

4TH ANNUAL EDITION



U.S. Job Industry Recap & Outlook

2021 - 2022



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Introduction

Welcome to the fourth annual edition of **iHire's U.S. Job Industry Recap & Outlook Report**.

After a challenging 2020 for the job market, 2021 brought some semblance of normalcy back to the employment landscape. Unemployment numbers dropped steadily, and businesses began hiring again, fast and furiously. As such, iHire's platform saw **43.9 million** job postings across 57 talent communities in 2021.

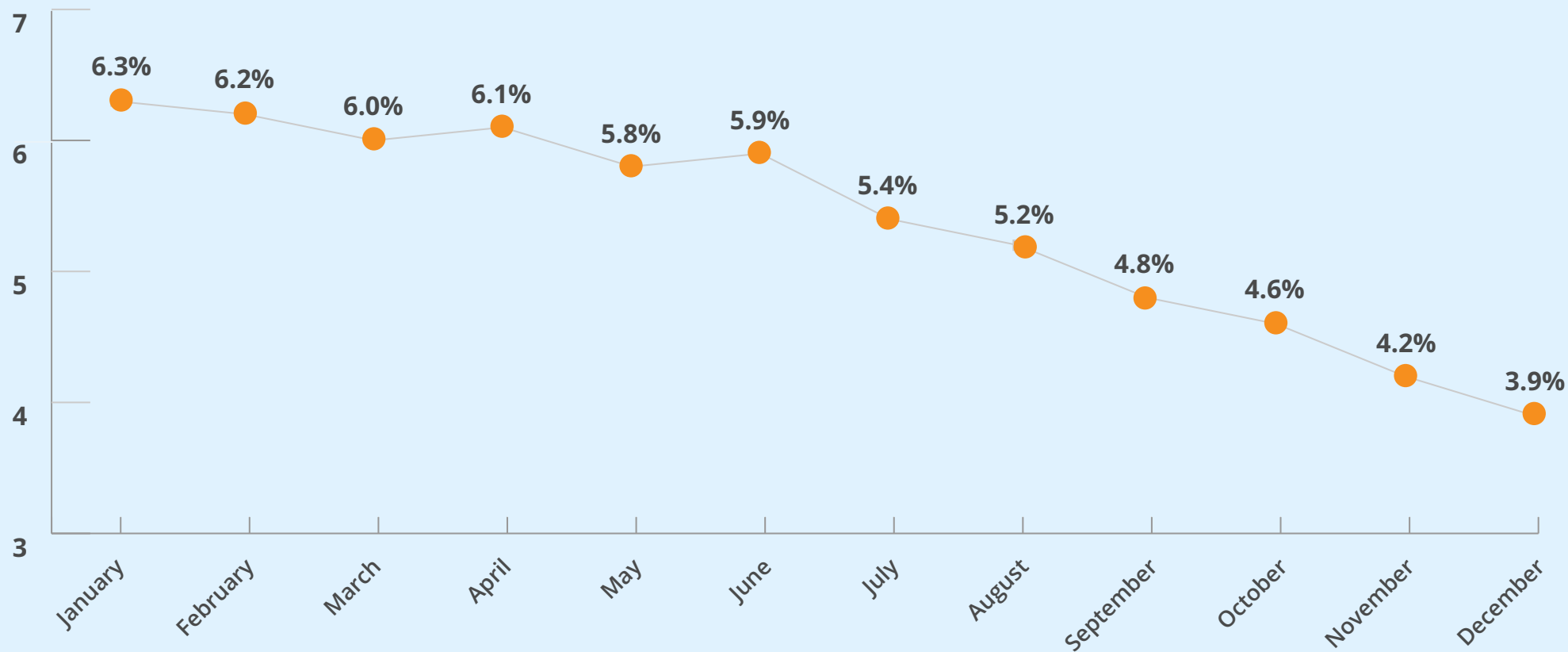
Despite an uptick in job numbers, 2021 came with a growing talent shortage, continued uncertainty around COVID-19, and the "Great Resignation," as employees started leaving their jobs in droves. These factors have created an unfamiliar climate for recruitment and retention heading into 2022.

To help employers navigate talent acquisition in the new year, this iHire report provides data-driven insights into job postings, hiring trends, and employment numbers from 2021, as well as forward-looking expert advice.

