



# Hoosiers BY THE NUMBERS

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## LABOR MARKET REVIEW



## November 2025 Labor Market Review

**Reported by: Kathy Jaworski**

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Regional Workforce Analyst

[Email Kathy](mailto:kjaworski@dwd.in.gov)

[kjaworski@dwd.in.gov](mailto:kjaworski@dwd.in.gov)

Tel: 219-841-6347





## LABOR MARKET REVIEW

# Economic Growth Region 2

Statistical Data Report for November 2025, Released January 2026

## State Employment and Unemployment

BLS could not collect October 2025 reference period survey data for some surveys due to a lapse in appropriations, resulting in missing data values where data could not be retroactively collected.

Unemployment rates were higher in November than a year earlier in 16 states and the District of Columbia, lower in 8 states, and little different in 26 states, the U.S. Bureau of Labor Statistics reported. South Dakota had the lowest jobless rate in November, 2.1 percent, followed by Hawaii, 2.2 percent. The District of Columbia had the highest unemployment rate, 6.5 percent. The next highest rates were in California and New Jersey, 5.5 percent and 5.4 percent, respectively. The national unemployment rate, 4.6 percent, was 0.4 percentage point higher than in November 2024.

In November 2025, nonfarm payroll employment was essentially unchanged in all 50 states and the District of Columbia. Over the year, nonfarm payroll employment increased in 12 states, decreased in the District, and was essentially unchanged in 38 states. The largest job gains occurred in Texas (+146,300) and Pennsylvania (+97,600), followed by New York and North Carolina (+87,900 each). The largest percentage increases occurred in Missouri and South Carolina (+2.0 percent each), followed by North Carolina (+1.7 percent).



## Economic Growth Region (EGR) 2

Elkhart, Fulton,  
Kosciusko, Marshall  
and St. Joseph  
Counties

### Unemployment Rates by State (seasonally adjusted): November 2025

U.S. - 4.5%

Illinois - 4.4%

**Indiana - 3.7%**

Kentucky - 5%

Michigan - 5%

Ohio - 4.5%

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

### Unemployment Rank by County (of 92 counties): November 2025

#12 - Fulton (3.6%)

#22 - St. Joseph (3.5%)

#30 - Elkhart (3.3%)

#44 - Kosciusko (3.2%)

#59 - Marshall (3.1%)

November 2025 Labor Force Estimates (not seasonally adjusted)						
Area	Labor Force	Employed	Unemployed	Nov-25	Oct-25	Nov-24
U.S.	171,467,000	164,066,000	7,401,000	4.3%	0.0%	4.0%
IN	3,477,160	3,363,465	113,695	3.3%	0.0%	4.3%
EGR 2	299,390	289,226	10,164	3.4%	0.0%	4.8%
Elkhart-Goshen MSA	96,692	93,485	3,207	3.3%	0.0%	4.9%
South Bend-Mishawaka MSA	156,045	150,296	5,749	3.7%	0.0%	4.9%
Elkhart Co.	96,692	93,485	3,207	3.3%	0.0%	4.9%
Fulton Co.	9,308	8,975	333	3.6%	0.0%	4.9%
Kosciusko Co.	39,182	37,933	1,249	3.2%	0.0%	4.6%
Marshall Co.	22,728	22,018	710	3.1%	0.0%	4.2%
St Joseph Co.	131,480	126,815	4,665	3.5%	0.0%	4.9%
Elkhart	24,457	23,597	860	3.5%	0.0%	5.6%
Goshen	14,995	14,492	503	3.4%	0.0%	5.0%
Mishawaka	25,177	24,272	905	3.6%	0.0%	5.1%
Plymouth	5,593	5,415	178	3.2%	0.0%	4.2%
South Bend	48,025	46,146	1,879	3.9%	0.0%	5.3%
Warsaw	7,891	7,628	263	3.3%	0.0%	4.7%

Source: Indiana Department of Workforce Development, Research & Analysis, Local Area Unemployment Statistics | Unemployment Statistics Released:12/25 | 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.

