



Workforce Report

icims® Insights

JULY 2025

GLOBAL HIRING PULSE

Award-winning
data program





Big Picture: July Workforce Report

- **Global hiring activity is uneven.** While application volume is up across regions, hiring outcomes vary — with EMEA (and the UK in particular) gaining traction and the US starting to cool.
- **Early-career talent dominates the pipeline.** Gen Z job seekers make up a significant share of applicants, especially in France and the UK.
- **Conversion remains a challenge.** Employers continue to post jobs, but sluggish hiring rates in the US suggest ongoing friction in the funnel.

BY THE NUMBERS:



UK hiring was up 36% year over year, outpacing other regions in growth



67% of candidates in France are aged 18–24, one of the highest shares of Gen Z applicants in EMEA



US hiring fell 1% from last June despite a 14% rise in job applications

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.



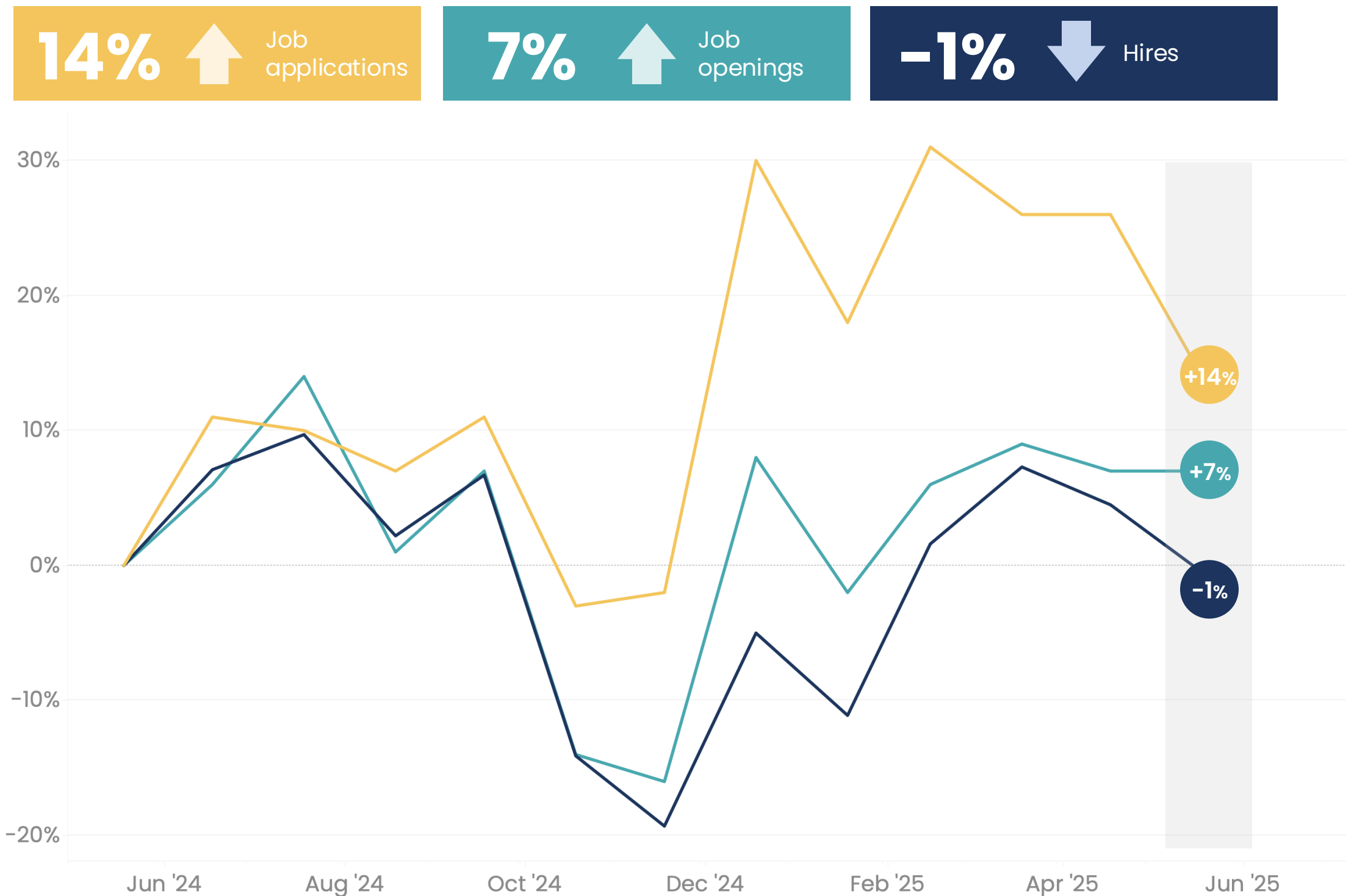
US hiring snapshot: High interest, slower conversions

iCIMS Insights quick take:

Application activity remains high, but signs of cooling are emerging.

