

# Workforce Report

**icims**<sup>®</sup> Insights

**APRIL 2025**

*Market Pulse Check*

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# Big Picture:

## April Workforce Report

- The federal government's recent sweeping layoffs have impacted multiple departments and job functions. These widespread reductions are adding another layer of complexity to an already fragile employment landscape.
- Despite predictions for a gloomy March, iCIMS platform data revealed signs of resiliency. Whether that continues to buoy job seeker and employer expectations remains to be seen.
- This month, we teamed up with iCIMS strategic partner, UKG, to explore whether the federal workforce cuts are creating white-collar job opportunities.

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:



Despite bleak predictions, the labor market has shown an unexpected rebound, with **applications up 11% and openings up 10%** in March 2025 from the prior month.



The finance sector is shining brightest amid federal cuts, with job openings seeing an average of **46 applicants** in Q1 2025, marking a 13% increase from the previous year.



According to iCIMS strategic partner, UKG, **30% of federal employees are veterans** — compared to just 5% of the U.S. workforce — who bring a duffle bag of transferable skills (e.g., technical, leadership, operating in stressful situations).

*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.



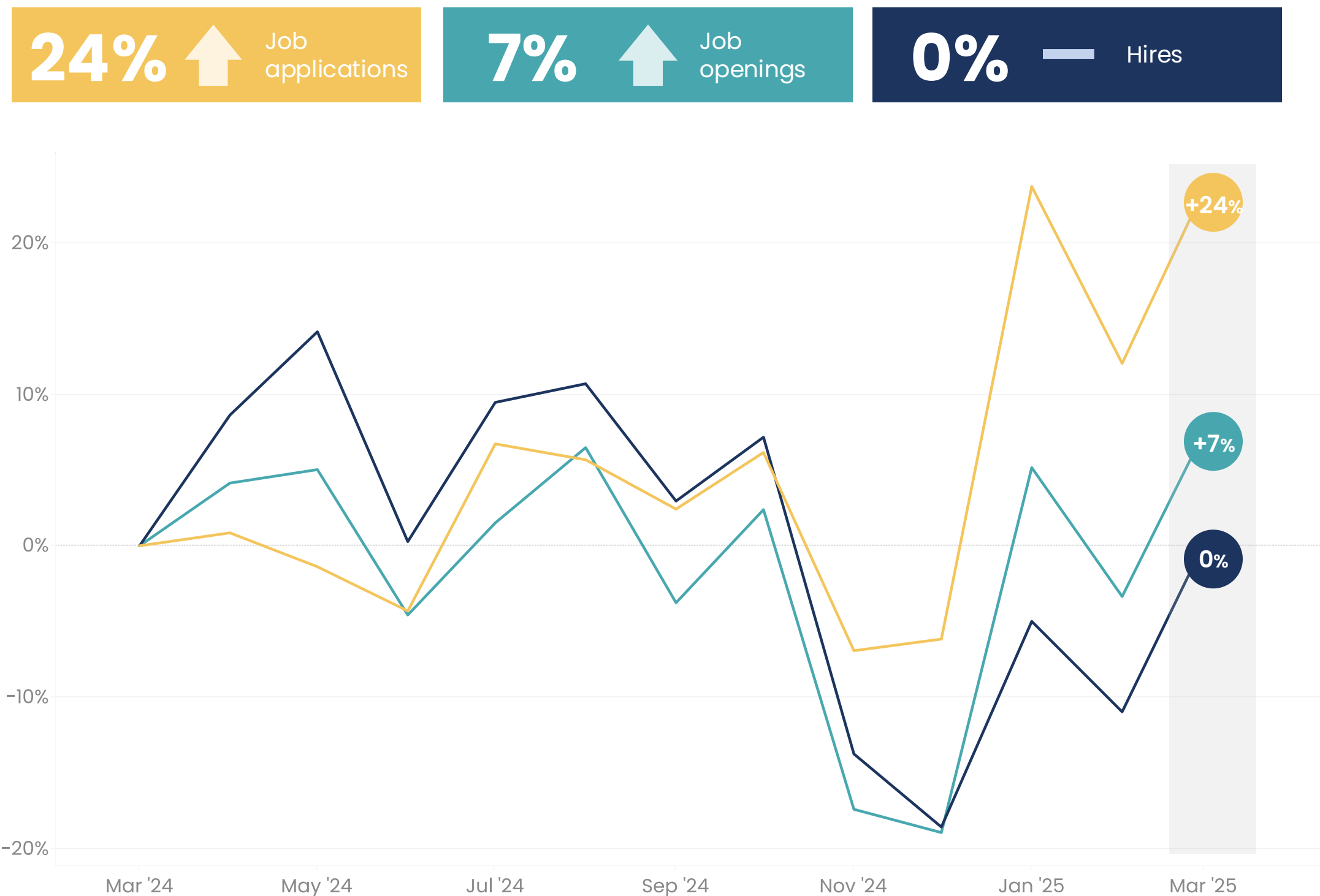
# The strength of the labor market undergoes a pressure test

