Workforce Report

iCIMS Insights

MARCH 2025

Spotlight on Tech Jobs

Award-winning data program

DATA BREAKTHROUGH AWARD 2024
DATA SCIENCE SOLUTION OF THE YEAR

Big Picture:
March Workforce Report

- The labor market continues along its path of uncertainty as employers stay paused on opening jobs and hiring.

- But when it comes to jobs in tech, it's all-systems-go. Job openings are strong and applicants per opening (APO) is through the roof.

- This month, we uncover the most recent market activity, tech jobs trends and job seeker sentiment around AI.

The iCIMS Insights 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.

BY THE NUMBERS:

Employers appear frozen but people are still applying for jobs as **applications stay 12% higher** than February 2024.

Tech job applications surged 28% from February 2024 to February 2025, averaging **68 applicants per opening**, compared to the overall labor market average of 34.

Over one quarter **(27%) of men feel fully prepared** and confident to adapt to AI changes compared to just 14% of women.

iCIMS Insights Workforce Reports monitor monthly labor market activity based on hundreds of millions of applicants and millions of users. Organizations can use this data as a measuring stick to anticipate and adapt to ever-changing workforce dynamics.
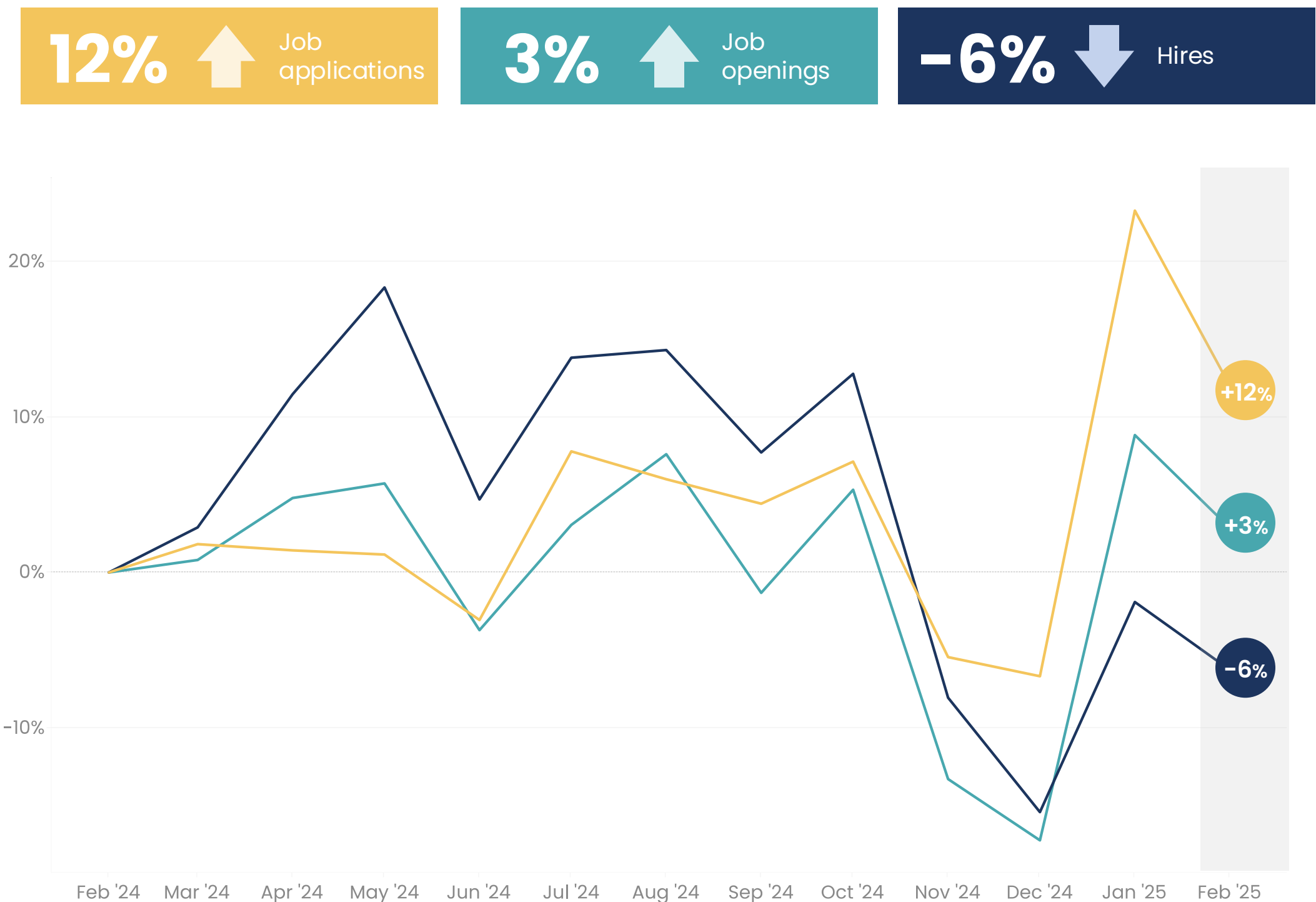
Applications continue to flow — despite a lot of uncertainty

iCIMS Insights quick take:

Application volume remained robust in February, even while companies slowed hiring.

