

US Labor Market Trends

May 2026

Indeed Hiring Lab

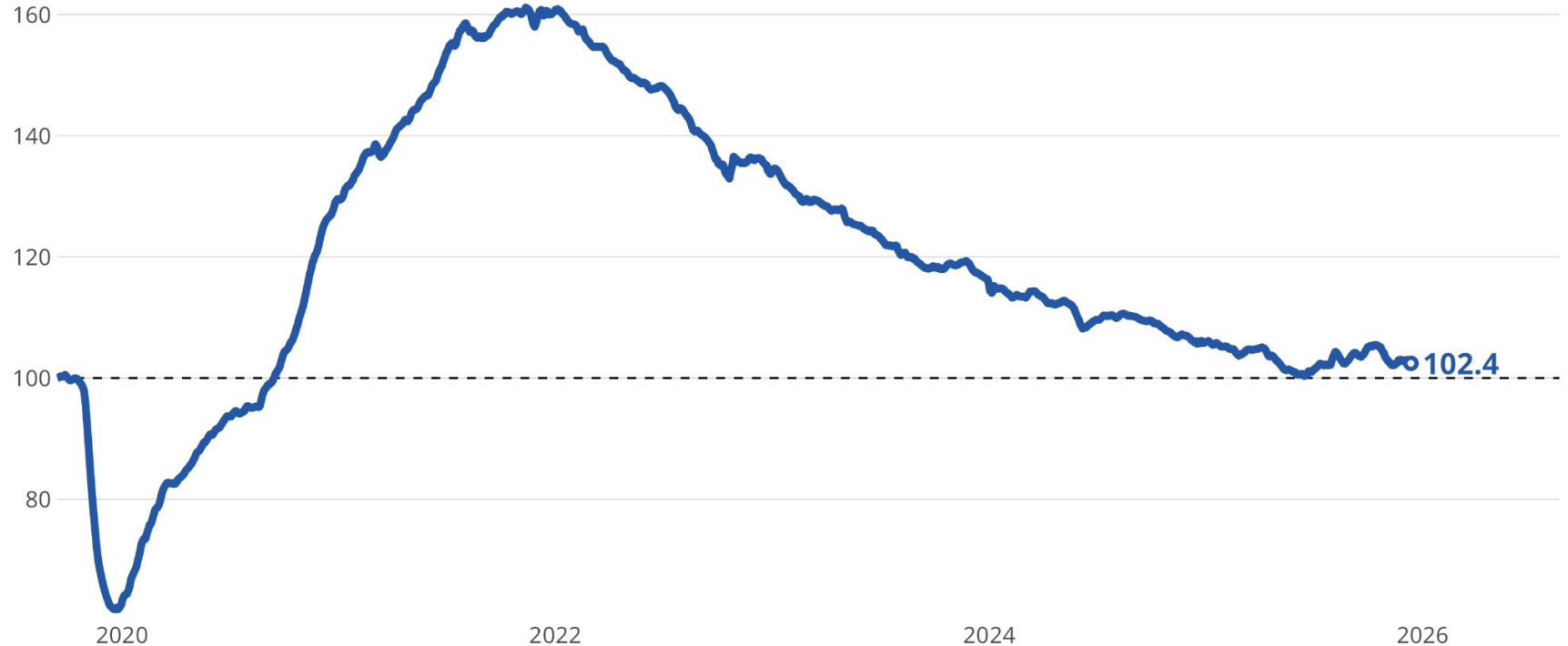


US labor market overview

- As of April 30, 2026, US job postings stood 2.4% above their pre-pandemic level and up 0.3% month-over-month.
- Postings were higher than pre-pandemic levels in around half (51%) of sectors analyzed as of early-May.
- The overall unemployment rate was 4.3% in April 2026.
- 8.5% of job postings advertised remote positions by the end of April 2026, up from 7.9% at the end of April 2025.
- Annual posted wage growth increased slightly to 2.3% in March.
- The share of job postings with AI-related terms rose to 5.4% by the end of April.

Job postings return close to pre-pandemic levels

Indexed level of job postings (100 = February 1, 2020), through April 30, 2026

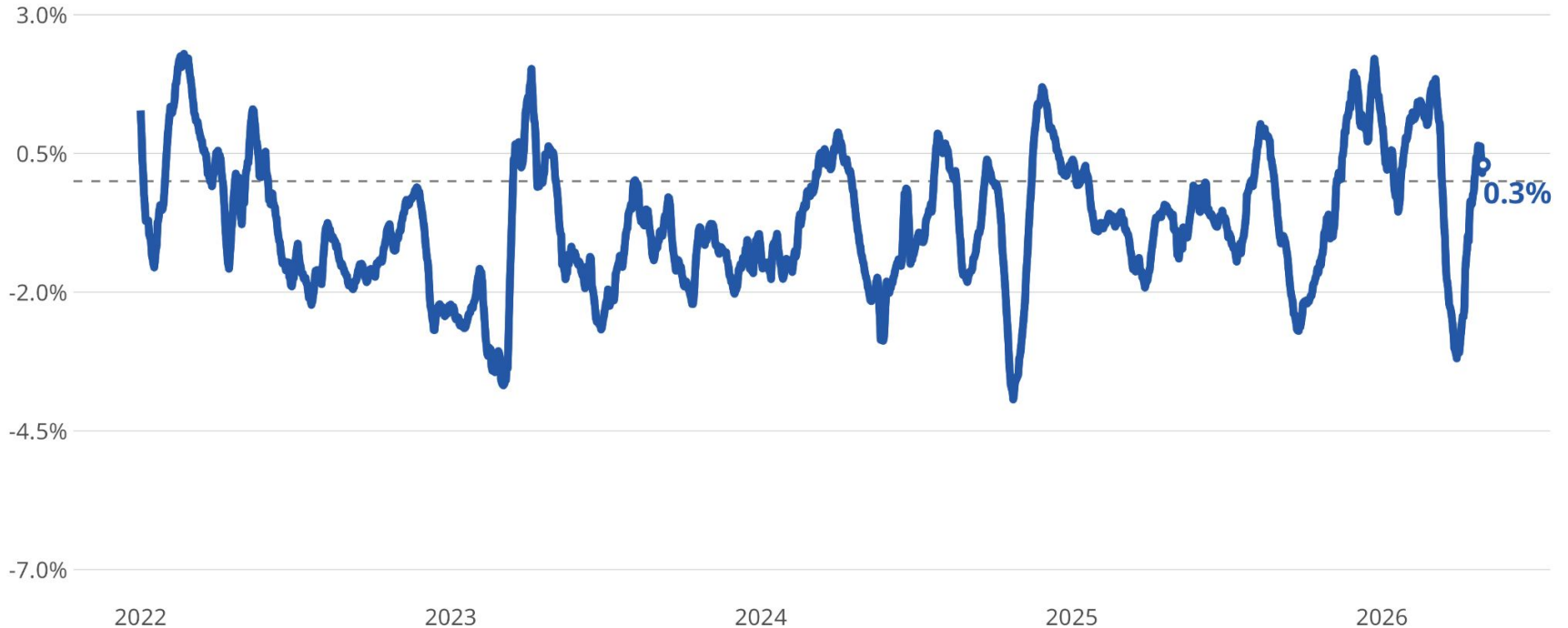


Source: Indeed



Job postings on Indeed are up 0.3% from a month ago

Month-over-month growth in Indeed Job Postings Index (US), through April 30, 2026

