

▶▶▶▶ Insights:

Monthly Workforce

Report



July
2022



Insights at a Glance

iCIMS' July 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. This report also includes findings from an iCIMS Dynata consumer survey of 1000 U.S. adults conducted in June 2022.

The talent market is on a hot streak, despite reports of lay-offs and predictions of slowdowns. Job openings are up 12%, job application activity is up 20% and hires are up 23% since the start of this year.

Job seekers continue to hold the power and evolve their behavior, keeping employers on their toes. In fact, two in five reported they ghosted an employer because of a poor experience during the hiring process.

They also seem to be shifting their interests in where they want to work. Q2 2022 brought the first notable decline in eight quarters of the percentage of job seekers applying to a job in a different state than where they reside – perhaps marking hesitation in relocating or a waning interest in full-time remote work.

As we head into the second half of the year, and into the back to school and holiday hiring seasons, this month's report also highlights what's happening in retail hiring. Similar to the overall talent market, there is a significant uptick in retail job application activity since the start of Q2 2022. This trend may continue as two in five people who say they are looking for a seasonal or permanent part-time job through the end of this year plan to turn to roles with retail companies.



Read on for

a full view of the

latest trends

and insights.



The state of the talent market

Job seekers are making moves – iCIMS data shows a significant uptick in job applications in Q2 2022, with activity up 20% since the start of the year.

While this is promising news in terms of talent shortages, it may also indicate that the “Great Resignation” is still going strong. In fact, 30% of Americans reported they are looking or plan to look for a full-time job with a higher salary in the second half of 2022.



↑
23%
Hires

↑
20%
Job applications

↑
12%
Job openings

since Jan. 2022

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

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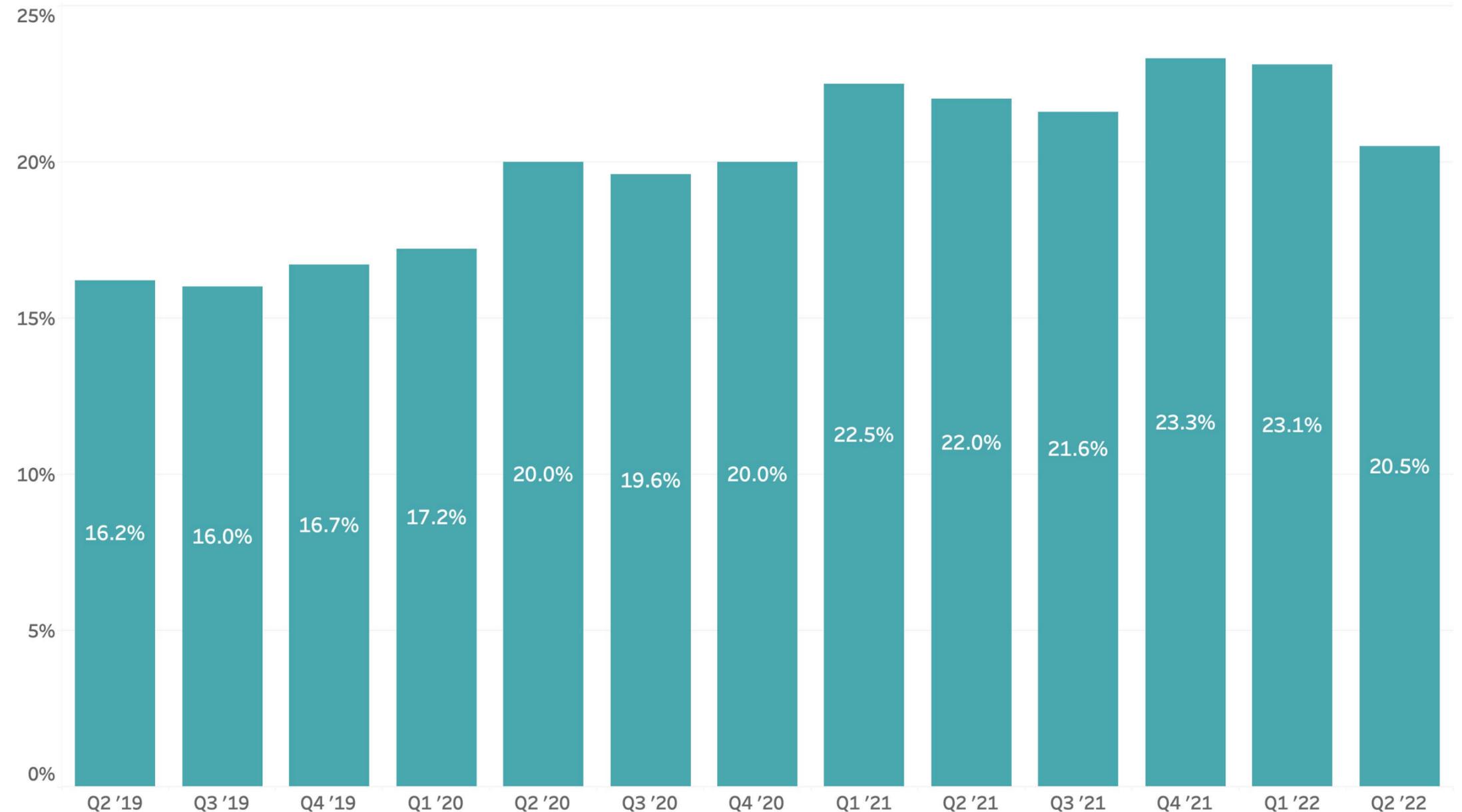


