### **U.S. Private Sector Job Quality Index**

# FOR IMMEDIATE RELEASE As of October 4, 2024

Research/Technical: 716-645-3299 Cristian I. Tiu <u>ctiu@buffalo.edu</u> Media Contact: 716-645-2833 Jackie Ghosen <u>ghosen@buffalo.edu</u>

# THE U.S. PRIVATE SECTOR JOB QUALITY INDEX (JQI)® September 2024

Following the release of the Employment Situation Report for September 2024 by the U.S. Bureau of Labor Statistics (BLS), the U.S. Private Sector Job Quality Index (JQI)® has been revised to a level of 83.58, up by +0.58% from its revised level one month earlier and reflecting a lower 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 August 2024) increased to \$1,020.23, a change of +0.58% from its revised level the month prior. The **JQ-Instant**™ preliminary read of the **223,000 gain** in **all** private sector, non-farm payrolls for September 2024 shows that **61.85**% 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 report spells trouble for the Fed. The relatively sizeable average wage increase for August (for private, non-farm, non-supervisory positions) might even suggest that the Fed could have been too aggressive with its rate decrease. However, most of the 223,000 positions added came from Services (202,000 positions added); as reflected in the JQ-Instant value, these were primarily positions paying less than the average wage (78,000 positions were added in Leisure and Hospitality, and 72,000 were added in Social Services, both low-paid sectors). Construction continued to add positions (+25,000), a reflection of the continuation of infrastructure work. In summary – while the Fed might have been overly optimistic in September, and the economy continued adding jobs, most of those were lower-than-average-paid positions. The economy is doing well but not booming.

#### - 2 - The U.S. Private Sector Job Quality Index | September 2024

Chart 1: JQI Levels August 2023 to August 2024

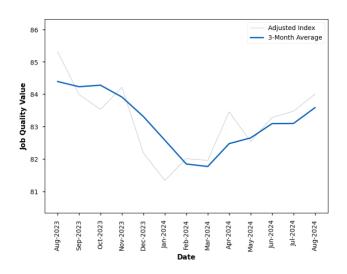
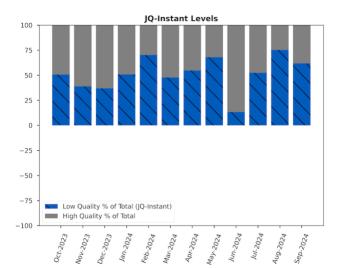


Chart 2: JQI Instant $^{TM}$  for 12 months ending



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 supersectors 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  $\mathbf{JQI}$  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-

#### - 4 - The U.S. Private Sector Job Quality Index | September 2024

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: <u>the November 2019 white paper introducing the U.S. Private Sector Job Quality Index.</u>

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.

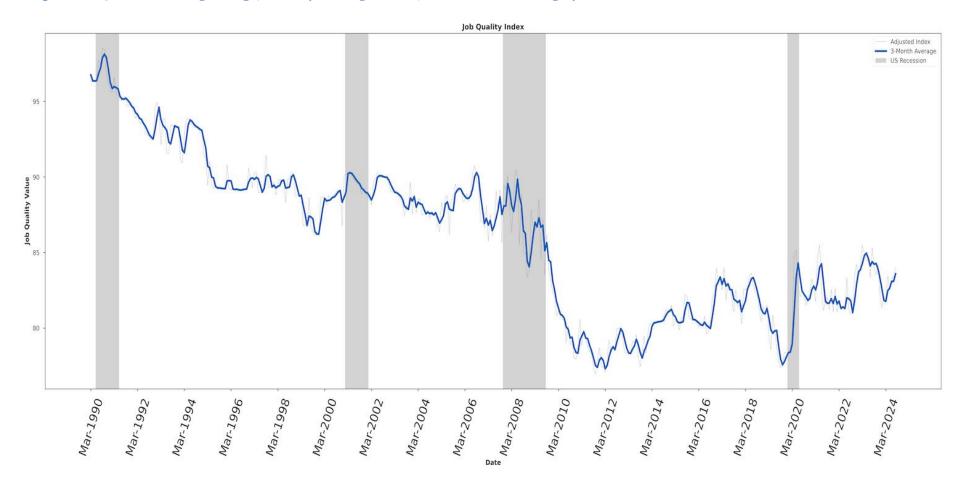
**JQ-Instant** is reported on a scale of +100 to -100, reflecting the relative proportion of low quality jobs. Positive readings indicate overall net month over month gains in all U.S. private sector jobs. Negative readings indicate overall net month over month losses in all U.S. private sector jobs. 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: <a href="www.vimeo.com/jqi">www.vimeo.com/jqi</a>

[Remainder of page left blank intentionally]

JQI

Chart 3: The U.S. Job Quality Index from Inception to July 2024 (Reported as 3-month moving average, monthly readings in blue, recessions shown in grey)



