



Drivers of Premium	Dec	Jan	Feb	Mar	Apr	May	Jun
Net Employment Change (Thous.)	323	111	102	120	158	144	147
Net Private Employment Change (Thous.)	287	79	107	114	133	137	74
Average Hourly Earnings (y/y %)	4.0	3.9	3.9	3.9	3.8	3.8	3.7
Average Hours Worked (Hours)	34.2	34.1	34.2	34.3	34.3	34.3	34.2
Payroll (Calculated)* Growth (y/y %)	4.6	4.9	4.8	4.7	5.3	4.9	4.5

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

Drivers of Frequency	Dec	Jan	Feb	Mar	Apr	May	Jun
Unemployment Rate (%)	4.1	4.0	4.1	4.2	4.2	4.2	4.1
Labor Force Participation Rate (%)	62.5	62.6	62.4	62.5	62.6	62.4	62.3
Prime Age Participation Rate (25–54, %)	83.4	83.5	83.5	83.3	83.6	83.4	83.5
Job Openings (Thous.)	7,508	7,762	7,480	7,200	7,395	7,769	-
Hires Rate (%)	3.4	3.4	3.4	3.4	3.5	3.4	-
Quits Rate (%)	1.9	2.0	2.0	2.1	2.0	2.1	-
Layoffs Rate (%)	1.1	1.1	1.1	1.0	1.1	1.0	-

Averages			
1-Year	3-Year	5-Year	2015–19
151	205	368	191
121	161	329	178
3.9	4.3	4.5	2.7
34.2	34.3	34.5	34.4
4.8	5.9	6.3	4.6

Averages			
1-Year	3-Year	5-Year	2015–19
4.1	3.8	4.5	4.4
62.5	62.5	62.2	62.9
83.6	83.3	82.6	81.7
7,536	8,834	9,036	6,360
3.4	3.7	3.9	3.8
2.0	2.3	2.4	2.2
1.1	1.1	1.1	1.2

1 The economy added a solid 147,000 jobs in June, with small upward revisions to job gains in May and April.

Private sector employment saw a smaller gain of 74,000 jobs in June, along with small upward revisions to the previous two months.

Roughly half of June’s employment growth came from state and local government, specifically in education. This may be the result of seasonality and the timing of the end of the school year rather than a strong increase in hiring.

In the private sector, recent trends have continued, with most of the job increases coming from health care and leisure and hospitality services. Construction also experienced solid job growth in June.

2 Payroll growth slowed in June from a combination of softer private sector employment growth, softer wage growth, and a slight decline in average hours worked per week.

Despite the overall volatility in payroll growth this year, a downtrend may be emerging in average hourly earnings that we will be watching closely.

3 The underlying details of the labor market look solid. Job openings have been trending up over the past three months while layoffs remain near historically low levels.

Big Picture: Through June, the labor market has remained resilient. Hiring and employment growth have slowed, but signs of meaningful deterioration remain elusive.

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