

An Overview of the Job Openings & Labor Turnover Survey (JOLTS) : The Bureau of Labor Statistic's sole source of monthly job vacancy time series data

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## Maryland State Data & Analysis Center Annual Meeting – Nov 2024

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Supervisory Economist, Job Openings and Labor Turnover Survey (JOLTS)



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## Job Openings and Labor Turnover (JOLTS)

# Goals for this presentation:

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- **SUMMARIZE:** JOLTS Role & History
- **DISCUSS:** Concepts & Analysis
- **OUTLINE:** Methodological Approach
- **HIGHLIGHT:** Latest National Estimates
- **INTRODUCE:** State Estimates
- **SHARE:** JOLTS Products & Resources

# JOLTS Role & History

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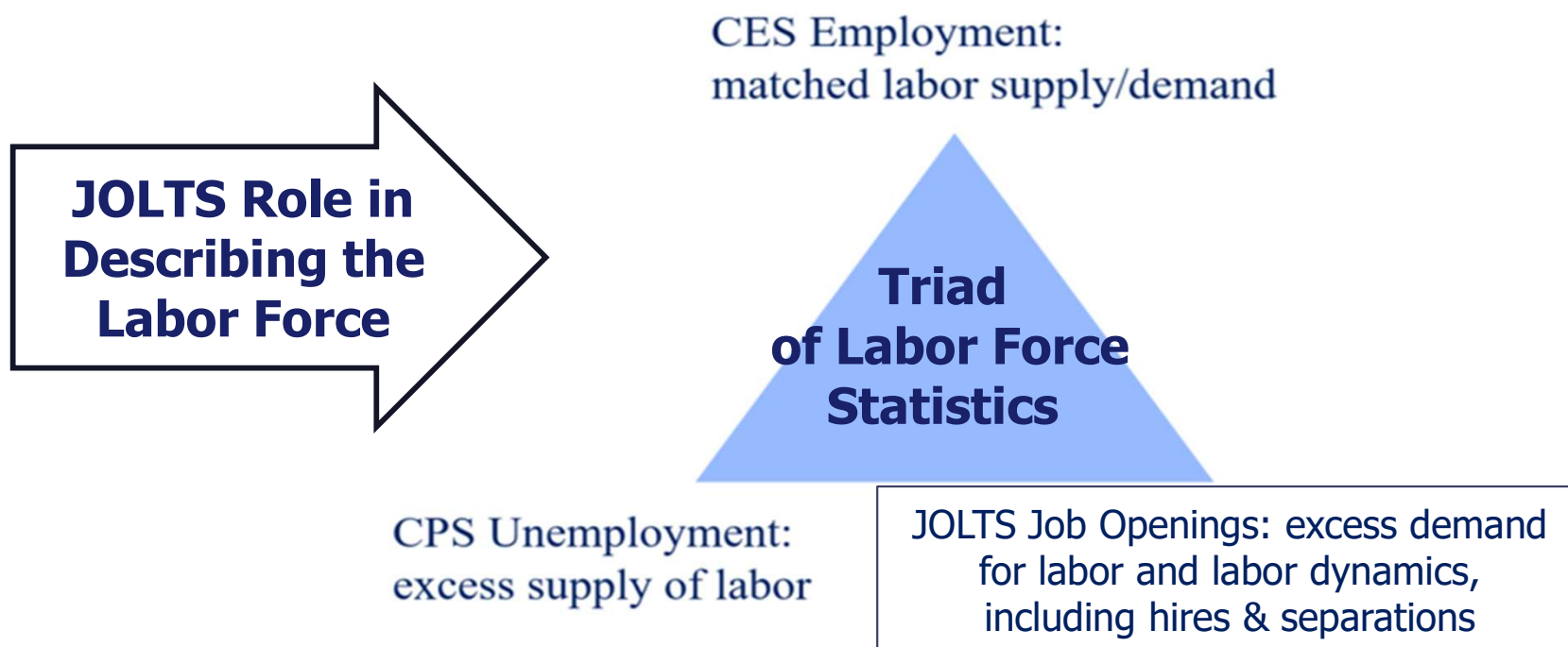
## What does the Jolts Program Measure?

- The Job Openings and Labor Turnover Survey (JOLTS) program produces monthly estimates by data element:
  - ▶ Job Openings, Hires, and Separations including Quits, Layoffs & Discharges, and Other Separations.
- These measures are provided for the:
  - ▶ Nation and Region
  - ▶ Industry super-sector levels
  - ▶ Establishment size classes
  - ▶ 50 States and the District of Columbia

# JOLTS Role & History

## Unique Role in Labor Force Statistics

*The Job Openings and Labor Turnover Survey (JOLTS) program produces monthly estimates for Job Openings, Hires, and Separations (including Quits, Layoffs & Discharges, and Other Separations.)*



# JOLTS Role & History

## Program History

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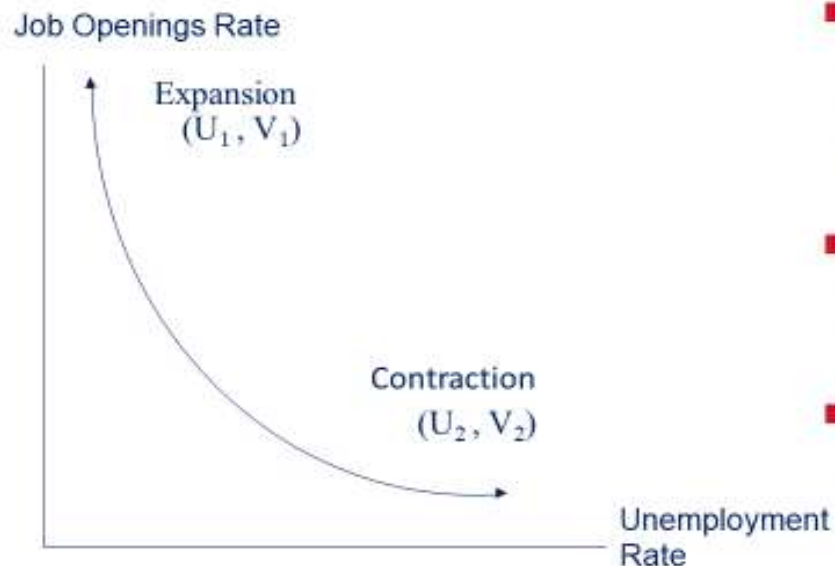
- 2000: JOLTS began producing estimates in December
- 2002: First experimental national estimates
- 2004: JOLTS national estimates became official BLS series
- 2005: Experimental size class estimates created
- 2019: First experimental state estimates released
- 2020: Establishment size class estimates officially published
- 2021: State estimates officially published in October
- 2023: Introduced annual average rates for all data elements for series through 2022

# Concepts and Analysis

Data Elements	Definitions	Reference Period	Measure Type
Job Openings	A job is open if it meets all three conditions: <ul style="list-style-type: none"> <li>•A specific position exists</li> <li>•Work could start within 30 days</li> <li>•Employer actively seeking workers from outside location</li> </ul>	Last business day of the month	Stock
Hires	A hire is an addition to payroll and: <ul style="list-style-type: none"> <li>•May be a new hire or previously separated rehire</li> <li>•May be permanent, short-term, or seasonal</li> <li>•May be recall from layoffs</li> </ul>	Entire Month	Flow
Total Separations	The total number of employees separated	Entire Month	Flow
Quits	Voluntary separations initiated by the employee (excluding retirements)	Entire Month	Flow
Layoffs and Discharges	Involuntary separations initiated by the employer	Entire Month	Flow
Other Separations	Retirements, transfers to other locations, and separations due to death or disability	Entire Month	Flow
Employment	Employment includes persons on the payroll who worked or received pay for the pay period that includes the 12th day of the reference month.	Pay period including the 12th of the month	Stock

# Concepts and Analysis (continued)

## Analysis: Beveridge Curve



- The position of the economy on the Beveridge Curve represents where it is in a business cycle:
- EXPANSION = ( $U_1, V_1$ ) HIGH on the curve
- CONTRACTION = ( $U_2, V_2$ ) LOW on the curve

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# Analysis: Job Openings

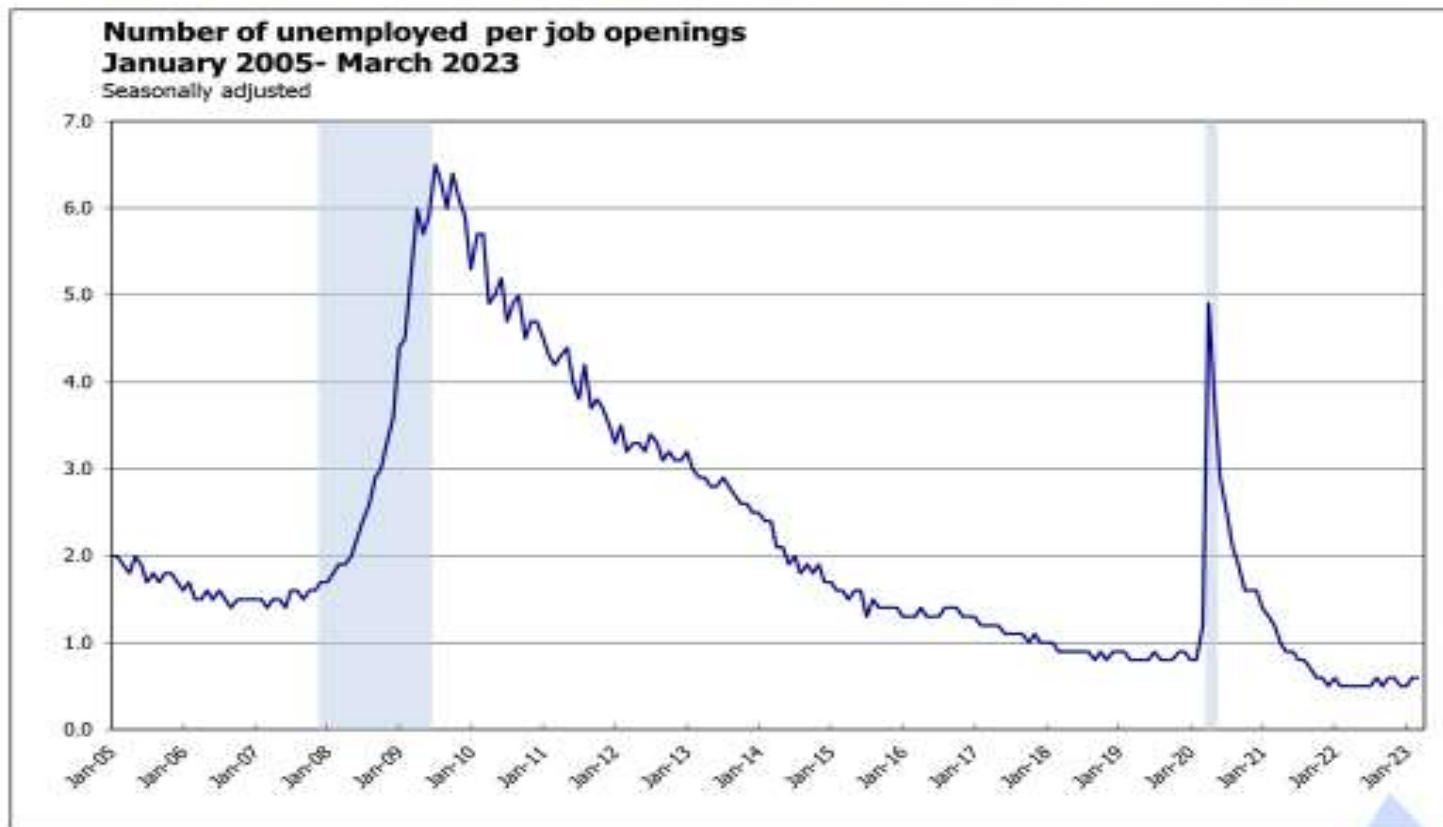
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- Job openings are considered unmet Labor Demand
- Number of Unemployed Persons is considered Labor Supply
- To gauge Labor Demand vs. Labor Supply we can look at Job Openings level (JOLTS) compared to the Unemployment level (CPS)
- One way to analyze this relationship:
  - ▶ Number of unemployed persons per job opening



