



For release 10:00 a.m. (ET) Tuesday, January 27, 2026

USDL-26-0117

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STATE EMPLOYMENT AND UNEMPLOYMENT — DECEMBER 2025

Unemployment rates were higher in December in 6 states and stable in 44 states and the District of Columbia, the U.S. Bureau of Labor Statistics reported today. Twenty-one states and the District had jobless rate increases from a year earlier, 8 states had decreases, and 21 states had little change. The national unemployment rate, 4.4 percent, changed little over the month but was 0.3 percentage point higher than in December 2024.

In December 2025, nonfarm payroll employment was essentially unchanged in all 50 states and the District of Columbia. Over the year, nonfarm payroll employment increased in 8 states, decreased in the District, and was essentially unchanged in 42 states.

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.

Unemployment

Hawaii and South Dakota had the lowest jobless rates in December, 2.2 percent each. The District of Columbia had the highest unemployment rate, 6.7 percent. The next highest rates were in California and New Jersey, 5.5 percent and 5.4 percent, respectively. In total, 19 states had unemployment rates lower than the U.S. figure of 4.4 percent, 5 states and the District had higher rates, and 26 states had rates that were not appreciably different from that of the nation. (See tables A and 1 and map 1.)

In December, six states had unemployment rate increases: Delaware (+0.3 percentage point); Illinois (+0.2 point); and Florida, Minnesota, Oklahoma, and Washington (+0.1 point each). The remaining 44 states and the District of Columbia had jobless rates that were not notably different from those of a month earlier, though some had changes that were at least as large numerically as the significant changes. (See table B.)

Twenty-one states and the District of Columbia had unemployment rate increases from December 2024, the largest of which were in Delaware (+1.6 percentage points) and the District (+1.4 points). Eight states had over-the-year rate decreases, the largest of which was in Indiana (-0.9 percentage point). The next largest decreases occurred in Colorado, Hawaii, and Kentucky (-0.8 percentage point each). Twenty-one states had jobless rates that were not notably different from those of a year earlier. (See table C.)

Nonfarm Payroll Employment

In December 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 8 states, decreased in the District of Columbia, and was essentially unchanged in 42 states. The largest job gains occurred in Texas (+132,500), North Carolina (+80,700), and Pennsylvania (+76,600). The largest percentage increases occurred in Missouri (+1.8 percent), North Carolina (+1.6 percent), and South Carolina (+1.4 percent). Employment decreased in the District (-32,400, or -4.2 percent). (See table D and map 2.)

The Metropolitan Area Employment and Unemployment news release for December 2025 is scheduled to be released on Wednesday, February 4, 2026, at 10:00 a.m. (ET). The State Employment and Unemployment news release for January 2026 will be scheduled for April.

Upcoming Changes to Local Area Unemployment Statistics (LAUS) Data

Effective with the release of January 2026 data in April, the civilian labor force and unemployment data for the states and the District of Columbia presented in tables 1 and 2 of this news release will be revised to incorporate updated inputs, new population controls, re-estimation of models, and adjustment to new census division and national control totals. The population controls will reflect replacement of the "blended base" method that had been in use since the start of post-censal estimation for the 2020s with data adapted from the 2020 Modified Race and Age, or MARC, file. Data in table 1 will be re-seasonally adjusted as well. Both not seasonally adjusted and seasonally adjusted data are subject to revision back to at least January 2021.

Due to the lapse in federal appropriations, October 2025 data collection did not occur for the Current Population Survey (CPS), which provides the primary inputs to LAUS estimation. At the same time as the January 2026 data and the revisions for states through 2025 are released, statewide averages for 2025 based on the 11 months for which CPS data collection occurred will

be published in the BLS time-series database. These 11-month averages will not be strictly comparable to annual averages for prior years.

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.

Upcoming Changes to Current Employment Statistics (CES) Data

Effective with the release of January 2026 data in April, all nonfarm payroll employment estimates for states and areas presented in tables 3 and 4 of this news release will be adjusted to 2025 benchmark levels. Not seasonally adjusted data beginning with April 2024 and seasonally adjusted data beginning with January 2021 are subject to revision. Some not seasonally adjusted and seasonally adjusted series may be revised as far back as 1990. Also 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., December 2025, seasonally adjusted

State	Rate ^p
United States ¹	4.4
Alabama	2.7
California	5.5
Delaware	5.2
District of Columbia	6.7
Georgia	3.6
Hawaii	2.2
Idaho	3.6
Indiana	3.5
Iowa	3.5
Maine	3.2
Montana	3.4
Nebraska	3.0
Nevada	5.2
New Hampshire	3.1
New Jersey	5.4
North Dakota	2.6
Oklahoma	3.6
Oregon	5.2
South Dakota	2.2
Tennessee	3.6
Utah	3.6
Vermont	2.6
Virginia	3.6
Wisconsin	3.1
Wyoming	3.4

¹ Data are not preliminary.

^p = preliminary.

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

State	Rate		Over-the-month change ^P
	November 2025	December 2025 ^P	
Delaware	4.9	5.2	0.3
Florida	4.2	4.3	.1
Illinois	4.4	4.6	.2
Minnesota	4.0	4.1	.1
Oklahoma	3.5	3.6	.1
Washington	4.6	4.7	.1

^P = preliminary.

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

State	Rate		Over-the-year change ^P
	December 2024	December 2025 ^P	
Alabama	3.3	2.7	-0.6
Arizona	3.8	4.3	.5
Arkansas	3.6	4.2	.6
Colorado	4.6	3.8	-.8
Connecticut	3.2	4.2	1.0
Delaware	3.6	5.2	1.6
District of Columbia	5.3	6.7	1.4
Florida	3.4	4.3	.9
Hawaii	3.0	2.2	-.8
Illinois	4.9	4.6	-.3
Indiana	4.4	3.5	-.9
Kentucky	5.3	4.5	-.8
Louisiana	4.6	4.2	-.4
Maryland	3.1	4.2	1.1
Massachusetts	4.1	4.8	.7
Minnesota	3.0	4.1	1.1
Missouri	3.6	3.9	.3
Montana	2.9	3.4	.5
Nevada	5.8	5.2	-.6
New Hampshire	2.8	3.1	.3
New Jersey	4.6	5.4	.8
Oklahoma	3.3	3.6	.3
Oregon	4.3	5.2	.9
Pennsylvania	3.7	4.2	.5
South Carolina	4.4	4.8	.4
South Dakota	1.9	2.2	.3
Utah	3.3	3.6	.3
Virginia	2.9	3.6	.7
Washington	4.4	4.7	.3
West Virginia	4.1	4.6	.5

^P = preliminary.

Table D. States with statistically significant employment changes from December 2024 to December 2025, seasonally adjusted

State	December 2024	December 2025 ^P	Over-the-year change ^P	
			Level	Percent
District of Columbia	772,200	739,800	-32,400	-4.2
Minnesota	3,034,400	3,068,500	34,100	1.1
Missouri	3,000,000	3,052,800	52,800	1.8
New York	9,946,500	10,020,400	73,900	.7
North Carolina	5,044,300	5,125,000	80,700	1.6
Ohio	5,654,600	5,708,900	54,300	1.0
Pennsylvania	6,180,800	6,257,400	76,600	1.2
South Carolina	2,383,700	2,417,300	33,600	1.4
Texas	14,208,500	14,341,000	132,500	.9