- **What's happening:** Candidate interest remains strong, with job applications up 14% year over year. However, volume has declined for the second month in a row. This is down 10% from May, suggesting early signs of slowing momentum.
- **Proceed with caution:** Hires remain down 1% year over year, signaling employers may be holding steady or struggling to move candidates through the funnel efficiently.
- **Openings tick up:** Job openings are up 7% year over year, indicating that demand is there — but the disconnect between employer need and hiring outcomes persists.

Since June 2024



Platform indicators

Job openings, applications and hires
June 2024–June 2025



More applicants, but roles still take longer to fill

icims Insights quick take:

Applicants per opening (APO) keeps climbing but hiring timelines aren't improving.

- **Applicant surge:** The average APO rose from 28 to 34 year over year — a 21% jump.
- **No speed gains:** Despite the higher volume, time to fill edged up from 39 to 40 days.
- **Signal vs. noise:** The disconnect suggests process inefficiencies — or more cautious decision-making — are slowing time to hire even in a high-interest market.

US labor market

Applicants per opening



June 2024 vs. June 2025

Time to fill



June 2024 vs. June 2025

“Although APO climbed from 28 to 34 year over year, the number held steady from May to June, suggesting the candidate influx may be leveling off or even easing.



Trent Cotton,
Head of Talent Acquisition
Insights & Analyst
Relations, iCIMS



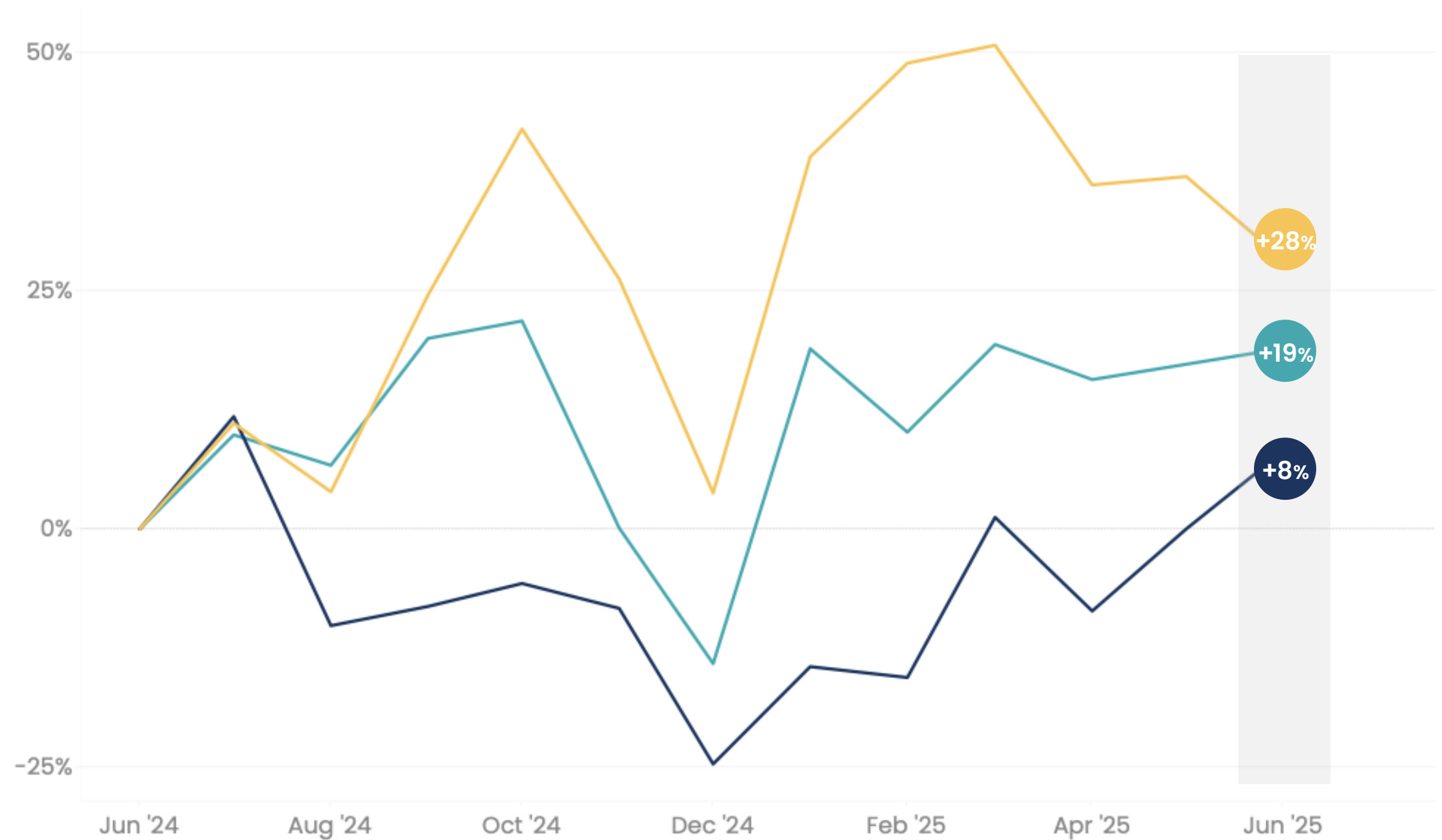
EMEA labor market on the up and up

icims Insights quick take:

Confidence is growing on both sides of the EMEA hiring equation, with yearly gains across openings, applications and hires.

- **Hiring outlook improves:** Job openings are up 19% and hires are up 8% since last June. While employers remain cautious, they are actively posting jobs and filling roles.
- **Applicant interest holds strong overall:** Application activity dipped from May to June, but volumes remain elevated, up 28% from last year.
- **The bottom line:** After a challenging few months, the EMEA labor market is showing progress toward a more balanced dynamic between employers and candidates.

Since June 2024



EMEA platform indicators

Job openings, applications and hires
June 2024–June 2025



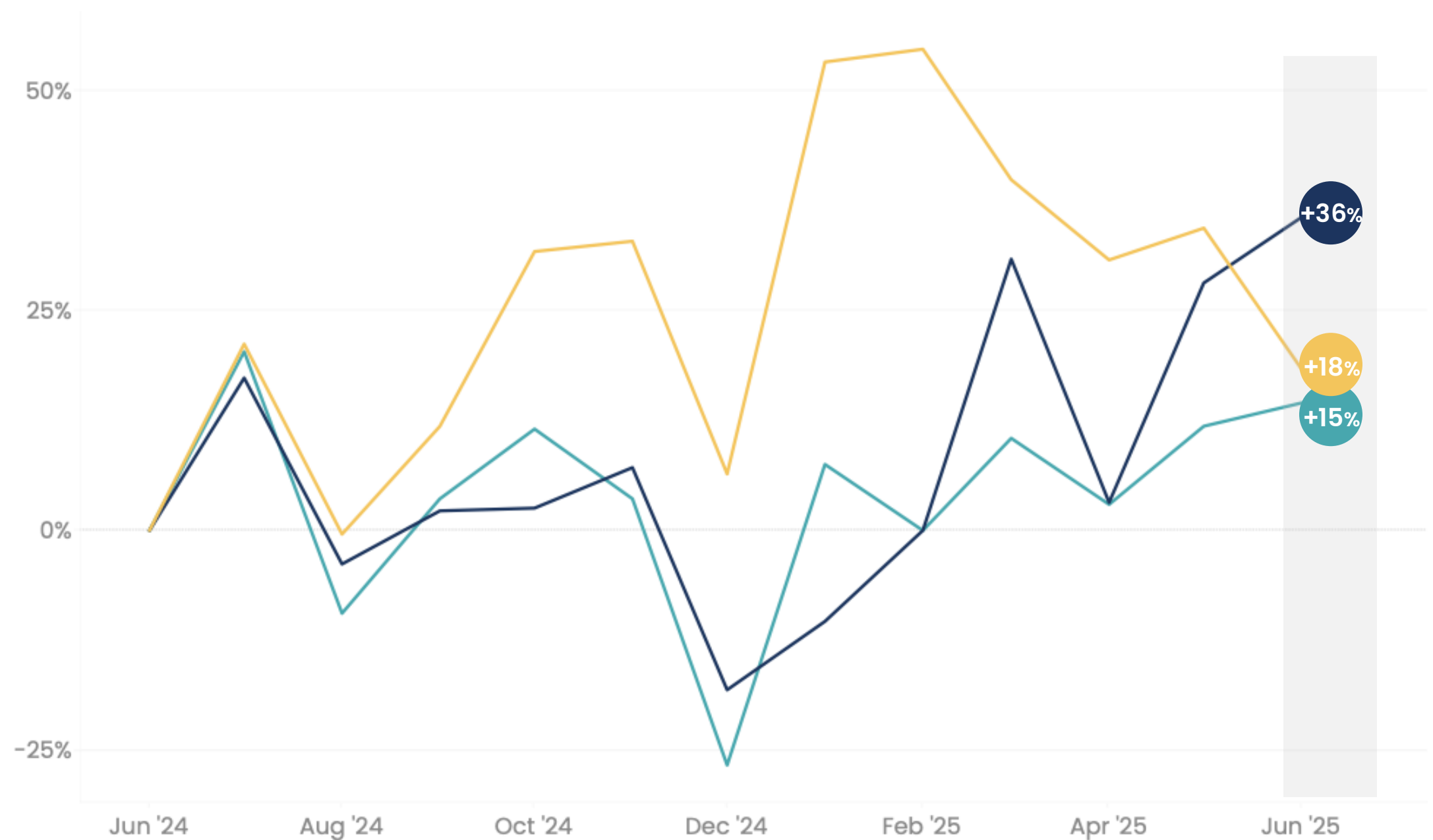
UK labor market picks up amid rising employer confidence

