

# August Workforce Report

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# Insights at a glance

The iCIMS August Workforce 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.

**The pace of hiring continued to slow in July** but overall — and despite predictions — the job market remains solid. While employer activity dipped slightly for the second month in a row, applications continue to flow into the market. This aligns with the Bureau of Labor Statistics (BLS) August Jobs Report, which reported unemployment hovering near historic low numbers at 3.5%. According to the BLS, most people who want to work can find jobs, but that may not be true in all sectors.

It's back to school time and with the start of the new academic year, we look at **activity for preK-12 teaching roles**. The iCIMS August Workforce Report zooms in on employer and candidate activity, trends in ages and genders of applicants and the regions of the country that see the most applicants per role.

In a recent iCIMS survey of 1,000 U.S. adults, we found that people want an opportunity to grow with their employers. Yet when we look at the growth of **internal applicants compared to external applicants**, there's a significant lag in employees applying for roles internally. Amid hiring freezes, reductions and economic uncertainty, giving employees a reason to stick around helps improve retention and makes good business sense.

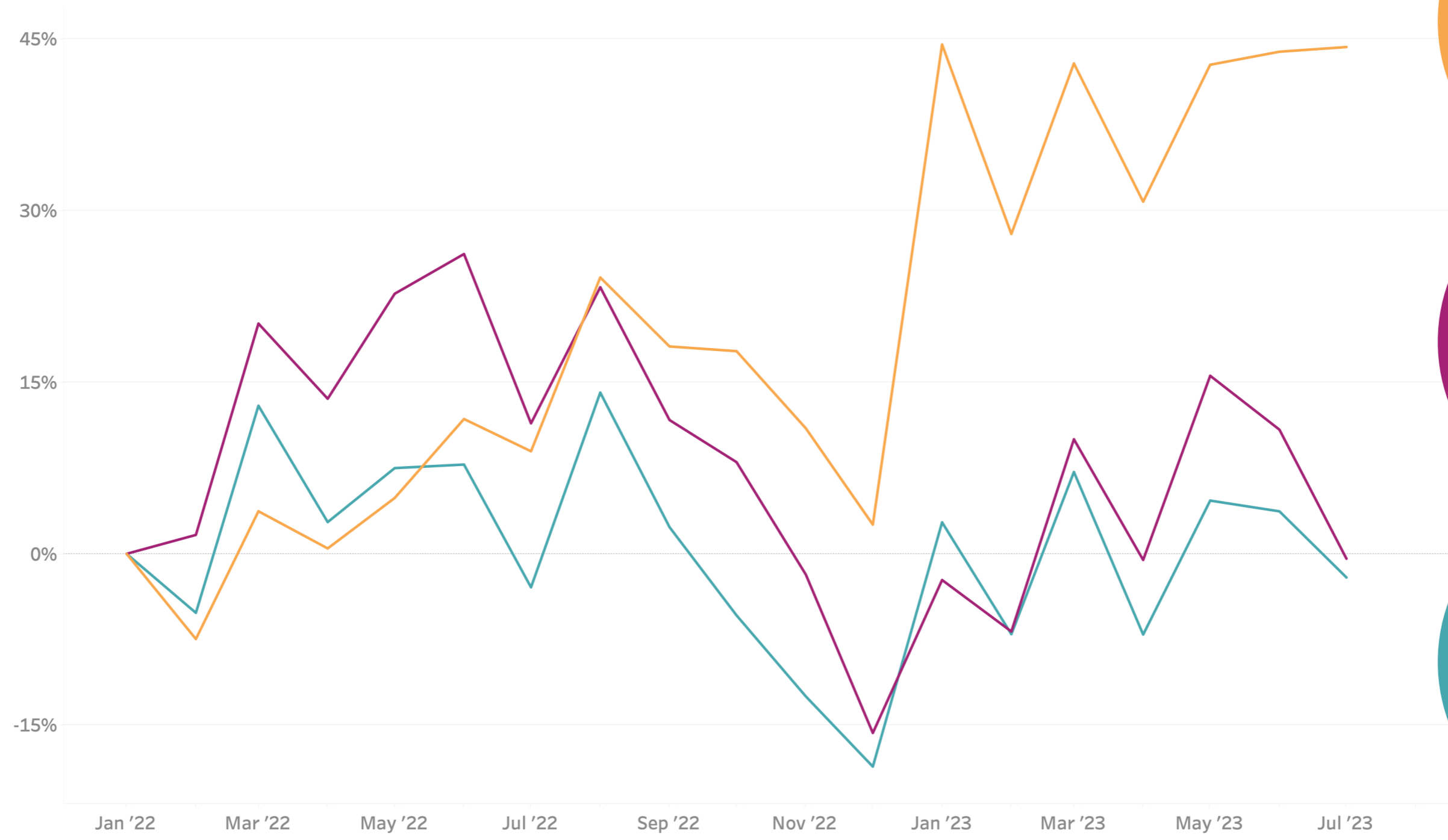


Read on for  
a full view of the  
latest trends and  
insights.