Where are job seekers looking for employment?

In the last several years, job seekers have indicated increased appetite for flexibility, but the tides may be shifting in terms of where they want to work.

In Q2 2022, out-of-state applications (job seekers applying to a job in a different state than where they reside) make up 20% of all applications. This is a near three-point decrease from Q1 2022, and the first noteworthy decline in two years.

It may be a reflection of the current economy/housing market or perhaps a waning interest in full-time remote work. While 70% of job seekers would like their job to accommodate some remote work, 90% indicate they would go into the office ([iCIMS Class of COVID-19 report](#)).



Out-of-State Applications
Quarterly Q2 2019 - Q2 2022

Hot or not: Where are job seekers applying now?

Application activity is ramping up but there is significant disparity in applicant volume dependent on the occupation type.

Media and communications jobs receive nearly 40 applications per opening (APO). While most competitive in terms of volume, these jobs are receiving 22% fewer applications than last year.

Perhaps a reflection of pandemic impacts – teachers and healthcare workers are receiving the fewest applications per opening. In fact, teaching positions (for preschool, elementary, middle, secondary and special education) are considerably less competitive now, receiving only 10 applications per opening, a 24% decrease from last year.

Media & Communication Workers



Mathematical Science Occupations



Other Office & Administrative Support



Teachers



Healthcare Diagnosing or Treating Practitioners



Occupational Therapists & Physical Therapy Assistants & Aides

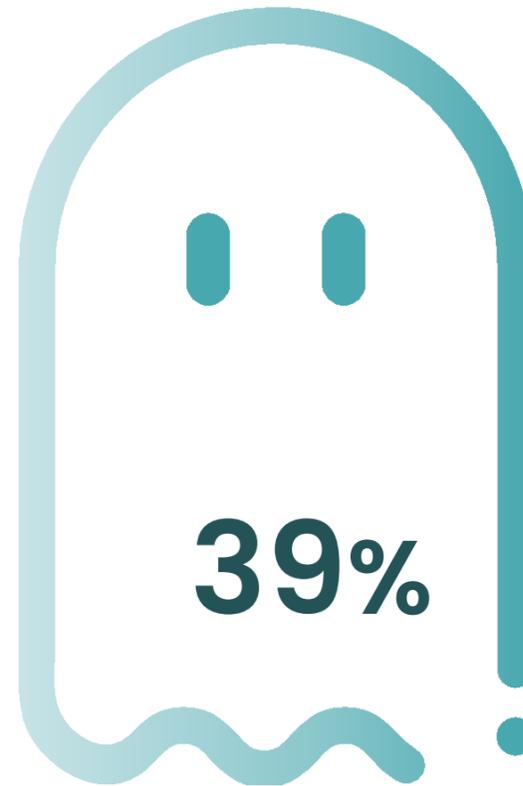


Why are candidates ghosting employers?

