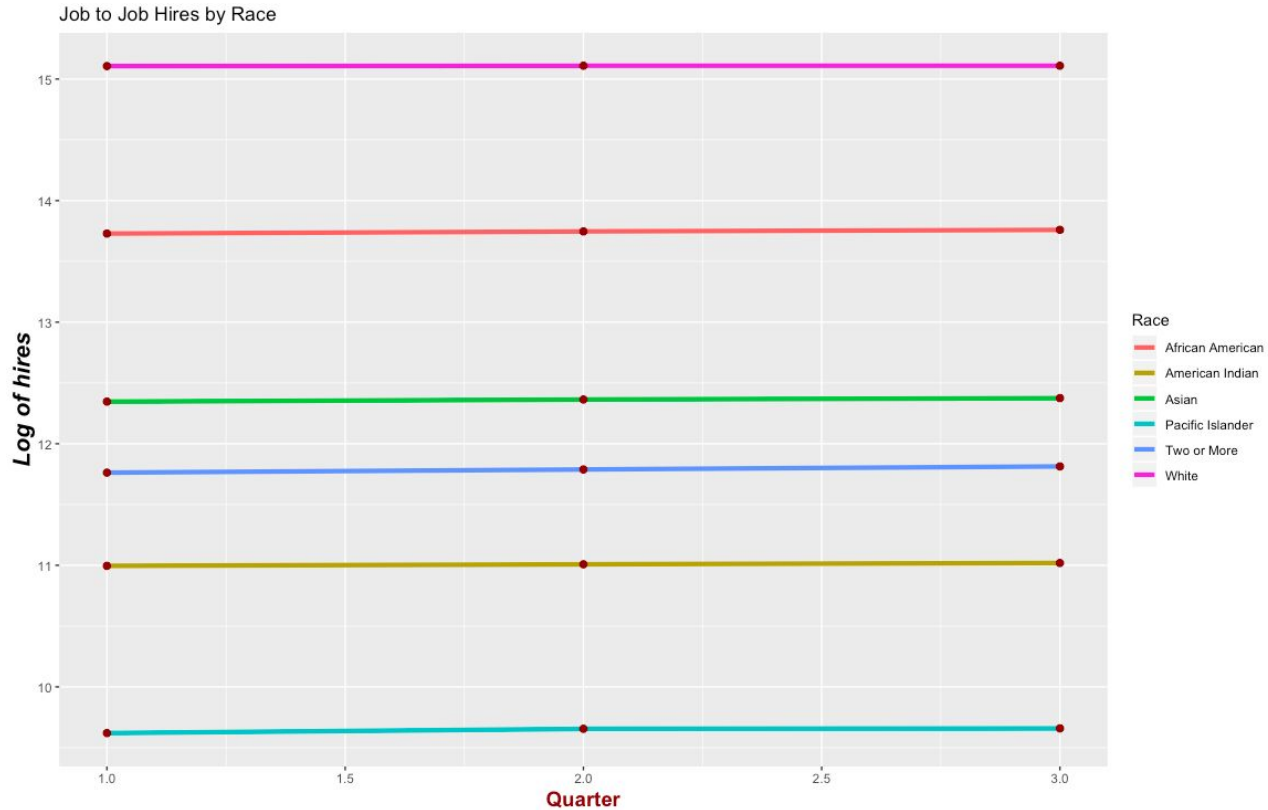


# U.S. Job to Job Hires

Sophie Harpt, Lauren Houge, Chris Olson, Mina Tawfik,  
Larry Yang

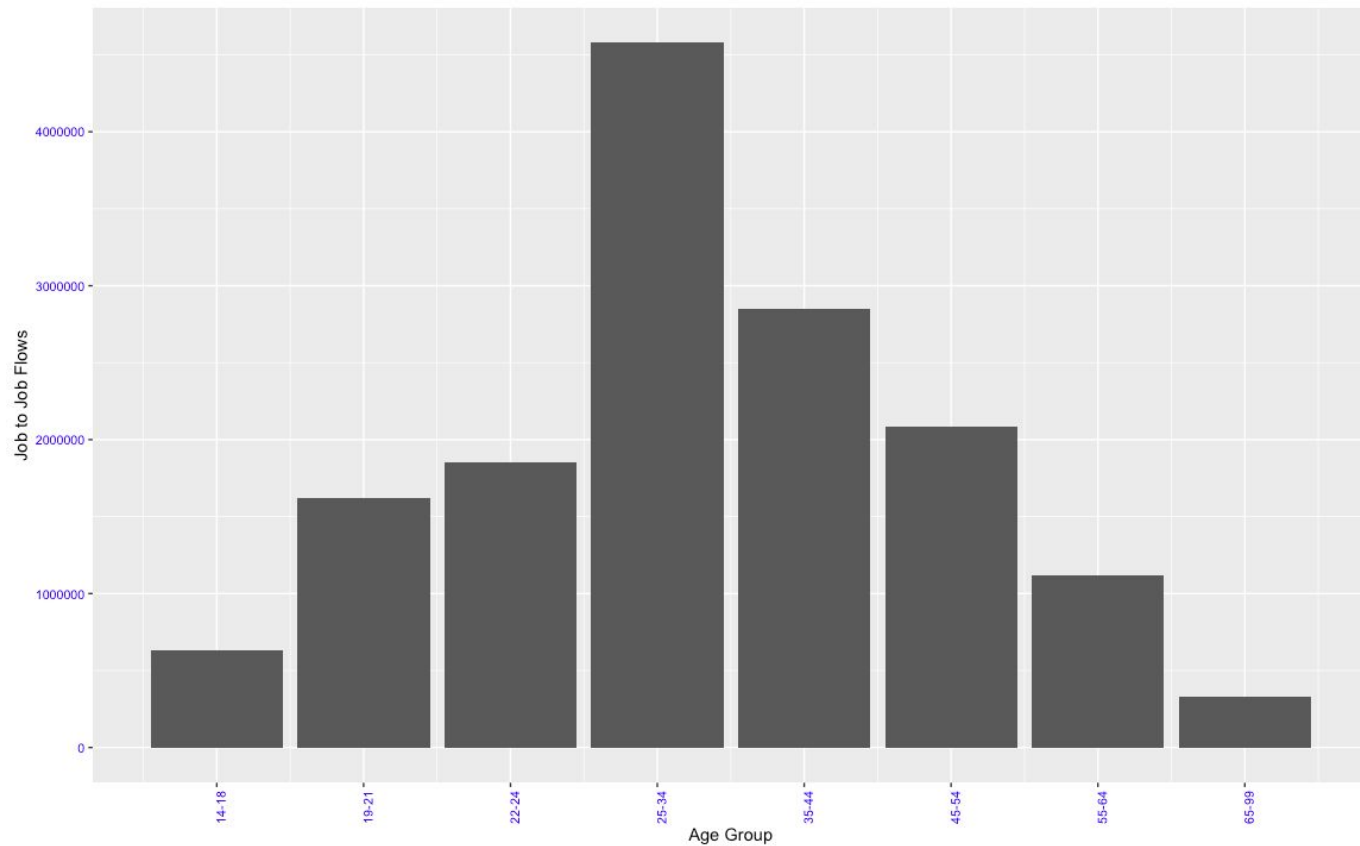
# Job to Job Hires

- “Hires following a separation with no observed nonemployment spell”
- Importance
  - In 2000, half of all hires and separations were due to job-to-job flows
  - Means through which employees gain experience
  - Means through which employees move into higher paying jobs
  - Turnover is costly for firms
- Data from U.S. Census Bureau
- Our goal:
  - To visualize job-to-job hire rates by different demographic groups, as well as firm characteristics



