

▶▶▶▶ Insights:

Monthly Workforce

Report



September
2022



Insights at a Glance

iCIMS' September Insights report provides an exclusive look into the latest labor market activity and trends drawn from our proprietary database of employer and job seeker activity from more than 4,000 customers and hundreds of millions of data points across job openings, job applications and hires.

August brought a rebound in the talent market, following the mid-summer dip from June to July.

Job openings, applications and hires are back on an upward trend - with application activity now at the highest it has been all year, up 31% since January 2022.

While it has been a hot job market nearly all year, part-time employment may be driving some of the growth. Part-time hiring growth has consistently outpaced full-time hiring growth since April 2022 and is up 29% since the start of the year.

This month's report takes another look at the retail sector. Hiring activity in the space is trending close to 2021 levels however, there seem to be more job seekers looking for work, with application activity significantly greater than the last three years.



Read on for

a full view of the

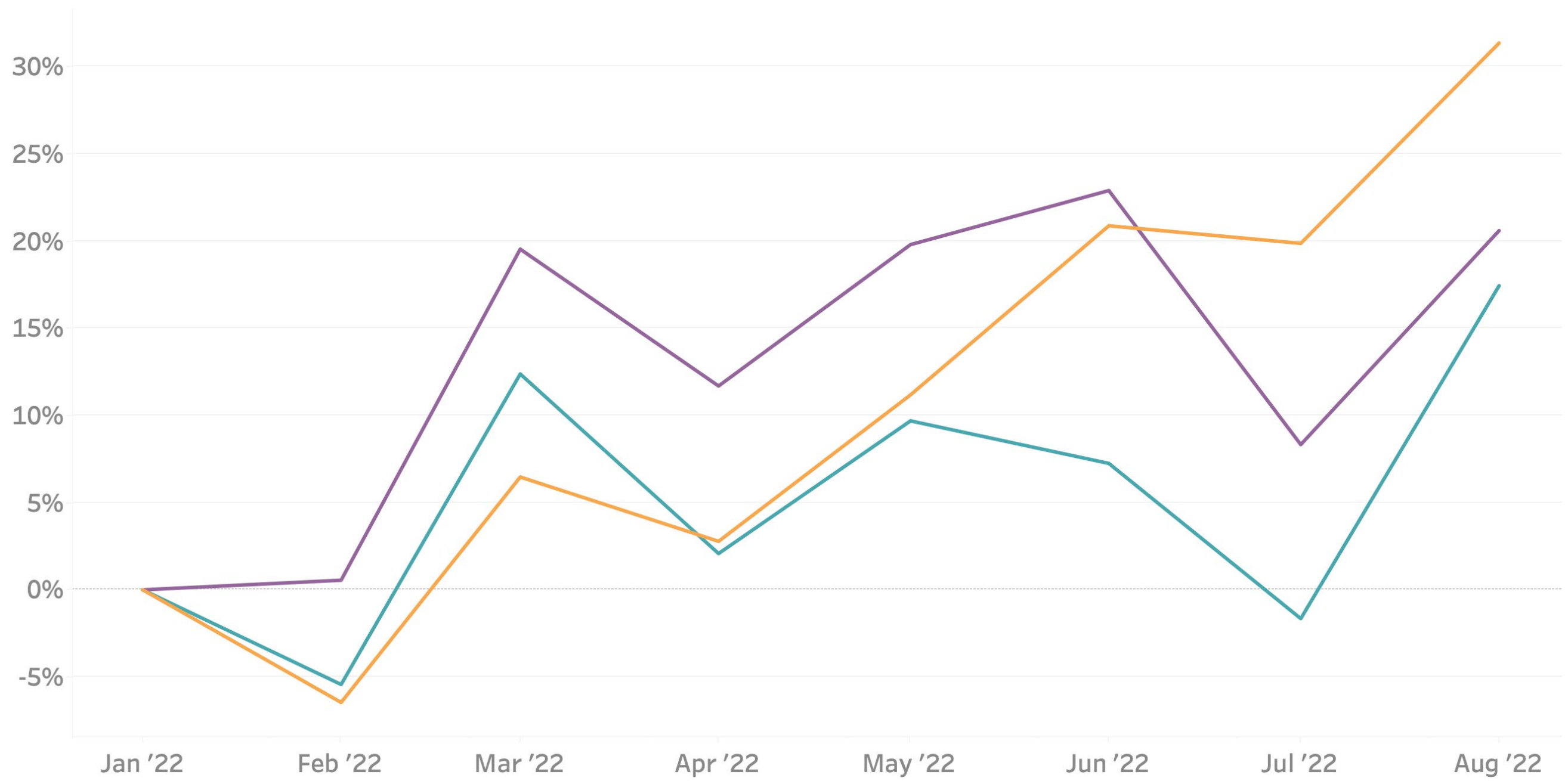
latest trends

and insights.



