



	Wages	All	Holders	Entrants	Switchers	Growth	Rate
-USA-	\$31.53	4.4%	5.9%	3.0%	8.0%	5.0%	22.0%
MIDWEST	\$29.23	4.1%	5.9%	3.7%	7.2%	3.7%	20.9%
NORTHEAST	\$35.55	3.8%	5.5%	2.9%	9.0%	5.6%	22.6%
SOUTH	\$29.21	4.6%	5.9%	1.7%	7.1%	4.5%	22.4%
WEST	\$34.31	4.7%	6.1%	4.0%	9.2%	6.7%	22.1%
<b>Company Size</b>							
-ALL-	\$31.53	4.4%	5.9%	3.0%	8.0%	5.0%	22.0%
49 or less	\$28.43	2.5%	5.1%	3.8%	6.0%	4.8%	17.8%
50 to 499	\$31.67	4.7%	6.1%	5.3%	8.1%	3.7%	23.5%
500 to 999	\$32.68	5.9%	6.3%	5.7%	9.1%	5.8%	21.8%
1000 or more	\$33.07	4.9%	6.1%	1.1%	8.3%	5.8%	24.0%

Wage gains for job switchers saw tremendous increases overall, with double digit increases for job switchers in industries including finance, information technology and professional business services with an average wage of \$18.04 for females and \$19.66 for males.

**Table 3: Wage and Switching Rate by Industry and Gender - December 2021**

Industry	Gender	Share	Switching Rate	Switching Wage	Switchers' Wage Growth
<b>ALL</b>	Female	48%	23.00%	\$29.08	8.07%
	Male	52%	21.15%	\$34.41	7.88%
<b>Construction</b>	Female	21%	16.56%	\$28.93	5.98%
	Male	79%	15.88%	\$31.32	7.58%
<b>Manufacturing</b>	Female	31%	20.03%	\$38.13	9.89%
	Male	69%	17.62%	\$37.47	8.13%
<b>Finance &amp; Real Estate</b>	Female	54%	16.90%	\$31.83	9.74%
	Male	46%	17.24%	\$43.08	10.30%
<b>Information</b>	Female	38%	18.90%	\$50.16	12.70%
	Male	62%	17.97%	\$55.84	12.15%
<b>Professional &amp; Business Serv</b>	Female	46%	26.99%	\$39.15	12.58%
	Male	54%	24.17%	\$49.32	12.13%
<b>Education &amp; Health</b>	Female	75%	21.08%	\$24.76	4.57%
	Male	25%	18.56%	\$31.86	6.13%
<b>Leisure &amp; Hospitality</b>	Female	49%	29.40%	\$18.04	-1.38%
	Male	51%	29.44%	\$19.66	1.80%
<b>Trade, Transportation &amp; Utilities</b>	Female	39%	26.07%	\$24.66	7.37%
	Male	61%	22.83%	\$27.64	4.77%

Across all age groups, wage growth was strongest among workers 24 years old and younger at 6.8 percent in December 2021. In contrast workers over 55, saw wage gains at just 2.7 percent. Wage gains for females outpaced male wages in December 2021, albeit from a lower base.

**Table 3: Wages by Gender and Age - December 2021**

		24 or less	25 to 34	35 to 54	55 or more	-ALL-
Wage Growth	-ALL-	6.8%	5.9%	4.1%	2.7%	4.4%
	Female	7.1%	7.4%	5.7%	3.3%	5.7%
	Male	6.6%	4.5%	3.0%	2.3%	3.4%
Job Holder Wage Growth	-ALL-	13.1%	9.2%	5.6%	3.5%	5.9%
Job Switcher Wage Growth	-ALL-	7.3%	11.6%	9.4%	4.8%	8.0%
Wage Level	-ALL-	\$16.89	\$27.19	\$35.61	\$35.69	\$31.53
	Female	\$16.05	\$26.03	\$31.65	\$29.68	\$28.00
	Male	\$17.70	\$28.17	\$38.78	\$40.35	\$34.44
Employment Growth	-ALL-	7.2%	2.4%	4.5%	7.7%	5.0%
	Female	8.0%	1.6%	4.2%	8.0%	4.9%
	Male	6.4%	3.2%	4.8%	7.4%	5.2%
Males Earning More		10%	8%	23%	36%	23%

### **About the ADP Workforce Vitality Report**

The *ADP Workforce Vitality Report (WVR)* was developed by the ADP Research Institute. 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/>.

#### *Type of Workforce*

**Holders:** Workers who were employed by the same company for the past 12 months. The wage growth is the rate of change in wages in that time period.

**Switchers:** Workers who changed employers between consecutive months. The wage growth is calculated from the 12-month moving average of wage growth.

**Entrants:** First time workers who are less than 25 years old. The wage growth is calculated from the 12-month moving average of wages.

To see detailed results from the *ADP Workforce Vitality Report* for December 2021, including data broken down by region, firm size, industry, gender, and age visit <http://workforcereport.adp.com/>.

### **About the ADP Research Institute**

The mission of the ADP Research Institute is to generate data-driven discoveries about the world of work, and to derive reliable economic indicators from these insights. We offer these findings to the world at large as our unique contribution to making the world of work better and more productive, and to bring greater awareness to the economy at large.

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<https://mediacenter.adp.com/2022-01-26-U-S-Wage-Growth-Increased-Substantially-by-4-4-Percent-Wage-Growth-for-Both-Job-Holders-and-Switchers-Reached-All-Time-Highs-of-5-9-Percent-and-8-0-Percent-Respectively-as-Firms-Compete-to-Retain-and-Attract-Workers>