-7-

Table 1A: Industry Categories Above the Quality Job Benchmark									
(Mean Weekly Wage)									
							% Change	Change in \$ from	
						Change in \$	from July	August	% Change
	Total Number					from	2024 -	2023 -	from August
	of Jobs (000)		Mean Wee			July 2024 -	August	August	2023 -
Industry Category	Aug-24	August 2023	June 2024		August 2024		2024		
Total Private Production and Non-supervisory Jobs	110270.00 50340.84	\$984.36 \$1337.65	\$1012.88 \$1386.32	\$1016.28 \$1389.01	\$1020.23 \$1396.25	\$3.95 \$7.24	0.39% 0.52%	\$35.87 \$58.60	3.64% 4.38%
Total High Quality Production and Non-supervisory Job	851.40	\$1121.12	\$1121.85	\$1123.12	\$1139.55	\$16.43	1.46%	\$18.43	1.64%
Activities related to credit intermediation.	213.40	\$1116.85	\$1487.43	\$1488.21	\$1521.07	\$32.86	2.21%	\$404.22	36.19%
Activities related to real estate.	637.50	\$1038.38	\$1064.29	\$1051.03	\$1068.50	\$17.47	1.66%	\$30.13	2.90%
Advertising, public relations, and related services	372.10	\$1299.90	\$1319.87	\$1314.93	\$1318.78	\$3.85	0.29%	\$18.88	1.45%
Agencies, brokerages, and other insurance related activities	1085.70	\$1200.08	\$1281.73	\$1296.01	\$1302.59	\$6.59	0.51%	\$102.52	8.54%
Agriculture, construction, and mining machinery manufacturing	143.30	\$1153.20	\$1159.50	\$1162.13	\$1178.25	\$16.12	1.39%	\$25.05	2.17%
Air transportation	520.50	\$1714.04	\$1880.59	\$1873.00	\$1868.42	(\$4.57)	-0.24%	\$154.38	9.01%
Architectural, engineering, and related services.	1269.40	\$1582.77	\$1614.95	\$1612.77	\$1633.09	\$20.33	1.26%	\$50.32	3.18%
Automobile dealers	1102.20	\$1056.35	\$1029.07	\$1020.04	\$1039.17	\$19.13	1.88%	(\$17.18)	-1.63%
Broadcasting and content providers	267.40 1930.50	\$1438.71 \$1456.68	\$1524.24 \$1504.44	\$1528.36 \$1502.03	\$1560.26 \$1516.54	\$31.89 \$14.51	2.09% 0.97%	\$121.55 \$59.86	8.45% 4.11%
Building equipment contractors	625.60	\$1161.60	\$1184.08	\$1206.38	\$1209.22	\$2.85	0.24%	\$47.62	4.11%
Chemical and allied products merchant wholesalers	115.10	\$1301.30	\$1424.28	\$1431.14	\$1418.69	(\$12.45)	-0.87%	\$117.39	9.02%
Chemical manufacturing	581.60	\$1259.43	\$1272.96	\$1270.57	\$1250.24	(\$20.33)	-1.60%	(\$9.20)	-0.73%
Commercial and industrial machinery and equipment (except automotive and electronic) repair and maintenance	201.90	\$1255.63	\$1338.58	\$1361.42	\$1383.75	\$22.33	1.64%	\$128.12	10.20%
Commercial and industrial machinery and equipment rental and leasing	152.90	\$1250.39	\$1297.64	\$1320.77	\$1336.61	\$15.84	1.20%	\$86.22	6.90%
Commercial and service industry machinery manufacturing	63.20	\$1248.62	\$1362.13	\$1382.29	\$1368.50	(\$13.79)	-1.00%	\$119.88	9.60%
Computer and electronic product manufacturing	674.90	\$1223.05	\$1353.13	\$1370.56	\$1378.16	\$7.60	0.55%	\$155.10	12.68%
Computer systems design & related services	1963.50	\$1954.18	\$2017.92	\$2043.48	\$2061.63	\$18.14	0.89%	\$107.45	5.50%
Communication to the second data and the second sec	382.60	\$1810.39	\$1811.55	\$1817.35	\$1808.61	(\$8.75)	-0.48%	(\$1.78)	-0.10%
Computing infrastructure providers, data processing, web hosting, and related services	330.60	\$1980.15	\$2001.71	\$1993.99	\$2021.86	\$27.87	1.40%	\$41.71	2.11%
Electric power generation, transmission and distribution	259.70	\$1021.88	\$1014.44	\$1015.85	\$1043.75	\$27.90	2.75%	\$21.87	2.11%
Electronic and precision equipment repair and maintenance	79.10	\$1240.17	\$1282.17	\$1283.15	\$1271.65	(\$11.50)	-0.90%	\$31.48	2.54%
Engine, turbine, and power transmission equipment manufacturing	60.70	\$899.37	\$1230.22	\$1294.62	\$1311.34	\$16.72	1.29%	\$411.97	45.81%
Fabricated metal product manufacturing	1040.10	\$1023.73	\$1070.18	\$1073.26	\$1079.16	\$5.90	0.55%	\$55.43	5.41%
Facilities support services.	166.60	\$1112.40	\$1111.87	\$1112.41	\$1081.03	(\$31.38)	-2.82%	(\$31.37)	-2.82%
Foundation, structure, and building exterior contractors	782.40	\$1233.57	\$1273.32	\$1241.30	\$1256.43	\$15.13	1.22%	\$22.86	1.85%
Freight transportation arrangement	208.60	\$1179.20	\$1194.27	\$1209.76	\$1249.35	\$39.58	3.27%	\$70.15	5.95%
Funds, trusts, and other financial vehicles and investment activities	473.40	\$1894.50	\$1982.25	\$1991.92	\$2012.05	\$20.13	1.01%	\$117.55	6.20%
Furniture and home furnishing merchant wholesalers	82.60	\$1019.44	\$1021.57	\$1032.24	\$1048.95	\$16.71	1.62%	\$29.51	2.89%
General freight trucking	947.00	\$1192.42	\$1218.27	\$1195.13	\$1205.94	\$10.81	0.90%	\$13.52	1.13%
Grocery and related product merchant wholesalers	667.10	\$1051.79	\$1060.80	\$1063.92	\$1067.39	\$3.47	0.33%	\$15.60	1.48%
Hardware, and plumbing and heating equipment and supplies merchant wholesalers	239.10	\$1079.80	\$1131.31	\$1150.09	\$1163.09	\$13.00	1.13%	\$83.28	7.71%
Highway, street, & bridge construction	303.70	\$1517.90	\$1612.28	\$1596.02	\$1596.74	\$0.72	0.05%	\$78.84	5.19%
Hospitals	5147.30	\$1435.68	\$1468.34	\$1466.27	\$1480.25	\$13.98	0.95%	\$44.57	3.10%
Household appliances and electrical and electronic goods merchant wholesalers	287.40	\$1291.03	\$1291.65	\$1287.55	\$1284.58	(\$2.97)	-0.23%	(\$6.45)	-0.50%
Independent artists, writers, and performers	53.40	\$1320.89	\$1133.44	\$1159.73	\$1132.30	(\$27.42)	-2.36%	(\$188.59)	-14.28%
Industrial machinery manufacturing	65.20	\$1233.52	\$1246.02	\$1229.30	\$1241.36	\$12.05	0.98%	\$7.84	0.64%
Insurance carriers	1272.50	\$1494.98	\$1541.91	\$1544.81	\$1560.41	\$15.60	1.01%	\$65.42	4.38%
Legal services	874.40	\$1688.01	\$1742.88	\$1738.77	\$1755.94	\$17.17	0.99%	\$67.93	4.02%
Logging	32.10	\$1220.93	\$1325.00	\$1179.36	\$1285.24	\$105.88	8.98%	\$64.31	5.27%
Lumber and other construction materials merchant wholesalers	226.00 596.80	\$1107.98 \$1293.34	\$1134.36	\$1132.31 \$1343.54	\$1130.07 \$1366.88	(\$2.24) \$23.33	-0.20% 1.74%	\$22.09 \$73.54	1.99% 5.69%
Machinery, equipment, and supplies merchant wholesalers	1618.90	\$1274.90	\$1355.84 \$1307.21	\$1343.54	\$1343.61	\$23.33	1.66%	\$68.71	5.39%
Management, scientific, and technical consulting services.	1416.40	\$1510.63	\$1527.71	\$1554.90	\$1551.47	(\$3.43)	-0.22%	\$40.85	2.70%
Medical and diagnostic laboratories	252.60	\$1189.22	\$1257.62	\$1244.89	\$1281.14	\$36.25	2.91%	\$91.92	7.73%
Medical equipment and supplies manufacturing	200.90	\$956.84	\$1029.20	\$1037.79	\$1044.80	\$7.01	0.68%	\$87.96	9.19%
Metal and mineral (except petroleum) merchant wholesalers	116.50	\$1131.37	\$1136.56	\$1121.14	\$1148.46	\$27.33	2.44%	\$17.09	1.51%
Metalworking machinery manufacturing	108.10	\$1099.82	\$1088.49	\$1091.61	\$1107.31	\$15.70	1.44%	\$7.49	0.68%
Mining (except oil and gas)	141.80	\$1468.32	\$1593.09	\$1619.48	\$1589.78	(\$29.70)	-1.83%	\$121.46	8.27%
Miscellaneous durable goods merchant wholesalers	259.30	\$1025.67	\$1175.29	\$1167.01	\$1151.70	(\$15.31)	-1.31%	\$126.02	12.29%
Miscellaneous nondurable goods merchant wholesalers	263.20	\$1016.13	\$1042.34	\$1027.82	\$1045.48	\$17.65	1.72%	\$29.35	2.89%
Motor vehicle and motor vehicle parts and supplies merchant wholesalers	320.40	\$1075.03	\$1137.41	\$1150.58	\$1166.56	\$15.98	1.39%	\$91.53	8.51%
Natural gas distribution	92.20 390.00	\$1882.54 \$1272.43	\$2036.45 \$1336.10	\$2035.19 \$1328.34	\$2064.10 \$1359.20	\$28.91 \$30.85	1.42% 2.32%	\$181.55 \$86.76	9.64% 6.82%
Nondepository credit intermediation	294.10	\$1272.43	\$1131.55	\$1138.27	\$1339.20	\$6.82	0.60%	(\$0.13)	-0.01%
Nonresidential building construction	582.70	\$1517.13	\$1543.33	\$1529.84	\$1554.28	\$24.44	1.60%	\$37.15	2.45%
Office administrative services.	470.80	\$1249.64	\$1347.52	\$1357.13	\$1350.89	(\$6.24)	-0.46%	\$101.25	8.10%
Offices of real estate agents and brokers	260.10	\$1020.61	\$1073.17	\$1071.71	\$1075.92	\$4.22	0.39%	\$55.31	5.42%
Oil and gas extraction	86.60	\$1757.57	\$2036.88	\$2041.52	\$2011.44	(\$30.08)	-1.47%	\$253.87	14.44%
	306.60	\$1042.92	\$1099.50	\$1104.69	\$1108.82	\$4.14	0.37%	\$65.90	6.32%
Other ambulatory health care services	745.00	\$1010.88	\$1080.11	\$1102.86	\$1120.93	\$18.07	1.64%	\$110.05	10.89%
Other professional, scientific, and technical services	715.90	4							8.86%
Other professional, scientific, and technical services	629.50	\$1312.58	\$1413.37	\$1411.55	\$1428.89	\$17.34	1.23%	\$116.32	
Other professional, scientific, and technical services	629.50 918.40	\$1133.14	\$1132.99	\$1144.46	\$1151.58	\$7.12	0.62%	\$18.45	1.63%
Other professional, scientific, and technical services	629.50 918.40 261.60	\$1133.14 \$988.72	\$1132.99 \$1058.18	\$1144.46 \$1065.54	\$1151.58 \$1075.36	\$7.12 \$9.82	0.62% 0.92%	\$18.45 \$86.64	1.63% 8.76%
Other professional, scientific, and technical services  Other specialty construction trade contractors  Outpatient care centers  Paper manufacturing  Petroleum and petroleum products merchant wholesalers	629.50 918.40 261.60 81.40	\$1133.14 \$988.72 \$1278.66	\$1132.99 \$1058.18 \$1307.67	\$1144.46 \$1065.54 \$1327.99	\$1151.58 \$1075.36 \$1388.04	\$7.12 \$9.82 \$60.05	0.62% 0.92% 4.52%	\$18.45 \$86.64 \$109.38	1.63% 8.76% 8.55%
Other professional, scientific, and technical services	629.50 918.40 261.60	\$1133.14 \$988.72	\$1132.99 \$1058.18	\$1144.46 \$1065.54	\$1151.58 \$1075.36	\$7.12 \$9.82	0.62% 0.92%	\$18.45 \$86.64	1.63%

