US Labor Market Trends

November 2026

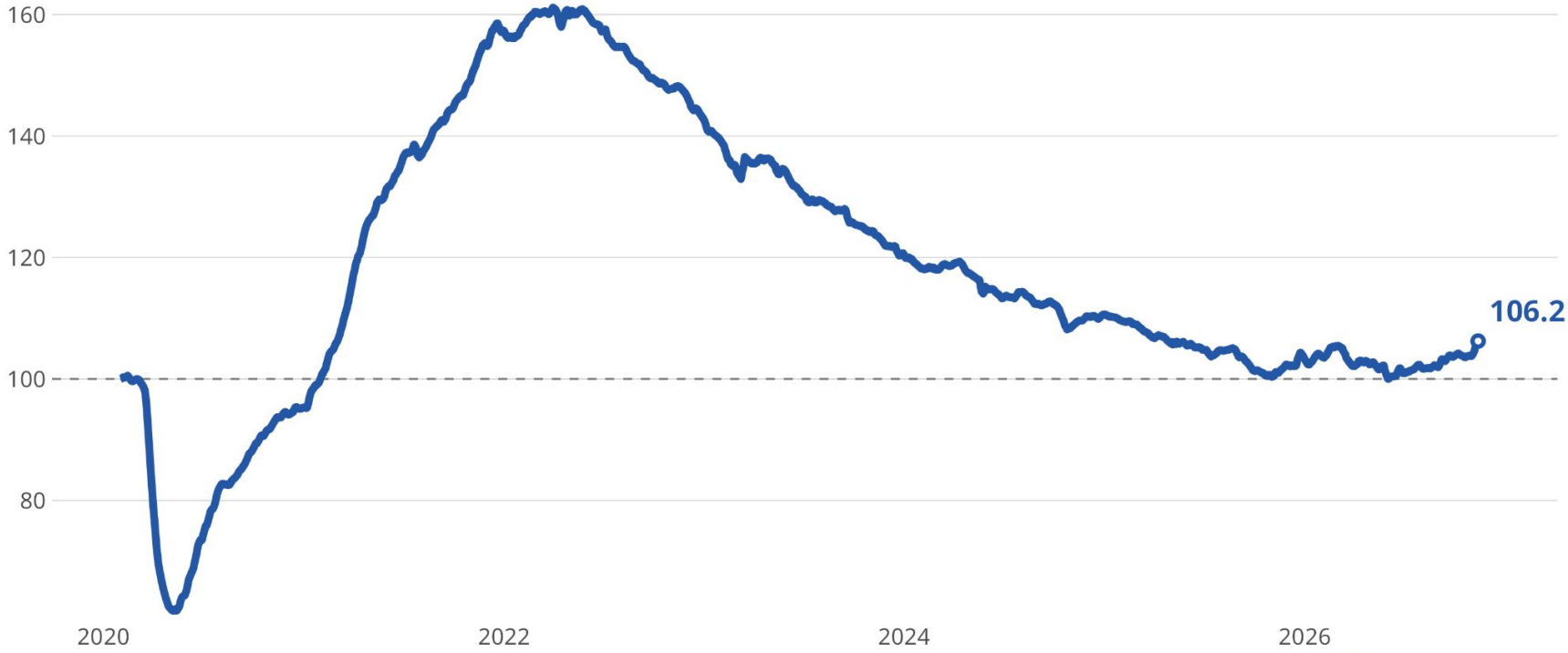
Indeed Hiring Lab

US labor market overview

- As of November 13, 2026, US job postings stood 6.2% above their pre-pandemic level and were up 5.1% year-over-year.
- Postings were higher than pre-pandemic levels in more than half (62%) of sectors analyzed. This equates to 29 of 47 occupational groups that we track.
- The overall unemployment rate was 4.1% in October 2026.
- 8.7% of job postings advertised remote positions by the end of October 2026. This share has been roughly stable since April.
- Annual posted wage growth ticked up to 2.6% in October.
- The share of job postings with AI-related terms rose to 7.8% by the end of October.

Job postings have been trending up recently

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



Source: Indeed

Job postings on Indeed are up 2.3% from a month ago

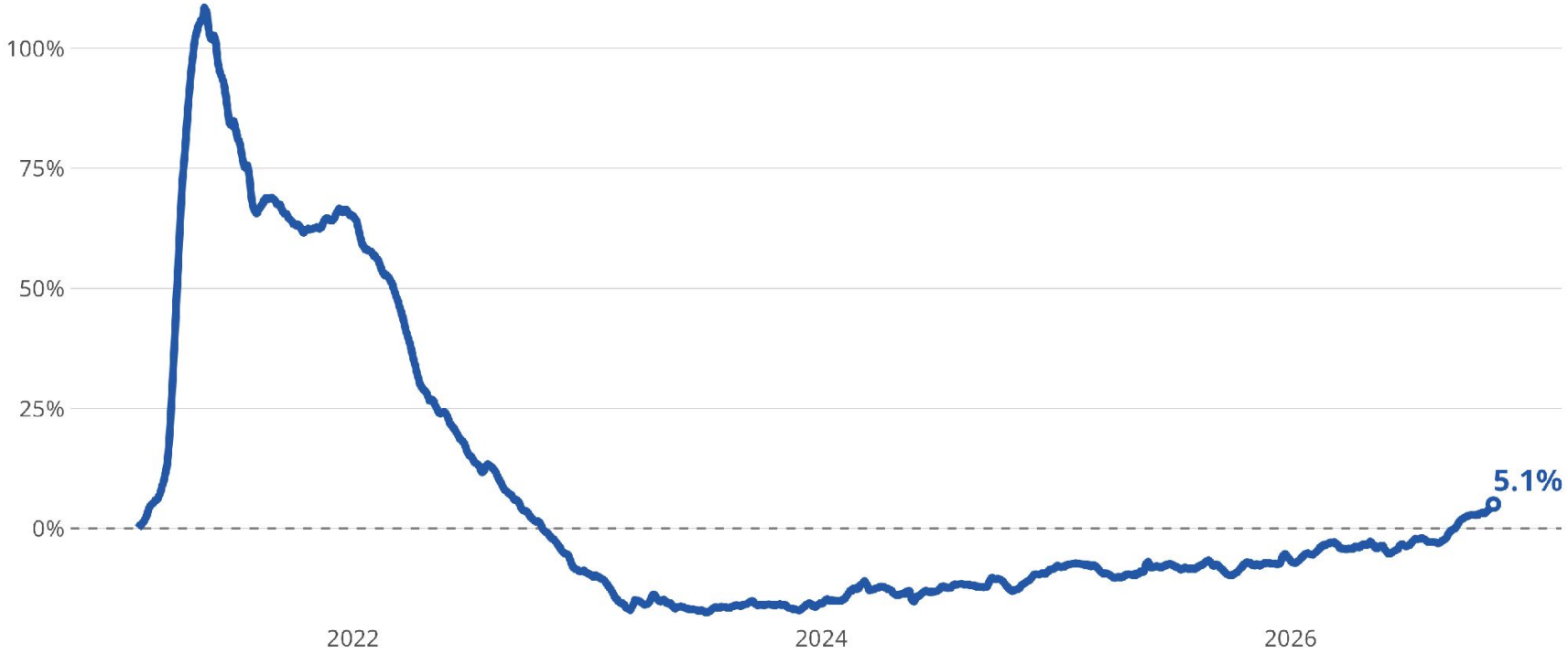
Month-over-month growth in Indeed Job Postings Index (US), through November 13, 2026



Source: Indeed

Job postings are up 5.1% from a year ago

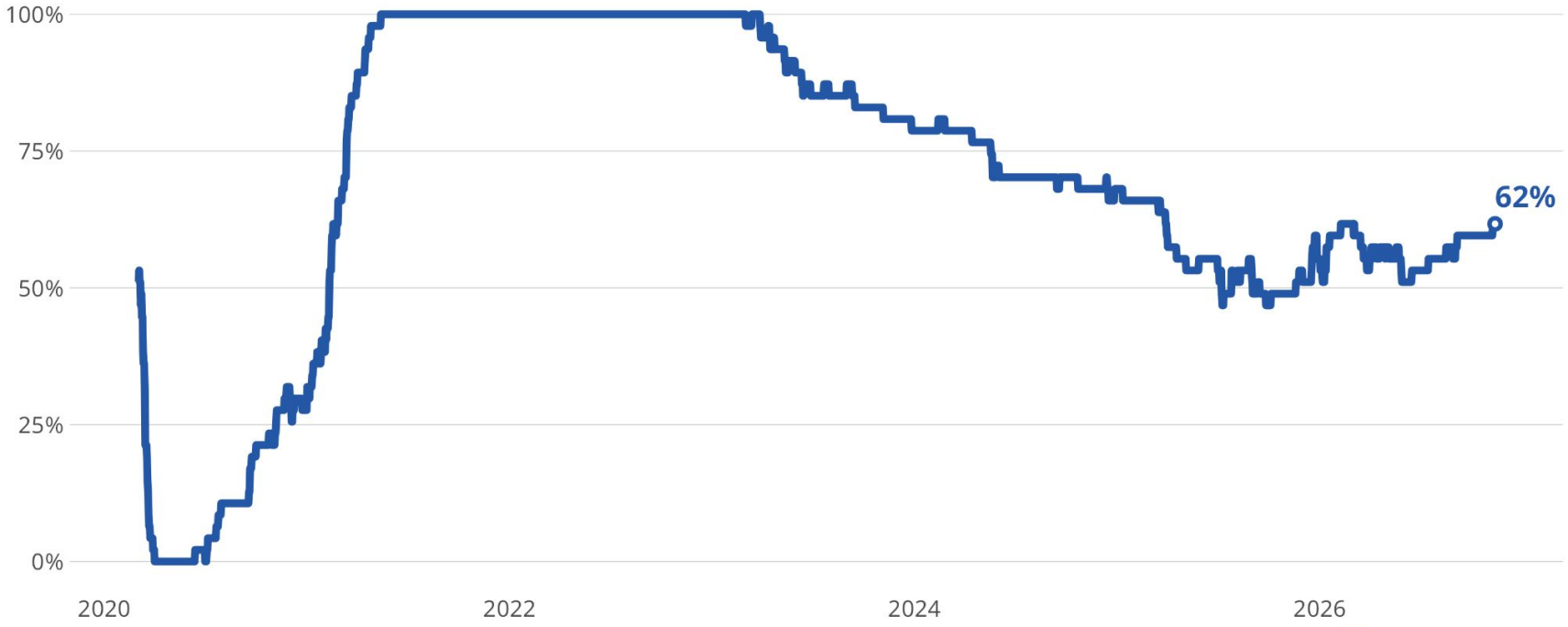
Year-over-year growth in Indeed Job Postings Index, through November 13, 2026



Source: Indeed

Hiring is broadening across more occupations

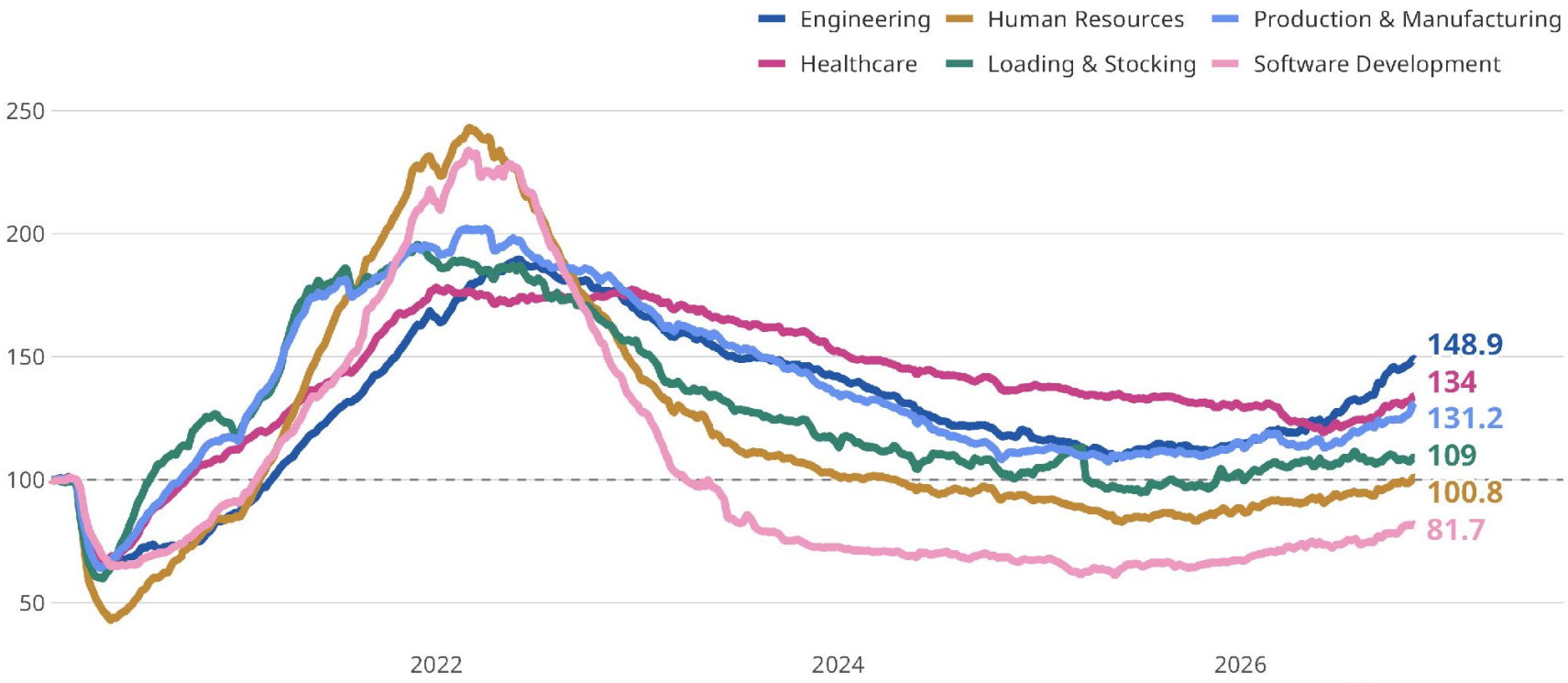
Share of sectors in the US with number of job postings above pre-pandemic baseline, through November 13, 2026



