

Indeed Hiring Lab Labor Market Overview

Indeed FutureWorks, September 2025

hiringlab.org

- Indeed Hiring Lab creates innovative, unbiased and timely data insights on the global labor market that inspire new conversations about the state of work.
- The team of leading economists and data scientists provide 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 across time together with other publicly available data sources to reveal emerging labor market trends in the United States and across the world.

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 is driven by a team of leading economists and data scientists who provide 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 across time together with other publicly available data sources outside Indeed to reveal emerging labor market trends in the United States and across the world.

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 about labor market trends at leading industry, policy, and academic conferences.

Our data

All data used by Hiring Lab are aggregated and anonymized to show broad trends across Indeed's 60 worldwide labor markets. Our research focuses on data collected from Indeed's global job postings, as well as job seeker behavior on Indeed websites. In addition, Hiring Lab analyzes anonymous information from resumes uploaded to Indeed's resume database. More information about Hiring Lab data and methodology can be found in [Frequently Asked Questions](#).

Eurozone, UK, and US wage growth slows



Our Research

The unique research generated by Hiring Lab informs talent management, employment, and labor policy decisions for businesses, researchers, academics, and job seekers alike. Hiring Lab regularly conducts new research that is [publicly available](#) to make sense of current economic issues and important labor market trends. The research provides timely insights into wage growth, unemployment, remote work, job postings, pay transparency, artificial intelligence, and many other topics that impact the global workforce.



Global trends

Australia, Canada, France, Germany, Ireland, Japan, UK, US.



Labor market updates

Keep up to date with monthly/quarterly overviews, request a presentation to your team or client.



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US labor market overview

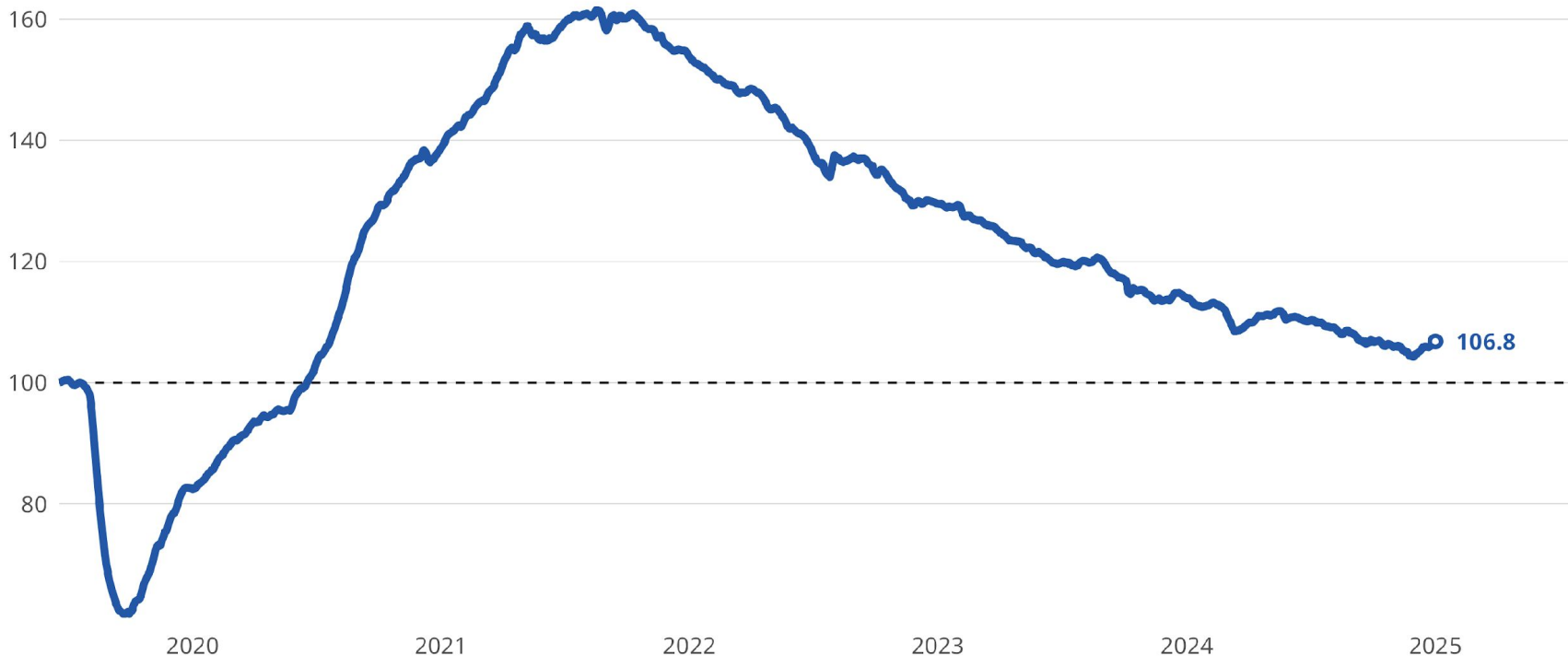
- As of mid-August, US job postings stood 6.8% above their pre-pandemic level and were up 1.9% month-over-month.
- Postings were higher than pre-pandemic levels in slightly more than half (57%) of sectors analyzed.
- 7.9% of job postings advertised remote positions at the end of July, up from 7.8% at the end of June.
- Annual posted wage growth slowed to 2.4% in July, slightly below the overall pace of inflation.
- Labor force participation among prime-aged workers has fallen slightly, but remains above pre-pandemic levels.
- Employers are hanging on to their existing employees, but new hiring has slowed dramatically in 2025. The unemployment rate was 4.2% in July, historically low but creeping upward.
- Overall job growth over the past several years has been largely concentrated in a handful of health and education-related sectors, which also tend to be heavily female-dominated.



LABOR DEMAND

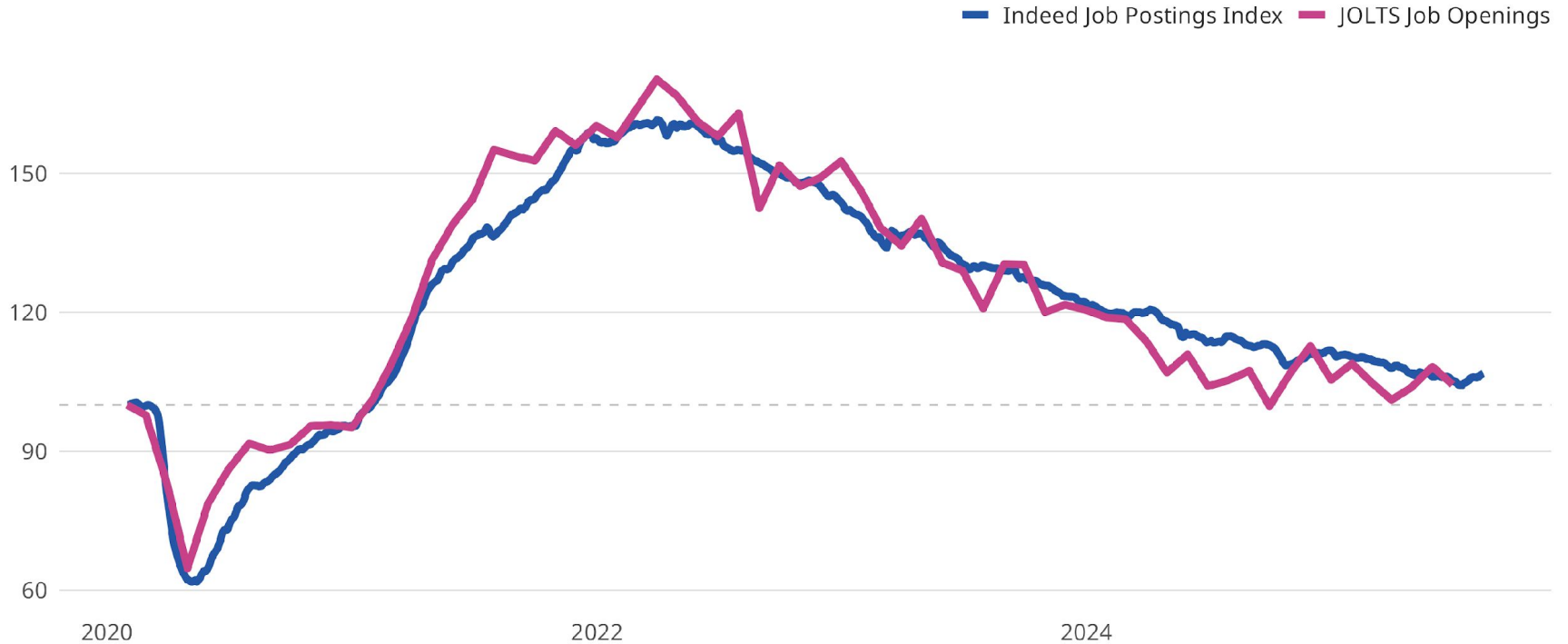
Job postings are moderating after falling past their peak

U.S. data, Index (100 = February 1, 2020), 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



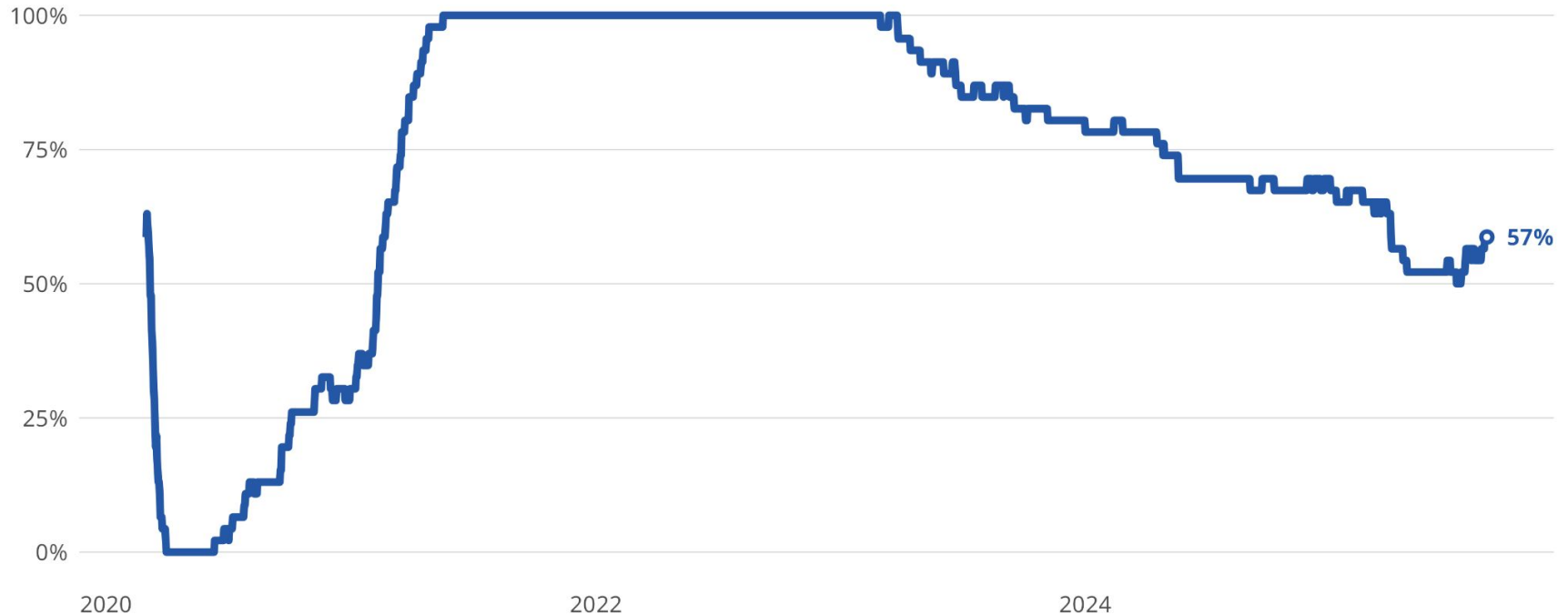
Job postings on Indeed are up 1.9% from a month ago

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



Job postings are elevated in the majority of sectors

U.S. data, share of sectors with postings above pre-pandemic baseline, March 1, 2020 — August 15, 2025

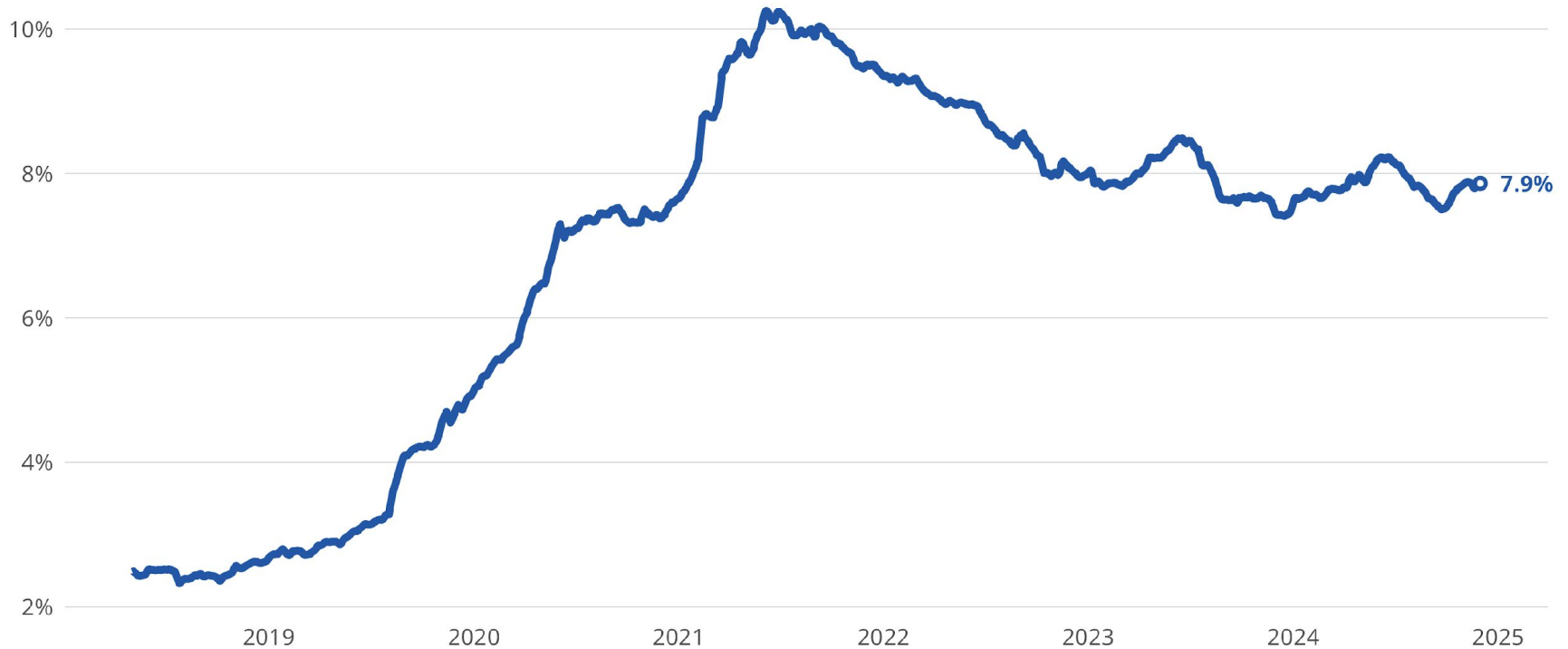


Source: Indeed



Remote postings have largely stabilized

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

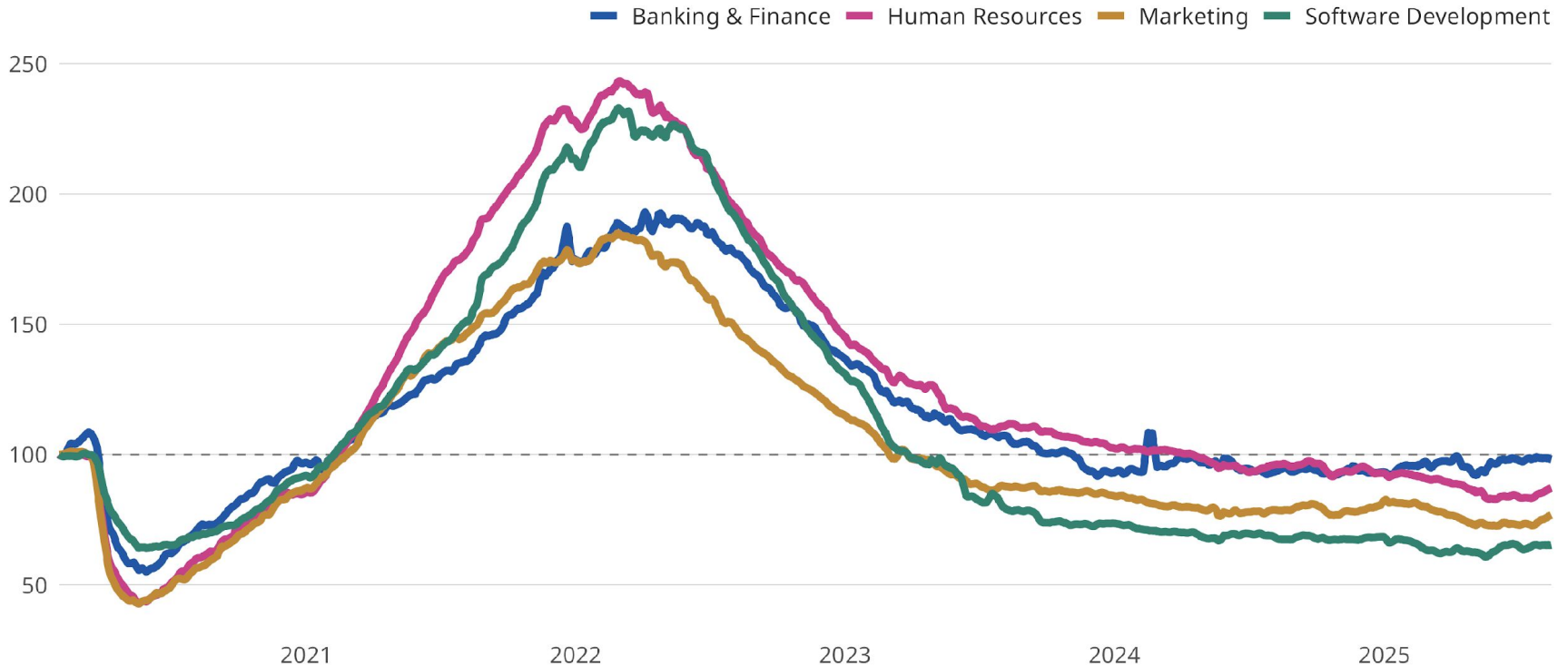


Source: Indeed



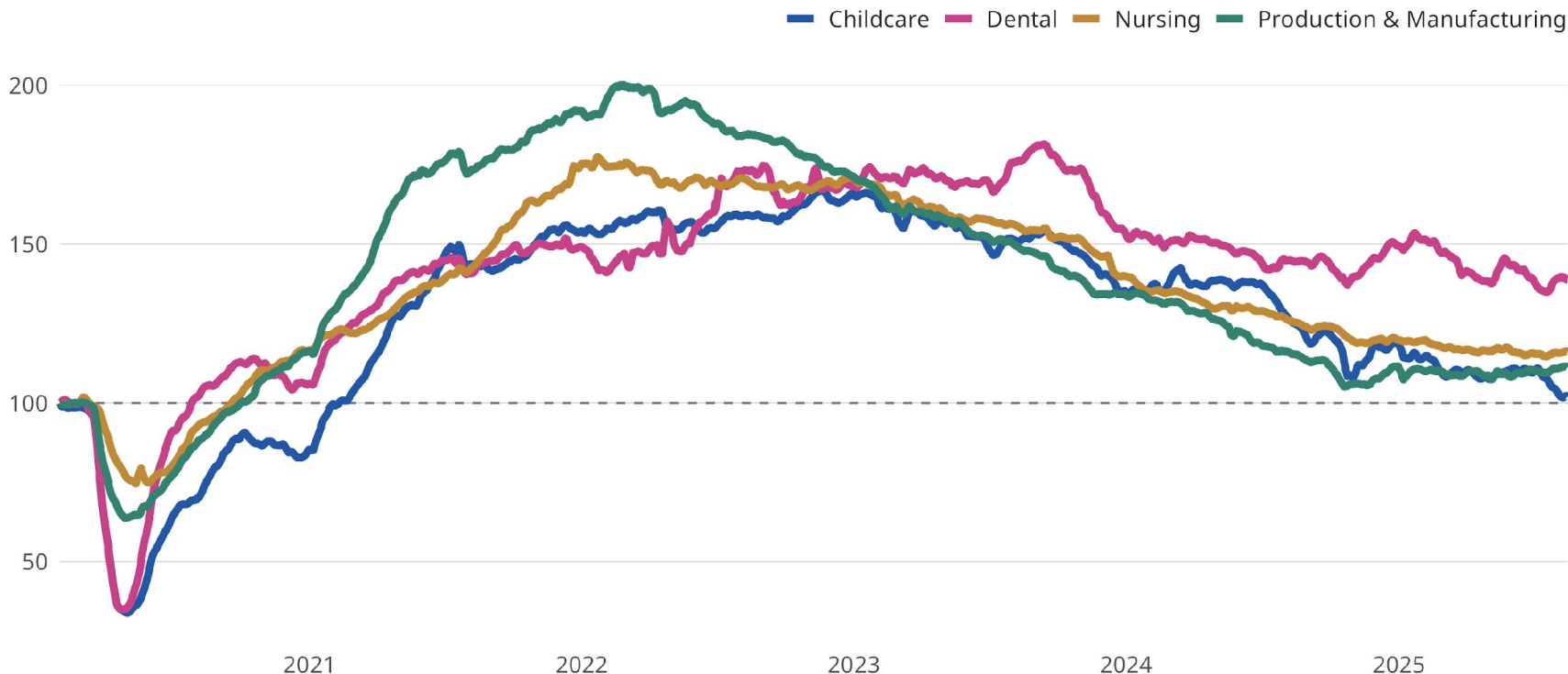
Postings are down in many traditional 'office job' sectors

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



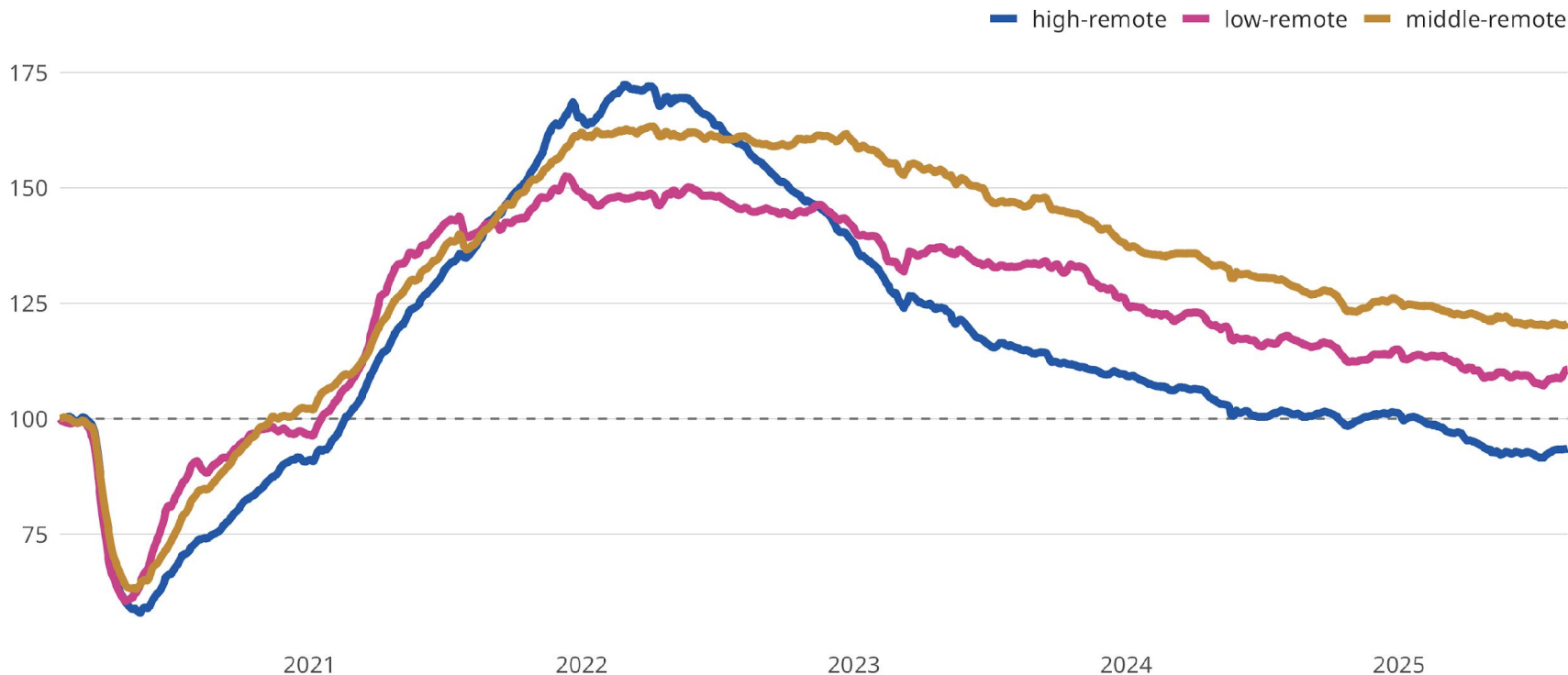
Postings are holding up better in many 'in-person' sectors

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



Postings for employers with large federal contracts spiked after the pandemic but have cooled dramatically since

U.S. job postings, Index (Feb 2020 = 100)

