

US Labor Market Trends

July 2025

Indeed Hiring Lab

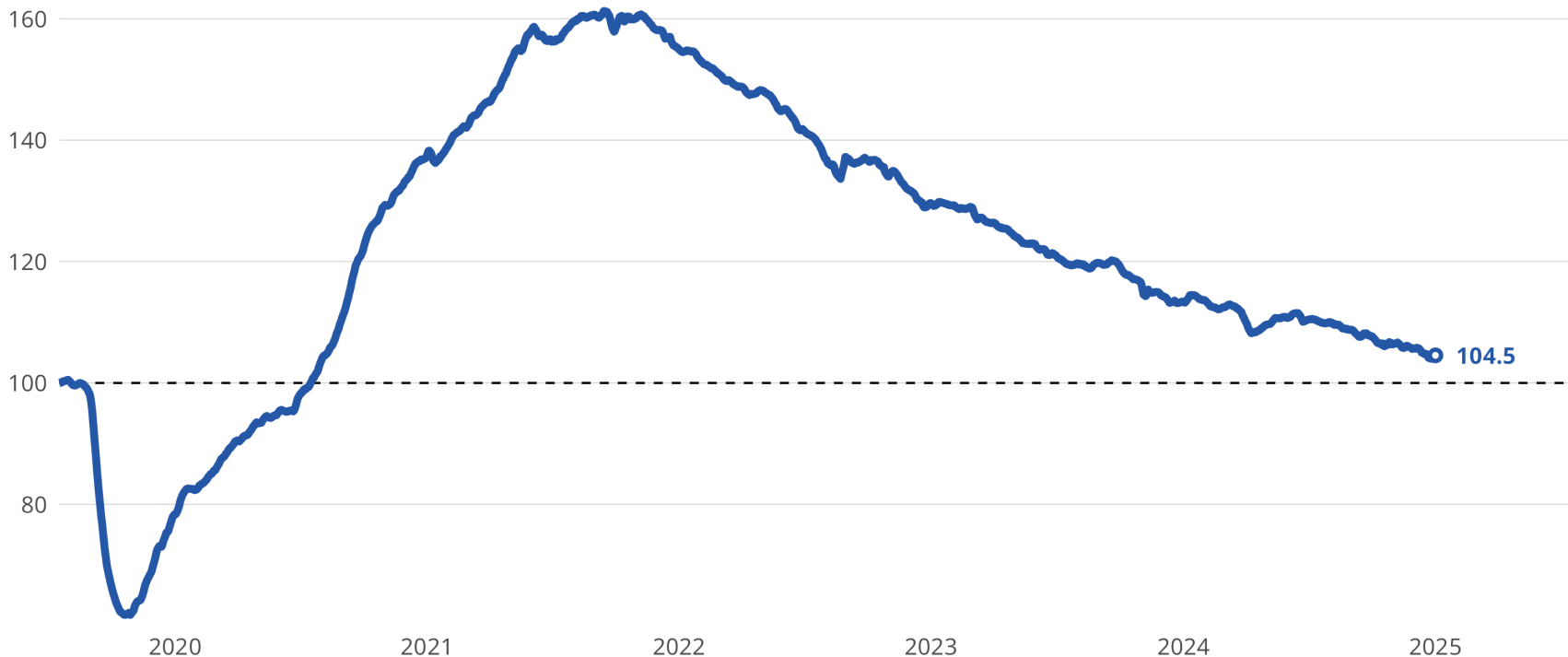


US labor market overview

- As of July 18, US job postings stood 4.5% above their pre-pandemic level and were down 1% month-over-month.
- The share of job postings advertising remote positions stood at 7.8% at the end of June and has trended up in recent months.
- Annual posted wage growth slowed to 2.9% in June.
- The quits rate has been trending upward since late 2024 and stood at 2.1% in May.
- The overall unemployment rate was low at 4.1% in June.
- US employers added 147,000 jobs in June, but job gains continue to be concentrated in a few industries. Healthcare and social assistance and state/local government added 94% of the jobs in that month.
- According to the Bureau of Labor Statistics, there were 7.8 million job openings nationwide in May, and openings have increased in each of the past two months.
- The layoff rate was 1% in May, a historically low level.

Job postings are moderating after falling past their peak

U.S. data, Index (100 = February 1, 2020), data through July 18, 2025



Source: Indeed



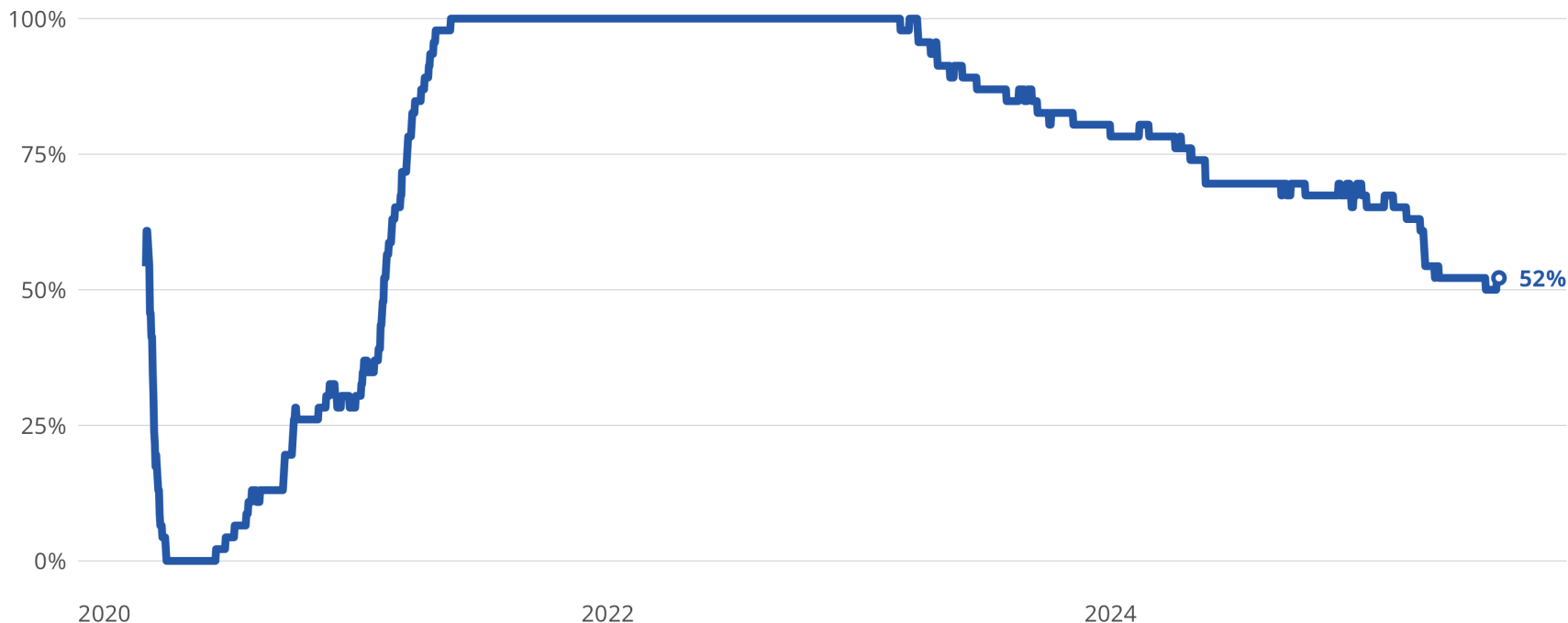
Job postings on Indeed are down 1% from a month ago

U.S. data, month-over-month growth in Indeed Job Postings Index,
January 1, 2022 - July 18, 2025



Job postings are elevated in just over half of all sectors

U.S. data, share of sectors with postings above pre-pandemic baseline,
March 1, 2020 — July 18, 2025

