

▶▶▶▶ Insights:

Monthly Workforce

Report



October
2021



Insights at a Glance

The October iCIMS 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.

Job openings surged at the end of Q3 and are now up over 85% from the start of the year. In contrast, applications have experienced single-digit growth, of 8%, over that same period.

This expanding gap is especially pronounced in the retail sector, where monthly job openings and hires have both doubled since January. Retailers may find it difficult to fill all of these roles because application volume is currently 14% lower than January's levels.



Read on for

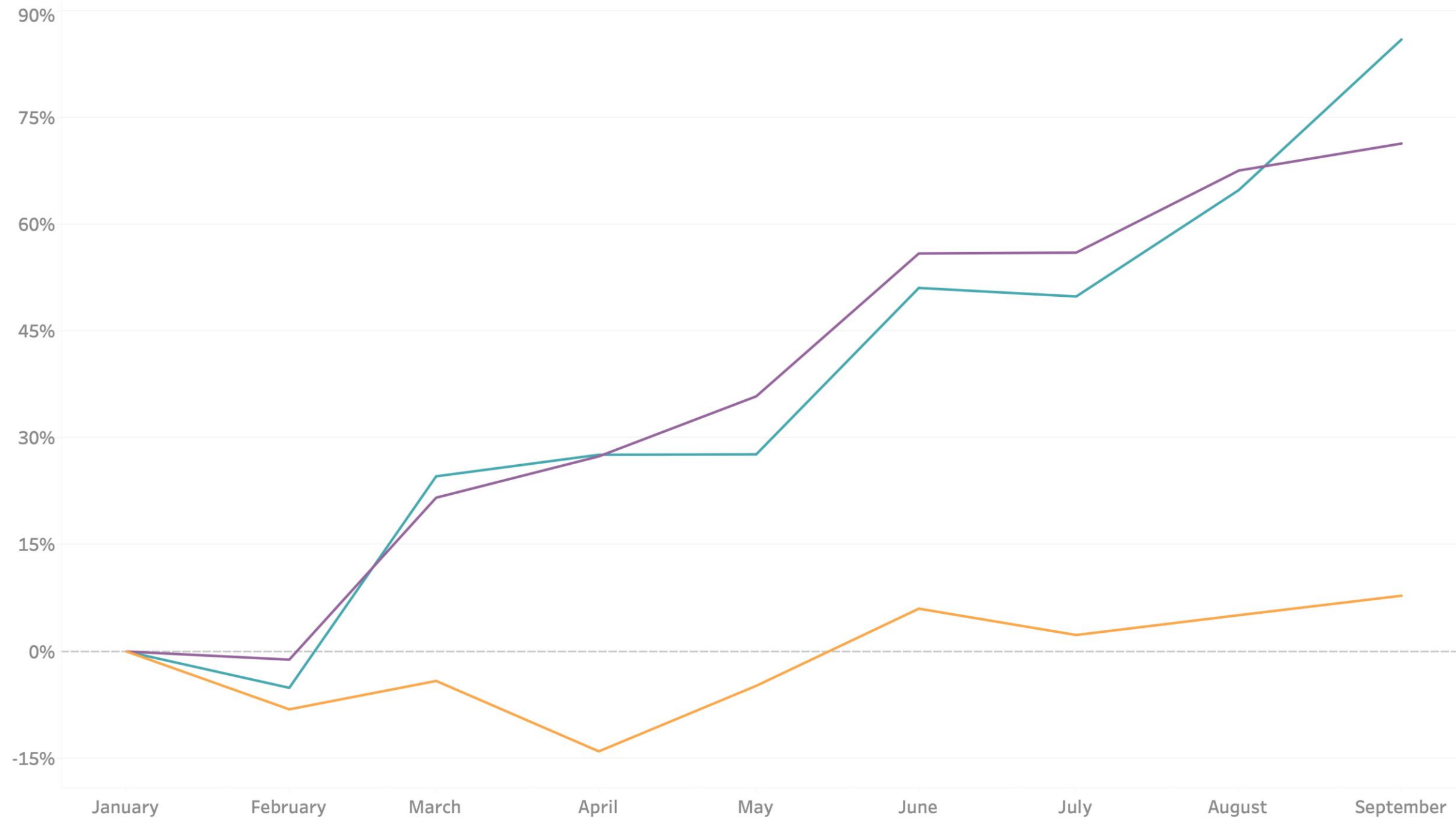
a full view of the

latest trends

and insights.