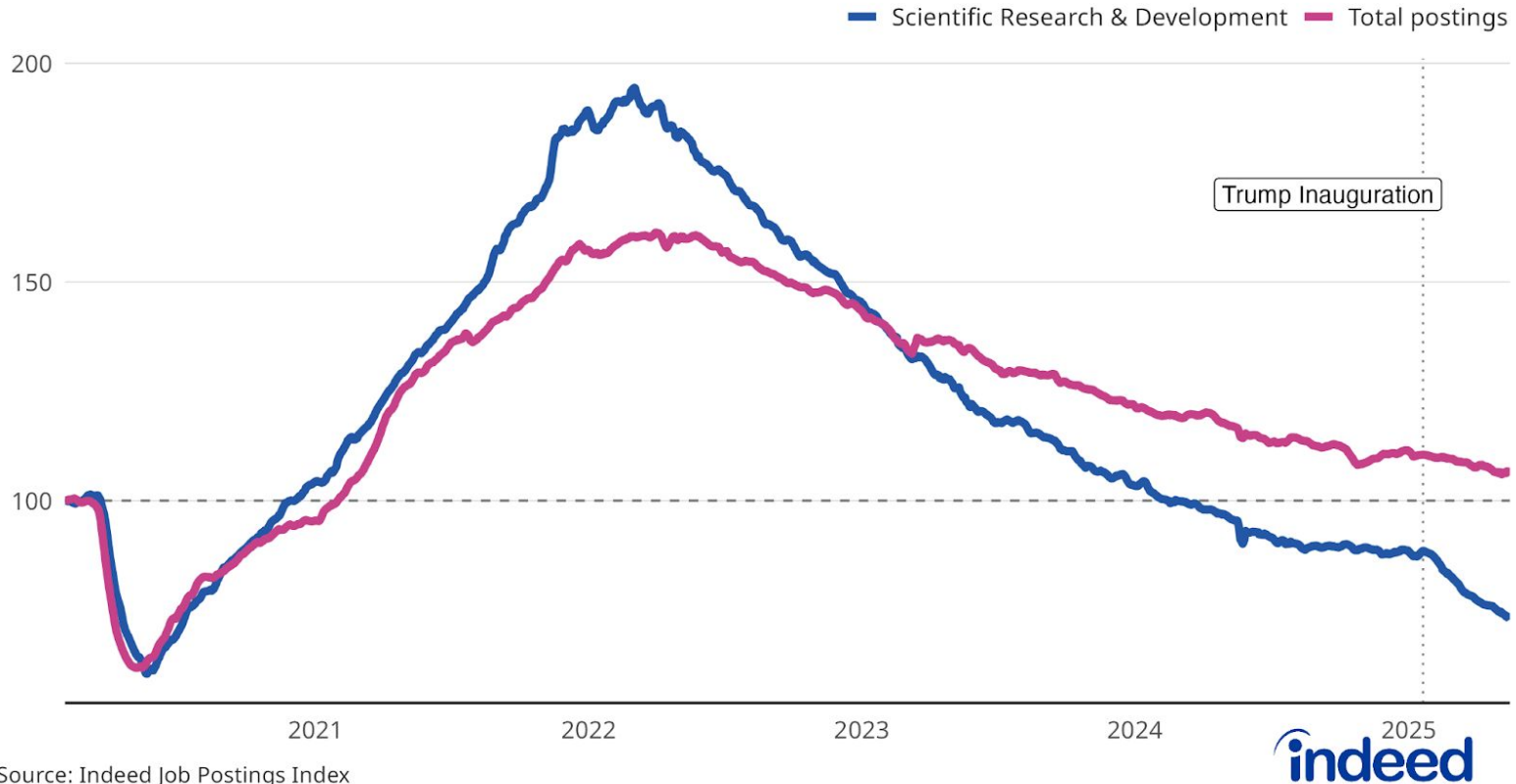


Source: Indeed, SAM.gov data bank. 3-month moving average



Research and consulting roles are declining quickly

Index (100 = Feb 1, 2020), United States, through May 16, 2025



Scientific research & development jobs are being impacted by federal spending cuts

Ranked by largest posting decline from January to April 2025

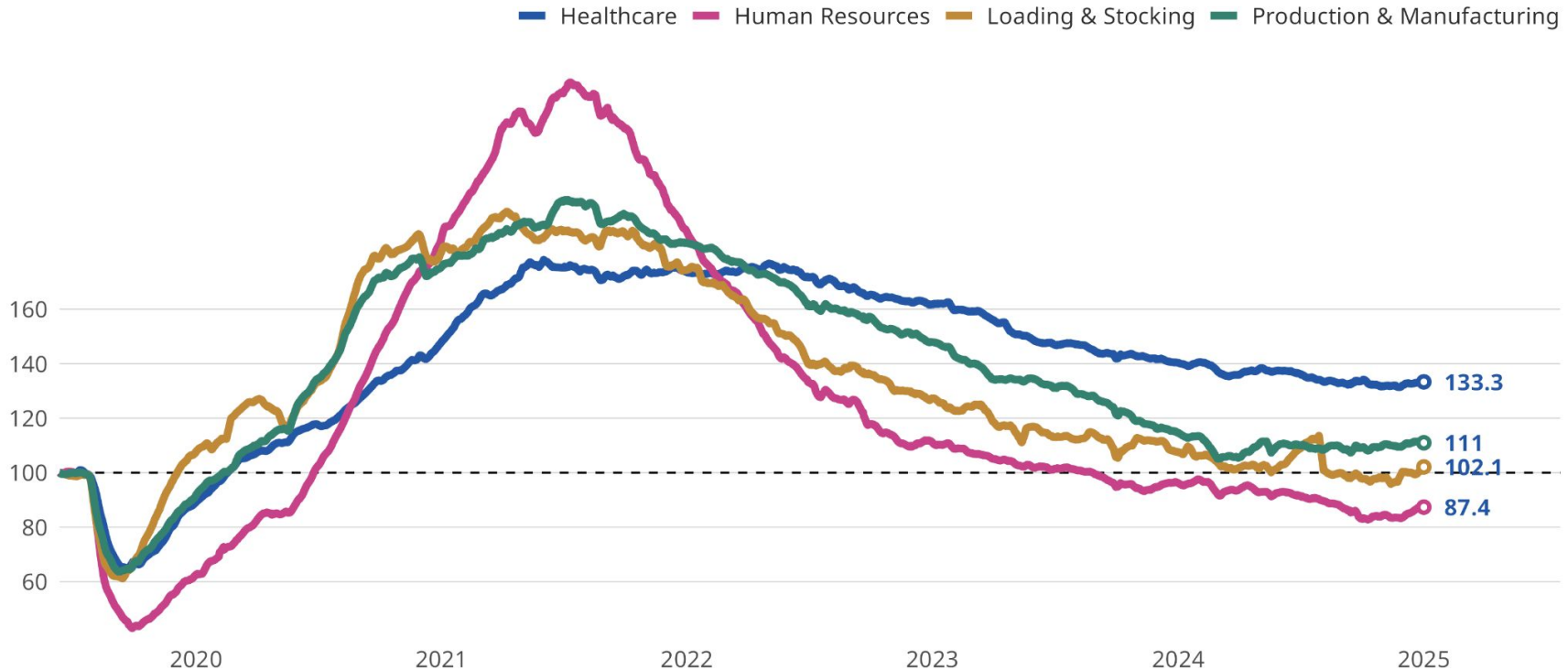
Job title	Share of research jobs: Jan 2025	Share of research jobs: Apr 2025	Year-to-date change (pp)
Enterprise Architect	6.0%	4.8%	-1.2
Data Collector	1.8%	1.0%	-0.8
Life Science Consultant	2.5%	1.7%	-0.7
Research Scientist	3.7%	3.3%	-0.3
Senior Researcher	1.1%	0.9%	-0.2
Fingerprint Technician	0.3%	0.2%	-0.1
Field Applications Scientist	0.3%	0.2%	-0.1
Computer Scientist	0.5%	0.4%	-0.1
Lab Technical Assistant	0.3%	0.2%	-0.1
Labs Manager	0.2%	0.1%	-0.1

Source: Indeed.



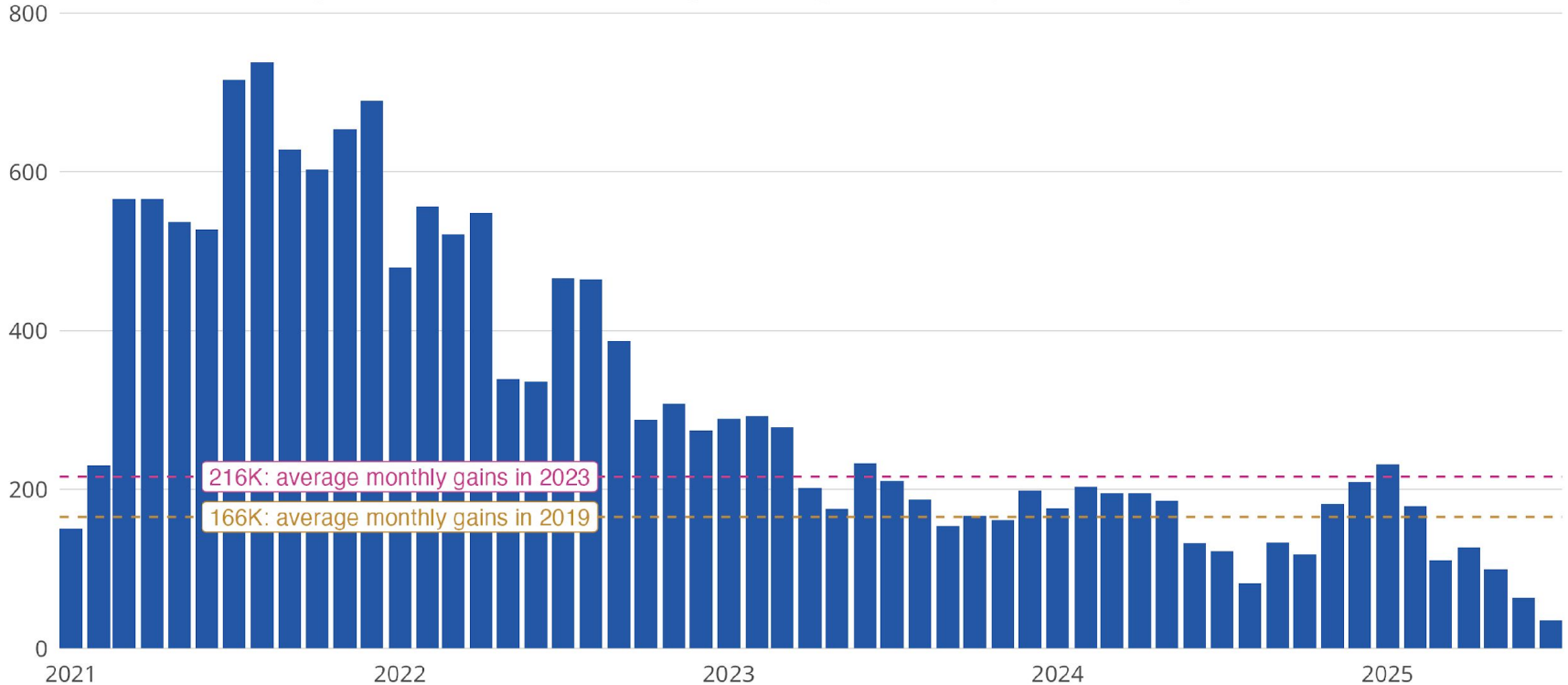
Healthcare related postings are well above pre-pandemic levels

