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LABOR MARKET REVIEW



December 2025 Labor Market Review

Reported by: Jillian A Gregory

Regional Workforce Analyst

[Email Jillian](mailto:jgregory@dwd.in.gov)

jgregory@dwd.in.gov





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Economic Growth Regions 5 & 12

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.



Economic Growth Regions (EGR) 5 & 12

EGR 5: Boone, Hamilton, Hancock, Hendricks, Johnson, Madison, Marion, Morgan, and Shelby counties

EGR 12: Marion County

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 5	1,132,292	1,103,642	28,650	2.5%	3.1%	3.6%
Indy-Carmel-Greenwood MSA	1,148,158	1,119,096	29,062	2.5%	3.1%	3.7%
Boone Co.	41,983	41,105	878	2.1%	2.7%	3.1%
Hamilton Co.	209,124	204,678	4,446	2.1%	2.7%	3.1%
Hancock Co.	47,645	46,556	1,089	2.3%	2.8%	3.3%
Hendricks Co.	103,413	101,214	2,199	2.1%	2.7%	3.2%
Johnson Co.	88,989	86,960	2,029	2.3%	2.8%	3.3%
Madison Co.	64,583	62,742	1,841	2.9%	3.3%	4.0%
Marion Co.	515,586	500,969	14,617	2.8%	3.3%	4.0%
Morgan Co.	37,534	36,578	956	2.5%	3.0%	3.7%
Shelby Co.	23,435	22,840	595	2.5%	3.0%	3.6%
Anderson	25,250	24,388	862	3.4%	3.9%	4.5%
Carmel	57,174	56,008	1,166	2.0%	2.7%	3.1%
Fishers	59,216	58,005	1,211	2.0%	2.6%	3.0%
Greenfield	14,225	13,893	332	2.3%	2.8%	3.5%
Greenwood	35,728	34,907	821	2.3%	2.8%	3.5%
Indianapolis	471,638	458,261	13,377	2.8%	3.4%	4.1%
Lawrence	28,105	27,314	791	2.8%	3.2%	3.7%
Lebanon	9,744	9,529	215	2.2%	2.9%	3.5%
Noblesville	41,349	40,421	928	3.0%	2.8%	3.2%
Plainfield	18,902	18,468	434	2.3%	2.9%	3.6%
Shelbyville	10,545	10,254	291	2.8%	3.2%	3.6%
Westfield	32,841	32,150	691	2.1%	2.7%	3.0%
Zionsville	17,126	16,796	330	1.9%	2.6%	2.8%

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.

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

#20 - Madison (2.9%)

#26 - Marion (2.8%)

#51 - Morgan (2.5%)

#55 - Shelby (2.5%)

#73 - Hancock (2.3%)

#74 - Johnson (2.3%)

#85 - Boone (2.1%)

#87 - Hamilton (2.1%)

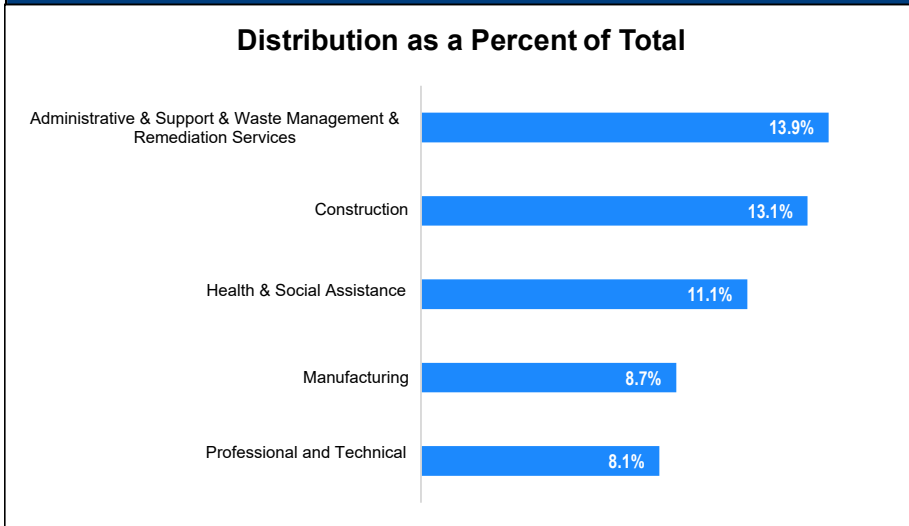
#88 - Hendricks (2.1%)

