



Second Quarter 2016 Results

The *ADP Workforce Vitality Index*, which measures the total wages paid to the US private sector workforce and is part of the ADP Workforce Vitality Report, is 109.6 in the second quarter of 2016 (3Q2013=100, Not Seasonally Adjusted). The Index grew by 2.7% from a year ago. The index is composed of a number of metrics including job holders' wages, job holders' hours worked, job switchers' wages, and total employment.

First Quarter 2016 Report Highlights

ADP Workforce Vitality Index: 109.6

ADP Workforce Vitality Index Growth: 2Q2016/2Q2015 2.7%

- By Region

	Index	Growth %
• Midwest	107.8	2.0%
• Northeast	108.0	2.5%
• South	109.8	2.7%
• West	112.2	3.6%

- By Industry

	Index	Growth %
• Construction	121.6	6.8%
• Education/Healthcare	111.3	4.2%
• Finance	112.3	3.9%
• Information	109.6	3.8%
• Leisure/Hospitality	115.1	4.9%
• Manufacturing	107.3	1.9%
• Professional Services	107.9	2.3%
• Trade	107.8	1.8%
• Resources & Mining	82.4	-20.3%

- By Company Size

	Index	Growth %
• 1-49 employees	117.3	2.7%
• 50-499 employees	107.0	4.2%
• 500-999 employees	107.8	6.4%
• 1,000+ employees	108.1	0.4%

- By Age Group

	Index	Growth %
• 16-24	112.1	6.1%
• 25-34	110.2	3.6%
• 35-54	106.2	1.3%
• 55 and Above	116.8	4.4%

- By Tenure

	Index	Growth %
• 0 to <3 Years	114.0	5.6%
• 3 to <5 Years	127.2	2.7%
• 5 to <10 Years	93.9	-1.8%
• 10 Years or More	107.5	1.3%

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## Q2 2016 Workforce Vitality Report: Region