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



Monthly job gains fall below 2019 average

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

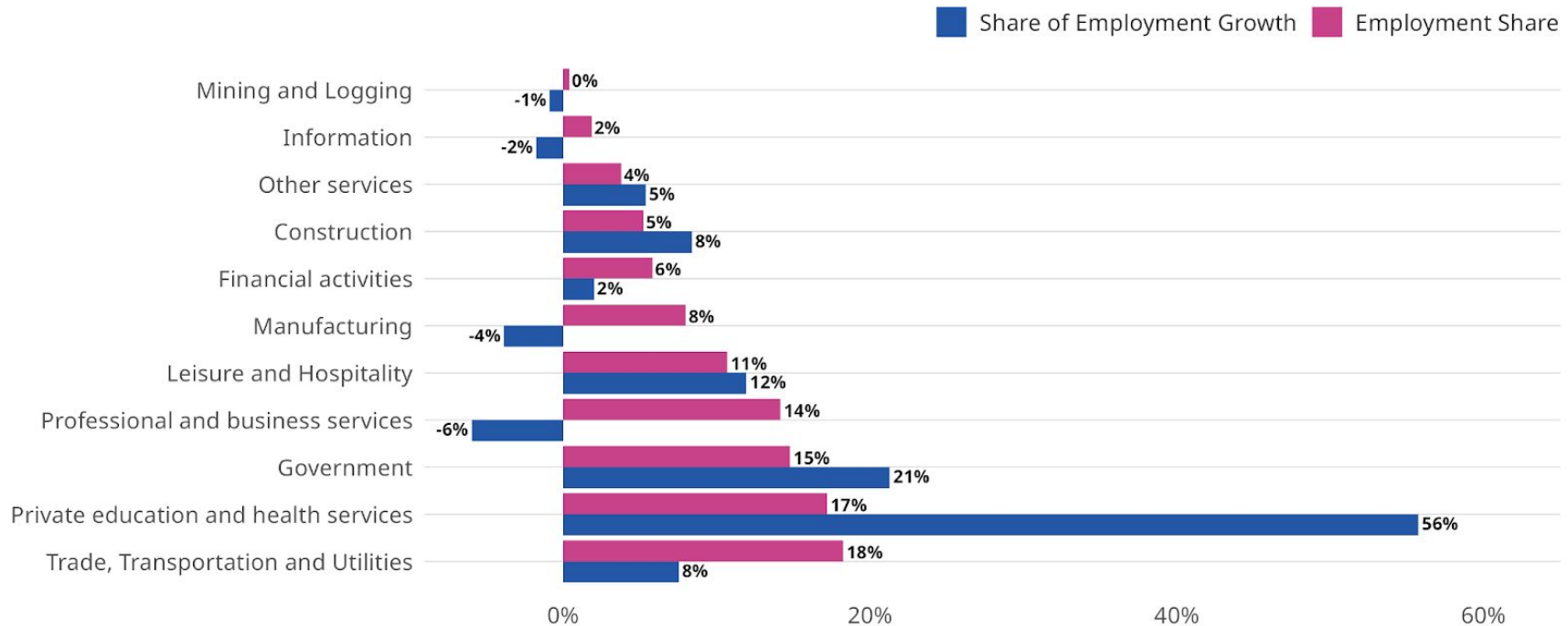


Source: US Bureau of Labor Statistics



Employment growth has been concentrated in just a few sectors

July 2023- July 2025

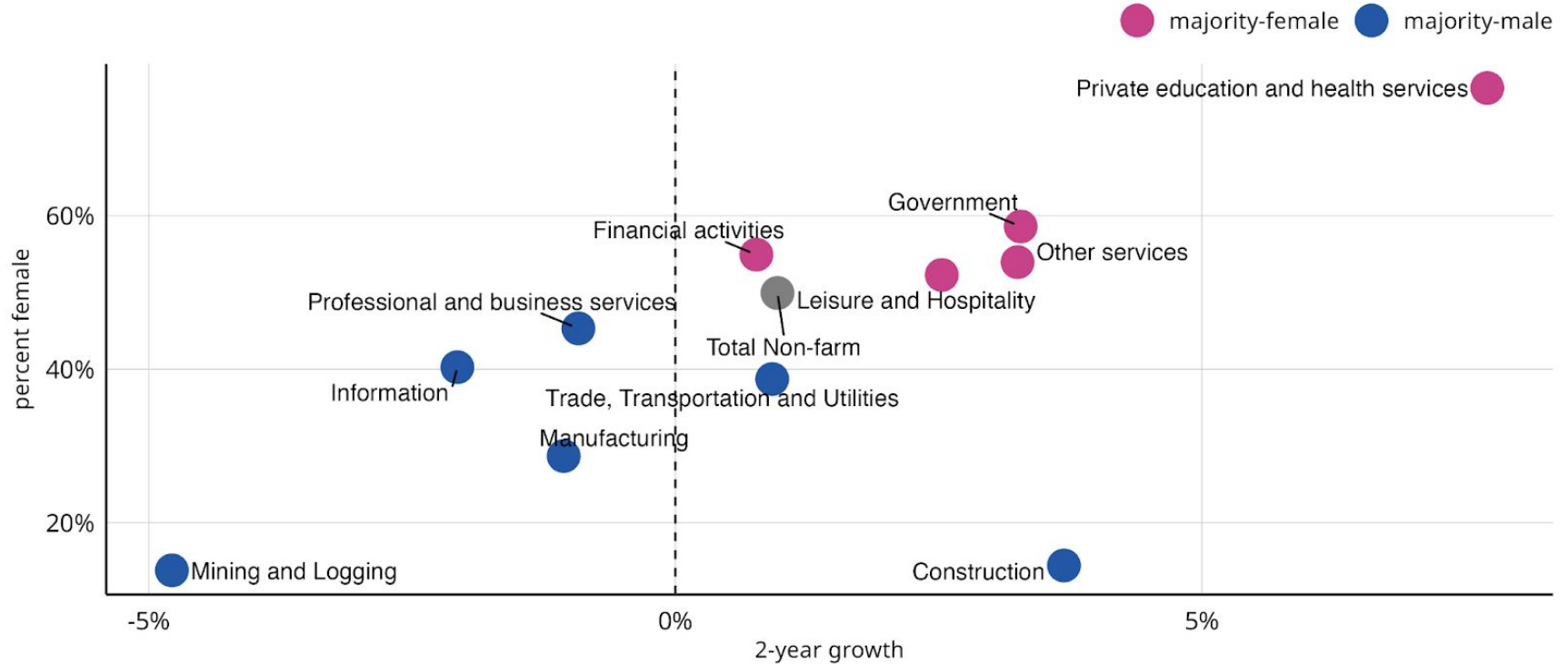


Source: Bureau of Labor Statistics



Female-dominated sectors also dominate growth

Percent female vs. 2-year growth, 2023-2025

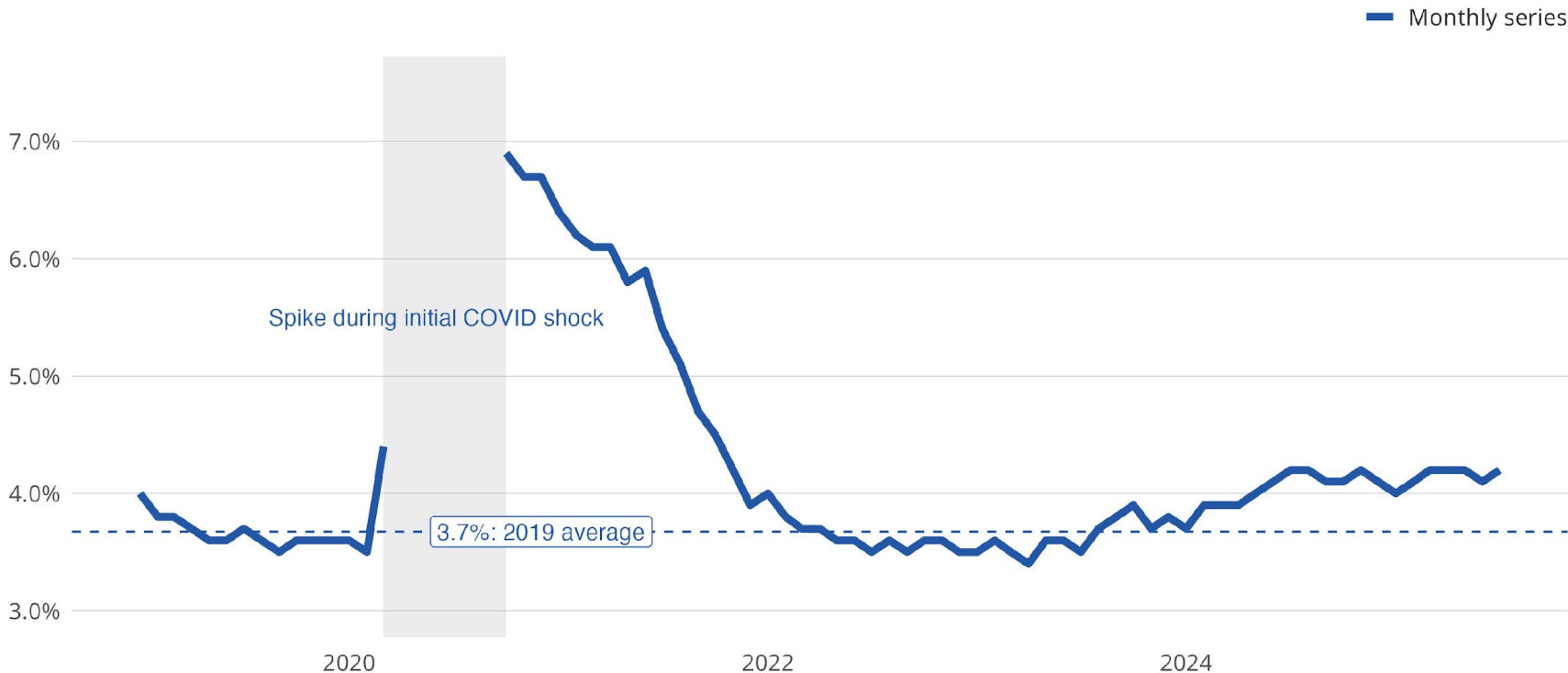


Source: Bureau of Labor Statistics



Unemployment remains low but has crept upward

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

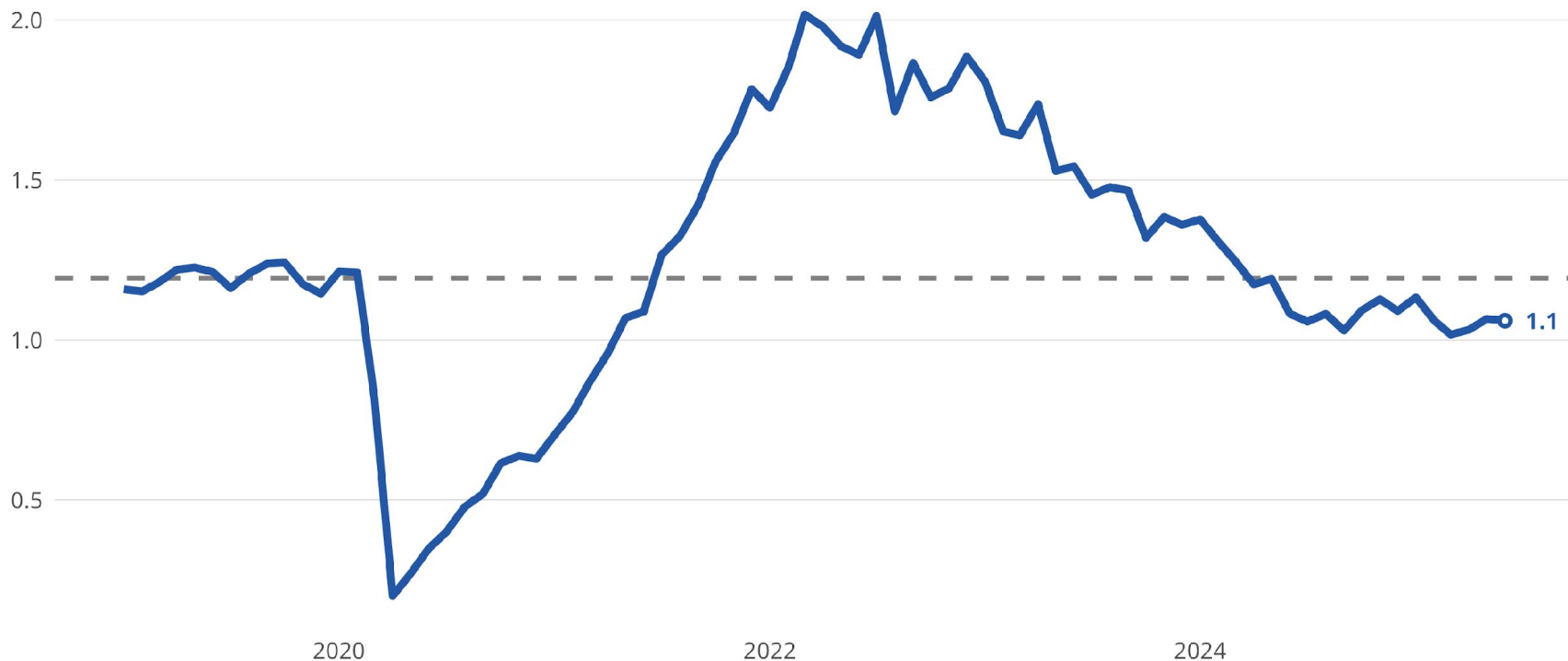


Source: US Bureau of Labor Statistics



The ratio of openings to unemployment is now below 2019 levels

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



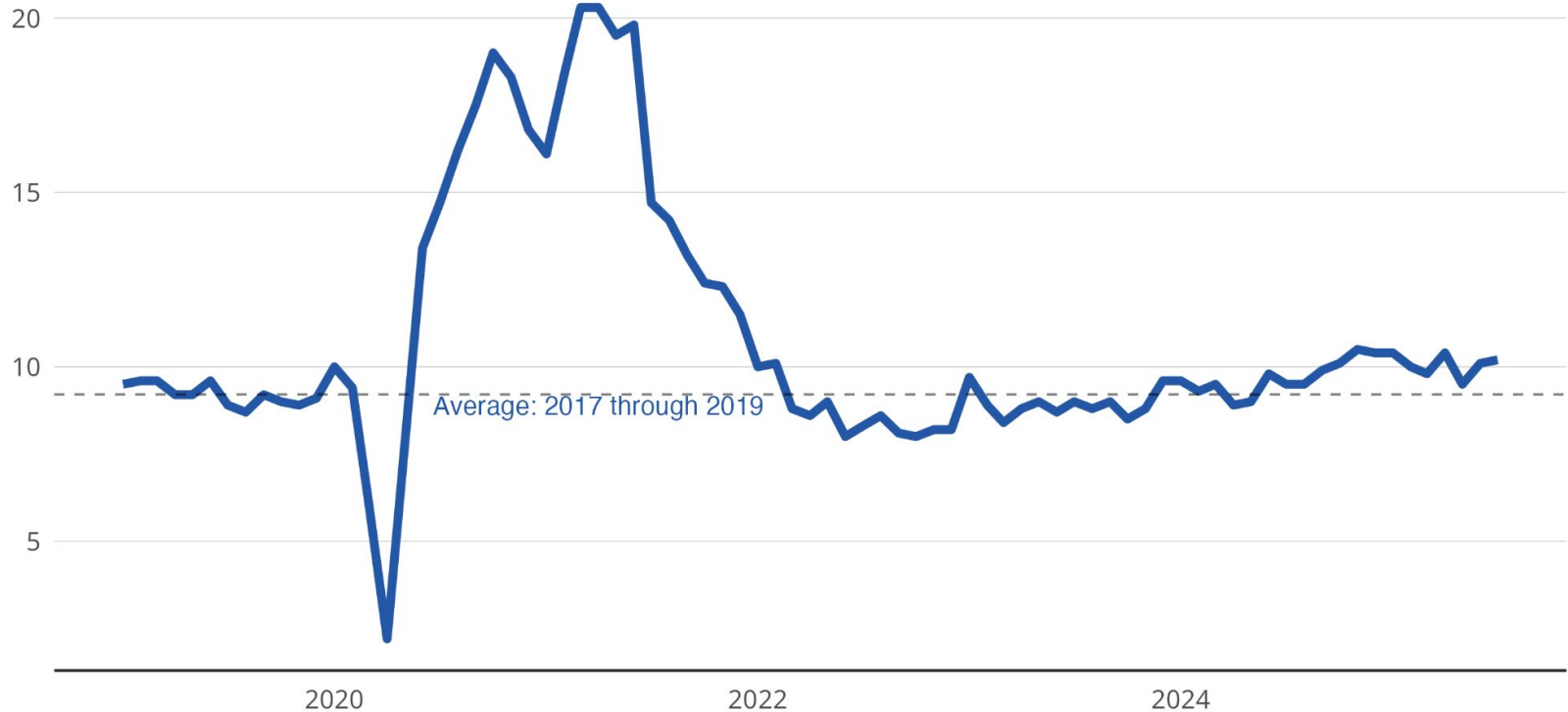
Source: US Bureau of Labor Statistics



LABOR SUPPLY

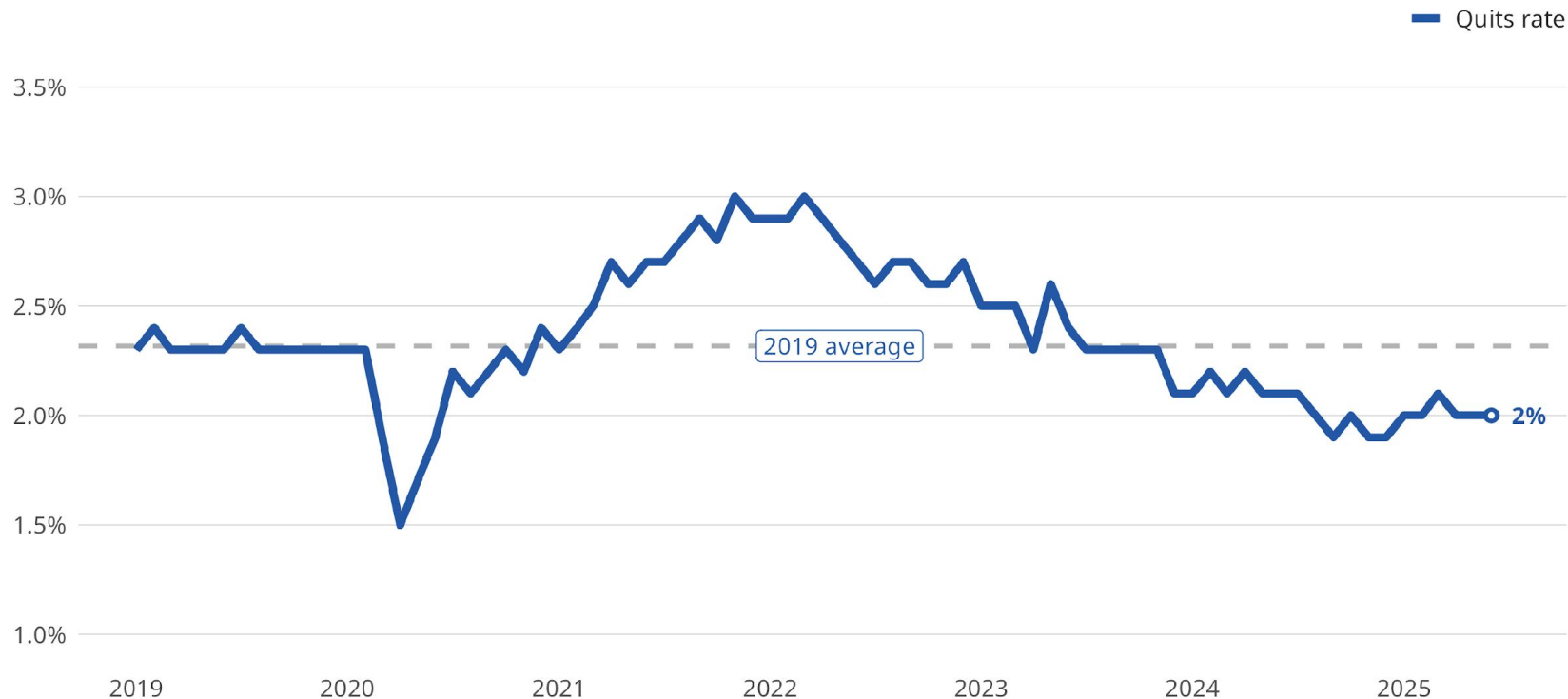
Median duration of unemployment

Weeks of unemployment, Jan 2019 - July 2025



The quits rate is low as workers hold onto their jobs

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



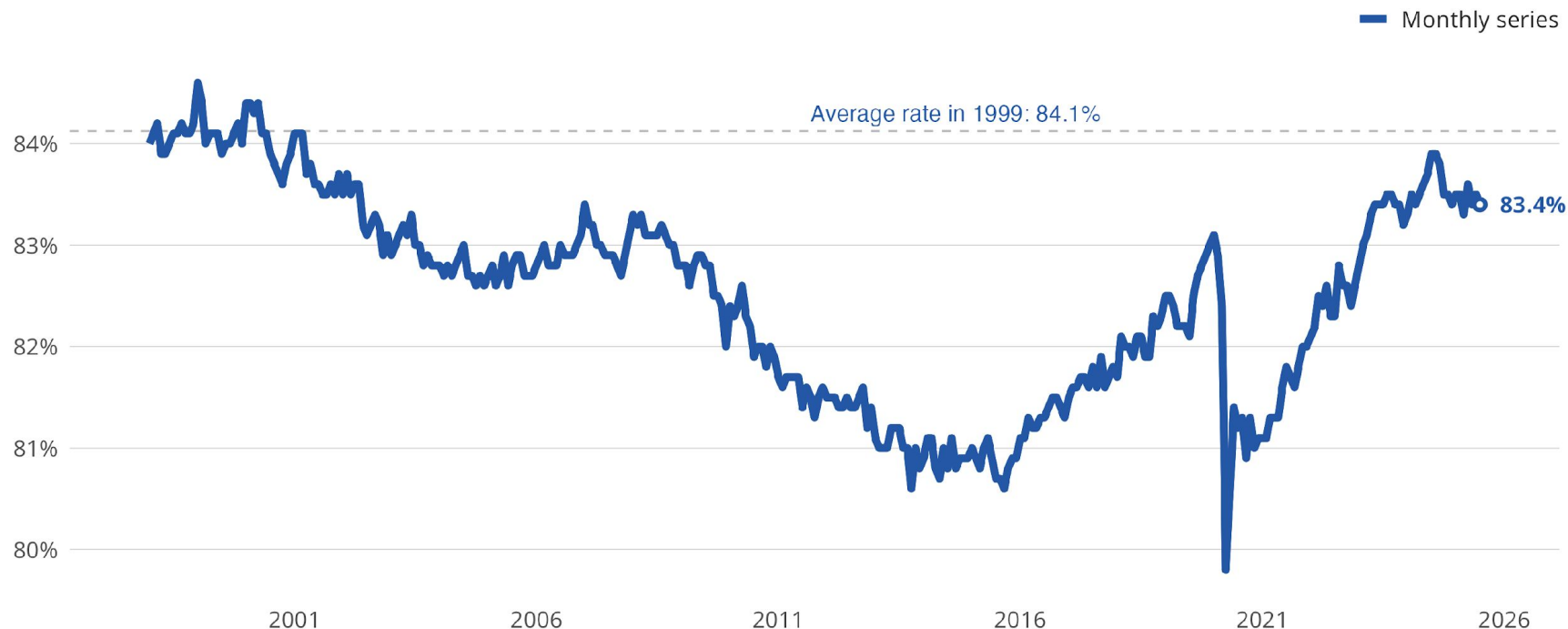
Layoffs and discharges rate, U.S. data, January 2019 - June 2025



Source: U.S. Bureau of Labor Statistics

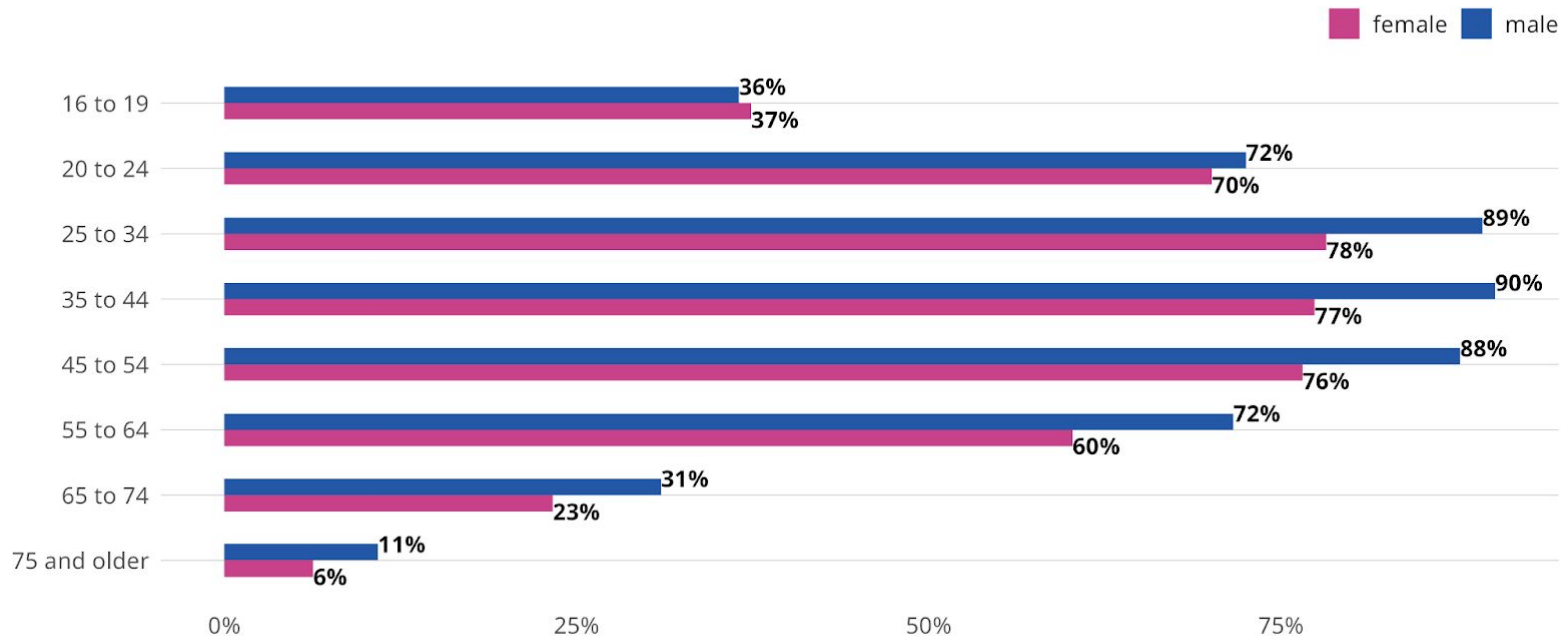
Prime-age labor force participation is starting to dip

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



Gap between men and women's participation in the labor force widens with age

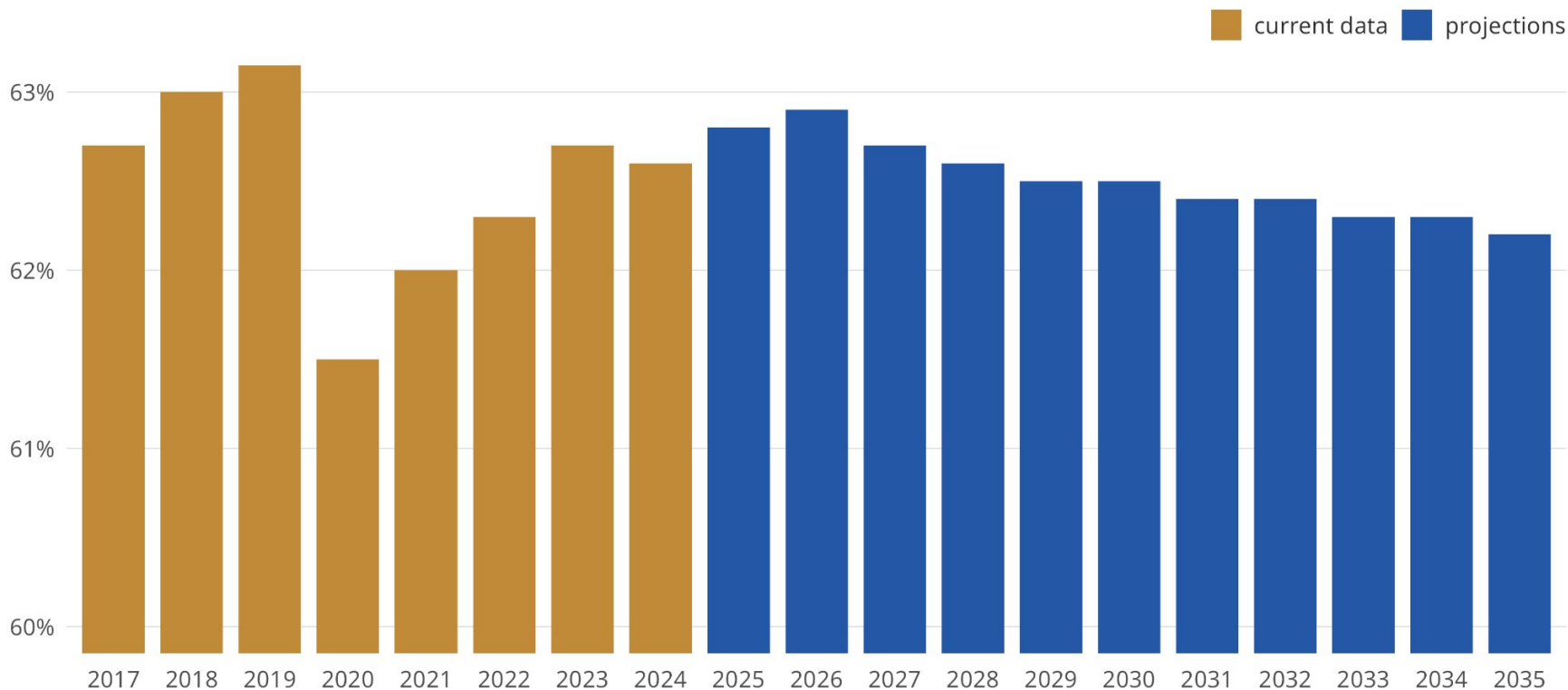
the labor force participation rate by age and gender, 2023



Source: US Bureau of Labor Statistics



Projected and actual Labor Force Participation Rate, 2017 to 2035, US data

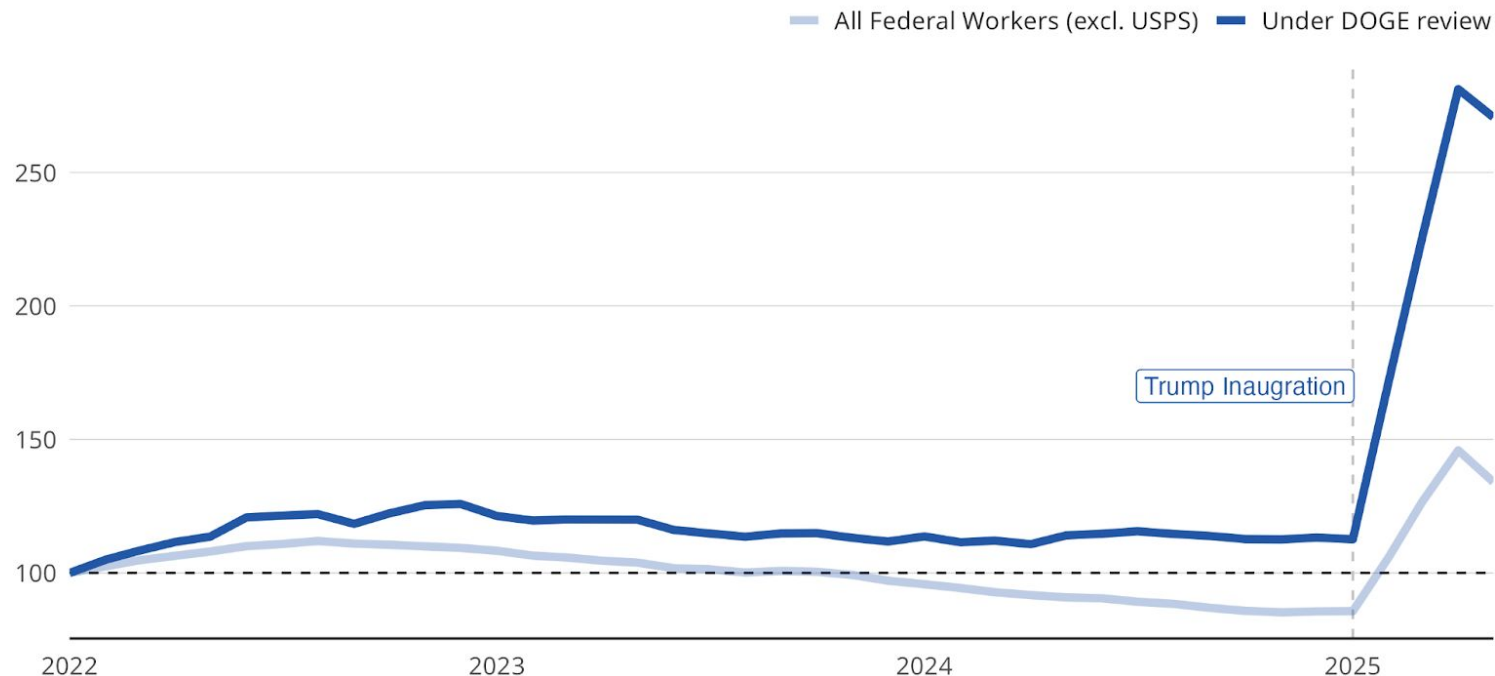


Source: Author's calculations using US Bureau of Labor Statistics data and Congressional Budget Office projections



Job search intensity among federal workers has softened

Job applications started by federal workers on Indeed, Index (Jan 2022 = 100)

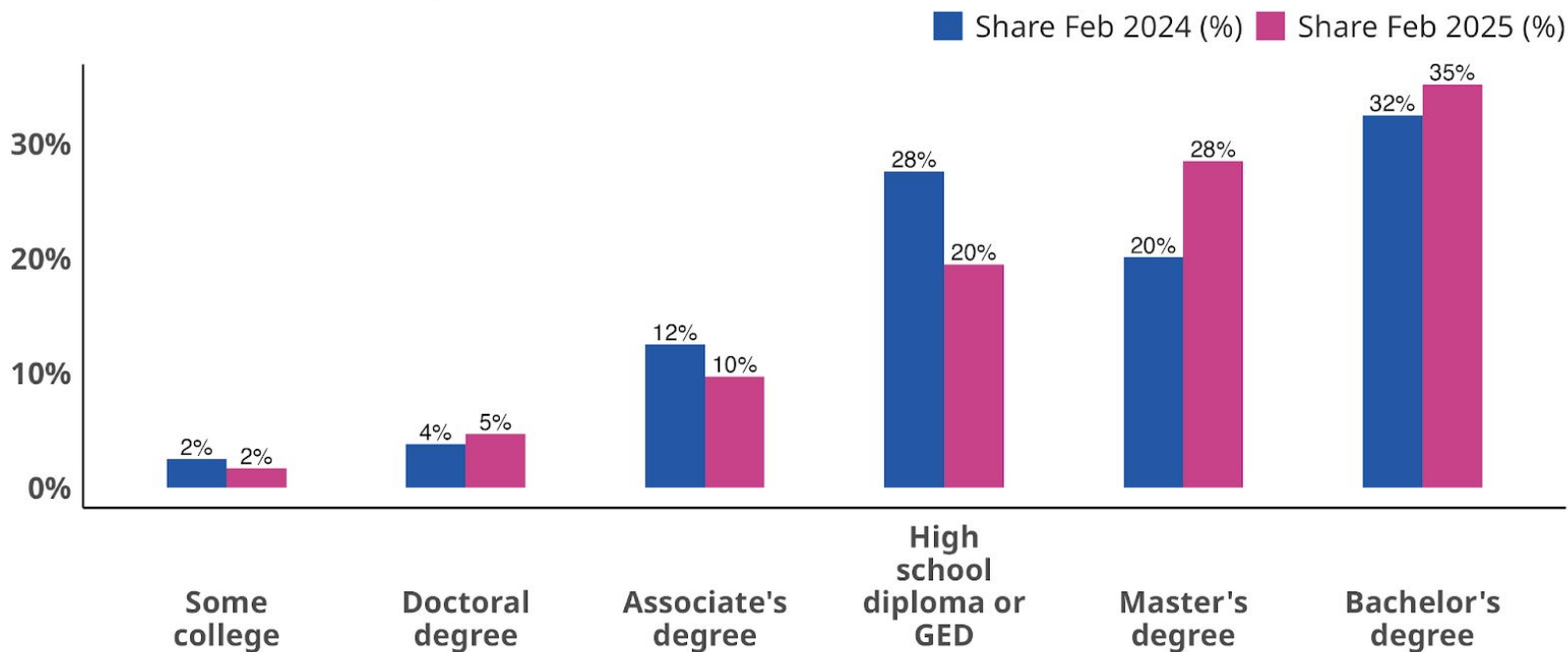


Source: Indeed. Seasonally adjusted, 3-month moving average
Agencies under DOGE review include workers in: CFPB, USAID, EPA, USDA, NIH, FAA, Dept. of Energy, Dept. of Interior



