

US Labor Market Trends

October 2025

Indeed Hiring Lab



US labor market overview

- As of October 3rd, US job postings stood 2.5% above their pre-pandemic level and were down 1.9% month-over-month.
- Postings were higher than pre-pandemic levels in less than half (47%) of sectors analyzed.
- 8.1% of job postings advertised remote positions at the end of September, up from 8% at the end of August.
- Annual posted wage growth slowed to 2.6% in August.
- Labor force participation among prime-aged workers has fallen slightly, but remains above pre-pandemic levels.
- Private sector employers added 22,000 jobs in August, and the prior two months' gains were revised down by a combined 21,000
- The overall unemployment rate was 4.3% in August.



Job postings are moderating after falling past their peak

U.S. data, Index (100 = February 1, 2020), data through October 3, 2025

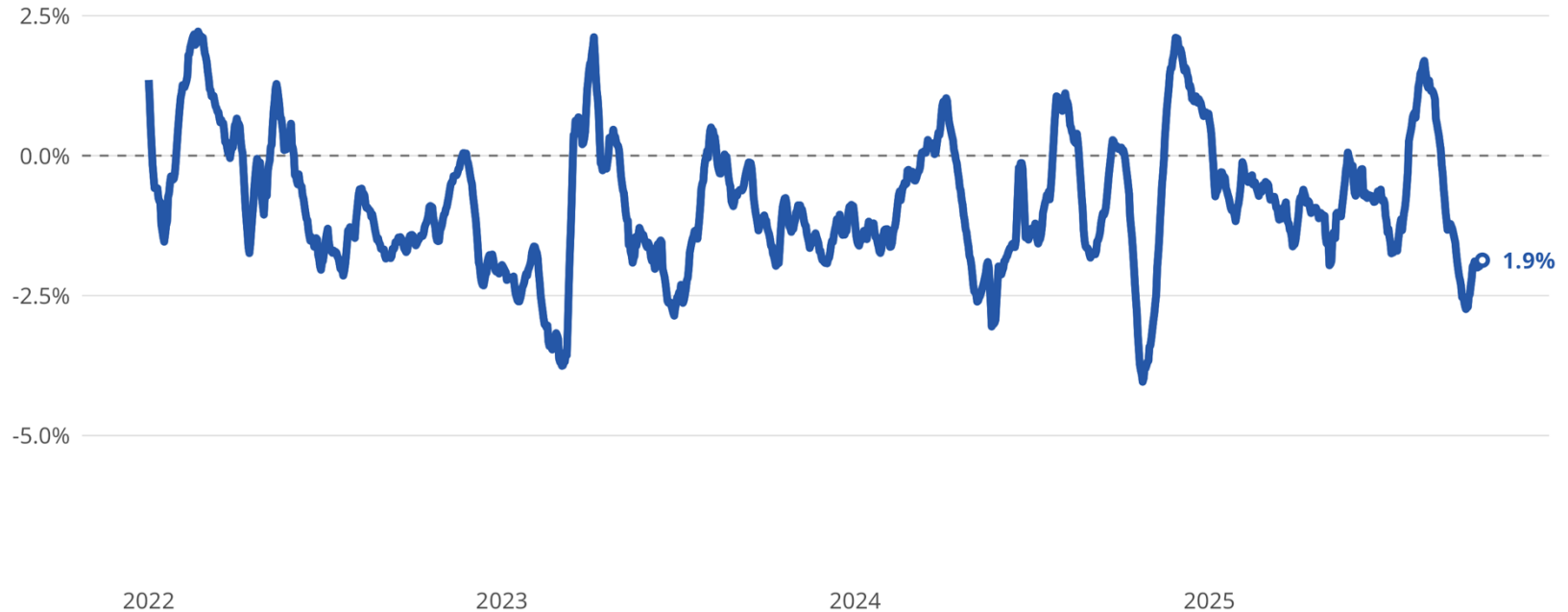


Source: Indeed



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

U.S. data, month-over-month growth in Indeed Job Postings Index,
January 1, 2022 - October 3, 2025



Source: Indeed



Job postings are down in the majority of sectors

U.S. data, share of sectors with postings above pre-pandemic baseline,
March 1, 2020 — October 3, 2025

