

NEWS RELEASE

BUREAU OF LABOR STATISTICS
U. S. DEPARTMENT OF LABOR



For release 10:00 a.m. (ET) Wednesday, January 7, 2026

USDL-26-0018

Technical information:

Employment: (202) 691-6559 • sminfo@bls.gov • www.bls.gov/sae

Unemployment: (202) 691-6392 • lausinfo@bls.gov • www.bls.gov/lau

Media contact: (202) 691-5902 • PressOffice@bls.gov

STATE EMPLOYMENT AND UNEMPLOYMENT — NOVEMBER 2025

Unemployment rates were higher in November than a year earlier in 16 states and the District of Columbia, lower in 8 states, and little different in 26 states, the U.S. Bureau of Labor Statistics reported today. October 2025 data from the household survey were not collected due to the lapse in federal appropriations; therefore, the unemployment analysis in this news release includes over-the-year changes only. The national unemployment rate, 4.6 percent, was 0.4 percentage point higher than in November 2024.

In November 2025, nonfarm payroll employment was essentially unchanged in all 50 states and the District of Columbia. Over the year, nonfarm payroll employment increased in 12 states, decreased in the District, and was essentially unchanged in 38 states.

This news release presents statistics from two monthly programs. The civilian labor force and unemployment data are modeled based largely on a survey of households. These data pertain to people by where they reside. The employment data are from an establishment survey that measures nonfarm employment, hours, and earnings by industry. These data pertain to jobs on payrolls defined by where the establishments are located. For more information about the concepts and statistical methodologies used by these two programs, see the Technical Note.

Federal Government Shutdown

Publication of November 2025 data was delayed 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 State Employment and Unemployment news release.

For more information, see the additional notes about the impact of the shutdown on the household survey and the establishment survey at the end of this news release.

Unemployment

South Dakota had the lowest jobless rate in November, 2.1 percent, followed by Hawaii, 2.2 percent. The District of Columbia had the highest unemployment rate, 6.5 percent. The next highest rates were in California and New Jersey, 5.5 percent and 5.4 percent, respectively. In total, 22 states had unemployment rates lower than the U.S. figure of 4.6 percent, 2 states and the District had higher rates, and 26 states had rates that were not appreciably different from that of the nation. (See tables A and 1 and map 1.)

Sixteen states and the District of Columbia had unemployment rate increases from November 2024, the largest of which was in Delaware (+1.3 percentage points). Eight states had over-the-year rate decreases, the largest of which was in Hawaii (-0.8 percentage point). Twenty-six states had jobless rates that were not notably different from those of a year earlier, though some had changes that were at least as large numerically as the significant changes. (See table B.)

Nonfarm Payroll Employment

In November 2025, nonfarm payroll employment was essentially unchanged in all 50 states and the District of Columbia. (See table 3.)

Over the year, nonfarm payroll employment increased in 12 states, decreased in the District of Columbia, and was essentially unchanged in 38 states. The largest job gains occurred in Texas (+146,300) and Pennsylvania (+97,600), followed by New York and North Carolina (+87,900 each). The largest percentage increases occurred in Missouri and South Carolina (+2.0 percent each), followed by North Carolina (+1.7 percent). Employment decreased in the District (-32,800, or -4.2 percent). (See table C and map 2.)

The Metropolitan Area Employment and Unemployment news release for November 2025 is scheduled to be released on Friday, January 16, 2026, at 10:00 a.m. (ET). The State Employment and Unemployment news release for December 2025 is scheduled to be released on Tuesday, January 27, 2026, at 10:00 a.m. (ET).

Household Survey Estimates and the Federal Government Shutdown

There are no household survey estimates for October 2025. Household survey data, which provide the primary inputs to the Local Area Unemployment Statistics (LAUS) program, were not collected for October 2025 due to the lapse in appropriations and were not collected retroactively. Therefore, this news release does not include the typical analysis of over-the-month unemployment rate changes from October to November. 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, with response rates at the state level ranging from 47.2 percent to 82.8 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.

Due to the LAUS program's modeling and smoothing procedures for state estimation, it was not possible to develop standard error measures for testing the statistical significance of the 2-month unemployment rate changes for states, as was done for the U.S. household data analysis in the November Employment Situation news release.

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 2025.

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 final establishment survey estimates for both September and October 2025, and the preliminary estimates for November. The collection periods for October and November estimates were extended.

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 and November 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 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 2025.

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).

Table A. States with unemployment rates significantly different from that of the U.S., November 2025, seasonally adjusted

State	Rate ^p
United States ¹	4.6
Alabama	2.7
California	5.5
District of Columbia	6.5
Georgia	3.5
Hawaii	2.2
Idaho	3.7
Indiana	3.7
Iowa	3.5
Kansas	3.8
Maine	3.2
Mississippi	3.8
Montana	3.3
Nebraska	3.0
New Hampshire	3.0
New Jersey	5.4
North Carolina	3.8
North Dakota	2.6
Oklahoma	3.5
South Dakota	2.1
Tennessee	3.6
Utah	3.6
Vermont	2.6
Virginia	3.5
Wisconsin	3.1
Wyoming	3.4

¹ Data are not preliminary.

^p = preliminary.

Table B. States with statistically significant unemployment rate changes from November 2024 to November 2025, seasonally adjusted

State	Rate		Over-the-year change ^P
	November 2024	November 2025 ^P	
Alabama	3.3	2.7	-0.6
Arizona	3.9	4.3	.4
Arkansas	3.6	4.1	.5
Colorado	4.6	3.9	-.7
Connecticut	3.2	4.0	.8
Delaware	3.6	4.9	1.3
District of Columbia	5.3	6.5	1.2
Florida	3.5	4.2	.7
Hawaii	3.0	2.2	-.8
Illinois	4.9	4.4	-.5
Indiana	4.4	3.7	-.7
Kentucky	5.4	4.7	-.7
Louisiana	4.6	4.3	-.3
Maryland	3.1	4.2	1.1
Massachusetts	4.1	4.7	.6
Minnesota	3.0	4.0	1.0
Missouri	3.6	4.0	.4
Montana	2.9	3.3	.4
Nevada	5.8	5.2	-.6
New Jersey	4.6	5.4	.8
Oregon	4.3	5.2	.9
Pennsylvania	3.7	4.2	.5
South Dakota	1.9	2.1	.2
Utah	3.3	3.6	.3
Virginia	2.9	3.5	.6

^P = preliminary.

Table C. States with statistically significant employment changes from November 2024 to November 2025, seasonally adjusted

State	November 2024	November 2025 ^p	Over-the-year change ^p	
			Level	Percent
Arkansas	1,375,100	1,392,800	17,700	1.3
District of Columbia	772,000	739,200	-32,800	-4.2
Hawaii	643,200	653,600	10,400	1.6
Michigan	4,498,500	4,538,900	40,400	.9
Minnesota	3,029,700	3,069,300	39,600	1.3
Missouri	2,994,600	3,054,300	59,700	2.0
New York	9,908,800	9,996,700	87,900	.9
North Carolina	5,032,000	5,119,900	87,900	1.7
Ohio	5,654,100	5,705,300	51,200	.9
Pennsylvania	6,160,700	6,258,300	97,600	1.6
South Carolina	2,376,400	2,424,800	48,400	2.0
Tennessee	3,382,700	3,417,500	34,800	1.0
Texas	14,174,700	14,321,000	146,300	1.0

^p = preliminary.

Technical Note

This news release presents civilian labor force and unemployment data for states and selected substate areas from the Local Area Unemployment Statistics (LAUS) program (tables 1 and 2). Also presented are nonfarm payroll employment estimates by state and industry supersector from the Current Employment Statistics (CES) program (tables 3 and 4). The LAUS and CES programs are both federal-state cooperative endeavors.

Civilian labor force and unemployment—from the LAUS program

Definitions. The civilian labor force and unemployment data are based on the same concepts and definitions as those used for the official national estimates obtained from the Current Population Survey (CPS), a sample survey of households that is conducted for the Bureau of Labor Statistics (BLS) by the U.S. Census Bureau. The LAUS program measures employed people and unemployed people on a place of-residence basis. The universe for each is the civilian noninstitutional population 16 years of age and older. Employed people are those who did any work at all for pay or profit in the reference week (typically the week including the 12th of the month) or worked 15 hours or more without pay in a family business or farm, plus those not working who had a job from which they were temporarily absent, whether or not paid, for such reasons as bad weather, labor-management dispute, illness, or vacation.

Unemployed people are those who were not employed during the reference week (based on the definition above), had actively looked for a job sometime in the 4-week period ending with the reference week, and were currently available for work; people on layoff expecting recall need not be looking for work to be counted as unemployed. The civilian labor force is the sum of employed and unemployed people. The unemployment rate is the number of unemployed as a percent of the civilian labor force.

Method of estimation. Estimates for 48 states, the District of Columbia, the Los Angeles-Long Beach-Glendale metropolitan division, New York City, and the balances of California and New York State are produced using time-series models. This method, which underwent substantial enhancement at the beginning of 2021, utilizes data from several sources, including the CPS, the CES, and state unemployment insurance (UI) programs. Estimates for the state of California are derived by summing the estimates for the Los Angeles-Long Beach-Glendale metropolitan division and the balance of California. Similarly, estimates for New York State are derived by summing the estimates for New York City and the balance of New York State. Estimates for five additional substate areas (the Cleveland, Detroit-Warren-Dearborn, and Seattle-Tacoma-Bellevue metropolitan areas and the Chicago-Naperville-Schaumburg and Miami-Miami Beach-Kendall metropolitan divisions) and their respective balances of state are produced using a similar model-based approach. The small number of areas and divisions selected for LAUS time-series modeling reflect the delineations per U.S. Office of Management and Budget Bulletin No. 23-01.

Each month, estimates for the nine census divisions first are modeled using inputs from the CPS only and controlled to the national totals. State estimates then are controlled to their respective census division totals. Substate and balance-of-state estimates for the five areas noted above also are controlled to their respective state totals. This tiered process of controlling model-based estimates to the U.S. totals is called real-time benchmarking. Estimates for Puerto Rico are derived from a monthly household survey similar to the CPS. A more detailed description of the estimation procedures is available from BLS upon request.

Annual revisions. Civilian labor force and unemployment data for prior years reflect adjustments made after the end of each year. The adjusted estimates reflect updated population data from the U.S. Census Bureau, any revisions in the other data sources, and model re-estimation. In most years, historical data for the most recent five years are revised near the beginning of each calendar year, prior to the release of January estimates. With the implementation of synthetic intercensal population controls in 2025 to smooth decennial discontinuities, historical data were re-estimated back to the series beginnings in 1976, 1990, or 1994. For more information, see www.bls.gov/lau/geography-and-data-changes-in-2025.htm.

Seasonal adjustment. The LAUS models decompose the estimates of employed and unemployed people into trend, seasonal, and irregular components. The benchmarked signals of employed and unemployed people first are adjusted using an X-11 type of seasonal adjustment filter. The adjusted data then are smoothed using a Reproducing Kernel Hilbert Space (RKHS) filter. The smoothed-seasonally adjusted estimates of employed and unemployed people are summed to derive the civilian labor force, and the unemployment rate then is calculated as the unemployed percent of the civilian labor force. The resulting smoothed-seasonally adjusted unemployment rate estimates are analyzed in this news release and published on the BLS website.

During estimation for the current year, the smoothed-seasonally adjusted estimates for a given month are created using an asymmetric filter that incorporates information from previous observations only. For annual revisions, historical data are smoothed using a two-sided filter.