In a talent market where job seekers have the upper hand, many employers are experiencing increased levels of ghosting -- otherwise known as candidates (or even new hires) who stop responding.

Nearly 40% (two in five) job seekers ghosted an employer within the last 18 months because of a poor experience -- either they learned something they didn't like about their organization, they had a bad interview experience, or a potential employer was too slow in communicating. Meanwhile only 10% ghosted because of another offer -- meaning it may be more about you (the employer) than them (the competition).

To avoid losing candidates during the hiring process, and after the offer is signed, it is critical to keep candidates engaged from the first touchpoint through the employee experience.



ghosted an employer due to a poor experience during hiring process



of people ghosted an employer because they decided the role was not a right fit for them



ghosted an employer because they received an offer from another organization.



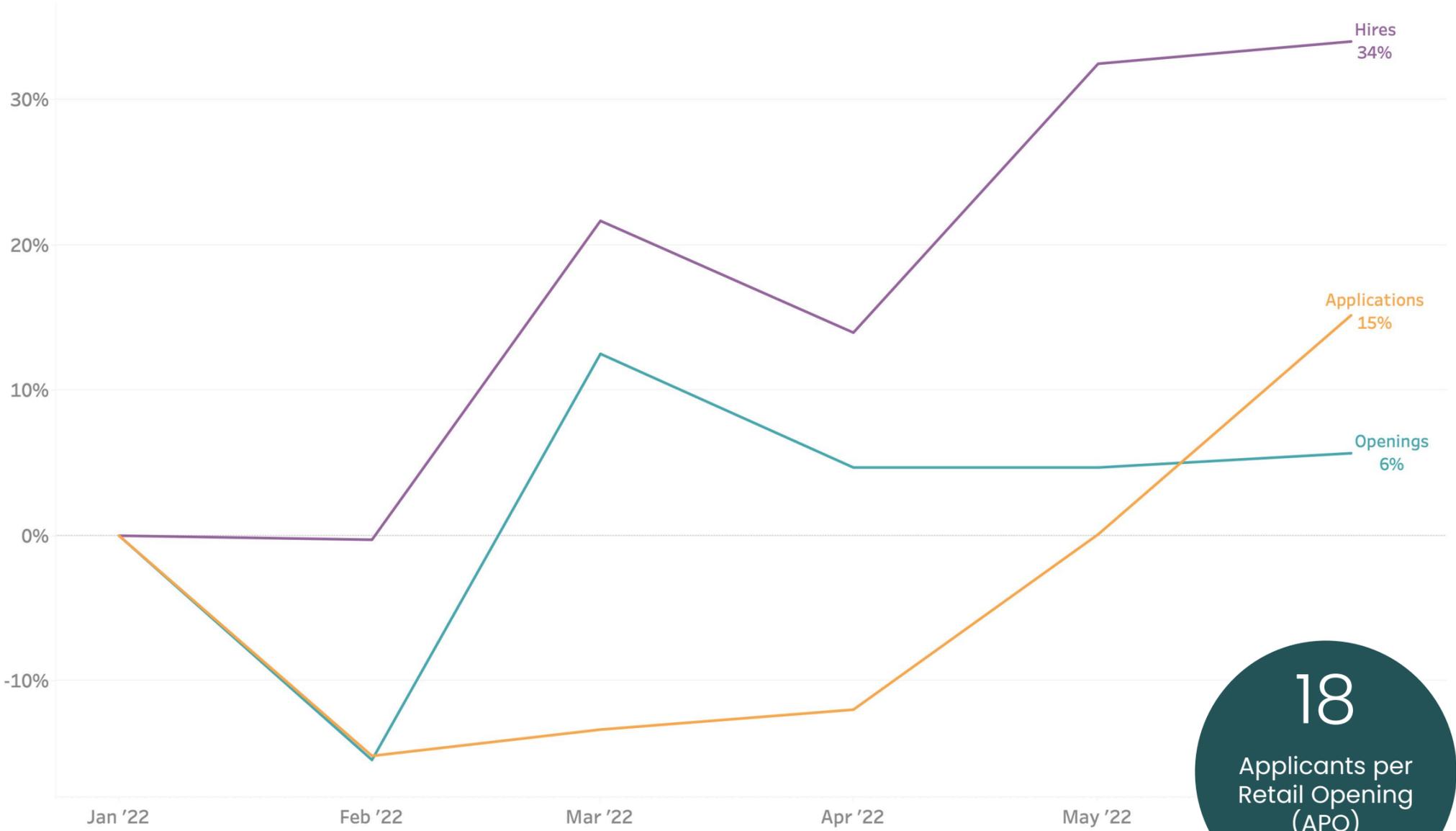
The state of the retail talent market

Similar to the overall talent market, iCIMS data indicates a significant uptick in job application activity since the start of Q2 2022.

Applications are up 15% since the start of the year and 31% since April 2022.

This trend may continue into the second half of 2022, as nearly 40% of people who plan to look for a seasonal or permanent part-time job to supplement their income through the end of this year are turning to roles with retail companies.

Hiring activity also remains elevated, up 34%. While job growth in terms of openings is flat, openings are up 6% since the start of the year.



18
Applicants per Retail Opening (APO)
June 2022

Retail Platform Indicators
Job Openings, Applications and Hiring Activity
January – June 2022