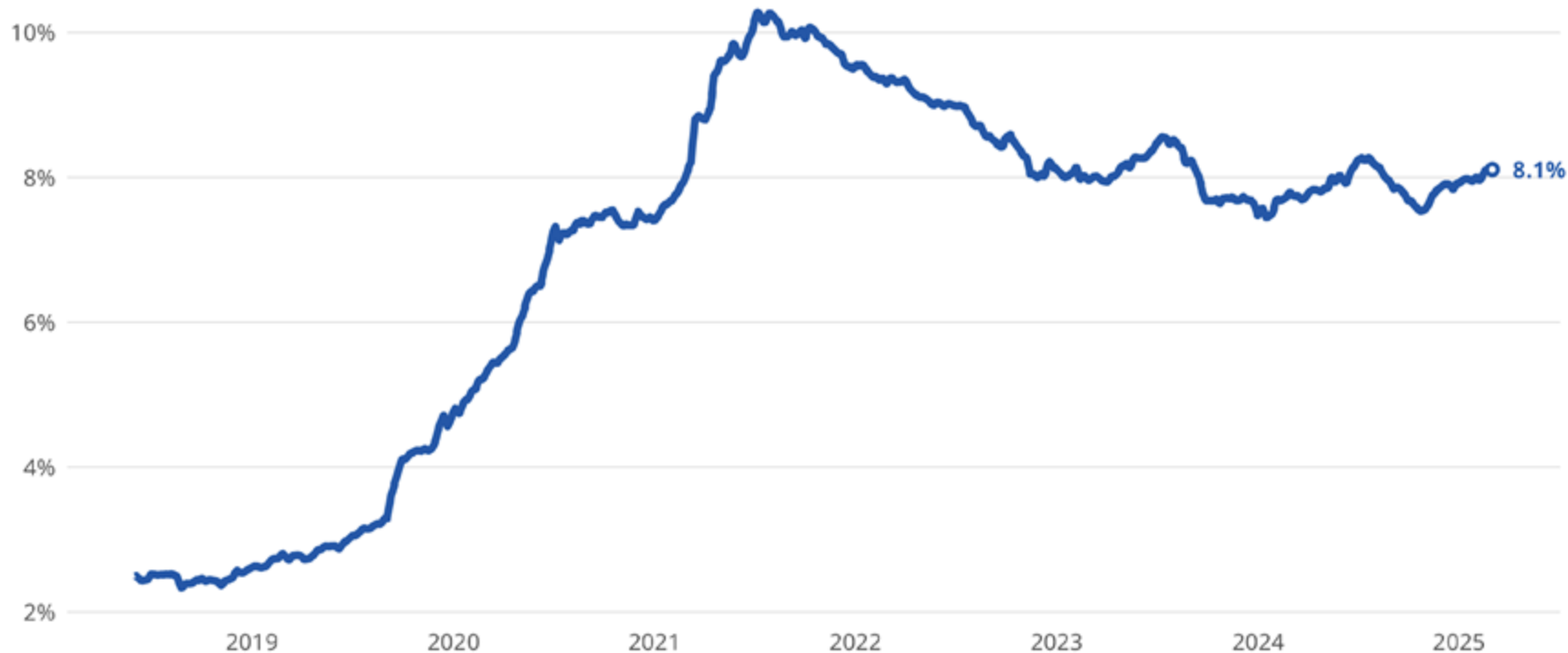


Source: Indeed



Remote postings have largely stabilized

U.S. data, January 1, 2019 to September 2025

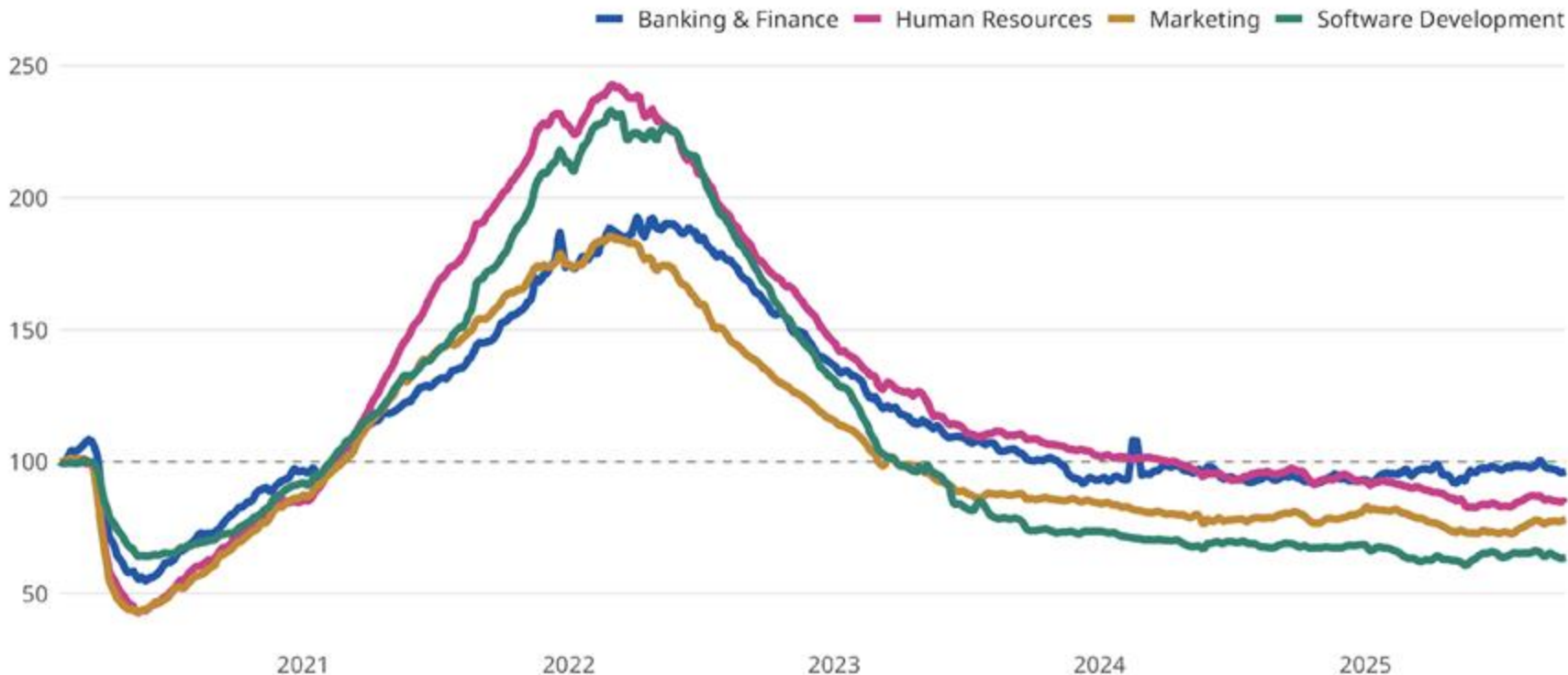


Source: Indeed



Postings are down in many traditional 'office job' sectors

