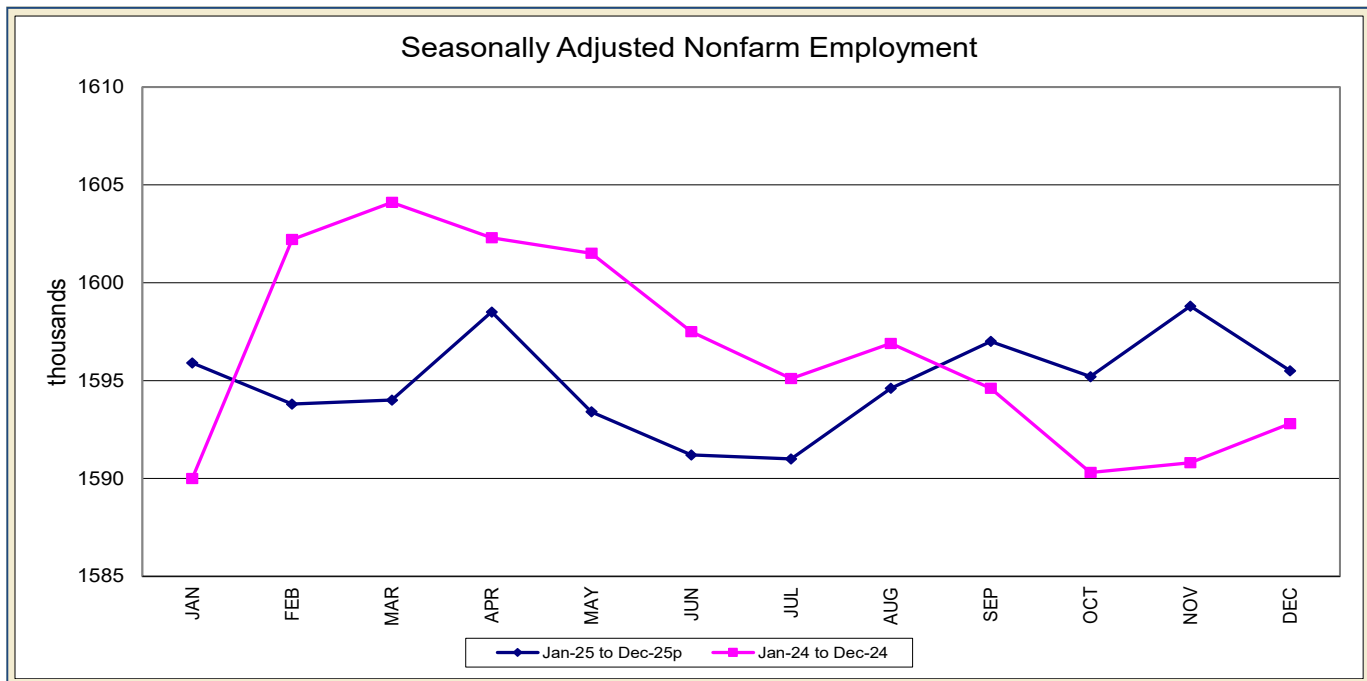


IOWA NONFARM EMPLOYMENT

IOWA WORKFORCE DEVELOPMENT

December 2025

Private Industry Drives Small Reduction in December Employment



In December, Iowa businesses shed 3,300 jobs, lowering total nonfarm employment to 1,595,500. Private industry was responsible for this decline as losses were evident in both goods-producing industries (-1,500) and private services (-2,900). Government entities added jobs (+1,100) and is now up 1,600 jobs annually due to local government hiring. State government is little changed over the last twelve months, and federal government is down due to budget cutbacks (-1,000).

Retail trade led all sectors in losses in December (-1,500). This sector had shown signs of hiring in the third quarter, but this momentum waned in the fourth quarter with 1,900 jobs shed since September. Wholesale trade continued to trend down in

December (-1,000). Non-durable goods sales are responsible for most of these losses. Accommodations and food services shed jobs for the second-consecutive month (-1,800). Full-service restaurants fueled most of the monthly decline. Manufacturing shed a combined 1,300 jobs. Non-durable goods factories were down 800 jobs, and durable goods shops were down 500 jobs. On the other hand, job gains were smaller and led by finance and insurance (+300). This sector is down 500 jobs versus last December. Other gains included education and health services and other services, each gaining 200 jobs.

