

US Labor Market Overview

May 2024

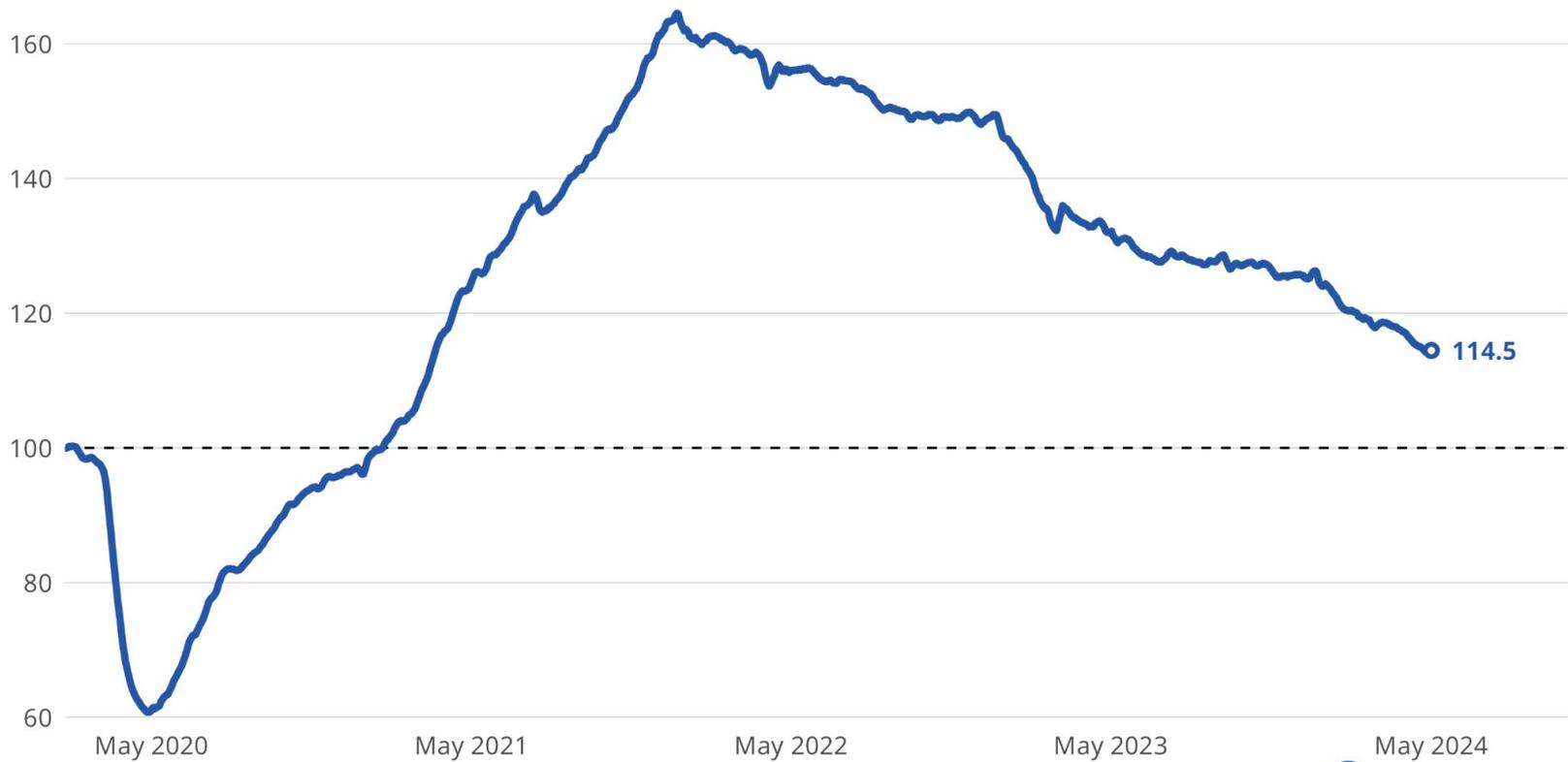
US Labor Market Overview

May 2024

- The resilient US labor market continues to steadily moderate as demand for workers levels off and wage growth slows down. Labor supply is rising to meet fading demand, leading to a more sustainable pace of growth.
- Job postings and openings remain above their pre-pandemic level, but the balance between job openings and unemployment is close to its pre-pandemic relationship.
- The quits rate is below pre-pandemic levels and layoffs remain low, suggesting employers are having an easier time retaining current employees.
- Both employment and labor force participation rates for prime-age workers are rising, a sign that the labor supply is growing.
- Wage growth continues to cool but inflation is only slowly fading, leading to slower inflation-adjusted earnings growth.

Job postings are elevated but trending down

Index, 100 = Feb 1, 2020, data through May 10, 2024



Source: Indeed Job Postings Index



Job postings on Indeed are down 2% from a month ago

Month-over-month growth in Indeed Job Postings Index, United States, Jan 1, 2022 - May 10, 2024

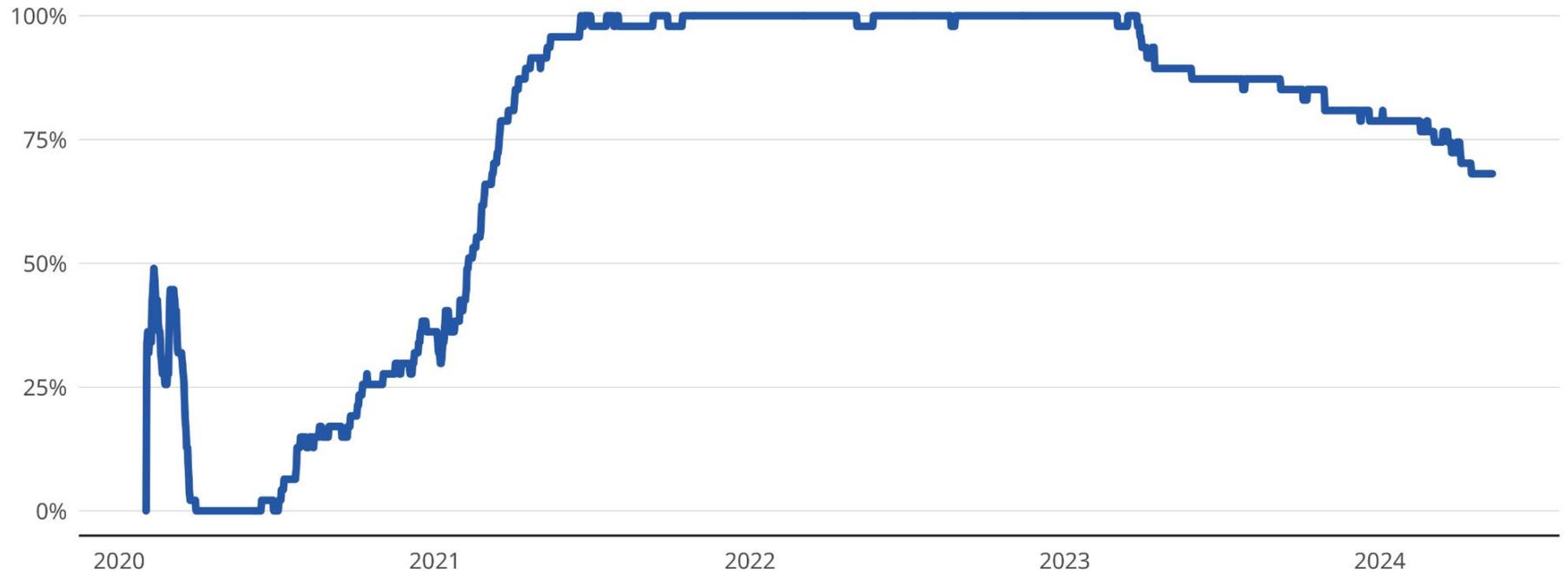


Source: Indeed Job Postings Index. Note: A month prior is defined as 28 day from current date.



Job postings are above pre-pandemic levels in 68% of occupational sectors as of May 10, 2024

