

Job-to-Job Flows (J2J):

New public use data on worker flows across jobs

LED Partnership Conference
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Job-to-Job Flows (J2J) fills an important data gap:

In 2000, about $\frac{1}{2}$ of all hires were workers moving from one job to another.

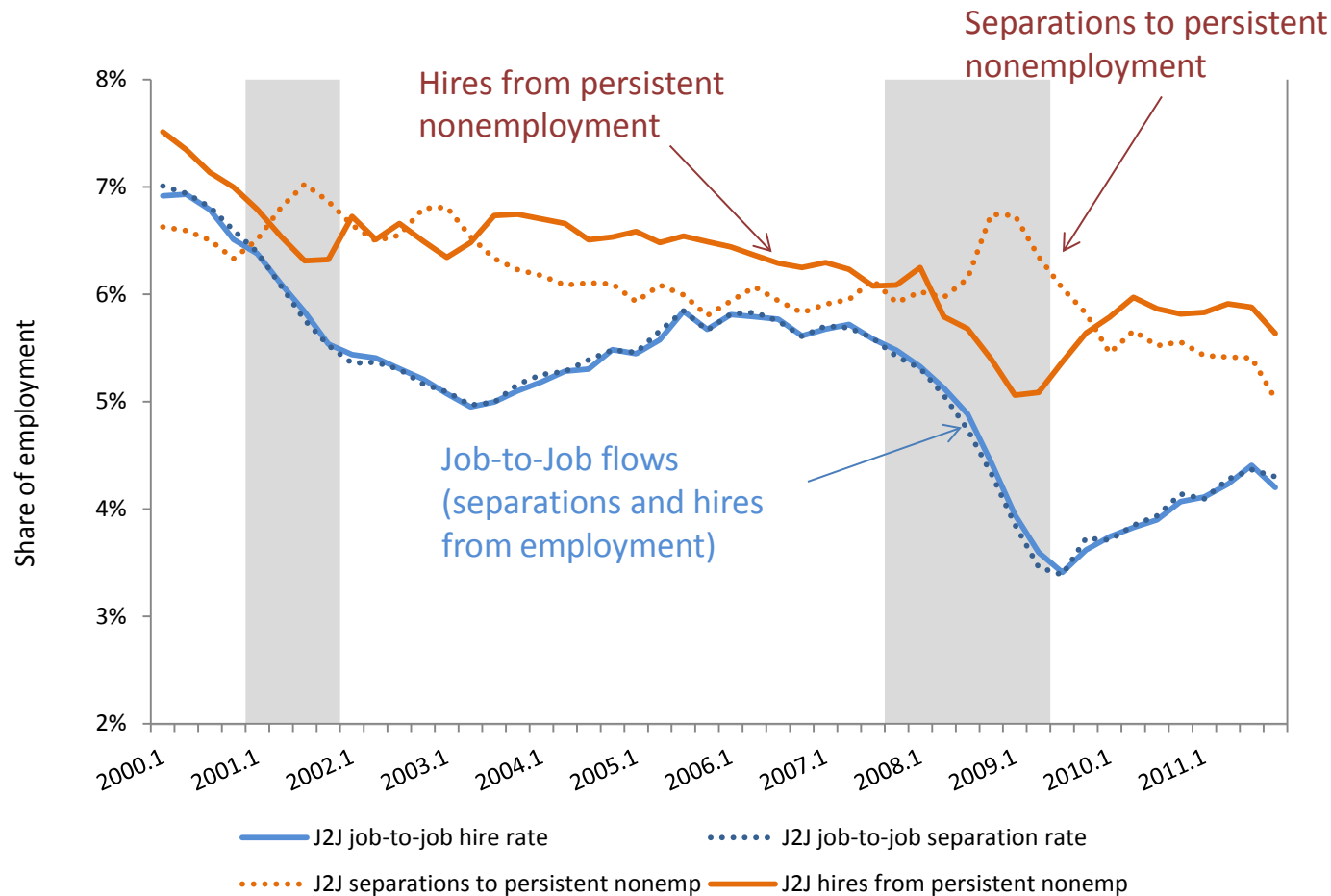
- Most job vacancies are not for entry-level workers

Most job moves are moves ‘up the job ladder’

- $\frac{1}{2}$ of wage growth for young workers is from job change (Topel & Ward, 1992).
- Procyclical worker reallocation from lower paying to higher paying firms (Haltiwanger, Hyatt, & McEntarfer, 2015; Kahn & McEntarfer, 2014).

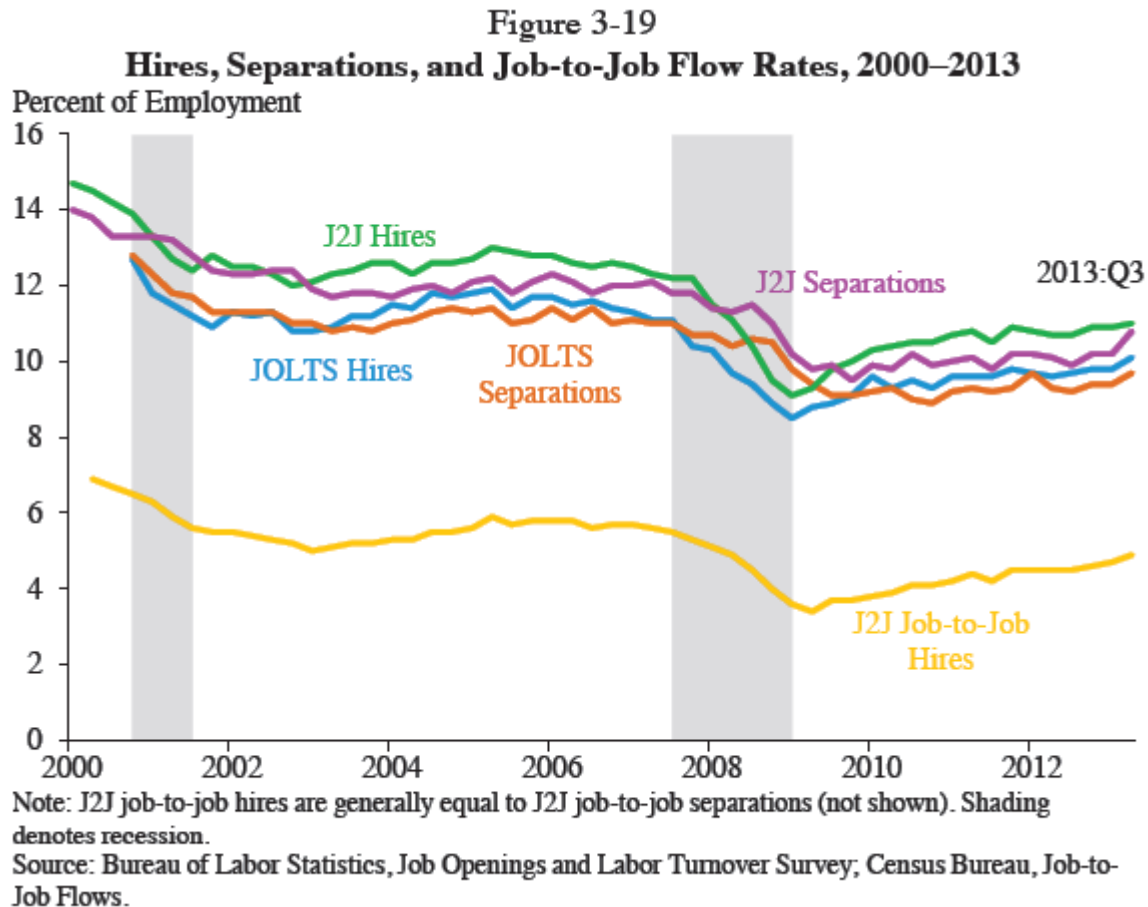
Better understanding of worker moves across industries and labor markets

National Job-to-Job Flows: Steep decline in job change in last two recessions



Note: Source: Job-to-Job Flows, national data. Shaded regions indicate NBER recession quarters. All data are seasonally adjusted.

