

## U.S. Private Sector Job Quality Index

### FOR IMMEDIATE RELEASE

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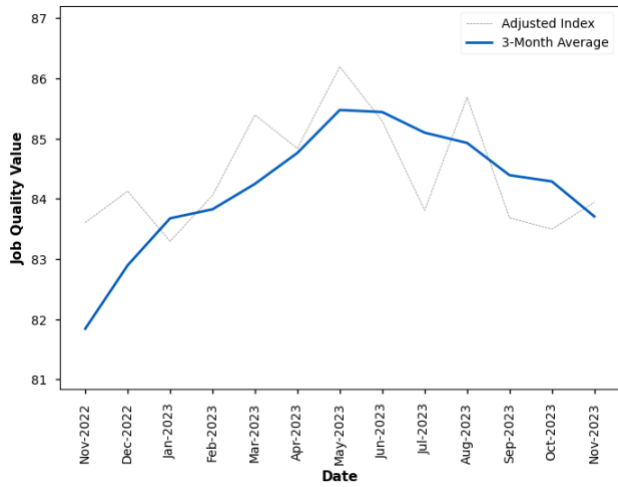
### THE U.S. PRIVATE SECTOR JOB QUALITY INDEX (JQI)<sup>®</sup> December 2023

Following the release of the [Employment Situation Report](#) for November 2023 by the **U.S. Bureau of Labor Statistics (BLS)**, the **U.S. Private Sector Job Quality Index (JQI)<sup>®</sup>** has been revised to a level of **83.71**, down by **-0.69%** from its revised level one month earlier and reflecting a higher proportion - relative to the prior month - of U.S. production and non-supervisory (P&NS) jobs paying less than the mean weekly income of all P&NS jobs (“Low Quality Jobs”), relative to those jobs paying above such mean. *With this latest report from the BLS, the impact of the COVID19 global pandemic can be deemed to have almost fully abated, although the dramatic growth in wages necessary to attract workers back to employment and the lasting changes in labor force participation will continue to have an impact on the JQI relative to pre-pandemic periods.* Accordingly, the JQI may rise or fall more sharply for a period of time to the extent that changes in labor force composition, as offset by the significantly higher benchmark mean weekly income levels compared to pre-pandemic levels, impact the index. The JQI is 3-month average of the monthly ratios of high, versus low-paid workers, and that smoothing process is reflected in its value.

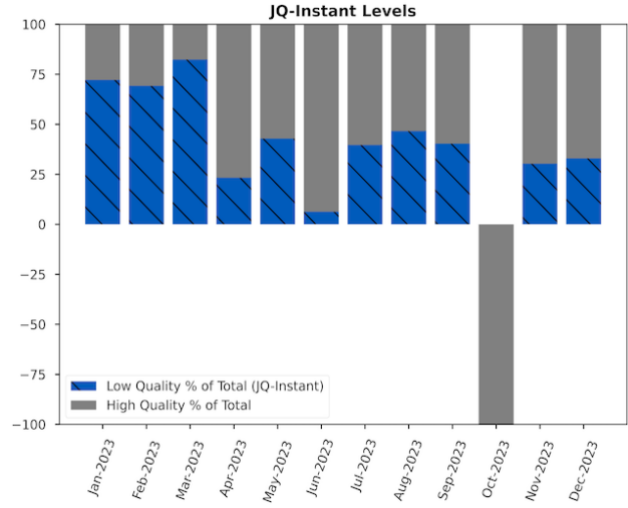
The mean weekly wage income of all P&NS jobs as of the current reading (which reflects the level as of November 2023) increased to **\$990.60**, a change of **+0.34%** from its revised level the month prior. The **JQ-Instant<sup>™</sup>** preliminary read of the **216,000 gain** in **all** private sector, non-farm payrolls for December 2023 shows that **32.96%** of such **gain** in private sector jobs were in industry sectors offering P&NS jobs with an average weekly income below the mean weekly income of all P&NS jobs (i.e. Low Quality Jobs).

The job growth remained strong overall, yet the expansion in high-paying sectors was notably weak. The goods-producing sector added a modest 22,000 jobs, primarily in construction, which contributed 17,000 of these. The information sector grew by 14,000 jobs, largely due to the return of striking motion picture workers, accounting for 11,000 of this increase. However, the majority of job gains occurred in sectors with below-average wages. Healthcare and Social Assistance led with an addition of 59,000 jobs, followed by Retail with 17,000, and Leisure and Hospitality with 40,000. November's average wage, which factors into the JQI (Job Quality Index) calculation, likely represented the last inflation-driven increase at 0.34%. In contrast, December's weekly wage growth slowed to 0.15%. Nonetheless, the substantial wage increases for low-paid workers in December, such as a 0.83% rise in Retail, pushed some low-wage sectors above the November wage average. This resulted in a JQ-Instant value that appears lower than one might expect.

**Chart 1: JQI Levels November 2022 to November 2023**



**Chart 2: JQI Instant™ for 12 months ending**



This news release presents data from the most recent **JQI** and **JQI-Instant** readings calculated through the month immediately prior to the month of this release date. The **JQI** assesses job quality in the United States by measuring desirable higher-wage/higher-hour jobs versus lower-wage/lower-hour jobs. The **JQI** offers a near-real time analytical tool to policymakers, researchers and financial market participants with relevance to a variety of trends in the economy at large. While economists and international organizations have developed other, complementary conceptions of job quality such as those addressing the emotional satisfaction employees derive from their jobs, the **JQI** interprets “job quality” as meaning the weekly dollar-income a job generates for an employee.

The **JQI** analyzes a representative sample of the economy using production and non-supervisory job (P&NS) data from 180 different industry groups spanning across all 20 super-sectors into which the BLS groups establishments. The principal data utilized is contained in the Current Employment Survey (CES, also often referred to as the establishment survey) P&NS data on average weekly hours (AWH), average hourly wage (AHW) and total employment for each given industry group (seasonally adjusted, in all cases). The **JQI** is updated on a monthly basis contemporaneously with the release of new CES data from the BLS.

The **JQI** establishes a Quality Job Benchmark for each given month. The benchmark value is indicated by the average weighted weekly wage within the set of 180 industry groups, and weighted for the number of jobs in each group. Once the benchmark is established for that given month, each industry group is sorted into low or high quality by comparing each group’s specific weekly wage to the quality benchmark. If an industry’s weekly wage for the month is below (above) the benchmark, then it is considered low (high)-quality job.

Once the data are sorted, the total number of high-quality jobs is divided by the total number of low-quality jobs for that given month. This ratio represents the preliminary **JQI** value. An index reading of 100 would indicate an even distribution. Readings below 100 indicate a greater concentration in/prevalence of lower-quality (those below the mean) positions, and a reading above 100 indicates greater concentration/prevalence of higher-quality positions. It should be noted that the total number of “jobs” is represented by the total number of positions, as opposed to workers, for that given industry group.

The Preliminary **JQI** measure is then further adjusted in the case of certain industries that (i) support a significantly large number of jobs, relative to other industry groups that are used in computing the **JQI**, and (ii) generate weekly wages at or near the quality benchmark and contain a sufficient number of jobs such that minor movements in weekly wages would have the effect of moving them from one side of the quality benchmark to the other from month to month, thereby resulting in unintended statistical fluctuations that can be remedied by further sectoral subdivision.

To address such larger groups of employees, the **JQI** parameterizes a flip category as an industry that contains more than a million employees and has an average weekly wage that typically falls within +/- 10% of the Job Quality Benchmark for a time span of ten or more years. Flip category industries are separated into subcategories below which further sub-

category analysis would render little-to-no material difference in internal composition of high income to lower income jobs, with the outcome of the flip category adjustments being the elimination of large and distortive groups suddenly moving from one side of the Job Quality Benchmark mean to the other during the life of the index (although the sub-categories may exhibit such moves). Industries that satisfy this parameter for the inception date of the JQI to date are listed below:

Flip Category	P&NS Employees (December 2018)
Education	3,197,100
Offices of Physicians	2,202,000
Depository Credit Intermediation	1,277,600
Food Manufacturing	1,276,300

In the aggregate, these four categories comprised just over 7.5% of all private sector P&NS jobs in the U.S., as of December 2018.

The above sectors are subdivided using data provided by the annual Occupational Employment Statistics (OES) survey, which is released by the BLS annually in late March or early April. The OES provides a more detailed breakdown of the wages for each occupation in each industry group. To maintain consistency, OES occupations in the foregoing flip categories that involve supervisory roles are not included. Information from the OES is applied to assess how many jobs within each flip industry are high- or low-quality occupations from the standpoint of weekly income and thereby split the larger industry category into subcategories. For this analysis, the OES data is filtered to only include major occupations within each industry; usually, this includes up to 24 different occupations.