## iCIMS Insights quick take:

The labor market showcased unexpected resilience in March, with activity picking up across the iCIMS platform.

- **What's at play:** Hires, applications and openings have rebounded, despite persistent volatility and uncertainty across sectors. While March typically sees an uptick from February, this jump in activity offers a glimmer of optimism that shouldn't be overlooked.
- **Why it matters:** Caution defined Q1 2025, but as employer and candidate expectations start to align, a shift in talent strategy may be underway.
- **Will it last?** Will these positive signs persist as the effects of the federal workforce cuts trickle into the private-sector labor market, or will this optimism give way to chaos?

Since Mar. 2024



### Platform indicators

Job openings, applications and hires  
March 2024–March 2025



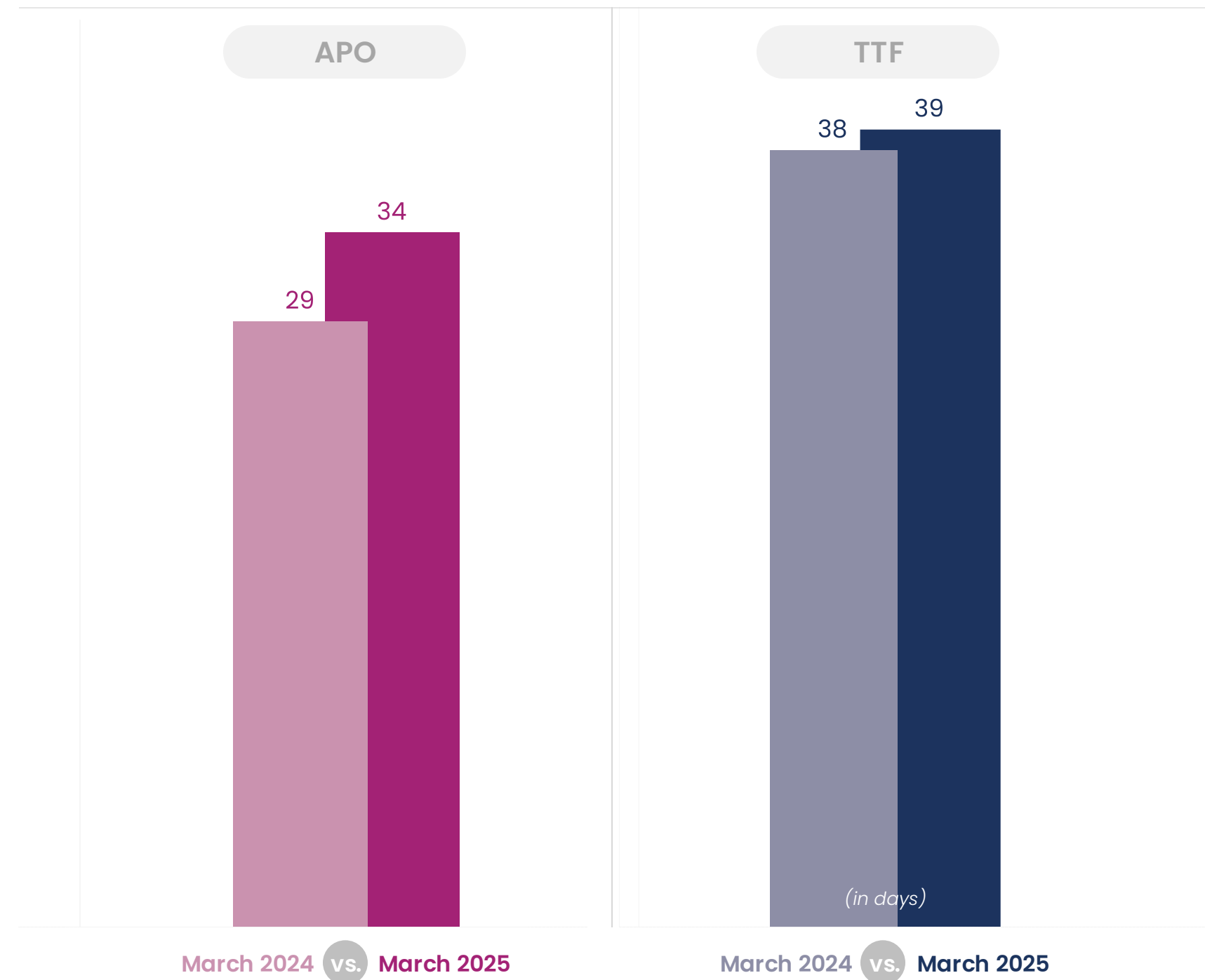
# Applications climb, turning up the heat on job seekers