# Concepts and Analysis (continued)

## Analysis: Unemployed Persons per Job Openings

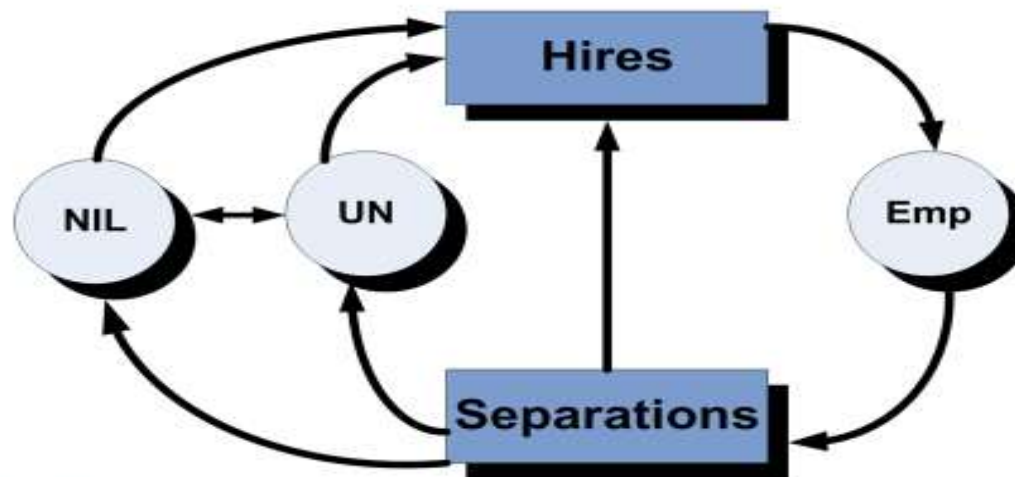


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# Concepts and Analysis (continued)

## Analysis: Hires and Separations



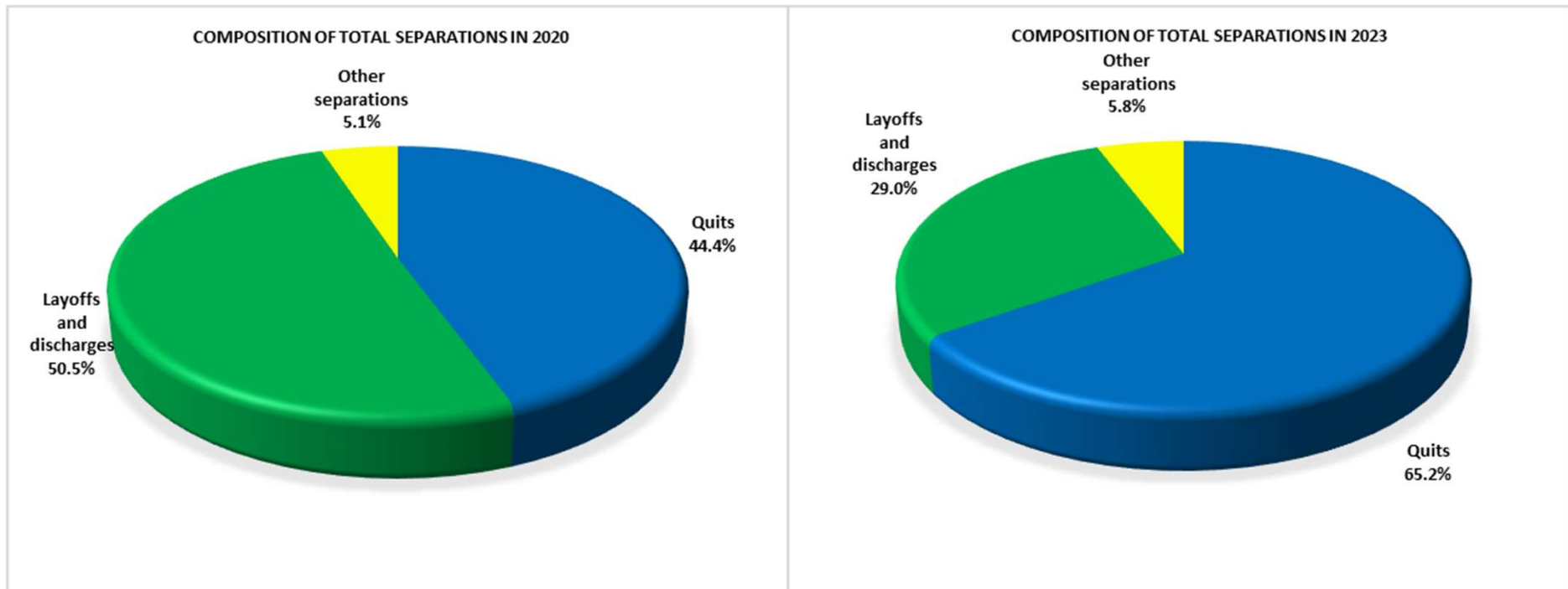
UN Unemployed  
NIL Not in the Labor Force

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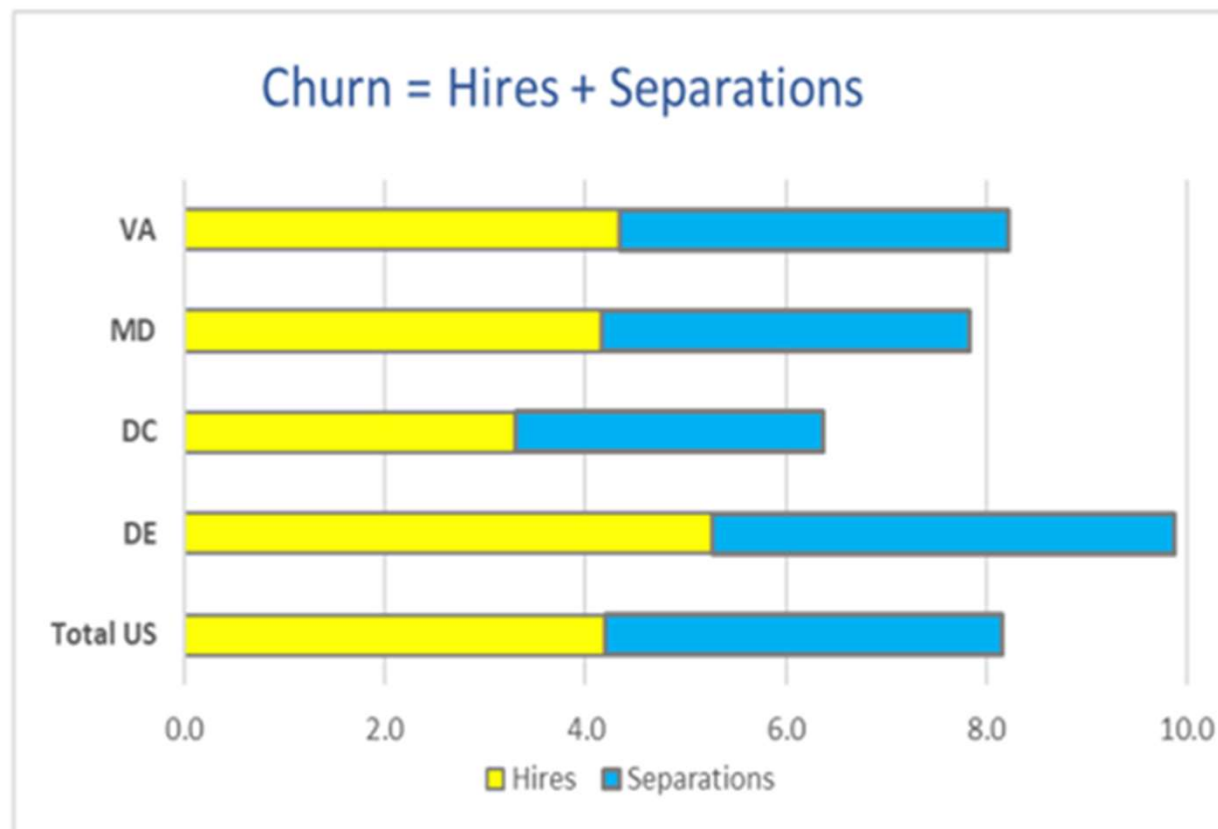
# Analysis: Components of Total Separations

- **Total Separations = Quits + LD + OS**
- **Quits vs. LD – the percent contribution to TS can vary while OS generally does not change much over time**



# Concepts and Analysis (continued)

Churn, Hires, and Separations Monthly Average for the Twelve - Month Period Ending December 2022



# Job Openings and Labor Turnover Survey

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## Methodology

# Methodology

# Sample Design

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- JOLTS sample size = 21,000 units (establishments)
- Establishments are stratified by:
  - ▶ Ownership, Region, Industry, Size classes
- Establishments are in sample for 36 months. They are then rotated out of the sample for at least 3 years.
- Certainty Units: All establishments with 5,000 or more employees are included in the sample
- Each month, a new noncertainty panel is rolled into the sample while an old noncertainty panel is rolled out of the sample.

# Methodology

## Sample Frame

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- Establishments for the JOLTS sample come from two sources:
  - ▶ Quarterly Census of Employment and Wages (QCEW): This program covers approximately 95% of jobs in the US including those in the private sector, federal, and state and local government.
  - ▶ Federal Railroad Administration: JOLTS adds establishments from the Federal Railroad Administration to the QCEW database.

# What is the scope of JOLTS? (cont)

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- Out-of-Scope Establishments
  - ▶ Agricultural workers
  - ▶ Self-employed
  - ▶ Unpaid family workers
  - ▶ Private household employees

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



# Methodology

## Survey Form Example

2  each  every weeks  once a month  once a year  other

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:	EMPLOYMENT	JOB OPENINGS	HIRES	SEPARATIONS		
	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 <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>	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>	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		
	A	B	C	D	E	F
	Total Employment for the pay period that includes the 12th of the month	Number of Job Openings on the last business day of the month	Hires for the entire month	Quits	Layoffs and Discharges	Other Separations
				----- for the entire month -----		

# Methodology

## Data Collection Process

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- System: Microdata are collected via a data collection centers (DCC) in Atlanta, GA and Kansas City, KS using a computer assisted telephone interview (CATI) system.
- Communication: During this process, the establishment address is determined and a contact person is obtained. Establishments are sent an enrollment package.
- Participation: Microdata are collected from participating establishment using CATI for 1 - 6 months. Then, the majority of reporters are moved to web reporting.

# **Job Openings and Labor Turnover Survey**

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## **National Estimates**

# National Estimates SUMMARY

## Total nonfarm September 2024

Seasonally adjusted, in thousands

	Sep 2023 Levels	Aug 2024 Levels	Sep 2024 Levels	OTM Level Change	OTM % Change	OTY % Change
<b>Job openings</b>	9,307	7,861	7,443	-418	-5.3%	-20.0%
<b>Hires</b>	5,851	5,435	5,558	123	2.3%	-5.0%
<b>Total separations</b>	5,522	5,168	5,196	28	0.5%	-5.9%
<b>Quits</b>	3,596	3,178	3,071	-107	-3.4%	-14.6%
<b>Layoffs and discharges</b>	1,595	1,668	1,833	165	9.9%	14.9%
<b>Other separations</b>	331	322	292	-30	-9.3%	-11.8%
<b>CES Employment</b>	156,667	158,851	159,105	254	0.2%	1.6%

