



August 2025

Job Market Summary

TalentRise's monthly summary of the employment landscape, staffing updates, and industry trends

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Overview



4.3%

Unemployment changed little

Both the unemployment rate, at 4.3 percent, and the number of unemployed people, at 7.4 million, changed little in August. These measures also changed little over the year.



1.9M

Long-term unemployed changed little

The number of long-term unemployed (those jobless for 27 weeks or more) changed little at 1.9 million in August but has increased by 385,000 over the year.



62.3%

Labor force participation rate changed little

In August, the labor force participation rate changed little at 62.3 percent, and the employment-population ratio was unchanged at 59.6 percent.

[View unemployment rates by state](#)

[Learn More: Bureau of Labor Statistics](#)



Overview



\$36.53

Average hourly earnings increased by \$0.10

Average hourly earnings for all employees on private nonfarm payrolls rose by 10 cents, or 0.3 percent, to \$36.53 in August.



4.7M

of people working part time for economic reasons changed little

The number of people employed part time for economic reasons, at 4.7 million, changed little in August.



6.4M

People not in the labor force who currently want a job changed little

The number of people not in the labor force who currently want a job, at 6.4 million, changed little in August but was up by 722,000 over the year.

[Learn More: Bureau of Labor Statistics](#)

Staffing Update



1.57%

Temp penetration rate
changed little

Temporary help employment was 1.57% of total nonfarm employment in August.



-2.9%

Temp help jobs decreased

Temporary help jobs in August decreased -2.9%, seasonally adjusted, from the same month last year.



+22K

Nonfarm payroll
employment changed little

Total nonfarm payroll employment changed little in August (+22,000) and has shown little change since April

Notable job gains occurred in

- Health Care (+31K)
- Social Assistance (+16k)



[Learn More: Bureau of Labor Statistics](#) | [American Staffing Association](#)

Industry Trends – Tech Hiring Freeze Changes Experience Requirements



The "Great Tech Hiring Freeze" Continues

Tech job postings have plunged since early 2022, with senior-level positions down 19% and standard/junior roles down 34% from pre-pandemic levels as of early 2025. Over 26,000 additional tech jobs were cut through early 2025, though layoffs are increasingly focused rather than panic-driven mass cuts.

Current Tech Market Landscape

Senior Roles Down 19%

Standard/junior roles down 34% from pre-pandemic

Experience Requirements Rising

5+ years required roles: 37% → 42%

Entry-Level Squeeze

Entry positions fell 46% → 40%

Early Career Challenges: Fewer entry points and reduced opportunities for career progression

Cascading Effects: Reduced job-hopping limits entry-level position availability

Recovery Outlook & Adaptation Strategies

Market Recovery Indicators

Strategic Hiring Returns: Tech sector experiencing a rebound with highly selective and strategic hiring, prioritizing specialized talent with interdisciplinary skills

Sustained Interest: Tech job postings still accounted for 37% of applications from tech workers in June 2025, slightly above pre-decline levels

Future Positioning

Adapt to New Reality: Organizations embracing specialized, AI-integrated workflows while tech professionals focus on developing interdisciplinary skills and substantial experience to navigate the evolved landscape.