

Global Insights

U.S. Monthly Hiring Update

November 2025

Disclaimer

This report is intended to provide an overview of general business information relative to global employment conditions and considerations. It should not be interpreted as legal advice.

Please consult with legal counsel to ensure that you are in compliance with all applicable laws.

U.S. Job Market Key Trends

Despite modest job creation and steady consumer confidence, the labor market remains cautious, marked by lower job churn and rising internal mobility.

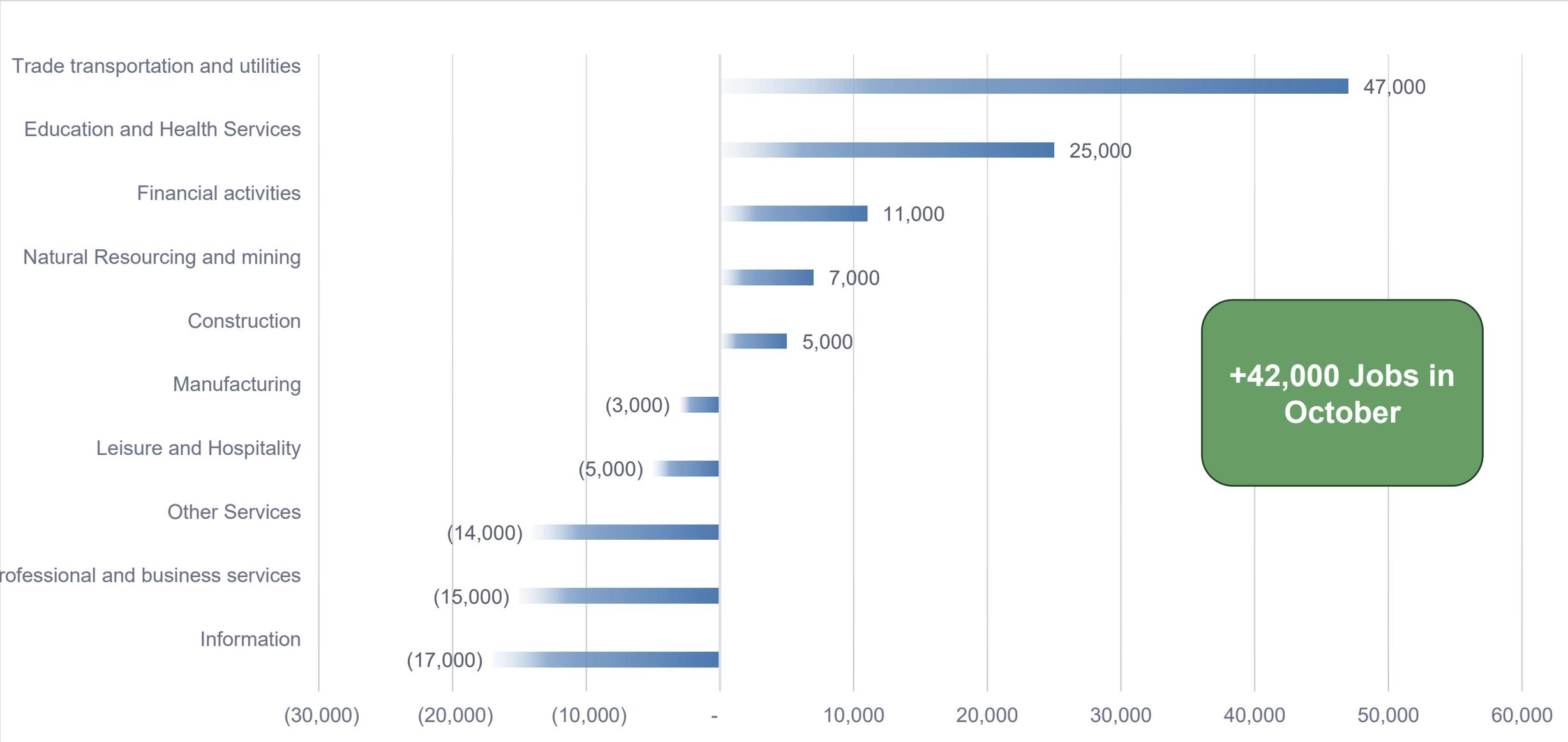
According to ADP, the private sector **added 42K jobs**, driven by Education & Health (+25K) and Trade, Transportation & Utilities (+47K), offset by losses in Information (-17K) and Professional Services (-19K).

Pay growth held steady at 4.5% for stayers and 6.7% for changers, while the Chicago Fed projects **4.35% unemployment** and Consumer Confidence eased slightly to 94.6 in October.

In October 2025 ...

	Employment		
	Total	Growth	Decline
ADP	+42,000 (-32K Sep)	<ul style="list-style-type: none"> • Education Health Care • Trade & Transportation and Utilities 	<ul style="list-style-type: none"> • Information • Professional Bus Servies
Revelio			
	Layoffs and Separations	Unemployment	Median Change in Annual Pay
Chicago Fed (October)	2.09%	4.35%	Job Changers: 6.7%(no change)
BLS (August)	1.06%	4.3%	Job Stayers: 4.5%(no change)

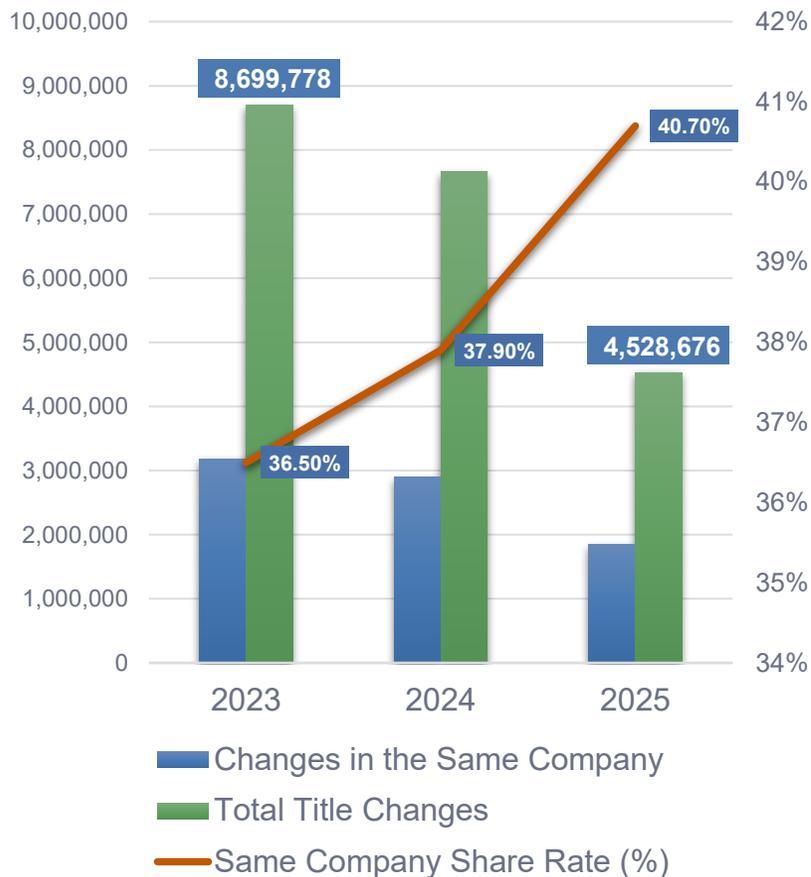
ADP Employment Report October 2025 VS September 2025.