Source: Indeed

US hiring demand is highly sector specific

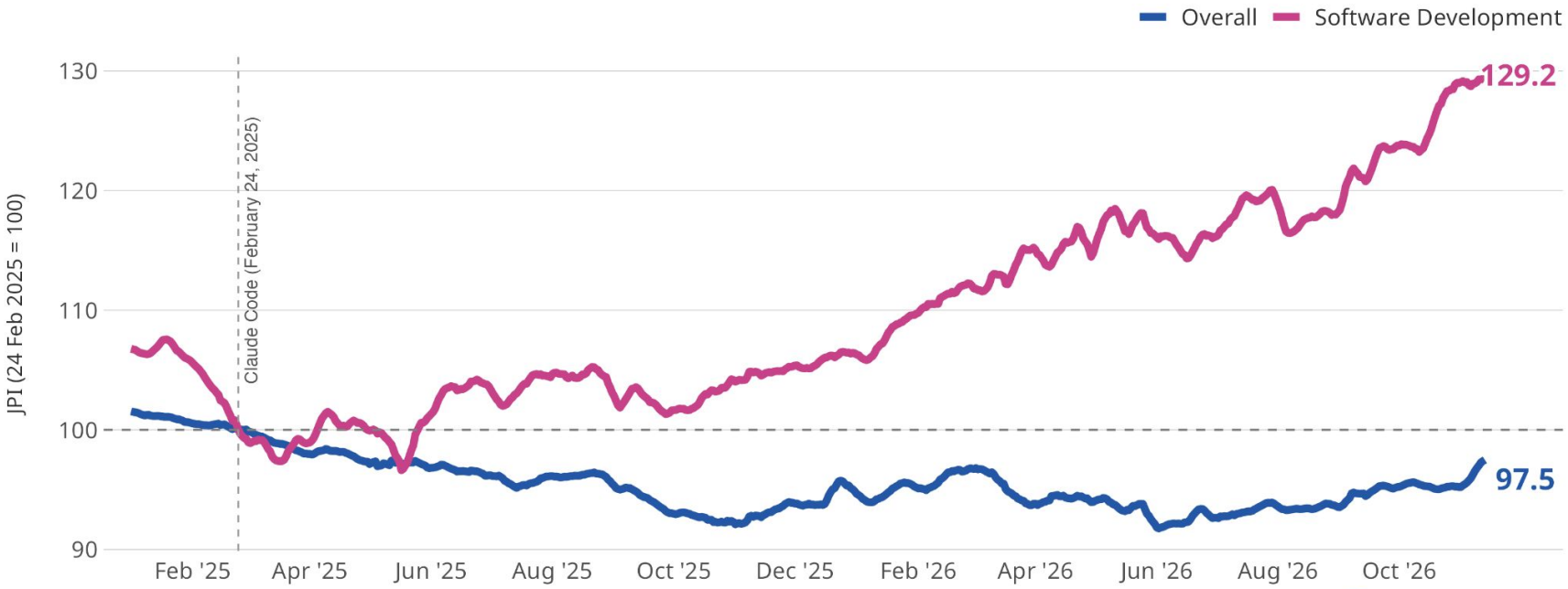
U.S. job postings index (100 = February 1, 2020), through November 13, 2026



Source: Indeed

Software development jobs have been rising since the introduction of advanced AI coding agents

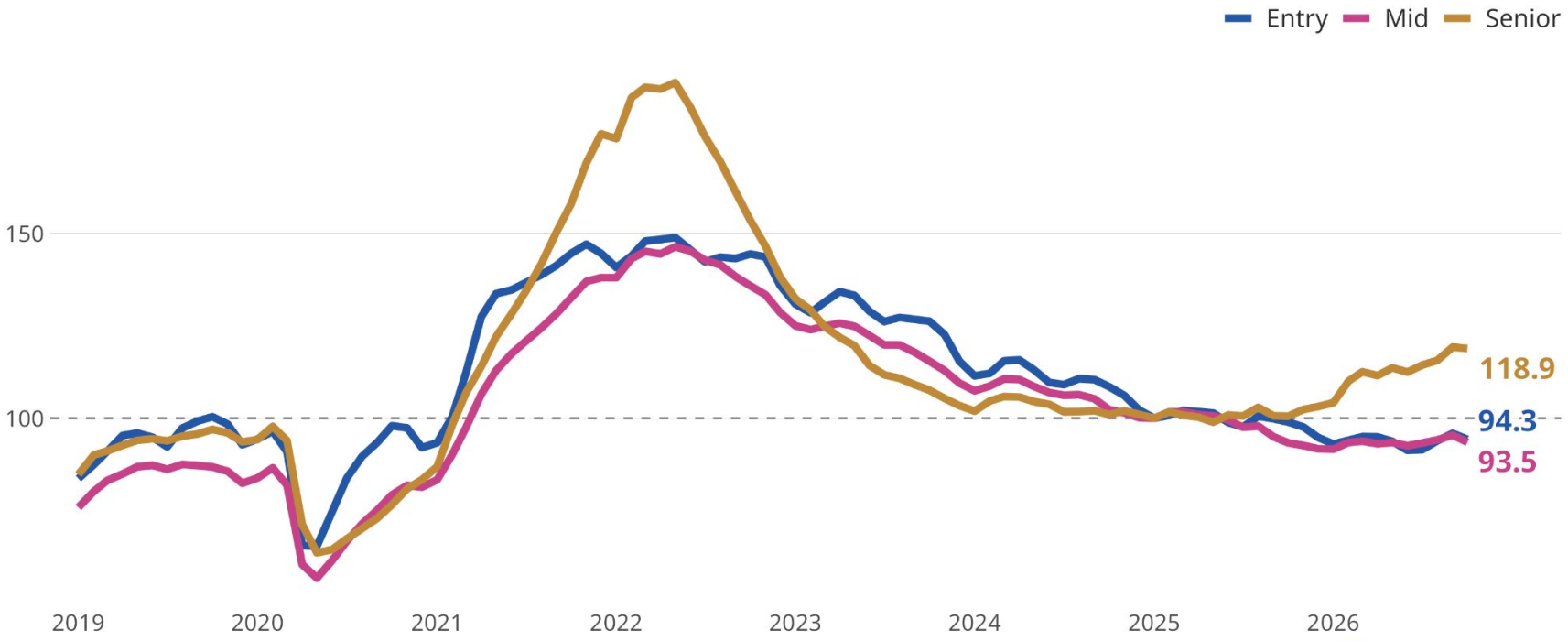
Job postings on Indeed by sector (Indexed, February 24, 2025 = 100), through November 13, 2026, seasonally adjusted



Source: Indeed

Demand for senior workers is surging

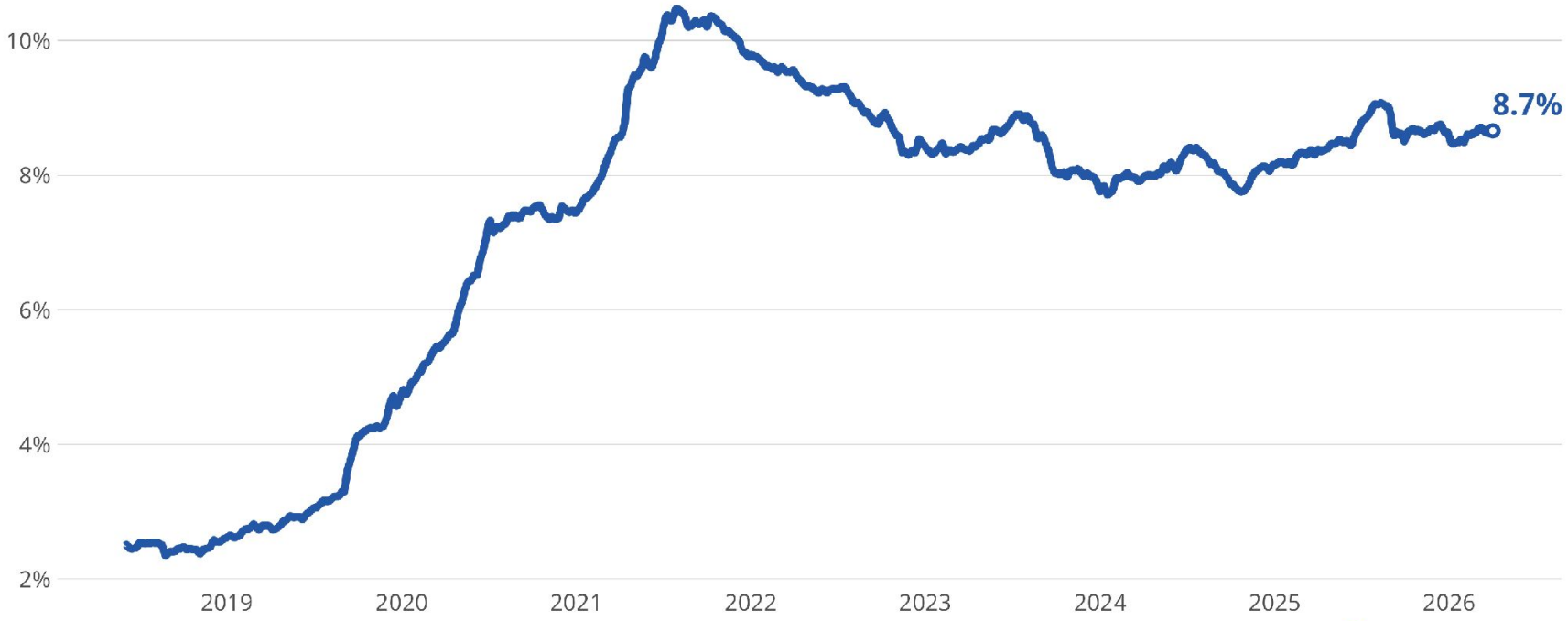
Monthly average of daily job postings with each seniority level (100 = January 2025), through October 2026



Source: Indeed

Remote postings have largely stabilized

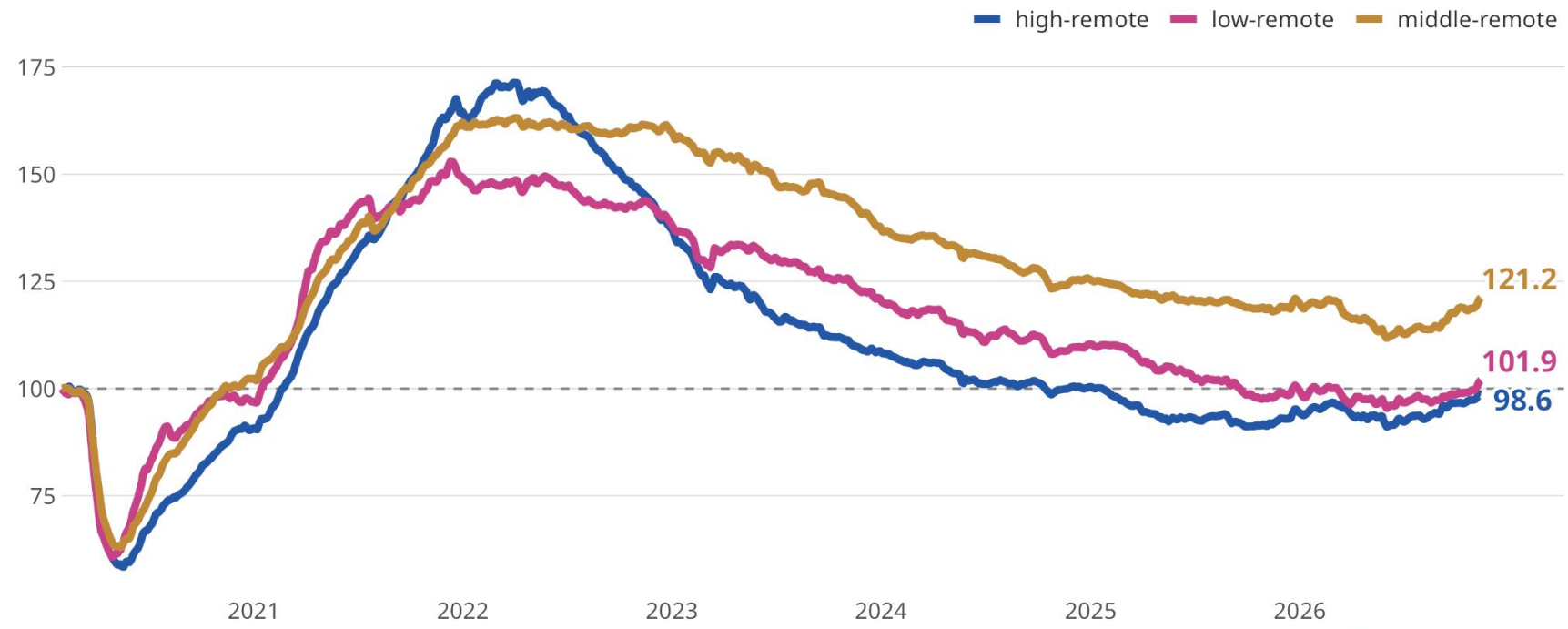
Share of U.S. job postings that contained keywords associated with remote, hybrid and flexible work arrangements, January 2019 to October 2026



