

US Labor Market Trends

March 2026

Indeed Hiring Lab



US labor market overview

- As of March 13, 2026, US job postings stood 2.2% above their pre-pandemic level and were down 0.9% month-over-month.
- Postings were higher than pre-pandemic levels in half of the sectors analyzed as of mid-March.
- The overall unemployment rate was 4.4% in February 2026.
- 8.9% of job postings advertised remote positions by the end of February, up from 8.1% at the end of August.
- Annual posted wage growth increased slightly to 2.1% in February.
- The share of job postings with AI-related terms rose to 4.9% by the end of February.

Job postings return close to pre-pandemic levels

Indexed level of job postings (100 = February 1, 2020), through March 13, 2026

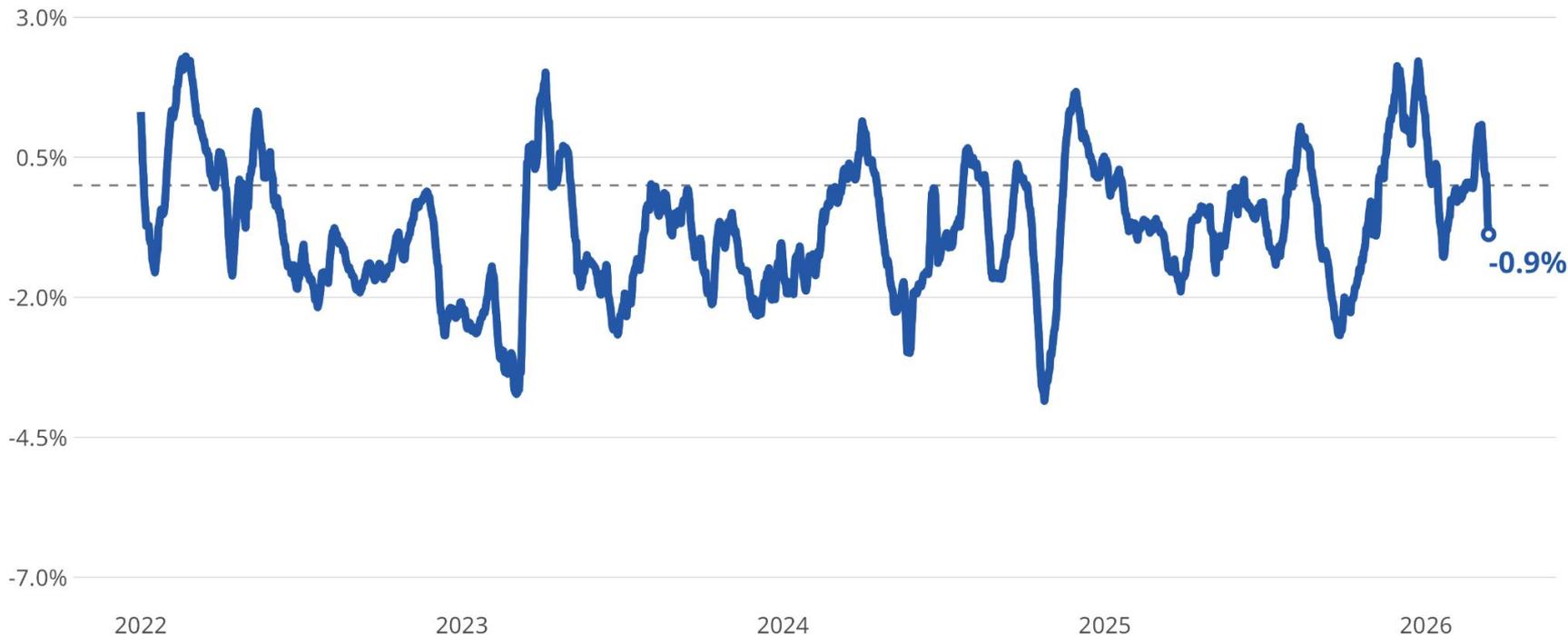


Source: Indeed



Job postings on Indeed are down 0.9% from a month ago

Month-over-month growth in Indeed Job Postings Index (US), through March 13, 2026