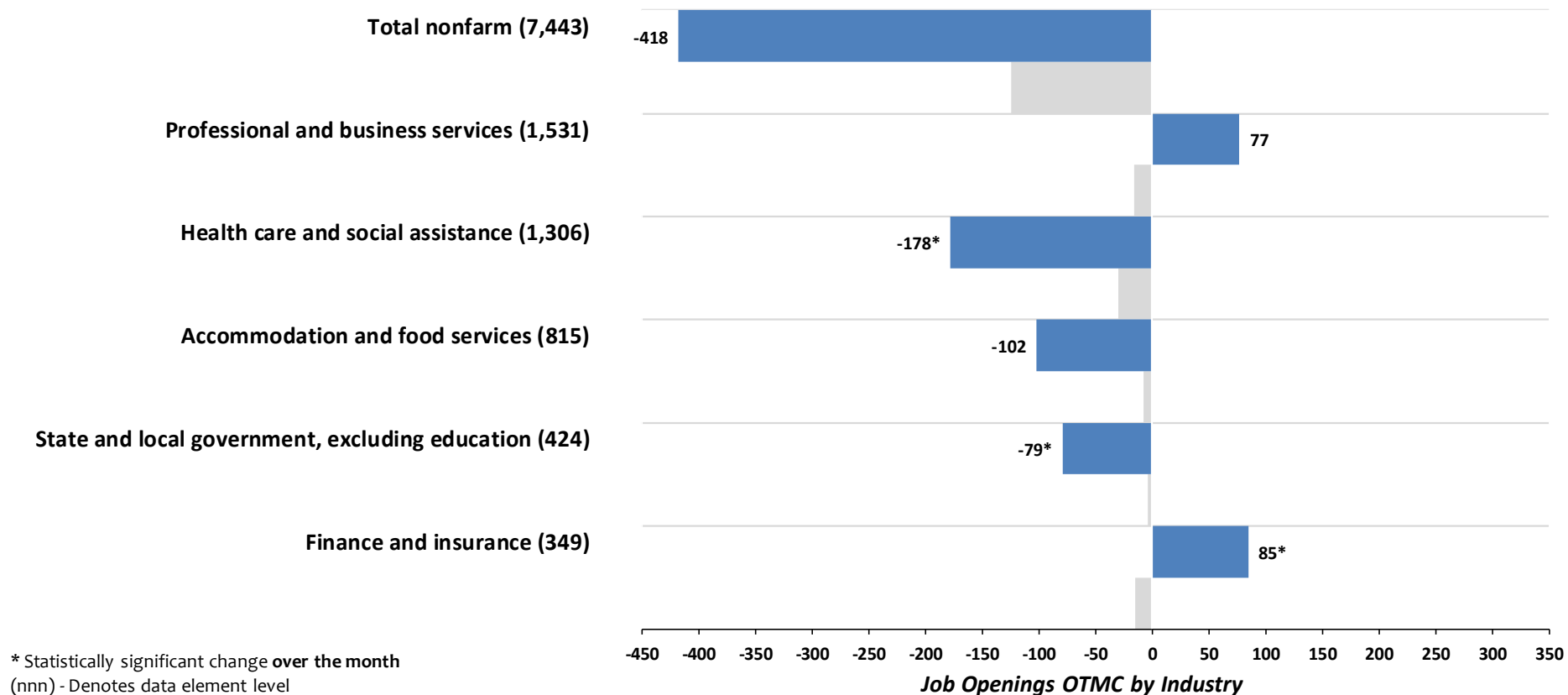
■ statistically significant

# National Estimates

## JOB OPENINGS

### Top Five Industry Contributors to TNF - Job Openings Over-the-month-change (OTMC), September 2024

Seasonally adjusted, in thousands / Sorted by industry employment, descending



\* Statistically significant change over the month

(nnn) - Denotes data element level

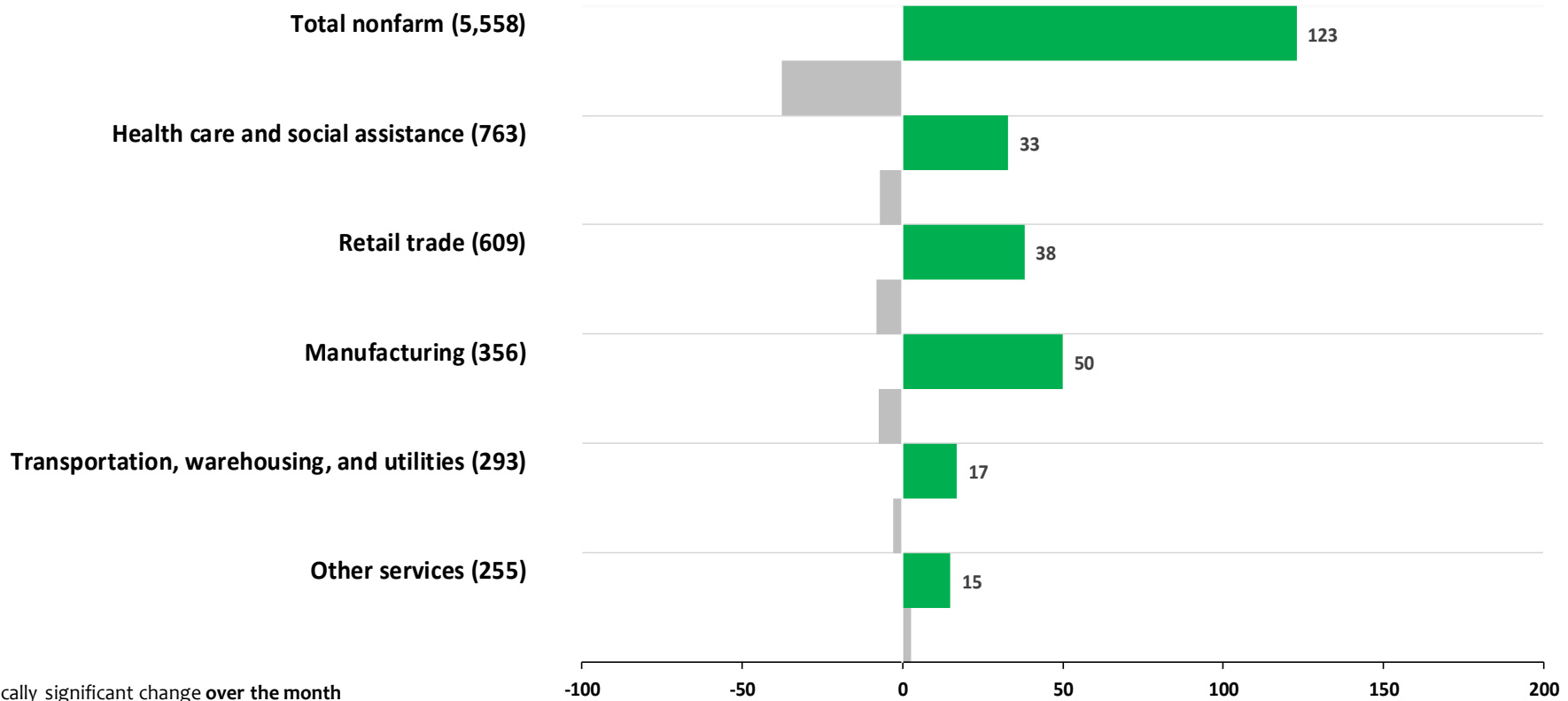
■ September 2024 level ■ Prior 12-month OTMC average level

# National Estimates

## HIRES

### Top 5 Industry Contributors to TNF Hires Over-the-month-change, September 2024

Seasonally adjusted, in thousands / Sorted by industry employment, descending



\* Statistically significant change over the month

(nnn) - Denotes data element level

■ September 2024 level    ■ Prior 12-month OTMC average level

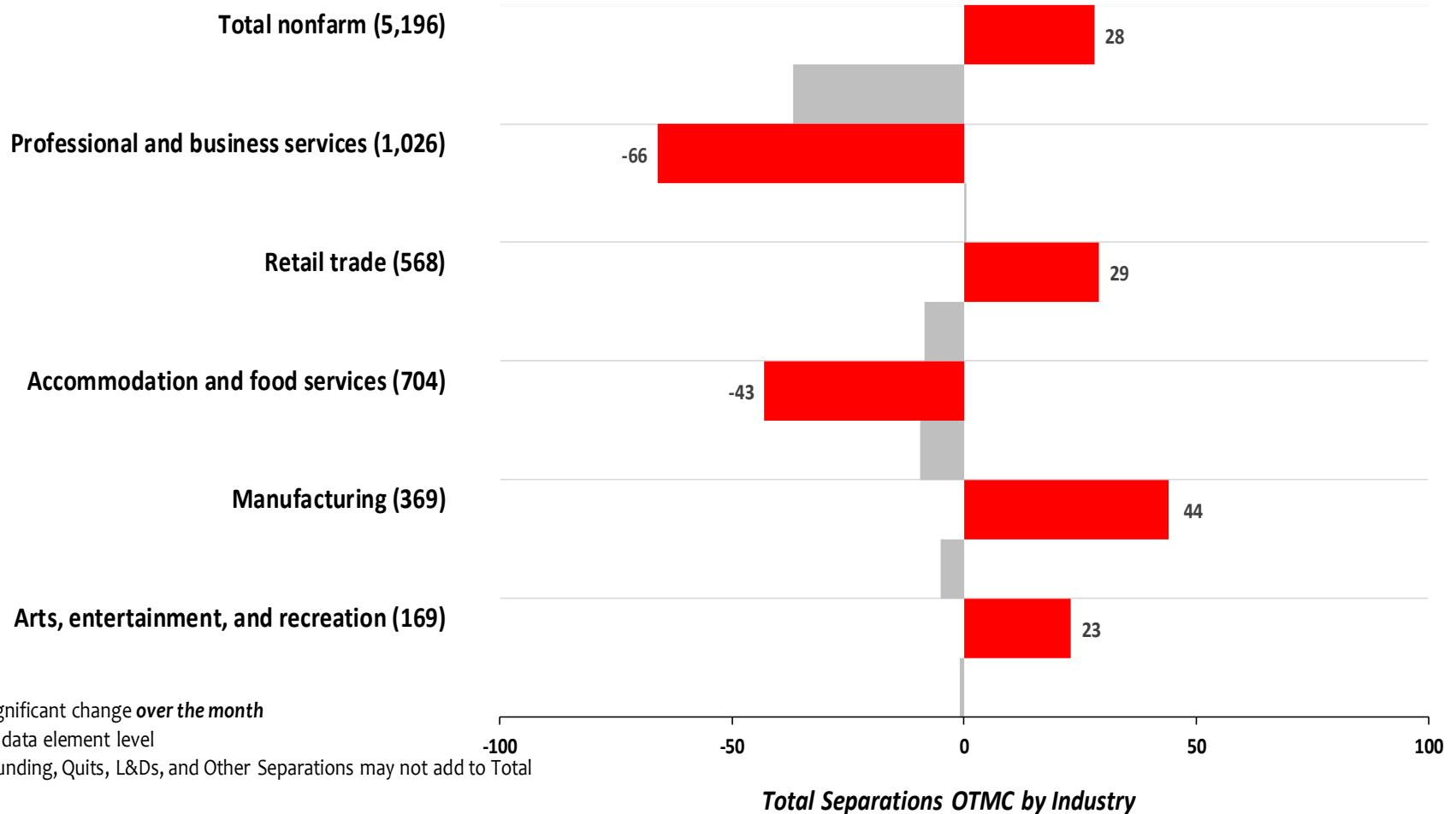
Hires OTMC by Industry

# National Estimates

## TOTAL SEPARATIONS

### Top Five Industry Contributors to TNF Total Separations Over-the-month-change, September 2024

Seasonally adjusted, in thousands / Sorted by industry employment, descending



\* Statistically significant change *over the month*

(nnn) - Denotes data element level

**Note:** Due to rounding, Quits, L&Ds, and Other Separations may not add to Total Separations

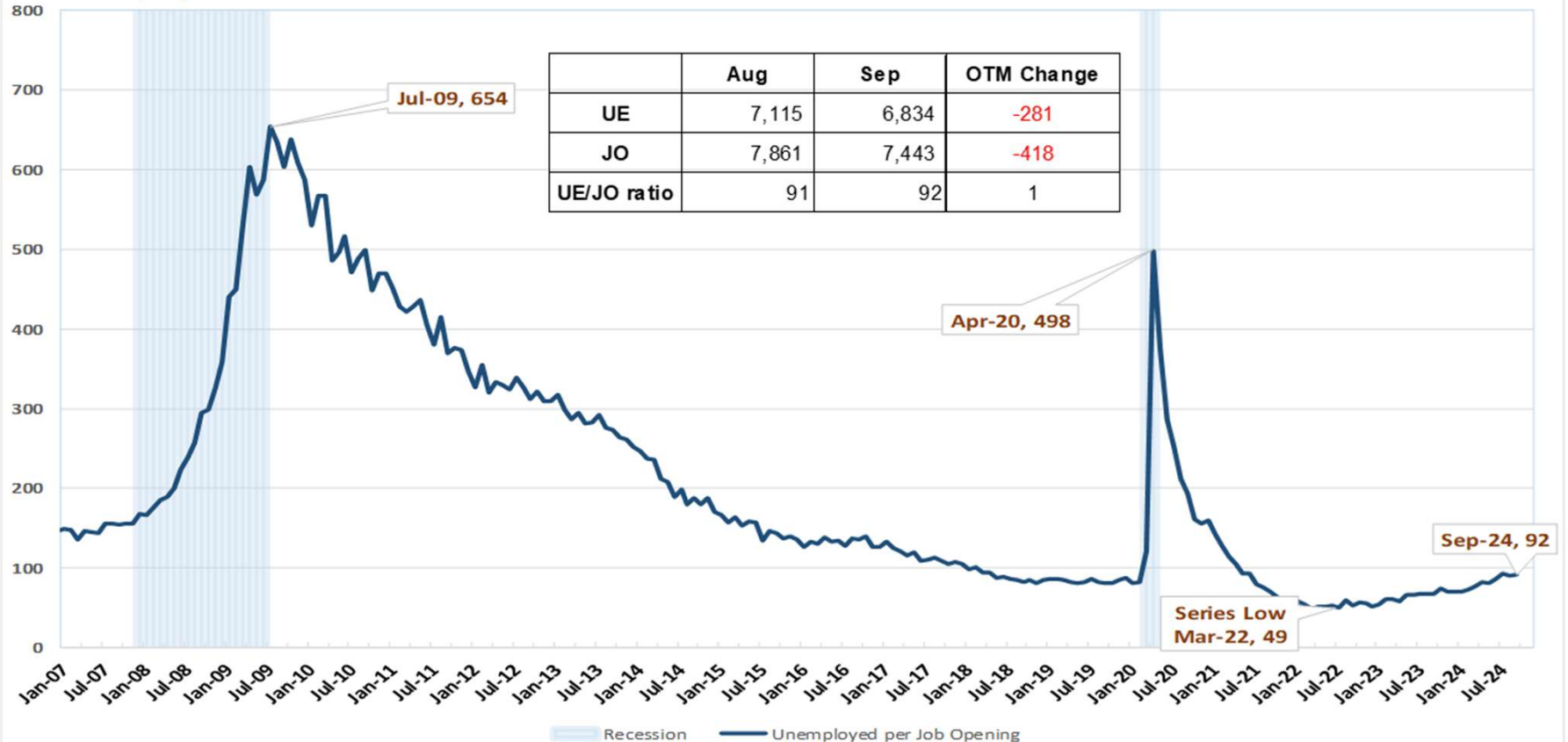
■ September 2024 level   
 ■ Prior 12-month OTMC average level

