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LABOR MARKET REVIEW



December 2025 Labor Market Review

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LABOR MARKET REVIEW

Economic Growth Region 4

Statistical Data Report for December 2025, Released February 2026

State Employment and Unemployment

Unemployment rates were higher in December in 6 states and stable in 44 states and the District of Columbia, the U.S. Bureau of Labor Statistics reported. Twenty-one states and the District had jobless rate increases from a year earlier, 8 states had decreases, and 21 states had little change. The national unemployment rate, 4.4 percent, changed little over the month but was 0.3 percentage point higher than in December 2024.

December 2025 Labor Force Estimates (not seasonally adjusted)						
Area	Labor Force	Employed	Unemployed	Dec-25	Nov-25	Dec-24
U.S.	170,723,000	163,720,000	7,003,000	4.1%	4.3%	3.8%
IN	3,455,706	3,363,377	92,329	2.7%	3.3%	4.0%
EGR 4	254,948	247,994	6,954	2.7%	3.3%	4.3%
Kokomo MSA	36,275	34,830	1,445	4.0%	4.7%	7.3%
Lafayette MSA	120,947	118,111	2,836	2.3%	2.9%	3.5%
Benton Co.	4,485	4,372	113	2.5%	3.0%	3.4%
Carroll Co.	10,885	10,621	264	2.4%	3.0%	3.7%
Cass Co.	17,920	17,308	612	3.4%	3.7%	4.7%
Clinton Co.	16,809	16,422	387	2.3%	2.9%	3.5%
Howard Co.	7,883	7,676	207	2.6%	3.5%	4.1%
Miami Co.	36,275	34,830	1,445	4.0%	4.7%	7.3%
Montgomery Co.	15,811	15,303	508	3.2%	3.7%	5.0%
Tippecanoe Co.	20,306	19,869	437	2.2%	2.8%	3.3%
Tipton Co.	100,976	98,616	2,360	2.3%	2.9%	3.5%
Warren Co.	7,966	7,748	218	2.7%	3.2%	4.2%
White Co.	4,601	4,502	99	2.2%	2.8%	3.2%
Attica	11,031	10,727	304	2.8%	3.3%	3.2%
Crawfordsville	1,633	1,592	41	2.5%	2.7%	3.1%
Delphi	8,115	7,923	192	2.4%	3.0%	3.6%
Fowler	1,219	1,185	34	2.8%	3.9%	5.0%
Frankfort	1,151	1,124	27	2.3%	2.9%	3.2%
Kokomo	8,467	8,288	179	2.1%	2.8%	3.6%
Lafayette	25,292	24,197	1,095	4.3%	5.0%	7.9%
Logansport	39,084	38,060	1,024	2.6%	3.1%	4.0%
Monticello	2,223	2,160	63	2.8%	3.3%	4.3%
Peru	2,531	2,457	74	3.6%	4.0%	5.8%
Tipton	21,687	21,251	436	2.0%	2.9%	3.1%
Williamsport	1,045	1,023	22	2.1%	3.0%	3.5%

Source: Indiana Department of Workforce Development, Research & Analysis, Local Area Unemployment Statistics | Unemployment Statistics Released:01/26 | Notes: The data displayed are presented as estimates only. The most recent month's data are always preliminary and are revised when the next month's data are released.



Economic Growth Region (EGR) 4

Benton, Carroll, Cass, Clinton, Fountain, Howard, Miami, Montgomery, Tippecanoe, Tipton, Warren and White Counties.

Unemployment Rates by State (seasonally adjusted): December 2025

U.S. - 4.4%

Illinois - 4.6%

Indiana - 3.5%

Kentucky - 4.5%

Michigan - 5%

Ohio - 4.5%

Source: U.S. Department of Labor, Bureau of Labor Statistics

Unemployment Rank by County (of 92 counties): December 2025

#1 - Howard (4%)

#5 - Cass (3.4%)

#10 - Miami (3.2%)

#30 - White (2.8%)

#34 - Tipton (2.7%)

#41 - Fountain (2.6%)

#47 - Benton (2.5%)

#59 - Carroll (2.4%)

#72 - Clinton (2.3%)

#78 - Tippecanoe (2.3%)