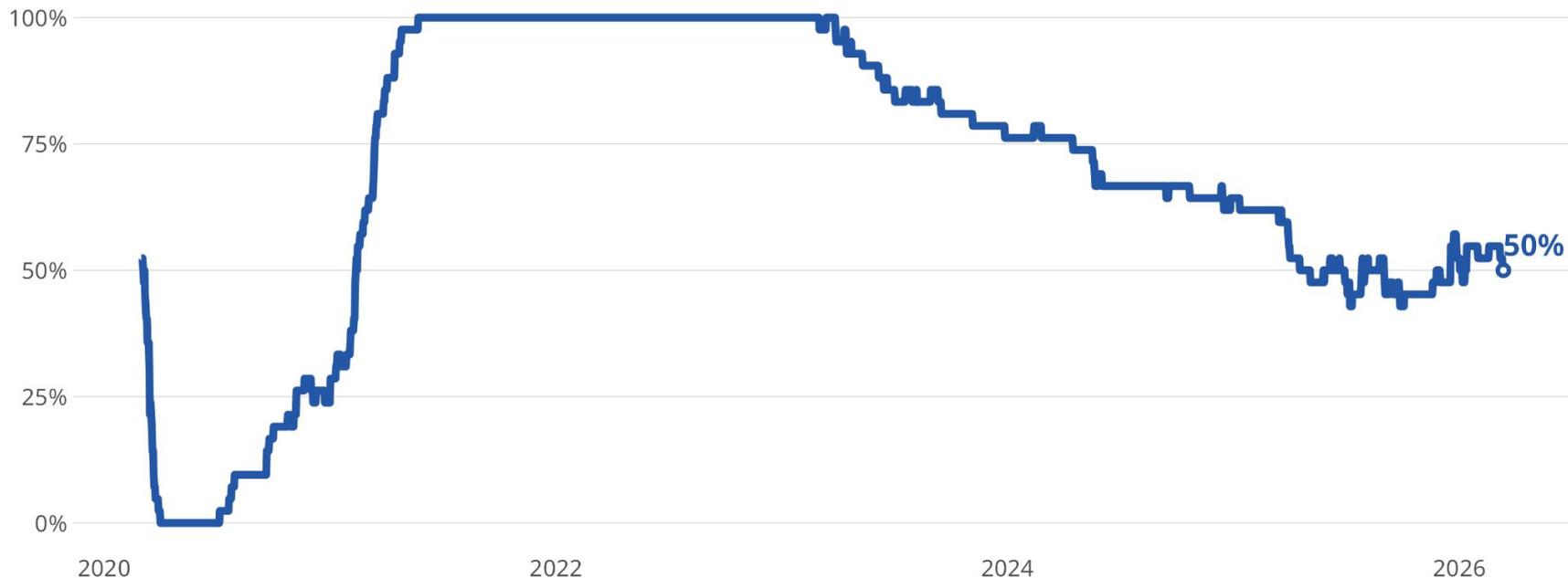


Source: Indeed



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

Share of sectors in the US with number of job postings above pre-pandemic baseline, through March 13, 2026



