

For release 10:00 a.m. (EDT) Friday, August 24, 2012

USDL-12-1719

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## WORKER DISPLACEMENT: 2009-2011

From January 2009 through December 2011, 6.1 million workers were displaced from jobs they had held for at least 3 years, the U.S. Bureau of Labor Statistics reported today. This was down from 6.9 million for the survey period covering January 2007 to December 2009. In January 2012, 56 percent of workers displaced from 2009-11 were reemployed, up by 7 percentage points from the prior survey in January 2010.

Since 1984, the Employment and Training Administration of the U.S. Department of Labor has sponsored surveys that collect information on workers who were displaced from their jobs. These surveys have been conducted biennially as supplements to the Current Population Survey (CPS), a monthly survey of households that is the primary source of information on the nation's labor force.

Displaced workers are defined as persons 20 years of age and older who lost or left jobs because their plant or company closed or moved, there was insufficient work for them to do, or their position or shift was abolished. The period covered in this study was 2009-11, the 3 calendar years prior to the January 2012 survey date. Most of this period was characterized by modest employment growth. The following analysis focuses primarily on the 6.1 million persons who had worked for their employer for 3 or more years at the time of displacement (referred to as long-tenured). An additional 6.7 million persons were displaced from jobs they had held for less than 3 years (referred to as short-tenured). Combining the short- and long-tenured groups, the number of displaced workers totaled 12.9 million from 2009-11. In the prior survey, which was conducted in January 2010 and covered 2007-09, this group numbered 15.4 million. This previous survey reflected the steep employment declines associated with the recession that began in December 2007.

### Highlights from the January 2012 survey include:

- In January 2012, 56 percent of the 6.1 million long-tenured displaced workers were reemployed, up from 49 percent for the prior survey in January 2010. (See table 1.)
- Forty percent of long-tenured displaced workers from the 2009-11 period cited insufficient work as the reason for their displacement, and 31 percent cited that their plant or company closed down or moved. (See table 2.)
- Nearly 1 in 5 long-tenured displaced workers lost a job in manufacturing. (See table 4.)

- Among long-tenured workers who were displaced from full-time wage and salary jobs and who were reemployed in such jobs in January 2012, 46 percent had earnings that were as much or greater than those of their lost job. (See table 7.)

### **Characteristics of the Reemployed**

Fifty-six percent of the 6.1 million long-tenured displaced workers were reemployed at the time of the survey in January 2012, up from 49 percent for the January 2010 survey. The proportion unemployed at the time of the most recent survey was 27 percent, down from 36 percent in the January 2010 survey. Seventeen percent of long-tenured displaced workers were not in the labor force in January 2012, up from 15 percent for the previous survey. (See table 1.)

In January 2012, reemployment rates were about 62 percent for workers ages 20 to 54. Reemployment rates were lower for older workers. The rates for those ages 55 to 64 and 65 years and over were 47 and 24 percent, respectively. Among those age 65 and over, 49 percent were no longer in the labor force when surveyed in January 2012.

Among long-tenured displaced workers, men had a higher reemployment rate (61 percent) in January 2012 than women (50 percent). The reemployment rate for men increased from 49 percent in January 2010, while the rate for women was about unchanged from the prior survey. Displaced men were less likely than displaced women to be unemployed at the time of the survey in January 2012—23 versus 31 percent. The share of displaced men who had left the labor force, at 16 percent, continued to be lower than that for women—20 percent.

In January 2012, the reemployment rates for long-tenured displaced whites (57 percent), Hispanics (55 percent), and Asians (60 percent) were higher than in January 2010. The reemployment rate for blacks was little changed at 46 percent in January 2012.

### **Reason for Job Loss and Receipt of Advance Notice**

Of the 6.1 million long-tenured workers displaced during the January 2009 through December 2011 period, 40 percent lost or left their jobs due to insufficient work, 31 percent due to plant or company closings or moves, and 30 percent because their position or shift was abolished. (See table 2.)

Thirty-eight percent of long-tenured displaced workers in the January 2012 survey received written advance notice that their jobs would be terminated, about the same proportion as in the January 2010 survey. Workers who lost jobs during the 2009-11 period due to plant or company closings or moves were most likely to receive written advance notice. Of this group, 52 percent received such notice. In contrast, 39 percent of workers who were displaced because their position or shift was abolished and 25 percent of those who lost jobs due to insufficient work were notified in advance. For each of these groups, reemployment rates were similar for those who received written advanced notice and those who did not. (See table 3.)

### **Industry and Occupation**

During the 2009-11 period, 1.2 million long-tenured manufacturing workers were displaced from their jobs—19 percent of all long-tenured displaced workers, down from 23 percent in the prior survey period. In the January 2012 survey, manufacturing displacements were concentrated within the durable

goods component (844,000). Workers in wholesale and retail trade accounted for 14 percent of all long-tenured displaced, and professional and business services made up 12 percent. (See table 4.)

Among the major industry groups, workers displaced from transportation and utilities (67 percent) had a reemployment rate that was higher than the overall reemployment rate for displaced workers. Workers displaced from wholesale and retail trade were the least likely to be reemployed (50 percent). (Workers were not necessarily reemployed in the same industries from which they were displaced.)

Reemployment rates differed by major occupation, but were highest for those displaced from management, professional, and related occupations and from natural resources, construction, and maintenance occupations (60 percent each). They were lower for those displaced from service occupations and sales and office occupations, 50 percent and 51 percent, respectively. Compared with the January 2010 survey, reemployment rates were higher in January 2012 for displaced workers from natural resources, construction, and maintenance occupations and from production, transportation, and material moving occupations. Reemployment rates for workers displaced from other major occupational groups were similar across the 2012 and 2010 surveys. (See table 5.)

### **Geographic Divisions**

The number of long-tenured workers displaced during 2009-11 declined from the 2007-09 period in the East North Central, South Atlantic, Mountain, and New England geographic divisions of the United States. Reemployment rates for the divisions ranged from 49 percent for the Pacific division to 64 percent for the East South Central division. (See table 6.)

### **Earnings**

Of the 3.0 million displaced workers who lost full-time wage and salary jobs during the 2009-11 period and were reemployed, 2.4 million had full-time wage and salary jobs in January 2012. Of these reemployed full-time workers who reported earnings on their lost job, 46 percent were earning as much or more in January 2012 as they did at their lost job. About one-third reported earnings losses of 20 percent or more. These proportions were similar to those from the January 2010 survey. (See table 7.)

### **Total Displaced Workers (With No Tenure Restriction)**

The total number of workers displaced between January 2009 and December 2011 (regardless of how long they had held their jobs) was 12.9 million, down by 2.6 million from the 2007-2009 survey period. Of the total number of workers who lost jobs over the 2009-11 period, 57 percent were reemployed and 28 percent were unemployed in January 2012. (See table 8.)

## Technical Note

The data presented in this release were collected through a supplement to the January 2012 Current Population Survey (CPS), the monthly survey of about 60,000 eligible households that provides basic data on employment and unemployment for the nation. The CPS is conducted by the U.S. Census Bureau for the Bureau of Labor Statistics (BLS). The purpose of this supplement was to obtain information on the number and characteristics of persons who had been displaced (as defined below) from their jobs over the prior 3 calendar years. Additional information, reports, and archived news releases, including the Worker Displacement 2007-2009 news release, are available online at [www.bls.gov/cps/lfcharacteristics.htm#displaced](http://www.bls.gov/cps/lfcharacteristics.htm#displaced).

Data presented in this release are based on Census 2010 population controls that are updated annually in January. For additional information, see "Population control adjustments to the CPS" available on the Internet at [www.bls.gov/cps/documentation.htm#pop](http://www.bls.gov/cps/documentation.htm#pop).

Information in this release will be made available to sensory impaired individuals upon request. Voice phone: (202) 691-5200; Federal Relay Service: (800) 877-8339.

### Reliability of the estimates

Statistics based on the CPS are subject to both sampling and nonsampling error. When a sample, rather than the entire population, is surveyed, there is a chance that the sample estimates may differ from the "true" population values they represent. The exact difference, or *sampling error*, varies depending on the particular sample selected, and this variability is measured by the standard error of the estimate. There is about a 90-percent chance, or level of confidence, that an estimate based on a sample will differ by no more than 1.6 standard errors from the "true" population value because of sampling error. BLS analyses are generally conducted at the 90-percent level of confidence.

The CPS data also are affected by *nonsampling error*. Nonsampling error can occur for many reasons, including the failure to sample a segment of the population, inability to obtain information for all respondents in the sample, inability or unwillingness of respondents to provide correct information, and errors made in the collection or processing of the data.