		ALL TO ALL				FULLTIME TO FULLTIME				PARTTIME TO PARTTIME				FULLTIME TO PARTTIME				PARTTIME TO FULLTIME			
		JOB HOLDERS		JOB SWITCHERS		JOB HOLDERS		JOB SWITCHERS		JOB HOLDERS		JOB SWITCHERS		JOB HOLDERS		JOB SWITCHERS		JOB HOLDERS		JOB SWITCHERS	
		WAGE	HOURS	WAGE	HOURS	WAGE	HOURS	WAGE	HOURS	WAGE	HOURS	WAGE	HOURS	WAGE	HOURS	WAGE	HOURS	WAGE	HOURS	WAGE	HOURS
		GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH
ALL	201409	4.1%	0.2%	0.7%	3.6%	4.1%	0.3%	4.8%	-1.2%	3.9%	-0.7%	0.4%	18.2%	6.7%	-34.1%	8.9%	-52.0%	3.9%	48.6%	-5.1%	149.0%
	201412	4.0%	0.7%	1.0%	3.1%	4.0%	0.6%	5.0%	-1.6%	4.0%	0.0%	0.9%	18.2%	5.6%	-37.9%	9.3%	-52.4%	3.8%	45.0%	-5.0%	146.6%
	201503	3.1%	0.7%	1.0%	3.4%	3.3%	0.7%	4.9%	-1.3%	2.1%	-0.5%	1.1%	18.3%	3.8%	-37.1%	8.4%	-52.6%	2.4%	48.6%	-4.9%	150.3%
	201506	4.3%	0.1%	1.5%	2.6%	4.3%	0.2%	5.1%	-1.3%	4.5%	-1.1%	1.9%	17.0%	8.4%	-34.3%	7.6%	-52.6%	4.9%	48.3%	-4.0%	149.6%
	201509	3.8%	0.7%	1.7%	1.8%	3.9%	0.5%	5.5%	-1.5%	3.4%	-0.3%	1.8%	15.6%	7.1%	-37.3%	6.8%	-52.4%	3.0%	45.5%	-3.8%	147.5%
	201512	5.5%	0.3%	2.0%	2.1%	5.2%	0.2%	5.7%	-1.4%	7.2%	-0.8%	2.7%	16.3%	10.8%	-38.1%	7.1%	-52.0%	8.0%	44.6%	-2.6%	147.7%
	201603	4.5%	0.0%	1.7%	1.3%	4.4%	0.3%	5.3%	-1.3%	4.6%	-0.6%	2.0%	15.3%	6.6%	-34.9%	6.6%	-51.8%	3.1%	48.6%	-3.2%	146.9%
201606	3.1%	1.3%	1.3%	1.2%	3.2%	1.0%	5.1%	-1.4%	3.0%	-0.1%	1.6%	14.1%	5.6%	-38.3%	5.8%	-52.0%	0.9%	43.0%	-3.8%	145.1%	
Midwest	201409	4.2%	0.1%	0.5%	3.8%	4.2%	0.2%	5.5%	-1.9%	3.9%	-0.8%	0.2%	16.6%	5.8%	-34.0%	5.7%	-52.0%	4.0%	47.9%	-2.1%	148.5%
	201412	4.1%	0.7%	0.9%	2.9%	4.1%	0.7%	5.4%	-2.2%	4.0%	-0.3%	1.0%	15.5%	6.0%	-37.3%	6.8%	-52.4%	4.5%	44.9%	-2.7%	147.7%
	201503	2.9%	0.9%	1.8%	2.2%	3.1%	0.8%	6.4%	-2.1%	1.6%	-0.1%	0.5%	15.4%	2.6%	-37.4%	7.2%	-53.1%	2.7%	47.7%	-2.2%	150.5%
	201506	4.4%	0.0%	2.8%	1.8%	4.3%	0.2%	6.8%	-1.6%	4.4%	-1.3%	1.8%	14.8%	8.1%	-33.5%	8.3%	-53.1%	5.6%	47.2%	-0.2%	148.2%
	201509	3.7%	0.5%	3.1%	0.7%	3.9%	0.4%	7.6%	-1.4%	3.2%	-0.3%	1.6%	12.3%	4.7%	-37.1%	6.3%	-51.9%	3.4%	44.5%	0.1%	143.3%
	201512	5.8%	0.2%	2.8%	1.8%	5.6%	0.1%	6.7%	-0.2%	7.5%	-1.1%	2.7%	13.8%	8.8%	-39.1%	5.2%	-51.2%	8.9%	42.6%	2.9%	145.2%
	201603	4.4%	-0.3%	1.8%	1.4%	4.3%	0.0%	5.5%	0.0%	4.4%	-0.4%	2.0%	13.1%	4.3%	-34.5%	4.2%	-51.1%	3.8%	47.9%	1.1%	147.2%
201606	3.0%	1.4%	0.5%	1.8%	3.1%	1.1%	3.9%	0.7%	2.8%	0.1%	1.6%	11.6%	3.5%	-38.5%	2.0%	-51.0%	1.4%	42.8%	-1.2%	146.0%	
Northeast	201409	3.9%	0.2%	1.7%	3.4%	3.9%	0.2%	4.9%	-0.6%	3.9%	-0.5%	1.1%	19.2%	8.7%	-31.9%	17.0%	-51.1%	1.0%	47.8%	-11.4%	136.4%
	201412	3.8%	0.9%	1.9%	2.6%	3.9%	0.6%	5.0%	-1.0%	3.6%	0.2%	1.5%	19.1%	8.2%	-36.1%	15.4%	-51.3%	1.3%	41.5%	-11.4%	135.3%
