

▶▶▶▶ Insights:

Monthly Workforce

Report



February
2022

Insights at a Glance

iCIMS' February 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.

There is hope on the horizon. The gap between job openings and job applications decreased in January.

Job opening activity continues to be elevated, up 54% since January 2021. Applications are up 13% in the same time frame and increased 27 points from last month. This is progress but there is still a significant way to go before the talent supply will meet hiring demand. Across industries there is a disconnect between supply and demand, the number of job seekers completing applications for each open role is down from last year.

Employers may want to look within to help solve talent challenges. Activity on internal job portals is heating up, indicating employees are looking for new opportunities, but not always a new employer. Internal applications are up 15% year-over-year, with millennial workers making up half of applicants to open positions at their current employer.



Read on for

a full view of the

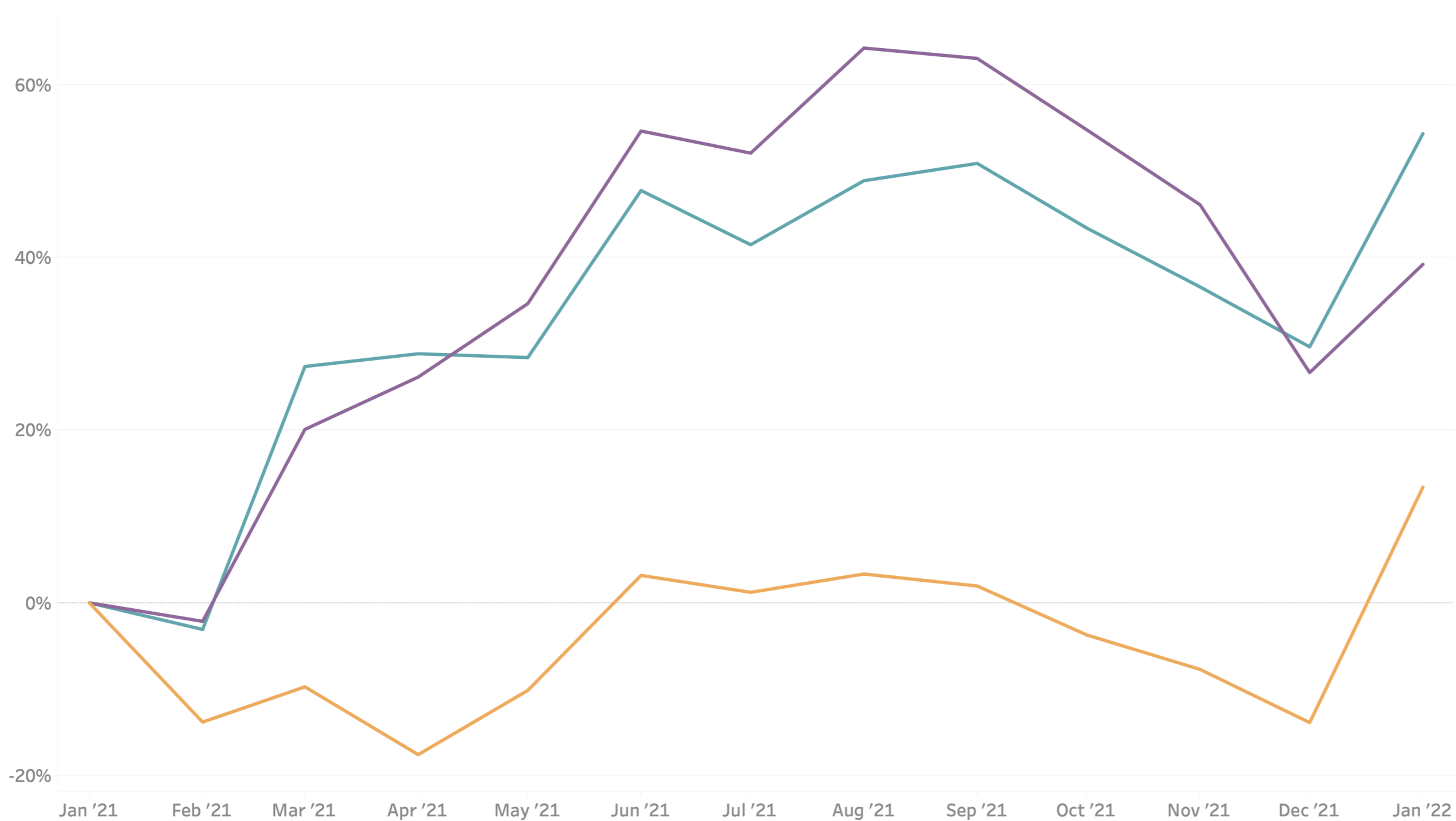
latest trends

and insights.



The state of the talent market

Job applications activity begins to trend upward in what could be a pivotal shift for the labor market



