

icims® Insights **2023**

December Workforce Report



iCIMS Insights at a glance

The November numbers are in, and maybe the biggest surprise is that despite all the worrying and speculation, there are no big surprises. The labor market remains strong as we head toward the end of the year.

Here are some of December's top findings:

- Applications dropped over the last three months, but overall, volume is still up almost 30% from the start of last year.
- Job seekers want full-time jobs, with applications for these roles increasing 16% year over year while part-time jobs saw only a tiny application growth of 1%.
- Now is the time to apply for 6-figure jobs. Openings for these positions have stayed steady in the last 3 months while application volume has dropped.
- 2023's naughty and nice jobs list is in, and we've got a rundown of some of the most (and least) in-demand jobs this year. Read on to find out what roles have seen the biggest growth in openings since last year.



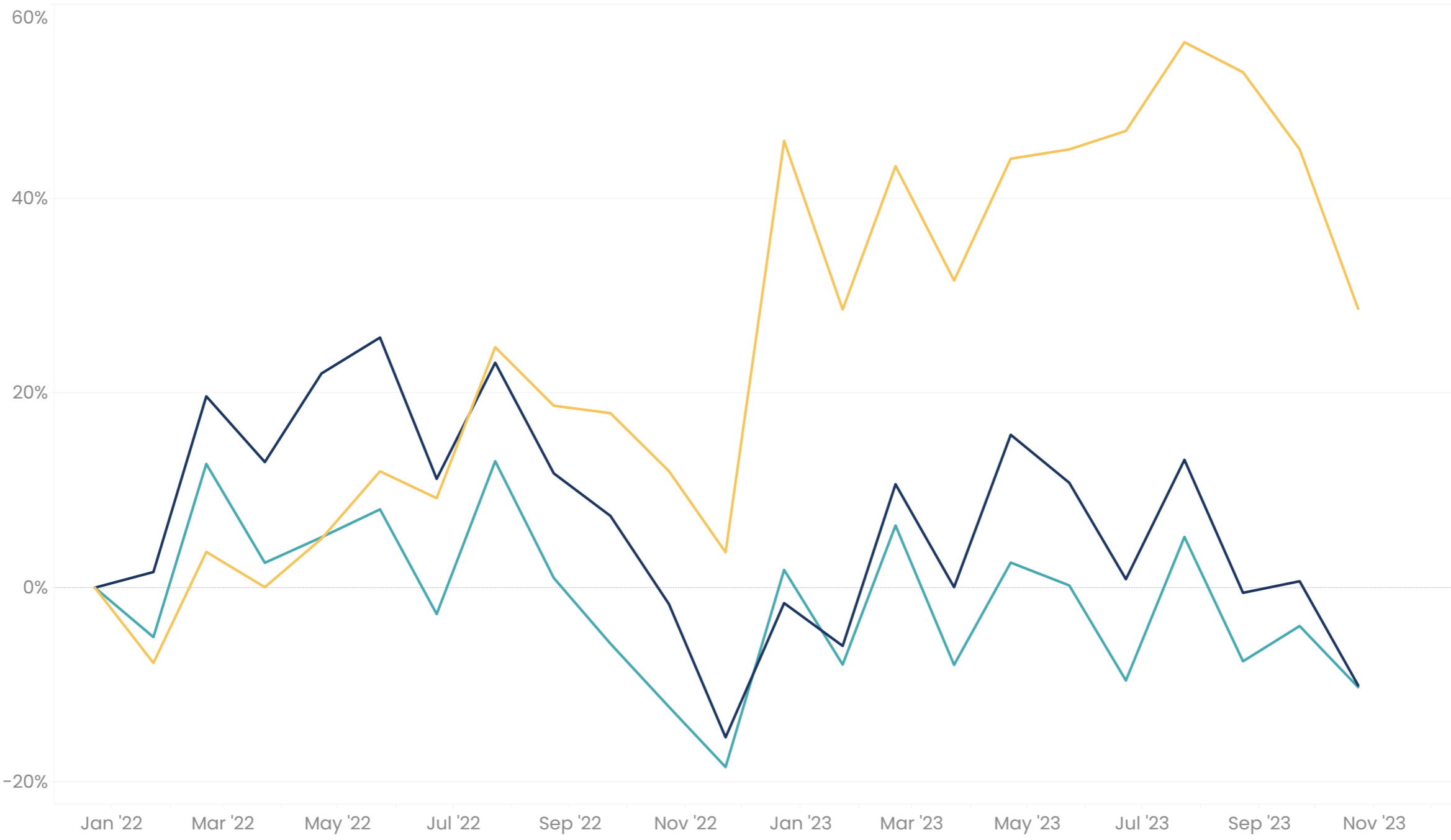
Read on for
a full view of
the latest trends
and insights.