- **People (still) want jobs:** Application volume in January and February was the highest seen since the start of last year.

- **What's at play:** Unemployment and quit rates remain low, so what gives? This could be the first wave of recently laid off government workers looking for new jobs. Or a reflection of the number of people continuing to file for unemployment benefits, which recently reached a three-year high, according to the news organization Marketplace.

Since Feb. 2024

12% ⬆ Job applications

3% ⬆ Job openings

−6% ⬇ Hires

+12%
+3%
−6%

Feb '24 Mar '24 Apr '24 May '24 Jun '24 Jul '24 Aug '24 Sep '24 Oct '24 Nov '24 Dec '24 Jan '25 Feb '25

Platform indicators

Job openings, applications and hires
February 2024–February 2025

Monthly focus: Tech jobs

iCIMS survey data: To get a read on job seeker sentiment around AI in the workplace, iCIMS conducted an online survey with Dynata of 1,000 adults on February 14, 2025.

This month, we're talking tech jobs – not jobs in the "tech industry" – but tech-related positions across all industries. Think: a software engineer working at a healthcare company or a data scientist at a financial firm.
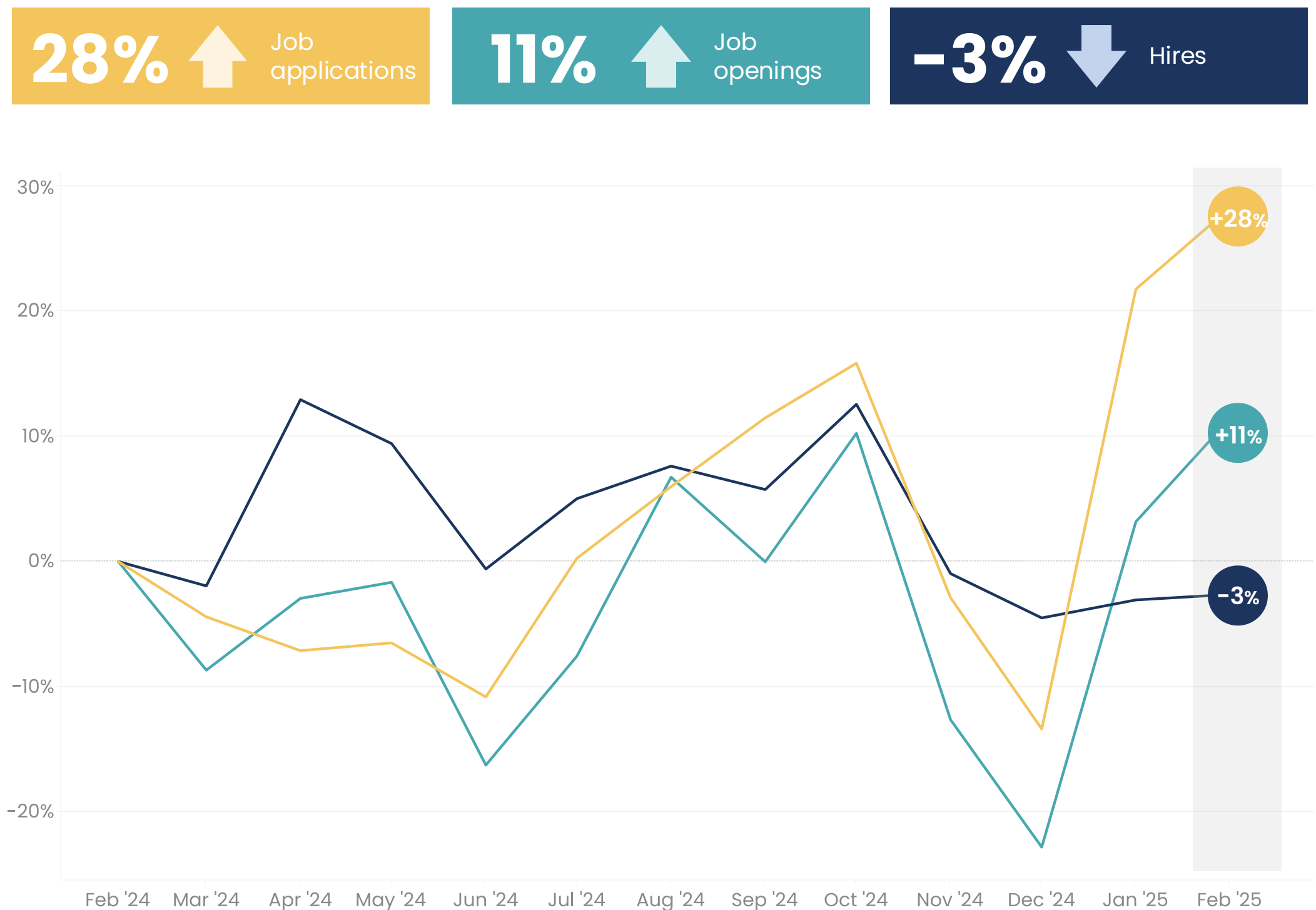
Tech jobs are hot, but not easy to land

iCIMS Insights quick take:

Tech jobs, not to be confused with roles in the tech industry, remain highly sought after by candidates.

