

▶▶▶▶ Insights:

Monthly Workforce

Report



August
2022

Insights at a Glance

iCIMS' August 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.

As of July 2022, the U.S. has recovered all jobs lost in the COVID-19 pandemic and unemployment is at a 53-year low (Bureau of Labor Statistics).

iCIMS data shows the talent market is beginning to stabilize. Job openings, applications and hires are all up from January 2022, but demand is slowing.

As the summer comes to a close, employers in the education sector are feeling the heat. Job openings are up 16 percent year-over-year and 30 percent from 2019 – whereas application activity is on par with years past.

Tech application activity has also returned to pre-pandemic levels, down more than 20 percent from the height of the pandemic.

Job seekers continue to hold the power, but there may soon be a shift in the dynamics between employers and talent as job growth levels off. Employers that can be agile, leveraging talent tools and strategies and that can adapt easily to changing positions will be most successful as the landscape ebbs and flows.



Read on for

a full view of the

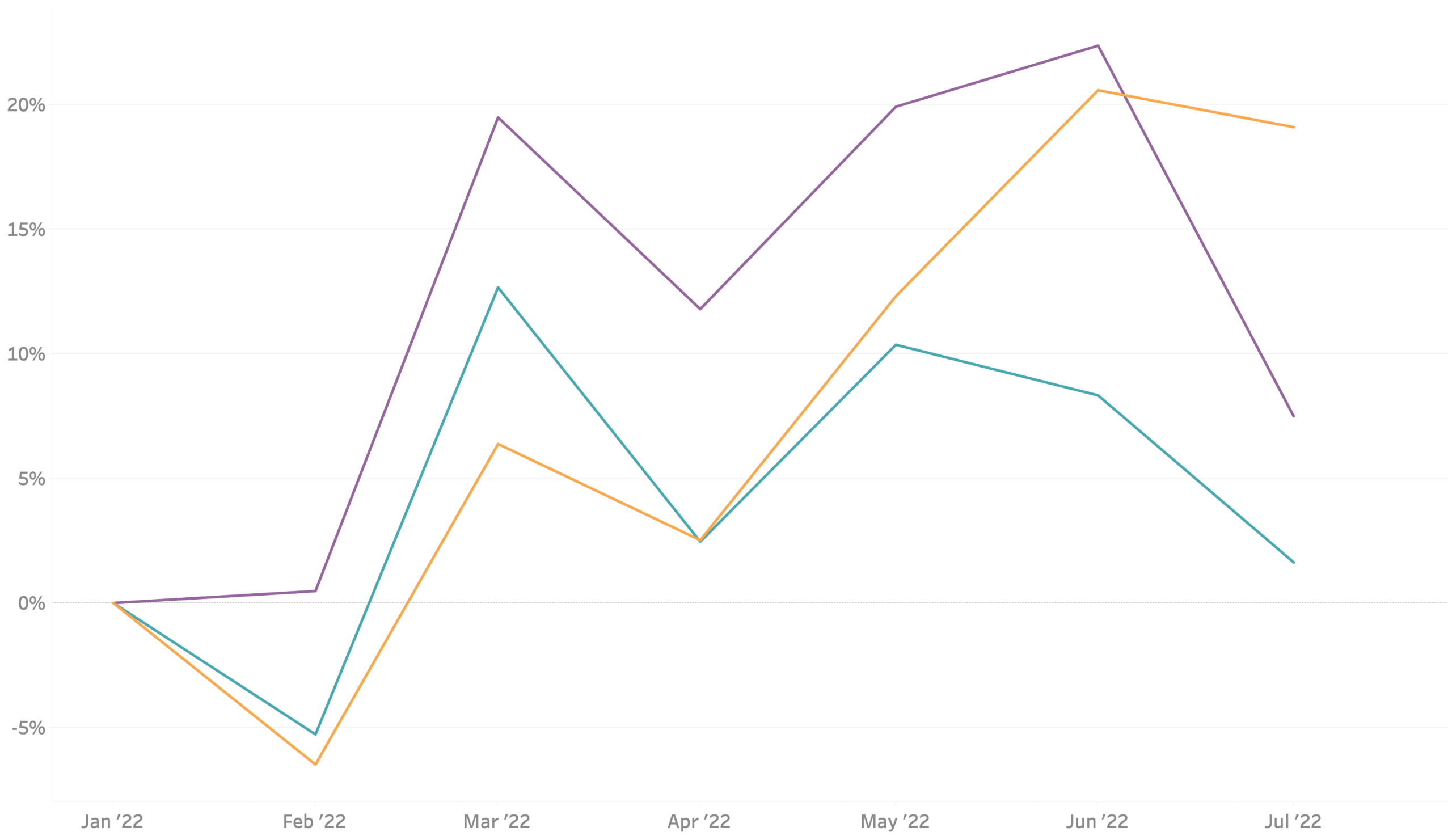
latest trends

and insights.