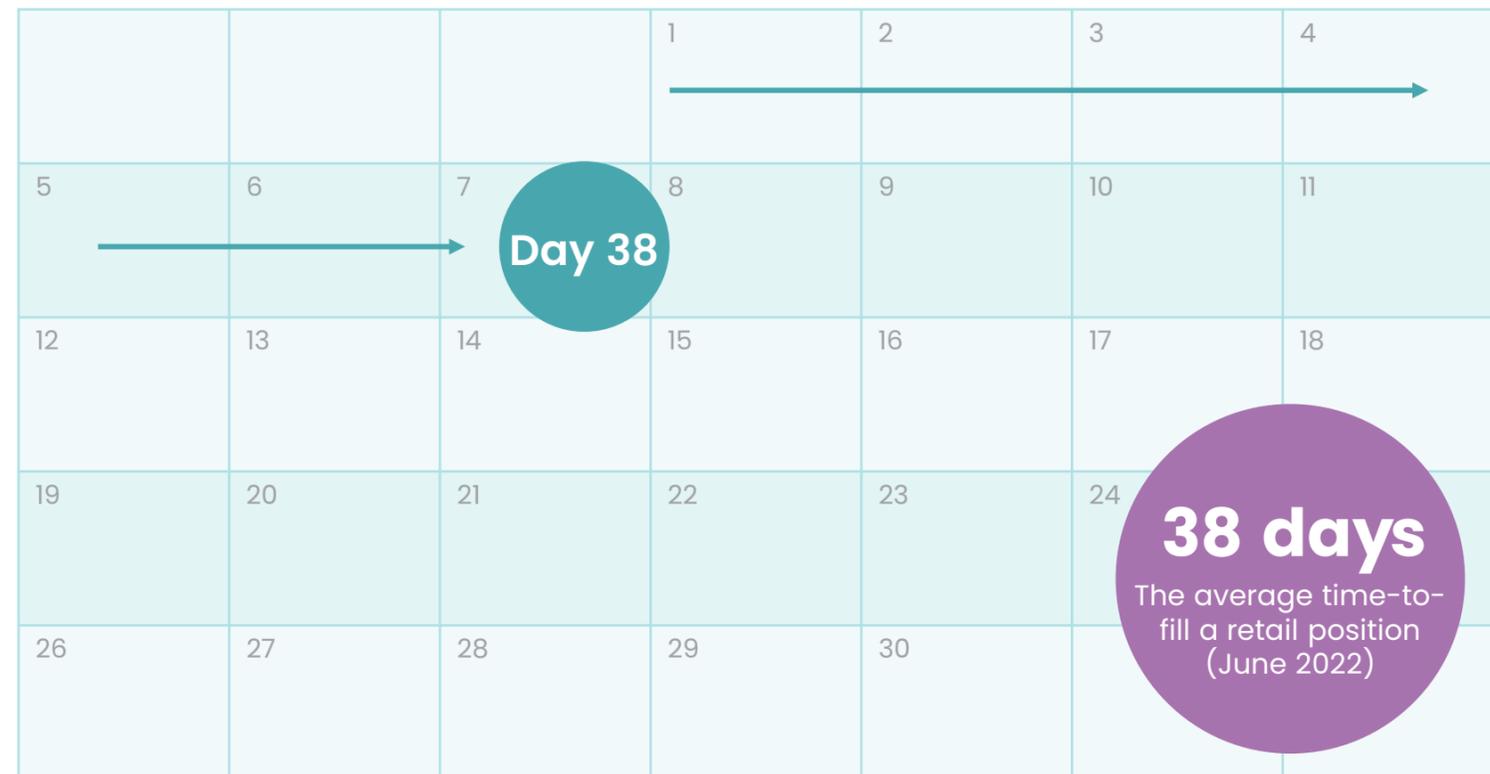
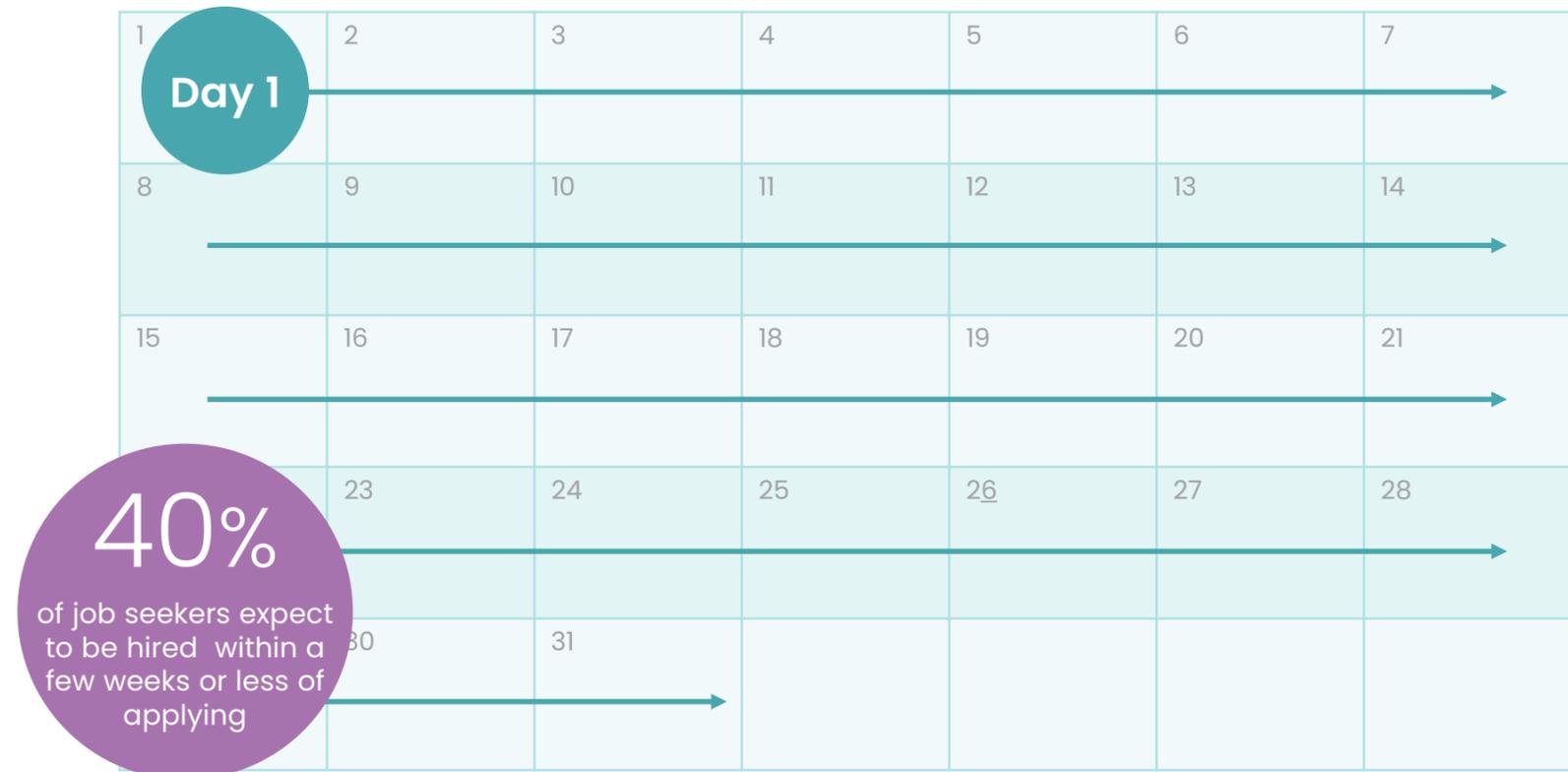
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How can employers streamline hiring with more applicants?

