



Workforce Report

icims® Insights

FEBRUARY 2025
EMEA

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Award-winning
data program





iCIMS Insights

February snapshot

After months of headlines spotlighting labor market struggles across the EMEA region driven by economic and political uncertainty and shifting market dynamics, 2025 is kicking off with renewed momentum for both employers and candidates.

As we dive headfirst into 2025, iCIMS Insights is digging into employer and candidate activity in the EMEA region to provide a closer look at what job seeker and recruiter activity looks like across the globe. Here's a hint: the EMEA region is embracing a more hopeful trajectory, proving that the employment landscape isn't as bleak as it has recently appeared.



The EMEA labour market continues to be in flux. This data provides a lens on the region's talent market to better understand the latest activity, industry trends and job seeker behaviour to stay ahead.

—Matt Sharp, SVP EMEA, iCIMS

Top findings this month:



The EMEA labor market is picking up steam, with openings up 31% and hires up 18% since January 2024.



EMEA application activity has surged 29% since the start of 2024, signaling increased enthusiasm for new opportunities among candidates.

18+

Young workers are dominating the EMEA job market, with 18-to 24-year olds comprising much of the applicant pool across regions.

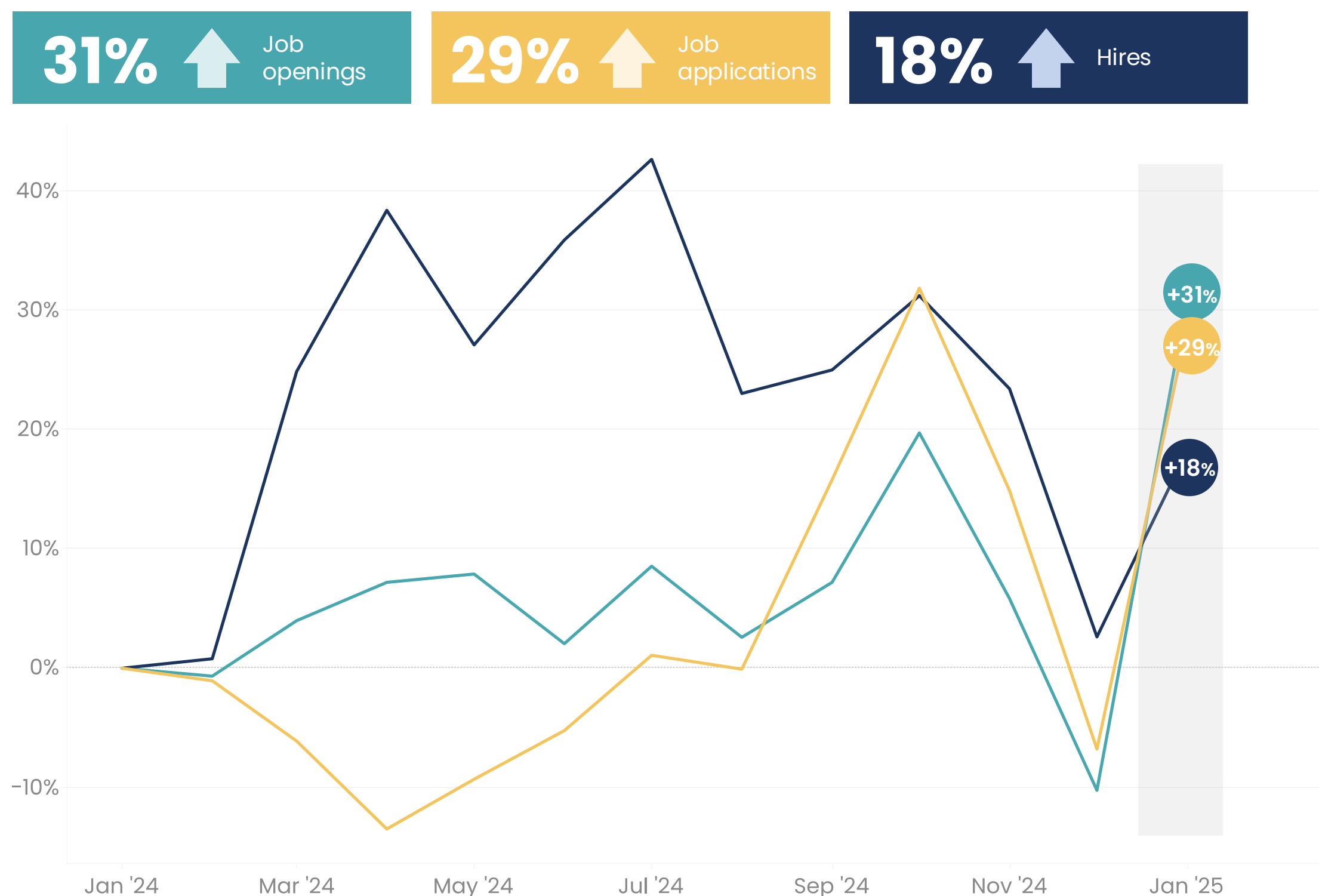


The EMEA market shows signs of rebound

iCIMS Insights quick take:

- After a period of cooling, the EMEA labor market is bouncing back, with the actions of employers and candidates converging to drive momentum forward.
- Candidates across the region are actively seeking new opportunities, with application activity up 29% since January 2024. Employers don't appear to be shying away from the influx of applicant demand, with openings increasing by 31% and hires up 18% over the same period.
- Following a year of economic and political turbulence, EMEA employers and candidates appear to be adjusting to the new market conditions, but the question remains: Will this positive shift towards renewed growth in the labor market continue?

Since Jan. 2024



EMEA platform indicators

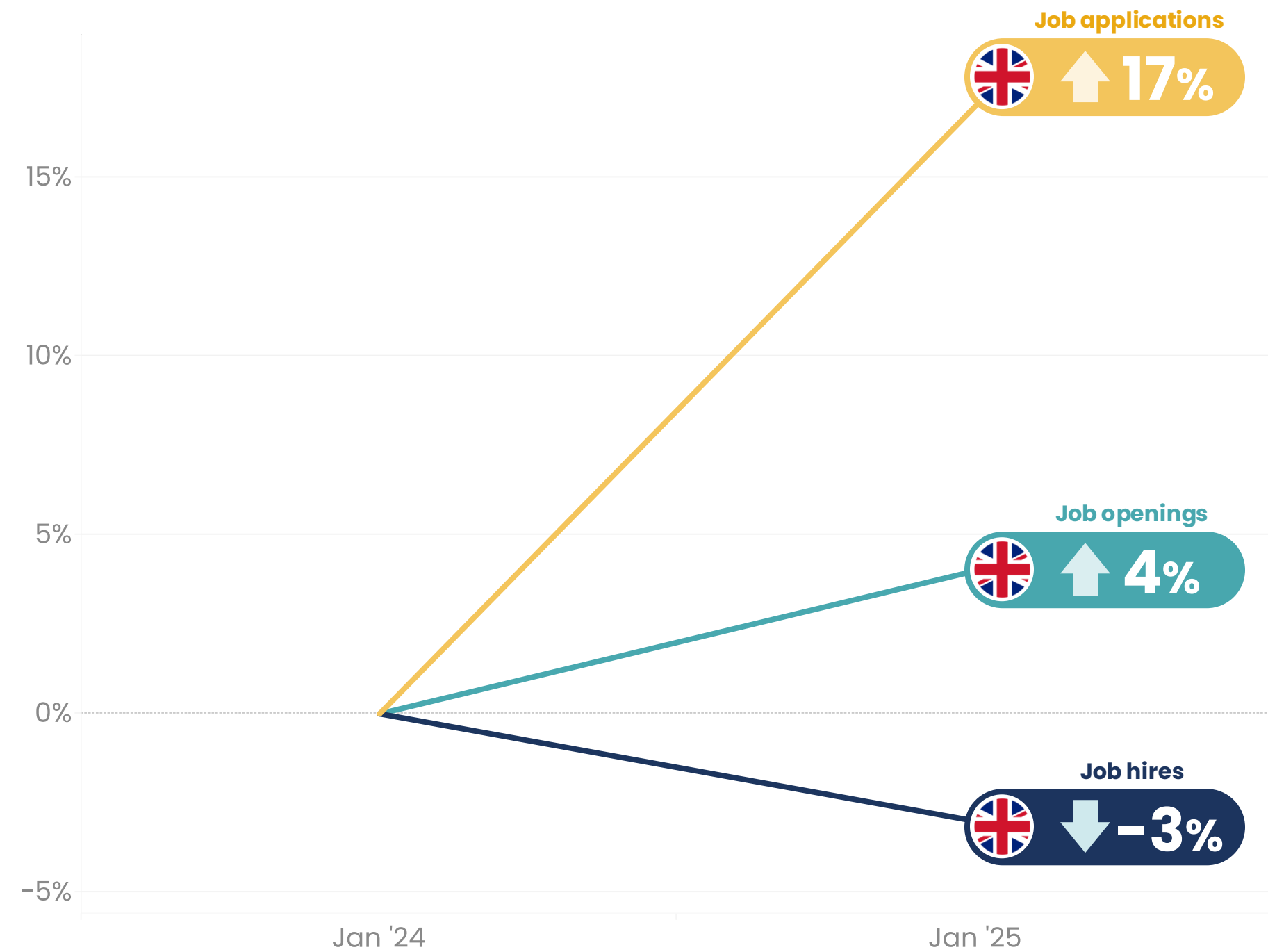
Job openings, applications and hires
January 2024–January 2025