Federal workers with an active job search are highly educated

Share of profiles with respective education level, Feb 2024 vs Feb 2025

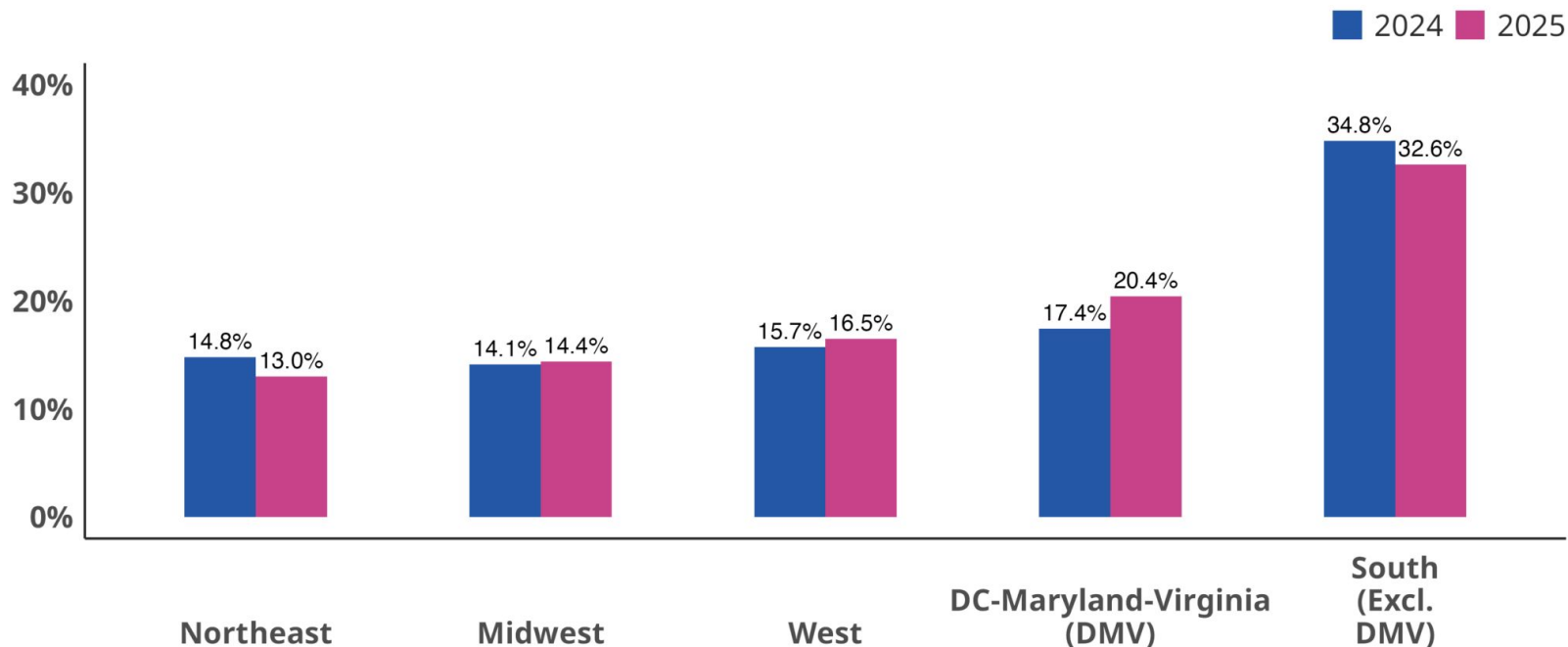


Source: Indeed. Based on highest education level listed on each worker's resume



Federal workers are spread across the country

Share of active Indeed profiles in each region, Feb 2024 vs Feb 2025

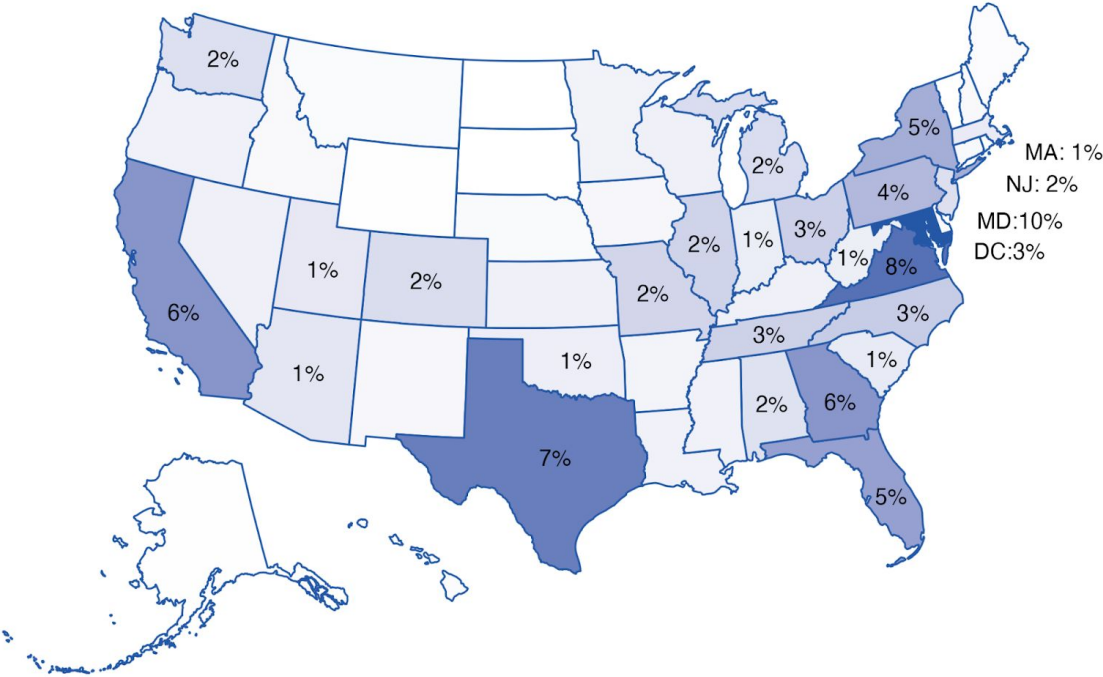


Source: Indeed. Among federal workers with an Indeed profile who are actively searching for a job



Federal workers with an active job search

% of Indeed job seeker profiles with an active job search in Feb 2025



Source: Indeed. States without labels account for < 1% of active profiles



Federal workers are applying to more white-collar jobs this year

Federal workers application share and change by sector,
Feb-May 2024 vs. Feb-May 2025

Sector	2024 share of fed worker applies (%)	2025 share of fed worker applies (%)	Change (p.p.)
Accounting	3.5%	5.5%	+2
Human Resources	3.9%	4.8%	+0.9
Management	7.7%	8.6%	+0.9
Project Management	2.6%	3.2%	+0.6
Legal	2.5%	3.0%	+0.5
Software Development	2.5%	2.9%	+0.4
Banking & Finance	1.4%	1.8%	+0.4
Information Design & Documentation	3.5%	3.8%	+0.3
Marketing	1.1%	1.3%	+0.2
Mathematics	0.8%	1.0%	+0.2

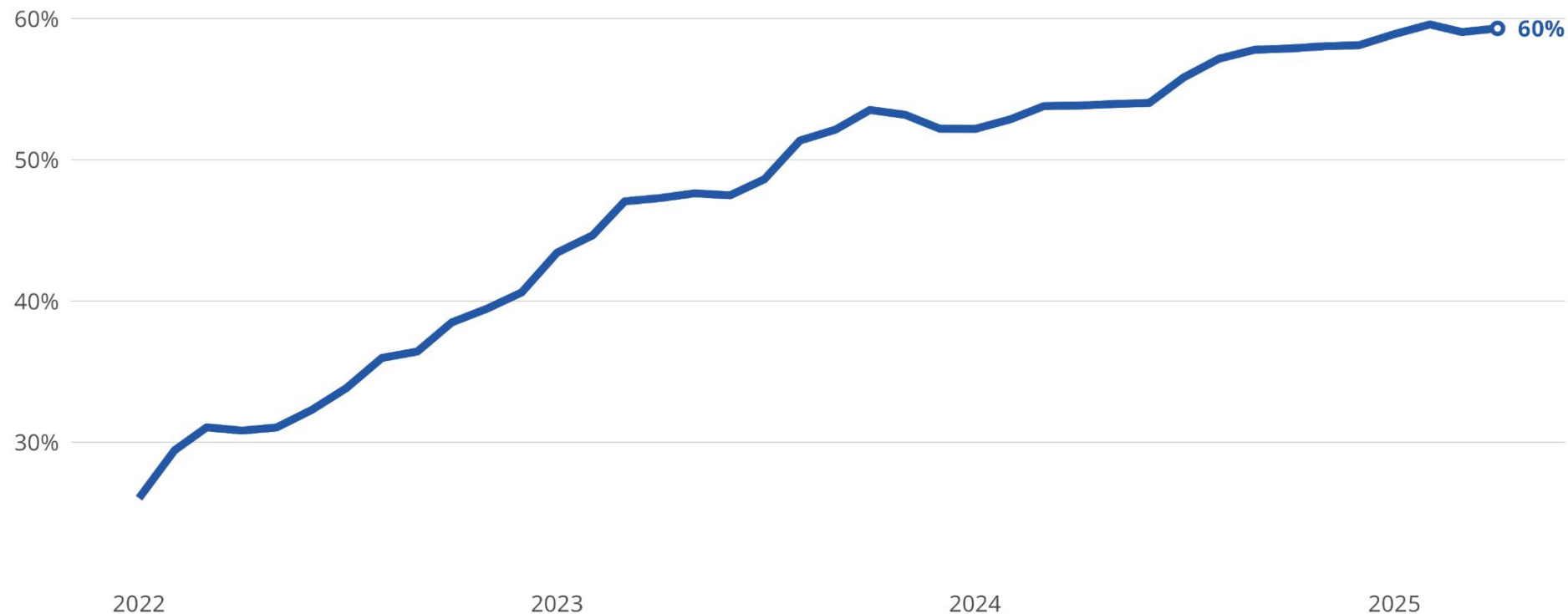
Source: Indeed. Excludes postal workers. Covers the months of February through May in 2024 and 2025



WAGES & COMPENSATION

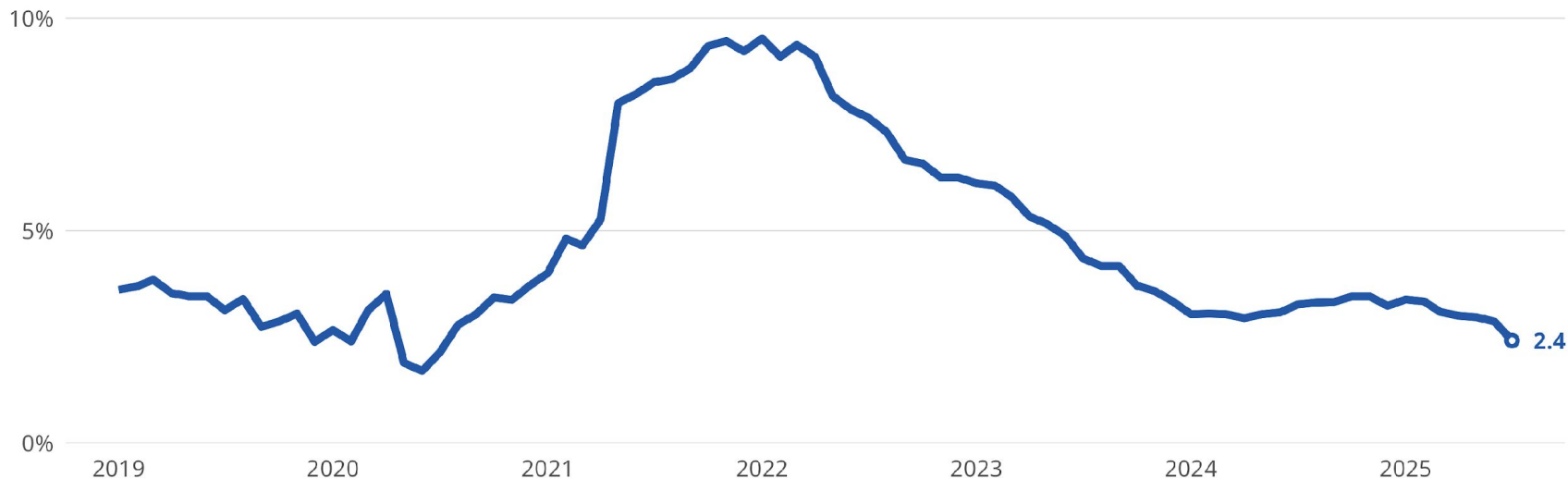
Pay transparency still climbing despite losing some momentum

Share of US job postings advertising salary (%), January 2019 to April 2025



Posted wage growth is slowing

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

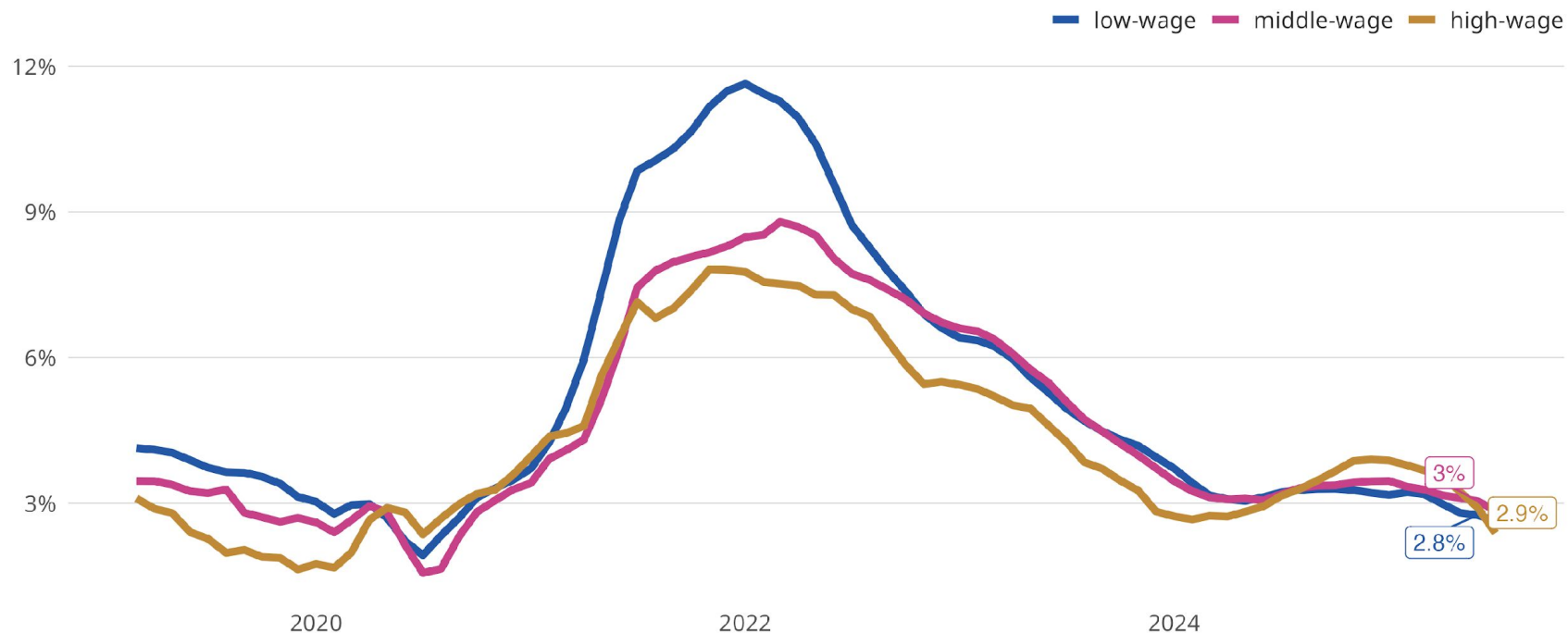


Source: Indeed Wage Tracker



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



Posted wage growth by occupational category

Year-over-year growth in posted
wages, 3-month moving average

Occupational category July 2025

Fastest growing categories

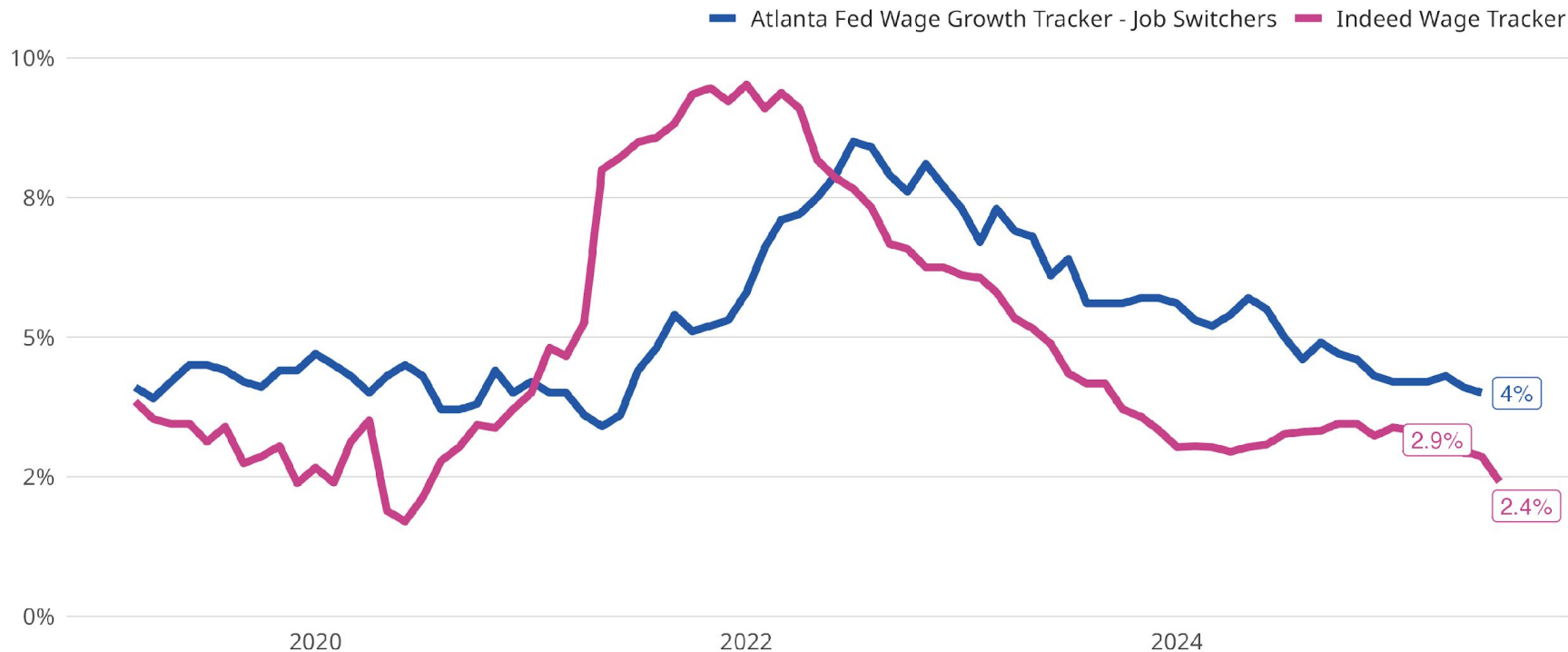
Electrical Engineering	5.1
Legal	4.9
Data & Analytics	4.9
Project Management	4.7
Banking & Finance	4.4
Childcare	3.9

Slowest growing categories

Arts & Entertainment	1.0
Sales	0.9
Driving	0.8
Software Development	0.8
Physicians & Surgeons	0.7
Sports	0.6

Job switchers' wage growth exceeds posted wage growth

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

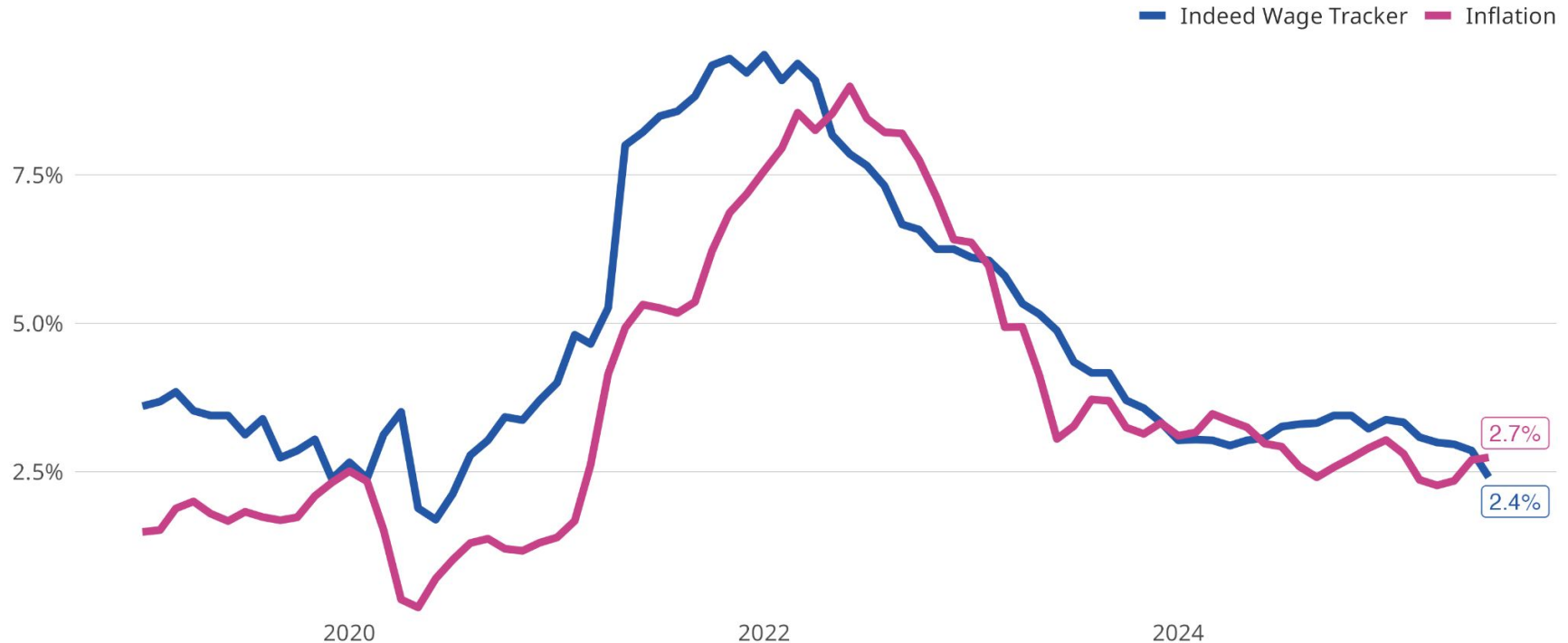


Source: Indeed, (annual growth) March 2019-June 2025
Federal Reserve Bank of Atlanta (3 month moving average), March 2019-July 2025



Inflation is once again growing faster than posted wages

Year-over-year growth

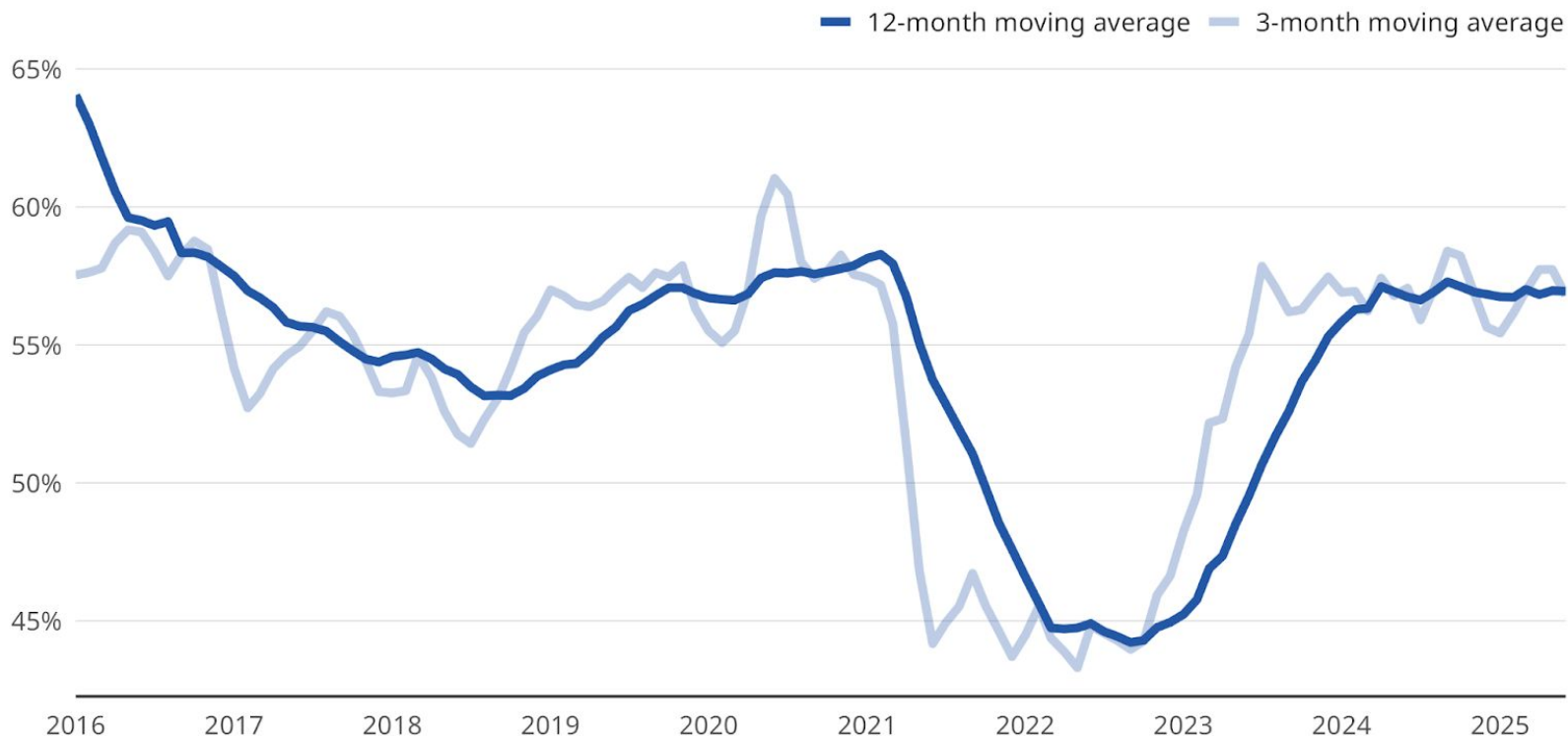


Source: Indeed Wage Tracker (January 2019-July 2025),
Consumer Price Index (January 2019-July 2025)



