



2024 U.S. JOBS REPORT

Aspen Tech Labs | JobMarketPulse



A Look Back at the Jobs Market in 2024

Welcome to the 2024 U.S. Jobs Report, our second full-year report.

Total job listings were lower in 2024 than in 2023, marking a second consecutive year of decline. It's worth noting, though, that 2022 was a remarkable year for job listings, as the Great Resignation was in full swing and employees were leaving jobs confident that they could find something better.

The tide has since turned. And while the labor economy is healthy overall ([inflation](#) and [interest rates](#) are down from the start of the year, with [unemployment](#) hovering right around 4 percent), employers and those in recruitment tech have many questions about the future.

Here's a look at what happened in 2024 and what it tells us about what's to come.

Topline Trends: 2.5% Dip in Postings in 2024

From December 2023 to December 2024*, total job listings in the U.S. declined 2.5 percent, from 5.7 million listings on December 18, 2023 to 5.5 million on Dec. 16, 2024 (Figure 1).



Figure 1: Job postings in the U.S. declined 2.5%, Dec. 2023 – Dec. 2024

During this period, 53.3 million unique active job postings were published by 213,000 distinct employers. This marks a growth of over 62% in the total number of employers represented on our platform*.

One bright spot again this year was salary transparency: of all jobs posted, 42.7 percent included salary information – a 31 percent increase from [last year](#).

*See our notes in [Methods](#) about why we measure YoY data between December and December as well as accounting for new employers.

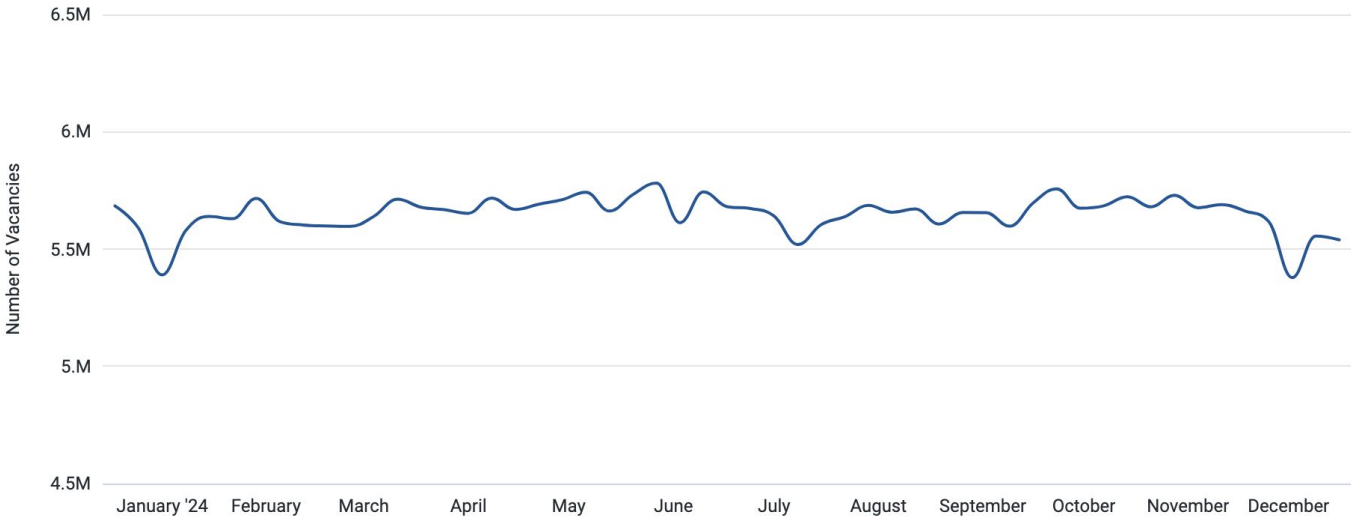


Figure 2: Total unique active jobs, unique employers, % jobs with salary (2024)

A week-by-week look at vacancies in the U.S. in 2024 shows that job listings were fairly steady throughout the year (Figure 3). Some labor market watchers hoped that we might see a significant uptick following the Fed’s first rate cut in September, but [no such increase materialized](#).

Figure 3: Weekly U.S. vacancy trend, 2024

Weekly vacancy totals



Another number that points to the state of the labor market: Average weekly vacancy inflow, or how many new jobs were added every week. In 2024, the average weekly vacancy inflow was 594,000 jobs, or 9.5 percent of the total active jobs at the time. This is down 15.9 percent from last year’s 694,000 (as a percentage of total jobs), which accounted for 11.3 percent of the total.



Average Weekly Vacancy Inflow

An average of 594K new vacancies were added each week



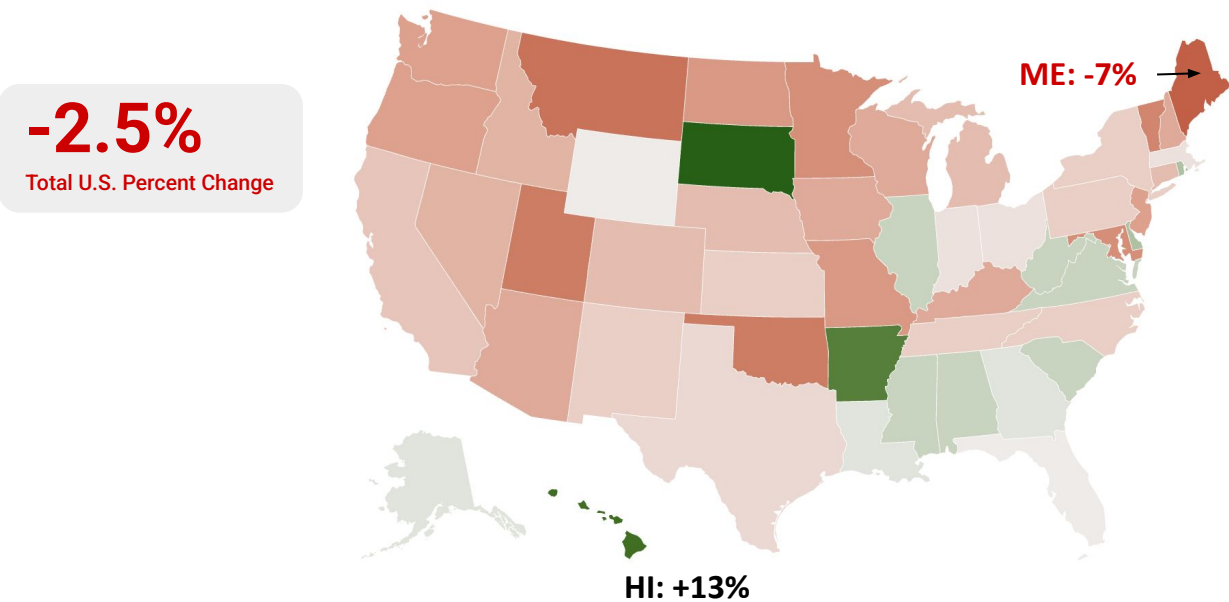
Figure 4: New jobs accounted for 9.5% of total jobs per week (on average) in 2024

The decline shows that jobs were added at a slower pace in 2024 vs. 2023. This won't surprise many jobseekers, who are facing a market that is [“more soul-crushing than ever,”](#) according to one industry CEO quoted in the Wall Street Journal.

Biggest Changes in Vacancies by Geography

While job postings overall were down slightly YoY, there were significant variations among geographies and industries. First, the geographic breakdown.

