

# US Labor Market Trends

August 2025

Indeed Hiring Lab



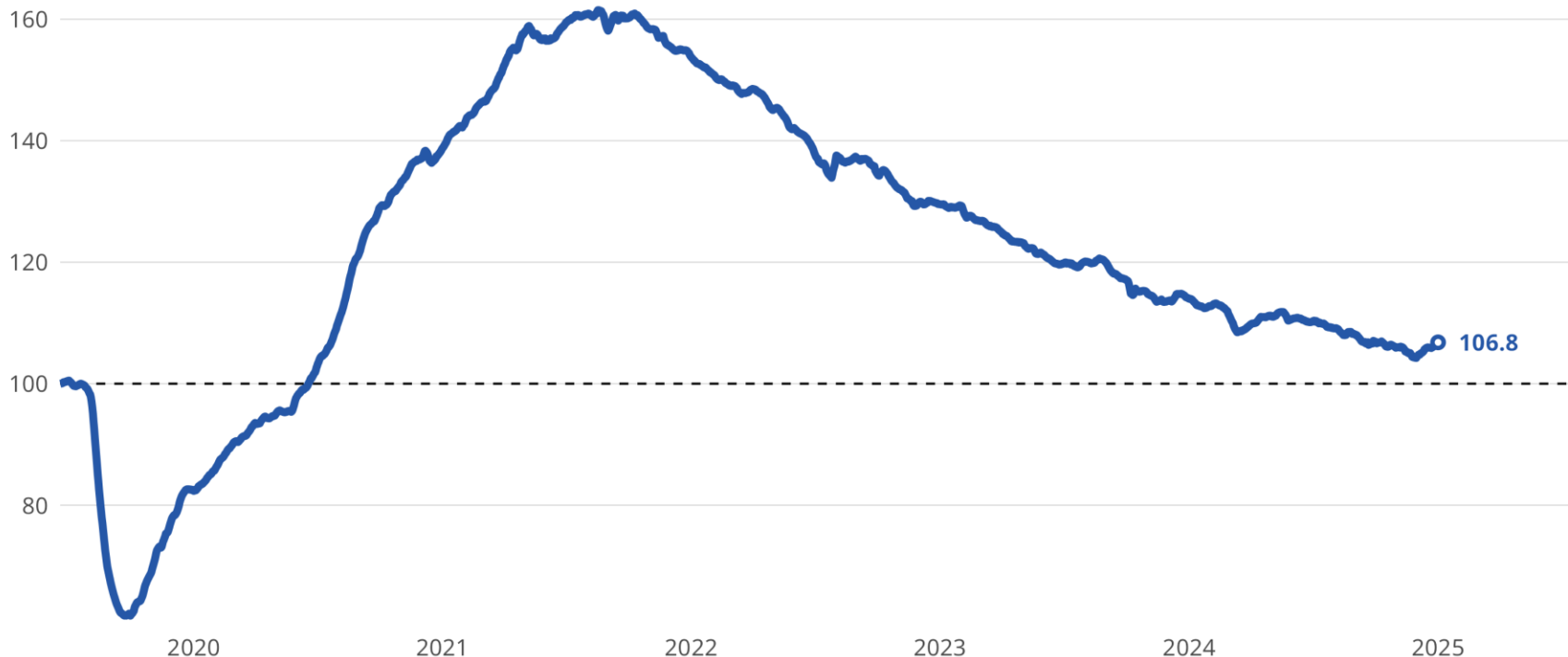
# US labor market overview

- As of August 15th, US job postings stood 6.8% above their pre-pandemic level and were up 1.9% month-over-month.
- Postings were higher than pre-pandemic levels in slightly more than half (54%) of sectors analyzed.
- 7.9% of job postings advertised remote positions at the end of July, up from 7.8% at the end of June.
- Annual posted wage growth slowed to 2.4% in July.
- Labor force participation among prime-aged workers has fallen slightly, but remains above pre-pandemic levels.
- Private sector employers added 73,000 jobs in July, and growth for the prior two months was revised down by a combined 258,000.
- The overall unemployment rate was 4.2% in July.



# Job postings are moderating after falling past their peak

U.S. data, Index (100 = February 1, 2020), data through August 15, 2025



Source: Indeed



# Job postings on Indeed are up 1.9% from a month ago

U.S. data, month-over-month growth in Indeed Job Postings Index,  
January 1, 2022 - August 15, 2025

