

# Tracking COVID-19 Impact and Recovery: Hiring and Job Demand Trends

March 2021 Edition



# Top trends

- Most countries except France saw gains in job postings in March as compared to February. The hiring demand in the U.S., Singapore, Russia and Brazil have exceeded the prepandemic levels.
- The job demand level in the U.S. saw an increase in March as compared to February, and exceeded the prepandemic level—by 5.5% in the last week of March—for the first time since May 2020.
- Most functions in the U.S., U.K. and India—with the exceptions of medical/health, social services and security in U.K., engineering/QA, facilities/construction, legal, maintenance/repair and hospitality/services in India—continued seeing monthly gains in March, suggesting uneven but sustained increases in business activities across functions in these countries.



# Job Posting Trends in the U.S.

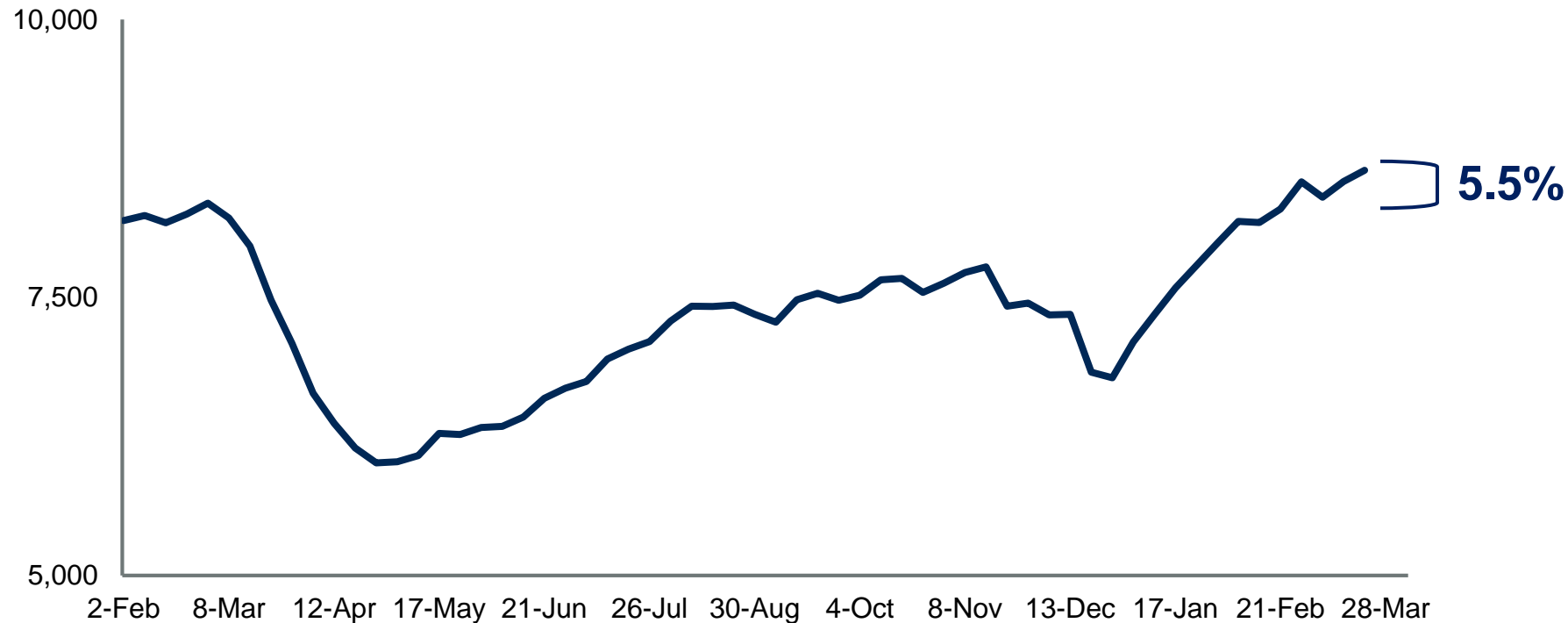


February 2020 – March 2021

# Job demand level exceeded the prepandemic level

## Active Job Postings<sup>†</sup> in the U.S. (February 2020 to March 2021)

Weekly Job Postings (1,000s)



With a big number of positions filled in March\*, active job postings in the U.S. also saw an average **month-over-month increase of 4.5%** in **March** compared with **February**, suggesting businesses are continuing recovering.

