



HOOSIERS BY THE NUMBERS

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LABOR MARKET REVIEW



December 2025 Labor Market Review

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Economic Growth Region 3

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) 3

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

#16 - Grant (3%)

#37 - Allen (2.6%)

#46 - Wabash (2.6%)

#52 - Noble (2.5%)

#58 - Adams (2.4%)

#61 - DeKalb (2.4%)

#64 - Huntington (2.4%)

#69 - Steuben (2.4%)

#71 - Whitley (2.4%)

#89 - LaGrange (2.1%)

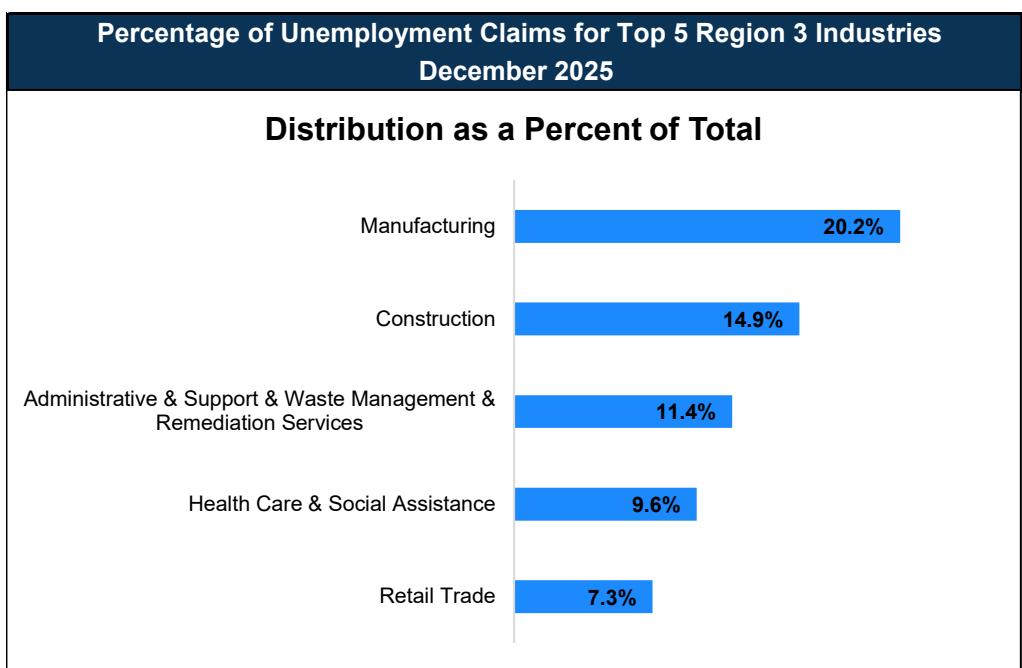
#90 - Wells (2.1%)

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 3	392,923	383,053	9,870	2.5%	3.1%	3.8%
Fort Wayne MSA	233,842	227,958	5,884	2.5%	3.1%	3.7%
Adams Co.	15,473	15,106	367	2.4%	3.1%	3.6%
Allen Co.	200,500	195,356	5,144	2.6%	3.1%	3.8%
DeKalb Co.	21,803	21,280	523	2.4%	3.0%	3.7%
Grant Co.	31,137	30,214	923	3.0%	3.6%	4.6%
Huntington Co.	19,264	18,807	457	2.4%	2.9%	3.6%
Lagrange Co.	18,036	17,661	375	2.1%	2.9%	3.4%
Noble Co.	22,051	21,503	548	2.5%	3.1%	3.9%
Steuben Co.	16,760	16,351	409	2.4%	3.3%	3.9%
Wabash Co.	14,557	14,173	384	2.6%	3.3%	4.0%
Wells Co.	15,201	14,888	313	2.1%	2.7%	3.2%
Whitley Co.	18,141	17,714	427	2.4%	3.0%	3.5%
Fort Wayne	136,645	132,960	3,685	2.7%	3.3%	4.0%
Marion	12,428	11,997	431	3.5%	4.1%	5.0%

Source: Indiana Department of Workforce Development, Research & Analysis, Local Area Unemployment Statistics | Unemployment Statistics Released:02/26 | 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 December 2025 from			
	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



Source: Indiana Department of Workforce Development, Research and Analysis

WARN Notices

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

There are no WARN Notices for December 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: December 2025

Region 3

Initial Claims

12/06/25 - 554

12/13/25 - 415(D)

