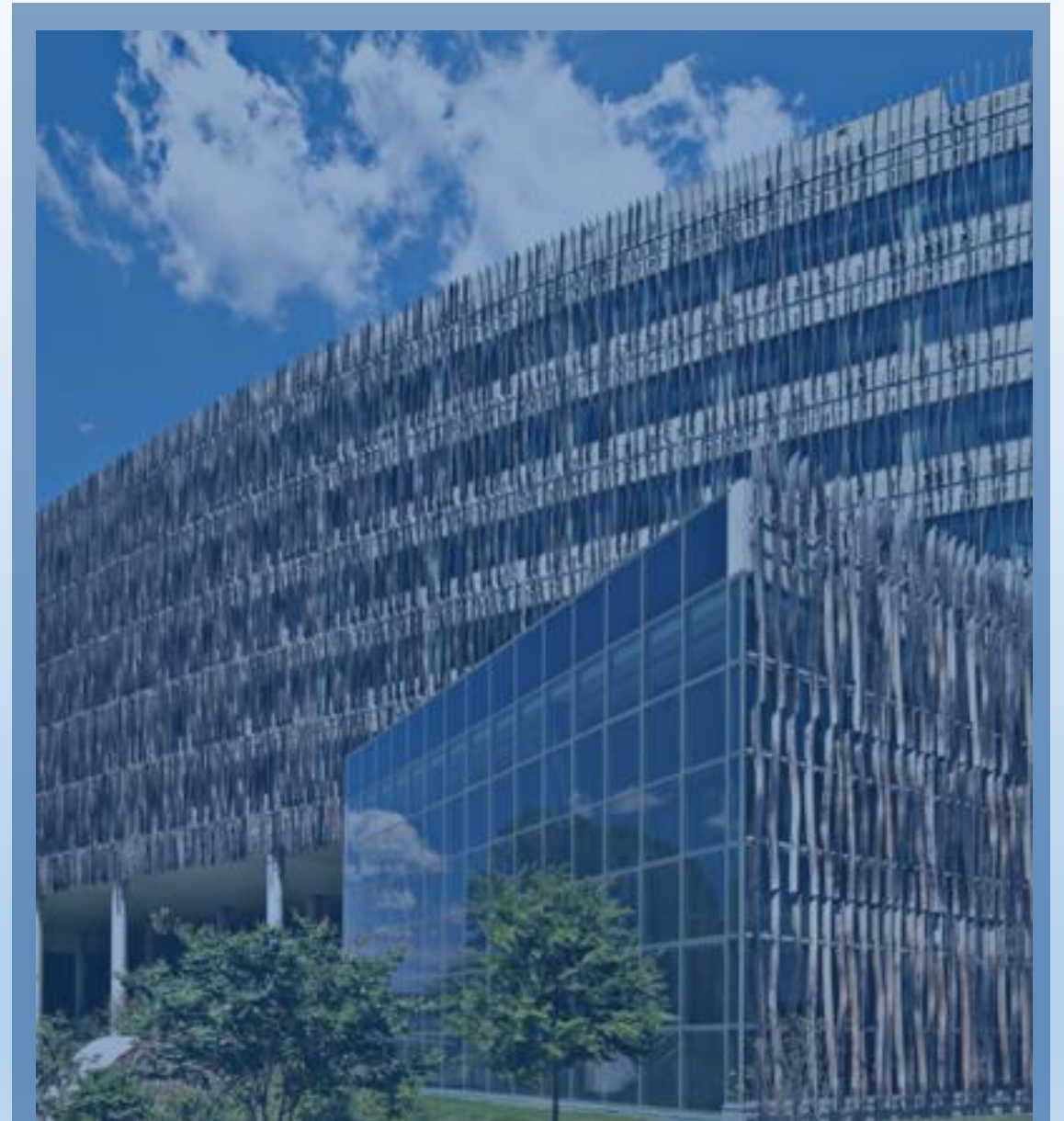# Job-to-Job Flows

April 7, 2022

Joyce Key Hahn
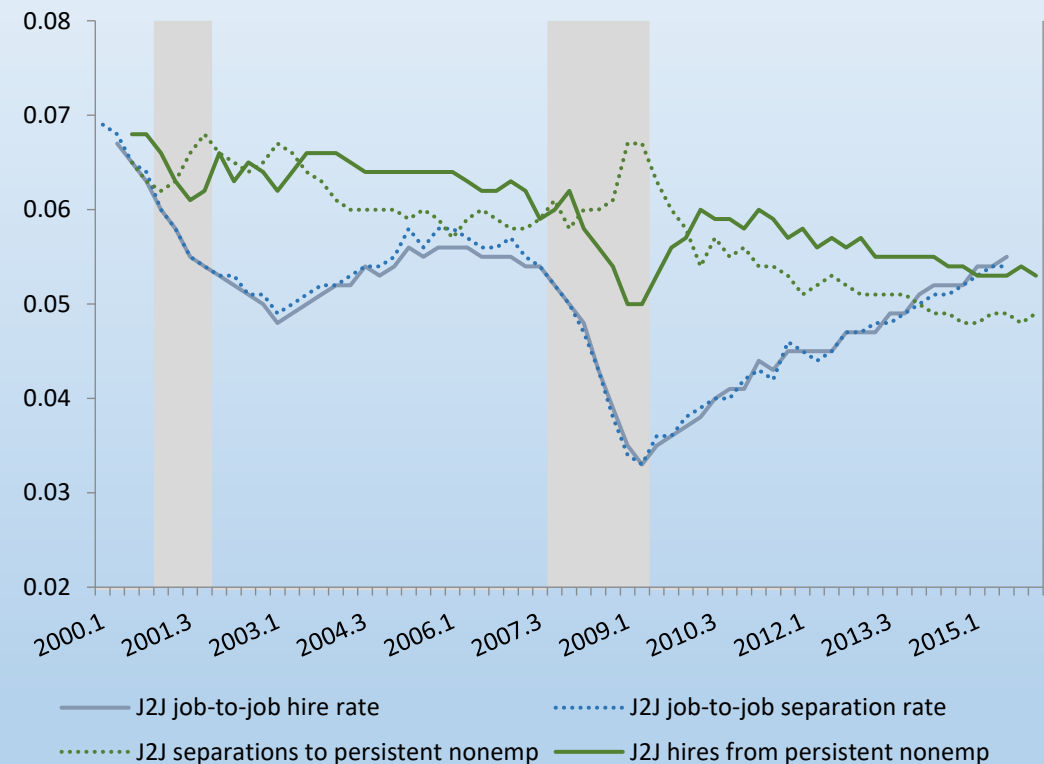**Longitudinal Employer-Household Dynamics**
US Census Bureau

