**Data Diary**

**2/23/22**

**Amber Key**

**Separation, hires, and openings levels by industry**

* Gathered the data I wanted to examine on BLS bolts
* Found a dataset that included data on hires, openings, separations in industries from Dec. 2020-Dec 2022
* Copy and paste data into excel
* Data was too large
* First decided what data is easiest to show
* Show hires, openings, and separations year over year
* Changed headers to the top of the excel file and provided underscores to create categories
* Viewed general industries rather than subsets
* Took the data of whole numbers and deleted the percentages so that it is easier for the viewer to understand
* Once I had my dataset separated by industry and year I created by pivot table
* What I was looking to gather was the total separations, hires, and job openings in each industry from Dec 2020- Dec 2021
* Then I dragged the fields I wanted
* I dragged industries in the rows area
* I dragged dec 2020 and dec 2021 in the fields area
* I filtered the industries by alphabetical order
* 7 facts:
  + In December 2021, 4.2 million Americans quit their jobs. This number is down slightly from the record 4.5 million in November 2021
  + The number of quits in December 2021 fell in healthcare, social assistance jobs, restaurants, hotels, and construction.
  + Labor shortages are still a major issue. And many companies are hosting job fairs and for fast food, hiring that day in order to get employees in the door
  + Job openings increased in several industries with the largest increases in food services, non-durable good manufacturing, and education
  + In December 2021, the number of hires decreased from 4.2 percent in November 2021, to 3.9
  + The industries that saw the most hires were food services, leisure and hospitality, and trade/transportation
  + Millions of workers left jobs for better wages, benefits, to care for their children or elderly relatives. Older workers retired early either because they could or because the industries in which they were working aged out
  + The rise in quitting is really a big pick up in job switching. As we see in this data, the historic level of quits also shows very large numbers in hires.