The average time-to-fill a retail position is 38 days, or just over 5 weeks, as of June 2022.

While this is a 5% decrease month-over-month, it is on the higher end of timelines so far this year. As many HR and talent teams are operating with limited resources, retail employers' hiring processes may become more strained as applicants increase.

To help ensure the hiring experience is in line with job seeker expectations, employers should ensure their application process is mobile friendly. Nearly 30% of people looking for a seasonal or permanent part-time job prefer to apply using a mobile device, while only 15% want to use a laptop or desktop computer.





The impact of talent shortages on consumer behavior

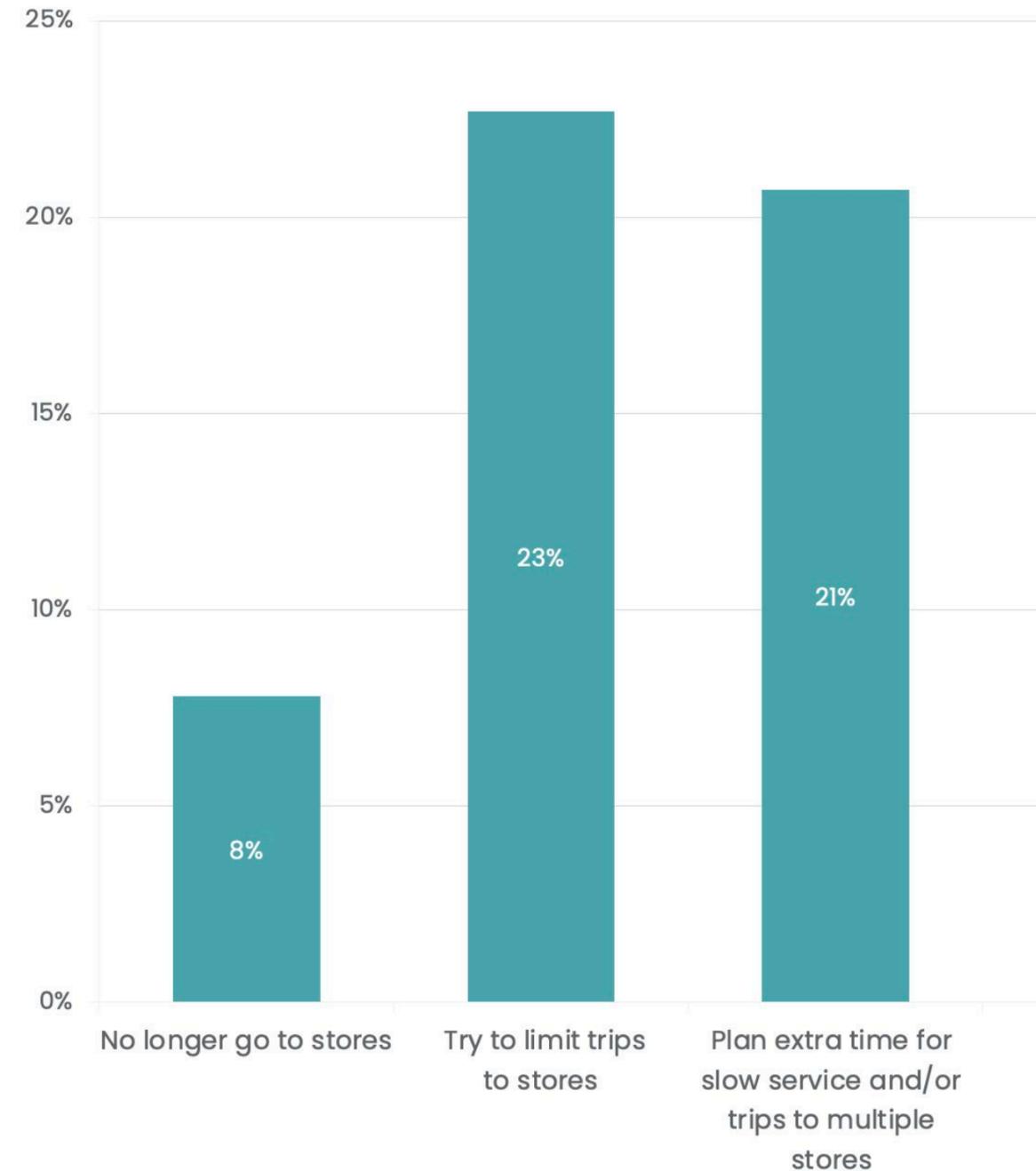
Shopping habits have changed

An influx of talent is good news for brick-and-mortar retailers looking to bring shoppers back in store.

More than half (52%) of people have changed their shopping habits because of frustrations with the in-person experience the last 18 months including planning for extra time, limiting trips to or avoiding the store altogether in favor of shopping online or curbside pickup/delivery.

