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U.S. Jobs Market – September Update

October 14, 2021

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BLS Job Openings and Labor Turnover Survey (JOLTS) - Openings and New Hires

The [Job Openings and Labor Turnover Survey \(JOLTS\)](#) measures market supply and demand as updated monthly. **Job openings** are based on a three factor test applied and to be classified as a job opening requires meeting all of these tests. **Job hires** include any additions to the payroll during the entire reference month. This includes the items listed. Most notable among exclusions are any transfers or promotions from the same location. Promotions or transfers from other locations can be included.

National Job Openings and Hires (Total Nonfarm All Regions and Employment Sizes)

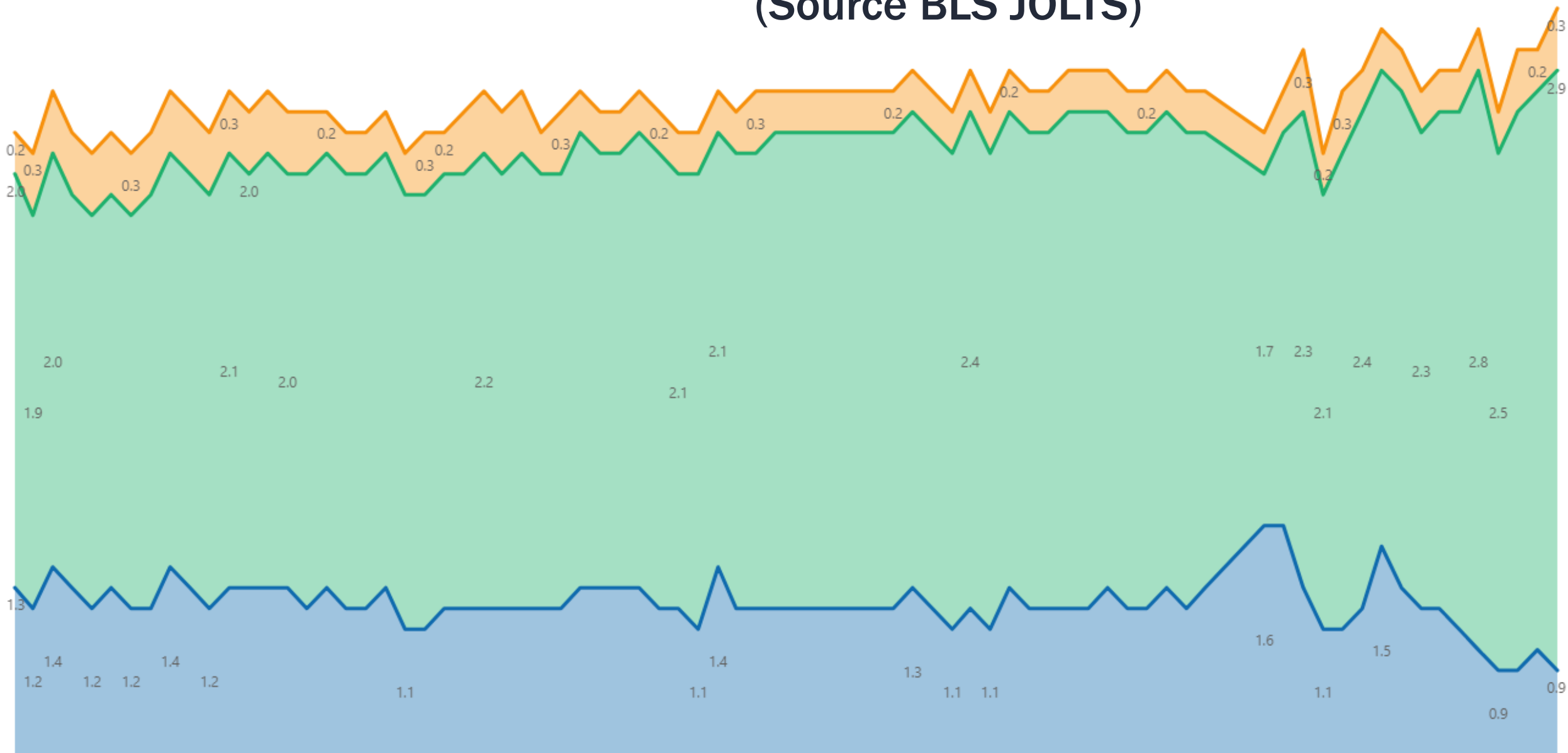
● Openings ● Hires ● Openings MoM% ● Hires MoM%



