

Monthly Workforce Report

► April 2023





Insights at a glance

iCIMS' April Insights report provides an exclusive look into the latest labor market trends drawn from our proprietary database of employer and job seeker activity, which includes hundreds of millions of data points across job openings, job applications and hires.

Much like Mark Twain, the imminent demise of the labor market seems to have been greatly exaggerated, according to our April report.

Talent and hiring indicators shot back up after an across-the-board dip last month, with the number of job openings surging to the highest levels they've been in 15 months. Openings for jobs in manufacturing and retail were more than 20% higher than the previous month.

We turn our focus to the healthcare industry this month and find that there are still not enough applicants to fill open roles, with openings for nursing positions only receiving approximately 9 applicants apiece — far below the average of 24 across all sectors.



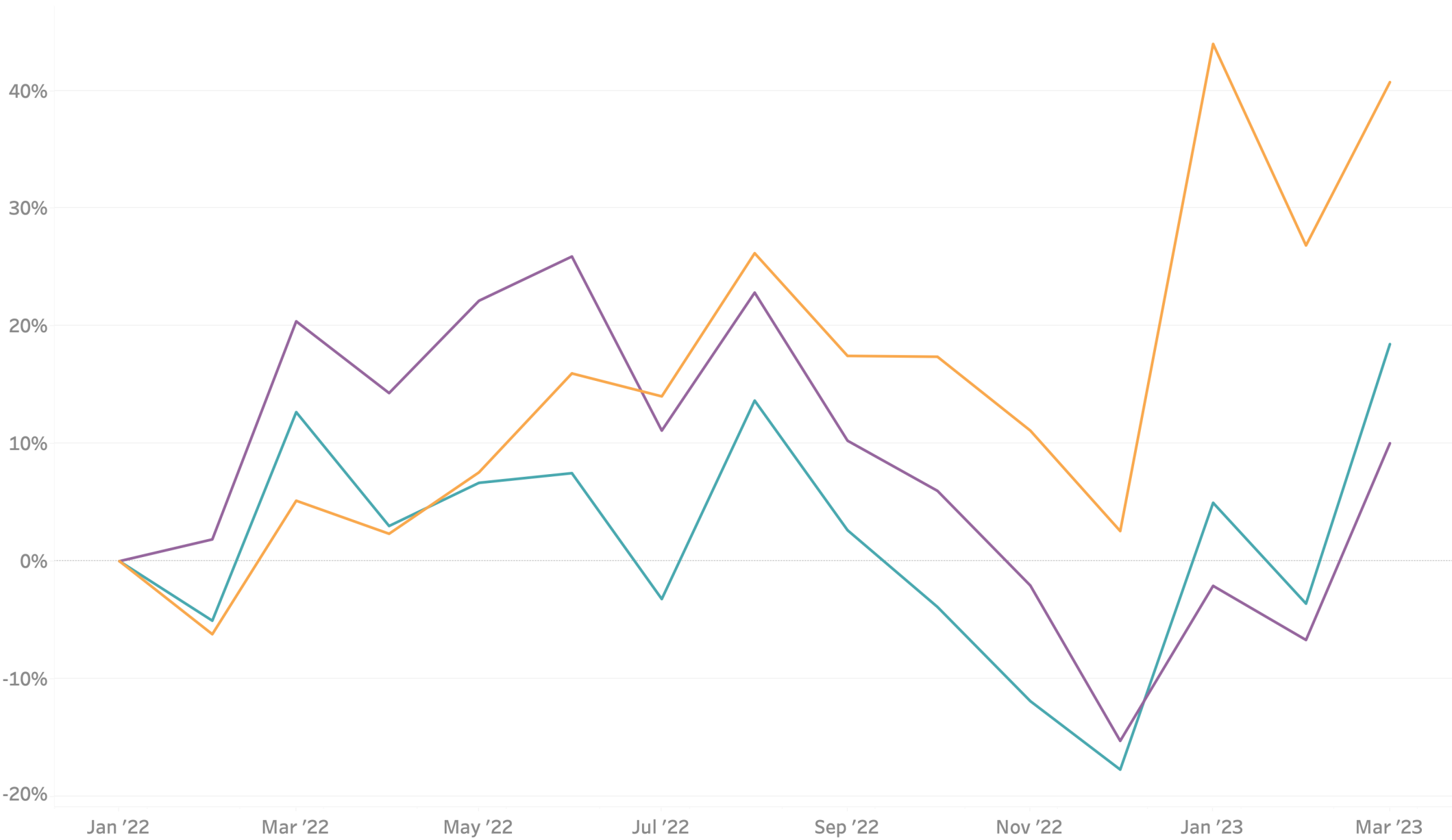
Read on for
a full view of the
latest trends and
insights.

