

Patterns of Small Business and Young Business Hires Pre & Post COVID-19 by Region

by

Kathryn Kobe

ION Economics, LLC

Washington, DC 20036

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Introduction

All businesses depend on some amount of labor input; if labor with the right skill set is difficult and expensive to obtain, it has a direct impact on the productivity and profitability of a business. Small businesses noted difficulty in hiring paid employees in the August 2021 the first time that question was asked in the survey.¹ While recovery from the recession had been underway for over a year at that point,² the labor markets were struggling to clear, as record numbers of job openings faced a COVID-reduced labor force. Based on the JOLTS data, there were just over 7 million hires per month during the third quarter of 2021 across the U.S. economy, up 11 percent from the third quarter of 2019, just prior to the COVID outbreak.³ However, during the same time, U.S. businesses averaged over 11 million job openings a month, up 50 percent from the third quarter of 2019.⁴ Meanwhile, the civilian labor force in the U.S. averaged 162 million people in the third quarter of 2021, down 1.4 percent from the 164.3 million people in the labor force in the third quarter of 2019. As a reduced number of people searched through a hugely increased number of job openings, businesses struggled to find a pool of applicants that would be a good fit for the jobs they needed to fill. In addition, earnings were being pushed up during this period, so businesses had the additional pressure of finding new hires and paying them more than in 2019. A comparison of small business hires during these two periods shows these factors at work.

There are several competing theories for the shrinkage in the labor force immediately after COVID. Some of the main ones are: 1) that the parents of young children, especially women, stayed out of the labor force because they did not have good alternative child care; 2) the employees near retirement age left the labor force earlier than expected because they were in the higher risk populations for COVID complications; 3) COVID relief measures provided temporary monetary support that allowed potential workers to stay out of the labor force; and 4) a mismatch between the types of jobs available and the available workers to fill them. (Pizzinelli and Shibata, 2022). A survey of those who lost their jobs during COVID taken in November 2021 indicated almost 70 percent had not returned to the labor force primarily because: 1) health problems or concerns about health; 2) need to stay home with children; 3) wages offered for person's skill set too low to

¹ *Small Business Pulse Survey*, U.S. Census Bureau, April 2020 through April 2022.

² The NBER Business Cycle dating committee determined the trough of the recession to be April 2020.

³ Job Openings and Labor Turnover Survey (JOLTS), Bureau of Labor Statistics, database checked January 4, 2023.

⁴ Id.

prompt return to working; 4) seeking new education or training.⁵ Those that had previously worked in leisure and hospitality, retail and health services were more likely than workers in other industries to cite one of these reasons.

This paper examines the circumstances that small businesses faced in the third quarter of 2021 by looking at the characteristics of the new hires made by small businesses and young businesses (firms 0-3 years in age) during that quarter and comparing those to a prior quarter unimpacted by COVID-19, 2019-Q3. This provides a basis for determining if any changes in those patterns are likely to be COVID related or whether there is a relatively stable pattern of small business hires. Evaluating from where small businesses hire their employees provides policymakers a better understanding of what might be done to smooth the matching process between small businesses and potential employees.

This before-and-after COVID comparison is based on calculations by state and focuses on the industries that are most prevalent among new hires for small businesses in each state.⁶ However, for the purposes of most of the discussion in this paper, the states have been combined into their nine Census Divisions. In addition to several size classes within the small business category, the analysis also includes businesses that are 0-3 years in age. While these new businesses could be large businesses, new businesses tend to have fewer than 500 employees.⁷ It should be noted that this is a comparison of new hires to positions that became that employee's primary job;⁸ therefore, it does not capture all hires in the quarter since very temporary jobs (of less than about three months duration) and jobs that were an employee's second (or third job) are not included.

Unlike some prior analysis of small business hires, this analysis is not evaluating net job creation but rather all new hires to positions that become the employee's primary job, the job at which the employee earns the most. Many of these new hires are already in the labor force, either being hired away from another

⁵ U.S. Chamber of Commerce, *A Current Snapshot of Those Unemployed During the COVID 19 Pandemic*, surveys conducted in May 2021, November 2021 and May 2022. By May 2022, slightly over a third of participants in the survey said they were not working or looking for work.

⁶ Small businesses are defined as those with employment of less than 500 employees for the purpose of this paper.

⁷ The Census dataset does not provide a breakdown of firm age by firm size.

⁸ A main job in this instance is one where the employee earns the most money, it may be either a full-time or a part-time position but excludes a second job (or third job) that an employee might hold.

job or from the pool of non-employed workers looking for a job.⁹ The hires may be to an entirely new position or may be replacing an employee that has separated from a job with the hiring company.

To understand whether some of the proposed reasons cited in the research and surveys above can be seen in these new hires data, it is necessary to examine hires by gender and age as well. However, this dataset does not breakdown those employee characteristics by the hiring firm's size. Consequently, to analyze whether gender or age are factors in small business hiring requires a focus on the industries where small businesses do most of their hiring. For virtually all states those sectors include Hospitality & Leisure, and Trade, and for a large percentage of states it also includes Health & Social Assistance, Professional & Business Services, and sometimes Construction, Manufacturing or Agriculture/Fishing/Forestry. Industry is not an ideal proxy for small businesses in this case since large businesses also hire many employees in these industries, but this analysis provides some insights into this situation.

This paper examines the possible explanations for a shortage of labor with the observed difficulties of small businesses hiring labor in mid-2021. To understand the specifics of that particular time period, it is helpful to examine from where small businesses hire their labor. The Census Bureau's database on job-to-job flows ("J2J") of workers is a subset of its broader Quarterly Workforce Indicators. The J2J database focuses on a person's primary job and since the job must be active at the end of the quarter to be included in this database, it has usually been in existence for at least a few months. These data are measuring a broader scope of hiring than do the net job gains or losses that are announced with the unemployment rate data each month. These data track total hires within the scope of the data whether the hire is a completely new job for the firm or the hire is a replacement for an employee that has separated from the firm. However, one important fact about this database is that Census uses noise infused data to assist in maintaining confidentiality. For this reason, small changes should be evaluated carefully because they may be within the noise-infused margin of error. The next section of this paper presents the findings, followed by the literature review. The Census database is further discussed in IV. Section V presents the regional profiles, near-term challenges, and the conclusion.

⁹ The group of hires from non-employment can include people officially in the unemployed count (generally in the labor force and actively looking for a job) but may also include people newly employed and not recently included in the labor force.

Findings

All regions and firm sizes showed strong growth in the number of new hires between 2019-Q3 and 2021-Q3, with the number of new hires by small businesses increasing by more than 10 percent in all but the West North Central Region. The South Atlantic Region showed the largest number of new hires for both small businesses and large businesses. The Pacific Region was second in small business hiring, and the East North Central Region was second in large business hiring. Overall, large businesses increased their hiring at a slightly faster pace than did small businesses. This strong demand for new employees combined with a COVID-reduced labor force meant employers faced strong competition for new employees and higher wage bills to hire them.

The largest number (and percentage) of new hires by firms with fewer than 500 employees were concentrated in the following service sectors regardless of state or region: Leisure & Hospitality; Trade (retail and wholesale); Health & Social Assistance and Professional & Business Services. It should be noted that these service sector industries also account for a large percentage of hiring for large businesses. The goods producing sectors of Agriculture/Fishing/Forestry, Construction, and Manufacturing are also important sectors for small business hiring in some states/regions.