Weekly wages derived from the OES are then compared to the weekly wage benchmarks used in the preliminary **JQI** index. The occupations are then assigned a quality of high or low depending on whether they are above or below the benchmark.

Following the foregoing adjustments, the total number of high-quality jobs are divided by the total number of jobs for each category. This results in the percentage of high-quality jobs (and, correspondingly, low-quality jobs) for each of the flip categories. The relative percentage of high-quality/low-quality jobs is now used to normalize and adjust each flip category, by multiplying the percentage of high-quality/low-quality jobs by the CES employment count so that each flip category industry is split into two groups, which are then independently used in the overall **JQI** calculation.

Because the OES data is released annually, the intra-year percentage divisions of the flip category industry groups are adjusted annually, as well. Such adjustments are calculated to commence with **JQI** data released beginning in May of each year, through to the following April.

Finally, it should be noted that certain industry subgroup data lags data for larger categories by one month because of BLS data release schedules. Furthermore, while the raw **JQI** is otherwise statistically consistent from month to month, even the adjustments heretofore

mentioned do not remove all distracting statistical noise in movements of the index from month to month. The **JQI** is more useful to other analysis and forecasting when observed on the basis of a three-month moving average, and the headline **JQI** index is reported as such.

For a full description of the calculation of the JQI, please see: [the November 2019 white paper introducing the U.S. Private Sector Job Quality Index](#).

The **JQ-Instant** is a snapshot index that results from the subdivision of the change in the CES calculation of all private sector jobs (not just P&NS jobs) for the subject month into high-quality and low-quality jobs, utilizing the **JQI** sectoral divisions for P&NS jobs. Thus, if a marginal job is created or lost in a sector that the **JQI** classifies as high-quality, all private sector jobs created or lost in the subject month are considered high-quality for the purposes of the **JQ-Instant** calculation – the reverse being the case for low-quality jobs. **JQ-Instant** readings are revised in subsequent months commensurate with revisions to the CES data by the BLS.

The **JQ-Instant** calculation utilizes 123 sectoral categories, in contrast to the 172 used in the **JQI** itself, because of a one month delay in the BLS reporting of more granular data. Because **JQ-Instant** inherently assumes that all industry categories and subcategories that are on one side or another of the Quality Job Benchmark for purposes of the **JQI** (which analyzes only P&NS jobs) are also on the same side when considering all jobs (i.e. P&NS as well as managerial/ supervisory jobs), there may occasionally be certain industry categories that may flip from one quality designation to the other when all jobs are considered, making the **JQ-Instant** reading somewhat inaccurate. In general, however, industries offering high or low quality P&NS jobs (82.5% of all jobs) are generally in the same category when all jobs are considered, making the **JQ-Instant** reading a useful tool for a snapshot analysis of the job quality of the subject month's level of total private sector jobs gained or lost.

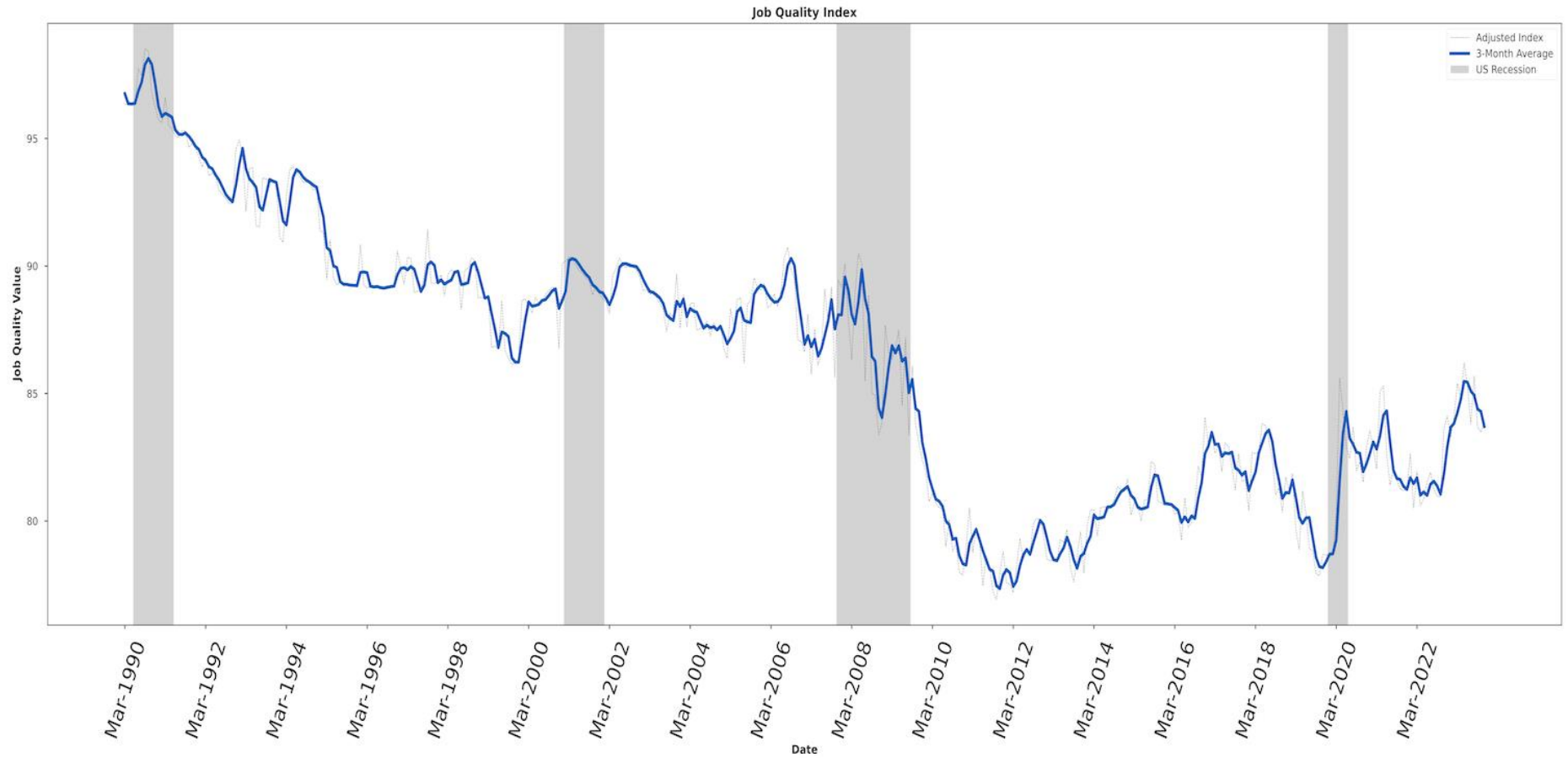
Finally, the **JQ-Instant** reading has implications for the likely direction of the **JQI** itself in future months. As the **JQI** is reported as a three-month rolling average of actual monthly readings, significant imbalances (readings varying from an even distribution between high and low quality jobs) in the **JQ-Instant** results would suggest future **JQI** readings moving in the direction of the dominant side of such distribution.

**JQ-Instant** is reported on a scale of +100 to -100, reflecting the relative proportion of low quality jobs. Positive readings indicate overall net month over month gains in all U.S. private sector jobs. Negative readings indicate overall net month over month losses in all U.S. private sector jobs. A reading of +100 would indicate that all jobs gained in the subject month are low quality jobs. A reading of -100 would indicate that all jobs lost in the subject month are low quality jobs. A **JQ-Instant** reading of +50 would indicate that 50% of the overall jobs gained in the subject month are low quality jobs, and a reading of -50 would indicate that 50% of the overall jobs lost in the subject month are low quality jobs, and so forth.