# National Estimates

## Unemployed Per Job Opening

Number of unemployed persons per 100 job openings, total nonfarm  
January 2007 - September 2024

Seasonally adjusted





# Job Openings and Labor Turnover Survey

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## State Estimates

# State Estimates Overview

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- JOLTS state estimates were developed to leverage other BLS programs' data to better understand state-level labor market.
- First experimental estimates released to public on May 24th, 2019
  - ▶ Official publications of JOLTS state estimates began in October 2021; a few weeks after JOLTS national release
- Estimates are produced by combining the JOLTS sample with model-based estimates using CES estimates and the QCEW database.

# State Estimates

## Overview - Continued

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- Geographical Detail: 50 states and DC
- Levels and Rates: JO, H, TS, Q, L&D (No Other Separations)
- Industry Detail: Total nonfarm (only)
- Error Measures: Median standard errors
- Seasonality: Seasonally adjusted and not seasonally adjusted
- Data Availability: Official BLS website

# JOLTS State Estimates Methodology

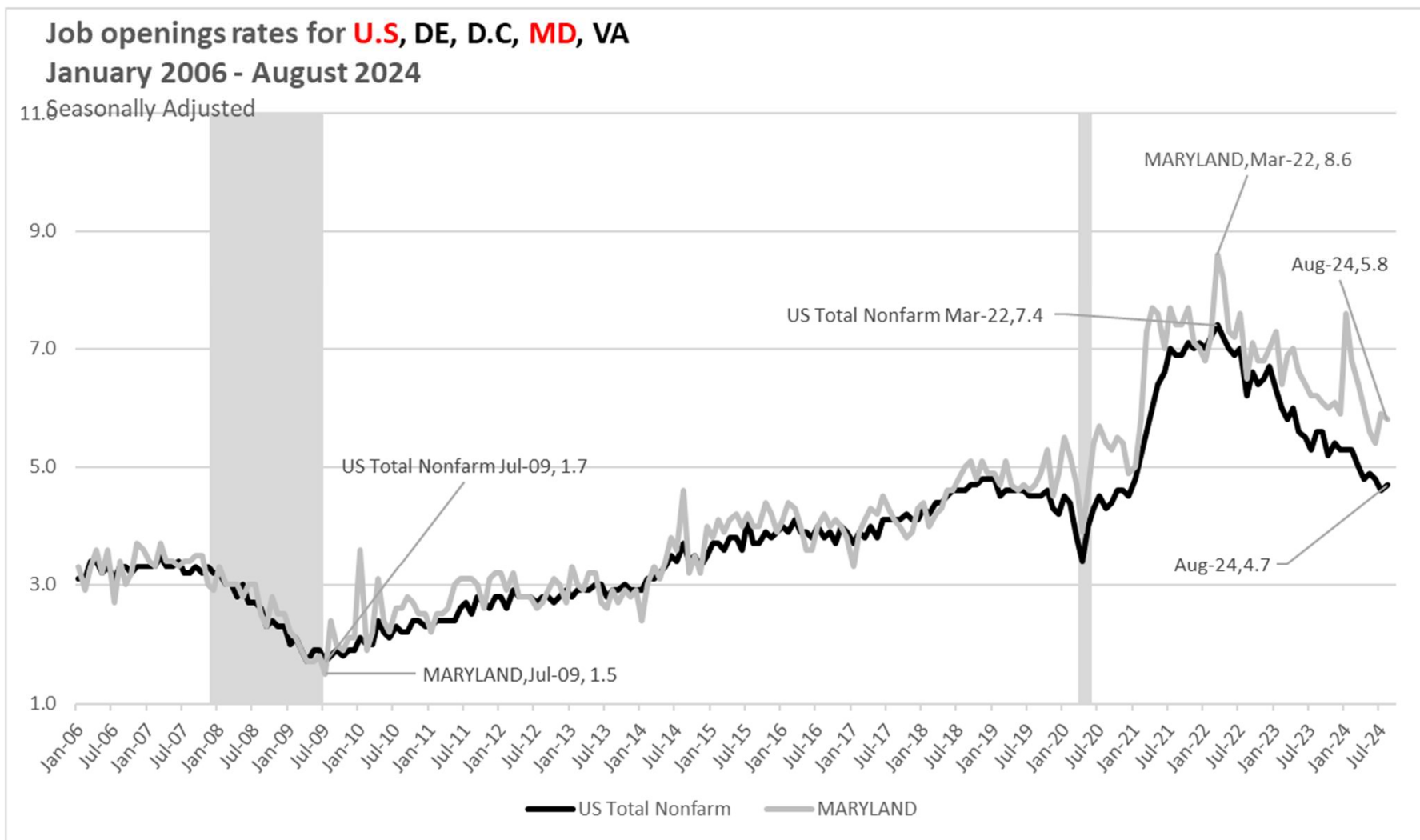
## ■ Model Inputs:

- ▶ JOLTS microdata records
- ▶ All weights from JOLTS estimation (final weights that account for a sampling weight, nonresponse adjustment factor (NRAF), agg-codes, etc.)
- ▶ JOLTS published regional rates estimates (regional JO, H, Q, LD, and TS rates)
- ▶ CES state-supersector employment
- ▶ QCEW-based modeled rates

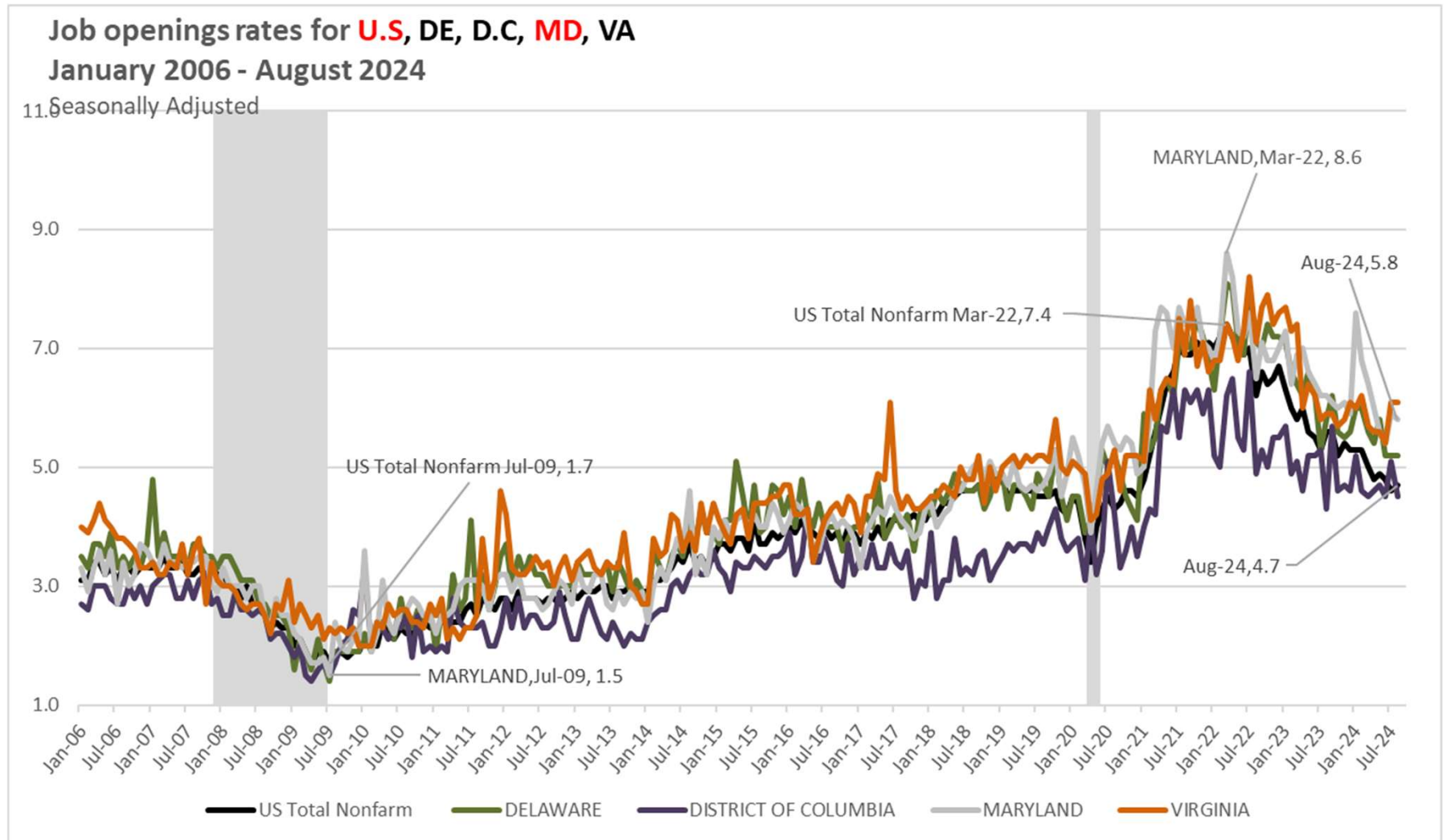
### GENERAL ESTIMATION FORMULA

$$\text{JO Level} = \text{CES STATE EMP} \times ((\text{Final weight JOLTS rate} \times \text{CMW}) + (\text{Specific Model rate} \times \text{CMW}))$$

