

# US Labor Market Overview

July 2024

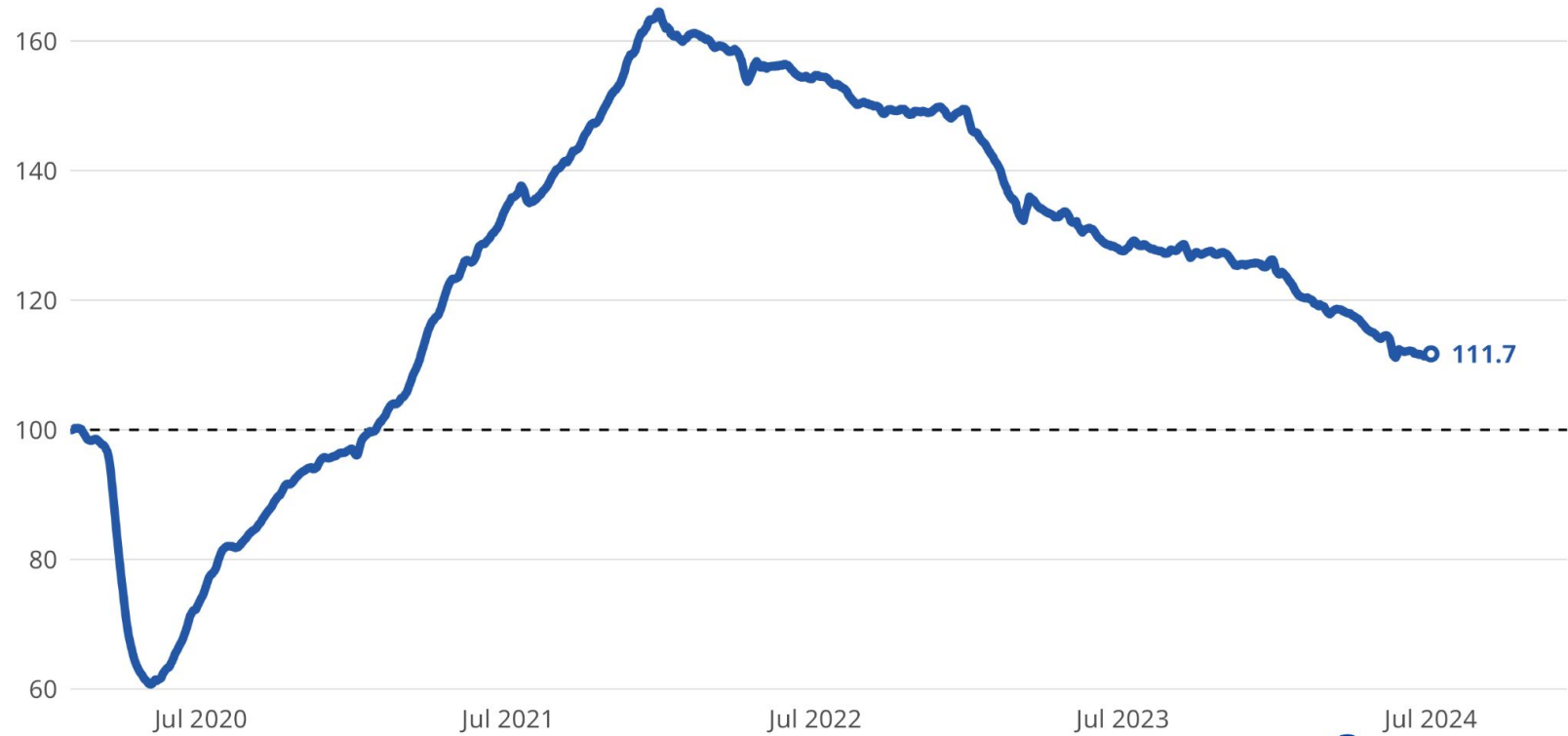
# US Labor Market Overview

July 2024

- The US labor market's balance between demand for workers and the supply of job seekers has returned to pre-pandemic levels. The jobs market is in solid condition, but further loosening could mean a large rise in unemployment.
- Job postings and openings remain above their pre-pandemic levels, but the balance between job openings and unemployment has returned to its pre-pandemic relationship.
- The unemployment rate remains low but has crept upward. This slow but steady increase could accelerate if demand for workers continues to decline.
- The quits rate is below pre-pandemic levels, and layoffs remain low, suggesting employers are having an easier time retaining current employees.
- Wage growth continues to cool with trends in posted wage growth suggesting more cooling is in the pipeline. At the same time, posted wage growth has recently leveled off, indicating that competition for new hires is steady.

# Job postings have moderated

Index (100 = Feb 1, 2020), US, data through July 5, 2024

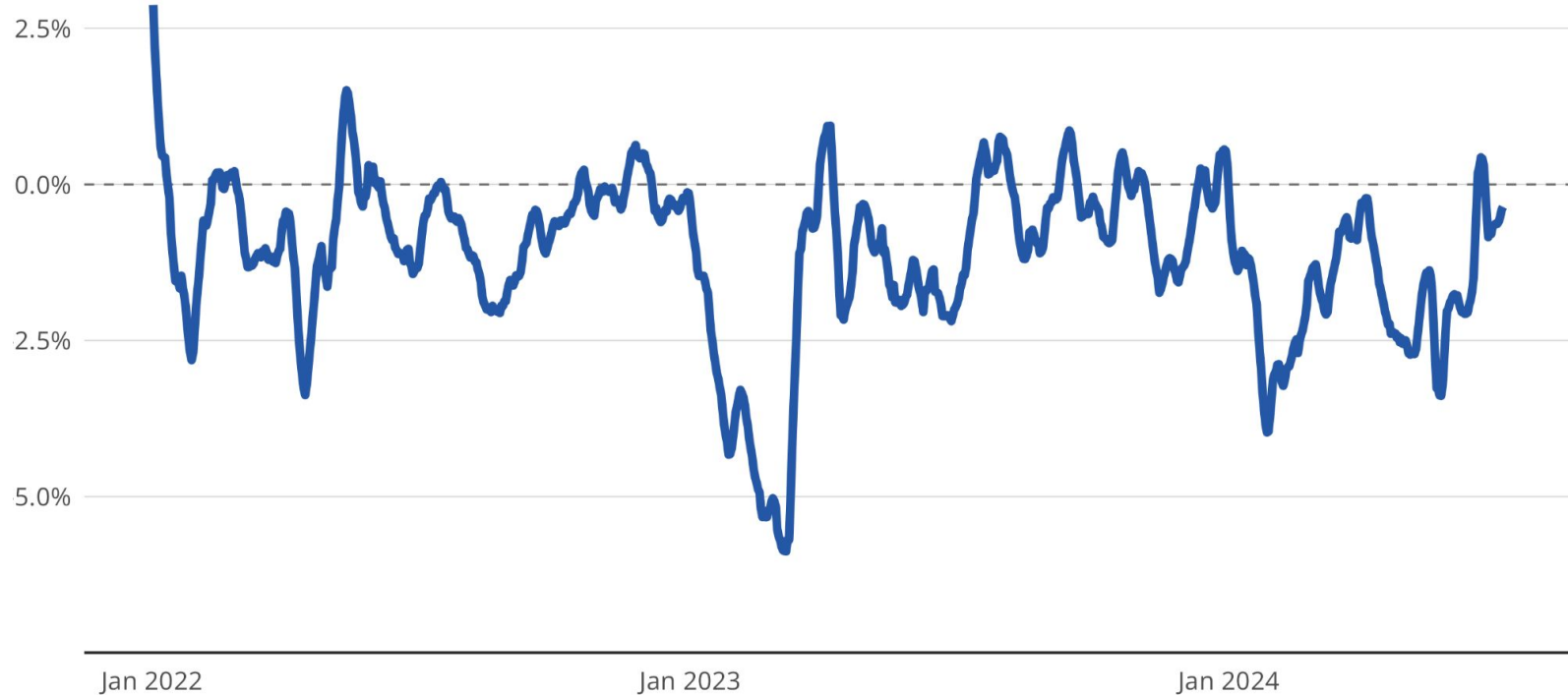


Source: Indeed Job Postings Index



# Job postings on Indeed are down 0.4% from a month ago

Month-over-month growth in Indeed Job Postings Index, United States, Jan 1, 2022 - July 5, 2024

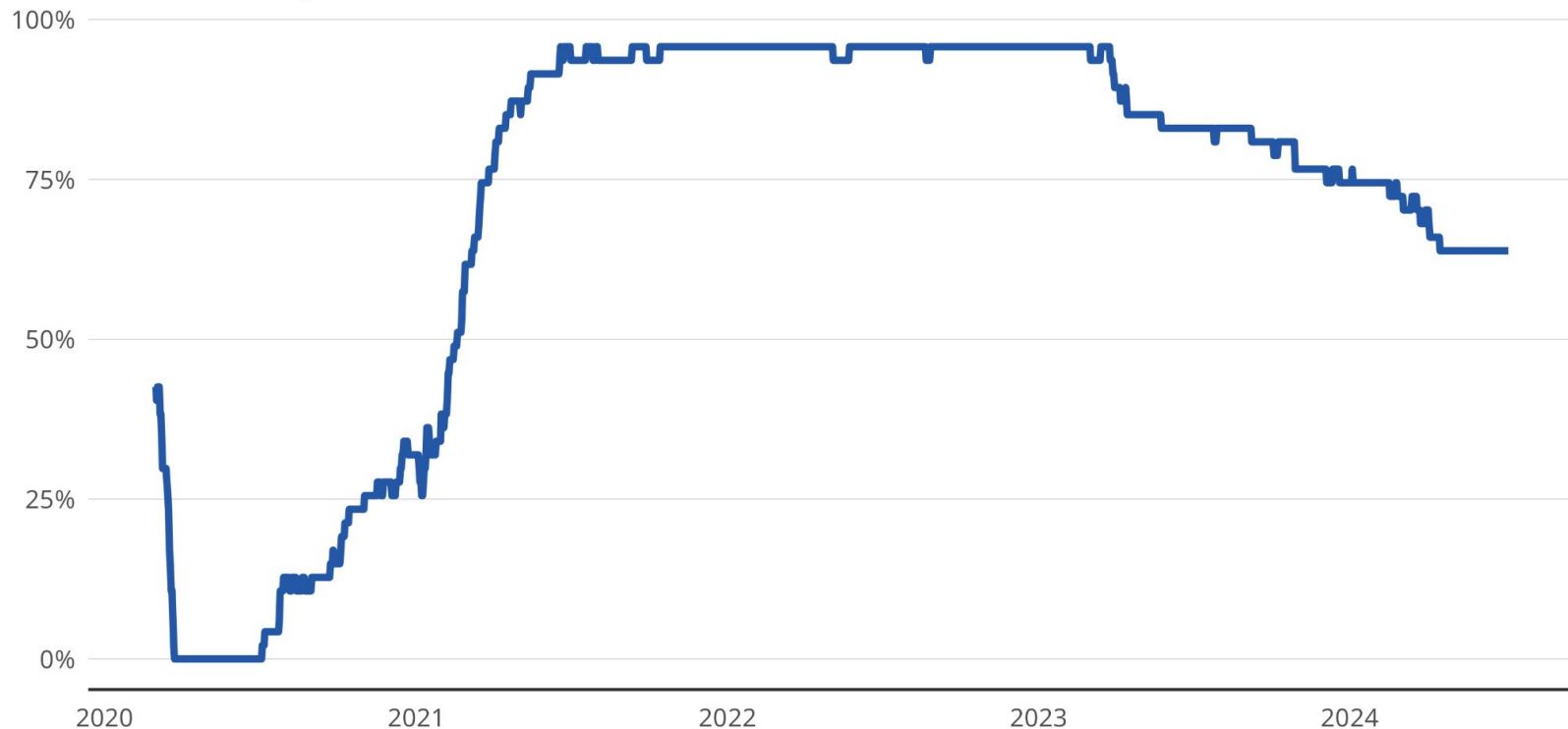


Source: Indeed Job Postings Index. Note: A month prior is defined as 28 day from current date.



