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LABOR MARKET REVIEW



November 2025 Labor Market Review

Reported by: Kathy Jaworski

Regional Workforce Analyst

kjaworski@dwd.in.gov





Economic Growth Region 3

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) 3

Adams, Allen, DeKalb,
Grant, Huntington,
LaGrange, Noble, Steuben,
Wabash, Wells, and Whitley
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

#13 - Grant (3.6%)

#38 - Steuben (3.3%)

#40 - Wabash (3.3%)

#51 - Adams (3.1%)

#52 - Allen (3.1%)

#60 - Noble (3.1%)

#66 - DeKalb (3%)

#73 - Whitley (3%)

#76 - Huntington (2.9%)

#77 - LaGrange (2.9%)

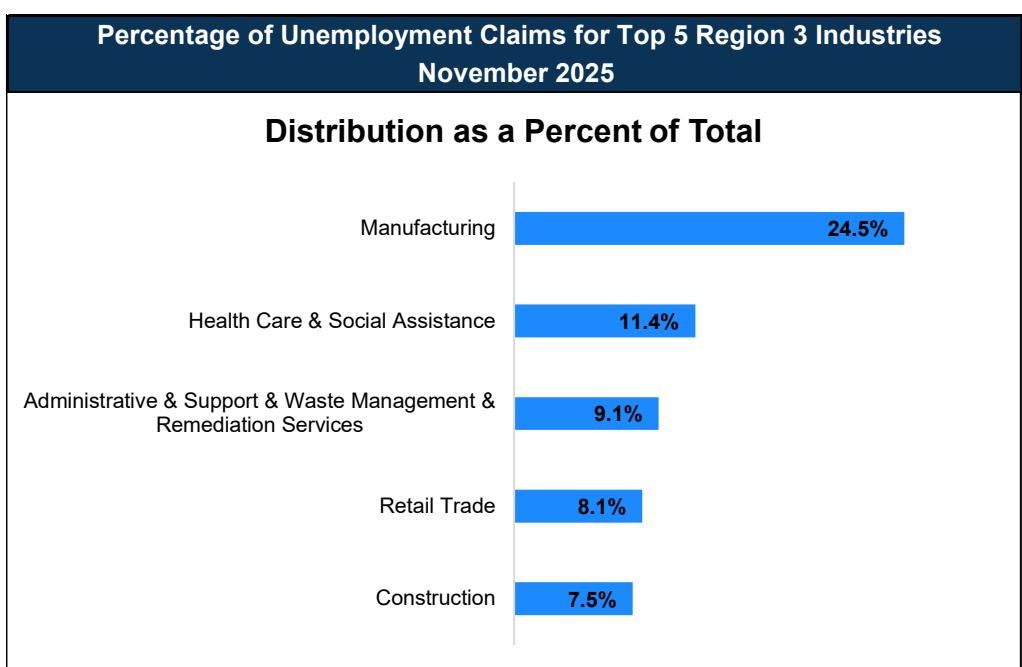
#91 - Wells (2.7%)

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 3	394,852	382,553	12,299	3.1%	0.0%	4.2%
Fort Wayne MSA	235,174	227,945	7,229	3.1%	0.0%	4.0%
Adams Co.	15,433	14,952	481	3.1%	0.0%	4.2%
Allen Co.	201,832	195,542	6,290	3.1%	0.0%	4.1%
DeKalb Co.	21,743	21,087	656	3.0%	0.0%	4.1%
Grant Co.	31,474	30,351	1,123	3.6%	0.0%	5.0%
Huntington Co.	19,258	18,693	565	2.9%	0.0%	3.9%
Lagrange Co.	17,990	17,473	517	2.9%	0.0%	4.0%
Noble Co.	22,212	21,516	696	3.1%	0.0%	4.4%
Steuben Co.	16,942	16,389	553	3.3%	0.0%	4.3%
Wabash Co.	14,626	14,147	479	3.3%	0.0%	4.4%
Wells Co.	15,191	14,788	403	2.7%	0.0%	3.6%
Whitley Co.	18,151	17,615	536	3.0%	0.0%	3.8%
Fort Wayne	137,588	133,087	4,501	3.3%	0.0%	4.2%
Marion	12,561	12,051	510	4.1%	0.0%	5.6%

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.