Firms of all sizes and ages increased their hiring between these two quarters across all regions. The smallest firms, those with fewer than 20 employees, tended to outpace the other small business size classes in hiring. The very newest firms (those firms aged 0-1 Year) did not hire at the same pace as the more established firms and grew at a somewhat slower pace than did small businesses overall, except in New England and the South Atlantic Regions. However, firms aged 2-3 Years showed stronger growth over this period and mostly outpaced growth in new hires by small firms overall.

High turnover is a common factor among many of the industries where small business hiring is concentrated. This is another factor that may make small business owners more aware of labor shortages because they tend to be in the market looking for new employees more frequently. In 2021 all private business had an average separation rate of 4.4 percent.¹⁰ However, largely due to the nature of the work,

¹⁰ Separation rates are calculated as quits, layoffs and other separations as a percent of employment.

those with the highest separation rates were accommodation and food services (7.1 percent), arts and entertainment (6.5 percent), retail trade (5.5 percent), and professional and business services (5.4 percent).¹¹

Across all geographic regions, the smallest businesses are consistently hiring a larger share of their new employees from the non-employed pool than is large business. In 2021-Q3, firms with fewer than 20 employees hired 53.4 percent of their new hires from non-employed status compared with 45.1 percent for firms of all sizes. However, the extent to which businesses depend on this pool of non-employed labor varies depending on the general situation in the labor market and other economic factors. Employers in certain industries tend to depend more heavily on the pool of non-employed to find new workers. For example, both small and large businesses hiring for the Leisure & Hospitality sector are relatively dependent on obtaining new employees from the pool of the non-employed when compared with the overall rate for all business sectors.

Businesses hire the highest percentage of employees from other jobs in the same state. For example, in California, across all industry sectors and business sizes 90.9% of hires from other jobs came from California. Michigan, Ohio, and Texas also have relatively high rates, between 88% and 90%.¹² The states that hire the fewest people from jobs within the state are Rhode Island and Delaware, where less than 70% of hires from other jobs come from the same state. When hiring employees from another job, small businesses tend to hire closer to home than large businesses.

A combination of COVID-related impacts on labor participation rates combined with slow population growth and demographic shifts likely impacted the ability of small businesses to find workers in some of their most favored age groups. Businesses (of all sizes) hired a smaller share of both women and men in the 22-34 age range in 2021-Q3 than they did during 2019-Q3. While this did not generally translate into a smaller number being hired in 2021 compared with 2019, the growth in hires of this age group was noticeably lower than for other age groups. Amongst the industry sectors with heavy

¹¹ Bureau of Labor Statistics, *Job Openings and Labor Turnover Survey-January 2023 (JOLTS)*, press release March 8, 2023, Table 20.

¹² Quite logically, states with large geographic regions tend to have a higher percent of in-state hires than do small states.

participation by small businesses, this age group supplied the largest percentage of employees for most industry sectors except Leisure & Hospitality (where it is second to the age 14-21 group) and Construction (where it is usually second to the 35-54 age group).

There are many factors impacting quarterly wages, ranging from hourly wage rates to number of hours and the amount of paid overtime. Part of the difficulty in hiring new employees in 2021-Q3 was the increase in quarterly wages since 2019-Q3. This was especially noticeable in some of the industries where small businesses were making their most hires. Quarterly wage increases for certain industries show larger increases required for new hires from non-employed status, perhaps to induce them into the labor force. However, many states also had minimum wage increases during this period that were also impacting these rates of change in some sectors.

In general, quarterly wages paid by large businesses are greater than those paid by small businesses. However, there are two industries where that is not uniformly true for new hires from non-employed status, Accommodation & Food Services and Retail Trade. Quarterly wages tend to show a consistent profile, with new hires from non-employed status earning less than those hired from another job and people who have stayed in the same job earning somewhat more than the other two groups, although as noted above the percentage increase in the first group was often larger than the other two groups during the period between 2019-Q3 and 2021-Q3.

Literature Review

Economists regularly study how businesses use a combination of labor, capital, and materials to produce their outputs. The more efficiently these inputs can be used, the more profitable a company is likely to be. However, the matching of labor skills with the requirements of any given job at an agreed upon wage rate is often a less transparent process than purchasing materials or obtaining capital. Thus, the functioning of the labor force has been a topic of study in economics from the early days of the profession.

The early explanations of the workings of labor markets (Hicks, 1932) were based on simplified economic models of supply and demand where the wages were set at marginal product. However, almost immediately, it was understood that the simplified assumptions did not do full justice to how real-world labor markets functioned. A range of more complex models followed that acknowledged that there were frictions and less than complete information on both the supply and demand side of these markets. It was also

recognized that there were implicitly multiple markets with varying restrictions, such as geographic mobility, different skill sets, and different worker experiences that disrupted the smooth functioning envisioned by the simple supply and demand process (Pissarides, 2011). Furthermore, this was not a matter of a single pool of unemployed workers providing the supply. On the contrary, it is well understood that there is a constant flow of workers between jobs, going from one job directly to another, as well as a constant flow of workers in and out of unemployment with some workers remaining unemployed for relatively long periods (Diamond, 2011). Firms are also replacing workers that have separated from a job more often than creating a totally new job (Diamond, 2011). While worker replacement and new job creation determine overall job openings, they each vary considerably over the business cycle. Further analysis recognized that employed workers seeking better job opportunities; Burdett and Mortensen (1998) developed such a job ladder concept in their model where firms were hiring both from the pool of the unemployed as well as from the pool of the employed, where the latter were hired away from firms with somewhat lower wages.

Labor market matching efficiency models indicate that the efficiency of the matching process between job openings and available potential workers increased relatively steadily between 2009, its most recent trough after the Great Recession, and 2020 (Klinko, 2022). This increased efficiency ties in with the increased use of virtual job boards that smooth out some frictions by allowing employers and potential employees an easier way to find each other, but do create some new frictions, such as creating a larger pool of potential matches to sort through (McGrew, 2018).¹³

One factor that would help explain differences in how large and small businesses compete for labor is the difference in wages by firm size. The idea of dual labor markets was described by Rebitzer and Robinson (1991) as one possible explanation. This theory posits that there tends to be a larger wage differential between large and small firms for what the authors refer to as primary jobs, jobs that provide higher returns to education and experience, because they require complex sets of tasks that are difficult to monitor. As Bulow and Summers (1986) posit, the larger the firm the more difficult it is to monitor workers. Therefore, larger firms pay a premium to attract the type of workers that need less supervision, and those workers need less supervision because of the fear of losing a well-paying job. The secondary jobs, in this

¹³ In general, the Beveridge curve (the mapping between job vacancies and the unemployment rate) appears to have moved outward since the 1990s. This may reflect a more fundamental mismatch between potential employee skillsets and the skills required for the current jobs in the economy, which is beyond the scope of the relatively short-term analysis of this paper.

theory, tend to pay market clearing wages that differ little by firm size because they are more easily monitored and supervised. This is not the only explanation for the difference in wages offered by firm size, another concept is that workers build their human capital while working and some of that is lost when they change jobs, mostly because it is specific to the prior job or prior employer. Since the risk of a job separation is higher for small businesses, employees assign a lower return to human capital formation in smaller firms (Leung and Uberfeldt, 2008). Whatever the explanation, new studies show that the differential in pay is beginning to shrink, largely due to changes in compensation in the very largest of companies (Bloom et al, 2018).

