

▶▶▶▶ Insights:

Monthly Workforce

Report



November
2022



Insights at a Glance

iCIMS' November 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. The report also features insights from the recently released iCIMS 2023 Workforce Report.

The 2022 talent market has been unpredictable. Job openings and hiring activity are close to January 2022 levels. However, both indicators are declining month-over-month, continuing the downward trend that began after August. Meanwhile, job applications activity has held steady month-over-month, remaining at one of its highest points of the year.

Employer-talent dynamics are similar across the healthcare, manufacturing and finance sectors, and in technology occupations. The retail industry bucks the trend with hiring on an upward streak – perhaps due to the upcoming holiday season.

Workforce preferences continue to evolve. The [iCIMS 2023 Workforce Report](#) found one in three people will be looking for a new job in 2023.

While workers would like to advance internally, many don't know where to start, and some are not even sure the possibility exists. People are increasingly applying externally, whereas internal application activity has dropped off in the last few months.

Additionally, job seekers seem to want to work closer to their jobs. Fewer than one in five job applications now come from an out-of-state applicant.



Read on for

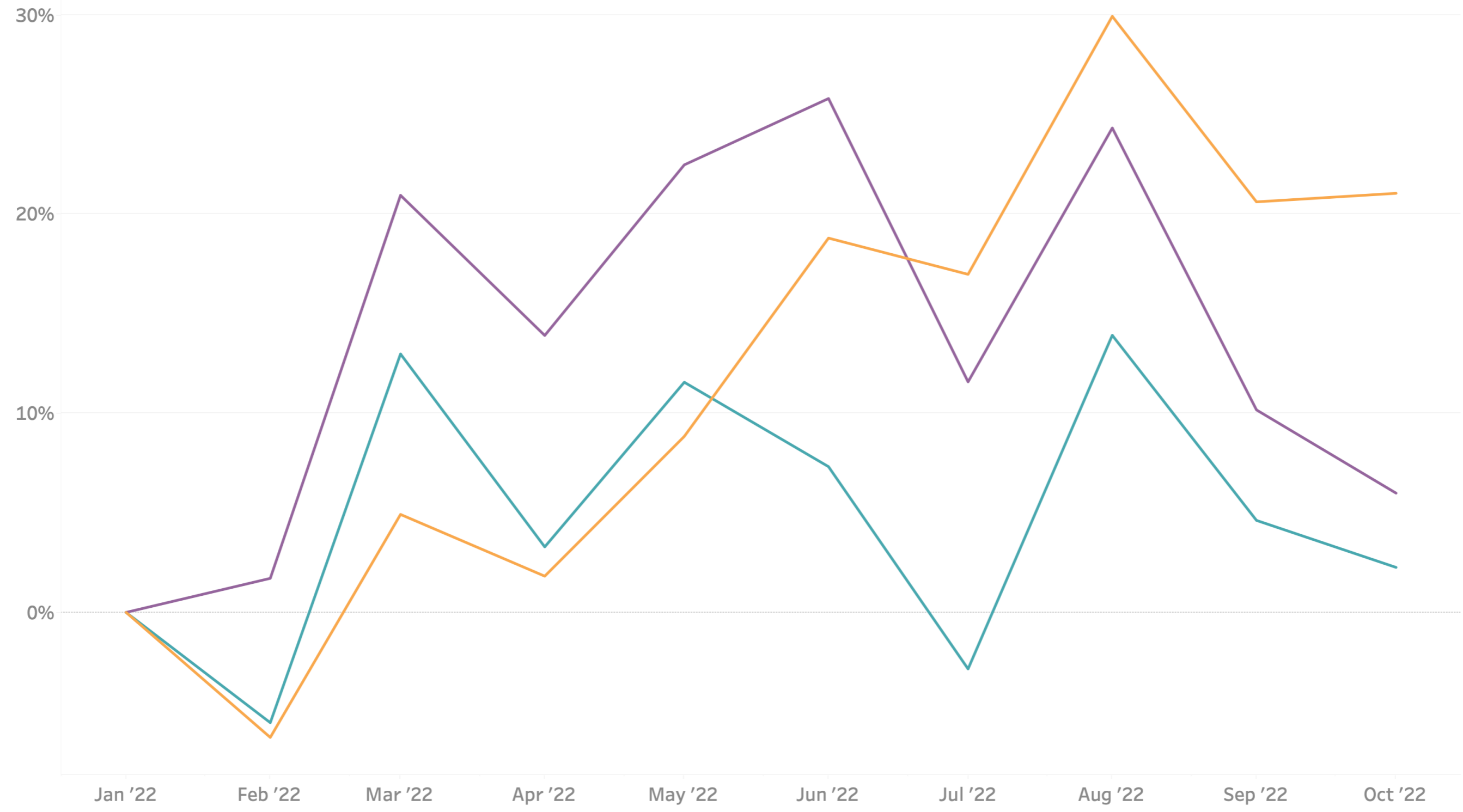
a full view of the

latest trends

and insights.