The state of the talent market

After pumping the brakes on hiring activity in February, employers showed renewed optimism in the market — with the highest job opening volume since the beginning of last year.

Could this be a reaction to the surge in applications at the start of 2023?

Job seeker activity also increased, with application levels zipping back to some of the highest levels we’ve seen since January 2022.



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

↑
41%
Job applications

↑
18%
Job Openings

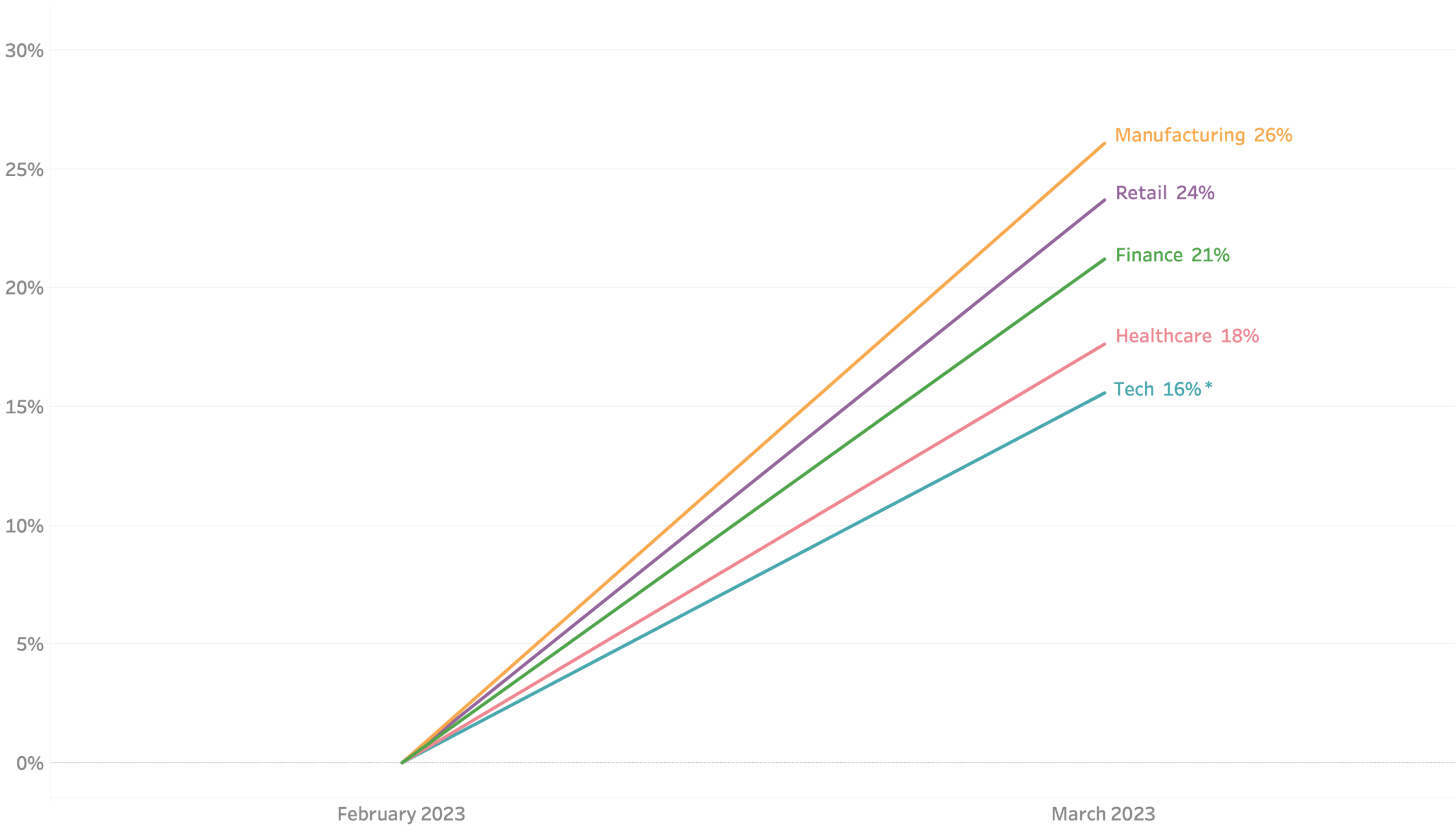
↑
10%
Hires

since Jan. 2022

Job openings boom across industries

The consistent increase in job openings across all sectors is pushing overall job opening numbers upward.