Figure 5: Increase / decrease in job vacancies during 2024, by state

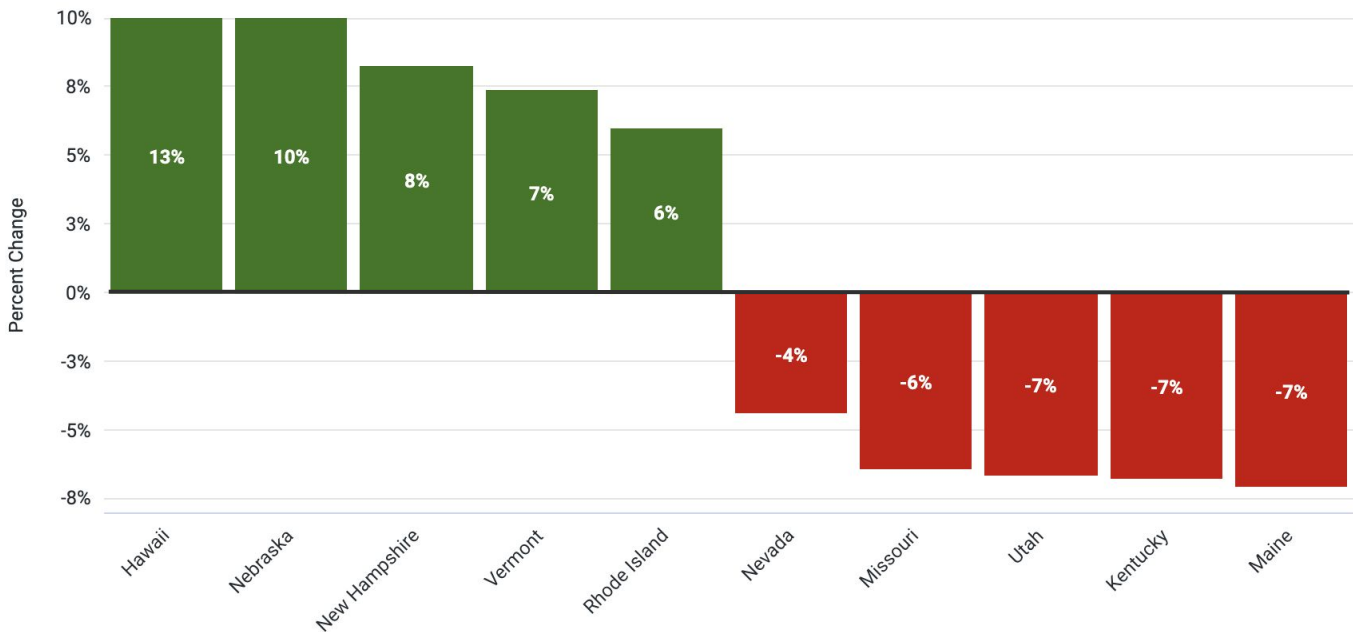




Of the 13 states that saw increases in job listings in 2024, Hawaii had the largest percent gain, at 13 percent. Nebraska (10 percent), New Hampshire (8 percent), Vermont (7 percent) and Rhode Island (6 percent) rounded out the top five (Figure 6).

Among the states that saw the greatest declines in total vacancies were Maine (-7 percent), Kentucky (-7 percent), Utah (-7 percent), Missouri (-6 percent), and Nevada (-4 percent).

Figure 6: Top and bottom 5 states by total vacancy growth, 2024



In Hawaii, the job market experienced notable growth in key sectors, with nursing, healthcare, and transportation leading in the number of jobs added. This increase reflects ongoing demand for medical professionals and support staff, as well as the state's reliance on efficient transportation networks. In contrast, Maine saw a decline in several industries, with pharmacy, warehouse, and maintenance among the categories experiencing the most significant job losses. These reductions may be attributed to shifts in economic activity, supply chain adjustments, or changing consumer demand, highlighting the variation of job market trends across different states.

The MSA-level data shows even greater variation in vacancies, from increases as high as 31.5 percent in Vineland, New Jersey, for example, and decreases as great as 33.2 percent in Sheboygan, Wisconsin (Figure 7).

All told, 134 MSAs saw an increase in vacancies relative to 2023 and 253 saw a decrease.



Figure 7: Largest job posting increases and decreases by metropolitan statistical area (MSA)



134

MSA's saw an increase in vacancies



253

MSA's saw a decrease in vacancies

MSA - Largest Percent Growth	Percent Change
Vineland, NJ	31.5%
Santa Cruz-Watsonville, CA	30.4%
Weirton-Steubenville, WV-OH	28.6%
Pittsfield, MA	28.1%
Midland, MI	28.0%
Lawton, OK	27.6%
Rochester, NY	21.7%
Gadsden, AL	20.9%
Saginaw, MI	20.6%
Wheeling, WV-OH	19.5%

MSA - Largest Percent Decline	Percent Change
Sheboygan, WI	-33.2%
Corvallis, OR	-30.1%
Dubuque, IA	-25.6%
Springfield, MO	-21.0%
Albany, OR	-19.5%
Bloomington, IL	-19.1%
Ithaca, NY	-18.7%
Rochester, MN	-18.1%
Atlantic City-Hammonton, NJ	-17.7%
Grants Pass, OR	-17.0%

Biggest Changes in Vacancies by Industry

Despite falling vacancies overall, certain job categories saw growth. Legal professions led the charge, with a 33 percent increase in vacancies YoY, followed by real estate roles (up 28 percent), construction roles (up 17 percent), insurance (up 16 percent), and banking (up 13 percent).

For some of these roles, an aging workforce might be driving the rise in listings: while the U.S. workforce overall has a [median age of 42.1](#), several of these professions have higher median ages:

- Legal: 46.6
- Real estate: 48.9
- Insurance: 44

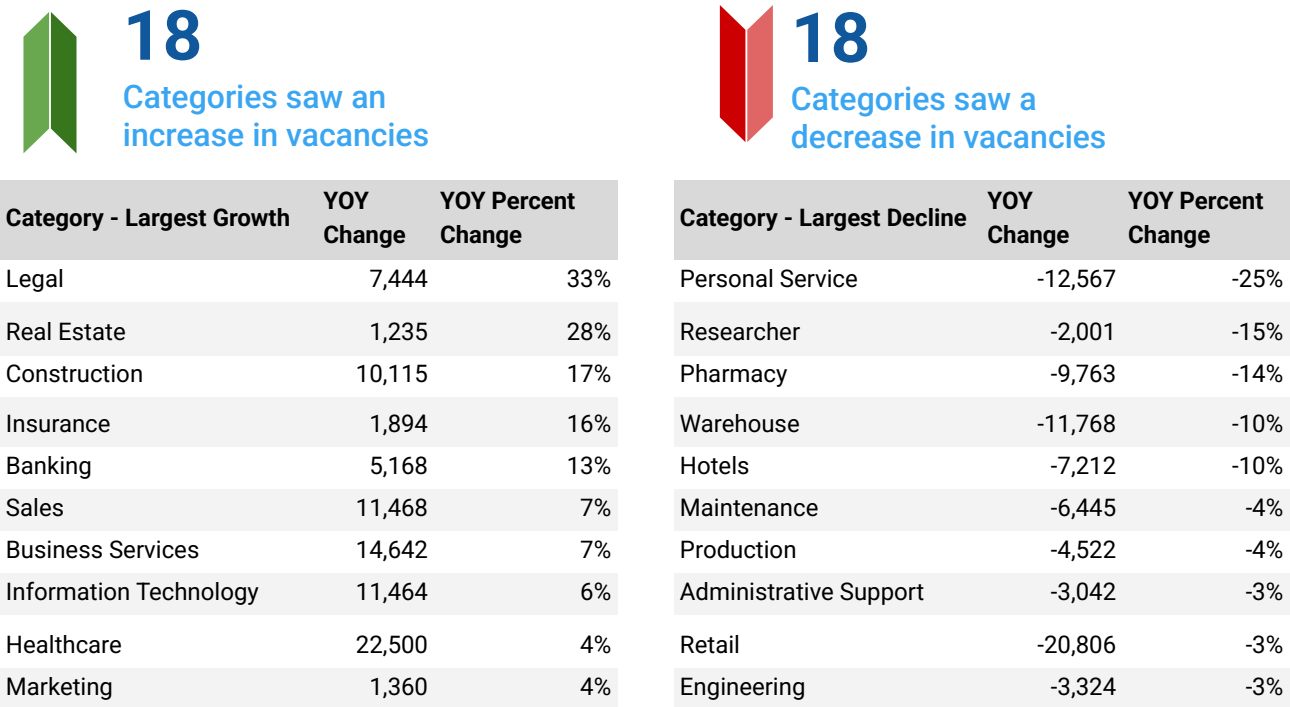
Real estate in particular might be feeling the squeeze: that industry tends to be cyclical, with layoffs when interest rates are high and hiring sprees when they're lower.



Interest rates decreased this year, and while the change hasn’t yet lowered mortgage rates significantly, analysts expect [increased housing market demand in 2025](#).

Meanwhile, construction workers have been in high demand for years. Something to watch: as of 2024, immigrant workers accounted for [nearly a quarter of the construction labor pool](#) – a high-water mark for the industry. And in the construction trades, immigrant workers make up 31 percent of the labor pool. Changing policies at the federal level could potentially exacerbate the ongoing worker shortage here.