The UK job market lags, but candidate demand holds strong

iCIMS Insights quick take:

- The overall EMEA labor market is showing signs of recovery. However, the UK job market continues to face challenges.
- Economic uncertainty and employment law reforms appear to be weighing on UK employers' confidence and hiring decisions, with hiring activity down 3% since January 2024.
- While UK employers aren't rushing to extend offer letters, they are still exploring the available talent, with openings up 4%.
- Candidates, on the other hand, have come out hot for new jobs at the start of 2025, with application rates up 17% year over year.



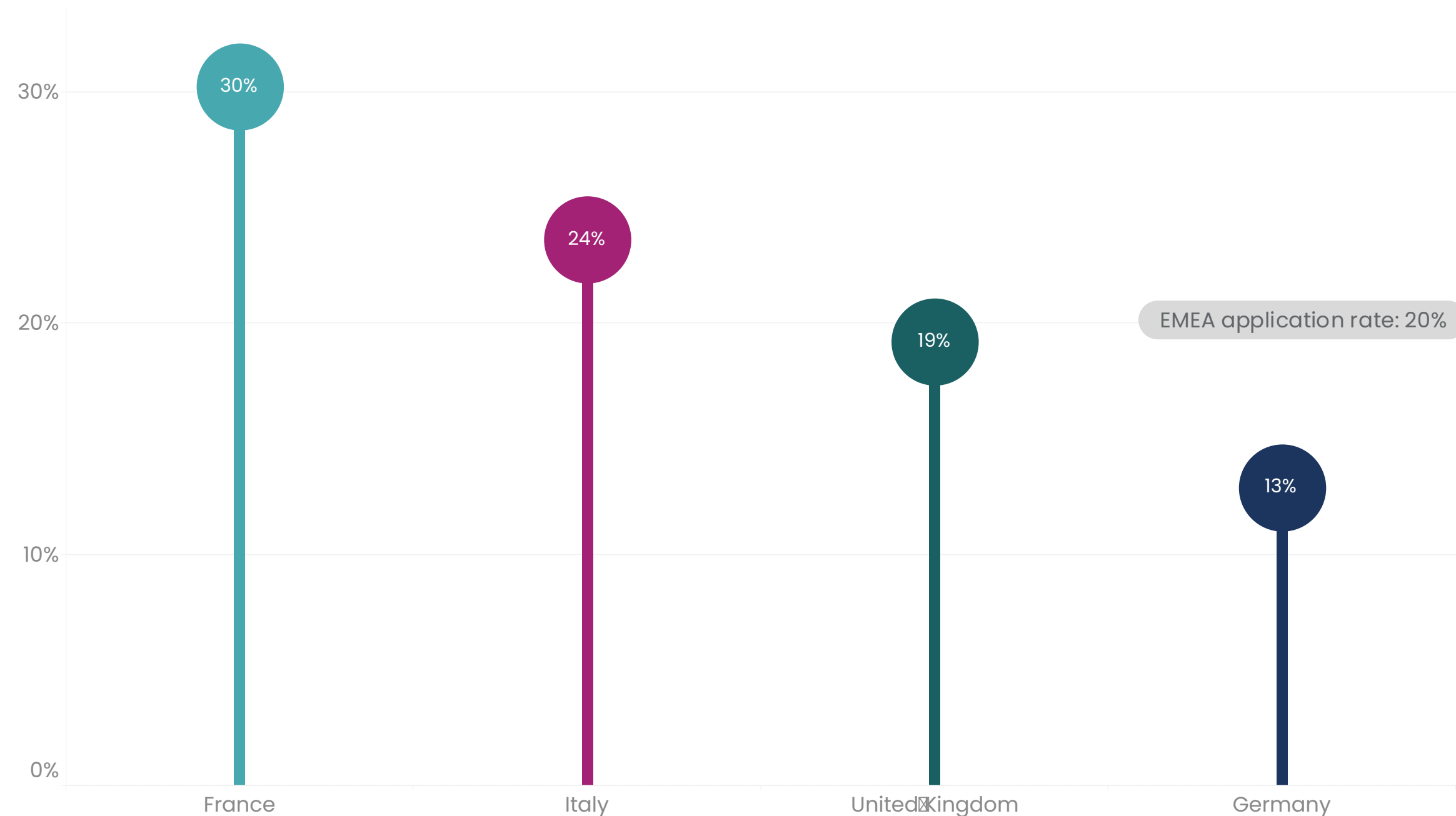
United Kingdom platform indicators
January 2024 – January 2025



