

# Workforce Report

**icims**® Insights

**NOVEMBER 2024**

*Manufacturing focus*

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Award-winning  
data program





# iCIMS Insights November snapshot

**Two massive hurricanes. An ongoing machinist strike. The final weeks of a tight presidential election. October brought significant challenges to the US labor market for both candidates and employers.**

With all eyes on the seven-week Boeing machinist strike, resolved earlier in November, we dive this month into the state of manufacturing hiring. This report also digs into regional activity to understand how the strike and massive hurricanes impacted the western and southern regions of the country, respectively.



Our analysis of iCIMS data captures the insights that employers need to understand an ever-changing labor market and make better decisions for their businesses.

**-Rhea Moss, Global Head of Workforce & Customer Insights, iCIMS**

## Top findings this month:



While employers continued their slow hiring roll, job openings jumped 10% from September in a potential show of optimism moving into 2025.



Applications from women for jobs in manufacturing are increasing, with growth up 60% since January 2022.



Both candidate and employer activity in the South took a hit from two massive hurricanes this fall, as applications and hires fell 3% and 9%, respectively.

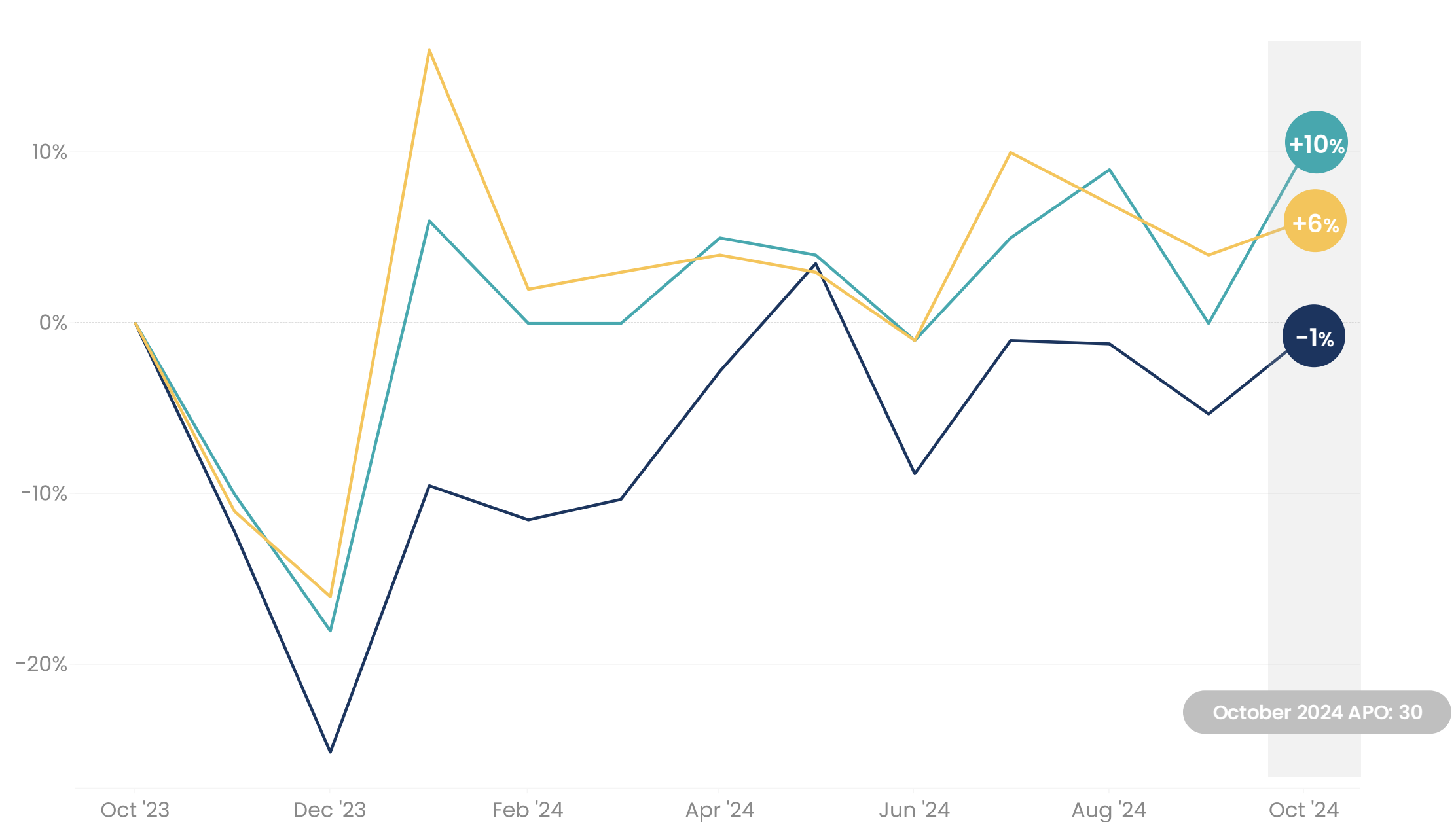


The waiting is the hardest part as companies continue their slow hiring roll

**iCIMS Insights quick take:**

- iCIMS monthly performance indicators showed no pronounced declines, even while the US contended with the