

US Labor Market Overview

June 2024

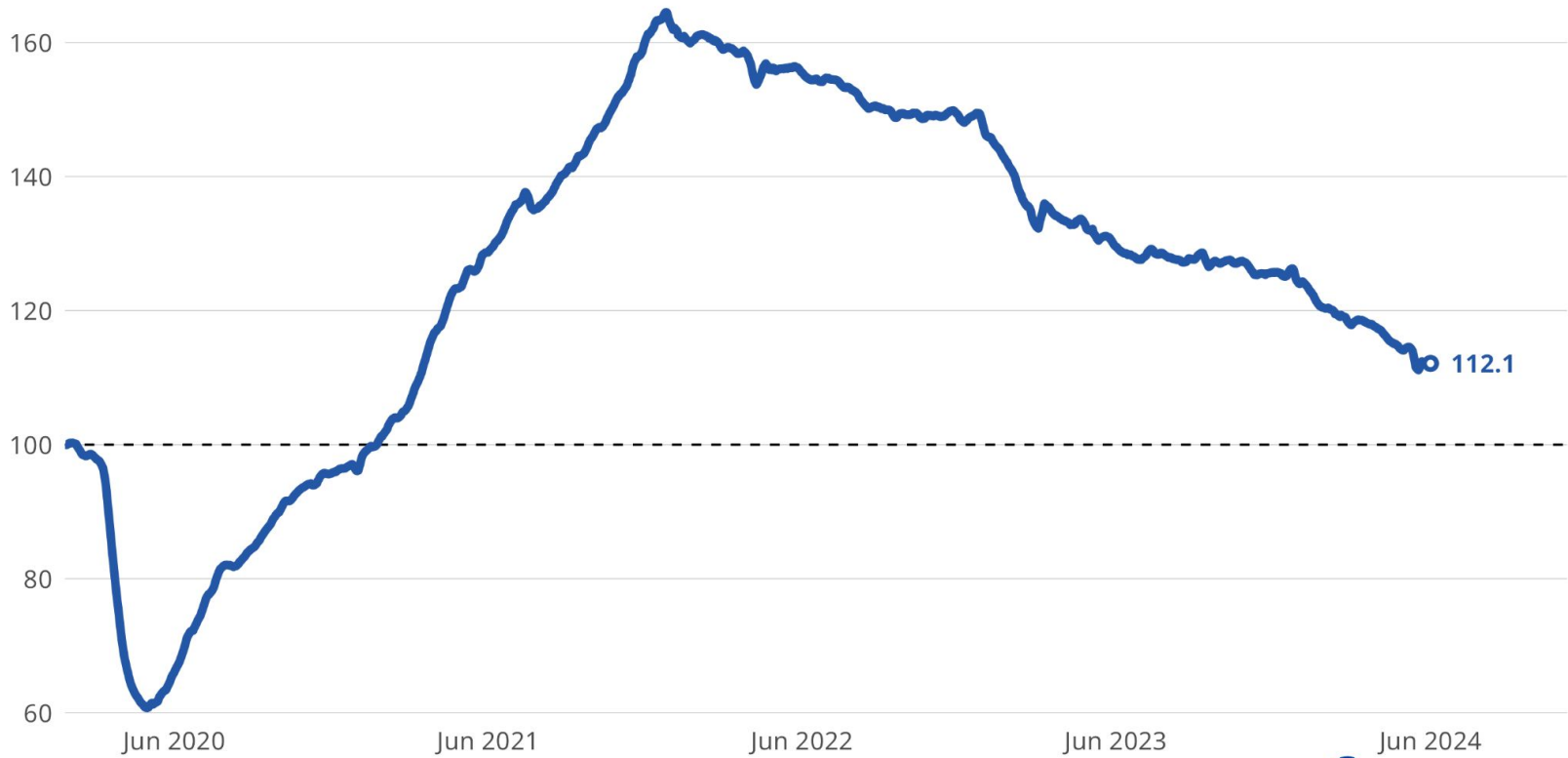
US Labor Market Overview

June 2024

- The resilient US labor market continues to steadily moderate as demand for workers levels off and wage growth slows down. Labor supply is rising to meet fading demand, leading to a more sustainable pace of growth.
- Job postings and openings remain above their pre-pandemic level, but the balance between job openings and unemployment has returned to its pre-pandemic relationship.
- The quits rate is below pre-pandemic levels and layoffs remain low, suggesting employers are having an easier time retaining current employees.
- Postings for traditional summer jobs are trending below 2022 and 2023 levels, but remain comfortably above 2019 levels. Postings for interns are only barely holding steady at 2019 levels.
- Wage growth continues to cool but inflation remains sticky, leading to slower inflation-adjusted earnings growth.

Job postings are elevated but trending down

Index (100 = Feb 1, 2020), US, data through June 7, 2024

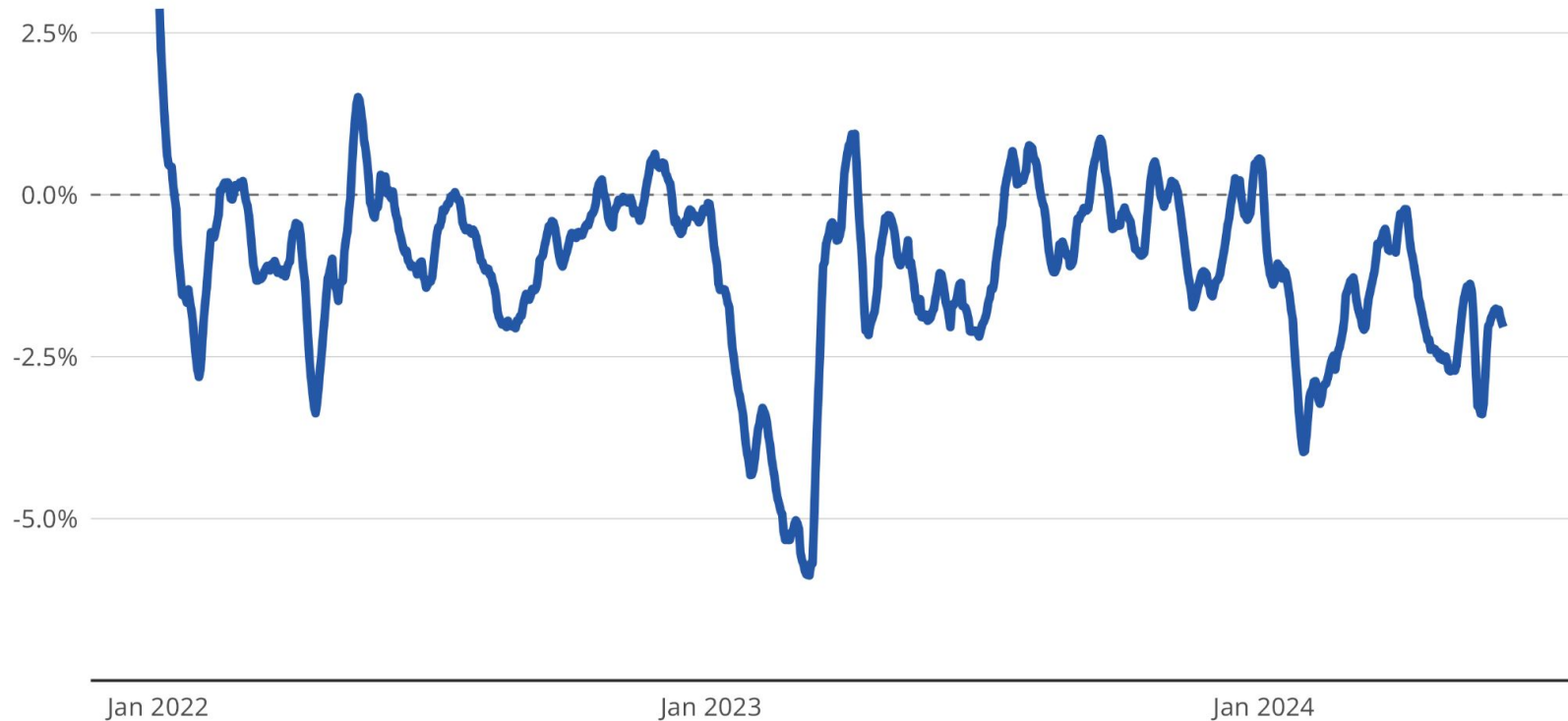


Source: Indeed Job Postings Index



Job postings on Indeed are down 2% from a month ago

Month-over-month growth in Indeed Job Postings Index, United States, Jan 1, 2022 - June 7, 2024

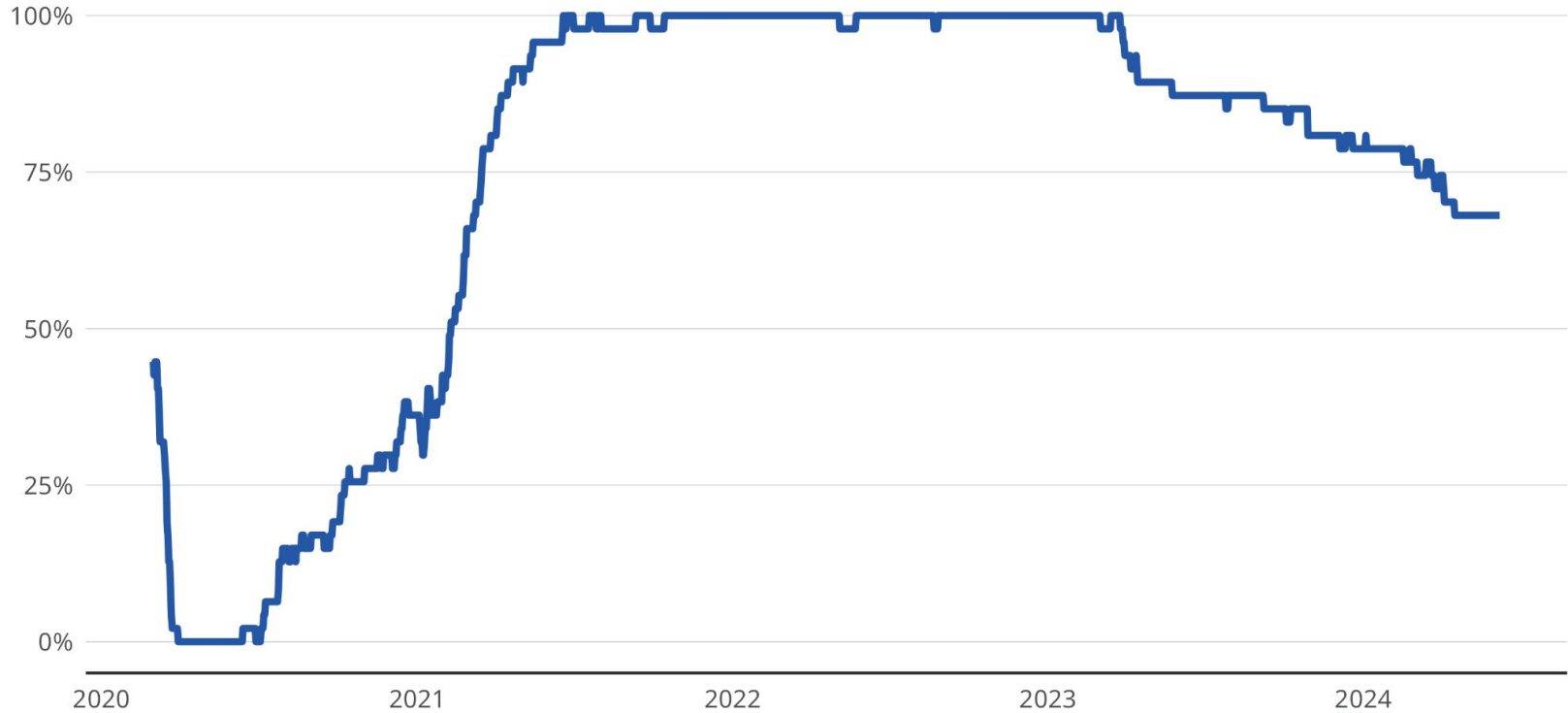


Source: Indeed Job Postings Index. Note: A month prior is defined as 28 day from current date.