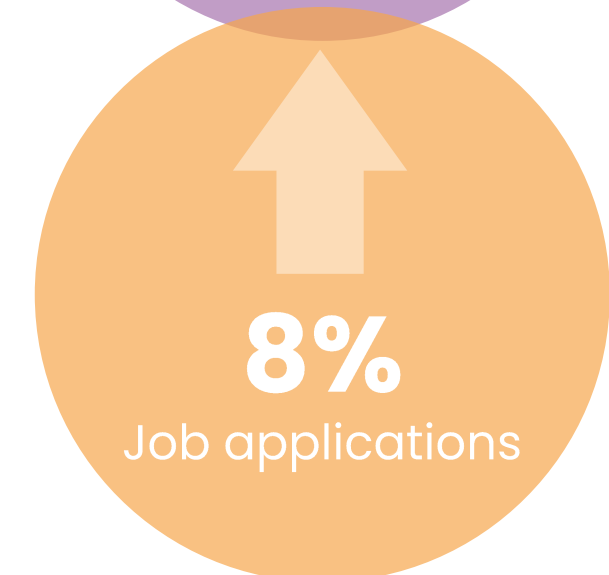
Openings accelerating, but candidates remain hard to find

Applications have increased two months in a row, but not nearly enough to keep pace with the continued growth in job openings.



Platform Indicators

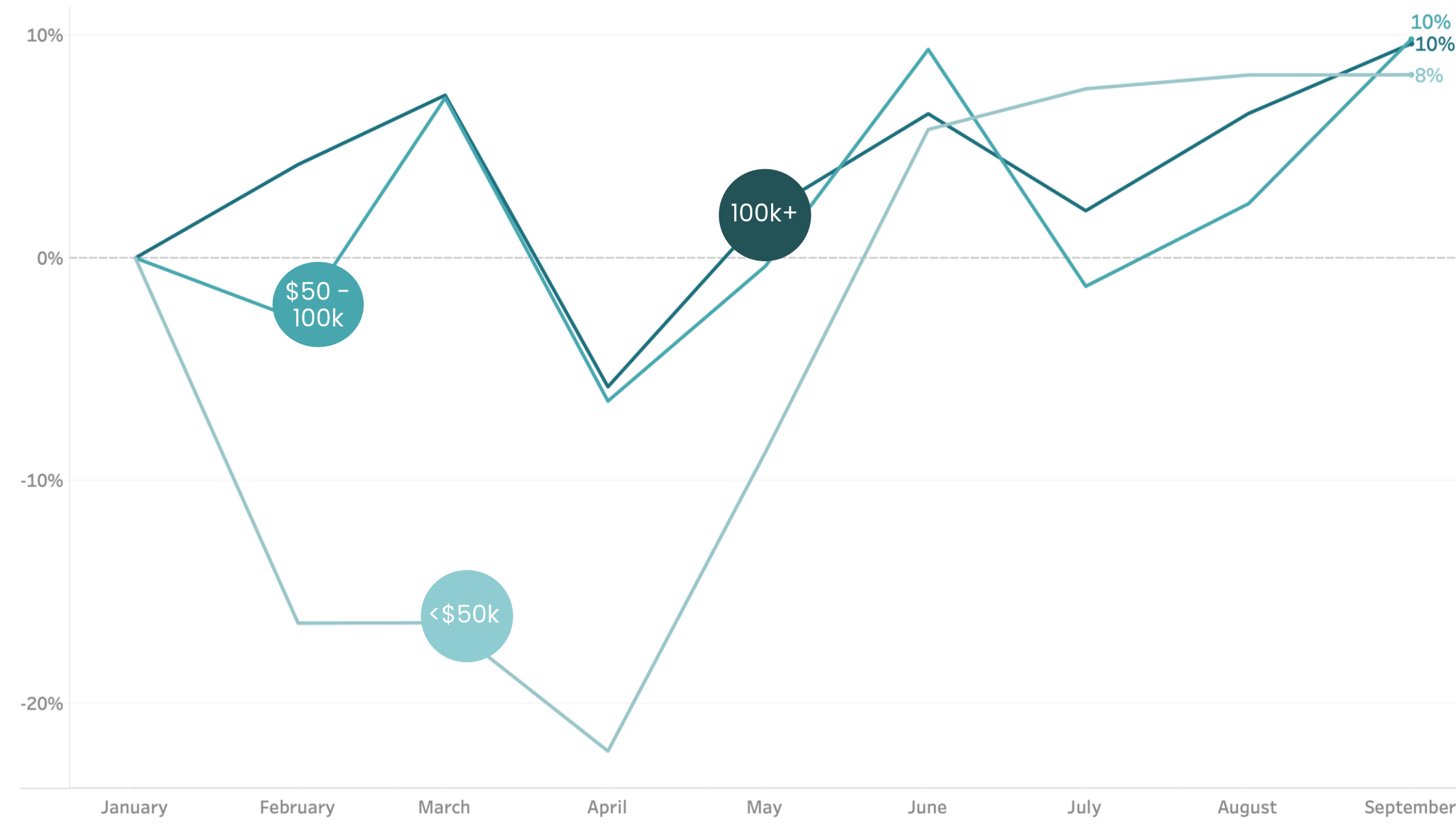
Job Openings, Applications, and Hiring Activity
January - September 2021





