



First Quarter 2017 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 113.5 in the first quarter of 2017 (3Q2013=100, Not Seasonally Adjusted). The Index grew by 3.4% 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 2017 Report Highlights

ADP Workforce Vitality Index: 113.5

ADP Workforce Vitality Index Growth: 1Q2017/1Q2016
3.4%

- **By Region**

	Index	Growth %
• Midwest	111.7	3.1%
• Northeast	110.9	2.1%
• South	114.3	4.3%
• West	116.3	3.7%

- **By Industry**

	Index	Growth %
• Construction	128.9	5.8%
• Education/Healthcare	115.6	4.0%
• Finance	116.8	4.7%
• Information	111.5	3.6%
• Leisure/Hospitality	122.0	4.7%
• Manufacturing	108.0	1.8%
• Professional Services	113.2	3.8%
• Trade	110.7	2.6%
• Resources & Mining	85.1	-4.1%

- **By Company Size**

	Index	Growth %
• 1-49 employees	120.9	3.3%
• 50-499 employees	110.1	3.2%
• 500-999 employees	116.0	9.0%
• 1,000+ employees	112.3	2.5%

- **By Age Group**

	Index	Growth %
• 16-24	113.1	5.2%
• 25-34	115.0	4.1%
• 35-54	109.1	2.1%
• 55 and Above	123.2	5.5%

- **By Tenure**

	Index	Growth %
• 0 to <3 Years	118.1	3.2%
• 3 to <5 Years	133.1	5.4%
• 5 to <10 Years	95.6	1.4%
• 10 Years or More	112.3	4.3%

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Q1 2017 Workforce Vitality Report: Industry

