

Change by U.S. Regions

• Northeast:	37,000
○ New England	2,000
○ Middle Atlantic	35,000
• Midwest:	-12,000
○ East North Central	-35,000
○ West North Central	23,000
• South:	94,000
○ South Atlantic	40,000
○ East South Central	35,000
○ West South Central	19,000
• West:	128,000
○ Mountain	29,000
○ Pacific	99,000

Change by Establishment Size

• Small establishments:	-61,000
○ 1-19 employees	-56,000
○ 20-49 employees	-5,000
• Medium establishments:	148,000
○ 50-249 employees	77,000
○ 250-499 employees	71,000
• Large establishments:	160,000
○ 500+ employees	160,000

PAY INSIGHTS

Pay growth slowed in February

Pay growth for job stayers slowed to 7.2 percent in February, the slowest pace of gains in 12 months. Pay growth decelerated for job changers, too, falling to 14.3 percent from 14.9 percent.

Median Change in Annual Pay (ADP matched person sample)

• Job-Stayers	7.2%
• Job-Changers	14.3%

Median Change in Annual Pay for Job-Stayers by Industry Sector

• Goods-producing:	
○ Natural resources/mining	7.8%
○ Construction	7.1%
○ Manufacturing	7.1%
• Service-providing:	
○ Trade/transportation/utilities	7.4%
○ Information	6.5%
○ Financial activities	7.3%
○ Professional/business services	6.5%
○ Education/health services	7.2%
○ Leisure/hospitality	10.1%
○ Other services	6.8%

Median Change in Annual Pay for Job-Stayers by Firm Size

- **Small firms:**
 - 1-19 employees 5.6%
 - 20-49 employees 7.1%

- **Medium firms:**
 - 50-249 employees 7.5%
 - 250-499 employees 7.4%

- **Large firms:**
 - 500+ employees 7.5%

To see Pay Insights by U.S. State, Gender, and Age for Job-Stayers, visit [here](#):

* Sum of components may not equal total, due to rounding.

The January total of jobs added was revised from 106,000 to 119,000. The historical data file, and weekly data for the previous month, is available at <https://adpemploymentreport.com/>.

To subscribe to monthly email alerts or obtain additional information about the ADP National Employment Report, including employment and pay data, interactive charts, methodology, and a calendar of release dates, please visit <https://adpemploymentreport.com/>.

The March 2023 ADP National Employment Report will be released at 8:15 a.m. ET on April 5, 2023.

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