

# State of the Marketplace: Healthcare

Indeed in Focus, April 29 2026

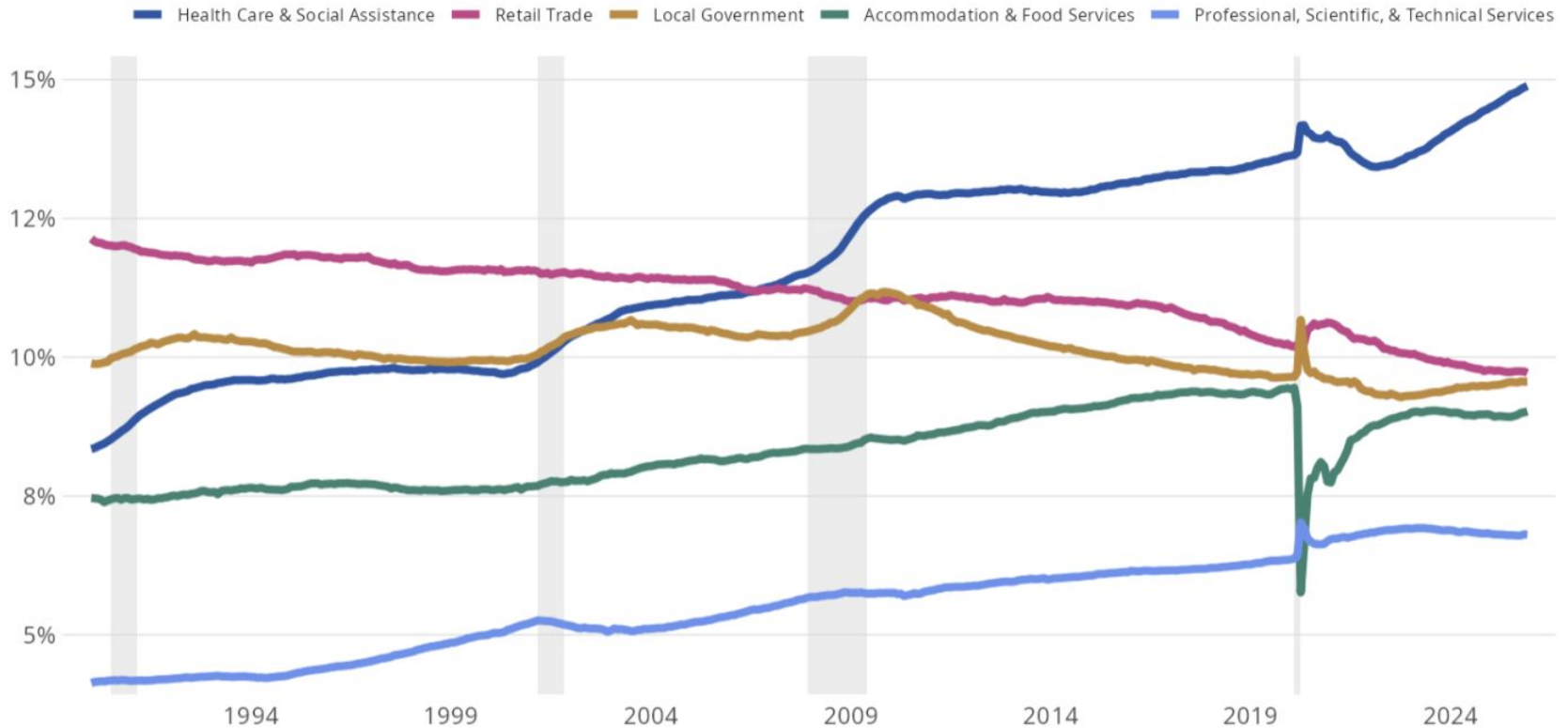
**Svenja Gudell, PhD**

Chief Economist, Indeed



# Healthcare and social assistance continues to grow as a share of the workforce

Share of total nonfarm employment, seasonally adjusted, Jan 1990 – Dec 2025