54%
Job openings

39%
Hires

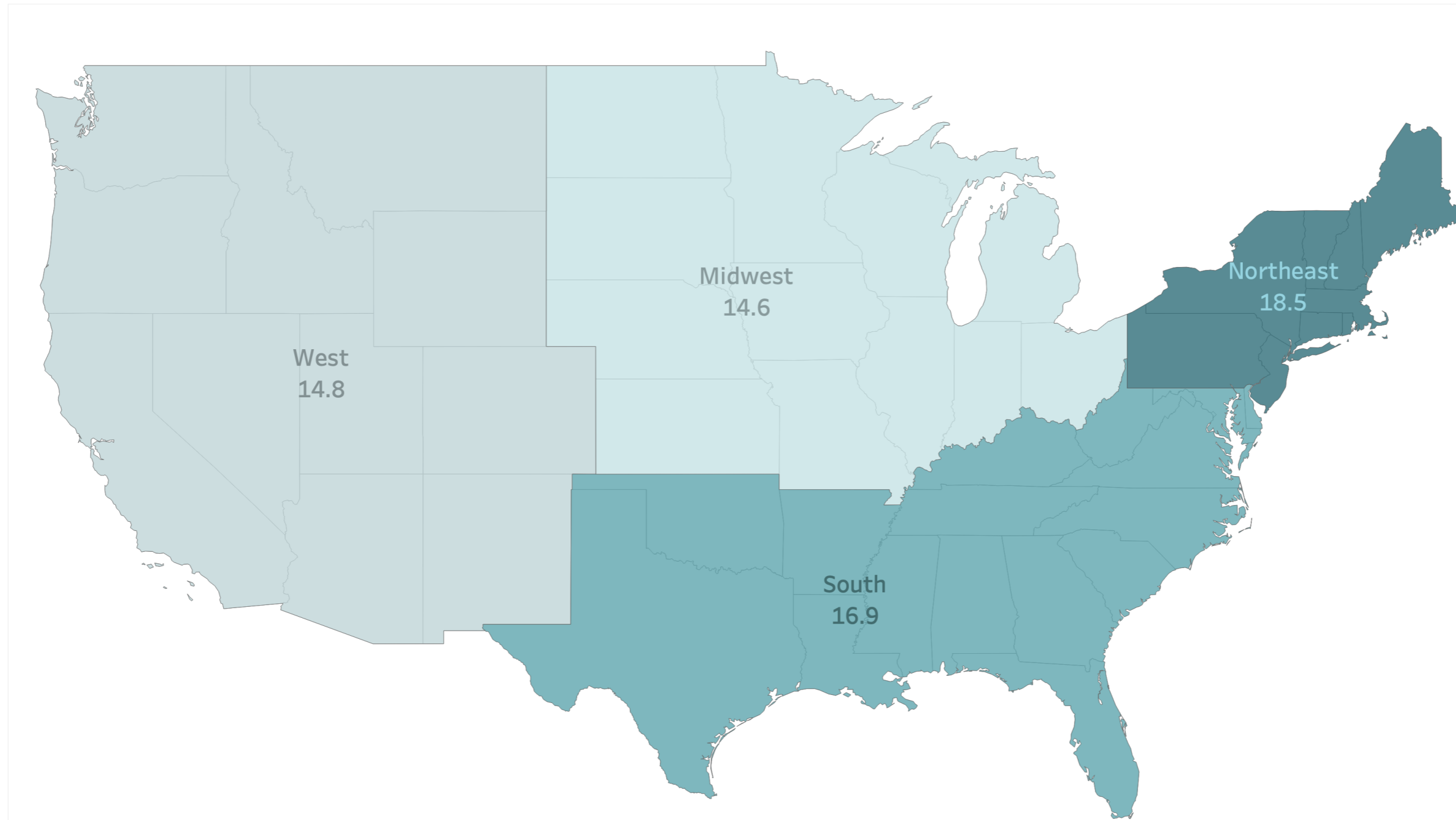
13%
Job applications

Platform Indicators

Job Openings, Applications, and Hiring Activity
January 2021 – January 2022

January job seekers are focused in the Northeast