● Layoffs and Discharges ● Quits ● Other Separations

Quit Rates at Record Highs

(Source BLS JOLTS)



Summary Job Posting Activity by Posting Date - Source: Indeed

This table summarizes the job posting activity by the job posting date.

| Month Year | All Postings | Repostings | Net Postings | Reposted % | Permanently Remote (no locn.) | % | Temporarily Remote | % | Urgent | % | Companies |
|--------------|-------------------|------------------|-------------------|---------------|-------------------------------|--------------|--------------------|--------------|------------------|---------------|------------------|
| Sep 2021 | 3,119,688 | 332,388 | 2,787,300 | 10.65% | 60,325 | 1.93% | 39,523 | 1.27% | 39,439 | 1.26% | 342,072 |
| Aug 2021 | 3,848,984 | 1,105,976 | 2,743,008 | 28.73% | 66,484 | 1.73% | 47,120 | 1.22% | 311,089 | 8.08% | 387,695 |
| Jul 2021 | 2,815,775 | 1,019,909 | 1,795,866 | 36.22% | 51,241 | 1.82% | 33,763 | 1.20% | 384,337 | 13.65% | 341,606 |
| Jun 2021 | 2,851,961 | 966,143 | 1,885,818 | 33.88% | 48,627 | 1.71% | 40,781 | 1.43% | 515,258 | 18.07% | 352,001 |
| May 2021 | 2,883,667 | 1,017,566 | 1,866,101 | 35.29% | 45,937 | 1.59% | 50,238 | 1.74% | 683,400 | 23.70% | 350,247 |
| Apr 2021 | 3,218,376 | 1,090,990 | 2,127,386 | 33.90% | 49,358 | 1.53% | 90,895 | 2.82% | 881,007 | 27.37% | 404,236 |
| Mar 2021 | 3,646,307 | 1,116,252 | 2,530,055 | 30.61% | 52,513 | 1.44% | 91,564 | 2.51% | 764,488 | 20.97% | 421,309 |
| Feb 2021 | 2,850,838 | 958,872 | 1,891,966 | 33.63% | 45,299 | 1.59% | 48,223 | 1.69% | 268,148 | 9.41% | 341,779 |
| Jan 2021 | 2,548,677 | 986,997 | 1,561,680 | 38.73% | 39,740 | 1.56% | 43,536 | 1.71% | 194,356 | 7.63% | 341,393 |
| Total | 27,784,273 | 8,595,093 | 19,189,180 | 30.94% | 459,524 | 1.65% | 485,643 | 1.75% | 4,041,522 | 14.55% | 1,355,562 |

New Industry Jobs Added in September

Posting Statistics by Industry (NAICS), Employer, and Title (Top 1000 Employers)