For an explanatory video on the JQI, please see: [www.vimeo.com/jqi](http://www.vimeo.com/jqi)

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**Chart 3: The U.S. Job Quality Index from Inception to December 2023**  
(Reported as 3-month moving average, monthly readings in blue, recessions shown in grey)





Industry Category	Total Number of Jobs (000)	Mean Weekly Income				Change in \$ from October 2023 - November 2023	% Change from October 2023 - November 2023	Change in \$ from November 2022 - November 2023	% Change from November 2022 - November 2023
		November 2022	September 2023	October 2023	November 2023				
		Nov-23							
Total Private Production and Non-supervisory Jobs.....	109134.00	\$954.08	\$984.53	\$987.22	\$990.60	\$3.38	0.34%	\$36.53	3.83%
Total High Quality Production and Non-supervisory Job.....	49802.67	\$1296.67	\$1342.78	\$1346.69	\$1350.63	\$3.94	0.29%	\$53.96	4.16%
Accounting, tax preparation, bookkeeping, and payroll services.....	848.70	\$1055.38	\$1129.94	\$1122.88	\$1150.24	\$27.36	2.44%	\$94.86	8.99%
Activities related to credit intermediation.....	233.30	\$1045.30	\$1162.16	\$1185.19	\$1221.03	\$35.83	3.02%	\$175.73	16.81%
Activities related to real estate.....	618.10	\$1007.48	\$1057.61	\$1059.93	\$1062.43	\$2.50	0.24%	\$54.95	5.45%
Advertising, public relations, and related services.....	372.70	\$1302.20	\$1299.96	\$1314.00	\$1319.40	\$5.40	0.41%	\$17.20	1.32%
Agencies, brokerages, and other insurance related activities.....	1016.60	\$1142.76	\$1193.47	\$1198.58	\$1193.81	(\$4.78)	-0.40%	\$51.05	4.47%
Agriculture, construction, and mining machinery manufacturing.....	150.90	\$1115.34	\$1141.14	\$1151.83	\$1141.65	(\$10.18)	-0.88%	\$26.31	2.36%
Air transportation.....	495.30	\$1417.36	\$1760.09	\$1796.26	\$1769.63	(\$26.64)	-1.48%	\$352.27	24.85%
Architectural, engineering, and related services.....	1253.20	\$1535.82	\$1578.38	\$1579.16	\$1588.86	\$9.70	0.61%	\$53.04	3.45%
Automobile dealers.....	1077.00	\$1051.79	\$1069.50	\$1046.32	\$1045.69	(\$6.03)	-0.60%	(\$6.09)	-0.58%
Broadcasting and content providers.....	272.30	\$1327.62	\$1465.43	\$1450.72	\$1452.30	\$1.58	0.11%	\$124.68	9.39%
Building equipment contractors.....	1859.40	\$1379.82	\$1460.26	\$1470.21	\$1487.47	\$17.26	1.17%	\$107.65	7.80%
Building finishing contractors.....	645.90	\$1108.25	\$1153.29	\$1151.21	\$1162.27	\$11.05	0.96%	\$54.02	4.87%
Chemical and allied products merchant wholesalers.....	110.80	\$1220.60	\$1297.60	\$1337.61	\$1338.09	\$0.48	0.04%	\$117.49	9.63%
Chemical manufacturing.....	575.40	\$1164.66	\$1260.48	\$1237.76	\$1265.43	\$27.67	2.24%	\$100.77	8.65%
Commercial and industrial machinery and equipment (except automotive and electronic) repair and maintenance..	194.20	\$1152.09	\$1260.63	\$1223.85	\$1283.71	\$59.86	4.89%	\$131.62	11.42%
Commercial and industrial machinery and equipment rental and leasing.....	145.50	\$1286.14	\$1277.31	\$1270.51	\$1261.69	(\$8.82)	-0.69%	(\$24.45)	-1.90%
Commercial and service industry machinery manufacturing.....	59.30	\$1177.74	\$1269.95	\$1275.54	\$1301.23	\$25.69	2.01%	\$123.49	10.49%
Computer and electronic product manufacturing.....	674.80	\$1157.75	\$1227.27	\$1241.49	\$1256.09	\$14.60	1.18%	\$98.34	8.49%
Computer systems design & related services.....	1956.80	\$1935.39	\$1963.20	\$1973.62	\$1992.38	\$18.76	0.95%	\$56.99	2.94%
Computing infrastructure providers, data processing, web hosting, and related services.....	390.00	\$1670.02	\$1822.82	\$1788.61	\$1798.19	\$9.58	0.54%	\$128.17	7.67%
Drugs and druggists' sundries merchant wholesalers.....	191.30	\$1108.23	\$1144.90	\$1138.39	\$1123.58	(\$14.81)	-1.30%	\$15.34	1.38%
Electric power generation, transmission and distribution.....	313.60	\$1893.38	\$1968.55	\$1991.42	\$1986.40	(\$5.01)	-0.25%	\$93.02	4.91%
Electrical equipment, appliance, and component manufacturing.....	264.80	\$1007.41	\$997.61	\$1025.15	\$1022.93	(\$2.22)	-0.22%	\$15.52	1.54%
Electronic and precision equipment repair and maintenance.....	85.10	\$1152.86	\$1240.27	\$1271.53	\$1325.88	\$54.34	4.27%	\$173.02	15.01%
Fabricated metal product manufacturing.....	1046.80	\$1015.58	\$1024.90	\$1026.05	\$1030.02	\$3.98	0.39%	\$14.44	1.42%
Facilities support services.....	147.00	\$1041.18	\$1138.16	\$1178.19	\$1175.40	(\$2.79)	-0.24%	\$134.22	12.89%
Farm product raw material merchant wholesalers.....	60.80	\$1011.87	\$1123.62	\$1122.53	\$1157.01	\$34.48	3.07%	\$145.14	14.34%
Foundation, structure, and building exterior contractors.....	755.50	\$1150.05	\$1224.14	\$1247.74	\$1258.04	\$10.31	0.83%	\$107.99	9.39%
Freight transportation arrangement.....	206.60	\$1222.98	\$1182.94	\$1173.76	\$1171.16	(\$2.60)	-0.22%	(\$51.82)	-4.24%
Funds, trusts, and other financial vehicles and investment activities.....	456.50	\$1795.32	\$1915.25	\$1916.10	\$1941.06	\$24.96	1.30%	\$145.74	8.12%
Furniture and home furnishing merchant wholesalers.....	82.00	\$963.85	\$1013.32	\$1003.91	\$995.49	(\$8.42)	-0.84%	\$31.64	3.28%
General freight trucking.....	973.90	\$1202.88	\$1183.08	\$1180.39	\$1183.82	\$3.43	0.29%	(\$19.07)	-1.58%
Grocery and related product merchant wholesalers.....	642.30	\$1022.47	\$1052.91	\$1041.03	\$1038.73	(\$2.30)	-0.22%	\$16.27	1.59%
Hardware, and plumbing and heating equipment and supplies merchant wholesalers.....	242.80	\$1056.83	\$1072.51	\$1074.70	\$1081.21	\$6.51	0.61%	\$24.38	2.31%
Highway, street, & bridge construction.....	306.70	\$1465.78	\$1508.59	\$1556.65	\$1639.85	\$83.20	5.34%	\$174.07	11.88%
Hospitals.....	4977.30	\$1409.89	\$1446.53	\$1458.08	\$1439.64	(\$18.44)	-1.26%	\$29.75	2.11%
Household appliances and electrical and electronic goods merchant wholesalers.....	286.70	\$1282.31	\$1347.50	\$1277.57	\$1288.74	\$11.17	0.87%	\$6.43	0.50%
Independent artists, writers, and performers.....	42.30	\$1173.69	\$1261.30	\$1270.90	\$1278.11	\$7.21	0.57%	\$104.42	8.90%
Industrial machinery manufacturing.....	68.30	\$1207.00	\$1250.81	\$1279.72	\$1268.95	(\$10.76)	-0.84%	\$61.95	5.13%
Insurance carriers.....	1270.10	\$1414.11	\$1515.05	\$1524.18	\$1514.48	(\$9.70)	-0.64%	\$100.38	7.10%
Legal services.....	878.20	\$1555.51	\$1692.37	\$1684.44	\$1692.37	\$7.93	0.47%	\$136.86	8.80%
Logging.....	38.20	\$1191.09	\$1191.05	\$1224.22	\$1244.71	\$20.48	1.67%	\$53.61	4.50%
Lumber and other construction materials merchant wholesalers.....	215.20	\$1089.71	\$1102.90	\$1111.76	\$1130.27	\$18.52	1.67%	\$40.56	3.72%
Machinery, equipment, and supplies merchant wholesalers.....	591.70	\$1253.21	\$1298.76	\$1311.01	\$1317.38	\$6.37	0.49%	\$64.17	5.12%
Management of companies & enterprises.....	1599.00	\$1245.00	\$1294.37	\$1298.39	\$1309.61	\$11.22	0.86%	\$64.61	5.19%
Management, scientific, and technical consulting services.....	1406.60	\$1446.77	\$1513.52	\$1515.60	\$1505.36	(\$10.24)	-0.68%	\$58.59	4.05%
Medical and diagnostic laboratories.....	257.40	\$1107.16	\$1168.04	\$1155.51	\$1184.04	\$28.53	2.47%	\$76.88	6.94%
Metal and mineral (except petroleum) merchant wholesalers.....	111.10	\$1137.15	\$1126.08	\$1088.13	\$1080.91	(\$7.23)	-0.66%	(\$56.24)	-4.95%
Metalworking machinery manufacturing.....	108.10	\$1119.31	\$1080.95	\$1081.10	\$1074.51	(\$6.60)	-0.61%	(\$44.80)	-4.00%
Mining (except oil and gas).....	143.50	\$1448.39	\$1560.60	\$1564.77	\$1618.89	\$54.12	3.46%	\$170.50	11.77%
Miscellaneous durable goods merchant wholesalers.....	248.60	\$1000.00	\$1040.61	\$1052.24	\$1095.64	\$43.40	4.12%	\$95.64	9.56%
Miscellaneous nondurable goods merchant wholesalers.....	260.90	\$946.42	\$1005.10	\$1001.29	\$1006.62	\$5.33	0.53%	\$60.20	6.36%
Motor vehicle and motor vehicle parts and supplies merchant wholesalers.....	313.90	\$1041.65	\$1079.35	\$1076.86	\$1077.84	\$0.98	0.09%	\$36.19	3.47%
Natural gas distribution.....	92.90	\$1995.71	\$1915.77	\$1938.73	\$1925.65	(\$13.07)	-0.67%	(\$70.05)	-3.51%
Nondepository credit intermediation.....	415.30	\$1246.14	\$1254.49	\$1262.98	\$1263.40	\$0.42	0.03%	\$17.26	1.38%
Nonmetallic mineral product manufacturing.....	307.80	\$1101.76	\$1128.83	\$1164.06	\$1149.30	(\$14.76)	-1.27%	\$47.54	4.32%
Nonresidential building construction.....	563.30	\$1436.13	\$1511.12	\$1529.40	\$1525.19	(\$4.21)	-0.28%	\$89.06	6.20%
Office administrative services.....	480.50	\$1218.74	\$1235.16	\$1252.94	\$1265.30	\$12.36	0.99%	\$46.57	3.82%
Offices of real estate agents and brokers.....	272.50	\$873.93	\$1026.94	\$1035.23	\$1050.95	\$15.72	1.52%	\$177.03	20.26%
Oil and gas extraction.....	82.10	\$1839.05	\$1811.68	\$1836.05	\$1883.90	\$47.85	2.61%	\$44.85	2.44%
Other ambulatory health care services.....	293.80	\$1030.32	\$1041.85	\$1026.38	\$1073.49	\$47.11	4.59%	\$43.17	4.19%
Other professional, scientific, and technical services.....	732.90	\$963.64	\$1021.25	\$1016.06	\$1021.80	\$5.74	0.56%	\$58.16	6.04%
Other specialty construction trade contractors.....	601.40	\$1228.10	\$1314.22	\$1335.64	\$1345.61	\$9.97	0.75%	\$117.52	9.57%
Outpatient care centers.....	907.10	\$1116.08	\$1143.37	\$1132.45	\$1131.90	(\$0.55)	-0.05%	\$15.82	1.42%
Paper and paper product merchant wholesalers.....	90.20	\$1072.30	\$973.70	\$963.28	\$998.24	\$34.96	3.63%	(\$74.06)	-6.91%

