ADP® Workforce Vitality Report

Third 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 115.1 in the third quarter of 2017 (3Q2013=100, Not Seasonally Adjusted). The Index grew by 3.5% 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.

Third Quarter 2017 Report Highlights

ADP Workforce Vitality Index: **115.1**

	3Q2017/3Q2016
ADP Workforce Vitality Index Growth:	**3.5%**

- **By Region**

	Index	Growth %
Midwest	113.2	3.6%
Northeast	110.9	2.4%
South	116.0	3.4%
West	119.4	4.5%

- **By Industry**

	Index	Growth %
Construction	130.6	6.6%
Education/Healthcare	117.2	2.4%
Finance	117.9	3.9%
Information	112.6	4.0%
Leisure/Hospitality	124.8	7.0%
Manufacturing	108.6	2.1%
Professional Services	115.3	3.9%
Trade	112.1	2.6%
Resources & Mining	91.9	10.8%

- **By Company Size**

	Index	Growth %
1-49 employees	122.3	5.3%
50-499 employees	112.2	4.2%
500-999 employees	115.4	3.6%
1,000+ employees	114.0	1.7%

- **By Age Group**

	Index	Growth %
16-24	127.9	6.3%
25-34	116.6	4.0%
35-54	109.5	2.2%
55 and Above	124.9	5.4%

- **By Tenure**

	Index	Growth %
0 to <3 Years	119.9	3.4%
3 to <5 Years	136.8	5.6%
5 to <10 Years	96.1	1.5%
10 Years or More	113.8	4.1%

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Q3 2017 Workforce Vitality Report: Industry