U.S. data, Index (100 = February 1, 2020), through October 3, 2025

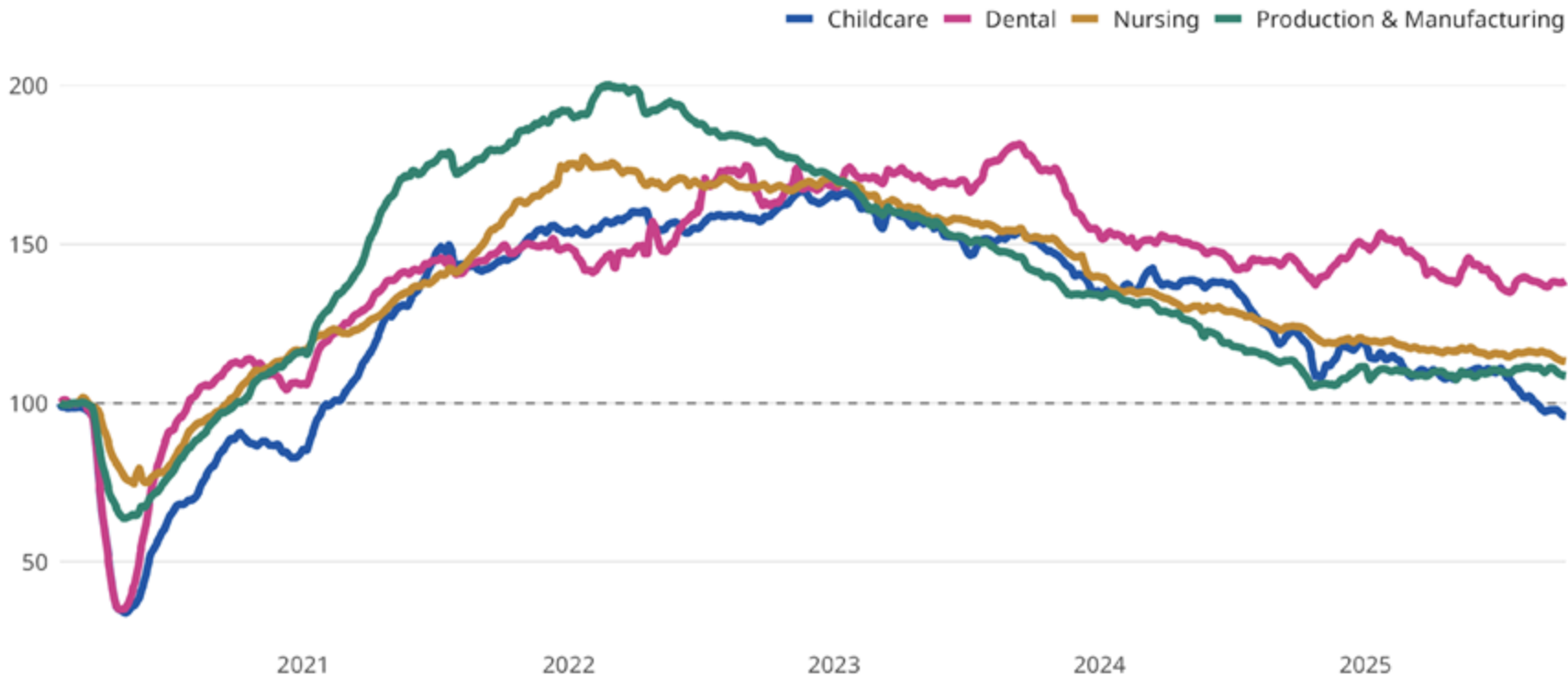


Source: Indeed



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

U.S. data, Index (100 = February 1, 2020), through October 3, 2025

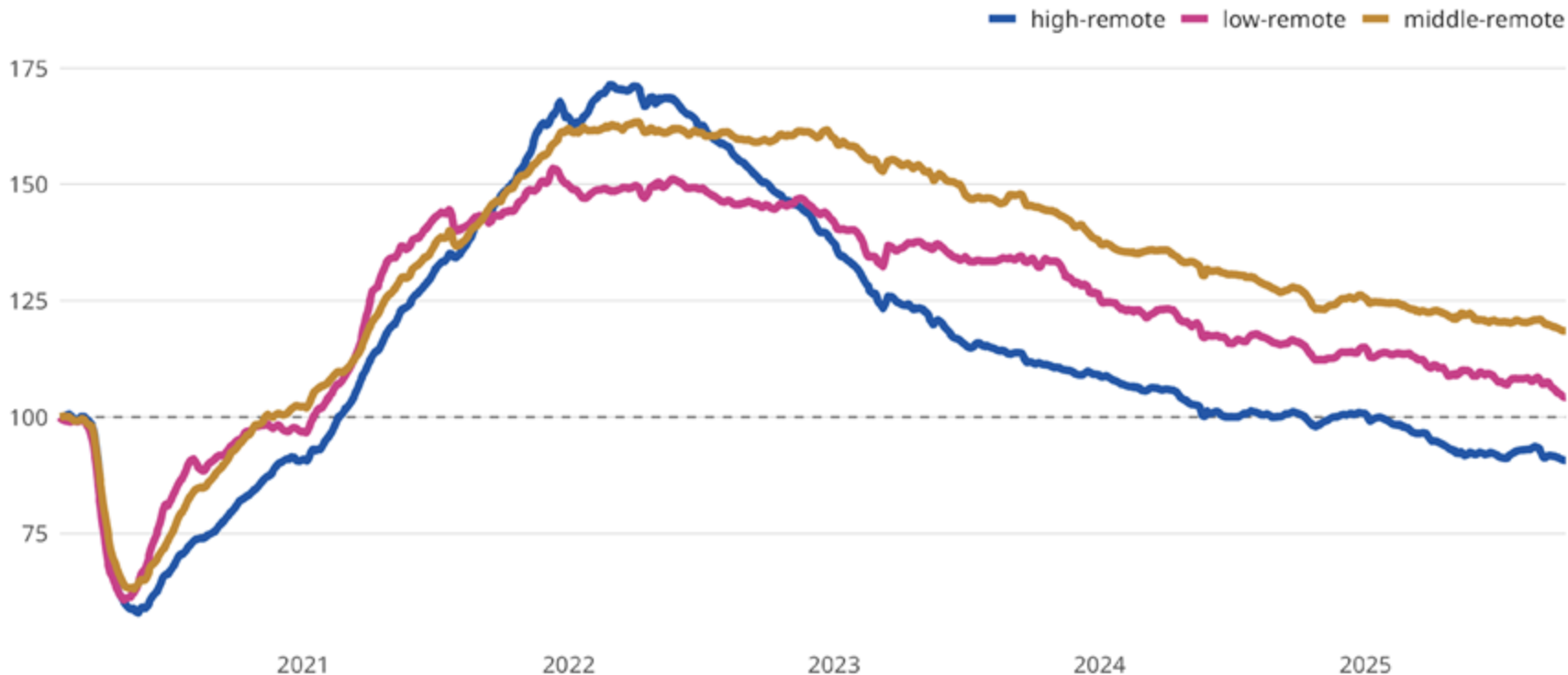


Source: Indeed