However, the COVID-19 epidemic added a new layer of complexity to the labor markets. A combination of demand shocks and supply constraints were overlaid on already relatively tight supply and demand conditions. As Baqae and Farhi (2022) describe it:

COVID-19 is an unusual macroeconomic shock. It cannot easily be categorized as an aggregate supply or demand shock. Rather, it is a messy combination of disaggregated sectoral supply and demand shocks. These shocks propagate through supply chains to create different cyclical conditions in different parts of the economy. Some sectors are tight, constrained by supply constraints, and struggling to keep up with demand, whereas other sectors are slack, shedding workers and reducing excess capacity because of lack of demand.

It is unsurprising that as the economy began to right itself, it was not a smooth process. Klinko estimates that the job matching efficiency for the entire U.S. dropped sharply in early 2020, as shutdowns and quarantines commenced, to less than half its rate just prior to the beginning of the recession. Based on Klinko's estimates by October of 2021, the rate was improving but was still 20 percent lower than pre-pandemic levels (Klinko 2022). The matching became harder as a larger than average number of job openings met a reduced labor supply, since the labor force had not returned to pre-COVID rates.¹⁴ This prompted economists to analyze why the labor force was slow to return.

A recent Kansas City Federal Reserve Bank study (Tüzemen, 2022) observed that that the labor shortage in the U.S. was largely due to the reduction in the labor force participation rate of the U.S. population when compared with pre-pandemic levels. The study suggests it is a reasonable question for policymakers to try to determine if these workers "missing" from the labor force will return or if

¹⁴ The Bureau of Labor Statistics defines the labor force as anyone over age 16 that is working or is not working but is available to work and either actively seeking work or on temporary layoff and expecting to be recalled.

there are fundamental changes in labor force dynamics that will keep labor force participation rates below earlier trend rates. A recent IMF Study (Pizzinelli and Shibata, 2022) looked at the decline in labor force participation rates in the U.S. and the U.K. and studied specific issues that might have been the cause of that decline. When the authors studied the four most frequently cited possible explanations, they found the two most likely explanations were young mothers leaving the labor force and a larger than average number of people deciding to retire. Women leaving the labor force was much more prevalent in the U.S. than in the U.K., possibly because the day care centers tended to stay open in the U.K. while they closed in the U.S. leaving young mothers with fewer options for childcare if they returned to work. The study found “the excess employment contraction for mothers of children younger than 5 years old compared with other women accounted for around 16 percent of the total US employment gap with respect to pre-COVID levels as of October 2021.” However, the largest impact in both countries was the loss of older workers to retirement. This accounted for about 35 percent of the gap with the pre-COVID employment numbers in both countries. More recent work has examined the impact on labor supply of expanding the Child Tax Credit in 2021 (advance payments began in July 2021) and found no significant impact on labor force participation (Enriquez, Jones, and Tedeschi, 2023). Academic work studying these factors is ongoing.

New businesses continue to play a part in job creation but create fewer jobs per new firm than they did in the past (Kludt and Cooksey, 2023). New business formation increased as COVID ended and has played a small part in the increased demand for labor as they have hired new employees.

While these are questions that impact the labor markets across the whole country, labor markets tend to be more localized. Over the past decade the percentage of job changers who moved to a new geographic location for a new job has fallen to about 10 percent in 2018 to just 5 percent in 2020 as COVID concerns kept people from making such major changes (Feinzeig, 2021). The pandemic also expanded the opportunity for many jobs to be performed virtually from a different location than the base workplace. That is likely to widen the pool of potential workers for those types of jobs over time, but the extent of that change will not become evident for some time yet. Furthermore, this varies by geographic area and by industry. The WFH (Working from Home) Research and Survey Project was founded in May 2020 and regularly surveys the extent workers work virtually

(Barrero, Bloom, Davis, 2021). Based on the authors' work, it is estimated that in 2019, prior to the start of COVID restrictions, less than 5 percent of full-time paid work days were performed from home.¹⁵ However, the authors surveys show a huge uptick in that number to over 60 percent in May 2020, falling to 32.5 percent in the third quarter of 2021 (the focus of this research) and was just over 28 percent by April 2023.¹⁶ This research also shows that this varies significantly by industry sector. The most recent data show that the top industry sectors for working from home are Information, Finance & Insurance, and Professional & Business Services. The industry sectors with the smallest work from home percentages are Hospitality & Food Service, Transportation & Warehousing, and Retail Trade.¹⁷ The rates also varies by city-size, with the very largest cities having the largest share of workers at home, just under 35 percent of full paid work days at home by early 2023 compared to small cities and towns with about 25 percent of full paid work days at home in the same period.

Data and Data Development

The data used for this project is from the Census Bureau's Longitudinal Employer-Household Dynamics data. Specifically, it relies on data from the Job-to-Job (J2J) flows dataset for each participating state.¹⁸ These data track hires and separations in the United States, with the focus on how workers move across employers. Information about the employee includes age, gender and education, and information about the employer includes industry sector, firm size, and firm age, although it is not always possible to do the crosstabs between each of these groups.¹⁹ The underlying data come from the Unemployment Insurance reports filed by most businesses and is released quarterly.²⁰

The J2J flows dataset is focused on a worker's primary job (if an employee works more than one job it is the job for which the employee's wages are the largest.) It covers most private industry businesses and some state-and-local government employment, but it does not include Federal government employees. It

¹⁵ This is based on the American Community Survey.

¹⁶ <https://wfhresearch.com/data/> Accessed May 12, 2023.

¹⁷ WFH Project, April 2023 update. Accessed May 12, 2023.

https://wfhresearch.com/wpcontent/uploads/2023/04/WFHResearch_updates_April2023.pdf

¹⁸ While there are raw datasets for each participating state, the tables for this paper were developed using the Census Bureau's Job-to-Job Flows Explorer program to maintain consistency across states.

¹⁹ For these data the firm is defined as establishments tied together by the same EIN number, not just the establishment in which the worker is employed. A small business for this paper is considered to be firms employing fewer than 500 employees.

²⁰ "Job-to-Job Flows 101," U.S. Census Bureau, https://lehd.ces.census.gov/doc/j2j_101.pdf (accessed January 25, 2023).

also excludes independent contractors, unincorporated self-employed, some non-profit workers, some farm workers, and some family employees of family-owned businesses.²¹ The dataset will also not necessarily count a job that is held for less than three months. It should be noted that Census uses noised infused data to help protect confidentiality; therefore, small changes should be carefully evaluated as the data may not differ absent the added noise.

While both hires and separations are included in the main dataset, this paper focuses on the hires data by state (which were then combined into the nine Census Divisions shown in most of the tables).²² It specifically focuses on two time periods, 2021-Q3 and 2019-Q3. To obtain the earnings data for those two periods requires that the data be pulled from the dataset that incorporates 2021-Q4 data (because the earnings information tends to lag a quarter).²³ One important limitation to keep in mind is that these are quarterly average employee earnings data. Consequently, it is not possible to separate the impact that comes from a change in hourly wages from the impacts of a change in hours, mix of employees, and the amount of overtime when evaluating them.