Job posting are elevated in 68% of US sectors

Share of occupational sectors with postings above pre-pandemic baseline, Mar 1, 2020 — Jun 07, 2024

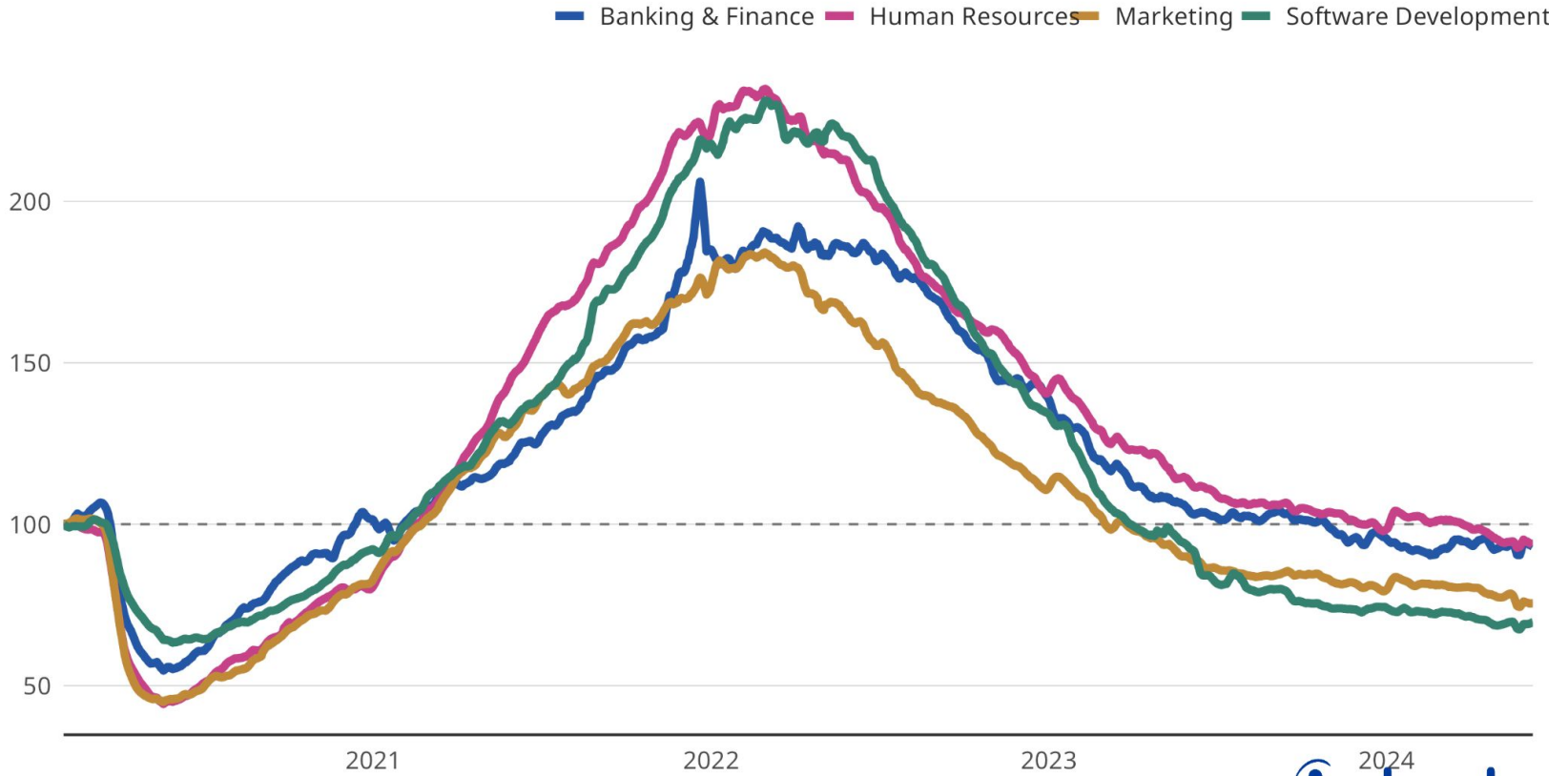


Source: Indeed



Postings are down most in traditional 'office job' sectors

Index (100 = Feb 1, 2020), United States, through June 7, 2024

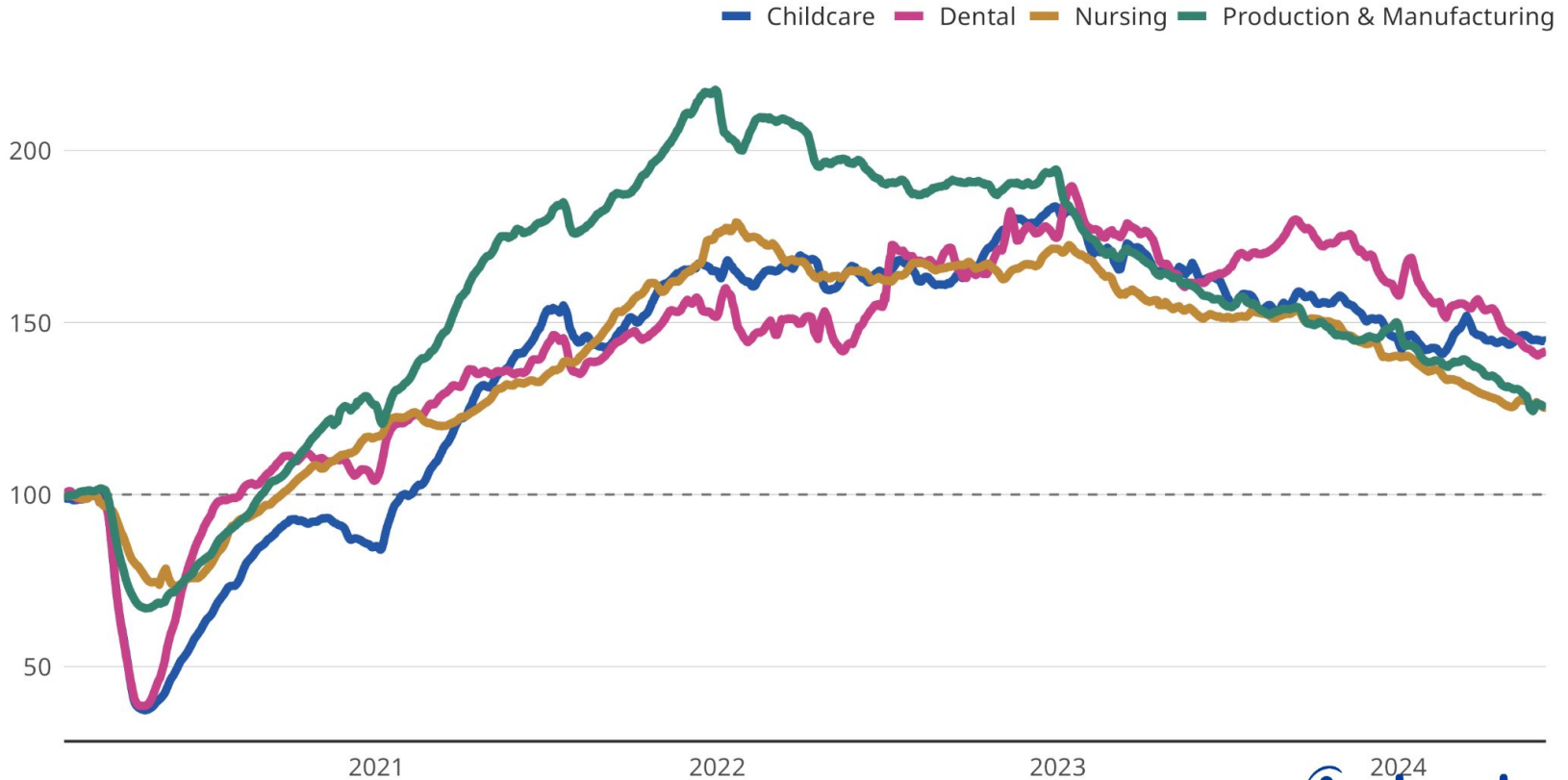


Source: Indeed Job Postings Index



Postings are holding up better in many 'in-person' sectors

Index (100 = Feb 1, 2020), United States, through June 7, 2024

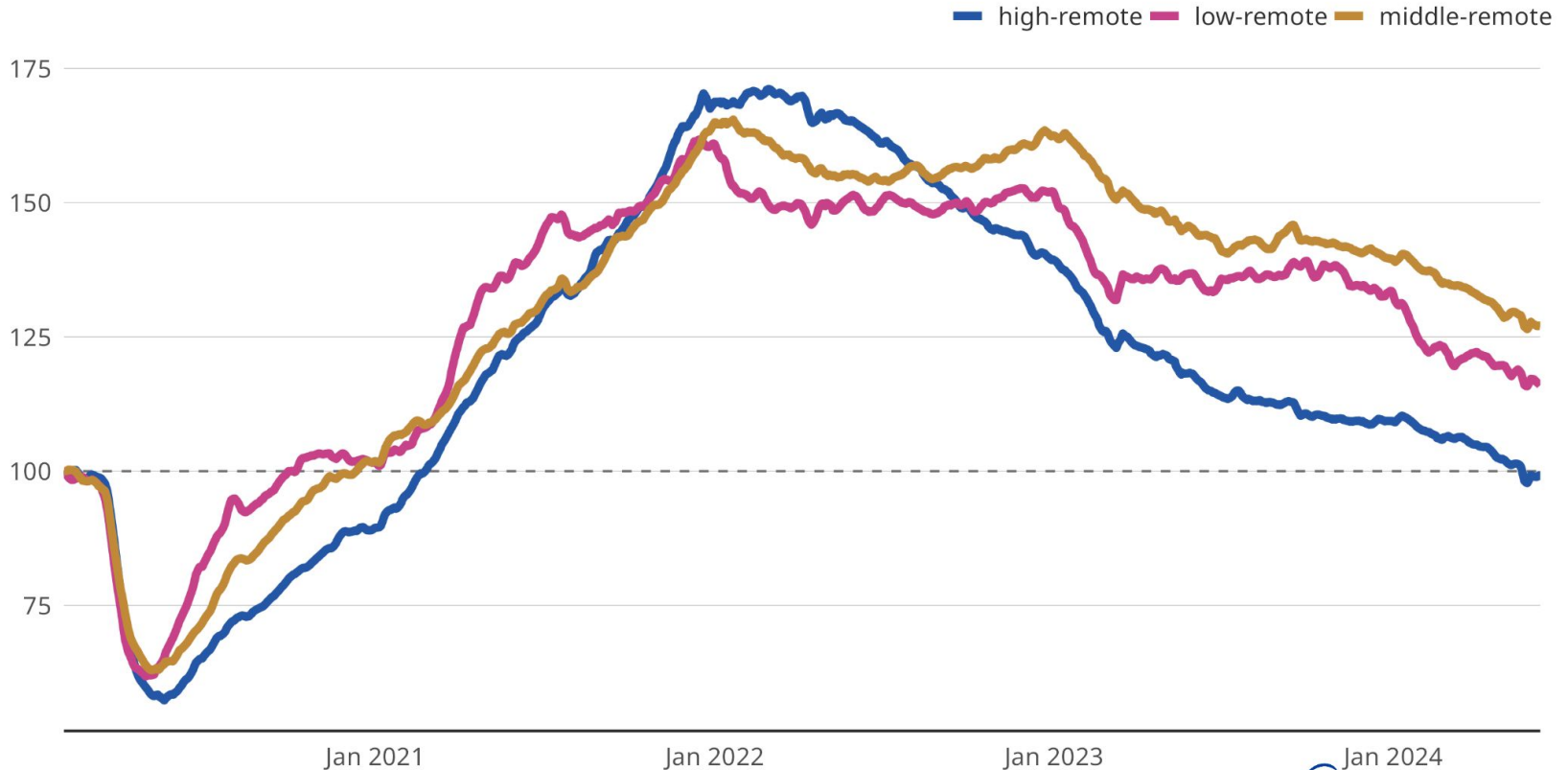


Source: Indeed Job Postings Index



Postings are weakest in high work-from-home sectors

