
















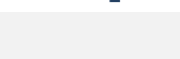
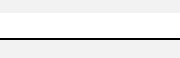


## Data Insights: Jobs

Friday, May 3, 2024

### Today's jobs data: what you need to know

<b>Non-farm payrolls</b>	Change Apr: +175	Revision Mar: +12	Revision Feb: -34	
<b>Private payrolls</b>	Change Apr: +167	Revision Mar: +11	Revision Feb: -26	
<b>Employment</b>	Change Apr: +25			
<b>Unemployment</b>	Change Apr: +63			
<b>Long-term unemployment</b>	Change Apr: +95			
<b>Civilian labor force</b>	Change Apr: +87	2.19 million above trend	71.6% of entrants unemployed	
<b>Unemployment rate</b>	Apr: 3.86%	Change Apr: +0.04%		
<b>Underemployment rate</b>	Apr: 7.4%	Change Apr: +0.1%		
<b>Participation rate</b>	Apr: 62.7%	Change Apr: unch		
<b>UE adjusted for participation</b>	Apr: 8.7%	Change Apr: +0.03%		
<b>Average weeks unemployed</b>	Apr: 19.9	Change Apr: -1.7		
<b>% longterm unemployed</b>	Apr: 19.6%	Change Apr: +0.1%		
<b>Aggregate hours worked index</b>	Apr: 116.3	Change Apr: -0.1%	Revision Mar: -0	
<b>Average hourly earnings</b>	Apr: +0.20%	Change Apr: -0.15%	Revision Mar: +0.00%	
<b>Aggregate weekly earnings</b>	Apr: 193.1	Change Apr: unch	Revision Mar: unch	
<b>Monthly job-finding probability</b>	Apr: 34.2%	Change Apr: -0.1%		
<b>Monthly separation probability</b>	Apr: 1.7%	Change Apr: +0.1%		
<b>% involuntary part-time</b>	Apr: 2.8%	Change Apr: +0.1%		
<b>"Household" vs "Payroll" jobs</b>	Change Apr: +388			

Source: Bureau of Labor Statistics, TrendMacro calculations

#### For more information contact us:

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 Thomas Demas: 704 552 3625 [tdemas@trendmacro.com](mailto:tdemas@trendmacro.com)

## Today's jobs data: a deeper dive

<b>Non-farm payrolls SA</b>	Change Apr: +175	Revision Mar: +12	Revision Feb: -34	
<b>Non-farm payrolls NSA</b>	Change Apr: +803	Revision Mar: +3	Revision Feb: -8	
<b>Birth-death adjustment</b>	Adj for Apr: +363			
<b>Employment</b>	Change Apr: +25			
<b>Unemployment rate</b>	Apr: 3.86%	Change Apr: +0.04%		
<b>White employment</b>	Change Apr: -57			
<b>White unemployment rate</b>	Apr: 3.5%	Change Apr: 0.1%		
<b>Black employment</b>	Change Apr: +66			
<b>Black unemployment rate</b>	Apr: 5.6%	Change Apr: -0.8%		
<b>Hispanic employment</b>	Change Apr: +193			
<b>Hispanic unemployment rate</b>	Apr: 4.8%	Change Apr: 0.3%		
<b>Asian employment</b>	Change Apr: +101			
<b>Asian unemployment rate</b>	Apr: 2.8%	Change Apr: 0.3%		
<b>High school only employment</b>	Change Apr: +1			
<b>HS only unemployment rate</b>	Apr: 3.8%	Change Apr: -0.6%		
<b>Men employment</b>	Change Apr: -282			
<b>Men unemployment rate</b>	Apr: 3.9%	Change Apr: 0.2%		
<b>Women employment</b>	Change Apr: +307			
<b>Women unemployment rate</b>	Apr: 3.8%	Change Apr: -0.1%		

Source: Bureau of Labor Statistics, TrendMacro calculations

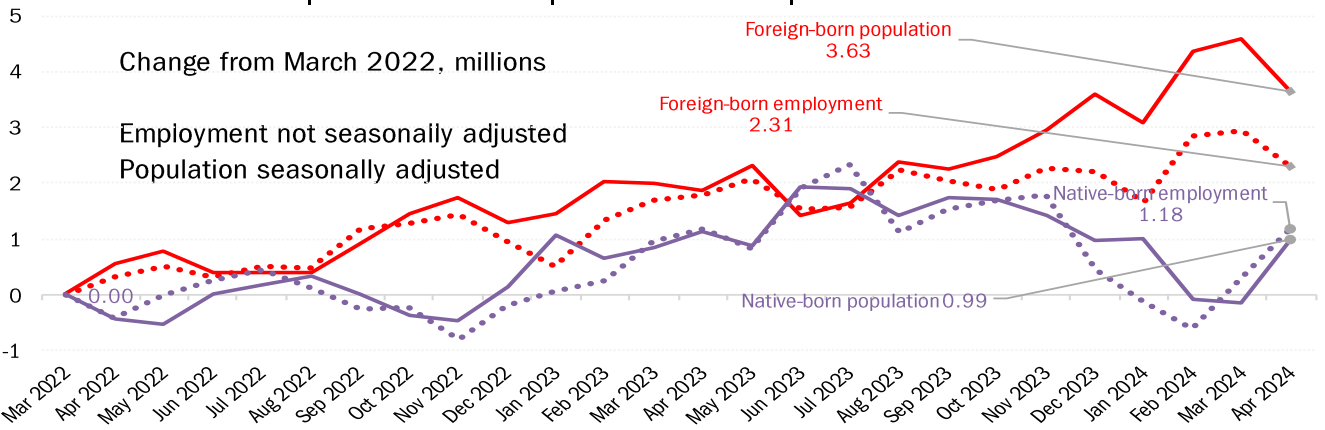
## TrendMacro Payroll Model based on contemporaneous labor market statistics

ADP Payrolls	ISM Manu Employ Index	ISM Services Employ Index	Change continuing claims	Initial claims	Challenger Layoffs	NFIB Hiring Plans	NFIB Employ
+192	48.6	48.5	+16	222	64,789	12	-2
Model estimate	Actual	Actual beat(+) or miss (-)					
+182	+175	-7					

