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Understanding the workforce with alternative data

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Economic Outlook Conference, University of Michigan, November 2026

What is Revelio Labs data?

Linked employer-employee data built from public online sources, at global scale

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Revelio Labs' data covers all major global workforce datasets

30M+
Mapped companies

50M+
Sentiment reviews

1.1B+
Profiles

6B+
Job postings

- LinkedIn
- Glassdoor
- Indeed
- Jobcase
- Crunchbase
- Levels.fyi
- WARN Layoffs
- H1B Visa Filings

Five core datasets, linked by one company identifier

Profiles

Individual Profiles

Full career histories: roles, education, skills, seniority and location, plus modeled salary, gender and ethnicity. Global.

Firms

Workforce Dynamics

Headcount, inflows, outflows and salaries by company, occupation, seniority and geography. Monthly from 2008.

Postings

Job Postings (COSMOS)

2B+ postings from 5.25M companies, deduplicated across sources, with occupation, skills and salary. From 2021.

Reviews

Sentiment

Employee reviews split into positive and negative text with scores, mapped to occupation, seniority and location.

Layoffs

WARN notices

US mass-layoff notices at the notice level, with post and effective dates.

Add-ons

Research files

Employee-linked USPTO patents, monthly profile-change vintages, and work activities from positions and postings.

Source: Revelio Labs data dictionary (data-dictionary.reveliolabs.com)

Raw data is prepared for research through three main adjustments

Map

Deduplicate and link

Profiles and postings are deduplicated within and across sources, and every position is mapped to a company identifier with parent-subsidiary links.

Classify

Common taxonomies

Titles and descriptions are mapped to occupations (SOC/ONET, ESCO), industries (NAICS, NACE), seniority, skills and over 41,000 work activities.

Reweight

Representativeness and lag

Sampling weights align online profiles with local labor markets and firms' financial reports, and aggregate series correct for the delay with which people update profiles.

Can alternative data measure the labor market?

Measuring the state of the labor market in real time with Revelio Public Labor Statistics

Last year we started publishing our own public labor statistics

2025

The official numbers came under attack

In August 2025 the BLS commissioner was fired after a jobs report with large downward revisions. Survey response rates had fallen to the mid-30s, from around 60% in the 2010s.

27%

of establishments in the official survey

The jobs report is a sample: about 27% of establishments and 0.03% of households, published with a lag, revised for months and increasingly hard to collect.

