LEHD Public Use Data Schema (V4.14.0)

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1. Purpose

The public-use data from the Longitudinal Employer-Household Dynamics (LEHD) Program are available for download with this data schema. The following data products are described:

- Quarterly Workforce Indicators (QWI)
- Job-to-Job Flows (J2J)
- Post-Secondary Employment Outcomes (PSEO)

These data are available through the LEHD website's Data page at https://lehd.ces.census.gov/data/ (QWI, J2J, PSEO) and through the LED Extraction Tool at https://ledextract.ces.census.gov/ (QWI, J2J).

This document describes the data schema for LEHD files. LEHD-provided SHP files are separately described in lehd_shapefiles.pdf. For each variable, a set of allowable values is defined.Definitions are provided as CSV files, with header variable definitions. Changes are listed in lehd_changelog.pdf.

2. File naming

The naming conventions of the data files is documented in lehd_csv_naming.pdf.

3. Extends

This version reimplements some features from V4.0. Many files compliant with LEHD or QWI Schema v4.0 will also be compliant with this schema, but compatibility is not guaranteed.

4. Basic Schema

Each data file is structured as a CSV file.The first columns contain [identifiers], subsequent columns contain [indicators], followed by status flags.In some cases, visually formatted Excel (XLSX) files are also available, containing the same information together with header lines on each sheet.

4.1. Generic Structure

Column name
[Identifier1]
[Identifier2]
[Identifier3]
[…]
[Indicator 1]
[Indicator 2]
[Indicator 3]
[…]
[Status Flag 1]
[Status Flag 2]

Column name
[Status Flag 3]
[…]

Note: A full list of indicators for each type of file are shown below in the Indicators section. While all indicators are included in the CSV files, only the requested indicators will be included in data outputs from the LED Extraction Tool.

4.2. Identifiers

Records, unless otherwise noted, are parts of time-series data. Unique record identifiers are noted below, by file type. Identifiers without the year and quarter component can be considered a series identifier.

4.2.1. Mapping for Identifiers

(lehd_mapping_identifiers.csv)

Each of the released files has a set of variables uniquely identifying records ('Identifiers'). The table below relates the set of identifier specifications to the released files. The actual CSV files containing the identifiers for each set are listed after this table. Each identifier can take on a specified list of values, documented in the section on Categorical Variables.

identifiers	QWI	NQWI	J2J	J2JR	J2JOD	PSEOE	PSEOF	LODES
lehd_identifiers_qwi	1	1						
lehd_identifiers_j2j			1	1				
lehd_identifiers_j2jod					1			
lehd_identifiers_pseo						1	1	

4.2.2. Identifiers for QWI

(lehd_identifiers_qwi.csv)

Variable	Type	label
periodicity	Char(1)	Periodicity of report
seasonadj	Char(1)	Seasonal Adjustment Indicator
geo_level	Char(1)	Group: Geographic level of aggregation
geography	Char(8)	Group: Geography code
ind_level	Char(1)	Group: Industry level of aggregation
industry	Char(5)	Group: Industry code
ownercode	Char(3)	Group: Ownership group code
sex	Char(1)	Group: Sex code
agegrp	Char(3)	Group: Age group code (WIA)
race	Char(2)	Group: race
ethnicity	Char(2)	Group: ethnicity
education	Char(2)	Group: education
firmage	Char(1)	Group: Firm Age group
firmsize	Char(1)	Group: Firm Size group
year	Num	Time: Year
quarter	Num	Time: Quarter
agg_level	Num	Aggregation Level Indicator

4.2.3. Identifiers for J2J

(lehd_identifiers_j2j.csv)

Variable	Type	label
periodicity	Char(1)	Periodicity of report
seasonadj	Char(1)	Seasonal Adjustment Indicator
geo_level	Char(1)	Group: Geographic level of aggregation
geography	Char(8)	Group: Geography code
ind_level	Char(1)	Group: Industry level of aggregation
industry	Char(5)	Group: Industry code
ownercode	Char(3)	Group: Ownership group code
sex	Char(1)	Group: Sex code
agegrp	Char(3)	Group: Age group code (WIA)
race	Char(2)	Group: race
ethnicity	Char(2)	Group: ethnicity
education	Char(2)	Group: education
firmage	Char(1)	Group: Firm Age group
firmsize	Char(1)	Group: Firm Size group
year	Num	Time: Year
quarter	Num	Time: Quarter
agg_level	Num	Aggregation Level Indicator

4.2.4. Identifiers for J2JOD

(lehd_identifiers_j2jod.csv)

Variable	Type	label
periodicity	Char(1)	Periodicity of report
seasonadj	Char(1)	Seasonal Adjustment Indicator
geo_level	Char(1)	Group: Geographic level of aggregation of destination job
geography	Char(8)	Group: Geography code of destination job
ind_level	Char(1)	Group: Industry level of aggregation of destination job
industry	Char(5)	Group: Industry code of destination job
ownercode	Char(3)	Group: Ownership group code of destination job
sex	Char(1)	Group: Sex code
agegrp	Char(3)	Group: Age group code (WIA)
race	Char(2)	Group: race
ethnicity	Char(2)	Group: ethnicity
education	Char(2)	Group: education
firmage	Char(1)	Group: Firm Age group
firmsize	Char(1)	Group: Firm Size group
year	Num	Time: Year
quarter	Num	Time: Quarter
agg_level	Num	Aggregation Level Indicator
geo_level_orig	Char(1)	Group: Geographic level of aggregation of origin job
geography_orig	Char(8)	Group: Geography code of origin job
ind_level_orig	Char(1)	Group: Industry level of aggregation of origin job
industry_orig	Char(5)	Group: Industry code of origin job
ownercode_orig	Char(3)	Group: Ownership group code of origin job
firmage_orig	Char(1)	Group: Firm Age group of origin job
firmsize_orig	Char(1)	Group: Firm Size group of origin job

4.2.5. Identifiers for PSEO

(lehd_identifiers_pseo.csv)

Variable	Type	label
agg_level_pseo	Numeric	Aggregation level
inst_level	Char(1)	Tabulation level of the institution
institution	Char(8)	Place of the institution
degree_level	Char(2)	Degree level code
cip_level	Char(1)	Degree field level of aggregation
cipcode	Char(7)	Degree field
grad_cohort	Char(4)	First year of graduation cohort (YYYY) - All Cohorts 0000
grad_cohort_years	Numeric	Number of years in graduation cohort
geo_level	Char(1)	Group: Geographic level of employment
geography	Char(8)	Group: Geography code of employment
ind_level	Char(1)	Group: Industry level of employment
industry	Char(5)	Group: Industry code of employment

4.3. Indicators

The following tables and associated mapping files list the indicators available on each file. The descriptor files themselves are structured as follows:

- The "Indicator Variable" is the short name of the variable on the CSV files, suitable for machine processing in a wide variety of statistical applications.
- When given, the "Alternate name" may appear in related documentation and articles.
- The "Status Flag" is used to indicate publication or data quality status (see Status Flags).
- The "Indicator Name" is a non-abbreviated version of the "Indicator Variable".
- The "Description" provides more verbose description of the variable.
- "Units" identify the type of variable according to a very simplified taxonomy (not formalized yet): counts, rates, monetary amounts.
- "Concept" classifies the variables into higher-level concepts. The taxonomy for these concepts has not been finalized yet, see label_concept_draft.csv for a draft version.
- The "Base" indicates the denominator used to compute the statistic, and may be '1'.

