Jobs Market Report – February 2024

Snapshot of Urgency Rate Trends

Urgent Postings and Rate
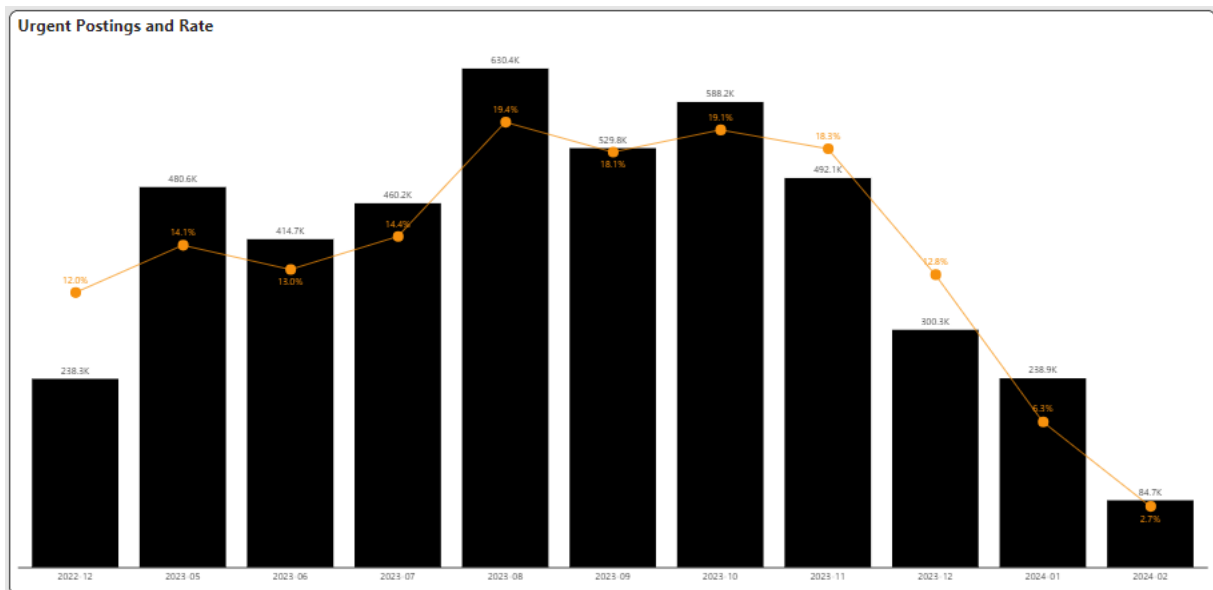
About Public Insight

Public Insight® develops TalentView, a talent analytics platform that generates strategic, targeted market insights for recruiting, business development and employer benchmarking.

TalentView transforms the most current data from interrelated data sources such as Indeed®, Glassdoor®, LinkedIn®, and government publications into dynamic, actionable market insights.

This U.S. Jobs Report summarizes market insights from the millions of job postings, resumé updates, resumé history, compensation surveys, employer ratings, and employer reviews available in our TalentView platform alongside broader labor and macroeconomic indicators.

Sign up to receive this monthly jobs report via email as well as white papers and other research materials.

February 2024 Summary

KEY TAKEAWAYS

- The broader labor market has quietly eased into a stable pattern while certain industries such as technology and finance are still experiencing turbulence.
- Posting volume has ticked up modestly thus far in 2024 but still below 2023 levels.
- The level of urgency to fill jobs has diminished significantly from the initial post-pandemic response.
- Compensation increases have moderated as inflation has eased.
- It is still hard to fill jobs as fill days continues to go up although at a slower pace.
- Supply and demand has continued to moderate with health care being a notable exception.
- Worker sentiment is rebounding, but there are still warning signs for employers to watch.

Labor Market

BLS Job Openings and Labor Turnover Survey (JOLTS) provides an overview of the labor market. It is summarized in four primary metrics: hires, openings, quits, layoffs and discharges.

We pulled back the lens a little further by looking at data going back to 2016 and gaining a historical perspective. We have eliminated 2020 as an outlier year to get the best perspective.