^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							
	Dec. 2024	Oct. 2025	Nov. 2025	Dec. 2025 ^p	Number				Percent of labor force			
					Dec. 2024	Oct. 2025	Nov. 2025	Dec. 2025 ^p	Dec. 2024	Oct. 2025	Nov. 2025	Dec. 2025 ^p
Alabama.....	2,359,865	—	2,377,878	2,381,356	78,478	—	65,264	64,150	3.3	—	2.7	2.7
Alaska.....	360,488	—	367,905	369,297	17,003	—	17,423	17,656	4.7	—	4.7	4.8
Arizona.....	3,760,217	—	3,843,563	3,853,102	144,483	—	165,401	167,230	3.8	—	4.3	4.3
Arkansas.....	1,417,242	—	1,439,084	1,444,246	50,450	—	59,366	60,987	3.6	—	4.1	4.2
California.....	19,693,484	—	19,906,206	19,935,157	1,075,477	—	1,104,858	1,096,058	5.5	—	5.6	5.5
Colorado.....	3,279,720	—	3,262,709	3,259,440	150,190	—	125,769	123,798	4.6	—	3.9	3.8
Connecticut.....	1,955,642	—	1,937,746	1,935,670	62,473	—	77,196	80,351	3.2	—	4.0	4.2
Delaware.....	506,633	—	514,991	516,226	18,278	—	25,429	26,621	3.6	—	4.9	5.2
District of Columbia.....	416,960	—	416,619	417,353	22,051	—	27,194	27,866	5.3	—	6.5	6.7
Florida.....	11,169,691	—	11,207,303	11,224,836	385,000	—	465,512	486,118	3.4	—	4.2	4.3
Georgia.....	5,409,231	—	5,401,142	5,412,470	196,503	—	189,555	192,721	3.6	—	3.5	3.6
Hawaii.....	682,304	—	687,947	689,243	20,686	—	15,316	15,188	3.0	—	2.2	2.2
Idaho.....	1,009,769	—	1,011,513	1,013,141	38,336	—	37,010	36,883	3.8	—	3.7	3.6
Illinois.....	6,654,260	—	6,548,499	6,545,379	328,379	—	288,515	301,823	4.9	—	4.4	4.6
Indiana.....	3,480,699	—	3,496,673	3,495,276	154,563	—	128,209	123,873	4.4	—	3.7	3.5
Iowa.....	1,717,690	—	1,745,479	1,750,096	56,339	—	61,774	61,376	3.3	—	3.5	3.5
Kansas.....	1,554,666	—	1,568,414	1,572,551	59,082	—	59,278	59,742	3.8	—	3.8	3.8
Kentucky.....	2,105,427	—	2,115,767	2,117,499	112,600	—	98,523	95,327	5.3	—	4.7	4.5
Louisiana.....	2,081,744	—	2,082,199	2,089,060	95,589	—	88,663	88,396	4.6	—	4.3	4.2
Maine.....	709,449	—	705,116	705,956	24,335	—	22,629	22,672	3.4	—	3.2	3.2
Maryland.....	3,251,295	—	3,239,637	3,232,441	100,559	—	135,323	136,376	3.1	—	4.2	4.2
Massachusetts.....	3,916,370	—	3,953,836	3,945,988	161,981	—	187,362	188,782	4.1	—	4.7	4.8
Michigan.....	5,080,197	—	5,041,593	5,033,425	262,149	—	252,047	252,045	5.2	—	5.0	5.0
Minnesota.....	3,138,560	—	3,167,934	3,170,051	93,498	—	126,005	131,525	3.0	—	4.0	4.1
Mississippi.....	1,285,786	—	1,284,530	1,285,150	46,130	—	48,909	48,082	3.6	—	3.8	3.7
Missouri.....	3,137,625	—	3,192,930	3,200,946	113,995	—	128,876	126,420	3.6	—	4.0	3.9
Montana.....	578,351	—	578,796	579,949	16,954	—	18,839	19,486	2.9	—	3.3	3.4
Nebraska.....	1,073,437	—	1,096,643	1,099,318	30,800	—	32,424	33,085	2.9	—	3.0	3.0
Nevada.....	1,657,949	—	1,690,827	1,700,180	95,750	—	88,656	88,569	5.8	—	5.2	5.2
New Hampshire.....	775,293	—	774,977	775,626	21,665	—	23,616	23,965	2.8	—	3.0	3.1
New Jersey.....	4,903,331	—	4,909,414	4,913,773	225,301	—	267,174	264,686	4.6	—	5.4	5.4
New Mexico.....	986,657	—	990,408	991,030	42,885	—	41,625	42,663	4.3	—	4.2	4.3
New York.....	9,853,729	—	9,938,395	9,982,148	434,925	—	450,342	457,838	4.4	—	4.5	4.6
North Carolina.....	5,285,675	—	5,298,344	5,308,829	196,208	—	204,068	204,751	3.7	—	3.9	3.9
North Dakota.....	427,791	—	431,778	432,590	10,864	—	11,294	11,382	2.5	—	2.6	2.6
Ohio.....	5,917,469	—	5,938,587	5,940,036	264,756	—	269,550	264,505	4.5	—	4.5	4.5
Oklahoma.....	1,989,648	—	2,019,881	2,020,233	65,297	—	69,954	73,425	3.3	—	3.5	3.6
Oregon.....	2,205,850	—	2,229,593	2,231,230	93,893	—	116,820	116,797	4.3	—	5.2	5.2
Pennsylvania.....	6,548,147	—	6,551,221	6,570,445	241,859	—	277,114	277,617	3.7	—	4.2	4.2
Rhode Island.....	591,426	—	591,084	590,401	26,772	—	25,186	25,568	4.5	—	4.3	4.3
South Carolina.....	2,549,653	—	2,601,534	2,614,214	112,637	—	120,585	124,807	4.4	—	4.6	4.8
South Dakota.....	490,721	—	492,230	492,625	9,124	—	10,242	10,596	1.9	—	2.1	2.2
Tennessee.....	3,436,660	—	3,518,253	3,527,884	128,127	—	125,679	125,705	3.7	—	3.6	3.6
Texas.....	15,727,730	—	15,938,956	15,964,045	654,467	—	674,052	680,422	4.2	—	4.2	4.3
Utah.....	1,842,328	—	1,849,574	1,853,126	60,110	—	66,049	67,256	3.3	—	3.6	3.6
Vermont.....	357,262	—	350,479	349,308	9,058	—	8,983	9,019	2.5	—	2.6	2.6
Virginia.....	4,598,454	—	4,528,453	4,526,820	134,830	—	160,064	163,222	2.9	—	3.5	3.6
Washington.....	4,063,184	—	4,054,345	4,067,228	178,069	—	186,157	192,851	4.4	—	4.6	4.7
West Virginia.....	784,253	—	784,652	785,631	31,898	—	34,377	35,777	4.1	—	4.4	4.6
Wisconsin.....	3,185,399	—	3,116,562	3,118,713	98,667	—	95,133	97,555	3.1	—	3.1	3.1
Wyoming.....	297,566	—	289,848	289,997	10,559	—	9,724	9,914	3.5	—	3.4	3.4
Puerto Rico.....	1,230,256	1,239,078	1,239,936	1,241,184	66,827	70,569	70,666	70,754	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							
	November		December		Number				Percent of labor force			
	2024	2025	2024	2025 ^p	November		December		November		December	
					2024	2025	2024	2025 ^p	2024	2025	2024	2025 ^p
Alabama.....	2,363,650	2,389,181	2,362,075	2,382,044	77,511	64,823	75,438	54,586	3.3	2.7	3.2	2.3
Alaska.....	359,200	369,958	356,856	367,593	17,435	18,562	16,673	18,510	4.9	5.0	4.7	5.0
Arizona.....	3,766,510	3,867,730	3,752,662	3,839,553	141,016	165,334	131,467	152,861	3.7	4.3	3.5	4.0
Arkansas.....	1,410,161	1,443,765	1,408,291	1,442,628	45,918	59,944	47,541	60,037	3.3	4.2	3.4	4.2
California.....	19,696,791	20,040,195	19,630,344	19,867,332	1,060,023	1,082,715	1,018,925	1,020,843	5.4	5.4	5.2	5.1
Colorado.....	3,280,138	3,242,535	3,272,519	3,242,279	155,096	116,716	148,046	116,696	4.7	3.6	4.5	3.6
Connecticut.....	1,958,972	1,944,416	1,953,748	1,920,121	57,482	81,841	52,810	77,852	2.9	4.2	2.7	4.1
Delaware.....	504,019	514,737	504,473	516,062	15,977	27,603	15,867	26,264	3.2	5.4	3.1	5.1
District of Columbia.....	417,042	415,965	417,094	418,854	21,032	28,417	20,602	26,696	5.0	6.8	4.9	6.4
Florida.....	11,121,049	11,215,092	11,125,365	11,213,061	388,867	552,540	350,910	495,594	3.5	4.9	3.2	4.4
Georgia.....	5,394,997	5,414,289	5,388,670	5,428,413	186,320	214,644	181,635	179,951	3.5	4.0	3.4	3.3
Hawaii.....	683,636	689,024	681,992	690,031	21,726	16,207	19,118	15,311	3.2	2.4	2.8	2.2
Idaho.....	1,007,365	1,008,497	1,007,074	1,011,825	37,267	34,478	37,018	35,318	3.7	3.4	3.7	3.5
Illinois.....	6,654,778	6,532,292	6,619,206	6,506,578	300,597	297,658	284,112	313,698	4.5	4.6	4.3	4.8
Indiana.....	3,473,713	3,477,702	3,457,873	3,455,706	149,363	113,916	138,919	92,329	4.3	3.3	4.0	2.7
Iowa.....	1,713,886	1,754,736	1,708,004	1,746,992	53,823	55,035	51,174	58,369	3.1	3.1	3.0	3.3
Kansas.....	1,552,609	1,568,976	1,551,622	1,574,611	54,089	51,067	51,311	53,777	3.5	3.3	3.3	3.4
Kentucky.....	2,102,551	2,108,603	2,101,954	2,112,216	106,140	93,614	105,652	74,572	5.0	4.4	5.0	3.5
Louisiana.....	2,081,906	2,107,856	2,066,912	2,099,507	92,000	88,691	85,838	82,885	4.4	4.2	4.2	3.9
Maine.....	705,485	701,668	704,189	703,502	25,642	23,582	24,754	22,367	3.6	3.4	3.5	3.2
Maryland.....	3,237,645	3,217,174	3,230,032	3,193,113	99,612	153,138	88,503	118,108	3.1	4.8	2.7	3.7
Massachusetts.....	3,907,544	3,928,608	3,920,225	3,901,628	152,999	185,553	161,483	183,916	3.9	4.7	4.1	4.7
Michigan.....	5,088,407	5,021,701	5,056,004	4,972,312	244,936	243,316	254,093	237,526	4.8	4.8	5.0	4.8
Minnesota.....	3,124,607	3,155,173	3,123,443	3,144,470	74,629	122,717	82,341	136,307	2.4	3.9	2.6	4.3
Mississippi.....	1,286,116	1,280,770	1,291,369	1,284,106	43,587	49,554	45,410	39,825	3.4	3.9	3.5	3.1
Missouri.....	3,116,664	3,199,905	3,119,005	3,190,413	102,110	111,102	100,430	104,179	3.3	3.5	3.2	3.3
Montana.....	572,189	576,770	570,790	575,889	15,347	19,493	17,037	21,582	2.7	3.4	3.0	3.7
Nebraska.....	1,071,210	1,100,760	1,067,521	1,095,527	28,471	32,229	27,581	32,359	2.7	2.9	2.6	3.0
Nevada.....	1,657,241	1,721,803	1,654,397	1,713,961	93,995	88,134	92,927	84,543	5.7	5.1	5.6	4.9
New Hampshire.....	773,013	770,772	774,049	773,629	22,077	23,629	21,335	23,246	2.9	3.1	2.8	3.0
New Jersey.....	4,884,427	4,933,729	4,886,545	4,889,435	211,438	237,646	206,308	221,966	4.3	4.8	4.2	4.5
New Mexico.....	991,076	998,614	990,213	993,675	41,913	46,300	38,259	41,450	4.2	4.6	3.9	4.2
New York.....	9,805,030	10,011,022	9,761,174	9,978,800	414,057	446,179	407,667	435,413	4.2	4.5	4.2	4.4
North Carolina.....	5,269,091	5,292,485	5,245,410	5,289,892	196,223	220,464	178,200	181,301	3.7	4.2	3.4	3.4
North Dakota.....	422,688	428,577	422,339	427,513	9,279	9,997	10,477	10,850	2.2	2.3	2.5	2.5
Ohio.....	5,905,949	5,929,425	5,871,938	5,884,971	246,774	229,902	247,538	234,308	4.2	3.9	4.2	4.0
Oklahoma.....	1,991,265	2,012,840	1,983,063	2,002,986	63,107	79,262	59,303	76,112	3.2	3.9	3.0	3.8
Oregon.....	2,204,794	2,236,740	2,193,324	2,214,373	88,925	108,793	93,666	112,319	4.0	4.9	4.3	5.1
Pennsylvania.....	6,507,168	6,586,904	6,483,002	6,558,064	216,174	248,030	213,178	239,852	3.3	3.8	3.3	3.7
Rhode Island.....	590,894	590,692	589,713	583,833	26,308	25,464	24,710	25,470	4.5	4.3	4.2	4.4
South Carolina.....	2,528,893	2,623,478	2,526,963	2,620,824	107,471	131,114	100,703	128,558	4.2	5.0	4.0	4.9
South Dakota.....	489,352	489,385	486,980	488,703	8,454	10,351	9,499	11,787	1.7	2.1	2.0	2.4
Tennessee.....	3,431,049	3,523,175	3,435,489	3,527,850	125,524	128,234	121,771	118,314	3.7	3.6	3.5	3.4
Texas.....	15,758,856	16,040,844	15,737,596	15,931,415	643,552	677,576	583,802	624,263	4.1	4.2	3.7	3.9
Utah.....	1,845,143	1,868,709	1,841,353	1,853,545	55,812	67,234	53,965	64,224	3.0	3.6	2.9	3.5
Vermont.....	355,870	347,555	355,364	343,630	8,891	9,395	8,978	8,786	2.5	2.7	2.5	2.6
Virginia.....	4,570,346	4,488,922	4,558,220	4,490,034	131,957	176,093	115,370	153,029	2.9	3.9	2.5	3.4
Washington.....	4,058,105	4,096,635	4,050,286	4,069,074	176,130	202,472	172,776	214,714	4.3	4.9	4.3	5.3
West Virginia.....	776,768	783,057	773,768	777,874	27,656	36,389	27,658	34,545	3.6	4.6	3.6	4.4
Wisconsin.....	3,179,345	3,113,875	3,167,789	3,123,274	85,939	82,672	90,468	94,611	2.7	2.7	2.9	3.0
Wyoming.....	297,272	289,870	295,505	288,864	10,628	10,969	10,861	10,522	3.6	3.8	3.7	3.6
Puerto Rico.....	1,253,113	1,249,767	1,237,509	1,255,561	68,387	70,280	67,298	70,234	5.5	5.6	5.4	5.6