Employers in the Northeast are receiving two more applicants per openings (APO) than the national average (18.5 versus 16.2)

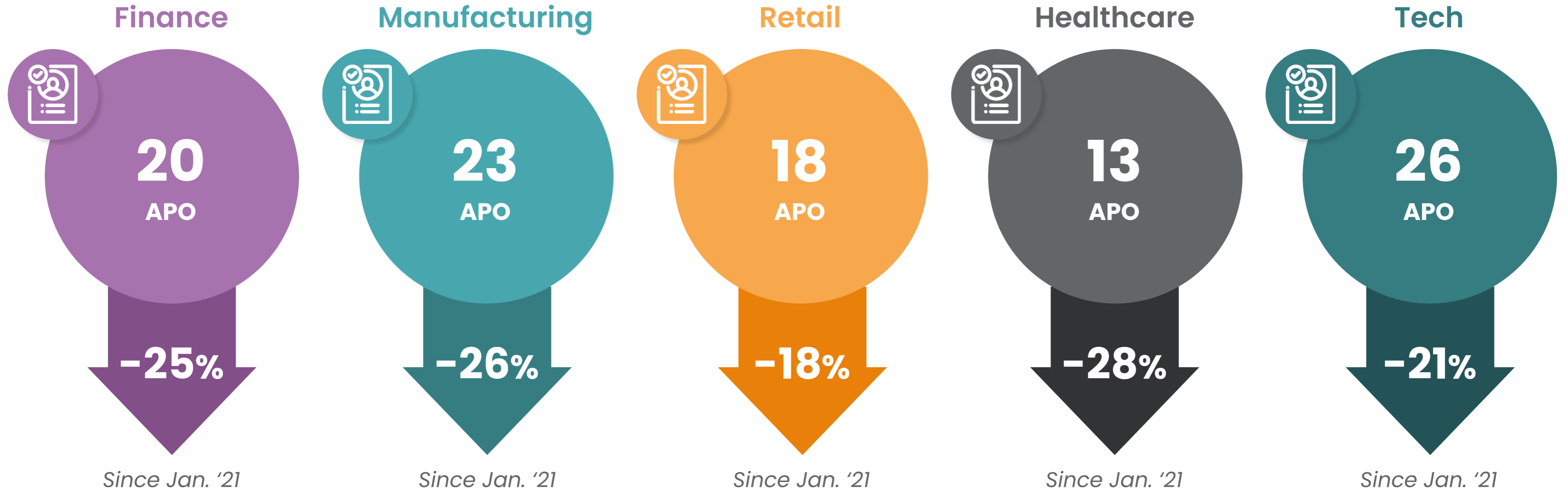


APO Regionally
January 2022



Industry outlook: Applicants per opening (APO)

