Hiring Lab

Economic Research by Indeed

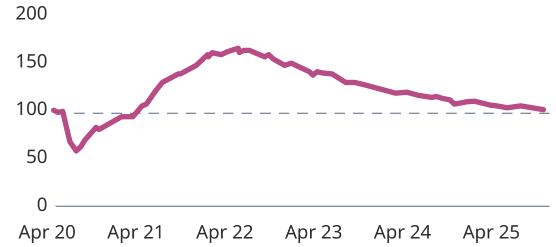
2025 Q3 US Healthcare Labor Market Update

The healthcare sector continues to weaken, although it remains in much better shape than the rest of the labor market. All categories are well above their pre-pandemic baseline. Wage growth has continued to slow in most categories across healthcare, with childcare being the only category to post gains over the last six months.

Indeed Job Postings

US job postings remain just 2.4% above the pre-pandemic baseline

Indeed Job Postings Index, Feb 01 2020 = 100, seasonally adjusted, to October 10, 2025



Source: Indeed

- Employer demand for workers is now within striking distance of pre-pandemic levels, as the Indeed Job Posting Index is just 2.4% above its February 1, 2020, measure.
- As of October 10, 2025, job postings have declined 8.5% from the same time last year, as employers continue to pull back on hiring amid a high level of economic uncertainty.

Healthcare Job Postings

Job posting trends for Healthcare turn south

Indeed job postings, through October 10, 2025

Occupational category	% change in past year	% change from Feb 01, 2020
Therapy	-0.9	85.3
Physicians & Surgeons	-1.3	84.9
Dental	-2.0	38.2
Personal Care & Home Health	-6.0	46.7
Nursing	-8.4	13.0
Medical Technician	-9.1	27.1
Pharmacy	-10.1	25.1

Source: Indeed

- Healthcare remains a relative bright spot across the labor market, though it has lost some of its luster.
- Physicians & surgeons and pharmacy were adding job postings as recently as last quarter, but posted year-over-year declines of 1.3% and 10.1%, respectively, as of October 10, 2025.
- Overall demand for all healthcare positions remains relatively high, with nursing bringing up the rear at 13% above its pre-pandemic baseline, while therapy remains about 85% above.

Healthcare Wage Growth

Personal Care & Home Health wages post modest increase

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

Occupational category	Sept 2025	ppt change past 6 months
Personal Care & Home Health	3.2%	-0.2
Medical Technician	3%	-0.6
Childcare	2.8%	0.3
Dental	2.2%	-0.8
Therapy	2.1%	-0.1
Nursing	1.6%	-0.6

Source: Indeed

- Strong demand for healthcare workers is leading to above-average wage growth in several categories.
- Personal care & home health, medical technician, and childcare wage growth exceeded the labor market average of 2.6% in September 2025.
- However, wage growth is showing signs of slowing as all categories except childcare registered declines in the past six months.

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, tech, 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 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 data points across time collected from Indeed's proprietary job postings, resumes, and job seeker behaviors to reveal emerging trends in the United States and across the world.

The unique insights generated by Hiring Lab inform talent management, employment, and labor policy decisions for businesses, researchers, academics, and job seekers alike. Hiring Lab partners with a range of policy-making organizations and NGOs, including the International Monetary Fund, the European Central Bank, and the Bank of Canada, to produce timely, incisive research. Hiring Lab data is also regularly cited in prominent business publications 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.

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