Source: Indeed



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 February 2026

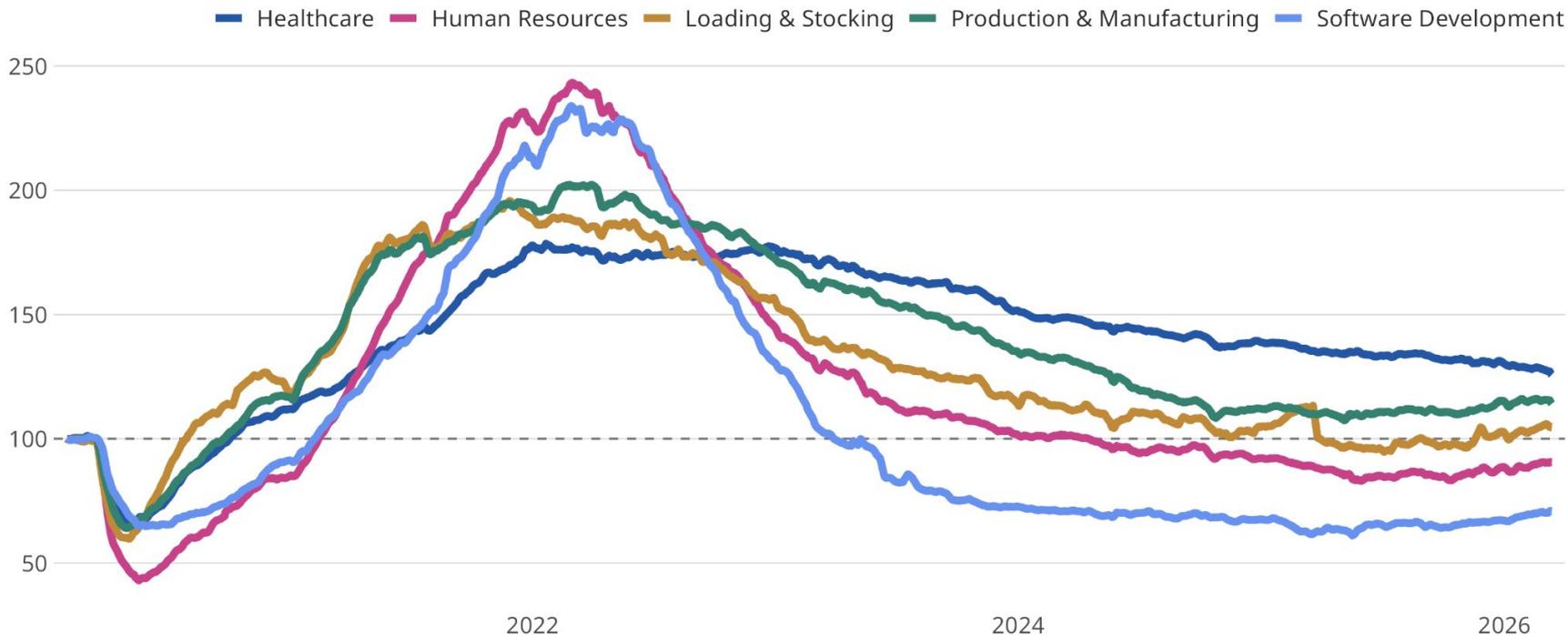


Source: Indeed



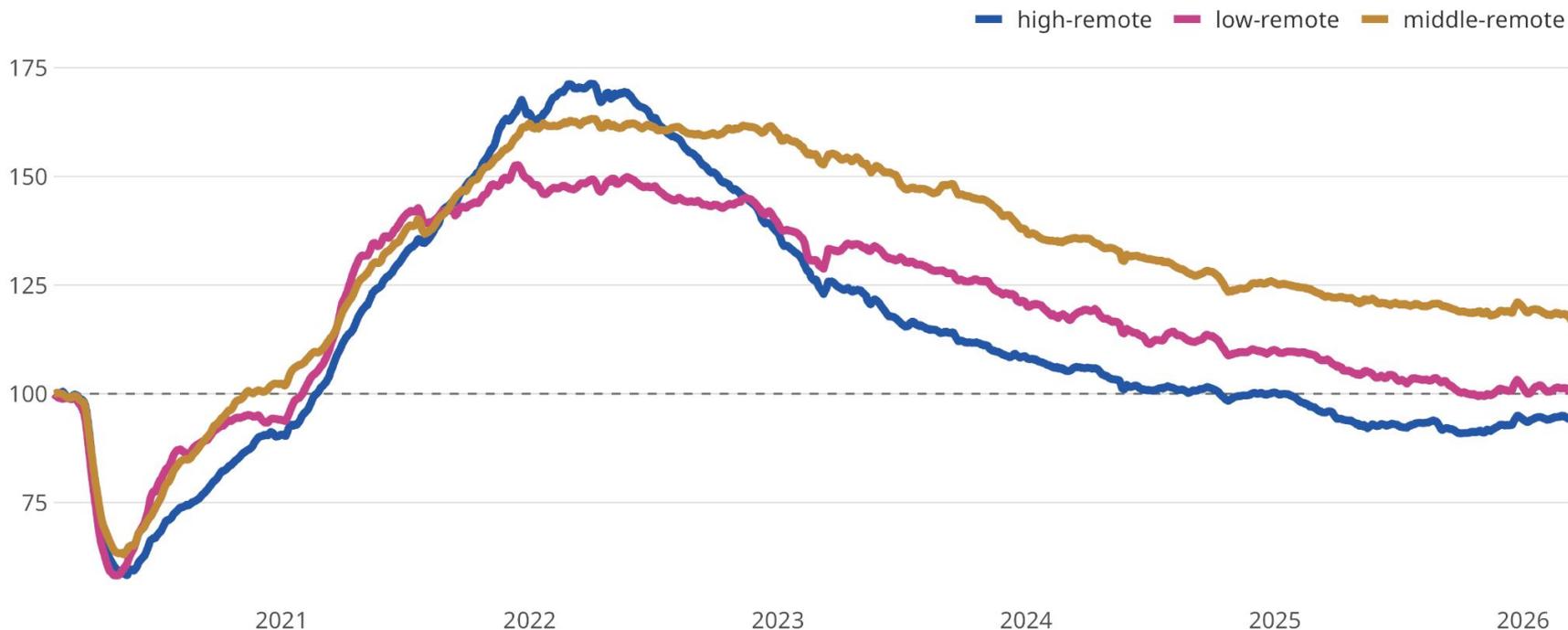
Healthcare-related postings are well above pre-pandemic levels