| Industry Group | All Postings | Repostings | Net Postings | Reposting % | Filled Postings | Filled Hires | Fill Days | Fill % | Open Postings | Open Hires | Open Days | Posting Intensity | Perm. Remote (no locn.) | Temp. Remote | Urgent |
|---|----------------|---------------|----------------|--------------|-----------------|---------------|-------------|--------------|----------------|----------------|--------------|-------------------|-------------------------|--------------|--------------|
| Restaurants and Other Eating Places | 40,968 | 3,708 | 37,260 | 9.05% | 2,812 | 5,321 | 3.88 | 7.55% | 34,448 | 35,366 | 12.47 | 1.22 | 0.15% | 0.19% | 1.32% |
| Home Health Care Services | 31,817 | 1,699 | 30,118 | 5.34% | 2,001 | 2,261 | 3.92 | 6.64% | 28,117 | 28,199 | 11.13 | 1.08 | 1.09% | 0.10% | 0.14% |
| Accounting, Tax Preparation, Bookkeeping, and Payroll Services | 21,672 | 205 | 21,467 | 0.95% | 469 | 520 | 4.12 | 2.18% | 20,998 | 21,034 | 12.78 | 1.01 | 0.28% | 0.41% | 0.04% |
| Executive, Legislative, and Other General Government Support | 20,480 | 576 | 19,904 | 2.81% | 713 | 784 | 4.88 | 3.58% | 19,191 | 19,207 | 9.79 | 1.05 | 1.50% | 4.70% | 0.10% |
| Management, Scientific, and Technical Consulting Services | 20,217 | 880 | 19,337 | 4.35% | 3,821 | 7,820 | 4.21 | 19.76% | 15,516 | 16,041 | 9.88 | 1.07 | 3.82% | 0.54% | 6.23% |
| General Medical and Surgical Hospitals | 14,222 | 456 | 13,766 | 3.21% | 2,682 | 2,861 | 3.76 | 19.48% | 11,084 | 11,122 | 10.37 | 1.05 | 1.14% | 0.12% | 0.40% |
| General Freight Trucking | 12,806 | 288 | 12,518 | 2.25% | 1,526 | 1,574 | 3.06 | 12.19% | 10,992 | 11,036 | 12.44 | 1.04 | 0.34% | 0.18% | 0.16% |
| Traveler Accommodation | 12,755 | 521 | 12,234 | 4.08% | 335 | 500 | 4.23 | 2.74% | 11,899 | 11,961 | 10.40 | 1.09 | 0.60% | 0.15% | 0.88% |
| Continuing Care Retirement Communities and Assisted Living Facilities for the Elderly | 13,754 | 1,697 | 12,057 | 12.34% | 332 | 500 | 4.40 | 2.75% | 11,725 | 11,749 | 13.05 | 1.25 | 0.21% | 0.05% | 0.73% |
| Investigation and Security Services | 12,931 | 1,424 | 11,507 | 11.01% | 816 | 887 | 4.17 | 7.09% | 10,691 | 10,712 | 9.42 | 1.17 | 0.29% | 0.17% | 0.36% |
| Building Material and Supplies Dealers | 11,512 | 460 | 11,052 | 4.00% | 549 | 750 | 4.07 | 4.97% | 10,503 | 10,505 | 9.09 | 1.07 | 0.68% | | 0.14% |
| Grocery Stores | 11,488 | 585 | 10,903 | 5.09% | 388 | 889 | 4.25 | 3.56% | 10,515 | 10,521 | 10.42 | 1.08 | 0.23% | 0.13% | 0.61% |
| Clothing Stores | 10,936 | 157 | 10,779 | 1.44% | 854 | 928 | 3.55 | 7.92% | 9,925 | 9,941 | 3.66 | 1.03 | 0.27% | 0.01% | 0.06% |
| Insurance Carriers | 10,724 | 518 | 10,206 | 4.83% | 798 | 4,076 | 4.31 | 7.82% | 9,408 | 9,454 | 11.48 | 1.07 | 9.25% | 11.57% | 3.68% |
| Navigational, Measuring, Electromedical, and Control Instruments Manufacturing | 9,097 | 156 | 8,941 | 1.71% | 194 | 282 | 4.29 | 2.17% | 8,747 | 8,762 | 9.34 | 1.03 | 5.23% | 1.74% | 1.05% |
| Depository Credit Intermediation | 9,026 | 206 | 8,820 | 2.28% | 357 | 357 | 4.25 | 4.05% | 8,463 | 8,463 | 9.49 | 1.03 | 3.12% | 2.06% | |
| Grocery and Related Product Merchant Wholesalers | 9,219 | 531 | 8,688 | 5.76% | 3,514 | 3,624 | 3.15 | 40.45% | 5,174 | 5,175 | 10.17 | 1.10 | 0.69% | 0.05% | 0.41% |
| Software Publishers | 8,136 | 320 | 7,816 | 3.93% | 287 | 294 | 3.04 | 3.67% | 7,529 | 7,529 | 8.48 | 1.05 | 12.50% | 1.34% | 0.01% |
| Employment Services | 7,915 | 166 | 7,749 | 2.10% | 2,753 | 8,742 | 4.42 | 35.53% | 4,996 | 5,786 | 10.67 | 1.03 | 4.14% | 2.58% | 11.03% |
| Department Stores | 7,785 | 998 | 6,787 | 12.82% | 233 | 284 | 4.17 | 3.43% | 6,554 | 6,570 | 14.30 | 1.29 | 0.68% | 0.31% | 0.71% |
| Health and Personal Care Stores | 7,148 | 409 | 6,739 | 5.72% | 114 | 277 | 4.04 | 1.69% | 6,625 | 6,655 | 11.87 | 1.10 | 0.65% | 0.22% | 0.37% |
| Computer Systems Design and Related Services | 5,938 | 148 | 5,790 | 2.49% | 350 | 357 | 4.09 | 6.04% | 5,440 | 5,445 | 10.37 | 1.04 | 7.06% | 3.02% | 0.07% |
| Offices of Real Estate Agents and Brokers | 5,472 | 86 | 5,386 | 1.57% | 68 | 90 | 4.18 | 1.26% | 5,318 | 5,367 | 11.12 | 1.02 | 1.97% | 0.82% | 0.33% |
| Total | 521,450 | 29,328 | 492,122 | 5.62% | 36,081 | 61,464 | 4.03 | 7.33% | 456,041 | 460,664 | 10.78 | 1.10 | 1.72% | 0.96% | 1.13% |