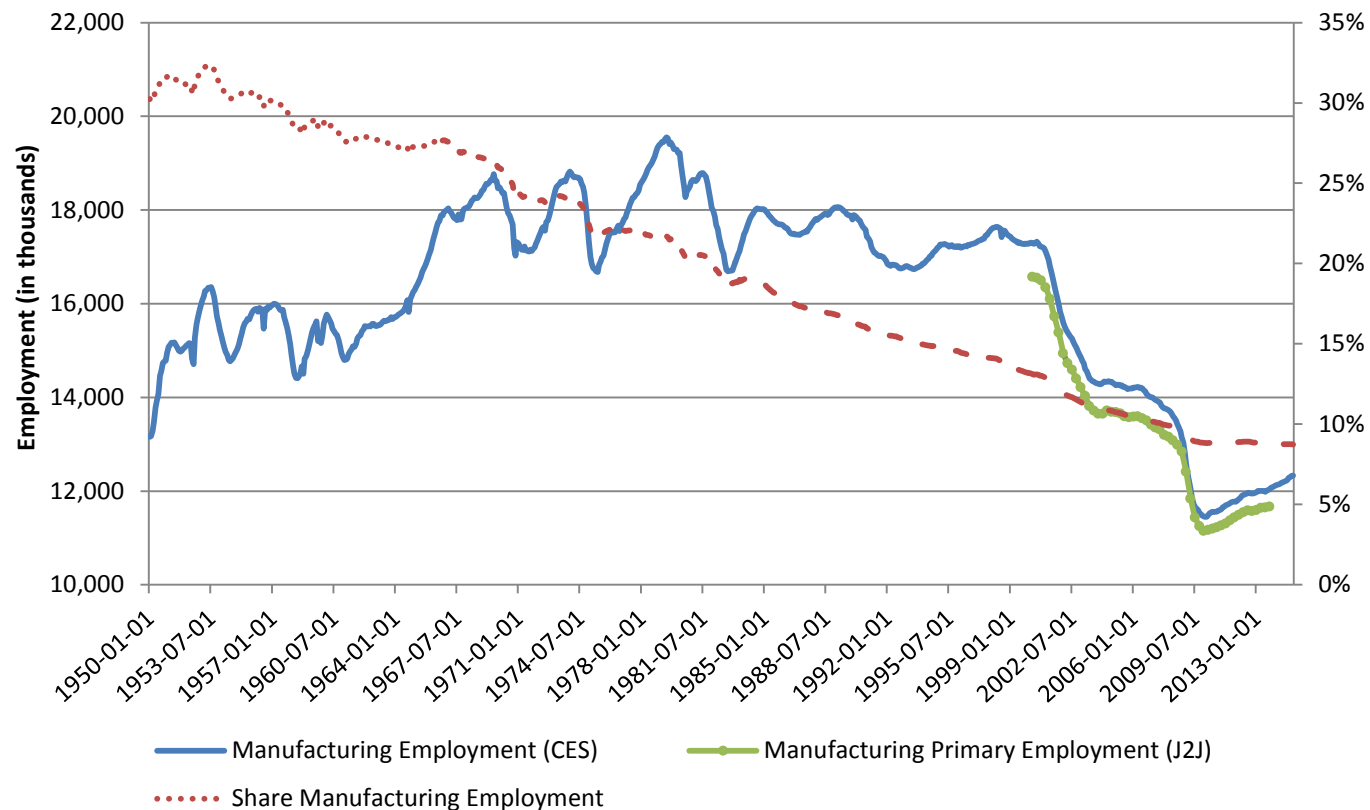
Within months of initial beta release, J2J appeared in the 2015 Economic Report of the President:



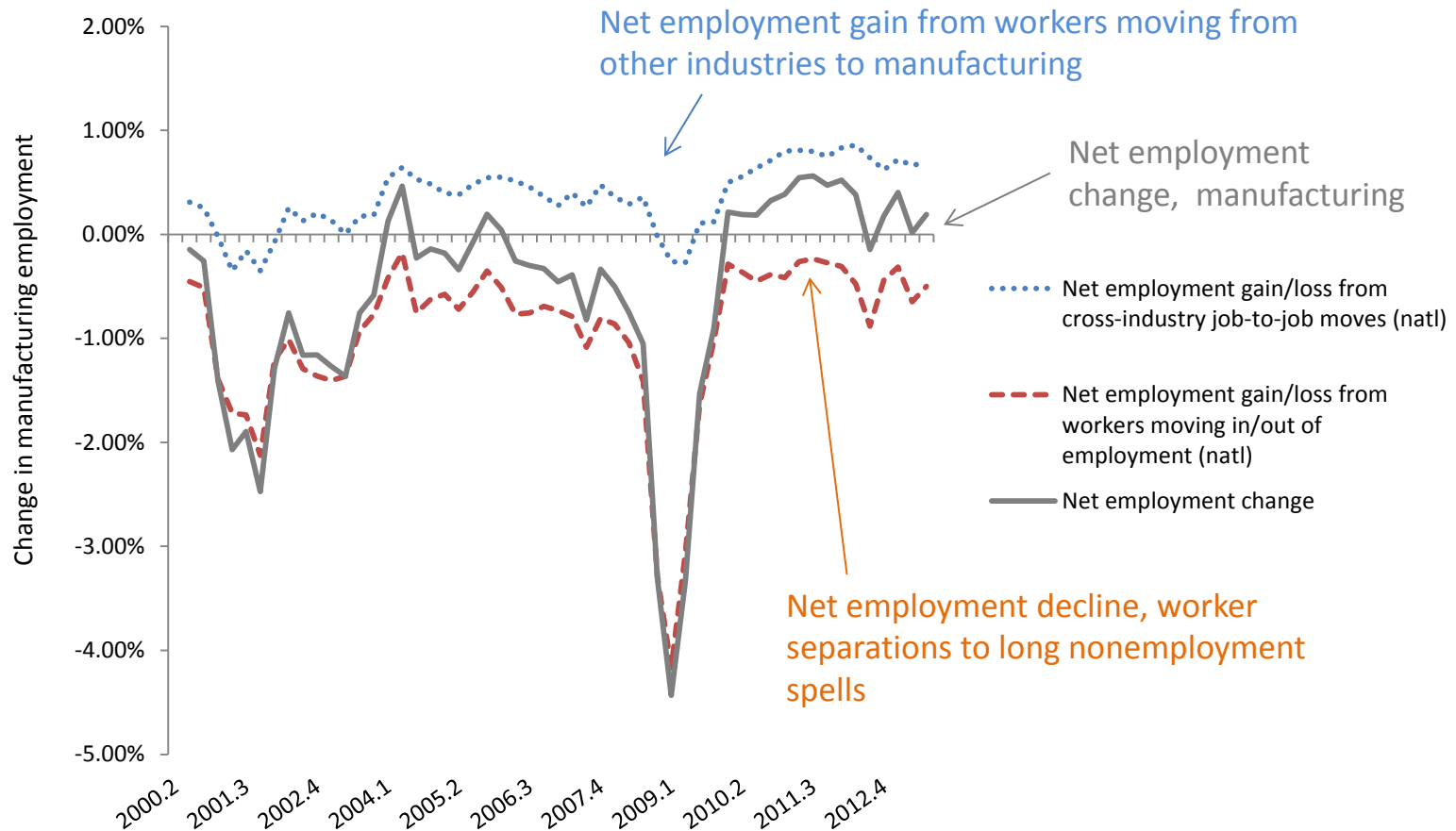
Using Job-to-Job Flows to look at industry growth and decline, an example:

Did the construction boom help displaced manufacturing workers?

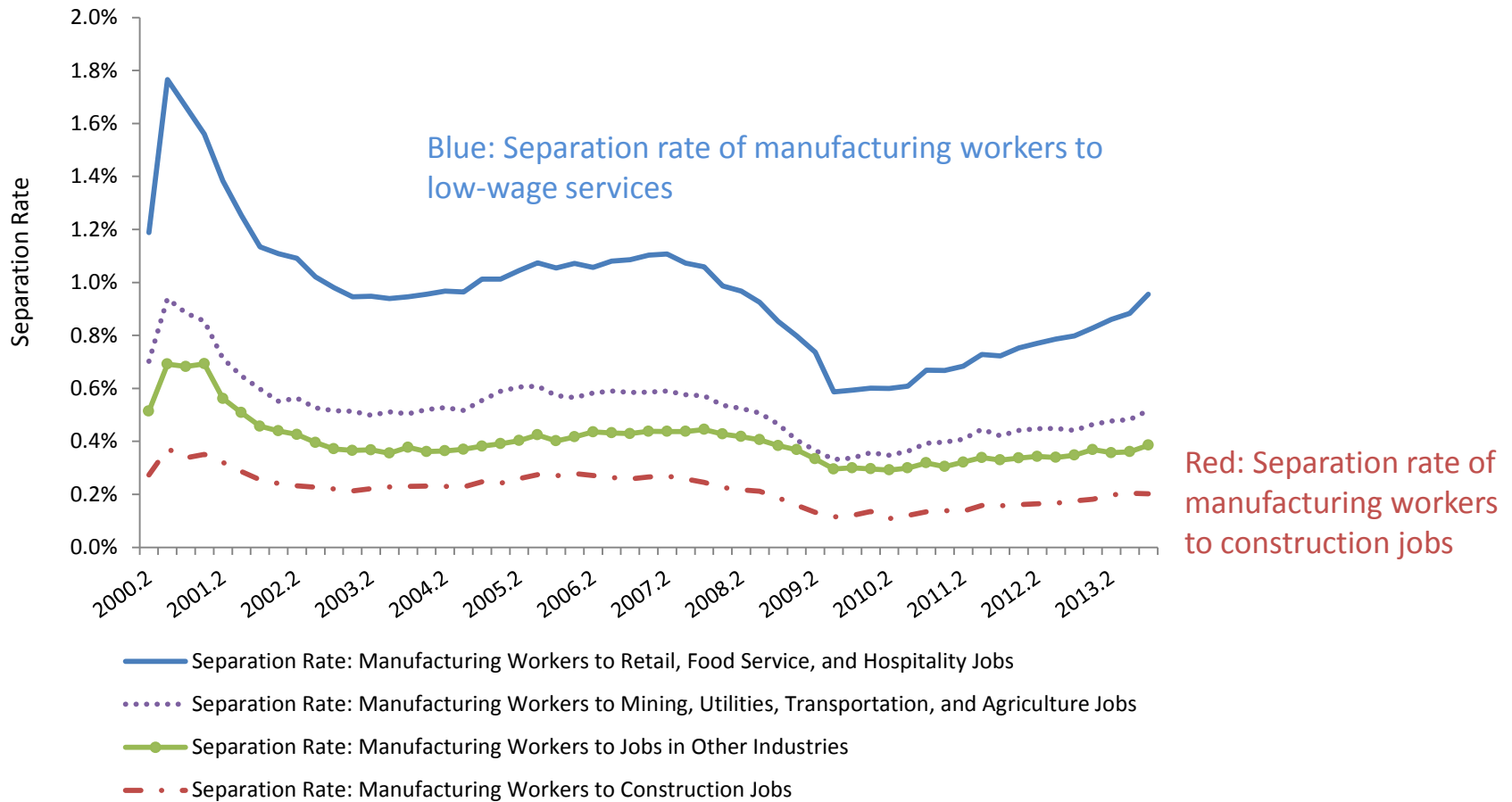
There was a surprisingly swift decline in U.S. manufacturing employment between 2000-2013



