

# November 2025 Employment Analysis

(Embargoed until 9:30 am Thursday, January 8, 2026)

**NOTE: Due to a lapse in federal appropriations through October and half of November 2025, some data elements were not collected for the October reference month. Therefore, over-the-month change from October to November is not available for some parts of this report.**

## Overview

- Minnesota's unemployment rate was 4.0% in November 2025, up 0.3% since September. Nationally the unemployment rate was 4.6% in November, up 0.2% over two months.
- Minnesota's labor force increased by 8,457 people from September to November to 3,167,937 people. The number of employed increased by 74 workers, and the number of unemployed increased by 8,383 people in that time frame. The labor force participation rate ticked up one-tenth of a percentage point to 68.2% over two months.
- Minnesota gained 4,100 jobs in the last month on a seasonally adjusted basis, a 0.1% increase. The private sector gained 4,400 jobs, or 0.2%. The U.S. total nonfarm employment increased by 64,000 jobs, translating to 0.0%. The U.S. private sector gained 69,000 jobs, or 0.1% growth.
- Six supersectors in Minnesota gained jobs on a seasonally adjusted basis since the prior month:
  - Construction gained 3,200 jobs, up 2.2%
  - Trade, Transportation and Utilities gained 2,200 jobs, up 0.4%
  - Educational and Health Services gained 1,200 jobs, up 0.2%
  - Manufacturing gained 600 jobs, up 0.2%
  - Other Services gained 500 jobs, up 0.4%
  - Mining and Logging gained 100 jobs, up 1.5%
- Five supersectors in Minnesota lost jobs over the month:
  - Professional & Business Services lost 1,500 jobs, down 0.4%
  - Financial Activities lost 1,200 jobs, down 0.6%
  - Leisure and Hospitality lost 500 jobs, down 0.2%
  - Government lost 300 jobs, down 0.1%
  - Information lost 200 jobs, down 0.5%
- Calculating seasonally adjusted 2-month job change:
  - Minnesota gained 13,200 jobs in July-September, up 0.43%; the U.S. grew 0.05%
  - Minnesota gained 11,300 jobs in August-October, up 0.37%; the U.S. saw 0.0%.
  - Minnesota gained 8,900 jobs in September-November, up 0.29%; the U.S. declined 0.03%.

## Over-the-Year Job Change Overview

- Minnesota gained 40,741 payroll jobs, up 1.3%, over the year. The private sector gained 40,503 jobs, up 1.6% over the year. Seven supersectors gained jobs, four lost jobs.
- U.S. employment grew 0.5% over the year with the private sector up 0.7%. Six supersectors gained jobs, five lost jobs.
- Seven supersectors posted positive annual growth in Minnesota:
  - Education and Health Services led with 24,687 jobs gained, up 4.1% for Minnesota, while this supersector grew 2.8% across the U.S. In Minnesota, growth was propelled by the Health Care & Social Assistance subsector (5.6%). The Educational Services subsector declined 6.0%.
  - Construction gained 11,654 jobs, up 8.3%. All subsectors grew, led by Heavy and Civil Engineering Construction (16.8%), followed by Construction of Buildings (8.4%), and Specialty Trade Contractors (6.3%). The U.S. Construction supersector grew 0.6%.
  - Trade, Transportation, and Utilities gained 7,311 jobs, or 1.3%. The Transportation, Warehousing, and Utilities subsector led with 2.7% growth, followed by the Retail Trade subsector at 2.2%, while the Wholesale Trade subsector declined 1.7%. Nationally, this supersector did not see a percentage change over the year (0.0%).
  - Manufacturing gained 2,115 jobs in Minnesota, up 0.7%. Both Non-Durable Goods Manufacturing subsector and Durable Goods Manufacturing subsector grew slightly, at 0.9% and 0.5% respectively. The U.S. Manufacturing supersector declined 0.6%.
  - Leisure and Hospitality gained 1,809 jobs, up 0.7%. The Arts, Entertainment, and Recreation subsector grew 1.4% while the bigger subsector Accommodation and Food Services grew 0.5%. This supersector grew 1.4% across the U.S.
  - Government gained 238 jobs, up 0.1%. The State Government subsector and the Local Government subsector grew slightly at 0.6% and 0.5%, respectively. The Federal Government declined 5.9%. The Government supersector declined 0.7% across the U.S.
  - Mining and Logging gained 62 jobs, up 0.9% in Minnesota. This supersector declined 2.6% on the national level over-the-year.
- Four supersectors lost jobs over the year in Minnesota:
  - Financial Activities lost 3,740 jobs over the year, down 2.0%. The Finance and Insurance subsector declined 2.2%. Real Estate and Rental Leasing subsector declined 0.9%. Nationally, this supersector grew 0.4%.
  - Information lost 2,213 jobs, down 5.1%. The Telecommunications subsector declined 5.1% and the Publishing subsector declined 2.9%. The U.S. Information supersector declined 0.6% over the year.
  - Other Services lost 785 jobs, down 0.7% in Minnesota. The Religious, Grantmaking, Civic, Professional, and Similar Organizations subsector led the decline with 0.9%. The Repair and Maintenance subsector declined 0.6% and the Personal and Laundry Services subsector declined 0.3%. Nationally, this supersector grew 0.9%.
  - Professional & Business Services lost 397 jobs, down 0.1% in Minnesota. The subsector Management of Companies and Enterprises grew 1.2% and the Professional, Scientific, and Technical Services subsector grew 0.4% over the year. The Administrative and Support and Waste Management and Remediation Services subsector declined 1.7%. In the U.S., this supersector declined 0.3%.

