



The LEHD Infrastructure Files and the Creation of the Quarterly Workforce Indicators

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▲ Since 2003: publication of Quarterly Workforce Indicators



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▲ Since 2003: publication of Quarterly Workforce Indicators

▲ The first 21st century statistical system



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- ▲ The first 21st century statistical system
 - No additional burden



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- ▲ The first 21st century statistical system
 - No additional burden
 - Extensive use of modern statistics to integrate and improve the data



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 - Extensive use of modern statistics to integrate and improve the data
 - **State-of-the-art confidentiality protection methods**



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 - Extensive use of modern statistics to integrate and improve the data
 - State-of-the-art confidentiality protection methods
 - **Innovative use of wage records to constitute a frame to integrate data**



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 - No additional burden
 - Extensive use of modern statistics to integrate and improve the data
 - State-of-the-art confidentiality protection methods
 - Innovative use of wage records to constitute a frame to integrate data
- The first statistical system to use “jobs” as a frame



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- (state) administrative records data on workers (UI Wage records)



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- (state) administrative records data on workers (UI Wage records)
- (state) administrative records data on firms (QCEW aka ES-202)



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- **administrative information on demographics**



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- administrative information on demographics
- surveys on people and firms collected by Census Bureau



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 - administrative information on demographics
 - surveys on people and firms collected by Census Bureau
- ▲ careful longitudinal edit of person identifiers and economic firm units



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 - surveys on people and firms collected by Census Bureau
- ## ▲ careful longitudinal edit of person identifiers and economic firm units

▲ careful longitudinal edit of person and firm characteristics



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▲ Describe the construction of the LEHD infrastructure



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- ▲ Describe the computation of the QWI statistics



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- ▲ Describe the computation of the QWI statistics
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- ▲ Describe the disclosure-proofing mechanism



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- ▲ Describe the computation of the QWI statistics
 - ... in particular the imputation mechanisms used
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- ▲ Describe researcher access to infrastructure files and confidential QWI files



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- ▲ report of an individual's UI-covered earnings by an employing entity



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- ▲ report of an individual's UI-covered earnings by an employing entity
- ▲ appears if at least one dollar was earned by that individual during the quarter



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- ▲ report of an individual's UI-covered earnings by an employing entity
- ▲ appears if at least one dollar was earned by that individual during the quarter
- ▲ identifies **EARNINGS, EMPLOYER, TIME PERIOD**



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- ▲ appears if at least one dollar was earned by that individual during the quarter
- ▲ identifies EARNINGS, EMPLOYER, TIME PERIOD
- ▲ some limited other state-dependent information available



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- ▲ report of an individual's UI-covered earnings by an employing entity
- ▲ appears if at least one dollar was earned by that individual during the quarter
- ▲ identifies EARNINGS, EMPLOYER, TIME PERIOD
- ▲ some limited other state-dependent information available
- ▲ in particular, for Minnesota, the ESTABLISHMENT is reported



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... or QCEW



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- ▲ collected as part of the Covered Employment and Wages (CEW) (administered by the BLS)



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- ▲ collected as part of the Covered Employment and Wages (CEW) (administered by the BLS)
- ▲ Also used as the inputs to the Business Employment Dynamics (BED)



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- ▲ collected as part of the Covered Employment and Wages (CEW) (administered by the BLS)
- ▲ Also used as the inputs to the Business Employment Dynamics (BED)
- ▲ collects from employers covered by state unemployment insurance programs:
 - employment
 - payroll
 - geographic information



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 - employment
 - payroll
 - geographic information
- ▲ fundamental unit: 'reporting unit' (\approx establishment)



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- ▲ Also used as the inputs to the Business Employment Dynamics (BED)
- ▲ collects from employers covered by state unemployment insurance programs:
 - employment
 - payroll
 - geographic information
- ▲ fundamental unit: 'reporting unit' (\approx establishment)
- ▲ **One report per establishment per quarter is filed**



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- ▲ Demographics are taken from a number of Census-internal files derived from administrative data:
 - Person Characteristics File (PCF)
 - Census Numident



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- ▲ Demographics are taken from a number of Census-internal files derived from administrative data:
 - Person Characteristics File (PCF)
 - Census Numident
- ▲ Where available, more detailed data on individuals is also extracted from surveys and censuses:
 - CPS
 - SIPP
 - ACS
 - 1990 Census
 - 2000 Census



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▲ Job-level EHF

- complete in-state work history for each individual on Ulwage records.
- one record for each employee-employer combination – a job
- earnings and employment patterns



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▲ Job-level EHF

- complete in-state work history for each individual on Ulwage records.

- one record for each employee-employer combination – a job

- earnings and employment patterns

▲ Employer and establishment-level employment history

- QCEW-based employment-activity history for every SEIN (employer) and SEINUNIT (establishment)



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▲ Job-level EHF

- complete in-state work history for each individual on Ulwage records.