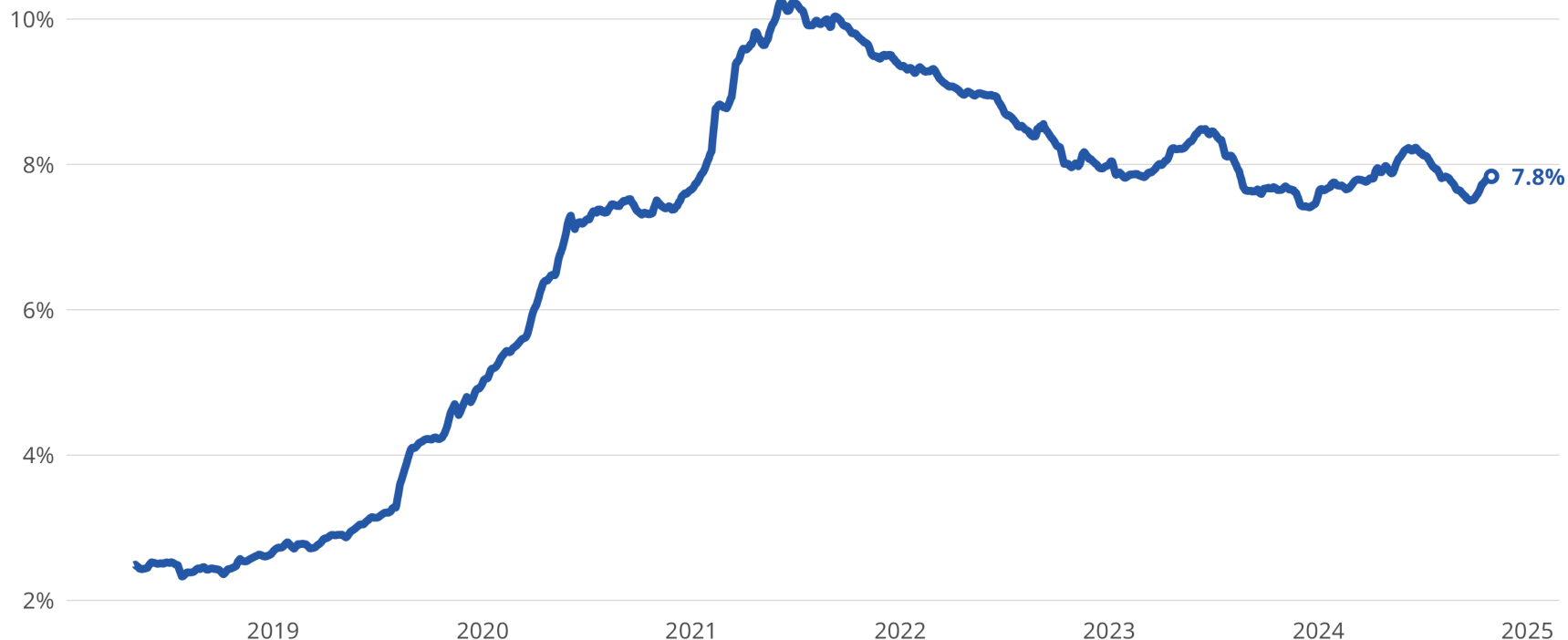


Source: Indeed



Remote postings have fallen past their peak

U.S. data, January 1, 2019 to June 30, 2025

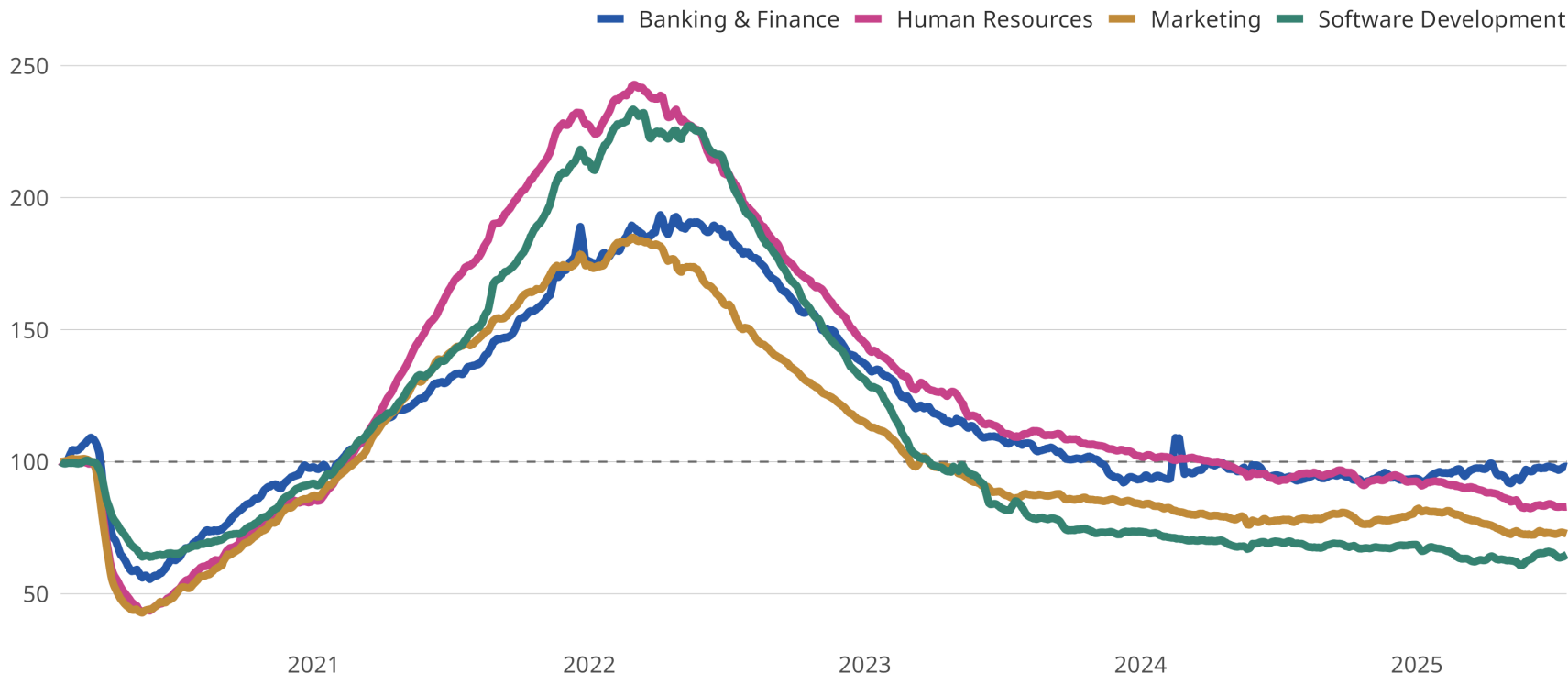


Source: Indeed



Postings are down in many traditional 'office job' sectors

U.S. data, Index (100 = February 1, 2020), through July 18, 2025

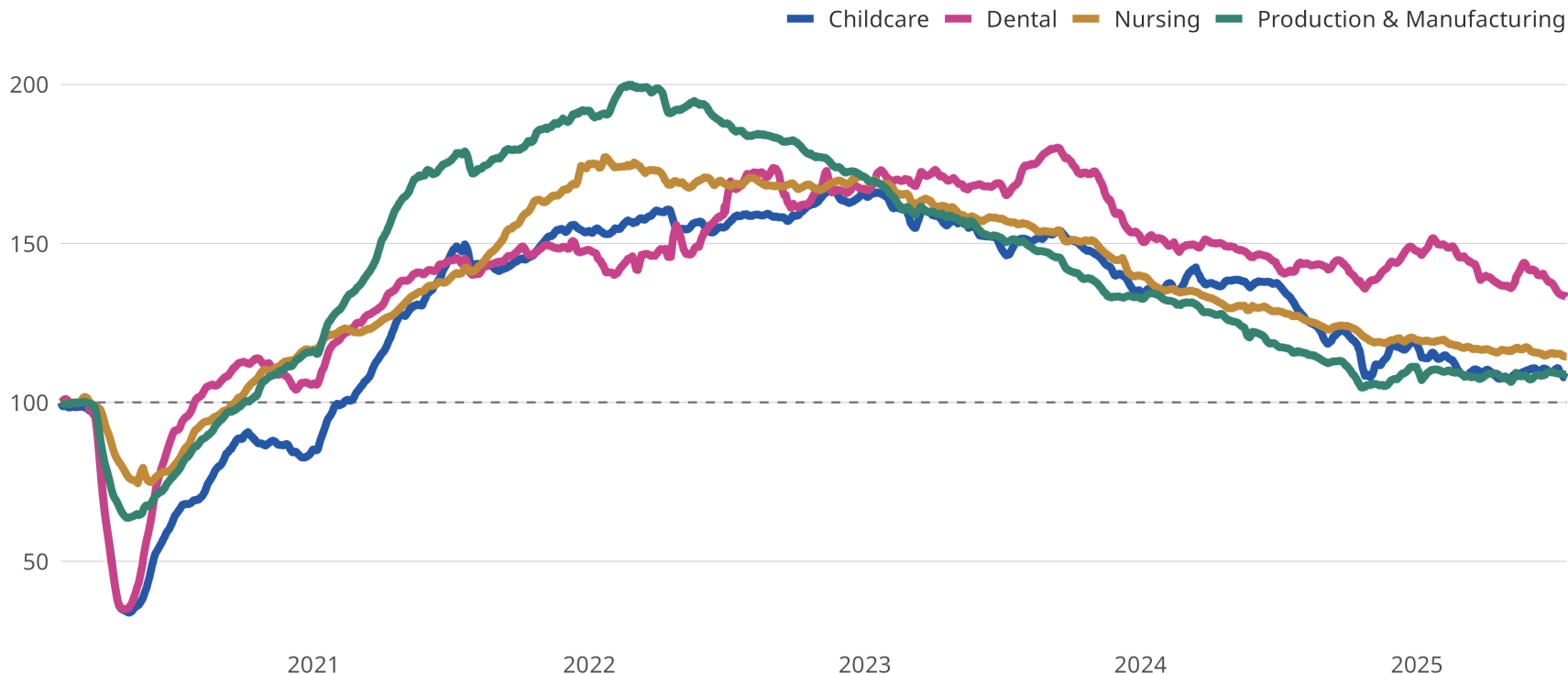


Source: Indeed



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

U.S. data, Index (100 = February 1, 2020), through July 18, 2025