p Preliminary

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			
	Dec. 2024	Oct. 2025	Nov. 2025	Dec. 2025 ^p	Dec. 2024	Oct. 2025	Nov. 2025	Dec. 2025 ^p	Dec. 2024	Oct. 2025	Nov. 2025	Dec. 2025 ^p
Alabama.....	2,200.3	2,214.5	2,208.8	2,211.2	108.7	114.3	112.4	112.1	285.8	289.6	288.2	287.1
Alaska.....	339.3	338.7	338.1	337.9	18.5	19.5	19.2	19.2	12.6	12.7	12.0	11.8
Arizona.....	3,240.2	3,262.3	3,258.2	3,264.6	221.3	226.4	223.1	227.0	193.9	192.3	192.2	191.3
Arkansas.....	1,377.2	1,391.9	1,391.4	1,392.9	67.3	64.9	65.0	65.0	163.5	165.8	165.3	165.3
California.....	18,032.4	17,992.4	18,022.9	18,021.2	903.4	885.8	888.6	883.6	1,234.9	1,205.7	1,202.2	1,202.3
Colorado.....	2,977.1	2,997.6	2,998.9	3,000.1	186.8	184.6	184.7	184.7	149.1	148.8	148.1	149.5
Connecticut.....	1,716.1	1,712.3	1,714.4	1,713.9	63.1	63.4	63.8	63.5	155.4	153.4	153.3	152.8
Delaware ²	490.8	493.3	494.3	496.1	24.5	24.4	24.3	24.7	26.8	26.0	26.0	26.2
District of Columbia ²	772.2	739.8	739.3	739.8	14.9	15.5	15.6	15.8	1.2	1.2	1.2	1.2
Florida.....	10,002.1	10,048.2	10,046.3	10,042.1	657.8	651.6	650.1	650.3	429.7	429.4	427.0	426.7
Georgia.....	4,984.3	4,986.5	4,986.7	4,991.7	227.6	229.2	228.1	227.1	423.4	428.5	428.9	430.4
Hawaii ²	645.8	653.2	653.3	653.2	38.9	41.4	42.1	42.3	12.9	13.2	13.1	13.0
Idaho.....	876.9	881.7	885.6	885.9	74.3	77.5	79.4	80.4	76.8	76.5	76.7	76.3
Illinois.....	6,161.0	6,155.3	6,147.5	6,159.3	231.9	239.4	240.5	239.8	575.5	570.6	568.7	566.2
Indiana.....	3,270.2	3,290.3	3,286.0	3,278.3	167.9	172.3	171.1	170.5	517.2	521.4	520.4	518.8
Iowa.....	1,592.8	1,595.2	1,598.8	1,595.5	82.8	89.3	90.0	89.9	217.8	217.2	217.0	215.7
Kansas.....	1,458.9	1,458.9	1,462.0	1,457.5	72.5	73.3	74.4	73.2	173.6	174.5	175.7	175.0
Kentucky.....	2,044.8	2,053.5	2,051.4	2,051.1	94.7	100.8	100.7	101.0	256.9	255.3	255.8	254.5
Louisiana.....	1,989.5	2,003.5	2,006.2	2,012.4	139.3	136.9	138.6	139.6	142.4	143.1	143.6	143.9
Maine.....	658.3	652.7	654.2	654.1	35.1	34.5	34.8	35.1	51.6	51.5	51.4	51.7
Maryland.....	2,840.6	2,823.7	2,828.9	2,828.2	159.7	161.6	161.6	161.1	109.8	108.2	108.3	108.4
Massachusetts.....	3,722.2	3,714.6	3,718.9	3,723.5	165.4	166.4	167.3	167.2	229.5	228.3	229.0	229.7
Michigan.....	4,509.5	4,536.3	4,538.2	4,543.3	198.6	209.2	208.7	204.9	598.2	597.7	596.1	596.6
Minnesota.....	3,034.4	3,065.2	3,068.5	3,068.5	139.0	146.8	150.1	140.2	321.0	322.9	324.3	326.5
Mississippi.....	1,194.8	1,203.1	1,206.1	1,203.8	50.6	50.7	51.2	51.1	141.3	141.1	141.2	141.2
Missouri.....	3,000.0	3,048.8	3,052.0	3,052.8	145.1	149.6	152.8	153.6	284.4	278.5	279.2	279.1
Montana.....	528.2	529.9	530.3	532.4	36.0	37.6	37.1	38.2	20.8	20.2	20.1	19.8
Nebraska.....	1,060.3	1,058.5	1,058.0	1,055.3	61.9	64.7	64.3	63.7	103.0	101.8	102.0	101.7
Nevada.....	1,580.4	1,572.0	1,571.9	1,571.4	112.3	105.3	103.0	101.8	67.3	67.5	67.8	67.8
New Hampshire.....	711.6	708.9	706.6	705.6	32.7	32.4	32.2	32.1	67.8	67.8	68.1	67.6
New Jersey.....	4,393.2	4,397.7	4,396.5	4,402.2	164.8	155.7	154.7	154.6	256.6	257.5	256.5	256.0
New Mexico.....	895.7	904.2	905.7	904.3	55.9	60.0	59.2	59.7	29.4	29.3	29.3	29.2
New York.....	9,946.5	9,979.6	10,001.3	10,020.4	386.9	373.3	371.1	371.2	413.4	407.5	407.4	405.9
North Carolina.....	5,044.3	5,116.6	5,121.7	5,125.0	273.9	285.6	287.2	288.3	460.5	455.1	454.1	453.3
North Dakota.....	449.2	448.9	449.8	449.0	29.7	29.7	30.6	30.5	28.1	28.5	28.5	28.7
Ohio.....	5,654.6	5,702.2	5,705.4	5,708.9	252.0	263.7	265.2	266.3	684.4	690.8	693.5	692.9
Oklahoma.....	1,792.3	1,806.8	1,808.8	1,808.7	88.7	90.4	90.6	88.4	140.6	141.8	141.4	140.3
Oregon.....	1,999.7	2,006.6	2,007.4	2,005.2	117.1	117.4	116.9	114.4	183.2	177.1	177.0	177.4
Pennsylvania.....	6,180.8	6,254.8	6,257.1	6,257.4	261.1	260.9	262.6	262.6	558.9	563.8	562.5	561.7
Rhode Island.....	514.5	513.7	513.6	513.1	22.6	22.7	22.8	22.9	40.0	40.3	40.3	40.4
South Carolina.....	2,383.7	2,423.6	2,423.2	2,417.3	121.4	121.8	121.6	122.1	263.0	261.0	260.8	260.8
South Dakota.....	470.5	474.7	473.5	473.1	29.8	31.4	30.6	30.5	44.2	43.9	43.8	44.0
Tennessee.....	3,385.9	3,409.9	3,414.0	3,408.9	164.9	164.3	163.6	162.4	364.3	362.5	362.3	360.6
Texas.....	14,208.5	14,313.7	14,321.3	14,341.0	860.9	882.2	881.1	876.6	972.8	967.1	969.1	969.5
Utah.....	1,764.0	1,775.7	1,779.9	1,784.6	139.9	142.1	142.7	142.8	154.9	154.6	154.1	154.2
Vermont.....	311.2	313.9	313.7	314.2	16.2	15.7	15.7	15.6	27.0	26.9	26.9	26.9
Virginia.....	4,273.9	4,259.5	4,266.3	4,262.2	219.0	227.8	228.3	224.9	242.2	236.1	235.7	235.5
Washington.....	3,674.2	3,663.4	3,663.3	3,662.0	223.1	211.9	210.0	211.5	276.5	271.7	271.0	271.2
West Virginia.....	716.1	715.6	714.9	713.8	33.1	35.4	35.8	35.6	46.1	44.8	44.8	44.7
Wisconsin.....	3,047.6	3,045.5	3,045.3	3,054.3	142.7	144.6	144.7	147.8	464.1	463.4	461.4	460.3
Wyoming.....	296.0	296.1	295.9	295.4	24.7	24.1	24.4	24.5	10.4	10.6	10.6	10.6
Puerto Rico.....	958.8	964.2	965.4	969.0	39.1	39.4	39.4	39.2	83.3	83.0	82.9	82.7
Virgin Islands ^{2, 3}	35.7	36.6	36.0	36.0	2.2	2.3	2.4	2.4	—	—	—	—