U.S. Job Market: Recovery and Resignations

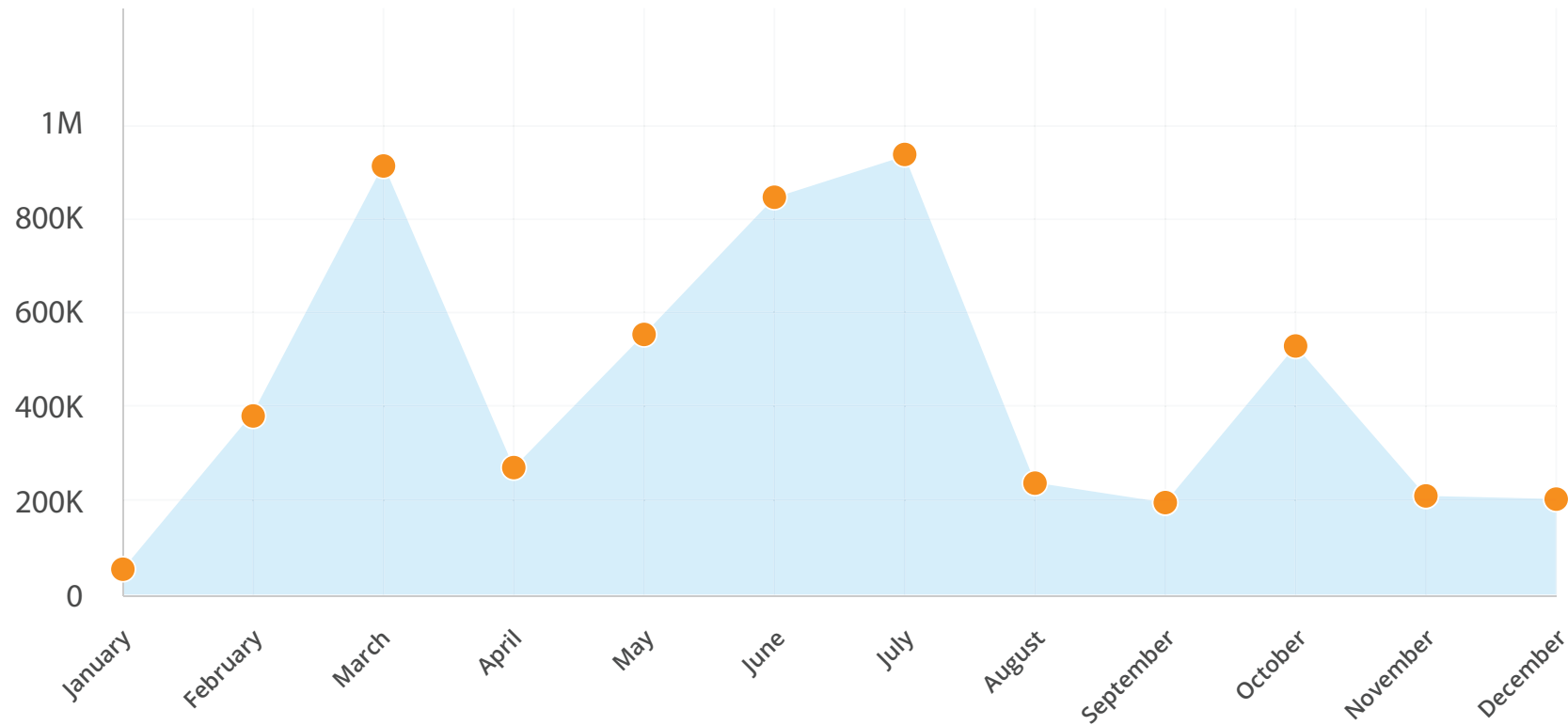
Slowly but surely, the 2021 job market began to mirror its pre-COVID-19 days. Unemployment fell to 3.9%, and the U.S. added a total of 5.3 million jobs. As job growth slowed toward the end of the year, the Great Resignation took its toll on employers whose talent shortages became more prominent – **17.4 million** people quit their jobs between August and November 2021.

2021 U.S. Unemployment Rate by Month



Data Source: Bureau of Labor Statistics (BLS)

2021 U.S. Jobs Added by Month



Data Sources: Bureau of Labor Statistics (BLS) and iHire's 2021 Talent Retention Report

The Great Resignation: By the Numbers

17.4 million Americans quit their jobs from August through November of 2021.

31.4% of workers left a job voluntarily from September 2020 to September 2021.

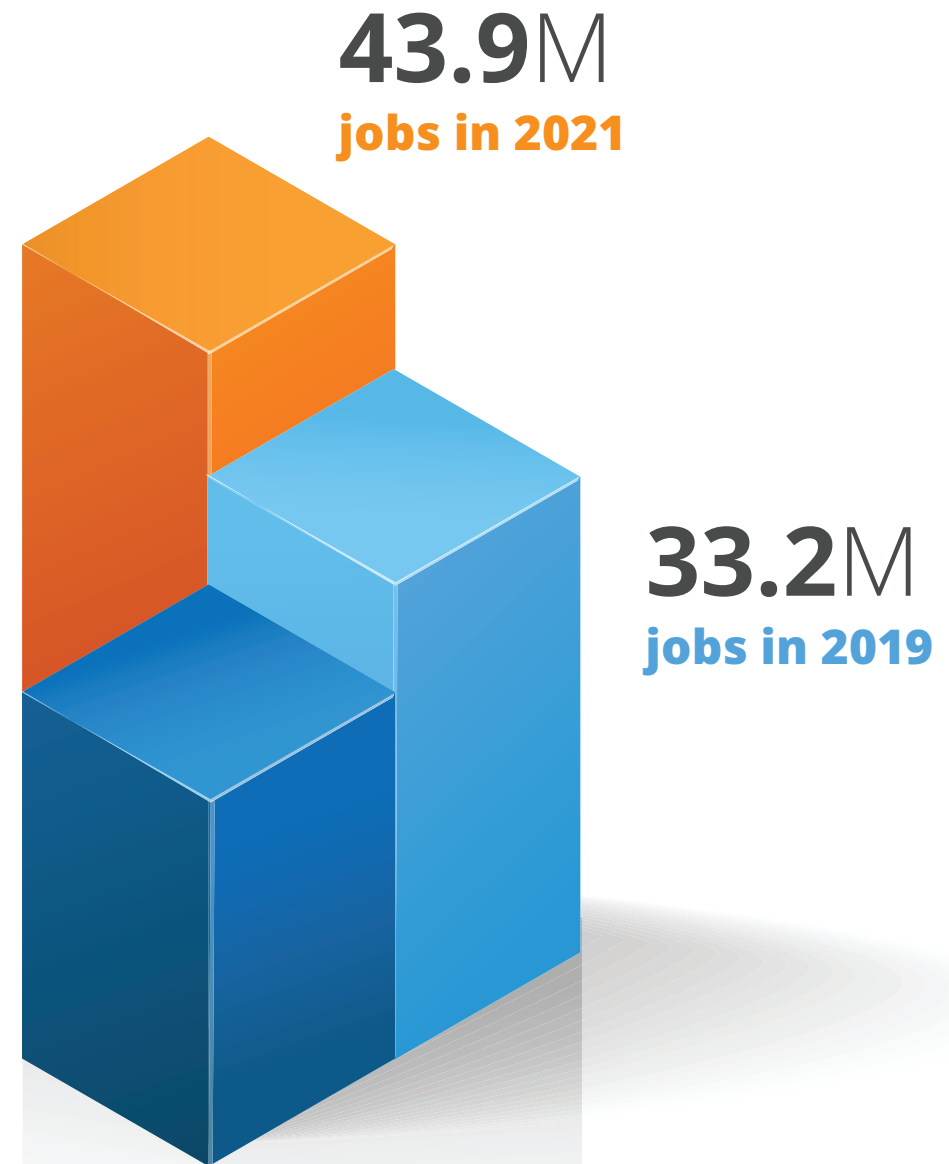
10.6 million unfilled positions existed across the U.S at the end of November 2021.

