

US Labor Market Trends

December 2025

Indeed Hiring Lab

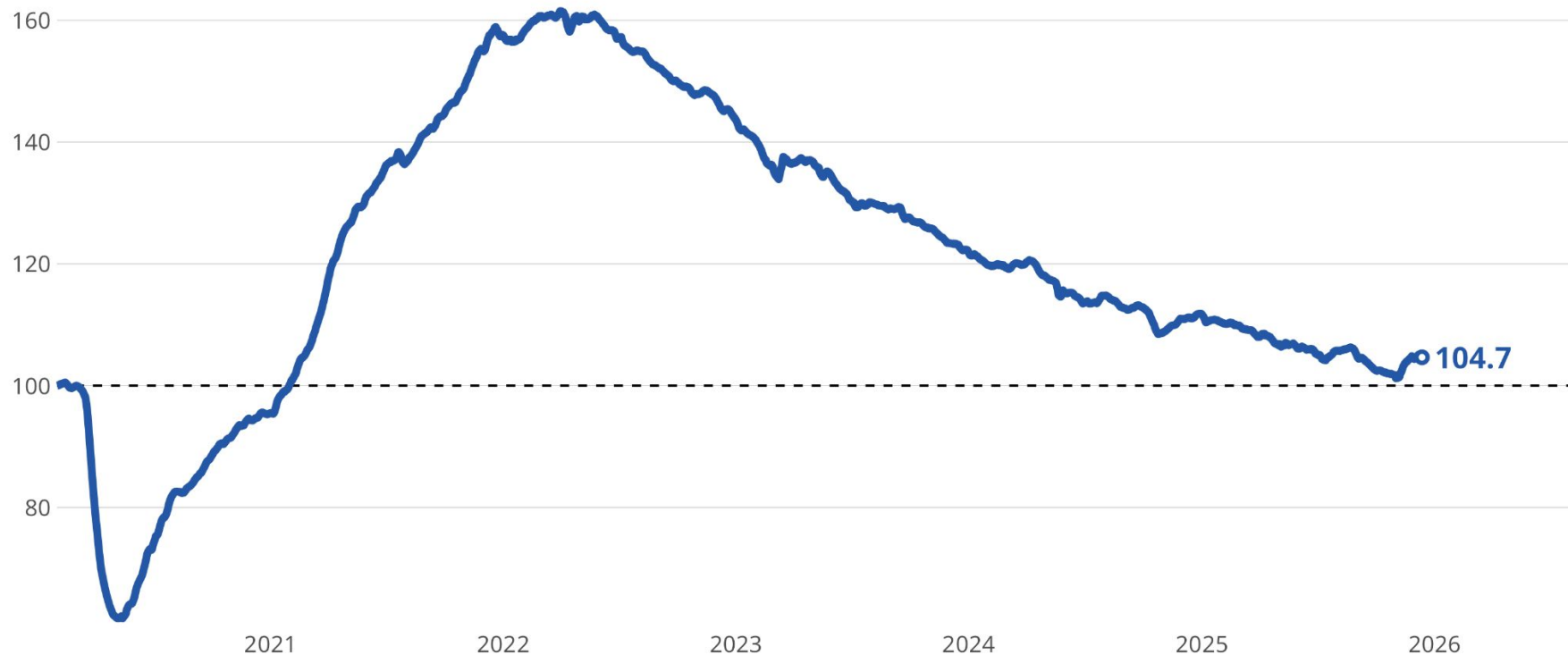


US labor market overview

- As of December 12, 2025, US job postings stood 4.7% above their pre-pandemic level and were up 1.2% month-over-month.
- Postings were higher than pre-pandemic levels in around half (53%) of sectors analyzed as of mid-December.
- 8.3% of job postings advertised remote positions at the end of November, up from 8.1% at the end of August.
- Annual posted wage growth slowed to 2.4% in October.
- The overall unemployment rate was 4.6% in November.

Job postings return close to pre-pandemic levels

Indexed change in job postings (100 = February 1, 2020), through December 12, 2025



Source: Indeed



Job postings on Indeed are up 1.2% from a month ago

Month-over-month growth in Indeed Job Postings Index (US), January 1, 2022 - December 12, 2025

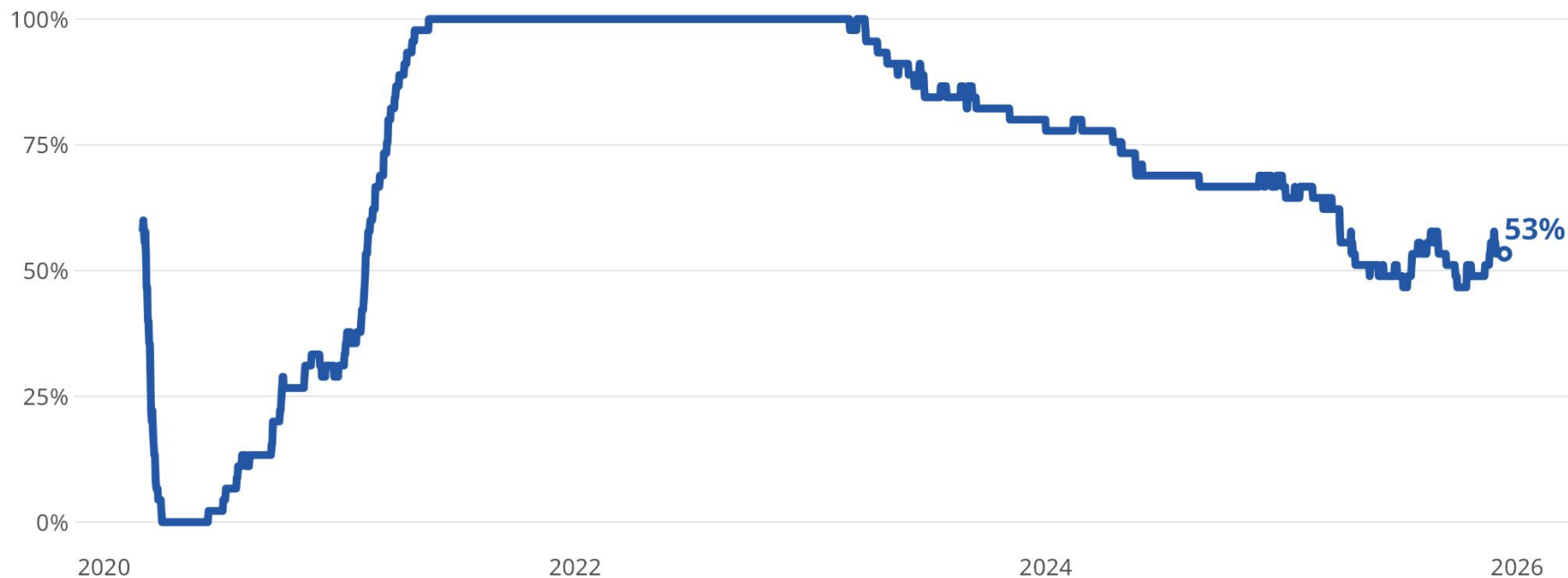


Source: Indeed



Job postings are above pre-pandemic levels in the majority of sectors

Share of sectors in the U.S. with postings above pre-pandemic baseline, March 1, 2020 - December 12, 2025



