

JULY 15, 2025



Q3 2025 Market Insights Report

**Data-backed hiring insights and trends
for the prepared HR Professional**



As hiring managers and business leaders navigate the second half of 2025, staying ahead of Q3 hiring trends and labor market shifts are critical to making smart workforce decisions.

This report delivers a data-backed look at the U.S. job market outlook, with special emphasis on North Carolina's labor market, which continues to attract national attention for business growth and talent momentum.

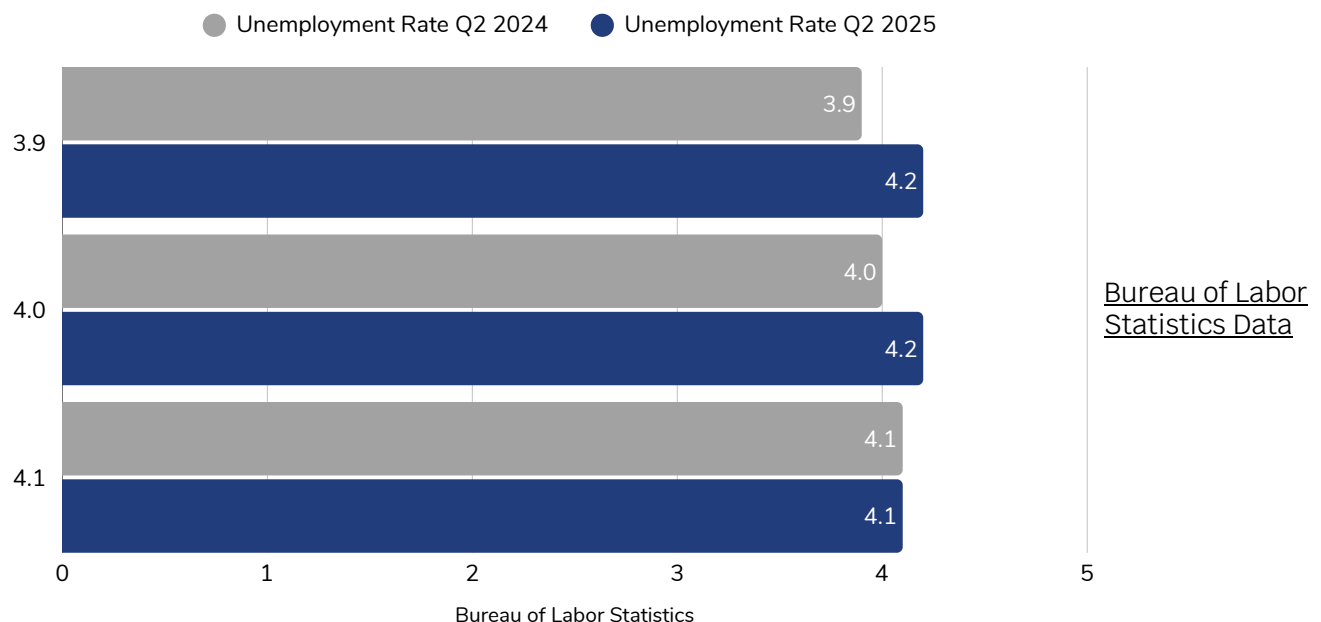
From unemployment trends and economic forecasts to major employer expansions and sector-specific growth in areas like tech, healthcare, and financial services, this guide offers practical, digestible takeaways for decision-makers shaping their next round of hires.

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National Hiring Outlook

- The U.S. labor market remains steady, though with signs of slowing. According to Investopedia: “The labor market is expected to slow down significantly in the second half of the year as President Donald Trump's trade wars and immigration crackdown disrupt hiring” (1).
- Economists from Philadelphia Fed & Pantheon Macroeconomics suggest monthly job growth may fall from ~139,000 in May to closer to ~75,000 going forward, with unemployment potentially rising to 4.5–4.8% by year-end (1).
- Despite caution, there's room for optimism: “most forecasters say a recession is unlikely,” and stronger-than-expected job gains have persisted in early 2025 (1).
- The employment gains in June reflect continued resilience: 147,000 jobs added, with state government (mostly education) and healthcare leading, even as federal government shed 7,000 jobs, and unemployment remained at 4.1% (2).



