

Hires All

Datafile label: HirA

QWI indicator: Worker employment change

Level of measurement: Job (PIK-SEIN pair)

Level of estimation: A worker's job

Employment status: Point-in-time

Definition: Individual (i) who was employed at firm (j) in the reference (t) quarter, but was not employed at firm (j) in the previous (t-1) quarter.

Explanation:

- The total number of workers who were hired by a given employer.
These individuals established employment status with a given employer in the reference quarter and, therefore, were not employed by that employer during the previous quarter.
- Count of workers who started a job.
- Represents a change to employment status during the reference quarter.
- Hires All (HirA) defines a category of workers.

Measure:

$$a_{(ijt)} = \begin{cases} 1, & \text{if } m_{(ijt-1)} = 0 \text{ \& } m_{(ijt)} = 1 \\ 0, & \text{otherwise} \end{cases}$$

$$m_{(ijt)} = \begin{cases} 1, & \text{if individual } i \text{ has positive earnings at} \\ & \text{establishment } j \text{ during year/quarter } t \\ 0, & \text{otherwise} \end{cases}$$

(See above Definition and Explanation sections for a narrative description.)

QWI availability: Not defined for the first quarter of available data from a given state.

Hires All (HirA) Example:

The State of New Columbia contains three firms, Happy Teeth, Quick Lunch, and Daily Tribune. For the purpose of estimating Hires All (HirA), the reference quarter is 1996:Q3.

History of UI Wage Reports for HAPPY TEETH								HirA
Employees	1995:Q2	1995:Q3	1995:Q4	1996:Q1	1996:Q2	1996:Q3	1996:Q4	1996:Q3
Almez	\$ 4,825	\$ 4,750	\$ 2,500	\$ -	\$ -	\$ -	\$ 5,625	
Suresh	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,750	\$ 8,800	1
Tom	\$ 3,750	\$ 3,800	\$ 3,775	\$ 3,775	\$ 3,750	\$ 3,875	\$ 3,850	
Iona	\$ -	\$ 4,825	\$ -	\$ -	\$ -	\$ 4,875	\$ -	1
Dr. Ali	\$13,250	\$12,750	\$ 13,250	\$13,000	\$13,250	\$13,750	\$13,625	
Total for employees who fit the definition of HirA in the reference (1996:Q3) quarter:								2

At Happy Teeth, Suresh and Iona were employed in the reference (1996:Q3) quarter but not in the previous (1996:Q2) quarter. The firm had a HirA of 2 jobs.

History of UI Wage Reports for QUICK LUNCH								HirA
Employees	1995:Q2	1995:Q3	1995:Q4	1996:Q1	1996:Q2	1996:Q3	1996:Q4	1996:Q3
Ly	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 4,950	\$ 4,800	1
Ms. White	\$ -	\$ -	\$ 9,050	\$ 9,500	\$ 9,450	\$ 9,350	\$ 9,475	
Total for employees who fit the definition of HirA in the reference (1996:Q3) quarter:								1

At Quick Lunch, Ly was employed in the reference (1996:Q3) quarter but not in the previous (1996:Q2) quarter. The firm had a HirA of 1 job.

History of UI Wage Reports for DAILY TRIBUNE								HirA
Employees	1995:Q2	1995:Q3	1995:Q4	1996:Q1	1996:Q2	1996:Q3	1996:Q4	1996:Q3
Chaitley	\$ 5,200	\$ 5,250	\$ -	\$ -	\$ -	\$ 5,500	\$ 5,525	1
Khone	\$ -	\$ -	\$ 5,325	\$ 8,800	\$ 8,825	\$ 8,875	\$ 8,850	
Mr. Ramirez		\$17,775	\$17,875	\$17,750	\$17,825	\$17,925	\$17,800	
Total for employees who fit the definition of HirA in the reference (1996:Q3) quarter:								1

At Daily Tribune, Chaitley was employed in the reference (1996:Q3) quarter but not in the previous (1996:Q2) quarter. The firm had a HirA of 1 job.

All three firms had employees who were employed in the reference (1996:Q3) quarter but not in the previous (1996:Q2) quarter, fitting the definition of HirA. So the HirA of each firm is summed. Hires All (HirA) for the State of New Columbia in the reference (1996:Q3) quarter is 4 jobs.

Totals for the State of New Columbia	HirA
	1996:Q3
Happy Teeth	2
Quick Lunch	1
Daily Tribune	1
Totals:	4

Hires New

Datafile label: HirN

QWI indicator: Worker employment change

Level of measurement: Job (PIK-SEIN pair)

Level of estimation: A worker's job

Employment status: Point-in-time

Definition: Individual (i) who was employed at firm (j) in the reference (t) quarter, but was not employed at firm (j) in any of the preceding four (t-1, t-2, t-3, or t-4) quarters.