- one record for each employee-employer combination – a job

- earnings and employment patterns

▲ Employer and establishment-level employment history

- QCEW-based employment-activity history for every SEIN (employer) and SEINUNIT (establishment)

▲ Comparison of employment and activity of SEINs between

UI and QCEW files is done for QA purposes, and in preparation of weighting.



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- ▲ Demographic information from the PCF is merged with universe of PIKs from wage records



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- ▲ Demographic information from the PCF is merged with universe of PIKs from wage records
- ▲ records without a valid match flagged



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- ▲ Demographic information from the PCF is merged with universe of PIKs from wage records
- ▲ records without a valid match flagged
- ▲ CPS and SIPP identifiers are merged on.



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- ▲ Demographic information from the PCF is merged with universe of PIKs from wage records
- ▲ records without a valid match flagged
- ▲ CPS and SIPP identifiers are merged on.
- ▲ ... gender, education, and age information from the CPS



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- ▲ CPS and SIPP identifiers are merged on.
- ▲ ... gender, education, and age information from the CPS
- ▲ **Data completion**



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- ▲ ... gender, education, and age information from the CPS
- ▲ Data completion
 - Age



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- ▲ ... gender, education, and age information from the CPS
- ▲ Data completion
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- ▲ Data completion
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- ▲ Data completion
 - Age
 - Gender
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 - **County of residence**



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 - ▲ ... gender, education, and age information from the CPS
 - ▲ Data completion
 - Age
 - Gender
 - Education
 - County of residence
- are each imputed ten times



ECF: Employer Characteristics File

▲ Two files: firm and establishment level, quarterly records

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▲ Two files: firm and establishment level, quarterly records

▲ Inputs:



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1. ES202



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▲ Inputs:

1. ES202
2. UI: supplement information on the ES202, extend published BLS county-level employment data



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▲ Two files: firm and establishment level, quarterly records

▲ Inputs:

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3. GAL: establishment geocodes



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▲ Two files: firm and establishment level, quarterly records

▲ Inputs:

1. ES202
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3. GAL: establishment geocodes
4. LDB (BLS) for backfilling NAICS information



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▲ Two files: firm and establishment level, quarterly records

▲ Inputs:

1. ES202
2. UI: supplement information on the ES202, extend published BLS county-level employment data
3. GAL: establishment geocodes
4. LDB (BLS) for backfilling NAICS information

▲ Longitudinal edits for consistency and data completion



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- ▲ Inputs:
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 4. LDB (BLS) for backfilling NAICS information
- ▲ Longitudinal edits for consistency and data completion
- ▲ Imputation:
 - impute SIC if NAICS non-missing and vice-versa



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 4. LDB (BLS) for backfilling NAICS information
- ▲ Longitudinal edits for consistency and data completion
- ▲ Imputation:
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 - unconditional impute of missing SIC and NAICS codes



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- ▲ Longitudinal edits for consistency and data completion
- ▲ Imputation:
 - impute SIC if NAICS non-missing and vice-versa
 - unconditional impute of missing SIC and NAICS codes
 - **geography conditional on industry**



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- ▲ geocoded to the Census Block and latitude/longitude coordinates
- ▲ Inputs:
 1. ES202 data



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- ▲ ... is a data set containing unique commercial and residential addresses
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- ▲ Inputs:
 1. ES2002 data
 2. Census Bureau's Business Register (BR)
 3. Census Bureau's Master Address File (MAF)
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- ▲ Inputs:
 1. ES2002 data
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 3. Census Bureau's Master Address File (MAF)
 4. American Community Survey Place of Work file (ACS-POW)
- ▲ Addresses are



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- ▲ Addresses are
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 1. ES202 data
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- ▲ Addresses are
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- ▲ ... is a data set containing unique commercial and residential addresses
- ▲ geocoded to the Census Block and latitude/longitude coordinates
- ▲ Inputs:
 1. ES202 data
 2. Census Bureau's Business Register (BR)
 3. Census Bureau's Master Address File (MAF)
 4. American Community Survey Place of Work file (ACS-POW)
- ▲ Addresses are
 1. geocoded
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 3. unduplicated (by firm name)



