

▶▶▶▶ Insights:

Monthly Workforce

Report



February
2023





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 and hundreds of millions of data points across job openings, job applications and hires.

The talent market is off to a strong start in 2023.

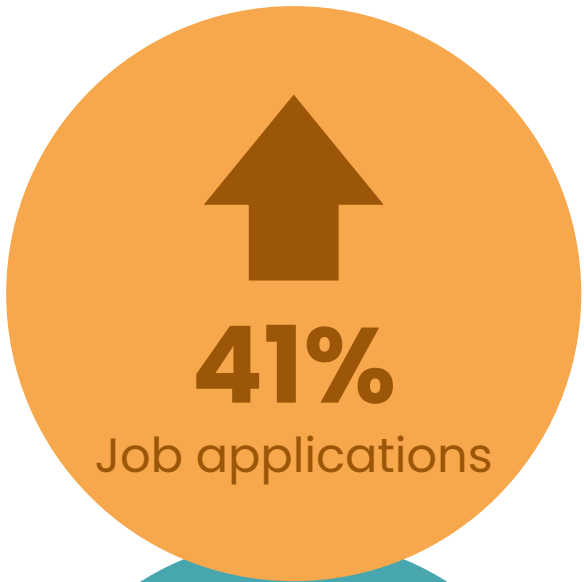
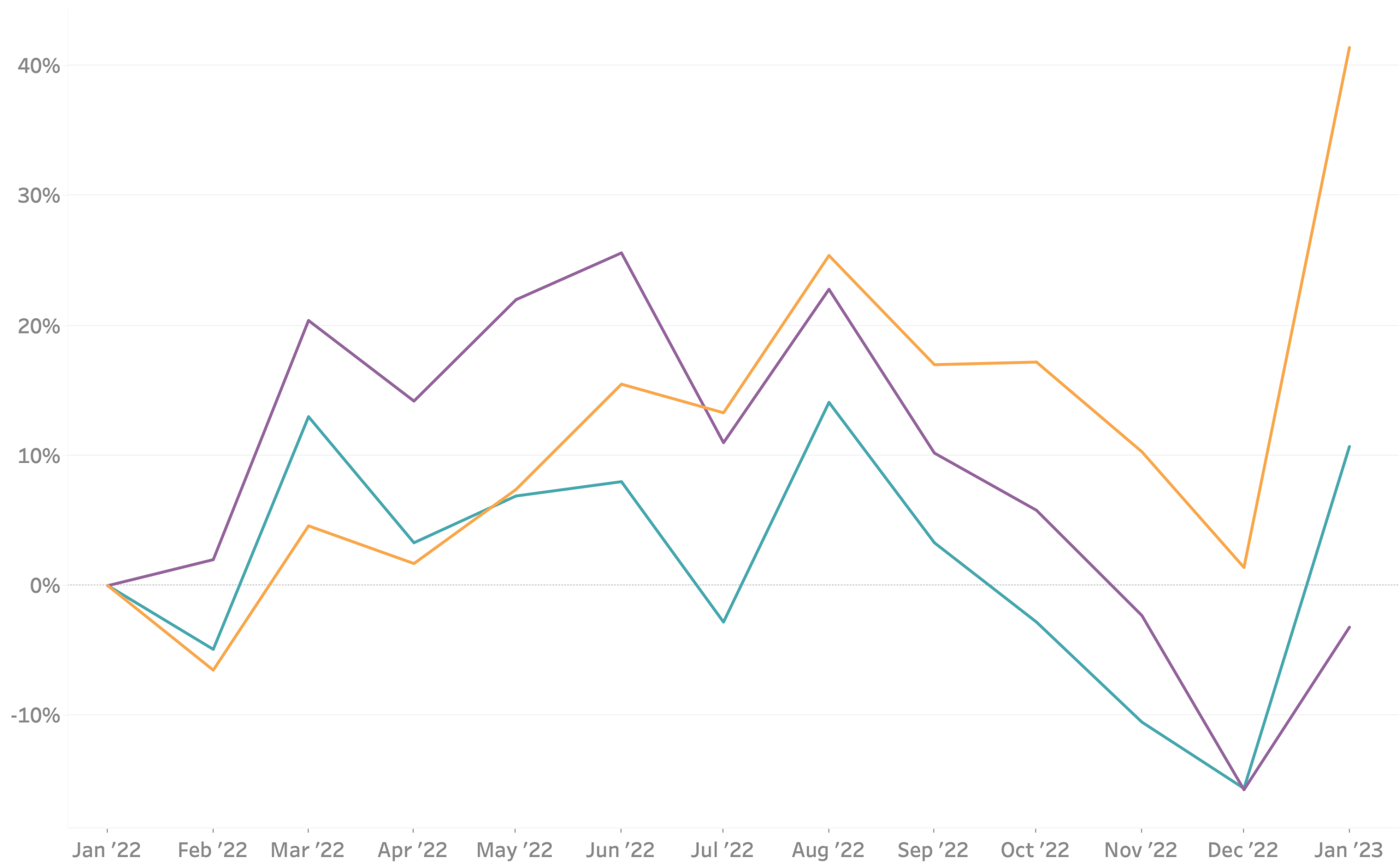
Job seekers – especially male job seekers – show increased confidence in the job market. Application volume is up more than 40% year-over-year, with men making up nearly 60% of the applicants.