Source: Indeed

Postings in low- and high-remote sectors are gaining back ground

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



Source: Indeed

AI mentions in US job postings are growing quickly

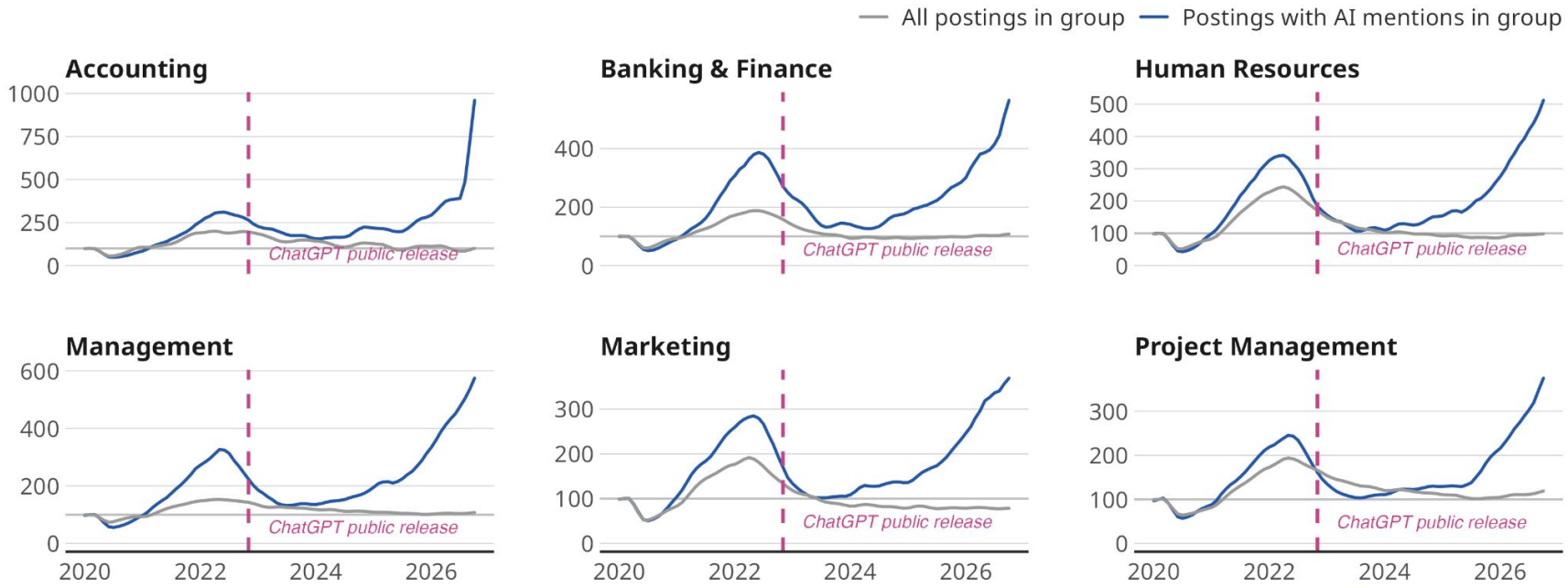
Job postings on Indeed containing AI terms as a share of all US job postings, through October 2026



Source: Indeed

Postings with AI mentions are defying recent trends in many knowledge-work sectors

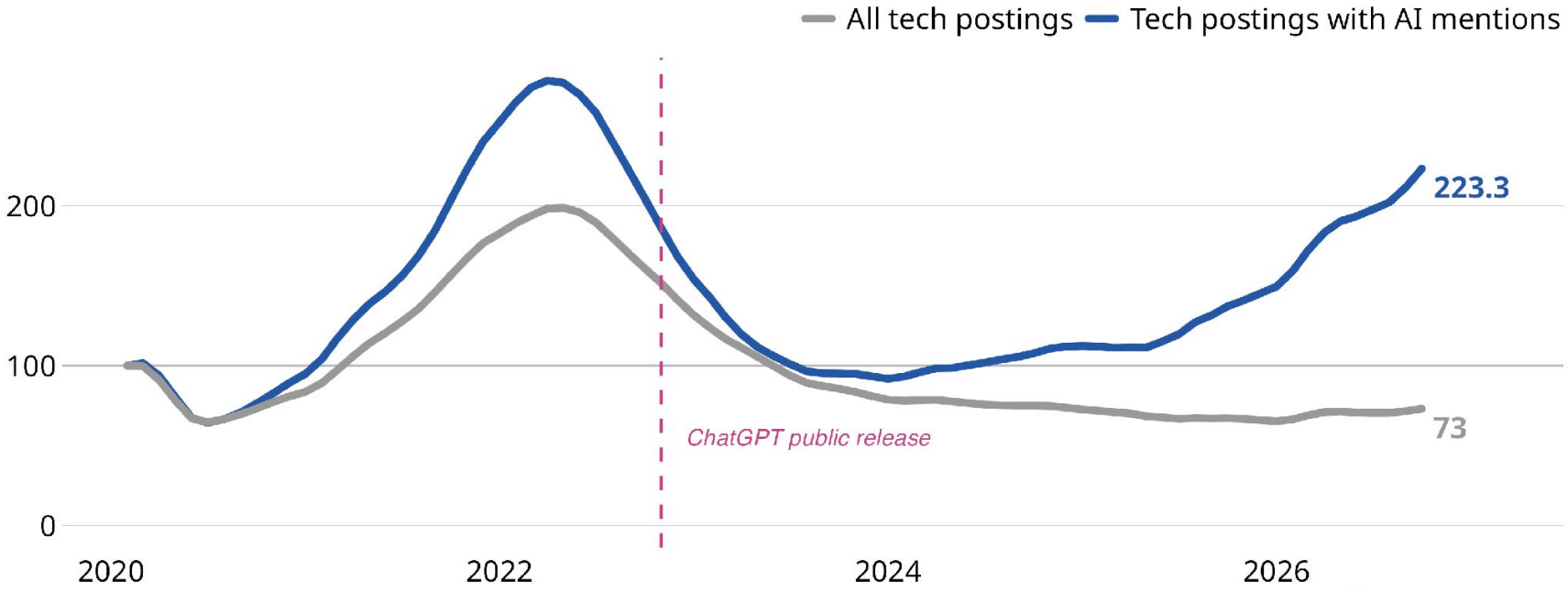
Job postings with AI mentions compared to all postings in selected occupational group, Feb 2020 to Oct 2026



Source: Indeed. 3-month moving average indexed to Feb 1, 2020

Tech postings with AI mentions are rising while tech continues to cool overall

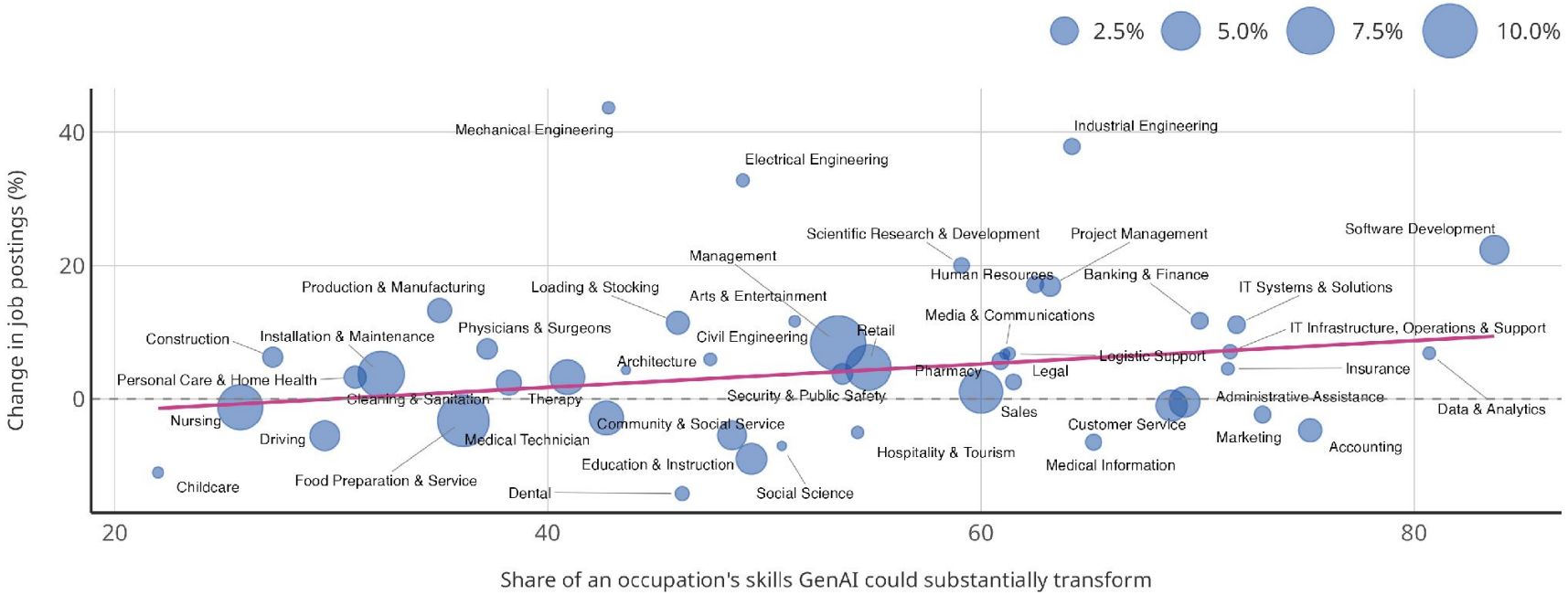
Job postings with AI mentions compared to all postings in tech occupations, Feb 2020 to Oct 2026



Source: Indeed

Since 2025, AI-exposed occupations have been leading the job posting recovery

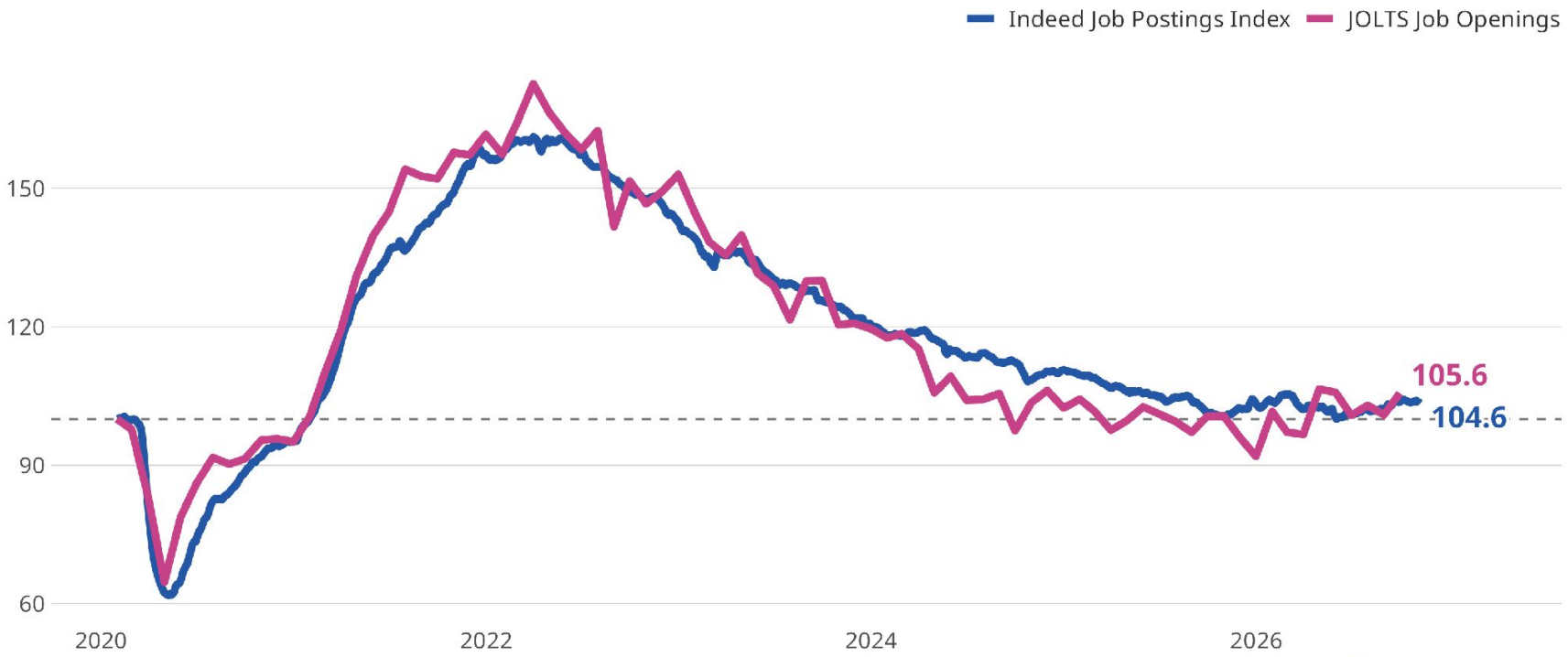
United States, October 2025 – October 2026 | Based on JPI, seasonally adjusted