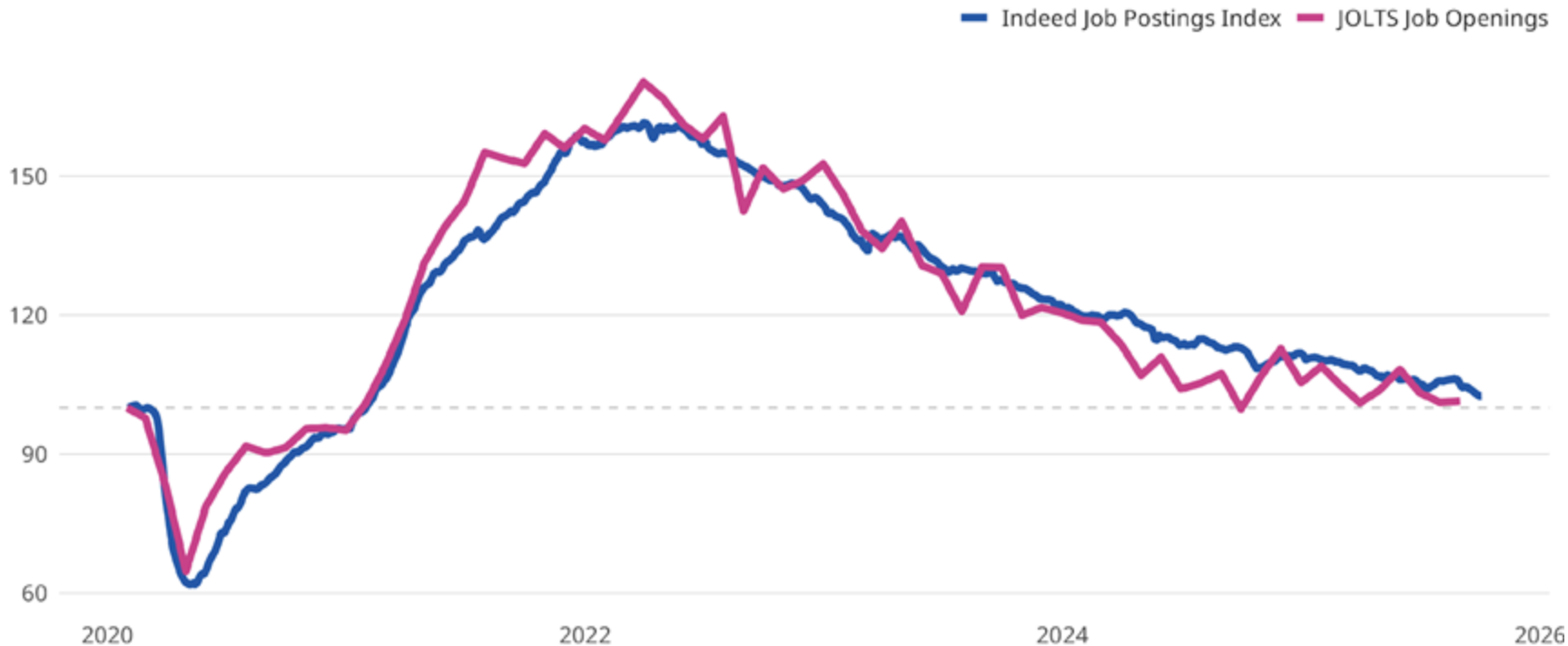
Postings are weakest in high work-from-home sectors

U.S. data, Job Postings Index by remote-work tier, data through October 3, 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 July 2025
Indeed-January 31, 2020 to October 3, 2025



