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LABOR MARKET REVIEW



November 2025 Labor Market Review

Reported by: Cassie Janes

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Economic Growth Region 4

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



Economic Growth Region (EGR) 4

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

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 4	255,681	247,217	8,464	3.3%	0.0%	4.9%
Kokomo MSA	36,505	34,785	1,720	4.7%	0.0%	8.9%
Lafayette MSA	121,565	118,002	3,563	2.9%	0.0%	3.8%
Benton Co.	4,363	4,230	133	3.0%	0.0%	3.7%
Carroll Co.	10,843	10,514	329	3.0%	0.0%	3.8%
Cass Co.	17,925	17,271	654	3.6%	0.0%	4.9%
Clinton Co.	16,756	16,265	491	2.9%	0.0%	3.8%
Fountain Co.	7,842	7,567	275	3.5%	0.0%	4.2%
Howard Co.	36,505	34,785	1,720	4.7%	0.0%	8.9%
Miami Co.	15,774	15,199	575	3.6%	0.0%	6.2%
Montgomery Co.	20,366	19,797	569	2.8%	0.0%	3.6%
Tippecanoe Co.	101,780	98,806	2,974	2.9%	0.0%	3.8%
Tipton Co.	7,956	7,698	258	3.2%	0.0%	5.3%
Warren Co.	4,579	4,452	127	2.8%	0.0%	3.3%
White Co.	10,992	10,633	359	3.3%	0.0%	3.3%
Attica	1,612	1,569	43	2.7%	0.0%	3.1%
Crawfordsville	8,135	7,894	241	3.0%	0.0%	4.0%
Delphi	1,220	1,173	47	3.9%	0.0%	4.4%
Fowler	1,119	1,087	32	2.9%	0.0%	3.8%
Frankfort	8,448	8,209	239	2.8%	0.0%	3.7%
Kokomo	25,431	24,166	1,265	5.0%	0.0%	9.2%
Lafayette	39,369	38,134	1,235	3.1%	0.0%	4.1%
Logansport	8,350	8,032	318	3.8%	0.0%	4.7%
Monticello	2,213	2,141	72	3.3%	0.0%	4.4%
Peru	4,852	4,659	193	4.0%	0.0%	6.8%
Tipton	2,531	2,441	90	3.6%	0.0%	5.4%
West Lafayette	21,915	21,292	623	2.8%	0.0%	3.7%
Williamsport	1,043	1,012	31	3.0%	0.0%	3.9%

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.

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

#1 - Howard (4.7%)

#11 - Cass (3.6%)

#15 - Miami (3.6%)

#18 - Fountain (3.5%)

#41 - White (3.3%)

#50 - Tipton (3.2%)

#63 - Benton (3%)

#65 - Carroll (3%)

#74 - Clinton (2.9%)

#79 - Tippecanoe (2.9%)