US Job Postings Index by remote-work tier, data through June 7, 2024



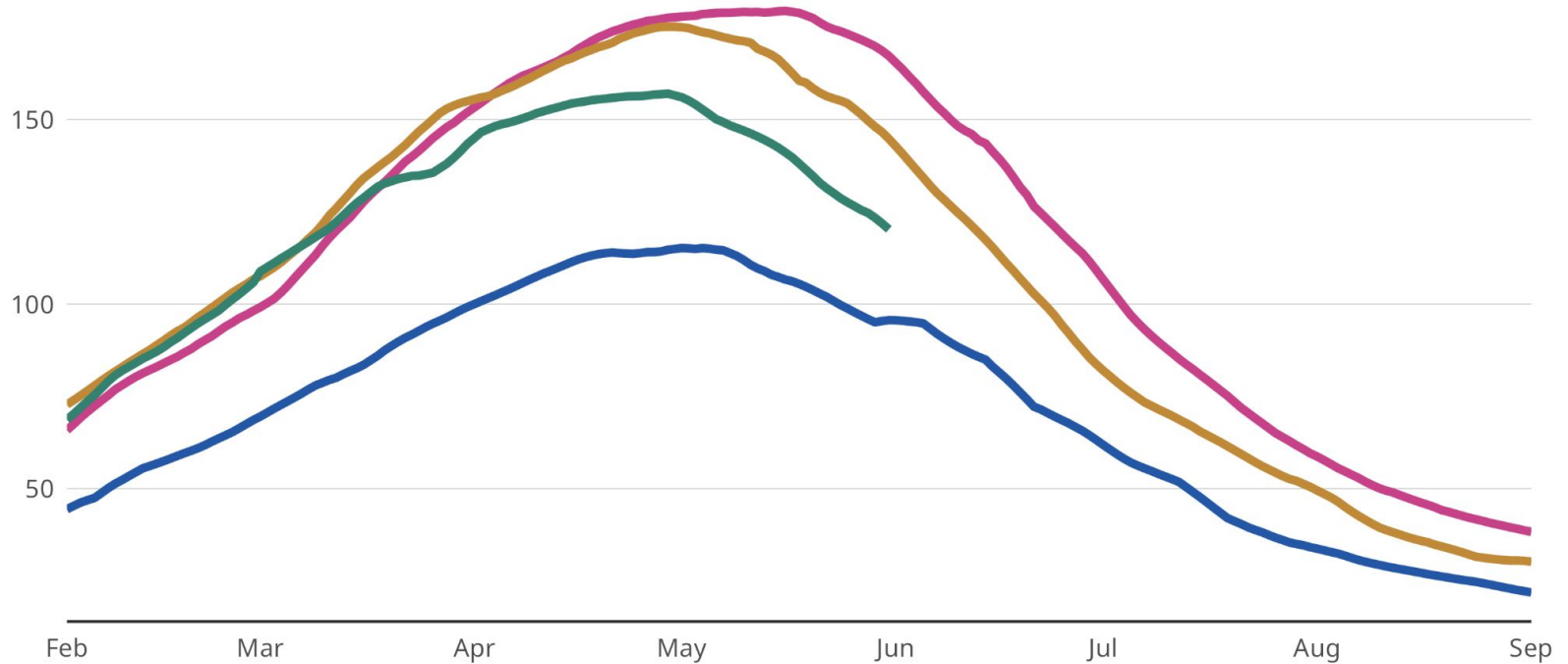
Source: Indeed Job Postings Index



Summer job postings have declined, but are still plentiful

Job postings mentioning 'summer' in their title, Index (100 = Apr 1, 2019)

2019 2022 2023 2024

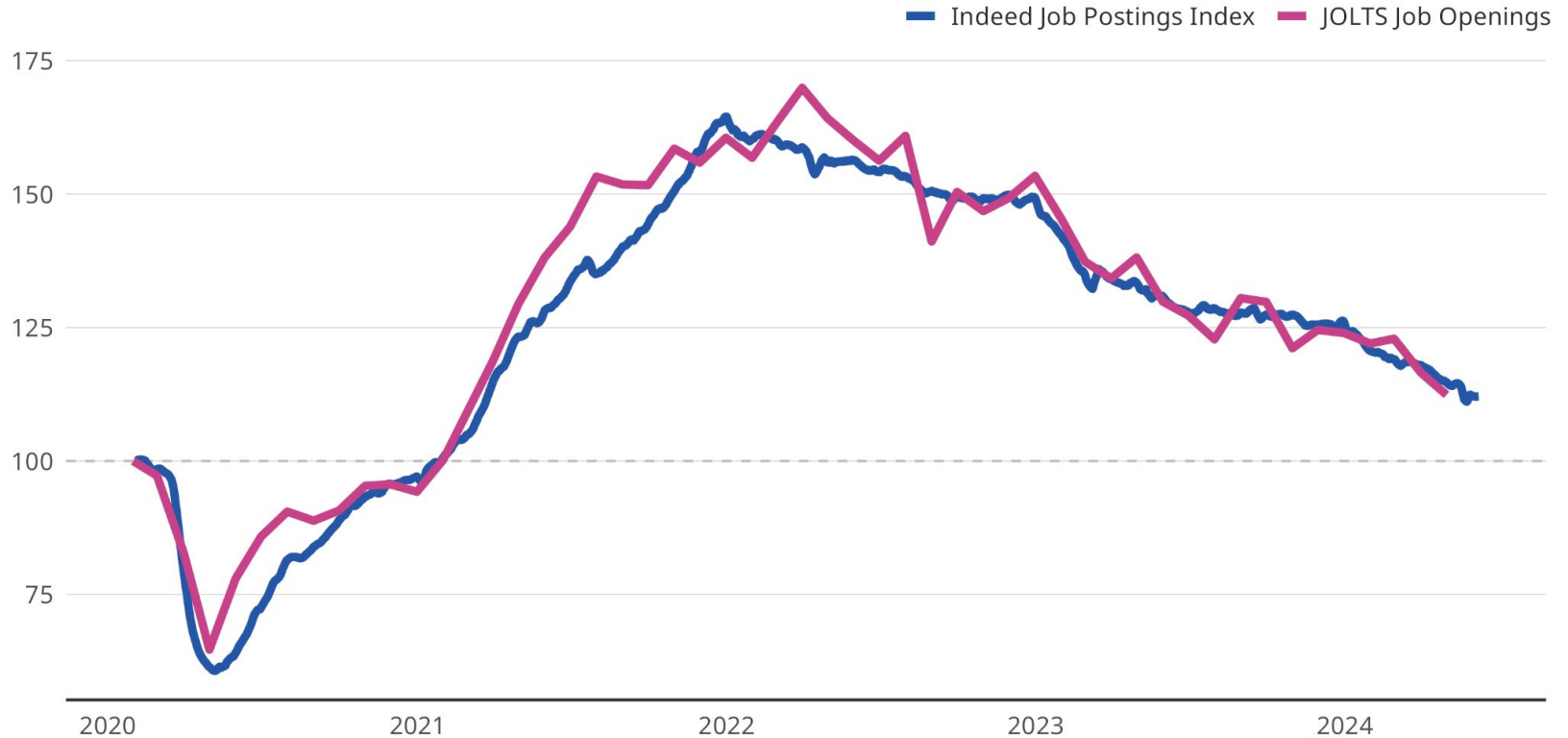


Source: Indeed. Data are seven-day moving averages. Latest data point is May 31, 2024



US job openings and postings track each other

Index, Jan 31, 2020 - June 7, 2024

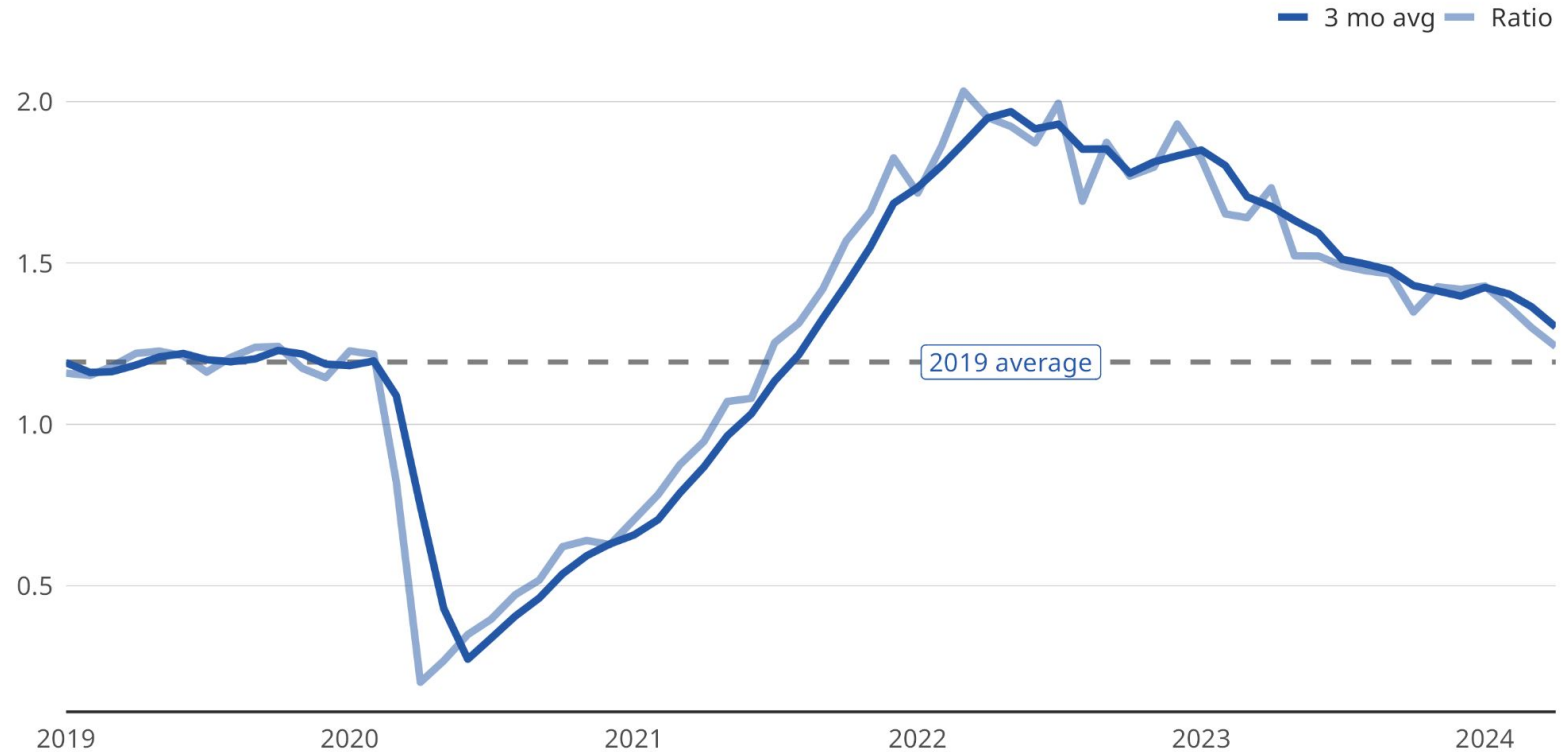


Source: Indeed Job Postings Index, Job Openings and Labor Turnover Survey.
Note: Index is set to 100 = Feb 1, 2020 for Indeed and Jan 2020 (Jan 31, 2020) for JOLTS