The ratio of openings to unemployment is now below 2019 levels

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

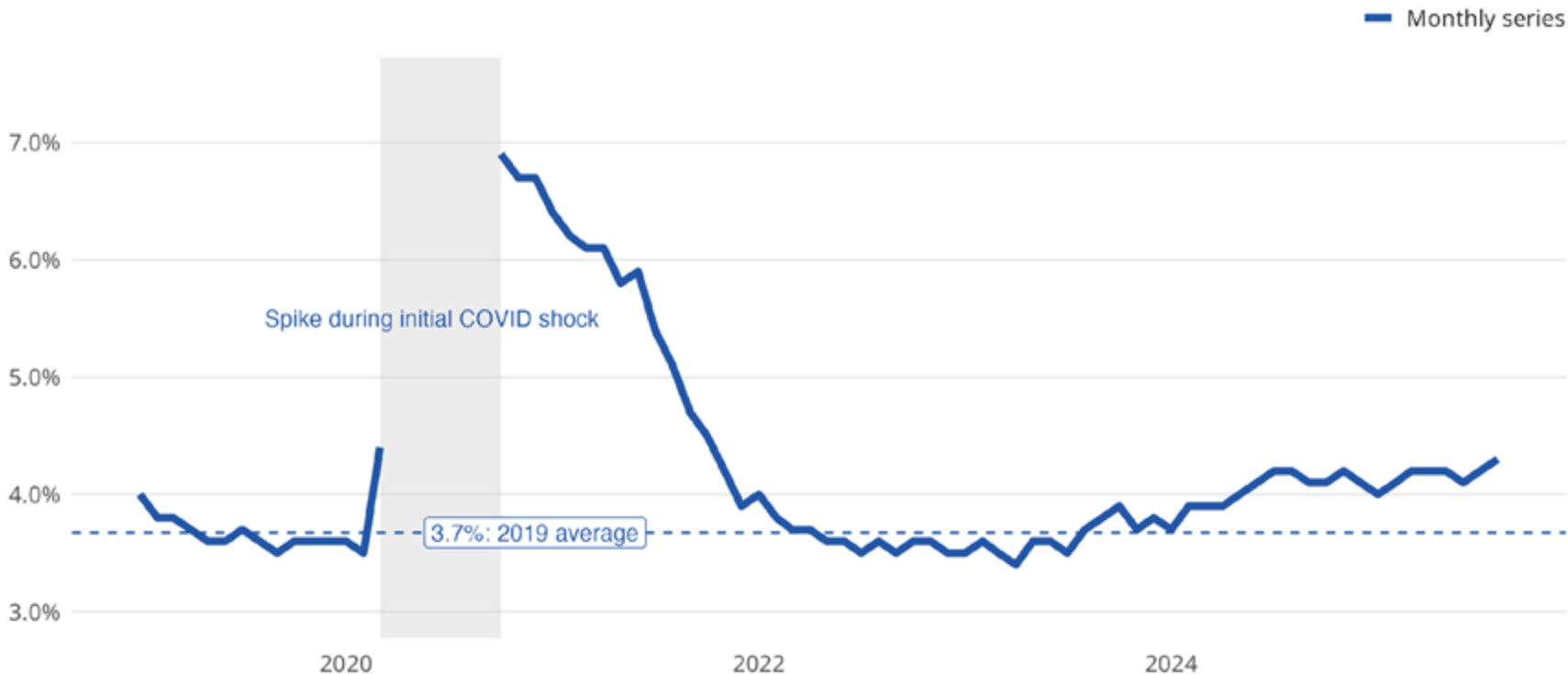


Source: US Bureau of Labor Statistics



Unemployment remains low but has crept upward

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

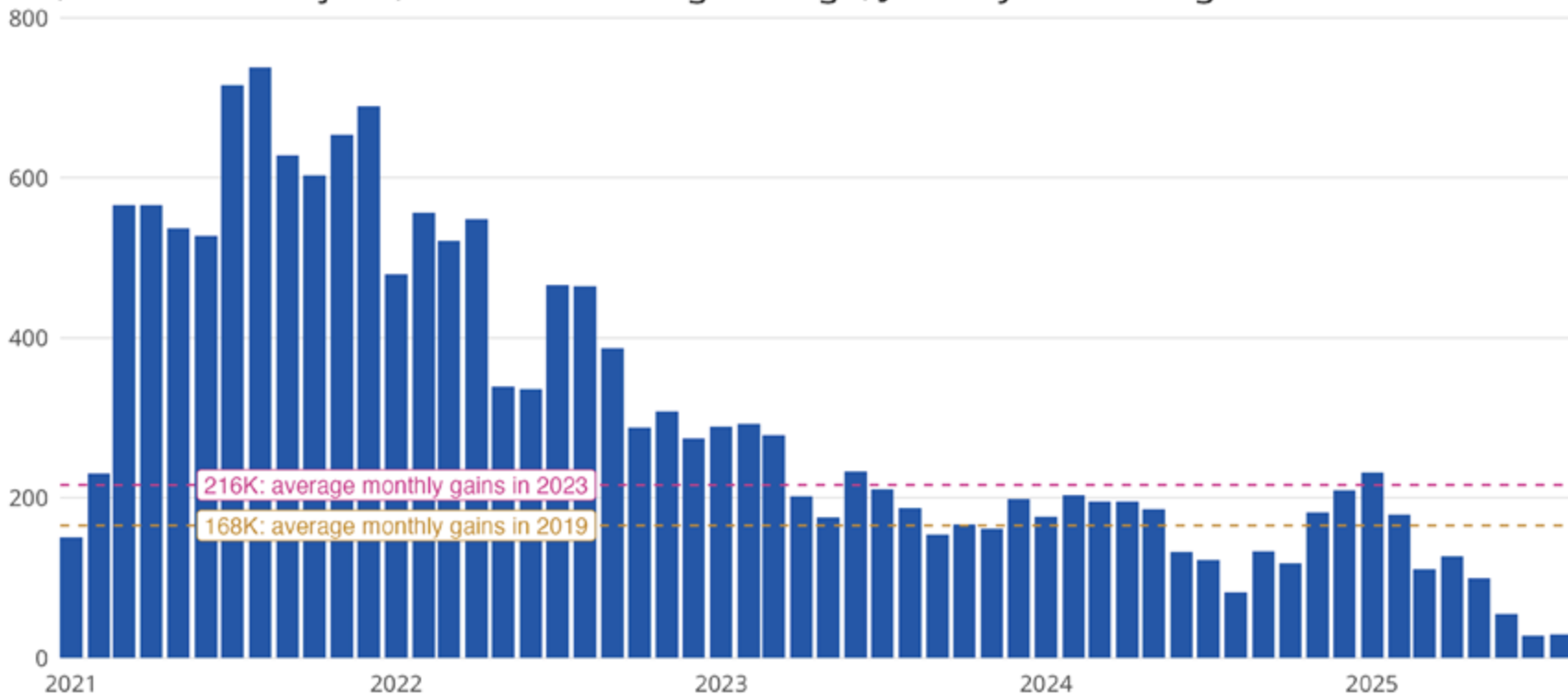


Source: US Bureau of Labor Statistics



Monthly job gains have steadily slowed in 2025

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