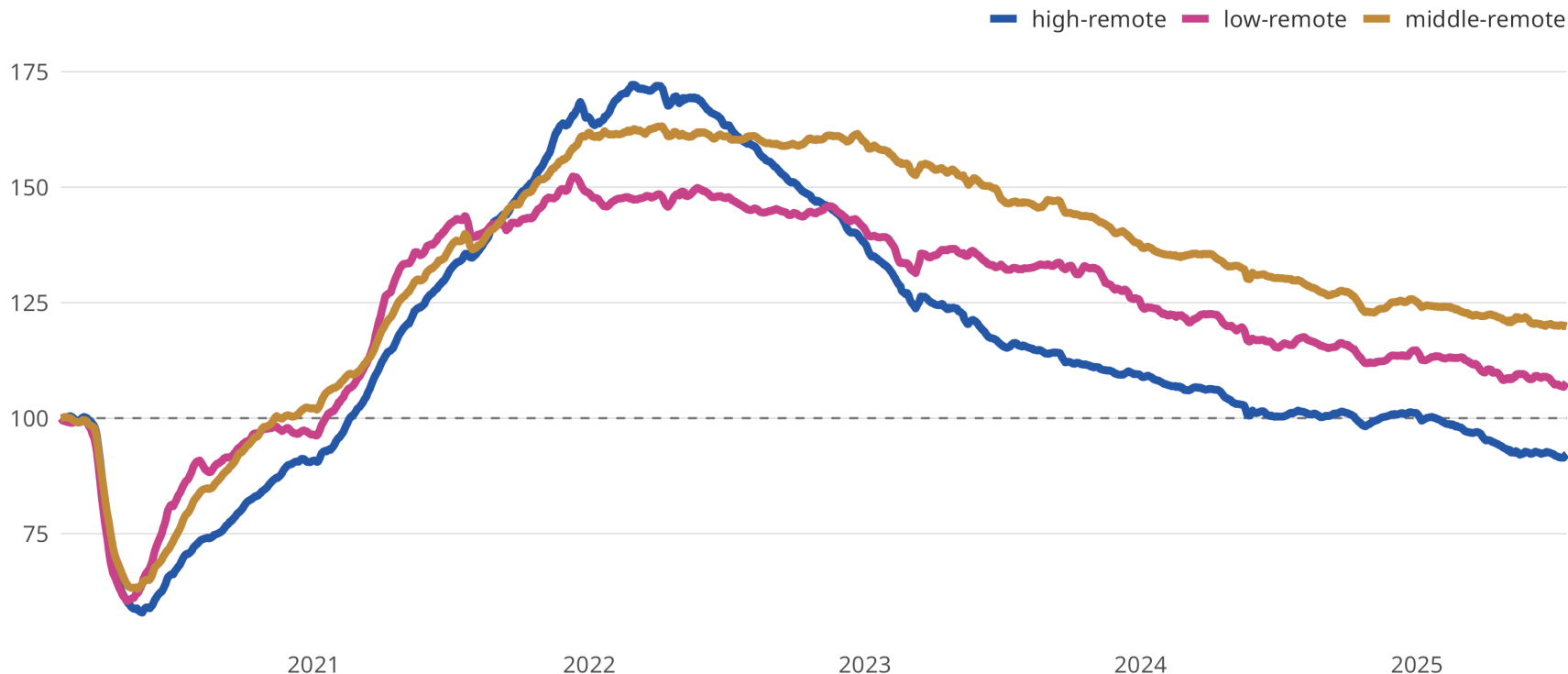


Source: Indeed



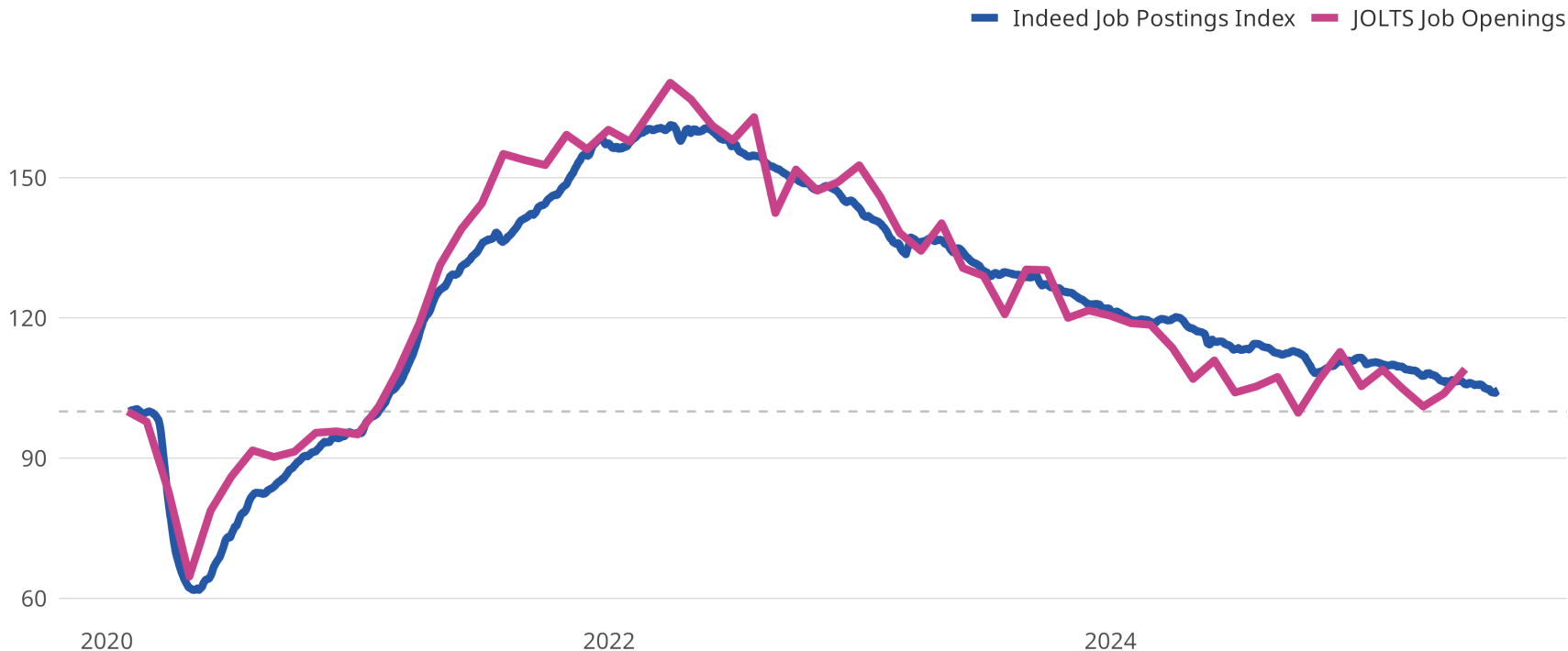
Postings are weakest in high work-from-home sectors

U.S. data, Job Postings Index by remote-work tier, data through July 18, 2025



Job openings and postings track each other

U.S. data, Index (100 = January 31, 2020)

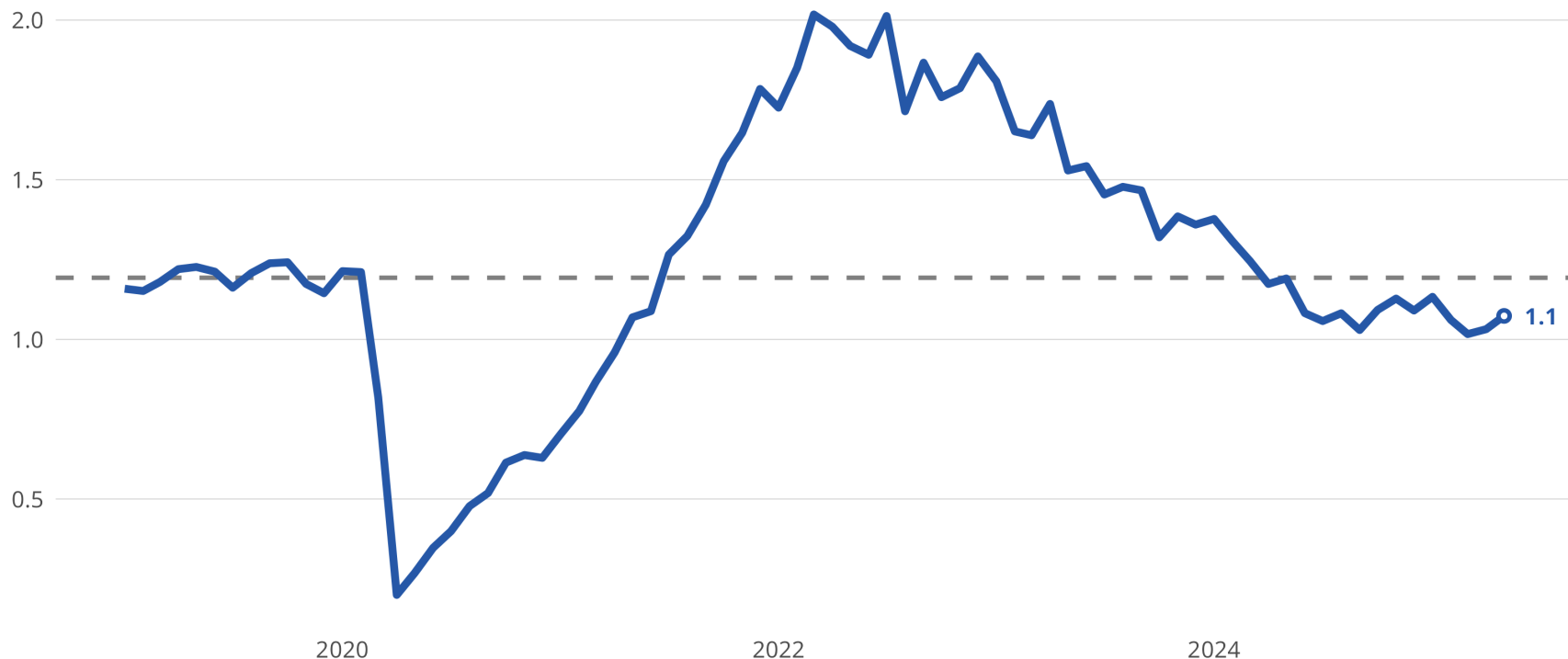


Source: US Bureau of Labor Statistics-January 31, 2020 to May 2025
Indeed-January 31, 2020 to July 18, 2025



