ADP Research

Meeting the Moment

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Our mission

We make the future of work more productive through data-driven discovery. Companies, workers, and policymakers rely on our finely tuned data and unique perspective to make informed decisions that impact workplaces around the world.

Our vision

A world that works better

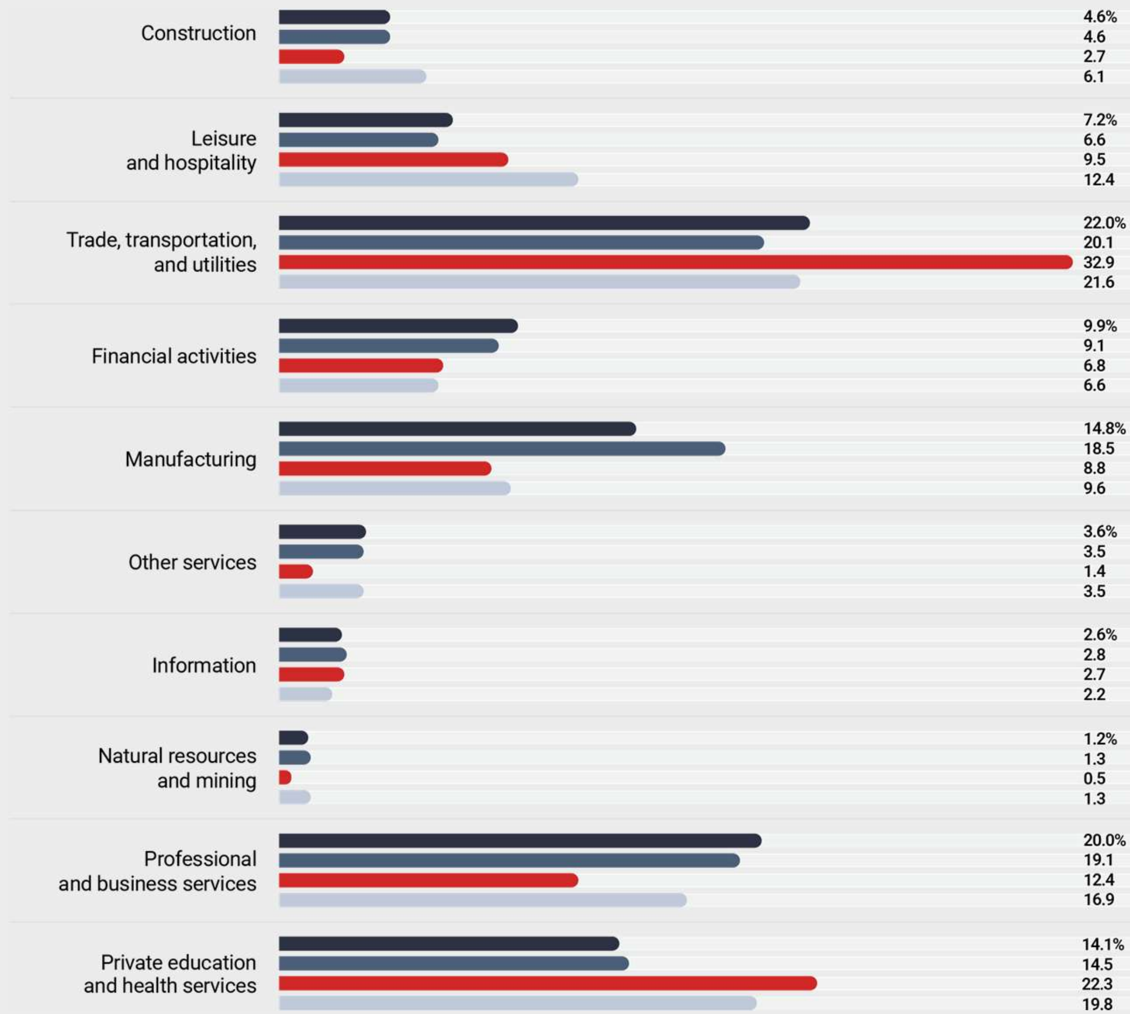
How representative is ADP employment data?