Active job postings exceeded the prepandemic level—seen in the **first week** of February 2020—by **5.5%** in the **last week** of March 2021.

Source: Gartner TalentNeuron

<sup>†</sup> Active job postings indicate the amount of active job postings over a given week including both new job postings and postings from previous weeks. This metric is representative of jobs available in the market overall.

\* BLS News Release: The Employment Situation — March 2021, <https://www.bls.gov/news.release/pdf/empsit.pdf>

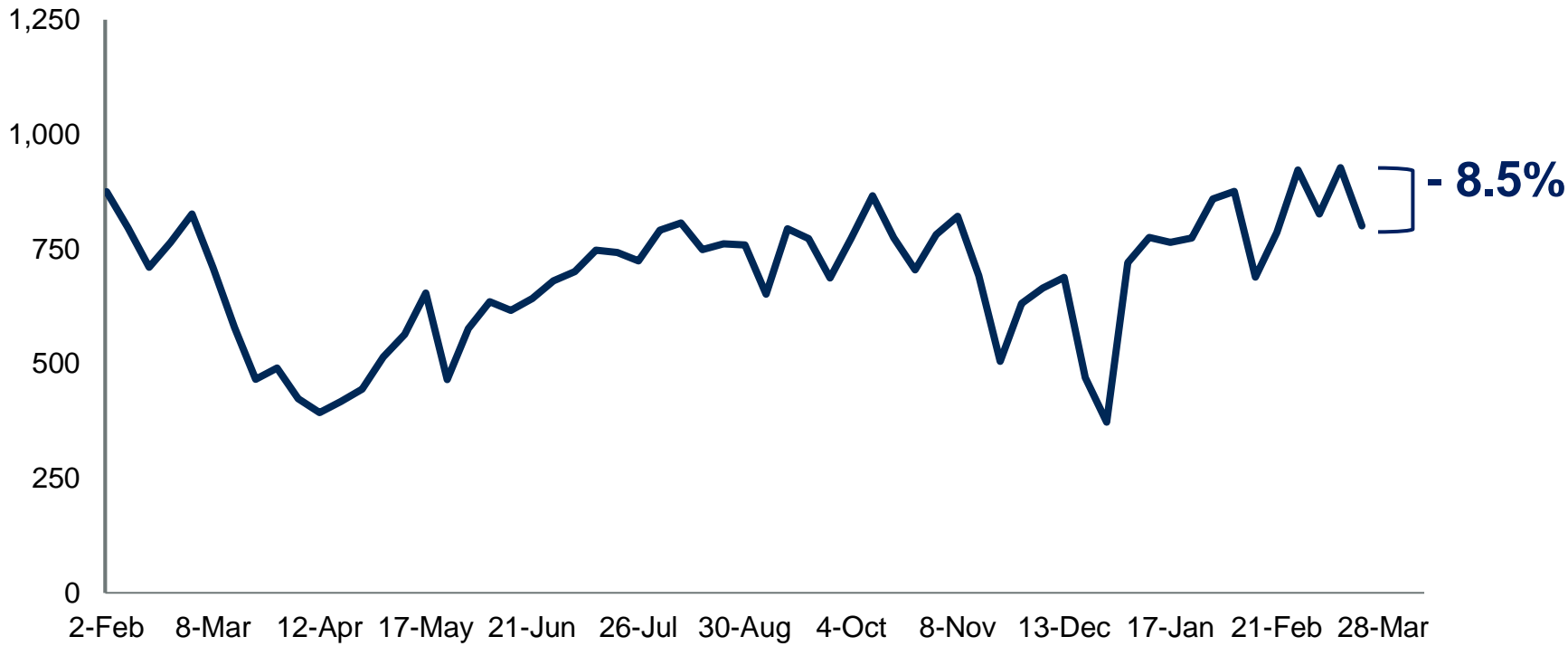
Note: The U.S. job postings data in this report is not comparable to prior releases of this report, because we have updated the data sources used for the analysis in the Feb 2021 which impacts our historical job data. While there has been a slight change in the total job volume number, there has been a minimal impact on the job trends over time.

