

icims® Insights

Monthly Workforce Report

► June 2023





Insights at a glance

The iCIMS June Insights Report provides an exclusive look into the latest labor market activity and trends. Data is 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.

A stubbornly positive labor market continued in May.

Data from iCIMS showed across-the-board increases in both candidate and employer activity, which aligns with the surprising [surge in job gains](#) reported by the Bureau of Labor Statistics for May. While the media and many economists keep waiting for the other shoe of a recession to drop, the robust market continues to defy expectations — even as unemployment ticks up a notch.

Job seekers for tech roles remain undeterred by the slump in hires and openings for those jobs since late last summer. In fact, applicants per opening for tech jobs jumped 86% in one year. Do you think job seekers can still hear their high school guidance counselors telling them that tech jobs would be the wave of the future? The financial industry had the most growth in tech job openings as technology continues to remake the industry requiring skilled workers for jobs like software development, analytics and cyber security.

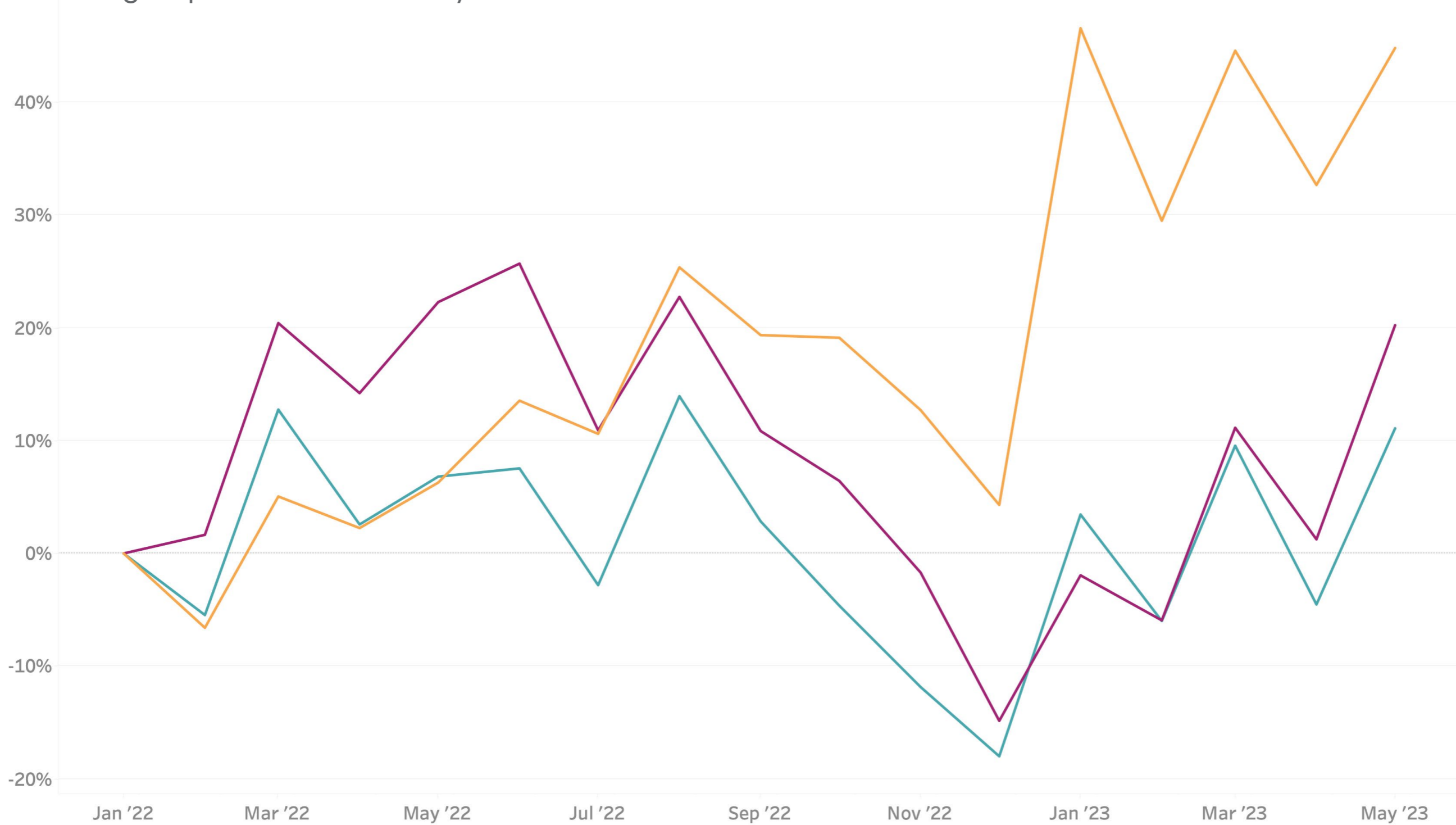
Surf's up for seasonal hiring and our data shows that leisure and hospitality employers are trying to keep up with the public's demand for some post-pandemic fun. Younger workers seem especially eager to find jobs in this industry, with application volume spiking 34% since last year.



