

# JOLTS

## Establishment & Firm Size Data

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Job Openings & Labor Turnover Survey (JOLTS)



# Agenda

- History of JOLTS
- JOLTS Data Overview
- Establishment vs Firm Size
- Size Class Data visuals
- Conclusion



# Job Openings and Labor Turnover Survey

- The purpose of the JOLTS program is to provide:
  - ▶ timely measures of unmet labor demand
  - ▶ insight into the dynamics between hires and separations that contribute to overall labor flows in the United States economy



# JOLTS – History

- 1999 – the Bureau of Labor Statistics embarked on the Job Openings and Labor Turnover Survey (JOLTS)
- 2000 – JOLTS began in producing estimates in December 2000
- 2002 – first press release
- 2004 – JOLTS data converted from experimental to official
- 2010 – experimental establishment size class estimates
- 2017 – experimental firm size class estimates
- 2019 – experimental state estimates



# Data Elements

- Job Openings
- Hires
- Total Separations
  - ▶ Quits
  - ▶ Layoffs & Discharges
  - ▶ Other Separations



# Job Openings

- All positions that are open (not filled) on the last business day of the month
1. a specific position exists and there is work available for that position
  2. work could start within 30 days
  3. the employer is actively recruiting outside the establishment to fill the position



# Hires

- All additions to the payroll during the month
  - ▶ Includes: New hires, rehires, recalls from layoffs, and transfers from other locations.



# Total Separations

Quits

+

Layoffs &  
Discharges

+

Other Separations



# Quits

- Voluntary separations initiated by the employee



# Layoffs & Discharges



- Involuntary separations initiated by the employer

# Other Separations

- Retirements, transfers to other locations, and separations due to death or disability



# Survey Form Example

**3** Please provide data for the time period indicated for each item. Enter 0 if none.  
See the explanation of these terms on the back of this page.

Report for month of:	<b>EMPLOYMENT</b> Number of full- or part-time employees who worked or received pay for the pay period that includes the 12th of the month	<b>JOB OPENINGS</b> A job is open if it meets <b>all three conditions</b> : <ul style="list-style-type: none"> <li>• A specific position exists</li> <li>• Work could start <i>within 30 days</i></li> <li>• You are actively seeking workers from outside this location to fill the position</li> </ul>	<b>HIRES</b> A hire is any addition to your payroll, and: <ul style="list-style-type: none"> <li>• May be new, rehired, or recalled from layoff</li> <li>• May be permanent, short-term, or seasonal</li> </ul>	<b>SEPARATIONS</b> Report by type of separation in the columns below. <b>Column D</b> Quits, except retirements <b>Column E</b> Layoffs, discharges, and other terminations initiated by the employer <b>Column F</b> Other separations due to: retirements; transfers from this location; deaths; employee disability		
	<b>A</b> Total Employment <i>for the pay period that includes the 12th of the month</i>	<b>B</b> Number of Job Openings <i>on the last business day of the month</i>	<b>C</b> Hires <i>for the entire month</i>	<b>D</b> Quits  ----- for the entire month -----	<b>E</b> Layoffs and Discharges	<b>F</b> Other Separations



# JOLTS - Sample

- 16,000 establishments
- Private and Public
- All non-agricultural industries
- 50 States and District of Columbia

# Out-of-Scope Establishments

- ▶ Agricultural workers
- ▶ Self-employed
- ▶ Unpaid family workers
- ▶ Private household employees

The JOLTS scope is consistent with the survey scope for the Current Employment Statistics (CES) survey.



