

▶▶▶▶ Insights:

Monthly Workforce

Report



June
2022



Insights at a Glance

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

As we approach the second half of the year, how might the talent landscape shift?

Month-over-month, iCIMS data shows increases in job openings, job applications and hires. Paired with record-setting levels of resignations and all-time lows in layoffs (per the BLS), the data shows we are still squarely in a red-hot labor market despite media reports to the contrary.

As of the end of May, tech jobs were in particularly high demand. This is especially true in healthcare, as the sector embraces digital transformation post-pandemic. Despite this surge in demand, candidates aren't necessarily on the same page. Applications to tech openings in healthcare have been on a steady decline since last year.

As the market continues to ebb and flow, employers will need to deploy more strategic approaches to attract talent. This is particularly true when employers might be looking to fill positions that some job seekers may consider to be in an untraditional sector for their career path (i.e. tech jobs in healthcare).



Read on for

a full view of the

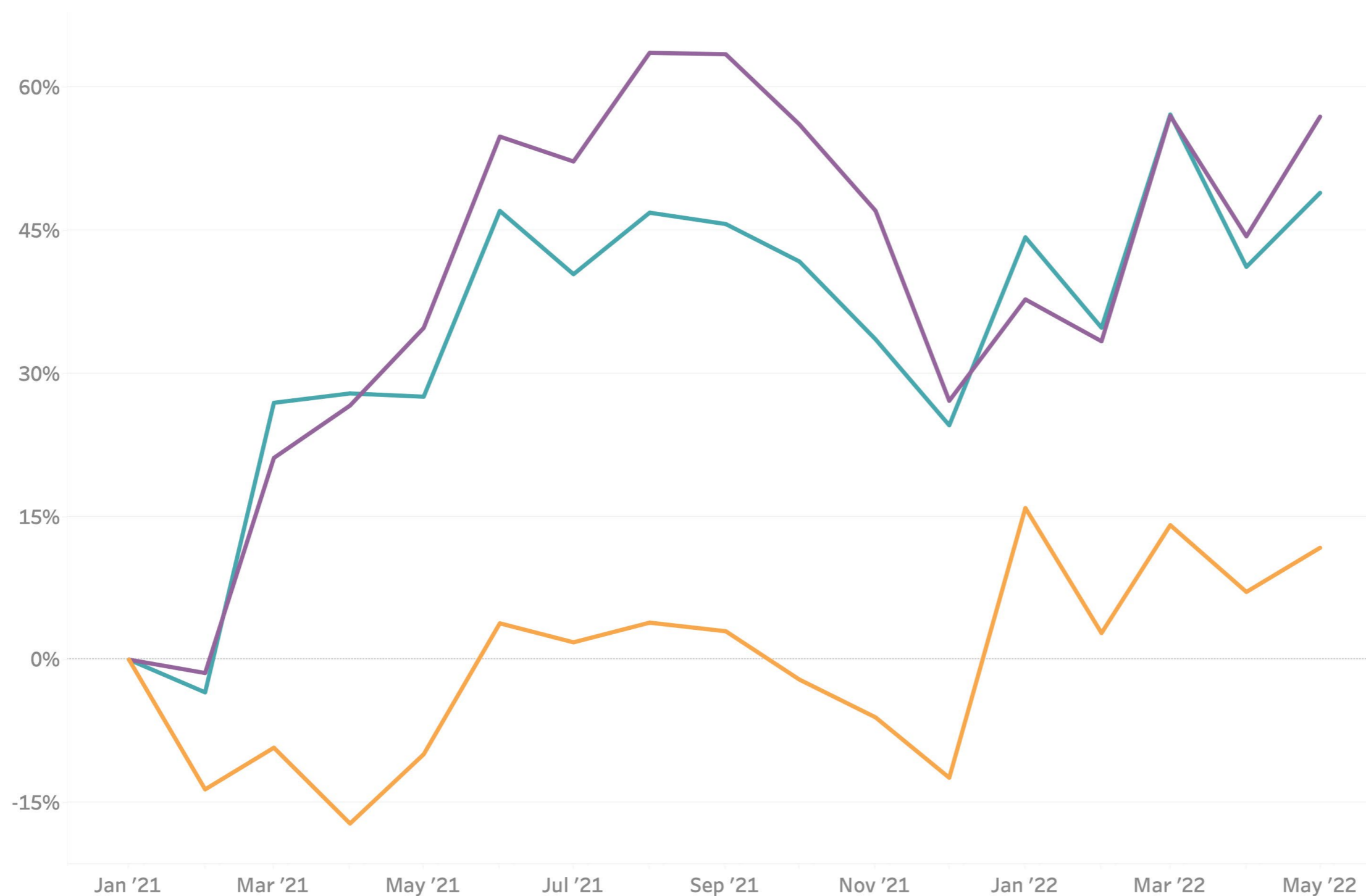
latest trends

and insights.