Market Summary Through January 2024
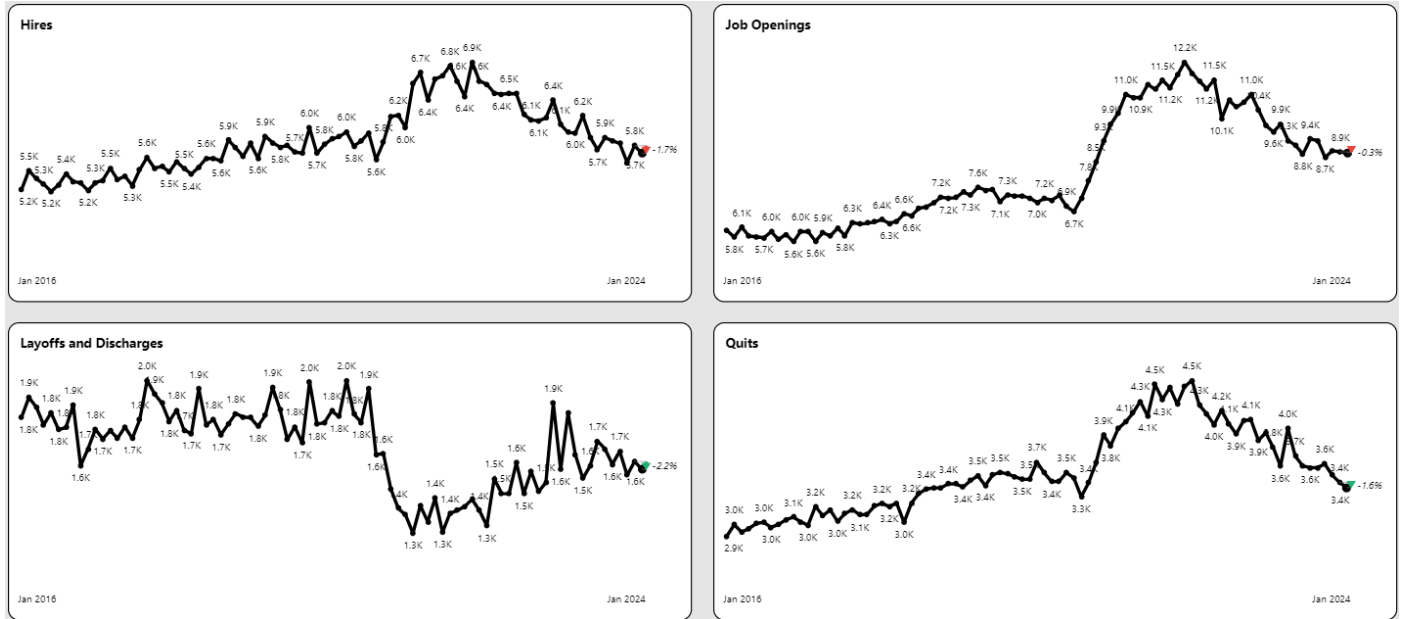
KEY TAKEAWAYS

- Hires **declined 1.7%** in January and continued to moderate to near historical levels.
- Openings were flat in January but remain 40% above historical norms.
- Layoffs and discharges declined 2.2% in January but remain 20% below historical norms.
- Quit rates declined 1.6% and are now in line with historical levels.

A Deeper Look at Information Technology and Finance Sectors

The green indicates a favorable trend compared to the starting point of 2016 while the red indicates an unfavorable trend.

Information Technology

The deep layoffs in information technology appear to be mostly behind us. Hires have slowly crept up to normal levels while job openings shot up in January. Likewise, layoffs and discharges declined while quit rates shot back up, a sign that this sector is normalizing.
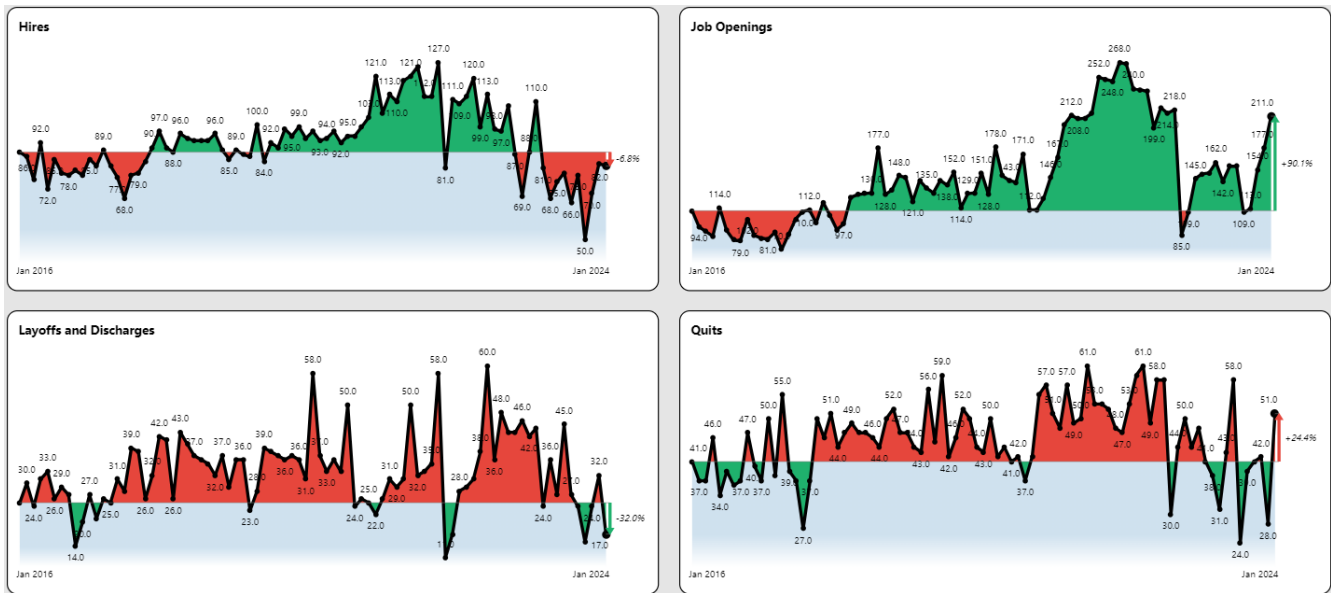
Finance