## iCIMS Insights quick take:

With layoffs in the public and private sectors driving up applications, standing out just got tougher.

- **Under pressure:** Candidates are facing heightened competition for open roles, with applicants per opening (APO) jumping to an average of 34 in Q1 2025 from 29 in Q1 2024. This pressure is only expected to continue as recently displaced federal workers flood the private sector labor market.
- **Employers aren't phased:** Despite the influx of candidates applying for jobs, employers aren't taking much longer to fill open seats. Time to fill (TTF) has remained largely unchanged since last year.

## Overall labor market



# Market pulse check

with **UKG**



Displaced federal employees have a lot to offer but will need to translate their federal experience into descriptions that non-government employers will understand. They will need to communicate not just the tasks they performed but the outcomes they achieved.

**Bob Lavigna**  
Senior Fellow—Public Sector, UKG

As the new administration reduces the size of the federal workforce, an influx of job seekers will be flooding the labor market in the coming months. In this report, we profile the talent landscape they're entering and **tap on our partner, UKG**, to help uncover how private sector employers can leverage this new (and highly skilled) talent pool.



### What do we know about this group of displaced workers?



In general, federal employees are older, have more education and tenure than their private sector counterparts, and work more in “white collar” jobs.



Many probationary employees who have been fired are younger workers.



30% are veterans (compared to 5% in U.S. workforce) with transferable skills (technical, operating in stressful situations, leadership).



Many work in administrative or public-sector-unique jobs (e.g., grant administrators, park rangers, foreign aid workers)