The state of the talent market



21%
Job applications

6%
Hires

2%
Job openings

since Jan. 2022

Platform Indicators

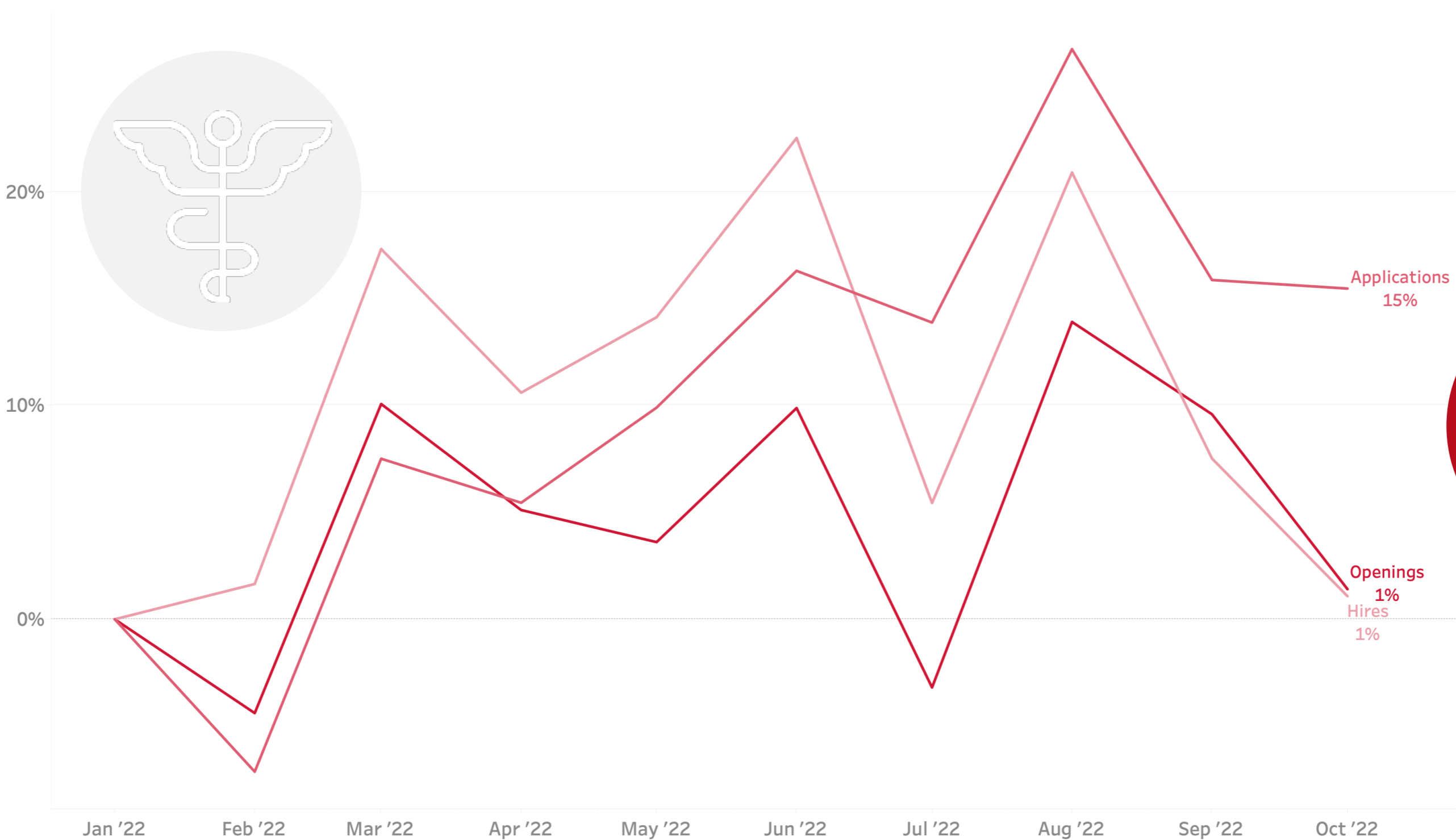
Job Openings, Applications and Hires Activity
January – October 2022