Openings for tech jobs rose month-over-month and [application volume was up more than 50%](#) since the start of the year.



Job Openings by Industry
February 2023 – March 2023

*"Tech" indicates specific technical roles, rather than a particular industry



QUARTERLY INDUSTRY FOCUS:

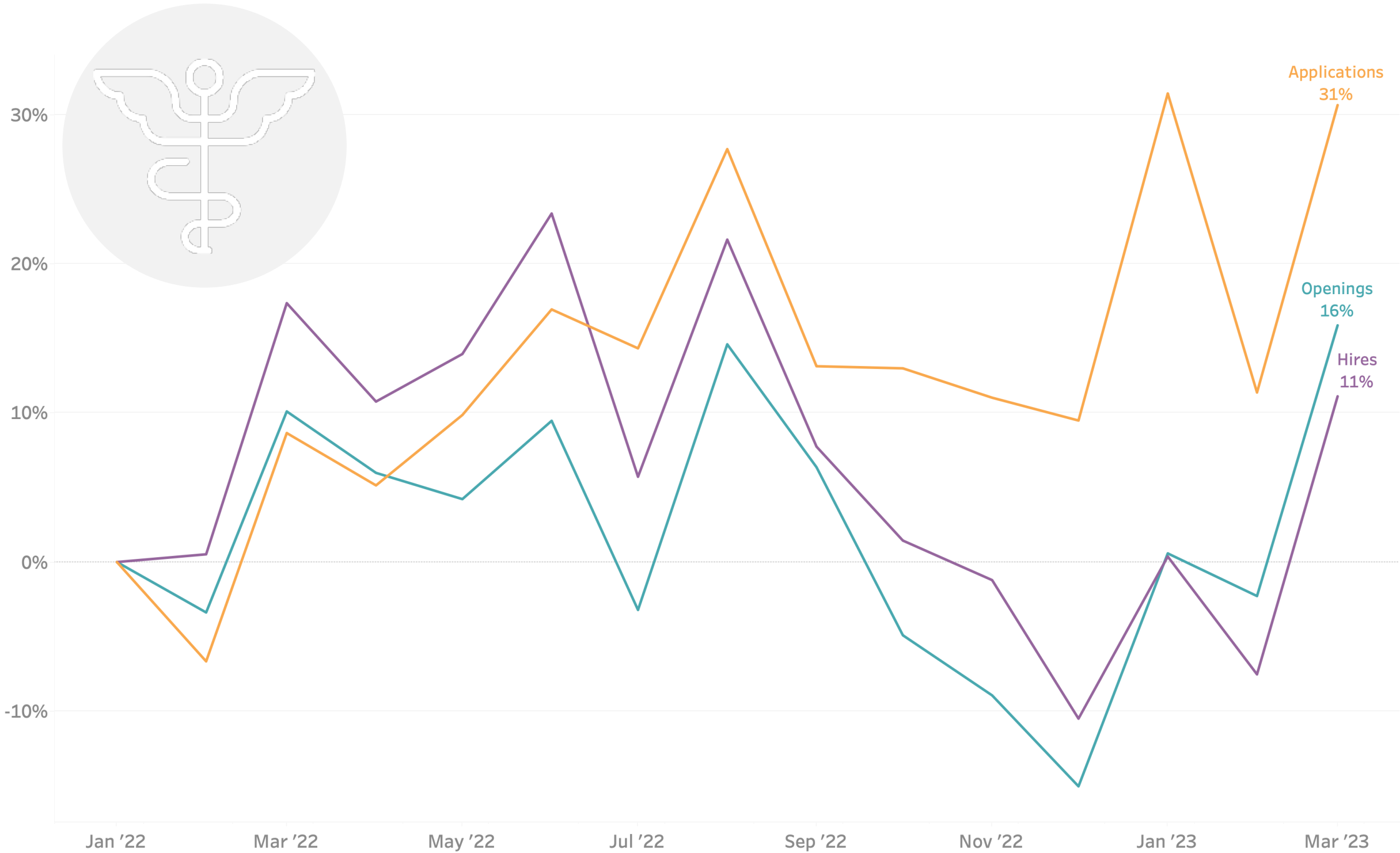
Health Services Hiring Trends

Help (still) wanted

Health services employers continue to face challenges, even as the threat of COVID has greatly diminished since the start of last year.

