What is the Glassdoor Job Market Report?

The Glassdoor Job Market Report provides a real-time view of job and hiring trends and wage growth in the U.S., including several metro areas, based on millions of online jobs and salaries on Glassdoor. We publish the report monthly with the goal of offering labor market data, trends and analysis to help people make more informed job decisions and to help employers refine recruiting and hiring efforts.

Leveraging the same technology behind Glassdoor’s powerful job search and Know Your Worth products, the Job Market Report applies proprietary data science and machine learning algorithms to Glassdoor data to aggregate and analyze online job openings and estimate wage growth across the nation, including in several U.S. metro areas.

By publishing and comparing month-by-month job growth and pay growth across the U.S. by metro, industry and more, the Job Market Report offers a fresh, forward-looking and more detailed perspective into how the job market and economy are changing, in relative real-time.

Do you use any BLS data in this report?

The counts of open jobs online and pay estimates in the Glassdoor Job Market Report are based entirely on job openings on Glassdoor and Glassdoor salary data, respectively. It does not use any external BLS data.

What metro areas are these?

The metro areas are based on Core-Based Statistical Areas (CBSAs) from the U.S. Census Bureau. They include the county of the major city in each area, as well as nearby areas that are economically related, as defined by patterns in commuting to work. More information about CBSAs is available here.

I don’t see my metro in your report. Can I get pay data for other areas?

At this time, the Job Market Report is limited to the metro areas in the published report. We are not able to provide data for other metros at this time, although we hope to expand to other metros in the future.
FAQ: GENERAL

Can I download all of the jobs and pay data?

Anyone can freely download data from the Glassdoor Job Market Report here. If used for research or analysis, we ask that you cite Glassdoor as the data source and when possible, include a link back to the source on Glassdoor for online citations.

How should I cite the Job Market Report in my research paper?

We suggest the following citation: Glassdoor “Job Market Report,” accessed on [date]. Available at Glassdoor.com/research.

I am an academic researcher and want access to your data. How do I do that?

Academic researchers interested in access to data from the Glassdoor Job Market Report should send an email to economics@glassdoor.com.

I think there is an error in the Job Market Report. Who should I tell?

Please send feedback to economics@glassdoor.com.

FAQ: JOB OPENINGS

How does Glassdoor count open jobs online?

Glassdoor is one of the world’s largest job and recruiting sites and millions of online job postings can be found on the platform each month. Jobs are posted both on Glassdoor and collected from a variety of online sources. We count open jobs from two high-quality online sources: jobs listed by companies on their career sites, and jobs listed by HR professionals in their company’s applicant tracking system software (such as BrassRing, iCIMS, and Taleo). We don’t count job openings from job boards, which tend to suffer from duplication issues. From these two sources, Glassdoor’s tally of open U.S. jobs amounts to roughly 81 percent of U.S. job openings as estimated in the BLS JOLTS figures.¹

¹ For more details on the comparison between Glassdoor job counts and BLS JOLTS job openings, please see our methodology paper at https://www.glassdoor.com/research/studies/glassdoor-job-market-report-methodology/
How do you make sure there aren’t duplicate jobs counted?

Many sources of online job openings suffer from duplicate jobs. For example, job postings from job boards are notorious for low quality and suffer from widespread duplication (i.e., the same job being posted many times with slight modifications to attract clicks from job seekers). The Glassdoor Job Market Report does not use any data from job boards. Instead, we use only high-quality job sources where duplication is not common, including jobs listed by companies on their career sites, and jobs listed by HR professionals in their company’s applicant tracking system software (such as BrassRing, iCIMS, and Taleo). In addition, as an additional quality check, we apply a deduplication algorithm to even this high-quality job feed, and report only counts of unique open jobs on Glassdoor.

Some jobs don’t appear online, right?

The majority of job openings in the U.S. today appear online. A 2014 study from researchers at Georgetown University concluded that 60-70 percent of job openings appeared online as of 2014. Between January 2015 and February 2019, we estimate online job openings on Glassdoor amounted to 81 percent of BLS JOLTS job openings on average. However, some job openings today do not appear online. In particular, many union-represented jobs are not advertised online (they’re allocated through local union organizations instead), and many lower-skilled job openings at small local businesses are not advertised online.

How do you make sure the open jobs data is reflective of the current hiring market and not just Glassdoor’s own growth as a job site?

Glassdoor has spent years building its jobs aggregation platform and is now one of the largest online jobs aggregators in the United States. Our historical data correlates strongly with BLS JOLTS data, suggesting that it is indicative of the state of the labor market more so than Glassdoor’s growth.

How many employers are you counting jobs for?

The Glassdoor Job Market Report aggregates online jobs from hundreds of applicant tracking systems and tens of thousands of automated custom crawls of employer career pages. As of April 2019, our report covers online job postings from more than 93,000 unique U.S. employers—a broad picture of online hiring in America today.