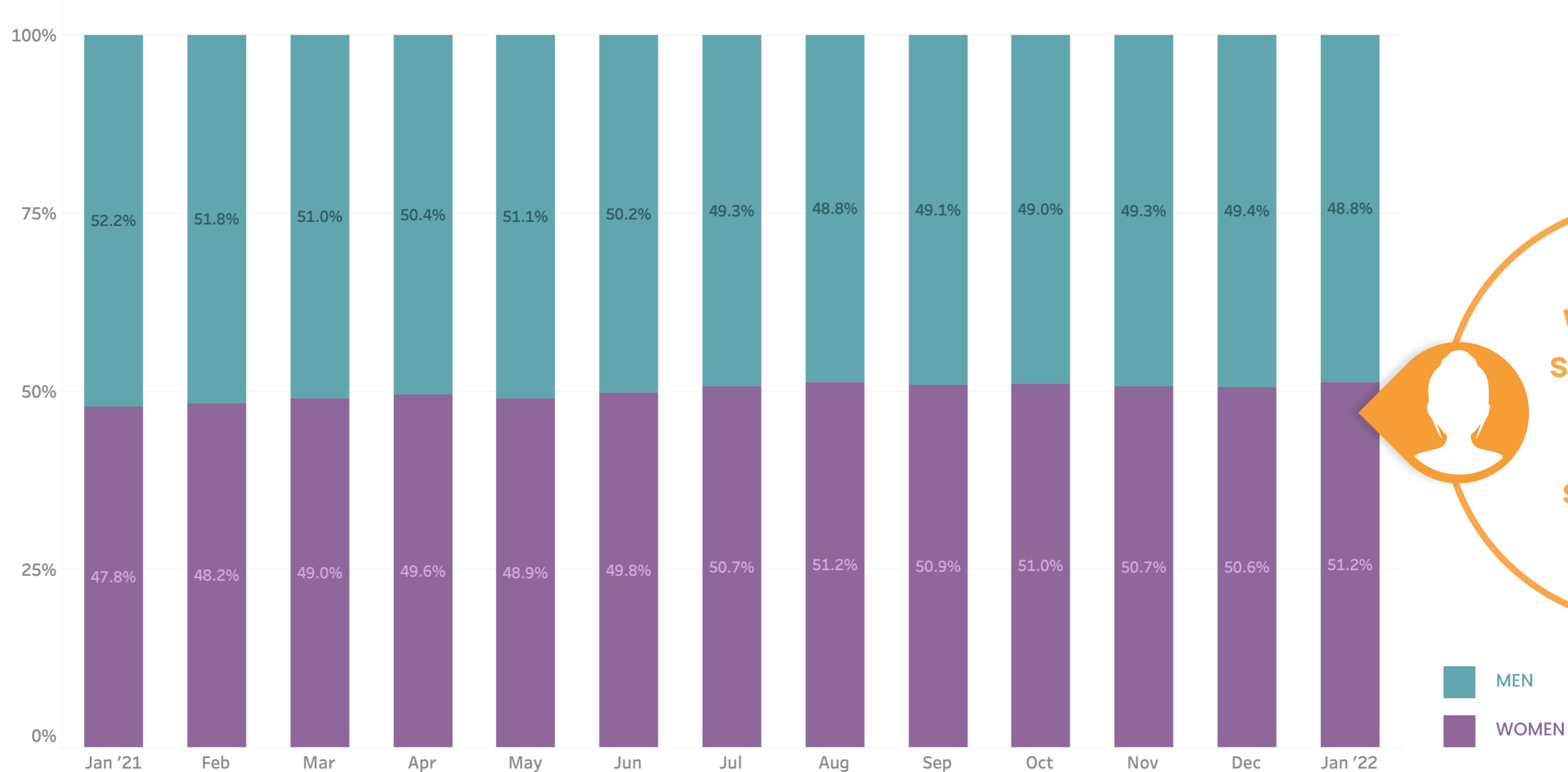
Job applicants have decreased across all industries, but healthcare and retail are seeing the fewest applicants





The shifting gender composition of job applicants

Women now make up 51.2% of job applicants, increasing 3 percentage points since January 2021