Despite pronounced growth in applications since January 2022, application volume continues to lag and remains barely above pre-pandemic levels.

With labor shortages only expected to grow in healthcare, many critical roles will remain unfilled.

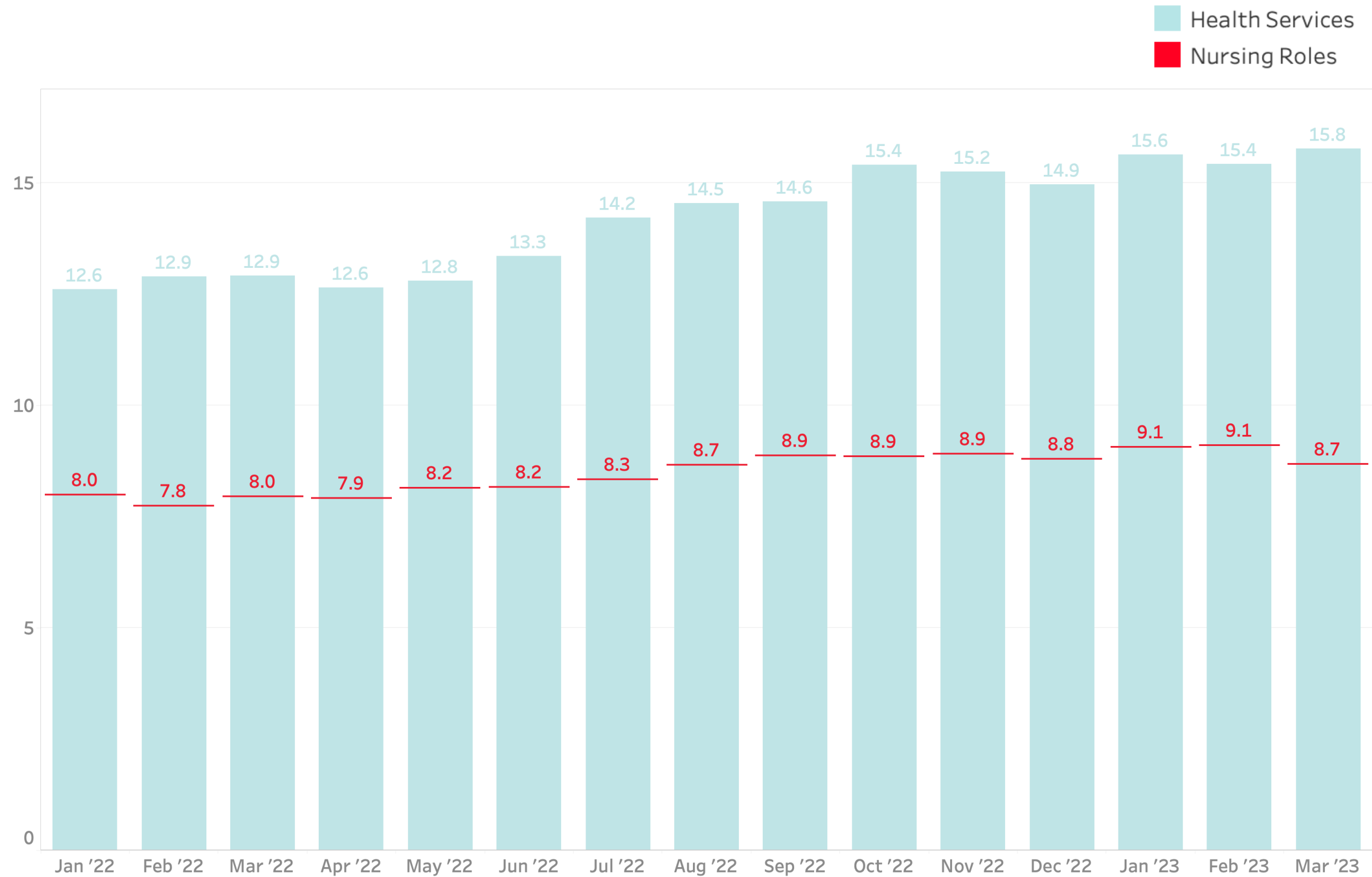


Healthcare Platform Indicators
Job Openings, Applications and Hiring Activity
January 2022 – March 2023

Where are the nurses?

The number of applicants per opening to nursing jobs remains consistently low since January 2022 and is almost half the average across all healthcare roles.