Source: ADP, ISM, DOL, Challenger, NFIB, BLS, TrendMacro calculations

# Today's jobs data: labor economics of immigration (some non-seasonally adjusted)

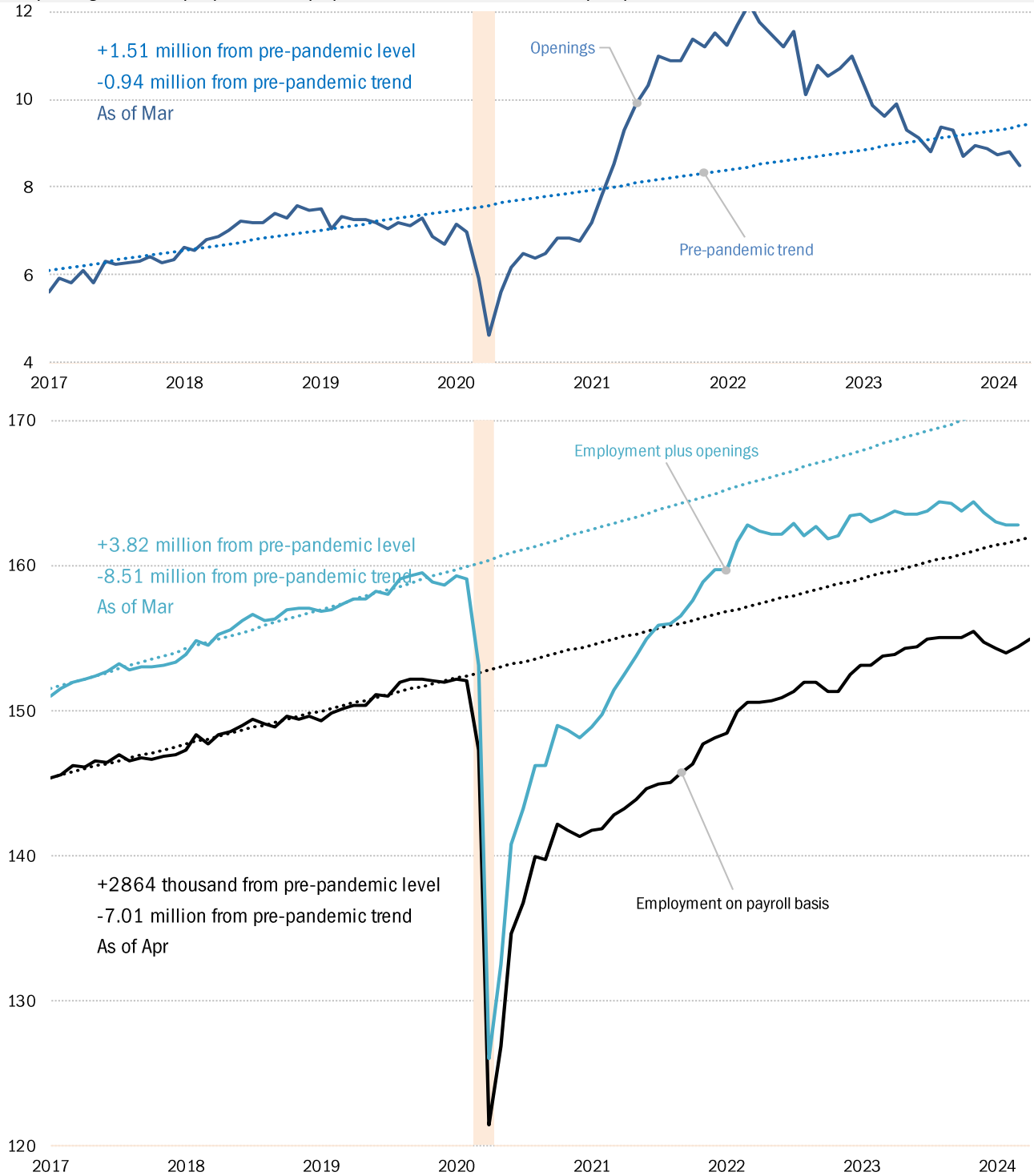
<b>Employment NSA</b>	Change Apr:	+234			
<b>Unemployment rate NSA</b>	Apr:	3.5%	Change Apr:	-0.40%	
<b>Adult population SA</b>	Change Apr:	+182			
<b>Foreign-born employment</b>	Change Apr:	-632			
<b>Foreign-born UE rate</b>	Apr:	3.9%	Change Apr:	0.3%	
<b>Foreign-born population</b>	Change Apr:	-945			
<b>Foreign-born emp men</b>	Change Apr:	-475			
<b>Foreign-born UE rate men</b>	Apr:	3.7%	Change Apr:	0.5%	
<b>Foreign-born pop men</b>	Change Apr:	-587			
<b>Foreign-born emp women</b>	Change Apr:	-157			
<b>Foreign-born UE rate women</b>	Apr:	4.3%	Change Apr:	0.1%	
<b>Foreign-born pop women</b>	Change Apr:	-357			
<b>Native-born employment</b>	Change Apr:	+866			
<b>Native-born UE rate</b>	Apr:	3.4%	Change Apr:	-0.6%	
<b>Native-born population</b>	Change Apr:	+1126			
<b>Native-born emp men</b>	Change Apr:	+410			
<b>Native-born UE rate men</b>	Apr:	3.7%	Change Apr:	-0.6%	
<b>Native-born pop men</b>	Change Apr:	+677			
<b>Native-born emp women</b>	Change Apr:	+456			
<b>Native-born UE rate women</b>	Apr:	3.1%	Change Apr:	-0.6%	
<b>Native-born pop women</b>	Change Apr:	+450			



Source: Bureau of Labor Statistics, TrendMacro calculations

# Is the labor market tight or slack?

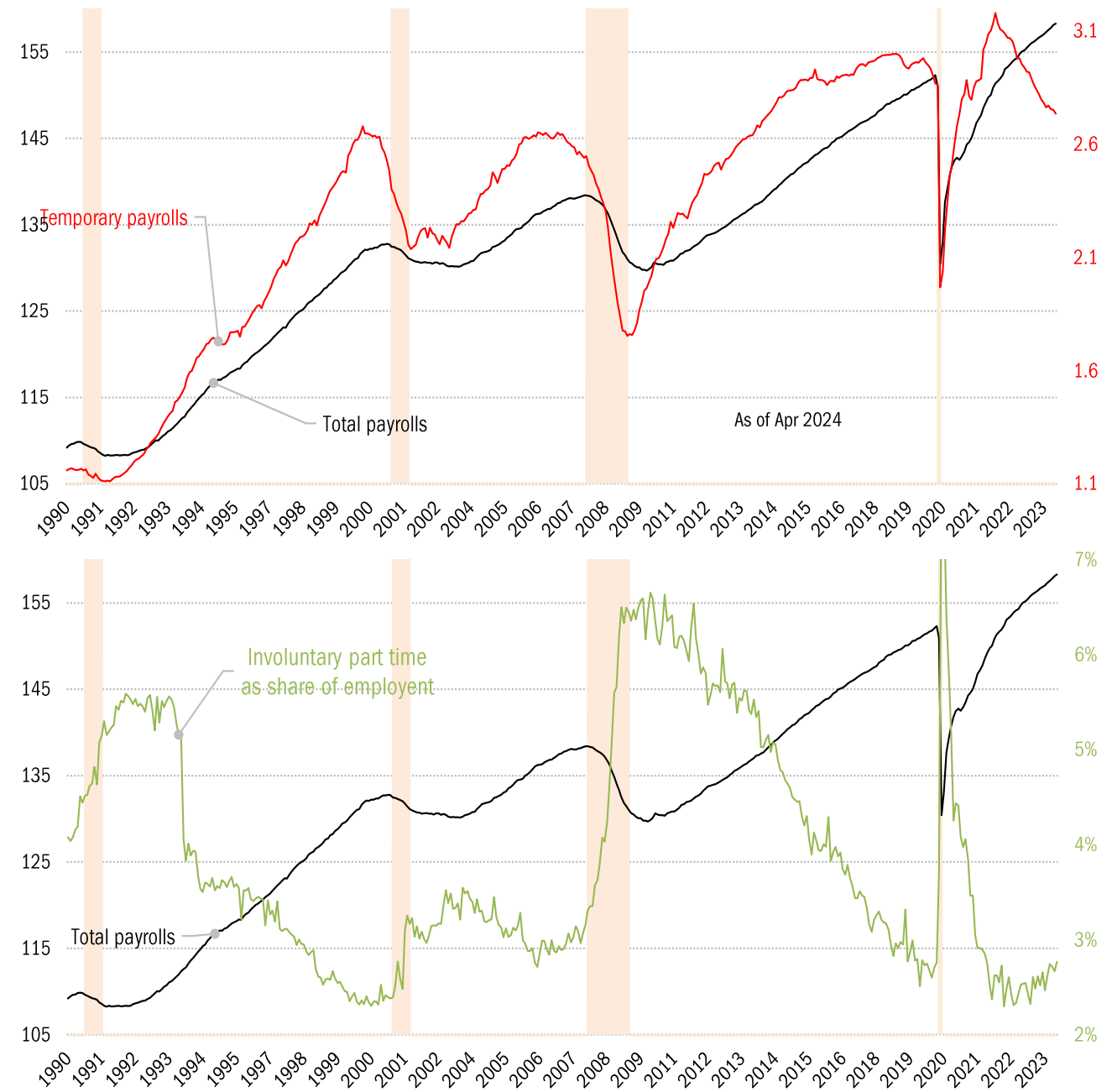
Job openings and employment (on payroll basis, millions) versus pre-pandemic trends ■ Recession