Employment—from the CES program

Definitions. Employment data refer to people on establishment payrolls who receive pay for any part of the pay period that includes the 12th of the month. People are counted at their place of work rather than at their place of residence; those appearing on more than one payroll are counted on each payroll. Industries are classified on the basis of their principal activity in accordance with the 2022 version of the North American Industry Classification System.

Method of estimation. CES State and Area employment data are produced using several estimation procedures. Where possible, these data are produced using a "weighted link

relative" estimation technique in which a ratio of current month weighted employment to that of the previous-month weighted employment is computed from a sample of establishments reporting for both months. The estimates of employment for the current month are then obtained by multiplying these ratios by the previous month's employment estimates. The weighted link relative technique is utilized for data series where the sample size meets certain statistical criteria. For some employment series, the estimates are produced with a model that uses direct sample estimates (described above) combined with other regressors to compensate for smaller sample sizes.

Annual revisions. Employment estimates are adjusted annually to a complete count of jobs, called benchmarks, derived principally from tax reports that are submitted by employers who are covered under state unemployment insurance (UI) laws. The benchmark information is used to adjust the monthly estimates between the new benchmark and the preceding one and to establish the level of employment for the new benchmark month. Thus, the benchmarking process establishes the level of employment, and the sample is used to measure the month-to-month changes in the level for the subsequent months. Information on recent benchmark revisions is available online at www.bls.gov/web/laus/benchmark.htm.

Seasonal adjustment. Payroll employment data are seasonally adjusted at the statewide expanded supersector level. In some cases, the seasonally adjusted payroll employment total is computed by aggregating the independently adjusted supersector series. In other cases, the seasonally adjusted payroll employment total is independently adjusted. Revisions to historical data for the most recent five years are made once a year, coincident with annual benchmark adjustments.

Payroll employment data are seasonally adjusted concurrently, using all available estimates, including those for the current month, to develop sample-based seasonal factors. Concurrent sample-based factors are created every month for the current month's preliminary estimate as well as the previous month's final estimate.

Caution on aggregating state data. State estimation procedures are designed to produce accurate data for each individual state. BLS independently develops a national employment series; state estimates are not forced to sum to national totals. Each state series is subject to larger relative sampling and nonsampling errors than the national series. Summing state estimates cumulates individual state-level errors and can cause significant distortions at an aggregate level. Due to these statistical limitations, BLS does not compile a "sum-of-states" employment series and cautions users that such a series is subject to a relatively large and volatile error structure.

Reliability of the estimates

The estimates presented in this release are based on sample surveys, administrative data, and modeling and, thus, are subject to sampling and other types of errors. Sampling error is a measure of sampling variability—that is, variation that occurs by chance because a sample rather than the entire population is surveyed. Survey data also are subject to nonsampling errors, such as those which can be introduced into the data collection and processing operations. Estimates not directly derived from sample surveys are subject to additional errors resulting from the specific estimation processes used.

Use of error measures. Changes in state unemployment rates and state nonfarm payroll employment are cited in the analysis of this release only if they have been determined to be statistically significant at the 90-percent confidence level. Furthermore, state unemployment rates for the current month generally are cited only if they have been determined to be significantly different from the U.S. rate at the 90-percent confidence level. The underlying model-based standard error measures for unemployment rates and over-the-month and over-the-year changes in rates are available at www.bls.gov/lau/lastderr.htm. The underlying standard error measures for over-the-month and over-the-year changes in state payroll employment data at the total nonfarm and supersector levels are available at www.bls.gov/web/laus/790stderr.htm. Measures of nonsampling error are not available.

Additional information

Estimates of civilian labor force and unemployment from the LAUS program, as well as nonfarm payroll employment from the CES program, for metropolitan areas and metropolitan divisions are available in the news release *Metropolitan Area Employment and Unemployment*. Estimates of civilian labor force, employed people, unemployed people, and unemployment rates for approximately 7,600 subnational areas are available online at www.bls.gov/lau/. Employment data from the CES program for states and metropolitan areas are available online at www.bls.gov/sae/. If you are deaf, hard of hearing, or have a speech disability, please dial 7-1-1 to access telecommunications relay services.

**LABOR FORCE DATA
SEASONALLY ADJUSTED**

Table 1. Civilian labor force and unemployment by state, seasonally adjusted

State	Civilian labor force				Unemployed							
	Nov. 2024	Sept. 2025	Oct. 2025	Nov. 2025 ^p	Number				Percent of labor force			
					Nov. 2024	Sept. 2025	Oct. 2025	Nov. 2025 ^p	Nov. 2024	Sept. 2025	Oct. 2025	Nov. 2025 ^p
Alabama.....	2,360,293	2,376,949	—	2,377,970	78,802	66,711	—	65,078	3.3	2.8	—	2.7
Alaska.....	360,532	365,829	—	368,013	17,029	17,359	—	17,436	4.7	4.7	—	4.7
Arizona.....	3,760,610	3,816,465	—	3,843,691	144,887	160,490	—	165,279	3.9	4.2	—	4.3
Arkansas.....	1,417,209	1,430,617	—	1,439,250	50,497	55,750	—	59,384	3.6	3.9	—	4.1
California.....	19,696,165	19,862,439	—	19,905,623	1,076,944	1,106,417	—	1,104,346	5.5	5.6	—	5.5
Colorado.....	3,279,957	3,272,263	—	3,262,904	150,557	134,343	—	125,932	4.6	4.1	—	3.9
Connecticut.....	1,955,913	1,944,501	—	1,937,715	62,515	74,029	—	77,173	3.2	3.8	—	4.0
Delaware.....	506,635	512,185	—	514,987	18,238	23,066	—	25,437	3.6	4.5	—	4.9
District of Columbia.....	416,930	417,830	—	416,140	22,037	25,809	—	27,249	5.3	6.2	—	6.5
Florida.....	11,169,354	11,194,821	—	11,208,737	386,033	433,169	—	466,043	3.5	3.9	—	4.2
Georgia.....	5,409,389	5,387,385	—	5,401,357	196,576	181,584	—	189,631	3.6	3.4	—	3.5
Hawaii.....	682,362	687,019	—	687,997	20,706	17,178	—	15,352	3.0	2.5	—	2.2
Idaho.....	1,010,024	1,010,111	—	1,011,367	38,383	37,283	—	36,957	3.8	3.7	—	3.7
Illinois.....	6,652,667	6,568,759	—	6,549,291	327,909	287,037	—	288,598	4.9	4.4	—	4.4
Indiana.....	3,481,818	3,493,277	—	3,496,572	154,894	127,716	—	128,168	4.4	3.7	—	3.7
Iowa.....	1,717,202	1,740,839	—	1,744,736	56,574	64,865	—	61,728	3.3	3.7	—	3.5
Kansas.....	1,554,954	1,560,691	—	1,568,429	59,168	59,893	—	59,260	3.8	3.8	—	3.8
Kentucky.....	2,105,903	2,114,917	—	2,115,793	112,872	99,594	—	98,628	5.4	4.7	—	4.7
Louisiana.....	2,082,029	2,076,494	—	2,082,190	96,134	90,771	—	88,684	4.6	4.4	—	4.3
Maine.....	709,581	705,292	—	705,033	24,436	22,451	—	22,666	3.4	3.2	—	3.2
Maryland.....	3,252,774	3,238,293	—	3,239,430	101,700	122,282	—	135,476	3.1	3.8	—	4.2
Massachusetts.....	3,916,793	3,961,034	—	3,954,116	162,447	188,073	—	187,330	4.1	4.7	—	4.7
Michigan.....	5,080,658	5,055,538	—	5,042,695	262,731	258,830	—	252,195	5.2	5.1	—	5.0
Minnesota.....	3,138,862	3,159,480	—	3,167,937	93,431	117,394	—	125,777	3.0	3.7	—	4.0
Mississippi.....	1,286,396	1,284,150	—	1,284,407	46,332	49,275	—	48,802	3.6	3.8	—	3.8
Missouri.....	3,138,109	3,176,761	—	3,193,866	113,819	131,808	—	129,139	3.6	4.1	—	4.0
Montana.....	578,266	576,536	—	578,756	16,952	17,398	—	18,825	2.9	3.0	—	3.3
Nebraska.....	1,073,607	1,091,729	—	1,096,589	30,863	32,207	—	32,431	2.9	3.0	—	3.0
Nevada.....	1,658,247	1,680,972	—	1,690,957	95,857	88,738	—	88,711	5.8	5.3	—	5.2
New Hampshire.....	775,387	774,984	—	774,931	21,689	23,531	—	23,634	2.8	3.0	—	3.0
New Jersey.....	4,903,351	4,891,319	—	4,909,717	225,342	256,243	—	267,282	4.6	5.2	—	5.4
New Mexico.....	986,402	990,181	—	990,382	42,947	40,800	—	41,614	4.4	4.1	—	4.2
New York.....	9,851,221	9,879,373	—	9,938,543	435,139	418,719	—	450,679	4.4	4.2	—	4.5
North Carolina.....	5,285,313	5,287,016	—	5,298,103	196,304	197,807	—	203,769	3.7	3.7	—	3.8
North Dakota.....	427,752	430,520	—	431,799	10,874	10,991	—	11,299	2.5	2.6	—	2.6
Ohio.....	5,917,833	5,943,221	—	5,936,943	264,750	286,973	—	269,297	4.5	4.8	—	4.5
Oklahoma.....	1,989,804	2,012,732	—	2,020,139	65,276	64,314	—	70,073	3.3	3.2	—	3.5
Oregon.....	2,206,169	2,221,071	—	2,229,690	93,978	114,597	—	117,019	4.3	5.2	—	5.2
Pennsylvania.....	6,546,710	6,530,965	—	6,550,776	241,910	269,876	—	276,669	3.7	4.1	—	4.2
Rhode Island.....	591,410	589,837	—	590,977	26,810	26,277	—	25,157	4.5	4.5	—	4.3
South Carolina.....	2,550,137	2,582,851	—	2,601,819	112,954	113,929	—	120,696	4.4	4.4	—	4.6
South Dakota.....	490,801	492,448	—	492,302	9,122	9,731	—	10,258	1.9	2.0	—	2.1
Tennessee.....	3,436,912	3,498,684	—	3,518,329	128,588	125,180	—	125,868	3.7	3.6	—	3.6
Texas.....	15,731,661	15,879,033	—	15,938,548	655,386	656,142	—	673,894	4.2	4.1	—	4.2
Utah.....	1,842,638	1,844,013	—	1,849,324	60,151	63,476	—	66,032	3.3	3.4	—	3.6
Vermont.....	357,186	351,806	—	350,469	9,088	8,934	—	9,011	2.5	2.5	—	2.6
Virginia.....	4,597,300	4,540,292	—	4,527,441	135,076	160,199	—	159,510	2.9	3.5	—	3.5
Washington.....	4,062,910	4,028,978	—	4,054,411	177,793	181,929	—	186,422	4.4	4.5	—	4.6
West Virginia.....	784,153	782,037	—	784,549	31,901	31,072	—	34,322	4.1	4.0	—	4.4
Wisconsin.....	3,185,724	3,131,491	—	3,116,553	98,635	96,235	—	95,197	3.1	3.1	—	3.1
Wyoming.....	297,593	290,192	—	289,863	10,590	9,472	—	9,722	3.6	3.3	—	3.4
Puerto Rico.....	1,231,054	1,239,952	1,239,078	1,239,936	66,644	70,731	70,569	70,666	5.4	5.7	5.7	5.7

^p Preliminary

Dash (—) indicates that data are unavailable due to the 2025 lapse in appropriations.

NOTE: Data refer to place of residence. Data for Puerto Rico are derived from a monthly household survey similar to the Current Population Survey. Estimates for the latest month are subject to revision the following month.