The state of the talent market

Hiring remains elevated, despite media reports saying otherwise. Applications are also on the rise but there continues to be a significant gap between the talent supply and job openings.



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

↑
57%
 Hires

↑
49%
 Job openings

↑
12%
 Job applications

since Jan. 2021



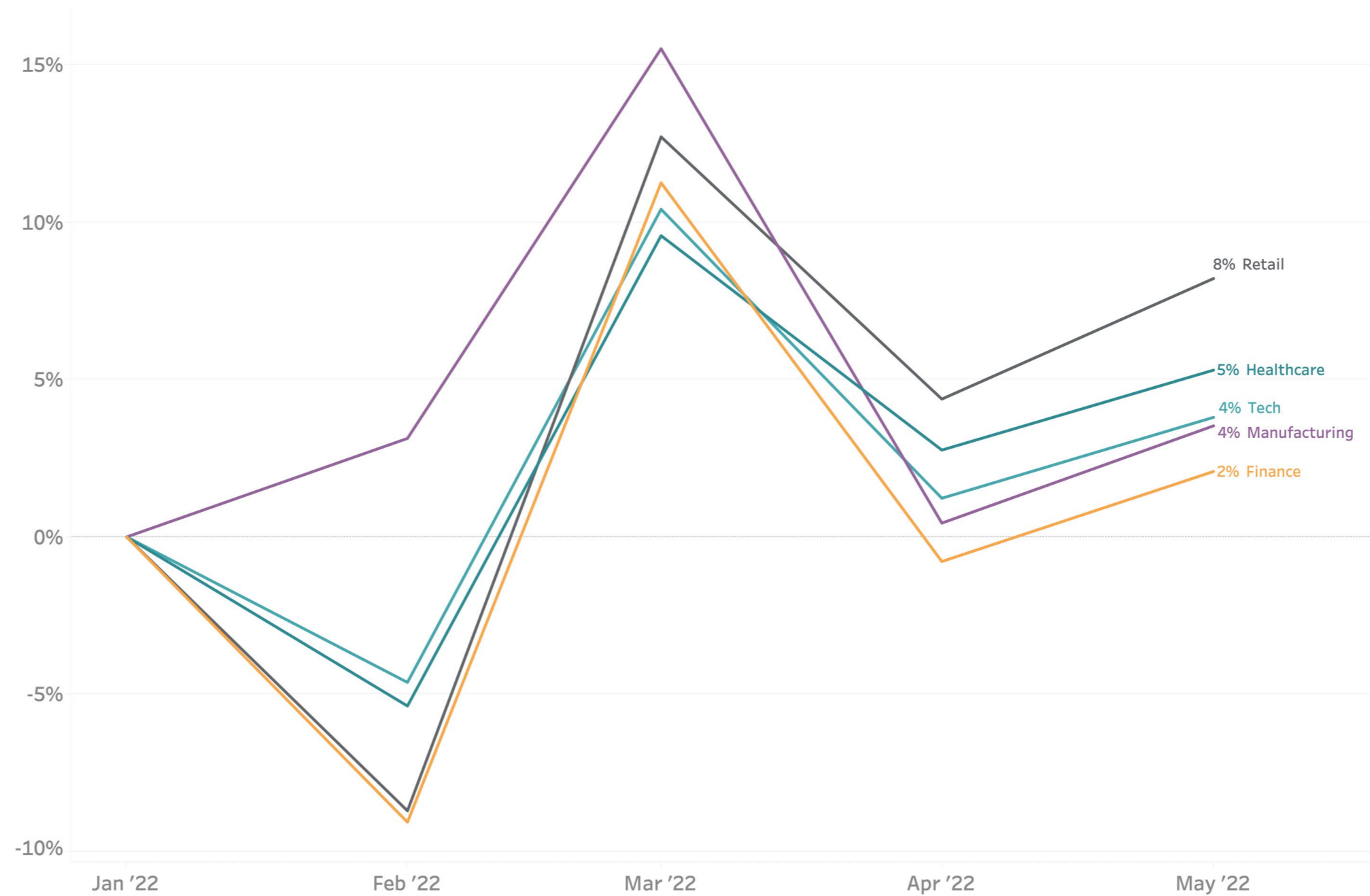


Despite market shifts, job growth back on the upswing across industries

The demand for workers is especially seen in the retail and healthcare sectors, up 8% and 5% respectively.