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

The state of the talent market

The red-hot labor market continues to sizzle with gains in both candidate and employer activity and aligns with strong job showings reported this month by the Bureau of Labor Statistics.



45%
Job applications

20%
Hires

11%
Job openings

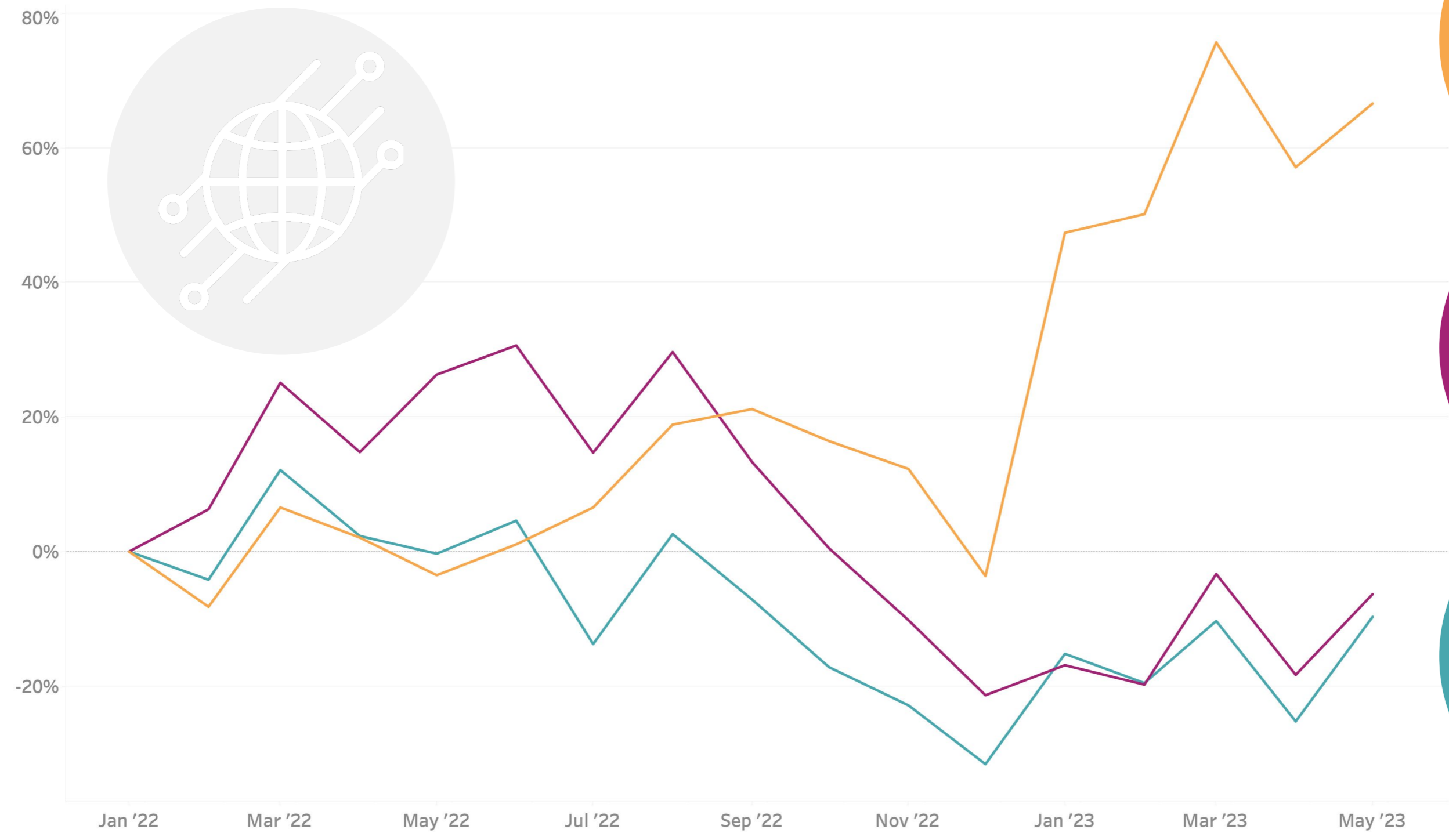
since Jan. 2022

Platform indicators
 Job openings, Applications and Hiring activity
