

▶▶▶▶ Insights:

Monthly Workforce

Report



December
2021





Insights at a Glance

iCIMS' December 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.

Historically, there is a slowdown in job openings in November and December – but not in 2021. As we close in on the end of the year, employers continue to open jobs. In fact, job opening activity is up 74% since the start of the year.

Talent, however, is not answering the call. Job applications continue to decline, with activity 3% below January 2021 levels. We see shortages and shifts across industries and occupations, including essential healthcare workers and the folks employers rely on to bring in talent – recruiters.



Read on for

a full view of the

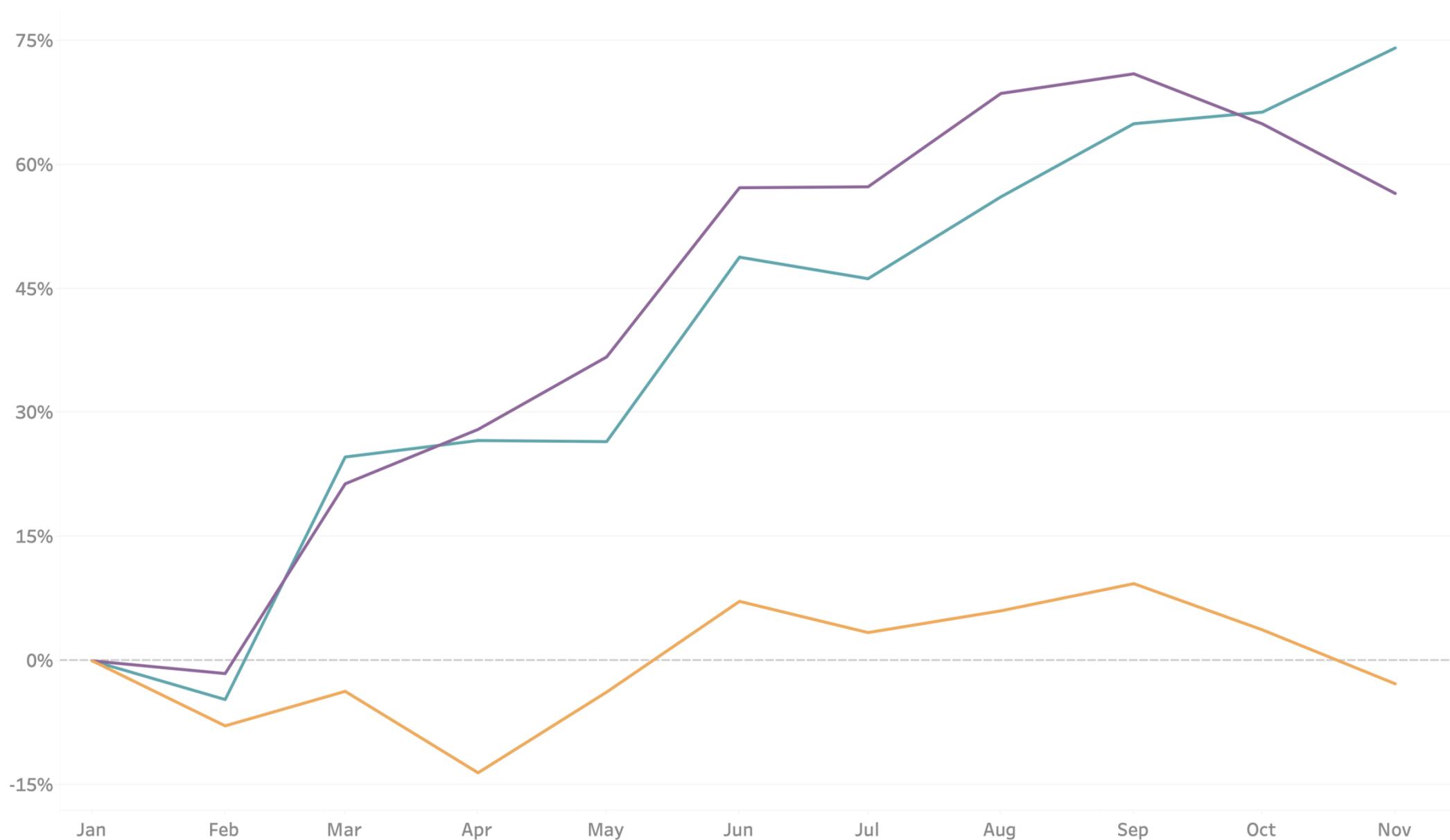
latest trends

and insights.