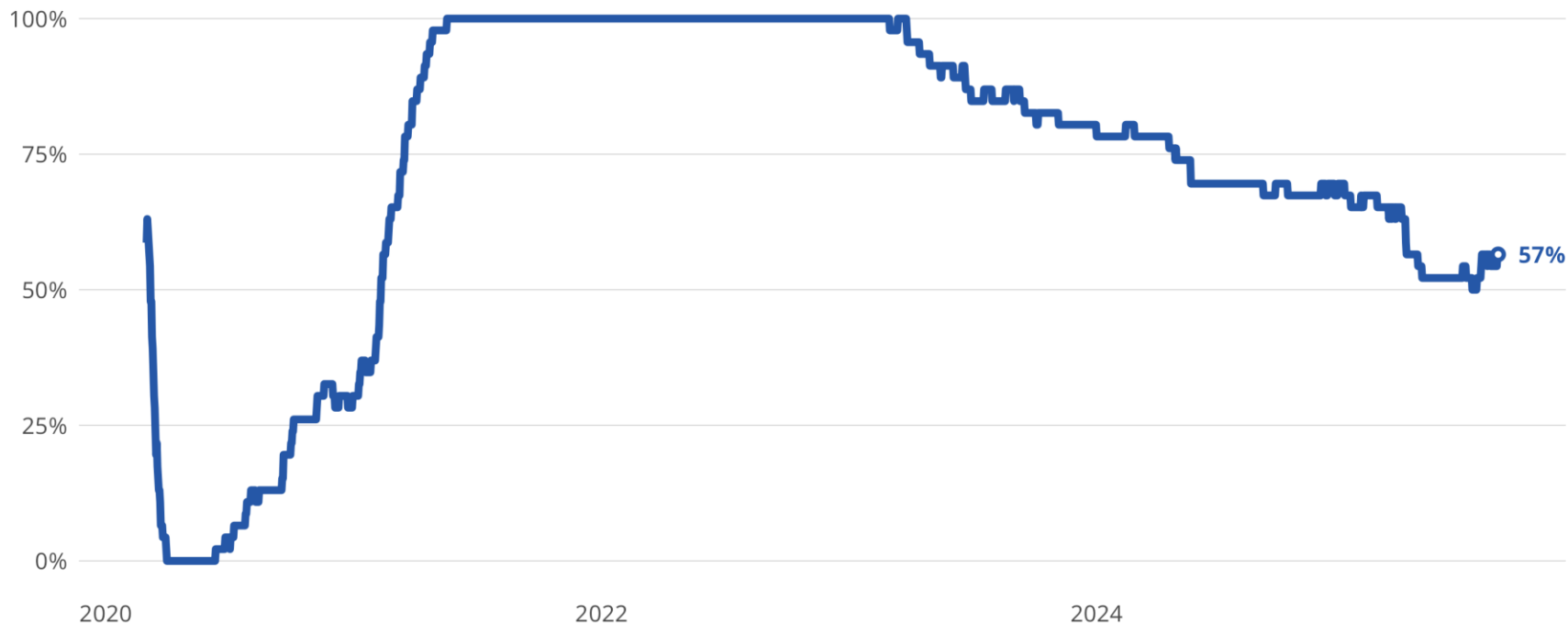


Source: Indeed



# 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 — August 15, 2025

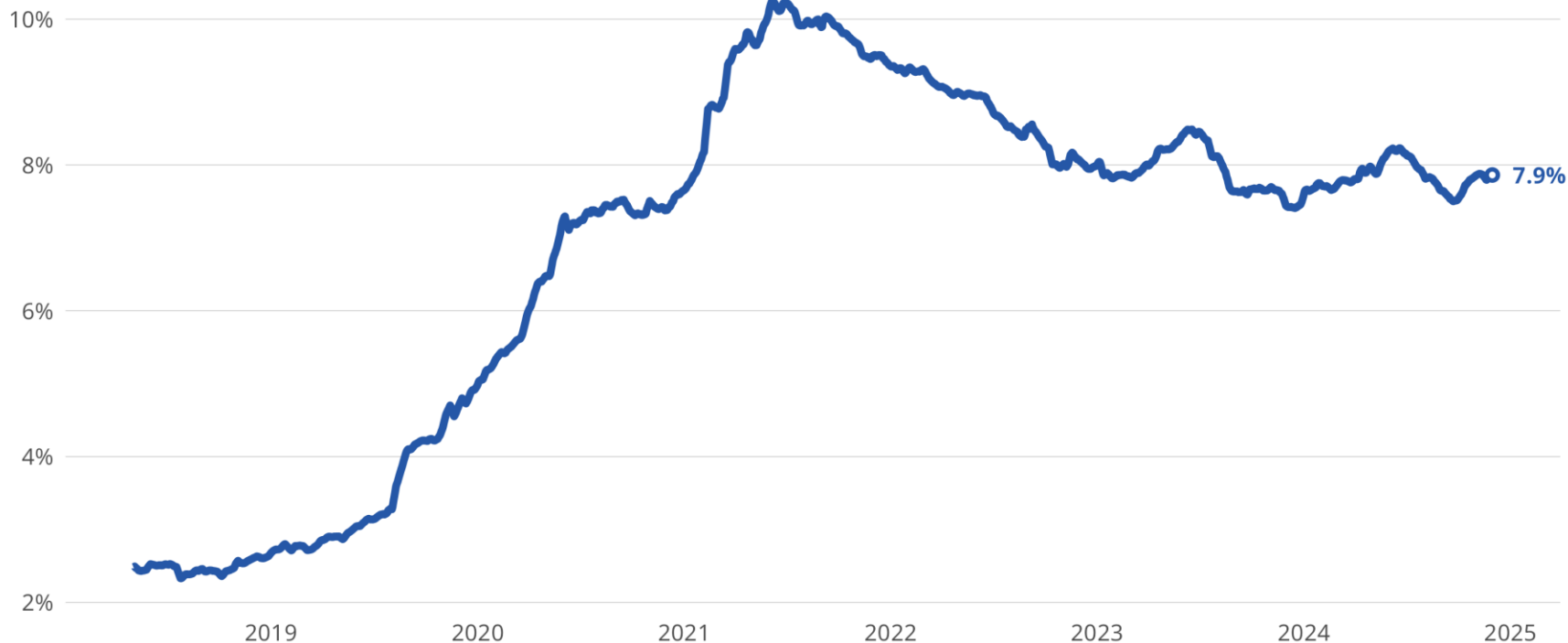


Source: Indeed



# Remote postings have largely stabilized

U.S. data, January 1, 2019 to July 31, 2025

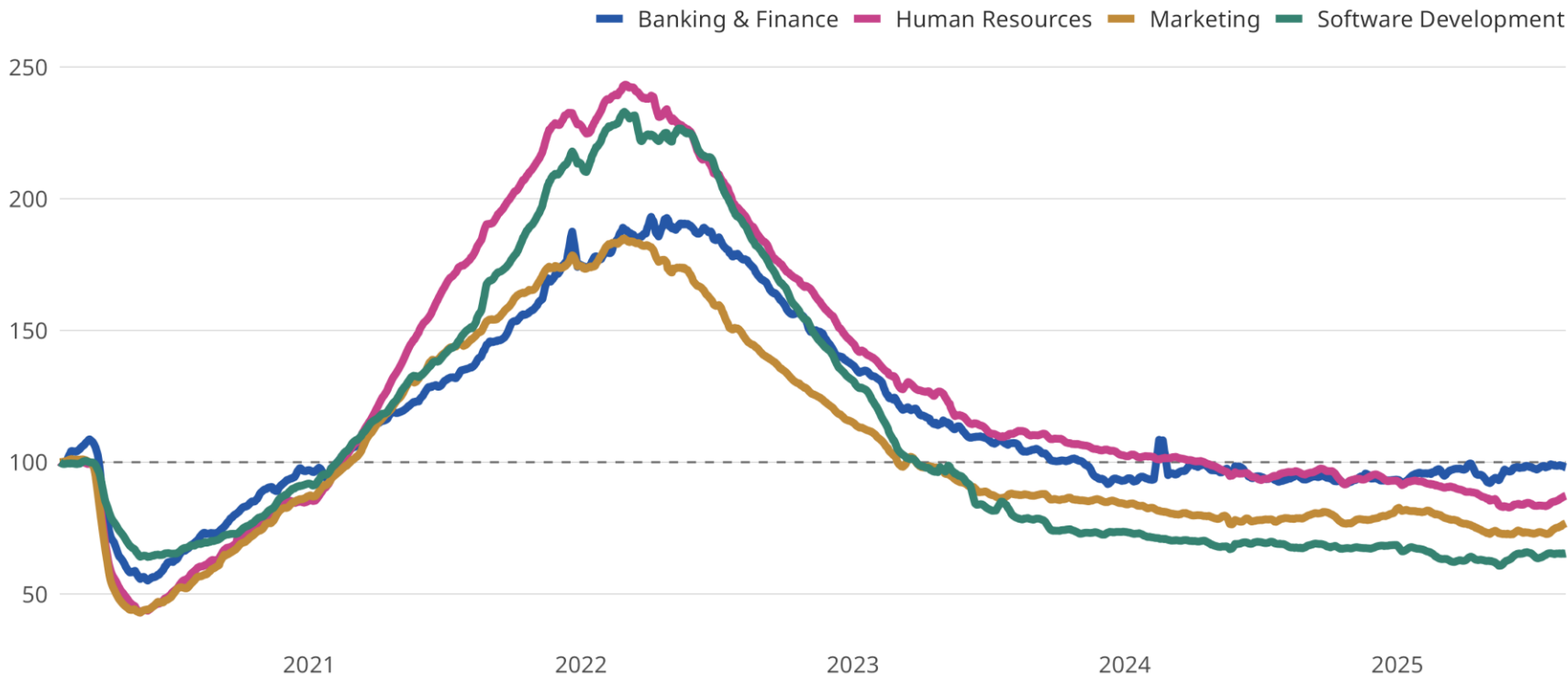


Source: Indeed