 January 2022 – May 2023

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Candidates can't stop (won't stop) applying for tech jobs

There may be fewer companies opening and filling tech roles, but enthusiasm for those jobs has not waned.



↑
67%
Job applications

↓
6%
Hires

↓
10%
Job openings

since Jan. 2022

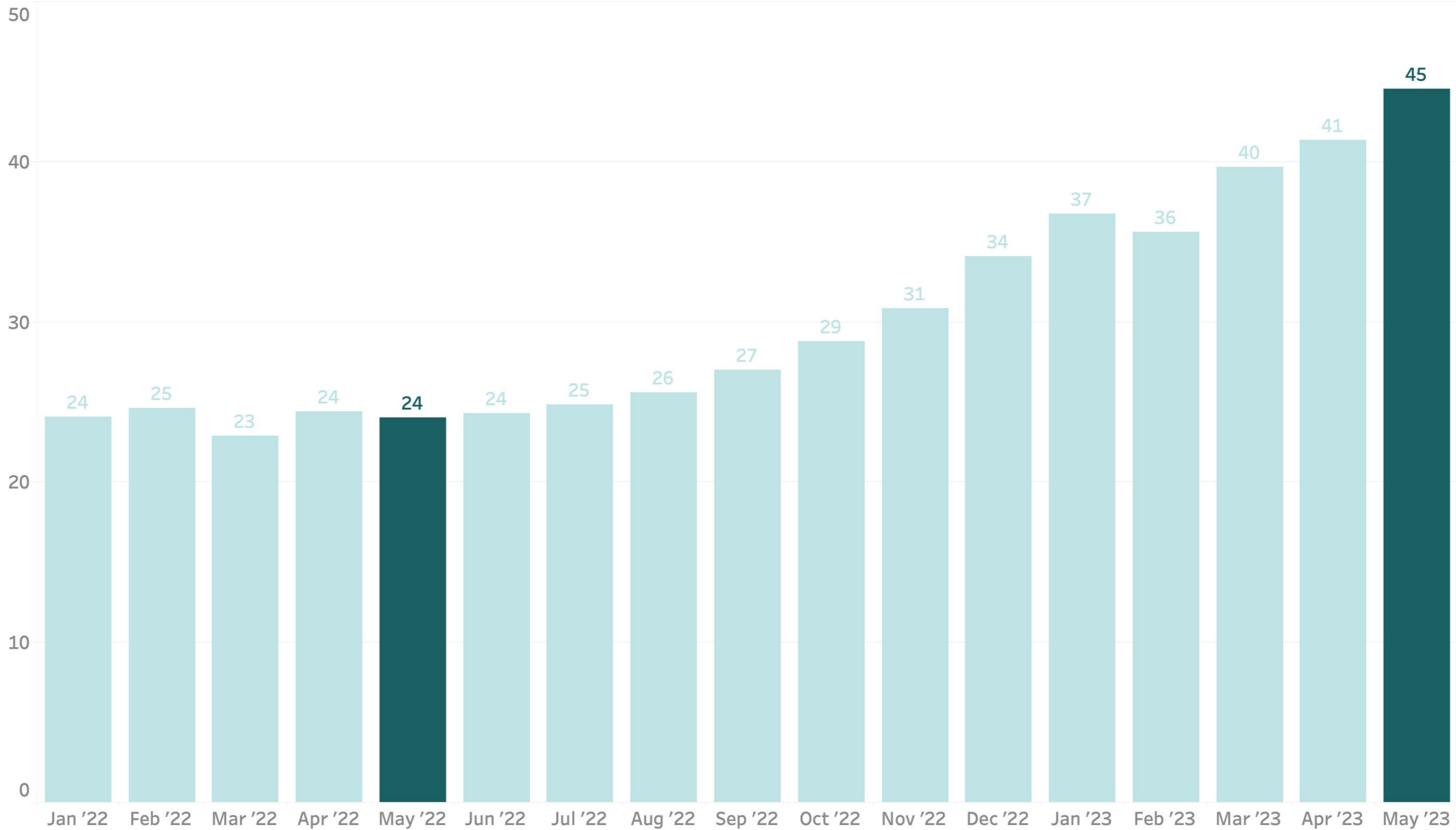
Tech platform indicators
 Job openings, Applications and Hiring activity
 January 2022 – May 2023