LABOR FORCE DATA

NOT SEASONALLY ADJUSTED

Table 2. Civilian labor force and unemployment by state, not seasonally adjusted

State	Civilian labor force				Unemployed							
	October		November		Number				Percent of labor force			
	2024	2025	2024	2025 ^p	October		November		2024	2025	2024	2025 ^p
					2024	2025	2024	2025 ^p				
Alabama.....	2,364,580	—	2,363,650	2,389,446	75,284	—	77,511	63,827	3.2	—	3.3	2.7
Alaska.....	359,423	—	359,200	370,537	15,709	—	17,435	18,631	4.4	—	4.9	5.0
Arizona.....	3,759,790	—	3,766,510	3,868,414	143,473	—	141,016	164,681	3.8	—	3.7	4.3
Arkansas.....	1,413,005	—	1,410,161	1,444,662	43,741	—	45,918	60,043	3.1	—	3.3	4.2
California.....	19,724,857	—	19,696,791	20,037,547	1,045,769	—	1,060,023	1,079,980	5.3	—	5.4	5.4
Colorado.....	3,290,714	—	3,280,138	3,243,581	146,116	—	155,096	117,587	4.4	—	4.7	3.6
Connecticut.....	1,956,886	—	1,958,972	1,944,254	57,617	—	57,482	81,720	2.9	—	2.9	4.2
Delaware.....	504,765	—	504,019	514,717	17,084	—	15,977	27,643	3.4	—	3.2	5.4
District of Columbia.....	414,714	—	417,042	413,411	21,427	—	21,032	28,712	5.2	—	5.0	6.9
Florida.....	11,195,616	—	11,121,049	11,222,784	389,010	—	388,867	555,354	3.5	—	3.5	4.9
Georgia.....	5,409,058	—	5,394,997	5,415,730	192,426	—	186,320	215,049	3.6	—	3.5	4.0
Hawaii.....	679,738	—	683,636	689,298	20,834	—	21,726	16,401	3.1	—	3.2	2.4
Idaho.....	1,010,261	—	1,007,365	1,007,720	34,127	—	37,267	34,198	3.4	—	3.7	3.4
Illinois.....	6,662,727	—	6,654,778	6,536,481	313,237	—	300,597	298,100	4.7	—	4.5	4.6
Indiana.....	3,478,379	—	3,473,713	3,477,160	139,188	—	149,363	113,695	4.0	—	4.3	3.3
Iowa.....	1,720,567	—	1,713,886	1,750,763	54,023	—	53,823	54,793	3.1	—	3.1	3.1
Kansas.....	1,557,597	—	1,552,609	1,569,063	57,358	—	54,089	50,971	3.7	—	3.5	3.2
Kentucky.....	2,099,052	—	2,102,551	2,108,736	104,096	—	106,140	94,173	5.0	—	5.0	4.5
Louisiana.....	2,084,751	—	2,081,906	2,107,808	95,003	—	92,000	88,804	4.6	—	4.4	4.2
Maine.....	711,680	—	705,485	701,226	21,966	—	25,642	23,779	3.1	—	3.6	3.4
Maryland.....	3,254,151	—	3,237,645	3,215,909	101,615	—	99,612	153,831	3.1	—	3.1	4.8
Massachusetts.....	3,907,057	—	3,907,544	3,930,099	151,708	—	152,999	185,379	3.9	—	3.9	4.7
Michigan.....	5,079,399	—	5,088,407	5,027,583	243,230	—	244,936	244,107	4.8	—	4.8	4.9
Minnesota.....	3,137,204	—	3,124,607	3,155,198	73,000	—	74,629	121,499	2.3	—	2.4	3.9
Mississippi.....	1,282,271	—	1,286,116	1,280,161	42,366	—	43,587	48,983	3.3	—	3.4	3.8
Missouri.....	3,137,484	—	3,116,664	3,204,170	102,228	—	102,110	112,508	3.3	—	3.3	3.5
Montana.....	574,061	—	572,189	576,554	13,763	—	15,347	19,419	2.4	—	2.7	3.4
Nebraska.....	1,074,232	—	1,071,210	1,100,476	29,487	—	28,471	32,267	2.7	—	2.7	2.9
Nevada.....	1,659,523	—	1,657,241	1,722,498	92,659	—	93,995	88,426	5.6	—	5.7	5.1
New Hampshire.....	772,222	—	773,013	770,528	19,258	—	22,077	23,727	2.5	—	2.9	3.1
New Jersey.....	4,898,713	—	4,884,427	4,935,347	206,569	—	211,438	238,224	4.2	—	4.3	4.8
New Mexico.....	987,862	—	991,076	998,478	41,194	—	41,913	46,243	4.2	—	4.2	4.6
New York.....	9,841,657	—	9,805,030	10,011,832	408,773	—	414,057	447,979	4.2	—	4.2	4.5
North Carolina.....	5,297,432	—	5,269,091	5,291,204	192,902	—	196,223	218,867	3.6	—	3.7	4.1
North Dakota.....	426,853	—	422,688	428,698	7,991	—	9,279	10,025	1.9	—	2.2	2.3
Ohio.....	5,920,297	—	5,905,949	5,920,098	231,677	—	246,774	228,552	3.9	—	4.2	3.9
Oklahoma.....	1,988,339	—	1,991,265	2,014,219	62,718	—	63,107	79,899	3.2	—	3.2	4.0
Oregon.....	2,212,790	—	2,204,794	2,237,250	86,503	—	88,925	109,855	3.9	—	4.0	4.9
Pennsylvania.....	6,559,353	—	6,507,168	6,584,527	224,111	—	216,174	245,654	3.4	—	3.3	3.7
Rhode Island.....	591,151	—	590,894	590,121	24,192	—	26,308	25,311	4.1	—	4.5	4.3
South Carolina.....	2,547,913	—	2,528,893	2,625,008	111,003	—	107,471	131,709	4.4	—	4.2	5.0
South Dakota.....	491,922	—	489,352	489,771	7,860	—	8,454	10,438	1.6	—	1.7	2.1
Tennessee.....	3,437,202	—	3,431,049	3,523,576	123,984	—	125,524	129,242	3.6	—	3.7	3.7
Texas.....	15,726,567	—	15,758,856	16,038,665	635,875	—	643,552	676,729	4.0	—	4.1	4.2
Utah.....	1,843,677	—	1,845,143	1,867,376	55,827	—	55,812	67,148	3.0	—	3.0	3.6
Vermont.....	355,847	—	355,870	347,506	7,124	—	8,891	9,548	2.0	—	2.5	2.7
Virginia.....	4,595,997	—	4,570,346	4,483,511	130,614	—	131,957	173,136	2.8	—	2.9	3.9
Washington.....	4,071,218	—	4,058,105	4,097,212	172,453	—	176,130	203,884	4.2	—	4.3	5.0
West Virginia.....	786,882	—	776,768	782,510	27,271	—	27,656	36,095	3.5	—	3.6	4.6
Wisconsin.....	3,183,615	—	3,179,345	3,113,824	79,608	—	85,939	83,011	2.5	—	2.7	2.7
Wyoming.....	297,617	—	297,272	289,950	9,147	—	10,628	10,959	3.1	—	3.6	3.8
Puerto Rico.....	1,229,455	1,232,589	1,253,113	1,249,767	67,777	71,012	68,387	70,280	5.5	5.8	5.5	5.6

p Preliminary

Dash (—) indicates that data are unavailable due to the 2025 lapse in appropriations.

NOTE: Data refer to place of residence. Data for Puerto Rico are derived from a monthly household survey similar to the Current Population Survey. Estimates for the latest month are subject to revision the following month.

**ESTABLISHMENT DATA
SEASONALLY ADJUSTED**

Table 3. Employees on nonfarm payrolls by state and selected industry sector, seasonally adjusted
[In thousands]