A full discussion of the reliability of data from the CPS and information on estimating standard errors is documented and can be found on the BLS web site at [www.bls.gov/cps/documentation.htm#reliability](http://www.bls.gov/cps/documentation.htm#reliability).

### Concepts and questions

*Displaced workers* are wage and salary workers 20

years of age and older who lost or left jobs because their plant or company closed or moved, there was insufficient work for them to do, or their position or shift was abolished. Data are often presented for long-tenured displaced workers—those who had worked for their employer for 3 or more years at the time of displacement.

*Wage and salary workers* receive wages, salaries, commissions, tips, payment in kind, or piece rates. The group includes employees in both the private and public sectors but excludes all self-employed persons, both those with incorporated businesses as well as those with unincorporated businesses.

Data discussed in this release on displaced workers were obtained from the following questions:

(This question was asked of all persons 20 years and over.) During the last 3 calendar years, that is, January 2009 through December 2011, did (you/name) lose a job or leave one because: (your/his/her) plant or company closed or moved, (your/his/her) position or shift was abolished, insufficient work, or another similar reason?

(If the respondent answered "yes" to the above question on job loss, the following question was then asked.) Which of these specific reasons describes why (name/you) (is/are) no longer working at that job?

- Plant or company closed down or moved
- Plant or company operating but lost or left job because of:
  - Insufficient work
  - Position or shift abolished
  - Seasonal job completed
- Self-operated business failed
- Some other reason

Respondents who provided one of the first three reasons—plant or company closed or moved, insufficient work, or position or shift abolished—were classified as displaced and asked additional questions about the lost job, including how many years they had worked for their employer; the year the job was lost; the earnings, industry, and occupation of the lost job; and whether health insurance had been provided. Other questions were asked to determine what occurred before and after the job loss, such as: Was the respondent notified of the upcoming dismissal? How long did he/she go without work? Did he/she receive unemployment benefits? And, if so, were the benefits used up? Did the person move to another location after the job loss to take or look for another job? Information also was collected about current health insurance coverage (other than Medicare and Medicaid) and current earnings for those employed in January 2012.

**Table 1. Long-tenured displaced workers<sup>1</sup> by age, sex, race, Hispanic or Latino ethnicity, and employment status in January 2012**

(Numbers in thousands)

Age, sex, race, and Hispanic or Latino ethnicity	Total	Percent distribution by employment status			
		Total	Employed	Unemployed	Not in the labor force
<b>TOTAL</b>					
Total, 20 years and over .....	6,121	100.0	56.0	26.7	17.4
20 to 24 years .....	128	100.0	61.7	22.4	15.9
25 to 54 years .....	4,268	100.0	61.5	26.2	12.3
55 to 64 years .....	1,338	100.0	47.4	28.1	24.5
65 years and over .....	386	100.0	23.5	27.5	49.0
<b>Men</b>					
Total, 20 years and over .....	3,440	100.0	60.9	23.4	15.7
20 to 24 years .....	78	100.0	70.6	15.0	14.4
25 to 54 years .....	2,438	100.0	66.7	22.7	10.6
55 to 64 years .....	727	100.0	50.8	25.6	23.7
65 years and over .....	197	100.0	23.5	27.3	49.2
<b>Women</b>					
Total, 20 years and over .....	2,681	100.0	49.7	30.8	19.5
20 to 24 years .....	50	100.0	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )
25 to 54 years .....	1,831	100.0	54.6	30.9	14.5
55 to 64 years .....	611	100.0	43.3	31.1	25.6
65 years and over .....	189	100.0	23.5	27.7	48.8
<b>White</b>					
Total, 20 years and over .....	5,027	100.0	57.4	26.1	16.5
Men .....	2,920	100.0	61.9	23.1	14.9
Women .....	2,107	100.0	51.2	30.2	18.7
<b>Black or African American</b>					
Total, 20 years and over .....	662	100.0	46.1	31.2	22.7
Men .....	284	100.0	52.7	24.8	22.4
Women .....	378	100.0	41.2	35.9	22.9
<b>Asian</b>					
Total, 20 years and over .....	230	100.0	60.3	26.7	13.1
Men .....	121	100.0	61.5	27.6	10.9
Women .....	109	100.0	58.9	25.6	15.5
<b>Hispanic or Latino ethnicity</b>					
Total, 20 years and over .....	901	100.0	54.9	27.7	17.4
Men .....	594	100.0	60.3	25.7	14.0
Women .....	307	100.0	44.3	31.6	24.1

<sup>1</sup> Data refer to persons who had 3 or more years of tenure on a job they had lost or left between January 2009 and December 2011 because of plant or company closings or moves, insufficient work, or the abolishment of their positions or shifts.

<sup>2</sup> Data not shown where base is less than 75,000.

NOTE: Estimates for the above race groups (white, black or African American, and Asian) do not sum to totals because data are not presented for all races. Persons whose ethnicity is identified as Hispanic or Latino may be of any race.

**Table 2. Long-tenured displaced workers<sup>1</sup> by age, sex, race, Hispanic or Latino ethnicity, and reason for job loss, January 2012**

(Numbers in thousands)

Age, sex, race, and Hispanic or Latino ethnicity	Total	Percent distribution by reason for job loss			
		Total	Plant or company closed down or moved	Insufficient work	Position or shift abolished
<b>TOTAL</b>					
Total, 20 years and over .....	6,121	100.0	30.8	39.5	29.7
20 to 24 years .....	128	100.0	40.5	39.3	20.3
25 to 54 years .....	4,268	100.0	31.8	40.2	28.0
55 to 64 years .....	1,338	100.0	27.8	37.0	35.2
65 years and over .....	386	100.0	26.7	40.8	32.5
<b>Men</b>					
Total, 20 years and over .....	3,440	100.0	31.1	43.2	25.7
20 to 24 years .....	78	100.0	40.2	36.7	23.1
25 to 54 years .....	2,438	100.0	32.6	43.4	24.0
55 to 64 years .....	727	100.0	27.6	43.0	29.4
65 years and over .....	197	100.0	21.7	44.2	34.2
<b>Women</b>					
Total, 20 years and over .....	2,681	100.0	30.4	34.8	34.8
20 to 24 years .....	50	100.0	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>2</sup> )
25 to 54 years .....	1,831	100.0	30.8	35.9	33.3
55 to 64 years .....	611	100.0	28.1	29.9	42.0
65 years and over .....	189	100.0	31.9	37.3	30.8
<b>White</b>					
Total, 20 years and over .....	5,027	100.0	30.2	38.9	30.9
Men .....	2,920	100.0	30.5	42.5	27.0
Women .....	2,107	100.0	29.8	34.0	36.2
<b>Black or African American</b>					
Total, 20 years and over .....	662	100.0	33.5	41.0	25.5
Men .....	284	100.0	35.5	44.9	19.6
Women .....	378	100.0	32.0	38.0	30.0
<b>Asian</b>					
Total, 20 years and over .....	230	100.0	30.5	46.9	22.7
Men .....	121	100.0	24.3	56.8	18.9
Women .....	109	100.0	37.3	35.9	26.8
<b>Hispanic or Latino ethnicity</b>					
Total, 20 years and over .....	901	100.0	35.9	50.1	14.0
Men .....	594	100.0	37.3	52.4	10.3
Women .....	307	100.0	33.3	45.6	21.1

<sup>1</sup> Data refer to persons who had 3 or more years of tenure on a job they had lost or left between January 2009 and December 2011 because of plant or company closings or moves, insufficient work, or the abolishment of their positions or shifts.

<sup>2</sup> Data not shown where base is less than 75,000.

NOTE: Estimates for the above race groups (white, black or African American, and Asian) do not sum to totals because data are not presented for all races. Persons whose ethnicity is identified as Hispanic or Latino may be of any race.