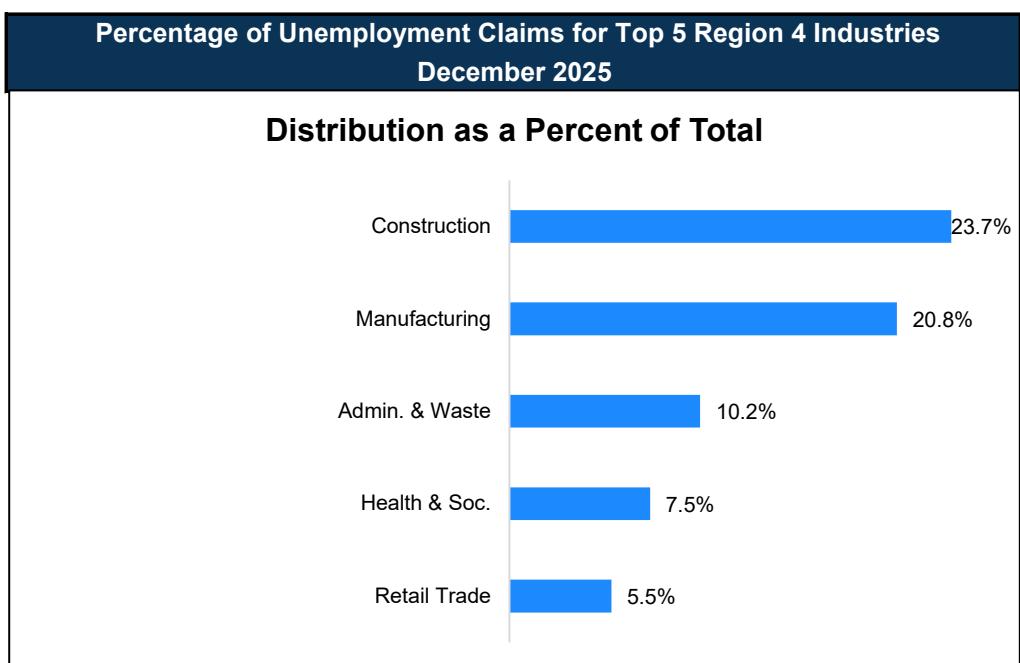
#83 - Montgomery (2.2%)

#84 - Warren (2.2%)

Source: Indiana Department of Workforce Development, Research & Development, Local Area Unemployment Statistics

CPI Item	Consumer Price Index (CPI-U Change), Unadjusted Percent Change to December 2025 from			
	Dec-24	Nov-25	Dec-24	Nov-25
	U.S. City		Midwest Region*	
All Items	2.7%	0.0%	2.7%	-0.1%
Food & Beverages	3.0%	0.6%	2.6%	0.2%
Housing	3.6%	0.3%	4.4%	0.2%
Apparel	0.6%	-1.3%	2.6%	-0.5%
Transportation	0.4%	-1.5%	-1.4%	-1.6%
Medical Care	3.2%	0.3%	2.7%	0.4%
Recreation	3.0%	1.2%	4.4%	1.1%
Education & Communication	0.5%	-1.0%	0.7%	-1.0%
Other Goods & Services	4.2%	-0.1%	3.2%	-0.4%

*Midwest region = Midwest Urban Average. Midwest Region includes Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota and Wisconsin | Source: U.S. Bureau of Labor Statistics



Source: Indiana Department of Workforce Development, Research and Analysis

WARN Notices

WARN Notices for Region 4 for December 2025				
Company	City	County	# of workers affected	Notice Date

There are no WARN Notices for December 2025 for Region 4.

Source: Indiana Department of Workforce Development, WARN Notices | For information on WARN Act requirements, you may go to the U.S. Department of Labor Employment Training Administration Fact Sheet:

<https://www.dol.gov/programs/factsht/warn.htm>

Unemployment Claims:
December 2025

Region 4

Initial Claims

12/06/25 - 391(D)
12/13/25 - 321(D)
12/20/25 - 268(D)
12/27/25 - 349(D)