### - 8 - The U.S. Private Sector Job Quality Index | September 2024

									6
Table 1A: Industry Categories Above the Quality Job Benchmark									
(Mean Weekly Wage)									
								Change in \$	
Continued							% Change	from	
						Change in \$	from July	August	% Change
	Total Number					from	2024 -	2023 -	from August
	of Jobs (000)		Mean Wee	kly Income		July 2024 -	August	August	2023 -
Industry Category	Aug-24	August 2023	June 2024	July 2024	August 2024	August 2024	2024	2024	August 2024
Residential building construction	582.50	\$1077.58	\$1173.94	\$1168.87	\$1197.13	\$28.26	2.42%	\$119.55	11.09%
Rubber product manufacturing	100.40	\$1072.72	\$1057.67	\$1082.40	\$1086.06	\$3.66	0.34%	\$13.34	1.24%
Sawmill & wood preservation mfg	72.00	\$1103.34	\$1125.90	\$1074.05	\$1082.41	\$8.36	0.78%	(\$20.93)	-1.90%
Scientific research & development services.	724.70	\$2076.14	\$2162.57	\$2161.06	\$2166.00	\$4.94	0.23%	\$89.86	4.33%
Securities and commodity contracts brokerage, intermediation, and exchanges	363.40	\$1894.54	\$2029.77	\$2052.88	\$2058.24	\$5.36	0.26%	\$163.71	8.64%
Specialized design services	103.20	\$1202.07	\$1208.09	\$1262.69	\$1214.69	(\$48.00)	-3.80%	\$12.62	1.05%
Specialized freight trucking	401.30	\$1143.14	\$1158.45	\$1170.92	\$1173.60	\$2.68	0.23%	\$30.46	2.67%
Support activities for air transportation	243.60	\$983.07	\$1008.70	\$1006.65	\$1022.81	\$16.17	1.61%	\$39.75	4.04%
Support activities for mining	230.10	\$1711.44	\$1710.34	\$1662.86	\$1710.34	\$47.49	2.86%	(\$1.10)	-0.06%
Support activities for road transportation	102.60	\$1058.63	\$1103.26	\$1124.40	\$1115.95	(\$8.45)	-0.75%	\$57.33	5.42%
Telecommunications services	534.40	\$1326.39	\$1310.26	\$1313.98	\$1297.52	(\$16.46)	-1.25%	(\$28.87)	-2.18%
Transportation equipment manufacturing	1295.00	\$1356.15	\$1452.65	\$1440.61	\$1453.79	\$13.18	0.92%	\$97.64	7.20%
Utility system construction	477.60	\$1627.73	\$1684.99	\$1660.15	\$1660.37	\$0.21	0.01%	\$32.63	2.00%
Water, sewage and other systems	46.80	\$1095.54	\$1209.98	\$1204.97	\$1190.54	(\$14.43)	-1.20%	\$95.00	8.67%
Wholesale trade agents and brokers	392.80	\$1451.95	\$1393.13	\$1395.95	\$1387.01	(\$8.95)	-0.64%	(\$64.94)	-4.47%

