

Transitioning from JOLTS to QWI: A Framework for State Labor Market Analysis

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Motivation

Why this transition matters for state labor market analysis?

- State workforce policy requires **local, actionable, and regularly updated** labor market intelligence.
- BLS is transitioning state-level Job Openings and Labor Turnover (JOLTS) from monthly to **annual releases**.
- This shift creates a need for alternative indicators to support timely state labor market monitoring.
- QWI offers an administrative-data framework for tracking **labor demand, worker flows, earnings, and employment stability** across industries and regions.
- This presentation develops a QWI-based framework for monitoring **New Jersey's labor market conditions**.

Why QWI for State Analysis?

QWI transforms administrative wage records into a **practical** labor market intelligence system.

What QWI measures

- Labor demand
- Worker flows and turnover
- Earnings and job quality
- Geographic detail
- Firm characteristics
- Worker demographics

Why it matters for states?

- **Complements** less frequent state-level JOLTS with detailed administrative indicators
- Provides **near-universe** employer coverage
- Captures county- and industry-level labor market conditions
- Tracks real hiring and separation behavior
- Supports workforce planning and labor shortage monitoring

Labor Demand

QWI measures realized labor demand through job creation, job destruction, and net job creation.

Covid-19 Triggered the Largest Labor Demand Shock in New Jersey

Job Creation and Destruction Rates Dynamics, 2010-2025

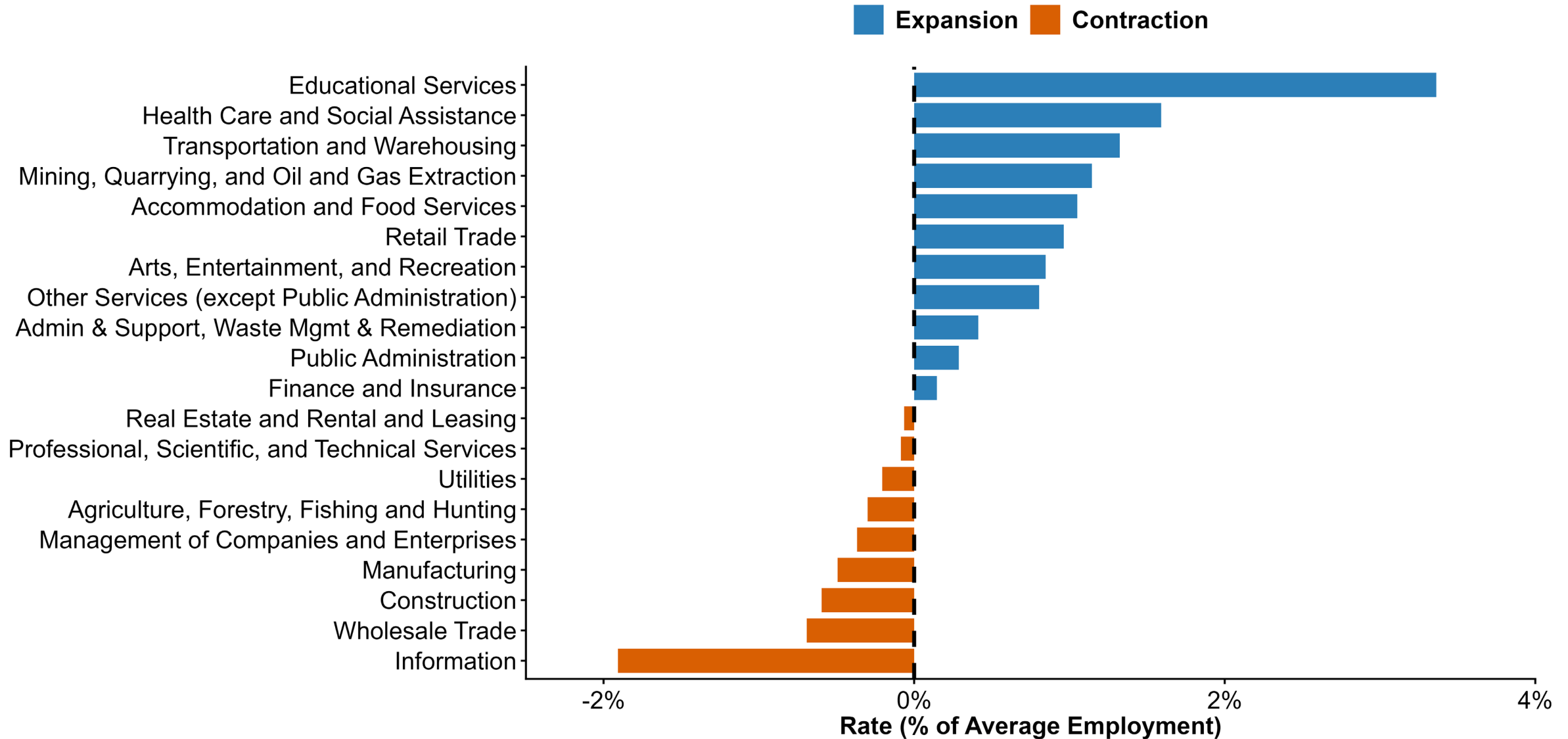
— Job Creation Rate — Job Destruction Rate — Net Job Creation Rate



