

Q3

Economic Indicator Report

**Labor Demand Gains
Momentum as Hiring Timelines
Extend in Q3 2026**

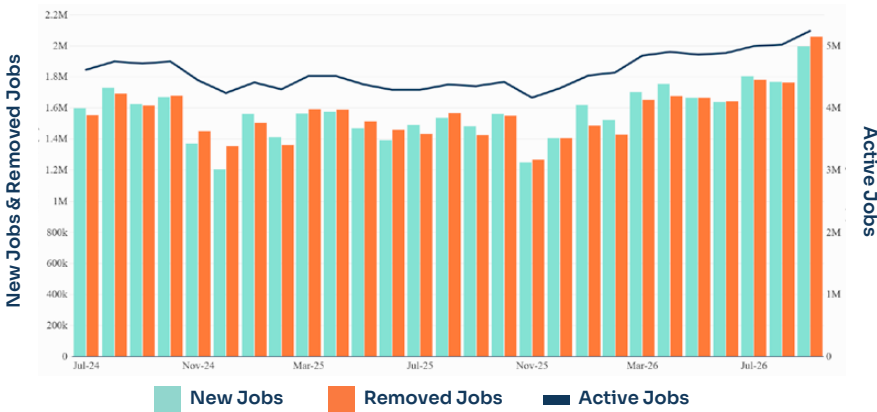
Key Takeaways:

- The number of **unique active jobs** rose by (+6.71%) to 8.75 million in Q3 2026, as employers resumed hiring activity amid stabilizing consumer spending and easing inflation concerns. This growth was also supported by slower hiring velocity, which led existing job listings to remain open longer on corporate sites.
- **New job postings** supported the growth of with a (+10.05%) increase.
- **Closed job duration**, which represents the average time to fill a job, rose by (+12.69%) to 46.26 days. This suggests that employers are taking longer to close active positions, potentially due to the need for specialized talent or labor shortages.
- The **broad-based sector gains** leading into Q3 2026 were supported by continued investments in AI-related infrastructure, while companies appeared to expand active job listings earlier to account for longer recruitment timelines.
- Labor demand continued to strengthen into Q3 2026, with notable growth in **architecture and engineering; transportation and material moving; and installation, maintenance, and repair occupations**. However, **personal care and service roles declined**.

QUARTERLY STATISTICS | Q3 2025 - Q3 2026

STATISTICS	Q3 2026	Q2 2026	Q1 2026	Q4 2025	Q3 2025
Unique Active Jobs	8,752,186	8,202,162	7,743,836	7,070,000	7,313,512
Change in Active Jobs	6.71%	5.92%	-9.53%	-3.33%	-0.78%
New jobs	5,565,560	5,057,075	4,839,396	4,211,957	4,508,921
Change in New Jobs	10.05%	4.50%	14.9%	-6.59%	1.73%
Removed Jobs	5,600,804	4,982,212	4,566,036	4,222,893	4,422,708
Change in Removed Jobs	12.42%	9.11%	8.13%	-4.52%	-2.95%
Average Job Duration	46.26 days	41.05 days	43.36 days	45.15 days	45.2 days
Change in Job Duration	12.69%	-5.34%	0.49%	-4.62%	3.56.5%

U.S. JOB LISTINGS BY MONTH | JULY 2024 - SEPTEMBER 2026



Labor Demand by Occupation

Labor demand increased across a majority of occupations in Q3 2026. **The top three occupations with the most significant growth were Architecture and Engineering (+12.32%) supported by increased demand for artificial intelligence-related roles; Transportation and Material Moving (+9.00%),** reflecting broader supply chain stabilization and logistics restructuring trends; and **Installation, Maintenance, and Repair (+7.75%),** supported by improved manufacturing activity and continued infrastructure-related demand.

Personal Care and Service occupations **declined by (-2.97%) in Q3 2026,** as consumer spending and corporate hiring showed a shift away from discretionary services.

OCCUPATION • O*NET	Q3 2026	Q2 2026
Architecture and Engineering	8.06%	12.32%
Arts, Design, Entertainment, Sports, and Media	9.35%	3.04%
Building and Grounds Cleaning and Maintenance	7.73%	1.47%
Business and Financial Operations	3.72%	8.87%
Community and Social Service	8.43%	-1.87%
Computer and Mathematical	3.95%	27.95%
Construction and Extraction	5.91%	6.22%
Educational Instruction & Library	33.02%	-10.71%
Food Preparation & Serving Related	2.47%	5.13%
Healthcare Practitioners and Technical	2.56%	0.84%
Healthcare Support	2.82%	2.11%
Installation, Maintenance & Repair	7.86%	7.75%
Legal	10.57%	-0.66%
Life, Physical & Social Science	9.32%	1.12%
Management	6.90%	4.80%
Office and Administrative Support	2.40%	3.90%
Personal Care and Service	5.58%	2.97%
Production	6.67%	6.77%
Protective Service	2.53%	7.45%
Sales and Related	2.31%	15.73%
Transportation & Material Moving	9.58%	9.00%

Labor Demand by Industry

In Q3 2026, labor demand increased across most of the U.S. industries. **Notable growth was seen in Information (+11.29%); Wholesale Trade (+9.27%); Construction (+7.42%); and Mining, Quarrying, and Oil and Gas Extraction (+4.66%) industries.** The Information sector recovered through selective recruitment for specialized AI and technology talent. Meanwhile, growth in the Wholesale Trade sector was primarily driven by early seasonal hiring, reflecting broader supply chain stabilization and logistics restructuring trends. Construction also recorded growth, supported by continued investment in data center infrastructure.