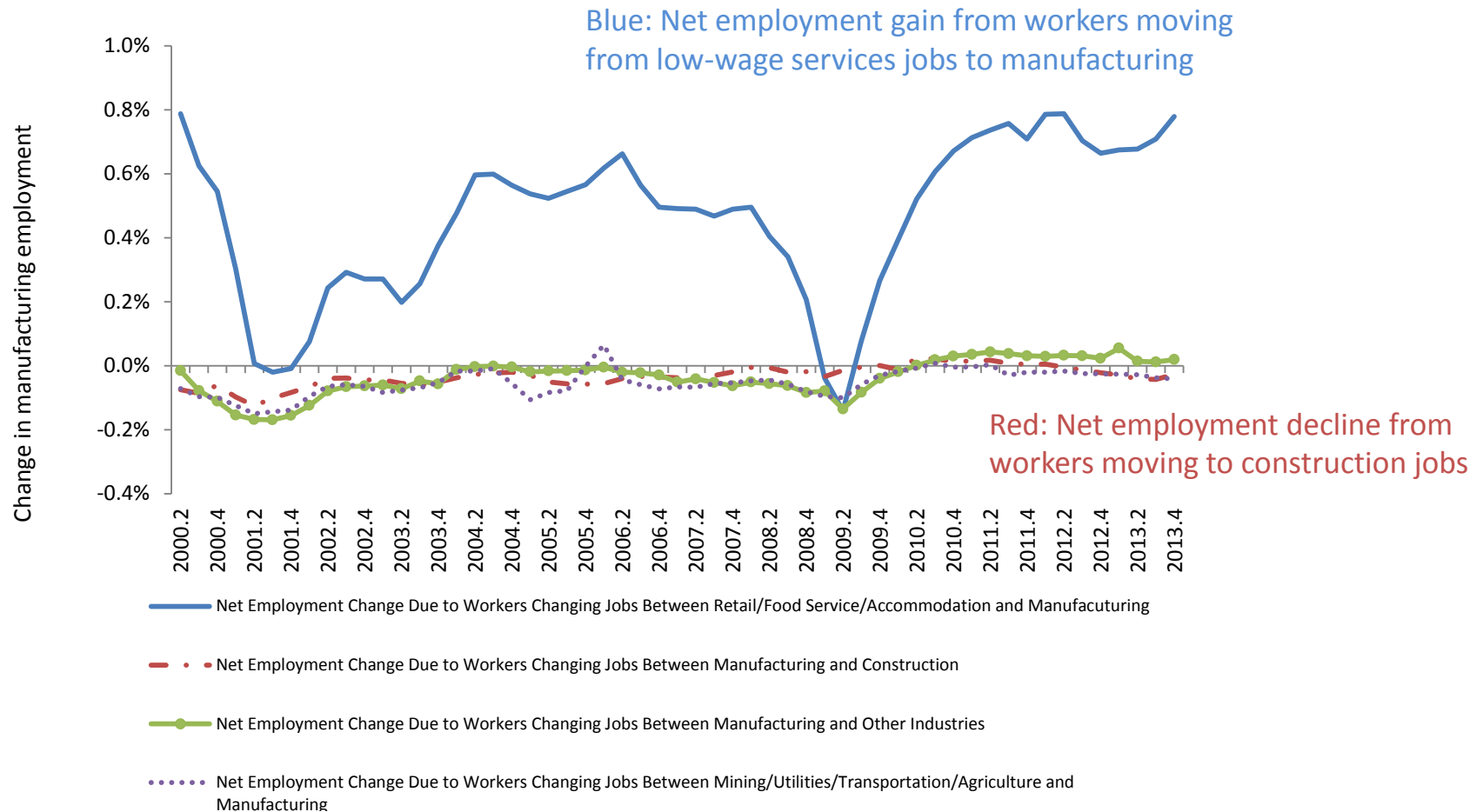
J2J: decompose employment decline into flows to other industries vs. flows to long nonemployment spells



Separation rates from manufacturing to other industries



Net employment change in manufacturing from job change



Did downsized manufacturing workers eventually move into construction after longer nonemployment spells?:

J2J data tell us whether workers found new jobs within about a 3-5 month window.

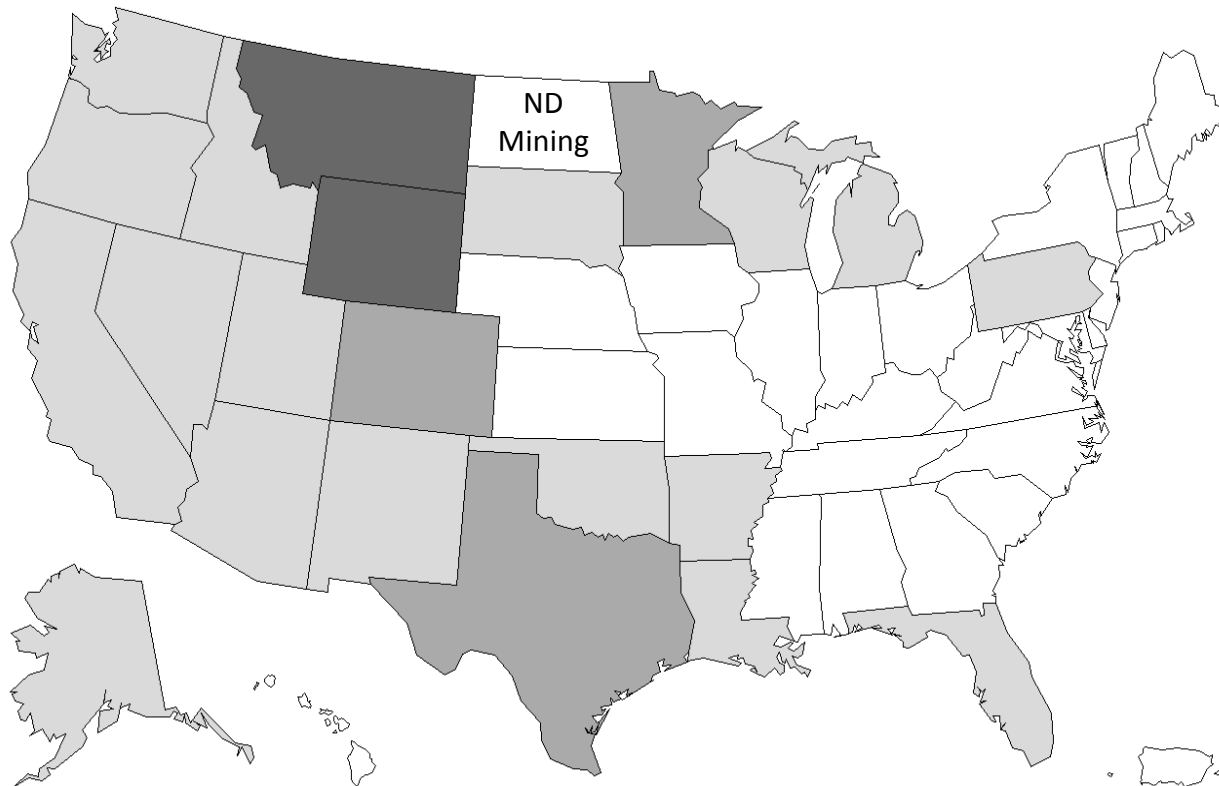
- But looks like most of the downsizing in manufacturing employment involved workers moving into longer nonemployment spells

Can look to microdata to see what happened to them.
For 2000-2003 separators:

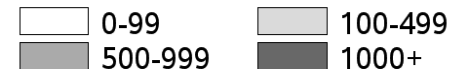
- About 35% were eventually recalled to previous employer or found another manufacturing job
- About 45% found jobs in other industries
 - ½ of these after a nonemployment spell of over a year
 - Very few move into construction, mostly general laborers and truck drivers
- Another 20% appear to leave the labor market altogether.