The state of the talent market

The job market remains strong, and above January 2022 activity levels, despite seasonal declines in job openings, job applications and hiring.



↑
19%
Job applications

↑
7%
Hires

↑
2%
Job openings

since Jan. 2022

Platform Indicators

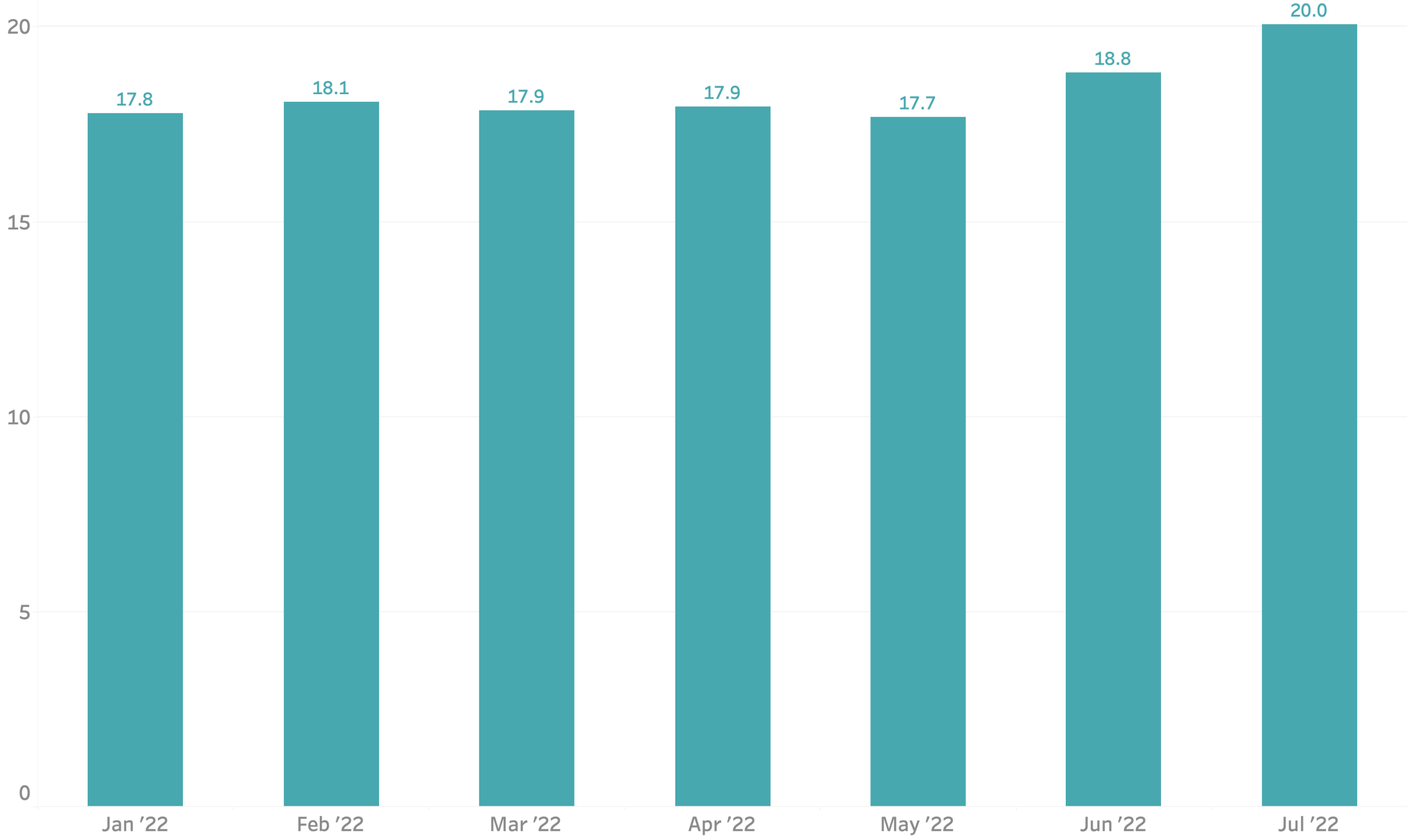
Job Openings, Applications and Hiring Activity
January – July 2022

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Are we shifting into an employer's job market?