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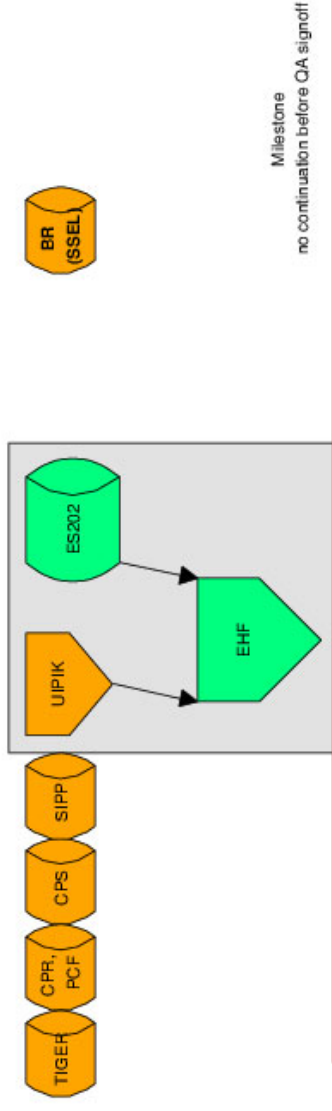
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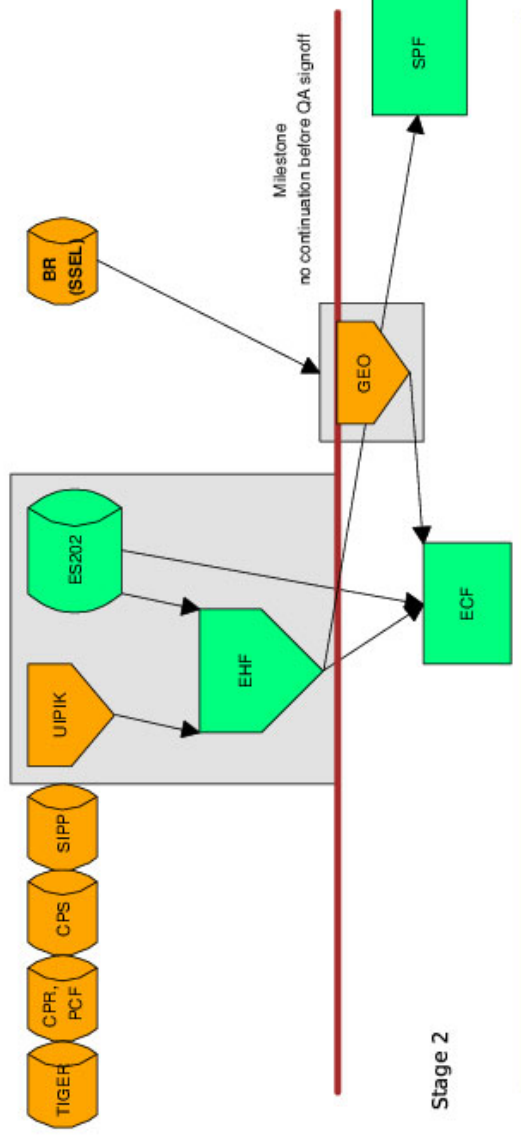
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▲ Firm identifier:

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▲ Firm identifier: state-specific account number



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▲ Firm identifier:

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▲ Firm identifier:

▲ Account numbers can and do change:

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- ▲ Firm identifier:
- ▲ Account numbers can and do change:
 - change in legal form
 - a merger



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- ▲ Firm identifier:
- ▲ Account numbers can and do change:
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 - a merger
- ▲ Change in firm identifier



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▲ Firm identifier:

▲ Account numbers can and do change:

- change in legal form

- a merger

▲ Change in firm identifier is the component determining when a worker changes employers



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▲ Firm identifier:

▲ Account numbers can and do change:

- change in legal form
- a merger

▲ Change in firm identifier

▲ → non-economic change in identifier creates spurious flow



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▲ track large worker movements between SEINs



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▲ track large worker movements between SEINs

▲ → link entities that have different account numbes, but
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Conclusion

- ▲ track large worker movements between SEINs
- ▲ → link entities that have different account numbers, but constitute the same economic entity
- ▲ SPF provides a variety of link characteristics, based on the number of workers leaving an SEIN, in both absolute and relative terms, and the number of workers entering an SEIN, again in absolute and relative terms.



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Conclusion

- ▲ track large worker movements between SEINs
- ▲ → link entities that have different account numbers, but constitute the same economic entity
- ▲ SPF provides a variety of link characteristics, based on the number of workers leaving an SEIN, in both absolute and relative terms, and the number of workers entering an SEIN, again in absolute and relative terms.
- ▲ QWI: if 80% of an SEIN's workers (the predecessor) are observed to move to a single successor, and that successor absorbs 80% of its employees from a single predecessor, then all flows between those two account numbers are filtered out, and treated as if they had never existed.