EMEA sees variation in applicant engagement

iCIMS Insights quick take:

- Application rate, which measures how often browsing sessions on career sites convert to applications, reveals where EMEA candidates are most engaged.
- France is leading the charge, with 30% of sessions on career sites producing a completed application, a higher rate than the EMEA average of 20%.
- In the UK, less than a fifth of sessions converted to a completed application. Candidates might be more cautious about their job search amid economic uncertainty and heightened competition for work — but a mismatch between job seeker expectations and what employers are offering might also be to blame.



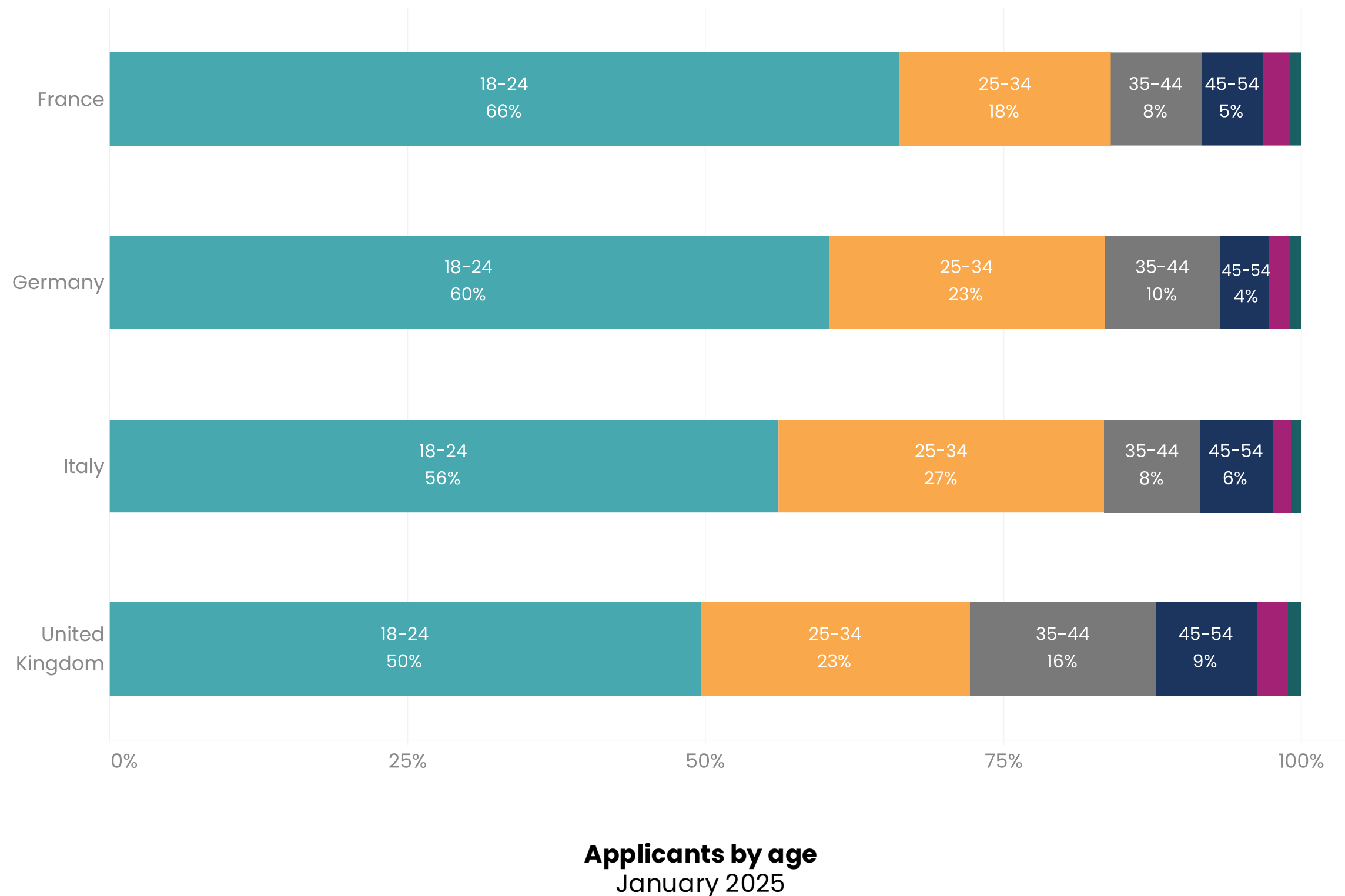
Application rate by country
January 2025



Younger talent is *mostly* steering the EMEA applicant pool

icims Insights quick take:

- Young workers are on the rise in EMEA, with the bulk of applicants under the age of 25 years old as of January 2025.
- In France specifically, the 18 to 24 age bracket accounted for 66% of the applicant pool, and 84% of candidates were under the age of 35.
- Comparatively, the UK applicant pool was more varied, with a higher proportion of applicants hailing from the 35 to 44 and 45 to 54 age groups. With the UK seeing later retirements, it's no surprise that older workers have maintained a presence, though they are well below the share held by younger talent.





Want more great insights?

iCIMS 2024 Talent Experience Report (UK/France)

Explore what candidates want right now and how talent acquisition pros are delivering those experiences in our second annual **iCIMS Talent Experience Report** for both [France](#) and the [UK](#).

iCIMS 2024 CHRO Report (UK/France)

CHROs and chief people officers share insight into what's top of mind in the year ahead in the **iCIMS 2024 CHRO Report**. Unsurprisingly, HR leaders in both [France](#) and the [UK](#) are juggling many challenges and priorities in an uncertain hiring climate.

How Kingfisher reduced time to hire by half

The home improvement retailer receives 500,000 applicants across seven countries each year. By partnering with iCIMS, [Kingfisher](#) used data to improve hiring team efficiency and build (get it?) excellent candidate experiences.



About iCIMS

iCIMS is a leading provider of talent acquisition technology that enables organizations everywhere to build winning workforces.

Visit www.icims.com to learn more.

Workforce data is vital to driving business forward.

iCIMS Insights provides data that is:

- Current
- Cross-industry
- Dual-focused on employer and job seeker intentions and activity

Data derived from:



3.3M+ global platform users



223M+ applications in 2024



630M+ candidate profiles



5.4M+ hires in 2024