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





Hiring activity in healthcare slowing heading into Q4



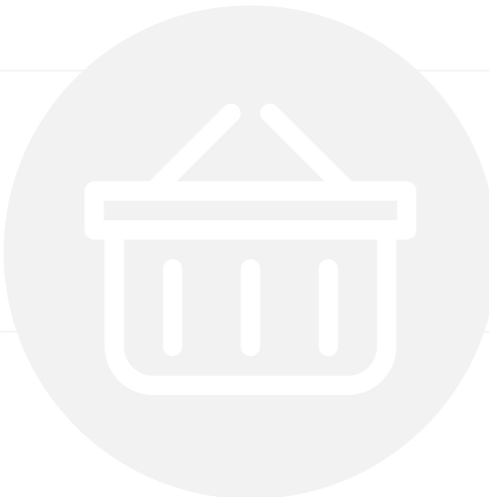
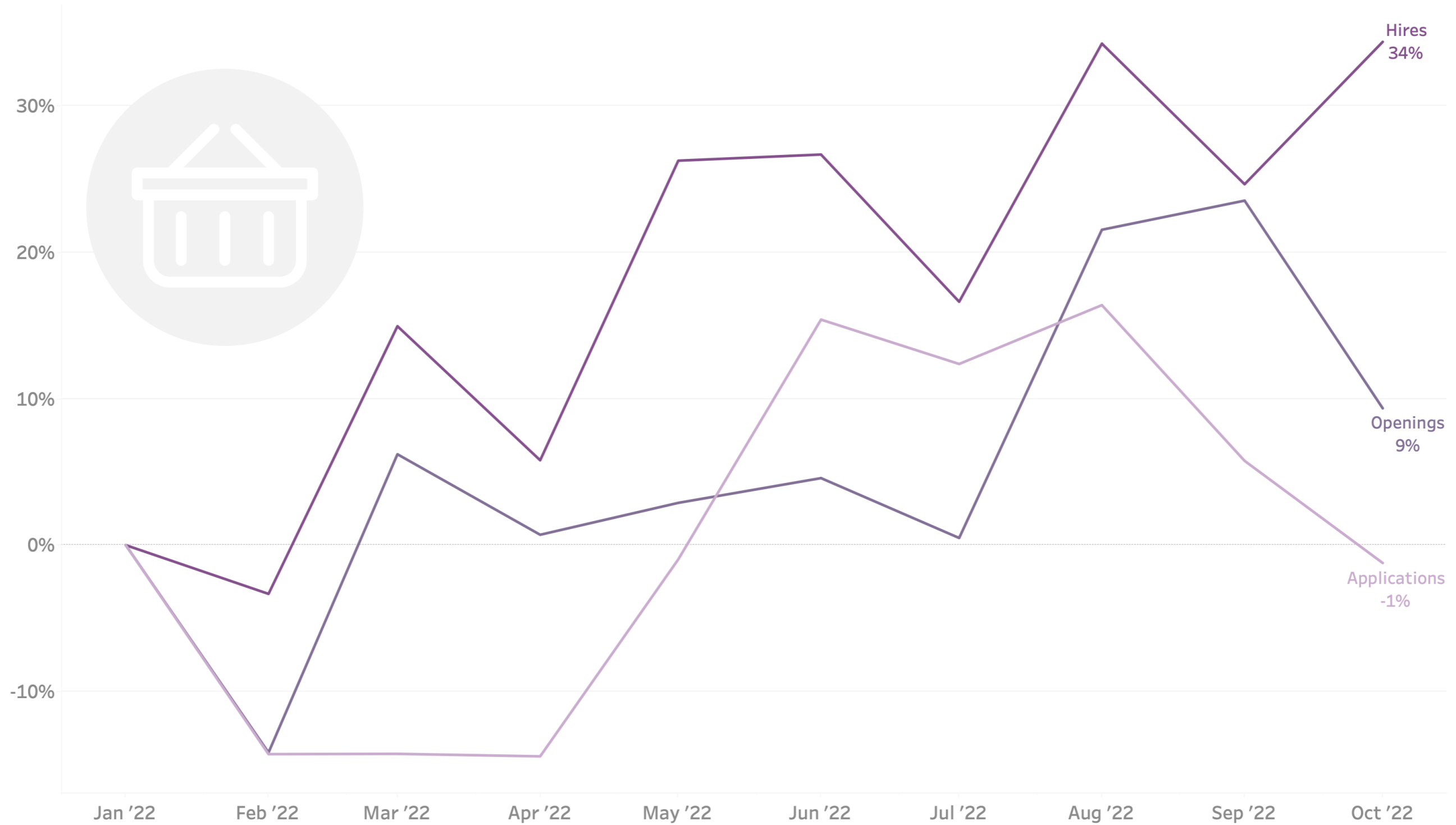
15
 Applicants
 Per Opening
 September 2022