# Job postings are elevated in 64% of US sectors

Share of occupational sectors with postings above pre-pandemic baseline, Mar 1, 2020 — Jul 05, 2024

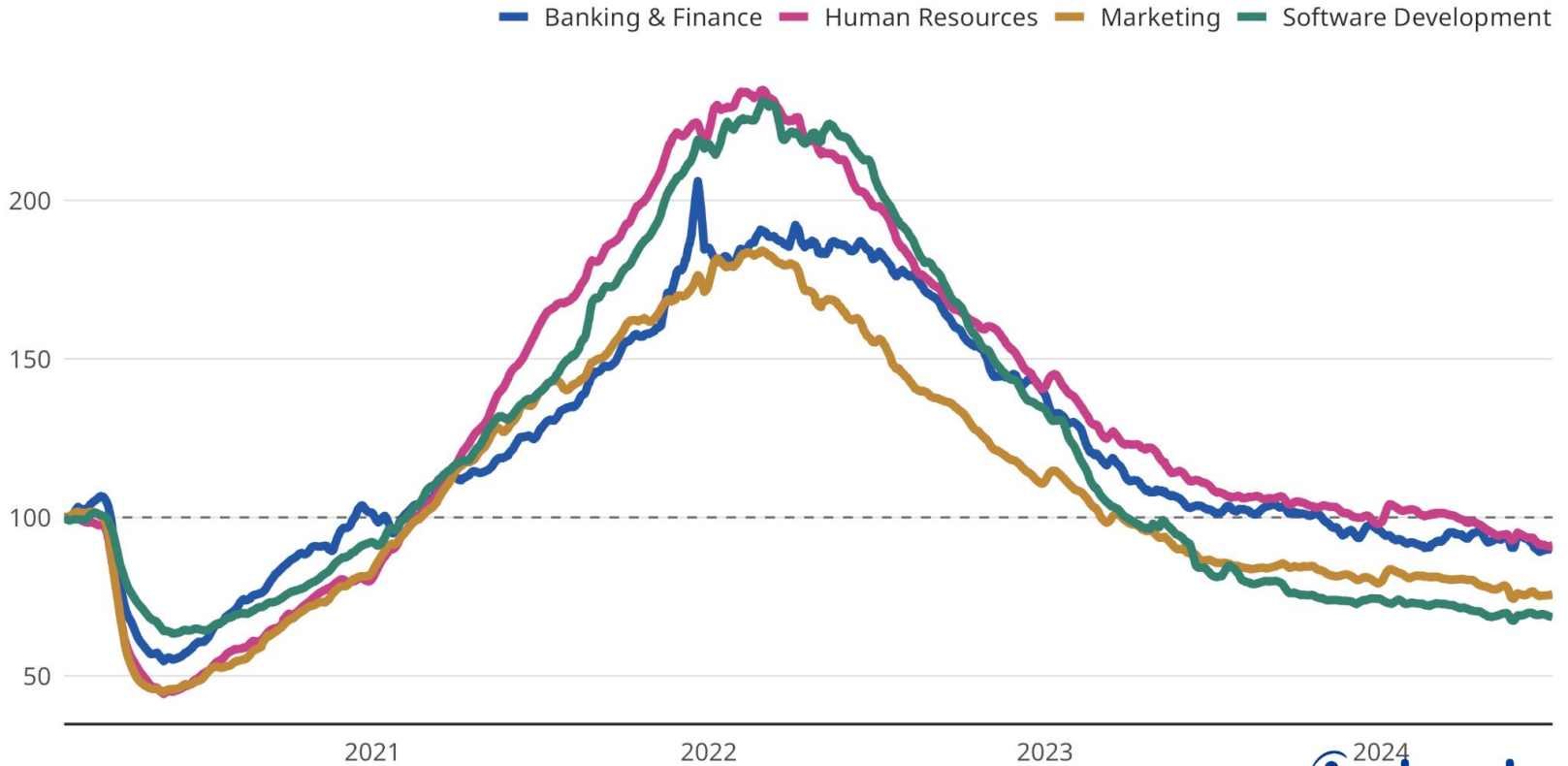


Source: Indeed



# Postings are down most in traditional 'office job' sectors

Index (100 = Feb 1, 2020), United States, through July 5, 2024

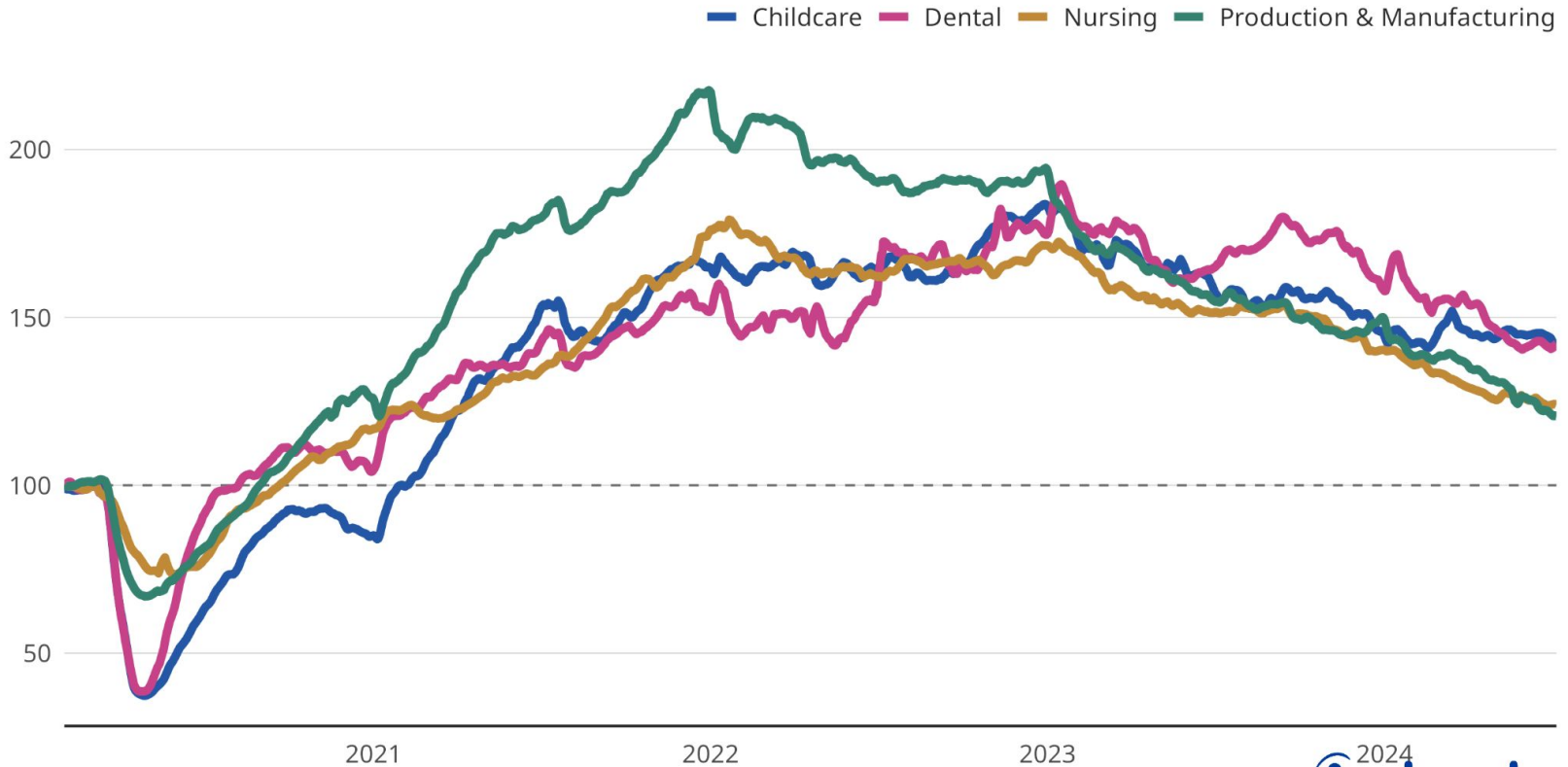


Source: Indeed Job Postings Index



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

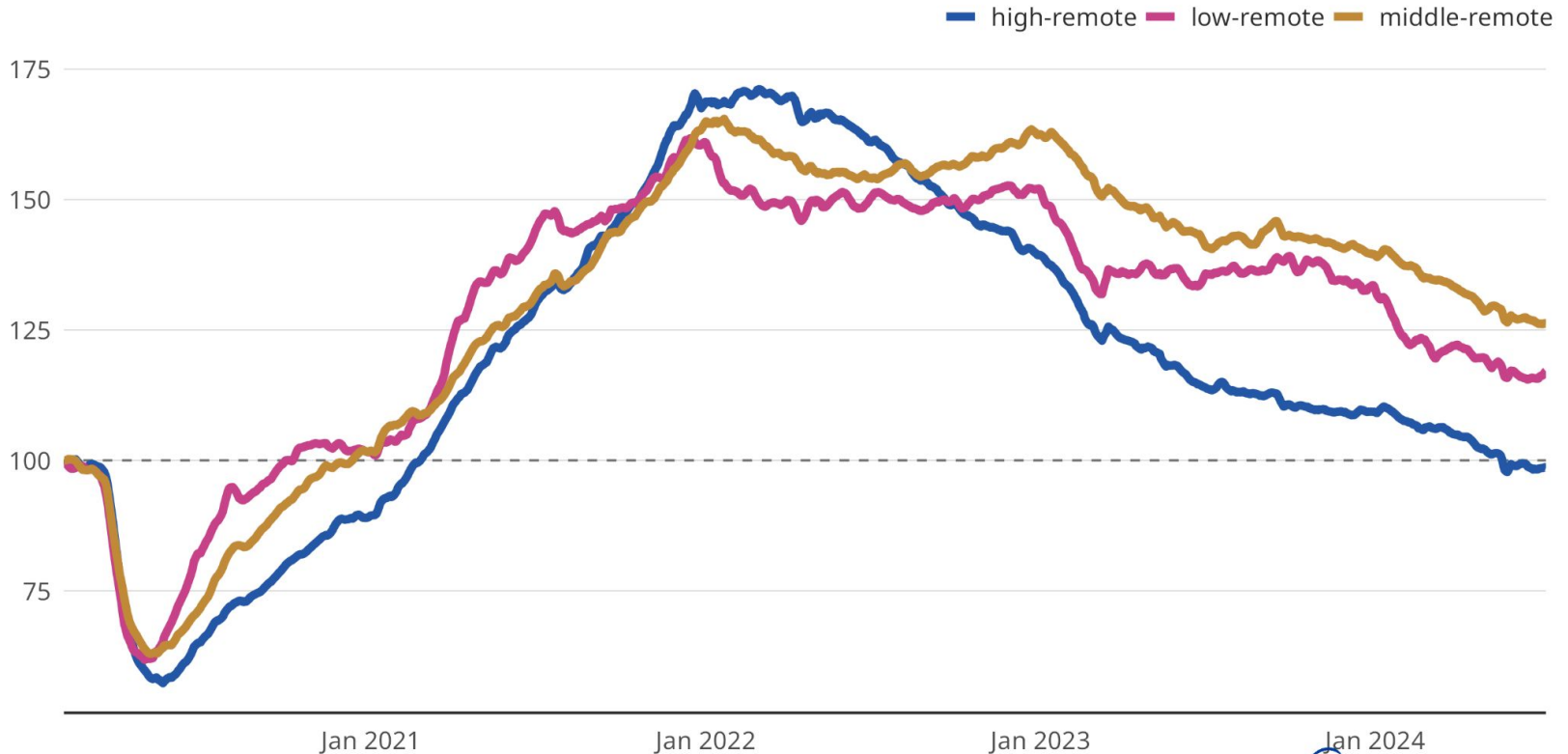
Index (100 = Feb 1, 2020), United States, through July 5, 2024