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

**Consumer Price Index (CPI-U Change), Unadjusted Percent Change  
to November 2025 from**

CPI Item	Nov-24	Oct-25	Nov-24	Oct-25
	U.S. City		Midwest Region*	
<b>All Items</b>	<b>2.7%</b>	<b>N/A</b>	<b>3.0%</b>	<b>N/A</b>
Food & Beverages	2.6%	N/A	2.2%	N/A
Housing	3.5%	N/A	4.6%	N/A
Apparel	0.2%	N/A	0.5%	N/A
Transportation	1.6%	N/A	0.5%	N/A
Medical Care	2.9%	N/A	2.6%	N/A
Recreation	1.8%	N/A	3.5%	N/A
Education & Communication	1.5%	N/A	1.8%	N/A
Other Goods & Services	3.9%	N/A	3.2%	N/A

\*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

**Unemployment Claims:  
November 2025**

**Region 2**

**Initial Claims**

11/01/25 - 189(D)  
11/08/25 - 212(D)  
11/15/25 - 221(D)  
11/22/25 - 247(D)  
11/29/25 - 233(D)

**Continued Claims**

11/01/25 - 1,440  
11/08/25 - 1,389  
11/15/25 - 1,414  
11/22/25 - 1,457  
11/29/25 - 1,959

**Total Claims**

11/01/25 - 1,629  
11/08/25 - 1,601  
11/15/25 - 1,635  
11/22/25 - 1,704  
11/29/25 - 2,192

**State of Indiana**

**Initial Claims**

11/01/25 - 3,310  
11/08/25 - 2,899  
11/15/25 - 2,595  
11/22/25 - 2,758  
11/29/25 - 2,239

**Continued Claims**

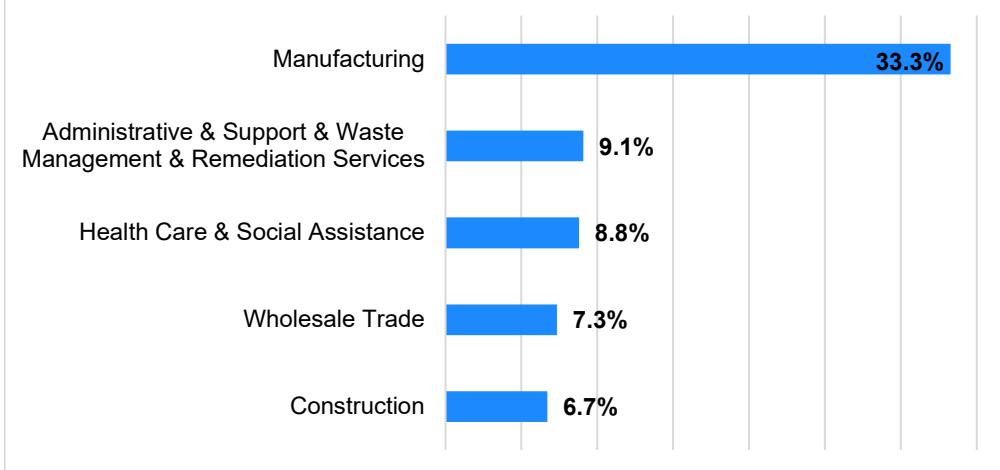
11/01/25 - 19,775  
11/08/25 - 18,769  
11/15/25 - 19,240  
11/22/25 - 18,892  
11/29/25 - 21,914

**Total Claims**

11/01/25 - 23,085  
11/08/25 - 21,668  
11/15/25 - 21,835  
11/22/25 - 21,650  
11/29/25 - 24,153

**Percentage of Unemployment Claims for Top 5 Region 2 Industries  
November 2025**

**Distribution as a Percent of Total**



Source: Indiana Department of Workforce Development, Research and Analysis

**WARN Notices**

**WARN Notices for Region 2 for November 2025**

Company	City	County	# affected	Notice Date

**There are no WARN Notices for November 2025 for Region 2.**

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:

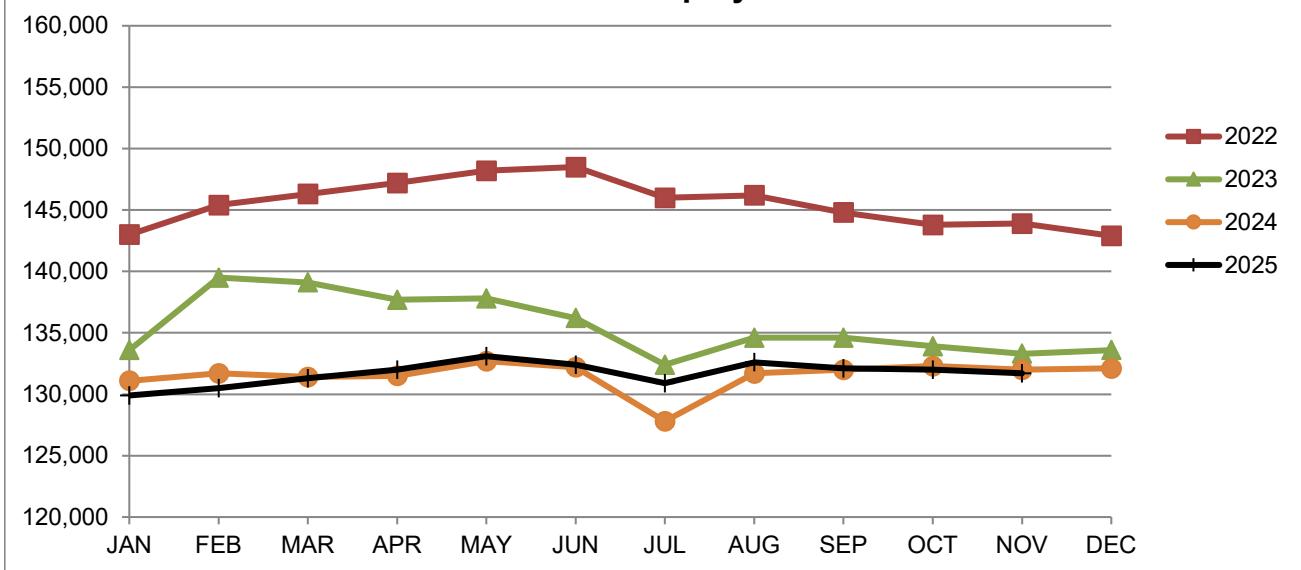
<https://www.dol.gov/programs/factsht/warn.htm>

Notes: (D) Indicates one or more counties are excluded due to non-disclosure issues | Numbers subject to weekly revision | Source: Indiana Department of Workforce Development, Research and Analysis

Elkhart-Goshen MSA							
Wage and Salaried Employment		November 2025			# Change	% Change	# Change % Change
Industry		Nov-25	Oct-25	Nov-24	Oct-25 to Nov-25	Nov-24 to Nov-25	
<b>Total Nonfarm</b>		<b>131,700</b>	<b>132,000</b>	<b>132,000</b>	<b>-300</b>	<b>-0.2%</b>	<b>-300</b> <b>-0.2%</b>
<b>Total Private</b>		<b>122,900</b>	<b>123,100</b>	<b>122,900</b>	<b>-200</b>	<b>-0.2%</b>	<b>0</b> <b>0.0%</b>
Goods Producing		64,400	64,600	64,800	-200	-0.3%	-400 -0.6%
Service-Providing		67,300	67,400	67,200	-100	-0.2%	100 0.2%
Private Service Providing		58,500	58,500	58,100	0	0.0%	400 0.7%
Mining, Logging and Construction		4,600	4,600	4,400	0	0.0%	200 4.6%
Manufacturing		59,800	60,000	60,400	-200	-0.3%	-600 -1.0%
Durable Goods		50,500	50,800	51,300	-300	-0.6%	-800 -1.6%
Transportation Equipment Manufacturing		31,500	31,700	32,500	-200	-0.6%	-1,000 -3.1%
Motor Vehicle Body and Trailer Manufacturing		27,000	27,200	27,900	-200	-0.7%	-900 -3.2%
Trade, Transportation, and Utilities		20,500	20,300	20,700	200	1.0%	-200 -1.0%
Wholesale Trade		7,900	7,900	7,900	0	0.0%	0 0.0%
Retail Trade		9,900	9,800	10,000	100	1.0%	-100 -1.0%
Transportation, Warehousing, and Utilities		2,700	2,600	2,800	100	3.9%	-100 -3.6%
Information		600	600	600	0	0.0%	0 0.0%
Financial Activities		3,100	3,100	3,200	0	0.0%	-100 -3.1%
Professional and Business Services		10,200	10,300	9,700	-100	-1.0%	500 5.2%
Education and Health Services		12,500	12,500	12,400	0	0.0%	100 0.8%
Leisure and Hospitality		7,200	7,300	7,100	-100	-1.4%	100 1.4%
Other Services		4,400	4,400	4,400	0	0.0%	0 0.0%
<b>Government</b>		<b>8,800</b>	<b>8,900</b>	<b>9,100</b>	<b>-100</b>	<b>-1.1%</b>	<b>-300</b> <b>-3.3%</b>
Federal Government		200	200	300	0	0.0%	-100 -33.3%
State Government		300	300	300	0	0.0%	0 0.0%
Local Government		8,300	8,400	8,500	-100	-1.2%	-200 -2.4%
Local Government Educational Services		5,500	5,500	5,800	0	0.0%	-300 -5.2%