Industry comparison

March 2025

Share of overall sample,
March 2025

- **ADP** active employment
- **ADP** paid employment
- **BLS** paid employment
- **QCEW** paid employment



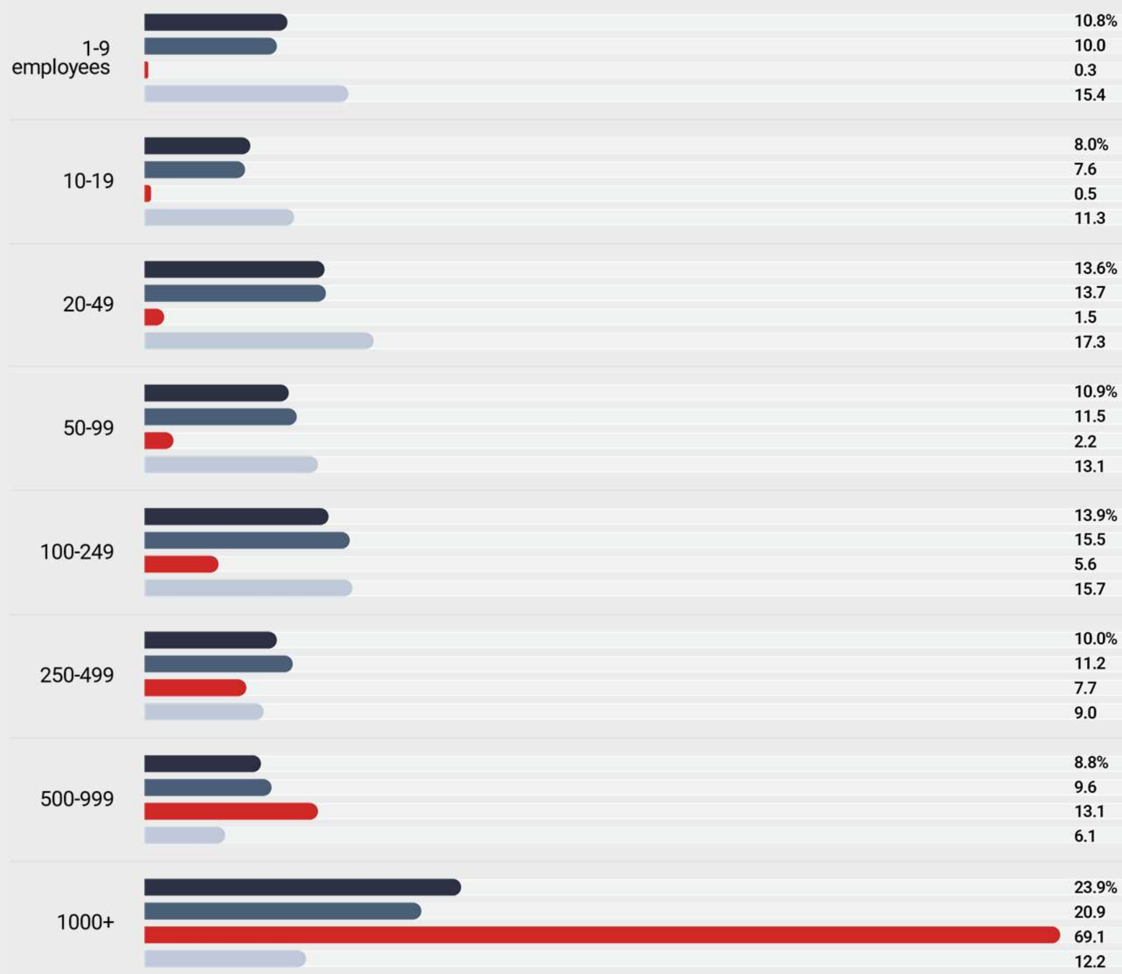
Sources: ADP Research, BLS, and author calculations

Establishment size comparison

March 2025

Share of overall sample,
March 2025

- **ADP** active employment
- **ADP** paid employment
- **BLS** paid employment
- **QCEW** paid employment



Sources: ADP Research, BLS, and author calculations

BLS and ADP

Original and revised BLS and ADP data from January to June 2025.

