US Labor Market Trends

October 2026

Indeed Hiring Lab

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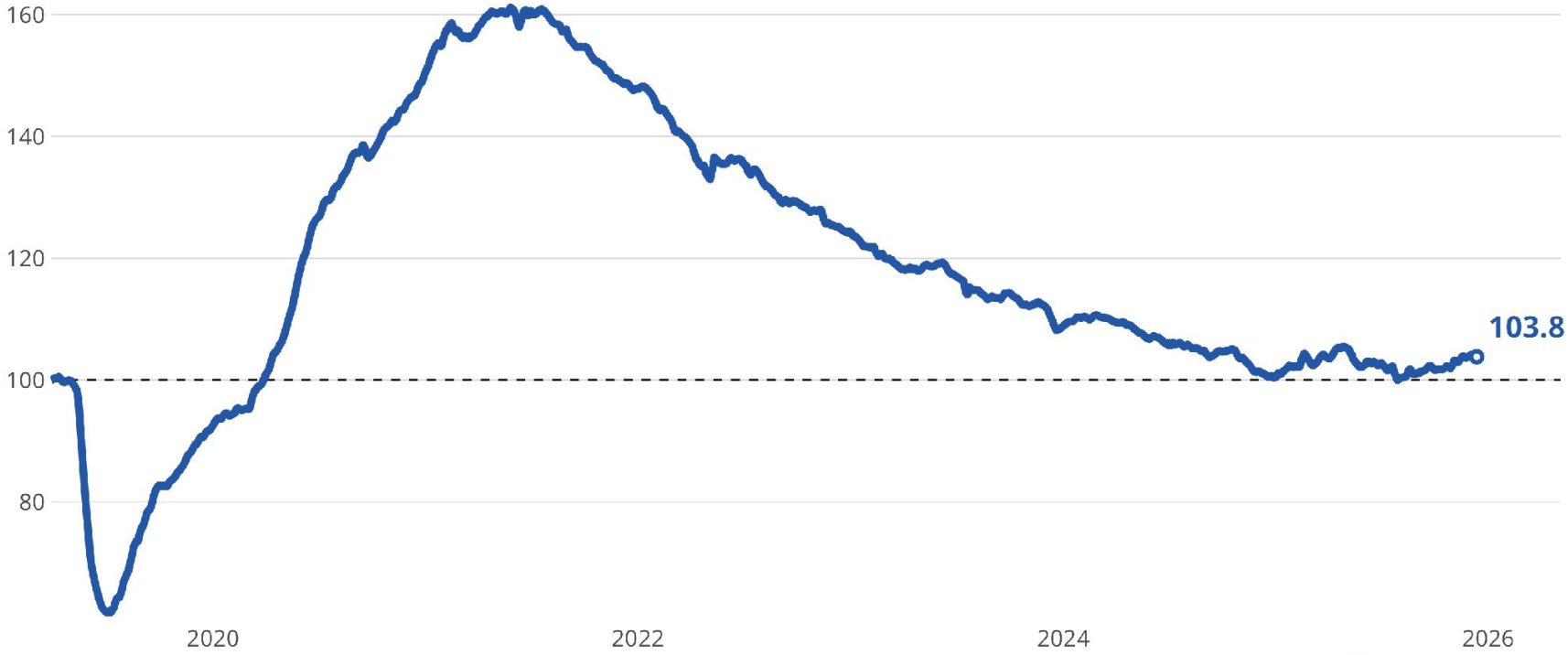
US Labor Market Overview

- As of October 16, 2026, US job postings stood 3.8% above their pre-pandemic level and were up 0.3% month-over-month.
- Postings were higher than pre-pandemic levels in more than half (60%) of sectors analyzed as of mid-October.
- The overall unemployment rate was 4.2% in September 2026.
- 8.6% of job postings advertised remote positions by the end of September 2026.
- Annual posted wage growth edged down to 2.4% in September.
- The share of job postings with AI-related terms rose to 7.3% by the end of September.

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Job postings have been trending up recently

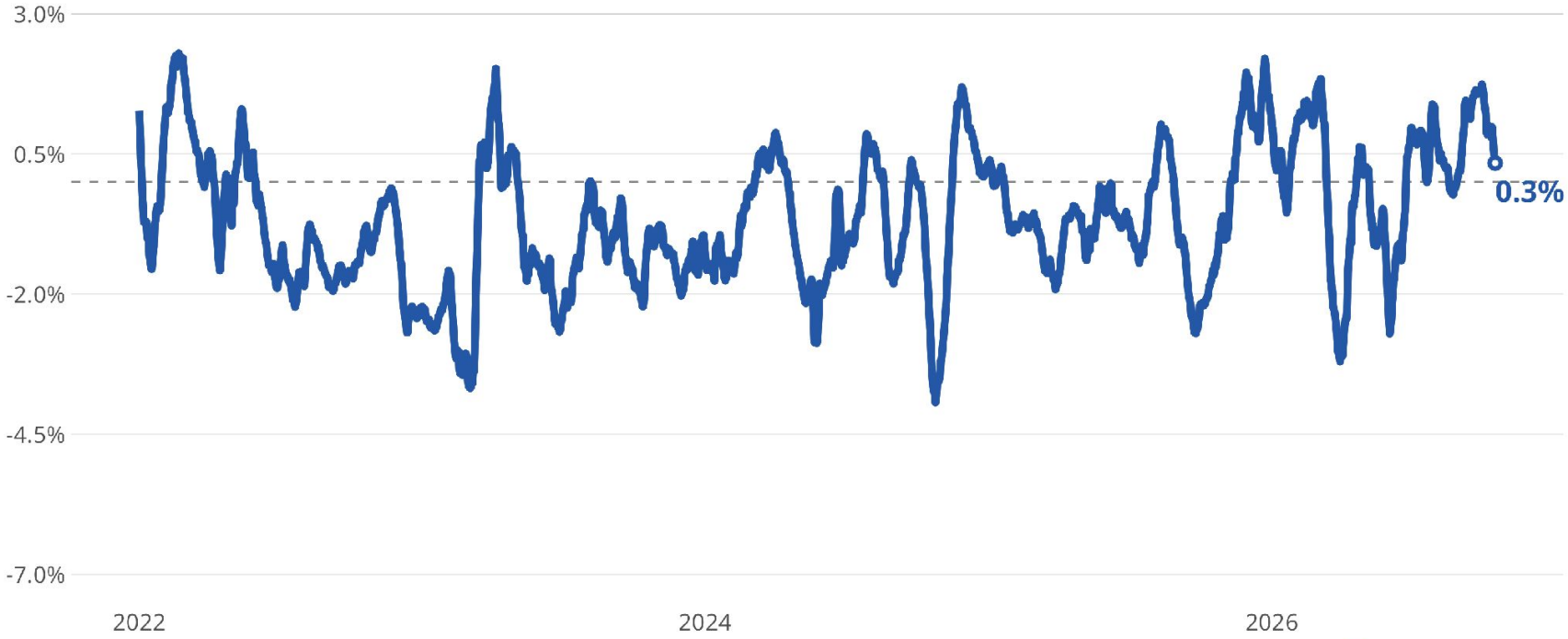
Indexed level of job postings (100 = February 1, 2020), through October 16, 2026