aftermath of significant hurricanes, an ongoing machinist strike and the final weeks of a hotly contested presidential election.
- Openings did show a robust increase, up 10% in October from the previous month, and hires were also up slightly from September. But the tiny jump in applications (2%) month over month seems to indicate that candidates are hunkering down with current employers and not looking to jump ship (yet).
- Though recent trends give reason for optimism, activity historically declines as the year winds down. Will the start of 2025 serve as an all-systems-go for hiring teams?

Since Oct. 2023



October 2024 APO: 30

**Platform indicators**  
Job openings, applications and hires  
October 2023–October 2024



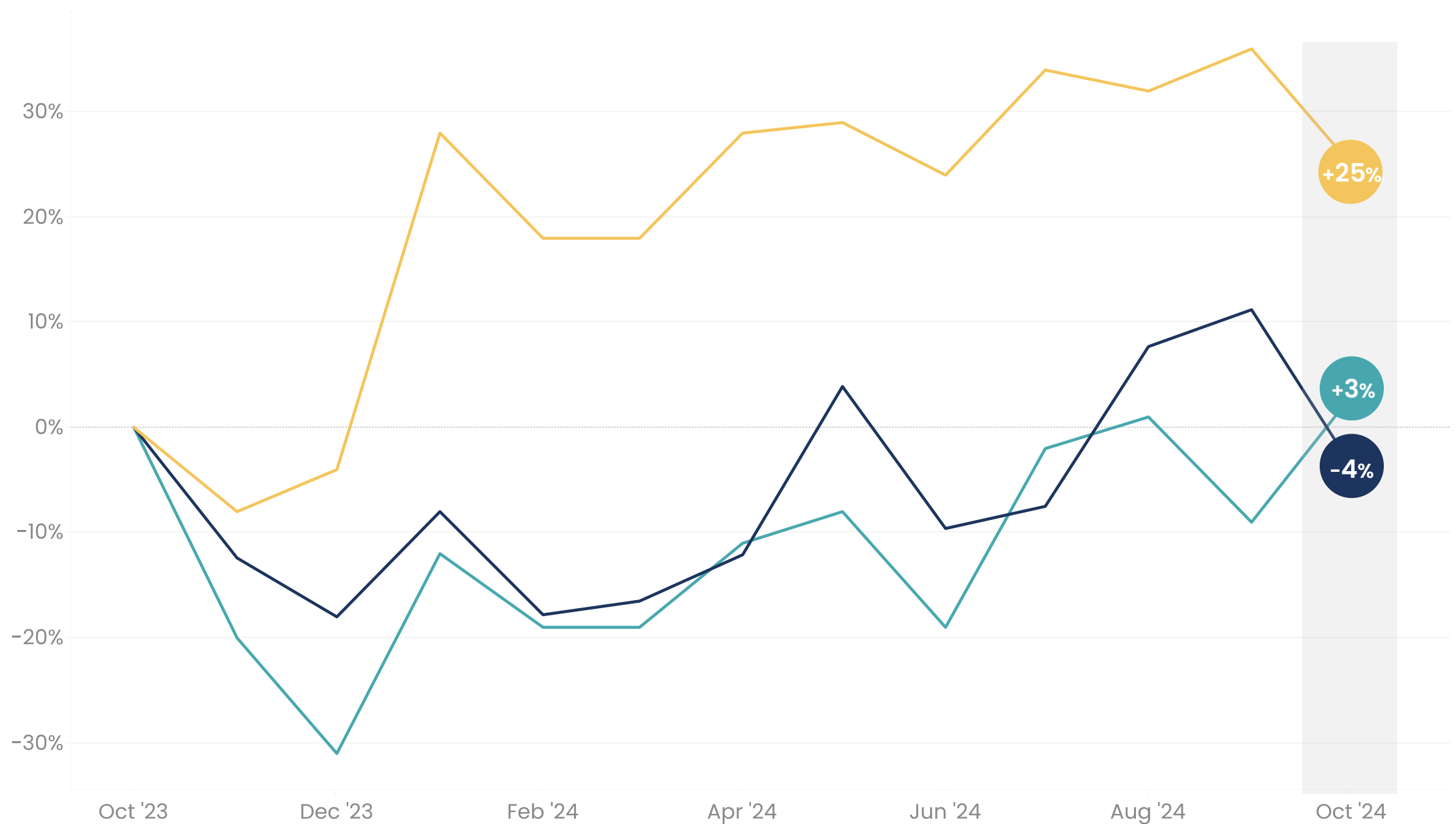
# Applications for retail jobs up 25% since last year