	BLS		ADP	
	Original	Revised	Original	Revised
2025-01	143,000	111,000	183,000	186,000
2025-02	151,000	102,000	77,000	84,000
2025-03	228,000	120,000	155,000	147,000
2025-04	177,000	158,000	62,000	60,000
2025-05	139,000	19,000	37,000	29,000
2025-06	147,000	-13,000	-33,000	-23,000
Total	985,000	497,000	481,000	483,000

	Employment (1000s)	
	Original	Revised
BLS	985	497
ADP	481	483
Difference	504	14

Where we've been: Skills in the era of AI and aging

2023-2033

U.S. employment will grow by just 0.4 percent annually over the next 10 years …

0.4%

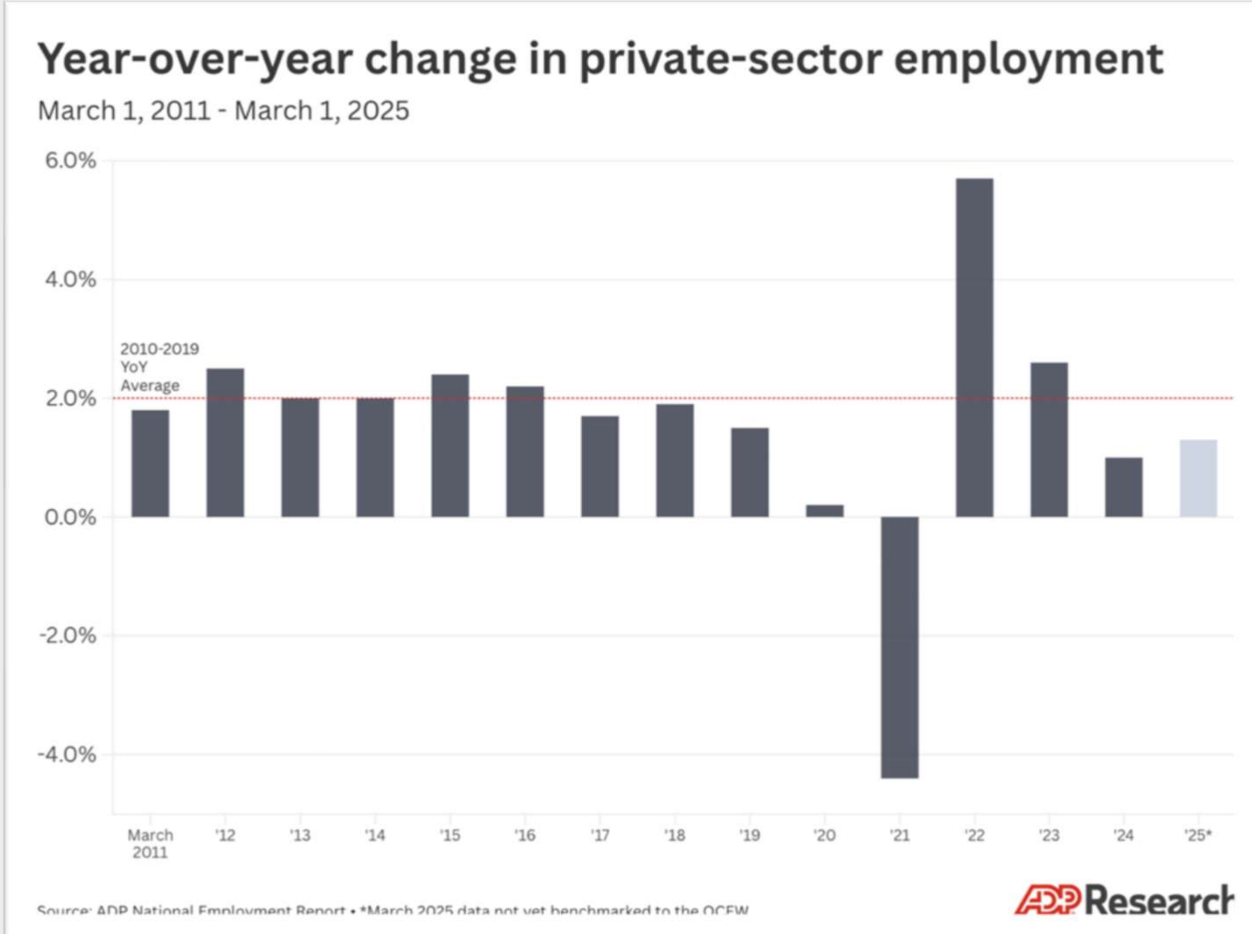
2013-2023

… just a fraction of the average 1.3 percent annual growth of the previous decade.