Remote postings have largely stabilized

Share of U.S. job postings that contained keywords associated with remote, hybrid and flexible work arrangements, January 2019 to November 2025

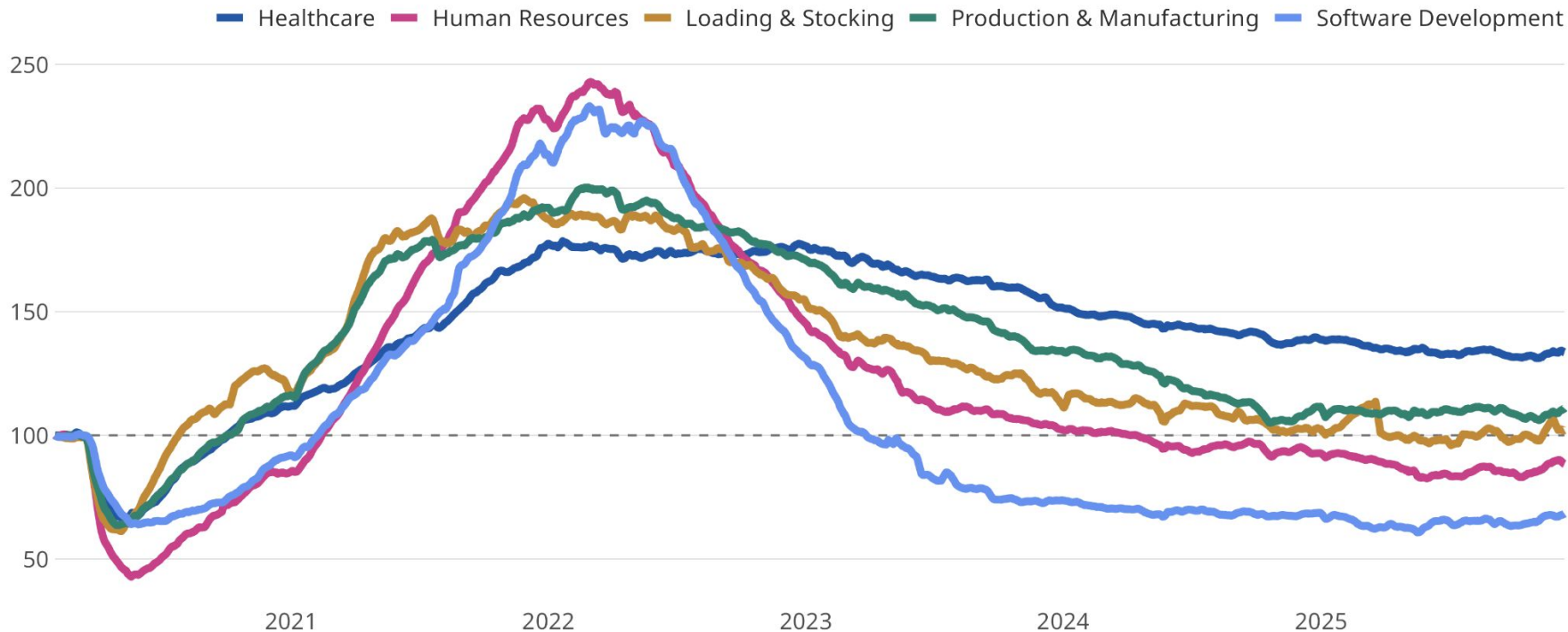


Source: Indeed



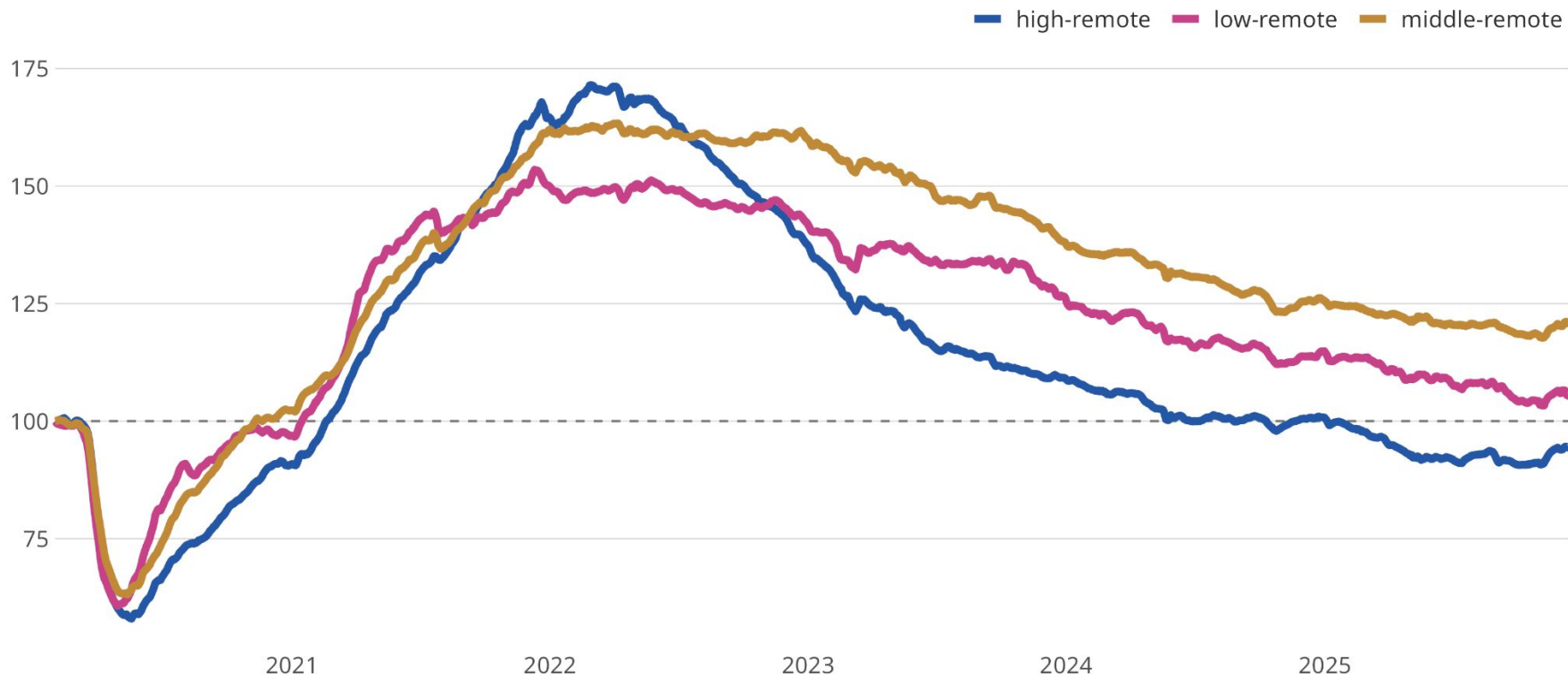
Healthcare related postings are well above pre-pandemic levels