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# New postings in the U.S. still lag the prepandemic level

## New Job Postings<sup>†</sup> in the U.S. (February 2020 to March 2021)

Weekly Job Postings (1,000s)



New job posting counts in the U.S. were still **down 8.5%** in the **last week** of March 2021 as compared to the prepandemic level seen in the **first week** of February 2020.

Source: Gartner TalentNeuron

<sup>†</sup> New job postings indicate the amount of job postings that were added each month.

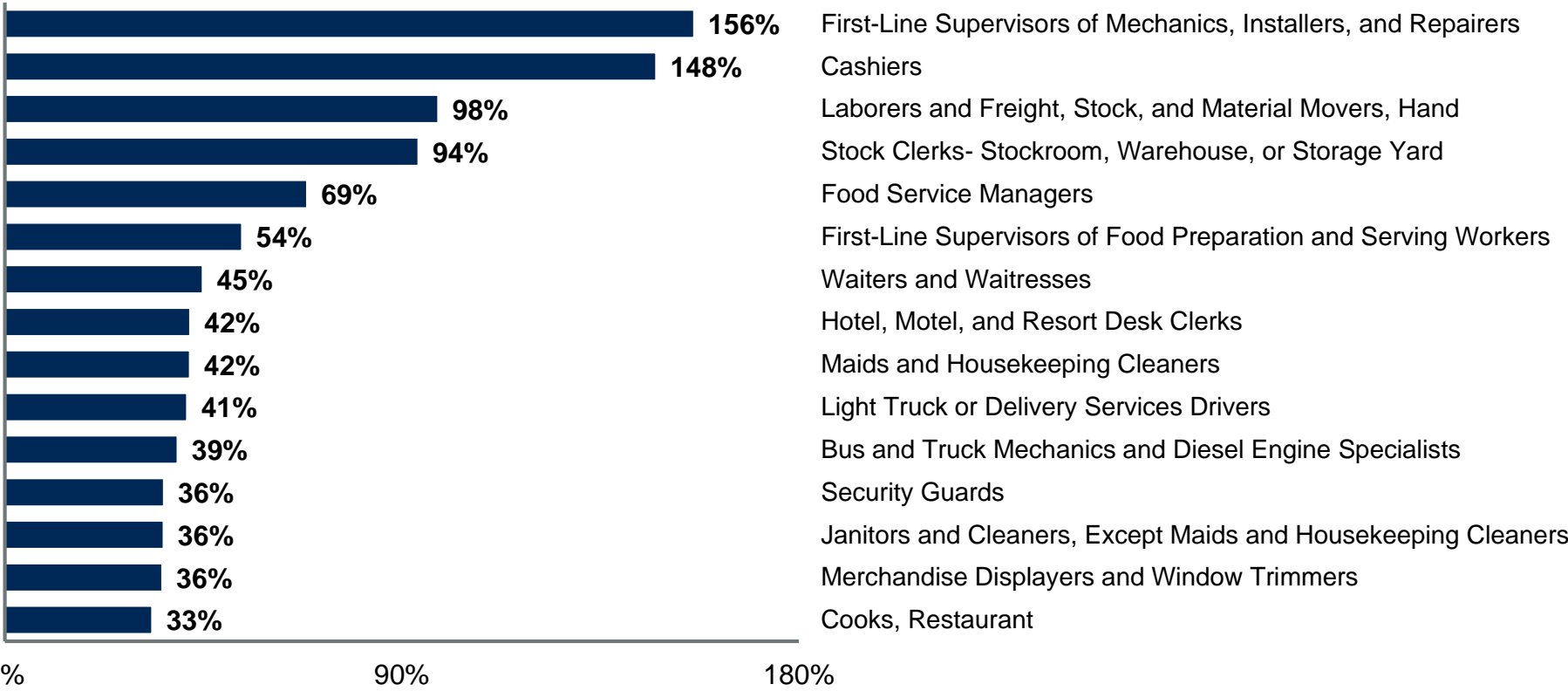
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# Monthly posting increases driven by frontline workers

## Top 15 Occupations in the U.S. With Largest Increases (February to March)

Percentage Change in New Job Postings†



**Frontline workers and managers, cashiers, wait staff and food service managers all made major gains in job postings from February to March 2021.**

Source: Gartner TalentNeuron

† New job postings indicate the amount of job postings that were added each month.