CPI Item	Consumer Price Index (CPI-U Change), Unadjusted Percent Change to November 2025 from			
	Nov-24	Oct-25	Nov-24	Oct-25
	U.S. City		Midwest Region*	
All Items	2.7%	N/A	3.0%	N/A
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



Source: Indiana Department of Workforce Development, Research and Analysis

WARN Notices

WARN Notices for Region 3 for November 2025				
Company	City	County	# of workers affected	Notice Date

There are no WARN Notices for November 2025 for Region 3.

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: November 2025

Region 3

Initial Claims

11/01/25 - 389(D)
11/08/25 - 379
11/15/25 - 235(D)
11/22/25 - 265(D)
11/29/25 - 201(D)

Continued Claims

11/01/25 - 1,758
11/08/25 - 1,679
11/15/25 - 1,686
11/22/25 - 1,750
11/29/25 - 1,931

Total Claims

11/01/25 - 2,147
11/08/25 - 2,058
11/15/25 - 1,921
11/22/25 - 2,015
11/29/25 - 2,132

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

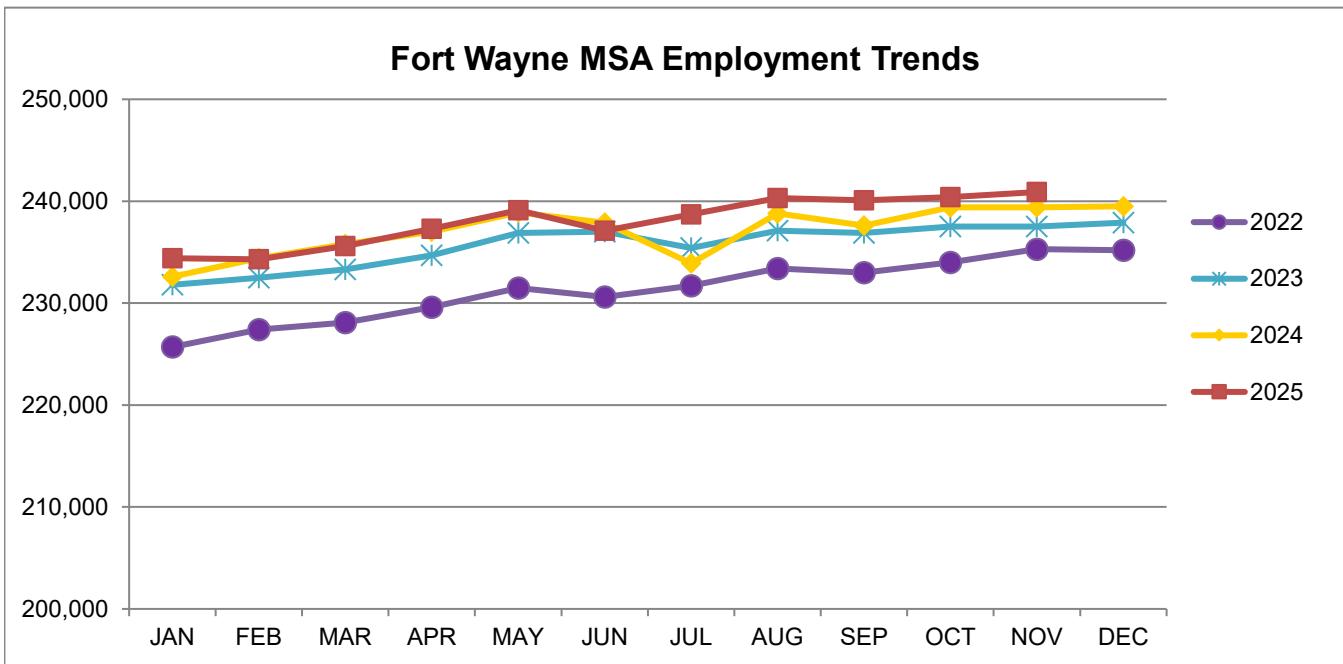
11/01/25 - 23,085
11/08/25 - 21,668
11/15/25 - 21,835
11/22/25 - 21,650
11/29/25 - 24,153

