



**SOUTH FLORIDA WORKFORCE INVESTMENT BOARD
EXECUTIVE COMMITTEE MEETING
THURSDAY, JANUARY 8, 2026
8:15 A.M.**

VIA ZOOM ONLY

The public may view the session online. **Registration is required:**
https://us02web.zoom.us/webinar/register/WN_ISSH7LAzTdywsrtfD2Q3IA

AGENDA

1. Call to Order and Introductions
2. Public Comment
3. Approval of Executive Committee Meeting Minutes
 - A. December 11, 2025
4. Informational – Federal Workforce System Integration Update
5. Informational – Floridians First State Workforce Budget
6. Informational – National Employment Trends
7. Informational – Bureau of Labor and Statistics Survey vs ADP Report
8. Informational – Federal Indicators of Performance First Quarter 2025-2026

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"Members of the public shall be given a reasonable opportunity to be heard on a specific agenda item, but must register with the agenda clerk prior to being heard."



SFWIB EXECUTIVE COMMITTEE

DATE: 1/8/2026

AGENDA ITEM NUMBER: 2

AGENDA ITEM SUBJECT: PUBLIC COMMENT

AGENDA ITEM TYPE: INFORMATIONAL

RECOMMENDATION: N/A

STRATEGIC GOAL: STRONG WORKFORCE SYSTEM LEADERSHIP

STRATEGIC PROJECT: National leader in an ROI-focused enterprise

BACKGROUND:

N/A

FUNDING: N/A

PERFORMANCE: N/A

NO ATTACHMENT



SFWIB EXECUTIVE COMMITTEE

DATE: 1/8/2026

AGENDA ITEM NUMBER: 3

AGENDA ITEM SUBJECT: EXECUTIVE COMMITTEE MEETING MINUTES

AGENDA ITEM TYPE: **APPROVAL**

RECOMMENDATION: SFWIB Staff recommends to the Executive Committee to approve the minutes from the December 11, 2025 meeting, as set forth below.

STRATEGIC GOAL: **STRONG WORKFORCE SYSTEM LEADERSHIP**

STRATEGIC PROJECT: **Strengthen workforce system accountability**

BACKGROUND:

N/A

FUNDING: N/A

PERFORMANCE: N/A

ATTACHMENT



SFWIB EXECUTIVE COMMITTEE MEETING MINUTES

DATE: 1/8/2025

AGENDA ITEM: 3A

AGENDA TOPIC: MEETING MINUTES

SFWIB EXECUTIVE COMMITTEE MEETING

DATE: December 11, 2025

LOCATION: Zoom Only

ZOOM: https://us02web.zoom.us/webinar/register/WN_ISSH7LAzTdywsrtfD2Q3IA

1. CALL TO ORDER & INTRODUCTIONS Chairman Gibson called to order the regular meeting of the SFWIB Executive Committee Meeting at 8:19AM on December 11, 2025.

ROLL CALL: 8 members; 5 required; 6 present: **Quorum established.**

SFWIB EXECUTIVE COMMITTEE MEMBERS PRESENT (VIA ZOOM)	SFWIB MEMBERS EXCUSED	SFWIB STAFF
Chi, Joe del Valle, Juan-Carlos, Vice-Chairman Ferradaz, Gilda Gibson, Charles, Chair Loynaz, Oscar, M.D. Mantilla, Rene	Canales, Dequasia Scott, Kenneth "Kenny" SFWIB EXECUTIVE COMMITTEE MEMBERS ABSENT	Beasley, Rick Bennett, Renee Morgan, Ebony Perrin, Yian Smith, Robert ADMINISTRATION/IT
OTHER ATTENDEES		

Agenda items are displayed in the order they were discussed.

Minutes Prepared by: Ebony Morgan
SFWIB Executive Committee Meeting
December 11, 2025, 8:15am

Status: DRAFT
Approval date: TBD
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2. Public Comment

Public comments should be two minutes or less.

Chairman Gibson opened the floor for comments from the public. No requests to speak were received by the Executive Office. None presented. Item closed.

3. Approval of Executive Committee Meeting Minutes – November 13, 2025

Chairman Gibson presented SFWIB Executive Committee Meeting minutes for review in advance of approval.

Motion for approval of November 13, 2025, SFWIB Executive Committee Meeting minutes by Mr. Chi; Mr. del Valle seconded; **motion is passed without dissent.**

No further comments or suggestions were submitted by the members. Item closed.

4. Information – Senate HELP Committee on Registered Apprenticeships

Mr. Gibson introduced the item; Mr. Beasley introduced Mr. Smith, CSSF's Contract Manager, to present recent updates from the Senate Health Committee regarding Registered Apprenticeships and the integration of Workforce Education, which aligns with recent changes to the Department of Education.

During the meeting, Senator Lisa Murowski discussed labor shortages in key industries and how registered apprenticeships can help address workforce gaps and strengthen career pathways. Mr. Smith reviewed the key takeaways from the meeting, including employer-driven apprenticeship design, scalable models, and wraparound support for participants to improve completion and retention rates.

During next week's SFWIB meeting, Mr. Beasley will present an updated OJT policy. This policy includes a waiver that permits up to 100% funding for companies located in Opportunity Zones. Additionally, he will discuss a revised process designed to help providers expedite apprenticeship agreements with local organizations.

Mr. Beasley also recapped a conversation with the Madam Provost of Miami Dade College regarding concerns raised by employers. These employers expressed difficulties

in executing apprenticeship agreements because they needed board approval, which can be time-consuming.

The proposed policy encourages providers to use their existing training funds to execute these apprenticeship agreements, while CSSF will promptly present the proposed program to the board for approval.

Chairman Gibson inquired about the number of active apprenticeships currently offered by CSSF, which stands at twenty-eight at Miami Dade College. Mr. Beasley provided additional information about other apprenticeship programs available through Miami-Dade County Public Schools and various organizations. He clarified that CSSF supports on-the-job training by covering financial costs to help offset labor expenses.

Gibson requested a detailed list of all available programs to be emailed to SFWIB members. This will enhance communication with the organizations they interact with daily. Mr. Beasley agreed to forward this information and emphasized that we can collaborate with employers to create custom apprenticeship programs tailored to their needs. These programs can then be submitted for approval to the U.S. Department of Labor or the Florida Department of Education.

No further comments or suggestions were submitted from the members. Item closed.

5. Information – Federal Update on the U.S. Department of Education

Mr. Beasley provided an update on the Department of Education and invited Mr. Smith to discuss recent developments with the Committee. Mr. Smith reviewed the newly released plans from the U.S. Department of Education to transfer certain functions to other federal agencies through six interagency agreements. Although no date of transfer has been established as of today, Mr. Smith explained the key elements of the plan, which involves the Department of Labor, the Department of Health and Human Services, the Department of the Interior, and the U.S. Department of State. These partnerships aim to improve the management of specific programs, utilize the administrative expertise of partnering agencies, reduce the bureaucratic layers that have accumulated within the Department of Education over the years, and enhance services for grantees, families, and other stakeholders.

The Department of Education will retain its statutory authority, while operational control will be transferred to partner agencies. Mr. Smith indicated that we should expect legal and political challenges from congressional Democrats and various stakeholders.

Additionally, workforce boards may need to assess the effects on education and training grant management.

Mr. Beasley provided an update on his discussion with Henry Mack, the nominee for Assistant Secretary of the U.S. Department of Labor for the Employment and Training Administration. He mentioned a recent Training and Employment Guidance Letter (TEGL) released by the state, which resulted in the CSSF team working on waiver requests aimed at improving employment and education systems in Dade County and potentially across the state. As a result, a few items may come before the board for approval either next week or in February 2026.

No comments or suggestions were submitted from the members. Item closed.

6. Information – Worker Adjustment and Retraining Notification Act (WARN) Update

Mr. Beasley provided an update on the Worker Adjustment and Retraining Notification Act (WARN), which mandates that employers give 60 days' notice of plant closures or mass layoffs affecting 100 or more employees.

He further explained that the agency is responsible for offering employment and training assistance to workers impacted by mass layoffs. This assistance is triggered by a covered employer's notice of a facility shutdown or layoffs affecting 50 or more employees. It's important to note that this does not include part-time employees or those who have been with the company for less than six months.

Mr. Beasley highlighted the significant number of layoffs in 2025, particularly within the accommodation and food services industry, where over 1,400 workers were affected, a notable increase compared to 2024. Mr. Jaffe Cruz, the Response Coordinator for CSSF, reaches out to companies to offer assistance and register affected employees for WIOA services, making them eligible for dislocated worker services.

Mr. Beasley closed the item by advising the member of additional new areas that will be monitored moving forward including arts, entertainment, recreation, and other services.

No further comments or suggestions were submitted by the members. Item closed.

7. Informational – Jobs EQ Labor Market Report

Mr. Beasley introduced and reviewed key demographic and labor force findings from the Jobs EQ Labor Market Report for Miami-Dade County, FL, prepared by Chmura

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Economics and Analytics. The report utilized American Community Survey data from 2019 to 2023. Mr. Beasley highlighted employment trends, average wage growth, industry sector data, occupational trends, industry clusters, and the educational outlook for the region. The full report was made available to the Committee for review and can be accessed by the public in the SFWIB Executive Committee Agenda Package online, dated December 11, 2025.

No further comments or suggestions were submitted by the members. Item closed.

7. Approval – Women-in-Tech Supportive Services Allocation

Mr. Beasley introduced a recommendation to approve an allocation of up to \$150,000 from General Revenue and/or Unrestricted funds to Youth Co-Op at the Little Havana American Job Center. The funds will provide supportive services, in the form of a stipend, to the 18 participants currently enrolled in the Women-in-Tech Full Stack Web Developer Training Program, which was approved by the board on February 20, 2024.

In partnership with the City of Miami, this initiative aims to expand workforce opportunities for women in IT while addressing the growing demand for skilled professionals in the region. To support this effort, the City of Miami Commission has approved a \$250,000 allocation for On-the-Job Training (OJT) for program participants. Additionally, the CSSF anticipates further allocations from The Miami Foundation and United Way.

Motion: Mr. Mantilla approves the allocation of an amount not to exceed \$150,000 in General Revenue and/or Restricted Funds to Youth Co-Op, Little Havana AJC which will serve as a stipend for the 18 participants currently enrolled in the Women-in-Tech Program; Mr. Chi seconded; **motion is passed without dissent.**

No comments or suggestions were submitted from the members. Item closed.

New Business

Mr. Beasley announced the retirement of our long-time workforce partner, Ms. Gepsie Mettellus, President and CEO of the Sant La Haitian Neighborhood Center and provided a brief recap of progress made with Opportunity Zones.

With no further business presented to the Committee, the meeting adjourned at 8:57 am.

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The next SFWIB Executive Committee Meeting is scheduled for Thursday, January 8, 2026, at 8:15am. Location to be announced.

DRAFT



SFWIB EXECUTIVE COMMITTEE

DATE: 1/8/2026

AGENDA ITEM NUMBER: 4

AGENDA ITEM SUBJECT: FEDERAL WORKFORCE SYSTEM INTERGRATION UPDATE

AGENDA ITEM TYPE: **INFORMATIONAL**

RECOMMENDATION: N/A

STRATEGIC GOAL: **STRENGTHEN THE ONE-STOP DELIVERY SYSTEM**

STRATEGIC PROJECT: **Strengthen workforce system accountability**

BACKGROUND:

The U.S. Departments of Labor (USDOL) and Education (USED) announced continued progress in implementing a coordinated federal workforce development partnership aimed at reducing duplication, increasing efficiency, and improving outcomes for job seekers and employers. As part of this effort, the Workforce Innovation and Opportunity Act (WIOA) state plan portal has transitioned to the U.S. Department of Labor, enabling closer alignment and joint administration of core WIOA programs, including adult education and family literacy.

Future integration efforts will focus on incorporating the Perkins Career and Technical Education (CTE) state plan portal into the WIOA state plan portal, allowing states with combined WIOA state plans to submit required information through a single, streamlined system.

Key Updates:

- **Integrated WIOA State Plan Administration:** The transition of the WIOA state plan portal to USDOL allows the Departments of Labor and Education to jointly administer core WIOA programs, improving coordination across workforce, adult education, and family literacy services
- **Grant and Payment System Alignment:** Since October 1, the joint agencies have processed nearly 800 payment requests from 43 states and territories and successfully onboarded all grantees to GrantSolutions and the Payment Management Systems, which are widely used across federal agencies.
- **2026 WIOA State Plan Modifications:** The departments are synchronizing timelines for submission of 2026 WIOA State Plan modifications and will provide joint feedback to states, reducing administrative burden and improving clarity in federal guidance.

- **WIOA Waivers and Flexibilities:** On November 25, 2025, USDOL issued joint guidance with USED's Office of Career, Technical, and Adult Education to governors and workforce boards outlining available WIOA waiver and flexibility options, including recommendations to further integrate Perkins CTE programs into the public workforce system..

Workforce Board Relevance:

These federal actions are intended to streamline state and local workforce planning, enhance coordination between education and workforce partners, and reduce administrative complexity. Over time, local workforce boards may experience more aligned state guidance, improved reporting processes, and increased opportunities to integrate adult education and CTE programming into career pathways.

FUNDING: N/A

PERFORMANCE: N/A

NO ATTACHMENT



SFWIB EXECUTIVE COMMITTEE

DATE: 1/8/2026

AGENDA ITEM NUMBER: 5

AGENDA ITEM SUBJECT: FLORIDIAN FIRST STATE WORKFORCE BUDGET UPDATE

AGENDA ITEM TYPE: INFORMATIONAL

RECOMMENDATION: N/A

STRATEGIC GOAL: STRENGTHEN THE ONE-STOP DELIVERY SYSTEM

STRATEGIC PROJECT: Emphasize work-based learning and training

BACKGROUND:

CareerSource Florida has formally commended Governor Ron DeSantis for his proposed FY 2026–2027 Floridians First Budget, which continues to prioritize workforce development, economic opportunity, and talent pipeline expansion across the state. The proposed budget reflects a strategic focus on ensuring Florida employers have access to a skilled workforce while providing job seekers with pathways to sustainable, high-demand careers.

CareerSource Florida President and CEO Adrienne Johnston emphasized that the proposed investments support veterans and military spouses, expand workforce services in rural communities, and modernize workforce technology systems, reinforcing Florida's position as a national leader in workforce innovation.

Summary of Key Workforce Investments:

The proposed Floridians First Budget includes several targeted investments aligned with statewide and local workforce priorities, including:

- **\$1.5 million – Veteran and Military Spouse Workforce Funding:** Funding to support Local Workforce Development Boards in delivering targeted training, career services, and supportive programs for veterans and military spouses, particularly those facing barriers to employment. These investments are intended to facilitate successful transitions into high-demand civilian careers.
- **\$2 million – Rural Workforce Funding Program:** Funding to expand workforce services in Florida's rural communities by increasing access to training and employment opportunities, strengthening local economies, and equipping job seekers with in-demand skills aligned with employer needs.

Local Impact:

If approved by the Legislature, these investments may present future opportunities for local workforce boards to enhance services for priority populations and expand programmatic capacity, subject to state guidance and funding allocations..

FUNDING: N/A

PERFORMANCE: N/A

NO ATTACHMENT



SFWIB EXECUTIVE COMMITTEE

DATE: 1/8/2026

AGENDA ITEM NUMBER: 6

AGENDA ITEM SUBJECT: NATIONAL EMPLOYMENT TRENDS UPDATE

AGENDA ITEM TYPE: INFORMATIONAL

RECOMMENDATION: N/A

STRATEGIC GOAL: STRENGTHEN THE ONE-STOP DELIVERY SYSTEM

STRATEGIC PROJECT: Strengthen workforce system accountability

BACKGROUND:

The ADP National Employment Report for November 2025, released in early December, indicated a surprising contraction in private sector employment, signaling a potential slowing of the labor market amid cautious consumer spending and economic uncertainty. The report showed a net loss of 32,000 private sector jobs, the largest monthly decline since early 2023, and contrasted with expectations for continued job growth.

Job losses were driven primarily by small businesses, while some larger employers continued to add positions. Sectoral performance was mixed, with notable declines in several goods-producing and professional sectors and modest gains in service-oriented industries.

KEY FINDINGS:

- **Overall Employment Change:** A net loss of 32,000 private sector jobs, following a gain of 47,000 jobs in October 2025.
- **Business Size Impact:** Small businesses accounted for the largest share of job losses, cutting approximately 120,000 positions, while medium and large employers added jobs at a more modest pace.
- **Sectoral Losses:** Employment declines were reported in manufacturing, professional and business services, information, and construction.
- **Sectoral Gains:** Education and health services, along with leisure and hospitality, experienced modest job growth.
- **Economic Context:** The report reflects a “choppy” hiring environment and heightened uncertainty, suggesting employers may be exercising caution in response to economic conditions.

OUTLOOK:

The next ADP National Employment Report, covering December 2025 employment activity, is scheduled for release in January 2026 and will provide additional insight into whether the November decline represents a short-term fluctuation or a broader trend..

FUNDING: N/A**PERFORMANCE:** N/A

ATTACHMENT



ADP National Employment Report: Private Sector Employment Shed 32,000 Jobs in November; Annual Pay was Up 4.4%

ROSELAND, N.J. – December 3, 2025 – Private sector employment shed 32,000 jobs in November and pay was up 4.4 percent year-over-year according to the November [ADP National Employment Report®](#) produced by ADP Research in collaboration with the Stanford Digital Economy Lab (“Stanford Lab”).

The ADP National Employment Report is an independent measure of the labor market based on the anonymized weekly payroll data of more than 26 million private-sector employees in the United States. ADP’s Pay Insights captures over 15 million individual pay change observations each month. Together, the jobs report and pay insights use ADP’s fine-grained data to provide a representative and high-frequency picture of the private-sector labor market.

“Hiring has been choppy of late as employers weather cautious consumers and an uncertain macroeconomic environment,” said Dr. Nela Richardson, chief economist, ADP. “And while November’s slowdown was broad-based, it was led by a pullback among small businesses.”

November 2025 Report Highlights

View the *ADP National Employment Report* and interactive charts at www.adpemploymentreport.com.

JOBS REPORT

Private employers shed 32,000 jobs in November

Job creation has been flat during the second half of 2025 and pay growth has been on a downward trend. November hiring was particularly weak in manufacturing, professional and business services, information, and construction.

Change in U.S. Private Employment: **-32,000**

Change by Industry

• Goods-producing:	-19,000
○ Natural resources/mining	8,000
○ Construction	-9,000
○ Manufacturing	-18,000
• Service-providing:	-13,000
○ Trade/transportation/utilities	1,000
○ Information	-20,000
○ Financial activities	-9,000
○ Professional/business services	-26,000
○ Education/health services	33,000
○ Leisure/hospitality	13,000
○ Other services	-4,000

Change by U.S. Regions

• Northeast:	-100,000
○ New England	-50,000
○ Mid-Atlantic	-49,000
• Midwest:	45,000
○ East North Central	41,000
○ West North Central	4,000
• South:	-43,000
○ South Atlantic	-78,000
○ East South Central	31,000
○ West South Central	3,000
• West:	67,000
○ Mountain	13,000
○ Pacific	54,000

Change by Establishment Size

• Small establishments:	-120,000
○ 1-19 employees	-46,000
○ 20-49 employees	-74,000
• Medium establishments:	51,000
○ 50-249 employees	31,000
○ 250-499 employees	20,000
• Large establishments:	39,000
○ 500+ employees	39,000

PAY INSIGHTS

Pay growth slowed in November

Year-over-year pay for job-stayers rose 4.4 percent, down from 4.5 percent growth in October. For job-changers, pay was up 6.3 percent, slowing from 6.7 percent growth the month prior.

Median Change in Annual Pay

• Job-stayers	4.4%
• Job-changers	6.3%

Median Change in Annual Pay for Job-Stayers by Industry

• Goods-producing:	
○ Natural resources/mining	4.3%
○ Construction	4.4%
○ Manufacturing	4.8%
• Service-providing:	
○ Trade/transportation/utilities	4.4%
○ Information	4.2%
○ Financial activities	5.2%
○ Professional/business services	4.2%
○ Education/health services	4.3%
○ Leisure/hospitality	4.5%
○ Other services	4.0%

Median Change in Annual Pay for Job-Stayers by Firm Size

• Small firms:	
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- 1-19 employees 2.5%
- 20-49 employees 4.0%
- **Medium firms:**
 - 50-249 employees 4.7%
 - 250-499 employees 4.8%
- **Large firms:**
 - 500+ employees 4.9%

To see Pay Insights by U.S. State, Gender, and Age for Job-Stayers, visit [here](#):

The October total number of jobs added was revised from 42,000 to 47,000.

