

Hiring Lab

Economic Research by Indeed

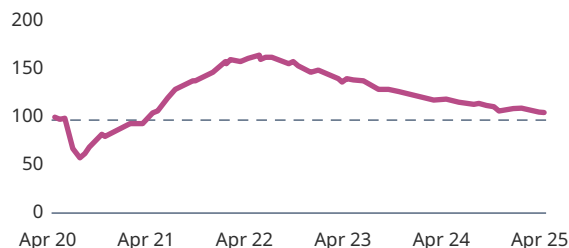
2025 Q1 US Healthcare Labor Market Update

The healthcare sector appears to be softening, as more categories see declines in job postings. Therapy job postings have slipped and are down 2.5% over the past year. Wage growth slowed in most categories across healthcare, with pay for dental occupations easing the most over the last six months.

Indeed job postings

US job postings remain 8.2% above the pre-pandemic baseline

Indeed Job Postings Index, Feb 01 2020 = 100, seasonally adjusted, to April 11, 2025



Source: Indeed

- The US labor market remained calm, and the US Indeed Job Posting Index (JPI) hovered between 8% and 12% above its pre-pandemic baseline.
- Overall, job postings were down 10.1% year-over-year, but remained 8.2% above the pre-pandemic baseline.

Healthcare job postings

Physicians & Surgeons add postings while all other categories decline

Indeed job postings, through April 11, 2025

Occupational category	% change in past year	% change from Feb 01, 2020
Physicians & Surgeons	1.3	89.4
Therapy	-2.5	79.8
Pharmacy	-6.3	26.1
Personal Care & Home Health	-6.4	54.5
Dental	-8.4	41.1
Medical Technician	-8.9	32.9
Nursing	-11.9	16.1

Source: Indeed

- Multiple healthcare categories began to slow; physicians & surgeons was the only category to add postings over the past year.
- Decline in healthcare job postings over the past year ranged from 2.5% in therapy job postings to 11.9% in nursing.
- All categories remain above pre-pandemic baseline; nursing job postings 16% above baseline despite consistent declines in recent years.

Healthcare wage growth

Personal care and med tech wage growth inches higher

Year-over-year growth in posted wages, 3mo avg

Occupational category	March 2025	ppt change past 6 months
Personal Care & Home Health	3.4%	0.1
Medical Technician	3.3%	0.6
Childcare	2.8%	-0.9
Dental	2.7%	-1.7
Nursing	2.4%	-0.3
Therapy	2.1%	-0.1

Source: Indeed

- Wage growth for most healthcare categories is below the labor market average of 3.1% through March 2025.
- Personal care & home health and medical technician are the only categories trending upward in the past six months.
- All other healthcare categories experienced declining wage growth and are now below the labor market average.

About Our Quarterly Sector Reports

Hiring Lab analyzes the latest Indeed data each quarter to provide labor market insights for the transportation, retail, business-to-business, and healthcare sectors. We examine trends in job postings, wage growth, worker churn, and occupational categories to inform employers and job seekers about changes in employment across these sectors.



About Daniel Culbertson

Daniel is a senior economist with Indeed Hiring Lab, focused on the US labor market. He regularly provides labor market insights to Indeed's customers and has deep expertise analyzing labor market trends across vertical industries. Previously, Daniel specialized in regional analysis and forecasting as an economist with Moody's Analytics. He holds a Master's Degree in Economics.

About Indeed Hiring Lab

Indeed Hiring Lab creates innovative data insights on the global labor market that inspire new conversations about the state of work. As the economic research arm of Indeed, the world's number one job site, Hiring Lab's team of leading economists and data scientists provides real-time thought leadership on global labor market conditions, including hiring trends, salary information, popular skills, and employer benefits. Hiring Lab analyzes millions of Indeed's data points collected over time, along with other publicly available data sources outside Indeed, to reveal emerging labor market trends in the United States and worldwide.

Hiring Lab partners with a range of policy-making organizations, academic institutions, and NGOs, including the International Monetary Fund, the European Central Bank, and the Bank of Canada, as part of our policy partner data program to produce timely, incisive research. Hiring Lab data is also regularly cited in prominent media outlets such as The Wall Street Journal, CNN, Reuters, The Globe and Mail, Der Spiegel, and The Financial Times. Hiring Lab economists regularly speak on labor market trends at leading industry, policy, and academic conferences.

For more labor market insights from Indeed Hiring Lab, please visit hiringlab.org or data.indeed.com to view fresh labor market data across various global markets.

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