

Workforce Report

icims[®] Insights

May 2025

Job Seeker Spotlight

Award-winning
data program



DATA SCIENCE
SOLUTION OF THE YEAR



BUSINESS INTELLIGENCE
SOLUTION PROVIDER OF THE YEAR



Big Picture:

May Workforce Report

- The labor market shows surprising strength, with job openings at a 12-month high and applications on the rise.
- But hiring isn't keeping pace. Employers are posting jobs and collecting candidates but moving cautiously on headcount decisions.
- As the candidate volume grows, talent teams must stay sharp — balancing speed, transparency and tech to compete for top talent in a deliberate market.

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:



Job openings are up 6% year over year — the highest level in the past 12 months.



The growth of internal hires (+6%) has outpaced that of external hires (+1%) year over year.



39% of job seekers believe AI should support — not replace — human decision making in hiring.

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.



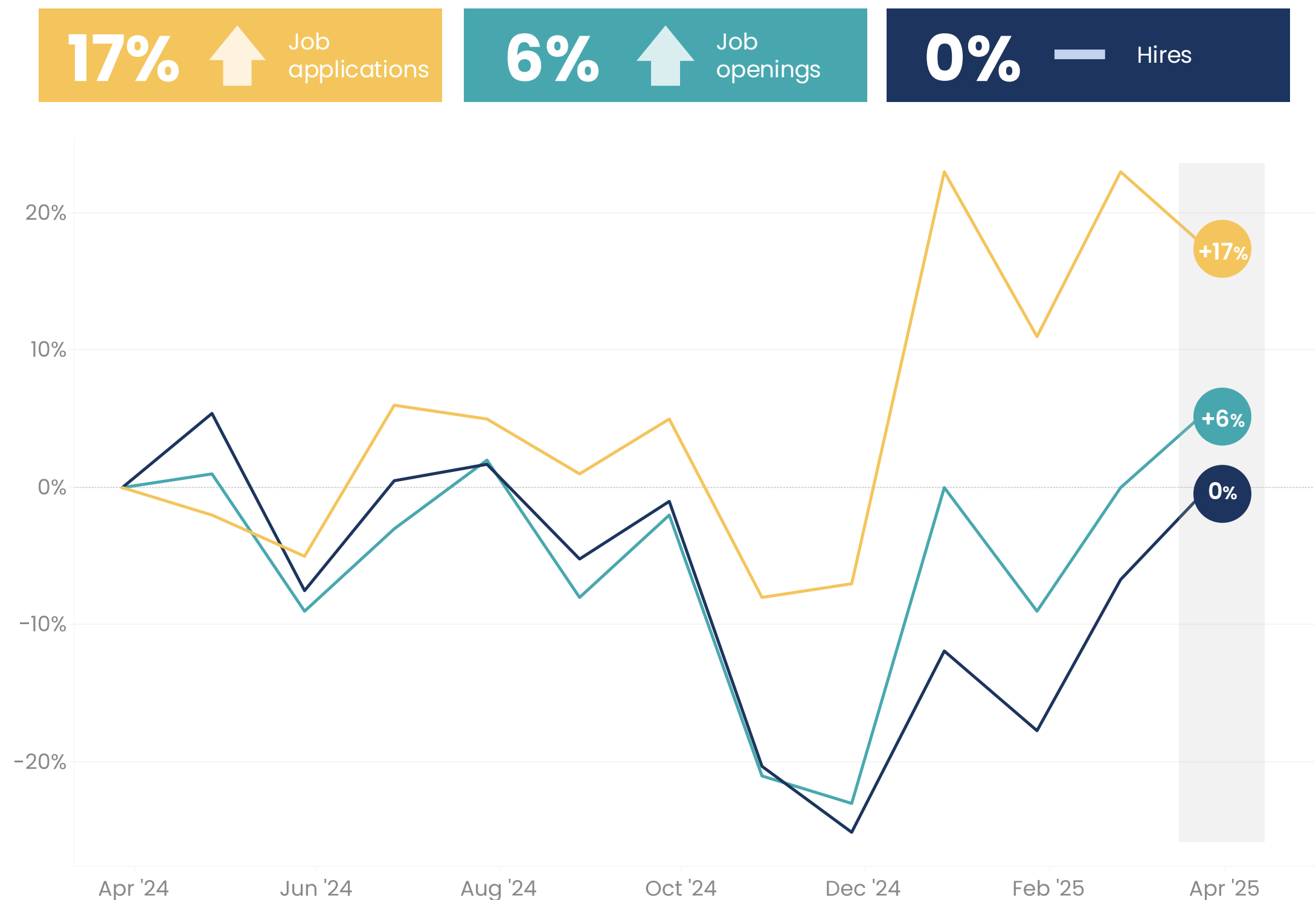
Job openings hit 12-month high, but hiring hasn't caught up

iCIMS Insights quick take:

The labor market remains resilient. Job openings are climbing, applications are still elevated — but hiring continues to lag.