Explanation:

- The total number of workers who were hired by a given employer and had not been employed by that employer within the past year. Hires All is composed of two subcategories: Hires New and Hires Recalls. Hires New includes all individuals who established employment status with a given employer in the reference quarter and were not employed by that employer in any of the preceding four quarters (excludes recalls).
- Count of workers who started a job that they had not held within the past year.
- Represents a change to employment status during the reference quarter.
- Hires New (HirN) defines a category of workers.

Measure:

$$h_{(ijt)} = \begin{cases} 1, & \text{if } m_{(ijt-4)} = 0 \ \& \ m_{(ijt-3)} = 0 \ \& \ m_{(ijt-2)} = 0 \ \& \ m_{(ijt-1)} = 0 \ \& \ m_{(ijt)} = 1 \\ 0, & \text{otherwise} \end{cases}$$

$$m_{(ijt)} = \begin{cases} 1, & \text{if individual } i \text{ has positive earnings at} \\ & \text{establishment } j \text{ during year/quarter } t \\ 0, & \text{otherwise} \end{cases}$$

(See above Definition and Explanation sections for a narrative description.)

QWI availability: Not defined for the first four quarters of available data from a given state.

Hires New (HirN) Example:

The State of New Columbia contains three firms, Happy Teeth, Quick Lunch, and Daily Tribune. For the purpose of estimating Hires New (HirN), the reference quarter is 1996:Q3.

History of UI Wage Reports for HAPPY TEETH								HirN
Employees	1995:Q2	1995:Q3	1995:Q4	1996:Q1	1996:Q2	1996:Q3	1996:Q4	1996:Q3
Almez	\$ 4,825	\$ 4,750	\$ 2,500	\$ -	\$ -	\$ -	\$ 5,625	
Suresh	\$ 3,750	\$ -	\$ -	\$ -	\$ -	\$ 3,750	\$ 8,800	1
Tom	\$ 3,750	\$ 3,800	\$ 3,775	\$ 3,775	\$ 3,750	\$ 3,875	\$ 3,850	
Iona	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 4,875	\$ -	1
Dr. Ali	\$13,250	\$12,750	\$13,250	\$13,000	\$13,250	\$13,750	\$13,625	
Total for employees who fit the definition of HirN in the reference (1996:Q3) quarter:								2

At Happy Teeth, Suresh and Iona were both employed in the reference (1996:Q3) quarter but not in any of the preceding four (1996:Q2 to 1995:Q3) quarters. The firm had a HirN of 2 jobs.

History of UI Wage Reports for QUICK LUNCH								HirN
Employees		1995:Q3	1995:Q4	1996:Q1	1996:Q2	1996:Q3	1996:Q4	1996:Q3
Ly	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 4,950	\$ 4,800	1
Ms. White	\$ -	\$ -	\$ 9,050	\$ 9,500	\$ 9,450	\$ 9,350	\$ 9,475	
Total for employees who fit the definition of HirN in the reference (1996:Q3) quarter:								1

At Quick Lunch, Ly was employed in the reference (1996:Q3) quarter but not in any of the preceding four (1996:Q2 to 1995:Q3) quarters. The firm had a HirN of 1 job.

History of UI Wage Reports for DAILY TRIBUNE								HirN
Employees	1995:Q2	1995:Q3	1995:Q4	1996:Q1	1996:Q2	1996:Q3	1996:Q4	1996:Q3
Chaitley	\$ 5,200	\$ 5,250	\$ -	\$ -	\$ -	\$ 5,500	\$ 5,525	
Khone	\$ -	\$ -	\$ 5,325	\$ 8,800	\$ 8,825	\$ 8,875	\$ 8,850	
Mr. Ramirez	\$17,500	\$17,775	\$17,875	\$17,750	\$17,825	\$17,925	\$17,800	
Total for employees who fit the definition of HirN in the reference (1996:Q3) quarter:								0

At Daily Tribune, no one was employed in the reference (1996:Q3) quarter and not in any of the preceding four (1996:Q2 to 1995:Q3) quarters. The firm had a HirN of 0 jobs.

Happy Teeth and Quick Lunch both had employees who were employed in the reference (1996:Q3) quarter but not in the preceding four (1996:Q2 to 1995:Q3) quarters, fitting the definition of HirN. So the HirN of both firms is summed. Hires New (HirN) for the State of New Columbia in the reference (1996:Q3) quarter is 3 jobs.

Totals for the State of New Columbia	HirN
	1996:Q3
Happy Teeth	2
Quick Lunch	1
Totals:	3

Hires Recalls

Datafile label: HirR

QWI indicator: Worker employment change

Level of measurement: Job (PIK-SEIN pair)

Level of estimation: A worker's job

Employment status: Point-in-time

Definition: Individual (i) who was employed at firm (j) in the reference (t) quarter, but was not employed at firm (j) in the previous (t-1) quarter. However, this individual (i) was employed at firm (j) in at least one of the preceding three (t-2, t-3, or t-4) quarters.

