

Hiring Lab

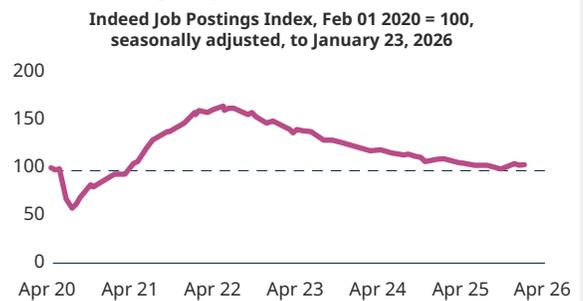
Economic Research by Indeed

2025 Q4 US Retail Labor Market Update

The retail vertical finished the year a bit mixed. Job postings across all categories declined throughout the year, with retail itself posting the largest drop. At 2.9% year-over-year to December 2025, retail wage growth now outpaces that of food service & preparation, as well as the rest of the labor market.

Indeed Job Postings

US job postings remain just 4.4% above the pre-pandemic baseline



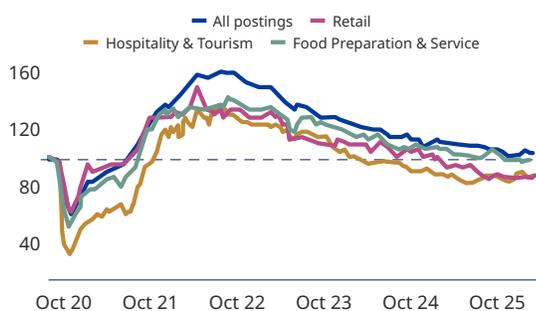
Source: Indeed

- The US Labor market trudged through 2025 and finished out the year much the same.
- In the fourth quarter of 2025, the Indeed Job Posting Index fluctuated between 2% and 6% above its February 1, 2020, level and stood 4.4% higher as of January 23, 2026.
- Employer demand for workers is down as job postings have dropped 5.9% from January 23, 2025.

Retail Job Postings

Job postings in retail categories hold mostly steady

Indeed Job Postings Index, Feb 01 2020=100, seasonally adjusted, to January 23, 2026



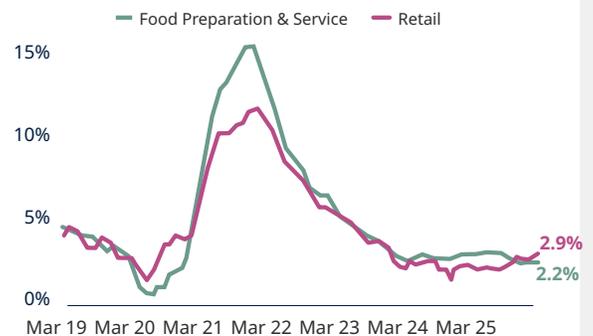
Source: Indeed

- Job postings across the retail vertical extended their declines, with retail job postings notching the biggest drop in the year to January 23, 2026, at 11.7%.
- Job postings across all categories are below their pre-pandemic levels, with food preparation & service job postings hovering right along the pre-pandemic baseline.

Retail Wage Growth

Retail categories exhibit consistent wage growth

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



Source: Indeed

- Although postings in the retail vertical underwhelm, there is some good news in retail wage growth, which well-exceeds the labor market average of 2.1% in December 2025.
- Food preparation & service wage growth has stayed relatively flat near the labor market average at 2.2%.

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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