Agenda

1. Our Data Product: Job-to-Job (J2J) Flows
2. Our Application: J2J Explorer
3. Hands-on Exercises
4. Additional Resources
5. Q&A

United States® **Census** Bureau

1. Our Data Product: Job-to-Job (J2J) Flows

Overview

- Job-to-Job Flows (J2J) are national statistics on job mobility in the U.S.

- With these data, users can learn more about workers entering and exiting nonemployment as well as those moving from one job to another.

- It fills an important gap that other available data sources do not currently cover.

Legend:
— J2J job-to-job hire rate
······ J2J job-to-job separation rate
······ J2J separations to persistent nonemp
— J2J hires from persistent nonemp

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.

Overview

- Better understand worker turnover
  - Are separations mostly coming from workers changing jobs or workers transitioning into nonemployment?
  - When workers change jobs, are they switching to new industries or moving to new locations?
- See the impact of job ladders
  - Are job moves leading to workers moving 'up the job ladder' to better paying industries and larger/older employers? Are workers earning more afterwards?
- Look at economic migration across labor markets
  - Which labor markets are losing workers and to where? What industries in a labor market are importing workers and what do these workers look like?

Important Concepts

- Workers can hold more than one job

- The highest paying job is identified as the main job

- If a worker does not have a main job, that worker is defined as non-employed

- To identify worker movements, we compare employment status and main job between the beginning and end of a quarter

Important Concepts

	Employment	
	Beginning of the quarter	*End of the quarter*
Job Stayer *(JobStayS)*	Main Job at Firm A	Main Job at Firm A
Job Changer *(J2J)*	Main Job at Firm A	Main Job at Firm B
Flow from Nonemployment *(NEPersist)*	None	Main Job at Firm B
Flow to Nonemployment *(ENPersist)*	Main Job at Firm A	None

Important Concepts

	Earnings	
	Beginning of the quarter	*End of the quarter*
Job Stayer (JobStayS)	Main Job at Firm A (JobStaySEarn_Orig)	Main Job at Firm A (JobStaySEarn_Dest)
Job Changer (J2J)	Main Job at Firm A (J2JSEarn_Orig)	Main Job at Firm B (J2JSEarn_Dest)
Flow from Nonemployment (NEPersist)	None	Main Job at Firm B (NEHireSEarn_Dest)
Flow to Nonemployment (ENPersist)	Main Job at Firm A (ENSepSEarn_Orig)	None

Data Structure

Core measures (J2J)

- Hires and separations resulting from job change
- Hires from and separations to nonemployment

Rates measures (J2JR)

- Rates calculated by dividing J2J measures by the number of main jobs

Origin-destination measures (J2JOD)

- Subset of hires where the worker separated from their previous main job in the same or previous quarter

Data Structure

J2J & J2JR

	Nationally and by state	By MSA
All firms and workers	X	X
By firm characteristics	X	X
By worker demographics	X	X
By industry by firm characteristics	X	
By industry by worker demographics	X	X

J2J and J2JR tabulations are also available by additional interactions of the characteristics listed above. For a full list of interactions, see section 6.19 in the schema.

Data Structure

J2JOD

	Nationally and by state	By MSA
All firms and workers	X	X
By origin firm characteristics by destination firm characteristics	X	X
By worker demographics	X	X
By origin industry by destination industry by origin firm age/size by destination firm age/size	X	
By origin industry by destination industry by worker demographics	X	X
J2JOD tabulations are also available by additional interactions of the characteristics listed above. For a full list of interactions, see section 6.19 in the schema.		

Data Availability

- Released quarterly
- J2J and J2JR
  - *National data*: 2000Q2 to the latest available quarter (currently, 2021Q1)
  - *State data*: Varies; see table for the latest available quarter
  - *MSA data*: See the METRO metadata file on the LEHD website
- J2JOD
  - *National and state data*: Availability may be outside of the ranges shown in the table
  - *MSA data*: See the METRO metadata file

Region	Latest Quarter
National	Latest Available
Most States + DC	Latest Available
Alaska	2016Q1
Arkansas	2018Q1
Colorado	2020Q2
Kansas	2020Q3
Louisiana	2020Q3
Mississippi	2018Q3
Missouri	2020Q3
Oklahoma	2020Q3
Tennessee	2018Q1

How to Access J2J Data

|		
Explore the data, answer questions, or get visualizations	➤	J2J Explorer
Bulk data for use in analysis process/software	➤	Raw Data Download
Live queries for building web applications	➤	*Future Development*

How to Access J2J Data

2. | Our Application:
J2J Explorer

J2J Explorer

- 6 visualization modules with a flexible dashboard interface

- 67 employment and earnings indicators (11 recommended indicators shown by default)