4.3.1. QWI Counts (QWI)

(variables_qwi.csv)

Indicator Variable	Alternate Name	Status Flag	Indicator Name	Description	Units	Concept	Base
Emp	B	sEmp	Beginning-of-Quarter Employment	Estimate of the total number of jobs on the first day of the reference quarter	Count	Employment	1
EmpEnd	E	sEmpEnd	End-of-Quarter Employment	Estimate of the number of jobs on the last day of the quarter	Count	Employment	1
EmpS	F	sEmpS	Full-Quarter Employment (Stable)	Estimate of stable jobs - the number of jobs that are held on both the first and last day of the quarter with the same employer	Count	Employment	1

Indicator Variable	Alternate Name	Status Flag	Indicator Name	Description	Units	Concept	Base
EmpTotal	M	sEmpTotal	Employment - Reference Quarter	Estimated count of people employed in a firm at any time during the quarter	Count	Employment	1
EmpSpv	Fpv	sEmpSpv	Full-Quarter Employment in the Previous Quarter	Estimate of stable jobs in the quarter before the reference quarter	Count	Employment	1
HirA	A	sHirA	Hires (All Accessions)	Estimated number of workers who started a new job in the specified quarter	Count	Hire	1
HirN	H	sHirN	New Hires	Estimated number of workers who started a new job excluding recall hires	Count	Hire	1
HirR	R	sHirR	Recall Hires	Estimated number of workers who returned to the same employer where they had worked within the previous year	Count	Hire	1
Sep	S	sSep	Separations (All)	Estimated number of workers whose job with a given employer ended in the specified quarter	Count	Separation	1
HirAEnd	CA	sHirAEnd	End-of-Quarter Hires	Estimated number of workers who started a new job in the specified quarter, which continued into next quarter	Count	Hire	1

Indicator Variable	Alternate Name	Status Flag	Indicator Name	Description	Units	Concept	Base
SepBeg	CS	sSepBeg	Beginning-of-Quarter Separations	Estimated number of workers whose job in the previous quarter continued and ended in the given quarter	Count	Separation	1
HirAEndRepl	EI	sHirAEndRepl	Replacement Hires	Hires into continuous quarter employment in excess of job creation	Count	Hire	1
HirAEndR	CAR	sHirAEndR	End-of-Quarter Hiring Rate	Hires as a percent of average employment	Rate	Hire	(Emp + EmpEnd)/2
SepBegR	CSR	sSepBegR	Beginning-of-Quarter Separation Rate	Separations as a percent of average employment	Rate	Separation	(Emp + EmpEnd)/2
HirAEndReplR	EIR	sHirAEndReplR	Replacement Hiring Rate	Replacement hires as a percent of the average of beginning- and end-of-quarter employment	Rate	Hire	(Emp + EmpEnd)/2
HirAS	FA	sHirAS	Hires (All Hires into Full-Quarter Employment)	Estimated number of workers that started a job that lasted at least one full quarter with a given employer	Count	Hire	1
HirNS	FH	sHirNS	New Hires (New Hires into Full-Quarter Employment)	Estimated number of workers who started a job that they had not held within the past year and the job turned into a job that lasted at least a full quarter with a given employer	Count	Hire	1

Indicator Variable	Alternate Name	Status Flag	Indicator Name	Description	Units	Concept	Base
SepS	FS	sSepS	Separations (Flows out of Full-Quarter Employment)	Estimated number of workers who had a job for at least a full quarter and then the job ended	Count	Separation	1
SepSnx	FSnx	sSepSnx	Separations in the Next Quarter (Flows out of Full-Quarter Employment)	Estimated number of workers in the next quarter who had a job for at least a full quarter and then the job ended	Count	Separation	1
TurnOvrS	FT	sTurnOvrS	Turnover (Stable)	The rate at which stable jobs begin and end	Rate	Turnover	2*EmpS
FrmJbGn	JC	sFrmJbGn	Firm Job Gains (Job Creation)	Estimated number of jobs gained at firms throughout the quarter	Count	Job Flows	1
FrmJbLs	JD	sFrmJbLs	Firm Job Loss (Job Destruction)	Estimated number of jobs lost at firms throughout the quarter	Count	Job Flows	1
FrmJbC	JF	sFrmJbC	Firm Job Change (Net Change)	Difference between firm job gain and firm job loss	Count	Job Flows	1
FrmJbGnS	FJC	sFrmJbGnS	Firm Job Gains (Stable)	Estimated number of full-quarter jobs gained at firms	Count	Job Flows	1
FrmJbLsS	FJD	sFrmJbLsS	Firm Job Loss (Stable)	Estimated number of full-quarter jobs lost at firms	Count	Job Flows	1
FrmJbCS	FJF	sFrmJbCS	Firm Job Change (Stable; Net Change)	Net growth in jobs that last a full quarter	Count	Job Flows	1
EarnS	ZW3	sEarnS	Average Monthly Earnings (Full-Quarter Employment)	Average monthly earnings of employees with stable jobs	Dollars	Earnings	EmpS

Indicator Variable	Alternate Name	Status Flag	Indicator Name	Description	Units	Concept	Base
EarnBeg	ZW2B	sEarnBeg	Average Monthly Earnings (Beginning-of-Quarter Employment)	Average monthly earnings of employees who worked on the first day of the reference quarter	Dollars	Earnings	Emp
EarnHirAS	ZWFA	sEarnHirAS	Average Monthly Earnings (All Hires into Full-Quarter Employment)	Average monthly earnings for workers who started a job that turned into a job lasting a full quarter	Dollars	Earnings	HirAS
EarnHirNS	ZWFH	sEarnHirNS	Average Monthly Earnings (New Hires into Full-Quarter Employment)	Average monthly earnings of newly stable employees	Dollars	Earnings	HirNS
EarnSepS	ZWFS	sEarnSepS	Average Monthly Earnings (Flows out of Full-Quarter Employment)	Average monthly earnings of separations from full-quarter status at an establishment	Dollars	Earnings	SepSnx
Payroll	W1	sPayroll	Total Quarterly Payroll	Total quarterly payroll for all jobs	Dollars	Earnings	1

4.3.2. QWI Rates (QWIR)

Rates are computed from published data, and are provided as a convenience.

(variables_qwir.csv)

Indicator Variable	Alternate Name	Status Flag	Indicator Name	Description	Units	Concept	Base
HirAR	AR	sHirAR	Hiring Rate (All Accessions)	All accessions as a percent of average employment	Rate	Hire	(Emp + EmpEnd)/2
HirNR	HR	sHirNR	New Hiring Rate	New hires as a percent of average employment	Rate	Hire	(Emp + EmpEnd)/2
HirRR	RR	sHirRR	Recall Rate	Recall hires as a percent of average employment	Rate	Hire	(Emp + EmpEnd)/2
SepR	SR	sSepR	Separation Rate (All Separations)	All separations as a percent of average employment	Rate	Separation	(Emp + EmpEnd)/2
HirAEndR	CAR	sHirAEndR	End-of-Quarter Hiring Rate	Hires as a percent of average employment	Rate	Hire	(Emp + EmpEnd)/2
SepBegR	CSR	sSepBegR	Beginning-of-Quarter Separation Rate	Separations as a percent of average employment	Rate	Separation	(Emp + EmpEnd)/2
HirAEndReplR	EIR	sHirAEndReplR	Replacement Hiring Rate	Replacement hires as a percent of average employment	Rate	Hire	(Emp + EmpEnd)/2
HirASR	FAR	sHirASR	Hiring Rate (Flows into Full-Quarter Employment)	Flows into stable employment as a percent of average stable employment	Rate	Hire	(EmpSpv + EmpS)/2
HirNSR	FHR	sHirNSR	New Hiring Rate (New Hires to Full-Quarter Status)	New hires into stable employment as a percent of average stable employment	Rate	Hire	(EmpSpv + EmpS)/2

Indicator Variable	Alternate Name	Status Flag	Indicator Name	Description	Units	Concept	Base
SepSR	FSR	sSepSR	Separation Rate (Flows out of Full-Quarter Employment)	Flows out of stable employment as a percent of average stable employment	Rate	Separation	(EmpSpv + EmpS)/2
SepSnxR	FSnxR	sSepSnxR	Separation Rate in the Next Quarter (Flow out of Full-Quarter Employment)	Flow rate out of stable employment in the next quarter	Rate	Separation	(EmpSpv + EmpS)/2
TurnOvrSR	FTR	sTurnOvrSR	Turnover Rate (Stable)	The rate at which stable jobs begin and end	Rate	Turnover	2*EmpS
FrmJbGnR	JCR	sFrmJbGnR	Firm Job Gain Rate (Job Creation Rate)	Estimated number of jobs gained at firms throughout the quarter as a percent of average employment	Rate	Job Flows	(Emp + EmpEnd)/2
FrmJbLsR	JDR	sFrmJbLsR	Firm Job Loss Rate (Job Destruction Rate)	Estimated number of jobs lost at firms throughout the quarter as a percent of average employment	Rate	Job Flows	(Emp + EmpEnd)/2
FrmJbCR	JFR	sFrmJbCR	Firm Job Change Rate (Net Change Rate)	Difference between firm job gain and firm job loss as a percent of average employment	Rate	Job Flows	(Emp + EmpEnd)/2
FrmJbGnSR	FJCR	sFrmJbGnSR	Firm Job Gain Rate (Stable)	Estimated number of full-quarter jobs gained at firms as a percent of average stable employment	Rate	Job Flows	(EmpSpv + EmpS)/2
FrmJbLsSR	FJDR	sFrmJbLsSR	Firm Job Loss Rate (Stable)	Estimated number of full-quarter jobs lost at firms as a percent of average stable employment	Rate	Job Flows	(EmpSpv + EmpS)/2