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

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

Percentage of Unemployment Claims for Top 5 Region 5 Industries December 2025



Source: Indiana Department of Workforce Development, Research and Analysis

WARN Notices for Regions 5 & 12 for December 2025

Company	City	County	# of workers affected	Notice Date
AAR Aircraft Services, Inc.	Indianapolis	Marion	143	12/24/2025
FreshRealm	Indianapolis	Marion	168	12/3/2025

There are no WARN Notices for December 2025 in Regions 5 & 12

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.doleta.gov/programs/factsheet/warn.htm>

Unemployment Claims: December 2025

Region 5

Initial Claims

12/06/25 - 1,034

12/13/25 - 1,067

12/20/25 - 950

12/27/25 - 785(D)

Continued Claims

12/06/25 - 6,037

12/13/25 - 6,135

12/20/25 - 6,349

12/27/25 - 6,571

Total Claims

12/06/25 - 7,071

12/13/25 - 7,202

12/20/25 - 7,299

12/27/25 - 7,356

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

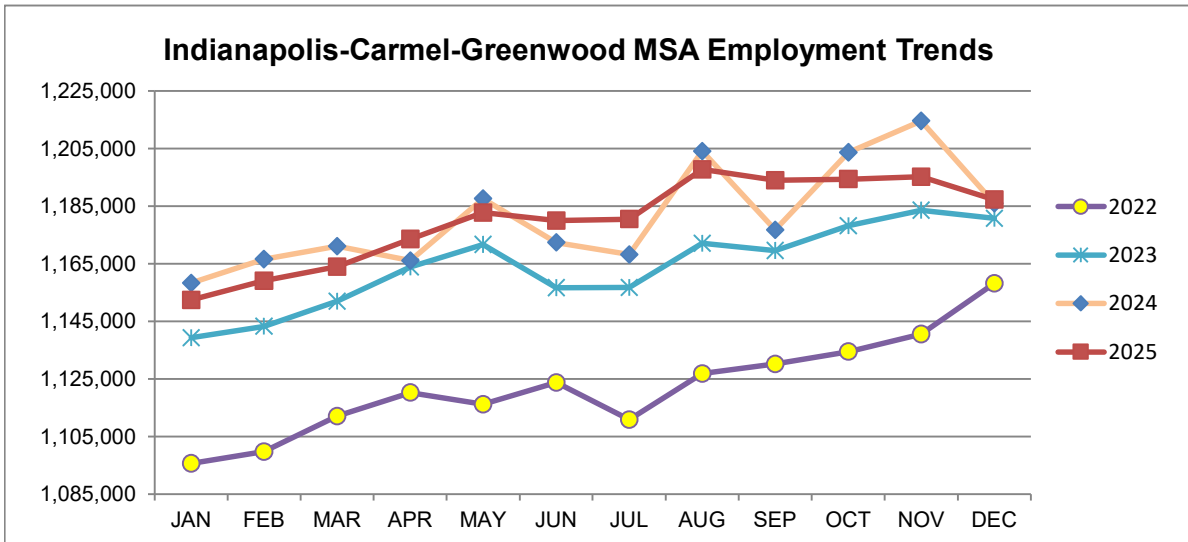
12/20/25 - 25,744

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

Indianapolis-Carmel-Greenwood 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	1,187,300	1,195,200	1,186,000	-7,900	-0.7%	1,300	0.1%
Total Private	1,038,800	1,046,600	1,036,900	-7,800	-0.8%	1,900	0.2%
Goods Producing	166,200	166,900	161,600	-700	-0.4%	4,600	2.9%
Service-Providing	1,021,100	1,028,300	1,024,400	-7,200	-0.7%	-3,300	-0.3%
Private Service Providing	872,600	879,700	875,300	-7,100	-0.8%	-2,700	-0.3%
Mining and Logging	600	600	700	0	0.0%	-100	-14.3%
Mining, Logging and Construction	69,000	69,600	65,600	-600	-0.9%	3,400	5.2%
Construction	68,400	69,000	64,900	-600	-0.9%	3,500	5.4%
Specialty Trade Contractors	42,300	42,900	40,900	-600	-1.4%	1,400	3.4%
Manufacturing	97,200	97,300	96,000	-100	-0.1%	1,200	1.3%
Durable Goods	50,400	50,600	51,000	-200	-0.4%	-600	-1.2%
Transportation Equipment Manufacturing	14,000	14,000	14,200	0	0.0%	-200	-1.4%
Motor Vehicle Parts Manufacturing	9,400	9,400	9,500	0	0.0%	-100	-1.1%
Non-Durable Goods	46,800	46,700	45,000	100	0.2%	1,800	4.0%
Chemical Manufacturing	21,100	21,100	20,000	0	0.0%	1,100	5.5%
Trade, Transportation, and Utilities	257,500	253,800	258,600	3,700	1.5%	-1,100	-0.4%
Wholesale Trade	56,500	56,900	56,000	-400	-0.7%	500	0.9%
Merchant Wholesalers, Durable Goods	36,500	36,900	36,200	-400	-1.1%	300	0.8%
Retail Trade	105,100	101,900	104,400	3,200	3.1%	700	0.7%