Other cohorts of job seekers are making gains as well. Since last year, iCIMS data shows incremental increases in women and people from historically excluded groups hired into top executive roles. And despite few women applying to positions with salaries over \$100k, they are being hired at the same rate as men.





The state of the talent market



since Jan. 2022

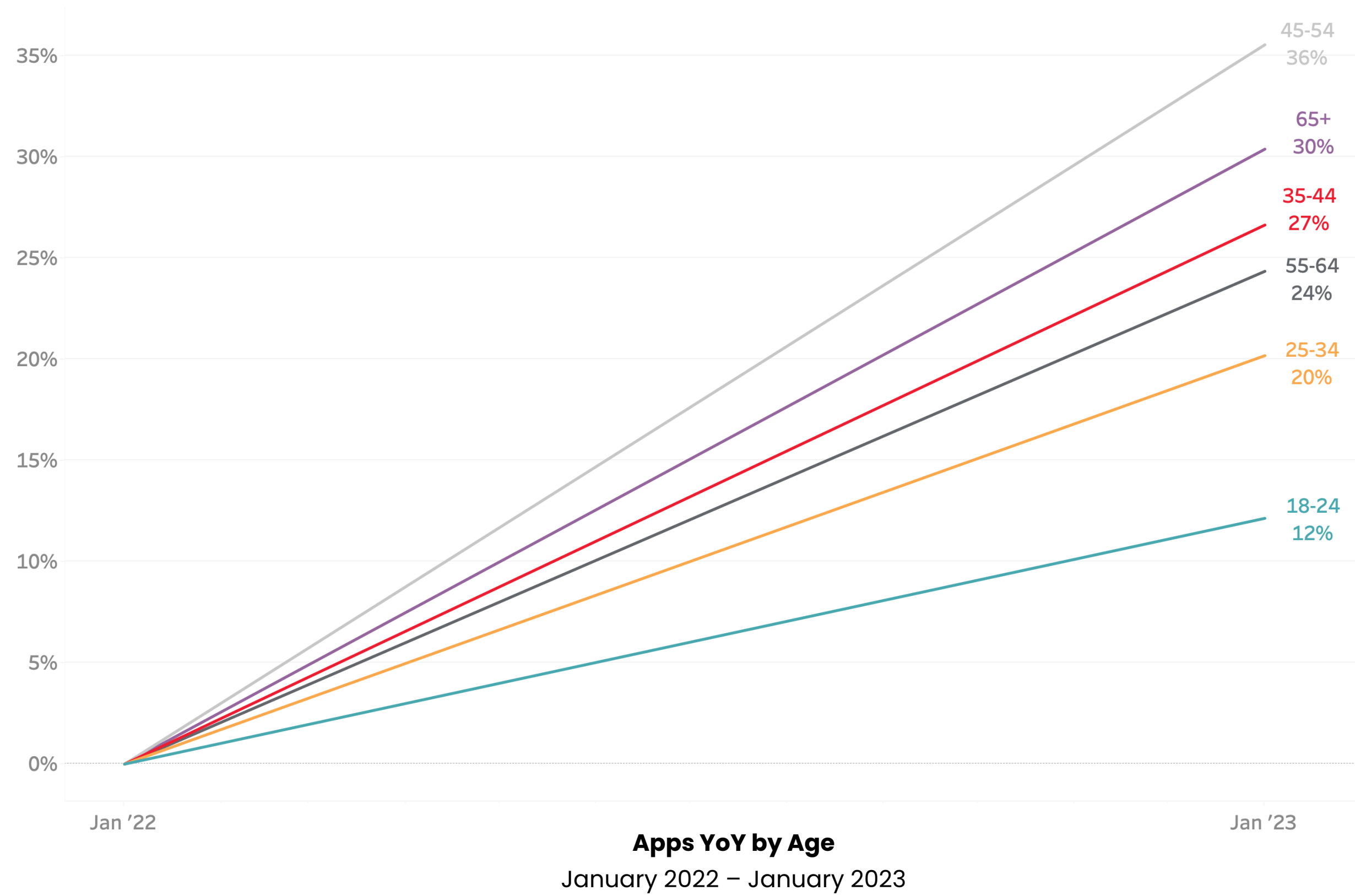
Platform Indicators
Job Openings, Applications and Hiring Activity
January 2022 – January 2023