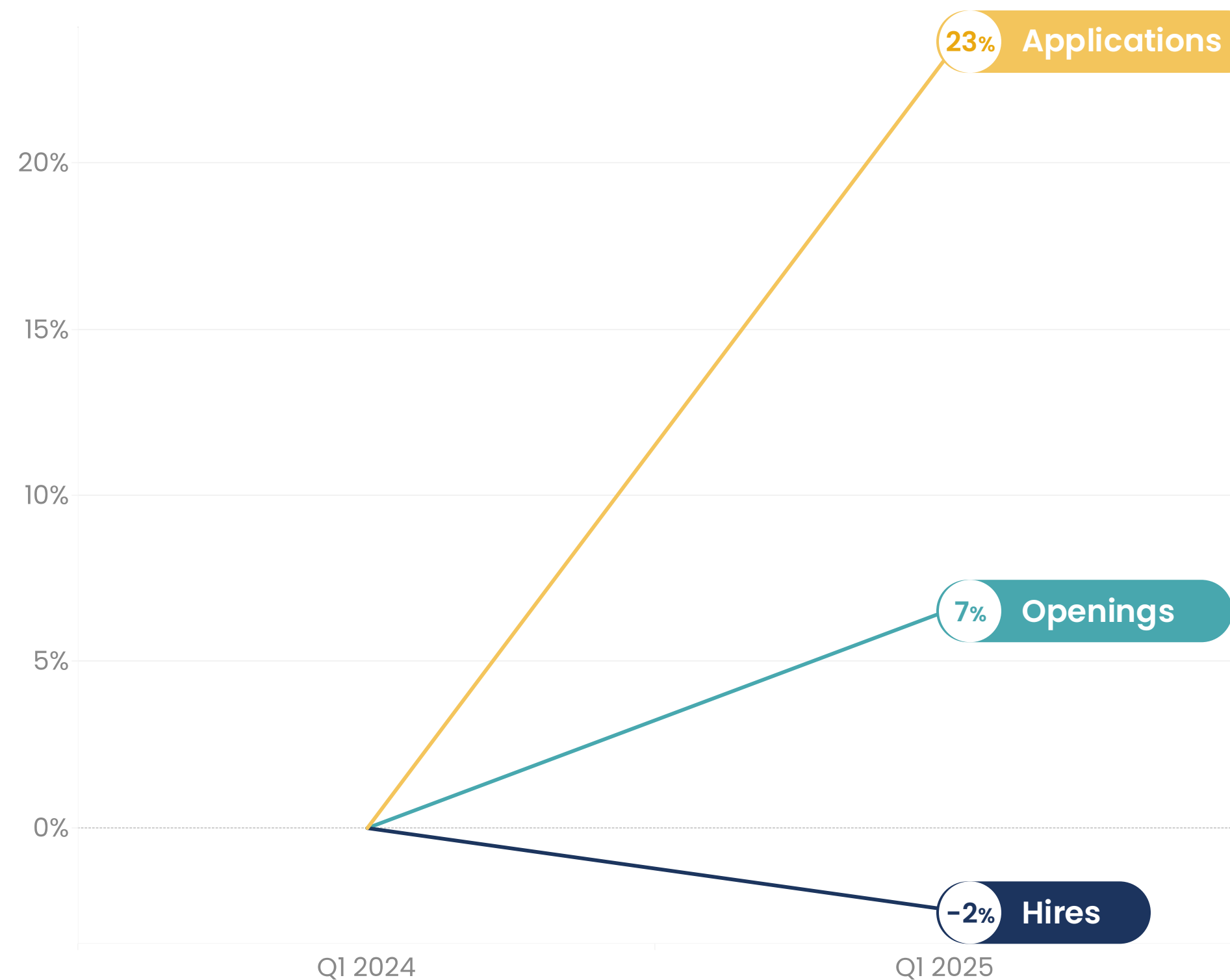


## Are federal cuts pushing talent toward finance?

### iCIMS Insights quick take:

Financial services is mirroring overall labor market trends, showing positive signs of job growth despite ongoing turbulence.

- **A moving target:** “We won’t know how many federal employees are displaced, or in what occupations, until the dust settles on the litigation around the administration’s attempts to remove them,” says Bob Lavigna, UKG’s senior fellow for public sector.
- **Hire or lose out:** Some federal financial jobs map more directly to jobs in the private and other sectors, Lavigna says. In some cases, these workers have managed (or audited) large and complex financial operations and projects, such as programs, grants and contracts involving hundreds of million — or even billions — of dollars.



### Finance platform indicators

Job openings, applications and hires  
March 2024–March 2025



# Finance talent floods the market, but employers take it slow

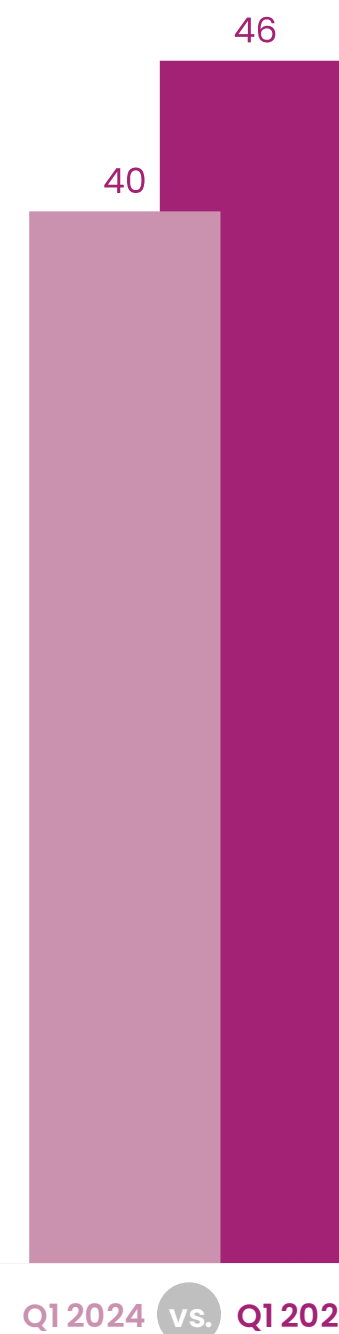
## iCIMS Insights quick take:

Time to fill (TTF) for finance jobs is ticking up, signaling employers may be struggling with the influx or finding the right candidates.