Overall job posting growth since January '22:

↑ 3%



- Retail**

↑ **8%**

since Jan. '22
- Healthcare**

↑ **5%**

since Jan. '22
- Tech**

↑ **4%**

since Jan. '22
- Manufacturing**

↑ **4%**

since Jan. '22
- Finance**

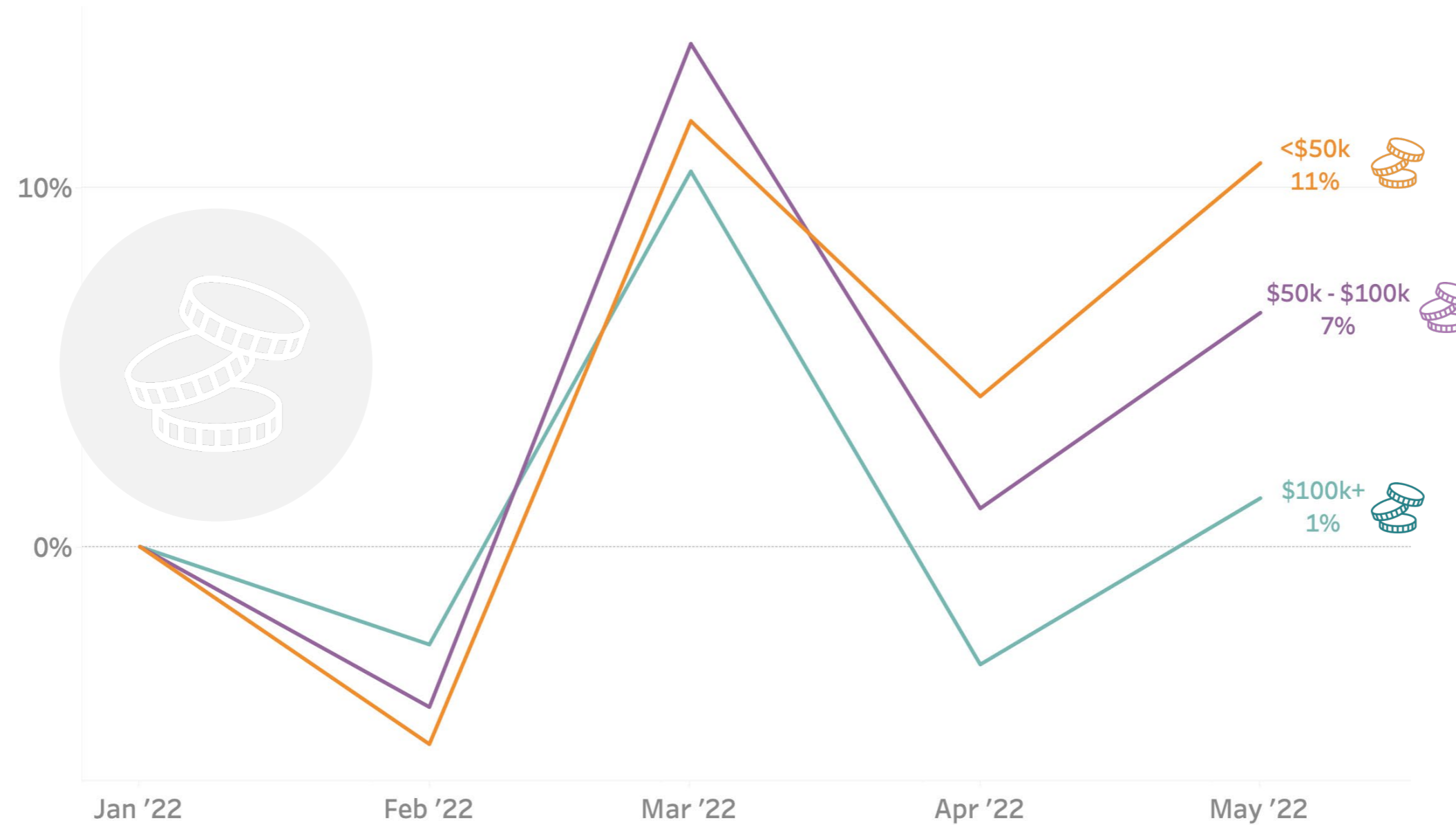
↑ **2%**

since Jan. '22



Slower job growth for six-figure positions

Employers may be reevaluating talent needs as business priorities evolve - job openings for \$100K positions