# July talent market: Employers continue to pull back on hiring

While employer sentiment continued to decline month over month, the volume of applications remained robust despite the BLS reporting unemployment at a near-record low below 3.5%.



↑  
**44%**  
Job applications

—  
**0%**  
Hires

↓  
**-2%**  
Job openings

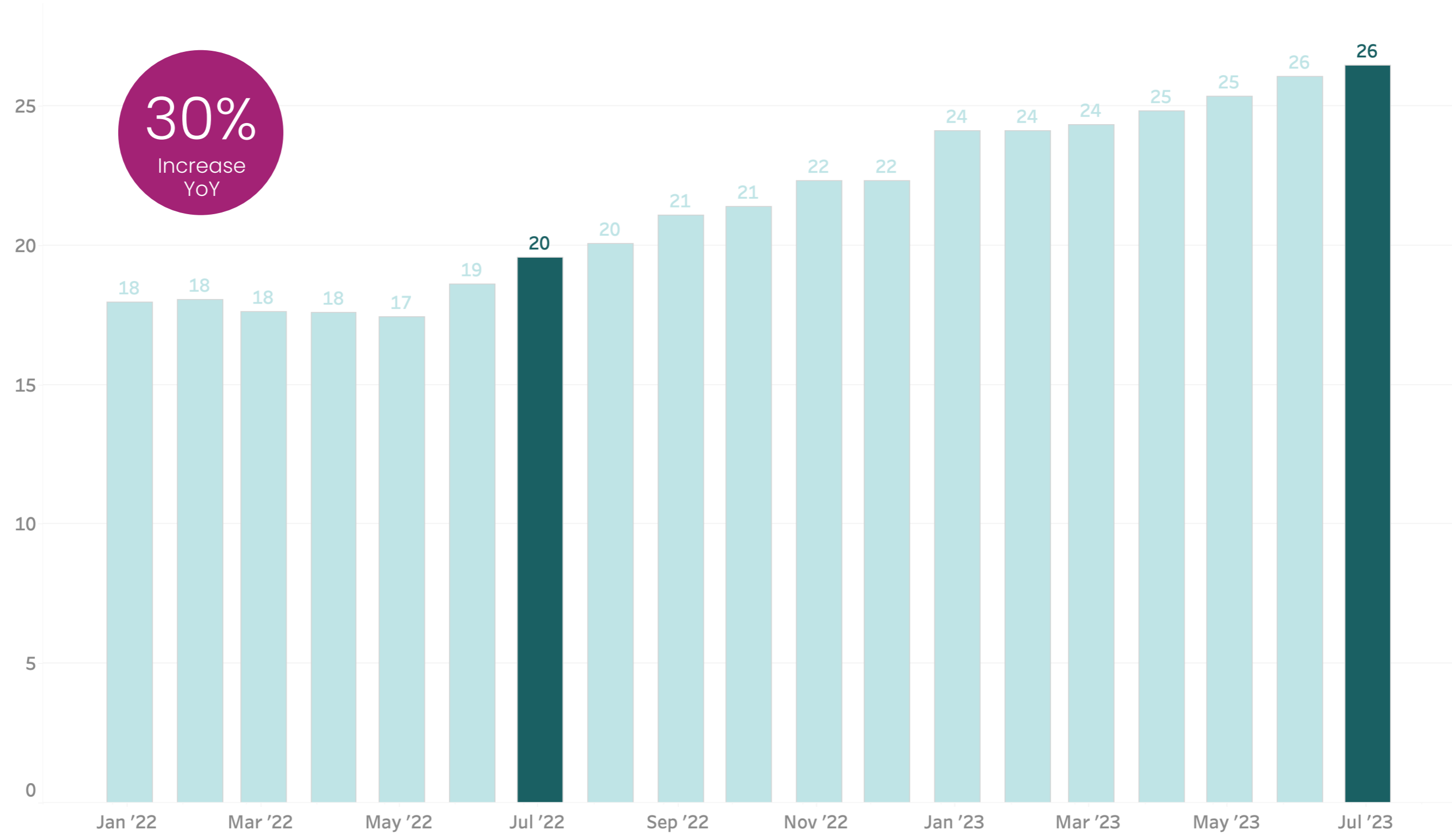
since Jan. 2022

**Platform indicators**  
Job openings, applications and hiring activity  
January 2022 – July 2023