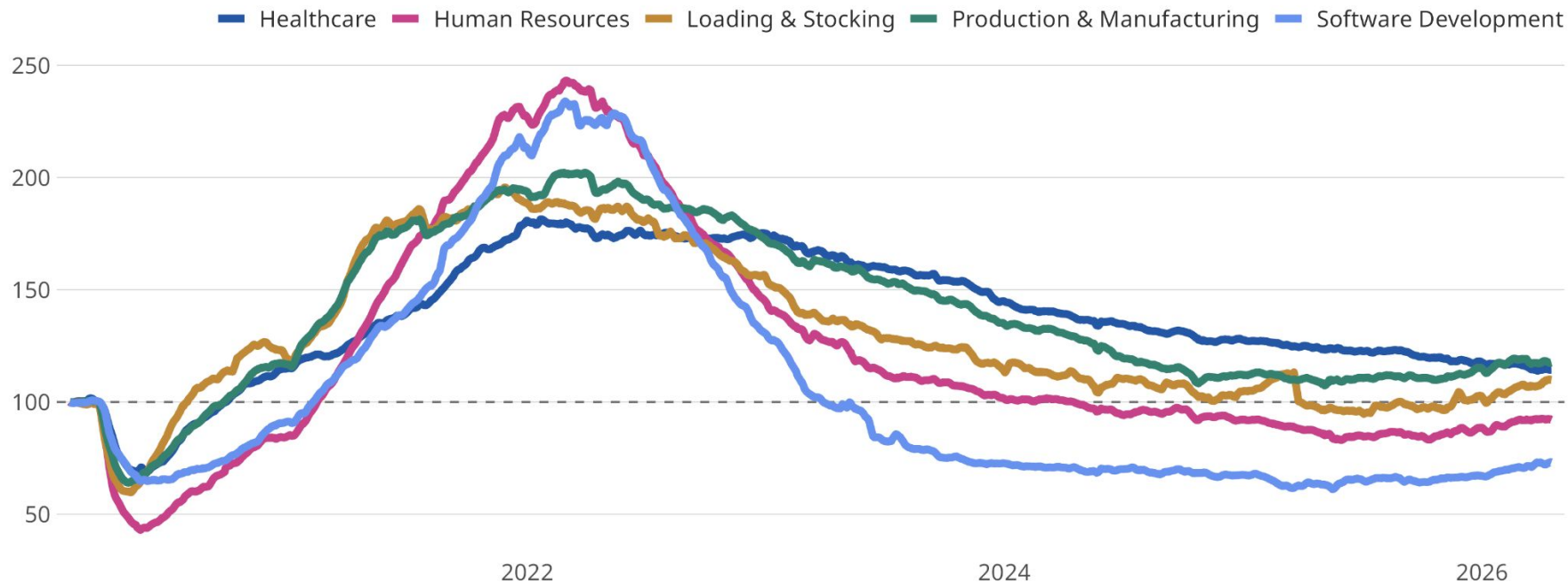


Source: Bureau of Labor Statistics, Current Employment Statistics



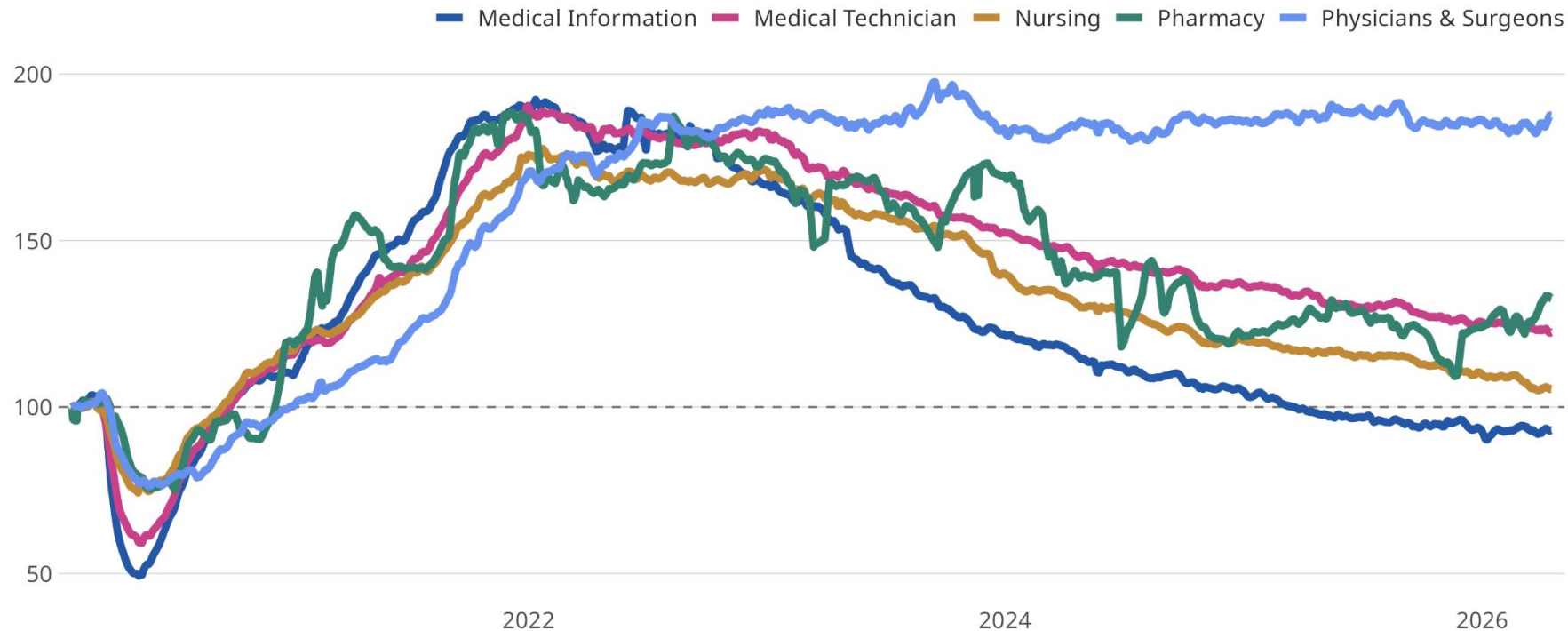
# Job postings in Healthcare and Production & Manufacturing are well above pre-pandemic levels