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Applicants per opening for tech roles jump 86% in one year

Now is the time for companies to take advantage of all that available talent and build candidate pools for future hires.



Tech applicants per opening

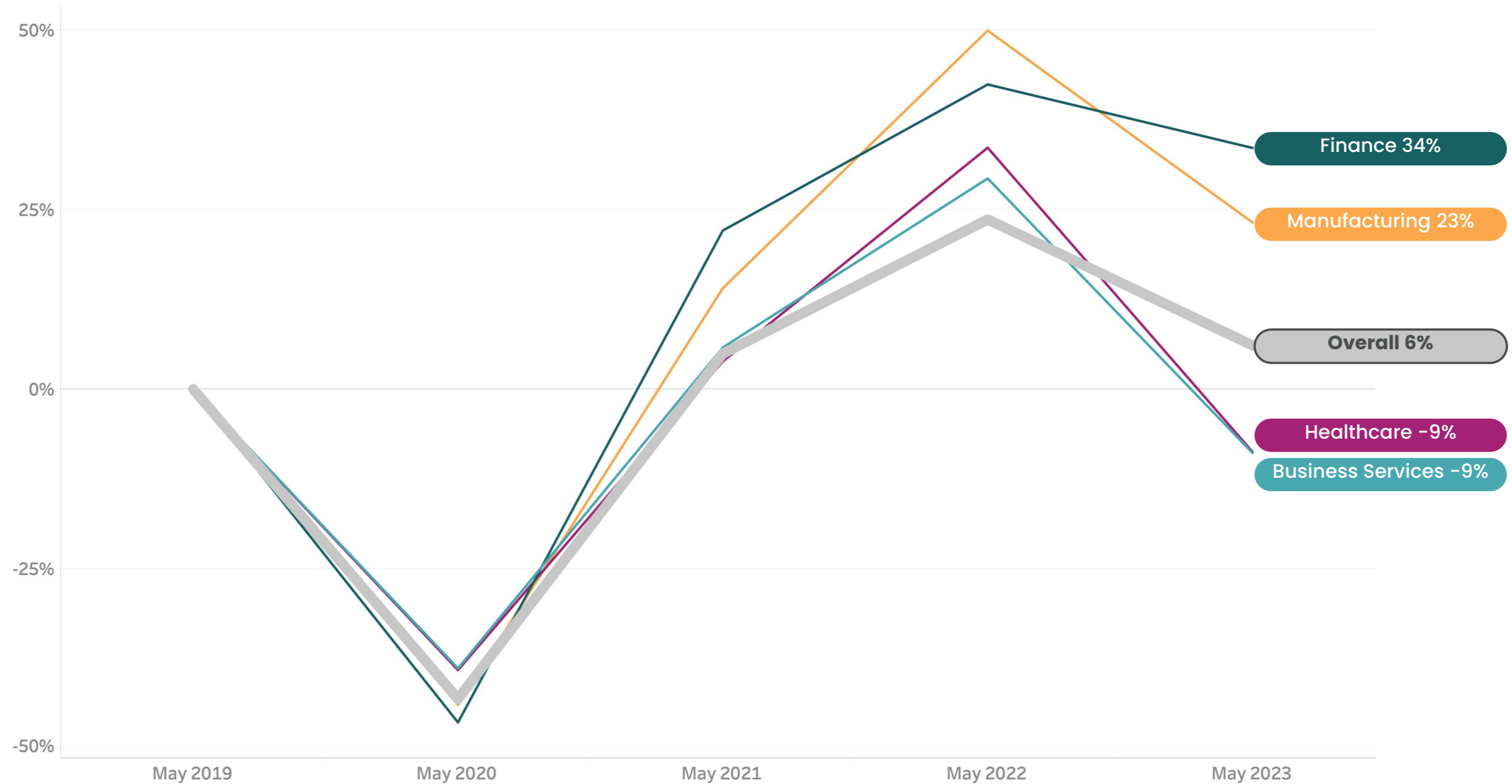
January 2022 – May 2023

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The tech jobs of tomorrow may look a lot like finance jobs

Tech jobs in finance saw the most growth in openings as technology transforms the way the industry operates.