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			
	Dec. 2024	Oct. 2025	Nov. 2025	Dec. 2025 ^p	Dec. 2024	Oct. 2025	Nov. 2025	Dec. 2025 ^p	Dec. 2024	Oct. 2025	Nov. 2025	Dec. 2025 ^p
Alabama.....	410.4	410.5	407.7	407.9	103.3	101.3	100.6	101.0	262.3	258.7	258.6	260.7
Alaska.....	65.8	67.0	66.5	65.8	10.8	10.5	10.5	10.6	29.3	29.9	30.2	30.4
Arizona.....	620.8	616.0	612.1	613.6	238.4	240.6	240.5	241.2	456.0	464.2	466.3	465.8
Arkansas.....	270.7	275.2	274.9	274.6	70.6	70.0	69.9	69.9	161.9	163.9	164.1	164.3
California.....	3,114.7	3,062.3	3,069.6	3,068.7	798.4	783.4	781.0	779.9	2,776.3	2,709.7	2,710.1	2,706.4
Colorado.....	509.8	509.5	509.8	508.0	176.9	174.4	174.2	173.6	493.7	494.7	493.0	493.3
Connecticut.....	299.6	294.9	293.9	293.5	118.6	118.9	118.8	118.1	221.4	223.6	223.4	224.1
Delaware.....	90.3	90.8	90.6	90.4	48.7	49.2	49.6	49.7	64.4	65.2	65.4	65.5
District of Columbia.....	30.1	28.6	28.6	28.8	25.6	25.0	25.1	25.0	173.6	167.6	167.2	168.2
Florida.....	2,008.7	2,019.4	2,017.9	2,007.4	688.1	688.7	686.8	688.2	1,617.5	1,624.9	1,618.1	1,617.1
Georgia.....	1,044.2	1,023.7	1,022.0	1,020.5	283.4	285.0	284.6	284.8	747.3	756.7	757.1	761.8
Hawaii.....	117.2	117.8	117.7	118.1	27.5	27.8	27.9	27.8	72.4	71.2	71.4	71.6
Idaho.....	165.0	162.7	162.2	162.3	42.8	42.9	42.8	42.2	110.0	111.3	111.6	112.7
Illinois.....	1,224.6	1,215.0	1,210.4	1,207.0	396.0	396.0	395.5	395.9	916.2	908.7	909.8	910.2
Indiana.....	643.1	638.5	638.4	637.3	147.7	144.6	144.8	145.6	357.8	367.7	365.4	363.4
Iowa.....	311.0	311.0	311.4	308.7	105.6	103.9	104.1	104.4	145.0	140.8	141.5	141.6
Kansas.....	276.3	274.4	275.4	273.3	78.9	81.1	81.5	82.1	170.6	170.3	170.6	171.1
Kentucky.....	428.9	428.7	425.5	424.3	94.6	95.9	95.8	96.5	226.2	224.4	224.9	226.7
Louisiana.....	375.3	368.5	365.4	367.2	94.8	93.1	92.7	93.0	219.0	221.9	224.0	225.9
Maine.....	120.1	118.4	118.1	117.9	33.1	33.3	33.3	33.3	79.4	78.0	77.9	77.7
Maryland.....	479.0	468.2	466.5	464.4	142.5	141.5	141.1	141.1	479.4	475.2	476.7	477.3
Massachusetts.....	556.1	560.5	559.1	557.4	227.7	228.2	228.6	227.9	626.4	620.3	624.7	623.7
Michigan.....	812.3	813.8	814.0	812.8	238.1	241.9	243.0	244.5	640.3	636.4	635.0	634.8
Minnesota.....	536.3	540.5	540.0	539.6	188.0	186.5	185.3	185.5	372.6	373.9	372.9	376.6
Mississippi.....	247.3	249.9	248.7	247.7	45.7	44.8	45.2	45.2	118.5	120.3	120.5	120.4
Missouri.....	564.0	561.1	558.5	554.9	183.1	183.6	184.5	184.9	372.3	371.3	373.7	373.5
Montana.....	101.0	102.1	102.3	102.4	27.5	28.0	27.8	27.8	54.1	55.1	55.5	55.2
Nebraska.....	196.5	192.6	192.8	192.1	71.2	70.9	70.7	70.7	120.9	118.1	117.7	116.7
Nevada.....	295.8	293.6	294.6	293.9	80.1	77.3	77.5	76.5	218.3	220.4	219.5	217.9
New Hampshire.....	140.6	138.0	137.0	136.7	33.7	34.2	34.4	34.4	100.4	102.8	103.0	103.2
New Jersey.....	903.4	895.7	896.8	893.6	272.7	271.1	271.8	272.4	708.6	716.8	715.0	717.5
New Mexico.....	147.0	145.9	145.7	145.3	36.0	37.4	37.3	37.4	122.5	119.0	118.6	118.2
New York.....	1,484.5	1,479.0	1,480.1	1,482.1	756.4	742.3	742.2	742.9	1,414.0	1,405.6	1,408.1	1,413.9
North Carolina.....	932.9	946.1	946.1	940.2	308.7	314.6	315.9	317.8	748.3	761.8	765.7	766.5
North Dakota.....	94.8	93.2	93.0	91.8	24.9	25.1	25.4	25.8	34.9	35.2	35.1	34.7
Ohio.....	1,049.7	1,065.0	1,060.5	1,059.7	316.0	316.5	315.8	315.7	729.0	737.3	739.9	742.1
Oklahoma.....	320.0	321.5	321.8	320.3	85.2	88.5	88.5	89.0	206.3	208.5	210.5	213.7
Oregon.....	356.5	355.5	354.5	352.8	101.7	98.4	98.8	98.6	260.2	260.9	261.7	262.8
Pennsylvania.....	1,144.1	1,146.1	1,144.7	1,142.4	340.7	347.0	347.3	348.0	838.4	847.7	848.1	851.3
Rhode Island.....	79.0	77.2	76.5	75.6	35.1	34.7	34.8	34.9	69.4	70.7	71.0	70.6
South Carolina.....	448.8	455.4	454.4	449.0	126.2	127.5	127.3	128.1	317.7	323.4	323.9	319.8
South Dakota.....	92.3	92.4	92.5	91.6	27.5	27.9	27.8	27.8	37.6	38.8	38.6	38.3
Tennessee.....	694.3	702.3	701.1	698.0	193.6	191.1	191.0	191.5	447.9	456.5	457.7	457.1
Texas.....	2,780.6	2,811.2	2,808.9	2,818.4	937.4	937.6	938.0	939.3	2,133.6	2,111.1	2,115.8	2,118.8
Utah.....	315.8	311.7	311.1	311.6	99.9	101.1	101.5	102.6	249.1	248.9	252.2	254.2
Vermont.....	52.4	53.1	52.5	52.1	11.4	11.7	11.6	11.6	32.9	33.6	33.7	33.8
Virginia.....	678.4	681.7	681.8	680.2	219.7	221.8	222.2	222.6	818.2	806.6	810.9	809.1
Washington.....	622.9	629.2	628.7	626.5	165.8	163.3	163.1	163.1	553.1	552.1	551.4	548.9
West Virginia.....	122.5	122.7	121.7	121.0	25.5	25.8	25.8	25.7	71.0	71.7	71.4	71.6
Wisconsin.....	556.2	548.3	547.4	546.4	157.7	159.4	159.4	158.7	334.0	330.4	331.5	327.8
Wyoming.....	52.7	53.2	53.2	53.1	11.4	11.5	11.4	11.6	21.9	21.6	21.6	21.9
Puerto Rico.....	190.8	191.9	192.8	192.9	50.0	50.5	50.4	50.7	138.8	136.6	135.8	135.5
Virgin Islands ¹	7.2	7.1	7.0	7.2	—	—	—	—	—	—	—	—