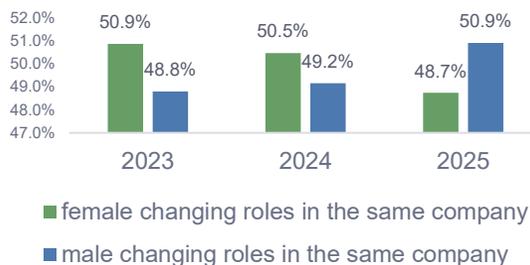
Source : ADP

Employees 'Hug' Jobs: Internal Moves Gain Share Despite Declining Overall Movement

Job Hugging Graph



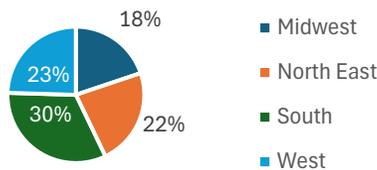
Share of Total Change by Gender



Internal Job changes by Company Size



Share of Job Changes 2025



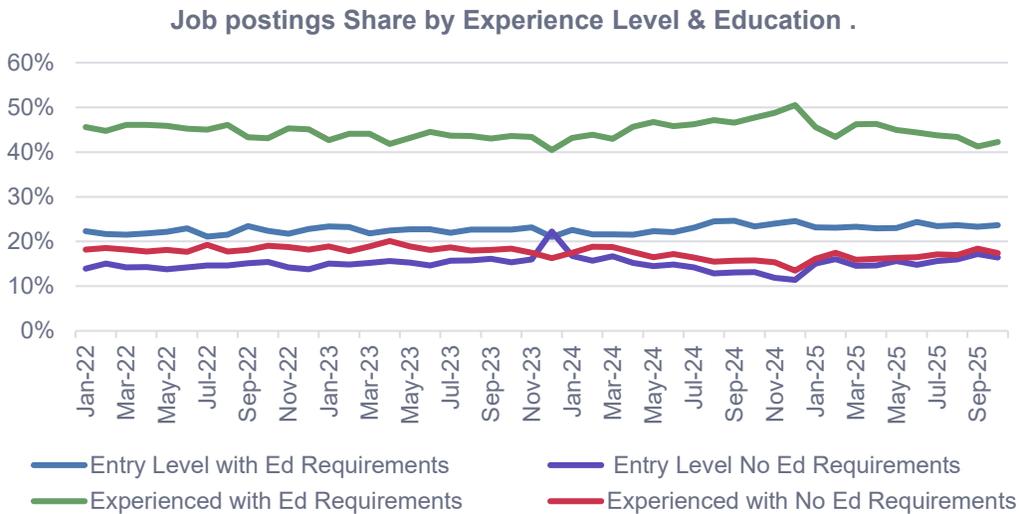
- Overall talent churn **fell ~48% from 2023–2025**, while internal moves rose 4+ pp as a share of total churn, highlighting increased job-hugging and focus on comfort and security amid economic uncertainty.
- **Men** now lead internal role changes (51% vs. 49%) vs. 2023(49% vs 51%)
- May reflect RTO mandates, sectoral differences, and visibility advantages.
- **Large organizations** remain top drivers of internal moves but are cutting back most significantly. In the US , over 50% of changes were registered in the **South and West Region**.

BLS data confirms trend:

- National quits down 11% (Jan–Aug 2024 vs. 2023) and 4% YTD 2025
- Information & Retail Trade: largest quit declines → more internal retention or “hugging” vs Financial & Construction sectors: quit rates rose
- **Monster survey** finds employees clinging to comfort as three in four expect to stay in their current jobs for the next two years.

Hiring Trends Signal Shift from Credentials to Capabilities

by New Job Postings



Entry-Level (with Education):
 • -2% YTD vs 2024, **-23% Oct YoY**;
 • NE leads drop at -6%.
 • Fewer degree-based openings.

Entry-Level (no Education):
 • +2% YTD, -6% Oct YoY.

Experienced (with Education):
 • Largest share (40–50%), **-8% YTD, -33% Oct YoY**

Experienced (no Education): -6% YTD, -16% Oct YoY

South Region: 8M+ total postings, nearly 2x other regions.

Occupation	Volume	YoY Change%
Registered Nurses	381,460	-29%
Radiologic Technologists and...	46,829	-15%
Accountants and Auditors	35,401	-52%
Market Research Analysts and...	25,478	-38%
Respiratory Therapists	20,253	19%
Software Developers	19,825	-45%
Lawyers	16,682	-19%
Securities, Commodities, and...	16,412	-6%
Financial and Investment Analysts	15,672	-12%
Occupational Therapists	15,464	6%
Pharmacists	14,680	-24%
Speech-Language Pathologists	13,883	5%
Sales Representatives,...	13,348	-41%
Civil Engineers	13,269	-31%
Healthcare Social Workers	12,521	34%
Project Management Specialists	12,488	-14%
Management Analysts	11,933	-33%
Computer Occupations, All Other	11,602	10%
Surgical Technologists	11,511	-21%
Cardiovascular Technologists...	11,024	-13%
Data Scientists	10,990	241%
Compliance Officers	10,704	28%
Logisticians	10,121	93%
Computer User Support...	9,393	-52%
Human Resources Specialists	9,324	-15%

Unemployment Rate College Graduates Bachelor's Degree, 20 to 24 years (BLS)

- 9.3% August (Highest since July 2021 9.4%).
 - **Male:13%**
 - **Female:6.6%**
- Average :**
- 2023:5.7%
 - 2024: 6.4%
 - 2025ytd: 6.8%

Employer	Volume	YoY Change %
Intuit Inc.	15,786	-60%
Walgreens	6,376	-49%
KPMG	4,941	24%
Wells Fargo	4,690	36%
JPMorgan Chase...	4,032	10%
CVS Health	3,121	50%
Amazon	2,968	-66%
Cox Communications	2,890	40%
Lockheed Martin	2,262	29%
PNC Financial...	2,240	23%

Occupation	YoY Change	Volume
Financial Specialists,...	773%	5,743
Facilities Managers	735%	1,761
Computer Network...	615%	7,675
Special Education...	363%	3,013
Database Architects	273%	5,900
Rehabilitation Counselors	271%	1,738
Engineers, All Other	243%	2,603
Appraisers and...	242%	1,794
Data Scientists	241%	10,990
Computer Network...	189%	1,679

Labor Market Shows Continued Weakness Despite Modest Uptick in New Postings in October.

Labor demand softened further in October, with open postings down 3% month over month. However, new postings rose slightly by 2%, marking the first growth since July of this year. Compared to the same period last year, both open and new postings have declined by 22% year over year, while year-to-date levels are down 5%.

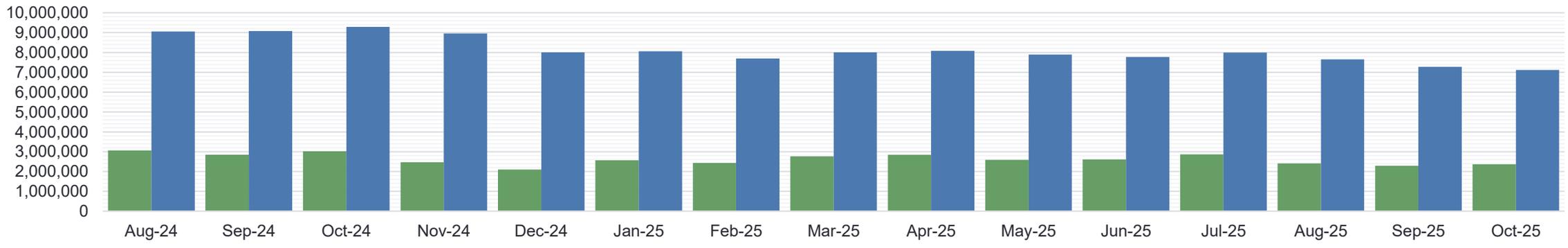
Job Postings in October 2025 (Month-Over-Month Change)

