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LABOR MARKET REVIEW



December 2025 Labor Market Review

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INDIANA DEPARTMENT OF
WORKFORCE
DEVELOPMENT



Economic Growth Region 6

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.

Hawaii and South Dakota had the lowest jobless rates in December, 2.2 percent each. The District of Columbia had the highest unemployment rate, 6.7 percent. The next highest rates were in California and New Jersey, 5.5 percent and 5.4 percent, respectively. In total, 19 states had unemployment rates lower than the U.S. figure of 4.4 percent, 5 states and the District had higher rates, and 26 states had rates that were not appreciably different from that of the nation.



Economic Growth Region (EGR) 6

Blackford, Delaware, Fayette, Henry, Jay, Randolph, Rush, Union, and Wayne 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

#6 - Fayette (3.4%)

#12 - Blackford (3.1%)

#15 - Delaware (3%)

#25 - Henry (2.8%)

#29 - Randolph (2.8%)

#33 - Rush (2.7%)

#36 - Wayne (2.7%)

#49 - Jay (2.5%)

#92 - Union (1.7%)

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

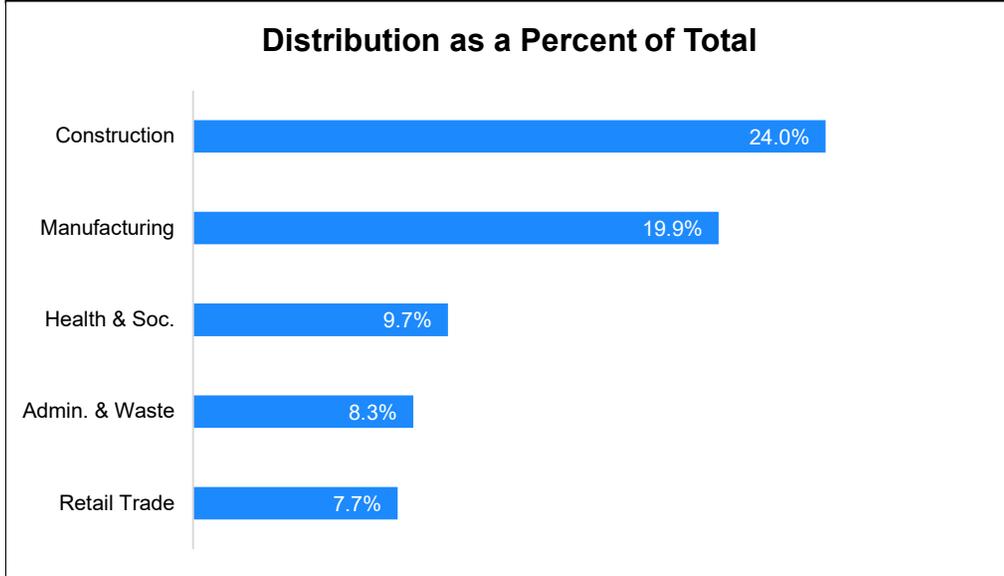
December 2025 Labor Force Estimates (not seasonally adjusted)						
Area	Labor Force	Employed	Unemployed	Dec-25	Nov-25	Dec-24
U.S.	170,723,000	163,720,000	7,003,000	4.1%	4.3%	3.8%
IN	3,455,706	3,363,377	92,329	2.7%	3.3%	4.0%
EGR 6	155,010	150,606	4,404	2.8%	3.5%	4.2%
Muncie MSA	54,212	52,602	1,610	3.0%	3.5%	4.3%
Blackford Co.	5,141	4,980	161	3.1%	3.7%	4.7%
Delaware Co.	54,212	52,602	1,610	3.0%	3.5%	4.3%
Fayette Co.	9,929	9,596	333	3.4%	4.1%	5.0%
Henry Co.	22,174	21,560	614	2.8%	3.4%	4.0%
Jay Co.	9,117	8,886	231	2.5%	3.2%	3.7%
Randolph Co.	11,781	11,452	329	2.8%	3.5%	4.3%
Rush Co.	8,279	8,054	225	2.7%	3.3%	3.4%
Union Co.	4,043	3,973	70	1.7%	2.5%	2.8%
Wayne Co.	30,334	29,503	831	2.7%	3.5%	4.5%
Connersville	5,415	5,218	197	3.6%	4.5%	5.5%
Muncie	30,777	29,794	983	3.2%	3.8%	4.6%
New Castle	8,174	7,938	236	2.9%	3.5%	3.8%
Richmond	15,266	14,841	425	2.8%	3.9%	5.2%