Source: Indeed. GenAI exposure based on the Indeed Hiring Lab AI at Work Report 2025 (GSTI).
Bubble size: share of all postings

Job openings and postings track each other

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



Source: US Bureau of Labor Statistics, January 31, 2020 to September 2026
Indeed, January 31, 2020 to November 13, 2026

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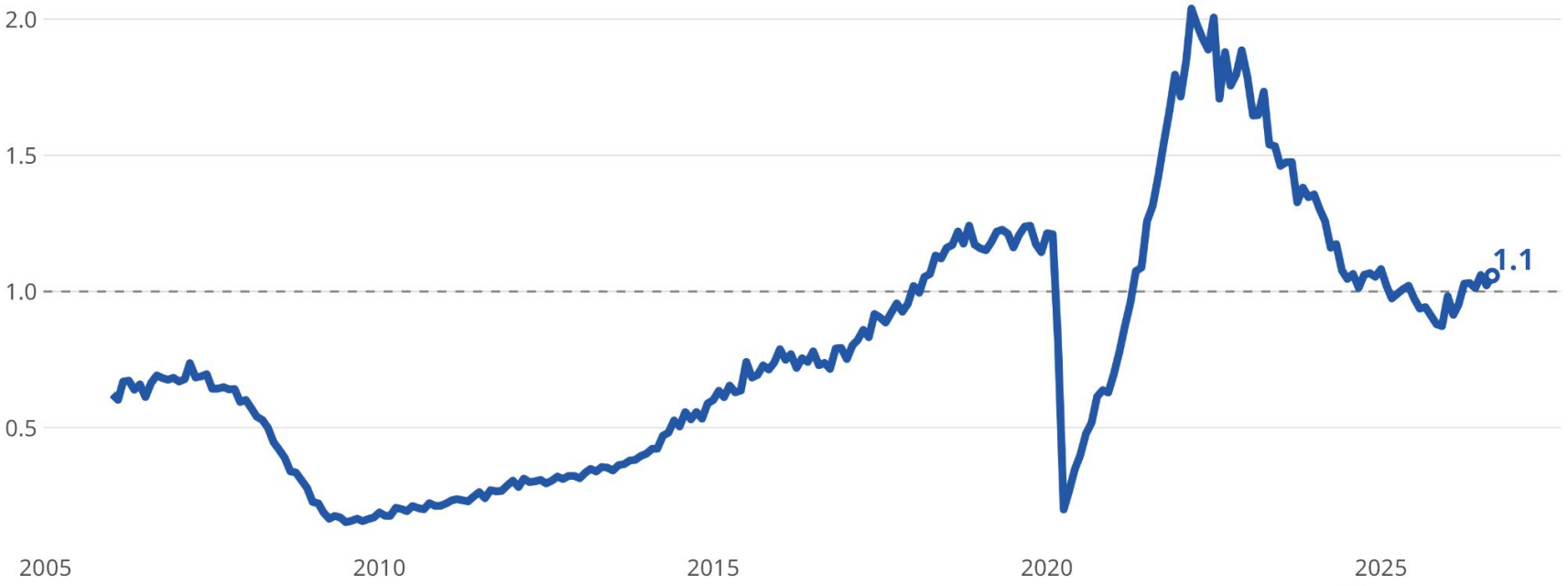
The number of openings per unemployed worker is moving up

Job openings per unemployed worker, through September 2026



Source: US Bureau of Labor Statistics

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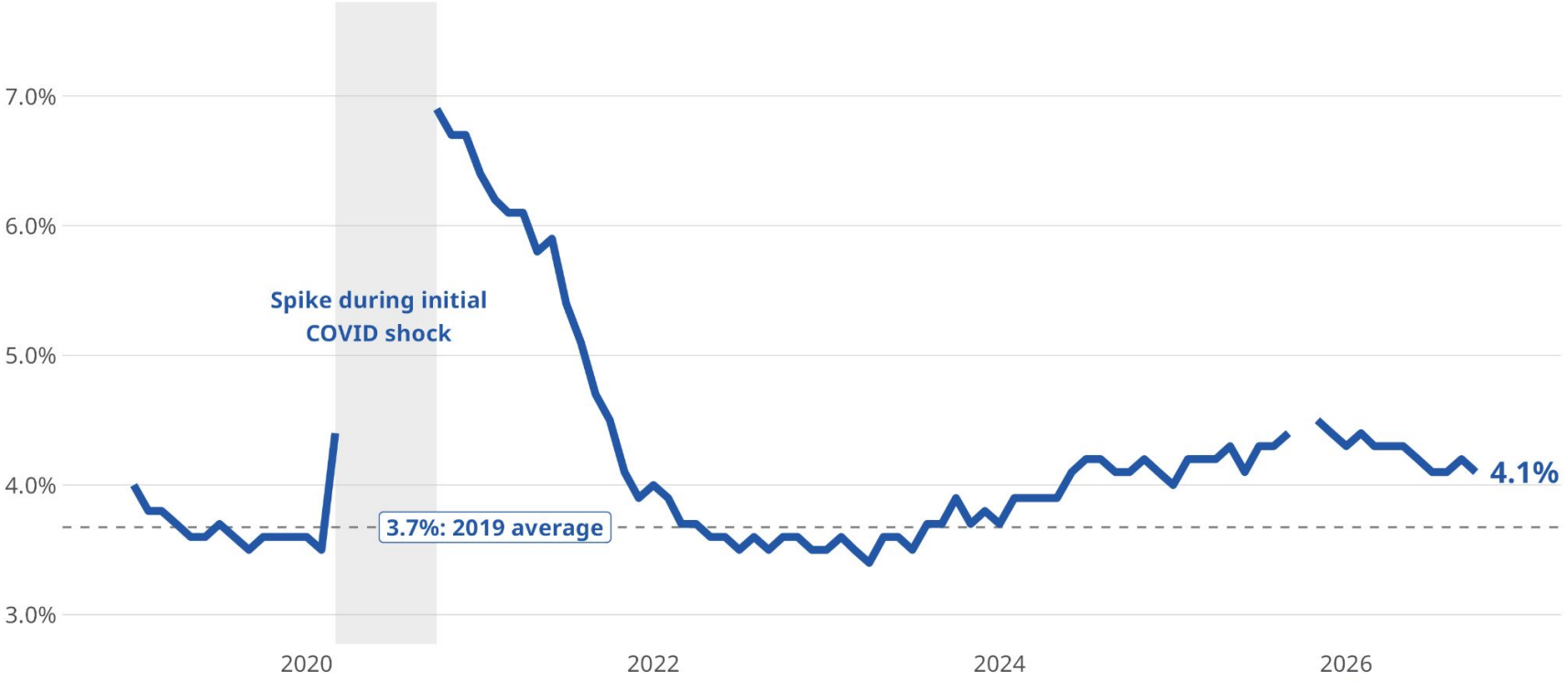
Unemployment has largely stabilized after slowly creeping up

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



Source: US Bureau of Labor Statistics, Current Population Survey

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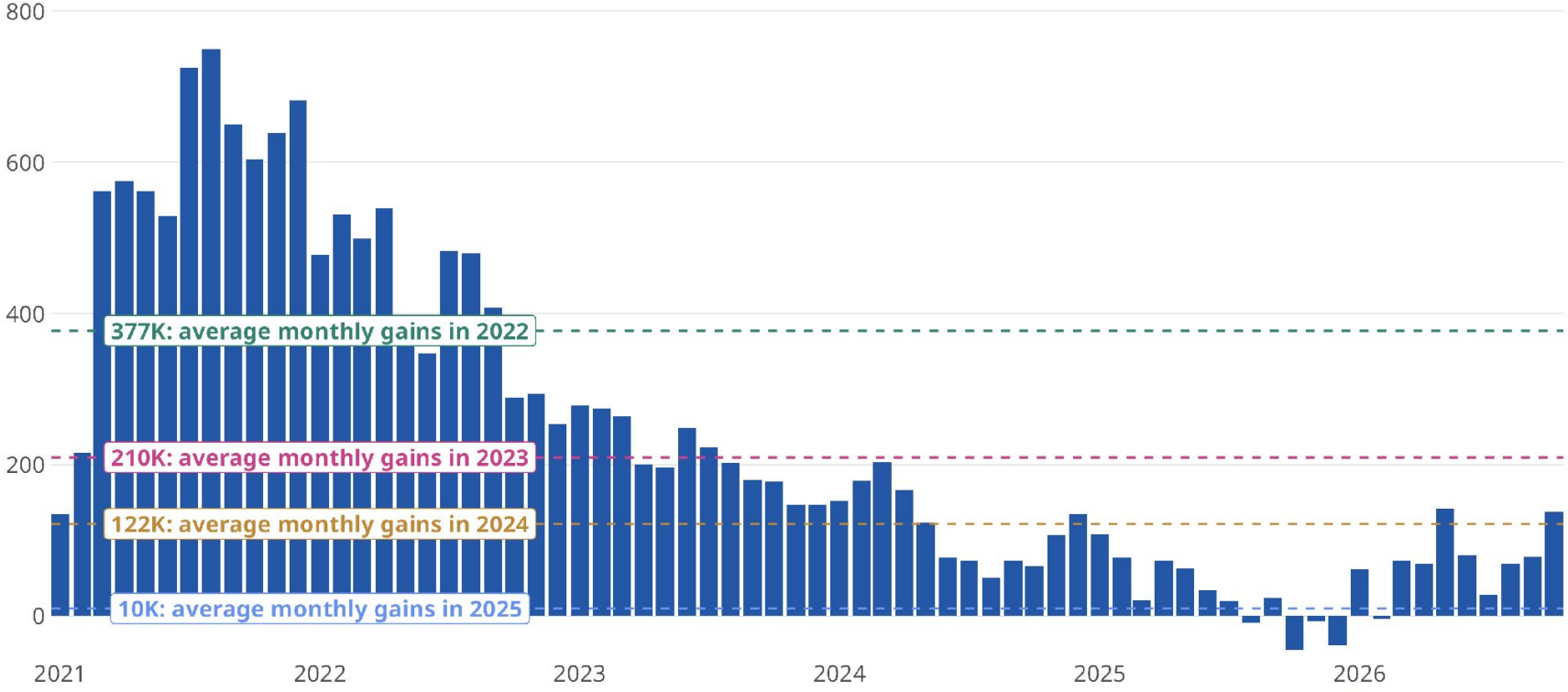
Monthly job gains have picked up recently

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



Source: US Bureau of Labor Statistics

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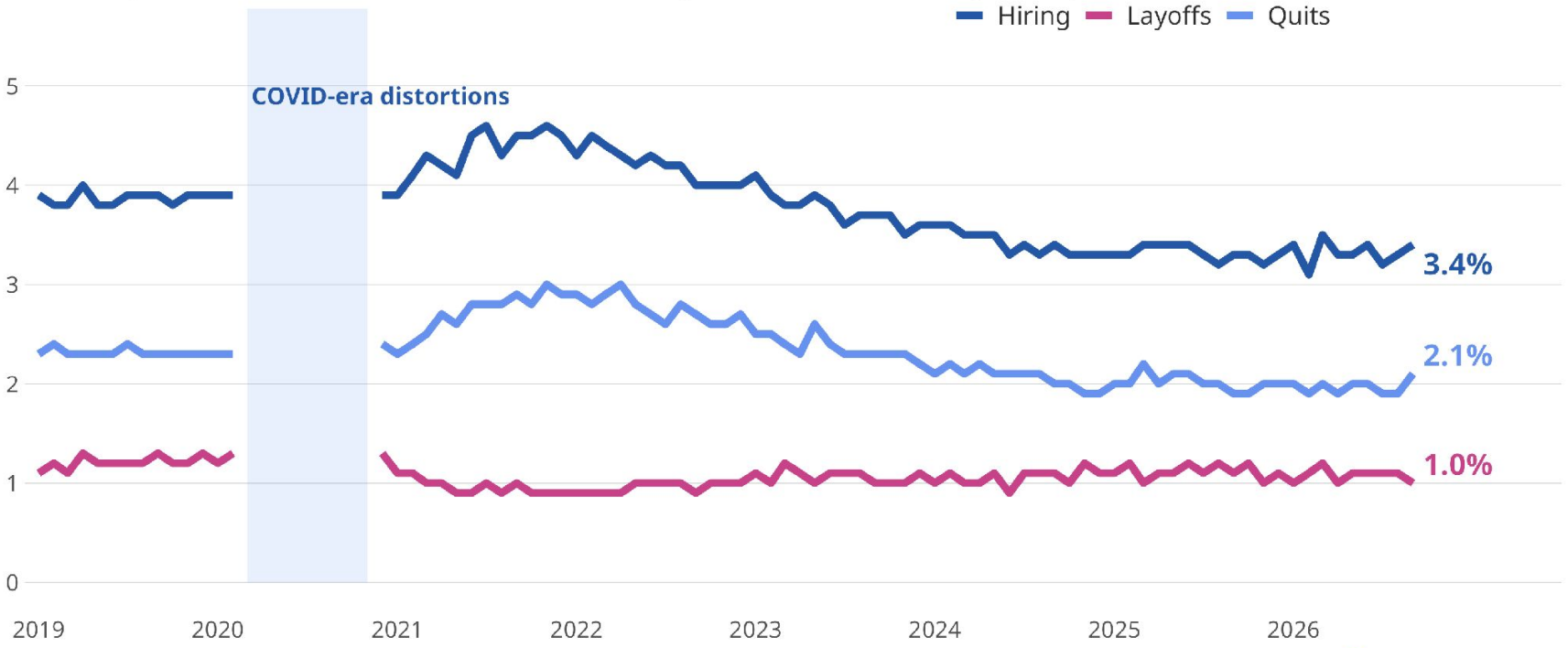
The low-hire, low-fire dynamic is firmly entrenched

Employers and workers both are cautious, contributing to stability but also robbing the market of some needed dynamism. Through September 2026.