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			
	Dec. 2024	Oct. 2025	Nov. 2025	Dec. 2025 ^p	Dec. 2024	Oct. 2025	Nov. 2025	Dec. 2025 ^p	Dec. 2024	Oct. 2025	Nov. 2025	Dec. 2025 ^p
Alabama.....	267.5	273.6	273.5	273.1	210.7	215.7	216.6	217.3	420.2	420.6	420.7	421.0
Alaska.....	53.9	53.9	53.9	53.8	38.5	37.1	37.5	37.7	80.3	79.4	79.2	79.3
Arizona.....	544.8	561.5	560.3	561.5	364.9	366.0	366.9	368.8	433.5	426.6	426.2	424.7
Arkansas.....	217.5	222.8	222.4	223.5	130.5	135.1	135.8	136.6	212.2	212.1	211.9	211.7
California.....	3,352.5	3,486.9	3,500.2	3,505.2	2,013.4	2,015.3	2,023.3	2,027.0	2,692.1	2,699.5	2,707.8	2,712.3
Colorado.....	383.7	394.3	395.6	398.4	357.0	363.4	363.5	361.2	493.3	496.1	496.5	497.4
Connecticut.....	371.7	370.5	372.0	372.2	156.9	154.4	155.5	155.1	234.3	236.5	237.0	237.5
Delaware.....	88.2	90.7	90.9	91.3	53.8	52.5	52.6	53.2	70.9	70.6	71.0	71.1
District of Columbia.....	126.1	125.5	125.2	125.5	77.8	78.2	77.8	77.3	236.9	212.5	212.6	212.0
Florida.....	1,555.4	1,595.0	1,602.6	1,606.8	1,330.9	1,321.1	1,325.0	1,328.4	1,166.4	1,170.4	1,170.9	1,169.7
Georgia.....	714.4	734.9	735.4	737.5	520.6	522.6	523.3	521.0	719.3	711.4	711.1	711.6
Hawaii.....	91.7	94.9	95.0	94.9	122.5	127.4	126.2	126.2	126.8	123.9	124.5	123.8
Idaho.....	138.7	139.0	139.8	140.7	96.8	99.9	101.6	99.8	128.4	127.1	126.8	126.6
Illinois.....	1,005.7	1,017.7	1,019.5	1,023.5	613.1	605.0	602.8	609.9	847.0	849.0	848.5	851.3
Indiana.....	519.0	531.4	531.9	531.8	311.8	313.1	312.5	310.9	436.0	430.7	430.7	428.8
Iowa.....	242.0	246.4	247.7	247.9	142.7	139.6	139.8	138.9	269.7	269.9	270.2	271.3
Kansas.....	215.8	219.0	218.9	217.8	133.4	130.0	129.3	128.2	259.3	257.0	257.0	257.5
Kentucky.....	317.6	320.2	320.4	320.6	206.5	206.7	206.7	206.3	316.5	317.4	317.3	317.2
Louisiana.....	348.0	360.8	362.7	363.4	224.6	232.1	232.5	232.4	322.0	322.7	323.0	322.5
Maine.....	133.6	135.0	136.4	136.0	70.7	68.8	69.1	69.2	101.9	100.7	100.8	101.1
Maryland.....	495.5	507.7	509.6	509.4	267.3	273.2	274.1	275.4	552.4	535.4	538.3	538.7
Massachusetts.....	846.5	845.3	845.9	846.9	368.7	363.2	361.8	367.5	471.7	470.8	470.9	471.3
Michigan.....	726.4	733.9	735.6	737.6	435.1	433.1	433.5	435.3	621.0	628.9	630.9	634.6
Minnesota.....	600.5	619.4	621.1	622.0	271.9	275.7	274.4	275.1	438.6	434.8	435.1	436.8
Mississippi.....	158.6	161.3	161.8	162.4	137.4	140.3	142.6	141.0	240.8	239.3	239.4	239.3
Missouri.....	534.9	545.4	545.8	548.5	308.0	324.8	321.1	320.1	442.8	470.2	471.2	472.8
Montana.....	85.9	86.4	86.8	86.8	77.5	77.1	77.2	78.2	93.4	92.1	91.9	92.3
Nebraska.....	170.9	176.5	176.6	175.7	100.3	98.0	98.1	98.7	178.9	179.1	179.3	179.1
Nevada.....	176.3	181.5	182.0	182.9	363.6	362.3	363.9	366.4	185.0	183.4	183.6	183.6
New Hampshire.....	132.1	133.7	133.1	133.5	77.7	73.5	71.9	71.1	88.6	87.8	88.1	88.3
New Jersey.....	804.1	824.5	829.7	832.5	411.1	411.1	407.9	410.9	620.4	621.0	619.8	620.2
New Mexico.....	151.5	158.1	159.3	158.6	99.7	99.2	100.2	98.1	191.7	194.7	195.5	196.9
New York.....	2,374.9	2,474.9	2,484.3	2,494.9	944.0	921.5	933.0	932.0	1,494.6	1,500.1	1,500.3	1,503.4
North Carolina.....	708.5	729.2	726.2	727.9	545.5	553.7	555.7	558.6	777.4	778.3	778.4	779.3
North Dakota.....	71.3	72.3	72.2	72.7	40.5	41.1	41.1	40.2	85.8	86.1	86.4	86.5
Ohio.....	976.6	989.1	991.7	991.1	570.2	561.6	561.6	563.1	788.2	785.4	784.2	784.8
Oklahoma.....	274.3	281.7	281.6	282.3	189.1	186.7	185.9	186.5	368.9	368.2	368.3	368.5
Oregon.....	346.0	356.8	358.1	358.5	206.3	212.7	214.5	214.3	318.6	317.1	316.2	316.7
Pennsylvania.....	1,378.9	1,422.6	1,425.4	1,429.2	575.4	587.3	586.8	582.3	706.2	700.2	700.9	700.7
Rhode Island.....	112.6	114.2	114.5	114.5	61.4	59.8	59.6	60.0	66.5	65.7	66.0	66.2
South Carolina.....	308.6	315.7	316.0	315.9	282.7	298.3	298.7	300.6	389.9	391.2	391.4	391.9
South Dakota.....	79.7	79.8	80.1	80.4	51.3	51.4	51.6	52.3	83.1	83.1	82.6	82.6
Tennessee.....	497.7	498.1	500.6	501.7	370.3	376.7	376.5	374.8	460.4	462.5	464.1	464.7
Texas.....	1,941.7	1,979.3	1,984.6	1,985.9	1,515.2	1,537.9	1,538.0	1,541.7	2,130.7	2,146.4	2,145.0	2,147.3
Utah.....	249.6	258.2	257.9	257.7	176.8	176.1	176.9	177.3	279.0	282.9	283.8	284.1
Vermont.....	64.7	65.3	65.2	65.2	34.9	35.7	36.0	36.5	56.0	56.5	56.7	57.0
Virginia.....	626.9	641.1	641.0	641.6	419.0	407.1	406.8	406.6	766.0	752.4	754.8	756.3
Washington.....	565.8	575.0	578.4	579.7	351.8	350.8	352.2	352.5	621.6	608.9	607.3	607.0
West Virginia.....	143.8	144.8	144.7	144.3	70.9	69.0	69.4	69.0	149.9	148.2	148.1	148.3
Wisconsin.....	487.6	497.0	498.0	500.5	288.6	294.6	294.8	299.5	415.6	409.3	407.8	413.2
Wyoming.....	29.5	29.8	29.7	29.9	38.5	39.4	38.9	38.4	71.7	71.7	71.5	71.3
Puerto Rico.....	126.4	128.8	129.3	129.1	98.7	101.5	102.1	102.5	197.7	198.1	198.4	202.2
