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# U.S. Jobs Market – November Update

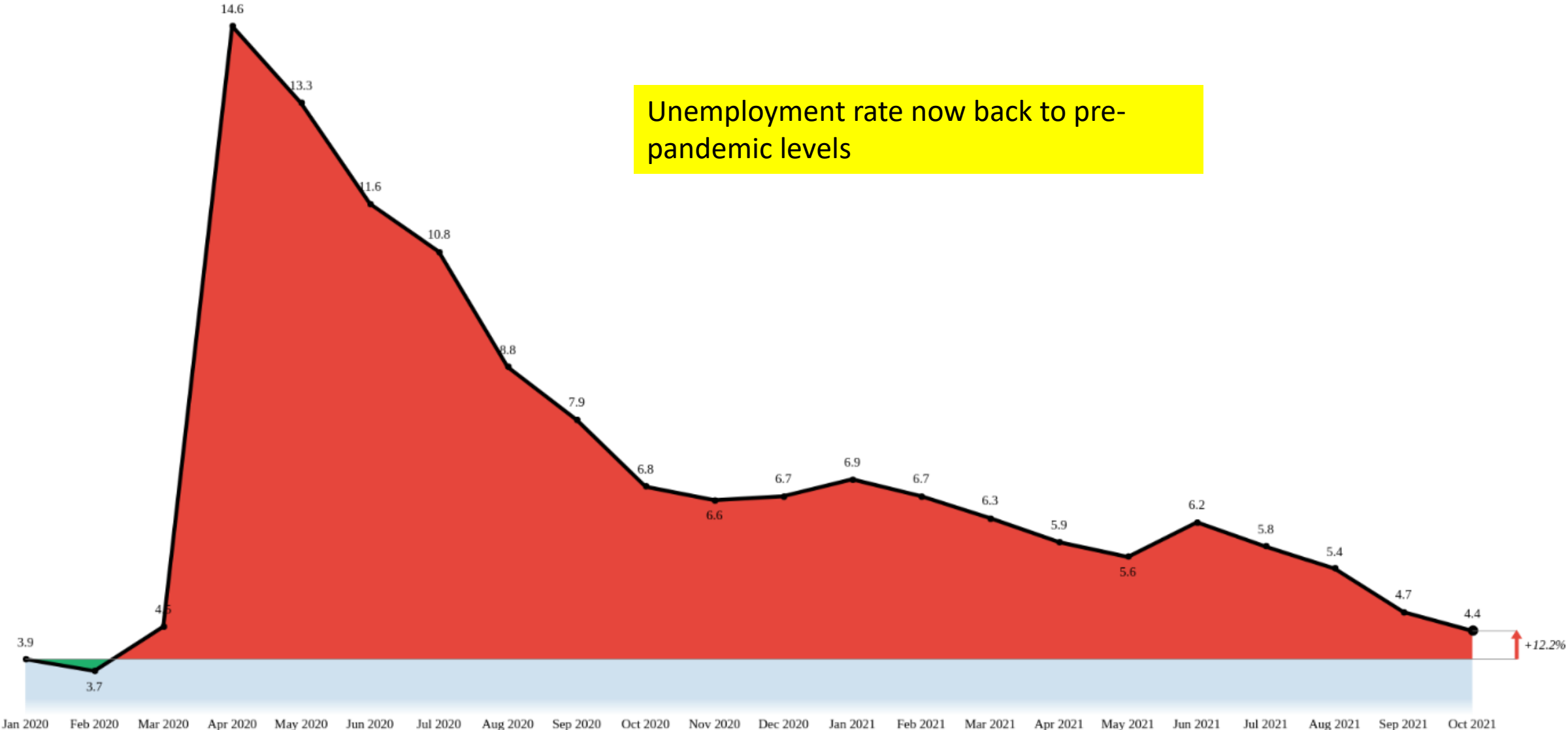
December 14, 2021

Dan Quigg – CEO, Public Insight Data Corporation

# Unemployment Rate Summary

Unemployment Rate

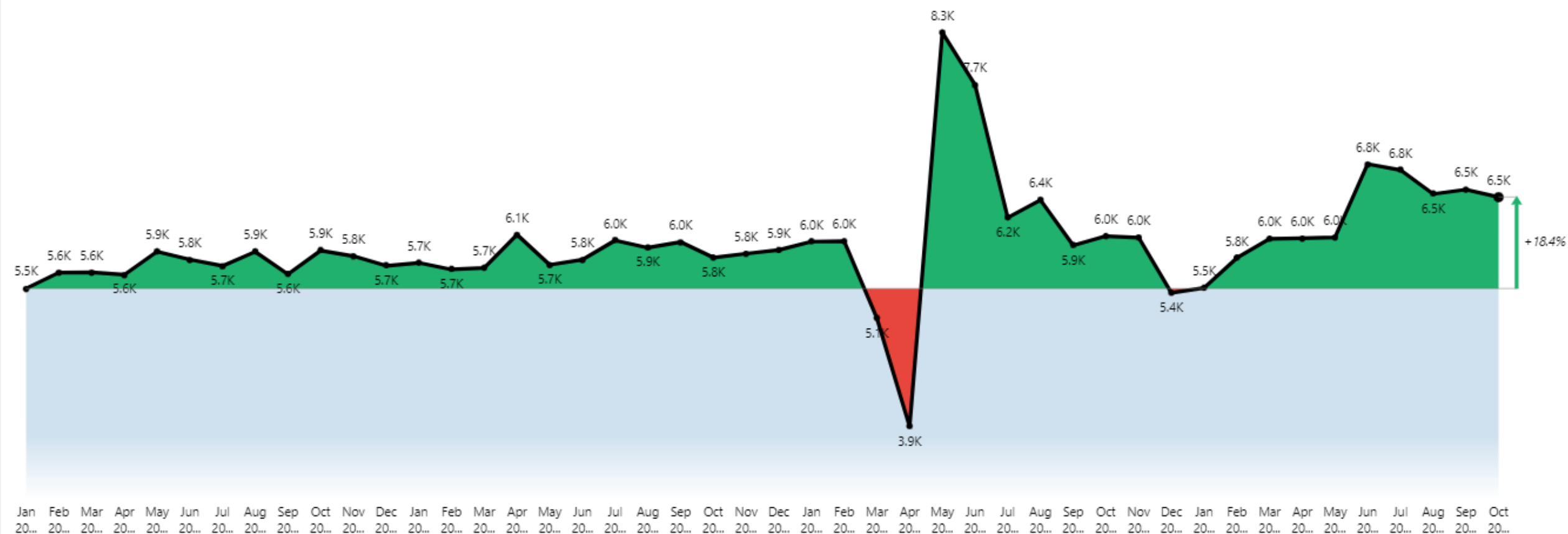
Unemployment rate now back to pre-pandemic levels