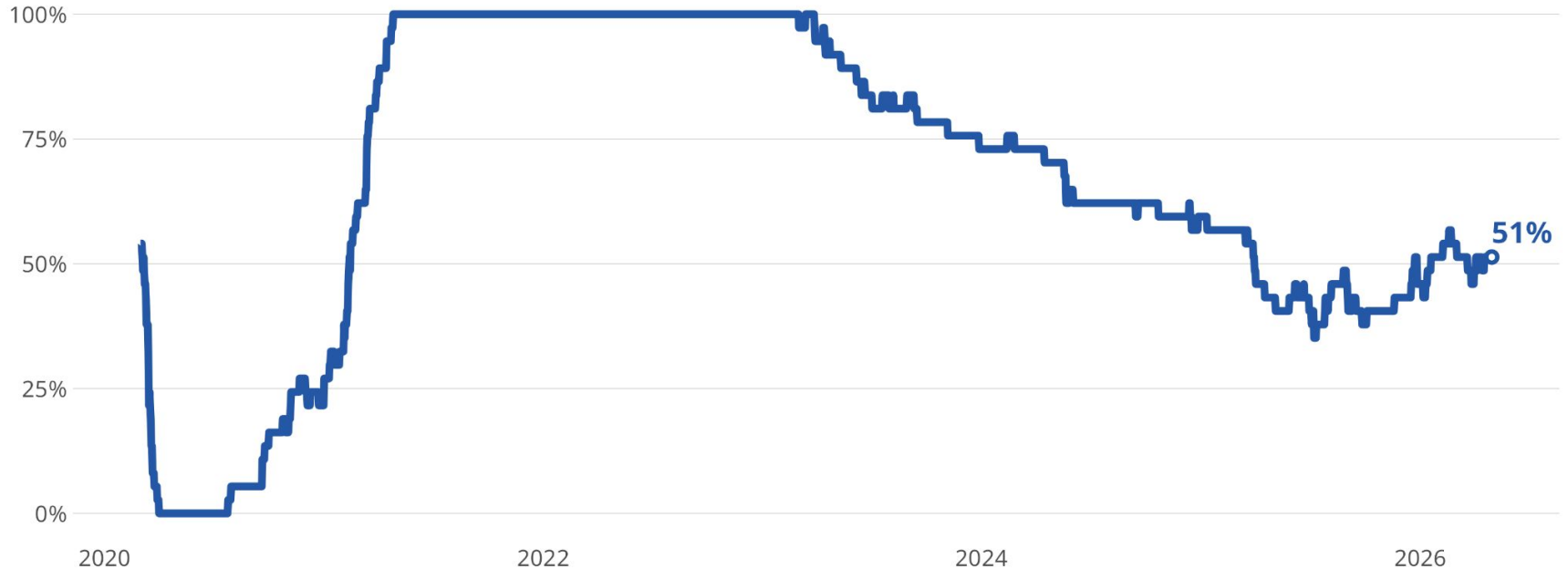


Source: Indeed



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 April 30, 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 April 2026

