

▶▶▶▶ Insights:

Monthly Workforce

Report



March
2023



Insights at a glance

iCIMS' March 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.

After the surge of employer and applicant activity at the start of the year, February saw a drop across the board in talent and hiring indicators. While these declines have some seasonality associated with them, it is somewhat surprising that January's opening and application boom did not result in a hiring swell.

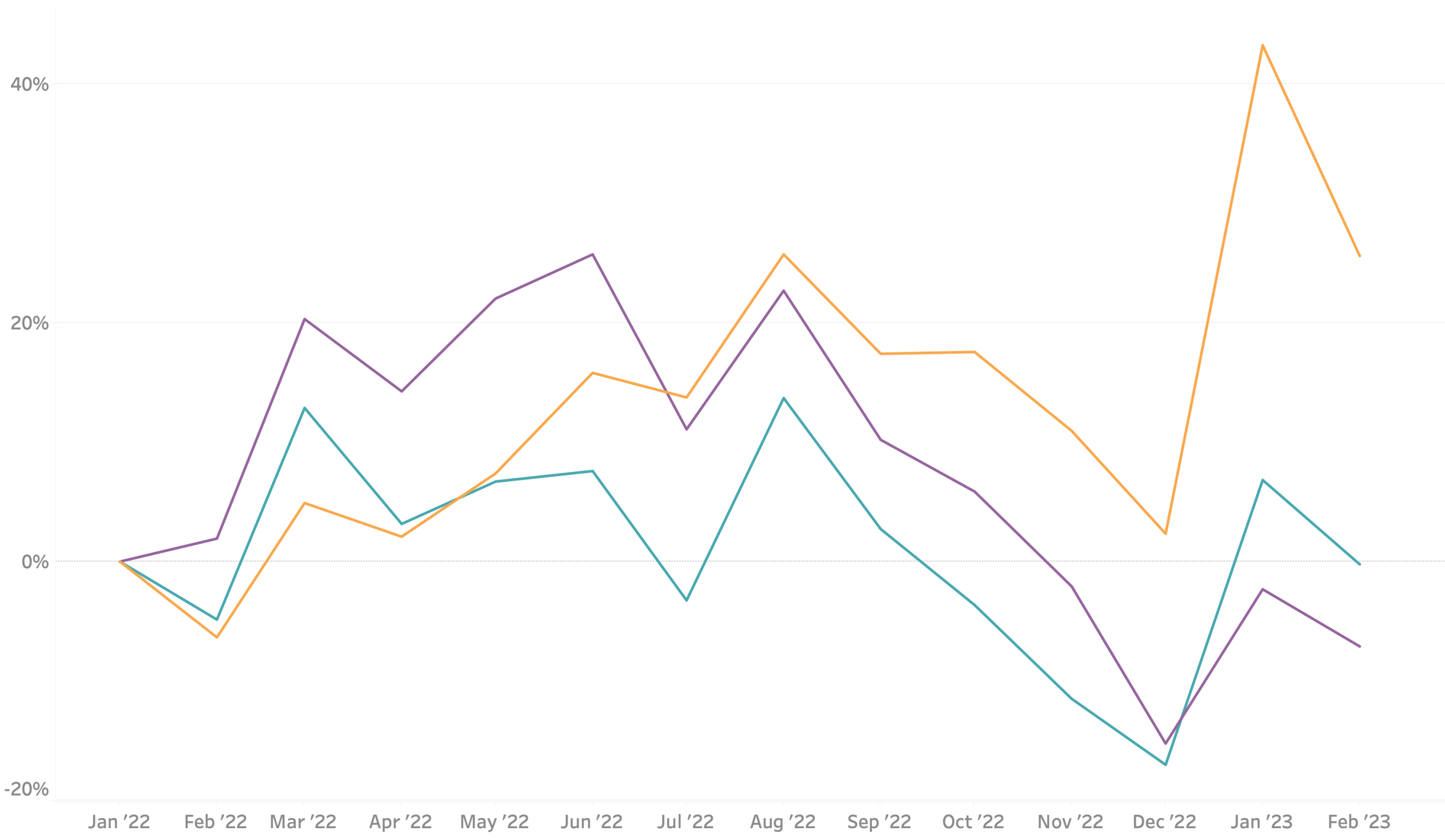
Hires dipped across the country, with the western region showing the biggest decrease. And hires of out-of-state applicants remains steady despite reports of companies bringing employees back into the office full-time.