Prepared by New Jersey Department of Labor and Workforce Development, Division of Economic and Demographic Research.
Source: U.S. Census Bureau, Quarterly Workforce Indicators (QWI).

Job Growth in New Jersey is Driven by Education and Health Services

Net Job Creation Rate by Industry, 2025 Q1



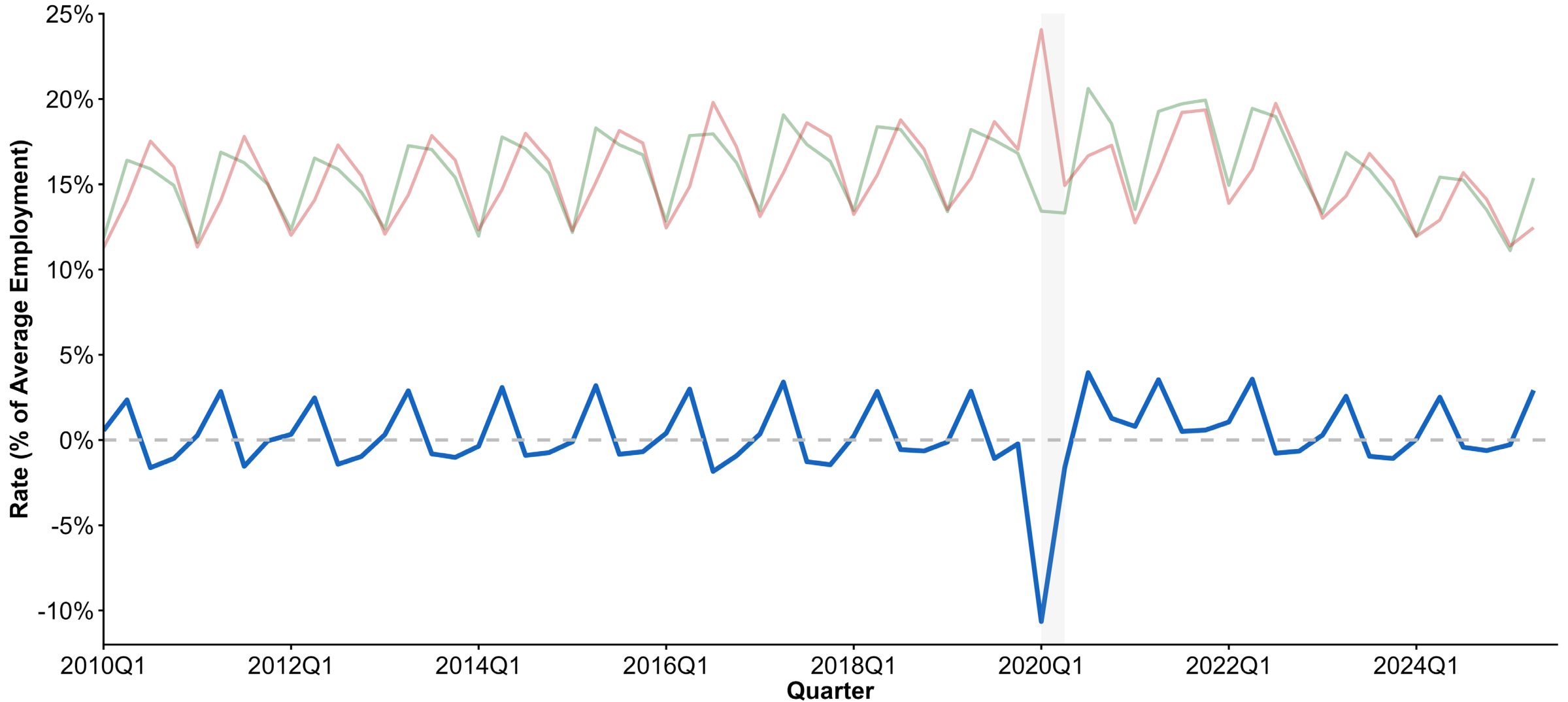
Worker Flows

QWI shows how hiring, separations, and turnover shape the labor market beneath headline employment growth

Worker Turnover Became Significantly More Volatile During the Pandemic, New Jersey