For additional information about the ADP National Employment Report, including historical files, employment and pay data, methodology, and a calendar of release dates, please visit <https://adpemploymentreport.com/>.

The December 2025 *ADP National Employment Report* will be released on January 7, 2025 at 8:15 a.m. ET.

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SFWIB EXECUTIVE COMMITTEE

DATE: 1/8/2026

AGENDA ITEM NUMBER: 7

AGENDA ITEM SUBJECT: BEREAU OF LABOR AND STATISTICS VS ADP

AGENDA ITEM TYPE: **INFORMATIONAL**

RECOMMENDATION: N/A

STRATEGIC GOAL: **STRENGTHEN THE ONE-STOP DELIVERY SYSTEM**

STRATEGIC PROJECT: **Strengthen workforce system accountability**

BACKGROUND:

The purpose of this agenda item is to provide the Executive Committee with a comparative overview of national labor market conditions based on the U.S. Department of Labor's survey-based employment report and the November 2025 ADP National Employment Report, highlighting key similarities, differences, and implications for workforce planning. ADP National Employment Report for November 2025, released in early December, indicated a surprising contraction in private sector employment, signaling a potential slowing of the labor market amid cautious consumer spending and economic uncertainty. The report showed a net loss of 32,000 private sector jobs, the largest monthly decline since early 2023, and contrasted with expectations for continued job growth.

Recent national employment data presents mixed signals regarding labor market conditions. The U.S. Department of Labor (DOL) survey report, based on employer and household survey data, reflects continued labor market resilience with slower but generally stable employment levels, while the November 2025 ADP National Employment Report indicates a contraction in private sector employment, driven primarily by small business job losses.

Together, these reports illustrate differing perspectives based on methodology and data sources, underscoring the importance of reviewing multiple indicators when assessing labor market trends.

THE DOL SURVEY REPORT CONCLUDES THE FOLLOWING:

- **Overall Employment Trends:** Employment growth has moderated but remains relatively stable, suggesting a labor market that is cooling rather than contracting..
- **Unemployment and Labor Force Participation:** Unemployment rates remain low by historical standards, with labor force participation largely steady, indicating continued engagement in the labor market.

- **Job Openings and Labor Demand:** While job openings have declined from peak levels, employer demand for workers remains present, particularly in service-oriented and public-facing sectors
- **Wages and Hours:** Wage growth has slowed modestly, reflecting easing labor market tightness, but continues to outpace pre-pandemic norms.
- **Overall Assessment:** The DOL survey data suggests a labor market transitioning toward balance, with reduced hiring momentum but no broad-based employment decline.

COMPARISON AND KEY OBSERVATIONS:

- **Methodological Differences:** The DOL survey data captures a broader view of the labor market, including public sector employment and household dynamics, while ADP reflects real-time private payroll activity.
- **Trend Alignment:** Both reports indicate a slowdown in hiring momentum, particularly in goods-producing and professional sectors.
- **Point of Divergence:** The DOL survey suggests stability and gradual cooling, whereas the ADP report signals a short-term contraction in private sector employment, especially among small employers.
- **Interpretation:** Taken together, the data may indicate uneven labor market conditions, with continued demand in select sectors alongside emerging softness in others.

These findings reinforce the need for continued monitoring of labor market indicators and targeted workforce strategies that support dislocated workers, small business recovery, and sector-specific training aligned with shifting employer demand.

FUNDING: N/A

PERFORMANCE: N/A

ATTACHMENT

NEWS RELEASE

BUREAU OF LABOR STATISTICS
U. S. DEPARTMENT OF LABOR



Transmission of material in this news release is embargoed until
8:30 a.m. (ET) Tuesday, December 16, 2025

USDL-25-1581

Technical information:

Household data: (202) 691-6378 • cpsinfo@bls.gov • www.bls.gov/cps

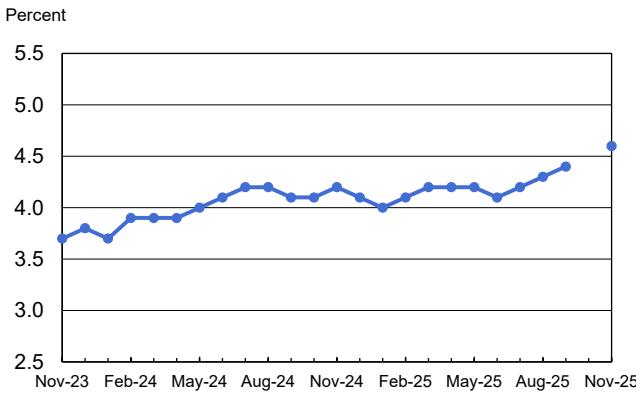
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THE EMPLOYMENT SITUATION — NOVEMBER 2025

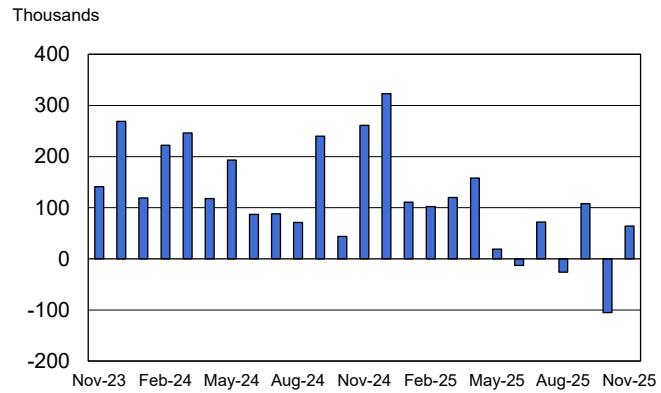
Total **nonfarm payroll employment** changed little in November (+64,000) and has shown little net change since April, the U.S. Bureau of Labor Statistics reported today. In November, the **unemployment rate**, at 4.6 percent, was little changed from September. Employment rose in health care and construction in November, while federal government continued to lose jobs.

Chart 1. Unemployment rate, seasonally adjusted,
November 2023 – November 2025



Note: Data for October 2025 were not collected due to the federal government shutdown.

Chart 2. Nonfarm payroll employment over-the-month change,
seasonally adjusted, November 2023 – November 2025



Federal Government Shutdown

Publication of November 2025 data was delayed by more than a week because of a lapse in federal appropriations (from October 1 through November 12). Both the household and establishment surveys required additional data collection and processing time in November. BLS did not publish an October 2025 Employment Situation news release.

For more information, see the additional notes about the impact of the shutdown on the household survey (page 4) and the establishment survey (page 5).

This news release presents statistics from two monthly surveys. The household survey measures labor force status, including unemployment, by demographic characteristics. The establishment survey measures nonfarm employment, hours, and earnings by industry. For more information about the concepts and statistical methodology used in these two surveys, see the Technical Note.

Household Survey Data

In November, both the **unemployment rate**, at 4.6 percent, and the number of **unemployed people**, at 7.8 million, were little changed from September. These measures are higher than last November, when the jobless rate was 4.2 percent, and the number of unemployed people was 7.1 million. (See table A-1. Household survey data for October 2025 were not collected due to the federal government shutdown. Analysis of household survey data in this news release refers to changes from September to November unless otherwise specified. For more information about the impact of the shutdown on household data, see the note on page 4.)

Among the **major worker groups**, the unemployment rate for teenagers was 16.3 percent in November, an increase from September. The jobless rates for adult men (4.1 percent), adult women (4.1 percent), Whites (3.9 percent), Blacks (8.3 percent), Asians (3.6 percent), and Hispanics (5.0 percent) showed little change. (See tables A-1, A-2, and A-3.)

The number of people **jobless less than 5 weeks** was 2.5 million in November, up by 316,000 from September. The number of **long-term unemployed** (those jobless for 27 weeks or more) changed little at 1.9 million in November and accounted for 24.3 percent of all unemployed people. (See table A-12.)

In November, both the **labor force participation rate** (62.5 percent) and the **employment-population ratio** (59.6 percent) were little changed from September. These measures showed little or no change over the year. (See table A-1.)

The number of people employed **part time for economic reasons** was 5.5 million in November, an increase of 909,000 from September. These individuals would have preferred full-time employment but were working part time because their hours had been reduced or they were unable to find full-time jobs. (See table A-8.)

The number of people **not in the labor force who currently want a job**, at 6.1 million in November, was little changed from September. These individuals were not counted as unemployed because they were not actively looking for work during the 4 weeks preceding the survey or were unavailable to take a job. (See table A-1.)

Among those not in the labor force who wanted a job, the number of people **marginally attached to the labor force**, at 1.8 million in November, was little changed from September. These individuals wanted and were available for work and had looked for a job sometime in the prior 12 months but had not looked for work in the 4 weeks preceding the survey. The number of **discouraged workers**, a subset of the marginally attached who believed that no jobs were available for them, also changed little at 651,000 in November. (See Summary table A.)

Establishment Survey Data

Total **nonfarm payroll employment** changed little in November (+64,000) and has shown little net change since April. In November, employment rose in health care and construction. Federal government employment declined by 6,000, following a loss of 162,000 in October. (See table B-1.)

In November, **health care** added 46,000 jobs, in line with the average monthly gain of 39,000 over the prior 12 months. Over the month, job gains occurred in ambulatory health care services (+24,000), hospitals (+11,000), and nursing and residential care facilities (+11,000).

Construction employment grew by 28,000 in November, as nonresidential specialty trade contractors added 19,000 jobs. Construction employment had changed little over the prior 12 months.

Employment in **social assistance** continued to trend up in November (+18,000), primarily in individual and family services (+13,000).

In November, employment edged down in **transportation and warehousing** (-18,000), reflecting a job loss in couriers and messengers (-18,000). Transportation and warehousing employment has declined by 78,000 since reaching a peak in February.

Federal government employment continued to decrease in November (-6,000). This follows a sharp decline of 162,000 in October, as some federal employees who accepted a deferred resignation offer came off federal payrolls. Federal government employment is down by 271,000 since reaching a peak in January. (Federal employees on furlough during the government shutdown were counted as employed in the establishment survey because they received pay, even if later than usual, for the pay period that included the 12th of the month. Employees on paid leave or receiving ongoing severance pay are counted as employed in the establishment survey.)

Employment showed little change over the month in other major industries, including **mining, quarrying, and oil and gas extraction; manufacturing; wholesale trade; retail trade; information; financial activities; professional and business services; leisure and hospitality; and other services.**

In November, **average hourly earnings for all employees** on private nonfarm payrolls edged up by 5 cents, or 0.1 percent, to \$36.86. Over the past 12 months, average hourly earnings have increased by 3.5 percent. In November, average hourly earnings of private-sector **production and nonsupervisory employees** rose by 11 cents, or 0.3 percent, to \$31.76. (See tables B-3 and B-8.)

The **average workweek for all employees** on private nonfarm payrolls edged up by 0.1 hour to 34.3 hours in November. In manufacturing, the average workweek changed little at 40.0 hours, and overtime was unchanged at 2.9 hours. The average workweek for **production and nonsupervisory employees** on private nonfarm payrolls was unchanged at 33.7 hours. (See tables B-2 and B-7.)

The change in total nonfarm payroll employment for August was revised down by 22,000, from -4,000 to -26,000, and the change for September was revised down by 11,000, from +119,000 to +108,000. With these revisions, employment in August and September combined is 33,000 lower than previously reported. Due to the recent federal government shutdown, this is the first publication of October data and thus there are no revisions for October this month. (Monthly revisions result from additional reports received from businesses and government agencies since the last published estimates and from the recalculation of seasonal factors.)

The Employment Situation for December is scheduled to be released on Friday, January 9, 2026, at 8:30 a.m. (ET).

Household Survey Estimates and the Federal Government Shutdown

There are no household survey estimates for October 2025. Household survey data were not collected for October 2025 due to the lapse in appropriations and were not collected retroactively. The November reference period was the week that contained the 12th of the month, a typical reference week. Collection of November data began a day late due to the shutdown and was extended to provide more time for contacting households around the Thanksgiving holiday. The November response rate was lower than usual at 64.0 percent.

The lack of October 2025 data required an adjustment to the statistical weighting process. In the household survey, composite estimation relies on data from the previous month as an input to developing statistical weights for the current month's data. Without October data, the composite weighting formula was adjusted by shifting previously-collected data forward 1 month.

The November 2025 estimates are associated with slightly higher than usual standard errors. This is due to multiple reasons: lower survey response, composite weighting changes, and the use of a 2-month period of analysis rather than a 1-month period. For example, the November unemployment rate required a 0.26 percentage point change to be statistically significant compared with a required change in September of 0.21 percentage point.

There were no changes to the household survey seasonal adjustment methodology.

In the household survey, people are considered employed if they did any work at all for pay or profit during the survey reference week or were temporarily absent from their jobs or businesses. The lapse in appropriations lasted from October 1 through November 12, 2025. The survey reference week was November 9 through 15. Because the government reopened before the end of the November reference week, federal government workers were counted as employed in the household survey.

It is not possible to precisely quantify the effect of the federal government shutdown on household survey estimates for November.

Additional information about the impact of the shutdown on the household survey is available online at www.bls.gov/cps/methods/2025-federal-government-shutdown-impact-cps.htm.

Establishment Survey Estimates and the Federal Government Shutdown

This news release includes the initial establishment survey estimates for both October and November; therefore, there are no revisions to report for October estimates. The collection periods for October and November estimates were extended. Due to the extended data collection period, October data are available at a detailed industry level that typically is only available with the second publication of data.

October estimates include data that businesses self-reported electronically during the shutdown and data collected after the resumption of government operations in November. The collection rates for October (73.9 percent) and November (73.8 percent) are higher than usual as a result of the extended collection periods.

There was no change to the reference period for October or November; it remained the pay period that includes the 12th of the month. There were no changes to seasonal adjustment or estimation methodology.

The August and September data are final estimates and incorporate routine revisions.

In the establishment survey, businesses and government agencies report the number of people on payrolls during the pay period that includes the 12th of the month. Individuals who work or receive pay for any part of the pay period are defined as employed. Federal employees on furlough during the federal government shutdown were considered employed in the establishment survey because they worked or received pay, even if later than usual, for the pay period that included the 12th of the month. Other workers (including federal contractors) who did not work or receive pay during the federal government shutdown were not counted among the employed.

It is not possible to precisely quantify the total impact of the federal government shutdown on payroll employment estimates for October and November.

Revision of Seasonally Adjusted Household Survey Data

In accordance with usual practice, The Employment Situation news release for December 2025, scheduled for January 9, 2026, will incorporate annual revisions in seasonally adjusted household survey data. Seasonally adjusted data for the most recent 5 years are subject to revision.

Population Control Adjustments to the Household Survey

The annual population control adjustments that are usually incorporated with the release of January estimates in February will be delayed. When additional information is available, it will be announced at www.bls.gov/cps/documentation.htm#pop.

Upcoming Changes to the Establishment Survey Birth-Death Model

Effective with the release of January 2026 data, the establishment survey will change the birth-death model by incorporating current sample information each month. The change follows the same methodology applied to the April through October 2024 forecasts during the 2024 post-benchmark period (see question 9 in the CES Birth-Death Model Frequently Asked Questions page at www.bls.gov/web/empstat/cesbdqa.htm).

HOUSEHOLD DATA

Summary table A. Household data, seasonally adjusted

[Numbers in thousands]

Category	Nov. 2024	Sept. 2025	Oct. 2025	Nov. 2025	Change from: Oct. 2025- Nov. 2025
Employment status					
Civilian noninstitutional population.....	269,463	274,226	—	274,633	—
Civilian labor force.....	168,304	171,248	—	171,571	—
Participation rate.....	62.5	62.4	—	62.5	—
Employed.....	161,183	163,645	—	163,741	—
Employment-population ratio.....	59.8	59.7	—	59.6	—
Unemployed.....	7,121	7,603	—	7,831	—
Unemployment rate.....	4.2	4.4	—	4.6	—
Not in labor force.....	101,159	102,978	—	103,061	—
Unemployment rates					
Total, 16 years and over.....	4.2	4.4	—	4.6	—
Adult men (20 years and over).....	3.9	4.0	—	4.1	—
Adult women (20 years and over).....	3.9	4.2	—	4.1	—
Teenagers (16 to 19 years).....	13.1	13.2	—	16.3	—
White.....	3.8	3.8	—	3.9	—
Black or African American.....	6.4	7.5	—	8.3	—
Asian.....	3.8	4.4	—	3.6	—
Hispanic or Latino ethnicity.....	5.3	5.5	—	5.0	—
Total, 25 years and over.....	3.5	3.5	—	3.7	—
Less than a high school diploma.....	6.0	6.8	—	6.8	—
High school graduates, no college.....	4.6	4.2	—	4.4	—
Some college or associate degree.....	3.6	3.4	—	3.5	—
Bachelor's degree and higher.....	2.5	2.8	—	2.9	—
Reason for unemployment					
Job losers and people who completed temporary jobs.....	3,394	3,525	—	3,559	—
Job leavers.....	854	861	—	862	—
Reentrants.....	2,182	2,325	—	2,618	—
New entrants.....	690	813	—	765	—
Duration of unemployment					
Less than 5 weeks.....	2,208	2,227	—	2,543	—
5 to 14 weeks.....	2,063	2,367	—	2,202	—
15 to 26 weeks.....	1,236	1,290	—	1,189	—
27 weeks and over.....	1,654	1,814	—	1,910	—
Employed people at work part time					
Part time for economic reasons.....	4,469	4,579	—	5,488	—
Slack work or business conditions.....	3,125	3,123	—	3,444	—
Could only find part-time work.....	1,084	1,170	—	1,759	—
Part time for noneconomic reasons.....	22,380	22,756	—	23,126	—
People not in the labor force					
Marginally attached to the labor force.....	1,572	1,742	—	1,825	—
Discouraged workers.....	401	557	—	651	—

NOTE: People whose ethnicity is identified as Hispanic or Latino may be of any race. Detail for the seasonally adjusted data shown in this table will not necessarily add to totals because of the independent seasonal adjustment of the various series. Updated population controls are introduced annually with the release of January data. Data for October 2025 were not collected due to the federal government shutdown.

ESTABLISHMENT DATA

Summary table B. Establishment data, seasonally adjusted

Category	Nov. 2024	Sept. 2025	Oct. 2025 ^p	Nov. 2025 ^p
EMPLOYMENT BY SELECTED INDUSTRY (Over-the-month change, in thousands)				
Total nonfarm.....	261	108	-105	64
Total private.....	244	104	52	69
Goods-producing.....	28	17	-9	19
Mining and logging.....	2	-3	1	-4
Construction.....	6	25	-1	28
Manufacturing.....	20	-5	-9	-5
Durable goods ¹	27	-5	-7	-4
Motor vehicles and parts.....	-0.9	-4.1	-2.0	-4.9
Nondurable goods.....	-7	0	-2	-1
Private service-providing.....	216	87	61	50
Wholesale trade.....	5.1	8.9	2.3	-2.2
Retail trade.....	-13.5	23.4	-2.4	6.2
Transportation and warehousing.....	27.7	-33.4	-0.5	-17.7
Utilities.....	-0.3	-0.2	0.3	1.0
Information.....	5	-3	-5	-4
Financial activities.....	16	6	-3	-2
Professional and business services ¹	37	-8	-7	12
Temporary help services.....	30.0	-6.2	-12.7	-5.0
Private education and health services ¹	73	56	59	65
Health care and social assistance.....	78.9	59.1	64.6	64.0
Leisure and hospitality.....	54	42	16	-12
Other services.....	12	-5	2	3
Government.....	17	4	-157	-5
(3-month average change, in thousands)				
Total nonfarm.....	182	51	-8	22
Total private.....	150	57	55	75
WOMEN AND PRODUCTION AND NONSUPERVISORY EMPLOYEES AS A PERCENT OF ALL EMPLOYEES²				
Total nonfarm women employees.....	49.9	49.9	49.9	49.9
Total private women employees.....	48.4	48.4	48.4	48.4
Total private production and nonsupervisory employees.....	81.4	81.5	81.5	81.6
HOURS AND EARNINGS ALL EMPLOYEES				
Total private				
Average weekly hours.....	34.3	34.2	34.2	34.3
Average hourly earnings.....	\$35.61	\$36.65	\$36.81	\$36.86
Average weekly earnings.....	\$1,221.42	\$1,253.43	\$1,258.90	\$1,264.30
Index of aggregate weekly hours (2007=100) ³	116.3	116.8	116.8	117.2
Over-the-month percent change.....	0.2	0.1	0.0	0.3
Index of aggregate weekly payrolls (2007=100) ⁴	198.0	204.6	205.6	206.6
Over-the-month percent change.....	0.5	0.2	0.5	0.5
DIFFUSION INDEX (Over 1-month span)⁵				
Total private (250 industries).....	58.6	54.6	51.2	56.8
Manufacturing (72 industries).....	47.9	50.0	43.8	46.5

¹ Includes other industries, not shown separately.