	201503	3.2%	0.3%	1.9%	2.6%	3.4%	0.4%	5.4%	-0.9%	2.6%	-0.5%	0.8%	18.7%	7.8%	-34.5%	13.1%	-51.6%	-0.2%	48.5%	-11.5%	135.8%
	201506	4.2%	0.1%	2.6%	1.9%	4.2%	0.2%	5.9%	-1.0%	4.3%	-0.9%	1.8%	17.6%	10.4%	-31.4%	11.9%	-51.8%	2.4%	46.9%	-10.3%	132.8%
	201509	3.8%	0.6%	2.6%	1.7%	3.9%	0.5%	5.7%	-1.0%	3.5%	-0.4%	1.9%	17.5%	10.3%	-35.9%	12.9%	-51.6%	1.1%	42.3%	-11.1%	129.1%
	201512	5.3%	0.1%	3.1%	1.8%	5.0%	0.1%	6.4%	-1.0%	6.1%	-0.7%	2.1%	17.4%	14.4%	-35.7%	13.8%	-51.1%	5.1%	42.6%	-10.4%	126.4%
	201603	4.5%	0.6%	2.9%	1.8%	4.5%	0.8%	5.9%	-0.9%	4.5%	0.5%	1.7%	16.3%	10.8%	-33.3%	13.9%	-50.3%	0.0%	44.7%	-10.0%	125.5%
201606	3.2%	1.1%	2.6%	1.3%	3.4%	0.8%	6.1%	-1.3%	3.0%	-0.4%	0.8%	15.0%	11.1%	-36.7%	13.0%	-50.3%	-0.6%	38.9%	-10.6%	126.6%	
South	201409	4.1%	0.2%	0.1%	3.5%	4.0%	0.4%	4.3%	-1.5%	3.9%	-1.0%	-0.4%	17.7%	6.5%	-35.2%	7.8%	-52.8%	4.0%	49.9%	-5.0%	154.2%
	201412	3.9%	0.6%	0.1%	3.2%	3.9%	0.7%	4.4%	-1.9%	4.1%	0.1%	0.2%	18.5%	4.1%	-39.3%	8.2%	-53.3%	3.9%	46.9%	-4.6%	152.3%
	201503	2.9%	0.7%	0.0%	4.5%	3.1%	0.8%	4.0%	-1.4%	1.6%	-1.4%	1.4%	19.9%	2.1%	-38.5%	7.7%	-53.5%	1.9%	50.0%	-4.1%	157.5%
	201506	4.1%	0.1%	0.1%	3.6%	4.0%	0.3%	3.7%	-1.2%	4.3%	-1.3%	1.9%	17.8%	7.7%	-35.8%	6.3%	-53.2%	4.7%	50.0%	-3.4%	159.1%
	201509	3.6%	0.6%	0.8%	3.1%	3.7%	0.5%	4.5%	-1.9%	3.3%	-0.6%	2.0%	17.6%	6.8%	-38.2%	6.8%	-53.5%	2.9%	47.7%	-2.1%	159.9%
	201512	5.3%	0.3%	1.3%	3.4%	5.0%	0.4%	4.9%	-1.9%	7.4%	-1.2%	2.9%	17.9%	9.5%	-40.1%	8.4%	-53.3%	8.3%	46.0%	-1.2%	160.8%
	201603	4.1%	-0.2%	1.2%	2.2%	4.0%	0.2%	4.8%	-1.9%	4.3%	-1.3%	1.9%	16.9%	5.8%	-36.3%	7.2%	-53.2%	3.2%	51.4%	-1.9%	160.1%
201606	2.7%	1.2%	1.1%	1.9%	2.9%	1.0%	5.0%	-2.3%	2.9%	-0.4%	1.8%	16.1%	4.2%	-39.3%	7.3%	-53.6%	0.3%	44.4%	-1.9%	156.4%	
West	201409	4.3%	0.2%	0.9%	3.6%	4.4%	0.2%	5.0%	-0.5%	4.0%	-0.1%	0.9%	20.8%	5.7%	-34.4%	7.0%	-51.4%	6.3%	48.2%	-1.7%	150.4%
	201412	4.2%	0.5%	1.6%	3.4%	4.2%	0.5%	5.4%	-0.9%	4.5%	0.0%	1.3%	20.4%	5.1%	-37.6%	8.2%	-51.6%	6.0%	45.4%	-1.6%	143.4%
	201503	3.5%	0.9%	1.1%	3.5%	3.7%	0.8%	4.7%	-0.8%	2.5%	0.1%	1.2%	18.8%	2.8%	-36.8%	6.4%	-51.3%	5.2%	47.5%	-1.5%	148.0%
	201506	4.6%	0.3%	1.7%	2.5%	4.6%	0.2%	5.3%	-1.2%	5.1%	-0.7%	2.0%	17.9%	7.2%	-35.0%	5.6%	-51.6%	6.8%	47.9%	-0.8%	146.9%
	201509	4.0%	0.9%	1.4%	0.9%	4.2%	0.6%	5.2%	-1.4%	3.6%	0.2%	1.5%	16.0%	7.0%	-37.2%	3.4%	-52.3%	4.7%	45.8%	-1.2%	144.9%
	201512	5.6%	0.4%	1.7%	0.7%	5.4%	0.3%	5.8%	-2.0%	7.9%	0.1%	3.0%	17.2%	10.2%	-36.1%	2.1%	-51.8%	9.6%	46.5%	0.4%	145.2%
	201603	4.9%	0.3%	1.8%	-0.2%	4.8%	0.6%	5.6%	-1.8%	4.9%	-1.0%	2.5%	16.0%	6.0%	-34.6%	2.8%	-51.9%	6.1%	48.9%	0.3%	141.3%
201606	3.5%	1.5%	1.8%	-0.6%	3.7%	1.1%	5.5%	-1.8%	3.3%	0.6%	1.9%	14.3%	4.0%	-38.0%	1.9%	-52.1%	3.2%	45.2%	-0.2%	139.4%	