- **What's happening:** Despite continued economic uncertainty, employer demand and job seeker activity remain strong. Openings are at a 12-month high and application volume is still elevated.
- **The catch:** Even with signs of strength, many employers remain cautious — posting jobs, collecting candidates, but moving carefully when it comes to headcount.
- **The bottom line:** This isn't a hiring surge — it's a slow build. TA teams must stay sharp, responsive and efficient to compete in a market where the volume is high, but decisions are deliberate.

Since Apr. 2024



Platform indicators

Job openings, applications and hires
April 2024–April 2025



Job seekers want clarity — and they notice when it's missing

iCIMS Insights quick take:

Career growth and pay transparency matter most to candidates, while broken experiences — like poor communication and long processes — top the frustration list.

- **Why it matters:** In a market where applications are up, job seekers still expect timely, transparent experiences. Failing to meet those expectations risks brand damage and candidate drop-off.
- **The catch:** Hiring efficiency isn't just a TA metric — it's a brand moment. Nearly half of job seekers say it significantly impacts how they perceive a company.
- **The bottom line:** Speed, transparency and communication are the foundation of a positive candidate experience. Get those right, and you're already ahead.

Job seeker insights

Survey data from 1,000 U.S. adults (18+)

iCIMS conducted an online survey with Dynata on March 27, 2025, of 1,000 U.S. consumers, aged 18+.



Rank the top 2 factors

that matter most when applying for a job

- 50% opportunities for career growth and development
- 50% transparency about salary, benefits and work culture
- 30% access to clear job descriptions and role expectations
- 26% a strong and recognizable employer brand



Top 3 frustrations

during your most recent experience applying for a job?

- 40% Never hearing back from the organization after applying
- 39% Lengthy application process and lack of relevant information about the role, company, etc.
- 38% Lack of communication or transparency in hiring decisions

96%

of respondents say an **efficient hiring process** impacts their perception of a company

- 45% say an efficient hiring process has a **significant impact** on their perception of a company
- 41% say it has a **moderate impact**
- 10% say it has a **small impact**