Source: Indeed Job Postings Index

# Postings are weakest in high work-from-home sectors

US Job Postings Index by remote-work tier, data through July 5, 2024



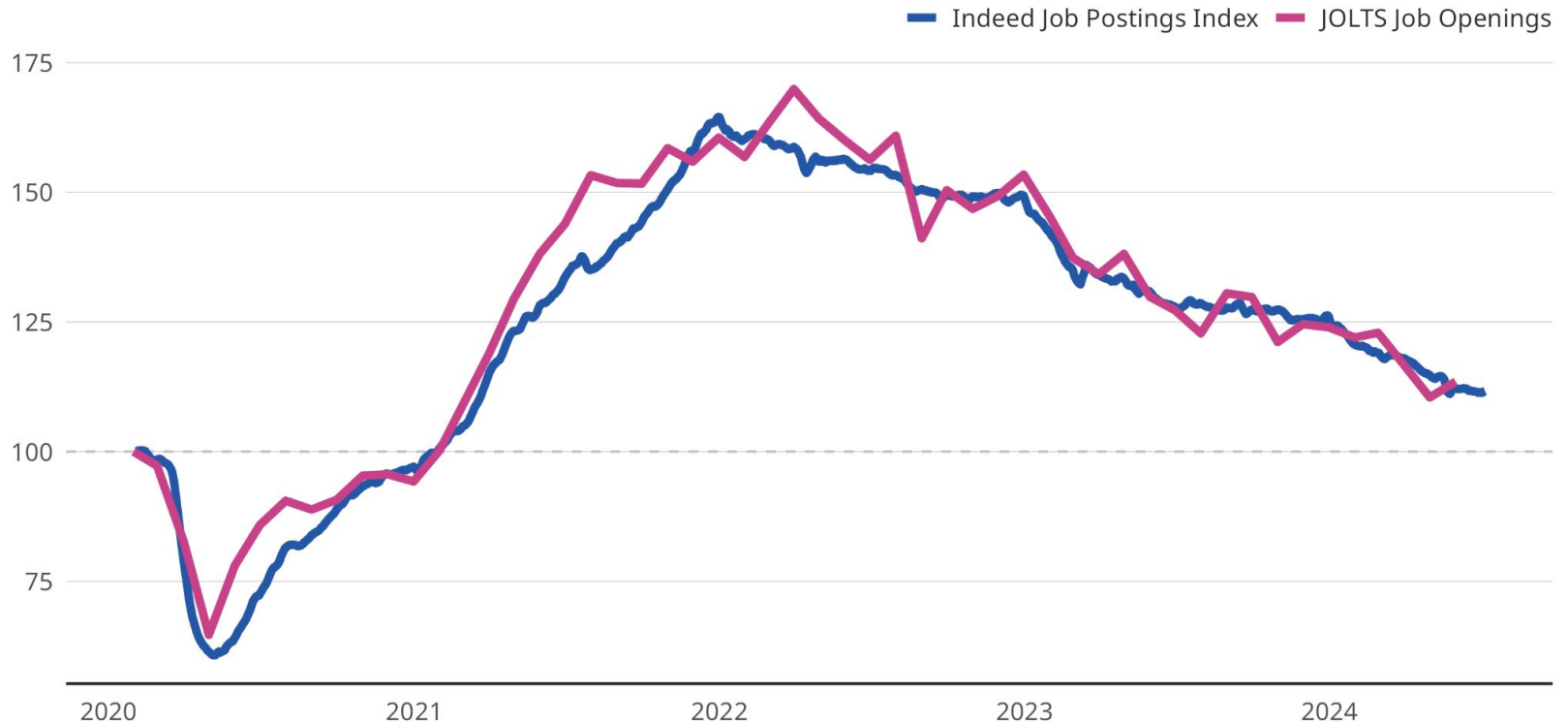
Source: Indeed Job Postings Index





# US job openings and postings track each other

Index, Jan 31, 2020 - July 5, 2024

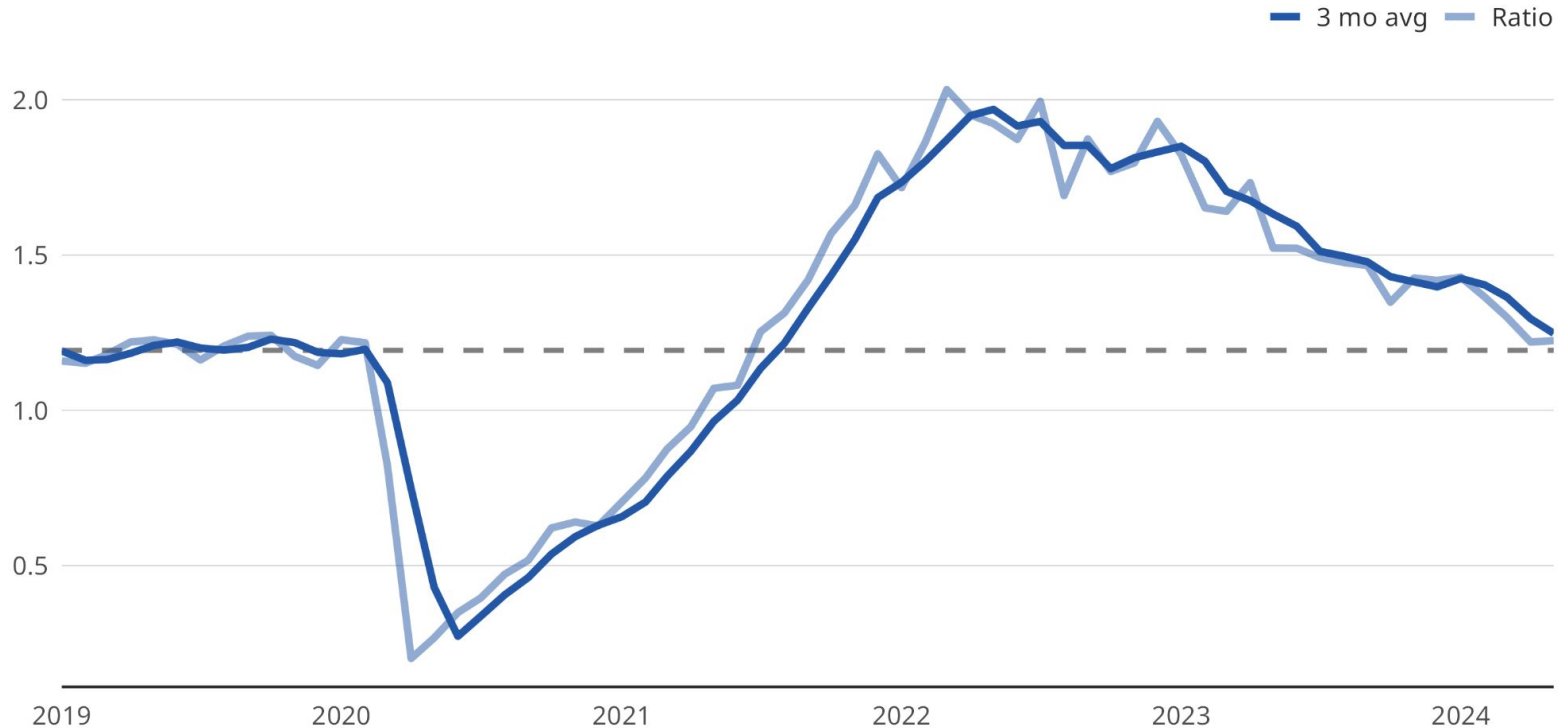


Source: Indeed Job Postings Index, Job Openings and Labor Turnover Survey.  
Note: Index is set to 100 = Feb 1, 2020 for Indeed and Jan 2020 (Jan 31, 2020) for JOLTS