		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	2014Q3	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%
	2014Q4	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%
	2015Q1	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%
	2015Q2	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%
	2015Q3	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%
	2015Q4	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%
	2016Q1	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%
	2016Q2	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%
	2016Q3	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%
	2016Q4	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%
	2017Q1	4.3%	0.1%	3.6%	3.5%	4.3%	-0.2%	5.2%	-1.0%	8.8%	-38.7%	-2.4%	-52.8%	2.8%	47.4%	9.3%	148.1%	4.0%	-0.4%	2.4%	16.8%
	2017Q2	4.4%	0.0%	3.4%	5.0%	4.4%	0.0%	4.9%	-0.9%	7.9%	-35.4%	-2.2%	-52.4%	3.5%	48.5%	8.6%	149.1%	4.1%	-1.0%	2.2%	19.0%
	2017Q3	4.4%	0.2%	3.3%	6.4%	4.3%	0.5%	4.9%	-0.8%	7.9%	-35.8%	-2.8%	-52.1%	3.1%	47.2%	8.3%	149.5%	4.0%	-1.5%	2.2%	19.3%
Construction	2014Q3	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%	7.6%
	2014Q4	4.6%	-1.0%	1.9%	-0.9%	4.7%	-0.8%	2.8%	-1.3%	5.7%	-44.0%	-1.9%	-53.8%	5.0%	71.0%	5.5%	139.1%	2.8%	-3.6%	0.2%	9.2%
	2015Q1	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%
	2015Q2	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%
	2015Q3	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%
	2015Q4	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%	0.5%	-2.0%
	2016Q1	4.6%	0.0%	2.4%	-9.9%	4.6%	0.2%	3.6%	-2.5%	5.8%	-43.6%	0.4%	-53.2%	5.3%	69.1%	5.8%	129.7%	3.9%	-0.8%	-0.4%	-2.2%
	2016Q2	4.7%	0.5%	2.5%	-9.9%	4.7%	0.5%	3.4%	-3.1%	5.8%	-43.9%	0.3%	-53.6%	6.0%	67.1%	8.0%	130.4%	3.7%	-2.8%	-0.2%	0.2%
	2016Q3	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%
	2016Q4	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%
	2017Q1	4.8%	0.1%	1.8%	-8.9%	4.8%	-0.2%	5.6%	-3.2%	6.7%	-43.6%	-3.1%	-51.6%	5.4%	70.1%	3.8%	113.8%	4.0%	-2.0%	-2.1%	0.0%
	2017Q2	4.9%	0.5%	1.4%	-8.9%	4.9%	0.3%	5.3%	-4.0%	6.6%	-43.3%	-2.2%	-52.8%	5.8%	68.5%	0.9%	117.5%	4.2%	-2.1%	-2.6%	-2.5%
	2017Q3	4.9%	0.5%	1.8%	-7.0%	4.9%	0.7%	5.8%	-2.4%	6.2%	-40.3%	-3.5%	-53.5%	5.9%	62.6%	1.2%	120.5%	3.9%	-2.0%	-1.4%	-3.0%
Education & Health	2014Q3	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%
	2014Q4	3.3%	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%
	2015Q1	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%
	2015Q2	3.6%	0.1%	2.8%	3.3%	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%
	2015Q3	3.7%	-0.2%	2.1%	0.5%	3.7%	0.3%	6.4%	0.9%	7.3%	-29.3%	0.5%	-49.4%	1.9%	49.2%	-0.2%	140.7%	3.0%	-2.0%	0.6%	12.5%
	2015Q4	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%	-2.4%	1.0%	12.7%
	2016Q1	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%
	2016Q2	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%
	2016Q3	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%
	2016Q4	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%
	2017Q1	3.9%	0.6%	3.0%	0.8%	4.0%	0.3%	6.5%	0.9%	10.1%	-40.5%	1.3%	-52.2%	1.2%	49.4%	4.0%	141.8%	3.1%	-1.0%	1.0%	13.0%
	2017Q2	4.0%	0.9%	2.7%	2.1%	4.0%	0.8%	5.9%	0.7%	9.2%	-39.6%	1.5%	-51.8%	2.7%	49.5%	2.5%	142.7%	3.1%	-1.4%	1.0%	15.0%
	2017Q3	3.8%	1.0%	2.6%	4.0%	3.9%	1.4%	6.2%	1.1%	9.2%	-40.6%	0.9%	-51.6%	1.4%	49.9%	1.1%	141.7%	3.1%	-1.6%	1.2%	17.7%
Finance & Real Estate	2014Q3	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%
	2014Q4	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%
	2015Q1	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%
	2015Q2	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%
	2015Q3	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%
	2015Q4	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%
	2016Q1	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%
	2016Q2	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%
	2016Q3	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%
	2016Q4	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%
	2017Q1	4.5%	-0.7%	1.6%	-6.0%	4.6%	-0.8%	4.9%	-2.3%	8.7%	-38.3%	-5.3%	-49.9%	0.5%	52.2%	4.5%	119.7%	4.0%	-0.4%	-1.6%	6.0%
	2017Q2	4.6%	-0.2%	1.6%	-5.7%	4.7%	-0.3%	4.7%	-3.3%	8.8%	-38.4%	-5.3%	-48.8%	2.3%	45.2%	5.3%	114.5%	4.1%	-2.7%	-1.8%	5.5%
	2017Q3	4.5%	-0.1%	1.4%	-5.1%	4.5%	0.0%	4.7%	-3.1%	8.3%	-39.9%	-5.7%	-48.7%	-0.1%	53.1%	4.6%	111.5%	4.2%	-1.9%	-1.6%	5.3%
Information	2014Q3	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%	-0.1%	-2.5%	9.3%
	2014Q4	4.8%	1.7%	5.3%	-1.2%	4.9%	1.2%	7.1%	0.1%	9.2%	-31.4%	3.7%	-49.2%	4.3%	34.7%	4.8%	108.3%	3.9%	1.4%	-0.9%	8.3%
	2015Q1	4.9%	0.6%	5.5%	-1.2%	5.0%	0.8%	7.0%	-2.0%	7.2%	-30.5%	4.7%	-49.1%	3.6%	43.6%	5.7%	113.4%	3.8%	-1.4%	0.4%	9.0%
	2015Q2	4.9%	0.1%	5.8%	-0.9%	5.0%	0.2%	7.3%	-2.2%	8.4%	-36.4%	4.2%	-49.0%	5.3%	38.4%	7.3%	113.8%	3.5%	-0.6%	0.0%	11.8%
	2015Q3	5.1%	-1.2%	6.2%	0.3%	5.2%	-0.7%	7.4%	-1.6%	6.9%	-31.2%	5.6%	-50.6%	5.0%	54.2%	11.0%	127.4%	3.6%	-3.4%	-0.4%	11.8%
	2015Q4	4.9%	-2.6%	5.6%	1.4%	5.0%	-1.6%	7.2%	-1.3%	5.8%	-23.4%	3.2%	-50.3%	5.1%	48.3%	10.3%	131.7%	4.2%	-3.2%	-1.1%	17.0%
	2016Q1	5.1%	-1.5%	5.3%	2.8%	5.1%	-0.5%	7.6%	0.0%	7.2%	-25.5%	-0.8%	-49.3%	4.4%	45.6%	9.1%	136.8%	4.1%	-2.2%	-1.1%	16.4%
	2016Q2	5.1%	-2.8%	5.3%	3.3%	5.2%	-1.4%	7.5%	-0.4%	6.2%	-24.3%	-1.8%	-49.1%	3.9%	50.4%	8.8%	139.8%	3.7%	-7.1%	0.0%	15.1%
	2016Q3	5.1%	-1.6%	4.6%	3.6%	5.2%	-1.2%	6.8%	-0.3%	6.0%	-26.6%	-3.0%	-48.1%	4.2%	42.8%	8.5%	131.9%	3.6%	-0.4%	-0.2%	14.4%
	2016Q4	5.0%	-0.4%	4.8%	2.5%	5.1%	-0.4%	6.7%	-1.3%	8.0%	-25.4%	-3.6%	-49.5%	3.8%	27.6%	9.7%	128.0%	3.3%	-0.9%	0.8%	11.0%
	2017Q1	4.9%	2.4%	4.8%	0.3%	5.1%	0.9%	6.6%	-2.8%	6.5%	-37.5%	-2.0%	-51.1%	3.2%	35.5%	10.0%	123.1%	3.3%	2.3%	0.4%	8.0%
	2017Q2	5.0%	0.5%	4.0%	-0.9%	5.2%	0.4%	5.9%	-2.9%	6.8%	-35.7%	-3.0%	-51.1%	3.1%	39.8%	10.2%	119.2%	3.6%	0.1%	-1.3%	9.4%
	2017Q3	4.9%	2.2%	3.9%	-0.4%	5.1%	1.4%	6.1%	-3.2%	8.4%	-37.5%	-4.0%	-51.9%	3.2%	27.3%	10.6%	124.0%	3.8%	-1.2%	-1.7%	9.4%
Leisure & Hospitality	2014Q3	4.5%	2.4%	7.4%	15.4%	4.7%	1.4%	3.5%	-2.1%	12.8%	-44.3%	4.6%	-61.5%	6.1%	65.1%	20.6%	202.4%	3.9%	2.1%	6.5%	21.2%
	2014Q4	4.6%	1.6%	7.8%	14.2%	4.9%	0.9%	3.5%	-2.6%	13.6%	-45.1%	6.7%	-62.9%	6.1%	64.6%	21.2%	198.5%	4.0%	1.7%	6.8%	20.3%
	2015Q1	4.7%	0.7%	7.9%	15.0%	4.8%	1.1%	2.0%	-3.2%	11.9%	-41.8%	8.5%	-63.5%	7.8%	64.8%	20.6%	205.8%	4.0%	-1.2%	7.1%	24.0%
	2015Q2	4.9%	1.2%	8.8%	13.0%	5.0%	1.1%	3.6%	-2.7%	14.7%	-44.1%	10.3%	-63.7%	7.7%	68.5%	22.6%	202.3%	4.3%	0.0%	7.6%	21.9%
	2015Q3	5.0%	0.6%	9.0%	13.4%	5.1%	0.6%	4.3%	-2.9%	13.7%	-42.5%	9.5%	-66.1%	7.2%	64.6%	22.4%	202.9%	4.3%	-0.2%	7.9%	21.0%
	2015Q4	4.8%	1.2%	9.3%	14.0%	4.8%	0.9%	5.7%	-4.0%	11.1%	-41.7%	9.1%	-65.1%	6.7%	65.5%	23.5%	201.1%	4.4%	0.7%	7.9%	21.8%
	2016Q1	5.2%	1.9%	10.1%	14.6%	5.1%	1.3%	6.2%	-3.1%	11.6%	-41.0%	9.5%	-63.9%	7.5%	63.8%	26.0%	198.0%	4.9%	2.3%	8.5%	21.7%
	2016Q2	5.2%	1.2%	10.4%	14.4%	5.1%	0.4%	7.2%	-2.7%	12.5%	-42.4%	9.2%	-63.2%	6.4%	68.3%	27.2%	199.1%	4.9%	1.6%	8.4%	20.6%
	2016Q3	5.3%	0.7%	10.7%	13.1%	5.2%	0.7%	7.5%	-2.8%	11.3%	-41.4%	11.1%	-64.4%	6.2%	66.6%	29.9%	191.9%	5.0%	0.0%	8.1%	19.7%
	2016Q4	5.3%	1.2%	10.5%	13.1%	5.2%	0.8%	7.4%	-1.7%	11.3%	-42.0%	11.3%	-65.2%	6.6%	60.3%	28.6%	191.2%	5.0%	1.6%	8.1%	19.5%
	2017Q1	5.0%	0.5%	10.1%	14.9%	5.0%	0.0%	8.6%	-1.9%	10.4%	-39.6%	8.7%	-63.7%	6.8%	64.8%	28.2%	188.0%	4.6%	0.9%	7.4%	19.6%
	2017Q2	5.0%	0.8%	9.7%	15.7%	5.0%	0.4%	6.7%	-3.3%	10.8%	-41.1%	9.2%	-64.6%	7.0%	65.3%	28.3%	181.9%	4.5%	1.2%	7.1%	22.5%
	2017Q3	4.9%	0.6%	9.5%	17.1%	4.8%	0.8%	6.9%	-4.2%	11.6%	-41.5%	8.9%	-62.9%	7.3%	63.7%	25.7%	180.0%	4.6%	-0.2%	7.1%	22.4%
Manufacturing	2014Q3	4.1%	-0.6%	0.2%	-4.2%	4.0%	-0.4%	2.7%	-0.1%	5.8%	-41.7%	-9.1%	-52.7%	4.7%	62.6%	5.9%	143.4%	3.6%	-3.5%	-3.4%	6.1%
	2014Q4	4.1%	-0.2%	0.3%	-4.7%	4.0%	0.1%	3.0%	-0.4%	5.8%	-42.6%	-8.4%	-53.1%	4.5%	62.1%	5.8%	138.7%	3.6%	-3.0%	-4.1%	5.8%