Low applications from workers across all salary bands

Nobody is being spared the current labor shortage, as applications to differently salaried roles are seeing similar change since January.



Applications by Occupational Median Salary*
January – September 2021

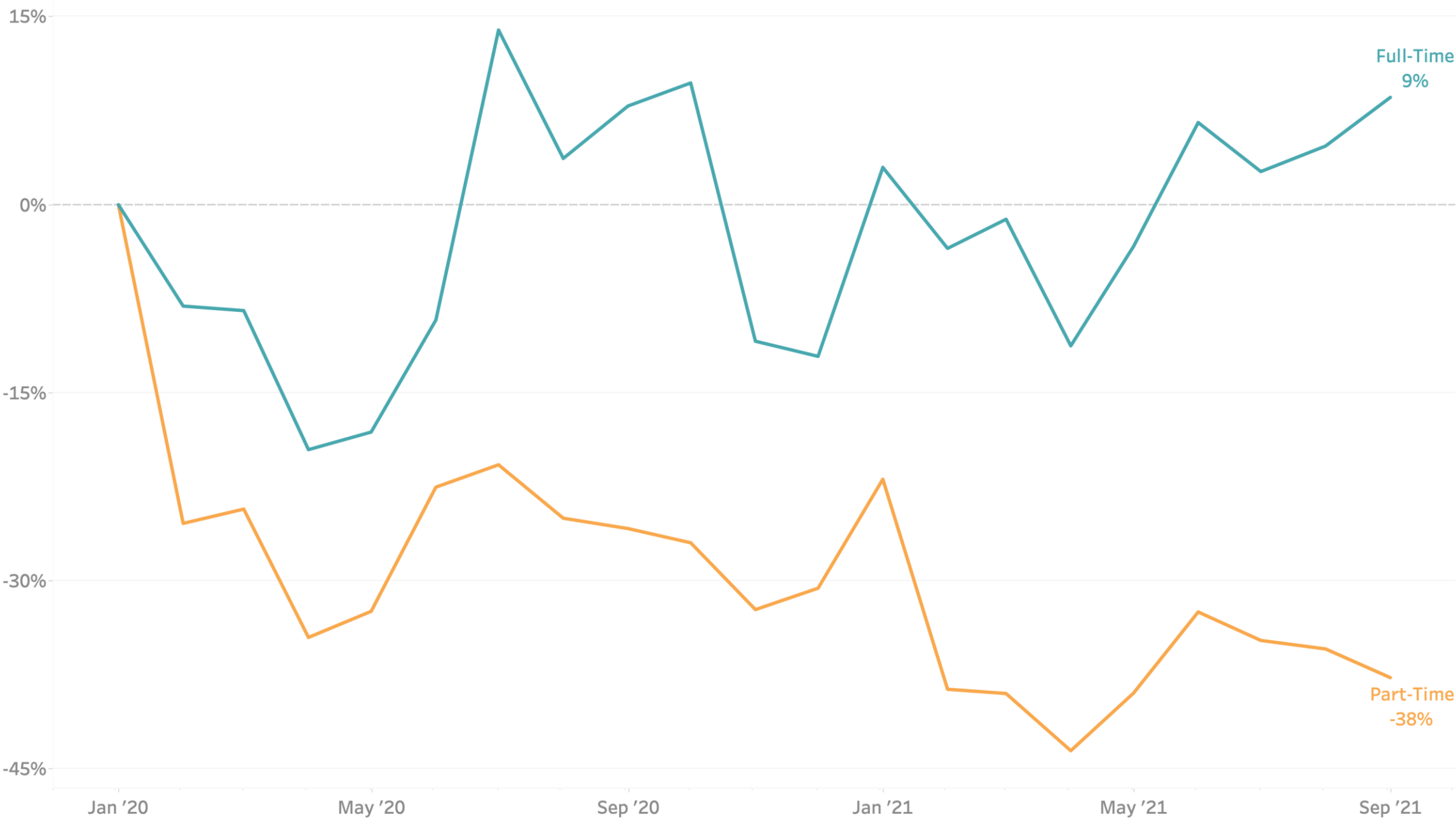
*Data for median salary was provided by the BLS and matched at detail standard occupation classification with platform data.