Annually, the state is up 2,700 jobs over the past twelve months. Construction has added

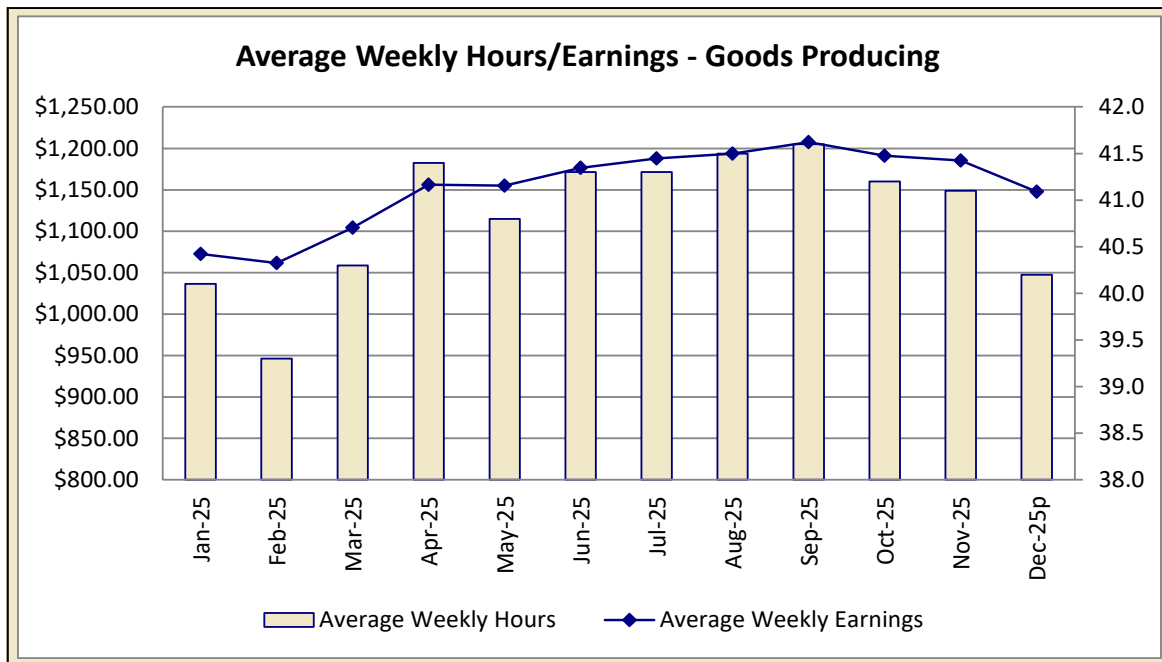
the most jobs during that span (+7,100). This sector has generally trended up over the past twelve months. Education and health care gained 5,900 jobs. Health care and social assistance alone has gained 3,900 jobs. Conversely, leisure and hospitality (-3,800) has pared the most jobs since last December with losses concentrated in accommodations and food service industries. Professional and business services are down 3,400 jobs, and trade, transportation, and utilities have shed 2,300.

IOWA NONFARM EMPLOYMENT

IOWA WORKFORCE DEVELOPMENT

December 2025

IOWA'S HOURS & EARNINGS

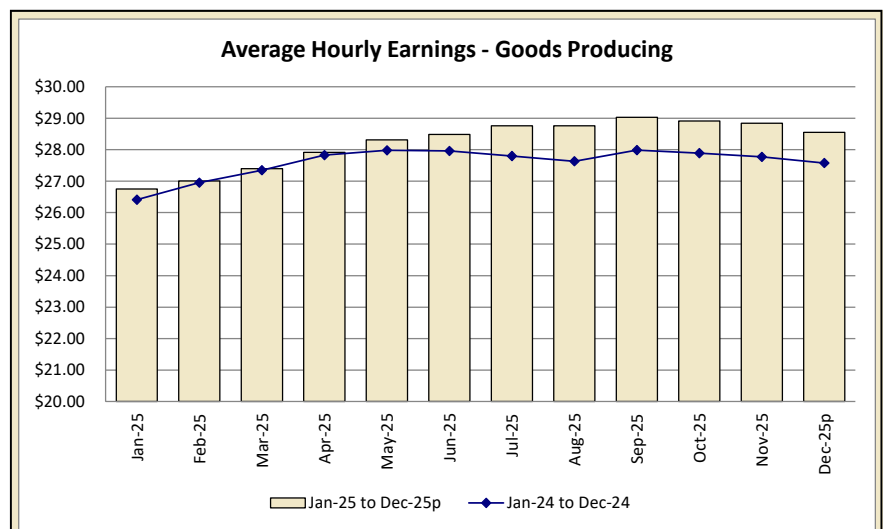


Production and non-supervisory workers in Iowa's construction sector earned \$1,320.63 in December. These earnings are \$97.56 higher than weekly pay one year ago. This increase is primarily due to \$2.24 being added to average hourly earnings. Manufacturing workers have gained \$40.96 in weekly earnings since last December, lifting average weekly earnings to \$1,096.83. This increase stems from 98 cents being added to hourly earnings.