Market Fill Summary (as of Oct. 8)



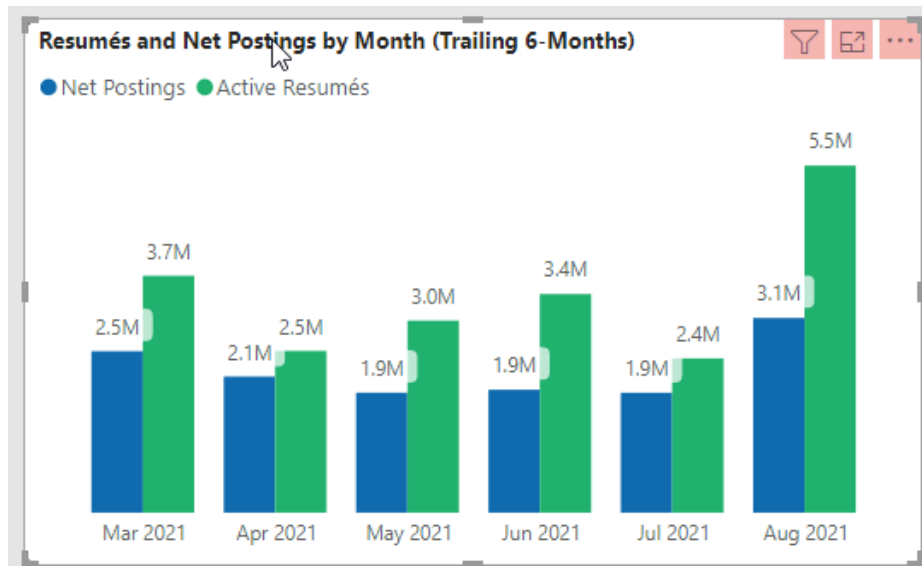
| | Q1 | Q2 | Q3 |
|---------------------------|-----------|-----------|-----------|
| Job Postings | 9,045,825 | 8,954,041 | 9,922,711 |
| Reposting % | 33.87% | 34.53% | 28.23% |
| Urgent % | 13.56% | 23.28% | 7.98% |
| Permanently Remote % | 1.52% | 1.61% | 1.82% |
| Temporarily Remote % | 2.03% | 2.03% | 1.22% |
| Filled % (as of Sept. 10) | 92.24% | 85.68% | 46.55% |
| Estimated Fill Days Age | 42.11 | 34.19 | 18.29 |
| Job Posting Intensity | 1.71 | 1.42 | 1.23 |

Open Jobs Aging

| | 7/10 | 8/6 | 9/10 | 10/8 |
|-----------------|-----------|-----------|-----------|-----------|
| January | 311,280 | 257,857 | 216,098 | 190,572 |
| February | 298,088 | 217,703 | 186,791 | 154,430 |
| March | 413,131 | 302,501 | 244,243 | 197,422 |
| April | 551,833 | 404,267 | 300,217 | 233,769 |
| May | 819,367 | 500,311 | 364,378 | 268,481 |
| June | 1,683,126 | 909,866 | 492,129 | 365,123 |
| July | N/A | 1,598,181 | 826,789 | 516,197 |
| August | | N/A | 2,278,844 | 1,075,274 |
| September | N/A | N/A | N/A | 1,721,200 |
| Total | 4,073,825 | 4,191,086 | 4,909,489 | 4,722,768 |
| Avg. Days Aging | 57.97 | 62.92 | 64.86 | 72.80 |

