

▶▶▶▶ Insights:

Monthly Workforce

Report



May
2022



Insights at a Glance

iCIMS' May 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.

Hiring is holding steady amid continued talent shortages. iCIMS' data shows activity is up 45% since January 2021. Job openings are nearly in sync, up 46% since January 2021. Job applications continue to lag, up 6% since January 2021.

A 40-point gap between job applications and job openings remains and the job seekers that are out there, are more selective – completing job applications and accepting offers at lower rates than in years past.

Entry-level candidates are applying with slightly more fervor than other workers. But positions aimed at this level of talent are also receiving fewer applicants per opening. This may be because there are more jobs available, spreading the available talent thinner. Or because, they too, have the benefit of being more discerning in their job search.

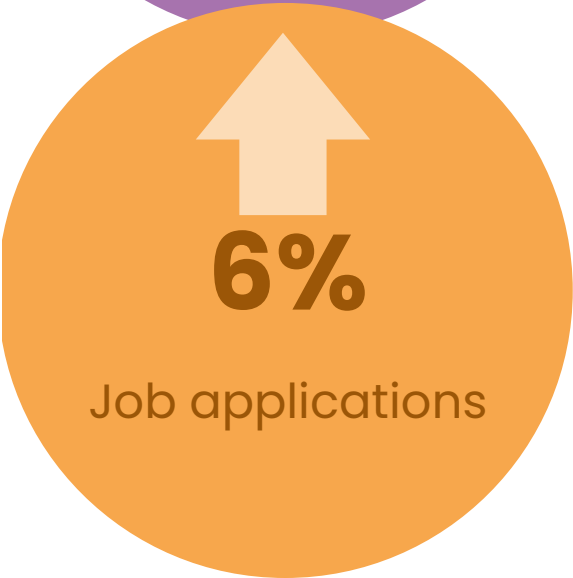
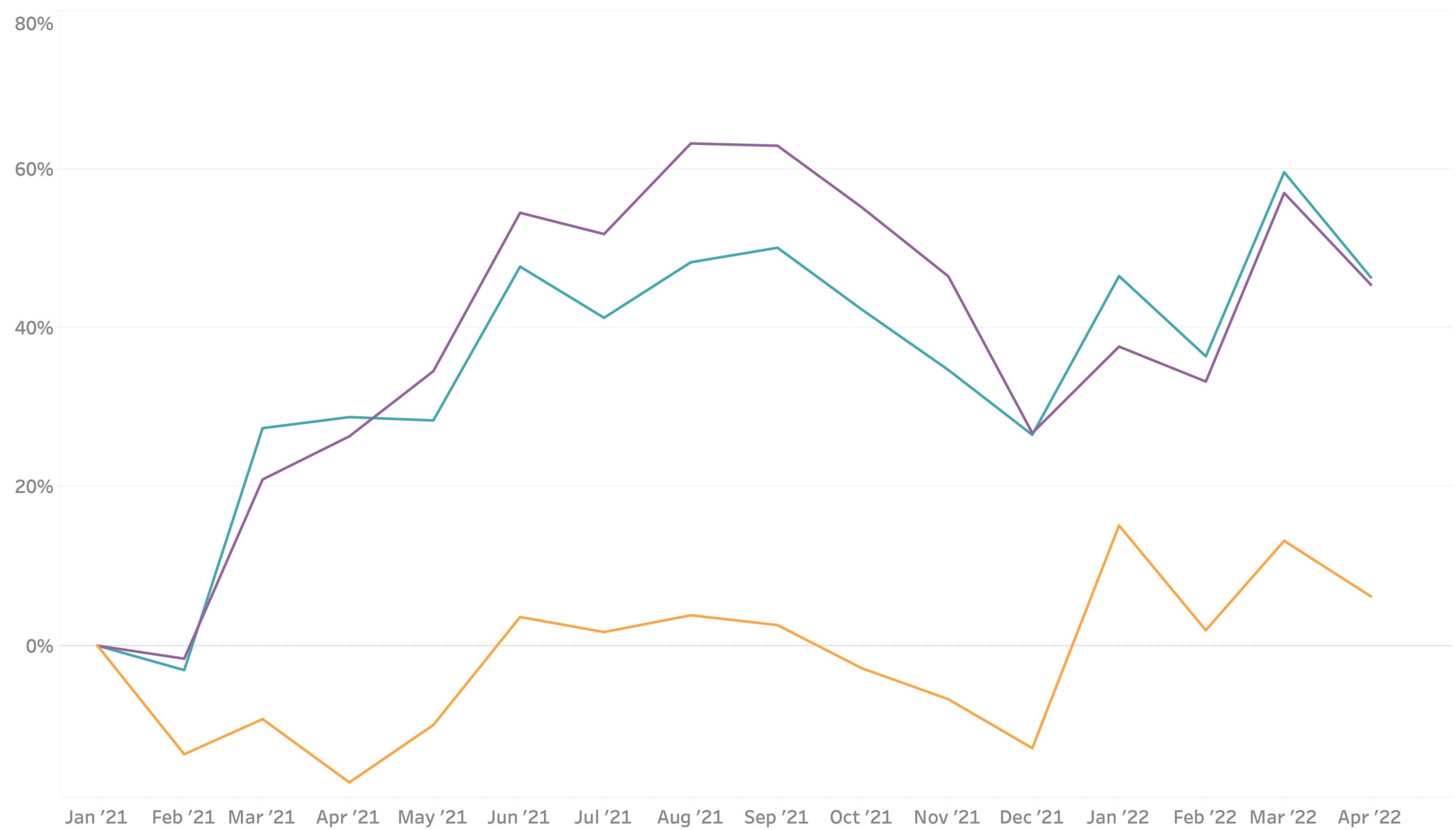
More than ever, employers need to rethink how they approach attracting and engaging talent to stay competitive and be successful.