**Table 3. Long-tenured displaced workers<sup>1</sup> by whether they received written advance notice, reason for job loss, and employment status in January 2012**

(Numbers in thousands)

Characteristic	Total	Percent distribution by employment status			
		Total	Employed	Unemployed	Not in the labor force
<b>TOTAL</b>					
Total, 20 years and over <sup>2</sup> .....	6,121	100.0	56.0	26.7	17.4
Received written advance notice .....	2,307	100.0	54.5	26.9	18.6
Did not receive written advance notice .....	3,707	100.0	56.5	26.8	16.7
<b>Plant or company closed down or moved</b>					
Total, 20 years and over <sup>2</sup> .....	1,884	100.0	57.2	24.6	18.2
Received written advance notice .....	987	100.0	53.1	26.9	19.9
Did not receive written advance notice .....	861	100.0	61.5	22.2	16.3
<b>Insufficient work</b>					
Total, 20 years and over <sup>2</sup> .....	2,418	100.0	55.1	27.2	17.7
Received written advance notice .....	613	100.0	56.3	25.8	17.9
Did not receive written advance notice .....	1,759	100.0	54.3	27.9	17.7
<b>Position or shift abolished</b>					
Total, 20 years and over <sup>2</sup> .....	1,819	100.0	55.9	28.1	16.0
Received written advance notice .....	708	100.0	54.7	28.0	17.3
Did not receive written advance notice .....	1,087	100.0	56.1	28.5	15.4

<sup>1</sup> Data refer to persons who had 3 or more years of tenure on a job they had lost or left between January 2009 and December 2011 because of plant or company closings or moves, insufficient work, or the abolishment of their positions or shifts.

<sup>2</sup> Includes a small number who did not report information on advance notice.

**Table 4. Long-tenured displaced workers<sup>1</sup> by industry and class of worker of lost job and employment status in January 2012**

(Numbers in thousands)

Industry and class of worker of lost job	Total	Percent distribution by employment status			
		Total	Employed	Unemployed	Not in the labor force
Total, 20 years and over <sup>2</sup> .....	6,121	100.0	56.0	26.7	17.4
Agriculture and related industries wage and salary workers .....	43	100.0	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )
Nonagricultural industries wage and salary workers .....	5,974	100.0	55.7	26.8	17.4
Private nonagricultural wage and salary workers .....	5,629	100.0	55.8	26.8	17.4
Mining, quarrying, and oil and gas extraction .....	29	100.0	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )
Construction .....	691	100.0	58.7	24.9	16.4
Manufacturing .....	1,183	100.0	55.6	23.8	20.6
Durable goods manufacturing .....	844	100.0	55.6	23.5	20.9
Primary metals and fabricated metal products .....	126	100.0	67.6	19.7	12.7
Machinery manufacturing .....	93	100.0	49.5	20.6	29.9
Computers and electronic products .....	151	100.0	52.9	25.8	21.3
Electrical equipment and appliances .....	24	100.0	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )
Transportation equipment .....	169	100.0	50.1	22.0	27.9
Miscellaneous manufacturing .....	123	100.0	58.2	22.5	19.3
Other durable goods industries .....	158	100.0	55.4	25.6	18.9
Nondurable goods manufacturing .....	339	100.0	55.5	24.7	19.8
Food manufacturing .....	52	100.0	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )
Textiles, apparel, and leather .....	55	100.0	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )
Paper and printing .....	75	100.0	55.7	31.5	12.7
Other nondurable goods industries .....	158	100.0	51.5	23.2	25.2
Wholesale and retail trade .....	859	100.0	49.9	32.1	18.0
Wholesale trade .....	197	100.0	49.9	30.2	19.9
Retail trade .....	663	100.0	49.9	32.6	17.4
Transportation and utilities <sup>4</sup> .....	240	100.0	66.5	20.7	12.8
Transportation and warehousing .....	207	100.0	71.7	15.8	12.5
Information <sup>4</sup> .....	197	100.0	56.4	27.9	15.7
Telecommunications .....	81	100.0	70.6	15.2	14.2
Financial activities .....	478	100.0	54.9	26.9	18.2
Finance and insurance .....	352	100.0	63.6	21.1	15.3
Finance .....	237	100.0	65.8	19.3	14.9
Insurance .....	115	100.0	59.2	24.8	16.0
Real estate and rental and leasing .....	127	100.0	30.8	42.9	26.3
Professional and business services .....	751	100.0	55.1	31.0	13.9
Professional and technical services .....	442	100.0	59.4	28.9	11.6
Management, administrative, and waste services .....	309	100.0	48.8	34.1	17.1
Education and health services .....	605	100.0	56.5	28.0	15.6
Educational services .....	111	100.0	64.8	16.4	18.7
Health care and social assistance <sup>4</sup> .....	494	100.0	54.6	30.6	14.8
Hospitals .....	136	100.0	55.3	26.8	17.9
Health services, except hospitals .....	259	100.0	57.7	26.3	15.9
Leisure and hospitality <sup>4</sup> .....	381	100.0	61.7	21.4	17.0
Accommodation and food services <sup>4</sup> .....	288	100.0	61.8	21.7	16.5
Food services and drinking places .....	235	100.0	57.7	23.4	18.9
Other services .....	201	100.0	55.1	27.7	17.2
Government wage and salary workers .....	345	100.0	54.3	26.9	18.8

<sup>1</sup> Data refer to persons who had 3 or more years of tenure on a job they had lost or left between January 2009 and December 2011 because of plant or company closings or moves, insufficient work, or the abolishment of their positions or shifts.

<sup>2</sup> Total includes a small number of unpaid family workers and persons who did not report industry or class of worker, not shown separately.

<sup>3</sup> Data not shown where base is less than 75,000.

<sup>4</sup> Includes other industries, not shown separately.



**Table 5. Long-tenured displaced workers<sup>1</sup> by occupation of lost job and employment status in January 2012**  
(Numbers in thousands)

Occupation of lost job	Total	Percent distribution by employment status			
		Total	Employed	Unemployed	Not in the labor force
Total, 20 years and over <sup>2</sup> .....	6,121	100.0	56.0	26.7	17.4
Management, professional, and related occupations .....	2,008	100.0	60.3	25.1	14.7
Management, business, and financial operations occupations .....	1,051	100.0	60.2	26.7	13.1
Professional and related occupations .....	956	100.0	60.4	23.3	16.3
Service occupations .....	611	100.0	50.0	28.7	21.3
Sales and office occupations .....	1,563	100.0	50.6	32.1	17.3
Sales and related occupations .....	625	100.0	52.4	31.1	16.5
Office and administrative support occupations .....	938	100.0	49.3	32.8	17.9
Natural resources, construction, and maintenance occupations .....	788	100.0	60.0	23.6	16.4
Farming, fishing, and forestry occupations .....	30	100.0	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )
Construction and extraction occupations .....	516	100.0	55.5	26.0	18.5
Installation, maintenance, and repair occupations .....	242	100.0	69.1	18.0	13.0
Production, transportation, and material moving occupations .....	1,055	100.0	55.9	22.8	21.4
Production occupations .....	644	100.0	52.1	24.1	23.8
Transportation and material moving occupations .....	411	100.0	61.8	20.7	17.6

<sup>1</sup> Data refer to persons who had 3 or more years of tenure on a job they had lost or left between January 2009 and December 2011 because of plant or company closings or moves, insufficient work, or the abolishment of their positions or shifts.

<sup>2</sup> Total includes a small number who did not report occupation.

<sup>3</sup> Data not shown where base is less than 75,000.

NOTE: Beginning with displacement data for January 2012, occupations reflect the introduction of the 2010 Census occupational classification system into the Current Population Survey. This classification system is derived from the 2010 Standard Occupational Classification (SOC). No historical data have been revised. Data for 2012 are not strictly comparable with earlier years.

**Table 6. Long-tenured displaced workers<sup>1</sup> by selected characteristics and area of residence in January 2012**

(In thousands)