Share of occupational sectors with postings above pre-pandemic baseline

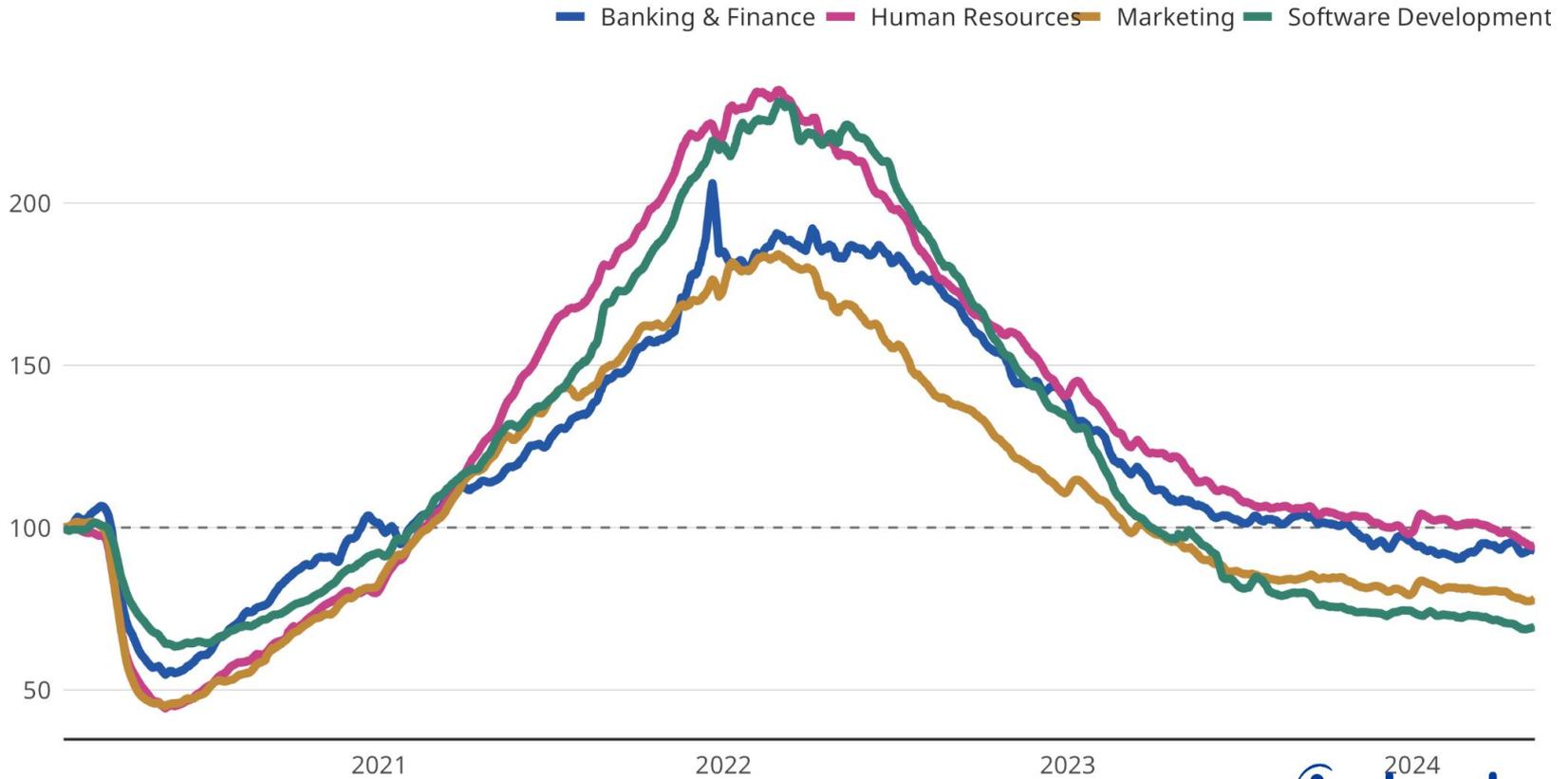


Source: Indeed



Postings are down most in traditional 'office job' sectors

Index (100 = Feb 1, 2020), United States, through May 10, 2024

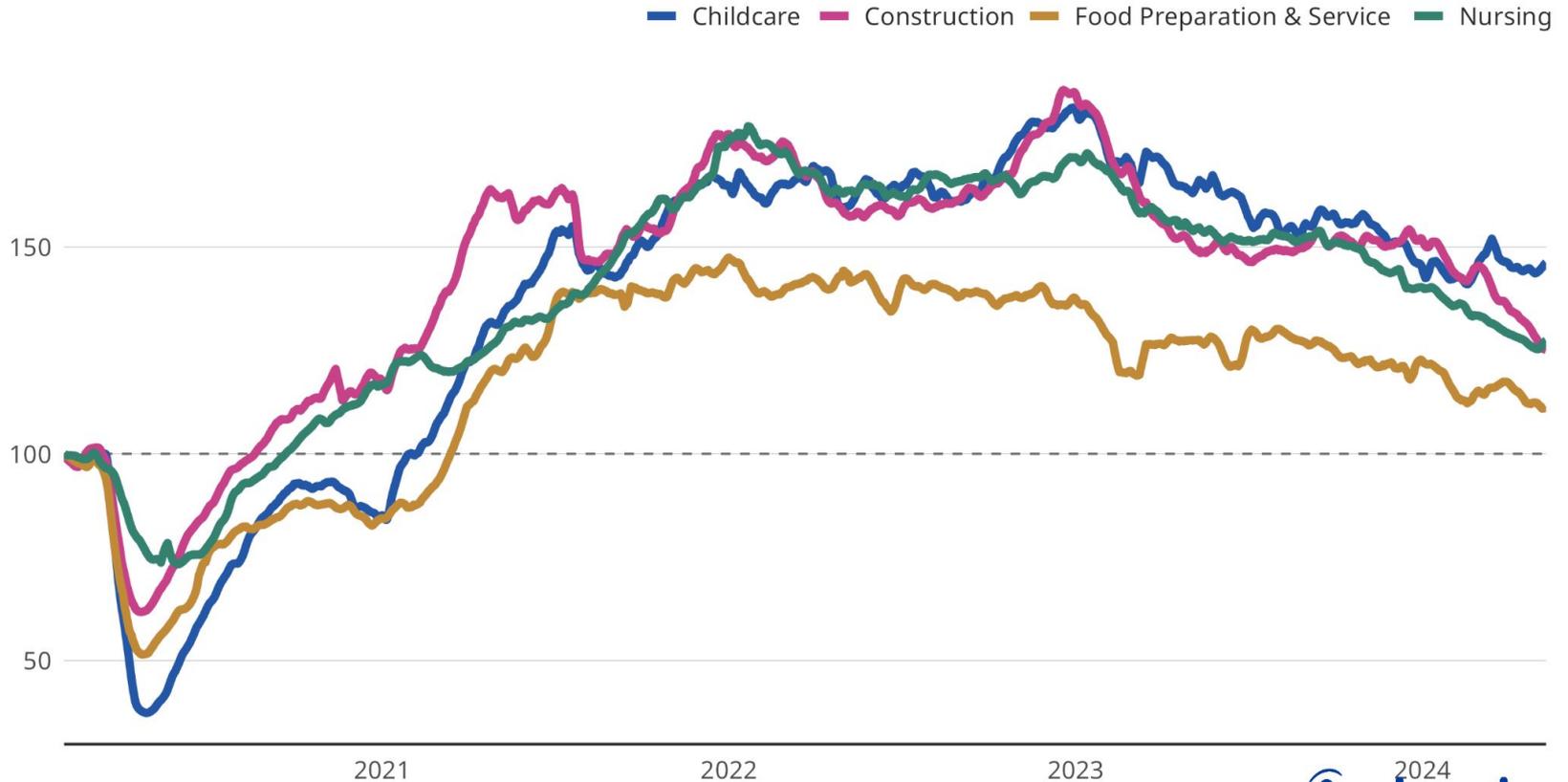


Source: Indeed Job Postings Index



Postings are holding up better in many 'in-person' sectors

Index (100 = Feb 1, 2020), United States, through May 10, 2024

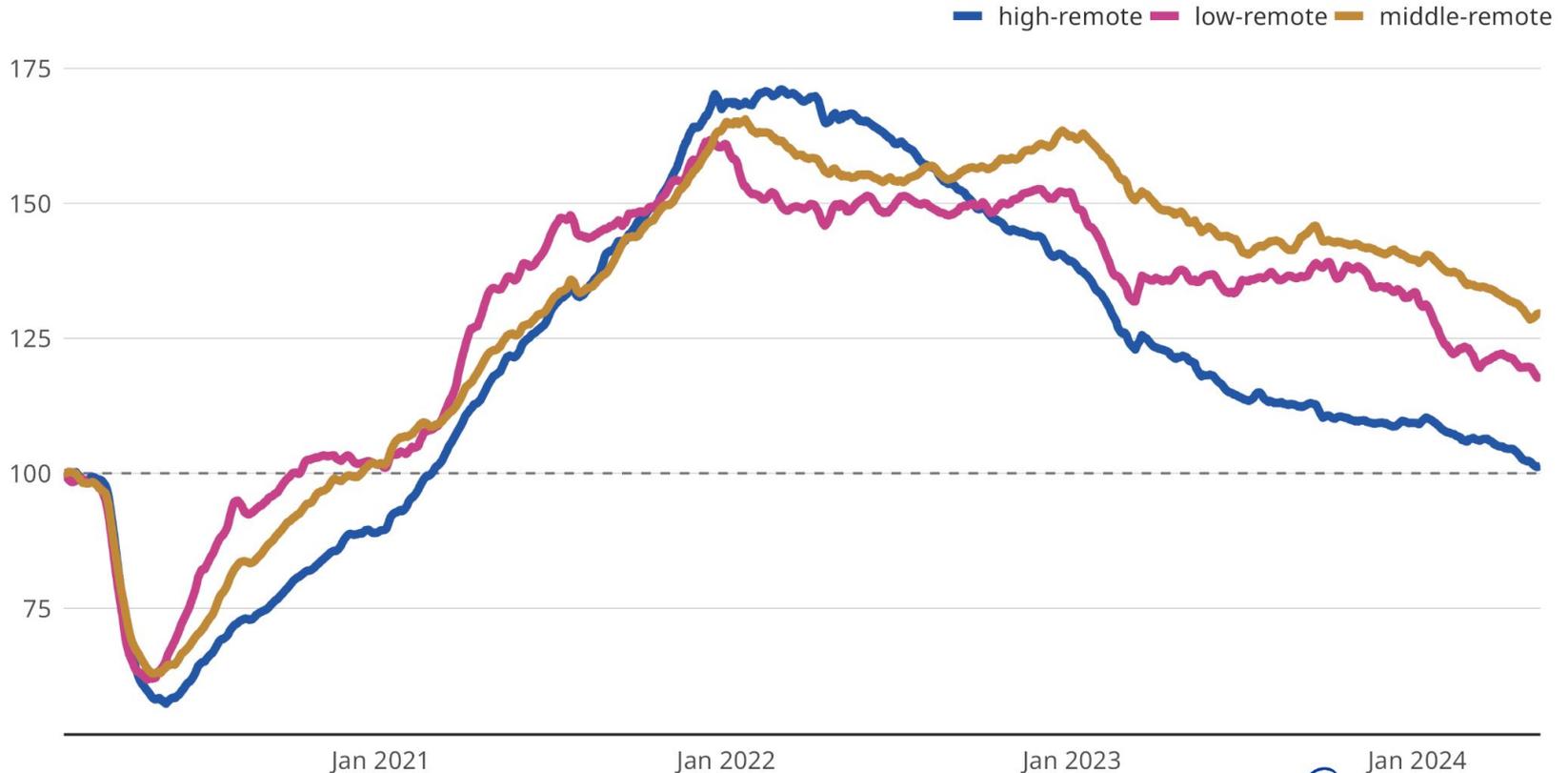


