



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

ROSELAND, N.J. – December 3, 2025 – 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.

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

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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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Media Contact:

Joanna DiNizio
ADP, Inc.
(973) 369-8167
joanna.dinizio@adp.com