## icims Insights quick take:

- With applications for jobs in retail up 25% between October 2023 and October 2024, there's clearly an appetite for this kind of work. But as hires drop (down 14% month over month), are there any crumbs left on the holiday jobs table?
- One ray of hope for job seekers is the 13% jump in job openings between September and October, which holds the promise of last-minute employment before year end.
- When it comes to [seasonal jobs](#), those in retail are the most desirable, according to a recent icims survey. Over one-third (34%) of respondents said they would be most interested in a seasonal job in retail, with 37% of women saying the same.



Since Oct. 2023



**Retail platform indicators**  
 Job openings, applications and hires  
 October 2023–October 2024



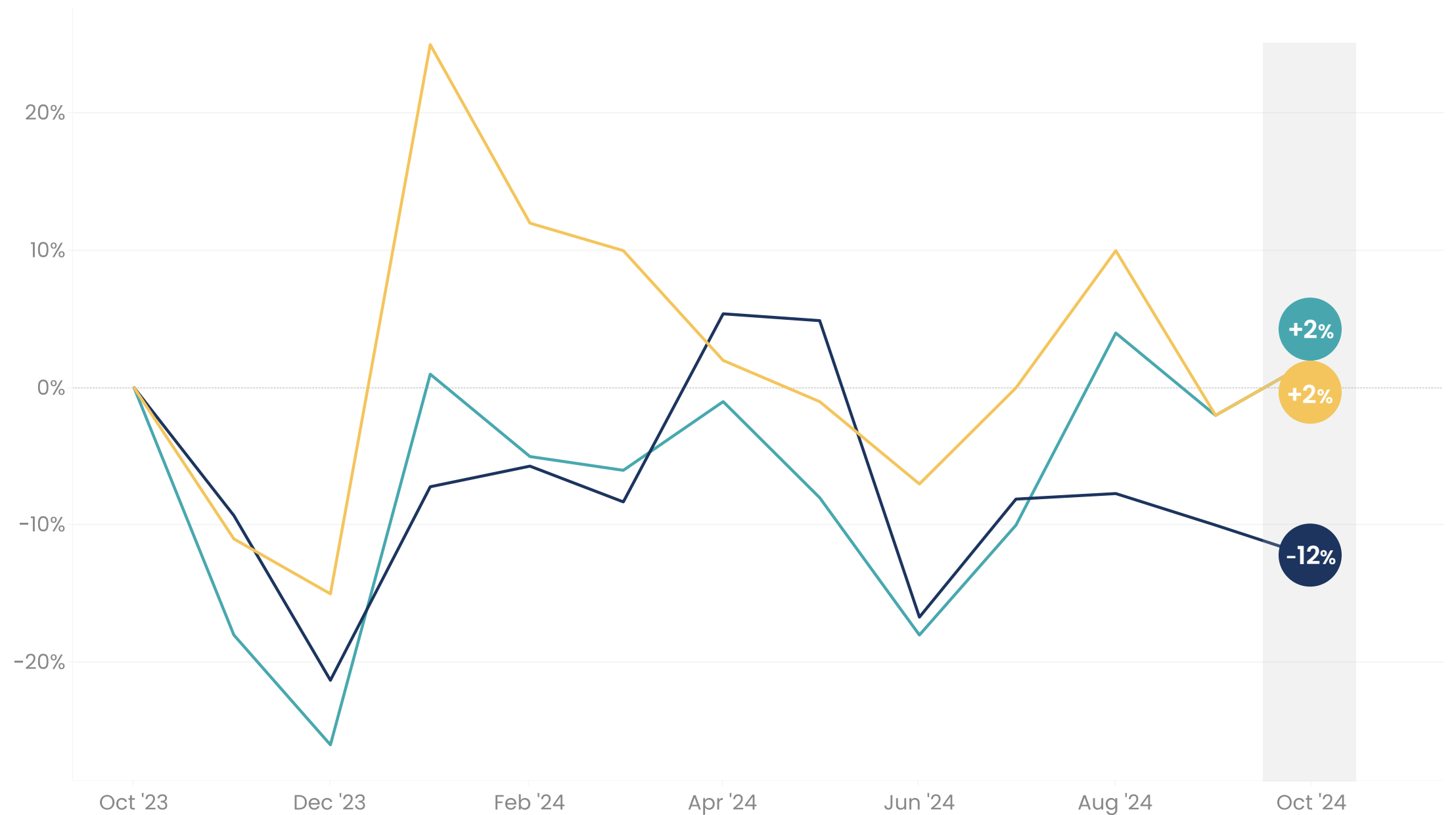
# Supply of jobs in transportation doesn't meet candidate demand