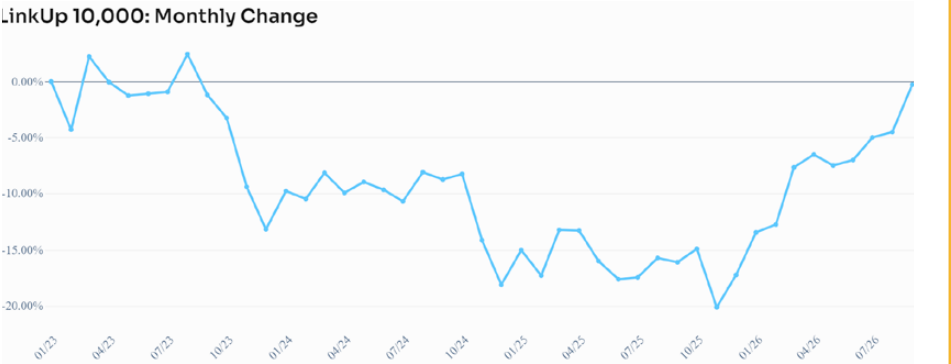
On the other hand, the **Educational Services sector declined by (-2.63%)** reflecting lower college enrollment levels and tighter institutional budgets, which may have contributed to hiring freezes at some schools.

INDUSTRY - NAICS	Q3 2026	Q2 2026
Accommodation and Food Services	1.39%	0.77%
Administrative and Support and Waste Management and Remediation Services	17.88%	-1.12%
Agriculture, Forestry, Fishing, and Hunting	7.59%	-2.68%
Arts, Entertainment, and Recreation	-1.39%	3.62%
Construction	9.30%	7.42%
Educational Services	12.42%	-2.63%
Finance and Insurance	8.65%	1.14%
Health Care and Social Assistance	-0.64%	2.60%
Information	2.30%	11.29%
Management of Companies and Enterprises	0.53%	3.31%
Mining, Quarrying, and Oil and Gas Extraction	11.49%	4.66%
Other Services (except Public Administration)	8.06%	-0.23%
Professional, Scientific, and Technical Services	-1.82%	30.06%
Real Estate and Rental and Leasing	8.32%	2.86%
Utilities	7.09%	4.43%
Wholesale Trade	17.35%	9.27%

LinkUp 10,000

The LinkUp 10,000 tracks U.S. job openings from the 10,000 largest employers in LinkUp's dataset. **The quarter began with 4.67 million active jobs in July, increased to 4.70 million in August, and rose further to 4.90 million in September.** This suggests that labor demand was supported by improving hiring momentum, and longer recruitment cycles.

LINKUP 10,000 | Q1 2023 - Q3 2026



Labor Demand Volatility

Job market volatility measures how much hiring activity fluctuates over time, meaning the more hiring swings there are, the higher the volatility.

Job market volatility rose to 0.5 in Q3 2026, continuing an upward trend from Q4 2025. However, it remained well below the highs seen in 2021, indicating a still stable but slightly more variable hiring pattern as corporate caution persisted amid broader economic shifts. Companies pivoted toward role-specific hiring and lengthened their recruitment processes.

VOLATILITY | Q1 2021 - Q3 2026



ABOUT THIS DATA

New Jobs

Number of jobs added to a company career site over a given period of time.

Removed Jobs

Number of jobs removed from a company career site over a given period of time.

Unique Active Jobs

The count of individual job listings active on a company career site within the specified time frame. For this report we take the view that a job can not be both Active and Removed in the same time period. This means that Active is calculated as Cumulative sum New t-minus Cumulative sum Removed t-1 where t is the current time period. This will result in the most recent Removed metric not being involved in the most recent New job metric.

Industry

Monthly job count aggregated by North American Industry Classification System (NAICS) industry codes.

Job Duration

The amount of time a job stays on a company career site.

Occupation

The O*NET-SOC occupations with the most unique active jobs, compared to the previous quarter.

Labor Demand Volatility

The standard deviation of new jobs over the past 5 periods.

ABOUT LINKUP A GLOBALDATA COMPANY

LinkUp is the global leader in delivering accurate, real-time, and predictive job market data to the capital markets, corporations, human capital management, public sector as well as academia & education markets. We combine more than 20 years of experience in human capital management and employment data with proprietary technology that indexes millions of job listings daily directly from employer websites around the world. From this unique jobs dataset, LinkUp provides our clients with valuable, actionable insights into the global labor market at a macro, industry, geographic, and individual company level. Our clients include some of the most successful and most sophisticated hedge funds, banks, and asset managers in the world.

ABOUT THIS REPORT

LinkUp's Economic Indicator Report leverages LinkUp's unique database of job listings direct from over 80,000 company websites to provide a macro view of the labor market and insights to the health of the United States economy. The report highlights monthly, quarterly, and annual changes in labor demand, labor volatility, occupation demand, and industry job counts.