The state of the talent market

The job market shows strong rebound in job openings, job applications and hiring, following the seasonal decline we saw from June to July 2022.



31%
Job applications

21%
Hires

17%
Job openings

since Jan. 2022

Platform Indicators

Job Openings, Applications and Hiring Activity
January-August 2022

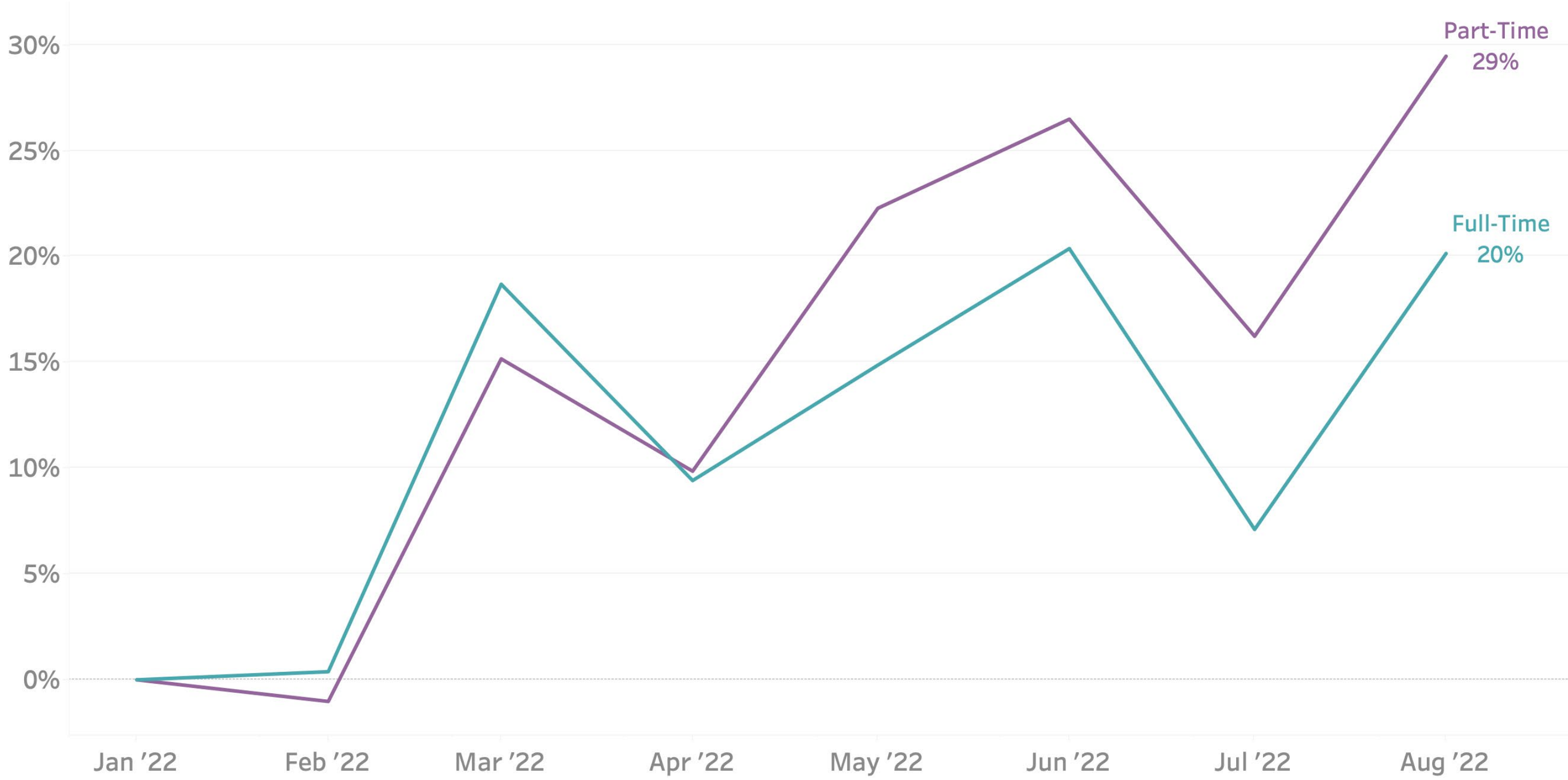
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Is the hot labor market being driven by part-time work?