up only 1%, while openings for jobs paying less than \$50,000 up more than 10%

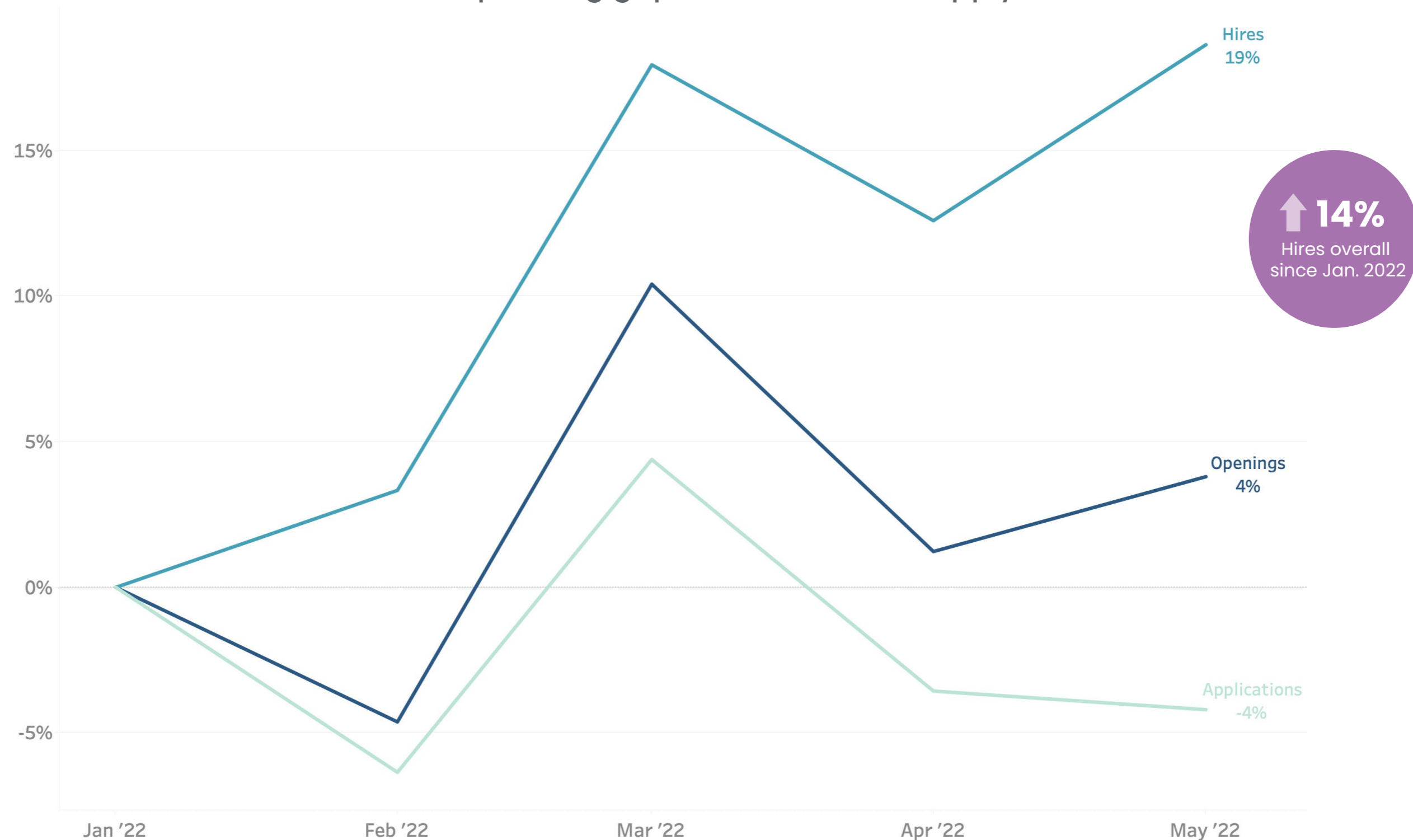


Openings by Salary Bands
January-May 2022



Tech hiring shows no sign of a slowdown yet

Although the media is reporting otherwise, hires and openings for tech jobs have increased since the start of the year – more so than in overall market. However, there is an expanding gap between talent supply and demands for workers.