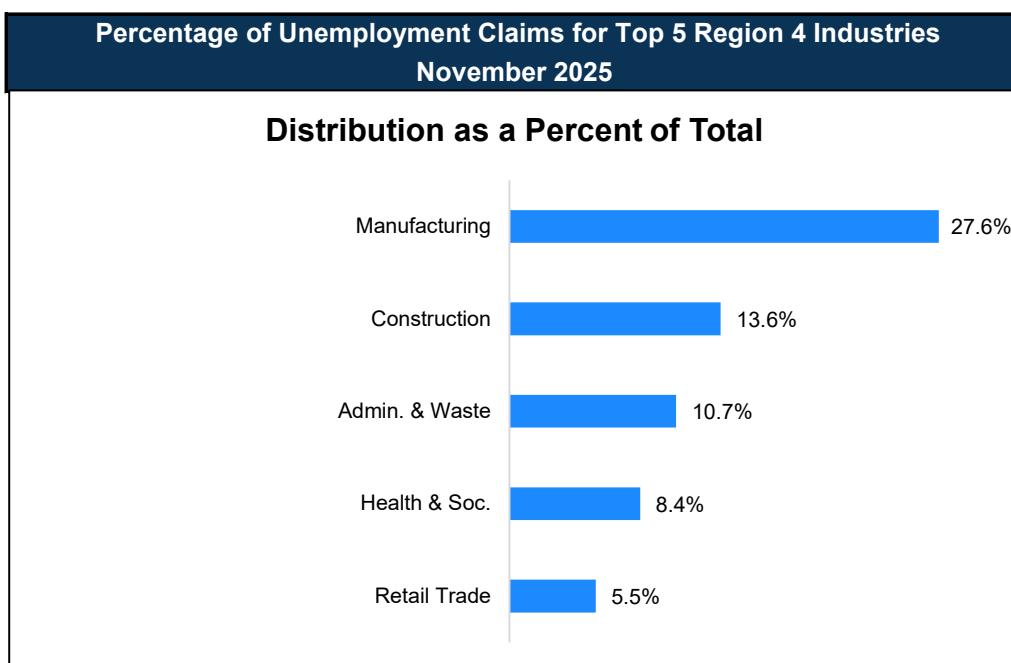
#84 - Montgomery (2.8%)

#86 - Warren (2.8%)

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

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%	0.0%	3.0%	0.0%
Food & Beverages	2.6%	0.0%	2.2%	0.0%
Housing	3.5%	0.0%	4.6%	0.0%
Apparel	0.2%	0.0%	0.5%	0.0%
Transportation	1.6%	0.0%	0.5%	0.0%
Medical Care	2.9%	0.0%	2.6%	0.0%
Recreation	1.8%	0.0%	3.5%	0.0%
Education & Communication	1.5%	0.0%	1.8%	0.0%
Other Goods & Services	3.9%	0.0%	3.2%	0.0%

*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 November 2025				
Company	City	County	# of workers affected	Notice Date

There are no WARN Notices for November 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: November 2025

Region 4

Initial Claims

11/01/25 - 837(D)
11/08/25 - 331(D)
11/15/25 - 181(D)
11/22/25 - 176(D)
11/29/25 - 144(D)

Continued Claims

11/01/25 - 1,574
11/08/25 - 1,138
11/15/25 - 1,121
11/22/25 - 1,155
11/29/25 - 1,364

Total Claims

11/01/25 - 2,411
11/08/25 - 1,469
11/15/25 - 1,302
11/22/25 - 1,331
11/29/25 - 1,508

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 - 2239

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

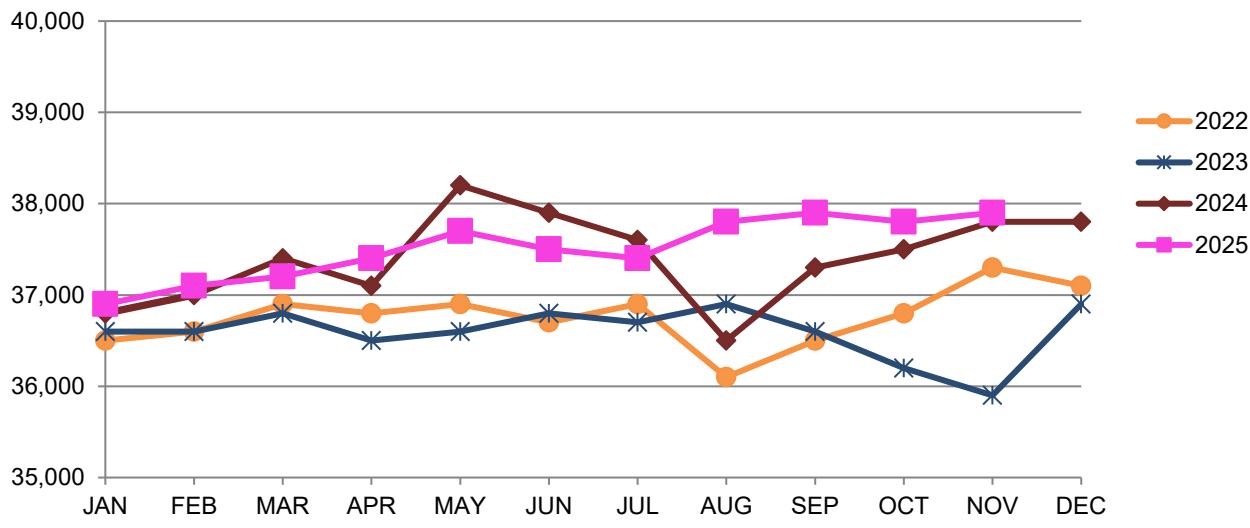
(D) indicates item is affected by non-disclosure issues relating to industry or ownership status |