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Little Interest in Part-Time Work

Applications to part-time roles are down nearly 40% since the start of 2020, while full-time roles are receiving 8% more applications.



Applications to Full-time and Part-time Roles
Jan 2020 – Sept 2021

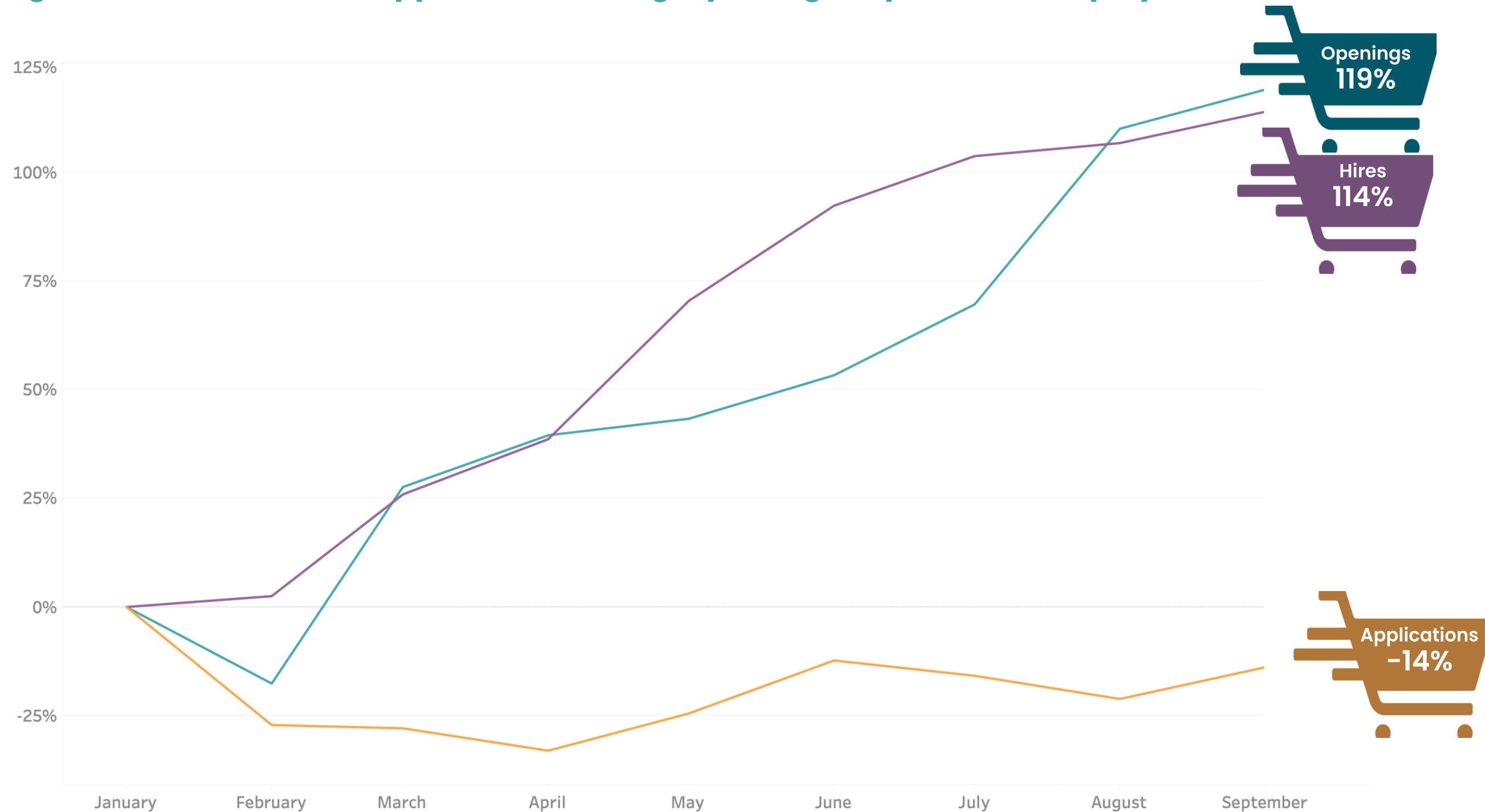
QUARTERLY INDUSTRY FOCUS:

Retail Hiring Trends



Retailers Staffing Up

Heading into the holiday season, the retail industry has doubled monthly hires and openings since January. This hiring is being done with 14% fewer applications though, putting a squeeze on employers.

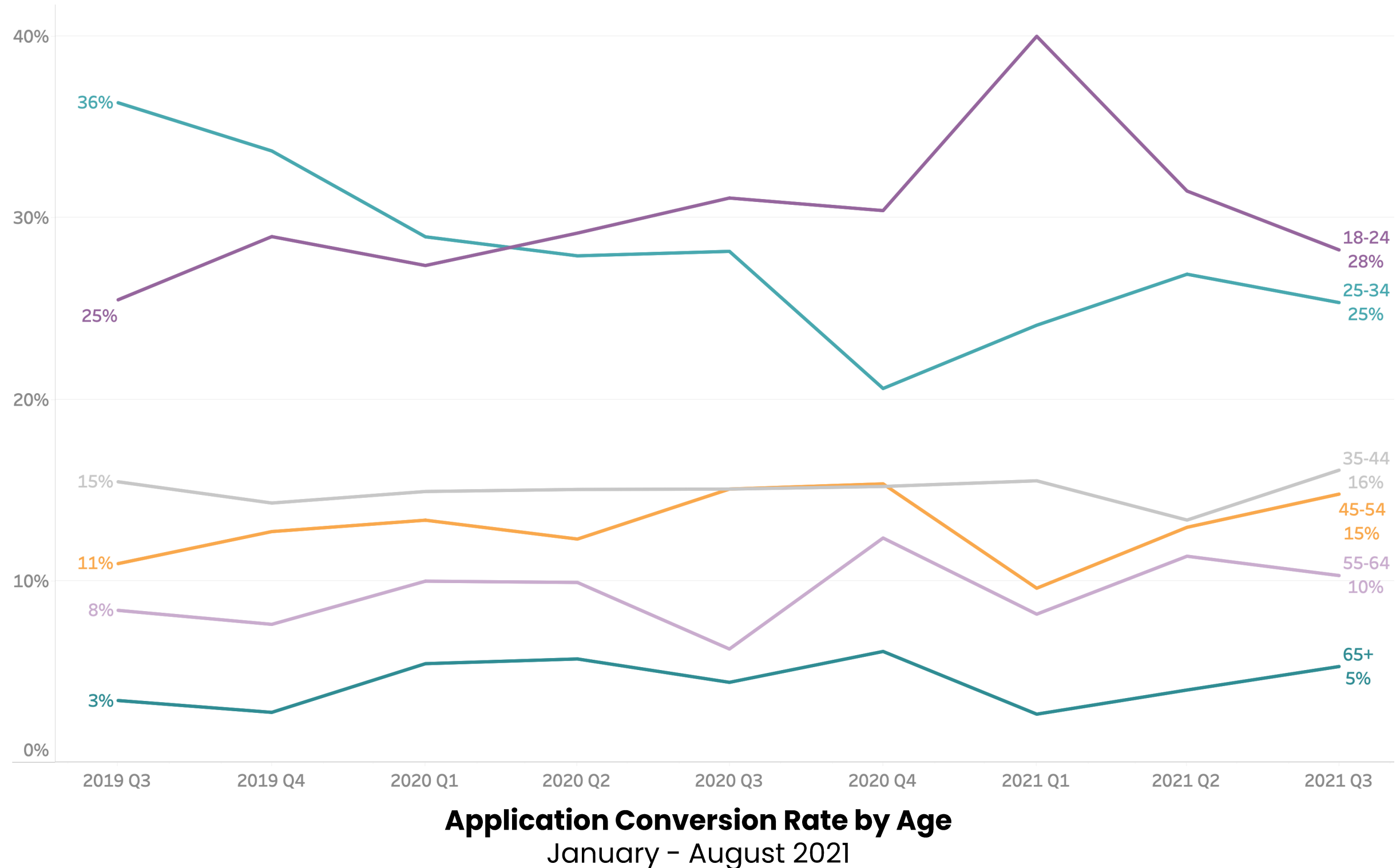


Retail Platform Indicators
Job Openings, Applications, and Hiring Activity
January – September 2021