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## Q2 2016 Workforce Vitality Report: Age

		ALL TO ALL				FULLTIME TO FULLTIME				PARTTIME TO PARTTIME				FULLTIME TO PARTTIME				PARTTIME TO FULLTIME			
		JOB HOLDERS		JOB SWITCHERS		JOB HOLDERS		JOB SWITCHERS		JOB HOLDERS		JOB SWITCHERS		JOB HOLDERS		JOB SWITCHERS		JOB HOLDERS		JOB SWITCHERS	
		WAGE GROWTH	HOURS GROWTH	WAGE GROWTH	HOURS GROWTH	WAGE GROWTH	HOURS GROWTH	WAGE GROWTH	HOURS GROWTH	WAGE GROWTH	HOURS GROWTH	WAGE GROWTH	HOURS GROWTH	WAGE GROWTH	HOURS GROWTH	WAGE GROWTH	HOURS GROWTH	WAGE GROWTH	HOURS GROWTH	WAGE GROWTH	HOURS GROWTH
ALL	201409	4.1%	0.2%	0.7%	3.6%	4.1%	0.3%	4.8%	-1.2%	3.9%	-0.7%	0.4%	18.2%	6.7%	-34.1%	8.9%	-52.0%	3.9%	48.6%	-5.1%	149.0%
	201412	4.0%	0.7%	1.0%	3.1%	4.0%	0.6%	5.0%	-1.6%	4.0%	0.0%	0.9%	18.2%	5.6%	-37.9%	9.3%	-52.4%	3.8%	45.0%	-5.0%	146.6%
	201503	3.1%	0.7%	1.0%	3.4%	3.3%	0.7%	4.9%	-1.3%	2.1%	-0.5%	1.1%	18.3%	3.8%	-37.1%	8.4%	-52.6%	2.4%	48.6%	-4.9%	150.3%
	201506	4.3%	0.1%	1.5%	2.6%	4.3%	0.2%	5.1%	-1.3%	4.5%	-1.1%	1.9%	17.0%	8.4%	-34.3%	7.6%	-52.6%	4.9%	48.3%	-4.0%	149.6%
	201509	3.8%	0.7%	1.7%	1.8%	3.9%	0.5%	5.5%	-1.5%	3.4%	-0.3%	1.8%	15.6%	7.1%	-37.3%	6.8%	-52.4%	3.0%	45.5%	-3.8%	147.5%
	201512	5.5%	0.3%	2.0%	2.1%	5.2%	0.2%	5.7%	-1.4%	7.2%	-0.8%	2.7%	16.3%	10.8%	-38.1%	7.1%	-52.0%	8.0%	44.6%	-2.6%	147.7%
	201603	4.5%	0.0%	1.7%	1.3%	4.4%	0.3%	5.3%	-1.3%	4.6%	-0.6%	2.0%	15.3%	6.6%	-34.9%	6.6%	-51.8%	3.1%	48.6%	-3.2%	146.9%
201606	3.1%	1.3%	1.3%	1.2%	3.2%	1.0%	5.1%	-1.4%	3.0%	-0.1%	1.6%	14.1%	5.6%	-38.3%	5.8%	-52.0%	0.9%	43.0%	-3.8%	145.1%	
16-24	201409	8.4%	2.9%	5.7%	15.9%	8.8%	1.4%	8.9%	1.2%	6.8%	1.3%	3.6%	21.2%	9.7%	-39.7%	7.4%	-56.4%	10.7%	59.7%	10.2%	182.2%
	201412	8.4%	3.7%	6.0%	15.5%	8.7%	1.9%	9.6%	1.4%	6.7%	2.2%	3.5%	21.3%	7.9%	-43.0%	8.7%	-57.1%	11.5%	60.1%	9.7%	182.5%
	201503	6.7%	4.4%	6.1%	15.6%	7.4%	1.8%	9.8%	2.1%	4.9%	3.4%	3.7%	21.1%	6.7%	-41.7%	7.1%	-56.7%	9.8%	62.5%	9.5%	186.5%
	201506	9.1%	2.6%	6.2%	14.6%	9.0%	1.3%	10.4%	1.1%	7.6%	0.0%	4.7%	20.1%	10.1%	-41.4%	6.3%	-56.4%	12.4%	61.9%	9.9%	186.7%
	201509	7.8%	4.1%	5.8%	13.8%	8.2%	1.8%	10.7%	1.4%	6.1%	2.6%	4.6%	19.7%	8.9%	-41.9%	5.0%	-56.9%	10.0%	58.4%	9.7%	185.3%
	201512	11.3%	3.4%	6.8%	14.3%	10.8%	1.3%	12.0%	1.0%	11.2%	2.2%	6.1%	20.5%	12.6%	-42.5%	4.6%	-56.1%	16.6%	61.0%	10.7%	183.4%
	201603	8.6%	2.2%	6.1%	12.7%	8.7%	0.6%	10.6%	1.3%	8.0%	1.4%	4.7%	19.2%	9.3%	-38.9%	5.1%	-56.2%	11.2%	63.5%	10.0%	181.8%
201606	7.3%	4.4%	6.3%	12.3%	7.3%	2.5%	11.4%	1.0%	6.0%	0.6%	3.8%	17.7%	7.8%	-43.5%	5.4%	-56.5%	9.1%	61.6%	10.2%	174.0%	
25-34	201409	6.4%	0.1%	4.9%	3.0%	6.4%	0.3%	8.3%	-0.1%	5.5%	-1.8%	1.1%	18.3%	7.4%	-36.2%	11.1%	-51.7%	6.1%	49.4%	-1.8%	135.6%
	201412	6.4%	0.5%	4.7%	2.7%	6.4%	0.7%	7.8%	-0.1%	5.7%	-1.7%	1.7%	18.0%	6.3%	-39.7%	11.0%	-51.7%	5.9%	46.6%	-1.9%	134.1%