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

Kokomo 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	37,900	37,800	37,800	100	0.3%	100 0.3%
Total Private	32,800	32,700	32,800	100	0.3%	0 0.0%
Goods Producing	11,100	11,100	11,100	0	0.0%	0 0.0%
Service-Providing	26,800	26,700	26,700	100	0.4%	100 0.4%
Private Service Providing	21,700	21,600	21,700	100	0.5%	0 0.0%
Mining, Logging and Construction	2,300	2,300	2,200	0	0.0%	100 4.6%
Manufacturing	8,800	8,800	8,900	0	0.0%	-100 -1.1%
Trade, Transportation, and Utilities	6,400	6,300	6,500	100	1.6%	-100 -1.5%
Wholesale Trade	900	900	900	0	0.0%	0 0.0%
Retail Trade	4,500	4,400	4,600	100	2.3%	-100 -2.2%
Transportation, Warehousing, and Utilities	1,000	1,000	1,000	0	0.0%	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	4,500	4,500	4,400	0	0.0%	100 2.3%
Other Services	1,700	1,700	1,700	0	0.0%	0 0.0%
Government	5,100	5,100	5,000	0	0.0%	100 2.0%
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

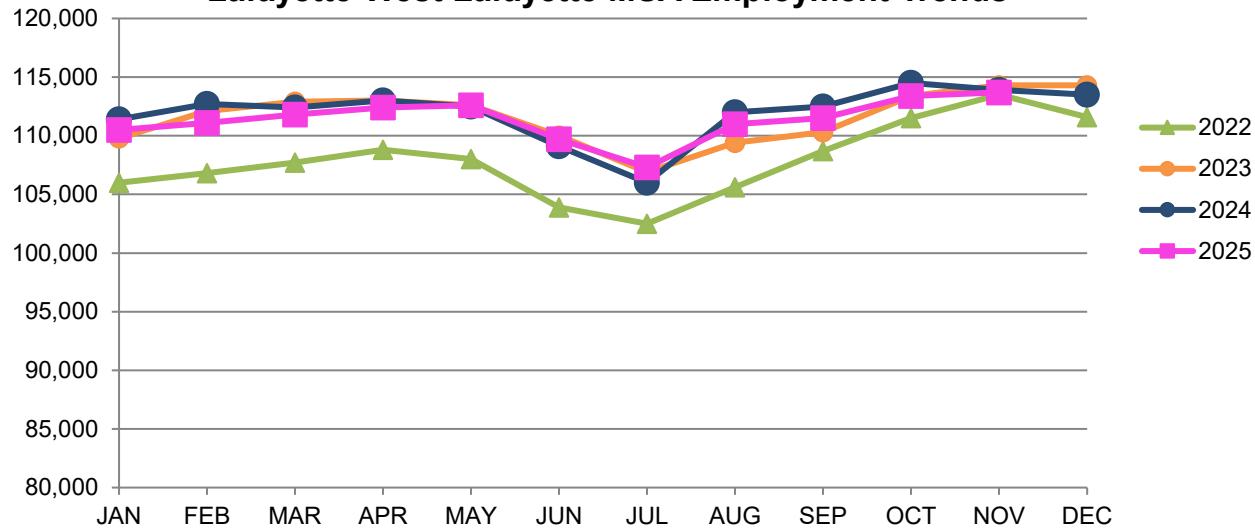


Source: Indiana Department of Workforce Development, Research & Analysis, Current Employment Statistics | Note: Historical data for the most recent 4 years (both seasonally adjusted and not seasonally adjusted) are revised near the beginning of each calendar year, prior to the release of January estimates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