# Applicants per opening continue to climb as candidates flood market

With 26 applicants per opening, volume is the highest it's been in the last 18 months.

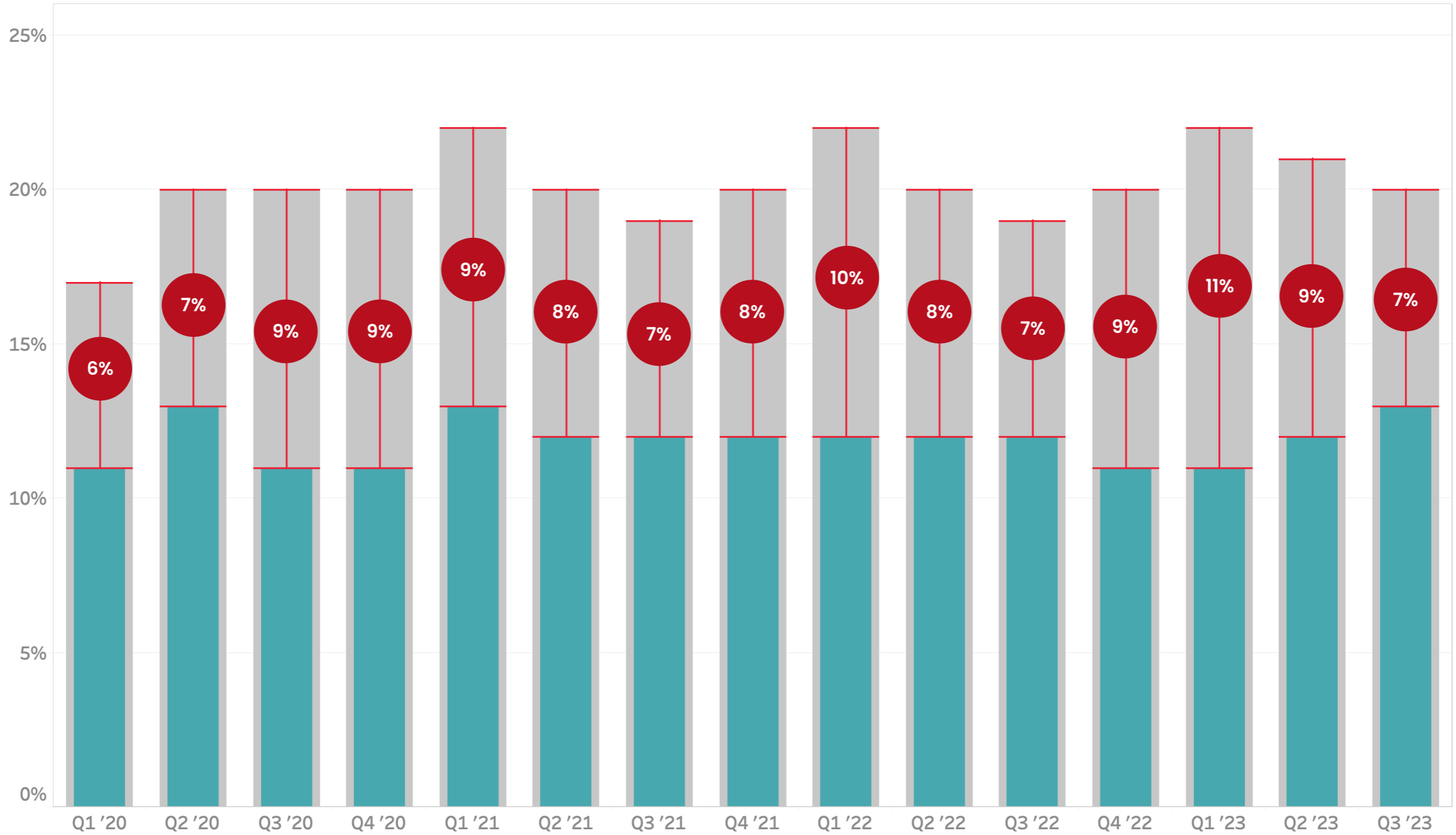


**Applicants per opening**  
January 2022 – July 2023



# Out-of-state applicants and hires remain steady for last three years

Despite calls to return to office and companies implementing hybrid work schedules dominating the headlines, people are still looking for out-of-state work and employers continue to hire them at a steady rate.



