Job-to-Job Flows (J2J):  
An introduction to using the data

LED Partnership Conference  
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Overview:

- Key J2J files
- Key J2J variables
- J2J analysis examples:
  - The recent decline in worker flows: decline in job change or decline in hiring from nonemployment?
  - Manufacturing employment decline: flows into other industries vs. flows to long nonemployment spells
Key J2J files:

Count and rate files (*released*):

- Hires and separations, by whether or not the hire/separation was a job-to-job flow or an employment flow.
  - National and state
  - By worker demographics
  - By industry sector, firm age and size
  - Seasonally adjusted and not seasonally adjusted data

Origin-Destination (OD) files (*to be released*):

- For job-to-job flows only: characteristics of origin and destination jobs
  - Origin State and Industry by Destination State and Industry
  - Origin State to Destination State by worker demographics
  - Origin State and (Age/Size) by Destination State and (Age/Size)
Key J2J statistics:

Job-to-job hires/separations:
- Hires and separations from one job to another, with *little or no nonemployment between job spells*
  - EEHire/EESep: Hires and separations, job change occurs within the quarter
  - AQHire/AQSep: Hires and separations, job change occurs across the quarter
  - J2JHire/J2JSep: Sum of EE and AQ, our preferred measure of hires/separations associated with job change

Hires/separations from/to persistent nonemployment:
- Hires and separations to/from *longer nonemployment spells*
  - NEPersist/ENPersist: Hires and separations where worker is not employed at either end of the quarter prior to hire/after separation
  - NEFullQ/ENFullQ: Subset of NEPersist/ENPersist, hires and separations where worker is not employed for the entire quarter prior to hire/after separation
Conceptually, a flow chart (hires):

New Main Hire into Manufacturing firm

Did worker hold a different main job at the start of this quarter?

No job held at start of quarter

Did he hold another main job at the start of the previous quarter?

No job held at start of previous quarter

Did worker leave this job during the quarter?

Yes

A within-quarter job change (EEHire)

No. (residual of Main Job Ends-MainSep)

Yes

An adjacent-quarter job change (AQHire)

No job held at start of quarter

Hire from persistent nonemployment (NEHire)
Using Job-to-Job Flows to look at labor fluidity, an example:

How much of the decline in hiring in recent years is due to a decline in job change?
To start – how to find the beta J2J data

Job-to-Job Flows (J2J) is a new set of statistics on worker reallocation in the United States. This initial release of national data distinguishes hires and separations associated with job change from hires from and separations to nonemployment.

View J2J Data Page

What's New?

- 12/03/14: OnTheMap Version 6.3 Released
- 11/18/14: Beta Release of Job-to-Job Flows
- 09/17/14: Presentations from 2014 LEHD Conference

View all announcements
How to access the data

We’re using national but state files also available

Grab the ‘rates’ file

Grab ‘all demographics, all industries, all firm size/age, seasonally adjusted’ file
Job-to-Job Flow Rates

Source: United States Census Bureau

Release: 2014Q3

Data Schema version: V4.1-draft

National rates, all firms, all workers (Seasonally Adjusted)

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Recall that Main Hires is the sum of:

* J2JHire ( hires of workers changing jobs)
* NEPersist ( hires of workers from persistent nonemployment spells)

Hide everything except the variables you want to graph.
Approximately 70% of the fall in hiring in the Great Recession was due to a fall in job change.

Red: decline in hires and separations due to employment flows

Blue: Decline in hires and separations due to job change
Using Job-to-Job Flows to look at industry growth and decline, an example:

How much of the decline in manufacturing was workers moving into other industries vs. moving to long nonemployment spells?
There was a surprisingly swift decline in U.S. manufacturing employment between 2000-2013.
How to make this graph:

- **Net employment gain from workers moving from other industries to manufacturing**
- **Net employment change, manufacturing**
- **Net employment gain/loss from cross-industry job-to-job moves (natl)**
- **Net employment gain/loss from workers moving in/out of employment (natl)**
- **Net employment decline, worker separations to long nonemployment spells**
First pull the industry sector level data

Grab the ‘rates’ file

We’re using national but state files also available

This time, grab the ‘industry sector’ file
Job-to-Job Flow Rates, United States

Source: United States Census Bureau

Release: 2014Q4

Data Schema: V4.1b-draft

Tabulation: by industry of firm (Seasonally Adjusted)

Then filter to obtain the industry sector of interest
We are using the same four variables as before.

At national level, J2JHire/J2JSep cancel out but not here.

Can make the same graph as before, but may not be the most effective way to display the information.
Net employment growth in industry = Net growth from industry switching + net growth from employment flows
No time for OD examples, but will do a longer webinar in the fall after OD data released

**J2J: beta releases in 2014-2015**

- **November 2014:**
  - National J2J rates (NSA, SA)

- **June 2015:**
  - National J2J counts (NSA, SA)
  - State J2J counts and rates (NSA, SA)
    - Except New England, KS/MO

- **August 2015 (planned)**
  - Origin-destination J2J counts
    - State-to-state worker flows, industry-to-industry
    - Wage transitions - No date set yet for release
Questions or comments:
Erika McEntarfer
erika.mcentarfer@census.gov
How do J2J compare to other related series?:
Comparison to JOLTS: Layoffs

Note: Shaded regions indicate NBER recession quarters. All data are seasonally adjusted. These J2J tabulations do not include planned adjustments to the J2J series to account for partially-missing geography early in the time series.
Comparison to JOLTS: Quits

Note: Shaded regions indicate NBER recession quarters. All data are seasonally adjusted. These J2J tabulations do not include planned adjustments to the J2J series to account for partially-missing geography early in the time series.
J2J separations-to-employment vs. CPS employer-to-employer flows

Note: Shaded regions indicate NBER recession quarters. All data are seasonally adjusted. These J2J tabulations do not include planned adjustments to the J2J series to account for partially-missing geography early in the time series.