	2015Q1	4.1%	0.1%	0.3%	-5.1%	4.0%	0.3%	3.3%	-0.9%	5.7%	-41.6%	-8.8%	-52.3%	5.0%	60.6%	6.5%	141.2%	3.7%	-2.0%	-4.7%	6.6%
	2015Q2	4.1%	-1.0%	-0.1%	-5.9%	4.1%	-0.5%	3.1%	-1.1%	5.8%	-41.8%	-10.4%	-52.4%	4.7%	62.9%	8.4%	139.0%	4.1%	-4.4%	-4.3%	6.1%
	2015Q3	4.1%	-0.5%	0.0%	-6.4%	4.1%	-0.1%	3.1%	-1.3%	5.2%	-42.0%	-10.4%	-52.8%	5.1%	59.4%	8.0%	136.6%	3.8%	-2.1%	-3.7%	6.8%
	2015Q4	4.0%	-0.8%	-0.2%	-6.0%	4.0%	-0.4%	2.9%	-1.8%	5.1%	-45.2%	-10.5%	-51.5%	3.0%	56.0%	7.3%	134.0%	3.8%	-3.2%	-4.1%	8.1%
	2016Q1	4.0%	-0.6%	-0.2%	-5.4%	4.0%	-0.2%	2.5%	-1.4%	4.8%	-41.4%	-9.2%	-52.0%	4.2%	59.4%	6.9%	135.7%	4.1%	-2.4%	-4.1%	7.4%
	2016Q2	4.0%	0.1%	-0.1%	-5.5%	3.9%	0.3%	2.7%	-1.0%	5.5%	-42.3%	-8.7%	-52.3%	3.3%	60.9%	5.7%	134.8%	4.1%	-3.8%	-4.5%	6.3%
	2016Q3	4.0%	-0.3%	-0.4%	-5.0%	4.0%	-0.2%	2.7%	-1.3%	5.7%	-43.0%	-9.3%	-51.9%	2.9%	59.5%	4.9%	136.2%	3.9%	-3.2%	-5.0%	7.1%
	2016Q4	4.1%	-0.5%	-0.3%	-4.4%	4.0%	0.0%	3.1%	-0.6%	5.1%	-44.5%	-10.3%	-52.4%	5.0%	57.9%	4.8%	139.3%	3.9%	-3.9%	-4.4%	6.3%
	2017Q1	4.0%	-0.5%	-0.3%	-4.3%	4.0%	-0.4%	3.4%	-0.8%	5.3%	-43.7%	-10.4%	-52.0%	4.3%	60.1%	4.7%	137.3%	4.0%	-2.8%	-5.1%	5.9%
	2017Q2	4.2%	-0.8%	0.0%	-3.4%	4.2%	-0.5%	3.5%	-1.1%	5.4%	-43.3%	-10.3%	-51.6%	5.8%	62.9%	5.0%	137.1%	4.1%	-4.9%	-4.7%	5.0%
	2017Q3	4.3%	-0.1%	0.2%	-2.8%	4.2%	0.3%	3.3%	-0.7%	5.9%	-42.7%	-10.5%	-51.0%	5.4%	61.2%	6.6%	134.4%	4.0%	-4.0%	-4.0%	2.8%
Professional & Business Services	2014Q3	4.2%	0.4%	3.9%	1.2%	4.2%	0.5%	5.5%	0.4%	8.4%	-39.1%	3.3%	-49.7%	1.6%	52.3%	2.4%	127.2%	3.2%	-1.4%	1.2%	10.1%
	2014Q4	4.2%	0.3%	4.0%	0.2%	4.2%	0.5%	5.6%	0.0%	8.4%	-39.7%	3.5%	-50.1%	1.5%	52.1%	2.9%	125.0%	3.3%	-1.1%	1.2%	10.1%
	2015Q1	4.2%	0.3%	3.9%	-0.3%	4.3%	0.4%	6.0%	-0.6%	8.2%	-41.4%	3.3%	-50.7%	0.2%	59.6%	2.9%	129.2%	3.3%	-1.3%	0.4%	8.7%
	2015Q2	4.3%	0.2%	4.2%	-0.6%	4.4%	0.3%	6.8%	-0.7%	9.0%	-40.2%	1.4%	-50.2%	0.0%	58.0%	3.6%	129.6%	3.4%	-1.8%	0.6%	8.6%
	2015Q3	4.4%	0.7%	4.5%	-0.9%	4.4%	0.6%	7.0%	-0.5%	11.5%	-40.3%	1.8%	-50.9%	-0.7%	57.8%	5.3%	130.2%	3.2%	-1.0%	0.7%	7.9%
	2015Q4	4.3%	0.6%	4.6%	-1.2%	4.4%	0.6%	7.2%	-0.9%	10.6%	-42.9%	1.1%	-50.9%	-0.4%	54.1%	5.1%	131.5%	3.1%	-1.5%	0.8%	7.9%
	2016Q1	4.4%	1.0%	4.5%	-1.8%	4.4%	1.2%	7.0%	-0.3%	10.0%	-41.7%	0.7%	-50.8%	2.0%	57.7%	5.3%	129.0%	3.3%	-1.1%	1.0%	7.7%
	2016Q2	4.5%	1.4%	4.4%	-2.6%	4.5%	1.3%	6.8%	-0.5%	9.7%	-42.6%	1.3%	-51.4%	2.6%	56.4%	4.6%	126.8%	3.6%	-1.5%	1.4%	6.3%
	2016Q3	4.5%	0.6%	4.1%	-2.7%	4.6%	0.5%	6.4%	-0.7%	9.2%	-43.0%	1.5%	-51.1%	2.2%	56.5%	3.9%	125.3%	3.7%	-1.1%	1.0%	7.1%
	2016Q4	4.5%	0.1%	4.1%	-1.8%	4.5%	0.6%	6.3%	0.0%	8.4%	-44.0%	1.8%	-51.4%	1.1%	57.0%	4.4%	125.2%	3.9%	-3.0%	0.8%	7.4%
	2017Q1	4.5%	-0.5%	3.9%	-0.7%	4.5%	-0.5%	6.2%	-0.6%	8.5%	-41.9%	1.5%	-51.3%	1.5%	61.0%	4.2%	126.7%	4.0%	-2.6%	0.9%	9.7%
	2017Q2	4.4%	-0.6%	3.5%	0.9%	4.4%	-0.2%	5.6%	-0.5%	8.1%	-43.4%	1.2%	-50.7%	1.9%	62.1%	4.3%	128.8%	4.0%	-3.7%	0.2%	11.6%
	2017Q3	4.3%	-0.1%	3.3%	1.8%	4.4%	0.2%	5.6%	-0.7%	8.0%	-41.6%	0.0%	-50.6%	0.9%	59.5%	4.2%	130.9%	3.6%	-3.2%	0.0%	12.4%
Trade, Transportation & Utilities	2014Q3	4.1%	1.0%	5.0%	13.9%	4.0%	0.8%	5.9%	-6.5%	6.9%	-26.0%	-6.9%	-51.5%	6.5%	34.1%	15.1%	173.6%	4.0%	-0.5%	5.1%	32.5%
	2014Q4	4.2%	1.5%	5.4%	13.2%	4.1%	1.2%	6.0%	-8.0%	7.2%	-31.3%	-6.8%	-51.3%	5.9%	33.0%	16.4%	168.0%	4.1%	-0.1%	5.5%	33.1%
	2015Q1	4.2%	1.8%	5.6%	14.9%	4.1%	1.4%	6.1%	-4.3%	6.5%	-28.4%	-8.8%	-51.7%	6.1%	37.3%	20.4%	174.5%	4.2%	0.7%	5.5%	32.3%
	2015Q2	4.4%	1.8%	5.5%	14.2%	4.2%	1.2%	5.9%	-2.6%	10.7%	-30.7%	-8.9%	-52.4%	6.3%	32.0%	21.4%	174.3%	4.6%	0.4%	5.5%	29.8%
	2015Q3	4.5%	1.9%	5.6%	12.4%	4.2%	1.1%	5.9%	-2.9%	10.3%	-32.2%	-8.4%	-54.1%	6.5%	33.2%	21.3%	173.3%	4.6%	1.3%	5.8%	29.4%
	2015Q4	4.4%	0.7%	5.4%	13.5%	4.1%	0.3%	6.2%	-1.0%	8.4%	-30.5%	-8.0%	-54.3%	6.5%	34.9%	19.1%	175.4%	4.8%	-0.4%	5.5%	30.3%
	2016Q1	4.4%	1.5%	5.0%	12.8%	4.2%	1.3%	5.1%	-1.9%	8.1%	-27.6%	-6.7%	-53.8%	6.4%	37.2%	18.5%	171.8%	5.0%	0.6%	5.1%	29.1%
	2016Q2	4.4%	1.8%	4.9%	13.0%	4.1%	1.0%	5.1%	-2.2%	9.6%	-32.4%	-6.4%	-53.7%	4.6%	34.1%	18.0%	169.7%	5.0%	0.2%	4.7%	27.5%
	2016Q3	4.2%	0.4%	4.6%	14.3%	4.1%	0.0%	4.4%	-1.3%	6.3%	-27.5%	-6.2%	-52.1%	4.1%	32.3%	18.3%	172.0%	4.8%	0.1%	4.3%	28.5%
	2016Q4	4.3%	0.0%	4.4%	14.9%	4.1%	0.4%	3.6%	-1.4%	6.4%	-33.7%	-6.3%	-52.0%	4.9%	33.9%	18.9%	176.4%	4.9%	-3.5%	4.4%	29.0%
	2017Q1	4.3%	0.3%	4.6%	16.0%	4.1%	-0.4%	4.3%	-1.1%	8.0%	-32.1%	-5.9%	-53.0%	4.4%	34.3%	18.4%	178.6%	4.9%	-0.8%	4.3%	29.8%
	2017Q2	4.4%	-0.2%	4.3%	18.8%	4.2%	-0.2%	4.2%	0.3%	6.3%	-24.6%	-5.0%	-52.5%	4.2%	35.1%	14.9%	181.9%	5.0%	-2.1%	4.2%	33.6%
	2017Q3	4.5%	-0.4%	4.2%	21.1%	4.3%	0.2%	4.0%	1.1%	6.2%	-25.5%	-5.5%	-52.5%	6.0%	32.9%	13.8%	182.8%	4.9%	-2.7%	4.1%	33.4%
Resources & Mining	2014Q3	5.9%	0.6%	-3.3%	-5.4%	6.0%	0.8%	0.4%	-5.3%	5.9%	-46.5%	-18.1%	-55.0%	2.3%	79.6%	-5.9%	147.5%	6.1%	2.2%	-11.2%	-12.1%
	2014Q4	6.0%	0.3%	-5.0%	-2.2%	6.1%	0.6%	-2.0%	-3.9%	7.4%	-51.8%	-14.5%	-53.2%	-0.2%	94.5%	-6.5%	192.2%	5.1%	-2.5%	-11.9%	-3.8%
	2015Q1	4.4%	-1.9%	-3.0%	-1.1%	4.5%	-1.2%	-0.1%	-3.4%	3.5%	-52.4%	-14.1%	-55.6%	0.4%	87.9%	-1.5%	189.7%	3.3%	-0.1%	-9.6%	1.0%
	2015Q2	3.6%	-3.4%	-5.4%	-1.9%	3.7%	-2.2%	-2.8%	-0.1%	2.1%	-54.8%	-15.5%	-57.7%	-1.4%	84.2%	0.1%	201.5%	3.4%	-2.3%	-13.5%	12.4%
	2015Q3	2.0%	-3.7%	-6.1%	-5.8%	2.2%	-2.0%	-4.0%	-2.2%	-0.6%	-51.3%	-11.5%	-60.3%	-3.9%	80.4%	-1.4%	206.0%	1.4%	1.3%	-18.0%	16.7%
	2015Q4	1.3%	-1.5%	-7.6%	-10.2%	1.2%	0.2%	-4.9%	-1.7%	0.0%	-58.0%	-16.6%	-63.0%	3.9%	58.6%	-6.1%	138.6%	1.9%	-4.2%	-16.3%	13.3%
	2016Q1	-0.2%	-2.2%	-10.5%	-14.3%	-0.2%	-0.7%	-7.1%	-2.3%	0.2%	-57.9%	-18.3%	-63.0%	-2.9%	61.8%	-14.7%	143.2%	1.4%	-3.2%	-17.8%	4.7%
	2016Q2	-0.4%	-0.1%	-11.9%	-14.9%	-0.5%	1.0%	-8.9%	-5.8%	-0.9%	-53.4%	-18.9%	-62.1%	1.3%	51.4%	-12.9%	144.8%	1.2%	-1.0%	-17.4%	-0.7%
	2016Q3	0.0%	-1.2%	-12.7%	-10.8%	-0.1%	-0.6%	-9.6%	-5.8%	0.1%	-56.6%	-23.4%	-59.7%	0.6%	57.1%	-12.0%	171.5%	1.2%	-5.1%	-13.3%	0.5%
	2016Q4	0.7%	-0.9%	-11.5%	-5.3%	0.7%	-0.8%	-8.6%	-1.6%	0.0%	-55.2%	-19.9%	-59.0%	-0.7%	176.7%	-10.2%	202.9%	1.0%	-12.8%	-16.6%	1.1%
	2017Q1	2.9%	3.3%	-9.5%	-0.8%	3.0%	2.6%	-6.5%	-1.1%	1.9%	-58.3%	-21.8%	-57.0%	1.3%	127.9%	-4.7%	213.9%	1.3%	-6.1%	-13.5%	-2.6%
	2017Q2	4.4%	2.6%	-5.5%	5.0%	4.4%	2.2%	-3.0%	1.3%	4.1%	-54.7%	-16.1%	-57.6%	4.4%	107.2%	-4.1%	216.1%	2.0%	-2.4%	-10.8%	-4.3%
	2017Q3	4.7%	2.3%	-2.9%	4.8%	4.7%	1.9%	-1.5%	2.0%	5.0%	-47.3%	-11.3%	-56.5%	4.9%	106.6%	0.0%	185.7%	2.4%	4.3%	-8.4%	5.7%
Other	2014Q3	4.2%	-1.1%	5.1%	6.7%	4.2%	-0.3%	7.0%	0.8%	7.6%	-23.6%	2.9%	-53.8%	-1.0%	51.8%	9.2%	149.8%	4.0%	-2.8%	3.2%	14.9%
	2014Q4	4.3%	0.8%	5.3%	5.4%	4.2%	0.6%	5.9%	1.7%	10.3%	-29.2%	4.8%	-54.3%	2.7%	37.1%	10.5%	133.5%	4.0%	0.1%	3.3%	15.7%
	2015Q1	4.3%	1.0%	5.3%	5.8%	4.4%	0.5%	6.3%	0.8%	10.6%	-29.3%	5.2%	-52.9%	-1.1%	43.3%	8.9%	126.6%	4.0%	0.7%	3.2%	12.7%
	2015Q2	4.6%	0.5%	4.5%	5.6%	4.7%	0.3%	5.4%	0.5%	10.9%	-25.2%	4.9%	-52.8%	0.7%	43.5%	7.0%	131.9%	4.1%	0.0%	2.8%	10.0%
	2015Q3	4.6%	0.8%	4.8%	4.4%	4.5%	0.4%	6.3%	1.3%	15.6%	-26.4%	5.3%	-52.7%	1.1%	39.7%	6.8%	129.9%	4.0%	0.6%	2.7%	10.0%
	2015Q4	4.6%	0.5%	5.4%	7.1%	4.5%	0.3%	5.4%	0.2%	13.3%	-27.5%	4.8%	-51.0%	1.2%	38.5%	8.8%	138.6%	3.9%	0.6%	4.2%	11.0%
	2016Q1	4.6%	1.8%	4.5%	5.7%	4.4%	1.5%	5.6%	0.7%	14.2%	-26.9%	0.1%	-51.3%	1.9%	40.9%	7.5%	143.9%	4.0%	2.2%	4.3%	9.8%
	2016Q2	4.5%	2.2%	4.9%	6.2%	4.4%	1.2%	6.0%	-0.1%	19.0%	-34.2%	-1.3%	-50.9%	3.0%	34.2%	7.7%	130.1%	4.0%	1.5%	5.3%	13.7%
	2016Q3	4.4%	2.0%	4.6%	5.8%	4.2%	0.8%	4.1%	-0.8%	14.0%	-28.2%	-2.7%	-50.7%	2.3%	35.4%	10.9%	129.6%	4.5%	3.3%	5.5%	14.6%
	2016Q4	4.5%	1.1%	3.8%	6.9%	4.4%	0.7%	4.4%	1.3%	13.1%	-29.6%	-2.5%	-51.0%	2.1%	31.4%	7.7%	127.3%	4.3%	0.9%	4.5%	15.7%
	2017Q1	4.6%	0.0%	3.1%	7.7%	4.5%	-0.9%	3.2%	1.5%	13.0%	-29.5%	-2.4%	-50.8%	1.6%	35.2%	8.3%	130.0%	4.6%	0.1%	3.6%	17.5%
	2017Q2	4.6%	0.3%	3.6%	9.8%	4.5%	-0.1%	3.3%	2.1%	11.7%	-25.9%	-1.5%	-49.6%	1.0%	39.7%	10.5%	138.7%	4.4%	0.2%	3.5%	16.5%
	2017Q3	4.5%	0.9%	4.1%	13.3%	4.4%	0.6%	3.8%	2.8%	12.9%	-26.4%	-0.9%	-49.0%	1.5%	32.5%	10.0%	143.6%	4.3%	0.4%	3.9%	18.0%