Explanation:

- The total number of workers who were hired by a given employer and had worked for that employer within the past year, but not in the quarter before the hire.
Hires All is composed of two subcategories: Hires New and Hires Recalls. Hires Recalls includes all individuals who established employment status with a given employer in the reference quarter and, therefore, were not employed by that employer in the previous quarter. In addition, these individuals were employed by that employer in one of the preceding three quarters (excludes new hires).
- Count of workers who started a job that they had previously held within the past year.
- Represents a change to employment status during the reference quarter.
- Hires Recalls (HirR) defines a category of workers.

Measure:

$$r_{(ijt)} = \begin{cases} 1, & \text{if } m_{(ijt-1)} = 0 \text{ \& } m_{(ijt)} = 1 \text{ \& } h_{(ijt)} = 0 \\ 0, & \text{otherwise} \end{cases}$$
$$m_{(ijt)} = \begin{cases} 1, & \text{if individual } i \text{ has positive earnings at} \\ & \text{establishment } j \text{ during year/quarter } t \\ 0, & \text{otherwise} \end{cases}$$

(See above Definition and Explanation sections for a narrative description.)

QWI availability: Not defined for the first four quarters of available data from a given state.

Hires Recalls (HirR) Example:

The State of New Columbia contains three firms, Happy Teeth, Quick Lunch, and Daily Tribune. For the purpose of estimating Hires Recalls (HirR), the reference quarter is 1996:Q3.

History of UI Wage Reports for HAPPY TEETH								HirR
Employees	1995:Q2	1995:Q3	1995:Q4	1996:Q1	1996:Q2	1996:Q3	1996:Q4	1996:Q3
Almez	\$ 4,825	\$ 4,750	\$ 2,500	\$ -	\$ -	\$ 4,573	\$ 5,625	1
Suresh	\$ 3,785	\$ -	\$ -	\$ -	\$ -	\$ 3,750	\$ 8,800	
Tom	\$ 3,750	\$ 3,800	\$ 3,775	\$ 3,775	\$ 3,750	\$ 3,875	\$ 3,850	
Iona	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 4,875	\$ -	
Dr. Ali	\$13,250	\$12,750	\$ 13,250	\$13,000	\$13,250	\$13,750	\$13,625	
Total for employees who fit the definition of HirR in the reference (1996:Q3) quarter:								1

At Happy Teeth, Almez was employed in the reference (1996:Q3) quarter, was not employed in the previous (1996:Q2) quarter, and was employed in at least one of the preceding three (1996:Q1 to 1995:Q3) quarters. The firm had a HirR of 1 job.

History of UI Wage Reports for QUICK LUNCH								HirR
Employees	1995:Q2	1995:Q3	1995:Q4	1996:Q1	1996:Q2	1996:Q3	1996:Q4	1996:Q3
Ly	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 4,950	\$ 4,800	
Ms. White	\$ -	\$ -	\$ 9,050	\$ 9,500	\$ 9,450	\$ 9,350	\$ 9,475	
Total for employees who fit the definition of HirR in the reference (1996:Q3) quarter:								0

At Quick Lunch, no one was employed in the reference (1996:Q3) quarter who was not employed in the previous (1996:Q2) quarter, and was employed in at least one of the preceding three (1996:Q1 to 1995:Q3) quarters. The firm had a HirR of 0 jobs.

History of UI Wage Reports for DAILY TRIBUNE								HirR
Employees	1995:Q2	1995:Q3	1995:Q4	1996:Q1	1996:Q2	1996:Q3	1996:Q4	1996:Q3
Chaitley	\$ 5,200	\$ 5,250	\$ -	\$ -	\$ -	\$ 5,500	\$ 5,525	1
Khone	\$ -	\$ -	\$ 5,325	\$ 8,800	\$ 8,825	\$ 8,875	\$ 8,850	
Mr. Ramirez	\$17,500	\$17,775	\$17,875	\$17,750	\$17,825	\$17,925	\$17,800	
Total for employees who fit the definition of HirR in the reference (1996:Q3) quarter:								1

At Daily Tribune, Chaitley was employed in the reference (1996:Q3) quarter, not employed in the previous (1996:Q2) quarter, and was employed in at least one of the preceding three (1996:Q1 to 1995:Q3) quarters. The firm had a HirR of 1 job.

Happy Teeth and Daily Tribune both had employees in the reference (1996:Q3) quarter who were not employed in the previous (1996:Q2) quarter, but were employed in at least one of the preceding three (1996:Q1 to 1995:Q3) quarters, fitting the definition of HirR. So the HirR of both firms is summed. Hires Recalls (HirR) for the State of New Columbia in the reference (1996:Q3) quarter is 2 jobs.