Using Job-to-Job Flows to look at regional economic migration:

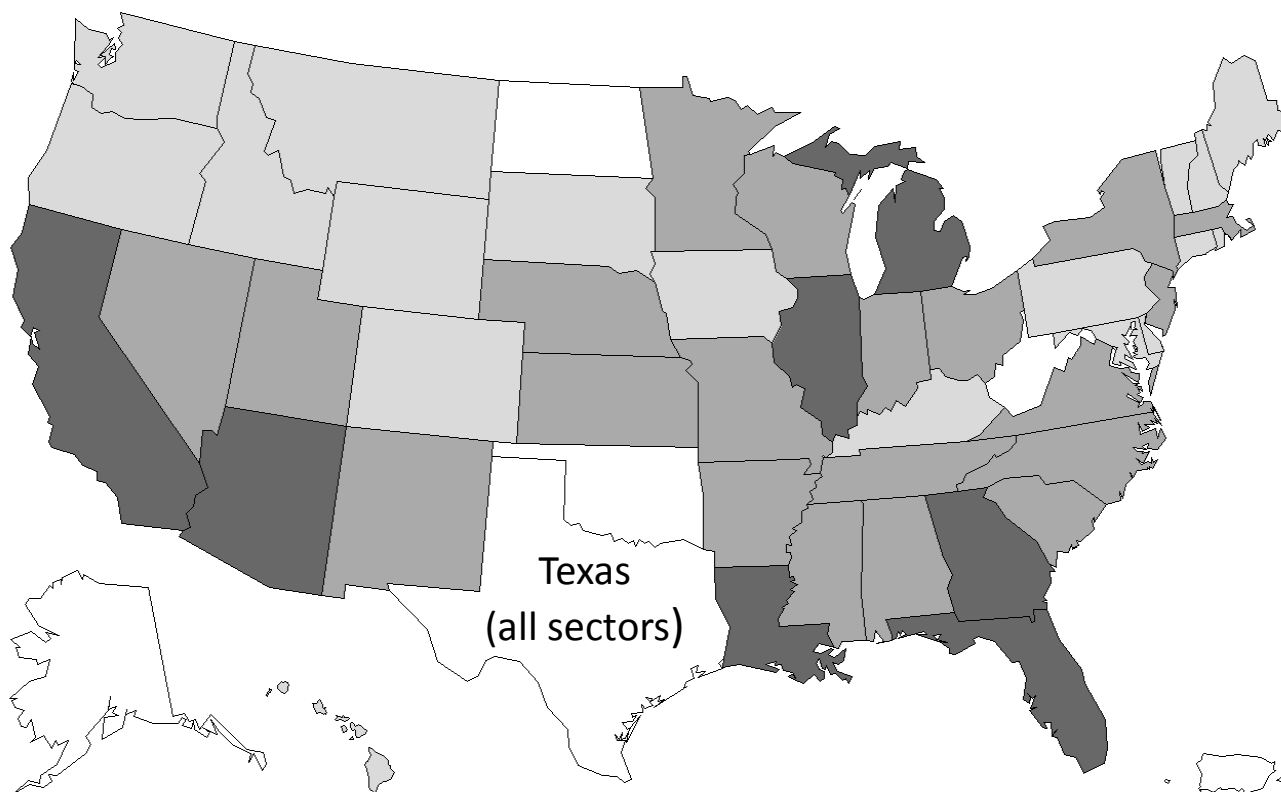
Net economic migration into ND mining sector: 2008-2012



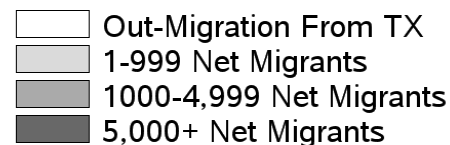
North Dakota Mining, Net Out-of-State Hires: 2008-2012



Net economic migration to Texas: 2008-2012



Texas, Net Out-of-State Hires: 2008-2012



How to access the data

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Contact Information

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Call us at (301) 763-8303

[Further contact information](#)

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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](#)

Hires and Separations: Job Change vs. Nonemployment

Legend:

- J2J job-to-job hire rate
- J2J job-to-job separation rate
- J2J separations to persistent nonemp
- J2J hires from persistent nonemp

Navigation: < 1 2 3 4 5 6 >

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

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lehd.ces.census.gov/data/j2j_beta.html

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Job-to-Job Flows (J2J) Data (Beta)

This is a beta release from the U.S. Census Bureau of new national statistics on worker reallocation in the United States constructed from the LEHD data. This new data distinguishes hires and separations associated with job changes from hires from and separations to nonemployment. A separate file provides origin and destination job characteristics of workers changing jobs. This new data allows a comprehensive look at the reallocation of workers across different sectors of the U.S. economy. Moreover, it allows examination of the flows of workers across state lines, by demographic characteristics such as age and education. Earnings changes associated with job change, another new feature of the J2J statistics, can help analysts better understand the nature of job ladders and lifetime earnings growth.

These data are beta and some files will become available only later in the year. 'Coming Soon' denotes a series that is not yet available at this time. These data will become available via the LED Extraction Tool at a later date.

Job-to-Job Flows Data

These files contain national- and state-level data on job change - by firm industry, age, and size as well as by worker sex/age, sex/education, and race/ethnicity - from the second quarter of 2000 to the latest quarter of available data. Use the selector tool below to choose and download files.

Download J2J data:

Version: R2014Q3 State/Territory: United States Type: j2jr Format: XLS

[View Files](#)

[v4.1-draft](#) | [Metadata for US](#)

j2jr_us_all.xls	07 Nov 2014 14:47	6 MB
j2jr_us_d_f_gn_n_s.xls	07 Nov 2014 14:47	59 KB
j2jr_us_d_f_gn_n_u.xls	07 Nov 2014 14:47	59 KB
j2jr_us_d_f_gn_ns_s.xls	07 Nov 2014 14:47	721 KB

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

The Job-to-Job flows development team:

Henry Hyatt

Erika McEntarfer

Lars Vilhuber

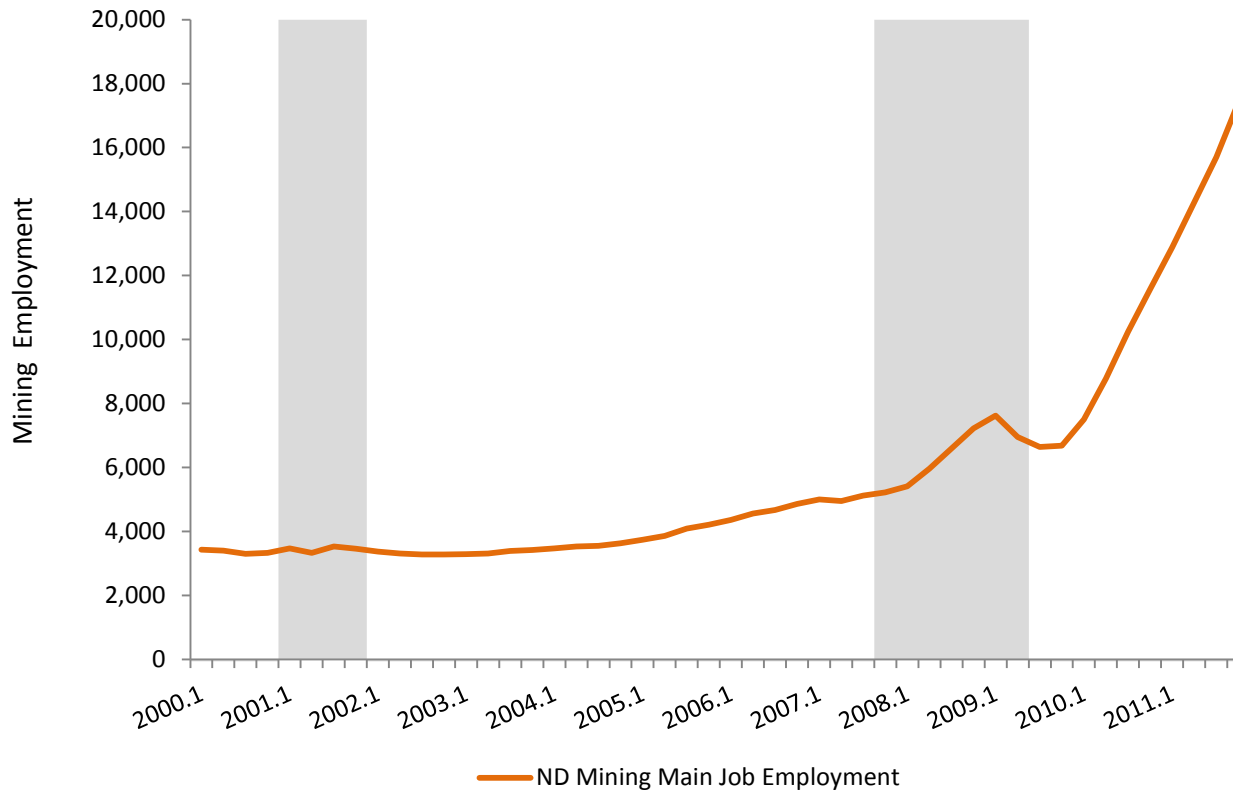
Stephen Tibbets

Kevin McKinney

Using Job-to-Job Flows to look at regional growth and decline, an example:

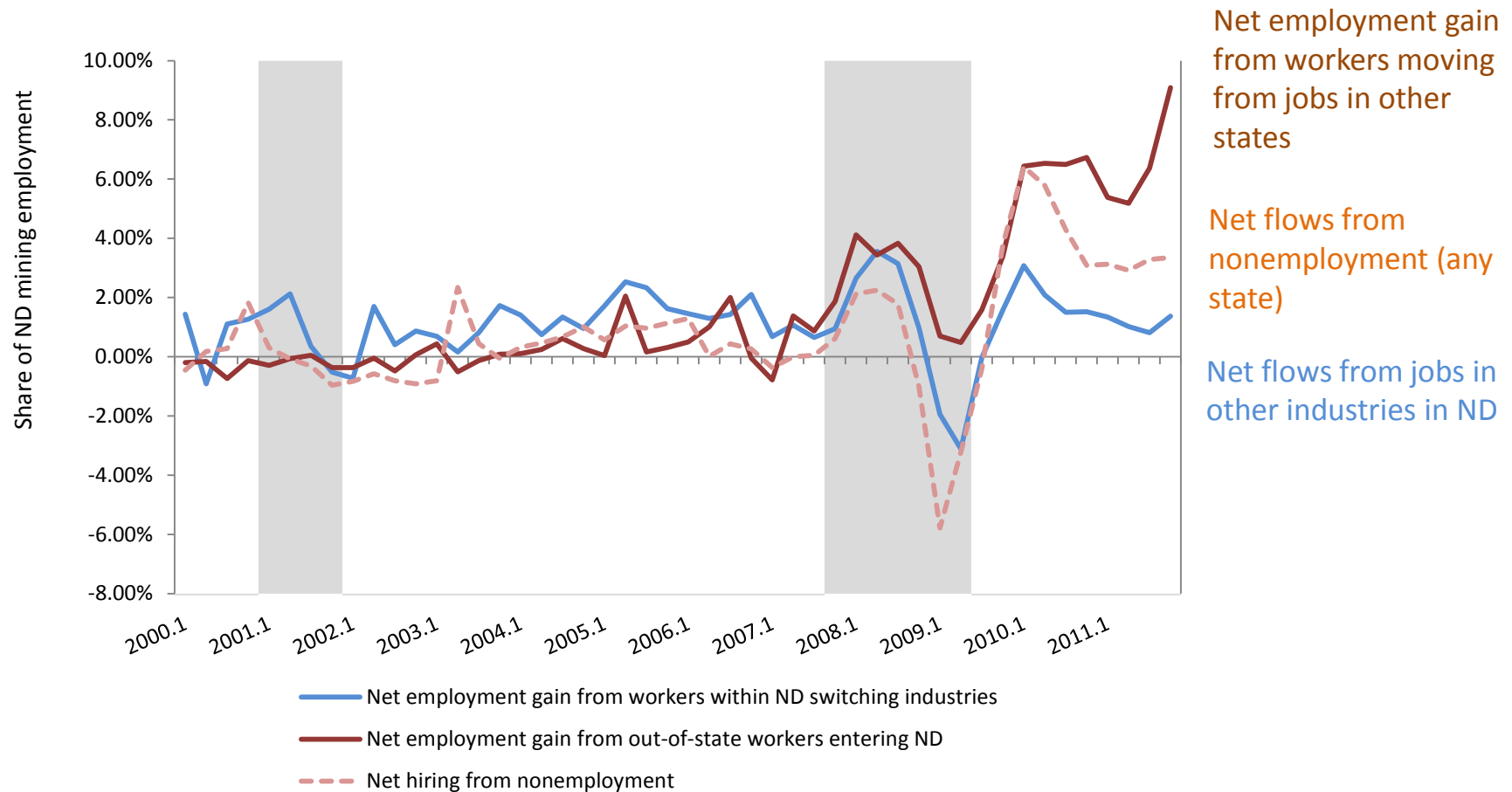
Where are North Dakota's oil boom workers coming from?

Employment Growth in North Dakota Mining Sector



Note: Source: J2J flows, dominant beginning of quarter jobs in North Dakota mining sector (NAICS 21). Shaded regions indicate NBER recession quarters. All data are seasonally adjusted.

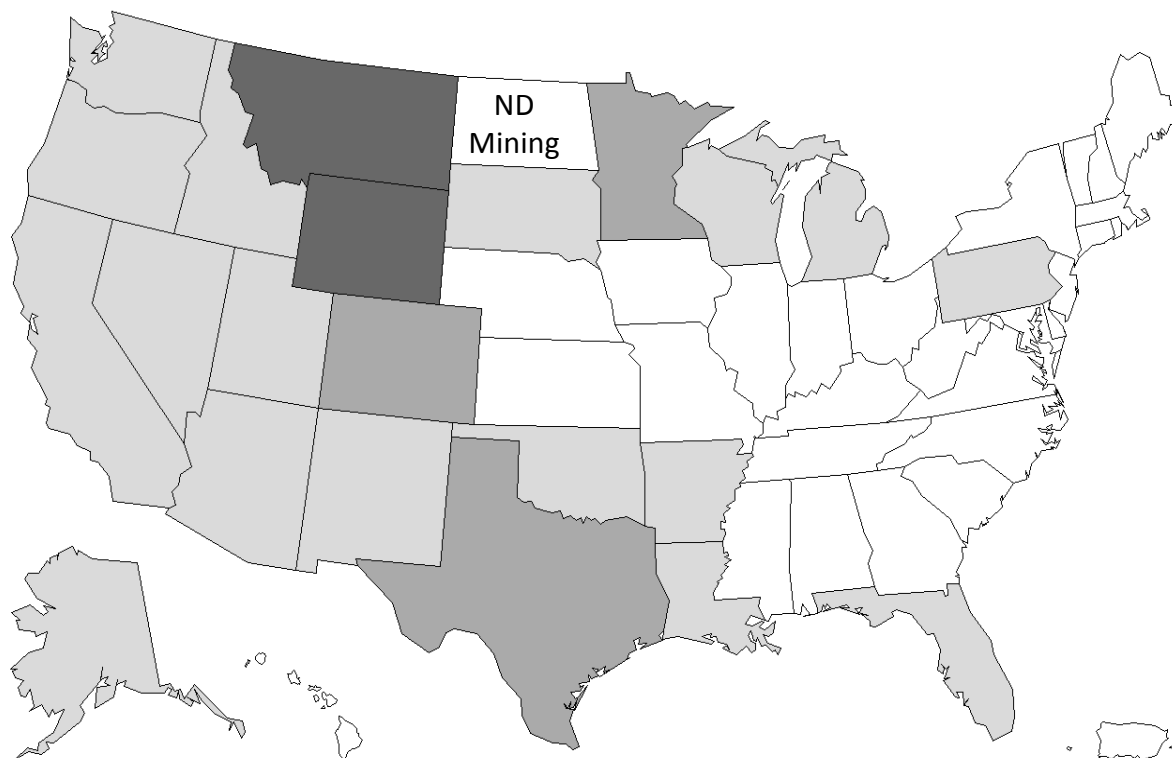
Increasingly, North Dakota mining sector is growing by poaching workers holding jobs out of state.