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

### Elkhart-Goshen MSA Employment Trends

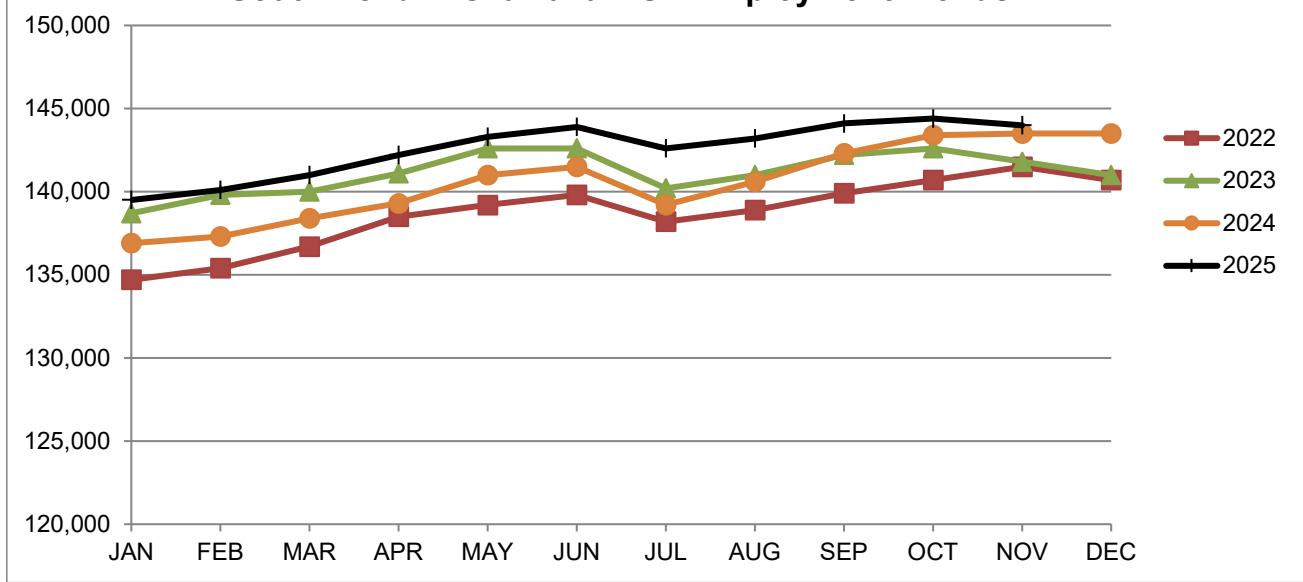


Source: Indiana Department of Workforce Development, Research & Analysis, Current Employment Statistics | Note: Historical data for the most recent 4 years (both seasonally adjusted and not seasonally adjusted) are revised near the beginning of each calendar year, prior to the release of January estimates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

