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LABOR MARKET REVIEW



December 2025 Labor Market Review

Reported by: Cassie Janes

Regional Workforce Analyst

[Email Cassie](#)

cjanes@dwd.in.gov



INDIANA DEPARTMENT OF
WORKFORCE
DEVELOPMENT

Economic Growth Region 8

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.

In December 2025, nonfarm payroll employment was essentially unchanged in all 50 states and the District of Columbia. Over the year, nonfarm payroll employment increased in 8 states, decreased in the District, and was essentially unchanged in 42 states.

Hawaii and South Dakota had the lowest jobless rates in December, 2.2 percent each. The District of Columbia had the highest unemployment rate, 6.7 percent. The next highest rates were in California and New Jersey, 5.5 percent and 5.4 percent, respectively. In total, 19 states had unemployment rates lower than the U.S. figure of 4.4 percent, 5 states and the District had higher rates, and 26 states had rates that were not appreciably different from that of the nation.



Economic Growth Region (EGR) 8

Brown, Daviess, Greene, Lawrence, Martin, Monroe, Orange and Owen 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

#19 - Greene (2.9%)

#27 - Owen (2.8%)

#32 - Lawrence (2.7%)

#45 - Orange (2.6%)

#48 - Brown (2.5%)

#75 - Monroe (2.3%)

#82 - Martin (2.2%)

#86 - Daviess (2.1%)

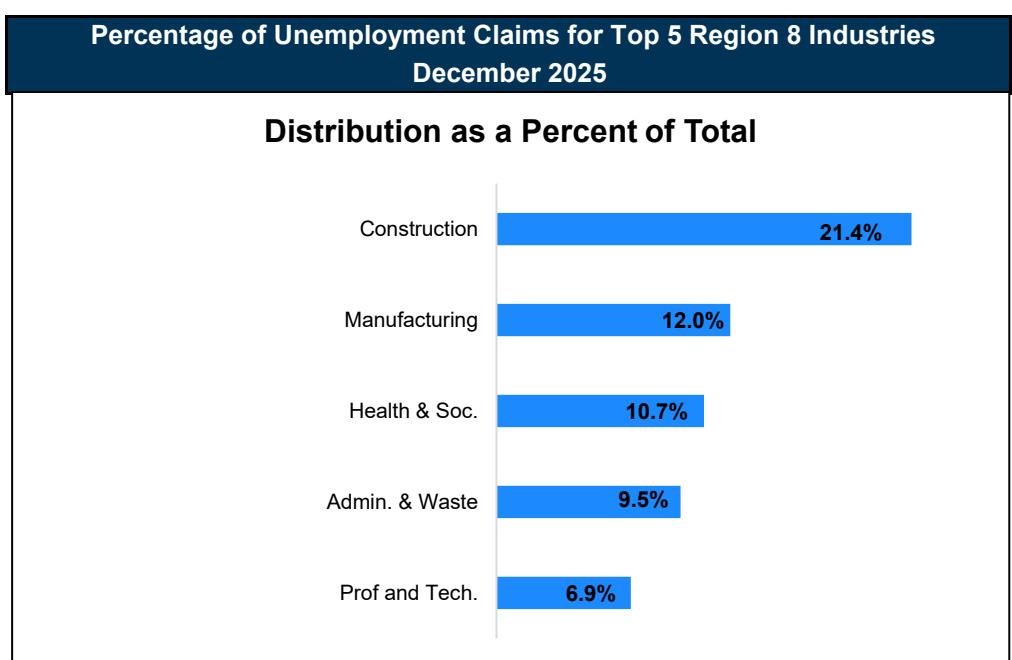
Source: Indiana Department of Workforce Development, Research & Analysis, Local Area Unemployment Statistics | Unemployment Statistics Released: 01/26 | Notes: The data displayed are presented as estimates only. The most recent month's data are always preliminary and are revised when the next month's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