Source: BLS JOLTS, Current Population Survey, TrendMacro calculations

# Is the temporary jobs market warning us??

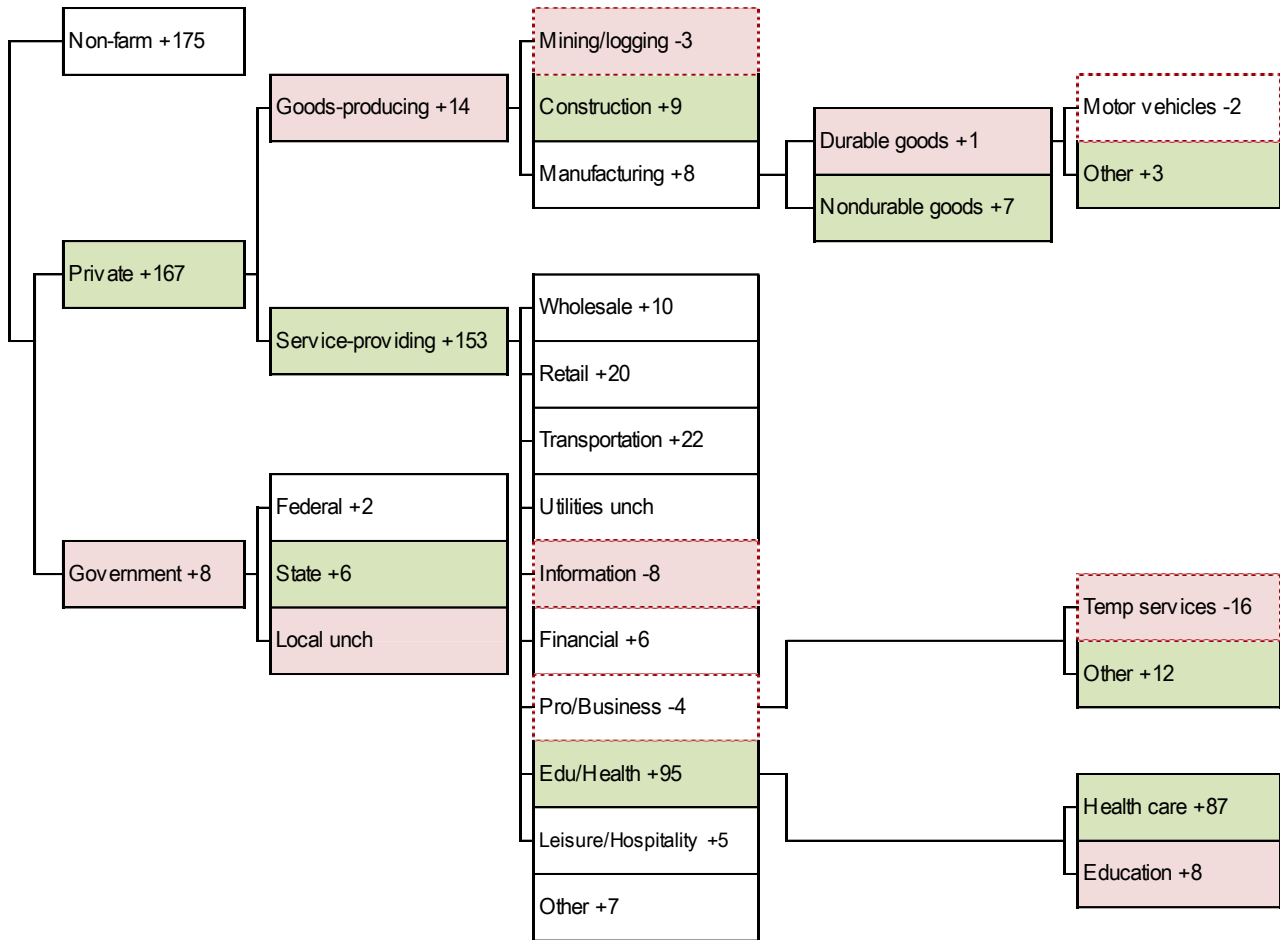
Regular and temporary payrolls (millions) and part-timers (share) ■ Recession



Source: BLS JOLTS, Current Population Survey, TrendMacro calculations

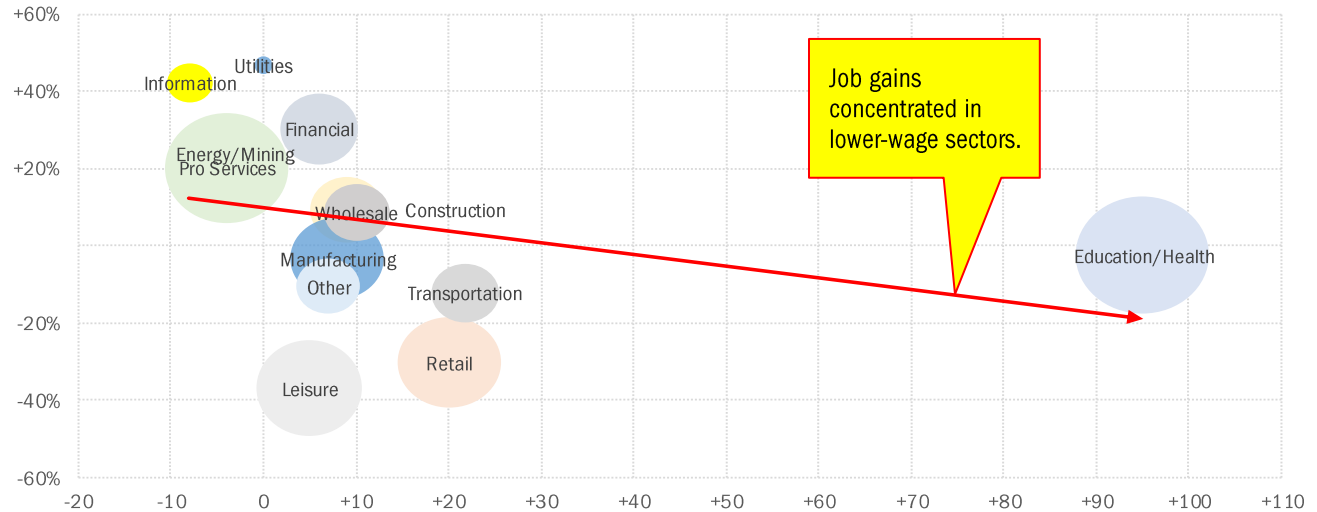
# Today's payroll data: what you need to know -- where did the jobs come from?

Sequential month change, thousands SA --- Net job losses Biggest change per detail module: ■ best ■ worst



## Where is the pay coming from?

Vertical: Hourly wages vs average Horizontal: Payrolls change this month Circle size: Share of all employment

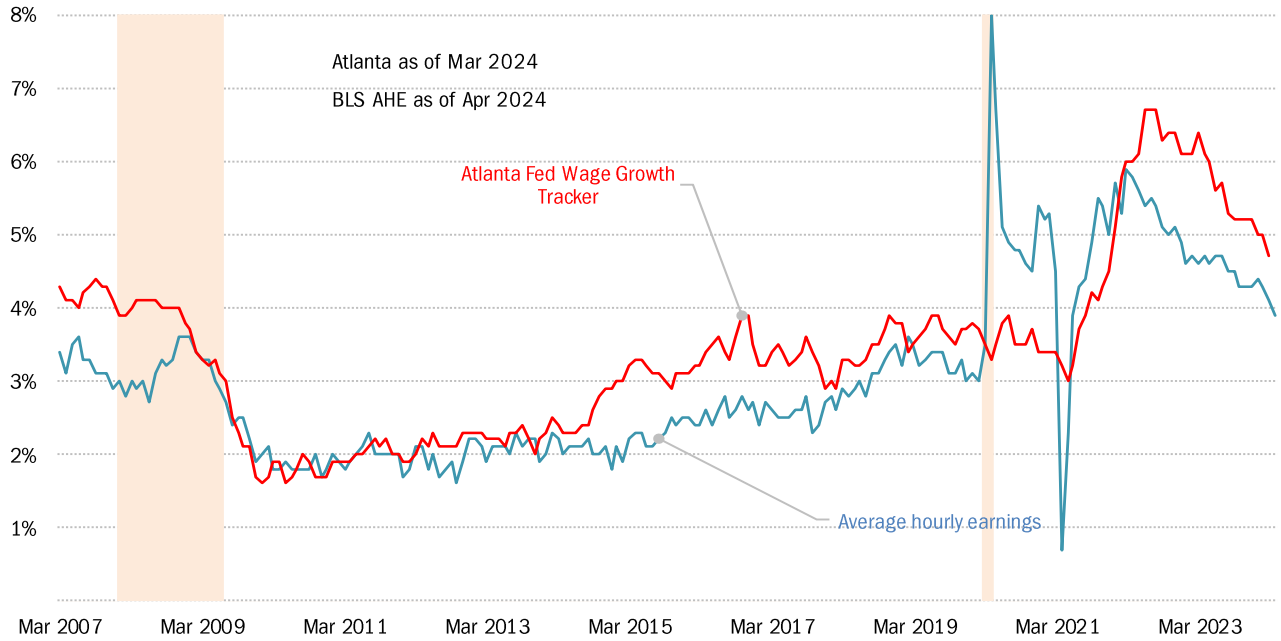


Job gains concentrated in lower-wage sectors.