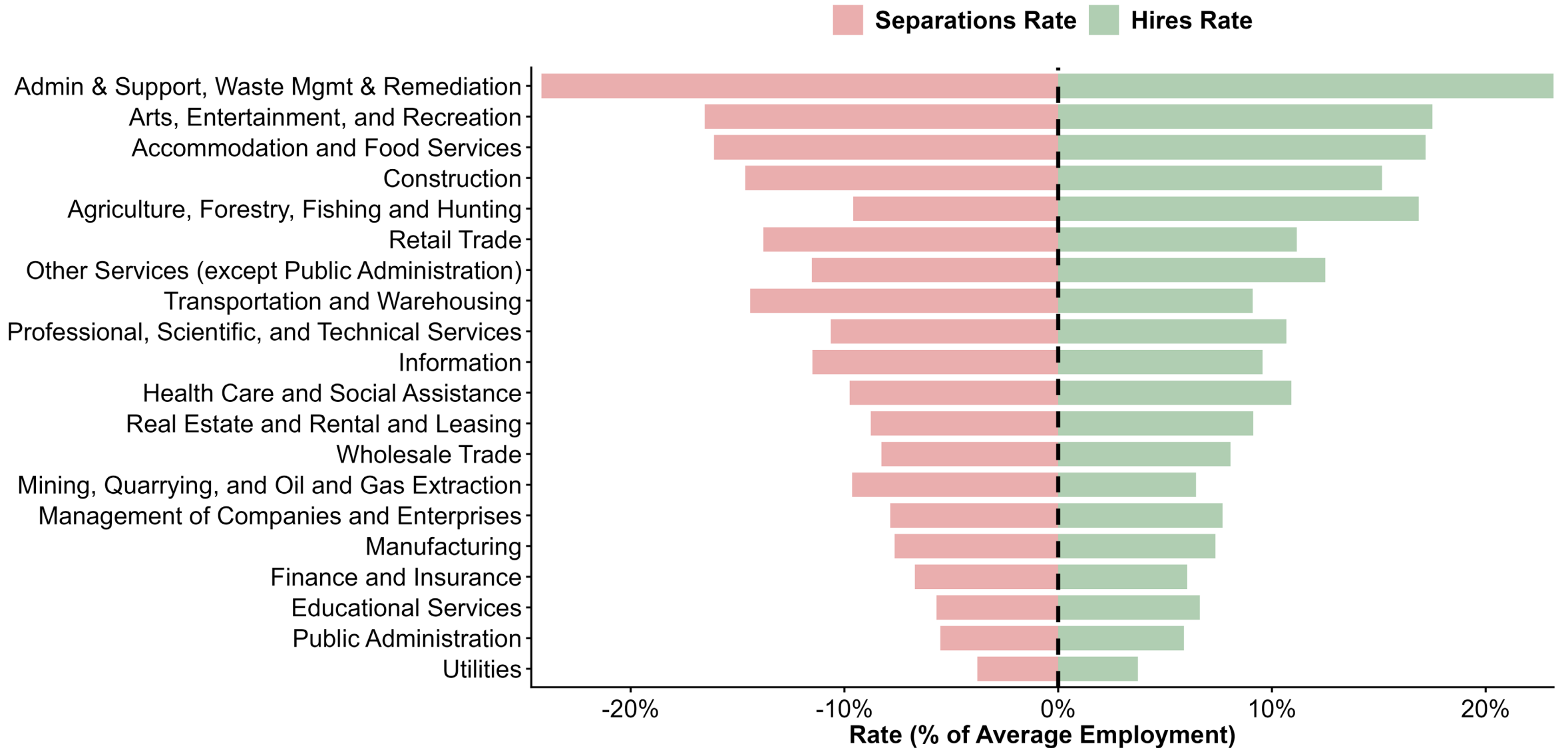
Worker Flows Dynamics, 2010-2025

Hires Rate Separations Rate Net Hires Rate



Worker Flows Remain Highest In Seasonal And High-Turnover Industries In New Jersey