Platform Indicators for Healthcare
 Job Openings, Applications and Hiring Activity
 January – October 2022

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



Retail hiring is on an upswing despite declining application activity



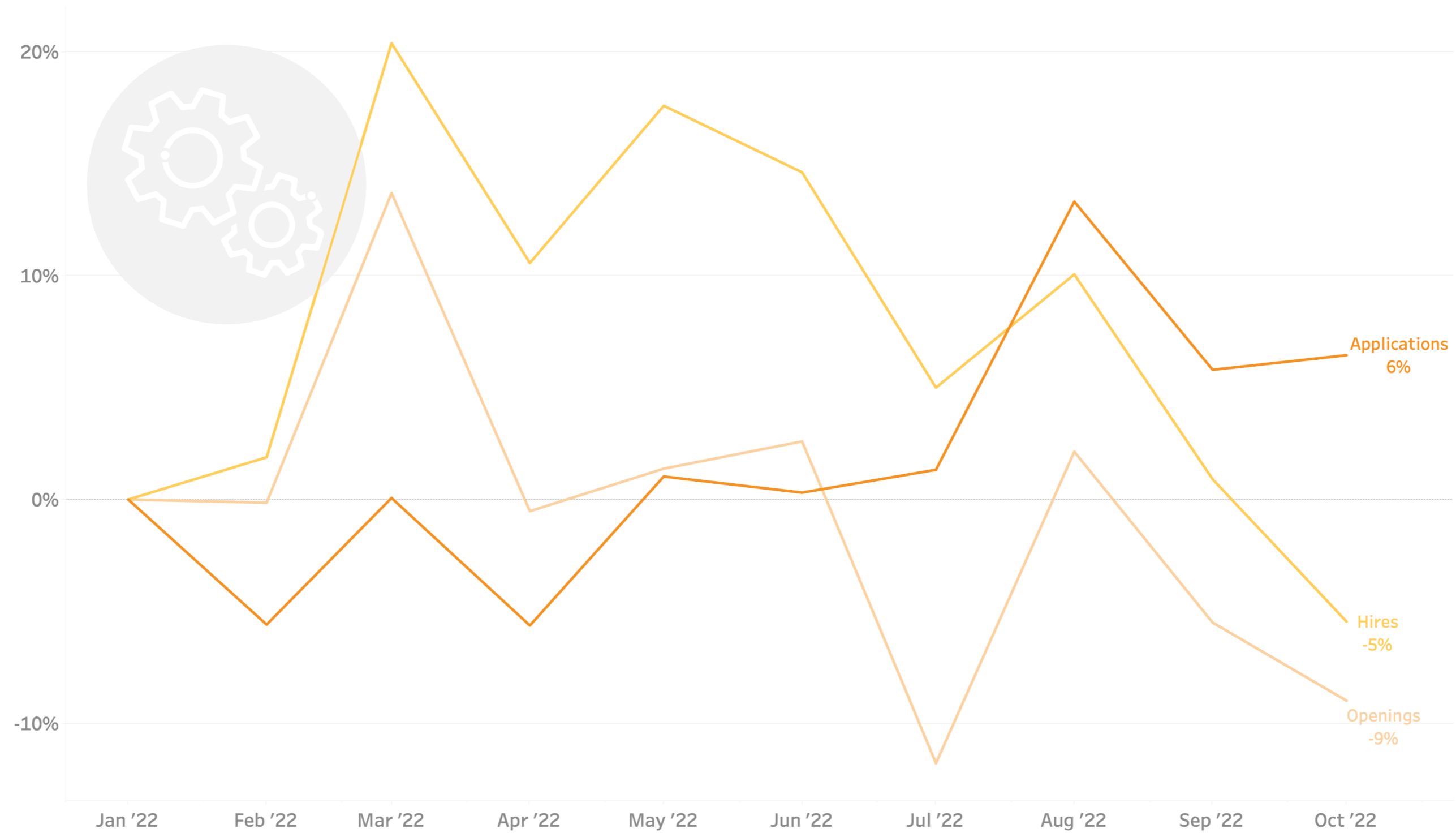
18
Applicants
Per Opening
September 2022

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

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



Manufacturers continue hiring pullback heading into end-of-year



24
 Applicants
 Per Opening
 September 2022

Platform Indicators for Manufacturing
 Job Openings, Applications and Hiring Activity
 January – October 2022