Women are slowly taking back the majority share of job applicants

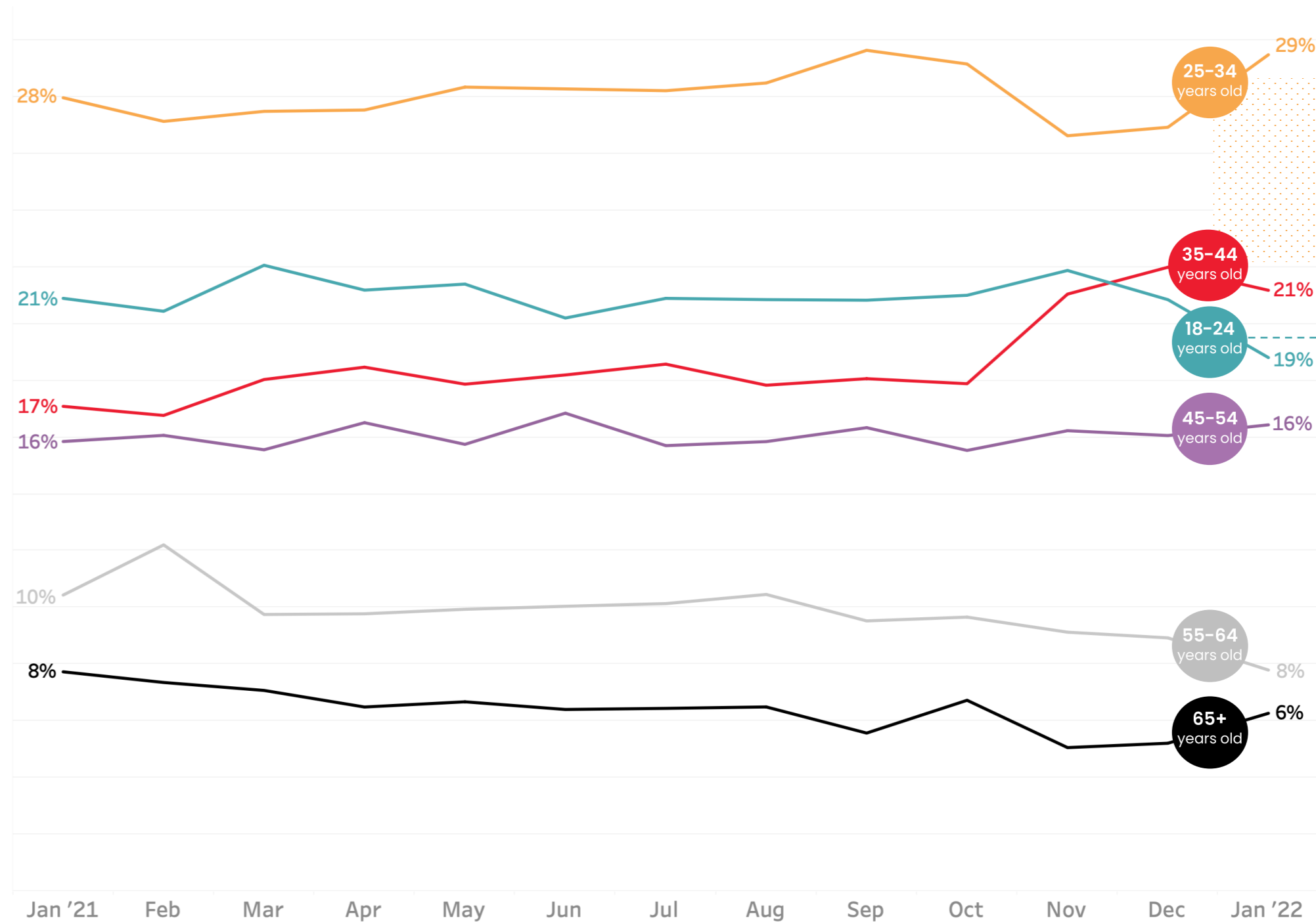
Applicants by Gender
January 2021 - January 2022

MEN
WOMEN



Millennials make up largest cohort of internal job seekers

25-44 year old job seekers represent half of applicants to internal job portals; Externally, job seekers skew younger.