- Ranking and normalization functionalities in addition to detailed filter options
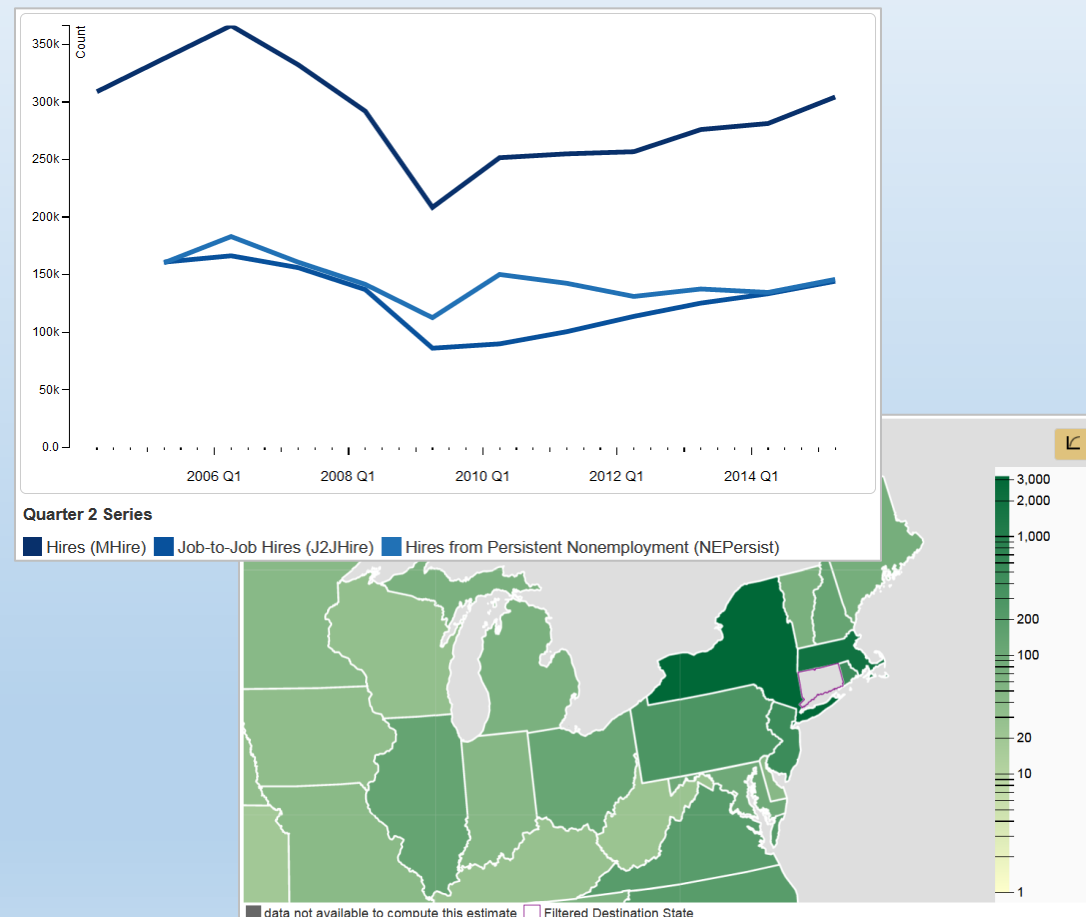
J2J Explorer

- Analyze/report by origin and destination geographies at the national, state, and MSA level

- Analyze/report by origin and destination firm characteristics (i.e. industry, firm age, and firm size)

- Analyze/report by worker demographics: age, earnings, race, ethnicity, educational attainment, and sex

- Ability to cross worker demographics with firm characteristics
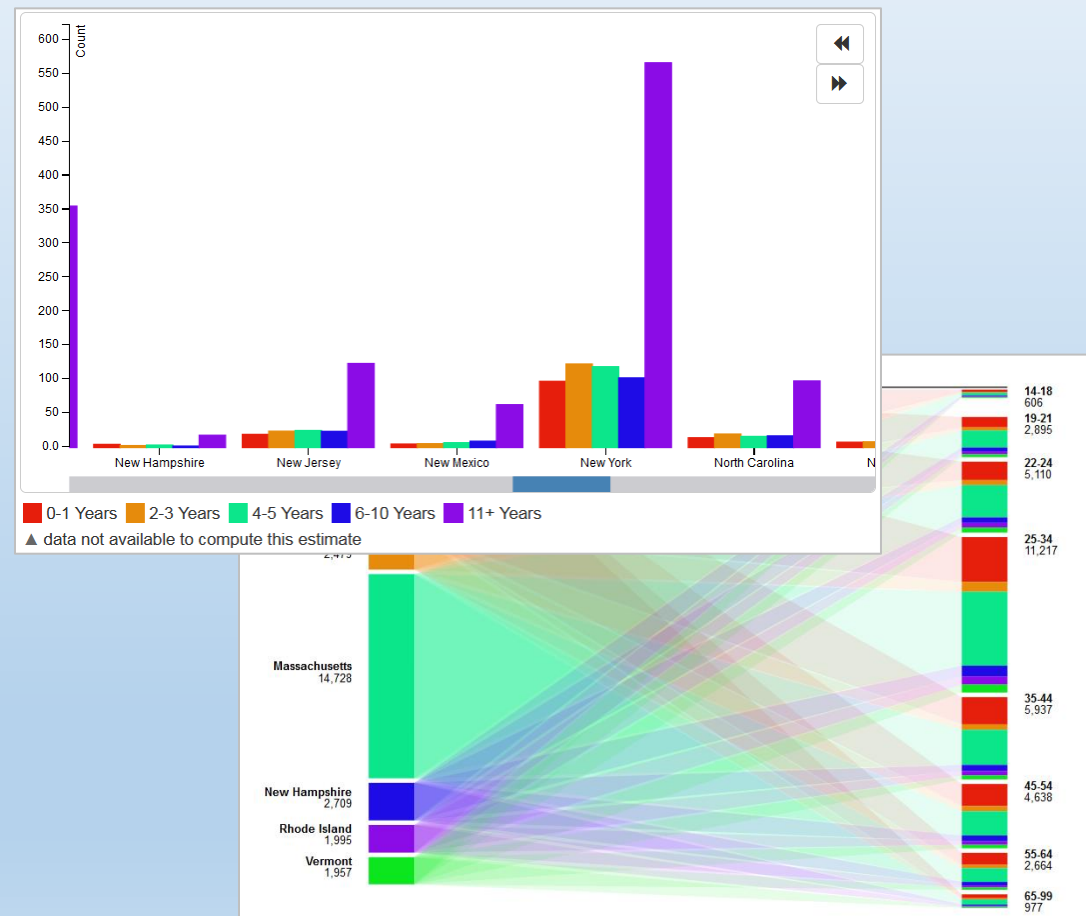
J2J Explorer

- Unique, shareable links

- Export reports to Excel or CSV

- Data updated quarterly

J2J Explorer

3. | Hands-on Exercises

Exercise 1

Imagine you're working on labor & workforce development issues.