- **Freeze frame:** In the face of a freezing effect for white collar jobs in the labor market, job seekers are not deterred, especially when it comes to tech jobs. Applications jumped 28% in one year.

- **Bottom line:** With the rise of applicants for tech roles, openings are also up 11% from last year. But hires are still down 3% year over year. This begs the question: Is the hiring slowdown in full effect?

Since Feb. 2024

28% ⬆ Job applications

11% ⬆ Job openings

−3% ⬇ Hires

+28%

+11%

−3%

| | Feb '24 | Mar '24 | Apr '24 | May '24 | Jun '24 | Jul '24 | Aug '24 | Sep '24 | Oct '24 | Nov '24 | Dec '24 | Jan '25 | Feb '25 |

Tech jobs platform indicators

Job openings, applications and hires
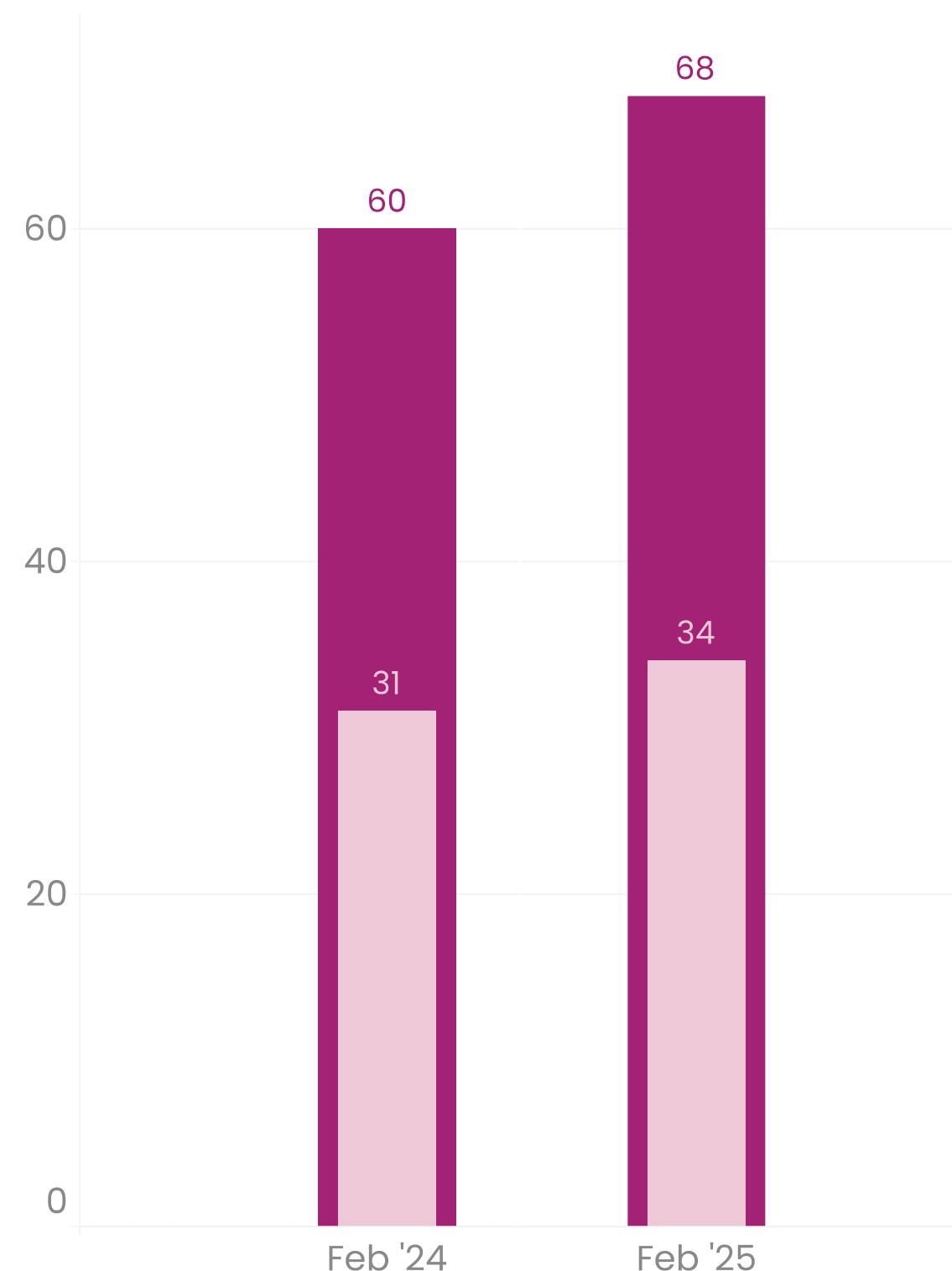February 2024–February 2025

Promise of high pay and flexibility puts tech jobs in high demand

iCIMS Insights quick take:

Open roles for tech jobs received an average of 68 applicants per opening (APO), up from 60 last year.