For each state (and region) a standard set of tables was developed showing the state's hires broken down by which employees are coming from a non-employed status and which are coming from another job after little or no break; there is a third group for which this information is not known.²⁴ These data are disaggregated by firm size groups and by firm age groups.²⁵ The calculation of the percentage of hires coming from within the same state can only be done for those hires that are coming from another job, since the comparison is between the location of the new job compared with that of the old job. The earnings data are available by firm size and age and were collected for all firm size groups and firms age 0-3 years. The earnings data focus on three types of employees within each industry: new hires from other jobs, new hires from a non-employed status, and job stayers (those people who did not change jobs during the quarter.)

²¹ Id.

²² Most states participate in this program; however, a few have data that lag, sometimes significantly. This paper is focused on an analysis of 2021Q3 data compared with 2019Q3 data and requires that data exists for both those time periods to be included in the state analysis.

²³ When each new quarter of data is released, there may be changes to data for the prior quarters as well. These tend to be minor but sometimes incorporate more substantial revisions to prior period's data.

²⁴ Non-employed status may be someone who fits the standard definition of unemployed (i.e., available to work and looking for a job) or it may be someone entering the labor force or re-entering the labor force after an absence.

²⁵ The firm size groups include: 0-19 employees, 20-49 employees, 50-249 employees, 250-499 employees and 500 plus employees. The firm age groups include: 0-1 year, 2-3 years, 4-5 years, 6-10 years, and 11 plus years.

To put these state/regional data in more context sometimes requires the use of additional data on the state/region's overall unemployment rate, labor force data and participation rates for various demographic groups. Those data were obtained from the Local Area Unemployment Statistics produced by the Bureau of Labor Statistics. The annual state demographic data were used to obtain the distributions by detailed type of worker (gender, age and marital status groupings), since BLS considers these the most accurate estimates for the state. However, those annual estimates are not benchmarked to the overall population estimates. Consequently, to get better comparisons across the time periods used for this analysis, the distributions from the annual data were applied to annual averages created from the current quarterly series to obtain data that was tied to the current post-2020 Census population totals.

In addition to the hiring patterns of small businesses, this study is also reviewing the hiring by industry (but not by business size or business age) of male and female workers by employee age. This dataset does not break down new hires by gender into the firm size categories that employ them, so the closest substitute is to focus on those industries where small businesses make their highest percentage of hires. To determine which industries are most important to new hiring a few parameters were used. Industries where small businesses hires were 4 percent or more of all new hires were considered important enough to include; if an industry was very close to 4 percent in more than one industry those were generally also included. For new companies, those with an age of 0-3 Years, those industries where new hires were 0.9 percent or more of all new hires were considered important. These industries were always ones that were included in the more general criteria listed above for all small businesses but tended to focus on Leisure & Hospitality, with Health & Social Assistance and Business Services often also reaching that threshold. Initial profiles for each of 46 states and the District of Columbia were developed for two time periods, 2021-Q3 (post-COVID) and the comparable quarter just prior to COVID, 2019-Q3.²⁶ Those profiles have been combined to provide nine regional summaries based on Census Divisions (See **Appendix A**).²⁷

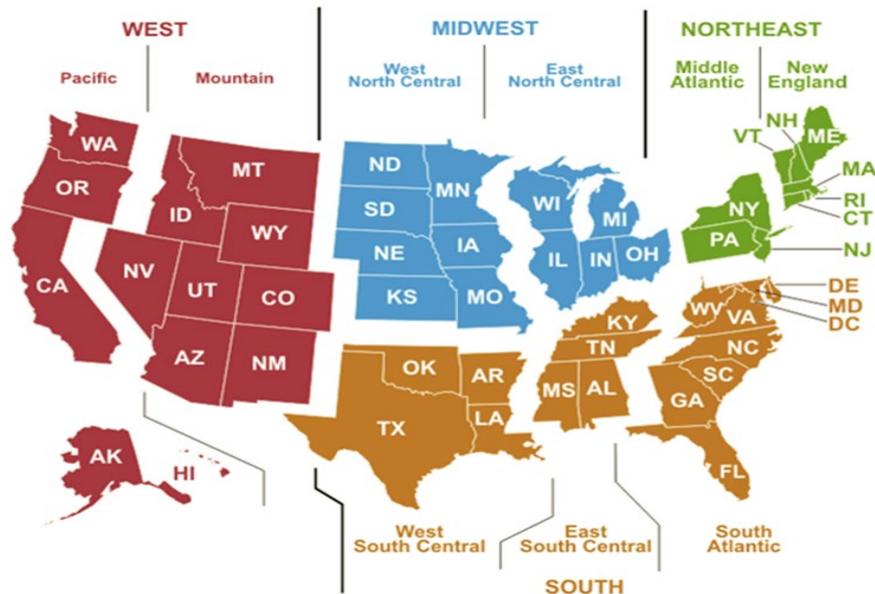
²⁶ Four states are missing from the analysis. The following states' data are not up-to-date in the Census database: Alaska from the Pacific Region (Division 9), Arkansas from the West South Central Region (Division 7), and Mississippi and Tennessee from the East South Central Region (Division 6).

²⁷ New England – Division 1 (Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont); Mid- Atlantic – Division 2 (New Jersey, New York, Pennsylvania); East North Central – Division 3 (Indiana, Illinois, Michigan, Ohio, Wisconsin); West North Central – Division 4 (Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, South Dakota); South Atlantic – Division 5 (Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, West Virginia); East South Central – Division 6 (Alabama, Kentucky, Mississippi-missing, Tennessee-missing); West South Central – Division 7 (Louisiana, Oklahoma, Texas, Arkansas-missing); Mountain – Division 8 (Arizona,

Regional Profiles

Regional summaries are presented using the Census Divisions. A map of the Census Divisions used in this analysis is shown in **Figure 1**. These Census Regions differ considerably in size and employment (and thus the number of new hires covered by the analysis), but they also show some similarities between these two time periods.

Figure 1: Nine Census Divisions that are the Basis of the Regional Analysis



As **Table 1** shows, all regions and firm sizes showed strong growth in the number of new hires between 2019-Q3 and 2021-Q3, with the number of new hires increasing by more than 10 percent in all but the West North Central Region.²⁸ The South Atlantic Region showed the largest number of new hires for both small businesses and large businesses. The Pacific Region was second in small business hiring, and the East North Central Region was second in large business hiring.²⁹ While all firm sizes and ages increased their hiring between these two quarters, the very newest firms in some regions did not hire at the same pace as the more

Colorado, Idaho, New Mexico, Montana, Nevada, Utah, Wyoming); and Pacific – Division 9 (California, Hawaii, Oregon, Washington, Alaska-missing).

²⁸ The percentage increase in hires in the full QWI database is somewhat lower over this time period than the percentage increase in the J2J hires (12.8 percent compared to 15 percent). This could indicate a shift to more stable hiring for primary jobs or it could indicate better identification of workers that meet the criteria for being included in the J2J data set. Whichever measure is used, this was a faster growth rate than had been seen in over a decade.

²⁹ The firms with no firm size designation are missing from this chart; most of those represent hiring by state and local governments. On average, about 7 percent of new hires are by firms with no designated firm size.

established firms. The smallest firms, those with fewer than 20 employees, tended to outpace the other small business size classes in hiring.

