

INSIDE THE LABOR MARKET

WORKFORCE TRENDS AND A 2026 FORECAST

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QPS | EMPLOYMENT GROUP®

ACCELERATE
PROFESSIONAL TALENT SOLUTIONS

EMPLOYEE OWNED

MACRO TRENDS IN EMPLOYMENT

Indeed's 2026 US Jobs & Hiring Trends Report: How to Find Stability in Uncertainty

Big changes to the broad economic picture are unlikely — but that doesn't mean things won't change.

Sluggish hiring closes out a frustrating year for job seekers; unemployment slips to 4.4%

WASHINGTON (AP) — Sluggish December hiring concluded a year of weak employment

Amazon CEO tells employees that AI will shrink its workforce

Andy Jassy said in a memo that efficiency gains from the technology will mean the company needs fewer corporate workers.

US third-quarter productivity rises at fastest pace in two years

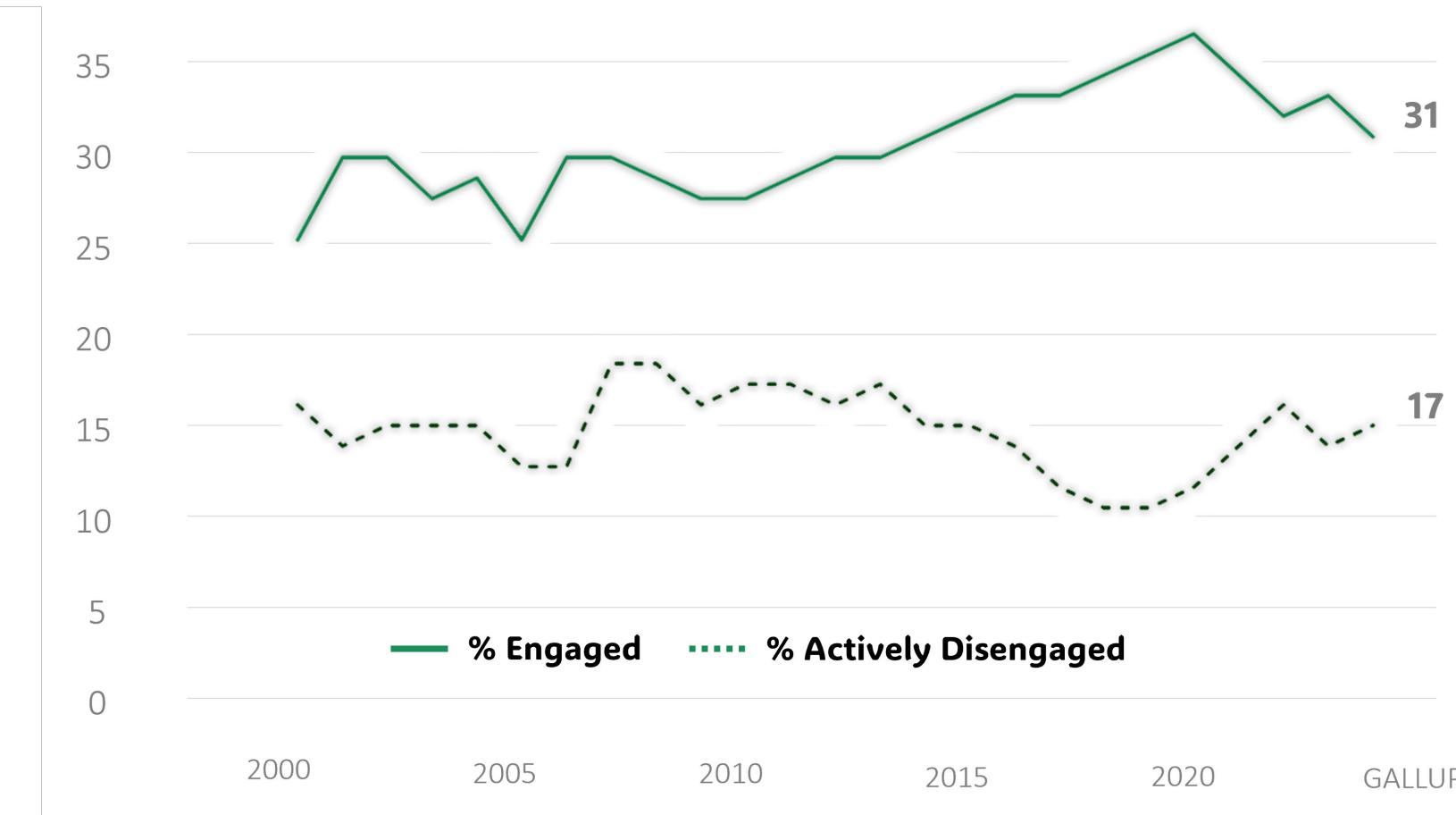
That was the quickest pace since the third quarter of 2023 and followed an upwardly revised 4.1% growth rate in the second quarter. Economists polled by Reuters.