Characteristic	Total	New England	Middle Atlantic	East North Central	West North Central	South Atlantic	East South Central	West South Central	Mountain	Pacific
<b>Workers who lost jobs</b>										
Total, 20 years and over .....	6,121	318	851	1,002	401	1,170	307	515	423	1,136
Men .....	3,440	176	425	598	232	675	167	288	242	636
Women .....	2,681	142	426	403	169	495	140	227	181	500
<b>Reason for job loss</b>										
Plant or company closed down or moved .....	1,884	81	268	344	107	347	107	185	112	332
Insufficient work .....	2,418	113	329	374	147	455	110	195	205	490
Position or shift abolished .....	1,819	123	254	283	146	367	90	135	105	314
<b>Industry and class of worker of lost job<sup>2</sup></b>										
Agriculture and related industries wage and salary workers .....	43	1	4	—	3	16	—	4	3	13
Nonagricultural industries wage and salary workers .....	5,974	313	824	1,002	396	1,131	295	504	418	1,091
Private nonagricultural wage and salary workers .....	5,629	301	770	972	366	1,076	283	471	388	1,003
Mining, quarrying, and oil and gas extraction .....	29	1	—	3	4	6	—	9	6	—
Construction .....	691	26	62	88	52	163	18	56	57	169
Manufacturing .....	1,183	59	171	264	94	167	70	99	59	199
Durable goods .....	844	46	99	210	74	114	42	75	47	137
Nondurable goods .....	339	13	72	54	21	53	28	24	12	62
Wholesale and retail trade .....	859	42	121	166	53	145	71	74	53	135
Transportation and utilities .....	240	5	29	50	14	48	14	19	15	46
Information .....	197	12	39	22	7	27	3	24	17	47
Financial activities .....	478	33	54	60	38	124	23	27	34	86
Professional and business services .....	751	35	91	121	25	143	38	73	77	149
Education and health services .....	605	53	100	99	46	134	21	32	27	91
Leisure and hospitality .....	381	15	86	54	24	63	18	31	35	55
Other services .....	201	20	17	45	9	43	8	26	7	26
Government wage and salary workers .....	345	13	54	30	30	55	12	34	30	88
<b>Employment status in January 2012</b>										
Employed .....	3,427	181	436	592	250	644	195	318	253	558
Unemployed .....	1,631	81	244	269	73	292	67	123	87	394
Not in the labor force .....	1,062	56	171	140	77	233	45	74	83	184

<sup>1</sup> Data refer to persons who had 3 or more years of tenure on a job they had lost or left between January 2009 and December 2011 because of plant or company closings or moves, insufficient work, or the abolishment of their positions or shifts.

<sup>2</sup> Total includes a small number of unpaid family workers and persons who did not report industry or class of worker, not shown separately.

NOTE: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont compose the New England Division; New Jersey, New York, and Pennsylvania compose the Middle Atlantic Division; Illinois, Indiana, Michigan, Ohio, and Wisconsin compose the East North Central Division; Iowa, Kansas,

Minnesota, Missouri, Nebraska, North Dakota, and South Dakota compose the West North Central Division; Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, and West Virginia compose the South Atlantic Division; Alabama, Kentucky, Mississippi, and Tennessee compose the East South Central Division; Arkansas, Louisiana, Oklahoma, and Texas compose the West South Central Division; Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming compose the Mountain Division; Alaska, California, Hawaii, Oregon, and Washington compose the Pacific Division. Dash represents or rounds to zero.

**Table 7. Long-tenured displaced workers<sup>1</sup> who lost full-time wage and salary jobs and were reemployed in January 2012 by industry of lost job and characteristics of new job**

(In thousands)

Industry and class of worker of lost job	Reemployed in January 2012							
	Total	Part time	Wage and salary workers					Self-employed and unpaid family workers
			Full time					
			Total <sup>2</sup>	Earnings relative to those of lost job				
20 percent or more below	Below, but within 20 percent	Equal or above, but within 20 percent		20 percent or more above				
Total who lost full-time wage and salary jobs <sup>3</sup> .....	3,003	424	2,368	630	408	538	352	211
Agriculture and related industries wage and salary workers .....	24	1	23	11	3	5	4	—
Nonagricultural industries wage and salary workers .....	2,943	423	2,313	619	398	529	340	208
Private nonagricultural wage and salary workers .....	2,805	402	2,209	589	385	506	308	195
Mining, quarrying, and oil and gas extraction .....	15	2	12	12	—	—	—	—
Construction .....	393	54	290	89	49	64	43	49
Manufacturing .....	645	66	544	171	108	87	64	35
Durable goods .....	457	43	387	125	74	53	48	28
Nondurable goods .....	188	24	157	46	34	34	16	7
Wholesale and retail trade .....	368	60	290	84	42	77	52	18
Transportation and utilities .....	139	14	114	22	26	15	20	11
Information .....	95	21	72	27	14	8	10	2
Financial activities .....	255	18	220	52	29	46	27	18
Professional and business services .....	373	31	301	56	60	93	36	41
Education and health services .....	257	70	176	29	30	67	21	11
Leisure and hospitality .....	174	50	115	25	17	31	22	9
Other services .....	91	14	75	20	10	18	11	2
Government wage and salary workers .....	138	21	104	30	13	22	33	13

<sup>1</sup> Data refer to persons who had 3 or more years of tenure on a job they had lost or left between January 2009 and December 2011 because of plant or company closings or moves, insufficient work, or the abolishment of their positions or shifts.

<sup>2</sup> Includes about 440,000 persons who did not report earnings on lost job.

<sup>3</sup> Includes a small number who did not report industry.

NOTE: Dash represents or rounds to zero.

**Table 8. Total displaced workers<sup>1</sup> by selected characteristics and employment status in January 2012**  
(Numbers in thousands)

Characteristic	Total	Percent distribution by employment status			
		Total	Employed	Unemployed	Not in the labor force
<b>Workers who lost jobs</b>					
Total, 20 years and over .....	12,854	100.0	56.9	27.5	15.7
20 to 24 years .....	1,118	100.0	54.4	27.2	18.4
25 to 54 years .....	9,220	100.0	60.7	27.4	11.9
55 to 64 years .....	2,006	100.0	49.2	28.3	22.5
65 years and over .....	509	100.0	22.3	27.2	50.5
Men, 20 years and over .....					
20 to 24 years .....	7,485	100.0	60.5	26.7	12.8
25 to 54 years .....	668	100.0	55.1	30.9	13.9
55 to 64 years .....	5,457	100.0	64.5	26.1	9.4
65 years and over .....	1,092	100.0	53.2	26.6	20.2
Women, 20 years and over .....					
20 to 24 years .....	5,368	100.0	51.7	28.6	19.6
25 to 54 years .....	450	100.0	53.3	21.7	25.0
55 to 64 years .....	3,763	100.0	55.2	29.1	15.7
65 years and over .....	915	100.0	44.5	30.3	25.2
White .....					
Black or African American .....	10,166	100.0	58.8	26.6	14.6
Asian .....	1,686	100.0	47.3	31.8	20.9
Hispanic or Latino ethnicity .....	493	100.0	54.1	29.7	16.2
Hispanic or Latino ethnicity .....					
2,304					
100.0					
54.8					
30.5					
14.7					
<b>Reason for job loss</b>					
Plant or company closed down or moved .....	3,424	100.0	59.7	23.1	17.2
Insufficient work .....	6,119	100.0	54.2	29.9	16.0
Position or shift abolished .....	3,311	100.0	58.9	27.5	13.5
<b>Occupation of lost job<sup>2</sup></b>					
Management, professional, and related occupations .....	3,492	100.0	64.7	23.2	12.1
Management, business, and financial operations occupations .....	1,764	100.0	64.0	24.9	11.1
Professional and related occupations .....	1,728	100.0	65.5	21.4	13.1
Service occupations .....	1,752	100.0	50.6	30.8	18.7
Sales and office occupations .....	3,179	100.0	52.4	29.5	18.1
Sales and related occupations .....	1,424	100.0	54.5	26.9	18.6
Office and administrative support occupations .....	1,755	100.0	50.7	31.6	17.7
Natural resources, construction, and maintenance occupations .....	1,904	100.0	58.3	29.3	12.4
Farming, fishing, and forestry occupations .....	61	100.0	( <sup>3</sup> )	( <sup>3</sup> )	( <sup>3</sup> )
Construction and extraction occupations .....	1,297	100.0	55.5	31.5	12.9
Installation, maintenance, and repair occupations .....	546	100.0	64.4	24.4	11.2
Production, transportation, and material moving occupations .....	2,159	100.0	55.4	26.7	17.9
Production occupations .....	1,228	100.0	53.3	26.9	19.9
Transportation and material moving occupations .....	931	100.0	58.3	26.5	15.2

See footnotes at end of table.