Continued Claims

12/06/25 - 1,330
12/13/25 - 1,356
12/20/25 - 1,439
12/27/25 - 1,722

Total Claims

12/06/25 - 1,721
12/13/25 - 1,677
12/20/25 - 1,707
12/27/25 - 2,071

State of Indiana

Initial Claims

12/06/25 - 4,729
12/13/25 - 3,953
12/20/25 - 3,445
12/27/25 - 3,479

Continued Claims

12/06/25 - 21,725
12/13/25 - 22,174
12/20/25 - 22,299
12/27/25 - 25,414

Total Claims

12/06/25 - 26,454
12/13/25 - 26,127
12/20/25 - 25,744
12/27/25 - 28,893

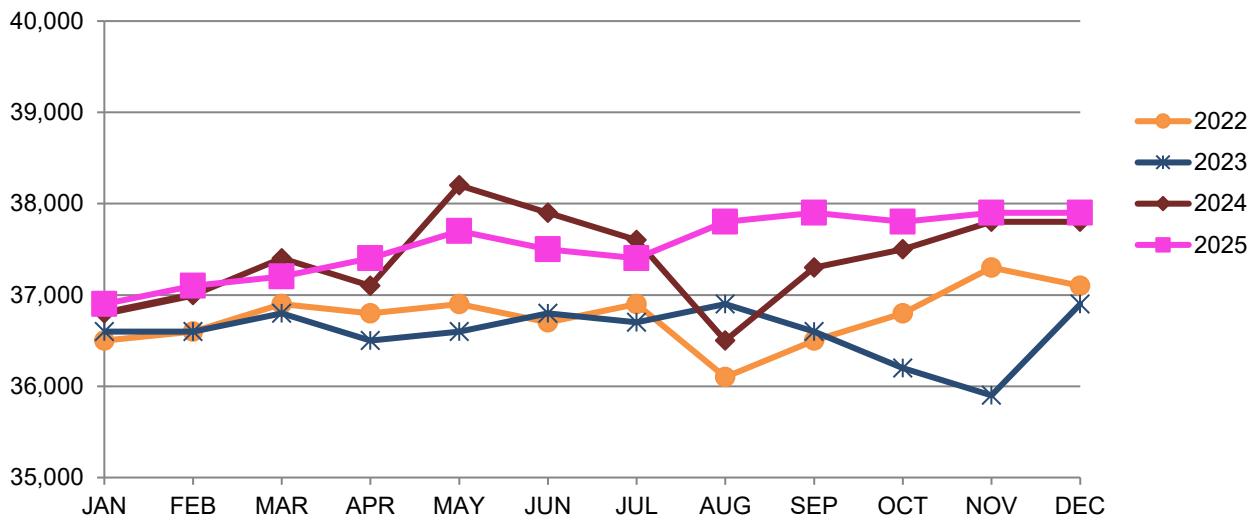
(D) indicates item is affected by non-disclosure issues relating to industry or ownership status |

*Numbers subject to weekly revision. Source: Indiana Department of Workforce Development, Research and Analysis

Kokomo MSA						
Wage and Salaried Employment	December 2025			# Change	% Change	# Change % Change
Industry	Dec-25	Nov-25	Dec-24	Nov-25 to Dec-25		Dec-24 to Dec-25
Total Nonfarm	37,900	37,900	37,800	0 0.0%		100 0.3%
Total Private	32,800	32,800	32,900	0 0.0%		-100 -0.3%
Goods Producing	11,100	11,100	11,000	0	0.0%	100 0.9%
Service-Providing	26,800	26,800	26,800	0	0.0%	0 0.0%
Private Service Providing	21,700	21,700	21,900	0	0.0%	-200 -0.9%
Mining, Logging and Construction	2,300	2,300	2,200	0	0.0%	100 4.6%
Manufacturing	8,800	8,800	8,800	0	0.0%	0 0.0%
Trade, Transportation, and Utilities	6,500	6,400	6,600	100	1.6%	-100 -1.5%
Wholesale Trade	900	900	900	0	0.0%	0 0.0%
Retail Trade	4,500	4,500	4,600	0	0.0%	-100 -2.2%
Transportation, Warehousing, and Utilities	1,100	1,000	1,100	100	10.0%	0 0.0%
Information	200	200	200	0	0.0%	0 0.0%
Financial Activities	1,100	1,100	1,200	0	0.0%	-100 -8.3%
Leisure and Hospitality	4,400	4,500	4,400	-100	-2.2%	0 0.0%
Other Services	1,700	1,700	1,700	0	0.0%	0 0.0%
Government	5,100	5,100	4,900	0	0.0%	200 4.1%
Local Government	2,900	2,900	3,300	0	0.0%	-400 -12.1%
Local Government Educational Services	1,600	1,600	2,000	0	0.0%	-400 -20.0%
Local Government excluding Educational Services	1,300	1,300	1,300	0	0.0%	0 0.0%