Retail Applicants Skew Younger

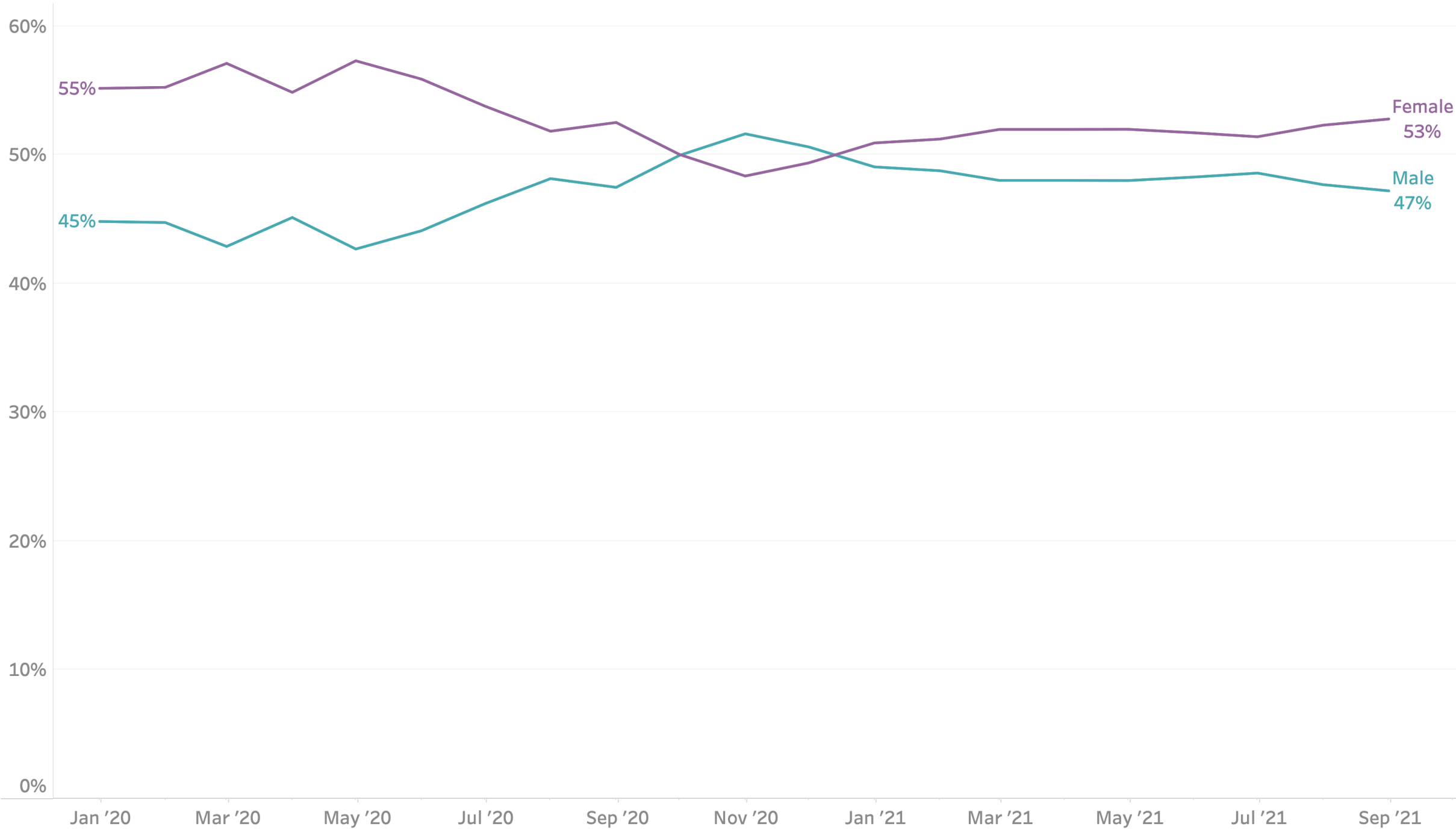
More than half of applicants to the retail industry are under the age of 35, with 18–24 year olds as the largest cohort.