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Q3 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	2014Q3	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%
	2014Q4	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%
	2015Q1	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%
	2015Q2	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%
	2015Q3	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%
	2015Q4	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%
	2016Q1	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%
	2016Q2	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%
	2016Q3	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%
	2016Q4	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%
	2017Q1	4.3%	0.1%	3.6%	3.5%	4.3%	-0.2%	5.2%	-1.0%	8.8%	-38.7%	-2.4%	-52.8%	2.8%	47.4%	9.3%	148.1%	4.0%	-0.4%	2.4%	16.8%
	2017Q2	4.4%	0.0%	3.4%	5.0%	4.4%	0.0%	4.9%	-0.9%	7.9%	-35.4%	-2.2%	-52.4%	3.5%	48.5%	8.6%	149.1%	4.1%	-1.0%	2.2%	19.0%
	2017Q3	4.4%	0.2%	3.3%	6.4%	4.3%	0.5%	4.9%	-0.8%	7.9%	-35.8%	-2.8%	-52.1%	3.1%	47.2%	8.3%	149.5%	4.0%	-1.5%	2.2%	19.3%
Midwest	2014Q3	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%
	2014Q4	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%
	2015Q1	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%
	2015Q2	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%
	2015Q3	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%
	2015Q4	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%
	2016Q1	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%
	2016Q2	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%
	2016Q3	4.3%	0.8%	3.2%	2.8%	4.2%	0.4%	4.8%	0.4%	6.9%	-37.3%	-4.7%	-52.7%	4.4%	41.3%	12.6%	150.0%	4.1%	0.0%	2.3%	15.0%
	2016Q4	4.3%	-0.1%	3.3%	3.6%	4.3%	0.4%	4.9%	0.9%	6.6%	-38.4%	-4.6%	-53.4%	4.7%	45.5%	12.5%	151.1%	4.1%	-1.8%	2.4%	15.1%
	2017Q1	4.3%	0.4%	3.1%	5.1%	4.2%	0.0%	5.4%	0.3%	7.2%	-39.1%	-5.3%	-52.8%	4.5%	46.7%	11.4%	149.9%	4.0%	-0.1%	1.8%	16.7%
	2017Q2	4.4%	-0.3%	3.2%	6.7%	4.3%	-0.2%	5.2%	0.4%	6.2%	-35.8%	-4.9%	-52.2%	5.1%	46.5%	11.8%	149.1%	4.1%	-2.1%	1.6%	18.5%
	2017Q3	4.3%	0.1%	2.8%	8.0%	4.3%	0.5%	4.4%	0.6%	6.5%	-36.0%	-5.2%	-51.7%	4.8%	47.4%	11.0%	149.4%	4.0%	-1.8%	1.7%	17.8%
Northeast	2014Q3	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%
	2014Q4	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%
	2015Q1	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%
	2015Q2	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%
	2015Q3	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%
	2015Q4	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%
	2016Q1	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%
	2016Q2	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%
	2016Q3	4.3%	0.1%	4.9%	1.2%	4.2%	0.0%	6.5%	-1.3%	10.8%	-33.7%	3.4%	-50.6%	1.6%	39.8%	6.2%	132.6%	3.9%	0.0%	2.8%	15.0%
	2016Q4	4.3%	0.2%	5.1%	2.0%	4.2%	0.5%	6.5%	-0.9%	10.7%	-36.5%	3.9%	-50.8%	1.7%	42.8%	6.0%	135.9%	3.9%	-0.7%	3.2%	16.0%
	2017Q1	4.2%	-0.2%	4.9%	2.1%	4.2%	-0.5%	6.6%	-1.2%	11.5%	-35.9%	2.2%	-51.1%	1.3%	45.0%	5.8%	134.7%	3.8%	-0.3%	3.2%	17.3%
	2017Q2	4.3%	0.1%	4.6%	3.6%	4.3%	0.1%	6.0%	-1.0%	10.0%	-32.9%	2.6%	-50.2%	1.0%	47.8%	5.5%	136.1%	3.8%	-0.7%	2.9%	19.1%
	2017Q3	4.2%	0.5%	4.5%	4.6%	4.2%	0.7%	6.3%	-0.8%	10.7%	-34.3%	2.3%	-50.0%	0.8%	42.9%	4.4%	135.8%	3.7%	-0.7%	2.8%	19.7%
South	2014Q3	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%
	2014Q4	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%
	2015Q1	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%
	2015Q2	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%
	2015Q3	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%
	2015Q4	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%
	2016Q1	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%
	2016Q2	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%
	2016Q3	4.0%	0.4%	2.9%	2.1%	3.9%	0.2%	3.7%	-2.0%	7.6%	-38.5%	-1.8%	-53.4%	2.9%	46.6%	8.5%	156.6%	3.7%	-1.0%	2.3%	16.6%
	2016Q4	4.0%	0.1%	3.1%	2.5%	4.0%	0.5%	4.0%	-1.7%	7.3%	-39.8%	-1.6%	-53.5%	2.6%	47.6%	8.9%	156.1%	3.7%	-1.6%	2.3%	16.2%
	2017Q1	4.1%	0.1%	3.2%	4.0%	4.1%	-0.2%	4.1%	-1.9%	7.9%	-40.1%	-1.7%	-53.9%	1.6%	49.2%	9.7%	157.0%	3.8%	-0.4%	1.9%	17.1%
	2017Q2	4.2%	0.2%	2.9%	5.5%	4.2%	0.1%	4.0%	-1.9%	7.5%	-36.7%	-1.8%	-53.7%	3.1%	49.8%	8.2%	157.8%	3.7%	-1.1%	1.6%	19.5%
	2017Q3	4.1%	0.1%	3.0%	7.3%	4.2%	0.4%	4.4%	-1.4%	6.9%	-36.4%	-3.3%	-53.6%	2.6%	49.9%	8.4%	158.1%	3.6%	-2.2%	1.8%	20.0%
West	2014Q3	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%
	2014Q4	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%
	2015Q1	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%
	2015Q2	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%
	2015Q3	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%
	2015Q4	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%
	2016Q1	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%
	2016Q2	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%
	2016Q3	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%
	2016Q4	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%
	2017Q1	4.8%	-0.1%	3.6%	2.0%	4.7%	-0.4%	5.5%	-0.6%	8.8%	-38.3%	-4.7%	-52.1%	4.4%	47.3%	9.5%	140.2%	4.7%	-0.9%	3.0%	16.5%
	2017Q2	4.9%	0.1%	3.5%	3.3%	4.8%	0.0%	5.0%	-0.5%	8.3%	-34.8%	-4.2%	-51.9%	4.5%	49.2%	9.1%	143.4%	4.8%	0.0%	2.9%	18.7%
	2017Q3	4.8%	0.4%	3.4%	4.5%	4.7%	0.5%	4.8%	-1.0%	8.3%	-35.8%	-4.5%	-51.8%	4.7%	46.9%	9.0%	144.0%	4.9%	-1.1%	2.8%	19.8%