There does seem to be some good news — applications for health services roles have been slowly creeping up for the last nine months. This could indicate that the hesitation to work in healthcare settings following COVID are beginning to abate.

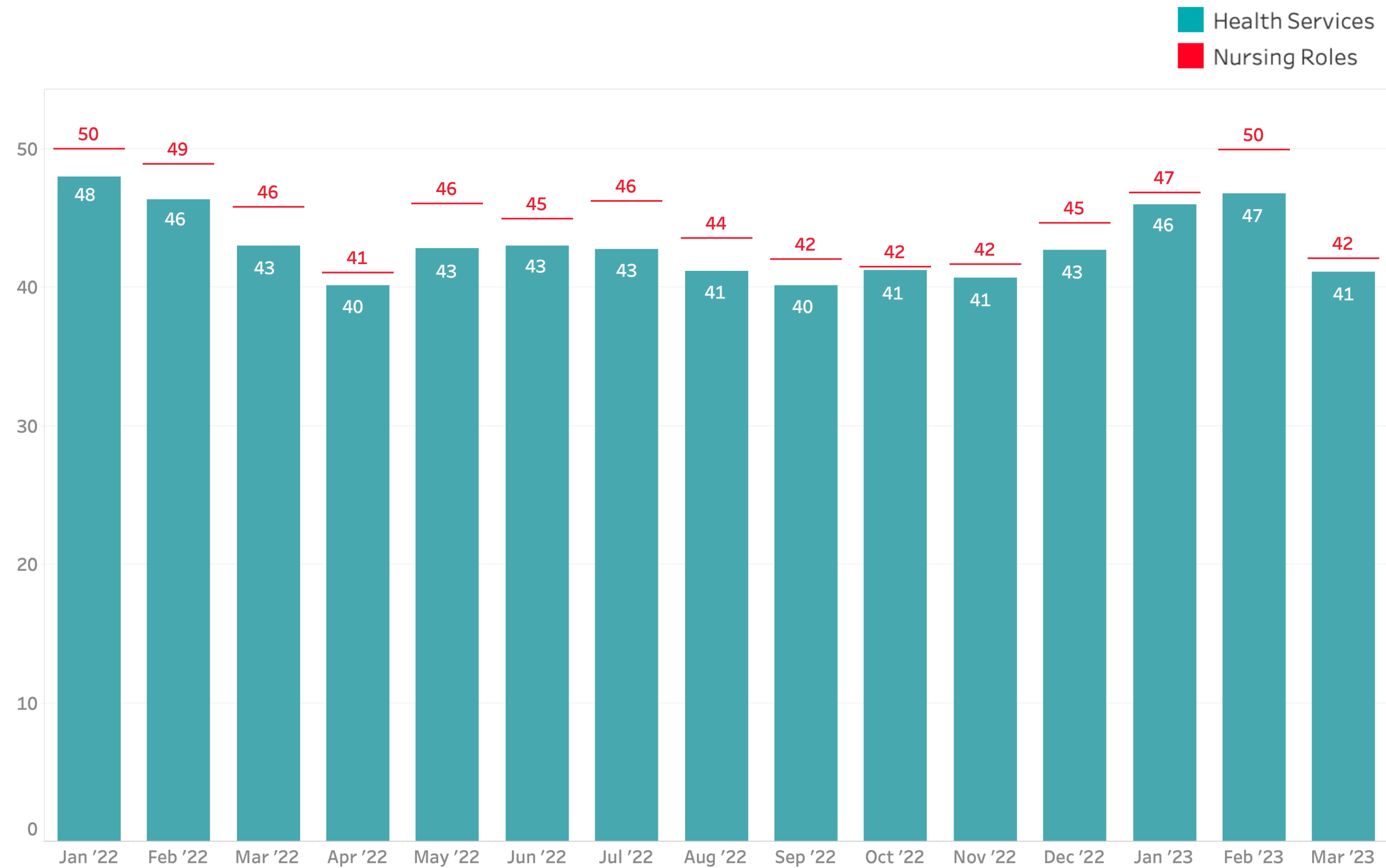


Health Services Applicants per Opening
January 2022 – March 2023

Filling healthcare roles ASAP

The time it takes to fill a health services role is on par with the overall labor market, at 41 days, down from 48 in January 2022.

Hiring for nursing roles is a complex, multi-layered process. Despite the special requirements and credentials, these roles are being filled at about the same pace as other health services roles. This seems to signify the sense of urgency for filling these critical roles as quickly as possible.