State	Total ¹				Construction				Manufacturing			
	Nov. 2024	Sept. 2025	Oct. 2025	Nov. 2025 ^p	Nov. 2024	Sept. 2025	Oct. 2025	Nov. 2025 ^p	Nov. 2024	Sept. 2025	Oct. 2025	Nov. 2025 ^p
Alabama.....	2,197.1	2,214.9	2,214.5	2,211.3	108.1	112.7	114.3	112.0	286.0	288.8	289.6	288.8
Alaska.....	338.9	338.8	338.7	338.5	18.5	19.5	19.5	19.3	12.7	13.0	12.7	12.1
Arizona.....	3,233.7	3,258.1	3,262.3	3,257.5	222.9	225.6	226.4	223.5	194.2	192.1	192.3	192.5
Arkansas.....	1,375.1	1,389.6	1,391.9	1,392.8	67.4	64.8	64.9	65.3	163.3	165.2	165.8	165.3
California.....	17,993.4	17,990.9	17,992.4	18,024.9	904.1	891.3	885.8	888.2	1,233.8	1,204.7	1,205.7	1,203.2
Colorado.....	2,975.7	2,996.6	2,997.6	3,000.3	187.4	184.7	184.6	185.0	148.3	149.0	148.8	148.1
Connecticut.....	1,712.6	1,713.0	1,712.3	1,714.4	63.1	63.0	63.4	64.0	155.5	153.3	153.4	153.5
Delaware ²	490.4	493.9	493.3	494.0	24.4	24.7	24.4	24.3	26.7	26.3	26.0	26.0
District of Columbia ²	772.0	758.2	739.8	739.2	14.9	15.4	15.5	15.6	1.2	1.3	1.2	1.2
Florida.....	9,972.6	10,045.4	10,048.2	10,047.9	654.2	653.1	651.6	649.6	429.2	430.4	429.4	427.5
Georgia.....	4,971.2	4,990.5	4,986.5	4,987.5	228.3	227.2	229.2	228.2	426.4	428.5	428.5	428.9
Hawaii ²	643.2	651.9	653.2	653.6	38.9	41.0	41.4	42.0	13.1	13.1	13.2	13.1
Idaho.....	872.9	882.1	881.7	884.6	74.4	77.7	77.5	79.3	76.6	76.0	76.5	76.8
Illinois.....	6,148.8	6,161.4	6,155.3	6,145.6	231.7	239.9	239.4	241.0	574.9	573.0	570.6	569.0
Indiana.....	3,267.2	3,295.3	3,290.3	3,286.0	168.0	171.2	172.3	171.1	520.6	522.2	521.4	520.3
Iowa.....	1,590.8	1,597.0	1,595.2	1,599.8	82.1	89.1	89.3	90.2	218.6	216.6	217.2	217.6
Kansas.....	1,459.2	1,458.7	1,458.9	1,462.7	72.5	72.2	73.3	74.4	174.0	174.2	174.5	175.8
Kentucky.....	2,042.2	2,060.3	2,053.5	2,052.7	93.6	101.0	100.8	101.1	257.4	256.7	255.3	256.0
Louisiana.....	1,990.5	2,002.1	2,003.5	2,005.3	140.9	135.8	136.9	138.5	142.2	142.9	143.1	143.5
Maine.....	658.4	654.6	652.7	654.0	34.8	34.3	34.5	34.7	51.5	51.5	51.5	51.4
Maryland.....	2,837.5	2,837.6	2,823.7	2,826.7	161.0	161.3	161.6	161.6	109.5	107.8	108.2	108.0
Massachusetts.....	3,715.2	3,710.0	3,714.6	3,717.0	166.1	167.6	166.4	166.9	229.8	228.1	228.3	228.8
Michigan.....	4,498.5	4,533.4	4,536.3	4,538.9	197.7	208.6	209.2	208.1	599.3	595.4	597.7	596.8
Minnesota.....	3,029.7	3,060.4	3,065.2	3,069.3	139.1	143.7	146.8	150.0	321.7	323.1	322.9	323.5
Mississippi.....	1,196.5	1,204.8	1,203.1	1,206.6	51.9	50.9	50.7	51.4	141.9	140.8	141.1	141.3
Missouri.....	2,994.6	3,042.2	3,048.8	3,054.3	146.4	149.2	149.6	152.7	282.5	279.5	278.5	279.8
Montana.....	526.6	529.0	529.9	529.8	37.0	37.0	37.6	36.9	20.8	20.2	20.2	20.2
Nebraska.....	1,059.3	1,061.1	1,058.5	1,059.1	62.4	64.2	64.7	64.7	103.7	101.9	101.8	102.0
Nevada.....	1,572.5	1,575.8	1,572.0	1,574.7	111.8	105.3	105.3	103.6	67.7	67.4	67.5	67.7
New Hampshire.....	708.9	708.9	708.9	706.1	32.6	32.4	32.4	32.2	68.1	67.8	67.8	67.9
New Jersey.....	4,375.4	4,401.3	4,397.7	4,396.0	166.2	155.6	155.7	153.7	256.0	257.8	257.5	256.7
New Mexico.....	893.4	904.4	904.2	904.9	55.9	60.7	60.0	59.6	29.1	29.2	29.3	29.3
New York.....	9,908.8	9,980.9	9,979.6	9,996.7	389.3	374.0	373.3	371.2	411.6	410.3	407.5	408.2
North Carolina.....	5,032.0	5,108.1	5,116.6	5,119.9	273.0	283.2	285.6	287.5	460.4	457.2	455.1	454.7
North Dakota.....	447.6	448.5	448.9	449.4	29.6	30.3	29.7	30.3	28.2	28.4	28.5	28.4
Ohio.....	5,654.1	5,721.6	5,702.2	5,705.3	252.7	263.2	263.7	265.3	684.7	688.7	690.8	693.7
Oklahoma.....	1,788.9	1,805.3	1,806.8	1,806.8	86.7	89.3	90.4	90.2	140.3	141.1	141.8	141.5
Oregon.....	2,001.7	2,008.6	2,006.6	2,008.2	117.3	116.7	117.4	117.4	184.7	176.8	177.1	177.1
Pennsylvania.....	6,160.7	6,252.5	6,254.8	6,258.3	261.1	260.6	260.9	262.7	559.0	563.7	563.8	562.9
Rhode Island.....	514.4	514.7	513.7	513.9	22.6	22.8	22.7	22.8	39.7	40.4	40.3	40.3
South Carolina.....	2,376.4	2,421.2	2,423.6	2,424.8	120.8	122.5	121.8	121.5	263.0	261.1	261.0	260.5
South Dakota.....	470.0	473.2	474.7	473.4	29.6	31.0	31.4	30.8	44.5	43.9	43.9	43.8
Tennessee.....	3,382.7	3,411.0	3,409.9	3,417.5	165.0	164.1	164.3	164.1	364.2	362.1	362.5	362.5
Texas.....	14,174.7	14,335.7	14,313.7	14,321.0	859.1	880.8	882.2	883.1	973.7	967.9	967.1	969.4
Utah.....	1,758.9	1,779.3	1,775.7	1,778.6	140.8	143.1	142.1	143.2	154.7	154.9	154.6	154.1
Vermont.....	311.7	315.0	313.9	313.7	16.0	15.8	15.7	15.6	27.0	26.9	26.9	26.9
Virginia.....	4,259.7	4,279.6	4,259.5	4,268.1	221.8	233.6	227.8	229.1	242.8	237.1	236.1	236.0
Washington.....	3,661.9	3,666.5	3,663.4	3,664.1	220.8	212.2	211.9	210.1	277.1	272.4	271.7	269.9
West Virginia.....	716.3	717.3	715.6	714.9	33.0	35.7	35.4	35.9	46.0	44.9	44.8	44.8
Wisconsin.....	3,048.1	3,056.0	3,045.5	3,045.7	142.7	144.6	144.6	144.2	463.0	463.1	463.4	462.1
Wyoming.....	295.7	296.7	296.1	295.9	24.5	23.7	24.1	24.4	10.5	10.7	10.6	10.6
Puerto Rico.....	958.9	962.6	964.2	965.9	38.4	38.3	39.4	39.6	83.6	82.7	83.0	82.9
Virgin Islands ^{2,3}	35.6	36.6	36.6	35.9	2.2	2.2	2.3	2.3	—	—	—	—

¹ Includes mining and logging, information, and other services (except public administration), not shown separately.

² Mining and logging is combined with construction.

³ Missing series (denoted by '-') are not published seasonally adjusted because the seasonal component, which is small relative to the trend-cycle and irregular components, cannot be separated with sufficient precision.

^p Preliminary

NOTE: Data are counts of jobs by place of work. Estimates are currently estimated from 2024 benchmark levels. Estimates subsequent to the current benchmarks are preliminary and will be revised when new information becomes available.

ESTABLISHMENT DATA
SEASONALLY ADJUSTED

Table 3. Employees on nonfarm payrolls by state and selected industry sector, seasonally adjusted-Continued
[In thousands]

State	Trade, transportation, and utilities				Financial activities				Professional and business services			
	Nov. 2024	Sept. 2025	Oct. 2025	Nov. 2025 ^p	Nov. 2024	Sept. 2025	Oct. 2025	Nov. 2025 ^p	Nov. 2024	Sept. 2025	Oct. 2025	Nov. 2025 ^p
Alabama.....	409.2	410.4	410.5	407.6	103.6	101.3	101.3	100.6	262.7	260.2	258.7	259.8
Alaska.....	66.4	67.0	67.0	66.8	10.7	10.6	10.5	10.6	29.4	29.7	29.9	30.4
Arizona.....	618.0	615.2	616.0	611.8	238.3	242.0	240.6	239.8	453.2	461.0	464.2	464.8
Arkansas.....	270.3	275.3	275.2	275.1	70.4	69.9	70.0	70.1	160.9	163.1	163.9	164.2
California.....	3,100.2	3,056.1	3,062.3	3,069.8	796.6	782.7	783.4	782.6	2,777.4	2,714.8	2,709.7	2,710.6
Colorado.....	509.8	507.6	509.5	510.2	177.7	174.7	174.4	174.4	493.6	494.7	494.7	493.5
Connecticut.....	298.9	296.4	294.9	294.7	118.5	118.5	118.9	118.9	221.6	222.8	223.6	223.4
Delaware.....	90.2	90.3	90.8	90.8	49.2	49.5	49.2	49.5	64.2	65.5	65.2	65.3
District of Columbia.....	30.2	28.9	28.6	28.4	25.7	25.1	25.0	25.1	173.4	168.9	167.6	166.9
Florida.....	2,002.5	2,016.1	2,019.4	2,020.8	684.5	690.3	688.7	687.4	1,617.1	1,622.7	1,624.9	1,619.2
Georgia.....	1,041.1	1,028.5	1,023.7	1,022.7	282.6	285.5	285.0	284.7	748.8	755.0	756.7	755.3
Hawaii.....	116.8	118.1	117.8	117.8	27.4	27.6	27.8	27.8	72.4	70.4	71.2	71.4
Idaho.....	165.2	163.4	162.7	162.2	42.7	42.6	42.9	43.0	109.8	110.6	111.3	111.3
Illinois.....	1,223.6	1,216.5	1,215.0	1,212.1	393.3	397.1	396.0	395.1	915.6	911.7	908.7	907.3
Indiana.....	642.0	641.3	638.5	638.7	147.0	144.8	144.6	144.2	356.7	367.3	367.7	365.8
Iowa.....	310.6	312.2	311.0	312.0	105.6	104.2	103.9	104.0	145.0	141.9	140.8	141.6
Kansas.....	275.5	273.8	274.4	275.9	78.3	81.3	81.1	81.1	171.9	170.9	170.3	170.5
Kentucky.....	427.6	430.7	428.7	425.8	94.8	96.1	95.9	95.7	226.1	225.6	224.4	224.8
Louisiana.....	372.6	370.8	368.5	365.5	94.8	92.9	93.1	92.7	220.1	220.0	221.9	224.1
Maine.....	119.9	118.6	118.4	118.2	33.3	33.6	33.3	33.3	79.3	78.3	78.0	78.1
Maryland.....	479.4	470.3	468.2	466.8	141.5	141.5	141.5	141.6	480.4	477.3	475.2	474.1
Massachusetts.....	555.2	559.2	560.5	560.5	227.2	227.9	228.2	228.8	624.7	618.1	620.3	624.2
Michigan.....	812.5	813.9	813.8	815.5	236.5	242.3	241.9	242.0	640.2	633.9	636.4	636.0
Minnesota.....	536.0	538.4	540.5	542.7	188.6	185.9	186.5	185.3	372.8	375.0	373.9	372.4
Mississippi.....	248.1	249.7	249.9	249.3	45.1	45.4	44.8	45.2	118.3	120.5	120.3	120.7
Missouri.....	561.4	561.7	561.1	560.4	182.2	181.7	183.6	184.4	371.4	369.7	371.3	373.7
Montana.....	100.9	101.2	102.1	102.3	27.5	27.6	28.0	28.1	54.1	55.0	55.1	55.5
Nebraska.....	195.9	193.6	192.6	193.1	70.9	70.9	70.9	70.9	120.9	118.4	118.1	118.0
Nevada.....	295.3	292.2	293.6	295.1	80.1	78.5	77.3	77.7	214.1	221.0	220.4	220.1
New Hampshire.....	139.8	138.4	138.0	137.1	33.8	34.0	34.2	34.3	100.3	103.3	102.8	102.9
New Jersey.....	900.7	897.6	895.7	897.5	271.8	271.6	271.1	271.9	701.0	720.8	716.8	713.2
New Mexico.....	146.6	146.1	145.9	145.7	35.8	36.9	37.4	37.6	122.9	120.4	119.0	118.5
New York.....	1,481.9	1,479.2	1,479.0	1,481.4	750.2	743.5	742.3	741.7	1,406.1	1,404.2	1,405.6	1,406.9
North Carolina.....	933.5	944.9	946.1	947.3	308.6	313.3	314.6	315.4	743.3	761.0	761.8	763.4
North Dakota.....	94.5	92.7	93.2	93.3	24.9	25.0	25.1	25.1	34.8	34.9	35.2	35.2
Ohio.....	1,049.4	1,070.5	1,065.0	1,061.7	316.8	318.4	316.5	315.8	730.2	741.0	737.3	739.9
Oklahoma.....	320.5	321.6	321.5	322.2	84.7	87.9	88.5	88.4	205.5	208.6	208.5	209.6
Oregon.....	357.9	356.0	355.5	354.9	102.3	99.0	98.4	98.9	260.7	261.3	260.9	261.3
Pennsylvania.....	1,142.0	1,146.1	1,146.1	1,145.3	339.9	346.5	347.0	347.2	830.7	846.7	847.7	847.5
Rhode Island.....	78.4	77.6	77.2	76.8	35.1	34.6	34.7	34.7	70.1	71.7	70.7	71.1
South Carolina.....	447.1	453.6	455.4	455.9	124.0	127.0	127.5	126.9	317.1	326.4	323.4	325.4
South Dakota.....	92.7	92.6	92.4	92.6	27.3	27.8	27.9	27.8	37.3	38.8	38.8	38.8
Tennessee.....	694.5	702.4	702.3	702.8	192.9	191.4	191.1	190.9	448.7	457.9	456.5	458.0
Texas.....	2,771.7	2,816.4	2,811.2	2,808.7	935.1	939.3	937.6	938.2	2,119.0	2,115.8	2,111.1	2,115.0
Utah.....	316.8	312.1	311.7	311.1	99.1	100.6	101.1	101.3	248.7	248.7	248.9	250.4
Vermont.....	52.2	53.4	53.1	52.7	11.6	11.7	11.7	11.7	32.9	34.3	33.6	34.0
Virginia.....	678.5	680.9	681.7	682.5	221.3	222.0	221.8	222.1	814.0	807.6	806.6	811.0
Washington.....	622.7	626.4	629.2	630.4	165.6	163.4	163.3	163.1	550.9	551.7	552.1	551.2
West Virginia.....	123.0	122.6	122.7	121.7	25.6	25.4	25.8	25.7	71.1	71.8	71.7	71.2
Wisconsin.....	556.3	550.8	548.3	547.9	158.4	158.8	159.4	159.7	331.3	332.2	330.4	332.2
Wyoming.....	52.4	53.2	53.2	53.2	11.3	11.6	11.5	11.4	21.9	22.4	21.6	21.5
Puerto Rico.....	190.9	192.4	191.9	192.9	49.8	50.2	50.5	50.3	138.4	137.2	136.6	135.9
Virgin Islands ¹	7.1	7.1	7.1	7.1	—	—	—	—	—	—	—	—

¹ Missing series (denoted by '-') are not published seasonally adjusted because the seasonal component, which is small relative to the trend-cycle and irregular components, cannot be separated with sufficient precision.

p Preliminary

NOTE: Data are counts of jobs by place of work. Estimates are currently estimated from 2024 benchmark levels. Estimates subsequent to the current benchmarks are preliminary and will be revised when new information becomes available.