The state of the talent market

Hiring holding steady, up 45% since January 2021, amid continued talent shortages



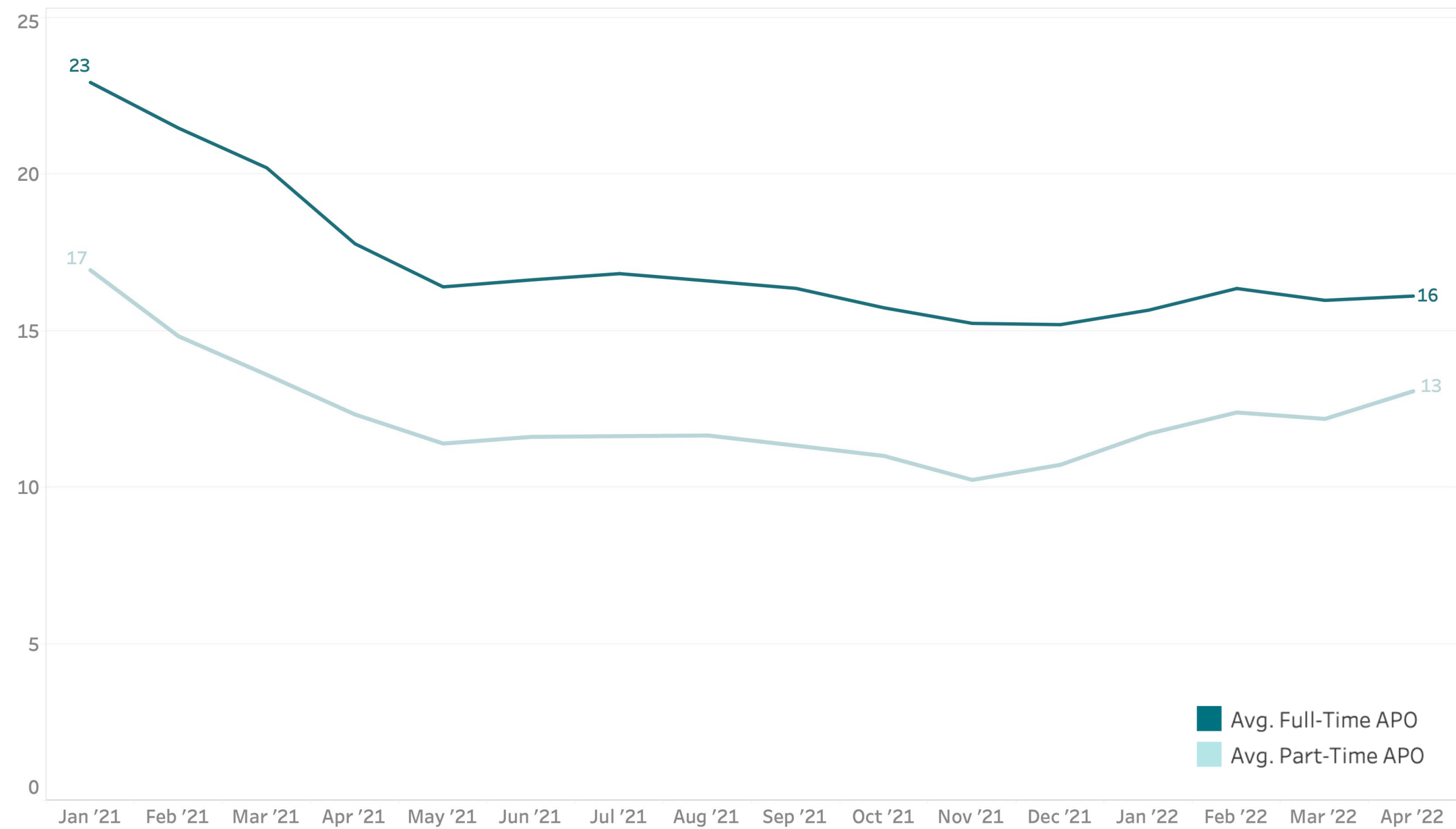
since Jan. 2021

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



Talent shortages persist for all job types, with full-time positions bearing the brunt

The number of applicants per part-time job opening (APO) is beginning to rise while full-time APO remains 36% below January 2021