Source: Indeed

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

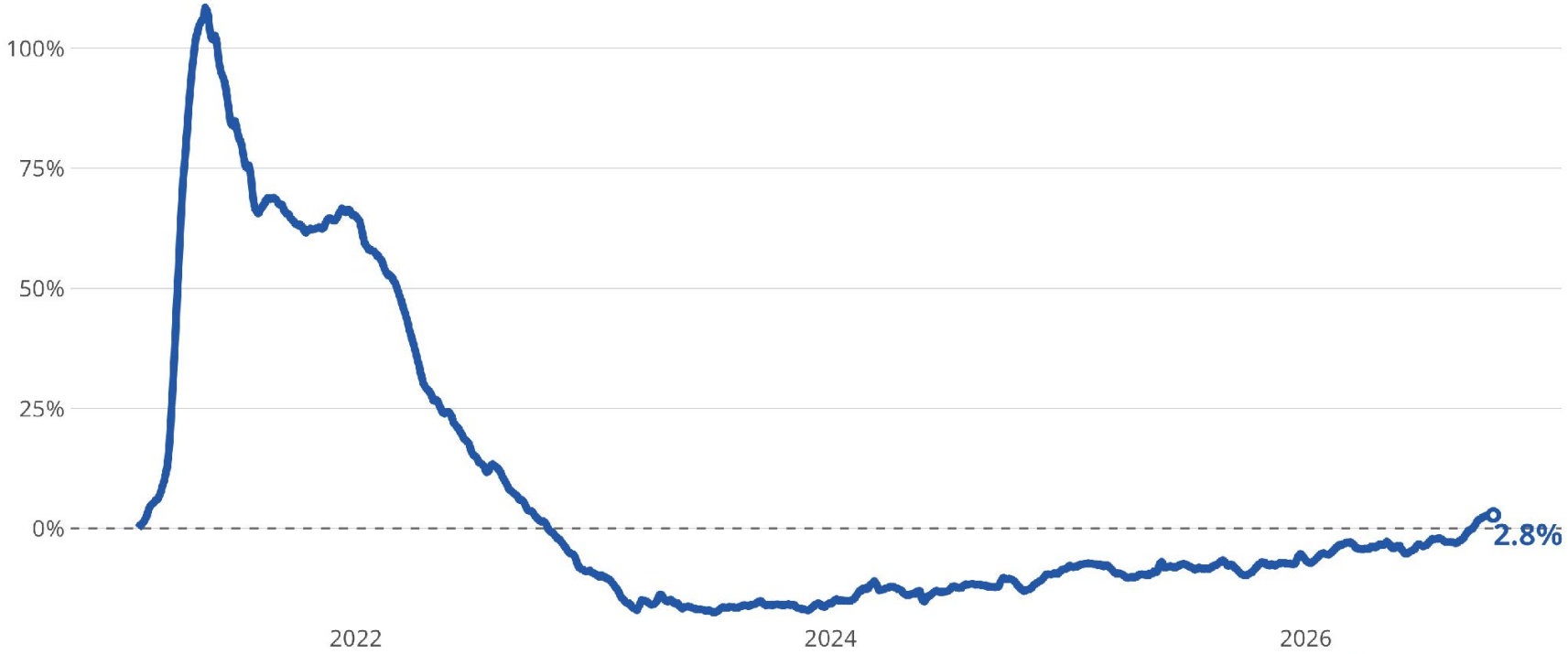
Month-over-month growth in Indeed Job Postings Index (US), through October 16, 2026



Source: Indeed

Job postings are up 2.8% from a year ago

Year-over-year growth in Indeed Job Postings Index, through October 16, 2026

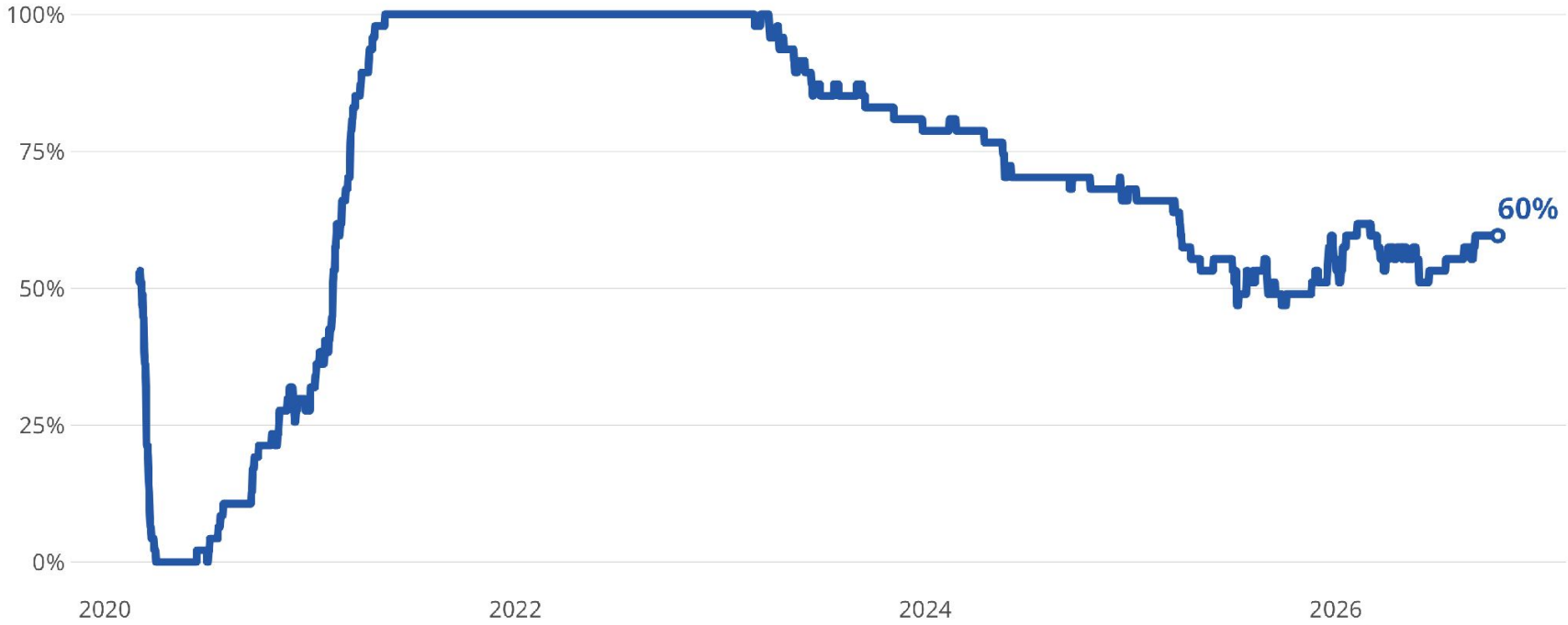


Source: Indeed

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Hiring is broadening across more occupations