Lafayette-West Lafayette MSA						
Wage and Salaried Employment	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	113,700	113,400	113,900	300	0.3%	-200 -0.2%
Total Private	86,100	86,200	85,900	-100	-0.1%	200 0.2%
Goods Producing	26,700	26,800	26,400	-100	-0.4%	300 1.1%
Service Providing	87,000	86,600	87,500	400	0.5%	-500 -0.6%
Private Service Providing	59,400	59,400	59,500	0	0.0%	-100 -0.2%
Mining, Logging and Construction	5,100	5,100	4,900	0	0.0%	200 4.1%
Manufacturing	21,600	21,700	21,500	-100	-0.5%	100 0.5%
Durable Goods	16,700	16,700	16,900	0	0.0%	-200 -1.2%
Trade, Transportation and Utilities	15,900	15,800	16,200	100	0.6%	-300 -1.9%
Wholesale Trade	3,200	3,200	3,100	0	0.0%	100 3.2%
Retail Trade	9,700	9,600	9,900	100	1.0%	-200 -2.0%
Transportation, Warehousing and Utilities	3,000	3,000	3,200	0	0.0%	-200 -6.3%
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	9,100	9,200	8,900	-100	-1.1%	200 2.3%
Education and Health Services	14,900	14,800	14,800	100	0.7%	100 0.7%
Leisure and Hospitality	11,300	11,400	11,200	-100	-0.9%	100 0.9%
Accommodation and Food Services	10,400	10,600	10,300	-200	-1.9%	100 1.0%
Other Services	4,200	4,200	4,200	0	0.0%	0 0.0%
Total Government	27,600	27,200	28,000	400	1.5%	-400 -1.4%
Federal Government	500	500	500	0	0.0%	0 0.0%
State Government	19,500	19,000	19,900	500	2.6%	-400 -2.0%
Local Government	7,600	7,700	7,600	-100	-1.3%	0 0.0%
Local Government Educational Services	4,300	4,400	4,600	-100	-2.3%	-300 -6.5%

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	Food Service Managers
6	First-Line Supervisors of Retail Sales Workers
7	Licensed Practical and Licensed Vocational Nurses
8	Maintenance and Repair Workers, General
9	Food Preparation Workers
10	Nursing Assistants
11	Customer Service Representatives
12	Stockers and Order Fillers
13	Physical Therapists
14	Production Workers, All Other
15	Merchandise Displayers and Window Trimmers
16	First-Line Supervisors of Food Preparation and Serving Workers
17	Postsecondary Teachers
18	Janitors and Cleaners, Except Maids and Housekeeping Cleaners
19	Laborers and Freight, Stock, and Material Movers, Hand
20	Pharmacy Technicians

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	1,411
Assemblers and Fabricators, All Other	961
Helpers--Production Workers	749
Laborers and Freight, Stock, and Material Movers, Hand	498
Team Assemblers	329
Customer Service Representatives	282
Cashiers	275
Extraction Workers, All Other	207
Industrial Truck and Tractor Operators	206
Office and Administrative Support Workers, All Other	205
Office Clerks, General	203
Managers, All Other	197
Welders, Cutters, Solderers, and Brazers	195
Construction Laborers	185
First-Line Supervisors of Production and Operating Workers	173
Retail Salespersons	163
Heavy and Tractor-Trailer Truck Drivers	161
Electrical and Electronic Equipment Assemblers	160
Inspectors, Testers, Sorters, Samplers, and Weighers	150
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	145

Source: Indiana Workforce Development, Indiana Career Connect.