Source: Indiana Dept of Workforce Development, Research and Analysis, Current Employment Statistics

Kokomo MSA Employment Trends

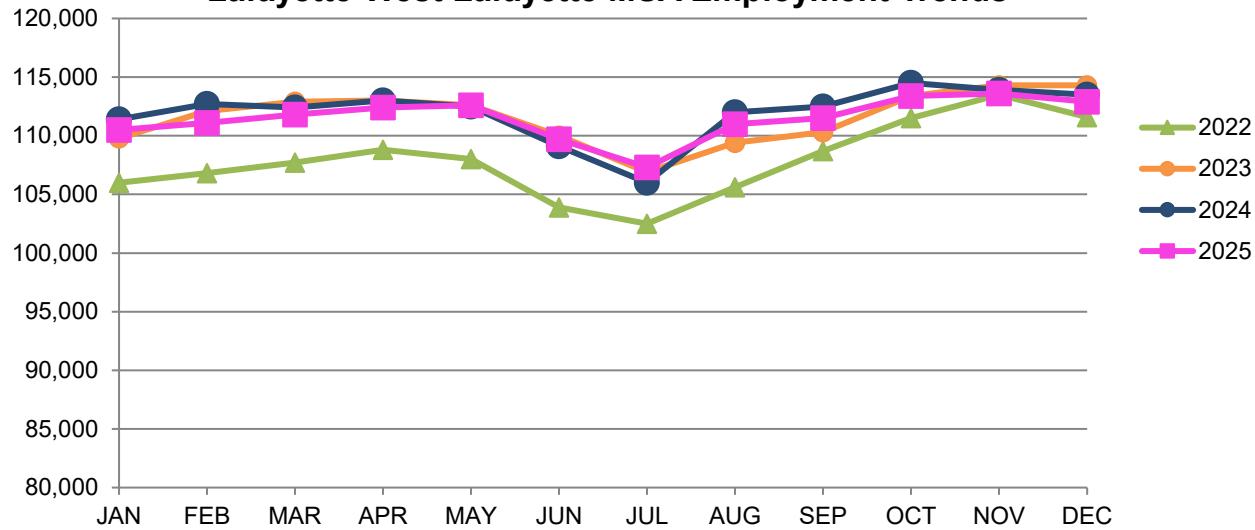


Source: Indiana Department of Workforce Development, Research & Analysis, Current Employment Statistics | Note: Historical data for the most recent 4 years (both seasonally adjusted and not seasonally adjusted) are revised near the beginning of each calendar year, prior to the release of January estimates for statewide data.

Lafayette-West Lafayette MSA						
Wage and Salaried Employment	December 2025			# Change	% Change	# Change % Change
Industry	Dec-25	Nov-25	Dec-24	Nov-25 to Dec-25	Dec-24 to Dec-25	
Total Nonfarm	112,900	113,600	113,500	-700	-0.6%	-600 -0.5%
Total Private	85,700	86,000	85,700	-300	-0.4%	0 0.0%
Goods Producing	26,600	26,700	26,400	-100	-0.4%	200 0.8%
Service Providing	86,300	86,900	87,100	-600	-0.7%	-800 -0.9%
Private Service Providing	59,100	59,300	59,300	-200	-0.3%	-200 -0.3%
Mining, Logging and Construction	5,000	5,100	4,900	-100	-2.0%	100 2.0%
Manufacturing	21,600	21,600	21,500	0	0.0%	100 0.5%
Durable Goods	16,700	16,800	16,800	-100	-0.6%	-100 -0.6%
Trade, Transportation and Utilities	16,000	15,900	16,200	100	0.6%	-200 -1.2%
Wholesale Trade	3,100	3,200	3,100	-100	-3.1%	0 0.0%
Retail Trade	9,800	9,700	9,900	100	1.0%	-100 -1.0%
Transportation, Warehousing and Utilities	3,100	3,000	3,200	100	3.3%	-100 -3.1%
Information	700	700	700	0	0.0%	0 0.0%
Financial Activities	3,300	3,300	3,500	0	0.0%	-200 -5.7%
Professional and Business Services	9,000	9,100	8,800	-100	-1.1%	200 2.3%
Education and Health Services	14,800	14,900	14,800	-100	-0.7%	0 0.0%
Leisure and Hospitality	11,100	11,200	11,100	-100	-0.9%	0 0.0%
Accommodation and Food Services	10,200	10,400	10,200	-200	-1.9%	0 0.0%
Other Services	4,200	4,200	4,200	0	0.0%	0 0.0%
Total Government	27,200	27,600	27,800	-400	-1.5%	-600 -2.2%
Federal Government	500	500	500	0	0.0%	0 0.0%
State Government	19,000	19,500	19,500	-500	-2.6%	-500 -2.6%
Local Government	7,700	7,600	7,800	100	1.3%	-100 -1.3%
Local Government Educational Services	4,300	4,300	4,700	0	0.0%	-400 -8.5%