² Data relate to production employees in mining and logging and manufacturing, construction employees in construction, and nonsupervisory employees in the service-providing industries.

³ The indexes of aggregate weekly hours are calculated by dividing the current month's estimates of aggregate hours by the corresponding annual average aggregate hours.

⁴ The indexes of aggregate weekly payrolls are calculated by dividing the current month's estimates of aggregate weekly payrolls by the corresponding annual average aggregate weekly payrolls.

⁵ Figures are the percent of industries with employment increasing plus one-half of the industries with unchanged employment, where 50 percent indicates an equal balance between industries with increasing and decreasing employment.

p Preliminary

NOTE: Data have been revised to reflect March 2024 benchmark levels and updated seasonal adjustment factors.

Frequently Asked Questions about Employment and Unemployment Estimates

1. Why are there two monthly measures of employment?

The household survey and establishment survey both produce sample-based estimates of employment, and both have strengths and limitations. The establishment survey employment series has a smaller margin of error on the measurement of month-to-month change than the household survey because of its much larger sample size. An over-the-month employment change of about 136,000 is statistically significant in the establishment survey, while the threshold for a statistically significant change in the household survey is about 600,000. However, the household survey has a more expansive scope than the establishment survey because it includes self-employed workers whose businesses are unincorporated, unpaid family workers, agricultural workers, and private household workers, who are excluded by the establishment survey. The household survey also provides estimates of employment for demographic groups. For more information on the differences between the two surveys, please visit www.bls.gov/web/empsit/ces_cps_trends.htm.

2. Are undocumented immigrants counted in the surveys?

It is likely that both surveys include at least some undocumented immigrants. However, neither the establishment nor the household survey is designed to identify the legal status of workers. Therefore, it is not possible to determine how many are counted in either survey. The establishment survey does not collect data on the legal status of workers. The household survey does include questions which identify the foreign and native born, but it does not include questions about the legal status of the foreign born. Data on the foreign and native born are published each month in table A-7 of The Employment Situation news release.

3. Why does the establishment survey have revisions?

The establishment survey revises published estimates to improve its data series by incorporating additional information that was not available at the time of the initial publication of the estimates. The establishment survey revises its initial monthly estimates twice, in the immediately succeeding 2 months, to incorporate additional sample receipts from respondents in the survey and recalculated seasonal adjustment factors. For more information on the monthly revisions, please visit www.bls.gov/web/empsit/cestn.htm#Revisions-Between-Preliminary-and-Final-Data.

On an annual basis, the establishment survey incorporates a benchmark revision that re-anchors estimates to nearly complete employment counts available from unemployment insurance tax records. The benchmark helps to control for sampling and modeling errors in the estimates. For more information on the annual benchmark revision, please visit www.bls.gov/web/empsit/cesbmart.htm.

4. Does the establishment survey sample include small firms?

Yes. About 45 percent of the establishment survey sample is comprised of business establishments with fewer than 20 employees. The establishment survey sample is designed to maximize the reliability of the statewide total nonfarm employment estimate; firms from all states, size classes, and industries are appropriately sampled to achieve that goal.

5. Does the establishment survey account for employment from new businesses?

Yes. Monthly establishment survey estimates include an adjustment to account for the net employment change generated by business births and deaths. The adjustment comes from an econometric model that forecasts the monthly net jobs impact of business births and deaths based on the actual past values of the net impact that can be observed with a lag from the Quarterly Census of Employment and Wages. The establishment survey uses modeling rather than sampling for this purpose because the survey is not immediately able to bring new businesses into the sample. There is an unavoidable lag between the birth of a new firm and its appearance on the sampling frame and availability for selection. BLS adds new businesses to the survey twice a year.

6. Is the count of unemployed people limited to just those receiving unemployment insurance benefits?

No. The estimate of unemployment is based on a monthly sample survey of households. All people who are without jobs and are actively seeking and available to work are included among the unemployed. (People on temporary layoff are included even if they do not actively seek work.) There is no requirement or question relating to unemployment insurance benefits in the monthly survey.

7. Does the official unemployment rate exclude people who want a job but are not currently looking for work?

Yes. However, there are separate estimates of people outside the labor force who want a job, including those who are not currently looking because they believe no jobs are available (discouraged workers). In addition, alternative measures of labor underutilization (some of which include discouraged workers and other groups not officially counted as unemployed) are published each month in table A-15 of The Employment Situation news release. For more information about these alternative measures, please visit www.bls.gov/cps/lfcharacteristics.htm#altmeasures.

8. How can unusually severe weather affect employment and hours estimates?

In the establishment survey, the reference period is the pay period that includes the 12th of the month. Unusually severe weather is more likely to have an impact on average weekly hours than on employment. Average weekly hours are estimated for paid time during the pay period, including pay for holidays, sick leave, or other time off. The impact of severe weather on hours estimates typically, but not always, results in a reduction in average weekly hours. For example, some employees may be off work for part of the pay period and not receive pay for the time missed, while some workers, such as those dealing with cleanup or repair, may work extra hours.

It is not possible to precisely quantify the effect of extreme weather on payroll employment estimates. In order for severe weather conditions to reduce employment estimates, employees have to be off work without pay for the entire pay period. Employees who receive pay for any part of the pay period, even 1 hour, are counted in the payroll employment figures. For more information on how often employees are paid, please visit www.bls.gov/ces/publications/length-pay-period.htm.

In the household survey, the reference period is generally the calendar week that includes the 12th of the month. People who miss the entire week's work for weather-related events are counted as employed whether or not they are paid for the time off. The household survey collects data on the number of people who had a job but were not at work due to bad weather. It also provides a measure of the number of people who usually work full time but had reduced hours due to bad weather.

Current and historical data are available on the household survey's most requested statistics page, please visit data.bls.gov/toppicks?survey=ln.

Technical Note

This news release presents statistics from two major surveys, the Current Population Survey (CPS; household survey) and the Current Employment Statistics survey (CES; establishment survey). The household survey provides information on the labor force, employment, and unemployment that appears in the "A" tables, marked HOUSEHOLD DATA. It is a sample survey of about 60,000 eligible households conducted by the U.S. Census Bureau for the U.S. Bureau of Labor Statistics (BLS).

The establishment survey provides information on employment, hours, and earnings of employees on nonfarm payrolls; the data appear in the "B" tables, marked ESTABLISHMENT DATA. BLS collects these data each month from the payroll records of a sample of nonagricultural business establishments. Each month the CES program surveys about 121,000 businesses and government agencies, representing approximately 631,000 individual worksites, in order to provide detailed industry data on employment, hours, and earnings of workers on nonfarm payrolls. The active sample includes approximately one-third of all nonfarm payroll jobs.

For both surveys, the data for a given month relate to a particular week or pay period. In the household survey, the reference period is generally the calendar week that contains the 12th day of the month. In the establishment survey, the reference period is the pay period including the 12th, which may or may not correspond directly to the calendar week.

Coverage, definitions, and differences between surveys

Household survey. The sample is selected to reflect the entire civilian noninstitutional population. Based on responses to a series of questions on work and job search activities, each person 16 years and over in a sample household is classified as employed, unemployed, or not in the labor force.

People are classified as *employed* if they did any work at all as paid employees during the reference week; worked in their own business, profession, or on their own farm; or worked without pay at least 15 hours in a family business or farm. People are also counted as employed if they were temporarily absent from their jobs because of illness, bad weather, vacation, labor-management disputes, or personal reasons.

People are classified as *unemployed* if they meet all of the following criteria: they had no employment during the reference week; they were available for work at that time; and they made specific active efforts to find employment sometime during the 4-week period ending with the reference week. People laid off from a job and expecting recall need not be looking for work to be counted as unemployed. The unemployment data derived from the household survey in no way depend upon the eligibility for or receipt of unemployment insurance benefits.

The *civilian labor force* is the sum of the employed and unemployed. Those people not classified as employed or unemployed are *not in the labor force*. The

unemployment rate is the number unemployed as a percent of the labor force. The *labor force participation rate* is the labor force as a percent of the population, and the *employment-population ratio* is the employed as a percent of the population. Additional information about the household survey can be found at www.bls.gov/cps/documentation.htm.

Establishment survey. The sample establishments are drawn from private nonfarm businesses such as factories, offices, and stores, as well as from federal, state, and local government entities. *Employees on nonfarm payrolls* are those who worked or received pay for any part of the reference pay period, including people on paid leave. People are counted in each job they hold. *Hours and earnings* data are produced for the private sector for all employees and for production and nonsupervisory employees. *Production and nonsupervisory* employees are defined as production and related employees in manufacturing and mining and logging, construction workers in construction, and non-supervisory employees in private service-providing industries.

Industries are classified on the basis of an establishment's principal activity in accordance with the 2022 version of the North American Industry Classification System. Additional information about the establishment survey can be found at www.bls.gov/ces/.

Differences in employment estimates. The numerous conceptual and methodological differences between the household and establishment surveys result in important distinctions in the employment estimates derived from the surveys. Among these are:

- The household survey includes agricultural workers, self-employed workers whose businesses are unincorporated, unpaid family workers, and private household workers among the employed. These groups are excluded from the establishment survey.
- The household survey includes people on unpaid leave among the employed. The establishment survey does not.
- The household survey is limited to workers 16 years of age and older. The establishment survey is not limited by age.
- The household survey has no duplication of individuals, because individuals are counted only once, even if they hold more than one job. In the establishment survey, employees working at more than one job and thus appearing on more than one payroll are counted separately for each appearance.

Seasonal adjustment

Over the course of a year, the size of the nation's labor force and the levels of employment and unemployment undergo regularly occurring fluctuations. These events may result from seasonal changes in weather, major holidays, and the opening and closing of schools. The effect of such seasonal variation can be very large.

Because these seasonal events follow a more or less regular pattern each year, their influence on the level of a series can be tempered by adjusting for regular seasonal variation. These adjustments make nonseasonal developments, such as declines in employment or increases in the participation of women in the labor force, easier to spot. For example, in the household survey, the large number of youth entering the labor force each June is likely to obscure any other changes that have taken place relative to May, making it difficult to determine if the level of economic activity has risen or declined. Similarly, in the establishment survey, payroll employment in education declines by about 20 percent at the end of the spring term and later rises with the start of the fall term, obscuring the underlying employment trends in the industry. Because seasonal employment changes at the end and beginning of the school year can be estimated, the statistics can be adjusted to make underlying employment patterns more discernable. The seasonally adjusted figures provide a more useful tool with which to analyze changes in month-to-month economic activity.

Many seasonally adjusted series are independently adjusted in both the household and establishment surveys. However, the adjusted series for many major estimates, such as total payroll employment, employment in most major sectors, total employment, and unemployment are computed by aggregating independently adjusted component series. For example, total unemployment is derived by summing the adjusted series for four major age-sex components; this differs from the unemployment estimate that would be obtained by directly adjusting the total or by combining the duration, reasons, or more detailed age categories. Percentage distributions of unemployment by reason and duration are derived from the sum of the independently seasonally adjusted component series and will not necessarily match calculations made using the seasonally adjusted total unemployment level. Additional information about seasonal adjustment in the household survey can be found at www.bls.gov/cps/documentation.htm#sa.

For both the household and establishment surveys, a concurrent seasonal adjustment methodology is used in which new seasonal factors are calculated each month using all relevant data, up to and including the data for the current month. In the household survey, new seasonal factors are used to adjust only the current month's data. In the establishment survey, however, new seasonal factors are used each month to adjust the three most recent monthly estimates. The prior 2 months are routinely revised to incorporate additional sample reports and recalculated seasonal adjustment factors. In both surveys, 5-year revisions to historical data are made once a year.

Reliability of the estimates

Statistics based on the household and establishment surveys are subject to both sampling and nonsampling error. When a sample, rather than the entire population, is surveyed, there is a chance that the sample estimates may differ from the true population values they represent. The component of this difference that occurs because samples differ by chance is known as *sampling error*, and its variability is measured by the standard error of the estimate. There is about a 90-percent chance, or level of confidence, that an estimate based on a sample will differ by no more than 1.6 standard errors from the true population value because of sampling error. BLS analyses are generally conducted at the 90-percent level of confidence.

For example, the confidence interval for the monthly change in total nonfarm employment from the establishment survey is on the order of plus or minus 136,000. Suppose the estimate of nonfarm employment increases by 50,000 from one month to the next. The 90-percent confidence interval on the monthly change would range from -86,000 to +186,000 (50,000 +/- 136,000). These figures do not mean that the sample results are off by these magnitudes, but rather that there is about a 90-percent chance that the true over-the-month change lies within this interval. Since this range includes values of less than zero, we could not say with confidence that nonfarm employment had, in fact, increased that month. If, however, the reported nonfarm employment rise was 250,000, then all of the values within the 90-percent confidence interval would be greater than zero. In this case, it is likely (at least a 90-percent chance) that nonfarm employment had, in fact, risen that month. At an unemployment rate of around 6.0 percent, the 90-percent confidence interval for the monthly change in unemployment as measured by the household survey is about +/- 300,000, and for the monthly change in the unemployment rate it is about +/- 0.2 percentage point.

In general, estimates involving many individuals or establishments have lower standard errors (relative to the size of the estimate) than estimates which are based on a small number of observations. The precision of estimates also is improved when the data are cumulated over time, such as for quarterly and annual averages.

The household and establishment surveys are also affected by *nonsampling error*, which can occur for many reasons, including the failure to sample a segment of the population, inability to obtain information for all respondents in the sample, inability or unwillingness of respondents to provide correct information on a timely basis, mistakes made by respondents, and errors made in the collection or processing of the data.

For example, in the establishment survey, estimates for the most recent 2 months are based on incomplete returns; for this reason, these estimates are labeled preliminary in the tables. It is only after two successive revisions to a monthly estimate, when nearly all sample reports have been received, that the estimate is considered final.

Another major source of nonsampling error in the establishment survey is the inability to capture, on a timely basis, employment generated by new firms. To correct for this systematic underestimation of employment growth, an estimation procedure with two components is used to account for business births. The first component excludes employment losses from business deaths from sample-based estimation in order to offset the missing employment gains from business births. This is incorporated into the sample-based estimation procedure by simply not reflecting sample units going out of business, but imputing to them the same employment trend as the other firms in the sample. This procedure accounts for most of the net birth/death employment.

The second component is an ARIMA time series model designed to estimate the residual net birth/death employment not accounted for by the imputation. The historical time series used to create and test the ARIMA model was derived from the unemployment insurance universe micro-level database and reflects the actual residual net of births and deaths over the past 5 years.

The sample-based estimates from the establishment survey are adjusted once a year (on a lagged basis) to universe counts of payroll employment obtained from administrative records of the unemployment insurance program. The difference between the March sample-based employment estimates and the March universe counts is known as a benchmark revision, and serves as a rough proxy for total survey error. Benchmarks also incorporate changes in the classification of industries when necessary. Over the past decade, absolute benchmark revisions for total nonfarm employment have averaged 0.1 percent, with a range from -0.3 percent to 0.3 percent.

Other information

If you are deaf, hard of hearing, or have a speech disability, please dial 7-1-1 to access telecommunications relay services.

HOUSEHOLD DATA

Table A-1. Employment status of the civilian population by sex and age

[Numbers in thousands]

Employment status, sex, and age	Not seasonally adjusted			Seasonally adjusted ¹					
	Nov. 2024	Oct. 2025	Nov. 2025	Nov. 2024	July 2025	Aug. 2025	Sept. 2025	Oct. 2025	Nov. 2025
TOTAL									
Civilian noninstitutional population.....	269,463	—	274,633	269,463	273,785	274,001	274,226	—	274,633
Civilian labor force.....	168,164	—	171,467	168,304	170,342	170,778	171,248	—	171,571
Participation rate.....	62.4	—	62.4	62.5	62.2	62.3	62.4	—	62.5
Employed.....	161,456	—	164,066	161,183	163,106	163,394	163,645	—	163,741
Employment-population ratio.....	59.9	—	59.7	59.8	59.6	59.6	59.7	—	59.6
Unemployed.....	6,708	—	7,401	7,121	7,236	7,384	7,603	—	7,831
Unemployment rate.....	4.0	—	4.3	4.2	4.2	4.3	4.4	—	4.6
Not in labor force.....	101,299	—	103,165	101,159	103,443	103,223	102,978	—	103,061
People who currently want a job.....	5,133	—	5,774	5,483	6,175	6,354	5,933	—	6,136
Men, 16 years and over									
Civilian noninstitutional population.....	131,371	—	133,957	131,371	133,546	133,651	133,760	—	133,957
Civilian labor force.....	88,922	—	90,525	89,151	90,319	90,882	90,675	—	90,761
Participation rate.....	67.7	—	67.6	67.9	67.6	68.0	67.8	—	67.8
Employed.....	85,296	—	86,582	85,318	86,347	86,886	86,650	—	86,597
Employment-population ratio.....	64.9	—	64.6	64.9	64.7	65.0	64.8	—	64.6
Unemployed.....	3,626	—	3,942	3,833	3,973	3,996	4,024	—	4,164
Unemployment rate.....	4.1	—	4.4	4.3	4.4	4.4	4.4	—	4.6
Not in labor force.....	42,450	—	43,433	42,220	43,227	42,769	43,085	—	43,196
Men, 20 years and over									
Civilian noninstitutional population.....	122,398	—	124,889	122,398	124,462	124,571	124,684	—	124,889
Civilian labor force.....	85,908	—	87,584	85,982	87,111	87,757	87,473	—	87,653
Participation rate.....	70.2	—	70.1	70.2	70.0	70.4	70.2	—	70.2
Employed.....	82,745	—	84,157	82,633	83,660	84,171	83,932	—	84,025
Employment-population ratio.....	67.6	—	67.4	67.5	67.2	67.6	67.3	—	67.3
Unemployed.....	3,164	—	3,427	3,348	3,450	3,586	3,540	—	3,627
Unemployment rate.....	3.7	—	3.9	3.9	4.0	4.1	4.0	—	4.1
Not in labor force.....	36,490	—	37,305	36,417	37,351	36,814	37,211	—	37,237
Women, 16 years and over									
Civilian noninstitutional population.....	138,092	—	140,676	138,092	140,239	140,350	140,466	—	140,676
Civilian labor force.....	79,242	—	80,943	79,153	80,023	79,896	80,573	—	80,810
Participation rate.....	57.4	—	57.5	57.3	57.1	56.9	57.4	—	57.4
Employed.....	76,161	—	77,484	75,865	76,760	76,508	76,994	—	77,144
Employment-population ratio.....	55.2	—	55.1	54.9	54.7	54.5	54.8	—	54.8
Unemployed.....	3,082	—	3,459	3,288	3,263	3,388	3,579	—	3,666
Unemployment rate.....	3.9	—	4.3	4.2	4.1	4.2	4.4	—	4.5
Not in labor force.....	58,850	—	59,733	58,939	60,216	60,455	59,893	—	59,865
Women, 20 years and over									
Civilian noninstitutional population.....	129,428	—	131,935	129,428	131,481	131,597	131,717	—	131,935
Civilian labor force.....	76,149	—	77,725	75,920	76,991	76,820	77,307	—	77,454
Participation rate.....	58.8	—	58.9	58.7	58.6	58.4	58.7	—	58.7
Employed.....	73,386	—	74,736	72,988	74,155	73,881	74,096	—	74,303
Employment-population ratio.....	56.7	—	56.6	56.4	56.4	56.1	56.3	—	56.3
Unemployed.....	2,762	—	2,990	2,932	2,836	2,939	3,211	—	3,150
Unemployment rate.....	3.6	—	3.8	3.9	3.7	3.8	4.2	—	4.1
Not in labor force.....	53,280	—	54,210	53,509	54,490	54,776	54,411	—	54,482
Both sexes, 16 to 19 years									
Civilian noninstitutional population.....	17,636	—	17,808	17,636	17,843	17,833	17,824	—	17,808
Civilian labor force.....	6,107	—	6,158	6,403	6,241	6,200	6,469	—	6,465
Participation rate.....	34.6	—	34.6	36.3	35.0	34.8	36.3	—	36.3
Employed.....	5,325	—	5,173	5,562	5,291	5,342	5,617	—	5,412
Employment-population ratio.....	30.2	—	29.0	31.5	29.7	30.0	31.5	—	30.4
Unemployed.....	782	—	985	841	950	859	852	—	1,054
Unemployment rate.....	12.8	—	16.0	13.1	15.2	13.9	13.2	—	16.3
Not in labor force.....	11,529	—	11,650	11,233	11,602	11,633	11,356	—	11,343

¹ The population figures are not adjusted for seasonal variation; therefore, identical numbers appear in the unadjusted and seasonally adjusted columns.

NOTE: Updated population controls are introduced annually with the release of January data. Data for October 2025 were not collected due to the federal government shutdown.