		ALL TO ALL																																							
		JOB HOLDERS				JOB SWITCHERS				FULLTIME TO FULLTIME				FULLTIME TO PARTTIME				PARTTIME TO FULLTIME				PARTTIME TO PARTTIME																			
		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	GROWTH	GROWTH	GROWTH																	
ALL	201409	4.1%	0.6%	3.4%	3.7%	4.1%	0.5%	4.8%	-1.1%	7.7%	-35.4%	-1.2%	-52.0%	3.2%	44.5%	7.0%	148.5%	3.4%	-0.3%	2.2%	18.4%	4.1%	0.7%	3.5%	3.1%	4.2%	0.6%	4.9%	-1.6%	7.7%	-37.3%	-0.9%	-52.3%	3.4%	44.5%	7.1%	146.3%	3.4%	0.0%	2.5%	18.3%
	201412	4.1%	0.7%	3.6%	3.4%	4.2%	0.7%	5.1%	-1.3%	7.6%	-37.1%	-1.2%	-52.5%	3.2%	49.6%	7.6%	150.2%	3.5%	-0.6%	2.4%	18.4%	4.3%	0.4%	3.8%	2.8%	4.3%	0.4%	5.6%	-1.2%	8.1%	-35.6%	-2.3%	-52.5%	3.6%	47.3%	8.5%	150.0%	3.8%	-0.7%	2.6%	17.2%
	201503	4.3%	0.4%	3.9%	1.7%	4.3%	0.4%	5.7%	-1.3%	8.6%	-35.0%	-2.3%	-52.5%	3.6%	46.9%	8.9%	148.1%	3.7%	-0.5%	2.7%	15.7%	4.2%	0.3%	3.8%	2.1%	4.2%	0.3%	5.7%	-1.1%	8.7%	-37.8%	-2.8%	-52.0%	3.2%	43.7%	8.8%	148.2%	3.8%	-0.7%	2.7%	16.5%
	201506	4.3%	0.7%	3.7%	1.8%	4.2%	0.8%	5.4%	-1.0%	9.2%	-36.2%	-2.3%	-51.9%	3.7%	48.5%	9.0%	147.6%	4.0%	0.4%	2.7%	15.3%	4.3%	0.7%	3.7%	1.8%	4.2%	0.8%	5.4%	-1.0%	9.2%	-36.2%	-2.3%	-51.9%	3.7%	48.5%	9.0%	147.6%	4.0%	0.4%	2.7%	15.3%
	201509	4.3%	1.1%	3.6%	1.8%	4.2%	0.2%	5.0%	-1.2%	8.4%	-36.7%	-2.0%	-52.5%	3.3%	43.5%	9.3%	147.7%	4.1%	-2.3%	2.5%	17.4%	4.3%	1.1%	3.6%	1.8%	4.2%	0.2%	5.0%	-1.2%	8.4%	-36.7%	-2.0%	-52.5%	3.3%	43.5%	9.3%	147.7%	4.1%	-2.3%	2.5%	17.4%
	201512	4.3%	0.2%	3.7%	2.3%	4.3%	0.5%	5.1%	-0.8%	8.1%	-38.3%	-1.9%	-52.9%	3.2%	45.6%	9.2%	148.6%	4.1%	-1.1%	2.6%	15.7%	4.3%	0.1%	3.6%	3.4%	4.3%	0.5%	5.2%	-1.0%	8.8%	-38.7%	-2.4%	-52.8%	2.9%	47.2%	9.2%	148.2%	4.0%	-1.4%	2.3%	16.8%
	201603	4.7%	1.0%	1.9%	0.4%	4.7%	0.9%	2.3%	0.1%	5.9%	-46.3%	-2.1%	-52.7%	4.4%	69.2%	7.6%	136.3%	3.3%	-1.3%	1.1%	7.0%	4.6%	1.0%	1.9%	0.4%	4.7%	0.9%	2.3%	0.1%	5.9%	-46.3%	-2.1%	-52.7%	4.4%	69.2%	7.6%	136.3%	3.3%	-1.3%	1.1%	7.0%
	201606	4.6%	0.3%	1.5%	-2.6%	4.6%	0.1%	2.5%	0.1%	5.0%	-45.1%	-1.8%	-54.5%	4.7%	76.0%	3.5%	138.7%	3.8%	-0.8%	0.2%	5.9%	4.7%	-1.0%	2.3%	-6.7%	4.7%	-1.0%	3.9%	-3.9%	6.1%	-43.8%	-0.2%	-53.7%	4.4%	74.1%	2.8%	143.2%	3.8%	-2.7%	0.4%	2.3%
	201609	4.7%	-1.0%	2.8%	-8.7%	4.7%	-1.0%	3.3%	-3.3%	5.6%	-42.0%	1.3%	-54.0%	4.9%	68.6%	3.6%	130.7%	3.7%	-1.6%	1.8%	1.2%	4.7%	-1.0%	2.8%	-8.7%	4.7%	-1.0%	3.3%	-3.3%	5.6%	-42.0%	1.3%	-54.0%	4.9%	68.6%	3.6%	130.7%	3.7%	-1.6%	1.8%	1.2%
	201612	4.6%	0.1%	2.0%	-8.2%	4.6%	0.2%	2.7%	-1.5%	5.7%	-44.1%	0.5%	-53.1%	4.6%	63.8%	3.3%	134.9%	3.4%	-0.4%	5.0%	-2.0%	4.6%	0.1%	2.0%	-8.2%	4.6%	0.2%	2.7%	-1.5%	5.7%	-44.1%	0.5%	-53.1%	4.6%	63.8%	3.3%	134.9%	3.4%	-0.4%	5.0%	-2.0%
201703	4.7%	0.6%	1.8%	-10.2%	4.7%	0.5%	4.4%	-4.4%	6.4%	-44.9%	-1.4%	-52.4%	5.2%	63.3%	6.2%	127.4%	3.6%	-2.8%	-2.4%	2.3%	4.8%	-0.6%	2.2%	-11.1%	4.8%	-0.2%	5.6%	-4.7%	5.9%	-44.1%	-2.7%	-53.2%	5.3%	62.8%	6.5%	121.4%	3.7%	-4.9%	-1.9%	2.5%	
Construction	201409	4.8%	0.1%	1.7%	-8.9%	4.8%	-0.2%	6.5%	-3.4%	6.7%	-43.7%	-3.2%	-51.5%	5.4%	70.0%	3.8%	113.9%	4.0%	-1.9%	-2.1%	0.0%	4.8%	0.1%	1.7%	-8.9%	4.8%	-0.2%	6.5%	-3.4%	6.7%	-43.7%	-3.2%	-51.5%	5.4%	70.0%	3.8%	113.9%	4.0%	-1.9%	-2.1%	0.0%
	201412	3.2%	0.7%	2.7%	3.8%	3.3%	0.8%	6.5%	1.1%	8.3%	-36.6%	3.3%	-52.2%	1.6%	36.8%	3.5%	151.6%	2.5%	-1.4%	-0.6%	18.4%	3.2%	0.7%	2.7%	3.8%	3.3%	0.8%	6.5%	1.1%	8.3%	-36.6%	3.3%	-52.2%	1.6%	36.8%	3.5%	151.6%	2.5%	-1.4%	-0.6%	18.4%
	201503	3.4%	0.6%	2.4%	3.4%	3.4%	0.7%	5.9%	1.2%	7.8%	-37.0%	3.2%	-52.4%	1.7%	44.9%	1.1%	151.5%	2.6%	-1.3%	-0.1%	18.0%	3.4%	0.4%	2.6%	4.2%	3.5%	0.7%	6.1%	1.2%	8.2%	-37.9%	3.4%	-52.4%	1.4%	47.9%	1.2%	152.2%	2.6%	-1.3%	0.2%	18.0%
	201506	3.6%	0.1%	2.8%	3.2%	3.6%	0.6%	6.7%	1.5%	6.8%	-32.4%	3.2%	-52.1%	2.1%	50.7%	0.6%	150.5%	2.9%	-2.0%	0.6%	17.3%	3.6%	0.1%	2.8%	3.2%	3.7%	0.5%	6.8%	1.5%	6.8%	-32.4%	3.2%	-52.1%	2.1%	50.7%	0.6%	150.5%	2.9%	-2.0%	0.6%	17.3%
	201509	3.7%	2.1%	0.5%	3.7%	3.7%	0.3%	6.4%	0.9%	9.2%	-39.3%	0.5%	-49.4%	1.9%	49.2%	-0.2%	140.7%	3.0%	-2.0%	0.6%	12.5%	3.7%	2.1%	0.5%	3.7%	3.7%	0.3%	6.4%	0.9%	9.2%	-39.3%	0.5%	-49.4%	1.9%	49.2%	-0.2%	140.7%	3.0%	-2.0%	0.6%	12.5%