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.

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 6 Industries
December 2025**



Source: Indiana Department of Workforce Development, Research and Analysis

WARN Notices

WARN Notices for Region 6 for December 2025				
Company	City	County	# of workers affected	Notice Date
Spartech LLC	Muncie	Deleware	125	12/12/2025

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

Unemployment Claims: December 2025

Region 6

Initial Claims

12/06/25 - 197(D)

12/13/25 - 155(D)

12/20/25 - 163(D)

12/27/25 - 191(D)

Continued Claims

12/06/25 - 842

12/13/25 - 865

12/20/25 - 901

12/27/25 - 992

Total Claims

12/06/25 - 1,039

12/13/25 - 1,020

12/20/25 - 1,064

12/27/25 - 1,183

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

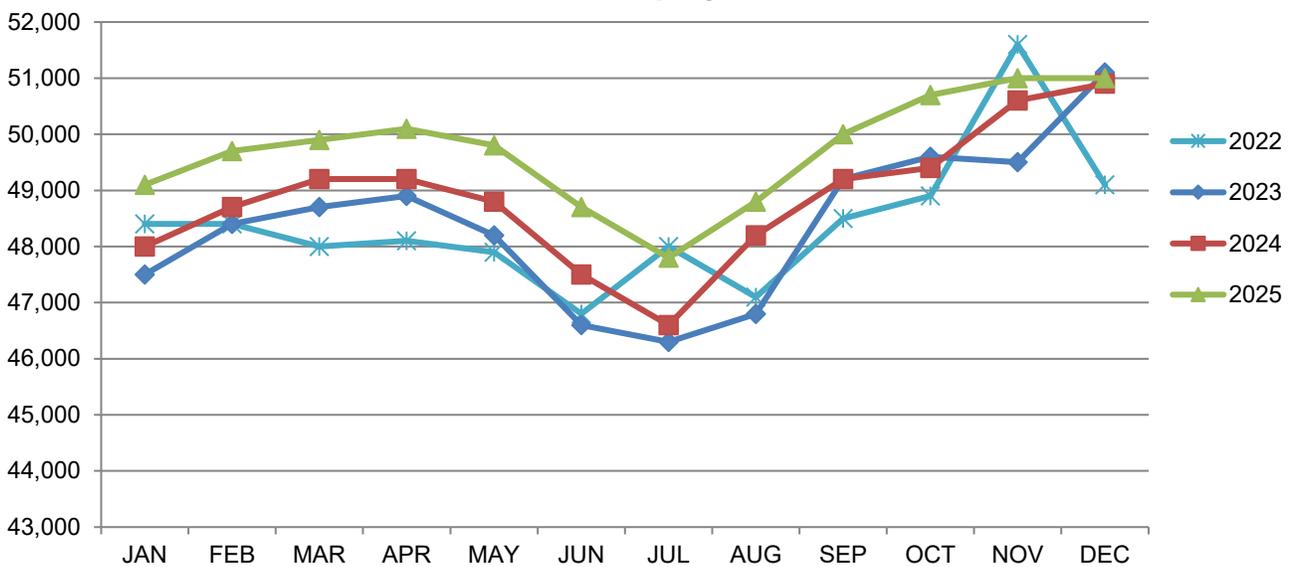
12/27/25 - 28,893

(D) indicates item is affected by non-disclosure issues relating to industry or ownership status | Source: Indiana Department of Workforce Development, Research and Development