Figure 8: Top and bottom job categories by vacancy growth, 2024



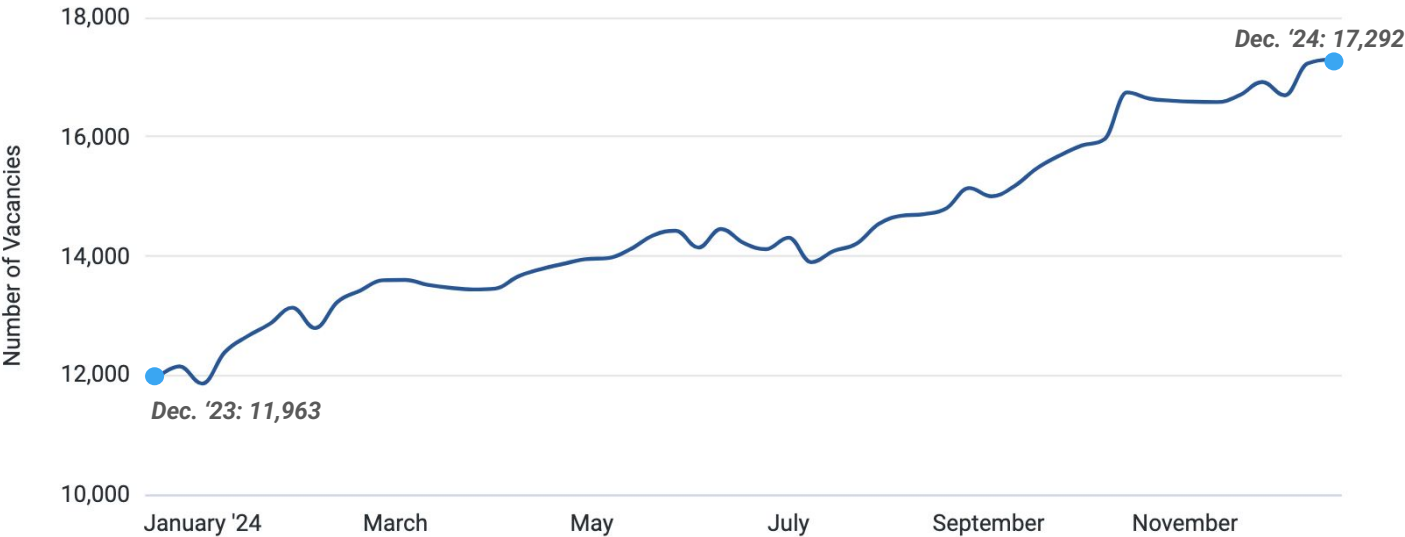
One bright spot: IT industry jobs, which were among those that saw the biggest losses last year, saw a slight increase in vacancies in 2024. Also worth highlighting: healthcare saw the largest growth by total vacancies, adding 22,500, a testament to the [ongoing labor shortage](#) in that industry.

One other highlight: we’ve been tracking AI jobs for two years now. Again in 2024, the field saw steady growth, with a 45 percent increase in vacancies YoY (compared with just 6 percent for IT overall). Still, the total number of vacancies for AI roles remains modest: just 17,292 roles as of December 2024.



Figure 9: AI vacancy trend, 2024

Searching A.I. related job titles



The top job by percent growth in 2024 was loan officer (with vacancies up 18.3 percent), no doubt helped along by the Fed's interest rate cuts, which have historically translated to lower mortgage rates and higher demand for mortgages (Figure 10).

Figure 10: Loan officer was the top job by percent growth, with vacancies up 18.3% in 2024



Loan Officer
Growth: +18.3%
Total Jobs: 112K
Top Employer: FAR Inspections



The top role by total vacancies was retail associate, with 1.7 million open positions throughout 2024 (Figure 11).

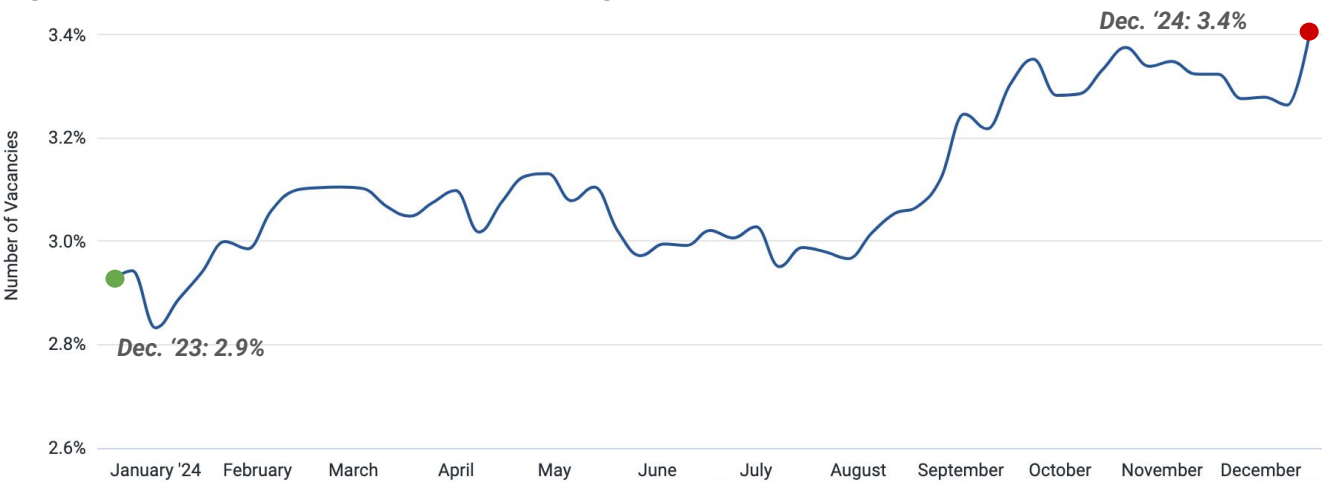
Figure 11: Retail associate was the top job by total jobs, with 1.7M vacancies in 2024



Remote Work Rebounds Slightly Amid RTO Push & Blowback

Last year, we reported that remote jobs were falling from their early-pandemic highs as return-to-office (RTO) mandates made headlines. This year, the narrative’s a little different: remote vacancies actually bottomed out in January 2024 and rose to 3.4 percent by year’s end (Figure 12).

Figure 12: Remote Vacancies as Percentage of Total Vacancies Trend





This is interesting especially because the RTO push hasn't slowed, at least at some of the country's most prominent employers. Amazon and [JPMorgan Chase](#) are famously calling employees back to the office five days per week, in what some analysts suspect is a way of "culling" the workforce [without resorting to layoffs](#).

A few things stand out to us in the remote employment numbers.

First, the categories that had the largest percentage of remote work vacancies in 2023 saw increases in percentages of remote vacancies in 2024 (Figure 13):

- **IT:** 10.4% in 2023 vs. 14.9% in 2024
- **Marketing:** 10.0% in 2023 vs. 11.5% in 2024

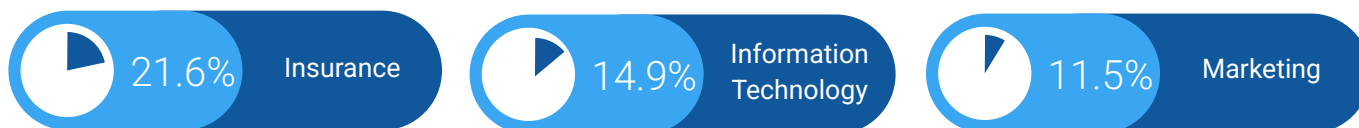
This suggests that remote work is, well, working for those industries.

Second, a new entrant in most-remote vacancies burst onto the scene: insurance, with 21.6 percent of listings available as remote positions. This one is particularly fascinating. The insurance industry is famously – even inherently – risk-averse.

A high percentage of remote job listings suggests that leaders do not perceive any financial risk from not having workers colocated.

Figure 13: Categories with Most Remote Vacancies

Shown as percentage of total vacancies that are remote



Finally, [vacancies in traditional office spaces are at an all-time high](#) while demand is rising for more flexible workspaces that better fit modern work habits. As we move further from the disruptions of 2020, remote work trends may be stabilizing, with companies settling into long-term hybrid or remote work models.

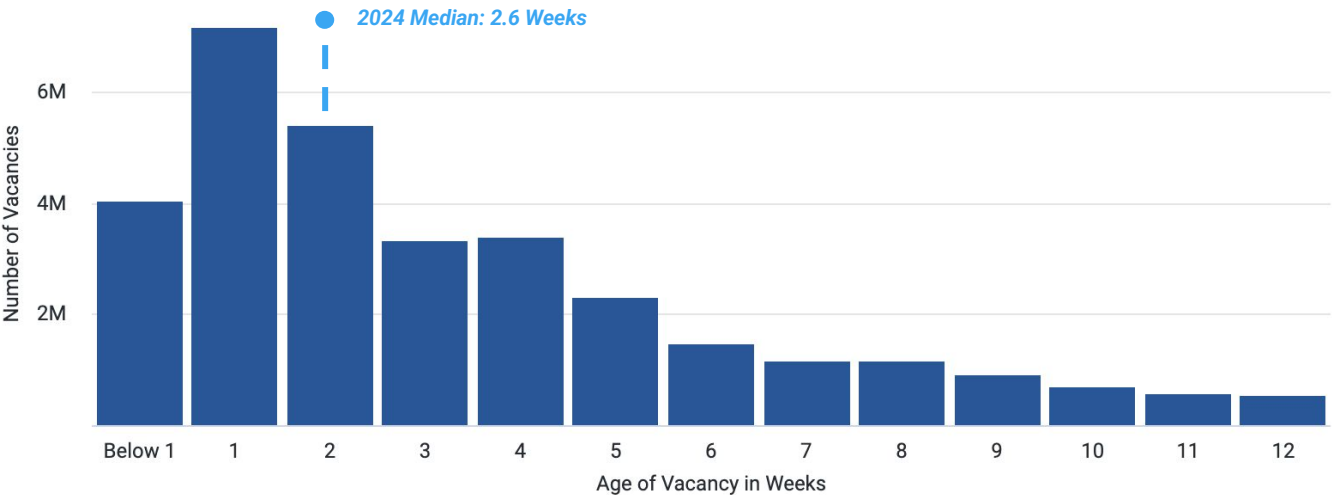
Median Vacancy Duration Ticks Up

Median vacancy duration in 2024 was 2.6 weeks, a 13 percent increase from 2023's 2.3 weeks (Figure 14). This means that, on average, jobs remained open longer in 2024. Given the decrease in total vacancies, this suggests that employers are receiving more applications per job and so require more time to consider candidates.