iCIMS Insights quick take:

Hiring is back on the agenda for UK employers as business sentiment improves and applicant interest remains high.

- **UK hiring revs up:** Hires in the UK are up 36% and job openings are up 15% since last June, reflecting a revived outlook among employers.
- **Talent takes notice:** Applications rose 18% year over year, signaling candidates are recognizing opportunity in the job market as employers potentially ramp up hiring in certain sectors.
- **The catch?** UK application activity edged down from May to June, mirroring the broader EMEA region's month over month slowdown. Only time will tell if this reflects a seasonal pause or an early sign of cooling momentum among applicants.

Since June 2024



UK platform indicators

Job openings, applications and hires
June 2024–June 2025



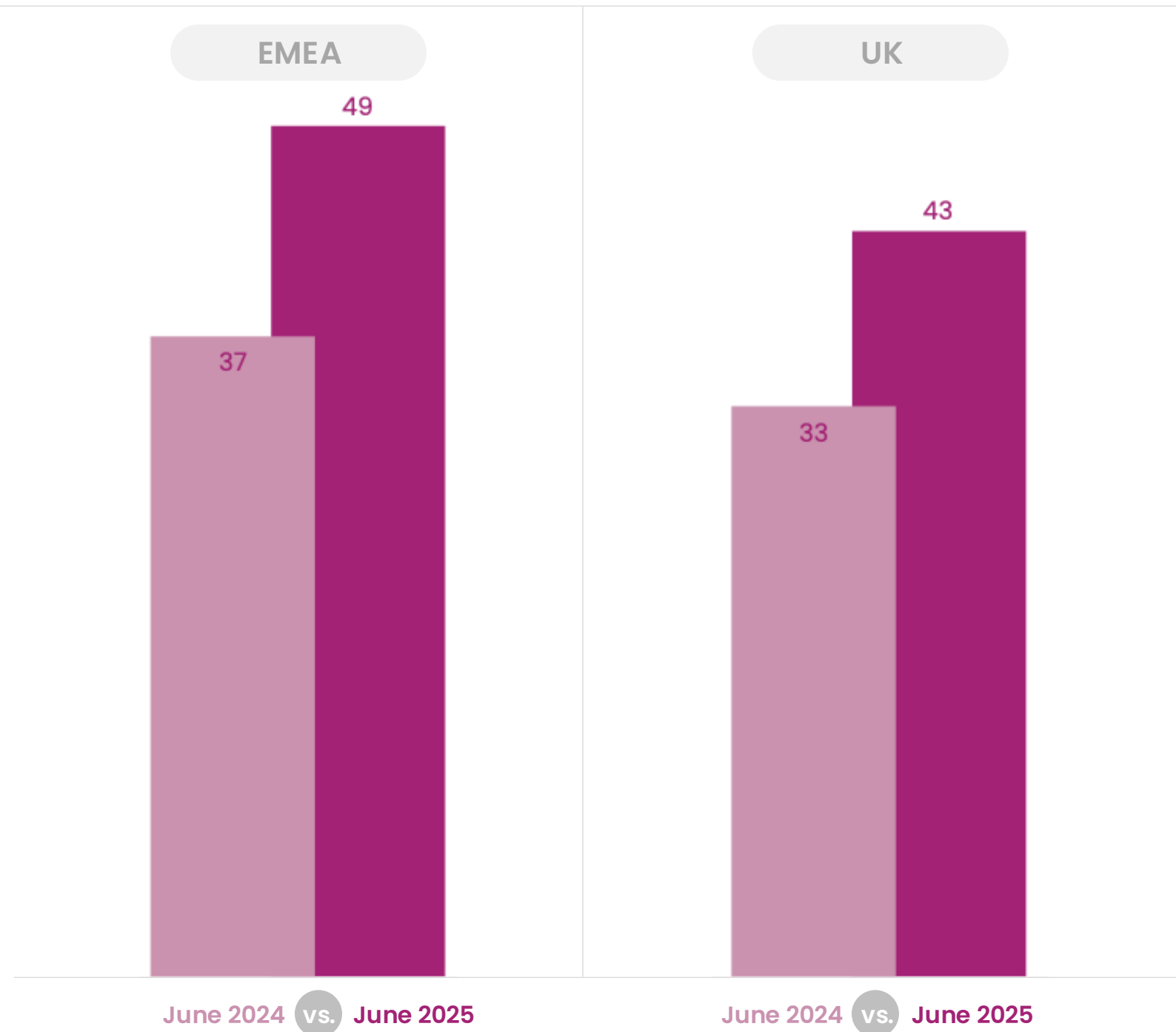
EMEA talent is on the move

icims Insights quick take:

The EMEA labor market saw a jump in APO year over year.

- **EMEA talent piles in:** For the overall EMEA region, APO rose from 37 in June 2024 to 49 in June 2025. With more applicants in the market, competition for open roles is heating up in some sectors.
- **UK sees uptick:** Like the broader EMEA region, UK applicant activity has grown over the last year, signaling higher demand in some industries. UK job openings received an average of 43 applicants last month, up from 33 in June 2024.
- **The takeaway:** Now is the time for TA teams that are actively hiring to capture top talent while engagement is high.

Applicants per opening (APO)