Among service sectors, retail trade workers averaged \$531.58 per week in earnings. This is \$8.38 less than last December's level and is due to 48 minutes being pared from the average workweek. For finance workers, earnings have increased by \$172.83 per week on average as both average hourly wages and average weekly hours have expanded over the past twelve months. Overall, finance workers averaged \$1,295.53 per week in December.

Goods-producing Hours & Earnings	
Average Weekly Earnings	\$1,147.71
Average Hourly Earnings	\$28.55
Average Weekly Hours	40.2

For additional information,
contact James Morris (515-281-8515)



IOWA NONFARM EMPLOYMENT

IOWA WORKFORCE DEVELOPMENT

December 2025

METROPOLITAN STATISTICAL AREAS

SEASONALLY ADJUSTED NONFARM EMPLOYMENT (TOTAL NONFARM)

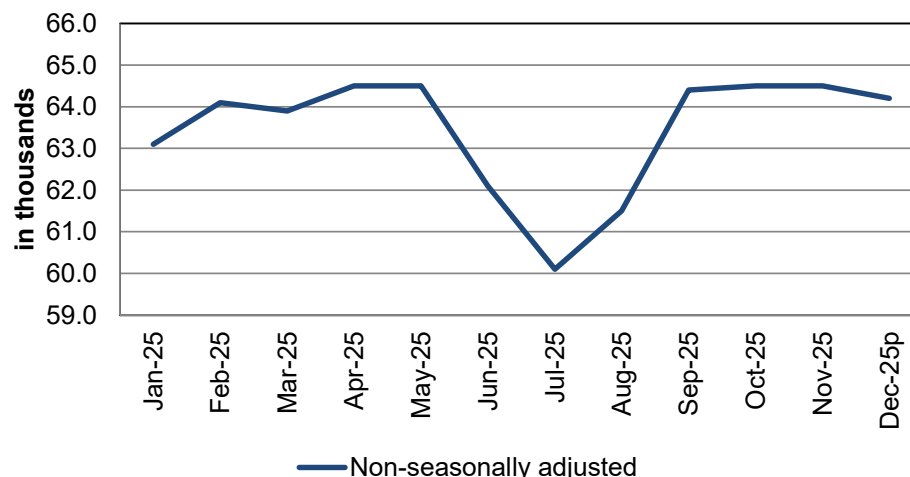
MSA	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25p
CEDAR RAPIDS	139.2	139.3	139.3	139.6	139.6	139.7	139.5	139.3	139.4	139.8	139.2	139.4	139.4
DAVENPORT-MOLINE-ROCK ISLAND	180.6	181.3	181.5	181.7	181.6	180.9	179.6	179.4	179.0	179.1	179.3	179.5	179.5
DES MOINES/W. DES MOINES	410.5	410.9	409.6	410.5	410.4	410.6	410.0	410.4	412.5	414.3	414.0	414.4	414.4
DUBUQUE	60.1	60.3	60.4	60.2	60.2	60.3	59.8	59.8	59.8	60.2	60.1	60.1	60.1
IOWA CITY	102.8	103.0	103.2	103.4	103.6	103.8	103.3	103.3	103.5	103.8	103.5	103.5	103.5
SIOUX CITY	75.1	75.2	74.9	74.6	74.6	74.7	74.5	74.1	74.2	74.3	74.4	74.7	74.7
WATERLOO/CEDAR FALLS	87.3	87.5	86.8	86.9	87.0	87.1	86.9	86.7	86.7	87.7	87.6	87.6	87.6

Ames Metropolitan Statistical Area			
Total Nonfarm 2025 (prelim)		Total Nonfarm 2024	% Change—1 Year
64,200		64,900	-1.08%
Noteworthy Expanding & Contracting Industries (1 year)			
Educ & health services	1.67%	Professional & business svcs	-4.76%

Employment in the Ames metropolitan statistical area (MSA) decreased by 300 positions between November and December, a decline of 0.5 percent. In the private sector, employment amongst goods-producing employers fell by 100 positions, whereas service-providing employment was unchanged. Construction employment ebbed by 100 positions, likely due to a seasonal decline in work. Employment in leisure and hospitality also shrank by 100 positions over the month. In the public sector, state government employment decreased by 200 positions, while employment among federal and municipal employers was unchanged.

Employment in the MSA declined by 700 positions annually, a decrease of 1.1 percent. Private service-providing employment fell by 300 positions, with much of those losses occurring in professional and business services (-100 positions) and leisure and hospitality (-100 positions). Meanwhile, employment in private education and health services grew by 100 positions. Government employment declined by 400 positions over the year, primarily due to a decrease of 300 positions among state government employers. Federal government employers trimmed their employment by 100 positions, while local government employment was steady.