HOUSEHOLD DATA

Table A-2. Employment status of the civilian population by race, sex, and age

[Numbers in thousands]

Employment status, race, sex, and age	Not seasonally adjusted			Seasonally adjusted ¹					
	Nov. 2024	Oct. 2025	Nov. 2025	Nov. 2024	July 2025	Aug. 2025	Sept. 2025	Oct. 2025	Nov. 2025
WHITE									
Civilian noninstitutional population.....	205,521	—	207,980	205,521	207,569	207,675	207,788	—	207,980
Civilian labor force.....	127,617	—	128,310	127,710	128,628	128,386	128,553	—	128,391
Participation rate.....	62.1	—	61.7	62.1	62.0	61.8	61.9	—	61.7
Employed.....	123,117	—	123,701	122,856	123,864	123,581	123,731	—	123,424
Employment-population ratio.....	59.9	—	59.5	59.8	59.7	59.5	59.5	—	59.3
Unemployed.....	4,500	—	4,609	4,854	4,764	4,806	4,822	—	4,966
Unemployment rate.....	3.5	—	3.6	3.8	3.7	3.7	3.8	—	3.9
Not in labor force.....	77,904	—	79,670	77,811	78,941	79,289	79,235	—	79,589
Men, 20 years and over									
Civilian labor force.....	66,242	—	66,611	66,289	66,741	66,931	66,717	—	66,634
Participation rate.....	69.9	—	69.4	69.9	69.6	69.8	69.5	—	69.4
Employed.....	64,086	—	64,409	63,965	64,414	64,482	64,355	—	64,257
Employment-population ratio.....	67.6	—	67.1	67.5	67.2	67.3	67.1	—	66.9
Unemployed.....	2,156	—	2,202	2,324	2,327	2,450	2,362	—	2,377
Unemployment rate.....	3.3	—	3.3	3.5	3.5	3.7	3.5	—	3.6
Women, 20 years and over									
Civilian labor force.....	56,666	—	57,160	56,462	57,008	56,703	56,994	—	56,955
Participation rate.....	57.8	—	57.6	57.6	57.6	57.3	57.5	—	57.4
Employed.....	54,894	—	55,352	54,545	55,259	54,911	55,073	—	55,009
Employment-population ratio.....	56.0	—	55.8	55.7	55.8	55.5	55.6	—	55.5
Unemployed.....	1,772	—	1,808	1,916	1,749	1,792	1,922	—	1,946
Unemployment rate.....	3.1	—	3.2	3.4	3.1	3.2	3.4	—	3.4
Both sexes, 16 to 19 years									
Civilian labor force.....	4,709	—	4,539	4,959	4,879	4,752	4,841	—	4,801
Participation rate.....	37.0	—	35.6	39.0	38.2	37.2	37.9	—	37.7
Employed.....	4,137	—	3,940	4,346	4,191	4,188	4,303	—	4,158
Employment-population ratio.....	32.5	—	30.9	34.2	32.8	32.8	33.7	—	32.6
Unemployed.....	572	—	599	613	688	564	538	—	643
Unemployment rate.....	12.1	—	13.2	12.4	14.1	11.9	11.1	—	13.4
BLACK OR AFRICAN AMERICAN									
Civilian noninstitutional population.....	35,161	—	35,961	35,161	35,818	35,854	35,892	—	35,961
Civilian labor force.....	21,938	—	22,941	21,952	22,071	22,431	22,582	—	22,963
Participation rate.....	62.4	—	63.8	62.4	61.6	62.6	62.9	—	63.9
Employed.....	20,588	—	21,109	20,556	20,484	20,744	20,885	—	21,068
Employment-population ratio.....	58.6	—	58.7	58.5	57.2	57.9	58.2	—	58.6
Unemployed.....	1,350	—	1,832	1,396	1,587	1,687	1,697	—	1,895
Unemployment rate.....	6.2	—	8.0	6.4	7.2	7.5	7.5	—	8.3
Not in labor force.....	13,223	—	13,020	13,208	13,747	13,423	13,309	—	12,998
Men, 20 years and over									
Civilian labor force.....	10,255	—	10,763	10,267	10,346	10,646	10,590	—	10,780
Participation rate.....	68.6	—	70.3	68.7	67.9	69.8	69.4	—	70.4
Employed.....	9,666	—	9,981	9,655	9,623	9,893	9,889	—	9,971
Employment-population ratio.....	64.7	—	65.2	64.6	63.2	64.9	64.8	—	65.2
Unemployed.....	589	—	783	612	723	753	701	—	809
Unemployment rate.....	5.7	—	7.3	6.0	7.0	7.1	6.6	—	7.5
Women, 20 years and over									
Civilian labor force.....	10,974	—	11,272	10,953	10,941	11,000	11,099	—	11,239
Participation rate.....	62.4	—	62.7	62.3	61.1	61.4	61.9	—	62.5
Employed.....	10,336	—	10,487	10,301	10,247	10,260	10,269	—	10,442
Employment-population ratio.....	58.8	—	58.3	58.6	57.2	57.3	57.2	—	58.1
Unemployed.....	638	—	785	651	694	739	830	—	796
Unemployment rate.....	5.8	—	7.0	5.9	6.3	6.7	7.5	—	7.1
Both sexes, 16 to 19 years									
Civilian labor force.....	709	—	905	733	783	785	894	—	944
Participation rate.....	26.9	—	33.8	27.8	29.2	29.3	33.3	—	35.2
Employed.....	586	—	642	600	614	590	727	—	655
Employment-population ratio.....	22.2	—	23.9	22.8	22.9	22.0	27.1	—	24.4
Unemployed.....	123	—	264	133	170	195	167	—	289
Unemployment rate.....	17.3	—	29.1	18.1	21.7	24.8	18.6	—	30.7

See footnotes at end of table.

HOUSEHOLD DATA

Table A-2. Employment status of the civilian population by race, sex, and age — Continued

[Numbers in thousands]

Employment status, race, sex, and age	Not seasonally adjusted			Seasonally adjusted ¹					
	Nov. 2024	Oct. 2025	Nov. 2025	Nov. 2024	July 2025	Aug. 2025	Sept. 2025	Oct. 2025	Nov. 2025
ASIAN									
Civilian noninstitutional population.....	18,213	—	19,836	18,213	19,313	19,408	19,519	—	19,836
Civilian labor force.....	11,724	—	13,052	11,759	12,530	12,615	12,740	—	13,084
Participation rate.....	64.4	—	65.8	64.6	64.9	65.0	65.3	—	66.0
Employed.....	11,288	—	12,593	11,318	12,036	12,163	12,184	—	12,618
Employment-population ratio.....	62.0	—	63.5	62.1	62.3	62.7	62.4	—	63.6
Unemployed.....	436	—	459	441	494	452	556	—	466
Unemployment rate.....	3.7	—	3.5	3.8	3.9	3.6	4.4	—	3.6
Not in labor force.....	6,489	—	6,784	6,454	6,783	6,793	6,779	—	6,752

¹ The population figures are not adjusted for seasonal variation; therefore, identical numbers appear in the unadjusted and seasonally adjusted columns.

NOTE: Estimates for the above race groups will not sum to totals shown in table A-1 because data are not presented for all races. Updated population controls are introduced annually with the release of January data. Data for October 2025 were not collected due to the federal government shutdown.

HOUSEHOLD DATA

Table A-3. Employment status of the Hispanic or Latino population by sex and age

[Numbers in thousands]

Employment status, sex, and age	Not seasonally adjusted			Seasonally adjusted ¹					
	Nov. 2024	Oct. 2025	Nov. 2025	Nov. 2024	July 2025	Aug. 2025	Sept. 2025	Oct. 2025	Nov. 2025
HISPANIC OR LATINO ETHNICITY									
Civilian noninstitutional population.....	49,385	—	51,971	49,385	51,514	51,629	51,746	—	51,971
Civilian labor force.....	33,097	—	35,081	33,039	34,500	34,579	34,831	—	35,025
Participation rate.....	67.0	—	67.5	66.9	67.0	67.0	67.3	—	67.4
Employed.....	31,435	—	33,401	31,297	32,773	32,758	32,914	—	33,257
Employment-population ratio.....	63.7	—	64.3	63.4	63.6	63.4	63.6	—	64.0
Unemployed.....	1,662	—	1,680	1,743	1,727	1,820	1,918	—	1,768
Unemployment rate.....	5.0	—	4.8	5.3	5.0	5.3	5.5	—	5.0
Not in labor force.....	16,288	—	16,891	16,345	17,014	17,050	16,914	—	16,946
Men, 20 years and over									
Civilian labor force.....	17,694	—	18,658	17,716	18,435	18,509	18,574	—	18,680
Participation rate.....	79.3	—	79.1	79.4	78.9	79.0	79.1	—	79.2
Employed.....	16,972	—	17,871	16,941	17,652	17,623	17,715	—	17,832
Employment-population ratio.....	76.0	—	75.8	75.9	75.6	75.3	75.5	—	75.6
Unemployed.....	722	—	787	775	782	886	859	—	848
Unemployment rate.....	4.1	—	4.2	4.4	4.2	4.8	4.6	—	4.5
Women, 20 years and over									
Civilian labor force.....	13,979	—	14,967	13,879	14,450	14,514	14,684	—	14,863
Participation rate.....	62.3	—	63.4	61.9	61.8	61.9	62.5	—	63.0
Employed.....	13,273	—	14,325	13,154	13,797	13,804	13,872	—	14,203
Employment-population ratio.....	59.2	—	60.7	58.6	59.0	58.9	59.1	—	60.2
Unemployed.....	706	—	642	724	652	710	812	—	660
Unemployment rate.....	5.1	—	4.3	5.2	4.5	4.9	5.5	—	4.4
Both sexes, 16 to 19 years									
Civilian labor force.....	1,424	—	1,456	1,445	1,616	1,556	1,574	—	1,482
Participation rate.....	30.8	—	30.4	31.2	33.8	32.5	32.9	—	31.0
Employed.....	1,190	—	1,205	1,201	1,323	1,331	1,327	—	1,222
Employment-population ratio.....	25.7	—	25.2	26.0	27.7	27.9	27.8	—	25.5
Unemployed.....	234	—	251	244	292	224	247	—	260
Unemployment rate.....	16.4	—	17.2	16.9	18.1	14.4	15.7	—	17.5

¹ The population figures are not adjusted for seasonal variation; therefore, identical numbers appear in the unadjusted and seasonally adjusted columns.

NOTE: People whose ethnicity is identified as Hispanic or Latino may be of any race. Updated population controls are introduced annually with the release of January data. Data for October 2025 were not collected due to the federal government shutdown.

HOUSEHOLD DATA
Table A-4. Employment status of the civilian population 25 years and over by educational attainment

[Numbers in thousands]

Educational attainment	Not seasonally adjusted			Seasonally adjusted					
	Nov. 2024	Oct. 2025	Nov. 2025	Nov. 2024	July 2025	Aug. 2025	Sept. 2025	Oct. 2025	Nov. 2025
Less than a high school diploma									
Civilian labor force.....	9,115	—	8,915	9,074	9,036	8,651	8,871	—	8,870
Participation rate.....	47.4	—	46.9	47.2	49.0	47.5	47.6	—	46.6
Employed.....	8,619	—	8,354	8,530	8,534	8,071	8,268	—	8,264
Employment-population ratio.....	44.8	—	43.9	44.3	46.3	44.3	44.3	—	43.5
Unemployed.....	496	—	562	544	501	580	602	—	606
Unemployment rate.....	5.4	—	6.3	6.0	5.5	6.7	6.8	—	6.8
High school graduates, no college¹									
Civilian labor force.....	35,977	—	37,147	36,038	36,255	36,833	36,162	—	37,197
Participation rate.....	56.8	—	57.9	56.9	56.5	56.9	56.6	—	58.0
Employed.....	34,378	—	35,559	34,380	34,658	35,233	34,638	—	35,559
Employment-population ratio.....	54.3	—	55.4	54.3	54.0	54.4	54.2	—	55.4
Unemployed.....	1,599	—	1,588	1,658	1,597	1,600	1,524	—	1,638
Unemployment rate.....	4.4	—	4.3	4.6	4.4	4.3	4.2	—	4.4
Some college or associate degree									
Civilian labor force.....	35,875	—	36,377	35,658	36,212	36,210	36,573	—	36,258
Participation rate.....	62.9	—	62.1	62.5	63.0	63.6	62.9	—	61.9
Employed.....	34,654	—	35,165	34,370	35,129	35,046	35,319	—	34,986
Employment-population ratio.....	60.7	—	60.0	60.2	61.1	61.5	60.7	—	59.7
Unemployed.....	1,221	—	1,212	1,288	1,083	1,164	1,254	—	1,272
Unemployment rate.....	3.4	—	3.3	3.6	3.0	3.2	3.4	—	3.5
Bachelor's degree and higher²									
Civilian labor force.....	65,854	—	67,218	65,763	67,178	67,599	67,509	—	67,195
Participation rate.....	72.5	—	72.2	72.5	71.5	71.7	72.1	—	72.2
Employed.....	64,328	—	65,345	64,149	65,339	65,789	65,587	—	65,243
Employment-population ratio.....	70.9	—	70.2	70.7	69.6	69.8	70.0	—	70.1
Unemployed.....	1,525	—	1,872	1,614	1,838	1,810	1,923	—	1,952
Unemployment rate.....	2.3	—	2.8	2.5	2.7	2.7	2.8	—	2.9

¹ Includes people with a high school diploma or equivalent.

² Includes people with bachelor's, master's, professional, and doctoral degrees.

NOTE: Detail for the seasonally adjusted data shown in this table will not necessarily add to totals for those 25 years and over because of the independent seasonal adjustment of the various series. Updated population controls are introduced annually with the release of January data. Data for October 2025 were not collected due to the federal government shutdown.

HOUSEHOLD DATA

Table A-5. Employment status of the civilian population 18 years and over by veteran status, period of service, and sex, not seasonally adjusted

[Numbers in thousands]

Employment status, veteran status, and period of service	Total		Men		Women	
	Nov. 2024	Nov. 2025	Nov. 2024	Nov. 2025	Nov. 2024	Nov. 2025
VETERANS, 18 years and over						
Civilian noninstitutional population.....	17,457	17,131	15,401	15,050	2,056	2,081
Civilian labor force.....	8,451	8,225	7,229	7,061	1,223	1,164
Participation rate.....	48.4	48.0	46.9	46.9	59.5	55.9
Employed.....	8,216	7,946	7,037	6,811	1,178	1,135
Employment-population ratio.....	47.1	46.4	45.7	45.3	57.3	54.5
Unemployed.....	236	279	191	250	44	29
Unemployment rate.....	2.8	3.4	2.6	3.5	3.6	2.5
Not in labor force.....	9,006	8,906	8,172	7,989	833	917
Gulf War-era II veterans						
Civilian noninstitutional population.....	5,339	5,519	4,322	4,492	1,017	1,028
Civilian labor force.....	4,268	4,289	3,514	3,599	754	690
Participation rate.....	79.9	77.7	81.3	80.1	74.1	67.1
Employed.....	4,135	4,104	3,414	3,428	721	676
Employment-population ratio.....	77.5	74.4	79.0	76.3	70.9	65.7
Unemployed.....	133	185	100	171	33	14
Unemployment rate.....	3.1	4.3	2.9	4.7	4.3	2.1
Not in labor force.....	1,071	1,230	807	893	263	338
Gulf War-era I veterans						
Civilian noninstitutional population.....	2,860	3,401	2,465	2,915	395	485
Civilian labor force.....	1,950	2,233	1,679	1,921	271	311
Participation rate.....	68.2	65.7	68.1	65.9	68.7	64.1
Employed.....	1,912	2,196	1,649	1,896	263	300
Employment-population ratio.....	66.8	64.6	66.9	65.0	66.7	61.8
Unemployed.....	38	37	30	26	8	11
Unemployment rate.....	2.0	1.7	1.8	1.3	3.0	3.6
Not in labor force.....	910	1,168	787	994	124	174
Vietnam-era and earlier wartime veterans						
Civilian noninstitutional population.....	5,524	4,752	5,289	4,570	235	182
Civilian labor force.....	712	506	683	482	29	24
Participation rate.....	12.9	10.7	12.9	10.5	12.5	13.4
Employed.....	705	487	675	463	29	24
Employment-population ratio.....	12.8	10.3	12.8	10.1	12.5	13.4
Unemployed.....	8	19	8	19	0	0
Unemployment rate.....	1.1	3.7	1.1	3.9	—	—
Not in labor force.....	4,812	4,246	4,606	4,088	206	158
Veterans of other service periods						
Civilian noninstitutional population.....	3,734	3,459	3,325	3,073	409	386
Civilian labor force.....	1,521	1,197	1,353	1,059	168	138
Participation rate.....	40.7	34.6	40.7	34.5	41.1	35.8
Employed.....	1,464	1,159	1,300	1,024	164	135
Employment-population ratio.....	39.2	33.5	39.1	33.3	40.2	34.9
Unemployed.....	57	38	53	35	4	3
Unemployment rate.....	3.7	3.2	3.9	3.3	2.2	2.4
Not in labor force.....	2,213	2,262	1,972	2,014	241	248
NONVETERANS, 18 years and over						
Civilian noninstitutional population.....	242,702	248,161	111,211	114,011	131,491	134,150
Civilian labor force.....	157,548	161,013	80,665	82,394	76,883	78,619
Participation rate.....	64.9	64.9	72.5	72.3	58.5	58.6
Employed.....	151,380	154,262	77,434	78,904	73,946	75,358
Employment-population ratio.....	62.4	62.2	69.6	69.2	56.2	56.2
Unemployed.....	6,168	6,751	3,231	3,490	2,937	3,261
Unemployment rate.....	3.9	4.2	4.0	4.2	3.8	4.1
Not in labor force.....	85,154	87,148	30,546	31,617	54,608	55,531

NOTE: Veterans served on active duty in the U.S. Armed Forces and were not on active duty at the time of the survey. Nonveterans never served on active duty in the U.S. Armed Forces. Veterans could have served anywhere in the world during these periods of service: Gulf War era II (September 2001-present), Gulf War era I (August 1990-August 2001), Vietnam era (August 1964-April 1975), Korean War (July 1950-January 1955), World War II (December 1941-December 1946), and other service periods (all other time periods). Veterans who served in more than one wartime period are classified only in the most recent one. Veterans who served during one of the selected wartime periods and another period are classified only in the wartime period. Dash indicates no data or data that do not meet publication criteria (values not shown where base is less than 75,000).

HOUSEHOLD DATA
Table A-6. Employment status of the civilian population by sex, age, and disability status, not seasonally adjusted

[Numbers in thousands]

Employment status, sex, and age	People with a disability		People with no disability	
	Nov. 2024	Nov. 2025	Nov. 2024	Nov. 2025
TOTAL, 16 years and over				
Civilian noninstitutional population.....	34,844	36,638	234,619	237,995
Civilian labor force.....	8,751	9,592	159,413	161,875
Participation rate.....	25.1	26.2	67.9	68.0
Employed.....	8,130	8,924	153,327	155,143
Employment-population ratio.....	23.3	24.4	65.4	65.2
Unemployed.....	622	668	6,086	6,733
Unemployment rate.....	7.1	7.0	3.8	4.2
Not in labor force.....	26,093	27,046	75,207	76,119
Men, 16 to 64 years				
Civilian labor force.....	3,771	4,013	78,616	79,784
Participation rate.....	42.3	44.2	82.9	82.8
Employed.....	3,472	3,696	75,475	76,371
Employment-population ratio.....	39.0	40.7	79.6	79.2
Unemployed.....	299	318	3,141	3,413
Unemployment rate.....	7.9	7.9	4.0	4.3
Not in labor force.....	5,139	5,059	16,257	16,623
Women, 16 to 64 years				
Civilian labor force.....	3,473	3,931	70,501	71,646
Participation rate.....	39.8	41.5	73.1	73.7
Employed.....	3,225	3,686	67,854	68,631
Employment-population ratio.....	36.9	38.9	70.3	70.6
Unemployed.....	248	245	2,647	3,015
Unemployment rate.....	7.1	6.2	3.8	4.2
Not in labor force.....	5,258	5,541	26,007	25,603
Both sexes, 65 years and over				
Civilian labor force.....	1,507	1,647	10,296	10,445
Participation rate.....	8.8	9.1	23.8	23.6
Employed.....	1,432	1,543	9,998	10,140
Employment-population ratio.....	8.3	8.5	23.1	22.9
Unemployed.....	75	105	298	305
Unemployment rate.....	5.0	6.4	2.9	2.9
Not in labor force.....	15,696	16,446	32,943	33,893

NOTE: A person with a disability has at least one of the following conditions: is deaf or has serious difficulty hearing; is blind or has serious difficulty seeing even when wearing glasses; has serious difficulty concentrating, remembering, or making decisions because of a physical, mental, or emotional condition; has serious difficulty walking or climbing stairs; has difficulty dressing or bathing; or has difficulty doing errands alone such as visiting a doctor's office or shopping because of a physical, mental, or emotional condition. Updated population controls are introduced annually with the release of January data.