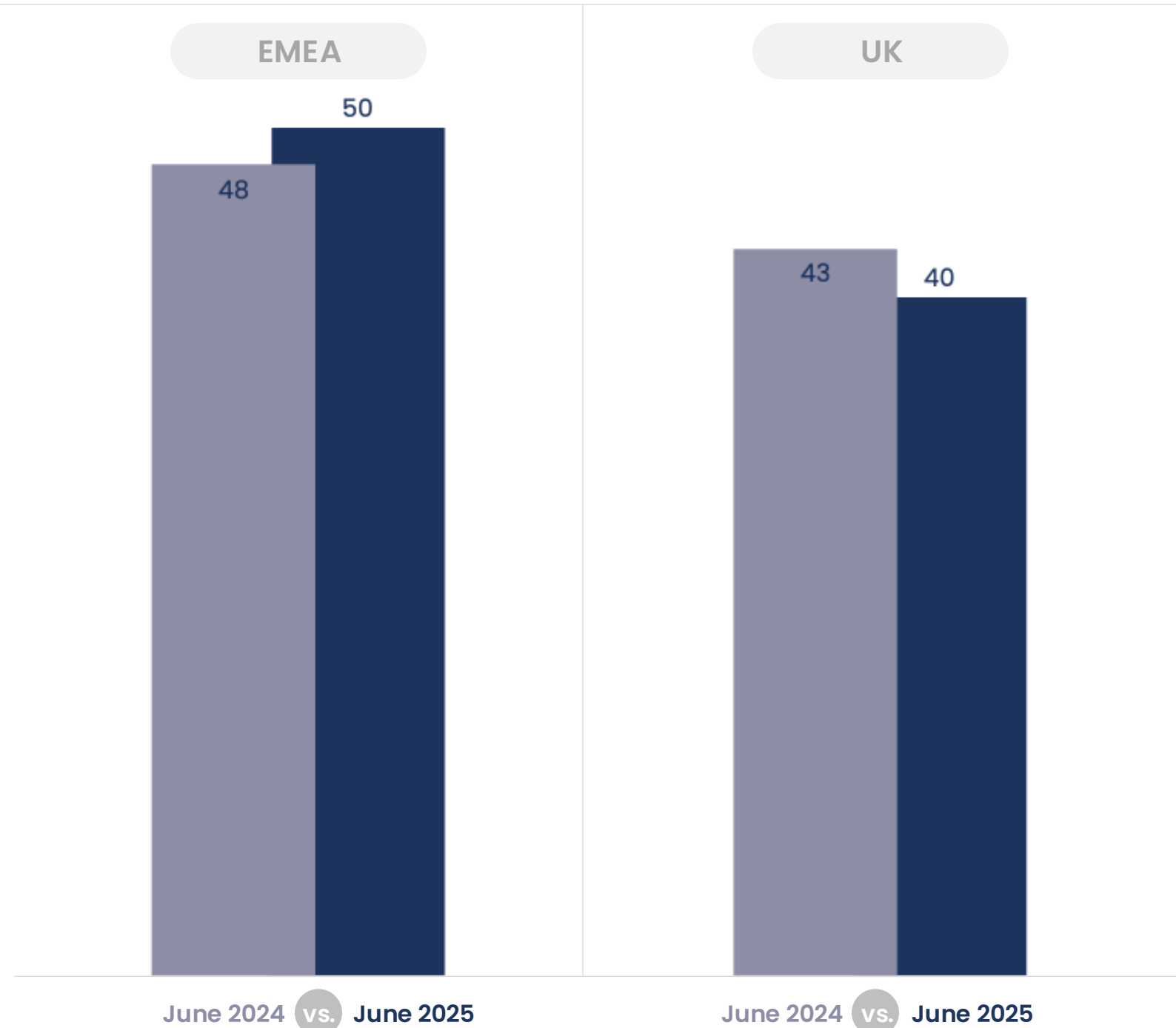
UK hiring speeds up as broader EMEA region slows its roll

icims Insights quick take:

UK employers are filling roles faster, while the broader EMEA market experiences longer timelines.

- **UK employers move faster:** Time to fill (TTF) in the UK dropped from 43 to 40 days over the past year, a sign that growing employer confidence is translating into faster hiring decisions.
- **The overall EMEA region slows pace:** TTF across EMEA increased by 2 days year over year, putting it 10 days behind the UK market.
- **Applicant activity grows, hiring varies:** Applications are up across the EMEA region, but employers aren't responding equally. UK employers are moving quickly to stand out, while their regional peers are proceeding more cautiously.

Time to fill (TTF)