-  -3% in open job postings
-  +2% in new job postings

Job Postings in 2025YTD (Year over Year Change)

-  -5% in open job postings
-  -5% in new job postings

U.S. Job Postings by Month



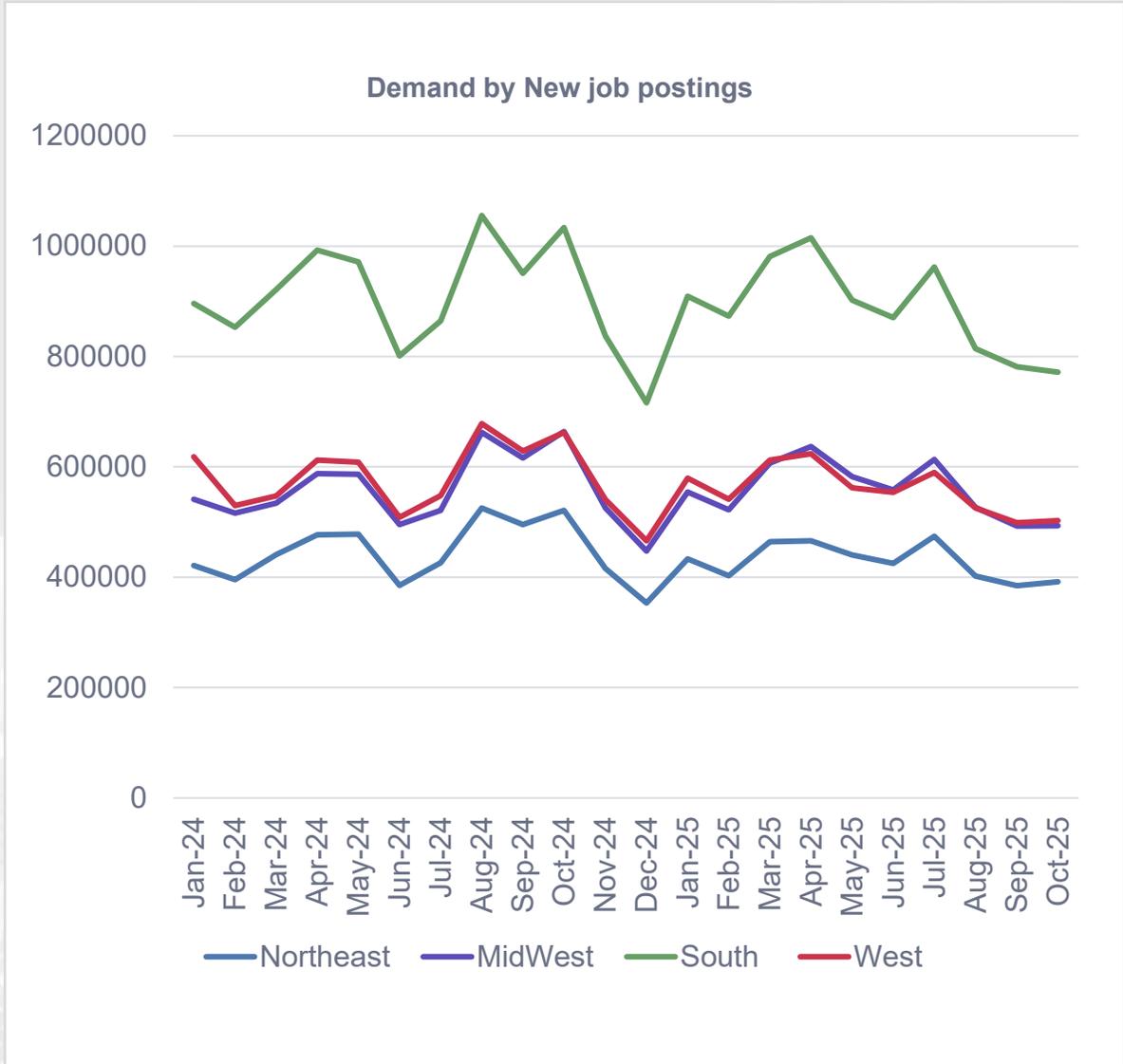
	Aug-24	Sep-24	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25
NEW job postings	3,059,581	2,818,472	3,022,065	2,460,426	2,094,662	2,569,610	2,432,635	2,761,340	2,843,043	2,591,601	2,605,093	2,865,979	2,415,148	2,293,385	2,362,052
OPEN job postings	9,060,300	9,078,668	9,290,132	8,956,556	8,003,768	8,057,738	7,695,075	8,000,363	8,078,405	7,898,031	7,775,735	7,989,670	7,648,125	7,275,899	7,115,915

■ NEW job postings ■ OPEN job postings

*The data have been analyzed over an equal number of days in both periods for a fair comparison.

Regional Demand Trends

by New Job Postings



Top Occupations NE

Occupation	Count	% Change YoY
Registered Nurses	521,562	-14%
First-Line Supervisors...	99,700	7%
Retail Salespersons	84,356	16%
Software Developers	82,621	-29%
Radiologic...	77,712	36%
Market Research...	76,533	10%
Physical Therapists	62,357	12%
Accountants and...	59,704	-19%
Stockers and Order...	59,419	-1%
Computer...	52,015	-20%

Top Occupations Midwest

Occupation	Count	% Change YoY
Registered Nurses	785,890	1%
First-Line...	148,620	16%
Heavy and Tractor...	113,363	1%
Radiologic...	111,634	39%
Retail Salespersons	98,127	11%
Stockers and Order...	91,880	5%
Customer Service...	78,490	-7%
Nursing Assistants	74,393	50%
Software Developers	73,124	-31%
Physical Therapists	72,794	16%

Top Occupations South

Occupation	Count	% Change YoY
Registered Nurses	1,135,274	5%
First-Line...	252,658	14%
Retail Salespersons	187,709	15%
Software Developers	163,014	-32%
Stockers and Order...	158,643	14%
Heavy and Tractor...	157,748	15%
Radiologic...	151,725	30%
Customer Service...	132,456	-8%
Physical Therapists	128,163	24%
Maintenance and...	116,935	4%

Top Occupations West

Occupation	Count	% Change YoY
Registered Nurses	634,419	9%
First-Line Supervisors...	126,468	10%
Software Developers	126,060	-27%
Retail Salespersons	117,113	18%
Physical Therapists	104,884	32%
Radiologic...	89,978	25%
Computer Occupations...	83,322	-6%
Stockers and Order...	80,698	0%
Customer Service...	73,575	-11%
First-Line Supervisors...	73,520	36%

*SOC 15-1299 Computer Occupations includes web administrators, Digital forensic analysts, Blockchain engineers, computer systems engineers, IT project managers

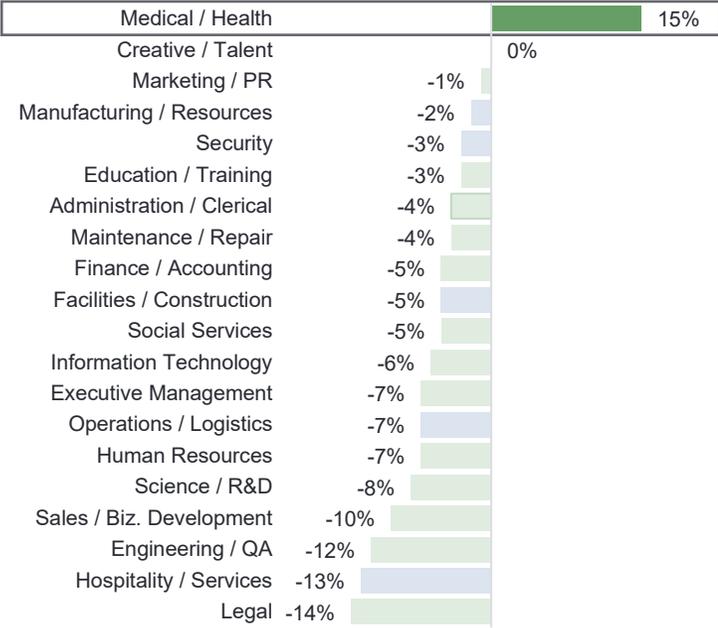
U.S. New Job Postings by Function

In October 2025, only the Medical function posted growth despite the overall monthly decline, while Creative Talent remained flat and all other functions contracted. The sharpest drops were recorded in Legal and Hospitality roles.

