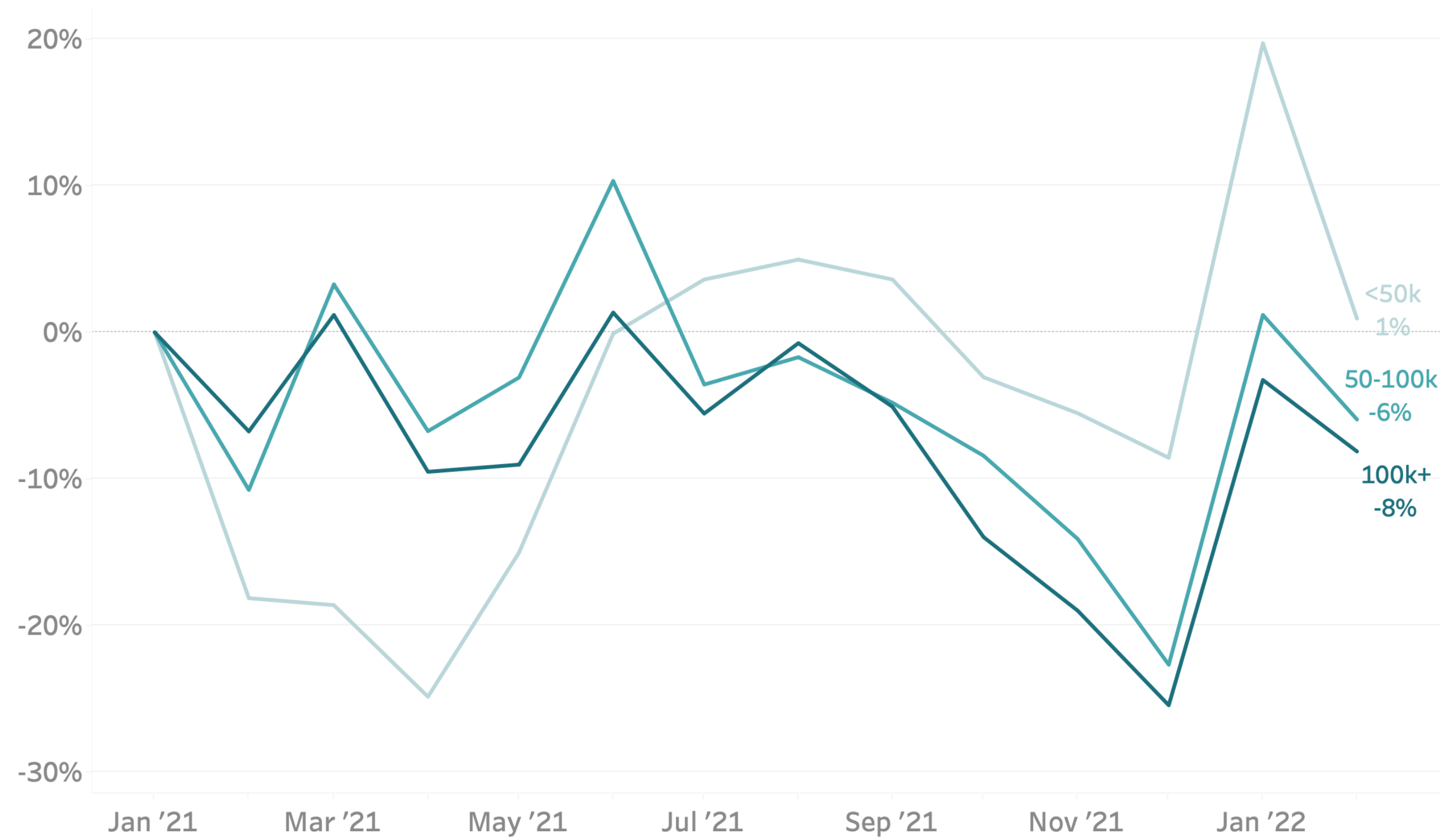
**0%**  
Job applications

since Jan. 2021



# Lower-wage job seekers are the most active job applicants

