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LABOR MARKET REVIEW



December 2025 Labor Market Review

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LABOR MARKET REVIEW

Economic Growth Region 2

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 of Columbia had unemployment rate increases from December 2024, the largest of which were in Delaware (+1.6 percentage points) and the District (+1.4 points). Eight states had over-the-year rate decreases, the largest of which was in Indiana (-0.9 percentage point). The next largest decreases occurred in Colorado, Hawaii, and Kentucky (-0.8 percentage point each).

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. The largest job gains occurred in Texas (+132,500), North Carolina (+80,700), and Pennsylvania (+76,600). The largest percentage increases occurred in Missouri (+1.8 percent), North Carolina (+1.6 percent), and South Carolina (+1.4 percent). Employment decreased in the District (-32,400, or -4.2 percent).



Economic Growth Region (EGR) 2

Elkhart, Fulton,
Kosciusko, Marshall
and St. Joseph
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

#7 - Fulton (3.3%)

#18 - St. Joseph (3%)

#31 - Elkhart (2.7%)

#44 - Kosciusko (2.6%)

#50 - Marshall (2.5%)

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 2	298,716	290,303	8,413	2.8%	3.4%	4.4%
Elkhart-Goshen MSA	96,565	93,958	2,607	2.7%	3.3%	4.4%
South Bend-Mishawaka MSA	154,979	149,950	5,029	3.2%	3.7%	4.7%
Elkhart Co.	96,565	93,958	2,607	2.7%	3.3%	4.4%
Fulton Co.	9,319	9,014	305	3.3%	3.6%	4.7%
Kosciusko Co.	39,201	38,197	1,004	2.6%	3.2%	4.3%
Marshall Co.	22,764	22,184	580	2.5%	3.1%	3.9%
St Joseph Co.	130,867	126,950	3,917	3.0%	3.6%	4.6%
Elkhart	24,475	23,716	759	3.1%	3.5%	5.1%
Goshen	14,960	14,566	394	2.6%	3.4%	4.5%
Mishawaka	25,029	24,298	731	2.9%	3.6%	4.6%
Plymouth	5,584	5,456	128	2.3%	3.1%	4.1%
South Bend	47,778	46,195	1,583	3.3%	3.9%	5.1%
Warsaw	7,889	7,681	208	2.6%	3.3%	4.4%

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.

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

**Unemployment Claims:
December 2025**

Region 2

Initial Claims

12/06/25 - 834

12/13/25 - 401

12/20/25 - 372

12/27/25 - 327

Continued Claims

12/06/25 - 1,675

12/13/25 - 1,711

12/20/25 - 1,852

12/27/25 - 2,098

Total Claims

12/06/25 - 2,509

12/13/25 - 2,112

12/20/25 - 2,224

12/27/25 - 2,425

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

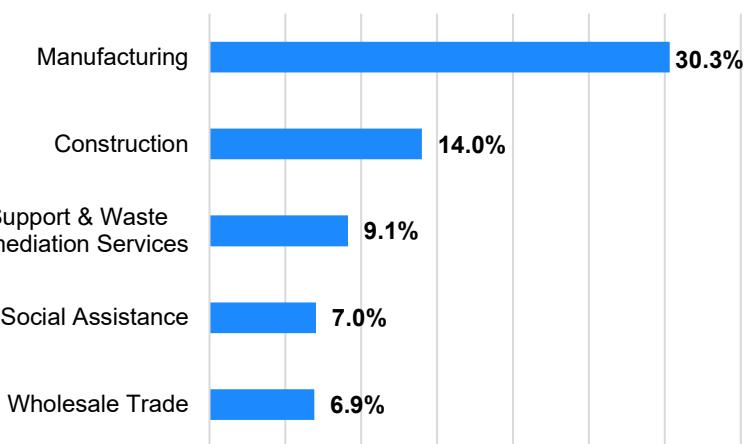
12/06/25 - 26,454

12/13/25 - 26,127

12/20/25 - 25,744

12/27/25 - 28,893

Distribution as a Percent of Total



Source: Indiana Department of Workforce Development, Research and Analysis

WARN Notices

WARN Notices for Region 2 for December 2025

Company	City	County	# affected	Notice Date
Dalton Corporation	Warsaw	Kosciusko	257	12/29/2025

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:

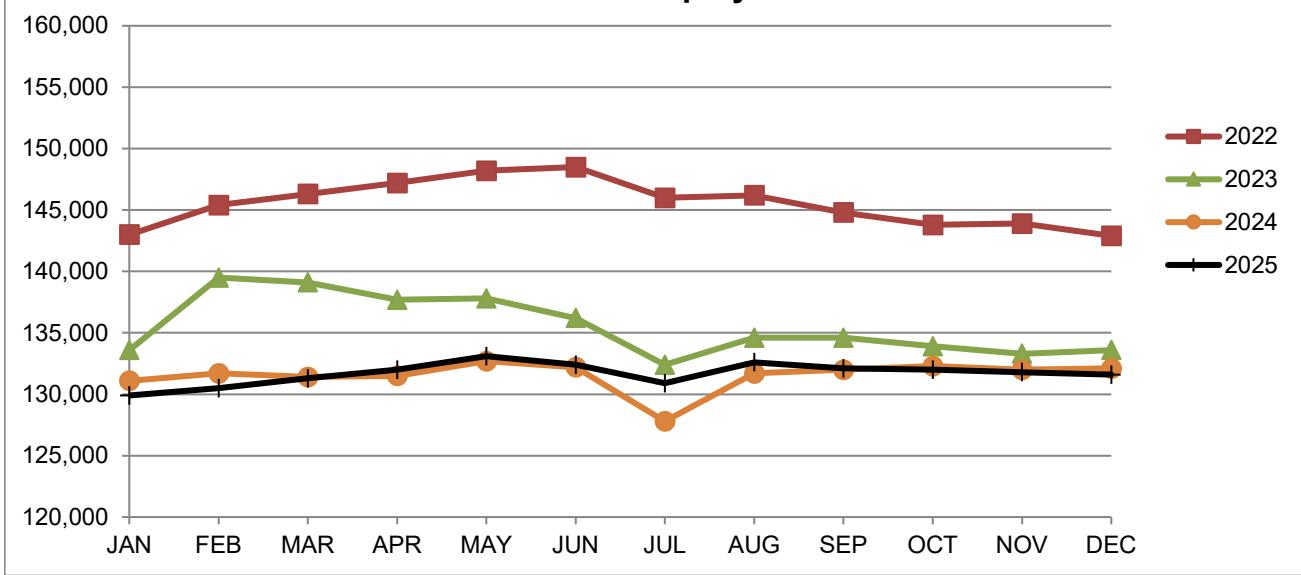
<https://www.dolleta.gov/programs/factsht/warn.htm>

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	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	131,600	131,800	132,100	-200 -0.2%		-500 -0.4%	
Total Private	122,700	123,000	122,800	-300 -0.2%		-100 -0.1%	
Goods Producing	64,300	64,500	64,700	-200 -0.3%		-400 -0.6%	
Service-Providing	67,300	67,300	67,400	0 0.0%		-100 -0.2%	
Private Service Providing	58,400	58,500	58,100	-100 -0.2%		300 0.5%	
Mining, Logging and Construction	4,600	4,600	4,400	0 0.0%		200 4.6%	
Manufacturing	59,700	59,900	60,300	-200 -0.3%		-600 -1.0%	
Durable Goods	50,500	50,600	51,200	-100 -0.2%		-700 -1.4%	
Transportation Equipment Manufacturing	31,500	31,600	32,400	-100 -0.3%		-900 -2.8%	
Motor Vehicle Body and Trailer Manufacturing	27,100	27,100	27,800	0 0.0%		-700 -2.5%	
Trade, Transportation, and Utilities	20,500	20,500	20,700	0 0.0%		-200 -1.0%	
Wholesale Trade	7,800	7,900	7,800	-100 -1.3%		0 0.0%	
Retail Trade	10,000	9,900	10,100	100 1.0%		-100 -1.0%	
Transportation, Warehousing, and Utilities	2,700	2,700	2,800	0 0.0%		-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	10,200	9,700	0 0.0%		500 5.2%	
Education and Health Services	12,400	12,500	12,400	-100 -0.8%		0 0.0%	
Leisure and Hospitality	7,200	7,200	7,100	0 0.0%		100 1.4%	
Other Services	4,400	4,400	4,400	0 0.0%		0 0.0%	
Government	8,900	8,800	9,300	100 1.1%		-400 -4.3%	
Federal Government	200	200	300	0 0.0%		-100 -33.3%	
State Government	300	300	300	0 0.0%		0 0.0%	
Local Government	8,400	8,300	8,700	100 1.2%		-300 -3.5%	
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