You want to see where workers are going when they leave jobs in a particular MSA.

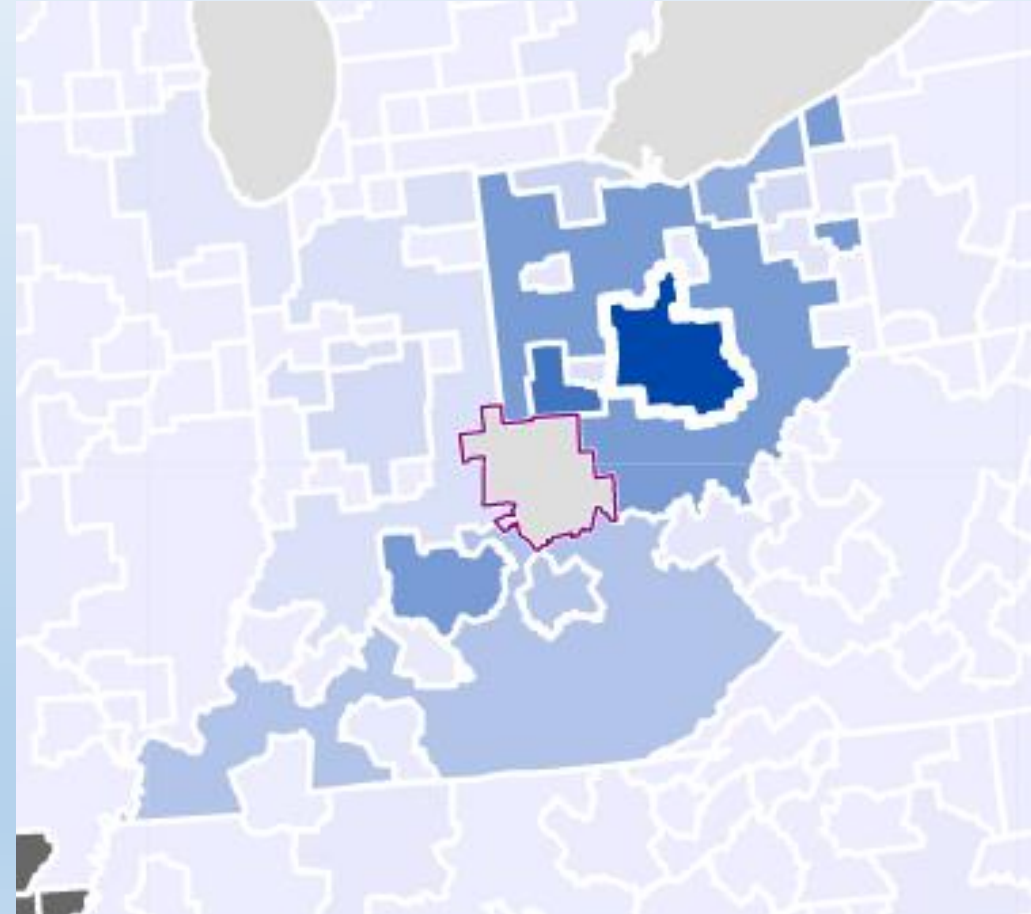To do this, let's start with the Guided Entry.

Exercise 1

1. Start Here

- Change to *Separations from*
- Select *Cincinnati, OH-KY-IN*
- Leave *All NAICS Sector*

2. Then Choose an Analysis

- Under *Analysis of Job-to-Job Flows*, go to *To (Destination Job)* side and select *Which Metro Areas?*

Exercise 1

- Change to other visualizations:
  - Look at the table and sort to get a list of the most common destination MSAs
  - Look at the bar chart and use the *Ranking* function to see the top ten destination MSAs
  - Look at the line chart to get a time series of the top ten destination MSAs
    - Notice the *Ranking* function needs to be reset
- Play with the filters
  - Look at female workers
  - Look at female prime-aged workers
  - Reset sex and age group filters and look at other worker demographic groups
  - Look at an origin or a destination industry of your choice

Exercise 2

Opinion: The Great Resignation is also the Great Retirement of the baby boomers. That's a problem.

By Helaine Olen
Columnist | + Follow

February 18, 2022 at 6:10 a.m. EST

Listen to article 4 min

A sign at a restaurant on Feb. 4 in Los Angeles. (Frederic J. Brown/AFP/Getty Images)

Mario Valadez, now 67, hadn't intended to stop working yet. Starting as a busboy at 16, he had moved from one Los Angeles-area dining establishment to another, eventually working his way up to restaurant manager. When he lost a position in January 2020, he thought it would be a temporary pause.

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The Great Retirement: Who Are the Retirees?

January 04, 2022

By William M. Rodgers III, Lowell Ricketts

This Institute for Economic Equity spotlight on the labor market focuses on the continued exit from the labor force of workers, primarily those age 65 and older. Our estimates from the monthly Current Population Survey indicates that there are 3.3 million or 7% more retirees as of October 2021 than in January 2020.

Exercise 2

The Washington Post
Democracy Dies in Darkness

Business

Millions of baby boomers have left the workplace since 2020. Are they coming back?

For many older workers, the coronavirus pandemic forced a rethink about the nature and meaning of work. The Washington Post spoke to seven Americans who were forced out of or fled their jobs before the full retirement age of 67 — and are weighing their options.