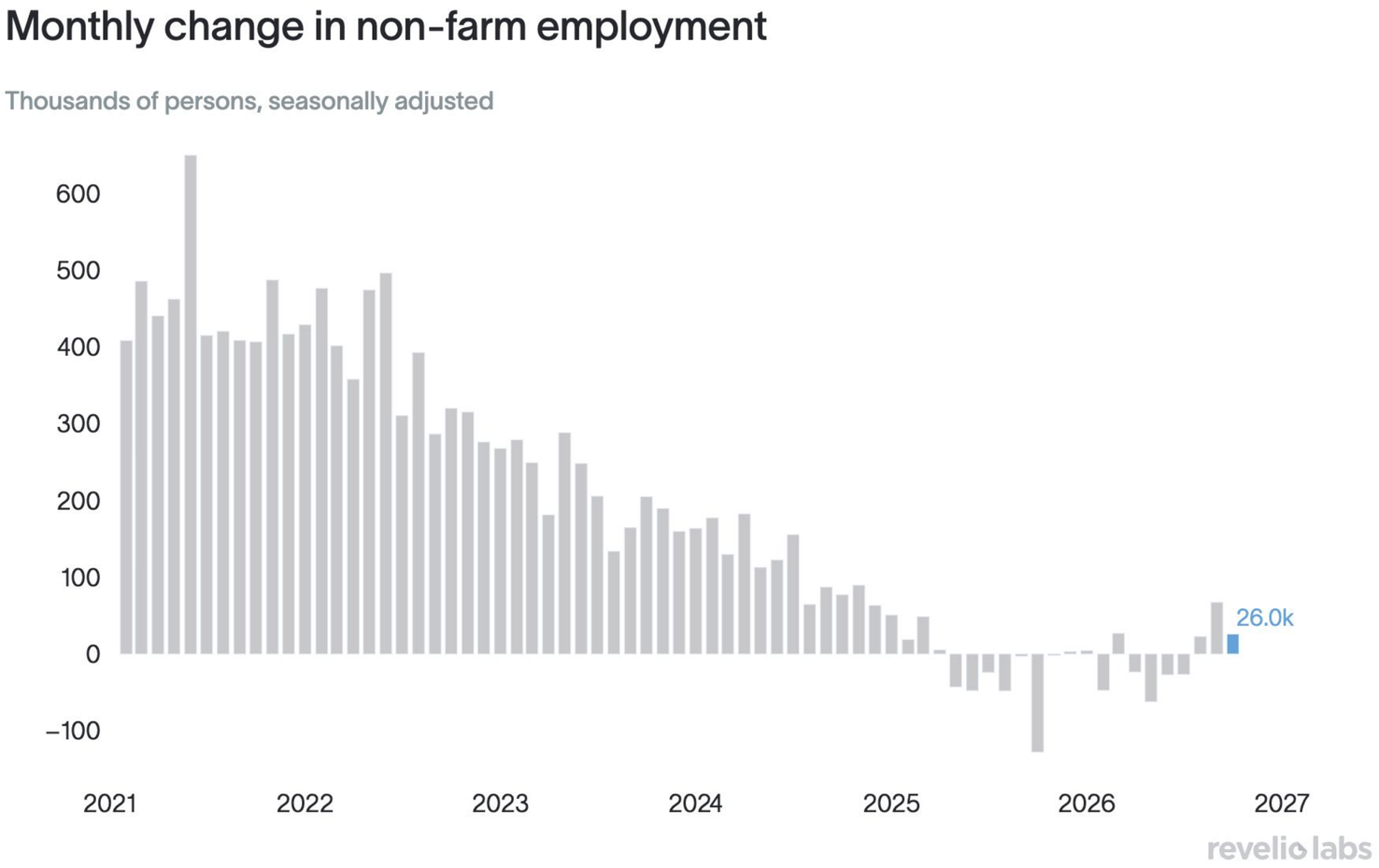
Sept 2025

Revelio Public Labor Statistics

A free, public monthly release built from over 100 million profiles and job postings: employment, openings, hiring and attrition, salaries and layoff notices, published the day before the official jobs report.

RPLS November 2026 release

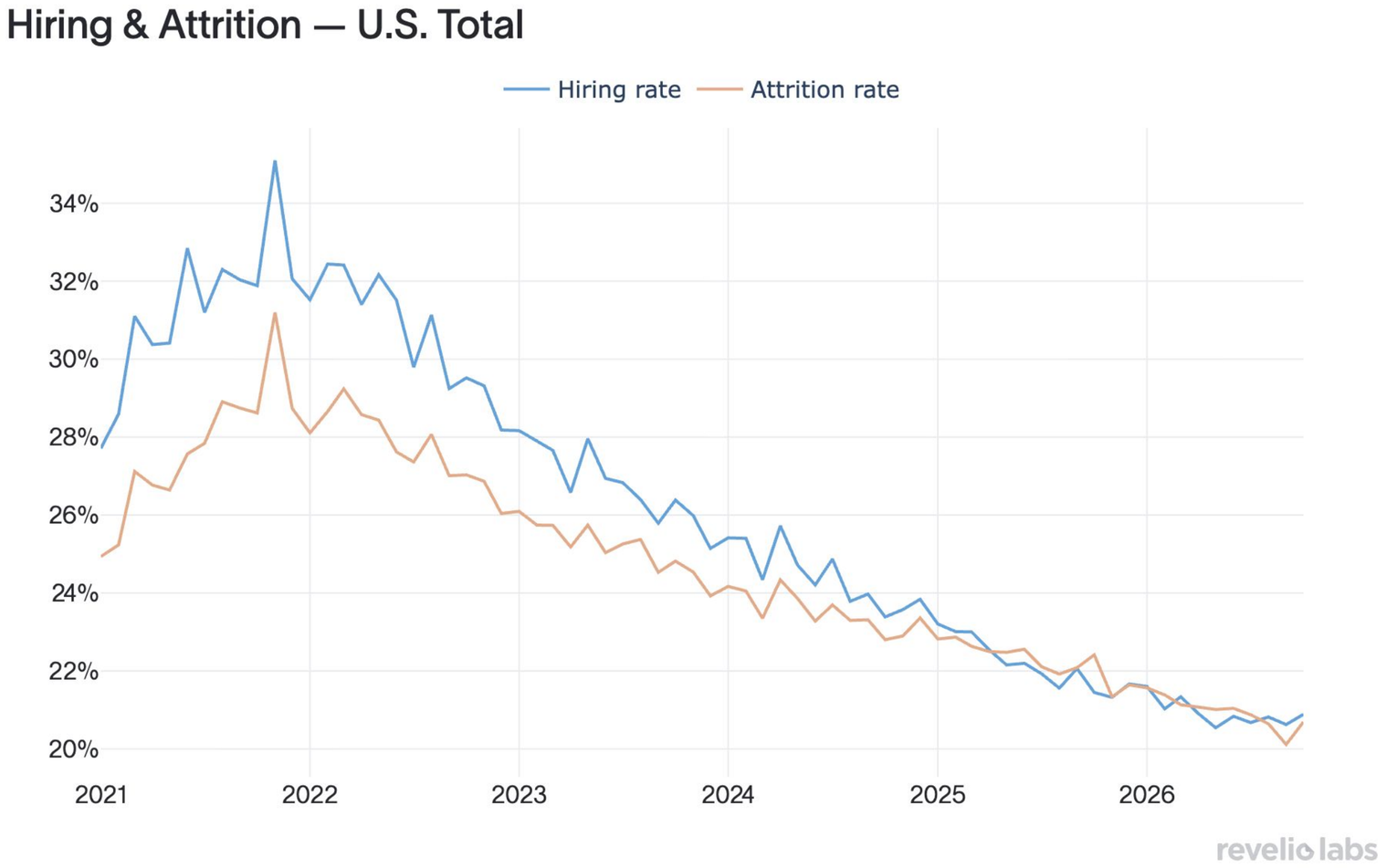
A low-hire, low-fire economy: 26k jobs added in October, after a year hovering around zero