Share of sectors in the US with number of job postings above pre-pandemic baseline, through October 16, 2026



Source: Indeed

Remote postings have largely stabilized

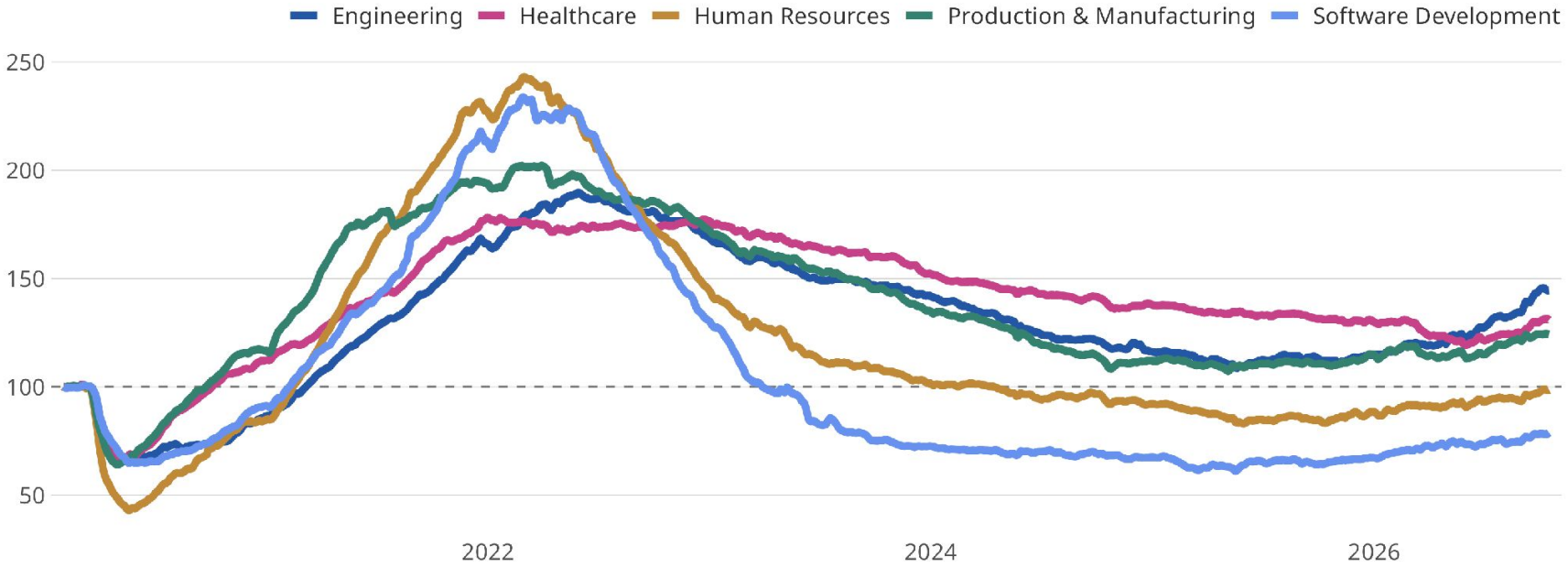
Share of U.S. job postings that contained keywords associated with remote, hybrid and flexible work arrangements, January 2019 to September 2026



Source: Indeed

Engineering job postings are ramping up

Indexed level of job postings by selected sector (100 = February 1, 2020), through October 16, 2026

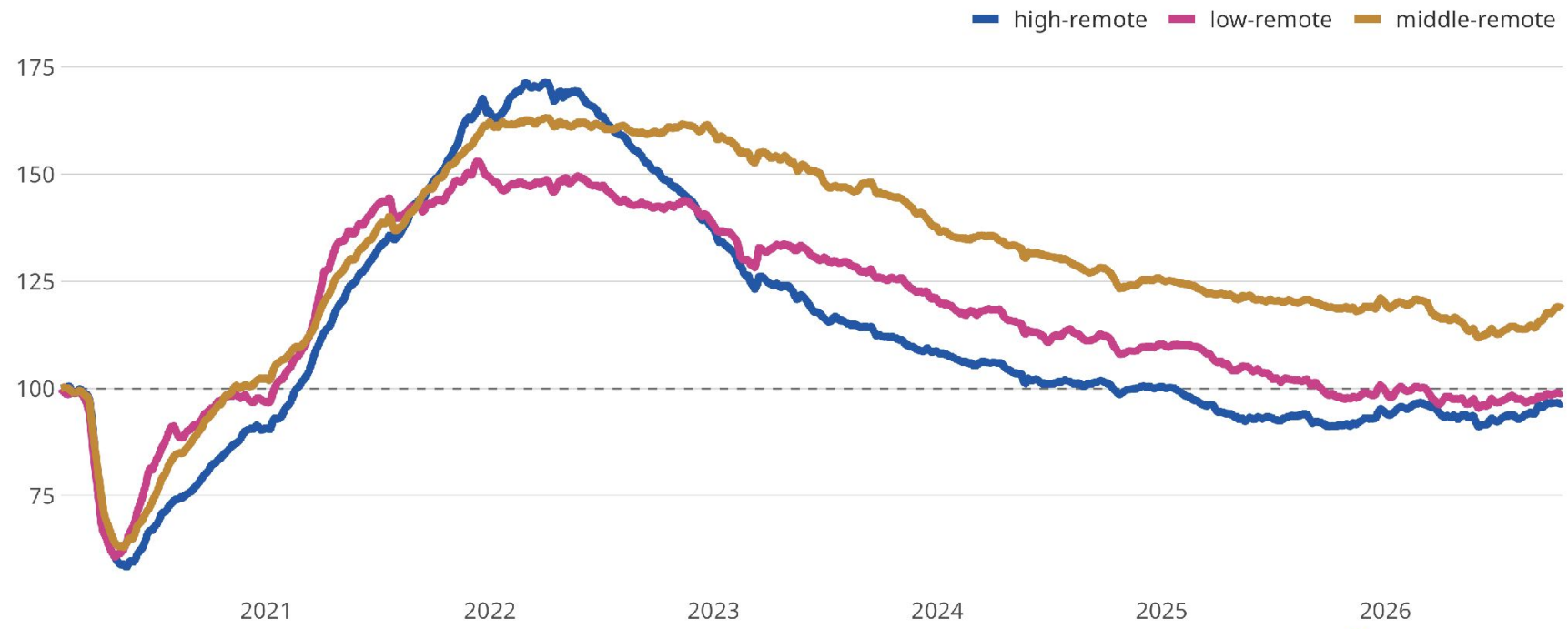


Source: Indeed. The healthcare category aggregates postings from Physicians & Surgeons, Nursing, Personal Care & Home Health, Dental, Medical Technician, Medical Information, Therapy, and Pharmacy fields. The engineering category aggregates postings from Industrial, Mechanical, Civil, Electrical, and Chemical Engineering fields.