Note: The U.S. job postings data in this report is not comparable to prior releases of this report, because we have updated the data sources used for the analysis in the Feb 2021 which impacts our historical job data. While there has been a slight change in the total job volume number, there has been a minimal impact on the job trends over time.

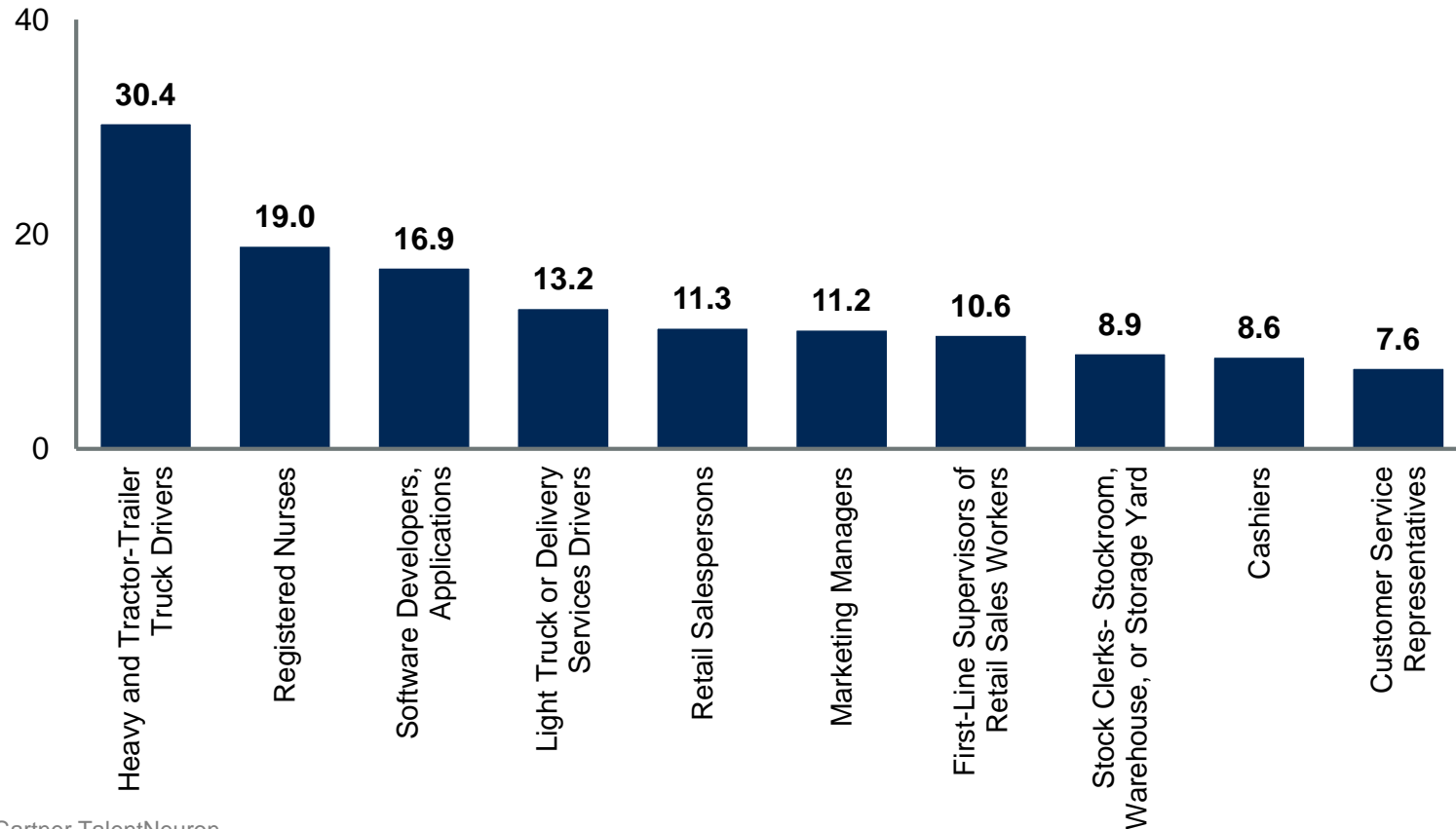
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# Drivers, nurses and IT driving occupation demand gains

## Top 10 Occupations by Demand in the U.S. (March 2021)

Total Active Job Postings<sup>†</sup> (1,000s)



**Truck drivers and light truck delivery services** are among the top 4 occupations showing **gains** in posting from **February to March** in response to the ongoing demand for online shopping / delivery. COVID-19 continues to **elevate the demand for nurses**, and the general demand for **digital skills** in this economy places **software developers** in the top three by active job postings.