Total Jobs on iHire

2021 brought a record 43.9 million job postings to iHire's platform – a 65.0% increase* from 2020's total. In addition, iHire saw a steady stream of employment opportunities monthly, with expected seasonal dips in November and December.

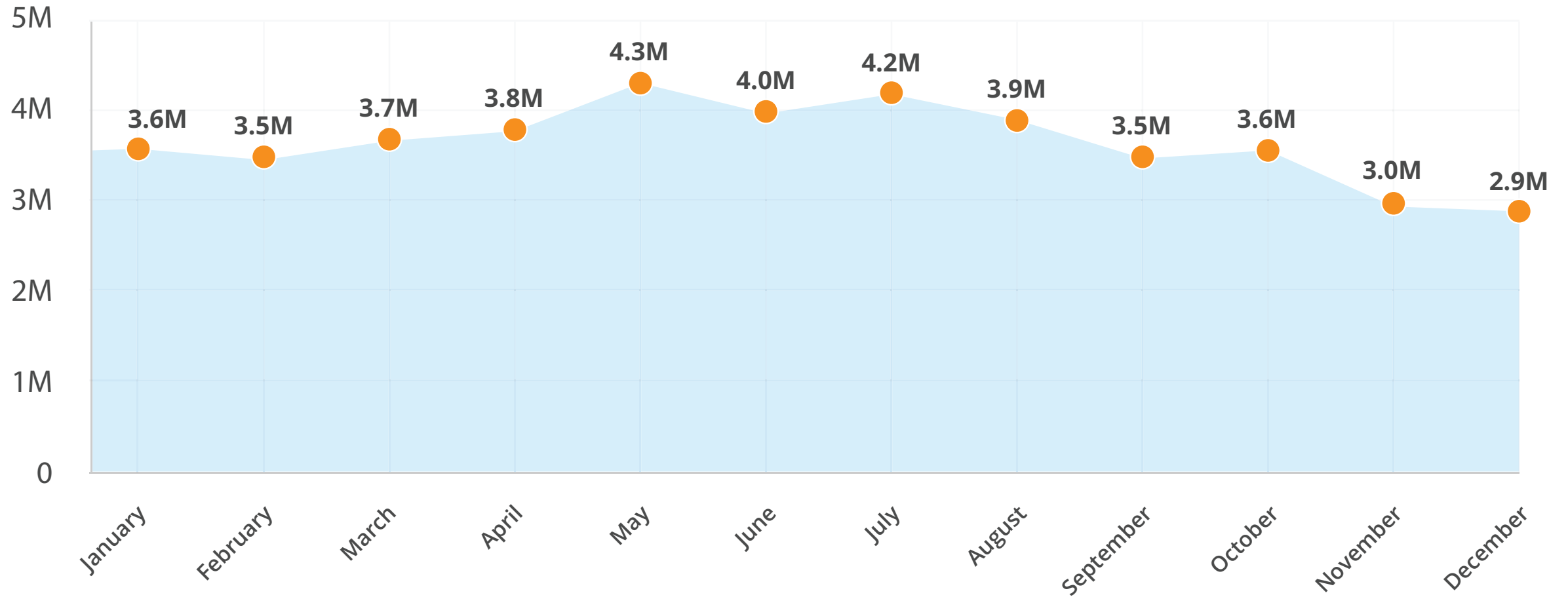
**iHire's talent network grew from 56 to 57 industry-focused communities in 2021 with the acquisition of WorkInSports. The acquisition positively impacted annual job posting totals and led to a sharp increase in postings in May 2021.*