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

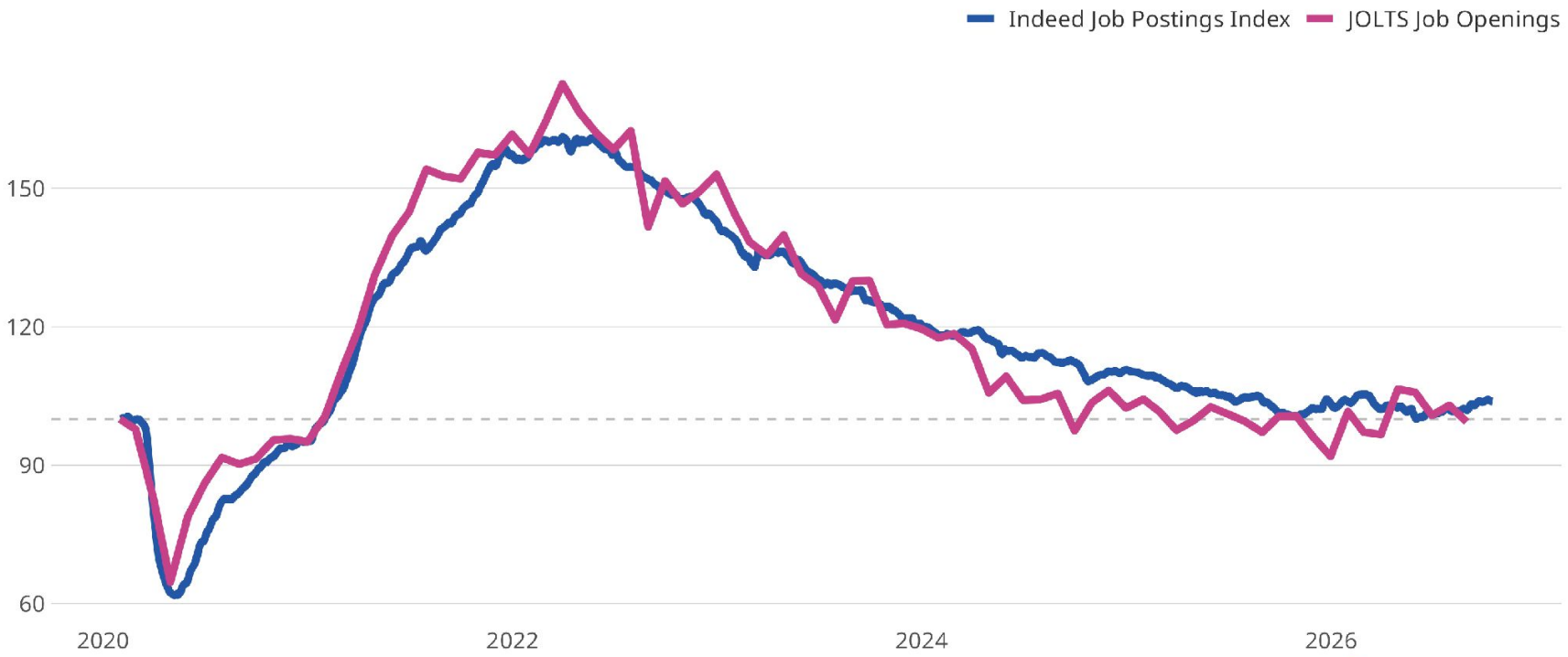
US Job Postings Index by remote-work tier, through October 16, 2026



Source: Indeed

Job openings and postings track each other

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

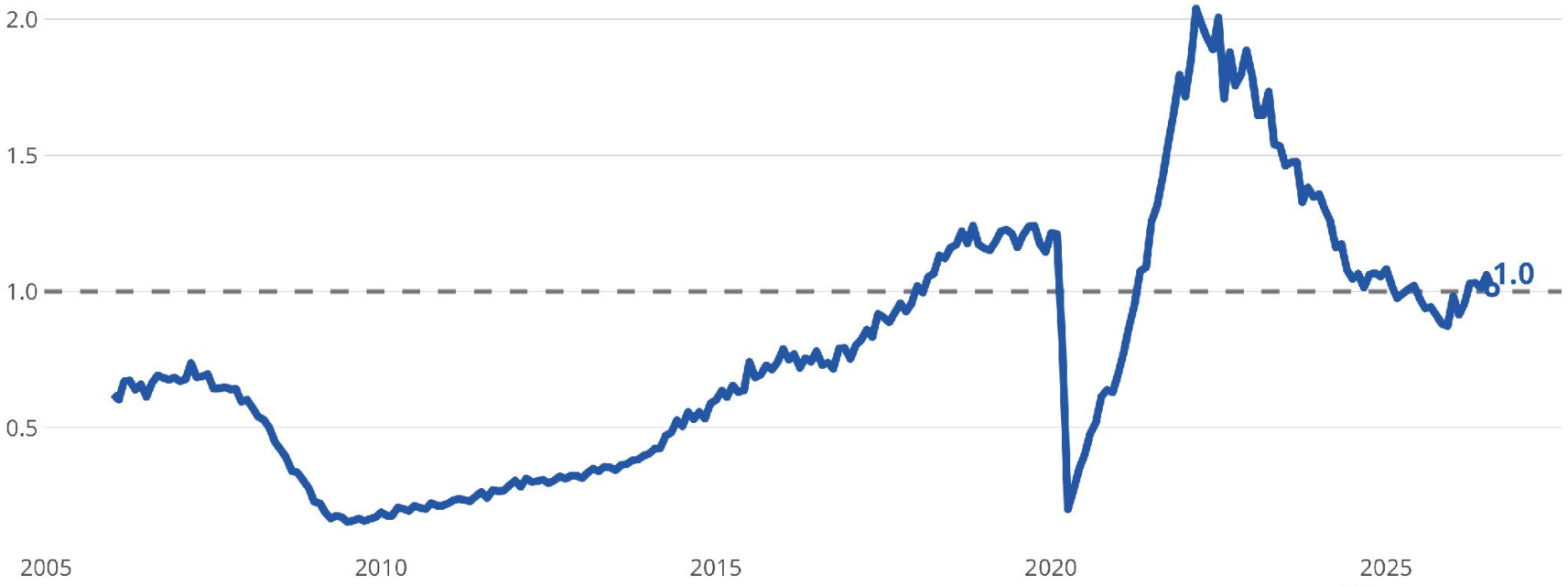


Source: US Bureau of Labor Statistics-January 31, 2020 to August 2026
Indeed-January 31, 2020 to October 16, 2026

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The ratio of openings to unemployment is at parity