Finance has followed a similar pattern except hires have not rebounded quite as quickly. Layoffs popped back up in January, but not as steep as other months. Quits also declined.
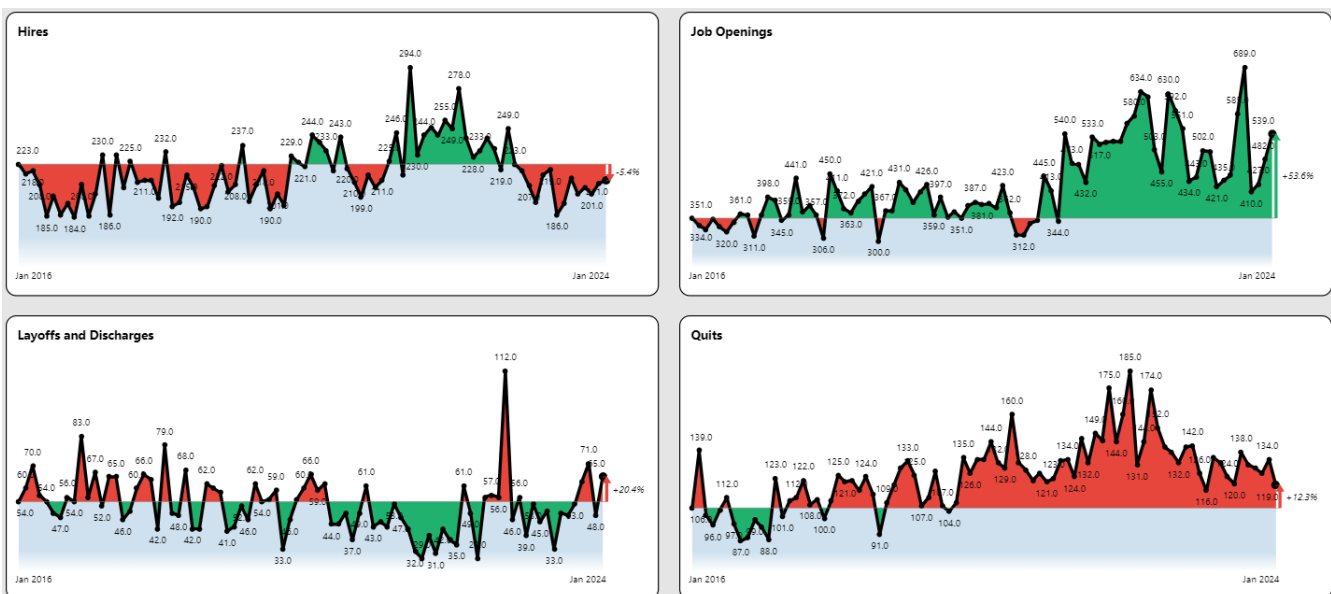
Job Postings

Market Urgency is Moderating

We finally saw posting volumes go up in January with volume increasing sequentially 18% from December. We are still evaluating volumes in February and thus far in March as we made a significant improvement to our collection process. These changes involved direct collection from employer pages as well as additional job types (e.g., part-time, contract).

There is nowhere near the sense of urgency in the job market that we have seen over the past several years. The urgency rate, which is a percentage of jobs that are flagged as urgent on Indeed® has steeply declined. This continues a pattern that occurred throughout the latter half of 2023. The urgency rate spiked at 19% in the middle of summer 2023 and has dropped since then.
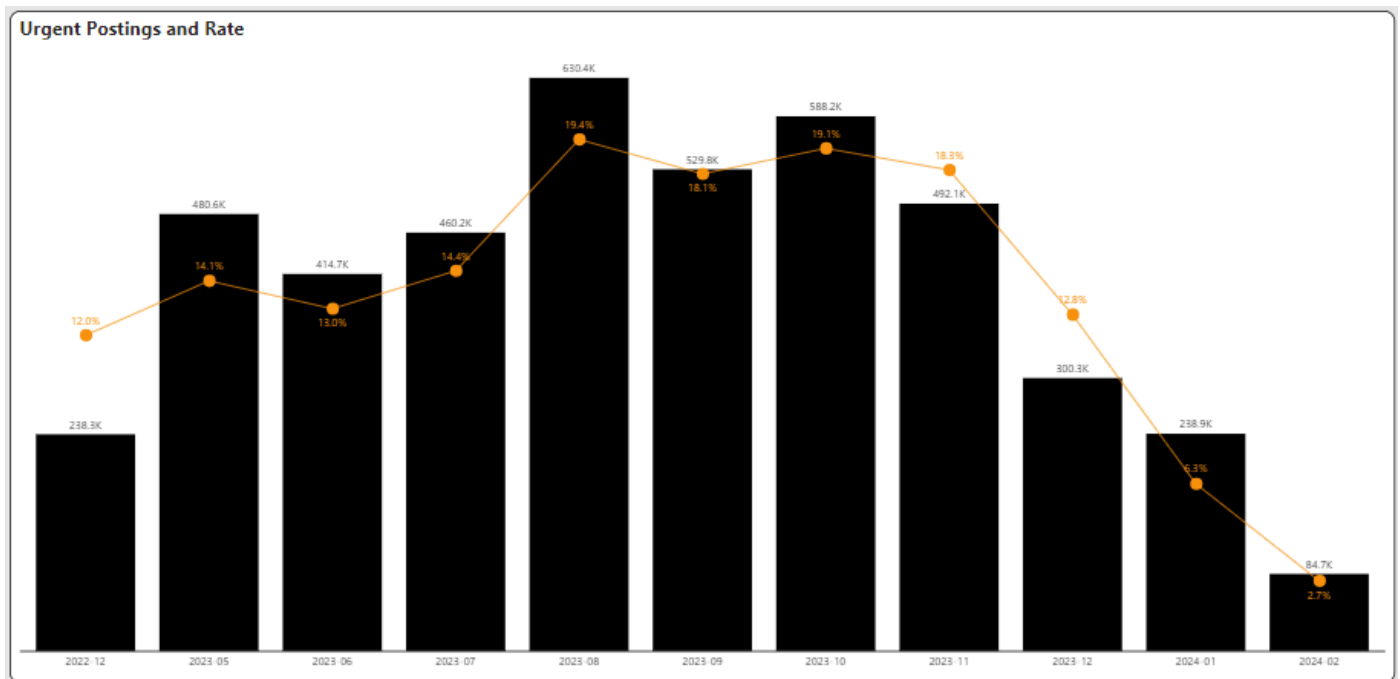
In addition, we have seen sponsorship rates also declining in early 2024 (see graph below). The sponsorship rate has declined from 29% in spring 2023 to just under 8% now.