- **Workers eye finance:** Applicants per opening (APO) for finance jobs in Q1 2025 was 46, up from 40 the year prior, signaling sustained candidate interest in the sector.
- **Wakeup call:** Demand for finance jobs is rising, but hiring hasn't kept pace, with TTF up two days from last year.
- **Tech advantage:** Recruiters in the sector should embrace AI. The right AI can be used as a strategic tool to identify top talent quickly and effectively engage high volumes of candidates to stay in sync with where the industry is headed.

## Finance industry

### APO



### TTF



### Jobs snapshot: Applications Q1 2024 → Q1 2025

Information security analysts	+25%
Accountants and auditors	+12%



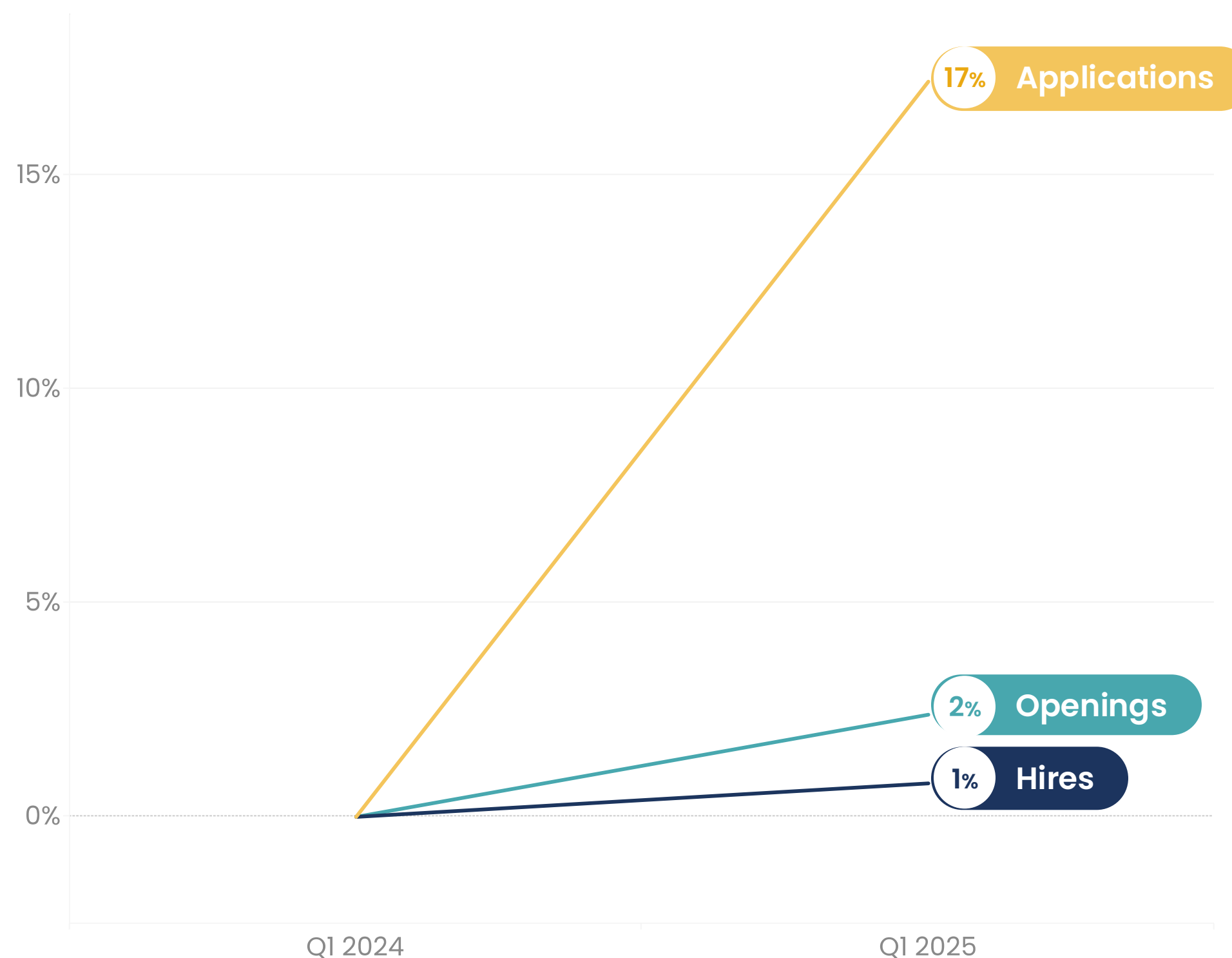


## Layoffs at nation's public agencies could have a silver lining

### iCIMS Insights quick take:

The healthcare sector saw a 17% uptick in applications — but are candidates qualified?