As hiring stabilizes, job seekers continue to enter the market. Applicants per opening (APO) is up 13 percent since May 2022.



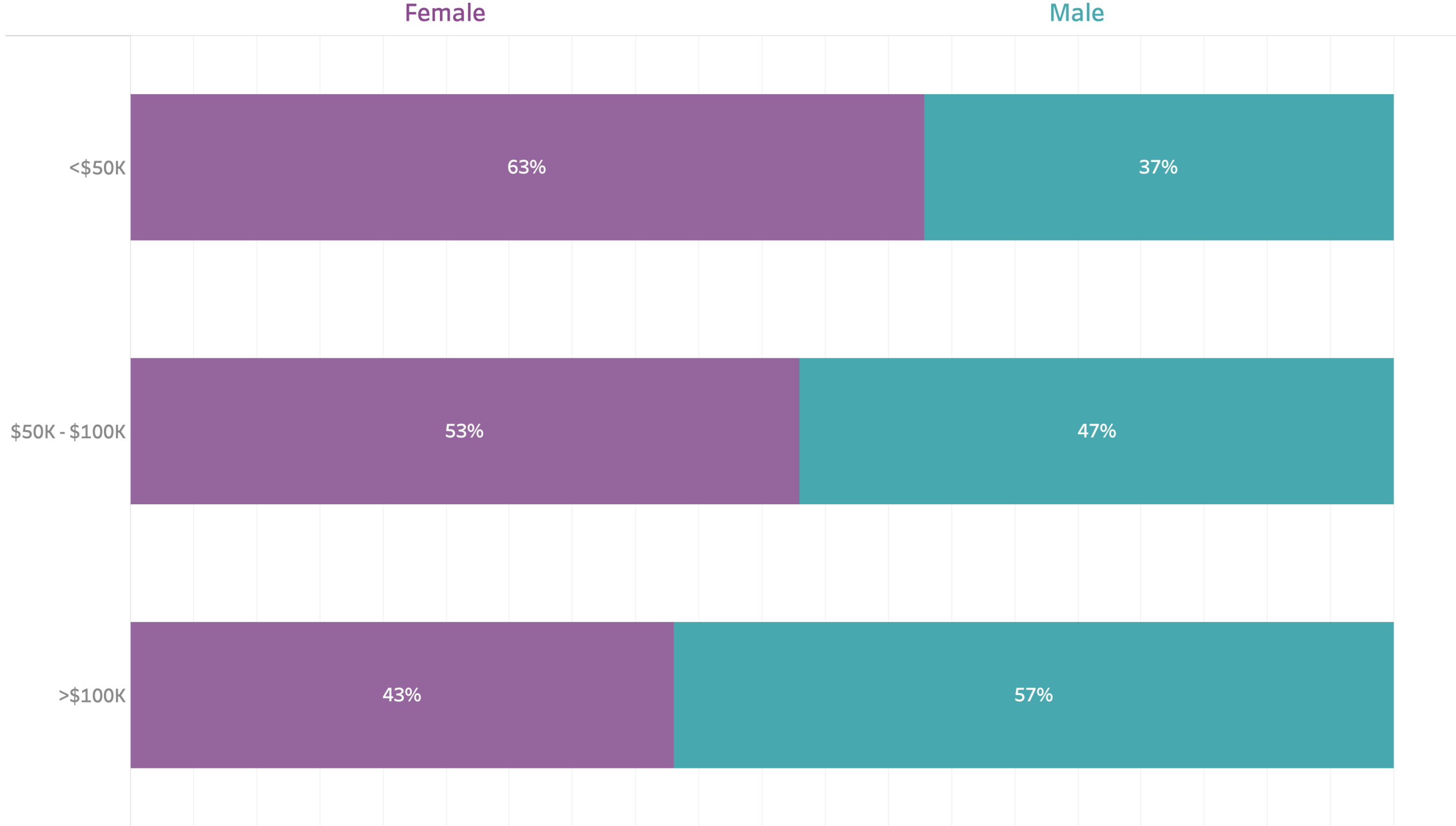
Overall Applicants per Opening
Monthly 2022

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What's holding women back from applying higher paying jobs?