Indicator Variable	Alternate Name	Status Flag	Indicator Name	Description	Units	Concept	Base
FrmJbCSR	FJFR	sFrmJbCSR	Firm Job Change Rate (Stable; Net Change Rate)	Net growth in jobs that last a full quarter as a percent of average stable employment	Rate	Job Flows	(EmpSpv + EmpS)/2

4.3.3. J2J Counts (J2J)

(variables_j2j.csv)

Indicator Variable	Alternate Name	Status Flag	Indicator Name	Description	Units	Concept	Base
MHire	all_doma2	sMHire	Hires	Hires into a worker's main job	Count	Hire	1
MSep	all_doms2	sMSep	Separations	Separations from a worker's main job	Count	Separation	1
MJobStart	first_dome	sMJobStart	Main Job Starts	New main jobs due to hires and instances when a previously existing secondary job becomes the main source of earnings	Count	Hire	1
MJobEnd	last_domb	sMJobEnd	Main Job Ends	End of main jobs due to separations and instances when another job becomes the main source of earnings	Count	Separation	1
EEHire	ee_doma2	sEEHire	Job-to-Job Hires (Continuous Employment)	Hires following a separation with no observed nonemployment spell	Count	Hire	1
EESep	ee_doms2	sEESep	Job-to-Job Separations (Continuous Employment)	Separations followed by a hire with no observed nonemployment spell	Count	Separation	1
AQHire	aq_doma2	sAQHire	Job-to-Job Hires (Brief Nonemployment)	Hires following a separation with a short nonemployment spell	Count	Hire	1
AQSep	aq_doms2	sAQSep	Job-to-Job Separations (Brief Nonemployment)	Separations followed by a hire with a short nonemployment spell	Count	Separation	1

Indicator Variable	Alternate Name	Status Flag	Indicator Name	Description	Units	Concept	Base
J2JHire	j2j_doma2	sJ2JHire	Job-to-Job Hires	Hires following a separation (short or no observed nonemployment spell)	Count	Hire	1
J2JSep	j2j_doms2	sJ2JSep	Job-to-Job Separations	Separations followed by a hire (short or no observed nonemployment spell)	Count	Separation	1
NEHire	ne_doma2	sNEHire	Hires from Nonemployment	Hires following any spell of nonemployment	Count	Hire	1
ENSep	en_doms2	sENSep	Separations to Nonemployment	Separations into any spell of nonemployment	Count	Separation	1
NEPersist	ne2_doma2	sNEPersist	Hires from Persistent Nonemployment	Hires following a spell of persistent nonemployment	Count	Hire	1
ENPersist	en2_doms2	sENPersist	Separations to Persistent Nonemployment	Separations into a spell of persistent nonemployment	Count	Separation	1
NEFullQ	ne2p_doma2	sNEFullQ	Hires from Full-Quarter Nonemployment	Hires following a spell of full-quarter nonemployment (does not include intermittently employed)	Count	Hire	1
ENFullQ	en2p_doms2	sENFullQ	Separations to Full-Quarter Nonemployment	Separations into a spell of full-quarter nonemployment (does not include intermittently employed)	Count	Separation	1
MainB	domB	sMainB	Employment (Beginning of Quarter)	Main jobs held on the first day of the quarter	Count	Employment	1

Indicator Variable	Alternate Name	Status Flag	Indicator Name	Description	Units	Concept	Base
MainE	domE	sMainE	Employment (End of Quarter)	Main jobs held on the last day of the quarter	Count	Employment	1
EESepS	fee_doms2	sEESepS	Stable Job-to-Job Separations (Continuous Employment)	Separations from stable employment followed by a hire to stable employment with no observed nonemployment spell	Count	Separation	1
EEHireS	fee_doma2	sEEHireS	Stable Job-to-Job Hires (Continuous Employment)	Hires to stable employment following a separation from stable employment with no observed nonemployment spell	Count	Hire	1
AQSepS	faq_doms2	sAQSepS	Stable Job-to-Job Separations (Brief Nonemployment)	Separations from stable employment followed by a hire to stable employment with a short nonemployment spell	Count	Separation	1
AQHireS	faq_doma2	sAQHireS	Stable Job-to-Job Hires (Brief Nonemployment)	Hires to stable employment following a separation from stable employment with a short nonemployment spell	Count	Hire	1
NEPersistS	fne2_doma2	sNEPersistS	Stable Hires from Persistent Nonemployment	Hires to stable employment following a spell of persistent nonemployment	Count	Hire	1

Indicator Variable	Alternate Name	Status Flag	Indicator Name	Description	Units	Concept	Base
ENPersistS	fen2_doms2	sENPersistS	Stable Separations to Persistent Nonemployment	Separations from stable employment into a spell of persistent nonemployment	Count	Separation	1
JobStayS	f4domb e	sJobStayS	Stable Job Stayer	Stable main jobs that did not change during the reference quarter	Count	Employment	1
MainBS	fdomb	sMainBS	Stable Employment (Beginning of Quarter)	Stable main jobs held on the first day of the quarter	Count	Employment	1
MainES	fdome	sMainES	Stable Employment (End of Quarter)	Stable main jobs held on the last day of the quarter	Count	Employment	1
NEHireSEarn_Dest	fne2_doma2_kfqearn	sNEHireSEarn_Dest	Average Earnings following Stable Hires from Persistent Nonemployment	Average quarterly earnings following hires to stable employment from a spell of persistent nonemployment	Dollars	Earnings	NEPersistS
ENSepSEarn_Orig	fen2_doms2_jfqearn	sENSepSEarn_Orig	Average Earnings prior to Stable Separations to Persistent Nonemployment	Average quarterly earnings prior to separations from stable employment into a spell of persistent nonemployment	Dollars	Earnings	ENPersistS
JobStaySEarn_Orig	f4domb e_jfqearn	sJobStaySEarn_Orig	Average Earnings prior to Stable Job Stayer	Average quarterly earnings in the previous quarter when workers stayed in a stable job	Dollars	Earnings	JobStayS
JobStaySEarn_Dest	f4domb e_kfqearn	sJobStaySEarn_Dest	Average Earnings following Stable Job Stayer	Average quarterly earnings in the quarter when workers stayed in a stable job	Dollars	Earnings	JobStayS

Indicator Variable	Alternate Name	Status Flag	Indicator Name	Description	Units	Concept	Base
EESepSEarn_Orig	fee_doms2_jfqearn	sEESepSEarn_Orig	Average Earnings prior to Stable Job-to-Job Separations (Continuous Employment)	Average quarterly earnings prior to job flows with no observed nonemployment spell	Dollars	Earnings	EESepS
EEHireSEarn_Dest	fee_doma2_kfqearn	sEEHireSEarn_Dest	Average Earnings following Stable Job-to-Job Hires (Continuous Employment)	Average quarterly earnings following job flows with no observed nonemployment spell	Dollars	Earnings	EEHireS
AQSepSEarn_Orig	faq_doms2_jfqearn	sAQSepSEarn_Orig	Average Earnings prior to Stable Job-to-Job Separations (Brief Nonemployment)	Average quarterly earnings prior to job flows with a short nonemployment spell	Dollars	Earnings	AQSepS
AQHireSEarn_Dest	faq_doma2_kfqearn	sAQHireSEarn_Dest	Average Earnings following Stable Job-to-Job Hires (Brief Nonemployment)	Average quarterly earnings following job flows with a short nonemployment spell	Dollars	Earnings	AQHireS

4.3.4. J2J Rates (J2JR)

(variables_j2jr.csv)

Rates are computed from published data, and are provided as a convenience.