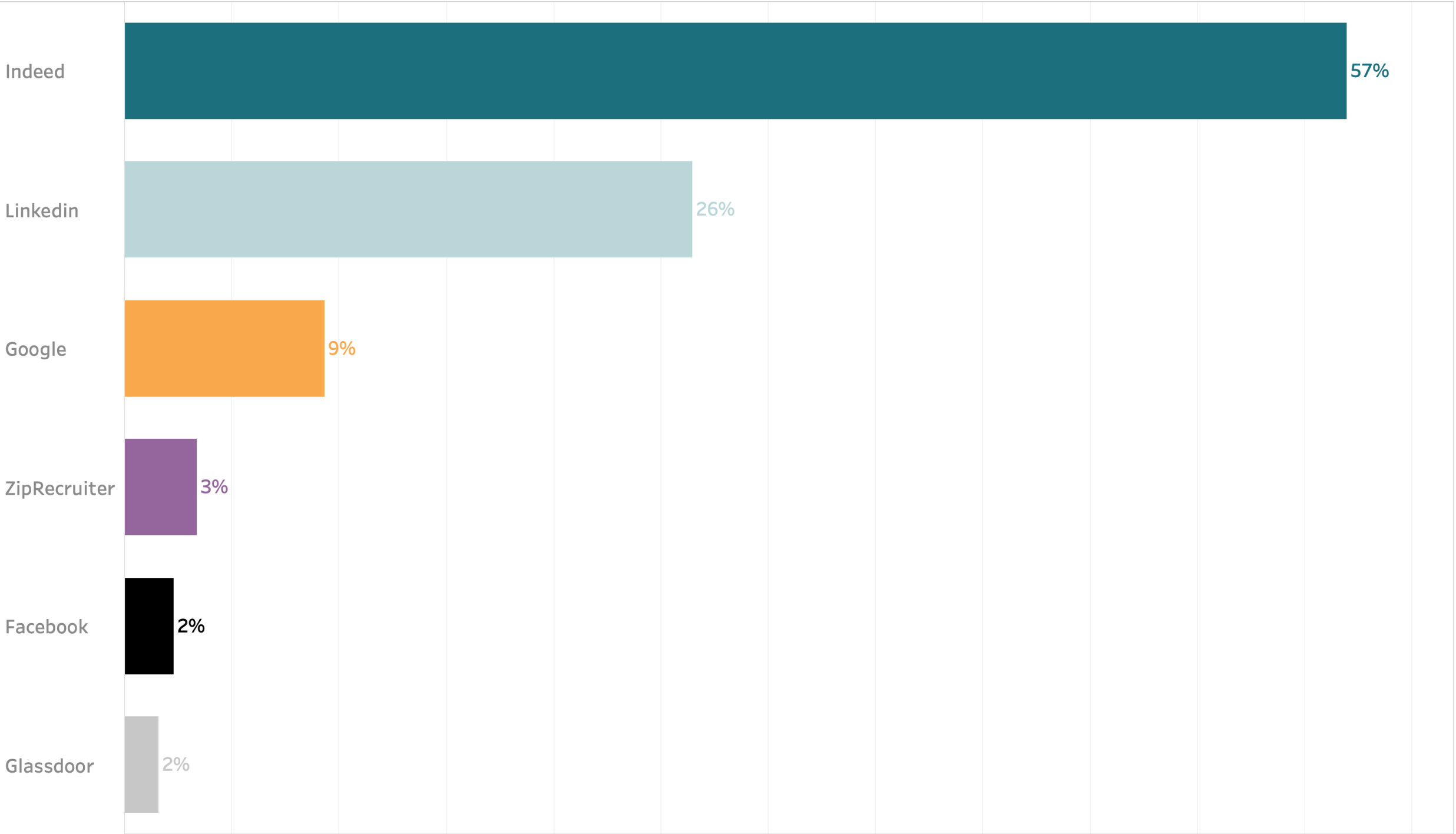


Health Services Time to Fill
January 2022 – March 2023

LinkedIn isn't just for office workers

When they start to look for a job, close to 60% of healthcare candidates turn to Indeed.

But interestingly, more than a quarter of job seekers look for roles in health services on LinkedIn, traditionally thought to cater to the more corporate, office job seekers.



Applicant Distribution in Health Services
Among Top 6 Job Boards
Q1 2023



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2023**

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.

**iCIMS
Workforce
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2023**

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.