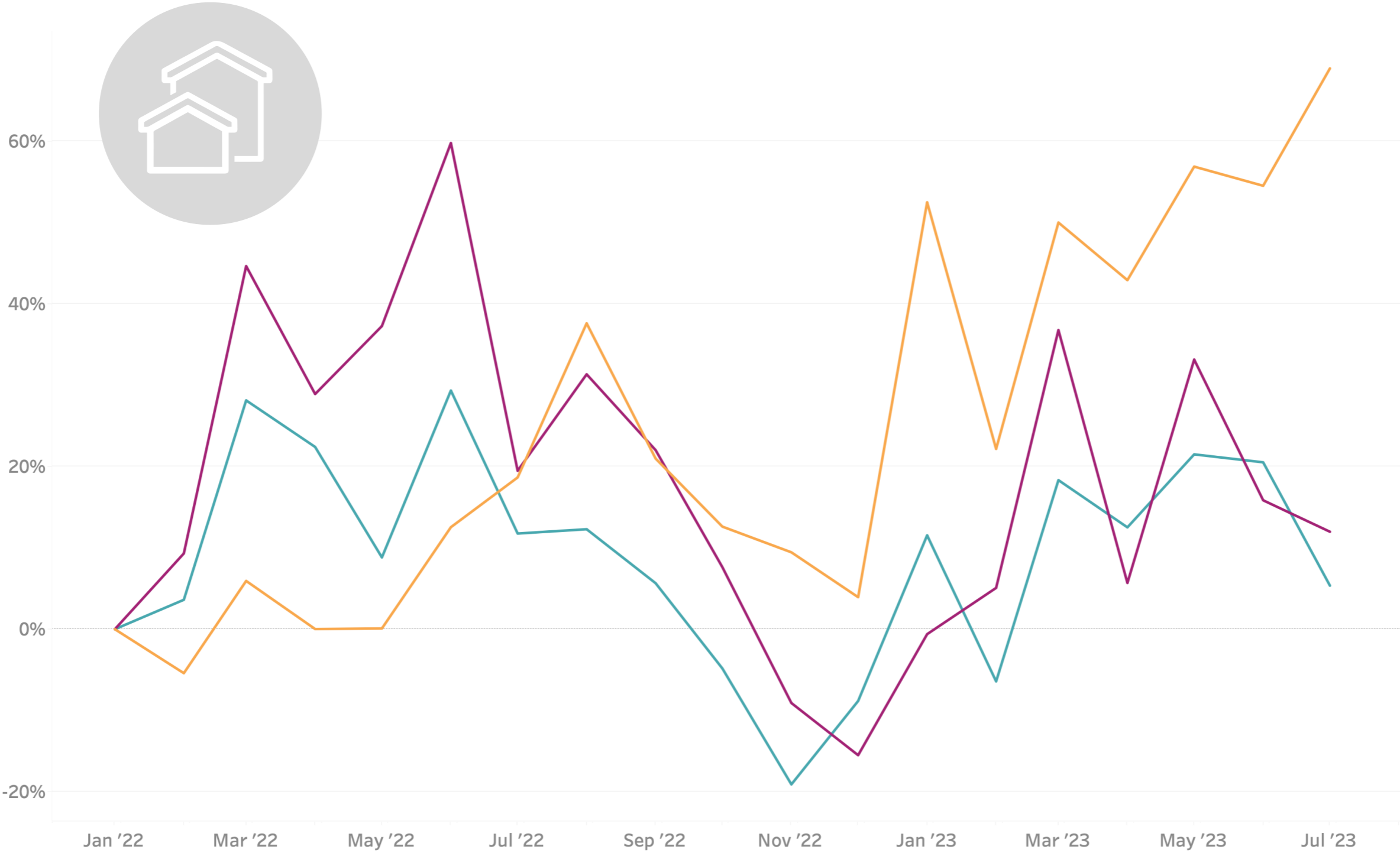
**Out-of-state applications and hires**

Q1 2020 - Q3 2023



# Despite recent rate increase, real estate jobs are in demand

Housing prices are high and inventory remains low, but applications for real estate roles continue to surge.