<b>November Over the Year (OTY) Employment Growth by Industry Sector Not Seasonally Adjusted</b>			
Industry Supersector	MN OTY Job Change	MN OTY Growth Rate (%)	US OTY Growth Rate (%)
Total	40,741	1.3	0.5
Private	40,503	1.6	0.7
Mining & Logging	62	0.9	-2.6
Construction	11,654	8.3	0.6
Manufacturing	2,115	0.7	-0.6
Trade, Transport. & Utilities	7,311	1.3	0.0
Information	-2,213	-5.1	-0.6
Financial Activities	-3,740	-2.0	0.4
Prof. & Business Services	-397	-0.1	-0.3
Ed. & Health Services	24,687	4.1	2.8
Leisure & Hospitality	1,809	0.7	1.4
Other Services	-785	-0.7	0.9
Government	238	0.1	-0.7

## Wage and Hour Data

- Over the month, average hourly wages for all private sector workers in Minnesota decreased 23 cents to \$39.42 in November 2025. Over the year average hourly earnings increased \$1.12, up 2.9%.
  - For the U.S., private sector wages increased 27 cents over the month and grew 4.3% over the year.
  - The CPI inflation index for all urban consumers rose 2.7% over the year in November.
- At 32.8 hours per week, Minnesota's November average work week decreased two-tenths of an hour over-the-month. Over-the-year it grew one-tenth of an hour.
  - Nationally, the average work week increased four-tenths of an hour to 34.6 hours over-the-month. Over-the-year, it also increased four-tenths of an hour.

## Unemployment Data

- Since September, the unemployment rate increased three-tenths of a percentage point to 4.0% on a seasonally adjusted basis. In that same two-month period, the number of employed increased by 74 workers, and the number of unemployed increased 8,383. The employment to population ratio ticked down one-tenth of a percentage point to 65.5% since the prior month.
- The labor force increased 8,457 people over the last two months, totaling 3,167,937 people in November. The labor force participation rate ticked up one-tenth of a percentage point to 68.2%.

Minnesota's labor force is now 44,068 people more than in February 2020 when the participation rate was at 70%.

- Nationally, the unemployment rate ticked up two-tenths of a percentage point to 4.6% over the last two months. In that time frame, the employment to population ratio also ticked down one-tenth of a percentage point to 59.6%. The labor force participation rate increased one-tenth of a percentage point to 62.5%.

## Industry Details

**Mining and Logging:** Employment in Mining and Logging was up by 100 jobs (1.5%) over the month (OTM) on a seasonally adjusted basis in November. This brought the supersector back to the same level at which it started 2025. Growth was flat from September to October. Over the year (OTY), Mining and Logging employers added 62 jobs, or 0.9%. This was better than the national loss of 2.6%. It was also the first positive annual growth in the supersector since April.

**Construction:** Construction employment was up by 3,200 (2.2%) OTM in November, after adding 3,100 jobs in October, suggesting a strong late season in the supersector compared to last year. This was the highest proportional monthly growth of any supersector in the state. On an annual basis, Construction employment was up by 11,654 jobs, or 8.3%. This was the strongest proportional annual growth of any supersector in the state. All published component sectors added jobs. Heavy and Civil Engineering Construction was up by 3,484 (16.8%) and Specialty Trade Contractors added 5,475 jobs (6.3%). The state continued to outperform national Construction employment, which was up by 0.6% on the year.

**Manufacturing:** The Manufacturing supersector added 600 jobs (0.2%) OTM in November, with positive growth in both component sectors. Durable Goods Manufacturers added 500 jobs (0.2%), while their counterparts in Non-Durable Goods Manufacturing added 100 jobs (0.1%). On an annual basis, employment in Manufacturing was up by 2,115, or 0.7%, outpacing the national decline of 0.6%. Durable Goods Manufacturing was up by 1,065 (0.5%), despite the loss of 311 jobs (0.7%) in Computer and Electronic Product Manufacturing. Non-Durable Goods Manufacturing was up by 1,050 (0.9%), with component Food Manufacturing up by 777 (1.6%).

**Trade, Transportation, and Utilities:** Trade, Transportation and Utilities employers added 2,200 jobs (0.4%) OTM in November. Retail Trade drove the growth, adding 2,300 jobs, or 0.8%. Transportation, Warehousing and Utilities employment was up by 200 (0.2%), while Wholesale Trade lost 300 jobs (0.2%). Over the year, employment in the supersector was up by 7,311, or 1.3%, despite the loss of 2,326 jobs (1.7%) in Wholesale Trade. Retail Trade employers added 6,422 jobs (2.2%), and Transportation, Warehousing and Utilities added 3,215 jobs (2.7%). National employment growth in the supersector was flat in November.

