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levels were \$10 more than that of job switchers. Tracking full-time workers ...

Nov. 07, 2017

Workers who change jobs are more likely to see growth in their wages and salaries than employees who stay with the same employer.

That's according to the [ADP Workforce Vitality Report](#), which showed that overall wage growth increased by 1.7 percent year over year across all industries in the third quarter of 2017 and is slower than the 2.6 percent growth in wages reported by the U.S. Bureau of Labor Statistics (BLS). The *ADP Workforce Vitality Report* tracks the same set of workers over time, which provides a more insightful picture of wage growth than overall wage growth. This set of workers includes job holders, who stayed in their same job for at least one year, and those who changed jobs, referred to as job switchers.

Job holders' wages grew by 4.4 percent and job switchers' wages grew slightly less by 3.3 percent year over year in the third quarter. On average, job holders' hourly wage levels were \$10 more than that of job switchers. Tracking full-time workers alone, job switchers increased their wages by an average of 4.9 percent when compared to job holders, who saw their wages rise by 4.3 percent.

TABLE 1: Annual Wage Growth Q3 2017

Quarter	Wage Level		YOY Wage Growth	
	Holders	Switchers	Holders	Switchers
Q4 2016	\$29.16	\$19.32	4.3%	3.7%
Q1 2017	\$29.58	\$19.44	4.3%	3.6%
Q2 2017	\$29.59	\$19.81	4.4%	3.4%

Q3 2017	\$29.76	\$19.58	4.4%	3.3%
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“Despite the deceleration we’ve been experiencing in overall wage growth we continue to see evidence of the strengthening labor market when you look at specific areas,” said Ahu Yildirmaz, co-head of the ADP Research Institute®. “As employers strive to retain skilled workers, we see wage increases for full-time job holders in all sectors. Most notable are the information and construction industries.”

TABLE 2: Q3 2017 Annual Wage Growth by Industry

<i>Industry</i>	<i>Wage Level Full-Time</i>		<i>YOY Wage Growth Full-Time</i>		<i>Yearly Employment Growth</i>
	<i>Holders</i>	<i>Switchers</i>	<i>Holders</i>	<i>Switchers</i>	
ALL	\$34.09	\$35.77	4.3%	4.9%	1.9%
Manufacturing	\$33.82	\$39.10	4.2%	3.3%	1.3%
Construction	\$31.71	\$28.51	4.9%	5.8%	4.5%
Resources and Mining	\$41.57	\$32.96	4.7%	-1.5%	7.9%
Finance and Real Estate	\$37.57	\$35.56	4.5%	4.7%	1.8%
Information	\$44.21	\$47.60	5.1%	6.1%	-0.9%
Professional and Business Services	\$40.29	\$39.57	4.4%	5.6%	2.7%
Leisure and Hospitality	\$25.73	\$23.18	4.8%	6.9%	2.8%
Education and Health Services	\$31.43	\$30.02	3.9%	6.2%	2.1%
Trade, Transportation, and Utilities	\$31.35	\$29.76	4.3%	4.0%	0.6%

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Region	Annual Employment Growth	Wage Level, Holders	Wage Growth, Holders
West	2.2%	\$32.29	4.8%
South	2.4%	\$28.59	4.1%
Northeast	1.5%	\$31.90	4.2%
Midwest	1.4%	\$27.14	4.3%

To summarize the trends across a variety of dimensions; the strongest wage growth can be found in the West, the leisure & hospitality and information industries, among women and younger workers, workers with little job tenure and those employed in large companies.

TABLE 4: Who Fared the Best in Third Quarter: Annual Wage Growth for Job Holders

Age	24 and younger	8.8%
Tenure	Less than 3 years	5.4%
Industry	Leisure & Hospitality/Information	4.9%
Region	West	4.8%
Gender	Female	4.6%
Size	500-999	4.6%

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