Indexed change in job postings by selected sector (100 = February 1, 2020), through December 12, 2025



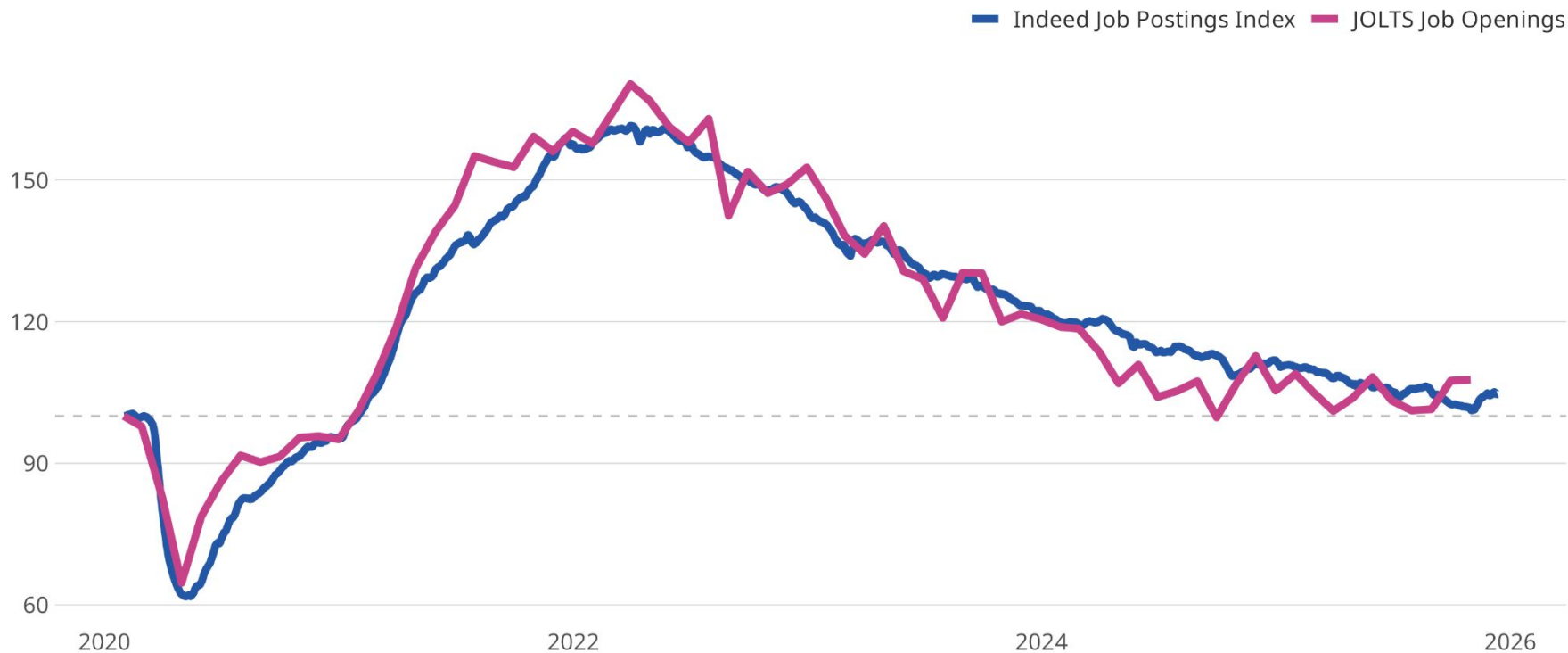
Postings are weakest in high work-from-home sectors

US Job Postings Index by remote-work tier, through December 12, 2025



Job openings and postings track each other

US data, Index (100 = January 31, 2020)

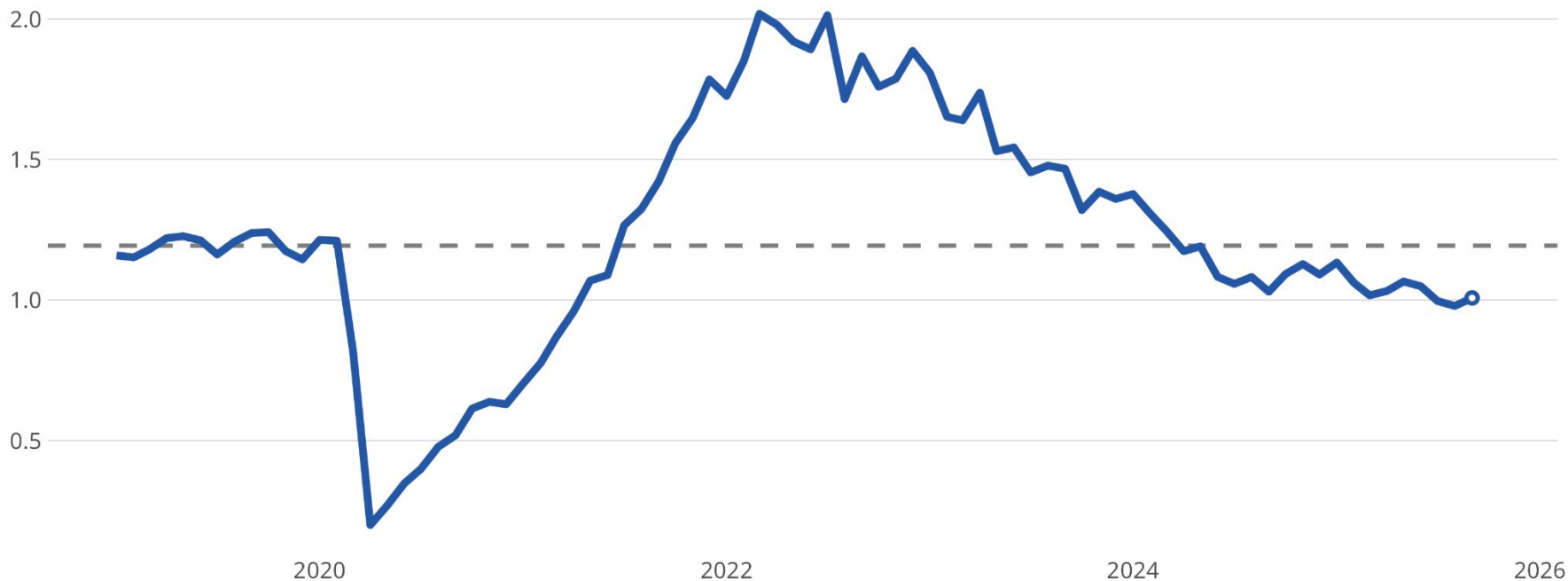


Source: US Bureau of Labor Statistics-January 31, 2020 to October 2025
Indeed-January 31, 2020 to December 12, 2025