**Table 8. Total displaced workers<sup>1</sup> by selected characteristics and employment status in January 2012**  
(Numbers in thousands) — Continued

Characteristic	Total	Percent distribution by employment status			
		Total	Employed	Unemployed	Not in the labor force
<b>Industry and class of worker of lost job<sup>2</sup></b>					
Agriculture and related industries wage and salary workers ....	90	100.0	53.5	35.3	11.1
Nonagricultural industries wage and salary workers .....	12,403	100.0	57.0	27.4	15.6
Private nonagricultural wage and salary workers .....	11,733	100.0	57.1	27.4	15.5
Mining, quarrying, and oil and gas extraction .....	85	100.0	62.0	22.6	15.5
Construction .....	1,579	100.0	57.8	29.6	12.6
Manufacturing .....	2,024	100.0	58.7	25.4	15.8
Durable goods .....	1,437	100.0	57.3	26.3	16.4
Nondurable goods .....	586	100.0	62.3	23.2	14.5
Wholesale and retail trade .....	1,835	100.0	52.6	29.0	18.4
Transportation and utilities .....	559	100.0	62.5	24.5	13.0
Information .....	314	100.0	56.6	28.8	14.6
Financial activities .....	792	100.0	57.6	26.5	15.9
Professional and business services .....	1,676	100.0	57.6	27.6	14.7
Education and health services .....	1,193	100.0	58.4	26.1	15.5
Leisure and hospitality .....	1,144	100.0	57.6	27.1	15.3
Other services .....	512	100.0	54.1	29.5	16.5
Government wage and salary workers .....	670	100.0	55.8	27.3	16.8

<sup>1</sup> Data refer to all persons (regardless of years of tenure on lost job) who had lost or left a job between January 2009 and December 2011 because of plant or company closings or moves, insufficient work, or the abolishment of their positions or shifts.

<sup>2</sup> Total includes a small number of unpaid family workers and persons who did not report occupation, industry, or class of worker, not shown separately.

<sup>3</sup> Data not shown where base is less than 75,000.

NOTE: Estimates for the above race groups (white, black or African

American, and Asian) do not sum to totals because data are not presented for all races. Persons whose ethnicity is identified as Hispanic or Latino may be of any race.

Beginning with displacement data for January 2012, occupations reflect the introduction of the 2010 Census occupational classification system into the Current Population Survey. This classification system is derived from the 2010 Standard Occupational Classification (SOC). No historical data have been revised. Data for 2012 are not strictly comparable with earlier years.

For release 10:00 a.m. (EDT) Tuesday, September 18, 2012

USDL-12-1887

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## EMPLOYEE TENURE IN 2012

The median number of years that wage and salary workers had been with their current employer was 4.6 in January 2012, the U.S. Bureau of Labor Statistics reported today. This measure, referred to as employee tenure, was higher than the median tenure (4.4 years) in January 2010.

Information on employee tenure has been obtained from supplemental questions to the Current Population Survey (CPS) every 2 years since 1996. These data are collected as part of the Displaced Worker Supplement, which is sponsored by the Employment and Training Administration of the U.S. Department of Labor. The CPS is a monthly survey of about 60,000 households that provides information on the labor force status of the civilian noninstitutional population age 16 and over. The questions about employee tenure measure how long workers had been with their current employer at the time of the survey. A number of factors can affect the median tenure of workers, including changes in the age profile among workers, as well as changes in the number of hires and separations. For further information about the CPS, see the Technical Note.

### Demographic Characteristics

In January 2012, median employee tenure (the point at which half of all workers had more tenure and half had less tenure) for men was 4.7 years, little changed from January 2010. For women, median tenure in January 2012 was 4.6 years, up from 4.2 years in January 2010. Among men, 30 percent of wage and salary workers had 10 years or more of tenure with their current employer; among women, the figure was 28 percent. (See tables 1 and 3.)

Median employee tenure varied by age. Older workers tend to have more years of tenure than their younger counterparts. For example, the median tenure for employees age 65 and over was 10.3 years in January 2012, over three times the tenure for workers age 25 to 34 (3.2 years). More than half of all workers age 55 and over were employed for at least 10 years with their current employer in January 2012, compared with 13 percent of workers age 30 to 34. (See tables 1 and 2.)

Among the major race and ethnicity groups, 20 percent of Hispanics had been with their current employer for 10 years or more in January 2012, compared with 31 percent of whites, 26 percent of blacks, and 23 percent of Asians. (See table 3.) The shorter tenure among Hispanics can be explained, in part, by their relative youth. Almost half of Hispanic workers age 16 and over were age 16 to 34, compared with just over a third of whites, blacks, and Asians.

Twenty-one percent of all wage and salary workers age 16 and over had a year or less of tenure with their current employer in January 2012. This short-tenured group of workers includes new entrants and reentrants to the labor force, job losers who found new jobs during the previous year, and workers who had voluntarily changed employers during the previous year. Younger workers are more likely than older workers to be short-tenured employees. For example, among 16- to 19-year-old workers, 73 percent had tenure of 12 months or less with their current employer in January 2012, compared with 9 percent of workers age 55 to 64. (See table 3.)

## **Industry**

In January 2012, wage and salary workers in the public sector had almost double the median tenure of private sector employees, 7.8 versus 4.2 years. (See table 5.) The longer tenure among workers in the public sector is explained, in part, by the age profile of government workers. About three in four government workers were age 35 and over, compared with about three in five private wage and salary workers.

Within the private sector, workers in manufacturing had the highest median tenure among the major industries (6.0 years). In contrast, workers in leisure and hospitality had the lowest median tenure (2.4 years). (See table 5.) These differences in tenure reflect many factors, including the varying age distributions across industries. On average, workers in manufacturing tend to be older than workers in leisure and hospitality.

## **Occupation**

In January 2012, workers in management, professional, and related occupations had the highest median tenure (5.5 years) among the major occupational groups. Within this group, employees in architecture and engineering occupations and in management occupations had the longest tenure—7.0 and 6.3 years, respectively. Workers in service occupations, who are generally younger than persons employed in management, professional, and related occupations, had the lowest median tenure (3.2 years). Among employees working in service jobs, food service workers had the shortest median tenure, at 2.3 years. (See table 6.)

## Technical Note

The data in this release were collected through a supplement to the January 2012 Current Population Survey (CPS). The CPS, which is conducted by the U.S. Census Bureau for the Bureau of Labor Statistics (BLS), is a monthly survey of about 60,000 eligible households that provides information on the labor force status, demographics, and other characteristics of the nation's civilian noninstitutional population age 16 and over.

The January 2012 CPS supplement obtained information on worker displacement and workers' tenure with their current employer. The data on worker displacement are online at [www.bls.gov/cps/lfcharacteristics.htm#displaced](http://www.bls.gov/cps/lfcharacteristics.htm#displaced).

Revised population controls are introduced periodically in the CPS, which can affect the comparability of labor force levels over time. Beginning in 2012, data reflect the introduction of Census 2010 population controls and are not strictly comparable with data for prior years. Additional information about population control adjustments is available at [www.bls.gov/cps/documentation.htm#pop](http://www.bls.gov/cps/documentation.htm#pop).

Information in this release will be made available to sensory-impaired individuals upon request. Voice phone: (202) 691-5200, Federal Relay Service: (800) 877-8339.

### Reliability of the estimates

Statistics based on the CPS are subject to both sampling and nonsampling error. When a sample, rather than the entire population, is surveyed, there is a chance that the sample estimates may differ from the "true" population values they represent. The exact difference, or *sampling error*, varies depending on the particular sample selected, and this variability is measured by the standard error of the estimate. There is about a 90-percent chance, or level of confidence, that an estimate based on a sample will differ by no more than 1.6 standard errors from the "true" population value because of sampling error. BLS analyses are generally conducted at the 90-percent level of confidence.

The CPS data also are affected by *nonsampling error*. Nonsampling error can occur for many reasons, including the failure to sample a segment of the population, inability to obtain information for all respondents in the sample, inability or unwillingness of respondents to provide correct information, and errors made in the collection or processing of the data.

A full discussion of the reliability of data from the CPS and information on estimating standard errors is available at [www.bls.gov/cps/documentation.htm#reliability](http://www.bls.gov/cps/documentation.htm#reliability).

### Tenure concepts and questions

*Employee tenure* is a measure of how long wage and salary workers had been with their current employer at the time of the survey. Many of the estimates shown in this report are medians; the median is the point at which half of all workers had more tenure and half had less tenure. Data refer to the sole or principal job of full- and part-time workers.

*Wage and salary workers* receive wages, salaries, commissions, tips, payment in kind, or piece rates. The group includes employees in both the private and public sectors but excludes all self-employed persons, both those with incorporated businesses and those with unincorporated businesses.

In the January 2012 CPS supplement, questions on tenure were asked of all employed persons. The main question was: "How long has ... been working continuously for (fill in name of present employer)?"

\_\_\_\_\_ Days  
\_\_\_\_\_ Weeks  
\_\_\_\_\_ Months  
\_\_\_\_\_ Years

For responses of "1 year" or "2 years," a follow-up question was asked: "Could you please give the exact number of months?"

The purpose of the follow-up question is to obtain more precise information on workers who had been with their current employer for a relatively short time. This follow-up question was included for the first time in the February 1996 CPS supplement on worker displacement and tenure. CPS supplements that obtained information on tenure in January of 1983, 1987, and 1991 did not include the follow-up question. In those surveys, responses of 1 year or more could be coded only as the nearest full year, and responses of less than a year were coded as the nearest full month.