**TOTAL NONFARM**



Total private

Leisure and hospitality

Mining and logging

Arts, entertainment, and recreation

Construction

Accommodation and food services

Manufacturing

Other services

Durable goods

Government

Nondurable goods

Federal

Trade, transportation, and utilities

State and local

Wholesale trade

State and local education

Retail trade

State and local, excluding education

Transportation, warehousing, and utilities

Information

**REGION**

Financial activities

Northeast

Finance and insurance

South

Real estate and rental and leasing

Midwest

Professional and business services

West

Education and health services

Educational services

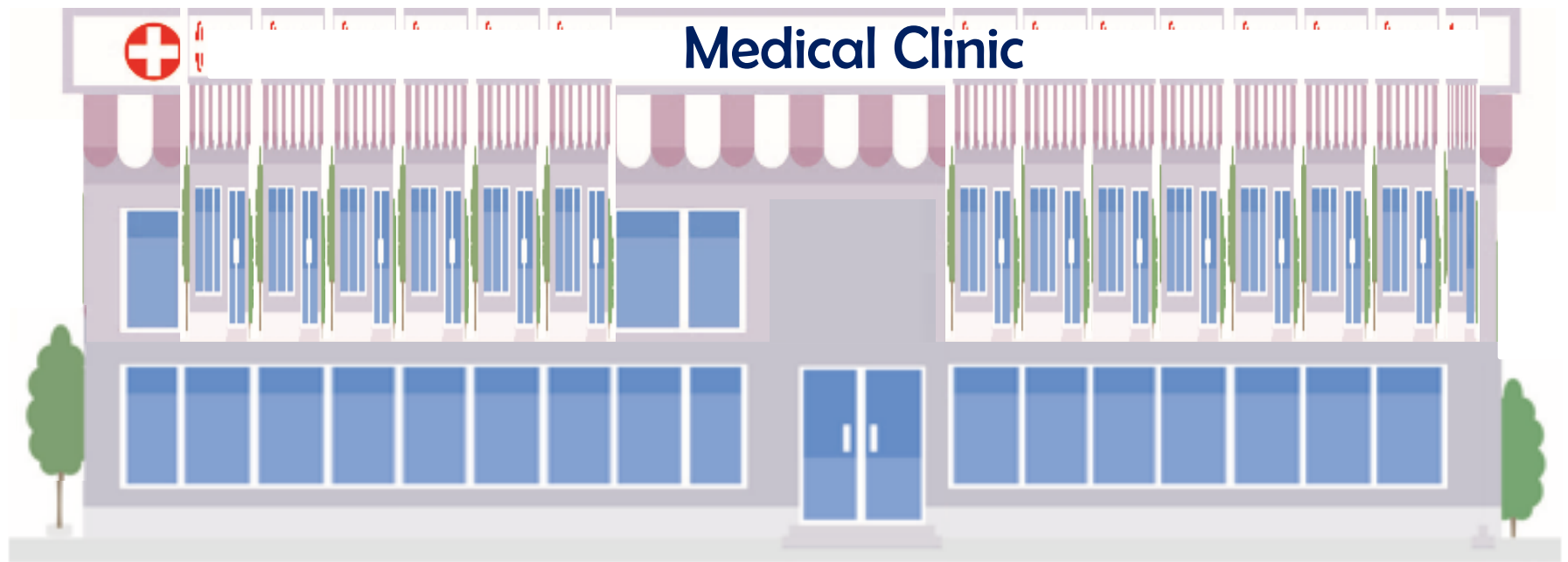
Health care and social assistance



# Establishment Size vs. Firm Size







# How we Categorize

## Firm Size

- Federal Employer Identification Number (EIN) as reported with Unemployment Insurance (UI) filings

## Establishment Size

- Highest Employment over the last 12 months



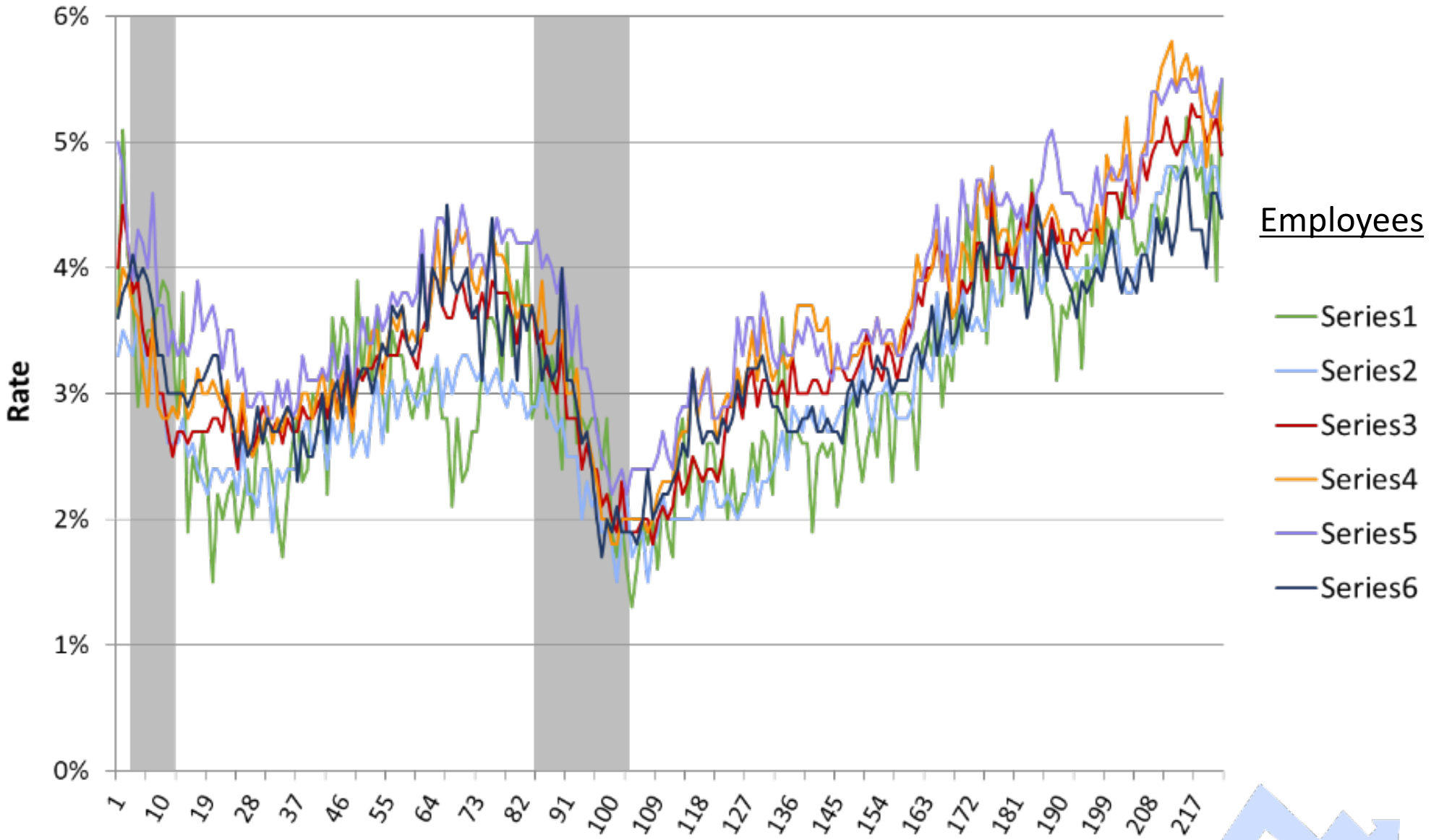
<b>Firm Size Classes</b>					
<b>1</b>		<b>2</b>		<b>3</b>	
1 - 49		50 - 499		500+	
<b>Establishment Size Classes</b>					
1 - 9	10 - 49	50 - 249	250 - 999	1,000 - 4,999	5,000+
<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>