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- ▲ Goal: achieve a high level of accuracy and detail
- ▲ Problem: no establishment identification on wage record



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▲ Goal: achieve a high level of accuracy and detail

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▲ Goal: achieve a high level of accuracy and detail

▲ Problem:

▲ 30-40% of state-wide employment in multi-establishment firms



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- ▲ Goal: achieve a high level of accuracy and detail
- ▲ Problem:
- ▲ 30-40% of state-wide employment in multi-establishment firms
- ▲ Solution: probability model for employment location and imputation



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- ▲ Goal: achieve a high level of accuracy and detail
- ▲ Problem:
- ▲ 30-40% of state-wide employment in multi-establishment firms
- ▲ Solution: probability model for employment location and imputation
- ▲ **Key elements are:**



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- ▲ Problem:
- ▲ 30-40% of state-wide employment in multi-establishment firms
- ▲ Solution: probability model for employment location and imputation
- ▲ Key elements are:

1. distance between place-of-work and place-of-residence



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- ▲ Goal: achieve a high level of accuracy and detail
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 - ▲ 30-40% of state-wide employment in multi-establishment firms
- ▲ Solution: probability model for employment location and imputation
- ▲ Key elements are:
 1. distance between place-of-work and place-of-residence
 2. distribution of employment across establishments of multi-establishment firms.



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- ▲ Goal: achieve a high level of accuracy and detail
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 - ▲ 30-40% of state-wide employment in multi-establishment firms
- ▲ Solution: probability model for employment location and imputation
- ▲ Key elements are:
 1. distance between place-of-work and place-of-residence
 2. distribution of employment across establishments of multi-establishment firms.
- ▲ Important practical aspects:



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- ▲ Goal: achieve a high level of accuracy and detail
- ▲ Problem:
 - ▲ 30-40% of state-wide employment in multi-establishment firms
- ▲ Solution: probability model for employment location and imputation
- ▲ Key elements are:
 1. distance between place-of-work and place-of-residence
 2. distribution of employment across establishments of multi-establishment firms.
- ▲ Important practical aspects:
 - **Non-ignorable missing data imputation**



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- ▲ Goal: achieve a high level of accuracy and detail
- ▲ Problem:
 - ▲ 30-40% of state-wide employment in multi-establishment firms
- ▲ Solution: probability model for employment location and imputation
- ▲ Key elements are:
 1. distance between place-of-work and place-of-residence
 2. distribution of employment across establishments of multi-establishment firms.
- ▲ Important practical aspects:
 - Non-ignorable missing data imputation
 - **Several million imputations every quarter**



U2W: Unit to Worker Impute

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▲ workers $i = 1, \dots, I$



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▲ firms $j = 1, \dots, J$

▲ active establishments at firm j R_{jt}



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- ▲ workers $i = 1, \dots, I$
- ▲ firms $j = 1, \dots, J$
- ▲ active establishments at firm j R_{jt}
- ▲ quarter t employment of establishment r in firm j N_{jrt}



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- ▲ firms $j = 1, \dots, J$
- ▲ active establishments at firm j R_{jt}
- ▲ quarter t employment of establishment r in firm j N_{jrt}
- ▲ y_{ijt} establishment at which i was employed



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- ▲ y_{ijt} establishment at which i was employed
- ▲ \mathcal{I}_t firms active



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- ▲ active establishments at firm j R_{jt}
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- ▲ y_{ijt} establishment at which i was employed
- ▲ \mathcal{J}_t firms active
- ▲ \mathcal{I}_{jt} individuals employed at firm j



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- ▲ y_{ijt} establishment at which i was employed
- ▲ \mathcal{J}_t firms active
- ▲ \mathcal{I}_{jt} individuals employed at firm j
- ▲ \mathcal{R}_{jt} set of active ($N_{jrt} > 0$) establishments



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- ▲ y_{ijt} establishment at which i was employed
- ▲ \mathcal{J}_t firms active
- ▲ \mathcal{I}_{jt} individuals employed at firm j
- ▲ \mathcal{R}_{jt} set of active ($N_{jrt} > 0$) establishments
- ▲ $\mathcal{R}_{jt}^i \subset \mathcal{R}_{jt}$ set of active establishments that are feasible for worker i .



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- ▲ \mathcal{J}_t firms active
- ▲ \mathcal{I}_{jt} individuals employed at firm j
- ▲ \mathcal{R}_{jt} set of active ($N_{jrt} > 0$) establishments
- ▲ $\mathcal{R}_{jt}^i \subset \mathcal{R}_{jt}$ set of active establishments that are feasible for worker i .
- ▲ **Feasibility:** an establishment $r \in \mathcal{R}_{jt}^i$ if $N_{jrs} > 0$ for every quarter s that i was employed at j .



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- ▲ firms $j = 1, \dots, J$
- ▲ active establishments at firm j R_{jt}
- ▲ quarter t employment of establishment r in firm j N_{jrt}
- ▲ y_{ijt} establishment at which i was employed
- ▲ \mathcal{J}_t firms active
- ▲ \mathcal{I}_{jt} individuals employed at firm j
- ▲ \mathcal{R}_{jt} set of active ($N_{jrt} > 0$) establishments
- ▲ $\mathcal{R}_{jt}^i \subset \mathcal{R}_{jt}$ set of active establishments that are feasible for worker i .
- ▲ Feasibility: an establishment $r \in \mathcal{R}_{jt}^i$ if $N_{jrs} > 0$ for every quarter s that i was employed at j .