| 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 8 | 159,405 | 155,474 | 3,931 | 2.5% | 3.1% | 3.6% |
| Bloomington MSA | 83,839 | 81,827 | 2,012 | 2.4% | 2.9% | 3.4% |
| Brown Co. | 7,900 | 7,706 | 194 | 2.5% | 3.0% | 4.0% |
| Daviess Co. | 16,517 | 16,165 | 352 | 2.1% | 2.8% | 3.0% |
| Greene Co. | 14,541 | 14,125 | 416 | 2.9% | 3.5% | 4.4% |
| Lawrence Co. | 22,094 | 21,491 | 603 | 2.7% | 3.3% | 4.3% |
| Martin Co. | 5,129 | 5,016 | 113 | 2.2% | 3.0% | 3.1% |
| Monroe Co. | 73,372 | 71,651 | 1,721 | 2.3% | 2.9% | 3.3% |
| Orange Co. | 9,385 | 9,144 | 241 | 2.6% | 3.3% | 4.0% |
| Owen Co. | 10,467 | 10,176 | 291 | 2.8% | 3.2% | 4.1% |
| Bloomington | 41,112 | 40,159 | 953 | 2.3% | 2.9% | 3.4% |

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.

| Consumer Price Index (CPI-U Change), Unadjusted Percent Change to December 2025 from | | | | |
|--|-----------|--------|-----------------|--------|
| CPI Item | 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 for Region 8 for December 2025 | | | | |
|---|------|--------|-----------------------|-------------|
| Company | City | County | # of workers affected | Notice Date |
| | | | | |
| | | | | |
| | | | | |

There are no WARN Notices for December 2025 for EGR 8.

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 8

Initial Claims

12/06/25 - 118(D)
12/13/25 - 103(D)
12/20/25 - 115(D)
12/27/25 - 101(D)

Continued Claims

12/06/25 - 649
12/13/25 - 680
12/20/25 - 736
12/27/25 - 824

Total Claims

12/06/25 - 767
12/13/25 - 783
12/20/25 - 851
12/27/25 - 925

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

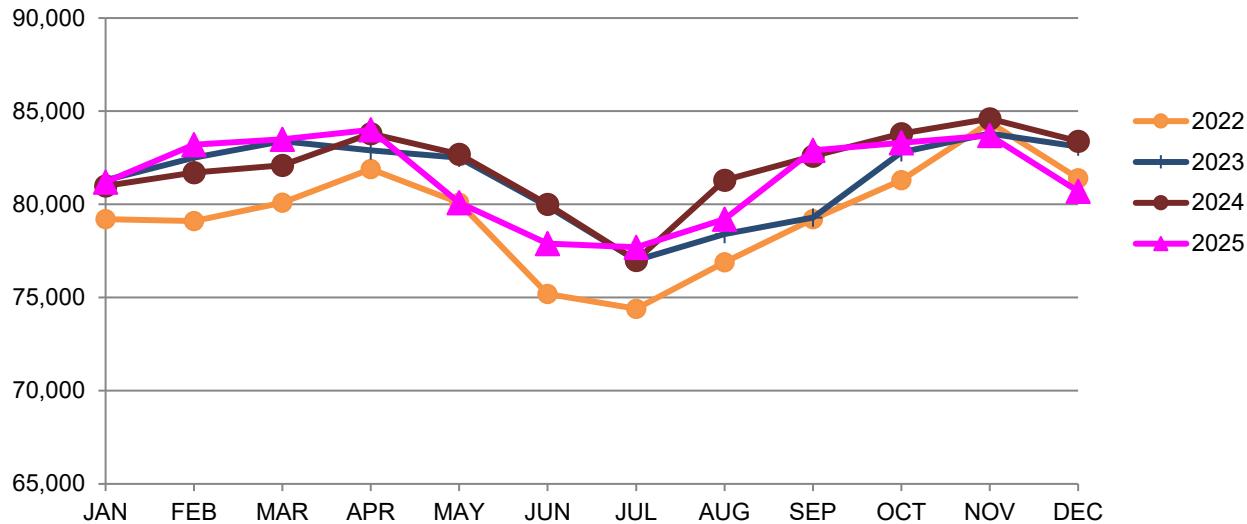
(D) indicates item is affected by non-disclosure issues relating to industry or ownership status |