Part-time hires consistently outpace full-time since Q2.



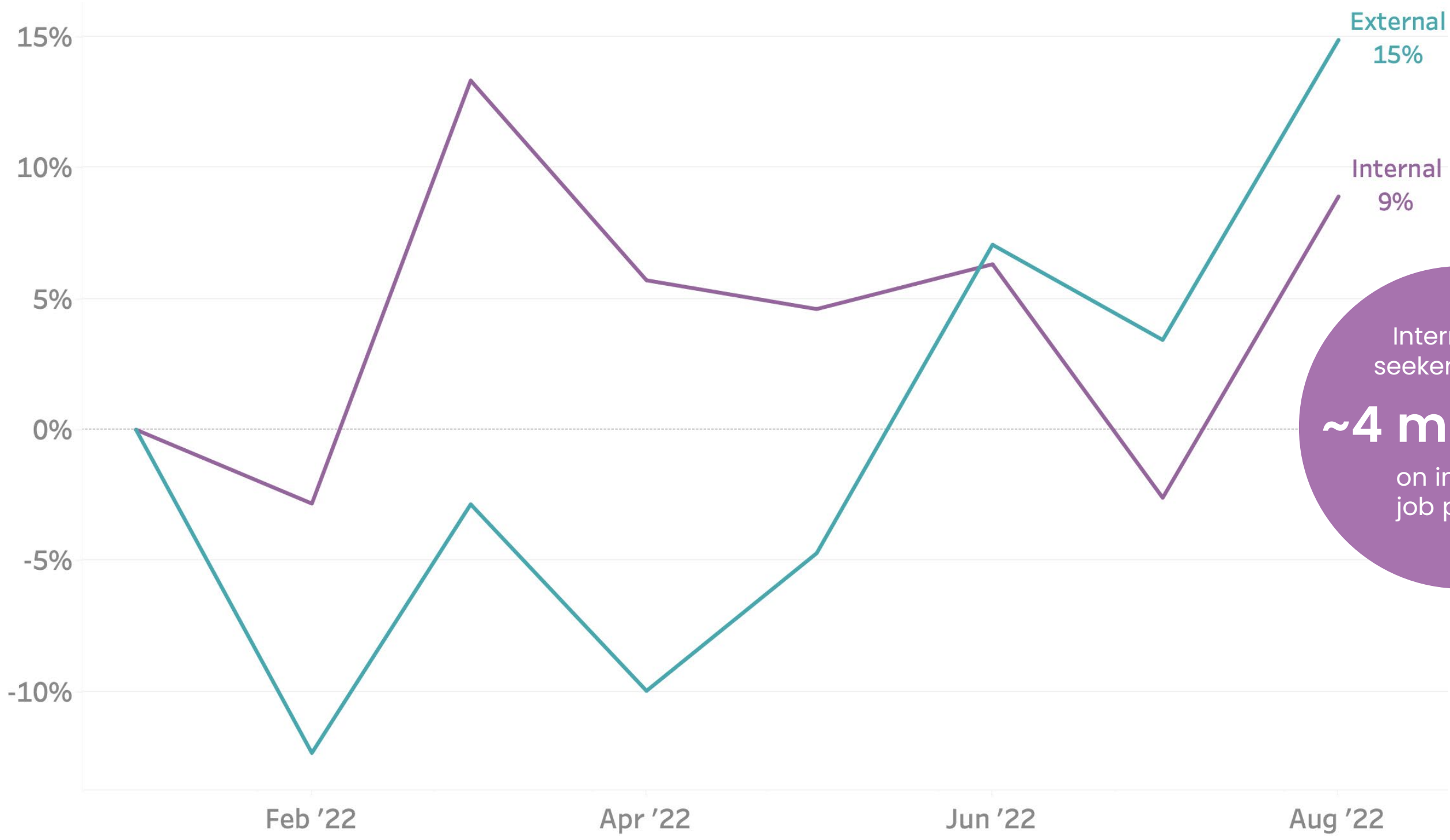
Part-time and Full-Time Hiring Activity
January-August 2022

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Application trends flip from the first half of 2022

External applications are up 15% since the start of the year, while internal has only seen a 9% increase.