↑  
**69%**  
Job applications

↑  
**12%**  
Hires

↑  
**5%**  
Job openings

since Jan. 2022

**Real estate platform indicators**  
 Job openings, applications and hiring activity  
 January 2022 – July 2023



# Candidates and employees want opportunities to grow

In a recent iCIMS survey of 1,000 U.S. adults, we found that workers want to stretch their career wings with either current or future employers.



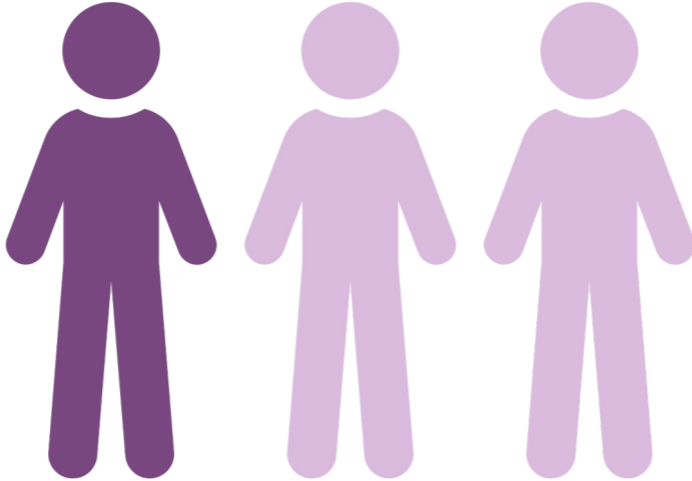
expect to discuss their career path with their manager more than once a year.



say that career advancement is important in their next job opportunity.



say they would be interested in gig or project work at their company to learn new skills.