### - 9 - The U.S. Private Sector Job Quality Index | September 2024

Table 1B: Industry Categories Below the Quality Job Benchmark									
(Mean Weekly Wage)									
								Change in \$	
						Chanas in é	% Change	from	ev Channa
	Total Number					Change in \$ from	from July 2024 -	August 2023 -	% Change from August
	of Jobs (000)		Mean Week	ly Income		July 2024 -	August	August	2023 -
Industry Category	Aug-24	August 2023	June 2024		August 2024	-	2024	-	August 2024
Total Private Production and Non-supervisory Jobs.	110270.00	\$984.36	\$1012.88	\$1016.28	\$1020.23	\$3.95	0.39%	\$35.87	3.64%
Total Low Quality Production and Non-supervisory Job	59929.16	\$682.96	\$701.88	\$705.13	\$704.36	(\$0.77)	-0.11%	\$21.41	3.13%
Agents, promoters & managers of arts, sports, & similar events		\$536.22	\$688.22	\$700.66	\$701.76	\$1.10	0.16%	\$165.54	30.87%
Amusement, gambling, and recreation industries		\$399.96	\$429.03	\$432.97	\$437.78	\$4.81	1.11%	\$37.82	9.46%
Apparel manufacturing		\$733.21 \$948.31	\$697.13 \$913.90	\$678.54 \$924.79	\$674.28 \$917.06	(\$4.25) (\$7.74)	-0.63% -0.84%	(\$58.93) (\$31.25)	-8.04% -3.30%
Apparel, piece goods, and notions merchant wholesalers		\$879.65	\$928.20	\$930.38	\$939.89	\$9.50	1.02%	\$60.24	6.85%
Automotive parts, accessories, and tire retailers.		\$801.47	\$791.47	\$785.26	\$788.71	\$3.45	0.44%	(\$12.76)	-1.59%
Beer, wine, and distilled alcoholic beverage merchant wholesalers.		\$995.10	\$1003.97	\$1020.31	\$993.77	(\$26.54)	-2.60%	(\$1.33)	-0.13%
Beer, wine, and liquor retailers		\$459.52	\$472.37	\$494.23	\$478.63	(\$15.60)	-3.16%	\$19.11	4.16%
Book retailers and news dealers	52.90	\$443.44	\$556.25	\$548.35	\$568.46	\$20.11	3.67%	\$125.02	28.19%
Building material and supplies dealers	954.50	\$941.32	\$974.35	\$961.26	\$971.55	\$10.29	1.07%	\$30.23	3.21%
Business support services	581.80	\$810.22	\$868.00	\$866.92	\$859.12	(\$7.80)	-0.90%	\$48.90	6.04%
Cafeterias, grill buffets, and buffets.	65.50	\$393.04	\$474.32	\$487.07	\$495.35	\$8.28	1.70%	\$102.31	26.03%
Child care services.		\$578.15	\$588.44	\$591.70	\$588.35	(\$3.35)	-0.57%	\$10.20	1.76%
Community food and housing, and emergency and other relief services	180.90	\$764.19	\$786.84	\$795.29	\$788.54	(\$6.75)	-0.85%	\$24.35	3.19%
Continuing care retirement communities and assisted living facilities for the elderly	874.50	\$631.40	\$660.33	\$669.26	\$674.79	\$5.53	0.83%	\$43.39	6.87%
Courier and messenger services.		\$758.57	\$758.88	\$768.18	\$772.90	\$4.72	0.61%	\$14.32	1.89%
Death care services.		\$658.96	\$663.35	\$648.15	\$658.59	\$10.44	1.61%	(\$0.37)	-0.06%
Drinking places, alcoholic beverages	404.40	\$429.07	\$437.18	\$436.30	\$440.10	\$3.80	0.87%	\$11.03	2.57%
Drycleaning and laundry services	227.60	\$652.24	\$686.05	\$688.20	\$694.20	\$6.00	0.87%	\$41.96	6.43%
Employment services	3197.90	\$903.59	\$938.56	\$965.25	\$951.82	(\$13.43)	-1.39%	\$48.23	5.34%
Full-service restaurants	4831.40	\$474.58	\$479.52	\$477.19	\$482.54	\$5.35	1.12%	\$7.96	1.68%
Furniture and related product manufacturing		\$907.32	\$930.47	\$933.74	\$932.51	(\$1.23)	-0.13%	\$25.20	2.78%
Furniture retailers	153.10 914.40	\$825.99 \$551.40	\$847.26 \$561.45	\$867.90 \$561.72	\$855.73 \$563.53	(\$12.18) \$1.81	-1.40% 0.32%	\$29.73 \$12.13	3.60% 2.20%
Gasoline stations and ruel dealers	3107.30	\$527.22	\$529.53	\$527.70	\$529.53	\$1.83	0.35%	\$2.31	0.44%
Grocery and convenience retailers.		\$491.92	\$507.17	\$505.98	\$511.53	\$5.55	1.10%	\$19.61	3.99%
Health and personal care retailers		\$672.21	\$688.61	\$697.45	\$697.94	\$0.48	0.07%	\$25.72	3.83%
Home furnishings retailers		\$590.76	\$601.74	\$604.82	\$592.94	(\$11.88)	-1.96%	\$2.18	0.37%
Home health care services.	1621.80	\$698.51	\$705.56	\$716.83	\$719.88	\$3.05	0.43%	\$21.37	3.06%
Individual and family services		\$584.62	\$603.43	\$604.01	\$601.63	(\$2.38)	-0.39%	\$17.01	2.91%
Investigation & security services		\$898.98	\$908.04	\$910.08	\$903.90	(\$6.17)	-0.68%	\$4.93	0.55%
Jewelry, luggage, and leather goods retailers	92.90	\$644.28	\$615.17	\$613.74	\$623.82	\$10.08	1.64%	(\$20.46)	-3.18%
Lawn and garden equipment and supplies retailers		\$626.41 \$909.15	\$668.26 \$907.93	\$659.09 \$914.71	\$668.88 \$910.54	\$9.80 (\$4.17)	1.49% -0.46%	\$42.48 \$1.40	6.78% 0.15%
Limited-service restaurants.		\$366.04	\$376.07	\$375.61	\$375.61	(54.17)	0.00%	\$9.57	2.61%
Motion picture & sound recording industries		\$686.17	\$658.01	\$657.29	\$664.82	\$7.52	1.14%	(\$21.35)	-3.11%
Museums, historical sites, and similar institutions		\$621.08	\$652.58	\$652.20	\$661.93	\$9.73	1.49%	\$40.85	6.58%
Office supplies, stationery, and gift retailers	160.80	\$403.18	\$419.75	\$425.25	\$434.28	\$9.03	2.12%	\$31.10	7.71%
Offices of dentists.	873.30	\$903.06	\$931.03	\$941.36	\$960.79	\$19.43	2.06%	\$57.73	6.39%
Offices of other health practitioners		\$847.68	\$852.19	\$848.16	\$854.15	\$5.98	0.71%	\$6.47	0.76%
Other miscellaneous manufacturing.		\$890.37	\$941.27	\$957.20	\$945.24	(\$11.97)	-1.25%	\$54.87	6.16%
Other miscellaneous retailers		\$661.23	\$649.64	\$663.48	\$669.23	\$5.75	0.87%	\$8.00	1.21%
Other motor vehicle dealers		\$956.58 \$514.02	\$950.63 \$519.95	\$959.70 \$537.30	\$954.26 \$533.86	(\$5.44) (\$3.44)	-0.57% -0.64%	(\$2.31) \$19.84	-0.24% 3.86%
Other residential care facilities.	137.00	\$780.33	\$828.62	\$859.91	\$852.11	(\$7.80)	-0.91%	\$71.78	9.20%
Other support services.	287.10	\$871.50	\$879.04	\$873.18	\$872.52	(\$0.66)	-0.08%	\$1.02	0.12%
Paper and paper product merchant wholesalers	89.90	\$1024.14	\$946.63	\$915.95	\$936.41	\$20.46	2.23%	(\$87.73)	-8.57%
Performing arts companies		\$707.70	\$917.38	\$931.88	\$889.31	(\$42.57)	-4.57%	\$181.61	25.66%
Personal and household goods repair and maintenance	65.20	\$677.41	\$754.00	\$764.60	\$782.43	\$17.83	2.33%	\$105.03	15.50%
Personal care services		\$603.92	\$596.09	\$599.75	\$596.82	(\$2.93)	-0.49%	(\$7.09)	-1.17%
Plastics product manufacturing		\$988.53	\$979.65	\$992.57	\$997.91	\$5.34	0.54%	\$9.38	0.95%
Printing & related mfg		\$836.35	\$919.06	\$921.37	\$929.67	\$8.30	0.90%	\$93.32	11.16%
Recreational vehicle (RV) parks and recreational camps		\$540.43 \$890.91	\$532.71 \$909.51	\$523.64 \$911.65	\$502.27 \$911.70	(\$21.37) \$0.05	-4.08% 0.01%	(\$38.16) \$20.79	-7.06% 2.33%
Religious, grantmaking, civic, professional, and similar organizations									
Residential intellectual and developmental disability, mental health, and substance abuse facilities	570.50	\$750.83	\$781.06	\$785.05	\$783.70	(\$1.35)	-0.17%	\$32.87	4.38%
Services to buildings & dwellings.		\$708.08	\$730.21	\$723.07	\$735.00	\$11.93	1.65%	\$26.92	3.80%
Shoe retailers		\$586.04	\$582.48	\$563.10	\$547.23	(\$15.86)	-2.82%	(\$38.81)	-6.62%
Skilled nursing care facilities		\$746.85	\$780.69	\$780.05	\$774.01	(\$6.04)	-0.77%	\$27.16	3.64%
Snack and nonalcoholic beverage bars	804.40	\$338.00	\$359.98	\$357.48	\$357.74	\$0.26	0.07%	\$19.74	5.84%
Special food services		\$592.04	\$601.15	\$616.17	\$589.68	(\$26.49)	-4.30%	(\$2.36)	-0.40%
Specialty food retailers	181.90	\$469.46	\$464.88	\$467.50	\$473.14	\$5.64	1.21%	\$3.68	0.78%