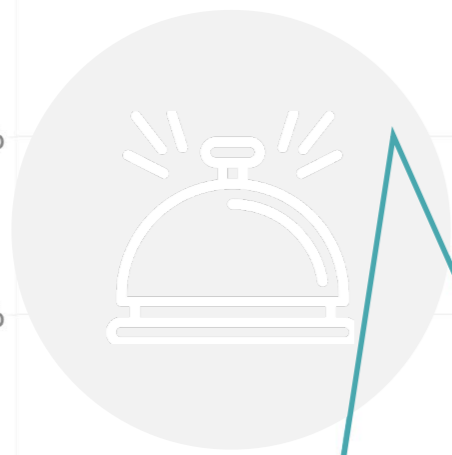
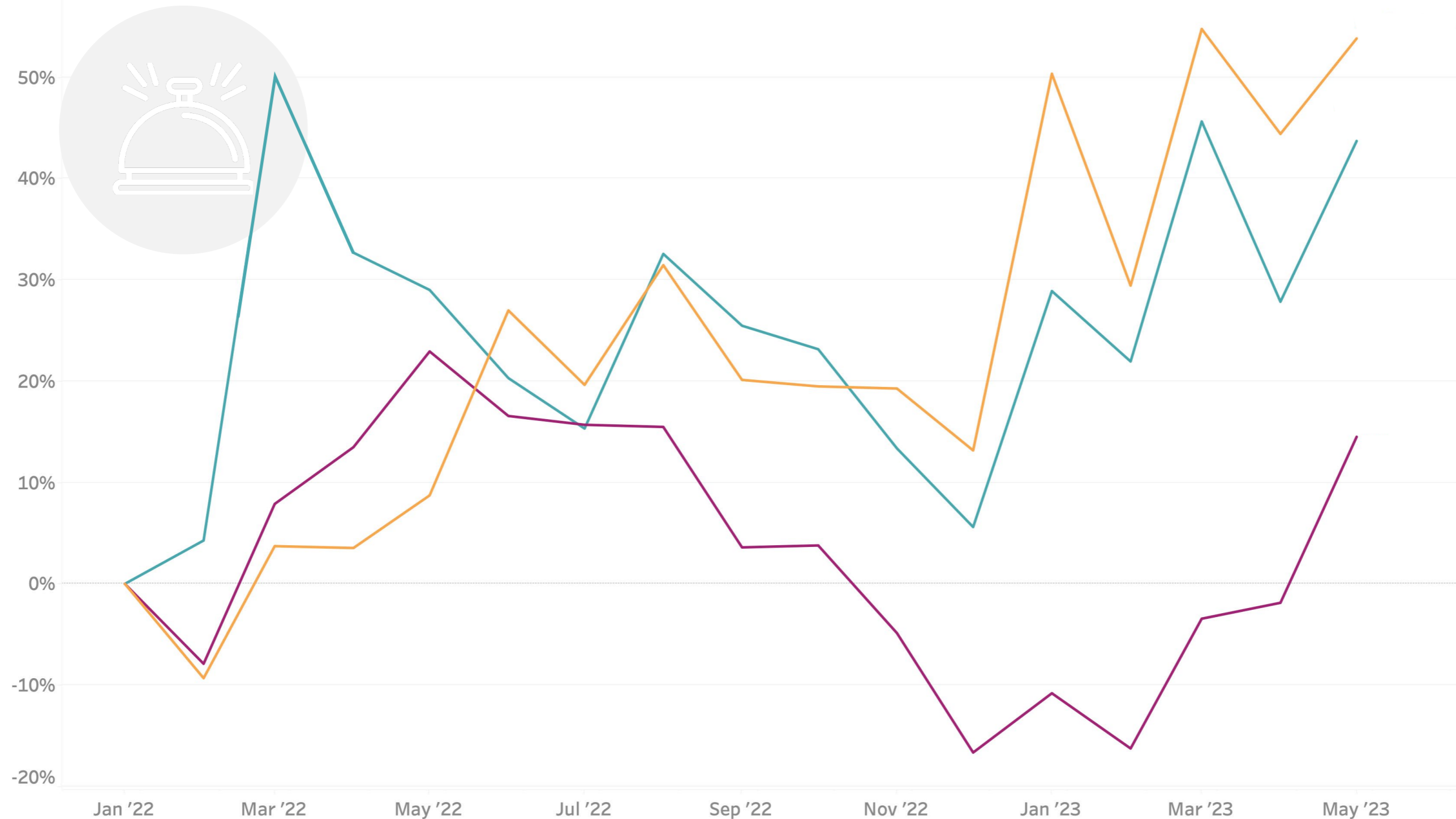


Tech openings by industry

May 2019 – May 2023

Surf's up for hiring seasonal leisure and hospitality workers

As summer approaches, businesses are gearing up for a busy season as crowds want to get out and have some post-pandemic fun.