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Q3 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 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	2014Q3	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%
	2014Q4	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%
	2015Q1	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%
	2015Q2	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%
	2015Q3	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%
	2015Q4	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%
	2016Q1	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%
	2016Q2	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%
	2016Q3	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%
	2016Q4	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%
	2017Q1	4.3%	0.1%	3.6%	3.5%	4.3%	-0.2%	5.2%	-1.0%	8.8%	-38.7%	-2.4%	-52.8%	2.8%	47.4%	9.3%	148.1%	4.0%	-0.4%	2.4%	16.8%
	2017Q2	4.4%	0.0%	3.4%	5.0%	4.4%	0.0%	4.9%	-0.9%	7.9%	-35.4%	-2.2%	-52.4%	3.5%	48.5%	8.6%	149.1%	4.1%	-1.0%	2.2%	19.0%
	2017Q3	4.4%	0.2%	3.3%	6.4%	4.3%	0.5%	4.9%	-0.8%	7.9%	-35.8%	-2.8%	-52.1%	3.1%	47.2%	8.3%	149.5%	4.0%	-1.5%	2.2%	19.3%
<25	2014Q3	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%
	2014Q4	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%
	2015Q1	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%
	2015Q2	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%
	2015Q3	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%
	2015Q4	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%
	2016Q1	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%
	2016Q2	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%
	2016Q3	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%
	2016Q4	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%
	2017Q1	8.7%	4.0%	6.4%	15.2%	9.5%	1.4%	13.7%	1.1%	9.6%	-42.3%	-0.4%	-55.7%	11.7%	61.8%	20.3%	174.6%	6.9%	2.8%	3.8%	19.6%
	2017Q2	8.8%	2.3%	6.1%	17.6%	9.6%	0.7%	13.3%	2.8%	9.8%	-41.5%	-0.5%	-55.2%	11.6%	63.9%	18.7%	177.4%	6.9%	-0.3%	3.8%	22.0%
	2017Q3	8.8%	2.4%	6.1%	19.5%	9.7%	1.8%	14.4%	3.8%	9.7%	-39.9%	-1.2%	-54.9%	11.3%	57.7%	18.1%	179.3%	7.0%	-0.1%	3.7%	22.3%
25-34	2014Q3	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%
	2014Q4	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%
	2015Q1	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%
	2015Q2	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%
	2015Q3	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%
	2015Q4	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%
	2016Q1	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%
	2016Q2	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%
	2016Q3	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%
	2016Q4	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%
	2017Q1	6.8%	0.2%	5.9%	1.2%	7.0%	0.0%	10.5%	-1.0%	9.9%	-40.1%	-1.7%	-53.1%	4.7%	48.9%	9.5%	137.9%	5.3%	-1.8%	2.5%	14.6%
	2017Q2	6.9%	0.1%	5.7%	2.4%	7.1%	0.1%	10.3%	-1.4%	9.2%	-37.5%	-1.6%	-52.9%	5.4%	50.5%	9.5%	138.6%	5.4%	-1.8%	2.2%	16.9%
	2017Q3	6.7%	0.2%	5.7%	4.1%	7.0%	0.6%	10.3%	-1.9%	9.0%	-37.6%	-2.1%	-52.4%	4.9%	48.2%	9.5%	141.1%	5.2%	-2.7%	2.2%	17.9%
35-54	2014Q3	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%
	2014Q4	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%
	2015Q1	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%
	2015Q2	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%
	2015Q3	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%
	2015Q4	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%
	2016Q1	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%
	2016Q2	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%
	2016Q3	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%
	2016Q4	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%
	2017Q1	3.9%	-0.1%	2.2%	0.0%	4.0%	-0.4%	3.6%	-1.6%	8.6%	-36.9%	-2.8%	-50.8%	0.8%	43.2%	5.1%	140.4%	3.4%	-0.5%	0.8%	16.4%
	2017Q2	4.0%	0.0%	2.0%	1.1%	4.1%	0.0%	3.2%	-1.4%	7.6%	-32.8%	-2.4%	-50.4%	1.2%	43.8%	4.4%	140.8%	3.4%	-0.3%	0.7%	17.6%
	2017Q3	4.0%	0.2%	1.8%	2.1%	4.0%	0.4%	3.1%	-0.9%	7.7%	-33.9%	-3.4%	-50.2%	0.8%	43.5%	4.1%	137.5%	3.5%	-1.1%	0.8%	17.2%
55+	2014Q3	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%
	2014Q4	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%
	2015Q1	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%
	2015Q2	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%
	2015Q3	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%
	2015Q4	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%
	2016Q1	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%
	2016Q2	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%
	2016Q3	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%
	2016Q4	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%
	2017Q1	2.3%	-0.9%	-1.8%	-3.5%	2.3%	-0.6%	-1.6%	-0.4%	7.5%	-37.7%	-5.1%	-52.0%	-1.5%	40.1%	-0.1%	127.5%	2.4%	-1.6%	-0.3%	11.2%
	2017Q2	2.4%	-0.7%	-2.0%	-1.5%	2.3%	-0.2%	-1.7%	-0.6%	6.3%	-33.2%	-4.8%	-50.9%	-0.4%	39.9%	-0.8%	127.3%	2.4%	-1.8%	-1.0%	13.8%
	2017Q3	2.3%	-0.4%	-1.9%	-0.9%	2.3%	0.3%	-1.6%	-0.7%	6.3%	-33.9%	-4.7%	-51.3%	-1.1%	41.0%	-1.6%	128.7%	2.3%	-2.3%	-0.9%	14.2%