# The ratio of openings to unemployment is back to 2019 levels

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

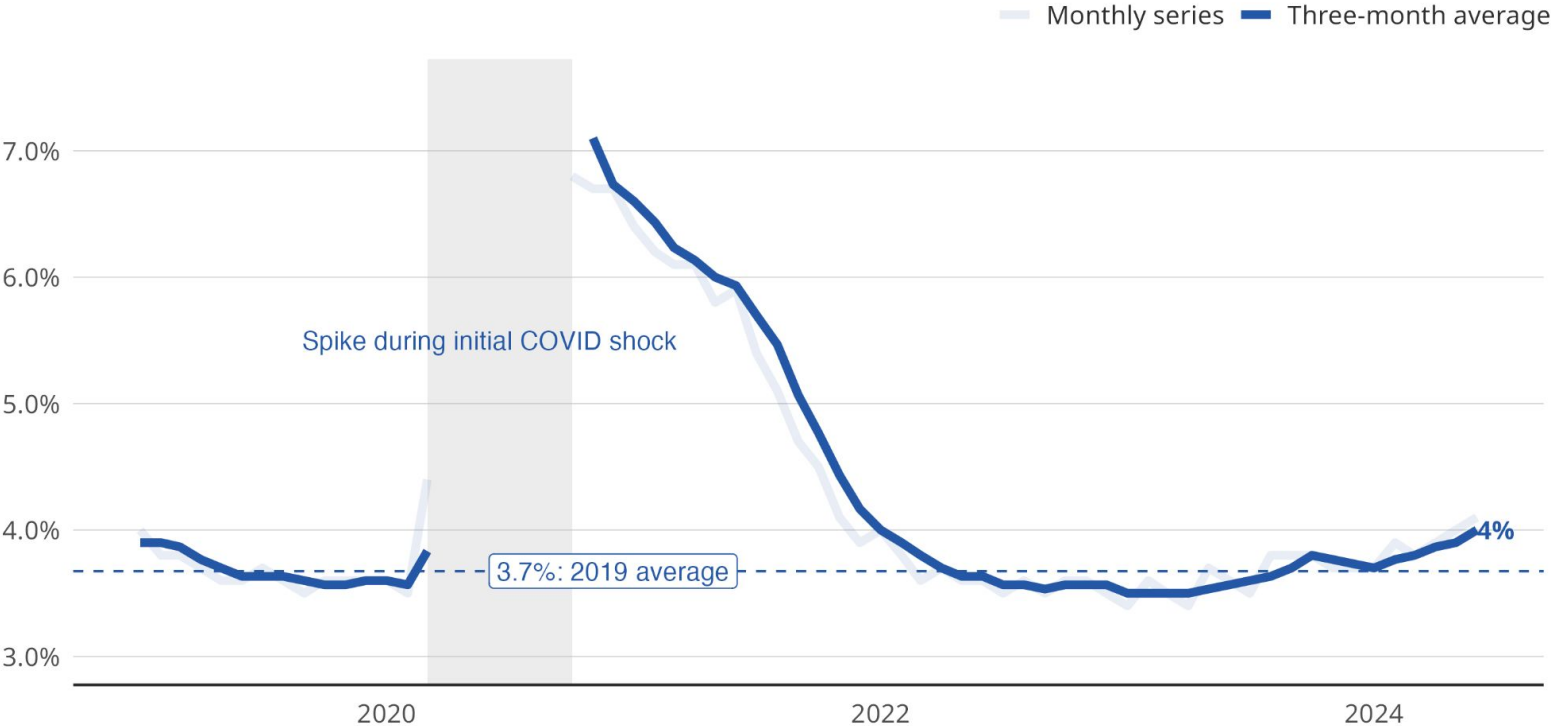


Source: Job Openings and Labor Turnover Survey, Current Population Survey



# The unemployment rate has drifted upward

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

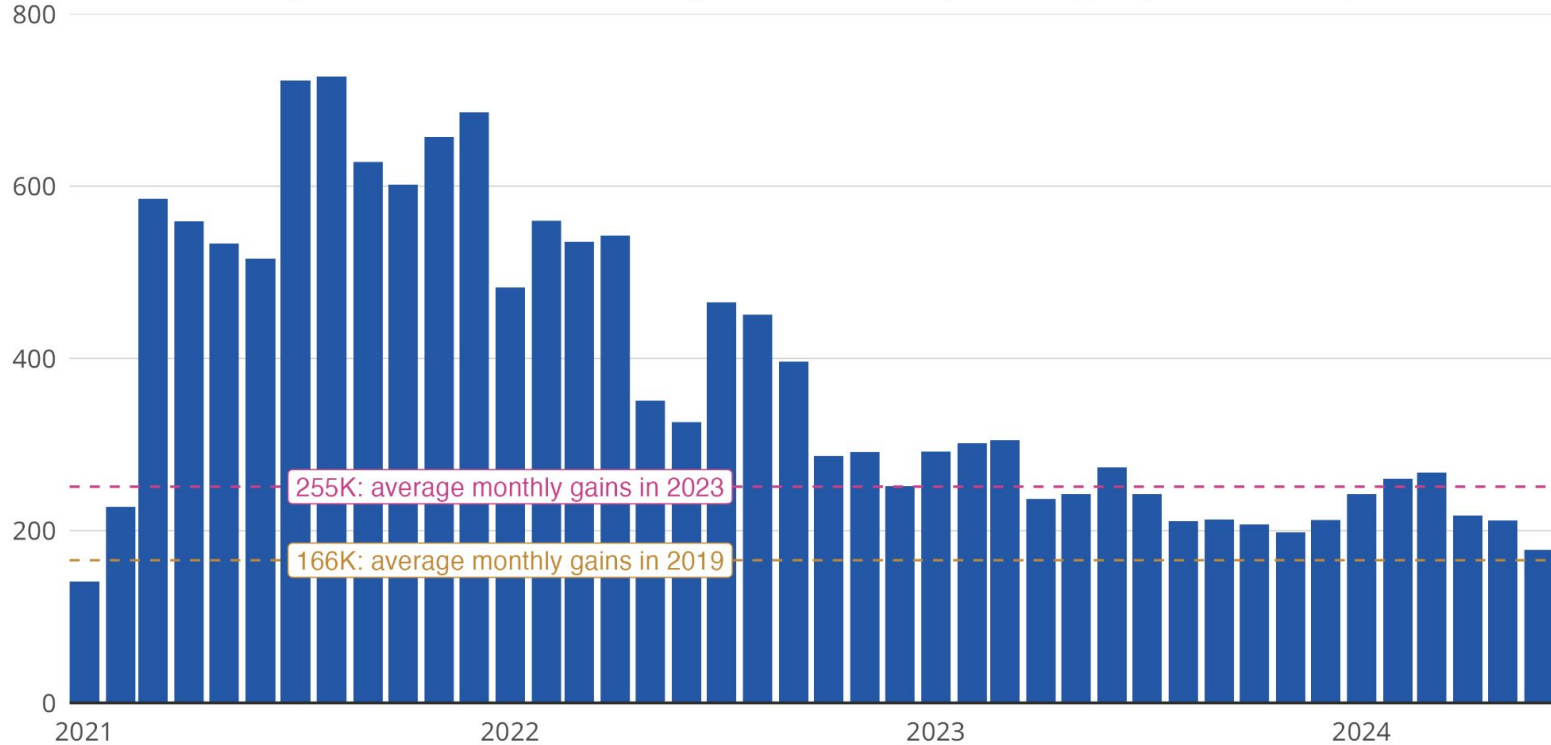


Source: US Bureau of Labor Statistics



# Monthly job gains have moderated

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

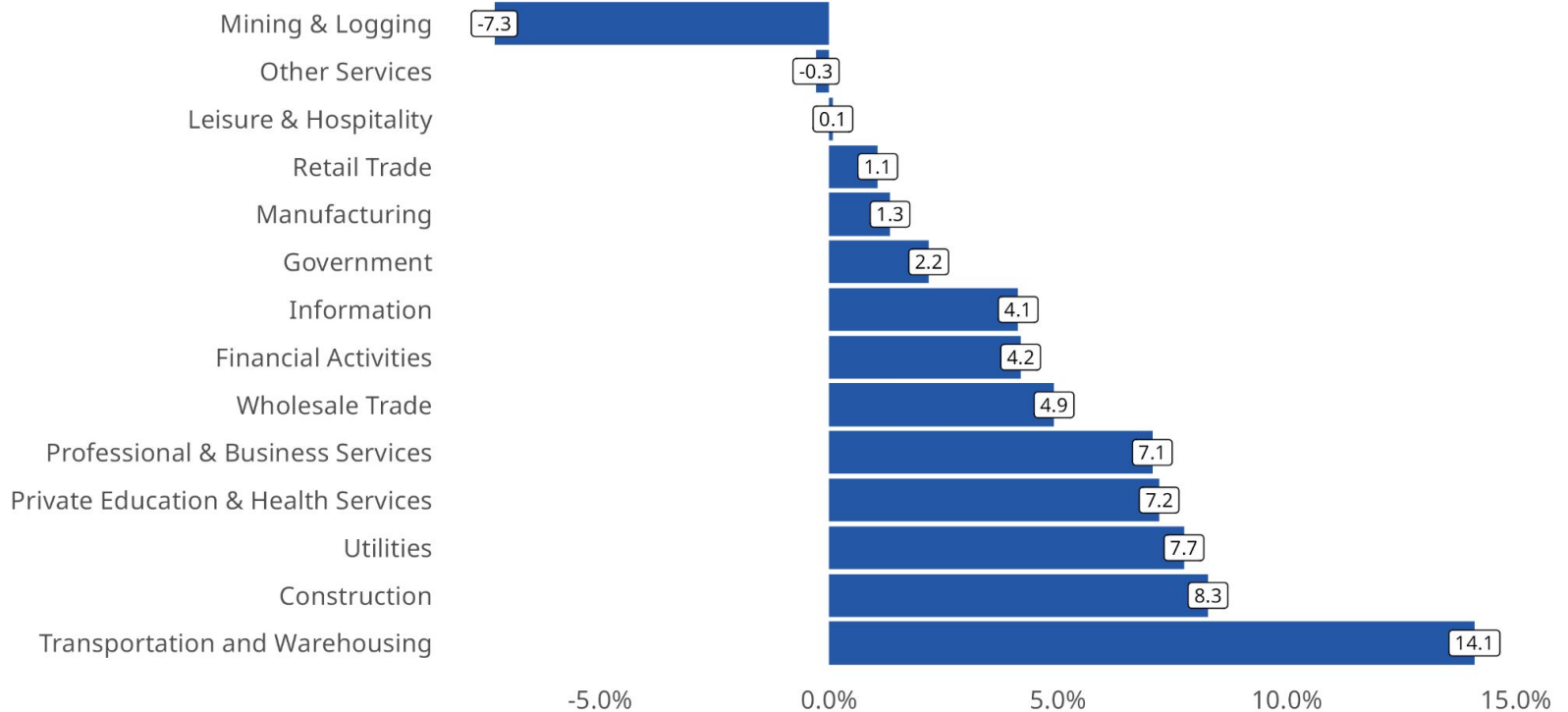


Source: US Bureau of Labor Statistics



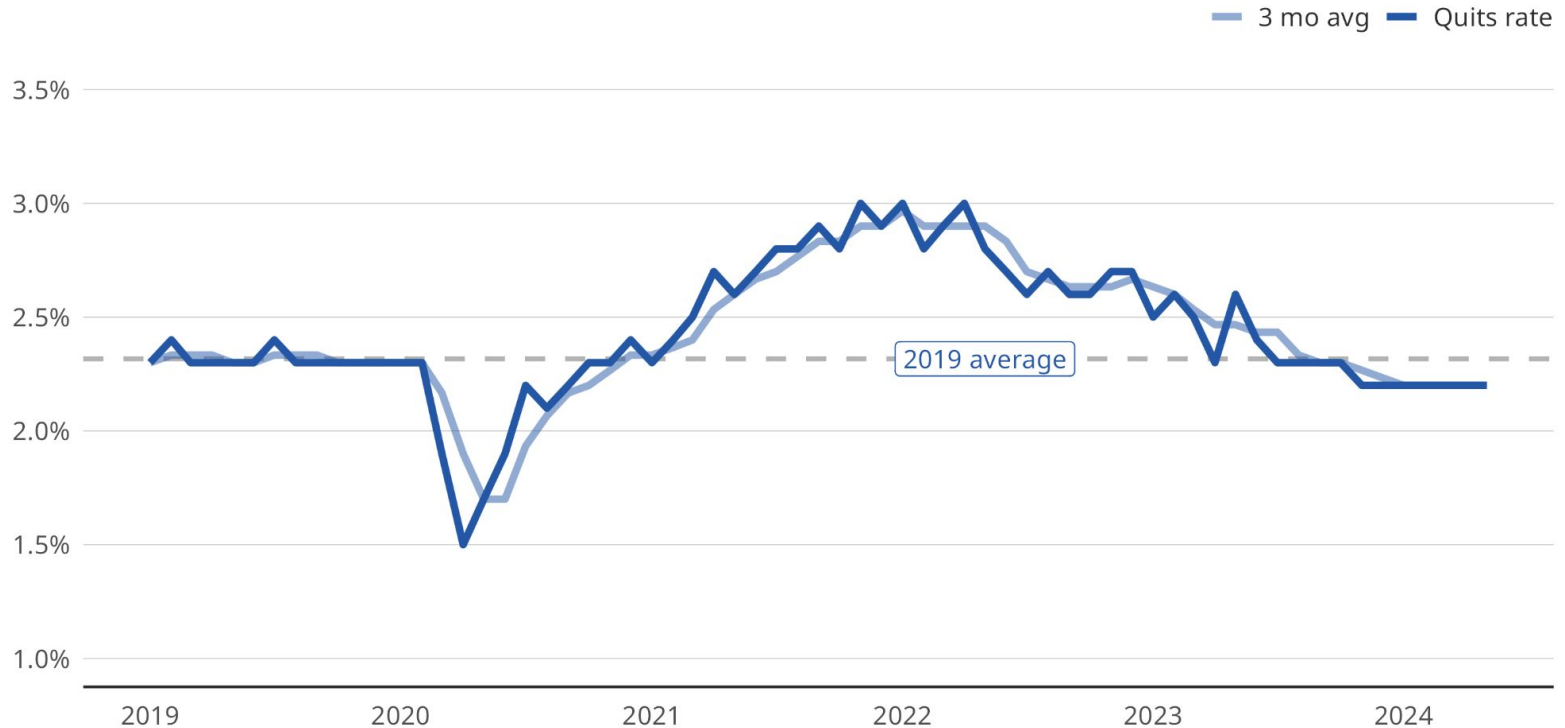
# Employment has recovered in almost every sector