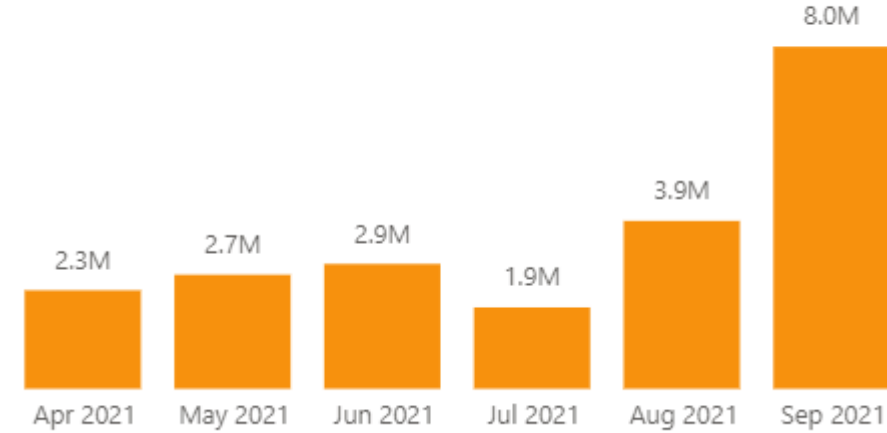
Flood of Updated Resumés into the Market