Source: Indeed Job Postings Index



Postings are weakest in high work-from-home sectors

US Job Postings Index by remote-work tier, data through May 10, 2024

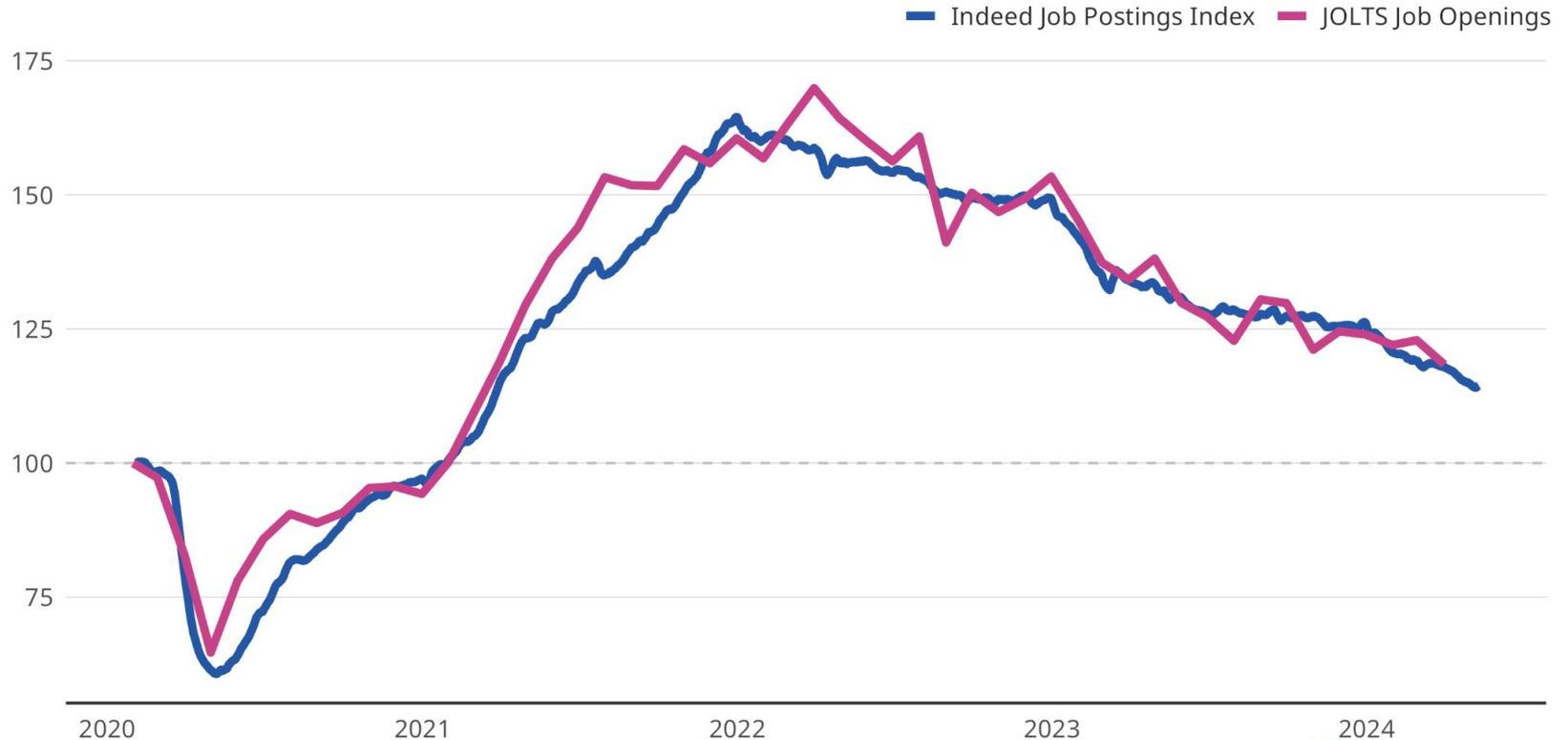


Source: Indeed Job Postings Index



US job openings and postings track each other

Index, Jan 31, 2020 - May 10, 2024

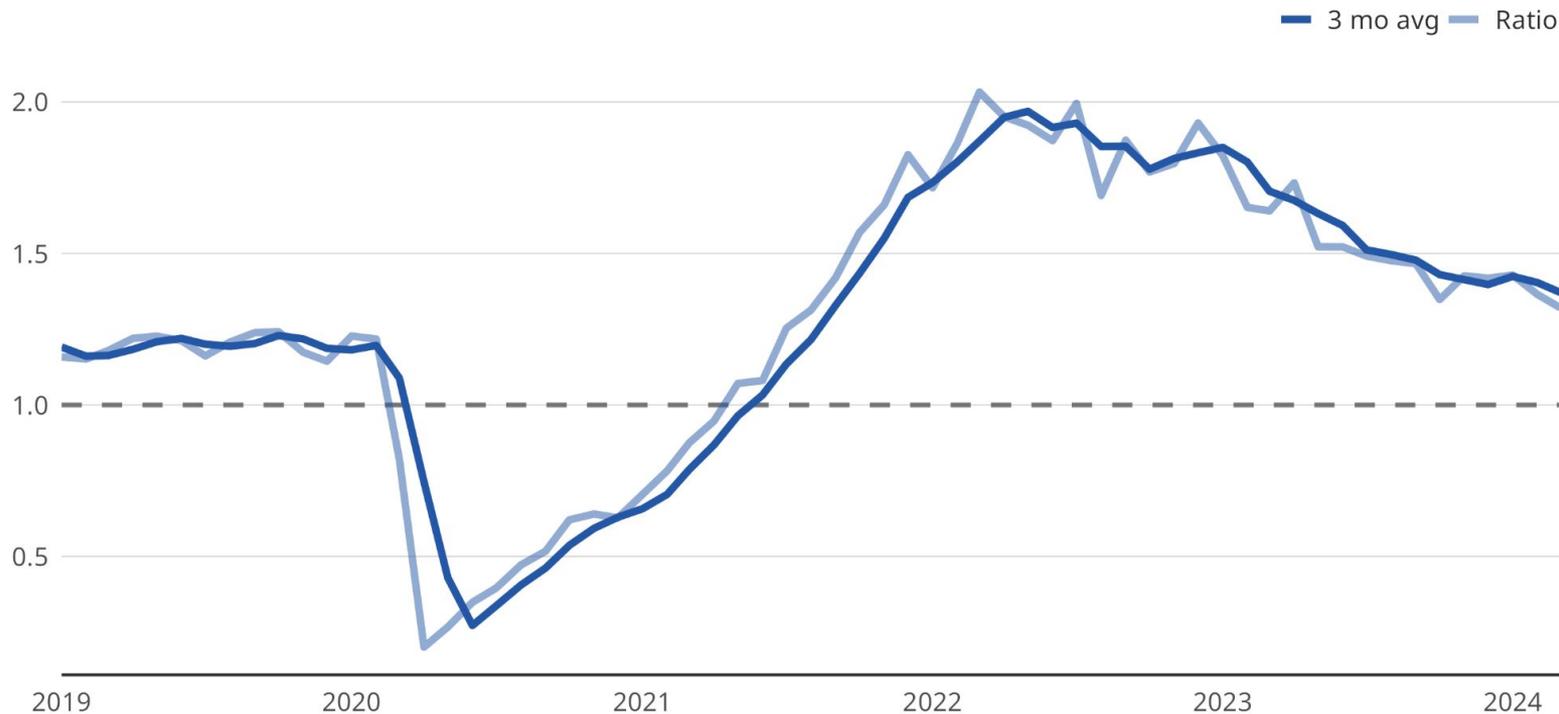


Source: Indeed Job Postings Index, Job Openings and Labor Turnover Survey.
Note: Index is set to 100 = Feb 1, 2020 for Indeed and Jan 2020 (Jan 31, 2020) for JOLTS