Figure 14: Vacancy duration distribution, weeks, 2024

Data from all of 2024

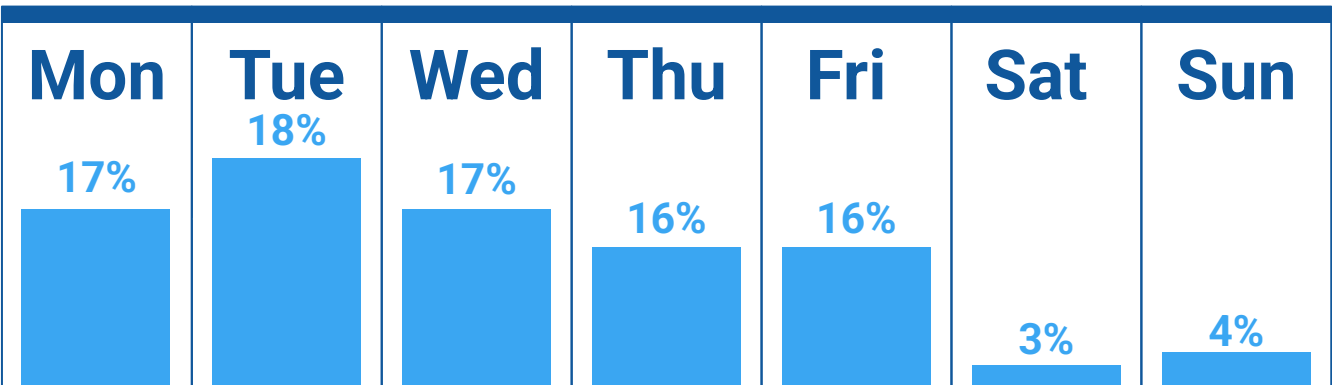


As was true in 2023, there is considerable variation among vacancy duration, with 12.6 percent of roles filling in one week or less and 6.5 percent staying open for 13 weeks or longer. This spread reflects the different labor demand and supply in different sectors of the market.

Starting with this report, we will be using posted date found on the job listing to determine what day of the week is most (or least) popular for jobs to be published. Now, Saturday and Sunday have the fewest job postings, and just 7% of postings go live on weekends (Figure 15). This presents an opportunity for recruitment professionals: posting a job on a low-traffic day (or Sunday nights) could help it stand out with less competition.

Figure 15: Job posted by day of the week, 2024

Data from all of 2024. All posted dates in Eastern Time





Salary Transparency Rose 31% in 2024

Continuing the trend we’ve been reporting for more than two years now, salary transparency rose again in 2024, up 31 percent to 42.7 percent of all vacancies (Figure 16). This follows a 38.3 percent increase in 2023, and marks considerable growth from just a few years ago: in April 2022, just [7.8% of job postings had salary info!](#)

32.6%

Percent of Vacancies w/
Salary as of Dec '23

31.0% (10.1 pts.)

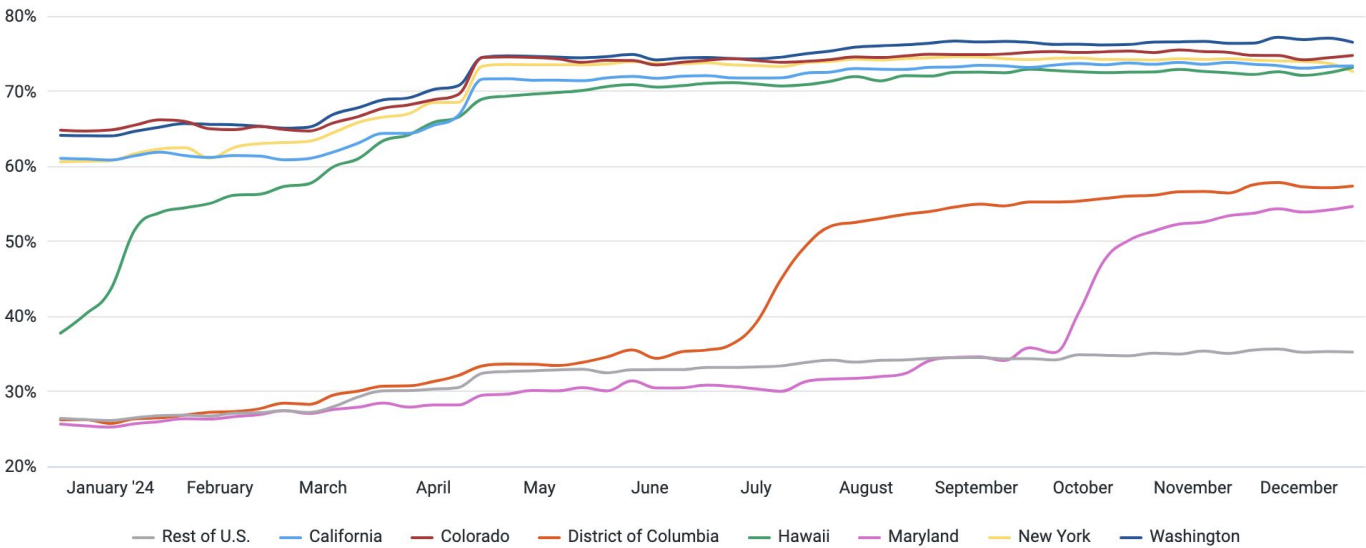


42.7%

Percent of Vacancies w/
Salary as of Dec. '24

Figure 16: Salary transparency increased 31.0% in 2024

Figure 17: Salary Transparency Trend by State



At the end of 2024, seven states required salary data in job listings; as of January 1, Minnesota and Illinois joined their ranks. All of these states have higher rates of jobs with salary information than the rest of the country (Figure 17 and Figure 18).



Figure 18: Change in salary transparency by state, 2024

Blue-highlighted states indicate where salary transparency legislation is in effect, while yellow-highlighted states represent those where legislation has passed but is not yet in effect.

State	Salary %	% Point Change	State	Salary %	% Point Change
1 Washington	76.5%	12.4%	27 Massachusetts	38.8%	10.2%
2 Colorado	74.7%	9.9%	28 Idaho	38.2%	9.1%
3 California	73.3%	12.3%	29 Wisconsin	38.0%	8.9%
4 Hawaii	73.1%	35.4%	30 Virginia	37.1%	10.5%
5 New York	72.6%	12.0%	31 Rhode Island	36.5%	7.0%
6 District of Columbia	57.3%	31.1%	32 Kansas	36.2%	7.5%
7 Maryland	54.6%	29.0%	33 Delaware	35.7%	10.1%
8 Alaska	52.5%	13.9%	34 South Carolina	34.7%	8.1%
9 Oregon	51.3%	11.4%	35 Ohio	34.1%	7.6%
10 Vermont	51.0%	16.6%	36 Pennsylvania	34.0%	7.5%
11 North Dakota	49.7%	15.7%	37 Oklahoma	33.3%	8.2%
12 South Dakota	49.7%	12.4%	38 New Jersey	32.7%	7.7%
13 Montana	47.7%	12.7%	39 Florida	32.2%	7.4%
14 Minnesota	44.1%	14.2%	40 Indiana	32.0%	7.9%
15 Nebraska	43.9%	15.4%	41 North Carolina	32.0%	8.3%
16 Wyoming	43.6%	10.6%	42 Kentucky	31.5%	8.7%
17 Nevada	41.8%	11.9%	43 Georgia	31.4%	7.9%
18 New Mexico	41.5%	11.4%	44 Michigan	31.3%	7.1%
19 Utah	40.8%	8.2%	45 Texas	29.8%	6.3%
20 Illinois	40.6%	14.5%	46 Tennessee	29.6%	7.1%
21 Connecticut	40.1%	8.8%	47 Arkansas	29.2%	8.0%
22 Maine	39.9%	13.1%	48 Alabama	28.7%	5.0%
23 New Hampshire	39.7%	12.5%	49 Louisiana	27.7%	5.4%
24 Iowa	39.1%	11.5%	50 Mississippi	27.1%	7.5%
25 Missouri	38.9%	10.9%	51 West Virginia	26.0%	4.7%
26 Arizona	38.8%	8.5%			