The demand for talent continues

Employers are continuing to look for talent but with a further decline in job applications, hiring activity has slowed.



Platform Indicators
 Job Openings, Applications, and Hiring Activity
 January - November 2021

74%
Job openings

56%
Hires

-3%
Job applications

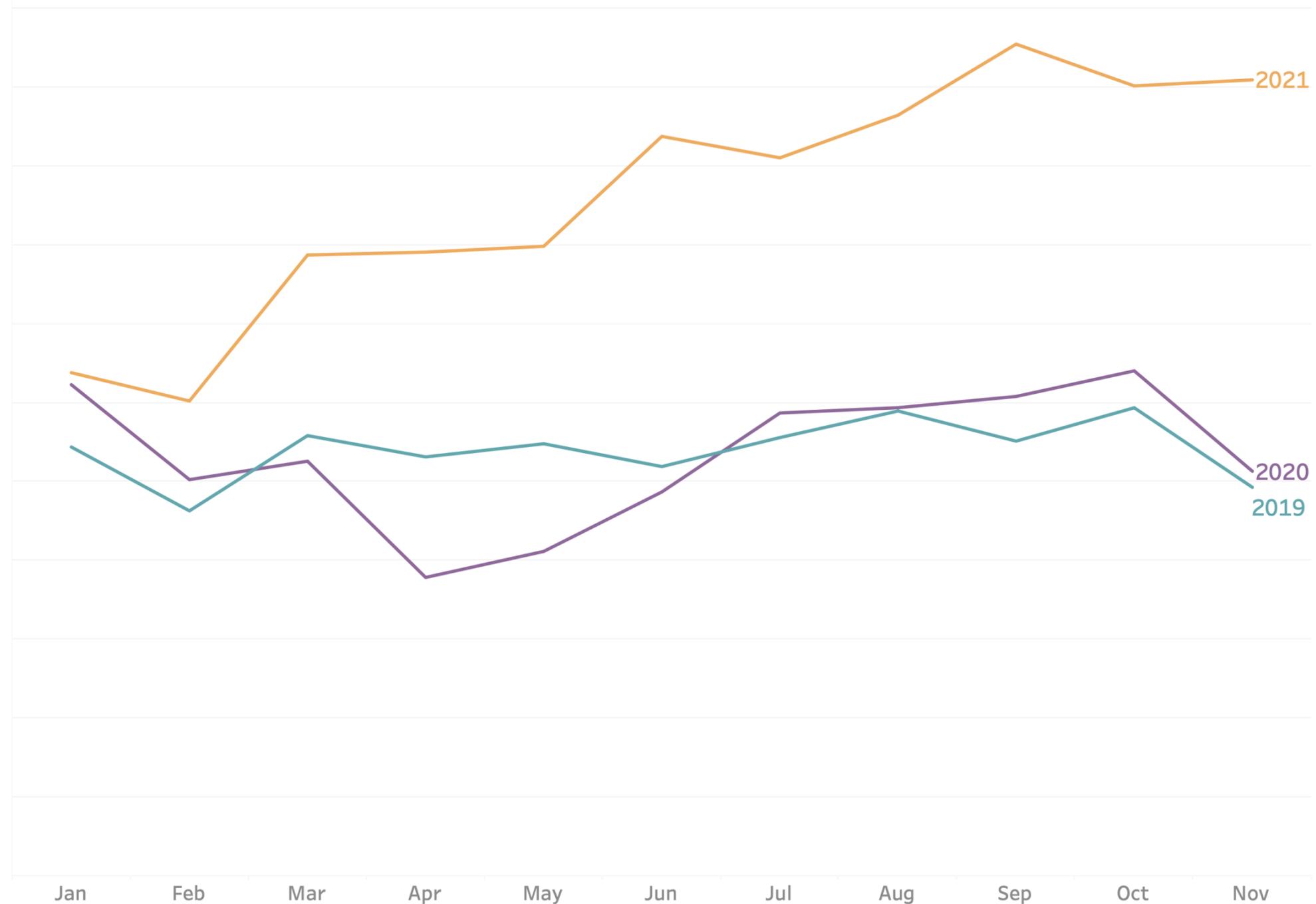


Employers continue to open jobs, bucking historical EOY trends

2021 was a year unlike any other for the job market.