ESTABLISHMENT DATA
SEASONALLY ADJUSTED

Table 3. Employees on nonfarm payrolls by state and selected industry sector, seasonally adjusted-Continued
[In thousands]

State	Education and health services				Leisure and hospitality				Government			
	Nov. 2024	Sept. 2025	Oct. 2025	Nov. 2025 ^p	Nov. 2024	Sept. 2025	Oct. 2025	Nov. 2025 ^p	Nov. 2024	Sept. 2025	Oct. 2025	Nov. 2025 ^p
Alabama.....	265.8	273.3	273.6	274.2	210.6	214.6	215.7	216.8	419.8	423.4	420.6	420.7
Alaska.....	53.6	53.8	53.9	53.9	37.7	36.2	37.1	37.4	80.4	80.5	79.4	79.1
Arizona.....	544.2	560.4	561.5	560.6	365.0	364.7	366.0	367.0	433.3	429.0	426.6	426.9
Arkansas.....	217.7	222.5	222.8	222.7	129.8	133.4	135.1	136.0	212.1	212.8	212.1	211.9
California.....	3,345.0	3,472.5	3,486.9	3,501.8	2,006.6	2,017.0	2,015.3	2,022.8	2,689.1	2,712.1	2,699.5	2,704.6
Colorado.....	382.6	393.0	394.3	395.1	358.2	363.0	363.4	363.4	491.0	498.7	496.1	497.3
Connecticut.....	370.8	371.1	370.5	371.9	154.9	155.3	154.4	155.2	234.4	236.3	236.5	236.7
Delaware.....	88.5	90.4	90.7	90.8	53.0	52.8	52.5	52.7	70.8	70.9	70.6	70.7
District of Columbia.....	125.9	126.1	125.5	125.2	77.3	77.8	78.2	78.2	237.2	228.7	212.5	212.6
Florida.....	1,554.1	1,586.0	1,595.0	1,603.1	1,322.5	1,320.0	1,321.1	1,321.8	1,165.1	1,175.0	1,170.4	1,170.3
Georgia.....	708.8	733.0	734.9	735.6	515.6	521.1	522.6	524.9	720.2	716.8	711.4	710.8
Hawaii.....	91.0	94.7	94.9	95.1	121.4	125.9	127.4	126.4	126.9	125.5	123.9	124.5
Idaho.....	137.2	138.3	139.0	139.6	94.2	101.3	99.9	100.7	128.8	127.6	127.1	127.1
Illinois.....	1,001.3	1,012.3	1,017.7	1,018.5	611.1	605.6	605.0	602.7	846.2	854.5	849.0	847.8
Indiana.....	515.9	528.2	531.4	532.5	312.4	317.4	313.1	312.4	435.2	433.3	430.7	430.5
Iowa.....	241.7	244.5	246.4	247.5	143.2	140.3	139.6	140.0	268.1	271.1	269.9	269.7
Kansas.....	215.5	217.6	219.0	219.1	133.6	130.8	130.0	129.7	258.9	258.5	257.0	257.0
Kentucky.....	317.9	319.9	320.2	320.8	205.0	207.5	206.7	207.0	317.0	318.8	317.4	317.2
Louisiana.....	347.5	360.7	360.8	361.6	225.6	231.3	232.1	233.1	322.9	323.8	322.7	322.8
Maine.....	134.6	134.8	135.0	136.4	70.4	69.4	68.8	68.4	101.5	101.5	100.7	101.1
Maryland.....	494.1	507.8	507.7	509.8	266.9	274.6	273.2	274.0	548.7	544.5	535.4	538.0
Massachusetts.....	843.9	843.9	845.3	845.7	367.0	361.9	363.2	360.9	471.5	471.0	470.8	470.1
Michigan.....	724.0	734.0	733.9	735.6	430.4	433.1	433.1	432.8	619.8	630.9	628.9	630.3
Minnesota.....	596.4	616.5	619.4	620.6	274.5	277.0	275.7	275.2	432.7	436.0	434.8	434.5
Mississippi.....	157.9	161.6	161.3	161.7	137.4	139.9	140.3	142.5	241.1	240.9	239.3	239.3
Missouri.....	533.6	543.1	545.4	546.0	307.0	322.1	324.8	320.8	444.5	470.9	470.2	471.6
Montana.....	85.7	87.0	86.4	86.6	75.2	76.9	77.1	76.7	93.4	92.9	92.1	91.9
Nebraska.....	170.3	176.3	176.5	176.7	100.0	99.4	98.0	97.9	178.5	180.0	179.1	179.4
Nevada.....	175.5	179.8	181.5	181.6	362.8	366.9	362.3	364.7	185.1	183.9	183.4	183.5
New Hampshire.....	131.6	134.2	133.7	133.0	76.5	72.8	73.5	71.8	88.9	87.9	87.8	87.9
New Jersey.....	801.2	821.2	824.5	829.4	409.8	410.5	411.1	408.3	619.3	620.3	621.0	621.1
New Mexico.....	150.4	156.3	158.1	159.1	99.4	98.0	99.2	99.9	191.2	196.1	194.7	194.7
New York.....	2,366.1	2,459.3	2,474.9	2,483.8	938.5	932.6	921.5	929.2	1,491.0	1,501.9	1,500.1	1,499.2
North Carolina.....	706.8	724.1	729.2	725.8	540.5	550.3	553.7	555.3	777.2	780.7	778.3	777.9
North Dakota.....	71.1	72.1	72.3	72.3	40.2	40.8	41.1	41.1	85.4	86.2	86.1	86.3
Ohio.....	975.3	992.6	989.1	992.4	568.7	564.7	561.6	559.6	787.6	789.8	785.4	783.8
Oklahoma.....	274.7	281.5	281.7	281.2	187.6	186.4	186.7	185.7	369.2	370.2	368.2	368.4
Oregon.....	343.1	356.3	356.8	357.8	207.5	212.1	212.7	214.8	317.8	318.6	317.1	316.3
Pennsylvania.....	1,374.4	1,419.9	1,422.6	1,425.3	572.6	584.7	587.3	587.5	705.4	704.9	700.2	701.1
Rhode Island.....	113.2	113.2	114.2	114.6	60.9	59.6	59.8	59.8	66.5	66.7	65.7	65.8
South Carolina.....	307.6	314.8	315.7	316.6	282.8	295.0	298.3	298.3	389.0	392.8	391.2	390.5
South Dakota.....	79.7	79.9	79.8	79.9	51.0	50.0	51.4	51.2	82.9	83.4	83.1	82.7
Tennessee.....	496.9	497.4	498.1	500.7	370.2	376.1	376.7	377.3	459.0	464.0	462.5	463.9
Texas.....	1,941.4	1,979.6	1,979.3	1,985.0	1,512.8	1,537.6	1,537.9	1,537.3	2,125.8	2,157.5	2,146.4	2,145.8
Utah.....	247.5	259.2	258.2	258.5	174.5	175.9	176.1	176.8	278.1	285.0	282.9	283.7
Vermont.....	65.2	65.3	65.3	65.0	34.7	35.1	35.7	35.5	56.3	56.7	56.5	57.0
Virginia.....	620.7	638.1	641.1	642.0	415.3	412.7	407.1	407.0	761.8	761.7	752.4	753.8
Washington.....	563.9	573.9	575.0	578.5	347.9	355.1	350.8	352.0	621.3	612.8	608.9	608.0
West Virginia.....	143.3	144.3	144.8	145.0	71.0	69.2	69.0	69.5	150.2	150.0	148.2	147.9
Wisconsin.....	487.8	497.3	497.0	497.9	287.5	295.9	294.6	293.4	420.5	413.7	409.3	408.2
Wyoming.....	29.5	29.7	29.8	29.7	38.5	39.8	39.4	38.9	71.8	71.8	71.7	71.6
Puerto Rico.....	125.8	128.1	128.8	129.3	98.3	100.3	101.5	102.3	199.7	199.4	198.1	198.5
Virgin Islands.....	2.4	2.4	2.4	2.4	6.8	8.1	8.0	7.5	10.8	10.7	10.6	10.5

p Preliminary

NOTE: Data are counts of jobs by place of work. Estimates are currently estimated from 2024 benchmark levels. Estimates subsequent to the current benchmarks are preliminary and will be revised when new information becomes available.