1.3%

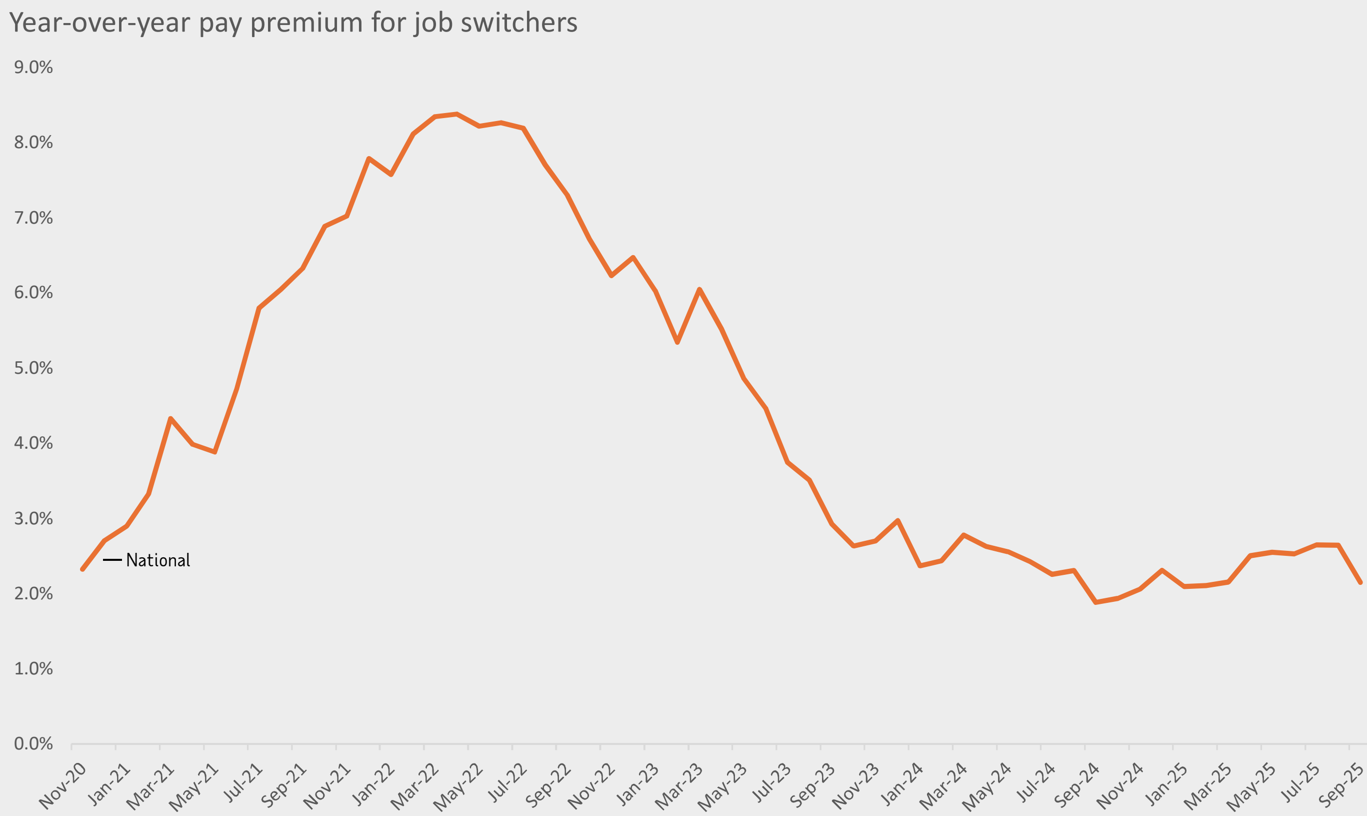
Spotlight on jobs

How Slow Is Too Slow?