The ratio of openings to unemployment is now below 2019 levels

Job openings per unemployed worker, U.S. data, January 2019 - May 2025

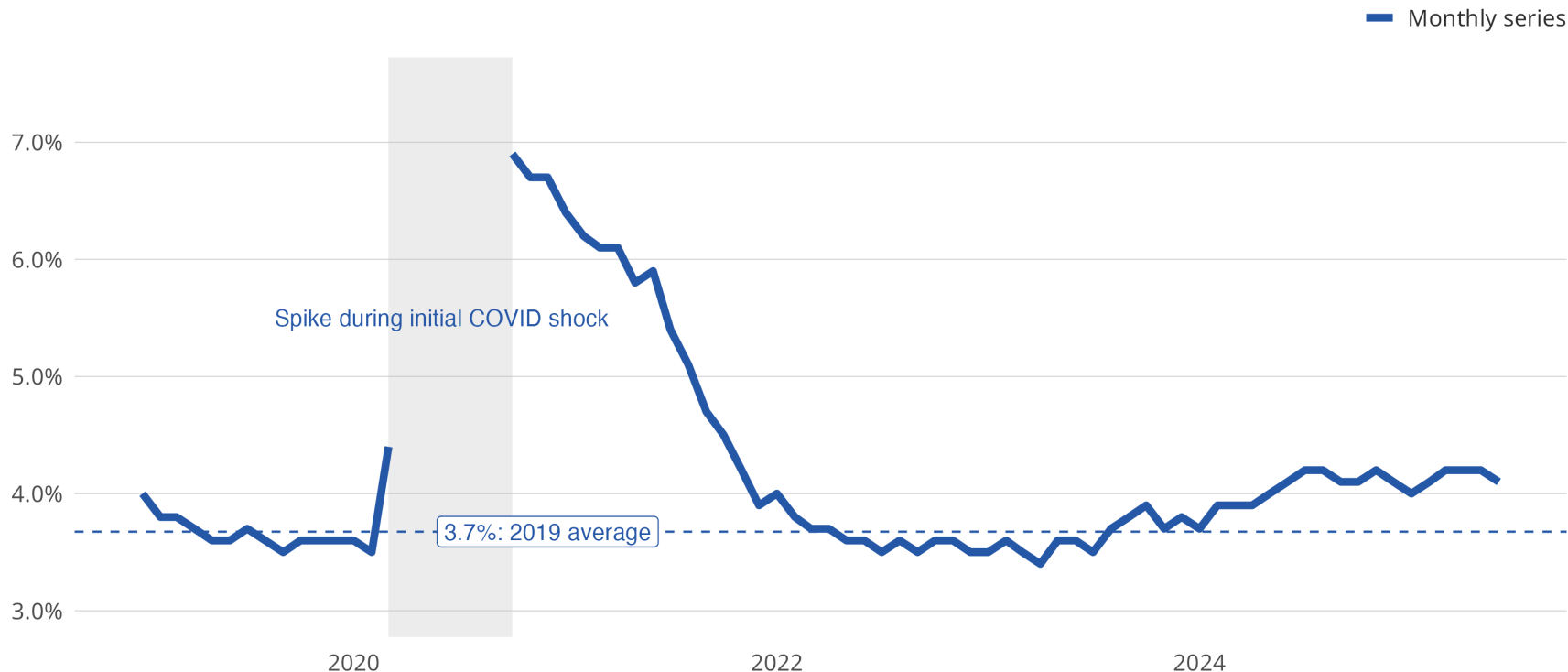


Source: US Bureau of Labor Statistics



Unemployment as % of labor force, U.S. data, January 2019 — June 2025

Unemployment as % of labor force, U.S. data, January 2019 — June 2025

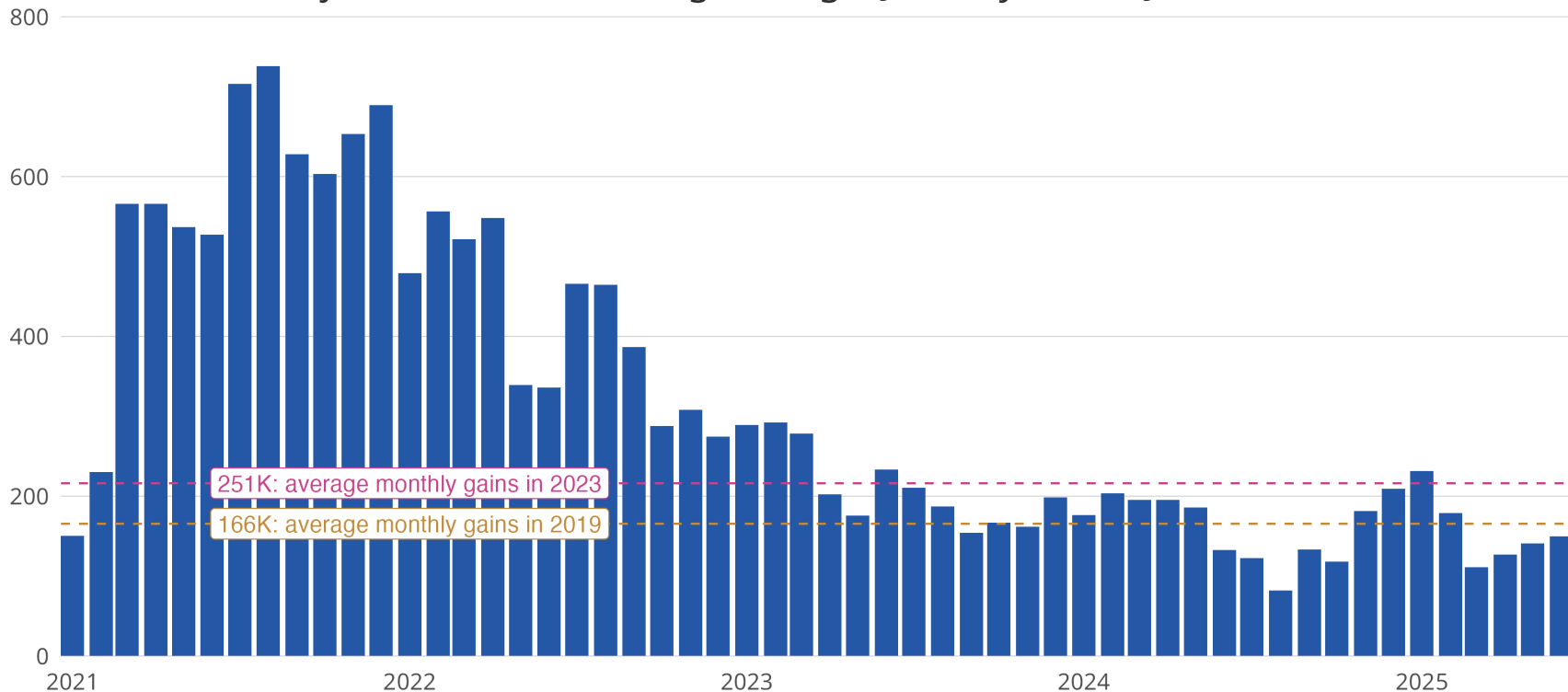


Source: US Bureau of Labor Statistics



Monthly job gains fall below 2019 average

US, thousands of jobs, 3 month moving average, January 2021 - June 2025

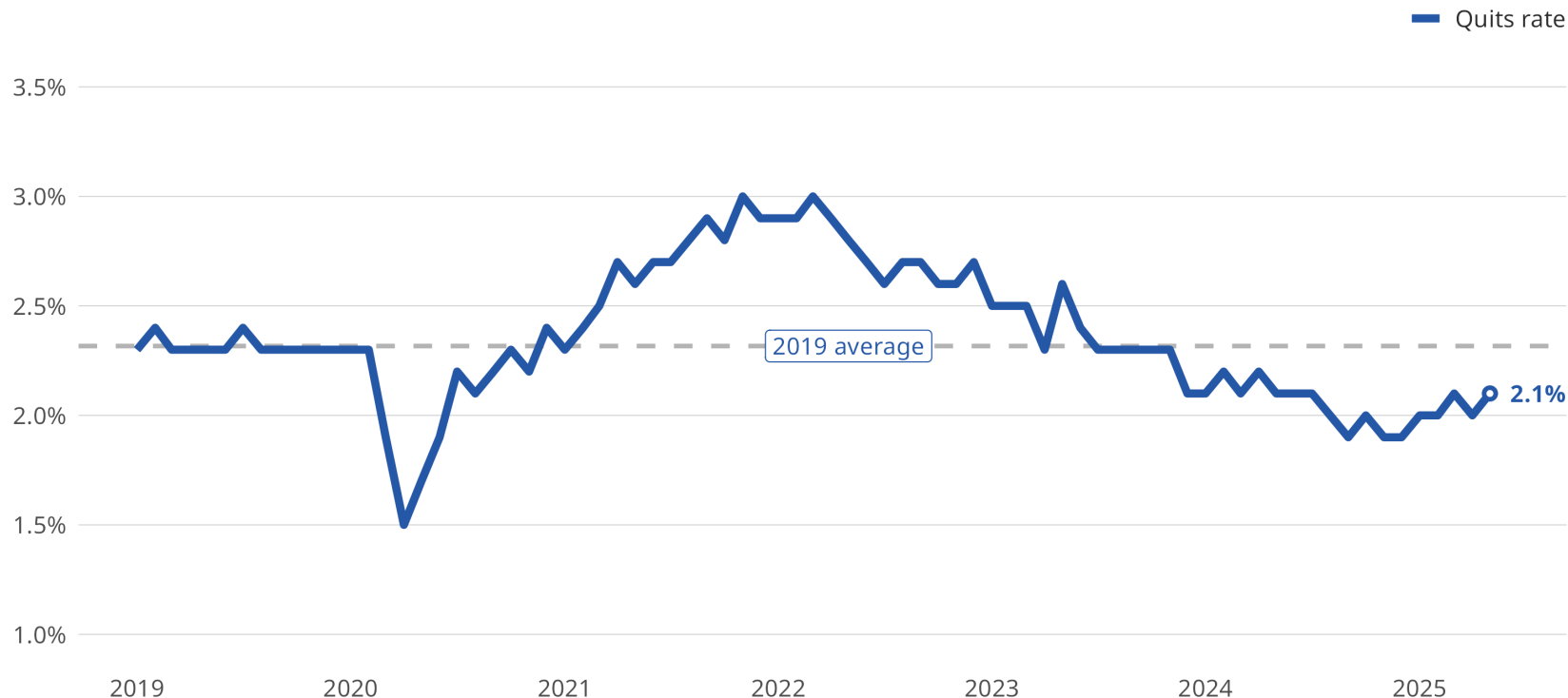


