



**1** In November, the economy saw net employment grow by 227,000 after the previous month saw significant distortions from weather and strikes.

Averaging the two months together, employment grew by roughly 130,000 each month. This suggests that the recent trajectory of employment growth is more in line with the summer slowdown than the September surprise.

Industry trends continued in November with outsized employment gains in health care and leisure and hospitality services. Retail trade saw employment decline by 28,000, likely reflecting fewer seasonal hires than in previous years.

Drivers of Premium	May	Jun	Jul	Aug	Sep	Oct	Nov
Net Employment Change (Thous.)	216	118	144	78	255	36	227
Net Private Employment Change (Thous.)	206	97	99	37	222	-2	194
Average Hourly Earnings (y/y %)	4.0	3.8	3.6	3.9	3.9	4.0	4.0
Average Hours Worked (Hours)	34.3	34.3	34.2	34.3	34.3	34.2	34.3
Payroll (Calculated)* Growth (y/y %)	5.3	5.1	4.8	5.0	5.0	5.1	5.1

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

**1**

**2**

Averages			
1-Year	3-Year	5-Year	2015–19
190	280	127	190
149	240	114	177
4.0	4.7	4.6	2.7
34.3	34.4	34.5	34.4
5.3	7.2	5.7	4.6

**2** Despite the slowing trend in employment growth, wage growth has remained firm and continues to support solid payroll growth for workers compensation.

Strong employment and wage growth in construction, leisure and hospitality services, and health care—all higher-premium industries—suggest that the labor market remains more favorable for growth in workers compensation payroll than the headline numbers suggest.

Drivers of Frequency	May	Jun	Jul	Aug	Sep	Oct	Nov
Unemployment Rate (%)	4.0	4.1	4.3	4.2	4.1	4.1	4.2
Labor Force Participation Rate (%)	62.5	62.6	62.7	62.7	62.7	62.6	62.5
Prime Age Participation Rate (25–54, %)	83.6	83.7	84.0	83.9	83.8	83.5	83.5
Job Openings (Thous.)	8,230	7,910	7,711	7,861	7,372	7,744	-
Hires Rate (%)	3.6	3.3	3.4	3.4	3.5	3.3	-
Quits Rate (%)	2.1	2.0	2.0	2.0	1.9	2.1	-
Layoffs Rate (%)	1.1	1.0	1.1	1.0	1.1	1.0	-

**3**

Averages			
1-Year	3-Year	5-Year	2015–19
4.0	3.8	4.9	4.4
62.6	62.5	62.2	62.9
83.6	83.1	82.5	81.7
8,207	9,717	8,947	6,360
3.5	3.9	4.0	3.8
2.1	2.5	2.4	2.2
1.0	1.0	1.3	1.2

**3** Turnover has slowed materially in 2024. Hires and quits have averaged lower rates over the past 12 months than they did pre-pandemic, while layoffs remain historically low. Slower rates of turnover may lead to softer wage growth in 2025 as the competition to retain workers cools down.

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