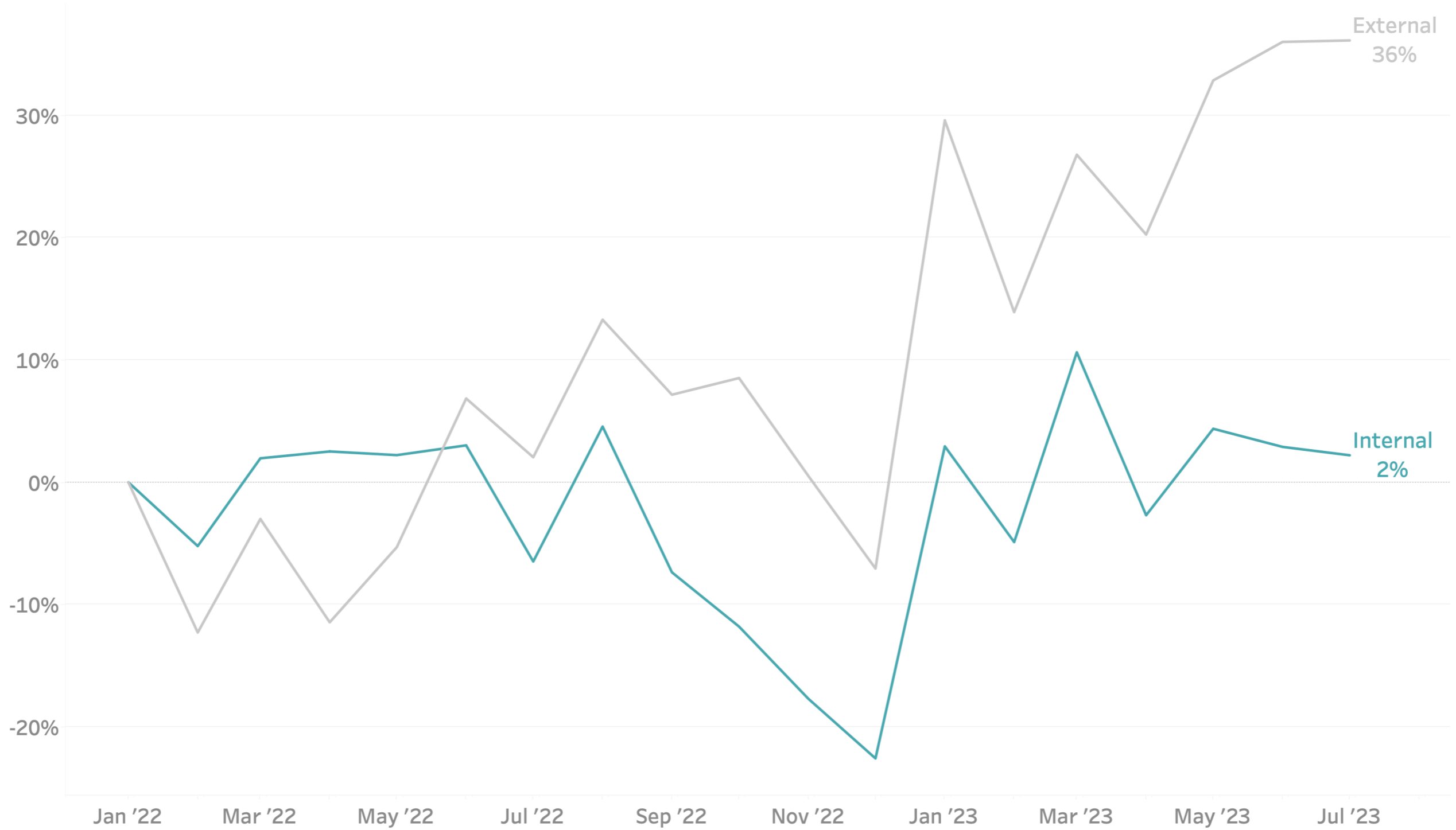
## 1 in 3

employees expect to discuss a career plan with their manager if they apply for a role internally and don't receive a job offer.



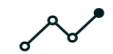
# Internal candidate activity significantly lags behind external applicants

Amid hiring freezes, reductions and economic uncertainty, giving employees a reason to stick around helps improve retention and makes good business sense.