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Is the workforce getting older?

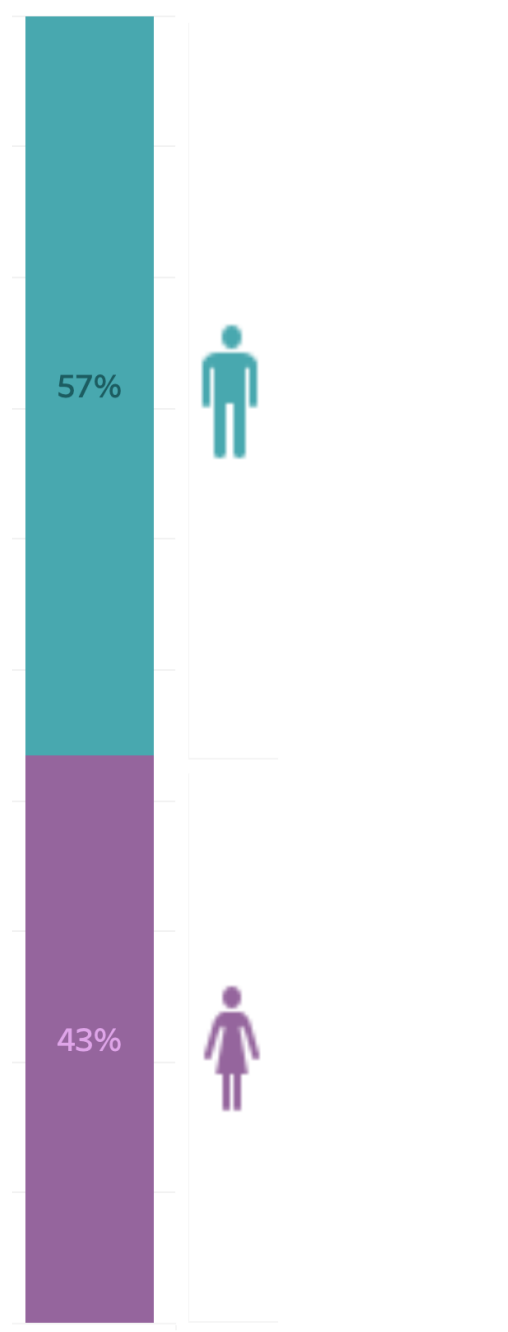
Workers ages 35+ are increasingly seeking jobs, with application activity for those 45-54 seeing the most growth year-over-year