Millennials account for 50% of internal job applicants

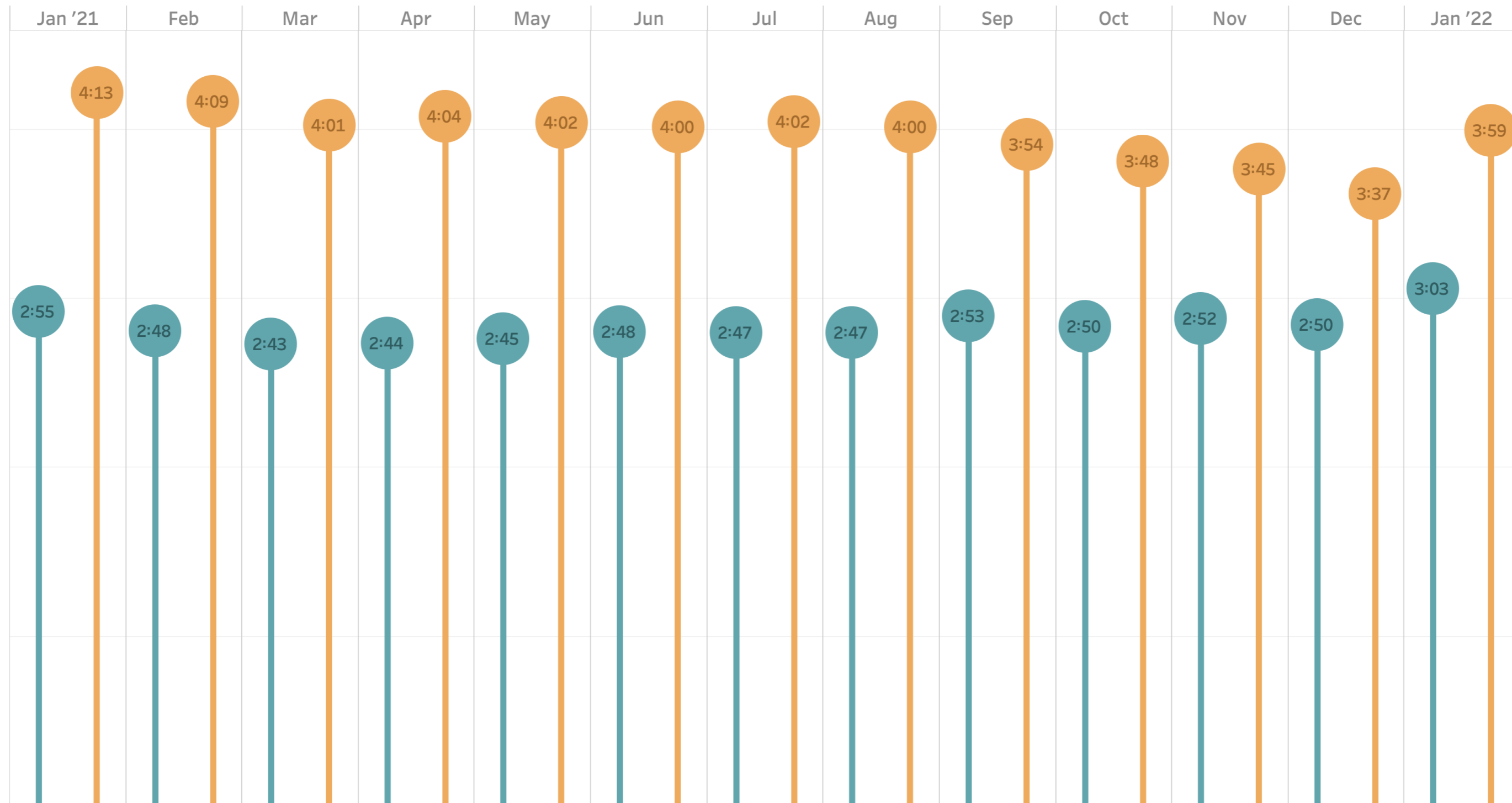
Gen Z is largest cohort of external job applicants

Generational Percent of Applicants to Internal Job Portals
January 2021 - January 2022



Your most engaged talent pool is your existing workforce

Job seekers spend 30% longer on internal job portals as compared to external career sites.



Internal vs. External Session Duration in Minutes
January 2021 – January 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 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 and millions of data points across job openings, job applications and hires. iCIMS customers represent a broad swath of the U.S. economy, with expansive geographic, industry, and occupational representation.