Indexed change in job postings by selected sector (100 = February 1, 2020), through March 13, 2026



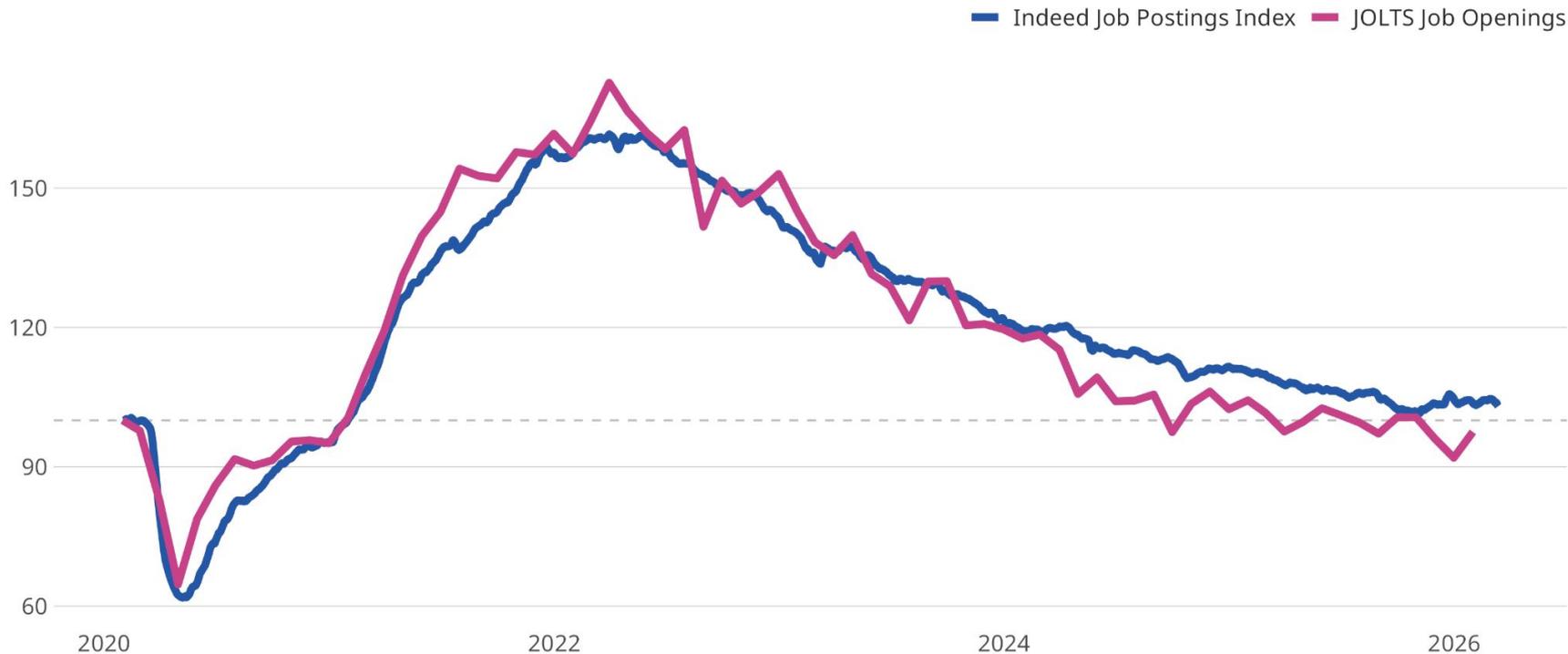
Postings are weakest in high work-from-home sectors, but are now close to pre-pandemic levels even in low-remote sectors