Source: Revelio Public Labor Statistics (reveliolabs.com/public-labor-statistics)

RPLS November 2026 release

Hiring and attrition have both fallen for four years and now sit around 20%



Source: Revelio Public Labor Statistics (reveliolabs.com/public-labor-statistics)

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The US labor market in October 2026, in six numbers

+26k

jobs added in October

The Healthcare, Retail Trade, and Public Administration sectors led the growth.

20.9%

hiring rate

Up 0.3 percentage points from last month, with the largest gains in Information, Retail Trade, and Agriculture.

20.7%

attrition rate

Up 0.6 percentage points from last month, with the largest increases in Leisure and Hospitality and Public Administration.

18.4M

active job postings

Down 2.4% on the month and up 1.1% on the year; transportation and warehousing down 13% on the year.

-0.07%

advertised salaries, month on month

Salaries stayed relatively flat, with the largest gains in Transportation, Public Administration and Professional Services.

19k

workers in mass-layoff notices

The lowest reading of 2026, down from 30k in September.

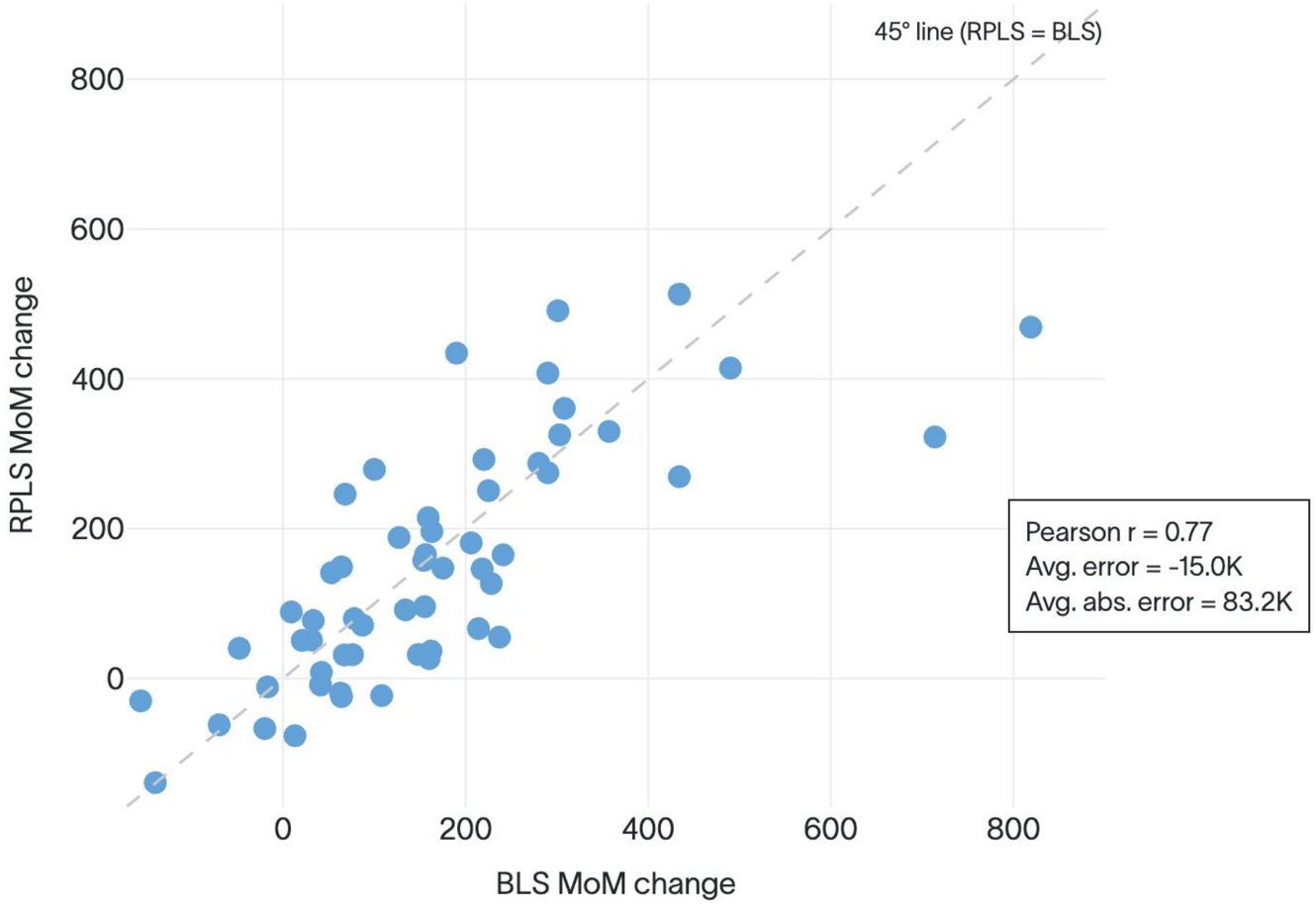
Source: Revelio Public Labor Statistics (reveliolabs.com/public-labor-statistics)