54%
Job applications

44%
Job openings

15%
Hires

since Jan. 2022

Leisure and hospitality platform indicators

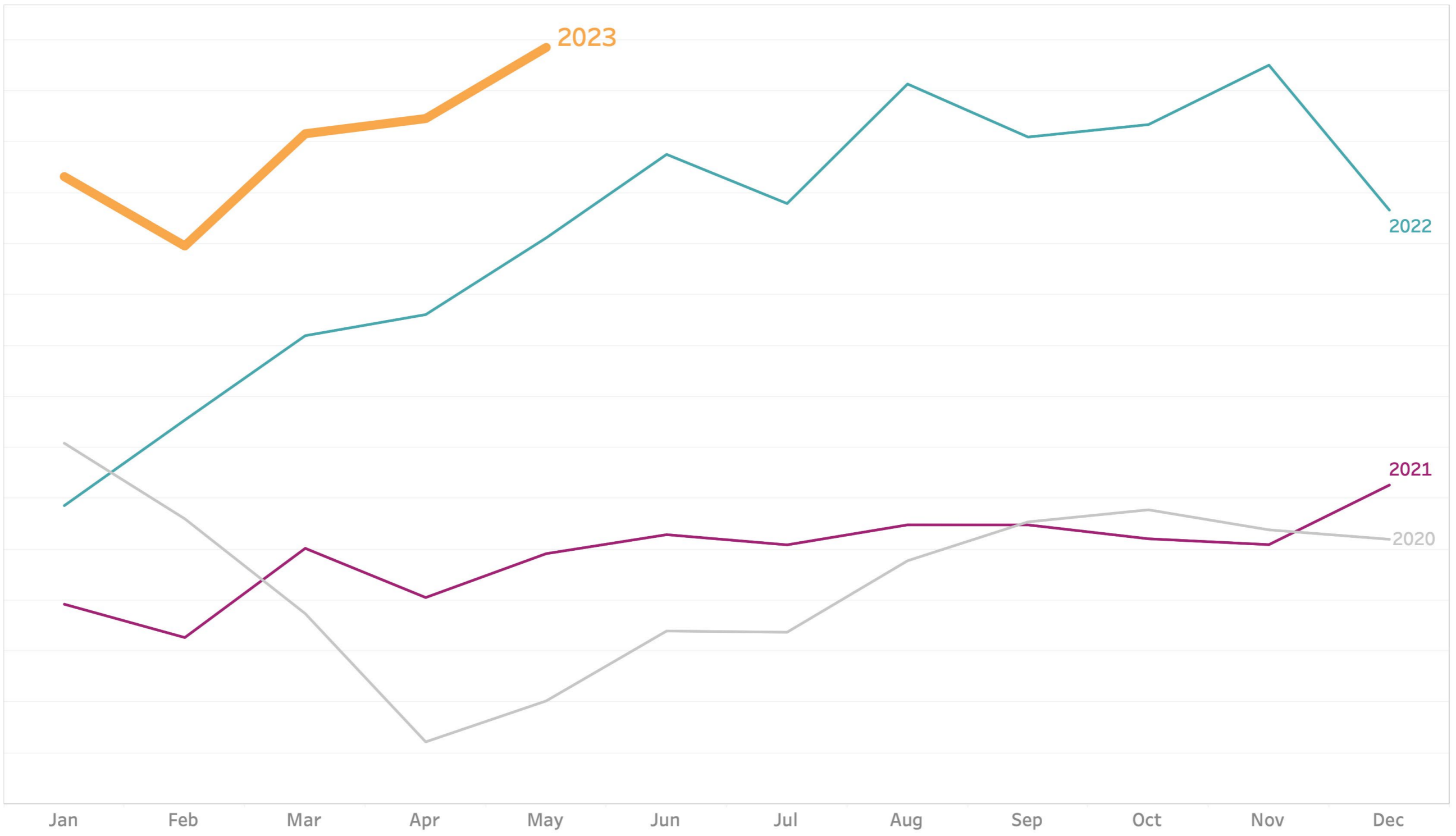
Job openings, Applications and Hiring activity

January 2022 – May 2023



Entry-level candidates see opportunity in leisure and hospitality

Application volume for entry-level jobs in the booming industry surged 34% between May 2022 and May 2023.



Entry-level applications for leisure and hospitality
2020-2023

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Want more great insights?

iCIMS Class of 2023 Report

Want to know what's top of mind for new grads as they enter the job market? Download our eighth annual [iCIMS Class of 2023 Report](#) to learn how to engage Gen Z talent and build your 21st-century workforce.

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 to the metrics that matter the most to talent and business leaders in health services, finance, manufacturing, education, retail trade, technology and more.

Find open HR jobs

Our [new website](#) aggregates open HR and TA roles across our U.S.-hosted customer base to help unemployed job seekers find their next role.



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 nearly 6,000 customers, including 40% of the Fortune 100, that collectively employ more than 33 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 6,000 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.