Muncie 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	51,000	51,000	50,900	0	0.0%	100	0.2%
Total Private	39,700	39,800	39,700	-100	-0.3%	0	0.0%
Goods Producing	5,700	5,700	5,600	0	0.0%	100	1.8%
Service-Providing	45,300	45,300	45,300	0	0.0%	0	0.0%
Private Service Providing	34,000	34,100	34,100	-100	-0.3%	-100	-0.3%
Mining, Logging and Construction	1,700	1,700	1,600	0	0.0%	100	6.3%
Manufacturing	4,000	4,000	4,000	0	0.0%	0	0.0%
Trade, Transportation, and Utilities	8,500	8,500	8,700	0	0.0%	-200	-2.3%
Wholesale Trade	1,200	1,200	1,200	0	0.0%	0	0.0%
Retail Trade	6,100	6,100	6,200	0	0.0%	-100	-1.6%
Transportation, Warehousing, and Utilities	1,200	1,200	1,300	0	0.0%	-100	-7.7%
Information	400	400	400	0	0.0%	0	0.0%
Financial Activities	2,400	2,400	2,500	0	0.0%	-100	-4.0%
Education and Health Services	10,300	10,300	10,200	0	0.0%	100	1.0%
Leisure and Hospitality	5,400	5,400	5,400	0	0.0%	0	0.0%
Other Services	2,100	2,100	2,100	0	0.0%	0	0.0%
Government	11,300	11,200	11,200	100	0.9%	100	0.9%
State Government	4,500	4,300	7,200	200	4.7%	-2,700	-37.5%
State Government Educational Services	4,300	4,100	7,000	200	4.9%	-2,700	-38.6%
State Government Excluding Education	200	200	200	0	0.0%	0	0.0%
Local Government	3,800	3,800	3,800	0	0.0%	0	0.0%
Local Government Educational Services	2,300	2,300	2,200	0	0.0%	100	4.6%
Local Government excluding Educational Services	1,500	1,500	1,600	0	0.0%	-100	-6.3%

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

Muncie 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 6 in the past month	
Rank	Occupations
1	Registered Nurses
2	Retail Salespersons
3	Heavy and Tractor-Trailer Truck Drivers
4	Food Service Managers
5	Home Health and Personal Care Aides
6	Licensed Practical and Licensed Vocational Nurses
7	Food Preparation Workers
8	Nursing Assistants
9	Maintenance and Repair Workers, General
10	First-Line Supervisors of Retail Sales Workers
11	Driver/Sales Workers
12	Merchandise Displayers and Window Trimmers
13	Customer Service Representatives
14	Physical Therapists
15	Medical and Health Services Managers
16	Pharmacy Technicians
17	Physicians, All Other
18	Production Workers, All Other
19	Maids and Housekeeping Cleaners
20	Postsecondary Teachers

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	543
Assemblers and Fabricators, All Other	339
Customer Service Representatives	243
Helpers--Production Workers	232
Cashiers	166
Laborers and Freight, Stock, and Material Movers, Hand	165
Office Clerks, General	136
Heavy and Tractor-Trailer Truck Drivers	98
Office and Administrative Support Workers, All Other	98
Managers, All Other	93
Team Assemblers	92
Extraction Workers, All Other	89
Industrial Truck and Tractor Operators	89
Construction Laborers	88
Retail Salespersons	77
General and Operations Managers	76
Welders, Cutters, Solderers, and Brazers	74
Inspectors, Testers, Sorters, Samplers, and Weighers	71
Landscaping and Groundskeeping Workers	66
Packers and Packagers, Hand	66