Last Month's Snapshot



This Month's Snapshot

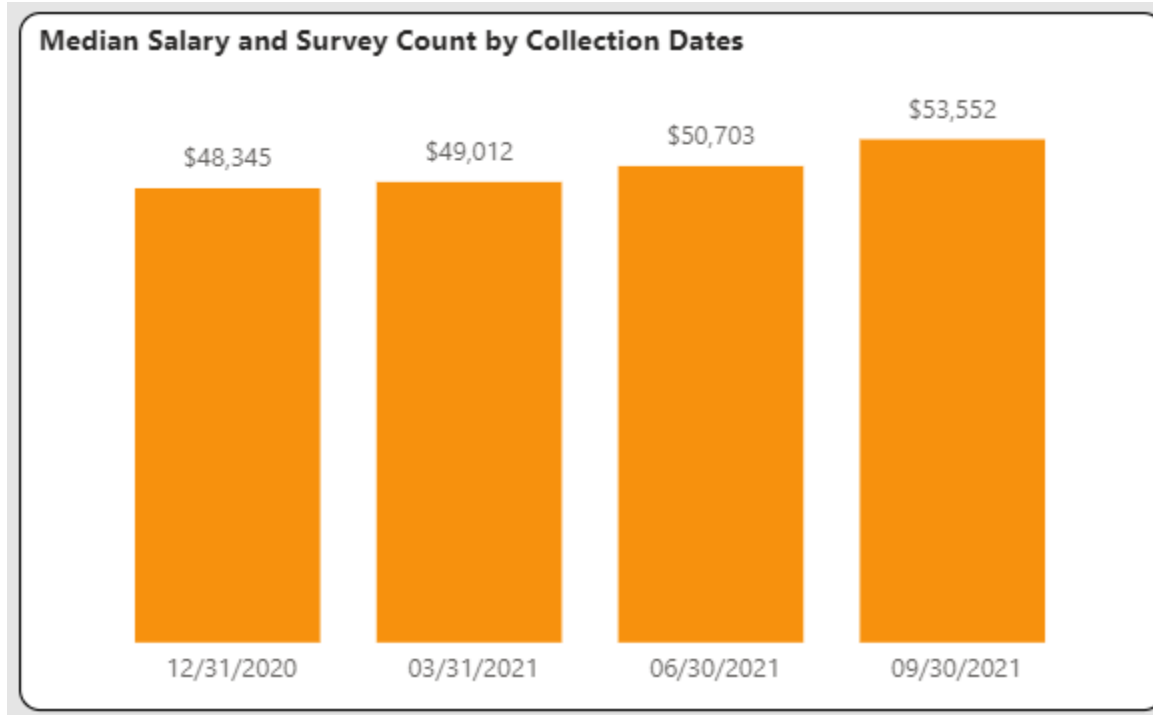
Active Resumés by Month Updated



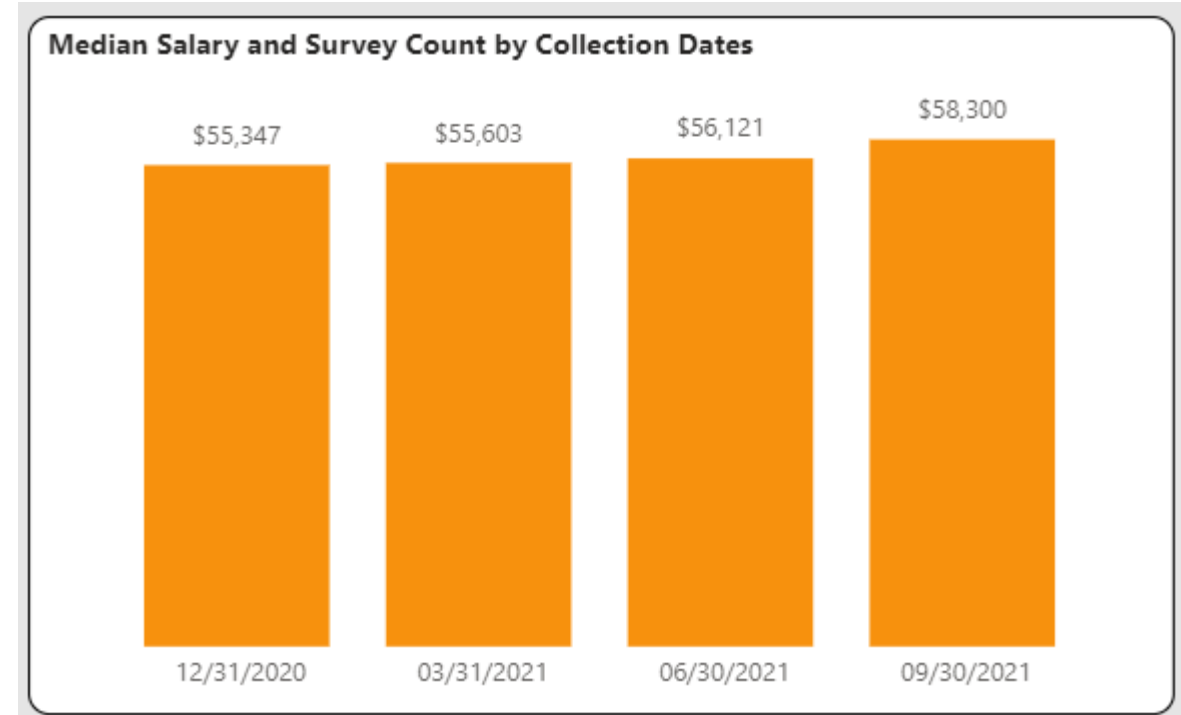
Resumés are grouped from Indeed based on the last updated date. This results in a shifting of the resumés from month to month. Currently 48 million resumés have been updated in the past 12 months or 30% of the U.S. Labor Force of 161 million.