There is **no constant**
with humans –
it's all **a series**
of variables

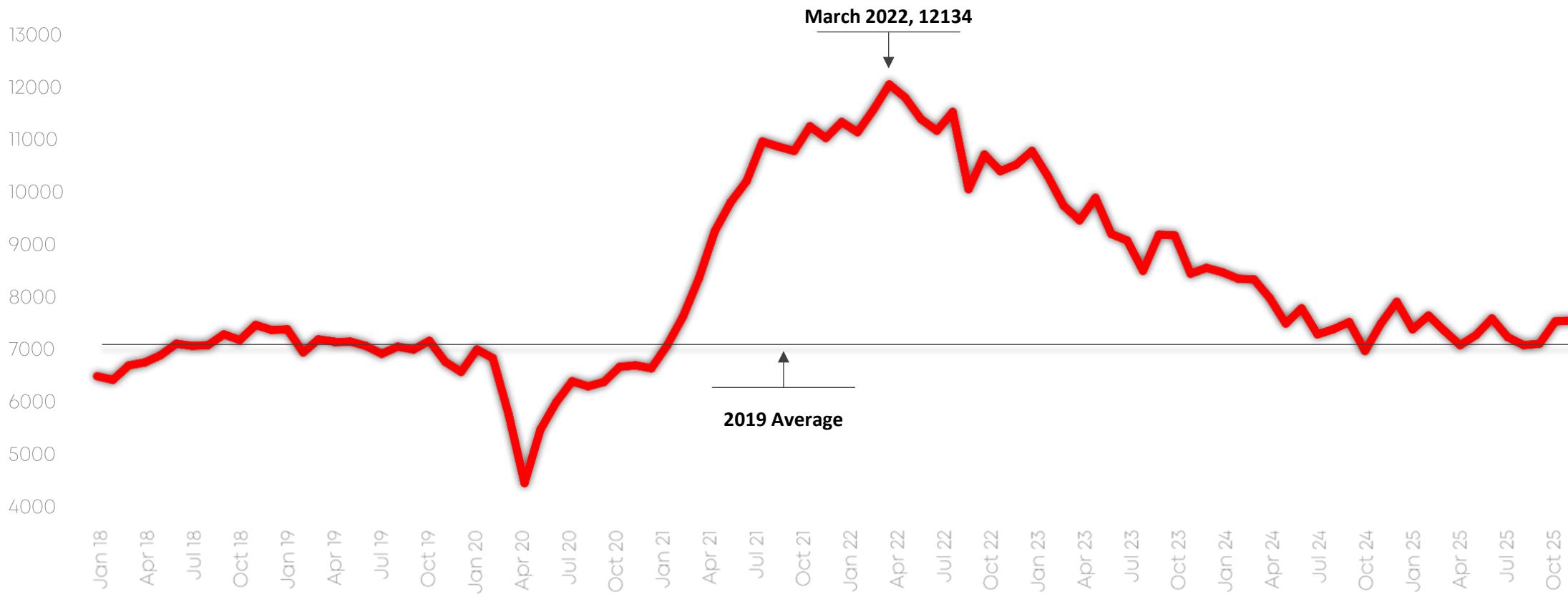
EMPLOYEE ENGAGEMENT

Sinks To 10 Year Low



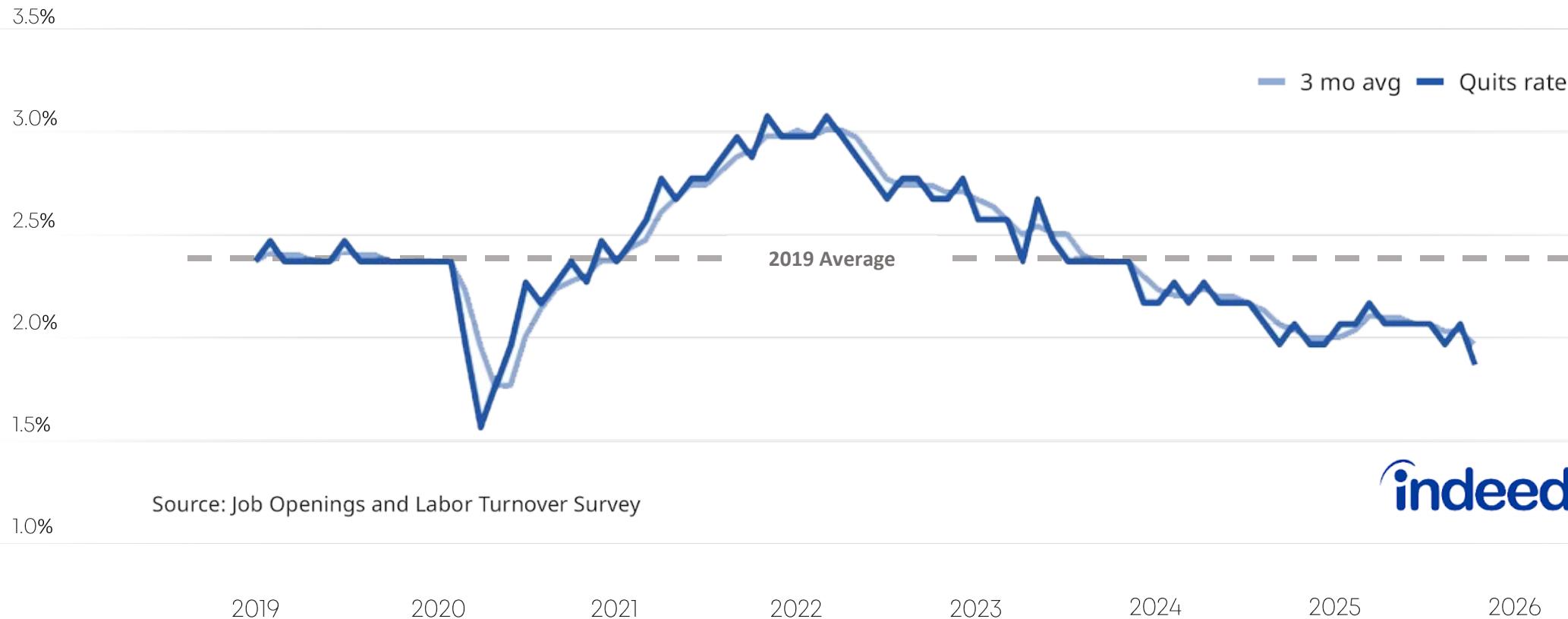
LABOR DEMAND SAFETY MARGIN UP SLIGHTLY

Total U.S. Job Openings 0.5 Million Above Pre-Pandemic Levels



QUIT RATE CONTINUES TO TREND DOWN

Quits As % Of Employment, Jan 2019 – Oct 2025



Source: Job Openings and Labor Turnover Survey