Table 1A: Industry Categories Above the Quality Job Benchmark (Mean Weekly Wage)									
Continued	Total Number of Jobs (000)	Mean Weekly Income				Change in \$ from October 2023 - November 2023	% Change from October 2023 - November 2023	Change in \$ from November 2022 - November 2023	% Change from November 2022 - November 2023
		Nov-23	November 2022	September 2023	October 2023				
Paper manufacturing.....	266.30	\$991.68	\$1017.86	\$1030.68	\$1009.97	(\$20.71)	-2.01%	\$18.28	1.84%
Petroleum and petroleum products merchant wholesalers.....	78.70	\$1304.94	\$1305.83	\$1286.04	\$1275.95	(\$10.09)	-0.78%	(\$28.99)	-2.22%
Primary metal manufacturing.....	286.80	\$1200.44	\$1241.29	\$1211.79	\$1227.73	\$15.94	1.32%	\$27.29	2.27%
Professional and commercial equipment and supplies merchant wholesalers.....	583.70	\$1407.79	\$1420.38	\$1421.45	\$1429.34	\$7.89	0.56%	\$21.55	1.53%
Publishing industries.....	709.50	\$1674.26	\$1749.24	\$1775.62	\$1792.06	\$16.44	0.93%	\$117.80	7.04%
Residential building construction.....	576.40	\$1056.82	\$1094.41	\$1106.63	\$1108.63	\$2.00	0.18%	\$51.82	4.90%
Rubber product manufacturing.....	104.20	\$987.48	\$1065.94	\$1067.18	\$1068.08	\$0.91	0.08%	\$80.60	8.16%
Sawmill & wood preservation mfg.....	73.70	\$1035.06	\$1075.02	\$1095.89	\$1097.49	\$1.60	0.15%	\$62.42	6.03%
Scientific research & development services.....	715.30	\$2008.28	\$2098.90	\$2115.29	\$2108.38	(\$6.91)	-0.33%	\$100.10	4.98%
Securities and commodity contracts brokerage, intermediation, and exchanges.....	340.30	\$1954.22	\$1923.94	\$1907.40	\$1968.63	\$61.23	3.21%	\$14.41	0.74%
Specialized design services.....	114.20	\$1169.37	\$1195.13	\$1146.24	\$1168.16	\$21.93	1.91%	(\$1.21)	-0.10%
Specialized freight trucking.....	402.40	\$1142.11	\$1137.80	\$1148.00	\$1159.03	\$11.03	0.96%	\$16.92	1.48%
Support activities for air transportation.....	223.60	\$928.49	\$998.02	\$993.68	\$998.82	\$5.14	0.52%	\$70.33	7.57%
Support activities for mining.....	234.10	\$1640.17	\$1786.96	\$1746.09	\$1721.72	(\$24.37)	-1.40%	\$81.54	4.97%
Support activities for road transportation.....	101.20	\$1033.78	\$1042.03	\$1056.06	\$1054.61	(\$1.45)	-0.14%	\$20.83	2.01%
Telecommunications services.....	532.30	\$1317.81	\$1344.17	\$1320.29	\$1312.02	(\$8.27)	-0.63%	(\$5.79)	-0.44%
Transportation equipment manufacturing.....	1308.50	\$1337.74	\$1361.04	\$1362.06	\$1360.25	(\$1.81)	-0.13%	\$22.51	1.68%
Utility system construction.....	469.80	\$1485.58	\$1634.35	\$1628.05	\$1667.22	\$39.17	2.41%	\$181.64	12.23%
Water, sewage and other systems.....	41.50	\$1088.03	\$1101.00	\$1066.03	\$1095.13	\$29.10	2.73%	\$7.10	0.65%
Web search portals, libraries, archives, and other information services.....	154.10	\$1195.04	\$1049.05	\$1004.01	\$1020.00	\$15.99	1.59%	(\$175.04)	-14.65%
Wholesale trade agents and brokers.....	399.20	\$1388.77	\$1435.57	\$1442.09	\$1447.40	\$5.31	0.37%	\$58.63	4.22%