The iCIMS Insights December 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.



Turkey with a side of slowed labor market activity in November

Employer and candidate activity finally dropped last month, which is typical end-of-year behavior, but openings and applications are up from November 2022. Of note: Application volume sank 11% month over month.



Platform indicators
Job openings, applications and hires
January 2022–November 2023

↑
29%
Job applications

↓
-10%
Hires

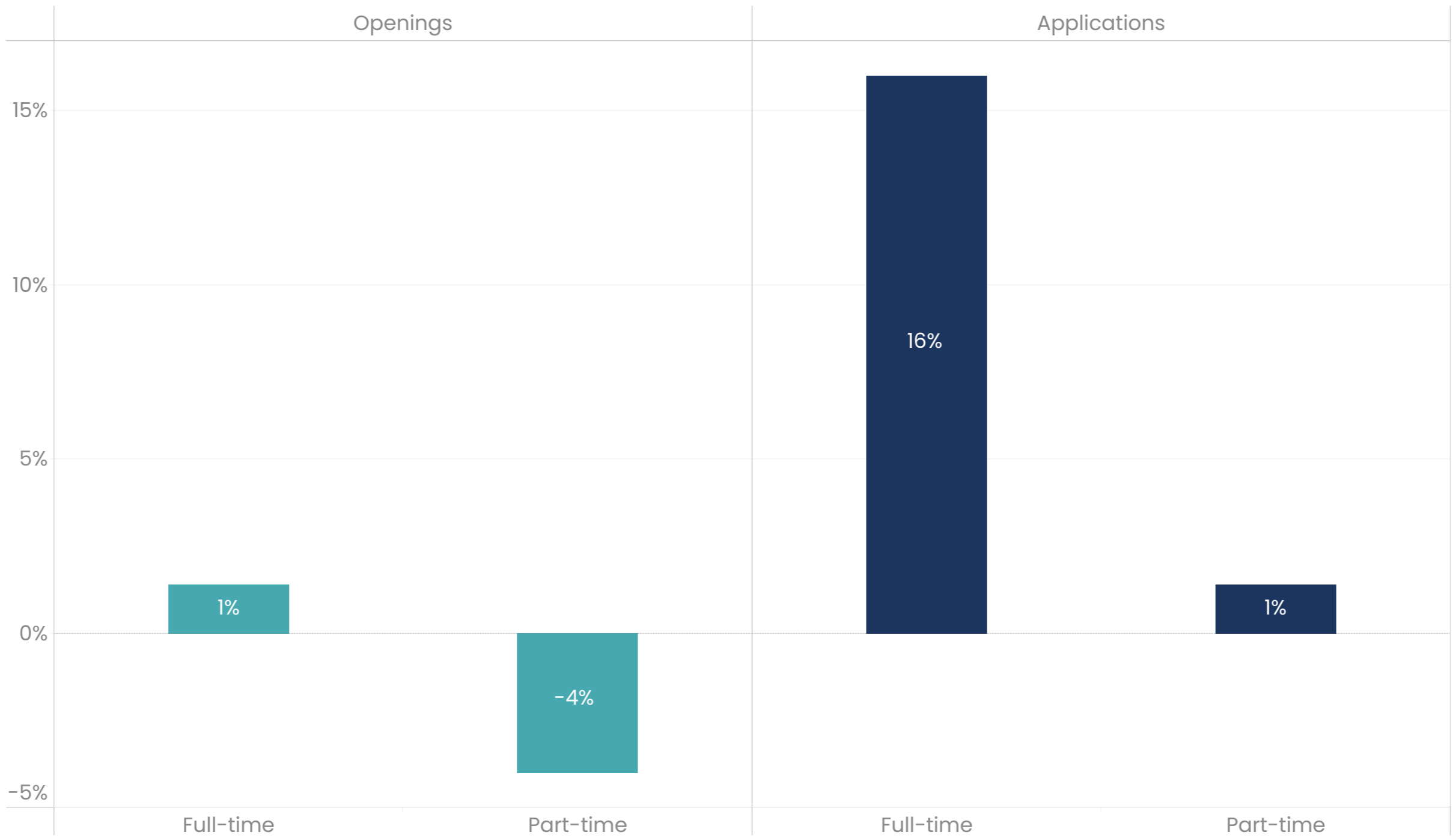
↓
-10%
Job openings

since Jan. 2022



Application growth for full-time jobs outpaces part-time roles

Job seekers want full-time jobs, with applications for these roles increasing 16% year over. Growth in openings for full-time jobs was tiny, while part-time openings shrank by 4%.

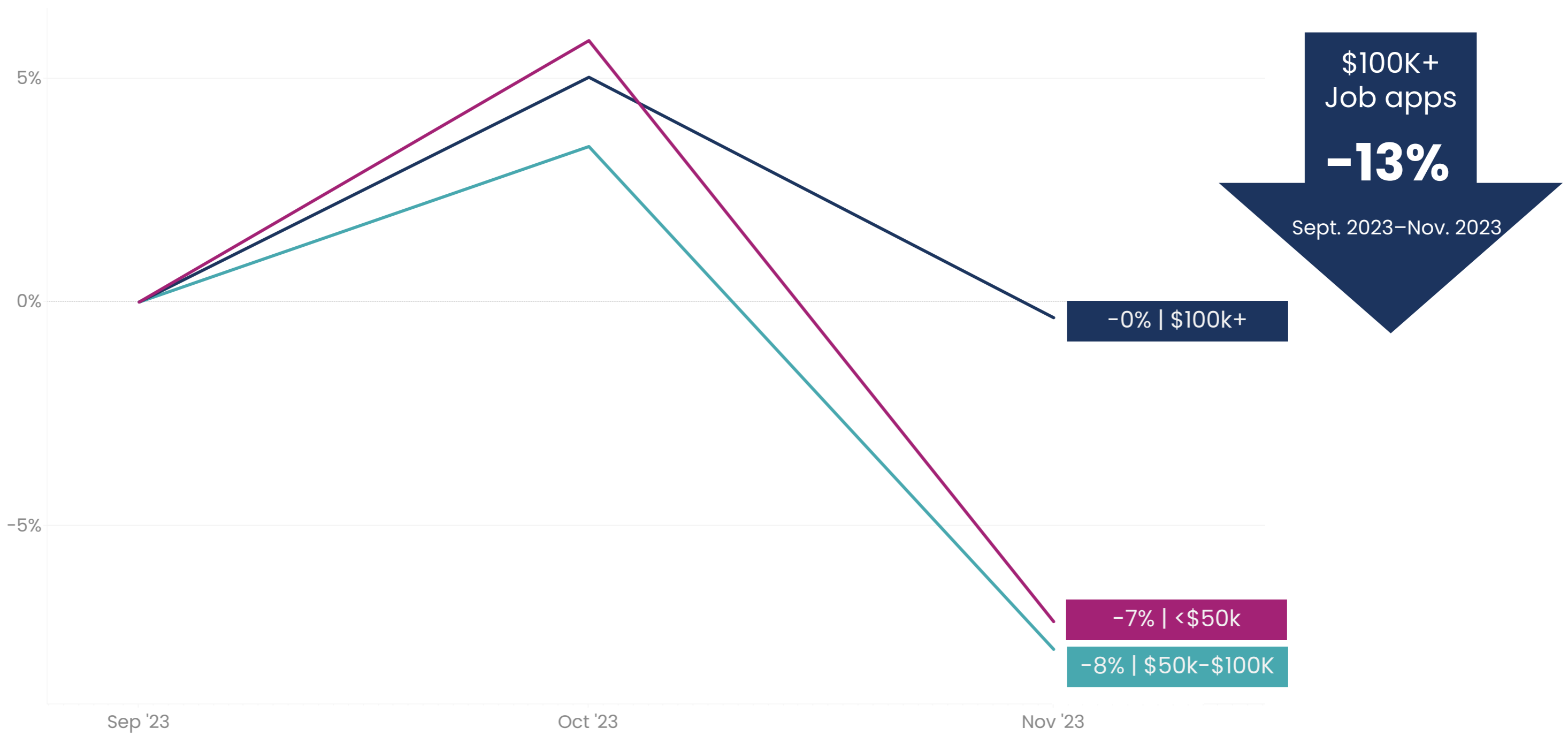


Full-time vs. part-time openings and applications
November 2022–November 2023



Is this a good time to apply for a 6-figure job?