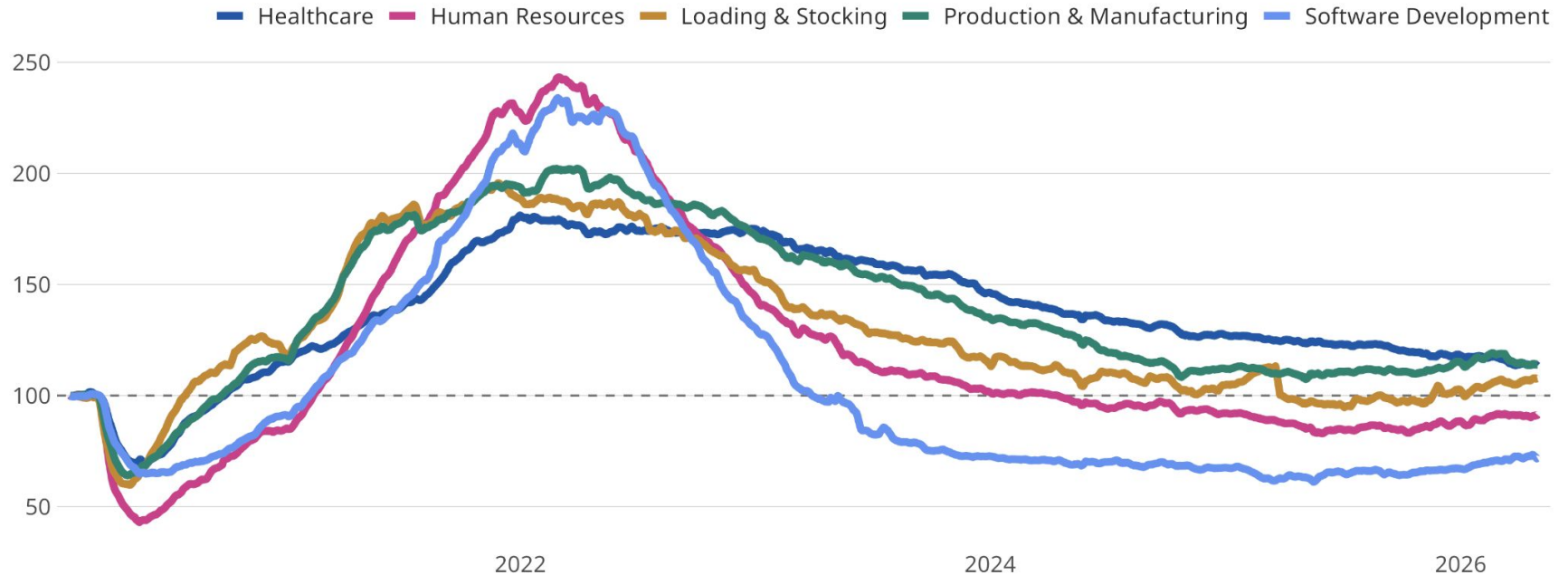


Source: Indeed



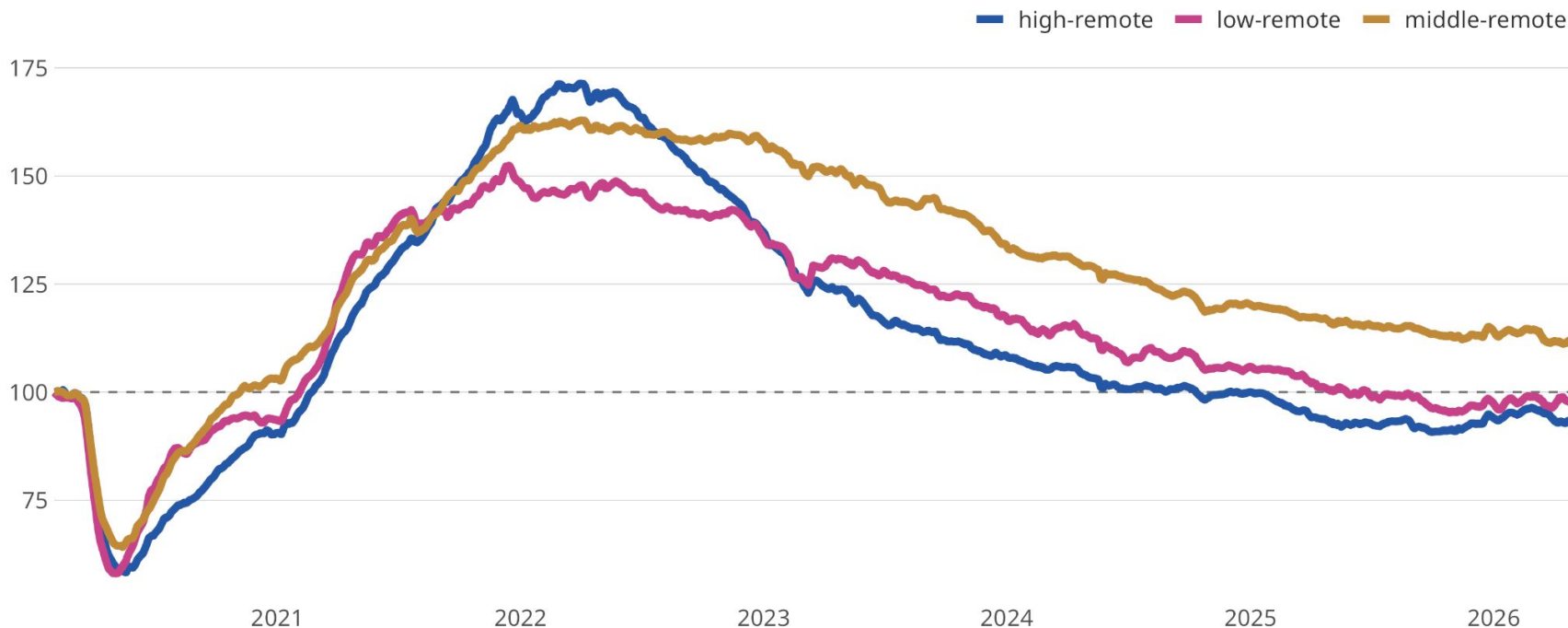
Job postings in Healthcare and Production & Manufacturing are well above pre-pandemic levels

Indexed change in job postings by selected sector (100 = February 1, 2020), through April 30, 2026