US Job Postings Index by remote-work tier, through March 13, 2026



Job openings and postings track each other

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



Source: US Bureau of Labor Statistics-January 31, 2020 to January 2026
Indeed-January 31, 2020 to March 13, 2026



The ratio of openings to unemployment is now below 2019 levels

Job openings per unemployed worker, U.S. data, January 2019 - January 2026

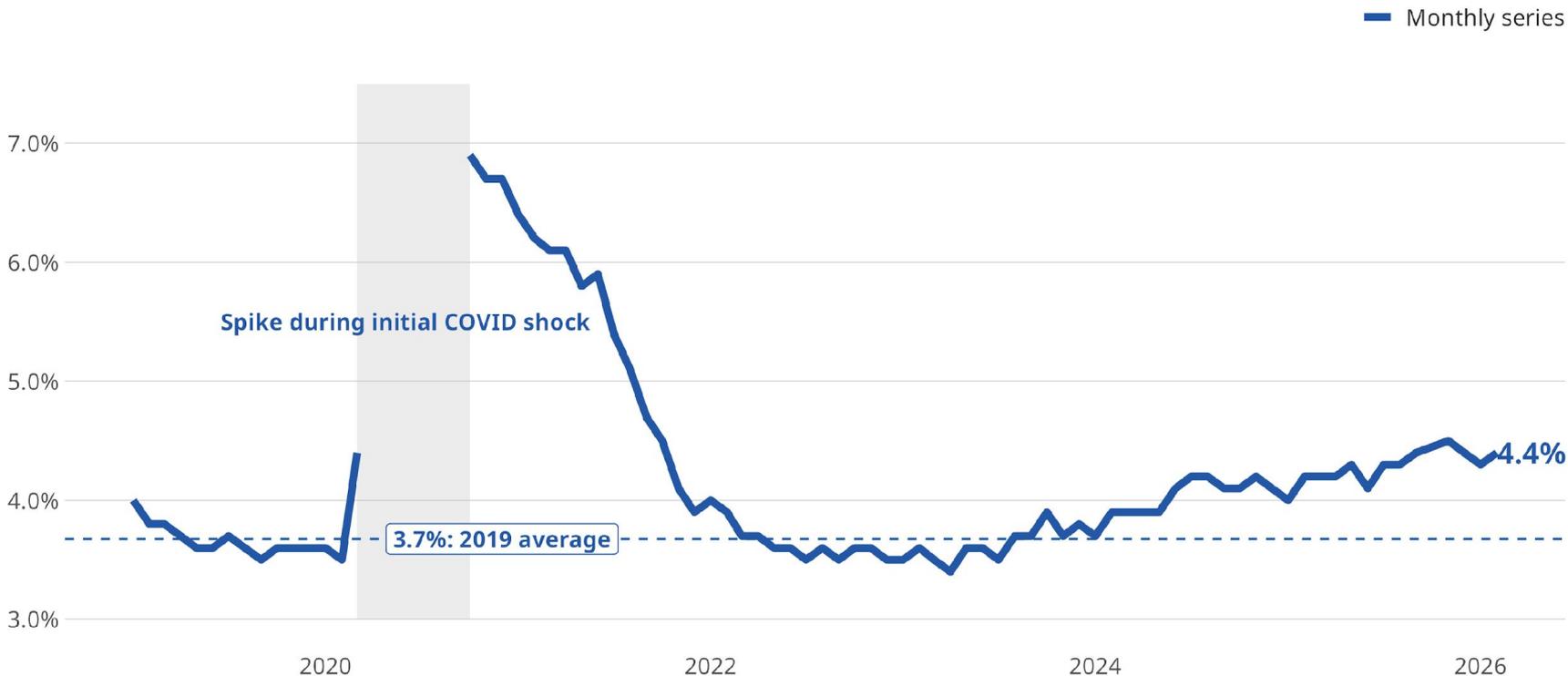


Source: US Bureau of Labor Statistics



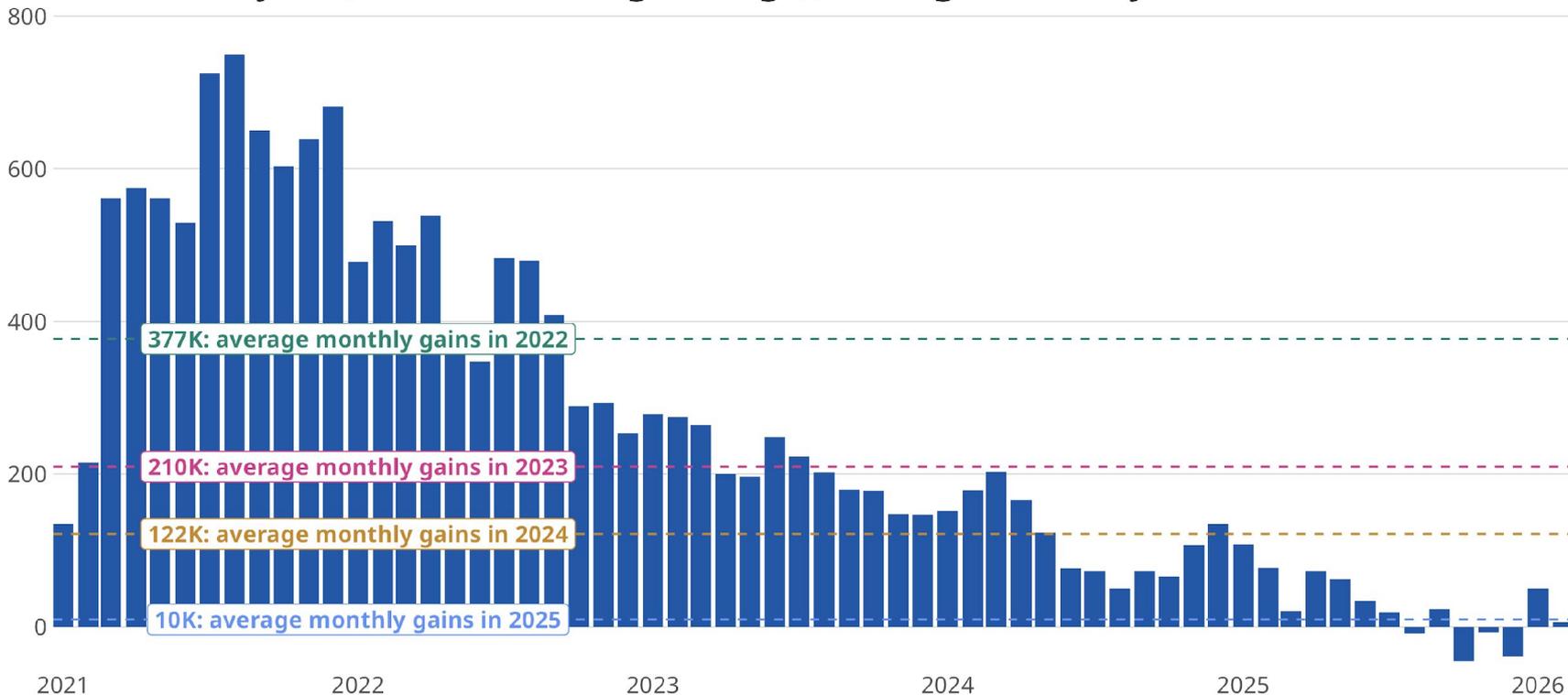
Unemployment remains low but has crept upward

Unemployment in the US as a percentage of labor force, January 2019 - February 2026