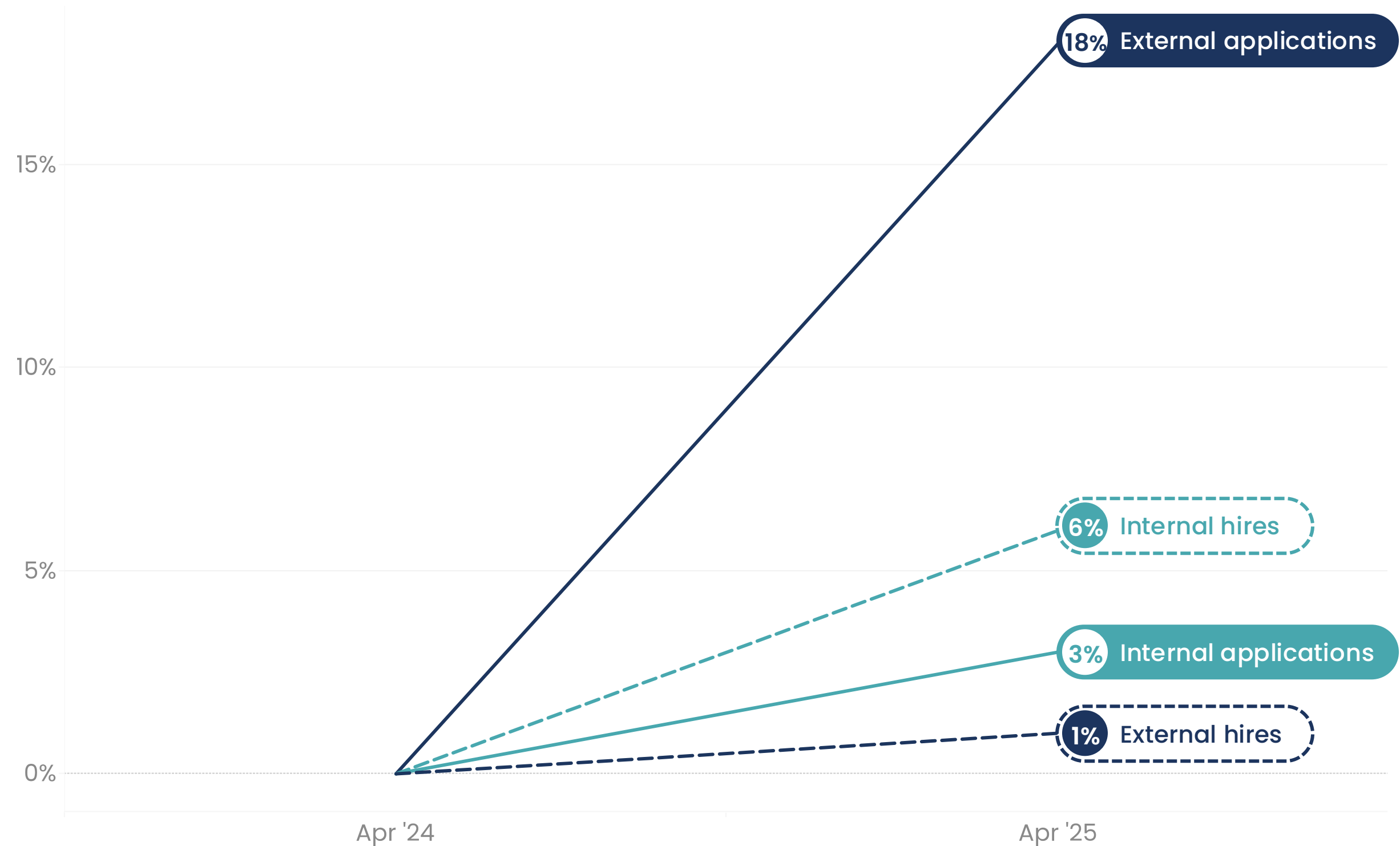


Job seekers go wide while employers are staying close

iCIMS Insights quick take:

External applications are up, but employers are leaning more on internal talent to fill open roles.

- **What's happening:** External applications are up 18% year over year, but internal candidates are increasingly landing the jobs.
- **Why it matters:** Internal hiring moves faster, costs less and supports retention — especially in a cautious growth environment.
- **Bottom line:** Job seekers may be looking outward, but employers are more and more hiring from within.



Internal vs. external applications and hires
April 2024 – April 2025



AI in the hiring process gains ground — but trust remains a barrier

icims Insights quick take:

Job seekers are open to AI — but still want a human touch.

- **What's happening:** Job seekers are open to AI — but with limits. Only 1 in 5 believes it makes hiring fairer and more efficient. Most still want humans in the loop for key decisions.
- **Why it matters:** As AI use grows in TA, skepticism could stall adoption. Transparency, training and human oversight will be essential to build trust.
- **Bottom line:** AI can enhance hiring but won't replace it. Employers need to show candidates how people and tech work together — not in competition.

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Responsible AI

21%

of respondents said AI can help make **the hiring process fairer and more efficient** when used responsibly.

Human interaction

36%

said AI can help with some aspects, though **human interaction is still important**.

Final decision

39%

feel that AI should be used as a tool and that **humans should make final decisions**.