Hires and Separations Rates by Industry, 2025 Q1

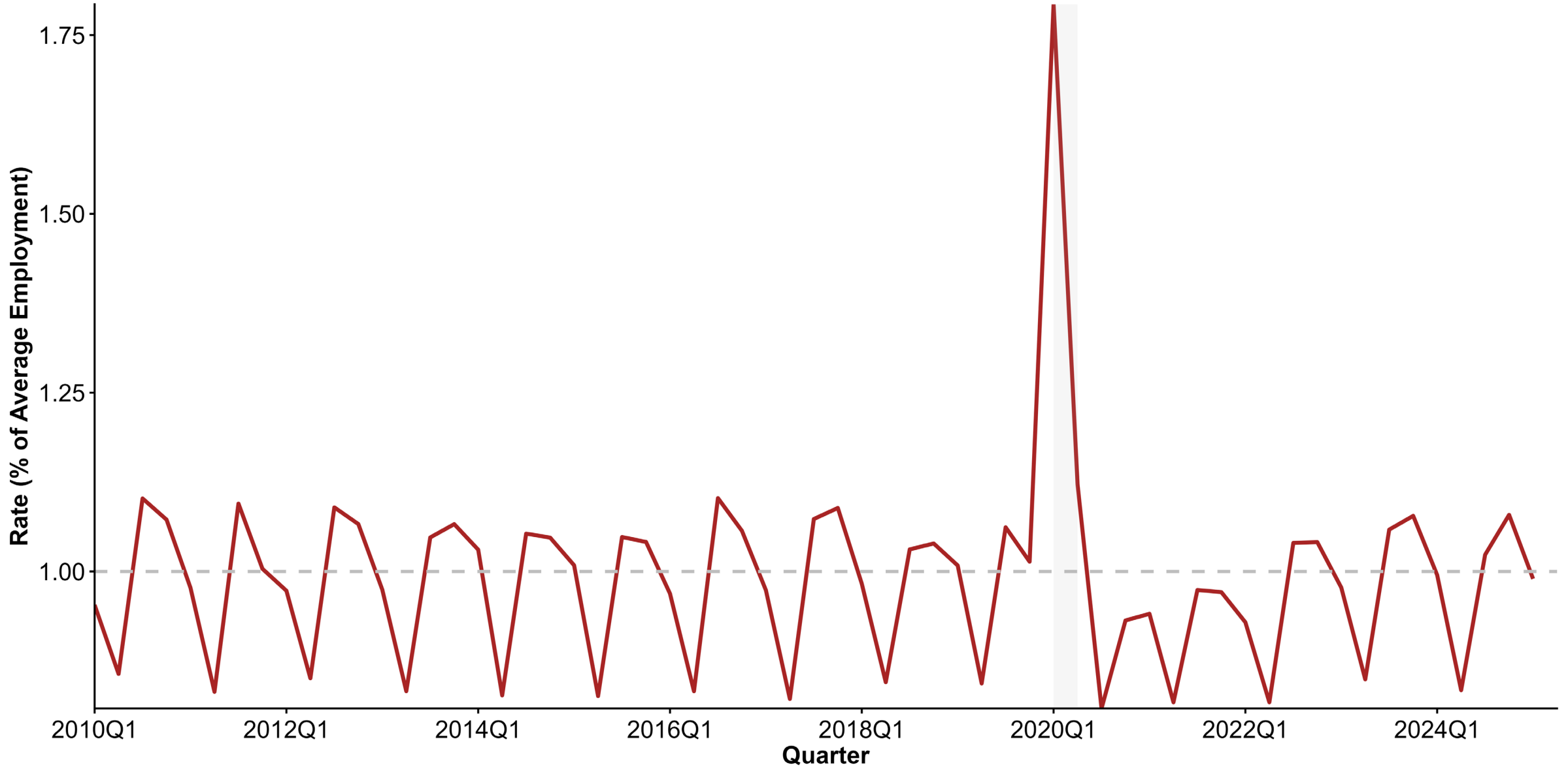


Employment Stability

Distinguishes between stable employment relationships and high labor market churn

New Jersey's Labor Market Became Less Stable During the Pandemic

Separation-to-Hire Ratio, 2010-2025



Prepared by New Jersey Department of Labor and Workforce Development, Division of Economic and Demographic Research.
Source: U.S. Census Bureau, Quarterly Workforce Indicators (QWI).