Table 1: Percentage Change in the Number of Covered New Hires between 2019-Q3 and 2021-Q3 for Selected Firm Sizes and Firm Ages

Region	Region's Share of New Hires in 21-Q3*	% Change for <20 Employee Firms 21Q3/19Q3	% Change for <500 Employee Firms 21Q3/19Q3	% Change for 500 + Employee Firms 21Q3/19Q3	% Change for Age 0-1 Year Firms 21Q3/19Q3
New England	4.7%	17.4%	16.2%	16.9%	16.2%
Mid Atlantic	12.1%	13.6%	11.9%	13.6%	3.6%
East North Central	14.6%	11.2%	11.9%	15.8%	9.4%
West North Central	6.7%	8.0%	7.7%	13.9%	7.9%
South Atlantic	21.3%	19.4%	16.3%	20.9%	18.4%
East South Central*	3.1%	13.2%	10.3%	32.3%	6.4%
West South Central*	12.6%	10.3%	10.8%	20.1%	1.0%
Mountain	8.7%	12.7%	13.5%	22.3%	4.3%
Pacific*	16.2%	15.6%	14.0%	16.3%	5.8%
U.S. Total*	100.0%	14.1%	13.0%	18.3%	8.4%

* Each of the starred regions is missing one (Pacific, West South Central) or two (East South Central) states due to lack of data. Therefore, total hiring for those regions would undoubtedly be a somewhat larger share if data were available for all the states. Missing states are Alaska, Arkansas, Mississippi and Tennessee.

Note: Neither the large or small business estimates include the firms without an assigned size class, primarily state and local government.

Source: Calculations from Census Bureau's Job-to-Job Flows data (LEHD)

However, the labor force in these regions did not increase at this same pace. In fact, in most regions the size of the labor force shrank. **Table 2** shows the percentage change in the labor force between calendar year 2019 and calendar year 2021 for these regions, and the share these new hires were of the 2021 labor force.

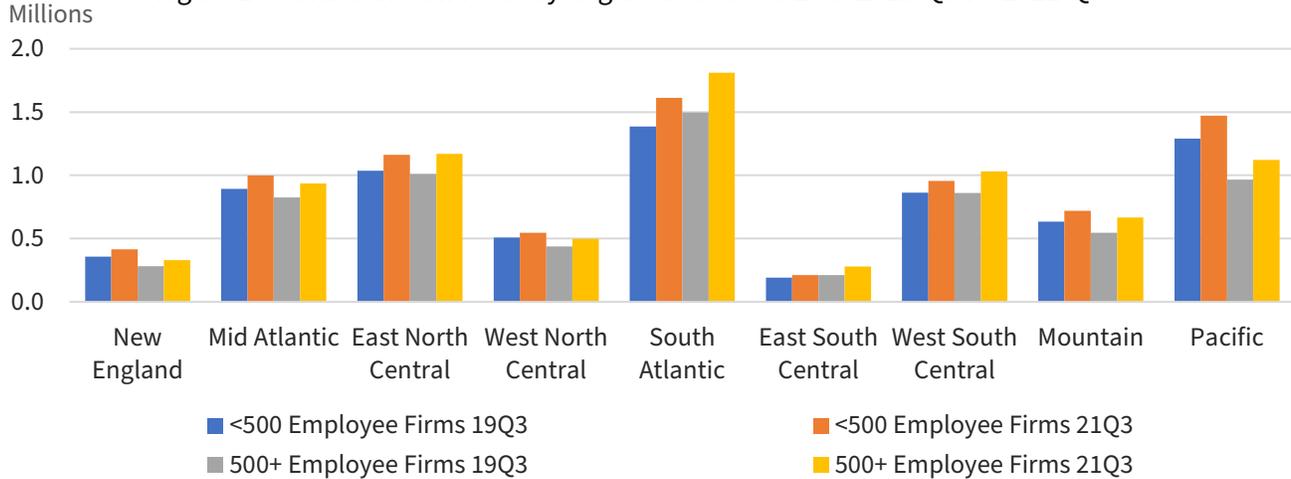
Table 2: Change in the Regional Labor Force 2019 to 2021 and Share Covered New Hires are of the Regional Labor Force

Region	Region's Share of New Hires in 21-Q3*	Region's Share of Labor Force in 2021*	% Change in Labor Force of the Region 2021/2019	Quarterly Hires as a Share of the Labor Force	% Change for <500 Employee Firm Hires 21Q3/19Q3
New England	4.7%	5.1%	-2.9%	10.1%	16.2%
Mid Atlantic	12.1%	13.3%	-2.1%	10.1%	11.9%
East North Central	14.6%	15.0%	-2.5%	10.7%	11.9%
West North Central	6.7%	7.2%	-1.3%	10.3%	7.7%
South Atlantic	21.3%	20.5%	-0.6%	11.5%	16.3%
East South Central*	3.1%	2.7%	-1.3%	12.4%	10.3%
West South Central*	12.6%	11.7%	2.1%	11.9%	10.8%
Mountain	8.7%	8.1%	1.6%	12.0%	13.5%
Pacific*	16.2%	16.5%	-1.7%	10.8%	14.0%

* Each of the starred regions is missing one (Pacific, West South Central) or two (East South Central) states due to lack of data. See footnote 16 for more detail. Those states were excluded from these counts.

Source: Calculations from Census J2J and BLS' LAUS data. For CLF, distributions were calculated from BLS annual LAUS data and benchmarked to annual average Labor Force totals from monthly LAUS data.

Figure 2: Number of New Hires by Region and Firm Size in 2019-Q3 vs. 2021-Q3



There are no data for certain states and therefore some regions are incomplete: The East South Central Region is missing Tennessee and Mississippi; the West South Central Region is missing Arkansas and the Pacific Region is missing Alaska. Source: Calculations from Census J2J data.

As can be seen in **Table 2**, the number of people in the labor force declined in seven of the nine regions between 2019 and 2021. Only the West South Central and Mountain regions showed gains in the number of people in their labor forces over this period.

Figure 2 shows the absolute number of new hires by region, year, and firm size. Even though the quarterly new hires were a relatively small percentage of the labor force (10-12 percent depending on the region), the dramatic difference between the labor force growth and the growth in new hires indicates the fundamental mismatch in the labor markets at this time. Based on the JOLTS data cited earlier, there were 1.6 job openings for every hire during the third quarter of 2021. This implies that businesses were facing a significant amount of competition for each new hire they made and that there were a significant number of job openings left unfilled.