By Sue Hertz
February 25, 2022 at 7:00 a.m. EST

🎧 Listen to article 18 min

Tony Byers relaxes by the pool at his home on Feb. 19, 2022, in Jinotepe, Nicaragua. (Oswaldo Rivas/For The Washington Post)

Call it a pause. Call it a timeout. Call it anything but retirement.

Despite the millions of older workers who have fled the labor force in the past two years, few have signaled a permanent exit. Whether they were ejected from their jobs or left voluntarily, most have yet to tap their Social Security benefits, explaining in surveys that they may yet reenter

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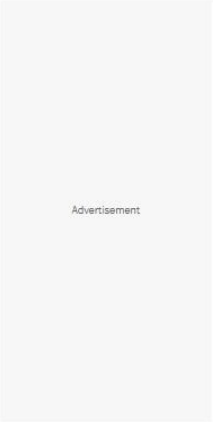
ECONOMIC RESEARCH
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ECONOMIC SYNOPSES

RETURN TO ALL ARTICLES

2021, No. 25   *Posted 2021-10-15*

The COVID Retirement Boom

by **Miguel Faria e Castro**

The labor force participation rate[1] registered its largest drop on record in 2020, falling from 63.2 percent in the fourth quarter of 2019 to 60.8 percent in the second quarter of 2020.[2] By the second quarter of 2021, the rate had recovered slightly, to 61.6 percent, but was still 1.6 percentage points below its pre-pandemic level—indicating that as of that quarter, roughly 4.2 million people had left the labor force.
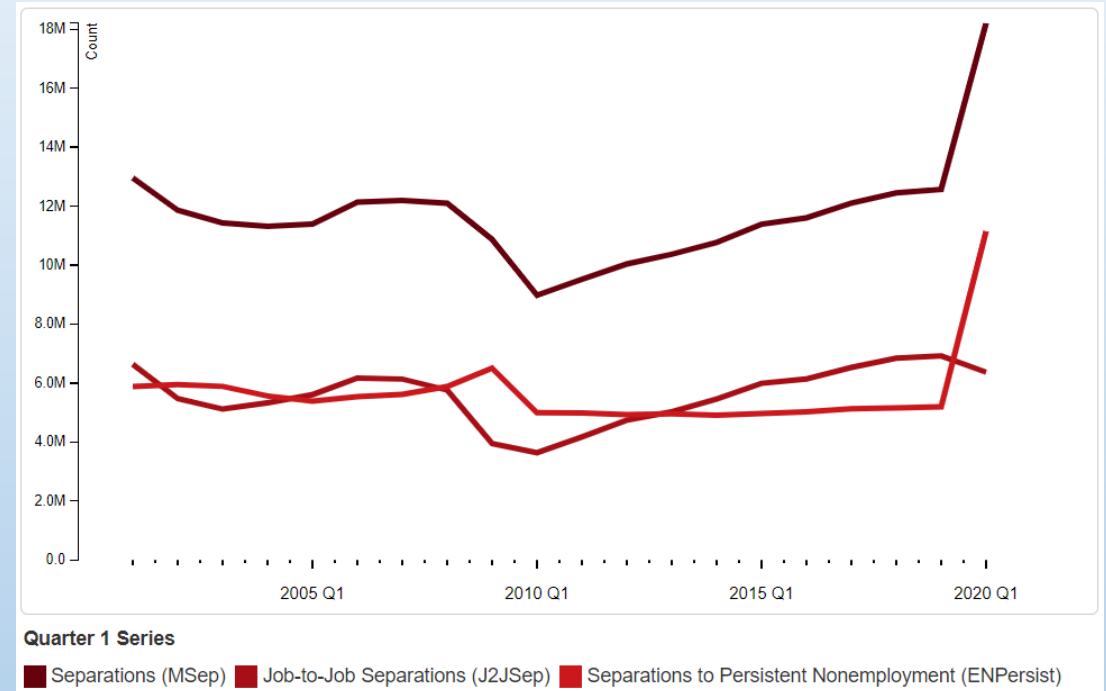
Exercise 2

1. Start Here

- Change to *Separations from*
- Select *National (50 States + DC)*
- Leave *All NAICS Sector*

2. Then Choose an Analysis

- Under *Analysis of Separations Over Time*, select the first link

Quarter 1 Series

■ Separations (MSep)   ■ Job-to-Job Separations (J2JSep)   ■ Separations to Persistent Nonemployment (ENPersist)

Exercise 2

- Go to the bar chart
- Change Group to None
- Change Indicator to ENFullQ
- Change X-axis to Sex
- Change Year/Quarter to 2020Q1

- Change X-axis to Origin NAICS Sector
- Change Group to Sex
- Use Ranking function to show the top ten, first by male then by female
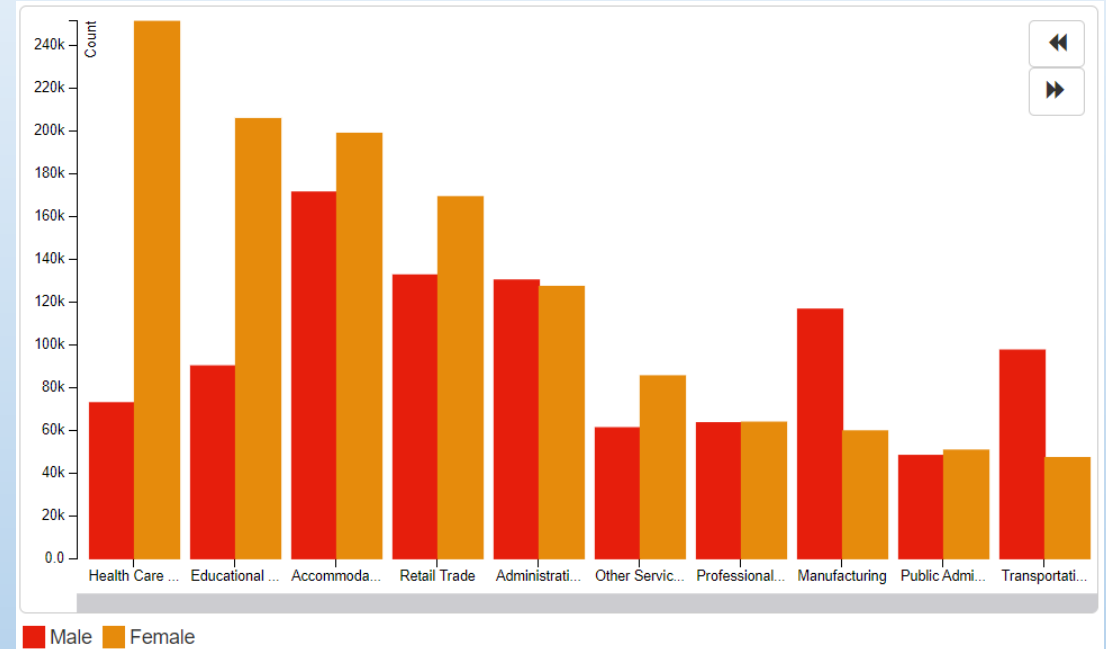
Exercise 2