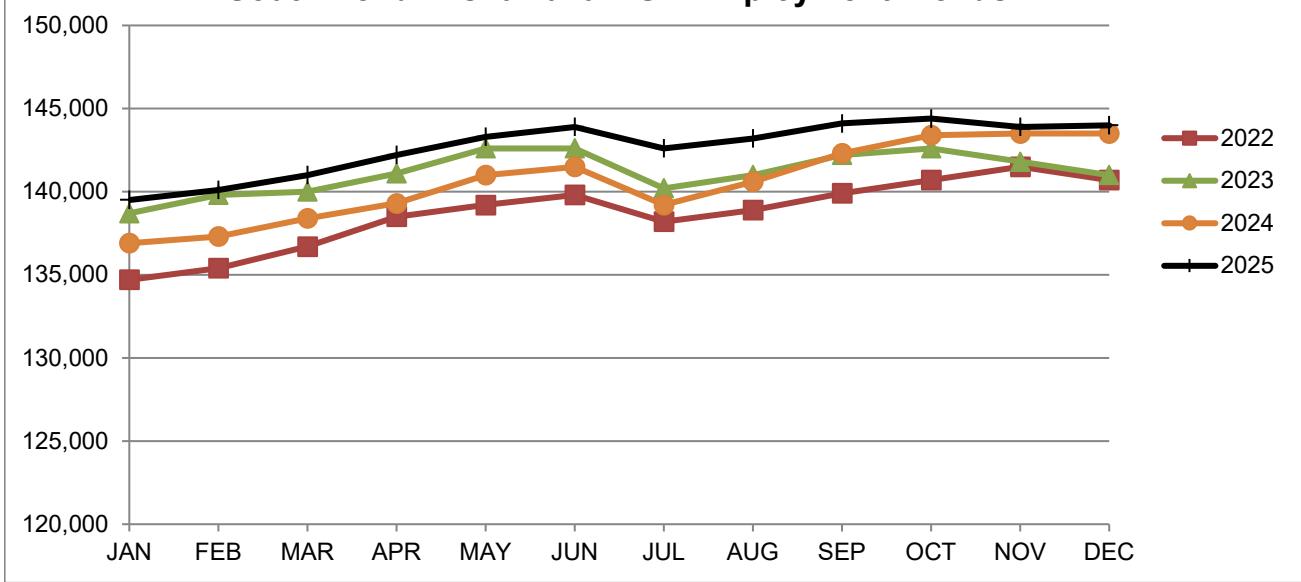


Source: Indiana Department of Workforce Development, Research & Analysis, Current Employment Statistics | Note: Historical data for the most recent 4 years (both seasonally adjusted and not seasonally adjusted) are revised near the beginning of each calendar year, prior to the release of January estimates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

South Bend-Mishawaka MSA							
Wage and Salaried Employment	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	144,000	143,900	143,500	100	0.1%	500	0.4%
Total Private	128,400	128,500	128,400	-100	-0.1%	0	0.0%
Goods Producing	21,700	21,700	21,600	0	0.0%	100	0.5%
Service Providing	122,300	122,200	121,900	100	0.1%	400	0.3%
Private Service Providing	106,700	106,800	106,800	-100	-0.1%	-100	-0.1%
Mining, Logging and Construction	6,700	6,700	6,400	0	0.0%	300	4.7%
Manufacturing	15,000	15,000	15,200	0	0.0%	-200	-1.3%
Trade, Transportation and Utilities	26,000	25,900	26,600	100	0.4%	-600	-2.3%
Wholesale Trade	7,000	7,100	7,000	-100	-1.4%	0	0.0%
Retail Trade	14,300	14,100	14,700	200	1.4%	-400	-2.7%
General Merchandise Stores	3,600	3,600	3,700	0	0.0%	-100	-2.7%
Transportation, Warehousing and Utilities	4,700	4,700	4,900	0	0.0%	-200	-4.1%
Information	1,400	1,400	1,500	0	0.0%	-100	-6.7%
Financial Activities	5,700	5,700	5,900	0	0.0%	-200	-3.4%
Professional & Business Services	13,500	13,600	13,000	-100	-0.7%	500	3.9%
Educational & Health Services	37,900	38,100	37,600	-200	-0.5%	300	0.8%
Hospitals	7,700	7,800	7,500	-100	-1.3%	200	2.7%
Leisure & Hospitality	15,300	15,200	15,300	100	0.7%	0	0.0%
Food Services and Drinking Places	10,900	10,900	11,100	0	0.0%	-200	-1.8%
Other Services	6,900	6,900	6,900	0	0.0%	0	0.0%
Total Government	15,600	15,400	15,100	200	1.3%	500	3.3%
Federal Government	900	900	900	0	0.0%	0	0.0%
State Government	2,600	2,600	2,600	0	0.0%	0	0.0%
Local Government	12,100	11,900	11,600	200	1.7%	500	4.3%
Local Government Educational Services	6,700	6,500	6,500	200	3.1%	200	3.1%