Source: US Bureau of Labor Statistics



The quits rate is low as workers hold onto their jobs

Quits as % of employment, January 2019 - May 2025, U.S. data

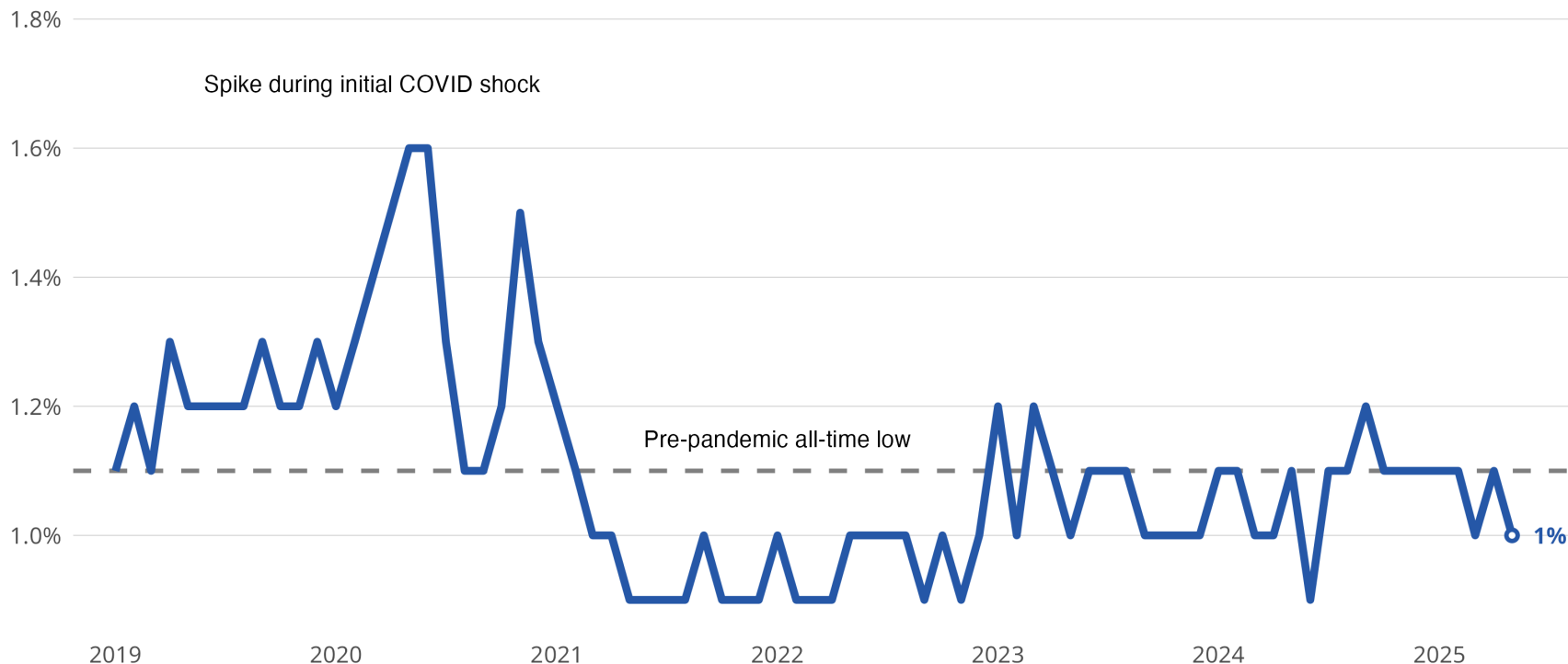


Source: US Bureau of Labor Statistics



Layoffs remain low as employers face an uncertain future

Layoffs and discharges rate, U.S. data, January 2019 - May 2025

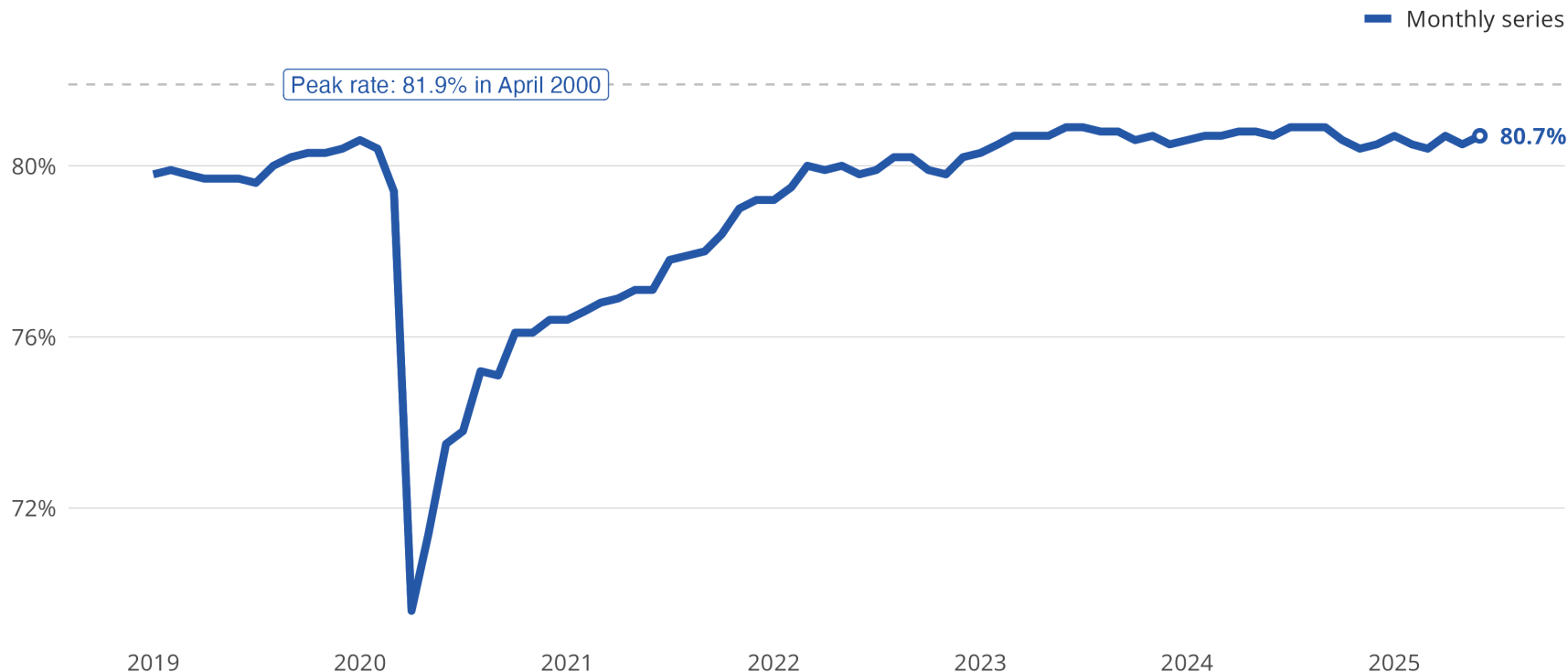


Source: U.S. Bureau of Labor Statistics



The prime-age employment rate is plateauing

Share of people ages 25 - 54 with a job, U.S. data, January 2019 - June 2025