Virgin Islands.....	2.4	2.4	2.4	2.4	6.8	8.0	7.5	7.2	10.8	10.6	10.5	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			
	November		December		November		December		November		December	
	2024	2025	2024	2025 ^p	2024	2025	2024	2025 ^p	2024	2025	2024	2025 ^p
Alabama.....	2,211.4	2,222.0	2,212.2	2,221.3	9.2	9.3	9.2	9.4	109.2	113.7	109.5	112.9
Alaska.....	326.9	328.6	326.2	326.2	12.4	11.9	12.5	12.2	17.5	18.4	17.2	17.6
Arizona.....	3,280.9	3,304.5	3,286.4	3,311.0	14.9	16.3	15.0	16.5	224.3	225.6	220.9	226.8
Arkansas.....	1,382.4	1,398.0	1,383.2	1,399.4	5.1	5.2	5.1	5.3	67.6	65.0	67.2	65.0
California.....	18,152.8	18,200.7	18,186.4	18,187.3	18.6	18.8	18.4	18.7	908.8	893.4	901.4	881.2
Colorado.....	2,980.8	3,001.8	2,996.1	3,019.0	21.6	21.7	21.6	21.5	188.3	185.4	185.7	183.9
Connecticut.....	1,731.3	1,734.1	1,729.4	1,727.2	0.5	0.5	0.5	0.5	65.2	66.1	62.4	62.8
Delaware ¹	492.4	495.2	491.3	496.7	—	—	—	—	24.8	24.5	24.4	24.6
District of Columbia ¹	776.9	744.0	775.0	742.9	—	—	—	—	14.9	15.7	14.8	15.8
Florida.....	10,069.7	10,138.4	10,107.3	10,142.5	5.6	5.6	5.6	5.6	658.3	652.4	662.2	654.5
Georgia.....	5,009.9	5,024.8	5,021.9	5,028.1	9.5	9.3	9.5	9.3	228.3	228.8	228.6	227.8
Hawaii ¹	647.7	658.1	655.2	661.8	—	—	—	—	38.7	41.8	39.1	42.2
Idaho.....	874.4	886.2	873.2	883.4	4.4	4.5	4.4	4.3	74.6	79.6	72.6	79.0
Illinois.....	6,208.6	6,199.4	6,194.7	6,189.4	7.4	7.2	7.3	7.1	238.2	249.1	225.7	232.8
Indiana.....	3,299.9	3,322.6	3,293.6	3,299.1	5.4	5.4	5.4	5.4	168.5	172.5	165.8	167.9
Iowa.....	1,608.9	1,613.0	1,599.0	1,600.2	2.3	2.2	2.3	2.1	85.3	92.7	80.5	87.0
Kansas.....	1,476.9	1,477.4	1,471.0	1,468.2	6.2	6.1	6.1	5.9	72.6	74.4	71.9	72.5
Kentucky.....	2,065.1	2,069.6	2,062.5	2,064.8	8.0	7.5	7.9	7.4	95.7	102.3	94.0	99.6
Louisiana.....	2,008.0	2,021.8	1,999.4	2,021.1	28.9	28.1	28.8	27.8	140.9	138.3	138.3	138.8
Maine.....	658.7	653.1	655.4	651.4	2.1	2.1	2.1	2.1	35.2	35.2	34.4	34.5
Maryland.....	2,861.0	2,851.0	2,862.2	2,848.0	1.6	1.6	1.6	1.6	162.4	163.5	161.2	161.6
Massachusetts.....	3,731.4	3,732.3	3,722.2	3,727.0	1.1	1.1	1.1	1.1	169.2	170.2	163.9	165.5
Michigan.....	4,528.6	4,567.0	4,515.2	4,548.6	7.4	7.2	7.3	7.2	199.5	210.7	191.7	197.5
Minnesota.....	3,049.1	3,086.7	3,028.1	3,065.4	6.5	6.6	6.5	6.6	140.4	152.0	131.8	133.5
Mississippi.....	1,208.1	1,215.3	1,201.9	1,209.7	5.8	5.7	5.8	5.6	51.7	51.3	50.7	51.1
Missouri.....	3,017.4	3,078.5	3,015.5	3,067.7	4.5	4.5	4.5	4.5	147.5	155.0	143.5	151.7
Montana.....	523.4	527.4	525.0	530.0	6.3	6.0	6.0	6.0	37.3	37.3	35.0	37.0
Nebraska.....	1,066.7	1,064.5	1,065.7	1,059.3	1.0	1.0	1.0	1.0	63.4	65.2	61.4	62.8
Nevada.....	1,588.3	1,586.2	1,591.8	1,583.2	14.8	15.0	14.7	15.0	111.5	102.9	111.7	100.8
New Hampshire.....	710.6	708.5	713.1	707.1	0.9	0.9	0.9	0.9	33.0	32.6	32.2	31.6
New Jersey.....	4,410.9	4,431.8	4,427.6	4,437.9	1.5	1.4	1.5	1.4	169.6	156.6	163.9	154.0
New Mexico.....	898.4	910.1	900.5	909.3	24.1	24.4	23.9	24.4	55.8	58.6	55.6	59.1
New York.....	9,980.3	10,076.5	10,016.3	10,093.9	5.7	5.8	5.5	5.6	394.7	374.4	383.0	366.4
North Carolina.....	5,070.9	5,156.4	5,078.2	5,156.2	6.0	6.2	6.0	6.3	274.1	287.9	272.5	287.0
North Dakota.....	451.0	453.1	449.9	449.5	18.1	17.3	18.1	17.2	29.9	31.0	27.3	28.1
Ohio.....	5,699.1	5,748.3	5,677.4	5,724.3	8.8	8.9	8.8	8.9	257.9	271.4	247.5	260.7
Oklahoma.....	1,805.1	1,822.9	1,803.0	1,818.8	30.4	30.0	30.5	29.9	86.8	91.3	88.6	88.5
Oregon.....	2,011.3	2,019.9	2,006.7	2,010.8	6.1	6.0	6.2	6.1	117.5	117.6	114.9	112.2
Pennsylvania.....	6,222.4	6,308.7	6,223.1	6,296.5	21.1	21.7	21.1	21.8	261.5	265.4	256.7	258.8
Rhode Island.....	517.4	516.5	515.4	513.7	0.2	0.2	0.2	0.2	23.0	23.3	22.4	22.8
South Carolina.....	2,389.9	2,433.2	2,393.5	2,424.3	4.5	4.5	4.5	4.6	121.2	122.5	121.5	122.1
South Dakota.....	471.0	474.7	470.5	473.4	1.3	1.3	1.3	1.3	30.1	31.0	29.3	29.7
Tennessee.....	3,415.9	3,441.7	3,415.0	3,439.6	4.5	4.6	4.5	4.6	165.4	164.9	165.0	162.6
Texas.....	14,312.3	14,427.7	14,329.4	14,450.1	217.2	217.9	217.5	221.1	866.7	886.7	863.9	876.6
Utah.....	1,770.1	1,789.2	1,769.9	1,791.7	11.6	11.4	11.6	11.2	142.6	143.6	138.6	141.5
Vermont.....	313.3	315.0	313.6	316.5	0.8	0.8	0.8	0.8	16.4	16.0	15.8	15.2
Virginia.....	4,296.6	4,302.9	4,287.5	4,279.9	7.4	7.0	7.3	6.9	222.5	229.3	218.1	222.9
Washington.....	3,665.6	3,665.4	3,676.5	3,662.4	5.4	5.4	5.3	5.3	219.3	210.1	219.6	208.3
West Virginia.....	723.3	721.2	721.3	718.2	21.2	20.9	21.2	20.8	34.5	36.7	33.8	35.9
Wisconsin.....	3,064.9	3,063.1	3,048.4	3,054.1	4.1	4.2	4.0	4.1	144.5	147.6	137.7	143.3
Wyoming.....	293.3	293.6	294.7	293.9	16.0	15.2	15.9	14.8	24.8	24.9	24.1	24.0
Puerto Rico.....	967.0	973.8	972.3	981.7	0.6	0.7	0.6	0.7	38.6	39.9	39.7	39.9
Virgin Islands ¹	35.6	36.0	35.6	35.9	—	—	—	—	2.2	2.4	2.2	2.4