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

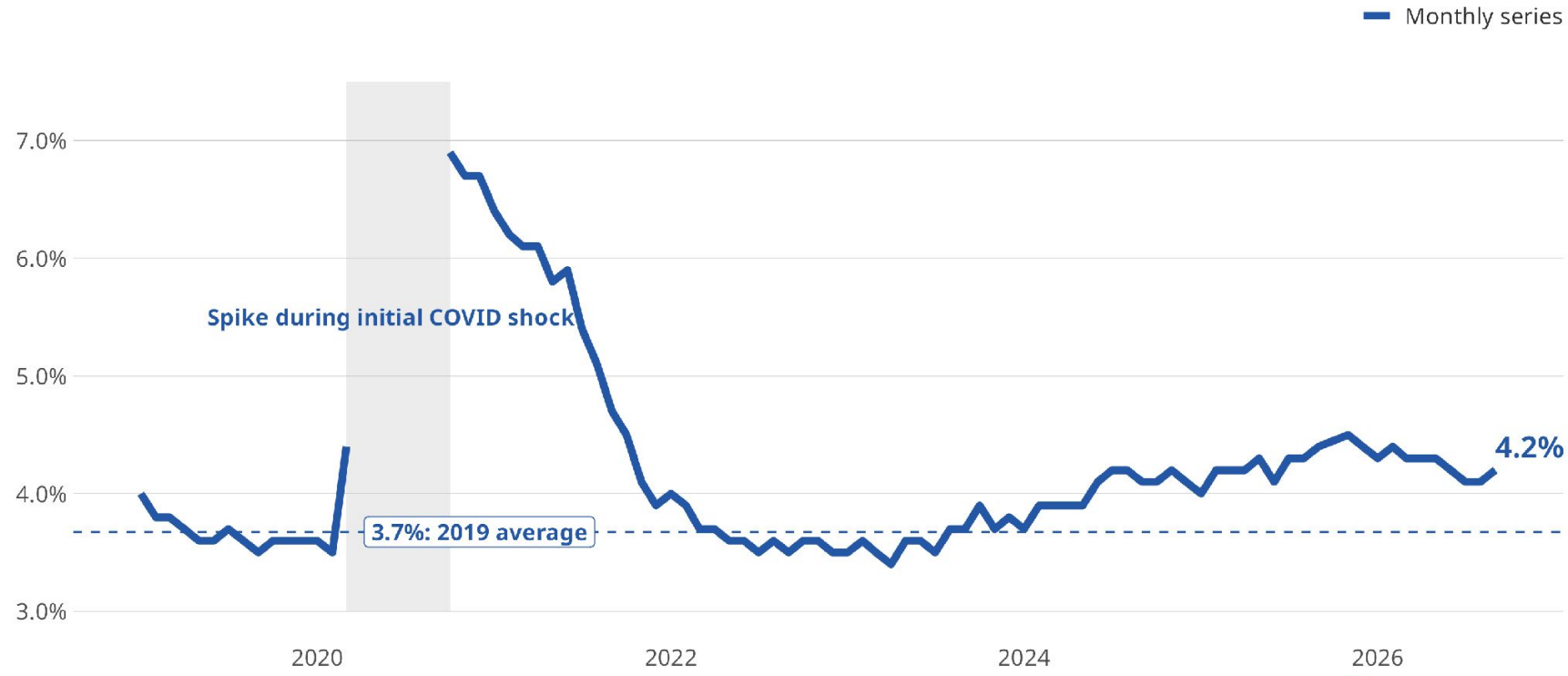


Source: US Bureau of Labor Statistics

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Unemployment moving in the right direction

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

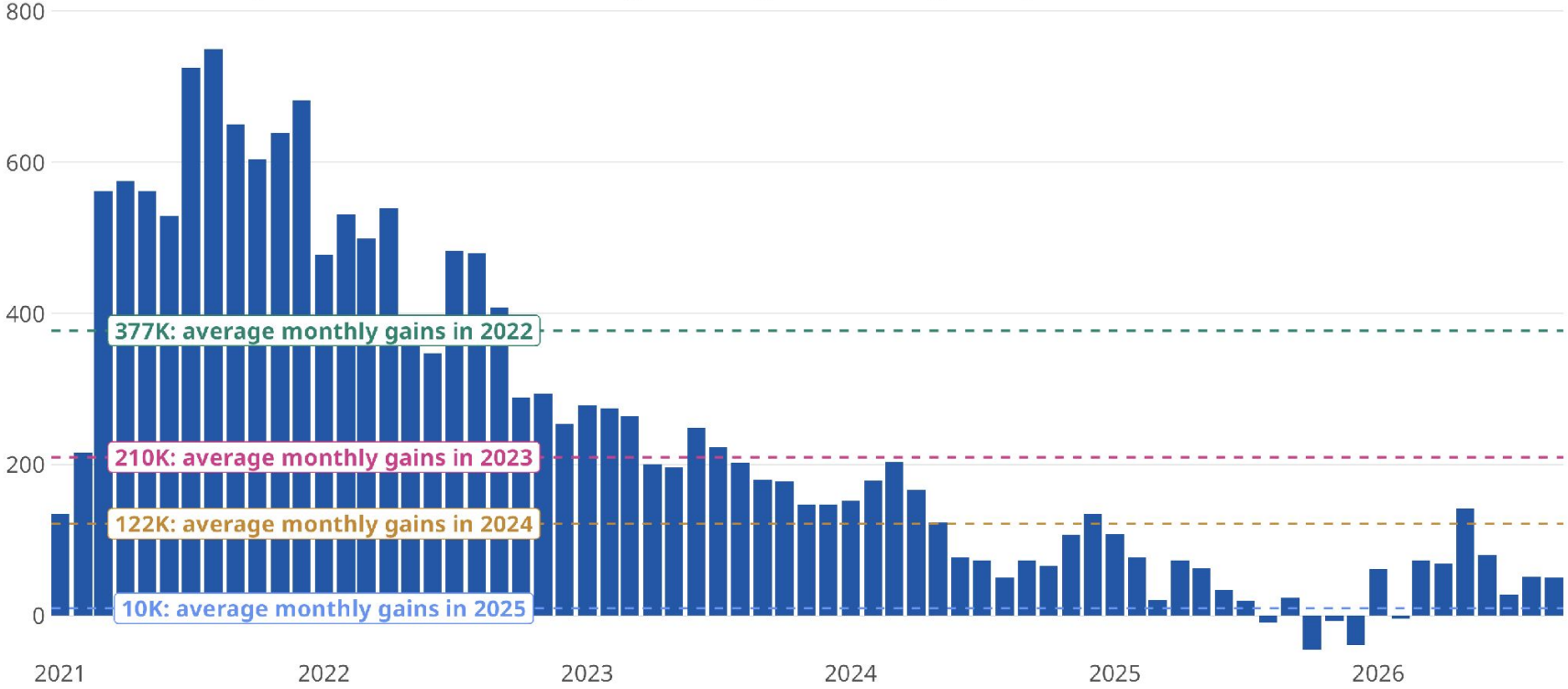


Source: US Bureau of Labor Statistics

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Monthly job gains have picked up recently