Source: BLS, TrendMacro calculations

# Solving the wage-growth puzzle

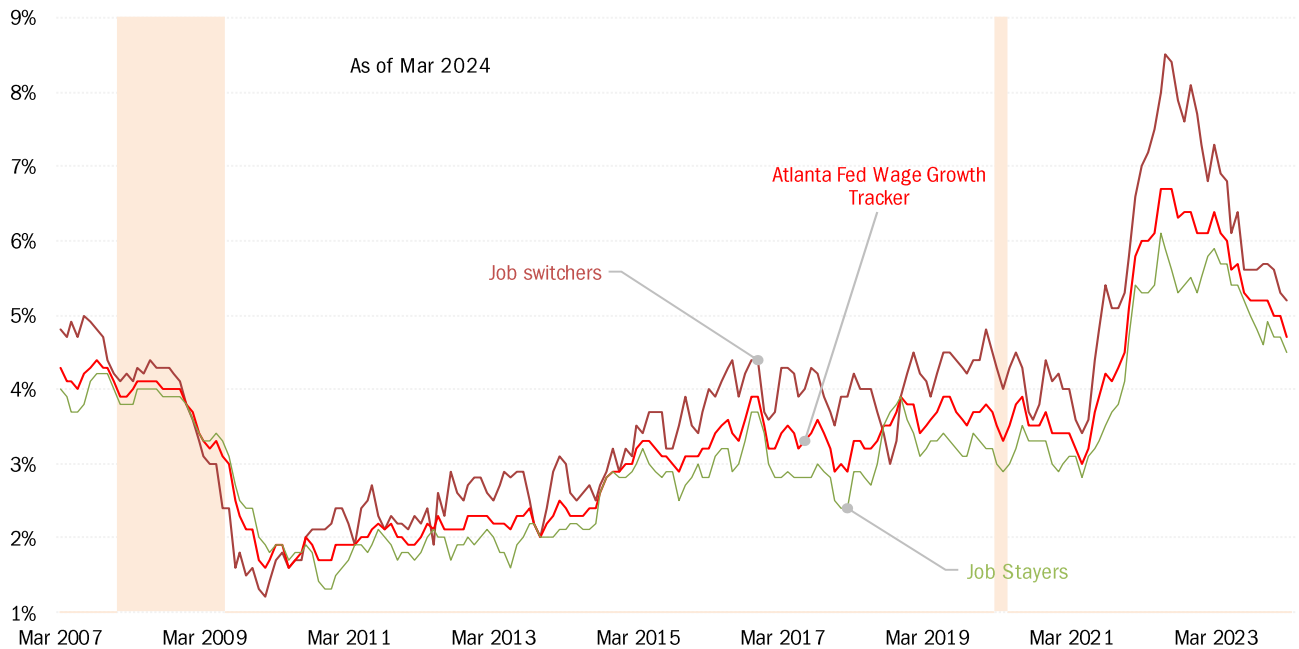
YOY average hourly earnings growth Atlanta Fed Wage Growth Index   Recession



Source: BLS Current Employment Statistics, Atlanta Federal Reserve Bank, TrendMacro calculations

# The wages of dynamism

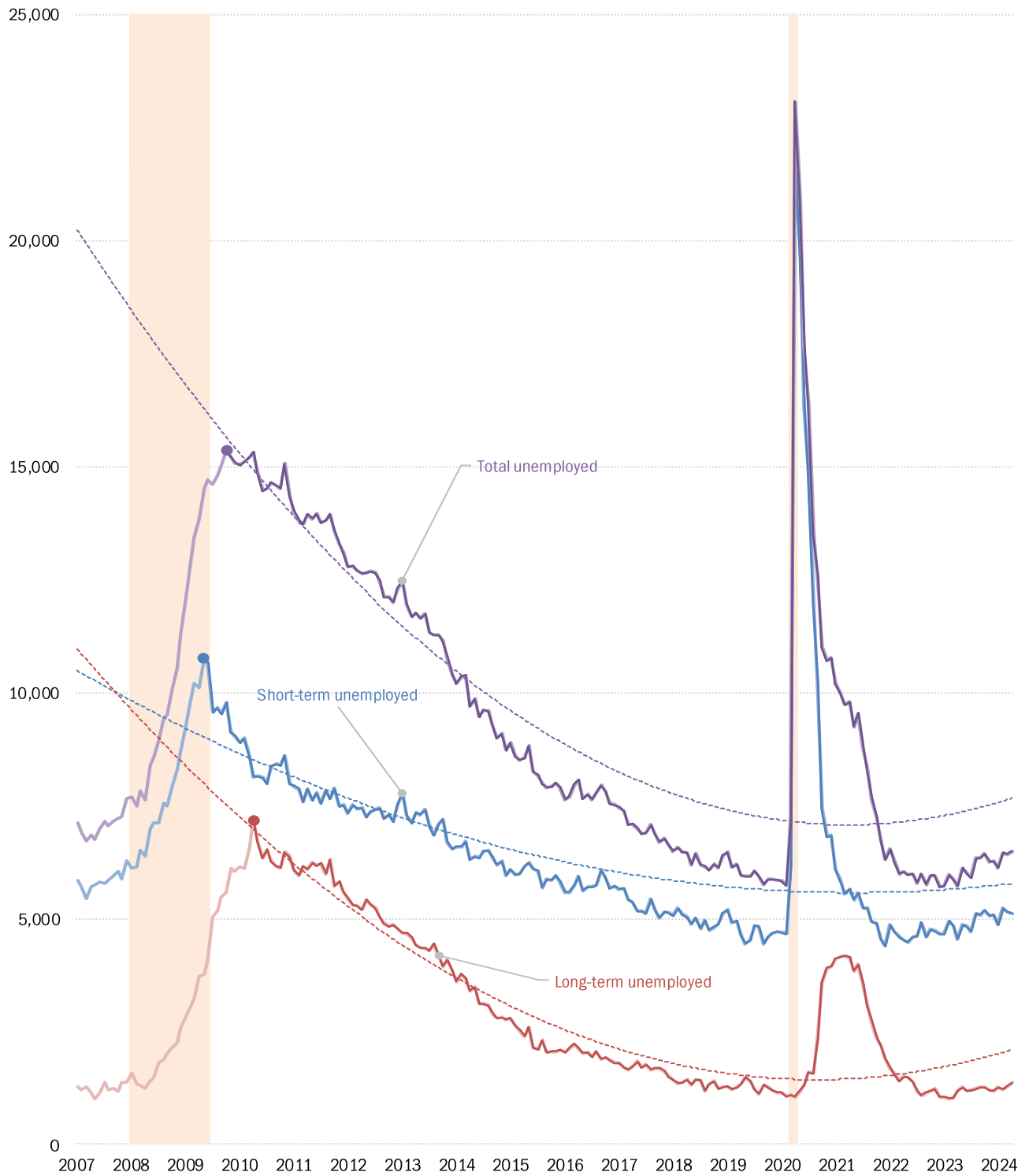
YOY wage growth for steady employees, versus those who change jobs   Recession