HOUSEHOLD DATA
Table A-7. Employment status of the civilian population by nativity and sex, not seasonally adjusted

[Numbers in thousands]

Employment status and nativity	Total		Men		Women	
	Nov. 2024	Nov. 2025	Nov. 2024	Nov. 2025	Nov. 2024	Nov. 2025
Foreign born, 16 years and over						
Civilian noninstitutional population.....	48,707	48,558	23,897	23,579	24,810	24,979
Civilian labor force.....	32,272	32,205	18,429	18,000	13,843	14,206
Participation rate.....	66.3	66.3	77.1	76.3	55.8	56.9
Employed.....	30,823	30,802	17,698	17,315	13,126	13,487
Employment-population ratio.....	63.3	63.4	74.1	73.4	52.9	54.0
Unemployed.....	1,449	1,403	732	685	717	719
Unemployment rate.....	4.5	4.4	4.0	3.8	5.2	5.1
Not in labor force.....	16,435	16,353	5,468	5,579	10,967	10,773
Native born, 16 years and over						
Civilian noninstitutional population.....	220,756	226,075	107,474	110,378	113,282	115,696
Civilian labor force.....	135,892	139,262	70,492	72,525	65,399	66,737
Participation rate.....	61.6	61.6	65.6	65.7	57.7	57.7
Employed.....	130,633	133,264	67,598	69,267	63,035	63,997
Employment-population ratio.....	59.2	58.9	62.9	62.8	55.6	55.3
Unemployed.....	5,259	5,998	2,895	3,258	2,364	2,740
Unemployment rate.....	3.9	4.3	4.1	4.5	3.6	4.1
Not in labor force.....	84,864	86,813	36,982	37,853	47,882	48,959

NOTE: The foreign born are those residing in the United States who were not U.S. citizens at birth. That is, they were born outside the United States or one of its outlying areas such as Puerto Rico or Guam, to parents neither of whom was a U.S. citizen. The native born are people who were born in the United States or one of its outlying areas such as Puerto Rico or Guam or who were born abroad of at least one parent who was a U.S. citizen. Updated population controls are introduced annually with the release of January data.

HOUSEHOLD DATA

Table A-8. Employed people by class of worker and part-time status

[In thousands]

Category	Not seasonally adjusted			Seasonally adjusted					
	Nov. 2024	Oct. 2025	Nov. 2025	Nov. 2024	July 2025	Aug. 2025	Sept. 2025	Oct. 2025	Nov. 2025
CLASS OF WORKER									
Agriculture and related industries.....	2,163	—	2,148	2,202	2,216	2,238	2,198	—	2,189
Wage and salary workers ¹	1,446	—	1,374	1,489	1,610	1,530	1,519	—	1,444
Self-employed workers, unincorporated.....	688	—	760	701	554	670	657	—	761
Unpaid family workers.....	29	—	15	—	—	—	—	—	—
Nonagricultural industries.....	159,294	—	161,918	159,070	160,962	161,165	161,411	—	161,637
Wage and salary workers ¹	150,153	—	152,351	149,881	151,816	151,837	152,294	—	152,017
Government.....	22,456	—	22,346	22,188	21,635	22,446	22,554	—	22,051
Private industries.....	127,697	—	130,005	127,709	130,131	129,247	129,757	—	129,963
Private households.....	629	—	584	—	—	—	—	—	—
Other industries.....	127,068	—	129,422	127,155	129,534	128,781	129,215	—	129,482
Self-employed workers, unincorporated.....	9,095	—	9,499	9,122	9,060	9,247	9,073	—	9,496
Unpaid family workers.....	46	—	68	—	—	—	—	—	—
PEOPLE AT WORK PART TIME²									
All industries									
Part time for economic reasons ³	4,325	—	5,350	4,469	4,684	4,749	4,579	—	5,488
Slack work or business conditions.....	3,055	—	3,379	3,125	3,035	3,063	3,123	—	3,444
Could only find part-time work.....	1,001	—	1,612	1,084	1,264	1,308	1,170	—	1,759
Part time for noneconomic reasons ⁴	23,127	—	23,896	22,380	22,770	23,298	22,756	—	23,126
Nonagricultural industries									
Part time for economic reasons ³	4,252	—	5,288	4,387	4,559	4,682	4,491	—	5,419
Slack work or business conditions.....	2,990	—	3,357	3,072	2,932	3,010	3,048	—	3,434
Could only find part-time work.....	999	—	1,600	1,077	1,257	1,309	1,162	—	1,738
Part time for noneconomic reasons ⁴	22,756	—	23,502	22,029	22,392	22,855	22,355	—	22,745

¹ Includes self-employed workers whose businesses are incorporated.

² Refers to those who worked 1 to 34 hours during the survey reference week and excludes employed people who were absent from their jobs for the entire week.

³ Refers to those who worked 1 to 34 hours during the reference week for an economic reason such as slack work or unfavorable business conditions, inability to find full-time work, or seasonal declines in demand.

⁴ Refers to people who usually work part time for noneconomic reasons such as childcare problems, family or personal obligations, school or training, retirement or Social Security limits on earnings, and other reasons. This excludes people who usually work full time but worked only 1 to 34 hours during the reference week for reasons such as vacations, holidays, illness, and bad weather.

- Data not available.

NOTE: Detail for the seasonally adjusted data shown in this table will not necessarily add to totals because of the independent seasonal adjustment of the various series. Updated population controls are introduced annually with the release of January data. Data for October 2025 were not collected due to the federal government shutdown.

HOUSEHOLD DATA

Table A-9. Selected employment indicators

[Numbers in thousands]

Characteristic	Not seasonally adjusted			Seasonally adjusted					
	Nov. 2024	Oct. 2025	Nov. 2025	Nov. 2024	July 2025	Aug. 2025	Sept. 2025	Oct. 2025	Nov. 2025
AGE AND SEX									
Total, 16 years and over.....	161,456	—	164,066	161,183	163,106	163,394	163,645	—	163,741
16 to 19 years.....	5,325	—	5,173	5,562	5,291	5,342	5,617	—	5,412
16 to 17 years.....	1,861	—	1,858	1,930	1,985	1,911	2,115	—	1,936
18 to 19 years.....	3,465	—	3,315	3,630	3,290	3,415	3,474	—	3,472
20 years and over.....	156,131	—	158,893	155,621	157,815	158,052	158,028	—	158,329
20 to 24 years.....	14,152	—	14,470	14,142	14,321	13,972	14,166	—	14,446
25 years and over.....	141,979	—	144,423	141,409	143,522	143,981	143,874	—	143,876
25 to 54 years.....	104,014	—	106,212	103,615	105,425	105,877	105,879	—	105,818
25 to 34 years.....	35,642	—	36,293	35,463	36,169	36,250	36,046	—	36,119
35 to 44 years.....	36,365	—	37,310	36,274	37,041	37,252	37,354	—	37,224
45 to 54 years.....	32,007	—	32,610	31,878	32,216	32,375	32,479	—	32,475
55 years and over.....	37,966	—	38,211	37,794	38,097	38,104	37,996	—	38,058
Men, 16 years and over.....	85,296	—	86,582	85,318	86,347	86,886	86,650	—	86,597
16 to 19 years.....	2,551	—	2,425	2,685	2,686	2,715	2,718	—	2,571
16 to 17 years.....	825	—	867	886	931	855	960	—	936
18 to 19 years.....	1,726	—	1,558	1,797	1,742	1,839	1,734	—	1,630
20 years and over.....	82,745	—	84,157	82,633	83,660	84,171	83,932	—	84,025
20 to 24 years.....	7,135	—	7,349	7,172	7,266	7,159	7,315	—	7,387
25 years and over.....	75,610	—	76,809	75,425	76,392	76,932	76,623	—	76,616
25 to 54 years.....	55,232	—	56,368	55,113	55,948	56,382	56,314	—	56,238
25 to 34 years.....	18,907	—	19,346	18,838	19,264	19,343	19,204	—	19,284
35 to 44 years.....	19,427	—	19,975	19,418	19,737	20,004	20,026	—	19,957
45 to 54 years.....	16,898	—	17,047	16,856	16,947	17,035	17,084	—	16,997
55 years and over.....	20,378	—	20,440	20,312	20,444	20,550	20,309	—	20,377
Women, 16 years and over.....	76,161	—	77,484	75,865	76,760	76,508	76,994	—	77,144
16 to 19 years.....	2,774	—	2,748	2,877	2,605	2,627	2,899	—	2,840
16 to 17 years.....	1,036	—	991	1,043	1,054	1,056	1,155	—	1,000
18 to 19 years.....	1,738	—	1,757	1,832	1,548	1,576	1,740	—	1,841
20 years and over.....	73,386	—	74,736	72,988	74,155	73,881	74,096	—	74,303
20 to 24 years.....	7,017	—	7,122	6,970	7,055	6,813	6,851	—	7,059
25 years and over.....	66,369	—	67,614	65,985	67,129	67,049	67,252	—	67,260
25 to 54 years.....	48,781	—	49,844	48,502	49,477	49,495	49,565	—	49,580
25 to 34 years.....	16,735	—	16,946	16,625	16,905	16,908	16,842	—	16,835
35 to 44 years.....	16,938	—	17,335	16,856	17,304	17,247	17,328	—	17,267
45 to 54 years.....	15,108	—	15,562	15,022	15,269	15,340	15,395	—	15,477
55 years and over.....	17,588	—	17,770	17,482	17,652	17,554	17,686	—	17,681
MARITAL STATUS									
Married men, spouse present ¹	45,903	—	46,363	45,828	46,905	46,898	46,201	—	46,311
Married women, spouse present ¹	37,193	—	37,563	36,993	37,921	38,006	38,009	—	37,426
Women who maintain families ²	9,632	—	10,238	—	—	—	—	—	—
FULL- OR PART-TIME STATUS									
Full-time workers ³	133,364	—	134,102	133,423	134,837	134,480	135,153	—	134,170
Part-time workers ⁴	28,092	—	29,964	27,671	28,437	29,034	28,461	—	29,486
MULTIPLE JOBHOLDERS									
Total multiple jobholders.....	8,716	—	9,471	8,577	8,342	8,785	8,802	—	9,301
Percent of total employed.....	5.4	—	5.8	5.3	5.1	5.4	5.4	—	5.7
SELF-EMPLOYMENT									
Self-employed workers, incorporated.....	6,834	—	7,140	—	—	—	—	—	—
Self-employed workers, unincorporated.....	9,783	—	10,259	9,823	9,613	9,917	9,731	—	10,257

¹ Beginning with data for January 2020, refers to people in both opposite-sex and same-sex married couples. Prior to January 2020, referred to people in opposite-sex married couples only.

² Beginning with data for January 2020, refers to female householders residing with one or more family members, but not a spouse of either sex. Prior to January 2020, referred to female householders residing with one or more family members, but not an opposite-sex spouse.

³ Employed full-time workers are people who usually work 35 hours or more per week.

⁴ Employed part-time workers are people who usually work less than 35 hours per week.

- Data not available.

NOTE: Detail for the seasonally adjusted data shown in this table will not necessarily add to totals because of the independent seasonal adjustment of the various series. Updated population controls are introduced annually with the release of January data. Data for October 2025 were not collected due to the federal government shutdown.

HOUSEHOLD DATA
Table A-10. Selected unemployment indicators, seasonally adjusted

Characteristic	Number of unemployed people (in thousands)			Unemployment rates					
	Nov. 2024	Oct. 2025	Nov. 2025	Nov. 2024	July 2025	Aug. 2025	Sept. 2025	Oct. 2025	Nov. 2025
AGE AND SEX									
Total, 16 years and over.....	7,121	—	7,831	4.2	4.2	4.3	4.4	—	4.6
16 to 19 years.....	841	—	1,054	13.1	15.2	13.9	13.2	—	16.3
16 to 17 years.....	316	—	401	14.1	14.8	15.4	14.7	—	17.1
18 to 19 years.....	518	—	640	12.5	15.6	13.0	12.5	—	15.6
20 years and over.....	6,280	—	6,777	3.9	3.8	4.0	4.1	—	4.1
20 to 24 years.....	1,200	—	1,306	7.8	7.9	9.2	9.2	—	8.3
25 years and over.....	5,139	—	5,512	3.5	3.4	3.4	3.5	—	3.7
25 to 54 years.....	3,958	—	4,304	3.7	3.6	3.6	3.7	—	3.9
25 to 34 years.....	1,667	—	1,890	4.5	4.3	4.4	4.8	—	5.0
35 to 44 years.....	1,368	—	1,326	3.6	3.4	3.5	3.2	—	3.4
45 to 54 years.....	923	—	1,088	2.8	2.9	2.9	2.8	—	3.2
55 years and over.....	1,180	—	1,202	3.0	2.9	2.9	3.3	—	3.1
Men, 16 years and over.....	3,833	—	4,164	4.3	4.4	4.4	4.4	—	4.6
16 to 19 years.....	485	—	537	15.3	16.3	13.1	15.1	—	17.3
16 to 17 years.....	200	—	205	18.4	18.1	17.5	16.7	—	18.0
18 to 19 years.....	287	—	336	13.8	15.3	11.2	14.7	—	17.1
20 years and over.....	3,348	—	3,627	3.9	4.0	4.1	4.0	—	4.1
20 to 24 years.....	707	—	742	9.0	8.3	9.9	9.4	—	9.1
25 years and over.....	2,693	—	2,925	3.4	3.5	3.5	3.5	—	3.7
25 to 54 years.....	2,052	—	2,247	3.6	3.7	3.7	3.5	—	3.8
25 to 34 years.....	903	—	956	4.6	4.6	4.6	5.0	—	4.7
35 to 44 years.....	667	—	711	3.3	3.4	3.5	2.7	—	3.4
45 to 54 years.....	482	—	581	2.8	2.9	3.0	2.8	—	3.3
55 years and over.....	641	—	677	3.1	2.9	3.0	3.4	—	3.2
Women, 16 years and over.....	3,288	—	3,666	4.2	4.1	4.2	4.4	—	4.5
16 to 19 years.....	357	—	516	11.0	14.1	14.6	11.3	—	15.4
16 to 17 years.....	116	—	195	10.0	11.7	13.6	13.0	—	16.3
18 to 19 years.....	231	—	304	11.2	16.0	15.1	10.2	—	14.2
20 years and over.....	2,932	—	3,150	3.9	3.7	3.8	4.2	—	4.1
20 to 24 years.....	493	—	564	6.6	7.4	8.5	9.0	—	7.4
25 years and over.....	2,445	—	2,588	3.6	3.3	3.3	3.6	—	3.7
25 to 54 years.....	1,906	—	2,056	3.8	3.5	3.5	3.8	—	4.0
25 to 34 years.....	764	—	934	4.4	3.9	4.2	4.6	—	5.3
35 to 44 years.....	701	—	615	4.0	3.5	3.4	3.8	—	3.4
45 to 54 years.....	441	—	507	2.9	2.9	2.8	2.8	—	3.2
55 years and over.....	543	—	530	3.0	2.8	2.9	3.1	—	2.9
MARITAL STATUS									
Married men, spouse present ¹	1,016	—	1,147	2.2	2.1	2.4	2.3	—	2.4
Married women, spouse present ¹	997	—	1,046	2.6	2.6	2.5	2.3	—	2.7
Women who maintain families ²	599	—	680	5.9	6.5	6.3	6.1	—	6.2
FULL- OR PART-TIME STATUS									
Full-time workers ³	5,796	—	6,348	4.2	4.3	4.3	4.4	—	4.5
Part-time workers ⁴	1,366	—	1,500	4.7	4.3	4.7	4.4	—	4.8

¹ Beginning with data for January 2020, refers to people in both opposite-sex and same-sex married couples. Prior to January 2020, referred to people in opposite-sex married couples only.

² Data are not seasonally adjusted. Beginning with data for January 2020, refers to female householders residing with one or more family members, but not a spouse of either sex. Prior to January 2020, referred to female householders residing with one or more family members, but not an opposite-sex spouse.

³ Full-time workers are unemployed people who have expressed a desire to work full time (35 hours or more per week) or are on layoff from full-time jobs.

⁴ Part-time workers are unemployed people who have expressed a desire to work part time (less than 35 hours per week) or are on layoff from part-time jobs.

NOTE: Detail for the seasonally adjusted data shown in this table will not necessarily add to totals because of the independent seasonal adjustment of the various series. Updated population controls are introduced annually with the release of January data. Data for October 2025 were not collected due to the federal government shutdown.

HOUSEHOLD DATA
Table A-11. Unemployed people by reason for unemployment

[Numbers in thousands]

Reason	Not seasonally adjusted			Seasonally adjusted					
	Nov. 2024	Oct. 2025	Nov. 2025	Nov. 2024	July 2025	Aug. 2025	Sept. 2025	Oct. 2025	Nov. 2025
NUMBER OF UNEMPLOYED									
Job losers and people who completed temporary jobs.....	3,149	—	3,329	3,394	3,405	3,437	3,525	—	3,559
On temporary layoff.....	597	—	834	787	940	886	833	—	1,004
Not on temporary layoff.....	2,552	—	2,496	2,607	2,465	2,552	2,691	—	2,555
Permanent job losers.....	1,838	—	1,894	1,871	1,887	1,925	2,023	—	1,931
People who completed temporary jobs.....	714	—	602	736	577	627	669	—	624
Job leavers.....	844	—	853	854	784	784	861	—	862
Reentrants.....	2,048	—	2,488	2,182	2,180	2,287	2,325	—	2,618
New entrants.....	667	—	731	690	985	786	813	—	765
PERCENT DISTRIBUTION									
Job losers and people who completed temporary jobs.....	46.9	—	45.0	47.7	46.3	47.1	46.9	—	45.6
On temporary layoff.....	8.9	—	11.3	11.1	12.8	12.1	11.1	—	12.9
Not on temporary layoff.....	38.0	—	33.7	36.6	33.5	35.0	35.8	—	32.7
Job leavers.....	12.6	—	11.5	12.0	10.7	10.7	11.4	—	11.0
Reentrants.....	30.5	—	33.6	30.6	29.6	31.3	30.9	—	33.5
New entrants.....	9.9	—	9.9	9.7	13.4	10.8	10.8	—	9.8
UNEMPLOYED AS A PERCENT OF THE CIVILIAN LABOR FORCE									
Job losers and people who completed temporary jobs.....	1.9	—	1.9	2.0	2.0	2.0	2.1	—	2.1
Job leavers.....	0.5	—	0.5	0.5	0.5	0.5	0.5	—	0.5
Reentrants.....	1.2	—	1.5	1.3	1.3	1.3	1.4	—	1.5
New entrants.....	0.4	—	0.4	0.4	0.6	0.5	0.5	—	0.4

NOTE: Detail for the seasonally adjusted data shown in this table will not necessarily add to total unemployed in table A-1 because of the independent seasonal adjustment of the various series. Updated population controls are introduced annually with the release of January data. Data for October 2025 were not collected due to the federal government shutdown.

HOUSEHOLD DATA

Table A-12. Unemployed people by duration of unemployment

[Numbers in thousands]

Duration	Not seasonally adjusted			Seasonally adjusted					
	Nov. 2024	Oct. 2025	Nov. 2025	Nov. 2024	July 2025	Aug. 2025	Sept. 2025	Oct. 2025	Nov. 2025
NUMBER OF UNEMPLOYED									
Less than 5 weeks.....	2,005	—	2,357	2,208	2,299	2,476	2,227	—	2,543
5 to 14 weeks.....	1,942	—	2,066	2,063	2,034	2,049	2,367	—	2,202
15 weeks and over.....	2,760	—	2,978	2,890	2,993	2,977	3,105	—	3,099
15 to 26 weeks.....	1,157	—	1,116	1,236	1,167	1,047	1,290	—	1,189
27 weeks and over.....	1,604	—	1,862	1,654	1,826	1,930	1,814	—	1,910
Average (mean) duration, in weeks.....	24.3	—	23.7	23.6	24.1	24.5	24.1	—	23.0
Median duration, in weeks.....	11.0	—	10.0	10.5	10.2	9.8	10.0	—	9.5
PERCENT DISTRIBUTION									
Less than 5 weeks.....	29.9	—	31.8	30.8	31.4	33.0	28.9	—	32.4
5 to 14 weeks.....	28.9	—	27.9	28.8	27.8	27.3	30.7	—	28.1
15 weeks and over.....	41.2	—	40.2	40.4	40.9	39.7	40.3	—	39.5
15 to 26 weeks.....	17.2	—	15.1	17.3	15.9	14.0	16.8	—	15.2
27 weeks and over.....	23.9	—	25.2	23.1	24.9	25.7	23.6	—	24.3

NOTE: Detail for the seasonally adjusted data shown in this table will not necessarily add to total unemployed in table A-1 because of the independent seasonal adjustment of the various series. Updated population controls are introduced annually with the release of January data. Data for October 2025 were not collected due to the federal government shutdown.