- **What's happening:** The U.S. government reported a standard addition of 54,000 healthcare-related roles last month, which was in line with iCIMS platform activity.
- **Why it matters:** The minimal increase in hires suggests that despite the increase in applications, a good candidate still may be hard to find.
- **A (future) silver lining:** Bob Lavigna, UKG's senior fellow for public sector, points out that many federal workers at health agencies who have lost their jobs are not front-line workers but administrators and researchers. While the VA has announced cutting 80K workers in June, it's still unclear the nature of those roles.



**Healthcare platform indicators**  
Job openings, applications and hires  
March 2024–March 2025



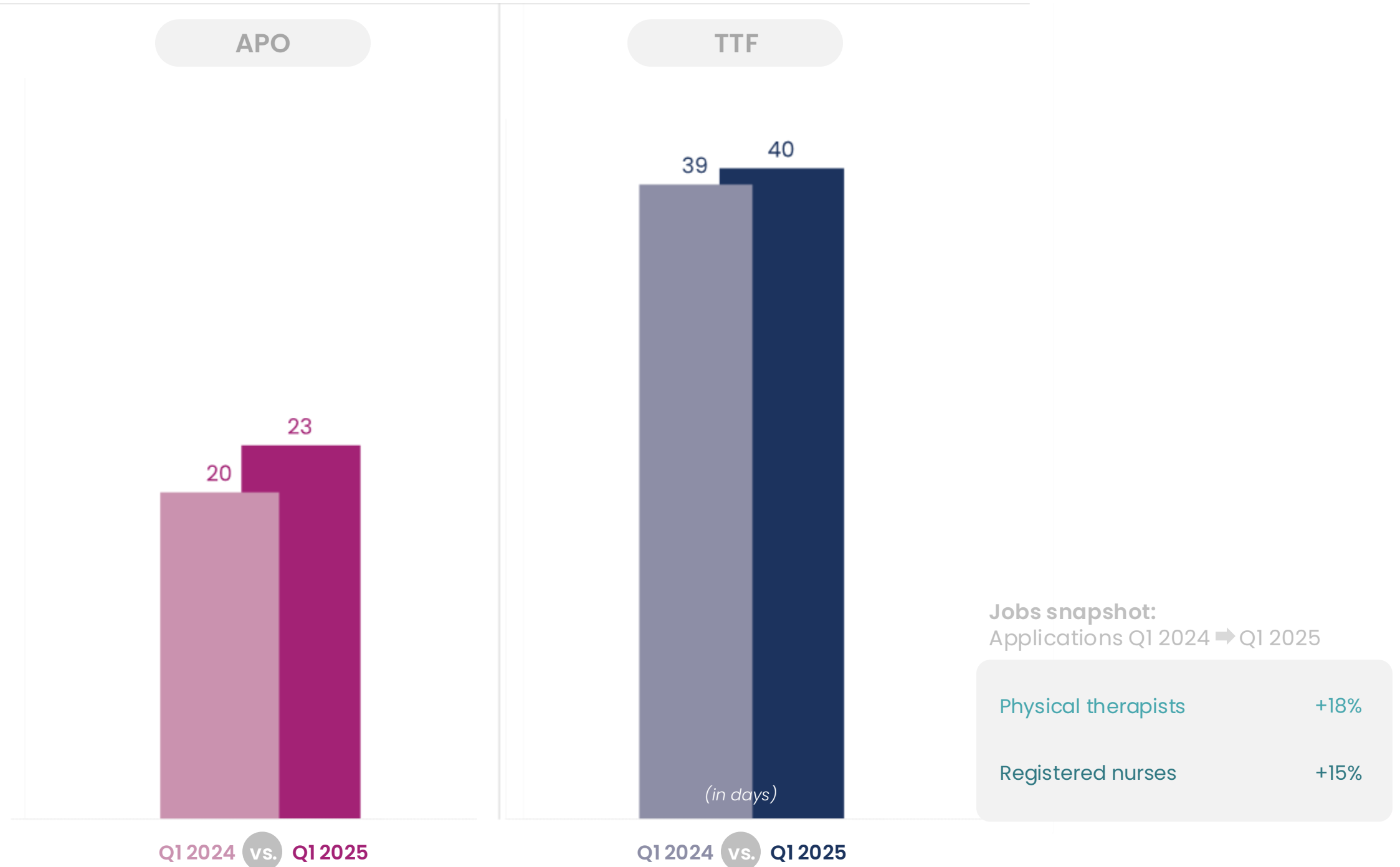
# Quick turnaround: Healthcare employers keep hiring moving