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



Finance hiring has declined sharply since mid-year



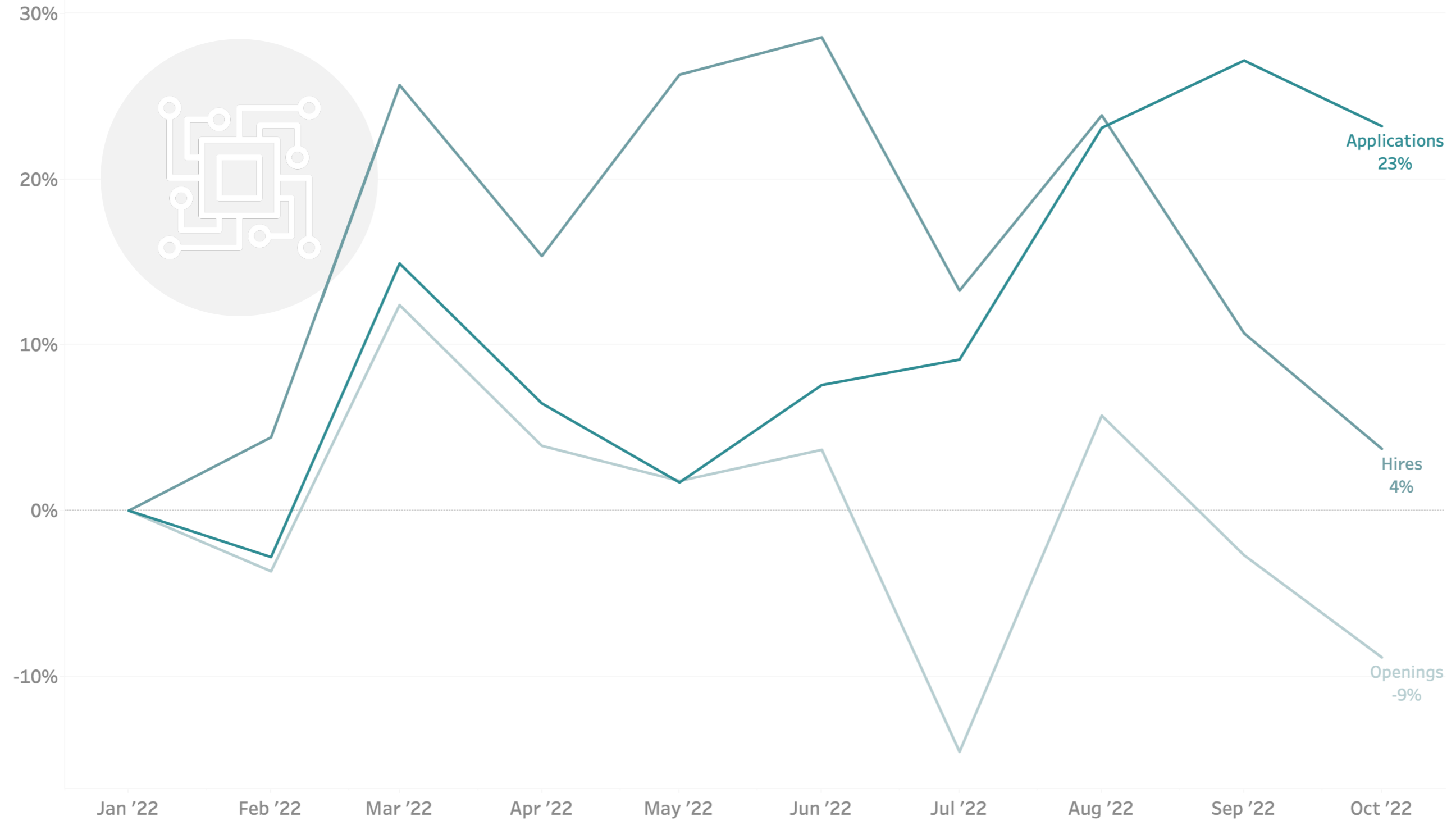
23
 Applicants
 Per Opening
 September 2022

Platform Indicators for Finance
 Job Openings, Applications and Hiring Activity
 January – October 2022

