

U.S. JOBS REPORT RECAP

DECEMBER 2025

This is first full Jobs Report available since September and comparisons reflect that month.

7.7M

*OPEN JOBS

SEPTEMBER: 7.4M

64K

NEW JOBS ADDED

MINOR NET CHANGE SINCE APRIL & PREVIOUS MONTHS REVISIONS

4.6%

UNEMPLOYMENT RATE

SEPTEMBER: 4.2%

2.9M

*MONTHLY QUILTS

SEPTEMBER: 3.1M

62.5%

LABOR FORCE PARTICIPATION RATE

SEPTEMBER: 62.2%

+0.5%

HOURLY EARNINGS

MoM: +0.1%

OUTLOOK

The November 2025 Employment Situation report signals a labor market that is transitioning to a more sustainable pace after years of rapid expansion. While total payrolls grew by 64,000 jobs—a modest increase—the market remains stable rather than collapsing, reflecting what economists describe as “softening but not broken” conditions. Unemployment held at 4.6%, slightly elevated compared to last year, as employers adjust through reduced hours rather than widespread layoffs. This suggests resilience amid recalibration.

Sector performance continues to diverge, creating opportunities for strategic talent moves. Healthcare and construction remain bright spots, adding jobs at a solid pace, while other sectors—such as federal government and transportation—are experiencing slower activity. Wage growth, though moderating, remains positive at 3.5% year-over-year, signaling continued progress toward balanced inflation without severe labor disruption.

For employers and talent acquisition leaders, this environment marks a shift from “acute scarcity” to “selective competition.” High-demand roles still command strong interest, but hiring managers are increasingly deliberate, emphasizing fit and long-term value. Organizations that differentiate through career development, flexibility and stability will be well-positioned to attract talent as the market evolves.

*OPEN JOBS & MONTHLY QUILTS AS OF OCTOBER [BLS]

SOURCES:

[BLS Employment Situation](#)
[Federal Reserve Beige Book](#)
[Wall Street Journal](#)
[New York Times](#)
[Reuters](#)

Engage²Excel
RECRUITMENT SOLUTIONS.®