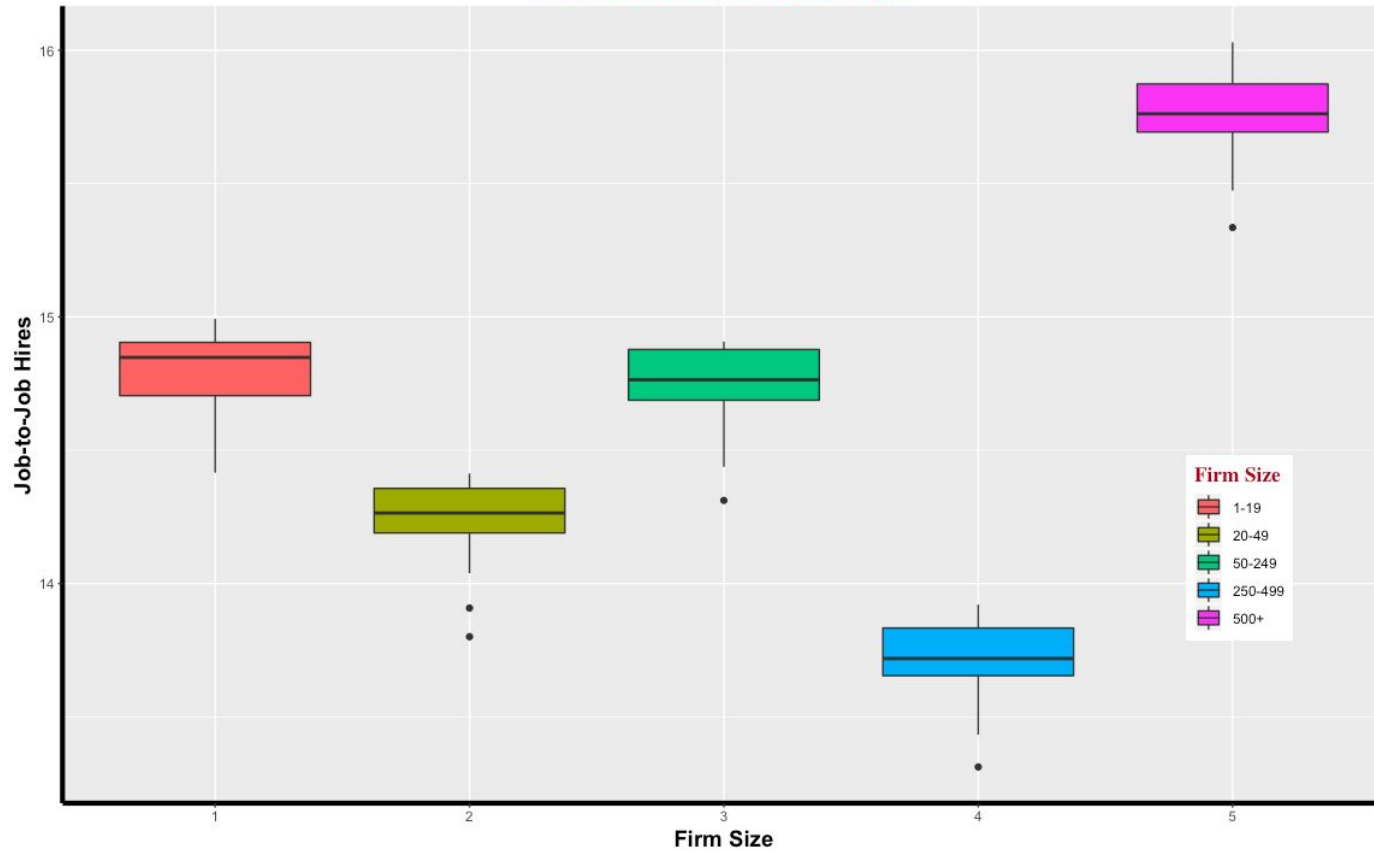
Visualize the job-to-job hire rates for each race throughout 2017. Which race experienced the highest levels of job-to-job flows? Which race experienced the lowest?