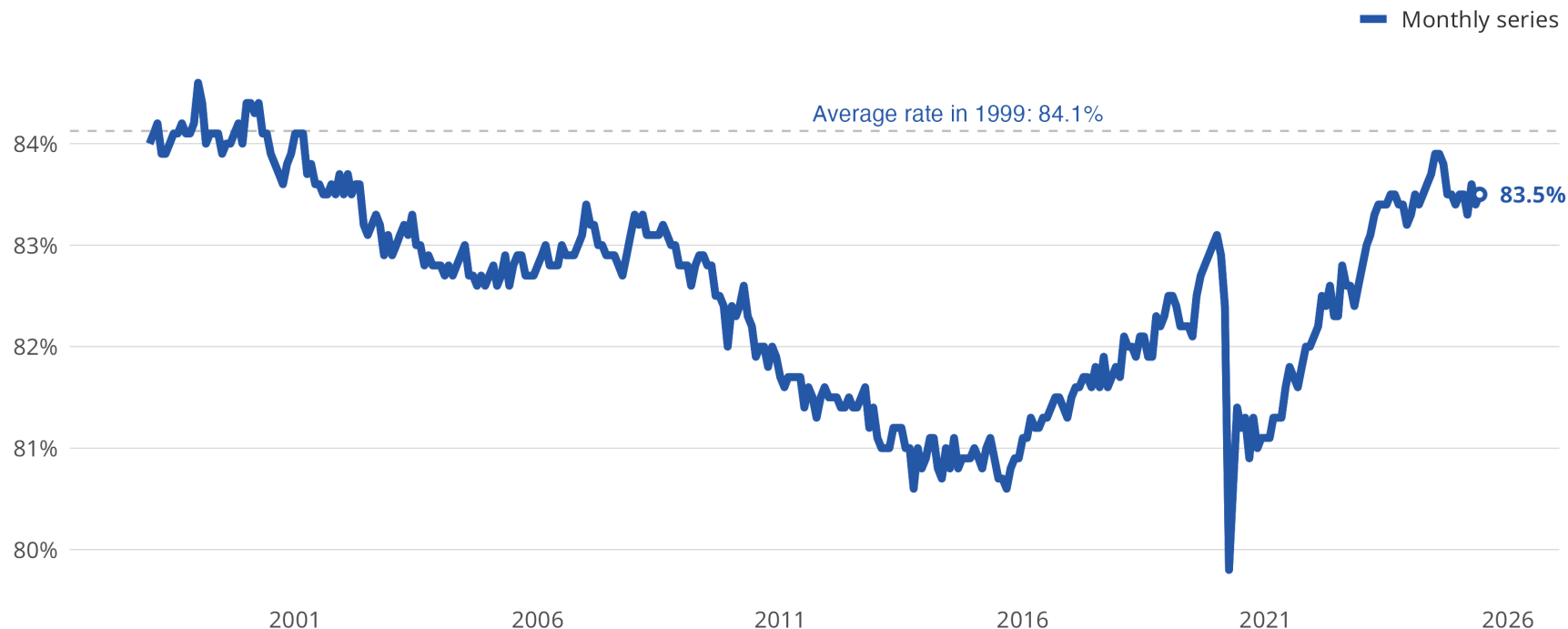


Source: US Bureau of Labor Statistics



Prime-age labor force participation is starting to dip

Share of workers aged 25 - 54 in the U.S. labor force,
January 1998 - June 2025

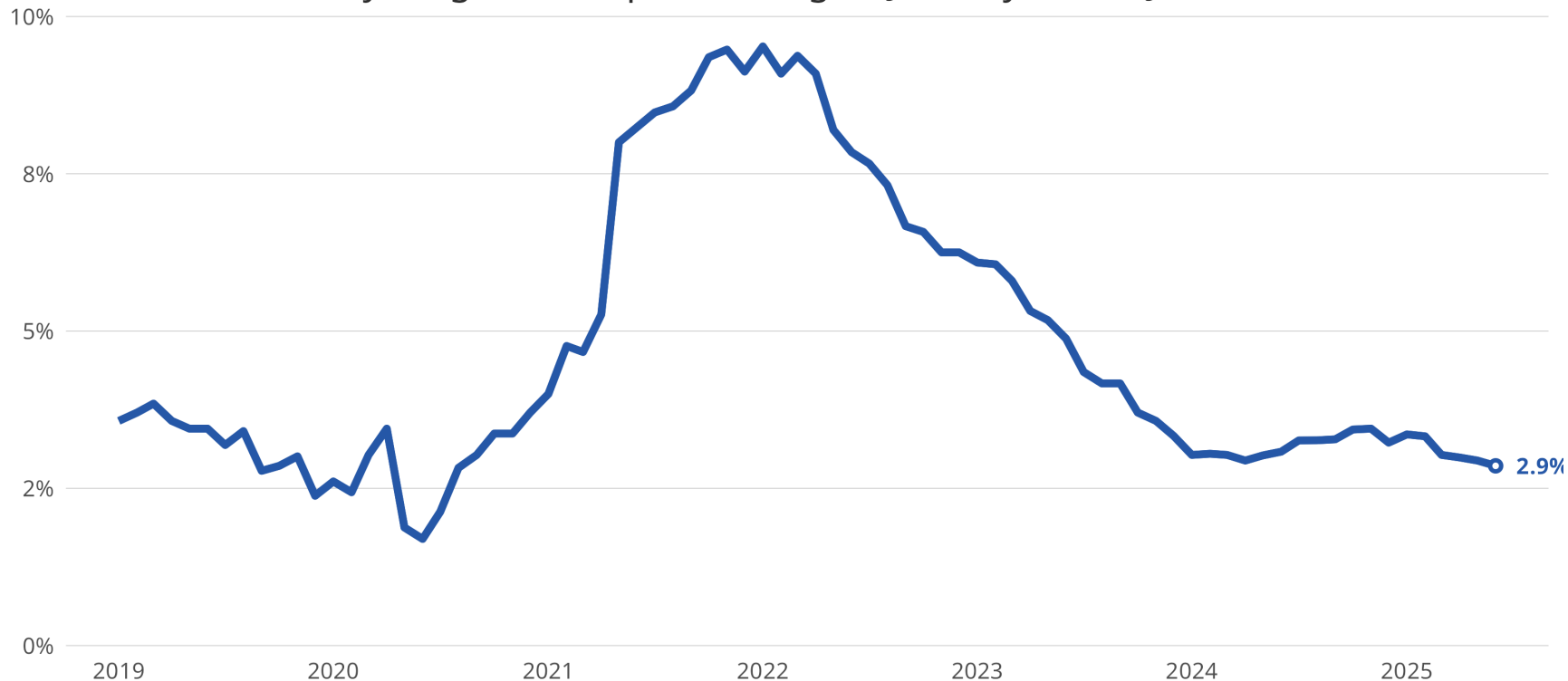


Source: US Bureau of Labor Statistics



Posted wage growth is slowing

U.S. data, Year-over-year growth in posted wages, January 2019 - June 2025

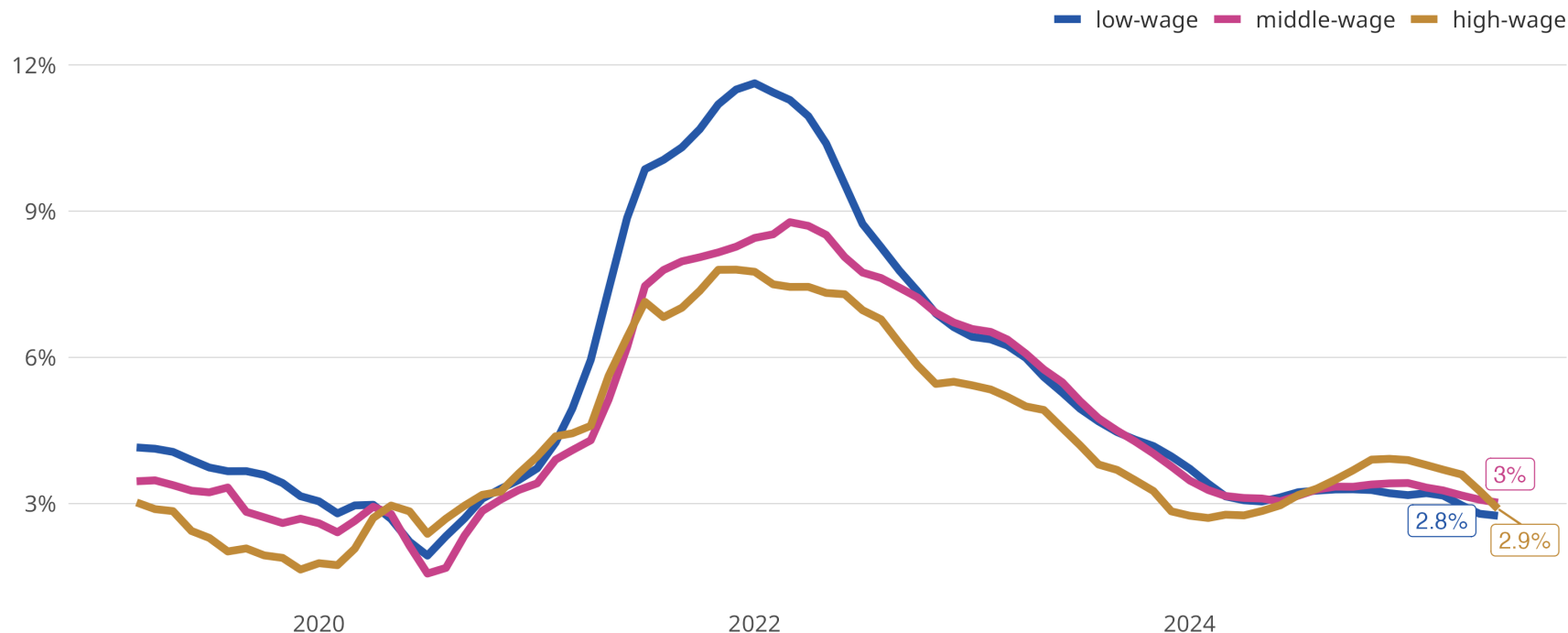


Source: Indeed Wage Tracker



Wage growth is stabilizing across sectors

Year-over-year growth in posted wages, U.S. data,
3 month average, March 2019 - June 2025