HOUSEHOLD DATA
Table A-13. Employed and unemployed people by occupation, not seasonally adjusted

[Numbers in thousands]

Occupation	Employed		Unemployed		Unemployment rates	
	Nov. 2024	Nov. 2025	Nov. 2024	Nov. 2025	Nov. 2024	Nov. 2025
Total, 16 years and over ¹	161,456	164,066	6,708	7,401	4.0	4.3
Management, professional, and related occupations.....	71,258	72,090	1,581	1,851	2.2	2.5
Management, business, and financial operations occupations.....	30,645	31,109	701	795	2.2	2.5
Professional and related occupations.....	40,613	40,981	879	1,056	2.1	2.5
Service occupations.....	26,351	26,797	1,429	1,491	5.1	5.3
Sales and office occupations.....	29,778	31,087	1,287	1,474	4.1	4.5
Sales and related occupations.....	13,713	13,985	594	743	4.2	5.0
Office and administrative support occupations.....	16,066	17,102	693	730	4.1	4.1
Natural resources, construction, and maintenance occupations.....	14,352	14,057	705	787	4.7	5.3
Farming, fishing, and forestry occupations.....	864	825	53	147	5.8	15.1
Construction and extraction occupations.....	8,466	8,320	498	475	5.6	5.4
Installation, maintenance, and repair occupations.....	5,021	4,912	154	166	3.0	3.3
Production, transportation, and material moving occupations.....	19,716	20,035	1,030	1,028	5.0	4.9
Production occupations.....	7,872	7,967	312	299	3.8	3.6
Transportation and material moving occupations.....	11,844	12,068	718	729	5.7	5.7

¹ People with no previous work experience and people whose last job was in the U.S. Armed Forces are included in the unemployed total.

NOTE: Updated population controls are introduced annually with the release of January data.

HOUSEHOLD DATA
Table A-14. Unemployed people by industry and class of worker, not seasonally adjusted

Industry and class of worker	Number of unemployed people (in thousands)		Unemployment rates	
	Nov. 2024	Nov. 2025	Nov. 2024	Nov. 2025
Total, 16 years and over ¹	6,708	7,401	4.0	4.3
Nonagricultural private wage and salary workers.....	5,186	5,521	3.9	4.1
Mining, quarrying, and oil and gas extraction.....	12	50	1.9	9.0
Construction.....	482	431	4.6	4.1
Manufacturing.....	517	507	3.4	3.3
Durable goods.....	344	270	3.5	2.6
Nondurable goods.....	172	237	3.2	4.5
Wholesale and retail trade.....	924	1,092	4.8	5.6
Transportation and utilities.....	349	371	4.3	4.4
Information.....	58	125	2.3	5.0
Financial activities.....	240	210	2.4	2.1
Professional and business services.....	787	857	4.0	4.2
Education and health services.....	781	810	3.0	3.0
Leisure and hospitality.....	830	802	6.2	5.9
Other services.....	207	265	3.0	3.8
Agriculture and related private wage and salary workers.....	54	175	3.7	11.6
Government workers.....	372	613	1.6	2.7
Self-employed workers, unincorporated, and unpaid family workers.....	429	360	4.2	3.4

¹ People with no previous work experience and people whose last job was in the U.S. Armed Forces are included in the unemployed total.

NOTE: Updated population controls are introduced annually with the release of January data. Effective with January 2025 data, industries reflect the introduction of the 2022 Census industry classification system, derived from the 2022 North American Industry Classification System (NAICS). No historical data have been revised. Data for 2025 are not strictly comparable with earlier years.

HOUSEHOLD DATA
Table A-15. Alternative measures of labor underutilization

[Percent]

Measure	Not seasonally adjusted			Seasonally adjusted					
	Nov. 2024	Oct. 2025	Nov. 2025	Nov. 2024	July 2025	Aug. 2025	Sept. 2025	Oct. 2025	Nov. 2025
U-1 People unemployed 15 weeks or longer, as a percent of the civilian labor force.....	1.6	—	1.7	1.7	1.8	1.7	1.8	—	1.8
U-2 Job losers and people who completed temporary jobs, as a percent of the civilian labor force.....	1.9	—	1.9	2.0	2.0	2.0	2.1	—	2.1
U-3 Total unemployed, as a percent of the civilian labor force (official unemployment rate).....	4.0	—	4.3	4.2	4.2	4.3	4.4	—	4.6
U-4 Total unemployed plus discouraged workers, as a percent of the civilian labor force plus discouraged workers.....	4.2	—	4.7	4.5	4.5	4.6	4.7	—	4.9
U-5 Total unemployed, plus discouraged workers, plus all other people marginally attached to the labor force, as a percent of the civilian labor force plus all people marginally attached to the labor force.....	4.9	—	5.4	5.1	5.2	5.3	5.4	—	5.6
U-6 Total unemployed, plus all people marginally attached to the labor force, plus total employed part time for economic reasons, as a percent of the civilian labor force plus all people marginally attached to the labor force.....	7.4	—	8.4	7.7	7.9	8.1	8.0	—	8.7

NOTE: People marginally attached to the labor force are those who currently are neither working nor looking for work but indicate that they want and are available for a job and have looked for work sometime in the past 12 months. Discouraged workers, a subset of the marginally attached, have given a job-market related reason for not currently looking for work. People employed part time for economic reasons are those who want and are available for full-time work but have had to settle for a part-time schedule. Updated population controls are introduced annually with the release of January data. Data for October 2025 were not collected due to the federal government shutdown.

HOUSEHOLD DATA

Table A-16. People not in the labor force and multiple jobholders by sex, not seasonally adjusted

[Numbers in thousands]

Category	Total		Men		Women	
	Nov. 2024	Nov. 2025	Nov. 2024	Nov. 2025	Nov. 2024	Nov. 2025
NOT IN THE LABOR FORCE						
Total not in the labor force.....	101,299	103,165	42,450	43,433	58,850	59,733
People who currently want a job.....	5,133	5,774	2,290	2,841	2,843	2,933
Marginally attached to the labor force ¹	1,615	1,873	853	984	762	889
Discouraged workers ²	427	681	234	442	194	240
Other people marginally attached to the labor force ³	1,188	1,192	619	542	568	649
MULTIPLE JOBHOLDERS						
Total multiple jobholders ⁴	8,716	9,471	4,075	4,385	4,641	5,086
Percent of total employed.....	5.4	5.8	4.8	5.1	6.1	6.6
Primary job full time, secondary job part time.....	4,954	5,278	2,505	2,709	2,449	2,569
Primary and secondary jobs both part time.....	2,161	2,525	762	879	1,400	1,646
Primary and secondary jobs both full time.....	348	412	184	195	164	217
Hours vary on primary or secondary job.....	1,207	1,173	601	569	606	604

¹ Data refer to people who want a job, have searched for work during the prior 12 months, and were available to take a job during the reference week, but had not looked for work in the past 4 weeks.

² Includes those who did not actively look for work in the prior 4 weeks for reasons such as thinks no work available, could not find work, lacks schooling or training, employer thinks too young or old, and other types of discrimination.

³ Includes those who did not actively look for work in the prior 4 weeks for such reasons as school or family responsibilities, ill health, and transportation problems, as well as a number for whom reason for nonparticipation was not determined.

⁴ Includes a small number of people who work part time on their primary job and full time on their secondary job(s), not shown separately.

NOTE: Updated population controls are introduced annually with the release of January data.

ESTABLISHMENT DATA

Table B-1. Employees on nonfarm payrolls by industry sector and selected industry detail

[In thousands]

Industry	Not seasonally adjusted				Seasonally adjusted				Change from: Oct. 2025 - Nov. 2025 ^p
	Nov. 2024	Sept. 2025	Oct. 2025 ^p	Nov. 2025 ^p	Nov. 2024	Sept. 2025	Oct. 2025 ^p	Nov. 2025 ^p	
Total nonfarm.....	159,882	159,732	160,411	160,652	158,619	159,593	159,488	159,552	64
Total private.....	135,893	136,145	136,710	136,842	135,095	136,027	136,079	136,148	69
Goods-producing.....	21,744	21,783	21,787	21,699	21,669	21,627	21,618	21,637	19
Mining and logging.....	626	615	615	610	625	611	612	608	-4
Logging.....	39.6	37.6	36.6	35.6	38.8	36.6	35.7	35.6	-0.1
Mining, quarrying, and oil and gas extraction.....	586.8	577.3	578.7	574.1	585.8	574.2	576.5	572.0	-4.5
Oil and gas extraction.....	123.7	119.6	120.1	121.0	122.9	120.1	120.5	121.2	0.7
Mining (except oil and gas).....	192.5	193.2	193.1	192.7	192.0	191.3	191.5	192.2	0.7
Coal mining.....	42.3	40.5	40.5	41.0	42.3	40.5	40.7	41.2	0.5
Metal ore mining.....	44.7	44.3	44.6	45.1	45.0	44.5	44.9	45.2	0.3
Nonmetallic mineral mining and quarrying.....	105.5	108.4	108.0	106.6	104.8	106.3	105.9	105.8	-0.1
Support activities for mining.....	270.6	264.5	265.5	260.4	270.9	262.8	264.5	258.6	-5.9
Construction.....	8,343	8,442	8,462	8,395	8,274	8,305	8,304	8,332	28
Construction of buildings.....	1,871.6	1,879.8	1,888.3	1,883.8	1,865.5	1,870.0	1,869.6	1,878.1	8.5
Residential building construction.....	954.5	959.0	966.6	961.9	951.4	953.8	954.7	958.1	3.4
Nonresidential building construction.....	917.1	920.8	921.7	921.9	914.1	916.2	914.9	920.0	5.1
Heavy and civil engineering construction.....	1,187.7	1,231.1	1,236.2	1,211.7	1,165.8	1,185.0	1,186.2	1,191.2	5.0
Specialty trade contractors.....	5,283.4	5,331.2	5,337.0	5,299.8	5,242.9	5,249.9	5,247.9	5,262.9	15.0
Residential specialty trade contractors.....	2,426.6	2,401.0	2,404.6	2,371.8	2,407.3	2,366.2	2,362.1	2,358.4	-3.7
Nonresidential specialty trade contractors.....	2,856.8	2,930.2	2,932.4	2,928.0	2,835.6	2,883.7	2,885.8	2,904.5	18.7
Manufacturing.....	12,775	12,726	12,710	12,694	12,770	12,711	12,702	12,697	-5
Durable goods.....	7,931	7,867	7,853	7,853	7,925	7,867	7,860	7,856	-4
Wood product manufacturing.....	415.1	409.8	405.8	402.8	415.6	409.0	407.1	404.8	-2.3
Nonmetallic mineral product manufacturing.....	429.0	435.8	431.8	429.0	425.4	432.1	428.5	427.1	-1.4
Primary metal manufacturing.....	370.8	374.7	373.6	371.5	372.3	374.4	373.6	372.4	-1.2
Fabricated metal product manufacturing.....	1,436.1	1,435.9	1,440.4	1,441.3	1,436.6	1,439.1	1,443.4	1,445.3	1.9
Machinery manufacturing.....	1,113.8	1,102.9	1,101.5	1,102.9	1,114.9	1,105.9	1,105.6	1,104.6	-1.0
Computer and electronic product manufacturing.....	1,017.5	1,000.7	998.1	998.9	1,018.9	1,001.4	999.7	999.7	0.0
Computer and peripheral equipment manufacturing.....	110.5	109.8	108.0	108.1	110.4	109.7	107.9	108.0	0.1
Communications equipment manufacturing.....	82.1	83.3	84.0	83.5	82.0	83.3	84.0	83.4	-0.6
Semiconductor and other electronic component manufacturing.....	385.6	367.7	364.8	365.1	386.3	368.1	365.6	366.2	0.6
Navigational, measuring, electromedical, and control instruments manufacturing.....	409.3	411.7	412.8	413.8	410.3	412.3	413.8	413.9	0.1
Manufacturing and reproducing magnetic and optical media and audio and video equipment manufacturing.....	30.0	28.2	28.5	28.4	29.9	28.0	28.4	28.2	-0.2
Electrical equipment, appliance, and component manufacturing.....	408.8	406.0	406.7	408.6	409.2	406.6	406.7	408.9	2.2
Transportation equipment manufacturing ¹	1,787.6	1,757.3	1,752.4	1,757.0	1,781.3	1,751.5	1,751.3	1,752.8	1.5
Motor vehicles and parts ²	1,015.2	992.8	986.7	984.3	1,010.9	989.1	987.1	982.2	-4.9
Furniture and related product manufacturing.....	339.7	337.5	335.6	335.4	338.7	338.4	337.7	336.2	-1.5
Miscellaneous manufacturing.....	612.1	606.6	606.9	605.3	611.9	608.4	606.2	604.5	-1.7
Nondurable goods.....	4,844	4,859	4,857	4,841	4,845	4,844	4,842	4,841	-1
Food manufacturing.....	1,776.4	1,783.0	1,783.9	1,777.9	1,772.7	1,771.4	1,773.6	1,773.0	-0.6
Textile mills.....	86.8	85.7	85.0	84.2	86.4	85.4	84.7	84.1	-0.6
Textile product mills.....	99.2	97.4	97.7	97.7	99.5	97.9	97.9	98.0	0.1
Apparel manufacturing.....	83.8	81.9	80.9	80.1	83.6	82.0	80.5	79.3	-1.2
Paper manufacturing.....	355.7	356.3	356.6	356.2	354.6	356.3	356.7	355.7	-1.0
Printing and related support activities.....	355.3	347.4	346.1	345.3	354.1	347.7	344.7	343.3	-1.4
Petroleum and coal products manufacturing.....	107.0	109.2	107.9	106.9	108.3	107.7	106.4	106.6	0.2
Chemical manufacturing.....	895.6	904.0	905.4	902.6	899.3	905.9	907.5	906.7	-0.8
Plastics and rubber products manufacturing.....	718.1	710.8	710.7	711.4	718.6	713.8	713.1	715.1	2.0

See footnotes at end of table.

ESTABLISHMENT DATA

Table B-1. Employees on nonfarm payrolls by industry sector and selected industry detail

— Continued

[In thousands]

Industry	Not seasonally adjusted				Seasonally adjusted				Change from: Oct.2025 - Nov.2025 ^p
	Nov. 2024	Sept. 2025	Oct. 2025 ^p	Nov. 2025 ^p	Nov. 2024	Sept. 2025	Oct. 2025 ^p	Nov. 2025 ^p	
Nondurable goods - Continued									
Beverage, tobacco, and leather and allied product manufacturing.....	366.5	382.8	382.6	378.6	368.2	375.6	377.3	379.3	2.0
Private service-providing.....	114,149	114,362	114,923	115,143	113,426	114,400	114,461	114,511	50
Trade, transportation, and utilities.....	29,455	28,931	29,100	29,457	28,952	29,072	29,071	29,059	-12
Wholesale trade.....	6,171.5	6,158.9	6,178.4	6,173.7	6,165.7	6,165.9	6,168.2	6,166.0	-2.2
Merchant wholesalers, durable goods.....	3,455.5	3,452.4	3,458.8	3,455.3	3,453.7	3,458.0	3,455.6	3,454.9	-0.7
Merchant wholesalers, nondurable goods ..	2,221.0	2,223.3	2,233.9	2,233.7	2,219.6	2,225.1	2,229.9	2,229.3	-0.6
Wholesale trade agents and brokers.....	495.0	483.2	485.7	484.7	492.4	482.8	482.7	481.8	-0.9
Retail trade.....	15,812.0	15,484.2	15,579.8	15,831.0	15,503.1	15,605.2	15,602.8	15,609.0	6.2
Motor vehicle and parts dealers.....	2,052.7	2,059.6	2,062.2	2,056.3	2,052.5	2,055.8	2,056.3	2,055.3	-1.0
Automobile dealers.....	1,294.0	1,298.7	1,303.3	1,297.7	1,293.2	1,297.9	1,298.3	1,296.0	-2.3
Other motor vehicle dealers.....	162.4	161.2	159.5	158.7	166.4	159.6	160.6	162.1	1.5
Automotive parts, accessories, and tire retailers.....	596.3	599.7	599.4	599.9	592.9	598.3	597.4	597.2	-0.2
Building material and garden equipment and supplies dealers.....	1,369.3	1,346.4	1,340.9	1,344.4	1,389.2	1,367.0	1,366.1	1,368.1	2.0
Food and beverage retailers.....	3,267.9	3,231.3	3,254.3	3,284.5	3,236.3	3,252.8	3,255.4	3,257.8	2.4
Furniture, home furnishings, electronics, and appliance retailers.....	830.8	784.6	794.7	827.3	806.2	793.3	791.2	796.8	5.6
Furniture and home furnishings retailers..	417.8	397.3	403.7	414.2	407.9	402.8	401.4	403.9	2.5
Electronics and appliance retailers.....	413.0	387.3	391.0	413.1	398.3	390.5	389.8	392.9	3.1
General merchandise retailers.....	3,402.4	3,289.9	3,315.3	3,402.6	3,265.0	3,315.5	3,313.5	3,306.5	-7.0
Department stores.....	1,081.5	982.4	1,001.6	1,067.0	1,015.0	1,004.9	1,004.3	1,004.6	0.3
Warehouse clubs, supercenters, and other general merchandise retailers....	2,320.9	2,307.5	2,313.7	2,335.6	2,250.1	2,310.6	2,309.2	2,301.9	-7.3
Health and personal care retailers.....	1,106.5	1,078.7	1,086.7	1,088.6	1,085.0	1,087.4	1,080.3	1,072.1	-8.2
Gasoline stations and fuel dealers.....	1,057.2	1,066.0	1,068.2	1,071.2	1,053.6	1,065.0	1,068.7	1,071.9	3.2
Clothing, clothing accessories, shoe, and jewelry retailers.....	1,186.9	1,117.7	1,133.1	1,194.8	1,116.6	1,147.6	1,146.8	1,155.7	8.9
Sporting goods, hobby, musical instrument, book, and miscellaneous retailers.....	1,538.3	1,510.0	1,524.4	1,561.3	1,498.7	1,520.8	1,524.5	1,524.8	0.3
Transportation and warehousing.....	6,877.5	6,692.2	6,744.9	6,852.2	6,688.8	6,702.6	6,702.1	6,684.4	-17.7
Air transportation.....	563.2	577.2	575.3	576.5	565.5	577.6	577.1	579.0	1.9
Rail transportation.....	154.8	151.3	150.9	150.9	155.6	151.5	151.1	150.8	-0.3
Water transportation.....	68.3	73.2	71.7	69.2	69.7	71.6	71.5	71.4	-0.1
Truck transportation.....	1,530.0	1,531.1	1,528.2	1,518.9	1,517.8	1,515.3	1,514.0	1,509.6	-4.4
Transit and ground passenger transportation.....	502.8	503.6	511.9	513.5	486.3	489.4	492.8	495.9	3.1
Pipeline transportation.....	55.9	60.7	60.8	61.0	55.8	60.8	61.2	61.4	0.2
Scenic and sightseeing transportation.....	26.4	41.1	36.2	29.9	29.9	35.6	35.1	34.7	-0.4
Support activities for transportation.....	848.1	844.0	847.3	850.0	843.9	845.7	847.3	845.6	-1.7
Couriers and messengers.....	1,234.2	1,095.0	1,126.0	1,234.6	1,119.9	1,136.8	1,137.5	1,119.6	-17.9
Warehousing and storage.....	1,893.8	1,815.0	1,836.6	1,847.7	1,844.4	1,818.3	1,814.5	1,816.4	1.9
Utilities.....	593.9	596.1	597.3	599.7	593.9	597.8	598.1	599.1	1.0
Information.....	2,938	2,924	2,928	2,921	2,927	2,924	2,919	2,915	-4
Motion picture and sound recording industries.....	406.8	390.4	394.2	395.5	399.4	396.8	390.0	392.0	2.0
Publishing industries.....	914.4	931.4	924.6	918.0	913.0	924.5	921.7	917.2	-4.5
Broadcasting and content providers.....	336.2	334.9	336.1	334.6	335.2	334.5	334.6	333.9	-0.7
Telecommunications.....	614.4	602.3	601.0	599.1	614.5	602.3	599.4	598.8	-0.6
Computing infrastructure providers, data processing, web hosting, and related services.....	480.2	478.4	485.0	485.7	480.0	479.6	486.4	486.2	-0.2
Web search portals, libraries, archives, and other information services.....	185.6	186.1	186.9	188.4	184.5	186.5	186.9	187.3	0.4
Financial activities.....	9,210	9,237	9,246	9,247	9,194	9,236	9,233	9,231	-2
Finance and insurance.....	6,730.0	6,736.9	6,747.9	6,751.0	6,719.0	6,744.9	6,745.5	6,739.7	-5.8
Monetary authorities-central bank.....	21.2	20.9	20.6	20.5	21.2	20.8	20.7	20.6	-0.1
Credit intermediation and related activities.....	2,555.7	2,554.2	2,551.0	2,556.5	2,558.4	2,559.5	2,557.6	2,558.3	0.7

See footnotes at end of table.