26.6M
jobs in 2020

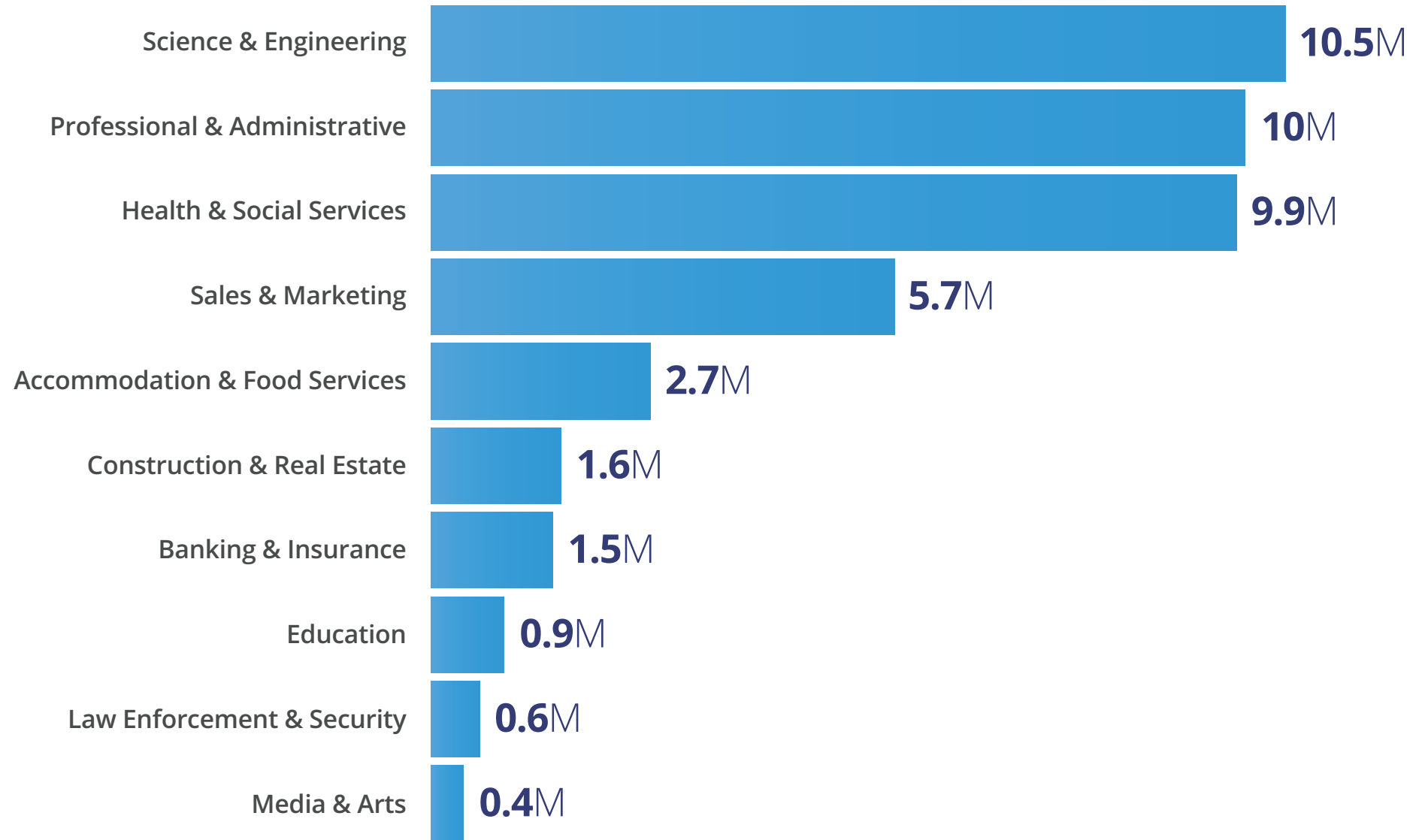


2021 Jobs on iHire by Month

On Jan. 1, 2022, iHire's platform comprised **3.8 million** active jobs.



Total Jobs on iHire By Sector



Values indicate the total number of job postings for each sector in 2021.

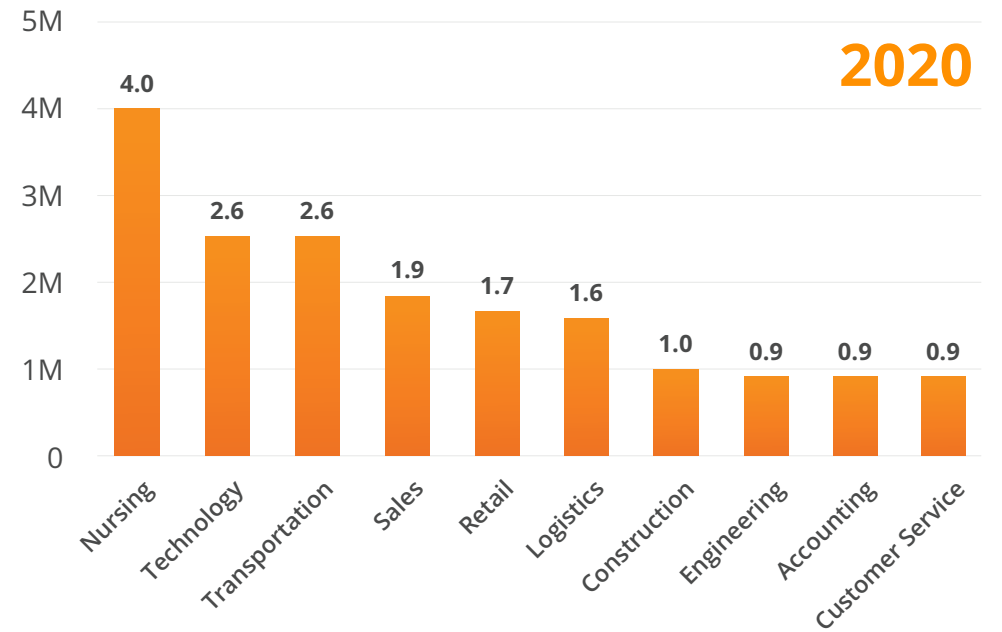
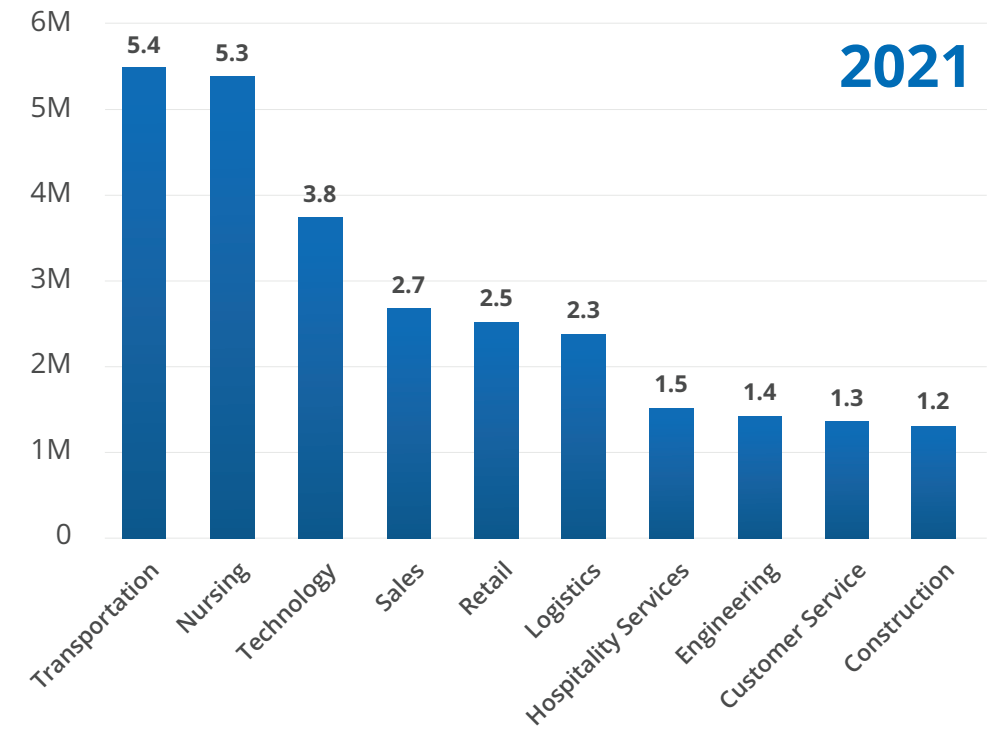
Top Hiring Industries