Industry Category	Total Number of Jobs (000)	Mean Weekly Income				Change in \$ from October 2023 - November 2023	% Change from October 2023 - November 2023	Change in \$ from November 2022 - November 2023	% Change from November 2022 - November 2023
		November 2022	September 2023	October 2023	November 2023				
		Nov-23	Nov-23	Nov-23	Nov-23				
Total Private Production and Non-supervisory Jobs.....	109134.00	\$954.08	\$984.53	\$987.22	\$990.60	\$3.38	0.34%	\$36.53	3.83%
Total Low Quality Production and Non-supervisory Job.....	59331.33	\$667.65	\$684.73	\$687.08	\$688.40	\$1.32	0.19%	\$20.75	3.11%
Agents, promoters & managers of arts, sports, & similar events.....	139.90	\$584.08	\$581.35	\$622.93	\$615.02	(\$7.92)	-1.27%	\$30.93	5.30%
Amusement, gambling, and recreation industries.....	1518.60	\$400.69	\$404.27	\$409.45	\$409.65	\$0.21	0.05%	\$8.96	2.24%
Apparel manufacturing.....	64.00	\$759.71	\$713.80	\$717.36	\$718.77	\$1.41	0.20%	(\$40.94)	-5.39%
Apparel, piece goods, and notions merchant wholesalers.....	118.60	\$1054.17	\$980.25	\$942.82	\$945.68	\$2.86	0.30%	(\$108.49)	-10.29%
Auto repair & maintenance services.....	819.10	\$820.86	\$882.78	\$884.29	\$884.65	\$0.36	0.04%	\$63.78	7.77%
Automotive parts, accessories, and tire retailers.....	498.70	\$786.52	\$801.91	\$802.96	\$802.55	(\$0.40)	-0.05%	\$16.03	2.04%
Beer, wine, and distilled alcoholic beverage merchant wholesalers.....	173.10	\$995.11	\$939.11	\$954.56	\$967.97	\$13.40	1.40%	(\$27.14)	-2.73%
Beer, wine, and liquor retailers.....	144.20	\$448.14	\$447.18	\$456.36	\$449.07	(\$7.29)	-1.60%	\$0.93	0.21%
Book retailers and news dealers.....	56.00	\$378.87	\$491.29	\$501.81	\$526.97	\$25.16	5.01%	\$148.10	39.09%
Building material and supplies dealers.....	949.50	\$866.88	\$944.24	\$946.46	\$959.76	\$13.30	1.41%	\$92.89	10.71%
Business support services.....	605.40	\$725.69	\$816.31	\$823.88	\$826.59	\$2.71	0.33%	\$100.91	13.91%
Cafeterias, grill buffets, and buffets.....	65.00	\$379.49	\$387.53	\$397.39	\$398.55	\$1.15	0.29%	\$19.06	5.02%
Child care services.....	879.10	\$561.84	\$578.14	\$576.59	\$572.56	(\$4.04)	-0.70%	\$10.72	1.91%
Community food and housing, and emergency and other relief services.....	171.30	\$743.23	\$763.95	\$771.21	\$784.22	\$13.01	1.69%	\$40.99	5.52%
Continuing care retirement communities and assisted living facilities for the elderly.....	864.80	\$614.42	\$635.40	\$632.27	\$635.32	\$3.05	0.48%	\$20.90	3.40%
Courier and messenger services.....	987.60	\$734.27	\$748.82	\$772.74	\$741.57	(\$31.18)	-4.03%	\$7.29	0.99%
Death care services.....	113.30	\$658.50	\$655.42	\$665.54	\$664.56	(\$0.98)	-0.15%	\$6.06	0.92%
Drinking places, alcoholic beverages.....	425.30	\$429.73	\$416.26	\$424.78	\$424.47	(\$0.31)	-0.07%	(\$5.26)	-1.22%
Drycleaning and laundry services.....	221.60	\$648.44	\$645.28	\$640.15	\$640.42	\$0.27	0.04%	(\$8.03)	-1.24%
Employment services.....	3348.20	\$868.66	\$889.57	\$880.64	\$885.28	\$4.64	0.53%	\$16.62	1.91%
Engine, turbine, and power transmission equipment manufacturing.....	60.50	\$989.32	\$919.10	\$888.08	\$956.48	\$68.40	7.70%	(\$32.84)	-3.32%
Full-service restaurants.....	4856.80	\$462.23	\$474.58	\$479.22	\$477.66	(\$1.55)	-0.32%	\$15.43	3.34%
Furniture and related product manufacturing.....	249.70	\$860.08	\$905.81	\$909.40	\$899.25	(\$10.15)	-1.12%	\$39.17	4.55%
Furniture retailers.....	166.60	\$835.45	\$837.97	\$835.98	\$870.74	\$34.76	4.16%	\$35.29	4.22%
Gasoline stations and fuel dealers.....	908.80	\$534.13	\$546.84	\$551.49	\$549.74	(\$1.75)	-0.32%	\$15.61	2.92%
General merchandise retailers.....	2972.70	\$517.59	\$530.78	\$526.69	\$526.75	\$0.06	0.01%	\$9.17	1.77%
Grocery and convenience retailers.....	2568.70	\$466.10	\$495.36	\$500.54	\$501.70	\$1.16	0.23%	\$35.60	7.64%
Health and personal care retailers.....	839.10	\$673.34	\$676.49	\$659.53	\$666.71	\$7.18	1.09%	(\$6.63)	-0.99%
Home furnishings retailers.....	184.00	\$587.13	\$599.50	\$592.12	\$596.84	\$4.72	0.80%	\$9.71	1.65%
Home health care services.....	1507.60	\$654.27	\$691.83	\$707.89	\$710.33	\$2.43	0.34%	\$56.06	8.57%
Individual and family services.....	2738.50	\$555.84	\$581.18	\$582.91	\$584.64	\$1.73	0.30%	\$28.80	5.18%
Investigation & security services.....	872.20	\$862.49	\$898.61	\$907.49	\$908.26	\$0.77	0.09%	\$45.77	5.31%
Jewelry, luggage, and leather goods retailers.....	94.10	\$694.43	\$638.55	\$630.63	\$650.53	\$19.90	3.16%	(\$43.90)	-6.32%
Lawn and garden equipment and supplies retailers.....	157.20	\$616.59	\$645.88	\$646.54	\$640.25	(\$6.29)	-0.97%	\$23.66	3.84%
Lessors of real estate.....	460.80	\$887.34	\$905.84	\$901.33	\$907.24	\$5.91	0.66%	\$19.90	2.24%
Limited-service restaurants.....	4107.60	\$365.04	\$366.74	\$370.67	\$371.46	\$0.80	0.21%	\$6.42	1.76%
Medical equipment and supplies manufacturing.....	224.20	\$939.35	\$962.79	\$978.15	\$975.82	(\$2.33)	-0.24%	\$36.47	3.88%
Motion picture & sound recording industries.....	366.10	\$861.56	\$664.89	\$675.55	\$654.26	(\$21.28)	-3.15%	(\$207.29)	-24.06%
Museums, historical sites, and similar institutions.....	136.50	\$598.53	\$625.99	\$628.45	\$638.83	\$10.38	1.65%	\$40.30	6.73%
Office supplies, stationery, and gift retailers.....	159.90	\$385.36	\$409.48	\$407.39	\$406.30	(\$1.09)	-0.27%	\$20.93	5.43%
Offices of dentists.....	873.30	\$876.26	\$898.27	\$900.58	\$894.89	(\$5.68)	-0.63%	\$18.64	2.13%
Offices of other health practitioners.....	942.50	\$822.54	\$845.94	\$853.81	\$858.20	\$4.39	0.51%	\$35.66	4.33%
Other miscellaneous manufacturing.....	188.80	\$871.65	\$905.47	\$913.29	\$913.38	(\$3.91)	-0.43%	\$41.73	4.79%
Other miscellaneous retailers.....	367.80	\$657.28	\$664.66	\$655.28	\$669.83	\$14.56	2.22%	\$12.56	1.91%
Other motor vehicle dealers.....	136.70	\$937.08	\$916.06	\$938.27	\$965.09	\$26.83	2.86%	\$28.01	2.99%
Other personal services.....	342.10	\$506.35	\$526.19	\$512.73	\$500.34	(\$12.39)	-2.42%	(\$6.01)	-1.19%
Other residential care facilities.....	131.40	\$722.13	\$801.05	\$798.59	\$812.82	\$14.23	1.78%	\$90.69	12.56%
Other support services.....	287.50	\$859.32	\$863.58	\$865.90	\$863.78	(\$2.11)	-0.24%	\$4.46	0.52%
Other wood product manufacturing.....	181.20	\$841.39	\$878.47	\$890.15	\$883.96	(\$6.18)	-0.69%	\$42.57	5.06%
Performing arts companies.....	123.90	\$722.67	\$825.41	\$883.75	\$951.62	\$67.86	7.68%	\$228.95	31.68%
Personal and household goods repair and maintenance.....	67.30	\$720.84	\$658.77	\$673.04	\$672.98	(\$0.06)	-0.01%	(\$47.86)	-6.64%
Personal care services.....	624.10	\$558.64	\$602.68	\$593.54	\$602.89	\$9.35	1.57%	\$44.25	7.92%
Plastics product manufacturing.....	458.50	\$940.70	\$982.36	\$984.05	\$973.22	(\$10.84)	-1.10%	\$32.51	3.46%
Printing & related mfg.....	249.40	\$834.20	\$854.96	\$828.33	\$859.54	\$31.21	3.77%	\$25.34	3.04%
Recreational vehicle (RV) parks and recreational camps.....	55.10	\$535.45	\$527.14	\$524.98	\$535.87	\$10.89	2.07%	\$0.42	0.08%
Religious, grantmaking, civic, professional, and similar organizations.....	2334.30	\$851.93	\$861.70	\$869.42	\$866.29	(\$3.14)	-0.36%	\$14.36	1.69%
Residential intellectual and developmental disability, mental health, and substance abuse facilities.....	547.80	\$735.85	\$753.66	\$760.42	\$770.03	\$9.61	1.26%	\$34.18	4.64%
Services to buildings & dwellings.....	1934.60	\$692.16	\$708.41	\$716.13	\$723.32	\$7.19	1.00%	\$31.16	4.50%
Shoe retailers.....	128.00	\$514.46	\$587.58	\$559.35	\$565.01	\$5.66	1.01%	\$50.54	9.82%
Skilled nursing care facilities.....	1274.10	\$733.70	\$745.44	\$755.25	\$756.36	\$1.11	0.15%	\$22.66	3.09%
Snack and nonalcoholic beverage bars.....	766.40	\$337.02	\$354.64	\$351.96	\$356.16	\$4.20	1.19%	\$19.14	5.68%
Special food services.....	676.20	\$505.40	\$609.47	\$604.04	\$615.89	\$11.85	1.96%	\$110.49	21.86%
Specialty food retailers.....	186.60	\$467.37	\$467.75	\$459.52	\$474.35	\$14.83	3.23%	\$6.98	1.49%
Spectator sports.....	152.00	\$750.63	\$631.74	\$610.57	\$610.90	\$0.34	0.06%	(\$139.73)	-18.61%
Sporting goods, hobby, and musical instrument retailers.....	401.20	\$505.01	\$534.01	\$527.25	\$543.82	\$16.57	3.14%	\$38.81	7.68%
Textile mill mfg.....	72.70	\$848.82	\$848.30	\$875.71	\$844.18	(\$31.53)	-3.60%	(\$4.64)	-0.55%