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Q3 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	2014Q3	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%
	2014Q4	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%
	2015Q1	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%
	2015Q2	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%
	2015Q3	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%
	2015Q4	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%
	2016Q1	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%
	2016Q2	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%
	2016Q3	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%
	2016Q4	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%
	2017Q1	4.3%	0.1%	3.6%	3.5%	4.3%	-0.2%	5.2%	-1.0%	8.8%	-38.7%	-2.4%	-52.8%	2.8%	47.4%	9.3%	148.1%	4.0%	-0.4%	2.4%	16.8%
	2017Q2	4.4%	0.0%	3.4%	5.0%	4.4%	0.0%	4.9%	-0.9%	7.9%	-35.4%	-2.2%	-52.4%	3.5%	48.5%	8.6%	149.1%	4.1%	-1.0%	2.2%	19.0%
	2017Q3	4.4%	0.2%	3.3%	6.4%	4.3%	0.5%	4.9%	-0.8%	7.9%	-35.8%	-2.8%	-52.1%	3.1%	47.2%	8.3%	149.5%	4.0%	-1.5%	2.2%	19.3%
<$20K	2014Q3	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%
	2014Q4	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%
	2015Q1	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%
	2015Q2	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%
	2015Q3	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%
	2015Q4	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%
	2016Q1	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%
	2016Q2	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%
	2016Q3	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%
	2016Q4	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%
	2017Q1	6.3%	11.6%	8.6%	46.2%	14.2%	5.1%	74.6%	3.3%	23.9%	-39.8%	44.0%	-58.7%	9.7%	78.6%	19.6%	213.2%	4.6%	3.4%	4.4%	27.0%
	2017Q2	6.2%	10.5%	8.3%	49.3%	14.1%	5.1%	76.6%	5.1%	19.7%	-38.4%	47.2%	-59.0%	9.9%	82.2%	18.9%	214.2%	4.6%	2.0%	4.1%	29.2%
	2017Q3	6.1%	9.5%	8.2%	52.0%	14.1%	5.8%	76.6%	6.1%	18.9%	-37.9%	48.7%	-58.5%	9.6%	80.1%	18.6%	216.0%	4.6%	1.4%	4.1%	30.2%
$20K-$50K	2014Q3	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%
	2014Q4	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%
	2015Q1	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%
	2015Q2	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%
	2015Q3	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%
	2015Q4	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%
	2016Q1	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%
	2016Q2	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%
	2016Q3	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%
	2016Q4	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%
	2017Q1	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%	28.7%	1.7%	56.6%	3.5%	-7.4%	-6.9%	-29.7%
	2017Q2	5.8%	-1.3%	1.5%	-20.4%	6.3%	0.5%	11.8%	0.9%	6.6%	-33.5%	-4.7%	-52.3%	4.2%	29.3%	2.2%	54.2%	3.5%	-6.7%	-6.8%	-28.7%
	2017Q3	5.8%	-0.9%	1.7%	-19.4%	6.3%	1.2%	12.4%	1.4%	6.8%	-34.1%	-4.9%	-51.8%	4.1%	28.4%	2.5%	53.9%	3.5%	-6.9%	-6.9%	-29.3%
$50K-$75K	2014Q3	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%
	2014Q4	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%
	2015Q1	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%
	2015Q2	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%
	2015Q3	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%
	2015Q4	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%
	2016Q1	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%
	2016Q2	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%
	2016Q3	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%
	2016Q4	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%
	2017Q1	4.4%	-1.7%	2.4%	-14.0%	4.6%	-1.0%	7.6%	-1.8%	8.4%	-42.4%	-7.5%	-51.7%	-5.2%	28.7%	-9.0%	43.3%	3.0%	-5.1%	-9.3%	-25.8%
	2017Q2	4.5%	-1.5%	2.4%	-13.5%	4.7%	-0.6%	7.3%	-2.5%	7.5%	-39.0%	-7.1%	-50.5%	-2.3%	27.4%	-9.5%	44.0%	3.1%	-4.0%	-9.2%	-25.0%
	2017Q3	4.5%	-1.0%	1.8%	-13.4%	4.6%	-0.2%	7.2%	-2.5%	7.6%	-39.9%	-9.2%	-50.8%	-4.3%	26.7%	-12.1%	43.3%	3.2%	-4.1%	-8.3%	-26.5%
$75K+	2014Q3	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%
	2014Q4	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%
	2015Q1	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%
	2015Q2	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%
	2015Q3	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%
	2015Q4	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%
	2016Q1	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%
	2016Q2	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%
	2016Q3	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%
	2016Q4	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%
	2017Q1	3.3%	-2.0%	0.0%	-9.4%	3.4%	-1.6%	1.4%	-2.5%	8.6%	-41.0%	-2.8%	-48.4%	-12.5%	30.2%	-16.3%	30.5%	3.3%	-3.5%	-7.8%	-21.4%
	2017Q2	3.4%	-1.0%	-0.3%	-8.8%	3.5%	-0.6%	1.1%	-2.4%	8.7%	-40.7%	-2.4%	-47.8%	-12.3%	29.9%	-19.4%	33.7%	3.4%	-2.3%	-10.0%	-21.2%
	2017Q3	3.4%	-0.8%	-0.3%	-9.0%	3.4%	-0.4%	1.2%	-2.5%	8.3%	-41.4%	-2.8%	-48.5%	-10.7%	25.7%	-21.7%	33.4%	3.0%	-2.1%	-9.4%	-20.8%

