

U.S. OVERVIEW

U.S. job openings softened in 2025, with total active vacancies declining 3% year over year, from 7.73 million in December 2024 to 7.5 million in December 2025. Monthly vacancy totals trended lower over the course of the year, reflecting a cooling labor market rather than a temporary fluctuation in posting cycles. While the pace of decline varied month to month, the overall trajectory points to slower hiring compared to one year ago.

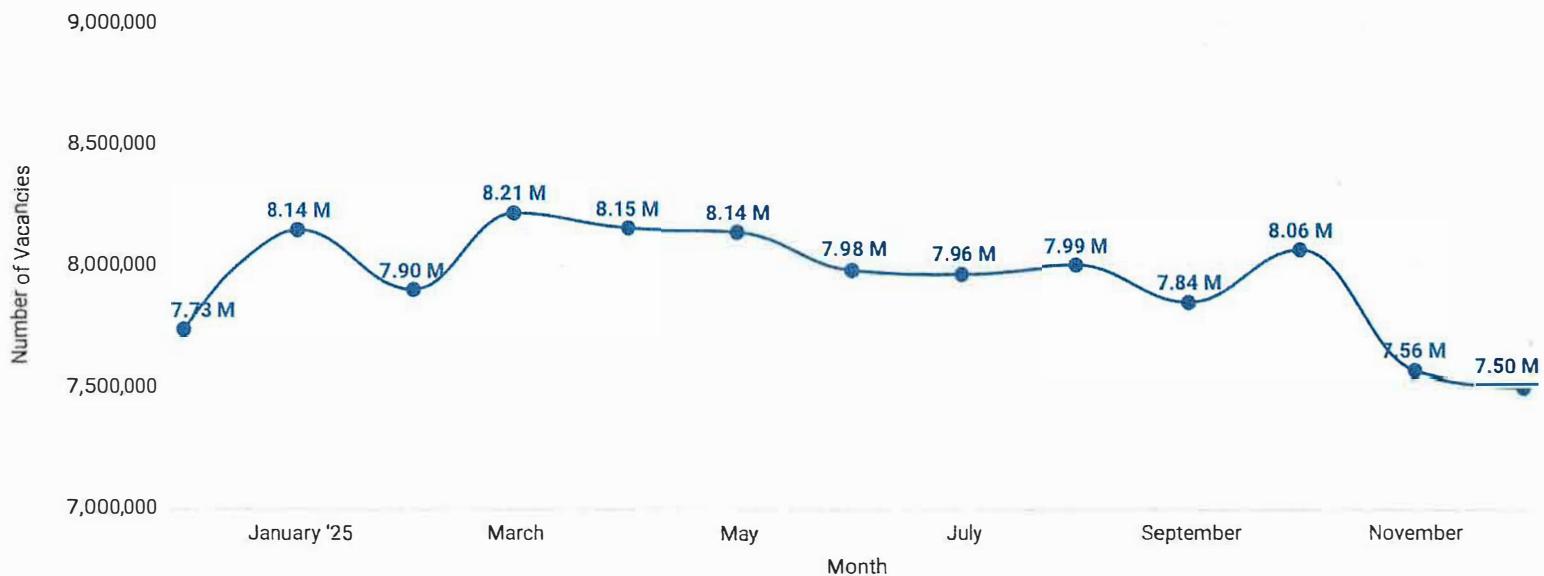
The sections that follow examine how this slowdown played out beneath the surface, breaking vacancy dynamics down by employer type, geography, and job category. This analysis highlights where hiring demand held up relatively better, where pullbacks were more pronounced, and how the composition of job postings shifted as employers became more selective over the course of the year.

7.73M
Vacancies in December 2024

-3%
▼

7.5M
Vacancies in December 2025

U.S. Vacancy Trend
Monthly vacancy totals, December 2024 - December 2025



2025 Summary:

Unique Active Jobs:

38,060,209

Unique Employers:

250k

Average New Vacancies (weekly):

617,534

In 2025, there were **38.1 million unique active job postings** from approximately **250,000 unique employers**. On average, employers added more than **617,000 new vacancies each week**, reflecting a broad and dynamic hiring landscape across industries and company sizes. Overall activity remained high throughout the year, even as hiring patterns shifted by sector and geography. Active postings were spread across more than **18,000 U.S. cities**, highlighting the geographic breadth of hiring activity. Aspen's custom job title taxonomy encompasses more than **3,000 titles**, organized by **Category, Subcategory, and Job Title**, with all roles also mapped to **ONET categories** for standardized analysis.

High-volume hiring in 2025 continued to concentrate in essential frontline, care, and service roles. Registered Nurses and Sales Associates were the most frequently advertised positions, reflecting sustained demand across healthcare and retail.

Other high-volume roles included direct care workers, warehouse workers, and therapy and rehabilitation professionals, highlighting ongoing needs across healthcare delivery, logistics, and customer-facing operations. Together, these roles underscore the importance of essential and service-oriented occupations in the U.S. labor market.

Top Job Titles by Posting Volume (2025)

Rank	Job Title	Total Job Postings
1	Registered Nurse	3,657,135
2	Sales Associate	2,963,966
3	Direct Care Workers	976,602
4	Warehouse Worker	819,409
5	Therapy & Rehabilitation Professionals	775,637
6	Diagnostic Staff	696,711
7	Restaurant Manager	674,719
8	Maintenance Technician	573,137
9	Retail Manager	477,319
10	Software Developer	453,562