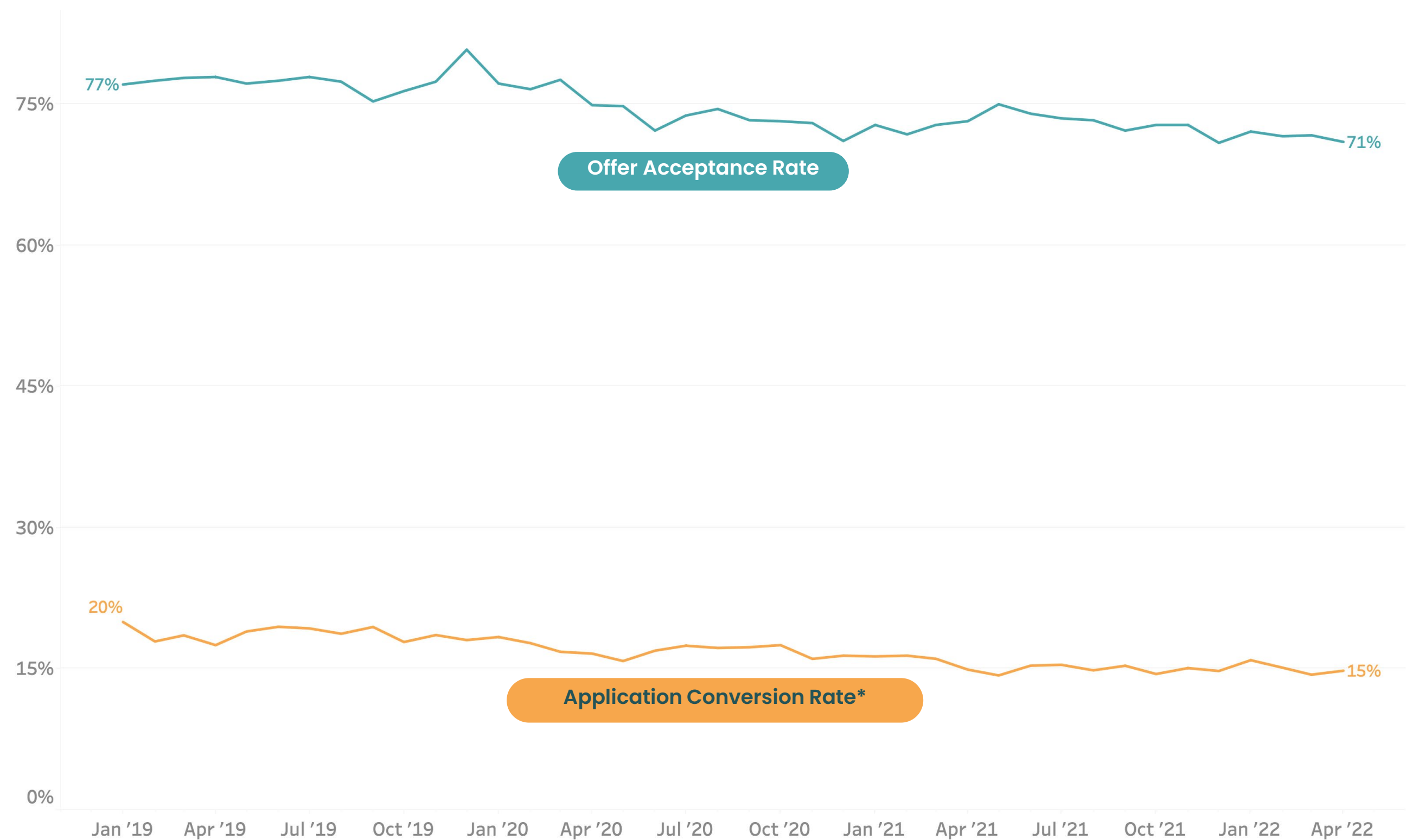


Applicants per Opening
January 2021 – April 2022



The rise of the selective job seeker

Job seekers are completing job applications and accepting job offers at lower rates