# Trends in Establishment Size Data

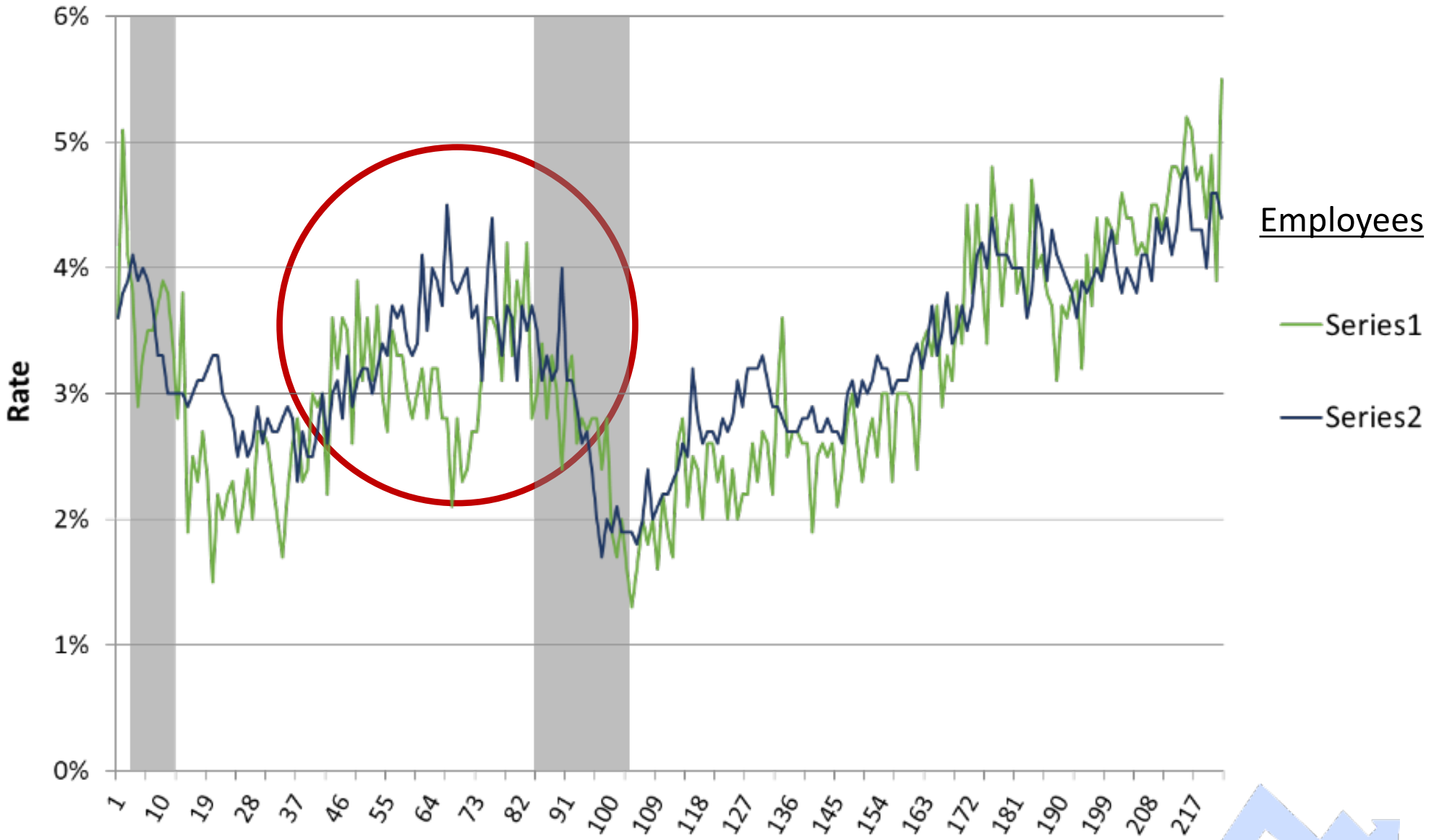


# Job Openings Rates by Establishment Size Seasonally