Could these trends be signaling hesitation on the part of businesses in reaction to a still unpredictable economy? Or the start of a slowdown?





The state of the talent market



↑
26%
Job applications

▬
0%
Job Openings

↓
-7%
Hires

since Jan. 2022

Platform Indicators

Job Openings, Applications and Hiring Activity
January 2022 – February 2023

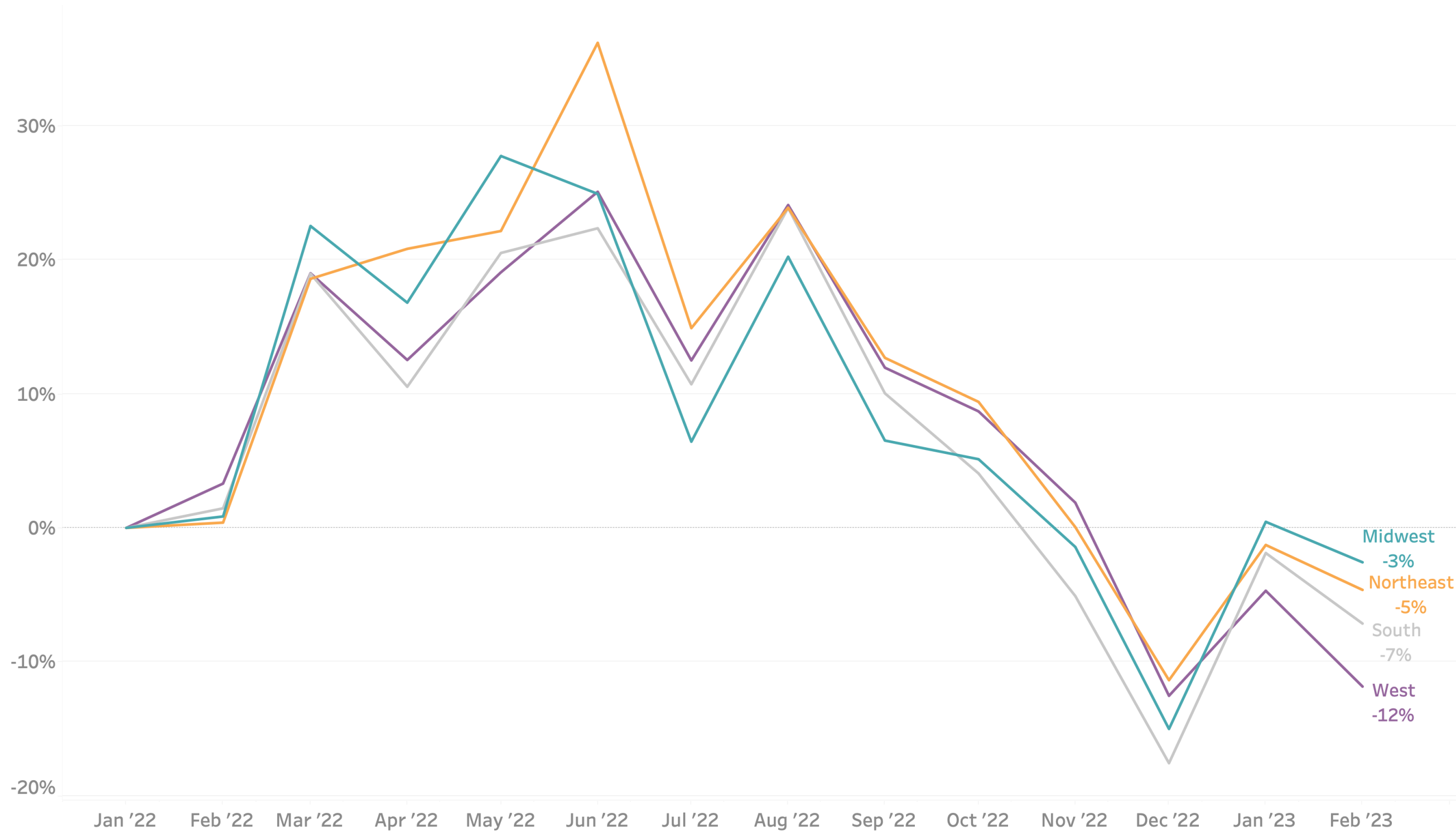
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Where the jobs are

Hiring dropped across the country but the western region saw the biggest dip, which may reflect the recent shedding of jobs in the tech industry.