- Go to the line chart

- Change Indicator to *J2J*

- Select all years and quarters

- Change Origin NAICS Sector to the *Accommodations* sector

- Change Origin State to *Illinois* (National data is currently N/A)

- Use Ranking function to show the top ten destination NAICS sectors for 2020Q1
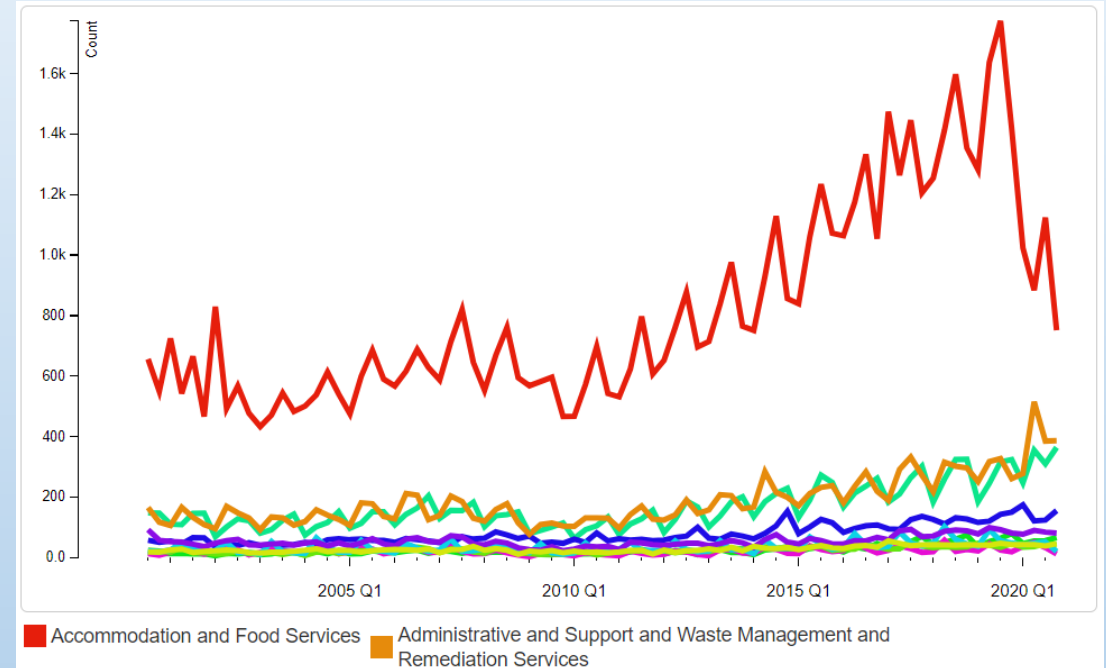
Exercise 2

- Go to the bar chart

- Change Group to *Earnings OD Indicators*
  - Select J2JSEarn_Orig and *J2JSEarn_Dest*

- Change Year/Quarter to a *Quarter 1 Series* for the past five years

- BONUS: Change Destination NAICS Sector to an industry of your choice
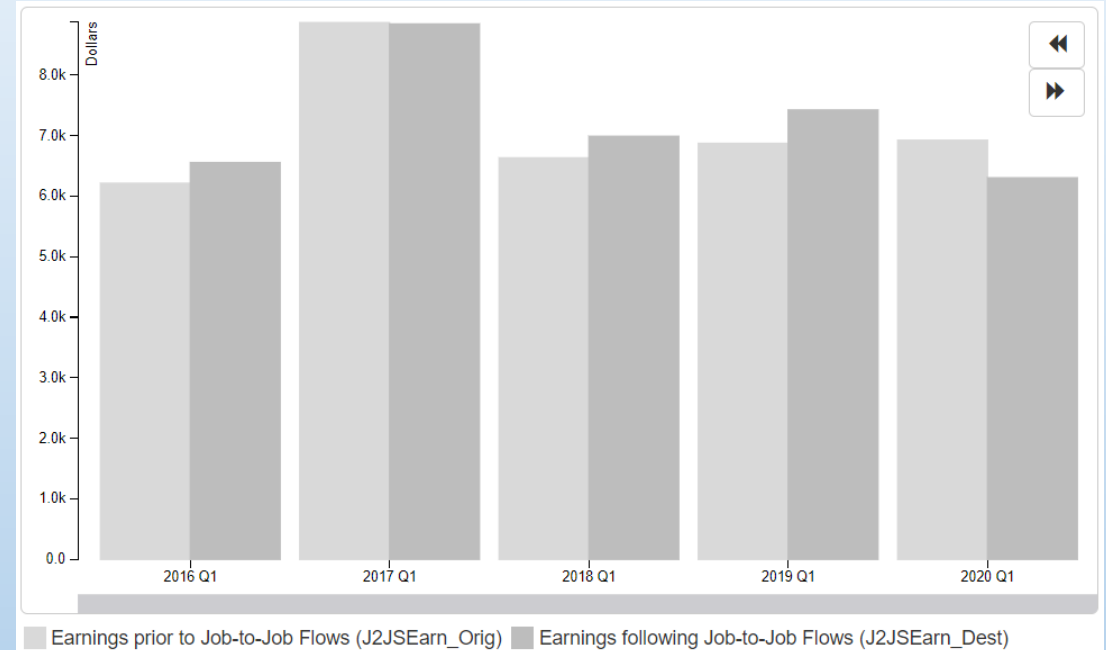
Exercise 3