North Carolina Snapshot

Business Climate & Economic Performance

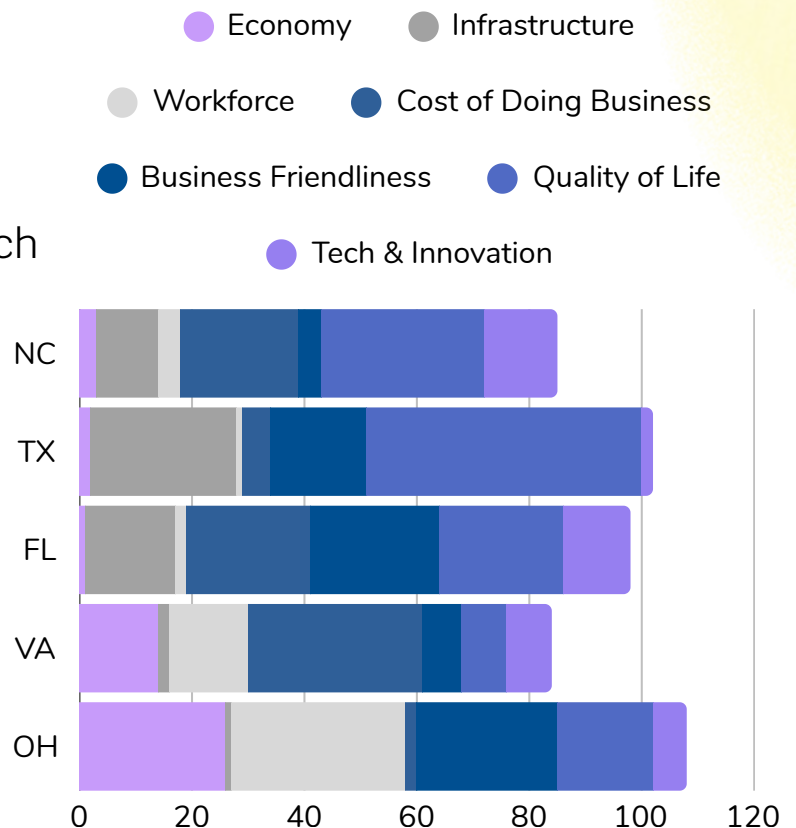
- NC is ranked #1 for business in 2025 by CNBC, earning top marks for its talent pool, pro-business policies, and innovation ecosystems (3).

Major Hiring & Investment Announcements

- Citigroup and AssetMark are bringing 700+ roles to Charlotte, with average salaries near \$132K, backed by \$8.9M in incentives (5).
- Jabil is investing \$500M in Rowan County, creating 1,181 manufacturing and engineering positions at a minimum average of \$62K (6).
- Ralliant will open its U.S. headquarters in Wake County, adding 180 precision-tech jobs, strengthening the Research Triangle's tech scene (7).