## iCIMS Insights quick take:

- Hiring for transportation jobs continued to fall in October, down 2% from September and 12% below October 2023. Applications are down since August and just 2% higher in October than one year earlier.
- While the supply of available transportation jobs isn't matching the demand, overall employment of delivery truck drivers is projected to grow 9% from 2023 to 2033 – much faster than average, according to the Bureau of Labor Statistics (BLS). Median pay for these jobs was \$39,950 in 2023.
- The BLS attributes that anticipated growth to the need to replace workers who will either move to jobs in different sectors or exit the workforce, possibly due to retirement.



Since Oct. 2023



### Transportation platform indicators

Job openings, applications and hires  
October 2023–October 2024

# Focus on: Manufacturing

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**With close to 13 million people working in the industry, manufacturing is one of the nation's largest employers.**

But the industry has faced many challenges post-pandemic — not least the recent machinist strike at Boeing. Let's dive into recent hiring data. We'll take a look at who's applying and the hottest jobs in the industry.



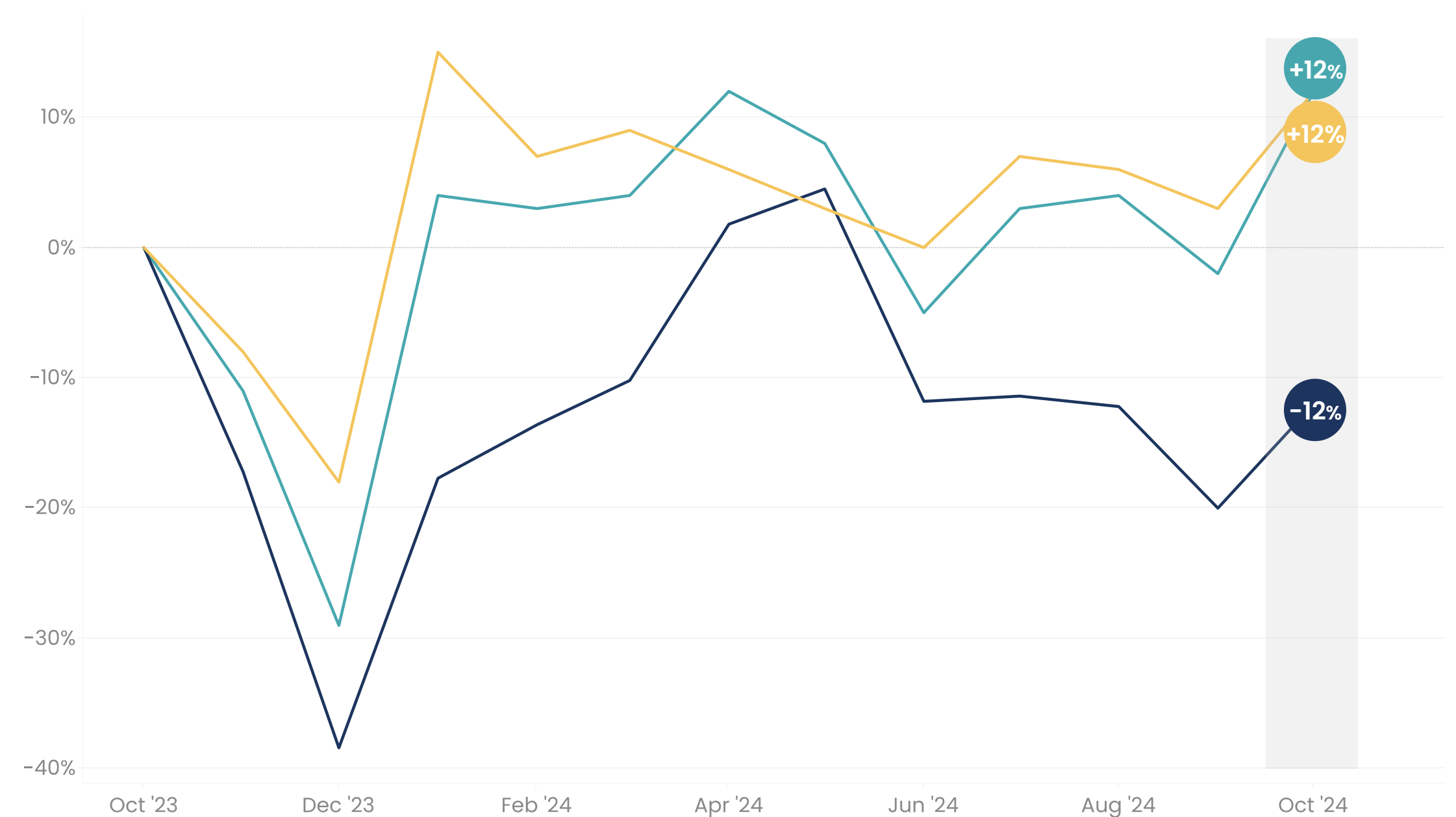
# It's tough out there for manufacturing companies in 2024

## icims Insights quick take:

- Manufacturing companies have had a rough go in 2024. Between real and looming strikes, issues with DEI practices and widening skills gap, the industry added jobs in only four of the past 10 months, according to the Labor Department.
- The recent Boeing machinist strike contributed to the 46,000 jobs lost in October. But manufacturing's October unemployment rate was 3.6%, well below the 4.1% rate for the overall labor market.
- icims data shows low hiring volume through the second half of 2024 so far, down 12% in October, year over year. Could the disparity between increases in job openings and applications and a decrease in hires point to a widening skills gap?