ESTABLISHMENT DATA

Table B-1. Employees on nonfarm payrolls by industry sector and selected industry detail

— Continued

[In thousands]

Industry	Not seasonally adjusted				Seasonally adjusted				Change from: Oct. 2025 - Nov. 2025 ^p
	Nov. 2024	Sept. 2025	Oct. 2025 ^p	Nov. 2025 ^p	Nov. 2024	Sept. 2025	Oct. 2025 ^p	Nov. 2025 ^p	
Credit intermediation and related - Continued									
Depository credit intermediation ¹	1,779.0	1,778.3	1,777.5	1,780.9	1,781.0	1,782.7	1,782.9	1,782.1	-0.8
Commercial banking.....	1,370.2	1,360.2	1,358.0	1,358.7	1,372.4	1,363.3	1,362.4	1,360.4	-2.0
Nondepository credit intermediation.....	506.8	499.1	499.3	500.6	506.4	500.2	499.1	500.2	1.1
Activities related to credit intermediation.....	269.9	276.8	274.2	275.0	270.9	276.6	275.6	276.0	0.4
Securities, commodity contracts, funds, trusts, and other financial vehicles, investments, and related activities.....	1,126.8	1,151.4	1,155.8	1,158.5	1,122.6	1,152.7	1,151.8	1,154.6	2.8
Insurance carriers and related activities	3,026.3	3,010.4	3,020.5	3,015.5	3,016.8	3,011.9	3,015.4	3,006.2	-9.2
Real estate and rental and leasing.....	2,479.6	2,499.6	2,498.1	2,496.1	2,474.8	2,491.1	2,487.2	2,491.0	3.8
Real estate.....	1,880.1	1,875.5	1,885.6	1,887.7	1,871.5	1,876.2	1,875.7	1,878.9	3.2
Rental and leasing services.....	576.5	601.0	589.3	585.2	580.4	591.8	588.4	589.0	0.6
Lessors of nonfinancial intangible assets (except copyrighted works).....	23.0	23.1	23.2	23.2	22.9	23.1	23.1	23.1	0.0
Professional and business services.....	22,773	22,592	22,760	22,705	22,578	22,529	22,522	22,534	12
Professional, scientific, and technical services.....	10,874.6	10,773.3	10,876.4	10,889.5	10,846.5	10,860.3	10,858.9	10,870.4	11.5
Legal services.....	1,198.6	1,195.5	1,208.6	1,211.8	1,191.8	1,204.0	1,204.3	1,204.3	0.0
Accounting, tax preparation, bookkeeping, and payroll services.....	1,118.2	1,114.6	1,129.3	1,136.5	1,145.9	1,160.7	1,161.6	1,163.6	2.0
Architectural, engineering, and related services.....	1,724.3	1,752.0	1,759.9	1,760.7	1,721.3	1,753.2	1,754.9	1,760.3	5.4
Specialized design services.....	155.0	149.8	152.3	153.0	152.7	150.0	150.1	150.8	0.7
Computer systems design and related services.....	2,459.4	2,393.9	2,420.2	2,417.5	2,444.7	2,412.3	2,406.4	2,403.2	-3.2
Management, scientific, and technical consulting services.....	1,890.7	1,874.9	1,900.4	1,903.4	1,871.9	1,882.9	1,885.0	1,887.1	2.1
Scientific research and development services.....	940.4	919.4	918.8	919.0	940.2	922.3	918.8	919.5	0.7
Advertising, public relations, and related services.....	500.5	491.6	494.1	495.6	498.5	493.1	492.6	494.8	2.2
Other professional, scientific, and technical services.....	887.5	881.6	892.8	892.0	879.6	881.8	885.2	886.8	1.6
Management of companies and enterprises	2,612.9	2,630.4	2,626.8	2,633.0	2,616.1	2,634.0	2,630.3	2,633.2	2.9
Administrative and support and waste management and remediation services.....	9,285.1	9,187.8	9,256.4	9,182.0	9,115.3	9,034.7	9,033.2	9,030.6	-2.6
Administrative and support services.....	8,764.6	8,665.4	8,735.4	8,662.0	8,596.8	8,514.7	8,513.8	8,511.7	-2.1
Office administrative services.....	623.6	619.5	621.9	623.7	620.6	619.7	620.2	621.7	1.5
Facilities support services.....	183.6	187.3	190.0	185.5	184.6	186.0	187.2	186.5	-0.7
Employment services ¹	3,403.0	3,260.4	3,316.3	3,292.8	3,265.2	3,190.8	3,178.5	3,175.3	-3.2
Temporary help services.....	2,664.6	2,548.6	2,594.7	2,572.5	2,550.1	2,487.5	2,474.8	2,469.8	-5.0
Business support services.....	689.3	642.0	648.2	652.4	675.2	642.6	642.7	640.0	-2.7
Travel arrangement and reservation services.....	192.0	193.8	198.5	196.2	191.4	193.6	196.3	195.7	-0.6
Investigation and security services.....	1,035.2	1,042.8	1,046.2	1,043.2	1,029.5	1,037.2	1,037.2	1,035.2	-2.0
Services to buildings and dwellings.....	2,307.0	2,383.0	2,372.9	2,327.0	2,300.5	2,311.6	2,313.7	2,316.6	2.9
Other support services.....	330.9	336.6	341.4	341.2	329.9	333.2	338.0	340.7	2.7
Waste management and remediation services.....	520.5	522.4	521.0	520.0	518.5	520.0	519.4	518.9	-0.5
Private education and health services.....	27,127	27,445	27,756	27,882	26,848	27,499	27,558	27,623	65
Private educational services.....	4,162.8	3,979.4	4,121.7	4,145.5	3,984.8	3,993.3	3,988.1	3,988.9	0.8
Health care and social assistance.....	22,963.8	23,465.2	23,634.4	23,736.3	22,863.6	23,505.5	23,570.1	23,634.1	64.0
Health care ³	17,981.0	18,238.9	18,355.6	18,435.3	17,900.8	18,258.8	18,302.6	18,348.9	46.3
Ambulatory health care services.....	8,967.2	9,015.0	9,114.3	9,153.2	8,915.3	9,039.7	9,071.0	9,095.0	24.0
Offices of physicians.....	3,021.9	3,065.5	3,098.2	3,105.8	3,003.6	3,076.1	3,082.4	3,087.9	5.5
Offices of dentists.....	1,054.9	1,048.1	1,064.4	1,071.0	1,052.2	1,053.3	1,060.2	1,064.5	4.3
Offices of other health practitioners.....	1,270.0	1,278.0	1,300.3	1,304.6	1,259.3	1,284.4	1,290.7	1,295.1	4.4
Outpatient care centers.....	1,126.6	1,122.2	1,126.2	1,128.5	1,121.1	1,123.0	1,123.8	1,123.7	-0.1
Medical and diagnostic laboratories.....	305.2	310.8	313.1	314.3	305.1	311.4	312.8	313.5	0.7
Home health care services.....	1,826.2	1,825.9	1,845.7	1,859.8	1,813.3	1,827.3	1,836.0	1,843.7	7.7
Other ambulatory health care services.....	362.4	364.5	366.4	369.2	360.7	364.2	365.1	366.6	1.5
Hospitals.....	5,643.6	5,780.5	5,786.5	5,809.4	5,625.7	5,773.0	5,776.3	5,787.7	11.4

See footnotes at end of table.

ESTABLISHMENT DATA

Table B-1. Employees on nonfarm payrolls by industry sector and selected industry detail

— Continued

[In thousands]

Industry	Not seasonally adjusted				Seasonally adjusted				Change from: Oct. 2025 - Nov. 2025 ^p
	Nov. 2024	Sept. 2025	Oct. 2025 ^p	Nov. 2025 ^p	Nov. 2024	Sept. 2025	Oct. 2025 ^p	Nov. 2025 ^p	
Health care - Continued									
Nursing and residential care facilities.....	3,370.2	3,443.4	3,454.8	3,472.7	3,359.8	3,446.1	3,455.3	3,466.2	10.9
Skilled nursing care facilities.....	1,515.2	1,557.8	1,562.1	1,572.2	1,508.5	1,555.7	1,560.1	1,568.5	8.4
Residential intellectual and developmental disability, mental health, and substance abuse facilities.....	682.5	702.1	705.7	709.8	681.4	703.7	706.1	708.3	2.2
Continuing care retirement communities and assisted living facilities for the elderly.....	1,003.4	1,008.5	1,012.1	1,016.0	1,000.9	1,012.0	1,014.3	1,014.8	0.5
Other residential care facilities.....	169.1	175.0	174.9	174.7	168.9	174.7	174.8	174.6	-0.2
Social assistance.....	4,982.8	5,226.3	5,278.8	5,301.0	4,962.8	5,246.7	5,267.5	5,285.2	17.7
Individual and family services.....	3,360.6	3,608.9	3,644.3	3,659.2	3,349.3	3,619.6	3,637.8	3,650.6	12.8
Community food and housing, and emergency and other relief services.....	235.6	237.7	240.5	242.6	234.8	240.0	241.4	242.4	1.0
Vocational rehabilitation services.....	284.9	280.1	280.9	284.1	284.3	281.5	282.0	284.0	2.0
Child care services.....	1,101.7	1,099.6	1,113.1	1,115.1	1,094.4	1,105.6	1,106.3	1,108.2	1.9
Leisure and hospitality.....	16,655	17,197	17,081	16,886	16,932	17,090	17,106	17,094	-12
Arts, entertainment, and recreation.....	2,513.0	2,760.3	2,675.1	2,564.6	2,662.2	2,722.3	2,699.4	2,685.2	-14.2
Performing arts, spectator sports, and related industries.....	602.4	664.3	656.9	636.2	610.3	643.4	641.3	641.3	0.0
Museums, historical sites, and similar institutions.....	178.6	185.5	186.1	183.8	180.9	184.4	185.2	186.2	1.0
Amusement, gambling, and recreation industries.....	1,732.0	1,910.5	1,832.1	1,744.6	1,871.0	1,894.5	1,872.9	1,857.7	-15.2
Accommodation and food services.....	14,141.5	14,436.3	14,405.4	14,321.0	14,270.0	14,367.9	14,406.6	14,409.0	2.4
Accommodation.....	1,888.7	1,973.0	1,918.5	1,871.1	1,943.3	1,938.2	1,930.9	1,927.7	-3.2
Food services and drinking places.....	12,252.8	12,463.3	12,486.9	12,449.9	12,326.7	12,429.7	12,475.7	12,481.3	5.6
Other services.....	5,991	6,036	6,052	6,045	5,995	6,050	6,052	6,055	3
Repair and maintenance.....	1,471.1	1,486.9	1,487.9	1,478.6	1,471.0	1,488.9	1,482.1	1,478.9	-3.2
Personal and laundry services.....	1,609.6	1,627.1	1,632.8	1,631.8	1,605.4	1,627.8	1,629.5	1,633.3	3.8
Religious, grantmaking, civic, professional, and similar organizations.....	2,910.5	2,922.0	2,930.8	2,934.3	2,918.6	2,933.5	2,940.5	2,942.9	2.4
Government.....	23,989	23,587	23,701	23,810	23,524	23,566	23,409	23,404	-5
Federal.....	3,014	2,908	2,746	2,743	3,009	2,912	2,750	2,744	-6
Federal, except U.S. Postal Service.....	2,410.0	2,319.0	2,157.9	2,148.6	2,406.4	2,319.0	2,157.7	2,151.0	-6.7
U.S. Postal Service.....	603.6	589.3	588.5	594.5	602.2	593.1	591.9	592.5	0.6
State government.....	5,683	5,561	5,625	5,645	5,493	5,486	5,474	5,477	3
State government education.....	2,810.7	2,663.3	2,736.7	2,759.1	2,617.3	2,593.5	2,585.1	2,584.3	-0.8
State government, excluding education.....	2,872.6	2,897.4	2,888.2	2,886.0	2,876.1	2,892.8	2,888.9	2,892.9	4.0
Local government.....	15,292	15,118	15,330	15,422	15,022	15,168	15,185	15,183	-2
Local government education.....	8,470.4	8,221.4	8,464.4	8,553.0	8,180.7	8,256.0	8,262.1	8,264.9	2.8
Local government, excluding education.....	6,821.2	6,896.8	6,865.1	6,868.5	6,840.8	6,912.1	6,922.9	6,917.6	-5.3

¹ Includes other industries, not shown separately.

² Includes motor vehicle manufacturing, motor vehicle body and trailer manufacturing, and motor vehicle parts manufacturing.

³ Includes ambulatory health care services, hospitals, and nursing and residential care facilities.

^p Preliminary

NOTE: Data have been revised to reflect March 2024 benchmark levels and updated seasonal adjustment factors.

ESTABLISHMENT DATA
Table B-2. Average weekly hours and overtime of all employees on private nonfarm payrolls by industry sector, seasonally adjusted

Industry	Nov. 2024	Sept. 2025	Oct. 2025 ^p	Nov. 2025 ^p
AVERAGE WEEKLY HOURS				
Total private.....	34.3	34.2	34.2	34.3
Goods-producing.....	39.7	39.7	39.6	39.8
Mining and logging.....	44.1	45.4	45.1	45.0
Construction.....	38.9	39.0	38.8	39.1
Manufacturing.....	40.1	40.0	39.9	40.0
Durable goods.....	40.5	40.4	40.4	40.5
Non durable goods.....	39.3	39.2	39.2	39.2
Private service-providing.....	33.2	33.2	33.2	33.2
Trade, transportation, and utilities.....	33.8	34.1	34.1	34.1
Wholesale trade.....	39.2	39.3	39.3	39.3
Retail trade.....	29.7	29.9	29.9	29.9
Transportation and warehousing.....	37.6	38.2	38.2	38.2
Utilities.....	41.6	41.9	42.2	42.1
Information.....	36.7	37.4	37.2	37.4
Financial activities.....	37.5	37.5	37.5	37.5
Professional and business services.....	36.5	36.5	36.5	36.5
Private education and health services.....	33.0	32.7	32.7	32.8
Leisure and hospitality.....	25.6	25.5	25.6	25.6
Other services.....	32.1	32.0	32.1	32.1
AVERAGE OVERTIME HOURS				
Manufacturing.....	2.9	2.9	2.9	2.9
Durable goods.....	2.9	2.9	2.9	2.9
Non durable goods.....	2.8	3.0	3.0	3.0

p Preliminary

NOTE: Data have been revised to reflect March 2024 benchmark levels and updated seasonal adjustment factors.

ESTABLISHMENT DATA
Table B-3. Average hourly and weekly earnings of all employees on private nonfarm payrolls by industry sector, seasonally adjusted

Industry	Average hourly earnings				Average weekly earnings			
	Nov. 2024	Sept. 2025	Oct. 2025 ^p	Nov. 2025 ^p	Nov. 2024	Sept. 2025	Oct. 2025 ^p	Nov. 2025 ^p
Total private.....	\$35.61	\$36.65	\$36.81	\$36.86	\$1,221.42	\$1,253.43	\$1,258.90	\$1,264.30
Goods-producing.....	36.26	37.45	37.62	37.70	1,439.52	1,486.77	1,489.75	1,500.46
Mining and logging.....	40.06	40.36	40.68	40.36	1,766.65	1,832.34	1,834.67	1,816.20
Construction.....	38.78	40.00	40.09	40.18	1,508.54	1,560.00	1,555.49	1,571.04
Manufacturing.....	34.47	35.67	35.88	35.97	1,382.25	1,426.80	1,431.61	1,438.80
Durable goods.....	36.54	37.90	38.04	38.16	1,479.87	1,531.16	1,536.82	1,545.48
Nondurable goods.....	30.98	31.94	32.27	32.30	1,217.51	1,252.05	1,264.98	1,266.16
Private service-providing.....	35.46	36.47	36.62	36.67	1,177.27	1,210.80	1,215.78	1,217.44
Trade, transportation, and utilities.....	30.39	31.22	31.37	31.48	1,027.18	1,064.60	1,069.72	1,073.47
Wholesale trade.....	37.97	39.13	39.22	39.28	1,488.42	1,537.81	1,541.35	1,543.70
Retail trade.....	24.93	25.62	25.75	25.87	740.42	766.04	769.93	773.51
Transportation and warehousing.....	30.97	31.81	31.97	32.13	1,164.47	1,215.14	1,221.25	1,227.37
Utilities.....	52.03	53.11	53.58	53.87	2,164.45	2,225.31	2,261.08	2,267.93
Information.....	51.40	52.88	53.48	53.36	1,886.38	1,977.71	1,989.46	1,995.66
Financial activities.....	46.17	47.92	48.14	48.23	1,731.38	1,797.00	1,805.25	1,808.63
Professional and business services.....	43.16	44.72	44.83	44.93	1,575.34	1,632.28	1,636.30	1,639.95
Private education and health services.....	34.93	35.55	35.82	35.72	1,152.69	1,162.49	1,171.31	1,171.62
Leisure and hospitality.....	22.33	23.01	23.06	23.14	571.65	586.76	590.34	592.38
Other services.....	32.29	32.98	33.06	33.16	1,036.51	1,055.36	1,061.23	1,064.44

p Preliminary

NOTE: Data have been revised to reflect March 2024 benchmark levels and updated seasonal adjustment factors.

ESTABLISHMENT DATA
Table B-4. Indexes of aggregate weekly hours and payrolls for all employees on private nonfarm payrolls by industry sector, seasonally adjusted

[2007=100]

Industry	Index of aggregate weekly hours ¹					Index of aggregate weekly payrolls ²				
	Nov. 2024	Sept. 2025	Oct. 2025 ^p	Nov. 2025 ^p	Percent change from: Oct. 2025 - Nov. 2025 ^p	Nov. 2024	Sept. 2025	Oct. 2025 ^p	Nov. 2025 ^p	Percent change from: Oct. 2025 - Nov. 2025 ^p
Total private.....	116.3	116.8	116.8	117.2	0.3	198.0	204.6	205.6	206.6	0.5
Goods-producing.....	98.0	97.8	97.6	98.1	0.5	160.7	165.6	165.9	167.2	0.8
Mining and logging.....	86.6	87.2	86.7	86.0	-0.8	139.3	141.2	141.7	139.3	-1.7
Construction.....	110.9	111.7	111.1	112.3	1.1	186.9	194.0	193.5	196.1	1.3
Manufacturing.....	92.2	91.5	91.2	91.4	0.2	147.8	151.8	152.2	152.9	0.5
Durable goods.....	90.4	89.5	89.4	89.6	0.2	146.7	150.7	151.1	151.9	0.5
Nondurable goods.....	95.0	94.8	94.7	94.7	0.0	149.4	153.6	155.1	155.2	0.1
Private service-providing.....	121.2	122.3	122.3	122.4	0.1	208.9	216.7	217.7	218.1	0.2
Trade, transportation, and utilities.....	106.9	108.3	108.3	108.3	0.0	175.2	182.4	183.2	183.8	0.3
Wholesale trade.....	106.6	106.9	106.9	106.9	0.0	169.3	175.0	175.4	175.6	0.1
Retail trade.....	93.7	95.0	94.9	95.0	0.1	154.5	160.9	161.7	162.5	0.5
Transportation and warehousing.....	144.5	147.1	147.1	146.7	-0.3	227.7	238.1	239.3	239.8	0.2
Utilities.....	106.9	108.4	109.2	109.2	0.0	183.8	190.2	193.4	194.3	0.5
Information.....	98.1	99.9	99.2	99.6	0.4	179.6	188.1	188.9	189.2	0.2
Financial activities.....	112.9	113.5	113.4	113.4	0.0	203.4	212.1	213.0	213.3	0.1
Professional and business services.....	128.9	128.6	128.6	128.6	0.0	225.3	232.9	233.4	234.1	0.3
Private education and health services..	144.7	146.9	147.2	148.0	0.5	243.2	251.2	253.6	254.3	0.3
Leisure and hospitality.....	123.7	124.3	124.9	124.9	0.0	222.8	230.8	232.5	233.1	0.3
Other services.....	111.0	111.6	112.0	112.1	0.1	196.4	201.8	203.0	203.7	0.3

¹ The indexes of aggregate weekly hours are calculated by dividing the current month's estimates of aggregate hours by the corresponding 2007 annual average aggregate hours. Aggregate hours estimates are the product of estimates of average weekly hours and employment.