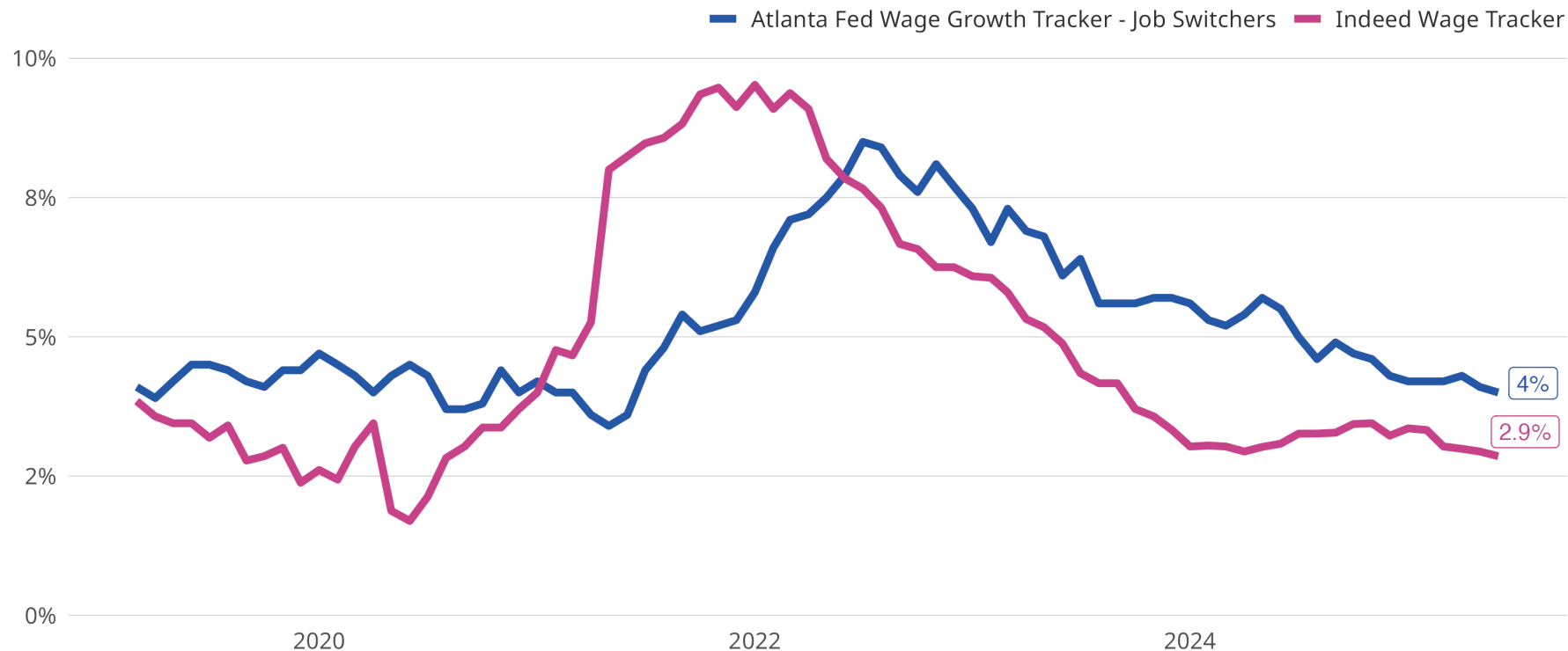


Source: Indeed Wage Tracker. Wage tiers based on a category's median posted wage in 2023



Job switchers' wage growth exceeds posted wage growth

Year-over-year growth, U.S. data

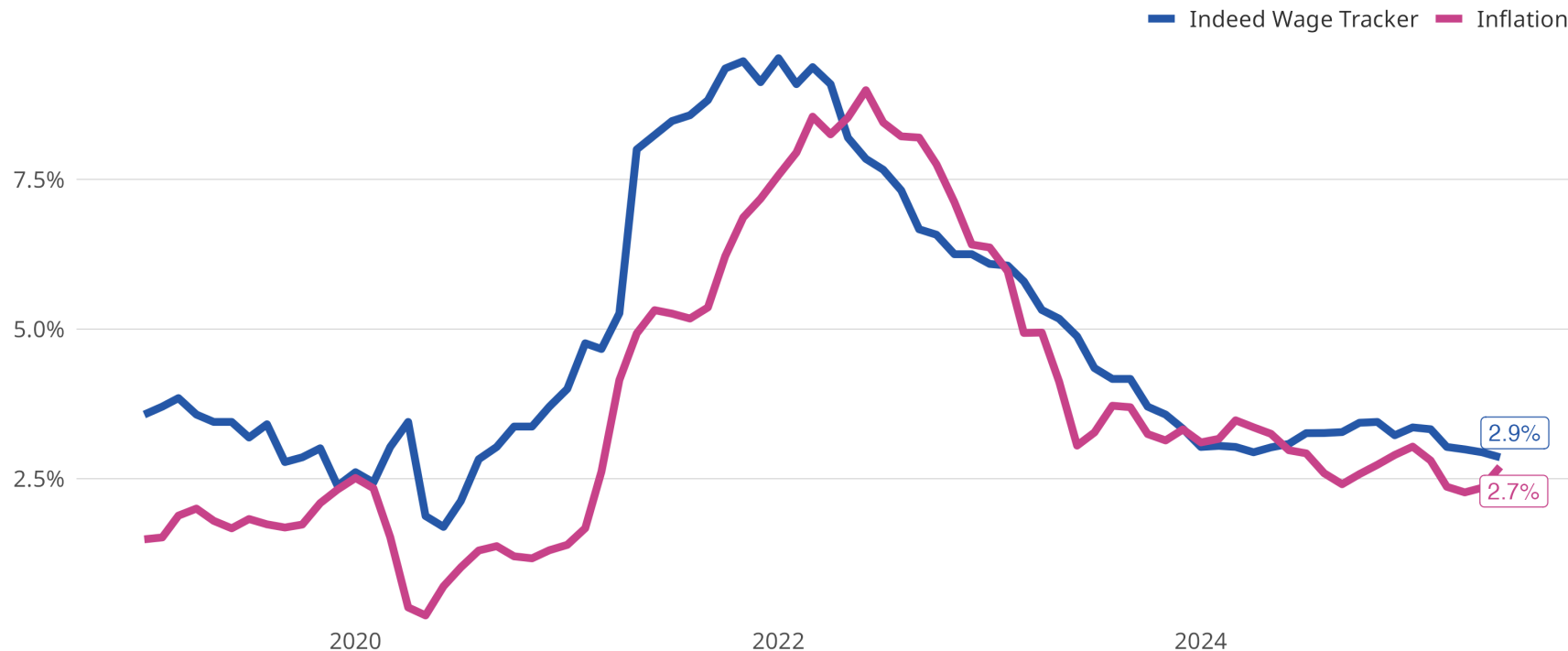


Source: Indeed, (annual growth) March 2019-June 2025
Federal Reserve Bank of Atlanta (3 month moving average), March 2019-June 2025