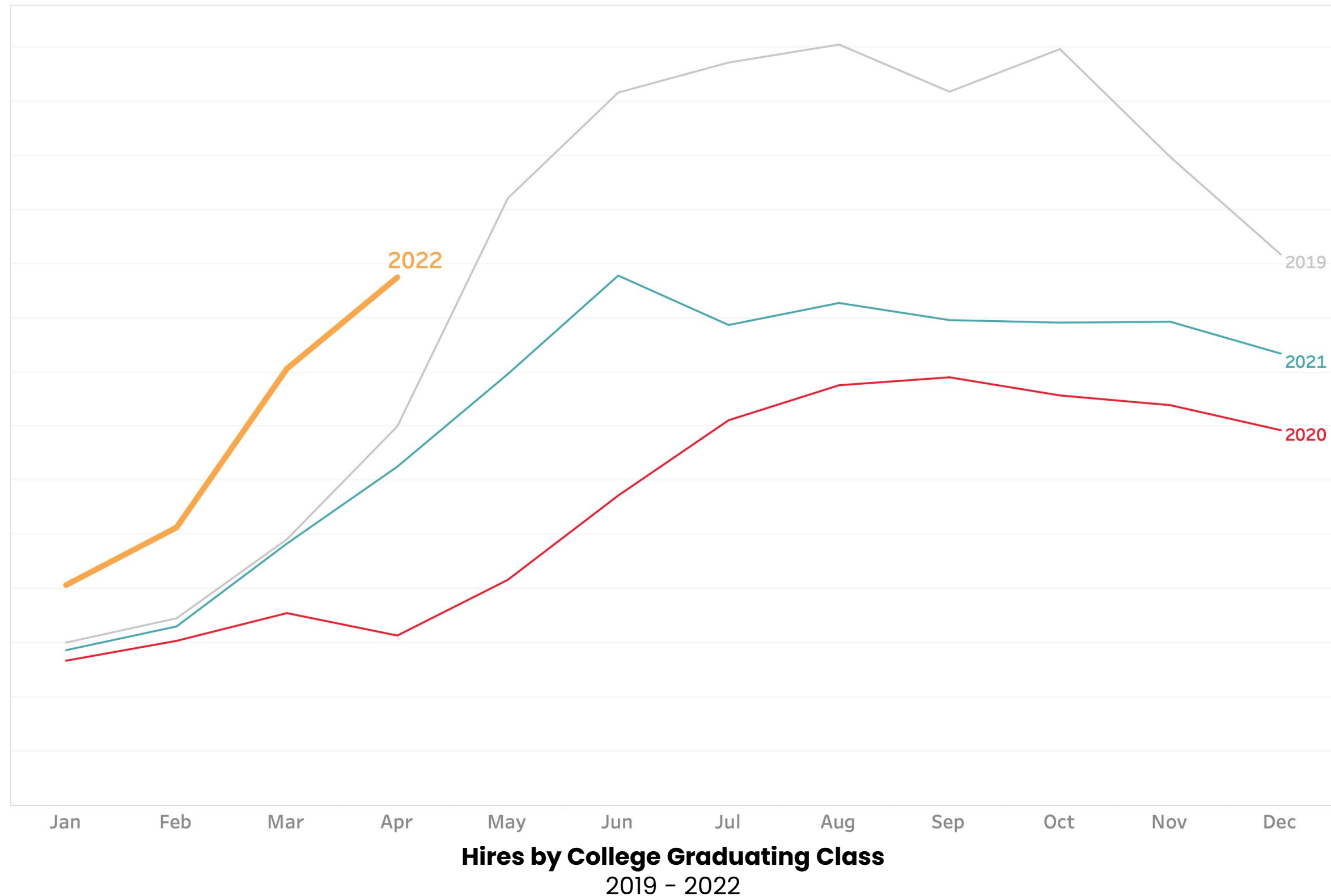
**Application Conversion Rate: Percentage of candidates who view a job description that finish an application.*
The following [Terms of Use](#) apply to your use of this PDF and all information contained therein.