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

| Bloomington 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 | 80,700 | 83,700 | 83,400 | -3,000 | | -2,700 | |
| Total Private | 57,900 | 58,300 | 58,100 | -400 | | -200 | |
| Goods Producing | 13,700 | 13,700 | 13,700 | 0 | | 0 | |
| Service-Providing | 67,000 | 70,000 | 69,700 | -3,000 | | -2,700 | |
| Private Service Providing | 44,200 | 44,600 | 44,400 | -400 | | -200 | |
| Mining, Logging and Construction | 3,400 | 3,400 | 3,300 | 0 | | 100 | |
| Manufacturing | 10,300 | 10,300 | 10,400 | 0 | | -100 | |
| Durable Goods | 5,900 | 6,000 | 6,000 | -100 | | -100 | |
| Trade, Transportation, and Utilities | 10,600 | 10,600 | 10,800 | 0 | | -200 | |
| Wholesale Trade | 2,300 | 2,300 | 2,300 | 0 | | 0 | |
| Retail Trade | 7,000 | 7,000 | 7,100 | 0 | | -100 | |
| Transportation, Warehousing, and Utilities | 1,300 | 1,300 | 1,400 | 0 | | -100 | |
| Information | 800 | 800 | 800 | 0 | | 0 | |
| Financial Activities | 2,600 | 2,600 | 2,700 | 0 | | -100 | |
| Professional and Business Services | 6,100 | 6,200 | 5,900 | -100 | | 200 | |
| Education and Health Services | 12,700 | 12,800 | 12,500 | -100 | | 200 | |
| Leisure and Hospitality | 8,900 | 9,000 | 9,100 | -100 | | -200 | |
| Other Services | 2,500 | 2,600 | 2,600 | -100 | | -100 | |
| Total Government | 22,800 | 25,400 | 25,300 | -2,600 | | -2,500 | |
| Federal Government | 300 | 300 | 400 | 0 | | -100 | |
| State Government | 17,200 | 19,700 | 19,300 | -2,500 | | -2,100 | |
| Local Government | 5,300 | 5,400 | 5,600 | -100 | | -300 | |
| Local Government Educational Services | 2,600 | 2,600 | 2,900 | 0 | | -300 | |
| Local Government excluding Educational Services | 2,700 | 2,800 | 2,700 | -100 | | 0 | |

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

Bloomington 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 8 in the past month | |
| Rank | Occupations |
| 1 | Registered Nurses |
| 2 | Home Health and Personal Care Aides |
| 3 | Retail Salespersons |
| 4 | Heavy and Tractor-Trailer Truck Drivers |
| 5 | First-Line Supervisors of Retail Sales Workers |
| 6 | Postsecondary Teachers |
| 7 | Medical and Health Services Managers |
| 8 | Food Preparation Workers |
| 9 | Licensed Practical and Licensed Vocational Nurses |
| 10 | Physical Therapists |
| 11 | Nursing Assistants |
| 12 | Driver/Sales Workers |
| 13 | Food Service Managers |
| 14 | Customer Service Representatives |
| 15 | Maintenance and Repair Workers, General |
| 16 | Fast Food and Counter Workers |
| 17 | Stockers and Order Fillers |
| 18 | First-Line Supervisors of Food Preparation and Serving Workers |
| 19 | Pharmacists |
| 20 | Merchandise Displayers and Window Trimmers |

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 | 172 |
| Assemblers and Fabricators, All Other | 163 |
| Heavy and Tractor-Trailer Truck Drivers | 159 |
| Helpers--Production Workers | 124 |
| Laborers and Freight, Stock, and Material Movers, Hand | 111 |
| Cashiers | 105 |
| Construction Laborers | 103 |
| Office Clerks, General | 103 |
| Office and Administrative Support Workers, All Other | 79 |
| Customer Service Representatives | 76 |
| Extraction Workers, All Other | 72 |
| Operating Engineers and Other Construction Equipment Operators | 69 |
| Welders, Cutters, Solderers, and Brazers | 69 |
| Construction and Related Workers, All Other | 67 |
| Managers, All Other | 66 |
| Carpenters | 55 |
| Industrial Truck and Tractor Operators | 55 |
| Janitors and Cleaners, Except Maids and Housekeeping Cleaners | 55 |
| Landscaping and Groundskeeping Workers | 54 |
| Waiters and Waitresses | 54 |