OUR TAKE

After giving way to Nursing as the top hiring industry in 2020, Transportation resumed its No. 1 spot in 2021 with 5.4 million job postings on iHire's platform. Meanwhile, Technology, Sales, and Retail remained in iHire's top five in 2021, with significant jumps in postings year-over-year.

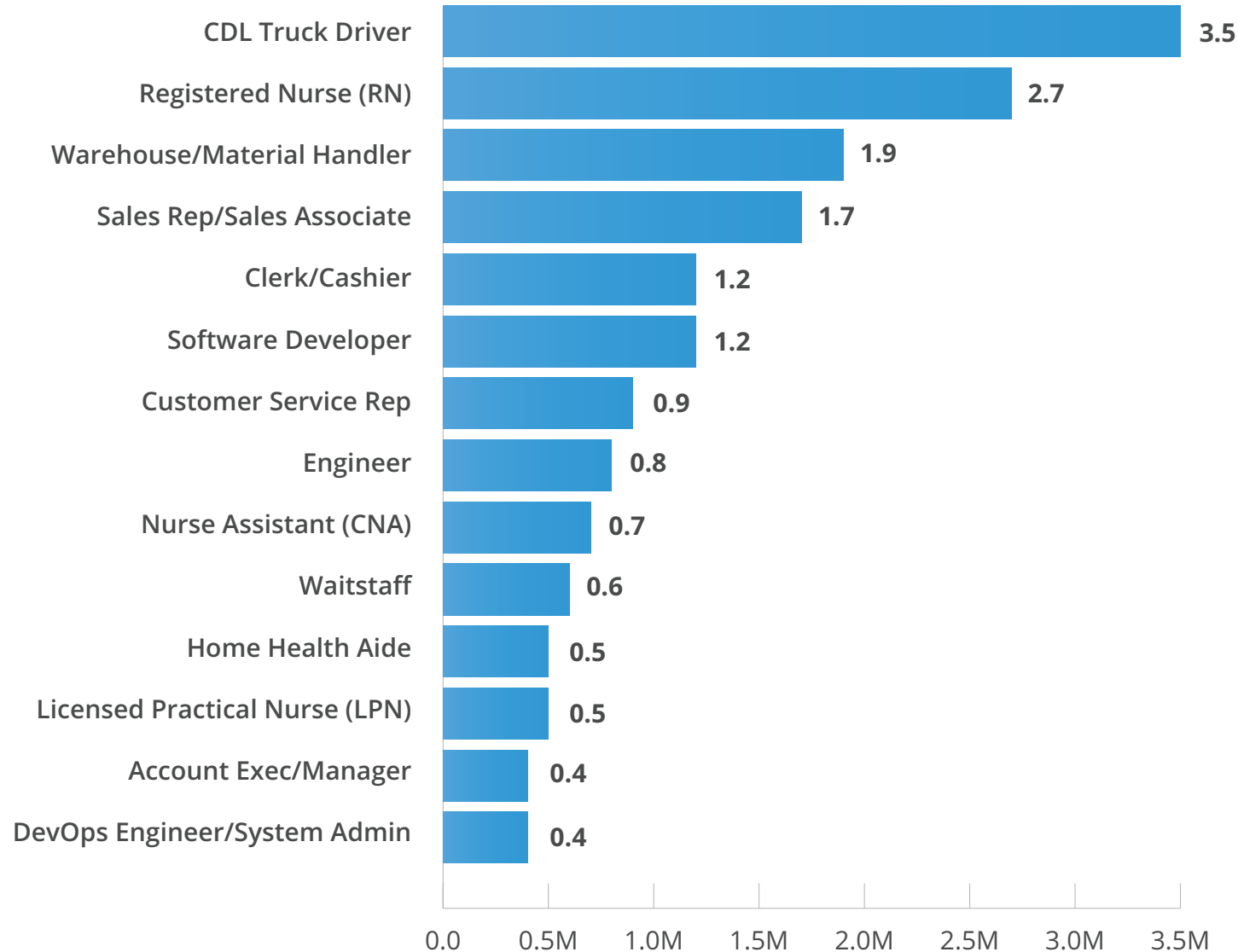
Notably, Hospitality Services (1.5 million postings) cracked the top 10 in 2021, as restaurants, hotels, travel, and foodservice entities amplified hiring efforts after downsizing at the onset of COVID-19 in 2020.

Other top hiring industries in 2021 included: Administration (0.9 million), Manufacturing (0.8 million), Accounting (0.8 million), Therapy (0.8 million), and Culinary (0.7 million).



Values indicate the number of job postings in millions for each industry.