ESTABLISHMENT DATA
NOT SEASONALLY ADJUSTED
Table 4. Employees on nonfarm payrolls by state and selected industry sector, not seasonally adjusted

[In thousands]

State	Total				Mining and logging				Construction			
	October		November		October		November		October		November	
	2024	2025	2024	2025 ^p	2024	2025	2024	2025 ^p	2024	2025	2024	2025 ^p
Alabama.....	2,203.6	2,219.0	2,211.4	2,223.8	9.4	9.2	9.2	9.4	109.9	115.8	109.2	113.1
Alaska.....	334.2	336.7	326.9	328.8	12.8	12.0	12.4	11.8	19.3	20.5	17.5	18.4
Arizona.....	3,246.8	3,284.7	3,280.9	3,302.2	14.9	16.1	14.9	16.2	224.7	227.5	224.3	226.4
Arkansas.....	1,380.1	1,400.7	1,382.4	1,400.0	5.2	5.2	5.1	5.2	68.5	65.6	67.6	65.4
California.....	18,076.7	18,120.2	18,152.8	18,198.7	19.1	19.2	18.6	18.8	921.9	903.5	908.8	891.6
Colorado.....	2,982.7	3,006.1	2,980.8	3,000.9	21.9	21.8	21.6	21.6	190.1	188.5	188.3	185.7
Connecticut.....	1,726.2	1,729.0	1,731.3	1,733.2	0.5	0.5	0.5	0.5	66.3	66.2	65.2	66.2
Delaware ¹	489.8	495.2	492.4	495.7	—	—	—	—	25.0	24.7	24.8	24.6
District of Columbia ¹	773.5	744.8	776.9	744.0	—	—	—	—	14.8	15.8	14.9	15.7
Florida.....	9,946.0	10,076.4	10,069.7	10,134.3	5.7	5.6	5.6	5.6	651.6	653.0	658.3	651.8
Georgia.....	4,985.0	5,004.8	5,009.9	5,026.4	9.5	9.2	9.5	9.2	230.2	230.7	228.3	228.7
Hawaii ¹	640.9	653.4	647.7	658.1	—	—	—	—	39.5	41.3	38.7	41.7
Idaho.....	873.0	885.0	874.4	885.9	4.5	4.6	4.4	4.5	75.0	77.9	74.6	79.8
Illinois.....	6,215.8	6,220.8	6,208.6	6,199.8	7.4	7.3	7.4	7.2	249.3	255.6	238.2	248.8
Indiana.....	3,290.2	3,321.5	3,299.9	3,320.1	5.4	5.4	5.4	5.4	174.9	176.3	168.5	172.4
Iowa.....	1,605.2	1,608.6	1,608.9	1,613.2	2.3	2.2	2.3	2.2	86.5	92.2	85.3	92.7
Kansas.....	1,464.8	1,471.9	1,476.9	1,477.3	6.2	6.0	6.2	6.0	72.9	74.4	72.6	74.5
Kentucky.....	2,049.1	2,067.1	2,065.1	2,070.5	8.1	7.5	8.0	7.5	96.1	103.4	95.7	102.8
Louisiana.....	2,002.7	2,015.5	2,008.0	2,021.5	29.1	28.5	28.9	28.0	144.0	137.3	140.9	138.3
Maine.....	666.9	659.0	658.7	652.9	2.1	2.2	2.1	2.1	36.2	35.7	35.2	35.1
Maryland.....	2,846.6	2,839.7	2,861.0	2,848.0	1.6	1.6	1.6	1.6	163.8	162.5	162.4	163.3
Massachusetts.....	3,739.6	3,737.4	3,731.4	3,731.7	1.1	1.1	1.1	1.1	173.6	169.9	169.2	169.7
Michigan.....	4,530.4	4,576.1	4,528.6	4,567.3	7.4	7.2	7.4	7.2	204.8	215.9	199.5	209.3
Minnesota.....	3,056.1	3,094.5	3,049.1	3,089.6	6.6	6.6	6.5	6.6	146.2	156.8	140.4	152.0
Mississippi.....	1,204.9	1,207.0	1,208.1	1,215.8	5.8	5.6	5.8	5.6	52.4	51.3	51.7	51.6
Missouri.....	3,018.4	3,068.6	3,017.4	3,079.8	4.5	4.5	4.5	4.5	148.9	153.4	147.5	155.0
Montana.....	526.4	532.6	523.4	527.1	6.4	6.1	6.3	6.0	39.0	39.5	37.3	37.2
Nebraska.....	1,068.4	1,066.3	1,066.7	1,064.4	1.0	1.0	1.0	1.0	64.2	66.4	63.4	65.2
Nevada.....	1,584.3	1,585.8	1,588.3	1,589.0	14.8	15.0	14.8	15.0	112.0	105.8	111.5	103.1
New Hampshire.....	710.1	713.3	710.6	707.8	0.9	0.9	0.9	0.9	33.6	33.4	33.0	32.6
New Jersey.....	4,393.3	4,420.1	4,410.9	4,430.6	1.5	1.4	1.5	1.4	169.9	159.6	169.6	155.5
New Mexico.....	893.6	907.7	898.4	910.0	23.8	24.3	24.1	24.4	55.6	60.1	55.8	58.9
New York.....	9,951.3	10,049.4	9,980.3	10,074.1	5.7	5.9	5.7	5.8	398.4	384.8	394.7	377.2
North Carolina.....	5,043.2	5,140.9	5,070.9	5,154.1	6.0	6.2	6.0	6.2	271.5	287.1	274.1	288.5
North Dakota.....	453.0	456.4	451.0	452.8	18.3	17.6	18.1	17.3	32.5	32.2	29.9	30.6
Ohio.....	5,695.4	5,743.8	5,699.1	5,747.3	9.0	8.9	8.8	8.9	261.1	273.1	257.9	271.9
Oklahoma.....	1,795.0	1,817.6	1,805.1	1,821.4	30.3	29.9	30.4	29.7	86.1	90.0	86.8	90.6
Oregon.....	2,010.6	2,018.8	2,011.3	2,019.8	6.1	6.1	6.1	6.0	117.7	119.7	117.5	117.7
Pennsylvania.....	6,202.6	6,299.6	6,222.4	6,308.6	21.0	21.7	21.1	21.7	267.6	266.3	261.5	265.1
Rhode Island.....	517.9	517.4	517.4	516.6	0.2	0.2	0.2	0.2	23.3	23.1	23.0	23.3
South Carolina.....	2,374.9	2,426.5	2,389.9	2,433.0	4.5	4.6	4.5	4.5	121.3	122.2	121.2	122.4
South Dakota.....	473.3	478.0	471.0	474.8	1.3	1.3	1.3	1.3	30.6	32.6	30.1	31.0
Tennessee.....	3,400.5	3,421.6	3,415.9	3,442.1	4.5	4.5	4.5	4.6	165.3	164.2	165.4	165.0
Texas.....	14,264.7	14,394.0	14,312.3	14,424.4	218.8	222.4	217.2	218.6	867.2	890.7	866.7	886.4
Utah.....	1,768.9	1,784.8	1,770.1	1,788.6	11.6	11.6	11.6	11.4	143.5	143.4	142.6	144.0
Vermont.....	314.9	317.5	313.3	315.2	0.8	0.8	0.8	0.8	16.7	16.4	16.4	15.9
Virginia.....	4,277.9	4,279.2	4,296.6	4,303.4	7.4	7.1	7.4	7.0	222.5	230.1	222.5	229.2
Washington.....	3,638.4	3,668.0	3,665.6	3,664.6	5.4	5.4	5.4	5.4	226.4	217.0	219.3	210.6
West Virginia.....	722.8	721.8	723.3	721.0	20.9	20.8	21.2	20.9	35.6	37.6	34.5	36.8
Wisconsin.....	3,065.5	3,065.0	3,064.9	3,063.6	4.2	4.2	4.1	4.2	146.9	150.9	144.5	147.6
Wyoming.....	297.9	298.5	293.3	293.4	16.1	14.9	16.0	15.2	25.1	25.0	24.8	24.9
Puerto Rico.....	960.9	966.3	967.0	974.5	0.6	0.7	0.6	0.7	38.3	39.6	38.6	40.0
Virgin Islands ¹	35.4	36.4	35.6	35.9	—	—	—	—	2.2	2.3	2.2	2.3

¹ Mining and logging is combined with construction

p Preliminary

NOTE: Data are counts of jobs by place of work. Estimates are currently estimated from 2024 benchmark levels. Estimates subsequent to the current benchmarks are preliminary and will be revised when new information becomes available.

ESTABLISHMENT DATA
NOT SEASONALLY ADJUSTED
Table 4. Employees on nonfarm payrolls by state and selected industry sector, not seasonally adjusted-Continued

[In thousands]

State	Manufacturing				Trade, transportation, and utilities				Information			
	October		November		October		November		October		November	
	2024	2025	2024	2025 ^p	2024	2025	2024	2025 ^p	2024	2025	2024	2025 ^p
Alabama.....	285.3	288.3	285.4	289.0	409.5	409.9	415.3	412.3	22.7	22.8	22.9	22.9
Alaska.....	10.3	10.8	8.2	7.9	65.7	66.1	64.7	65.2	4.2	4.1	4.2	4.1
Arizona.....	193.1	192.4	195.0	193.7	616.3	616.7	634.0	627.3	47.6	46.5	47.4	47.5
Arkansas.....	162.3	166.0	163.5	165.2	271.5	274.8	272.6	277.3	12.3	11.7	12.0	11.7
California.....	1,240.3	1,211.8	1,234.9	1,204.8	3,092.9	3,081.8	3,166.1	3,145.6	532.5	526.6	533.9	524.9
Colorado.....	149.0	149.3	147.7	147.5	510.5	509.5	517.1	518.2	73.6	77.0	73.5	76.7
Connecticut.....	155.7	153.7	155.6	153.7	300.5	296.3	307.4	301.4	30.9	31.1	30.4	30.4
Delaware.....	26.6	26.0	26.7	26.0	89.4	90.6	91.8	92.4	3.5	3.6	3.6	3.5
District of Columbia.....	1.2	1.2	1.2	1.2	30.6	29.0	30.9	29.4	18.6	18.2	18.6	18.3
Florida.....	427.0	427.3	430.6	428.4	1,991.3	2,017.0	2,045.2	2,055.7	154.9	158.1	155.8	160.7
Georgia.....	426.3	428.7	426.4	429.2	1,039.4	1,025.8	1,057.4	1,038.9	115.0	108.7	116.1	111.5
Hawaii.....	13.0	13.3	13.2	13.2	116.5	117.5	118.2	119.0	8.3	8.2	8.3	8.1
Idaho.....	75.9	76.5	76.9	76.8	165.0	163.1	166.8	164.3	9.0	9.0	9.1	9.1
Illinois.....	575.4	569.3	576.5	568.6	1,232.3	1,219.8	1,245.8	1,232.7	92.2	96.5	92.3	96.4
Indiana.....	521.7	521.5	519.8	519.1	642.5	640.8	658.2	651.4	26.3	26.1	26.4	26.2
Iowa.....	218.5	215.9	218.4	216.6	312.3	311.0	316.7	315.2	17.9	17.7	17.7	18.1
Kansas.....	170.2	174.6	174.4	175.9	274.8	274.9	280.3	279.0	17.2	17.7	17.3	17.5
Kentucky.....	257.3	255.5	258.3	256.1	428.9	429.2	436.9	432.9	20.7	20.6	20.8	20.9
Louisiana.....	142.2	143.7	142.4	143.8	373.2	368.8	377.5	370.6	19.1	18.2	19.3	18.3
Maine.....	52.2	51.8	52.1	51.8	121.0	119.2	121.5	119.7	8.2	8.1	8.2	8.1
Maryland.....	109.2	108.5	110.0	108.6	475.8	468.3	490.6	477.5	33.5	33.5	33.9	33.7
Massachusetts.....	230.8	227.9	229.5	228.6	557.4	561.1	562.6	565.6	92.0	92.6	92.9	91.7
Michigan.....	600.2	598.6	600.5	597.4	812.9	813.7	821.5	823.8	56.4	56.8	56.1	56.1
Minnesota.....	323.2	324.5	322.1	324.2	539.0	543.2	544.4	551.7	43.7	41.3	43.6	41.3
Mississippi.....	140.8	140.7	142.1	141.5	249.6	249.8	252.9	252.6	9.5	9.5	9.6	9.3
Missouri.....	283.9	276.3	283.8	279.5	564.0	560.6	571.3	568.0	47.0	44.2	46.7	44.4
Montana.....	21.2	20.3	21.0	20.3	101.7	102.4	101.8	102.8	5.7	5.5	5.7	5.5
Nebraska.....	104.2	101.5	103.9	101.9	197.2	192.8	199.2	195.6	17.4	17.3	17.5	17.2
Nevada.....	67.4	67.5	67.2	67.5	295.4	294.8	302.4	301.5	20.0	20.1	20.1	20.4
New Hampshire.....	68.0	68.0	68.1	67.9	138.8	137.2	141.1	137.4	11.0	11.0	11.0	11.1
New Jersey.....	255.5	257.6	255.5	256.4	906.6	899.9	918.8	913.4	74.0	70.9	73.2	70.2
New Mexico.....	29.2	29.5	29.1	29.4	146.6	146.1	149.0	147.9	10.0	8.9	10.0	8.9
New York.....	413.9	409.4	411.0	408.4	1,492.7	1,487.2	1,507.3	1,505.7	284.0	286.4	283.8	286.3
North Carolina.....	463.0	455.9	461.2	454.0	934.8	946.7	949.2	957.9	85.5	84.1	85.7	84.7
North Dakota.....	28.6	29.0	28.3	28.7	94.6	93.7	96.0	94.4	5.3	5.4	5.2	5.3
Ohio.....	683.1	690.8	682.8	692.4	1,056.9	1,067.5	1,069.3	1,076.2	65.4	67.5	65.6	67.0
Oklahoma.....	140.3	141.6	140.6	141.0	319.9	321.3	326.9	325.8	16.9	17.5	17.1	17.7
Oregon.....	185.5	177.2	184.3	177.1	360.5	358.0	363.9	361.6	36.3	36.7	36.3	36.0
Pennsylvania.....	558.3	560.8	559.3	561.1	1,147.2	1,151.5	1,168.3	1,166.8	90.0	88.4	89.6	87.9
Rhode Island.....	39.6	40.3	39.7	40.3	78.0	76.8	79.7	77.5	5.6	5.4	5.6	5.2
South Carolina.....	262.1	260.6	262.4	259.4	445.3	453.2	450.9	458.1	28.7	31.0	28.3	30.6
South Dakota.....	44.8	43.8	44.4	43.7	93.1	92.3	93.3	93.0	5.2	5.3	5.3	5.3
Tennessee.....	363.2	361.5	365.6	362.0	696.8	700.3	708.0	709.8	54.3	54.2	54.6	54.0
Texas.....	977.1	970.4	975.8	969.5	2,792.8	2,816.6	2,826.5	2,852.2	227.0	224.2	229.0	225.7
Utah.....	154.1	154.4	153.9	153.5	318.4	312.6	323.1	317.4	41.2	43.0	41.2	43.0
Vermont.....	27.3	27.1	27.1	27.0	52.2	52.9	52.4	52.8	4.5	4.3	4.6	4.3
Virginia.....	243.8	236.4	243.4	236.1	679.1	683.1	691.6	696.0	69.7	68.3	70.6	68.6
Washington.....	248.1	273.0	277.0	269.8	628.9	630.3	630.9	635.9	164.0	169.5	164.5	168.7
West Virginia.....	46.3	44.9	46.1	44.8	123.8	123.3	125.3	123.9	7.9	7.9	8.0	7.9
Wisconsin.....	465.7	461.5	463.5	460.9	557.9	549.7	565.3	556.6	47.6	47.4	48.0	48.1
Wyoming.....	10.5	10.6	10.5	10.6	52.8	53.1	52.6	53.4	3.0	2.9	3.0	2.9
Puerto Rico.....	84.0	82.9	83.6	82.9	191.4	191.9	193.2	195.3	14.0	14.0	14.0	14.0
Virgin Islands.....	0.5	0.5	0.5	0.5	7.1	7.0	7.1	7.1	0.5	0.4	0.5	0.4