indeed

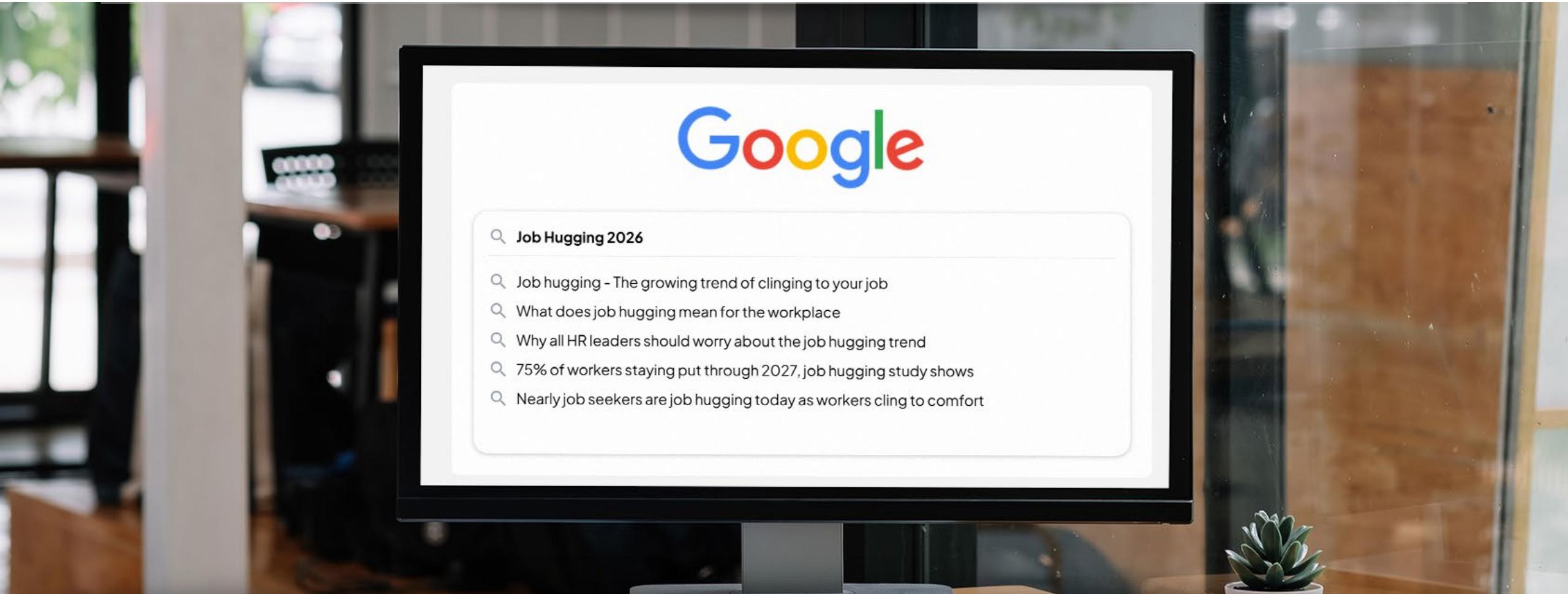


PREDICTIONS

Prediction #1

If job seeker confidence increases while job openings increase, your turnover will increase, absent focused engagement.

THE RISE OF JOB HUGGING





QPS' Top Professional Recruiter

31%

Of Offers Were Declined



Reasons why?

- Influence From Family And Social Groups
- Counter Offers From Employers (PTSD From The Great Resignation)

A man with short brown hair, wearing a blue button-down shirt, is seated at a desk in an office setting. He is looking directly at a laptop screen, which is partially visible. His hands are resting on the desk in front of him. The background is slightly blurred, showing other office equipment and possibly other people.

WHAT CAN YOU DO
DIFFERENTLY IN
2026?

TEN YEAR SHIFT

Has AI Made **Hiring**
More Efficient?