Openings outnumber unemployed workers

Job openings per unemployed worker, US,
Jan 2019 - Mar 2024

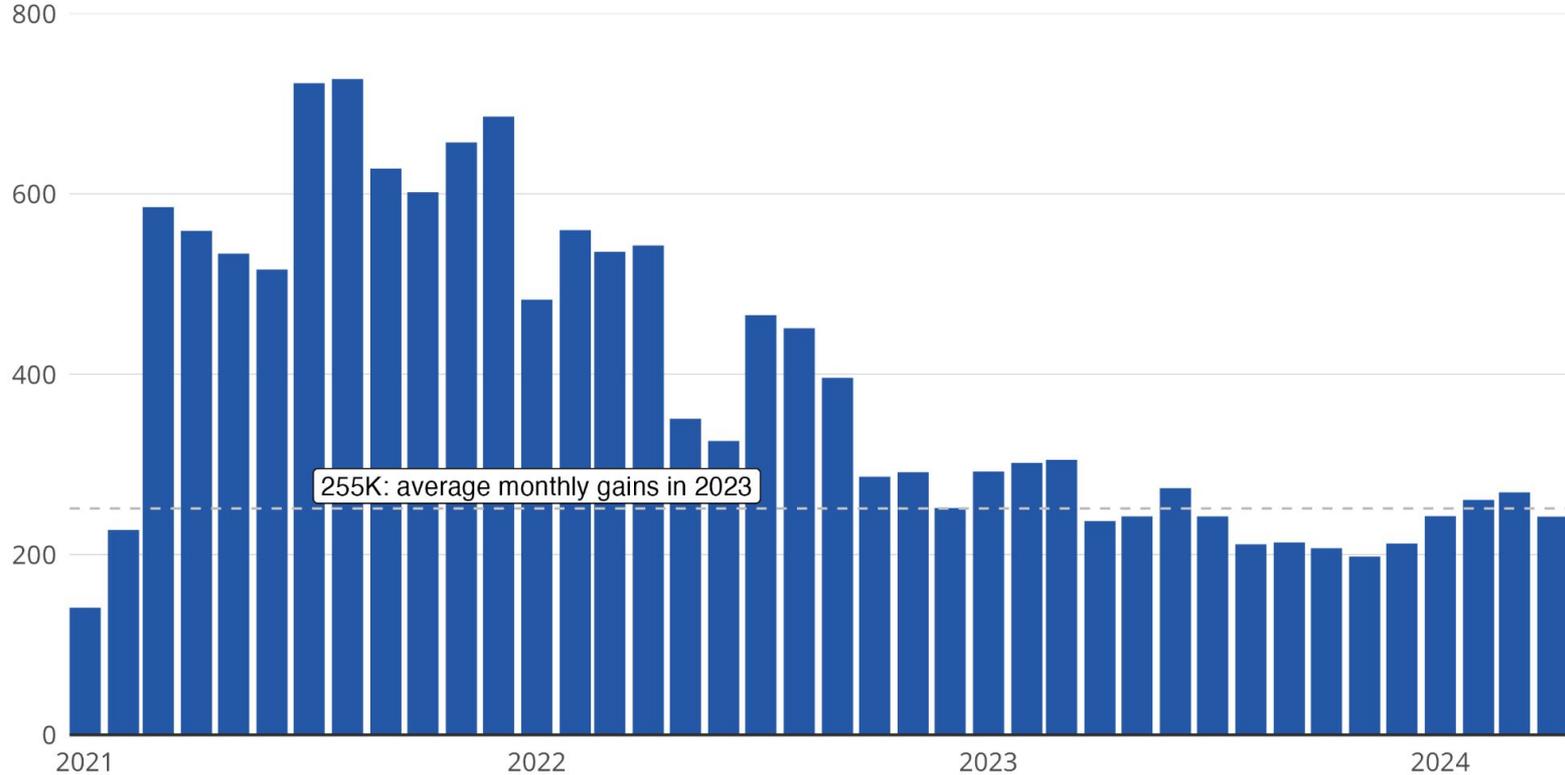


Source: Job Openings and Labor Turnover Survey, Current Population Survey



Monthly job growth has moderated, but remains brisk

Thousands of jobs, 3 month average of monthly change, Jan 2021 - Apr 2024

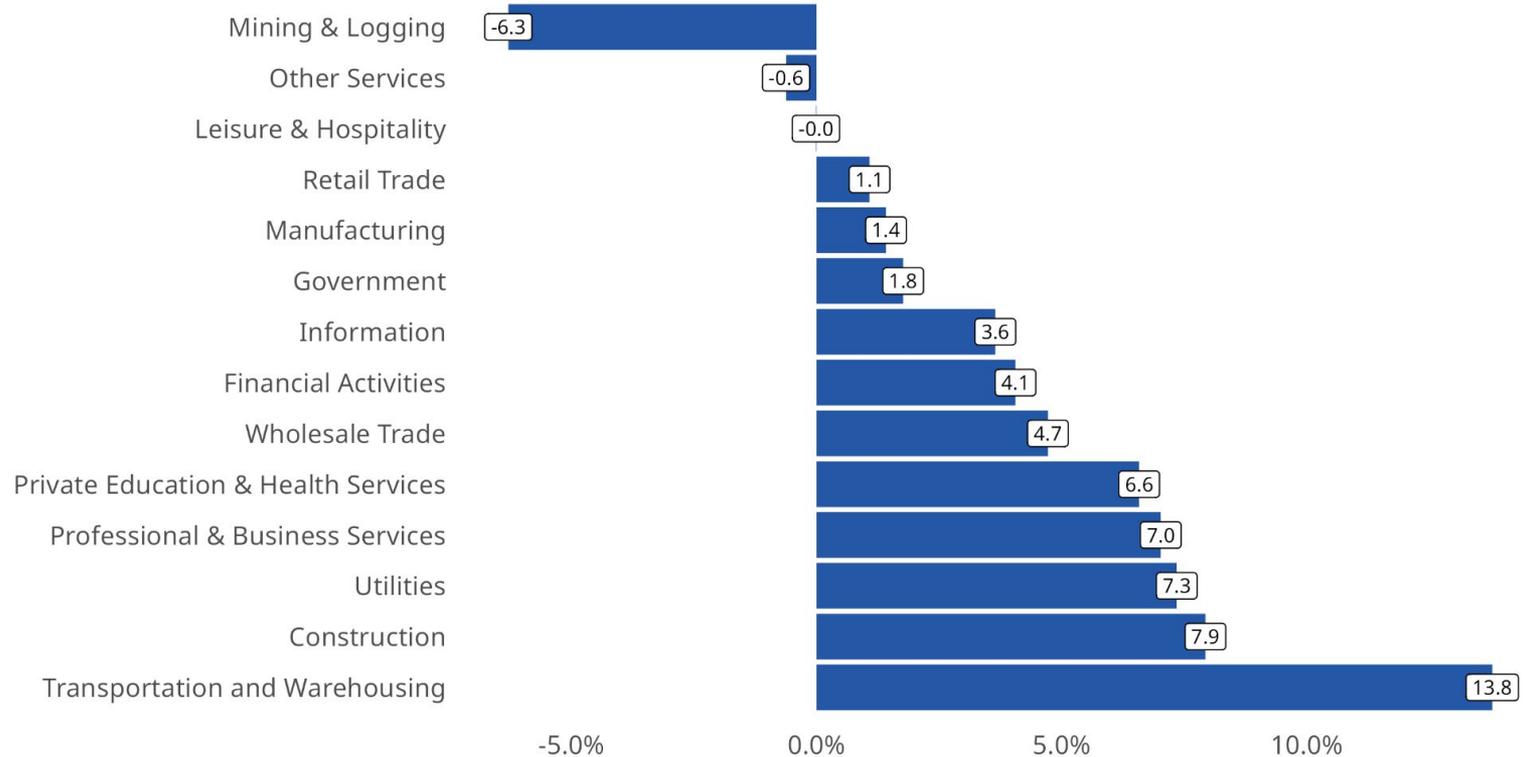


Source: US Bureau of Labor Statistics



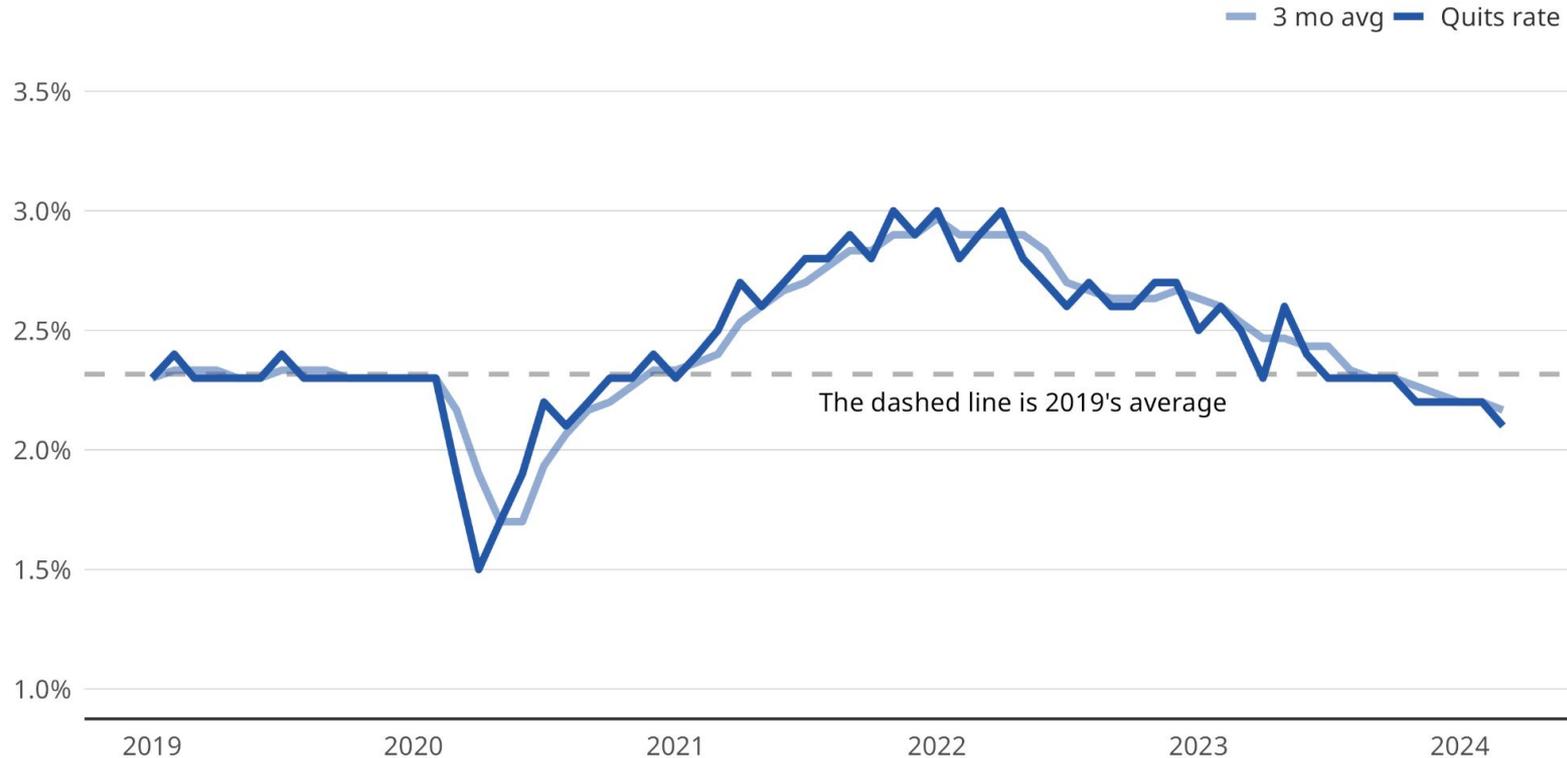
Employment has recovered in almost every sector