Jun 2024, employment, % change since Feb 2020



# The quits rate has stabilized at a healthy level

Quits as % of employment, Jan 2019 - May 2024

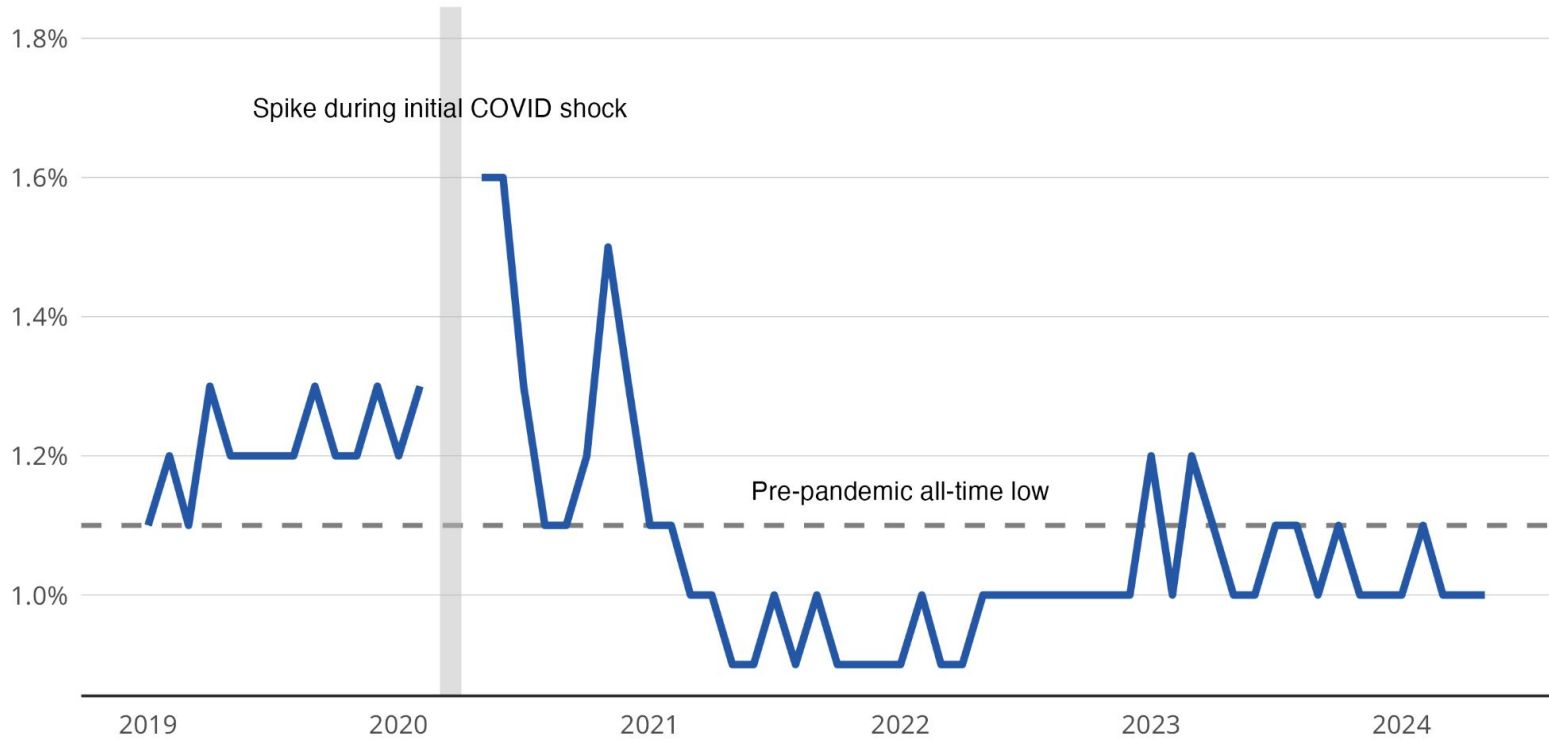


Source: Job Openings and Labor Turnover Survey



# Layoffs remain low by historical standards

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

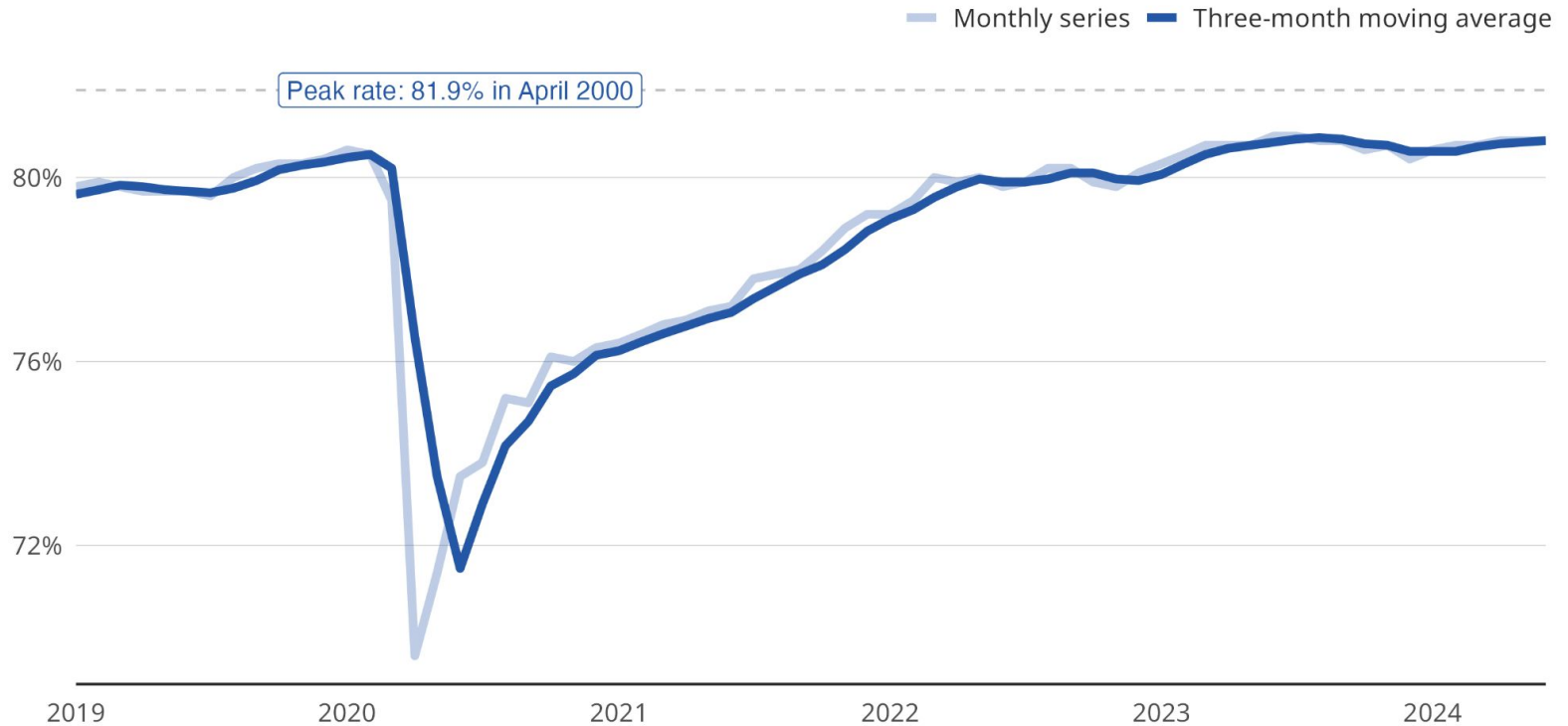


Source: Job Openings and Labor Turnover Survey



# The prime-age employment rate is plateauing

Share of people ages 25 - 54 with a job, Jan 2019 - Jun 2024



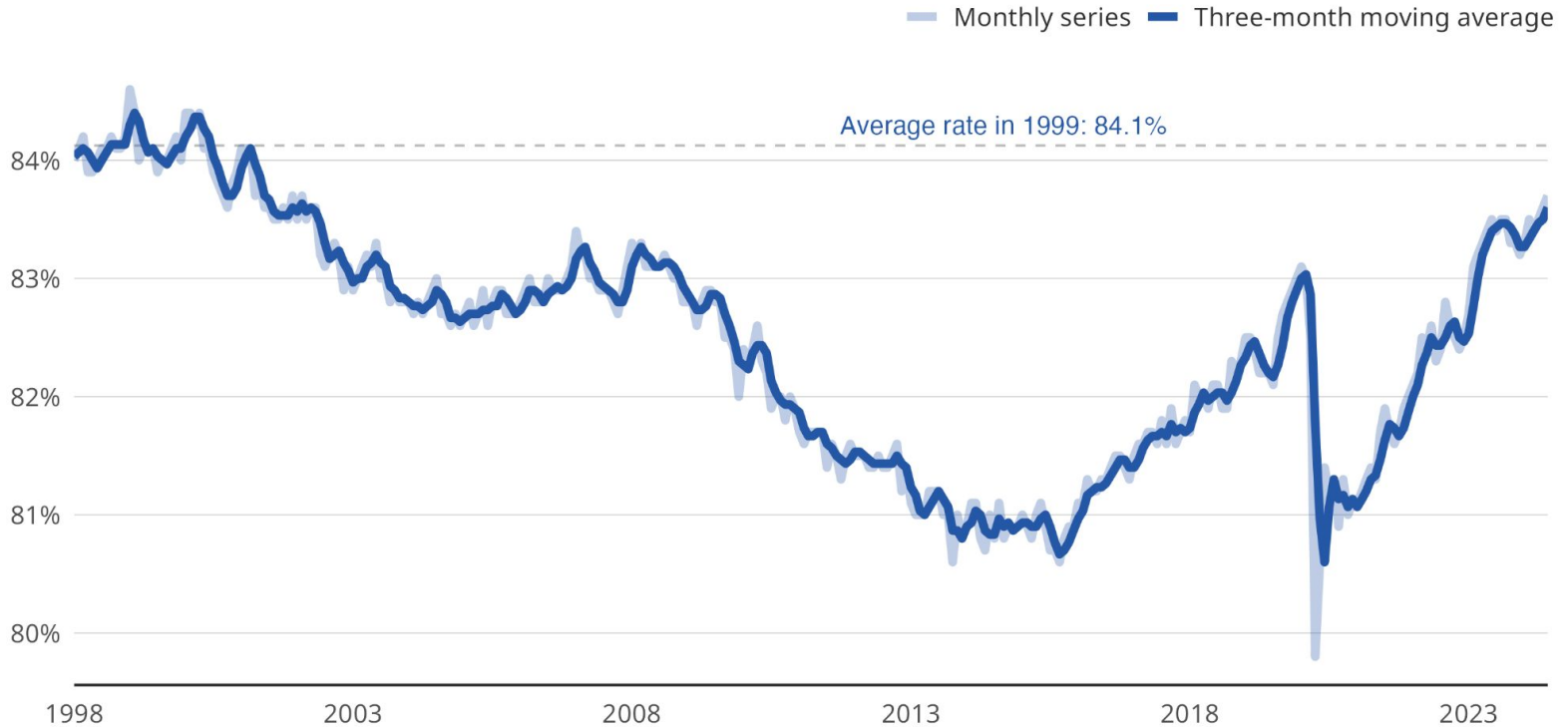
Source: US Bureau of Labor Statistics





# Prime-age labor force participation is at a multidecade high

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