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

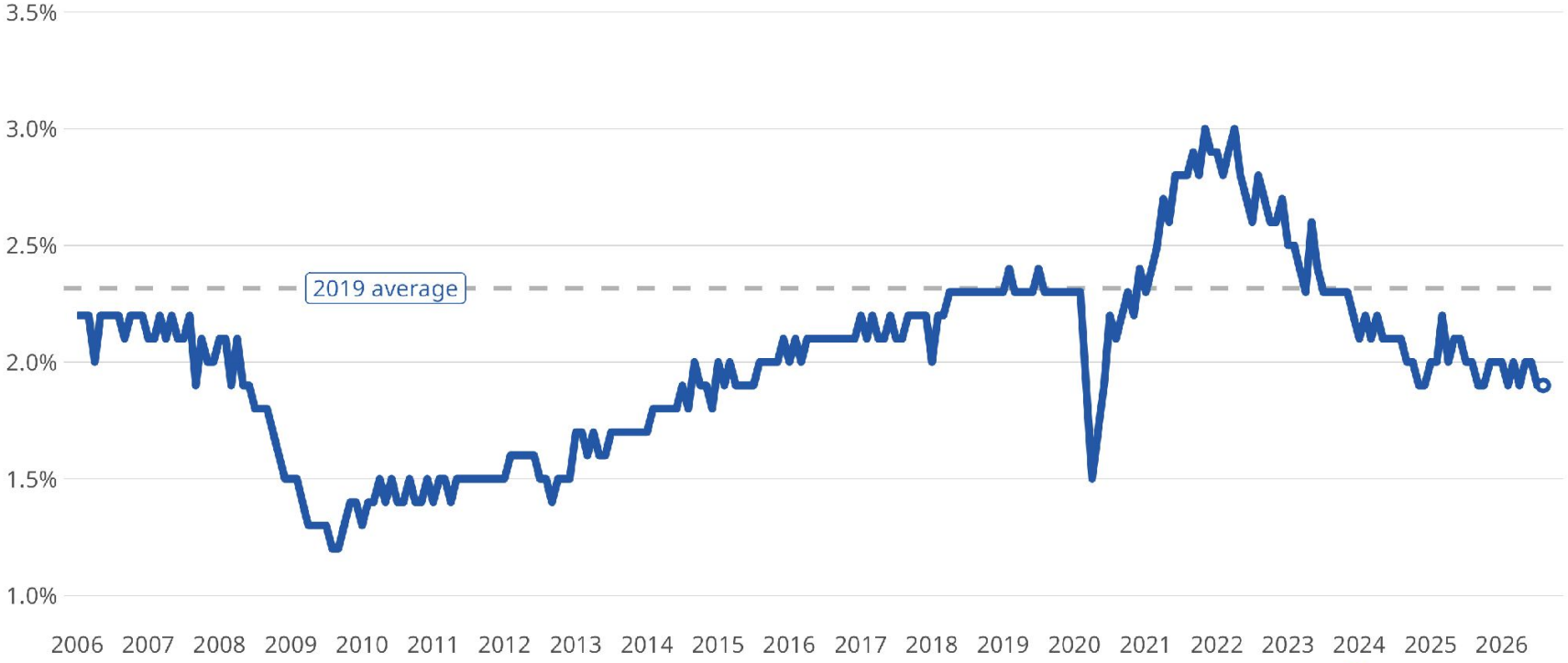


Source: US Bureau of Labor Statistics

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The quits rate is low as workers hold onto their jobs

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

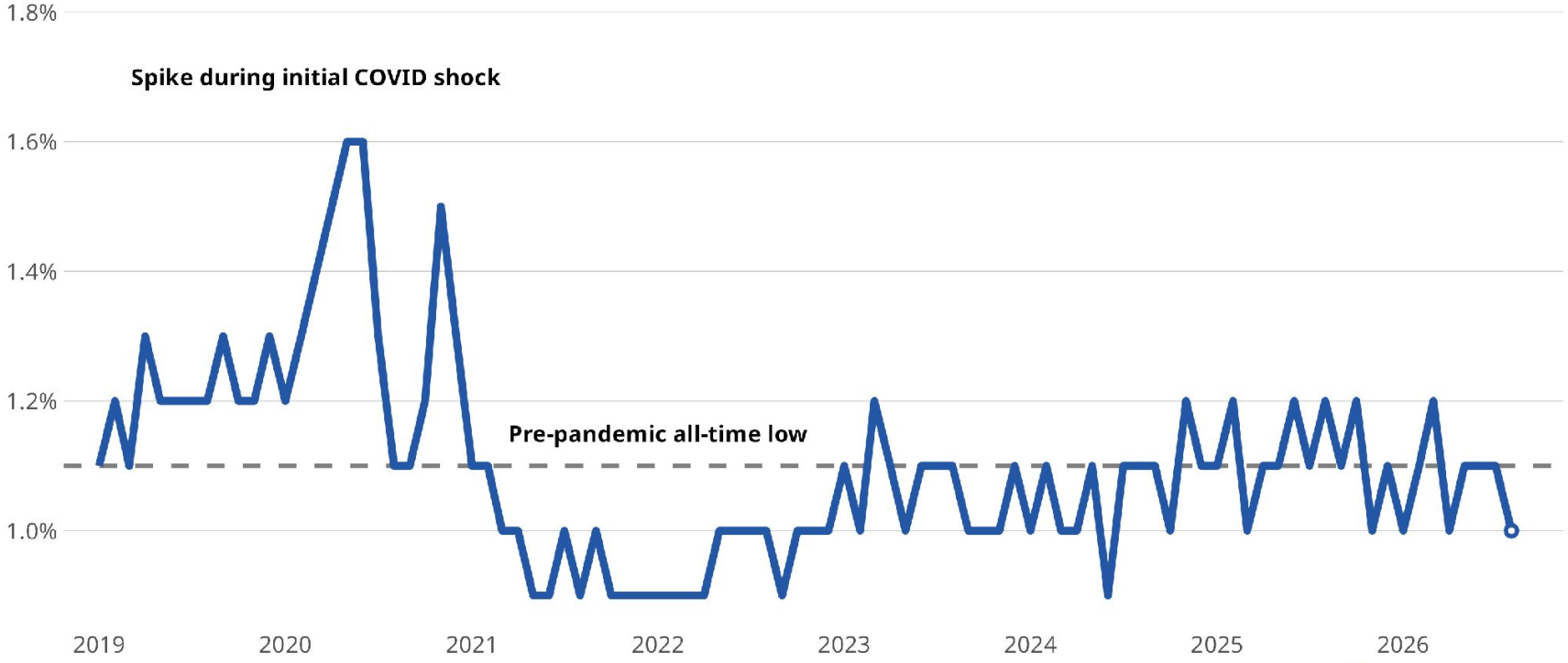


Source: US Bureau of Labor Statistics

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Layoffs remain low as employers face an uncertain future