12/20/25 - 366

12/27/25 - 709

Continued Claims

12/06/25 - 1,825

12/13/25 - 1,898

12/20/25 - 2,014

12/27/25 - 2,495

Total Claims

12/06/25 - 2,379

12/13/25 - 2,313

12/20/25 - 2,380

12/27/25 - 3,204

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

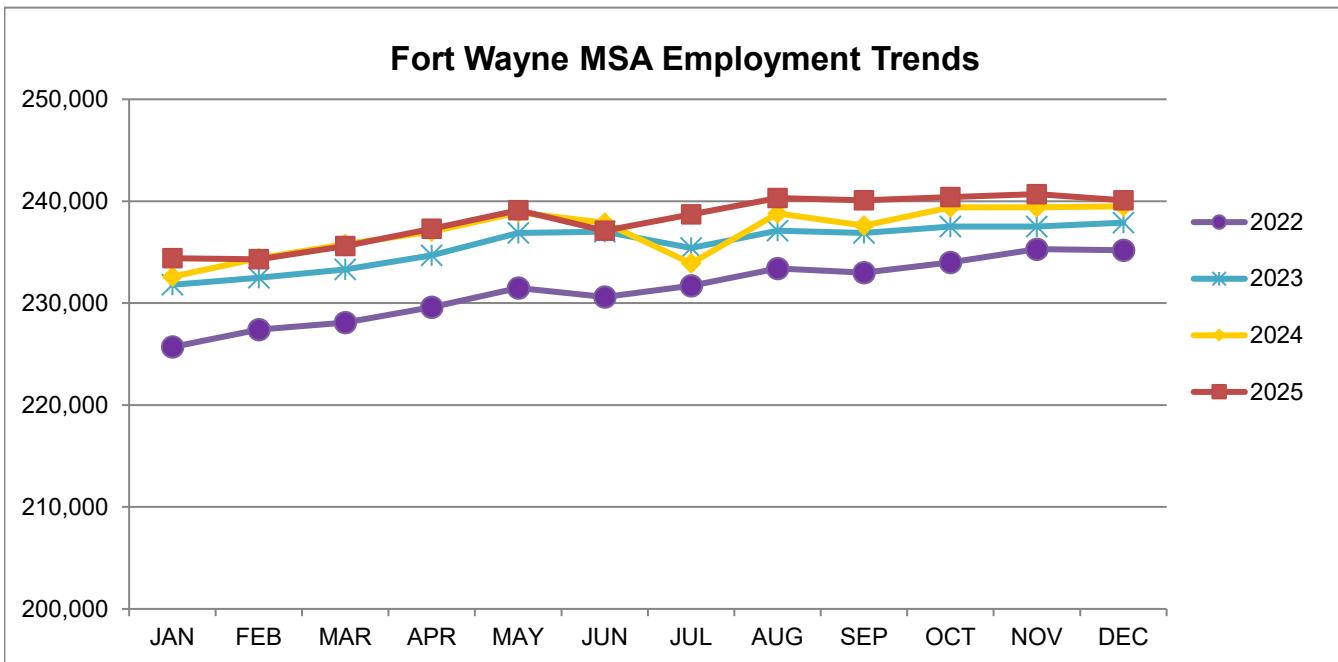
12/27/25 - 28,893

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

Source: Indiana Department of Workforce Development, Research and Development

Fort Wayne 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	240,100	240,700	239,500	-600 -0.3%		600 0.3%
Total Private	217,400	217,900	216,400	-500 -0.2%		1,000 0.5%
Goods Producing	51,400	51,500	51,100	-100 -0.2%		300 0.6%
Service Providing	188,700	189,200	188,400	-500 -0.3%		300 0.2%
Private Service Providing	166,000	166,400	165,300	-400 -0.2%		700 0.4%
Mining, Logging and Construction	13,000	13,000	13,200	0 0.0%		-200 -1.5%
Total Manufacturing	38,400	38,500	37,900	-100 -0.3%		500 1.3%
Durable Goods Manufacturing	27,700	27,900	27,800	-200 -0.7%		-100 -0.4%
Transportation Equipment Manufacturing	7,600	7,600	7,600	0 0.0%		0 0.0%
Trade, Transportation and Utilities	47,000	46,900	47,900	100 0.2%		-900 -1.9%
Wholesale Trade	11,100	11,200	11,000	-100 -0.9%		100 0.9%
Retail Trade	24,300	24,200	25,000	100 0.4%		-700 -2.8%
Transportation, Warehousing and Utilities	11,600	11,500	11,900	100 0.9%		-300 -2.5%
Information	1,800	1,800	1,800	0 0.0%		0 0.0%
Financial Activities	12,000	11,900	12,300	100 0.8%		-300 -2.4%
Professional and Business Services	23,500	24,000	22,900	-500 -2.1%		600 2.6%
Education and Health Services	46,600	46,800	45,900	-200 -0.4%		700 1.5%
Leisure and Hospitality	21,800	21,600	21,100	200 0.9%		700 3.3%
Other Services	13,300	13,400	13,400	-100 -0.8%		-100 -0.8%
Total Government	22,700	22,800	23,100	-100 -0.4%		-400 -1.7%
Federal Government	2,100	2,100	2,200	0 0.0%		-100 -4.6%
State Government	3,800	3,800	4,100	0 0.0%		-300 -7.3%
Local Government	16,800	16,900	16,800	-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	Licensed Practical and Licensed Vocational Nurses
7	Food Service Managers
8	Home Health and Personal Care Aides
9	Customer Service Representatives
10	Production Workers, All Other
11	Janitors and Cleaners, Except Maids and Housekeeping Cleaners
12	Laborers and Freight, Stock, and Material Movers, Hand
13	Medical and Health Services Managers
14	Driver/Sales Workers
15	Health Technologists and Technicians, All Other
16	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products
17	Food Preparation Workers
18	Nursing Assistants
19	Physicians, All Other
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	1,440
Assemblers and Fabricators, All Other	800
Helpers--Production Workers	542
Customer Service Representatives	518
Laborers and Freight, Stock, and Material Movers, Hand	371
Cashiers	356
Office Clerks, General	305
Managers, All Other	229
Industrial Truck and Tractor Operators	219
Packers and Packagers, Hand	216
First-Line Supervisors of Production and Operating Workers	213
Team Assemblers	211
Welders, Cutters, Solderers, and Brazers	207
Office and Administrative Support Workers, All Other	190
Shipping, Receiving, and Traffic Clerks	188
Inspectors, Testers, Sorters, Samplers, and Weighers	185
Heavy and Tractor-Trailer Truck Drivers	178
Retail Salespersons	169
Extraction Workers, All Other	150
Construction Laborers	144