Since Oct. 2023



### Manufacturing platform indicators

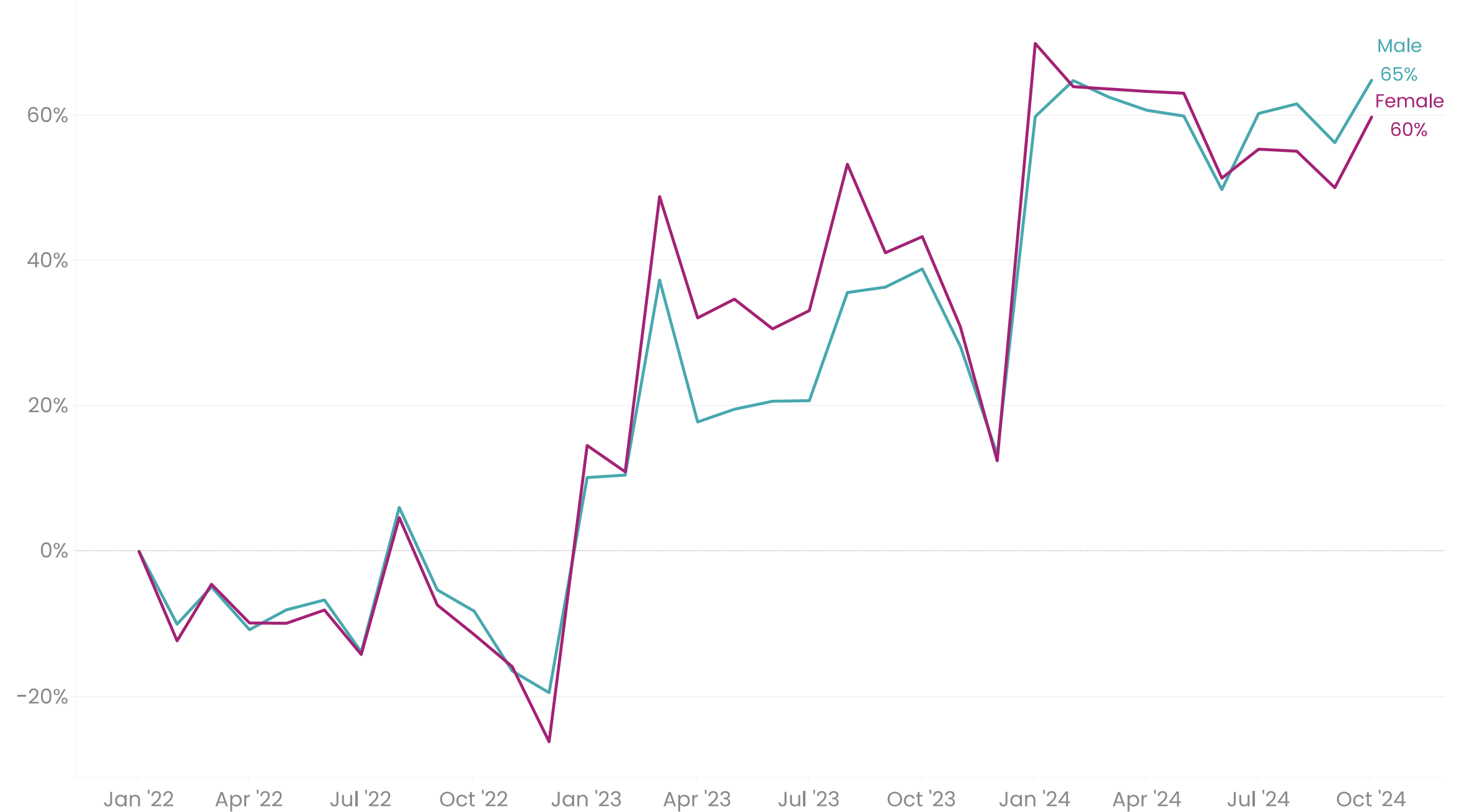
Job openings, applications and hires  
October 2023–October 2024



# Female application volume increases at (almost) the same rate as men

## iCIMS Insights quick take:

- Women might make up almost half (47%) of the general workforce but in manufacturing, they only fill 30% of jobs, according to the US Census Bureau.
- According to iCIMS data, applications by women to the manufacturing industry grew at almost the same pace as those of men, indicating that ratio (and disparity) isn't changing any time soon.
- Some forces driving women to apply for jobs within the sector include more younger women embracing STEM subjects, a shift in how the industry is perceived and a replacement of more traditional technical jobs with roles centered around innovation and problem solving, according to Forbes.