	201503	5.5%	0.6%	5.0%	2.4%	5.7%	0.7%	8.2%	-0.7%	4.0%	-1.6%	1.5%	17.0%	5.0%	-38.7%	11.0%	-52.2%	4.6%	49.3%	-2.3%	137.4%
	201506	6.8%	0.0%	5.7%	1.4%	6.8%	0.2%	8.8%	-0.9%	6.0%	-1.9%	2.2%	15.9%	9.0%	-36.5%	10.4%	-52.1%	7.0%	48.7%	-0.9%	135.1%
	201509	6.1%	0.6%	5.5%	0.9%	6.3%	0.6%	8.8%	-0.9%	5.1%	-1.6%	2.2%	13.7%	7.8%	-38.6%	8.9%	-51.9%	5.2%	47.3%	-1.9%	133.2%
	201512	8.1%	0.1%	5.9%	0.7%	7.8%	0.3%	9.4%	-1.1%	9.2%	-2.5%	3.0%	14.0%	11.9%	-39.9%	8.8%	-52.0%	10.4%	46.6%	-1.3%	132.9%
	201603	6.9%	-0.2%	5.2%	0.5%	6.8%	0.3%	9.0%	-0.5%	6.4%	-1.7%	2.7%	13.7%	8.0%	-36.6%	7.4%	-51.9%	5.3%	49.9%	-2.4%	133.8%
201606	5.5%	1.3%	4.7%	0.1%	5.7%	1.1%	8.7%	-0.5%	4.7%	-1.3%	2.6%	11.8%	6.9%	-39.9%	6.3%	-52.1%	3.6%	45.4%	-3.8%	134.6%	
35-54	201409	3.9%	0.1%	1.0%	-0.8%	3.9%	0.2%	3.8%	-2.0%	3.5%	-0.4%	-1.7%	16.4%	5.7%	-31.8%	7.9%	-50.2%	2.6%	44.8%	-10.0%	139.7%
	201412	3.8%	0.6%	1.6%	-1.4%	3.8%	0.6%	4.2%	-2.6%	3.8%	0.3%	-0.6%	16.0%	4.9%	-35.7%	7.9%	-50.4%	2.9%	40.9%	-8.8%	134.1%
	201503	2.9%	0.6%	1.3%	-0.8%	3.0%	0.7%	4.3%	-2.7%	2.0%	-0.8%	-0.5%	17.6%	2.9%	-35.0%	6.6%	-50.6%	1.2%	44.5%	-8.7%	137.8%
	201506	4.0%	0.1%	1.7%	-1.3%	4.0%	0.2%	4.1%	-2.1%	4.0%	-0.6%	0.0%	15.2%	7.4%	-31.5%	6.3%	-50.7%	3.6%	44.0%	-7.4%	137.3%
	201509	3.6%	0.5%	2.2%	-2.1%	3.7%	0.4%	4.3%	-2.1%	3.3%	-0.4%	-0.3%	13.4%	6.1%	-35.3%	6.0%	-50.7%	1.8%	41.3%	-6.6%	134.5%
	201512	5.1%	0.2%	2.0%	-1.4%	4.9%	0.2%	4.0%	-1.4%	6.9%	-0.7%	0.4%	14.3%	10.0%	-36.0%	6.4%	-49.9%	7.2%	40.1%	-5.2%	136.0%
	201603	4.2%	0.1%	2.2%	-2.3%	4.1%	0.4%	4.1%	-1.6%	4.2%	-0.4%	-0.1%	12.5%	5.7%	-32.9%	5.8%	-49.7%	2.1%	44.2%	-5.5%	134.1%
201606	2.9%	1.2%	1.6%	-2.3%	3.0%	0.9%	4.0%	-1.8%	2.6%	0.4%	-0.6%	12.5%	5.0%	-36.1%	4.7%	-49.9%	0.0%	38.0%	-6.8%	134.4%	
55+	201409	2.5%	-0.5%	-1.7%	-4.8%	2.3%	0.1%	1.6%	-2.8%	2.5%	-1.8%	-3.4%	6.8%	3.5%	-32.2%	-0.2%	-51.2%	1.4%	42.0%	-10.6%	132.1%
	201412	2.3%	0.1%	-0.9%	-5.9%	2.2%	0.5%	2.1%	-3.9%	2.3%	-0.7%	-1.9%	7.7%	2.6%	-36.2%	1.3%	-52.3%	1.9%	36.7%	-11.9%	130.2%
	201503	1.4%	0.0%	-1.9%	-4.0%	1.4%	0.6%	-0.5%	-0.3%	0.7%	-2.2%	-1.8%	8.9%	0.7%	-36.2%	0.9%	-52.4%	-0.2%	41.5%	-10.0%	135.0%
	201506	2.5%	-0.5%	-1.3%	-5.1%	2.3%	0.1%	-0.1%	-0.8%	2.7%	-2.1%	1.4%	9.6%	5.3%	-32.2%	-0.5%	-52.6%	2.2%	41.1%	-10.7%	137.2%
	201509	2.1%	-0.1%	0.4%	-6.4%	2.0%	0.4%	2.7%	-3.0%	1.7%	-1.7%	2.2%	9.2%	4.6%	-36.0%	-1.0%	-50.8%	0.5%	36.8%	-8.3%	135.7%
	201512	3.7%	-0.5%	0.8%	-6.4%	3.3%	0.0%	3.1%	-3.8%	5.1%	-1.7%	1.8%	10.4%	7.4%	-36.6%	0.3%	-50.6%	5.8%	36.0%	-7.9%	139.8%
	201603	2.7%	-0.5%	-0.3%	-6.3%	2.5%	0.3%	1.5%	-4.3%	2.8%	-1.6%	0.8%	11.8%	3.7%	-34.3%	0.9%	-50.4%	0.1%	41.6%	-8.5%	140.1%
201606	1.4%	0.5%	-0.4%	-6.6%	1.5%	0.7%	1.1%	-4.0%	0.9%	-0.3%	-0.1%	10.3%	1.8%	-37.0%	0.5%	-50.2%	-1.3%	33.9%	-7.5%	134.1%	