Apr 2024, employment, % change since Feb 2020



The quits rate is below its 2019 level

Quits as % of employment, Jan 2019 - Mar 2024

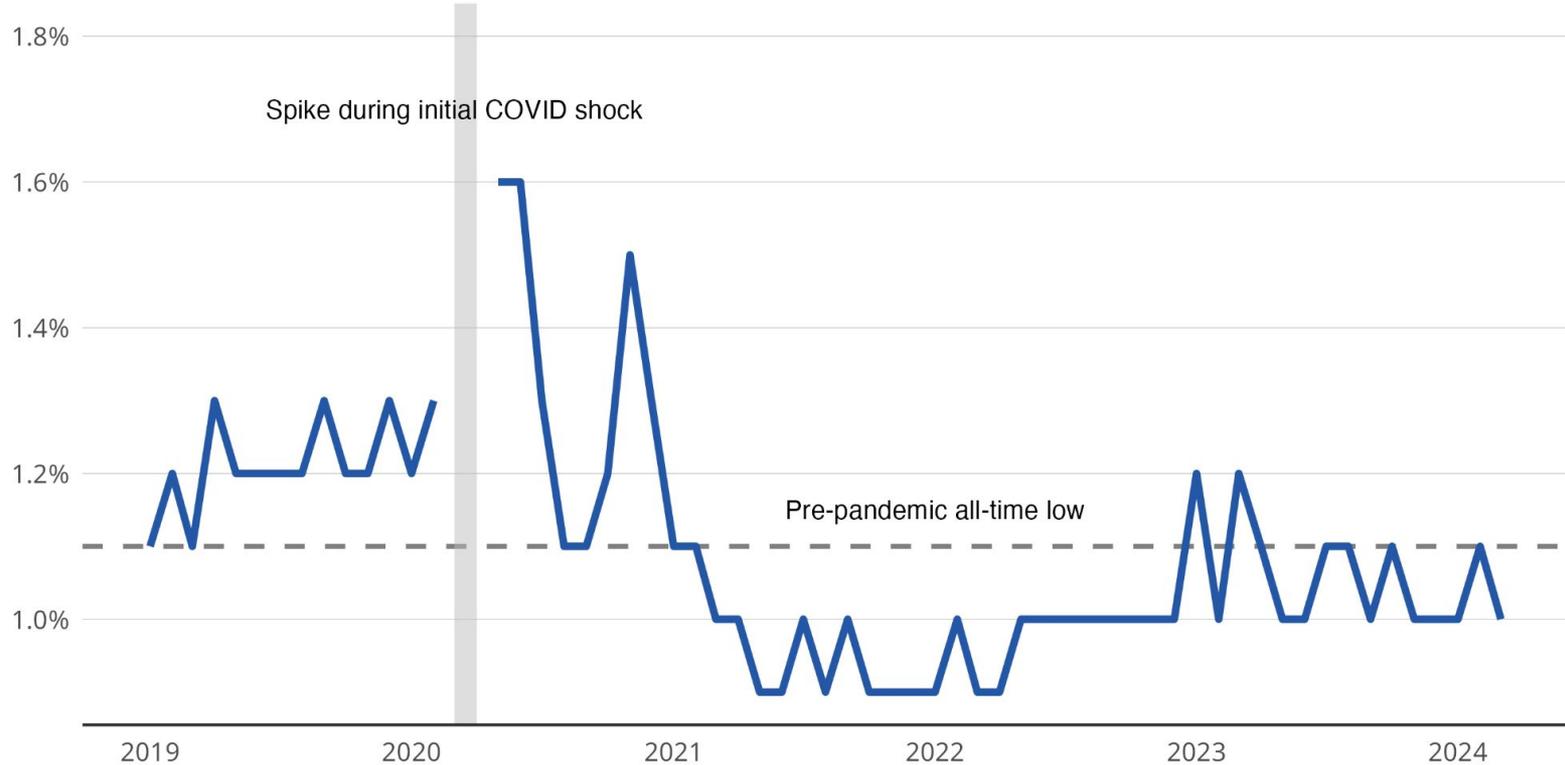


Source: Job Openings and Labor Turnover Survey



Layoffs remain low by historical standards

Layoffs and discharges rate, US, Jan 2019 - Mar 2024

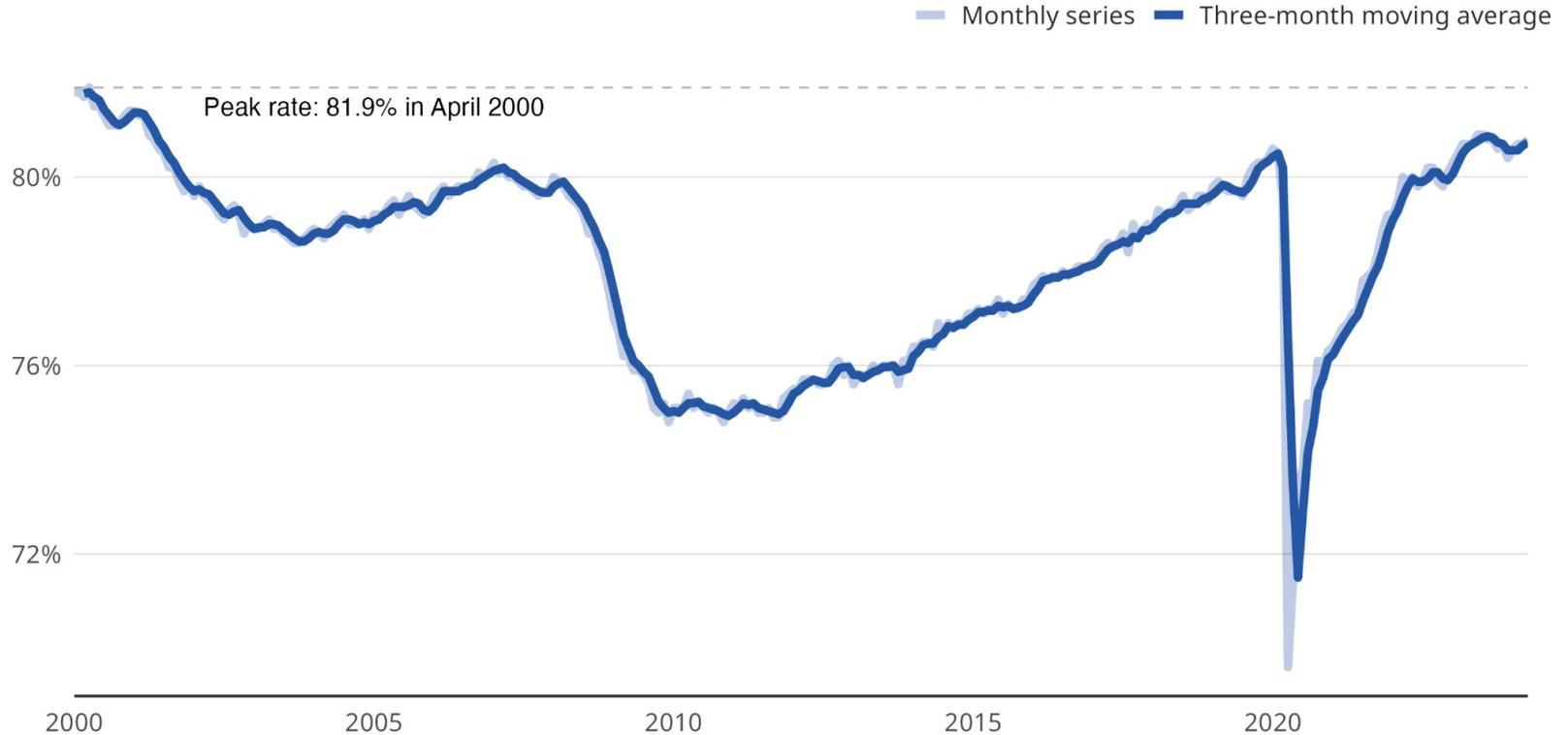


Source: Job Openings and Labor Turnover Survey



The prime-age employment rate is picking back up