Openings are significantly higher than in years past, up 74% since the start of the year and continuing to rise despite historical declines at this point in the year.

Current job opening activity is more than 90% higher than the two prior Novembers.



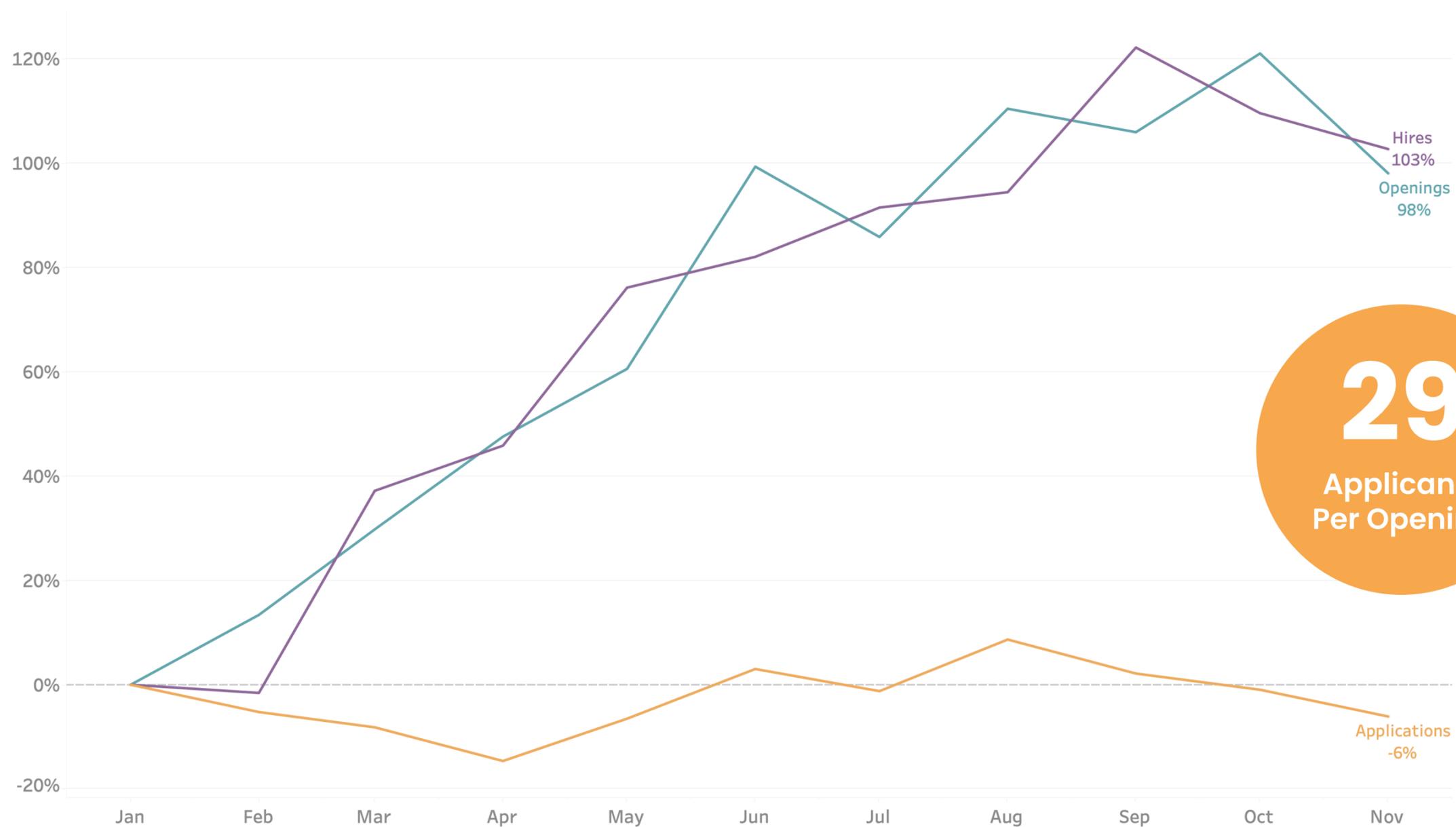
Job Opening Activity
2019-2021



Challenges Recruiting the Recruiters

Human resources specialists are in demand, but HR leaders face similar challenges finding workers in the current job market.