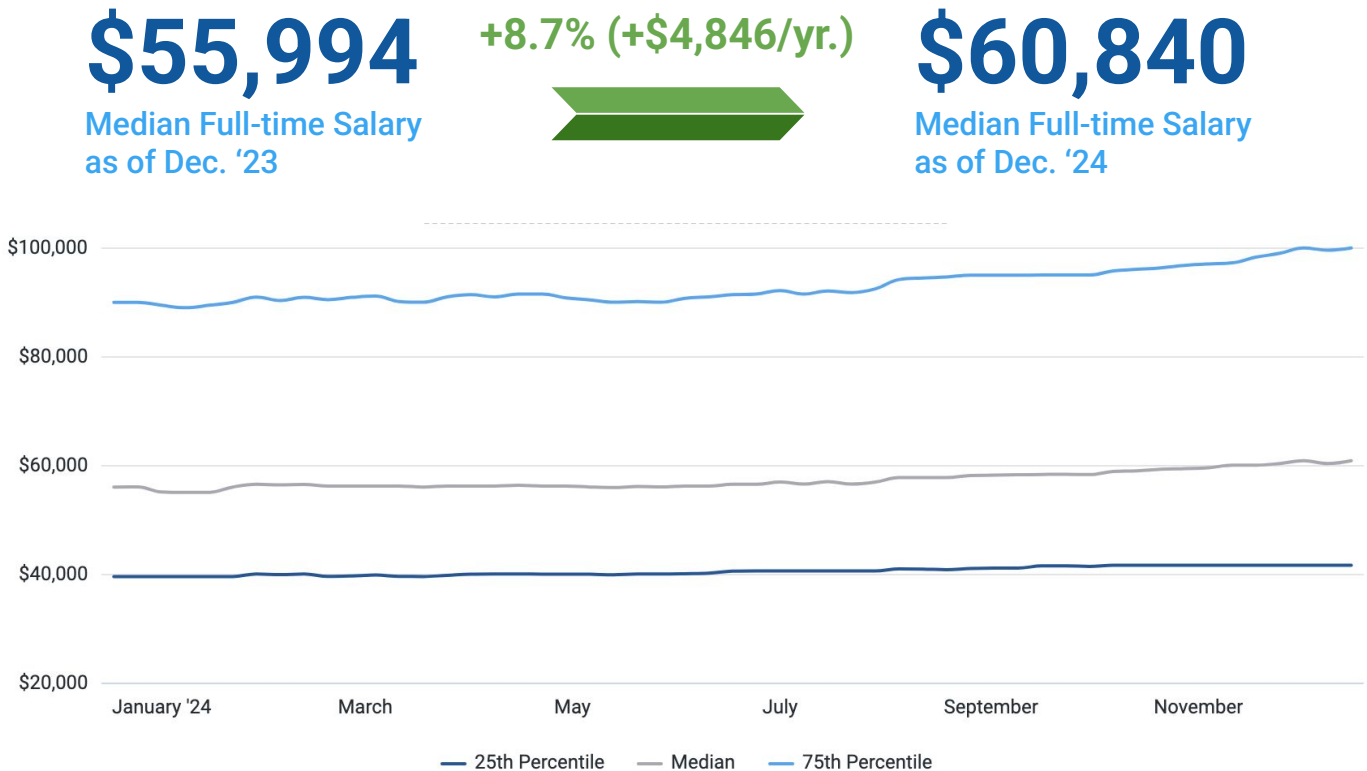
As we often note, this is an important evolution for workplace equity; however, as many as [75 percent of employers](#) are not ready to comply with salary transparency requirements, per recent Aon research.

Median Salary on Job Postings Grows 8.7%

According to job postings, full-time workers saw strong wage growth in 2024, with median full-time wages rising 8.7 percent, from \$55,994 to \$60,840 (Figure 19). As in past quarters, those in the 75th percentile saw greater growth than those at the midpoint (median) and those in the 25th percentile.

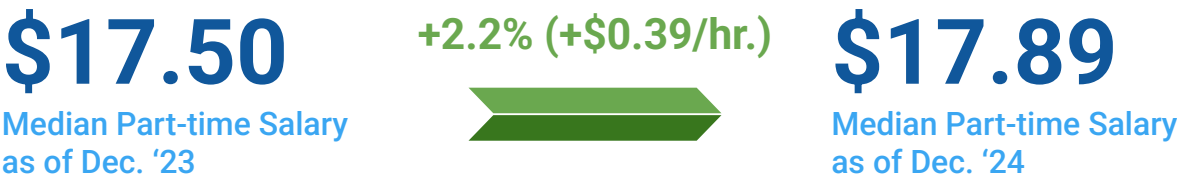


Figure 19: Median full-time salary rose 8.7% in 2024



Part-time salary increased as well, though not as much. Hourly pay for part-time workers rose just 2.2 percent, or \$0.39 per hour last year. That means part-time workers' pay didn't quite keep up with inflation, which came to [2.7 percent for 2024](#).

Figure 20: Median part-time salary rose 2.2% in 2024



Looking at the numbers by geography, Washington, D.C., had the highest median full-time pay of any state, at \$105,000, and Mississippi had the lowest, at \$44,000 (Figure 21).



Figure 21: 2024 median full-time salary by state

Calculations made from all 2024 salary data

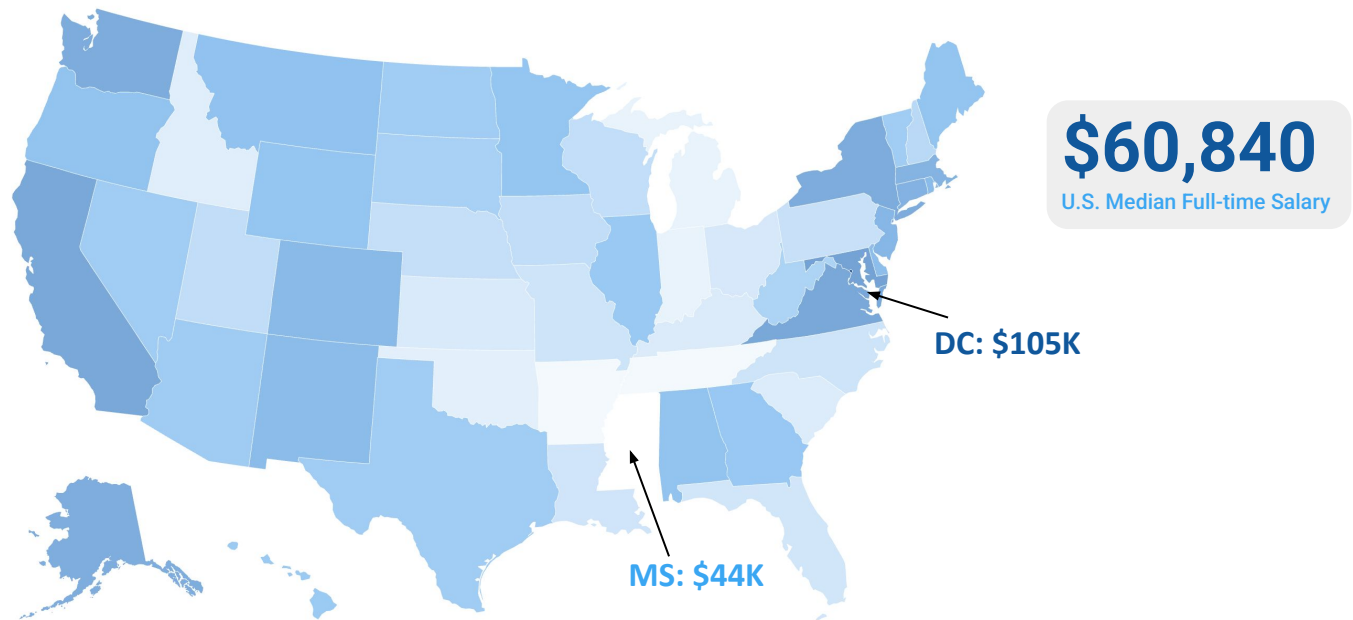


Figure 22: 2024 median full-time salary by state

	State	Median Full-time Salary	Median Part-time Salary
1.	DC	\$105,050	\$20.00
2.	CA	\$71,105	\$19.50
3.	MD	\$70,938	\$18.18
4.	AK	\$70,907	\$20.22
5.	WA	\$70,002	\$20.25
6.	VA	\$69,909	\$17.00
7.	NY	\$64,990	\$18.00
8.	MA	\$64,002	\$19.50
9.	NJ	\$63,794	\$18.00
10.	DE	\$62,494	\$16.54
11.	CT	\$62,400	\$18.50
12.	OR	\$59,582	\$20.00
13.	CO	\$57,720	\$18.54
14.	MN	\$57,200	\$18.00
15.	VT	\$57,023	\$20.00
16.	RI	\$56,992	\$18.00
17.	IL	\$56,503	\$17.00
18.	NM	\$55,994	\$16.50
19.	GA	\$55,141	\$16.00
20.	UT	\$55,006	\$16.82
21.	AL	\$54,506	\$15.50
22.	NH	\$54,007	\$18.50
23.	TX	\$53,997	\$16.00
24.	WY	\$53,893	\$16.00
25.	SD	\$53,300	\$19.29
26.	AZ	\$53,061	\$16.90
27.	ME	\$53,040	\$19.50
28.	HI	\$52,790	\$18.10
29.	WI	\$52,000	\$17.00
30.	MT	\$51,875	\$19.15
31.	IA	\$51,272	\$16.00
32.	ND	\$50,960	\$18.75
33.	FL	\$50,003	\$16.00
34.	NE	\$49,982	\$16.12
35.	WV	\$49,920	\$15.00
36.	AR	\$49,920	\$14.00
37.	NV	\$49,920	\$16.03
38.	NC	\$49,670	\$15.75
39.	PA	\$49,150	\$16.35
40.	ID	\$48,880	\$16.50
41.	MO	\$48,318	\$16.49
42.	LA	\$48,173	\$16.00
43.	IN	\$47,840	\$16.00
44.	SC	\$47,840	\$15.00
45.	KS	\$47,840	\$15.03
46.	KY	\$47,497	\$16.00
47.	OH	\$47,008	\$15.30
48.	TN	\$46,363	\$16.00
49.	OK	\$45,760	\$15.00
50.	MI	\$45,760	\$16.00
51.	MS	\$43,992	\$14.00



As always, metro-level data offers an even more nuanced look at what's going on in the labor market. While California ranks second as a state for median full-time salary, it has several metropolitan areas with pay that exceeds the national median. Meanwhile, metro areas with pay well below the national median are more concentrated in the Great Lakes region and the south (Figure 23).