# Hires Remain Above Pre-Pandemic Levels

## BLS Job Openings and Labor Turnover Survey (JOLTS) Summary

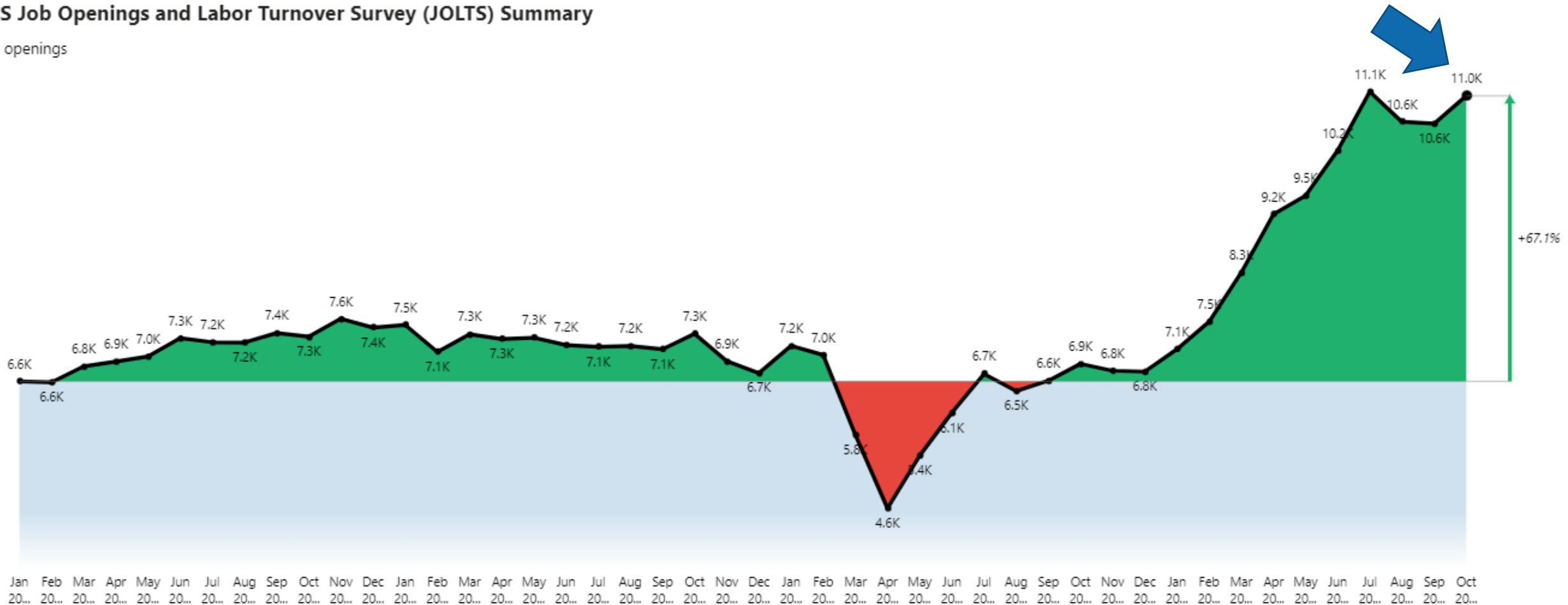
Hires



# Job Openings Increase and Remain at Record Levels

## BLS Job Openings and Labor Turnover Survey (JOLTS) Summary

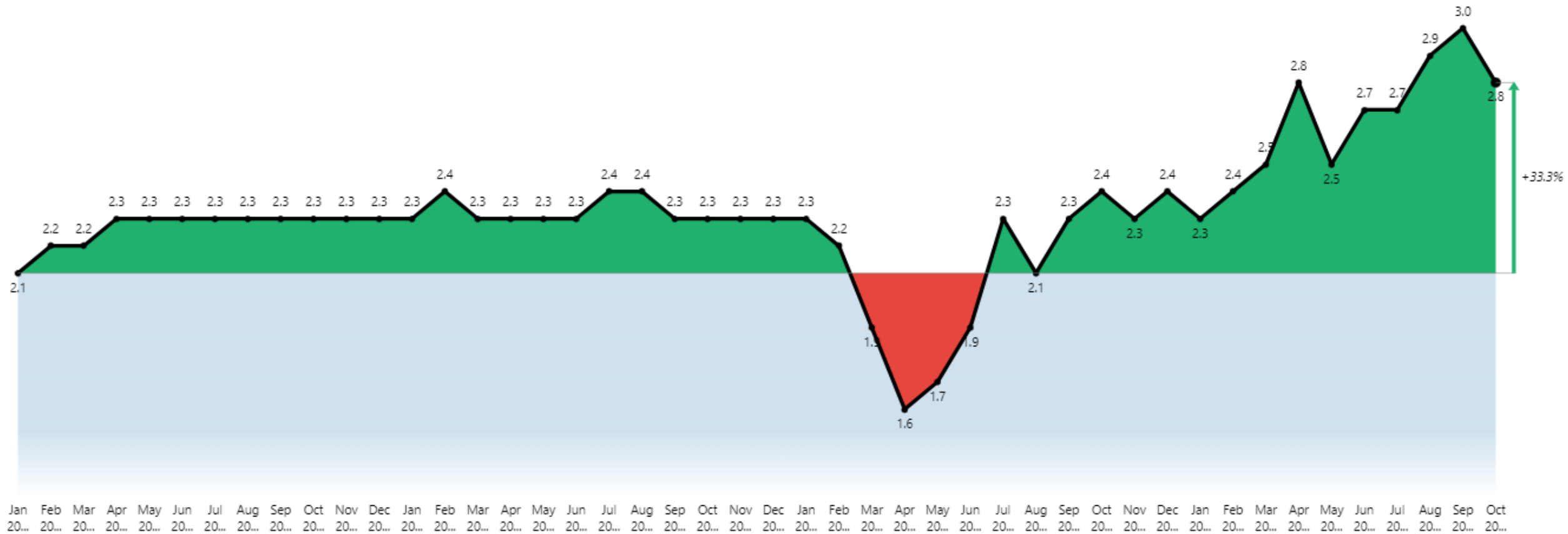
Job openings



# Are Quit Rates Finally Coming Down?

## BLS Job Openings and Labor Turnover Survey (JOLTS) Summary

Quits



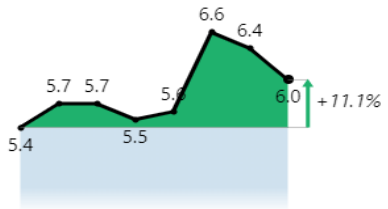
# Quit Rates by Industry

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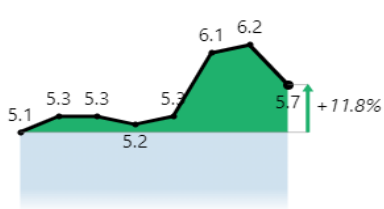
QUITS