Source: Atlanta Federal Reserve Bank, TrendMacro calculations

# The Great Recession, the jobless recovery, the long boom, and then the virus

Unemployment: thousands Short-term = <27 weeks Long-term = >27 weeks

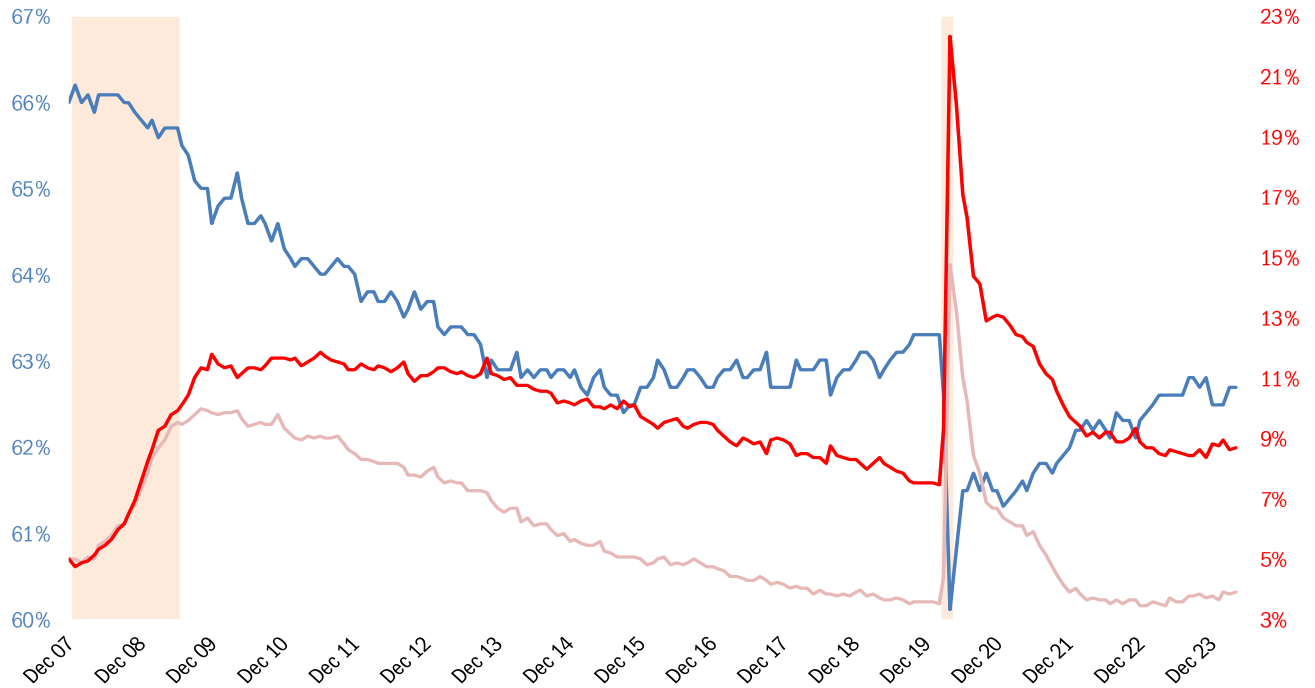


Source: BLS Current Population Survey, TrendMacro calculations



## Unemployment rate normalized for participation rate December 2007

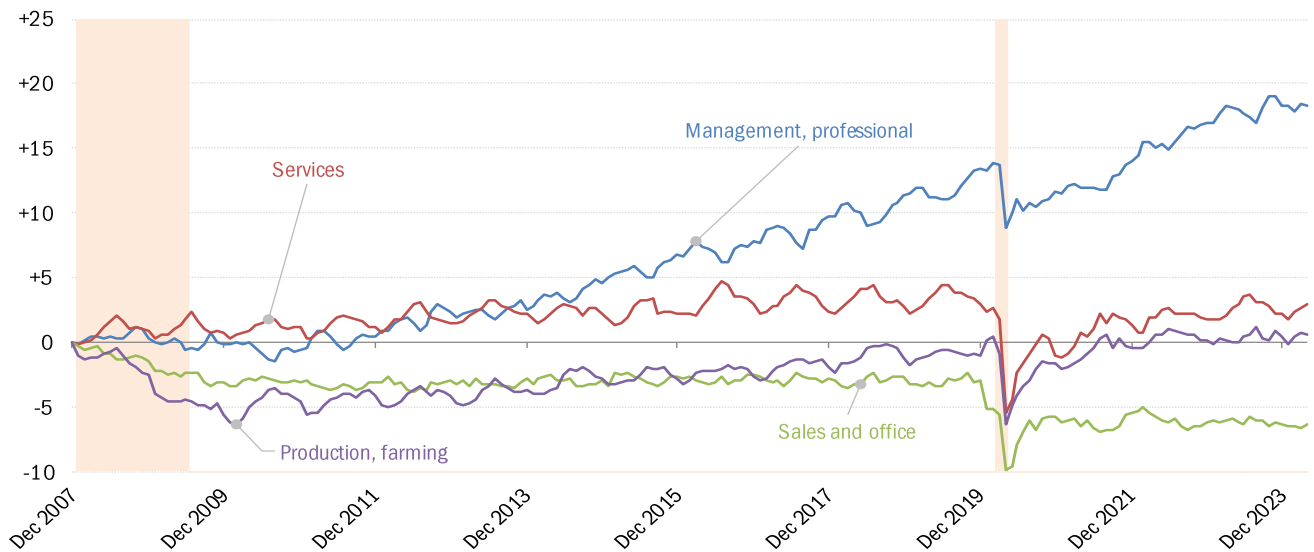
— Participation rate — Headline unemployment rate — Recession



Source: BLS Current Population Survey, TrendMacro calculations

## Winner and losers in the long boom and the virus crisis

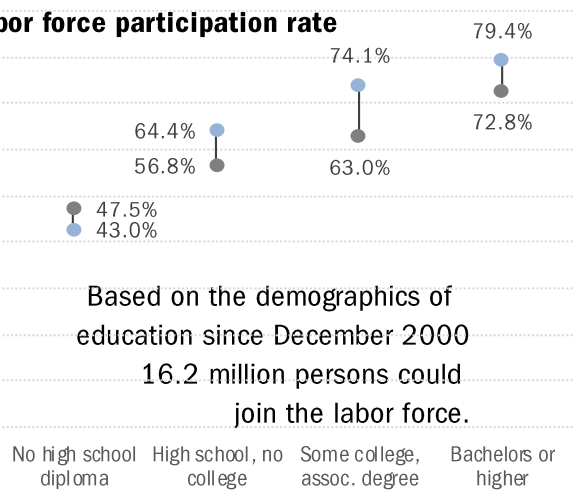
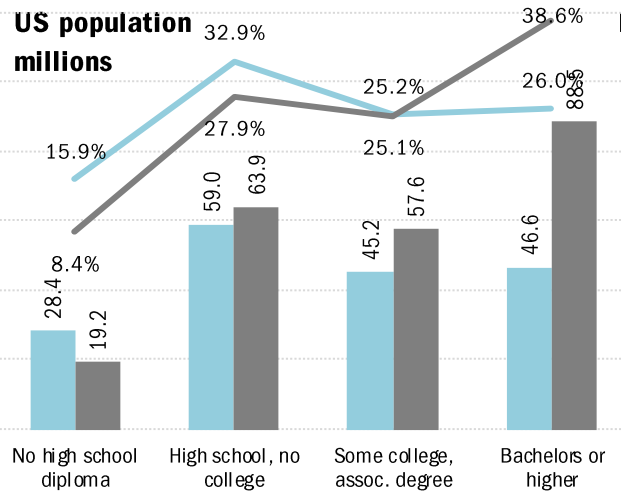
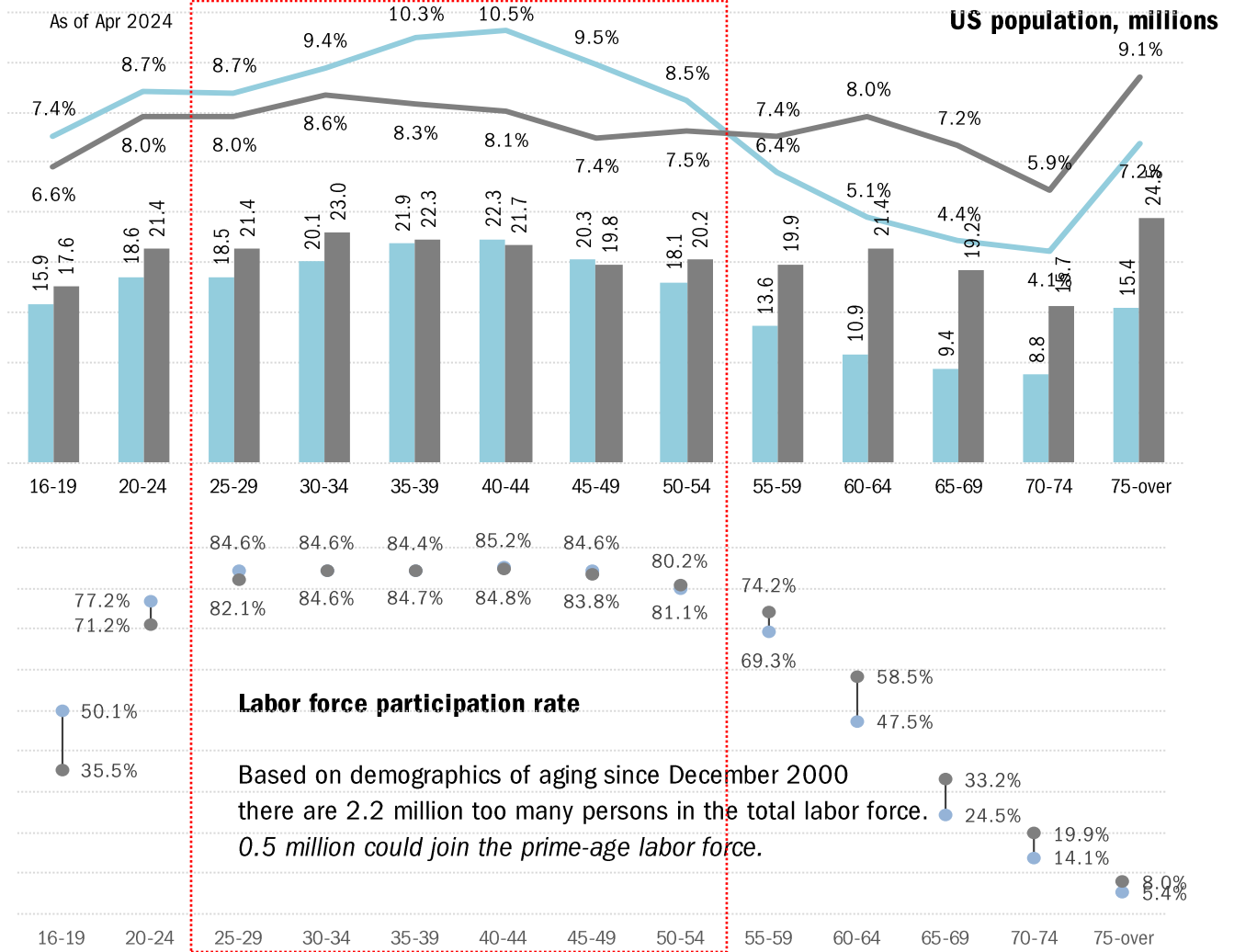
Change in total payrolls from prior business cycle peak, millions



