



March 2025

# Job Market Summary

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

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# Overview



## 4.2%

### Unemployment changed little

Both the unemployment rate, at 4.2 percent, and the number of unemployed people, at 7.1 million, changed little in March. The unemployment rate has remained in a narrow range of 4.0 percent to 4.2 percent since May 2024.



## 1.5M

### Long-term unemployed changed little

The number of long-term unemployed (those jobless for 27 weeks or more), at 1.5 million, changed little in March. The long-term unemployed accounted for 21.3 percent of all unemployed people.



## 62.5%

### Labor force participation changed little

The labor force participation rate, at 62.5 percent, changed little over the month and over the year.

[View unemployment rates by state](#)

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



# Overview



## \$36.00

Average hourly earnings rose by \$0.09

In March, average hourly earnings for all employees on private nonfarm payrolls rose by 9 cents, or 0.3 percent, to \$36.00. Over the past 12 months, average hourly earnings have increased by 3.8 percent.



## 4.8M

Number of people working part time for economic reasons changed little

The number of people employed part time for economic reasons, at 4.8 million, changed little in March. These individuals would have preferred full-time employment but were working part time because their hours had been reduced or they were unable to find full-time jobs.



## 5.9M

People not in the labor force who currently want a job unchanged

The number of people not in the labor force who currently want a job was essentially unchanged at 5.9 million in March.

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

# Staffing Update



## 1.59%

Temp penetration rate did not change

Temporary help employment was 1.59% of total nonfarm employment in March.



## 5.5%

Temp help jobs decreased

Temporary help jobs in March decreased -5.5%, seasonally adjusted, from the same month last year.



## +228K

Nonfarm payroll employment rose

Total nonfarm payroll employment rose by 228,000 in March.

## Notable job gains occurred in

- Health Care (+54K)
- Social Assistance (+24K)
- Retail Trade (+24k)



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

# Industry Trends – Neurodiversity – Inclusive Postings Are Rising



The increasing mention of neurodiversity in job postings is a promising sign, suggesting a growing awareness of the value of neurodivergent talent. However, it's essential to look beyond the buzzwords and assess whether companies are truly creating inclusive and supportive workplaces. We need to focus on metrics like retention rates, workplace accommodations, and career advancement opportunities to measure genuine progress. The journey toward neurodiversity inclusion is far from over, but by staying informed and holding employers accountable, we can create a more equitable and innovative future for all.



[Hiring Lab](#)

## The Numbers Don't Lie (But They Don't Tell the Whole Truth)

- **AI Potential:** AI and generative AI tools could benefit neurodivergent workers with personalized support and accessible hiring practices.
- **DEI Backlash Threat:** There's a concern that a potential DEI backlash in the US could lead to a decline in neurodiversity mentions in job postings.
- **Real Inclusion or Just Talk?:** The rise could reflect genuine inclusion efforts, changes in corporate communication, or both.
- **Concrete Actions:** Many large US companies have launched neurodiversity hiring programs and workplace accommodation policies.
- **Employment Gaps Remain:** Despite progress, employment rates for neurodivergent individuals remain lower than the general population.



For more information on TalentRise or to discuss how we can help you address an important talent challenge, contact:

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