Ames - Nonfarm Employment



Effective January 2025 seasonally adjusted data is no longer available for the Ames MSA

For additional information, contact Daniel Edwards (515-281-7547)

<http://www.iowalmi.gov/>

IOWA NONFARM EMPLOYMENT

IOWA WORKFORCE DEVELOPMENT

December 2025

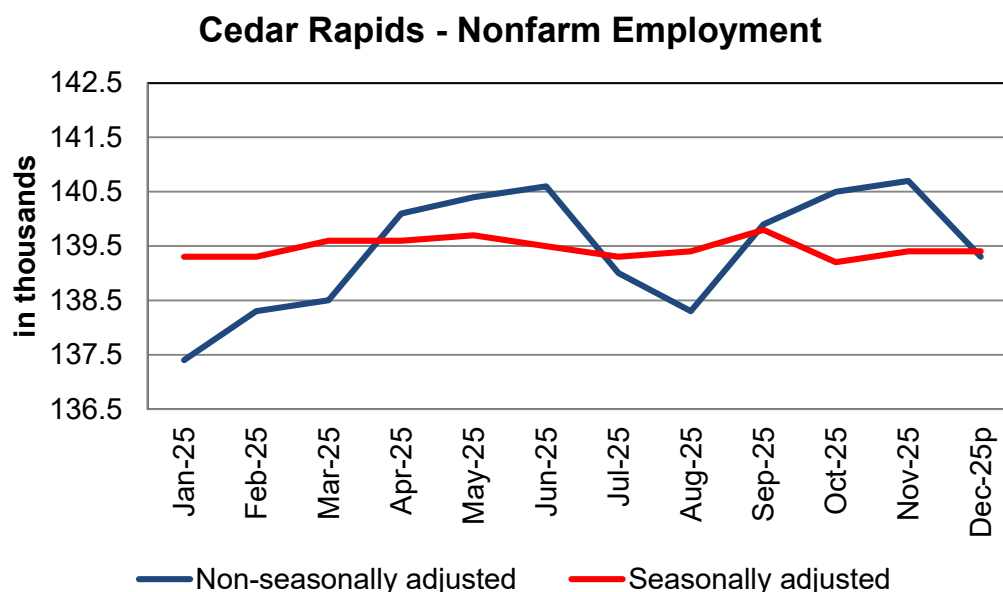
Cedar Rapids Metropolitan Statistical Area			
Total Nonfarm 2025 (prelim)	Total Nonfarm 2024		% Change—1 Year
139,300	140,000		-0.50%
Noteworthy Expanding & Contracting Industries (1 year)			
Mining, logging & construct	3.41%	Information	-7.14%

Employment in the Cedar Rapids metropolitan statistical area is down 1,400 jobs from last month, the result of small losses in nearly every sector.

Mining, logging and construction pared the most jobs (-600) with a seasonal reduction that exceeded the average November-to-December change (-350). Prior to this month, seasonal factors this year have had limited impact on employment in the sector. Leisure and hospitality was also affected by a seasonal decline, trimming 300 jobs. Manufacturing pared 200 jobs this month after three consecutive months of steady employment levels. Multiple industries shed 100 jobs, including: trade, transportation and warehousing, information, educational and health services, and government.

Just one sector, financial activities, bucked the norm this month, adding 100 jobs. Employment in professional and business services and other services was unchanged over the month.

Over the year, the metro area has pared 700 jobs with losses in service-providing sectors (-800) partially offset by gains in goods-producing sectors (+100). Professional and business services employment is down (-400) from last December. Trade, transportation and warehousing (-300) pared jobs in spite of gains in retail trade (+200). Conversely, mining, logging and construction employment is up 300 jobs from one year ago, as is educational and health services employment.



For additional information, contact Dennis Schwartz (515-281-5754)