Note: Shaded regions indicate NBER recession quarters. Some missing state data may bias net nonemployment flows and net flows from other states early in the time series. By 2006, all states except MA are present in the data

Where are the out-of-state workers coming from?

Net economic migration from job-to-job moves into ND mining sector: 2008-2012



North Dakota Mining, Net Out-of-State Hires: 2008-2012



How job transitions in J2J are identified:

Firm A is main job on April 1

Leaves Firm A between April 1 and June 30

July 1st: no earnings at any job

Fictional LEHD Job History

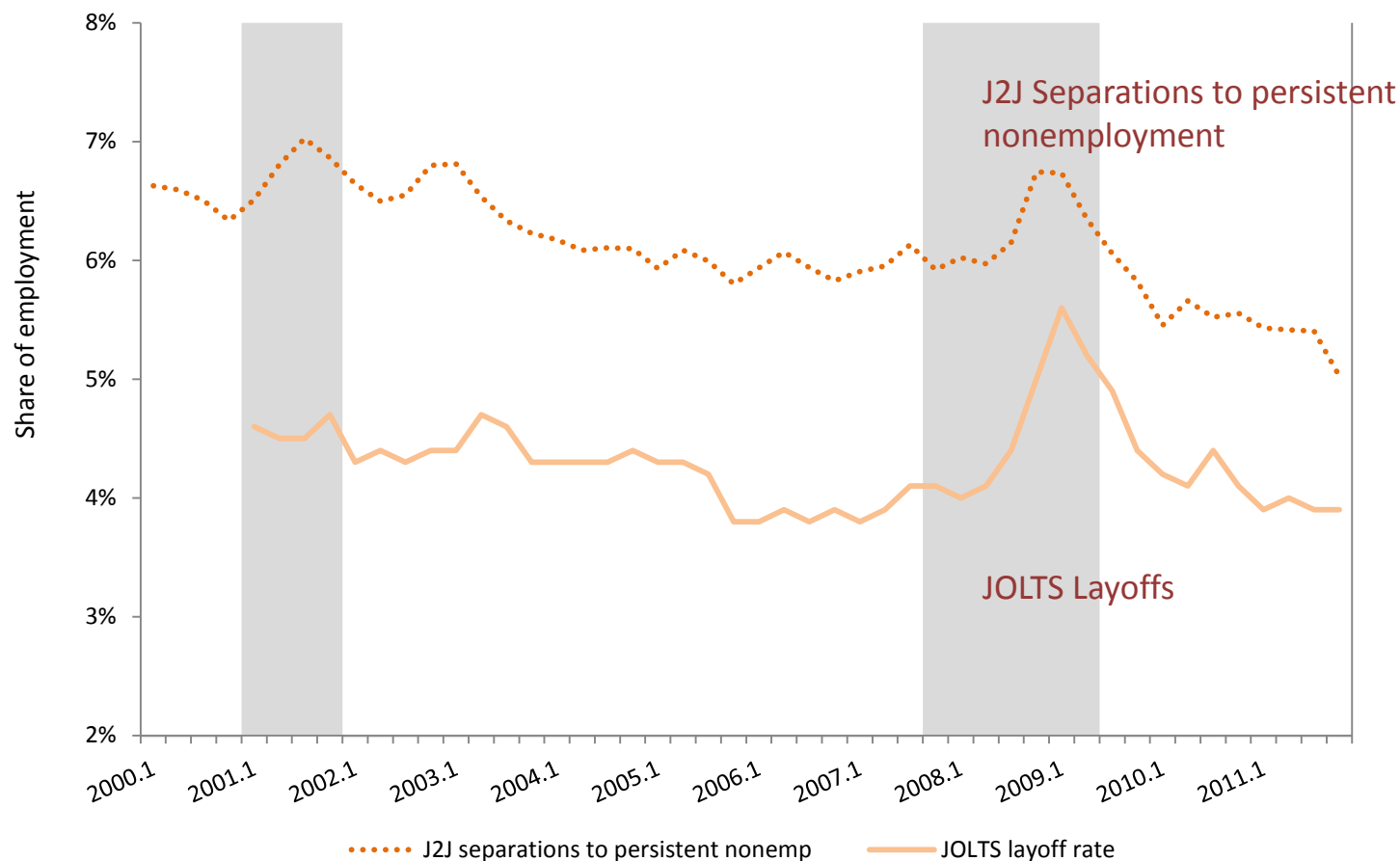
PIK	SEIN	Q1	Q2	Q3	Q4	Q5
Person1	Firm A	7029	2549	0	0	0
Person1	Firm B	0	0	3098	6049	7001

Worker starts at Firm B during Q3
B is main job on Oct 1

Only main jobs held on first day of quarter are linked, shorter transitory jobs are dropped.