The ratio of openings to unemployment is now below 2019 levels

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

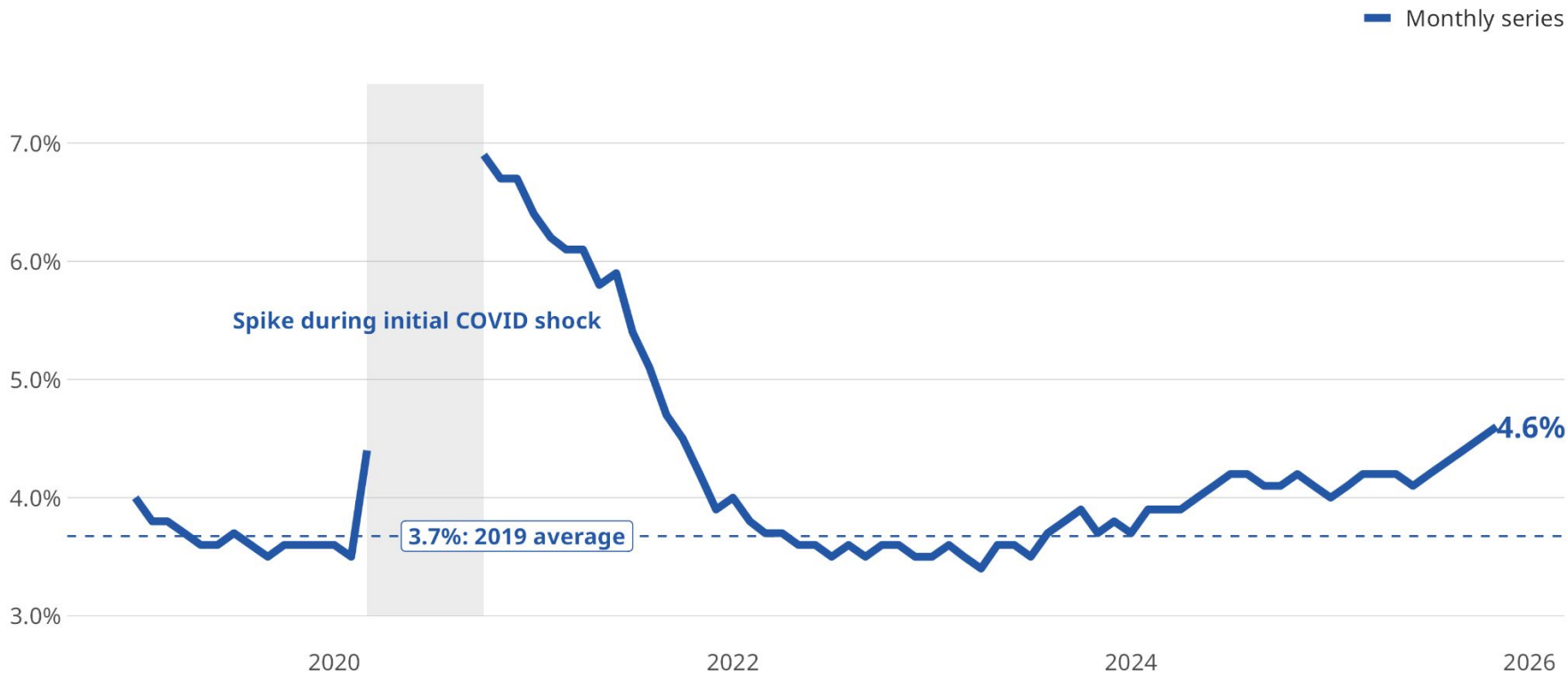


Source: US Bureau of Labor Statistics



Unemployment remains low but has crept upward

Unemployment in the US as a percentage of labor force, January 2019 - November 2025