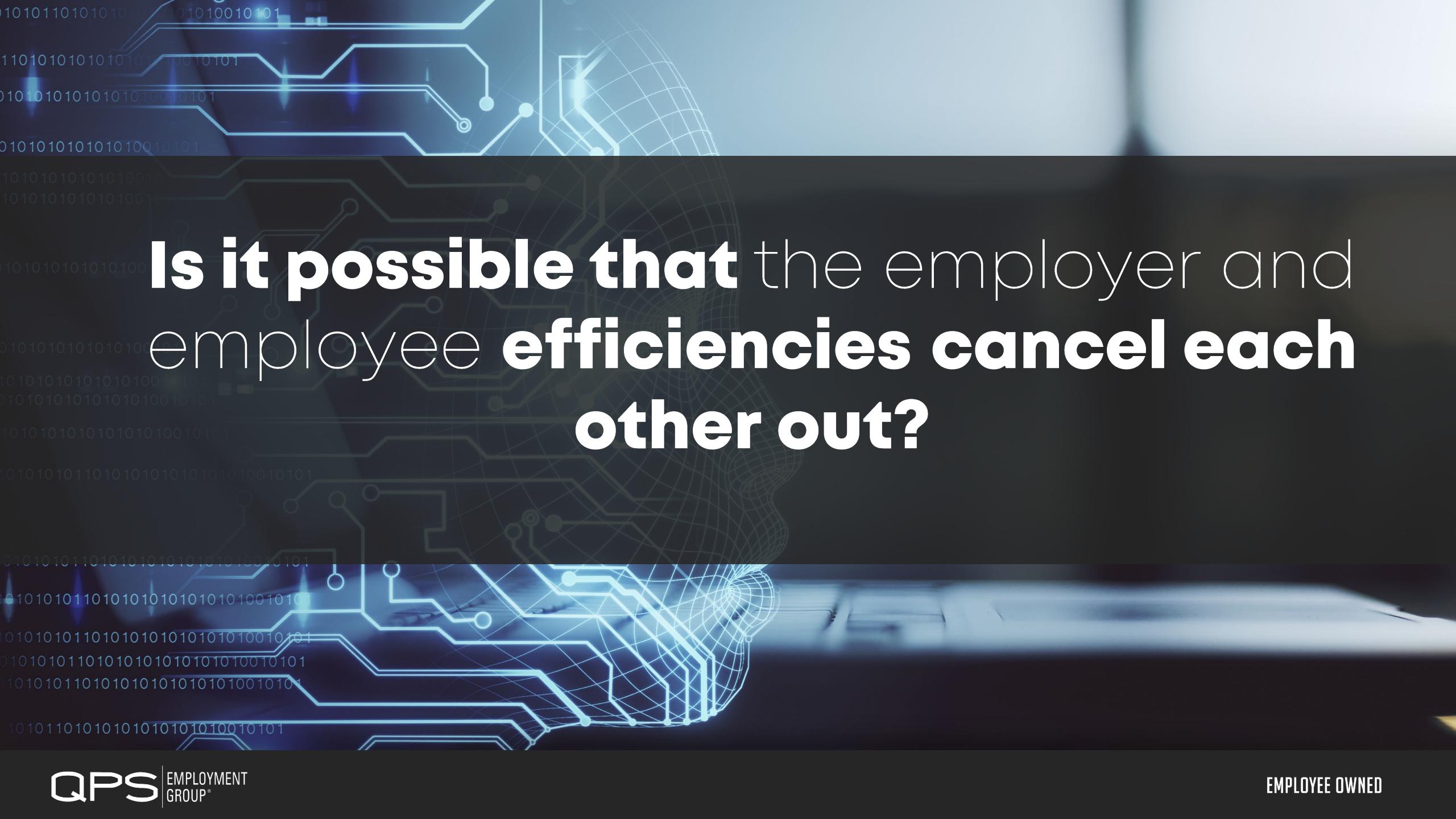
Employer Perspective

- More tools versus more complexity
- Bigger talent pool vs more competition
- Slow decisions = lost candidates

Has AI Made **Job Searching**
More Efficient?

Candidate Perspective

- More access to jobs
- More reviews and pay transparency
- Easy applies lead to more competition



Is it possible that the employer and
employee **efficiencies cancel each
other out?**