Talent pools remained stagnant throughout the year. Job application activity is down 6%, and applications per opening are down more than 50% since the start of the year.



29
Applicants Per Opening
Nov 2021

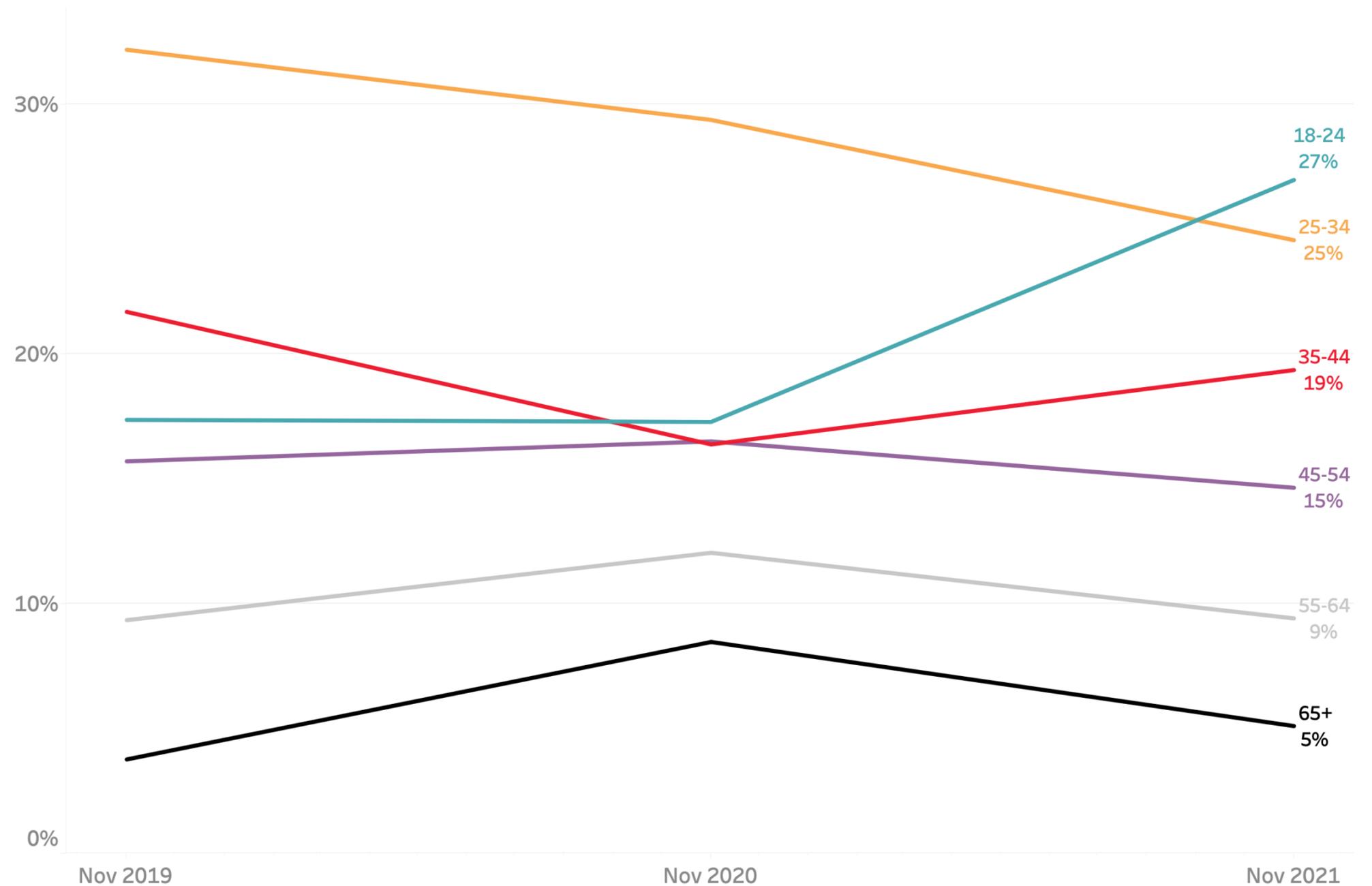
Platform Indicators: Human Resources Specialists
January – November 2021



Shifting Demographics in Health Services Candidates: Age

Healthcare applicants are skewing younger.