IOWA NONFARM EMPLOYMENT

IOWA WORKFORCE DEVELOPMENT

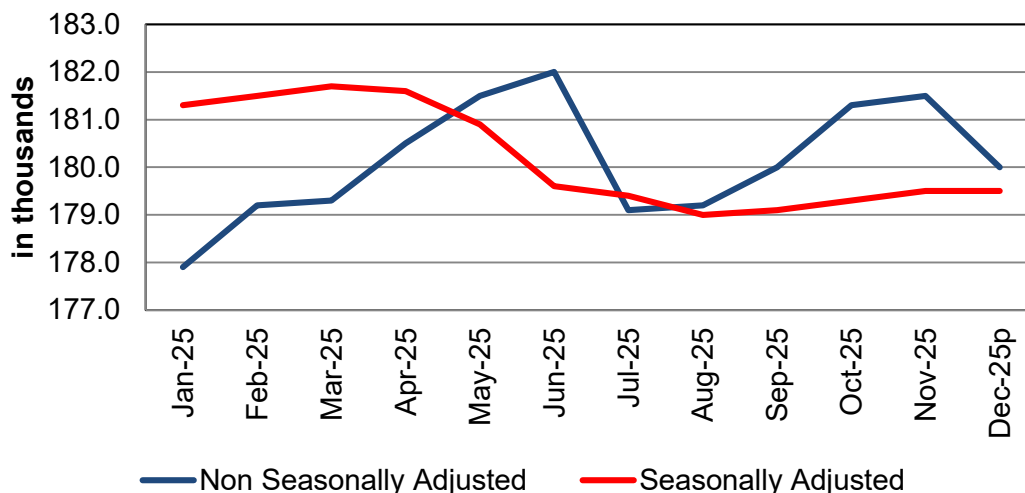
December 2025

Davenport-Moline-Rock Island Metropolitan Statistical Area			
Total Nonfarm 2025 (prelim)	Total Nonfarm 2024		% Change—1 Year
180,000	181,600		-0.88%
Noteworthy Expanding & Contracting Industries (1 year)			
Mining, logging & construct	3.85%	Wholesale trade	-2.54%

Employment in the Davenport–Moline–Rock Island metropolitan statistical area (MSA) fell by 1,500 positions between November and December, a decrease of 0.8 percent over the month. Goods-producing employment declined by 500 positions, fueled by a loss of 700 positions in mining, logging, and construction. Employment in manufacturing grew by 200 positions, due to an increase in durable goods production. Private service-providing employment pared 500 positions from their payrolls month to month, with a significant decline in leisure and hospitality (-400 positions). In the public sector, local government payrolls shrank by 600 positions. Federal government employers added 100 positions, whereas state government employment was unchanged.

Employment in the MSA declined by 1,600 positions annually, a decrease of 0.9 percent. This decline is primarily due to job losses in the private service-providing sector, which lost 1,400 positions year over year. Trade, transportation, and utilities employment fell by 800 positions alone, while employment in professional and business services ebbed by 400 positions. Employment gains among goods-producing employers helped to offset some of these losses, with the number of positions growing by 300 over the year. Meanwhile, government employment shrank by 500 positions, with a large reduction of 400 positions amongst federal government employers.

**Davenport-Moline-Rock Island
Nonfarm Employment**



For additional information, contact Dennis Schwartz (515-281-5754)

IOWA NONFARM EMPLOYMENT

IOWA WORKFORCE DEVELOPMENT

December 2025

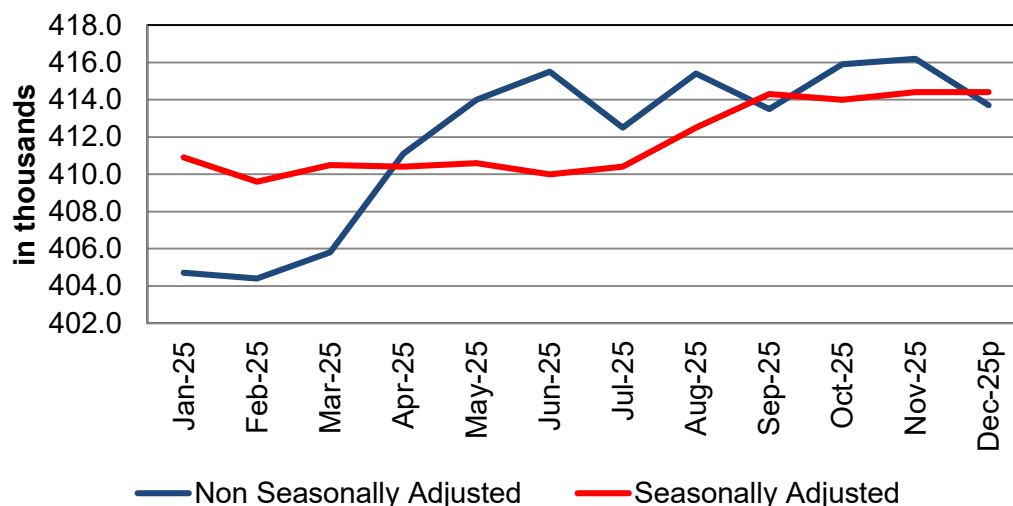
Des Moines/West Des Moines Metropolitan Statistical Area			
Total Nonfarm 2025 (prelim)	Total Nonfarm 2024		% Change—1 Year
413,700	412,600		0.27%
Noteworthy Expanding & Contracting Industries (1 year)			
Mining, logging & construction	7.38%	Wholesale trade	-8.00%

Establishments in the Des Moines Metro shed 2,500 jobs in December, lowering total nonfarm employment to 413,700. Seasonal declines are expected this time of year due to firms involved in recreation, hospitality, and construction industries all lowering staffing levels to end the year. Private industry was responsible for the entirety of the loss as government added jobs compared to November (+400). This increase was split between state and local governments.