Compensation Continues to Increase

National Indeed Salary Surveys



Regional Indeed Salary Surveys

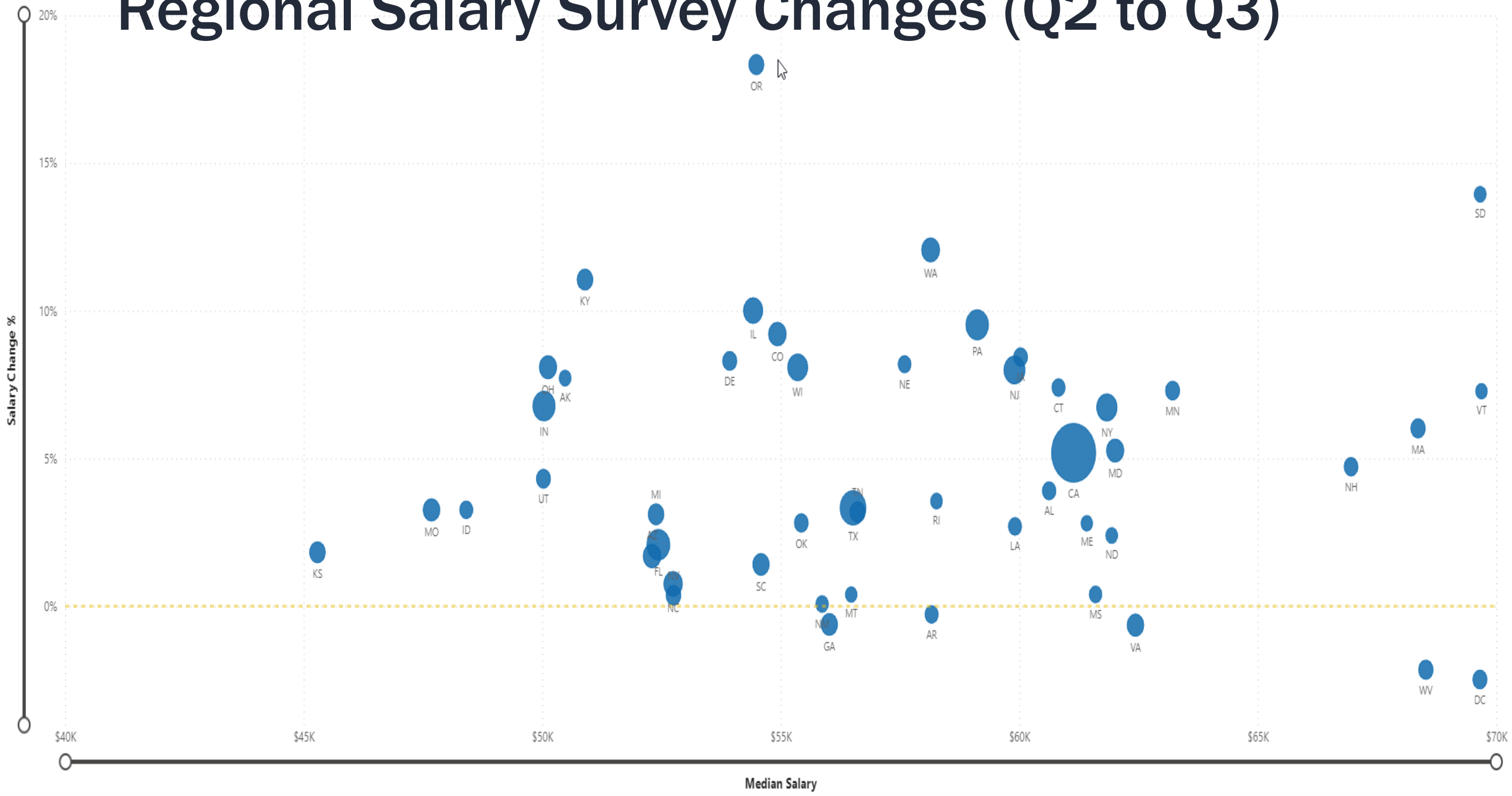




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MEDIAN SALARY, SALARY CHANGE % AND SURVEY COUNT BY STATE

Regional Salary Survey Changes (Q2 to Q3)



The Climate of Worker Dissatisfaction

Indeed Happiness Survey (Indicators for Decline from Q2 to Q3)

