

▶▶▶▶ Insights:

Monthly Workforce

Report



January
2022

Insights at a Glance

iCIMS' January 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.

The demand for talent continued through the end of 2021, despite seasonal slowdowns in hiring and the resurgence of COVID-19 cases. Job openings are up 86% from pre-pandemic levels.

Although employers are eager to hire, talent shortages are a challenge. Application activity is down 11% since Q1 2020.

This represents a 97-point gap, the widest seen in the last two years. And we may not see much of a reprieve this year. Early indications point to more talent shortages challenges ahead for 2022.



Read on for

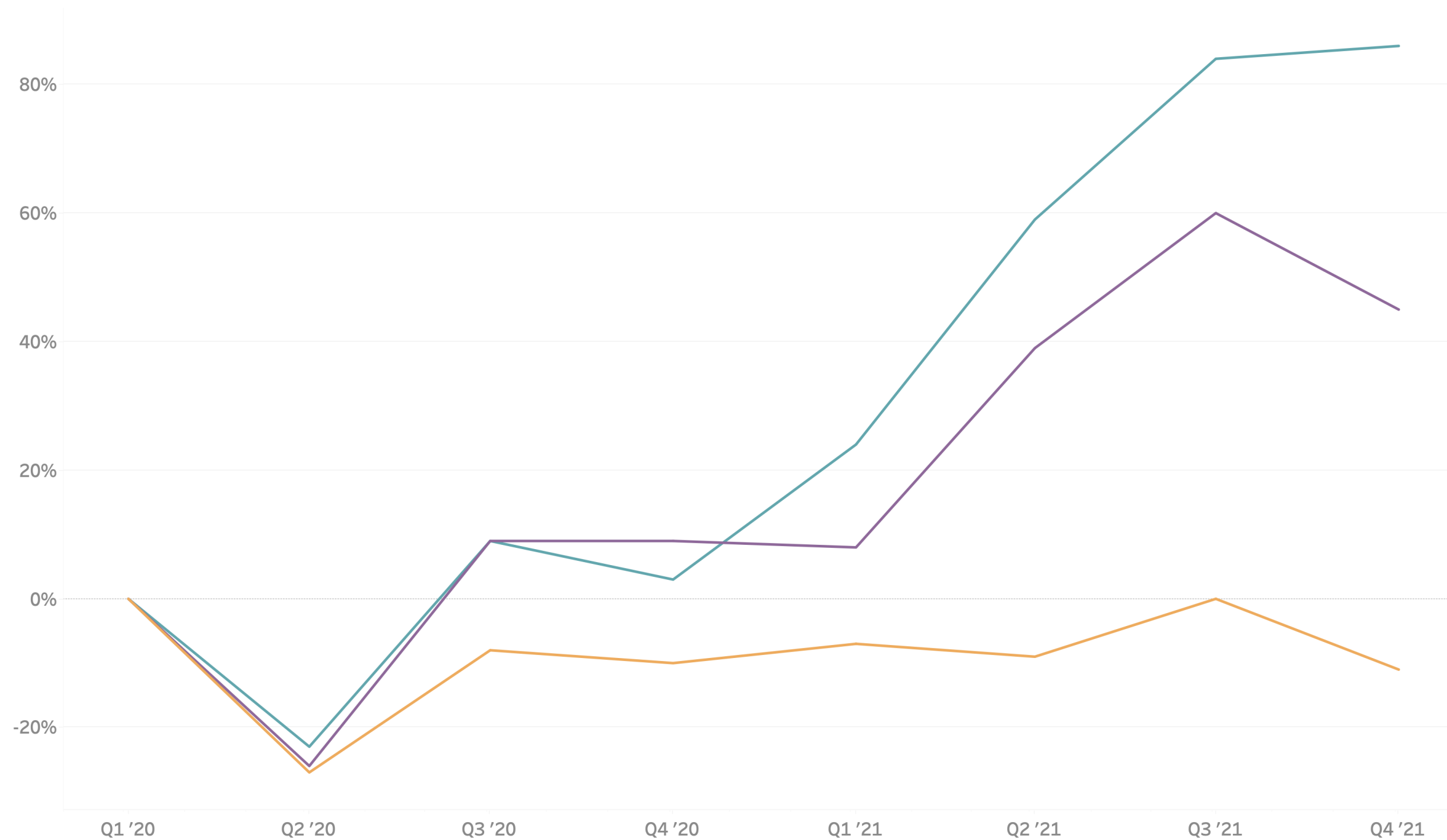
a full view of the

latest trends

and insights.