One year of RPLS

A year on, RPLS tracks the official job numbers with a 0.77 correlation, 0.95 on a three-month average

RPLS vs. BLS: monthly employment change since Jan 2022

MoM change in employment in thousands of persons, seasonally adjusted. Final estimates



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Source: Revelio Labs, One year of Revelio Public Labor Statistics: a retrospective (September 2026)

Using alternative data, we can also explore research questions beyond aggregate statistics

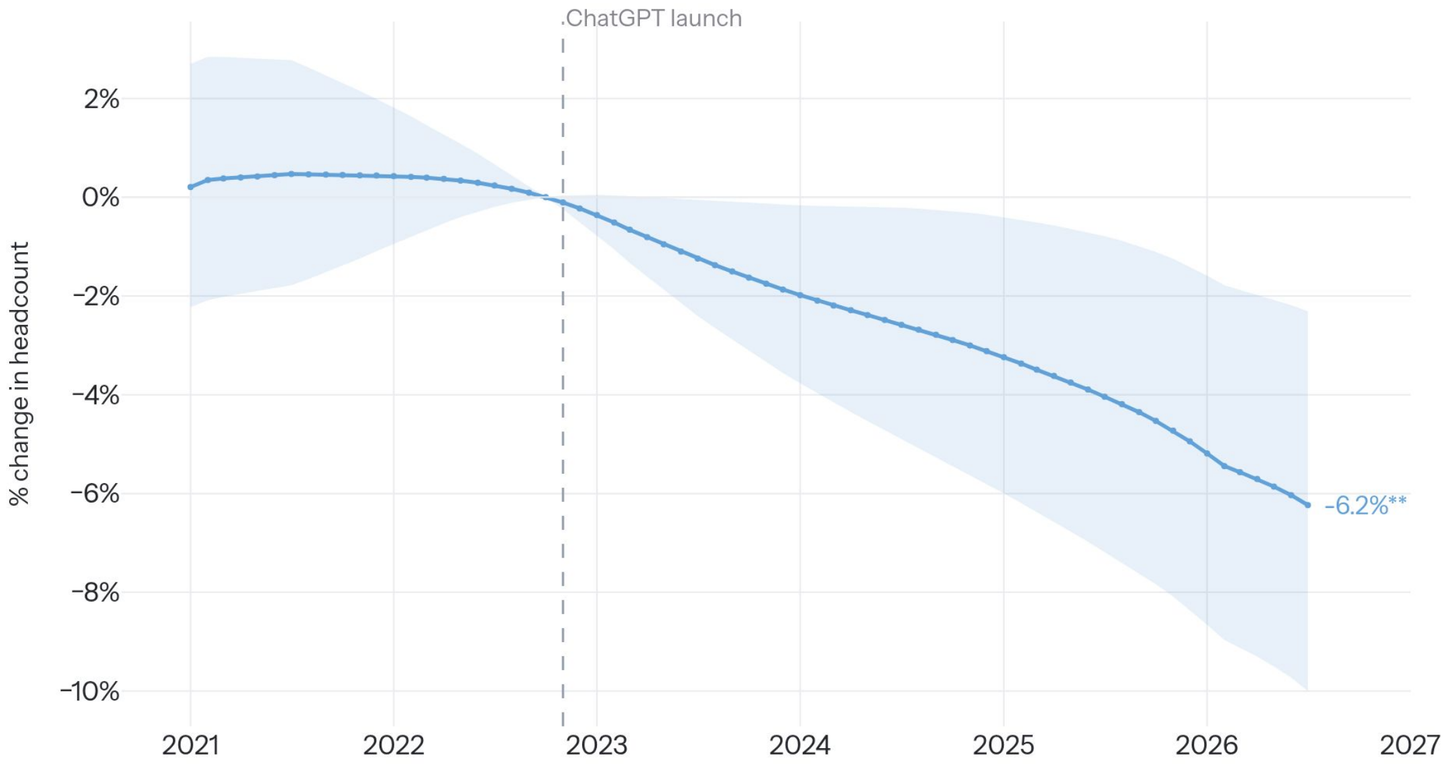
AI adoption and exposure, innovation, new occupations, educational outcomes