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## Q2 2016 Workforce Vitality Report: Wage

		ALL TO ALL				FULLTIME TO FULLTIME				PARTTIME TO PARTTIME				FULLTIME TO PARTTIME				PARTTIME TO FULLTIME			
		JOB HOLDERS		JOB SWITCHERS		JOB HOLDERS		JOB SWITCHERS		JOB HOLDERS		JOB SWITCHERS		JOB HOLDERS		JOB SWITCHERS		JOB HOLDERS		JOB SWITCHERS	
		WAGE	HOURS	WAGE	HOURS	WAGE	HOURS	WAGE	HOURS	WAGE	HOURS	WAGE	HOURS	WAGE	HOURS	WAGE	HOURS	WAGE	HOURS	WAGE	HOURS
		GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH	GROWTH
ALL	201409	4.1%	0.2%	0.7%	3.6%	4.1%	0.3%	4.8%	-1.2%	3.9%	-0.7%	0.4%	18.2%	6.7%	-34.1%	8.9%	-52.0%	3.9%	48.6%	-5.1%	149.0%
	201412	4.0%	0.7%	1.0%	3.1%	4.0%	0.6%	5.0%	-1.6%	4.0%	0.0%	0.9%	18.2%	5.6%	-37.9%	9.3%	-52.4%	3.8%	45.0%	-5.0%	146.6%
	201503	3.1%	0.7%	1.0%	3.4%	3.3%	0.7%	4.9%	-1.3%	2.1%	-0.5%	1.1%	18.3%	3.8%	-37.1%	8.4%	-52.6%	2.4%	48.6%	-4.9%	150.3%
	201506	4.3%	0.1%	1.5%	2.6%	4.3%	0.2%	5.1%	-1.3%	4.5%	-1.1%	1.9%	17.0%	8.4%	-34.3%	7.6%	-52.6%	4.9%	48.3%	-4.0%	149.6%
	201509	3.8%	0.7%	1.7%	1.8%	3.9%	0.5%	5.5%	-1.5%	3.4%	-0.3%	1.8%	15.6%	7.1%	-37.3%	6.8%	-52.4%	3.0%	45.5%	-3.8%	147.5%
	201512	5.5%	0.3%	2.0%	2.1%	5.2%	0.2%	5.7%	-1.4%	7.2%	-0.8%	2.7%	16.3%	10.8%	-38.1%	7.1%	-52.0%	8.0%	44.6%	-2.6%	147.7%
	201603	4.5%	0.0%	1.7%	1.3%	4.4%	0.3%	5.3%	-1.3%	4.6%	-0.6%	2.0%	15.3%	6.6%	-34.9%	6.6%	-51.8%	3.1%	48.6%	-3.2%	146.9%
201606	3.1%	1.3%	1.3%	1.2%	3.2%	1.0%	5.1%	-1.4%	3.0%	-0.1%	1.6%	14.1%	5.6%	-38.3%	5.8%	-52.0%	0.9%	43.0%	-3.8%	145.1%	
<\$20K	201409	12.7%	12.1%	23.9%	54.9%	13.7%	6.4%	73.3%	13.9%	7.9%	3.6%	10.9%	31.8%	19.7%	-36.9%	57.1%	-55.3%	21.3%	88.2%	25.6%	228.2%
	201412	13.3%	13.3%	23.8%	54.6%	15.6%	6.1%	69.4%	13.5%	7.6%	4.7%	11.2%	31.9%	20.1%	-37.4%	60.0%	-56.3%	22.9%	87.5%	25.1%	224.6%
	201503	10.9%	13.5%	23.8%	54.9%	13.1%	6.4%	71.2%	10.8%	5.5%	4.5%	11.1%	31.6%	19.5%	-38.4%	59.9%	-57.4%	19.1%	86.8%	24.3%	232.9%
	201506	13.6%	12.3%	24.6%	53.1%	15.5%	6.5%	74.1%	11.2%	8.5%	3.5%	12.1%	30.0%	20.8%	-37.3%	63.4%	-57.5%	22.6%	89.3%	25.1%	230.6%
	201509	12.5%	14.1%	24.0%	52.0%	15.4%	6.2%	80.9%	9.7%	6.9%	4.9%	11.8%	28.8%	23.5%	-39.9%	60.7%	-58.3%	20.2%	88.5%	25.1%	230.2%
	201512	17.6%	14.2%	24.8%	52.8%	17.7%	6.7%	80.3%	9.7%	11.7%	4.2%	12.8%	29.4%	27.9%	-39.2%	64.3%	-57.6%	27.5%	88.0%	26.1%	229.0%
	201603	13.3%	12.6%	23.8%	51.7%	14.7%	6.6%	80.4%	11.6%	8.5%	4.0%	11.9%	29.0%	22.0%	-36.7%	68.0%	-57.1%	20.6%	87.7%	25.2%	227.9%
201606	11.9%	15.2%	22.4%	51.1%	14.2%	6.7%	74.8%	12.1%	6.5%	5.2%	11.2%	28.0%	25.2%	-41.0%	62.6%	-56.6%	18.9%	88.8%	24.4%	225.9%	
\$20K - \$50K	201409	6.4%	-0.8%	13.0%	-17.7%	6.2%	0.9%	13.5%	1.8%	4.7%	-5.3%	0.0%	-29.5%	7.3%	-32.1%	6.7%	-52.3%	9.2%	28.7%	7.9%	63.2%
	201412	6.4%	-0.1%	13.5%	-18.4%	6.2%	1.5%	14.4%	1.8%	5.3%	-5.0%	0.6%	-29.6%	6.5%	-36.2%	6.9%	-52.4%	8.2%	27.6%	7.9%	62.3%