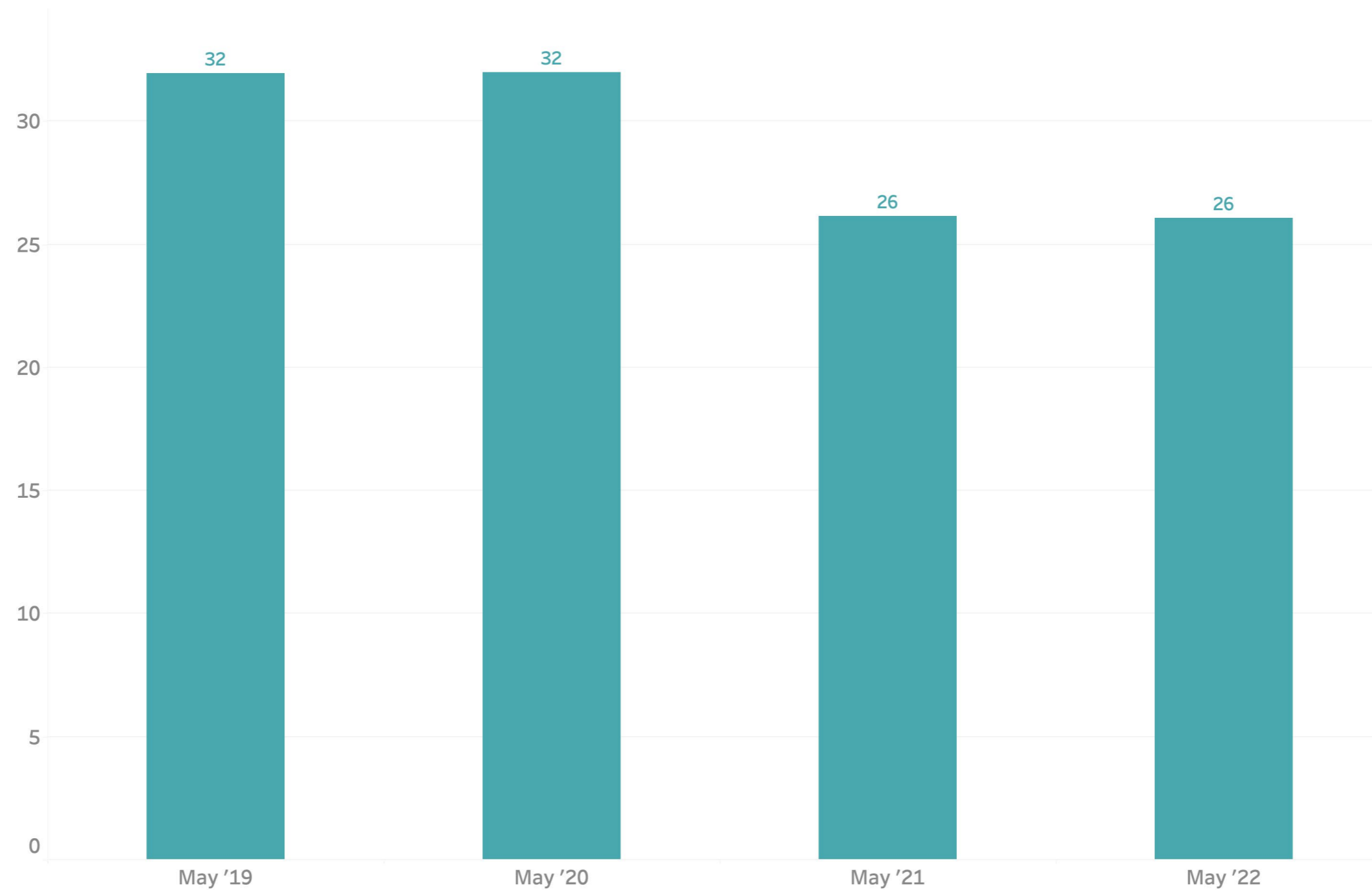


Platform Indicators for Tech
January 2022 – May 2022



Competition for tech workers intensifies

Tech roles used to receive more than 30 applicants per opening, but applicants per opening (APO) has fallen about 20%.