# Postings are down in many traditional 'office job' sectors

U.S. data, Index (100 = February 1, 2020), through August 15, 2025

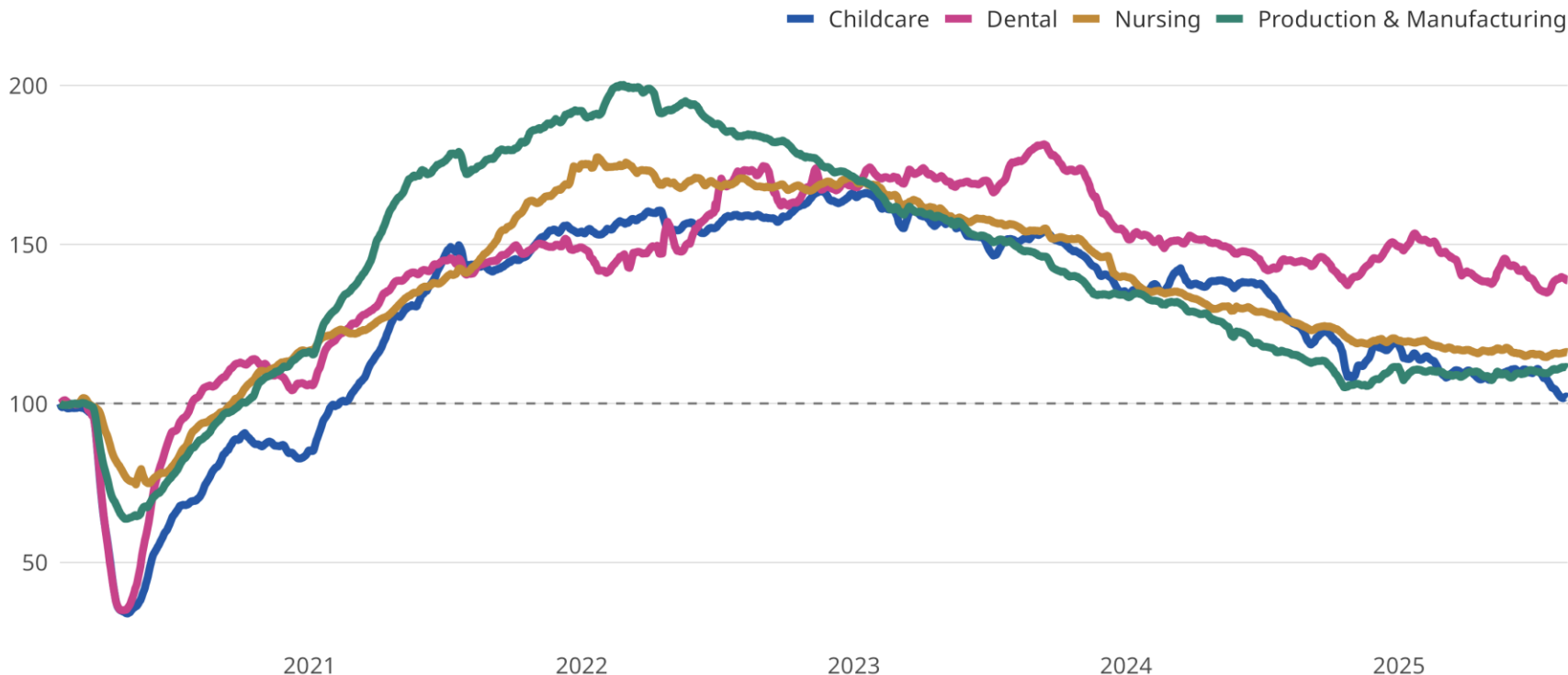


Source: Indeed



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

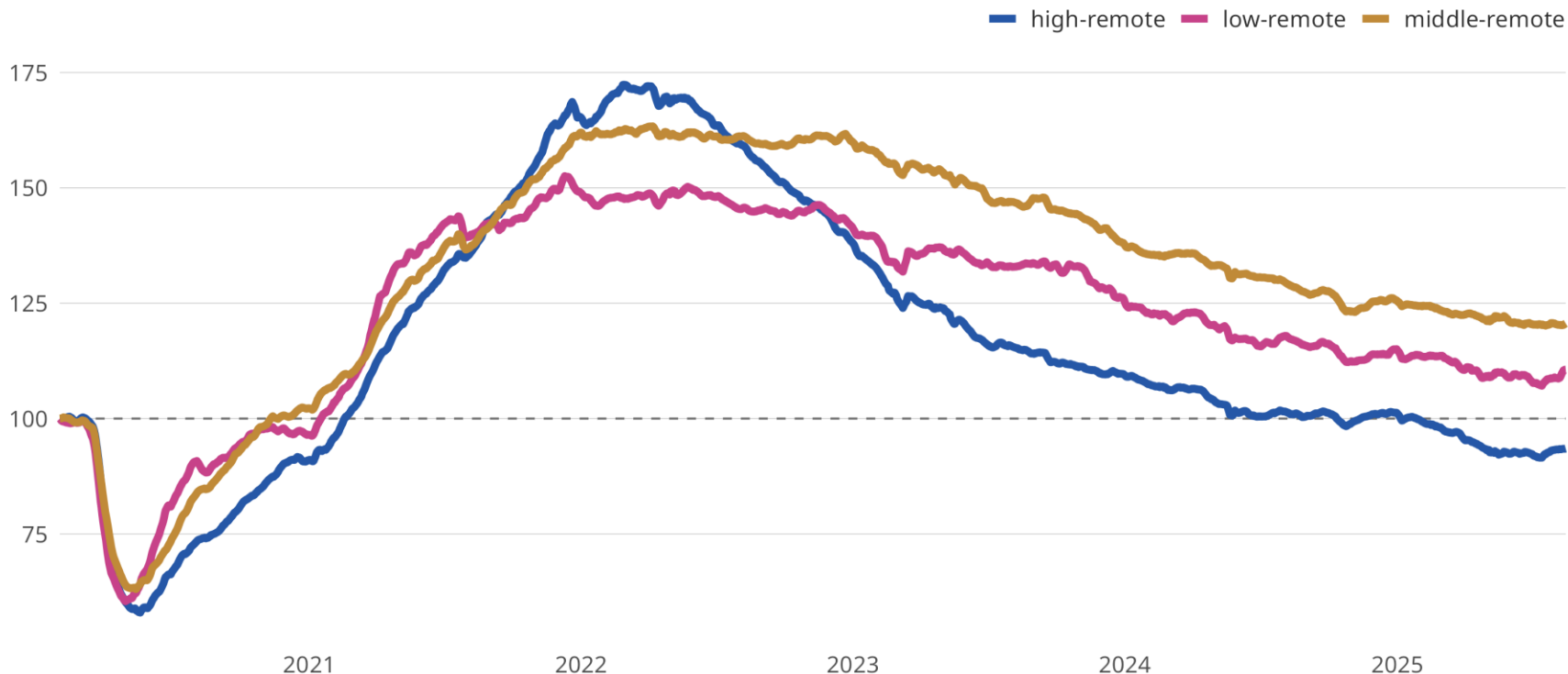
U.S. data, Index (100 = February 1, 2020), through August 15, 2025





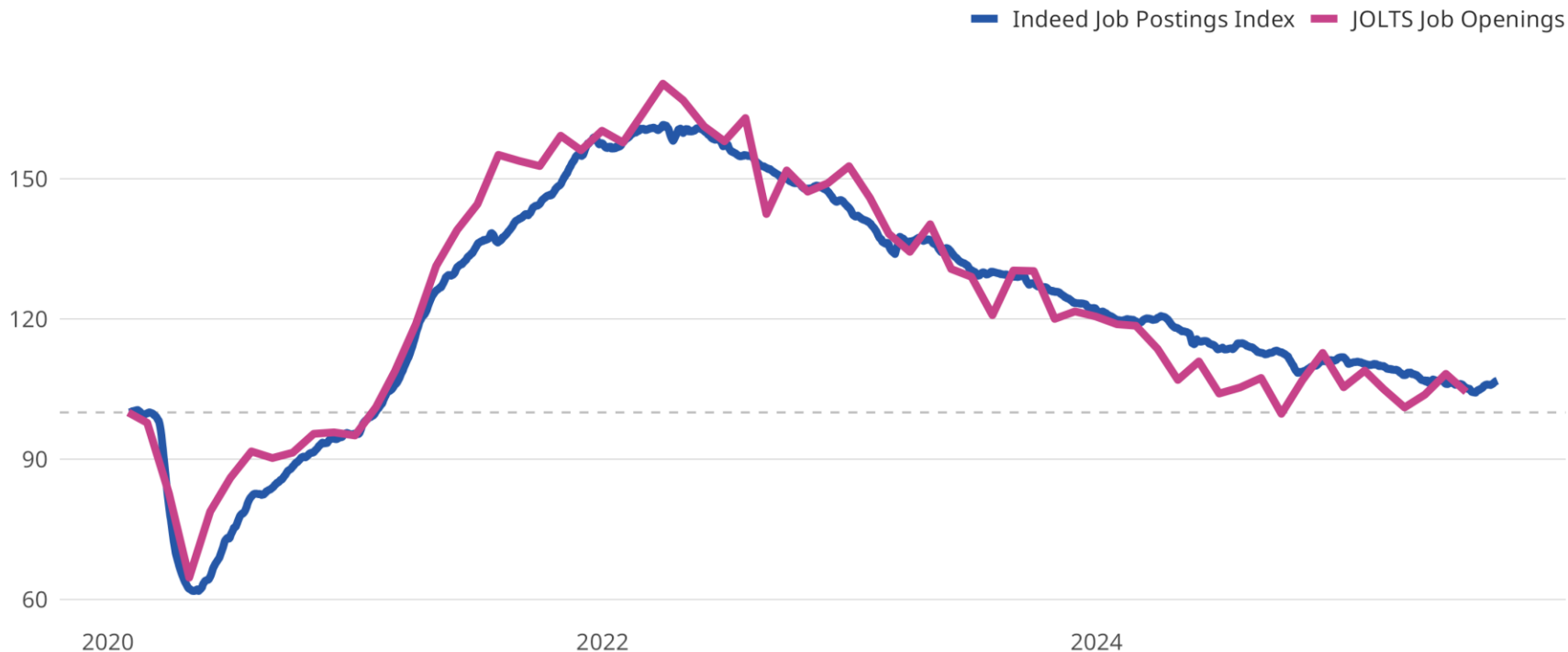
# Postings are weakest in high work-from-home sectors