Source: US Bureau of Labor Statistics. Hires, layoffs, and quits rates, total nonfarm, seasonally adjusted, through September 2026

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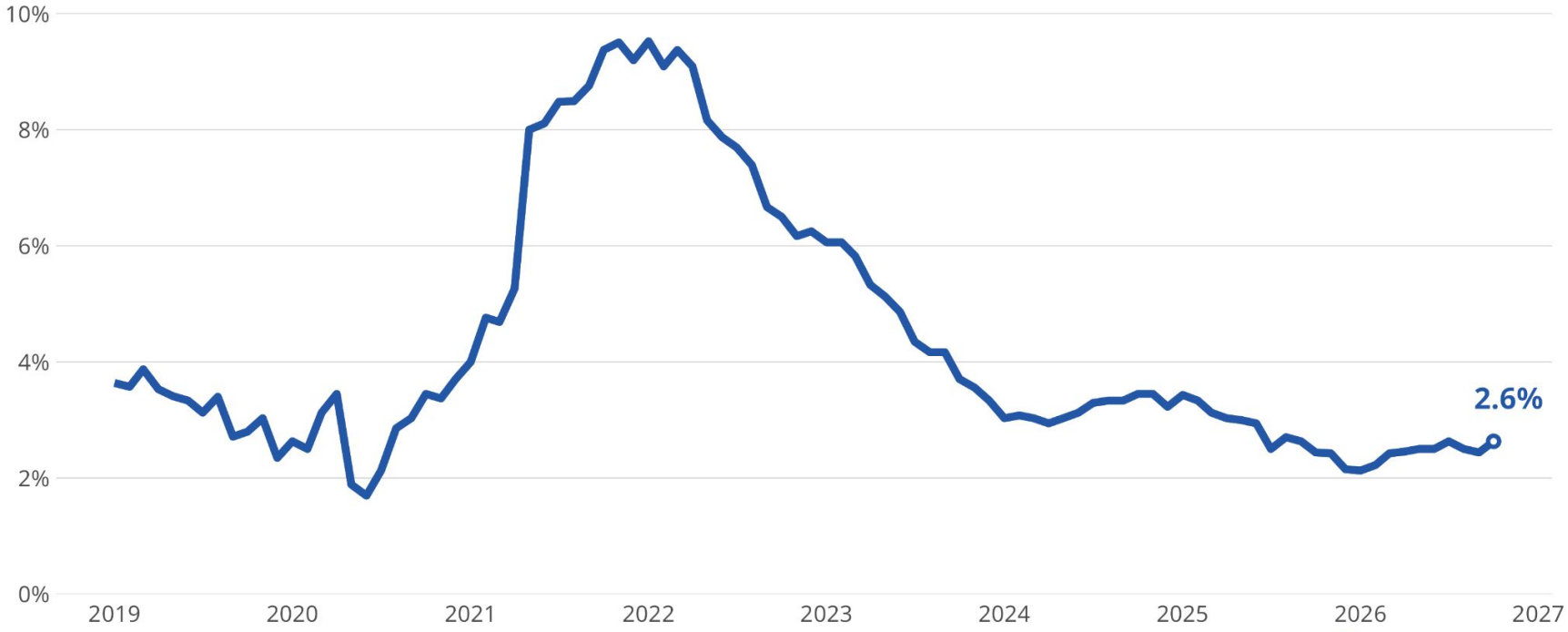
Posted wage growth has slowed

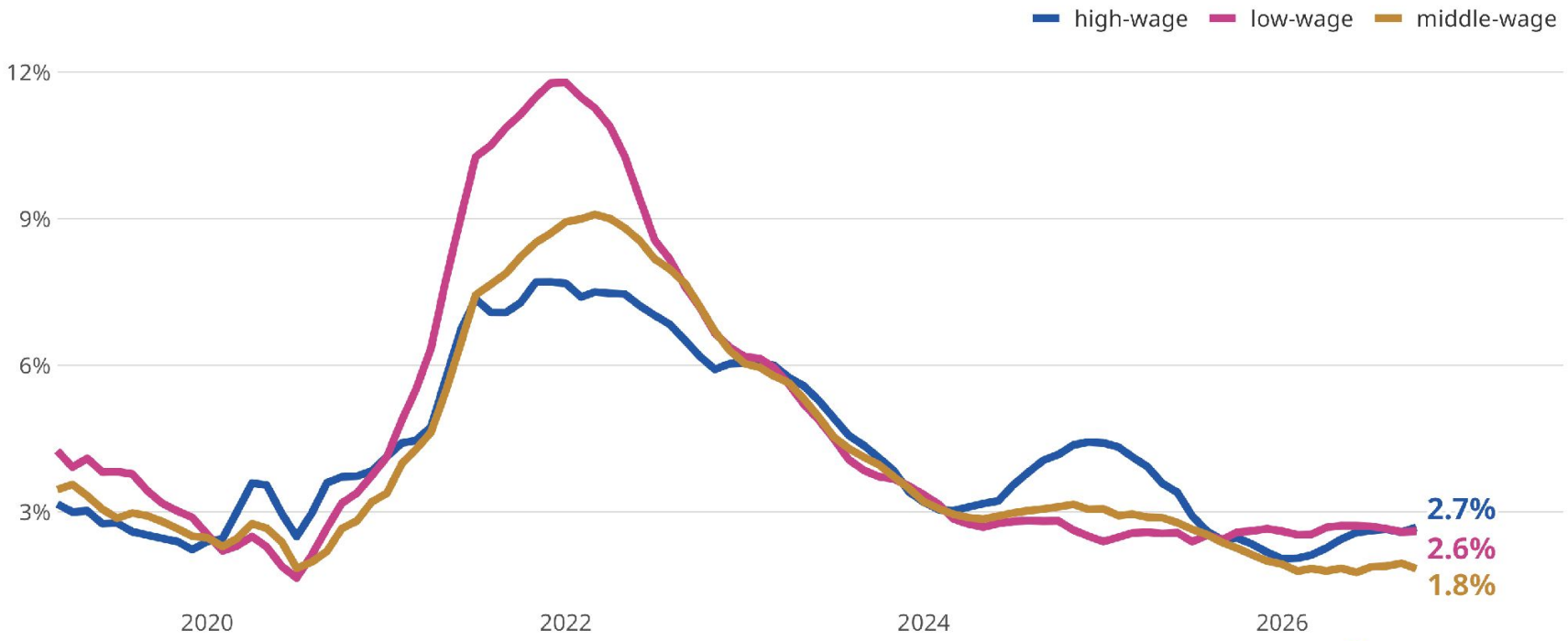
Year-over-year growth in posted wages in the US, through October 2026



Source: Indeed Wage Tracker

Posted wage growth in high-wage occupations is accelerating

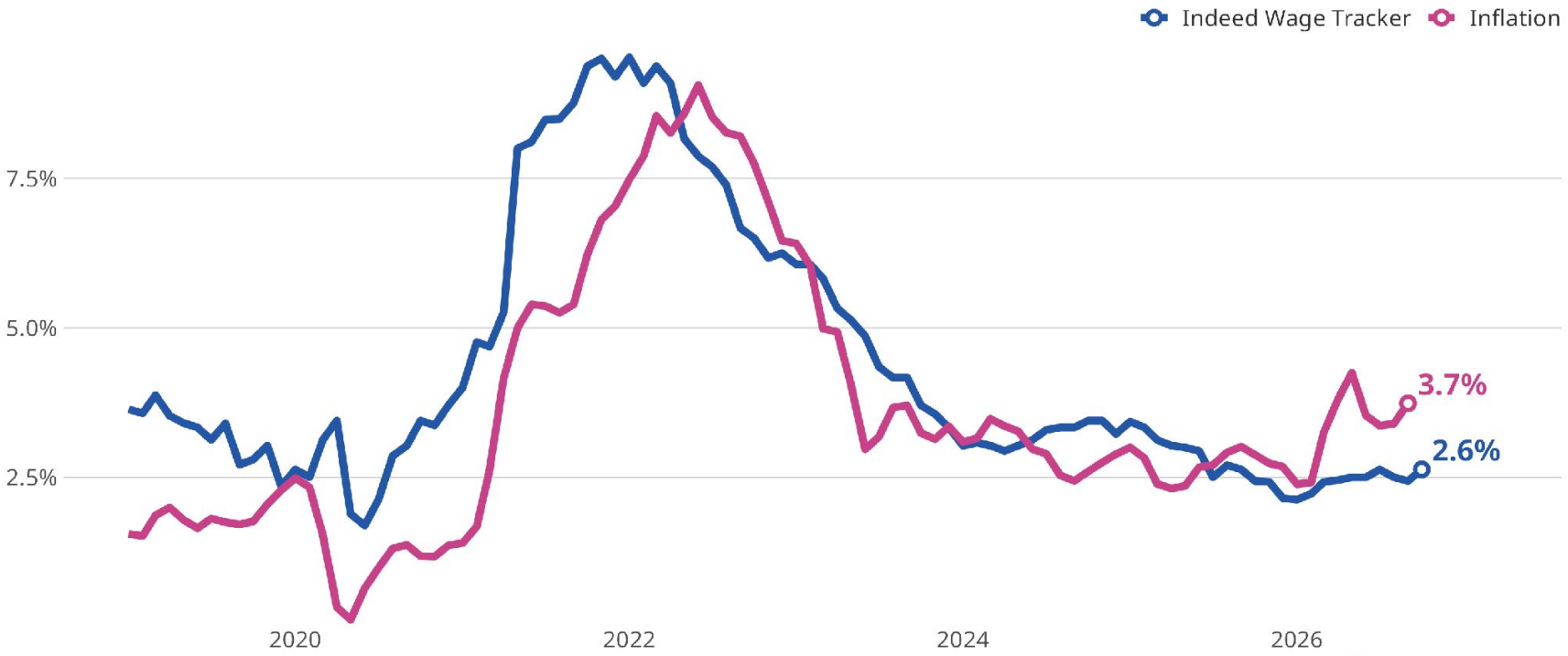
Year-over-year growth in posted wages in the US (3-month avg.), through October 2026



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

Posted wage growth trails inflation

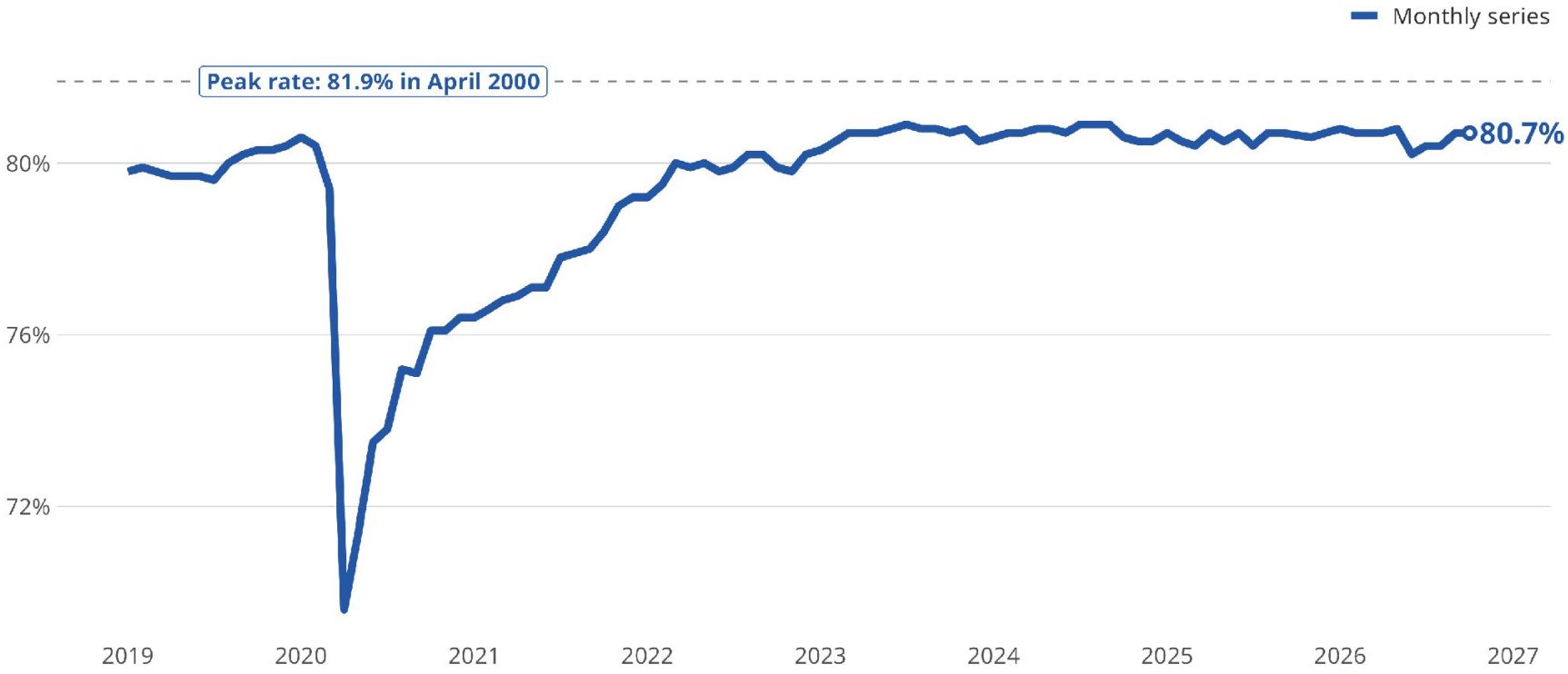
Year-over-year growth, CPI vs Indeed Wage Tracker