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



Tech talent is looking for work amid a slowdown in hiring

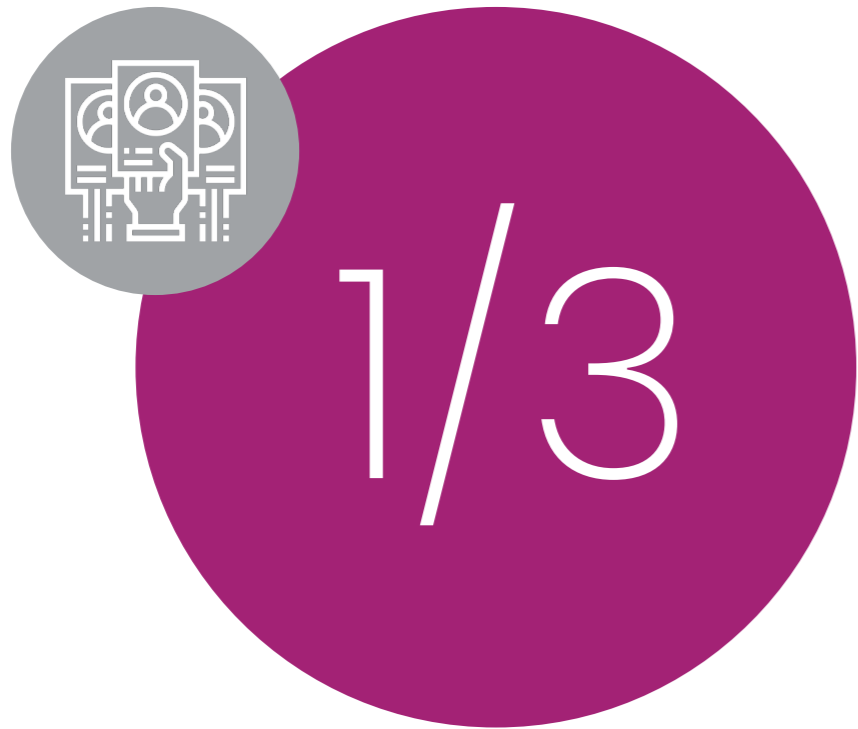


27
Applicants
Per Opening
 September 2022

Platform Indicators for Technology Occupations
 Job Openings, Applications and Hiring Activity
 January – October 2022

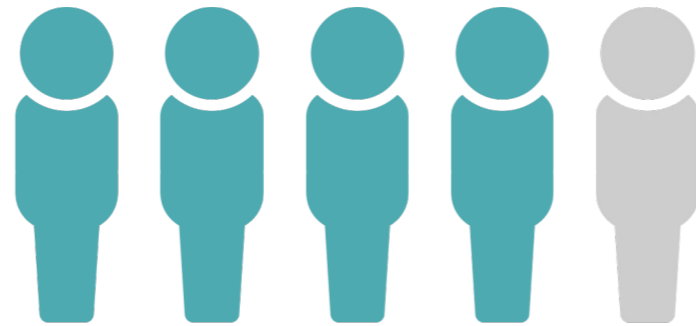
The following [Terms of Use](#) apply to your use of this PDF and all information contained therein.