**Internal vs. external applicants**  
January 2022 – July 2023





# Back to school

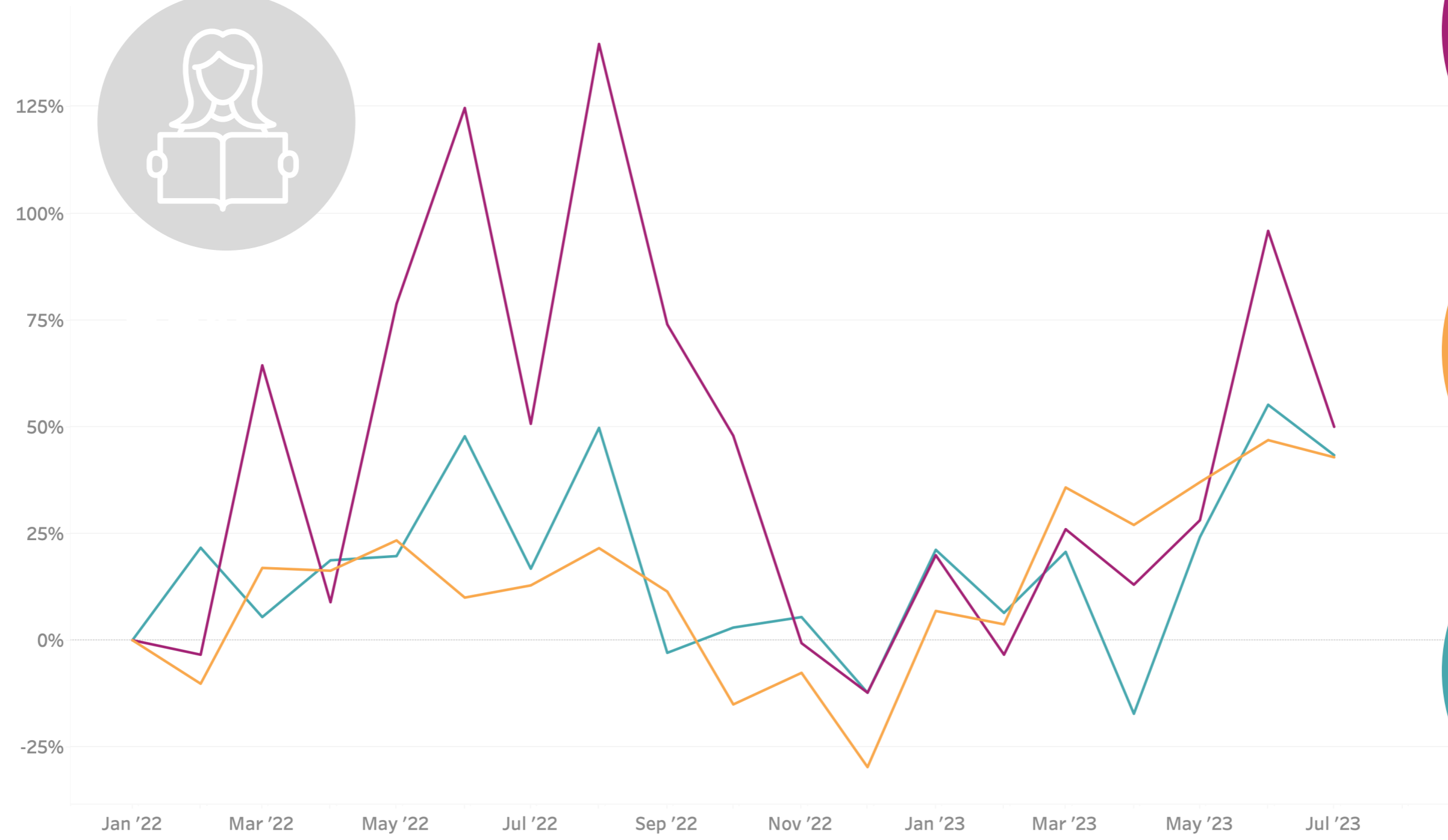
## The state of hiring preK-12 teachers





# Applications for preK-12 teaching jobs on the rise in 2023

After last year's teacher shortage and hiring spike, employer and candidate activity seem more aligned heading into the new school year.