- **Tech job FOMO:** This jump far outpaces the overall labor market, which saw an average of 34 APO last month, highlighting the enduring appeal of tech roles.

- **Hot jobs:** Web developer and data scientist roles have seen a significant uptick in candidate interest, ranking among the most sought-after tech positions.

- **Why tech?** What's driving applicants to tech roles? Top drivers are high salaries (57%), job stability (37%) and flexibility in work arrangements (37%).

Applicants per opening
February 2024 vs. February 2025

■ Tech jobs
■ Overall labor market

AI is reshaping not just how we hire but the jobs themselves. Today, more than 10% of professionals hold job titles that didn't exist in 2000, and in the U.S., that number rises to 20%. In fact, Artificial Intelligence Engineer is one of the fastest-growing jobs across 15 countries.

Larry Nelson
Head of Talent
Partnerships at LinkedIn

🔥 **HOT JOBS**

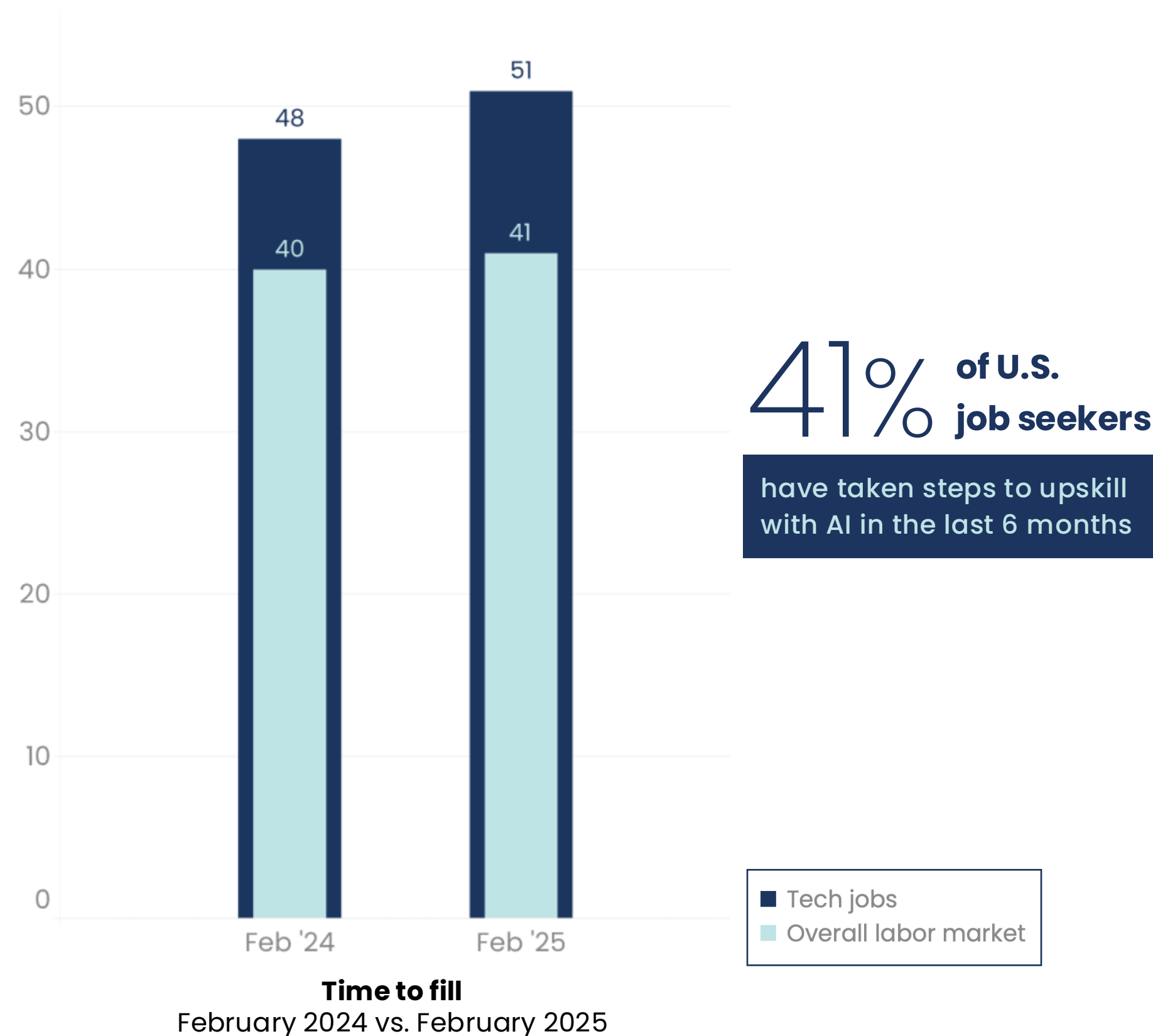|	% change in applications
Web developers	66%
Data scientists	54%
Software developers	25%

Tech job time-to-fill grows as AI skills lag

iCIMS Insights quick take:

Resumes for tech jobs are pouring in but recruiters might be struggling to find the right fit for the role.