**Information:** Employment in the Information supersector was down by 200, or 0.5%, OTM in November. This was the second-lowest proportional seasonally adjusted monthly growth of any supersector in the state, and the fifth consecutive month of losses for Information employers. Over the year, employment in Information was down by 2,213, or 5.1%. This was the worst growth of any supersector in Minnesota, and lower than the national decline of 0.6%.

**Financial Activities:** Financial Activities employment was down by 1,200, or 0.6%, OTM in November. This was the lowest proportional monthly growth of any supersector in the state. Finance and Insurance shed 1,100 jobs (0.7%) and Real Estate and Rental and Leasing lost 100 jobs (0.3%). The decline erased all of the previous two months of positive seasonal growth. On an annual basis, Financial Activities employment was down by 3,740, or 2%. Finance and Insurance drove the losses, shedding 3,434 jobs, or 2.2%. Real Estate and Rental and Leasing lost 306 jobs, or 0.9%. Nationally, employment in Financial Activities was up by 0.4%.

**Professional and Business Services:** Employment in Professional and Business Services was down by 1,500 (0.4%) OTM in November. Administrative and Support and Waste Management and Remediation Services drove the losses, down by 1,200 jobs, or 1%. Professional, Scientific and Technical Services lost 500 jobs (0.3%) and Management of Companies and Enterprises added 200 jobs (0.2%). Annually, the supersector lost 397 jobs, or 0.1%. The decline came entirely in Administrative and Support and Waste Management and Remediation Services, which was off by 2,114 jobs (1.7%) due to the loss of 3,857 (7.9%) in its component Employment Services. Management of Companies and Enterprises added 1,053 jobs (1.2%), and Professional, Scientific and Technical Services added 664 jobs (0.4%).

**Education and Health Services:** Education and Health Services employment was up by 1,200 (0.2%) OTM in November. The growth came entirely in Health Care and Social Assistance (up by 1,200, or 0.2%). Educational Services employment was flat on the month, holding at a seasonally-adjusted 69,600 jobs. Over the year, Education and Health Services employment was up by 24,687 jobs, or 4.1%, outpacing the national growth of 2.8%. Educational Services lost 4,605 jobs (6%), while Health Care and Social Assistance added 29,292 jobs (5.6%).

**Leisure and Hospitality:** The Leisure and Hospitality supersector lost 500 jobs (1%) on a seasonally adjusted basis in November. The decline was entirely in Arts, Entertainment and Recreation (down 500, 1%), while Accommodation and Food Services employment held steady at 224,400 jobs. On an annual basis, Leisure and Hospitality employers added 1,809 jobs, or 0.7%, which was lower than the national growth of 1.4%. Both component sectors added jobs. Arts, Entertainment and Recreation was up by 639 (1.4%) and Accommodation and Food Services was up 1,170 jobs (0.5%).

**Other Services:** Other Services employment was up by 500 (0.4%) OTM in November. It was the fourth consecutive month of seasonally adjusted growth for the supersector, which had previously lost jobs in the four consecutive months from April to July. Over the year, employment in Other Services was down by 785 jobs (0.7%). All three component sectors posted negative growth. Religious, Grantmaking, Civic and Professional Organizations lost 563 jobs (0.9%), Repair and Maintenance lost 142 jobs (0.6%) and Personal and Laundry Services lost 80 jobs (0.3%).

**Government:** Government employers shed 300 jobs (0.1%) OTM in November. Federal employers lost 200 jobs (0.6%) and State employers lost 100 jobs (0.1%), while employment at the Local Government level held steady at 295,700 jobs. Over the year, employment in Government was up slightly, adding 238 jobs, or 0.1%. Federal Government employment was down by 1,965 (5.9%),

while State Government added 612 jobs (0.6%) and Local Government added 1,591 jobs (0.5%). Nationally, Government employment was down by 0.7%.

## Over-the-Year Job Change by MSAs

November 2025 data released by DEED, not seasonally adjusted

<b>Metropolitan Statistical Area</b>	<b>OTY Employment Change (#, NSA)</b>	<b>OTY Employment Change (% , NSA)</b>
Minneapolis-St. Paul MN-WI MSA	16,185	0.8
Duluth-Superior MN-WI MSA	93	0.1
Rochester MSA	7,844	6.1
St. Cloud MSA	-431	-0.4
Mankato MSA	2,071	3.5
Fargo-Moorhead ND-MN MSA (Sept)	1,300	0.8
Grand Forks-East Grand Forks ND-MN MSA (Sept)	400	0.7
La Crosse-Onalaska WI-MN (Sept)	0	0.0

**Labor Market Information Office**  
**MN Department of Employment and Economic Development**  
**January 8, 2026**