↑  
**50%**  
Hires

↑  
**43%**  
Job applications

↑  
**43%**  
Job openings

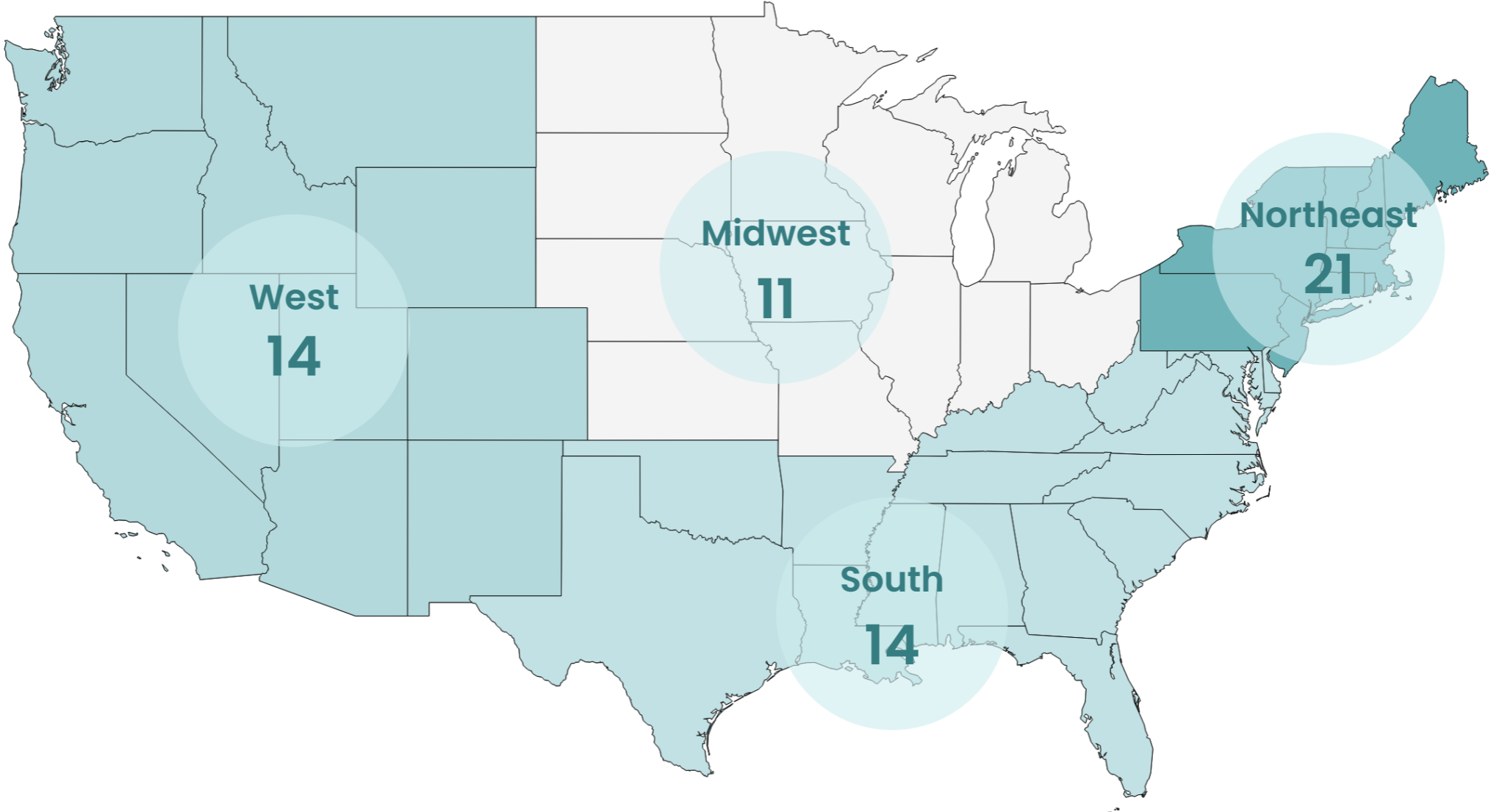
since Jan. 2022

**Teacher roles platform indicators**  
 Job openings, applications and hiring activity  
 January 2022 – July 2023



# Looking to hire teachers? It may be easier in the Northeast.

Applicant per opening for teaching roles in the Northeast almost double that of the Midwest and are significantly higher than rest of the country.



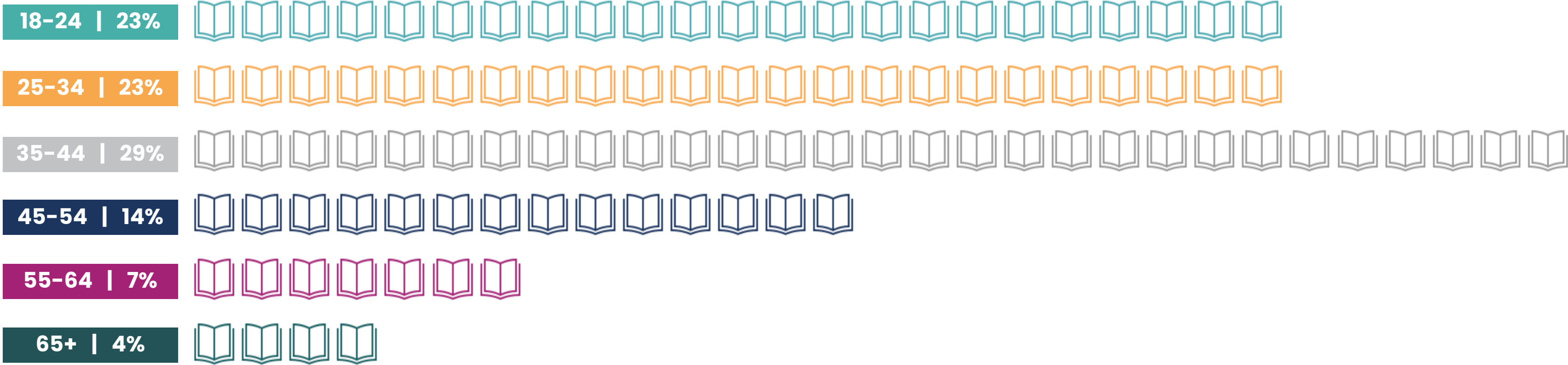
**Applicants per opening by region for teachers**

January 2023 – July 2023



# Job applicants for teaching roles span across generations

With the cost of a four-year degree nearly doubled and stagnant wage increases, the lure of becoming a teacher might be losing its luster for younger candidates.



**Applicants by age for teachers**

January 2023 – July 2023



# Teaching remains a female-dominated profession

Year to date, women make up 70% of the teacher applicants – which is slightly higher than the 2022 gender split.



**Applicants by gender for teachers**

January 2022 – July 2023

# 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 the eighth annual [iCIMS Class of 2023 Report](#) to learn how to engage Gen Z talent and build your 21st-century workforce.

## iCIMS Insights+

Get a deeper look into industry trends and real-time changes in the labor market. Available exclusively to iCIMS customers, [iCIMS Insights+](#) deliver 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

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



## About iCIMS

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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](http://www.icims.com).

## About iCIMS Insights proprietary platform data

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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.