U.S. data, Job Postings Index by remote-work tier, data through August 15, 2025



# Job openings and postings track each other

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

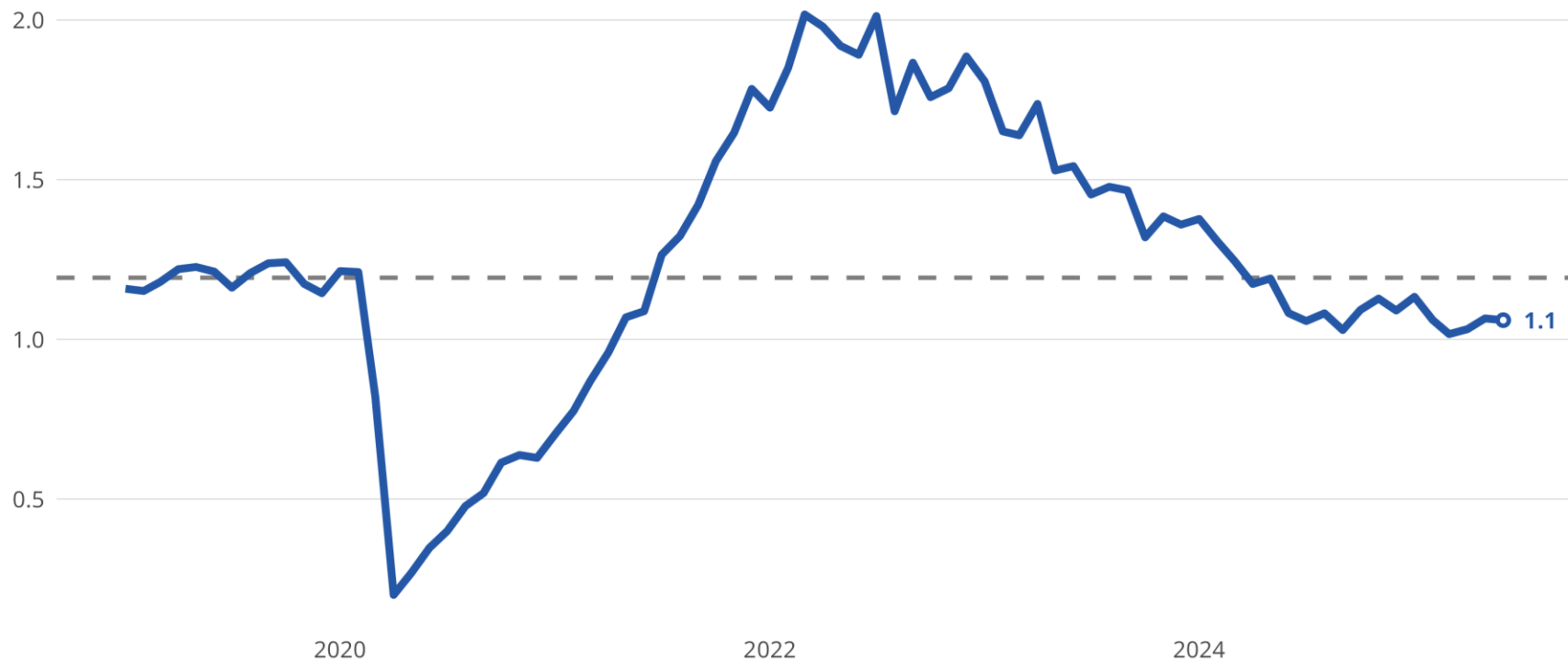


Source: US Bureau of Labor Statistics-January 31, 2020 to June 2025  
Indeed-January 31, 2020 to August 15, 2025