	201512	3.8%	0.4%	2.7%	1.4%	3.9%	0.5%	6.8%	1.4%	9.3%	-39.4%	0.5%	-49.2%	1.9%	40.0%	1.8%	139.6%	2.9%	-4.4%	1.0%	12.7%	3.8%	0.4%	2.7%	1.4%	3.9%	0.5%	6.8%	1.4%	9.3%	-39.4%	0.5%	-49.2%	1.9%	40.0%	1.8%	139.6%	2.9%	-4.4%	1.0%	12.7%
	201603	3.9%	0.4%	3.1%	0.0%	3.9%	0.8%	6.3%	2.2%	11.3%	-38.6%	2.5%	-49.3%	1.8%	47.2%	2.3%	138.8%	3.1%	-1.6%	1.4%	9.9%	3.9%	0.4%	3.1%	0.0%	3.9%	0.8%	6.3%	2.2%	11.3%	-38.6%	2.5%	-49.3%	1.8%	47.2%	2.3%	138.8%	3.1%	-1.6%	1.4%	9.9%
	201606	3.9%	1.1%	3.0%	-0.9%	3.9%	1.2%	6.3%	2.0%	9.9%	-38.0%	1.4%	-50.1%	2.1%	39.5%	2.4%	141.2%	3.2%	-1.8%	1.5%	7.9%	3.9%	1.1%	3.0%	-0.9%	3.9%	1.2%	6.3%	2.0%	9.9%	-38.0%	1.4%	-50.1%	2.1%	39.5%	2.4%	141.2%	3.2%	-1.8%	1.5%	7.9%
	201609	3.9%	1.0%	3.6%	0.3%	3.8%	0.5%	6.6%	2.1%	10.7%	-39.0%	2.2%	-52.9%	2.7%	39.2%	4.9%	147.3%	3.3%	-1.6%	1.6%	10.7%	3.9%	1.0%	3.6%	0.3%	3.8%	0.5%	6.6%	2.1%	10.7%	-39.0%	2.2%	-52.9%	2.7%	39.2%	4.9%	147.3%	3.3%	-1.6%	1.6%	10.7%
	201612	3.9%	0.7%	3.3%	-0.2%	3.9%	1.3%	6.4%	1.5%	9.4%	-38.1%	2.6%	-52.3%	2.1%	48.0%	2.7%	145.5%	3.2%	-1.7%	1.6%	10.8%	3.9%	0.7%	3.3%	-0.2%	3.9%	1.3%	6.4%	1.5%	9.4%	-38.1%	2.6%	-52.3%	2.1%	48.0%	2.7%	145.5%	3.2%	-1.7%	1.6%	10.8%
201703	3.9%	0.7%	3.0%	0.8%	4.0%	0.4%	6.5%	0.9%	10.3%	-41.0%	1.3%	-52.3%	1.2%	49.5%	3.9%	141.8%	3.1%	-1.0%	1.0%	13.0%	3.9%	0.7%	3.0%	0.8%	4.0%	0.4%	6.5%	0.9%	10.3%	-41.0%	1.3%	-52.3%	1.2%	49.5%	3.9%	141.8%	3.1%	-1.0%	1.0%	13.0%	
Education & Health	201409	4.5%	0.4%	-0.1%	-6.7%	4.5%	0.3%	3.2%	-1.3%	6.5%	-38.6%	-9.2%	-49.9%	0.9%	52.1%	6.4%	113.6%	3.8%	-0.3%	-3.2%	5.5%	4.5%	0.4%	-0.1%	-6.7%	4.5%	0.3%	3.2%	-1.3%	6.5%	-38.6%	-9.2%	-49.9%	0.9%	52.1%	6.4%	113.6%	3.8%	-0.3%	-3.2%	5.5%
	201412	4.4%	0.6%	-0.2%	-7.0%	4.5%	0.7%	3.0%	-0.5%	6.2%	-33.1%	-9.8%	-50.2%	2.9%	38.0%	7.1%	115.5%	3.5%	-0.4%	-1.9%	4.2%	4.4%	0.6%	-0.2%	-7.0%	4.5%	0.7%	3.0%	-0.5%	6.2%	-33.1%	-9.8%	-50.2%	2.9%	38.0%	7.1%	115.5%	3.5%	-0.4%	-1.9%	4.2%
	201503	4.5%	0.8%	0.4%	-5.9%	4.5%	0.6%	4.0%	-0.2%	7.9%	-37.9%	-9.0%	-49.9%	2.6%	53.8%	4.3%	126.6%	3.6%	-0.7%	0.8%	7.0%	4.5%	0.8%	0.4%	-5.9%	4.5%	0.6%	4.0%	-0.2%	7.9%	-37.9%	-9.0%	-49.9%	2.6%	53.8%	4.3%	126.6%	3.6%	-0.7%	0.8%	7.0%
	201506	4.6%	0.5%	1.4%	-5.2%	4.6%	0.6%	5.3%	-0.4%	6.9%	-31.7%	-9.2%	-49.5%	2.6%	49.3%	7.1%	125.0%	3.9%	-1.7%	-0.4%	5.9%	4.6%	0.5%	1.4%	-5.2%	4.6%	0.6%	5.3%	-0.4%	6.9%	-31.7%	-9.2%	-49.5%	2.6%	49.3%	7.1%	125.0%	3.9%	-1.7%	-0.4%	5.9%
	201509	4.6%	0.7%	2.0%	-5.4%	4.6%	0.8%	5.9%	-1.1%	9.2%	-39.9%	-8.6%	-49.5%	3.3%	52.0%	7.7%	123.8%	3.8%	-3.3%	0.0%	5.7%	4.6%	0.7%	2.0%	-5.4%	4.6%	0.8%	5.9%	-1.1%	9.2%	-39.9%	-8.6%	-49.5%	3.3%	52.0%	7.7%	123.8%	3.8%	-3.3%	0.0%	5.7%
	201512	4.5%	1.0%	1.9%	-5.2%	4.5%	0.5%	6.2%	-1.8%	8.9%	-39.0%	-8.6%	-48.6%	3.3%	40.2%	7.3%	121.8%	3.8%	-0.6%	-1.2%	6.8%	4.5%	1.0%	1.9%	-5.2%	4.5%	0.5%	6.2%	-1.8%	8.9%	-39.0%	-8.6%	-48.6%	3.3%	40.2%	7.3%	121.8%	3.8%	-0.6%	-1.2%	6.8%
	201603	4.7%	1.0%	2.2%	-6.1%	4.7%	1.0%	5.9%	-2.5%	8.8%	-38.3%	-6.7%	-47.9%	3.4%	52.1%	7.2%	121.0%	4.0%	-0.6%	-1.1%	3.5%	4.7%	1.0%	2.2%	-6.1%	4.7%	1.0%	5.9%	-2.5%	8.8%	-38.3%	-6.7%	-47.9%	3.4%	52.1%	7.2%	121.0%	4.0%	-0.6%	-1.1%	3.5%
	201606	4.6%	0.8%	1.4%	-7.4%	4.6%	0.7%	5.0%	-2.7%	8.9%	-37.6%	-6.5%	-48.7%	3.3%	51.4%	5.0%	121.1%	4.1%	-0.8%	-1.2%	3.3%	4.6%	0.8%	1.4%	-7.4%	4.6%	0.7%	5.0%	-2.7%	8.9%	-37.6%	-6.5%	-48.7%	3.3%	51.4%	5.0%	121.1%	4.1%	-0.8%	-1.2%	3.3%
	201609	4.5%	0.1%	1.6%	-7.2%	4.6%	0.1%	5.0%	-2.7%	8.4%	-40.4%	-4.2%	-48.9%	2.7%	54.1%	3.5%	124.2%	3.9%	-1.0%	-2.2%	4.7%	4.5%	0.1%	1.6%	-7.2%	4.6%	0.1%	5.0%	-2.7%	8.4%	-40.4%	-4.2%	-48.9%	2.7%	54.1%	3.5%	124.2%	3.9%	-1.0%	-2.2%	4.7%
	201612	4.6%	-0.1%	2.1%	-7.5%	4.6%	0.3%	5.3%	-2.5%	8.1%	-35.6%	-3.1%	-49.9%	1.5%	46.4%	3.4%	123.6%	4.0%	-2.1%	-1.6%	3.8%	4.6%	-0.1%	2.1%	-7.5%	4.6%	0.3%	5.3%	-2.5%	8.1%	-35.6%	-3.1%	-49.9%	1.5%	46.4%	3.4%	123.6%	4.0%	-2.1%	-1.6%	3.8%
201703	4.5%	-0.7%	1.6%	-6.8%	4.6%	-0.8%	4.9%	-2.3%	8.7%	-38.3%	-5.4%	-50.0%	0.5%	52.3%	4.5%	119.8%	4.0%	-0.4%	-1.6%	6.0%	4.5%	-0.7%	1.6%	-6.8%	4.6%	-0.8%	4.9%	-2.3%	8.7%	-38.3%	-5.4%	-50.0%	0.5%	52.3%	4.5%	119.8%	4.0%	-0.4%	-1.6%	6.0%	
Finance & Real Estate	201409	4.8%	0.5%	4.8%	-1.3%	4.8%	0.6%	6.7%	0.8%	9.3%	-35.1%	2.2%	-49.8%	5.2%	41.5%	7.4%	106.5%	3.7%	-1.2%																						