South Bend-Mishawaka MSA							
Wage and Salaried Employment		November 2025			# Change	% Change	# Change % Change
Industry		Nov-25	Oct-25	Nov-24	Oct-25 to Nov-25	Nov-24 to Nov-25	
<b>Total Nonfarm</b>		<b>144,000</b>	<b>144,400</b>	<b>143,500</b>	<b>-400</b>	<b>-0.3%</b>	<b>500</b> <b>0.4%</b>
<b>Total Private</b>		<b>128,600</b>	<b>128,800</b>	<b>128,100</b>	<b>-200</b>	<b>-0.2%</b>	<b>500</b> <b>0.4%</b>
Goods Producing		21,700	22,000	21,700	-300	-1.4%	0 0.0%
Service Providing		122,300	122,400	121,800	-100	-0.1%	500 0.4%
Private Service Providing		106,900	106,800	106,400	100	0.1%	500 0.5%
Mining, Logging and Construction		6,700	6,900	6,500	-200	-2.9%	200 3.1%
Manufacturing		15,000	15,100	15,200	-100	-0.7%	-200 -1.3%
Trade, Transportation and Utilities		26,000	25,800	26,300	200	0.8%	-300 -1.1%
Wholesale Trade		7,100	7,100	7,000	0	0.0%	100 1.4%
Retail Trade		14,200	14,100	14,500	100	0.7%	-300 -2.1%
General Merchandise Stores		3,600	3,500	3,600	100	2.9%	0 0.0%
Transportation, Warehousing and Utilities		4,700	4,600	4,800	100	2.2%	-100 -2.1%
Information		1,400	1,400	1,400	0	0.0%	0 0.0%
Financial Activities		5,700	5,800	5,900	-100	-1.7%	-200 -3.4%
Professional & Business Services		13,600	13,700	13,000	-100	-0.7%	600 4.6%
Educational & Health Services		38,000	37,800	37,500	200	0.5%	500 1.3%
Hospitals		7,800	7,700	7,500	100	1.3%	300 4.0%
Leisure & Hospitality		15,300	15,400	15,400	-100	-0.7%	-100 -0.7%
Food Services and Drinking Places		10,900	11,000	11,100	-100	-0.9%	-200 -1.8%
Other Services		6,900	6,900	6,900	0	0.0%	0 0.0%
<b>Total Government</b>		<b>15,400</b>	<b>15,600</b>	<b>15,400</b>	<b>-200</b>	<b>-1.3%</b>	<b>0</b> <b>0.0%</b>
Federal Government		900	900	900	0	0.0%	0 0.0%
State Government		2,600	2,600	2,700	0	0.0%	-100 -3.7%
Local Government		11,900	12,100	11,800	-200	-1.7%	100 0.9%
Local Government Educational Services		6,500	6,500	6,400	0	0.0%	100 1.6%

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

### South Bend-Mishawaka 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 openings in Region 2 in the past month	
Rank	Occupations
1	Registered Nurses
2	Heavy and Tractor-Trailer Truck Drivers
3	Retail Salespersons
4	Maintenance and Repair Workers, General
5	First-Line Supervisors of Retail Sales Workers
6	Laborers and Freight, Stock, and Material Movers, Hand
7	Production Workers, All Other
8	Radiologic Technologists and Technicians
9	Home Health and Personal Care Aides
10	Customer Service Representatives
11	Cardiovascular Technologists and Technicians
12	Licensed Practical and Licensed Vocational Nurses
13	Stockers and Order Fillers
14	Coaches and Scouts
15	Food Preparation Workers
16	Janitors and Cleaners, Except Maids and Housekeeping Cleaners
17	Food Service Managers
18	Medical and Health Services Managers
19	Driver/Sales Workers
20	Nursing Assistants

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	1,365
Assemblers and Fabricators, All Other	809
Helpers--Production Workers	559
Laborers and Freight, Stock, and Material Movers, Hand	390
Customer Service Representatives	378
Cashiers	291
Office Clerks, General	266
First-Line Supervisors of Production and Operating Workers	222
Heavy and Tractor-Trailer Truck Drivers	206
Team Assemblers	201
Industrial Truck and Tractor Operators	189
Office and Administrative Support Workers, All Other	177
Shipping, Receiving, and Traffic Clerks	171
Welders, Cutters, Solderers, and Brazers	169
Retail Salespersons	165
Inspectors, Testers, Sorters, Samplers, and Weighers	161
Receptionists and Information Clerks	147
Packers and Packagers, Hand	139
Managers, All Other	127
Executive Secretaries and Executive Administrative Assistants	116