# US posted wage growth has stabilized

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

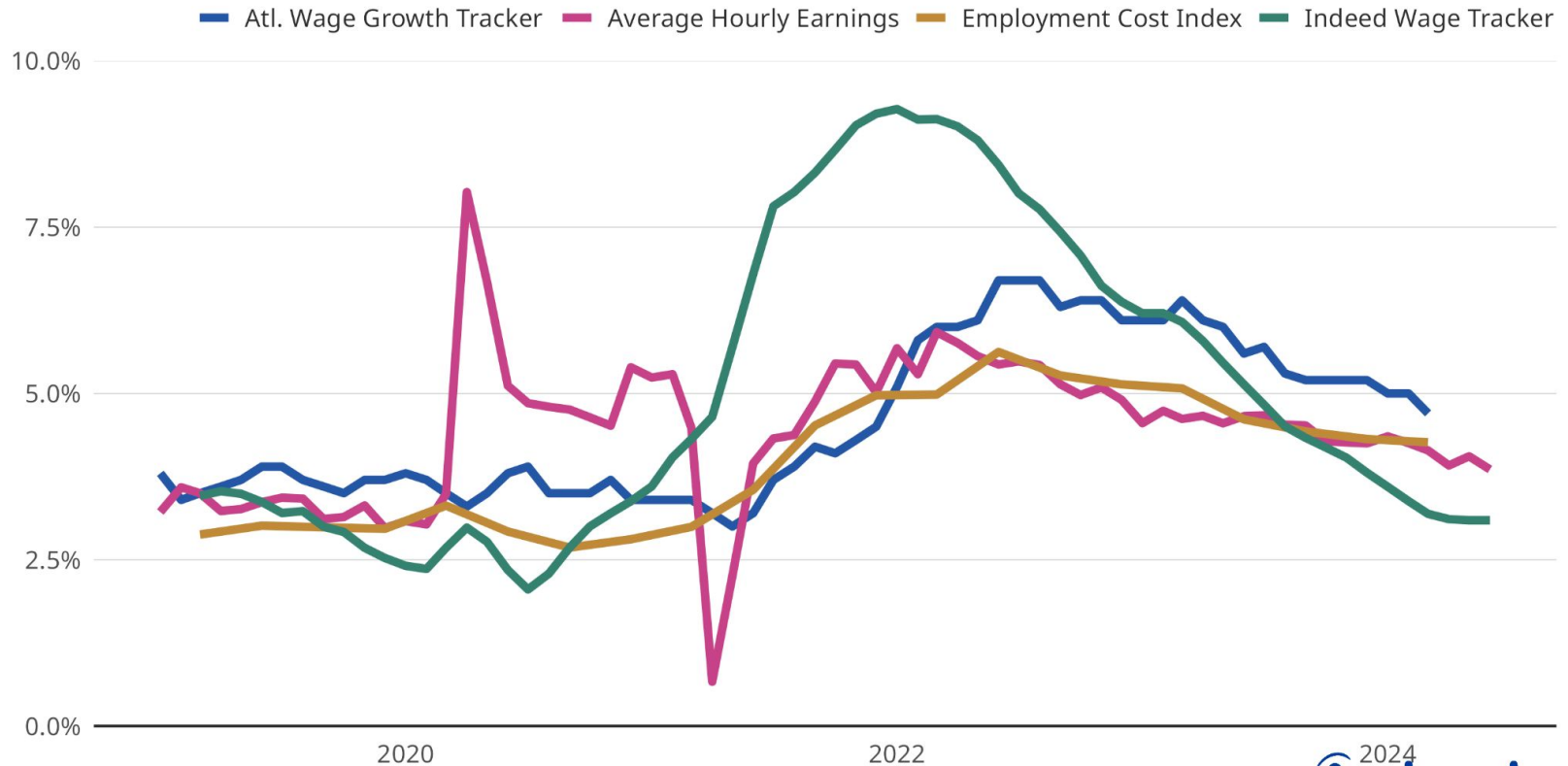


Source: Indeed Wage Tracker



# Wage growth is elevated, but trending down

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

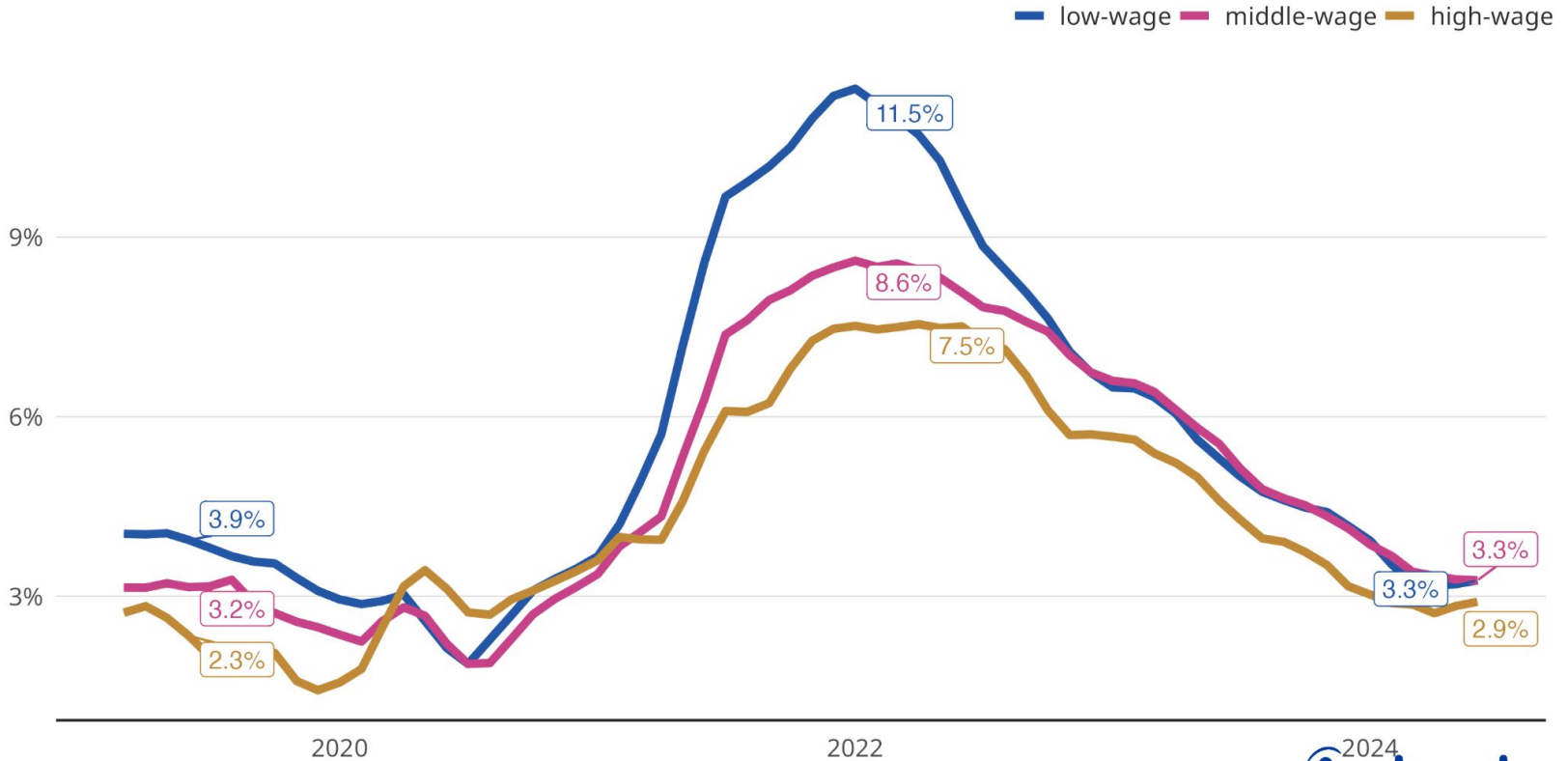


Source: Bureau of Labor Statistics, Federal Reserve Bank of Atlanta, and Indeed



# US wage growth is holding steady across wage tiers

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

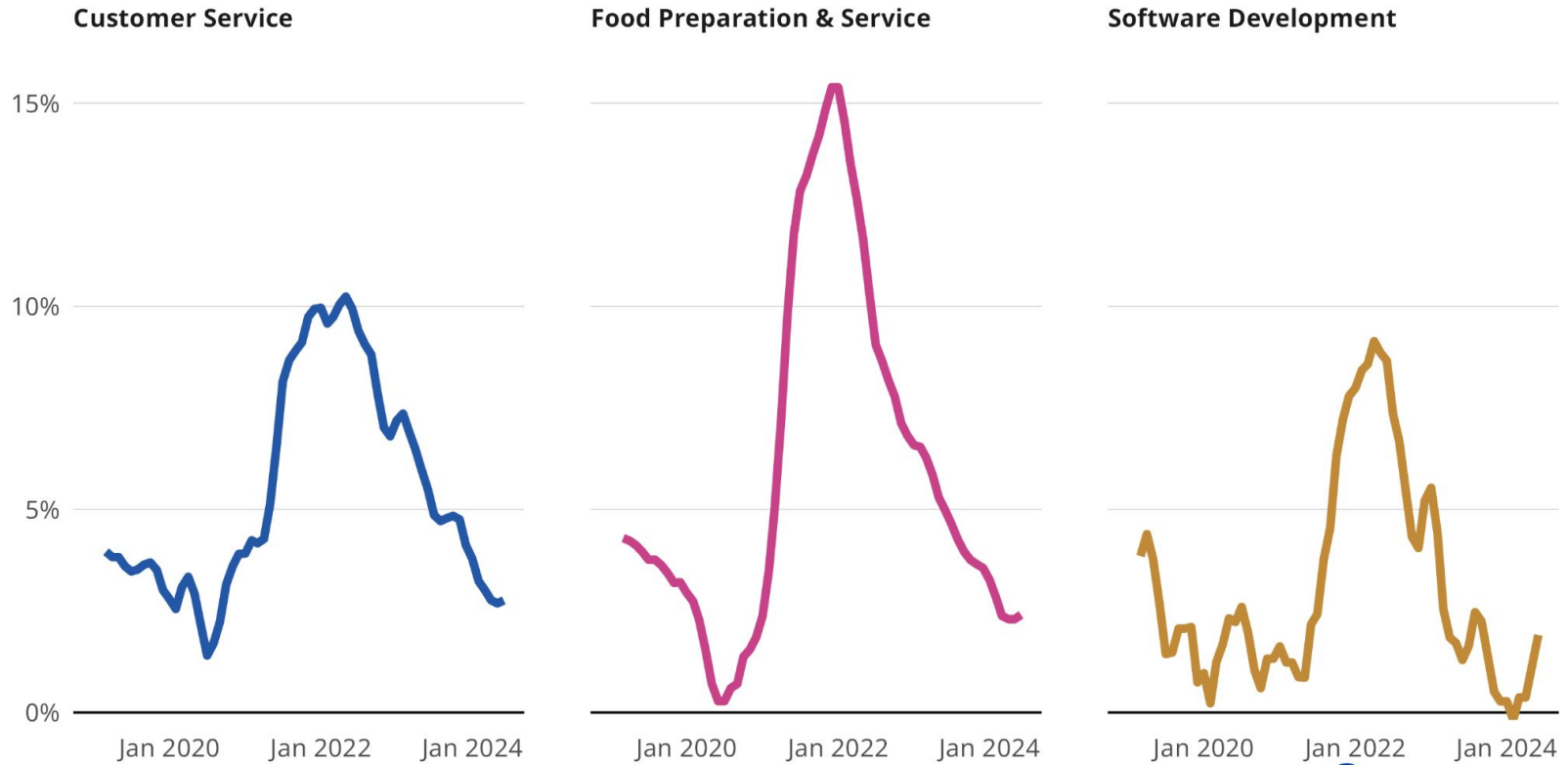


Source: Indeed Wage Tracker. Wage tiers based on a category's median posted wage in 2023