Prior to January 1983, CPS supplements on tenure asked wage and salary workers, "When did ... start working at (his/her) present job?" For wage and salary workers, the meaning of the term "job" is ambiguous. For example, a worker who had been employed at a particular company for 10 years and had been promoted to a managerial position 1 year prior to the survey may have been counted as having 10 years or 1 year of tenure, depending on whether the respondent interpreted the question to mean tenure with the current employer or tenure in the managerial position. To rectify this ambiguity, the wording of the question was changed in January 1983 to specify the length of time a worker had been with his or her current employer. The change resulted in a break in historical comparability.

### Interpreting tenure data

Data on tenure have been used as a gauge of employment security, with some observers regarding increases in tenure as a sign of improving security and decreasing tenure as a sign of deteriorating security. However, there are limitations to using the data in this way. For example, during recessions or other periods of declining job security, median tenure and the proportion of workers with long tenure could rise because less-senior workers are more likely to lose their jobs than are workers with longer tenure. During periods of economic growth, median tenure



long tenure could fall because more job opportunities are available for new entrants to the workforce and experienced workers have more opportunities to change employers and take better jobs. Tenure also could rise under improving economic conditions, however, as fewer layoffs occur and good job matches develop between workers and employers.

A changing age distribution among workers would also affect median tenure. Since older workers are more likely to have long tenure with their current employer than younger workers, aging baby boomers in the workforce would provide upward pressure on overall median tenure.

**Table 1. Median years of tenure with current employer for employed wage and salary workers by age and sex, selected years, 2002-2012**

Age and sex	January 2002	January 2004	January 2006	January 2008	January 2010	January 2012
<b>TOTAL</b>						
16 years and over .....	3.7	4.0	4.0	4.1	4.4	4.6
16 to 17 years .....	.7	.7	.6	.7	.7	.7
18 to 19 years .....	.8	.8	.7	.8	1.0	.8
20 to 24 years .....	1.2	1.3	1.3	1.3	1.5	1.3
25 years and over .....	4.7	4.9	4.9	5.1	5.2	5.4
25 to 34 years .....	2.7	2.9	2.9	2.7	3.1	3.2
35 to 44 years .....	4.6	4.9	4.9	4.9	5.1	5.3
45 to 54 years .....	7.6	7.7	7.3	7.6	7.8	7.8
55 to 64 years .....	9.9	9.6	9.3	9.9	10.0	10.3
65 years and over .....	8.6	9.0	8.8	10.2	9.9	10.3
<b>Men</b>						
16 years and over .....	3.9	4.1	4.1	4.2	4.6	4.7
16 to 17 years .....	.8	.7	.7	.7	.7	.6
18 to 19 years .....	.8	.8	.7	.8	1.0	.8
20 to 24 years .....	1.4	1.3	1.4	1.4	1.6	1.4
25 years and over .....	4.9	5.1	5.0	5.2	5.3	5.5
25 to 34 years .....	2.8	3.0	2.9	2.8	3.2	3.2
35 to 44 years .....	5.0	5.2	5.1	5.2	5.3	5.4
45 to 54 years .....	9.1	9.6	8.1	8.2	8.5	8.5
55 to 64 years .....	10.2	9.8	9.5	10.1	10.4	10.7
65 years and over .....	8.1	8.2	8.3	10.4	9.7	10.2
<b>Women</b>						
16 years and over .....	3.4	3.8	3.9	3.9	4.2	4.6
16 to 17 years .....	.7	.6	.6	.6	.7	.7
18 to 19 years .....	.8	.8	.7	.8	1.0	.8
20 to 24 years .....	1.1	1.3	1.2	1.3	1.5	1.3
25 years and over .....	4.4	4.7	4.8	4.9	5.1	5.4
25 to 34 years .....	2.5	2.8	2.8	2.6	3.0	3.1
35 to 44 years .....	4.2	4.5	4.6	4.7	4.9	5.2
45 to 54 years .....	6.5	6.4	6.7	7.0	7.1	7.3
55 to 64 years .....	9.6	9.2	9.2	9.8	9.7	10.0
65 years and over .....	9.4	9.6	9.5	9.9	10.1	10.5

NOTE: Updated population controls are introduced annually with the release of January data.

**Table 2. Percent of employed wage and salary workers 25 years and over who had 10 years or more of tenure with their current employer by age and sex, selected years, 2002-2012**

Age and sex	January 2002	January 2004	January 2006	January 2008	January 2010	January 2012
<b>TOTAL</b>						
25 years and over .....	30.8	30.6	30.0	31.5	33.1	33.7
25 to 29 years .....	2.2	2.4	2.4	2.3	2.3	2.5
30 to 34 years .....	11.7	10.9	10.6	10.1	12.8	12.5
35 to 39 years .....	25.2	23.2	22.8	23.0	25.7	25.2
40 to 44 years .....	33.9	32.4	31.8	32.9	35.3	35.1
45 to 49 years .....	41.2	42.1	39.9	40.2	40.8	41.6
50 to 54 years .....	49.4	48.5	46.6	47.7	48.9	48.4
55 to 59 years .....	53.3	50.9	50.1	52.4	52.4	54.1
60 to 64 years .....	50.5	49.7	48.4	53.6	54.5	55.1
65 years and over .....	48.0	48.7	48.5	56.3	53.1	55.5
<b>Men</b>						
25 years and over .....	32.6	32.4	31.1	32.9	34.3	34.6
25 to 29 years .....	2.6	2.7	2.6	2.4	3.1	2.6
30 to 34 years .....	13.0	11.9	11.6	11.3	14.3	13.2
35 to 39 years .....	27.2	24.9	24.7	25.4	27.2	25.7
40 to 44 years .....	37.4	36.2	34.8	35.8	37.5	36.9
45 to 49 years .....	45.4	48.1	42.9	43.5	43.7	44.8
50 to 54 years .....	54.0	53.0	49.7	50.4	51.3	51.4
55 to 59 years .....	56.5	53.4	51.0	54.9	53.6	55.7
60 to 64 years .....	48.4	48.5	48.1	52.4	56.8	56.2
65 years and over .....	46.4	46.8	47.2	58.9	51.9	55.5
<b>Women</b>						
25 years and over .....	28.8	28.6	28.8	30.0	31.9	32.8
25 to 29 years .....	1.8	1.9	2.1	2.1	1.6	2.3
30 to 34 years .....	10.2	9.8	9.4	8.7	11.1	11.8
35 to 39 years .....	22.9	21.3	20.5	20.3	24.0	24.7
40 to 44 years .....	30.2	28.5	28.4	29.9	32.9	33.2
45 to 49 years .....	37.0	36.2	36.9	36.7	38.0	38.3
50 to 54 years .....	44.8	44.1	43.6	45.0	46.5	45.5
55 to 59 years .....	49.9	48.4	49.1	50.0	51.2	52.6
60 to 64 years .....	52.6	51.0	48.7	54.8	52.2	54.0
65 years and over .....	49.7	50.7	49.9	53.8	54.3	55.6

NOTE: Updated population controls are introduced annually with the release of January data.

**Table 3. Distribution of employed wage and salary workers by tenure with current employer, age, sex, race, and Hispanic or Latino ethnicity, January 2012**