Job to Job flows by Age Group



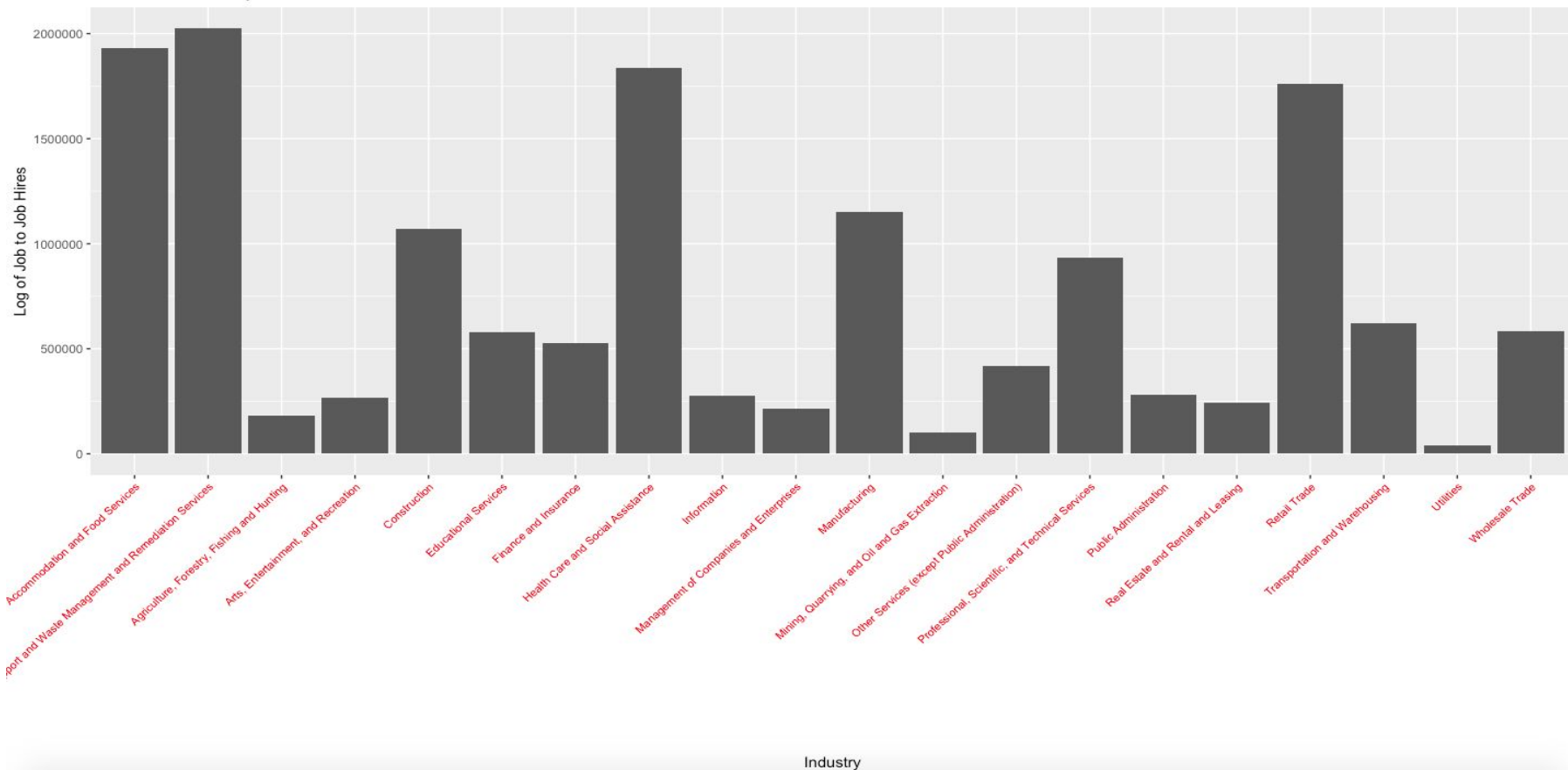
How do the job-to-job hires vary by age group in 2017?