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Q3 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	50-499	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
2015Q2	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%
2015Q3	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%
2015Q4	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%
2016Q1	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%
2016Q2	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%
2016Q3	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%
2016Q4	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%
2017Q1	1.8%	1.3%	1.5%	2.1%	2.2%	1.4%	1.9%	2.5%	0.6%	2.6%	0.8%	2.8%	1.1%	8.3%	1.0%	1.4%	2.7%	6.6%	0.7%	1.7%	1.8%	0.6%	4.8%	2.0%	1.7%	-1.5%	2.4%	4.6%	3.6%	1.4%	4.0%	-0.2%	3.5%	3.2%	-0.7%
2017Q2	1.9%	1.3%	1.5%	2.3%	2.3%	4.3%	2.0%	1.9%	-1.0%	3.1%	0.9%	2.9%	0.7%	1.8%	1.6%	1.8%	2.4%	4.3%	1.2%	0.8%	1.6%	1.1%	5.2%	1.8%	2.0%	-1.8%	2.0%	4.2%	5.5%	0.7%	4.9%	1.1%	4.6%	2.1%	1.5%
2017Q3	1.9%	1.4%	1.5%	2.4%	2.2%	4.5%	2.1%	1.8%	-0.9%	2.8%	1.3%	2.7%	0.6%	7.9%	1.8%	3.8%	3.9%	1.9%	-0.8%	2.0%	1.8%	0.8%	4.6%	1.5%	2.3%	0.3%	1.2%	3.3%	4.6%	1.9%	3.7%	-0.2%	2.6%	0.9%	4.0%