Source: Indiana Workforce Development, Indiana Career Connect

SNAPSHOT**December Indiana Employment**

Released January 27, 2026

**Unemployment Rate**

*seasonally adjusted

Unemployment Rate**3.5%****November 2025 Indiana****3.7%****National Unemployment Rate****LABOR FORCE PARTICIPATION RATE*****16+: 63.6%****25-44: 84.7%****National Labor Force****25-54: 84.1%****Open Job Postings****83,797**
Jobs

As of December 31, 2025

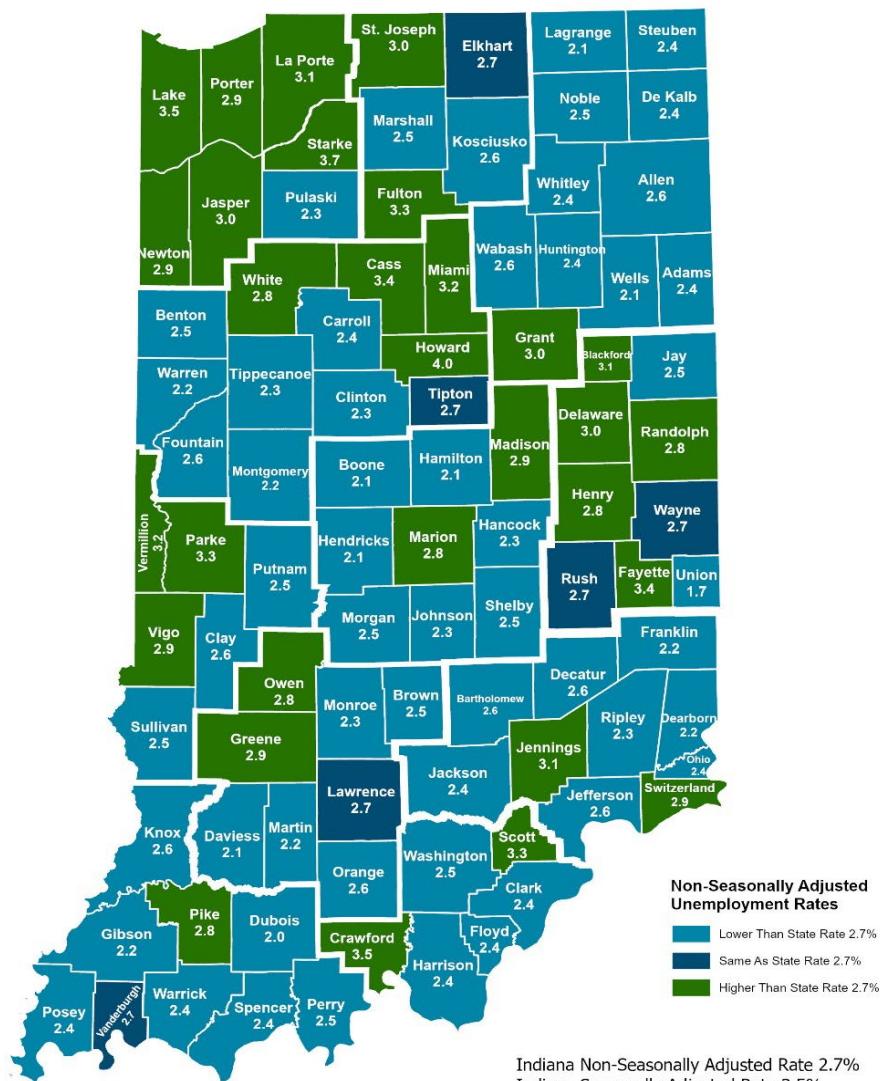
**Weekly UI Continued Claims****25,414**

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
Regional Workforce
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