Source: Indiana Workforce Development, Indiana Career Connect

Statewide Average Weekly Hours & Earnings by Industry for November 2025			
Industry	Average Earnings (per hour)	Average # of hours worked (weekly)	Average Earnings (per week)
Construction	\$39.53	40.1	\$1,585.15
Manufacturing	\$25.01	42.6	\$1,065.43
Durable Goods	\$25.75	43.8	\$1,127.85
Fabricated Metal Product Manufacturing	\$24.94	43.5	\$1,084.89
Transportation Equipment Manufacturing	\$26.31	42.1	\$1,107.65
Non-Durable Goods	\$23.12	39.8	\$920.18
Retail Trade	\$19.89	29.1	\$578.80
Financial Activities	\$29.46	38.1	\$1,122.43
Health Care and Social Assistance	\$31.15	33.2	\$1,034.18
Accommodation and Food Services	\$17.16	23.1	\$396.40
Food Services and Drinking Places	\$16.89	22.9	\$386.78

Source: Indiana Department of Workforce Development, Current Employment Statistics

## METROPOLITAN AREA EMPLOYMENT AND UNEMPLOYMENT -- NOVEMBER 2025

Unemployment rates were higher in November than a year earlier in 259 of the 387 metropolitan areas, lower in 100 areas, and unchanged in 28 areas, the U.S. Bureau of Labor Statistics reported. A total of 44 areas had jobless rates of less than 3.0 percent and 8 areas had rates of at least 8.0 percent. Nonfarm payroll employment increased over the year in 8 metropolitan areas, decreased in 2 areas, and was essentially unchanged in 377 areas. The national unemployment rate in November was 4.3 percent, not seasonally adjusted, up from 4.0 percent a year earlier.

Metropolitan Area Unemployment (Not Seasonally Adjusted): In November, Sioux Falls, SD-MN, had the lowest unemployment rate, 2.0 percent, followed by Rapid City, SD, 2.1 percent. El Centro, CA, had the highest rate, 20.0 percent. A total of 224 areas had November jobless rates below the U.S. rate of 4.3 percent, 156 areas had rates above it, and 7 areas had rates equal to that of the nation.

The largest over-the-year unemployment rate increase in November occurred in Wildwood-The Villages, FL (+3.0 percentage points). Fifty other areas had rate increases of at least 1.0 percentage point. Kokomo, IN, had the largest over-the-year rate decrease in November (-4.2 percentage points). Sixteen other areas had rate declines of at least 1.0 percentage point.

Metropolitan Division Unemployment (Not Seasonally Adjusted): In November, Montgomery County-Bucks County-Chester County, PA, and Rockingham County-Strafford County, NH, had the lowest division unemployment rates, 3.1 percent each. Detroit-Dearborn-Livonia, MI, had the highest rate among the divisions, 6.2 percent, followed by Washington, DC-MD, 6.1 percent.