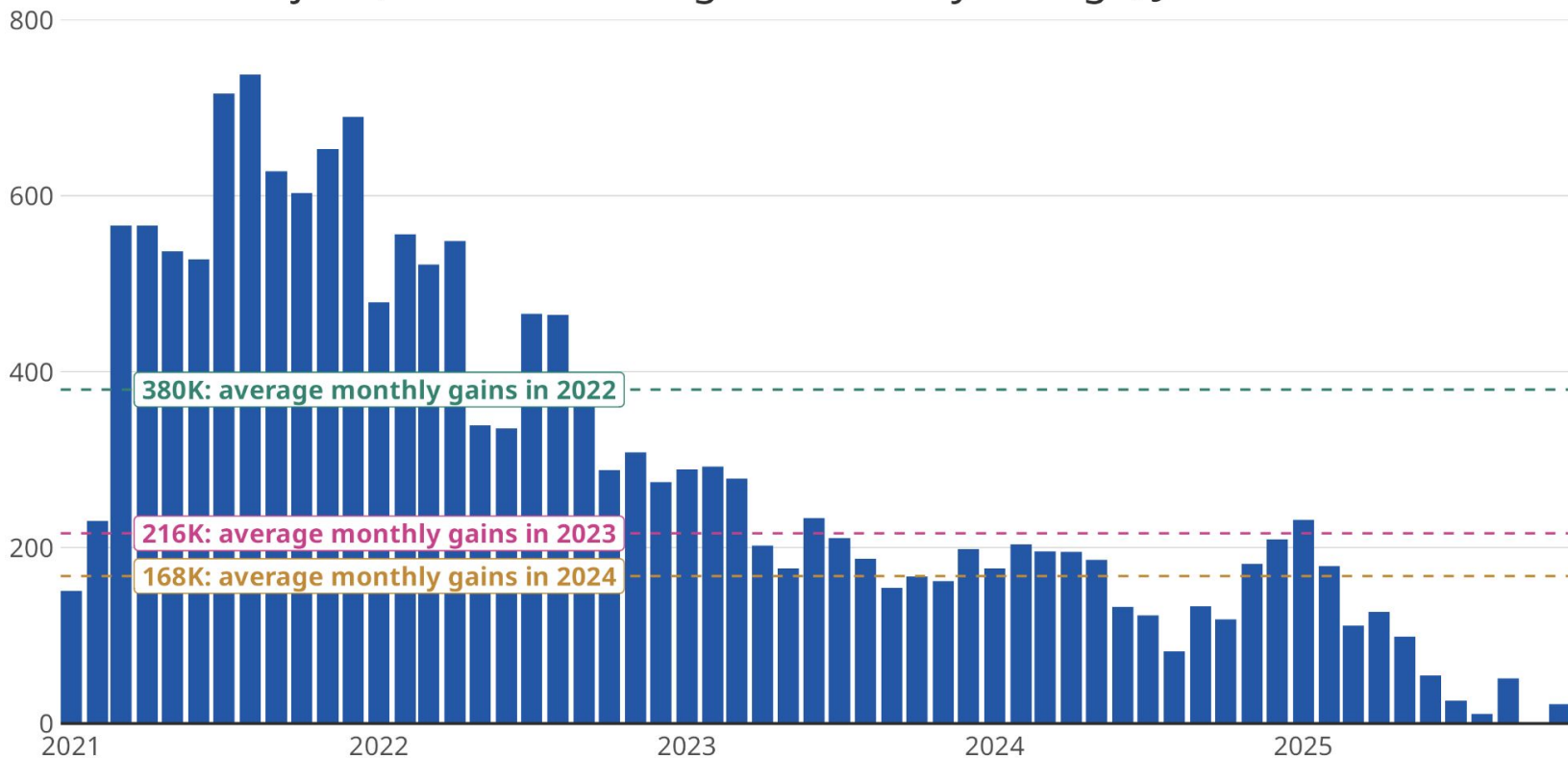


Source: US Bureau of Labor Statistics



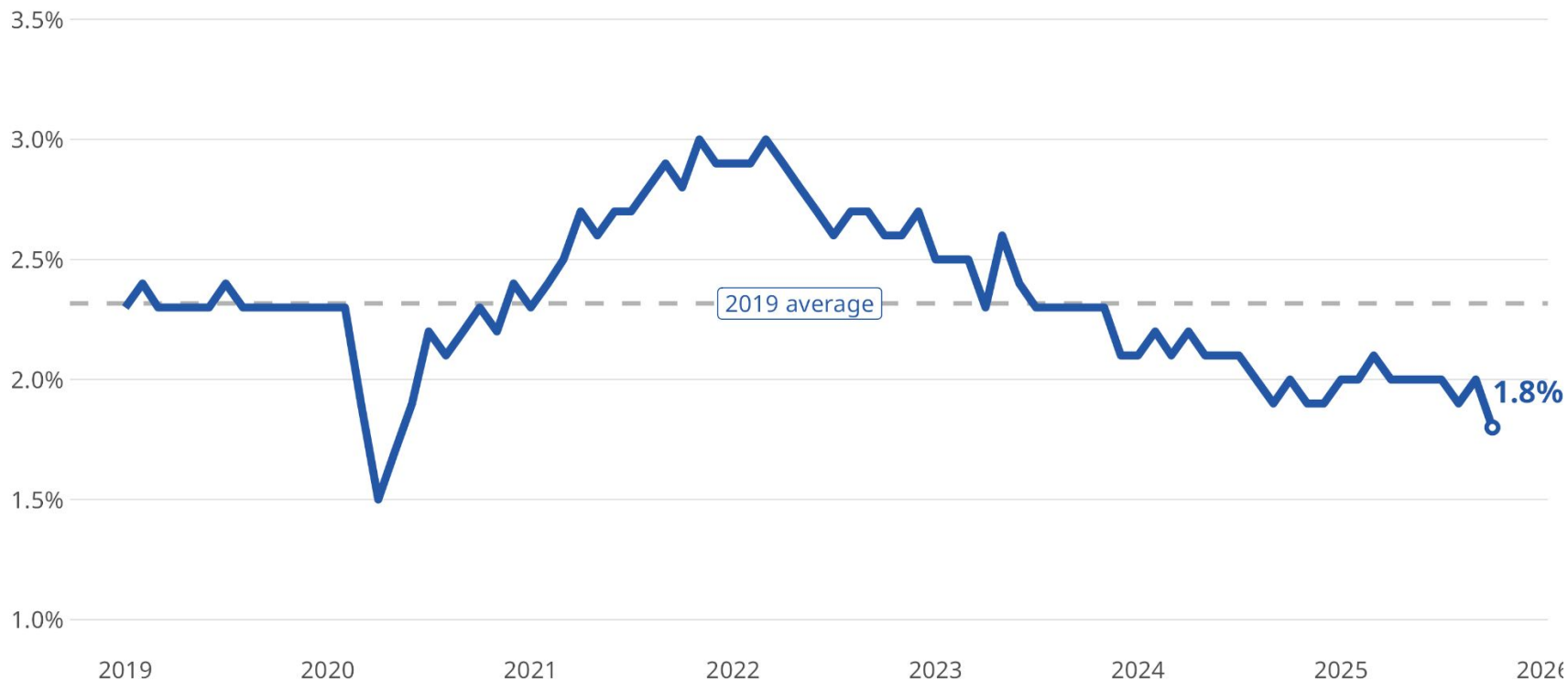
Monthly job gains have steadily slowed in 2025

Thousands of jobs, 3 month average of monthly change, Jan 2021 - Nov 2025



The quits rate is low as workers hold onto their jobs

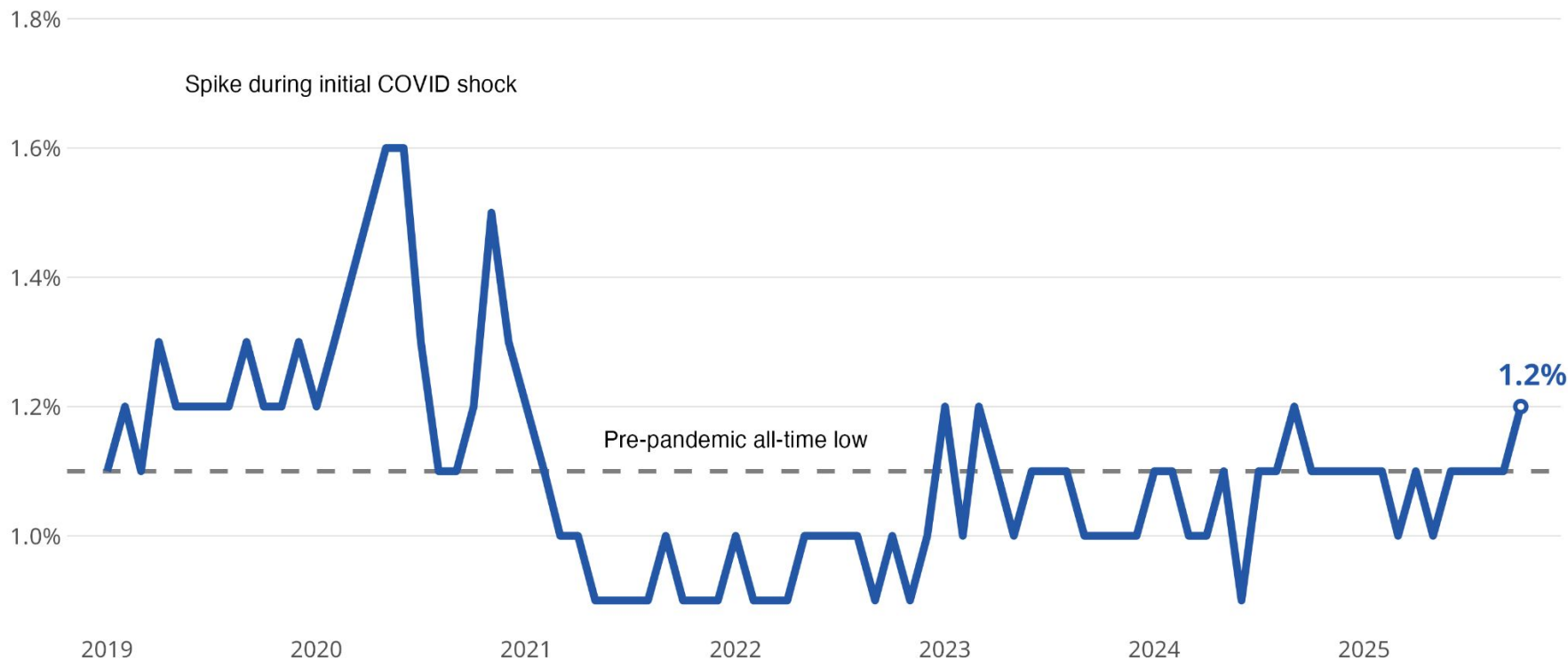
Quits as percentage of employment in US, January 2019 - October 2025