Table 1B: Industry Categories Below the Quality Job Benchmark (Mean Weekly Wage)						Change in \$	% Change	Change in \$	% Change
Continued		Total Number	Mean Weekly Income			from	from	from	from
Industry Category	of Jobs (000)	November 2022	September 2023	October 2023	November 2023	October 2023 - November 2023	October 2023 - November 2023	November 2022 - November 2023	November 2022 - November 2023
	Nov-23					2023	2023	2023	2023
Textile product mill mfg.....	70.50	\$686.26	\$778.52	\$787.91	\$748.88	(\$39.03)	-4.95%	\$62.62	9.12%
Transit and ground passenger transportation.....	388.90	\$777.89	\$853.48	\$857.81	\$882.27	\$24.46	2.85%	\$104.38	13.42%
Travel arrangement & reservation services.....	148.10	\$986.91	\$971.19	\$966.88	\$940.56	(\$26.31)	-2.72%	(\$46.35)	-4.70%
Traveler accommodation.....	1570.50	\$603.27	\$609.44	\$607.99	\$611.83	\$3.84	0.63%	\$8.56	1.42%
Used merchandise retailers.....	178.90	\$441.38	\$440.54	\$440.89	\$444.45	\$3.56	0.81%	\$3.07	0.70%
Veneer, plywood, and engineered wood product manufacturing.....	67.40	\$1006.48	\$987.66	\$970.20	\$961.92	(\$8.28)	-0.85%	(\$44.56)	-4.43%
Vocational rehabilitation services.....	243.80	\$573.68	\$593.21	\$594.13	\$595.48	\$1.34	0.23%	\$21.80	3.80%
Warehousing and storage.....	1657.90	\$837.76	\$894.36	\$892.43	\$904.81	\$12.38	1.39%	\$67.05	8.00%

Industry Category	Total Number of Jobs (000)	Index of CPI-adjusted Weekly Income (1990 = 100)			% Change from Inception - November 2023	%Change from November 2022 - November 2023	%Change from October 2023 - November 2023
		November 2022	October 2023	November 2023			
Total Private Production and Non-supervisory Jobs.....	109134.00	\$118.72	\$118.87	\$119.52	19.52%	0.67%	0.55%
Total High Quality Production and Non-supervisory Job.....	49802.67	\$121.58	\$122.18	\$122.78	22.78%	0.99%	0.50%
Accounting, tax preparation, bookkeeping, and payroll services.....	848.70	\$113.34	\$116.68	\$119.76	19.76%	5.67%	2.64%
Activities related to credit intermediation.....	233.30	\$109.22	\$119.82	\$123.70	23.70%	13.26%	3.23%
Activities related to real estate.....	618.10	\$131.30	\$133.67	\$134.25	34.25%	2.25%	0.44%
Advertising, public relations, and related services.....	372.70	\$137.89	\$134.63	\$135.46	35.46%	-1.76%	0.61%
Agencies, brokerages, and other insurance related activities.....	1016.60	\$127.74	\$129.64	\$129.38	29.38%	1.29%	-0.20%
Agriculture, construction, and mining machinery manufacturing.....	150.90	\$99.71	\$99.64	\$98.96	-1.04%	-0.75%	-0.68%
Air transportation.....	495.30	\$142.64	\$174.92	\$172.68	72.68%	21.06%	-1.28%
Architectural, engineering, and related services.....	1253.20	\$118.19	\$117.59	\$118.55	18.55%	0.31%	0.82%
Automobile dealers.....	1077.00	\$110.75	\$106.61	\$106.76	6.76%	-3.60%	0.14%
Broadcasting and content providers.....	272.30	\$147.01	\$155.44	\$155.92	55.92%	6.06%	0.31%
Building equipment contractors.....	1859.40	\$101.93	\$105.09	\$106.54	6.54%	4.52%	1.38%
Building finishing contractors.....	645.90	\$99.38	\$99.89	\$101.05	1.05%	1.68%	1.16%
Chemical and allied products merchant wholesalers.....	110.80	\$95.55	\$101.32	\$101.56	1.56%	6.29%	0.24%
Chemical manufacturing.....	575.40	\$92.05	\$94.66	\$96.97	-3.03%	5.35%	2.44%
Commercial and industrial machinery and equipment (except automotive and electronic) repair and maintenance.....	194.20	\$109.15	\$112.20	\$117.93	17.93%	8.03%	5.10%
Commercial and industrial machinery and equipment rental and leasing.....	145.50	\$112.80	\$107.82	\$107.29	7.29%	-4.88%	-0.49%
Commercial and service industry machinery manufacturing.....	59.30	\$96.69	\$101.33	\$103.58	3.58%	7.12%	2.22%
Computer and electronic product manufacturing.....	674.80	\$112.47	\$116.70	\$118.31	18.31%	5.19%	1.38%
Computer systems design & related services.....	1956.80	\$121.33	\$119.72	\$121.10	21.10%	-0.19%	1.15%
Computing infrastructure providers, data processing, web hosting, and related services.....	390.00	\$172.40	\$178.67	\$179.98	79.98%	4.40%	0.74%
Drugs and druggists' sundries merchant wholesalers.....	191.30	\$105.61	\$104.97	\$103.81	3.81%	-1.70%	-1.10%
Electric power generation, transmission and distribution.....	313.60	\$121.68	\$123.84	\$123.78	23.78%	1.72%	-0.05%
Electrical equipment, appliance, and component manufacturing.....	264.80	\$105.29	\$103.67	\$103.66	3.66%	-1.55%	-0.02%
Electronic and precision equipment repair and maintenance.....	85.10	\$114.29	\$121.97	\$127.44	27.44%	11.51%	4.48%
Fabricated metal product manufacturing.....	1046.80	\$100.80	\$98.54	\$99.13	-0.87%	-1.66%	0.59%
Facilities support services.....	147.00	\$103.27	\$113.08	\$113.04	13.04%	9.46%	-0.04%
Farm product raw material merchant wholesalers.....	60.80	\$141.66	\$152.07	\$157.06	57.06%	10.87%	3.28%
Foundation, structure, and building exterior contractors.....	755.50	\$101.30	\$106.35	\$107.45	7.45%	6.06%	1.03%
Freight transportation arrangement.....	206.60	\$126.83	\$117.78	\$117.76	17.76%	-7.15%	-0.02%
Funds, trusts, and other financial vehicles and investment activities.....	456.50	\$160.96	\$166.23	\$168.73	68.73%	4.83%	1.51%
Furniture and home furnishing merchant wholesalers.....	82.00	\$100.22	\$101.01	\$100.36	0.36%	0.14%	-0.64%
General freight trucking.....	973.90	\$101.17	\$96.06	\$96.54	-3.46%	-4.58%	0.49%
Grocery and related product merchant wholesalers.....	642.30	\$115.75	\$114.04	\$114.02	14.02%	-1.50%	-0.02%
Hardware, and plumbing and heating equipment and supplies merchant wholesalers.....	242.80	\$112.79	\$110.98	\$111.88	11.88%	-0.81%	0.81%
Highway, street, & bridge construction.....	306.70	\$107.89	\$110.87	\$117.04	17.04%	8.47%	5.56%
Hospitals.....	4977.30	\$153.74	\$153.84	\$152.20	52.20%	-1.00%	-1.07%
Household appliances and electrical and electronic goods merchant wholesalers.....	286.70	\$105.35	\$101.56	\$102.66	2.66%	-2.56%	1.08%
Independent artists, writers, and performers.....	42.30	\$139.76	\$146.44	\$147.56	47.56%	5.58%	0.77%
Industrial machinery manufacturing.....	68.30	\$108.44	\$111.25	\$110.54	10.54%	1.93%	-0.64%
Insurance carriers.....	1270.10	\$145.39	\$151.63	\$150.97	50.97%	3.84%	-0.44%
Legal services.....	878.20	\$124.34	\$130.28	\$131.16	31.16%	5.49%	0.67%
Logging.....	38.20	\$120.18	\$119.53	\$121.77	21.77%	1.32%	1.88%
Lumber and other construction materials merchant wholesalers.....	215.20	\$112.41	\$110.97	\$113.05	13.05%	0.57%	1.87%
Machinery, equipment, and supplies merchant wholesalers.....	591.70	\$120.81	\$122.29	\$123.14	23.14%	1.92%	0.69%
Management of companies & enterprises.....	1599.00	\$139.52	\$140.80	\$142.30	42.30%	1.99%	1.07%
Management, scientific, and technical consulting services.....	1406.60	\$123.78	\$125.47	\$124.88	24.88%	0.88%	-0.48%
Medical and diagnostic laboratories.....	257.40	\$126.21	\$127.45	\$130.86	30.86%	3.69%	2.68%
Metal and mineral (except petroleum) merchant wholesalers.....	111.10	\$107.49	\$99.52	\$99.06	-0.94%	-7.84%	-0.46%
Metalworking machinery manufacturing.....	108.10	\$89.63	\$83.77	\$83.43	-16.57%	-6.92%	-0.41%
Mining (except oil and gas).....	143.50	\$92.65	\$96.85	\$100.40	0.40%	8.37%	3.67%
Miscellaneous durable goods merchant wholesalers.....	248.60	\$127.79	\$130.11	\$135.75	35.75%	6.23%	4.34%
Miscellaneous nondurable goods merchant wholesalers.....	260.90	\$116.97	\$119.75	\$120.63	20.63%	3.13%	0.74%
Motor vehicle and motor vehicle parts and supplies merchant wholesalers.....	313.90	\$109.04	\$109.07	\$109.39	9.39%	0.33%	0.29%
Natural gas distribution.....	92.90	\$123.78	\$116.35	\$115.80	15.80%	-6.45%	-0.47%
Nondepository credit intermediation.....	415.30	\$140.33	\$137.63	\$137.95	37.95%	-1.70%	0.24%
Nonmetallic mineral product manufacturing.....	307.80	\$103.56	\$105.88	\$104.75	4.75%	1.14%	-1.07%
Nonresidential building construction.....	563.30	\$115.49	\$119.01	\$118.92	18.92%	2.97%	-0.07%
Office administrative services.....	480.50	\$159.81	\$158.98	\$160.87	60.87%	0.66%	1.19%
Offices of real estate agents and brokers.....	272.50	\$128.35	\$147.12	\$149.65	49.65%	16.60%	1.72%
Oil and gas extraction.....	82.10	\$137.08	\$132.43	\$136.16	36.16%	-0.68%	2.81%