### Firm Size and Job-to-Job Hires

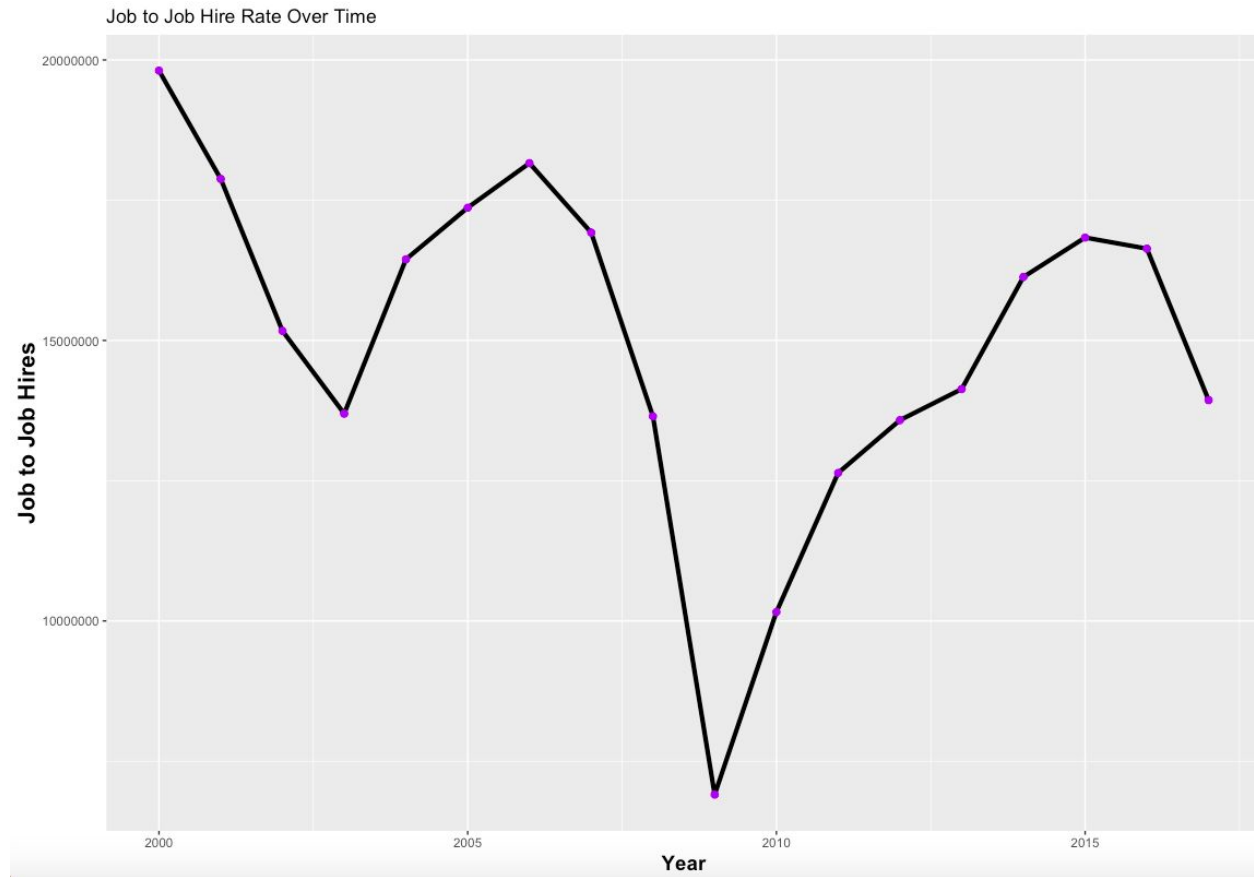


Is there correlation between the size of a firm and the turnover rates it experiences?