Source: US Bureau of Labor Statistics

Layoffs remain low as employers face an uncertain future

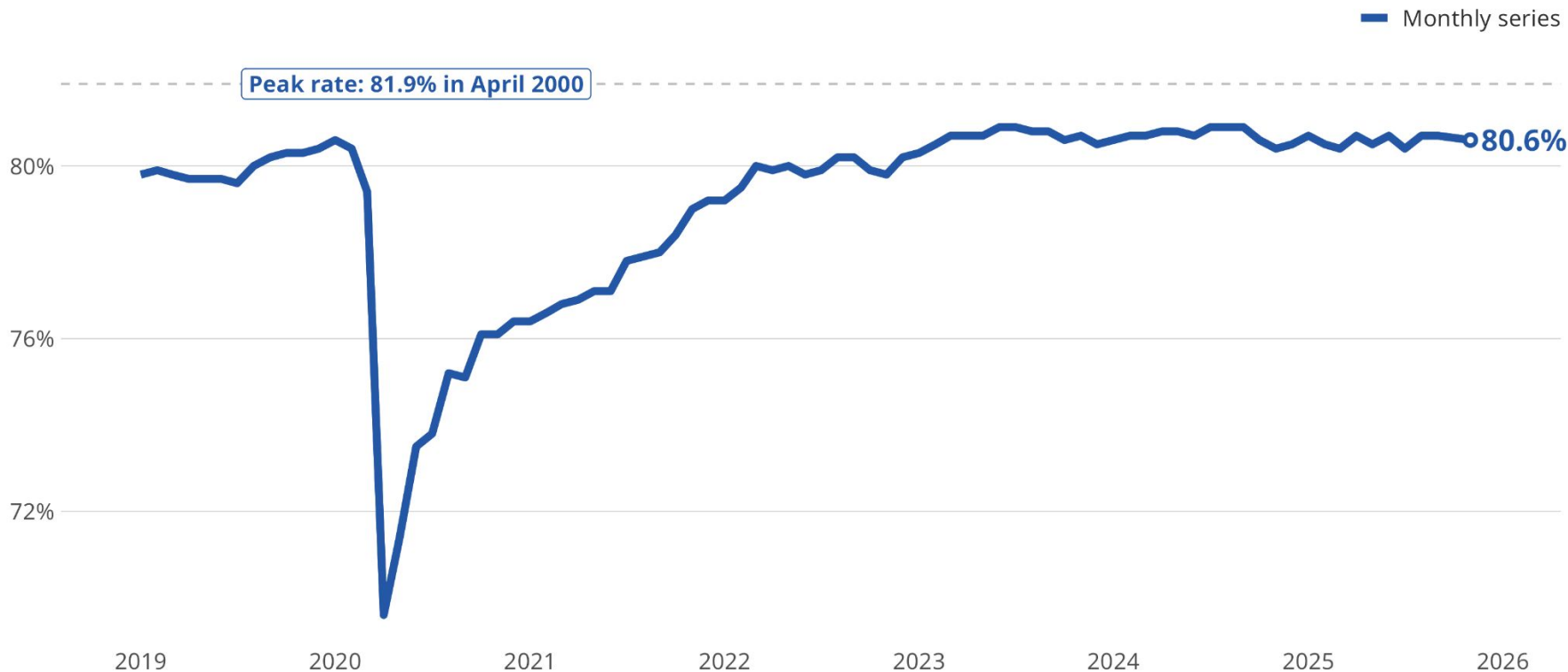
Layoffs and discharges rate in the US, January 2019 - October 2025



Source: US Bureau of Labor Statistics

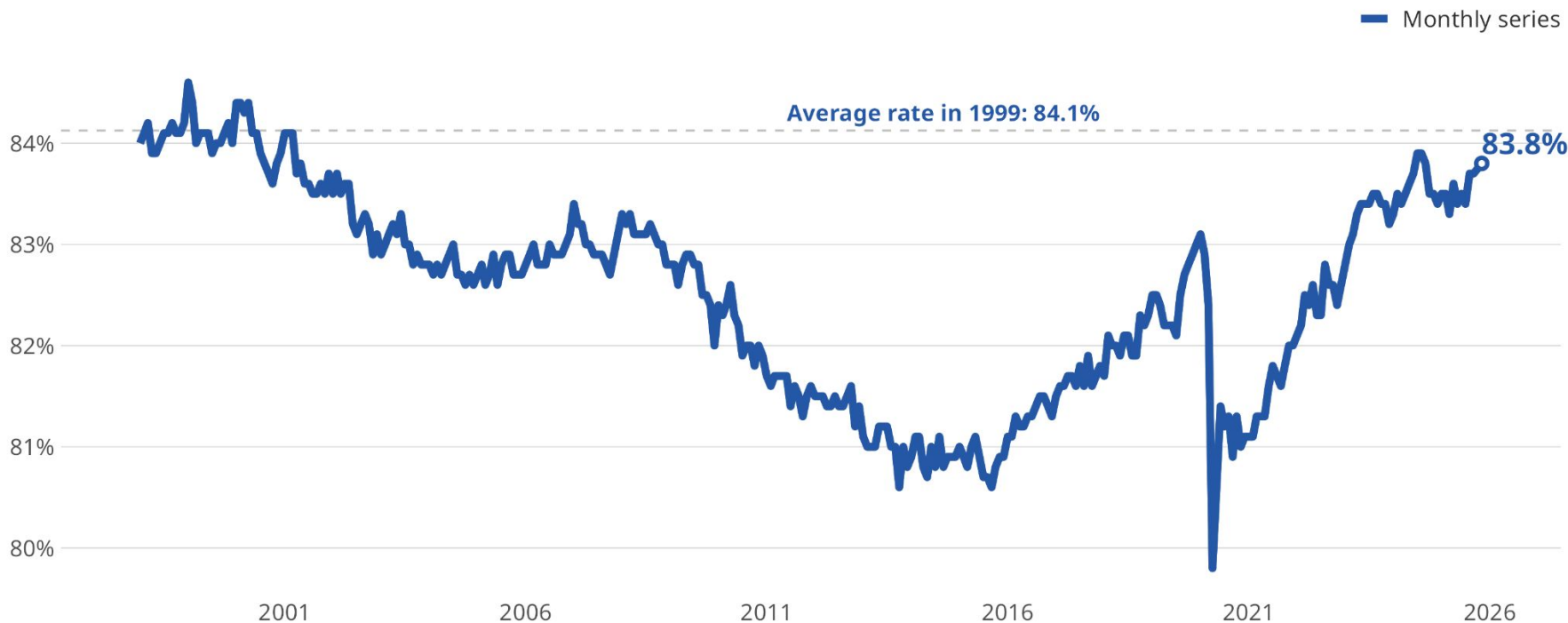
The prime-age employment rate is plateauing

