

3i Jobs - December 2019

Overview

The *IA Industry Indicators: Jobs (3i Jobs)* report presents monthly insights on the U.S. job market using data from national and internet-based resources. It tracks trends in the traditional and freelance job markets and presents unique information on Hiring, Openings, and Online Income.

Traditional Job Openings¹

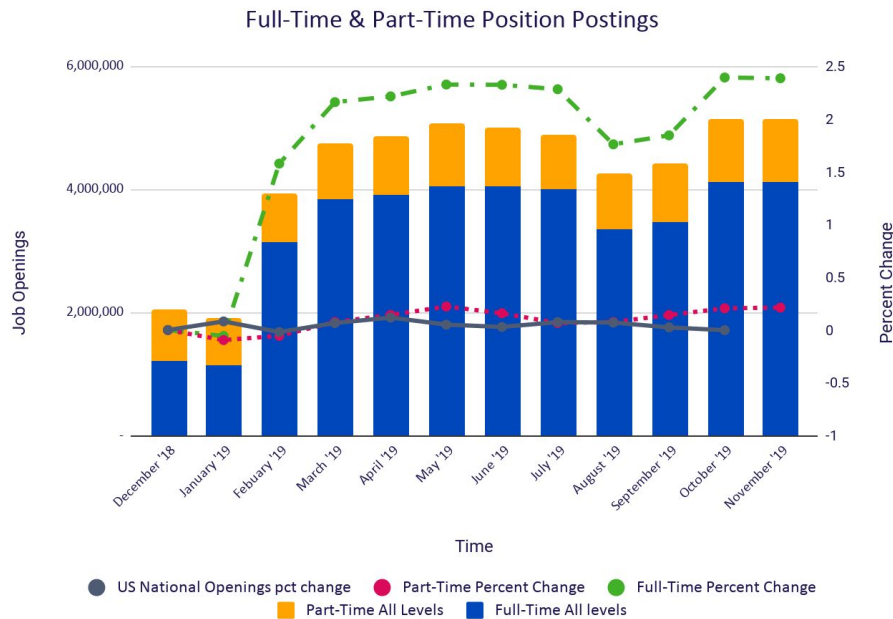
- **Online full-time (FT) postings ticked down while and part-time (PT) postings ticked up in November 2019**
- **Online FT postings were up nearly 240 percent compared to December 2018**

Table 1: Job Openings Changes

	Over-the-Month Pct Change	12-Month Pct Change
FT All levels - online (November)	-0.2%	238.6%
PT All Levels - online (November)	0.5%	21.3%
BLS Civilian Unemployment Rate (November)[^]	-0.1%	-0.2%
FT All levels - online (October)	19.3%	25.7%
PT All Levels - online (October)	5.6%	14.6%
BLS National Openings (October) ^{^^}	-2.81%	-0.11%

Notes: [^]Shows change in rate, not percent change; ^{^^}Most recent data available

Figure 1: Job Openings - December 2018 to November 2019



¹ Sources: Position postings from Indeed. Data not seasonally adjusted. Full time: <https://www.indeed.com/q-Full-Time-jobs.html>; Part time: <https://www.indeed.com/q-Part-Time-jobs.html>; Disclaimer: Although Indeed is a member of Internet Association, the conclusions drawn in this report using Indeed data are IA's alone and do not express those of Indeed; Unemployment Rate from BLS, Employment Situation Seasonally adjusted National Openings from BLS Job Openings and Labor Turnover Survey, Series ID: JTU00000000JOL, Total Non-Farm Openings, not seasonally adjusted

Table 2: Online Job Postings - Top Position Titles²

Job Type	November 2019	October 2019	December 2018
Full-Time	Customer Service Representative	Customer Service Representative	Sales Representative
	Retail Sales Associate	Retail Sales Associate	Financial Analyst
	Administrative Assistant	Administrative Assistant	Recruiter
	Receptionist	Receptionist	Accountant
	Front Desk Agent	Front Desk Agent	Software Engineer
	Warehouse Worker	Warehouse Worker	Production
	Sales Representative	Sales Representative	Analyst
	Delivery Driver	Delivery Driver	Social Worker
	Teller	Teller	Nurse Practitioner
Call Center Representative	Call Center Representative	Physical Therapist	
Part-Time	Retail Sales Associate	Retail Sales Associate	Driver
	Customer Service Representative	Customer Service Representative	Customer Service Representative
	Administrative Assistant	Merchandiser	Data Entry Clerk
	Seasonal Associate	Receptionist	Receptionist
	Receptionist	Administrative Assistant	Financial Analyst
	Merchandiser	Front Desk Agent	Medical Assistant
	Front Desk Agent	Driver	Administrative Assistant
	Driver	Delivery Driver	Writer
	Teller	Office Assistant	Truck Driver
Delivery Driver	Tutor	Teacher	

Disclaimer: Titles estimated from employees, users, and past and present job advertisements on Indeed in the past 36 months, job titles may be repeated.