# Job Openings Rates (Maryland Vs US)



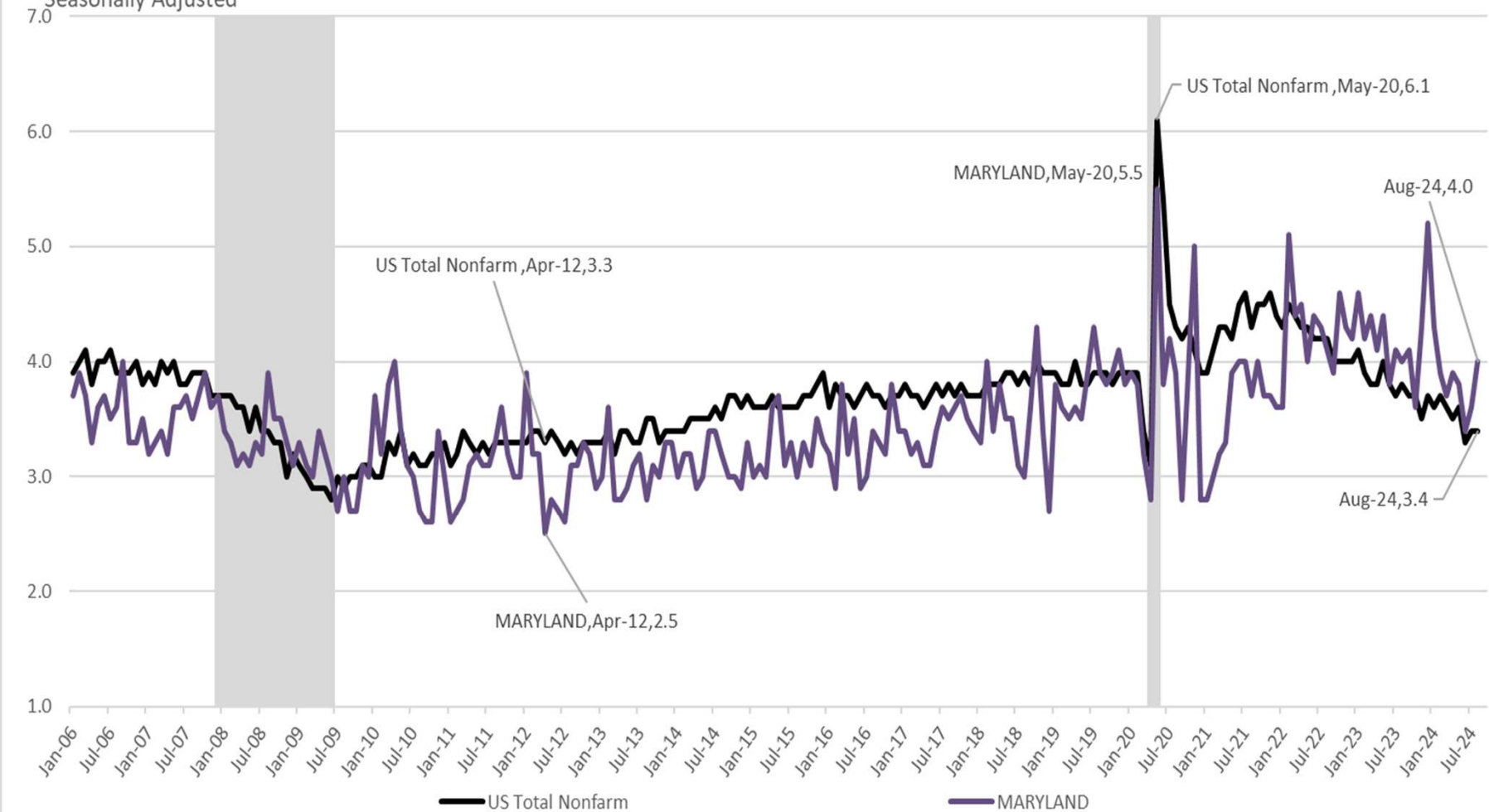
# Job Openings Rates



# Hires Rates (Maryland Vs US)

Hires rates for **U.S**, DE, D.C, **MD**, VA  
January 2006 - August 2024

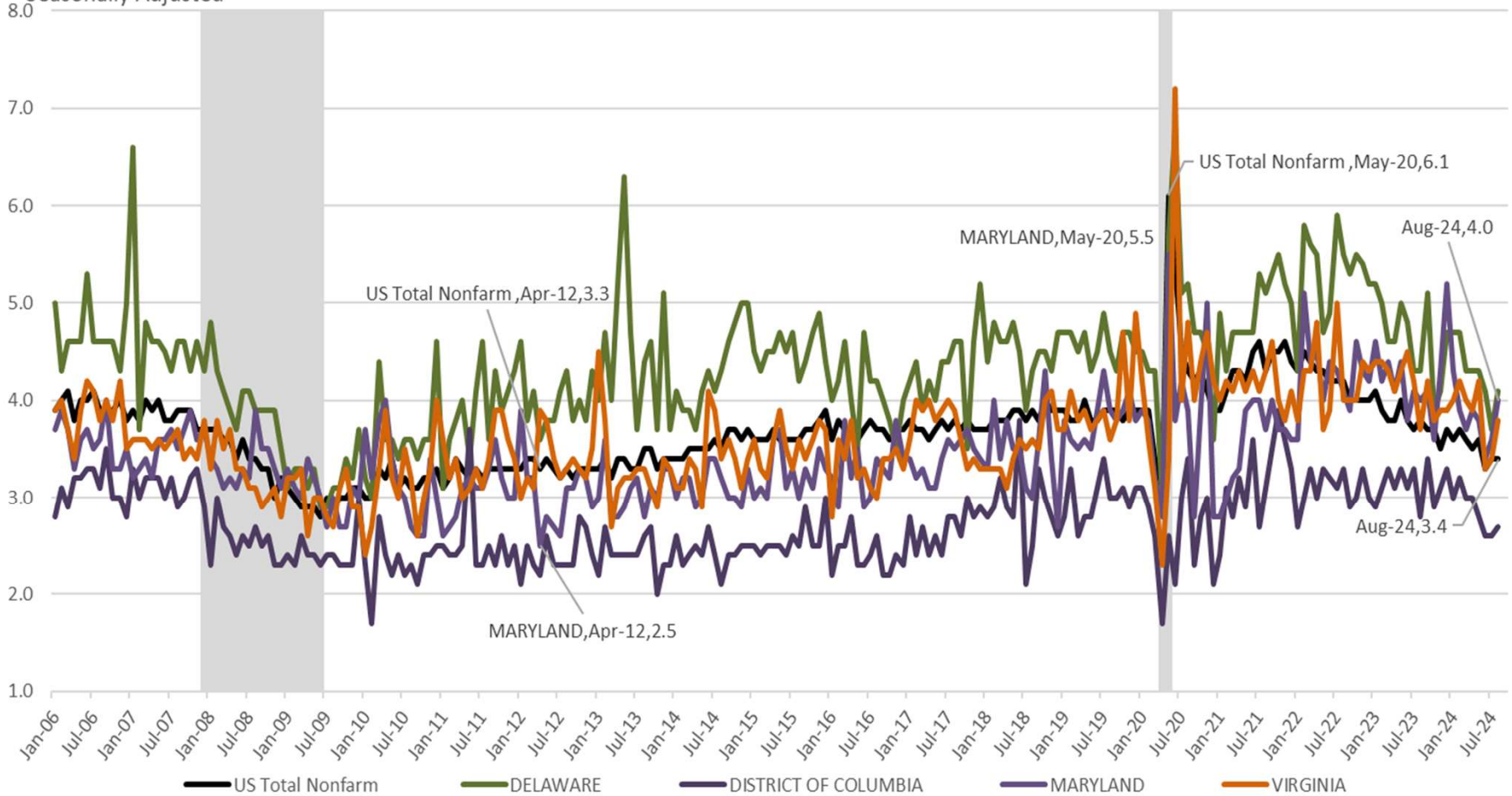
Seasonally Adjusted



# Hires Rates

Hires rates for **U.S**, DE, D.C, **MD**, VA  
January 2006 - August 2024

Seasonally Adjusted



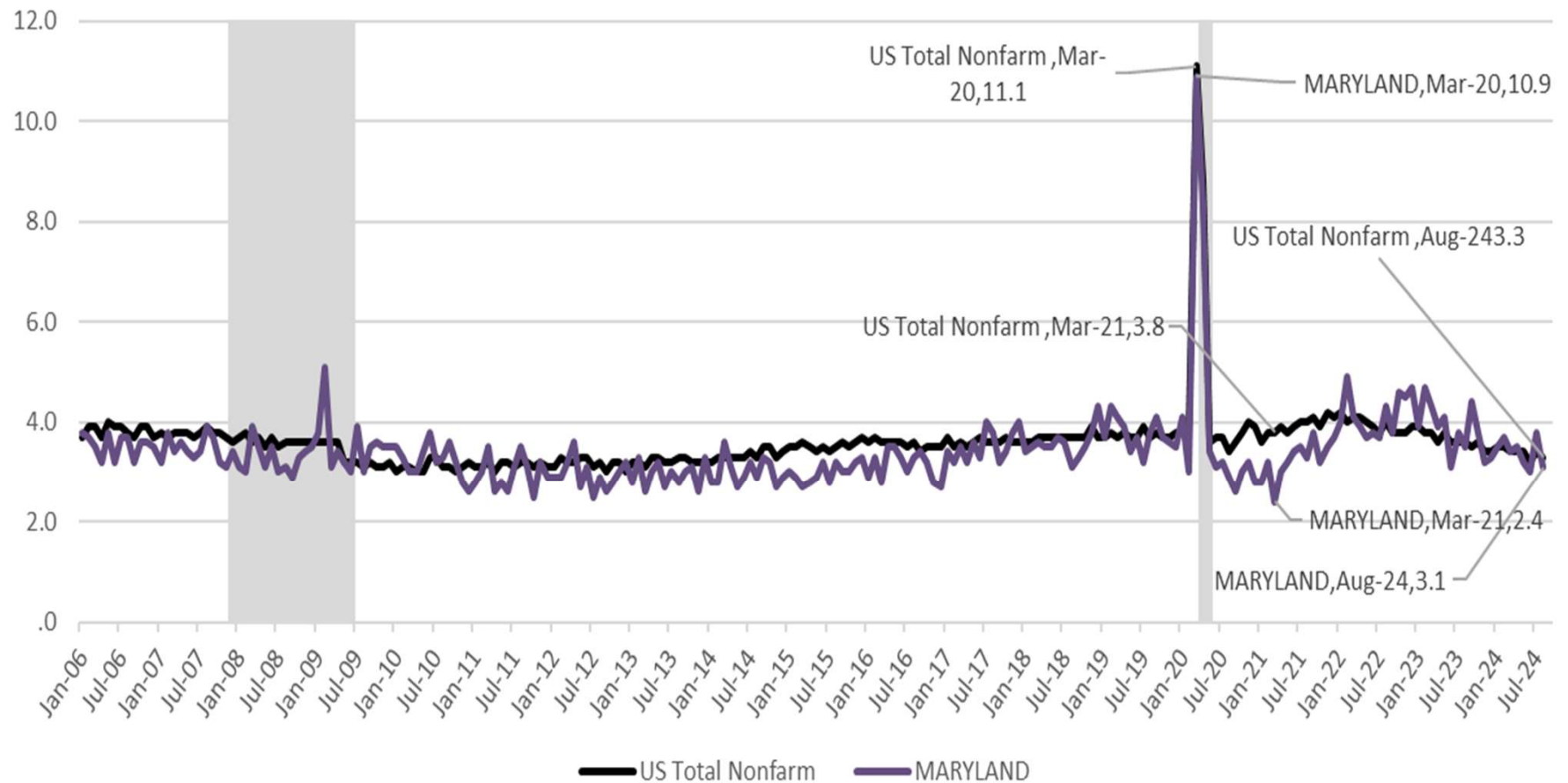


# Total Separations Rates (Maryland Vs US)

Total Separation rates for **U.S**, DE, D.C, **MD**, VA

January 2006 - August 2024

Seasonally Adjusted