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	Laborers and Freight, Stock, and Material Movers, Hand
6	Home Health and Personal Care Aides
7	First-Line Supervisors of Retail Sales Workers
8	Production Workers, All Other
9	Licensed Practical and Licensed Vocational Nurses
10	Customer Service Representatives
11	Radiologic Technologists and Technicians
12	Food Service Managers
13	Coaches and Scouts
14	Stockers and Order Fillers
15	Nursing Assistants
16	Food Preparation Workers
17	Janitors and Cleaners, Except Maids and Housekeeping Cleaners
18	Cardiovascular Technologists and Technicians
19	Driver/Sales Workers
20	General and Operations Managers

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	1,219
Assemblers and Fabricators, All Other	735
Helpers--Production Workers	519
Customer Service Representatives	355
Laborers and Freight, Stock, and Material Movers, Hand	352
Cashiers	265
Office Clerks, General	251
First-Line Supervisors of Production and Operating Workers	197
Team Assemblers	192
Heavy and Tractor-Trailer Truck Drivers	181
Industrial Truck and Tractor Operators	178
Shipping, Receiving, and Traffic Clerks	158
Office and Administrative Support Workers, All Other	157
Inspectors, Testers, Sorters, Samplers, and Weighers	153
Retail Salespersons	152
Welders, Cutters, Solderers, and Brazers	150
Receptionists and Information Clerks	139
Packers and Packagers, Hand	131
Managers, All Other	123
Executive Secretaries and Executive Administrative Assistants	106

Source: Indiana Workforce Development, Indiana Career Connect

Statewide Average Weekly Hours & Earnings by Industry for December 2025			
Industry	Average Earnings (per hour)	Average # of hours worked (weekly)	Average Earnings (per week)
Construction	\$39.87	38.4	\$1,531.01
Manufacturing	\$25.41	43.0	\$1,092.63
Durable Goods	\$26.06	44.4	\$1,157.06
Fabricated Metal Product Manufacturing	\$24.39	41.9	\$1,021.94
Transportation Equipment Manufacturing	\$27.42	42.3	\$1,159.87
Non-Durable Goods	\$23.73	39.7	\$942.08
Retail Trade	\$20.03	29.2	\$584.88
Financial Activities	\$28.61	37.4	\$1,070.01
Health Care and Social Assistance	\$31.59	33.1	\$1,045.63
Accommodation and Food Services	\$17.11	22.8	\$390.11
Food Services and Drinking Places	\$16.73	22.7	\$379.77

Source: Indiana Department of Workforce Development, Current Employment Statistics



Unemployment Rate

*seasonally adjusted

Unemployment Rate



November 2025 Indiana



National Unemployment Rate



LABOR FORCE PARTICIPATION RATE*

16+: **63.6%**
 25-44: **84.7%**
 25-54: **84.1%**



National Labor Force



Open Job Postings

83,797
Jobs

As of December 31, 2025



Weekly UI Continued Claims

25,414



Filed Week Ending January 3, 2026

Source: Local Area Unemployment Statistics, Bureau of Labor Statistics; Indiana Career Connect

* The percentage of Hoosiers 16 and older who are either working or actively looking for work. Those not in the labor force include primarily, students, retirees and other non-working populations, such as individuals unable to work due to a disability or illness, or adults responsible for their family's childcare needs.

County Unemployment Rates December 2025



Questions?

Please contact the DWD Regional Workforce Analyst listed below:

Kathy Jaworski

[Indiana Department of Workforce Development](https://www.in.gov/dwd/1113.htm)

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