Source: BLS, NBER, TrendMacro calculations

# US labor force demographics: fading baby boom and its well-educated echo

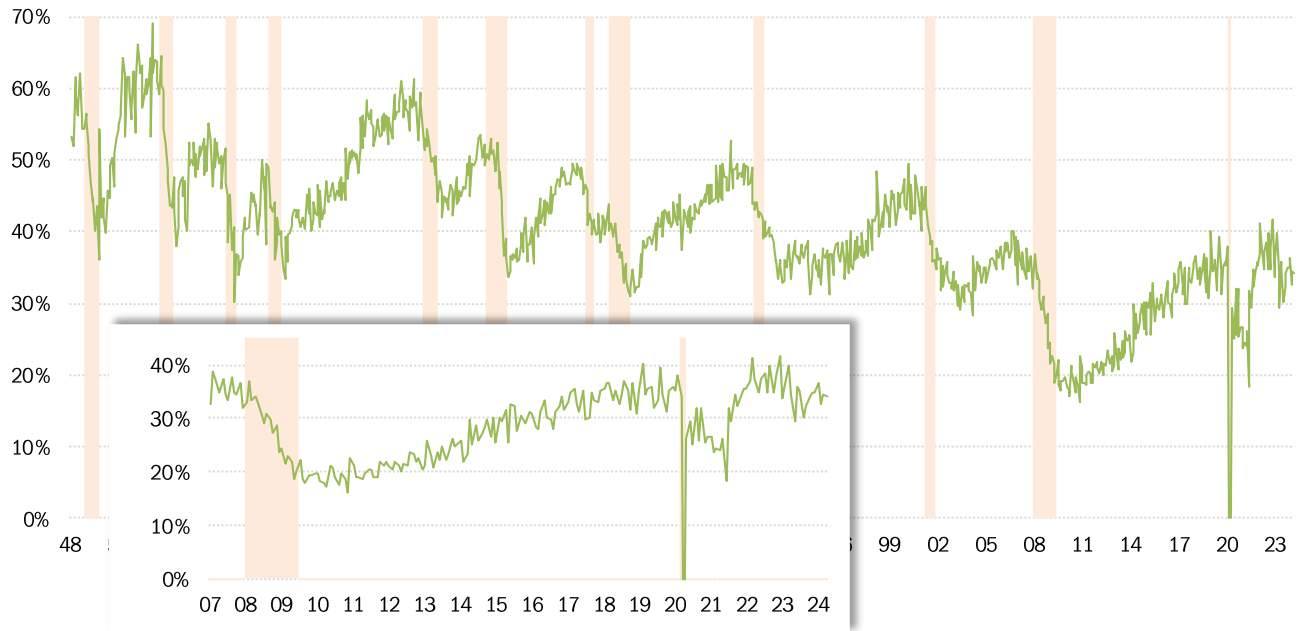
By age and education bracket: ■ Dec 2000, peak in the labor force participation rate ■ Latest □ Prime age



Source: BLS Current Population Survey, TrendMacro calculations

## Monthly job-finding probability (the outflow rate from unemployment)

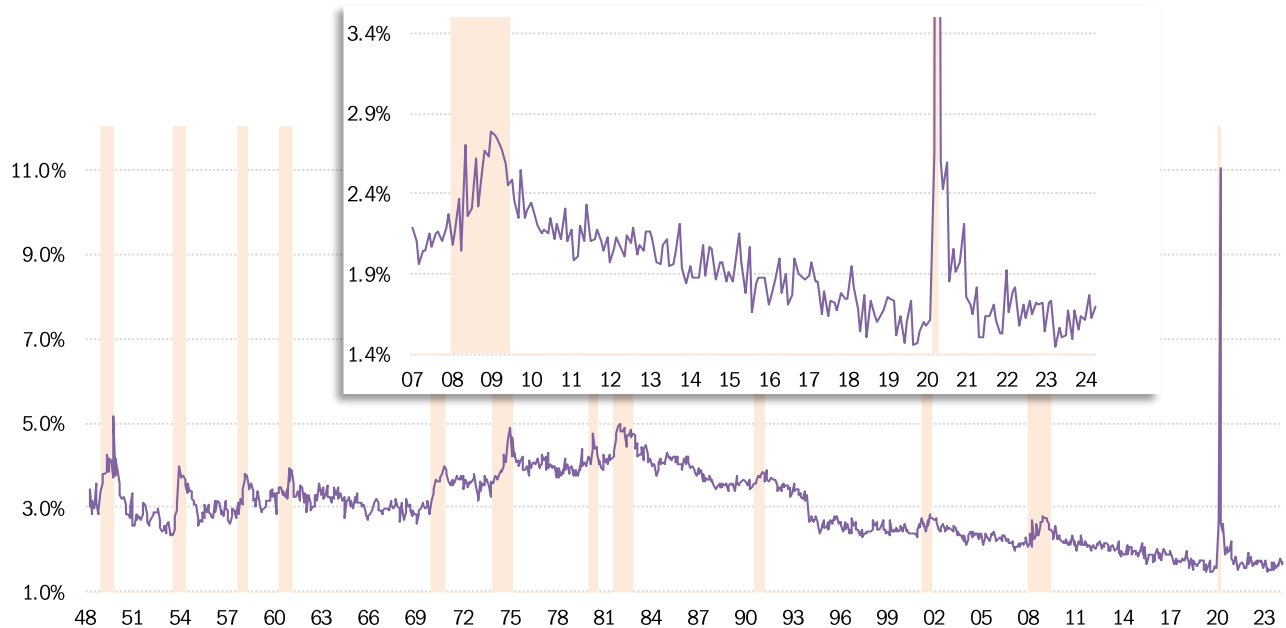
Chance of an unemployed person becoming employed in one month (per [Shimer 2005](#)) Recession