# The ratio of openings to unemployment is now below 2019 levels

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

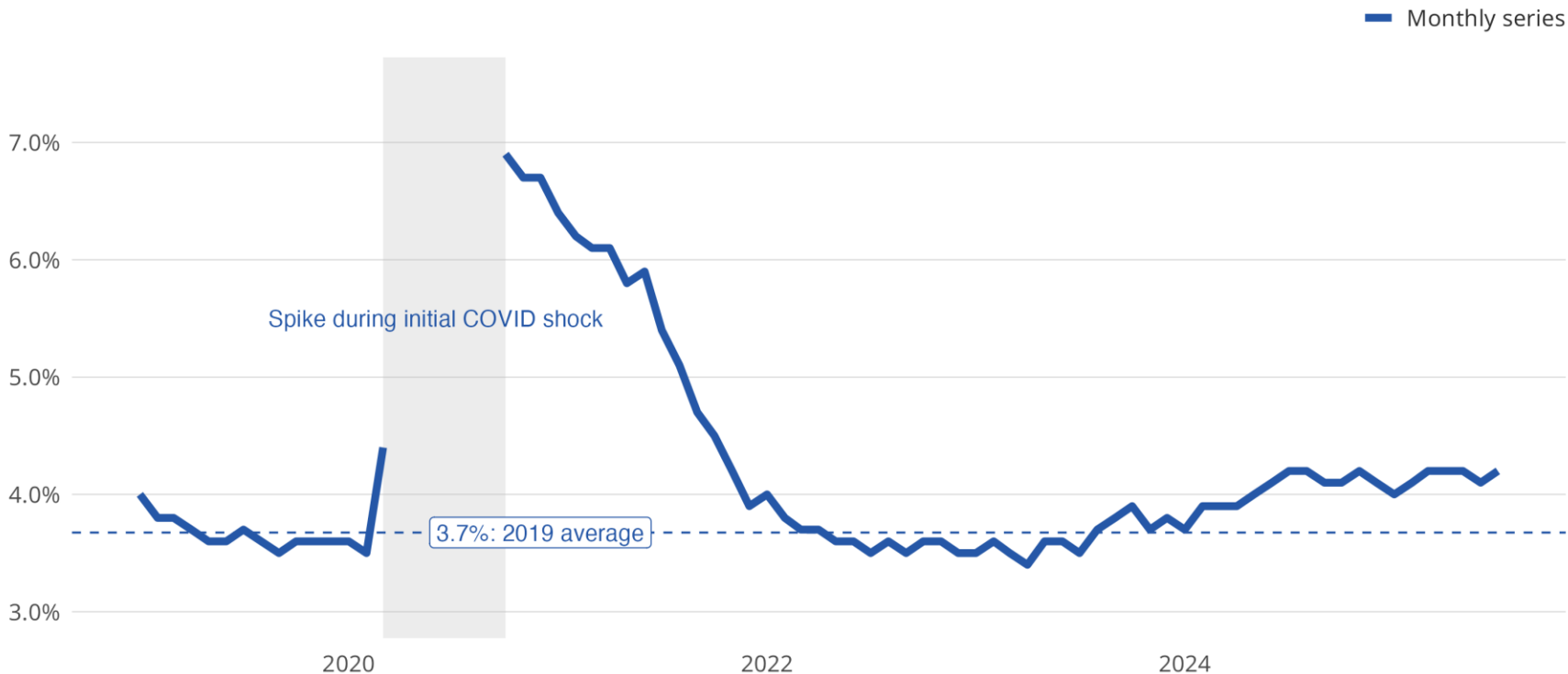


Source: US Bureau of Labor Statistics



# Unemployment remains low but has crept upward

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

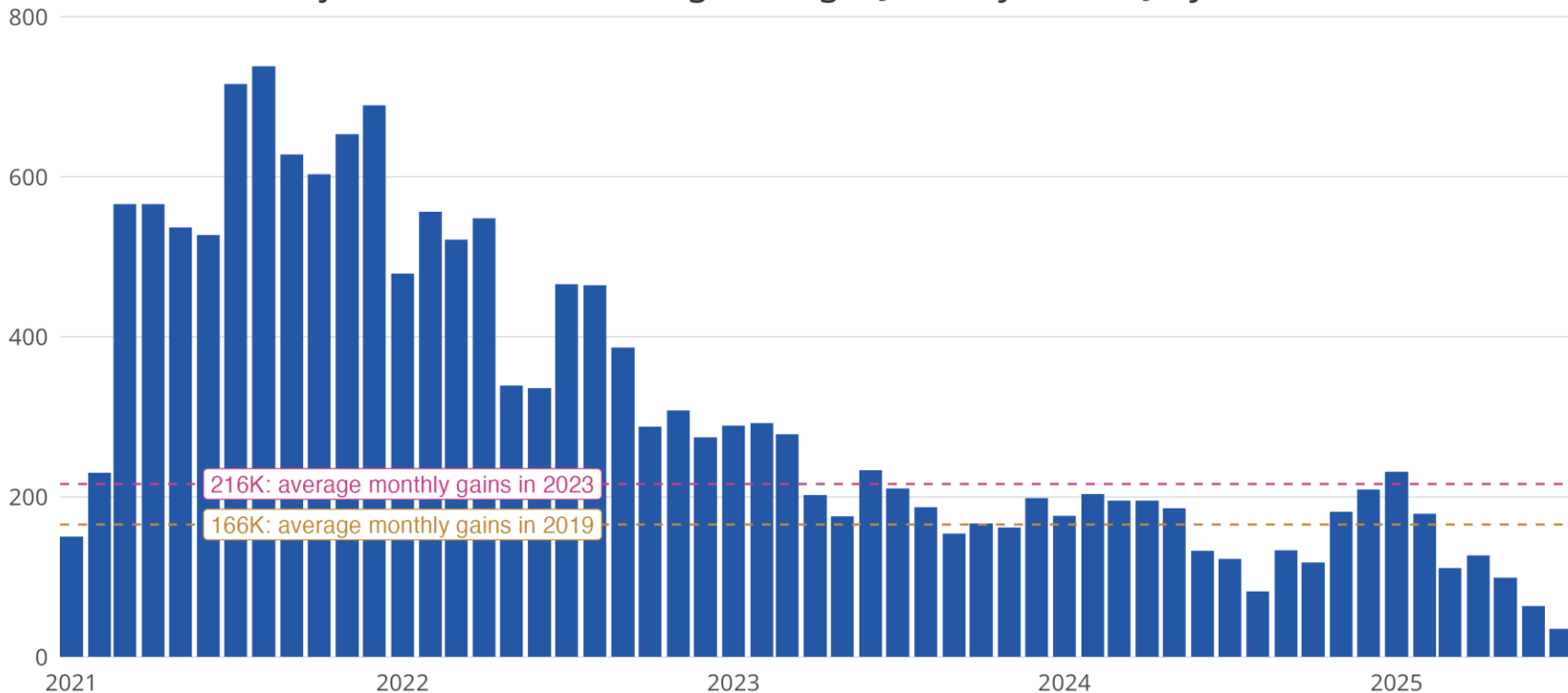


Source: US Bureau of Labor Statistics



# Monthly job gains fall below 2019 average

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

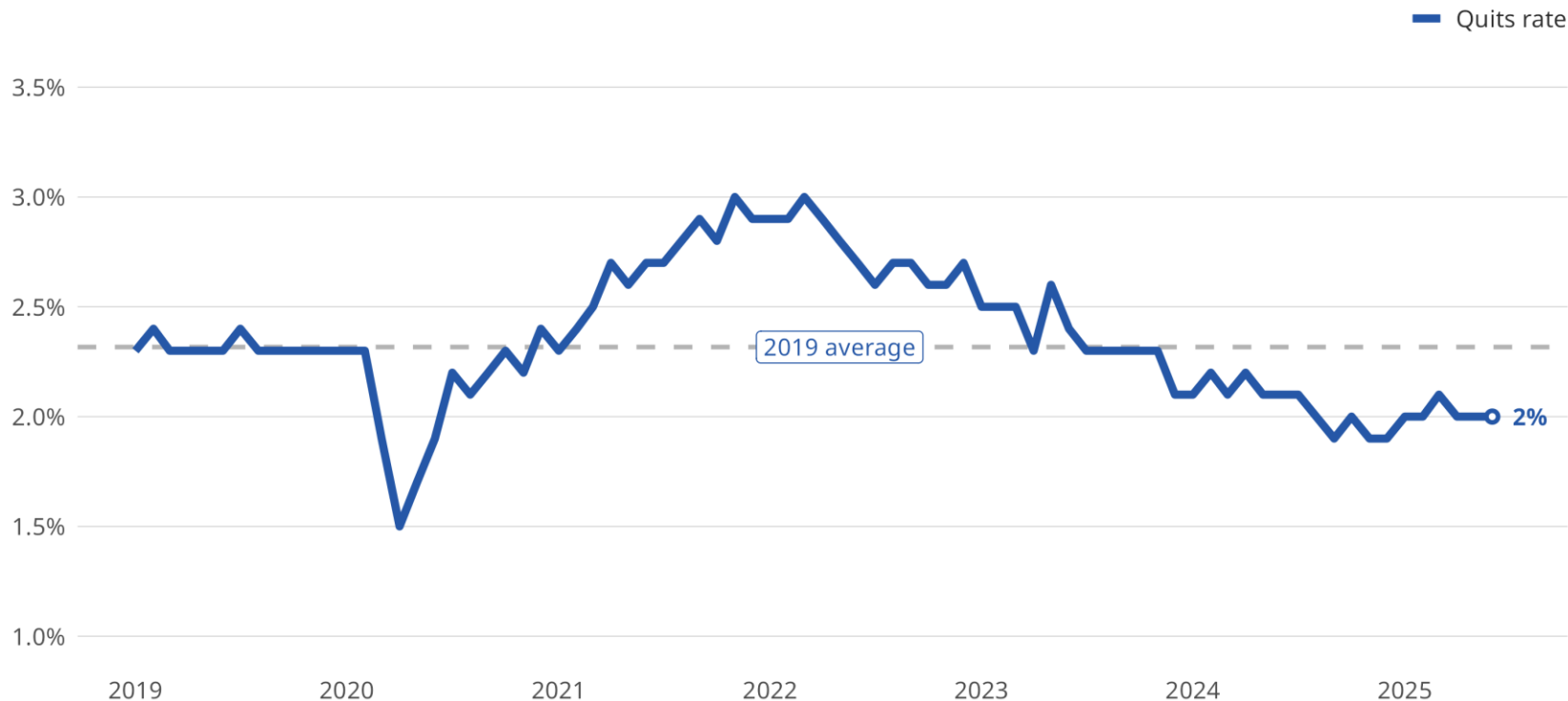


Source: US Bureau of Labor Statistics