- **Slow down:** Time to fill (TTF) for tech jobs increased to 51 days in February 2025, from 48 days the year prior. That's 10 days longer than the overall labor market.

- **Mind the gap:** AI skills gaps could be driving this hiring challenge, with iCIMS survey data indicating that less than a quarter (21%) of U.S. job seekers feel adequately prepared to adapt to AI-driven changes in the workplace.

41% of U.S. job seekers have taken steps to upskill with AI in the last 6 months

Time to fill
February 2024 vs. February 2025

Feb '24: Tech jobs 48, Overall labor market 40
Feb '25: Tech jobs 51, Overall labor market 41

Legend: ■ Tech jobs ■ Overall labor market

Older workers sideline tech jobs amid AI and ageism concerns

iCIMS Insights quick take:

Older workers aren't interested in tech jobs.

- **A young person's game:** Last month, 18-to-24-year-olds comprised 58% of applicants for tech jobs and 78% were under the age of 35.

- **No country for old men:** Older workers might be staying in the workforce longer, but they're steering clear of tech jobs, with applicants aged 55 and older making up just 5% tech job applicants.

- **Tech? Meh.** The decline of older tech applicants may be driven by concerns surrounding ageism and AI skills gaps. In fact, 57% of baby boomers say they are not interested in pursuing a tech career.

18-24 58%

25-34 20%

35-44 10%

45-54 7%

55-64 3%

65+ 2%

57% of baby boomers say they are not interested in pursuing a tech career
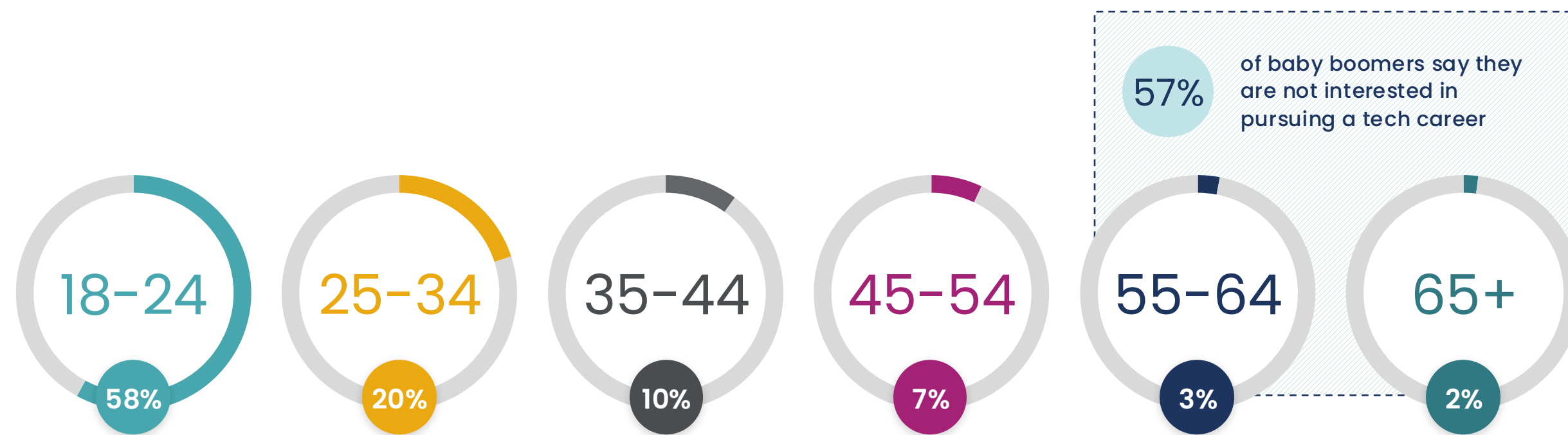
**Applicants by age for Tech jobs**
February 2025

Tech pros are flocking to financial services for the next big thing

iCIMS Insights quick take:

Applications for tech jobs in financial services has increased a staggering 69% year-over-year.

- **Fintech appeal:** As financial institutions ramp up AI efforts, the demand for skilled tech talent has skyrocketed, offering job seekers a chance to cash in on the evolving landscape of fintech.

- **Search for stability:** Tech jobs in healthcare are also seeing buzz, with a 43% jump in applications. Could burnout and staffing shortages be driving job seekers from the frontlines of healthcare to IT roles that blend the stability of healthcare with the innovation and flexibility of tech?