Postings in low- and high-remote sectors are now below pre-pandemic levels

US Job Postings Index by remote-work tier, through April 30, 2026

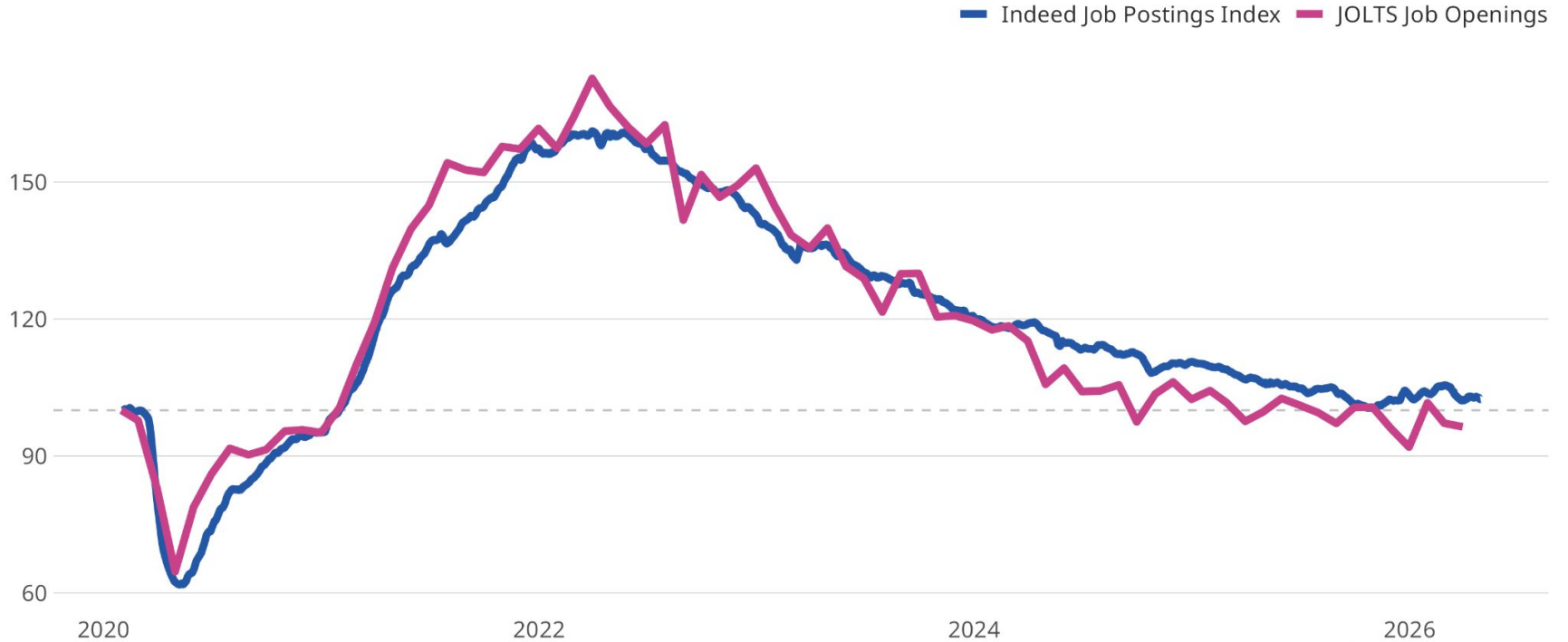


Source: Indeed



Job openings and postings track each other

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

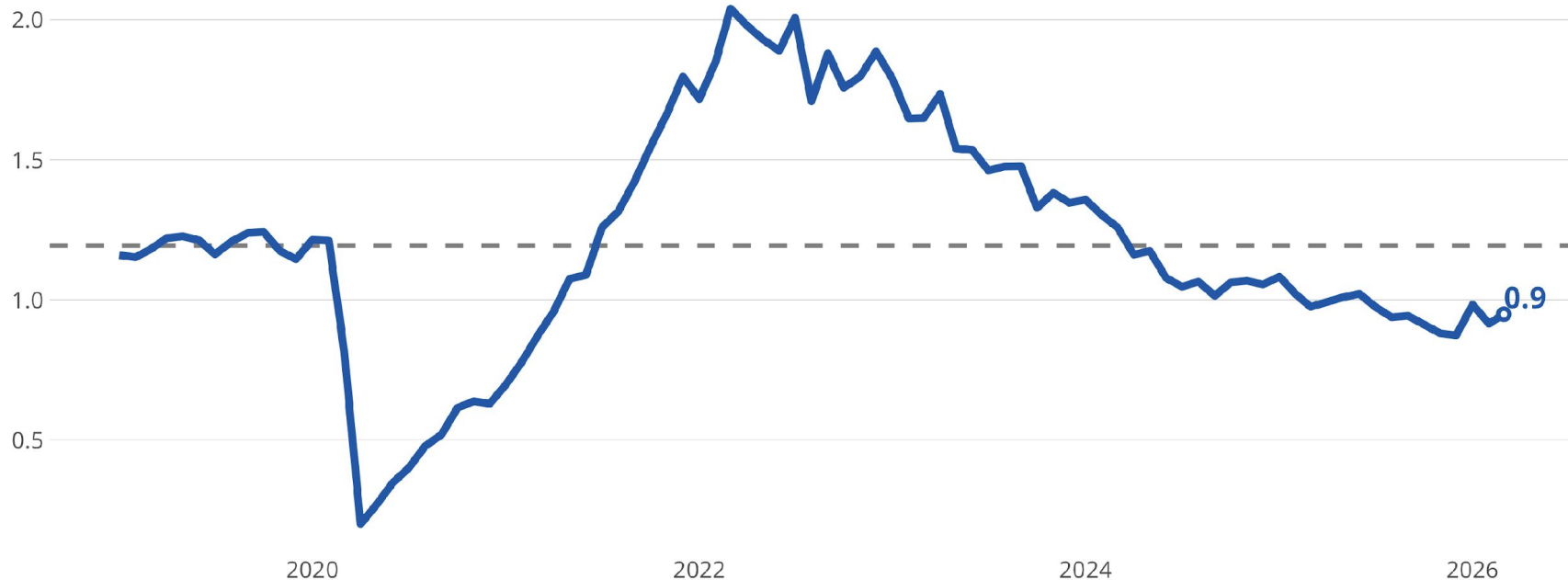


Source: US Bureau of Labor Statistics-January 31, 2020 to March 2026
Indeed-January 31, 2020 to April 30, 2026