Internal job seekers spend
~4 minutes
 on internal job portals

While external candidates spend about
2.5 minutes
 on career sites

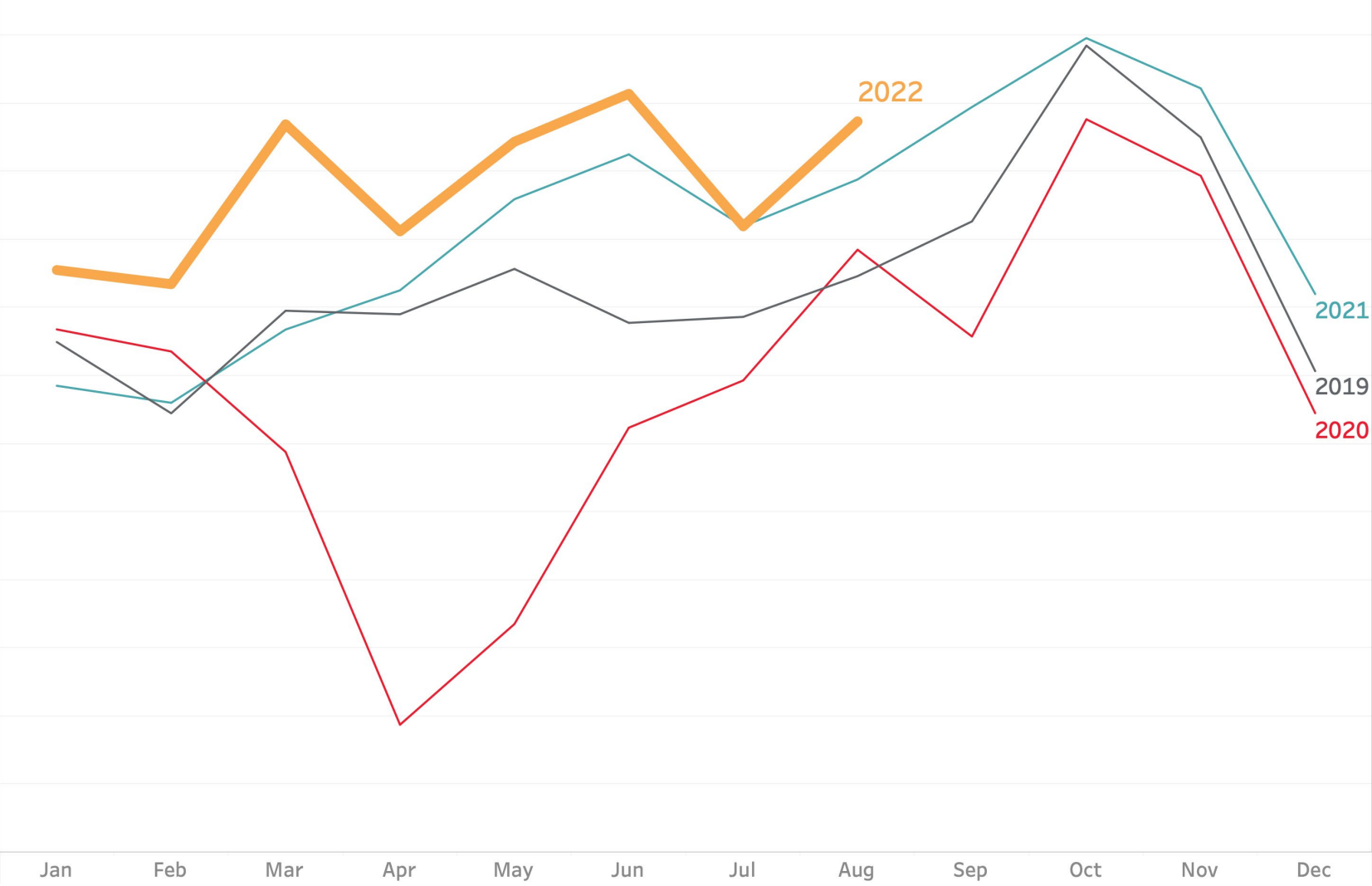
Internal and External Applications Activity
January-August 2022