# Trends in posted wage growth by occupational sector

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

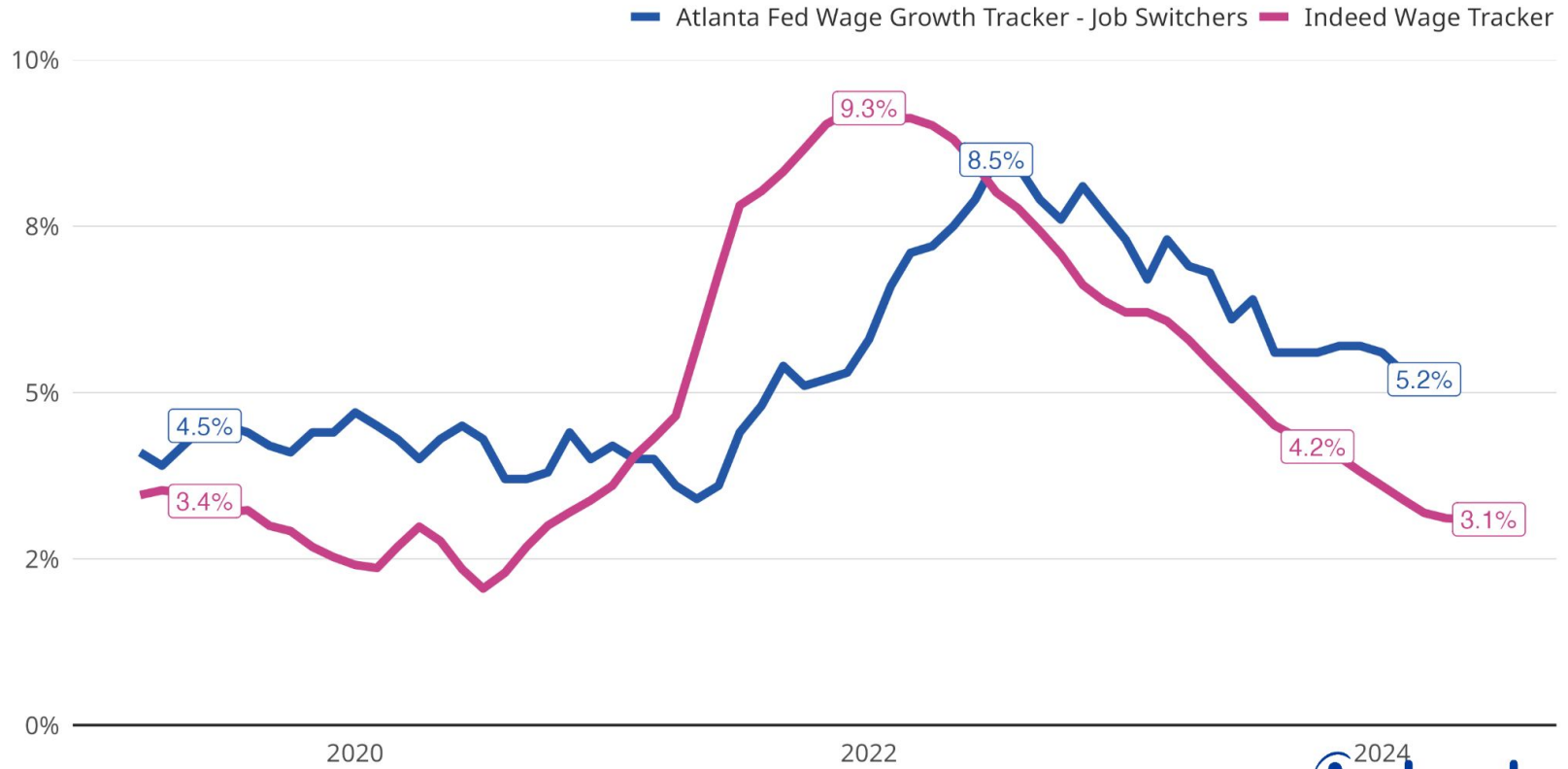


Source: Indeed Wage Tracker



# US posted wage growth has led job switcher wage growth

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

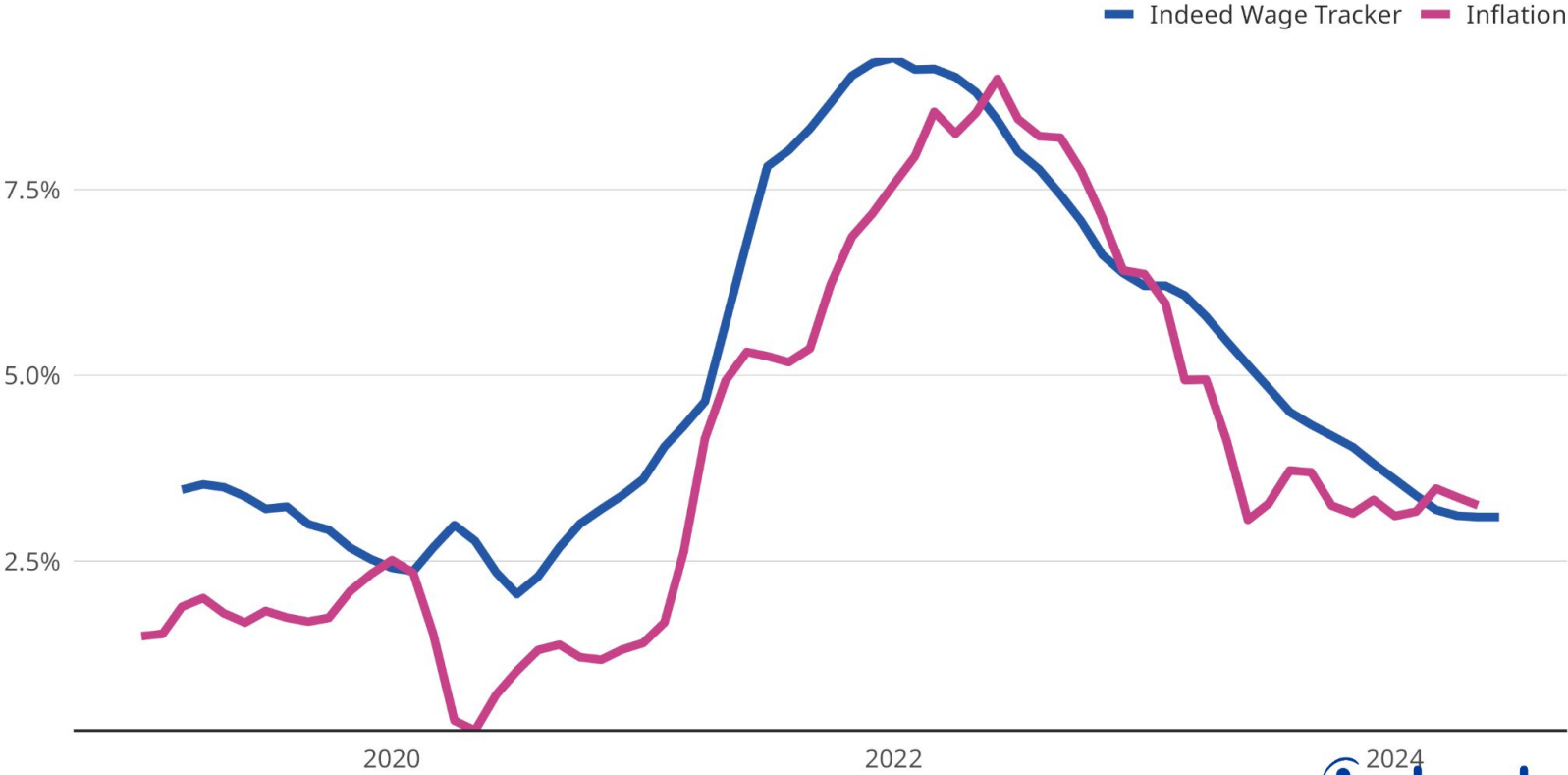


Source: Indeed, Federal Reserve Bank of Atlanta



# Inflation has once again eclipsed posted wage growth

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