GARY, Ind. - The city of Gary has formally tossed its hat into the ring as a possible home for the Chicago Bears, pitching several sites across the city as possible locations for a new stadium and mixed-use development.

City officials announced Friday that three sites, ranging from 145 to 760 acres, have been put forth in an effort to woo the team, which nearly one month ago announced it would consider sites in northwest Indiana for a stadium amid an impasse with Illinois state leaders involving sites in Chicago and its suburb, Arlington Heights.

Mayor Eddie Melton said the proposal gives the Bears the tax certainty and stability the team said is key to success. In an interview with Inside INdiana Business host Gerry Dick, the mayor said he had a very positive conversation with the team prior to publicly presenting the proposal.

"I think we made a lot of noise [Friday] by rolling this out," he said. "I did get a phone call from the organization, and I don't want to go into any details, but it was very, very positive in tone and next steps."

Gary is about 30 miles southwest of Chicago and each of the three sites put forth by Gary—detailed on a website called BearStadiumDistrict.com and in a 20-page proposal—are considered "plug-and-play" by city officials, meaning they're generally ready for intensive commercial development. The three sites proposed are:

- A 400-acre site fronting Interstates 80 and 94, adjacent to the Hard Rock Casino Northern Indiana, in an area that has been dubbed the Gary West End Entertainment District;
- a 145-acre site called Buffington Harbor near Cline Avenue, which resides in an Opportunity Zone and the city's lakefront tax-increment financing district with space allowing for a marina development;
- and a 760-acre site called Miller Beach along the Lake Michigan shoreline, with access to multiple interstates and adjacent to the Indiana Dunes National Park.

Melton said his team is making a strong push for the site near the casino.

"[We have] the Hard Rock Casino, the number one casino in the state of Indiana and probably in the Midwest. [There's] also the new convention center that we're getting ready to build, in addition to the three new hotels that's going to be coming online," Melton said. "So, we knew that the Bears organization was looking to establish entertainment district. Well, we're halfway there."

Friday's announcement comes one day after Indiana lawmakers proposed a framework for the development of a new stadium governing body and financing mechanism.

Senate Bill 27 would create a Northwest Indiana Stadium Authority authorized to acquire land, finance capital improvements and enter into leases with private entities—including NFL teams. Gary officials said each of the sites would be able to accommodate the language presented in the bill SB 27, authored by Sen. Ryan Mishler, R-Mishawaka, and Sen. Chris Garten, R-Charlestown, marks the Indiana Legislature's first formal overture to the Bears organization after public comments from lawmakers, local officials in Hammond and Gary and Gov. Mike Braun indicating an appetite for bringing a second professional football franchise to the state.

Melton, a former state senator, said he has an established relationship with the Indiana Legislature and the governor's office that can help bring the project to fruition.

"I truly believe that this makes good business sense for the McCaskey family and the other minority shareholders at the end of the day," he said. "I want to reassure the fans, as a lifelong Bears fan, that if this organization is able to make a sound business decision, it will benefit the entire organization and the fans to build on their current winning team, to make the investments that they need to continue to build a dynasty."

For nearly a month, the team has publicly expressed an interest in leaving Illinois if it can't work out at a deal in Arlington Heights, where it has acquired property, and has sent representatives to tour potential stadium sites in northwest Indiana.

On Friday, Arlington Heights officials made a plea to Illinois lawmakers to pass legislation that would make it easier for the Chicago suburb to strike a deal with the Bears.

Melton said he agrees with Indiana lawmakers who have expressed a sense of urgency in working lure the team to the Hoosier State.

"The state of Illinois is very concerned," he said. "A lot of elected officials have reached out, and they're trying to figure out, what can they do now to entice and keep the Bears there? So, I think time is of the essence. This is a priority to the organization."