The Washington Post
Democracy Dies in Darkness

Business · Perspective

The 'Great Reshuffle': A costly, ineffective fix for understaffed schools, hospitals and businesses

Volunteers are willing to pitch in during an emergency, but hiring substitutes and reassigning employees are not long-term solutions

By Karla L. Miller
Columnist

February 10, 2022 at 7:00 a.m. EST

(iStock)

Every job has some "and other duties as needed" expectations that fall outside the official description. With layoffs, illnesses, resignations and other losses due to the coronavirus pandemic, many desperate employers are leaning heavily on that "other duties" clause to fill staffing gaps, asking employees to handle additional tasks that are significantly different from their daily jobs.

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NEA News

Survey: Alarming Number of Educators May Soon Leave the Profession

We know what it will take to address this crisis. Elected officials must act now to prevent a mass exodus of teachers and other school staff over the next few years.
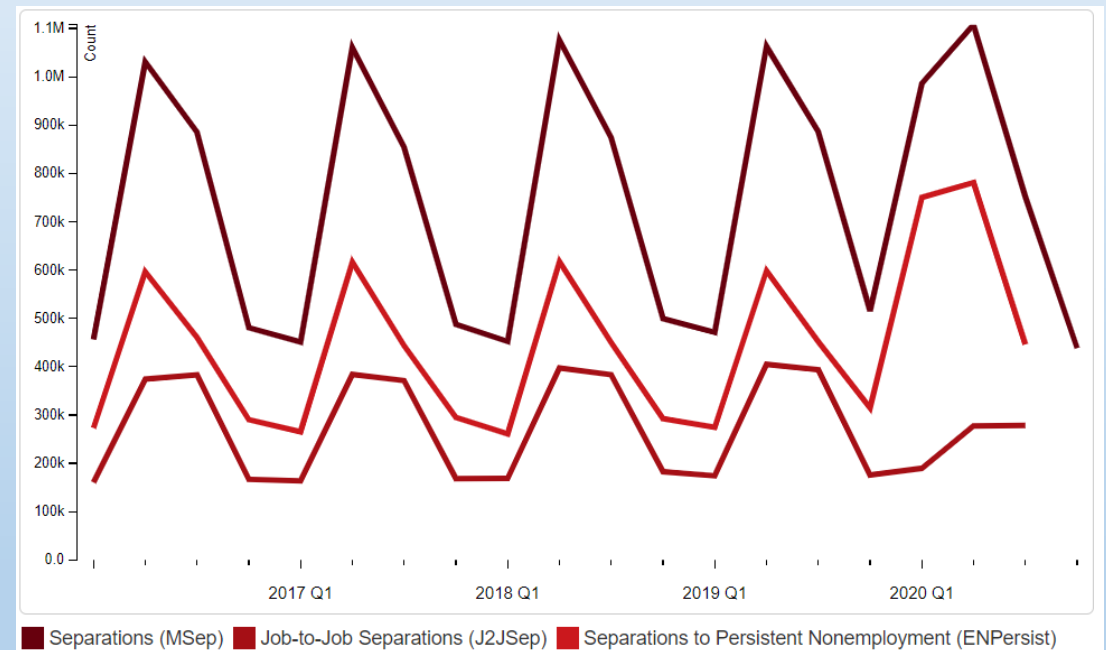
Exercise 3

1. Start Here

- Change to *Separations from*
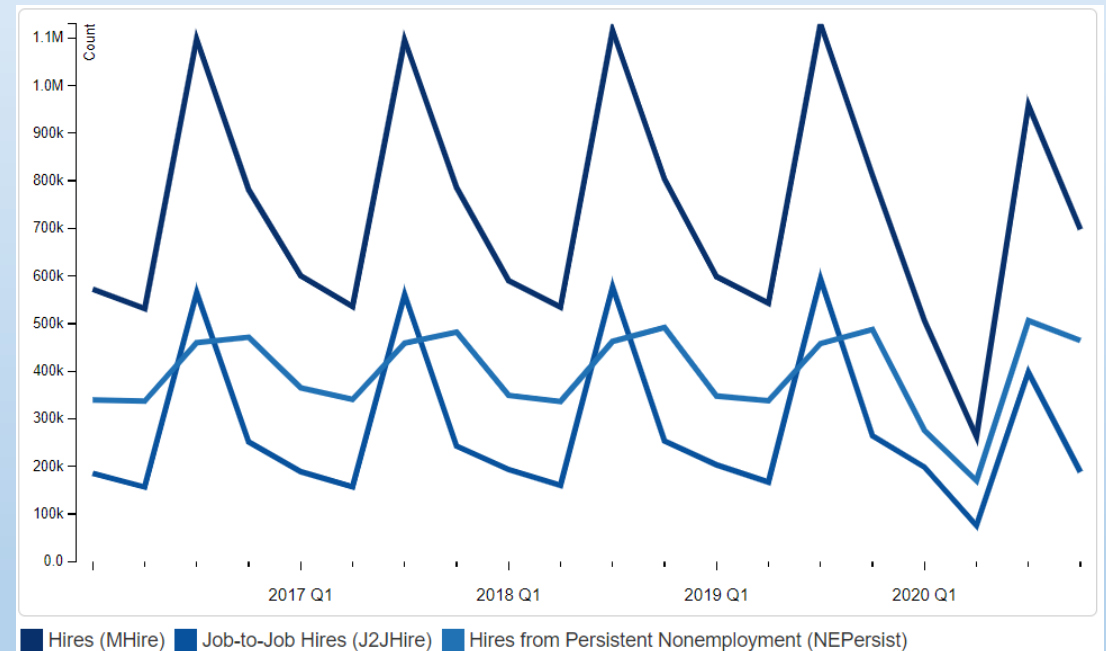- Select *National (50 States + DC)*
- Select *Educational Services*