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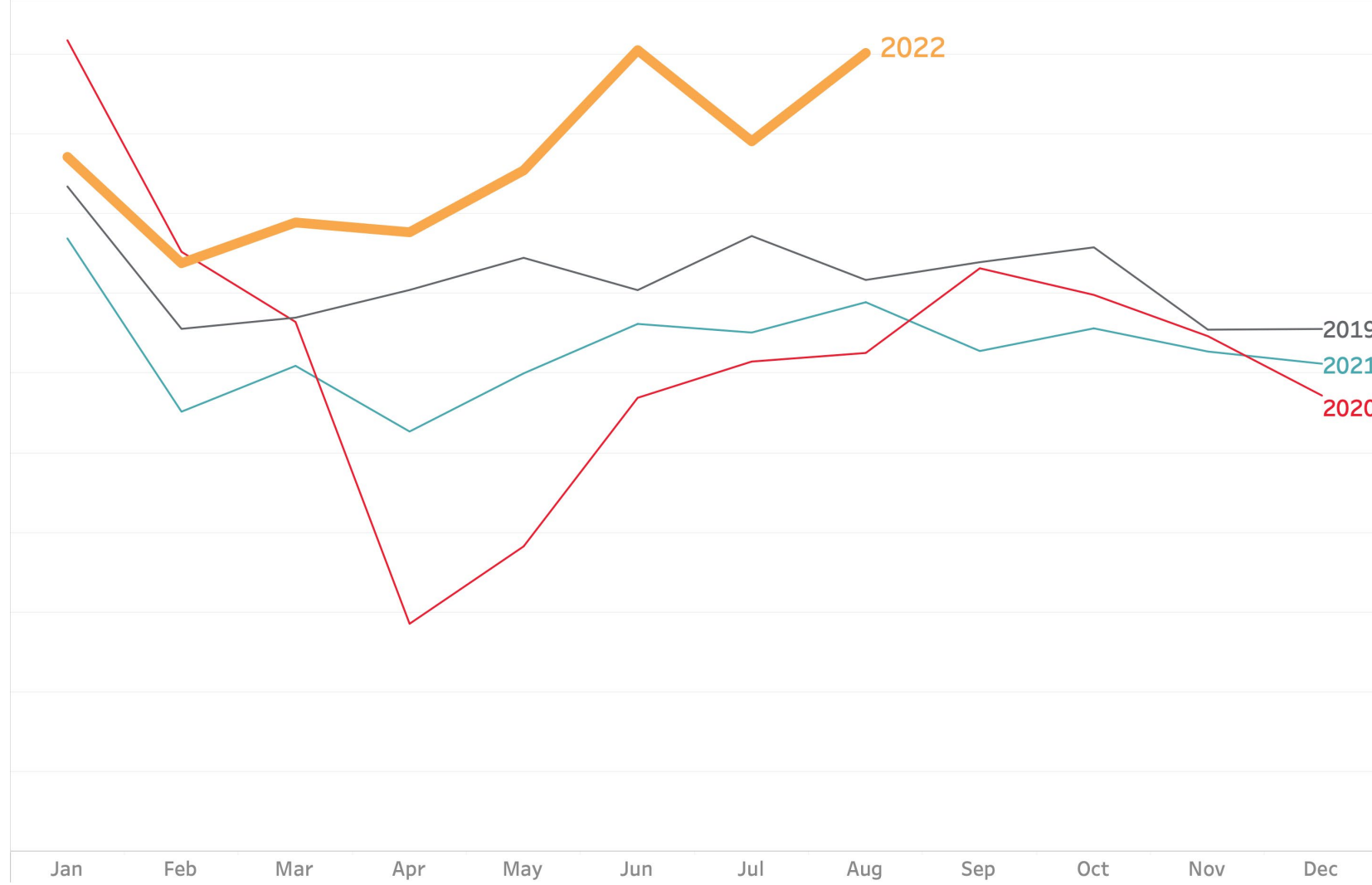


The state of retail hiring

While hiring activity is on par with 2021, iCIMS data shows the highest job applications activity in four years.