The state of the talent market

97-point gap between job openings and job applications, widest seen in previous two years.



Quarterly Platform Indicators
 Job Openings, Applications, and Hiring Activity
 January 2020 - December 2021

86%
Job openings

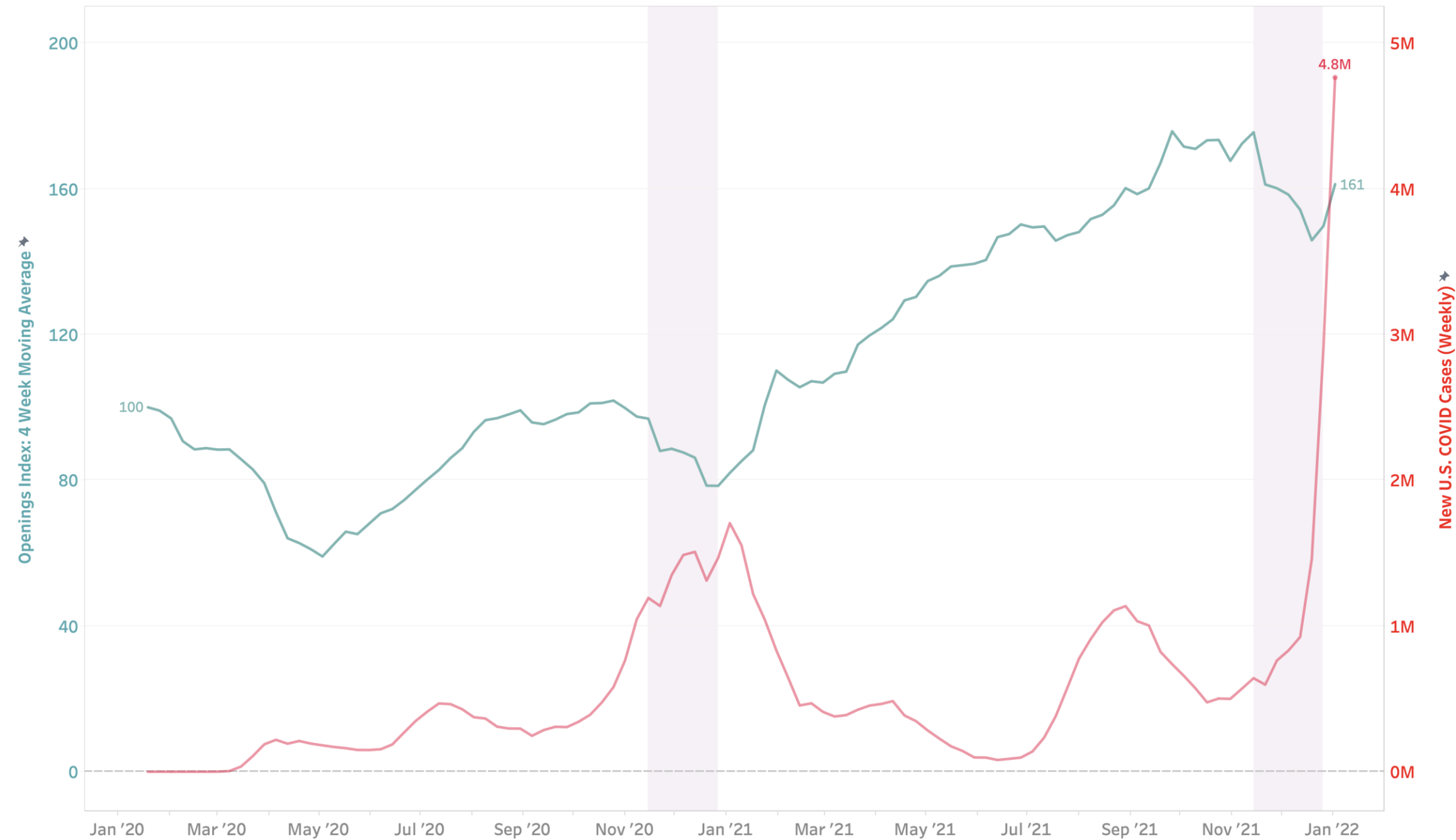
45%
Hires

-11%
Job applications



Employers press on as pandemic surges

Employers are eager to hire. Despite seasonal slowdowns in hiring and a resurgence of COVID-19 cases in the U.S., job opening activity is at elevated levels.