Figure 23: Median salary by metro, 2024

All 2024

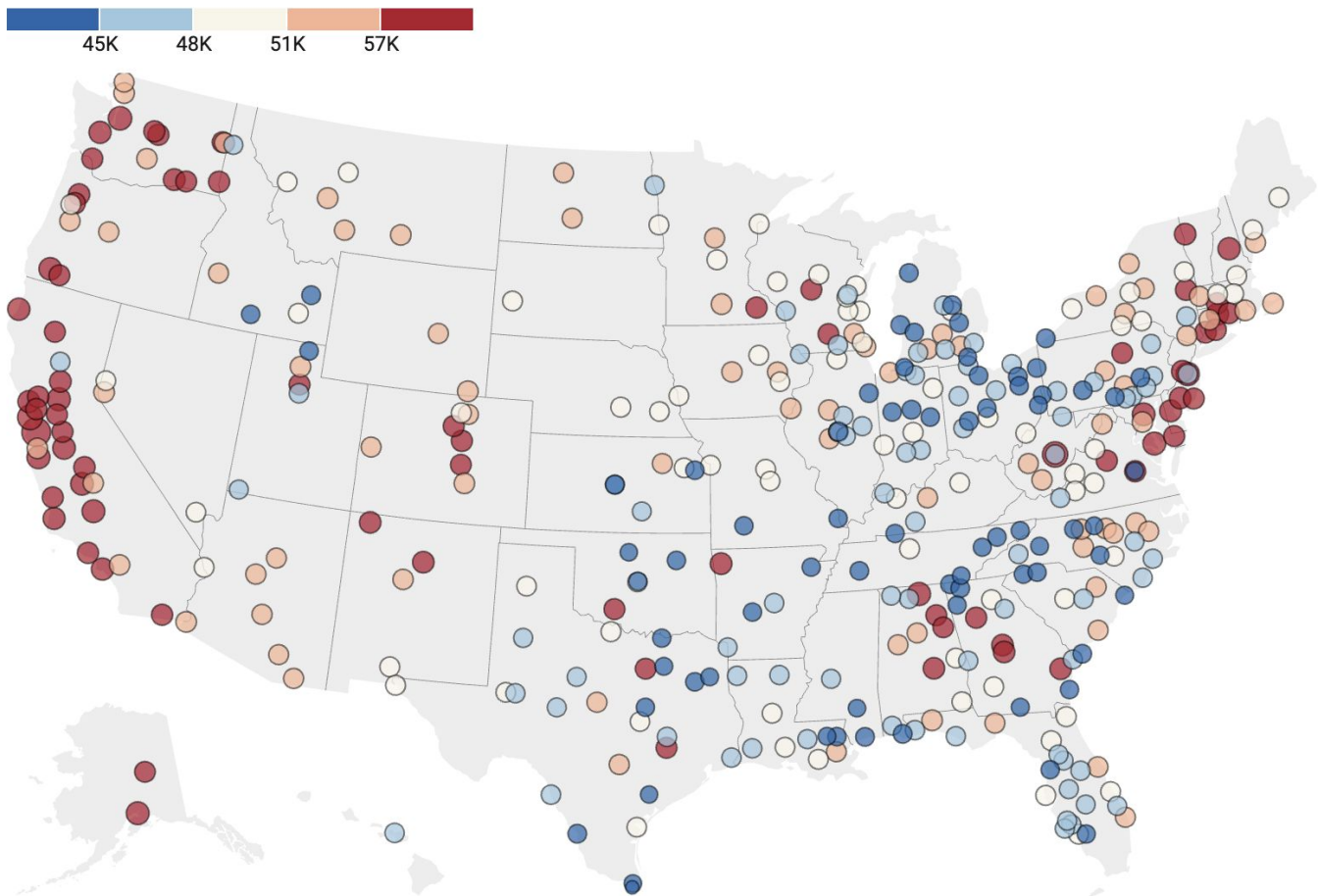




Figure 24: Median salary by metro, 2024

Top paying metros by median full-time salary; all 2024

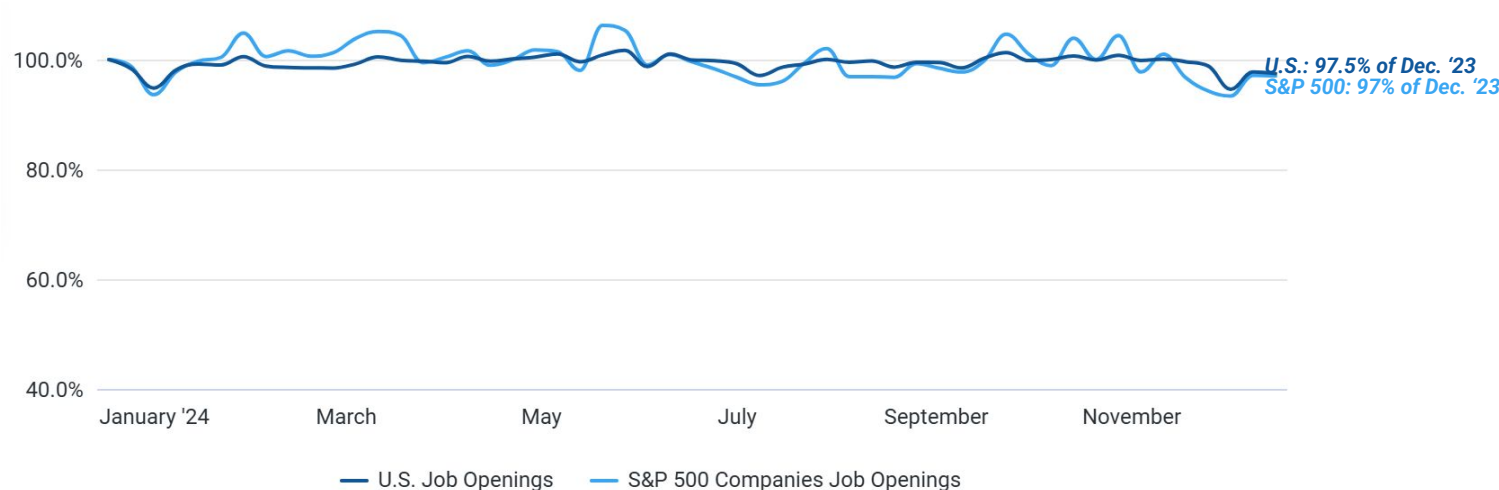
Metro	Full-time	Part-time
San Jose-Sunnyvale-Santa Clara, CA	\$122,502	\$21.00
Washington-Arlington-Alexandria, DC-VA-MD-WV	\$91,520	\$18.75
San Francisco-Oakland-Fremont, CA	\$89,003	\$21.40
Seattle-Tacoma-Bellevue, WA	\$77,210	\$20.50
New York-Newark-Jersey City, NY-NJ	\$75,587	\$19.00
Huntsville, AL	\$74,152	\$15.00
Salinas, CA	\$72,998	\$19.00
Sacramento-Roseville-Folsom, CA	\$72,883	\$19.00
Lexington Park, MD	\$72,010	\$17.84
Anchorage, AK	\$71,708	\$20.00
Bakersfield-Delano, CA	\$71,500	\$19.52
Baltimore-Columbia-Towson, MD	\$70,720	\$18.00
Hanford-Corcoran, CA	\$70,429	\$18.25
Merced, CA	\$70,002	\$18.25
Grants Pass, OR	\$69,753	\$16.80

Market Spotlight: S&P 500 Jobs

This year, total U.S. openings tracked closely with openings at S&P 500 companies (Figure 25). Vacancies at S&P 500 companies ended the year at 97 percent of their total listings as of Dec. 18, 2023 (down 3%), while U.S. vacancies overall ended at 97.5 percent (down 2.5%). Both saw very little variation throughout the year.