# The quits rate is low as workers hold onto their jobs

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

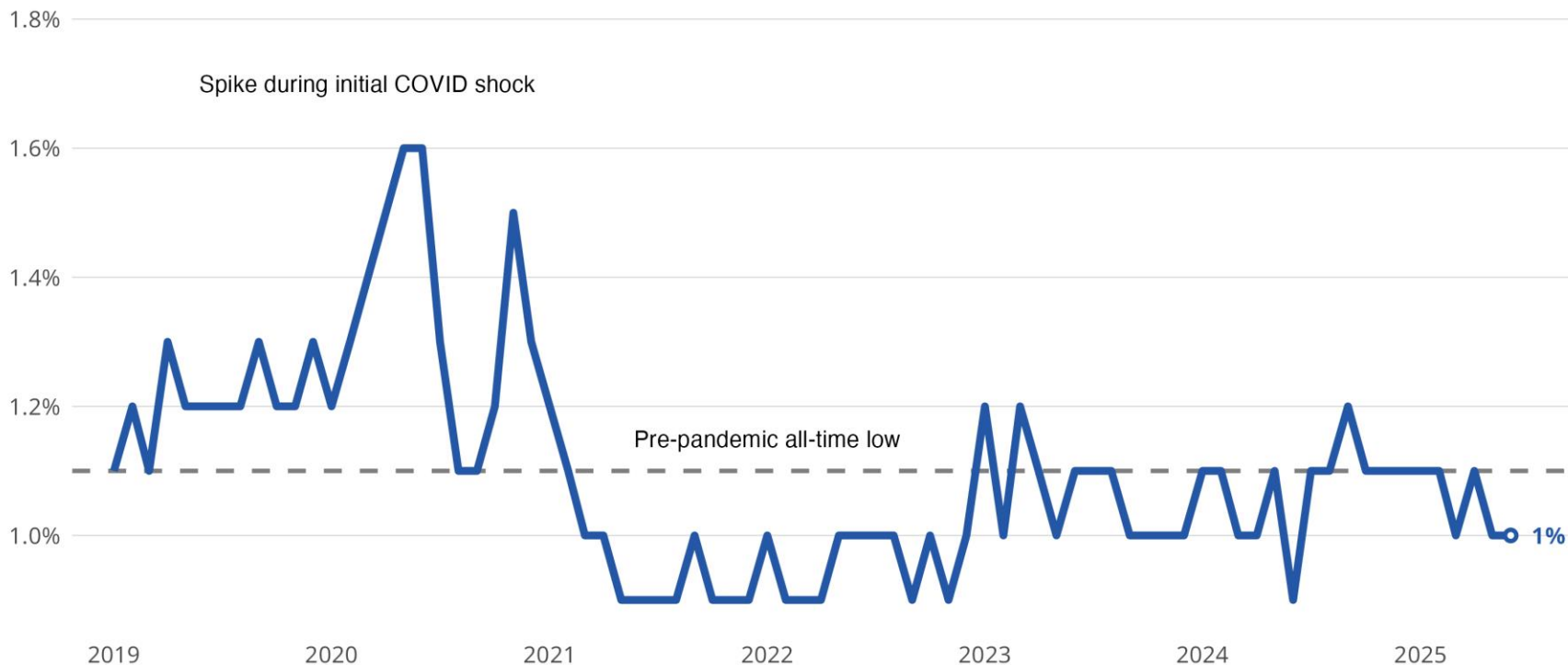


Source: US Bureau of Labor Statistics



# Layoffs remain low as employers face an uncertain future

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

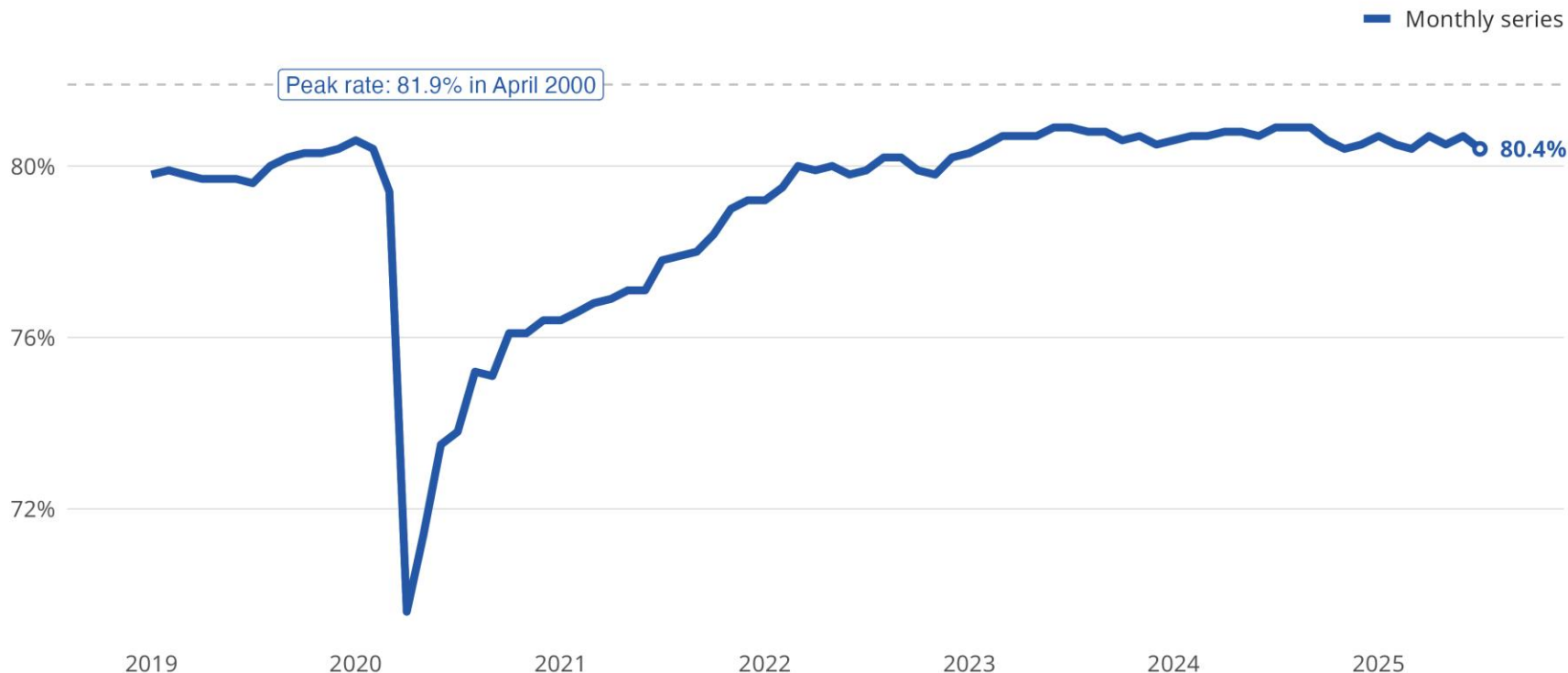


Source: U.S. Bureau of Labor Statistics



# The prime-age employment rate is plateauing

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



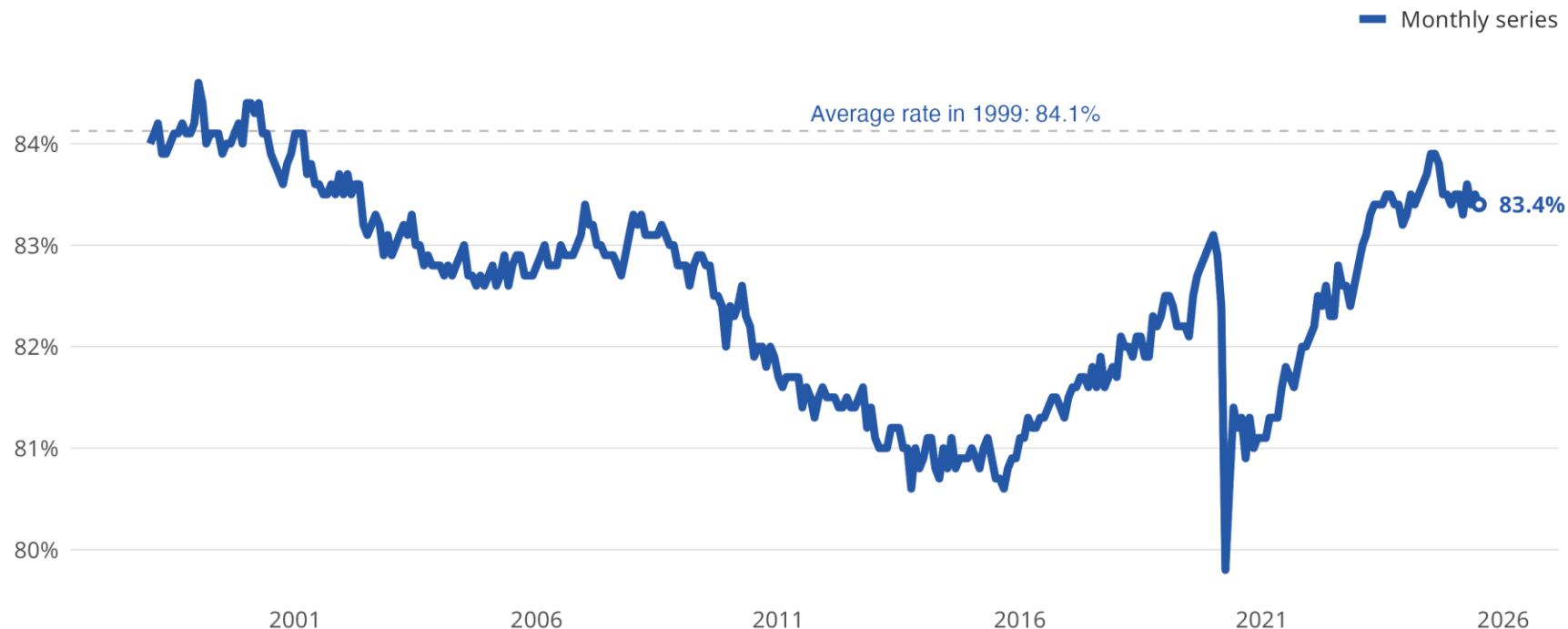
Source: US Bureau of Labor Statistics