## By Industry

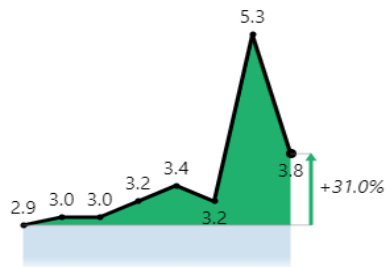
Accommodation and food services



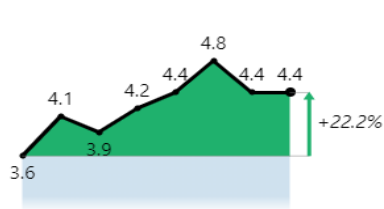
Leisure and hospitality



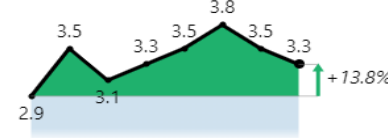
Arts, entertainment, and recreation



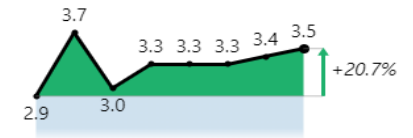
Retail trade



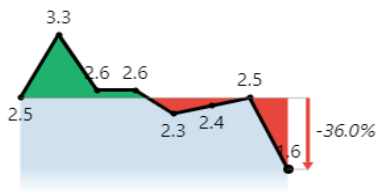
Trade, transportation, and utilities



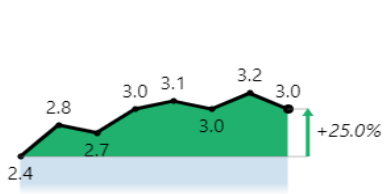
Professional and business services



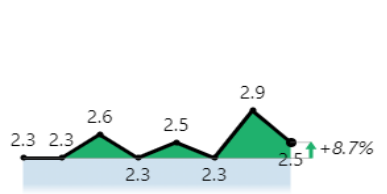
Transportation, warehousing, and utilities