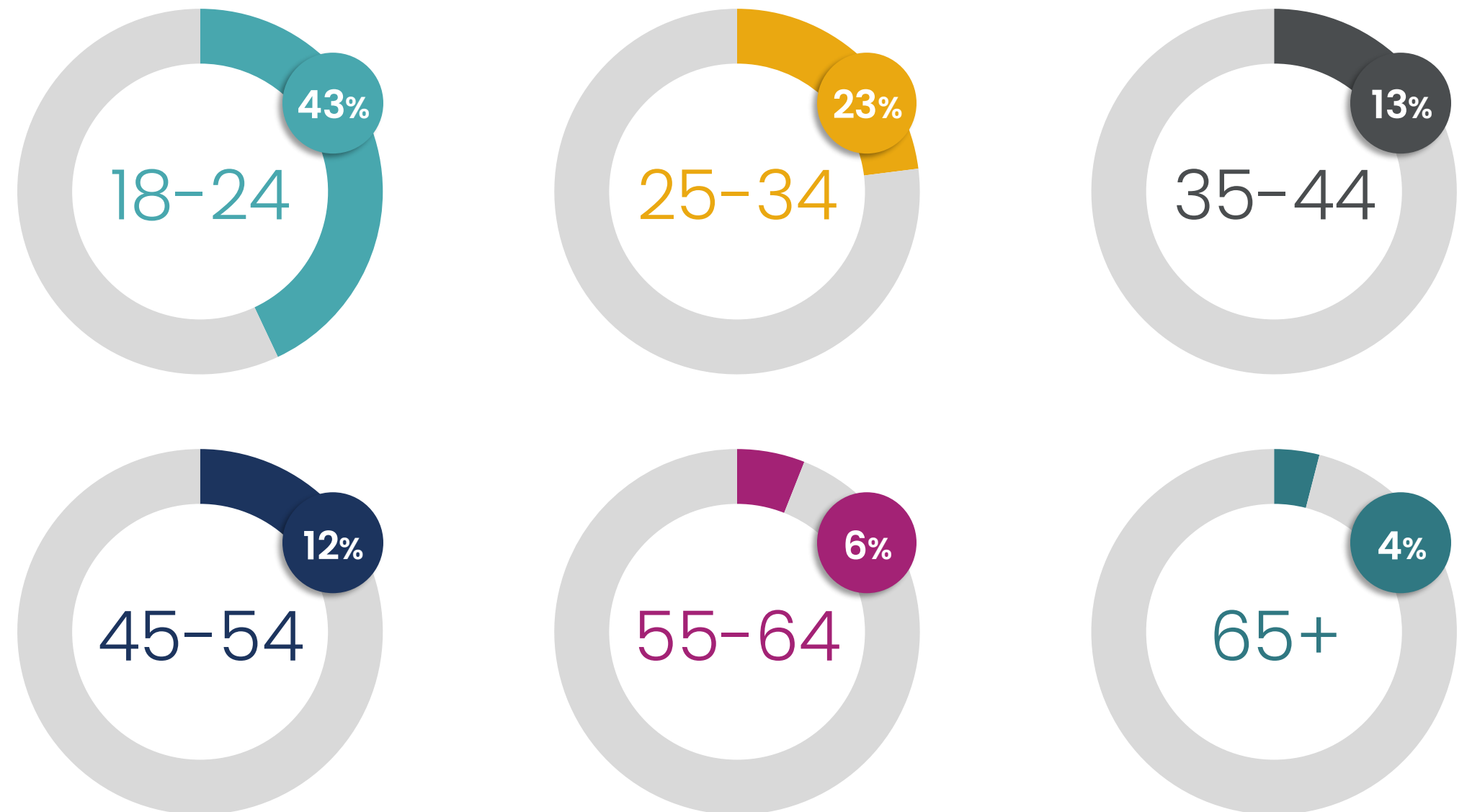
Age is just a number in today's job hunt

icims Insights quick take:

The applicant pool is not all fresh faces. Older workers are staying in the labor market longer and actively applying for new roles.

- **Younger generations lead the charge:** In April, more than 4 in 10 applicants were aged 18 to 24, and 66% were under 35.
- **Older talent stays competitive:** 22% of total April applicants were 45 and older. With inflation up and 401K portfolios taking a hit, older workers are staying active in the job hunt.
- **Recruiters, take note:** Today's job market spans all generations. Seize the opportunity to build a team that combines young innovators and seasoned wisdom.

Applicants by age



Percent of total applicants in April 2025



Gen Z is still job hunting with high standards

iCIMS Insights quick take:

Even in a challenging job market, Gen Z job seekers refuse to settle for roles that don't meet their expectations.

- **What's happening:** 78% of Gen Z workers are planning to, or are considering, a job change this year.
- **What matters most:** Gen Z is chasing strong brands, seamless applications and chances to climb the career ladder.
- **Where to find them:** 56% of Gen Z job seekers are drawn to online job boards, but with an eye for strong brands, they're also sizing up networking platforms (42%) and company career pages (40%).

Job seeker insights

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TOP FACTORS WHEN APPLYING FOR A JOB: GEN Z

41%

Opportunities for career growth and development

41%

Easy and fast application process

40%

Strong and recognizable employer brand

28%

of Gen Z respondents

see AI as a tool to help speed up the application review process

24%

of Gen Z respondents

say it can improve candidate-recruiter communication

Want more Gen Z insights? Stay tuned for our June Insights Report, offering a deep dive into hiring trends for entry-level roles and 2025 college grads.