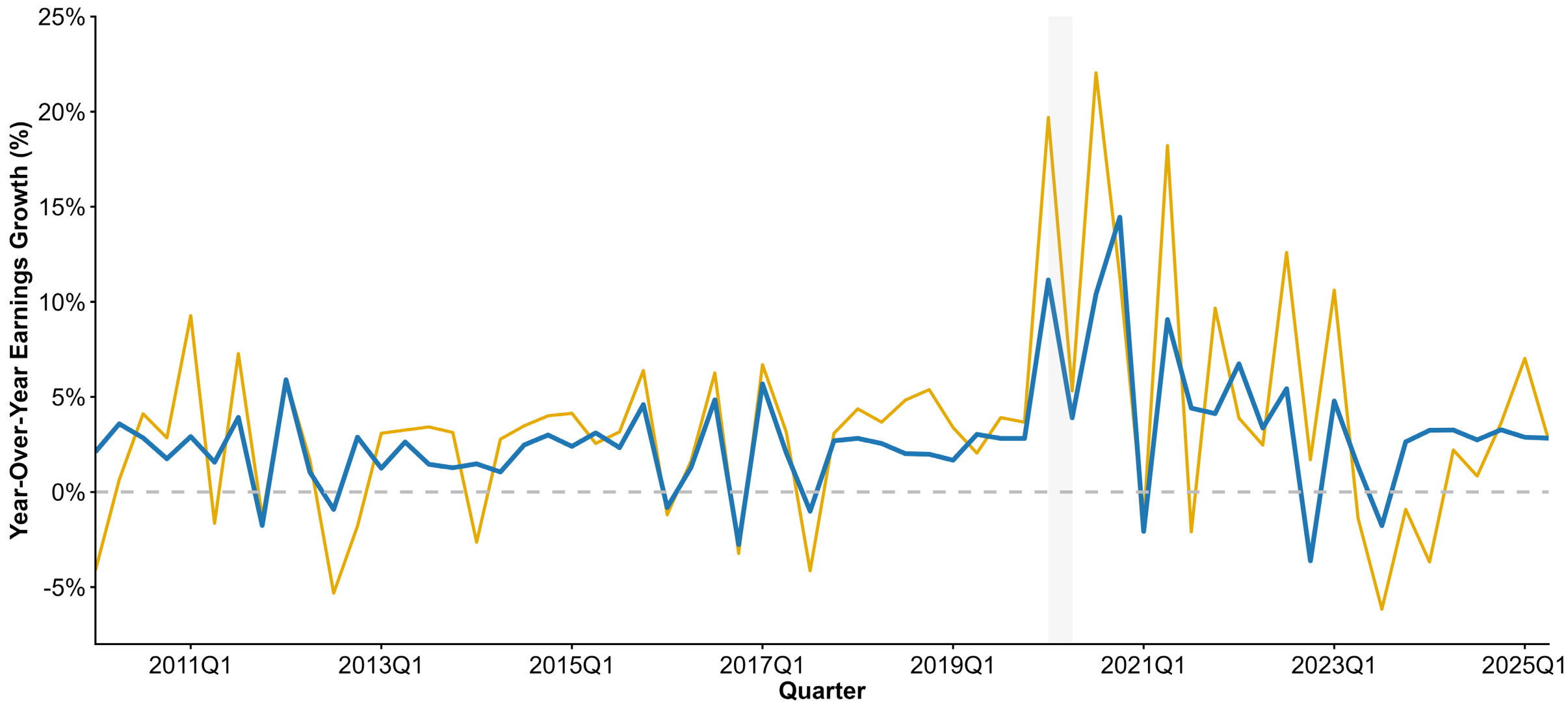
Wages and Job Quality

Captures price signals in the labor market

New Hires Earnings Respond More Strongly to Labor Market Conditions in New Jersey

Earnings Growth Dynamics, 2010-2025

— All Workers Earnings Growth — New Hires Earnings Growth



Prepared by New Jersey Department of Labor and Workforce Development, Division of Economic and Demographic Research.
Source: U.S. Census Bureau, Quarterly Workforce Indicators (QWI).