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Conclusion

$$p_{ijrt} = \Pr(y_{ijt} = r)$$



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Conclusion

$$p_{ijrt} = \Pr(y_{ijt} = r)$$

(1)

$$p_{ijrt} = \frac{e^{\alpha_{jrt} + x'_{ijrt}\beta}}{\sum_{s \in \mathcal{R}_{jt}} e^{\alpha_{jst} + x'_{ijst}\beta}}$$



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Conclusion

$$p_{ijrt} = \Pr(y_{ijt} = r)$$

$$(1) \quad p_{ijrt} = \frac{e^{\alpha_{jrt} + x'_{ijrt}\beta}}{\sum_{s \in \mathcal{R}_{jt}} e^{\alpha_{jst} + x'_{ijst}\beta}}$$

α_{jrt} establishment- and quarter-specific effect



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Conclusion

$$p_{ijrt} = \Pr(y_{ijt} = r)$$

$$(1) \quad p_{ijrt} = \frac{e^{\alpha_{jrt} + x'_{ijrt}\beta}}{\sum_{s \in \mathcal{R}_{jt}} e^{\alpha_{jst} + x'_{ijst}\beta}}$$

α_{jrt} establishment- and quarter-specific effect

x_{ijrt} time-varying vector, worker and establishment



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$$p_{ijrt} = \Pr(y_{ijt} = r)$$

$$(1) \quad p_{ijrt} = \frac{e^{\alpha_{jrt} + x'_{ijrt}\beta}}{\sum_{s \in \mathcal{R}_{jt}} e^{\alpha_{jst} + x'_{ijst}\beta}}$$

α_{jrt} establishment- and quarter-specific effect

x_{ijrt} time-varying vector, worker and establishment

β effect on probability of being employed at a particular establishment



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$$p_{ijrt} = \Pr(y_{ijt} = r)$$

$$(1) \quad p_{ijrt} = \frac{e^{\alpha_{jrt} + x'_{ijrt}\beta}}{\sum_{s \in \mathcal{R}_{jt}} e^{\alpha_{jst} + x'_{ijst}\beta}}$$

α_{jrt} establishment- and quarter-specific effect

x_{ijrt} time-varying vector, worker and establishment

β effect on probability of being employed at a particular establishment

Currently:



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$$p_{ijrt} = \Pr(y_{ijt} = r)$$

$$(1) \quad p_{ijrt} = \frac{e^{\alpha_{jrt} + x'_{ijrt}\beta}}{\sum_{s \in \mathcal{R}_{jt}} e^{\alpha_{jst} + x'_{ijst}\beta}}$$

α_{jrt} establishment- and quarter-specific effect

x_{ijrt} time-varying vector, worker and establishment

β effect on probability of being employed at a particular establishment

Currently:

- x_{ijrt} is linear spline in distance between residence and establishment



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Conclusion

$$p_{ijrt} = \Pr(y_{ijt} = r)$$

$$(1) \quad p_{ijrt} = \frac{e^{\alpha_{jrt} + x'_{ijrt}\beta}}{\sum_{s \in \mathcal{R}_{jt}} e^{\alpha_{jst} + x'_{ijst}\beta}}$$

α_{jrt} establishment- and quarter-specific effect

x_{ijrt} time-varying vector, worker and establishment

β effect on probability of being employed at a particular establishment

Currently:

- x_{ijrt} is linear spline in distance between residence and establishment
- α_{jrt} is a hierarchical Bayesian model based on N_{jrt} is



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Conclusion

Using Minnesota data,
compute posterior modal value of α_{jrt}



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Conclusion

Using Minnesota data,
compute posterior modal value of α_{jrt}
evaluate the posterior mode of $p(\beta|\alpha, x, y)$



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Conclusion

Using Minnesota data,

compute posterior modal value of α_{jrt}

evaluate the posterior mode of $p(\beta|\alpha, x, y)$

maximize

$$\log p(\beta|\alpha, x, y) \propto \sum_{t=1}^T \sum_{j \in \mathcal{J}_t} \sum_{i \in \mathcal{I}_{jt}} \sum_{r \in \mathcal{R}_{jt}^i} d_{ijrt} \\ (\alpha_{jrt} + x'_{ijrt}\beta \\ - \log \left(\sum_{s \in \mathcal{R}_{jt}^i} e^{\alpha_{jst} + x'_{ijst}\beta} \right))$$



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Conclusion

▲ use mean and variance of β from Minnesota data



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Conclusion

- ▲ use mean and variance of β from Minnesota data
- ▲ take 10 draws of β from the normal approximation (at the mode) to $p(\beta|\alpha, x, y)$.