p Preliminary

NOTE: Data are counts of jobs by place of work. Estimates are currently estimated from 2024 benchmark levels. Estimates subsequent to the current benchmarks are preliminary and will be revised when new information becomes available.

ESTABLISHMENT DATA
NOT SEASONALLY ADJUSTED
Table 4. Employees on nonfarm payrolls by state and selected industry sector, not seasonally adjusted-
Continued

[In thousands]

State	Financial activities				Professional and business services				Education and health services			
	October		November		October		November		October		November	
	2024	2025	2024	2025 ^p	2024	2025	2024	2025 ^p	2024	2025	2024	2025 ^p
Alabama.....	105.2	101.6	105.0	101.2	264.1	260.1	265.5	262.6	267.7	275.1	268.9	275.7
Alaska.....	10.7	10.5	10.6	10.6	29.2	30.0	28.6	29.8	53.5	53.8	53.6	54.0
Arizona.....	239.8	241.9	239.6	240.7	454.6	467.4	460.0	469.0	545.8	566.4	550.6	566.3
Arkansas.....	70.4	70.4	70.7	70.3	161.5	166.1	161.2	164.7	217.6	224.3	219.3	224.2
California.....	803.6	789.6	799.7	788.4	2,799.3	2,739.7	2,800.9	2,735.7	3,348.2	3,506.1	3,365.8	3,526.4
Colorado.....	179.0	175.3	177.8	174.1	495.9	499.1	495.7	492.5	383.5	396.8	384.5	396.9
Connecticut.....	117.8	118.3	118.4	118.1	224.2	226.2	222.6	225.3	373.9	373.9	375.8	377.5
Delaware.....	48.8	49.0	49.0	49.4	64.7	66.2	64.8	65.6	88.1	91.2	89.0	91.5
District of Columbia.....	25.6	25.1	25.8	25.1	173.6	169.4	174.3	168.2	127.9	127.5	128.2	127.2
Florida.....	686.9	693.1	690.0	691.3	1,630.1	1,636.0	1,628.9	1,627.6	1,564.6	1,606.9	1,569.0	1,621.4
Georgia.....	282.5	287.4	283.6	286.3	753.2	760.5	756.9	762.1	711.5	741.5	714.8	741.9
Hawaii.....	27.5	27.8	27.6	27.8	72.0	71.2	72.5	71.7	90.7	95.4	92.4	96.1
Idaho.....	42.0	42.9	42.9	43.1	110.2	112.1	110.1	111.0	137.5	140.4	138.0	140.6
Illinois.....	396.4	397.0	394.2	394.9	938.0	925.5	930.0	913.7	1,007.0	1,027.2	1,010.5	1,028.6
Indiana.....	149.7	145.2	148.0	145.4	358.6	377.4	360.0	370.9	516.8	536.4	521.4	538.1
Iowa.....	105.1	103.8	105.4	103.8	146.9	142.5	145.4	141.9	244.4	250.0	245.9	251.0
Kansas.....	78.7	81.1	78.5	81.2	173.2	172.6	174.5	172.1	216.4	220.3	216.6	220.0
Kentucky.....	95.0	95.8	94.7	95.9	225.5	226.1	229.0	227.8	317.3	323.0	322.0	323.0
Louisiana.....	95.8	93.9	95.2	93.3	222.9	224.2	222.9	226.0	348.5	362.7	350.2	363.6
Maine.....	33.2	33.2	33.4	33.3	80.2	78.9	79.8	78.8	136.4	136.2	136.2	137.7
Maryland.....	141.9	142.0	142.4	142.4	486.6	480.8	483.4	475.8	496.5	511.0	499.1	514.1
Massachusetts.....	225.7	227.3	227.0	228.7	631.7	626.8	627.1	627.5	850.9	852.8	854.7	855.1
Michigan.....	235.6	242.2	236.1	241.4	646.3	643.6	645.6	641.6	727.2	738.3	730.3	741.6
Minnesota.....	189.2	186.7	188.7	184.9	377.3	378.5	375.6	375.2	595.4	624.0	600.7	625.4
Mississippi.....	45.7	45.0	45.0	45.1	121.7	121.3	122.0	122.8	160.1	162.9	159.7	163.3
Missouri.....	181.5	184.2	181.9	186.0	374.1	374.0	373.4	374.8	537.2	551.4	540.5	551.8
Montana.....	27.3	28.1	27.5	28.1	53.6	55.8	54.0	55.9	85.5	86.6	86.0	86.9
Nebraska.....	70.8	70.7	70.9	71.0	121.7	118.9	121.4	118.4	170.7	177.7	171.2	177.4
Nevada.....	79.9	77.0	80.0	77.8	219.8	225.6	218.3	224.2	175.6	183.3	177.1	182.2
New Hampshire.....	34.1	34.3	33.9	34.4	100.2	102.9	100.3	102.9	132.5	135.3	133.7	135.0
New Jersey.....	270.6	271.9	271.3	273.4	712.9	727.2	711.9	725.0	797.8	827.1	807.0	836.2
New Mexico.....	36.1	37.3	36.0	37.6	123.2	119.5	122.9	118.2	150.2	159.2	151.3	160.3
New York.....	748.5	739.5	750.7	742.0	1,413.1	1,416.3	1,418.9	1,418.0	2,374.8	2,496.1	2,396.2	2,518.0
North Carolina.....	308.3	314.8	308.3	315.5	744.2	765.6	749.0	766.2	707.4	733.1	712.1	733.3
North Dakota.....	25.0	25.2	24.9	25.2	35.3	35.9	34.8	35.3	70.9	72.9	71.5	72.6
Ohio.....	315.0	317.9	317.1	317.1	738.1	745.2	739.1	748.2	984.3	995.2	985.9	1,001.4
Oklahoma.....	85.4	89.0	85.1	88.9	207.8	211.0	207.0	211.5	274.8	284.3	276.4	283.3
Oregon.....	103.0	98.7	102.2	98.9	260.7	263.1	261.7	262.5	342.8	358.6	345.5	359.6
Pennsylvania.....	340.1	346.9	340.0	346.9	839.8	857.4	839.8	855.2	1,389.4	1,440.1	1,397.0	1,445.0
Rhode Island.....	35.1	34.9	35.2	34.9	71.1	71.6	70.9	71.8	113.8	116.0	115.2	116.8
South Carolina.....	124.2	127.6	124.9	127.5	316.7	325.2	322.4	328.4	310.0	318.3	311.5	319.5
South Dakota.....	27.3	27.9	27.3	27.9	37.5	39.2	37.4	39.0	80.2	80.4	80.6	80.9
Tennessee.....	191.8	192.0	193.1	191.9	455.6	459.9	452.1	461.9	500.2	500.6	500.6	504.6
Texas.....	937.6	941.2	938.8	942.1	2,144.7	2,139.5	2,147.6	2,133.2	1,950.4	1,989.8	1,953.3	1,996.1
Utah.....	98.9	101.1	99.2	101.6	250.9	251.7	249.5	251.8	248.8	259.4	251.3	261.2
Vermont.....	11.6	11.7	11.6	11.7	33.3	34.0	33.1	34.0	66.2	66.5	66.8	66.6
Virginia.....	222.8	222.6	221.3	222.4	821.0	808.2	817.7	812.1	622.5	644.8	626.3	647.4
Washington.....	165.0	163.1	165.5	162.5	553.6	553.7	551.1	551.1	565.7	578.1	568.5	581.6
West Virginia.....	25.8	25.9	25.6	25.8	72.1	72.3	71.4	71.1	143.2	145.0	144.3	146.0
Wisconsin.....	158.6	158.7	158.0	158.7	333.2	334.8	333.5	334.4	490.4	498.7	490.0	499.6
Wyoming.....	11.4	11.6	11.4	11.4	22.3	22.0	21.8	21.2	29.4	30.0	29.8	30.1
Puerto Rico.....	49.8	50.4	50.1	50.4	137.6	136.5	139.8	137.0	126.2	129.4	127.1	130.8
Virgin Islands.....	1.7	1.7	1.7	1.7	2.7	2.6	2.7	2.6	2.4	2.4	2.4	2.4

p Preliminary

NOTE: Data are counts of jobs by place of work. Estimates are currently estimated from 2024 benchmark levels. Estimates subsequent to the current benchmarks are preliminary and will be revised when new information becomes available.