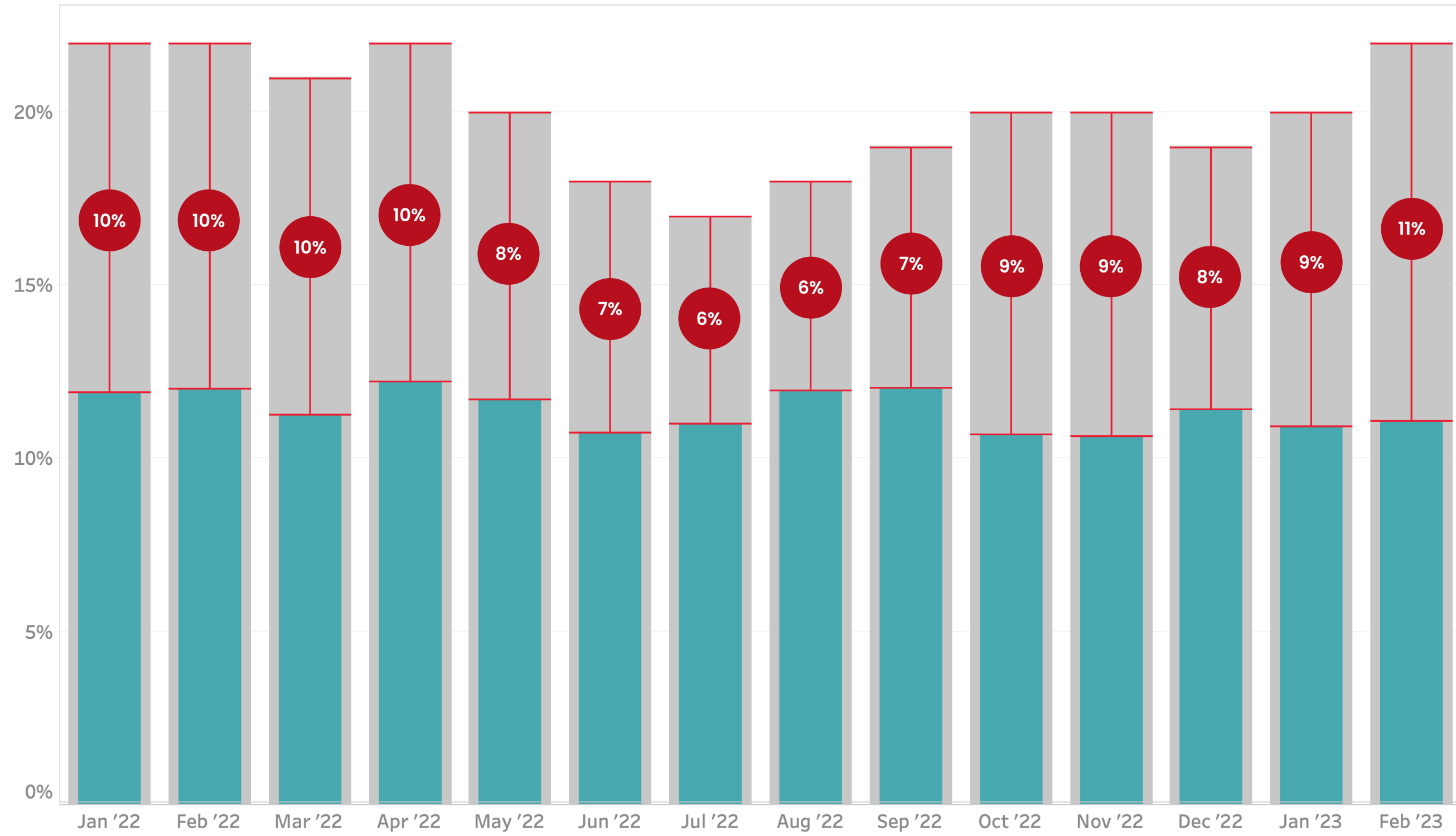
YoY Hires by Region
January 2022 – February 2023

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Out-of-state applications continue to rise

As companies begin to return to office, employers are still hiring out-of-state workers at a steady rate.