And, unless something changes, 45% are likely to continue to shop online or do curbside pick-up for the upcoming back-to-school and holiday shopping seasons.

52% of people have changed their shopping habits because of frustrations with the in-person experience



Labor shortages negatively impact allure of travel

In addition to shopping, talent shortages are impacting consumer's travel habits.

Although the latest BLS numbers indicate job gains in the leisure and hospitality and transportation and warehousing sectors, many people are feeling the pain of fewer travel workers – specifically within the airline industry.

Nine in 10 of people said that the labor shortages within the airline industry are impacting their travel plans this summer and fall in some way.

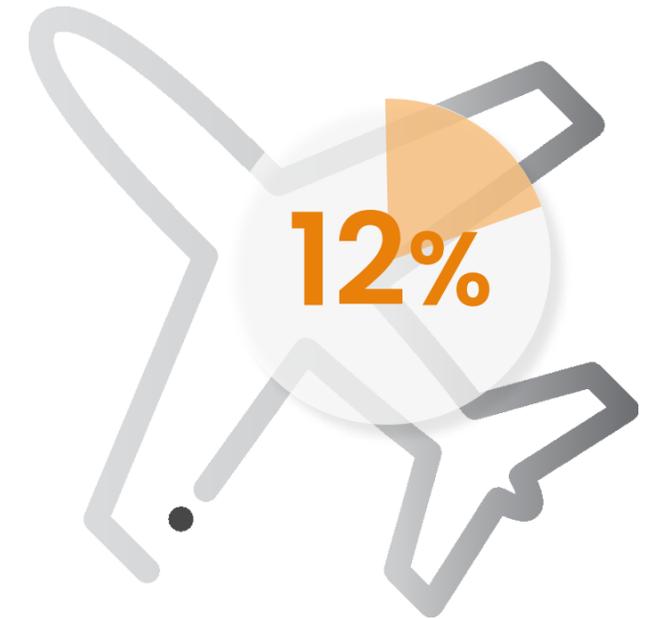
More than a third (36%) say they are avoiding traveling by air and are planning staycations or road trips instead. And 12% are avoiding travel altogether.



say labor shortages within the airline industry are impacting their travel plans this summer and fall in some way.



are planning staycations or plan to take a road trip rather than travelling by air.



avoiding travel all together due to potential issues related to airline labor shortages.



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.