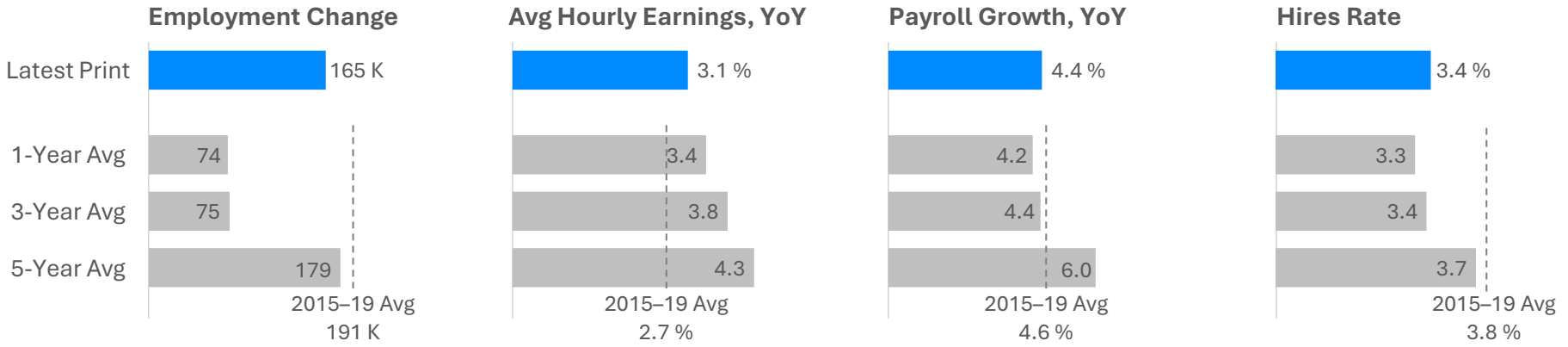
NCCI LABOR MARKET INSIGHTS

November 6, 2026



Drivers of Premium	Apr	May	Jun	Jul	Aug	Sep	Oct
Net Employment Change (Thous.)	148	63	31	–10	186	60	165
Net Private Employment Change (Thous.)	150	61	26	28	142	78	159
Average Hourly Earnings (y/y %)	3.6	3.3	3.4	3.2	3.1	3.2	3.1
Average Hours Worked (Hours)	34.3	34.3	34.3	34.3	34.4	34.4	34.4
Payroll (Calculated)* Growth (y/y %)	4.0	4.1	4.2	4.0	4.3	4.4	4.4

Averages	1-Year	3-Year	5-Year	2015–19
Net Employment Change (Thous.)	74	75	179	191
Net Private Employment Change (Thous.)	79	66	157	178
Average Hourly Earnings (y/y %)	3.4	3.8	4.3	2.7
Average Hours Worked (Hours)	34.3	34.3	34.4	34.4
Payroll (Calculated)* Growth (y/y %)	4.2	4.4	6.0	4.6

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

Drivers of Frequency	Apr	May	Jun	Jul	Aug	Sep	Oct
Unemployment Rate (%)	4.3	4.3	4.2	4.1	4.1	4.2	4.1
Labor Force Participation Rate (%)	61.8	61.8	61.5	61.4	61.6	61.8	61.9
Prime Age Participation Rate (25–54, %)	83.8	83.9	83.3	83.4	83.4	83.7	83.7
Job Openings (Thous.)	7,585	7,537	7,182	7,335	7,190	7,523	–
Hires Rate (%)	3.3	3.3	3.4	3.2	3.3	3.4	–
Quits Rate (%)	1.9	2.0	2.0	1.9	1.9	2.1	–
Layoffs Rate (%)	1.0	1.1	1.1	1.1	1.1	1.0	–

Averages	1-Year	3-Year	5-Year	2015–19
Unemployment Rate (%)	4.3	4.1	3.9	4.4
Labor Force Participation Rate (%)	61.9	62.3	62.3	62.9
Prime Age Participation Rate (25–54, %)	83.7	83.6	83.3	81.7
Job Openings (Thous.)	7,164	7,443	8,696	6,360
Hires Rate (%)	3.3	3.4	3.7	3.8
Quits Rate (%)	2.0	2.0	2.3	2.2
Layoffs Rate (%)	1.1	1.1	1.0	1.2

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.

1. The up-and-down labor market continued in October as strong, broad-based employment gains reversed September's weaker growth. Employment grew by 165,000 jobs overall and by 159,000 jobs in the private sector.

   Additionally, the previous two months were revised upward by a combined 84,000 jobs, tempering the weaker employment picture of the last several reports. The three-month average of net employment gains stands at 137,000 jobs, a substantial improvement from the prior three months.

2. Average hourly earnings firmed somewhat in October, allaying some fears of a sustained softening wage trend. Combined with little change in average hours worked per week, average weekly wage growth has moved back up towards 4% in recent months.

3. The rise in job openings and the elevated quits rate in September are signs of more churn in the labor market. While this is only one month of data, a sustained pickup in labor demand could move the labor market out of the current "low hire, low fire" environment. We will have to wait and see if this change is temporary or a new trend is forming.

Big Picture: The view of the labor market has fluctuated in recent months, swinging between robust and weaker data. The overall picture of this report looks solid, but the increased volatility we have seen recently makes us want to see more sustained robust data before becoming confident in a labor market acceleration.

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