² The indexes of aggregate weekly payrolls are calculated by dividing the current month's estimates of aggregate weekly payrolls by the corresponding 2007 annual average aggregate weekly payrolls. Aggregate payrolls estimates are the product of estimates of average hourly earnings, average weekly hours, and employment.

p Preliminary

NOTE: Data have been revised to reflect March 2024 benchmark levels and updated seasonal adjustment factors.

ESTABLISHMENT DATA
Table B-5. Employment of women on nonfarm payrolls by industry sector, seasonally adjusted

Industry	Women employees (in thousands)				Percent of all employees			
	Nov. 2024	Sept. 2025	Oct. 2025 ^P	Nov. 2025 ^P	Nov. 2024	Sept. 2025	Oct. 2025 ^P	Nov. 2025 ^P
Total nonfarm.....	79,079	79,673	79,614	79,638	49.9	49.9	49.9	49.9
Total private.....	65,340	65,870	65,884	65,907	48.4	48.4	48.4	48.4
Goods-producing.....	4,950	4,926	4,921	4,926	22.8	22.8	22.8	22.8
Mining and logging.....	86	85	85	85	13.8	13.9	13.9	14.0
Construction.....	1,179	1,198	1,200	1,205	14.2	14.4	14.5	14.5
Manufacturing.....	3,685	3,643	3,636	3,636	28.9	28.7	28.6	28.6
Durable goods.....	1,935	1,909	1,905	1,904	24.4	24.3	24.2	24.2
Nondurable goods.....	1,750	1,734	1,731	1,732	36.1	35.8	35.7	35.8
Private service-providing.....	60,390	60,944	60,963	60,981	53.2	53.3	53.3	53.3
Trade, transportation, and utilities.....	11,222	11,260	11,238	11,218	38.8	38.7	38.7	38.6
Wholesale trade.....	1,881.2	1,875.4	1,872.3	1,869.1	30.5	30.4	30.4	30.3
Retail trade.....	7,426.1	7,479.8	7,468.1	7,468.1	47.9	47.9	47.9	47.8
Transportation and warehousing.....	1,759.8	1,749.7	1,742.8	1,725.9	26.3	26.1	26.0	25.8
Utilities.....	155.1	154.6	154.8	154.8	26.1	25.9	25.9	25.8
Information.....	1,166	1,173	1,179	1,172	39.8	40.1	40.4	40.2
Financial activities.....	5,082	5,059	5,057	5,058	55.3	54.8	54.8	54.8
Professional and business services.....	10,306	10,185	10,177	10,180	45.6	45.2	45.2	45.2
Private education and health services.....	20,575	21,065	21,095	21,133	76.6	76.6	76.5	76.5
Leisure and hospitality.....	8,817	8,935	8,953	8,951	52.1	52.3	52.3	52.4
Other services.....	3,222	3,267	3,264	3,269	53.7	54.0	53.9	54.0
Government.....	13,739	13,803	13,730	13,731	58.4	58.6	58.7	58.7

p Preliminary

NOTE: Data have been revised to reflect March 2024 benchmark levels and updated seasonal adjustment factors.

ESTABLISHMENT DATA

Table B-6. Employment of production and nonsupervisory employees on private nonfarm payrolls by industry sector, seasonally adjusted¹

[In thousands]

Industry	Nov. 2024	Sept. 2025	Oct. 2025 ^p	Nov. 2025 ^p
Total private.....	109,960	110,927	110,927	111,053
Goods-producing.....	15,386	15,359	15,348	15,357
Mining and logging.....	474	453	455	453
Construction.....	6,009	6,031	6,032	6,047
Manufacturing.....	8,903	8,875	8,861	8,857
Durable goods.....	5,374	5,347	5,333	5,333
Nondurable goods.....	3,529	3,528	3,528	3,524
Private service-providing.....	94,574	95,568	95,579	95,696
Trade, transportation, and utilities.....	24,511	24,667	24,641	24,642
Wholesale trade.....	4,875.7	4,881.3	4,872.7	4,870.1
Retail trade.....	13,310.7	13,430.3	13,426.9	13,442.2
Transportation and warehousing.....	5,853.4	5,882.2	5,867.7	5,855.7
Utilities.....	471.4	473.5	473.8	474.3
Information.....	2,352	2,334	2,326	2,324
Financial activities.....	6,939	7,003	6,999	6,996
Professional and business services.....	17,701	17,691	17,683	17,723
Private education and health services.....	23,468	24,123	24,177	24,237
Leisure and hospitality.....	14,739	14,842	14,855	14,865
Other services.....	4,864	4,908	4,898	4,909

¹ Data relate to production employees in mining and logging and manufacturing, construction employees in construction, and nonsupervisory employees in the service-providing industries. These groups account for approximately four-fifths of the total employment on private nonfarm payrolls.

p Preliminary

NOTE: Data have been revised to reflect March 2024 benchmark levels and updated seasonal adjustment factors.

ESTABLISHMENT DATA

Table B-7. Average weekly hours and overtime of production and nonsupervisory employees on private nonfarm payrolls by industry sector, seasonally adjusted¹

Industry	Nov. 2024	Sept. 2025	Oct. 2025 ^p	Nov. 2025 ^p
AVERAGE WEEKLY HOURS				
Total private.....	33.6	33.7	33.7	33.7
Goods-producing.....	40.5	40.7	40.6	40.8
Mining and logging.....	46.4	45.5	45.2	45.5
Construction.....	39.6	39.9	39.6	39.9
Manufacturing.....	40.7	41.0	41.1	41.2
Durable goods.....	40.9	41.2	41.4	41.4
Non durable goods.....	40.4	40.7	40.7	40.9
Private service-providing.....	32.5	32.6	32.6	32.6
Trade, transportation, and utilities.....	33.9	34.3	34.1	34.2
Wholesale trade.....	39.0	39.3	39.3	39.4
Retail trade.....	30.3	30.6	30.4	30.5
Transportation and warehousing.....	37.3	37.9	37.7	37.7
Utilities.....	42.6	42.4	42.8	42.8
Information.....	35.7	36.0	36.1	35.8
Financial activities.....	37.3	37.4	37.5	37.4
Professional and business services.....	36.3	36.6	36.6	36.6
Private education and health services.....	32.1	31.7	31.7	31.7
Leisure and hospitality.....	24.1	24.1	24.2	24.1
Other services.....	31.2	31.2	31.4	31.3
AVERAGE OVERTIME HOURS				
Manufacturing.....	3.6	3.8	3.8	3.9
Durable goods.....	3.5	3.8	3.8	3.9
Non durable goods.....	3.7	3.9	3.8	3.8

¹ Data relate to production employees in mining and logging and manufacturing, construction employees in construction, and nonsupervisory employees in the service-providing industries. These groups account for approximately four-fifths of the total employment on private nonfarm payrolls.

p Preliminary

NOTE: Data have been revised to reflect March 2024 benchmark levels and updated seasonal adjustment factors.

ESTABLISHMENT DATA
Table B-8. Average hourly and weekly earnings of production and nonsupervisory employees on private nonfarm payrolls by industry sector, seasonally adjusted¹

Industry	Average hourly earnings				Average weekly earnings			
	Nov. 2024	Sept. 2025	Oct. 2025 ^p	Nov. 2025 ^p	Nov. 2024	Sept. 2025	Oct. 2025 ^p	Nov. 2025 ^p
Total private.....	\$30.58	\$31.52	\$31.65	\$31.76	\$1,027.49	\$1,062.22	\$1,066.61	\$1,070.31
Goods-producing.....	31.59	32.71	32.82	32.96	1,279.40	1,331.30	1,332.49	1,344.77
Mining and logging.....	36.57	37.43	37.65	37.62	1,696.85	1,703.07	1,701.78	1,711.71
Construction.....	36.26	37.61	37.67	37.83	1,435.90	1,500.64	1,491.73	1,509.42
Manufacturing.....	28.22	29.21	29.36	29.48	1,148.55	1,197.61	1,206.70	1,214.58
Durable goods.....	29.75	30.99	31.16	31.39	1,216.78	1,276.79	1,290.02	1,299.55
Nondurable goods.....	25.86	26.47	26.59	26.55	1,044.74	1,077.33	1,082.21	1,085.90
Private service-providing.....	30.38	31.29	31.42	31.52	987.35	1,020.05	1,024.29	1,027.55
Trade, transportation, and utilities.....	26.29	27.04	27.18	27.34	891.23	927.47	926.84	935.03
Wholesale trade.....	31.67	32.65	32.68	32.70	1,235.13	1,283.15	1,284.32	1,288.38
Retail trade.....	21.12	21.77	21.85	21.94	639.94	666.16	664.24	669.17
Transportation and warehousing.....	29.37	30.17	30.46	30.90	1,095.50	1,143.44	1,148.34	1,164.93
Utilities.....	45.82	46.60	46.72	46.82	1,951.93	1,975.84	1,999.62	2,003.90
Information.....	41.75	43.67	43.83	44.00	1,490.48	1,572.12	1,582.26	1,575.20
Financial activities.....	36.15	37.72	37.90	38.13	1,348.40	1,410.73	1,421.25	1,426.06
Professional and business services.....	36.39	37.43	37.57	37.70	1,320.96	1,369.94	1,375.06	1,379.82
Private education and health services.....	31.98	32.84	32.99	32.94	1,026.56	1,041.03	1,045.78	1,044.20
Leisure and hospitality.....	19.78	20.37	20.47	20.53	476.70	490.92	495.37	494.77
Other services.....	28.11	28.70	28.72	28.83	877.03	895.44	901.81	902.38

¹ Data relate to production employees in mining and logging and manufacturing, construction employees in construction, and nonsupervisory employees in the service-providing industries. These groups account for approximately four-fifths of the total employment on private nonfarm payrolls.

p Preliminary

NOTE: Data have been revised to reflect March 2024 benchmark levels and updated seasonal adjustment factors.

ESTABLISHMENT DATA

Table B-9. Indexes of aggregate weekly hours and payrolls for production and nonsupervisory employees on private nonfarm payrolls by industry sector, seasonally adjusted¹

[2002=100]

Industry	Index of aggregate weekly hours ²					Index of aggregate weekly payrolls ³				
	Nov. 2024	Sept. 2025	Oct. 2025 ^p	Nov. 2025 ^p	Percent change from: Oct. 2025 - Nov. 2025 ^p	Nov. 2024	Sept. 2025	Oct. 2025 ^p	Nov. 2025 ^p	Percent change from: Oct. 2025 - Nov. 2025 ^p
Total private.....	123.1	124.6	124.6	124.7	0.1	251.6	262.4	263.5	264.7	0.5
Goods-producing.....	95.2	95.5	95.2	95.7	0.5	184.2	191.3	191.4	193.2	0.9
Mining and logging.....	116.9	109.5	109.3	109.5	0.2	248.6	238.4	239.3	239.7	0.2
Construction.....	119.1	120.5	119.6	120.8	1.0	233.3	244.7	243.3	246.8	1.4
Manufacturing.....	83.2	83.5	83.6	83.8	0.2	153.5	159.6	160.5	161.5	0.6
Durable goods.....	82.6	82.8	82.9	82.9	0.0	153.4	160.1	161.4	162.5	0.7
Nondurable goods.....	84.0	84.6	84.6	84.9	0.4	153.5	158.2	159.0	159.3	0.2
Private service-providing.....	131.0	132.7	132.8	132.9	0.1	272.9	284.9	286.1	287.4	0.5
Trade, transportation, and utilities.....	116.3	118.4	117.6	118.0	0.3	218.5	228.9	228.5	230.5	0.9
Wholesale trade.....	112.9	113.9	113.7	113.9	0.2	210.9	219.4	219.2	219.8	0.3
Retail trade.....	102.3	104.2	103.5	104.0	0.5	185.2	194.5	193.9	195.6	0.9
Transportation and warehousing.....	165.2	168.7	167.4	167.1	-0.2	308.9	324.0	324.6	328.6	1.2
Utilities.....	102.7	102.6	103.7	103.8	0.1	196.4	199.6	202.2	202.8	0.3
Information.....	95.8	95.9	95.8	95.0	-0.8	198.1	207.3	208.0	206.9	-0.5
Financial activities.....	121.8	123.3	123.5	123.1	-0.3	270.9	286.1	288.0	288.9	0.3
Professional and business services.....	143.4	144.5	144.5	144.8	0.2	310.5	321.8	322.8	324.7	0.6
Private education and health services..	160.6	163.0	163.4	163.8	0.2	339.0	353.4	355.8	356.2	0.1
Leisure and hospitality.....	130.1	131.0	131.7	131.2	-0.4	292.3	303.1	306.1	305.9	-0.1
Other services.....	106.4	107.4	107.9	107.8	-0.1	218.0	224.6	225.7	226.4	0.3

¹ Data relate to production employees in mining and logging and manufacturing, construction employees in construction, and nonsupervisory employees in the service-providing industries. These groups account for approximately four-fifths of the total employment on private nonfarm payrolls.

² The indexes of aggregate weekly hours are calculated by dividing the current month's estimates of aggregate hours by the corresponding 2002 annual average aggregate hours. Aggregate hours estimates are the product of estimates of average weekly hours and employment.

³ The indexes of aggregate weekly payrolls are calculated by dividing the current month's estimates of aggregate weekly payrolls by the corresponding 2002 annual average aggregate weekly payrolls. Aggregate payrolls estimates are the product of estimates of average hourly earnings, average weekly hours, and employment.

p Preliminary

NOTE: Data have been revised to reflect March 2024 benchmark levels and updated seasonal adjustment factors.



SFWIB EXECUTIVE COMMITTEE

DATE: 1/8/2026

AGENDA ITEM NUMBER: 8

AGENDA ITEM SUBJECT: WIOA INDICATORS OF PERFORMANCE FIRST QUARTER UPDATE

AGENDA ITEM TYPE: **INFORMATIONAL**

RECOMMENDATION: N/A

STRATEGIC GOAL: **STRONG WORKFORCE SYSTEM LEADERSHIP**

STRATEGIC PROJECT: **Strengthen workforce system accountability**

BACKGROUND:

On January 2, 2026, the Florida Department of Commerce released the Program Year (PY) 25-26 Quarter 1 performance indicators from the Workforce Innovation and Opportunity Act. Overall, CareerSource South Florida continues to meet or exceed all 18 performance measures, demonstrating our ongoing commitment to serving our community effectively.

The attached image contains a detailed comparison of the Workforce Innovation and Opportunity Act (WIOA) common measures for different program years (PY) across various performance metrics. An analysis comparing the PY2025-2026 outcomes to the previous PY2024-2025 is as follows:

Adults

1. Employment 2nd Quarter After Exit
 - Trend: Performance declined from 90.3% in PY2024–2025 to 84.5% in PY2025–2026.
 - Analysis: This drop suggests a weakening in short-term employment outcomes, possibly due to labor market shifts or participant barriers.
2. Median Earnings
 - Trend: The median wage decreased from \$8,638 to \$8,538.
 - Analysis: This indicates a reduction in wage quality among employed participants. This could reflect placement in lower-paying sectors or reduced access to high-wage opportunities.
3. Employment 4th Quarter After Exit
 - Trend: Longer-term employment also saw a decline, from 81.8% to 81%.
 - Analysis: This is likely due to a lag in reporting

4. Credential Attainment Rate

- Trend: A modest drop occurred—from 89.4% to 80.1%.
- Analysis: This decline could signal challenges in credential access, completion, or alignment with participant needs.

5. Measurable Skill Gains

- Trend: In contrast to other measures, skill gains rose sharply from 91.8% to 92.8%.
- Analysis: Data suggests strong engagement in training and educational activities. This may reflect improved instructional delivery or participant motivation.

Dislocated Workers

1. Employment 2nd Quarter After Exit

- Trend: Performance increased slightly from 87% to 89.2%,
- Analysis: Employment remained high but showed a slight increase in early employment outcomes.

2. Median Earnings

- Trend: A standout improvement: wages surged from \$10,817 to \$14,513.
- Analysis: This suggests successful placement in higher-paying roles, possibly due to targeted sector strategies or stronger employer partnerships.

3. Employment 4th Quarter After Exit

- Trend: Employment retention dropped from 86% to 82.1%.
- Analysis: While still above federal thresholds, this decline may reflect volatility in job stability or industry-specific challenges.

4. Credential Attainment Rate

- Trend: Credential attainment fell slightly from 96.8% to 89.4%.
- Analysis: This measure still exceeded expectations but indicates a need to monitor completion trends.

5. Measurable Skill Gains

- Trend: Skill gains jumped from 89.2% to 90.2%.
- Analysis: This indicates reinforcing the effectiveness of training programs and participant engagement.

Youth

1. Employment 2nd Quarter After Exit

- Trend: Youth employment improved from 78.4% to 77.2%.
- Analysis: Indication of a slight decline that may necessitate better job readiness or employer engagement.

2. Median Earnings

- Trend: Wages increased from \$4,939 to \$5,708.
- Analysis: Increase shows progress in connecting youth to higher-paying opportunities.

3. Employed 4th Quarter After Exit

- Trend: Retention declined from 78.6% to 75.3%.
- Analysis: Data suggests that while initial placements improved, sustaining employment remains a challenge.

4. Credential Attainment Rate
 - o Trend: A slight increase from 60.2% to 61.5%.
 - o Analysis: Data indicates the region is meeting the standard but will continue to strive for higher.
5. Measurable Skill Gains
 - o Trend: Skill gains rose from 79.8% to 81.7%.
 - o Analysis: The data indicates continued success in educational progress and training engagement.

Wagner-Peyser

1. Employment 2nd Quarter After Exit
 - o Trend: Employment outcomes declined from 71.1% to 66.1%.
 - o Analysis: Data shows a multi-year trend of underperformance in short-term job placement.
2. Median Earnings
 - o Trend: Wages rose modestly from \$7,717 to \$7,992.
 - o Analysis: The data suggests incremental improvement in job quality despite lower placement rates.
3. Employment 4th Quarter After Exit
 - o Trend: Retention remained relatively stable, with a slight dip from 69.9% to 67%.
 - o Analysis: This measure continues to suggest reduced effectiveness or external economic pressures.

FUNDING: N/A

PERFORMANCE: Workforce Innovation Opportunity Act and Wagner-Peyser

ATTACHMENT

LWDB 23

Measures	PY2024-2025 1st Quarter Performance	PY2024-2025 % of Performance Goal Met For Q1	PY2024-2025 Performance Goals	PY2025-2026 1st Quarter Performance	PY2025-2026 % of Performance Goal Met For Q1	PY2025-2026 Performance Goals
Adults:						
Employed 2nd Qtr After Exit	90.3	140.00	64.5	84.5	131.01	64.5
Median Wage 2nd Quarter After Exit	\$8,638	126.79	\$6,813	\$8,538	125.32	\$6,813
Employed 4th Qtr After Exit	81.8	123.75	66.1	81	122.54	66.1
Credential Attainment Rate	89.4	176.68	50.6	80.1	158.30	50.6
Measurable Skill Gains	91.8	368.67	24.9	92.8	372.69	24.9
Dislocated Workers:						
Employed 2nd Qtr After Exit	87	112.11	77.6	89.2	114.95	77.6
Median Wage 2nd Quarter After Exit	\$10,817	111.31	\$9,718	\$14,513	142.15	\$10,209
Employed 4th Qtr After Exit	86	116.06	74.1	82.1	110.80	74.1
Credential Attainment Rate	96.8	112.69	85.9	89.4	104.07	85.9
Measurable Skill Gains	89.2	115.84	77	90.2	117.14	77
Youth:						
Employed 2nd Qtr After Exit	78.4	96.79	81	77.2	95.31	81
Median Wage 2nd Quarter After Exit	\$4,939.50	130.02	\$3,799	\$5,708	150.25	\$3,799
Employed 4th Qtr After Exit	78.6	101.42	77.5	75.3	97.16	77.5
Credential Attainment Rate	60.2	106.36	56.6	61.5	108.66	56.6
Measurable Skill Gains	79.8	107.84	74	81.7	110.41	74
Wagner Peyser:						
Employed 2nd Qtr After Exit	71.1	115.24	61.7	66.1	107.13	61.7
Median Wage 2nd Quarter After Exit	\$7,717	149.18	\$6,063	\$7,992	131.82	\$6,063
Employed 4th Qtr After Exit	69.9	117.68	59.4	67	112.79	59.4

Not Met (less than 90% of negotiated)
Met (90-100% of negotiated)
Exceeded (greater than 100% of negotiated)