Share of people ages 25 - 54 with a job, Jan 2000 - Apr 2024

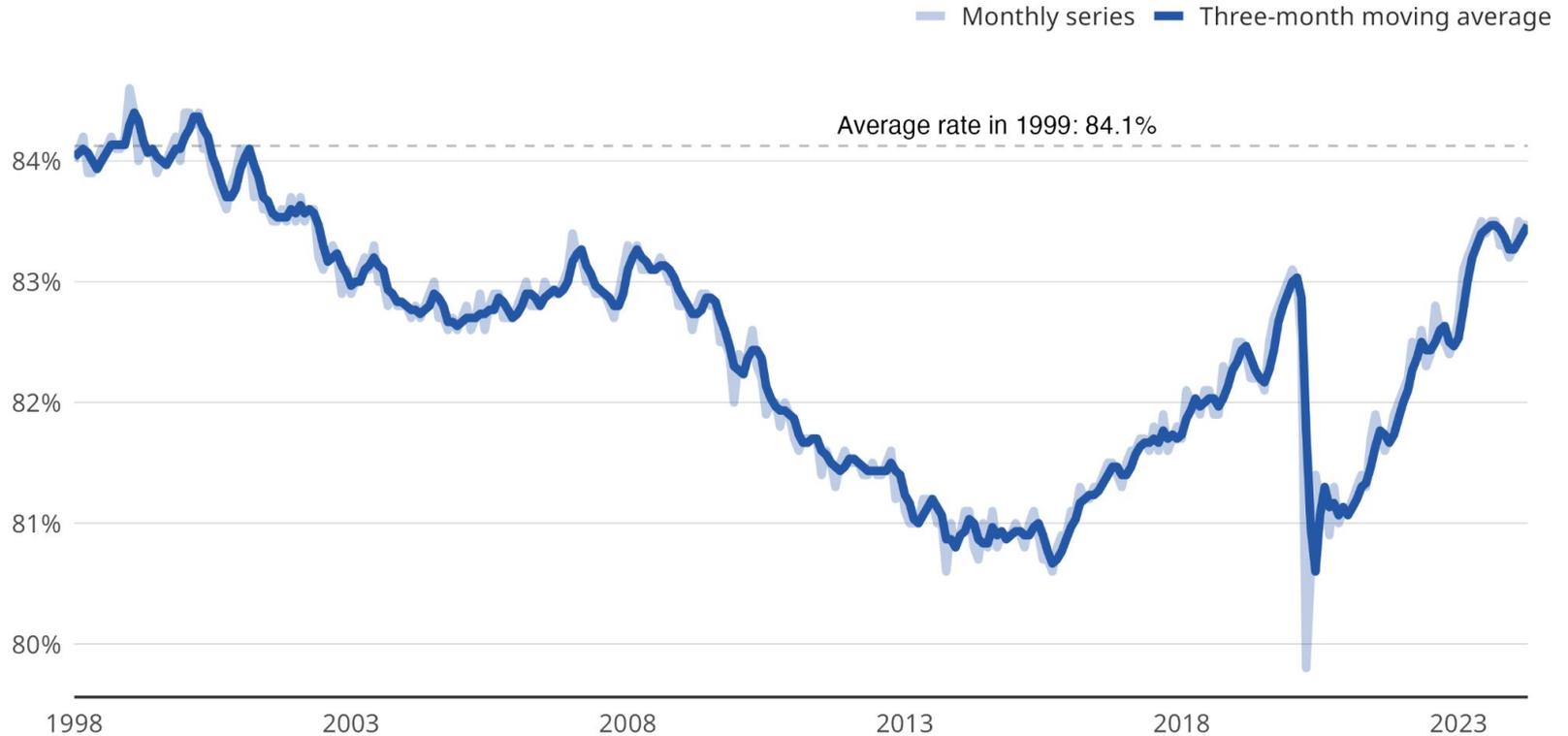


Source: US Bureau of Labor Statistics



The prime-age labor force participation rate is rising

Share of workers aged 25 - 54 in the labor force, Jan 1998 - Apr 2024



Source: US Bureau of Labor Statistics



US posted wage growth is back to its 2019 average

Year-over-year growth in posted wages, Jan 2019 - Apr 2024

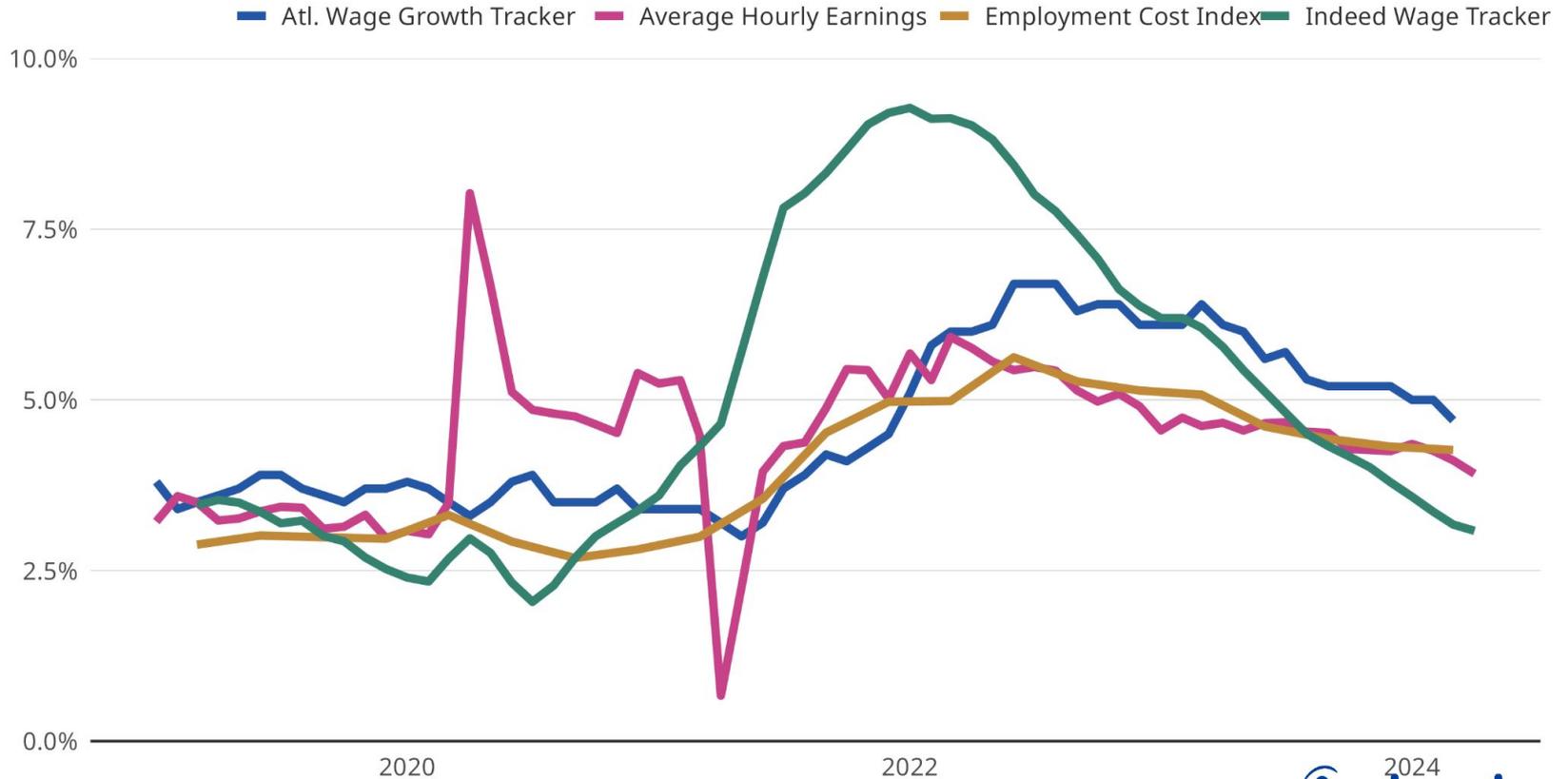