Source: Gartner TalentNeuron

<sup>†</sup> Active job postings indicate the amount of active job postings over a given month, including both new job postings and postings from previous months. This metric is representative of jobs available in the market overall.

Note: The U.S. job postings data in this report is not comparable to prior releases of this report, because we have updated the data sources used for the analysis in the Feb 2021 which impacts our historical job data. While there has been a slight change in the total job volume number, there has been a minimal impact on the job trends over time.

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# Global Job Posting Trends



# Most countries saw month-over-month gains (again)

## Active Job Postings by Country Percentage Change

Country	Monthly Change (Feb'21 - Mar'21)	Overall Change (Feb'20 - Mar'21)	Job Posting Count (Feb'20 - Mar'21)
India	4.1%	-23.8%	
United Kingdom	3.2%	-23.2%	
France	-4.2%	-21.9%	
Italy	6.7%	-20.7%	
Germany	15.2%	-5.3%	
Canada	14.0%	-3.1%	
Brazil	24.6%	3.3%	
United States	4.5%	3.9%	
Russia	2.4%	16.3%	
Singapore	13.2%	26.9%	

All the 10 countries, except France, saw increases in job postings from February to March. **Brazil** showed the **highest monthly gain** in job postings with a 24.6% increase. **Singapore, Russia, the U.S. and Brazil** have **exceeded** prepandemic job posting levels.

Source: Gartner TalentNeuron

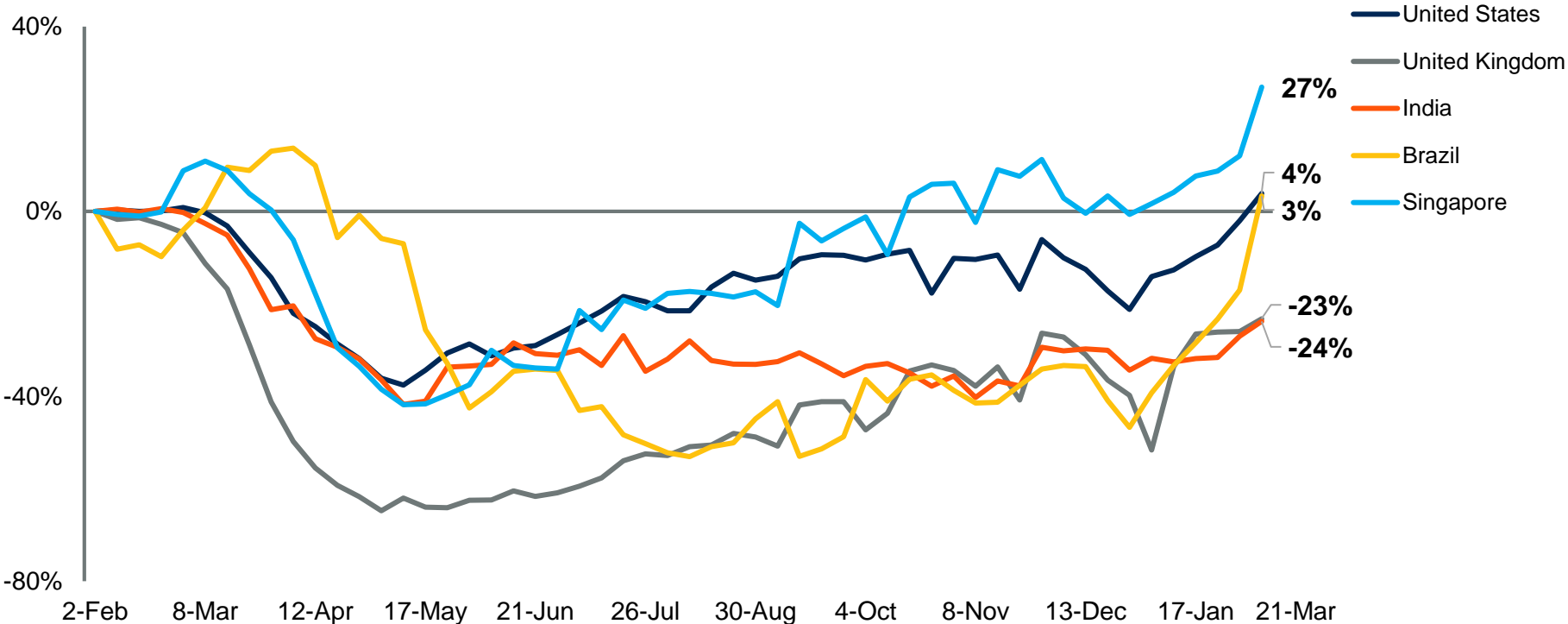
Note: Sparklines reflect weekly changes in job postings. The U.S. job postings data in this report is not comparable to prior releases of this report, because we have updated the data sources used for the analysis in the Feb 2021 which impacts our historical job data. While there has been a slight change in the total job volume number, there has been a minimal impact on the job trends over time.