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

Source: Indiana Department of Workforce Development, Research and Development

Fort Wayne 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
Total Nonfarm	240,900	240,400	239,400	500	0.2%	1,500 0.6%
Total Private	218,100	217,700	216,100	400	0.2%	2,000 0.9%
Goods Producing	51,500	51,400	51,200	100	0.2%	300 0.6%
Service Providing	189,400	189,000	188,200	400	0.2%	1,200 0.6%
Private Service Providing	166,600	166,300	164,900	300	0.2%	1,700 1.0%
Mining, Logging and Construction	13,000	13,100	13,200	-100	-0.8%	-200 -1.5%
Total Manufacturing	38,500	38,300	38,000	200	0.5%	500 1.3%
Durable Goods Manufacturing	27,800	27,800	27,900	0	0.0%	-100 -0.4%
Transportation Equipment Manufacturing	7,600	7,600	7,700	0	0.0%	-100 -1.3%
Trade, Transportation and Utilities	46,900	46,200	47,500	700	1.5%	-600 -1.3%
Wholesale Trade	11,200	11,100	11,000	100	0.9%	200 1.8%
Retail Trade	24,200	23,900	24,700	300	1.3%	-500 -2.0%
Transportation, Warehousing and Utilities	11,500	11,200	11,800	300	2.7%	-300 -2.5%
Information	1,800	1,800	1,800	0	0.0%	0 0.0%
Financial Activities	11,900	11,900	12,300	0	0.0%	-400 -3.3%
Professional and Business Services	24,000	24,400	22,900	-400	-1.6%	1,100 4.8%
Education and Health Services	46,800	46,800	45,800	0	0.0%	1,000 2.2%
Leisure and Hospitality	21,700	21,800	21,200	-100	-0.5%	500 2.4%
Other Services	13,500	13,400	13,400	100	0.8%	100 0.8%
Total Government	22,800	22,700	23,300	100	0.4%	-500 -2.2%
Federal Government	2,100	2,100	2,200	0	0.0%	-100 -4.6%
State Government	3,800	3,800	4,200	0	0.0%	-400 -9.5%
Local Government	16,900	16,800	16,900	100	0.6%	0 0.0%
Local Government Educational Services	9,800	9,800	9,700	0	0.0%	100 1.0%

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



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 3 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	Food Service Managers
7	Home Health and Personal Care Aides
8	Licensed Practical and Licensed Vocational Nurses
9	Customer Service Representatives
10	Laborers and Freight, Stock, and Material Movers, Hand
11	Production Workers, All Other
12	Food Preparation Workers
13	Health Technologists and Technicians, All Other
14	Janitors and Cleaners, Except Maids and Housekeeping Cleaners
15	Driver/Sales Workers
16	Medical and Health Services Managers
17	General and Operations Managers
18	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products
19	Nursing Assistants
20	Stockers and Order Fillers

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	1,601
Assemblers and Fabricators, All Other	897
Helpers--Production Workers	613
Customer Service Representatives	547
Laborers and Freight, Stock, and Material Movers, Hand	393
Cashiers	389
Office Clerks, General	316
Managers, All Other	242
Industrial Truck and Tractor Operators	241
Packers and Packagers, Hand	236
First-Line Supervisors of Production and Operating Workers	228
Team Assemblers	227
Welders, Cutters, Solderers, and Brazers	224
Shipping, Receiving, and Traffic Clerks	211
Inspectors, Testers, Sorters, Samplers, and Weighers	208
Office and Administrative Support Workers, All Other	203
Heavy and Tractor-Trailer Truck Drivers	201
Retail Salespersons	184
Extraction Workers, All Other	174
Construction Laborers	169

Source: Indiana Workforce Development, Indiana Career Connect

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?