The ratio of openings to unemployment is now below 2019 levels

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

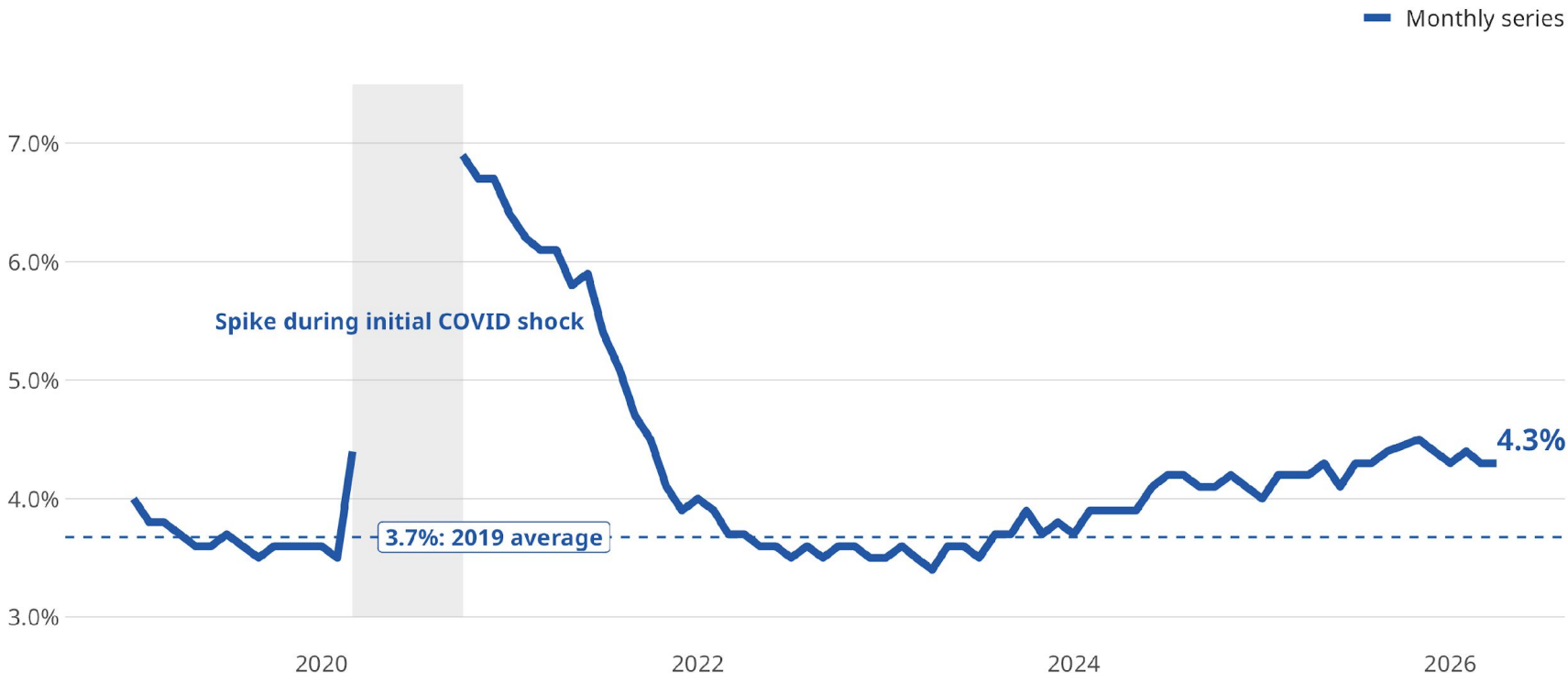


Source: US Bureau of Labor Statistics



Unemployment remains low but has crept upward

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

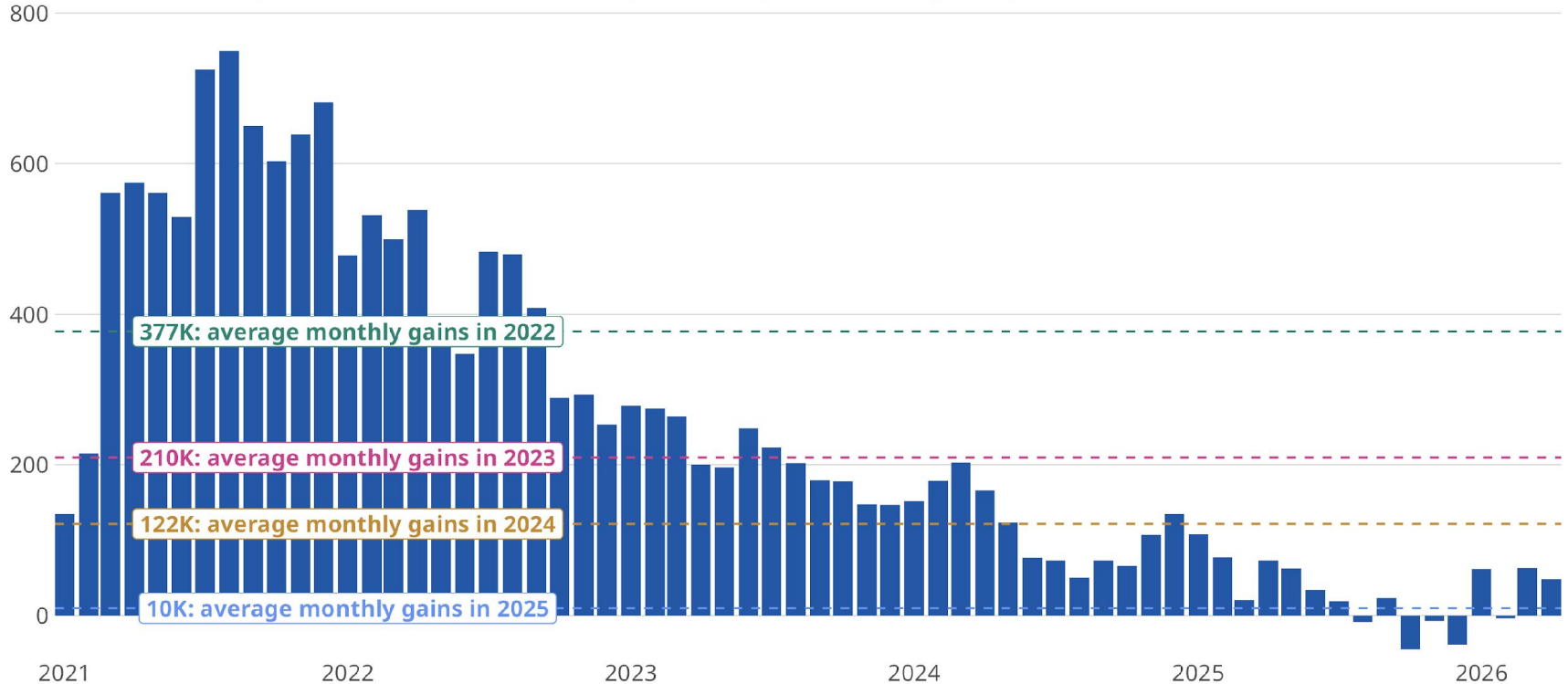