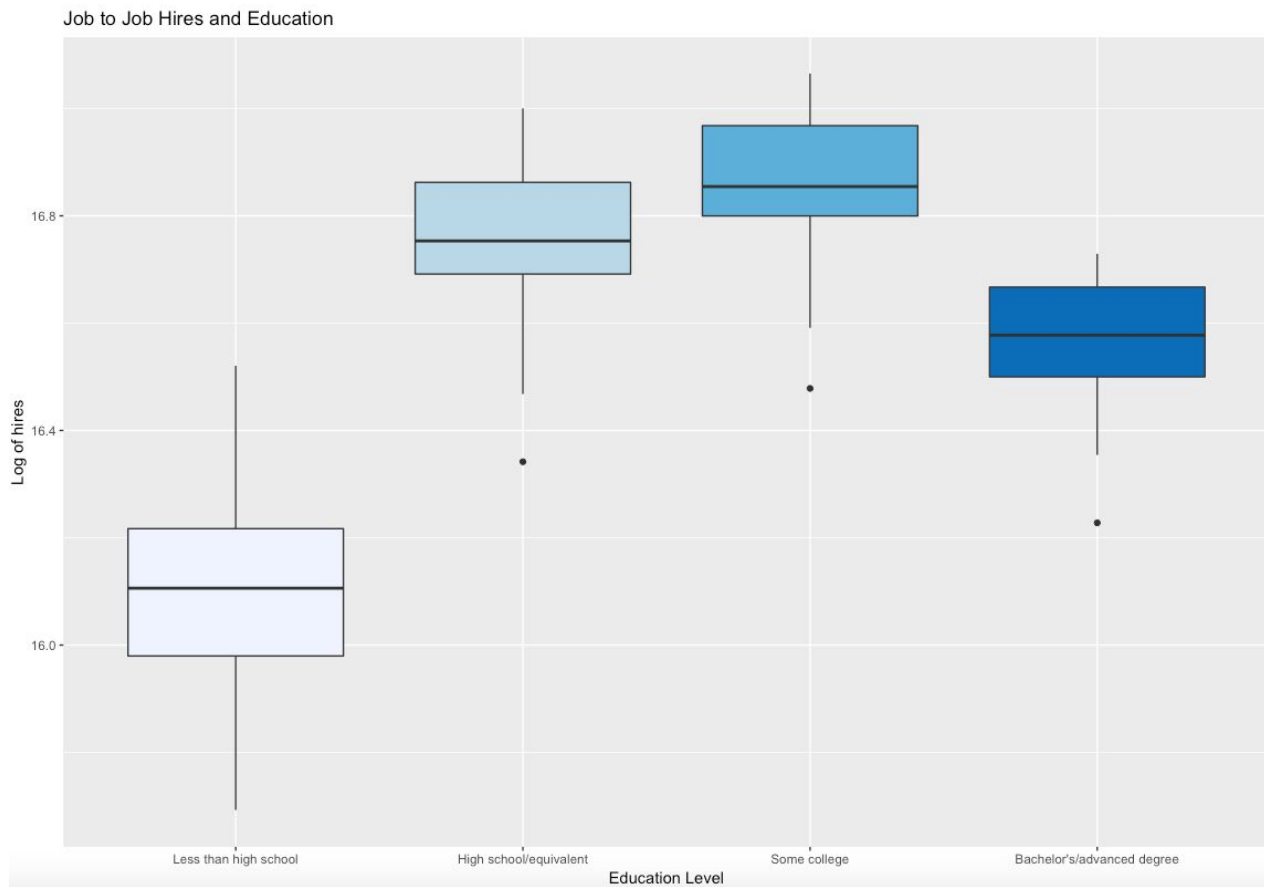
Job to Job Hires by Industries



Visualize the turnover rate by industry



How have the job-to-job hire rates changed in the manufacturing industry over time?



How does education correlate with turnover rates?