Sponsored Postings and Rate
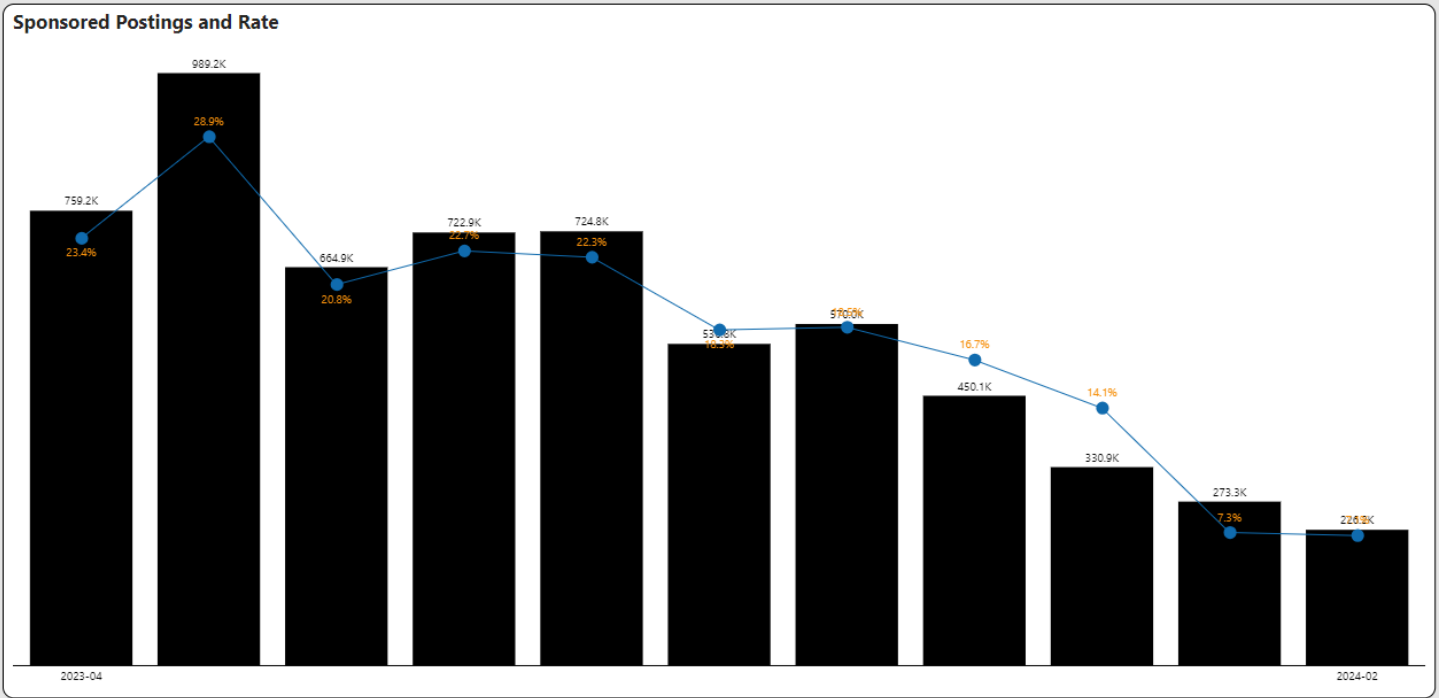
Finally, Fair Chance Jobs showed an increase of 3.4% from January to February.