Share of people ages 25 - 54 with a job in the US, January 2019 - November 2025



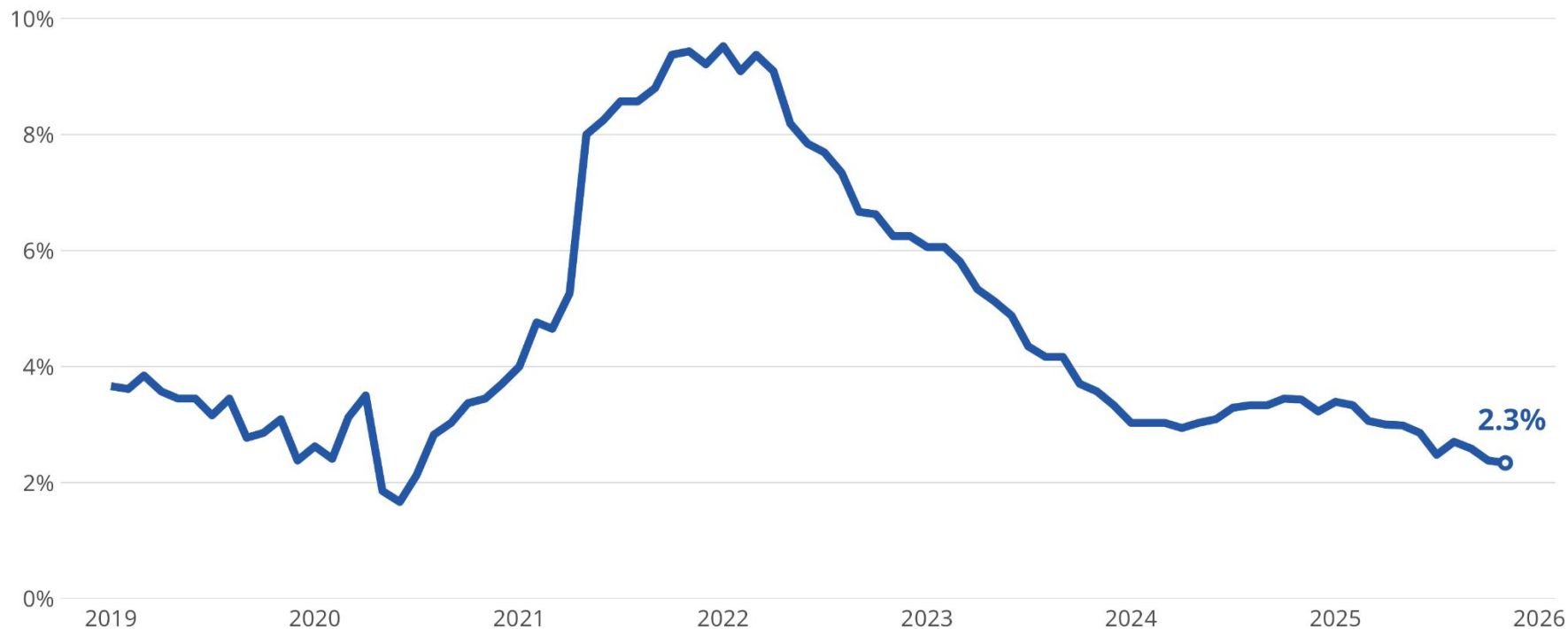
Prime-age labor force participation dipped but has begun to rebound in recent months

Share of workers aged 25 - 54 in the US labor force, January 1998 - November 2025



Posted wage growth is slowing

Year-over-year growth in posted wages in the US, January 2019 - November 2025

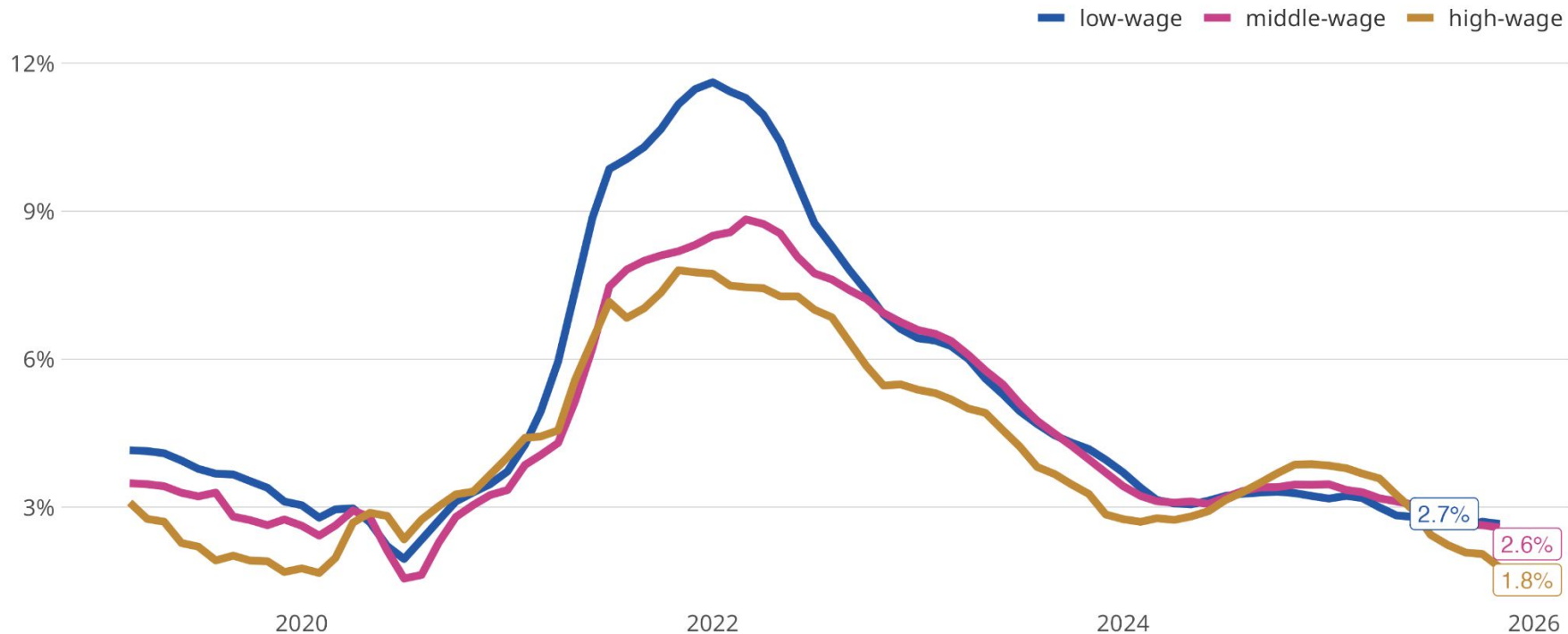


Source: Indeed Wage Tracker



Wage growth is stabilizing across sectors

3-month average of the year-over-year growth in posted wages in the US, March 2019 - November 2025