Retail Hiring Activity
January–August 2022

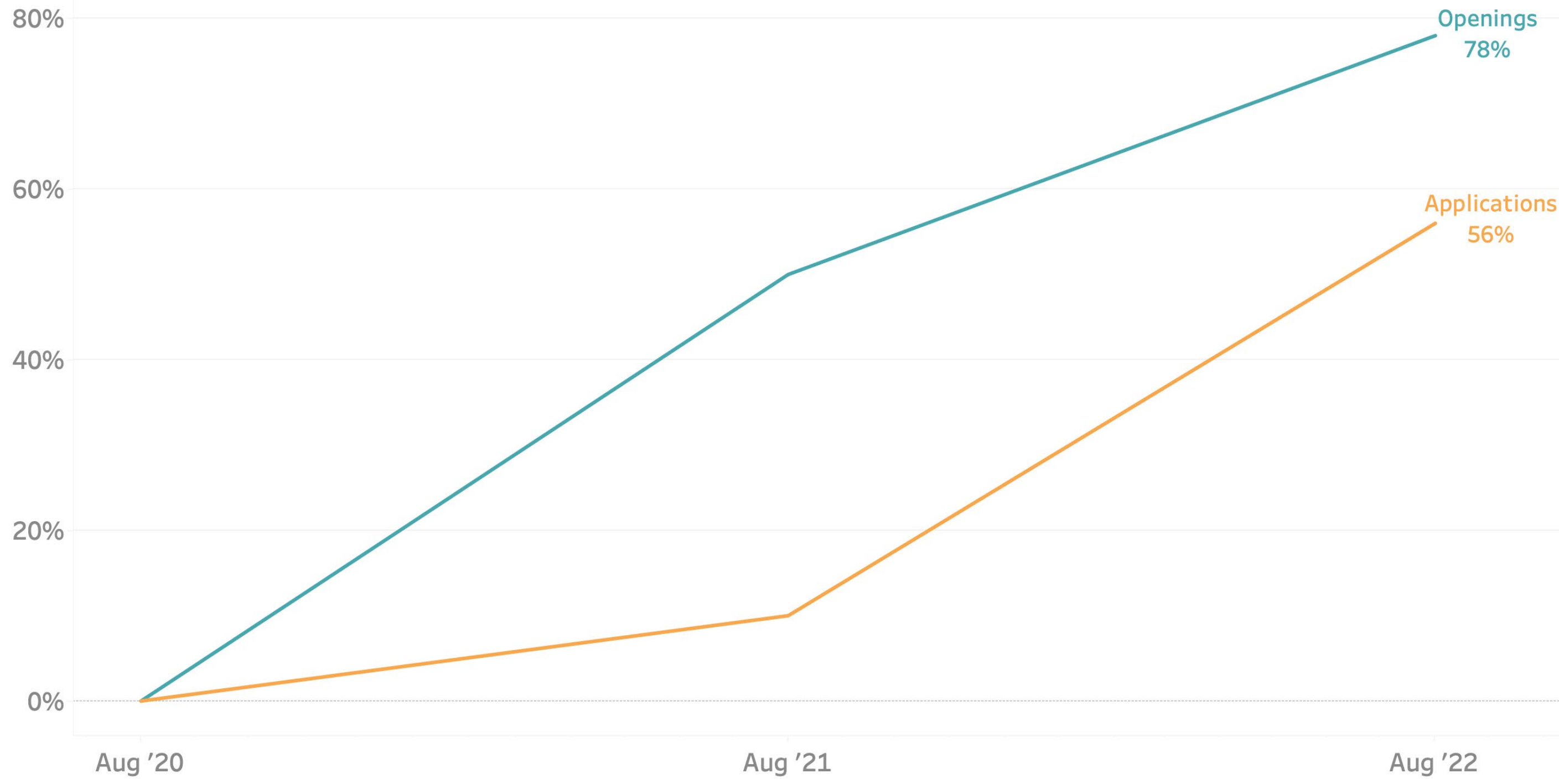


Retail Job Applications Activity
January–August 2022



The in-store experience may not be dead

Job openings for retail sales positions are up nearly 80% from August 2020.



Retail Sales Jobs Opening and Application Activity
August 2020-August 2022

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About iCIMS

iCIMS is the talent cloud company that empowers organizations to attract, engage, hire and advance the right talent that builds a diverse, winning workforce. iCIMS accelerates transformation for a community of more than 4,000 customers, including 40% of the Fortune 100, that collectively employ more than 34 million people around the world.

For more information, visit www.icims.com.

About iCIMS Insights proprietary platform data

iCIMS Insights provides a deep understanding of the talent market through data drawn from its platform. iCIMS' proprietary database includes employer and job seeker activity from more than 4,000 customers and hundreds of millions of data points across job openings, job applications and hires. iCIMS customers represent key sectors of the U.S. economy, with expansive geographic, industry, and occupational representation. As the leading talent cloud company, iCIMS' expertise and data intersect to deliver unparalleled insights helping business and HR leaders to better understand workforce trends and drive competitive advantage.