Fair Chance Posting Volume
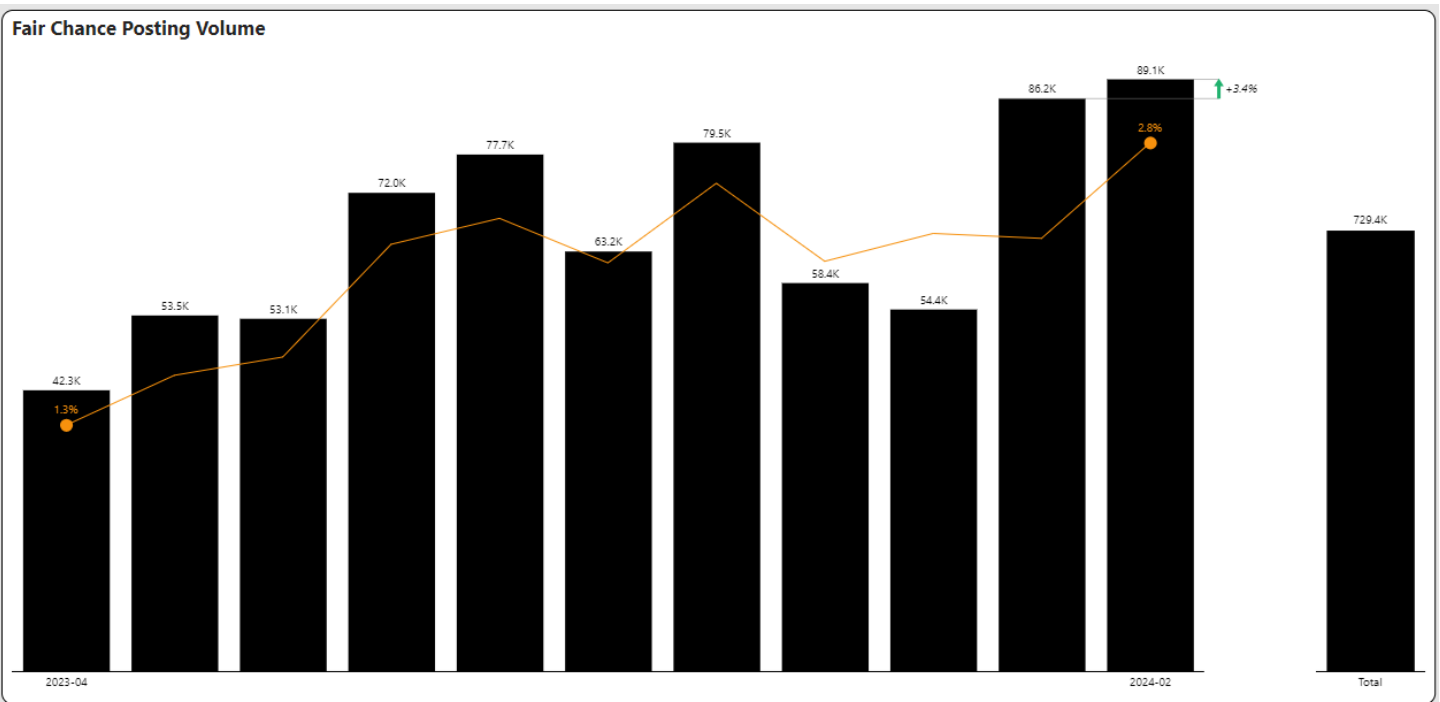
Fill Days

In TalentView we note a presumptive hire date and calculate estimated fill days based on the number of days from when an ad is first posted (or the parent posting) to when it expires or is withdrawn. This metric is most applicable for months or quarters, which is the timeframe that most jobs are estimated to be filled.

In the graph below, we show the fill days by month (black bars) along with the percentage of ads that have been filled (orange line). Obviously, the newer ads have a lower fill rate, but we can still draw some conclusions based on the ads that have been filled.

The trend in recent months has shown improvement, but with a limited sample size based on the percentage of ads that are filled. Months that are now ostensibly nearly filled such as September through November have shown significant improvement vs. late in 2022 and early in 2023. These ads show fill days in the low fifties compared to early 2023 when they were in the low sixties.

December 2023 and January 2024 unfortunately reversed that trend with fill days in the high fifties and low sixties respectively albeit with incomplete data.
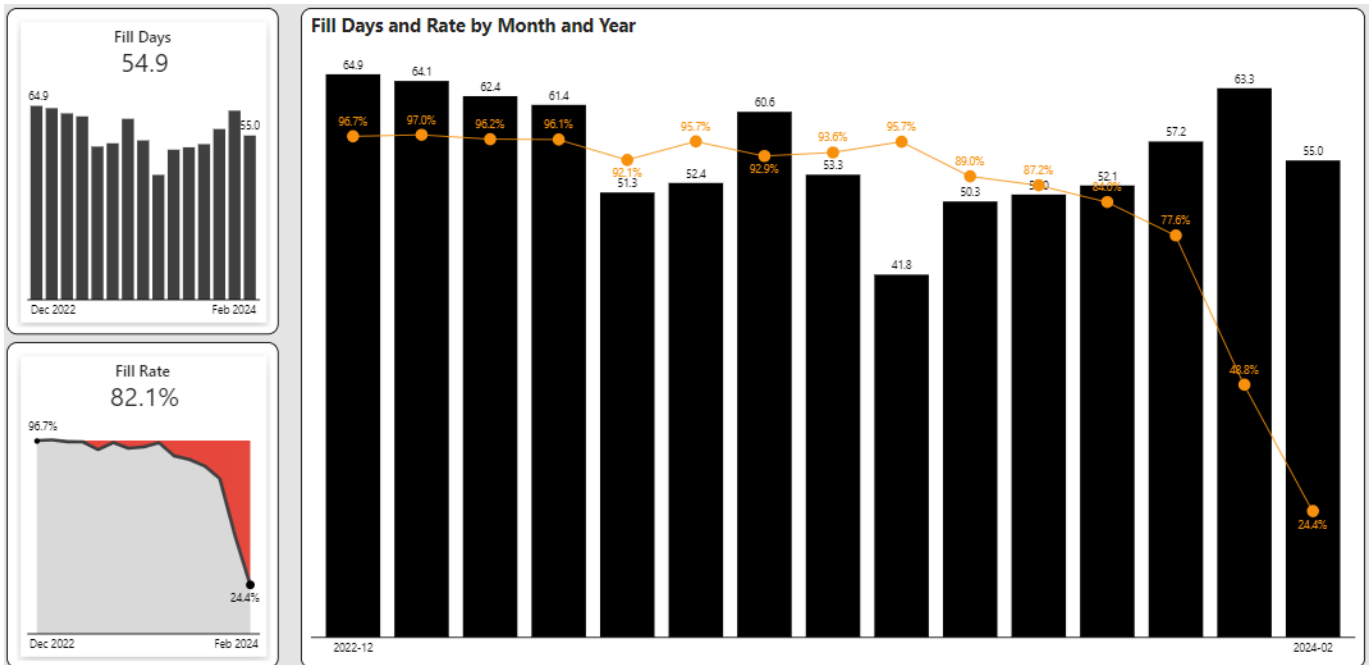
Open Days