General Merchandise Stores	25,400	24,800	25,900	600	2.4%	-500	-1.9%
Department Stores	5,200	4,800	5,100	400	8.3%	100	2.0%
Other General Merchandise Stores	20,200	20,000	20,800	200	1.0%	-600	-2.9%
Transportation, Warehousing, and Utilities	95,900	95,000	98,200	900	1.0%	-2,300	-2.3%
Transportation and Warehousing	92,900	92,000	94,900	900	1.0%	-2,000	-2.1%
Information	11,000	10,900	11,500	100	0.9%	-500	-4.4%
Telecommunications	2,300	2,300	2,500	0	0.0%	-200	-8.0%
Financial Activities	73,600	73,500	74,300	100	0.1%	-700	-0.9%
Finance and Insurance	56,400	56,300	57,900	100	0.2%	-1,500	-2.6%
Insurance Carriers and Related Activities	35,400	35,500	36,700	-100	-0.3%	-1,300	-3.5%
Insurance Carriers	18,600	18,700	19,300	-100	-0.5%	-700	-3.6%
Professional and Business Services	185,100	189,800	186,000	-4,700	-2.5%	-900	-0.5%
Professional, Scientific, and Technical Services	86,500	87,700	82,900	-1,200	-1.4%	3,600	4.3%
Management of Companies and Enterprises	15,500	15,600	15,500	-100	-0.6%	0	0.0%
Administrative and Support and Waste Management and Remediation Services	83,100	86,500	87,600	-3,400	-3.9%	-4,500	-5.1%
Administrative and Support Services	78,900	82,000	83,100	-3,100	-3.8%	-4,200	-5.1%
Employment Services	41,700	42,700	43,300	-1,000	-2.3%	-1,600	-3.7%
Education and Health Services	195,200	197,200	187,900	-2,000	-1.0%	7,300	3.9%
Educational Services	23,200	23,400	21,700	-200	-0.9%	1,500	6.9%
Health Care and Social Assistance	172,000	173,800	166,200	-1,800	-1.0%	5,800	3.5%
Ambulatory Health Care Services	78,000	78,600	74,600	-600	-0.8%	3,400	4.6%
Hospitals	45,400	45,600	44,200	-200	-0.4%	1,200	2.7%
Leisure and Hospitality	101,900	106,000	108,200	-4,100	-3.9%	-6,300	-5.8%
Accommodation and Food Services	85,800	88,200	90,400	-2,400	-2.7%	-4,600	-5.1%
Food Services and Drinking Places	78,200	80,500	82,800	-2,300	-2.9%	-4,600	-5.6%
Restaurants and Other Eating Places	70,800	72,100	73,800	-1,300	-1.8%	-3,000	-4.1%
Full-service restaurants	35,100	35,600	36,500	-500	-1.4%	-1,400	-3.8%
Limited-Service Restaurants and Other Eating Places	35,700	36,500	37,300	-800	-2.2%	-1,600	-4.3%
Other Services	48,300	48,500	48,800	-200	-0.4%	-500	-1.0%
Total Government	148,500	148,600	149,100	-100	-0.1%	-600	-0.4%
Federal Government	19,400	19,200	20,900	200	1.0%	-1,500	-7.2%
State Government	36,200	36,900	37,300	-700	-1.9%	-1,100	-3.0%
Local Government	92,900	92,500	90,900	400	0.4%	2,000	2.2%
Local Government Educational Services	46,500	46,400	45,300	100	0.2%	1,200	2.7%