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			
	November		December		November		December		November		December	
	2024	2025	2024	2025 ^p	2024	2025	2024	2025 ^p	2024	2025	2024	2025 ^p
Alabama.....	285.4	288.7	286.4	287.2	415.3	412.6	420.0	416.5	22.9	22.9	23.0	23.1
Alaska.....	8.2	7.9	6.8	6.6	64.7	65.1	64.5	64.1	4.2	4.1	4.3	4.1
Arizona.....	195.0	193.8	195.0	192.4	634.0	627.9	640.2	633.8	47.4	47.4	48.0	47.7
Arkansas.....	163.5	165.2	163.8	165.6	272.6	277.0	275.5	279.2	12.0	11.7	12.2	11.7
California.....	1,234.9	1,203.2	1,232.4	1,202.2	3,166.1	3,145.1	3,203.8	3,169.1	533.9	525.0	538.7	523.5
Colorado.....	147.7	147.4	148.5	148.8	517.1	518.1	524.8	523.7	73.5	76.7	73.8	77.2
Connecticut.....	155.6	153.7	156.1	153.5	307.4	301.1	312.4	305.7	30.4	30.4	30.5	30.3
Delaware.....	26.7	26.0	26.7	26.1	91.8	92.2	93.6	93.7	3.6	3.5	3.5	3.5
District of Columbia.....	1.2	1.2	1.2	1.2	30.9	29.4	30.7	29.5	18.6	18.2	18.5	18.4
Florida.....	430.6	428.0	432.6	428.6	2,045.2	2,056.7	2,071.7	2,067.7	155.8	160.7	160.2	161.0
Georgia.....	426.4	428.8	424.4	431.5	1,057.4	1,038.3	1,069.3	1,046.3	116.1	111.6	120.5	112.4
Hawaii.....	13.2	13.2	13.1	13.1	118.2	118.9	120.8	121.6	8.3	8.1	8.4	8.2
Idaho.....	76.9	76.8	76.6	75.9	166.8	164.3	167.8	165.2	9.1	9.1	9.1	9.1
Illinois.....	576.5	568.4	578.3	567.2	1,245.8	1,232.1	1,257.0	1,238.5	92.3	96.0	93.1	98.4
Indiana.....	519.8	519.3	517.3	518.7	658.2	651.3	661.7	655.5	26.4	26.3	26.5	26.2
Iowa.....	218.4	216.5	218.1	215.5	316.7	315.2	318.7	314.9	17.7	18.0	18.0	18.0
Kansas.....	174.4	175.9	173.7	175.2	280.3	278.8	283.1	279.8	17.3	17.5	17.3	17.7
Kentucky.....	258.3	256.1	259.6	256.4	436.9	432.9	441.9	436.7	20.8	20.8	21.0	20.8
Louisiana.....	142.4	143.8	142.6	144.0	377.5	370.6	382.2	374.1	19.3	18.3	19.1	18.2
Maine.....	52.1	51.7	51.9	52.1	121.5	119.7	122.7	120.5	8.2	8.2	8.3	7.9
Maryland.....	110.0	108.8	110.4	108.9	490.6	477.7	495.9	480.7	33.9	33.7	34.1	33.7
Massachusetts.....	229.5	228.6	229.6	230.1	562.6	565.0	570.7	571.0	92.9	92.0	91.9	92.2
Michigan.....	600.5	596.6	600.6	599.2	821.5	823.7	827.5	827.7	56.1	55.9	57.0	56.8
Minnesota.....	322.1	324.4	319.6	325.4	544.4	548.8	552.0	552.0	43.6	41.3	43.2	41.4
Mississippi.....	142.1	141.4	142.1	141.9	252.9	252.4	253.6	253.4	9.6	9.3	9.7	9.6
Missouri.....	283.8	278.9	285.5	280.4	571.3	567.4	581.5	570.9	46.7	44.5	46.5	45.2
Montana.....	21.0	20.2	21.0	20.0	101.8	102.8	103.0	104.3	5.7	5.5	5.7	5.4
Nebraska.....	103.9	101.9	103.1	101.7	199.2	195.5	201.7	197.1	17.5	17.1	17.6	17.2
Nevada.....	67.2	67.6	67.0	67.4	302.4	301.2	304.6	302.9	20.1	19.9	20.5	20.4
New Hampshire.....	68.1	68.1	68.1	67.9	141.1	137.6	143.6	139.5	11.0	11.1	11.1	11.0
New Jersey.....	255.5	256.5	257.2	256.5	918.8	912.8	931.8	921.0	73.2	70.2	73.7	70.4
New Mexico.....	29.1	29.3	29.4	29.2	149.0	147.9	150.7	149.3	10.0	9.0	10.0	8.9
New York.....	411.0	408.3	412.8	405.2	1,507.3	1,504.9	1,526.6	1,523.2	283.8	286.2	286.4	286.3
North Carolina.....	461.2	454.0	460.5	452.5	949.2	958.1	960.0	964.3	85.7	84.6	85.8	85.0
North Dakota.....	28.3	28.7	28.1	28.7	96.0	94.2	96.4	93.4	5.2	5.3	5.3	5.4
Ohio.....	682.8	692.5	686.2	694.8	1,069.3	1,075.6	1,077.7	1,084.9	65.6	67.0	66.1	67.0
Oklahoma.....	140.6	141.0	141.6	140.9	326.9	325.9	327.9	327.5	17.1	18.1	17.8	18.2
Oregon.....	184.3	176.8	182.5	176.7	363.9	361.8	366.3	361.7	36.3	36.0	36.1	35.8
Pennsylvania.....	559.3	561.0	559.9	561.9	1,168.3	1,167.4	1,181.5	1,179.0	89.6	87.8	89.5	87.7
Rhode Island.....	39.7	40.3	40.1	40.4	79.7	77.5	81.5	78.0	5.6	5.2	5.6	5.2
South Carolina.....	262.4	259.8	263.0	260.7	450.9	458.0	459.5	459.3	28.3	30.6	29.2	30.6
South Dakota.....	44.4	43.7	44.3	44.1	93.3	93.0	93.4	92.9	5.3	5.3	5.3	5.3
Tennessee.....	365.6	362.0	365.5	361.5	708.0	709.2	712.2	714.8	54.6	54.0	55.2	54.8
Texas.....	975.8	969.3	976.2	972.7	2,826.5	2,850.5	2,853.0	2,887.9	229.0	225.7	230.4	225.8
Utah.....	153.9	153.4	154.8	154.3	323.1	317.3	324.1	320.1	41.2	43.0	41.1	43.7
Vermont.....	27.1	27.0	27.1	26.9	52.4	52.7	53.7	53.3	4.6	4.3	4.6	4.3
Virginia.....	243.4	235.8	243.3	235.8	691.6	695.7	699.6	700.5	70.6	68.8	72.1	69.1
Washington.....	277.0	270.7	275.5	270.0	630.9	635.1	634.2	637.4	164.5	168.7	165.7	170.6
West Virginia.....	46.1	44.8	46.1	44.6	125.3	124.0	125.6	123.7	8.0	7.9	8.0	7.9
Wisconsin.....	463.5	460.8	464.3	460.1	565.3	556.3	567.1	556.9	48.0	48.1	49.1	48.3
Wyoming.....	10.5	10.6	10.5	10.6	52.6	53.4	53.6	53.9	3.0	2.9	3.0	2.9
Puerto Rico.....	83.6	82.8	83.5	82.7	193.2	195.3	196.0	197.7	14.0	14.0	14.1	14.0
Virgin Islands.....	0.5	0.5	0.5	0.5	7.1	7.0	7.2	7.2	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			
	November		December		November		December		November		December	
	2024	2025	2024	2025 ^P	2024	2025	2024	2025 ^P	2024	2025	2024	2025 ^P
Alabama.....	105.0	101.2	103.1	100.8	265.5	261.1	262.6	261.1	268.9	275.2	269.1	274.0
Alaska.....	10.6	10.5	10.7	10.6	28.6	29.6	28.4	29.6	53.6	54.0	53.9	53.8
Arizona.....	239.6	241.4	241.0	243.4	460.0	471.7	462.1	472.0	550.6	565.8	551.7	567.8
Arkansas.....	70.7	70.2	70.8	70.0	161.2	164.3	161.6	164.5	219.3	223.8	218.6	224.5
California.....	799.7	787.2	804.7	786.8	2,800.9	2,734.7	2,803.0	2,734.3	3,365.8	3,527.1	3,368.0	3,517.5
Colorado.....	177.8	174.1	178.7	175.1	495.7	492.2	493.5	492.9	384.5	397.0	384.9	400.3
Connecticut.....	118.4	118.2	118.8	118.0	222.6	225.2	220.1	222.9	375.8	377.7	375.0	375.7
Delaware.....	49.0	49.3	48.8	49.7	64.8	65.6	63.7	64.8	89.0	91.4	88.9	92.0
District of Columbia.....	25.8	25.1	25.6	25.1	174.3	168.4	174.1	169.1	128.2	127.2	127.1	126.7
Florida.....	690.0	690.8	693.4	692.6	1,628.9	1,628.0	1,628.0	1,624.2	1,569.0	1,621.5	1,561.8	1,615.7
Georgia.....	283.6	286.0	285.2	286.7	756.9	762.6	752.2	766.1	714.8	741.6	717.7	740.9
Hawaii.....	27.6	28.0	27.7	28.0	72.5	71.6	73.1	72.4	92.4	96.0	92.8	95.8
Idaho.....	42.9	43.1	43.2	42.5	110.1	111.0	108.5	111.2	138.0	140.4	138.8	141.9
Illinois.....	394.2	395.2	396.5	396.4	930.0	914.5	920.7	913.6	1,010.5	1,028.5	1,010.1	1,029.1
Indiana.....	148.0	145.4	148.0	146.2	360.0	371.5	358.2	362.9	521.4	537.8	522.7	535.9
Iowa.....	105.4	103.9	105.8	104.7	145.4	141.7	143.9	140.8	245.9	251.2	245.2	251.0
Kansas.....	78.5	81.3	79.2	82.4	174.5	172.2	170.4	170.3	216.6	220.1	217.2	219.1
Kentucky.....	94.7	95.9	94.8	96.6	229.0	227.6	227.6	228.6	322.0	322.9	319.6	322.0
Louisiana.....	95.2	93.1	95.1	93.5	222.9	225.7	218.6	225.0	350.2	364.8	349.7	364.7
Maine.....	33.4	33.3	33.2	33.4	79.8	78.6	79.0	77.5	136.2	137.7	135.0	137.4
Maryland.....	142.4	141.7	143.0	141.5	483.4	478.7	480.7	478.5	499.1	514.3	499.9	513.3
Massachusetts.....	227.0	228.7	227.5	228.0	627.1	627.7	623.7	621.4	854.7	855.3	850.7	851.4
Michigan.....	236.1	242.2	237.9	244.5	645.6	640.4	638.6	633.1	730.3	741.0	730.5	741.7
Minnesota.....	188.7	184.9	188.1	185.5	375.6	375.7	369.9	374.0	600.7	626.0	602.6	624.1
Mississippi.....	45.0	45.1	45.5	45.1	122.0	122.7	120.9	122.7	159.7	163.3	159.7	163.2
Missouri.....	181.9	186.0	184.0	186.7	373.4	374.9	370.5	371.7	540.5	551.3	536.2	549.2
Montana.....	27.5	28.0	27.7	28.0	54.0	55.9	53.6	54.7	86.0	87.3	86.3	87.3
Nebraska.....	70.9	71.0	71.4	70.8	121.4	118.4	121.0	116.6	171.2	177.6	172.0	176.5
Nevada.....	80.0	77.8	80.6	76.9	218.3	224.4	218.8	218.3	177.1	182.4	177.5	184.6
New Hampshire.....	33.9	34.5	33.7	34.5	100.3	102.9	100.1	102.7	133.7	135.0	132.6	134.0
New Jersey.....	271.3	273.2	273.6	273.8	711.9	726.9	715.7	725.5	807.0	836.4	809.9	838.9
New Mexico.....	36.0	37.3	36.2	37.6	122.9	118.5	122.6	118.0	151.3	160.5	152.4	159.6
New York.....	750.7	743.0	760.1	746.7	1,418.9	1,418.3	1,423.7	1,424.8	2,396.2	2,517.0	2,398.2	2,520.7
North Carolina.....	308.3	315.2	307.9	317.6	749.0	769.5	747.9	766.6	712.1	733.4	712.1	731.8
North Dakota.....	24.9	25.4	24.9	25.8	34.8	35.3	34.5	34.3	71.5	72.5	71.5	72.9
Ohio.....	317.1	316.9	317.2	316.4	739.1	747.8	727.8	740.2	985.9	1,001.5	982.8	996.4
Oklahoma.....	85.1	88.9	85.5	89.4	207.0	211.8	204.4	211.8	276.4	283.3	275.0	282.7
Oregon.....	102.2	98.9	101.4	98.4	261.7	262.7	260.0	262.2	345.5	360.0	347.7	360.3
Pennsylvania.....	340.0	346.8	341.3	348.6	839.8	854.6	838.9	851.9	1,397.0	1,445.0	1,392.4	1,441.0
Rhode Island.....	35.2	34.9	35.1	35.0	70.9	71.9	69.6	70.4	115.2	116.7	113.7	115.2
South Carolina.....	124.9	127.6	126.7	128.9	322.4	328.1	320.8	321.2	311.5	319.3	310.1	316.7
South Dakota.....	27.3	27.9	27.8	28.1	37.4	38.9	37.3	37.8	80.6	80.9	80.0	80.9
Tennessee.....	193.1	191.8	193.8	192.0	452.1	461.7	451.3	459.4	500.6	505.0	500.4	506.1
Texas.....	938.8	941.9	942.6	943.4	2,147.6	2,134.1	2,148.9	2,134.2	1,953.3	1,996.9	1,949.0	1,991.8
Utah.....	99.2	101.6	100.1	103.0	249.5	253.5	248.0	253.4	251.3	260.8	252.0	259.4
Vermont.....	11.6	11.6	11.4	11.6	33.1	33.7	32.8	33.5	66.8	66.7	65.5	66.0
Virginia.....	221.3	222.4	219.5	222.4	817.7	812.6	814.5	807.1	626.3	646.5	628.8	644.1
Washington.....	165.5	162.6	165.4	162.9	551.1	552.2	552.7	547.3	568.5	581.2	568.2	582.6
West Virginia.....	25.6	25.9	25.5	25.6	71.4	71.2	70.5	70.9	144.3	146.0	144.7	145.2
Wisconsin.....	158.0	158.6	157.8	158.2	333.5	334.4	333.1	326.0	490.0	498.8	488.5	501.9
Wyoming.....	11.4	11.5	11.4	11.7	21.8	21.2	21.5	21.5	29.8	30.1	29.7	30.2
Puerto Rico.....	50.1	50.4	50.5	51.2	139.8	137.0	141.2	137.8	127.1	130.9	128.7	131.4
Virgin Islands.....	1.7	1.7	1.7	1.7	2.7	2.7	2.7	2.7	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]