69% Finance

43% Healthcare

21% Manufacturing

11% Retail

60%

40%

20%

0%

Feb '24

Feb '25
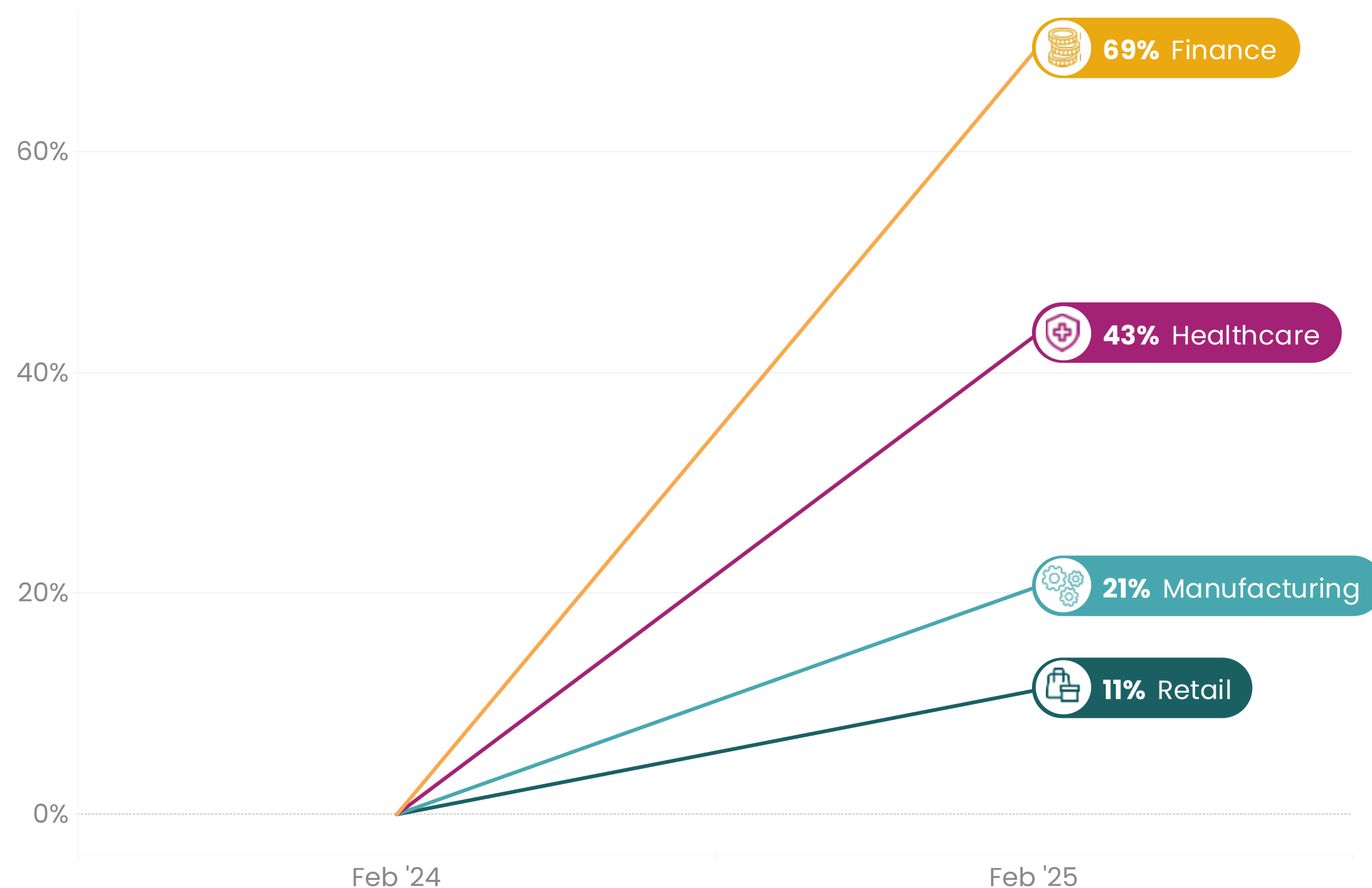
Tech job applications by industry
February 2024 – February 2025

Is imposter syndrome holding women back from jobs in tech?

iCIMS Insights quick take:

Tech job applications surged for both men and women from February 2024 to February 2025, outpacing the overall labor market.

- **Skills gap:** 4 out of 10 female job seekers say they are deterred from pursuing a tech career due to a perceived lack of skills and experience.

- **Believe:** Despite this, many women are still taking the leap to apply for tech roles, with applications by female candidates increasing 27% year-over-year. Imagine the growth that could unfold if more women had greater confidence in their tech prowess.