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# UK and India still lag the prepandemic levels

## Active Job Postings by Country

Percentage Difference Compared to the Week of 2 February 2020



Hiring demand in **Singapore** stayed above the prepandemic level. Gains were also seen in the U.S., U.K., India and Brazil. The **U.S.** and **Brazil exceeded** the prepandemic level for the first time since May 2020. However, **UK and India are still below** prepandemic levels from February 2020.

Seeing some gains in the weeks in March, the active job posting level in the **U.S. exceeded the prepandemic level.**

Source: Gartner TalentNeuron  
Note: The U.S. job postings data in this report is not comparable to prior releases of this report, because we have updated the data sources used for the analysis in the Feb 2021 which impacts our historical job data. While there has been a slight change in the total job volume number, there has been a minimal impact on the job trends over time.

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# **Job Postings by Function for Selected Countries: U.S., U.K., and India**



# Most functions saw double-digit monthly gains (again)

## Change in Active Job Postings in the U.S. by Function

Functions by Percentage Change Compared to February 2020 – Top 10



Function	Monthly Change (Feb'21 - Mar'21)	Overall Change (Feb'20 - Mar'21)	Job Posting Count (Feb'20 - Mar'21)
Operations / Logistics	10.3%	48.7%	
Marketing / PR	10.0%	20.1%	
Science / R&D	14.7%	16.7%	
Information Technology	10.3%	16.4%	
Manufacturing / Resources	16.2%	12.6%	
Medical / Health	11.5%	4.8%	
Security	14.8%	3.1%	
Maintenance / Repair	13.6%	2.8%	
Executive Management	14.0%	0.6%	
Engineering / QA	15.6%	-3.4%	

All functions, except the operations and logistics function, saw increases in job postings in March as compared to February. Furthermore, **19 out of the 20** functions saw **double-digit increases** in job postings.

Hiring demand for **9 out of the 20** functions exceeded pre-pandemic levels seen in February 2020.

Source: Gartner TalentNeuron

Note: The U.S. job postings data in this report is not comparable to prior releases of this report, because we have updated the data sources used for the analysis in the Feb 2021 which impacts our historical job data. While there has been a slight change in the total job volume number, there has been a minimal impact on the job trends over time.

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# More than half of the functions still lag the prepandemic levels

## Change in Active Job Postings in the U.S. by Function

Functions by Percentage Change Compared to February 2020 – Bottom 10



Function	Monthly Change (Feb'21 - Mar'21)	Overall Change (Feb'20 - Mar'21)	Job Posting Count (Feb'20 - Mar'21)
Facilities / Construction	18.2%	-5.5%	
Finance / Accounting	10.9%	-6.2%	
Administration / Clerical	14.7%	-7.2%	
Human Resources	12.9%	-8.4%	
Social Services	16.6%	-9.2%	
Sales / Biz. Development	14.6%	-10.1%	
Education / Training	13.2%	-12.2%	
Hospitality / Services	13.2%	-17.6%	
Legal	15.7%	-19.2%	
Creative / Talent	6.6%	-32.5%	

With some functions seeing strong gains in March as compared to February, **eleven** out of the 20 functions in the U.S. **remain below the prepandemic levels**—that figure was sixteen out of the 20 in February.

