



## **ADP National Employment Report: Private Sector Employment Increased by 54,000 Jobs in August; Annual Pay was Up 4.4%**

**ROSELAND, N.J. – September 4, 2025** – Private sector employment increased by 54,000 jobs in August and pay was up 4.4 percent year-over-year according to the August [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 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.

“The year started with strong job growth, but that momentum has been whipsawed by uncertainty,” said Dr. Nela Richardson, chief economist, ADP. “A variety of things could explain the hiring slowdown, including labor shortages, skittish consumers, and AI disruptions.”

### **August 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 54,000 jobs in August**

Leisure and hospitality and construction performed well despite a broader month-over-month slowdown in hiring.

**Change in U.S. Private Employment:** **54,000**

#### **Change by Industry**

- **Goods-producing:** **13,000**
  - Natural resources/mining 4,000
  - Construction 16,000
  - Manufacturing -7,000
- **Service-providing:** **42,000**
  - Trade/transportation/utilities -17,000
  - Information 7,000
  - Financial activities -2,000
  - Professional/business services 15,000
  - Education/health services -12,000
  - Leisure/hospitality 50,000
  - Other services 1,000

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

- **Northeast:** **15,000**

○ New England	7,000
○ Mid-Atlantic	8,000
• <b>Midwest:</b>	<b>14,000</b>
○ East North Central	17,000
○ West North Central	-3,000
• <b>South:</b>	<b>4,000</b>
○ South Atlantic	4,000
○ East South Central	15,000
○ West South Central	-15,000
• <b>West:</b>	<b>8,000</b>
○ Mountain	-4,000
○ Pacific	12,000

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

• <b>Small establishments:</b>	<b>12,000</b>
○ 1-19 employees	10,000
○ 20-49 employees	2,000
• <b>Medium establishments:</b>	<b>25,000</b>
○ 50-249 employees	18,000
○ 250-499 employees	7,000
• <b>Large establishments:</b>	<b>18,000</b>
○ 500+ employees	18,000

#### **PAY INSIGHTS**

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

Year-over-year pay growth was 4.4 percent for job-stayers and 7.1 percent for job-changers.

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

• <b>Job-stayers</b>	<b>4.4%</b>
• <b>Job-changers</b>	<b>7.1%</b>

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

• <b>Goods-producing:</b>	
○ Natural resources/mining	4.3%
○ Construction	4.4%
○ Manufacturing	4.7%
• <b>Service-providing:</b>	
○ Trade/transportation/utilities	4.2%
○ Information	4.2%
○ Financial activities	5.1%
○ Professional/business services	4.2%
○ Education/health services	4.4%
○ Leisure/hospitality	4.5%
○ Other services	4.1%

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

• <b>Small firms:</b>	
○ 1-19 employees	2.5%
○ 20-49 employees	4.0%

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

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

The July total number of jobs added was revised from 104,000 to 106,000.

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 September 2025 *ADP National Employment Report* will be released on October 1, 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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