Indexed change in job postings by selected sector (100 = February 1, 2020), through April 17, 2026



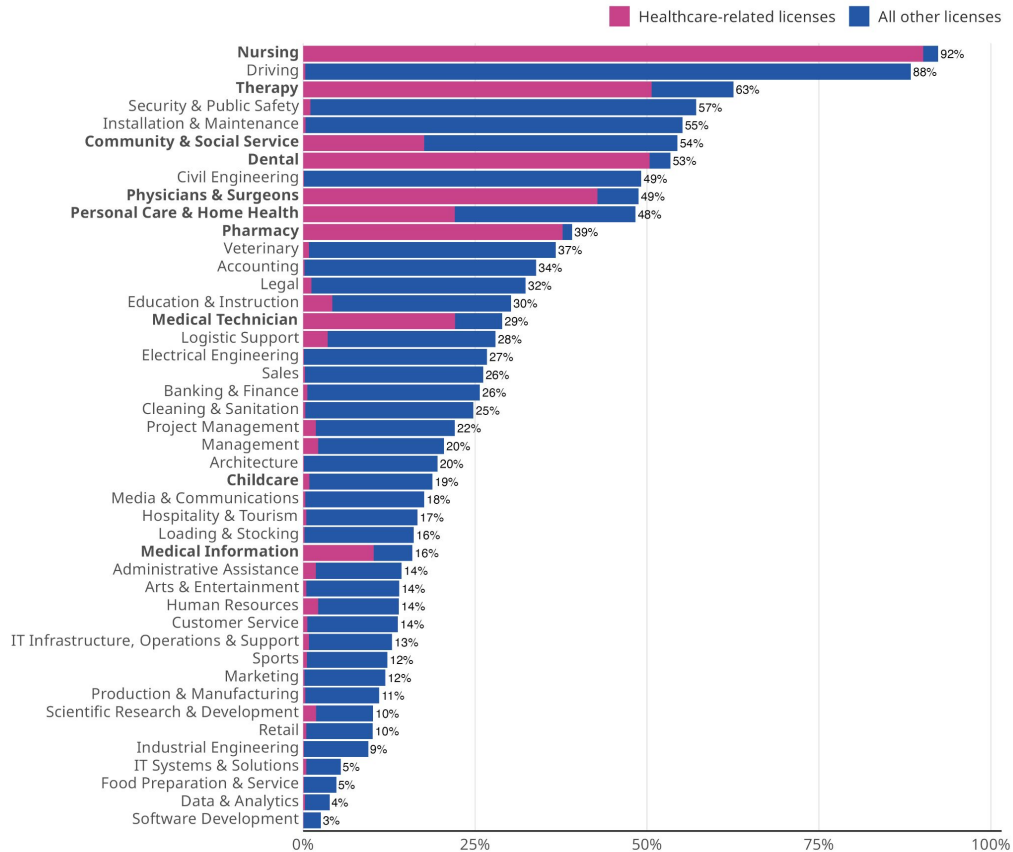
# Job postings vary across the Healthcare sector