Adjusted, Total Private

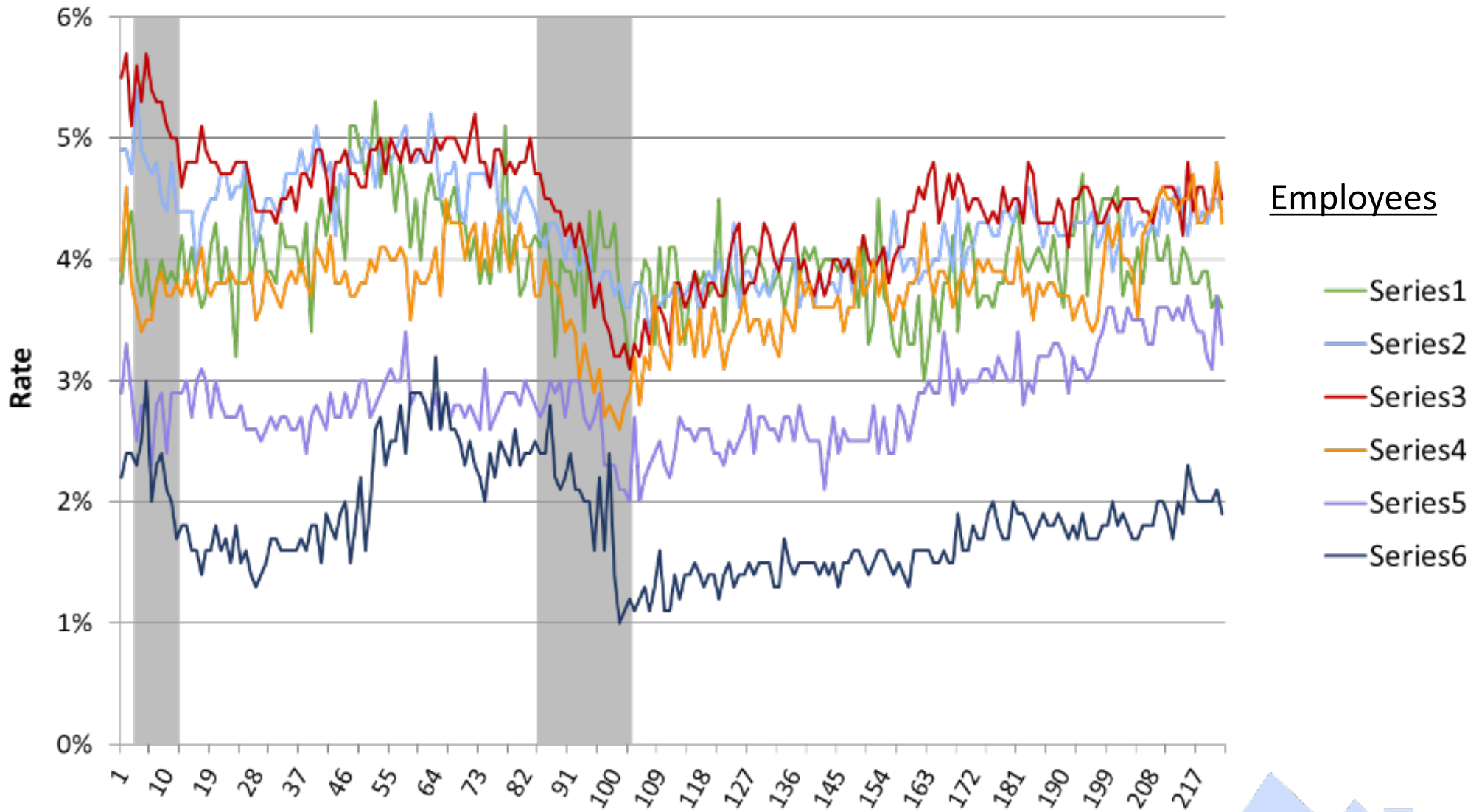


# Job Openings Rates by Establishment Size

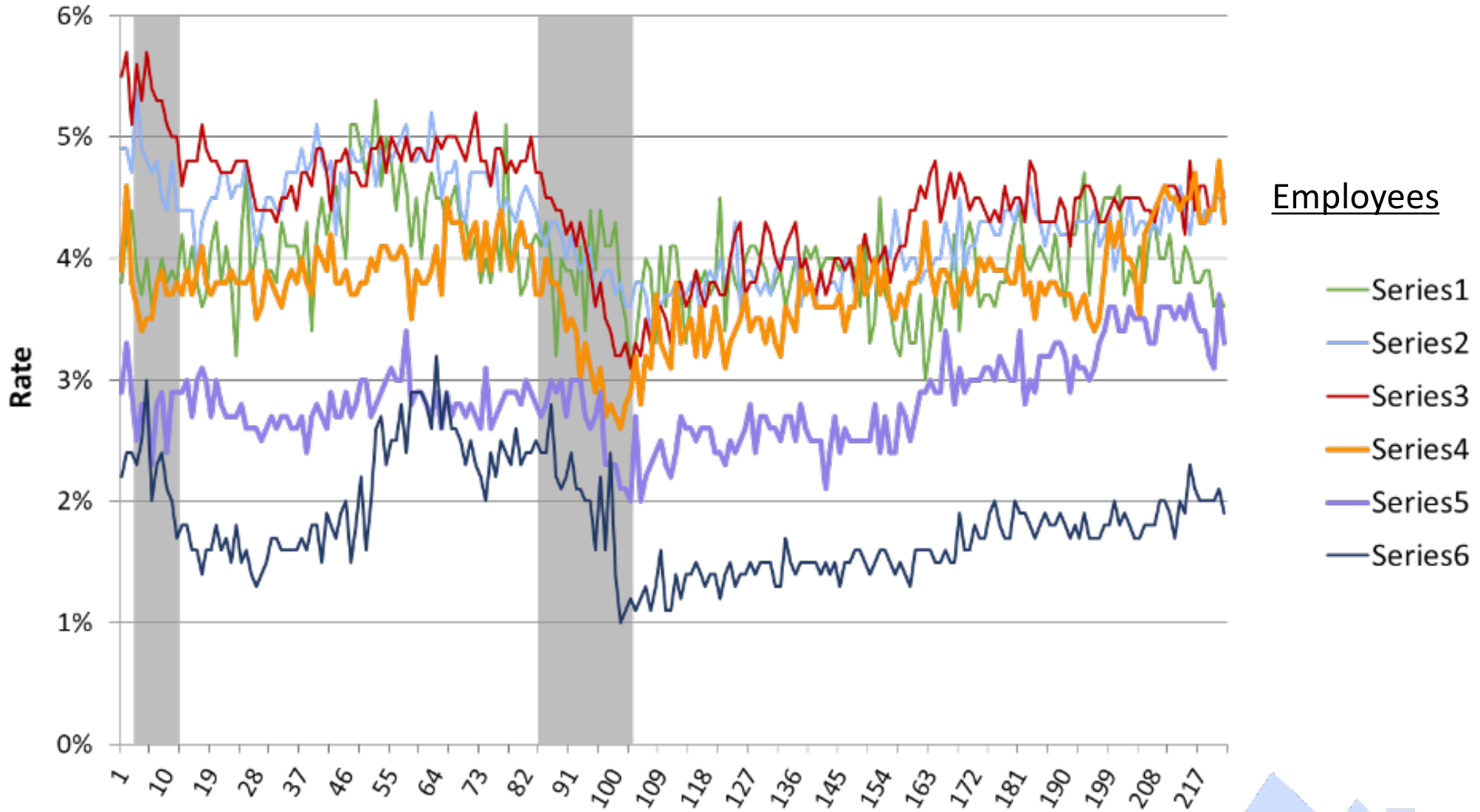