Indicator Variable	Alternate Name	Status Flag	Indicator Name	Description	Units	Concept	Base
MHireR	all_doma2_rate	sMHireR	Hires	Rate of hires into a worker's main job	Rate	Hire	((MainB+MainE)/2)
MSepR	all_doms2_rate	sMSepR	Separations	Rate of separations from a worker's main job	Rate	Separation	((MainB+MainE)/2)
MJobStartR	first_dome_rate	sMJobStartR	Main Job Starts	Rate of new main jobs due to hires and instances when a previously existing secondary job becomes the main source of earnings	Rate	Hire	((MainB+MainE)/2)
MJobEndR	last_domb_rate	sMJobEndR	Main Job Ends	Rate of end of main jobs due to separations and instances when another job becomes the main source of earnings	Rate	Separation	((MainB+MainE)/2)
EEHireR	ee_doma2_rate	sEEHireR	Job-to-Job Hires (Continuous Employment)	Rate of hires following a separation with no observed nonemployment spell	Rate	Hire	((MainB+MainE)/2)

Indicator Variable	Alternate Name	Status Flag	Indicator Name	Description	Units	Concept	Base
EESepR	ee_doms2_rate	sEESepR	Job-to-Job Separations (Continuous Employment)	Rate of separations followed by a hire with no observed nonemployment spell	Rate	Separation	((MainB+MainE)/2)
AQHireR	aq_doma2_rate	sAQHireR	Job-to-Job Hires (Brief Nonemployment)	Rate of hires following a separation with a short nonemployment spell	Rate	Hire	((MainB+MainE)/2)
AQSepR	aq_doms2_rate	sAQSepR	Job-to-Job Separations (Brief Nonemployment)	Rate of separations followed by a hire with a short nonemployment spell	Rate	Separation	((MainB+MainE)/2)
J2JHireR	j2j_doma2_rate	sJ2JHireR	Job-to-Job Hires	Rate of hires following a separation (short or no observed nonemployment spell)	Rate	Hire	((MainB+MainE)/2)
J2JSepR	j2j_doms2_rate	sJ2JSepR	Job-to-Job Separations	Rate of separations followed by a hire (short or no observed nonemployment spell)	Rate	Separation	((MainB+MainE)/2)
NEHireR	ne_doma2_rate	sNEHireR	Hires from Nonemployment	Rate of hires following any spell of nonemployment	Rate	Hire	((MainB+MainE)/2)

Indicator Variable	Alternate Name	Status Flag	Indicator Name	Description	Units	Concept	Base
ENSepR	en_doms2_rate	sENSepR	Separations to Nonemployment	Rate of separations into any spell of nonemployment	Rate	Separation	((MainB+MainE)/2)
NEPersistR	ne2_doma2_rate	sNEPersistR	Hires from Persistent Nonemployment	Rate of hires following a spell of persistent nonemployment	Rate	Hire	((MainB+MainE)/2)
ENPersistR	en2_doms2_rate	sENPersistR	Separations to Persistent Nonemployment	Rate of separations into a spell of persistent nonemployment	Rate	Separation	((MainB+MainE)/2)
NEFullQR	ne2p_doma2_rate	sNEFullQR	Hires from Full-Quarter Nonemployment	Rate of hires following a spell of full-quarter nonemployment (does not include intermittently employed)	Rate	Hire	((MainB+MainE)/2)
ENFullQR	en2p_doms2_rate	sENFullQR	Separations to Full-Quarter Nonemployment	Rate of separations into a spell of full-quarter nonemployment (does not include intermittently employed)	Rate	Separation	((MainB+MainE)/2)

4.3.5. J2J Flow Origin-Destination (J2JOD)

(variables_j2jod.csv)

Indicator Variable	Alternate Name	Status Flag	Indicator Name	Description	Units	Concept	Base
EE	ee_doma2	sEE	Job-to-Job Flows (Continuous Employment)	Job flows with no observed nonemployment spell	Count	Hire	1
AQHire	aq_doma2	sAQHire	Job-to-Job Flows (Brief Nonemployment)	Job flows with a short nonemployment spell	Count	Hire	1
EES	fee_doma2	sEES	Stable Job-to-Job Flows (Continuous Employment)	Job flows from stable employment into stable employment with no observed nonemployment spell	Count	Hire	1
AQHireS	faq_doma2	sAQHireS	Stable Job-to-Job Flows (Brief Nonemployment)	Job flows from stable employment into stable employment with a short nonemployment spell	Count	Hire	1
EESEarn_Orig	fee_doma2_jfqearn	sEESEarn_Orig	Average Earnings prior to Job-to-Job Flows (Continuous Employment)	Average quarterly earnings prior to job flows with no observed nonemployment spell	Dollars	Earnings	EES
EESEarn_Dest	fee_doma2_kfqearn	sEESEarn_Dest	Average Earnings following Job-to-Job Flows (Continuous Employment)	Average quarterly earnings following job flows with no observed nonemployment spell	Dollars	Earnings	EES
AQHireSEarn_Orig	faq_doma2_jfqearn	sAQHireSEarn_Orig	Average Earnings prior to Job-to-Job Flows (Brief Nonemployment)	Average quarterly earnings prior to job flows with a short nonemployment spell	Dollars	Earnings	AQHireS

Indicator Variable	Alternate Name	Status Flag	Indicator Name	Description	Units	Concept	Base
AQHireSEarn_Dest	faq_doma2_kfqearn	sAQHireSEarn_Dest	Average Earnings following Job-to-Job Flows (Brief Nonemployment)	Average quarterly earnings following job flows with a short nonemployment spell	Dollars	Earnings	AQHireS

4.3.6. PSEO Earnings (PSEOE)

(variables_pseoe.csv)

Indicator Variable	Status Flag	Description	Units	Concept
y1_p25_earnings	status_y1_earnings	Earnings 25th Percentile in Year 1 (2023 Dollars)	Dollars	Earnings
y1_p50_earnings	status_y1_earnings	Earnings 50th Percentile in Year 1 (2023 Dollars)	Dollars	Earnings
y1_p75_earnings	status_y1_earnings	Earnings 75th Percentile in Year 1 (2023 Dollars)	Dollars	Earnings
y1_grads_earn	status_y1_grads_earn	Count of Employed Graduates in Year 1	Count	Employment
y5_p25_earnings	status_y5_earnings	Earnings 25th Percentile in Year 5 (2023 Dollars)	Dollars	Earnings
y5_p50_earnings	status_y5_earnings	Earnings 50th Percentile in Year 5 (2023 Dollars)	Dollars	Earnings
y5_p75_earnings	status_y5_earnings	Earnings 75th Percentile in Year 5 (2023 Dollars)	Dollars	Earnings
y5_grads_earn	status_y5_grads_earn	Count of Employed Graduates in Year 5	Count	Employment
y10_p25_earnings	status_y10_earnings	Earnings 25th Percentile in Year 10 (2023 Dollars)	Dollars	Earnings
y10_p50_earnings	status_y10_earnings	Earnings 50th Percentile in Year 10 (2023 Dollars)	Dollars	Earnings
y10_p75_earnings	status_y10_earnings	Earnings 75th Percentile in Year 10 (2023 Dollars)	Dollars	Earnings
y10_grads_earn	status_y10_grads_earn	Count of Employed Graduates in Year 10	Count	Employment
y1_ipeds_count	status_y1_ipeds_count	Count of IPEDS Reported Graduates of Programs Included in Year 1 Earnings	Count	Graduates
y5_ipeds_count	status_y5_ipeds_count	Count of IPEDS Reported Graduates of Programs Included in Year 5 Earnings	Count	Graduates
y10_ipeds_count	status_y10_ipeds_count	Count of IPEDS Reported Graduates of Programs Included in Year 10 Earnings	Count	Graduates

4.3.7. PSEO Flows (PSEOF)

(variables_pseof.csv)

Indicator Variable	Status Flag	Description	Units	Concept
y1_grads_emp	status_y1_grads_emp	Count of Employed Graduates in Year 1	Count	Employment
y1_grads_emp_instate	status_y1_grads_emp_instate	Count of Graduates Employed in Same State as Educational Institution in Year 1	Count	Employment
y5_grads_emp	status_y5_grads_emp	Count of Employed Graduates in Year 5	Count	Employment
y5_grads_emp_instate	status_y5_grads_emp_instate	Count of Graduates Employed in Same State as Educational Institution in Year 5	Count	Employment
y10_grads_emp	status_y10_grads_emp	Count of Employed Graduates in Year 10	Count	Employment
y10_grads_emp_instate	status_y10_grads_emp_instate	Count of Graduates Employed in Same State as Educational Institution in Year 10	Count	Employment
y1_grads_nme	status_y1_grads_nme	Count of Graduates with No Observed Employment or Marginally Employed in Year 1	Count	Employment
y5_grads_nme	status_y5_grads_nme	Count of Graduates with No Observed Employment or Marginally Employed in Year 5	Count	Employment
y10_grads_nme	status_y10_grads_nme	Count of Graduates with No Observed Employment or Marginally Employed in Year 10	Count	Employment

4.4. Variability Measures

The following tables and associated mapping files list the variability measures available on each file. The "Variability Measure" is the short name of the variable on the CSV files, suitable for machine processing in a wide variety of statistical applications. When given, the "Alternate Name" may appear in related documentation and articles. The "Variable Name" is a more verbose description of the variability measure.