Open days are postings that are still determined to be open. We track every job posting uniquely and ascertain its fill status **on a weekly basis**. Generally, we have found that six to nine months is a good time horizon to evaluate the open days.

Older postings may distort the open days as they may represent "evergreen" postings.

Open days as a composite for the last six months currently stands at 82 days with 35.7% of the ads from that time period still open.
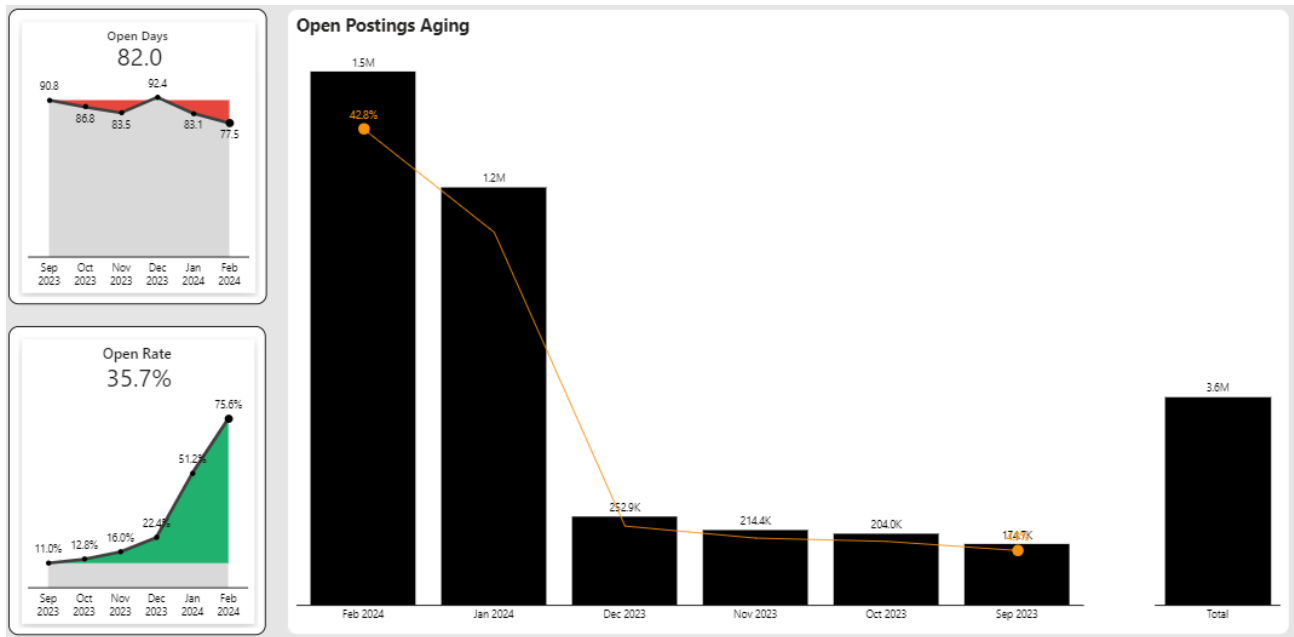
Compensation

Compensation increased 1.5% in February on a composite basis across all job postings. This was only 7% above the early 2023 levels.