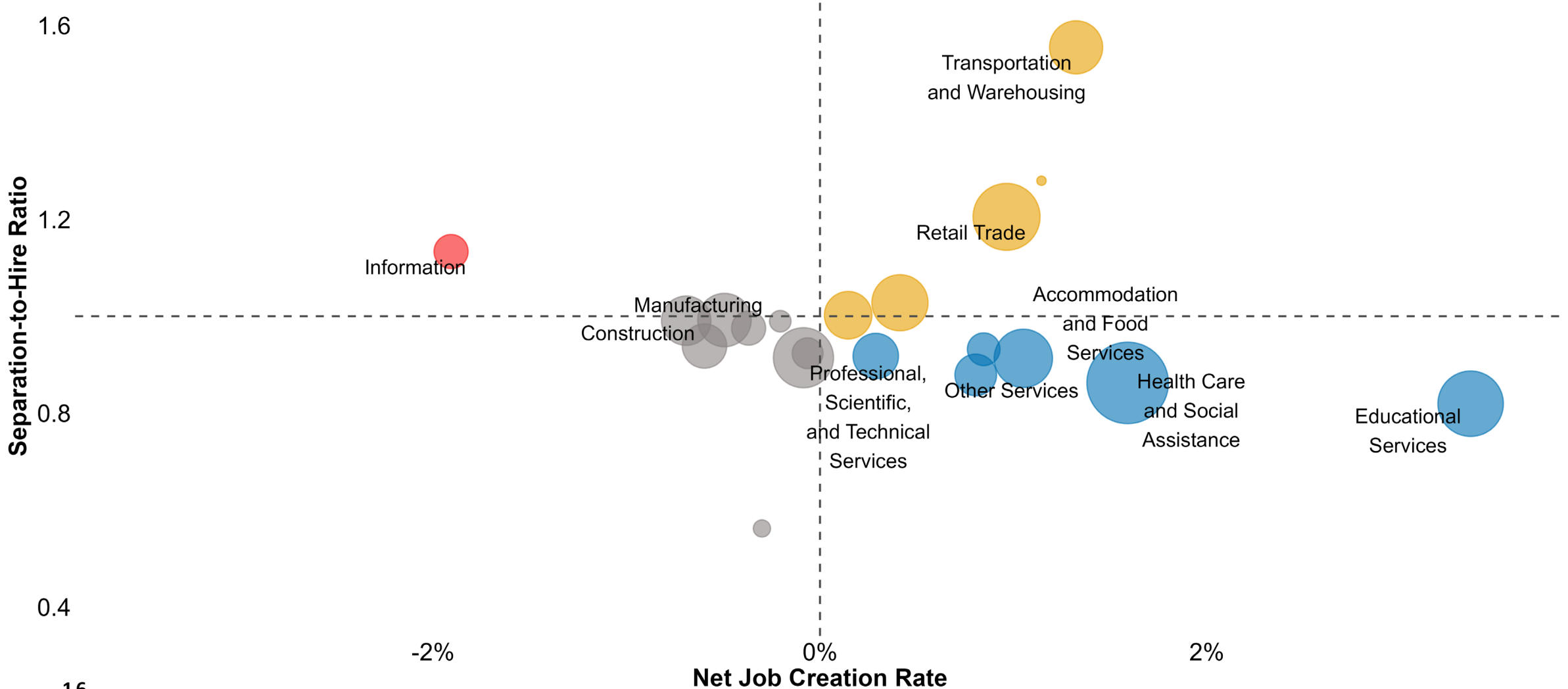
Labor Market Diagnostics

QWI indicators can classify regions and industries by employment growth, hiring intensity, stability, and wage pressure