Indexed job posting levels by healthcare sector (100 = February 1, 2020), through April 17, 2026

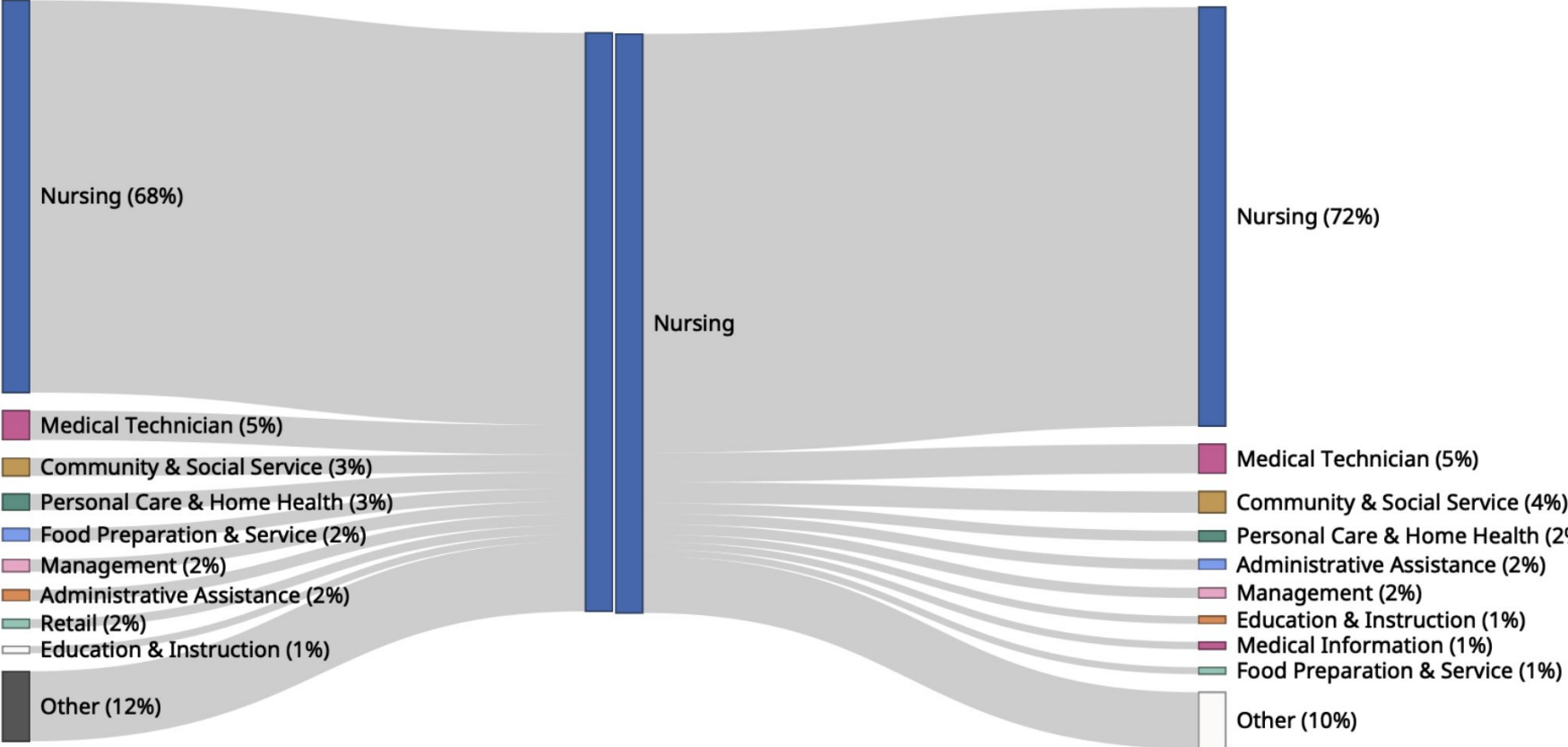


# Licensing requirements are most prevalent in healthcare and social assistance occupations

Share of job postings requiring at least one license in Q4 2025, by sector



# Nursing is almost a closed loop, making recruiting more difficult



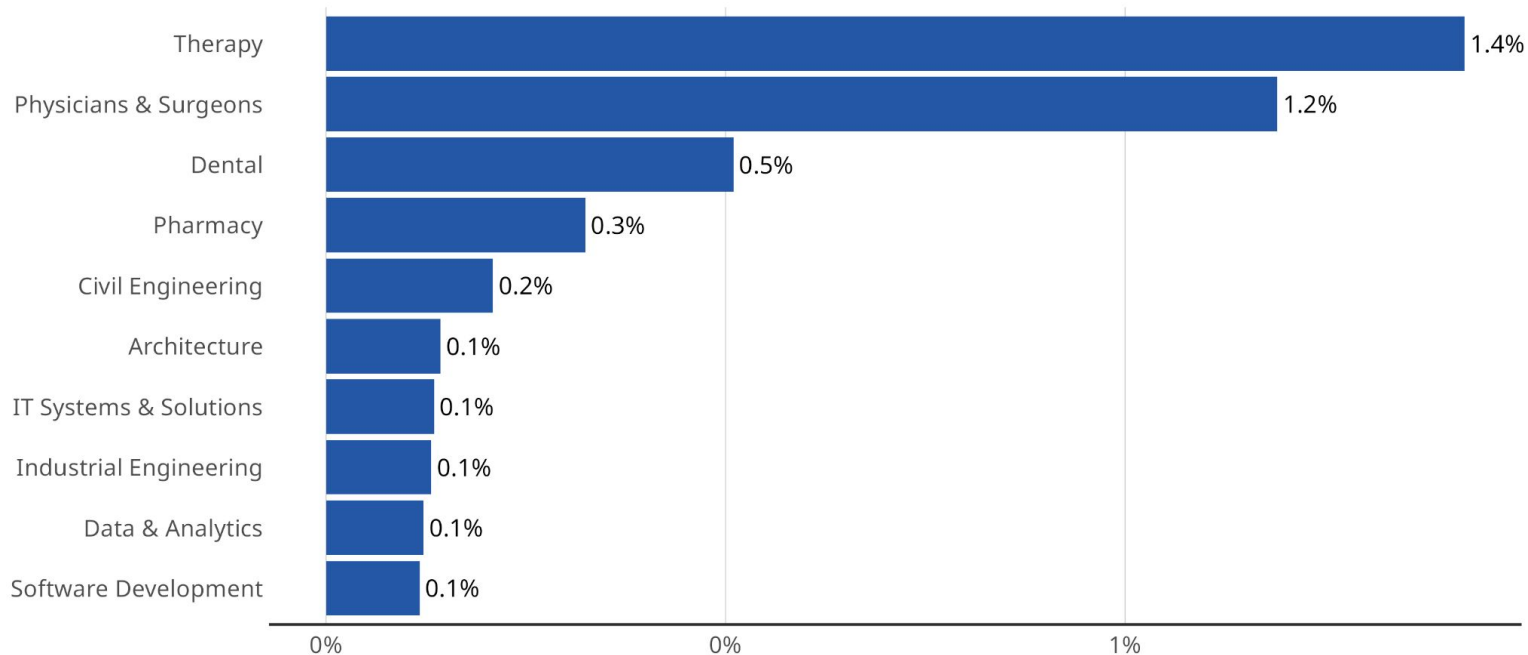
# Healthcare & social assistance roles continue to utilize signing bonuses

% of US Indeed job postings offering signing bonus incentives by occupational group, December data, ranked by 2025 value

| Occupational group         | 2019  | 2021  | 2024  | 2025  | Year-over-year change (pp) |
|----------------------------|-------|-------|-------|-------|----------------------------|
| Physicians & Surgeons      | 6.1%  | 10.9% | 11.8% | 10.6% | -1.2                       |
| Nursing                    | 7.4%  | 19.0% | 13.5% | 8.4%  | -5.2                       |
| Veterinary                 | 12.9% | 17.0% | 19.2% | 8.4%  | -10.8                      |
| Medical Technician         | 3.5%  | 12.4% | 11.7% | 8.1%  | -3.6                       |
| Dental                     | 8.2%  | 17.1% | 10.6% | 7.9%  | -2.7                       |
| Therapy                    | 4.5%  | 9.9%  | 10.3% | 7.2%  | -3.0                       |
| Driving                    | 12.2% | 14.9% | 9.7%  | 7.0%  | -2.8                       |
| Accounting                 | 0.2%  | 0.7%  | 2.3%  | 4.2%  | 2.0                        |
| Community & Social Service | 2.1%  | 8.3%  | 4.8%  | 3.1%  | -1.7                       |
| Installation & Maintenance | 3.3%  | 7.1%  | 4.1%  | 2.9%  | -1.2                       |