Mining, logging, and construction industries shed a combined 2,200 jobs in December to lead all sectors. Construction is the primary driver of this group, and this sector typically declines during the winter months; however, this loss is more than expected. Specialty trade contractors alone pared 900 jobs. Leisure and hospitality also experienced a seasonal drop to end the year (-1,300). Food services and drinking places fueled most of this loss. Wholesale trade shed 600 jobs. This sector is now down 1,600 jobs compared to last December. Conversely, health care and social assistance added the most jobs since November (+700). Ambulatory health care industries provided much of those jobs added over-the-month. Transportation, warehousing, and utilities gained 300 jobs yet has shown little movement over the past twelve months. Finance and insurance added 200 jobs following a gain of 300 jobs in November. Prior to this, the financial activities sector in Iowa has steadily trended down dating back to summer, 2024.

Annually, Des Moines has gained 1,100 jobs. Local government has contributed the most and is up 4,700 jobs compared to last December. State and federal government firms combined are unchanged. Among private industries, mining, logging, and construction is up 1,800 jobs over the last twelve months. Specialty trade contractors contributed 700 jobs to this total. Private education and health care industries have gained 1,500 jobs. Most of these gains were education related. As far as losses, leisure and hospitality has shed the most jobs (-2,200). This sector has generally trended downward throughout 2025. Financial activities are down markedly compared to last year (-2,000). Insurance and related activities contributed to this decline (-500). Trade industries are down a combined 2,000 jobs. Wholesale trade losses contributed most to this total (-2,000).

Des Moines/West Des Moines - Nonfarm Employment



For additional information, contact James Morris (515-281-8515)

IOWA NONFARM EMPLOYMENT

IOWA WORKFORCE DEVELOPMENT

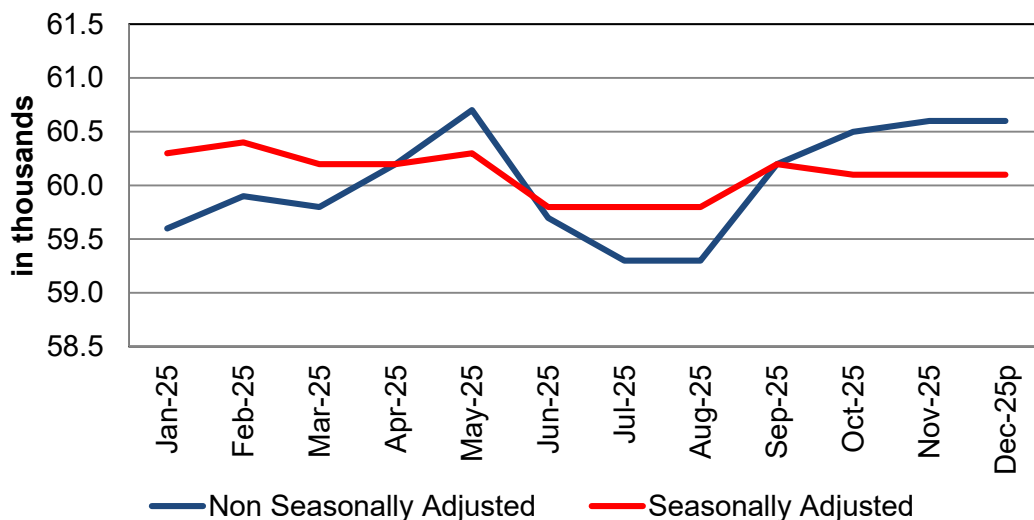
December 2025

Dubuque Metropolitan Statistical Area			
Total Nonfarm 2025 (prelim)	Total Nonfarm 2024		% Change—1 Year
60,600	60,500		0.17%
Noteworthy Expanding & Contracting Industries (1 year)			
Retail trade	1.49%	Goods producing	-0.76%

Total nonfarm employment was unchanged compared to November, resting at 60,600 jobs. Generally, jobs are shed to end the year; however, this December these losses were smaller than expected. Goods-producing firms shed 200 jobs, mostly due to seasonal construction layoffs. Private service industries added 100 jobs with some seasonal hiring in retail trade. Government added 100 jobs at the local level.

Compared to last December, Dubuque has gained 100 jobs. Private service industries were responsible for the entirety of gain and have added 200 jobs annually. Trade, transportation, and warehousing industries helped fuel much of this increase. This gain, however, was offset by small losses within goods-producing industries (-100).