Source: Indiana Dept of Workforce Development, Research and Analysis, Current Employment Statistics

Lafayette-West Lafayette MSA Employment Trends



Source: Indiana Department of Workforce Development, Research & Analysis, Current Employment Statistics | Note: Historical data for the most recent 4 years (both seasonally adjusted and not seasonally adjusted) are revised near the beginning of each calendar year, prior to the release of January estimates for statewide data.

Frequently Listed Jobs	
Top 20 job listings by number of postings in Region 4 in the past month	
Rank	Occupations
1	Registered Nurses
2	Heavy and Tractor-Trailer Truck Drivers
3	Retail Salespersons
4	Home Health and Personal Care Aides
5	Licensed Practical and Licensed Vocational Nurses
6	First-Line Supervisors of Retail Sales Workers
7	Physical Therapists
8	Food Service Managers
9	Maintenance and Repair Workers, General
10	Stockers and Order Fillers
11	Nursing Assistants
12	Food Preparation Workers
13	Customer Service Representatives
14	Postsecondary Teachers
15	Janitors and Cleaners, Except Maids and Housekeeping Cleaners
16	Driver/Sales Workers
17	Merchandise Displayers and Window Trimmers
18	Pharmacy Technicians
19	Production Workers, All Other
20	Health Technologists and Technicians, All Other

Source: Lightcast

Applicant Pool	
Top 20 occupations desired by applicants on their resumes in the past 12 months	
Occupations	# of applicants
Production Workers, All Other	1,315
Assemblers and Fabricators, All Other	890
Helpers--Production Workers	701
Laborers and Freight, Stock, and Material Movers, Hand	442
Team Assemblers	306
Customer Service Representatives	257
Cashiers	256
Office and Administrative Support Workers, All Other	197
Office Clerks, General	193
Industrial Truck and Tractor Operators	191
Extraction Workers, All Other	189
Managers, All Other	189
Welders, Cutters, Solderers, and Brazers	180
Construction Laborers	168
First-Line Supervisors of Production and Operating Workers	162
Heavy and Tractor-Trailer Truck Drivers	156
Electrical and Electronic Equipment Assemblers	155
Retail Salespersons	154
Inspectors, Testers, Sorters, Samplers, and Weighers	139
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	136

Source: Indiana Workforce Development, Indiana Career Connect.

BREAKDOWN**December Indiana Labor Force**

Released January 27, 2026



Total Population
6,924,275



Labor Force (Age 16+)
3,495,276



Not in the Labor Force (Age 16+)
1,967,500

Employed
3,371,403

Unemployed
(Seeking)
123,873

Do Not Want a Job
1,856,600

Want a Job
(Not Seeking)
110,900

Source: U.S. Bureau of Labor Statistics, Current Population Survey, December 2025, Indiana, Seasonally Adjusted

Source: U.S. Bureau of Labor Statistics, Current Population Survey, December 2025, Indiana, Seasonally Adjusted