Source: Gartner TalentNeuron

Note: The U.S. job postings data in this report is not comparable to prior releases of this report, because we have updated the data sources used for the analysis in the Feb 2021 which impacts our historical job data. While there has been a slight change in the total job volume number, there has been a minimal impact on the job trends over time.

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# Most functions saw monthly gains in the U.K.

## Change in Active Job Postings in the U.K. by Function

Functions by Percentage Change Compared to February 2020 – Top 10



Function	Monthly Change (Feb'21 - Mar'21)	Overall Change (Feb'20 - Mar'21)	Job Posting Count (Feb'20 - Mar'21)
Engineering / QA	11.5%	17.7%	
Facilities / Construction	2.1%	13.2%	
Science / R&D	0.8%	3.1%	
Maintenance / Repair	12.4%	0.4%	
Information Technology	0.9%	-0.9%	
Manufacturing / Resources	8.9%	-8.7%	
Operations / Logistics	11.7%	-11.6%	
Executive Management	3.2%	-17.1%	
Marketing / PR	5.9%	-17.3%	
Medical / Health	-13.6%	-19.5%	

**Most functions**, except medical and health, social services and security, **saw gains** in job demand in March as compared to February.

The **engineering/QA facilities/construction, science/R&D** and **maintenance/repair** functions have **exceeded** the pre-pandemic demand levels.

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# Hospitality, education and sales saw the largest gains in the U.K.

## Change in Active Job Postings in the U.K. by Function

Functions by Percentage Change Compared to February 2020 – Bottom 10



Function	Monthly Change (Feb'21 - Mar'21)	Overall Change (Feb'20 - Mar'21)	Job Posting Count (Feb'20 - Mar'21)
Creative / Talent	3.8%	-20.5%	
Finance / Accounting	7.8%	-20.8%	
Human Resources	6.0%	-21.4%	
Social Services	-4.9%	-24.8%	
Education / Training	20.9%	-25.1%	
Legal	6.2%	-34.3%	
Security	-1.8%	-34.7%	
Administration / Clerical	3.6%	-39.5%	
Sales / Biz. Development	14.1%	-50.5%	
Hospitality / Services	29.6%	-61.5%	

Hospitality/services, education/training and sales/business development saw the **strongest monthly gains** in March as compared to February.

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# Biggest gains saw in security, finance and HR in India

## Change in Active Job Postings in India by Function

Functions by Percentage Change Compared to February 2020 – Top 10



Function	Monthly Change (Feb'21 - Mar'21)	Overall Change (Feb'20 - Mar'21)	Job Posting Count (Feb'20 - Mar'21)
Information Technology	6.9%	-10.2%	
Creative / Talent	4.2%	-13.1%	
Marketing / PR	3.6%	-15.7%	
Science / R&D	4.1%	-18.8%	
Security	15.8%	-24.9%	
Sales / Biz. Development	2.3%	-26.0%	
Engineering / QA	-2.6%	-26.8%	
Finance / Accounting	7.9%	-27.6%	
Executive Management	4.8%	-27.7%	
Human Resources	7.5%	-28.3%	

**Security, finance/accounting and HR** saw the biggest gains of **15.8%**, **7.9%** and **7.5%** respectively in March as compared to February.

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# Gaps to the prepandemic levels across functions further narrowed in India

## Change in Active Job Postings in India by Function

Functions by Percentage Change Compared to February 2020 – Bottom 10



Function	Monthly Change (Feb'21 - Mar'21)	Overall Change (Feb'20 - Mar'21)	Job Posting Count (Feb'20 - Mar'21)
Facilities / Construction	-4.3%	-28.4%	
Manufacturing / Resources	1.6%	-29.5%	
Operations / Logistics	5.8%	-29.5%	
Administration / Clerical	0.4%	-32.2%	
Medical / Health	1.8%	-32.8%	
Social Services	2.1%	-34.1%	
Legal	-1.4%	-37.3%	
Maintenance / Repair	-0.1%	-43.0%	
Education / Training	2.8%	-46.1%	
Hospitality / Services	-1.8%	-62.2%	

**Fifteen** out of the 20 functions in India saw **monthly gains** in job postings in March as compared to February.

**Seven** out of the 20 functions, **reduced from 13** in February, remain at least **30% below the prepandemic levels**.

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