

# Hiring Lab

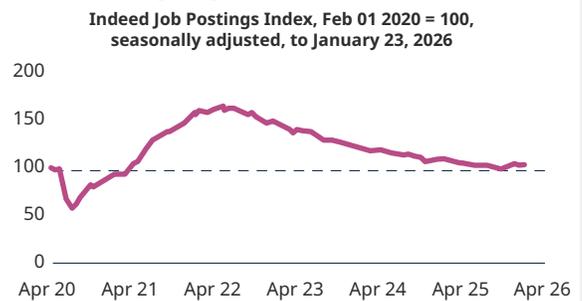
Economic Research by Indeed

## 2025 Q4 US Healthcare Labor Market Update

The healthcare sector shows some signs of decline, although it remains in much better shape than the rest of the labor market. Job postings in all categories are well above their pre-pandemic baseline. Wage growth in all categories weakened in the six months leading to December 2025, with the exception of dental, which remained flat.

### 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.

### Healthcare Job Postings

#### Job posting trends for Healthcare turn south

Indeed job postings, through January 23, 2026

Occupational category	% change in past year	% change from Feb 01, 2020
Pharmacy	4.2	27.6
Therapy	-0.5	88.4
Physicians & Surgeons	-0.9	84.1
Personal Care & Home Health	-7.0	43.8
Medical Technician	-9.3	23.7
Nursing	-9.8	7.6
Dental	-11.6	36.3

Source: Indeed

- Healthcare remains a perennial strength, despite most categories showing modest declines in job postings over the past year.
- Therapy and physicians & surgeons are two bright spots in the labor market, with job postings essentially even over the past year and at least 84% above their pre-pandemic baseline as of January 23, 2026.

### Healthcare Wage Growth

#### Wage growth across Healthcare remains mostly robust

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

Occupational category	Dec 2025	ppt change past 6 months
Personal Care & Home Health	3.1%	-0.2
Dental	3%	0.0
Childcare	3%	-1.4
Therapy	2.2%	-0.1
Medical Technician	2%	-1.2
Nursing	1.2%	-0.9

Source: Indeed

- Wage growth in most healthcare categories exceeded the overall labor market average of 2.1% in December 2025.
- However, wage growth has slowed in recent months; all categories except dental, which remained even, declined in the six months leading up to December 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](https://hiringlab.org) or [data.indeed.com](https://data.indeed.com) to view fresh labor market data across various global markets.**

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