| Sector | Overall | Achievement | Appreciation | Belonging | Comp. | Energy | Flexibility | Inclusion | Learning | Purpose | Satisfaction | Stress-Free | Support | Trust | Count |
|--|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|------------------|
| Accommodation and Food Services | 62.81 | 69.86 | 67.48 | 59.69 | 60.29 | 66.47 | 68.04 | 63.44 | 65.42 | 67.53 | 60.76 | 52.22 | 66.23 | 60.37 | 233,739 |
| Administrative and Support and Waste Management and Remediation Services | 57.28 | 63.38 | 60.44 | 52.43 | 57.03 | 58.83 | 60.19 | 58.00 | 60.93 | 62.49 | 56.20 | 56.12 | 59.85 | 53.45 | 63,727 |
| Agriculture, Forestry, Fishing and | 64.06 | 70.33 | 67.25 | 59.76 | 64.93 | 66.38 | 65.81 | 63.27 | 69.44 | 70.34 | 63.77 | 55.02 | 65.60 | 59.38 | 11,361 |
| Arts, Entertainment, and Recreation | 65.92 | 70.60 | 69.52 | 61.70 | 58.63 | 67.13 | 68.23 | 66.44 | 65.82 | 69.34 | 64.37 | 58.30 | 68.48 | 61.31 | 18,217 |
| Construction | 68.71 | 73.48 | 71.88 | 66.73 | 68.14 | 70.31 | 67.70 | 69.17 | 73.26 | 74.68 | 68.95 | 55.81 | 71.16 | 66.42 | 10,884 |
| Educational Services | 66.68 | 70.66 | 70.97 | 64.29 | 62.04 | 68.06 | 71.89 | 66.93 | 70.66 | 74.57 | 65.20 | 56.01 | 69.17 | 65.24 | 2,718 |
| Finance and Insurance | 60.54 | 68.14 | 67.13 | 59.19 | 65.37 | 61.34 | 67.20 | 65.54 | 68.85 | 67.75 | 61.29 | 50.74 | 66.89 | 60.72 | 80,173 |
| Health Care and Social Assistance | 61.19 | 67.09 | 65.38 | 57.81 | 58.26 | 63.80 | 65.52 | 60.59 | 66.62 | 70.45 | 59.77 | 53.42 | 63.92 | 57.22 | 89,374 |
| Information | 62.67 | 69.86 | 66.18 | 58.92 | 65.62 | 64.17 | 67.85 | 65.47 | 68.23 | 68.29 | 62.63 | 53.42 | 65.91 | 60.00 | 54,706 |
| Management of Companies and Enterprises | 62.61 | 69.65 | 67.93 | 59.81 | 62.89 | 65.25 | 68.01 | 64.44 | 65.69 | 67.75 | 62.11 | 52.43 | 66.33 | 60.77 | 22,306 |
| Manufacturing | 62.27 | 69.24 | 65.93 | 58.28 | 65.48 | 63.87 | 64.67 | 62.44 | 67.24 | 68.19 | 61.70 | 54.75 | 64.88 | 58.79 | 110,535 |
| Mining, Quarrying, and Oil and Gas Extraction | 65.14 | 70.10 | 68.05 | 61.05 | 67.70 | 66.52 | 63.81 | 65.28 | 72.64 | 70.85 | 65.93 | 55.89 | 67.34 | 60.34 | 3,240 |
| Other Services (except Public Administration) | 58.54 | 65.79 | 63.28 | 54.71 | 54.79 | 61.63 | 63.02 | 59.44 | 62.97 | 65.16 | 57.19 | 53.53 | 62.36 | 54.96 | 21,734 |
| Professional, Scientific, and Technical Services | 64.16 | 69.63 | 67.16 | 60.26 | 63.02 | 65.20 | 68.20 | 65.18 | 69.37 | 69.17 | 63.58 | 57.23 | 66.62 | 61.37 | 65,874 |
| Public Administration | 70.04 | 75.06 | 73.69 | 70.29 | 70.26 | 71.24 | 68.09 | 70.68 | 76.21 | 77.26 | 71.64 | 55.23 | 73.38 | 69.34 | 36,424 |
| Real Estate and Rental and Leasing | 64.24 | 70.68 | 68.31 | 60.84 | 61.37 | 66.68 | 68.80 | 65.47 | 67.69 | 69.31 | 62.65 | 56.31 | 66.95 | 61.73 | 25,564 |
| Retail | 60.63 | 68.09 | 66.01 | 57.07 | 58.93 | 62.95 | 64.77 | 62.37 | 64.43 | 65.33 | 59.33 | 53.30 | 64.63 | 58.30 | 322,100 |
| Transportation and Warehousing | 61.72 | 67.99 | 63.23 | 57.30 | 64.00 | 64.31 | 63.52 | 61.13 | 64.65 | 68.69 | 60.87 | 55.74 | 62.41 | 57.23 | 102,377 |
| Utilities | 56.90 | 65.48 | 60.58 | 53.76 | 63.29 | 59.68 | 59.94 | 57.45 | 62.81 | 64.37 | 56.57 | 52.66 | 59.94 | 53.23 | 4,946 |
| Wholesale Trade | 59.23 | 67.29 | 63.49 | 55.66 | 60.23 | 61.80 | 63.15 | 60.29 | 63.53 | 64.75 | 58.54 | 52.89 | 62.49 | 56.49 | 54,596 |
| Total | 61.81 | 68.64 | 66.11 | 58.40 | 61.40 | 64.09 | 65.71 | 62.90 | 66.00 | 67.49 | 60.82 | 53.80 | 65.07 | 59.08 | 1,334,595 |



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