**Job counts for S&P 500 companies include positions available globally.*

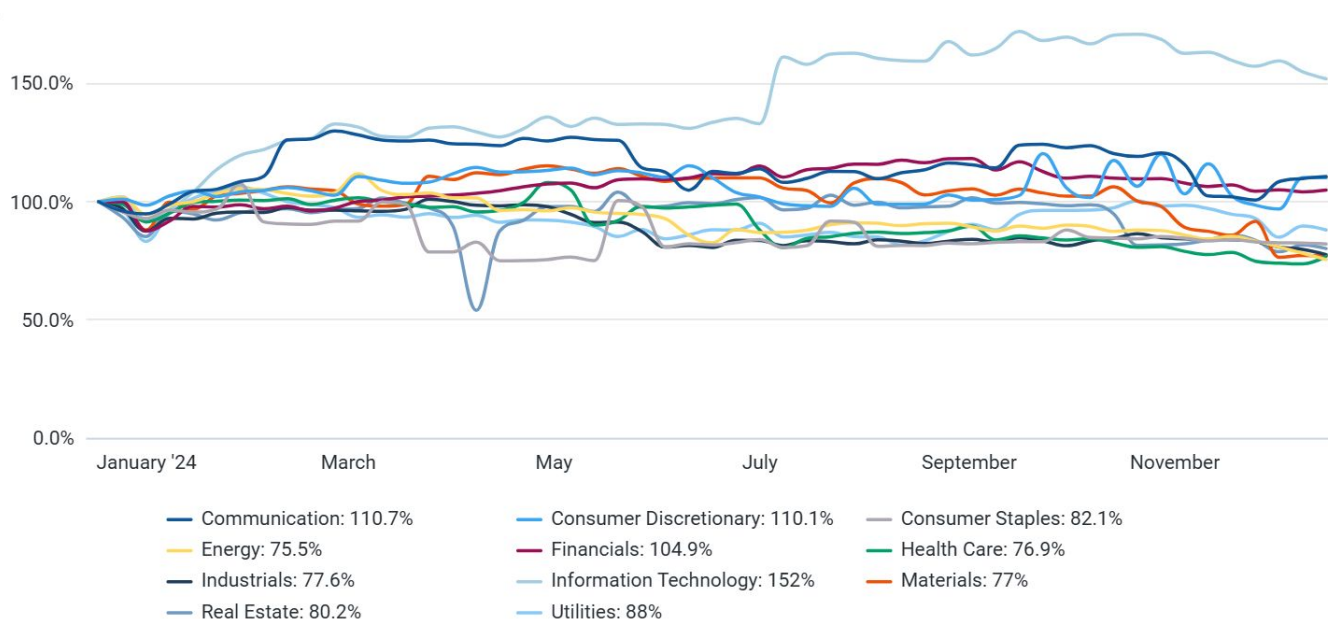
Figure 25: U.S. vs. S&P 500 job openings, 2024





Meanwhile, an industry-by-industry breakdown of job vacancies at S&P 500 companies highlights the continued recovery in IT positions, which, as noted earlier, grew by 6% year-over-year. Notably, the number of open roles at Information Technology companies within the S&P 500 index surged by 152 percent during the same period, driven primarily by an increase in job openings at Accenture's Indian offices (job counts for S&P 500 companies include positions available worldwide). The iShares UCITS ETF tracking the S&P 500 IT Sector rose 34.8 percent over the same timeframe (Figure 26).

Figure 26: Vacancy trends by S&P 500 company sectors



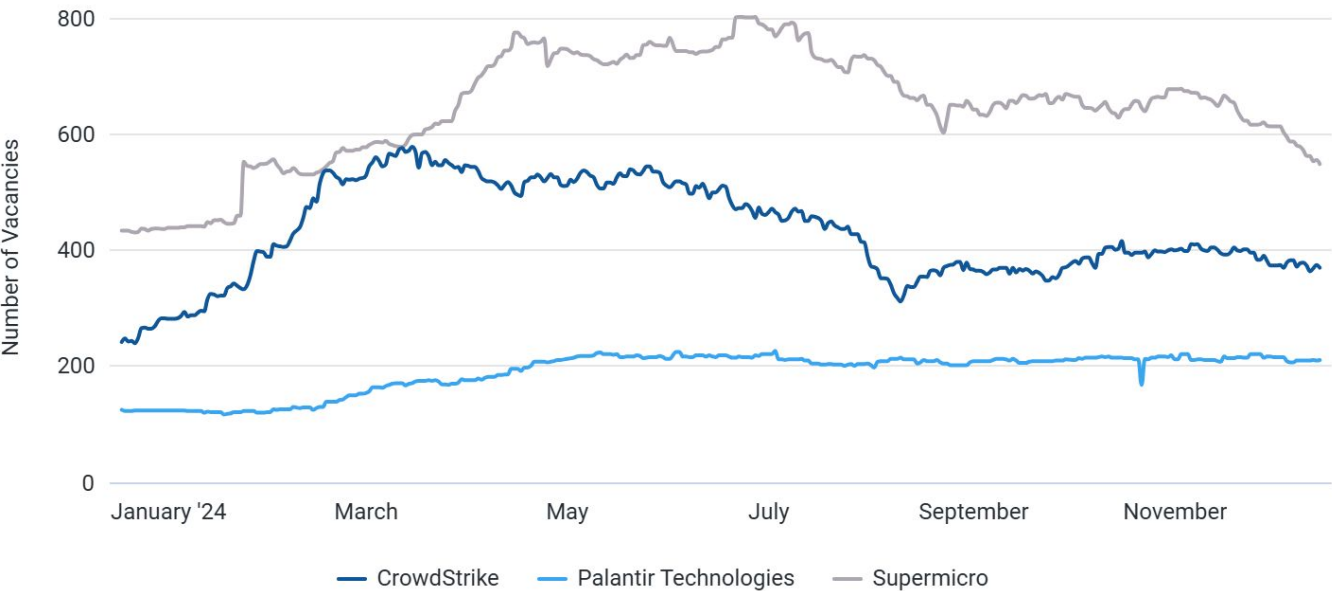
Other sectors that saw growth included communication, consumer discretionary, and financials, while energy, industrials, real estate, utilities, consumer staples, healthcare, and materials all saw declines.

Inclusion in the S&P 500 is often viewed as a marker of a company's growth and significance. This year's additions to the renowned index included information technology firms CrowdStrike, Palantir, and Supermicro.

Notably, these companies also increased hiring in 2024 (Figure 27), despite some challenges – CrowdStrike faced scrutiny after causing the [largest IT outage in history](#), while Supermicro [grappled with delisting concerns](#) following the resignation of its auditor. The number of vacancies at CrowdStrike was up 52.8 percent in 2024, Palantir was up 68.8 percent, and Supermicro rose 26.5 percent.



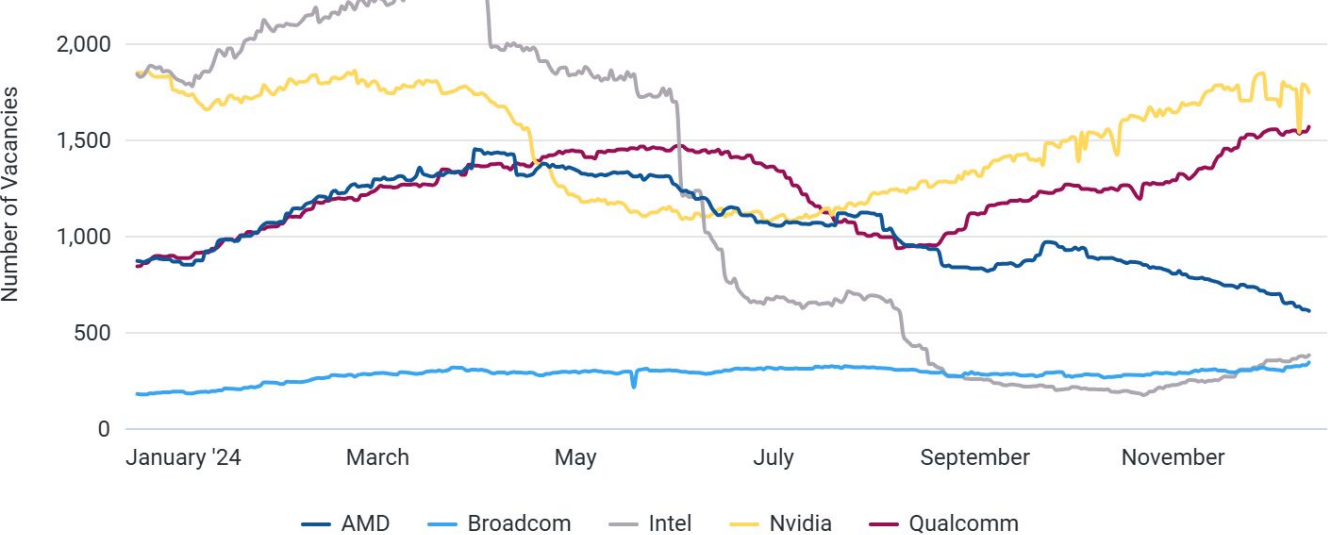
Figure 27: Vacancy trends at CrowdStrike, Palantir, and Supermicro



The semiconductor industry remained in the spotlight in 2024, although companies experienced varying levels of success. Nvidia continued its growth trajectory, with Broadcom and Qualcomm also reporting strong performance.