Top Career Titles

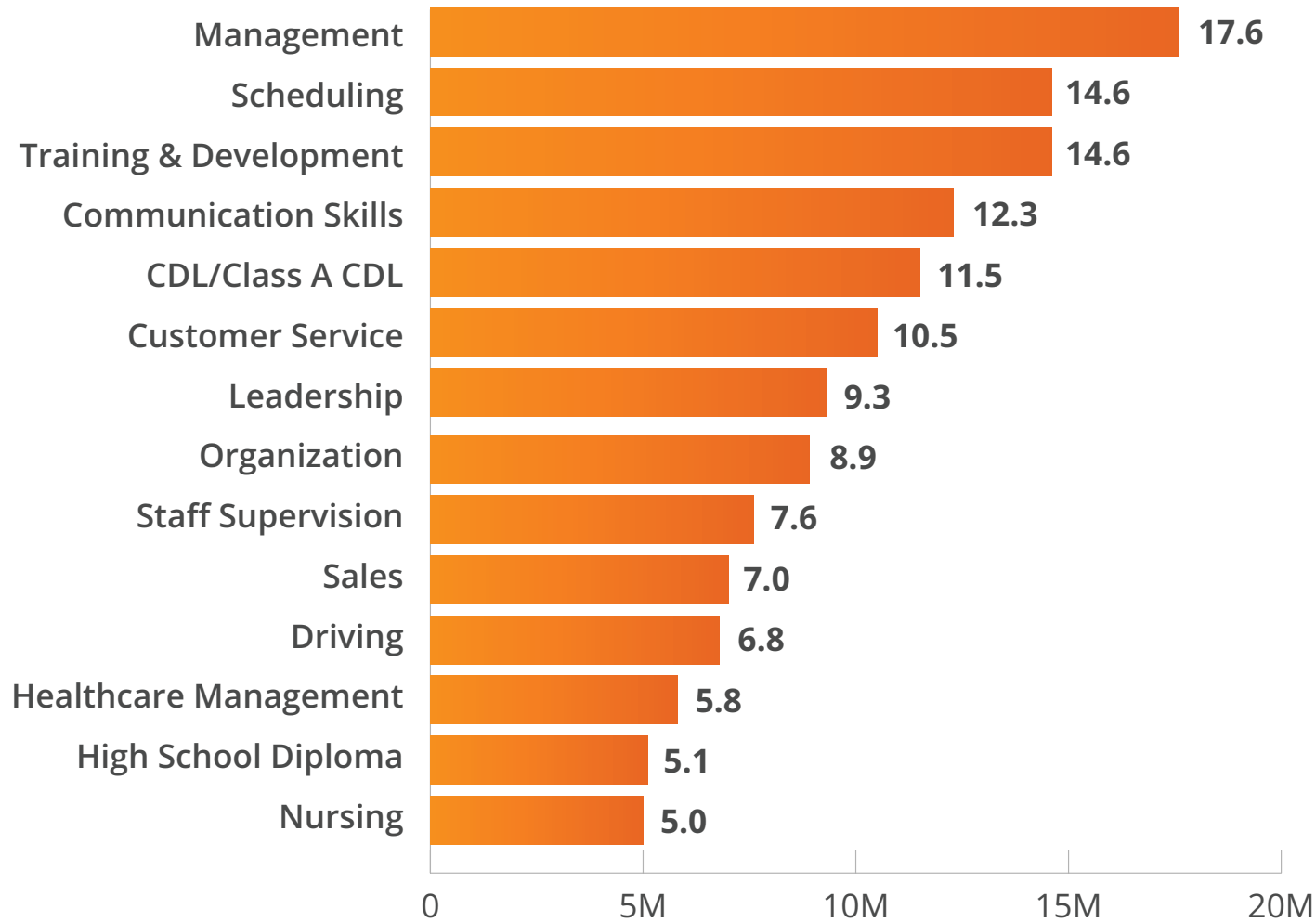


Values indicate the number of job postings in millions for each title.

OUR TAKE

Employers' most sought career titles in 2021 were on par with iHire's top hiring industries. The 3.5 million job postings for CDL Truck Drivers signal a continued need for transportation and logistics professionals to accommodate the rise in e-commerce and **disruptions in the global supply chain**. Further, healthcare-related positions accounted for four of the top 15 roles (4.4 million postings), as the U.S. experiences a **healthcare worker shortage**.

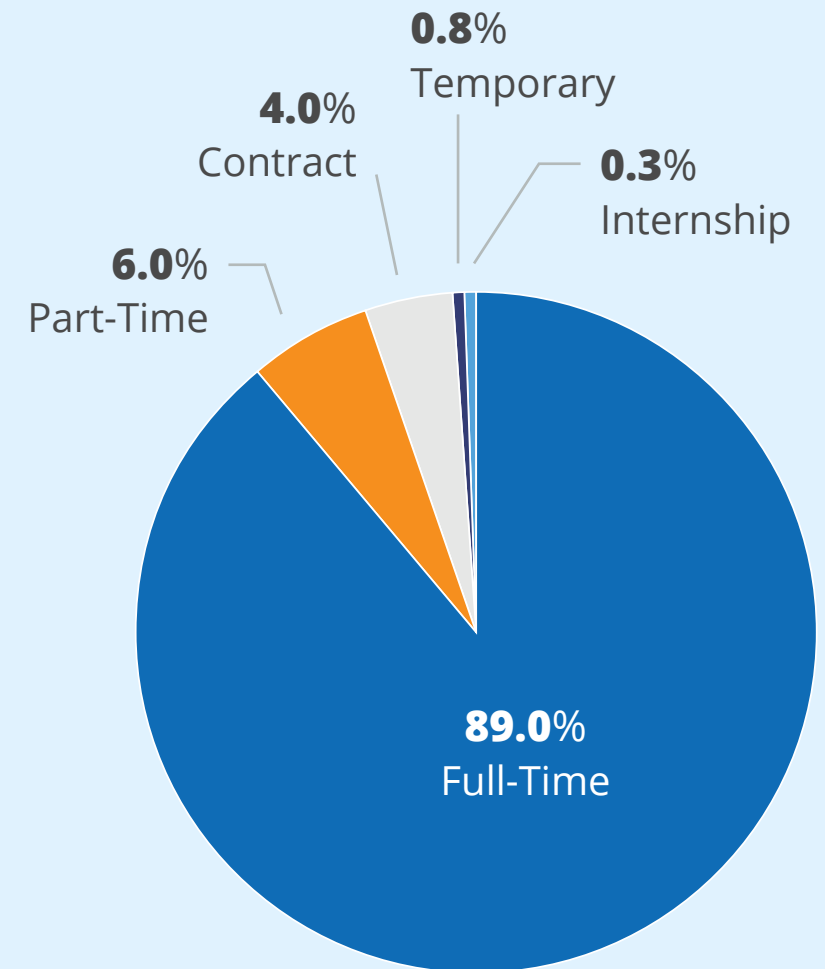
Most Desired Candidate Skills & Credentials



Values indicate the number of job postings active on the iHire platform as of Jan. 1, 2022, that specify a particular skill or credential.