America's Top States for Business 2025

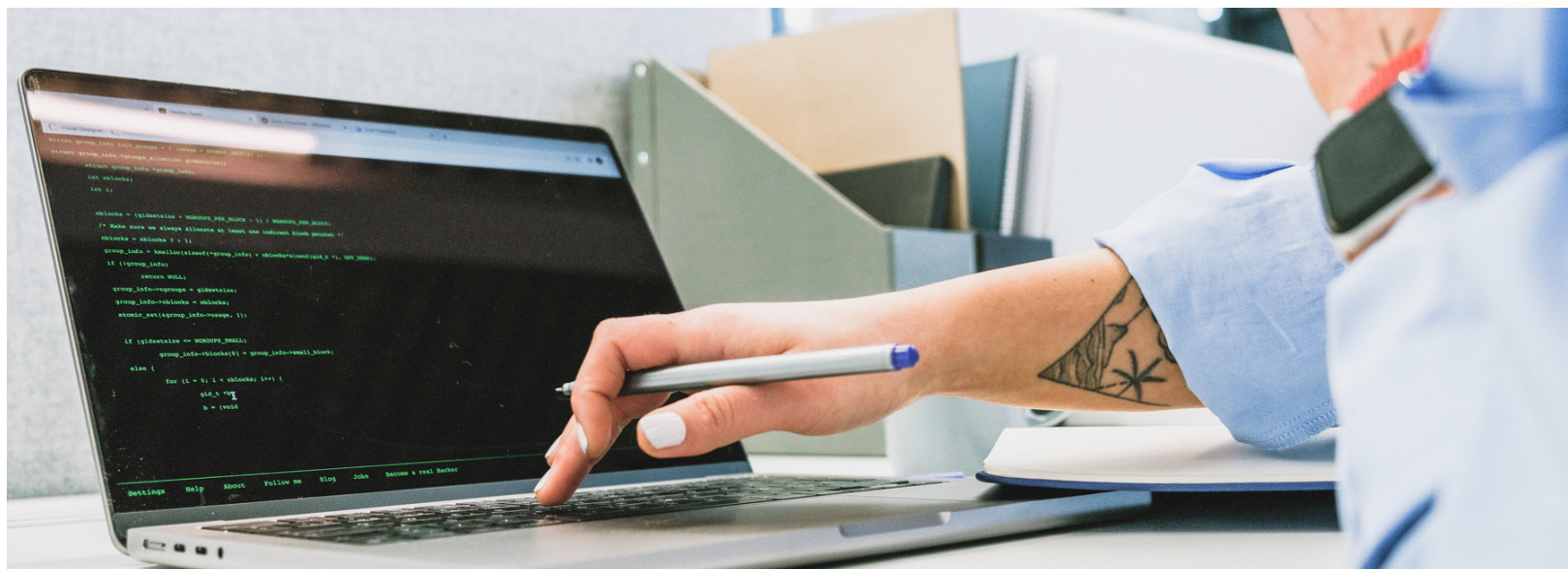
CNBC



Tech Sector Spotlight in NC

- Tech jobs account for 6.7% of North Carolina's workforce and nearly 12% of total wages (8).
- "IT roles account for 54% of NC's tech jobs," positioning IT as the dominant subsector (8).
- Subsector growth remains strong: Life Sciences (+3.4%), Energy Tech (+3.8%), and Core IT (+3.3%), indicating expansion across adjacent fields (8).

Note: While demand for experienced tech professionals remains strong, entry-level hiring has tightened in 2025. Hiring managers may need to refine roles or consider upskilling initiatives to adapt to the evolving talent market.



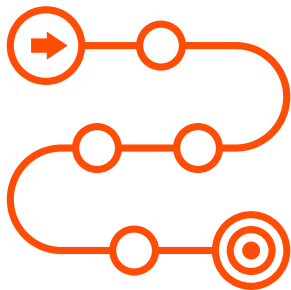
Strategic Takeaways for Hiring Managers

For hiring professionals to best position themselves and their companies for Q3, it would be best to:



- Align with growth sectors: With tech, finance, and healthcare leading the way (especially in NC) prioritize hiring in these areas.

- Compete on compensation: High-demand roles are seeing six-figure average salaries. Use this leverage in your recruitment strategy.



- Plan for uncertainty: Trade tensions and policy shifts could dampen hiring. Be sure to maintain flexibility in timelines and budgets.

Sources

- Investopedia, [How the Job Market Will Shift in the Second Half of 2025](#)
- U.S. Bureau of Labor Statistics, [The Employment Situation](#) – June 2025
- CNBC, [Top States for Business 2025](#)
- NC Dept of Commerce, [NC Economy Watch](#) – March 2025
- Axios Charlotte, [Citigroup and AssetMark Expansion](#)
- AP News, [Jabil to Build New Plant in Rowan County](#)
- NC Dept of Commerce, Governor's Press Release – [Ralliant HQ in Wake County](#)
- NC TECH, [State of the Technology Industry Report 2025](#)

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