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



The wage gap persists, despite some improvement

Earnings for a woman for every \$1 earned by a man, ages 25-54 working full-time

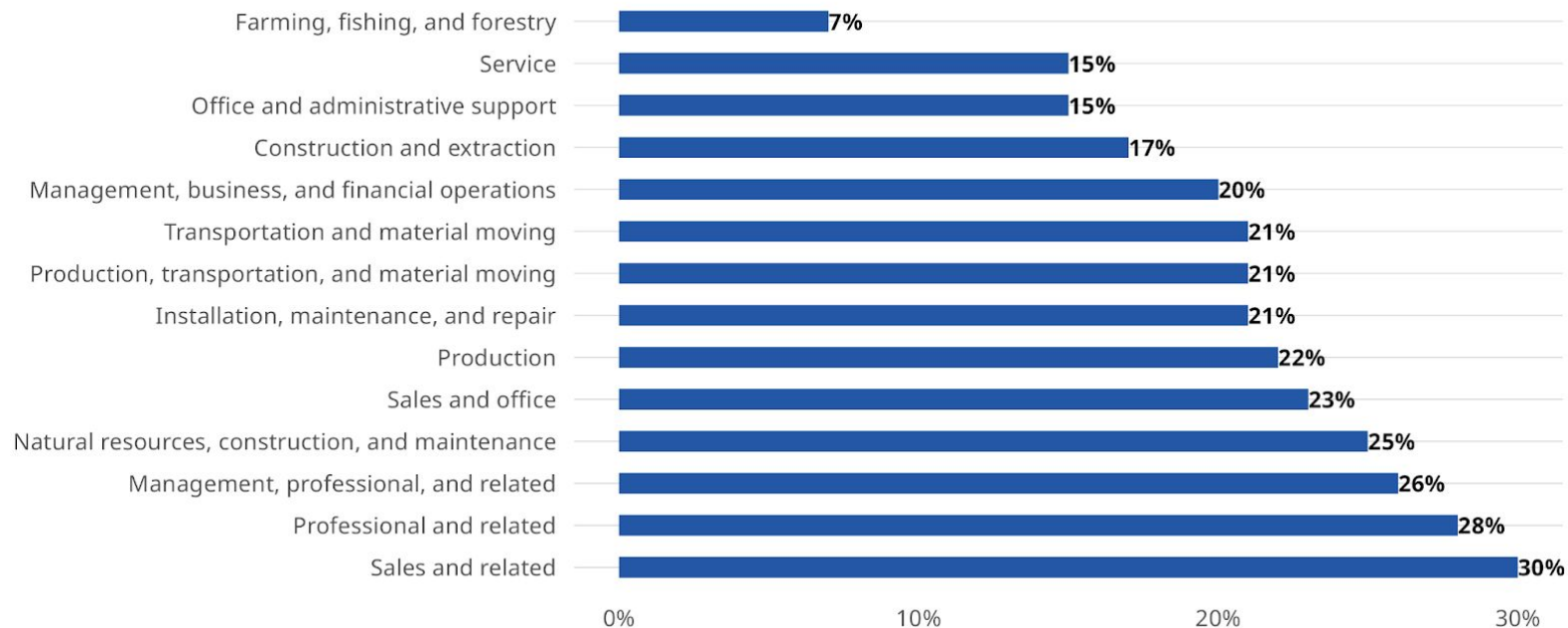


Source: US Bureau of Labor Statistics



The wage gap persists by occupation

% difference between men and women's median weekly earnings
full-time workers, Q4 2024

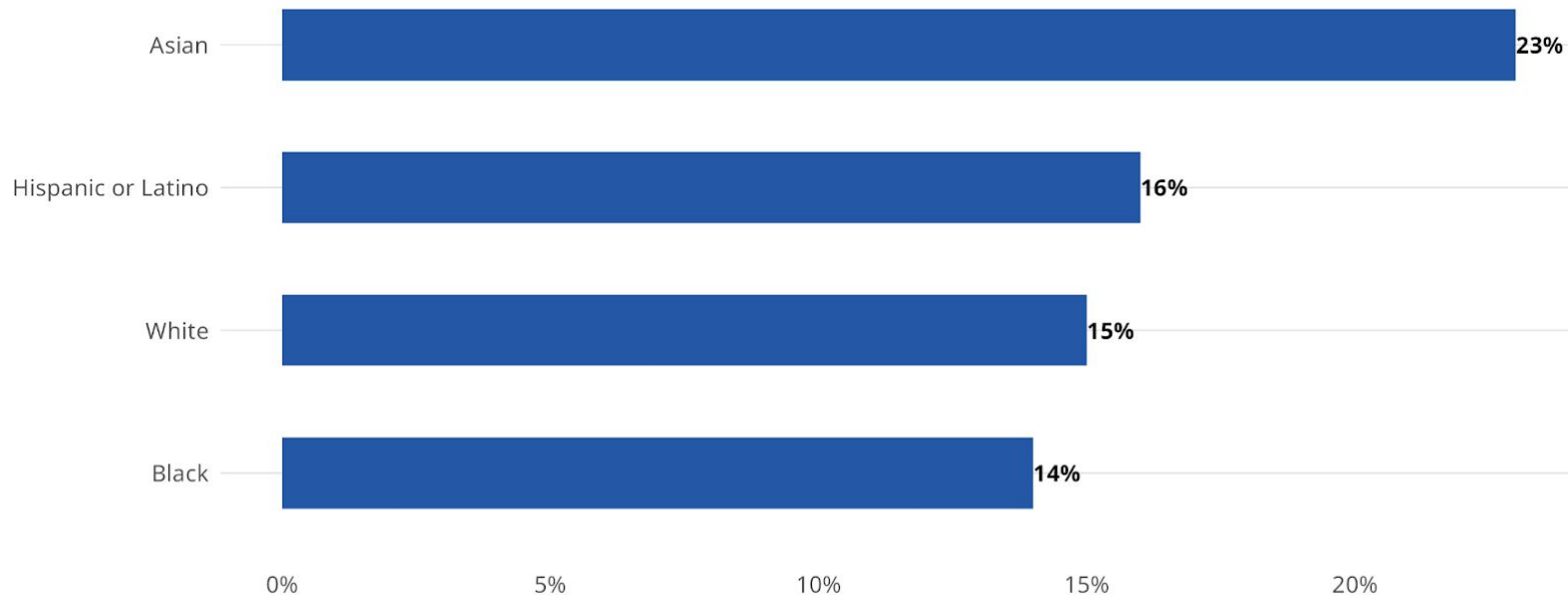


Source: US Bureau of Labor Statistics



The wage gap exists between men and women of all demographics

% difference between men and women's median weekly earnings
full-time workers ages 25-54, Q4 2024

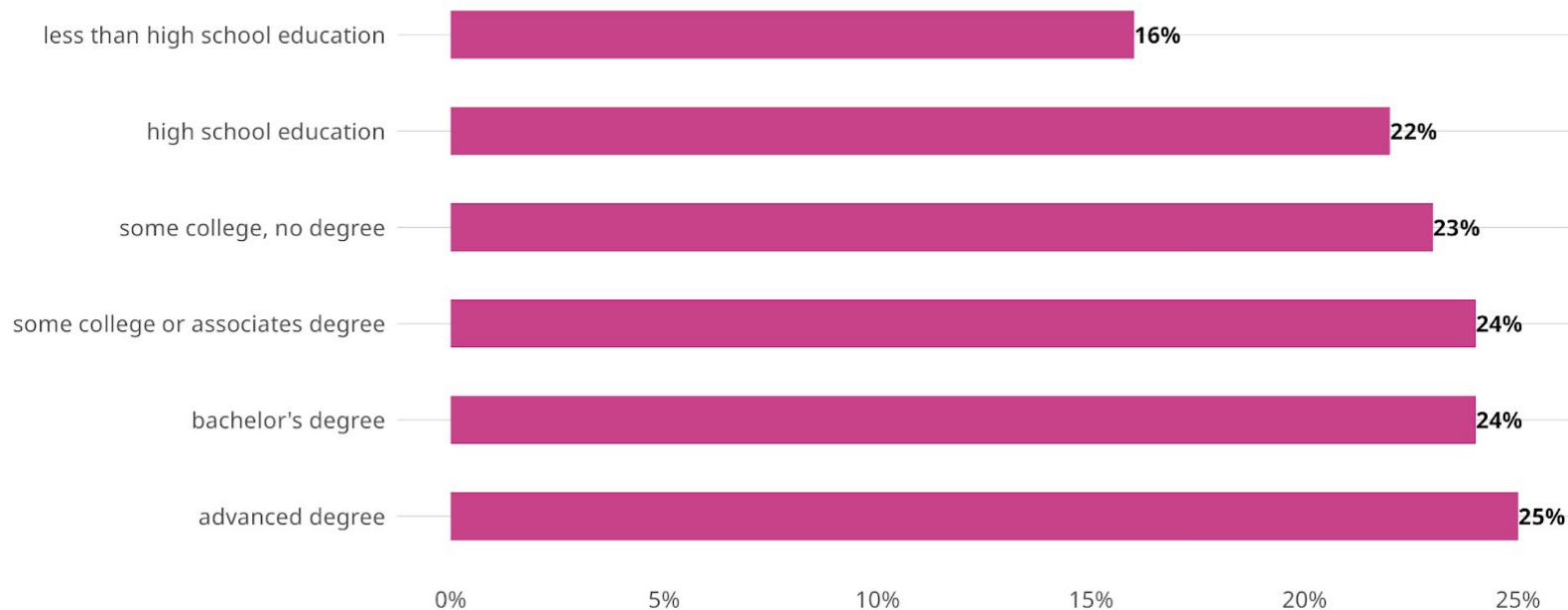


Source: US Bureau of Labor Statistics



The wage gap exists at every level of education

% difference between men and women's 2024 median weekly earnings
full-time workers ages 25+



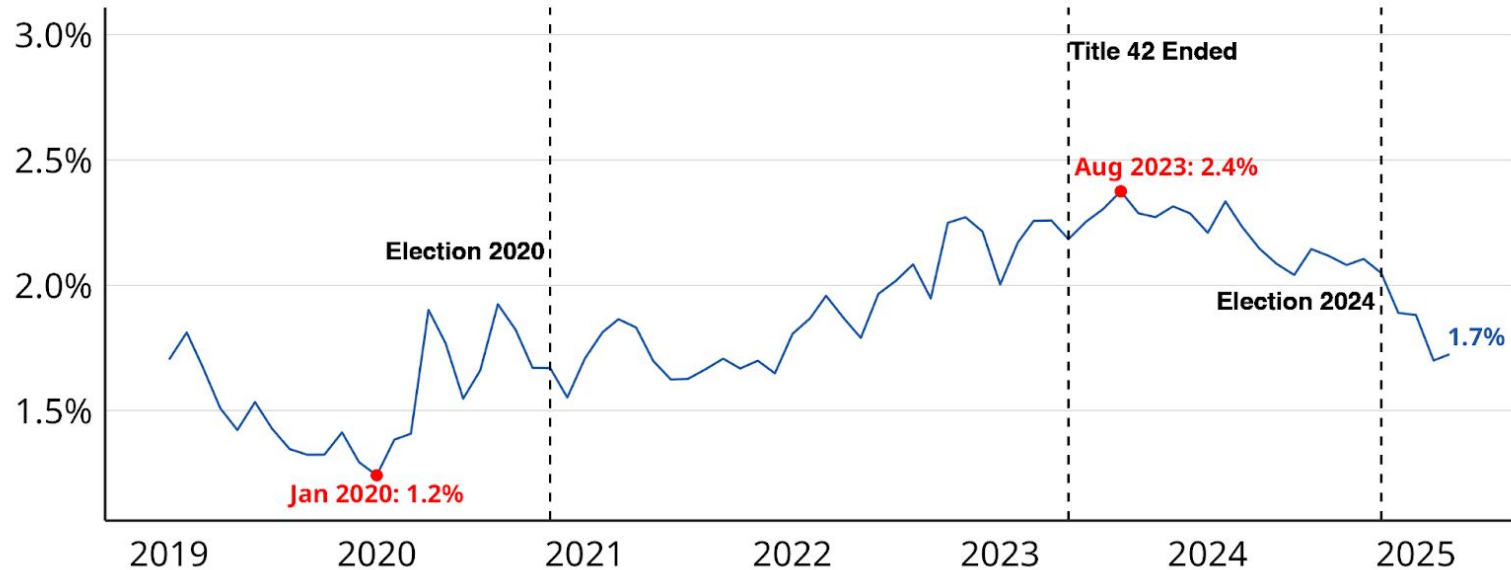
Source: US Bureau of Labor Statistics



IMMIGRATION

Foreign job seeker interest in U.S. jobs started gradually declining from mid-2023

Share of total clicks on U.S. job postings by job seekers abroad (by month), through March 2025

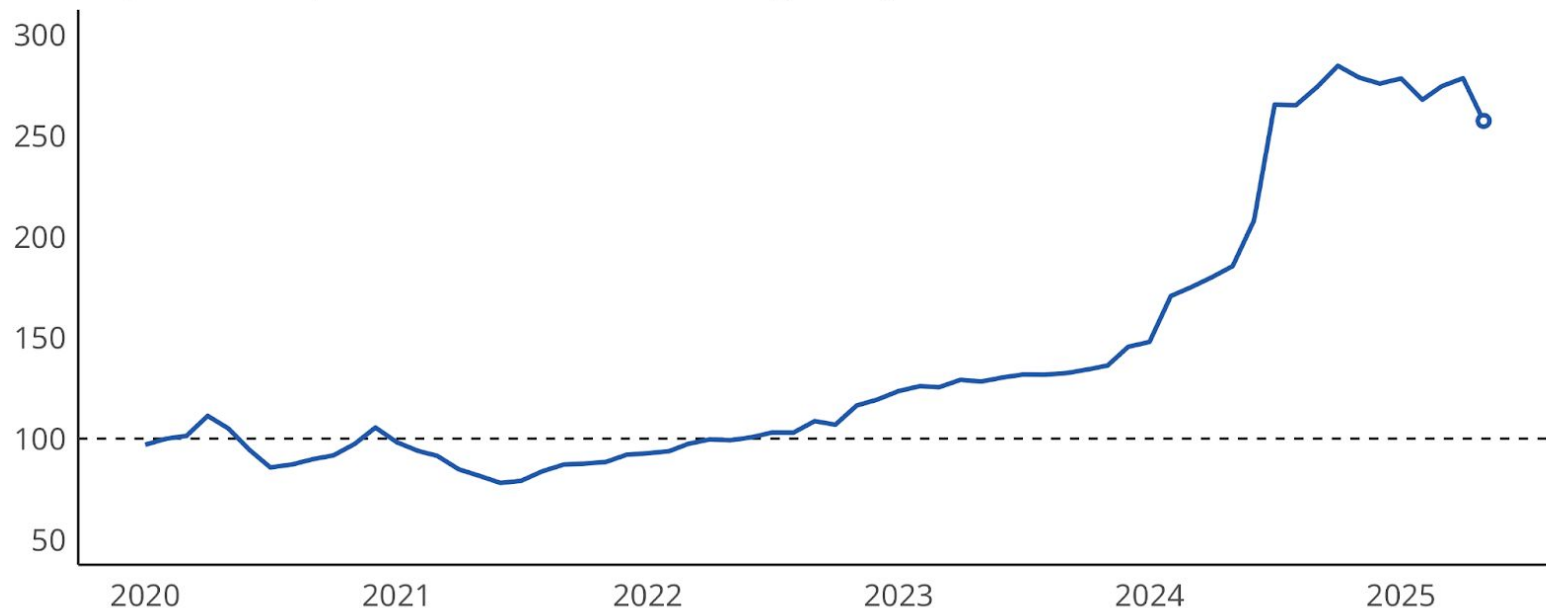


Source: Indeed



Jobs in the U.S. offering visa or green card sponsorships spiked after mid-2021

Indexed monthly average of daily shares of U.S. job postings offering visa or green card sponsorship (Feb 2020 = 100), through May 2025

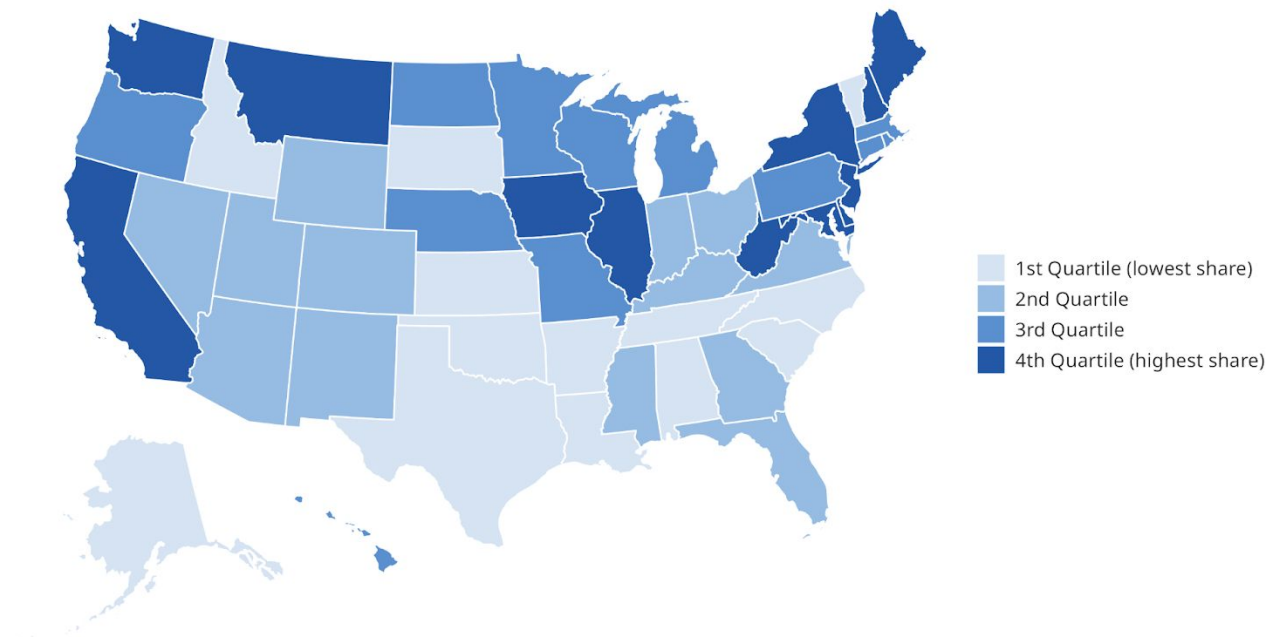


Source: Indeed



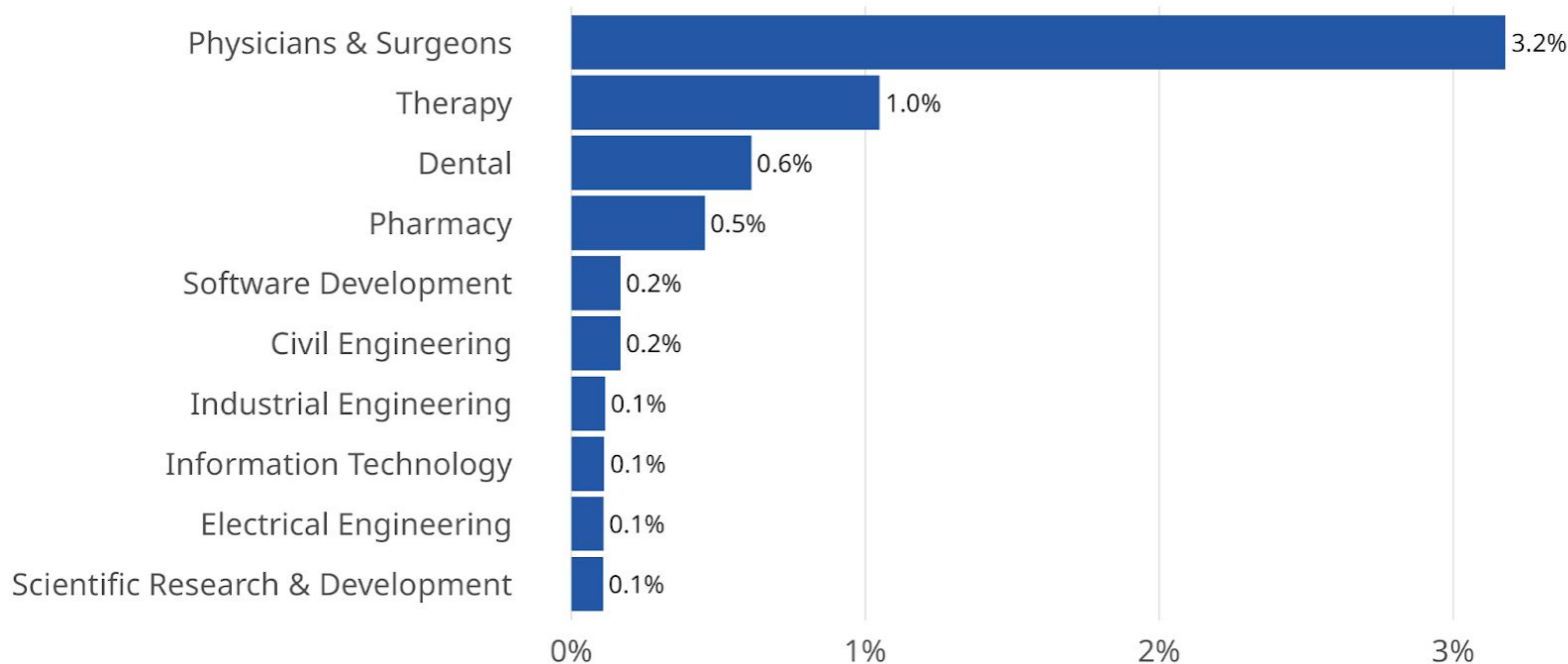
New York leads among states with highest share of jobs that offer visa support

Share of jobs that offer visa or green card sponsorship by quartile, May 2025



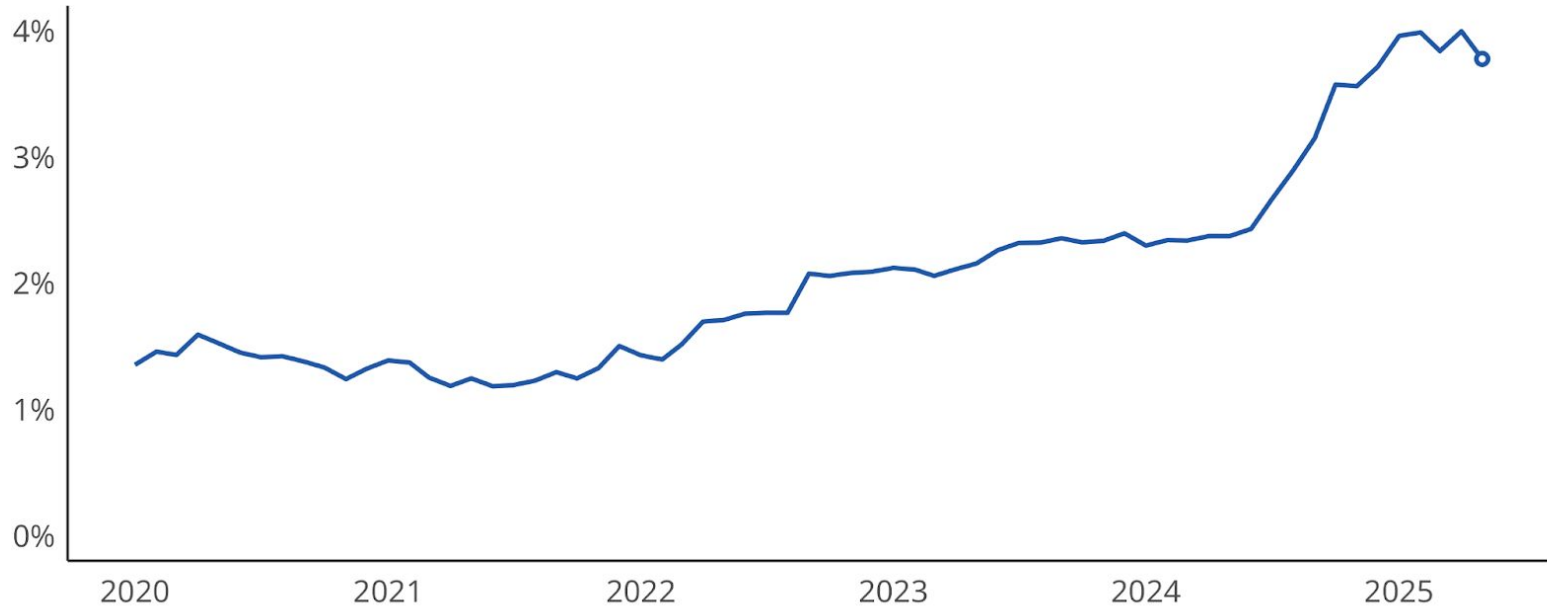
Medical fields were more likely to offer visa support in U.S.