Source: BLS Current Population Survey, TrendMacro calculations

## Monthly job-separation probability (the inflow rate to unemployment)

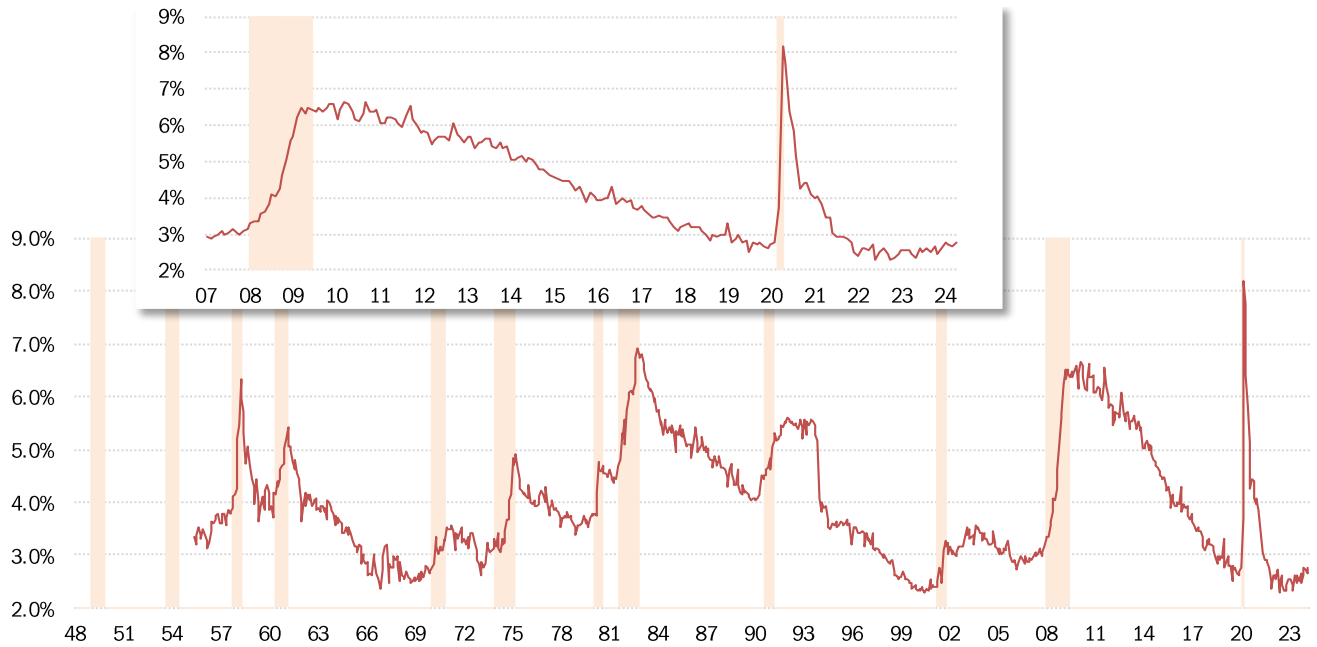
Chance of an employed person becoming unemployed in one month (per [Shimer 2005](#)) Recession



Source: BLS Current Population Survey, TrendMacro calculations

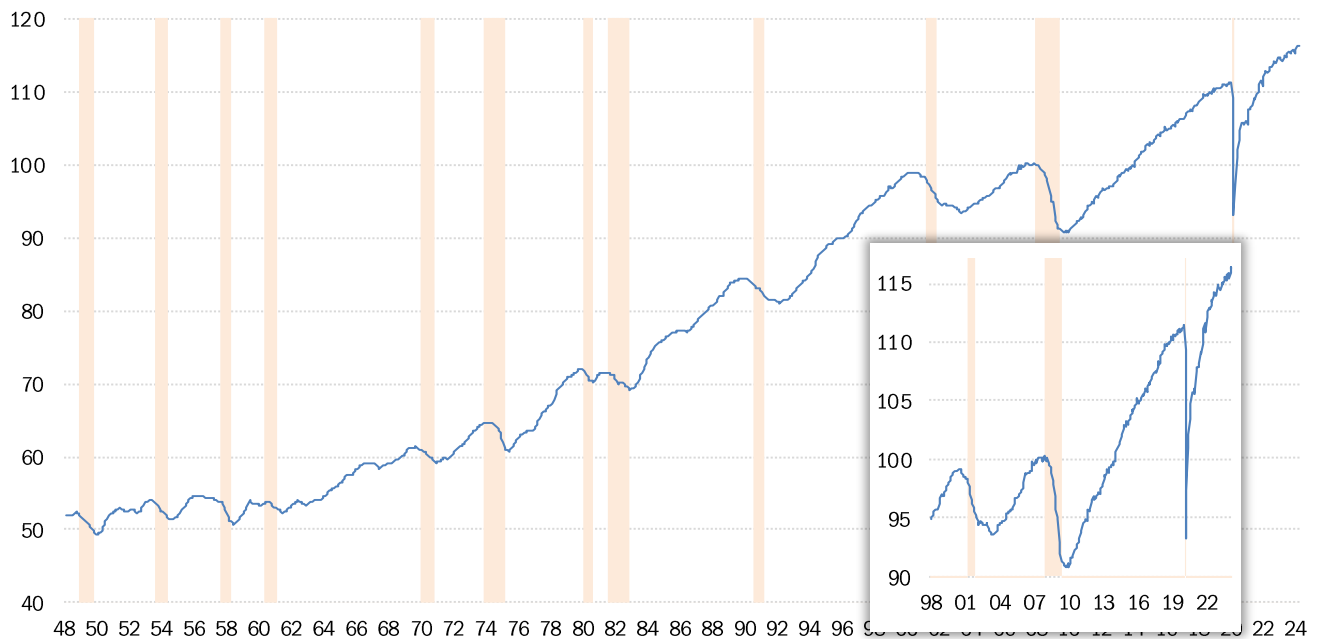
## Involuntary part-time workers as percentage of the employed labor force

Persons available for full-time work ■ Recession



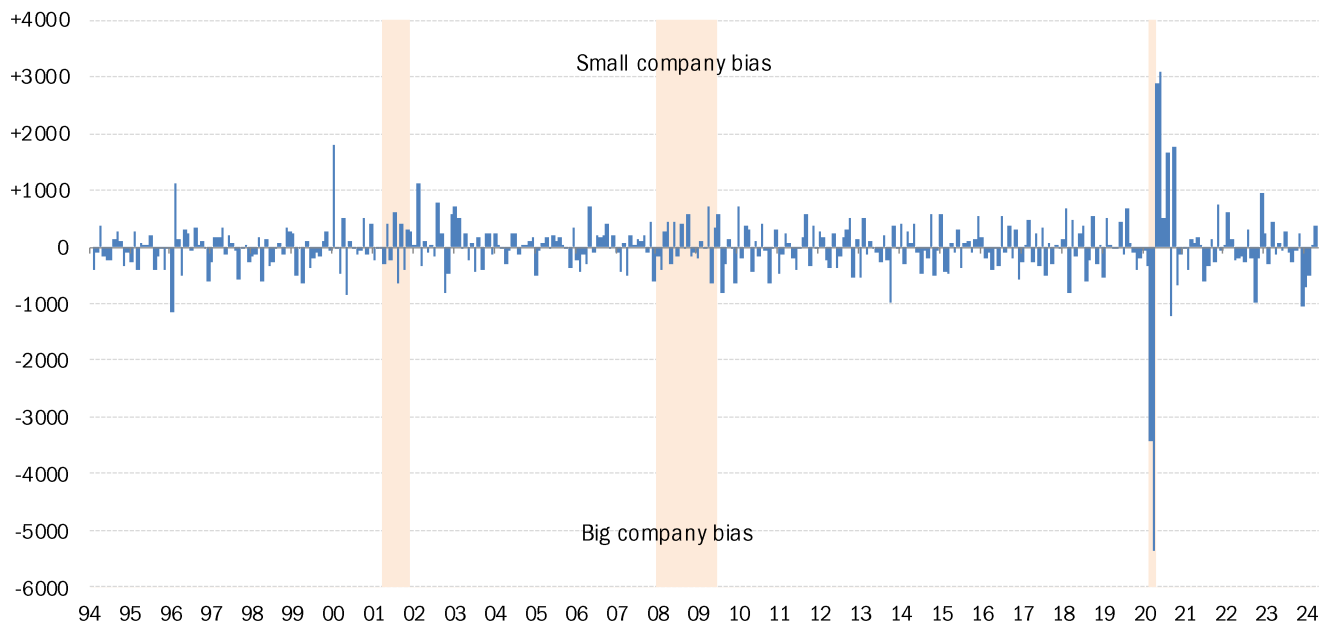
Source: BLS Current Population Survey, TrendMacro calculations