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Conclusion

- ▲ use mean and variance of β from Minnesota data
- ▲ take 10 draws of β from the normal approximation (at the mode) to $p(\beta|\alpha, x, y)$.
- ▲ use QCEW employment counts, compute 10 values of α_{jt}



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Conclusion

- ▲ use mean and variance of β from Minnesota data
- ▲ take 10 draws of β from the normal approximation (at the mode) to $p(\beta|\alpha, x, y)$.
- ▲ use QCEW employment counts, compute 10 values of α_{jt}
- ▲ The drawn values of α and β are used to draw 10 imputed values of place of work from the posterior predictive distribution

$$(2) p(\tilde{y}|x, y) = \int \int p(\tilde{y}|\alpha, \beta, x, y) p(\alpha|N) p(\beta|\alpha, x, y) d\alpha d\beta$$



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Conclusion

- ▲ use mean and variance of β from Minnesota data
- ▲ take 10 draws of β from the normal approximation (at the mode) to $p(\beta|\alpha, x, y)$.
- ▲ use QCEW employment counts, compute 10 values of α_{jt}
- ▲ The drawn values of α and β are used to draw 10 imputed values of place of work from to the posterior predictive distribution

$$(2) p(\tilde{y}|x, y) = \int \int p(\tilde{y}|\alpha, \beta, x, y) p(\alpha|N) p(\beta|\alpha, x, y) d\alpha d\beta$$

- ▲ → 10 establishment identifiers associated with a job spell



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Conclusion

▲ We now have:



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Conclusion

▲ We now have:

- Jobs identified



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Conclusion

▲ We now have:

● Jobs identified

● Jobholder's demographics (age, gender)



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Conclusion

▲ We now have:

- Jobs identified
- Jobholder's demographics



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Conclusion

▲ We now have:

- Jobs identified
- Jobholder's demographics
- **Establishment's characteristics (geography and industry)**



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▲ We now have:

- Jobs identified
- Jobholder's demographics
- Establishment's characteristics



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Conclusion

▲ We now have:

- Jobs identified
- Jobholder's demographics
- Establishment's characteristics

▲ Now compute



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Conclusion

▲ We now have:

- Jobs identified
- Jobholder's demographics
- Establishment's characteristics

▲ Now compute

1. For each job, the relevant variables, defined at the person-level (indicators)



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Conclusion

▲ We now have:

- Jobs identified
- Jobholder's demographics
- Establishment's characteristics

▲ Now compute

1. For each job, the relevant variables, defined at the person-level (indicators)
2. **Aggregate (typically sum) to the establishment level**



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Conclusion

▲ We now have:

- Jobs identified
- Jobholder's demographics
- Establishment's characteristics

▲ Now compute

1. For each job, the relevant variables, defined at the person-level (indicators)
2. Aggregate (typically sum) to the establishment level
3. → **establishment-level statistics, available in RDC**



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Conclusion

▲ We now have:

- Jobs identified
- Jobholder's demographics
- Establishment's characteristics

▲ Now compute

1. For each job, the relevant variables, defined at the person-level (indicators)
2. Aggregate (typically sum) to the establishment level
3. → establishment-level statistics, available in RDC
4. **Attach weights to each establishment**



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Conclusion

▲ We now have:

- Jobs identified
- Jobholder's demographics
- Establishment's characteristics

▲ Now compute

1. For each job, the relevant variables, defined at the person-level (indicators)
2. Aggregate (typically sum) to the establishment level
3. → establishment-level statistics, available in RDC
4. Attach weights to each establishment
5. Attach 'fuzz' factors to each establishment



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Estimates: QWI

→ Correction of spurious
worker flows

→ Solution:
Successor-Predecessor
File

→ Attaching establishment
characteristics to jobs

→ U2W: Unit to Worker
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→ Probability Model

→ Implementation

→ Implementation

→ Computing the statistics

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Conclusion

▲ We now have:

- Jobs identified
- Jobholder's demographics
- Establishment's characteristics

▲ Now compute

1. For each job, the relevant variables, defined at the person-level (indicators)
2. Aggregate (typically sum) to the establishment level
3. → establishment-level statistics, available in RDC
4. Attach weights to each establishment
5. Attach 'fuzz' factors to each establishment
6. Final aggregation to desired geography-industry-demographic detail



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▲ Disclosure-proof



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▲ First layer: workplace-level aggregation



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- ▲ First layer: workplace-level aggregation
- infusion of specially constructed noise:



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▲ First layer: workplace-level aggregation

- infusion of specially constructed noise:



$$(3) \ p(\delta_j) = \begin{cases} (b - \delta) / (b - a)^2, & \delta \in [a, b] \\ (b + \delta - 2) / (b - a)^2, & \delta \in [2 - b, 2 - a] \end{cases}$$



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- Result: random noise factor centered around 1 with distortion of at least $a - 1$ and at most $b - 1$.