## Seasonally Adjusted, Total Private



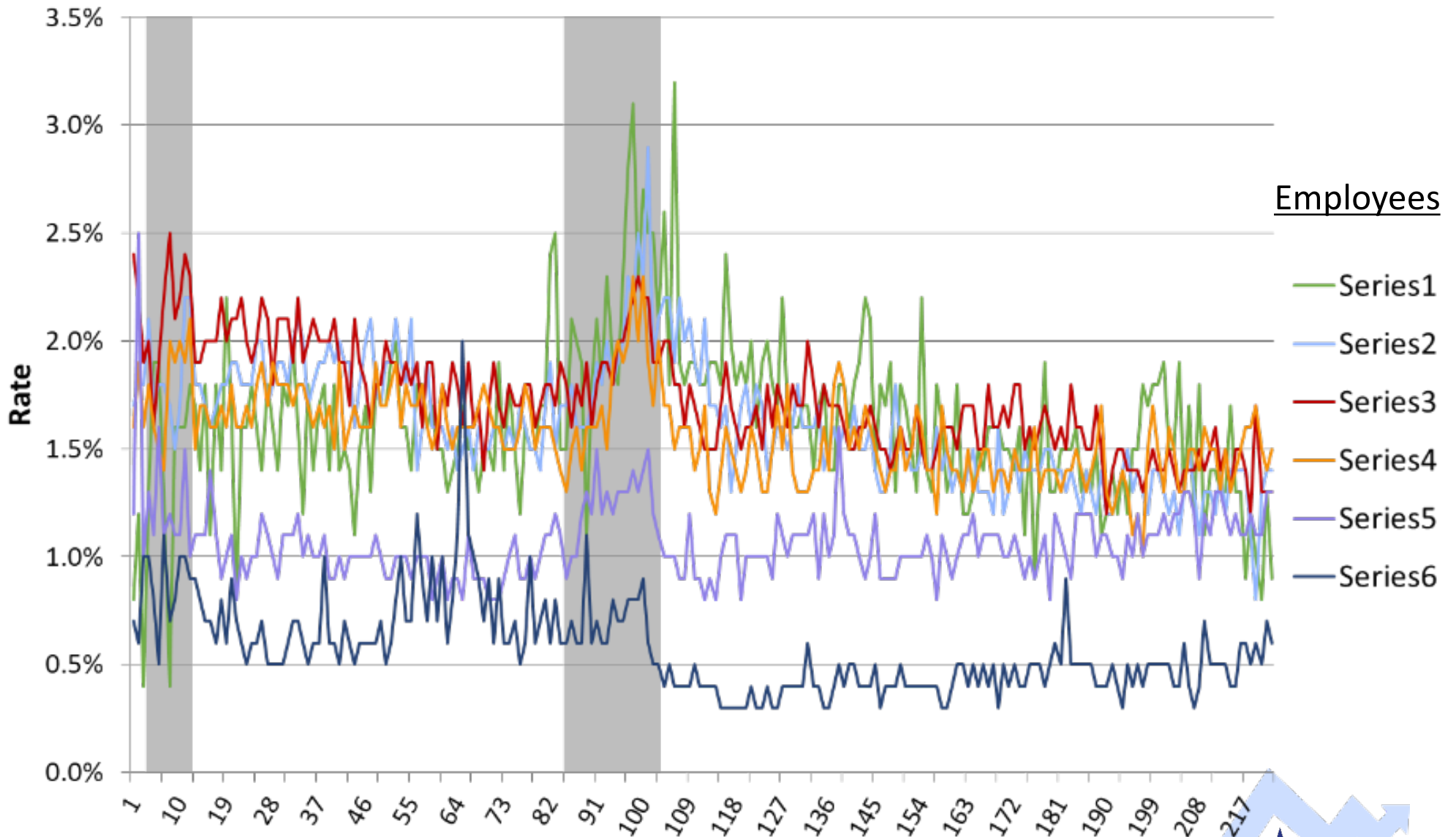
# Hires Rates by Establishment Size Seasonally