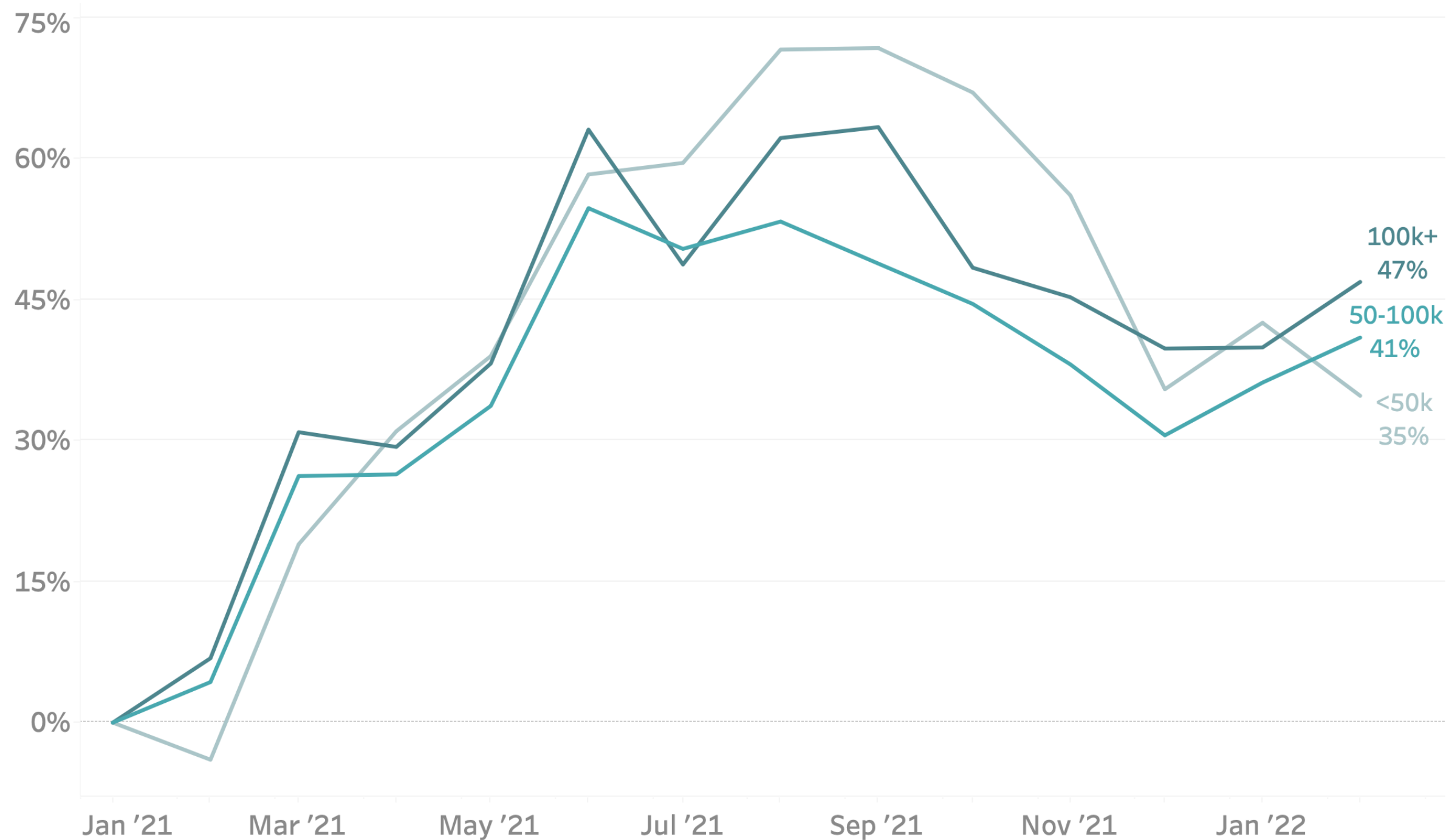
Applications to jobs paying less than \$50,000 are at January 2021 levels and up nearly 20% since February of last year.