Share of job postings that offered visa or greencard sponsorship in the U.S. by occupation, May 2025



Physician & Surgeon jobs offering immigration support have been rising since early-2021

Monthly average of daily shares of Physician & Surgeon job postings offering visa or green card sponsorship, through May 2025

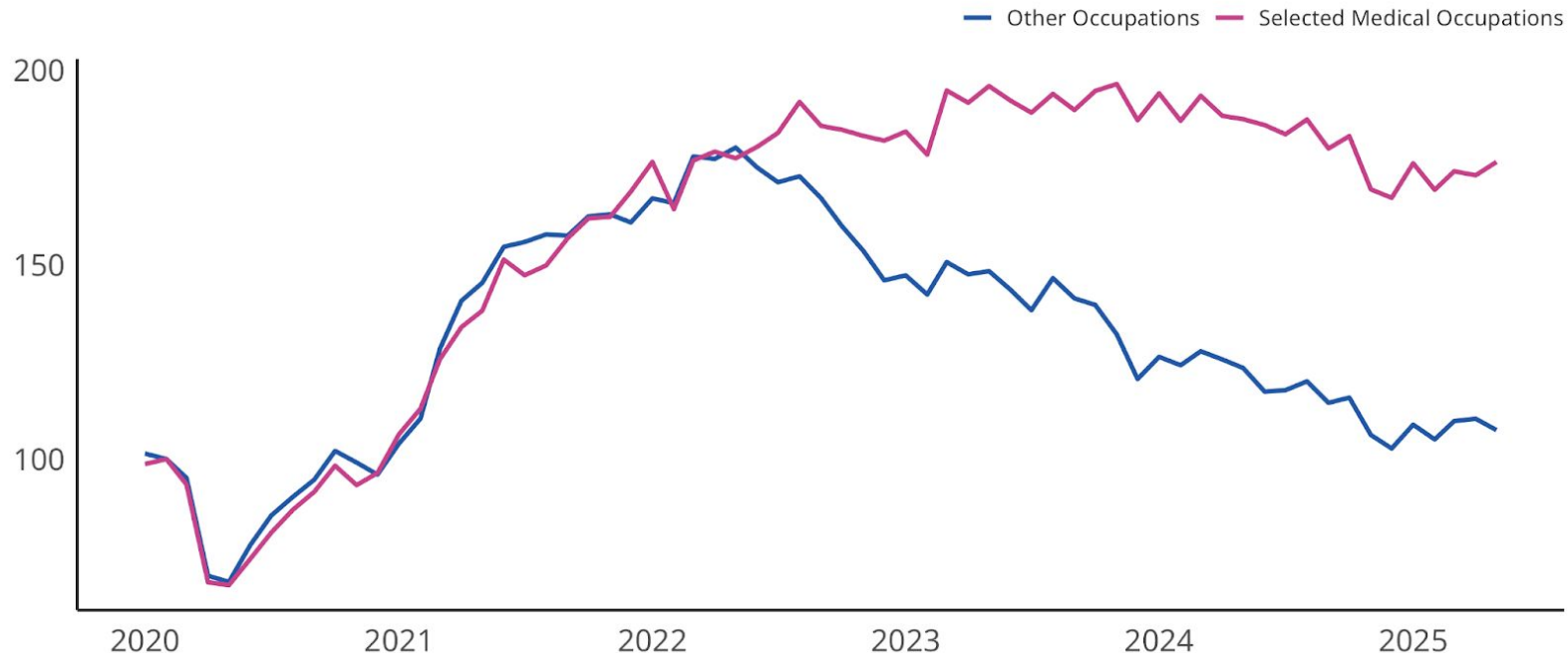


Source: Indeed



Jobs in medical fields most likely to offer immigration support remain elevated

Indexed monthly job postings (February 2020 = 100), through May 2025



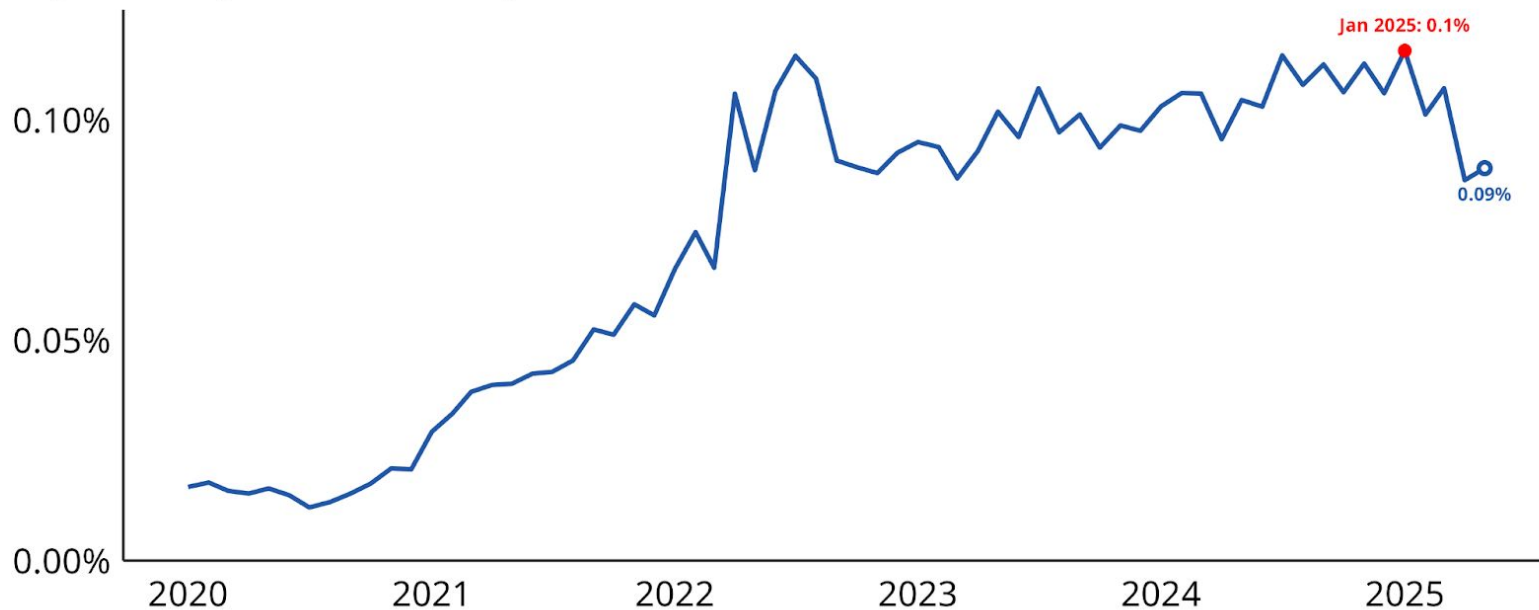
**Selected medical occupations include Physicians & Surgeons, Therapy, Pharmacy, and Dental*

Source: Indeed



Visa sponsorship-related searches in the U.S. spiked in mid-2020 and have since remained elevated

Share of all searches on Indeed's U.S. site which had visa sponsorship-related keywords by month, to May 2025



Source: Indeed



Over 13% of job seekers searching for visa sponsorship-related keywords are in the Food Preparation & Service sector

Share of U.S. job seekers searching for visa sponsorship-related terms by occupation, June 2024 - May 2025

Sector	Share
Food Preparation & Service	13.6%
Management	8.0%
Education & Instruction	7.7%
Nursing	5.9%
Administrative	5.3%
Cleaning & Sanitation	4.7%
Software Development	3.8%
Customer Service	3.8%
Installation & Maintenance	3.6%
Sales	3.3%

Job seekers in the UK and India lead among foreign U.S. job seekers searching for jobs that offer immigration support

Share of foreign job seekers searching for visa sponsorship-related terms in the U.S. by country, June 2024 - May 2025

Country	Share
United Kingdom	12.9%
India	12.6%
Brazil	10.4%
Canada	8.1%
France	6.7%

Source: Indeed



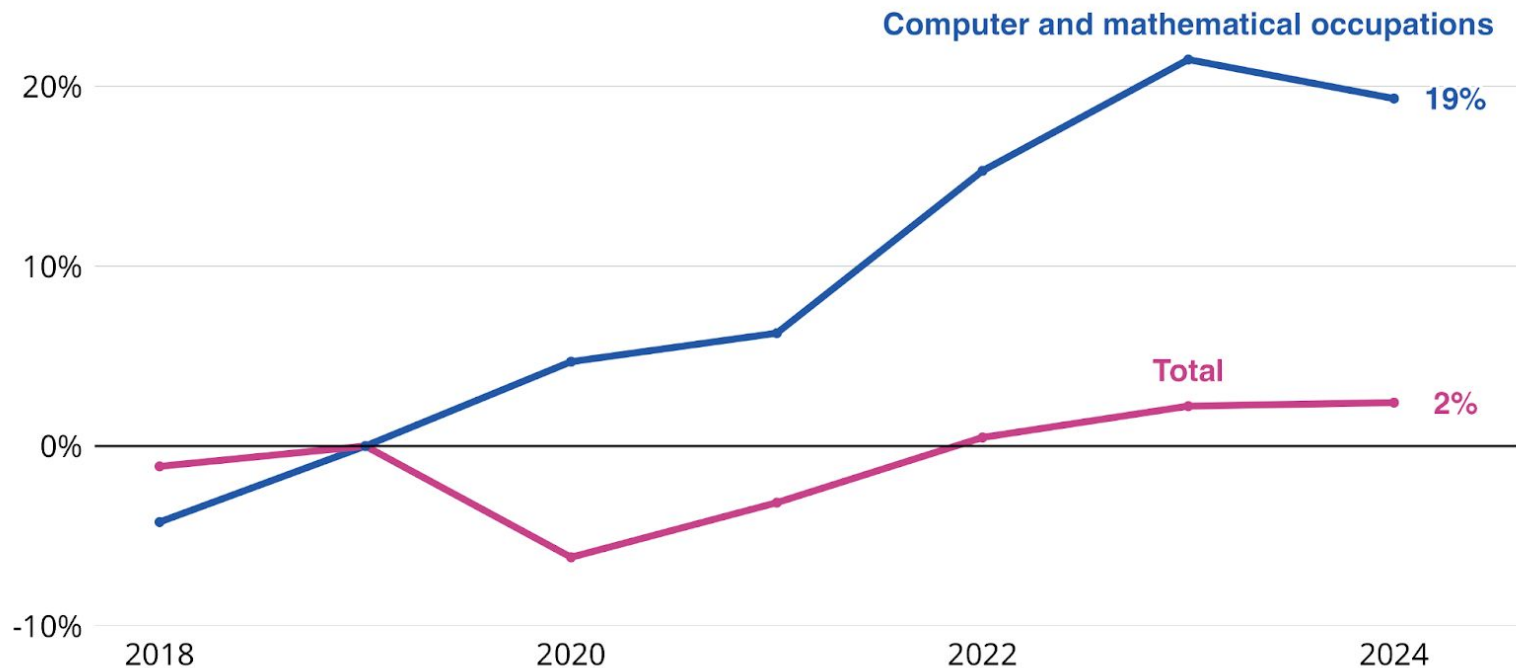
TECH INDUSTRY SPOTLIGHT

Indeed Hiring Lab



Tech employment still well above earlier levels

Employment change since 2019 (%)

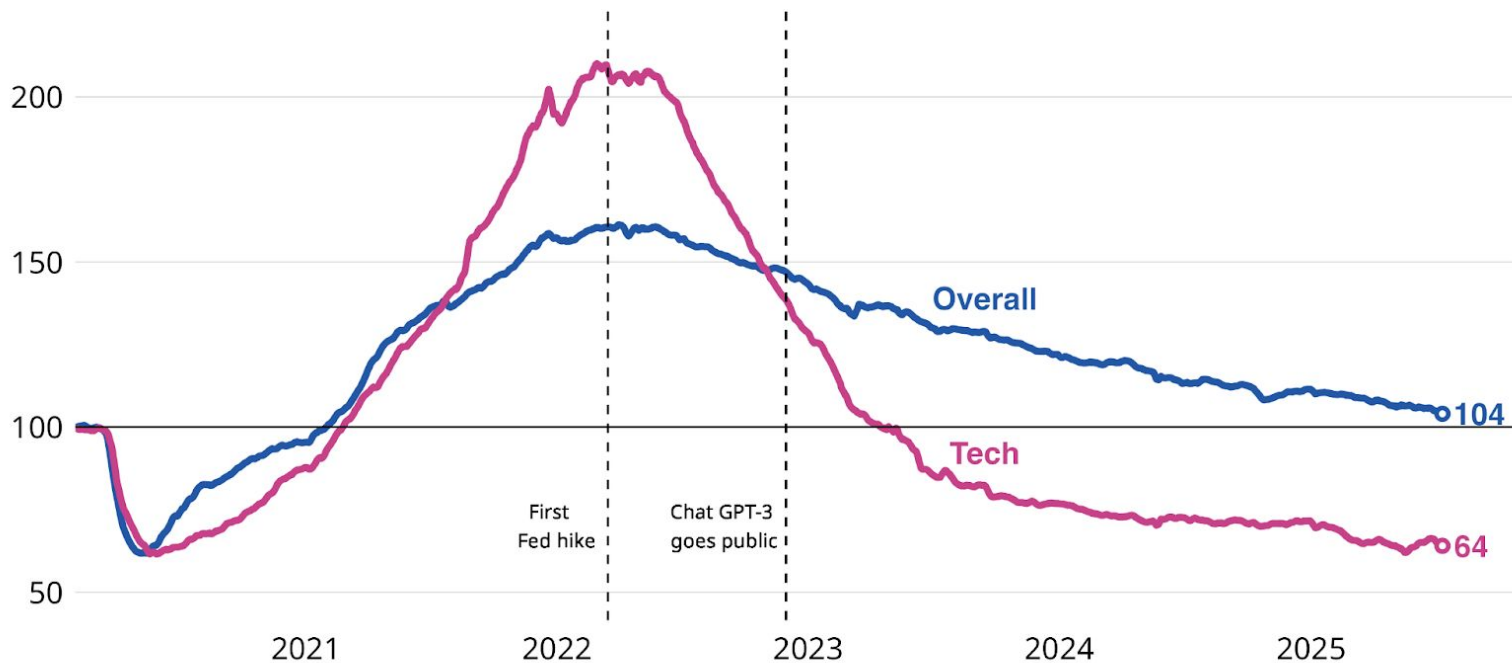


Source: Bureau of Labor Statistics, last data point: 2024



U.S. tech job postings have gone from boom to bust

U.S. job posting index (Feb-2020 = 100)



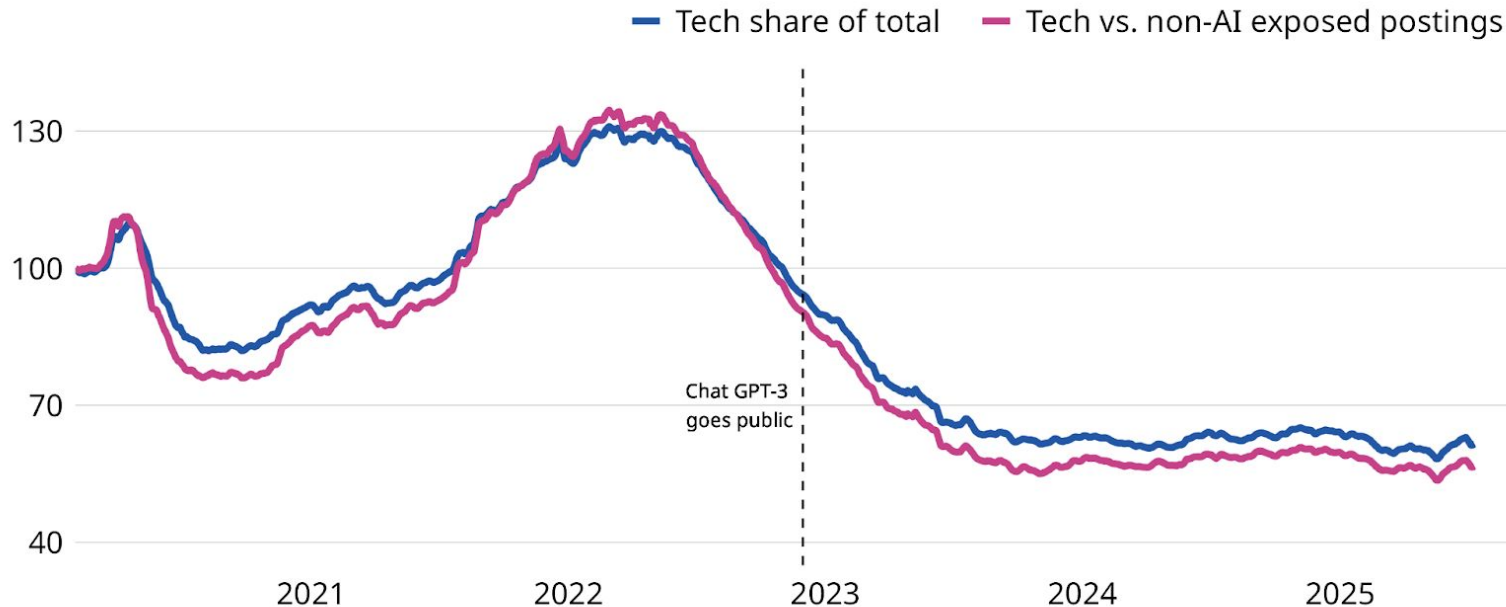
Source: Indeed, last data point: July 11, 2025, seasonally adjusted

Tech occupations include software development, information design, IT operations, mathematics



Tech postings have evolved similarly to others since late-2023

Ratio of tech job postings vs. other U.S. job postings (Feb-2020 = 100)



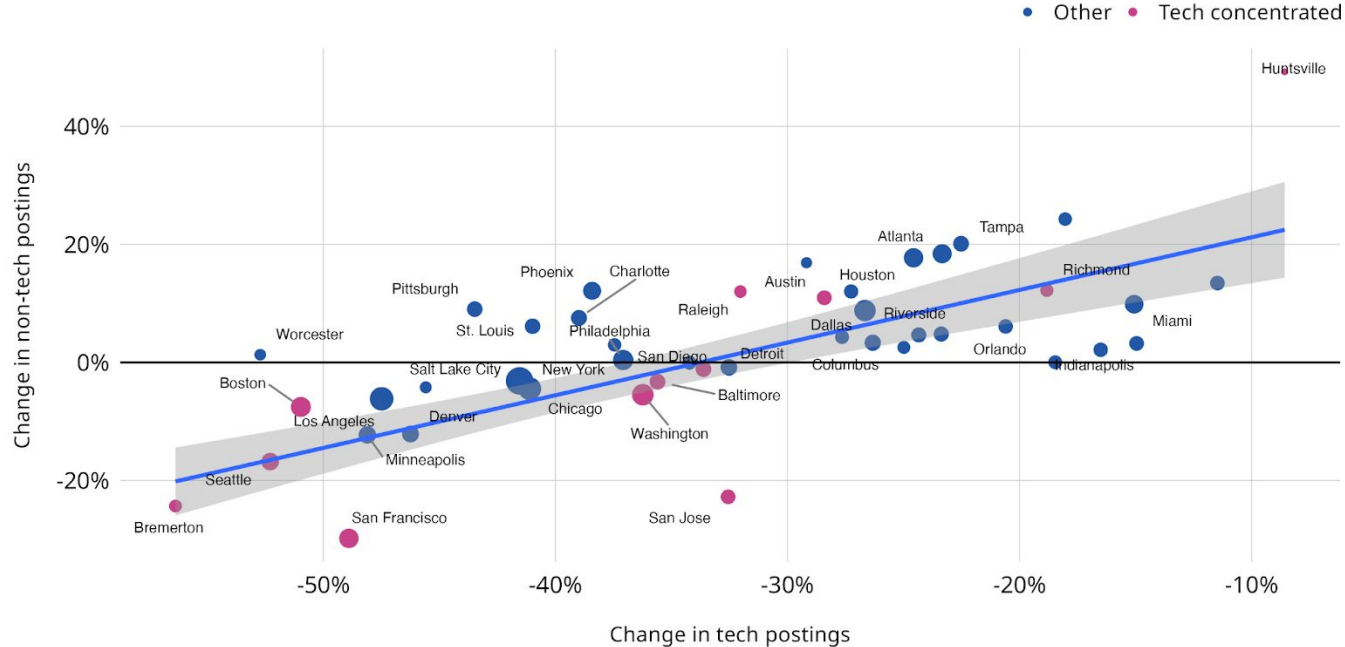
Source: Indeed, last data point: July 11, 2025, seasonally adjusted

Tech occupations include software development, information design, IT operations, mathematics



Tech and non-tech posting trends have been correlated at the local level

Change in job postings Jan-Feb 2020 vs. 2025 by core-based statistical area (%)

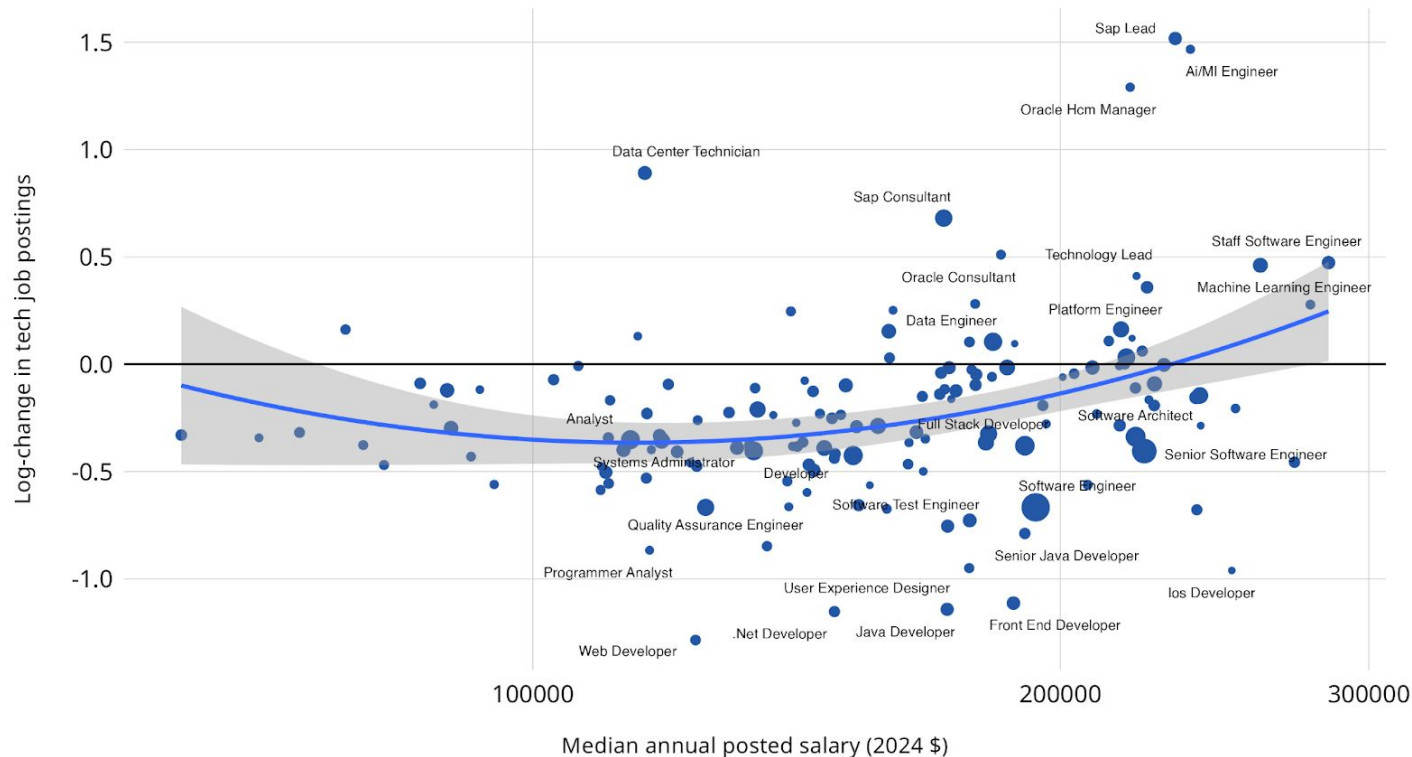


Source: Indeed, minimum 4000 tech postings in early 2020, dot size represents number of non-tech postings
Tech concentrated metros were regions where tech/math postings accounted for +8.5% of total postings in early 2020
CBSA names abbreviated for clarity



Mid-paying tech postings are down most

Change in job postings (Jan-Feb 2020 to 2025) vs. posted salaries, by tech job title

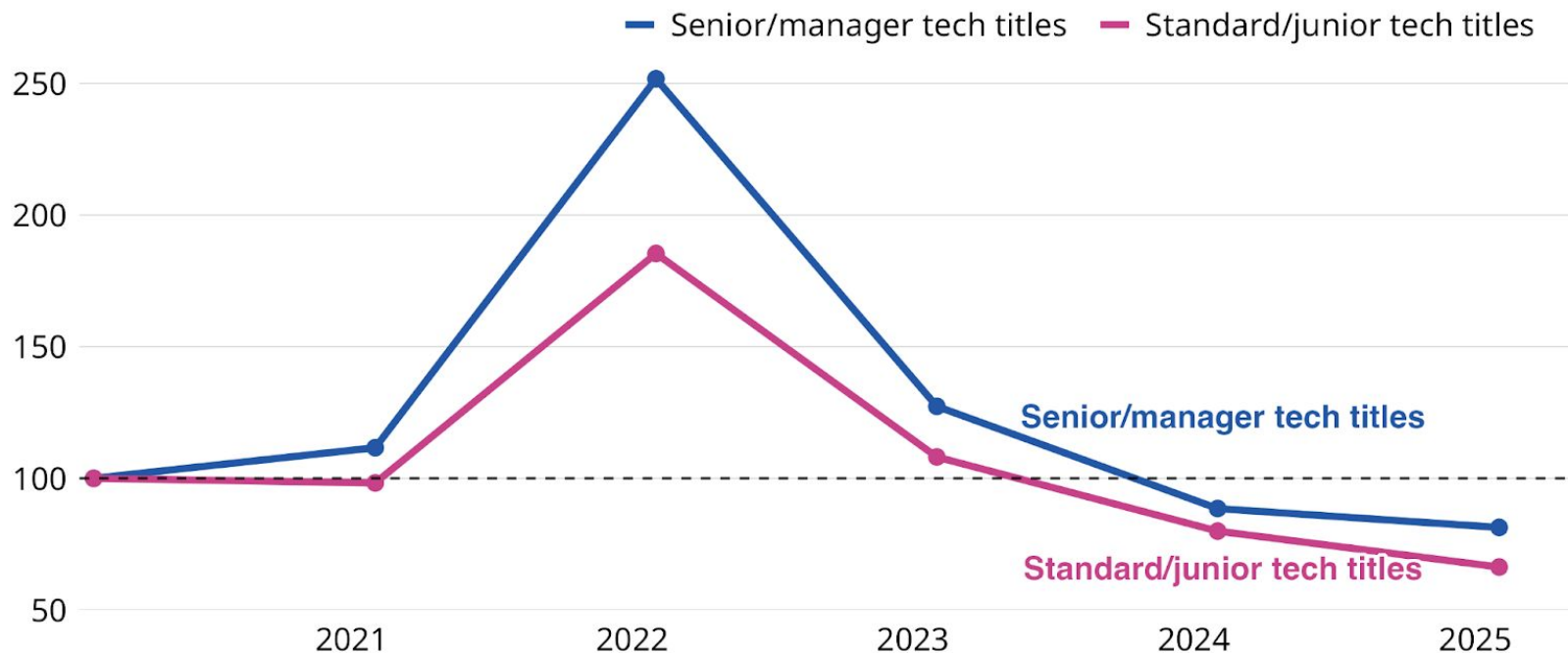


Source: Indeed, minimum 1000 postings in early 2025
Dot-size represents number of postings in Jan-Feb 2020