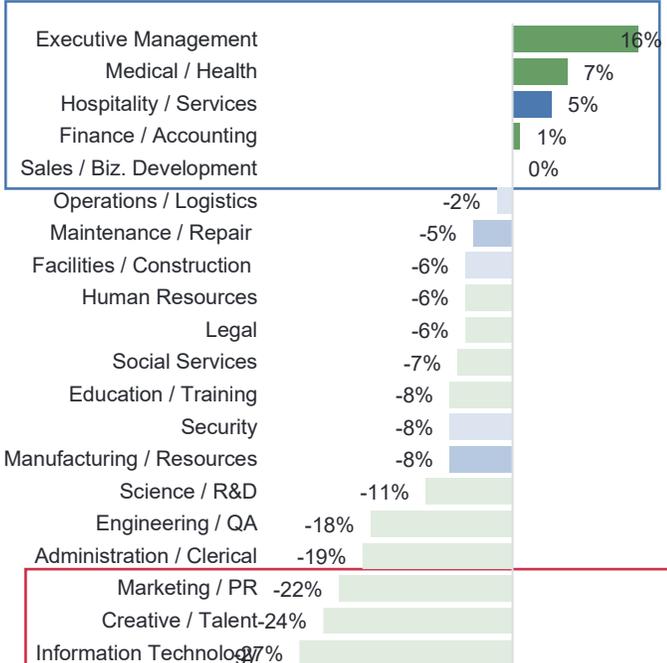
In 2025, only Executive Management, Medical, Hospitality, and Finance (4 of 20) showed YTD growth, while Sales/Retail remained flat. All other functions declined, with IT, Creative Talent, and Marketing down over 20%

YTD, only 7 of 20 job functions show growth in AI-related postings, mainly engineering, facilities, and admin/clerical. **Executive management is the only function with both overall and AI-driven growth, highlighting demand for leaders who can leverage AI**, while most other functions, including IT and health, are declining.

New Job Posting MoM Change in October



New Job Posting in 2025 YTD



New Job postings with AI skills per function 2025 YTD



*The data have been analyzed over an equal number of days in both periods for a fair comparison.

Source: TalentNeuron, data as of November 2nd, 2025

Top 25 Occupations in October 2025

by New Job Postings

- **8** are **health-related**
- **6** are **retail, customer service, or food service** roles
- **5** are **tech and management-related**
- **4** are **blue-collar** roles, **all of which declined month over month**
- **2** are **finance and sales-related**

Software Developers remain among the most in-demand roles but have dropped two places in the 2025 rankings, while Computer Occupations fell five places compared to 2024. Heavy Truck Drivers continue to show strong hiring demand, ranking higher than last year.

Notably, Data Scientists have seen a sharp rise in demand, climbing from 152nd in 2024 to 28th in October 2025.

Occupation	2023	2024	2025 ytd	October
Retail Supervisors	3 rd	3 rd	2 nd	2 nd (stable)
Software Developers	2 nd	2 nd	3 rd	4 th (stable)
Heavy Truck Drivers	7 th	10 th	7 th	8 th (down 1)
Stockers and Order Fillers	6 th	7 th	6 th	5 th (stable)
Computer Occupations	4 th	5 th	10 th	9 th (down 2)
Data Scientists	114 th	152 nd	45 th	28 th (down 3)

Number of New Job Postings by Occupations in October 2025

Occupation	Number of Postings	% Change MoM*
Registered Nurses	233,598	28%
First-Line Supervisors of Retail Sales Workers	55,665	-8%
Retail Salespersons	48,514	-19%
Software Developers	41,762	-6%
Stockers and Order Fillers	34,720	-8%
Accountants and Auditors	32,165	-3%
Customer Service Representatives	31,377	-15%
Heavy and Tractor-Trailer Truck Drivers	31,091	-7%
Computer Occupations, All Other	30,806	-13%
Radiologic Technologists and Technicians	29,888	31%
Market Research Analysts and Marketing Specialists	27,547	-7%
Physical Therapists	26,955	23%
Maintenance and Repair Workers, General	24,441	-10%
Project Management Specialists	24,300	-17%
Nursing Assistants	22,598	-3%
Security Guards	21,120	-9%
Licensed Practical and Licensed Vocational Nurses	21,069	14%
First-Line Supervisors of Food Preparation and Serving...	21,047	-35%
Cashiers	20,372	-9%
Management Analysts	20,110	-16%
Sales Managers	17,673	-10%
Medical Assistants	17,343	-15%
Fast Food and Counter Workers	17,141	-37%
Medical and Health Services Managers	14,710	0%
Medical Secretaries and Administrative Assistants	14,370	-7%

*SOC 15-1299 includes web administrators, Digital forensic analysts, Blockchain engineers, computer systems engineers, IT project managers

Top 25 Emergent Occupations in 2025YTD

by New Job Postings

- Tech and Data Roles Dominate Growth: The fastest YoY growth rates are in **IT, data science, and network architecture**, reflecting an ongoing digital skills gap and tech-driven transformation across industries.
- Healthcare Continues to Expand: Significant increases for **therapists and technologists** point to sustained healthcare system demands, as hiring of respiratory, cardiovascular, occupational, and radiologic technologists remains high.
- Service and Logistics Resilience: **Fast food workers, driver/sales roles**, and related positions also report strong growth, indicative of broader economic recovery or expansion in essential sectors.
- Financial Roles Show Notable Growth: Several financial-related roles in the 2025YTD US job market show significant year-over-year increases in postings, especially **compliance officers, securities and financial services sales agents, and financial/investment analysts**.
- Volume and Penetration: Project management specialists, radiologic technologists, and retail-related supervisory roles each **exceed 200,000** job postings, showing both high growth and high absolute demand.

Key Emergent Occupations with largest YoY growth in 2025YTD compared to 2024. (100K+ Postings, Top YoY Growth)

		Volume YTD
Computer Network Architects	676%	126,841
Database Architects	559%	101,804
Data Scientists	307%	129,979
Project Management Specialists	110%	271,434
Respiratory Therapists	96%	181,193
Compliance Officers	95%	124,487
Fast Food and Counter Workers	71%	238,998
Cardiovascular Technologists and Technicians	62%	117,066
Occupational Therapists	53%	152,876
Radiologic Technologists and Technicians	47%	436,208
Driver/Sales Workers	45%	120,263
Physical Therapists	45%	374,042
Securities, Commodities, and Financial Services Sales...	31%	156,112
Cashiers	29%	259,926
Speech-Language Pathologists	27%	131,321
Nursing Assistants	22%	255,684
First-Line Supervisors of Food Preparation and Serving...	19%	301,204
Janitors and Cleaners, Except Maids and...	18%	131,070
Security Guards	18%	166,310
Light Truck Drivers	14%	117,467
Financial and Investment Analysts	12%	138,820
Laborers and Freight, Stock, and Material Movers, Hand	12%	102,266
Registered Nurses	9%	3,125,249
First-Line Supervisors of Retail Sales Workers	9%	643,272
Retail Salespersons	7%	504,573

*SOC 15-1299 includes web administrators, Digital forensic analysts, Blockchain engineers, computer systems engineers, IT project managers

Top 25 Employers in October 2025

by New Job Postings

Industry hiring in October is dominated by seasonal spikes in logistics, retail, and tax/finance. Food service hiring is volatile; tech and defense sectors slowed. Healthcare's exclusion shifts overall rankings but remains a critical market force as they dominate as the overall top employers.