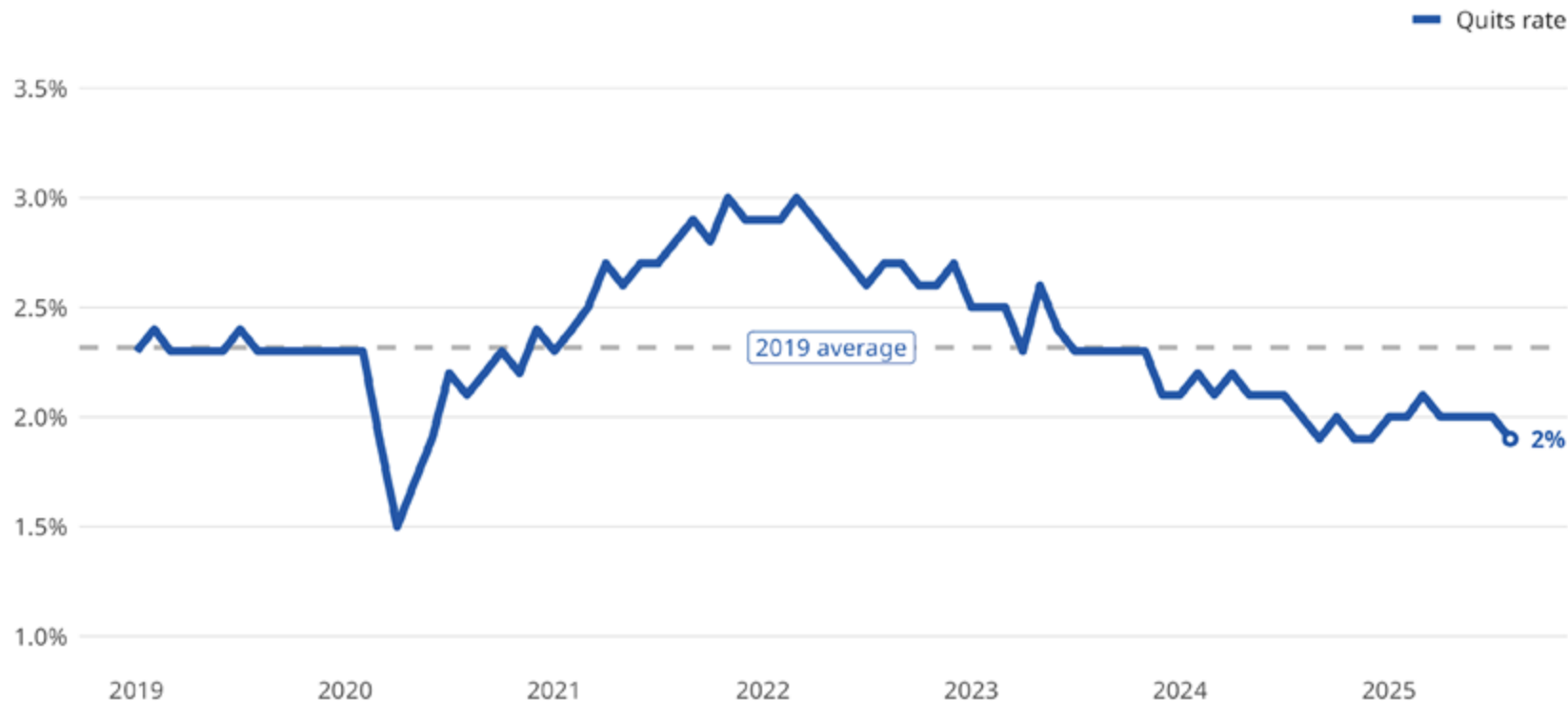


Source: US Bureau of Labor Statistics



The quits rate is low as workers hold onto their jobs

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

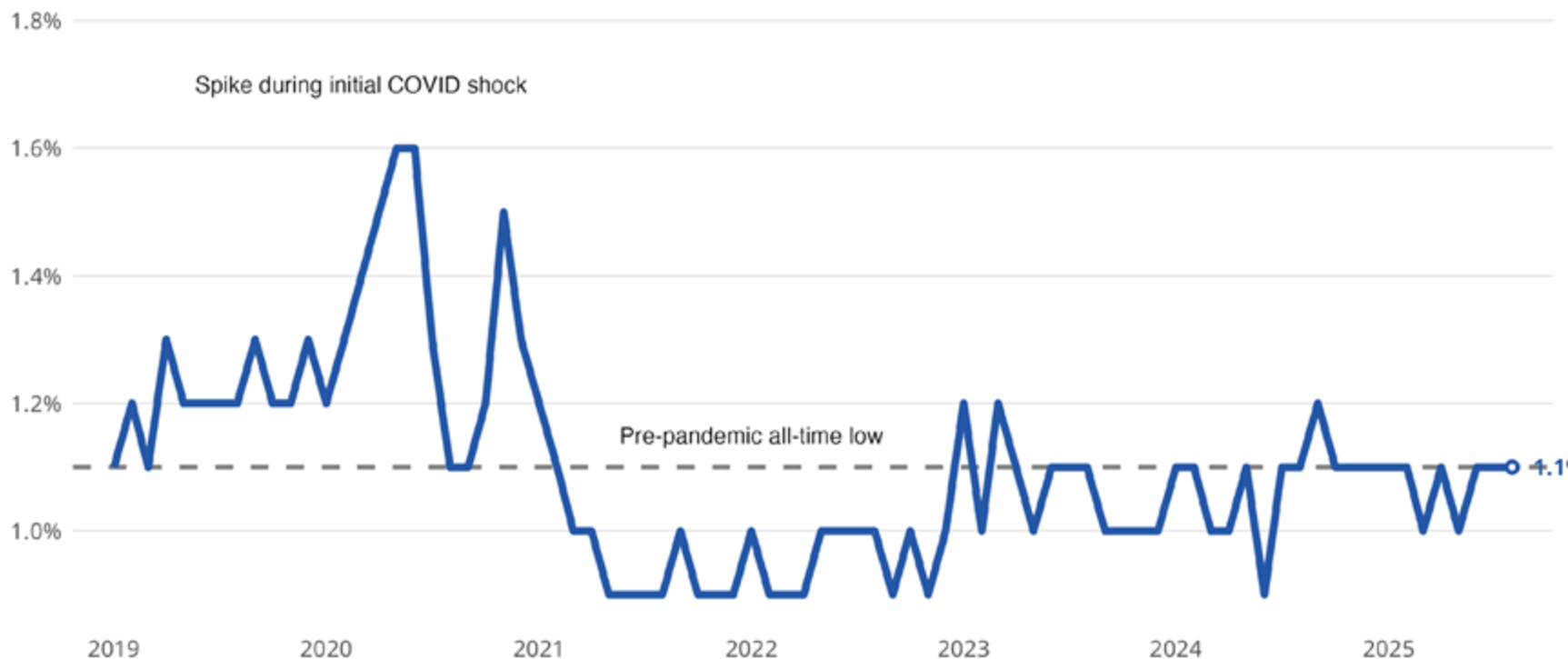


Source: US Bureau of Labor Statistics



Layoffs remain low as employers face an uncertain future

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

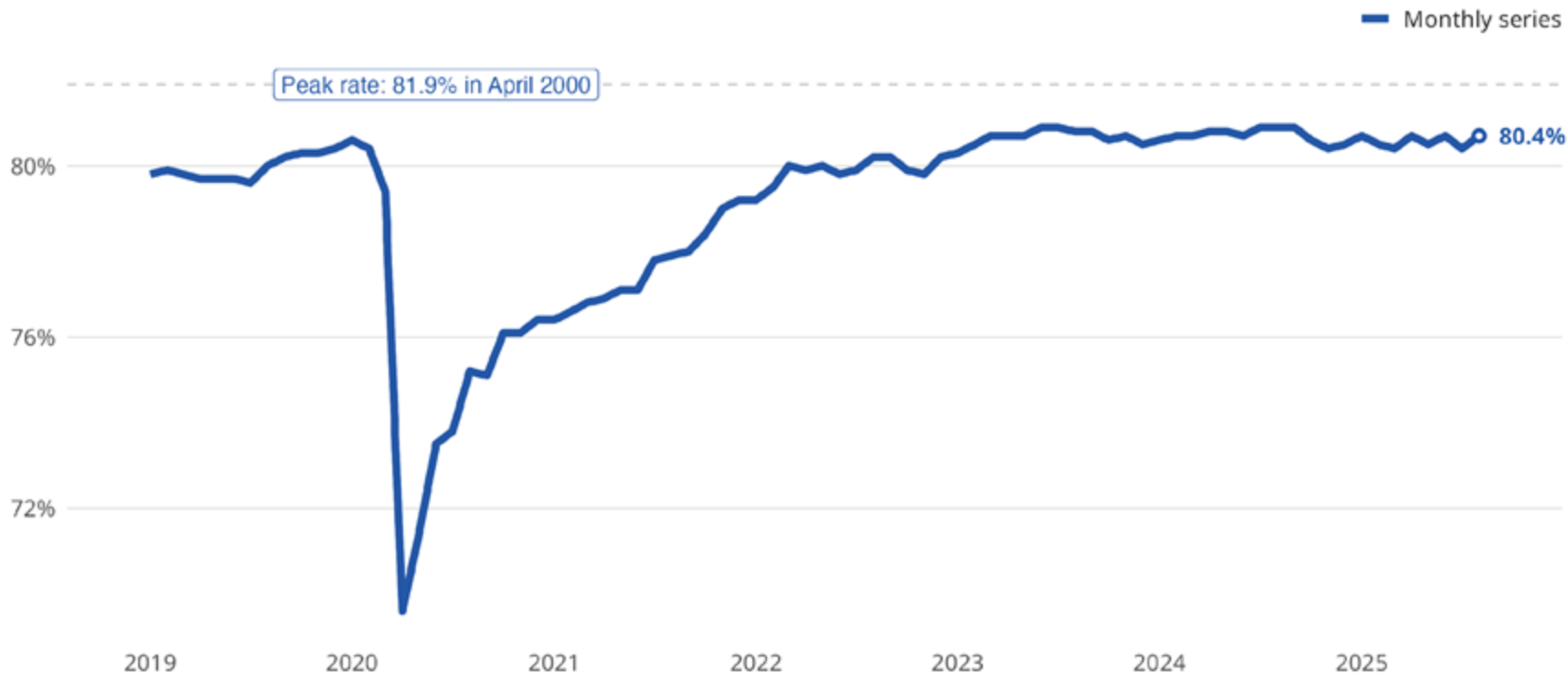