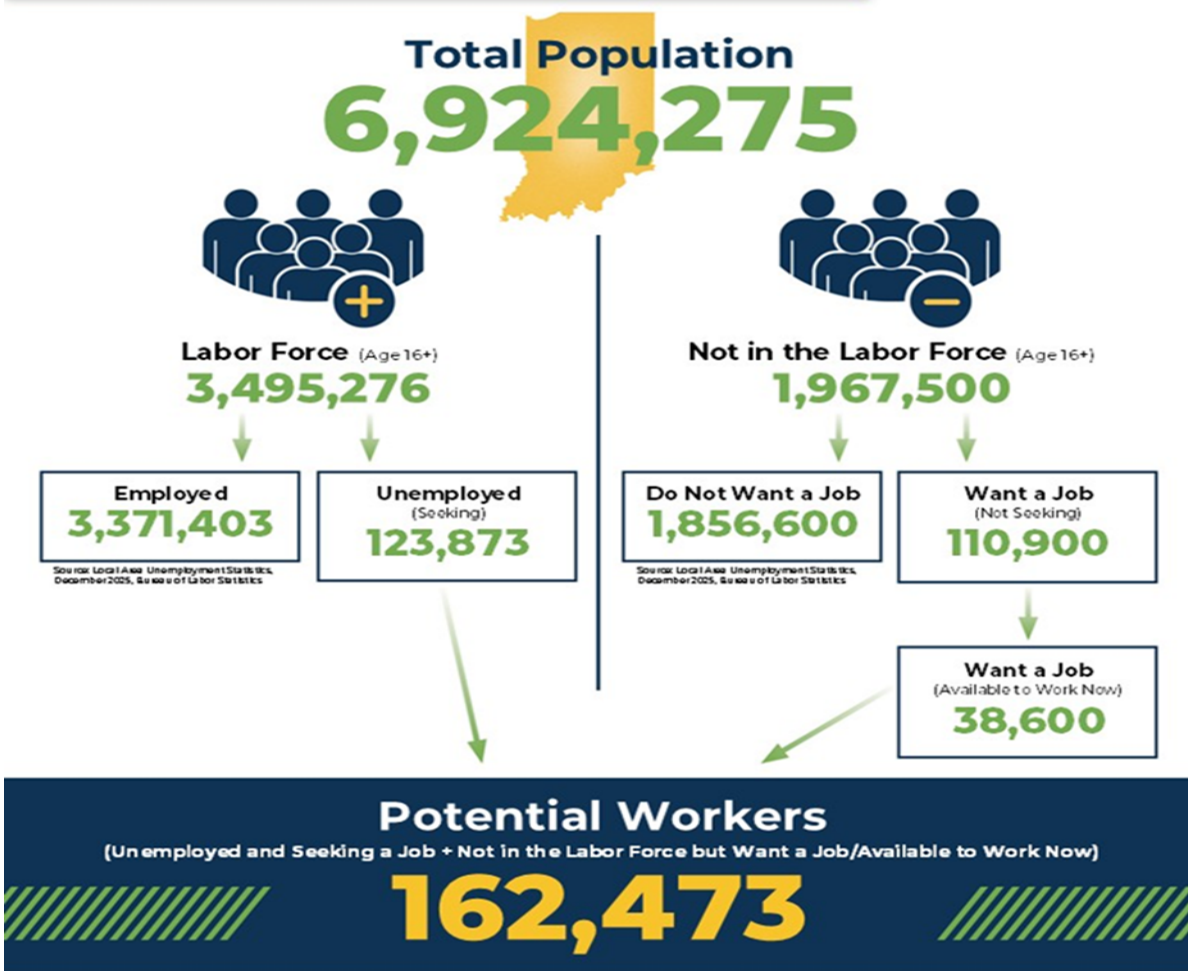
Source: Indiana Dept of Workforce Development, Research and Analysis, Current Employment Statistics



BREAKDOWN

December Indiana Labor Force

Released January 27, 2026



More about the US Bureau of Labor Statistics data sources 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 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: Notes on Using Current Population Survey (CPS) Subnational Data and Differences Between CPS and LAUS Estimates