Industry-level Labor Market Conditions

New Jersey, 2025 Q1

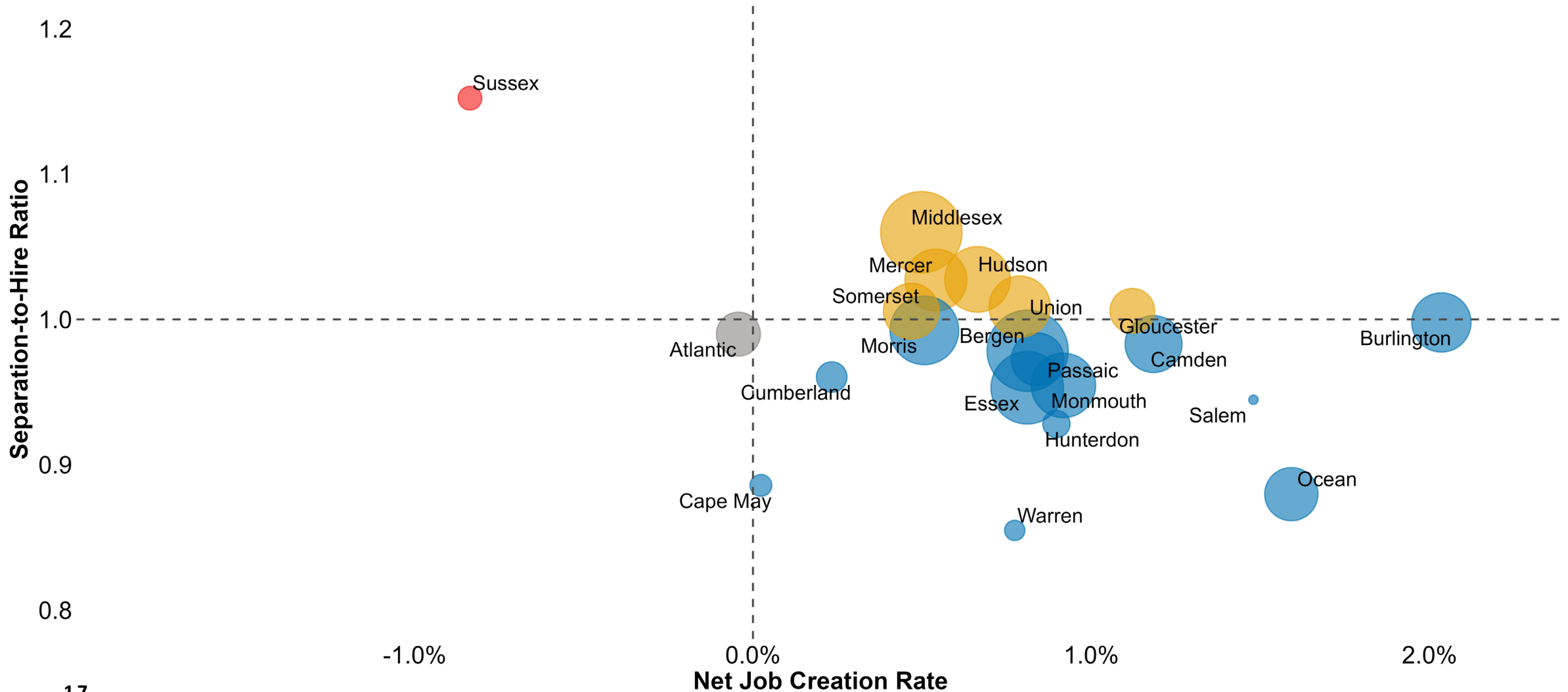
● Tight Expansion ● Unstable Growth ● Stable but Weak ● Constriction