Hiring Trends³

- **National hires continued ticking down in October 2019 by 3.5 percent over the previous month**

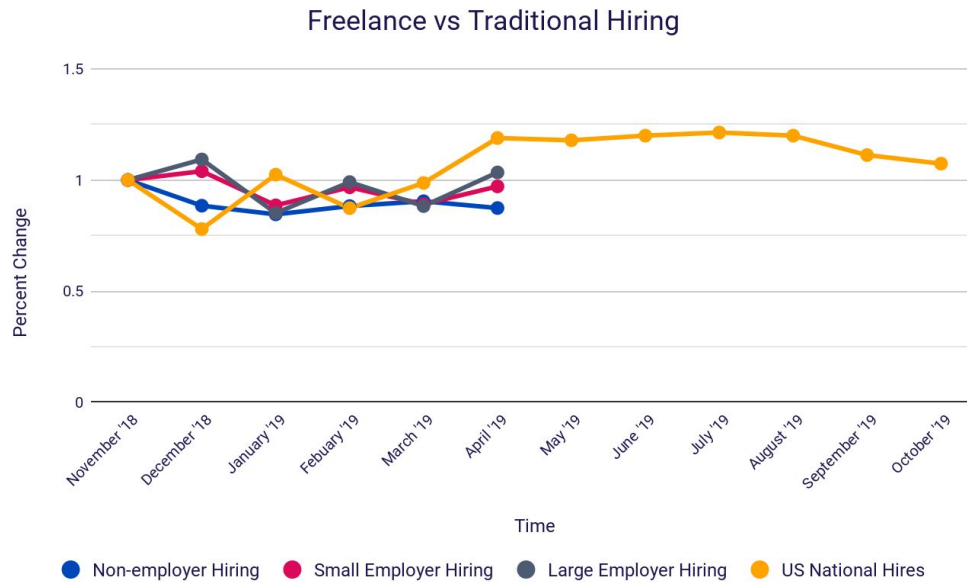
Table 3: Freelance Versus Traditional Hiring

	Over-the-Month Change	12-Month Change
BLS National Hires (October) [^]	-3.48%	7.37%
<i>There were no new data from the Thumbtack Hiring Index. IA will continue tracking and update when available</i>		

Notes: [^]Provides percentage change; Most recent data available.

² Source: Position postings from Indeed. Available at: <https://www.indeed.com/salaries?from=headercmplink&attributionid=jobsearch;>

³ Sources: Thumbtack, Small Business Survey. Disclaimer: Although Thumbtack is a member of Internet Association, the conclusions drawn in this report using Thumbtack data are IA's alone and do not express those of Thumbtack. Available at: <https://www.thumbtack.com/survey#/sentiment!context=states&index=1&industry=0&view=absolute>; National figures from BLS Job Openings and Labor Survey, Series ID: JTU0000000HIL, *Total Non-Farm Hires, not seasonally adjusted*, BLS;

Figure 2: Freelance Versus Traditional Hiring - November 2018 to October 2019⁴


Internet Work Resources

- **Online job searches, applications, and hirings each saw steady growth in November 2019; however, internet usage to earn income declined**

Table 4: Online Income Survey - November 2019⁵

Question	Current Month Response	Over-the-Month Change	12-Month Change
Over the course of last month, did you use the internet to earn/make any income/money (apart from any compensation received for completing this survey)? Examples of typical activities include driving for Uber or Lyft, selling crafts on Etsy, performing odd-jobs on TaskRabbit, etc.	38.8%	-0.70%	Available beginning with April 2020 data
If you answered "yes" to Question 1, approximately how much income/money did you earn from those activities?	Average: \$2,023.94	\$346.05	
Over the course of the last month, did you use the internet to search for any traditional job (full-time, part-time, temporary, etc.) at an employer?	49.6%	2.32%	
Over the course of the last month, did you use the internet to apply for any traditional job (full-time, part-time, temporary, etc.) at an employer?	31.9%	1.94%	
Over the course of the last month, were you hired for a job (full-time, part-time, temporary, etc.) at an employer that you originally applied to through the internet?	13.8%	1.13%	

⁴ Sources: Thumbtack, Small Business Survey, Available at: <https://www.thumbtack.com/survey#/2018/1/states>; National figures from BLS Job Openings and Labor Survey, Series ID: JTU00000000HIL, *Total Non-Farm Hires, not seasonally adjusted*; Note: National hiring volumes percent changes versus freelancer platform hiring sentiment index percent changes;

⁵ Source: Internet Association; Notes: ^6.0% tried to earn money, but couldn't; ^^**Median:** \$55, **Range:** \$1 - \$770,000