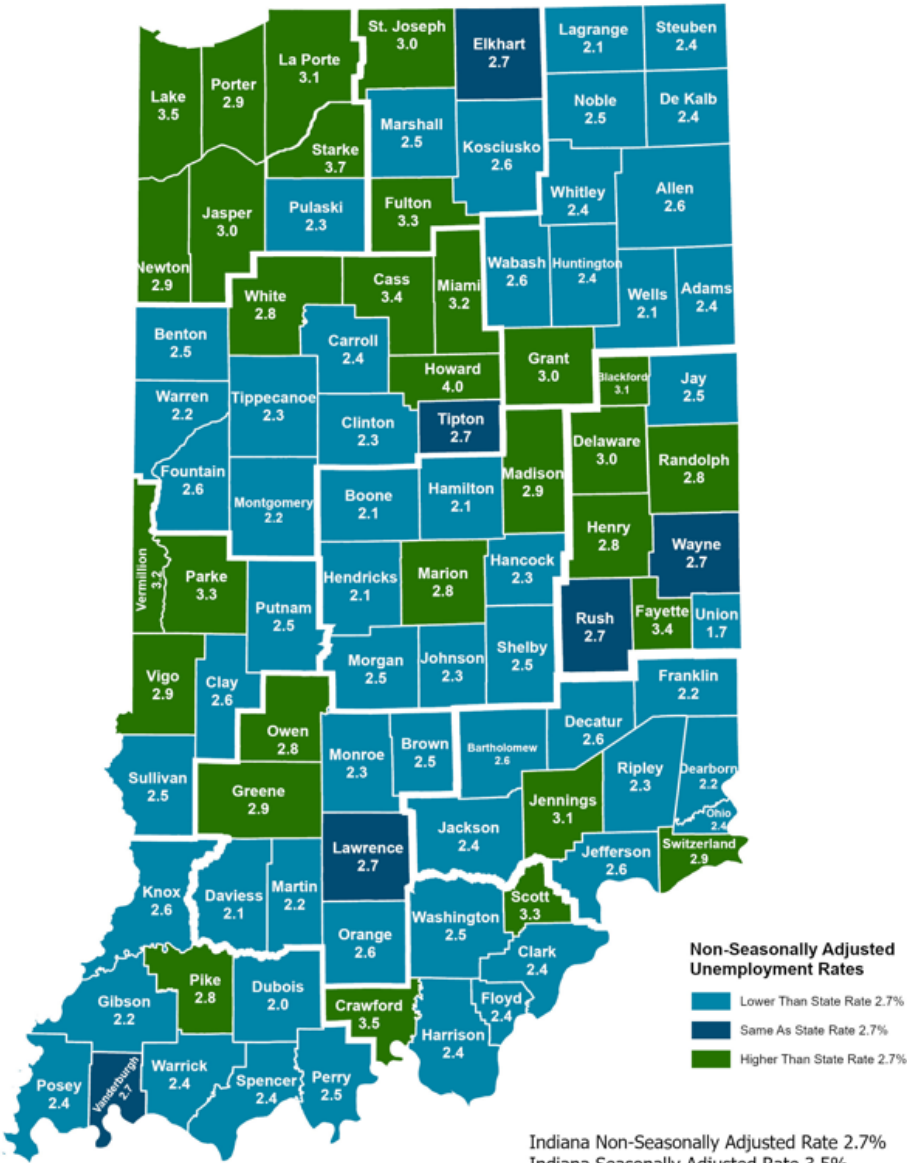
Frequently Listed Jobs	
Top 20 job listings by number of openings in Region 5 in the past month	
Rank	Occupations
1	Registered Nurses
2	Heavy and Tractor-Trailer Truck Drivers
3	Retail Salespersons
4	Maintenance and Repair Workers, General
5	First-Line Supervisors of Retail Sales Workers
6	Customer Service Representatives
7	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products
8	Laborers and Freight, Stock, and Material Movers, Hand
9	Medical and Health Services Managers
10	Home Health and Personal Care Aides
11	General and Operations Managers
12	Software Developers
13	Project Management Specialists
14	Computer Occupations, All Other
15	Health Technologists and Technicians, All Other
16	Sales Managers
17	Food Service Managers
18	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel
19	First-Line Supervisors of Office and Administrative Support Workers
20	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products

Source: Lightcast

Applicant Pool	
Top 20 occupations desired by applicants on their resumes in the past 12 months	
Occupations	# of applicants
Material Moving Workers, All Other	258
Maintenance and Repair Workers, General	262
Accountants and Auditors	262
Sales and Related Workers, All Other	244
Landscaping and Groundskeeping Workers	242
Carpenters	234
Healthcare Support Workers, All Other	233
Maids and Housekeeping Cleaners	230
Light Truck or Delivery Services Drivers	229
Food Preparation Workers	220
Electrical and Electronic Equipment Assemblers	217
First-Line Supervisors of Retail Sales Workers	215
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	212
Driver/Sales Workers	209
Marketing Managers	205
Inspectors, Testers, Sorters, Samplers, and Weighers	193
Transportation, Storage, and Distribution Managers	192
Bill and Account Collectors	192
Welders, Cutters, Solderers, and Brazers	191
Billing and Posting Clerks	188

Source: Indiana Workforce Development, Indiana Career Connect

County Unemployment Rates December 2025



Non-Seasonally Adjusted Unemployment Rates
 Lower Than State Rate 2.7%
 Same As State Rate 2.7%
 Higher Than State Rate 2.7%

Indiana Non-Seasonally Adjusted Rate 2.7%
 Indiana Seasonally Adjusted Rate 3.5%
 Source: DWD, Local Area Unemployment Statistics

Questions?

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

Jillian A Gregory
 Regional Labor Analyst

Indiana Department of Workforce Development
jgregory@dwd.in.gov