# Prime-age labor force participation is starting to dip

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

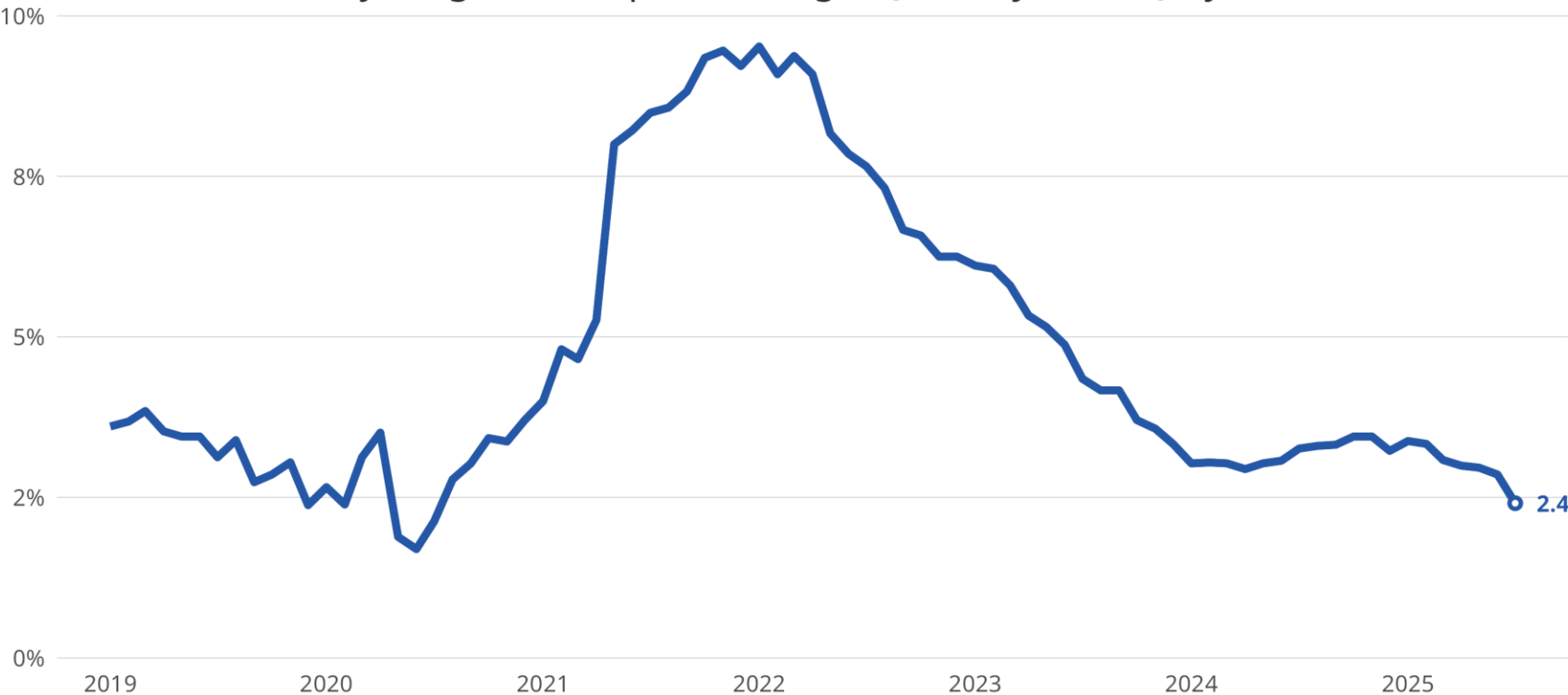


Source: US Bureau of Labor Statistics



# Posted wage growth is slowing

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

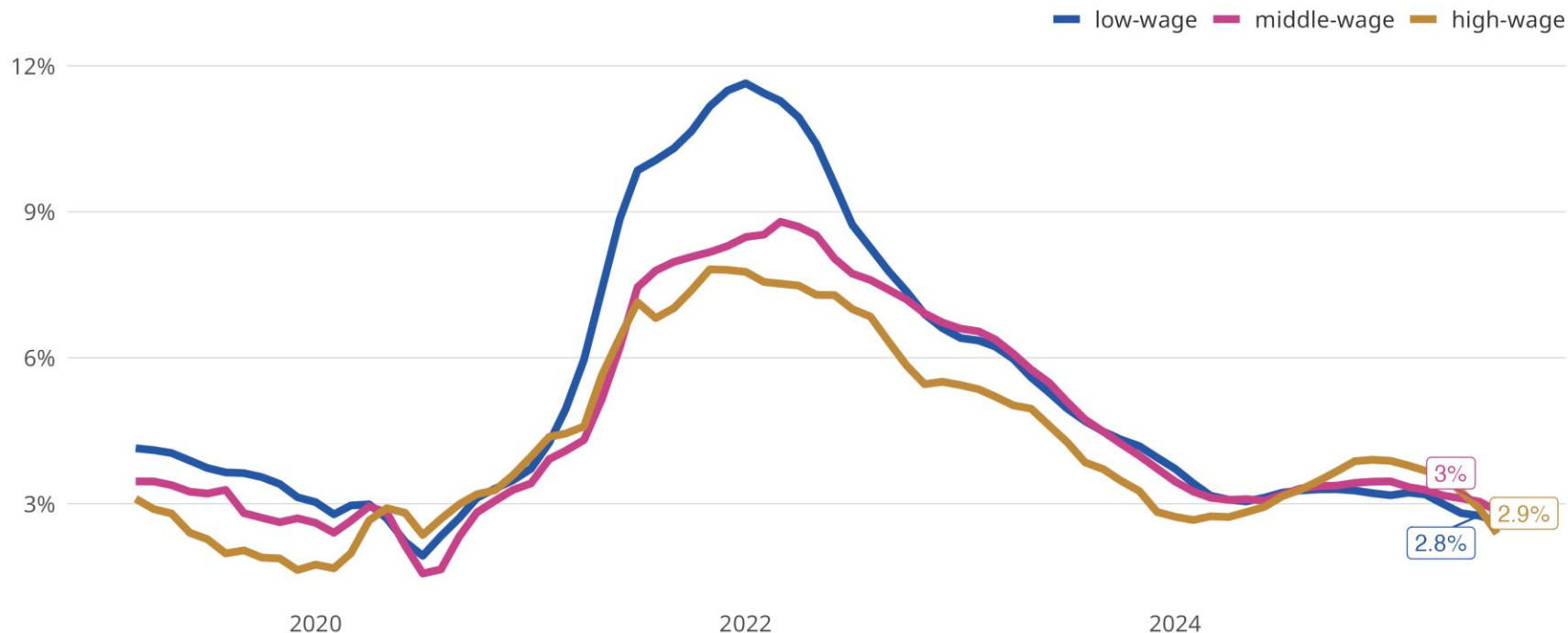


Source: Indeed Wage Tracker



# Wage growth is stabilizing across sectors

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

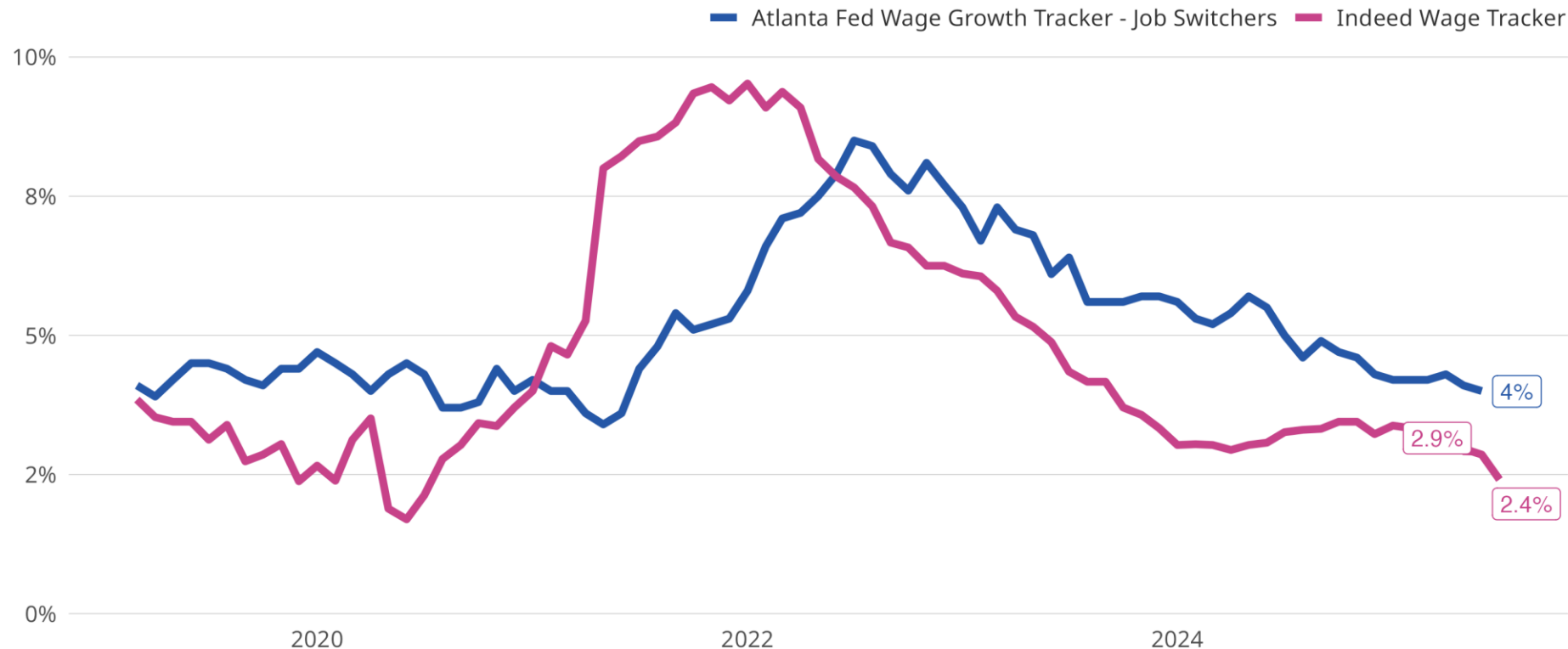


Source: Indeed Wage Tracker. Wage tiers based on a category's median posted wage in 2023