Postings for senior tech roles are somewhat closer to 2020 levels

U.S. tech job posting index by seniority-level (February data, 2020 =100)

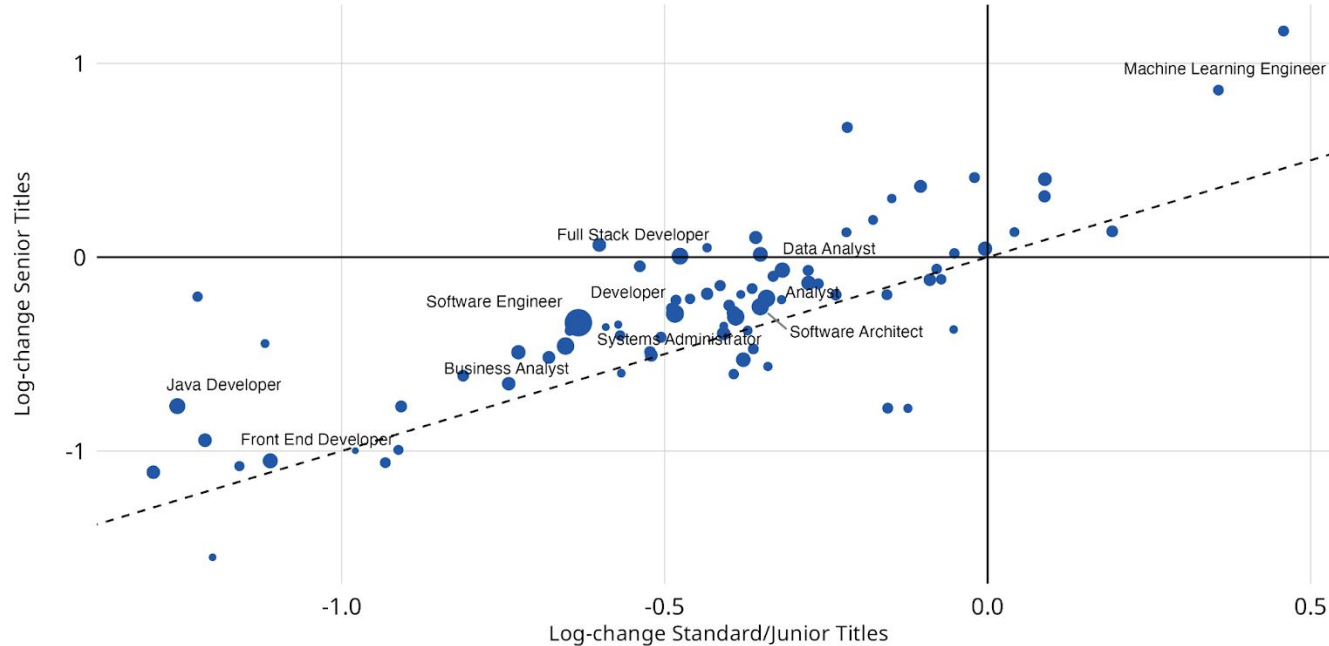


Source: Indeed, last data point February 2025, not seasonally adjusted



Senior tech postings have held up better than their standard counterparts

Job posting change: standard vs. senior tech-titles (Jan-Feb 2020 to Jan-Feb 2025)
Above 45° dashed line means senior-title grew faster

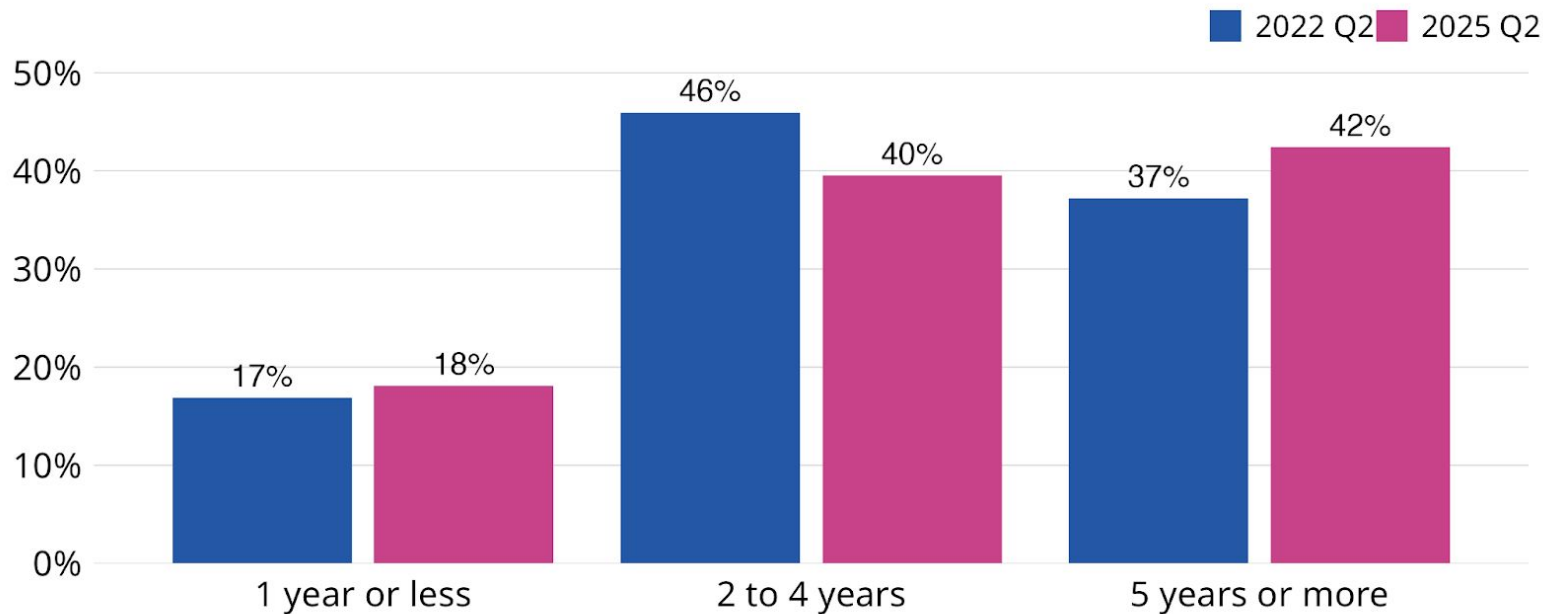


Source: Indeed, dot-size represents number of standard/junior postings in Jan-Feb 2020
Tech job titles with at least 300 standard and senior job postings in Jan-Feb 2020



Growing share of tech postings are looking for at least 5 years of experience

Share of U.S. tech job postings that mention years experience (% , 3-month avg.)

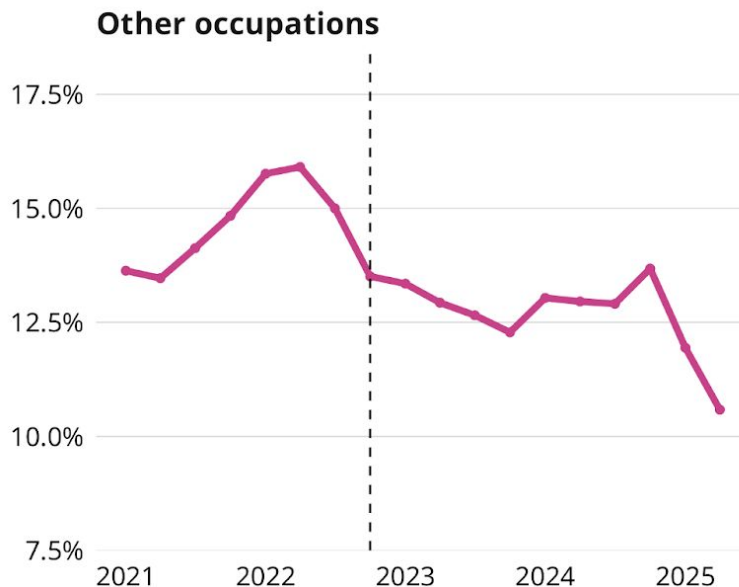
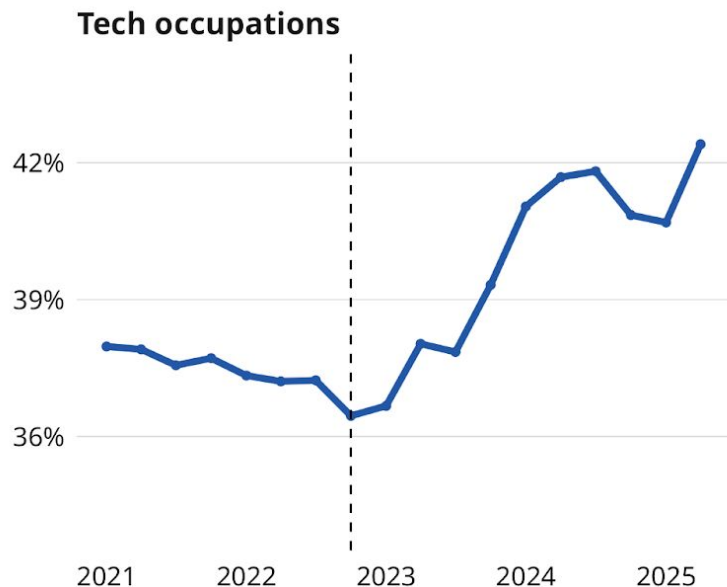


Source: Indeed
Excluding postings that do not mention experience



Experience requirements have stiffened for tech jobs, while most others have eased

Share of job postings looking for 5+ years of experience (% , 3-month avg.)

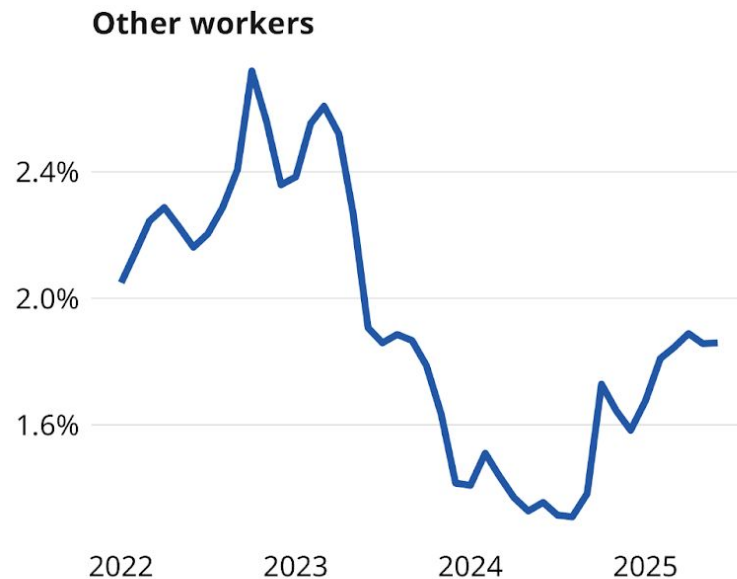
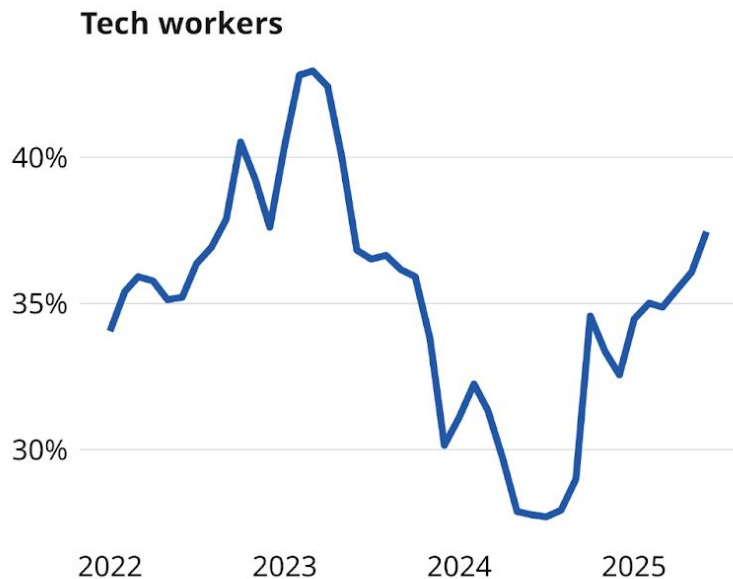


Source: Indeed, last data point: June 2025, not seasonally adjusted
Excluding postings that do not mention experience
Dashed line is Q4 2022, when Chat GPT-3 was made public



Job seekers with tech experience continue to apply for tech jobs

Share of U.S.-based tech worker and other worker applications started that are on tech job postings (%)



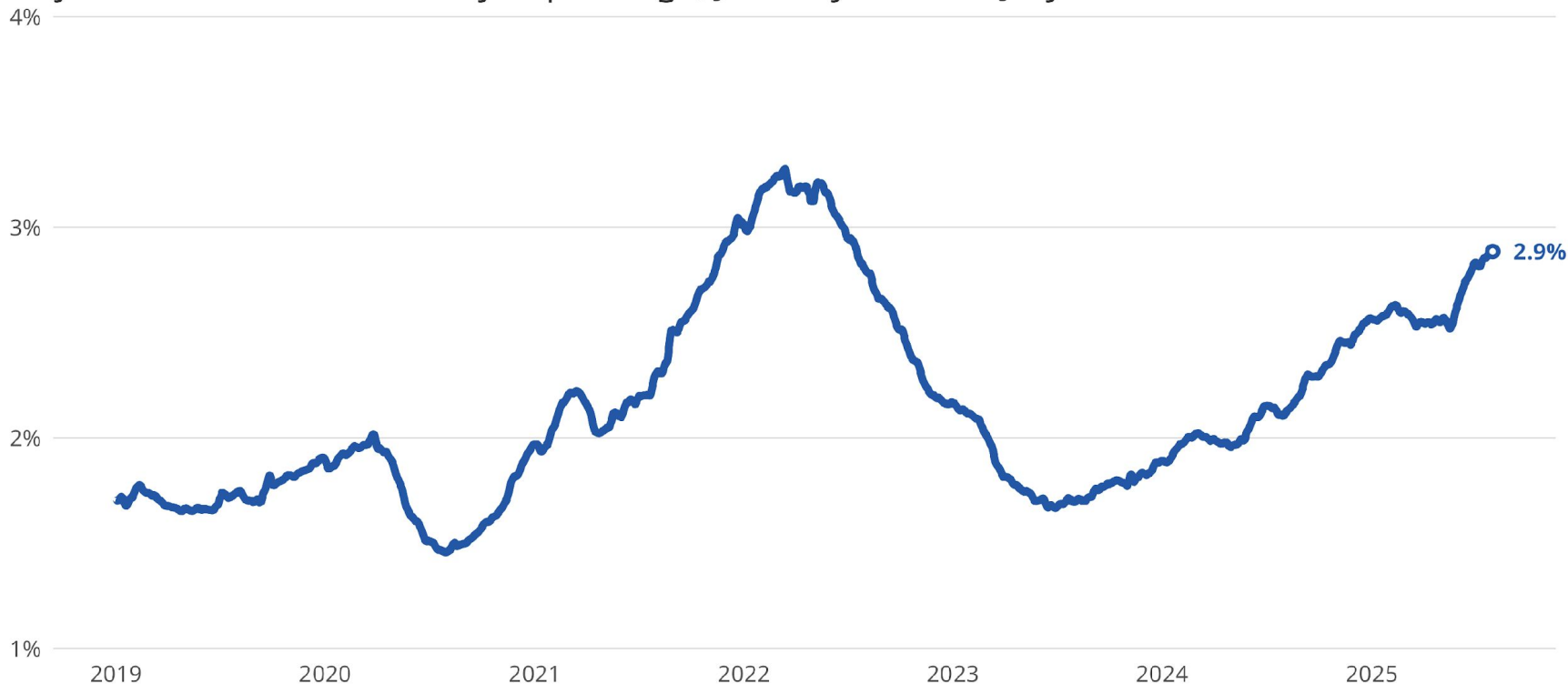
Source: Indeed, last data point: June 2025, not seasonally adjusted
Excluding job seekers without specified work experience



ARTIFICIAL INTELLIGENCE

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



Top 10 Generative Artificial Intelligence Job Titles on Indeed

January 2024

Job Title	Share of all GenAI roles (%)
Machine Learning Engineer	6.9
Data Scientist	5.7
Product Manager	5.4
Software Architect	5.3
Engineer	4.7
Full Stack Developer	4.1
Research Scientist	3.5
Senior Software Engineer	3.3
Software Engineer	3.1
Senior Data Scientist	2.7

January 2025

Job Title	Share of all GenAI roles (%)
Management Consultant	12.4
Machine Learning Engineer	5.4
Software Architect	4.7
Data Scientist	4.4
Software Engineer	4.2
Senior Software Engineer	3.9
Research Scientist	2.6
Full Stack Developer	1.9
Senior Data Scientist	1.7
Engineer	1.5

Source: Indeed



GenAI mentions have grown in many roles since last year

Share of postings mentioning GenAI technologies: Jan 2024 vs. Jan 2025

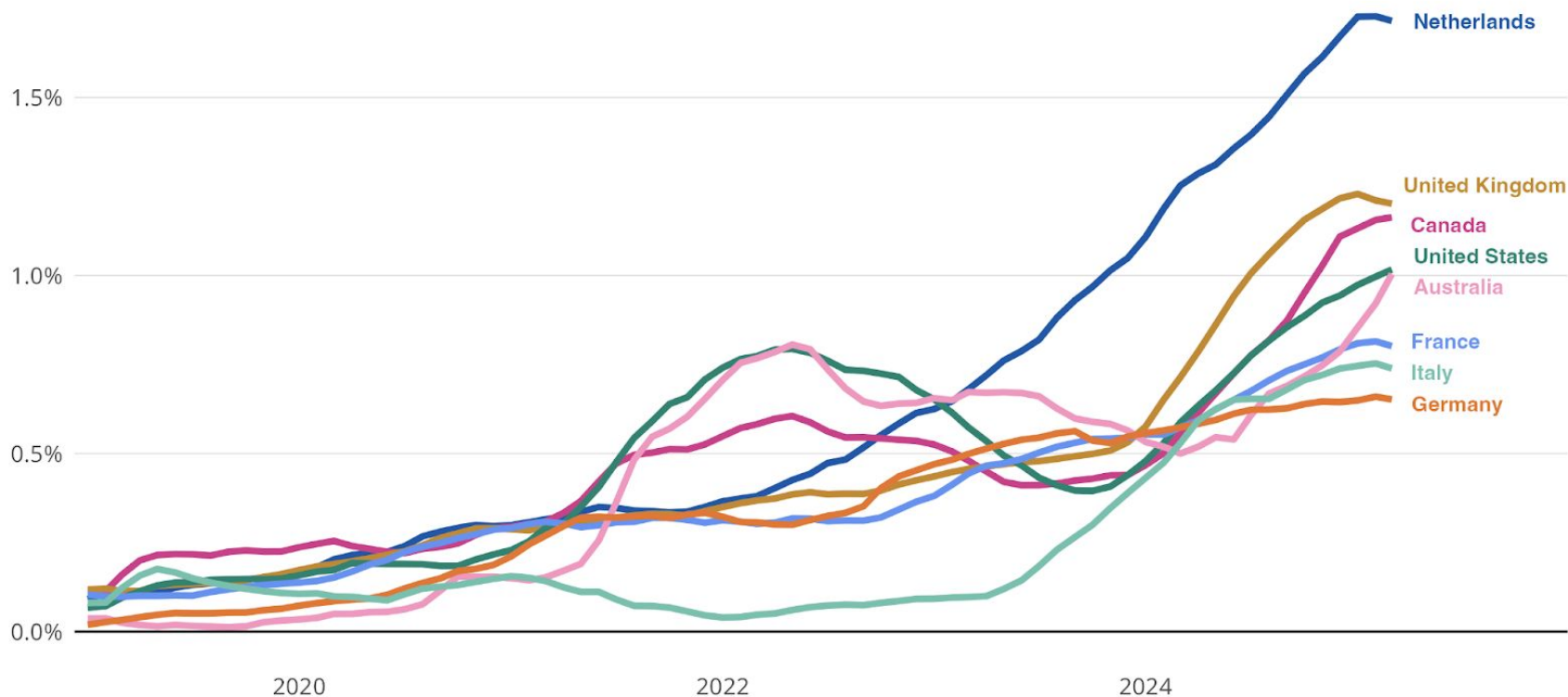
Job Title	Jan 2024 GenAI Share (%)	Jan 2025 GenAI Share (%)	1-year change (PPT)
Management Consultant	0.2%	24.8%	+24.6
Machine Learning Engineer	19.5%	29.0%	+9.5
Software Architect	3.0%	6.1%	+3.1
Data Scientist	8.8%	17.8%	+9
Software Engineer	1.0%	3.8%	+2.8
Senior Software Engineer	1.5%	4.9%	+3.4
Research Scientist	8.8%	19.6%	+10.8
Full Stack Developer	3.4%	5.0%	+1.6
Senior Data Scientist	15.7%	18.8%	+3.1
Engineer	2.0%	1.9%	-0.1

Source: Indeed



Mentions of Responsible AI have accelerated in advanced economies since 2024.

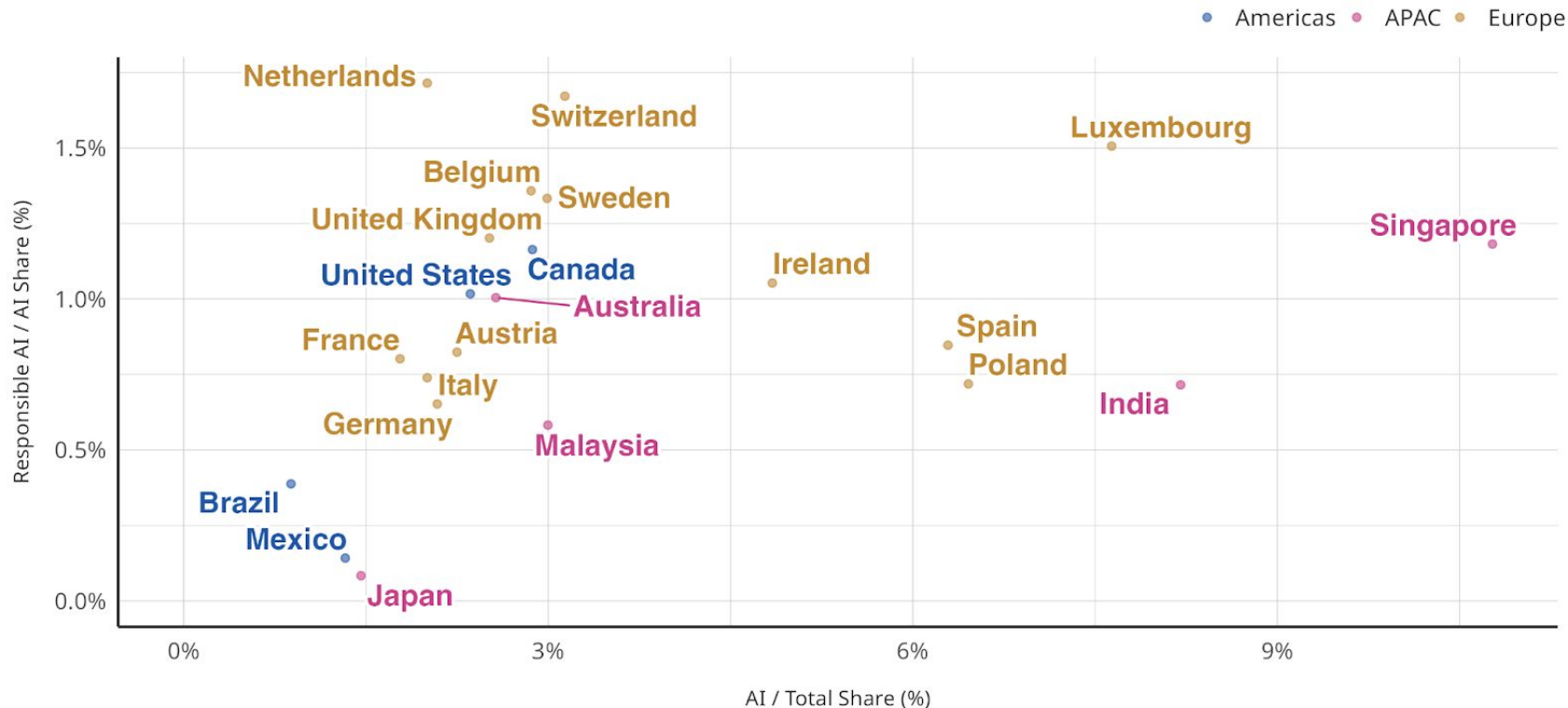
Responsible AI share - in AI- (%), January 2019 - March 2025, 12-month moving average



Source: Indeed.

Countries vary in how prominently Responsible AI features in their AI hiring.

By country, X-axis: AI share in total job postings, Y-axis: Responsible AI share within AI postings.