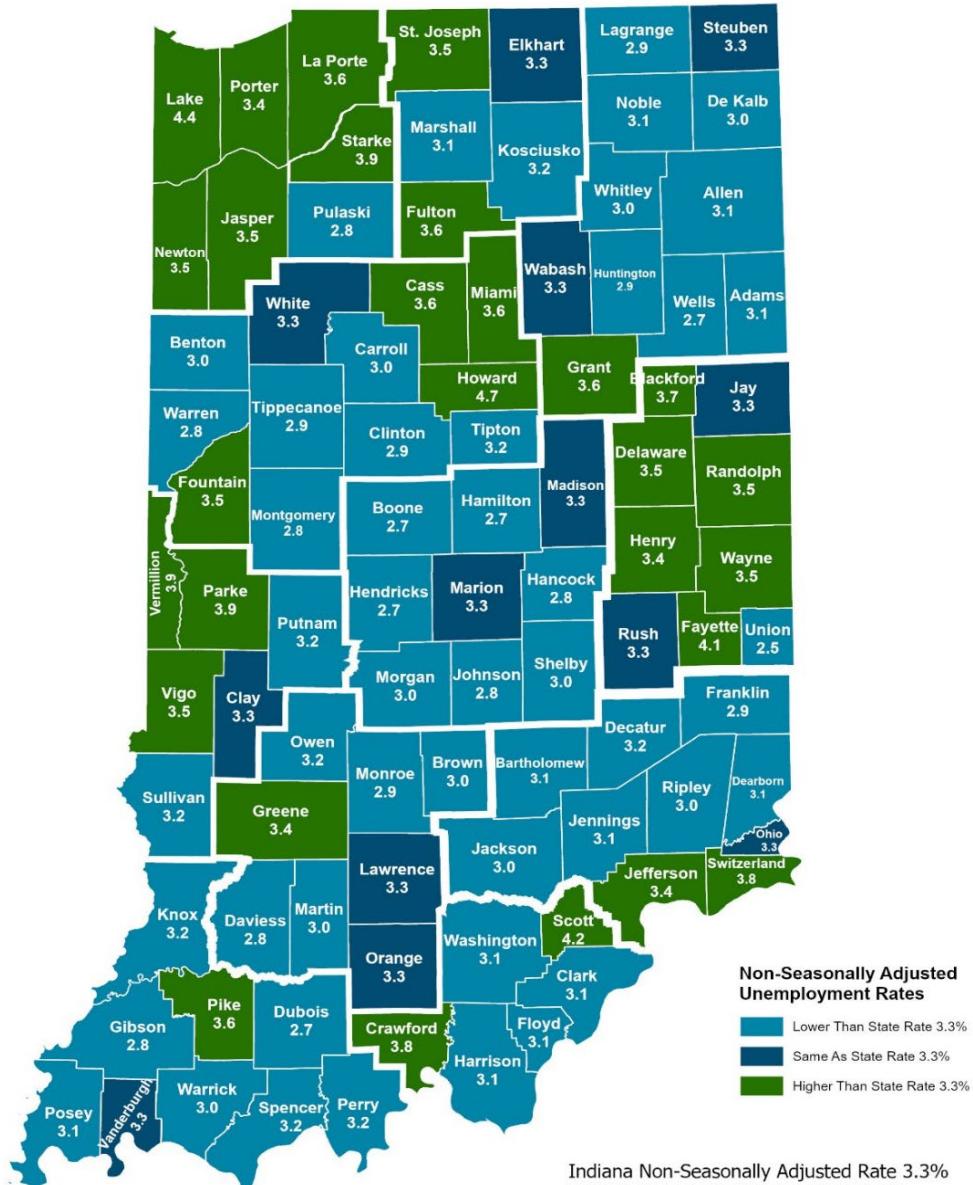
Please contact the
Regional Workforce
Analyst listed below:

Kathy Jaworski

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

EGR3

kjaworski@dwd.IN.gov



Non-Seasonally Adjusted
Unemployment Rates

Lower Than State Rate 3.3%
Same As State Rate 3.3%
Higher Than State Rate 3.3%

Indiana Non-Seasonally Adjusted Rate 3.3%

Indiana Seasonally Adjusted Rate 3.7%

Source: DWD, Local Area Unemployment Statistics