Q1 2017 Workforce Vitality Report: Region

		ALL TO ALL				FULLTIME TO FULLTIME				FULLTIME TO PARTTIME				PARTTIME TO FULLTIME				PARTTIME TO PARTTIME			
		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%	0.6%	3.4%	3.7%	4.1%	0.5%	4.8%	-1.1%	7.7%	-35.4%	-1.2%	-52.0%	3.2%	44.5%	7.0%	148.5%	3.4%	-0.3%	2.2%	18.4%
	201412	4.1%	0.7%	3.5%	3.1%	4.2%	0.6%	4.9%	-1.6%	7.7%	-37.3%	-0.9%	-52.3%	3.4%	44.5%	7.1%	146.3%	3.4%	0.0%	2.5%	18.3%
	201503	4.1%	0.7%	3.6%	3.4%	4.2%	0.7%	5.1%	-1.3%	7.6%	-37.1%	-1.2%	-52.5%	3.2%	49.6%	7.6%	150.2%	3.5%	-0.6%	2.4%	18.4%
	201506	4.3%	0.4%	3.8%	2.8%	4.3%	0.4%	5.6%	-1.2%	8.1%	-35.6%	-2.3%	-52.5%	3.6%	47.3%	8.5%	150.0%	3.8%	-0.7%	2.6%	17.2%
	201509	4.3%	0.4%	3.9%	1.7%	4.3%	0.4%	5.7%	-1.3%	8.6%	-35.0%	-2.3%	-52.5%	3.6%	46.9%	8.9%	148.1%	3.7%	-0.5%	2.7%	15.7%
	201512	4.2%	0.3%	3.8%	2.1%	4.2%	0.3%	5.7%	-1.1%	8.7%	-37.8%	-2.8%	-52.0%	3.2%	43.7%	8.8%	148.2%	3.8%	-0.7%	2.7%	16.5%
	201603	4.3%	0.7%	3.7%	1.6%	4.2%	0.8%	5.4%	-1.0%	9.2%	-36.2%	-2.3%	-51.9%	3.7%	48.5%	9.0%	147.6%	4.0%	0.4%	2.7%	15.5%
	201606	4.3%	1.1%	3.7%	1.3%	4.2%	0.9%	5.3%	-1.2%	9.2%	-38.0%	-2.1%	-52.1%	3.4%	44.1%	8.7%	146.8%	4.1%	-0.2%	2.7%	14.4%
Midwest	201409	4.0%	0.5%	2.7%	4.0%	4.0%	0.4%	4.6%	-1.9%	5.7%	-35.2%	-3.2%	-52.0%	3.2%	43.4%	8.4%	148.4%	3.4%	-0.5%	1.3%	16.6%
	201412	4.0%	0.7%	2.8%	2.9%	4.1%	0.7%	4.4%	-2.2%	5.8%	-36.5%	-2.0%	-52.4%	3.6%	44.4%	7.5%	148.0%	3.4%	-0.3%	1.7%	15.6%
	201503	4.1%	0.8%	3.3%	2.3%	4.2%	0.7%	5.7%	-2.1%	6.2%	-37.4%	-1.4%	-53.0%	3.1%	48.8%	7.6%	150.3%	3.4%	-0.1%	1.4%	15.6%
	201506	4.3%	0.3%	4.0%	2.0%	4.2%	0.3%	6.3%	-1.5%	6.5%	-35.2%	-0.9%	-53.0%	4.3%	46.2%	9.3%	148.0%	3.8%	-0.9%	2.0%	15.1%
	201509	4.3%	0.3%	3.9%	0.6%	4.3%	0.2%	6.7%	-1.4%	6.3%	-34.3%	-2.3%	-51.7%	4.3%	45.8%	9.1%	143.8%	3.8%	-0.5%	2.3%	12.4%
	201512	4.2%	0.3%	3.6%	1.8%	4.2%	0.1%	6.4%	-0.2%	6.8%	-38.8%	-3.8%	-51.1%	3.9%	41.7%	9.8%	145.8%	3.9%	-1.0%	2.2%	14.0%
	201603	4.3%	0.5%	3.4%	1.7%	4.2%	0.5%	5.5%	0.1%	6.8%	-36.0%	-3.3%	-51.0%	4.6%	47.7%	10.8%	148.0%	4.0%	0.7%	2.5%	13.3%
	201606	4.3%	1.2%	2.9%	1.8%	4.3%	0.9%	4.8%	0.7%	7.5%	-38.1%	-4.5%	-51.0%	4.4%	44.1%	10.0%	147.4%	4.2%	0.0%	2.4%	11.7%
Northeast	201409	3.9%	0.5%	4.6%	3.5%	4.0%	0.4%	5.6%	-0.6%	9.8%	-33.2%	5.0%	-51.0%	2.0%	43.3%	4.3%	136.0%	3.4%	-0.1%	2.9%	19.3%
	201412	4.0%	0.9%	4.4%	2.6%	4.0%	0.6%	5.5%	-1.0%	10.4%	-35.7%	3.1%	-51.3%	2.3%	41.3%	4.0%	134.9%	3.3%	0.2%	3.5%	19.3%
	201503	4.0%	0.3%	4.3%	2.6%	4.0%	0.4%	5.8%	-0.9%	9.5%	-34.5%	2.5%	-51.7%	1.6%	49.6%	3.2%	135.7%	3.5%	-0.5%	3.2%	18.8%
	201506	4.1%	0.3%	4.5%	2.0%	4.1%	0.3%	6.3%	-1.0%	9.2%	-32.7%	0.3%	-51.9%	1.2%	45.7%	4.7%	133.2%	3.7%	-0.6%	3.5%	17.8%
	201509	4.2%	0.4%	4.7%	1.7%	4.2%	0.4%	6.3%	-1.0%	11.3%	-33.5%	1.6%	-51.6%	1.7%	44.5%	4.5%	129.9%	3.7%	-0.6%	3.9%	17.6%
	201512	4.1%	0.1%	4.8%	1.8%	4.1%	0.1%	6.6%	-1.0%	11.2%	-35.4%	2.1%	-51.0%	0.6%	41.9%	4.8%	127.0%	3.7%	-0.6%	3.5%	17.4%
	201603	4.3%	1.2%	5.0%	2.0%	4.2%	1.1%	6.3%	-0.8%	11.5%	-34.5%	3.4%	-50.1%	2.0%	44.3%	5.6%	127.5%	3.8%	1.3%	3.7%	16.2%
	201606	4.2%	0.9%	5.0%	1.6%	4.2%	0.7%	6.5%	-1.3%	12.6%	-36.5%	3.9%	-50.3%	1.8%	39.7%	5.2%	129.7%	3.8%	-0.6%	3.4%	15.3%
South	201409	4.0%	0.6%	2.9%	3.6%	4.1%	0.6%	4.0%	-1.4%	7.0%	-36.6%	-1.8%	-52.7%	3.3%	45.3%	6.1%	153.5%	3.2%	-0.6%	2.3%	18.0%
	201412	4.1%	0.6%	3.2%	3.2%	4.1%	0.6%	4.2%	-1.9%	7.1%	-38.7%	-1.3%	-53.2%	3.5%	46.3%	6.9%	151.7%	3.3%	0.1%	2.6%	18.7%
	201503	4.0%	0.7%	3.3%	4.5%	4.1%	0.8%	4.3%	-1.3%	7.0%	-38.4%	-1.8%	-53.3%	3.3%	51.0%	8.6%	157.1%	3.3%	-1.4%	2.7%	20.2%
	201506	4.1%	0.4%	3.2%	3.7%	4.1%	0.4%	4.7%	-1.1%	7.8%	-37.1%	-3.7%	-53.1%	4.0%	49.1%	8.8%	159.6%	3.5%	-0.9%	2.6%	18.1%
	201509	4.1%	0.4%	3.5%	3.0%	4.1%	0.4%	4.9%	-1.4%	7.6%	-35.8%	-3.5%	-53.7%	4.2%	49.0%	10.6%	160.5%	3.6%	-0.8%	2.7%	17.8%
	201512	4.1%	0.4%	3.4%	3.4%	4.0%	0.4%	4.7%	-1.3%	7.7%	-39.7%	-3.3%	-53.6%	4.0%	45.1%	10.1%	161.4%	3.6%	-1.1%	2.4%	18.1%
	201603	4.0%	0.5%	3.2%	2.4%	3.9%	0.8%	4.6%	-1.4%	9.1%	-37.5%	-3.7%	-53.5%	3.7%	51.4%	9.5%	160.5%	3.7%	-0.3%	2.4%	17.2%
	201606	4.0%	0.9%	3.4%	2.0%	3.9%	0.8%	4.4%	-1.9%	7.8%	-39.0%	-2.3%	-53.9%	3.2%	45.5%	9.7%	158.0%	3.8%	-0.6%	2.5%	16.3%
West	201409	4.4%	0.6%	3.9%	3.8%	4.3%	0.4%	5.6%	-0.4%	9.0%	-35.2%	-3.3%	-51.2%	4.1%	45.6%	9.5%	149.9%	3.7%	0.3%	2.6%	20.9%
	201412	4.4%	0.5%	4.0%	3.4%	4.4%	0.5%	5.6%	-0.8%	8.5%	-37.0%	-2.3%	-51.3%	4.3%	44.9%	9.4%	143.0%	3.9%	0.0%	2.5%	20.4%
	201503	4.5%	0.9%	3.9%	3.5%	4.5%	0.8%	5.5%	-0.7%	8.1%	-36.7%	-3.0%	-51.2%	4.5%	48.3%	9.7%	148.5%	3.9%	0.1%	2.6%	18.9%
	201506	4.6%	0.5%	4.0%	2.7%	4.6%	0.4%	5.7%	-1.0%	9.4%	-36.1%	-3.1%	-51.6%	4.4%	47.0%	10.8%	147.5%	4.2%	-0.3%	2.5%	18.2%
	201509	4.6%	0.7%	3.8%	0.9%	4.6%	0.5%	5.6%	-1.3%	10.3%	-35.8%	-3.4%	-52.3%	3.6%	46.8%	10.4%	145.6%	3.9%	0.0%	2.6%	16.1%
	201512	4.6%	0.5%	3.8%	0.7%	4.6%	0.3%	5.9%	-1.9%	9.5%	-35.8%	-4.7%	-51.8%	3.5%	45.6%	9.9%	145.2%	3.9%	0.2%	2.9%	17.4%
	201603	4.8%	1.0%	4.0%	0.1%	4.6%	1.0%	5.7%	-1.7%	9.9%	-35.8%	-3.5%	-51.7%	4.8%	49.2%	10.2%	141.1%	4.6%	0.1%	3.0%	16.3%
	201606	4.8%	1.3%	3.9%	-0.4%	4.7%	0.9%	6.0%	-1.8%	9.7%	-37.7%	-4.1%	-51.9%	4.3%	45.9%	9.4%	140.1%	4.6%	0.4%	3.0%	14.9%
201609	4.8%	0.5%	4.1%	1.0%	4.7%	0.3%	6.0%	-1.3%	8.8%	-35.8%	-3.9%	-52.2%	4.1%	44.8%	10.3%	141.0%	4.9%	-0.2%	3.0%	15.9%	
201612	4.8%	0.6%	3.6%	1.1%	4.7%	0.6%	5.7%	-0.7%	8.5%	-37.5%	-4.6%	-52.8%	4.0%	44.9%	9.4%	141.4%	4.9%	-0.3%	2.7%	15.4%	
201703	4.8%	-0.1%	3.6%	1.9%	4.7%	-0.5%	5.4%	-0.6%	8.8%	-38.2%	-4.7%	-52.2%	4.4%	47.3%	9.4%	139.9%	4.7%	-0.9%	3.0%	16.4%	

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Q1 2017 Workforce Vitality Report: Age