2. Then Choose an Analysis

- Under *Analysis of Separations Over Time*, select the first link
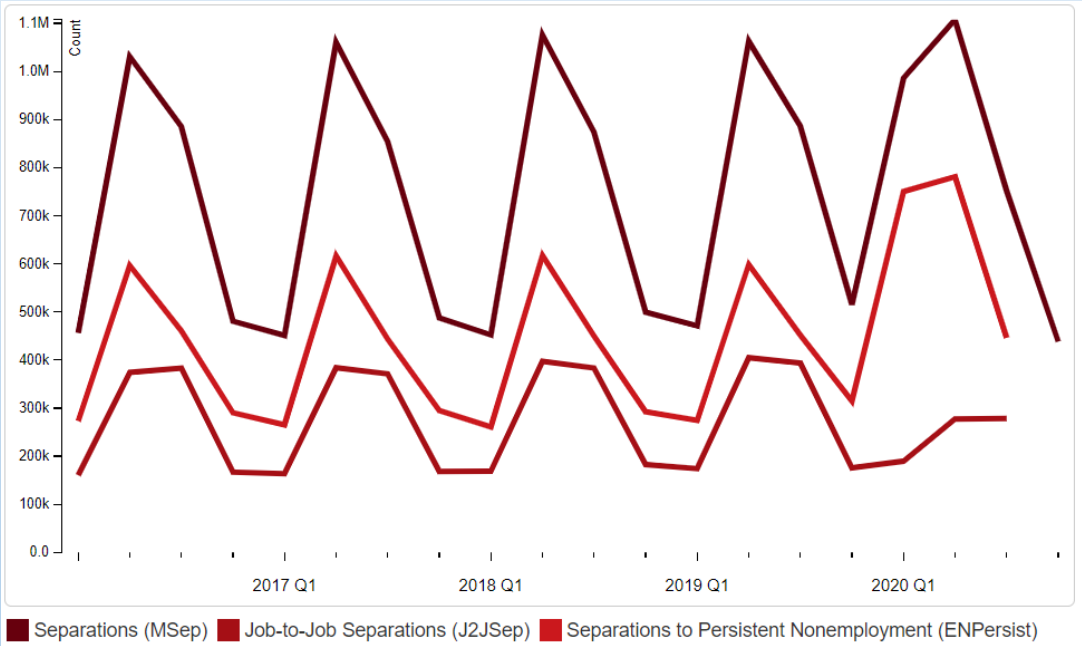
Exercise 3

- Use the link under Group to change the indicators to:
  - *Hires*
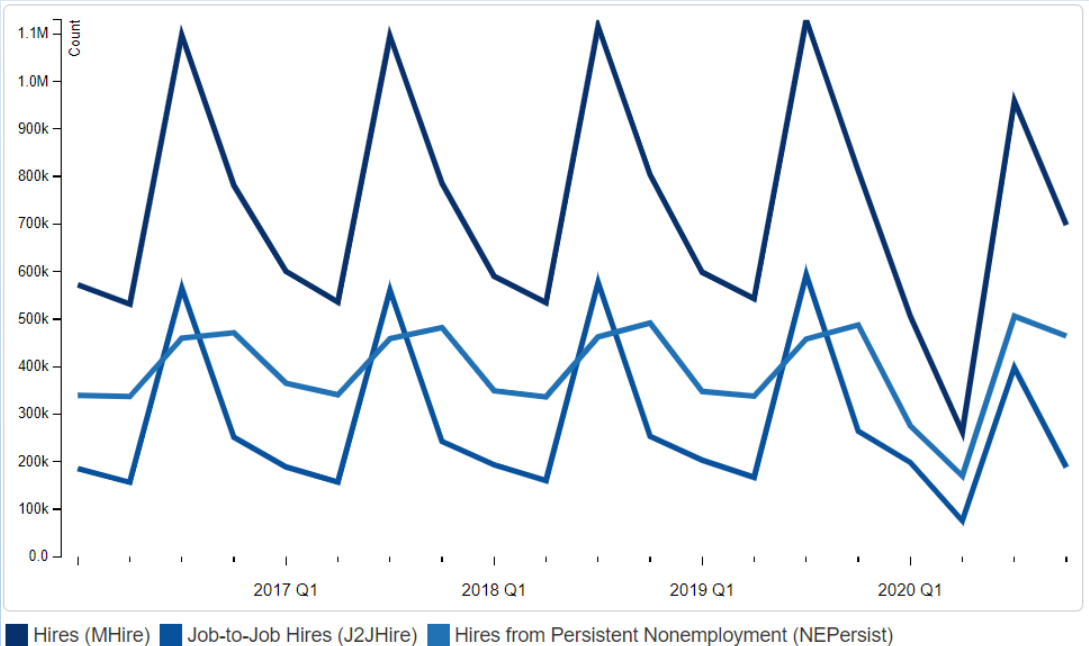 - *Job-to-Job Hires*
  - *Hires from Persistent Nonemployment*

Exercise 3

Separations

Hires

4. Additional Resources

Help and Documentation

- J2J Data Product
  - [Job-to-Job Flows Data Notices](#)
  - [Job-to-Job Flows: Quick Start Guide](#)
  - [J2J 101](#)
  - [Job-to-Job Flows: New Statistics on Worker Reallocation and Job Turnover](#)
  - [Job-to-Job Flows: Data Dictionary and Schema](#)
  - [Job-to-Job Flows Variable Relatedness](#)

- J2J Explorer
  - [LEHD J2J Explorer Help and Documentation - Longitudinal Employer-Household Dynamics (census.gov)](#)

5. | Q&A

Email:
ces.j2j.feedback@census.gov