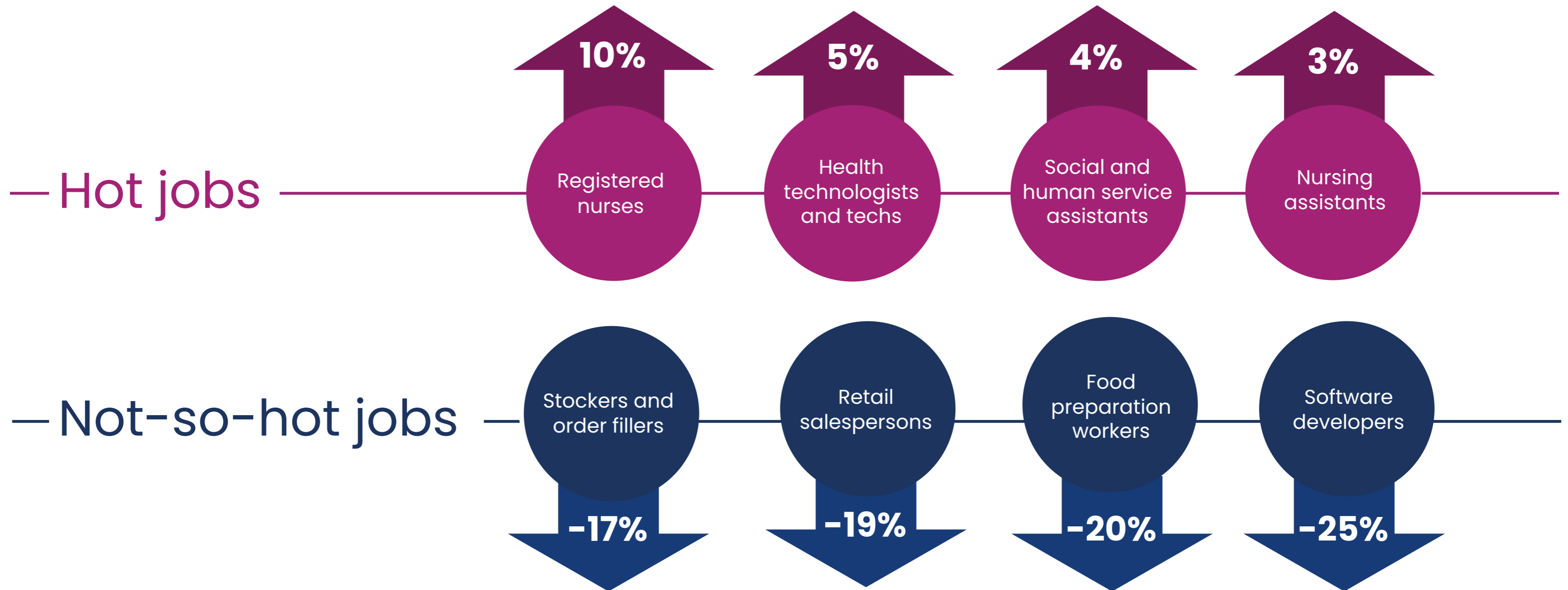
Openings for jobs with \$100K+ salaries had the smallest percentage change in openings this fall. Coupled with declining applications for these roles, now might be the time to look for better compensation in the new year.



Job openings by salary bands
September 2023–November 2023

2023's naughty and nice jobs list

What were some of the most (and least) in-demand jobs this year? Openings for healthcare roles saw some of the biggest growth year over year, while openings for software developers and retail salespeople declined.



Job openings by job type
November 2022–November 2023

They're making a list. They're checking it twice.

Job seekers have become more discriminating about where they submit their applications. With demand for workers slowing, candidates are doing their due diligence and scouring career sites before hitting "apply."