Where we are: Skills in the era of AI and aging

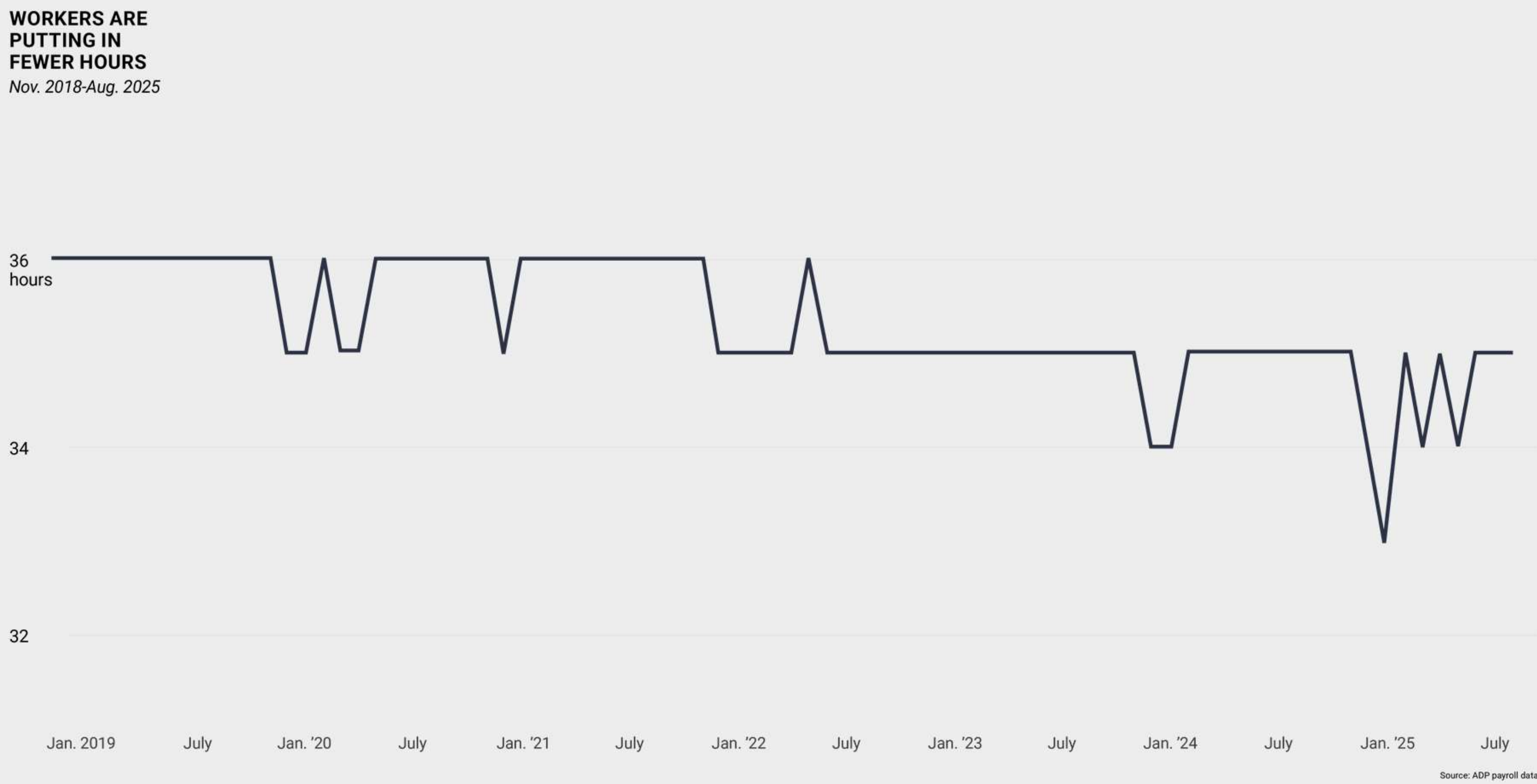
The pay premium for switching jobs is at a five-year low.



