

Hiring Lab

Economic Research by Indeed

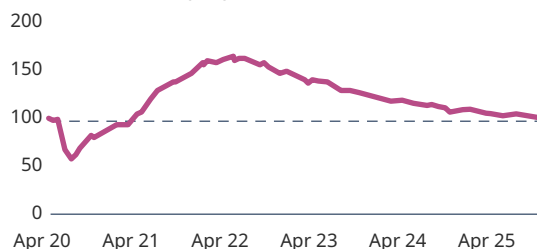
2025 Q3 US Retail Labor Market Update

The retail vertical slogged through the third quarter without much change from previous trends. Job postings in all three categories continued to drop and are now all below their pre-pandemic level. Wage growth trends are mostly stable but have swapped places after a slight decline in food preparation & service and a slight pickup in retail.

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

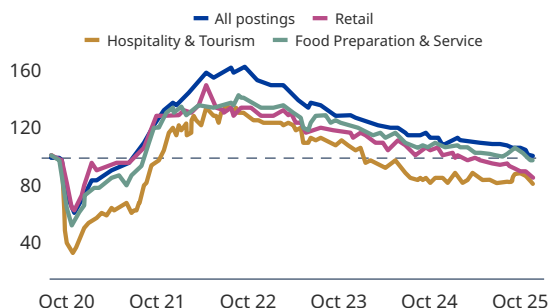


- Employer demand for workers is now within striking distance of pre-pandemic levels, as the Indeed Job Posting Index is just 2.4% above its February 1, 2020, measure.
- As of October 10, 2025, job postings have declined 8.5% from the same time last year, as employers continue to pull back on hiring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

Retail Job Postings

Retail-related postings all below pre-pandemic levels

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

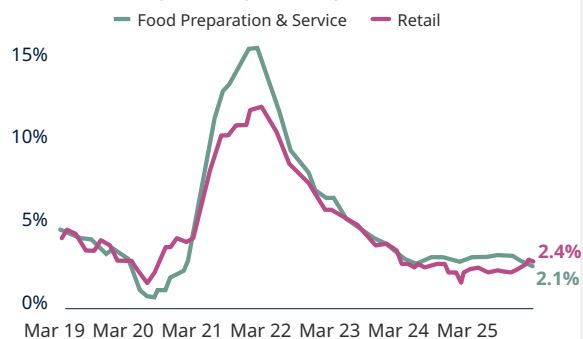


- Job postings for all categories in the retail vertical continued to decline, with retail leading the pack with a 16% year-over-year drop.
- Job postings in all categories are below their pre-pandemic baseline, with hospitality & tourism postings down the most, at 13.8% below.

Retail Wage Growth

Retail categories exhibit consistent wage growth

Year-over-year growth in posted wages, 3-month average, January 2019 - September 2025



- While retail and food preparation & service wage growth trends have been mostly constant over the past year and a half, there has been a slight variation in recent months.
- Retail wage growth increased slightly to 2.4%, surpassing that of food preparation & service, which fell to 2.1% in September 2025.

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.

For more labor market insights from Indeed Hiring Lab, please visit hiringlab.org or data.indeed.com to view fresh labor market data across various global markets.

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