**Manufacturing applications by gender**  
January 2022 – October 2024





# Manufacturing STEM jobs are in demand for candidates

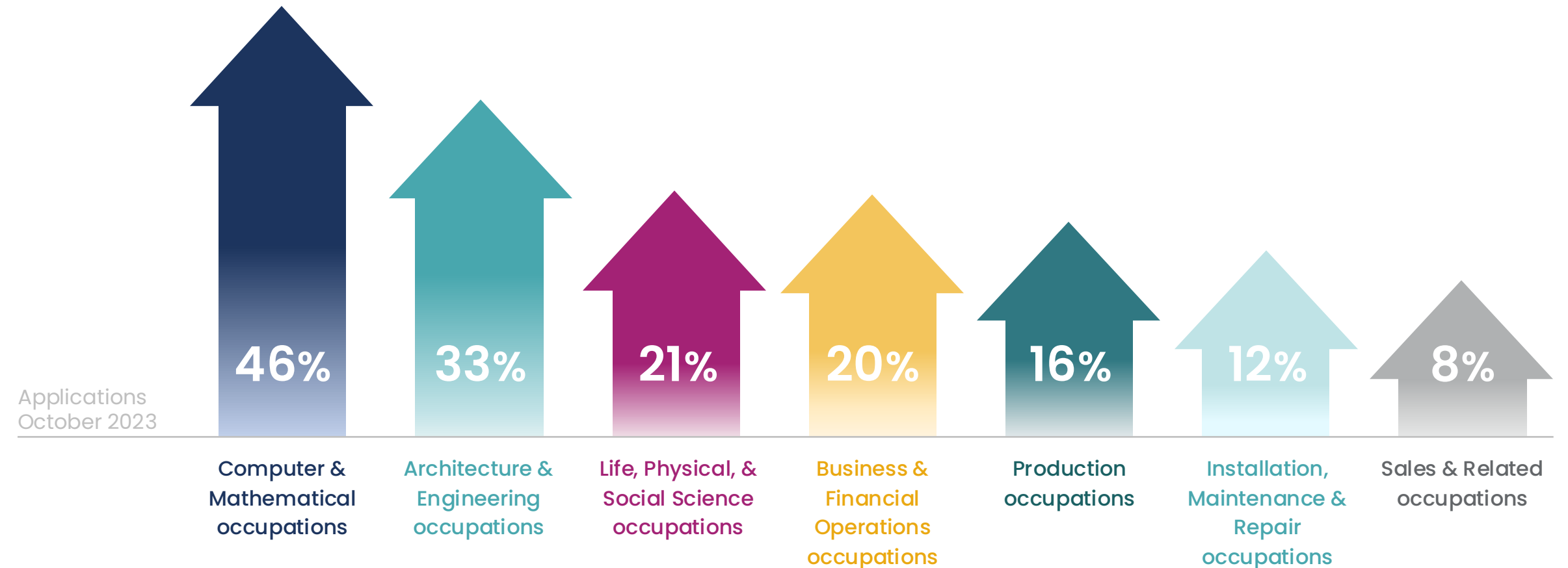
## icims Insights quick take:

- Looking at which jobs are getting the most applications could provide insight into the changing nature of jobs in the industry. At the top of the heap – computer and math jobs as well architecture and engineering roles. Jobs seeing smaller growth include more traditional manual jobs, such as installation, maintenance and repair as well as production.
- Skilled workers will be increasingly in demand, as estimates show the country will have a shortage of 300,000 engineers and 90,000 technical workers by 2030, according to the US Department of Commerce.
- To find best-fit talent, manufacturing recruiters can leverage AI-driven searching and matching to quickly surface the most likely qualified candidates.