Source: Indiana Workforce Development, Indiana Career Connect

BREAKDOWN

December Indiana Labor Force

Released January 27, 2026



Total Population 6,924,275



Potential Workers

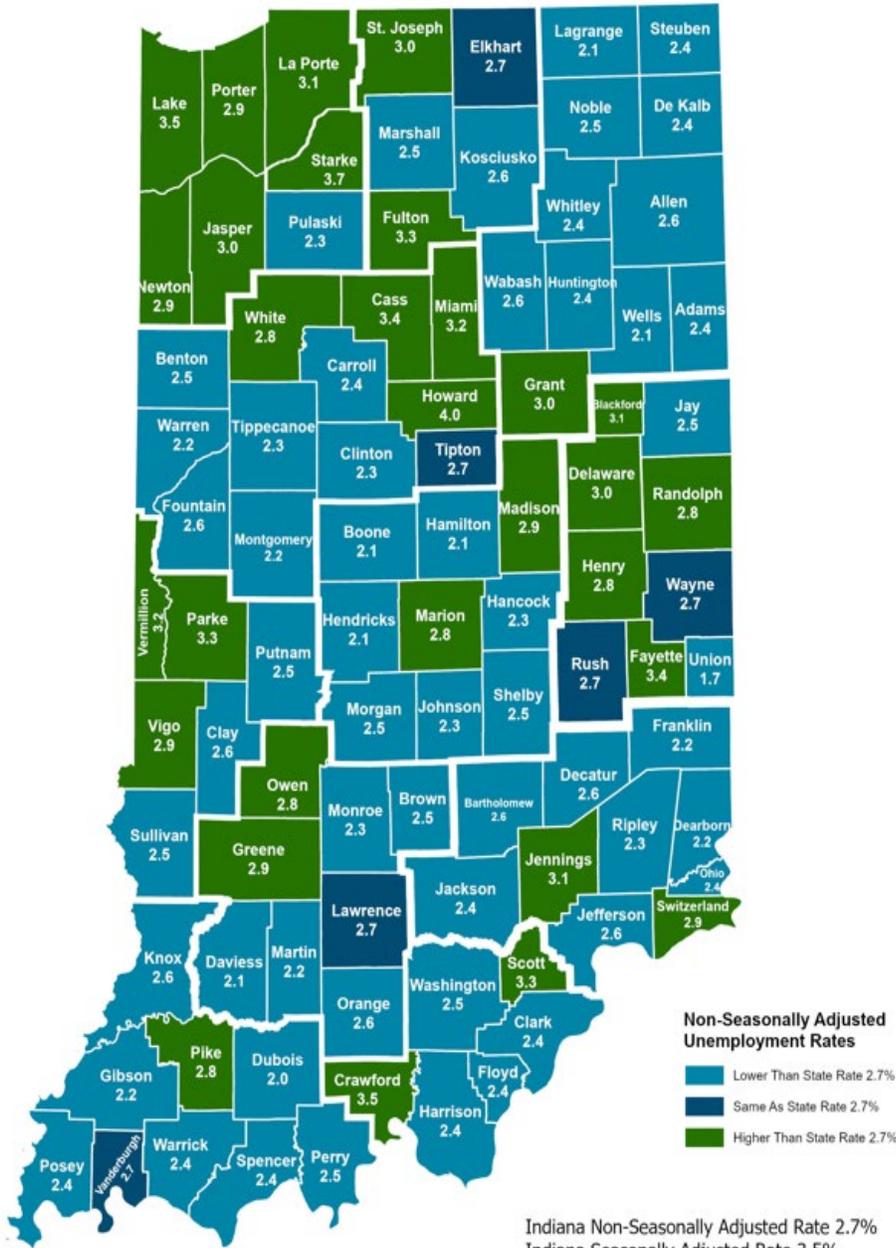
(Unemployed and Seeking a Job + Not in the Labor Force but Want a Job/Available to Work Now)

162,473

More about the U.S. Bureau of Labor Statistics data source 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. The 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 Note on Using Current Population Survey (CPS) Sub-national Data and Differences Between CPS and LAUS Estimates

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 Regional Labor Analyst listed below:

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