



Drivers of Premium	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Net Employment Change (Thous.)	118	144	78	255	43	212	256
Net Private Employment Change (Thous.)	97	99	37	222	9	182	223
Average Hourly Earnings (y/y %)	3.8	3.6	3.9	3.9	4.0	4.0	3.9
Average Hours Worked (Hours)	34.3	34.2	34.3	34.3	34.3	34.3	34.3
Payroll (Calculated)* Growth (y/y %)	5.1	4.8	5.0	5.0	5.4	5.1	5.0

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

Drivers of Frequency	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Unemployment Rate (%)	4.1	4.2	4.2	4.1	4.1	4.2	4.1
Labor Force Participation Rate (%)	62.6	62.7	62.7	62.7	62.5	62.5	62.5
Prime Age Participation Rate (25–54, %)	83.7	83.9	83.9	83.8	83.5	83.5	83.4
Job Openings (Thous.)	7,910	7,711	7,861	7,372	7,839	8,098	-
Hires Rate (%)	3.3	3.4	3.4	3.5	3.4	3.3	-
Quits Rate (%)	2.0	2.0	2.0	1.9	2.1	1.9	-
Layoffs Rate (%)	1.0	1.1	1.0	1.1	1.1	1.1	-

Averages			
1-Year	3-Year	5-Year	2015–19
186	271	129	190
149	231	116	177
4.0	4.6	4.6	2.7
34.3	34.4	34.5	34.4
5.2	7.1	5.8	4.6

Averages			
1-Year	3-Year	5-Year	2015–19
4.0	3.8	5.0	4.4
62.6	62.5	62.2	62.9
83.6	83.1	82.5	81.7
8,145	9,634	8,969	6,360
3.5	3.9	4.0	3.8
2.1	2.4	2.4	2.2
1.1	1.0	1.3	1.2

1 The labor market ended 2024 on a strong note with a net increase in employment of 256,000 overall and 223,000 in the private sector.

Employment grew across most industries in December in an encouraging sign for the overall health of the labor market.

While healthcare, leisure and hospitality services, and government remained strong areas of growth, December also saw solid growth in wholesale trade, retail trade, and professional services. Manufacturing was an exception, seeing a small decline for the month.

Although economists worried about a slowdown in the labor market over the summer, the final four months of the year saw a solid recovery in employment growth. Employment grew by an average of around 190,000 per month to end the year, compared to just 110,000 per month in the June-through-August period.

Pending benchmark revisions next month, 2024 showed solid employment growth for the year, in line with pre-pandemic averages.

2 While employment growth for the year was near pre-pandemic averages, wage growth remained elevated. This combination has kept growth in workers compensation payroll above pre-pandemic averages.

3 Job openings increased for the second consecutive month in what could be seen as early signs of a reacceleration of the labor market. We caution drawing conclusions from just two data points, so this trend will be worth watching closely as we begin 2025.

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