Total for the State of New Columbia	HirR
	1996:Q3
Happy Teeth	1
Daily Tribune	1
Total:	2

Separation

Datafile label: Sep

QWI indicator: Worker employment change

Level of measurement: Job (PIK-SEIN pair)

Level of estimation: A worker's job

Employment status: Point-in-time

Definition: Individual (i) who was employed at firm (j) in the reference (t) quarter, but was not employed at firm (j) in the subsequent (t+1) quarter.

Explanation:

- The total number of workers who separated from a given employer.
These individuals were employed by a given employer in the reference quarter, but were not employed by that employer in the subsequent quarter.
- Count of workers whose job ended.
- Represents a change from employment status during the reference quarter.
- Separation (Sep) defines a category of workers.

Measure:

$$s_{(ijt)} = \begin{cases} 1, & \text{if } m_{(ijt)} = 1 \text{ \& } m_{(ijt+1)} = 0 \\ 0, & \text{otherwise} \end{cases}$$

$$m_{(ijt)} = \begin{cases} 1, & \text{if individual } i \text{ has positive earnings at} \\ & \text{establishment } j \text{ during year/quarter } t \\ 0, & \text{otherwise} \end{cases}$$

(See above Definition and Explanation sections for a narrative description.)

QWI availability: Not defined for the first or final quarters of available data from a given state.

Separation (Sep) Example:

The State of New Columbia contains three firms, Happy Teeth, Quick Lunch, and Daily Tribune. For the purpose of estimating Separation (Sep), the reference quarter is 1996:Q3.

History of UI Wage Reports for HAPPY TEETH								Sep
Employees	1995:Q2	1995:Q3	1995:Q4	1996:Q1	1996:Q2	1996:Q3	1996:Q4	1996:Q3
Almez	\$ 4,825	\$ 4,750	\$ 2,500	\$ -	\$ -	\$ 5,350	\$ 5,625	
Suresh	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,750	\$ 8,800	
Tom	\$ 3,750	\$ 3,800	\$ 3,775	\$ 3,775	\$ 3,750	\$ 3,875	\$ -	1
Iona	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 4,875	\$ -	1
Dr. Ali	\$13,250	\$12,750	\$13,250	\$13,000	\$13,250	\$13,750	\$13,625	
Total for employees who fit the definition of Sep in the reference (1996:Q3) quarter:								2

At Happy Teeth, Tom and Iona were employed in the reference (1996:Q3) quarter but not in the subsequent (1996:Q4) quarter. The firm had a Sep of 2 jobs.

History of UI Wage Reports for QUICK LUNCH								Sep
Employees		1995:Q3	1995:Q4	1996:Q1	1996:Q2	1996:Q3	1996:Q4	1996:Q3
Ly	\$ 4,850	\$ 4,875	\$ 4,800	\$ 4,975	\$ 4,825	\$ 4,950	\$ -	1
Ms. White	\$ 9,375	\$ 9,325	\$ 9,050	\$ 9,500	\$ 9,450	\$ 9,350	\$ -	1
Total for employees who fit the definition of Sep in the reference (1996:Q3) quarter:								2

At Quick Lunch, Ly and Ms. White were employed in the reference (1996:Q3) quarter but not employed in the subsequent (1996:Q4) quarter because the firm closed in the reference (1996:Q3) quarter. The firm had a Sep of 2 jobs.

History of UI Wage Reports for DAILY TRIBUNE								Sep
Employees	1995:Q2	1995:Q3	1995:Q4	1996:Q1	1996:Q2	1996:Q3	1996:Q4	1996:Q3
Chaitley	\$ 5,200	\$ 5,250	\$ -	\$ -	\$ 5,300	\$ 5,500	\$ -	1
Khone	\$ -	\$ -	\$ 5,325	\$ 8,800	\$ 8,825	\$ 8,875	\$ 8,850	
Mr. Ramirez	\$17,500	\$17,775	\$17,875	\$17,750	\$17,825	\$17,925	\$17,800	
Total for employees who fit the definition of Sep in the reference (1996:Q3) quarter:								1

At Daily Tribune, Chaitley was employed in the reference (1996:Q3) quarter but not in the subsequent (1996:Q4) quarter. The firm had a Sep of 1 job.

All three firms had employees in the reference (1996:Q3) quarter who were not employed in the subsequent (1996:Q4) quarter, fitting the definition of Sep. So the Sep of each firm is summed. Separation (Sep) for the State of New Columbia in the reference (1996:Q3) quarter is 5 jobs.