### - 10 - The U.S. Private Sector Job Quality Index | September 2024

Table 1B: Industry Categories Below the Quality Job Benchmark									
(Mean Weekly Wage)									
								Change in \$	
Continued							% Change	from	
						Change in \$	from July	August	% Change
	Total Number					from	2024 -	2023 -	from August
	of Jobs (000)		Mean Wee	kly Income		July 2024 -	August	August	2023 -
Industry Category	Aug-24	August 2023	June 2024	July 2024	August 2024	August 2024	2024	2024	August 2024
Spectator sports	190.90	\$648.47	\$717.06	\$712.40	\$684.48	(\$27.92)	-3.92%	\$36.01	5.55%
Sporting goods, hobby, and musical instrument retailers	397.20	\$528.49	\$549.05	\$555.46	\$555.50	\$0.04	0.01%	\$27.01	5.11%
Textile mill mfg	70.90	\$841.66	\$859.78	\$881.31	\$902.02	\$20.70	2.35%	\$60.35	7.17%
Textile product mill mfg	69.50	\$763.43	\$721.95	\$691.97	\$693.00	\$1.03	0.15%	(\$70.43)	-9.22%
Transit and ground passenger transportation	388.90	\$864.64	\$848.48	\$830.25	\$857.67	\$27.41	3.30%	(\$6.97)	-0.81%
Travel arrangement & reservation services.	152.40	\$975.48	\$980.73	\$953.05	\$968.71	\$15.66	1.64%	(\$6.77)	-0.69%
Traveler accommodation	1569.40	\$604.76	\$606.51	\$610.65	\$607.07	(\$3.58)	-0.59%	\$2.31	0.38%
Used merchandise retailers	181.00	\$440.15	\$455.91	\$463.89	\$461.92	(\$1.97)	-0.43%	\$21.76	4.94%
Vocational rehabilitation services.	244.10	\$596.81	\$616.28	\$617.76	\$625.25	\$7.49	1.21%	\$28.44	4.77%
Warehousing and storage	1587.00	\$902.48	\$937.95	\$938.40	\$940.02	\$1.62	0.17%	\$37.54	4.16%
Web search portals, libraries, archives, and other information services	141.80	\$1045.24	\$993.56	\$1036.64	\$997.17	(\$39.48)	-3.81%	(\$48.07)	-4.60%