Where we are: Skills in the era of AI and aging

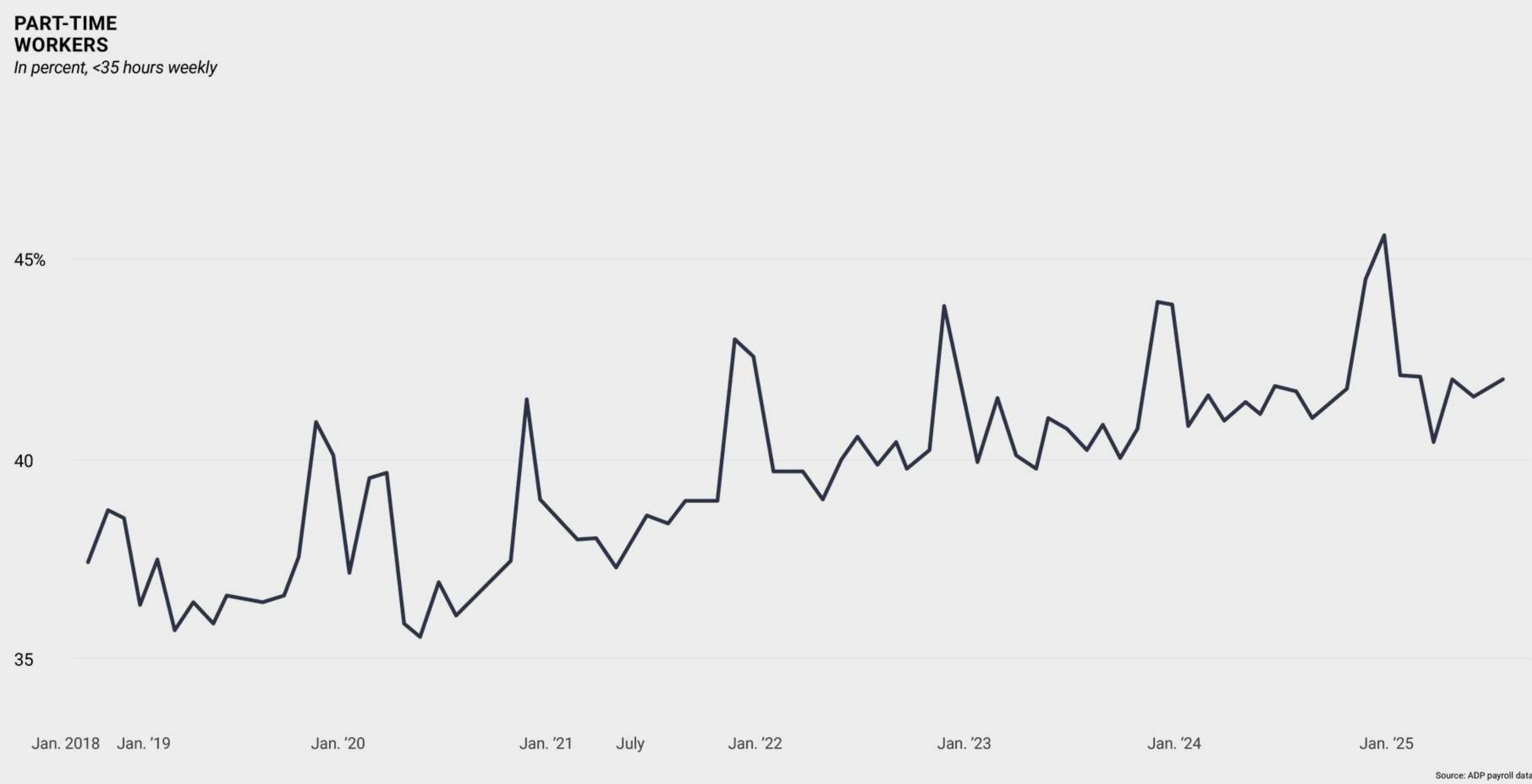
Weekly

hours worked



Where we are: Skills in the era of AI and aging

The part-time share of workers is increasing



Meeting the Moment: ADP's new weekly labor-market pulse

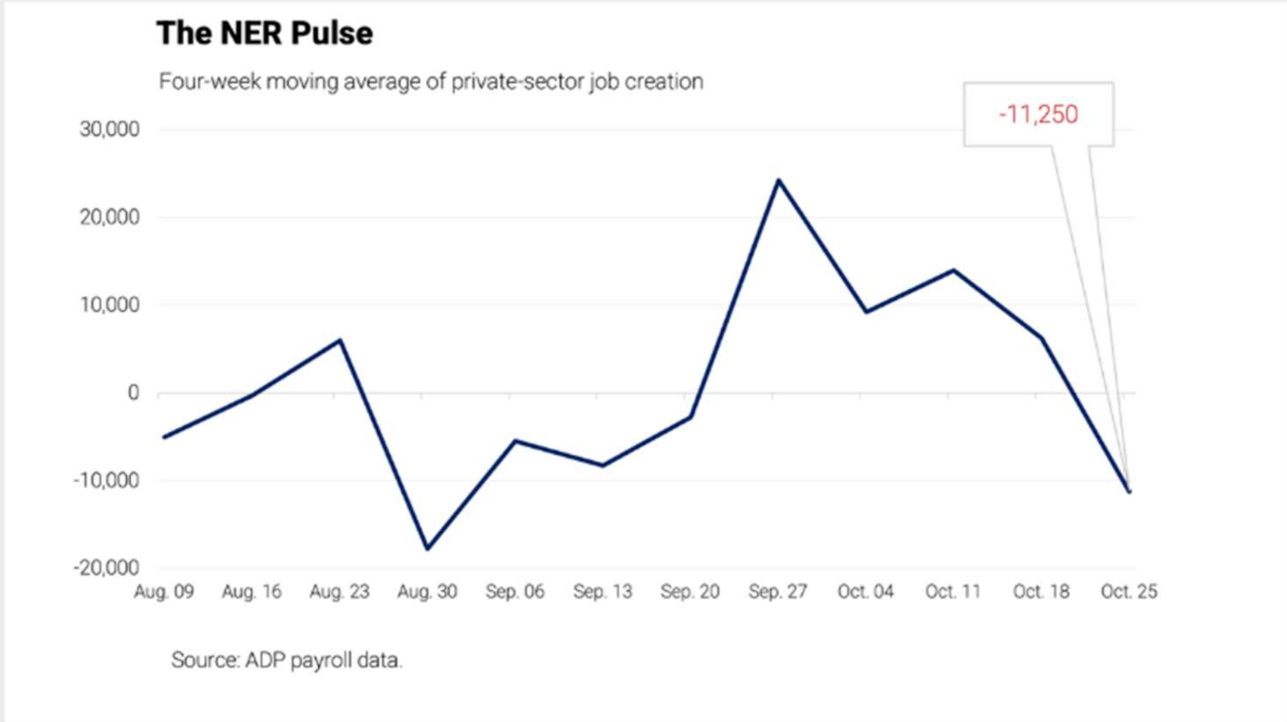
As the economy undergoes long-term structural change driven by AI, demographics, and short-term business cycle fluctuations, our high-frequency NER pulse will provide a near real-time view of job creation and loss.