**Applications by Salary Bands**  
January 2021 – February 2022

# Competitive talent market puts talent teams on the offensive

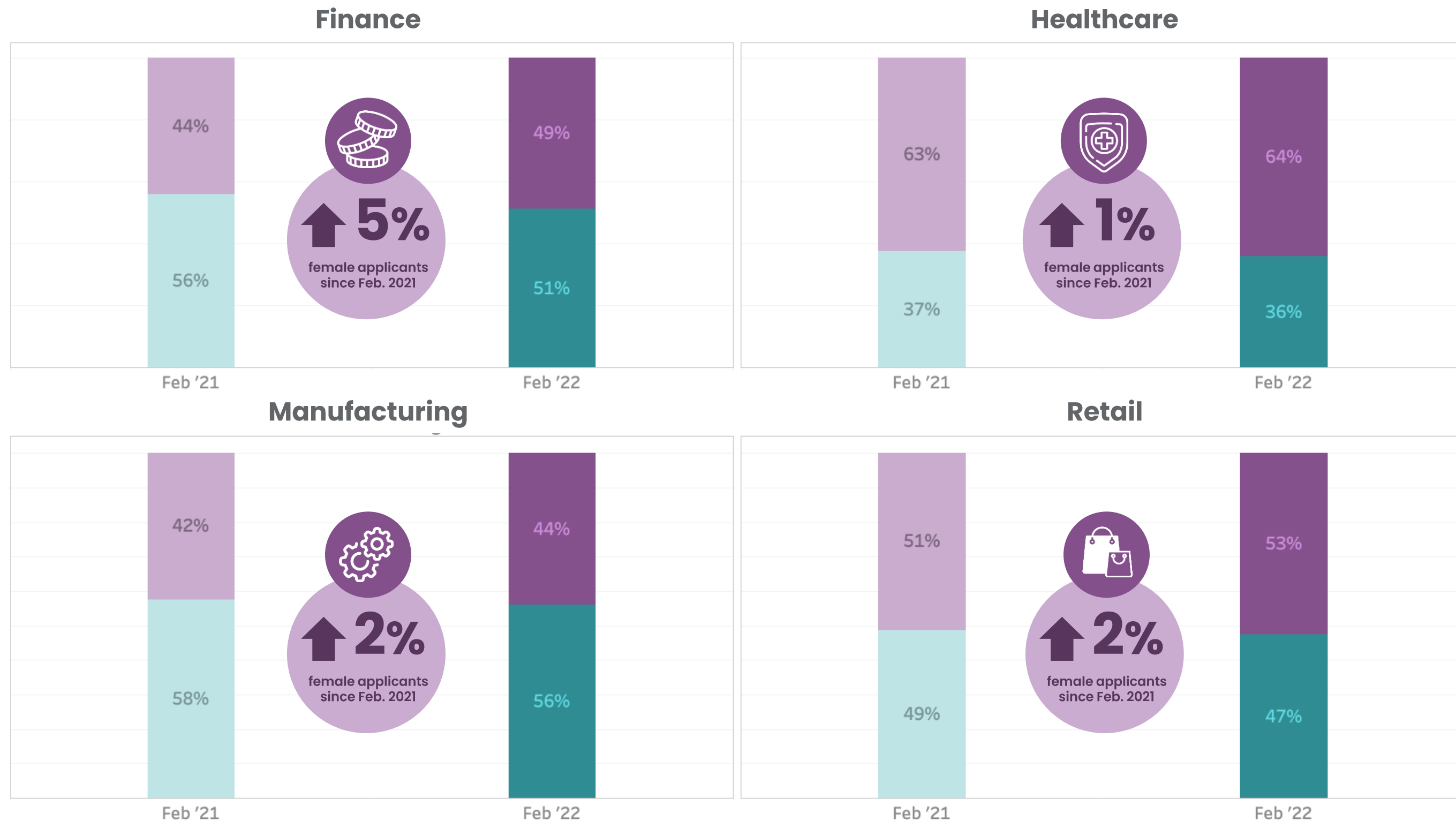
Despite fewer applicants, there has been nearly a 50% increase in six-figure salary hires.



**Hires by Salary Bands**  
January 2021 – February 2022

# Women are reentering the workforce

In the last 12 months, the share of female job applicants increased across industries.