Top Hiring Patterns by Industry – October 2025

- Logistics/Shipping: USPS (+9,848%) & FedEx (+53%) surged due to **holiday staffing needs**.
- Financial Services/Tax: Intuit (+94%) & Capital One (+86%) rapidly ramping up **for tax season roles**.
- Retail: Best Buy (+24%) seasonal hiring; most other retailers show flat/declining growth.
- Food Service: Wendy's (+254%) hiring soared and Domino's (-77%) dropped.
- Healthcare/Pharmacy: CVS (-5%); healthcare would lead if included—major omitted driver.
- Tech/Defense/Telecom: Oracle, Amazon, Northrop, Lockheed—mostly flat/declining hiring.

Number of New Job Postings by Employers in October 2025

Employer	Number of New Job Postings	% Change MoM*
Intuit Inc.	13,946	94%
Lowe's	13,034	4%
Walgreens	11,153	-20%
Oracle	10,715	0%
Walmart	7,829	-24%
Albertsons	6,566	-10%
Macy's	5,268	-21%
FedEx Express	4,899	53%
Dollar Tree Stores, Inc.	4,744	-16%
Circle K	4,540	9%
Capital One	4,384	86%
Domino's Pizza	4,246	-77%
CVS Health	4,209	-5%
United States Postal Service	4,178	9,848%
Wendy's	4,176	254%
Best Buy	4,076	24%
Army	4,052	-7%
Wells Fargo	3,802	-18%
Northrop Grumman	3,759	-28%
Marriott	3,672	0%
Amazon	3,569	-31%
Lockheed Martin	3,548	-9%
Cox Communications	3,494	-39%
JPMorgan Chase & Co.	3,470	-1%
Bob Evans Farms	3,363	20%

Excluding staffing firms

*The data have been analyzed over an equal number of days in both periods for a fair comparison.

Top IT Occupations in 2025 YTD

by New Job Postings

While the broader IT function is down 27% YTD versus 2024, AI and Cybersecurity driven occupations stand out as exponential growth areas, highlighting a structural shift in demand toward specialized, high-skill roles. Shift to higher value specialized talent.

Explosive Growth in AI-Driven and Data Roles

- **Data Scientists: +305% YoY**
- Database Architects: +559% YoY
- Computer Network Support Specialists: +378% YoY
- Web and Digital Interface Designers: +130% YoY

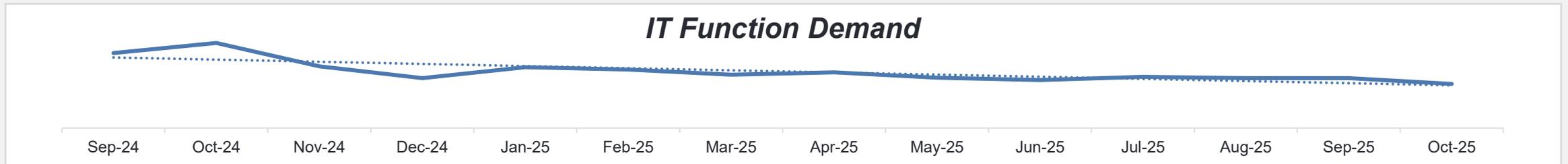
The unemployment rate for tech occupations inched up to 3% in August, compared to 2.9% in July (CompTIA) IT unemployment peaked in April 2025 to 3.5%

- **112,732 tech workers laid off in 2025 (layoffs FYI)**
- **\$300-\$400b AI spending in 2025 up 46% from 2024 between Microsoft, Amazon, Meta & Alphabet**
- **95% Gen AI pilot fail to deliver business Value**
- **AI spending will rise from around \$1.5 trillion in 2025 to over \$2 trillion in 2026—a roughly 37% increase,**

Number of New Job Postings by IT Occupations in 2025 YTD

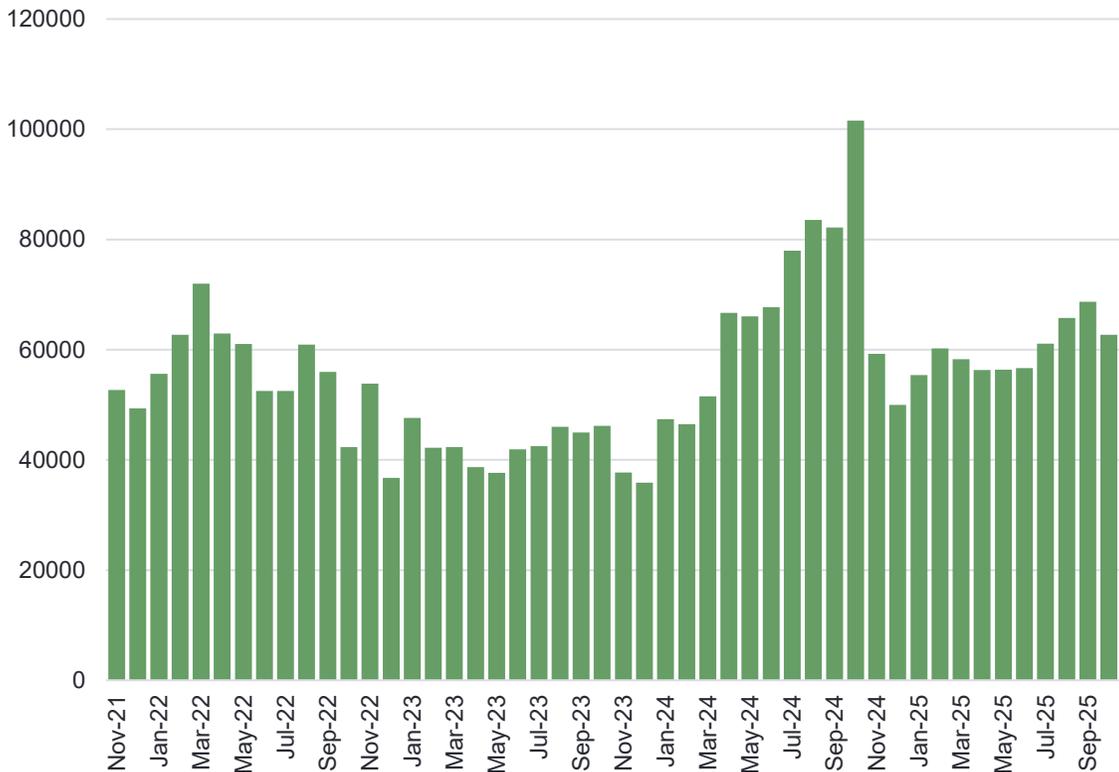
Occupation	Number of New Job Postings	% Change YoY*
Software Developers	520,406	-32%
Computer Occupations, All Other	343,592	-26%
Network and Computer Systems Administrators	166,156	-40%
Information Security Analysts	147,595	-46%
Data Scientists	129,979	305%
Computer User Support Specialists	101,925	-54%
Database Architects	101,804	559%
Computer Systems Analysts	85,098	-57%
Computer and Information Systems Managers	78,156	-16%
Software Quality Assurance Analysts and Testers	70,725	-35%
Web and Digital Interface Designers	31,674	130%
Statisticians	31,470	-40%
Web Developers	26,283	-62%
Computer Network Support Specialists	18,689	378%
Computer and Information Research Scientists	17,899	-72%
Operations Research Analysts	17,062	-66%
Database Administrators	15,184	-48%
Computer Network Architects	4,796	-55%
Computer Programmers	4,656	-79%

IT Function Demand



Mentions of AI skills in US job postings rose 16% in the last 3 months, demonstrating ongoing demand for AI capabilities in the workforce, with growth concentrated in IT, analytics, and security-oriented roles.

