



Averages

	1-Year	3-Year	5-Year	2015-19
Net Employment Change (Thous.)	209	332	130	190
Net Private Employment Change (Thous.)	164	297	117	177
Average Hourly Earnings (y/y %)	4.2	4.8	4.5	2.7
Average Hours Worked (Hours)	34.3	34.5	34.5	34.4
Payroll (Calculated)* Growth (y/y %)	5.5	7.8	5.7	4.6

Drivers of Premium	Jan	Feb	Mar	Apr	May	Jun	Jul
Net Employment Change (Thous.)	256	236	310	108	216	179	114
Net Private Employment Change (Thous.)	196	181	232	108	206	136	97
Average Hourly Earnings (y/y %)	4.4	4.3	4.1	3.9	4.0	3.8	3.6
Average Hours Worked (Hours)	34.2	34.3	34.4	34.3	34.3	34.3	34.2
Payroll (Calculated)* Growth (y/y %)	4.8	5.3	5.9	5.6	5.3	5.1	4.9

*Calculated Payroll = Total Private Employment * Average Hourly Earnings * Average Hours Worked

Drivers of Frequency	Jan	Feb	Mar	Apr	May	Jun	Jul
Unemployment Rate (%)	3.7	3.9	3.8	3.9	4.0	4.1	4.3
Labor Force Participation Rate (%)	62.5	62.5	62.7	62.7	62.5	62.6	62.7
Prime Age Participation Rate (25-54, %)	83.3	83.5	83.4	83.5	83.6	83.7	84.0
Job Openings (Thous.)	8,748	8,813	8,355	7,919	8,230	8,184	-
Hires Rate (%)	3.6	3.7	3.6	3.5	3.6	3.4	-
Quits Rate (%)	2.2	2.2	2.2	2.2	2.1	2.1	-
Layoffs Rate (%)	1.0	1.1	1.0	1.0	1.1	0.9	-

Source: Bureau of Labor Statistics; 1-, 3-, and 5-year averages are rolling 12-, 36-, and 60-month averages from the latest data point

	1-Year	3-Year	5-Year	2015-19
Unemployment Rate (%)	3.9	3.8	4.9	4.4
Labor Force Participation Rate (%)	62.7	62.4	62.2	62.9
Prime Age Participation Rate (25-54, %)	83.5	82.9	82.4	81.7
Job Openings (Thous.)	8,685	10,097	8,917	6,360
Hires Rate (%)	3.6	4.0	4.1	3.8
Quits Rate (%)	2.2	2.6	2.4	2.2
Layoffs Rate (%)	1.0	1.0	1.3	1.2

1 The July jobs report showed the weakest labor market growth in some time. Private employment growth dropped below 100,000 jobs for the first time in 2024. Hourly wage growth slowed while average hours worked decreased slightly, which led to a stagnant month for average weekly earnings. Meanwhile, May and June employment numbers were revised downward from the prior report by a combined 29,000 jobs.

Job gains remained robust in health care and social assistance (up 64,000) and construction (up 25,000), while only one sector—information—saw steep losses (down 20,000). The 4.9% year-over-year payroll growth we calculate remains above the 2015–2019 average of 4.6%. Overall, the news remains more indicative of a balancing labor market than a very poor one.

2 Unemployment and labor force participation also tell a mixed story. In July, the unemployment rate posted another uptick to 4.3%, but total employment rose thanks to continued increases in labor participation. The prime-age participation rate of 84.0% was higher in July than in any month since the year 2000. Adding workers generates payroll growth.

Nearly three-fourths of July’s increase in unemployment came from temporary layoffs. The number of long-term unemployed people was virtually unchanged from June. Upcoming reports will shed light on whether these temporary layoffs are a blip, potentially reflecting in part weather-related closures from Hurricane Beryl, or an early sign of a significantly slowing labor market.