## Aggregate weekly private hours-worked index ■ Recession



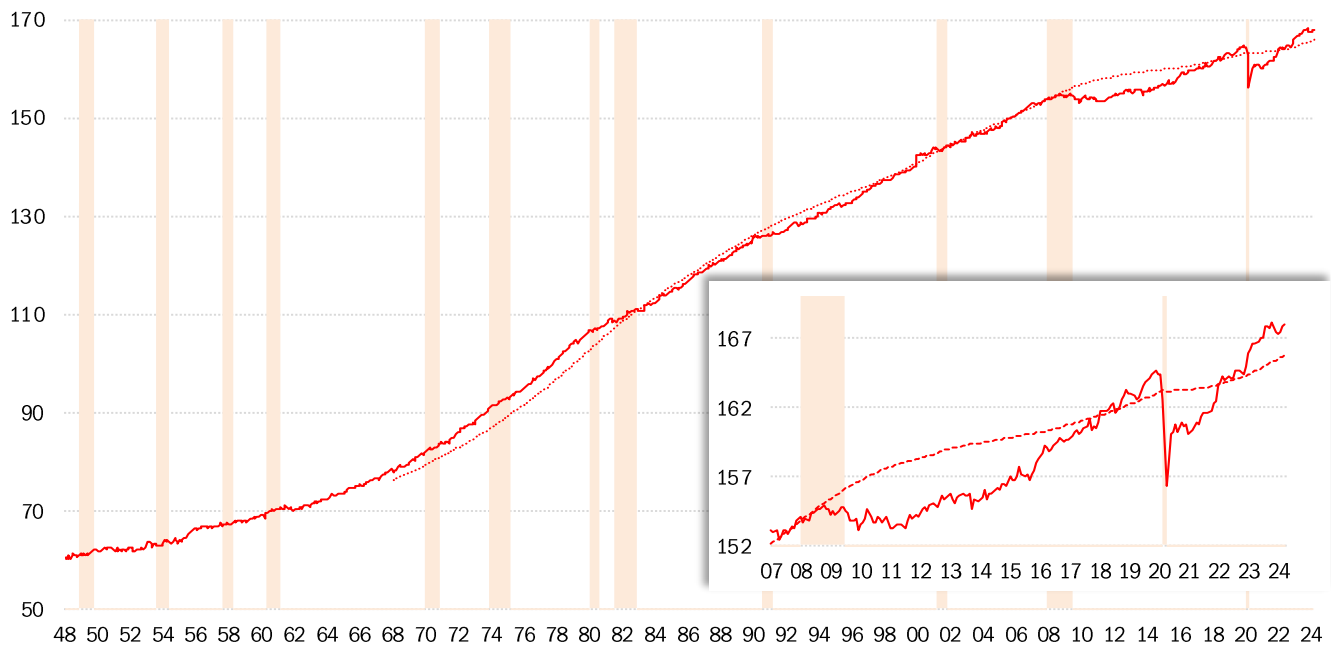
Source: BLS Productivity and Costs (quarterly) and Current Employment Stats (recent monthly), TrendMacro calcs

## Difference in employment change: "household" minus "payroll" surveys ■ Recession



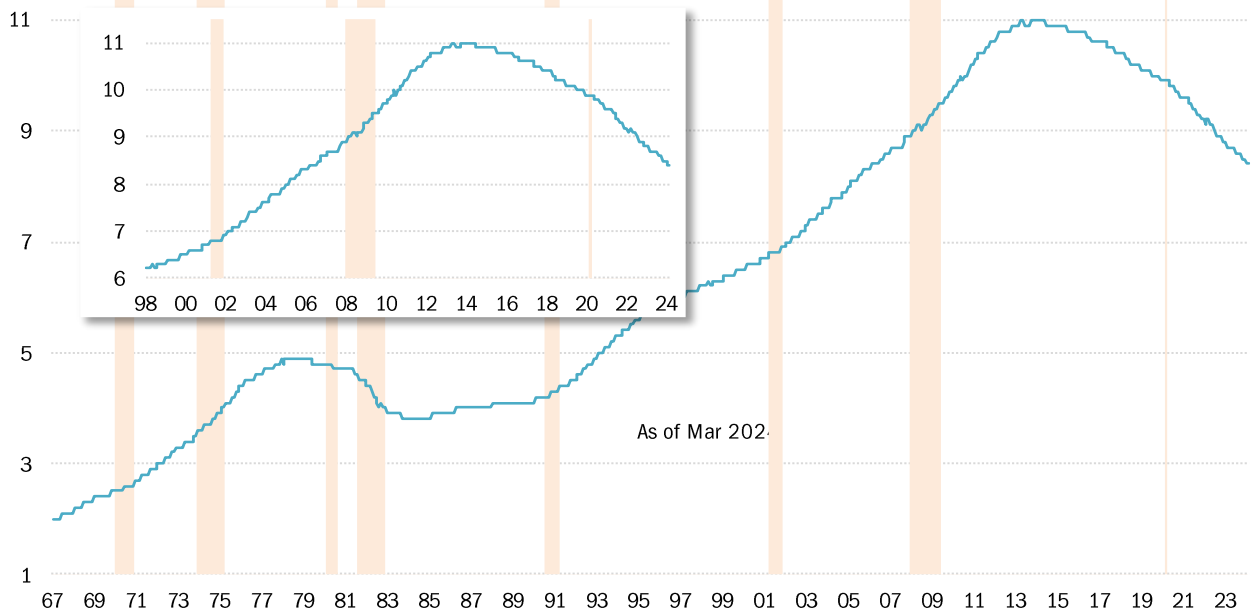
Source: BLS Current Population Survey and Current Employment Statistics, TrendMacro calculations

## Civilian labor force versus 20-year trend, millions ■ Recession

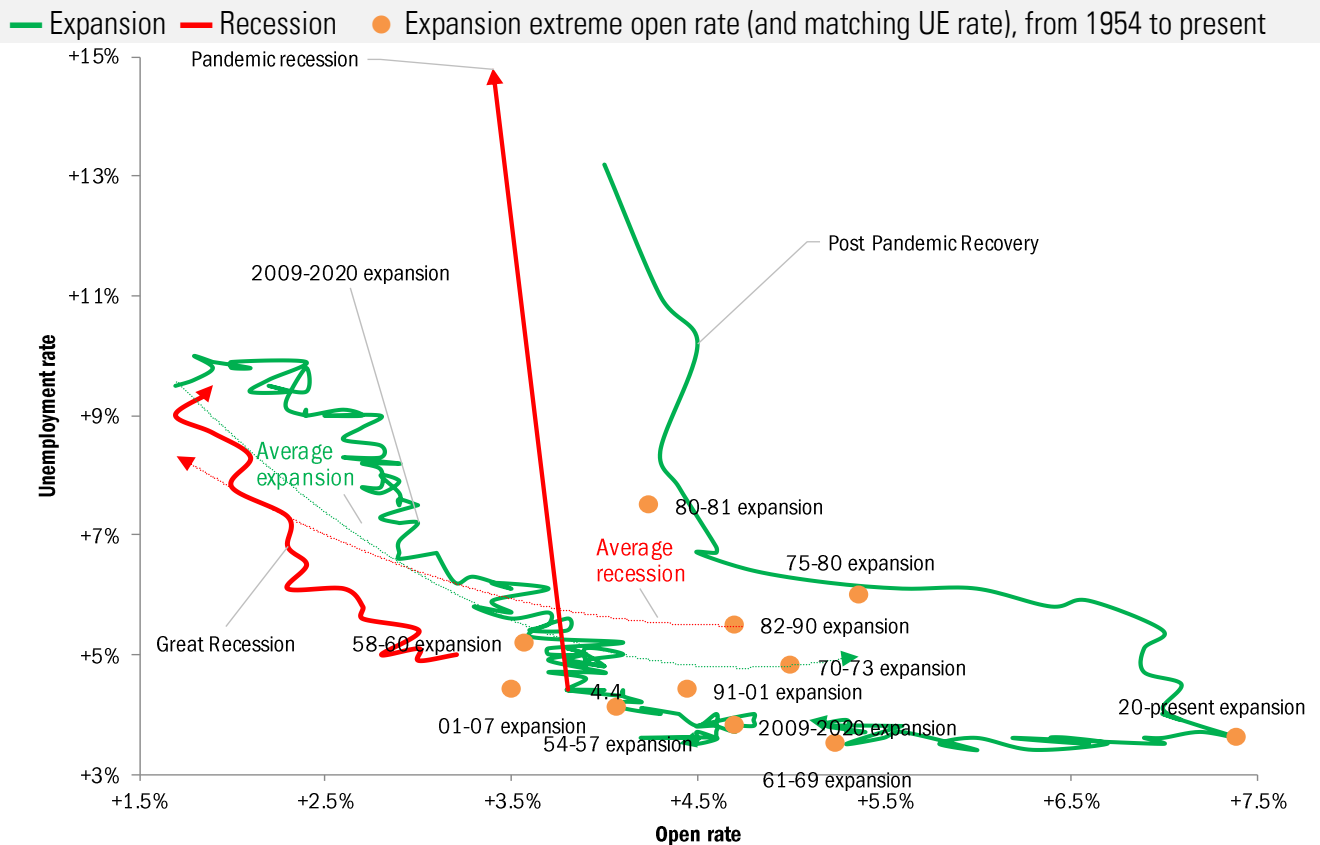


Source: BLS Current Population Survey, TrendMacro calculations

# Can the disabled come back to the labor force? Social Security disability recipients, millions



# Running out of workers? The Beveridge Curve Cycle relationship between UE and job openings



Source: BLS Current Population Survey & JOLTS. Pre-2000:Conference Board normalized per [Valletta \(2005\)](#), TrendMacro calculations