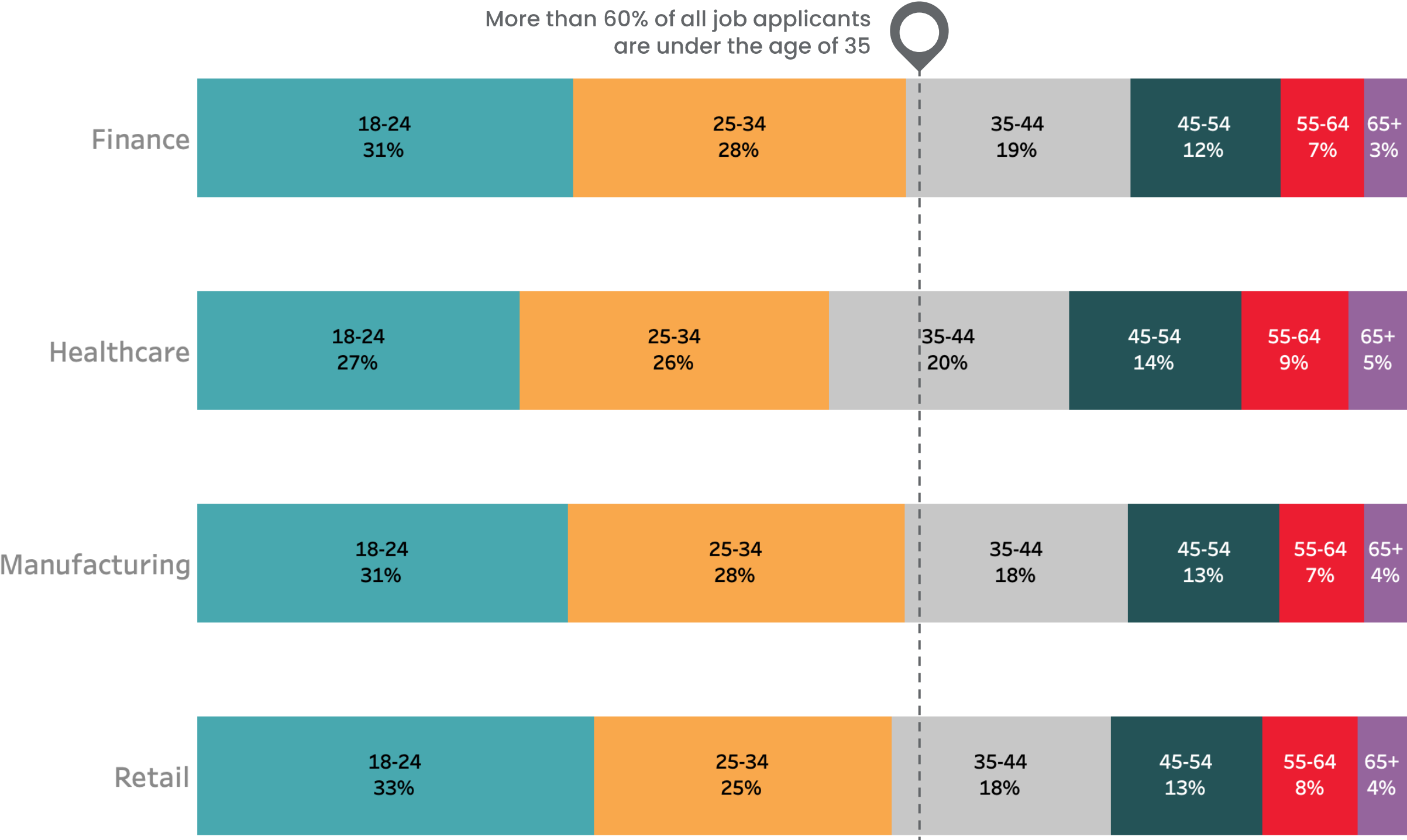


**Applications by Industry and Gender**  
February 2021 vs. February 2022



# The generational composition of the workforce today

No one industry is driving the trend in younger workers, more than half the share of job applicants across sectors are ages 18–34.