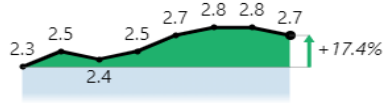
Nondurable goods manufacturing



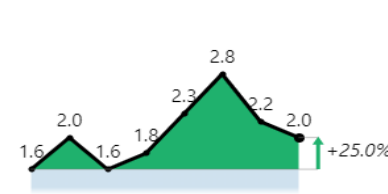
Other services



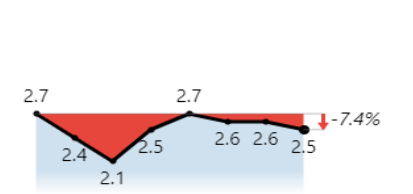
Health care and social assistance



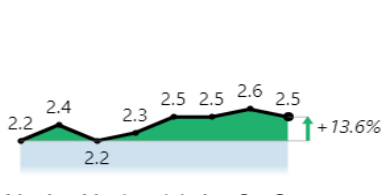
Wholesale trade



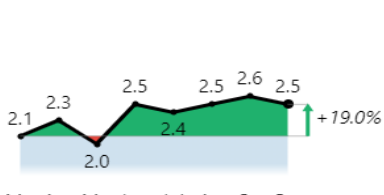
Construction



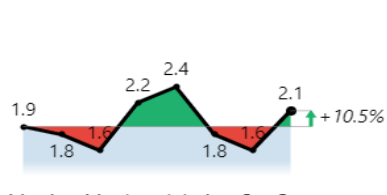
Education and health services



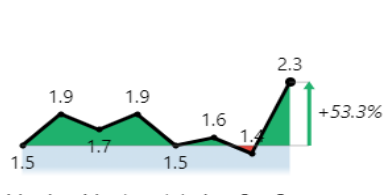
Manufacturing



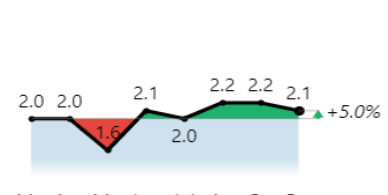
Real estate and rental and leasing



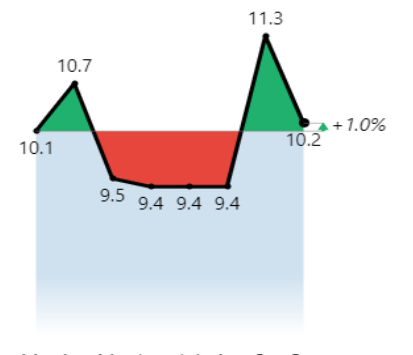
Mining and logging



Durable goods manufacturing



Others



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# Summary Job Posting Volume by Posting Date

Month Year	All Postings	Repostings	Net Postings	Reposting %	Perm. Remote (no locn) %	Temp. Remote (locn) %	Avg. Posted Comp.	Postings % with Comp.	Employers
Nov 2021	2,642,601	569,081	2,073,520	21.53%	45,685 1.73%	18,097 0.68%	\$49,737	43.55%	285,936
Oct 2021	2,922,630	934,893	1,987,737	31.99%	54,851 1.88%	30,644 1.05%	\$51,564	44.32%	321,336
Sep 2021	3,285,558	1,158,006	2,127,552	35.25%	63,222 1.92%	40,832 1.24%	\$51,090	44.65%	346,991
Aug 2021	3,849,992	1,388,486	2,461,506	36.06%	66,652 1.73%	47,137 1.22%	\$53,559	46.55%	387,808
Jul 2021	2,815,992	1,137,944	1,678,048	40.41%	51,281 1.82%	33,765 1.20%	\$49,197	44.15%	341,656
Jun 2021	2,852,014	1,007,744	1,844,270	35.33%	48,645 1.71%	40,781 1.43%	\$47,950	46.41%	352,036
May 2021	2,883,679	1,036,551	1,847,128	35.95%	45,938 1.59%	50,239 1.74%	\$48,110	46.27%	350,272
Apr 2021	3,218,389	1,101,078	2,117,311	34.21%	49,360 1.53%	90,896 2.82%	\$47,068	47.13%	404,283
Mar 2021	3,646,332	1,121,961	2,524,371	30.77%	52,522 1.44%	91,564 2.51%	\$47,596	41.62%	421,349
Feb 2021	2,850,844	961,502	1,889,342	33.73%	45,300 1.59%	48,223 1.69%	\$47,156	35.31%	341,781
Jan 2021	2,548,678	988,856	1,559,822	38.80%	39,740 1.56%	43,536 1.71%	\$47,555	33.02%	341,393
<b>Total</b>	<b>33,516,709</b>	<b>11,406,102</b>	<b>22,110,607</b>	<b>34.03%</b>	<b>563,196 1.68%</b>	<b>535,714 1.60%</b>	<b>\$49,047</b>	<b>43.23%</b>	<b>1,467,963</b>

- Net postings flat
- Reposting rates high – October postings already at 32%
- Permanently remote positions have flattened out
- Temporarily remote now below 1% (no new reactions)
- Posting compensation flat in October - up 4.5% since January but not keeping pace with inflation