Source: Indeed Wage Tracker



Wage growth is elevated, but trending down

Year-over-year growth, Jan 2019 — Apr 2024

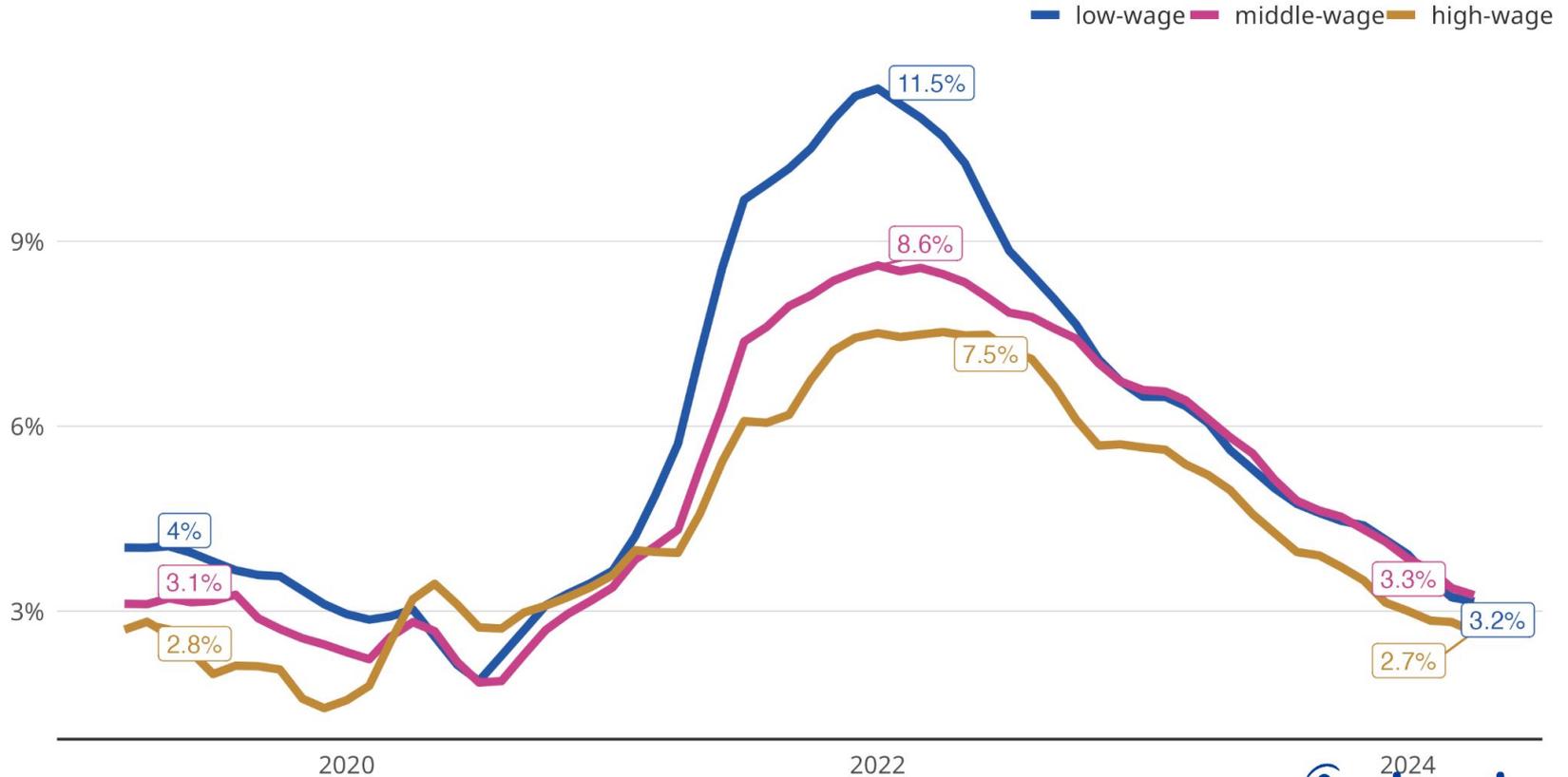


Source: Bureau of Labor Statistics, Federal Reserve Bank of Atlanta, and Indeed



US wage growth is fading across wage tiers

Year-over-year growth in posted wages, 3mo avg, Mar 2019 - Apr 2024

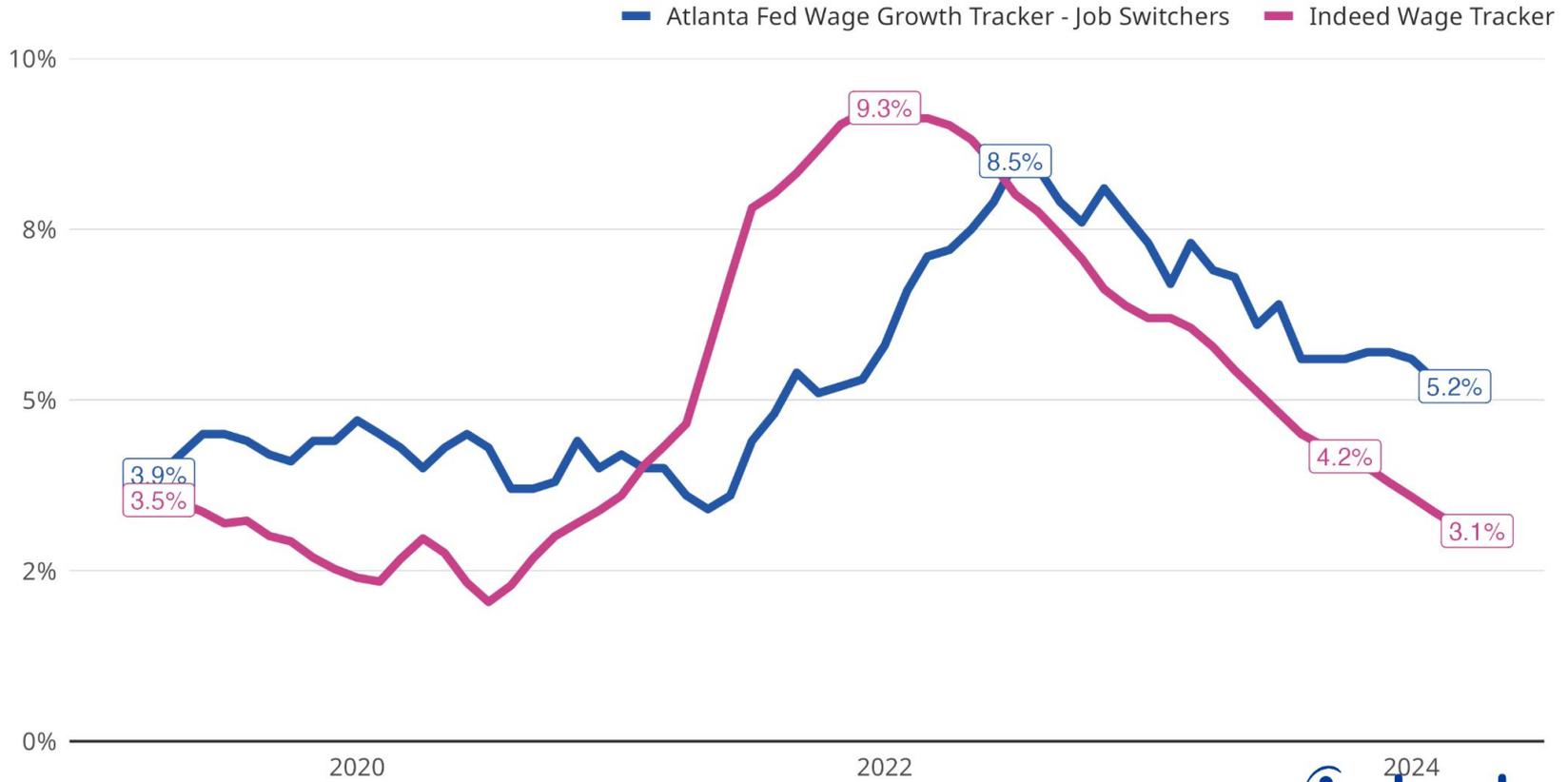


Source: Indeed Wage Tracker. Wage tiers based on a category's median posted wage in 2023



