Q3 2026

Indiana Workforce Snapshot

LABOR MARKET TRENDS EVERY INDIANA EMPLOYER SHOULD KNOW.

3.4%
Indiana Unemployment vs. 4.2% U.S.

106,223
Open Job Postings in Sept up 6.2% from June

3.49M
Indiana Labor Force Unchanged from Q2

-0.4%
Total Payroll Employment Year Over Year

BEHIND THE NUMBERS

More Job Postings, Little Employment Growth

Indiana ended Q3 with 106,223 open job postings, up 6.2% from June and 20% more than a year earlier. Yet total payroll employment was 0.4% below September 2025. More postings don't necessarily translate into growth. Some openings may reflect replacement hiring, while others may signal difficulty finding qualified candidates.

More recruiting activity doesn't always mean more workforce growth.

Postings Sept 2026 **106,223**

Postings Sept 2025 **88,436**

WORTH WATCHING

Industry Growth Is Shifting

Indiana's employment trends changed considerably during Q3. Growth accelerated in education and health services, while manufacturing moved from a year-over-year decline to modest growth.

Changing industry conditions may open new opportunities to find experienced talent.

Professional & Business Services

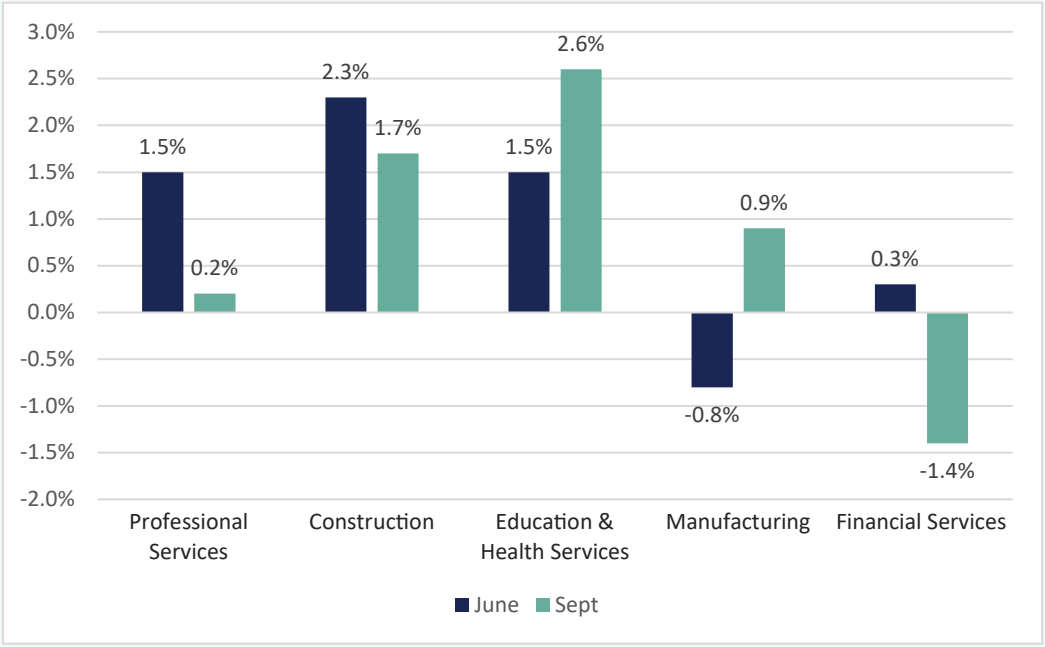
June	Sept
1.5%	0.2%

Education & Health Services

June	Sept
1.5%	2.6%

INDUSTRY JOB GROWTH 2026

Employment growth is shifting across industries, creating new challenges and opportunities for employers competing for talent.



Source: BLS — Indiana Economy at a Glance

Employer Implications

Look beyond job posting volume

More advertised opportunities don't necessarily mean more successful hires. Track how quickly qualified candidates enter the pipeline, how many progress to interviews and whether positions are being filled.

Watch where industry conditions are changing

Slower employment growth in some sectors may create opportunities to recruit experienced professionals. Look beyond your industry for candidates with relevant accounting, HR, finance and operations skills.

Reevaluate how work gets done

When labor supply is relatively stable, hiring isn't always the only answer. Consider whether temporary, contract or project-based talent can meet immediate needs without adding permanent headcount.

Milliner's Take

Labor statistics tell us what **happened**. Our work with employers and candidates gives us another view of what's **happening** inside the market.

Build the workforce the business needs next. Job requirements should reflect where the organization is headed, not simply the responsibilities of the person being replaced. Adaptability, learning potential and sound judgment deserve consideration alongside technical qualifications.

Candidate availability varies by skill, not just industry. Statewide employment trends provide context, but hiring challenges can differ considerably by occupation, experience level and specialization. Employers need to understand the market for the specific talent they're seeking.

Changing industry conditions can create opportunities. Professionals whose industries are slowing may bring valuable skills to employers in growing sectors. The challenge is recognizing where experience can transfer successfully.

Sources: Indiana Department of Workforce Development; U.S. Bureau of Labor Statistics, Local Area Unemployment Statistics (LAUS) and Current Employment Statistics (CES); Indiana Career Connect.