Overall

Tech

10%

14%

27%

32%

Applications by gender
February 2024 – February 2025
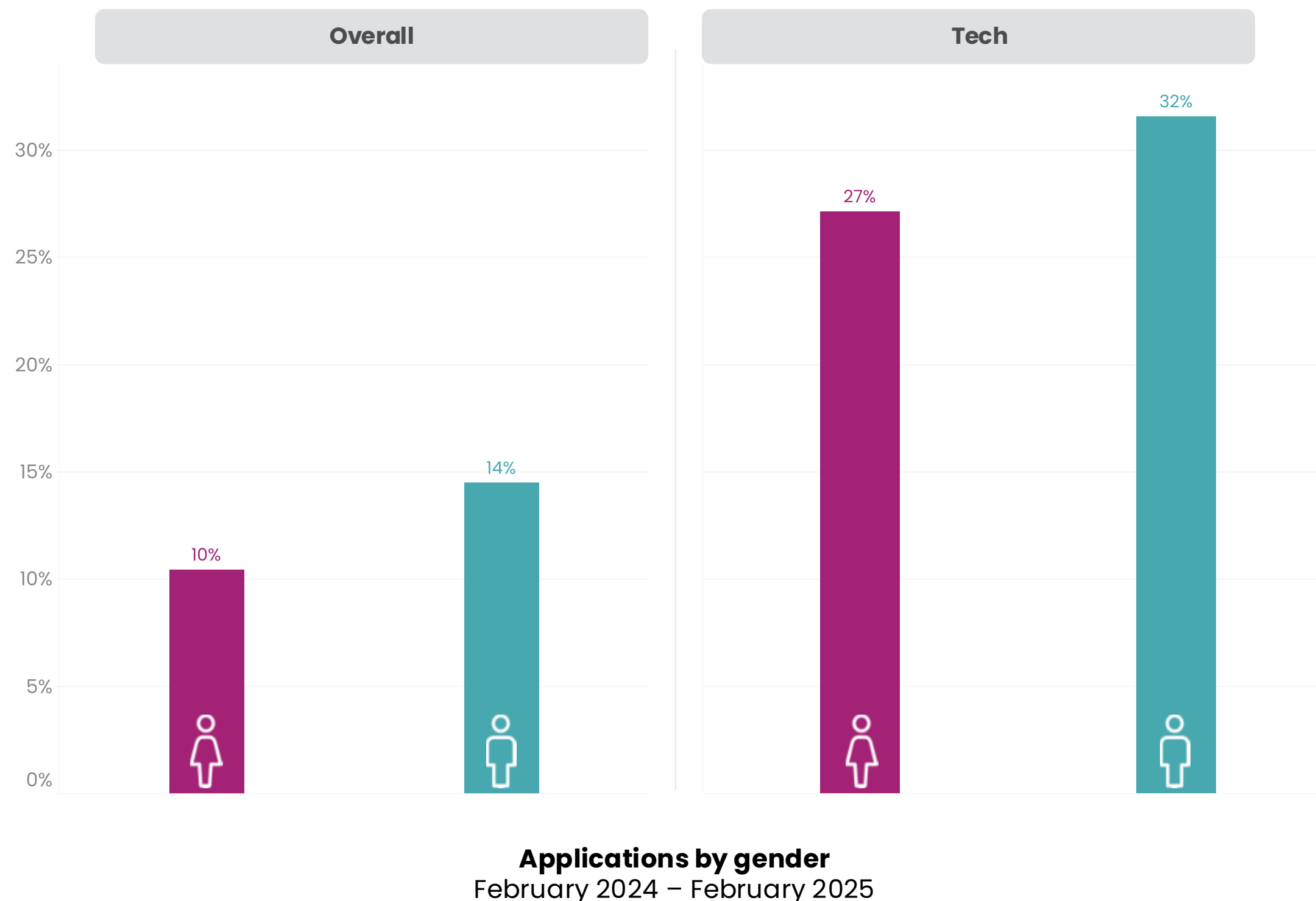
Women don't see AI skills as key to job success

iCIMS Insights quick take:

Just 10% of women said that AI literacy is a requirement to land any job today (compared to 18% of men).

- **Resisting change:** Women were also less likely to report upleveling their AI skills in the past six months, and 40% say they don't plan to compared to 29% of men.

- **Fear of the unknown:** 23% of women reported not feeling prepared for AI-driven changes at work and aren't sure how to adapt, compared to 17% of men.

- **Be confident:** Over one quarter (27%) of men feel fully prepared and confident to adapt to AI changes compared to just 14% of women.

Indeed's data shows that the share of U.S. job postings mentioning GenAI or related terms has skyrocketed over the past year, up 170% from January 2024 to January 2025. This underscores the need for individuals and organizations to be proactive in adapting to this new reality.

