

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

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

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

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

### **November 2025 Report Highlights**

View the *ADP National Employment Report* and interactive charts at [www.adpemploymentreport.com](http://www.adpemploymentreport.com).

### **JOBS REPORT**

#### **Private employers shed 32,000 jobs in November**

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

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

#### **Change by Industry**

##### **- Goods-producing:    -19,000**

- Natural resources/mining    8,000
- Construction    -9,000
- Manufacturing    -18,000

##### **- Service-providing:    -13,000**

- Trade/transportation/utilities    1,000
- Information    -20,000
- Financial activities    -9,000
- Professional/business services    -26,000
- Education/health services    33,000
- Leisure/hospitality    13,000
- Other services    -4,000

#### **Change by U.S. Regions**

##### **- Northeast:    -100,000**

- New England    -50,000
- Mid-Atlantic    -49,000

##### **- Midwest:    45,000**

- East North Central    41,000
- West North Central    4,000

##### **- South:    -43,000**

- South Atlantic    -78,000
- East South Central    31,000
- West South Central    3,000

**- West: 67,000**

- Mountain 13,000
- Pacific 54,000

**Change by Establishment Size**

**- Small establishments: -120,000**

- 1-19 employees -46,000
- 20-49 employees -74,000

**- Medium establishments: 51,000**

- 50-249 employees 31,000
- 250-499 employees 20,000

**- Large establishments: 39,000**

- 500+ employees 39,000

**PAY INSIGHTS**

**Pay growth slowed in November**

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

**Median Change in Annual Pay**

**- Job-stayers 4.4%**

**- Job-changers 6.3%**

**Median Change in Annual Pay for Job-Stayers by Industry**

**- Goods-producing:**

- Natural resources/mining 4.3%
- Construction 4.4%
- Manufacturing 4.8%

**- Service-providing:**

- Trade/transportation/utilities 4.4%
- Information 4.2%
- Financial activities 5.2%
- Professional/business services 4.2%
- Education/health services 4.3%
- Leisure/hospitality 4.5%
- Other services 4.0%

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

**- Small firms:**

- 1-19 employees 2.5%
- 20-49 employees 4.0%

**- Medium firms:**

- 50-249 employees 4.7%
- 250-499 employees 4.8%

**- Large firms:**

- 500+ employees 4.9%

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

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

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

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

#### **About ADP Research**

The mission of ADP Research is to make the future of work more productive through data-driven discovery. Companies, workers, and policy makers rely on our finely tuned data and unique perspective to make informed decisions that impact workplaces around the world.

To subscribe to monthly email alerts or obtain additional information about ADP Research, including employment and pay data, methodology, and a calendar of release dates, please visit <https://www.adpresearch.com>.

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For further information: Joanna DiNizio, ADP, Inc., (973) 369-8167, [joanna.dinizio@adp.com](mailto:joanna.dinizio@adp.com)

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