

ROSELAND, N.J., Jan. 23, 2019 /PRNewswire/ -- Wages for U.S. workers grew 3.4 percent over the last year, increasing the average wage level by \$0.93 to \$28.06 an hour, according to the ADP Research Institute® [Workforce Vitality Report](#) (WVR) released today. The growth, steady at 3.4 percent annual as of December 2018, was driven by strong wage gains for workers in the education and health services industry, representing 19 percent of the workforce, (4.1 percent wage growth, \$27.05 average hourly wage) and trade, representing 22 percent of the workforce, (4.4 percent wage growth, \$24.56 average hourly wage). The Northeast (3.7 percent, \$31.57) and large businesses (4.9 percent, \$29.04) also contributed. Employees in the resources and mining industry saw their wages decrease (-0.2 percent, \$35.24) and businesses with less than 50 employees experienced the slowest wage growth (2.0 percent, \$26.06).

Among industries, as expected, information continued to lead the way for both wage level and wage growth. In addition to the top overall wage growth number of 5.1 percent, those who successfully switched positions to the information industry had wage growth of 10.6 percent. Employment in the information industry jumped by 2.9 percent.

**Table 1: Wage and Employment Growth by Industry - December 2018**

Industry	Wages	YOY Wage Growth				Yearly Growth	
		All	Holders	Entrants	Switchers	Employment Growth	Switching Rate
-ALL-	\$28.06	3.4%	4.7%	4.6%	5.4%	1.7%	20.5%
<b>Goods</b>							
Construction	\$28.27	2.9%	5.0%	3.1%	9.0%	3.5%	15.1%
Manufacturing	\$29.18	3.4%	4.7%	7.7%	5.7%	1.2%	16.7%
Resources and Mining	\$35.24	-0.2%	4.7%	5.2%	1.7%	7.2%	12.1%
<b>Services</b>							
Information	\$42.60	5.1%	5.6%	2.2%	10.6%	2.9%	19.2%
Finance and Real Estate	\$32.97	2.8%	4.7%	6.8%	6.3%	1.6%	18.6%
Professional and Business Services	\$35.52	2.7%	4.0%	6.6%	8.2%	1.1%	24.4%
Education and Health Services	\$27.05	4.1%	4.4%	3.7%	3.5%	2.2%	19.8%
Leisure and Hospitality	\$17.20	2.9%	5.4%	6.4%	-1.7%	2.1%	23.1%
Trade, Transportation, and Utilities	\$24.56	4.4%	5.3%	3.0%	3.8%	1.1%	21.7%

**Table 2: Wage and Employment Growth by Region and Firm Size - December 2018**

Region	Wages	YOY Wage Growth				Employment Growth	Switching Rate
		All	Holders	Entrants	Switchers		
-USA-	\$28.06	3.4%	4.7%	4.6%	5.4%	1.7%	20.5%
MIDWEST	\$26.01	3.4%	4.5%	4.0%	4.0%	0.9%	19.4%
NORTHEAST	\$31.57	3.7%	4.7%	5.3%	6.3%	1.2%	21.8%
SOUTH	\$26.24	3.0%	4.6%	3.8%	4.2%	1.9%	20.4%
WEST	\$30.21	3.7%	4.9%	5.5%	7.7%	2.7%	20.8%
<b>Company Size</b>							
-ALL-	\$28.06	3.4%	4.7%	4.6%	5.4%	1.7%	20.5%
49 or less	\$26.06	2.0%	4.1%	3.0%	5.0%	0.5%	14.6%
50 to 499	\$28.19	2.4%	4.8%	5.9%	5.5%	1.9%	22.3%
500 to 999	\$29.19	3.1%	5.1%	4.6%	4.9%	2.4%	21.2%
1000 or more	\$29.04	4.9%	4.9%	4.7%	5.5%	2.4%	23.4%

The WVR also revealed that 20.5 percent of U.S. employees successfully switched firms in the last year. This highlights an overall slowdown in job switching. However, job switching in the finance industry is accelerating, where more than 18.6 percent of workers in the industry switched firms in the last year.

We have seen wage growth for all job switchers gradually accelerating during this same time period, currently at 5.4 percent. In finance, wage growth for job switchers is also picking up, currently at 6.3 percent.

To see detailed workforce vitality components for the fourth quarter of 2018, including data broken down by region, firm size, industry, gender, and age, visit <http://workforcereport.adp.com/>. The first quarter 2019 *ADP Workforce Vitality Report* will be released on Wednesday, April 24, 2019

### About the *ADP Workforce Vitality Report*

The *ADP Workforce Vitality Report (WVR)* was developed by the ADP Research Institute (ADPRI). It is an unprecedented, in-depth monthly analysis (published quarterly) of the vitality of the U.S. labor market based on actual data that identifies labor market trends and dynamics across multiple dimensions. These dimensions include employment growth, job switching, wage growth and hours worked. In addition to the macro data presented in the report, there are also segment-specific findings by industry, state, gender, age, experience, and pay level. Established in October 2014, the report methodology was updated in April 2018 utilizing monthly data to include additional data points and deeper insights. For more information about the report, please visit <http://workforcereport.adp.com/>.

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