Monthly job gains in the United States slowed significantly in 2025

Thousands of jobs (3 month moving average), through February 2026

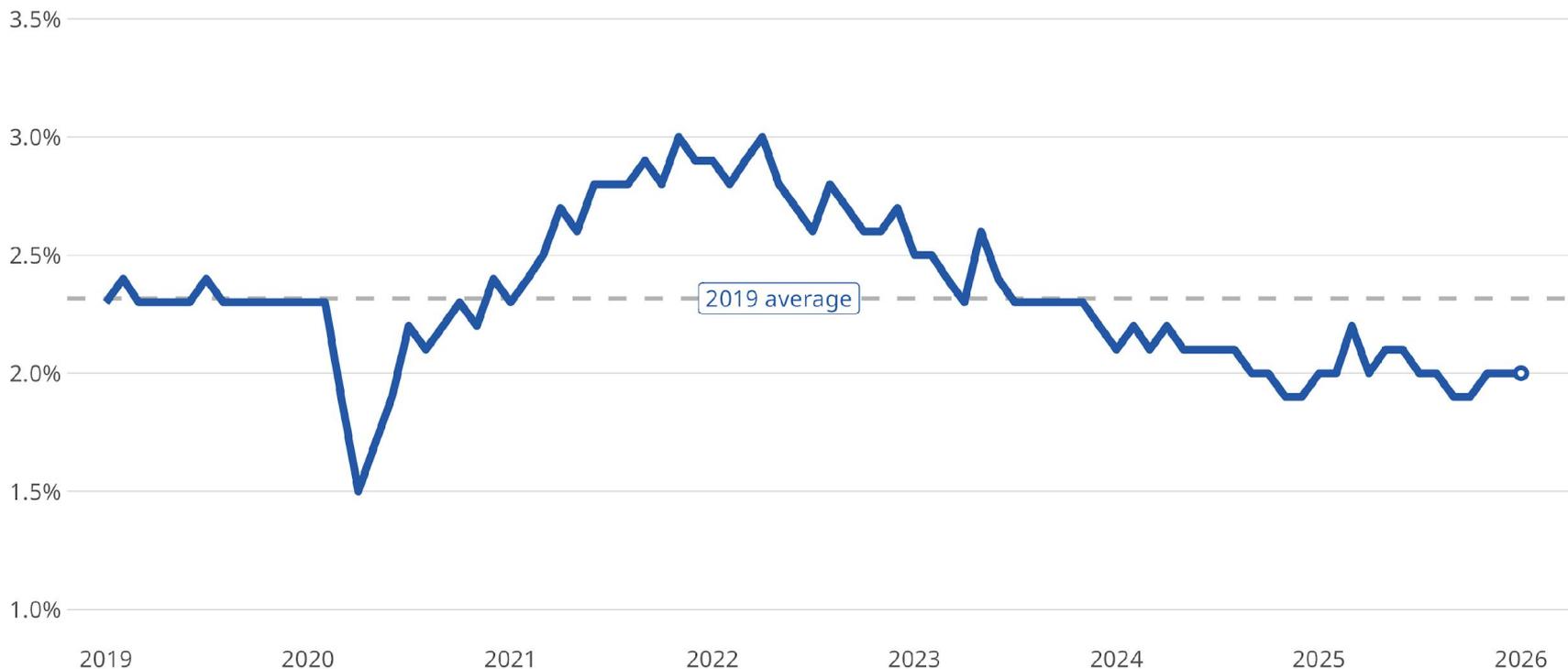


Source: US Bureau of Labor Statistics



The quits rate is low as workers hold onto their jobs

Quits as percentage of employment in US, January 2019 - January 2026

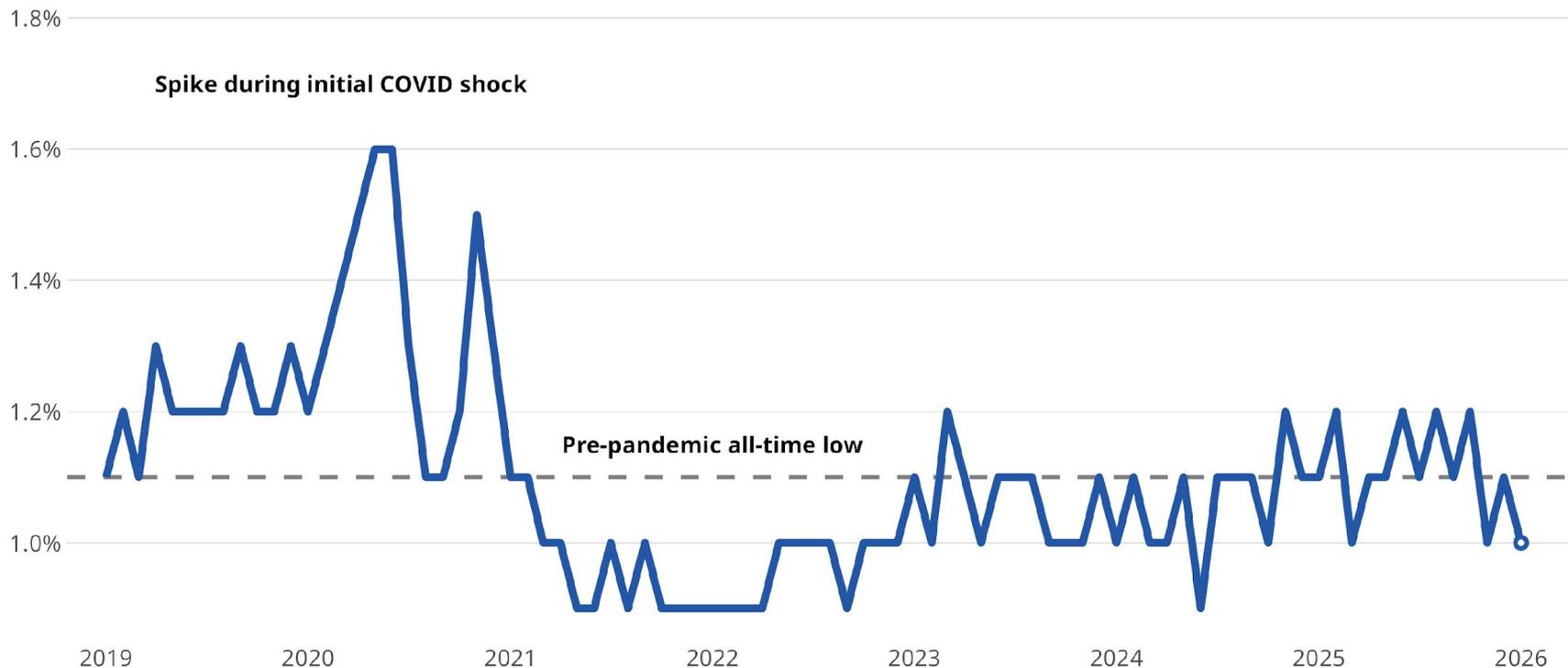


Source: US Bureau of Labor Statistics



Layoffs remain low as employers face an uncertain future