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

The prime-age employment rate is plateauing

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



Source: US Bureau of Labor Statistics

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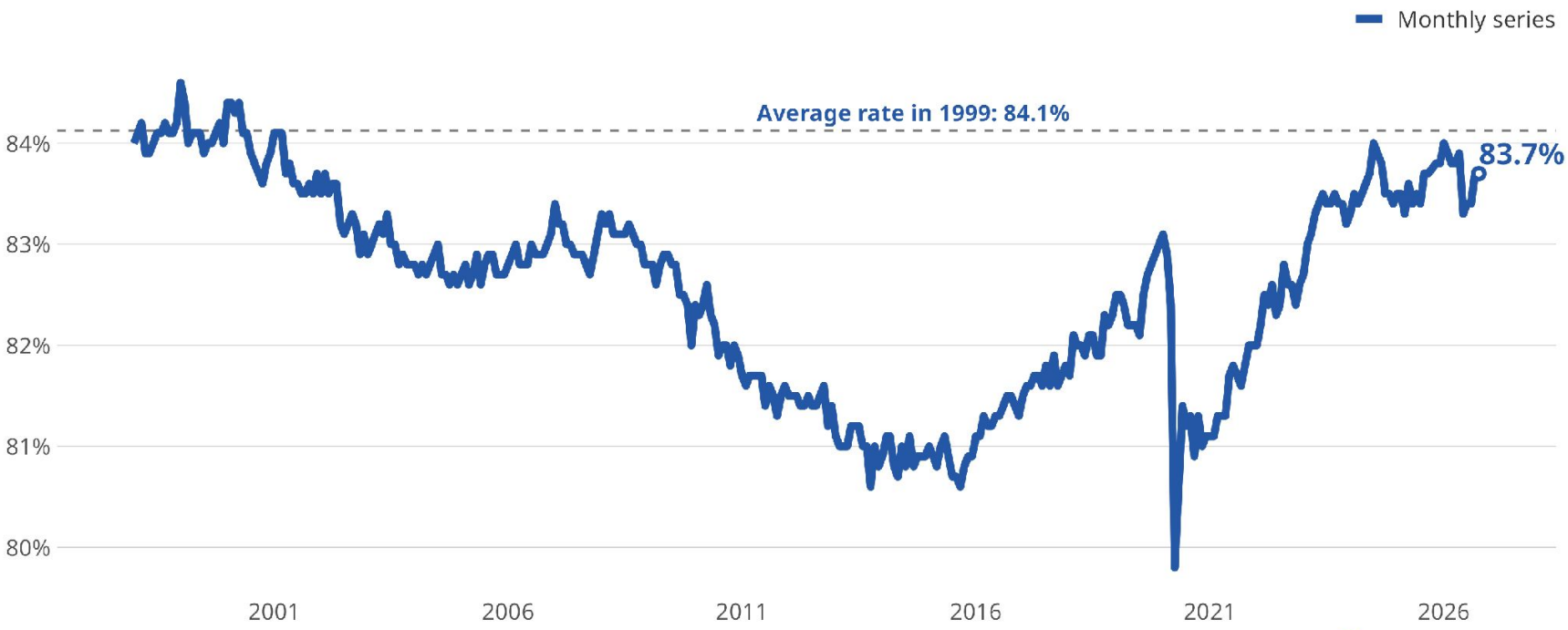
Prime-age labor force participation dipped but has begun to rebound in recent months

Share of workers aged 25 - 54 in the US labor force, January 1998 - October 2026



Source: US Bureau of Labor Statistics

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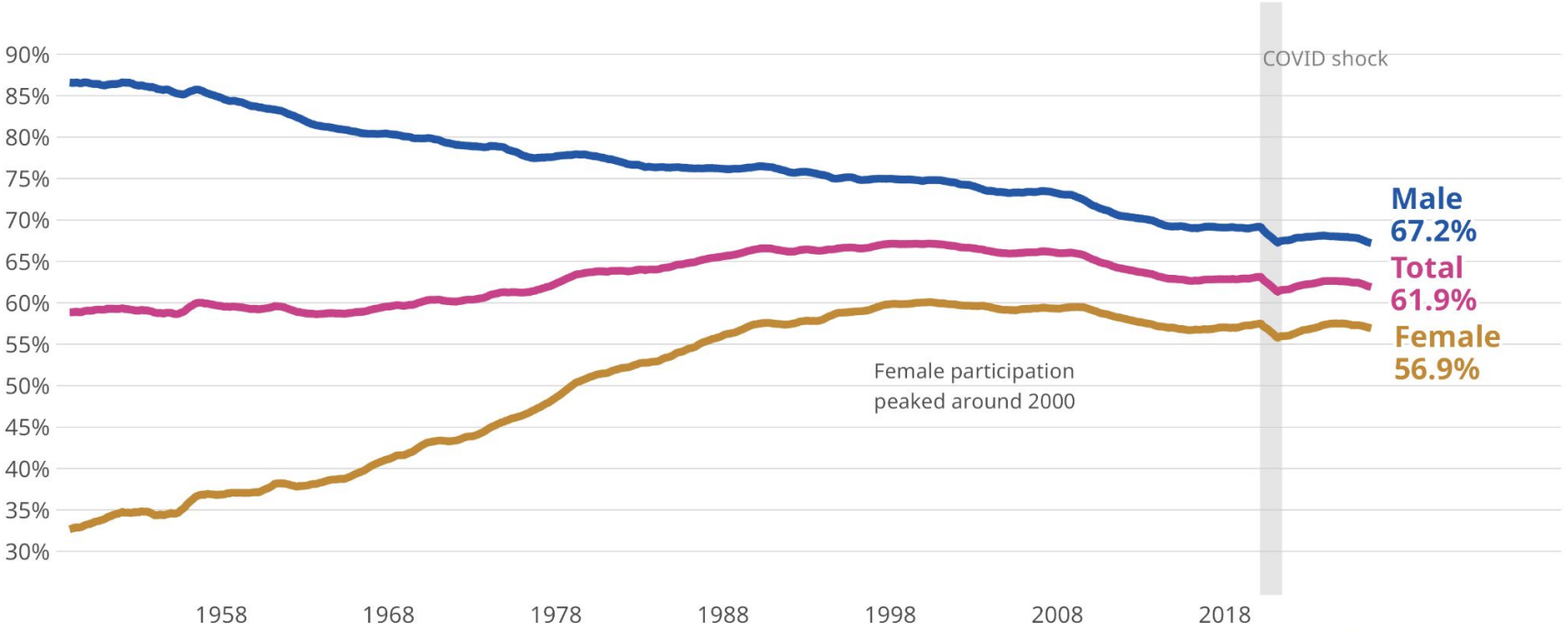
Labor force participation has fallen, largely driven by a decline in working men

12-month rolling averages, through October 2026



Source: US Bureau of Labor Statistics, Current Population Survey. Not seasonally adjusted.

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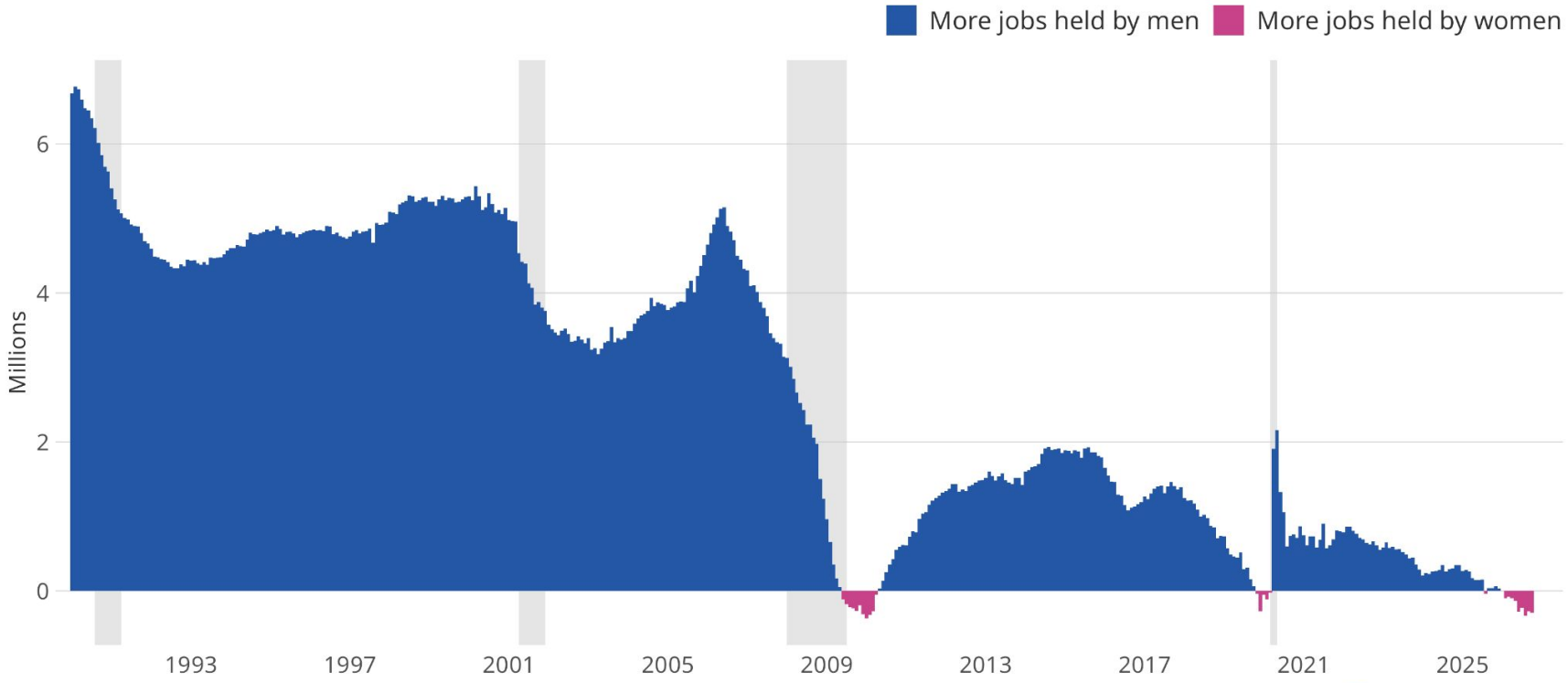
The male-female employment gap has disappeared

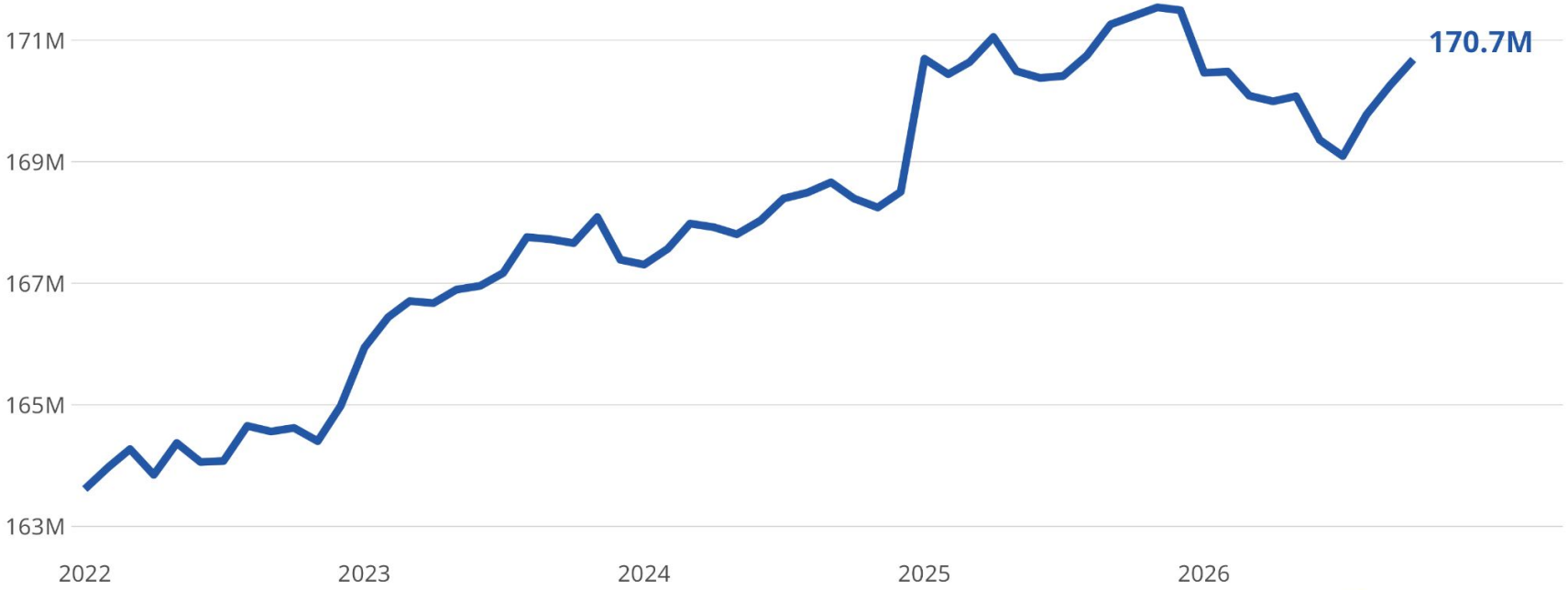
Difference in total nonfarm employment (millions), 1990-October 2026



Source: US Bureau of Labor Statistics, Indeed Hiring Lab. Shaded areas indicate recessions.