Age, sex, race, and Hispanic or Latino ethnicity	Number employed (in thousands)	Percent distribution by tenure with current employer								
		Total	12 months or less	13 to 23 months	2 years	3 to 4 years	5 to 9 years	10 to 14 years	15 to 19 years	20 years or more
<b>TOTAL</b>										
16 years and over .....	125,516	100.0	21.1	6.3	4.9	16.6	21.8	12.5	6.1	10.6
16 to 19 years .....	3,925	100.0	72.9	11.9	6.9	7.8	.4	—	—	—
20 years and over .....	121,591	100.0	19.5	6.1	4.8	16.9	22.4	12.9	6.3	11.0
20 to 24 years .....	12,712	100.0	48.9	12.8	10.6	20.4	7.1	.2	—	—
25 to 34 years .....	28,381	100.0	25.5	8.4	6.9	24.5	27.2	6.8	.7	—
35 to 44 years .....	27,477	100.0	16.1	5.4	4.3	16.8	27.0	17.8	8.8	3.8
45 to 54 years .....	28,535	100.0	12.5	4.5	2.9	13.0	22.0	16.8	9.5	18.7
55 to 64 years .....	19,339	100.0	9.4	2.8	2.3	10.8	20.2	16.4	9.8	28.3
65 years and over .....	5,148	100.0	7.8	2.0	2.1	11.8	20.7	16.6	9.2	29.7
<b>Men</b>										
16 years and over .....	64,552	100.0	21.0	6.3	5.0	16.2	21.3	12.2	6.4	11.5
16 to 19 years .....	1,839	100.0	71.2	13.3	7.8	7.4	.4	—	—	—
20 years and over .....	62,713	100.0	19.6	6.1	4.9	16.5	21.9	12.6	6.5	11.9
20 to 24 years .....	6,559	100.0	48.8	12.5	10.4	20.6	7.4	.2	—	—
25 to 34 years .....	15,104	100.0	24.7	8.5	7.3	23.8	27.8	7.0	.9	—
35 to 44 years .....	14,570	100.0	16.3	5.4	4.0	16.1	26.8	17.3	9.8	4.4
45 to 54 years .....	14,361	100.0	12.6	4.5	2.8	12.5	19.6	16.6	10.0	21.4
55 to 64 years .....	9,470	100.0	10.0	2.5	2.7	10.1	18.8	15.6	9.2	31.2
65 years and over .....	2,648	100.0	7.8	1.3	1.9	11.8	21.7	16.9	8.9	29.7
<b>Women</b>										
16 years and over .....	60,964	100.0	21.3	6.3	4.8	17.1	22.2	12.7	5.9	9.7
16 to 19 years .....	2,085	100.0	74.4	10.7	6.2	8.2	.5	—	—	—
20 years and over .....	58,879	100.0	19.4	6.2	4.7	17.4	23.0	13.2	6.1	10.1
20 to 24 years .....	6,153	100.0	49.0	13.1	10.7	20.3	6.7	.2	—	—
25 to 34 years .....	13,276	100.0	26.5	8.4	6.4	25.3	26.5	6.5	.5	—
35 to 44 years .....	12,907	100.0	15.9	5.4	4.6	17.5	27.4	18.4	7.7	3.1
45 to 54 years .....	14,174	100.0	12.4	4.5	3.1	13.6	24.4	17.0	9.0	16.0
55 to 64 years .....	9,868	100.0	8.8	3.2	1.9	11.6	21.4	17.2	10.5	25.5
65 years and over .....	2,499	100.0	7.7	2.8	2.4	11.9	19.7	16.3	9.6	29.7
<b>White</b>										
16 years and over .....	100,679	100.0	20.7	6.4	4.8	16.1	21.7	12.6	6.6	11.3
Men .....	52,641	100.0	20.5	6.5	4.7	15.7	21.1	12.4	6.8	12.3
Women .....	48,039	100.0	20.9	6.3	4.8	16.4	22.2	12.9	6.3	10.2
<b>Black or African American</b>										
16 years and over .....	14,204	100.0	22.2	5.6	5.2	18.5	22.1	12.4	4.5	9.5
Men .....	6,526	100.0	22.9	5.1	5.5	18.9	21.9	10.8	4.8	10.0
Women .....	7,678	100.0	21.6	6.0	5.0	18.2	22.2	13.8	4.2	9.1
<b>Asian</b>										
16 years and over .....	6,933	100.0	21.1	6.6	5.3	20.5	23.8	11.3	4.8	6.6
Men .....	3,502	100.0	21.2	5.8	6.6	19.0	23.8	12.8	4.3	6.5
Women .....	3,432	100.0	21.0	7.3	4.0	22.1	23.9	9.8	5.2	6.7
<b>Hispanic or Latino ethnicity</b>										
16 years and over .....	19,763	100.0	23.6	5.9	6.6	20.1	23.7	10.9	4.2	5.1
Men .....	11,262	100.0	24.5	6.0	6.8	20.8	22.4	10.0	4.3	5.2
Women .....	8,501	100.0	22.3	5.6	6.4	19.2	25.4	12.0	4.2	4.9

NOTE: Detail for the above race groups (white, black or African American, and Asian) do not sum to totals because data are not presented for all races. Persons whose ethnicity is identified as Hispanic or Latino may be of any race. Detail may not sum to totals because of rounding. Dash represents zero or rounds to zero. Updated population controls are introduced annually with the release of January data.

**Table 4. Median years of tenure with current employer for employed wage and salary workers 25 years and over by educational attainment, sex, and age, January 2012**

Educational attainment and sex	25 years and over					
	Total	25 to 34 years	35 to 44 years	45 to 54 years	55 to 64 years	65 years and over
Total .....	5.4	3.2	5.3	7.8	10.3	10.3
Less than a high school diploma .....	4.8	3.2	4.6	5.3	8.0	9.8
High school graduates, no college .....	5.8	3.3	5.0	8.5	10.3	10.2
Some college, no degree .....	5.2	3.1	5.1	7.4	10.3	10.2
Associate degree .....	5.7	3.2	5.6	7.7	10.4	10.4
College graduates .....	5.5	3.1	5.7	8.2	10.5	11.0
Bachelor's degree .....	5.2	3.1	5.7	7.8	10.4	11.6
Master's degree .....	6.3	3.4	6.0	8.6	10.4	10.2
Doctoral or professional degree .....	5.6	2.3	5.0	9.6	11.9	14.8
Men .....	5.5	3.2	5.4	8.5	10.7	10.2
Less than a high school diploma .....	4.7	3.4	4.8	5.4	8.2	10.5
High school graduates, no college .....	5.7	3.3	5.1	9.6	10.6	9.7
Some college, no degree .....	5.3	3.1	5.2	8.6	10.2	9.8
Associate degree .....	6.2	3.4	6.3	8.4	11.2	10.0
College graduates .....	5.7	3.1	5.7	8.6	11.3	11.3
Bachelor's degree .....	5.5	3.2	5.9	8.3	11.3	10.4
Master's degree .....	6.4	3.3	5.8	8.9	10.5	9.9
Doctoral or professional degree .....	5.9	2.3	4.8	9.7	13.4	15.3
Women .....	5.4	3.1	5.2	7.3	10.0	10.5
Less than a high school diploma .....	4.8	2.9	4.2	5.2	7.8	7.8
High school graduates, no college .....	6.0	3.3	5.0	7.8	10.0	11.4
Some college, no degree .....	5.2	3.2	5.0	6.5	10.3	10.8
Associate degree .....	5.3	3.1	5.1	7.2	9.8	11.3
College graduates .....	5.3	3.1	5.7	7.9	10.2	10.7
Bachelor's degree .....	5.0	3.0	5.6	7.4	10.1	12.3
Master's degree .....	6.3	3.4	6.2	8.4	10.4	10.3
Doctoral or professional degree .....	5.2	2.4	5.4	9.4	10.3	10.0

NOTE: Updated population controls are introduced annually with the release of January data.

**Table 5. Median years of tenure with current employer for employed wage and salary workers by industry, selected years, 2002-2012**