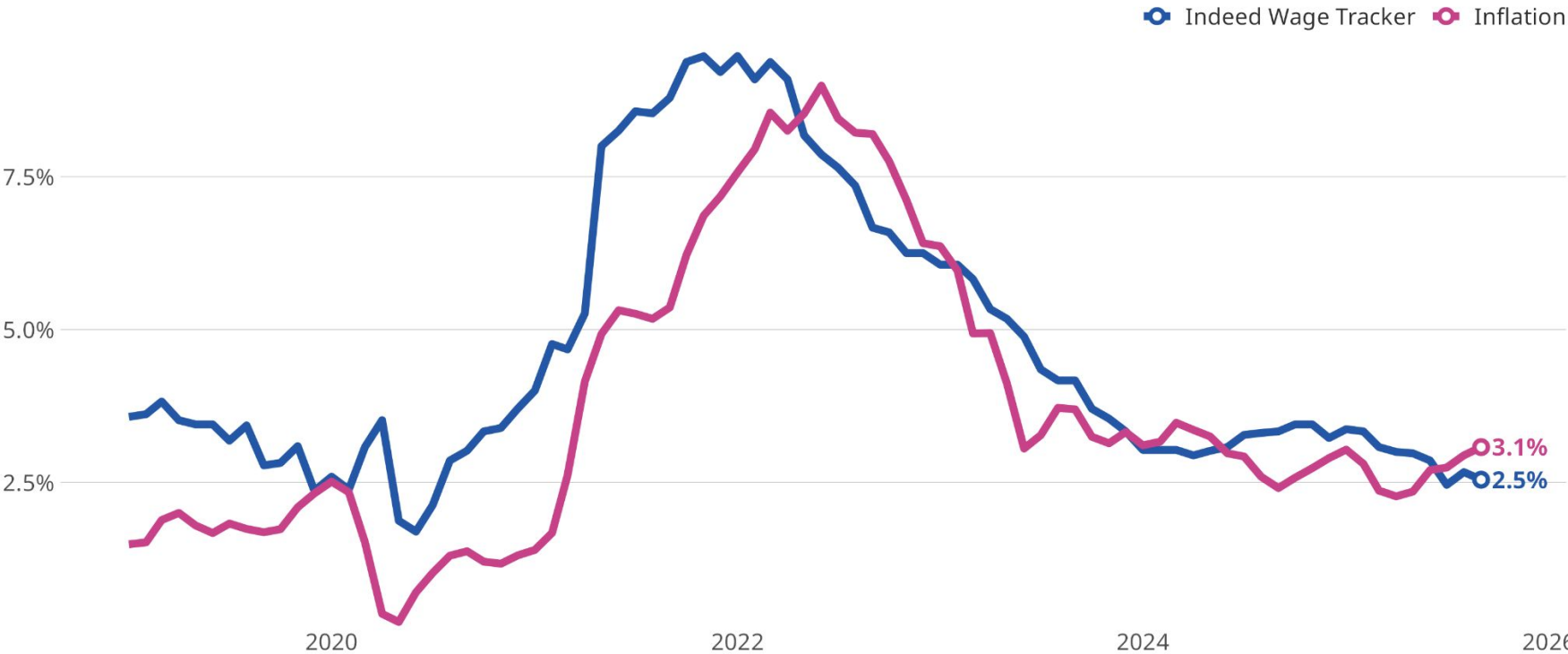


Source: Indeed Wage Tracker. Wage tiers based on a category's median posted wage in 2023



Inflation is once again growing faster than posted wages

Year-over-year growth, CPI vs Indeed Wage Tracker

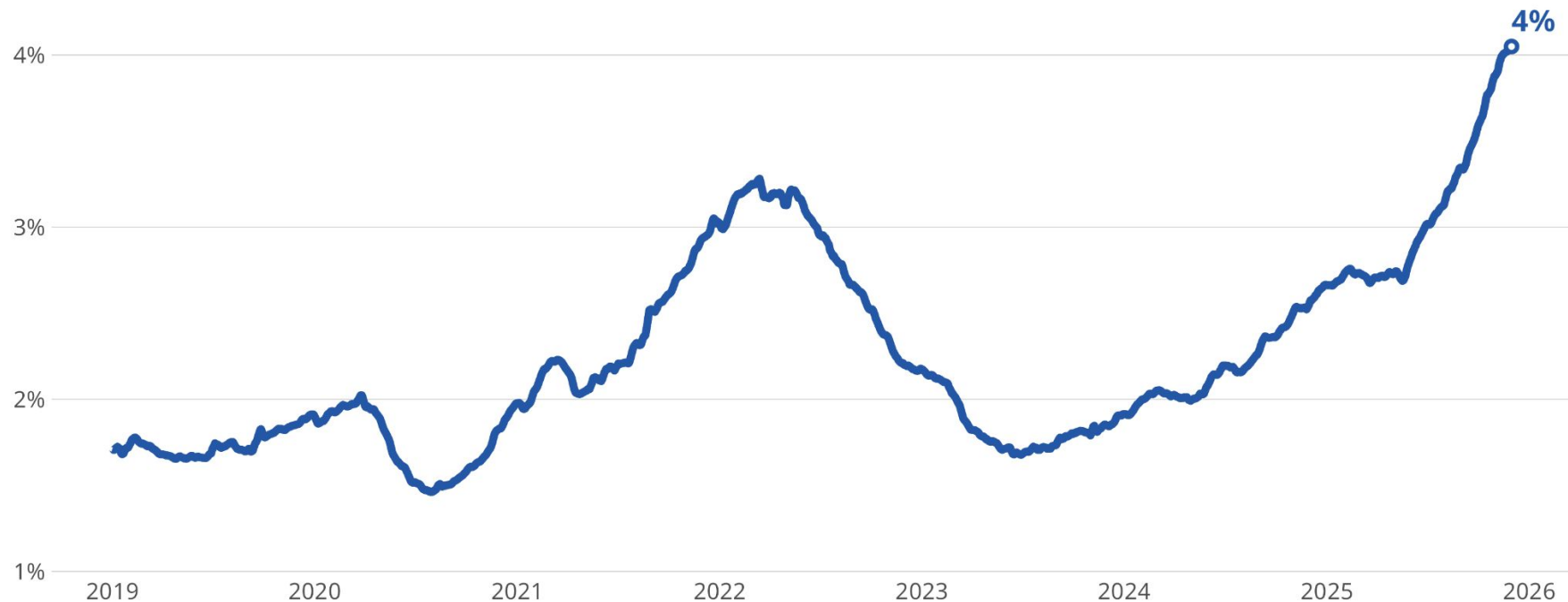


Source: Indeed Wage Tracker (January 2019-September 2025),
Consumer Price Index (January 2019-September 2025)



US jobs mentioning AI rise past their 2022 peak

Job postings on Indeed containing Artificial Intelligence (AI) terms as a share of all US job postings, January 2019 — November 2025



Source: Indeed



→ hiringlab.org

→ data.indeed.com