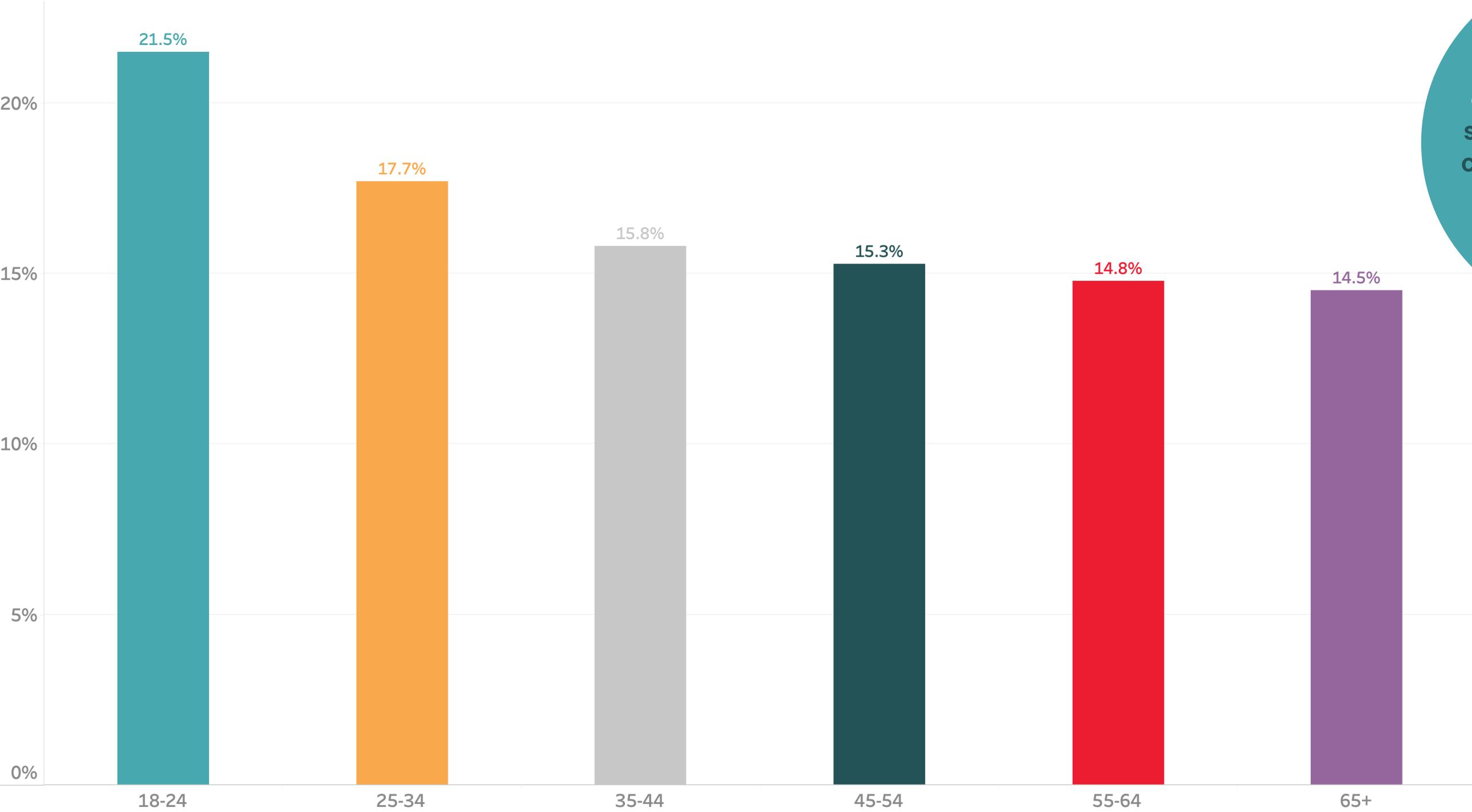
Applications by Industry and Age  
February 2022

The following [Terms of Use](#) apply to your use of this PDF and all information contained therein.



# Converting job seekers into job applicants

One out of five Gen Z (18-24-year-old) job seekers apply after visiting an employer's career site.



On average, candidates under 25 spend 7-11% longer on career sites than older age groups

Conversion Rates by Age  
February 2022

The following [Terms of Use](#) apply to your use of this PDF and all information contained therein.





## 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](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

---

iCIMS Insights provides a deep understanding of the talent market through data drawn from its platform. iCIMS' proprietary database includes employer and job seeker activity from more than 4,000 customers and hundreds of millions of data points across job openings, job applications and hires. iCIMS customers represent key sectors of the U.S. economy, with expansive geographic, industry, and occupational representation. As the leading talent cloud company, iCIMS' expertise and data intersect to deliver unparalleled insights helping business and HR leaders to better understand workforce trends and drive competitive advantage.