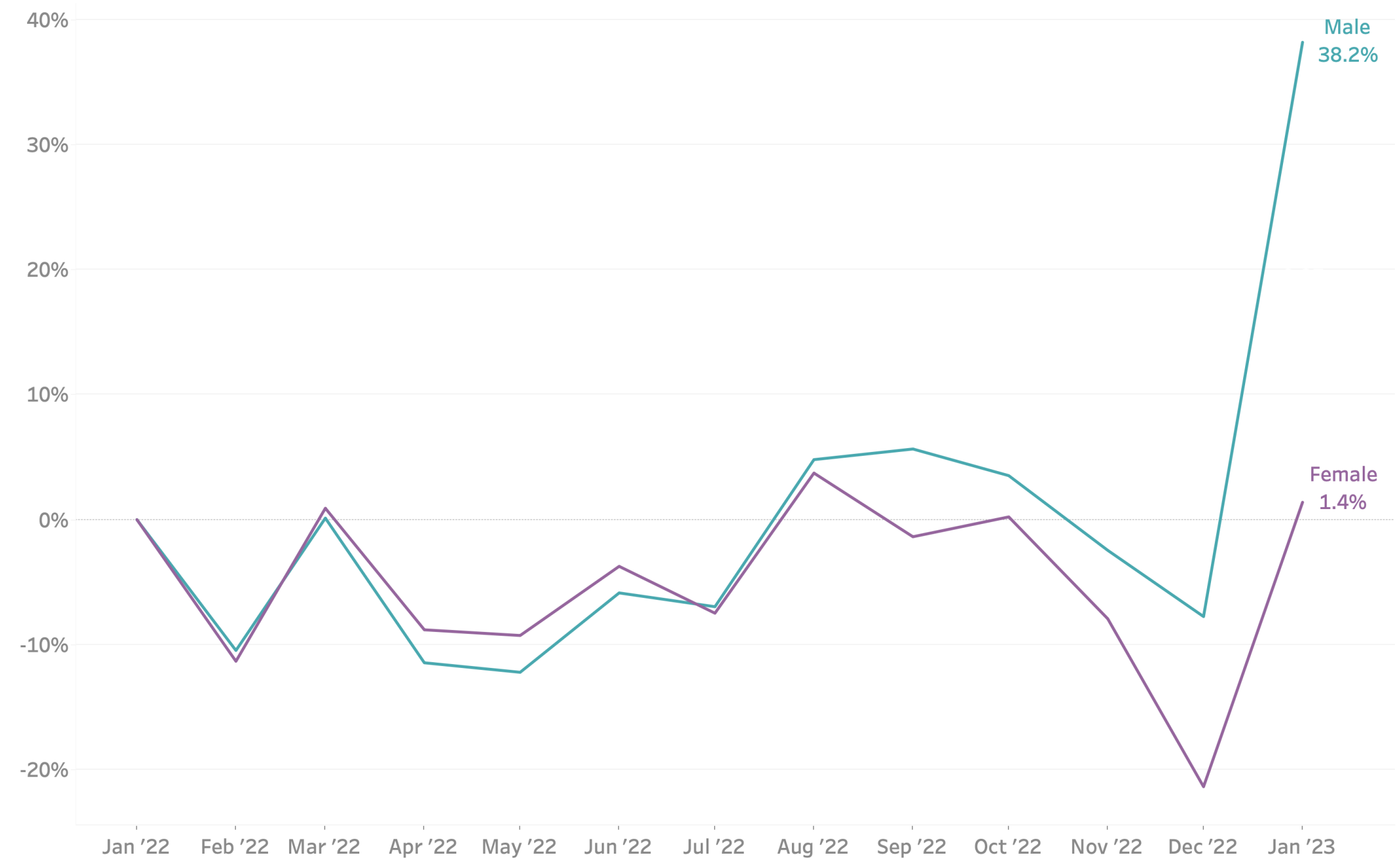


Male-dominated: Nearly 60% of job applicants are men

The volume of female job applicants holds steady while an influx of male job applicants is shifting the gender balance