Number of New Job Postings w/ AI Skills* Mentions Over the Past Two Years



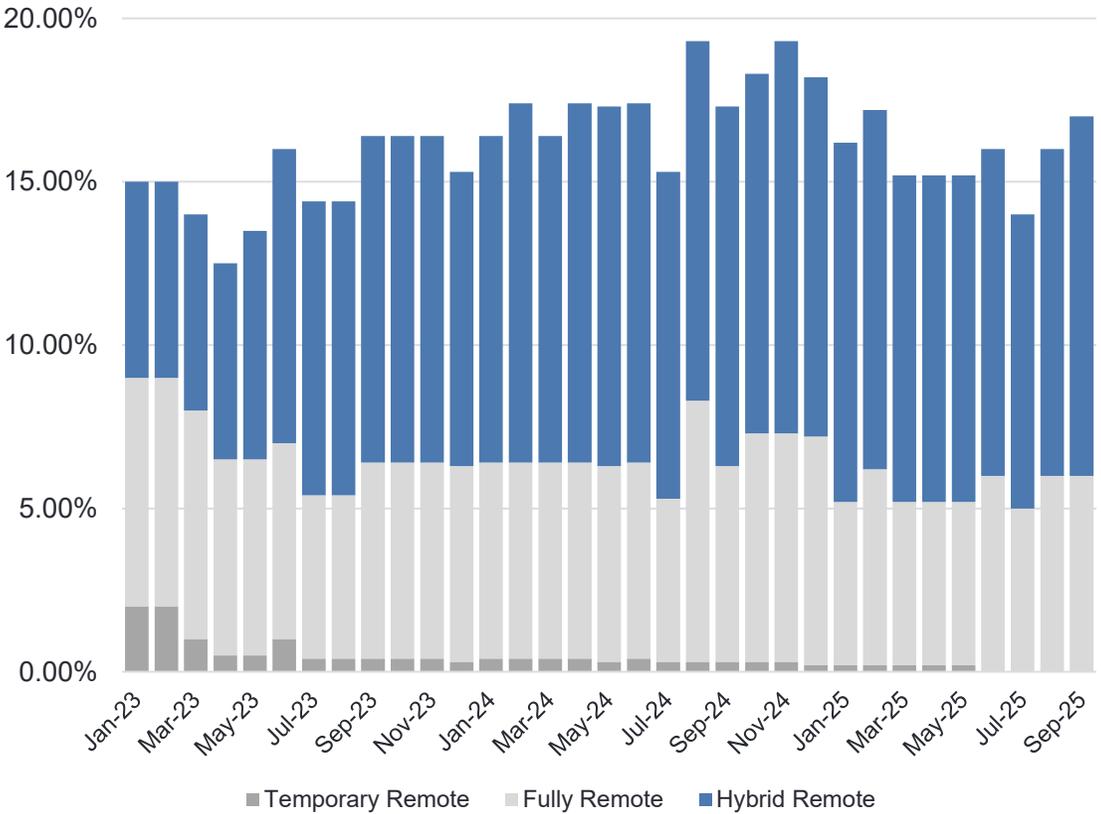
*boolean: "artificial intelligence" OR "machine learning" OR "deep learning" OR "natural language processing" OR "computer vision" OR "data science" OR "neural networks" OR "predictive modeling" OR "AI engineering" OR "AI research" OR "MLOps" OR "AI ethics" OR "LLM" OR "transformers" OR "Python" OR "TensorFlow" OR "PyTorch" OR "data analytics" OR "model deployment" OR "prompt engineering"

Top Occupations with AI Skill Mentions in New Job Postings in 2025

Occupation	Count	% Change YoY
Software Developers	139,130	-32%
Data Scientists	86,703	252%
Computer Occupations, All Other	84,789	-1%
Database Architects	59,239	562%
Statisticians	20,217	3%
Management Analysts	18,629	-42%
Market Research Analysts and Marketing Specialists	17,756	-38%
Computer and Information Research Scientists	15,262	-74%
Information Security Analysts	13,256	-46%
Computer Network Architects	11,952	883%

In October, 16% of new job postings were remote at no change from September and its down 2PP below the same month in 2024. The total remote rate has held steady at 15% YTD in 2025.