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

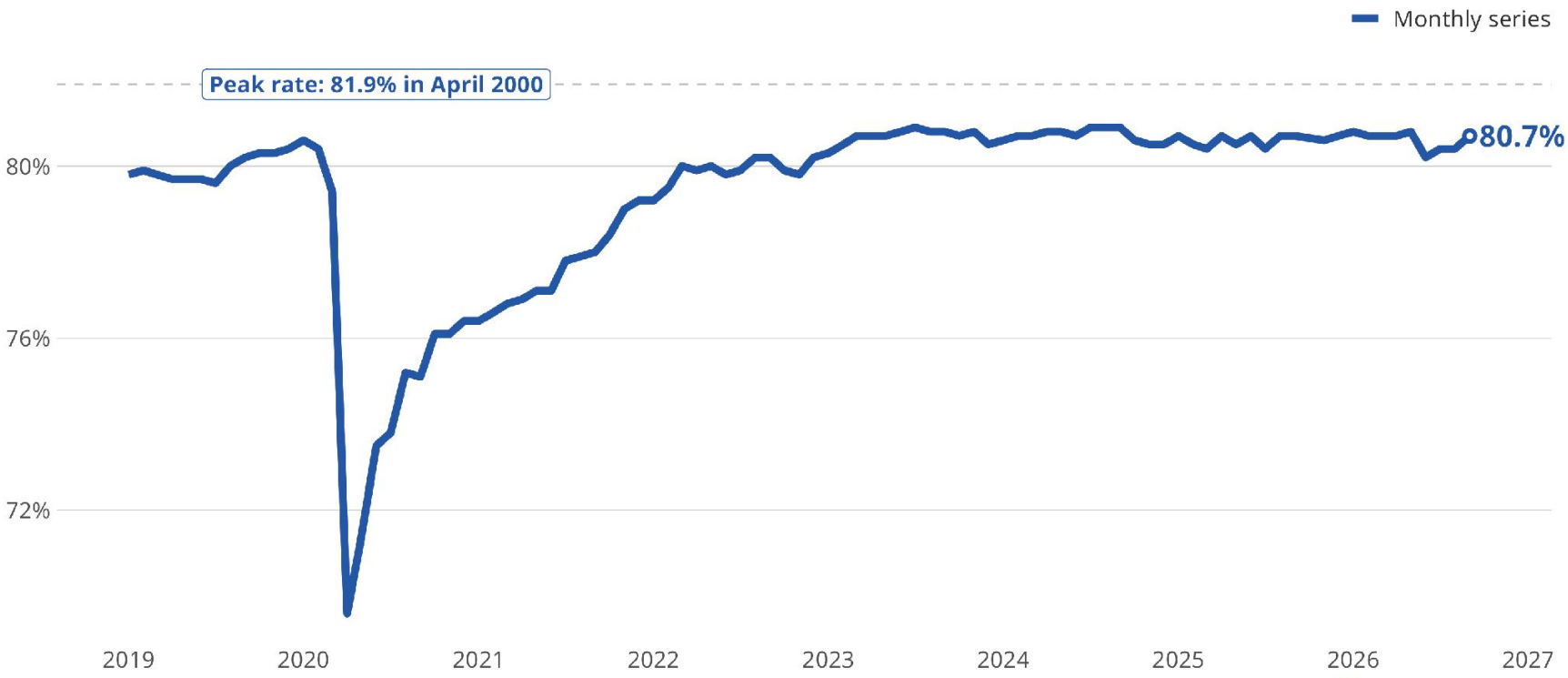


Source: US Bureau of Labor Statistics

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The prime-age employment rate is plateauing

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

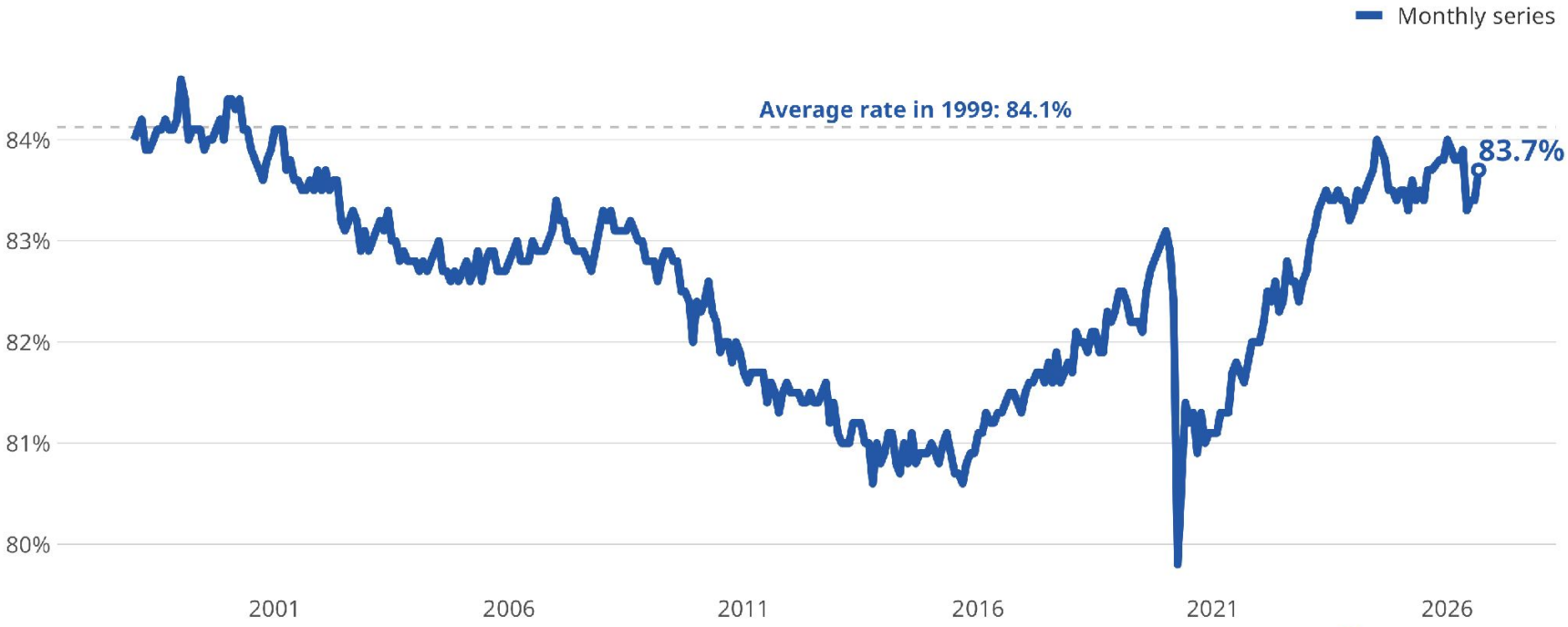


Source: US Bureau of Labor Statistics

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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 - September 2026



Source: US Bureau of Labor Statistics

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Posted wage growth is slowing