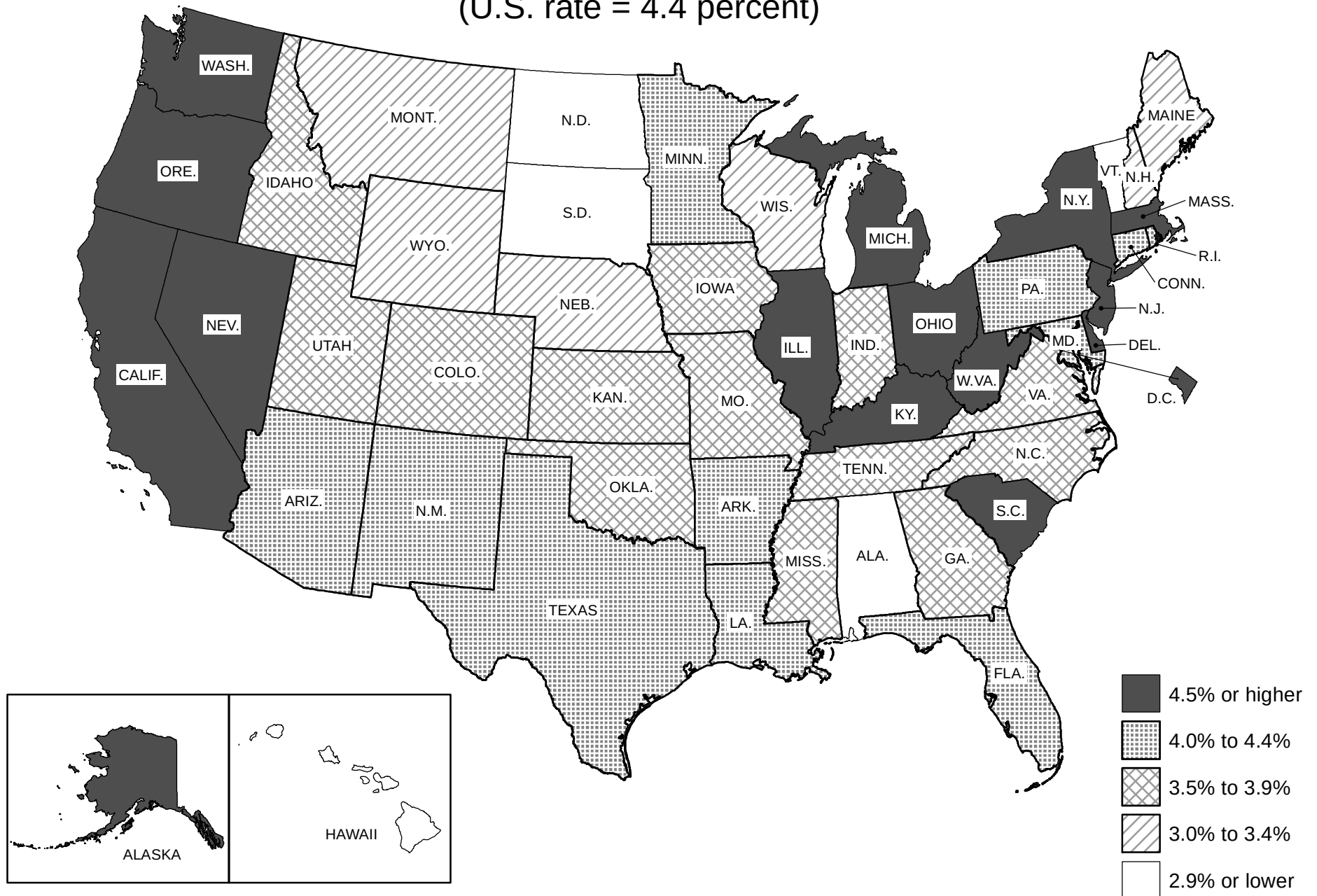
State	Leisure and hospitality				Other services				Government			
	November		December		November		December		November		December	
	2024	2025	2024	2025 ^p	2024	2025	2024	2025 ^p	2024	2025	2024	2025 ^p
Alabama.....	207.3	214.8	206.8	213.5	99.5	98.4	99.1	98.2	423.2	424.1	423.4	424.6
Alaska.....	33.3	34.0	34.2	34.2	12.4	12.9	12.4	13.0	81.4	80.2	81.3	80.4
Arizona.....	366.8	368.2	366.1	370.8	102.7	107.4	104.7	107.8	445.6	439.0	441.7	432.0
Arkansas.....	128.0	134.3	126.5	133.0	65.8	65.1	65.9	65.2	216.6	216.2	216.0	215.4
California.....	2,004.1	2,022.8	2,007.6	2,024.6	593.6	600.7	591.3	593.4	2,726.4	2,742.7	2,717.1	2,736.0
Colorado.....	346.2	352.4	357.4	361.2	130.8	134.5	130.7	134.9	497.6	502.3	496.5	499.5
Connecticut.....	150.4	152.1	151.6	149.9	64.3	65.4	64.0	66.4	240.7	243.7	238.0	241.5
Delaware.....	50.4	50.0	49.8	49.4	19.8	20.3	19.6	20.5	72.5	72.4	72.3	72.4
District of Columbia.....	77.7	78.6	78.0	77.0	68.0	67.9	67.8	67.9	237.3	212.3	237.2	212.2
Florida.....	1,316.0	1,320.2	1,326.4	1,325.3	383.0	381.9	385.4	383.9	1,187.3	1,192.6	1,180.0	1,183.4
Georgia.....	514.4	523.3	516.7	515.9	174.0	176.2	175.2	176.6	728.5	718.3	722.6	714.6
Hawaii.....	120.8	126.4	123.3	126.8	27.2	27.3	27.6	27.4	128.8	126.8	129.3	126.3
Idaho.....	90.7	97.6	93.9	96.8	30.5	31.1	30.1	31.1	130.4	128.7	128.2	126.4
Illinois.....	600.8	596.5	597.9	593.4	251.3	248.9	249.8	250.4	861.6	863.0	858.3	862.5
Indiana.....	307.7	310.4	303.6	301.9	137.4	138.8	137.1	138.7	447.1	443.9	447.3	439.8
Iowa.....	139.9	137.7	137.6	133.9	56.3	56.7	56.0	57.0	275.6	277.2	272.9	275.3
Kansas.....	133.3	129.6	132.6	127.5	56.2	56.4	55.3	55.8	267.0	265.1	264.2	262.0
Kentucky.....	202.9	204.9	200.7	199.6	74.1	75.9	74.0	75.6	322.7	322.8	321.4	321.5
Louisiana.....	225.5	233.2	224.1	232.3	75.8	77.3	75.4	77.7	329.4	328.6	325.5	325.0
Maine.....	62.8	61.2	62.0	60.5	22.8	22.1	22.5	22.2	104.6	103.3	104.3	103.3
Maryland.....	261.1	267.4	257.9	265.0	119.8	117.3	118.6	116.8	556.7	546.3	558.9	546.4
Massachusetts.....	351.8	348.0	347.7	348.5	135.0	136.6	136.3	137.5	480.5	479.1	479.1	480.3
Michigan.....	417.8	419.6	419.0	418.5	175.0	178.5	174.1	177.3	638.8	651.2	631.0	645.1
Minnesota.....	264.9	265.4	260.2	263.5	118.1	117.4	116.0	117.9	444.1	444.2	441.7	441.5
Mississippi.....	135.6	141.6	134.8	138.6	39.4	40.3	39.2	40.3	244.3	242.2	239.9	238.2
Missouri.....	301.8	318.4	299.1	310.4	114.3	116.8	114.4	115.8	451.7	480.8	449.8	481.2
Montana.....	70.1	72.2	74.0	75.5	20.0	20.1	19.5	19.6	93.7	92.1	93.2	92.2
Nebraska.....	98.4	96.2	96.7	95.1	38.2	38.3	38.2	38.8	181.6	182.3	181.6	181.7
Nevada.....	362.0	362.0	361.3	364.2	45.7	45.2	45.8	44.9	189.2	187.8	189.3	187.8
New Hampshire.....	72.1	67.9	74.2	67.6	25.2	26.9	25.4	26.3	91.3	91.0	91.2	91.1
New Jersey.....	392.4	392.7	391.1	393.5	174.5	172.4	175.6	172.4	635.2	632.7	633.6	630.5
New Mexico.....	96.9	97.9	98.1	96.3	27.8	27.3	27.7	27.2	195.5	199.4	193.9	199.7
New York.....	921.9	921.2	924.0	913.2	387.5	384.7	388.8	384.9	1,502.6	1,512.7	1,507.2	1,516.9
North Carolina.....	533.8	549.9	537.8	551.8	197.5	201.3	197.3	201.7	794.0	796.3	790.4	791.6
North Dakota.....	39.5	40.3	39.9	39.5	15.4	14.8	15.6	15.3	87.4	88.3	88.3	88.9
Ohio.....	554.3	551.6	555.1	547.2	214.5	216.3	213.2	216.3	803.8	798.8	795.0	791.5
Oklahoma.....	186.7	185.7	185.8	183.6	72.1	71.8	71.1	71.9	376.0	375.1	374.8	374.4
Oregon.....	202.7	211.4	201.9	209.7	67.8	67.3	67.3	67.0	323.3	321.4	322.4	320.7
Pennsylvania.....	559.7	573.8	558.9	565.0	264.2	267.4	264.7	267.5	721.9	717.8	718.2	713.3
Rhode Island.....	58.0	56.7	57.4	56.3	22.4	22.7	22.3	22.7	67.5	67.1	67.5	67.5
South Carolina.....	276.3	293.0	272.7	290.5	92.1	93.9	92.1	94.0	395.4	395.9	393.4	395.7
South Dakota.....	48.8	49.6	49.1	50.8	18.4	19.3	18.6	19.1	84.1	83.8	84.1	83.4
Tennessee.....	368.9	374.4	366.0	370.4	133.1	138.1	132.7	139.0	470.0	476.0	468.4	474.4
Texas.....	1,508.6	1,531.7	1,501.4	1,526.4	488.6	497.4	486.8	495.3	2,160.2	2,175.6	2,159.7	2,174.9
Utah.....	169.6	171.8	172.5	174.0	46.1	45.0	45.8	44.7	282.0	287.8	281.3	286.4
Vermont.....	32.2	33.3	34.3	36.2	10.3	10.2	10.2	10.3	58.0	58.7	57.4	58.4
Virginia.....	410.2	401.4	407.6	395.6	205.5	208.2	204.0	208.1	780.1	775.2	772.7	767.4
Washington.....	339.3	343.0	346.3	347.5	119.4	123.9	121.3	123.5	624.7	612.5	622.3	607.0
West Virginia.....	69.9	68.4	69.8	67.8	24.0	24.4	24.0	24.8	153.0	151.0	152.1	151.0
Wisconsin.....	278.7	286.0	276.8	288.9	147.5	147.9	147.9	147.7	431.8	420.4	422.1	418.7
Wyoming.....	35.1	35.2	36.6	36.2	16.0	16.5	16.1	16.3	72.3	72.1	72.3	71.8
Puerto Rico.....	98.4	102.3	99.0	103.0	19.5	19.6	19.5	19.7	202.1	200.9	199.5	203.6
Virgin Islands.....	6.8	7.5	6.8	7.2	0.9	0.9	0.9	0.9	10.8	10.5	10.7	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, December 2025

(U.S. rate = 4.4 percent)



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

