

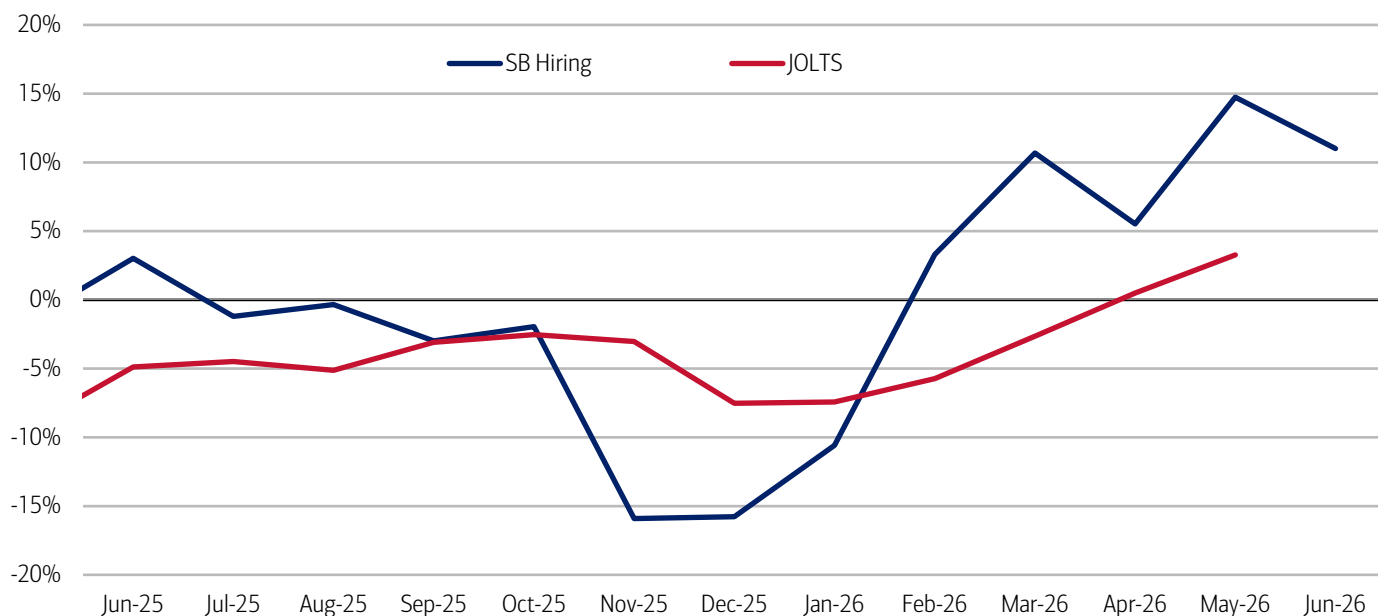
Daily Insights

Small business hiring continues to gain momentum

20 July 2026

Small business hiring continues to show improvement in June

Payments to hiring firms per small business client (monthly, three-month moving average, year-over-year (YoY)%) and JOLTS (monthly, YoY%)



Source: Bank of America internal data, Haver Analytics

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Small business hiring trends continue to point to a resilient labor market. The recent uptick in our alternative hiring indicator – which has a one-month lead on the Job Openings and Labor Turnover Survey (JOLTS) – suggests momentum may be building.

Hiring strength remains especially pronounced in construction and manufacturing, where firms continue to add workers at a faster pace than many service-sector industries. Interestingly, the sharpest gains in the second quarter came from small finance, insurance and real estate firms, pushing back on concerns that AI adoption will drive widespread job displacement in professional services.

Read more on small business hiring trends in the [July Small Business Checkpoint](#).

Methodology

Selected Bank of America transaction data is used to inform the macroeconomic views expressed in this report and should be considered in the context of other economic indicators and publicly available information. In certain instances, the data may provide directional and/or predictive value. The data used is not comprehensive; it is based on **aggregated and anonymized** selections of Bank of America data and may reflect a degree of selection bias and limitations on the data available.

Any **Small Business** payments data represents aggregate spend from Small Business clients with a deposit account or a Small Business credit card. Payroll payments data include channels such as ACH (automated clearing house), bill pay, checks and wire. Bank of America per Small Business client data represents activity spending from active Small Business clients with a deposit account or a Small Business credit card and at least one transaction in each month. Small businesses in this report include business clients within Bank of America and are generally defined as under \$5mm in annual sales revenue.

Unless otherwise stated, data is not adjusted for seasonality, processing days or portfolio changes, and may be subject to periodic revisions.

Revenue tiers are determined by the combination of following factors: 1) stated revenue on small businesses credit applications, 2) actual account inflow into Bank of America Deposit Accounts, and 3) third party revenue estimation.

The alternative hiring indicator consists of payments from Bank of America small business clients to small business-focused hiring firms which include both direct deposits through Automated Clearing House (ACH) and payments via credit and debit cards.

Data regarding merchants who receive payments are identified and classified by the Merchant Categorization Code (MCC) defined by financial services companies. The data are mapped using proprietary methods from the MCCs to the North American Industry Classification System (NAICS), which is also used by the Census Bureau, in order to classify spending data by subsector. Spending data may also be classified by other proprietary methods not using MCCs.

Additional information about the methodology used to aggregate the data is available upon request.

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Disclosures

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