The ratio of openings to unemployment is back to 2019 levels

Job openings per unemployed worker, US, Jan 2019 - Apr 2024

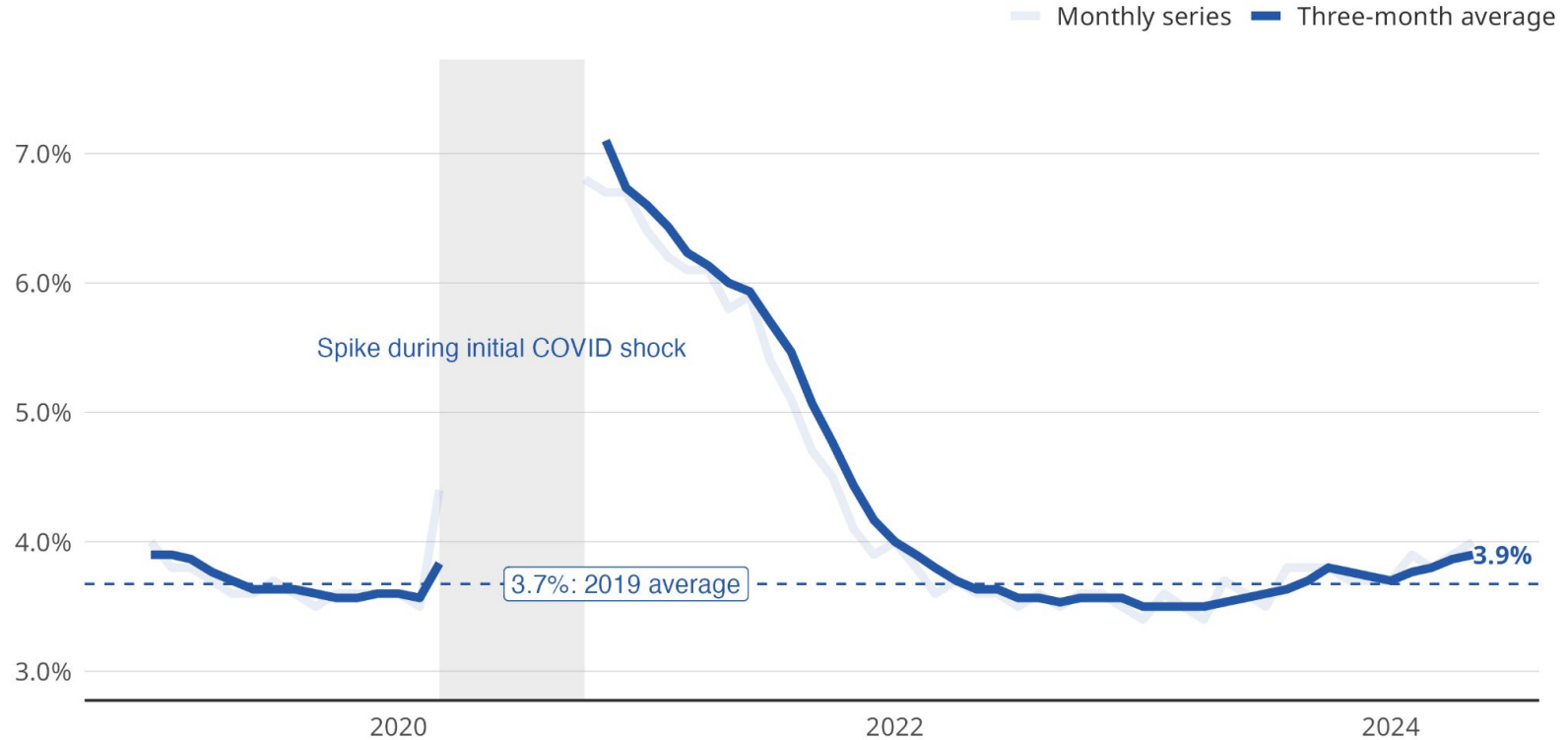


Source: Job Openings and Labor Turnover Survey, Current Population Survey



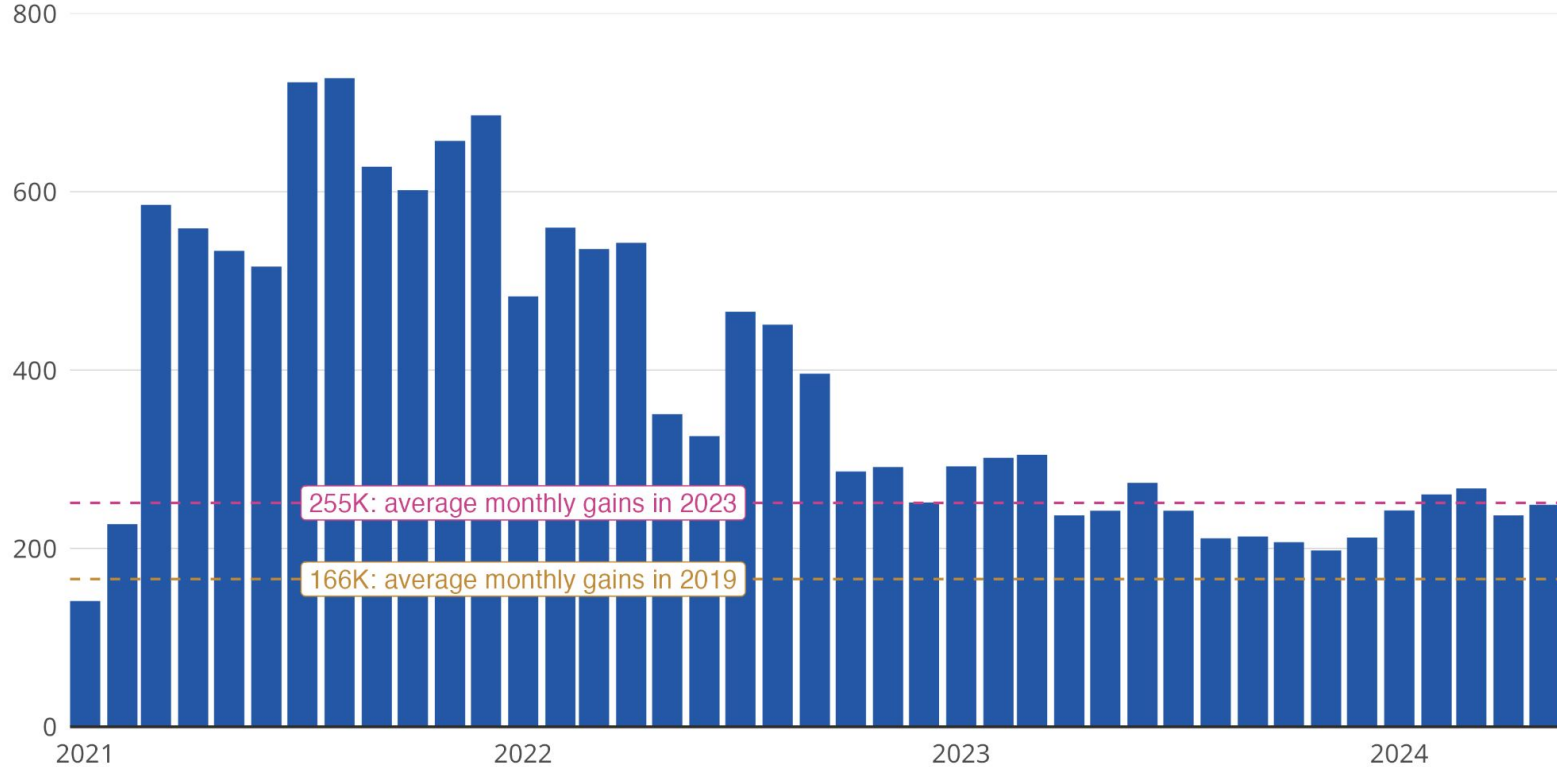
The unemployment rate has drifted upward