ESTABLISHMENT DATA
NOT SEASONALLY ADJUSTED
Table 4. Employees on nonfarm payrolls by state and selected industry sector, not seasonally adjusted-
Continued

[In thousands]

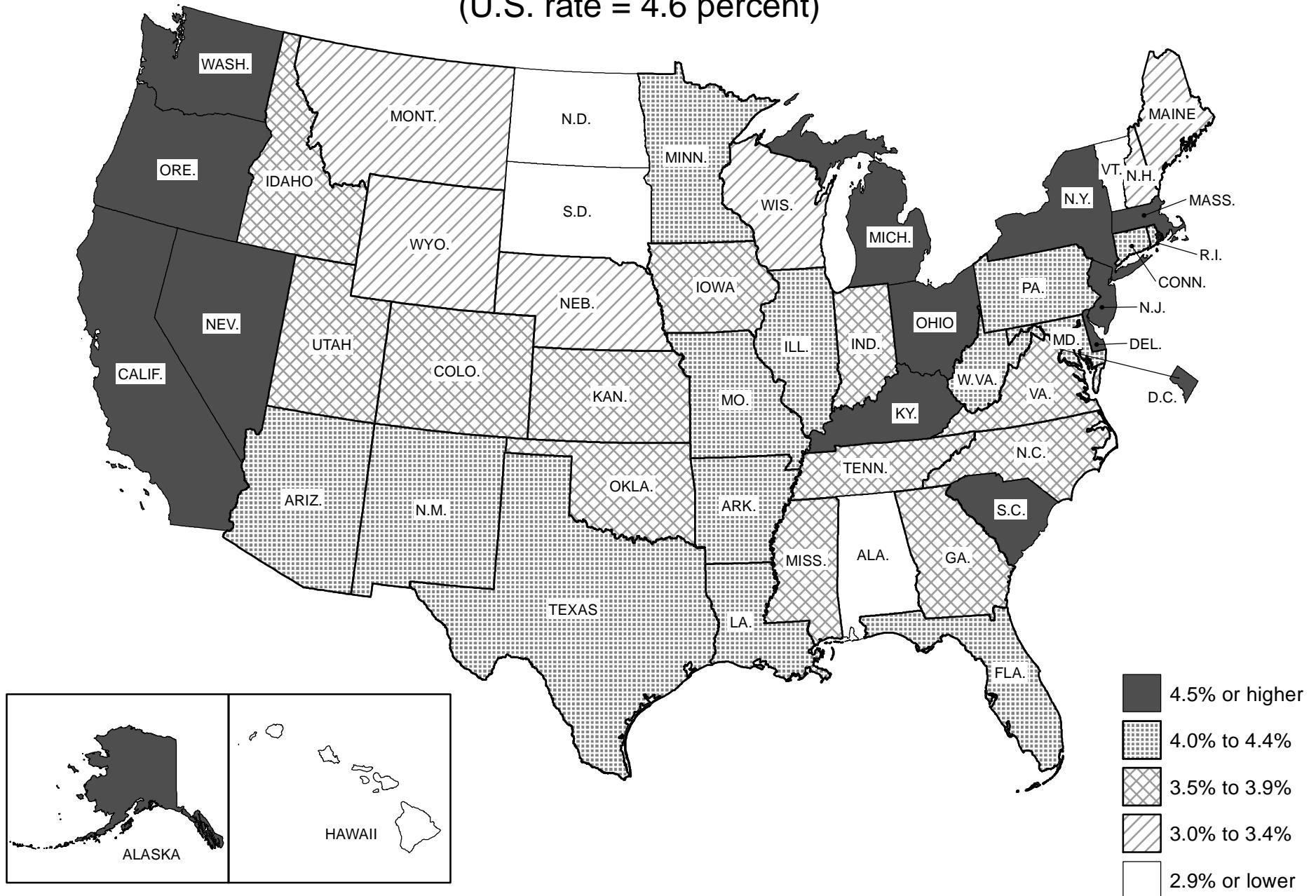
State	Leisure and hospitality				Other services				Government			
	October		November		October		November		October		November	
	2024	2025	2024	2025 ^p	2024	2025	2024	2025 ^p	2024	2025	2024	2025 ^p
Alabama.....	208.9	215.0	207.3	215.1	99.6	98.6	99.5	98.5	421.3	422.6	423.2	424.0
Alaska.....	34.6	35.7	33.3	34.2	12.3	12.8	12.4	12.9	81.6	80.4	81.4	79.9
Arizona.....	363.0	367.2	366.8	368.7	103.7	106.1	102.7	107.5	443.3	436.5	445.6	438.9
Arkansas.....	129.2	135.3	128.0	134.7	65.7	65.5	65.8	65.1	215.9	215.8	216.6	216.2
California.....	2,012.6	2,022.4	2,004.1	2,021.3	596.0	602.2	593.6	600.3	2,710.3	2,717.3	2,726.4	2,740.9
Colorado.....	350.8	354.1	346.2	351.0	132.2	133.7	130.8	134.4	496.2	501.0	497.6	502.3
Connecticut.....	154.4	155.7	150.4	151.5	63.4	65.3	64.3	64.9	238.6	241.8	240.7	243.7
Delaware.....	52.1	52.2	50.4	50.2	19.6	20.0	19.8	20.3	72.0	71.7	72.5	72.2
District of Columbia.....	77.4	79.2	77.7	78.8	67.7	67.5	68.0	67.8	236.1	211.9	237.3	212.3
Florida.....	1,275.7	1,304.6	1,316.0	1,317.4	377.0	381.8	383.0	381.8	1,181.2	1,193.0	1,187.3	1,192.6
Georgia.....	516.2	520.5	514.4	524.3	175.4	174.8	174.0	176.1	725.8	717.0	728.5	718.2
Hawaii.....	119.2	126.8	120.8	126.4	26.6	27.4	27.2	27.4	127.6	124.5	128.8	126.7
Idaho.....	93.3	98.6	90.7	96.7	29.8	31.0	30.5	31.1	130.8	128.9	130.4	128.9
Illinois.....	608.4	611.1	600.8	596.1	250.3	250.5	251.3	249.8	859.1	861.0	861.6	863.0
Indiana.....	316.7	314.3	307.7	310.0	137.1	138.1	137.4	138.8	440.5	440.0	447.1	442.4
Iowa.....	142.5	139.4	139.9	137.7	55.9	57.3	56.3	56.7	272.9	276.6	275.6	277.3
Kansas.....	133.1	129.8	133.3	129.6	56.1	56.4	56.2	56.4	266.0	264.1	267.0	265.1
Kentucky.....	205.1	208.3	202.9	205.0	74.5	76.0	74.1	75.8	320.6	321.7	322.7	322.8
Louisiana.....	224.0	232.4	225.5	233.8	75.7	78.0	75.8	77.3	328.2	327.8	329.4	328.5
Maine.....	70.6	68.8	62.8	60.5	22.8	22.1	22.8	22.1	104.0	102.8	104.6	103.7
Maryland.....	267.2	272.8	261.1	267.4	118.9	117.1	119.8	117.3	551.6	541.6	556.7	546.3
Massachusetts.....	364.3	365.6	351.8	348.2	136.3	136.9	135.0	136.4	475.8	475.4	480.5	479.1
Michigan.....	430.9	434.8	417.8	419.0	175.0	178.8	175.0	178.7	633.7	646.2	638.8	651.2
Minnesota.....	275.4	274.7	264.9	266.8	117.4	116.5	118.1	117.3	442.7	441.7	444.1	444.2
Mississippi.....	136.1	139.1	135.6	141.6	39.6	40.0	39.4	40.3	243.6	241.8	244.3	242.1
Missouri.....	314.2	325.8	301.8	318.5	113.2	115.8	114.3	116.5	449.9	478.4	451.7	480.8
Montana.....	72.4	75.7	70.1	72.1	20.3	20.2	20.0	20.1	93.3	92.4	93.7	92.2
Nebraska.....	101.7	99.1	98.4	96.1	37.8	38.6	38.2	38.3	181.7	182.3	181.6	182.3
Nevada.....	366.3	363.4	362.0	363.6	45.7	46.6	45.7	45.8	187.4	186.7	189.2	187.9
New Hampshire.....	75.2	73.1	72.1	67.6	24.9	26.7	25.2	27.0	90.9	90.5	91.3	91.0
New Jersey.....	398.1	403.2	392.4	393.8	175.0	171.9	174.5	172.3	631.4	629.4	635.2	633.0
New Mexico.....	98.5	98.0	96.9	97.7	27.8	27.4	27.8	27.3	192.6	197.4	195.5	199.4
New York.....	939.4	927.9	921.9	915.5	384.3	386.9	387.5	384.5	1,496.5	1,509.0	1,502.6	1,512.7
North Carolina.....	537.7	552.8	533.8	550.0	196.0	202.2	197.5	201.5	788.8	792.4	794.0	796.3
North Dakota.....	40.4	41.4	39.5	40.3	14.9	14.9	15.4	14.8	87.2	88.2	87.4	88.3
Ohio.....	570.1	564.6	554.3	549.2	214.1	216.5	214.5	216.2	798.3	796.6	803.8	798.8
Oklahoma.....	188.4	186.5	186.7	185.6	71.1	72.2	72.1	71.8	374.0	374.3	376.0	375.5
Oregon.....	208.3	212.4	202.7	211.5	68.5	67.6	67.8	67.4	321.2	320.7	323.3	321.5
Pennsylvania.....	569.5	586.0	559.7	573.6	264.9	268.4	264.2	267.4	714.8	712.1	721.9	717.9
Rhode Island.....	61.1	59.8	58.0	56.9	22.5	22.7	22.4	22.6	67.6	66.6	67.5	67.1
South Carolina.....	279.6	296.4	276.3	292.9	91.9	93.4	92.1	93.8	390.6	394.0	395.4	395.9
South Dakota.....	51.0	51.3	48.8	49.6	18.5	19.5	18.4	19.2	83.8	84.4	84.1	83.9
Tennessee.....	367.7	375.3	368.9	373.9	133.5	136.6	133.1	138.4	467.6	472.5	470.0	476.0
Texas.....	1,514.8	1,536.2	1,508.6	1,530.3	490.2	496.4	488.6	494.7	2,144.1	2,166.6	2,160.2	2,175.6
Utah.....	173.4	174.2	169.6	171.9	46.3	45.6	46.1	45.0	281.8	287.8	282.0	287.8
Vermont.....	34.1	35.0	32.2	33.1	10.3	10.2	10.3	10.1	57.9	58.6	58.0	58.9
Virginia.....	413.0	404.4	410.2	401.1	203.2	207.8	205.5	208.3	772.9	766.4	780.1	775.2
Washington.....	341.1	344.5	339.3	343.0	120.4	124.5	119.4	124.0	619.8	608.9	624.7	612.0
West Virginia.....	71.6	69.1	69.9	68.4	23.8	24.5	24.0	24.4	151.8	150.5	153.0	151.0
Wisconsin.....	286.0	295.2	278.7	285.4	148.0	146.1	147.5	147.7	427.0	417.8	431.8	420.4
Wyoming.....	38.2	39.2	35.1	35.2	16.2	16.5	16.0	16.4	72.9	72.7	72.3	72.1
Puerto Rico.....	98.6	101.9	98.4	102.6	19.4	19.7	19.5	19.5	201.0	199.3	202.1	201.3
Virgin Islands.....	6.7	8.0	6.8	7.5	0.9	0.9	0.9	0.9	10.7	10.6	10.8	10.5

p Preliminary

NOTE: Data are counts of jobs by place of work. Estimates are currently estimated from 2024 benchmark levels. Estimates subsequent to the current benchmarks are preliminary and will be revised when new information becomes available.

Map 1. Unemployment rates by state, seasonally adjusted, November 2025

(U.S. rate = 4.6 percent)



Map 2. Percentage change in nonfarm employment by state, seasonally adjusted November 2024 - November 2025