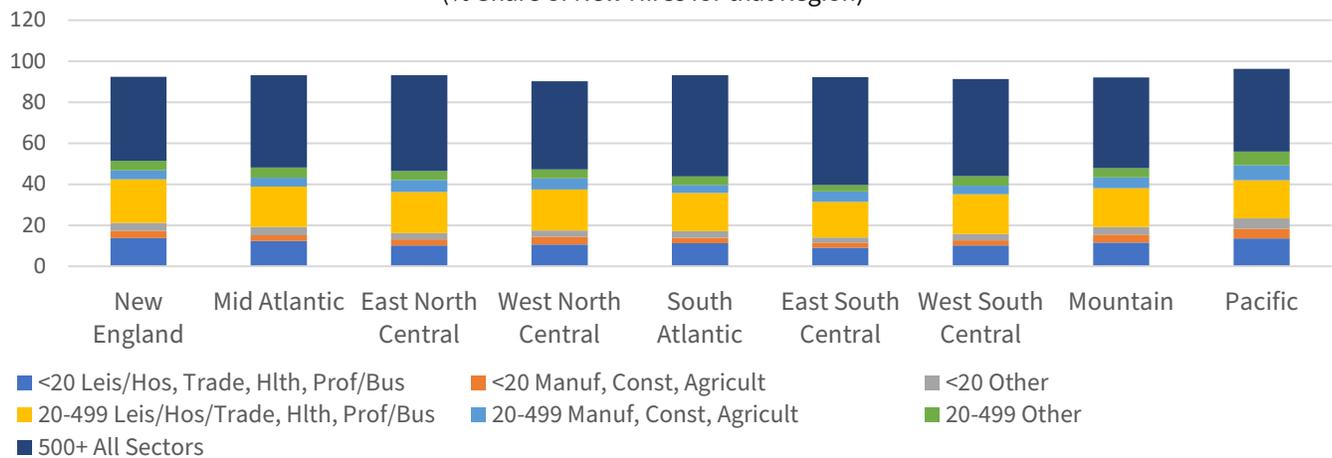
The Pulse Surveys for August and September of 2021 showed a changing array of states that were reporting problems in hiring; the East North Central States reported difficulties in hiring throughout most of the period and the New England states reported above average difficulties during most of September that year. Nationally, Leisure & Hospitality consistently led the sectors with above average difficulties hiring. Health Care & Social Services, Business Support Services, Trade, and Manufacturing also tended to report above average difficulties.

SMALL BUSINESS HIRING CONCENTRATED BY INDUSTRY

In examining the summary data, the first observation is that small businesses are heavily concentrated in specific industry sectors and therefore so is their hiring. As can be seen in the summary tables by region (found in **Appendix A**), there was not a great deal of change in the distribution of new hires by firm size between 2019-Q3 and 2021-Q3. **Figure 3** shows the summary of hires by industry and firm size by region for 2021-Q3 and **Table 3** provides some specific share information for the same period.

The largest number (and percentage) of new hires by firms with fewer than 500 employees are concentrated in the following service sectors regardless of state or region: Leisure & Hospitality; Trade (retail and wholesale); Health & Social Assistance and Professional & Business Services (Industry Group 1 in **Table 3**). The goods producing sectors of Agriculture/Fishing/Forestry, Construction, and Manufacturing are also important in some states/regions (Industry Group 2).³⁰ It should be noted that Industry Group 1 also accounts for a large percentage of hiring for large businesses.

Figure 3: Distribution of New Hires in 2021-Q3 by Firm Size, Major Industry Groups, and Census Division
(% Share of New Hires for that Region)



Note: The remaining hires are by state and local governments or other firms with no size specified.

Regions are based on the Census Bureau's Divisions. There are certain states that are not represented due to lack of data: Alaska, Arkansas, Mississippi, Tennessee

Table 3: Share of New Hires by Business Size Class, Region, and Industry Group- 2021-Q3

³⁰ For this review, an industry was considered important if it constituted 4 percent or more of total new hires.

	New England	Mid Atlantic	East North Central	West North Central	South Atlantic	East South Central*	West South Central*	Mountain	Pacific*
Firm Size <20	21.1%	19.1%	16.2%	17.5%	17.1%	14.1%	15.8%	18.9%	22.5%
Industry Group 1#	13.8%	12.3%	10.1%	10.7%	11.2%	9.1%	10.2%	11.4%	13.6%
Industry Group 2#	3.5%	2.9%	3.0%	3.6%	2.6%	2.5%	2.4%	3.9%	4.7%
Firm Size 20-499	30.3%	29.0%	30.1%	29.7%	26.7%	25.6%	28.3%	28.9%	30.3%
Industry Group 1	21%	19.8%	20.0%	20.0%	18.6%	17.3%	19.4%	19.2%	18.6%
Industry Group 2	4.4%	4.3%	5.9%	5.4%	3.9%	5.1%	4.3%	5.2%	7.2%
Firm Size 500+	41.0%	45.0%	46.7%	43.0%	49.4%	52.6%	47.5%	44.7%	40.3%
Industry Group 1	30.0%	31.7%	33.2%	30.7%	36.8%	38.2%	33.5%	32.3%	27.8%
Industry Group 2	2.8%	2.6%	5.8%	5.9%	4.4%	6.5%	5.0%	3.8%	4.3%

Industry Group 1 includes: Trade, Professional & Business Services, Health & Social Services, and Leisure & Hospitality. Industry Group 2 includes Agriculture/Fishing/Forestry, Construction, and Manufacturing.

*Each of these regions has one or more states missing from its tabulations, See footnote 16.

Source: Calculations from Census J2J data.

Firms with fewer than 20 employees in the Leisure & Hospitality, Trade, Professional & Business Services, and Health & Social Assistance sectors accounted for 11.4 percent of all new hires in 2021Q3 (on average across the regions); the variability among the regions is relatively small with the New England and Pacific regions having the highest rates, over 13 percent of new hires, and the East South Central states with the lowest rate at 9.1 percent.³¹ On average, the firms with 20-499 employees in those same sectors accounted for 19.3 percent of all hires. On average 30.7 percent of all hires in 2021-Q3 were by small businesses in Industry Group 1 and 32.7 percent of hires were by large businesses in that group. However, large business hires were more heavily concentrated in the Trade and Professional & Business Services sectors and small business hires were somewhat more concentrated in Leisure & Hospitality and Health & Social Assistance.

Small businesses in the remaining sectors accounted for about 16.4 percent of new hires on average (of which 8.3 percent was in Construction; Manufacturing and Agriculture/Fisheries/Forestry). Small businesses tend to hire more employees for Construction in Industry Group 2 while large businesses tend to hire more for Manufacturing in Group 2.

³¹ Hiring by businesses with fewer than 20 employees in these industries is, on average, a larger share of hiring than is employment by those businesses. Based on the 2020 Statistics of US Businesses (released in March 2023) businesses with fewer than 20 employees in these industries accounted for 9.3 percent of private sector employment.