Inflation is beginning to trend upwards

Year-over-year growth

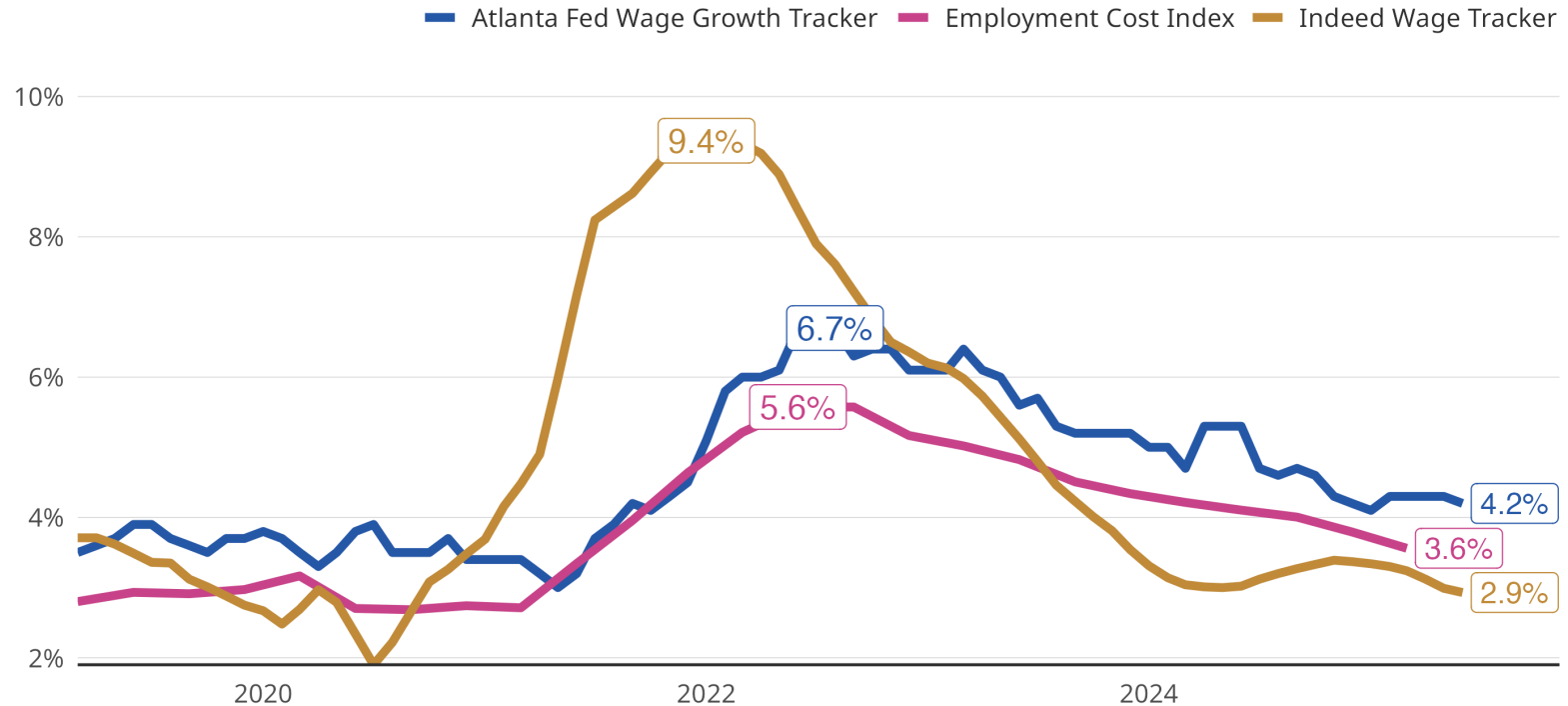


Source: Indeed Wage Tracker (January 2019-June 2025),
Consumer Price Index (January 2019-June 2025)



Wage growth has moderated across several measures

% chng year-over-year, March 2019 - June 2025

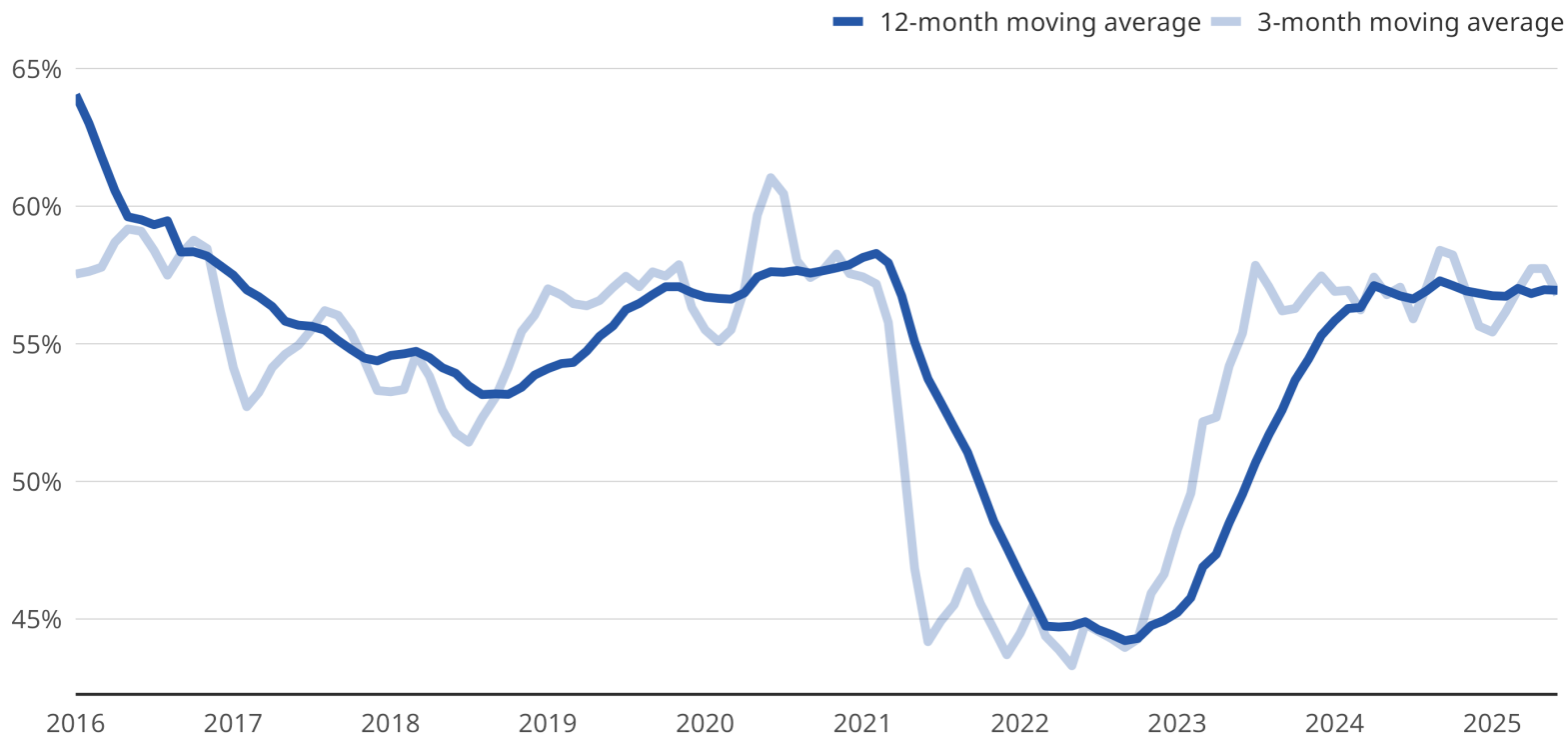


Source: Bureau of Labor Statistics, Federal Reserve Bank of Atlanta, and Indeed. Note: ECI series is wages for private sector workers excluding incentive-paid occupations.



Purchasing power rose for 57% of workers in the last year

% of workers with wage growth above inflation levels, Jan 2016 to June 2025

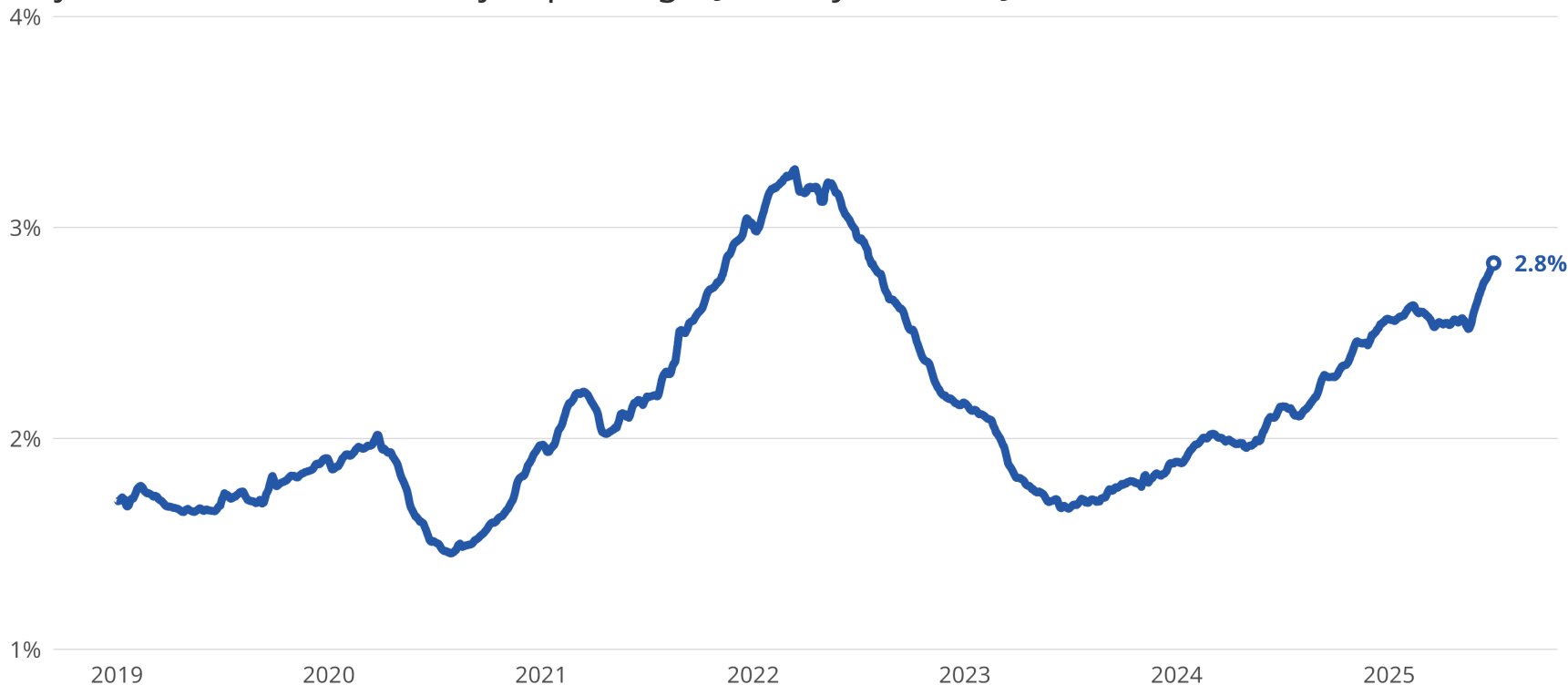


Source: Atlanta Fed Wage Growth Tracker; Author's Calculations



US AI job postings remain below their 2022 peak

AI jobs as a share of all US job postings, January 2019 — June 2025



Source: Indeed



US Gen AI job postings are rare but growing

Gen AI jobs as a share of all US job postings, January 2019 — June 2025



Source: Indeed



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→ data.indeed.com