3. For more details on the comparison between Glassdoor job counts and BLS JOLTS job openings, please see our methodology paper at https://www.glassdoor.com/research/studies/glassdoor-job-market-report-methodology/.
**FAQ: JOB OPENINGS**

**Do these figures track closely with BLS JOLTS job openings figures?**

There are many differences in coverage and definitions between Glassdoor open jobs online and BLS JOLTS estimates of job openings from traditional surveys. However, the two series are closely related. Our analysis between January 2015 and February 2019 shows there is a +0.73 correlation between Glassdoor job postings and BLS job openings.\(^4\) Glassdoor job openings range from 60 percent to 97 percent of JOLTS job openings during that period, and on average, account for 81 percent of BLS job openings for the U.S.

**Why don’t your job openings for my industry match what JOLTS reports for that industry?**

Our industry definitions are not the same as what BLS JOLTS uses. Some industries that BLS groups together may be grouped differently in our data. Additionally, our job openings figures are an aggregation so we do not make any adjustments for employers for which we could not identify an industry — these employers are all grouped into the “Other” industry.

**I don’t see job openings data by job title. Why not?**

At this time, the Job Market Report does not report job openings at the job title level, although we continue to evaluate opportunities to expand and improve the report.

**Are your job opening counts based on a moving average?**

Yes, job openings counts in the Job Market Report are based on 4-week moving averages. This helps smooth out random week-to-week noise in the data and provides a more accurate picture of real underlying trends in job openings in the labor market.

**I don’t see jobs data for my industry. Why not?**

At this time, the Job Market Report is limited to the industries in the published report, although we continue to evaluate opportunities to expand and improve the report.

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How do you estimate U.S. wage growth?

Leveraging the same technology and data science behind Glassdoor’s Know Your Worth product, the Glassdoor Job Market Report applies a proprietary machine learning algorithm to estimate median base pay by job title, industry and employer size.

Since Glassdoor launched in 2008, we have collected millions of salaries and other compensation data from workers throughout the U.S. Our proprietary salary database provides a unique data set that, through sophisticated algorithms, enables us to reasonably predict the estimated median base pay by job title, industry and employer size through what we call Salary Estimates.

To calculate the median base pay found in the Job Market Report, Glassdoor’s model factors in the many variables that impact pay: location, industry, job title, company size and more. The model then uses that information to estimate how each factor impacts pay, predicting what workers earn in that metro for that job. The model is dynamic, using all of the millions of U.S. salaries collected on Glassdoor to estimate pay by metro area for specific job titles, industries or employer sizes, including the latest salaries from the past month.

What are the Local Pay Reports? Do you still publish them?

Glassdoor launched the Local Pay Reports in 2016 as a real-time view of pay growth in the U.S., including several metro areas, based on millions of salaries on Glassdoor. Beginning in April 2019, pay data previously released in the Local Pay Reports is now included in the Job Market Report. Job Market Report and historical Local Pay Reports data are still available for download here.

Are pay estimates in the Glassdoor Job Market Report revised later?

Each month we re-estimate the Job Market Report salary estimates model using the latest salary data from Glassdoor. Because employees may submit salaries for jobs they held up to five years ago, each month we revise the estimates of pay to reflect the new data. In addition, our data science team regularly refines and improves the accuracy of our Job Market Report model, which also results in data revisions. For these reasons, historical reports are not strictly comparable to the latest figures. For transparency, archived historical Job Market Report with unrevised figures are available for download.

Are your pay estimates base pay or total compensation?

The estimates are for annual base pay only. We do not include tips, commissions, bonuses or other types of compensation. The median base pay estimates are not adjusted seasonally or for inflation.
Are your salary estimates based on a moving average?

All year-over-year salary growth rates in the Job Market Report are based on 3-month moving averages. This helps smooth out random month-to-month noise in the data and provides a more accurate picture of real underlying trends in pay in the labor market.

I don’t see wage growth figures by industry or employer size. Why not?

At this time, the Job Market Report allows us to estimate year-over-year pay growth for job titles and overall metro areas. The machine learning model behind the Job Market Report does not allow us to estimate pay growth by industry and company size at this time. As Glassdoor collects more salary and other relevant data, the machine learning algorithm gets smarter, and we expect that coverage and accuracy will improve over time.

How do your pay estimates compare to wages and salaries from BLS?

Wages and salaries from the BLS include tips, commissions, cash bonuses, and other pay workers report that they receive, in addition to base pay. The pay estimates in the Job Market Report only estimate median base pay. Additionally, the Glassdoor Job Market Report estimates median base pay for full-time workers only; BLS figures often include both full- and part-time workers.

What is the sample size for your pay estimates?

The pay estimates in the Glassdoor Job Market Report use all of the salaries collected on Glassdoor and applies a proprietary machine-learning model to estimate median base pay by job title, industry and employer size. The model takes into account all of the millions of salaries collected on Glassdoor over time, and becomes smarter and more reliable as more data is collected each month. Because our estimates are based on a machine learning model — rather than a traditional survey of households — we do not provide counts of individual salaries collected in each month. The select group of job titles in the Job Market Report represent jobs for which Glassdoor has the most — and most reliable — data among the thousands of job titles we track each month. As Glassdoor collects more salary and other relevant data over time, we expect that coverage and accuracy will improve.

How do your wage growth estimates compare to official BLS figures?

The estimates of overall U.S. wage growth from the Job Market Report are closely correlated with official wage growth figures over time. A comparison to BLS and Federal Reserve Bank of Atlanta wage growth measures is available here.