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

See the Local Area Employment Estimates
December 2025, Table A-212 for details

Unemployed
(Seeking)
123,873

Do Not Want a Job
1,856,600

See the Local Area Employment Estimates
December 2025, Table A-212 for details

Want a Job
(Not Seeking)
110,900

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

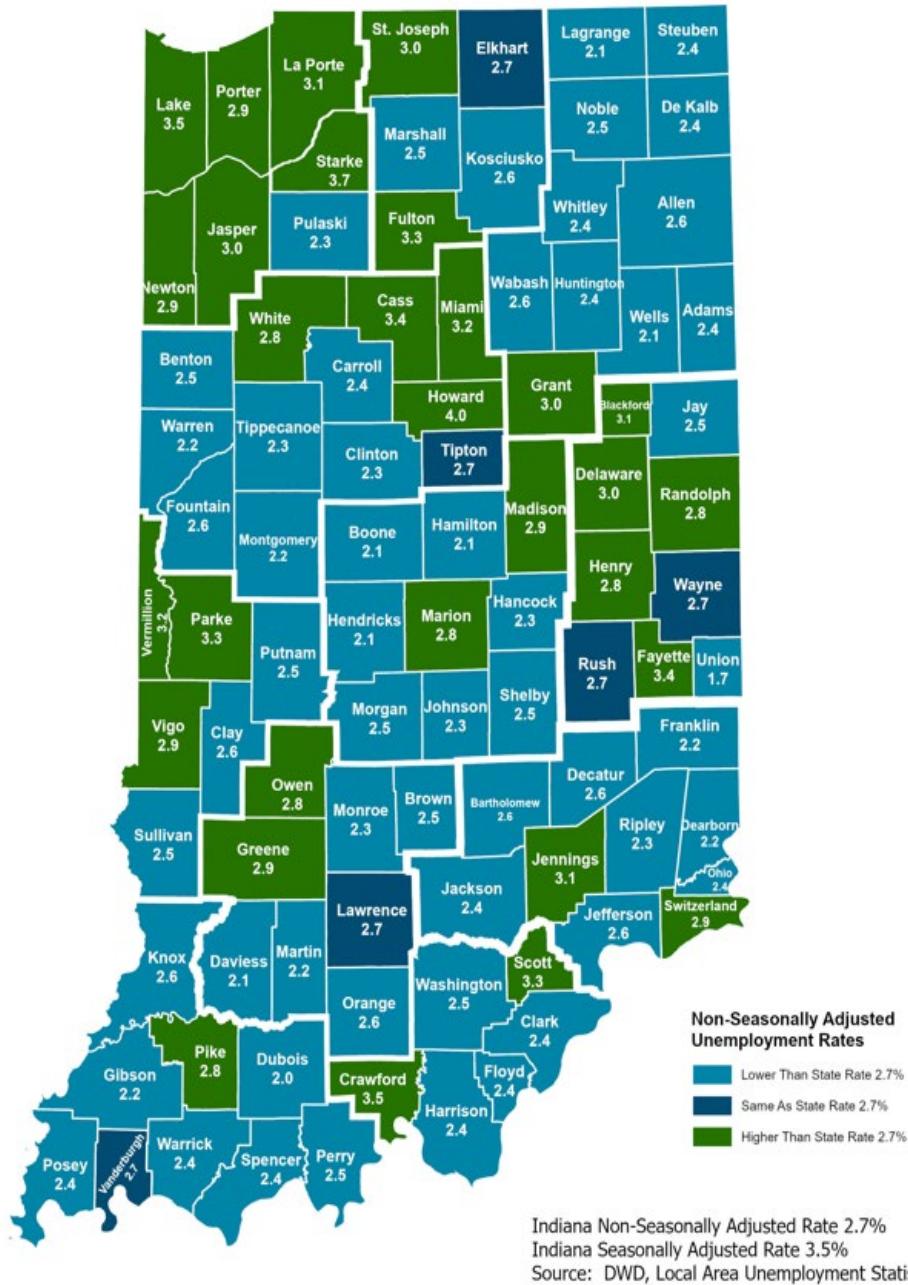
More about the U.S. Bureau of Labor Statistics data sources used within Local Area Unemployment Statistics (LAUS). Data in Indiana's labor force includes those currently employed and those who are unemployed and actively seeking work. Current Population Survey (CPS) data has indicated us is not participating in Indiana's labor force. This set includes non-participants 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 on 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
Regional Workforce
Analyst listed below:

Cassie Janes

Research and Analysis

[Indiana Department of
Workforce Development](http://Indiana Department of Workforce Development)

cjanes@dwd.in.gov