Six variability measures are published:

- Total variability, prefixed by vt_
- Standard error, prefixed by st_, and computed as the square root of Total Variability
- Between-implicate variability, prefixed by vb_
- Average within-implicate variability, prefixed by vw_
- Degrees of freedom, prefixed by df_
- Missingness ratio, prefixed by mr_

A missing variability measure indicates a structural zero in the corresponding indicator. This is currently not associated with a flag.

4.4.1. Generic Structure

Column name
[Identifier1]
[Identifier2]
[Identifier3]
[…]
[Standard error for Indicator 1]
[Standard error for Indicator 2]
[Standard error for Indicator 3]
[…]
[Total variation for Indicator 1]
[Total variation for Indicator 2]
[Total variation for Indicator 3]
[…]
[Between-implicate variability for Indicator 1]
[Between-implicate variability for Indicator 2]
[Between-implicate variability for Indicator 3]
[…]

Column name
[Average within-implicate variability for Indicator 1]
[Average within-implicate variability for Indicator 2]
[Average within-implicate variability for Indicator 3]
[…]
[Degrees of freedom for Indicator 1]
[Degrees of freedom for Indicator 2]
[Degrees of freedom for Indicator 3]
[…]
[Missingness ratio for Indicator 1]
[Missingness ratio for Indicator 2]
[Missingness ratio for Indicator 3]
[…]

Note: A full list of indicators for each type of file are shown in the Indicators section. In the tables below, only a sample of variability measures are printed, but the complete list is available in the linked CSV schema files.

4.4.2. Variability Measures for QWI (QWIV) - National-level Only

(variables_qwiv.csv)

Variability measure	Variable name	Units
st_Emp	Standard error of Beginning-of-Quarter Employment	Count
st_EmpEnd	Standard error of End-of-Quarter Employment	Count
st_EmpS	Standard error of Full-Quarter Employment (Stable)	Count
…		
vt_Emp	Total variation of Beginning-of-Quarter Employment	Count
vt_EmpEnd	Total variation of End-of-Quarter Employment	Count
vt_EmpS	Total variation of Full-Quarter Employment (Stable)	Count
…		
vb_Emp	Between-implicate variability for Beginning-of-Quarter Employment	Count
vb_EmpEnd	Between-implicate variability for End-of-Quarter Employment	Count
vb_EmpS	Between-implicate variability for Full-Quarter Employment (Stable)	Count
…		
vm_Emp	Average within-implicate variability for Beginning-of-Quarter Employment	Count
vm_EmpEnd	Average within-implicate variability for End-of-Quarter Employment	Count
vm_EmpS	Average within-implicate variability for Full-Quarter Employment (Stable)	Count
…		
df_Emp	Degrees of freedom for VT of Beginning-of-Quarter Employment	Count
df_EmpEnd	Degrees of freedom for VT of End-of-Quarter Employment	Count
df_EmpS	Degrees of freedom for VT of Full-Quarter Employment (Stable)	Count
…		
mr_HirA	Missingness ratio for Hires (All Accessions)	Count
mr_HirN	Missingness ratio for New Hires	Count
mr_HirR	Missingness ratio for Recall Hires	Count

4.4.3. Variability Measures for QWI Rates (QWIRV) - National-level Only

(variables_qwirv.csv)

Variability measure	Variable name	Units
st_HirAR	Standard error of Hiring Rate (All Accessions)	Rate
st_HirNR	Standard error of New Hiring Rate	Rate
st_HirRR	Standard error of Recall Rate	Rate
…		
vt_HirAR	Total variation of Hiring Rate (All Accessions)	Rate
vt_HirNR	Total variation of New Hiring Rate	Rate
vt_HirRR	Total variation of Recall Rate	Rate
…		
vb_HirAR	Between-implicate variability for Hiring Rate (All Accessions)	Rate
vb_HirNR	Between-implicate variability for New Hiring Rate	Rate
vb_HirRR	Between-implicate variability for Recall Rate	Rate
…		
vm_HirAR	Average within-implicate variability for Hiring Rate (All Accessions)	Rate
vm_HirNR	Average within-implicate variability for New Hiring Rate	Rate
vm_HirRR	Average within-implicate variability for Recall Rate	Rate
…		
df_HirAR	Degrees of freedom for VT of Hiring Rate (All Accessions)	Rate
df_HirNR	Degrees of freedom for VT of New Hiring Rate	Rate
df_HirRR	Degrees of freedom for VT of Recall Rate	Rate
…		
mr_HirAR	Missingness ratio for Hiring Rate (All Accessions)	Rate
mr_HirNR	Missingness ratio for New Hiring Rate	Rate
mr_HirRR	Missingness ratio for Recall Rate	Rate
…		

5. Categorical Variables

Categorical variable descriptions are displayed above each table, with the variable name shown in parentheses.Unless otherwise stated, every possible value/label combination for each categorical variable is listed.Please note that not all values will be available in every table.

5.1. Agegrp

(label_agegrp.csv)

agegrp	label
A00	All Ages (14-99)
A01	14-18
A02	19-21
A03	22-24
A04	25-34
A05	35-44
A06	45-54
A07	55-64
A08	65-99

5.2. Education

(label_education.csv)

education	label
E0	All Education Categories
E1	Less than high school
E2	High school or equivalent, no college
E3	Some college or Associate degree
E4	Bachelor’s degree or advanced degree
E5	Educational attainment not available (workers aged 24 or younger)

5.3. Ethnicity

(label_ethnicity.csv)

ethnicity	label
A0	All Ethnicities

ethnicity	label
A1	Not Hispanic or Latino
A2	Hispanic or Latino

5.4. Firmage

(label_firmage.csv)

firmage	label
0	All Firm Ages
1	0-1 Years
2	2-3 Years
3	4-5 Years
4	6-10 Years
5	11+ Years
N	Firm Age Not Available For Public-Sector Firms

5.5. Firmsize

(label_firmsize.csv)

firmsize	label
0	All Firm Sizes
1	0-19 Employees
2	20-49 Employees
3	50-249 Employees
4	250-499 Employees
5	500+ Employees
N	Firm Size Not Available For Public-Sector Firms

5.6. Ownercode

(label_ownercode.csv)

ownercode	label
A00	State and local government plus private ownership
A01	Federal government
A05	All Private

5.7. Periodicity

(label_periodicity.csv)

periodicity	label
A	Annual data
Q	Quarterly data

5.8. Quarter

(label_quarter.csv)

quarter	label
1	1st Quarter of the Year (January-March)
2	2nd Quarter of the Year (April-June)
3	3rd Quarter of the Year (July-September)
4	4th Quarter of the Year (October-December)

5.9. Race

(label_race.csv)

race	label
A0	All Races
A1	White Alone
A2	Black or African American Alone
A3	American Indian or Alaska Native Alone
A4	Asian Alone
A5	Native Hawaiian or Other Pacific Islander Alone
A6	Some Other Race Alone (Not Used)

race	label
A7	Two or More Race Groups

5.10. Seasonadj

(label_seasonadj.csv)

seasonadj	label
S	Seasonally adjusted
U	Not seasonally adjusted

5.11. Sex

(label_sex.csv)

sex	label
0	All Sexes
1	Male
2	Female

5.12. Industry

5.12.1. Industry levels

(label_ind_level.csv)

ind_level	label
A	All Industries
S	NAICS Sectors
3	NAICS Subsectors
4	NAICS Industry Groups
5	NAICS Industries
6	NAICS National Industries

5.12.2. Industry

(label_industry.csv)

Only a small subset of available values shown. The 2022 NAICS (North American Industry Classification System) is used for all years. For a full listing of all valid 2022 NAICS codes, see https://www.census.gov/naics/.