% of New Job Postings by Remote Work Model Over the Past Two Years

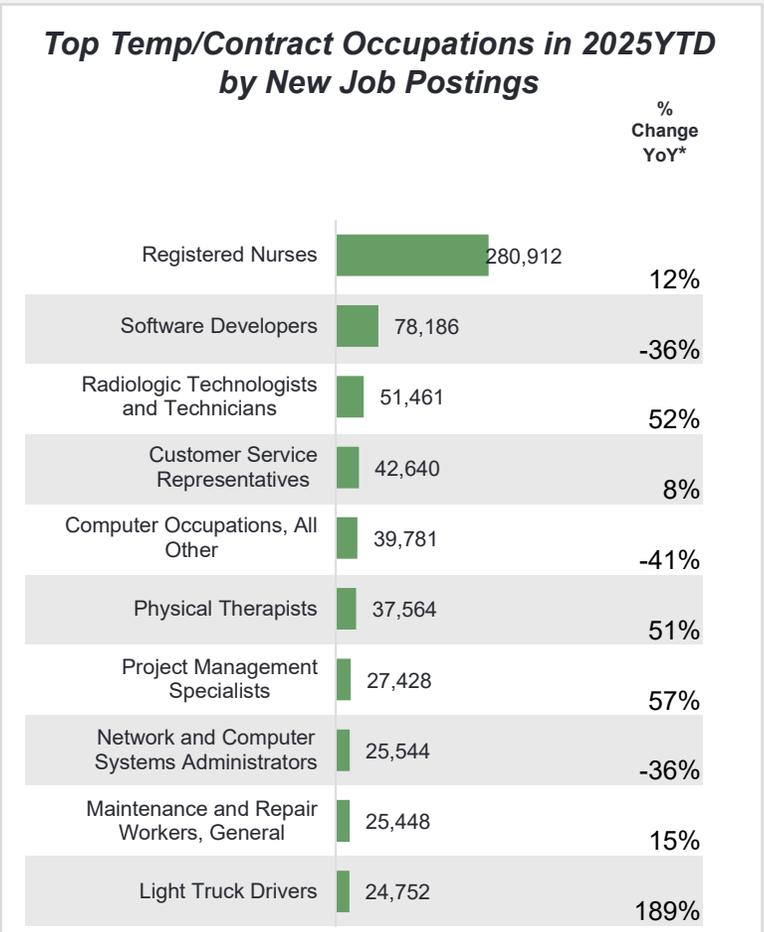
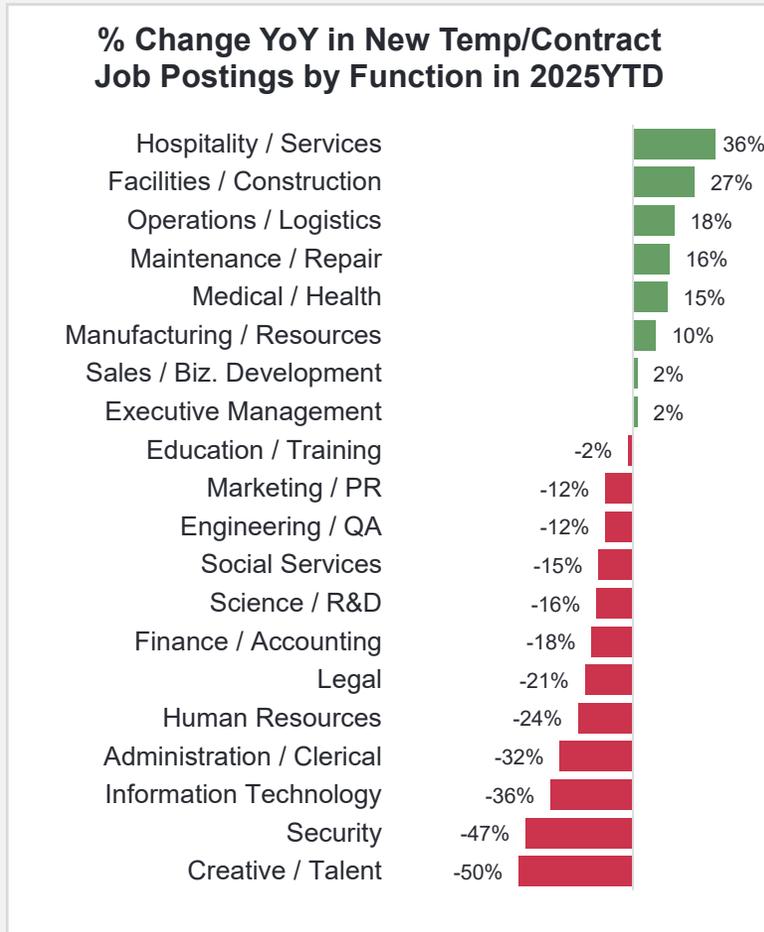
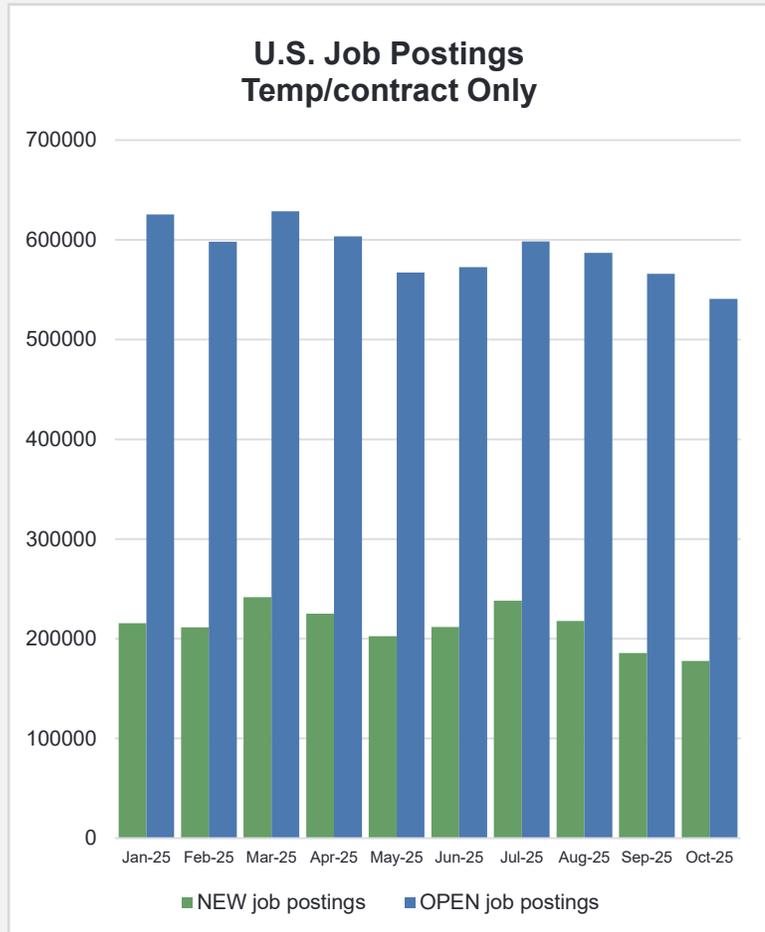


% of New Job Postings by Remote Work Model in 2025 by Function



Source: TalentNeuron, data as of November 2nd, 2025

Year-to-date 2025, new demand for temporary and contract roles in new postings is down 8%. In October alone, new job posting demand for temp contract dropped 6% MoM, lowest since Dec 2023.



*The data have been analyzed over an equal number of days in both periods for a fair comparison.

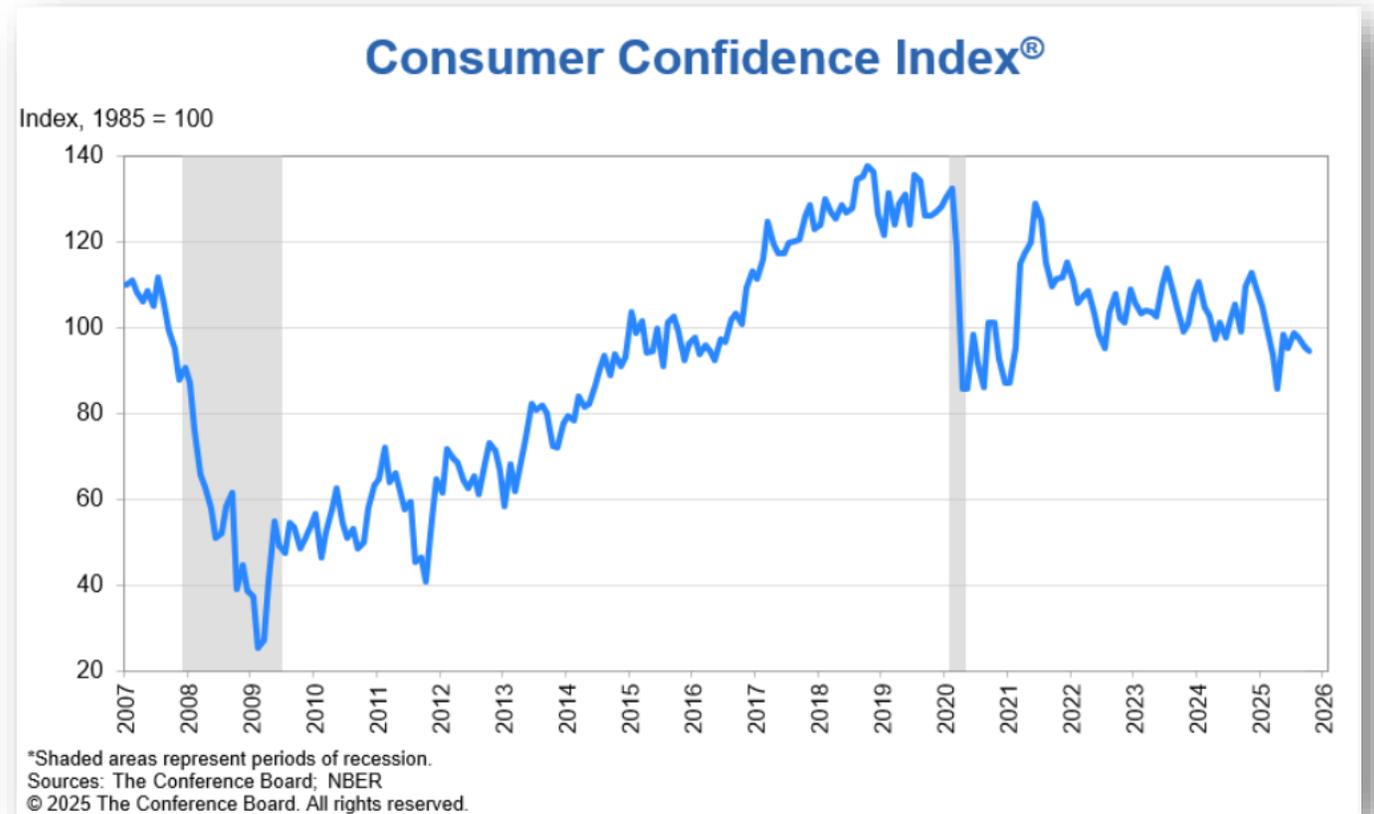


**Additional
Data & Insights**

Consumer Confidence Holds Steady in October Amid Mixed Outlook

The Conference Board [Consumer Confidence Index®](#) inched down by 1.0 point in October to 94.6 from an upwardly revised 95.6 in September.