Totals for the State of New Columbia	Sep
	1996:Q3
Happy Teeth	2
Quick Lunch	2
Daily Tribune	1
Totals:	5

Hires All Stable Jobs

Datafile label: HirAS

QWI indicator: Worker employment change

Level of measurement: Job (PIK-SEIN pair)

Level of estimation: A worker's job

Employment status: Full quarter

Definition: Individual (i) who was employed at firm (j) in the reference (t) quarter, subsequent (t+1) quarter, and previous (t-1) quarter, but was not employed at firm (j) in the preceding (t-2) quarter.

Explanation:

- The total number of workers who were hired by a given employer and worked for three consecutive quarters. These individuals established full-quarter status with the given employer during the reference quarter. In addition, these individuals began employment with that employer in the previous quarter, but were not employed by that employer in the preceding quarter.
- Count of workers who started a job that turned into a stable job.
- Represents a change to full-quarter status during the reference quarter.
- Hires All Stable Jobs (HirAS) defines a category of workers.

Measure:

$$fa_{(ijt)} = \begin{cases} 1, & \text{if } m_{(ijt-2)} = 0 \text{ \& } m_{(ijt-1)} = 1 \text{ \& } m_{(ijt)} = 1 \text{ \& } m_{(ijt+1)} = 1 \\ 0, & \text{otherwise} \end{cases}$$

$$m_{(ijt)} = \begin{cases} 1, & \text{if individual } i \text{ has positive earnings at} \\ & \text{establishment } j \text{ during year/quarter } t \\ 0, & \text{otherwise} \end{cases}$$

(See above Definition and Explanation sections for a narrative description.)

QWI availability: Not defined for the first two quarters or the final quarter of available data from a given state.

Hires All Stable Jobs (HirAS) Example:

The State of New Columbia contains three firms, Happy Teeth, Quick Lunch, and Daily Tribune. For the purpose of estimating Hires All Stable Jobs (HirAS), the reference quarter is 1996:Q3.

History of UI Wage Reports for HAPPY TEETH								HirAS
Employees	1995:Q2	1995:Q3	1995:Q4	1996:Q1	1996:Q2	1996:Q3	1996:Q4	1996:Q3
Almez	\$ 4,825	\$ 4,750	\$ 2,500	\$ -	\$ 5,000	\$ 5,350	\$ 5,625	1
Suresh	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,750	\$ 8,800	
Tom	\$ 3,750	\$ 3,800	\$ 3,775	\$ 3,775	\$ 3,750	\$ 3,875	\$ -	
Iona	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 4,875	\$ -	
Dr. Ali	\$13,250	\$12,750	\$13,250	\$13,000	\$13,250	\$13,750	\$13,625	
Total for employees who fit the definition of HirAS in the reference (1996:Q3) quarter:								1

At Happy Teeth, Almez was employed in the reference (1996:Q3) quarter, subsequent (1996:Q4) quarter, and previous (1996:Q2) quarter, and but not in the preceding (1996:Q1) quarter. The firm had a HirAS of 1 job.

History of UI Wage Reports for QUICK LUNCH								HirAS
Employees	1995:Q2	1995:Q3	1995:Q4	1996:Q1	1996:Q2	1996:Q3	1996:Q4	1996:Q3
Ly	\$ 4,850	\$ 4,875	\$ 4,800	\$ 4,975	\$ 4,825	\$ 4,950	\$ -	
Ms. White	\$ 9,375	\$ 9,325	\$ 9,050	\$ 9,500	\$ 9,450	\$ 9,350	\$ -	
Totals for employees who fit the definition of HirAS in the reference (1996:Q3) quarter:								0

At Quick Lunch, no one was employed in the subsequent (1996:Q4) quarter because the firm closed in the reference (1996:Q3) quarter. The firm had a HirAS of 0 jobs.

History of UI Wage Reports for DAILY TRIBUNE								HirAS
Employees	1995:Q2	1995:Q3	1995:Q4	1996:Q1	1996:Q2	1996:Q3	1996:Q4	1996:Q3
Chaitley	\$ 5,200	\$ 5,250	\$ -	\$ -	\$ 5,300	\$ 5,500	\$ -	
Khone	\$ -	\$ -	\$ -	\$ -	\$ 8,825	\$ 8,875	\$ 8,850	1
Mr. Ramirez	\$17,500	\$17,775	\$17,875	\$17,750	\$17,825	\$17,925	\$17,800	
Totals for employees who fit the definition of HirAS in the reference (1996:Q3) quarter:								1

At Daily Tribune, Khone was employed in the reference (1996:Q3) quarter, subsequent (1996:Q4) quarter, and previous (1996:Q2) quarter, but not in the preceding (1996:Q1) quarter. The firm had a HirAS of 1 job.