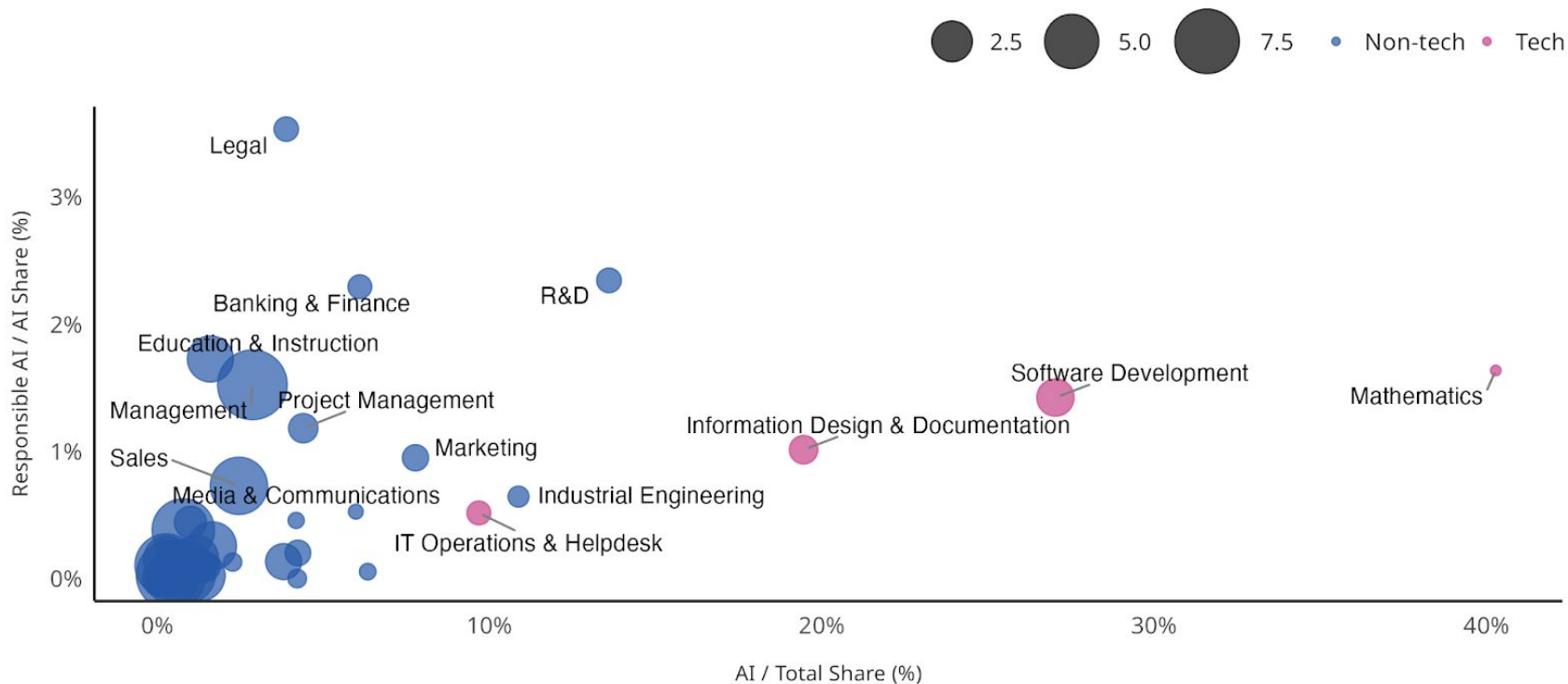


Source: Indeed.



Tech leads AI intensity, while some human-centered jobs emphasize Responsible AI.

By occupation in the US, April 2024 - March 2025. Size of bubble indicates share of occupation in total postings.



Source: Indeed.

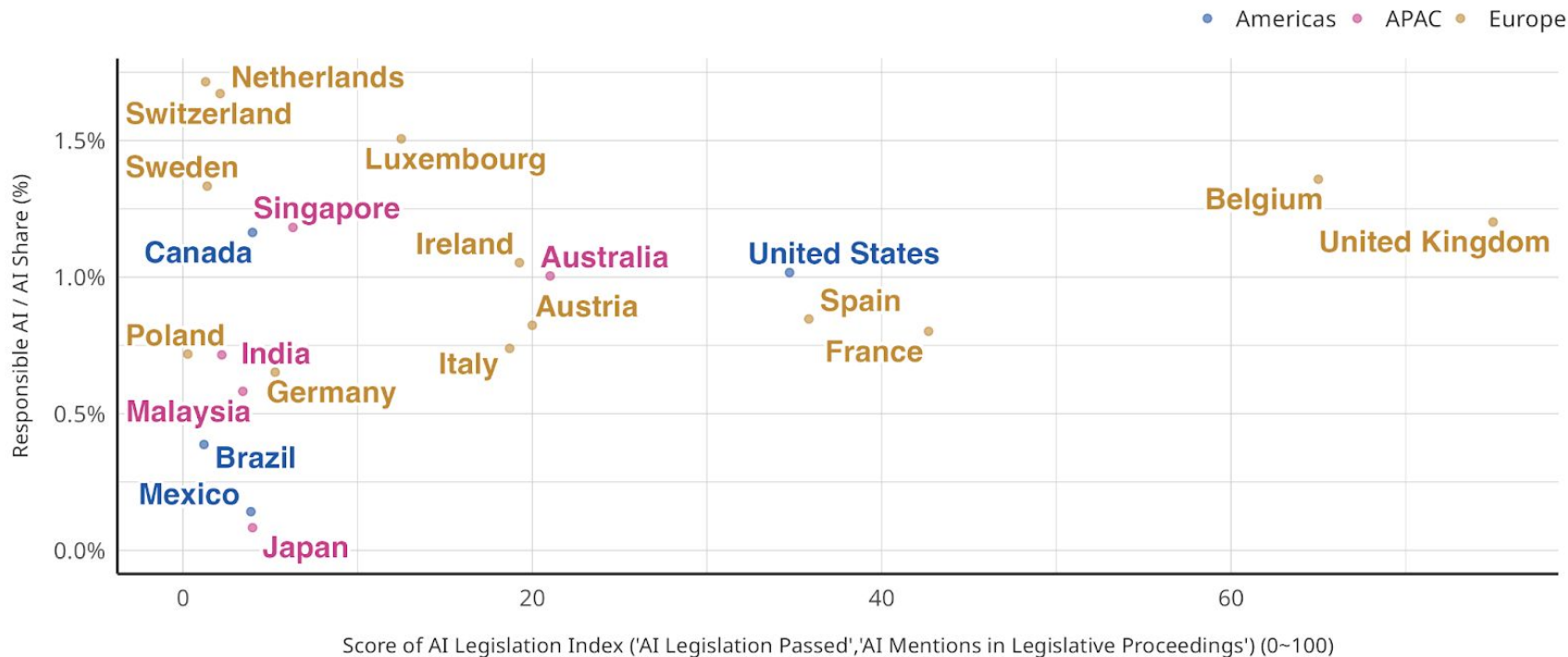


Responsible AI isn't correlated with AI regulation alone.

By country,

X-axis: Score of AI Legislation Index ('AI Legislation Passed', 'AI Mentions in Legislative Proceedings') in 2023,

Y-axis: Responsible AI share within AI postings, March 2025 data (12-month moving average).



The continuum of change: GenAI Skill Transformation (GSTI) categories

Analyzing ~2,900 Indeed skills by problem-solving ability and physical necessity to reveal varying levels of GenAI influence

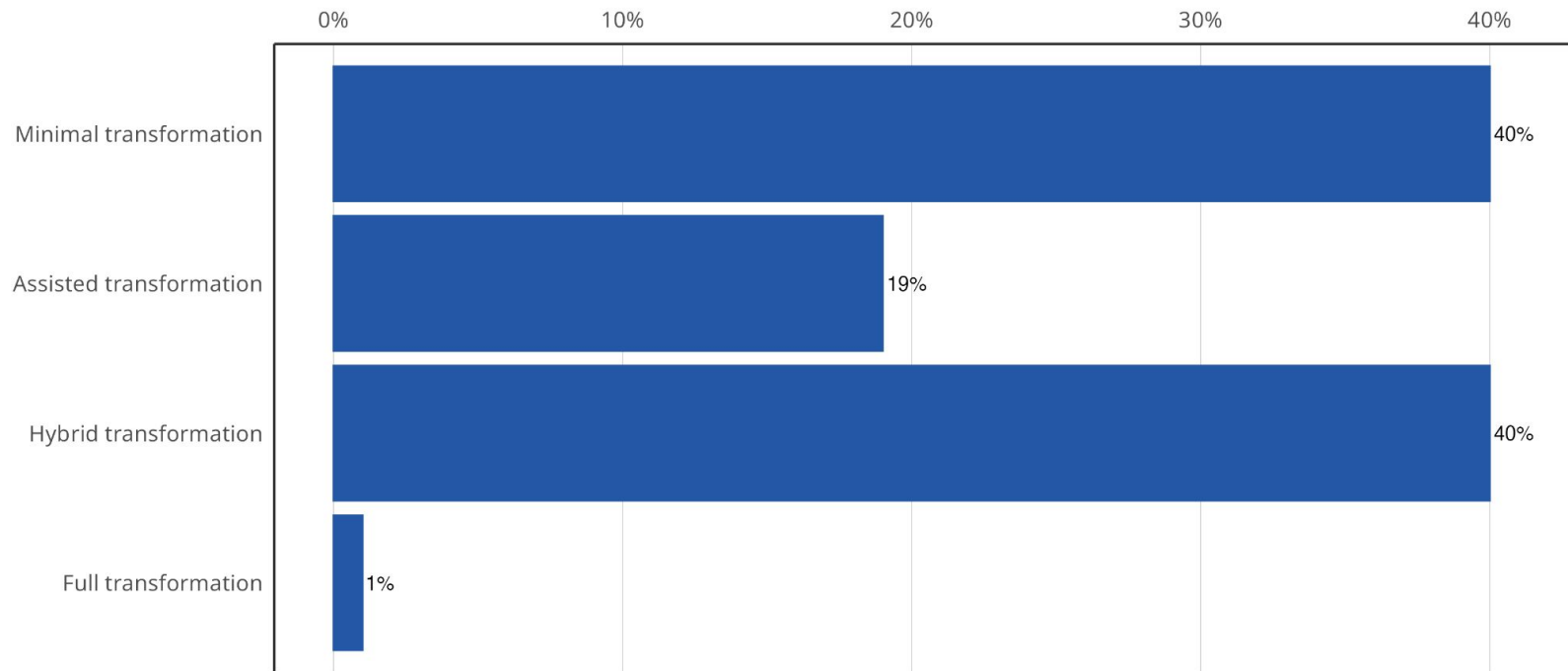
		Physical necessity				
		Essential	Highly necessary	Moderately necessary	Slightly necessary	Not necessary
Problem-solving ability	Exceptional	Assisted transformation	Assisted transformation 1 skill	Hybrid transformation	Hybrid transformation 1 skill	Full transformation 30 skills
	Good	Assisted transformation 49 skills	Assisted transformation 232 skills	Hybrid transformation 134 skills	Hybrid transformation 587 skills	Hybrid transformation 419 skills
	Moderate	Minimal transformation 550 skills	Minimal transformation 347 skills	Assisted transformation 33 skills	Assisted transformation 188 skills	Assisted transformation 42 skills
	Basic	Minimal transformation 203 skills	Minimal transformation 25 skills	Minimal transformation 2 skills	Minimal transformation 29 skills	Minimal transformation 12 skills
	Minimal	Minimal transformation	Minimal transformation	Minimal transformation	Minimal transformation	Minimal transformation

Source: Indeed



Most skills still out of reach for GenAI

Distribution of ~2,900 skills across GenAI Skill Transformation Index (GSTI) levels. Derived from GPT-4.1 and Claude Sonnet 4 evaluations.

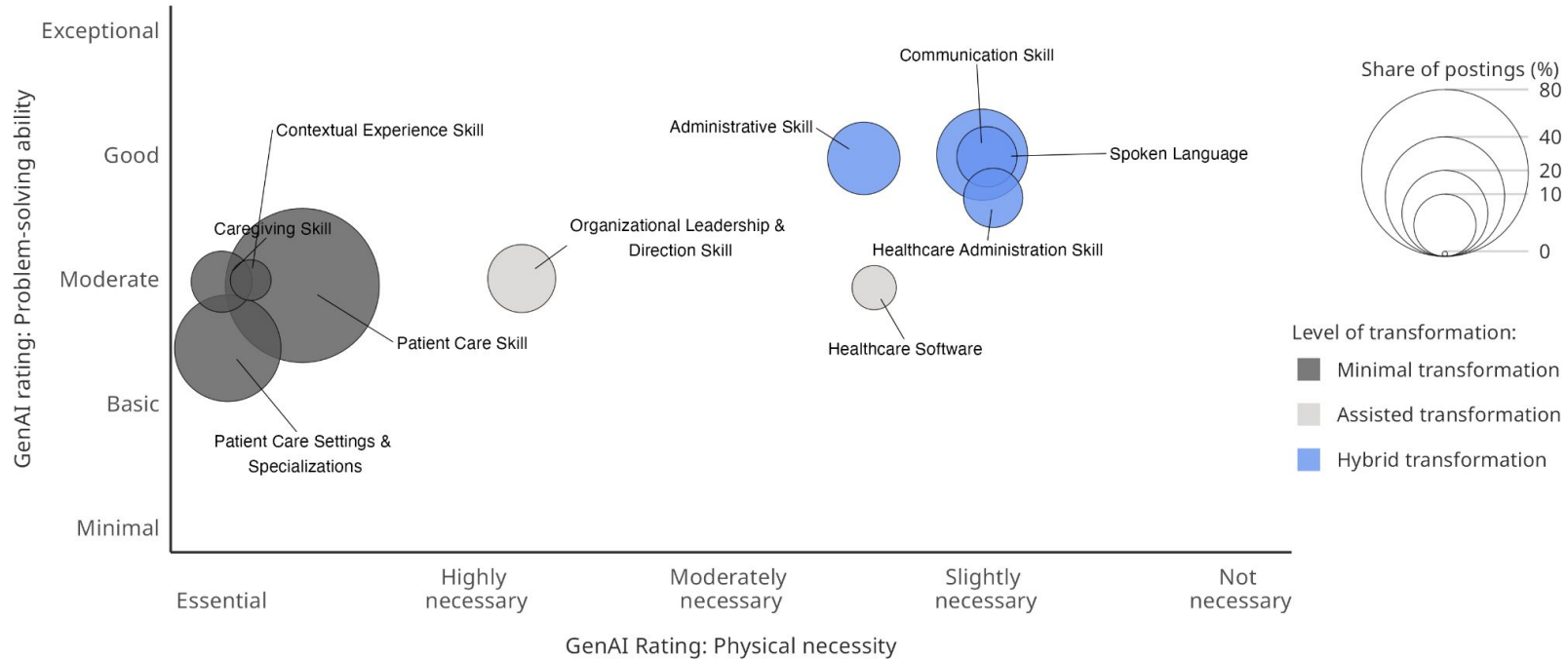


Source: Indeed.



Nursing occupations: Peripheral skills have potential for hybrid transformation

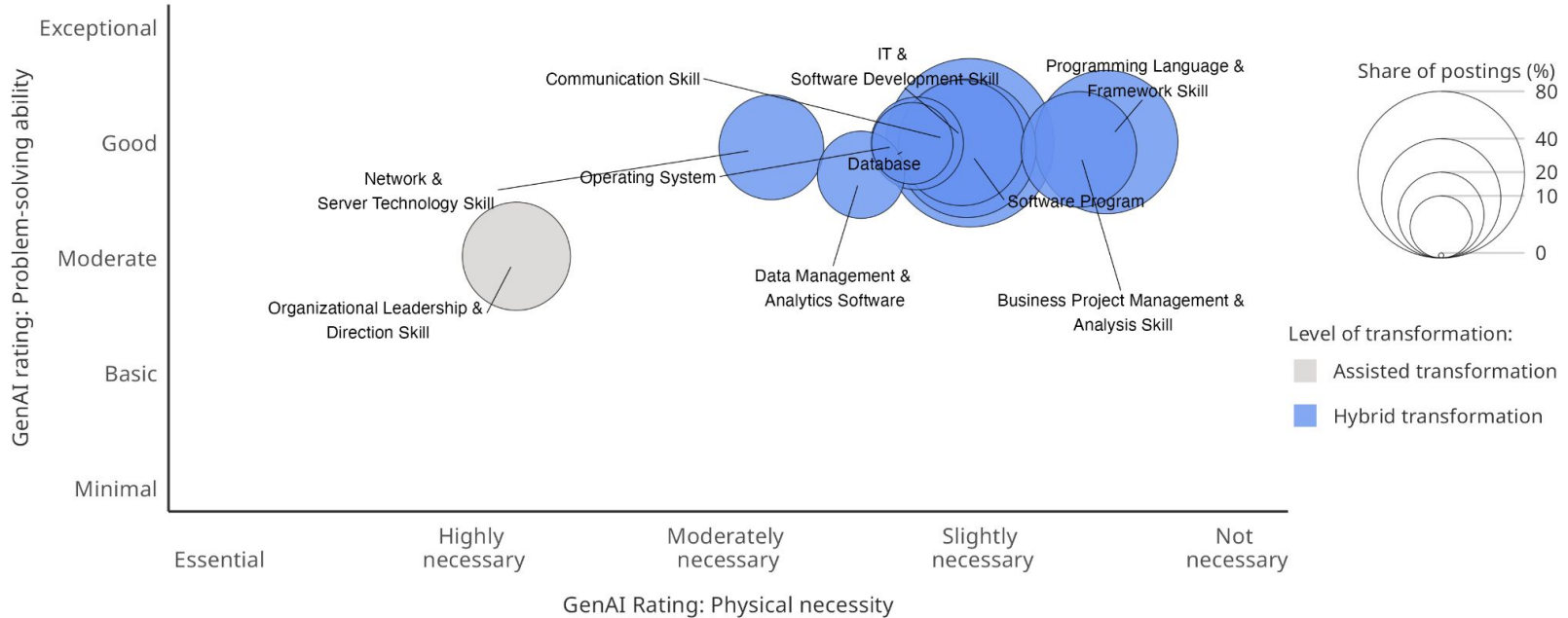
Occupation-level share of US job postings mentioning top 10 GenAI Skill Transformation Index (GSTI) skill families (May 2024–Apr 2025)



Source: Indeed. Only transformation levels of the top 10 skill families are displayed.

Software development occupations: Hybrid transformation dominates 9 out of the top 10 skill families

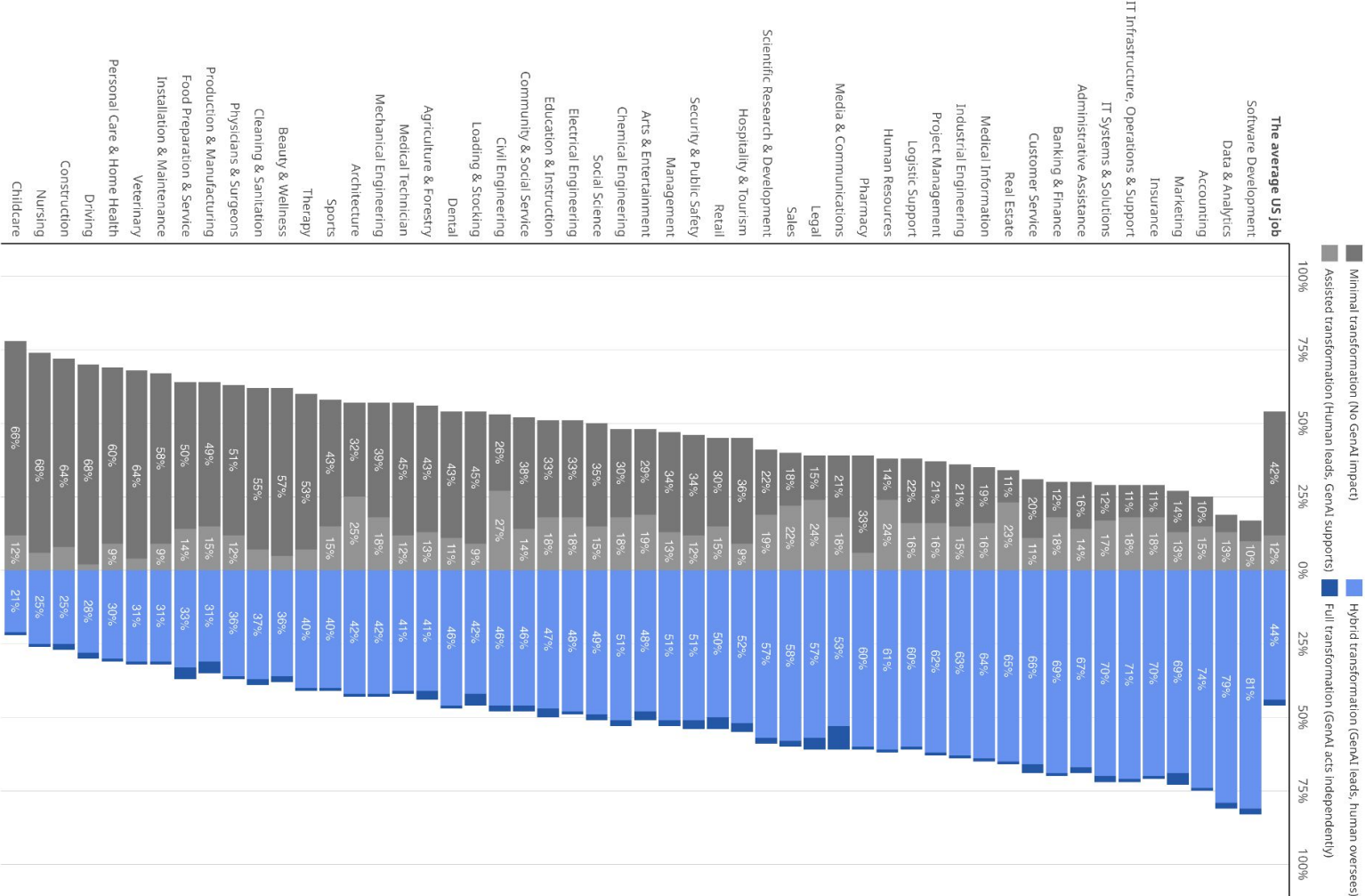
Occupation-level share of US job postings mentioning top 10 GenAI Skill Transformation Index (GSTI) skill families (May 2024–Apr 2025)



Source: Indeed. Only transformation levels of the top 10 skill families are displayed.

Almost half of skills in the typical US job are poised for deep transformation

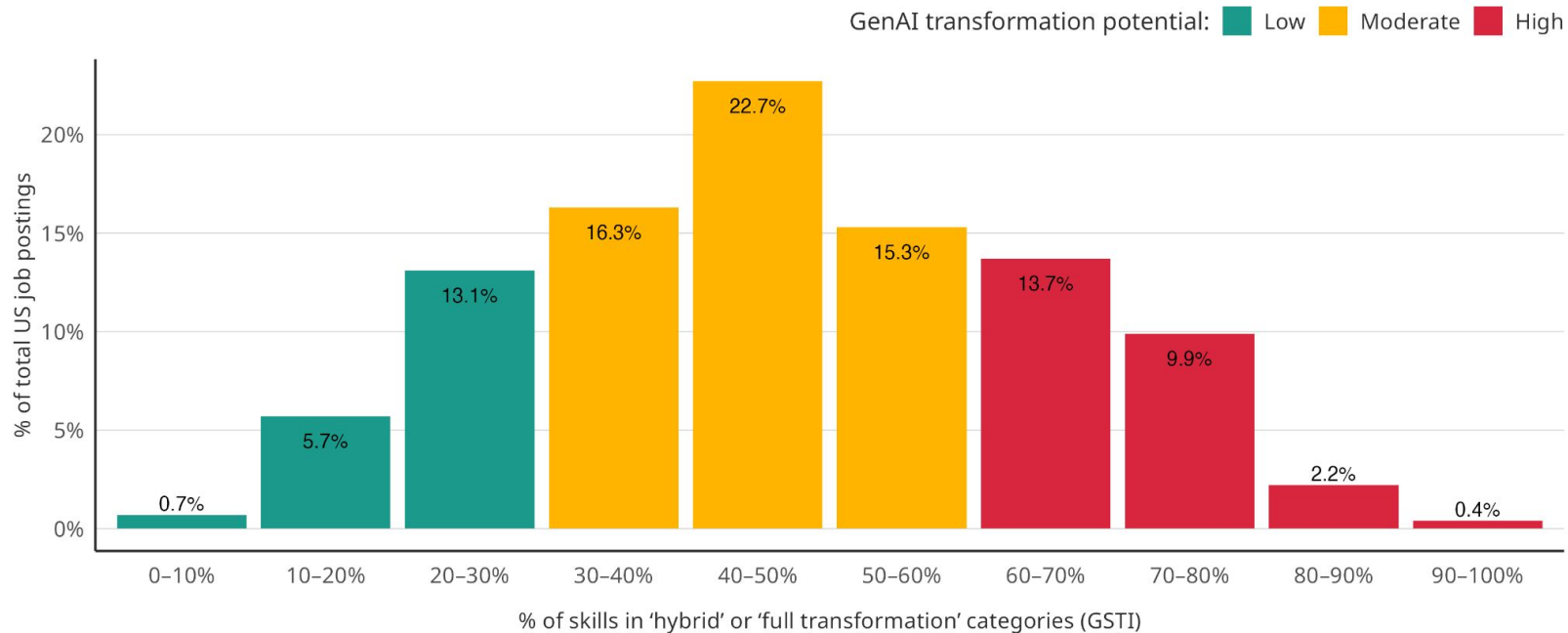
Share of skills in US job postings on Indeed by transformation level, based on the GenAI Skill Transformation Index (GSTI).
Derived from GPT-4.1 and Claude Sonnet 4 evaluations, job postings from May 2024 to April 2025



Source: Indeed.

A quarter of US jobs are highly exposed to GenAI transformation

Based on US job postings on Indeed (May 2024–Apr 2025). Occupations are evaluated using the GenAI Skill Transformation Index (GSTI); chart shows share of job postings with skills in the high-impact categories



Source: Indeed.



→ hiringlab.org
→ data.indeed.com