Revelio Labs AI Labor Market Tracker

Employment in the most AI-exposed occupations is 6% lower than it would otherwise be

Headcount change: high vs. low AI exposure

Employment change, relative to Oct 2022, Revelio exposure, top vs. bottom quintile occupations



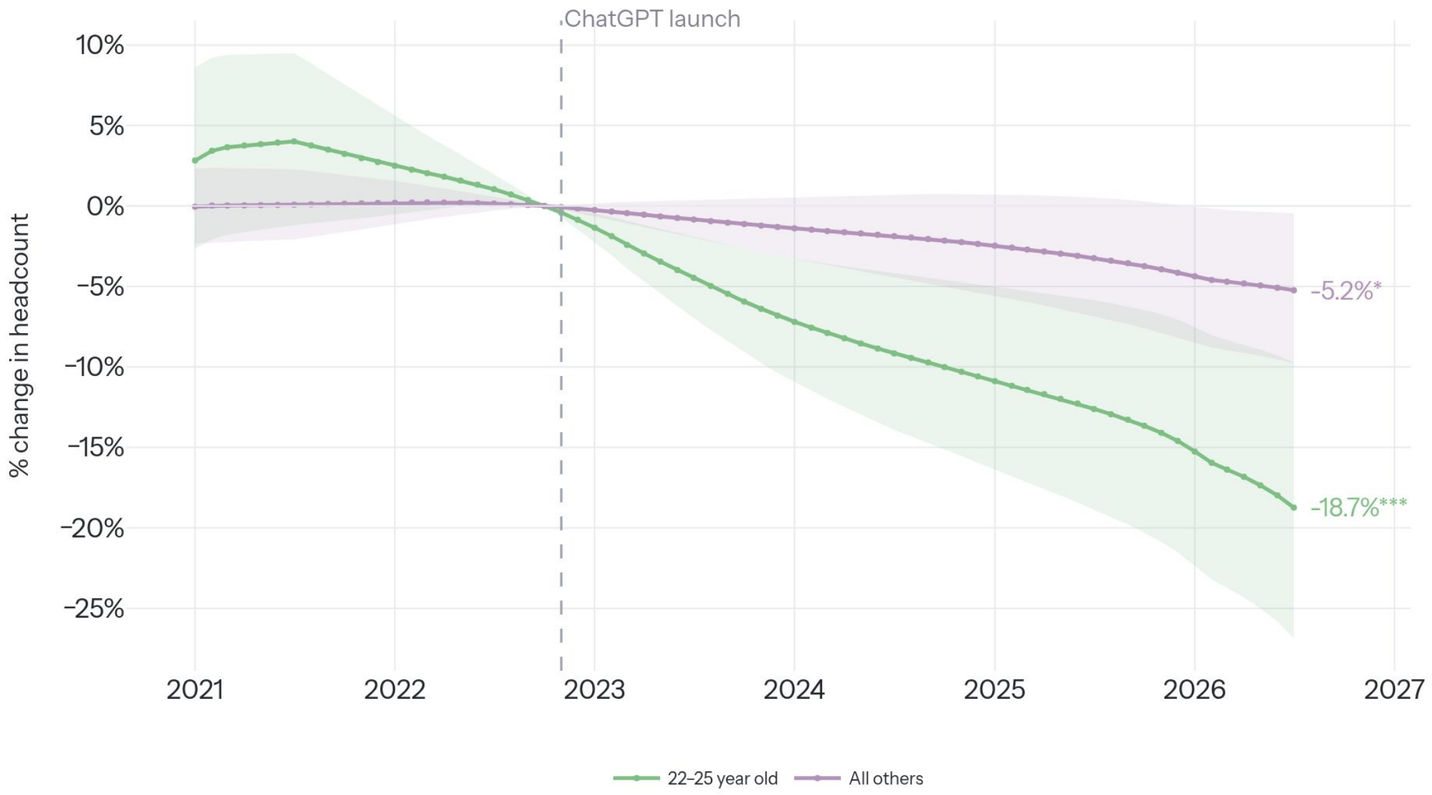
Source: Revelio Labs, AI Labor Market Tracker, September 2026 (reveliolabs.com/ai-labor-market-tracker)

Revelio Labs AI Labor Market Tracker

The clearest adjustment is at the entry level: the headcount of 22 to 25 year olds in exposed occupations is down 19%, everyone else 5%