Job opening activity* compared to COVID-19 Cases in the U.S.**
January 2020–2022

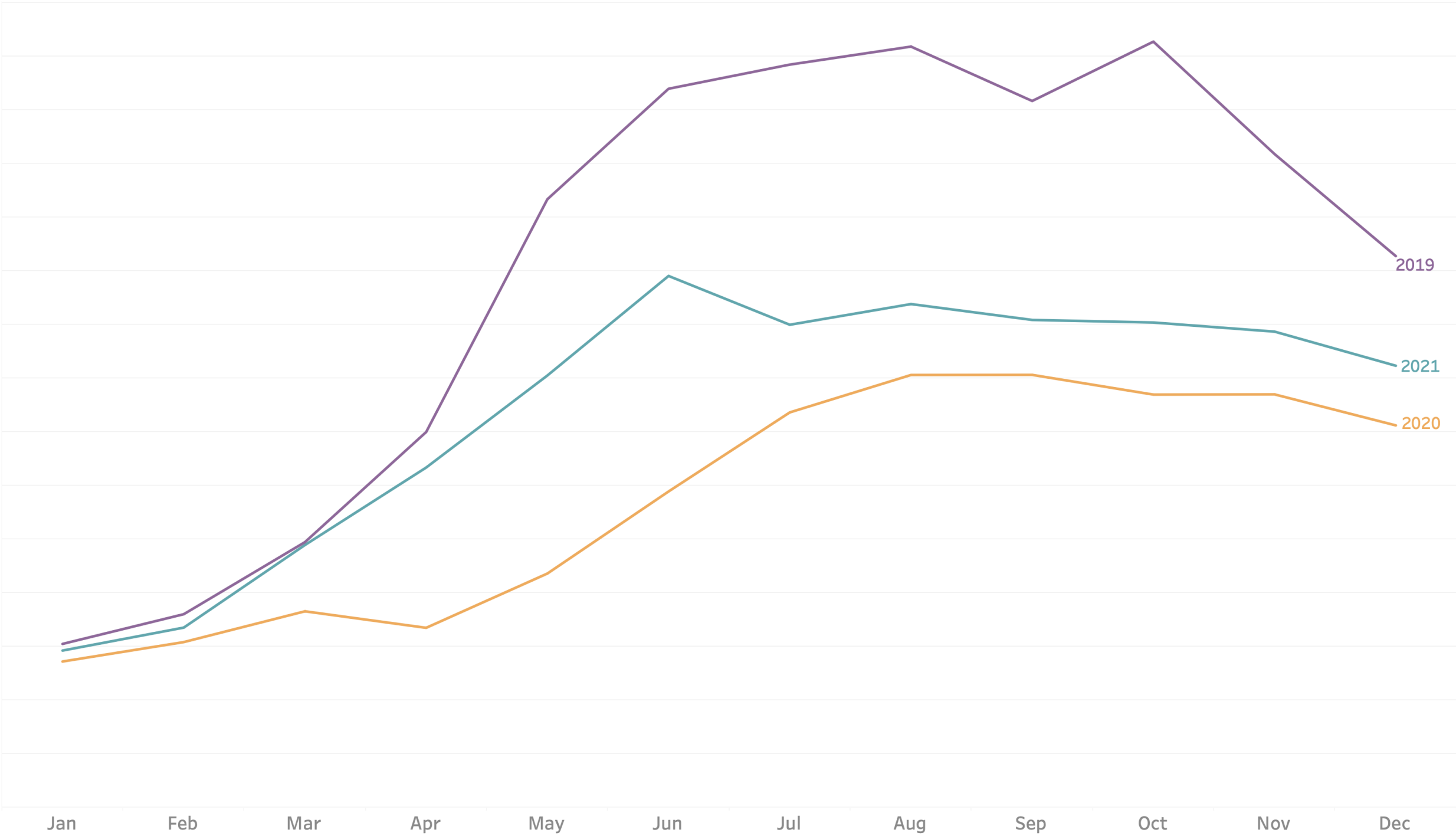
*Highlighted bars indicate seasonal declines in job opening activity based on iCIMS data
** Source: CDC <https://data.cdc.gov/Case-Surveillance/United-States-COVID-19-Cases-and-Deaths-by-State-o/9mfq-cb36>

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New grads struggling to find employment despite labor shortage

29% more new college grads were hired in 2021 than the year prior, but they are still faring worse getting hired than the class of 2019.