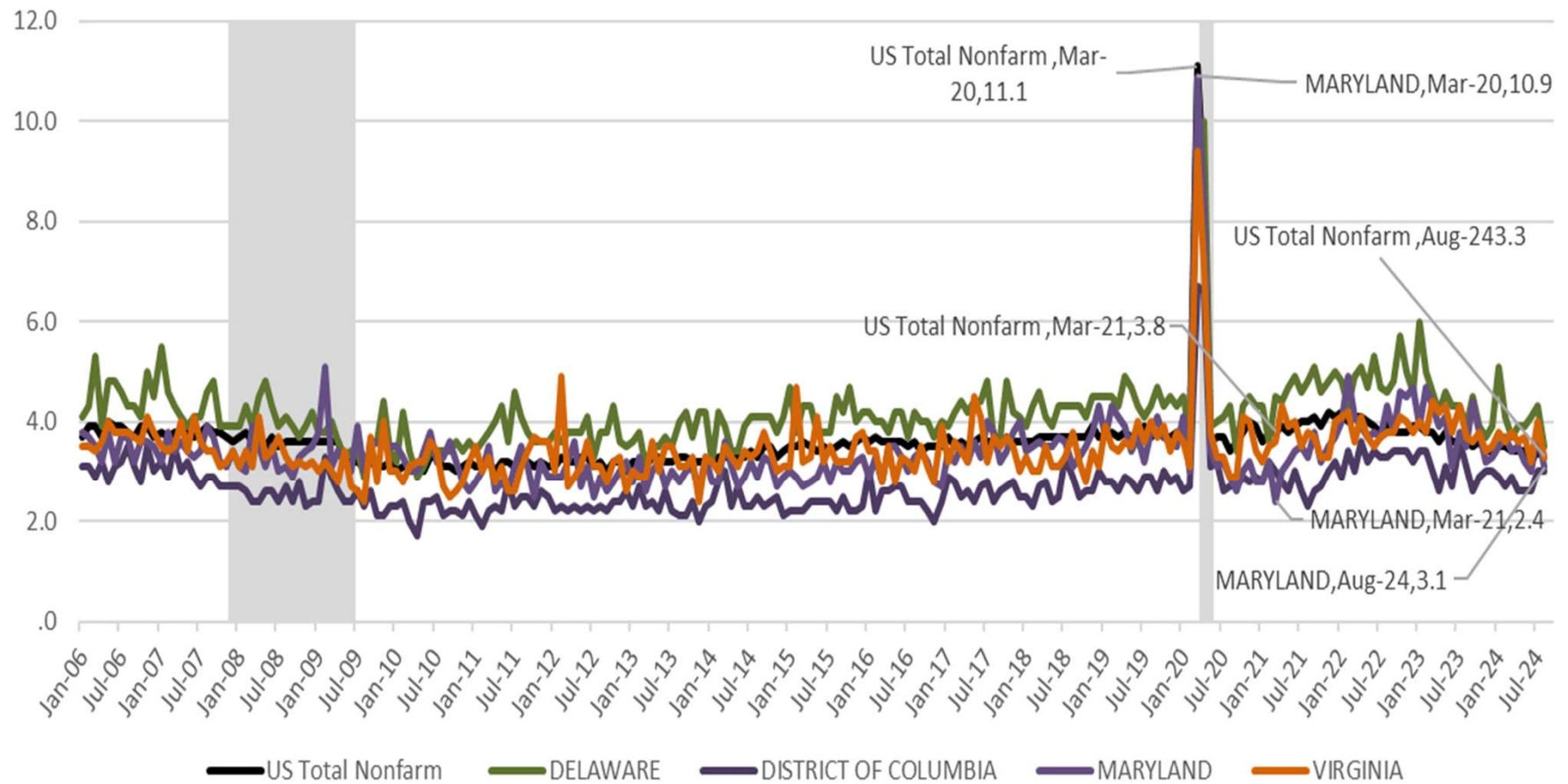


# Total Separations Rates

Total Separation rates for **U.S**, DE, D.C, **MD**, VA

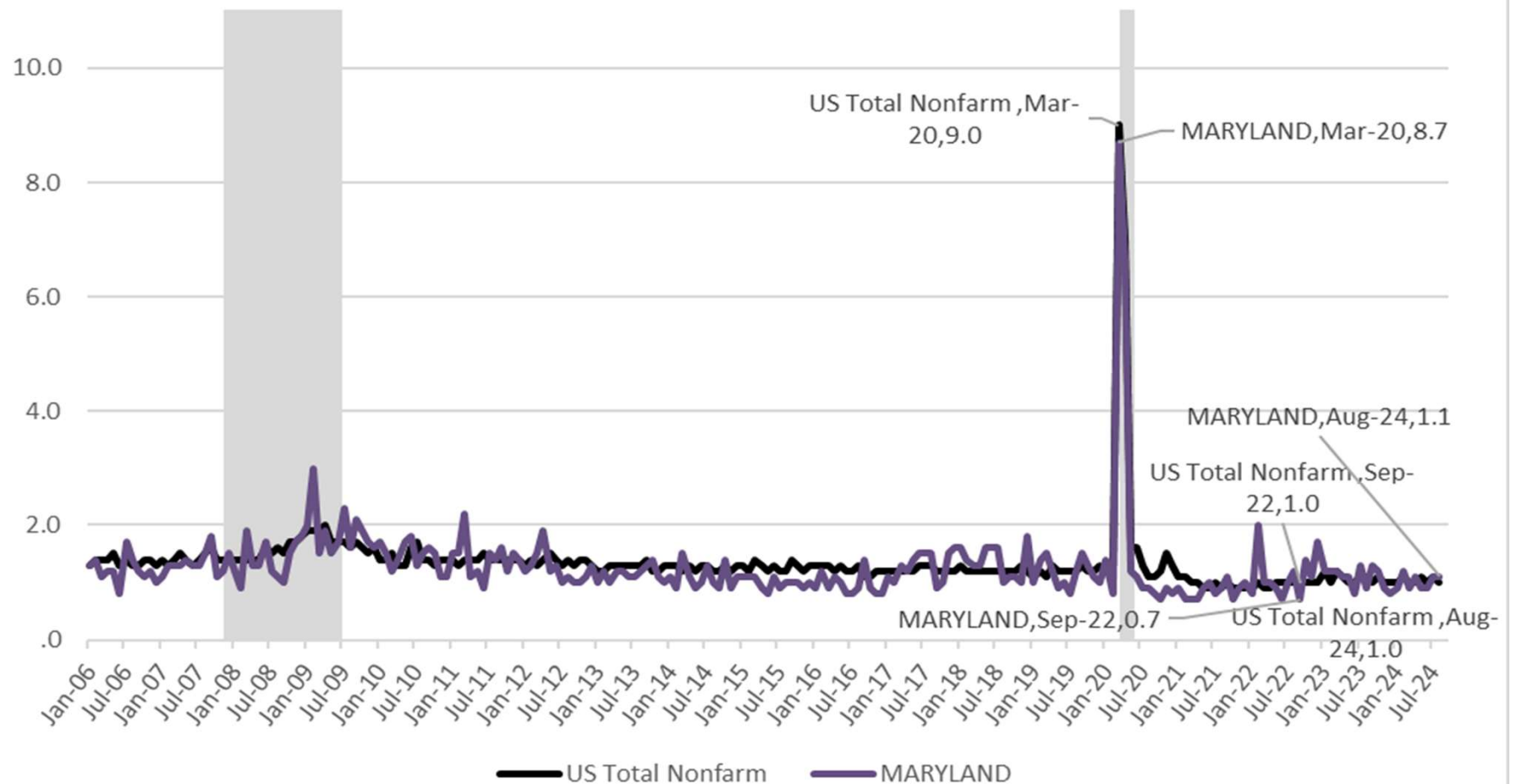
January 2006 - August 2024

Seasonally Adjusted



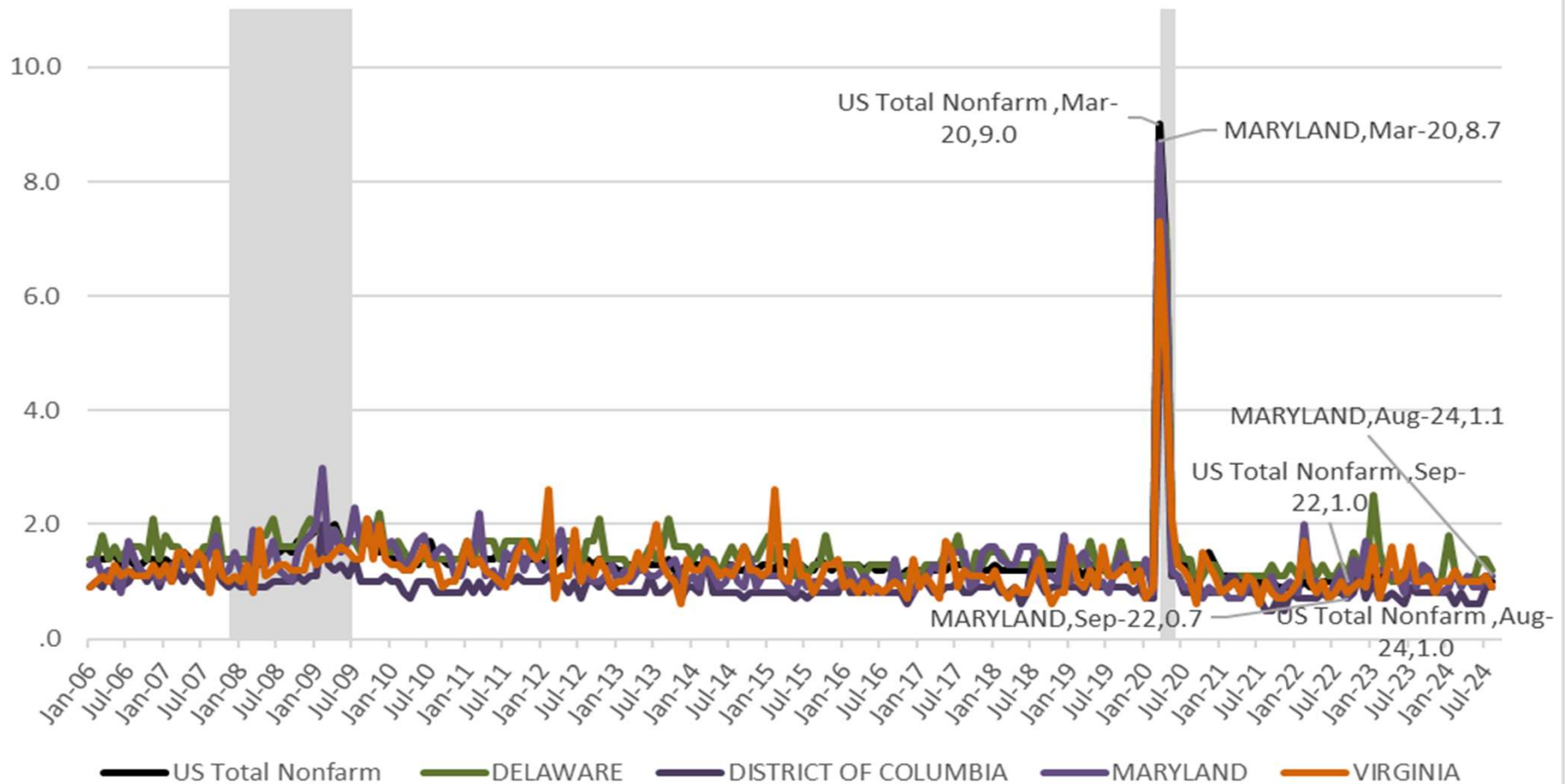
# Layoffs & Discharges Rates (Maryland Vs US)

Layoffs and discharges rates for **U.S**, DE, D.C, **MD**, VA  
January 2006 - August 2024  
Seasonally Adjusted

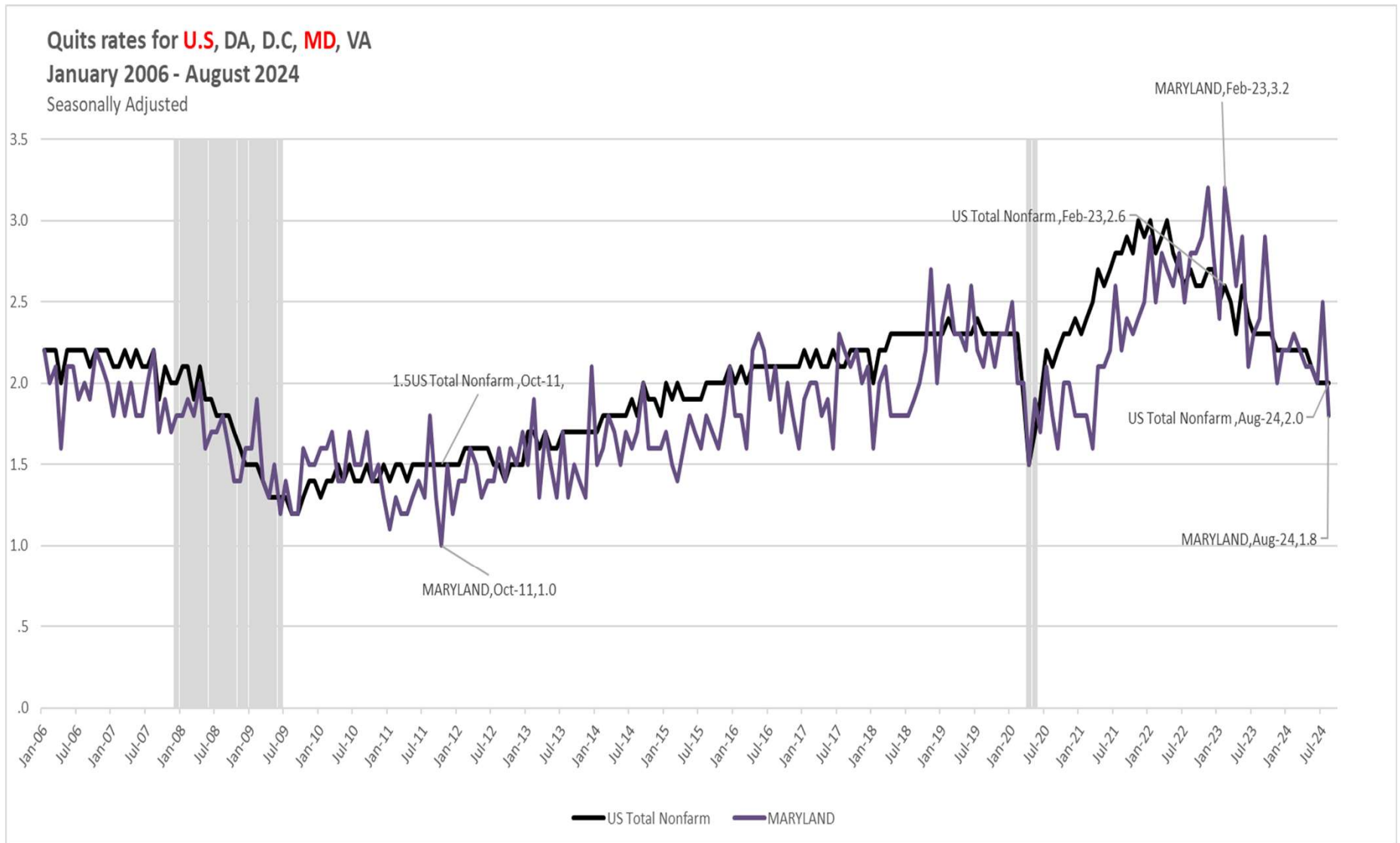


# Layoffs & Discharges Rates

Layoffs and discharges rates for **U.S**, DE, D.C, **MD**, VA  
 January 2006 - August 2024  
 Seasonally Adjusted