## iCIMS Insights quick take:

Despite the possible lack of qualified applicants, healthcare employers are filling roles as quickly as most sectors.

- **Why it matters:** Sure, applicants per opening for healthcare jobs is pretty low compared to other sectors, but hiring teams fill jobs as fast (if not faster) as those other sectors.
- **Some good news:** iCIMS Insights data shows a 15% rise in applications for registered nursing roles. According to the BLS, the demand for registered nurses will increase 6% by 2033.

## Healthcare industry



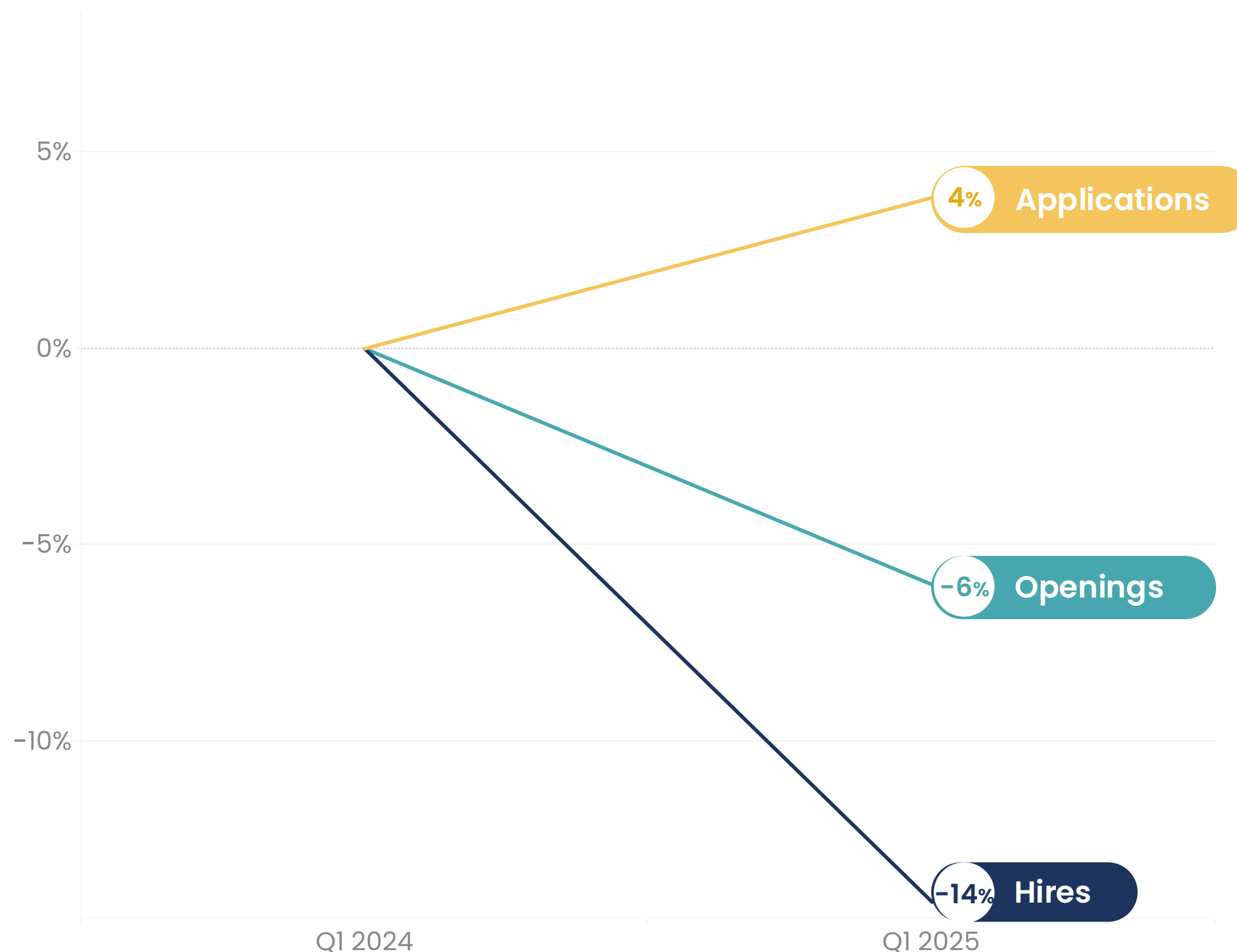


## Wanted: Specialized skills to fill open teaching positions

### iCIMS Insights quick take:

Hires are down 14% from the first quarter of last year, potentially exacerbating the ongoing teacher shortage.

- **The ABCs of today's classroom:** The United States could be facing a shortage of [nearly 200K teachers](#) by 2026, leading to growing class sizes and hiring unqualified candidates to fill open roles.
- **Opportunity knocks:** Bob Lavigna, UKG's public sector senior fellow, shared with iCIMS that displaced federal employees with advanced degrees and years of technical experience could transition to teaching in STEM fields to help reduce the teacher shortage in those areas. This is timely, as schools gear up to hire teachers for the next school year (and the hiring process takes time).



### Education platform indicators

Job openings, applications and hires  
March 2024–March 2025



# Class in session ... eventually

## iCIMS Insights quick take:

Education hires take time — with time to fill rates running over a week longer than other industries.

- **Saved by the bell? Not so much:** Time to fill (TTF) increased to 51 from 49 in 2024. Hiring in education is an in-depth process, paved with needed approvals and certifications.
- **Slow hiring cycles:** From selection committees to school board approvals, education hiring is a marathon — not a sprint. Even with strong interest, candidates often face long wait times and complex processes.
