JOLTS
Establishment & Firm Size Data

Hope Allen
Economist

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

- 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

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.

<table>
<thead>
<tr>
<th>Report for month of:</th>
<th>EMPLOYMENT</th>
<th>JOB OPENINGS</th>
<th>HIRES</th>
<th>SEPARATIONS</th>
</tr>
</thead>
</table>
|                      | Number of full- or part-time employees who worked or received pay for the pay period that includes the 12th of the month | A job is open if it meets all three conditions:  
- A specific position exists  
- Work could start within 30 days  
- You are actively seeking workers from outside this location to fill the position | A hire is any addition to your payroll, and:  
- May be new, rehired, or recalled from layoff  
- May be permanent, short-term, or seasonal | Report by type of separation in the columns below.  
Column D: Quits, except retirements  
Column E: Layoffs, discharges, and other terminations initiated by the employer  
Column F: Other separations due to: retirements; transfers from this location; deaths; employee disability |

<table>
<thead>
<tr>
<th>A</th>
<th>B</th>
<th>C</th>
<th>D</th>
<th>E</th>
<th>F</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Employment for the pay period that includes the 12th of the month</td>
<td>Number of Job Openings on the last business day of the month</td>
<td>Hires for the entire month</td>
<td>Quits</td>
<td>Layoffs and Discharges</td>
<td>Other Separations</td>
</tr>
</tbody>
</table>
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.
<table>
<thead>
<tr>
<th>TOTAL NONFARM</th>
<th>REGION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total private</td>
<td></td>
</tr>
<tr>
<td>Mining and logging</td>
<td></td>
</tr>
<tr>
<td>Construction</td>
<td></td>
</tr>
<tr>
<td>Manufacturing</td>
<td></td>
</tr>
<tr>
<td>Durable goods</td>
<td></td>
</tr>
<tr>
<td>Nondurable goods</td>
<td></td>
</tr>
<tr>
<td>Trade, transportation, and utilities</td>
<td></td>
</tr>
<tr>
<td>Wholesale trade</td>
<td></td>
</tr>
<tr>
<td>Retail trade</td>
<td></td>
</tr>
<tr>
<td>Transportation, warehousing, and utilities</td>
<td></td>
</tr>
<tr>
<td>Information</td>
<td></td>
</tr>
<tr>
<td>Financial activities</td>
<td>Northeast</td>
</tr>
<tr>
<td>Finance and insurance</td>
<td>South</td>
</tr>
<tr>
<td>Real estate and rental and leasing</td>
<td>Midwest</td>
</tr>
<tr>
<td>Professional and business services</td>
<td>West</td>
</tr>
<tr>
<td>Education and health services</td>
<td></td>
</tr>
<tr>
<td>Educational services</td>
<td></td>
</tr>
<tr>
<td>Health care and social assistance</td>
<td></td>
</tr>
</tbody>
</table>
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
### Firm Size Classes

<table>
<thead>
<tr>
<th></th>
<th>1</th>
<th>2</th>
<th>3</th>
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</thead>
<tbody>
<tr>
<td>1</td>
<td>1 - 49</td>
<td>50 - 499</td>
<td>500+</td>
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</tbody>
</table>

### Establishment Size Classes

<table>
<thead>
<tr>
<th></th>
<th>1 - 9</th>
<th>10 - 49</th>
<th>50 - 249</th>
<th>250 - 999</th>
<th>1,000 - 4,999</th>
<th>5,000+</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>6</td>
</tr>
</tbody>
</table>
Trends in Establishment Size Data
Job Openings Rates by Establishment Size
Seasonally Adjusted, Total Private

Employees

Series1

Series2
Hires Rates by Establishment Size
Seasonally Adjusted, Total Private

Employees

Series1
Series2
Series3
Series4
Series5
Series6
Layoffs and Discharges Rates by Establishment Size
Seasonally Adjusted, Total Private

Rate

Employees

Series 1
Series 2
Series 3
Series 4
Series 5
Series 6
Layoffs and Discharges Rates by Establishment Size
Seasonally Adjusted, Total Private

Employees

Series 1
Series 2
Series 3
Series 4
Series 5
Series 6
Series 7
Series 8
Trends in Firm Size Data
Layoffs & Discharges Rates by Firm Size
Seasonally Adjusted, Total Private

Rate

Recession  Size Class 1 (1-49)  Size Class 2 (50-499)  Size Class 3 (500+)

Jan 1900  Jan 1900  Jan 1900  Jan 1900  Feb 1900  Feb 1900  Feb 1900  Feb 1900  Mar 1900  Mar 1900  Mar 1900  Mar 1900  Apr 1900  Apr 1900  Apr 1900  Apr 1900  May 1900  May 1900  May 1900  May 1900  Jun 1900  Jun 1900  Jun 1900  Jun 1900  Jul 1900  Jul 1900  Jul 1900
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.
JOLTS Special Notices

- **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](https://www.bls.gov/jlt/revisions/methodology.htm).

- **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/revisions tables.htm](https://www.bls.gov/jlt/revisions tables.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](https://www.bls.gov/jlt/revisions/methodology.htm).
Hope Allen
Economist
Job Openings & Labor Turnover Survey (JOLTS)
202-691-7975
allen.hope@bls.gov
joltsinfo@bls.gov