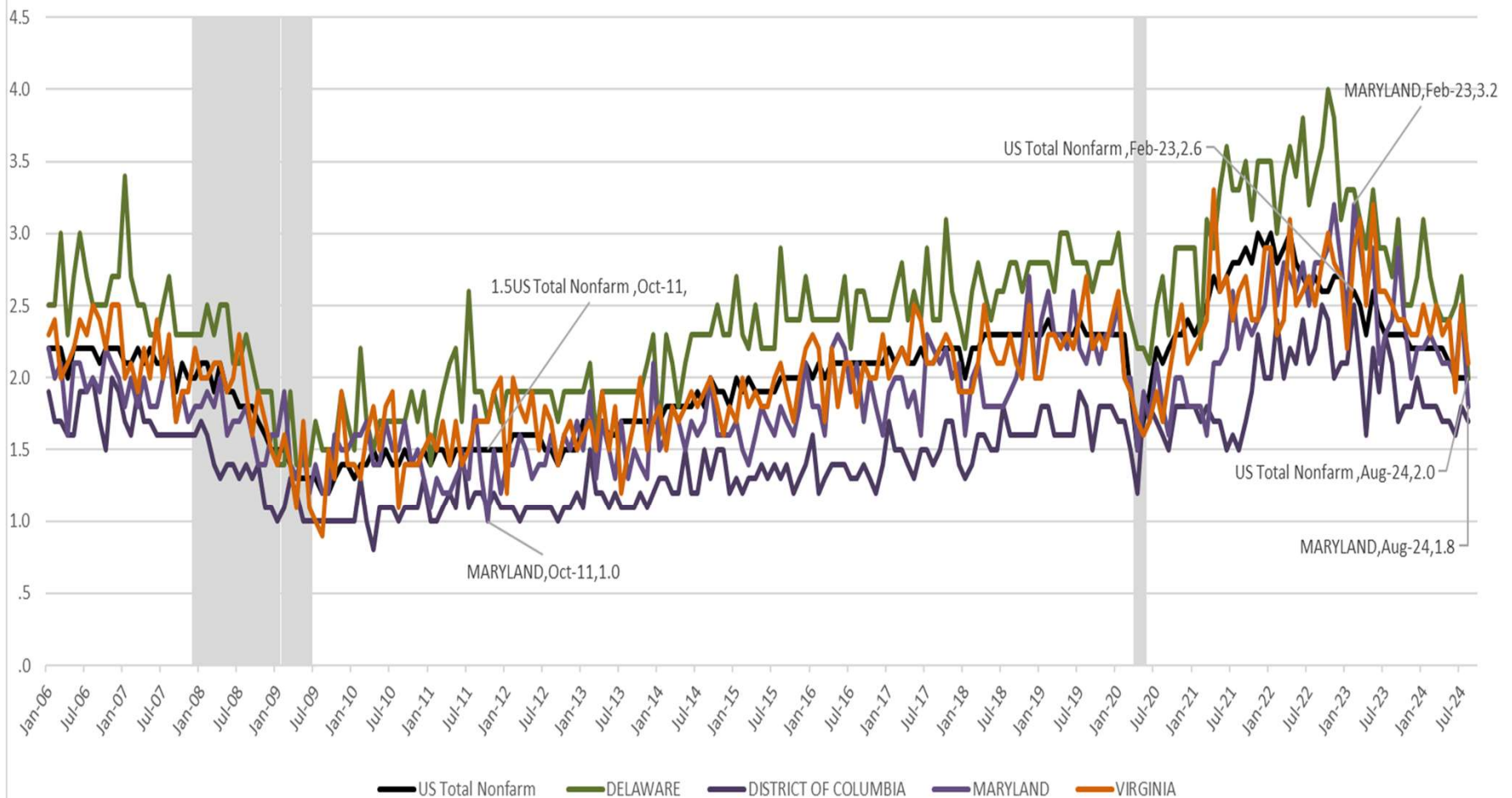
# Quits Rates (Maryland Vs US)





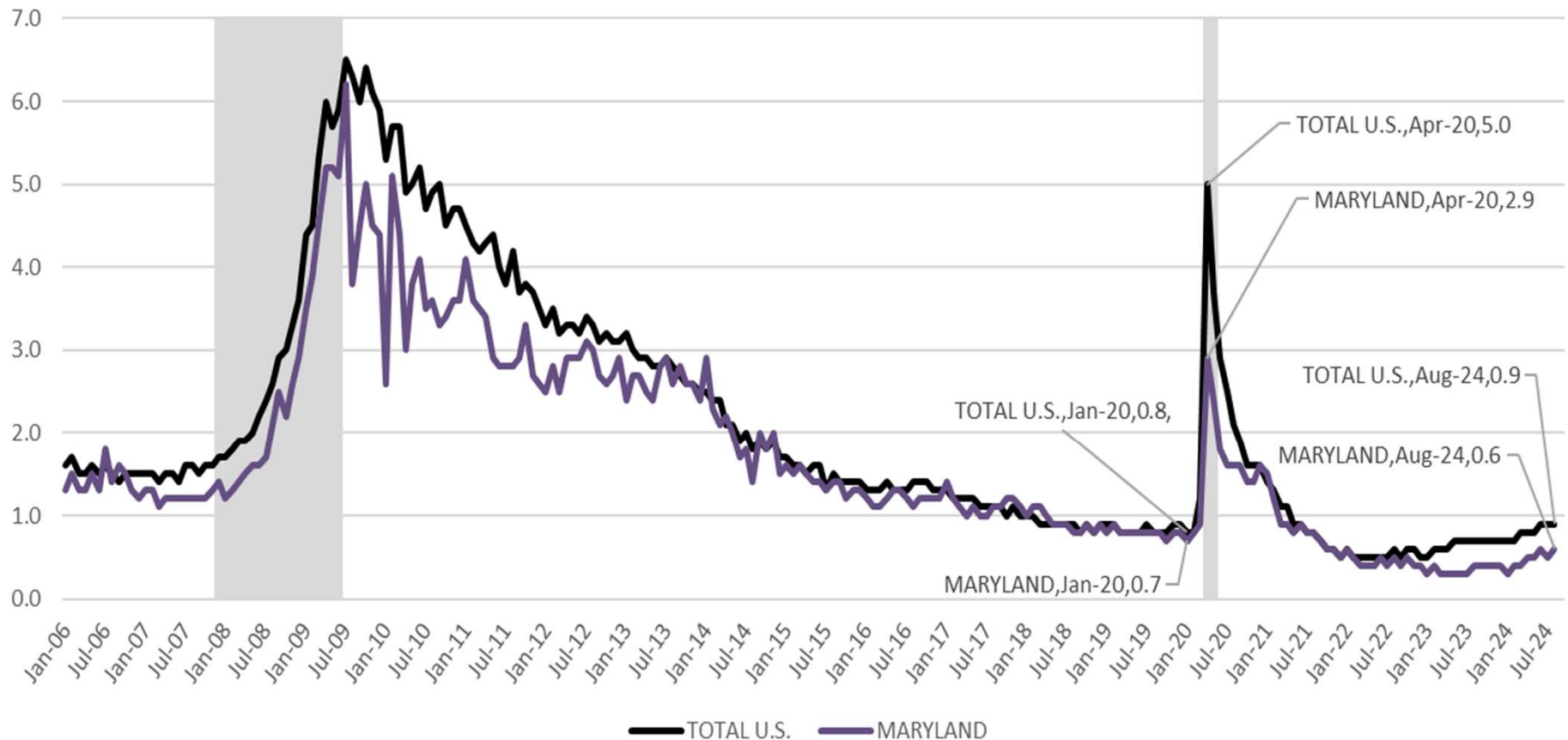
# Quits Rates

Quits rates for **U.S**, DE, D.C, **MD**, VA  
January 2006 - August 2024  
Seasonally Adjusted



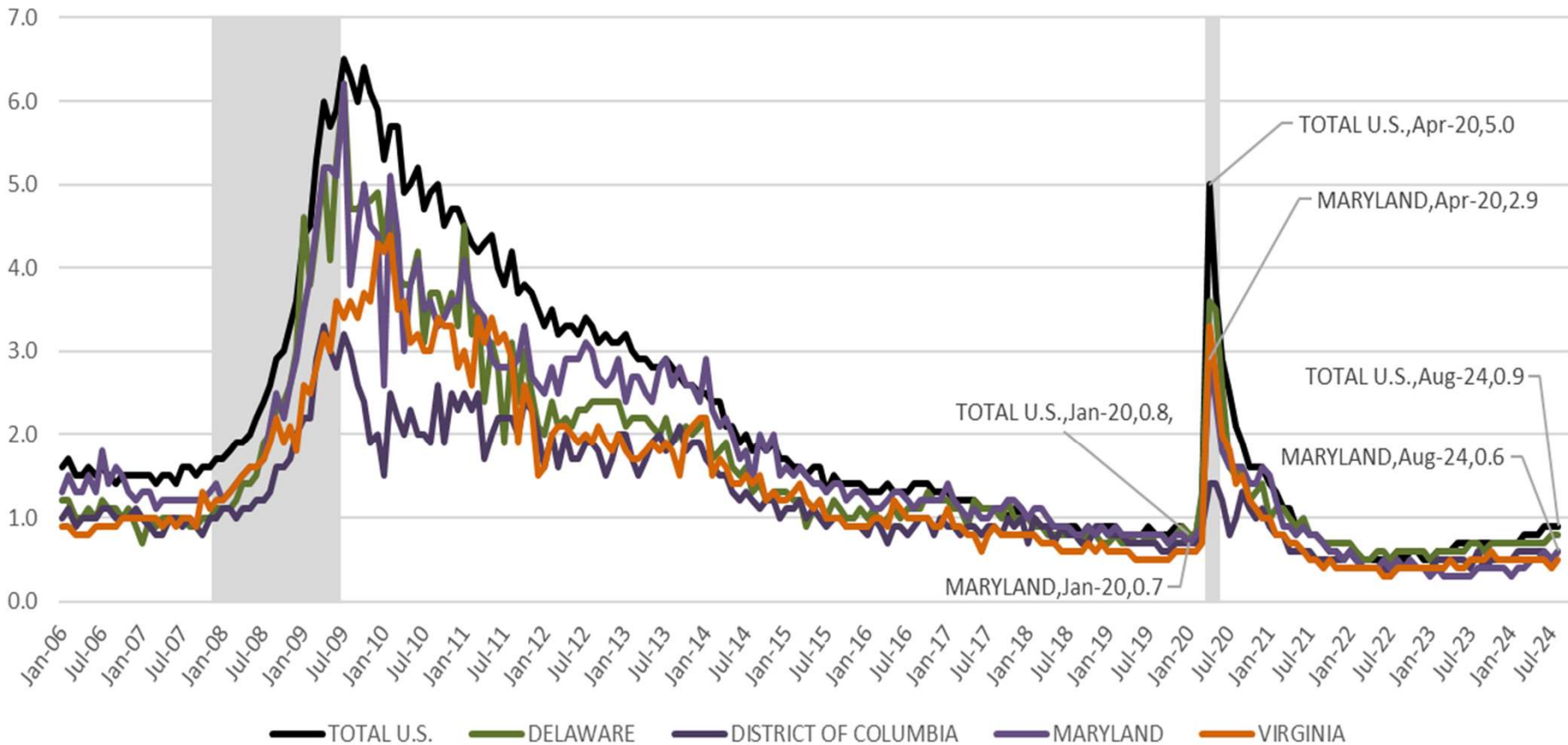
# Unemployed per Job Opening Maryland Vs US

Unemployed per Job Opening for Total U.S., DE, D.C, MD, VA  
January 2006 - August 2024  
Seasonally Adjusted



# Unemployed per Job Opening

Unemployed per Job Opening for Total U.S., DE, D.C, MD, VA  
January 2006 - August 2024  
Seasonally Adjusted





# JOLTS Products & Resources

## □ Two Releases Published Monthly

### NATIONAL

**NEWS RELEASE**  
BUREAU OF LABOR STATISTICS  
U. S. DEPARTMENT OF LABOR



For release 10:00 a.m. (ET) Tuesday, August 1, 2023  
Technical information: (202) 691-5870 • JoltsInfo@bls.gov • www.bls.gov/jlt  
Media contact: (202) 691-5902 • PressOffice@bls.gov

USDL-23-1686

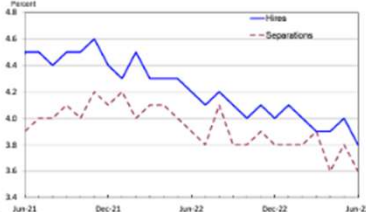
#### JOB OPENINGS AND LABOR TURNOVER – JUNE 2023

The number of job openings was little changed at 9.6 million on the last business day of June, the U.S. Bureau of Labor Statistics reported today. Over the month, the number of hires and total separations decreased to 5.9 million and 5.6 million, respectively. Within separations, quits (3.8 million) decreased, while layoffs and discharges (1.5 million) changed little. This release includes estimates of the number and rate of job openings, hires, and separations for the total nonfarm sector, by industry, and by establishment size class.