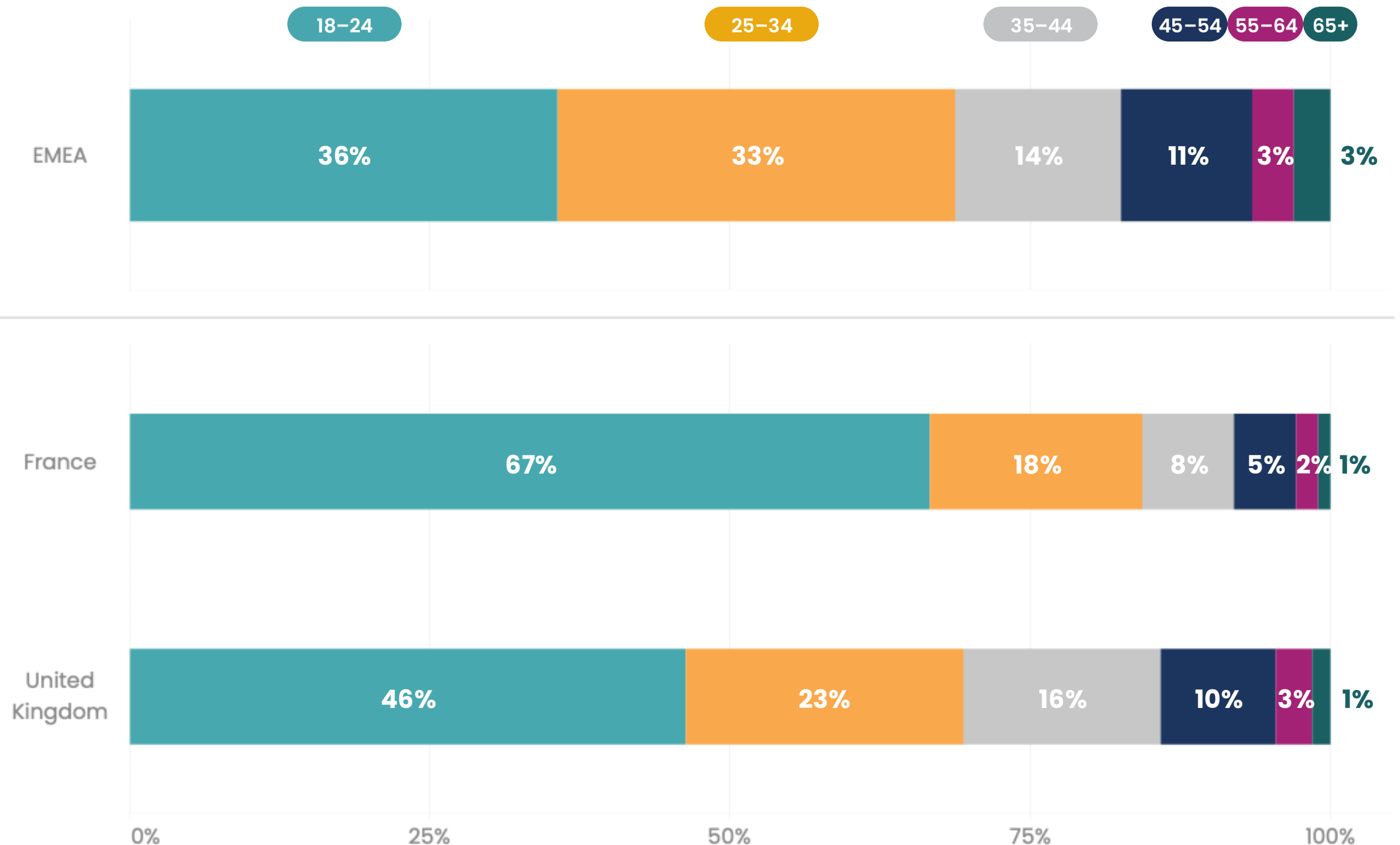


Gen Z floods the EMEA talent market

icims Insights quick take:

Gen Z is flooding the job market across EMEA — especially in France and the UK — but employers may not be ready to meet them where they are.

- **Gen Z surge:** Young job seekers dominate in France (67%) and the UK (46%), reshaping the applicant landscape.
- **Mismatch in expectations:** Despite high interest, UK grads are entering the toughest job market since 2018 — demand is up, but offers aren't following.
- **Pipeline potential:** With 36% of EMEA applicants aged 18–24, now is the time to invest in early-career talent through training, mobility and mentoring programs.



Applicants by age
June 2025

From insights to impact

Tailored takeaways for business, HR and talent leaders

Whether you lead people, run operations or shape strategy, use these insights to align teams, reduce friction and move faster on your goals. Here's what to watch — and how to respond.

FOR THE Talent Leaders

- Applications are +22% year over year but hires are -8% → rethink sourcing mix and candidate nurture (US)
- 21% jump in applicants per opening with no time-to-fill improvement → spot process choke points (US)
- 44% of Gen Z want skills simulations over resumes → pilot partner-integrated assessments (EMEA)

FOR THE CHROs

- Early-career talent makes up 67% of French applicants and 46% in the UK → invest in entry-level training and mobility programs (EMEA)
- Sluggish US conversion (-1% hires) despite +14% applications → align TA goals with broader people strategy (US)
- Rising job openings coupled with a decrease in hires could increase burnout risk for recruiters → focus on capacity support and managing hiring manager involvement (US)

FOR THE CXOs

- Cutting just one day from TTF trims cost per hire by 4%, aligns the organization to focus on speed and quality of hire (US)
- Increasing your focus on early talent hiring, based on the generational spread of the population, could allow organizations to maximize upskilling within their organization (EMEA)



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insights?

icims 2025 State of the CHRO Report

The role of HR has never been more strategic. Learn how 1,000 CHROs and chief people officers are navigating the shift and how 500 CIOs see HR navigating TA tech in [icims 2025 State of the CHRO Report](#).

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](#).

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.



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 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