Happy Teeth and Daily Tribune had employees in the reference (1996:Q3) quarter who were employed in the subsequent (1996:Q4) quarter and previous (1996:Q2) quarter, but not in the preceding (1996:Q1) quarter, fitting the definition of HirAS. So the HirAS of both firms is summed. Hires All Stable Jobs (HirAS) for the State of New Columbia in the reference (1996:Q3) quarter is 2 jobs.

Totals for the State of New Columbia	HirAS
	1996:Q3
Happy Teeth	1
Daily Tribune	1
Totals:	2

Hires New Stable Jobs

Datafile label: HirNS

QWI indicator: Worker employment change

Level of measurement: Job (PIK-SEIN pair)

Level of estimation: A worker's job

Employment status: Full quarter

Definition: Individual (i) who was employed at firm (j) in the reference (t) quarter, subsequent (t+1) quarter, and previous (t-1) quarter, but was not employed at firm (j) in any of the preceding four (t-2, t-3, t-4, or t-5) quarters.

Explanation:

- The total number of workers who were hired by a given employer and worked for three consecutive quarters, but had not been employed by that employer within the past year. These individuals established full-quarter status with the given employer during the reference quarter. In addition, these individuals began employment with that employer in the previous quarter, but were not employed by that employer in any of the preceding four quarters.
- Count of workers who started a job that they had not held within the past year and the job turned into a stable job
- Represents a change to full-quarter status during the reference quarter.
- Hires New Stable Jobs (HirNS) defines a category of workers.

Measure:

$$fh_{(ijt)} = \begin{cases} 1, & \text{if } m_{(ijt-5)} = 0 \ \& \ m_{(ijt-4)} = 0 \ \& \ m_{(ijt-3)} = 0 \ \& \\ & m_{(ijt-2)} = 0 \ \& \ m_{(ijt-1)} = 1 \ \& \ m_{(ijt)} = 1 \ \& \ m_{(ijt+1)} = 1 \\ 0, & \text{otherwise} \end{cases}$$

$$m_{(ijt)} = \begin{cases} 1, & \text{if individual } i \text{ has positive earnings at} \\ & \text{establishment } j \text{ during year/quarter } t \\ 0, & \text{otherwise} \end{cases}$$

(See above Definition and Explanation sections for a narrative description.)

QWI availability: Not defined for the first five quarters or the final quarter of available data from a given state

Hires New Stable Jobs (HirNS) Example:

The State of New Columbia contains three firms, Happy Teeth, Quick Lunch, and Daily Tribune. For the purpose of estimating Hires New Stable Jobs (HirNS), the reference quarter is 1996:Q3.

History of UI Wage Reports for HAPPY TEETH								HirNS
Employees		1995:Q3	1995:Q4	1996:Q1	1996:Q2	1996:Q3	1996:Q4	1996:Q3
Almez	\$ 4,825	\$ -	\$ -	\$ -	\$ 5,000	\$ 5,350	\$ 5,625	
Suresh	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,750	\$ 8,800	
Tom	\$ 3,750	\$ 3,800	\$ 3,775	\$ 3,775	\$ 3,750	\$ 3,875	\$ -	
Iona	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 4,875	\$ -	
Dr. Ali	\$13,250	\$12,750	\$13,250	\$13,000	\$13,250	\$13,750	\$13,625	
Total for employees who fit the definition of HirNS in the reference (1996:Q3) quarter:								0

At Happy Teeth, no one was employed in the reference (1996:Q3) quarter, the subsequent (1996:Q4) quarter and previous (1996:Q2) quarter, but not in the preceding four (1996:Q1 to 1995:Q2) quarters. The firm's HirNS was 0 jobs.

History of UI Wage Reports for QUICK LUNCH								HirNS
Employees	1995:Q2	1995:Q3	1995:Q4	1996:Q1	1996:Q2	1996:Q3	1996:Q4	1996:Q3
Ly	\$ 4,850	\$ 4,875	\$ 4,800	\$ 4,975	\$ 4,825	\$ 4,950	\$ -	
Ms. White	\$ 9,375	\$ 9,325	\$ 9,050	\$ 9,500	\$ 9,450	\$ 9,350	\$ -	
Total for employees who fit the definition of HirNS in the reference (1996:Q3) quarter:								0

At Quick Lunch, no one was employed in the reference (1996:Q3) quarter, the subsequent (1996:Q4) quarter and previous (1996:Q2) quarter, but not in the preceding four (1996:Q1 to 1995:Q2) quarters. The firm's HirNS was 0 jobs.