### - 11 - The U.S. Private Sector Job Quality Index | September 2024

Table 2A: Index of CPI-adjusted Weekly Wages for Industry Categories Above the Quality Job Benchmark							
(Mean Weekly Wage) -Year 1990 = 100					% Change	%Change	%Change
	Total		x of CPI-adju		from	from August	from July
Industry Category	Number of Jobs (000)	Weekly August 2023	Income (199 July 2024		Inception -	2023 - August 2024	2024 - August 2024
Total Private Production and Non-supervisory Jobs		\$118.77	\$119.70	\$120.06	20.06%	1.09%	0.31%
Total High Quality Production and Non-supervisory Job	50340.84	\$121.61	\$123.27	\$123.81	23.81%	1.80%	0.44%
Accounting, tax preparation, bookkeeping, and payroll services	851.40	\$116.74	\$114.16	\$115.73	15.73%	-0.86%	1.38%
Activities related to credit intermediation	213.40 637.50	\$113.15 \$131.22	\$147.17 \$129.65	\$150.30 \$131.70	50.30% 31.70%	32.83% 0.36%	2.13% 1.58%
Advertising, public relations, and related services	372.10	\$133.47	\$129.03	\$132.06	32.06%	-1.05%	0.21%
Agencies, brokerages, and other insurance related activities	1085.70	\$130.07	\$137.11	\$137.70	37.70%	5.86%	0.43%
Agriculture, construction, and mining machinery manufacturing	143.30	\$99.97	\$98.34	\$99.62	-0.38%	-0.35%	1.30%
Air transportation	520.50	\$167.27	\$178.41	\$177.83	77.83%	6.32%	-0.33%
Architectural, engineering, and related services	1269.40 1102.20	\$118.10 \$107.86	\$117.47 \$101.66	\$118.85 \$103.49	18.85% 3.49%	0.63% -4.05%	1.18% 1.79%
Broadcasting and content providers	267.40	\$154.48	\$160.18	\$163.39	63.39%	5.77%	2.00%
Building equipment contractors	1930.50	\$104.34	\$105.02	\$105.95	5.95%		0.88%
Building finishing contractors	625.60	\$101.00	\$102.39	\$102.55	2.55%	1.53%	0.15%
Chemical and allied products merchant wholesalers	115.10	\$98.77	\$106.03	\$105.03	5.03%	6.33%	-0.95%
Chemical manufacturing		\$96.52	\$95.05	\$93.45	-6.55%	-3.18%	-1.68%
Commercial and industrial machinery and equipment (except automotive and electronic) repair and maintenance  Commercial and industrial machinery and equipment rental and leasing	201.90 152.90	\$115.36 \$106.34	\$122.09 \$109.64	\$123.99 \$110.87	23.99% 10.87%	7.48% 4.26%	1.56% 1.12%
Commercial and service industry machinery manufacturing.		\$99.40	\$107.41	\$106.25	6.25%	6.90%	-1.08%
Computer and electronic product manufacturing		\$115.21	\$126.02	\$126.62	26.62%	9.90%	0.47%
Computer systems design & related services		\$118.79	\$121.25	\$122.23	22.23%	2.89%	0.81%
Computing infrastructure providers, data processing, web hosting, and related services.		\$181.22	\$177.57	\$176.57	76.57%	-2.56%	-0.56%
Electric power generation, transmission and distribution	330.60 259.70	\$123.40 \$103.56	\$121.29 \$100.49	\$122.89 \$103.17	22.89% 3.17%	-0.41% -0.38%	1.32% 2.66%
Electronic and precision equipment repair and maintenance		\$119.21	\$120.49	\$119.22	19.22%	0.01%	-0.98%
Engine, turbine, and power transmission equipment manufacturing		\$66.87	\$93.96	\$95.10	-4.90%	42.21%	1.21%
Fabricated metal product manufacturing	1040.10	\$98.53	\$100.83	\$101.30	1.30%	2.81%	0.47%
Facilities support services.	166.60	\$106.99	\$104.44	\$101.41	1.41%	-5.22%	-2.90%
Foundation, structure, and building exterior contractors		\$105.37 \$118.58	\$103.49	\$104.67 \$122.53	4.67% 22.53%	-0.66% 3.33%	1.14% 3.19%
Funds, trusts, and other financial vehicles and investment activities	473.40	\$164.70	\$118.74 \$169.03	\$170.60	70.60%	3.58%	0.93%
Furniture and home furnishing merchant wholesalers		\$102.78	\$101.59	\$103.15	3.15%	0.35%	1.54%
General freight trucking	947.00	\$97.25	\$95.14	\$95.92	-4.08%	-1.36%	0.82%
Grocery and related product merchant wholesalers	667.10	\$115.46	\$114.00	\$114.28	14.28%	-1.02%	0.24%
Hardware, and plumbing and heating equipment and supplies merchant wholesalers		\$111.74	\$116.17	\$117.39	17.39%	5.05%	1.05%
Highway, street, & bridge construction	303.70 5147.30	\$108.34 \$151.80	\$111.20 \$151.33	\$111.15 \$152.65	11.15% 52.65%	2.60% 0.56%	-0.04% 0.87%
Household appliances and electrical and electronic goods merchant wholesalers	287.40	\$102.85	\$100.12	\$99.81	-0.19%	-2.96%	-0.31%
Independent artists, writers, and performers	53.40	\$152.52	\$130.71	\$127.51	27.51%	-16.39%	-2.44%
Industrial machinery manufacturing	65.20	\$107.46	\$104.53	\$105.47	5.47%	-1.85%	0.90%
Insurance carriers		\$149.04	\$150.33	\$151.72	51.72%	1.80%	0.93%
Legal services		\$130.83 \$119.46	\$131.55 \$112.63	\$132.74 \$122.65	32.74% 22.65%	1.46% 2.67%	0.91% 8.89%
Lumber and other construction materials merchant wholesalers		\$110.83	\$110.56	\$110.25	10.25%	-0.52%	-0.28%
Machinery, equipment, and supplies merchant wholesalers	596.80	\$120.90	\$122.59	\$124.62	24.62%	3.08%	1.65%
Management of companies & enterprises		\$138.54	\$140.19	\$142.40	42.40%	2.79%	1.58%
Management, scientific, and technical consulting services.		\$125.32	\$125.91	\$125.53	25.53%	0.17%	-0.30%
Medical and diagnostic laboratories		\$131.45 \$110.81	\$134.31 \$117.31	\$138.11 \$118.01	38.11% 18.01%	5.07% 6.50%	2.83% 0.59%
Metal and mineral (except petroleum) merchant wholesalers	116.50	\$103.70	\$100.30	\$102.66	2.66%	-0.99%	2.35%
Metalworking machinery manufacturing		\$85.40	\$82.74	\$83.86	-16.14%	-1.80%	1.36%
Mining (except oil and gas)		\$91.07	\$98.05	\$96.17	-3.83%	5.60%	-1.91%
Miscellaneous durable goods merchant wholesalers		\$127.09	\$141.15	\$139.18	39.18%	9.52%	-1.39%
Miscellaneous nondurable goods merchant wholesalers		\$121.78 \$109.12	\$120.24 \$113.99	\$122.20 \$115.48	22.20% 15.48%	0.35% 5.84%	1.63% 1.31%
Natural gas distribution		\$103.12	\$119.47	\$121.07	21.07%	6.94%	1.34%
Nondepository credit intermediation		\$138.95	\$141.59	\$144.76	44.76%	4.18%	2.24%
Nonmetallic mineral product manufacturing		\$104.38	\$101.27	\$101.79	1.79%	-2.48%	0.52%
Nonresidential building construction		\$118.30	\$116.45	\$118.21	18.21%	-0.08%	1.52%
Office administrative services.		\$158.89	\$168.44	\$167.53	67.53%	5.43%	-0.54%
Offices of real estate agents and brokers	260.10 86.60	\$145.35 \$127.04	\$148.98 \$144.03	\$149.44 \$141.80	49.44% 41.80%	2.82% 11.62%	0.31% -1.55%
Other ambulatory health care services.	306.60	\$133.05	\$137.57	\$141.80	37.97%	3.69%	0.29%
Other professional, scientific, and technical services	715.90	\$173.65	\$184.92	\$187.80	87.80%	8.15%	1.56%
Other specialty construction trade contractors		\$106.29	\$111.58	\$112.86	12.86%	6.17%	1.15%
Outpatient care centers	918.40	\$148.29	\$146.20	\$146.99	46.99%	-0.88%	0.54%
Paper manufacturing		\$79.39	\$83.51	\$84.21	-15.79%	6.08%	0.84%
Petroleum and petroleum products merchant wholesalers	81.40 282.60	\$131.91 \$93.90	\$133.72 \$95.36	\$139.66 \$94.93	39.66% -5.07%	5.87% 1.09%	4.44% -0.45%
Primary metal manufacturing	202.00	293.90			12.88%	0.43%	0.88%
Primary metal manufacturing	602.30	\$112.39	\$111.90	\$112.88	12.0070	0.4376	
Primary metal manufacturing		\$112.39 \$168.43	\$111.90 \$168.67	\$112.88 \$169.70	69.70%	0.43%	
Professional and commercial equipment and supplies merchant wholesalers							0.61% 2.33%