Unemployment as % of labor force, US, Jan 2019 — May 2024



Monthly job growth has moderated, but remains brisk

Thousands of jobs, 3 month average of monthly change, Jan 2021 - May 2024

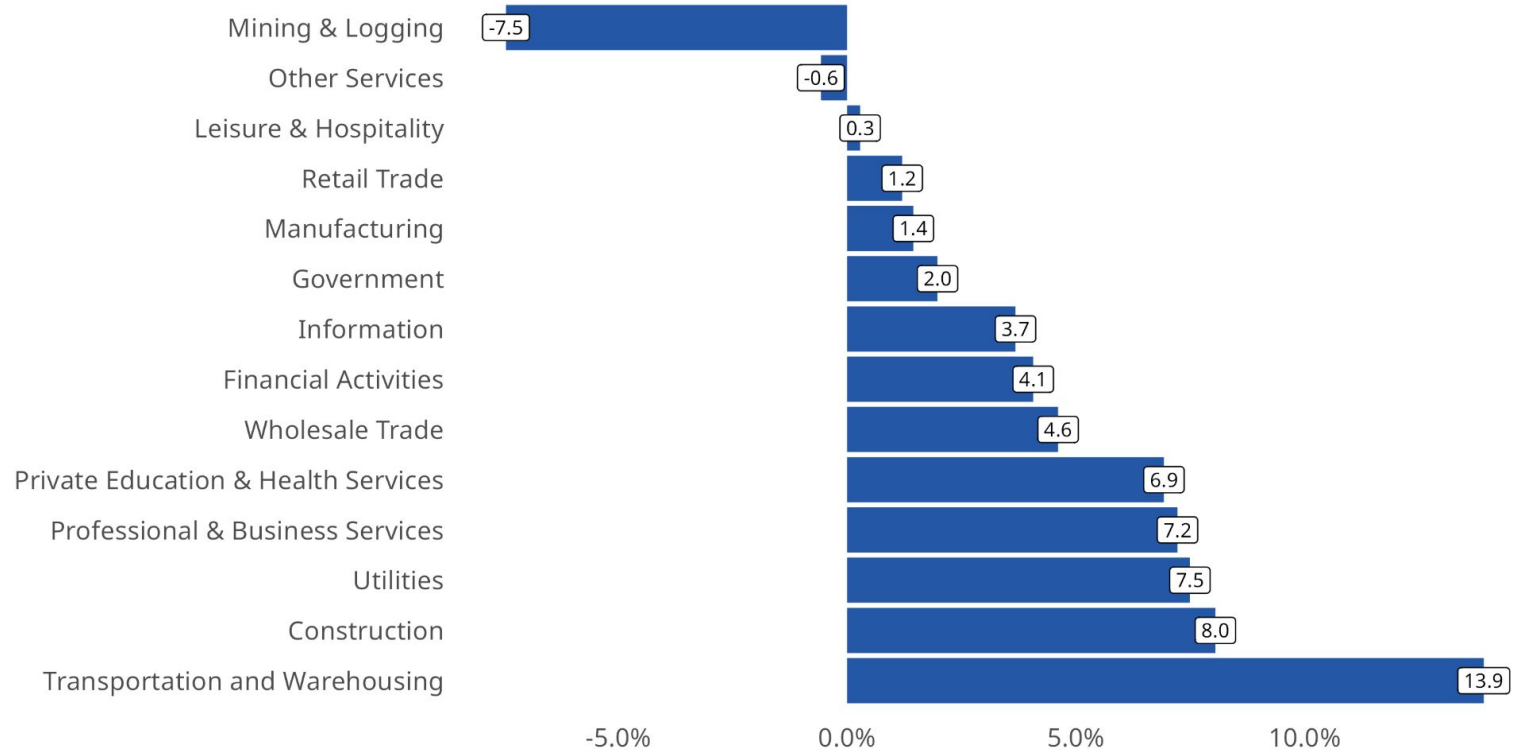


Source: US Bureau of Labor Statistics



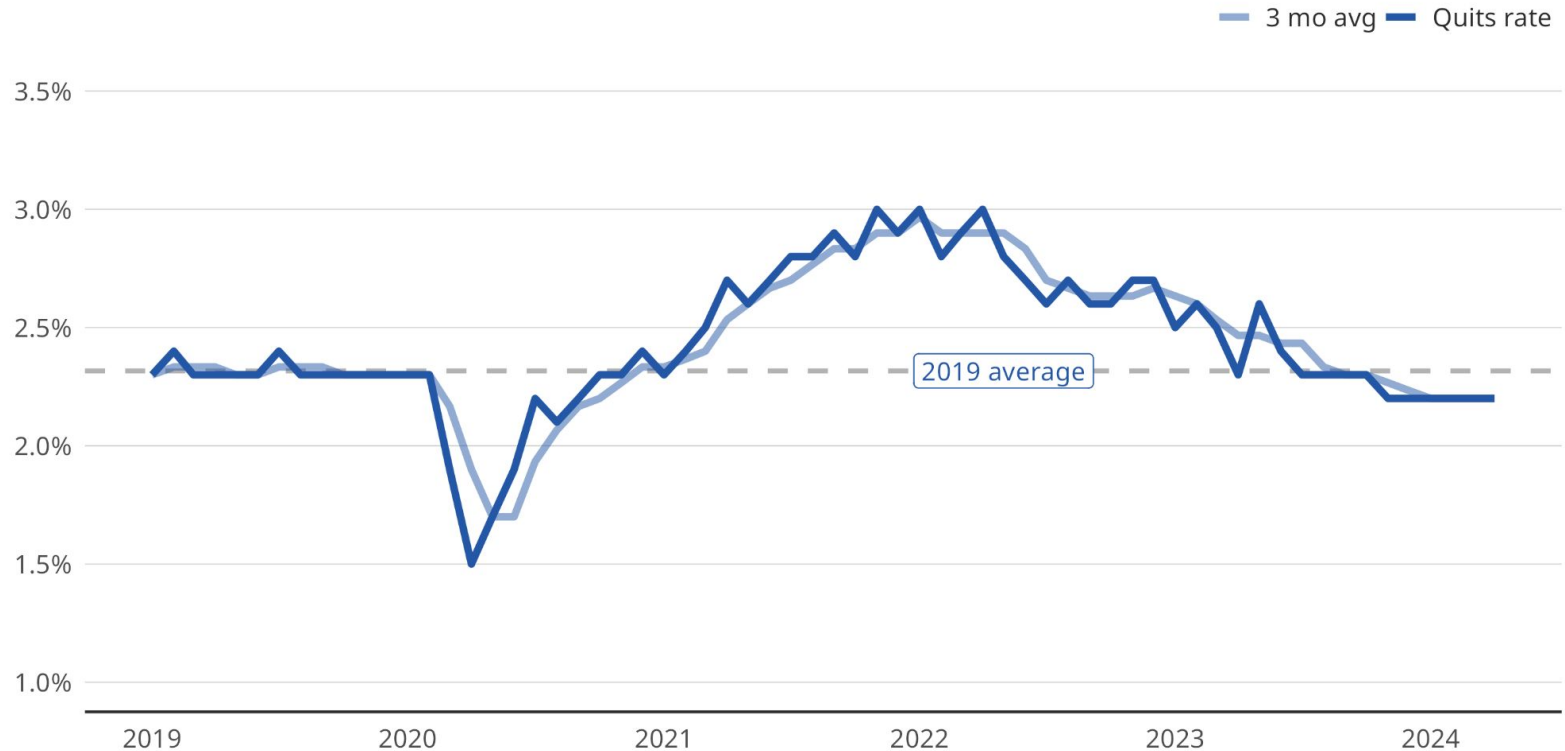
Employment has recovered in almost every sector