Source: US Bureau of Labor Statistics



Monthly job gains in the United States has slowed significantly

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

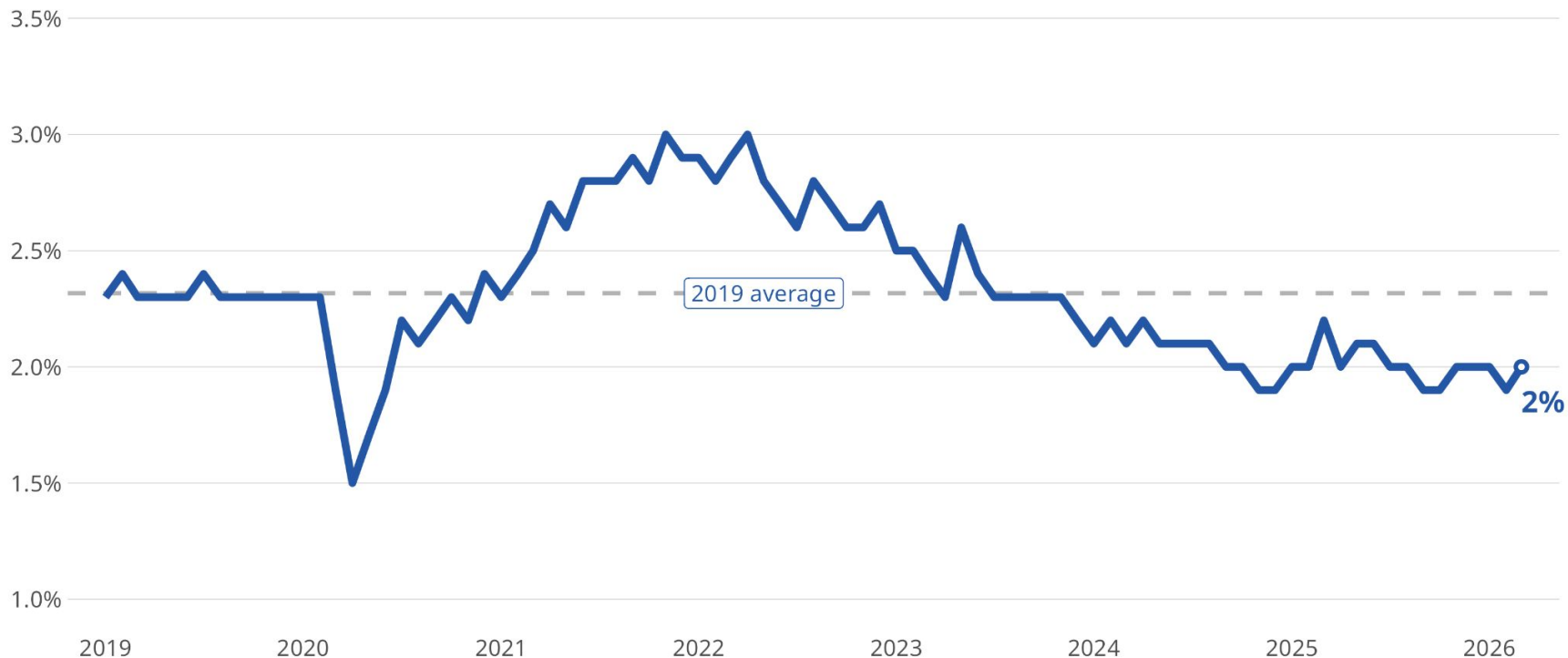


Source: US Bureau of Labor Statistics



The quits rate is low as workers hold onto their jobs

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

