



## **ADP National Employment Report: Private Sector Employment Increased by 104,000 Jobs in July; Annual Pay was Up 4.4%**

**ROSELAND, N.J. – July 30, 2025** – Private sector employment increased by 104,000 jobs in July and pay was up 4.4 percent year-over-year according to the July [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 25 million private-sector employees in the United States. ADP’s Pay Insights captures nearly 14.8 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.

“Our hiring and pay data are broadly indicative of a healthy economy,” said Dr. Nela Richardson, chief economist, ADP. “Employers have grown more optimistic that consumers, the backbone of the economy, will remain resilient.”

### **July 2025 Report Highlights**

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

### **JOBS REPORT**

#### **Private employers added 104,000 jobs in July**

Hiring gains were led by a resurgence in services, with the exception of education and health, which has posted a net loss of jobs so far this year.

<b><u>Change in U.S. Private Employment:</u></b>	<b>104,000</b>
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#### **Change by Industry**

- |                                  |               |
|----------------------------------|---------------|
| • <b>Goods-producing:</b>        | <b>31,000</b> |
| ○ Natural resources/mining       | 9,000         |
| ○ Construction                   | 15,000        |
| ○ Manufacturing                  | 7,000         |
| • <b>Service-providing:</b>      | <b>74,000</b> |
| ○ Trade/transportation/utilities | 18,000        |
| ○ Information                    | 9,000         |
| ○ Financial activities           | 28,000        |
| ○ Professional/business services | 9,000         |
| ○ Education/health services      | -38,000       |
| ○ Leisure/hospitality            | 46,000        |
| ○ Other services                 | 2,000         |

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

- |                     |                |
|---------------------|----------------|
| • <b>Northeast:</b> | <b>-18,000</b> |
|---------------------|----------------|

○ New England	-13,000
○ Mid-Atlantic	-5,000
• <b>Midwest:</b>	<b>18,000</b>
○ East North Central	6,000
○ West North Central	12,000
• <b>South:</b>	<b>43,000</b>
○ South Atlantic	44,000
○ East South Central	18,000
○ West South Central	-19,000
• <b>West:</b>	<b>75,000</b>
○ Mountain	32,000
○ Pacific	43,000

#### **Change by Establishment Size**

• <b>Small establishments:</b>	<b>12,000</b>
○ 1-19 employees	22,000
○ 20-49 employees	-10,000
• <b>Medium establishments:</b>	<b>46,000</b>
○ 50-249 employees	55,000
○ 250-499 employees	-9,000
• <b>Large establishments:</b>	<b>46,000</b>
○ 500+ employees	46,000

#### **PAY INSIGHTS**

##### **Pay gains were little changed in July**

Year-over-year pay growth in July was 4.4 percent for job-stayers and 7 percent for job-changers. Gains have held steady for the past four months.

##### **Median Change in Annual Pay**

• <b>Job-stayers</b>	<b>4.4%</b>
• <b>Job-changers</b>	<b>7.0%</b>

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

• <b>Goods-producing:</b>	
○ Natural resources/mining	4.4%
○ Construction	4.5%
○ Manufacturing	4.6%
• <b>Service-providing:</b>	
○ Trade/transportation/utilities	4.2%
○ Information	4.2%
○ Financial activities	5.1%
○ Professional/business services	4.2%
○ Education/health services	4.5%
○ Leisure/hospitality	4.5%
○ Other services	4.2%

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

• <b>Small firms:</b>	
○ 1-19 employees	2.6%

- 20-49 employees 4.1%
- **Medium firms:**
  - 50-249 employees 4.7%
  - 250-499 employees 4.8%
- **Large firms:**
  - 500+ employees 4.8%

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

The June total number of jobs added was revised from -33,000 to -23,000.

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 August 2025 *ADP National Employment Report* will be released on September 4, 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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