# Medical fields were most likely to offer visa support in US

Share of job postings that offered visa or greencard sponsorship in the U.S. by occupation, Q4 2025

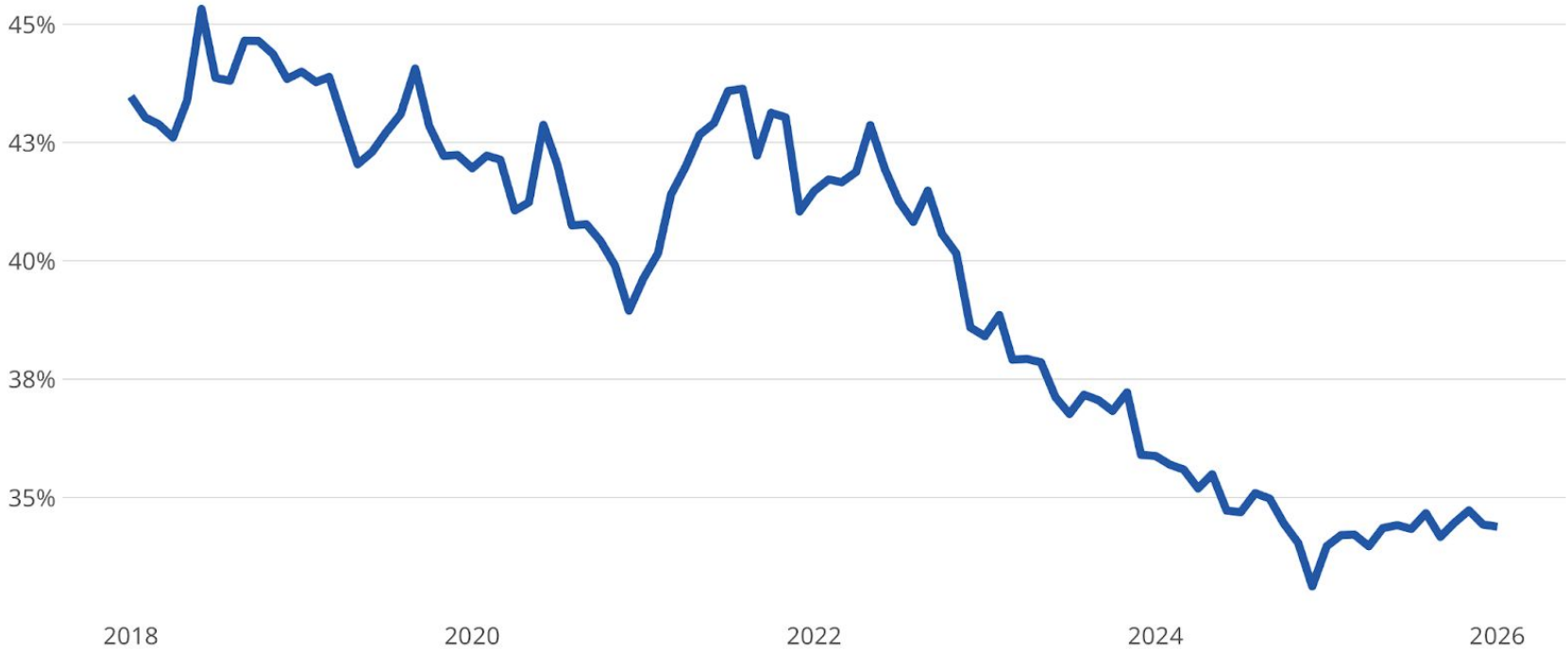


Source: Indeed



# Demand for non-healthcare professionals is dropping among healthcare firms

Share of non-healthcare job postings among healthcare firms, through January 2026



Source: Indeed

Healthcare occupations include physicians & surgeons, nursing, personal care & home health, dental, medical technician, medical information, pharmacy, and therapy

Healthcare firms include those in any of the following sectors: Drug & Health Stores, Healthcare, and Hospitals & Health Clinics