Candidate Interest Metrics
January '19 – April '22



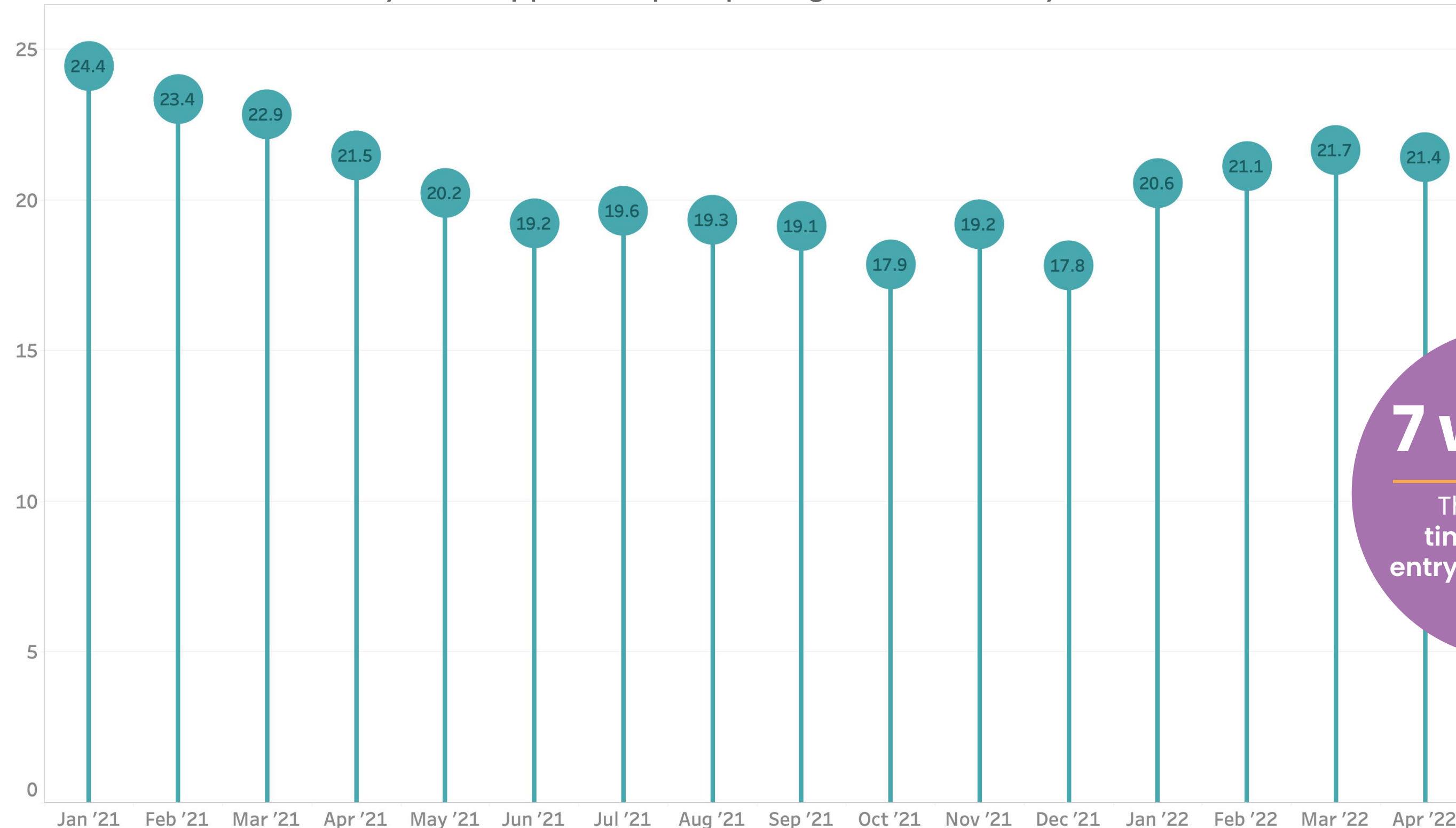
A bright future ahead

40% more new college graduates were hired in April 2022, compared to pre-pandemic (April 2019)



But, where is the entry-level talent?