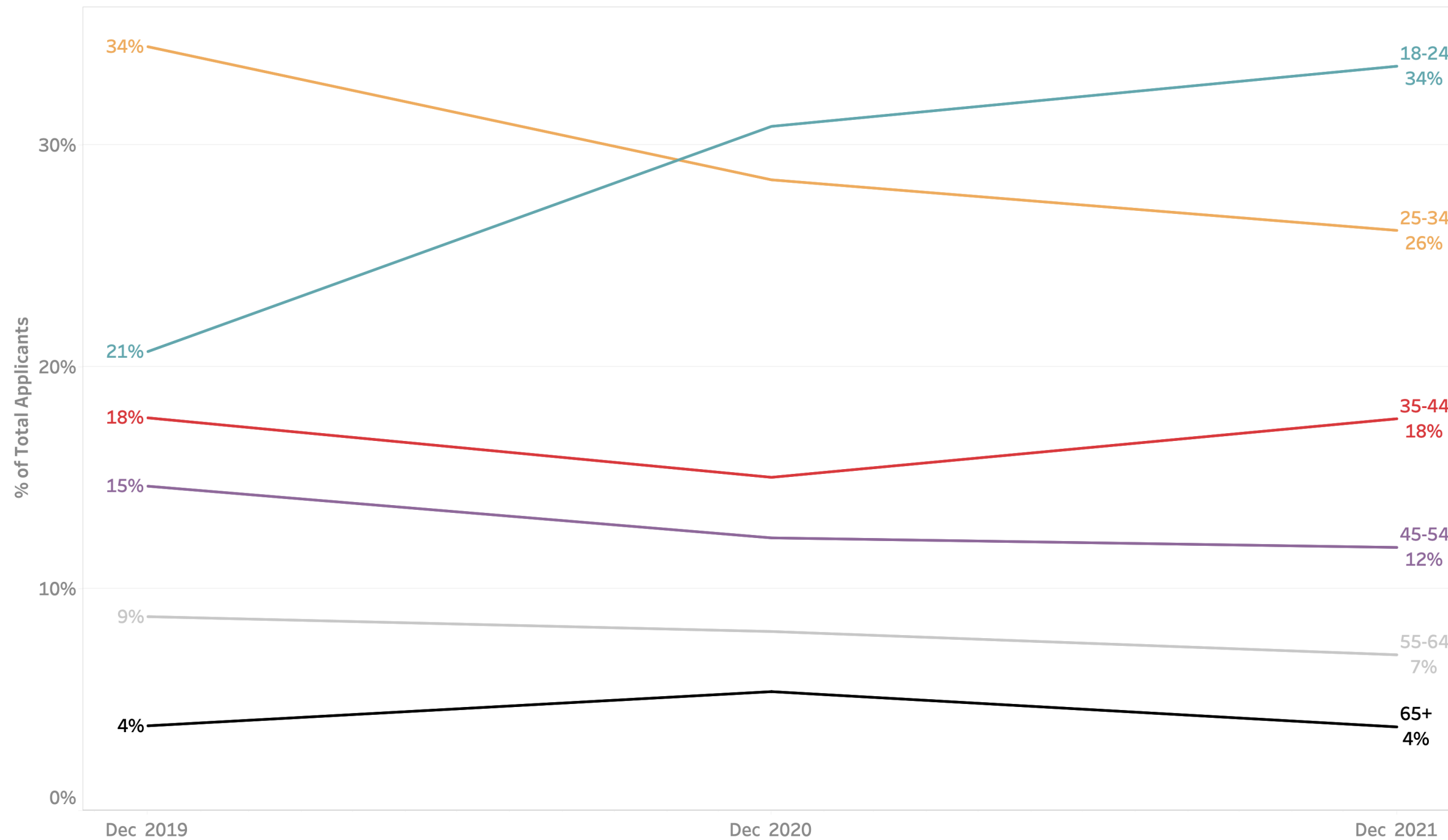


Hires by Graduating Class
2019-2021

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Shifting applicant demographics: Age