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
2015Q2	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%
2015Q3	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%
2015Q4	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%
2016Q1	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%
2016Q2	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%
2016Q3	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%
2016Q4	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%
2017Q1	26.5%	25.9%	19.5%	30.2%	27.3%	21.4%	19.7%	15.4%	17.1%	49.0%	13.9%	33.6%	26.2%	25.2%	23.1%	24.2%	31.8%	27.5%	23.9%	63.8%	29.8%	17.5%	10.7%	27.6%	25.6%	60.9%	16.9%	8.6%	7.4%	47.3%				10.6%	57.8%
2017Q2	27.0%	26.3%	19.7%	30.5%	28.1%	22.1%	20.0%	15.1%	17.3%	49.8%	14.4%	34.6%	26.4%	25.1%	22.8%	24.7%	32.3%	28.1%	24.2%	65.1%	30.3%	17.7%	10.9%	27.9%	26.1%	61.8%	17.7%	8.8%	7.5%	48.3%				10.9%	58.5%
2017Q3	27.4%	26.5%	20.1%	30.9%	28.7%	23.1%	20.2%	14.9%	17.5%	50.1%	15.1%	35.6%	26.6%	24.9%	22.6%	25.1%	32.7%	28.1%	24.6%	65.7%	30.8%	18.1%	11.1%	28.2%	26.6%	62.3%	18.4%	9.0%	7.8%	49.0%				11.3%	58.7%

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