industry	label	ind_level
00	All NAICS Sectors	A
000	All NAICS Subsectors	A
0000	All NAICS Industry Groups	A
00000	All NAICS Industries	A
000000	All NAICS National Industries	A
11	Agriculture, Forestry, Fishing and Hunting	S
111	Crop Production	3
…		
11194	Hay Farming	5
111940	Hay Farming	6
11199	All Other Crop Farming	5
111991	Sugar Beet Farming	6
111992	Peanut Farming	6
111998	All Other Miscellaneous Crop Farming	6
112	Animal Production and Aquaculture	3
…		

5.13. Educational Institution

5.13.1. Institution Levels

(label_inst_level.csv)

Educational institutions are tabulated individually in the current data release. Future releases may aggregate to institutions to higher levels, such as state or Census Division.

inst_level	label
I	Institution
S	State of institution
D	Census division of institution
N	All institutions

5.13.2. Institution

(label_institution.csv)

Institution identifiers are sourced from the U.S. Department of Education, Federal Student Aid office. This list has been supplemented with records for regional groupings of institutions (may be used in future PSEO tabulations).

institution	label	city	institution_state	inst_level	statefips
1	Institutions in New England Division			D	
2	Institutions in Middle Atlantic Division			D	
3	Institutions in East North Central Division			D	
…					
00136362	Regis University - St. Thomas More Hosp Centura Health Canon City CO	Canon City	CO	I	08
00301413	Baldwin/Wallace College - North Royalton Middle School	North Royalton	OH	I	39
00326611	Gannon University - Dubois Central Christian H.S.	Dubois	PA	I	42
00380729	Mountain State University - Camp Dawson-WV National Guard	Kingwood	WV	I	54
00905821	Bethel University - Site 021	Saint Paul	MN	I	27
02327502	Branch Campus	Red Bank	NJ	I	34
…					

5.14. Degree Level

(label_degree_level.csv)

The degree levels are sourced from the National Center for Education Statistics (NCES), Integrated Postsecondary Education Data System (IPEDS).

degree_level	label
00	All Degree Levels
01	Certificate < 1 year
02	Certificate 1-2 years
03	Associates
04	Certificate 2-4 years
05	Baccalaureate
06	Post-Bacc Certificate
07	Masters
08	Post-Masters Certificate
17	Doctoral - Research/Scholarship
18	Doctoral - Professional Practice

5.15. Classification of Instruction Programs (CIP)

5.15.1. CIP Levels

(label_cip_level.csv)

cip_level	label
A	All Degree Fields
2	2-Digit CIP Family
4	4-Digit CIP Codes
6	6-Digit CIP Codes

5.15.2. CIP Codes

(label_cipcode.csv)

CIP codes are sourced from the National Center for Education Statistics (NCES), Integrated Postsecondary Education Data System (IPEDS). Data are reported using 2020 CIP codes, for all years.

cipcode	label	cip_level	CIPFamily	CIPDefinition
00	All Instructional Programs	A	00	All CIP Codes
01	Agricultural/Animal/Plant/Veterinary Science and Related Fields	2	01	Instructional programs that focus on agriculture, animal, plant, veterinary, and related sciences and that prepares individuals to apply specific knowledge, methods, and techniques to the management and performance of agricultural and veterinary operations.
01.00	Agriculture, General	4	01	Instructional content is defined in code 01.0000.
01.0000	Agriculture, General	6	01	A program that focuses on the general principles and practice of agricultural research and production and that may prepare individuals to apply this knowledge to the solution of practical agricultural problems. Includes instruction in basic animal, plant, and soil science; animal husbandry and plant cultivation; soil conservation; and agricultural operations such as farming, ranching, and agricultural business.
01.XX	Agricultural/Animal/Plant/Veterinary Science and Related Fields (Consolidated 0100-0199)	4	01	Instructional programs that focus on agriculture, animal, plant, veterinary, and related sciences and that prepares individuals to apply specific knowledge, methods, and techniques to the management and performance of agricultural and veterinary operations.
03	Natural Resources and Conservation	2	03	Instructional programs that focus on the various natural resources and conservation fields and prepare individuals for related occupations.

5.16. Grad Cohort

`grad_cohort` is a 4-digit number representing the first year of the graduation cohort. The number of years in the cohort is reported in the separate Grad Cohort Years variable.

> If `grad_cohort`=2010 and `grad_cohort_years`=3, then the cell includes graduates from 2010, 2011, and 2012.

When tabulating across all cohorts, the value **0000** will be used for grad_cohort.

5.17. Grad Cohort Years

`grad_cohort_years` is the number of years in the cohort of reference (see Grad Cohort).It varies by Degree Level .Bachelor's degrees (05) are reported in 3 year cohorts, all other degrees are reported in 5 year cohorts.The `grad_cohort_years` will take a value (3,5).As tabulations are not done across degree types, the appropriate value will be reported in `grad_cohort_years` when `grad_cohort`=0000.

5.18. Geography

5.18.1. Geographic Levels

(label_geo_level.csv)

Geography labels for data files are provided in separate files, by scope.Each file 'label_geography_SCOPE.csv' may contain one or more types of records as flagged by geo_level. For convenience, a composite file containing all geocodes is available as label_geography.csv. The 2025 vintage of Census TIGER/Line geography is used for all tabulations as of the R2026Q1 release.

Shapefiles are described in a separate document.

geo_level	label	description	source
N	National (50 States + DC)	Custom code using '00' to denote national scope	
D	Divisions	Identifies 1-digit multi-state Census Divisions	U.S. Census Bureau, Population Division (link)
S	States	Identifies 2-digit FIPS/ANSI codes	U.S. Census Bureau, Population Division; American National Standards Institute (ANSI) Codes for States, the District of Columbia, Puerto Rico, and the Insular Areas of the United State (link)
C	Counties	Identifies 5-digit FIPS/ANSI code for counties	U.S. Census Bureau, Population Division; FIPS Codes for Counties and County Equivalent Entities (link)
M	Metropolitan/Micropolitan (state part)	Identifies 7-digit code constructed from the 2-digit state FIPS code and the 5-digit CBSA code provided by the Census Bureau's Geography Division	U.S. Census Bureau, Population Division; Office of Management and Budget, July 2023 delineations (link)

geo_level	label	description	source
B	Metropolitan (complete)	Identifies 5-digit CBSA code for metropolitan areas provided by the Census Bureau's Geography Division. Balance of state including micropolitan areas are identified by custom codes as [ST]999	U.S. Census Bureau, Population Division; Office of Management and Budget, July 2023 delineations (link)
W	Workforce Investment Areas	2-digit state FIPS code and the 6-digit WIA identifier provided by LED State Partners	

5.18.2. National and State-Level Values

(label_fipsnum.csv)

The file label_fipsnum.csv contains values and labels for all entities of geo_level 'N' or 'S', and is a summary of separately available files.

geography	label	geo_level
00	National (50 States + DC)	N
01	Alabama	S
02	Alaska	S
04	Arizona	S
05	Arkansas	S
…		

(label_geography_division.csv)

The file label_geography_division.csv contains values and labels for all entities of geo_level 'D'. For more information on which states comprise each division, see the map here.

geography	label	geo_level
1	New England Division	D
2	Middle Atlantic Division	D
3	East North Central Division	D
4	West North Central Division	D
5	South Atlantic Division	D

geography	label	geo_level
6	East South Central Division	D
7	West South Central Division	D
8	Mountain Division	D
9	Pacific Division	D
Z	Unclassified	D

5.18.3. State Postal Codes

Some parts of the schema use (lower or upper-case) state postal codes.