		ALL TO ALL				FULLTIME TO FULLTIME				FULLTIME TO PARTTIME				PARTTIME TO FULLTIME				PARTTIME TO PARTTIME			
		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%	0.6%	3.4%	3.7%	4.1%	0.5%	4.8%	-1.1%	7.7%	-35.4%	-1.2%	-52.0%	3.2%	44.5%	7.0%	148.5%	3.4%	-0.3%	2.2%	18.4%
	201412	4.1%	0.7%	3.5%	3.1%	4.2%	0.6%	4.9%	-1.6%	7.7%	-37.3%	-0.9%	-52.3%	3.4%	44.5%	7.1%	146.3%	3.4%	0.0%	2.5%	18.3%
	201503	4.1%	0.7%	3.6%	3.4%	4.2%	0.7%	5.1%	-1.3%	7.6%	-37.1%	-1.2%	-52.5%	3.2%	49.6%	7.6%	150.2%	3.5%	-0.6%	2.4%	18.4%
	201506	4.3%	0.4%	3.8%	2.8%	4.3%	0.4%	5.6%	-1.2%	8.1%	-35.6%	-2.3%	-52.5%	3.6%	47.3%	8.5%	150.0%	3.8%	-0.7%	2.6%	17.2%
	201509	4.3%	0.4%	3.9%	1.7%	4.3%	0.4%	5.7%	-1.3%	8.6%	-35.0%	-2.3%	-52.5%	3.6%	46.9%	8.9%	148.1%	3.7%	-0.5%	2.7%	15.7%
	201512	4.2%	0.3%	3.8%	2.1%	4.2%	0.3%	5.7%	-1.1%	8.7%	-37.8%	-2.8%	-52.0%	3.2%	43.7%	8.8%	148.2%	3.8%	-0.7%	2.7%	16.5%
	201603	4.3%	0.7%	3.7%	1.6%	4.2%	0.8%	5.4%	-1.0%	9.2%	-36.2%	-2.3%	-51.9%	3.7%	48.5%	9.0%	147.6%	4.0%	0.4%	2.7%	15.5%
	201606	4.3%	1.1%	3.7%	1.3%	4.2%	0.9%	5.3%	-1.2%	9.2%	-38.0%	-2.1%	-52.1%	3.4%	44.1%	8.7%	146.8%	4.1%	-0.2%	2.7%	14.4%
	201609	4.3%	0.4%	3.6%	1.8%	4.2%	0.2%	5.0%	-1.2%	8.4%	-36.7%	-2.0%	-52.5%	3.3%	43.5%	9.3%	147.7%	4.1%	-0.3%	2.5%	15.7%
201612	4.3%	0.2%	3.7%	2.3%	4.3%	0.5%	5.1%	-0.8%	8.1%	-38.3%	-1.9%	-52.9%	3.2%	45.6%	9.2%	148.6%	4.1%	-1.1%	2.6%	15.7%	
201703	4.3%	0.1%	3.6%	3.4%	4.3%	-0.3%	5.2%	-1.0%	8.8%	-38.7%	-2.4%	-52.8%	2.9%	47.2%	9.2%	148.2%	4.0%	-0.4%	2.3%	16.8%	
<25	201409	8.0%	3.5%	6.4%	16.1%	9.2%	1.8%	9.6%	1.4%	9.5%	-40.3%	0.0%	-56.4%	11.3%	58.8%	20.2%	182.9%	5.9%	1.8%	4.4%	21.4%
	201412	8.1%	3.7%	6.6%	15.6%	9.1%	1.9%	10.2%	1.4%	9.4%	-42.5%	1.4%	-57.1%	11.9%	59.6%	18.7%	182.6%	5.8%	2.2%	4.6%	21.5%
	201503	8.3%	4.4%	6.8%	15.6%	9.2%	1.8%	12.0%	2.0%	8.7%	-41.6%	-0.1%	-56.7%	12.4%	63.5%	18.5%	186.5%	6.1%	3.3%	4.8%	21.3%
	201506	8.5%	3.1%	6.9%	14.8%	9.4%	1.5%	12.4%	1.1%	9.6%	-42.2%	-1.3%	-56.4%	12.4%	61.6%	18.8%	186.7%	6.6%	0.4%	5.0%	20.4%
	201509	8.5%	3.8%	6.8%	13.7%	9.4%	1.7%	11.5%	1.4%	10.3%	-41.2%	-1.4%	-56.8%	11.6%	58.5%	19.2%	185.0%	6.4%	2.4%	5.1%	19.7%
	201512	8.4%	3.5%	6.8%	14.3%	9.1%	1.3%	11.4%	1.1%	9.5%	-42.2%	-2.1%	-56.0%	11.9%	60.4%	20.1%	183.2%	6.5%	2.3%	5.1%	20.6%
	201603	8.9%	3.4%	6.5%	13.1%	9.5%	1.5%	11.2%	1.5%	10.1%	-39.9%	-1.1%	-56.1%	12.3%	63.9%	20.7%	181.8%	7.1%	2.3%	4.6%	19.5%
	201606	8.8%	4.1%	6.5%	12.4%	9.5%	2.2%	11.8%	0.9%	10.8%	-43.3%	-0.5%	-56.4%	12.0%	62.0%	21.1%	175.2%	7.1%	0.5%	4.2%	18.0%
	201609	8.7%	3.1%	6.6%	12.4%	9.5%	1.1%	11.9%	-0.2%	9.8%	-41.1%	0.4%	-56.6%	11.0%	58.6%	22.3%	172.5%	7.0%	1.5%	4.0%	18.5%
201612	8.6%	2.5%	6.5%	13.3%	9.2%	1.7%	13.5%	0.9%	9.0%	-43.1%	0.3%	-56.8%	12.0%	59.0%	20.8%	174.6%	7.0%	0.3%	3.9%	18.8%	
201703	8.7%	4.0%	6.3%	15.1%	9.5%	1.4%	13.6%	1.1%	9.6%	-42.3%	-0.3%	-55.7%	11.7%	61.7%	20.3%	174.6%	6.9%	2.8%	3.8%	19.6%	
25-34	201409	6.3%	0.5%	6.5%	3.2%	6.5%	0.6%	9.7%	0.0%	8.5%	-37.2%	1.9%	-51.6%	5.1%	46.5%	9.8%	134.9%	4.5%	-1.5%	2.3%	18.4%
	201412	6.3%	0.5%	6.4%	2.7%	6.6%	0.7%	9.5%	-0.1%	8.4%	-39.2%	1.4%	-51.6%	5.3%	46.1%	10.3%	133.8%	4.5%	-1.6%	2.5%	18.1%
	201503	6.5%	0.6%	6.4%	2.4%	6.7%	0.6%	9.6%	-0.6%	8.7%	-38.6%	2.1%	-52.2%	5.3%	50.1%	10.0%	137.1%	4.6%	-1.6%	2.3%	17.0%
	201506	6.6%	0.3%	6.5%	1.5%	6.8%	0.4%	10.0%	-0.8%	9.2%	-37.7%	0.4%	-52.0%	5.6%	48.0%	10.8%	135.6%	4.9%	-1.5%	2.7%	16.3%
	201509	6.6%	0.4%	6.4%	0.8%	6.8%	0.4%	10.3%	-0.9%	9.8%	-37.0%	0.0%	-51.8%	5.1%	48.3%	9.9%	134.1%	4.8%	-1.7%	2.9%	14.0%
	201512	6.6%	0.2%	6.3%	0.7%	6.8%	0.3%	10.4%	-1.1%	9.9%	-39.6%	-0.3%	-51.9%	5.1%	45.8%	9.3%	133.5%	4.9%	-2.4%	2.7%	14.3%
	201603	6.7%	0.6%	6.3%	0.7%	6.9%	0.8%	10.6%	-0.4%	10.0%	-37.9%	-0.9%	-51.7%	5.7%	49.9%	9.1%	134.5%	5.3%	-1.0%	3.0%	13.9%
	201606	6.7%	1.1%	6.2%	0.2%	6.9%	0.9%	10.5%	-0.6%	10.3%	-39.6%	-1.1%	-52.1%	5.2%	46.3%	8.8%	136.4%	5.3%	-1.4%	3.4%	11.9%
	201609	6.7%	0.4%	6.0%	0.1%	6.9%	0.3%	10.2%	-0.7%	9.5%	-38.3%	-1.2%	-52.9%	5.0%	45.9%	9.3%	137.3%	5.4%	-1.6%	3.0%	13.1%
201612	6.8%	0.1%	6.0%	0.4%	7.0%	0.6%	10.4%	-0.4%	9.1%	-39.9%	-1.0%	-53.3%	4.8%	46.8%	9.1%	138.3%	5.5%	-2.4%	2.9%	13.5%	
201703	6.8%	0.2%	5.8%	1.2%	7.0%	0.0%	10.5%	-1.0%	9.9%	-40.1%	-1.7%	-53.1%	4.7%	48.8%	9.4%	137.8%	5.3%	-1.8%	2.5%	14.6%	
35-54	201409	3.7%	0.4%	1.6%	-0.6%	3.8%	0.4%	3.1%	-1.9%	7.4%	-33.1%	-1.8%	-50.1%	1.2%	40.0%	0.4%	138.8%	2.9%	-0.1%	0.5%	16.6%
	201412	3.8%	0.6%	1.9%	-1.4%	3.9%	0.5%	3.1%	-2.6%	7.4%	-35.0%	-1.1%	-50.3%	1.4%	40.5%	1.4%	133.8%	3.0%	0.3%	0.9%	16.2%
	201503	3.8%	0.6%	2.0%	-0.8%	3.9%	0.6%	3.5%	-2.6%	7.5%	-35.0%	-1.9%	-50.4%	0.7%	45.5%	2.3%	137.7%	3.0%	-0.9%	0.4%	17.9%
	201506	3.9%	0.3%	2.3%	-1.2%	4.0%	0.3%	3.9%	-2.0%	7.7%	-33.0%	-2.3%	-50.7%	1.2%	42.9%	3.7%	137.5%	3.2%	-0.2%	0.2%	15.4%
	201509	3.9%	0.3%	2.5%	-2.2%	4.0%	0.3%	4.3%	-2.1%	8.0%	-32.5%	-2.3%	-50.7%	1.5%	43.0%	5.1%	135.0%	3.2%	-0.6%	0.2%	13.5%
	201512	3.9%	0.3%	2.4%	-1.4%	3.9%	0.2%	4.2%	-1.4%	8.4%	-35.7%	-2.8%	-49.9%	1.3%	39.3%	4.6%	136.4%	3.2%	-0.6%	0.2%	14.5%
	201603	4.0%	0.7%	2.4%	-2.1%	4.0%	0.8%	3.9%	-1.6%	8.9%	-34.1%	-2.2%	-49.6%	1.8%	44.0%	5.0%	135.2%	3.4%	0.6%	0.6%	12.6%
	201606	3.9%	1.0%	2.3%	-2.2%	4.0%	0.8%	3.8%	-1.8%	9.1%	-35.7%	-2.1%	-49.9%	1.5%	39.1%	4.2%	136.2%	3.4%	0.2%	0.7%	12.9%
	201609	3.9%	0.3%	2.1%	-1.2%	4.0%	0.2%	3.4%	-1.8%	8.1%	-34.4%	-2.0%	-50.0%	1.4%	38.9%	4.5%	140.0%	3.4%	-0.3%	0.6%	15.5%
201612	4.0%	0.2%	2.1%	-0.9%	4.0%	0.4%	3.3%	-1.4%	7.8%	-36.4%	-2.4%	-50.5%	1.2%	41.4%	5.0%	141.3%	3.5%	-0.6%	0.9%	14.4%	
201703	4.0%	-0.1%	2.2%	0.0%	4.0%	-0.4%	3.5%	-1.7%	8.6%	-36.9%	-2.8%	-50.8%	0.8%	43.0%	5.0%	140.6%	3.4%	-0.5%	0.8%	16.3%	
55+	201409	2.2%	-0.2%	-2.2%	-4.7%	2.2%	0.3%	-0.6%	-2.9%	6.4%	-33.6%	-6.8%	-50.9%	-0.7%	35.8%	-1.4%	131.0%	2.0%	-1.3%	-2.3%	6.8%
	201412	2.3%	0.1%	-2.4%	-6.0%	2.3%	0.5%	-0.7%	-3.9%	6.7%	-35.6%	-7.2%	-52.1%	-0.5%	36.3%	-2.8%	129.2%	2.0%	-0.7%	-1.9%	7.8%
	201503	2.2%	-0.1%	-2.2%	-4.0%	2.2%	0.6%	-0.7%	-0.2%	6.2%	-36.1%	-7.0%	-52.2%	-1.5%	42.6%	-1.1%	135.4%	2.1%	-2.2%	-1.7%	9.1%
	201506	2.3%	-0.3%	-2.3%	-5.0%	2.2%	0.3%	-0.4%	-0.6%	7.1%	-33.7%	-9.1%	-52.5%	-0.9%	39.8%	-0.8%	138.9%	2.2%	-1.7%	-0.9%	10.0%
	201509	2.3%	-0.3%	-2.0%	-6.5%	2.3%	0.2%	-0.6%	-1.4%	7.6%	-32.9%	-8.2%	-51.8%	-0.8%	38.9%	-0.6%	138.4%	2.2%	-1.9%	-0.2%	9.3%
	201512	2.3%	-0.4%	-2.1%	-6.4%	2.2%	0.0%	-0.6%	-2.0%	7.6%	-36.4%	-8.4%	-51.8%	-0.6%	35.2%	-0.1%	142.2%	2.2%	-1.6%	-0.6%	10.6%
	201603	2.3%	0.1%	-2.3%	-6.1%	2.2%	0.7%	-1.6%	-2.4%	8.6%	-35.7%	-7.3%	-51.4%	-0.6%	41.2%	-0.1%	142.1%	2.3%	-0.4%	0.1%	12.0%
	201606	2.3%	0.3%	-1.9%	-6.7%	2.2%	0.6%	-1.5%	-2.3%	7.5%	-36.7%	-6.1%	-51.5%	-0.4%	35.0%	-0.8%	135.7%	2.4%	-0.5%	0.6%	10.3%
	201609	2.3%	-0.3%	-2.1%	-4.8%	2.2%	0.0%	-1.9%	-1.2%	7.2%	-35.3%	-6.3%	-51.4%	-0.2%	35.5%	-0.3%	134.5%	2.4%	-1.1%	0.1%	11.7%
201612	2.3%	-0.5%	-1.6%	-4.3%	2.3%	0.3%	-1.5%	-0.6%	7.1%	-36.6%	-4.7%	-51.6%	-1.0%	38.6%	0.1%	128.7%	2.5%	-2.0%	0.4%	10.7%	
201703	2.3%	-0.9%	-1.8%	-3.5%	2.3%	-0.6%	-1.6%	-0.3%	7.5%	-37.8%	-5.1%	-51.9%	-1.5%	39.7%	-0.1%	127.4%	2.4%	-1.6%	-0.3%	11.2%	