Layoffs and discharges rate in the US, January 2019 - January 2026

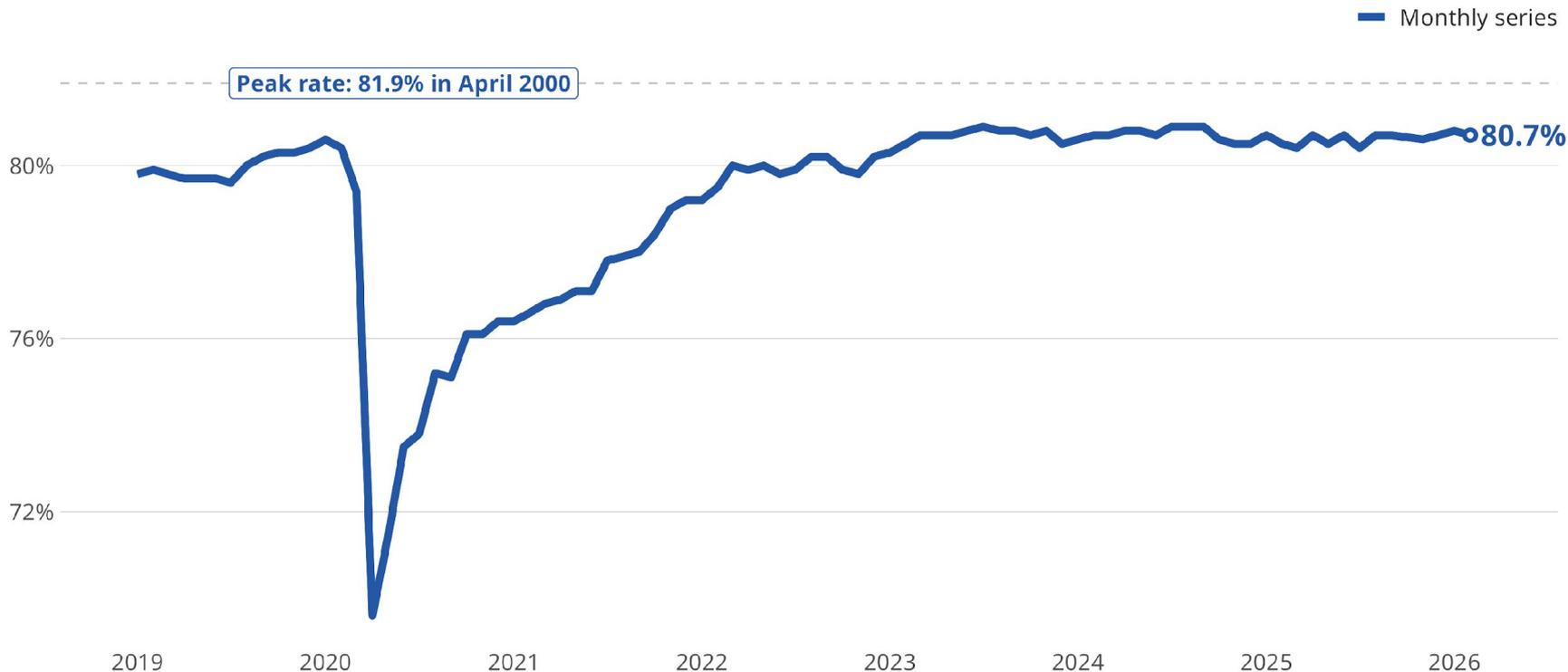


Source: US Bureau of Labor Statistics



The prime-age employment rate is plateauing

Share of people ages 25 - 54 with a job in the US, January 2019 - February 2026

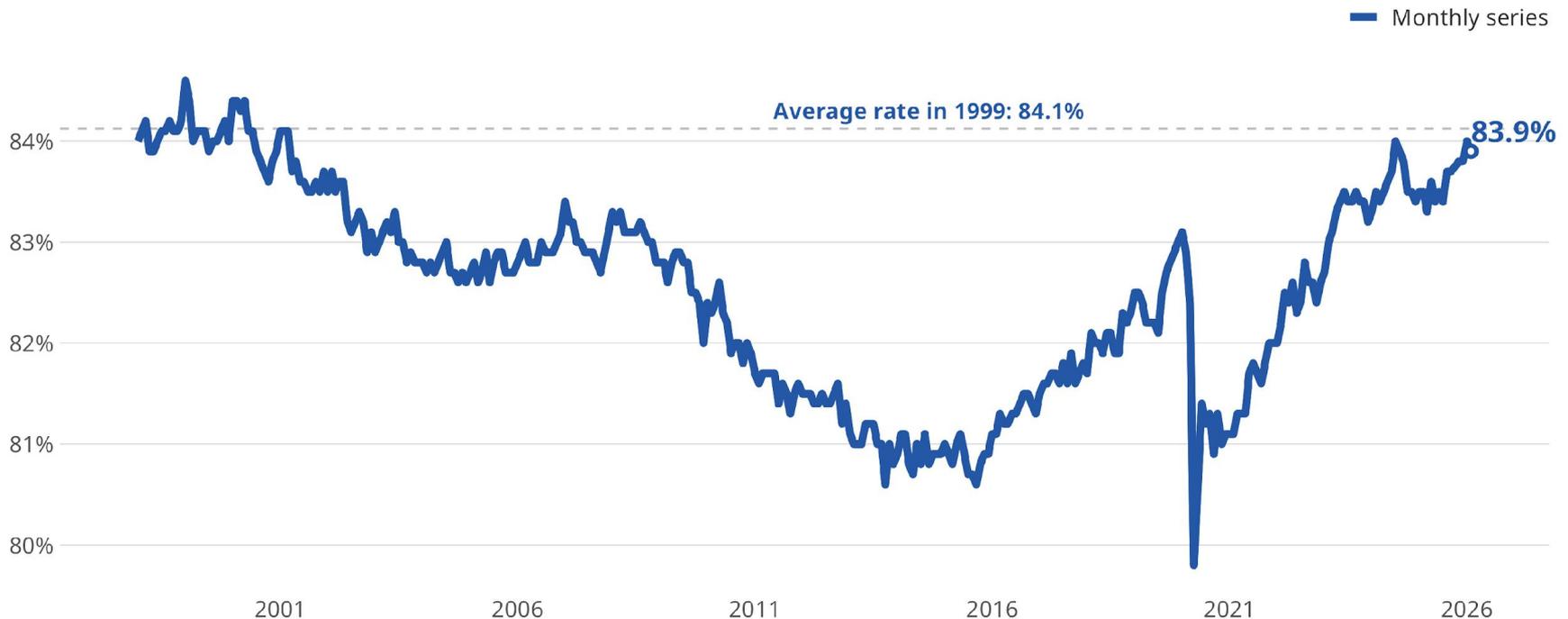


Source: US Bureau of Labor Statistics



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 - February 2026



Posted wage growth is slowing

Year-over-year growth in posted wages in the US, through February 2026