Employment Types

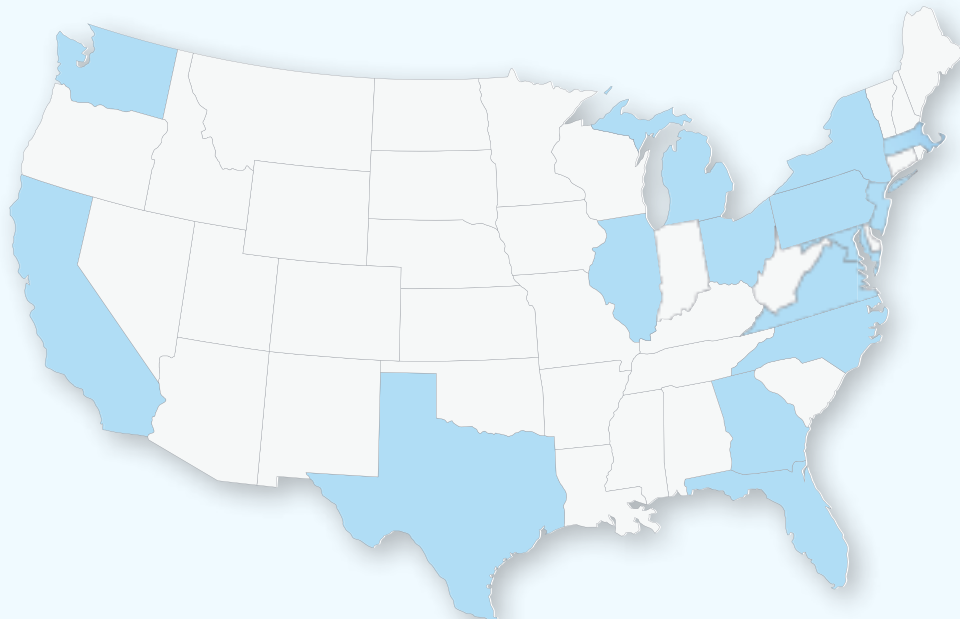
Breakdown of Employment Types on iHire Job Postings



Top Hiring States & Cities

TOP HIRING STATES

- | | | |
|-----------------|--------------------|-------------------|
| 1. California | 6. New York | 11. Massachusetts |
| 2. Texas | 7. Ohio | 12. Maryland |
| 3. Illinois | 8. Virginia | 13. New Jersey |
| 4. Florida | 9. Georgia | 14. Washington |
| 5. Pennsylvania | 10. North Carolina | 15. Michigan |



TOP HIRING CITIES

- | | | |
|---------------------|----------------|-------------------|
| 1. New York | 6. Dallas | 11. Boston |
| 2. Chicago | 7. Los Angeles | 12. Minneapolis |
| 3. Houston | 8. Austin | 13. San Francisco |
| 4. Atlanta | 9. Seattle | 14. Denver |
| 5. Washington, D.C. | 10. Phoenix | 15. San Diego |



Geographic areas ranked according to the number of active job postings on iHire as of Jan. 1, 2022.

Remote Jobs

Remote work here to stay, as evidenced by the 227,694 remote job postings promoted across iHire's platform in 2021*. Popular industries for remote work in 2021 included Technology, Customer Service, and Sales. Likewise, job seekers found no shortage of postings for Software Developer, Sales Associate, Call Center Rep, and Engineer roles.

227,694
Remote Jobs

Top Industries for Remote Jobs

| | | |
|----|------------------|--------|
| 1 | Technology | 78,200 |
| 2 | Customer Service | 28,900 |
| 3 | Sales | 25,000 |
| 4 | Engineering | 15,200 |
| 5 | Accounting | 13,300 |
| 6 | Human Resources | 13,000 |
| 7 | Insurance | 12,800 |
| 8 | Marketing | 10,100 |
| 9 | Admin | 7,700 |
| 10 | Nursing | 6,800 |

Values indicate number of remote job postings per industry in 2021.

Popular Remote Career Titles

| | | |
|----|-----------------------------------|--------|
| 1 | Software Developer | 22,300 |
| 2 | Sales Rep/Sales Associate/Agent | 20,800 |
| 3 | Customer Service Rep | 20,500 |
| 4 | Engineer | 11,200 |
| 5 | Data Scientist/Architect | 8,200 |
| 6 | Call Center Rep | 7,400 |
| 7 | DevOps Engineer/System Admin | 7,200 |
| 8 | Account Executive/Account Manager | 6,200 |
| 9 | Tax Specialist | 5,900 |
| 10 | Project Manager | 5,000 |

Values indicate number of remote job postings for each title in 2021.

**Number of remote job postings comprises postings tagged accordingly by hiring employers.*

Job Seeker Snapshot

In 2021, iHire surpassed the 16 million candidate mark, welcoming more than **1.97 million** active and passive job seekers to its talent network. This growth is due to a combination of factors, including the Great Resignation, upward trend of “career changers,” competitive job market favoring the candidate, and iHire’s acquisition of WorkInSports.