Adjusted, Total Private



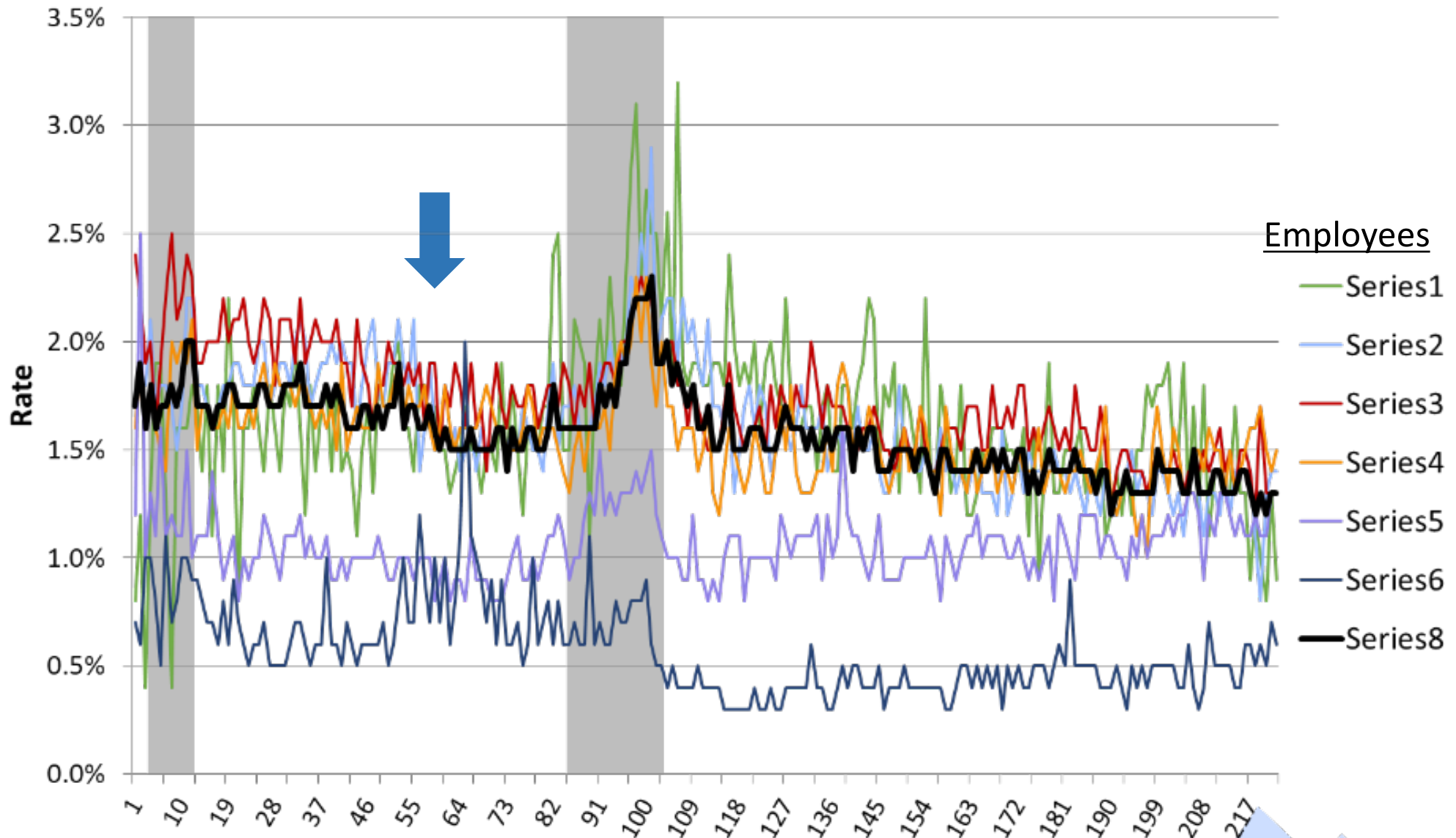
## Hires Rates by Establishment Size Seasonally Adjusted, Total Private