- **Chalk it up to growth:** Compared to Q1 2024, the number of teacher applications and education administrator applications rose 11% and 4% in Q1 2025.

## Education industry

APO



TTF



**Jobs snapshot:**  
Applications Q1 2024 → Q1 2025

Teachers	+11%
Education administrators	+4%





# The ripple effect: Job search and application activity on the rise in the Washington, D.C. area

## iCIMS Insights quick take:

D.C.'s talent market is on the move, with job applications surging following recent federal worker reductions.

- **Added complexity to the talent market:** Application growth in the nation's capitol outpaced the overall trend of 24%. While 85% of federal employees work outside the Washington, D.C. area, it could serve as a microcosm for other parts of the country with large government worker populations, such as California and Texas.
- **Momentum in the region:** According to LinkedIn, application volume among government-affiliated job seekers surged by 175%, outpacing the 50% increase among non-government applicants between late September and mid-February.

## Washington, D.C. area applications

since March 2024

+37%



AS SEEN IN:

HR BREW

“Even in the broader market, we’re seeing federal employee cuts, and that’s going to bring in a completely new candidate pool from public sector jobs to private sector jobs. That leads to uncertainty but underscores the value that talent acquisition or recruitment partners can play in matching people with transferable skills to jobs.”



**Stephanie Sansone**  
Director of talent acquisition at iCIMS



# Want more great insights?

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## 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 AI, 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 CHRO Report

CHROs and chief people officers share insight into what's top of mind in the year ahead in the [iCIMS 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](https://www.icims.com) to learn more.



**Data Breakthrough Awards:**  
2025 Business Intelligence  
Solution Provider of the Year

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