Women Retake Majority of Retail Candidates

After a significant decrease through late 2020, 53% of applicants to jobs in retail are now women, though this still falls short of where they were before the pandemic.



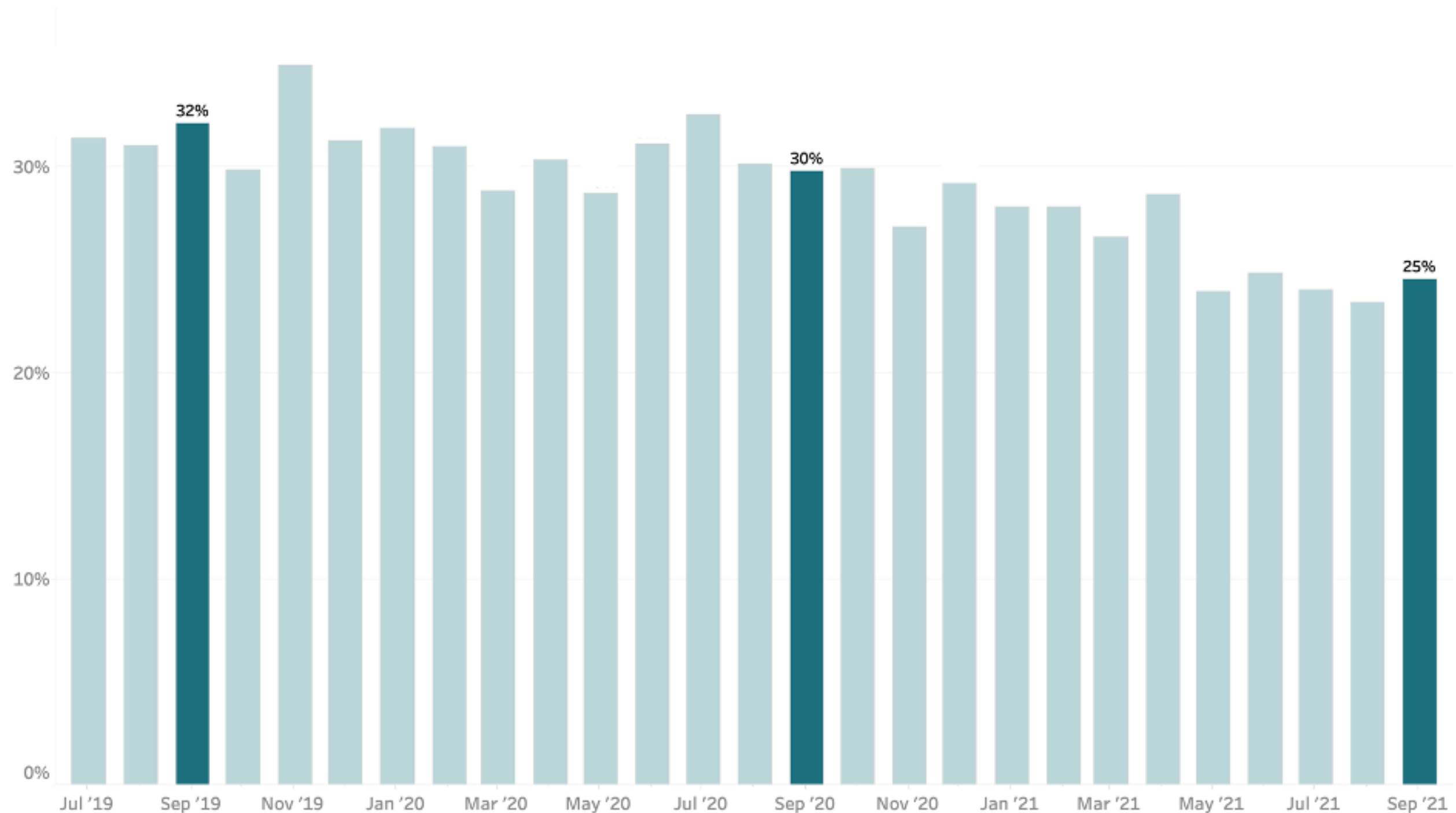
Monthly Retail Trade Applicants by Gender

January 2020 – September 2021



Conversion Rate to Retail Steadily Falling

The conversion rate of career site visits to applications is down seven points over the last two years, an indication that candidates are being more selective when applying to the retail industry.