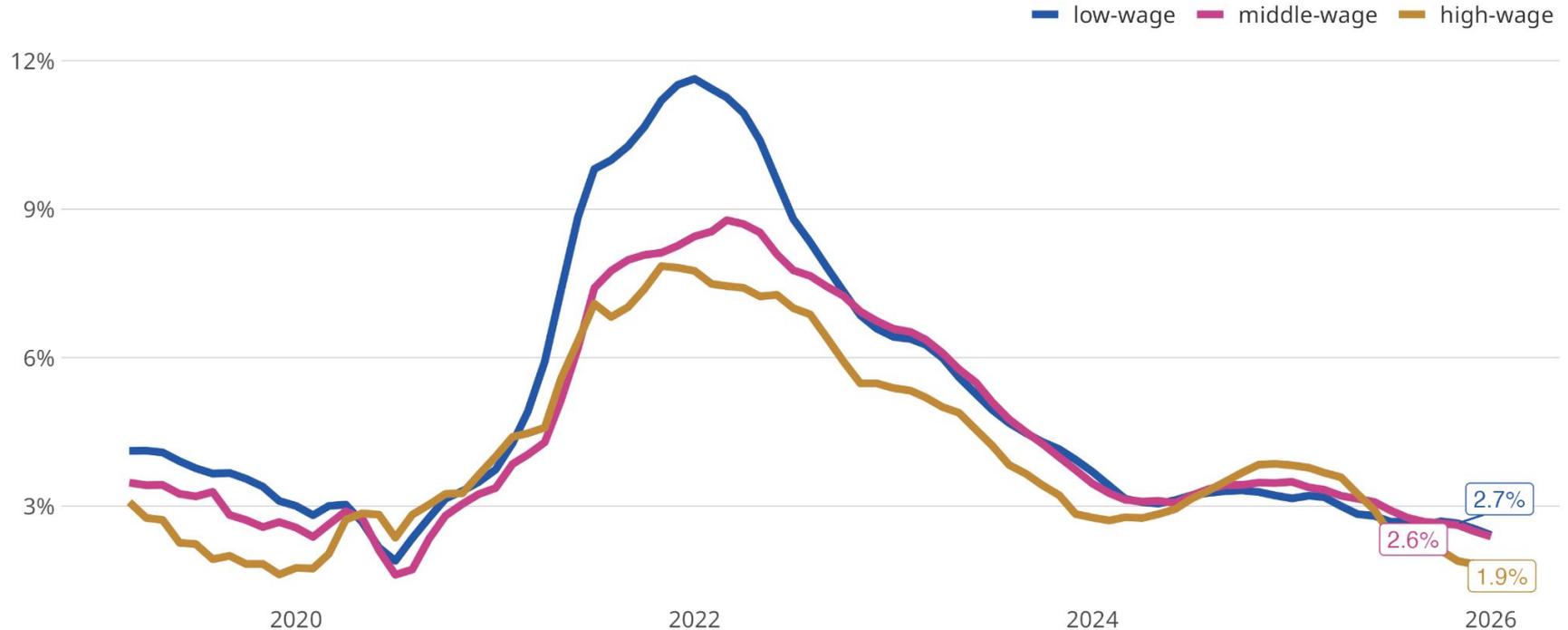


Source: Indeed Wage Tracker



Wage growth is declining across sectors

3-month average of the year-over-year growth in posted wages in the US, through January 2026



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

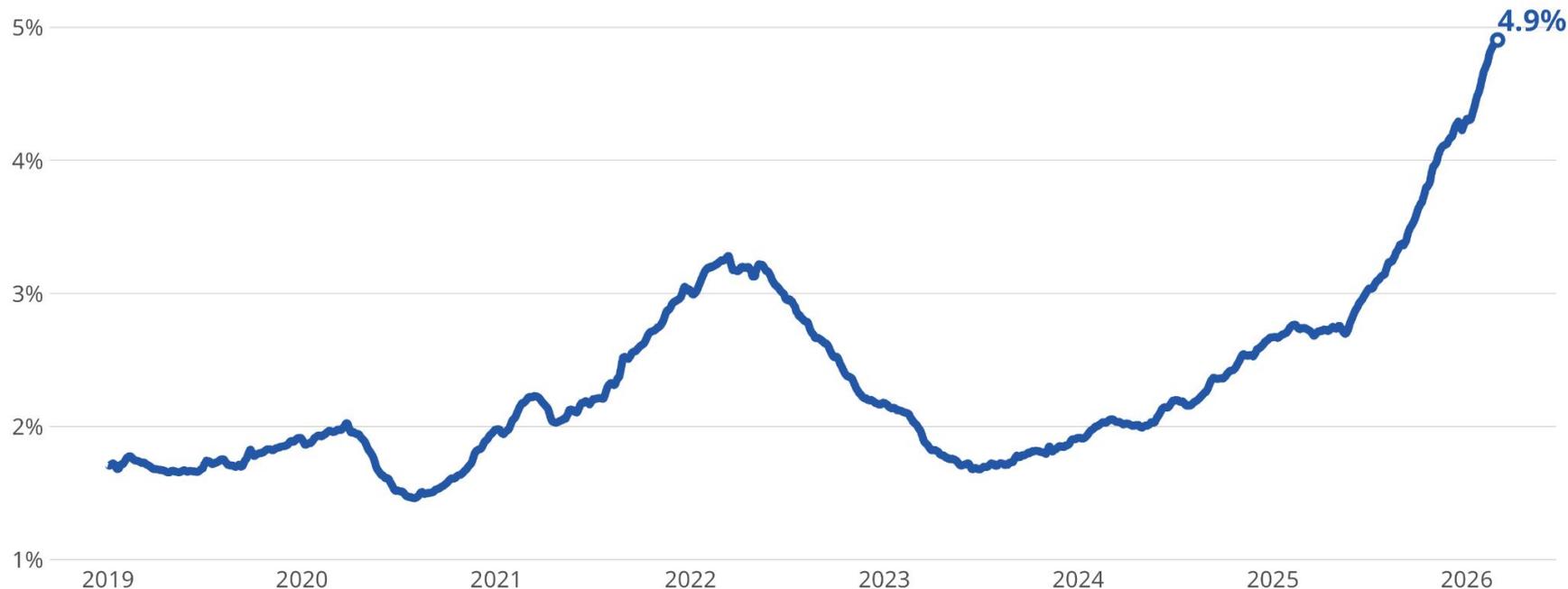


Source: Indeed Wage Tracker (January 2019-February 2026),
Consumer Price Index (January 2019-February 2026)



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, through February 2026



Source: Indeed