# Layoffs and Discharges Rates by Establishment Size Seasonally Adjusted, Total Private



# Layoffs and Discharges Rates by Establishment Size Seasonally Adjusted, Total Private

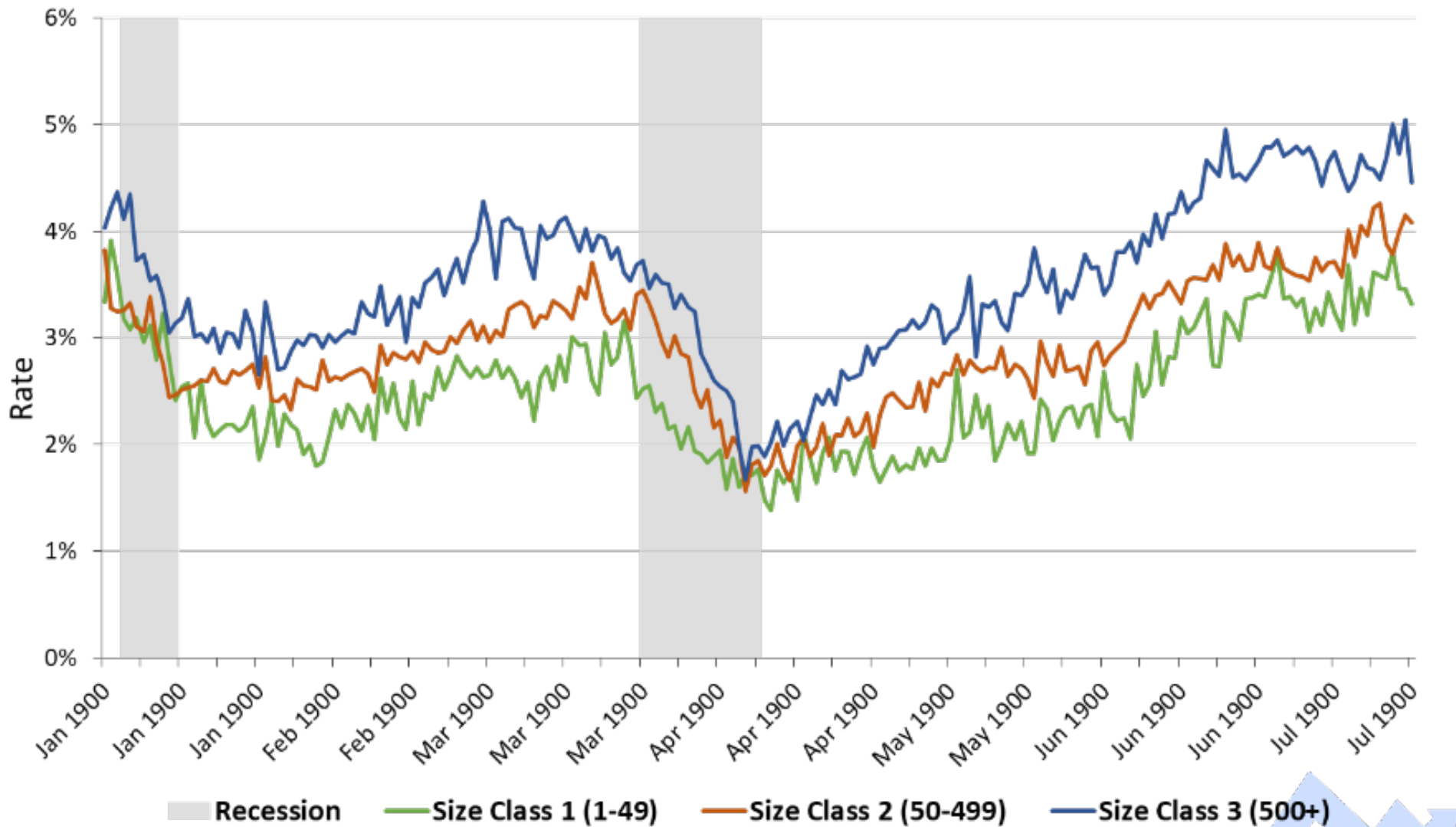


# Trends in Firm Size Data



# Job Openings Rates by Firm Size

## Seasonally Adjusted, Total Private







# JOLTS – Conclusion

- Although trends in the labor market and business cycle are visible at the total private level, breaking out the data by size class allows more specific patterns to emerge
- Useful data to business owners, employees, policy-makers, economists, etc



# www.bls.gov/jlt

The image shows a screenshot of the Bureau of Labor Statistics website navigation menu. The top navigation bar includes 'Home', 'Subjects', 'Data Tools', 'Publications', 'Economic Releases', 'Students', and 'Beta'. The 'Subjects' menu is expanded, showing categories such as 'INFLATION & PRICES', 'PAY & BENEFITS', 'SPENDING & TIME USE', 'UNEMPLOYMENT', 'EMPLOYMENT', 'WORKPLACE INJURIES', 'OCCUPATIONAL REQUIREMENTS', 'PRODUCTIVITY', 'INTERNATIONAL', and 'REGIONAL OFFICES'. The 'Job Openings & Labor Turnover' link is circled in yellow, and a yellow arrow points to the 'Subjects' menu item.

UNITED STATES DEPARTMENT OF LABOR

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**BUREAU OF LABOR STATISTICS**

Home ▾ Subjects ▾ **Data Tools ▾** Publications ▾ Economic Releases ▾ Students ▾ Beta ▾

**INFLATION & PRICES »**

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- Producer Price Indexes
- Import/Export Price Indexes
- Employment Cost Index
- Contract Escalation
- Price Index Research
- Inflation & Prices Overview

**PAY & BENEFITS »**

- Employment Costs
- National Compensation Data
- Wages by Area & Occupation
- Earnings by Demographics
- Earnings by Industry
- County Wages
- Benefits
- Compensation Research
- Strikes & Lockouts
- Pay & Benefits Overview

**SPENDING & TIME USE »**

- Consumer Expenditures
- How Americans Spend Time

**UNEMPLOYMENT »**

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- State & Local Unemployment Rates
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- Unemployment Overview

**EMPLOYMENT »**

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- Employment Projections
- Job Openings & Labor Turnover**
- Employment by Occupation
- Work Experience Over Time
- Business Employment Dynamics