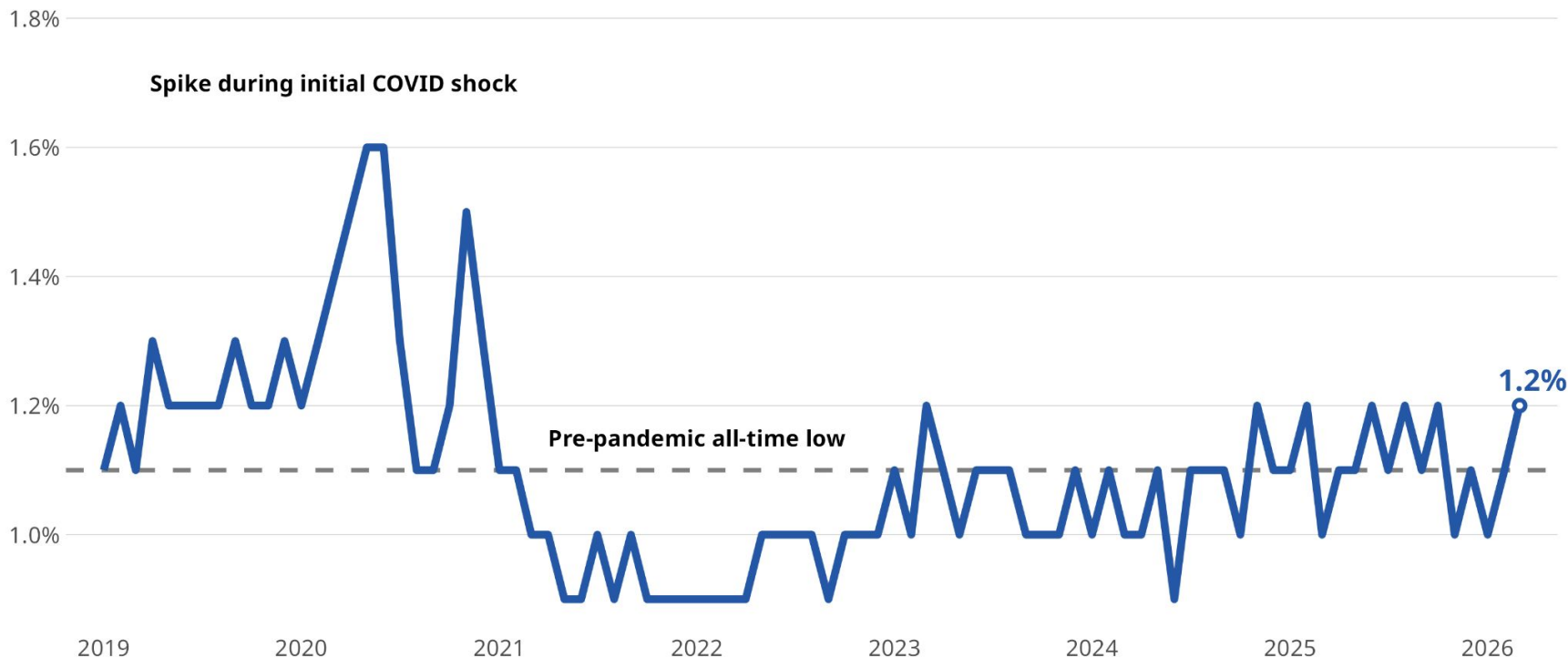


Source: US Bureau of Labor Statistics



Layoffs remain low as employers face an uncertain future

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

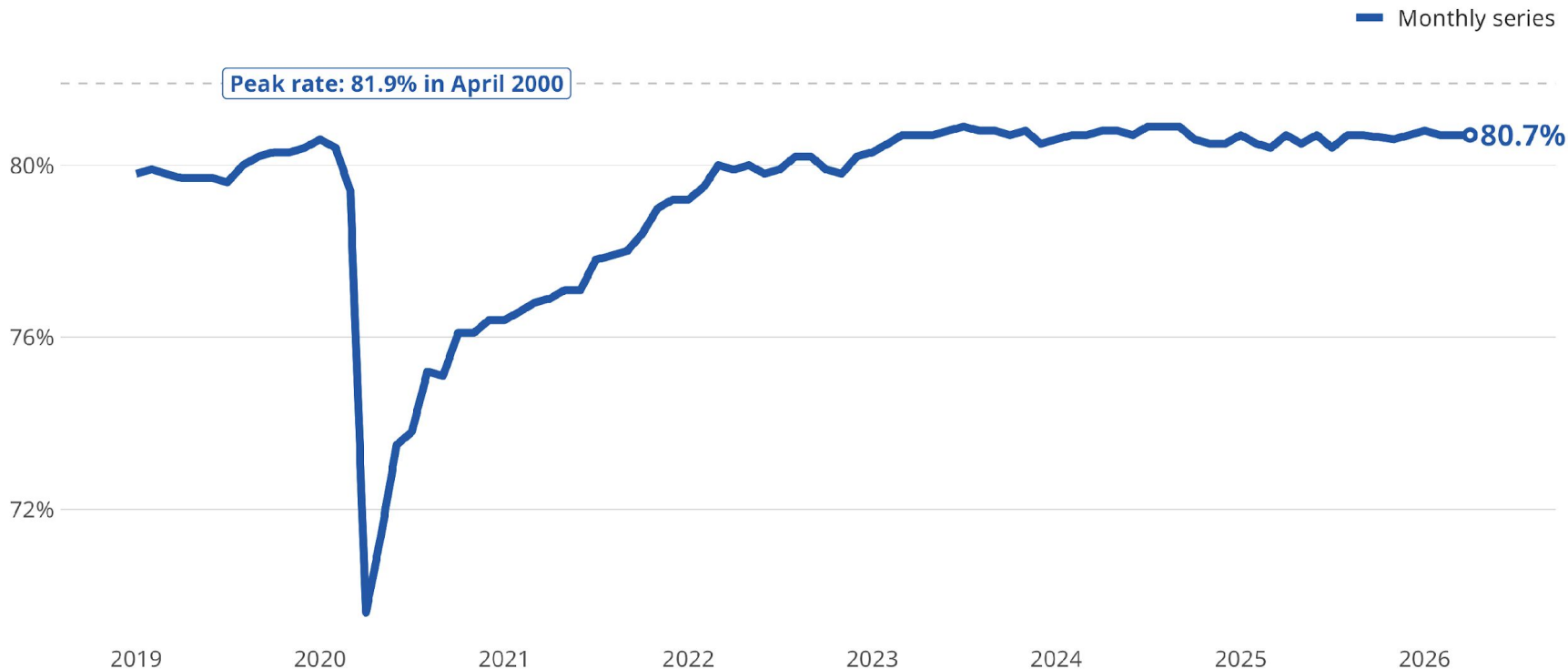


Source: US Bureau of Labor Statistics



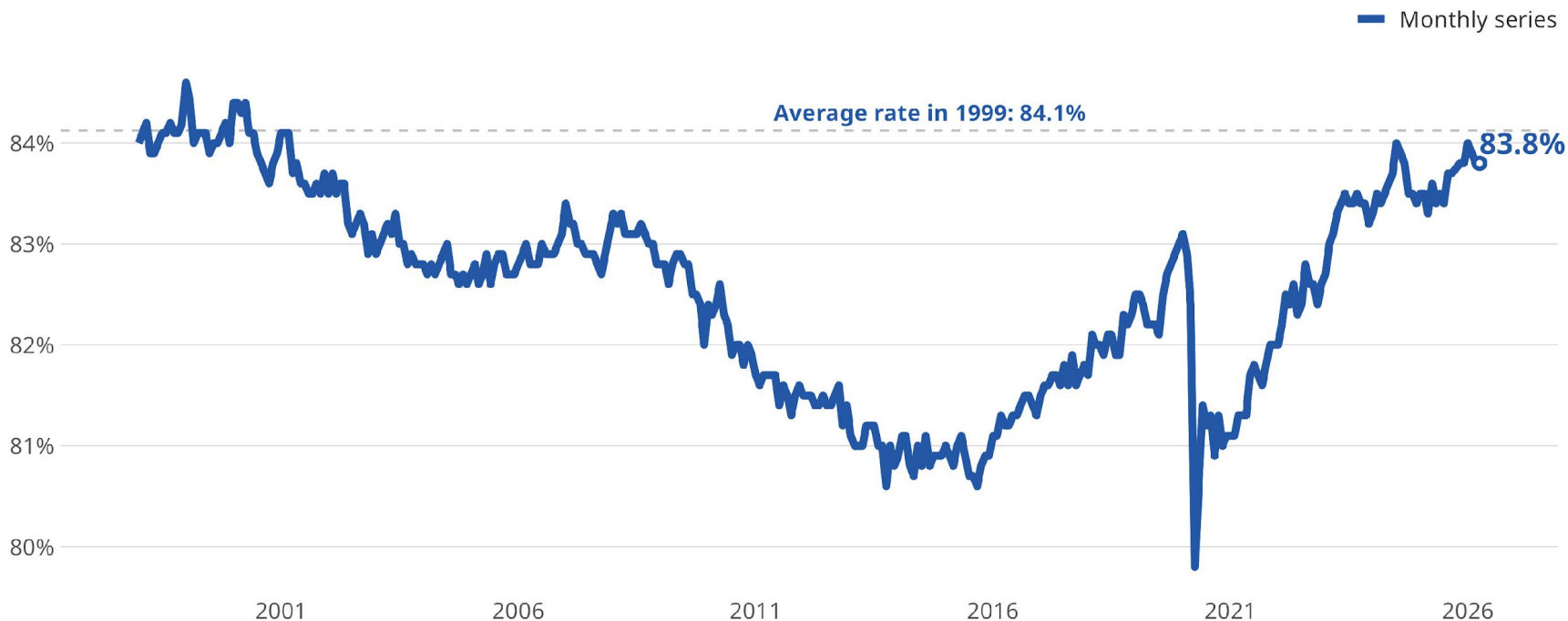
The prime-age employment rate is plateauing