# What's Hot in November

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NET POSTINGS



## Summary by Title Cluster and Title (Top 100 Job Titles)

	Selected Periods	ΔPM	ΔPM% ↓	ΔPQ	ΔPQ%
Retail Sales Representative	6.7K	+5.9K	+753.8	+2.0K	+42.9
Retail Sales Associate	19.2K	+12.0K	+167.4	+5.9K	+44.5
Retail Consultant	6.4K	+3.5K	+123.5	+5.3K	+473.8
Restaurant Team Member	3.5K	+1.9K	+120.8	+2.2K	+167.3
Merchandising Representative	2.6K	+1.3K	+105.1	+1.8K	+199.0
Host	4.6K	+2.0K	+73.7	+1.5K	+47.0
Instructor	3.7K	+1.4K	+62.0	+620.0	+19.9
Teller	4.9K	+1.8K	+59.4	+1.7K	+52.5
Server	10.8K	+3.7K	+51.9	+1.5K	+16.0
Outside Sales Representative	4.7K	+1.6K	+50.9	+141.0	+3.1
Cleaner	2.9K	+861.0	+42.9	+303.0	+11.8
Shift Supervisor	4.9K	+1.5K	+42.4	+2.7K	+120.1
Dietary Aide	2.8K	+809.0	+40.9	+738.0	+36.0
Housekeeper	9.0K	+2.5K	+38.5	+1.7K	+23.4
Customer Service Representative...	22.4K	+6.0K	+36.9	+2.3K	+11.5
Direct Support Professional (DSP)	6.6K	+1.8K	+36.5	-98.0	-1.5
Store Manager	15.0K	+3.9K	+35.0	+1.1K	+8.1
Nurse Practitioner (NP)	3.3K	+826.0	+32.9	+157.0	+4.9
Bartender	4.8K	+1.2K	+32.7	-545.0	-10.2
Caregiver	13.0K	+3.2K	+32.3	+1.3K	+10.8
Crew Member	8.5K	+2.0K	+31.8	+457.0	+5.7
Team Member	11.9K	+2.8K	+31.6	+931.0	+8.5
Service Advisor	2.6K	+616.0	+31.3	+299.0	+13.1
Front Desk Agent	3.0K	+683.0	+29.0	+652.0	+27.3
Dishwasher	8.2K	+1.8K	+28.2	+597.0	+7.9
Manager	21.1K	+4.6K	+27.9	+2.3K	+12.2
Customer Service Associate (CSA)	3.0K	+641.0	+27.5	+851.0	+40.1
<b>Total</b>	<b>649.8K</b>	<b>+68.1K</b>	<b>+11.7</b>	<b>-113.0K</b>	<b>-14.8</b>



# Market Fill Summary (as of Dec. 10)



	Q1	Q2	Q3
Job Postings	9,045,854	8,954,082	9,951,542
Reposting %	33.96%	35.13%	37.02%
Permanently Remote %	1.52%	1.61%	1.82%
Temporarily Remote %	2.03%	2.03%	1.22%
Urgent %	18.59%	30.19%	14.97%
Filled % (as of Sept. 10)	94.55%	91.93%	80.42%
Estimated Fill Days Age	47.27	42.27	29.40
Job Posting Intensity	1.77	1.49	1.39