May 2024, employment, % change since Feb 2020



The quits rate is stabilizing at a moderate level

Quits as % of employment, Jan 2019 - Apr 2024

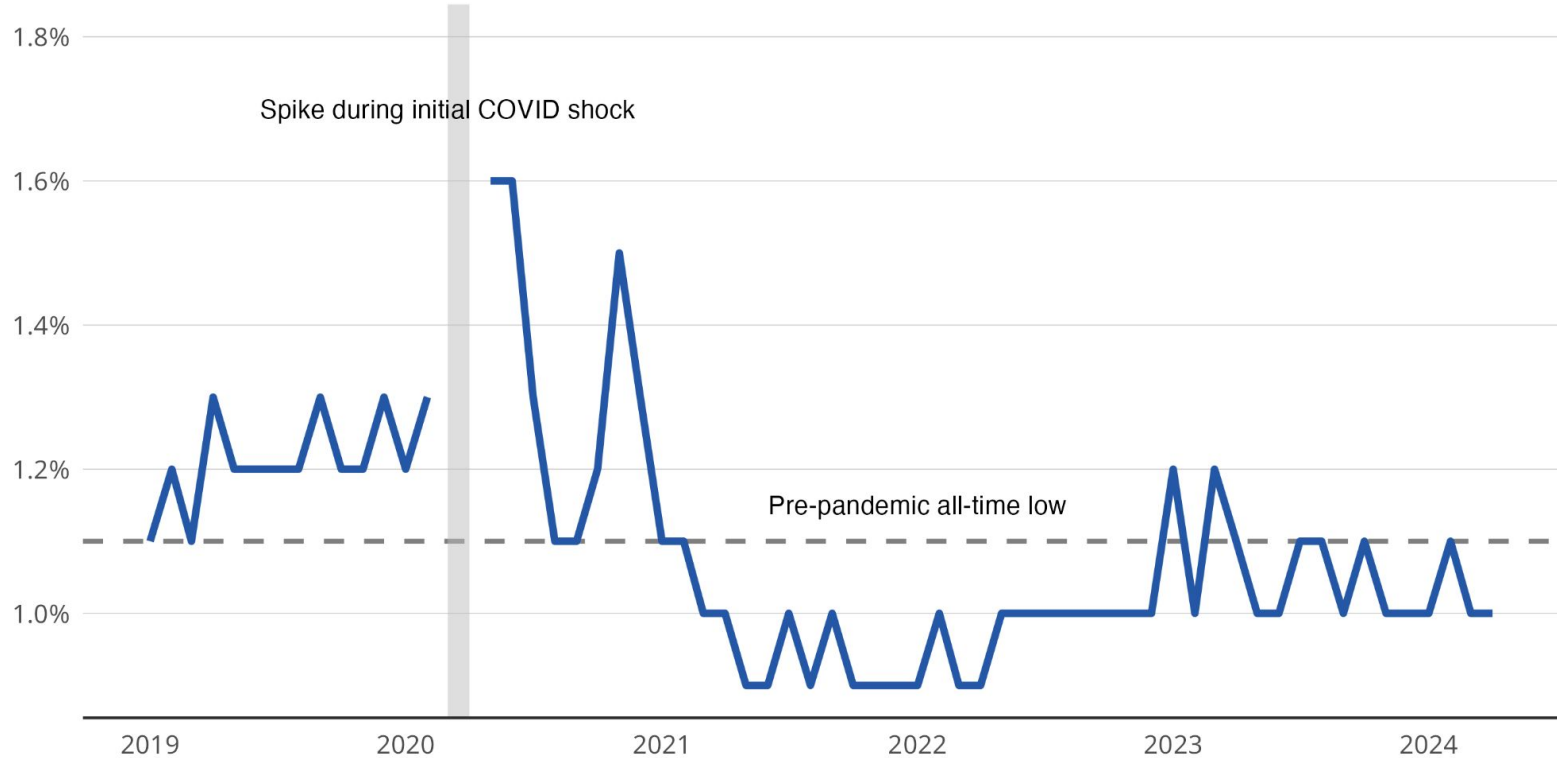


Source: Job Openings and Labor Turnover Survey



Layoffs remain low by historical standards

Layoffs and discharges rate, US, Jan 2019 - Apr 2024

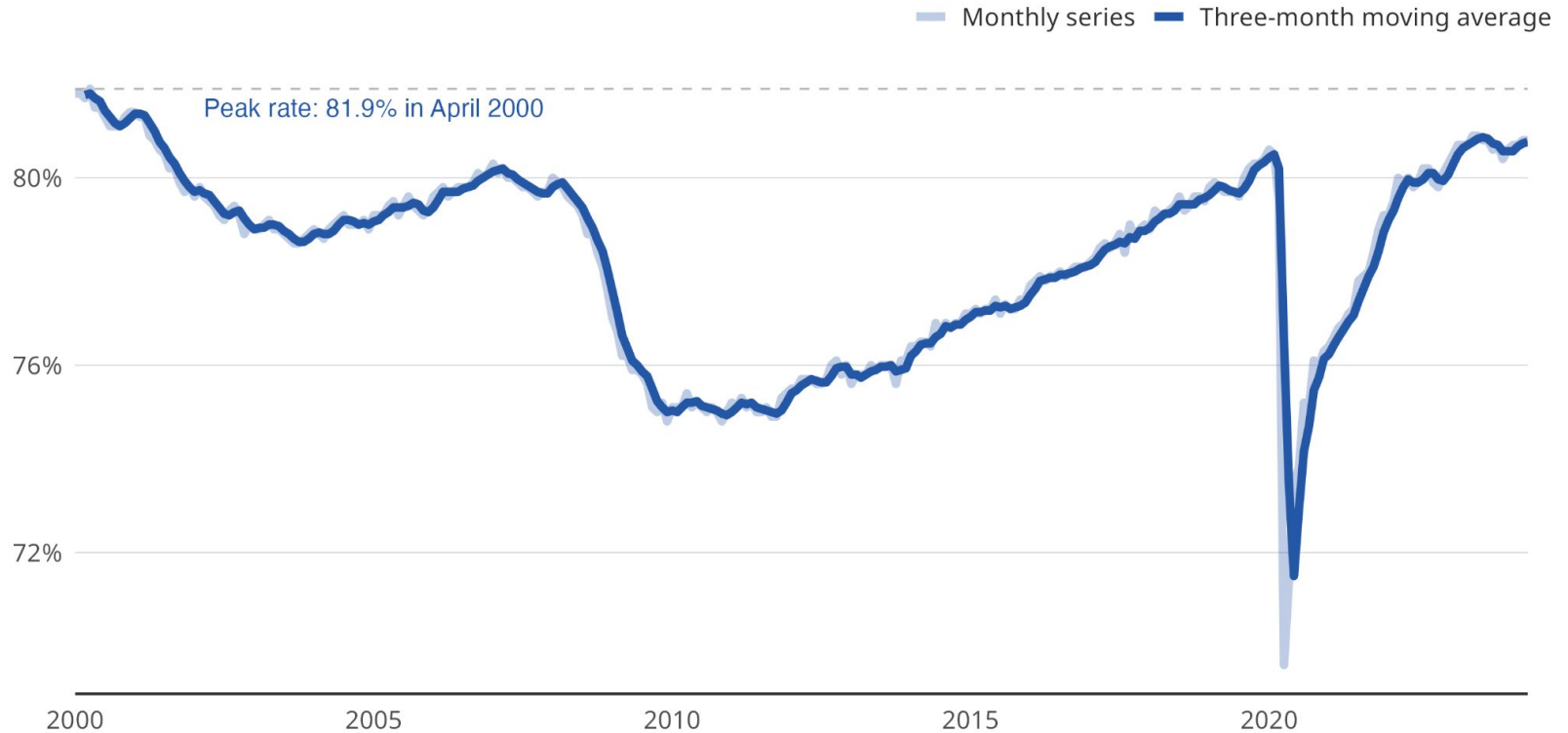


Source: Job Openings and Labor Turnover Survey



The prime-age employment rate is picking back up

Share of people ages 25 - 54 with a job, Jan 2000 - May 2024

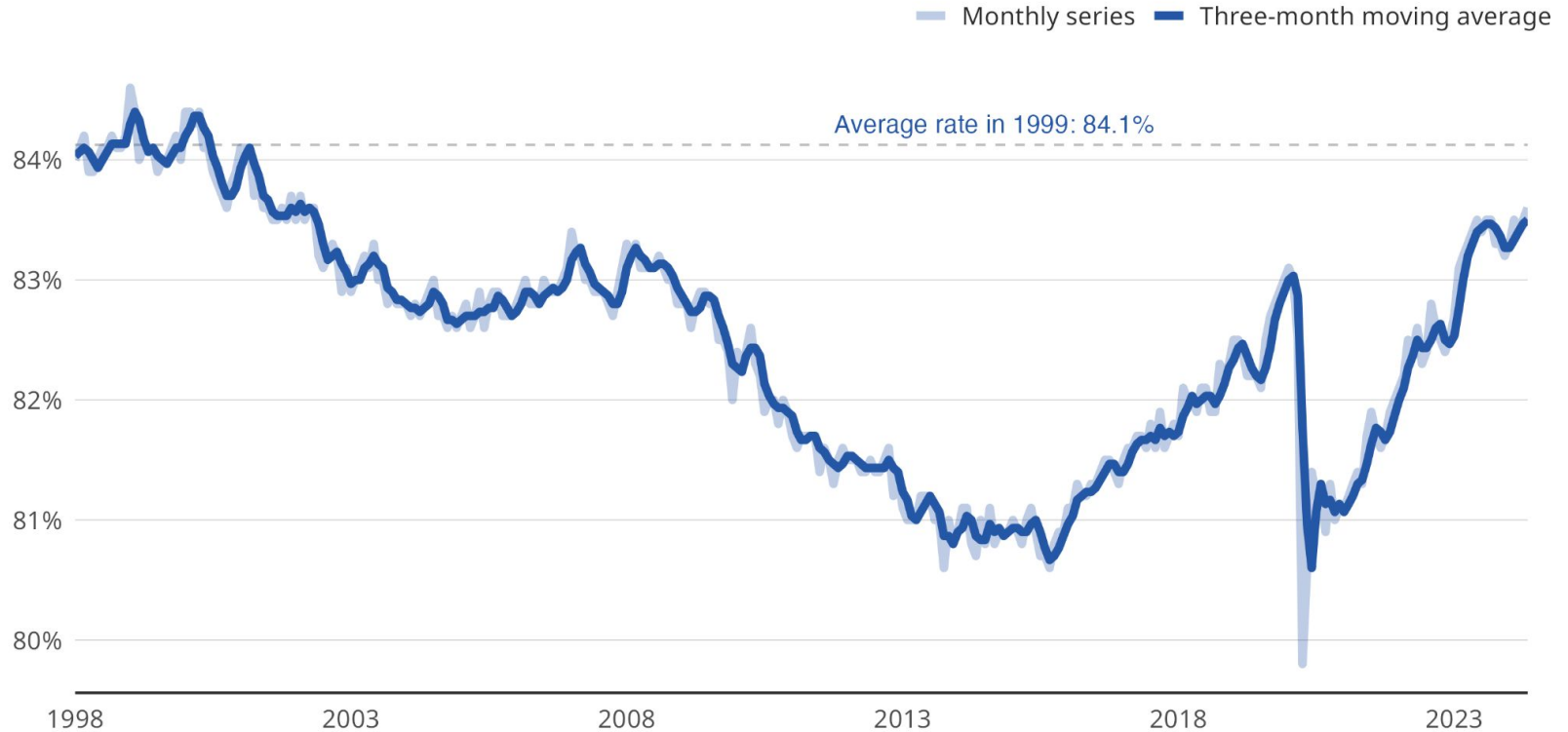


Source: US Bureau of Labor Statistics



Prime-age labor force participation is at a 22 year high