Dubuque - Nonfarm Employment



For additional information, contact James Morris (515-281-8515)

IOWA NONFARM EMPLOYMENT

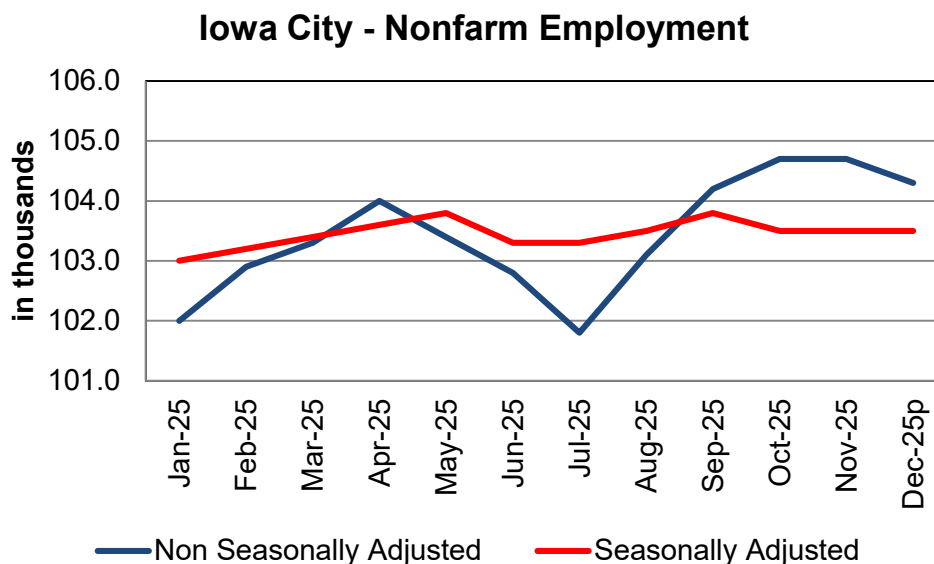
IOWA WORKFORCE DEVELOPMENT

December 2025

Iowa City Metropolitan Statistical Area			
Total Nonfarm 2025 (prelim)	Total Nonfarm 2024		% Change—1 Year
104,300	103,300		0.97%
Noteworthy Expanding & Contracting Industries (1 year)			
Mining, logging & construction	2.63%	Financial activities	-3.45%

Employment in the Iowa City metropolitan statistical area (MSA) declined by 400 positions between November and December, a decrease of 0.4 percent over the month. Goods-producing and private service-providing employment fell by 300 and 200 positions, respectively. Employment in mining, logging, and construction declined by 300 positions, likely due to a seasonal decrease in construction work. Likewise, employment in leisure and hospitality shrank by 300 positions month to month. In the public sector, federal employers added 100 positions, while state and local government employment were unchanged.

Employment in the MSA rose by 1,000 positions annually, an increase of 1.0 percent. Government employers added 1,200 positions to their payrolls, with a significant increase of 1,300 occurring in state government. Federal employment government decreased by 100 positions year over year. In the private sector, goods-producing employers added 100 positions, primarily in the mining, logging, and construction super-sector (+100 positions). Private service-providing employment fell by 300 positions. Accommodation and food services, in particular, had a rough year, with a loss of 300 positions. Meanwhile, private education and health services employment grew by 200 positions.