Compensation by and large had moderated over the course of 2023. However, early in 2024 we are seeing some sectors with increasing compensation levels. The following graph shows the average compensation by sector going back to December 2022.
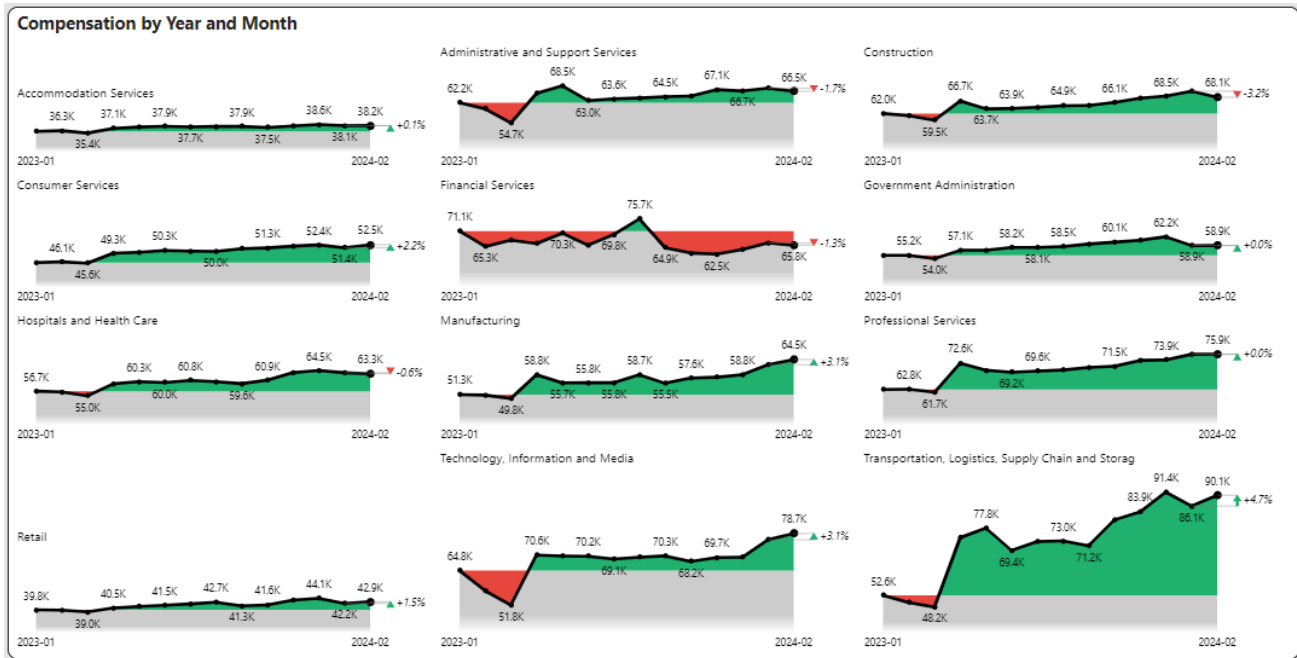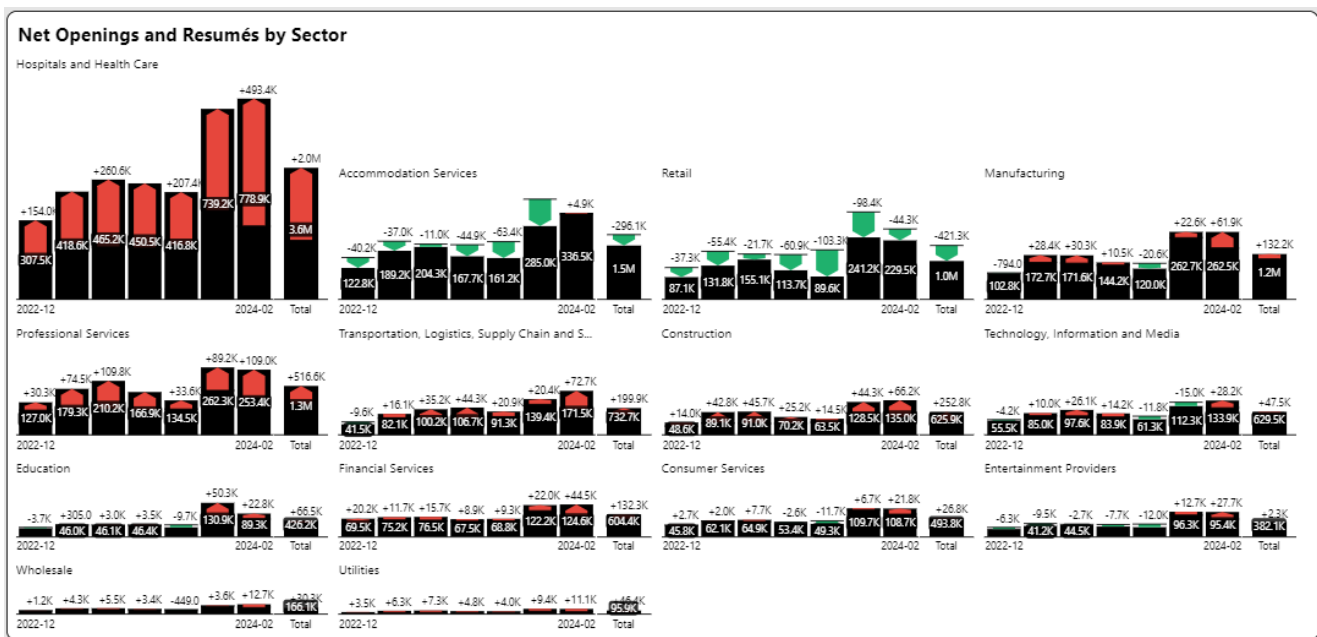

KEY TAKEAWAYS

- Transportation wages increased 4.7% in February and rides a general upward trend.
- Manufacturing, Transportation, and Technology all increased more than 3%. Technology notably erases a flatline period of wage growth in 2023.
- Financial Services, Construction, and Administrative and Support Services declined in February.