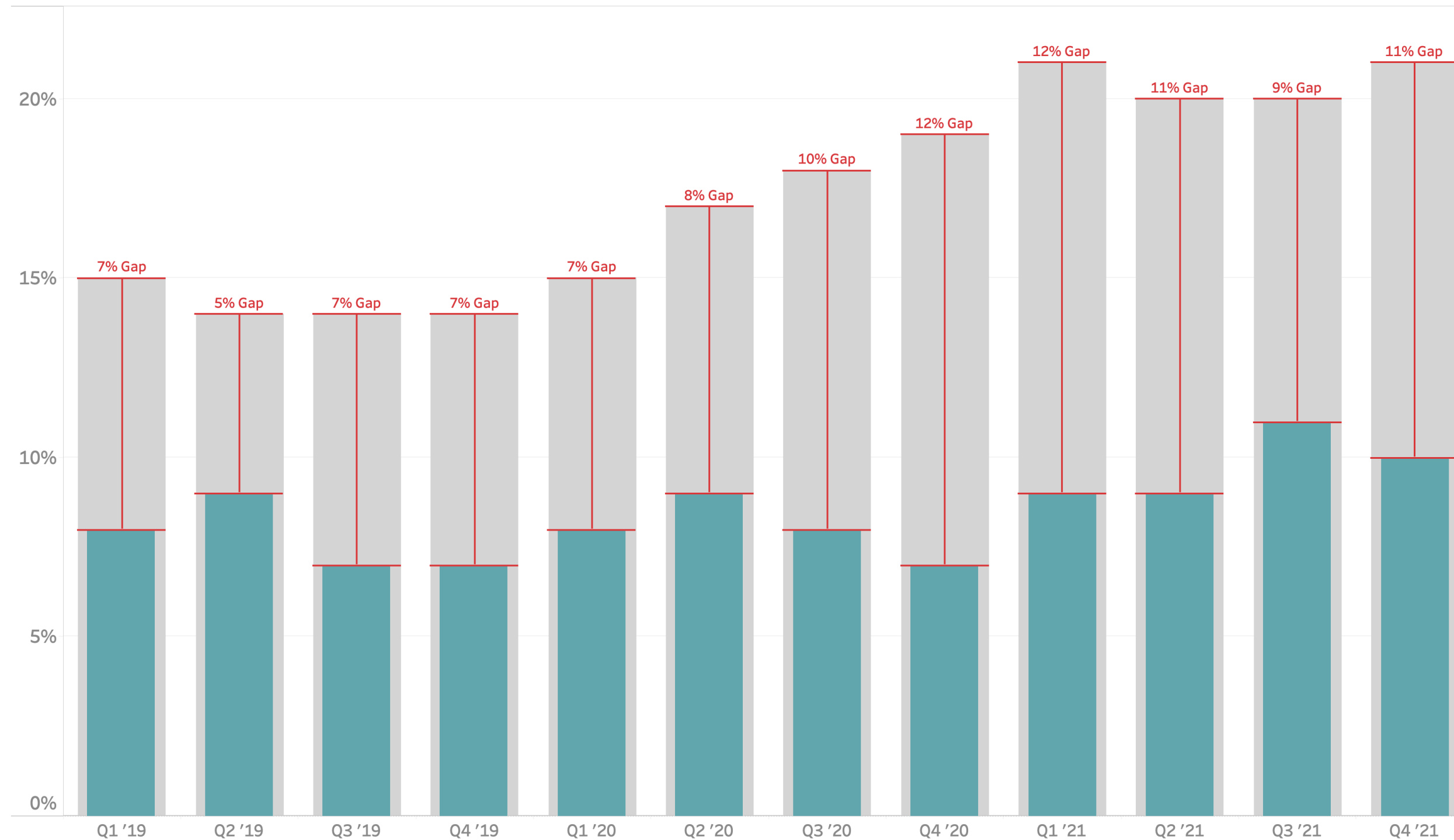
18–24-year-old job seekers now represent the largest cohort of candidates, now making up 1/3 of all applicants.



Applicants by Age
December 2019–2021

Remote work more popular for applicants than employers

1 in 5 applications are from an out of state applicant, but hires of out-of-state applicants are only half that.



Out of State Activity

Applications vs. Hires
2019 – 2021

Are women job seekers returning? For now, yes.

After comprising a smaller percentage of applicants in the second half of 2020, one year later women applicants are back to within 1% of their pre-pandemic levels.



Applicants by Gender
2020-2021



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.