County-level Labor Market Conditions

New Jersey, 2025 Q1

● Tight Expansion ● Unstable Growth ● Stable but Weak ● Constriction





2025-2026 NJDOL PUBLICATIONS

- [Real-Time Insights: Analysis of Job Posting Data in New Jersey for Q1 2026](#) (April 2026)
- [Labor Market Spotlight - Celebrating the Accomplishments of Women](#) (Issue No. 31, Volume 4: March 2026)
- [Labor Market Spotlight - Celebrating Black History Month: A Profile of New Jersey's Black or African American Residents](#) (Issue No. 30, Volume 4: February 2026)
- [County Brief: Labor Market Facts](#)
- [Middlesex County Reports](#) (February 2026)
- [NJ Fortune 500 Companies Landscape](#) (January 2026)
- [New Jersey's Construction Sector](#) (Winter 2026)
- [New Jersey's Leisure and Hospitality Sector](#) (Winter 2026)
- [New Jersey's Retail Trade Sector](#) (Winter 2026)
- [New Jersey's Technology Sector](#) (Winter 2026)
- [New Jersey's Transportation, Distribution, & Logistics \(TDL\) Sector](#) (Winter 2026)
- [Identifying and Tracking Emerging Occupations in New Jersey's Key Sectors](#) (January 2026)
- [New Jersey's Manufacturing Sector](#) (Winter 2025)
- [County Brief: Labor Market Facts](#) (December 2025)
- [Labor Market Spotlight - Postsecondary Instructors Vs. Related Occupations: How Do They Compare?](#) (Issue No. 29, Volume 3: December 2025)
- [Job Openings and Labor Turnover Survey \(JOLTS\)](#) (November 2025)
- [Labor Market Spotlight - Celebrating New Jersey's Veterans](#) (Issue No. 28, Volume 3: November 2025)
- [Labor Market Spotlight - New Jersey's Waterways Help Keep the Economy Flowing](#) (Issue No. 27, Volume 3: October 2025)
- [New Jersey Employment Situation](#) (September 2025)
- [New Jersey Building Permits](#) (August 2025)
- [New Jersey's Life Sciences Sector](#) (Fall 2025)
- [Labor Market Spotlight - The Industries Powering New Jersey's Special Moments](#) (Issue No. 26, Volume 3: August 2025)
- [New Jersey's Health Care Sector](#) (June 2025)
- [New Jersey Business Employment Dynamics](#) (May 2025)
- [Survey of Occupational Injuries and Illnesses \(SOII\)](#) (April 2025)
- [Labor Market Spotlight - Fortune 500 Companies](#) (Issue No. 25, Volume 3: March 2025)
- [Labor Market Spotlight - Young Adult Workforce](#) (Issue No. 24, Volume 3: January 2025)

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