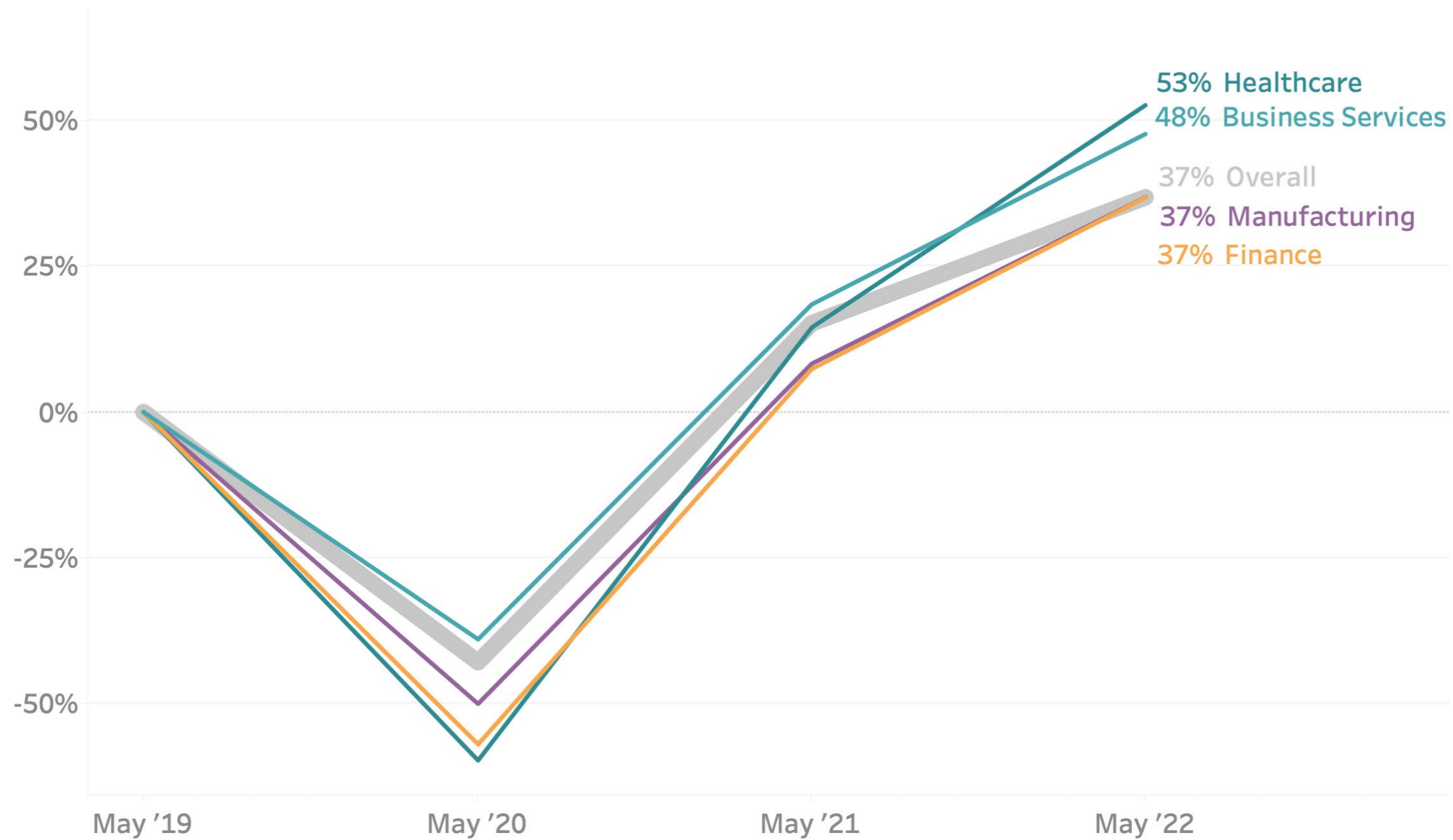


Tech Applicants per Opening
May 2019 - 2022



Increasing demands for tech workers across industries

All sectors are experiencing demand for tech jobs but the number of tech openings in the healthcare sector increased by more than 50%, significantly outpacing the overall market.