Older workers are looking for internal mobility, not the door

iCIMS Insights quick take:

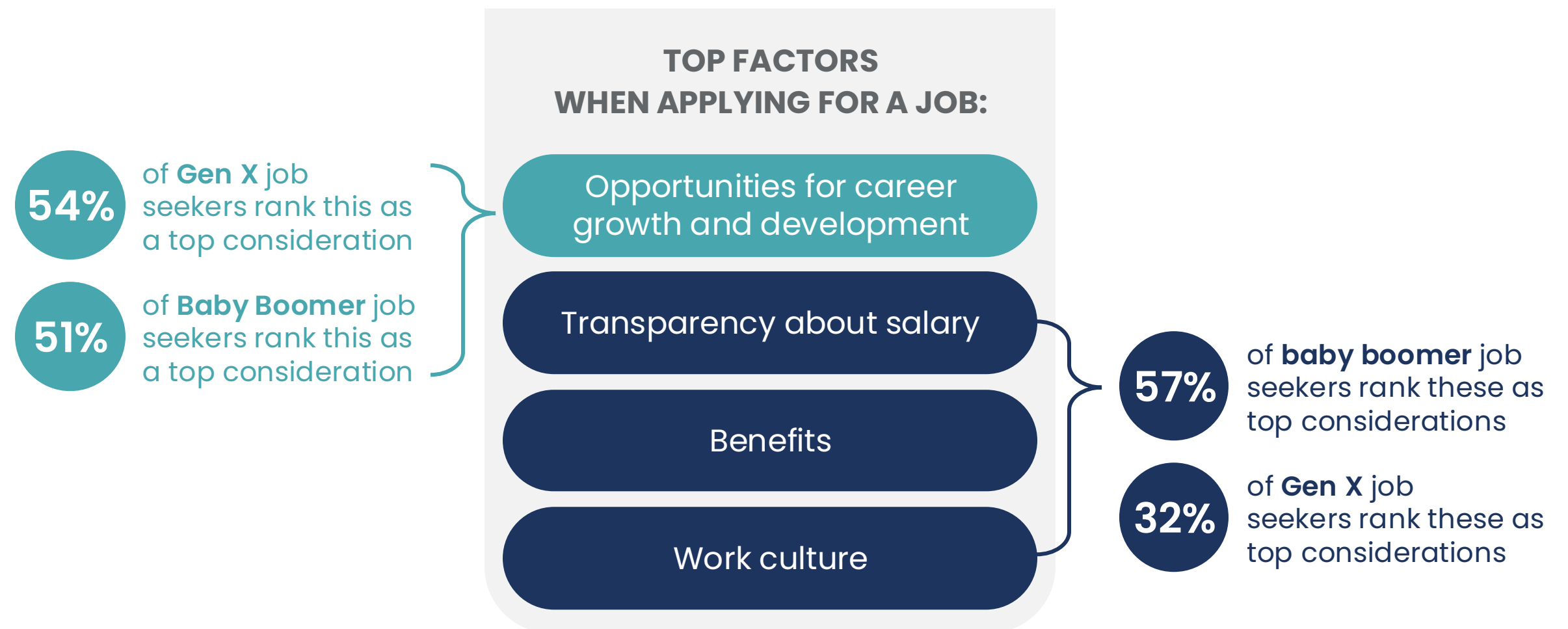
Older workers aren't just coasting through the twilight of their careers. They're ready to keep climbing the career ladder.

- **Ambition doesn't have an age limit:** When asked what matters most in the job search, over half of baby boomers and Gen X respondents ranked career development and growth as a top factor.
- **Neither do pay and perks:** Salary transparency and benefits are at the top of older workers' wish lists, as a tough market and delayed retirement plans turn financial security into an even bigger must-have.
- **Golden years look different:** Internal mobility isn't just a Gen Z perk. Every generation is chasing advancement as much as a big paycheck.

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Want more great insights?

Future Fearless: iCIMS NEXT virtual user conference

Talent acquisition is moving fast — but you don't have to navigate the change alone. Join the iCIMS community on June 17 to explore the data, strategies and real-world insights shaping the future of recruiting. Hear how your peers are staying ahead and walk away with ideas you can put to work now. [Register now.](#)

iCIMS 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 to learn more.



Data Breakthrough Awards:

2025 Business Intelligence
Solution Provider of the Year

Workforce data is vital to driving business forward.

iCIMS Insights Workforce Reports monitor monthly labor market activity based on hundreds of millions of applicants and millions of users. Organizations can use this award-winning data as a measuring stick to anticipate and adapt to ever-changing workforce dynamics.

Data derived from:



3.3M+
global platform users



223M+
applications in 2024



630M+
candidate profiles



5.4M+
hires in 2024