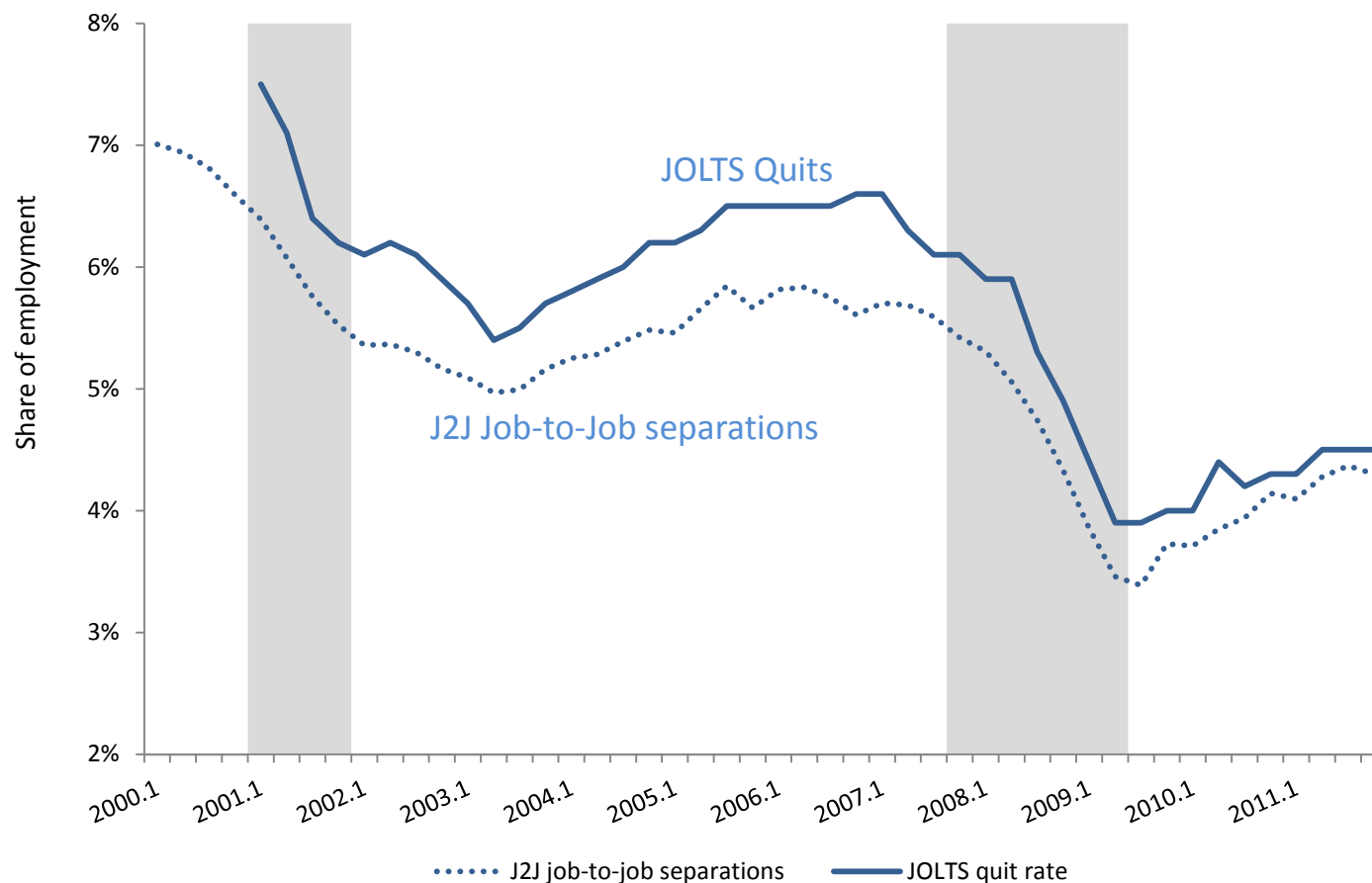
How do J2J compare to other related series?:

Comparison to JOLTS: Layoffs



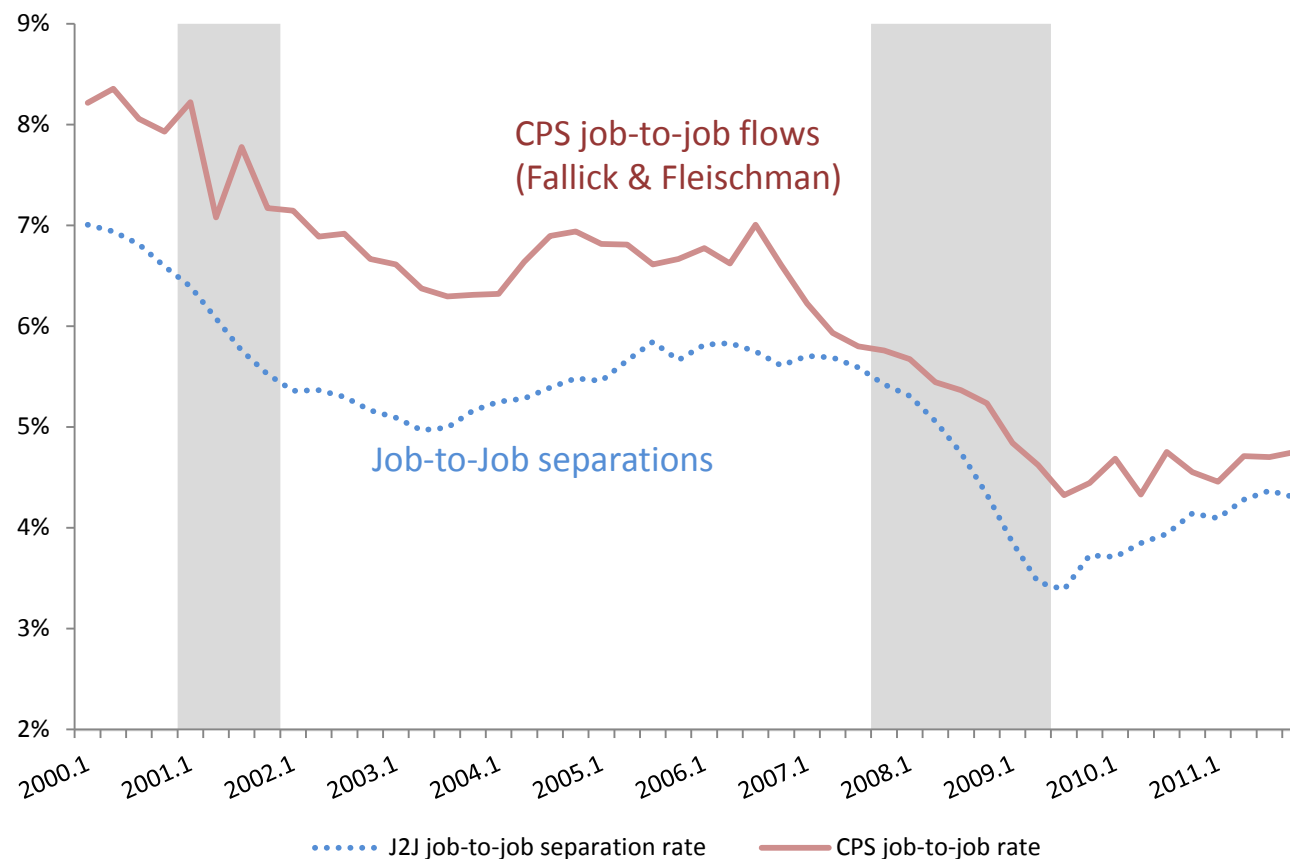
Note: Shaded regions indicate NBER recession quarters. All data are seasonally adjusted. These J2J tabulations do not include planned adjustments to the J2J series to account for partially-missing geography early in the time series.

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.

Some anticipated users J2J data:

Federal policy makers interested in the overall health of the labor market

- 70% of decline in hires in Great Recession was decline in job-to-job moves.

State governors, economic development, and labor market analysts

- concerned about losing workers to job opportunities in other states, more information about own in-migrants
- better targeting trade adjustment labor training

Academic and non-profit researchers

- interested in the reallocation of workers in response to demand shocks