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IOWA NONFARM EMPLOYMENT

IOWA WORKFORCE DEVELOPMENT

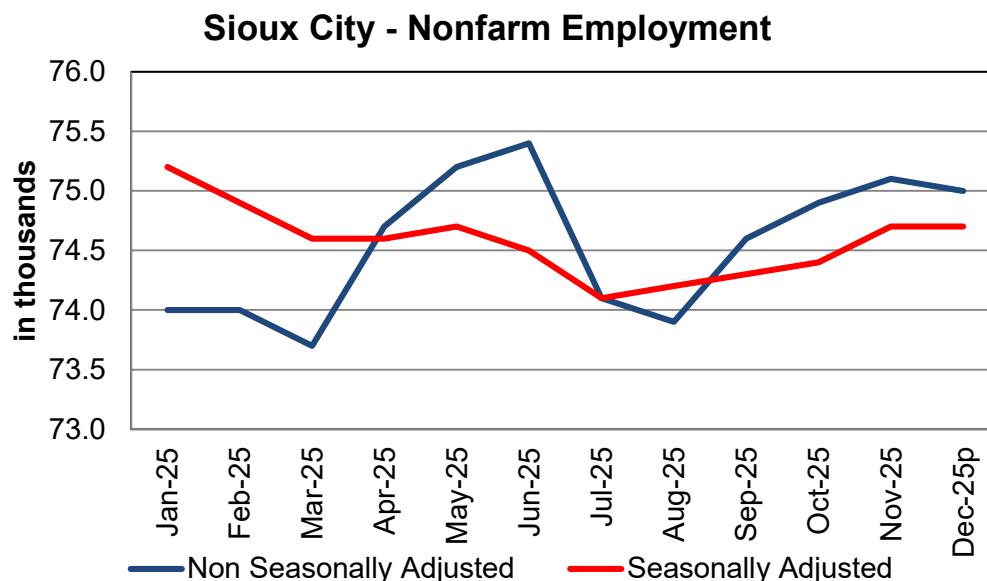
December 2025

Sioux City Metropolitan Statistical Area			
Total Nonfarm 2025 (prelim)	Total Nonfarm 2024		% Change—1 Year
75,000	75,500		-0.66%
Noteworthy Expanding & Contracting Industries (1 year)			
Non-durable goods mfg	3.20%	Prof & business svcs	-3.17%

Businesses in the Sioux City MSA trimmed 100 jobs from November, with goods-producing sectors responsible for the entire loss. The area's employment change is below the average November-to-December change and follows three consecutive months of gains.

The only sector experiencing an employment gain this month is manufacturing with 100 additional jobs in non-durable goods manufacturing. This is the fifth consecutive month of gains in non-durable goods manufacturing. Leisure and hospitality trimmed the greatest number of jobs, cutting employment by 200. Trade, transportation and warehousing shed 100 jobs with its' first employment loss since July.

Area employment is down 500 jobs from one year ago with just 20% of those jobs in goods-producing establishments (-100) versus 80% in service-providing establishments (-400). Manufacturing employment is up 200 jobs although non-durable goods manufacturing adding 400 jobs. Professional and business services and leisure and hospitality have each trimmed 200 jobs.



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IOWA NONFARM EMPLOYMENT

IOWA WORKFORCE DEVELOPMENT

December 2025

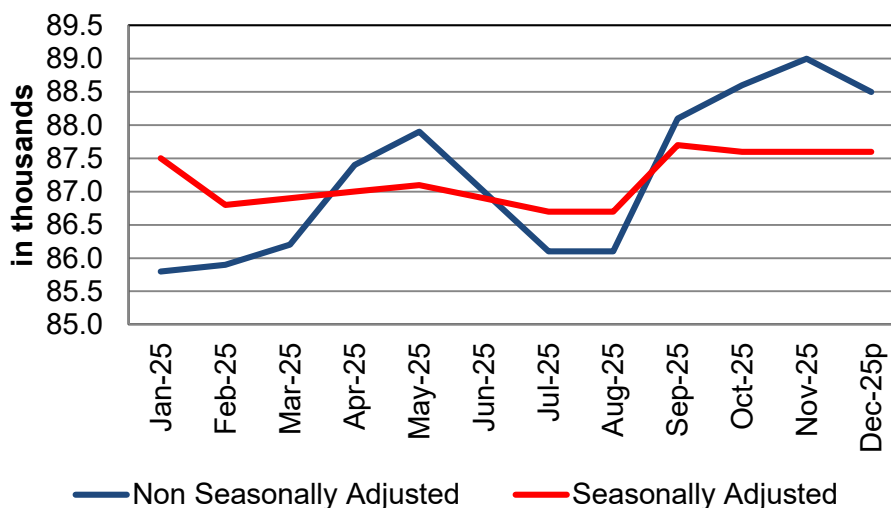
Waterloo/Cedar Falls Metropolitan Statistical Area			
Total Nonfarm 2025 (prelim)	Total Nonfarm 2024		% Change—1 Year
88,500	87,900		0.68%
Noteworthy Expanding & Contracting Industries (1 year)			
Government	5.11%	Durable goods mfg	-3.16%

The Waterloo/Cedar Falls metropolitan statistical area pared jobs from November (+500). Total nonfarm employment now stands at 88,500.

Leisure and hospitality and government each trimmed 200 jobs. Manufacturing, or more specifically durable goods manufacturing, is responsible for 100 of 400 jobs pared from goods-producing sectors. Trade, transportation and warehousing added 100 jobs with a boost of 100 jobs in retail trade.

Over the year, area employment is up 600 jobs with gains in service-providing sectors (+900) partially offset by losses in goods-producing sectors (-300). Government (+700) experienced gains at state and local levels, with additional jobs in state government (+500) and local government (+200). Health care and social assistance added 200 jobs to help boost educational and health services up a total of 400 jobs. Manufacturing employment is down 300 jobs, all in durable goods manufacturing. Trade, transportation and warehousing employment is down 400 jobs.

Waterloo/Cedar Falls - Nonfarm Employment



For additional information, contact Dennis Schwartz (515-281-5754)

<http://www.iowalmi.gov/>

IOWA NONFARM EMPLOYMENT

IOWA WORKFORCE DEVELOPMENT

December 2025

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