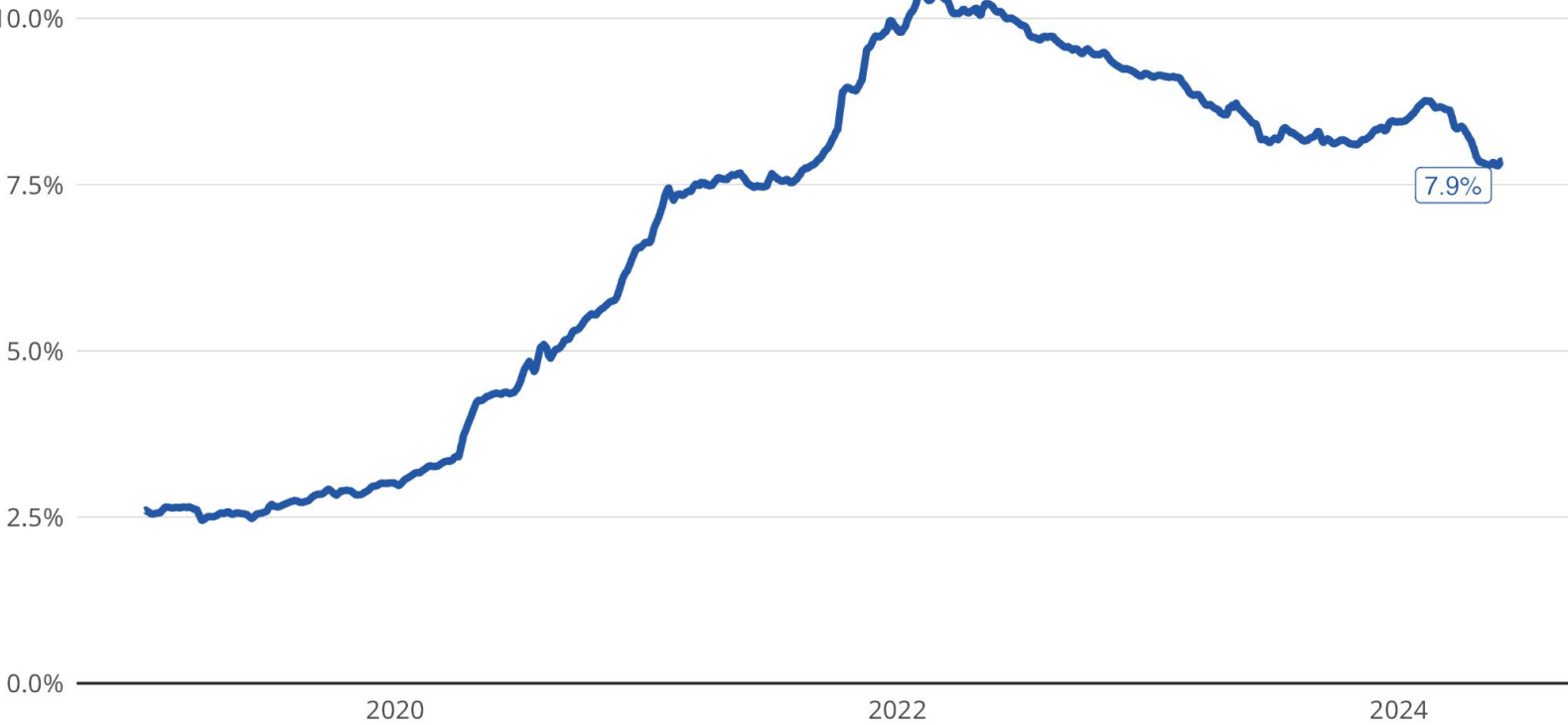


Source: Indeed Wage Tracker, Consumer Price Index



# Remote job postings are still elevated in the US

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



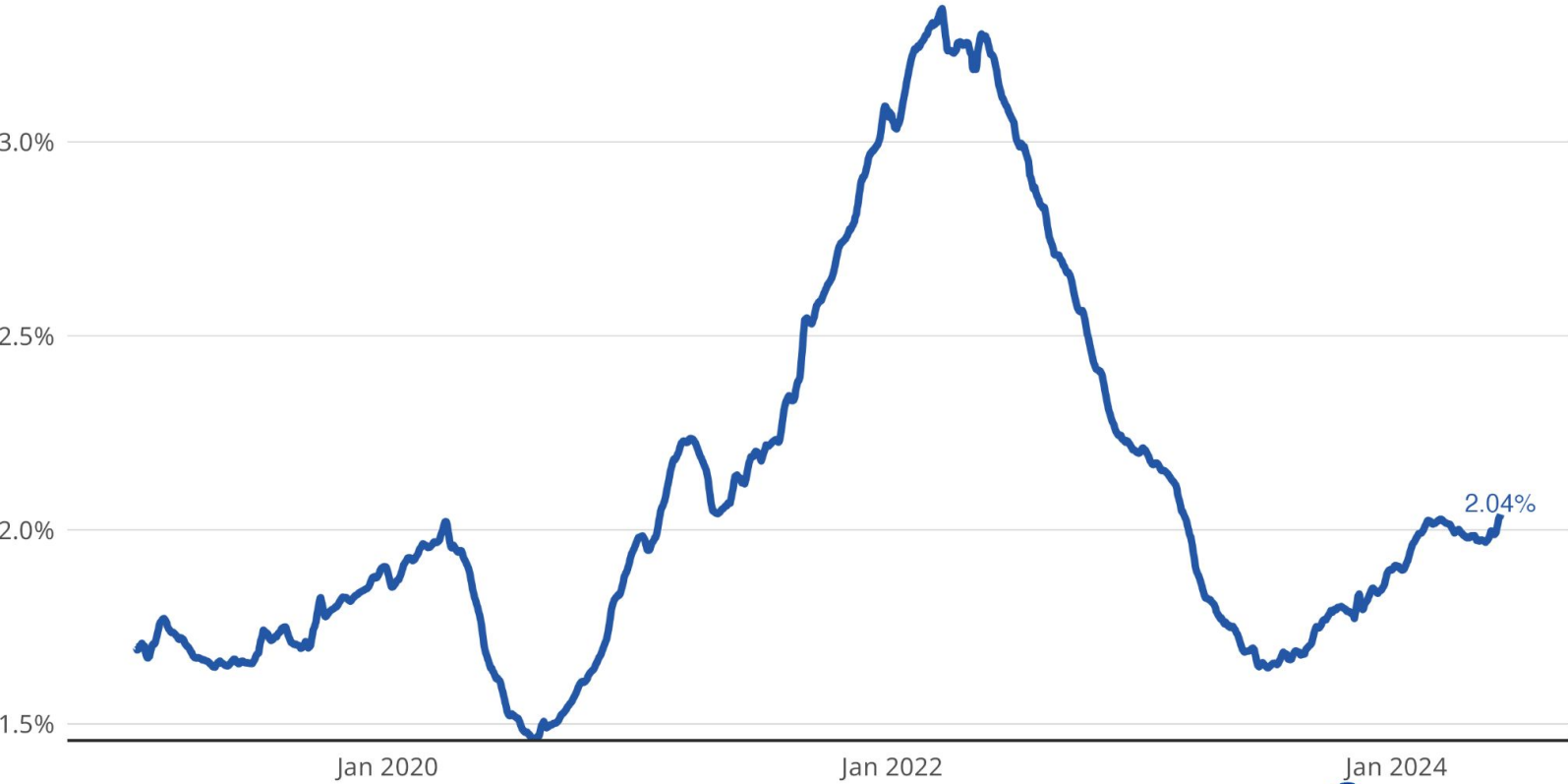
Source: Indeed





# AI job postings remain below their 2022 peak

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

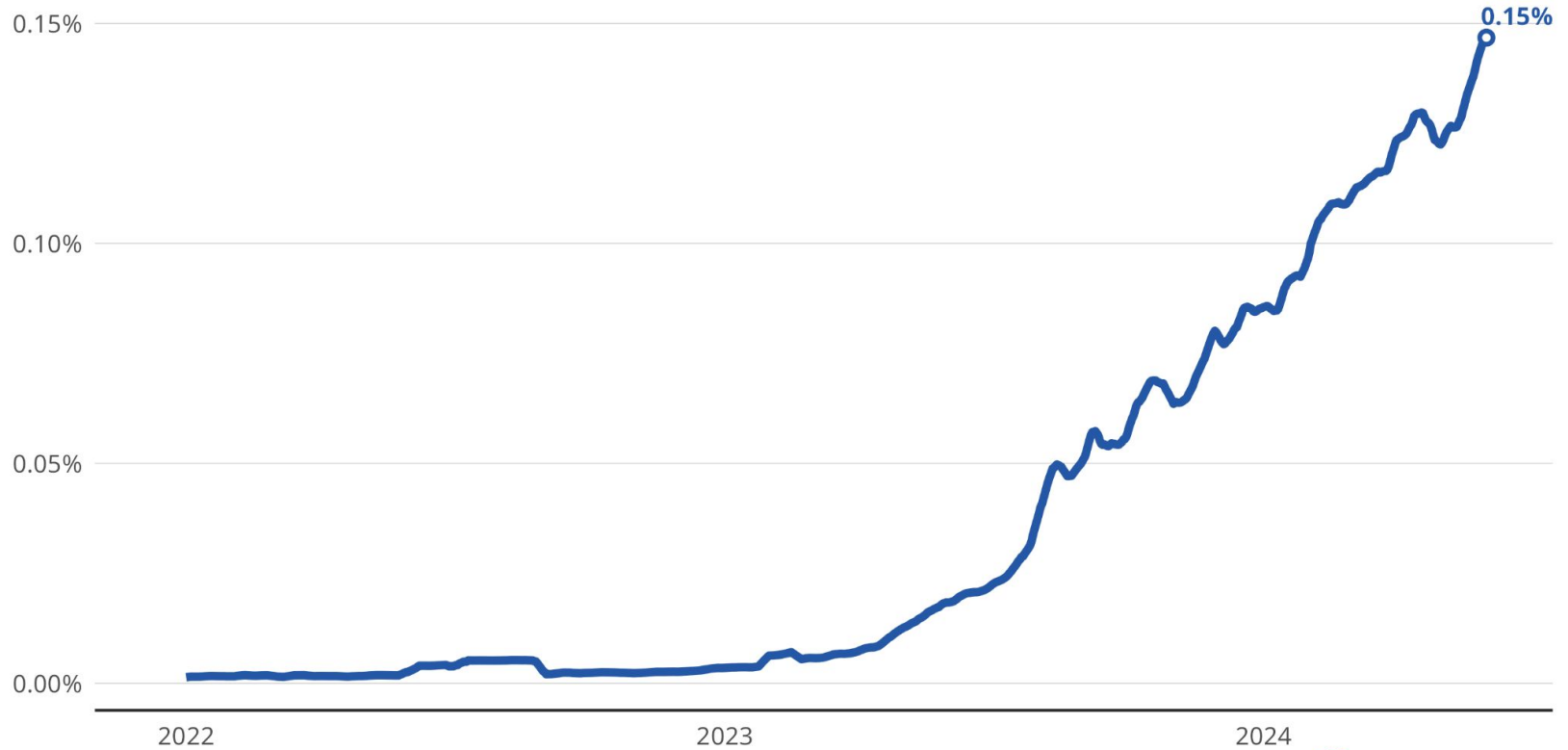


Source: Indeed



# 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