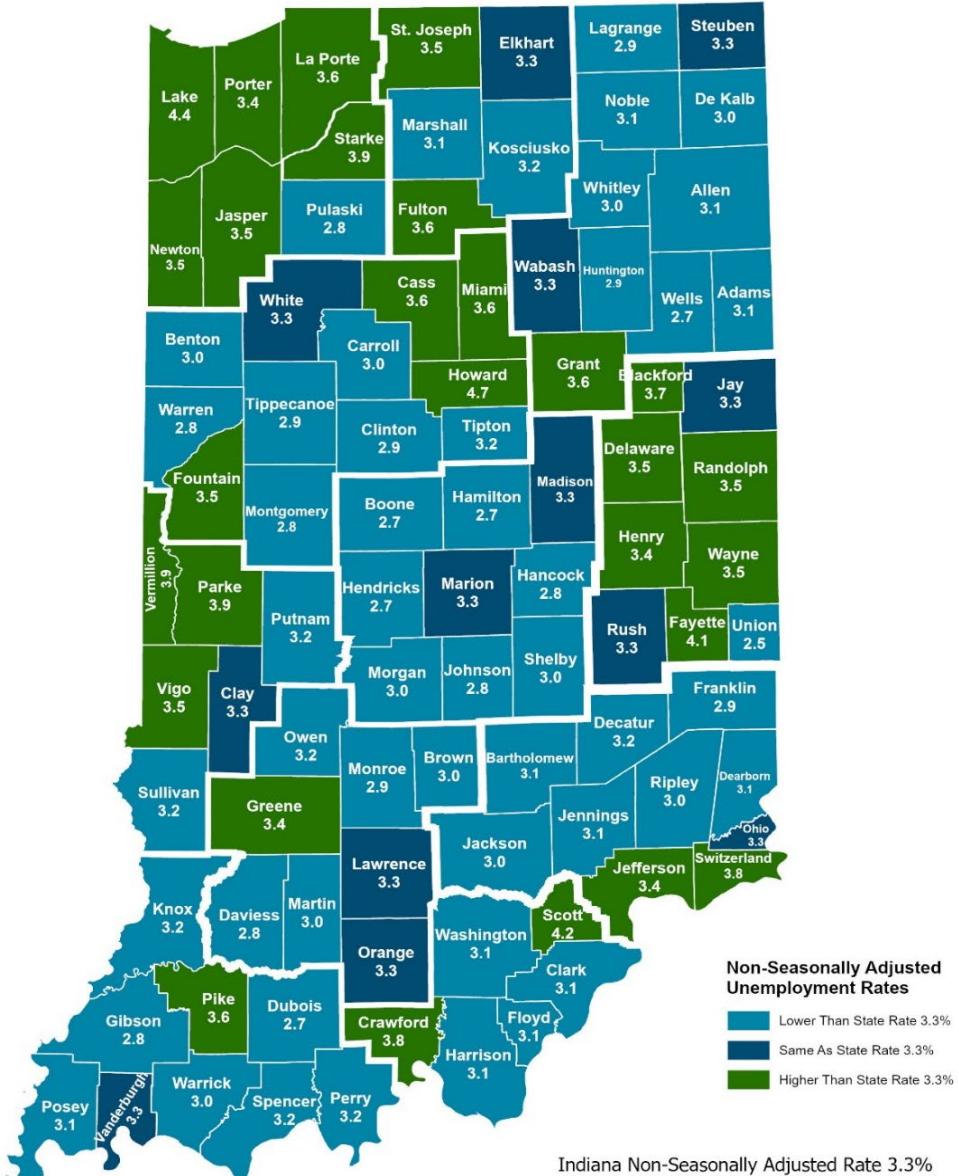
In November, 32 metropolitan divisions had over-the-year unemployment rate increases, 3 had decreases, and 2 had no change. The largest increase occurred in Washington, DC-MD (+2.1 percentage points), followed by Wilmington, DE-MD-NJ (+2.0 points). Nine other divisions had rate increases of at least 1.0 percentage point. The largest unemployment rate decline from November 2024 occurred in Lake County-Porter County-Jasper County, IN (-1.2 percentage points).

Metropolitan Area Nonfarm Employment (Not Seasonally Adjusted): In November 2025, nonfarm payroll employment increased over the year in 8 metropolitan areas, decreased in 2 areas, and was essentially unchanged in 377 areas. Over the year, nonfarm employment increased in 4 metropolitan areas with a 2020 Census population of 1 million or more, decreased in 1 area, and was essentially unchanged in 51 areas.

Metropolitan Division Nonfarm Employment (Not Seasonally Adjusted): In November, nonfarm payroll employment increased over the year in 1 metropolitan division, decreased in 1 division, and was essentially unchanged in 35 divisions. The over-the-year increase in employment among the metropolitan divisions occurred in New York-Jersey City-White Plains, NY-NJ (+59,500, or +0.9 percent). The over-the-year decrease in employment occurred in Washington, DC-MD (-29,400, or -2.5 percent). Source: U.S. Bureau of Labor Statistics

# County Unemployment Rates

## November 2025



### Questions?

Please contact the DWD  
 Research and Analysis  
 Regional Labor Analyst  
 listed below:

Kathy Jaworski  
 Regional Labor Analyst  
 Research and Analysis  
[Indiana Department of Workforce Development](http://Indiana Department of Workforce Development)  
 219-841-6347  
[kjaworski@dwd.in.gov](mailto:kjaworski@dwd.in.gov)