Table 2A: Index of CPI-adjusted Weekly Wages for Industry Categories Above the Quality Job Benchmark (Mean Weekly Wage) - Year 1990 = 100		Index of CPI-adjusted Weekly Income (1990 = 100)			% Change from Inception - November 2023	% Change from November 2022 - November 2023	% Change from October 2023 - November 2023	
Continued	Industry Category	Total Number of Jobs (000)	November 2022	October 2023	November 2023			
	Other ambulatory health care services.....	293.80	\$135.56	\$130.67	\$136.94	36.94%	1.02%	4.80%
	Other professional, scientific, and technical services.....	732.90	\$170.71	\$174.17	\$175.51	75.51%	2.81%	0.77%
	Other specialty construction trade contractors.....	601.40	\$102.56	\$107.94	\$108.96	8.96%	6.24%	0.95%
	Outpatient care centers.....	907.10	\$150.63	\$147.89	\$148.12	48.12%	-1.67%	0.15%
	Paper and paper product merchant wholesalers.....	90.20	\$92.67	\$80.55	\$83.65	-16.35%	-9.74%	3.84%
	Paper manufacturing.....	266.30	\$82.12	\$82.58	\$81.09	-18.91%	-1.25%	-1.81%
	Petroleum and petroleum products merchant wholesalers.....	78.70	\$138.83	\$132.39	\$131.62	31.62%	-5.20%	-0.58%
	Primary metal manufacturing.....	286.80	\$96.31	\$94.07	\$95.50	-4.50%	-0.84%	1.52%
	Professional and commercial equipment and supplies merchant wholesalers.....	583.70	\$113.13	\$110.53	\$111.37	11.37%	-1.56%	0.76%
	Publishing industries.....	709.50	\$165.69	\$170.03	\$171.95	71.95%	3.78%	1.13%
	Residential building construction.....	576.40	\$104.71	\$106.10	\$106.51	6.51%	1.71%	0.38%
	Rubber product manufacturing.....	104.20	\$90.49	\$94.63	\$94.90	-5.10%	4.87%	0.29%
	Sawmill & wood preservation mfg.....	73.70	\$107.77	\$110.41	\$110.79	10.79%	2.81%	0.35%
	Scientific research & development services.....	715.30	\$150.76	\$153.66	\$153.46	53.46%	1.79%	-0.13%
	Securities and commodity contracts brokerage, intermediation, and exchanges.....	340.30	\$192.06	\$181.39	\$187.59	87.59%	-2.33%	3.42%
	Specialized design services.....	114.20	\$130.54	\$123.82	\$126.44	26.44%	-3.14%	2.12%
	Specialized freight trucking.....	402.40	\$112.06	\$108.99	\$110.26	10.26%	-1.61%	1.16%
	Support activities for air transportation.....	223.60	\$112.61	\$116.62	\$117.46	17.46%	4.30%	0.72%
	Support activities for mining.....	234.10	\$132.81	\$136.80	\$135.17	35.17%	1.78%	-1.20%
	Support activities for road transportation.....	101.20	\$109.33	\$108.07	\$108.14	8.14%	-1.09%	0.06%
	Telecommunications services.....	532.30	\$101.29	\$98.19	\$97.77	-2.23%	-3.47%	-0.43%
	Transportation equipment manufacturing.....	1308.50	\$98.50	\$97.05	\$97.12	-2.88%	-1.41%	0.07%
	Utility system construction.....	469.80	\$110.62	\$117.30	\$120.36	20.36%	8.81%	2.61%
	Water, sewage and other systems.....	41.50	\$101.81	\$96.52	\$99.35	-0.65%	-2.41%	2.94%
	Web search portals, libraries, archives, and other information services.....	154.10	\$102.04	\$82.96	\$84.45	-15.55%	-17.24%	1.80%
	Wholesale trade agents and brokers.....	399.20	\$119.49	\$120.06	\$120.74	20.74%	1.05%	0.57%