Headcount change by age: high vs. low AI exposure

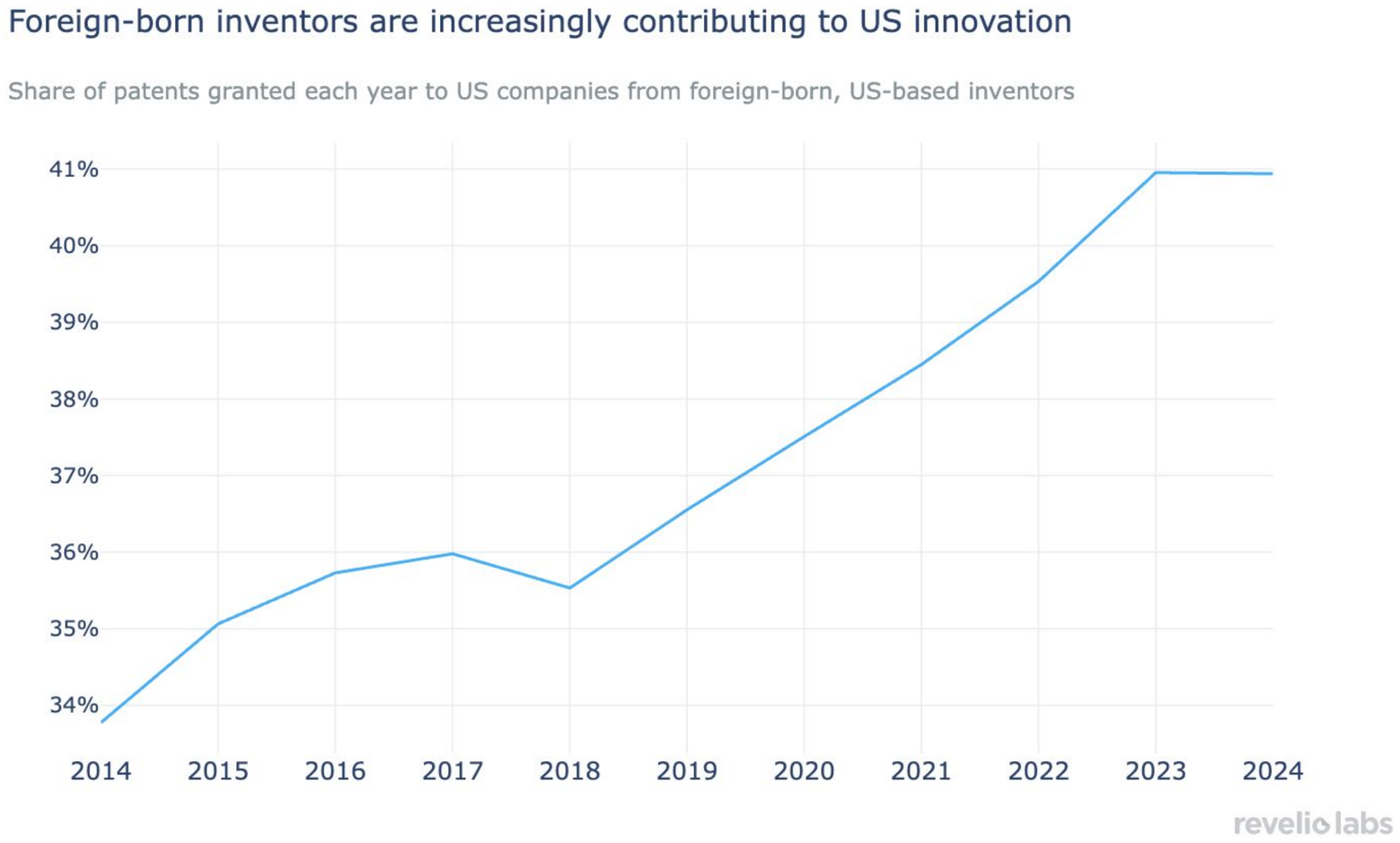
Age 22–25 vs. all others, relative to Oct 2022, Revelio exposure, top vs. bottom quintile occupations



Source: Revelio Labs, AI Labor Market Tracker, September 2026 (reveliolabs.com/ai-labor-market-tracker)