Employers receive three fewer entry-level applicants per opening than in January 2021



7 weeks

The average
time-to-fill an
entry-level position

Entry Level Applicants Per Opening (APO)

January 2021 – April 2022



Evolve how you engage with candidates

18–24-year old job seekers are taking a close look at career sites



Pages viewed per Session

April 2022



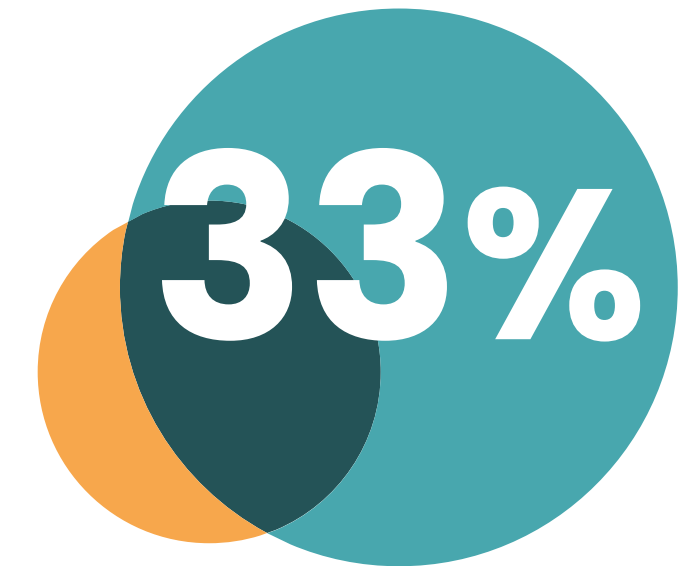
Average Session Duration

April 2022



Bounce Rate*

April 2022



TIP:

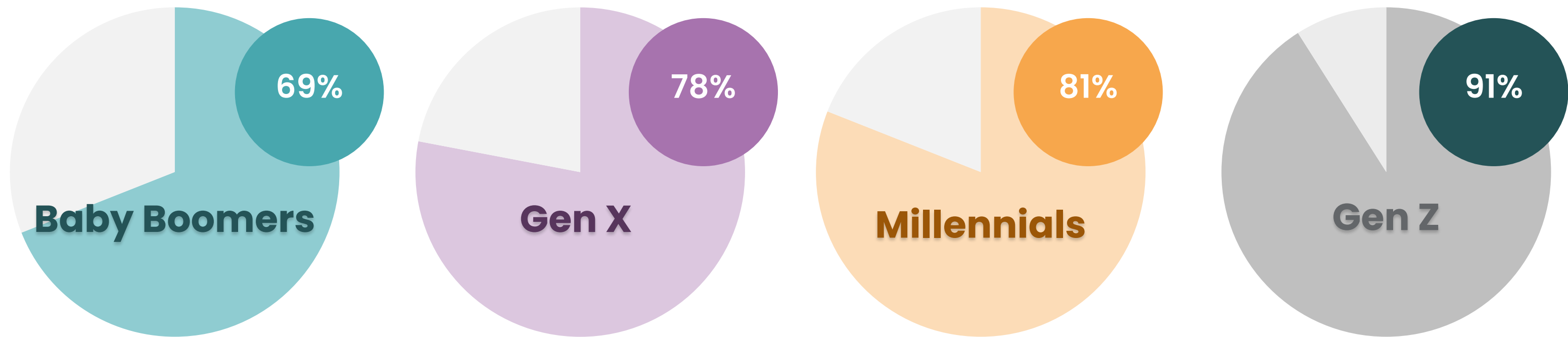
Gen Z is more engaged than other generations of job seekers, but they are still spending limited time on career sites. Employers should consider how to better hyper-target candidates and personalize content on career sites to keep talent engaged and interested in moving the process forward.

**Bounce Rate: Percent of 18–24-year-old career site visitors that leave without interaction with the page.*

The following [Terms of Use](#) apply to your use of this PDF and all information contained therein.

Hiring for the future: Gen Z is in it for the long haul

91% of recent grads say they care how long they stay with an employer



care how long they stay with an employer.



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 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.