PREDICTIONS

Prediction #1

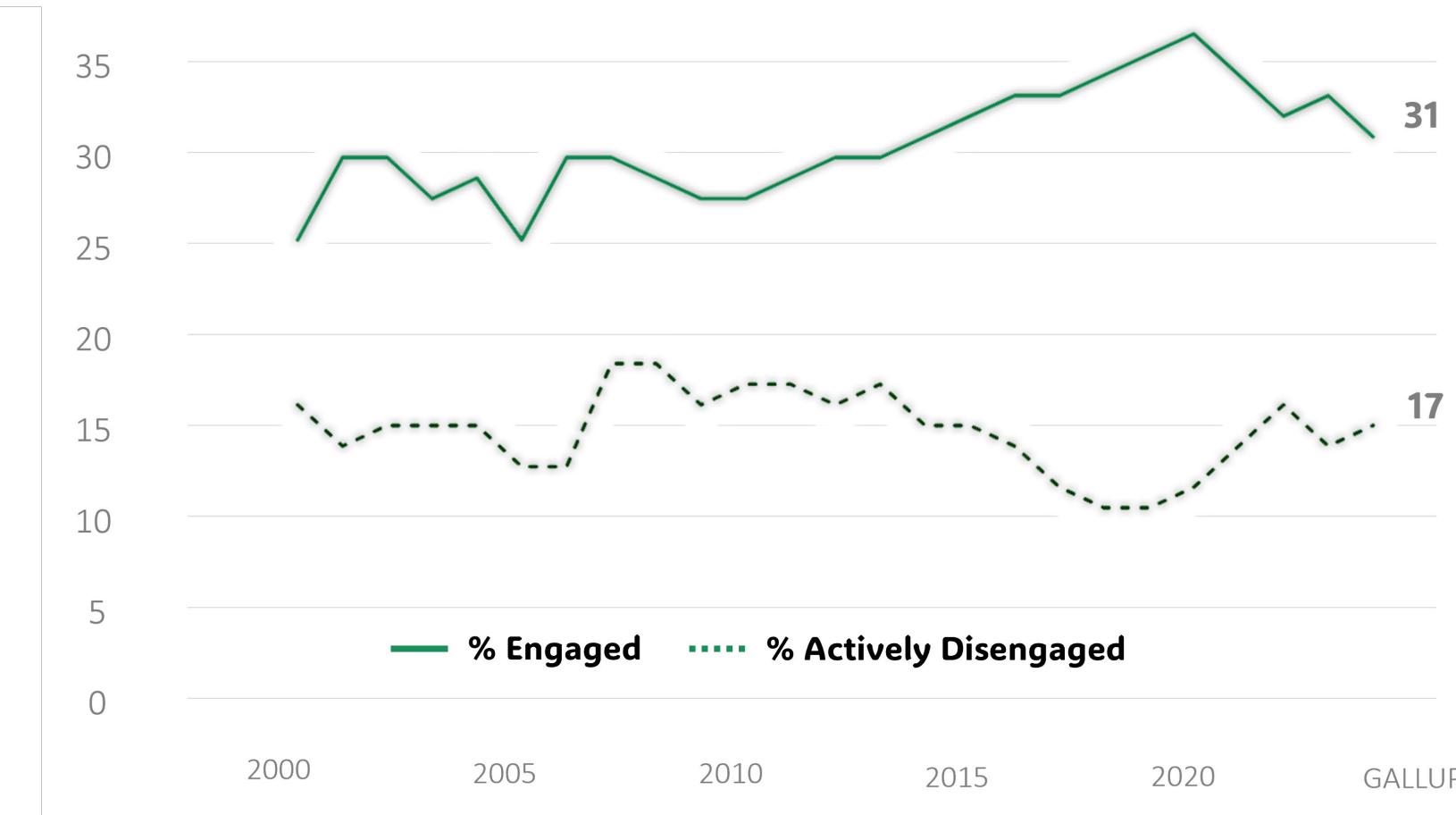
If job seeker confidence increases while job openings increase, your turnover will increase, absent focused engagement.

Prediction #2

Employers that figure out how to use AI to find efficiencies while putting humans at the center of processes will win.

EMPLOYEE ENGAGEMENT

Sinks To 10 Year Low



ENGAGEMENT MATTERS

Engaged Employees Are . . .

SAFER

Nearly 70% less likely to experience a safety incident, lowering related costs.

PRODUCTIVE

Highly engaged teams show a 17–21% productivity increase compared to low-engagement teams.

PRESENT

Engaged workplaces experience about 41% lower absenteeism.

LOYAL

Engaged workplaces see a 59% drop in voluntary turnover—saving on recruiting and onboarding costs.





PREDICTIONS

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Prediction #3

Companies that focus on driving development and engagement with employees won't regret it.



I don't have to be the
best...

But I must be better
than all the places my
employees might
want to work.



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