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



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 - April 2026



Posted wage growth is slowing

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

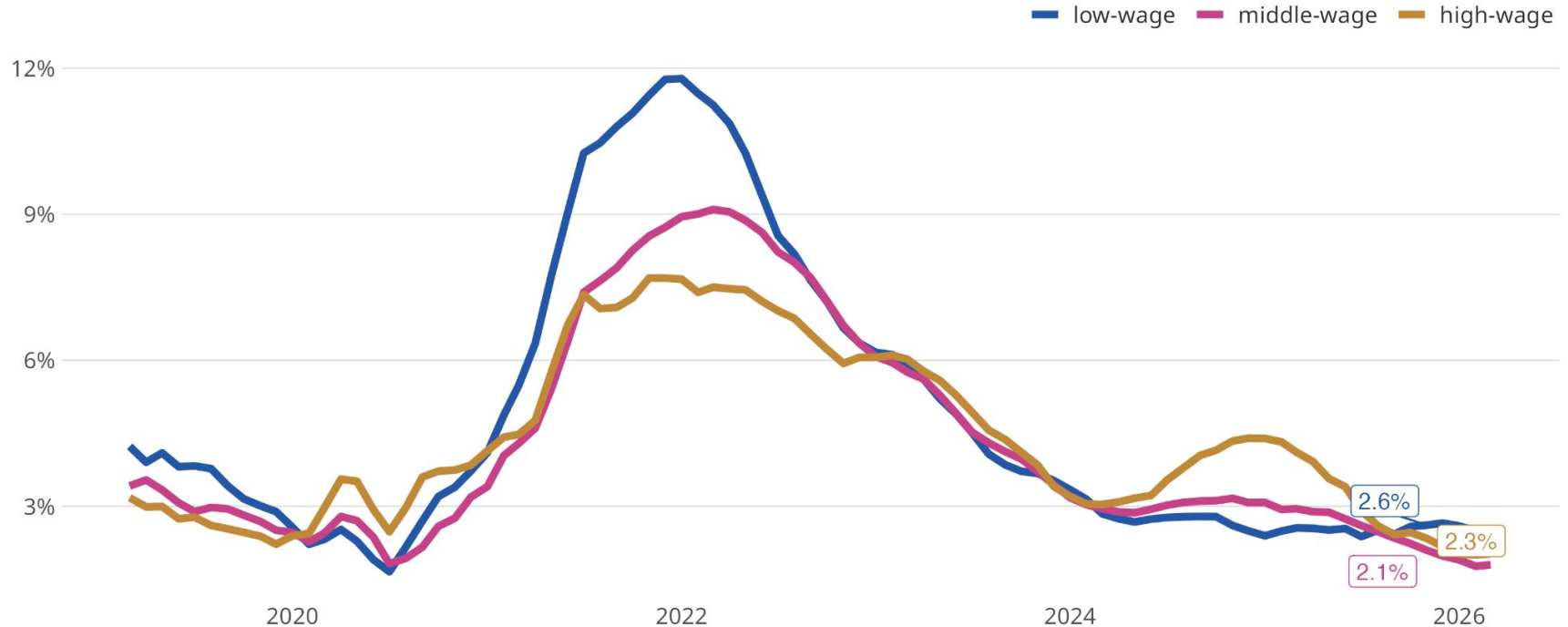


Source: Indeed Wage Tracker



Wage growth is declining across sectors

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

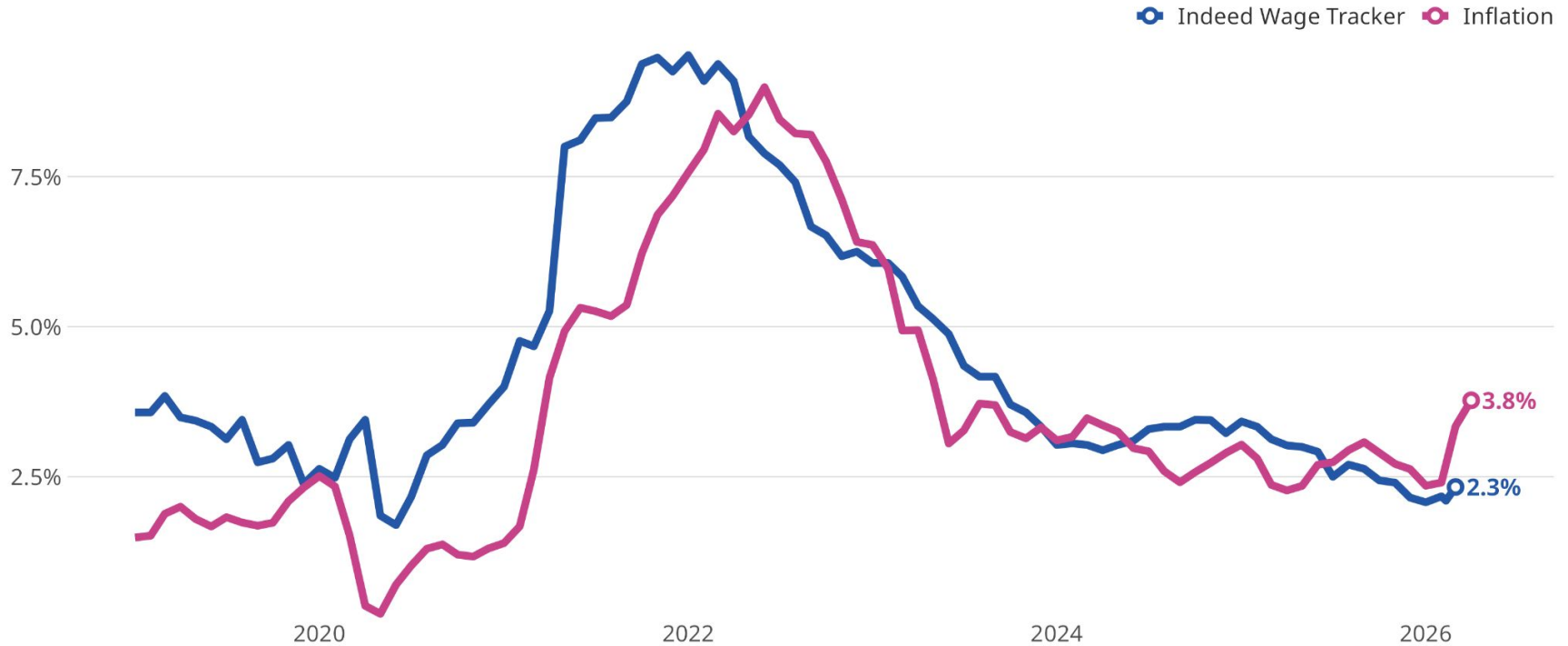


Source: Indeed Wage Tracker. Wage tiers based on a category's median posted wage in 2025



Inflation is once again growing faster than posted wages

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

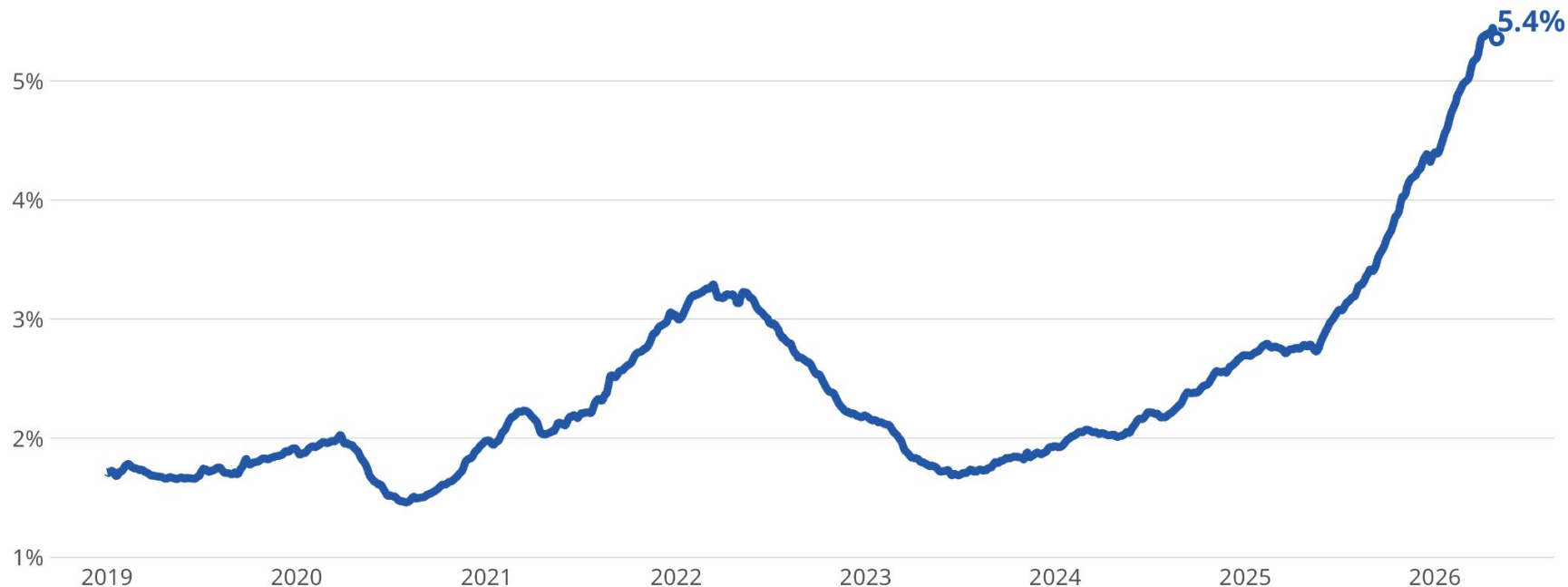


Source: Indeed Wage Tracker (January 2019-March 2026),
Consumer Price Index (January 2019-April 2026)



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 April 2026



Source: Indeed