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Q1 2017 Workforce Vitality Report: Wage

		ALL TO ALL				FULLTIME TO FULLTIME				FULLTIME TO PARTTIME				PARTTIME TO FULLTIME				PARTTIME TO PARTTIME			
		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%	0.6%	3.4%	3.7%	4.1%	0.5%	4.8%	-1.1%	7.7%	-35.4%	-1.2%	-52.0%	3.2%	44.5%	7.0%	148.5%	3.4%	-0.3%	2.2%	18.4%
	201412	4.1%	0.7%	3.5%	3.1%	4.2%	0.6%	4.9%	-1.6%	7.7%	-37.3%	-0.9%	-52.3%	3.4%	44.5%	7.1%	146.3%	3.4%	0.0%	2.5%	18.3%
	201503	4.1%	0.7%	3.6%	3.4%	4.2%	0.7%	5.1%	-1.3%	7.6%	-37.1%	-1.2%	-52.5%	3.2%	49.6%	7.6%	150.2%	3.5%	-0.6%	2.4%	18.4%
	201506	4.3%	0.4%	3.8%	2.8%	4.3%	0.4%	5.6%	-1.2%	8.1%	-35.6%	-2.3%	-52.5%	3.6%	47.3%	8.5%	150.0%	3.8%	-0.7%	2.6%	17.2%
	201509	4.3%	0.4%	3.9%	1.7%	4.3%	0.4%	5.7%	-1.3%	8.6%	-35.0%	-2.3%	-52.5%	3.6%	46.9%	8.9%	148.1%	3.7%	-0.5%	2.7%	15.7%
	201512	4.2%	0.3%	3.8%	2.1%	4.2%	0.3%	5.7%	-1.1%	8.7%	-37.8%	-2.8%	-52.0%	3.2%	43.7%	8.8%	148.2%	3.8%	-0.7%	2.7%	16.5%
	201603	4.3%	0.7%	3.7%	1.6%	4.2%	0.8%	5.4%	-1.0%	9.2%	-36.2%	-2.3%	-51.9%	3.7%	48.5%	9.0%	147.6%	4.0%	0.4%	2.7%	15.5%
	201606	4.3%	1.1%	3.7%	1.3%	4.2%	0.9%	5.3%	-1.2%	9.2%	-38.0%	-2.1%	-52.1%	3.4%	44.1%	8.7%	146.8%	4.1%	-0.2%	2.7%	14.4%
	201609	4.3%	0.4%	3.6%	1.8%	4.2%	0.2%	5.0%	-1.2%	8.4%	-36.7%	-2.0%	-52.5%	3.3%	43.5%	9.3%	147.7%	4.1%	-0.3%	2.5%	15.7%
	201612	4.3%	0.2%	3.7%	2.3%	4.3%	0.5%	5.1%	-0.8%	8.1%	-38.3%	-1.9%	-52.9%	3.2%	45.6%	9.2%	148.6%	4.1%	-1.1%	2.6%	15.7%
201703	4.3%	0.1%	3.6%	3.4%	4.3%	-0.3%	5.2%	-1.0%	8.8%	-38.7%	-2.4%	-52.8%	2.9%	47.2%	9.2%	148.2%	4.0%	-0.4%	2.3%	16.8%	
<\$20K	201409	5.4%	9.5%	8.7%	45.5%	12.2%	5.8%	62.1%	2.3%	14.2%	-36.5%	36.7%	-57.8%	8.6%	75.4%	19.0%	217.0%	3.9%	2.5%	4.2%	27.8%
	201412	5.5%	9.6%	8.9%	44.4%	13.0%	5.3%	59.7%	0.1%	14.4%	-37.4%	38.7%	-58.4%	9.3%	73.0%	19.1%	211.7%	3.8%	2.7%	4.4%	27.7%
	201503	5.8%	10.3%	8.8%	44.8%	12.9%	5.8%	59.4%	0.2%	18.4%	-38.0%	37.3%	-58.8%	9.5%	77.1%	18.8%	219.0%	4.0%	2.5%	4.4%	27.7%
	201506	6.0%	9.5%	9.2%	44.1%	13.5%	5.9%	67.1%	4.0%	16.6%	-37.7%	37.1%	-58.6%	9.6%	74.9%	19.6%	217.4%	4.3%	2.0%	4.7%	26.5%
	201509	5.9%	9.8%	9.2%	42.1%	13.5%	5.0%	71.0%	1.4%	18.1%	-38.4%	34.6%	-59.8%	9.3%	75.5%	20.2%	216.1%	4.2%	2.5%	4.8%	24.9%
	201512	6.0%	10.1%	9.0%	43.0%	13.4%	5.6%	69.3%	2.3%	18.4%	-37.5%	35.0%	-59.3%	9.7%	74.5%	19.8%	215.4%	4.3%	2.2%	4.7%	25.7%
	201603	6.4%	11.0%	9.1%	42.2%	14.1%	5.9%	68.9%	3.8%	21.1%	-37.0%	37.5%	-58.8%	10.0%	78.6%	20.0%	212.9%	4.6%	3.6%	4.7%	25.1%
	201606	6.5%	11.0%	8.8%	41.3%	13.6%	5.6%	61.2%	2.5%	22.7%	-39.8%	37.3%	-58.8%	9.8%	75.0%	19.8%	211.8%	4.8%	2.8%	4.6%	24.0%
	201609	6.4%	11.0%	8.8%	42.6%	13.6%	5.2%	62.9%	2.4%	21.7%	-38.2%	41.2%	-59.0%	9.1%	75.8%	20.0%	211.6%	4.8%	3.1%	4.5%	25.4%
	201612	6.5%	9.1%	8.8%	43.9%	14.1%	5.6%	70.7%	4.4%	20.7%	-39.0%	43.6%	-59.1%	10.2%	72.9%	19.5%	212.4%	4.8%	1.6%	4.6%	25.7%
201703	6.3%	11.6%	8.6%	46.1%	14.2%	5.1%	74.4%	3.3%	24.0%	-39.7%	44.0%	-58.7%	9.7%	78.3%	19.6%	213.2%	4.6%	3.4%	4.3%	26.9%	
\$20K-\$50K	201409	5.0%	-0.6%	2.3%	-17.7%	5.4%	0.9%	11.5%	0.7%	6.1%	-33.5%	-3.7%	-51.8%	3.4%	25.6%	2.1%	60.4%	3.0%	-4.8%	-7.4%	-27.3%
	201412	5.0%	-0.3%	2.6%	-18.6%	5.4%	1.2%	12.1%	0.2%	6.0%	-36.0%	-3.4%	-52.0%	3.3%	26.3%	2.2%	59.8%	3.1%	-4.6%	-6.9%	-27.4%
	201503	5.1%	-0.2%	2.7%	-18.6%	5.5%	1.3%	12.8%	1.3%	5.9%	-35.0%	-3.6%	-51.9%	3.4%	28.5%	2.1%	59.7%	3.1%	-5.8%	-6.5%	-26.2%
	201506	5.3%	-0.6%	2.7%	-19.4%	5.7%	0.9%	13.5%	1.1%	6.3%	-34.2%	-4.1%	-51.9%	4.1%	27.8%	1.7%	59.1%	3.3%	-5.1%	-6.3%	-26.8%
	201509	5.4%	-0.6%	2.7%	-20.1%	5.8%	0.9%	13.7%	0.8%	6.9%	-33.5%	-4.0%	-51.8%	3.9%	27.1%	1.1%	57.6%	3.3%	-5.4%	-5.6%	-26.0%