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**WORKPLACE INJURIES »**

**OCCUPATIONAL REQUIREMENTS »**

**PRODUCTIVITY »**

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- Multifactor Productivity
- Productivity Research
- Productivity Overview

**INTERNATIONAL »**

- International Technical Cooperation
- Import/Export Price Indexes
- International Overview

**REGIONAL OFFICES »**

- New England (Boston)
- New York-New Jersey (NY City)
- Mid-Atlantic (Philadelphia)
- Southeast (Atlanta)
- Midwest (Chicago)
- Southwest (Dallas)
- Mountain-Plains (Kansas City)
- West (San Francisco)
- Regional Overview



- **JOLTS Data by Firm Size**

The firm size data have been updated to add calendar year 2017. There were no changes to the methodology. All estimates from December 2000 through December 2016 were subject to revision in the new release. The experimental firm size class estimates and information regarding the methodology are available on the [JOLTS firm size class page](#).

- **Revisions and Methodology Change:**

With the release of January 2019 data on March 15, job openings, hires, and separations data have been revised to incorporate annual updates to the Current Employment Statistics employment estimates and the JOLTS seasonal adjustment factors. Unadjusted data and seasonally adjusted data from December 2000 forward are subject to revision. Additionally, a new methodology for item imputation has been implemented. Tables showing the revisions can be found using this link: <https://www.bls.gov/jlt/revisiontables.htm>.

- [Hurricanes Harvey and Irma and August 2017 JOLTS data](#)

- **JOLTS Data by Establishment Size**

JOLTS staff are conducting research on the development of data by size class, and have produced a research series of size class estimates stretching back to December of 2000, when the JOLTS series began. These experimental size class estimates are now available upon request. These data are based on size of establishment and cover only the total private sector. This experimental series will be updated periodically, as resources permit. To obtain these data, please contact us [by e-mail](#) or (202) 691-5870. For information regarding the methodology used to develop the size class data please view our [size class methodology](#).

# Contact Information

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