# Open Jobs Aging

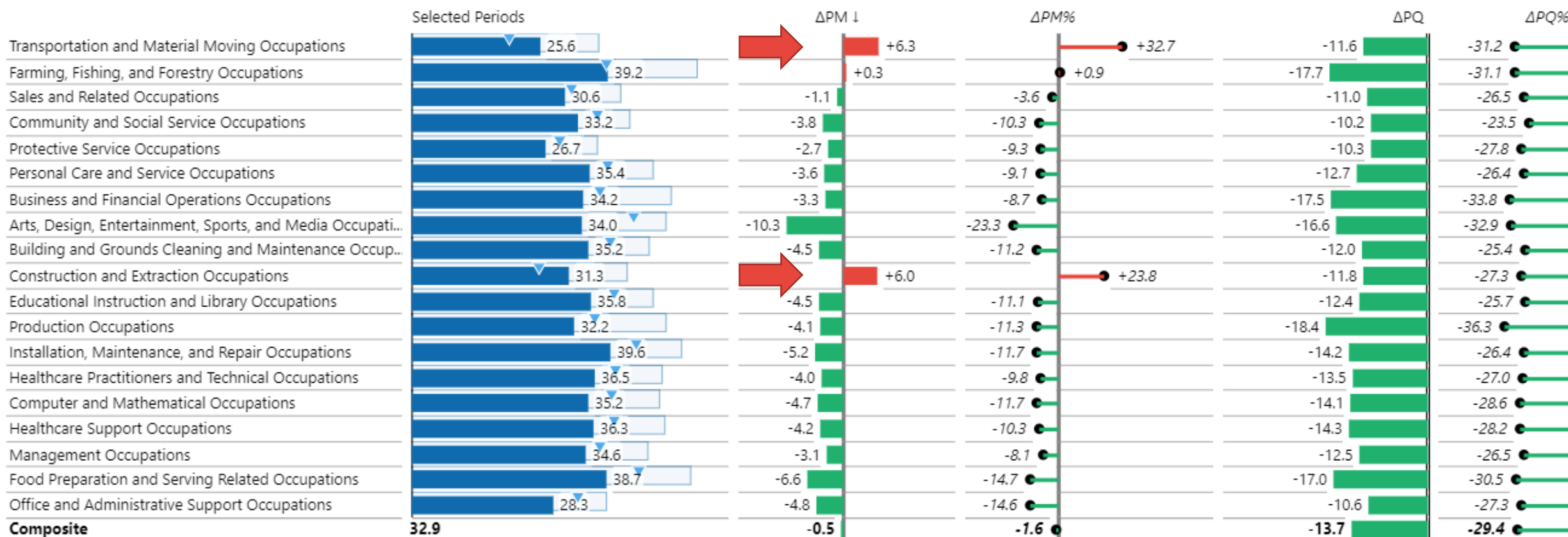


	7/10	8/6	9/10	10/8	11/12	12/10
January	311,280	257,857	216,098	190,572	167,983	138,387
February	298,088	217,703	186,791	154,430	132,526	111,204
March	413,131	302,501	244,243	197,422	158,590	131,305
April	551,833	404,267	300,217	233,769	178,933	144,526
May	819,367	500,311	364,378	268,481	197,216	155,417
June	1,683,126	909,866	492,129	365,123	245,128	188,905
July		1,598,181	826,789	516,197	350,651	253,809
August			2,278,844	1,075,274	583,071	423,250
September				1,721,200	819,418	537,700
October					1,479,904	774,935
November						1,249,906
Total	4,073,825	4,191,086	4,909,489	4,722,768	4,313,420	4,109,344
Avg. Days Aging	57.97	62.92	64.86	72.80	86.50	92.66

# Occupations with Increasing Fill Days (Q3)

## Fill Days

Summary by SOC Occupational Hierarchy (Top 100 Job Titles)