Consumer confidence was largely unchanged in October, with stronger views of current job and business conditions offset by softer expectations for the months ahead. Optimism rose among mid-aged and higher-income consumers but declined for younger and lower-income groups. Inflation remains the top concern, while political uncertainty and government shutdown worries have grown.



Top 25 Occupations in 2025YTD

by New Job Postings

US job demand in 2025 is shaped by industry-specific economic drivers; healthcare and service sectors thrive on population and consumer trends, tech adapts to investment cycles, and professional/business services reflect ongoing transformation and operational complexity.

Number of New Job Postings by Occupations In 2025 YTD

Occupation	Number of New Job Postings	% Change YoY
Registered Nurses	3,141,077	9%
First-Line Supervisors of Retail Sales Workers	647,669	9%
Software Developers	523,457	-32%
Retail Salespersons	507,963	8%
Radiologic Technologists and Technicians	437,332	48%
Stockers and Order Fillers	404,713	1%
Heavy and Tractor-Trailer Truck Drivers	387,572	1%
Physical Therapists	375,024	45%
Customer Service Representatives	356,710	-12%
Computer Occupations, All Other	346,364	-25%
Market Research Analysts and Marketing Specialists	311,622	6%
Accountants and Auditors	304,070	-20%
First-Line Supervisors of Food Preparation and Serving...	303,543	20%
Maintenance and Repair Workers, General	292,981	-3%
Project Management Specialists	273,241	111%
Cashiers	261,321	30%
Nursing Assistants	257,780	23%
Licensed Practical and Licensed Vocational Nurses	253,920	3%
Fast Food and Counter Workers	241,536	73%
Management Analysts	230,078	-13%
Medical Assistants	222,799	2%
Sales Managers	212,405	-20%
Respiratory Therapists	181,764	97%
Medical and Health Services Managers	178,402	-34%
Security Guards	168,139	19%

Top 25 Employers in 2025 YTD

by New Job Postings

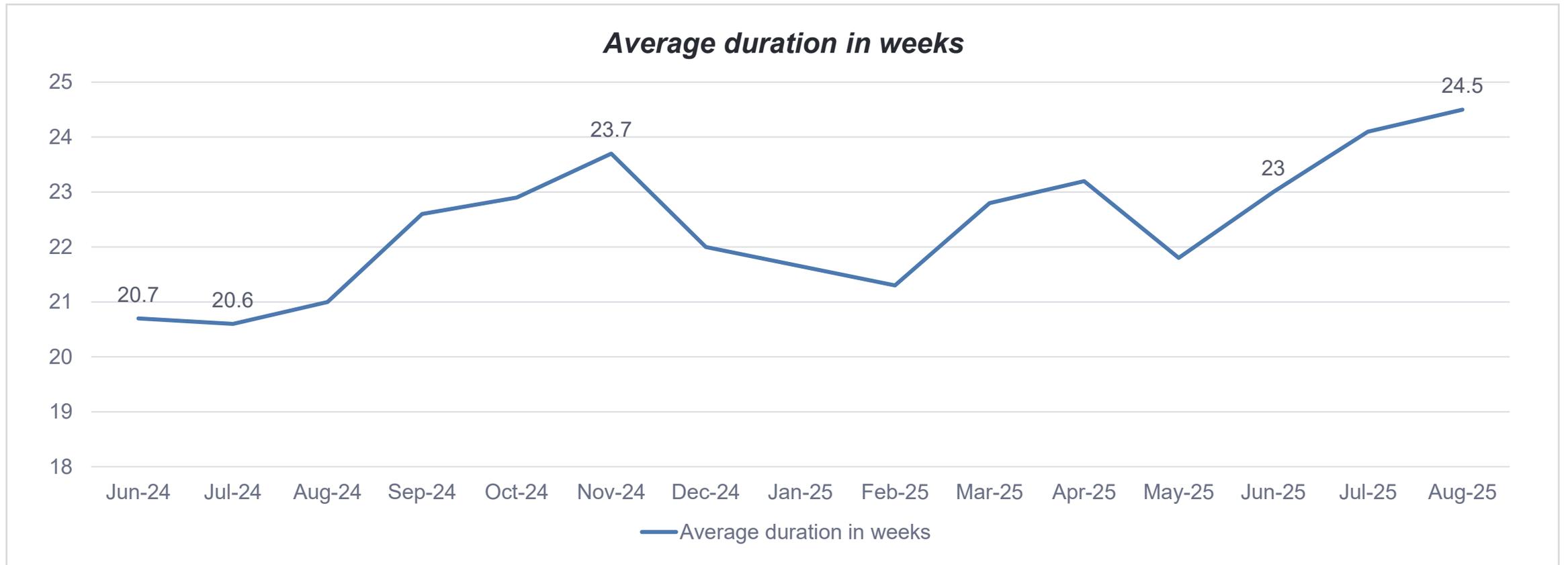
Number of New Job Postings by Employers in 2025YTD

Employer	Number of New Job Postings	% Change YoY
Walgreens	160,259	-1%
Lowe's	127,659	148%
Walmart	109,893	-8%
Starbucks	103,733	263%
Amazon	98,948	-27%
Albertsons	78,429	205%
Domino's Pizza	74,308	273%
Army	71,395	-57%
Oracle	67,286	139%
Great Clips	63,340	-34%
Dollar Tree Stores, Inc.	61,865	13%
Wells Fargo	52,738	33%
Macy's	49,776	79%
Advance Auto Parts, Inc.	48,240	297%
Marriott	47,820	-48%
CVS Health	46,665	-4%
Intuit Inc.	46,601	-9%
Cox Communications	45,569	192%
DoorDash	41,379	58%
Kroger	41,213	-17%
Bob Evans Farms	40,335	-14%
ACCENTURE	38,948	345%
Circle K	38,078	217%
Northrop Grumman	37,337	15%
JPMorgan Chase & Co.	37,029	2%

Emergent Employers by new job postings % growth in 2025YTD

Employer	% Growth	Job Postings Volume
K-VA-T Food Stores, Inc.	696%	18,785
Ross Stores	645%	18,838
Arby's	512%	26,103
Chuck E. Cheese	396%	10,874
Sheetz	363%	15,074
ACCENTURE	345%	38,948
CRST, The Transportation Solution	315%	12,821
Advance Auto Parts, Inc.	297%	48,240
Pilot Travel Centers / Pilot Flying J	288%	33,252
Domino's Pizza	273%	74,308
PETSMART	270%	13,560
Starbucks	263%	103,733
Extended Stay	242%	11,168
Massage Envy	233%	13,263
Circle K	217%	38,078
PANDA RESTAURANT GROUP	215%	28,682
Albertsons	205%	78,429
Cox Communications	192%	45,569
Harris Teeter, Inc.	183%	16,486
FedEx Express	154%	28,857
Fastenal	153%	19,922
Hy-Vee, Inc.	150%	25,521
Lowe's	148%	127,659
Oracle	139%	67,286
AutoNation	132%	21,372

In June '25, the average unemployment duration was 23 weeks, up from the previous month and above the 20.7 weeks recorded in June 2024.



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