Out-of-State Applications and Hires

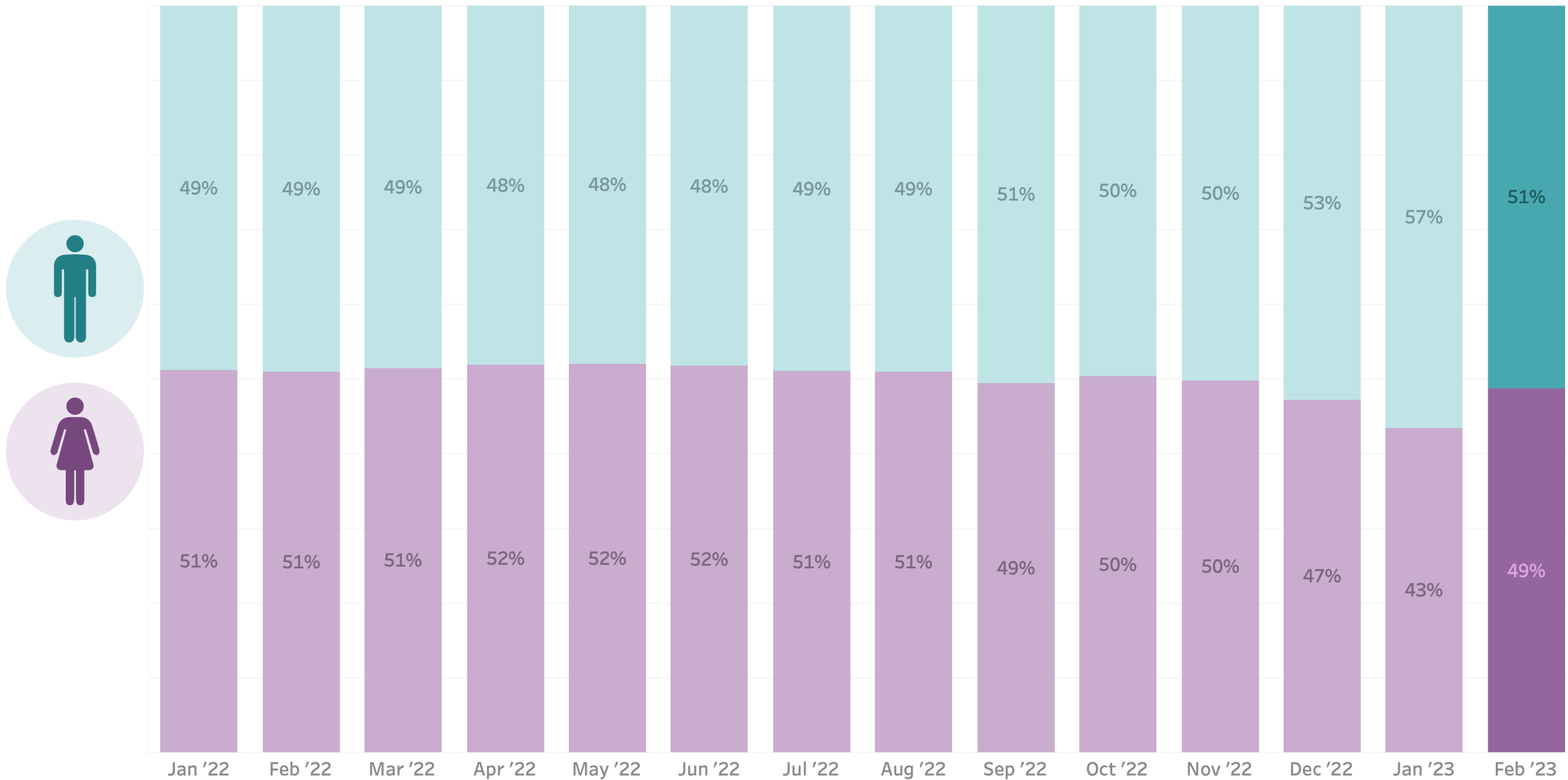
January 2022 – February 2023

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Don't call it a comeback

The gender balance of applicants shifted again in February, representing less of a female power move and more a drop in male applicants.