Fear of the unknown creates a culture of change



report they
 will be looking
 for a new job
 in 2023

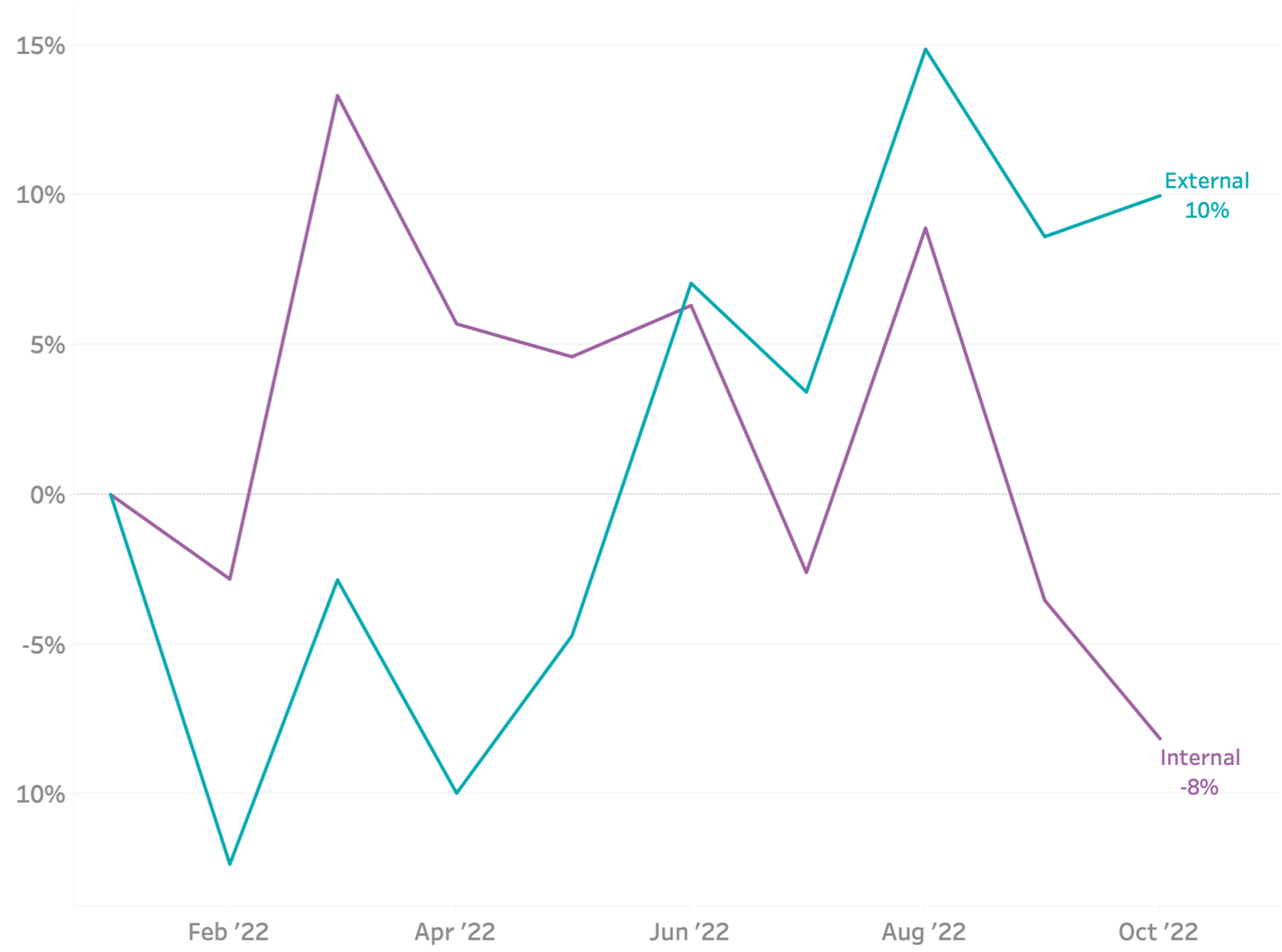
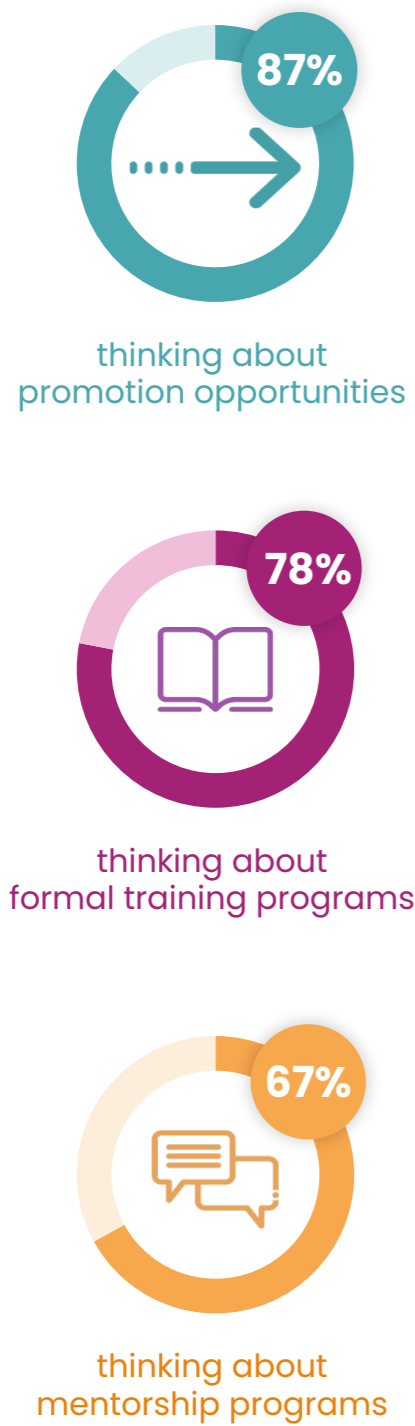
4 in 5



do not feel secure
 professionally and
 financially



Growth and advancement are top of mind, but less than half (42%) think it's easy to find open jobs internally