Source: U.S. Bureau of Labor Statistics



The prime-age employment rate is plateauing

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

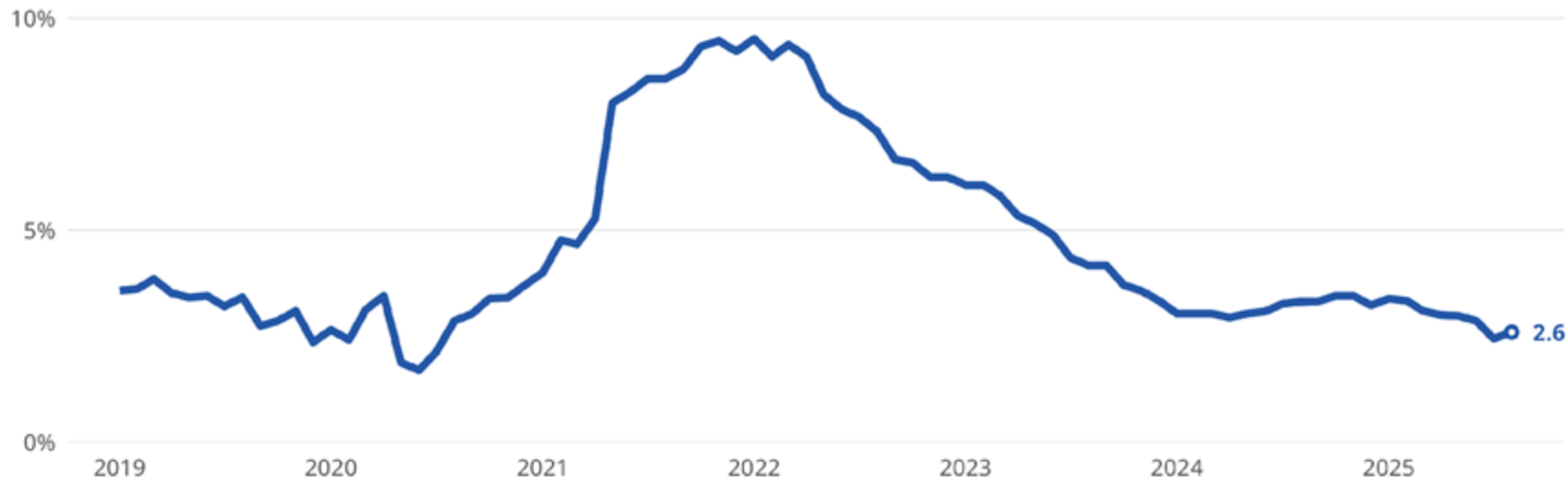


Source: US Bureau of Labor Statistics



Posted wage growth is slowing

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

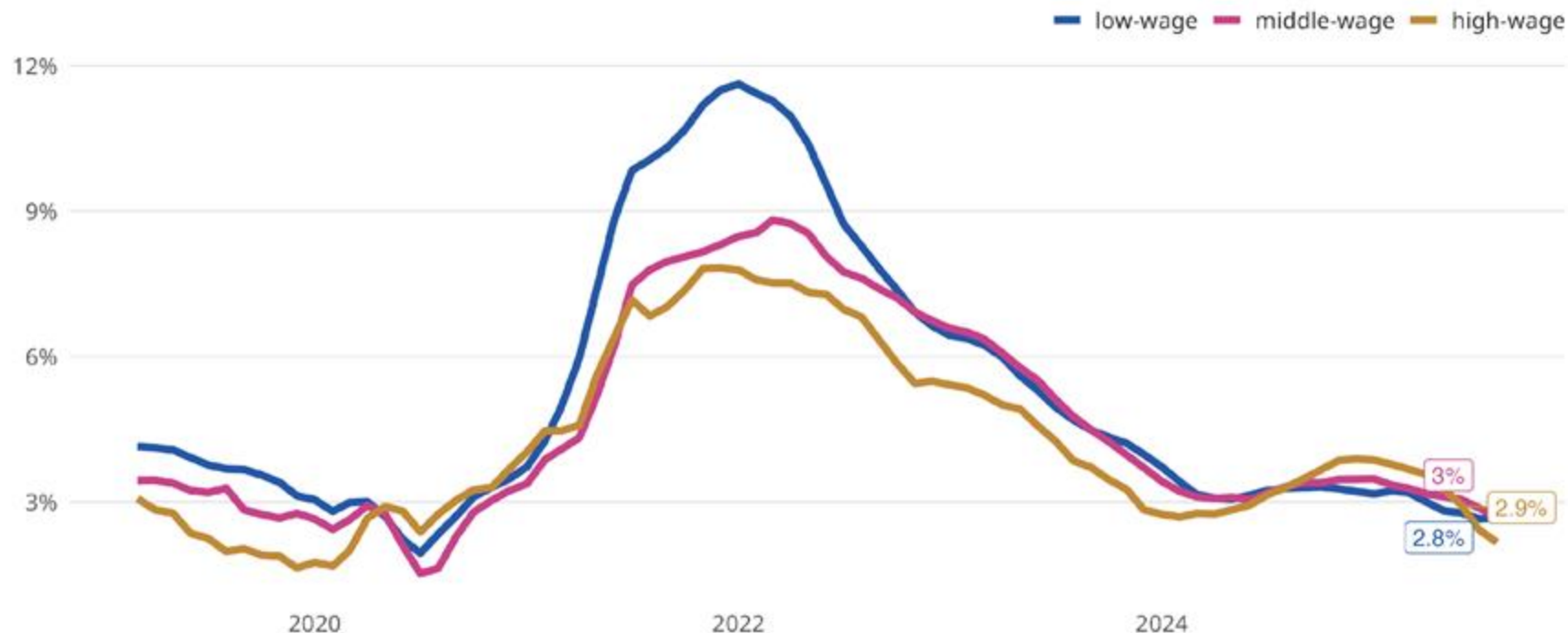


Source: Indeed Wage Tracker



Wage growth is stabilizing across sectors

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