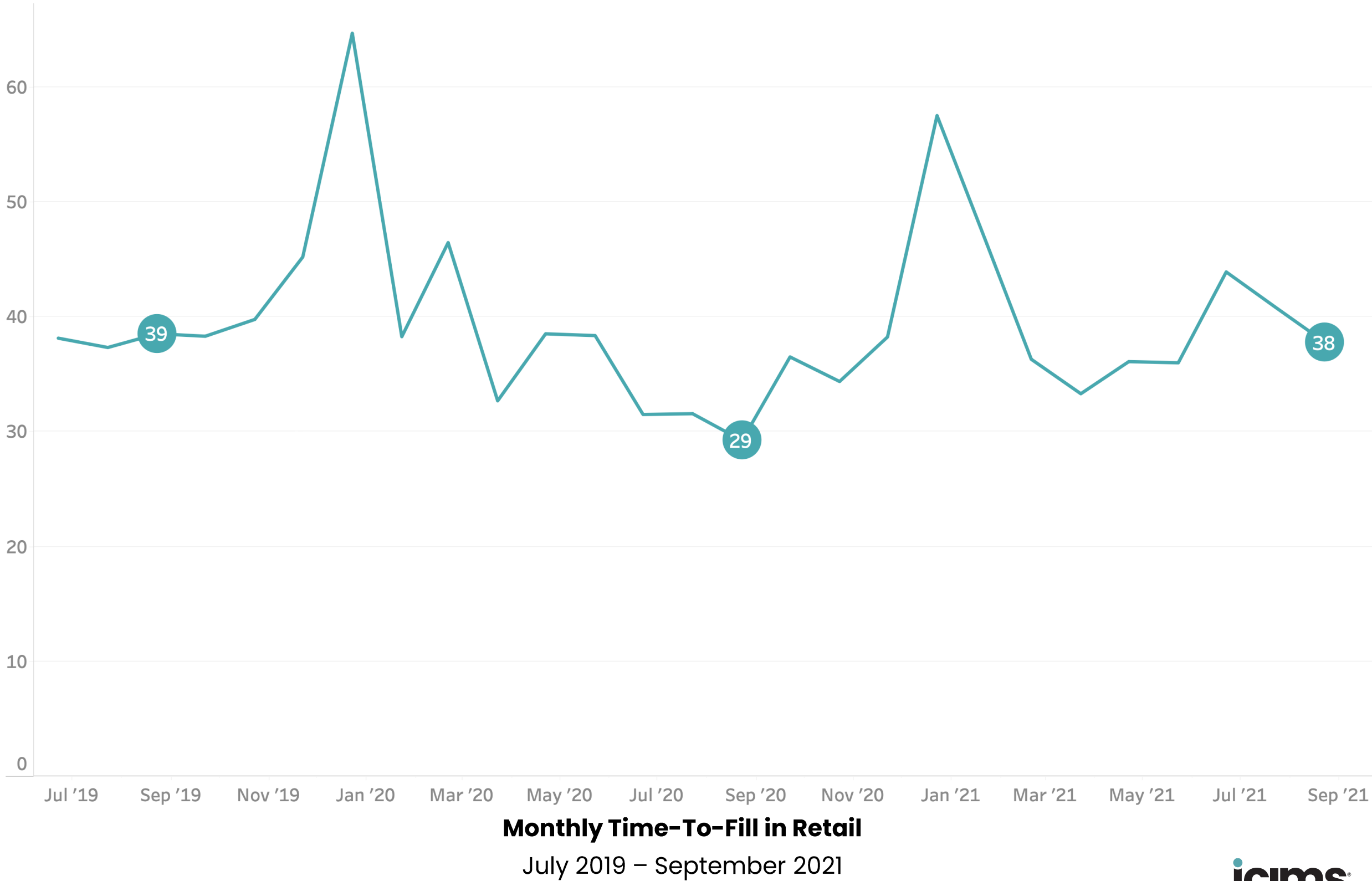
Retail Trade Application Conversion Rate
July 2019 – September 2021

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Retail is Hiring Faster

Time to fill in the industry has fallen almost a week over the last two months, and is now in line with September 2019.





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.