(label_stusps.csv)

geography	stusps	label
00	US	National (50 States + DC)
01	AL	Alabama
02	AK	Alaska
04	AZ	Arizona
05	AR	Arkansas
06	CA	California
08	CO	Colorado
09	CT	Connecticut
10	DE	Delaware
11	DC	District of Columbia
12	FL	Florida
13	GA	Georgia
15	HI	Hawaii
16	ID	Idaho
17	IL	Illinois
18	IN	Indiana
19	IA	Iowa
20	KS	Kansas
21	KY	Kentucky
22	LA	Louisiana
23	ME	Maine

geography	stusps	label
24	MD	Maryland
25	MA	Massachusetts
26	MI	Michigan
27	MN	Minnesota
28	MS	Mississippi
29	MO	Missouri
30	MT	Montana
31	NE	Nebraska
32	NV	Nevada
33	NH	New Hampshire
34	NJ	New Jersey
35	NM	New Mexico
36	NY	New York
37	NC	North Carolina
38	ND	North Dakota
39	OH	Ohio
40	OK	Oklahoma
41	OR	Oregon
42	PA	Pennsylvania
44	RI	Rhode Island
45	SC	South Carolina
46	SD	South Dakota
47	TN	Tennessee
48	TX	Texas
49	UT	Utah
50	VT	Vermont
51	VA	Virginia
53	WA	Washington
54	WV	West Virginia
55	WI	Wisconsin
56	WY	Wyoming
72	PR	Puerto Rico
78	VI	United States Virgin Islands

5.18.4. Detailed State and Substate Level Values

Files of type 'label_geography_[ST].csv' will contain identifiers and labels for geographic areas entirely comprised within a given state '[ST]'. State-specific parts of cross-state CBSA, in records of type geo_level = M, are present on files of type 'label_geography_[ST].csv'. The file label_geography_metro.csv contains labels for records of type geo_level = B, for metropolitan areas only.

Scope	Types	Format file
US	N	label_geography_us.csv
DIVISION	D	label_geography_division.csv
METRO	B	label_geography_metro.csv
AK	S C W M	label_geography_ak.csv
AL	S C W M	label_geography_al.csv
AR	S C W M	label_geography_ar.csv
AZ	S C W M	label_geography_az.csv
CA	S C W M	label_geography_ca.csv
CO	S C W M	label_geography_co.csv
CT	S C W M	label_geography_ct.csv
DC	S C W M	label_geography_dc.csv
DE	S C W M	label_geography_de.csv
FL	S C W M	label_geography_fl.csv
GA	S C W M	label_geography_ga.csv
HI	S C W M	label_geography_hi.csv
IA	S C W M	label_geography_ia.csv
ID	S C W M	label_geography_id.csv
IL	S C W M	label_geography_il.csv
IN	S C W M	label_geography_in.csv
KS	S C W M	label_geography_ks.csv
KY	S C W M	label_geography_ky.csv
LA	S C W M	label_geography_la.csv
MA	S C W M	label_geography_ma.csv
MD	S C W M	label_geography_md.csv
ME	S C W M	label_geography_me.csv
MI	S C W M	label_geography_mi.csv
MN	S C W M	label_geography_mn.csv
MO	S C W M	label_geography_mo.csv

Scope	Types	Format file
MS	S C W M	label_geography_ms.csv
MT	S C W M	label_geography_mt.csv
NC	S C W M	label_geography_nc.csv
ND	S C W M	label_geography_nd.csv
NE	S C W M	label_geography_ne.csv
NH	S C W M	label_geography_nh.csv
NJ	S C W M	label_geography_nj.csv
NM	S C W M	label_geography_nm.csv
NV	S C W M	label_geography_nv.csv
NY	S C W M	label_geography_ny.csv
OH	S C W M	label_geography_oh.csv
OK	S C W M	label_geography_ok.csv
OR	S C W M	label_geography_or.csv
PA	S C W M	label_geography_pa.csv
PR	S C W M	label_geography_pr.csv
RI	S C W M	label_geography_ri.csv
SC	S C W M	label_geography_sc.csv
SD	S C W M	label_geography_sd.csv
TN	S C W M	label_geography_tn.csv
TX	S C W M	label_geography_tx.csv
UT	S C W M	label_geography_ut.csv
VA	S C W M	label_geography_va.csv
VT	S C W M	label_geography_vt.csv
WA	S C W M	label_geography_wa.csv
WI	S C W M	label_geography_wi.csv
WV	S C W M	label_geography_wv.csv
WY	S C W M	label_geography_wy.csv

5.19. Aggregation Level

5.19.1. J2J/QWI

(label_agg_level.csv)

Measures within the J2J and QWI data products are tabulated on many dimensions, including demographic characteristics, geography, industry, and other firm characteristics. Every tabulation level is assigned a unique aggregation index, represented by the agg_level variable. The aggregation levels and characteristics are consistent across both data products, with flags provided to indicate which of the products include include tabulation. This index starts from 1, representing a national level grand total (all industries, workers, etc.), and progresses through different combinations of characteristics. There are gaps in the progression to leave space for aggregation levels that may be included in future data releases.

For Origin-Destination (O-D) tables in the J2J data product, characteristics of the origin firm are presented as separate tabulation variables, and the primary firm variables can be interpreted as the destination firm.

The following variables are included in the label_agg_level.csv file:

Variable	Description
agg_level	index representing level of aggregation reported on a given record
worker_char	demographic (worker) characteristics reported on record
firm_char	firm characteristics reported on record. These will be the characteristics of the destination firm in O-D tabulations
firm_orig_char	characteristics of origin firm reported on record (O-D tabulations only)
j2j	Flag: Aggregation level available on J2J counts tables
j2jr	Flag: Aggregation level available on J2J rates tables
j2jod	Flag: Aggregation level available on J2J O-D tables
qwi	Flag: Aggregation level available on QWI

The characteristics available on an aggregation level are repeated using a series of flags following the standard schema:

- cip_level - degree field reporting level of table
- inst_level - institution reporting level of table

- geo_level - geographic level of table
- ind_level - industry level of table
- Data product flags - indicators that aggregation level is included in a data product (**j2j**, **j2jr**, **j2jod**, **qwi**)
- by_ variables - flags indicating other dimensions reported, including ownership, demographics, firm age and size.

A shortened representation of the file is provided below, the complete file is available in the link above.

agg_level	worker_char	firm_char	firm_orig_char	j2j	j2jr	j2jod	qwi	geo_level
1				1	1	1	0	N
2	Sex			1	1	1	0	N
3	Age			1	1	1	0	N
4	Sex * Age			1	1	1	0	N
5	Race			1	1	1	0	N
9	Ethnicity			1	1	1	0	N
13	Race * Ethnicity			1	1	1	0	N
…								
34	Sex	Ownership		0	0	0	1	N
35	Age	Ownership		0	0	0	1	N
36	Sex * Age	Ownership		0	0	0	1	N
…								
114	Sex * Education	Ownership * Firm Age		0	0	0	1	N
129		Firm Size		1	1	1	0	N
161		Ownership * Firm Size		0	0	0	1	N
…								
1028	Sex * Age	State		1	1	1	1	S
1029	Race	State		1	1	1	1	S
1033	Ethnicity	State		1	1	1	1	S
…								

5.19.2. PSEO

(label_agg_level_pseo.csv)

Measures within the PSEO data product can be tabulated by characteristics of the graduate (e.g., institution attended, instructional program, degree level, etc.) and by characteristics of employment

(state, industry). All measures may not be available on all levels of aggregation - for example, earnings variables may not be available when tabulating by place and industry of work, though counts are. Every tabulation level is assigned a unique aggregation index, represented by the agg_level_pseo variable. This index starts from 1, representing a national level grand total (all institutions, graduates, industries, etc.), and progresses through different combinations of characteristics. There are gaps in the progression to leave space for aggregation levels that may be included in future data releases. Aggregation levels that are available in the PSEO release will be flagged.

The following variables are included in the label_agg_level_pseo.csv file:

Variable	Description
agg_level_pseo	index representing level of aggregation reported on a given record
grad_char	Characteristics of graduate and program
firm_char	Characteristics of place of employment
pseoe	Flag: aggregation level available on PSEO Earnings
pseof	Flag: aggregation level available on PSEO Flows

The characteristics available on an aggregation level are repeated using a series of flags following the standard schema:

- inst_levels - institution level of table
- geo_level - geographic level of table
- ind_level - industry level of table
- by_ variables - flags indicating other dimensions reported, including ownership, demographics, firm age and size.

agg_level_pseo	grad_char	firm_char	cip_level	inst_level	geo_level	ind_level	by_grad_cohort	by_degree_level	pseoe	pseof
26	Degree Level * State of Institution		A	S	N	A	0	1	1	1
28	Degree Level * CIP 2-digit * State of Institution		2	S	N	A	0	1	1	1
…										

agg_level_pseo	grad_char	firm_char	cip_level	inst_level	geo_level	ind_level	by_grad_cohort	by_degree_level	pseoe	pseof
96	Degree Level * CIP 4-digit * Start Year for Graduation Cohort * Institution ID	NAICS Sector	4	I	N	S	1	1	0	0

5.19.2.1. Restricted 4-Digit CIP Tabulations in Earnings Data (PSEOE)

Earnings estimates and counts are provided only at the 2-digit CIP level for Masters and Doctor Research programs (degree levels 07 and 17). Records are included for 4-digit programs observed, but all measures are suppressed.