In November 2021, 18–24-year-old job seekers were the largest cohort of candidates. In the prior two Novembers, the largest cohort of candidates was 25–34-year-old job seekers.



Healthcare Applicants by Age
November 2019 - 2021

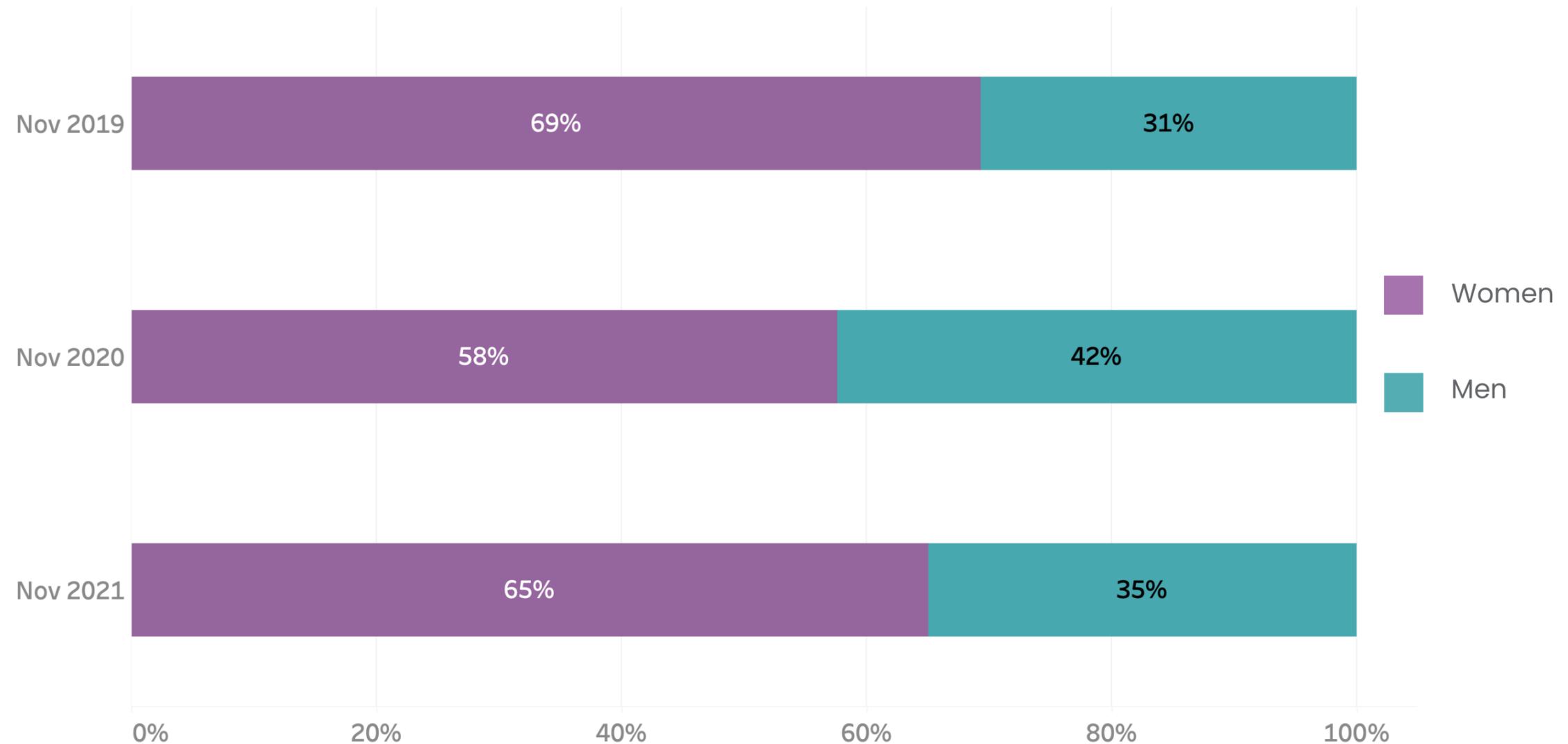


Shifting Demographics in Health Services Candidates: Gender

Women continue to make up the majority of healthcare job applicants.

In 2020, the gender gap started to close with men increasingly applying and making up 42% of applicants (up from 31% in 2019).

However, it has since shifted back. As of November 2021, men make up 35% and women make up 65% of healthcare applicants.



Healthcare Applicants by Gender

November 2019 - 2021



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.