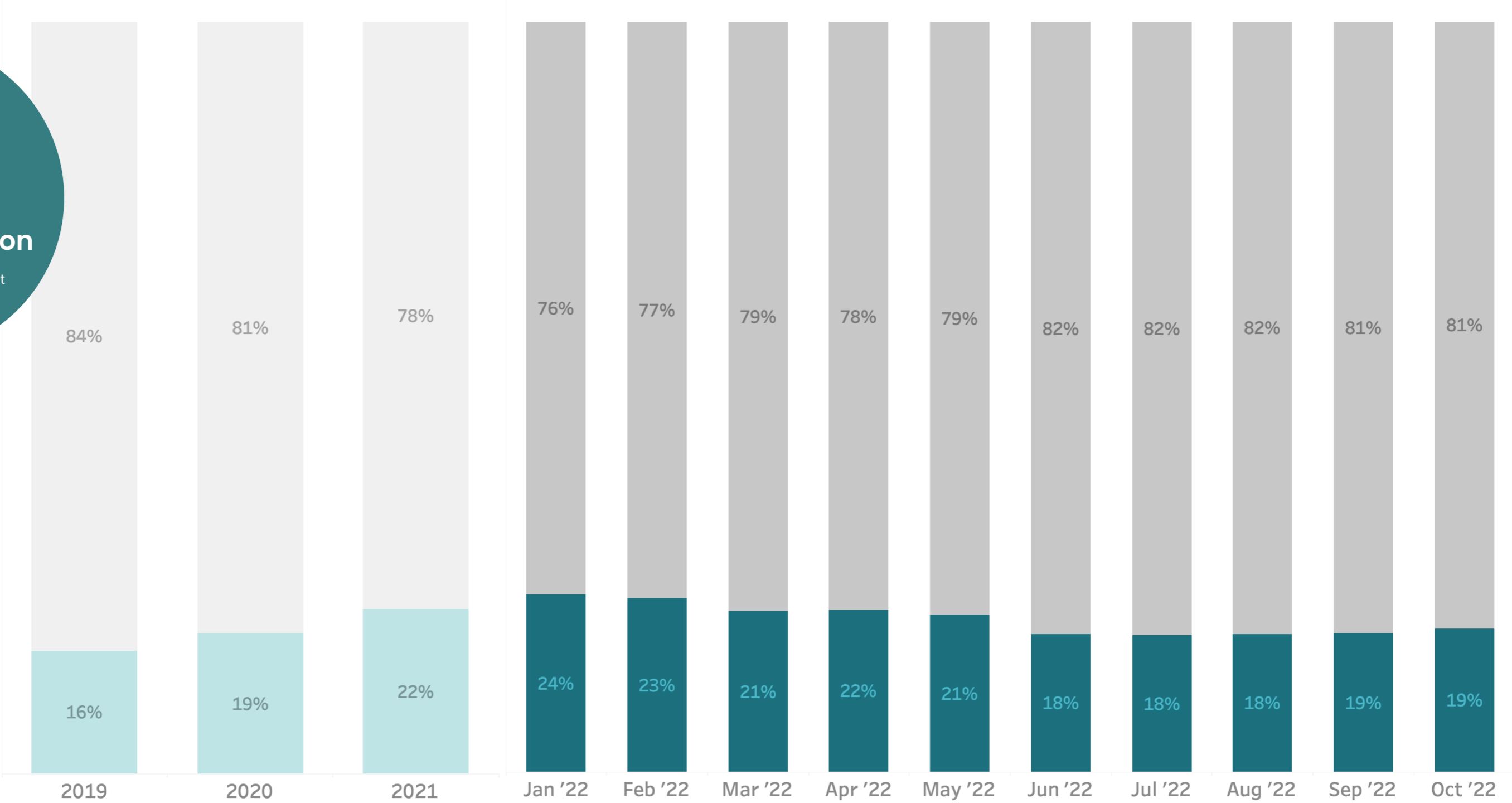
External and Internal Application Activity
January – October 2022

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



Downward trend in out-of-state application activity may indicate workers want to work *near* home, not from home

48%
 want to work
 full-time in person
 iCIMS 2023 Workforce Report



Out-of-State Application Activity
 2019 – October 2022

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

Lead boldly into the future

INSPIRE 2022

Join us at iCIMS INSPIRE 2022 to learn how to prepare for what's next. [Register now](#) to hear talent innovators from around the globe share insights, innovations and best practices to help you drive your business forward.

iCIMS Workforce Report 2023

For more business and talent insights, download [iCIMS 2023 Workforce Report](#) for workforce perspectives from job seekers, and HR and business leaders to help employers adapt and innovate to be successful in the next year and beyond.

iCIMS Insights+

For a deeper look into industry trends and real-time changes in the labor market, [iCIMS Insights+](#) is available to iCIMS customers and provides exclusive access on the metrics that matter the most to talent and business leaders in health services, finance, manufacturing, education, retail trade, technology and more.



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.