indeed

Deepika Pillai
Sr. Manager, Indeed
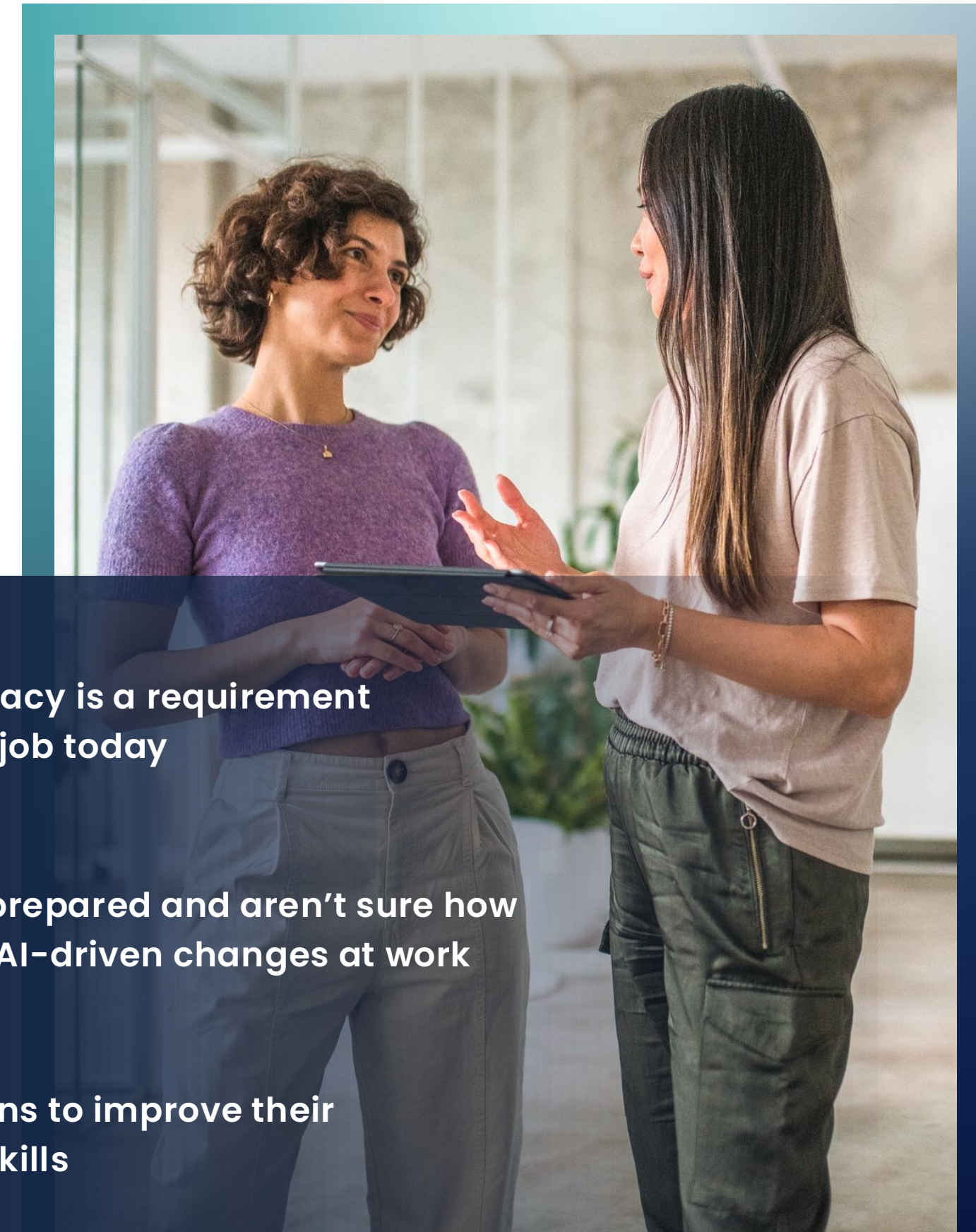
1 out of 10 women
think AI literacy is a requirement to land any job today

2 out of 10 women
do not feel prepared and aren't sure how to adapt to AI-driven changes at work

4 out of 10 women
have no plans to improve their AI-related skills

Inside Wendy's fresh — never frozen — AI recruiting strategy

The quick service restaurant (QSR) favorite is leveraging technology innovations to modernize their approach to the customer and candidate experiences.

The challenges

- The company hired nearly 13k employees in 2023 to staff its more than 375 company-owned restaurants.
- Their team needed a versatile platform for hiring diverse roles across regions — from an engineer in Ohio to a shift leader in Vietnam.

The approach

- Their recent adoption of GenAI to take drive thru orders made getting buy-in from leaders to bring AI into TA less challenging.

The results

- Candidate ranking sources top candidates through AI.
- Automating interview scheduling streamlines processes.
- Implementing a digital chatbot improves candidate engagement.

"You have to balance AI with the human touch. Just because something can be automated doesn't mean that it's the right experience for the candidate."

Bailey Capper
Director of Talent Acquisition, The Wendy's Company

Want more great insights?

Prompt AI like a pro

GenAI chatbots are a great tool to speed up day-to-day recruiting tasks. But to get the most out of it, you need to learn the art of prompting. **Learn five tips** to prompt AI in a way that elicits helpful and useful responses in this tip sheet.

iCIMS 2024 Talent Experience Report

Explore what candidates want right now and how talent acquisition pros are delivering those experiences in our second annual **Talent Experience Report**.

iCIMS 2024 CHRO Report

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 are juggling many challenges and priorities in an uncertain hiring climate.

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