Applicants by Gender
January 2023

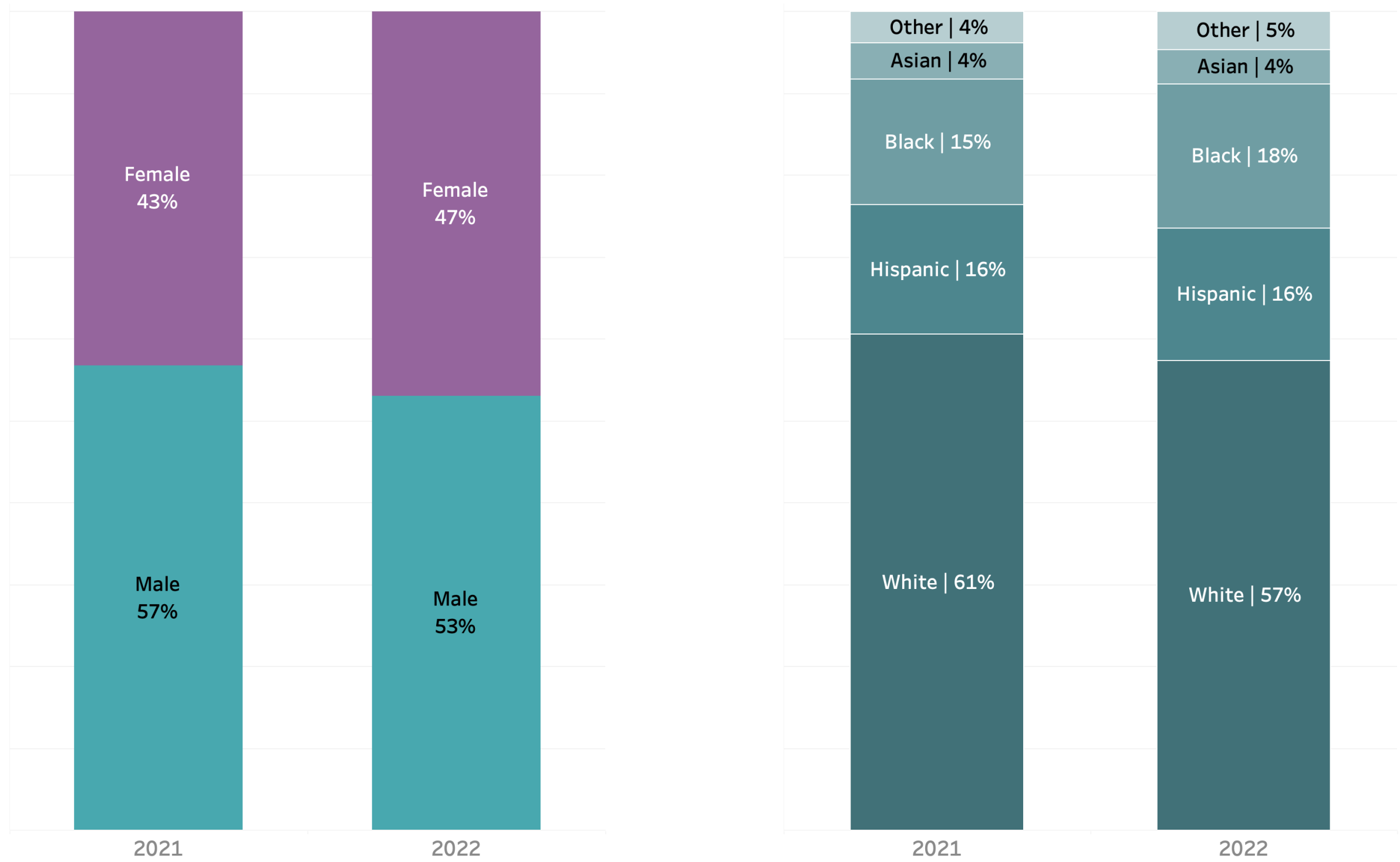


% Change in Applicants by Gender
January 2022 – January 2023



Diversity efforts helping to make gains at the top

Incremental increases in women and candidates from historically excluded groups hired into top executive roles