	201512	5.4%	-0.7%	2.6%	-19.9%	5.8%	0.7%	13.7%	0.8%	6.9%	-36.4%	-4.1%	-51.4%	3.5%	25.9%	1.1%	56.2%	3.3%	-6.2%	-6.2%	-25.7%
	201603	5.5%	-0.8%	2.4%	-20.5%	5.9%	0.8%	13.5%	0.3%	7.7%	-34.2%	-4.2%	-51.2%	3.7%	29.5%	0.7%	55.8%	3.4%	-5.6%	-6.2%	-27.2%
	201606	5.5%	0.1%	2.5%	-20.7%	5.9%	1.5%	13.6%	0.2%	7.5%	-36.4%	-3.5%	-51.5%	4.0%	26.8%	0.7%	56.8%	3.4%	-5.6%	-6.1%	-28.4%
	201609	5.5%	-0.8%	2.2%	-21.1%	5.9%	0.6%	13.0%	0.2%	7.0%	-35.1%	-4.0%	-52.0%	4.1%	26.2%	1.3%	56.2%	3.4%	-6.9%	-6.9%	-29.3%
	201612	5.7%	-1.0%	2.0%	-21.2%	6.2%	1.0%	12.9%	0.4%	6.9%	-37.1%	-4.1%	-52.5%	3.6%	27.3%	1.1%	57.2%	3.4%	-6.7%	-6.5%	-29.5%
201703	5.7%	-0.7%	1.6%	-21.0%	6.2%	0.7%	12.2%	0.4%	7.3%	-37.4%	-4.4%	-52.6%	3.3%	28.5%	1.6%	56.6%	3.5%	-7.3%	-6.9%	-29.7%	
\$50K-\$75K	201409	4.2%	-0.9%	3.6%	-12.9%	4.4%	-0.1%	8.1%	-1.9%	7.5%	-40.2%	-4.4%	-50.4%	-2.4%	19.2%	-9.5%	43.2%	3.0%	-3.2%	-8.0%	-28.1%
	201412	4.3%	-0.8%	3.4%	-13.5%	4.4%	-0.1%	8.0%	-2.5%	7.0%	-40.5%	-5.2%	-51.5%	-2.8%	23.9%	-10.6%	41.7%	3.1%	-3.0%	-7.8%	-24.9%
	201503	4.3%	-0.9%	3.1%	-13.4%	4.4%	0.0%	7.9%	-2.6%	7.0%	-42.4%	-5.8%	-52.2%	-5.2%	28.8%	-10.4%	43.2%	2.9%	-4.1%	-8.1%	-23.1%
	201506	4.4%	-1.2%	3.2%	-13.4%	4.5%	-0.4%	7.9%	-2.3%	7.0%	-37.8%	-6.6%	-51.5%	-3.9%	27.0%	-7.4%	41.0%	3.2%	-3.3%	-7.5%	-21.1%
	201509	4.4%	-1.2%	2.8%	-13.8%	4.5%	-0.3%	7.5%	-2.1%	7.8%	-36.9%	-6.6%	-51.2%	-3.1%	26.2%	-7.3%	43.2%	3.1%	-3.6%	-7.0%	-21.5%
	201512	4.4%	-1.3%	2.8%	-13.6%	4.5%	-0.5%	7.2%	-2.0%	8.2%	-42.4%	-6.2%	-50.5%	-2.8%	22.7%	-7.8%	43.4%	3.2%	-4.1%	-6.0%	-25.2%
	201603	4.4%	-0.7%	2.5%	-13.8%	4.5%	0.2%	7.1%	-1.6%	9.1%	-41.5%	-7.1%	-50.1%	-3.4%	27.4%	-8.0%	43.8%	3.3%	-3.3%	-4.7%	-26.3%
	201606	4.4%	-0.6%	2.2%	-14.6%	4.5%	0.2%	6.9%	-1.9%	8.3%	-41.4%	-7.4%	-50.7%	-2.6%	22.8%	-9.2%	44.8%	3.3%	-3.7%	-4.3%	-26.8%
	201609	4.4%	-1.2%	2.6%	-14.0%	4.5%	-0.4%	7.0%	-2.0%	7.9%	-40.5%	-6.8%	-50.9%	-2.2%	23.5%	-7.8%	43.3%	3.1%	-4.8%	-5.3%	-26.8%
	201612	4.4%	-1.2%	2.7%	-14.1%	4.5%	-0.2%	7.4%	-1.6%	7.8%	-42.4%	-6.8%	-51.5%	-3.6%	25.4%	-7.9%	43.9%	3.2%	-4.0%	-6.8%	-25.8%
201703	4.4%	-1.8%	2.4%	-14.0%	4.6%	-1.0%	7.6%	-1.9%	8.4%	-42.6%	-7.5%	-51.6%	-5.1%	28.6%	-9.0%	43.3%	3.0%	-5.1%	-9.4%	-25.8%	
\$75K+	201409	3.3%	-0.7%	-0.9%	-9.7%	3.3%	-0.3%	0.4%	-3.0%	9.7%	-40.8%	-2.1%	-47.9%	-6.4%	16.6%	-23.6%	34.0%	2.9%	-1.8%	-3.5%	-27.0%
	201412	3.4%	-0.7%	-0.9%	-9.6%	3.4%	-0.3%	0.3%	-3.1%	10.5%	-42.9%	-1.5%	-47.7%	-6.4%	23.0%	-22.6%	34.3%	3.0%	-1.4%	-4.3%	-26.7%
	201503	3.3%	-0.8%	-0.7%	-9.8%	3.4%	-0.3%	0.6%	-3.2%	9.0%	-43.3%	-2.0%	-47.9%	-14.2%	32.5%	-19.9%	32.7%	3.1%	-1.8%	-8.0%	-23.6%
	201506	3.4%	-0.9%	-0.6%	-10.5%	3.4%	-0.4%	1.0%	-3.4%	11.2%	-39.1%	-3.9%	-49.1%	-14.3%	30.2%	-18.1%	31.8%	3.1%	-1.6%	-9.9%	-24.4%
	201509	3.4%	-0.8%	-0.1%	-10.5%	3.4%	-0.4%	1.4%	-3.2%	10.8%	-36.7%	-3.5%	-49.1%	-12.8%	30.2%	-16.0%	29.1%	3.1%	-1.8%	-7.9%	-21.3%
	201512	3.3%	-1.0%	-0.2%	-10.4%	3.3%	-0.5%	1.6%	-3.0%	10.6%	-41.8%	-5.2%	-48.6%	-10.1%	25.7%	-17.3%	30.9%	3.1%	-1.9%	-8.8%	-21.7%
	201603	3.3%	0.1%	0.0%	-10.1%	3.3%	0.7%	1.4%	-2.5%	9.8%	-42.7%	-3.5%	-49.2%	-6.5%	23.3%	-16.6%	30.8%	3.3%	-0.6%	-6.1%	-24.9%
	201606	3.3%	-0.6%	0.1%	-10.2%	3.4%	-0.2%	1.5%	-2.7%	10.1%	-42.1%	-3.2%	-49.3%	-8.8%	24.5%	-17.7%	31.6%	3.2%	-2.1%	-4.9%	-24.2%
	201609	3.3%	-0.9%	-0.2%	-10.0%	3.4%	-0.5%	1.1%	-2.6%	8.6%	-40.3%	-3.1%	-49.4%	-10.6%	26.3%	-16.8%	32.6%	3.3%	-2.1%	-7.2%	-24.9%
	201612	3.3%	-0.8%	-0.1%	-9.6%	3.3%	-0.4%	1.1%	-2.1%	8.0%	-41.4%	-2.6%	-49.5%	-12.0%	27.8%	-16.0%	30.7%	3.4%	-2.2%	-7.8%	-24.7%
201703	3.3%	-2.0%	0.0%	-9.4%	3.4%	-1.6%	1.4%	-2.5%	8.6%	-41.4%	-2.9%	-48.4%	-12.4%	30.1%	-16.3%	30.5%	3.3%	-3.5%	-7.9%	-21.4%	