On average, large business hiring across all sectors accounted for just over 45 percent of new hires across all regions with a low of about 40 percent in the Pacific region and a high of almost 53 percent in the East South Central region.³²

High turnover is a common factor among many of the industries where small business hiring is concentrated. This is another factor that may make small business owners more aware of labor shortages because they tend to be in the market looking for new employees more frequently. In 2021 all private business had an average separation rate of 4.4 percent.³³ However, largely due to the nature of the work, those with the highest separation rates were accommodation and food service (7.1 percent), arts and entertainment (6.5 percent), retail trade (5.5 percent), and professional and business services (5.4 percent).³⁴

SMALL BUSINESSES HIRE MORE FROM THE POOL OF THE NON-EMPLOYED

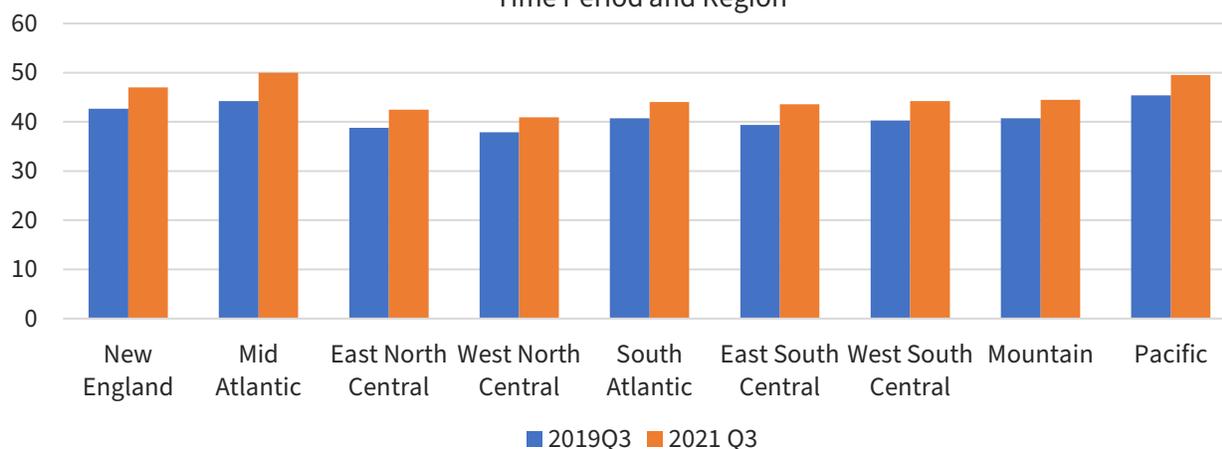
The smallest businesses (firms with fewer than 20 employees) tend to hire the most employees from the pool of non-employed workers when compared with businesses of other sizes and hire fewer people who are already employed in other jobs. This pool of non-employed workers may be people who are unemployed, having separated from other jobs, or it may be new entrants to the labor force. In 2021-Q3 the average across all regions of hires from non-employed status was 53.4 percent for firms with fewer than 20 employees and 45.1 percent for all businesses. However, the extent to which businesses depend on this pool of non-employed labor varies depending on the general situation in the labor market and other economic factors. As can be seen in **Figure 4**, every region hired a larger percentage of its new employees from the non-employed ranks in 2021-Q3 than in 2019-Q3. All of the regions in this analysis had higher unemployment rates in 2021-Q3 than they did in 2019-Q3, so this is a reasonable result for the time period (**Table 4**).

³² The remaining new hires are by state and local government and other firms with undefined firm size.

³³ Separation rates are calculated as quits, layoffs and other separations as a percent of employment.

³⁴ Bureau of Labor Statistics, *Job Openings and Labor Turnover Survey-January 2023 (JOLTS)*, press release March 8, 2023, Table 20.

Figure 4: Percent Share of New Hires that are Hired from Non-Employed Status by Time Period and Region



Source: Calculations from Census J2J data.

Table 4: Unemployment Rates for Census Divisions and United States for Selected Quarters

Region	2018-Q3	2019-Q3	2020-Q3	2021-Q3	2022-Q3
New England	3.4	3.1	9.6	5.1	3.5
Mid Atlantic	4.2	4.0	10.9	6.5	4.0
East North Central	3.9	3.8	8.9	5.0	4.0
West North Central	2.8	3.0	5.9	3.4	2.6
South Atlantic	3.7	3.4	8.1	4.4	3.3
East South Central	4.1	3.9	7.2	4.3	3.5
West South Central	4.0	3.8	8.3	5.2	3.8
Mountain	3.9	3.6	7.8	4.7	3.5
Pacific	4.2	4.0	11.1	6.5	4.0
U.S. Total	3.9	3.7	8.9	5.2	3.6

Source: Bureau of Labor Statistics, CPS and LAUS data. These data include all the states in each region.

Quite logically the level of dependence on the non-employed pool of applicants seems to vary with the amount of unemployment in the region overall. The relationship between this share and the unemployment rate is relatively robust for all business sizes/sectors but, even more so for the businesses with fewer than 20 employees.³⁵ As the unemployment rate falls, businesses of all sizes become more dependent on hiring people away from other jobs. In most industries, that requires offering job applicants higher pay

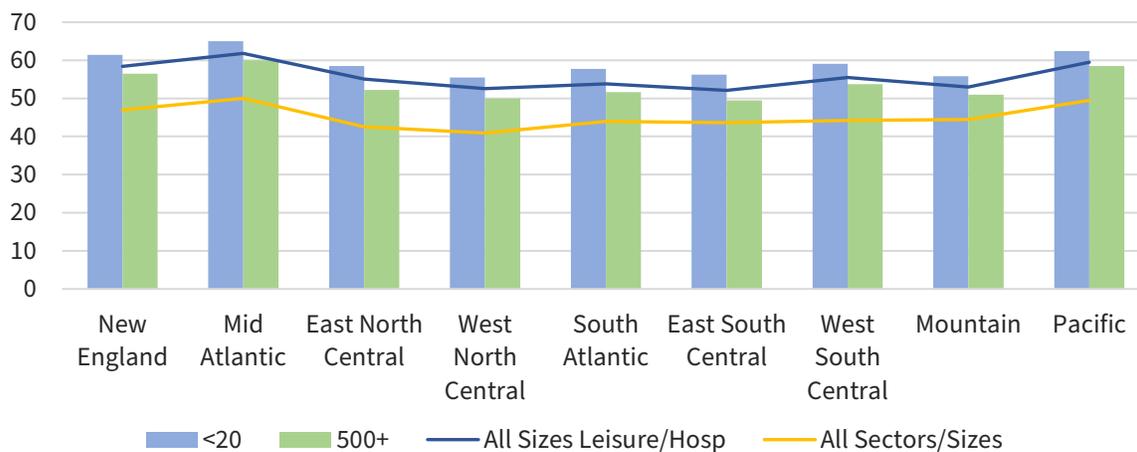
³⁵ A regression that predicts the share of new hires by businesses with fewer than 20 employees by state from the average unemployment rate for the state explains 68 percent of the variation and shows the following relationship: SHNELT20 = 41.2 + 2.302* STUNR (standard errors in parentheses).
(0.94) (0.21)

than when hiring from a pool of non-employed workers. The issue of differential pay between different types of applicants will be discussed later in the paper.

The share of new employees hired from the non-employed tends to decrease as business size increases. Businesses with 500 or more employees obtain the largest share of new hires from other jobs, often bidding them away with better compensation. This pattern makes sense, since large businesses are better known to workers that may be seeking another job in the same industry sector and are more likely to be a part of industry networks that provide the opportunity to meet and observe employees of other firms. In fact, the J2J dataset also shows that large businesses are more likely to hire employees away from other large businesses than they are from any size of small business.

This pattern for the smallest businesses is also partially due to the business sectors in which they are concentrated, most specifically Leisure & Hospitality, and Trade. The companies in these sectors, regardless of business size, tend to obtain the largest share of their new hires from the pool of the non-employed. For example, over the nine Census Divisions in 2021-Q3, an average of 55.8 percent of new hires to the Leisure & Hospitality sector came from non-employed status compared to an overall average of 45.1 percent for all new hires in the same period. This can be seen in **Figure 5**, where the top line is the overall share of hires that come from non-employed status in Leisure & Hospitality and the bottom line shows the share of new hires from non-employed status across all businesses and industry sectors.