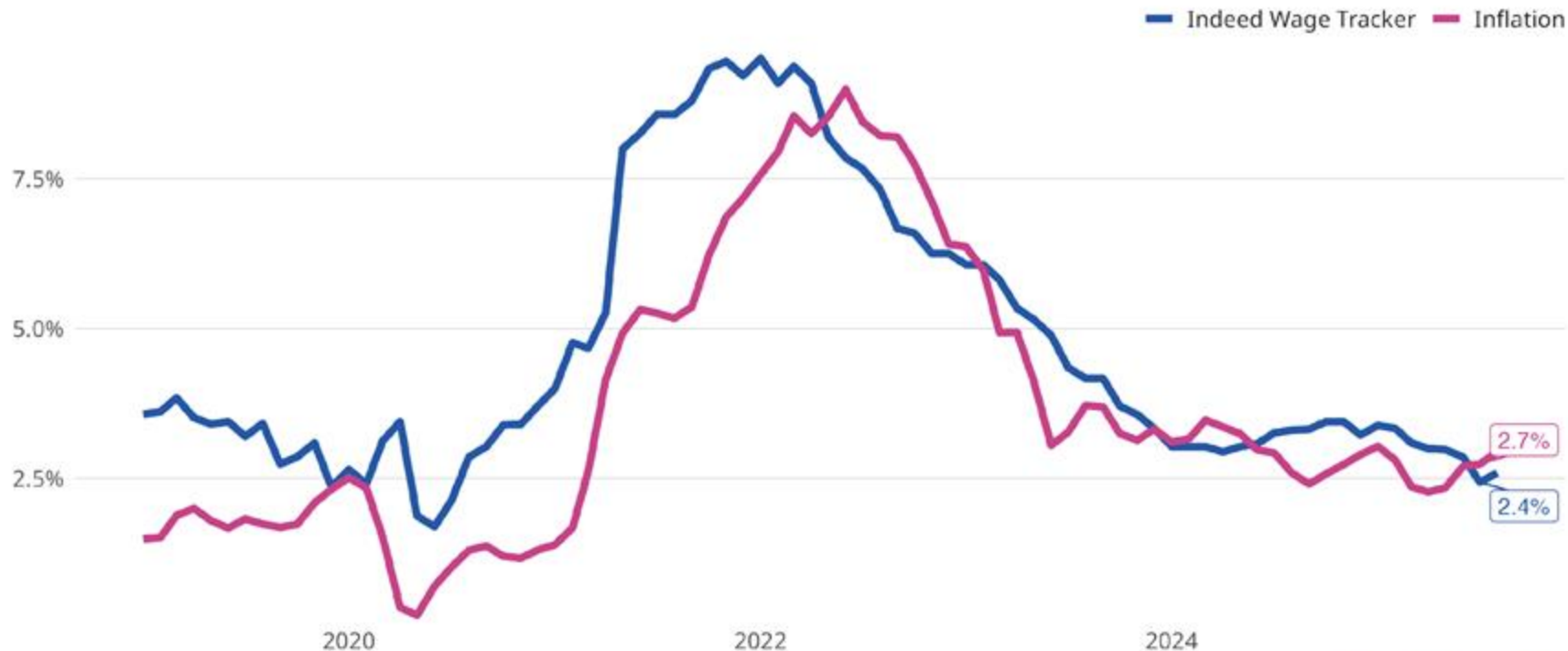


Source: Indeed Wage Tracker. Wage tiers based on a category's median posted wage in 2023



Inflation is once again growing faster than posted wages

Year-over-year growth



Source: Indeed Wage Tracker (January 2019-August 2025),
Consumer Price Index (January 2019-{cpi_latest_date})



US AI job postings trending upward

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



Source: Indeed



- hiringlab.org
- data.indeed.com