US posted wage growth has led job switcher wage growth

Year-over-year growth, 3 mo moving average, Mar 2019 - Apr 2024

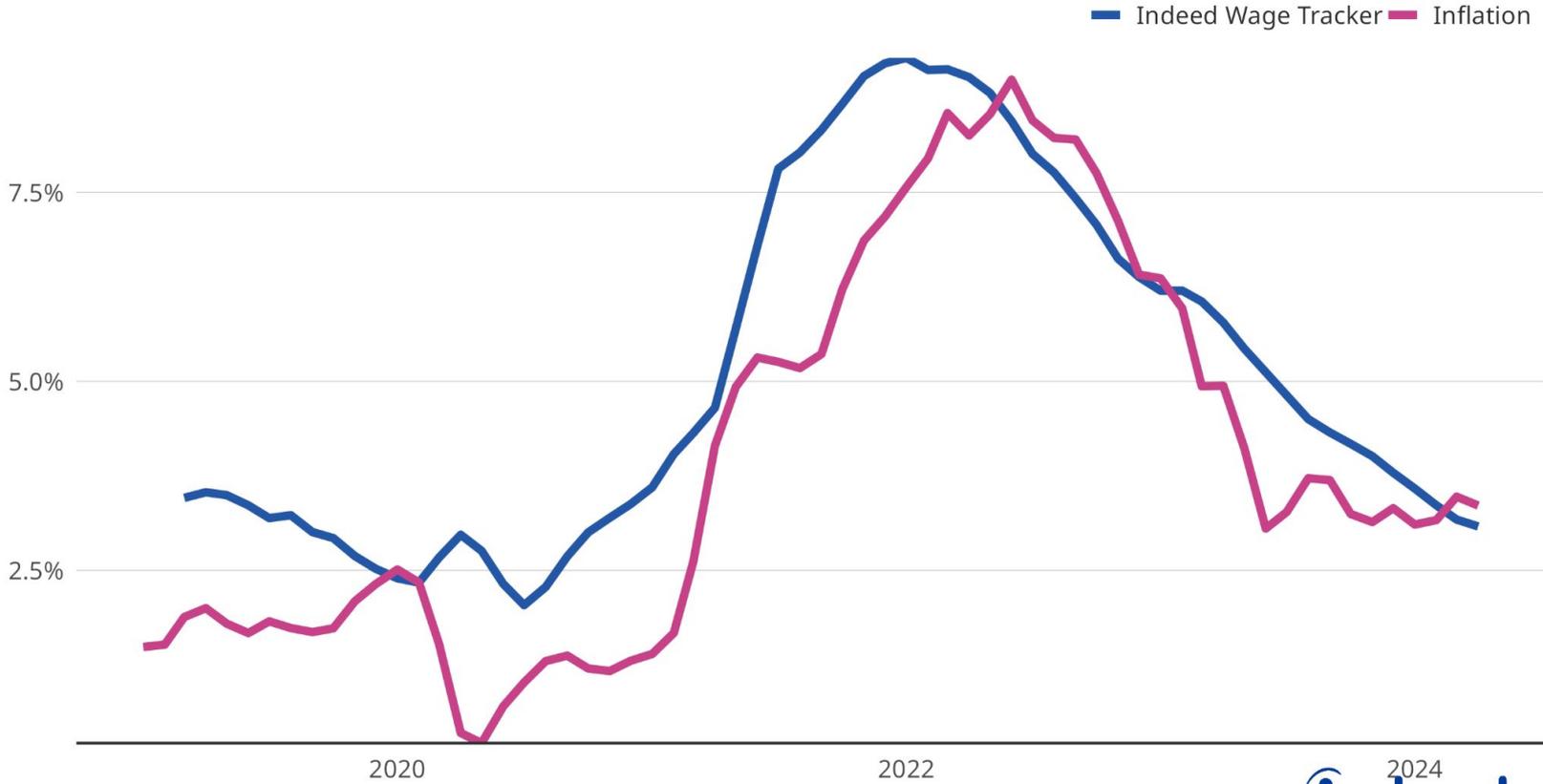


Source: Indeed, Federal Reserve Bank of Atlanta



Inflation has once again eclipsed posted wage growth

Year-over-year growth, US, Jan 2019 — Apr 2024

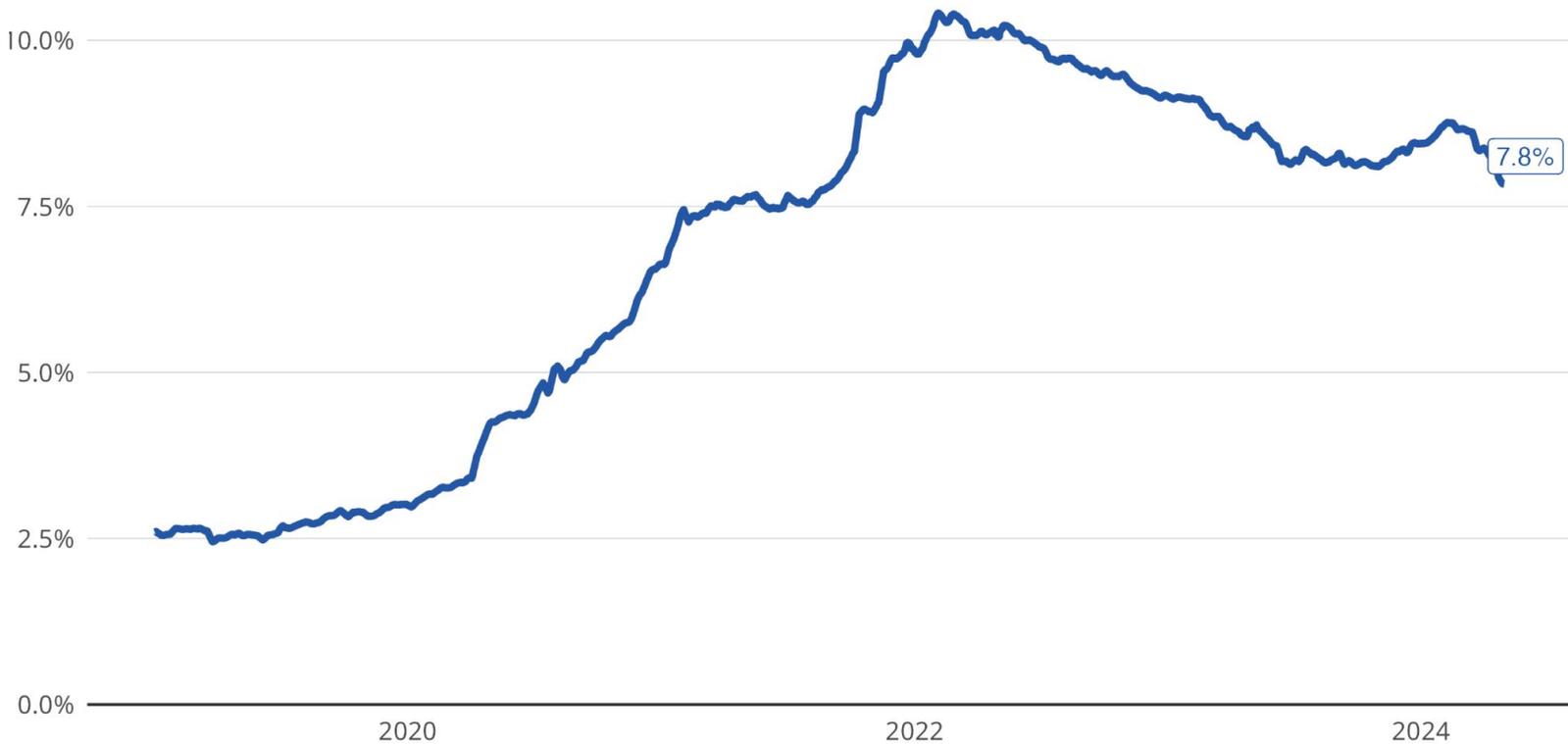


Source: Indeed Wage Tracker, Consumer Price Index



Remote job postings are still elevated in the US

Share of job postings with remote and/or hybrid keywords, Jan 2019 - Apr 2024



Source: Indeed



AI job postings remain below their 2022 peak

AI jobs as a share of all US job postings, Jan 2019 - Apr 2024

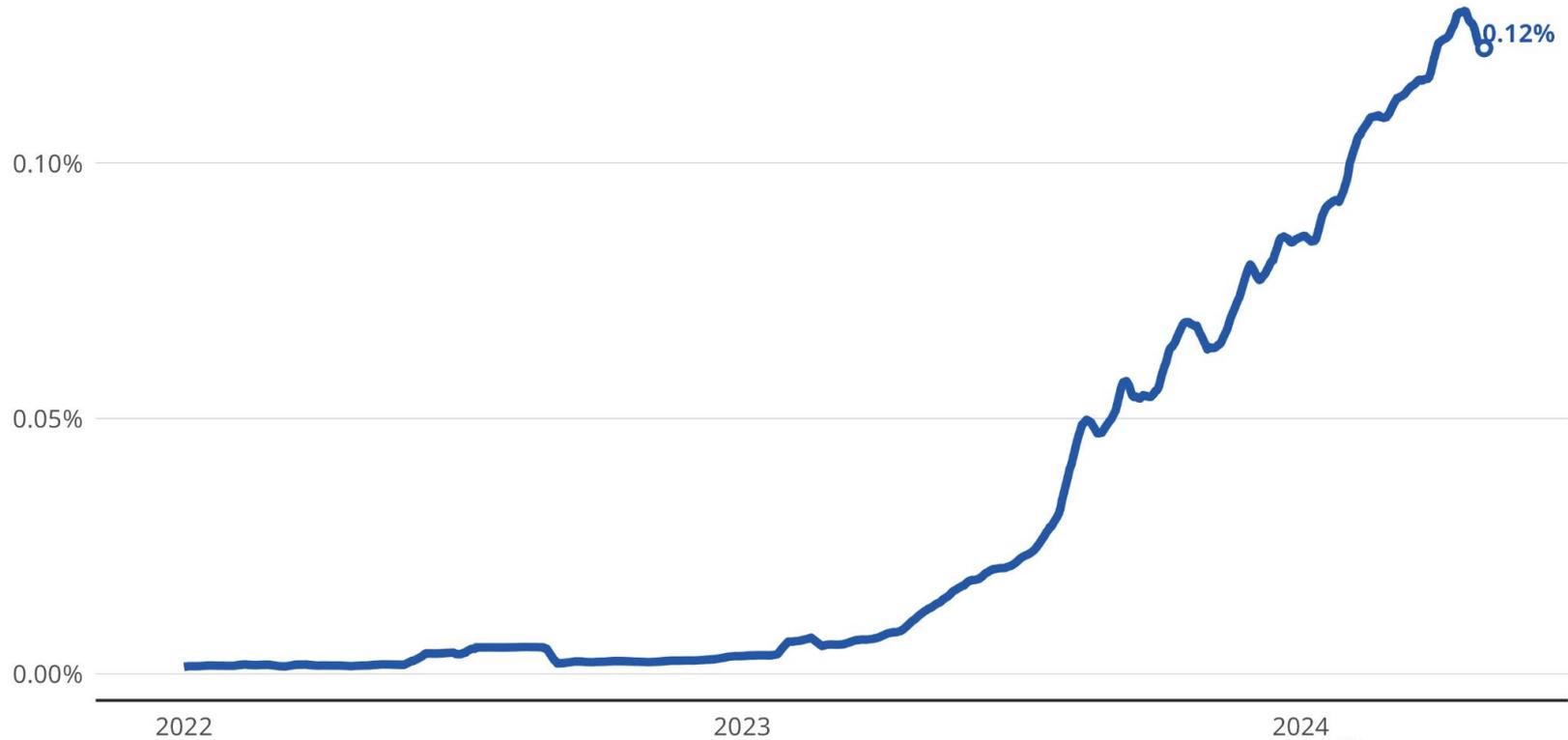


Source: Indeed



Gen AI jobs are rare, but have grown quickly

Generative AI jobs as a share of all US job postings, Jan 2022 - Apr 2024



Source: Indeed