### - 12 - The U.S. Private Sector Job Quality Index | September 2024

							. / . /
Table 2A: Index of CPI-adjusted Weekly Wages for Industry Categories Above the Quality Job Benchmark							
(Mean Weekly Wage) -Year 1990 = 100							
					% Change	%Change	%Change
Continued	Total	Inde	x of CPI-adju	sted	from	from August	from July
	Number of	Weekly	Income (199	0 = 100)	Inception -	2023 -	2024 -
Industry Category	Jobs (000)	August 2023	July 2024	August 2024	August 2024	August 2024	August 2024
Sawmill & wood preservation mfg	72.00	\$111.39	\$105.84	\$106.58	6.58%	-4.32%	0.70%
Scientific research & development services	724.70	\$151.13	\$153.55	\$153.78	53.78%	1.75%	0.15%
Securities and commodity contracts brokerage, intermediation, and exchanges	363.40	\$180.55	\$190.96	\$191.31	91.31%	5.96%	0.18%
Specialized design services	103.20	\$130.12	\$133.42	\$128.24	28.24%	-1.44%	-3.88%
Specialized freight trucking	401.30	\$108.75	\$108.74	\$108.90	8.90%	0.13%	0.15%
Support activities for air transportation	243.60	\$115.62	\$115.56	\$117.32	17.32%	1.47%	1.52%
Support activities for mining	230.10	\$134.37	\$127.44	\$130.97	30.97%	-2.53%	2.77%
Support activities for road transportation	102.60	\$108.56	\$112.56	\$111.62	11.62%	2.81%	-0.83%
Telecommunications services	534.40	\$98.85	\$95.59	\$94.31	-5.69%	-4.59%	-1.33%
Transportation equipment manufacturing.	1295.00	\$96.83	\$100.40	\$101.24	1.24%	4.55%	0.83%
Utility system construction	477.60	\$117.52	\$117.00	\$116.92	16.92%	-0.51%	-0.07%
Water, sewage and other systems.	46.80	\$99.40	\$106.72	\$105.35	5.35%	5.99%	-1.28%
Wholesale trade agents and brokers	392.80	\$121.13	\$113.68	\$112.86	12.86%	-6.83%	-0.72%