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▲ Important properties:



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- ▲ Important properties:
 1. for a given workplace, distortion is always distorted in the same direction (increased or decreased) by the same percentage amount in every period.



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- Result: random noise factor centered around 1 with distortion of at least $a - 1$ and at most $b - 1$.
- ▲ Important properties:
 1. for a given workplace, distortion is always distorted in the same direction (increased or decreased) by the same percentage amount in every period.
 2. when estimates are aggregated, the effects of the distortion cancel out for the vast majority of the estimates.



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▲ Second layer: after aggregations

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▲ Second layer: after aggregations

- Some estimates are based on fewer than three persons or firms.



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- ▲ Second layer: after aggregations
- Some estimates are based on fewer than three persons or firms.
- → **suppression of these estimates**



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- ▲ Second layer: after aggregations
- Some estimates are based on fewer than three persons or firms.
- → suppression of these estimates
- Some of the estimates are based on noisy data



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- ▲ Second layer: after aggregations
- Some estimates are based on fewer than three persons or firms.
- → suppression of these estimates
- Some of the estimates are based on noisy data
- → flagged as “substantially distorted”



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● Employer characteristics files ECF → LEHD-ECF



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▲ RDC

- Employer characteristics files ECF → LEHD-ECF
- Establishment level flow files - Firm-level QWI → LEHD-QWI



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▲ RDC

- Employer characteristics files ECF → LEHD-ECF
- Establishment level flow files - Firm-level QWI → LEHD-QWI
- LEHD Business Register Bridge (LEHD-BRB)



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▲ RDC

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- LEHD Business Register Bridge (LEHD-BRB)
- Human Capital files LEHD-HCF