Supply and Demand

During the second half of 2023 supply and demand moderated. Acute shortages of workers became less prevalent. Unfortunately, select acute shortages remain.

To highlight supply/demand imbalances, we superimpose job seekers based on resumés against net job openings (hires based on unique postings). We can then look at this supply and demand in diverse ways. The graphs highlight supply surplus (more job seekers than net postings) shown in green or supply shortage (less job seekers than net postings) shown in red.

We picked a time horizon of six months, which highlights the current market surplus or shortage. The total bar reflects the summaries of openings and resumés for that time period.


KEY TAKEAWAYS

- Health Care shortages are acute with the situation in early 2024 appearing to get worse.
- To a lesser degree Professional Services also has a shortage of workers. Much of this shortage is in engineering jobs.
- Accommodation Services and Retail have moderated after substantial challenges in 2022-2023.
- Despite layoffs and sluggish demand, Technology and Financial Services are at parity (supply = demand).

Employee Sentiment

We measure employee sentiment using a net promoter score (NPS) based on employer reviews. At year end, sentiment bottomed out at 10.5 down from pre-pandemic levels at 24. It has been trying to find its way back above 20 ever since.

As shown below NPS has been flat or unchanged since the first of the year. The positive exception is in Education and Retail where NPS increased 3.7% and 2.0% respectively in February. The negative exception is Hospitals and Health Care where NPS declined 1.4%.

Net Promoter Score by Industry Sector
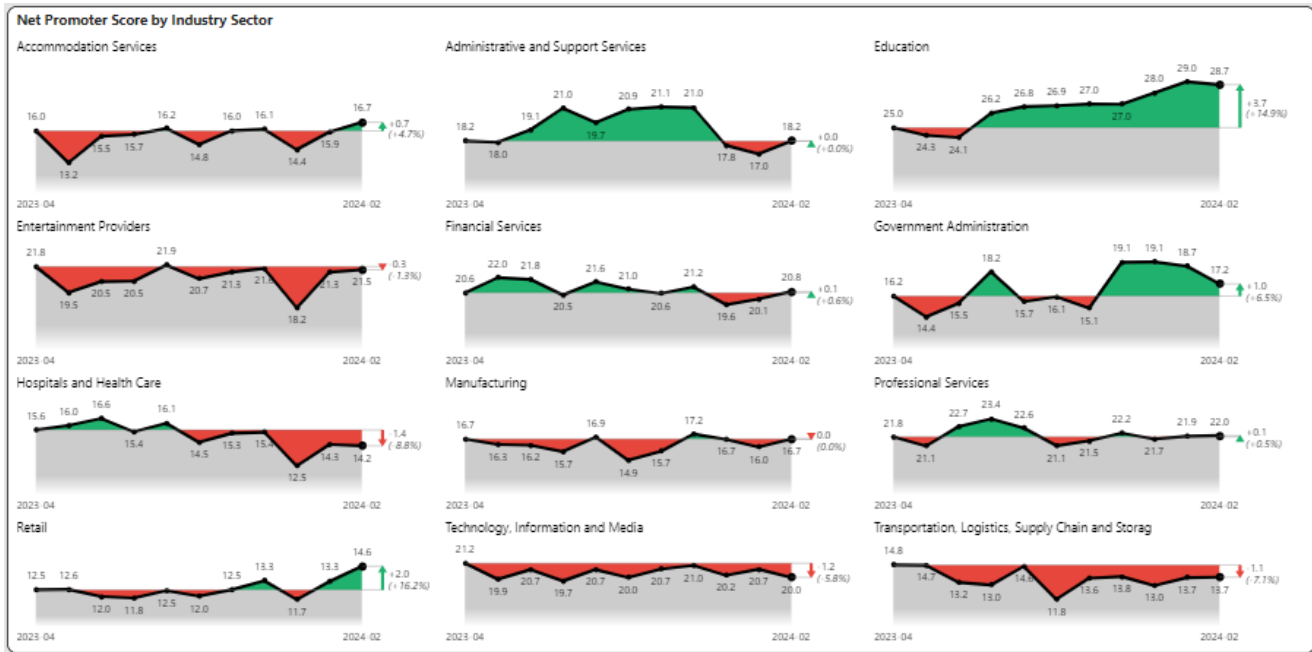
Insights with Impact

TalentView generates must-have market insights to help inform and justify recruiting decisions, identify and support HR/TA business development opportunities, provide content for marketing and account management and measure employer brands.

Topics segmented by Job Title, Occupation, Industry, Employer and Zip Code/Market include:

- Job postings, fill rate and open jobs aging
- Supply and demand
- Ad-rate comp and benefits
- Job Requirements
- Workforce migration
- Employer ratings (including diversity categories)
- Employer reviews and sentiment analysis
- Employer opinion mining
- Compensation survey and trends
- Benchmarking (title, occupation, region, employer, industry)

Public Insight utilizes Microsoft® Power BI and data mining technologies for decision-making insights and collaboration using open standards and data transparency. Solutions include our self-service analytics platform, report services, data integration options and custom insights projects.

How Can You Leverage Employer, Job, and Talent Market Intelligence?

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