Applicants by Gender

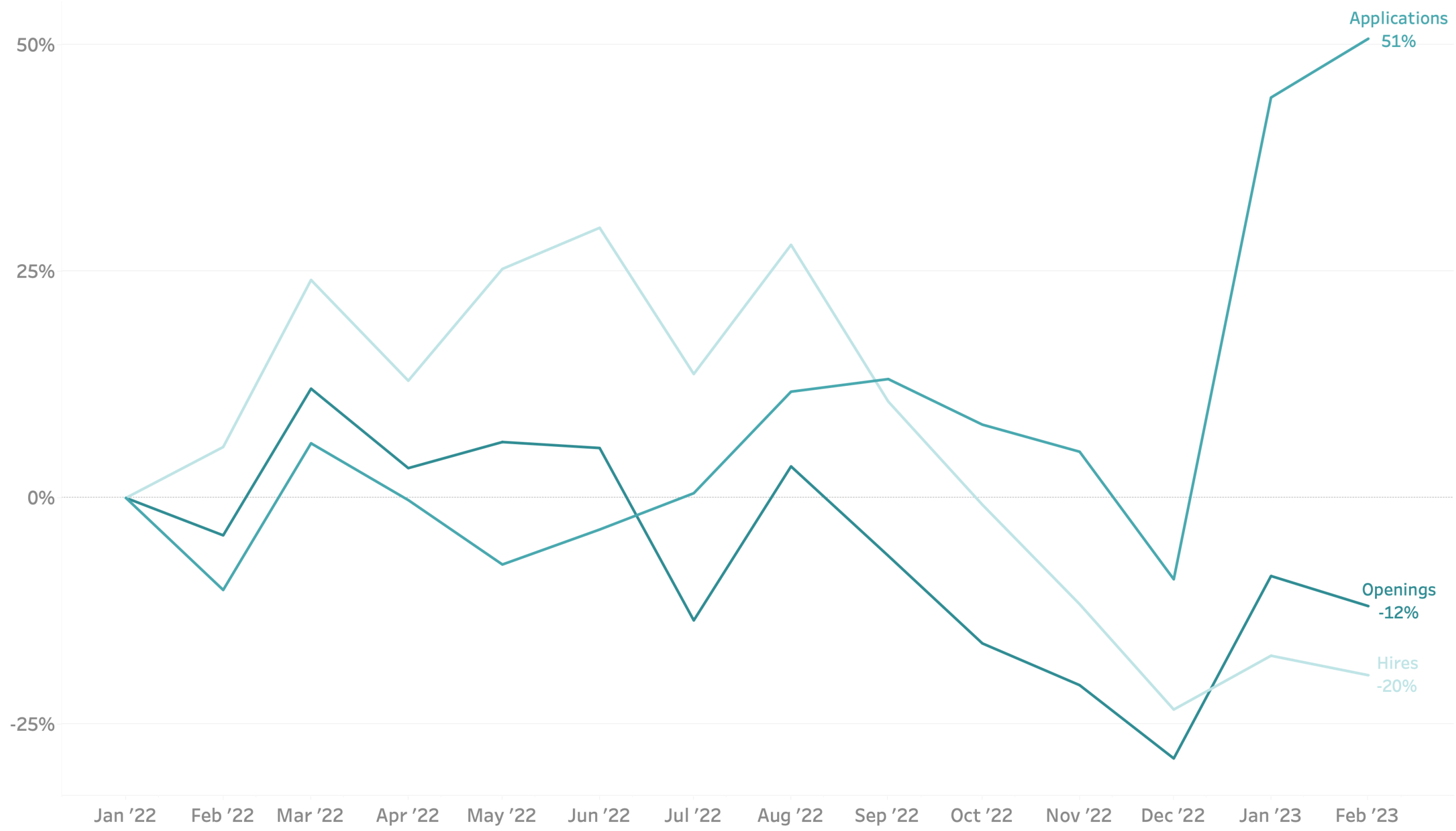
January 2022 – February 2023

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Tech jobs are in demand

Competition for tech-related jobs continues to increase, application volume is up 51% and applications per opening (APO) is trending almost 50% higher than in January 2022.



Tech Platform Indicators
January 2022 – February 2023

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iCIMS Workforce Report 2023

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iCIMS Insights+

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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.