Share of workers aged 25 - 54 in the labor force, Jan 1998 - May 2024



US posted wage growth is starting to level off

Year-over-year growth in posted wages, Jan 2019 - May 2024

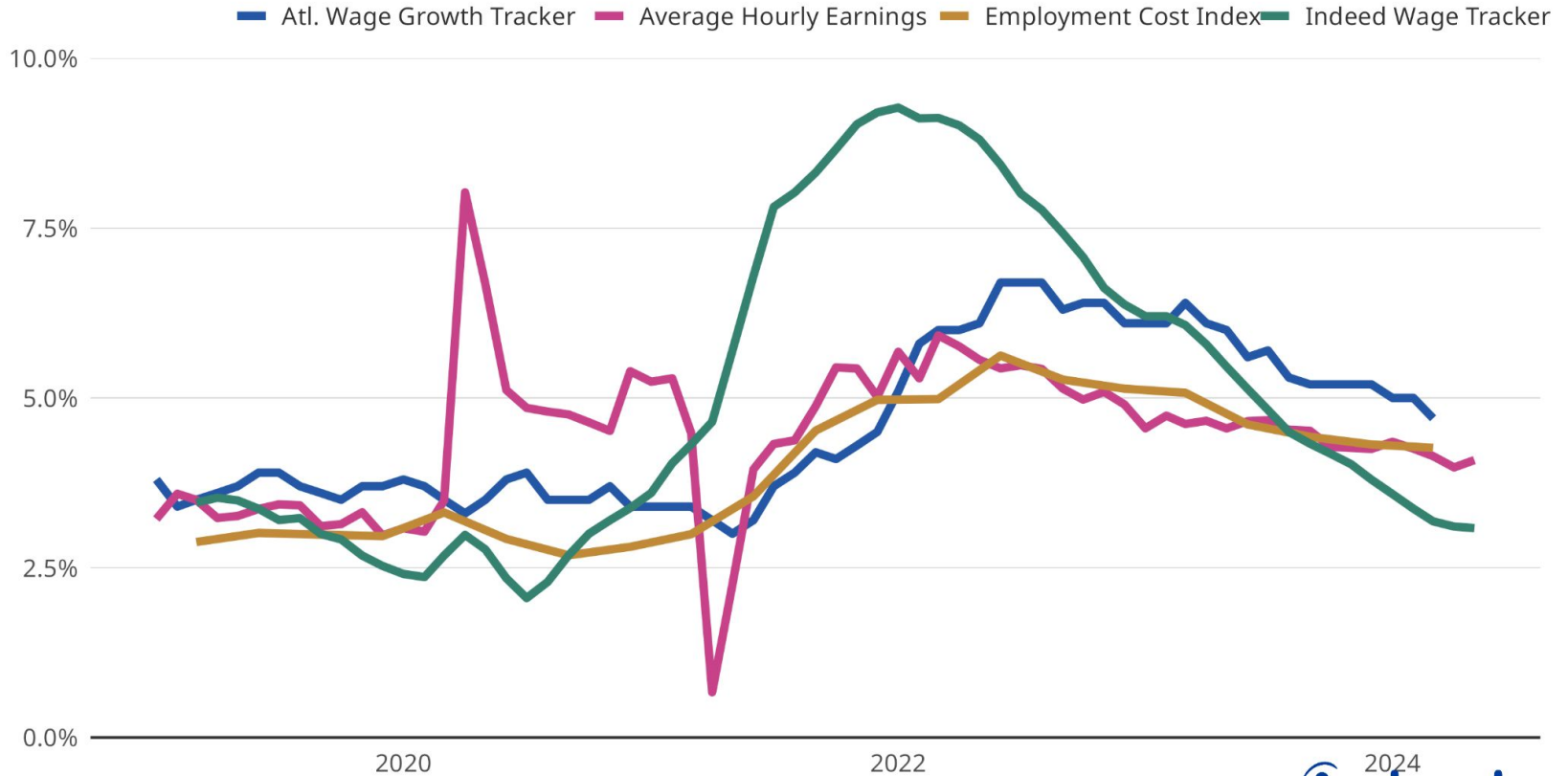


Source: Indeed Wage Tracker



Wage growth is elevated, but trending down

Year-over-year growth, Jan 2019 — May 2024

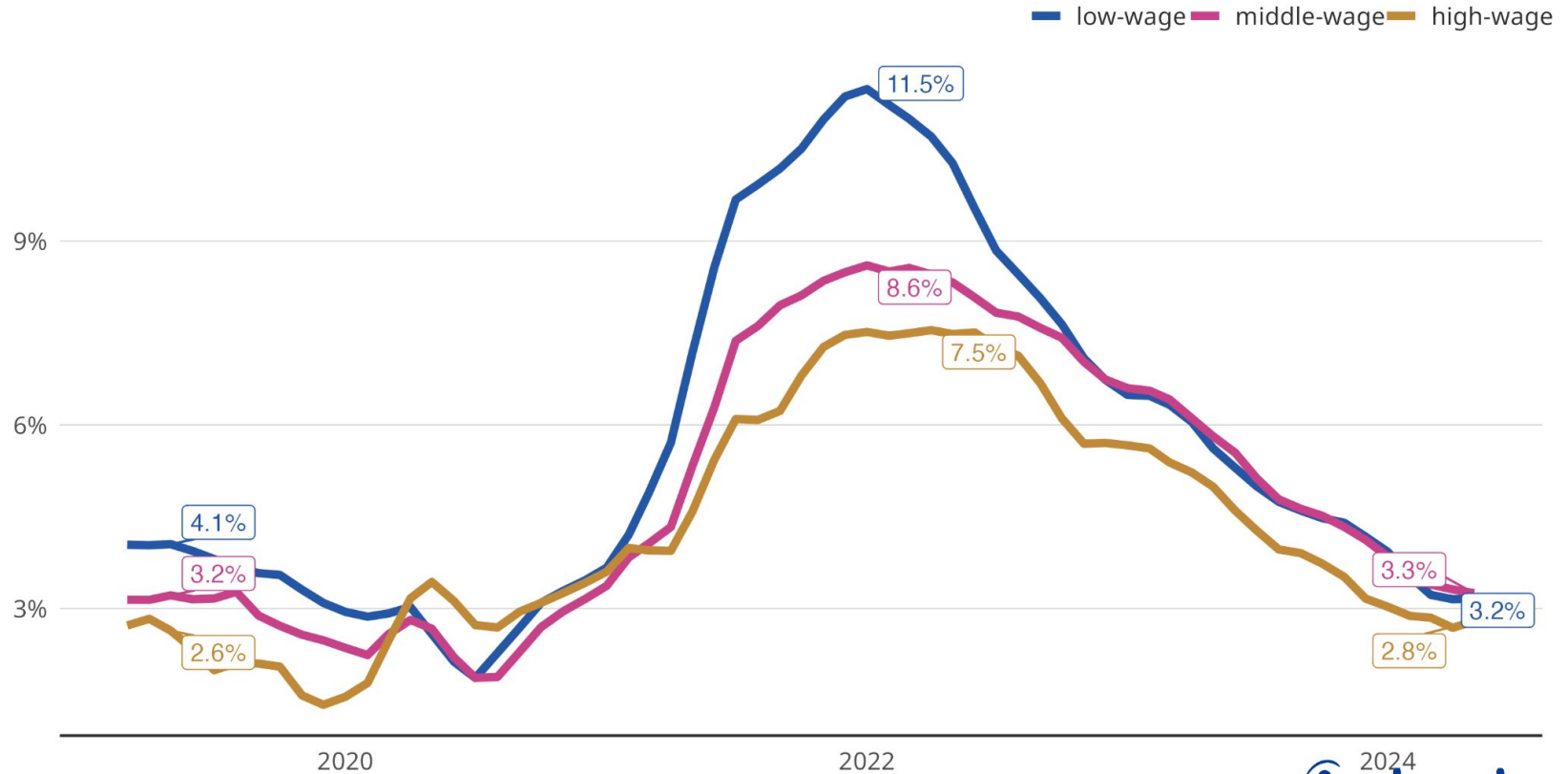


Source: Bureau of Labor Statistics, Federal Reserve Bank of Atlanta, and Indeed



US wage growth is fading across wage tiers

Year-over-year growth in posted wages, 3mo avg, Mar 2019 - May 2024

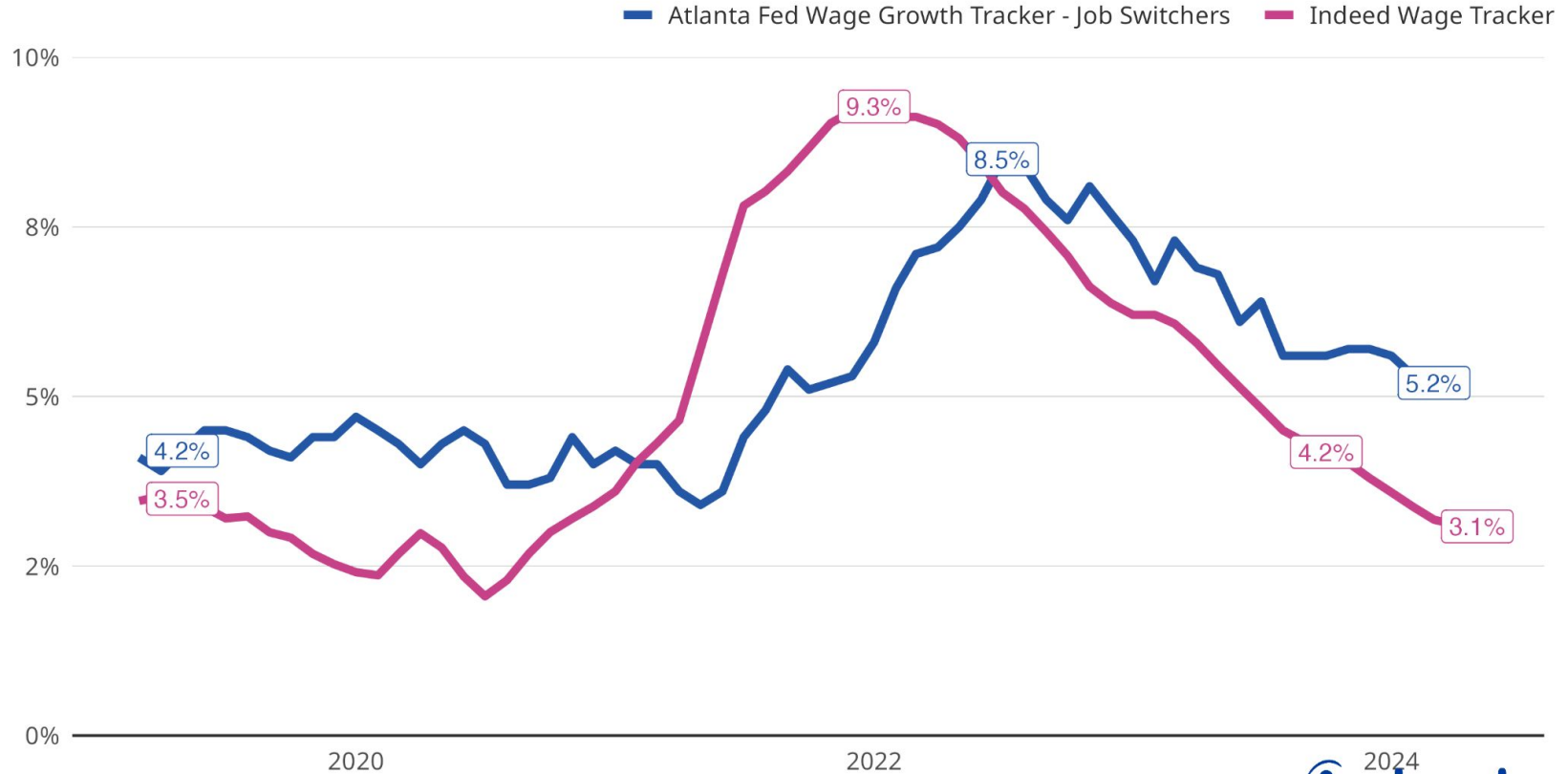


Source: Indeed Wage Tracker. Wage tiers based on a category's median posted wage in 2023