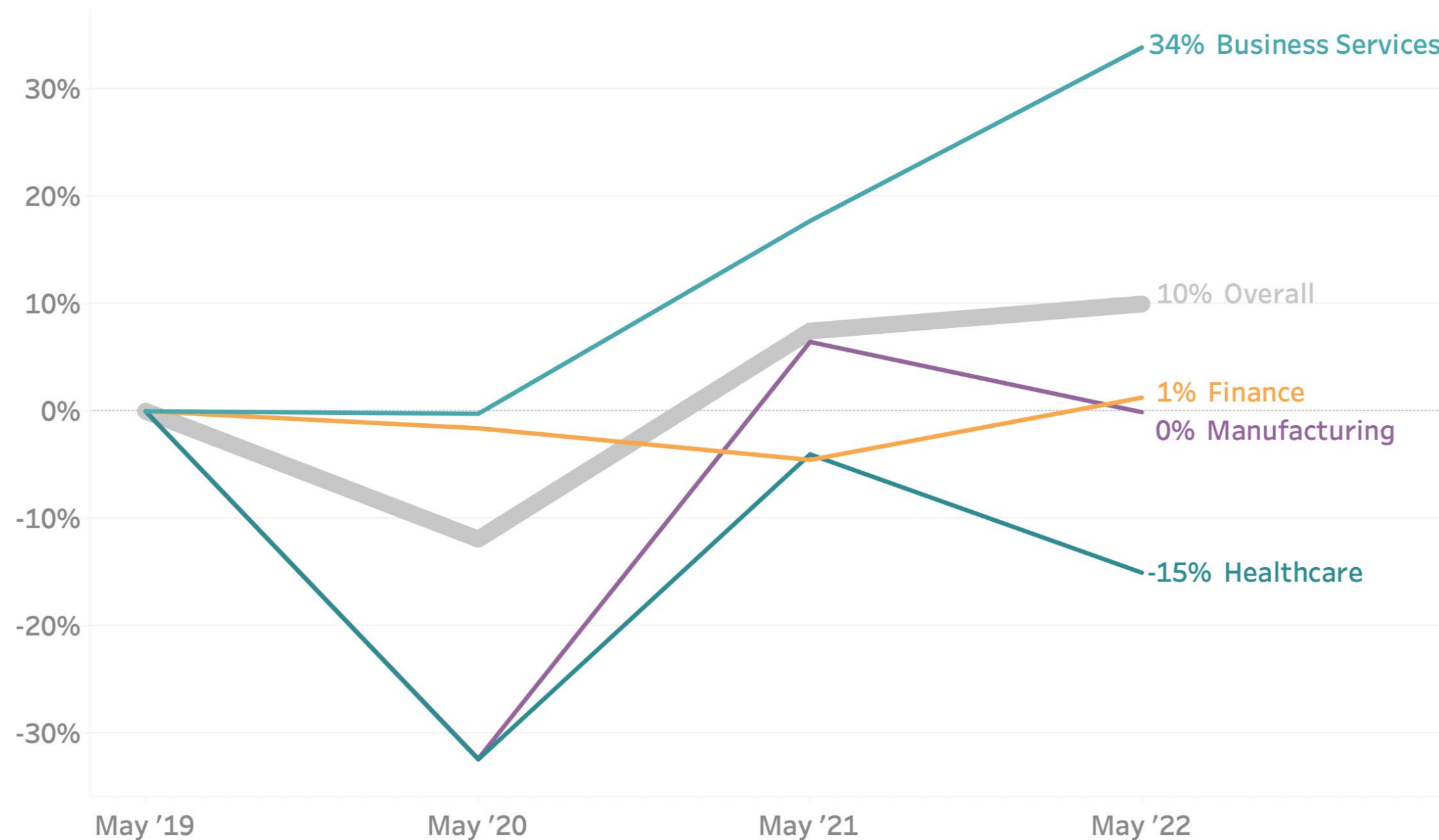


Tech Openings by Industry
May 2019 - 2022



But, where are the tech job seekers?

Despite demand, many sectors are struggling to attract tech talent. Healthcare in particular has seen 15% fewer applications for tech roles than pre-pandemic, in May 2019.



Tech Applications by Industry
May 2019 - 2022



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% of the Fortune 100, that collectively employ more than 34 million people around the world.

For more information, visit www.icims.com.

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.