Table 2B: Index of CPI-adjusted Weekly Wages for Industry Categories Below the Quality Job Benchmark (Mean Weekly Wage) - Year 1990 = 100								
Industry Category	Total Number of Jobs (000)	Index of CPI-adjusted Weekly Income (1990 = 100)			% Change from Inception - November 2023	% Change from November 2022 - November 2023	% Change from October 2023 - November 2023	
		November 2022	October 2023	November 2023	2023	2023	2023	
Total Private Production and Non-supervisory Jobs.....	#####	\$118.72	\$118.87	\$119.52	19.52%	0.67%	0.55%	
Total Low Quality Production and Non-supervisory Job.....	59331.33	\$121.98	\$121.47	\$121.95	21.95%	-0.03%	0.39%	
Agents, promoters & managers of arts, sports, & similar events.....	139.90	\$82.80	\$85.45	\$84.53	-15.47%	2.09%	-1.07%	
Amusement, gambling, and recreation industries.....	1518.60	\$88.78	\$87.78	\$88.00	-12.00%	-0.87%	0.25%	
Apparel manufacturing.....	64.00	\$153.21	\$139.99	\$140.55	40.55%	-8.27%	0.40%	
Apparel, piece goods, and notions merchant wholesalers.....	118.60	\$117.88	\$102.02	\$102.53	2.53%	-13.02%	0.51%	
Auto repair & maintenance services.....	819.10	\$104.69	\$109.13	\$109.39	9.39%	4.49%	0.24%	
Automotive parts, accessories, and tire retailers.....	498.70	\$112.81	\$111.44	\$111.60	11.60%	-1.07%	0.15%	
Beer, wine, and distilled alcoholic beverage merchant wholesalers.....	173.10	\$107.31	\$99.60	\$101.21	1.21%	-5.69%	1.61%	
Beer, wine, and liquor retailers.....	144.20	\$90.84	\$89.51	\$88.26	-11.74%	-2.84%	-1.40%	
Book retailers and news dealers.....	56.00	\$94.75	\$121.43	\$127.77	27.77%	34.86%	5.23%	
Building material and supplies dealers.....	949.50	\$126.73	\$133.89	\$136.04	36.04%	7.35%	1.61%	
Business support services.....	605.40	\$116.03	\$127.46	\$128.14	28.14%	10.44%	0.53%	
Cafeterias, grill buffets, and buffets.....	65.00	\$113.40	\$114.90	\$115.47	15.47%	1.83%	0.49%	
Child care services.....	879.10	\$137.03	\$136.08	\$135.40	35.40%	-1.19%	-0.50%	
Community food and housing, and emergency and other relief services.....	171.30	\$128.65	\$129.17	\$131.62	31.62%	2.31%	1.89%	
Continuing care retirement communities and assisted living facilities for the elderly.....	864.80	\$122.34	\$121.81	\$122.65	22.65%	0.26%	0.69%	
Courier and messenger services.....	987.60	\$143.56	\$146.19	\$140.58	40.58%	-2.08%	-3.84%	
Death care services.....	113.30	\$93.33	\$91.27	\$91.32	-8.68%	-2.15%	0.05%	
Drinking places, alcoholic beverages.....	425.30	\$158.39	\$151.50	\$151.69	51.69%	-4.23%	0.13%	
Drycleaning and laundry services.....	221.60	\$115.75	\$110.57	\$110.84	10.84%	-4.24%	0.24%	
Employment services.....	3348.20	\$139.72	\$137.06	\$138.06	38.06%	-1.19%	0.73%	
Engine, turbine, and power transmission equipment manufacturing.....	60.50	\$75.86	\$65.90	\$71.11	-28.89%	-6.26%	7.92%	
Full-service restaurants.....	4856.80	\$141.78	\$142.23	\$142.05	42.05%	0.19%	-0.12%	
Furniture and related product manufacturing.....	249.70	\$112.60	\$115.20	\$114.15	14.15%	1.37%	-0.92%	
Furniture retailers.....	166.60	\$123.35	\$119.43	\$124.65	24.65%	1.05%	4.37%	
Gasoline stations and fuel dealers.....	908.80	\$105.61	\$105.51	\$105.39	5.39%	-0.21%	-0.12%	
General merchandise retailers.....	2972.70	\$119.23	\$117.40	\$117.65	17.65%	-1.32%	0.21%	
Grocery and convenience retailers.....	2568.70	\$83.21	\$86.46	\$86.84	-13.16%	4.36%	0.43%	
Health and personal care retailers.....	839.10	\$137.34	\$130.17	\$131.86	31.86%	-4.00%	1.29%	
Home furnishings retailers.....	184.00	\$98.13	\$95.76	\$96.72	-3.28%	-1.44%	1.00%	
Home health care services.....	1507.60	\$140.24	\$146.83	\$147.63	47.63%	5.27%	0.55%	
Individual and family services.....	2738.50	\$100.41	\$101.89	\$102.40	2.40%	1.98%	0.50%	
Investigation & security services.....	872.20	\$165.98	\$168.98	\$169.47	69.47%	2.10%	0.29%	
Jewelry, luggage, and leather goods retailers.....	94.10	\$144.08	\$126.61	\$130.87	30.87%	-9.17%	3.36%	
Lawn and garden equipment and supplies retailers.....	157.20	\$99.17	\$100.62	\$99.84	-0.16%	0.68%	-0.77%	
Lessors of real estate.....	460.80	\$141.30	\$138.88	\$140.08	40.08%	-0.87%	0.86%	
Limited-service restaurants.....	4107.60	\$132.05	\$129.75	\$130.29	30.29%	-1.34%	0.42%	
Medical equipment and supplies manufacturing.....	224.20	\$112.19	\$113.04	\$113.00	13.00%	0.72%	-0.04%	
Motion picture & sound recording industries.....	366.10	\$88.37	\$67.05	\$65.07	-34.93%	-26.37%	-2.95%	
Museums, historical sites, and similar institutions.....	136.50	\$106.54	\$108.24	\$110.25	10.25%	3.49%	1.86%	
Office supplies, stationery, and gift retailers.....	159.90	\$69.53	\$71.13	\$71.08	-28.92%	2.23%	-0.07%	
Offices of dentists.....	873.30	\$134.00	\$133.26	\$132.69	32.69%	-0.98%	-0.43%	
Offices of other health practitioners.....	942.50	\$131.48	\$132.06	\$133.01	33.01%	1.16%	0.72%	
Other miscellaneous manufacturing.....	188.80	\$113.08	\$115.15	\$114.89	14.89%	1.60%	-0.22%	
Other miscellaneous retailers.....	367.80	\$105.17	\$101.46	\$103.92	3.92%	-1.19%	2.43%	
Other motor vehicle dealers.....	136.70	\$132.38	\$128.25	\$132.19	32.19%	-0.14%	3.07%	
Other personal services.....	342.10	\$81.84	\$80.19	\$78.41	-21.59%	-4.19%	-2.22%	
Other residential care facilities.....	131.40	\$113.05	\$120.97	\$123.37	23.37%	9.13%	1.99%	
Other support services.....	287.50	\$97.97	\$95.53	\$95.49	-4.51%	-2.54%	-0.04%	
Other wood product manufacturing.....	181.20	\$111.97	\$114.63	\$114.06	14.06%	1.86%	-0.49%	
Performing arts companies.....	123.90	\$118.38	\$140.09	\$151.15	51.15%	27.67%	7.90%	
Personal and household goods repair and maintenance.....	67.30	\$90.57	\$81.83	\$81.98	-18.02%	-9.48%	0.19%	
Personal care services.....	624.10	\$121.02	\$124.41	\$126.63	26.63%	4.64%	1.78%	
Plastics product manufacturing.....	458.50	\$111.24	\$112.60	\$111.58	11.58%	0.31%	-0.90%	
Printing & related mfg.....	249.40	\$83.93	\$80.64	\$83.85	-16.15%	-0.10%	3.98%	
Recreational vehicle (RV) parks and recreational camps.....	55.10	\$132.11	\$125.33	\$128.19	28.19%	-2.97%	2.28%	
Religious, grantmaking, civic, professional, and similar organizations.....	2334.30	\$124.57	\$123.01	\$122.82	22.82%	-1.41%	-0.16%	
Residential intellectual and developmental disability, mental health, and substance abuse facilities.....	547.80	\$130.80	\$130.79	\$132.71	32.71%	1.46%	1.47%	



Table 2B: Index of CPI-adjusted Weekly Wages for Industry Categories Below the Quality Job Benchmark (Mean Weekly Wage) -Year 1990 = 100		Index of CPI-adjusted Weekly Income (1990 = 100)			% Change from Inception - November 2023	%Change from November 2022 - November 2023	%Change from October 2023 - November 2023	
Continued	Industry Category	Total Number of Jobs (000)	November 2022	October 2023	November 2023	2023	2023	2023
		Services to buildings & dwellings.....	1934.60	\$126.87	\$127.01	\$128.54	28.54%	1.32%
Shoe retailers.....	128.00	\$132.25	\$139.14	\$140.83	40.83%	6.48%	1.22%	
Skilled nursing care facilities.....	1274.10	\$132.30	\$131.78	\$132.24	32.24%	-0.05%	0.35%	
Snack and nonalcoholic beverage bars.....	766.40	\$124.15	\$125.46	\$127.21	27.21%	2.46%	1.40%	
Special food services.....	676.20	\$119.49	\$138.19	\$141.18	41.18%	18.16%	2.17%	
Specialty food retailers.....	186.60	\$87.95	\$83.67	\$86.55	-13.45%	-1.59%	3.44%	
Spectator sports.....	152.00	\$107.87	\$84.90	\$85.12	-14.88%	-21.09%	0.26%	
Sporting goods, hobby, and musical instrument retailers.....	401.20	\$118.85	\$120.06	\$124.08	24.08%	4.41%	3.35%	
Textile mill mfg.....	72.70	\$111.42	\$111.22	\$107.44	7.44%	-3.57%	-3.41%	
Textile product mill mfg.....	70.50	\$104.54	\$116.14	\$110.61	10.61%	5.81%	-4.76%	
Transit and ground passenger transportation.....	388.90	\$103.19	\$110.11	\$113.47	13.47%	9.97%	3.06%	
Travel arrangement & reservation services.....	148.10	\$156.55	\$148.41	\$144.66	44.66%	-7.60%	-2.53%	
Traveler accommodation.....	1570.50	\$124.67	\$121.57	\$122.59	22.59%	-1.67%	0.83%	
Used merchandise retailers.....	178.90	\$103.33	\$99.87	\$100.88	0.88%	-2.37%	1.01%	
Veneer, plywood, and engineered wood product manufacturing.....	67.40	\$119.82	\$111.76	\$111.03	11.03%	-7.33%	-0.65%	
Vocational rehabilitation services.....	243.80	\$126.28	\$126.55	\$127.09	27.09%	0.64%	0.43%	
Warehousing and storage.....	1657.90	\$89.47	\$92.23	\$93.70	-6.30%	4.72%	1.59%	