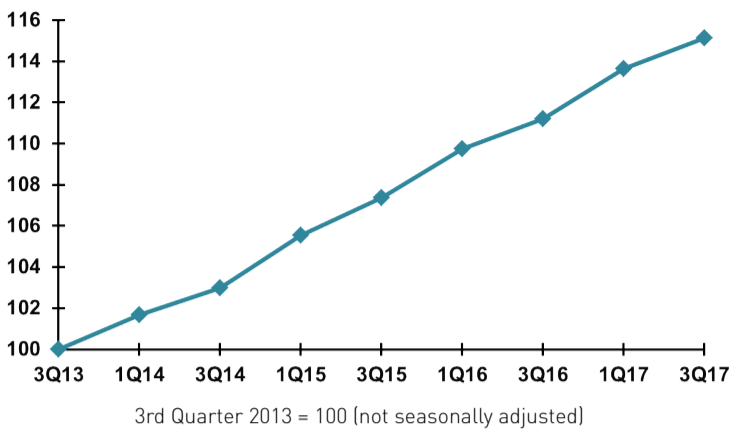




# Workforce Vitality Index®

## 3rd Quarter 2017



**115.1** ↑ 3.5%  
Change from 3Q 2016

### YEAR OVER YEAR GROWTH

- Total Employment Growth 1.9%
- Job Turnover Ratio 27.4%
- Change in the Hours Worked -0.2%
- Wage Growth for Workers Who Stayed in Jobs 4.4%
- Wage Growth for Workers Who Changed Jobs 3.3%

### SIZE



**Small**  
< 50 Employees  
**122.3**



**Mid-sized**  
50-499 Employees  
**112.2**



**Large**  
500-999 Employees  
**115.4**



**Enterprise**  
1000+ Employees  
**114.0**

### REGIONS AND KEY STATES

**Midwest**  
**113.2**

Illinois 108.3   Ohio 111.9   Michigan 116.5

**Northeast**  
**110.9**

New Jersey 109.7   New York 111.1   Pennsylvania 106.0

**West**  
**119.4**

California 118.6   Washington 127.1

**South**  
**116.0**

Florida 122.0   Texas 115.3

### INDUSTRY



**Construction**  
**130.6**



**Manufacturing**  
**108.6**



**Trade & Transportation**  
**112.1**



**Finance**  
**117.9**



**Professional Services**  
**115.3**



**Education & Healthcare**  
**117.2**



**Leisure & Hospitality**  
**124.8**



**Information**  
**112.6**

### GENDER



**Male**  
**113.6**



**Female**  
**117.7**

### AGE GROUP

16-24 Years Old  
**127.9**

25-34 Years Old  
**116.6**

35-54 Years Old  
**109.5**

55+ Years Old  
**124.9**

### FULL-TIME / PART-TIME



< 35 Hours  
**115.5**



≥ 35 Hours  
**112.6**

### TENURE

1 to < 3 Years  
**119.9**

3 to < 5 Years  
**136.8**

5 to < 10 Years  
**96.1**

10+ Years  
**113.8**

For more information, please visit the ADP Workforce Vitality Index Report website at [workforcereport.adp.com](http://workforcereport.adp.com)

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