History of UI Wage Reports for DAILY TRIBUNE								HirNS
Employees	1995:Q2	1995:Q3	1995:Q4	1996:Q1	1996:Q2	1996:Q3	1996:Q4	1996:Q3
Chaitley	\$ 5,200	\$ 5,250	\$ -	\$ -	\$ 5,300	\$ 5,500	\$ -	
Khone	\$ -	\$ -	\$ -	\$ -	\$ 8,825	\$ 8,875	\$ 8,850	1
Mr. Ramirez	\$17,500	\$17,775	\$17,875	\$17,750	\$17,825	\$17,925	\$17,800	
Total for employees who fit the definition of HirNS in the reference (1996:Q3) quarter:								1

At Daily Tribune, Khone was employed in the reference (1996:Q3) quarter, the subsequent (1996:Q4) quarter and previous (1996:Q2) quarter, but not in the preceding four (1996:Q1 to 1995:Q2) quarters. The firm's HirNS was 1 job.

Daily Tribune had an employee in the reference (1996:Q3) quarter who was employed in the subsequent (1996:Q4) quarter and previous (1996:Q2) quarter, but not in the preceding four (1996:Q1 to 1995:Q2) quarters, fitting the definition of HirNS. So its HirNS is summed. Hires New Stable Jobs (HirNS) for the State of New Columbia in the reference (1996:Q3) quarter is 1 job.

Totals for the State of New Columbia	HirNS
	1996:Q3
Daily Tribune	1
Totals:	1

Separations Stable Jobs

Datafile label: SepS

QWI indicator: Worker employment change

Level of measurement: Job (PIK-SEIN pair)

Level of estimation: A worker's job

Employment status: Full quarter

Definition: Individual (i) who was employed at firm (j) in the reference (t) quarter and the preceding two (t-1, t-2) quarters, but was not employed at firm (j) in the subsequent (t+1) quarter.

Explanation:

- Total number of workers who were hired by a given employer, worked for three consecutive quarters, but were not employed by that employer in the next quarter.
These individuals were separated from full-quarter employment status at a given employer during the reference quarter.
- Count of workers whose stable job ended.
- Represents a change from full-quarter status during the reference quarter.
- Separations Stable Jobs (SepS) defines a category of workers.

Measure:

$$fS_{(ijt)} = \begin{cases} 1, & \text{if } m_{(ijt-2)} = 1 \ \& \ m_{(ijt-1)} = 1 \ \& \ m_{(ijt)} = 1 \ \& \ m_{(ijt+1)} = 0 \\ 0, & \text{otherwise} \end{cases}$$

$$m_{(ijt)} = \begin{cases} 1, & \text{if individual } i \text{ has positive earnings at} \\ & \text{establishment } j \text{ during year/quarter } t \\ 0, & \text{otherwise} \end{cases}$$

(See above Definition and Explanation sections for a narrative description.)

QWI availability: Not defined for the first two quarters or the final quarter of available data from a given state

Separations Stable Jobs (SepS) Example:

The State of New Columbia contains three firms, Happy Teeth, Quick Lunch, and Daily Tribune. For the purpose of estimating Separations Stable Jobs (SepS), the reference quarter is 1996:Q3.

History of UI Wage Reports for HAPPY TEETH								SepS
Employees	1995:Q2	1995:Q3	1995:Q4	1996:Q1	1996:Q2	1996:Q3	1996:Q4	1996:Q3
Almez	\$ 4,825	\$ 4,750	\$ -	\$ 2,500	\$ 5,000	\$ 5,300	\$ -	1
Suresh	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,750	\$ 8,800	
Tom	\$ 3,750	\$ 3,800	\$ 3,775	\$ 3,775	\$ 3,750	\$ 3,875	\$ -	1
Iona	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 4,875	\$ -	
Dr. Ali	\$13,250	\$ 12,750	\$ 13,250	\$ 13,000	\$ 13,250	\$13,750	\$ 13,625	
Total for employees who fit the definition of SepS in the reference (1996:Q3) quarter:								2

At Happy Teeth, Almez and Tom were employed in the reference (1996:Q3) quarter and the preceding two (1996:Q2 and 1996:Q1) quarters, but not in the subsequent (1996:Q4) quarter. The firm's SepS was 2 jobs.

History of UI Wage Reports for QUICK LUNCH								SepS
Employees	1996:Q3	1995:Q3	1995:Q4	1996:Q1	1996:Q2	1996:Q3	1996:Q4	1996:Q3
Ly	\$ 4,800	\$ 4,800	\$ 4,800	\$ 4,800	\$ 4,800	\$ 4,950	\$ -	1
Ms. White	\$ 9,050	\$ 9,050	\$ 9,050	\$ 9,500	\$ 9,450	\$ 9,350	\$ -	1
Total for employees who fit the definition of SepS in the reference (1996:Q3) quarter:								2

At Quick Lunch, Ly and Mrs. White were employed in the reference (1996:Q3) quarter and the preceding two (1996:Q2 and 1996:Q1) quarters, but not in the subsequent (1996:Q4) quarter because the firm closed in the reference (1996:Q3) quarter. The firm's SepS was 2 jobs.