Earlier this week, Indianapolis law firm Taft Stettinius & Hollister LLP registered as a lobbyist in Indiana for a Bears-affiliated holding company, allowing the team's interests to be represented at the Statehouse.

"The media has asked if Gary is serious. Our answer is in the legislation and on the map," Gary Common Council President Linda Barnes-Caldwell said in a written statement. "We are not just offering land; we are offering a partner who moves at the speed of business. With the backing of the Statehouse and the specific tools provided by Senate Bill 27, we are ready to break ground while others are still breaking promises."

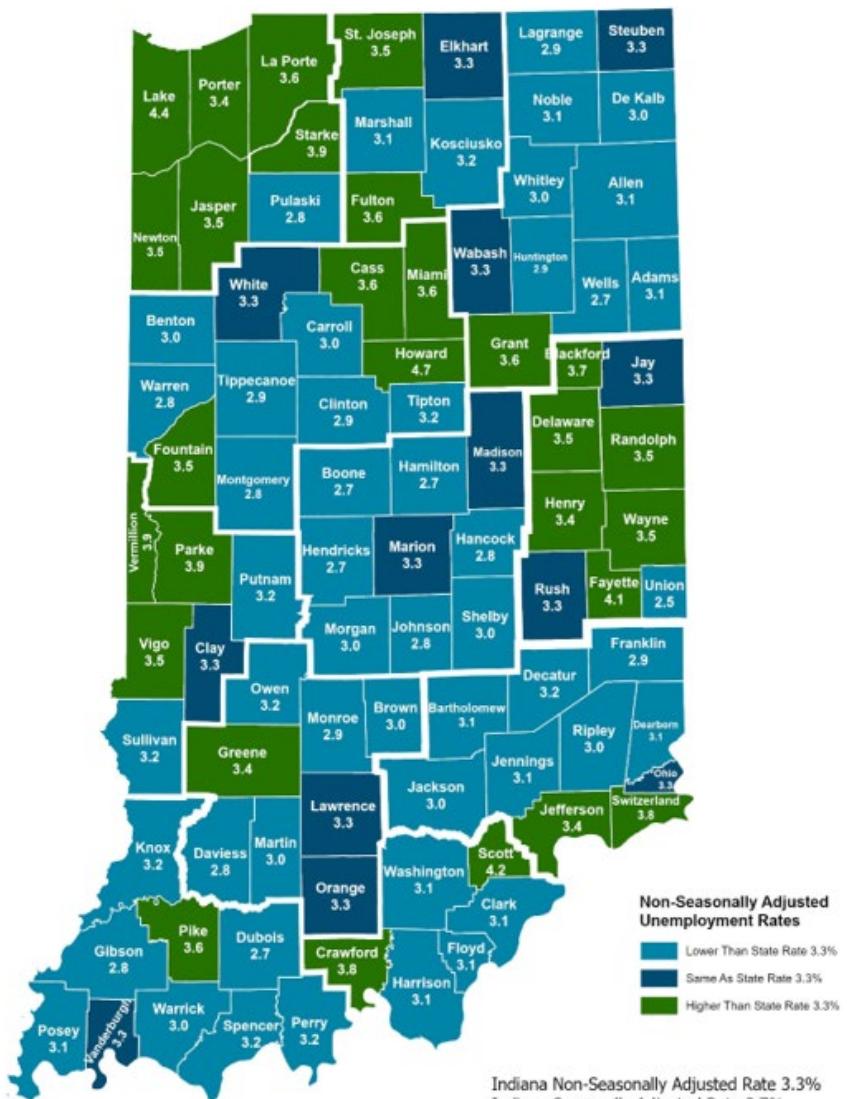
Editor's note: This story has been updated to add comments Gary Mayor Eddie Melton made to Inside INdiana Business host Gerry Dick.

Friday, January 16, 2026 03:39 PM EDT

Updated: Sunday, January 18, 2026 03:13 PM EDT

By Mickey Shuey, Indianapolis Business Journal

County Unemployment Rates November 2025



Questions?

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