Women applicants make up the majority (63 percent) of applicants to jobs paying salaries of less than \$50,000 annually, but the gender composition reverses as salaries increase.



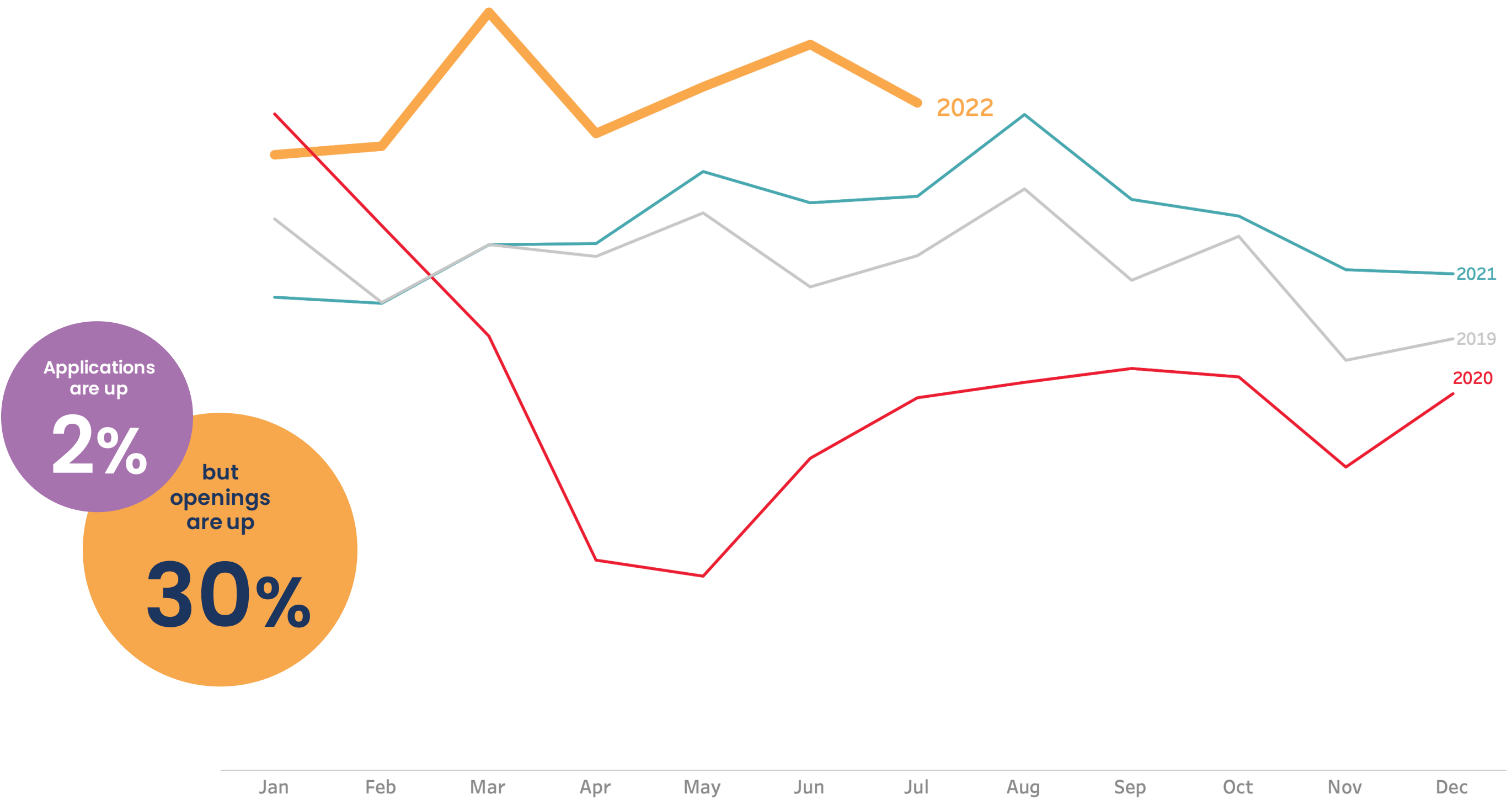
Gender Application Trends
July 2022

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The education situation: Talent supply not meeting job openings demand

Job applications for jobs in the education sector up two percent since 2019, while job openings are up 30 percent from pre-pandemic levels of activity.