The workforce started to shrink at the beginning of 2026

Civilian labor force level, seasonally adjusted (millions), January 2022 - October 2026



Source: US Bureau of Labor Statistics

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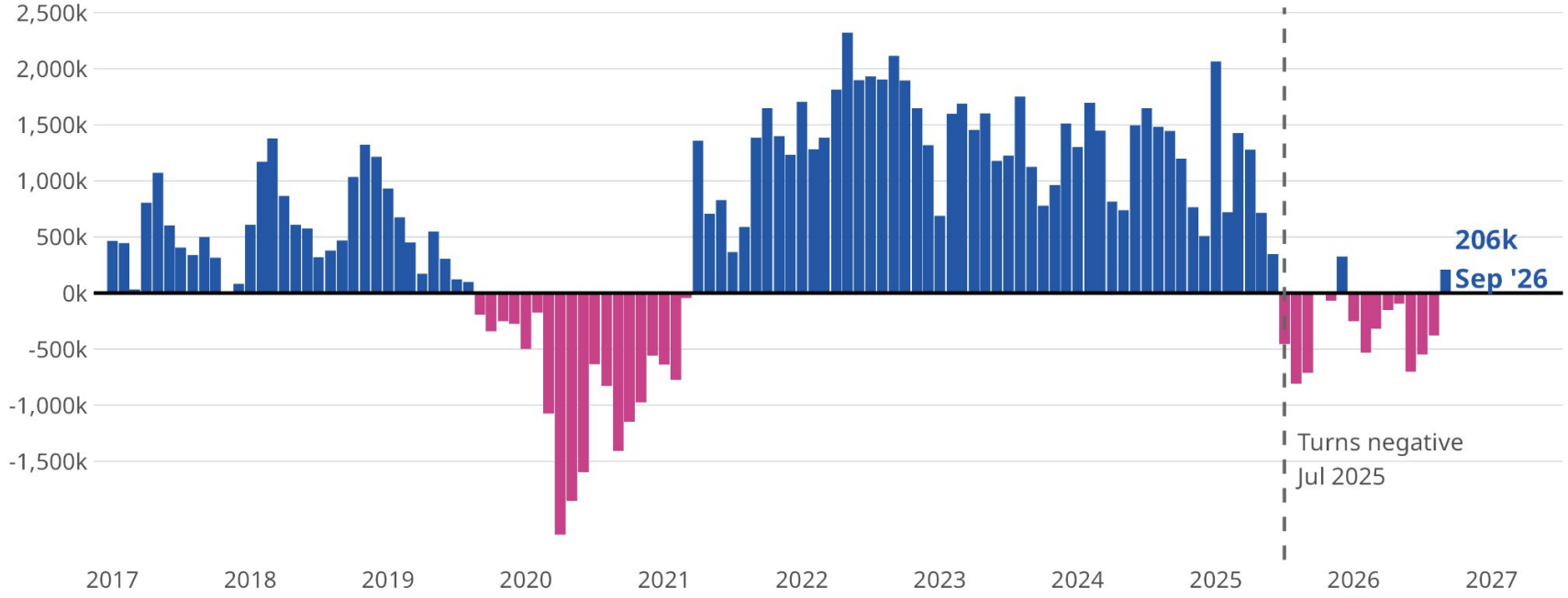
Immigration can no longer be counted on for a steady supply of new workers

Civilian labor force, foreign-born workers. Year-over-year change, monthly, thousands.



Source: US Bureau of Labor Statistics, Current Population Survey. Foreign born, not seasonally adjusted.

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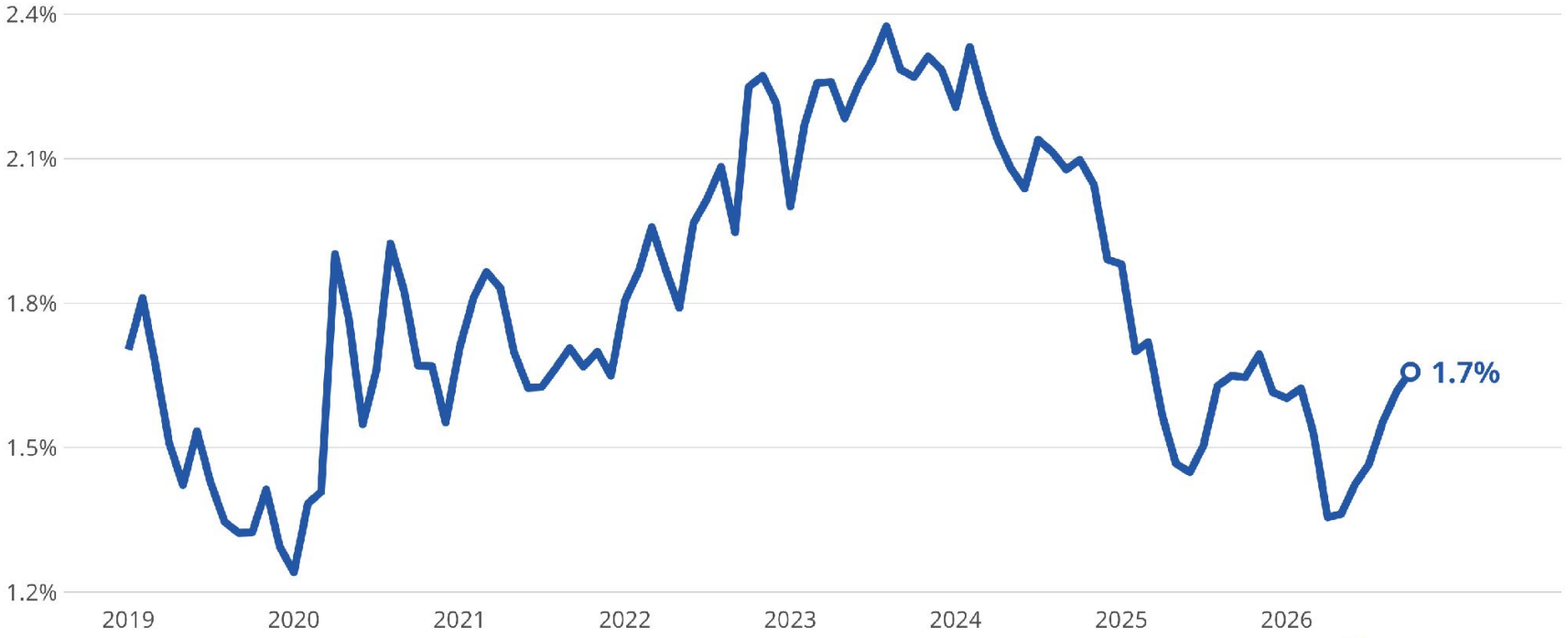
Foreign job seeker interest in US jobs peaked in mid-2023

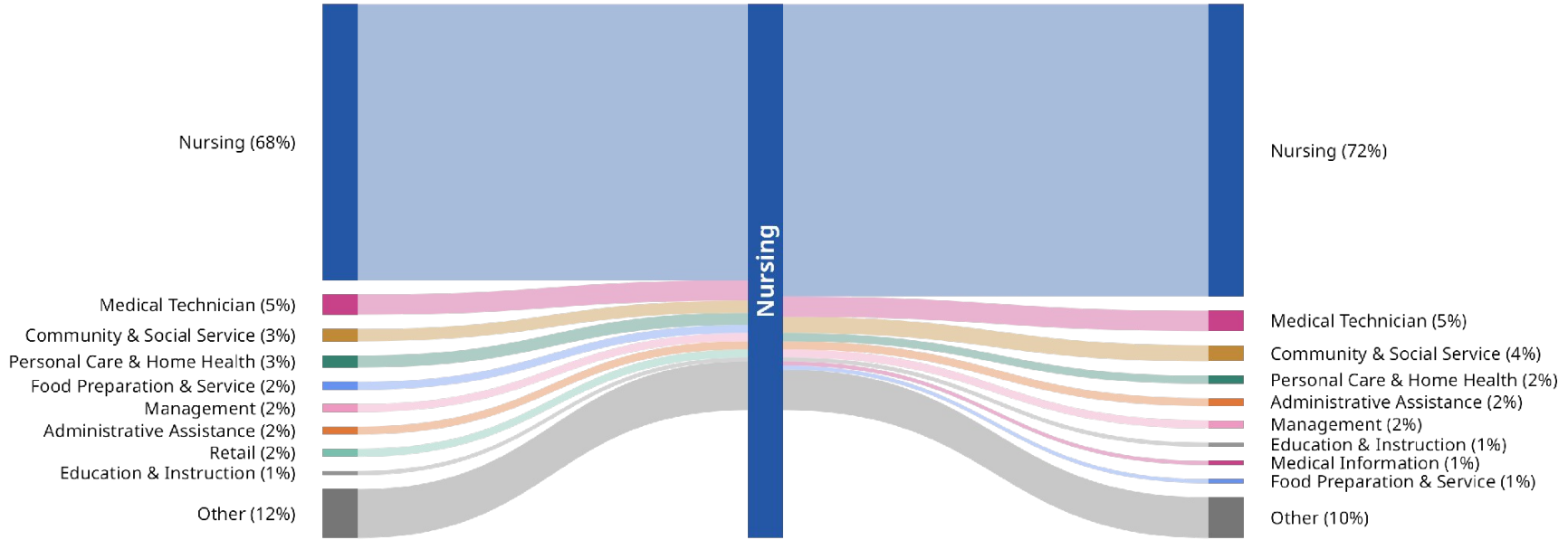
Share of clicks on US job postings by job seekers abroad by month, through October 2026



Source: Indeed

Many healthcare roles are closed loops — difficult to enter, and difficult to leave

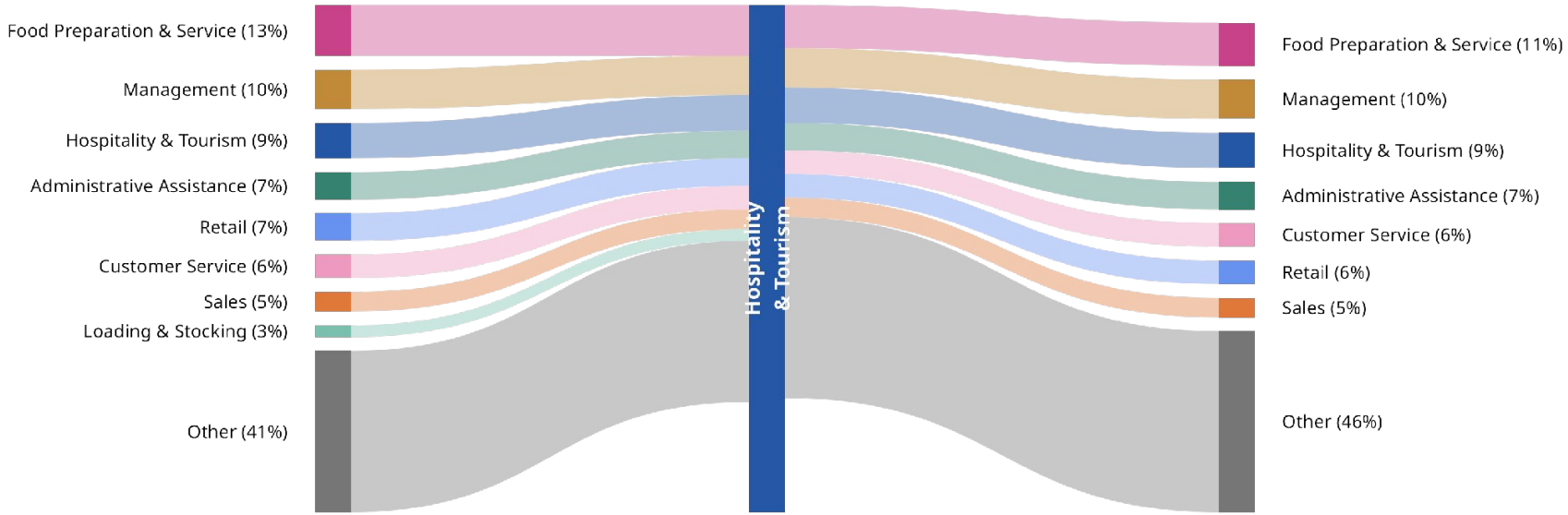
Inflows and outflows to and from Nursing jobs by sector of origin or destination, percentage of people switching to new jobs (2022-2024)