Session duration
increased over 10%
year-over-year

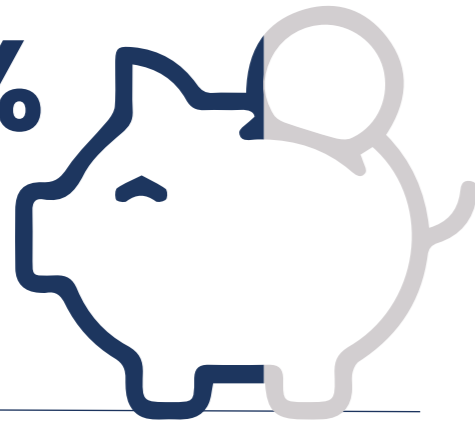


Candidates who complete
an application view **9 pages**
of a career site on average.

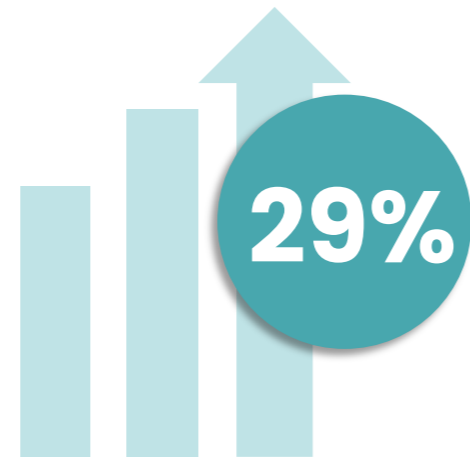
iCIMS Insights 2023 Unwrapped

A look back at the year's five biggest workforce data and trends according to the iCIMS Insights proprietary platform.

56%

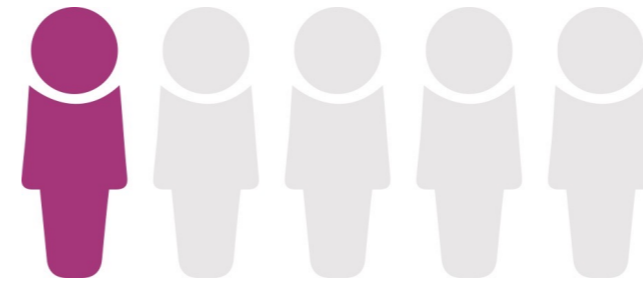


of job seekers say they would be less likely to be consumers of a brand if they had a bad experience applying or interviewing for a role.



Despite looming recession concerns, the labor market remained strong throughout 2023, with applications up **29%** from the start of last year.

Around 1 out of 5



job seekers would post a review on Glassdoor if they had a bad experience with an organization.

47%



of job seekers say texting is their preferred form of communication.

43%



of Gen Z job seekers wouldn't apply for a job if the salary range wasn't included in the job posting.

Want more great insights?

Top
stats of
2023

This year's labor market kept us on our toes. [iCIMS Insights Unwrapped](#) gives a look back at the year's biggest talent acquisition insights and workforce data. Get our top findings, including how much new grads expect to make and why candidate experience is no longer just an HR problem.

Be more
strategic
with data

iCIMS customers get a deeper look into industry trends and real-time changes in the labor market with [iCIMS Insights](#). The exclusive program provides access on the metrics that matter the most to talent and business leaders in health services, finance, manufacturing, education, retail trade, technology and more.

iCIMS 2023
Talent
Experience
Report

Find out what talent wants (right now) in the [iCIMS 2023 Talent Experience Report](#), which takes a deep dive into both internal and external job seeker sentiment and how top brands — including iCIMS — are meeting those expectations.



About iCIMS

iCIMS is a leading provider of talent acquisition technology that enables organizations everywhere to hire great people. For over two decades, iCIMS has been at the forefront of talent acquisition transformation, empowering organizations with the right tools to meet their evolving needs throughout the talent journey. The iCIMS AI-powered hiring platform is designed to drive efficiency, cut recruiting costs and build exceptional experiences for candidates and recruiters.

Visit www.icims.com to learn more.

Talent data is vital to driving business forward, especially now.

iCIMS Insights provides data that is:

- Real-time
- Cross-industry
- Dual-focused on employers' and job seekers' intentions and activities

Data derived from:



~2.7 million global users



~6,000 customers



180+ million applications in 2022



6+ million hires in 2022