US posted wage growth has led job switcher wage growth

Year-over-year growth, 3 mo moving average, Mar 2019 - May 2024

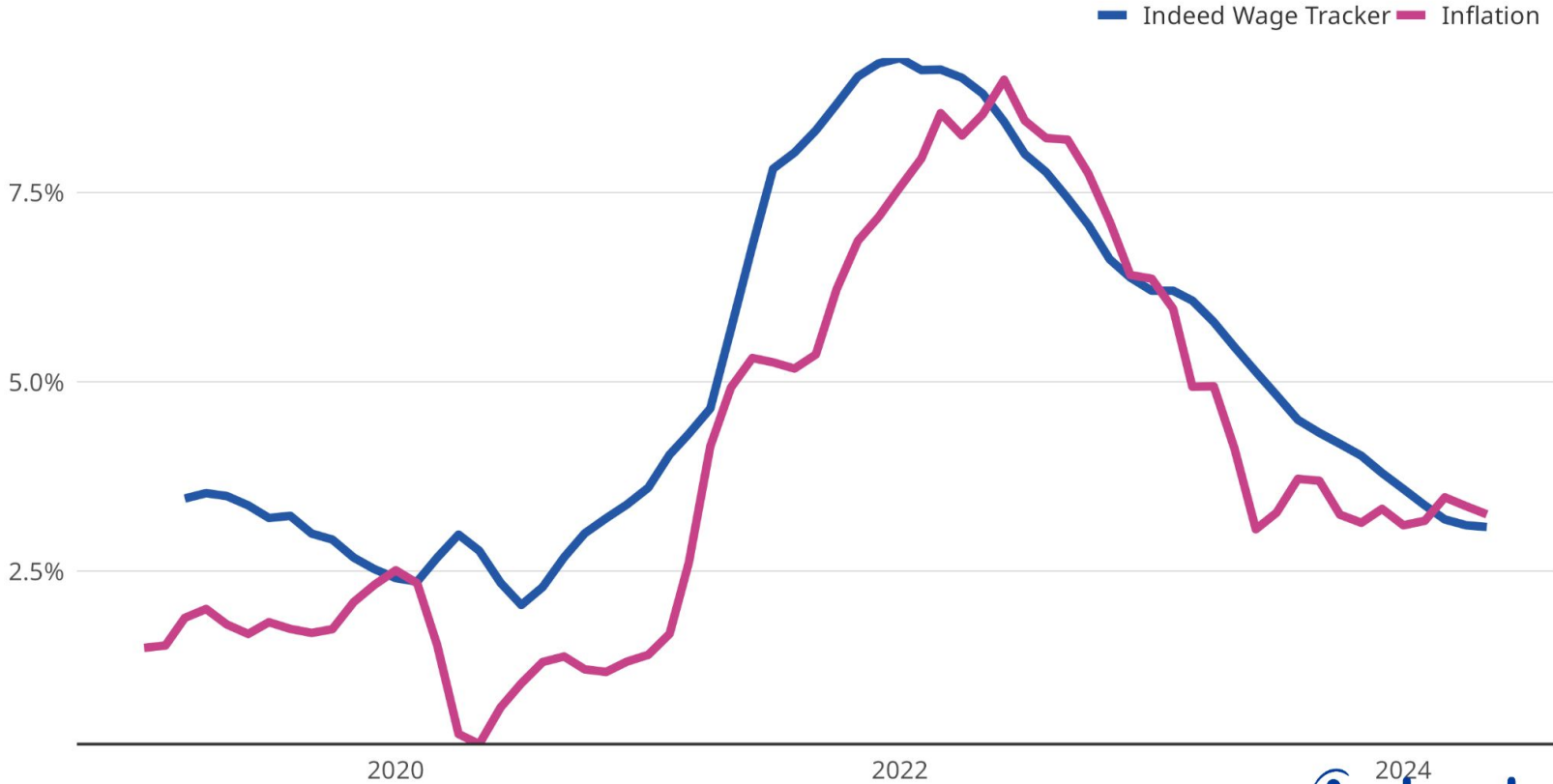


Source: Indeed, Federal Reserve Bank of Atlanta



Inflation has once again eclipsed posted wage growth

Year-over-year growth, US, Jan 2019 — May 2024

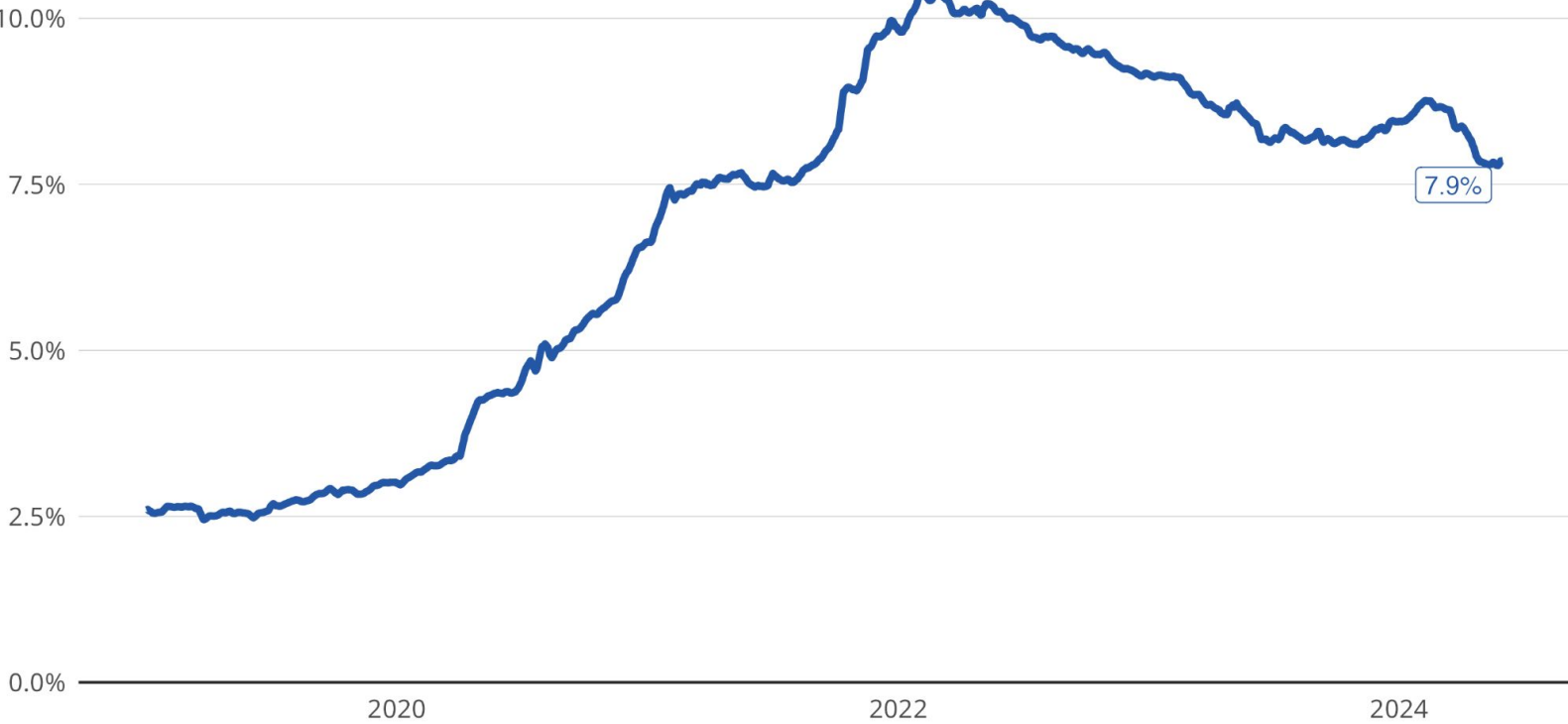


Source: Indeed Wage Tracker, Consumer Price Index



Remote job postings are still elevated in the US

Share of job postings with remote and/or hybrid keywords, Jan 2019 - May 2024

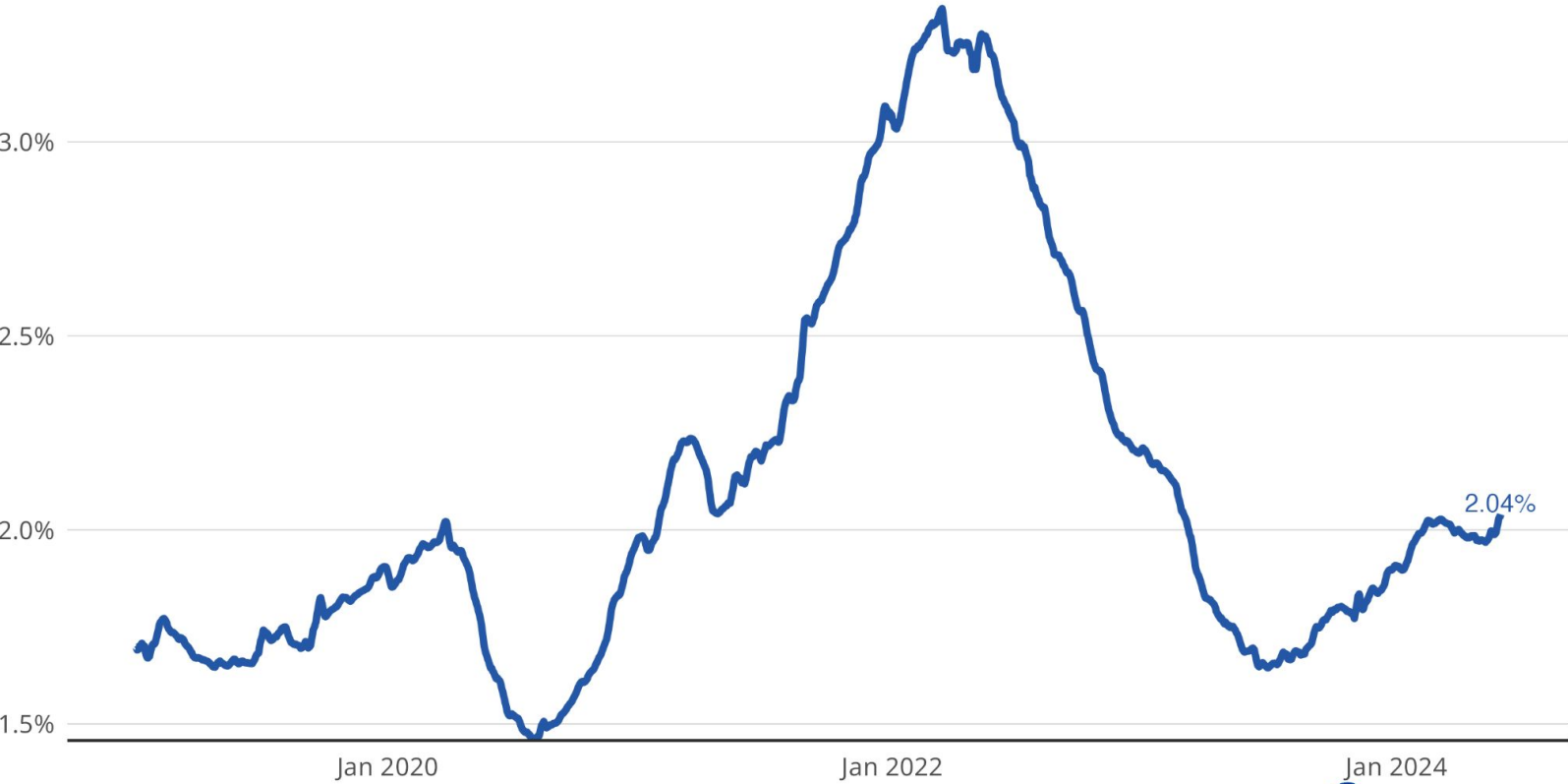


Source: Indeed



AI job postings remain below their 2022 peak

AI jobs as a share of all US job postings, Jan 2019 - May 2024

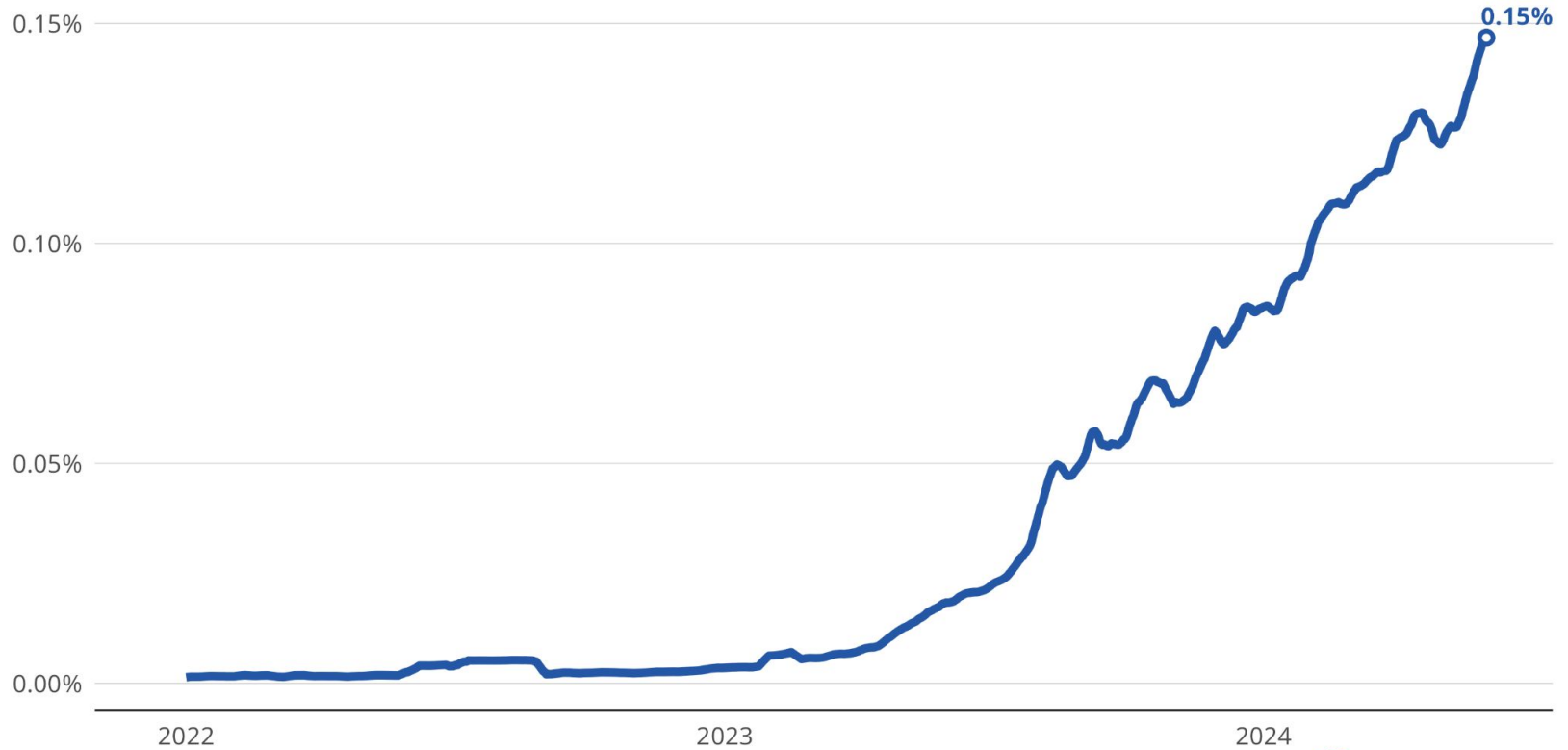


Source: Indeed



Gen AI job postings are rare, but have grown quickly

Generative AI jobs as a share of all US job postings, Jan 2022 - May 2024



Source: Indeed