### - 13 - The U.S. Private Sector Job Quality Index | September 2024

Table 2B: Index of CPI-adjusted Weekly Wages for Industry Categories Below the Quality Job Benchmark						%Change	
(Mean Weekly Wage) -Year 1990 = 100					% Change	from	%Change
					from	August	from July
	Total Number of		x of CPI-adjus Income (1990		Inception -	2023 -	2024 -
Industry Category	Jobs (000)	August 2023	July 2024	August 2024	August 2024	August 2024	August 2024
Total Private Production and Non-supervisory Jobs	, ,		\$119.70	\$120.06	20.06%	1.09%	0.31%
Total Low Quality Production and Non-supervisory Job			\$121.94	\$121.71	21.71%	0.59%	-0.19%
Agents, promoters & managers of arts, sports, & similar events		\$73.71	\$94.01	\$94.08	-5.92%	27.64%	0.08%
Amusement, gambling, and recreation industries.	1594.80	\$85.93	\$90.80	\$91.73	-8.27%	6.75%	1.03%
Apparel manufacturing	62.30	\$143.38	\$129.52	\$128.60	28.60%	-10.31%	-0.71%
Apparel, piece goods, and notions merchant wholesalers			\$97.88	\$96.99	-3.01%	-5.68%	-0.92%
Auto repair & maintenance services.			\$112.31	\$113.36	13.36%	4.21%	0.94%
Automotive parts, accessories, and tire retailers			\$106.60 \$104.14	\$106.98	6.98%	-4.02%	0.36% -2.68%
Beer, wine, and liquor retailers.			\$94.82	\$101.35 \$91.75	1.35% -8.25%	-2.60% 1.59%	-3.23%
Book retailers and news dealers.			\$129.79	\$134.44	34.44%	25.03%	3.58%
Building material and supplies dealers	954.50		\$133.01	\$134.32	34.32%	0.66%	0.99%
Business support services	581.80	\$125.61	\$131.19	\$129.91	29.91%	3.42%	-0.98%
Cafeterias, grill buffets, and buffets	65.50	\$113.88	\$137.76	\$139.98	39.98%	22.92%	1.62%
Child care services.		\$136.74	\$136.60	\$135.71	35.71%	-0.75%	-0.65%
Community food and housing, and emergency and other relief services			\$130.30	\$129.08	29.08%	0.64%	-0.93%
Continuing care retirement communities and assisted living facilities for the elderly			\$126.12	\$127.06	27.06%	4.23%	0.74%
Courier and messenger services.			\$142.16	\$142.91	42.91%	-0.63%	0.53%
Death care services.			\$86.95	\$88.28	-11.72%	-2.52% 0.04%	1.53% 0.79%
Drinking places, alcoholic beverages			\$152.21 \$116.27	\$153.41 \$117.19	53.41% 17.19%	3.81%	0.79%
Employment services.	3197.90		\$146.95	\$144.79	44.79%	2.74%	-1.47%
Full-service restaurants.	4831.40		\$138.53	\$139.97	39.97%	-0.83%	1.04%
Furniture and related product manufacturing.			\$115.71	\$115.46	15.46%	0.24%	-0.21%
Furniture retailers		\$118.25	\$121.28	\$119.48	19.48%	1.04%	-1.48%
Gasoline stations and fuel dealers.	914.40	\$105.72	\$105.12	\$105.37	5.37%	-0.32%	0.24%
General merchandise retailers	3107.30	\$117.76	\$115.05	\$115.36	15.36%	-2.04%	0.26%
Grocery and convenience retailers			\$85.49	\$86.36	-13.64%	1.42%	1.01%
Health and personal care retailers.			\$134.65	\$134.63	34.63%	1.26%	-0.01%
Home furnishings retailers			\$95.68	\$93.72	-6.28%	-2.11%	-2.04%
Home health care services	1621.80 2897.10		\$145.43 \$103.27	\$145.93 \$102.78	45.93% 2.78%	0.52% 0.37%	0.34% -0.47%
Investigation & security services.			\$165.76	\$164.51	64.51%	-1.93%	-0.76%
Jewelry, luggage, and leather goods retailers.	92.90		\$120.52	\$122.40	22.40%	-5.57%	1.56%
Lawn and garden equipment and supplies retailers.			\$100.33	\$101.74	1.74%	4.15%	1.40%
Lessors of real estate	474.40	\$140.38	\$137.87	\$137.13	37.13%	-2.32%	-0.54%
Limited-service restaurants	4124.90	\$128.39	\$128.60	\$128.50	28.50%	0.08%	-0.08%
Motion picture & sound recording industries		\$68.24	\$63.81	\$64.49	-35.51%	-5.50%	1.06%
Museums, historical sites, and similar institutions			\$109.88	\$111.43	11.43%	3.95%	1.41%
Office supplies, stationery, and gift retailers			\$72.63	\$74.11	-25.89%	5.05%	2.04%
Offices of dentists			\$136.25	\$138.95	38.95%	3.77%	1.98%
Offices of other health practitioners	994.70 186.80		\$128.32 \$117.53	\$129.12 \$115.97	29.12% 15.97%	-1.72% 3.54%	0.62% -1.33%
Other miscellaneous manufacturing			\$100.48	\$101.27	1.27%	-1.29%	0.78%
Other motor vehicle dealers.			\$128.32	\$127.49	27.49%	-2.70%	-0.65%
Other personal services.			\$82.20	\$81.61	-18.39%	1.30%	-0.72%
Other residential care facilities	137.00	\$118.45	\$127.41	\$126.15	26.15%	6.50%	-0.99%
Other support services.	287.10	\$96.35	\$94.23	\$94.08	-5.92%	-2.35%	-0.16%
Paper and paper product merchant wholesalers	89.90	\$85.82	\$74.92	\$76.54	-23.46%	-10.82%	2.15%
Performing arts companies			\$144.49	\$137.78	37.78%	22.56%	-4.65%
Personal and household goods repair and maintenance			\$90.93	\$92.97	-7.03%	12.65%	2.25%
Personal care services.			\$122.97	\$122.27	22.27%	-3.61%	-0.57%
Plastics product manufacturing			\$111.09	\$111.60	11.60%	-1.54%	0.46%
Printing & related mfg			\$87.74 \$122.28	\$88.46 \$117.20	-11.54% 17.20%	8.41% -9.35%	0.82% -4.16%
Religious, grantmaking, civic, professional, and similar organizations.			\$126.17	\$117.20	26.08%	-9.35%	-0.08%
Residential intellectual and developmental disability, mental health, and substance abuse facilities			\$132.08	\$131.74	31.74%	1.80%	-0.25%
Services to buildings & dwellings.			\$125.44	\$127.41	27.41%	1.24%	1.57%
Shoe retailers			\$137.01	\$133.04	33.04%	-8.93%	-2.90%
Skilled nursing care facilities	1308.20	\$130.59	\$133.14	\$132.00	32.00%	1.08%	-0.86%
Snack and nonalcoholic beverage bars	804.40	\$120.74	\$124.65	\$124.63	24.63%	3.23%	-0.01%
Special food services	682.30	\$135.73	\$137.89	\$131.85	31.85%	-2.86%	-4.38%

### - 14 - The U.S. Private Sector Job Quality Index | September 2024

							- 1 X
Table 2B: Index of CPI-adjusted Weekly Wages for Industry Categories Below the Quality Job Benchmark						%Change	
(Mean Weekly Wage) -Year 1990 = 100					% Change	from	%Change
					from	August	from July
Continued	Total	Inde	ex of CPI-adjus	ted	Inception -	2023 -	2024 -
	Number of	Weekly	Income (1990	0 = 100)	August	August	August
Industry Category	Jobs (000)	August 2023	July 2024	August 2024	2024	2024	2024
Specialty food retailers	181.90	\$85.66	\$83.27	\$84.20	-15.80%	-1.70%	1.12%
Spectator sports.	190.90	\$90.36	\$96.90	\$93.03	-6.97%	2.95%	-4.00%
Sporting goods, hobby, and musical instrument retailers	397.20	\$120.60	\$123.72	\$123.63	23.63%	2.52%	-0.07%
Textile mill mfg	70.90	\$107.12	\$109.49	\$111.97	11.97%	4.53%	2.27%
Textile product mill mfg	69.50	\$112.77	\$99.77	\$99.84	-0.16%	-11.47%	0.07%
Transit and ground passenger transportation	388.90	\$111.22	\$104.24	\$107.60	7.60%	-3.25%	3.22%
Travel arrangement & reservation services	152.40	\$150.05	\$143.09	\$145.33	45.33%	-3.15%	1.56%
Traveler accommodation	1569.40	\$121.18	\$119.44	\$118.64	18.64%	-2.10%	-0.67%
Used merchandise retailers	181.00	\$99.92	\$102.79	\$102.27	2.27%	2.35%	-0.51%
Vocational rehabilitation services	244.10	\$127.39	\$128.71	\$130.17	30.17%	2.18%	1.13%
Warehousing and storage	1587.00	\$93.46	\$94.86	\$94.95	-5.05%	1.59%	0.09%
Web search portals, libraries, archives, and other information services	141.80	\$86.54	\$83.78	\$80.53	-19.47%	-6.95%	-3.89%