Source: Indeed

Hospitality & tourism workers are more fluid, coming from and going to a wider range of industries

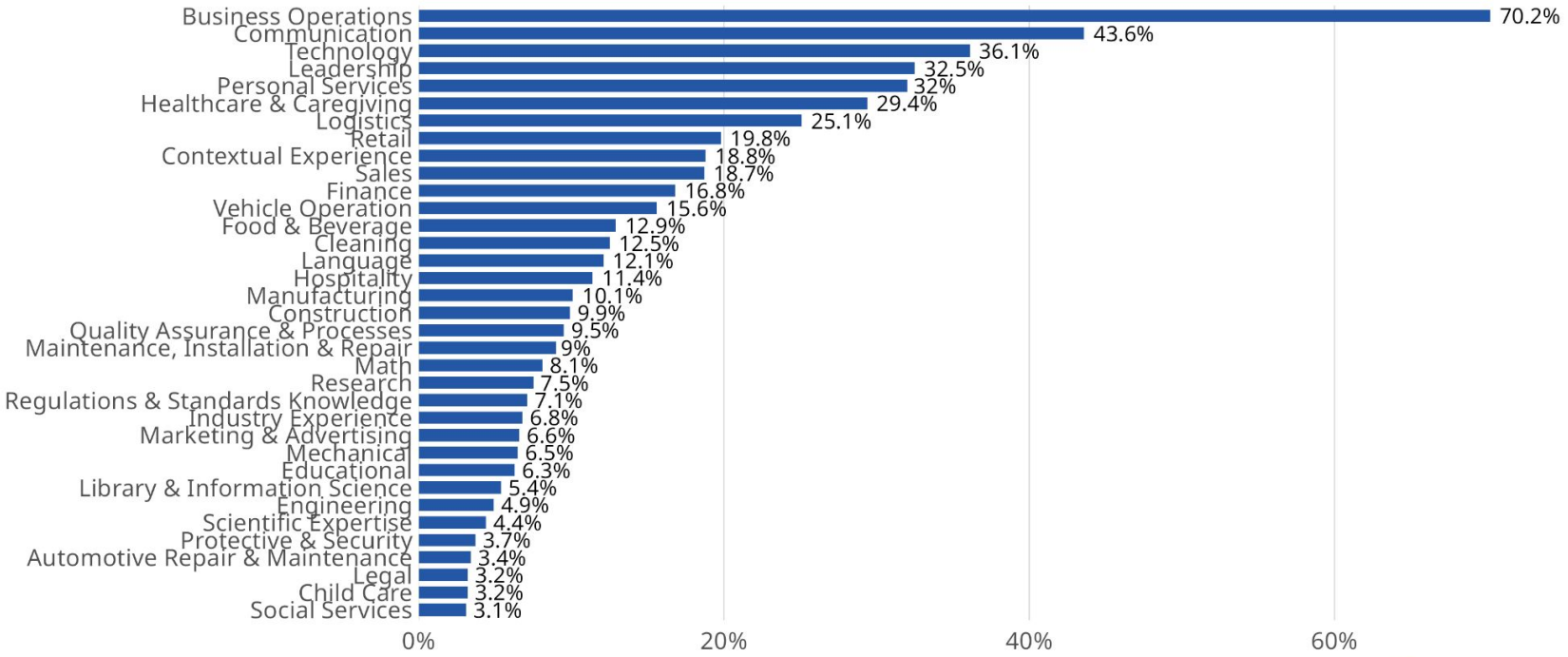
Inflows and outflows to and from Hospitality & Tourism jobs by sector of origin or destination, percentage of people switching to new jobs (2022-2024)



Source: Indeed

Business operations and communications skills appear in a wide range of job postings and are portable from job-to-job

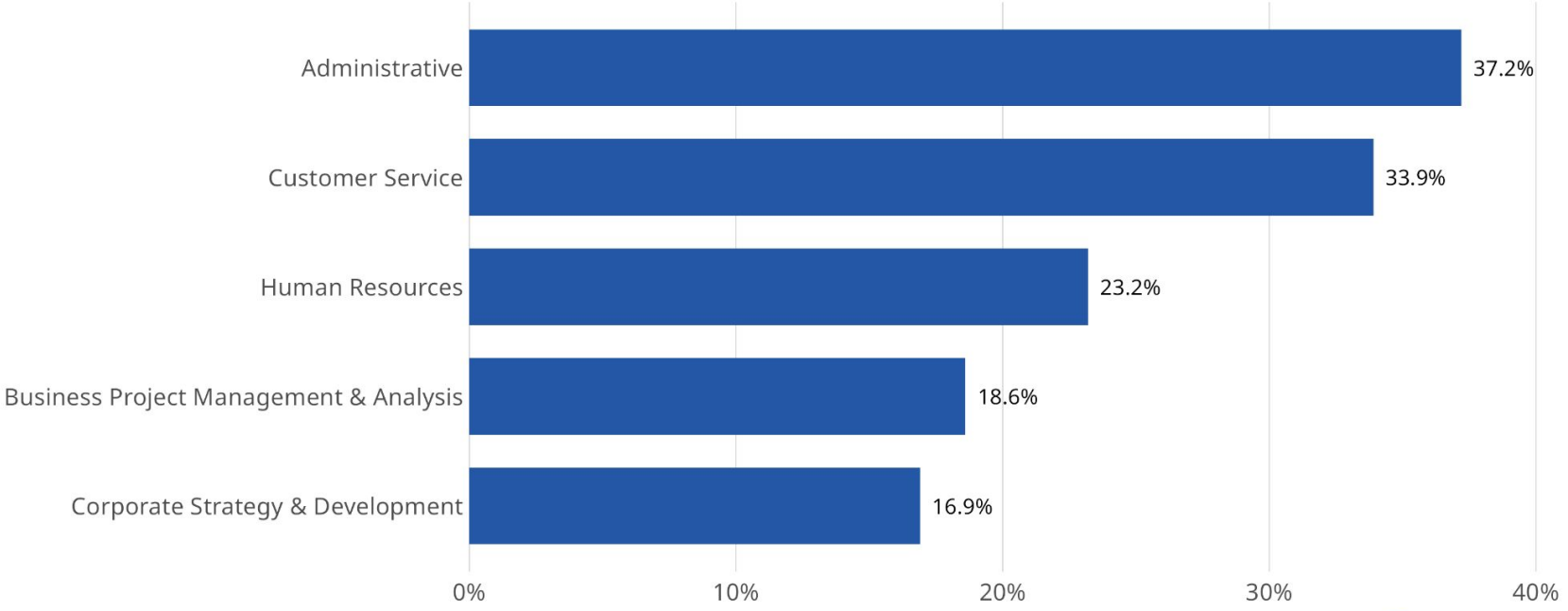
United States, Q3 2026 | Share of job postings mentioning each skill category



Source: Indeed. Q3 2026. Skill categories from Indeed Skill Tree.

Business operations skills encompass a wide range of HR, admin, and customer service skills

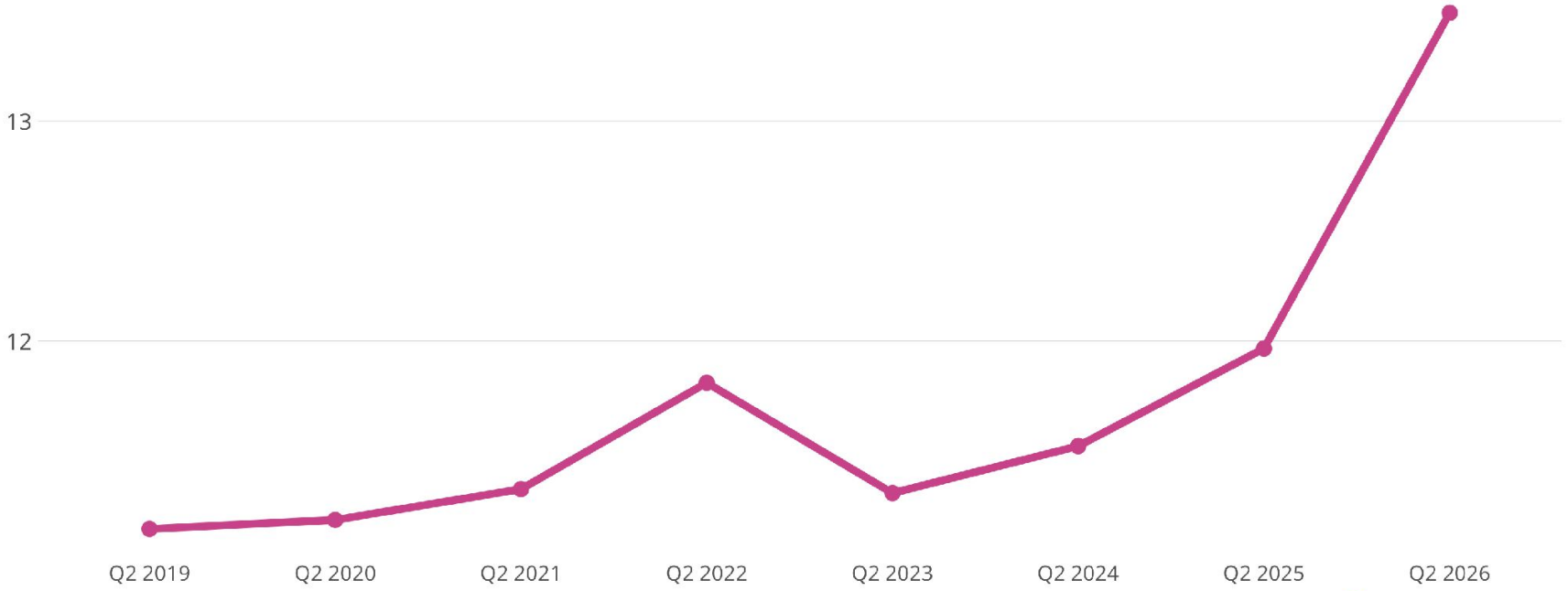
United States, Q3 2026 | Top 5 Business Operations subcategories by share of job postings



Source: Indeed. Q3 2026. Skill categories from Indeed Skill Tree.

The typical job requires more skills today than it did prior to the pandemic

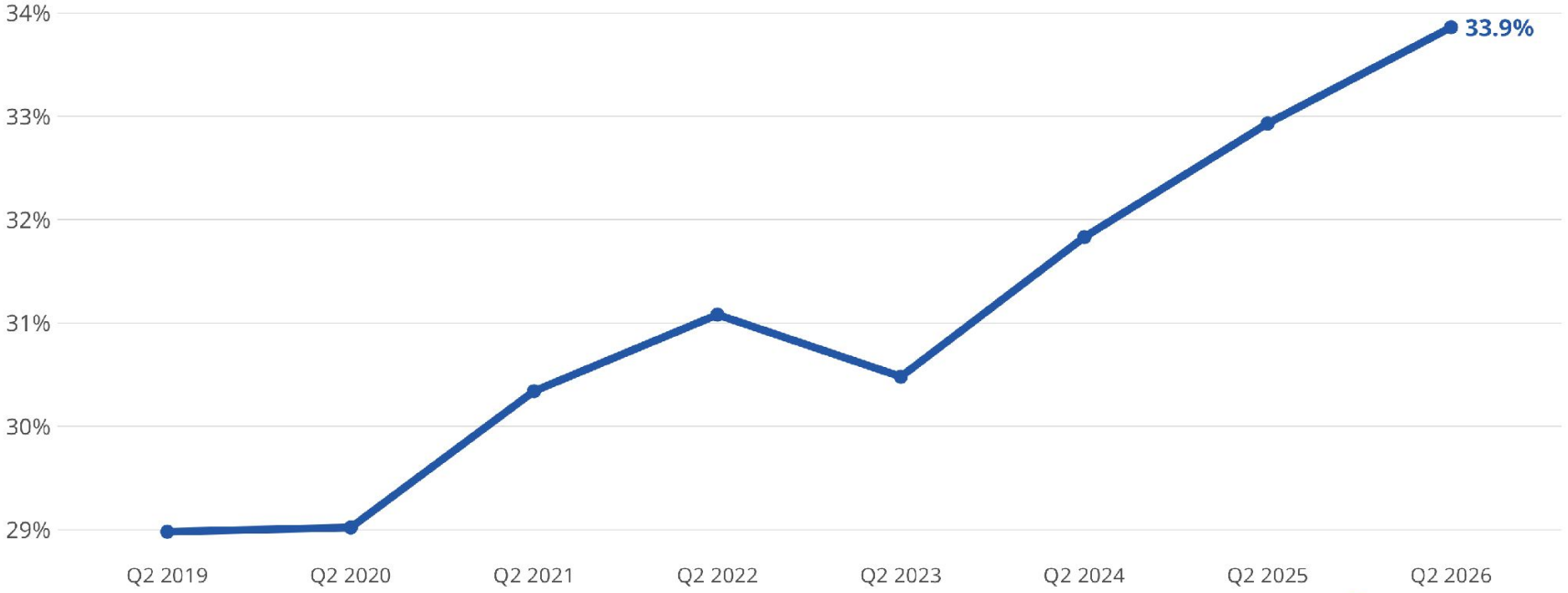
All US job postings, Q2 2019–2026



Source: Indeed

Non-tech jobs are becoming more technical

Share of non-tech job postings mentioning at least one technology skill (job composition mix fixed at Q2 2019)



Source: Indeed
Q2 of each year only