Industry	January 2002	January 2004	January 2006	January 2008	January 2010	January 2012
Total, 16 years and over .....	3.7	4.0	4.0	4.1	4.4	4.6
Private sector .....	3.3	3.5	3.6	3.6	4.0	4.2
Agriculture and related industries .....	4.2	3.7	3.8	4.3	4.8	4.1
Nonagricultural industries .....	3.3	3.5	3.6	3.6	4.0	4.2
Mining, quarrying, and oil and gas extraction .....	4.5	5.2	3.8	4.1	4.8	3.5
Construction .....	3.0	3.0	3.0	3.5	4.2	4.3
Manufacturing .....	5.4	5.8	5.5	5.9	6.1	6.0
Durable goods manufacturing .....	5.5	6.0	5.6	6.1	6.6	6.1
Nonmetallic mineral products .....	5.3	4.8	5.0	4.8	7.7	7.0
Primary metals and fabricated metal products .....	6.3	6.4	6.2	5.2	7.2	5.6
Machinery manufacturing .....	6.8	6.4	6.6	6.0	8.3	5.4
Computers and electronic products .....	4.7	5.2	5.9	6.7	5.9	7.7
Electrical equipment and appliances .....	5.5	9.8	6.2	6.2	5.0	5.9
Transportation equipment .....	7.0	7.7	7.2	7.8	8.3	7.1
Wood products .....	4.3	5.0	4.7	6.2	4.7	5.3
Furniture and fixtures .....	4.7	4.7	4.2	5.2	5.0	6.5
Miscellaneous manufacturing .....	4.5	4.6	3.9	4.7	5.4	4.8
Nondurable goods manufacturing .....	5.3	5.5	5.4	5.4	5.5	5.8
Food manufacturing .....	5.0	4.9	5.2	4.3	4.7	4.9
Beverage and tobacco products .....	4.6	8.0	5.4	6.9	8.1	6.4
Textiles, apparel, and leather .....	5.0	5.0	4.4	4.6	4.7	4.3
Paper and printing .....	6.2	6.9	6.3	5.5	6.8	9.7
Petroleum and coal products .....	9.8	11.4	5.0	4.3	5.1	6.4
Chemicals .....	5.7	5.3	6.1	7.6	7.3	6.1
Plastics and rubber products .....	5.3	5.7	5.0	5.3	7.4	6.1
Wholesale and retail trade .....	2.8	3.1	3.1	3.2	3.6	3.7
Wholesale trade .....	3.9	4.3	4.6	5.0	5.2	5.5
Retail trade .....	2.6	2.8	2.8	2.9	3.3	3.3
Transportation and utilities .....	4.9	5.3	4.9	5.1	5.3	5.6
Transportation and warehousing .....	4.3	4.7	4.3	4.6	5.0	5.3
Utilities .....	13.4	13.3	10.4	10.1	9.1	9.5
Information <sup>1</sup> .....	3.3	4.3	4.8	4.7	5.0	5.4
Publishing, except Internet .....	4.8	4.7	5.3	4.7	5.6	6.6
Motion pictures and sound recording industries .....	2.3	2.2	1.9	1.9	3.8	2.6
Radio and television broadcasting and cable subscriptions programming <sup>2</sup> .....	3.1	4.0	4.6	3.4	4.3	4.9
Telecommunications <sup>2</sup> .....	3.4	4.6	5.3	6.9	6.6	7.4
Financial activities .....	3.6	3.9	4.0	4.5	4.6	4.9
Finance and insurance .....	3.9	4.1	4.1	4.7	4.8	5.0
Finance .....	3.6	4.0	3.9	4.4	4.5	4.7
Insurance .....	4.5	4.4	4.7	5.2	5.5	5.7
Real estate and rental and leasing .....	3.0	3.3	3.4	3.7	3.9	4.5
Real estate .....	3.2	3.5	3.5	3.9	4.1	4.5
Rental and leasing services .....	2.2	2.9	3.1	3.0	3.3	4.2
Professional and business services .....	2.7	3.2	3.2	3.1	3.4	3.8
Professional and technical services .....	3.1	3.6	3.8	3.3	4.0	4.4
Management, administrative, and waste services <sup>1</sup> .....	2.1	2.6	2.5	2.5	2.9	3.1
Administrative and support services .....	1.9	2.4	2.4	2.4	2.8	3.0
Waste management and remediation services .....	4.3	3.4	4.1	4.1	2.9	4.4
Education and health services .....	3.5	3.6	4.0	4.1	4.1	4.4
Educational services .....	3.6	3.8	4.0	4.3	4.4	4.3
Health care and social assistance .....	3.5	3.6	4.1	4.1	4.1	4.4
Hospitals .....	4.9	4.7	5.2	5.4	5.3	6.0
Health services, except hospitals .....	3.1	3.3	3.6	3.6	3.6	3.8
Social assistance .....	2.5	2.8	3.1	3.0	3.1	3.1

See footnotes at end of table.

**Table 5. Median years of tenure with current employer for employed wage and salary workers by industry, selected years, 2002-2012—Continued**

Industry	January 2002	January 2004	January 2006	January 2008	January 2010	January 2012
Leisure and hospitality .....	1.8	2.0	1.9	2.1	2.5	2.4
Arts, entertainment, and recreation .....	2.3	2.8	3.1	2.8	3.3	3.1
Accommodation and food services .....	1.6	1.9	1.6	1.9	2.3	2.3
Accommodation .....	2.7	3.1	2.5	3.1	3.3	3.8
Food services and drinking places .....	1.4	1.6	1.4	1.6	2.2	2.1
Other services .....	3.3	3.3	3.2	3.3	4.0	3.8
Other services, except private households .....	3.3	3.5	3.3	3.4	4.1	3.8
Repair and maintenance .....	3.0	3.2	2.9	3.0	4.0	3.7
Personal and laundry services .....	2.8	3.4	2.8	3.2	3.5	3.5
Membership associations and organizations .....	4.1	3.9	4.2	4.4	4.5	4.3
Other services, private households .....	2.7	2.3	2.8	2.8	3.4	3.3
Public sector .....	6.7	6.9	6.9	7.2	7.2	7.8
Federal government .....	11.3	10.4	9.9	9.9	7.9	9.5
State government .....	5.4	6.4	6.3	6.5	6.4	6.4
Local government .....	6.2	6.4	6.6	7.1	7.5	8.1

<sup>1</sup> Includes other industries, not shown separately.

<sup>2</sup> Data for these industries are not directly comparable over time due to industry classification changes in 2003 and 2009.

NOTE: Beginning with data for January 2009, industries reflect the introduction of the 2007 census industry classification system into the Current Population Survey. This industry classification system is derived from the 2007 North American Industry Classification System. No historical data have been revised. Updated population controls are introduced annually with the release of January data.

**Table 6. Median years of tenure with current employer for employed wage and salary workers by occupation, selected years, 2002-2012**

Occupation	January 2002	January 2004	January 2006	January 2008	January 2010	January 2012
Total, 16 years and over .....	3.7	4.0	4.0	4.1	4.4	4.6
Management, professional, and related occupations .....	4.6	5.0	5.2	5.1	5.2	5.5
Management, business, and financial operations occupations .....	5.2	5.5	5.5	5.4	5.4	5.9
Management occupations .....	5.6	6.0	6.0	6.0	6.1	6.3
Business and financial operations occupations .....	4.2	4.5	4.7	4.6	4.6	5.2
Professional and related occupations .....	4.2	4.7	5.0	4.9	5.0	5.4
Computer and mathematical occupations .....	3.2	4.8	4.8	4.5	4.8	4.8
Architecture and engineering occupations .....	5.2	5.8	6.5	6.4	5.7	7.0
Life, physical, and social science occupations .....	4.3	4.2	4.7	4.0	4.6	5.3
Community and social services occupations .....	4.4	4.7	4.7	4.8	4.6	5.0
Legal occupations .....	4.5	4.1	5.0	4.3	4.6	5.4
Education, training, and library occupations .....	4.8	5.1	5.3	5.4	5.6	5.9
Arts, design, entertainment, sports, and media occupations .....	3.0	3.6	3.6	3.4	3.9	4.2
Healthcare practitioner and technical occupations .....	4.3	4.5	4.8	4.9	4.8	5.2
Service occupations .....	2.4	2.8	2.8	2.8	3.1	3.2
Healthcare support occupations .....	2.5	2.9	3.1	3.1	3.3	3.3
Protective service occupations .....	5.4	5.5	5.5	5.9	5.0	6.4
Food preparation and serving related occupations .....	1.5	1.8	1.8	2.0	2.3	2.3
Building and grounds cleaning and maintenance occupations .....	3.0	3.3	3.7	3.6	4.1	4.0
Personal care and service occupations .....	2.3	2.7	2.4	2.6	2.9	3.0
Sales and office occupations .....	3.2	3.4	3.4	3.5	4.1	4.2
Sales and related occupations .....	2.7	2.8	2.8	2.9	3.4	3.4
Office and administrative support occupations .....	3.6	4.0	4.1	4.2	4.7	4.8
Natural resources, construction, and maintenance occupations .....	3.7	3.7	3.5	4.0	4.7	4.7
Farming, fishing, and forestry occupations .....	4.0	3.7	3.6	3.1	4.2	3.9
Construction and extraction occupations .....	3.2	3.2	3.0	3.5	4.1	4.3
Installation, maintenance, and repair occupations .....	4.6	4.7	4.6	5.0	5.7	5.3
Production, transportation, and material moving occupations .....	4.3	4.2	4.0	4.5	4.6	4.8
Production occupations .....	5.2	5.0	4.8	5.0	5.3	5.3
Transportation and material moving occupations .....	3.2	3.4	3.3	3.8	4.0	4.3

NOTE: Effective with January 2011 data, occupations reflect the introduction of the 2010 Census occupational classification system into the Current Population Survey, or household survey. This classification system is derived from the 2010 Standard Occupational Classification (SOC). No historical data have been revised. Data for 2011 and later years are not strictly comparable with earlier years. Updated population controls are introduced annually with the release of January data.