Chart 1. Job openings rate, seasonally adjusted, June 2021 - June 2023



Chart 2. Hires and total separations rates, seasonally adjusted, June 2021 - June 2023



### STATE

**NEWS RELEASE**  
BUREAU OF LABOR STATISTICS  
U. S. DEPARTMENT OF LABOR



For release 10:00 a.m. (ET) Wednesday, July 26, 2023  
Technical information: (202) 691-5870 • JoltsInfo@bls.gov • www.bls.gov/jlt  
Media contact: (202) 691-5902 • PressOffice@bls.gov

USDL-23-1639

#### STATE JOB OPENINGS AND LABOR TURNOVER – MAY 2023

Job openings rates decreased in 12 states on the last business day of May, the U.S. Bureau of Labor Statistics reported today. Hires rates increased in 5 states and decreased in 2 states. Total separations rates increased in 9 states and decreased in 7 states. Nationally, the job openings rate decreased while hires and total separations rates changed little in May.

This release includes estimates of the number and rate of job openings, hires, total separations, quits, and layoffs and discharges for the total nonfarm sector and for all states and the District of Columbia.

Source: March 2011 Employee Benefits Survey



# **Job Openings and Labor Turnover Survey**

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## **PRODUCTS & RESOURCES**

# JOLTS Products & Resources

## (continued)


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The **Job Openings and Labor Turnover Survey (JOLTS)** program of the Bureau of Labor Statistics (BLS) produces monthly and annual estimates of job openings, hires, and separations for the nation. The JOLTS program also produces monthly [state estimates](#) for all 50 states and the District of Columbia at the total nonfarm industry level.

#### CHARTS

**Job openings, hires, and separations levels, seasonally adjusted**



Hover over chart to view data.  
 Note: Shaded area represents recession, as determined by the National Bureau of Economic Research.  
 Source: U.S. Bureau of Labor Statistics.

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#### NEWS RELEASES

**[September job openings and hires change little; total separations unchanged](#)**

10/29/2024

**[August job openings rates up in 6 states, down in 2; total separations rates down in 10](#)**

10/17/2024

[read more »](#)

#### NEXT RELEASE

Job Openings and Labor Turnover data for October 2024 are scheduled to be released December 3, 2024, at 10:00 A.M. Eastern Time.

State Job Openings and Labor Turnover data for September 2024 are scheduled to be released November 20, 2024, at 10:00 A.M. Eastern Time.

#### LATEST NUMBERS

7 443 000(n) Latest Job Openings Level in Sep 2024



#### PUBLICATIONS

THE ECONOMICS DAILY

14 states have hires rates of at



# JOLTS Products & Resources

## (continued)

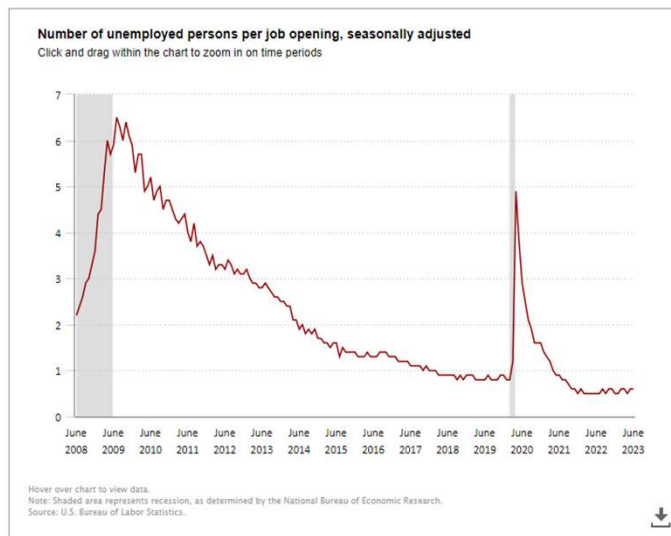
### Interactive Charts

#### Graphics for Economic News Releases

##### Number of unemployed persons per job opening, seasonally adjusted

Charts related to the latest "Job Openings and Labor Turnover Survey" news release | [More chart packages](#)

PREV NEXT Number of unemployed persons per job opening, seasonally adjusted GO



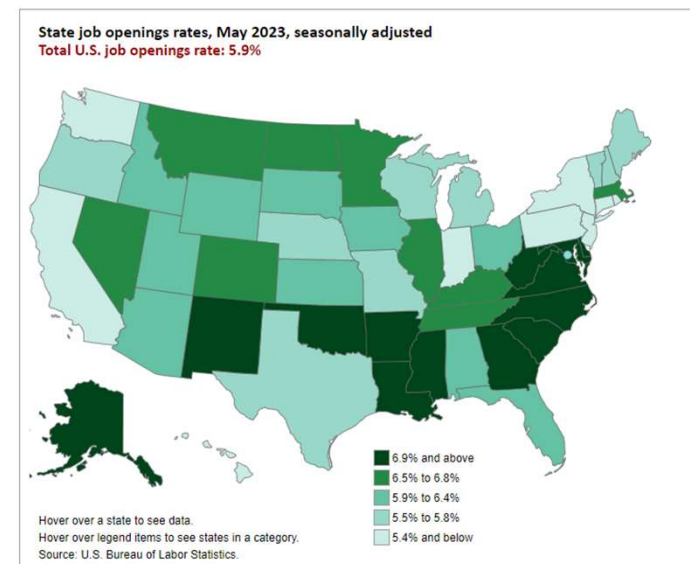
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#### Graphics for Economic News Releases

##### State job openings rates, seasonally adjusted

Charts related to the latest "State Job Openings and Labor Turnover" news release | [More chart packages](#)

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(continued)

[https://www.bls.gov/jlt/jlt\\_statedata.htm](https://www.bls.gov/jlt/jlt_statedata.htm)



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About JOLTS Overview >>

- Overview
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### CHARTS

#### Job openings, hires, and separations levels, seasonally adjusted



Hover over chart to view data.  
Note: Shaded area represents recession, as determined by the National Bureau of Economic Research.  
Source: U.S. Bureau of Labor Statistics.

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### NEWS RELEASES

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10/29/2024

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LATEST NUMBERS



PUBLICATIONS





# JOLTS Products & Resources

(continued)



JUNE 2022

## Job openings and quits reach record highs in 2021, layoffs and discharges fall to record lows

Estimates from the Job Openings and Labor Turnover Survey (JOLTS) show that job openings and quits reached record highs in 2021. Job openings reached a series high in November of 4.5 million. By contrast, layoffs and discharges fell to record lows in December. The series lows for layoffs and discharges occurred at the onset of the COVID-19 pandemic.



### BEYOND THE NUMBERS

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June 2022 | Vol. 11 / No. 6

#### EMPLOYMENT & UNEMPLOYMENT

## What is the unemployed people per job openings ratio? A 21-year case study into unemployment trends

By Arthar Adhikari and Denise Mickle

Since the start of the COVID-19 pandemic in March 2020, there have been extreme movements in the number of unemployed people and job openings. The Bureau of Labor Statistics (BLS) has a useful measure that can help us understand and analyze these movements in the U.S. labor market: the unemployed people per job openings ratio. The ratio is calculated by dividing the number of unemployed people by the number of job openings in a particular month. This number provides insight into how tight or slack the U.S. labor market is. In other words, it tells us about the relationship between labor supply (unemployed people) and labor demand (job openings).

This *Beyond the Numbers* article will describe the unemployed people per job openings ratio and examine the relationship between labor supply and labor demand at the national level from December 1999 to



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### Job openings rate 9.1 percent in West Virginia in December 2022

FEBRUARY 21, 2023

In December 2022, West Virginia had the highest job openings rate, 9.1 percent, followed by Louisiana (8.7 percent) and Alaska (8.5 percent). The states with the lowest job openings rates in December 2022 were New York (4.6 percent), New Jersey (5.4 percent), Connecticut (5.7 percent), and Hawaii (5.8 percent). The national job openings rate was 6.7 percent in December 2022.

Source: March 2011 Employee Benefits Survey

# JOLTS Products & Resources

(continued)

## Articles and Sources

- JOLTS Handbook of Methods for detailed program information: <http://www.bls.gov/opub/hom/homch18.htm>
- JOLTS webpage, publications, for more articles related to the JOLTS program: <http://stats.bls.gov/jlt/publications.htm>
- The Beveridge Curve, by Olivier Jean Blanchard and Peter Diamond, *Brookings Papers on Economic Activity*, Vol. 20, No. 1 (1989), pp. 1-76.
- Structural/Frictional vs. Deficient Demand Unemployment: Some New Evidence, by Katharine Abraham, *American Economic Review*, Vol. 73, No. 4 (Sep., 1983), pp. 708-724.

# BLS REGIONAL RESOURCE

[https://www.bls.gov/regions/mid-atlantic/news-release/jobopeningslaborturnover\\_maryland.htm](https://www.bls.gov/regions/mid-atlantic/news-release/jobopeningslaborturnover_maryland.htm)



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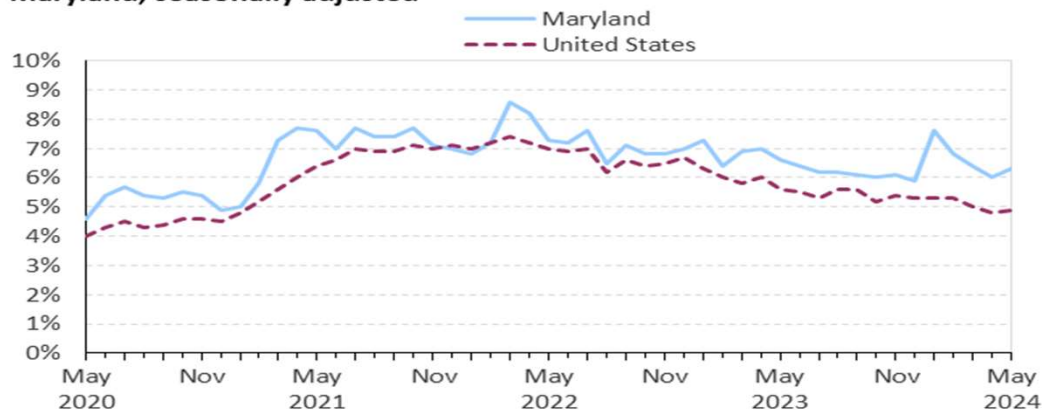
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### Maryland Job Openings and Labor Turnover — May 2024

Maryland had 184,000 job openings in May 2024, compared to 176,000 openings in April, the U.S. Bureau of Labor Statistics reported today. (See [table 1.](#)) Regional Commissioner Alexandra Hall Bovee noted that the job openings rate in Maryland was 6.3 percent in May and 6.0 percent in the previous month. (See [chart 1](#) and [table 2.](#)) The job openings rate nationally was 4.9 percent in May and 4.8 percent in April. (See [table 3.](#)) All data in this release are seasonally adjusted.

**Chart 1. Job openings as a percent of employment for the United States and Maryland, seasonally adjusted**



#### News Release Information

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Friday, July 26, 2024

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## Job Openings and Labor Turnover (JOLTS)

# Questions?

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## Job Openings and Labor Turnover Program

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