History of UI Wage Reports for DAILY TRIBUNE								SepS
Employees	1996:Q3	1995:Q3	1995:Q4	1996:Q1	1996:Q2	1996:Q3	1996:Q4	1996:Q3
Chaitley	\$ 5,200	\$ 5,250	\$ -	\$ -	\$ 5,300	\$ 5,500	\$ -	
Khone	\$ 8,825	\$ 8,888	\$ 8,753	\$ 8,800	\$ 8,825	\$ 8,875	\$ -	1
Mr. Ramirez	\$17,500	\$17,775	\$17,875	\$17,750	\$17,825	\$17,925	\$17,800	
Total for employees who fit the definition of SepS in the reference (1996:Q3) quarter:								1

At Daily Tribune, Khone was employed in the reference (1996:Q3) quarter and the preceding two (1996:Q2 and 1996:Q1) quarters, and not in the subsequent (1996:Q4) quarter. The firm's SepS was 1 job.

All three firms had employees who were employed in the reference (1996:Q3) quarter but not in the subsequent (1996:Q4) quarter, fitting the definition of SepS. So the SepS of each firm is summed. Separations Stable Jobs (SepS) for the State of New Columbia in the reference (1996:Q3) quarter is 5 jobs.

Totals for the State of New Columbia	SepS
	1996:Q3
Happy Teeth	2
Quick Lunch	2
Daily Tribune	1
Totals:	5

QWI Definitions at a Glance

<u>Lead/Lag Notation</u>	<u>Date</u>	<u>HirA</u>	<u>HirN</u>	<u>HirR</u>	<u>Sep</u>	<u>HirAS</u>	<u>HirNS</u>	<u>SepS</u>
t-6	1995:Q1							
t-5	1995:Q2						0	
t-4	1995:Q3		0	1/0			0	
t-3	1995:Q4		0	1/0			0	
t-2	1996:Q1		0	1/0		0	0	1
t-1	1996:Q2	0	0	0		1	1	1
t (reference)	1996:Q3	1	1	1	1	1	1	1
t+1	1996:Q4				0	1	1	0
t+2	1997:Q1							
t+3	1997:Q2							
t+4	1997:Q3							
t+5	1997:Q4							

t(reference)= the year/quarter for which the QWI estimate is calculated

1 = PIK-SEIN pairing observed in the reference quarter is present in the designated quarter.

0 = PIK-SEIN pairing observed in the reference quarter is not present in the designated quarter.

QWI

HirA	Hires All	Individual (i) who was employed at firm (j) in the reference (t) quarter, but was not employed at firm (j) in the previous (t-1) quarter.
HirN	Hires New	Individual (i) who was employed at firm (j) in the reference (t) quarter, but was not employed at firm (j) in any of the preceding four (t-1, t-2, t-3, or t-4) quarters.
HirR	Hires Recalls	Individual (i) who was employed at firm (j) in the reference (t) quarter, but was not employed at firm (j) in the previous (t-1) quarter. However, this individual (i) was employed at firm (j) in at least one of the preceding three (t-2, t-3, or t-4) quarters.
Sep	Separation	Individual (i) who was employed at firm (j) in the reference (t) quarter, but was not employed at firm (j) in the subsequent (t+1) quarter.
HirAS	Hires All Stable Jobs	Individual (i) who was employed at firm (j) in the reference (t) quarter, subsequent (t+1) quarter, and previous (t-1) quarter, but was not employed at firm (j) in the preceding (t-2) quarter.
HirNS	Hires New Stable Jobs	Individual (i) who was employed at firm (j) in the reference (t) quarter, subsequent (t+1) quarter, and previous (t-1) quarter, but was not employed at firm (j) in any of the preceding four (t-2, t-3, t-4, or t-5) quarters.
SepS	Separations Stable Jobs	Individual (i) who was employed at firm (j) in the reference (t) quarter and the preceding two (t-1, t-2) quarters, but was not employed at firm (j) in the subsequent (t+1) quarter.

QWI Availability at a Glance

<u>State Input Data</u>	<u>Date</u>	<u>HirA</u>	<u>HirN</u>	<u>HirR</u>	<u>Sep</u>	<u>HirAS</u>	<u>HirNS</u>	<u>SepS</u>
first quarter	1990:Q1	X	X	X	X	X	X	X
	1990:Q2		X	X		X	X	X
	1990:Q3		X	X			X	
	1990:Q4		X	X			X	
	1991:Q1						X	
	1991:Q2							
	1991:Q3							
	1991:Q4							
	:::							
	:::							
	:::							
	:::							
	2002:Q1							
	2002:Q2							
	2002:Q3							
	2002:Q4							
2003:Q1								
2003:Q2								
2003:Q3								
last quarter	2003:Q4				X	X	X	X

State Input Data - State ES202 and UI Wage Records

X - QWI estimate is not calculated