Want a Job
(Available to Work Now)
38,600

Potential Workers

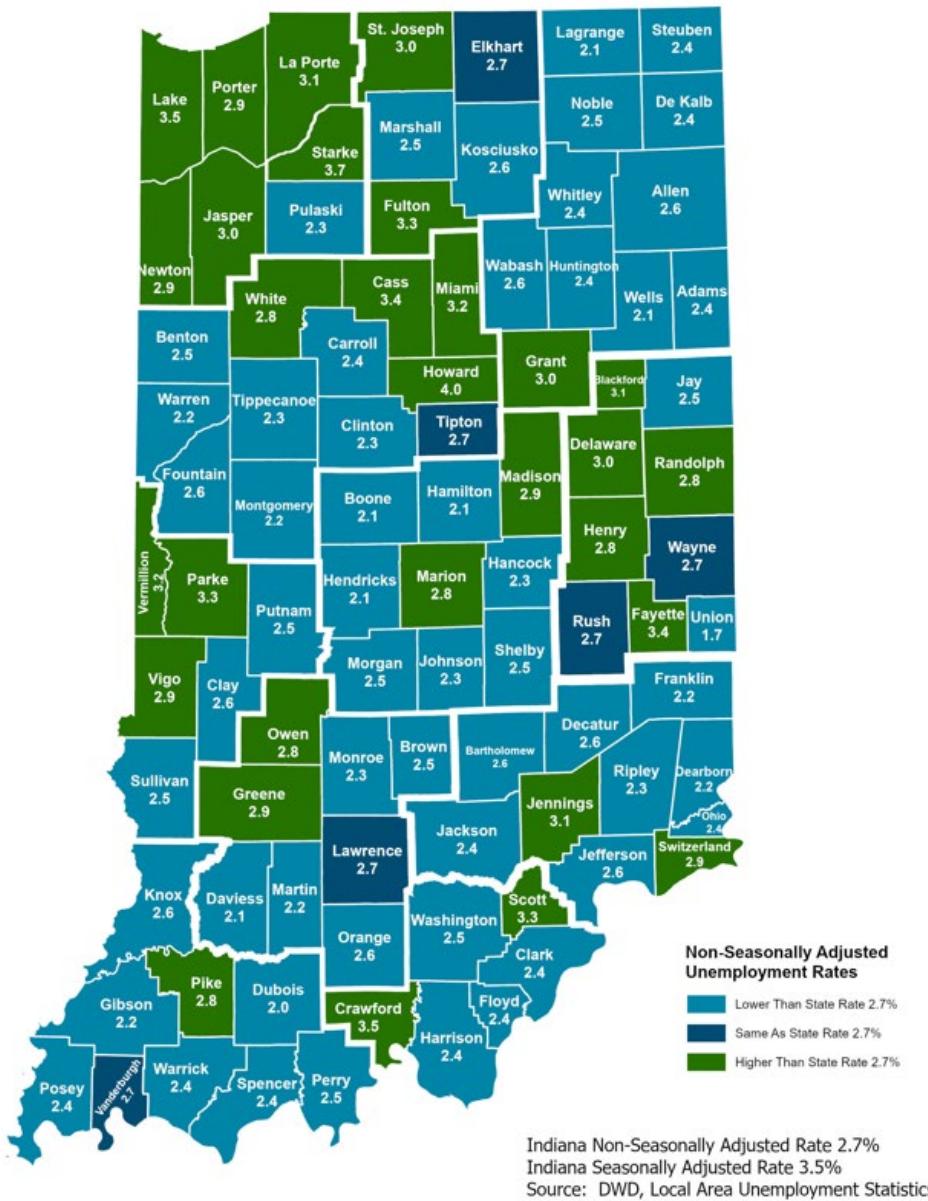
(Unemployed and Seeking a Job + Not in the Labor Force but Want a Job/Available to Work Now)

162,473

Moreover, the U.S. Bureau of Labor Statistics data counted used within
 Local Area Unemployment Statistics (LAUS) Captures Indiana's labor force which includes those currently employed and those who are unemployed and actively seeking work.
 Current Population Survey (CPS) Captures individuals not participating in Indiana's Labor Force. This set includes migrant migrants that do not want a job (i.e. retirees and
 students) and those that want a job but are not actively seeking work.
 U.S. Census Bureau, Indiana Population 2024

Resource Note: Using Current Population Survey (CPS) Sub-national Data and Differences Between CPS and LAUS Estimates

County Unemployment Rates December 2025



Questions?

Please contact the DWD
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