Revelio Labs Employee-Linked Patents

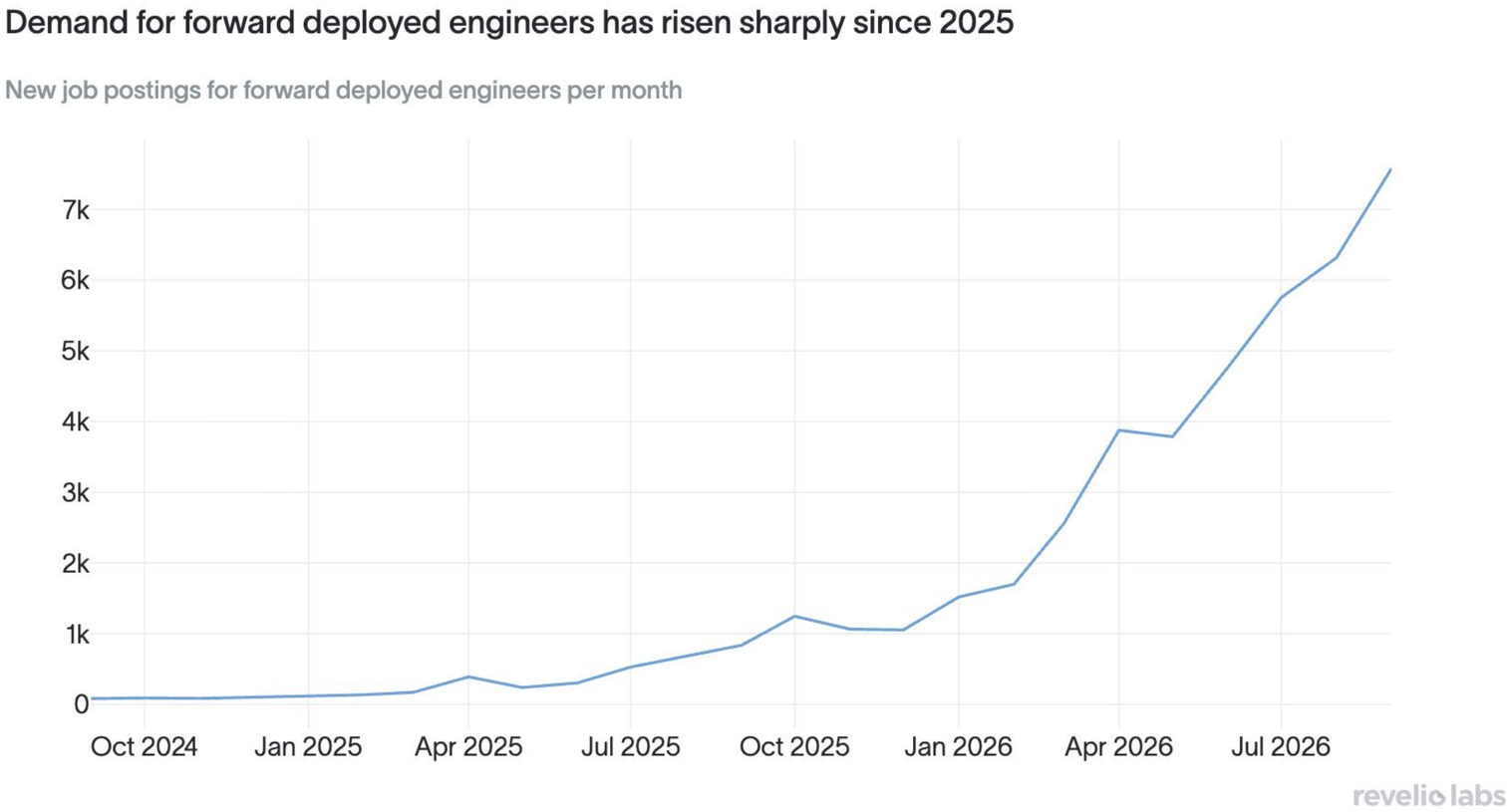
More than 40% of patents granted to US companies have at least one foreign-born, US-based inventor



Source: Revelio Labs, Foreign-Born Talent Supercharges American Innovation, July 2025 (reveliolabs.com/news/tech/foreign-born-talent-supercharges-american-innovation)

Trending jobs: Forward-deployed engineers

The demand for forward deployed engineers has increased more than 7x in the past year



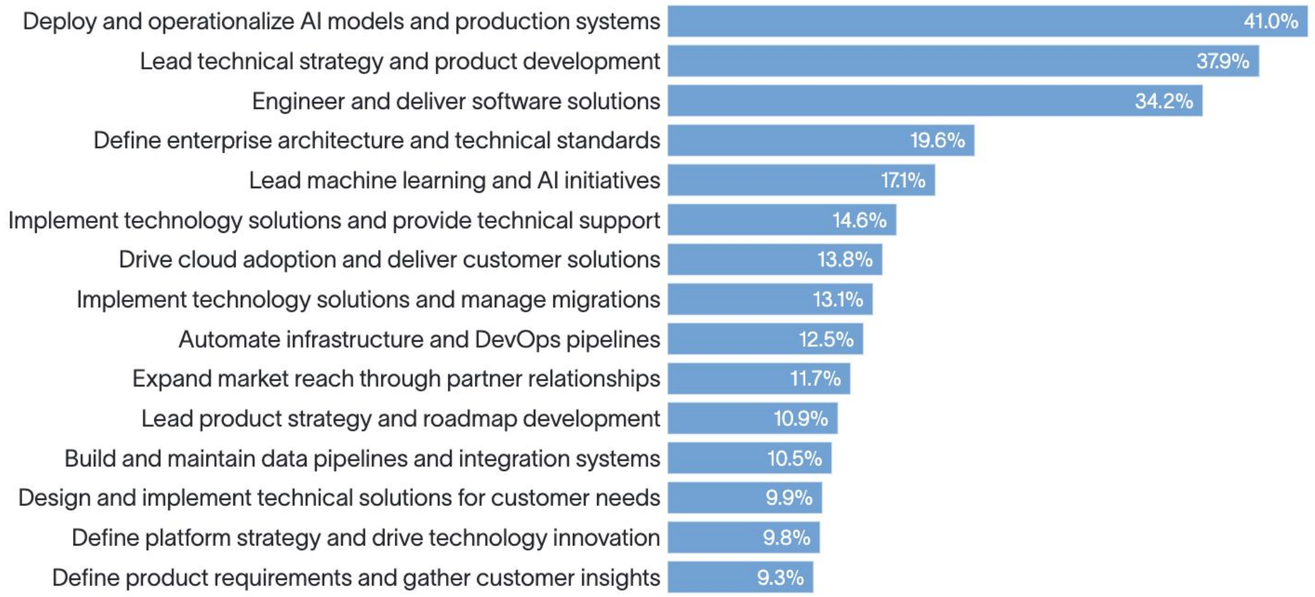
Source: Revelio Labs, forthcoming, December 2026