	201503	4.8%	0.0%	13.8%	-18.4%	4.8%	1.6%	14.7%	2.3%	3.0%	-6.0%	1.0%	-27.9%	4.7%	-34.9%	6.0%	-52.2%	6.2%	28.7%	8.2%	62.2%
	201506	6.8%	-0.7%	14.7%	-19.2%	6.5%	1.0%	15.4%	2.2%	5.1%	-5.8%	2.4%	-28.3%	8.1%	-32.6%	6.2%	-52.1%	9.2%	29.2%	9.4%	60.5%
	201509	6.1%	-0.1%	14.2%	-19.8%	5.9%	1.5%	15.6%	1.9%	4.6%	-5.8%	2.3%	-27.5%	6.9%	-35.3%	5.2%	-51.9%	7.4%	27.4%	8.9%	58.1%
	201512	9.6%	-0.3%	14.8%	-19.6%	8.9%	1.4%	16.0%	1.7%	9.2%	-6.4%	2.4%	-26.9%	11.4%	-36.0%	6.1%	-51.5%	13.1%	27.9%	9.7%	56.5%
	201603	6.5%	-1.3%	13.7%	-20.3%	6.2%	0.7%	15.5%	1.5%	5.3%	-6.3%	1.7%	-28.1%	7.3%	-32.6%	5.4%	-51.5%	8.0%	29.6%	7.8%	57.5%
201606	5.3%	0.7%	12.9%	-20.3%	5.1%	2.2%	15.3%	1.3%	4.0%	-5.8%	1.0%	-29.1%	5.7%	-36.2%	5.1%	-51.8%	6.0%	27.3%	6.0%	57.9%	
\$50K - \$75K	201409	4.8%	-1.1%	9.3%	-14.3%	4.8%	-0.3%	10.6%	-3.4%	3.2%	-3.1%	-4.3%	-24.9%	7.5%	-37.1%	3.1%	-50.6%	1.9%	24.0%	-7.0%	44.1%
	201412	4.8%	-0.7%	10.0%	-15.2%	4.8%	0.2%	11.4%	-4.4%	3.8%	-2.7%	-3.0%	-22.4%	7.3%	-40.9%	3.1%	-51.5%	2.6%	24.0%	-8.0%	42.4%
	201503	3.8%	-0.7%	8.7%	-14.5%	3.9%	0.2%	10.0%	-3.4%	2.1%	-4.4%	-2.4%	-21.8%	5.1%	-40.8%	1.2%	-52.3%	0.1%	26.4%	-8.9%	42.9%
	201506	4.9%	-1.3%	8.7%	-14.7%	5.0%	-0.4%	9.8%	-3.2%	3.8%	-3.5%	-1.4%	-20.7%	9.2%	-36.1%	0.9%	-51.7%	1.6%	26.0%	-5.4%	40.8%
	201509	4.6%	-1.0%	8.4%	-15.2%	4.7%	-0.2%	9.9%	-3.7%	3.3%	-3.7%	-2.2%	-21.1%	8.4%	-40.2%	-0.3%	-51.0%	1.5%	23.1%	-4.4%	42.5%
	201512	6.6%	-1.4%	8.0%	-14.7%	6.4%	-0.5%	9.1%	-2.9%	6.4%	-4.2%	-1.4%	-25.1%	12.4%	-41.7%	0.5%	-50.5%	6.8%	22.7%	-4.5%	43.4%
	201603	5.0%	-1.5%	8.0%	-14.9%	4.9%	-0.4%	9.1%	-2.9%	3.8%	-3.7%	-1.5%	-26.6%	8.7%	-39.1%	0.8%	-49.9%	2.1%	26.5%	-4.2%	43.8%
201606	4.1%	-0.6%	7.2%	-15.2%	4.1%	0.2%	8.4%	-2.6%	3.1%	-3.3%	-1.6%	-27.7%	6.4%	-41.5%	-0.2%	-50.7%	0.2%	21.9%	-6.2%	45.4%	
\$75K+	201409	3.8%	-1.2%	2.5%	-11.7%	3.7%	-0.6%	1.5%	-4.0%	3.1%	-1.8%	0.3%	-28.9%	10.7%	-40.5%	6.9%	-50.7%	-4.3%	22.6%	-21.8%	34.5%
	201412	3.8%	-1.0%	2.5%	-11.9%	3.7%	-0.5%	1.4%	-4.3%	3.4%	-1.6%	-1.6%	-28.2%	10.0%	-44.4%	7.5%	-50.8%	-1.0%	22.0%	-20.6%	34.5%
	201503	3.4%	-1.1%	3.0%	-12.1%	3.3%	-0.5%	1.8%	-4.4%	3.1%	-2.6%	-4.0%	-25.2%	8.7%	-44.8%	7.6%	-51.3%	-8.0%	30.5%	-17.2%	32.8%
	201506	4.0%	-1.3%	3.2%	-12.6%	3.9%	-0.7%	2.0%	-4.4%	3.6%	-1.9%	-5.0%	-24.9%	12.2%	-38.9%	6.4%	-52.4%	-7.3%	29.3%	-16.3%	31.3%
	201509	3.8%	-1.2%	3.7%	-12.8%	3.7%	-0.6%	2.2%	-4.2%	3.3%	-2.0%	-5.1%	-22.2%	13.0%	-43.6%	6.7%	-52.4%	-4.6%	25.5%	-15.1%	28.8%
	201512	4.5%	-1.5%	4.0%	-12.8%	4.3%	-0.9%	2.7%	-4.1%	4.7%	-2.4%	-4.0%	-21.7%	15.6%	-43.9%	5.7%	-52.1%	-0.2%	24.2%	-16.2%	30.9%
	201603	4.0%	-0.7%	3.6%	-12.6%	3.8%	0.0%	2.1%	-3.6%	3.9%	-1.2%	-1.6%	-24.6%	12.3%	-43.1%	5.4%	-52.5%	-4.3%	23.1%	-16.3%	31.7%
201606	3.3%	-0.8%	3.6%	-12.5%	3.2%	-0.3%	2.3%	-3.9%	3.3%	-2.3%	-1.2%	-24.2%	11.2%	-44.4%	4.2%	-52.0%	-4.4%	22.2%	-16.6%	32.4%	