In contrast, Intel faced a major turnaround [accompanied by leadership changes](#), while AMD [laid off 4 percent of its workforce](#). Job openings reflected these trends: at Nvidia, openings remained flat for the year. Broadcom saw an 88.7 percent increase, and Qualcomm experienced a 90.1 percent rise. Meanwhile, AMD recorded a 28.7 percent decrease in openings, and Intel saw a steep 77.1 percent decline.

Figure 28: Vacancy trends for leaders in the semiconductor industry





CPC Advertising Rates

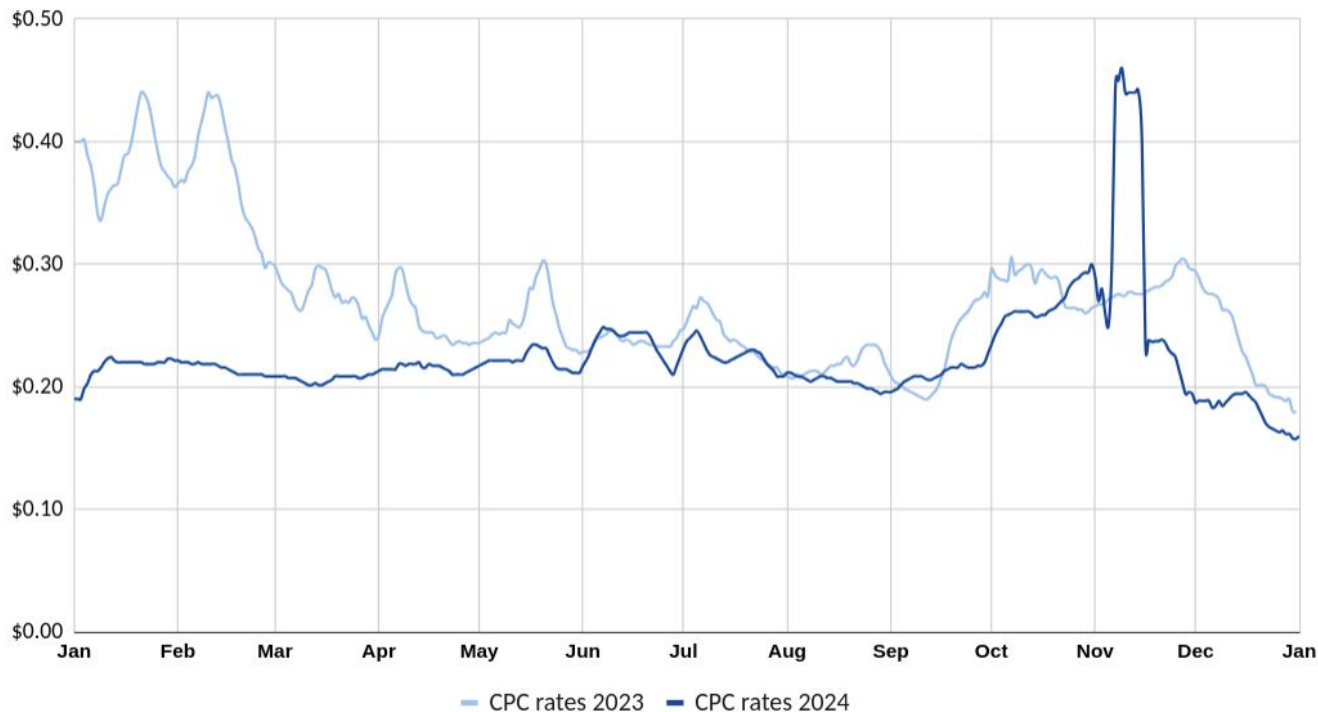
In addition to tracking the job market, Aspen Tech Labs also monitors CPC rates from wholesale job advertisers. Wholesale CPC rates are the rates job boards receive when accepting feeds from providers such as Adzuna, Appcast, and others. We've observed significant shifts in these rates, particularly in the retail and food service sectors.

Overall, the CPC online advertising rate trends for retail job postings in 2024 followed the same seasonal patterns as in 2023, but the price levels were significantly lower throughout most of the period (Figure 29).

Notably, there was a two-week-long market euphoria in November, which could be attributed to deferred hiring demand before the presidential elections and a rapid but temporary increase in hiring activity afterward.

The dynamics of CPC ad rates in 2025 will depend on whether the current trends continue (further reduction in job vacancies and rising unemployment). If so, we can expect a continued decline in CPC rates next year.

Figure 29: CPC ad rates in the retail segment: 2023 vs. 2024





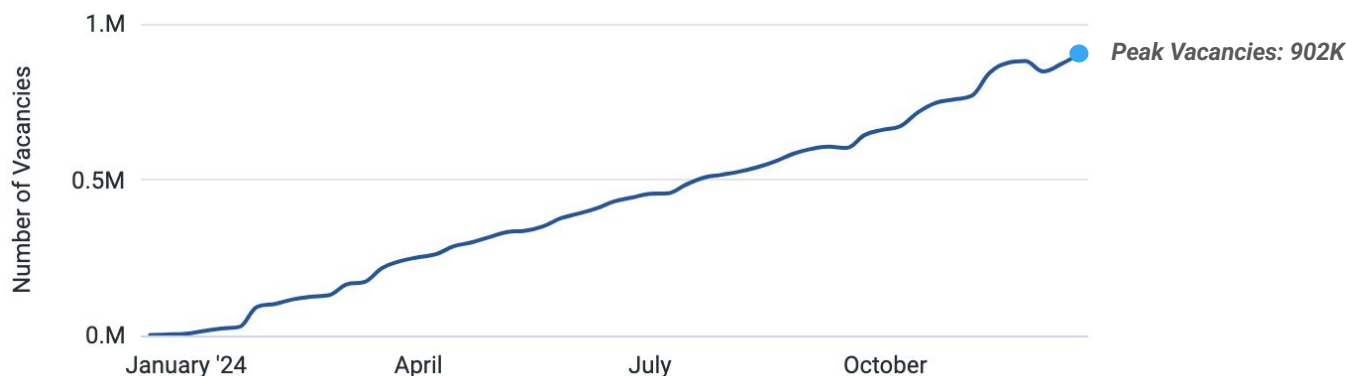
Methods

New and Removed Employers

The Aspen Tech Labs JobsIndex is always expanding. However, the data in this report accounts for additional vacancies due to new employers being added. Without this correction, any vacancy trend would fail to isolate any market trends. The additions could either be the result of a business entering the market or the expansion efforts of our data collection team.

We also account for any internal issues and exclude companies with data collection anomalies. In 2024, there were 902,000 vacancies in the last reporting week from new employers (Figure 29). These jobs and employers will be included in subsequent reports.

Figure 29: Vacancies from new employers added in 2024



Trend Dates

The start and end dates for the report are intentionally a few weeks before the start of the new year. Our data shows that the first of the year typically shows a significant drop in hiring – likely the result of job listings expiring at the end of year. To avoid reporting between those low spots, we use mid-December as our annual reporting date.

Data Collection

Our data consists of job listings from over 200,000 employers in the U.S. Each of these job listings are monitored and updated on a daily basis providing a near real-time snapshot of the U.S. labor market. While we don't claim to have every job, we have significant coverage of employers with more than 10 listings.



Get the Labor Market Data You Need

Big-picture trends are helpful for macroanalysis, but most organizations can benefit more from custom datasets that offer insight into salary, total vacancies, benefits, and more in the industries and geographies – or even at the specific organizations – most relevant to the work they do.

If you need custom labor market data, [get in touch](#). We can put together virtually any custom labor market data you need, and we offer free one-month trials of our offerings.

About Aspen Tech Labs

Aspen Technology Labs, Inc. (Aspen) is a global leader in web data management services, labor market intelligence, and recruitment technology, founded in 2008. The company is headquartered in Aspen, Colorado, with teams throughout the U.S. and Europe. Aspen provides web scraping and data/analytics services for a wide variety of industries. Aspen's teams are constantly working to increase the number of companies and jobs in the database and to improve the quality and extraction of additional data. Aspen's JobMarketPulse is a powerful, real-time labor market intelligence tool to assist Aspen customers in staying in front of the challenging labor market. To learn more, visit [AspenTechLabs.com](https://www.AspenTechLabs.com).

Interested? Have Feedback? Get in Touch

Aspen Technology Labs, Inc.

600 E. Hopkins, Suite 303

Aspen, CO 81611

t: +1 970 429 5080

email: inquiry@webspidermount.com

<https://www.webspidermount.com/>

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