1.97M
candidates joined
iHire in 2021

Most Active iHire Talent Communities



1. iHireAdmin



2. iHireConstruction



3. iHireHR



4. iHireAccounting



5. iHireTechnology



6. iHireSalesPeople



7. iHireNursing



8. iHireDental



9. WorkInSports



10. iHireManufacturing



11. iHireEngineering



12. iHireLogistics



13. iHireChefs



14. iHireSocialServices



15. iHireVeterinary

Recruiting Advice for 2022: 11 Tips from the Experts

With 2022 underway, how can employers, hiring professionals, staffers, HR pros, and recruiters best attract and retain talent in the new year? Here's what the experts from iHire had to say:



Lisa Shuster, MBA,
SPHR, SHRM-SCP
Chief People Officer

1. "CONSIDER HIRING REMOTELY FOR 'KNOWLEDGE WORKERS.' Since hiring will continue to be challenging in 2022, this strategy will increase your talent pool, help bring women back into the workforce, aid in enhancing DE&I outcomes, and appeal to those seeking this flexibility.

2. DON'T TAKE YOUR TIME HIRING. This market is the hottest in decades. While a 'hire slowly; fire quickly' mentality is the conventional wisdom, taking too much time or making the candidate jump through hoops (or four rounds of interviews) will result in applicants slipping through your fingers and getting hired by your competitors."



Chrisanne Bowden,
Senior HR Consultant

3. "Candidates today are looking for more than just income. They want their jobs to have meaning. **WHEN YOU'RE WRITING YOUR JOB POST, INCLUDE YOUR VALUES AND PURPOSE.** Mention what you are committed to related to DE&I and highlight what you do in your community to improve the lives of others."



Lori Cole
Certified Career Coach

4. "One of the biggest complaints we receive from job seekers is getting 'ghosted' after they submit an application, or even worse, after they interview for a position. **LOOK AT YOUR RECRUITING WORKFLOW TO ENSURE YOUR COMPANY IS NOT GHOSTING CANDIDATES.**

5. How many applicants are abandoning your online application process? **TRY TO CUT YOUR INITIAL APPLICATION PROCESS DOWN TO FIVE MINUTES OR LESS.** This will produce more candidates that you can later send through to complete the full online application (if they're qualified)."



Jason Hayes
VP Employer Sales

6. "**START WITH YOUR PROFESSIONAL DEVELOPMENT BUDGET.** How much money are you investing in your workforce through training and growth-focused development opportunities? It's probably not enough. Increase your investment in your people and make that a selling point in your recruitment efforts. Employees want to grow and learn, so show them how you will help them achieve that growth. I believe this will be a vital differentiation in the war for talent."



Laurie Ballow
*Business Development
Manager*

7. "**CONSIDER OFFERING EMPLOYEES FLEXIBILITY IN WORK HOURS, WORK LOCATION, AND EVEN JOB SHARING TO ATTRACT AND RETAIN TOP TALENT.** Don't lose to the competition! A-players will find an employer who supports work/life balance and flexibility."



Steve Flook
President & CEO

8. “FOCUS ON CROSS-TRAINING EMPLOYEES AND FOSTER AN ENVIRONMENT WHERE KNOWLEDGE SHARING IS ENCOURAGED BY DEMONSTRATING IT YOURSELF AS A LEADER. Cross-training and introducing rotational duties provide diversity in tasks for your employees. Rotations can be on a weekly, monthly, or quarterly basis. This limits workplace stagnation, supports innovation and collaboration, and insulates the organization when employee turnover occurs (and it will occur throughout 2022 for every company).

9. If you view your organization as formal, rigid, or overly bottom-line-driven, prepare for hiring and talent retention headaches to continue. A paradigm shift has occurred in the world of work. **NOW IS THE TIME TO REVISIT YOUR MISSION, PURPOSE, AND SUITE OF EMPLOYEE BENEFITS.** Trust in the long-term benefits of an organizational architecture that focuses on the employee experience and talent retention as a competitive strategy.”



Brian Clapp
Host of the
WorkInSports
Podcast

10. “Market data points to 2022 being a job seeker’s market, providing leverage to those applying to your openings. The way many job seekers will yield this power is by asking extremely pointed questions during the interview process. **BE PREPARED TO ANSWER DIFFICULT QUESTIONS** like: How do you handle burnout? What is your approach to DE&I? How do you maintain a positive work/life balance? The more you can prepare to handle questions like these in an authentic way, the more likely you will draw in applicants to your culture.

11. CHANGE YOUR FRAME OF MIND AROUND REMOTE STAFF. Opening up your hiring approach to remote workers (where appropriate) isn’t a concession, it is an opportunity. Instead of only bringing talent in from a 50-mile radius, you can now pick the best of the best from wherever. The proof of concept is out there – remote and distributed workforces are highly effective.”

Conclusion

What's next for the talent acquisition and recruitment industry? For employers, 2021 was not without its fair share of tribulations, but brought a much-needed taste of business recovery. As hiring efforts show no signs of stopping in 2022, companies must focus on attracting and retaining talent with candidate- and employee-centric tactics that put people first in the world of work.

Employers, find your next great hire.

[Get Started](#)

Job seekers, find your next great career opportunity.

[Get Started](#)



About iHire

iHire is a leading career-oriented platform that powers a family of 57 industry-focused talent networks, including WorkInSports, iHireVeterinary, iHireDental, iHireConstruction, and iHireChefs. For more than 20 years, iHire has combined advanced job matching technology with our expertise in the talent acquisition space to connect job seekers with employers in their desired sector. With an industry-specific, candidate-centric, and data-driven approach to recruitment, iHire helps candidates find meaningful work, and employers find unique, high-quality talent – faster, easier, and more effectively than a general job board. Visit www.iHire.com for more information.



About the Data

Unless specified or linked to an external source, all data in this report is pulled from iHire’s job and job seeker databases, which include information from jobs posted directly through iHire as well as jobs aggregated from 30,000+ online sources.