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## Q2 2016 Workforce Vitality Report: Employment and Turnover Rate

Year Over Year Employment Growth																																			
	ALL	Region				Industry										Size				Age				Gender		Income				Tenure			FT/PT		
		MIDW	NEAS	SOUT	WEST	CONS	EDUH	FIN	INF	LEIH	MANF	PROFS	TRADE	RESM	OTH	<50	50-499	500-999	1000+	24 or less	25 to 34	35 to 54	55 or more	Female	Male	20k or less	20k to 50k	50k to 75k	75k or more	2 or less	3 to 5	5 to 9	10 or more	FT	PT
Q1 2015	2.4%	2.0%	1.7%	2.7%	3.1%	4.9%	2.5%	1.6%	-0.2%	2.9%	1.7%	3.1%	2.2%	4.3%	1.2%	6.5%	0.1%	-0.4%	2.2%	2.6%	1.0%	2.0%	5.6%	2.6%	2.3%	1.8%	2.4%	2.0%	4.0%	3.2%	11.2%	-5.1%	1.9%	2.5%	2.4%
Q2 2015	2.3%	1.9%	1.7%	2.5%	3.0%	4.3%	2.8%	1.6%	-0.2%	2.7%	1.4%	3.1%	2.1%	0.2%	1.1%	5.5%	0.1%	-5.3%	3.4%	2.1%	0.5%	2.0%	6.2%	2.7%	2.0%	0.5%	1.4%	3.3%	5.8%	2.7%	9.1%	-3.9%	2.7%	1.5%	4.0%
Q3 2015	2.2%	1.9%	1.7%	2.3%	2.9%	3.7%	2.8%	1.7%	0.0%	2.8%	1.0%	3.0%	2.0%	-4.2%	1.2%	4.8%	1.0%	-4.9%	2.8%	2.0%	0.5%	1.8%	6.1%	2.5%	2.0%	-0.1%	1.3%	3.6%	6.2%	3.0%	6.2%	-3.5%	2.6%	3.0%	0.9%
Q4 2015	2.1%	1.7%	1.7%	2.2%	2.8%	3.9%	2.9%	1.7%	0.1%	2.9%	0.4%	3.1%	1.8%	-9.3%	1.2%	6.1%	2.8%	-2.6%	-0.1%	3.4%	0.8%	1.3%	5.1%	3.0%	1.3%	-1.2%	0.3%	5.0%	7.2%	4.1%	4.1%	-4.5%	0.9%	2.2%	1.9%
Q1 2016	2.1%	1.7%	1.7%	2.2%	2.7%	4.1%	3.0%	1.7%	0.4%	2.9%	0.1%	3.0%	1.7%	-12.3%	1.3%	5.1%	3.2%	2.7%	-0.8%	4.3%	2.7%	0.2%	4.1%	2.9%	1.4%	3.3%	-0.3%	1.2%	5.8%	4.4%	2.8%	-4.2%	0.0%	-0.1%	6.6%
Q2 2016	2.0%	1.4%	1.6%	2.3%	2.5%	4.6%	2.7%	2.1%	1.0%	3.0%	0.0%	2.6%	1.7%	-19.0%	1.4%	3.6%	3.8%	5.8%	-1.1%	5.3%	2.6%	-0.2%	3.5%	3.0%	1.1%	3.0%	0.4%	1.8%	3.7%	4.7%	0.8%	-3.9%	-0.3%	2.8%	0.5%

Yearly Turnover Rate																																			
	ALL	Region				Industry										Size				Age				Gender		Income				Tenure			FT/PT		
		MIDW	NEAS	SOUT	WEST	CONS	EDUH	FIN	INF	LEIH	MANF	PROFS	TRADE	RESM	OTH	<50	50-499	500-999	1000+	24 or less	25 to 34	35 to 54	55 or more	Female	Male	20k or less	20k to 50k	50k to 75k	75k or more	2 or less	3 to 5	5 to 9	10 or more	FT	PT
Q1 2015	23.0%	22.4%	16.7%	26.8%	22.8%	19.8%	16.7%	14.3%	16.7%	41.0%	11.6%	29.5%	23.0%	21.5%	21.8%	21.4%	27.8%	24.2%	20.2%	56.7%	25.4%	15.1%	9.2%	23.6%	22.5%	56.1%	14.9%	7.6%	6.6%	42.1%				9.3%	50.0%
Q2 2015	23.6%	23.0%	17.0%	27.4%	23.5%	20.6%	17.2%	14.5%	17.1%	42.2%	11.9%	29.5%	23.8%	21.6%	22.4%	21.8%	28.5%	24.9%	20.8%	58.1%	26.1%	15.5%	9.5%	24.3%	22.9%	57.7%	15.3%	7.7%	6.7%	43.1%				9.4%	51.2%
Q3 2015	24.2%	23.5%	17.5%	28.2%	24.2%	21.2%	17.7%	15.1%	17.4%	43.6%	12.3%	29.9%	24.5%	21.6%	22.9%	22.3%	29.2%	25.5%	21.5%	59.5%	26.9%	15.9%	9.7%	25.0%	23.5%	59.3%	15.8%	7.9%	6.9%	44.1%				9.6%	52.7%
Q4 2015	24.7%	23.8%	18.0%	28.9%	24.7%	21.6%	18.2%	15.5%	18.0%	44.8%	12.6%	30.2%	25.1%	21.7%	23.3%	22.8%	29.9%	26.0%	22.0%	60.6%	27.6%	16.3%	10.0%	25.7%	23.9%	60.6%	16.7%	8.0%	7.0%	44.9%				9.9%	53.9%
Q1 2016	25.2%	24.2%	18.5%	29.4%	25.2%	21.8%	18.7%	15.6%	18.2%	45.7%	13.0%	30.8%	25.5%	21.9%	23.6%	23.3%	30.5%	26.3%	22.4%	61.5%	28.2%	16.6%	10.2%	26.3%	24.2%	61.6%	17.0%	8.2%	7.2%	45.6%				10.1%	54.5%
Q2 2016	25.5%	24.6%	18.9%	29.7%	25.5%	21.6%	19.0%	15.6%	18.1%	46.5%	13.2%	31.2%	25.7%	22.8%	23.8%	23.4%	30.8%	26.7%	22.8%	61.9%	28.5%	16.8%	10.4%	26.7%	24.5%	62.3%	17.2%	8.3%	7.2%	45.8%				10.2%	55.4%

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