Applications are up
2%

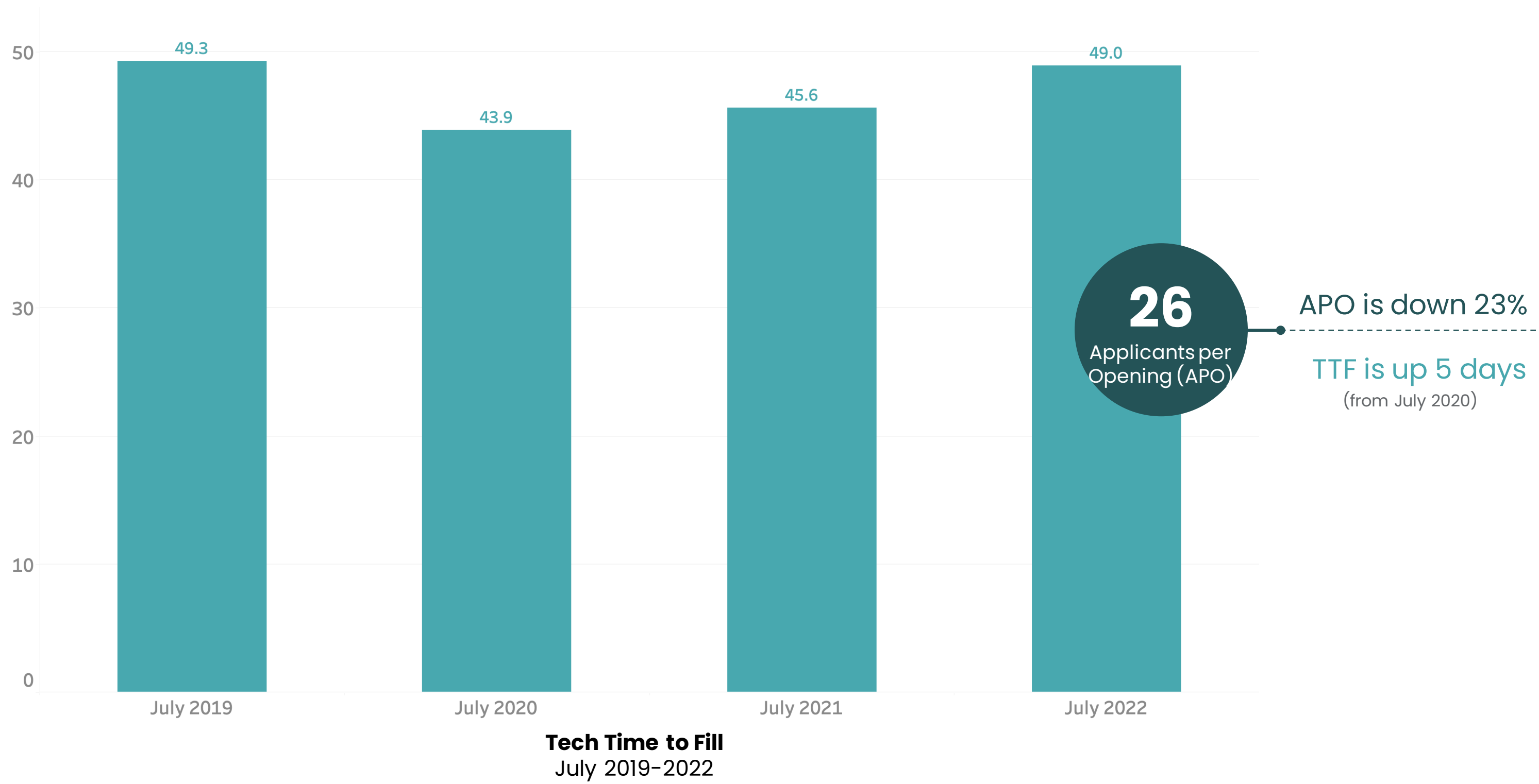
but openings are up
30%

Openings for Education Positions 2019-2022



With fewer applicants applying, tech roles are taking longer to fill

Tech time to fill (TTF) has slowly crept back up to pre-pandemic rates. It now takes seven weeks on average to fill a tech role.



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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.