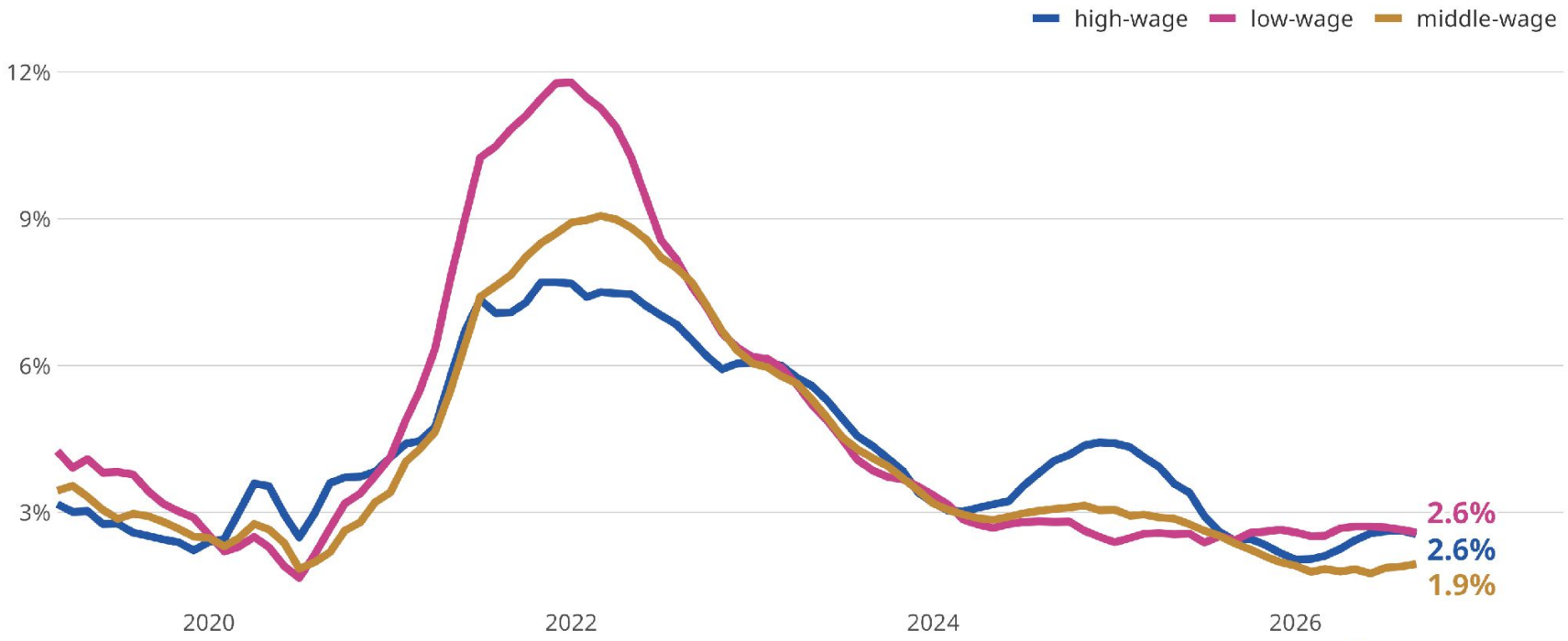
Year-over-year growth in posted wages in the US, through September 2026



Source: Indeed Wage Tracker

Posted wage growth in high-wage occupations is accelerating

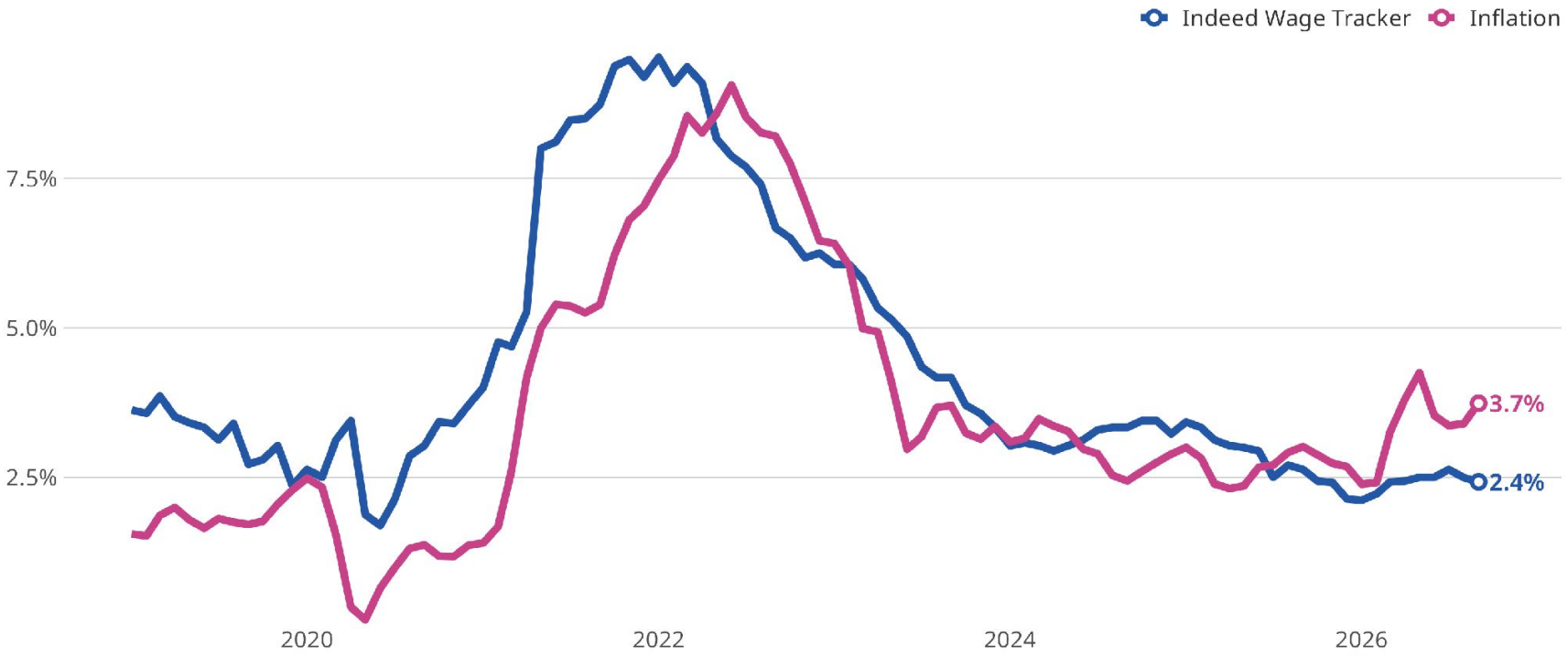
Year-over-year growth in posted wages in the US (3-month avg.), through September 2026



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

Gap between inflation and wage growth widens

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



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

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US jobs mentioning AI continue to rise

Job postings on Indeed containing Artificial Intelligence (AI) terms as a share of all US job postings, through September 2026



Source: Indeed