6. Status Flags

(label_flags.csv)

Most indicators in the LEHD data products have associated status flags. Each status flag in the tables above contains one of the following valid values. The values and their interpretation are listed in the tables below. Unless otherwise specified in this section, a status flag will take the values described in 7.1 Standard Status Flags.

6.1. Standard Status Flags

Important

Note: Currently, the J2J and PSEO tables only contain status flags '-1', '1', '5'. Status flags with values 10 or above only appear in online applications, not in CSV files.

flag	label
-2	no data available in this category for this quarter
-1	data not available to compute this estimate
1	OK
5	Value suppressed because it does not meet US Census Bureau publication standards.
6	Value calculated from other released measures - no significant distortion
7	Value calculated from other released measures - some of which have significantly distorted data
9	Data significantly distorted - fuzzed value released
10	Aggregate of cells - no significant distortion
11	Aggregate of cells not released because component cells do not meet U.S. Census Bureau publication standards
12	Aggregate of cells - some of which have significantly distorted data

6.2. IPEDS Count Status Flag

(label_flags_ipeds_count.csv)

Graduate counts associated with PSEO earnings tabulations are provided using public use data from the Integrated Postsecondary Education Data System (IPEDS). Counts are linked to graduation cohorts in the PSEO data and included in the PSEOE tables. In a small number of cases, misalignment in programs (CIPCODE) is observed between the IPEDS and PSEO counts. In these cases, the IPEDS counts are adjusted to be consistent with those on PSEO, and the count is flagged accordingly. For higher level aggregations (e.g., all cohorts, all CIPCODE), IPEDS totals may sum over

cohorts or programs for which graduate counts were not available. The counts are released but flagged to indicate missing data. IPEDS counts may be suppressed and flagged as not available in some cases when PSEO earnings data do not meet Census Bureau publication standards.

flag	label
1	IPEDS counts as reported
2	IPEDS counts edited for consistency with PSEO categories
3	IPEDS counts not available
4	IPEDS counts partially missing

7. Metadata

(variables_version.csv)

7.1. Version Metadata for QWI, J2J, and PSEO Files (version.txt)

Each data release is accompanied by one or more files with metadata on geographic and temporal coverage, in a compact notation. These files follow the following naming convention:

```
version_[type].txt
```

where each component is described in more detail in lehd_csv_naming.pdf.

The contents contain the following elements:

Component	Source	Description
product	[type]	Type as described in naming convention
fas	[fas]	(optional - concatenated with product) used for QWI to distinguish separate tabulations from the legal [fas] values as described in naming convention
geo	stusps or METRO	Covered geography (uppercase state postal code including entire nation or the word METRO)
geonum	geography	Numeric geography code
start	yyyy:q (QWI, J2J) yyyy (PSEO)	Start year and quarter
end	yyyy:q (QWI, J2J) yyyy (PSEO)	End year and quarter
schema	Vx.y.z	Version of the schema
release	RyyyyQq	Release quarter (identifies when the data was created)
internal	various	Internal identifier used for provenance tracking

For instance, metadata for a QWI release of Delaware (example here) has the following content:

```
QWI_F DE 10 1998:3-2022:4 V4.10.0 R2023Q3 qwipu_de_20230717_0730
QWI_FA DE 10 1998:3-2022:3 V4.10.0 R2023Q3 qwipu_de_20230717_0730
QWI_FS DE 10 1998:3-2022:3 V4.10.0 R2023Q3 qwipu_de_20230717_0730
```

Similarly, metadata for a J2J release of Delaware (example here) has the following content:

```
J2J DE 10 2000:2-2022:3 V4.10.0 R2023Q3 j2jpu_de_20230911_1751
```

Metadata for a J2J release of metropolitan areas contain multiple entries (example here)

```
J2J METRO 01999 2001:2-2022:3 V4.10.0 R2023Q3 j2jpu_us_20230913_0711
J2J METRO 02999 2001:2-2016:1 V4.10.0 R2023Q3 j2jpu_us_20230913_0711
J2J METRO 04999 2004:2-2022:3 V4.10.0 R2023Q3 j2jpu_us_20230913_0711
...
```

The PSEO metadata will contain separate lines for the PSEOE and PSEOF tables. The year range for PSEO tables is based on the Grad Cohort, the start year of the graduation cohort. An example for R2019Q1 PSEO release for Colorado institutions (example here) has the following content:

```
PSEOE CO 08 2001-2015 V4.5.0 2019Q1 pseopu_co_20190617_0839
PSEOF CO 08 2001-2015 V4.5.0 2019Q1 pseopu_co_20190617_0839
```

7.2. Additional Metadata for J2JOD Files (avail.csv)

(variables_avail.csv)

Because the origin-destination (J2JOD) data link two regions, we provide an auxiliary file with the time range that cells containing data for each geographic pairing may appear in a data release.

variable	type	label
geo_level	Char(1)	Geographic level of destination region
geography	Char(8)	Geography code of destination region
geo_level_orig	Char(1)	Geographic level of origin region
geography_orig	Char(8)	Geography code of origin region
start_year	Num	First year regional pair may be observed
start_quarter	Num	First quarter regional pair may be observed
end_year	Num	Last year regional pair may be observed
end_quarter	Num	Last quarter regional pair may be observed

The reference region will always be either the origin or the destination. National tabulations contain records where both origin and destination are geo_level=N; state tabulations contain records where geo_level in (N,S); metro tabulations contain records where geo_level in (N,S,B). Data

may be suppressed for certain combinations of regions and quarters because the estimates do not meet Census Bureau publication standards.

A consolidated J2JOD availability table across national, state, and metro aggregations can be found in the j2jod_all_avail file.

7.3. Metadata on Indicator Availability

(variables_lags.csv)

Each Indicator potentially requires leads and/or lags of data to be computed, and thus may not be available for certain time periods. Only two QWI will be available for all quarters of the time span described by start and end in the version.txt files: EmpTotal and Payroll. The date range for QWI, QWIR, J2J, and J2JR can be found in version.txt; the date range for J2JOD can be found in avail.csv.

For each indicator, the following files contain the quarters of data required to be available relative to the overall date range described in the metadata for the release:

- lags_qwi.csv
- lags_j2j.csv

The files are structured as follows:

variable	type	label
Indicator Variable	Num	Name of the Indicator
Quarters_Required_Prior	Num	Number of quarters of data required to compute indicator relative to start quarter
Quarters_Required_Subsequent	Num	Number of quarters of data required to compute indicator relative to end quarter

7.4. Additional Metadata for PSEO Files

Several additional files within each state release are included to provide information on the institutions within the scope of PSEO. The ALL directory consolidates the individual state files.

- Online Institutions

Online institutions without a natural home state are assigned **00** for the *inst_state* variable and are placed in the **us** directory in the public use distribution. National-level aggregations are not included in the PSEO data product at this time.

7.4.1. PSEO Data Partners and Coverage (pseo_[ST]_partners.txt)

This file contains information on PSEO coverage of graduates, as well as the partner organization(s) providing data. This is presented on several lines of a text file, as follows:

- State numeric FIPS code and state name
- Share of statewide graduates covered by PSEO
- Name(s) of data provider(s) (multiple lines, as required)

The share is derived from Integrated Postsecondary Education Data System (IPEDS) data, using program graduates from 2015 for degree levels within the scope of PSEO. It calculates the number of graduates from institutions that are available to PSEO as a fraction of graduates from all institutions within IPEDS for the reference state.

A sample file follows:

```
08 Colorado
72% of statewide graduates covered (2015 estimate)
Colorado Department of Higher Education
```

7.4.2. Institutions Available Within PSEO (pseo_[ST]_institutions.csv)

(variables_pseo_institutions.csv)

This file provides the list of institutions that are included in the PSEO release. This file is an extract from label_institution.csv.

The files are structured as follows:

variable	type	label
institution	Char(8)	Identifier for Institution (OPEID)
label	Char(70)	Name of Institution
institution_state	Char(2)	Institution State (Postal Code)
statefips	Char(2)	Institution State (Numeric FIPS Code)