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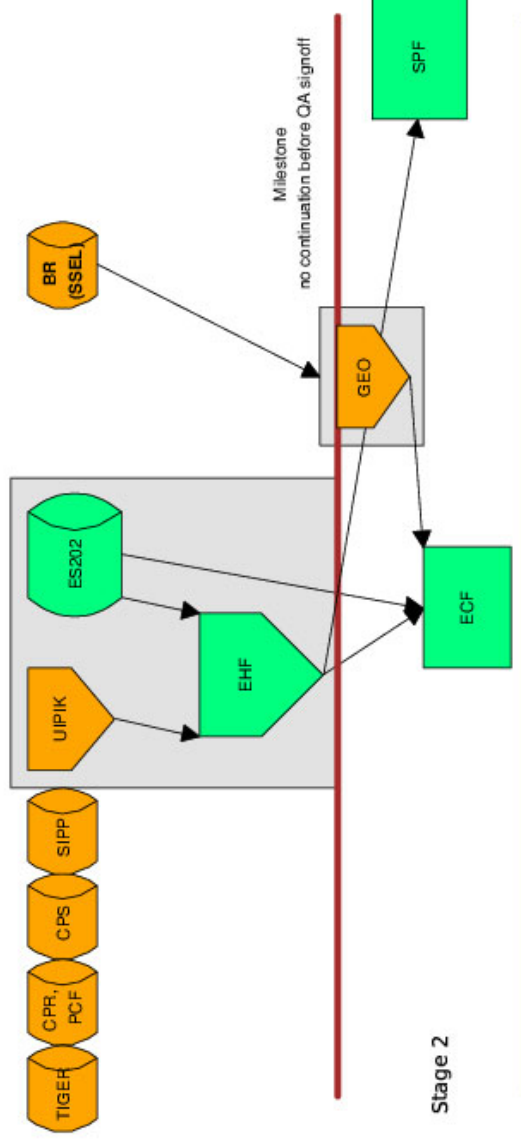
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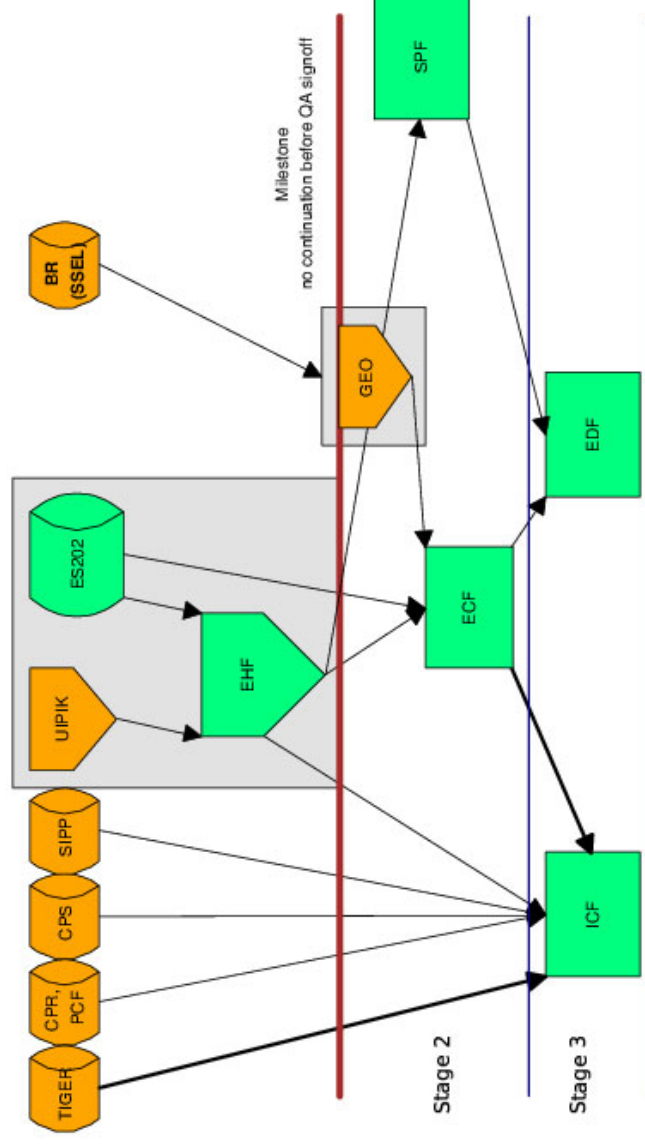
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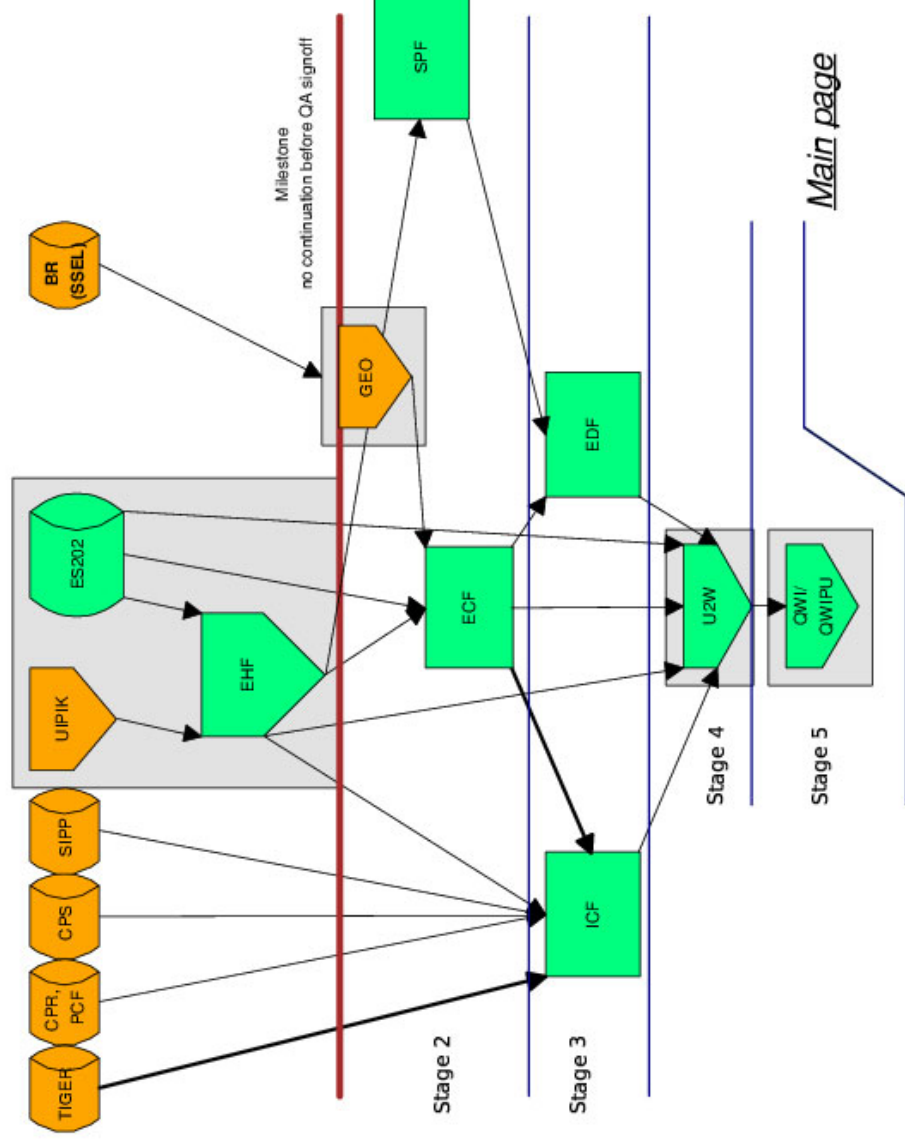
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