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Q1 2017 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	50-99	100-999	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%	0.8%	2.5%	2.9%	4.7%	3.2%	11.2%	-5.1%	1.9%	2.3%	2.7%
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%	2.0%	3.0%	5.4%	2.7%	9.1%	-3.9%	2.7%	2.2%	2.6%
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%	0.2%	1.6%	3.5%	5.9%	3.0%	6.2%	-3.5%	2.6%	2.1%	2.5%
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%	1.7%	1.4%	1.9%	4.5%	4.1%	4.1%	-4.5%	0.9%	2.3%	1.7%
Q1 2016	2.1%	1.5%	1.7%	2.3%	2.6%	5.0%	2.7%	1.9%	1.2%	3.0%	0.1%	2.8%	1.8%	-17.9%	1.5%	4.5%	3.1%	0.9%	-0.1%	4.8%	2.6%	0.1%	4.0%	3.0%	1.3%	2.5%	-0.6%	1.8%	7.0%	4.6%	2.3%	-4.4%	0.0%	0.8%	4.7%
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%	1.3%	0.9%	2.6%	4.6%	4.7%	0.8%	-3.9%	-0.3%	2.3%	1.5%
Q3 2016	1.9%	1.4%	1.5%	2.3%	2.4%	4.4%	2.6%	2.2%	0.5%	2.8%	-0.1%	2.8%	1.6%	-18.1%	1.4%	-0.6%	3.2%	9.4%	1.4%	4.4%	2.3%	0.1%	3.5%	3.0%	0.9%	0.8%	0.8%	2.7%	5.2%	3.8%	1.3%	-2.9%	0.9%	2.3%	1.3%
Q4 2016	1.8%	1.0%	1.5%	2.2%	2.1%	5.2%	1.9%	2.1%	0.7%	3.1%	0.0%	2.3%	1.3%	-16.7%	1.8%	-0.7%	2.8%	7.7%	1.7%	3.3%	1.9%	0.3%	3.8%	2.4%	1.2%	0.5%	0.1%	3.3%	5.6%	2.7%	2.0%	-1.8%	1.8%	1.2%	3.0%
Q1 2017	1.8%	1.3%	1.5%	2.1%	2.2%	4.1%	2.2%	2.0%	-0.8%	2.9%	0.4%	2.7%	1.0%	-5.3%	1.6%	1.9%	2.6%	5.9%	0.4%	1.8%	1.8%	0.6%	4.8%	2.0%	1.7%	-1.3%	2.4%	4.5%	3.3%	1.5%	3.9%	-0.3%	3.4%	3.1%	-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	50-99	100-999	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%	52.5%	13.6%	7.6%	6.6%	42.1%				9.2%	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%	54.0%	13.9%	7.8%	6.8%	43.1%				9.4%	51.3%
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%	55.6%	14.3%	8.0%	7.0%	44.1%				9.6%	52.6%
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%	56.7%	14.9%	8.1%	7.1%	44.9%				9.9%	53.9%
Q1 2016	25.2%	24.2%	18.5%	29.3%	25.2%	21.7%	18.7%	15.6%	18.2%	45.6%	12.9%	30.7%	25.5%	21.9%	23.6%	23.2%	30.4%	26.3%	22.4%	61.4%	28.1%	16.6%	10.2%	26.3%	24.2%	57.6%	15.3%	8.3%	7.3%	45.5%				10.1%	54.5%
Q2 2016	25.5%	24.7%	18.8%	29.6%	25.5%	21.6%	19.0%	15.6%	18.1%	46.4%	13.2%	31.2%	25.7%	22.8%	23.8%	23.4%	30.7%	26.7%	22.8%	61.8%	28.5%	16.8%	10.4%	26.7%	24.5%	58.4%	15.6%	8.4%	7.4%	45.8%				10.2%	55.4%
Q3 2016	25.8%	25.0%	19.0%	29.8%	25.7%	21.5%	19.2%	15.4%	17.8%	47.3%	13.4%	31.5%	25.9%	23.7%	23.8%	23.7%	30.9%	27.0%	23.1%	62.1%	28.8%	17.0%	10.4%	27.0%	24.7%	59.0%	15.9%	8.5%	7.3%	46.0%				10.2%	56.1%
Q4 2016	26.2%	25.6%	19.2%	29.9%	26.5%	21.3%	19.5%	15.5%	17.4%	48.1%	13.6%	32.5%	26.1%	24.7%	23.4%	23.9%	31.4%	27.3%	23.5%	62.8%	29.3%	17.2%	10.6%	27.3%	25.1%	60.0%	16.3%	8.5%	7.4%	46.6%				10.4%	56.8%
Q1 2017	26.5%	25.9%	19.5%	30.1%	27.3%	21.4%	19.7%	15.4%	17.1%	49.0%	14.0%	33.6%	26.2%	25.3%	23.1%	24.2%	31.8%	27.5%	23.9%	63.7%	29.8%	17.5%	10.7%	27.6%	25.6%	60.9%	16.9%	8.6%	7.4%	47.3%				10.6%	57.8%

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