# Job switchers' wage growth exceeds posted wage growth

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

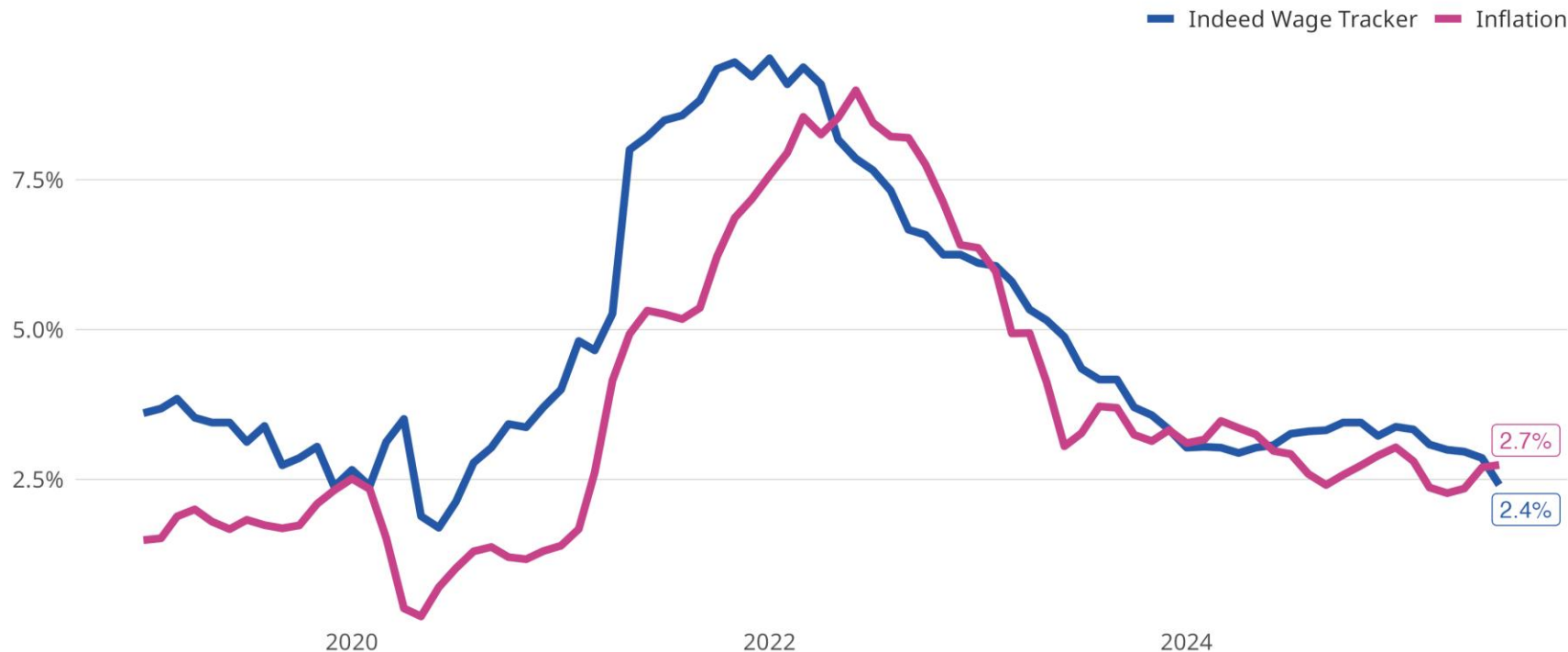


Source: Indeed, (annual growth) March 2019-June 2025  
Federal Reserve Bank of Atlanta (3 month moving average), March 2019-July 2025



# Inflation is once again growing faster than posted wages

Year-over-year growth

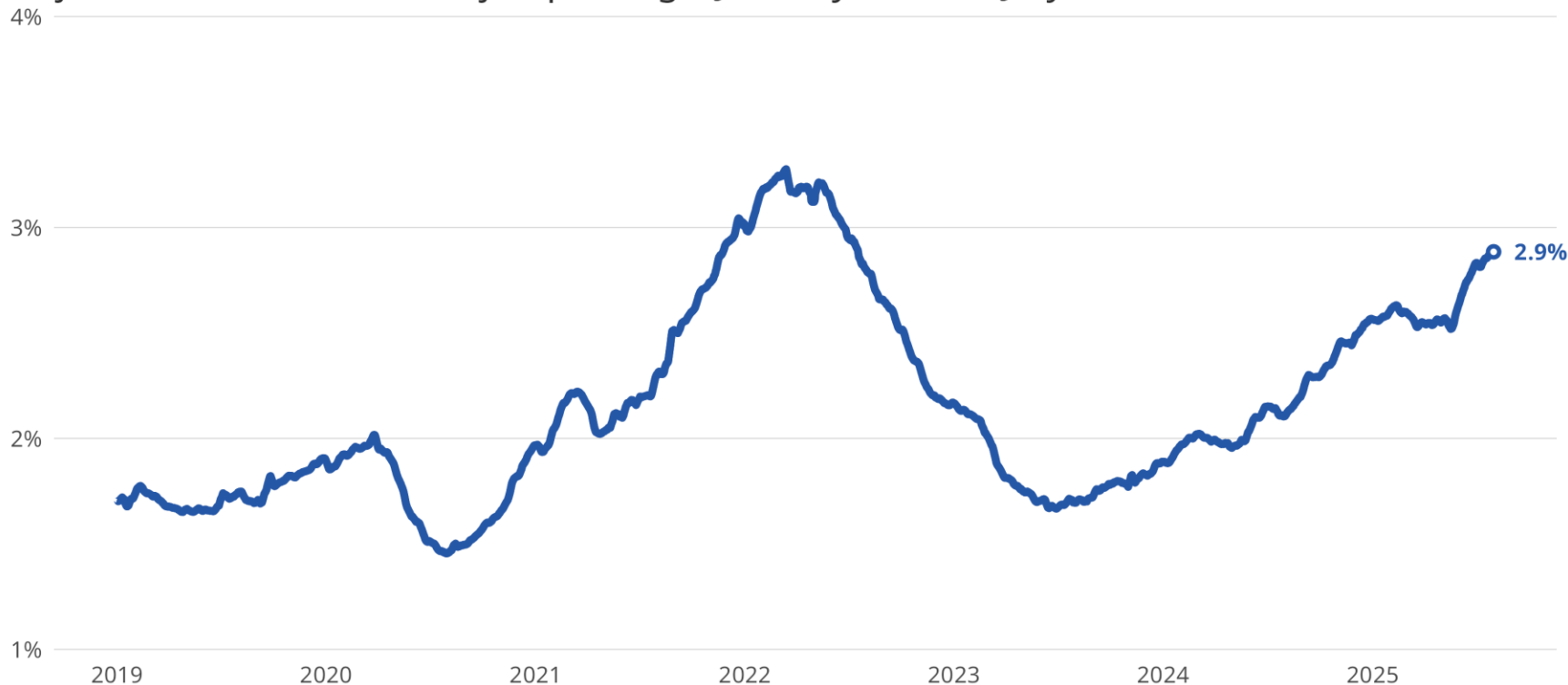


Source: Indeed Wage Tracker (January 2019-June 2025),  
Consumer Price Index (January 2019-July 2025)



# US AI job postings remain below their 2022 peak

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



Source: Indeed



- [hiringlab.org](https://hiringlab.org)
- [data.indeed.com](https://data.indeed.com)