Meeting the Moment: ADP's new weekly labor-market pulse

For the four weeks ending Oct. 25, 2025, the NER pulse shows that private employers added an average of 11,250 jobs per week.

Not out of the woods

The labor market struggled to produce jobs consistently during the second half of the month.



Meeting the Moment: ADP's new weekly labor-market pulse

The NER pulse

Three times a month, Main Street Macro will release preliminary estimates of the week-over-week change in employment based on a four-week moving average. These releases will have a two-week time lag to allow for more complete and accurate estimates of real-time employment trends.

We will continue to publish the final National Employment Report each month. This monthly report is built on a reference week that includes the 12th day of the month and typically publishes on the first Wednesday of the month. It provides breakdowns by industry, geography, and employer size, both seasonally and non-seasonally adjusted. We won't publish the NER pulse during NER release weeks.

Where we're going: Skills in the era of AI and aging

Upskilling research

Based on the job histories of 51 million U.S. workers between January 2019 and February 2023.

We define upskilling as moving up at least one O*NET Job Zone from one month to the next.

We compared wages at each skill level to the skill level beneath it, and to the lowest skill level.

Source: ADP Today at Work Q2'2023

Workforce investment

The value of upskilling by gender

When moving between job zones:

Men see a 44% wage premium

Women see a 30% premium

On average, the median wage is

37%

higher for each job zone level.

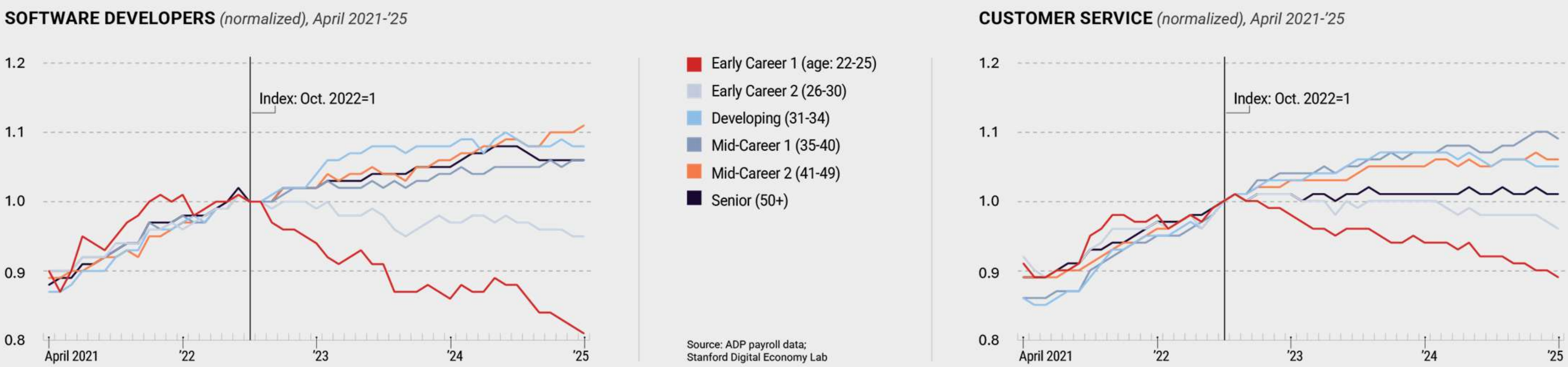
For highly complex jobs, the median wage rises:

44% for men who are upskilled

Just 15% for women who are upskilled

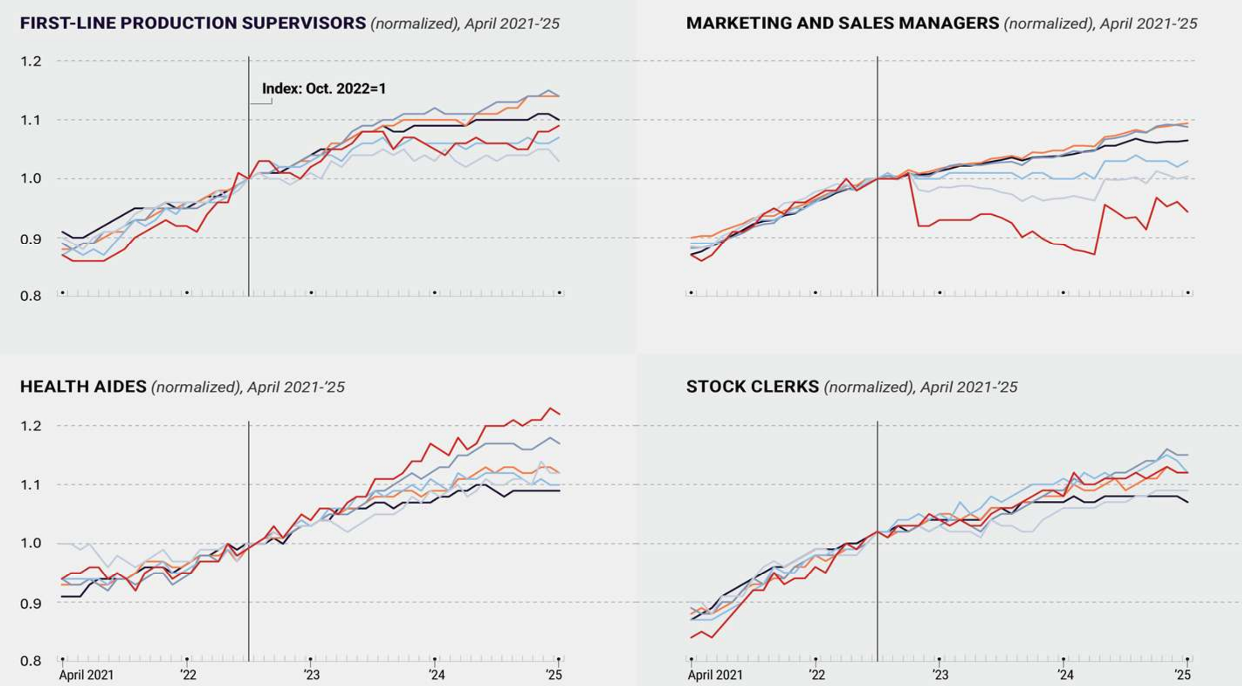
Where we're going: Skills in the era of AI and aging

Employment for early career software developers and customer service workers fell dramatically after the release of AI tools.



Where we're going: Skills in the era of AI and aging

Employment for young home health aides, whose jobs have little exposure to the technology, was unaffected.



- Early Career 1 (age: 22-25)
- Early Career 2 (26-30)
- Developing (31-34)
- Mid-Career 1 (35-40)
- Mid-Career 2 (41-49)
- Senior (50+)

Source: ADP payroll data;
Stanford Digital Economy Lab

Where we're going: Meeting the moment

Key takeaways

Like the debut of the NER, the launch of NER pulse is meeting a critical moment in the economy, which is being transformed by AI, demographic change, and short-term business cycle fluctuations.

High-frequency data can tell us whether; a dip in hiring is just a bump in the road or something more. It can help us spot labor market weakness — or approaching recoveries. It can lead us to a deeper understanding of business cycles.

Technology can change business functions and hiring needs at lightning speed. In times of economic stress and recovery, weekly data can be invaluable for identifying turning points.

Thank you

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