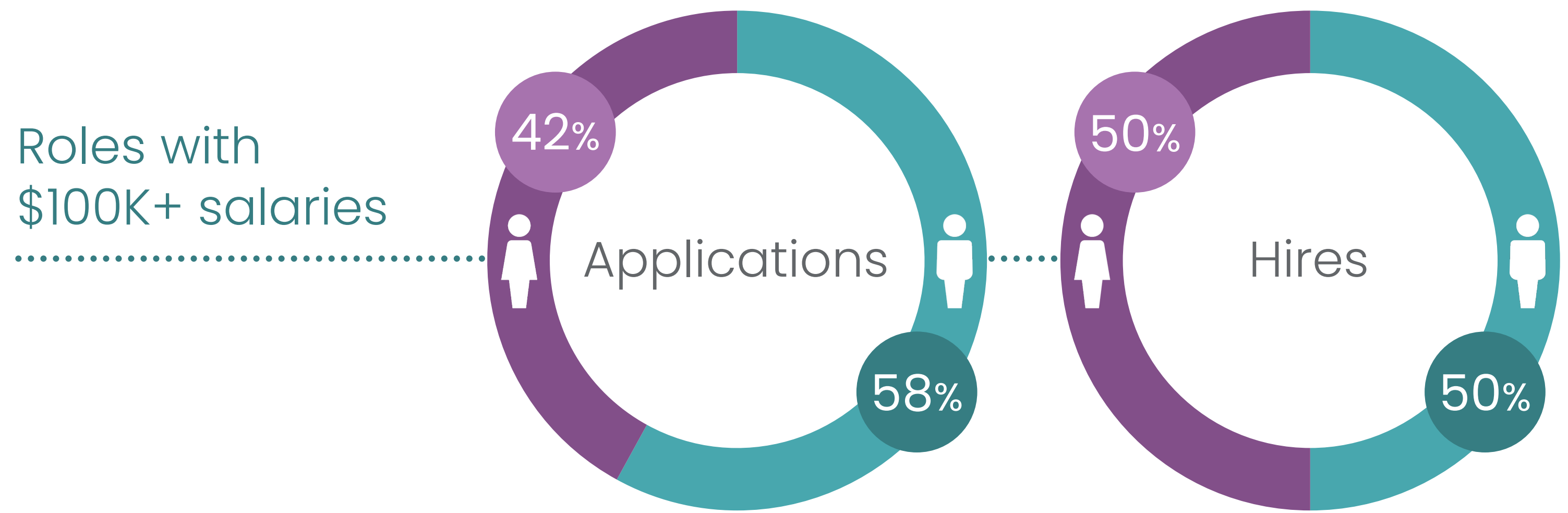


Top Executive Hires by Gender and Race/Ethnicity
2021 – 2022



Don't meet all the job description requirements? Apply anyway

Despite a smaller share of female applicants to roles with \$100k+ salaries, hires are split 50/50 between women and men



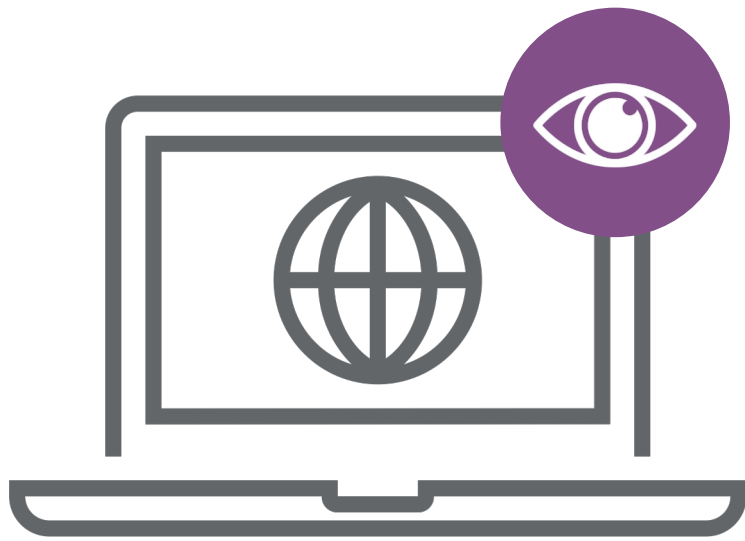
>\$100K Apps/Hires by Gender
January 2023

The window to capture candidate interest is shrinking

Attention spans are not what they used to be, make the most of potential candidates' time spent on your career site



Session duration
decreased over 20%
year-over-year



Job seekers
on average **view**
only 4 pages of a
career site



Want more great insights?



Join us at iCIMS INSPIRE 2023 May 9-10 in San Diego, CA. [Save the date](#) to hear talent innovators from around the globe share insights, innovations and best practices to help you drive your business forward.



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.



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 to 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.