Trending jobs: Forward-deployed engineers

What tasks do companies want forward deployed engineers to perform in the job?

Top activities listed in forward deployed engineer job postings

Share of FDE job postings listing activity in job description



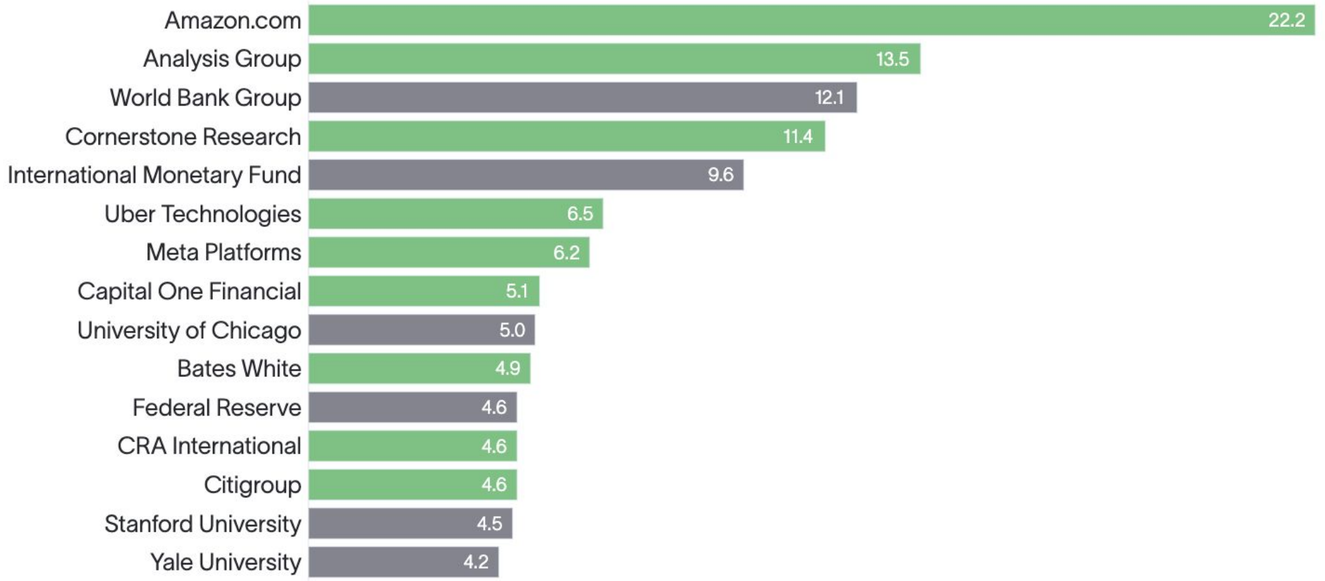
Source: Revelio Labs, forthcoming, December 2026

Career outcomes by education

Where do new graduates from US economics PhD programs end up?

Private-sector firms are the top employers of recent econ PhD grads

Average number of new grad inflows per year between 2017-2026



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Source: Revelio Labs, What Opportunities Does an Economics PhD Open?, September 2026 (reveliolabs.com/news/education/what-opportunities-does-an-economics-phd-open)

Three things to take home

01

The labor market has frozen, and it is getting harder to read

Hiring and attrition are both around 20% for the first time, and job growth has hovered near zero for a year.

02

Working with alternative data takes careful consideration

Alternative data has its own sets of biases, which require cleaning, standardization, and modeling to address.

03

Alternative data can provide insights at more granular levels relative to traditional sources

Data on individuals and their education and career histories, which can be matched to other sources; firm-level headcounts, hiring, and attrition; data refreshed at higher cadences.

Thank you!

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