# Manufacturing Hot Jobs 2024

Applications  
October 2024

Applications  
October 2023

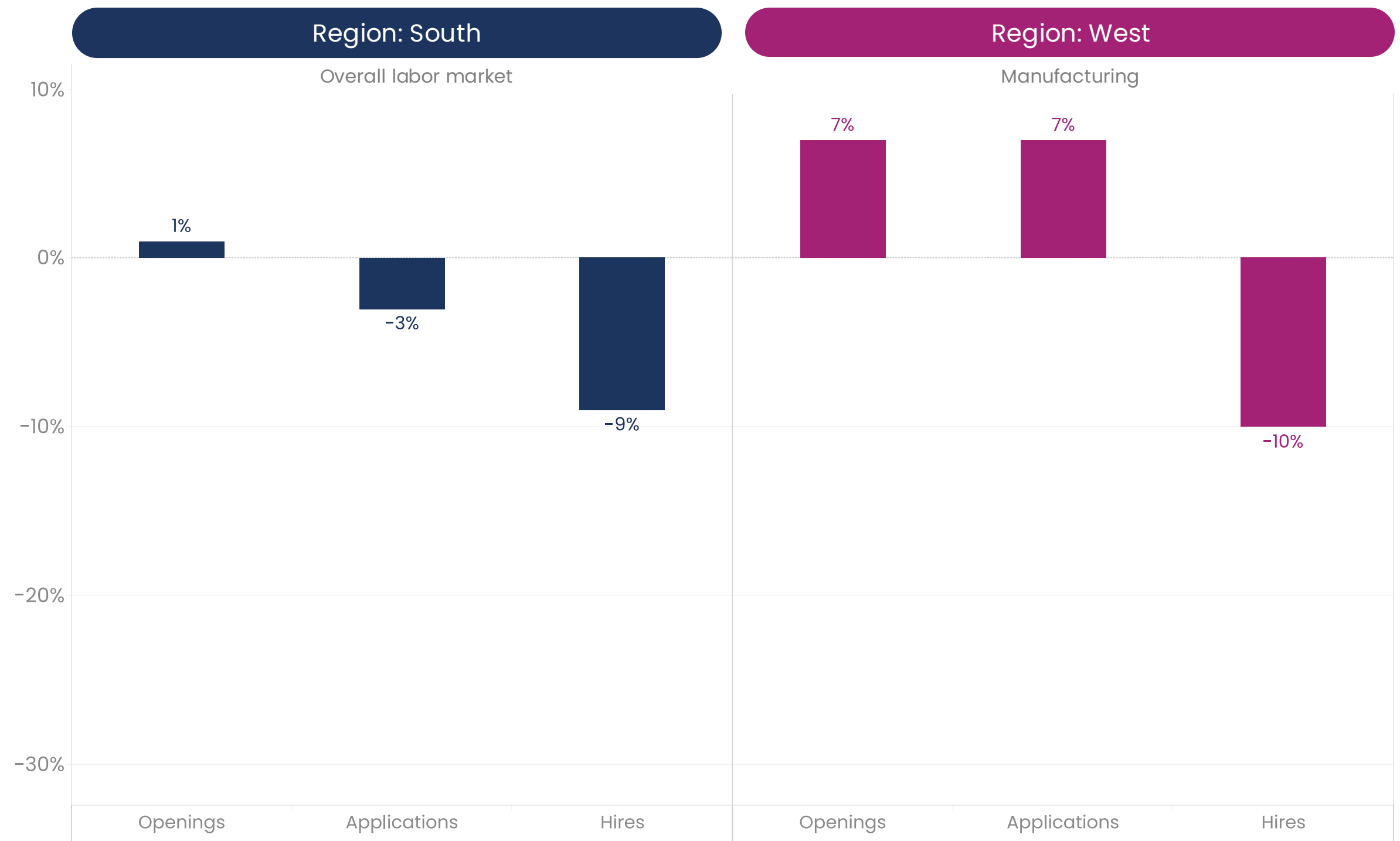




# How storms and strikes impacted workforce activity in the South and West

## iCIMS Insights quick take:

- Recent storms and strikes in the US not only affected the regions where they occurred but negatively impacted data for the government’s monthly employment report, which showed the weakest jobs gain since December 2020.
- Both candidate and employer activity in the South took a hit from two massive hurricanes this fall as applications and hires fell 3% and 9%, respectively.
- The seven-week machinist strike at Boeing – one of the largest employers in the Pacific Northwest – took the air out of job seekers’ desire to work in the industry. Applications were below the national industry benchmark of 12%. Employer activity also fell and was below the national average.



**Regional data for overall labor market and manufacturing**  
October 2023 – October 2024



# Want more great insights?

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## 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 [icims 2024 CHRO Report](#).  
Unsurprisingly, HR leaders are juggling many challenges and priorities in an uncertain hiring climate.

## Complete guide to using AI in recruiting

AI has the potential to revolutionize hiring, but getting started can feel overwhelming. Based on our history of using AI across our hiring platform, we've developed [4 steps](#) to help you evaluate and implement AI in your recruiting process.



# About iCIMS

iCIMS is a leading provider of talent acquisition technology that enables organizations everywhere to build winning workforces.

Visit [www.icims.com](http://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+ million global platform users



200+ million applications in 2023



570+ million candidate profiles



5.5+ million hires in 2023