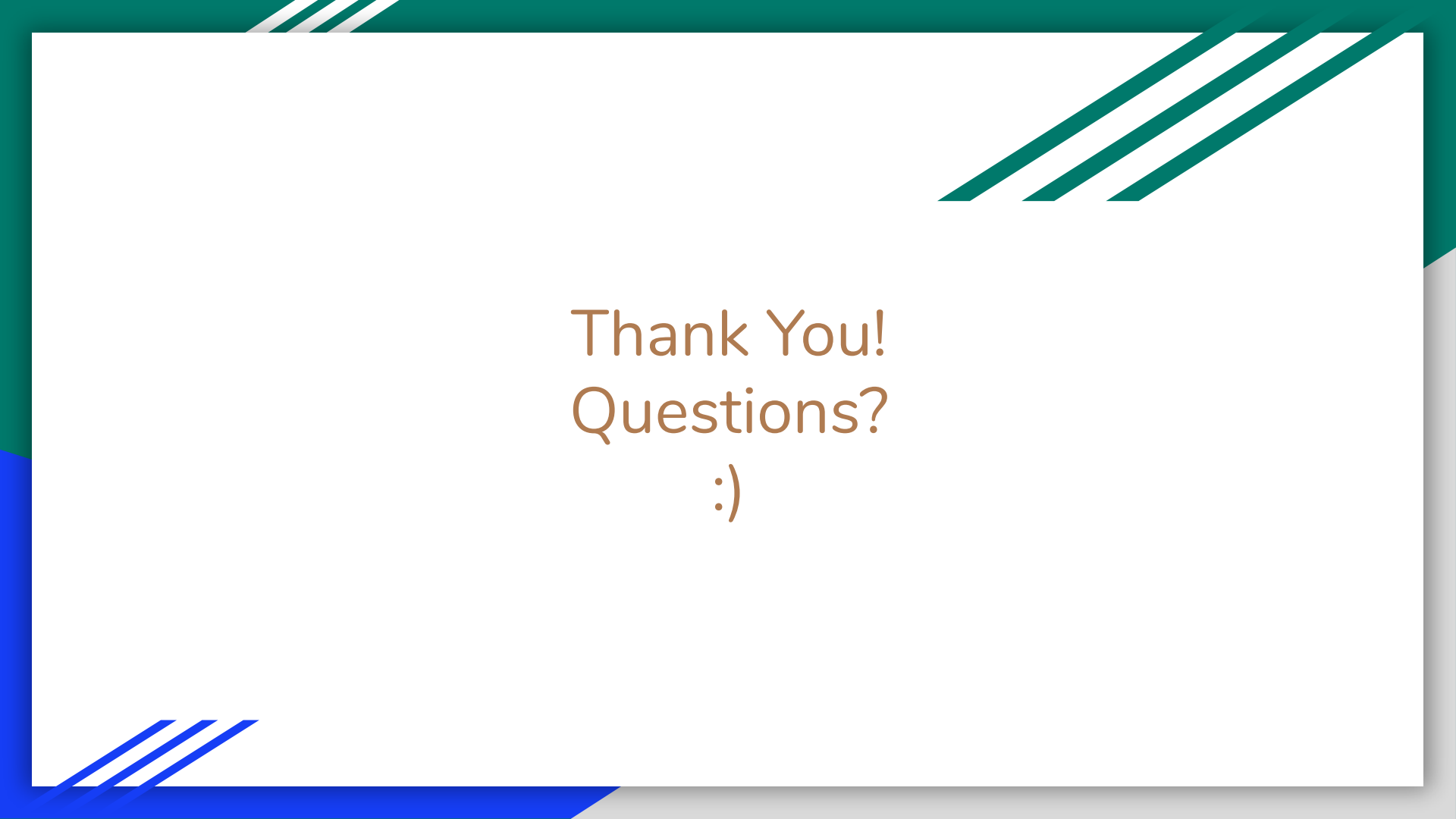


# Issues we experienced

- The data is not multi-dimensional
  - For example, we could analyze the data by industry and by size, but there was no data on different sized firms in each industry
  - We were not able to answer all of the questions we wanted to
- Large differences in rates among groups
  - Numbers spanned between 4,000-3.5 million
  - Difficult to decide upon a scale to use
- Many different codes to indicate industry, age group, etc.
  - Had to use online tables to decipher the codes

# Conclusion

- Job-to-job hires are important!
- The rates at which individuals move between jobs vary greatly depending on demographics, time, age, industry, etc.
- It is important to analyze job-to-job hire rates within the context of these subgroups
  - Firms can know what to expect in terms of turnover based on firm characteristics or employee demographic makeup



Thank You!  
Questions?  
:)