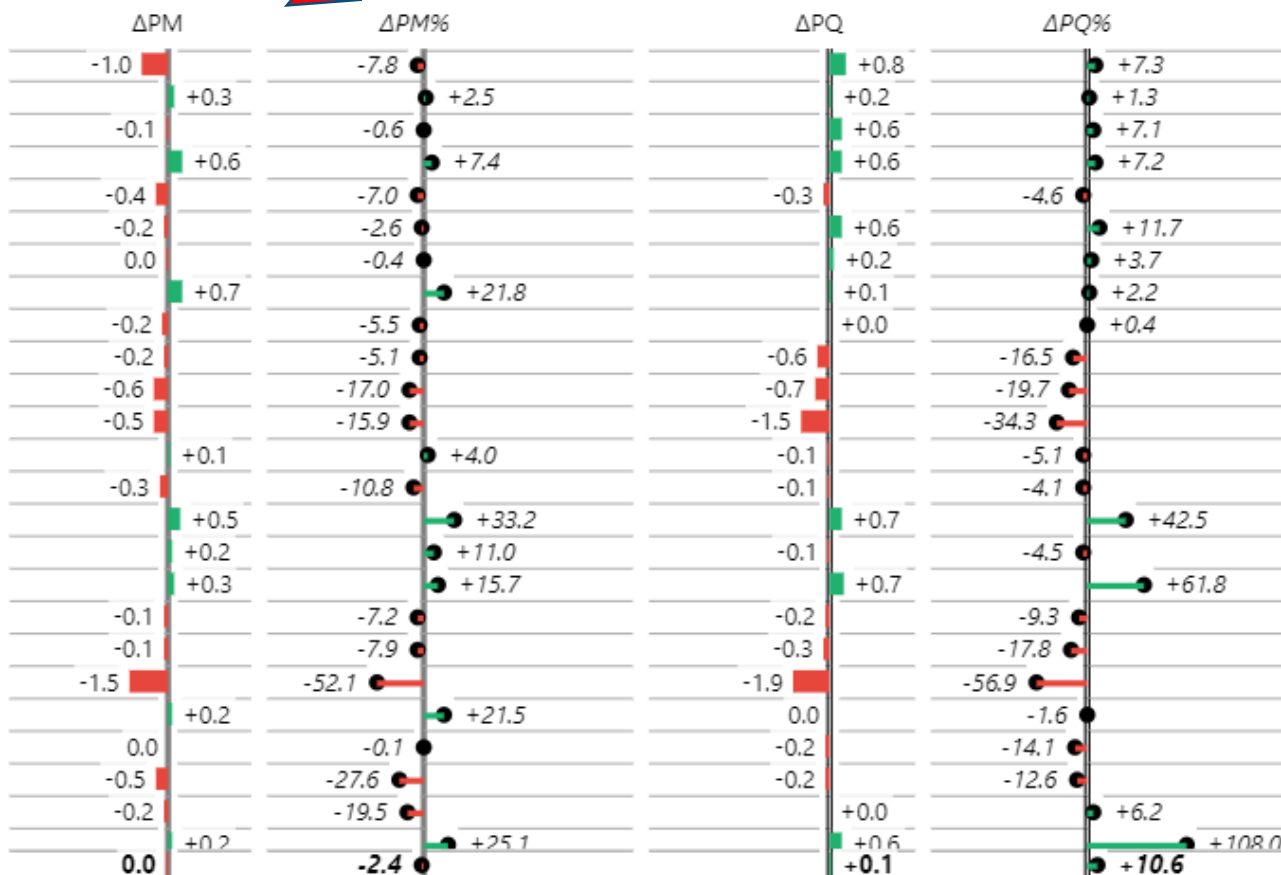
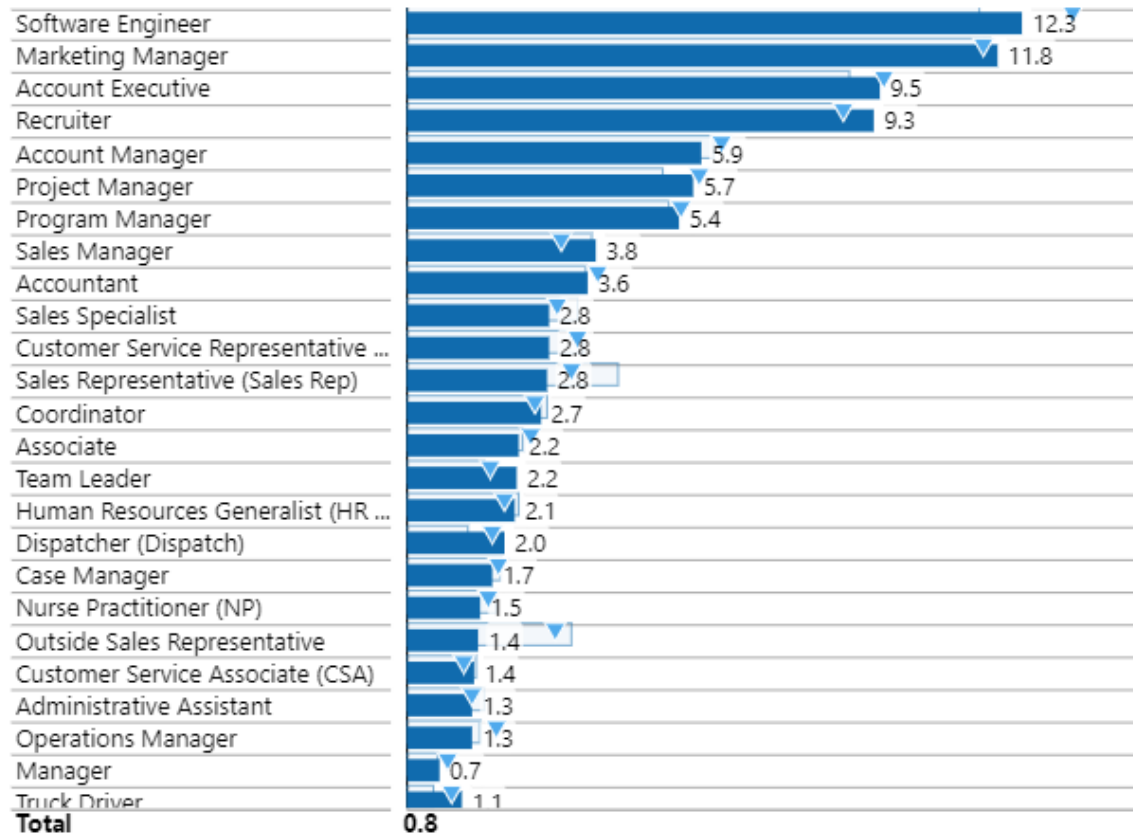


# Hot Remote Positions

## Permanently Remote Rate per 100 Posts

Summary by Title Cluster and Title (Top 100 Job Titles)

Selected Periods ↓





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GET IN TOUCH: [Dan.Quigg@publicinsightdata.com](mailto:Dan.Quigg@publicinsightdata.com)  
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