Figure 5: Percent Share of New Hires to Leisure and Hospitality that Were Hired from Non-employed Status by Business Size and Region 2021-Q3



Source: Calculations from Census J2J data

Figure 5 also shows a consistent pattern in the Leisure & Hospitality hires. Large businesses hiring for the Leisure & Hospitality sector are also relatively dependent on obtaining new employees from the pool of the non-employed when compared with the overall rate for all business sectors. In 2021-Q3 the average percentage of new hires for large businesses in this industry coming from non-employed status was 53.7 percent. However, across all geographic regions, the smallest businesses are consistently hiring a larger share of their new employees from the non-employed pool than is large business. In 2021-Q3 businesses with fewer than 20 employees, on average, hired 59.1 percent of their employees from the non-employment, and in every region hired a larger percentage than did large businesses overall.

The industry sector that hires the largest share from the pool of employed workers tends to be Finance & Insurance. That sector has a relatively small share of small business hires but is an industry sector where experience is helpful or necessary for many of the jobs. Among the four largest sectors for new hiring by small businesses, Health Care & Social Assistance and Professional & Business Services tend to have the lowest share of new hires from non-employed status.

SMALL BUSINESSES TEND TO HIRE CLOSER TO HOME

When small businesses do hire employees away from another job, those hires tend to be from businesses relatively close to the hiring business. The Census dataset used for this project allows a comparison between the location of the prior job and the location of the newly hired position.³⁶ For this analysis, the comparison has been made by state and region. For example, businesses hire the highest percentage of employees from other jobs in the same state in California, where across all industry sectors and business sizes 90.9% of hires from other jobs came from California. Michigan, Ohio and Texas also have relatively high rates, between 88% and 90%.³⁷ The states that hire the fewest people from jobs within the state are Rhode Island and Delaware, where less than 70% of hires from other jobs come from the same state. The District of Columbia has the lowest rate of hires from jobs within its boundaries with less than 35% of new hires coming from jobs within the District. In general, this pattern is logical since small states are more easily traversed and tend to have population centers closer to the borders with other states than do larger states. California, for example, has its population centers mostly along its coastline. In all instances, smaller companies tend to hire a larger percentage of people from other jobs within the same state than is true for all business sizes and all industry classes. Furthermore, on average, over 90% of hires from other jobs in Retail Trade and Accommodation & Food Service come from the same region; a higher average than for all industry sectors combined.

The regional percentages sometimes mask underlying state differences. For example, the two regions with the highest ratios are the East North Central Region and the Pacific Region.³⁸ Each has just over 91% of the new hires from other jobs coming from within the states of the region (a rate that is quite consistent over the two time periods studied). However, underlying that similarity are dissimilarities among the states. **Table 5** highlights those differences.

³⁶ These data are comparing the prior job with the new job and do not compare where the person was residing prior to being hired; therefore, no information is available for those people who are coming from non-employed status.

³⁷ Quite logically, states with large geographic regions tend to have a higher percent of in-state hires than do small states.

³⁸ Alaska is not part of the analysis because it does not have updated data in this database.

Table 5: Percent of Hires from Other Jobs that are Coming from Jobs in the Same State or Region, for Selected Regions/States and Firm Sizes

Region/State	2021-Q3		2019-Q3	
	< 20 Employees	All Firms	< 20 Employees	All Firms
Pacific Region	93.2%	91.2%	93.2%	91.1%
California	92.4%	90.9%	92.6%	90.8%
Hawaii	82.1%	77.6%	84.7%	80.1%
Oregon	84.6%	80.4%	84.3%	79.8%
Washington	85.5%	79.8%	85.9%	81.0%
East North Central Region	92.5%	91.3%	92.7%	91.2%
Indiana	88.1%	85.3%	87.7%	85.3%
Illinois	87.9%	85.6%	88.7%	85.8%
Michigan	90.8%	89.8%	90.8%	89.8%
Ohio	90.0%	88.5%	89.7%	87.8%
Wisconsin	88.8%	85.9%	89.0%	86.3%

Source: Calculations from Census J2J data.

The states in the East North Central Region show very similar patterns of hiring by all firms and by the smallest firms. However, hiring patterns in the Pacific Region vary considerably by state, with the Hawaiian rate of hiring from Hawaii being noticeably below the average across all the states.

It is not surprising that these numbers are relatively high across all states. The Census Bureau reports that in general, only a small percentage of the population works outside the state where they live, and that number fell during the pandemic as a larger percentage of workers started working from home.³⁹ The

³⁹ The American Community Survey (ACS) estimates that in 2019, 3.7 percent of the population worked outside their state of residence (4.3 percent of men and 3.0 percent of women) but by 2021 that number had fallen to 2.9 percent of workers (3.4 percent of men and 2.3 percent of women). ACS Table B08007. It is noted that the ACS surveys households whereas the J2J

pandemic complicated this analysis somewhat since workers working from home are not at the same location as either their old or their new job. However, for many of the types of service jobs for which small businesses are hiring employees, the job cannot easily be performed at home, especially in the Retail Trade and Accommodation & Food Services sectors.⁴⁰

SMALL BUSINESSES FACED SIGNIFICANT COST INCREASES FOR LABOR IN 2021

It is long recognized that small businesses tend to pay less than large businesses. As discussed in the literature review above, there are differing theories for why that is true. This set of data does tend to bear out that general pattern with a few exceptions.

This data set shows average quarterly pay per person for each industry sector and firm size for three types of employees: 1) pay for someone newly hired from a non-employed status, 2) pay for someone who stays in the same job, and 3) pay for someone who has been hired away from another job. The first group is generally the lowest paid. The latter two tend to have the highest wages, with the job stayers normally having a small edge on those hired from another job, perhaps because of firm-specific experience. **Appendix A** contains state level wages by industry for each of these three types of employees.

A few factors should be kept in mind when evaluating these quarterly wage data. First, quarterly wages may differ not only because of a difference in the hourly wage rate paid, but also because of the number of hours worked and the amount of overtime. Therefore, one possible explanation for large businesses paying retail workers less during a quarter than small businesses (as shown on **Table 6**) is because they tend to provide their newly hired employees with fewer hours of work during a quarter than do small businesses. Second, these quarterly wages are averaging all types of employees together for a specific business sector. Large businesses may have more lower-level employees being supervised by a single supervisor than do smaller businesses, which would tend to skew the wages lower. Third, large businesses may have developed methods for simplifying jobs, such that very inexperienced workers can perform them under highly supervised conditions. Finally, the inflation rate in these two regions has been slightly different during this period and may have an influence on wage setting. To examine this last point, a constant dollar

database tracks jobs from the perspective of the location of the firm reporting it. A person may take a job in another state without moving and may not report it as an out-of-state job to ACS if it is being performed from home.

⁴⁰ Working from home is tracked by the WFH Project. WFH Project, April 2023 update. Accessed May 12, 2023. https://wfhresearch.com/wpcontent/uploads/2023/04/WFHResearch_updates_April2023.pdf

version of this table appears as **Table 6A in Appendix C**, where the CPI-U for each region was used to adjust the 2019-Q3 wage levels to 2021-Q3 dollars. However, this adjustment does not change the overall pattern. It also shows that quarterly wages increased by more than the inflation rate in most instances.

It is possible to calculate regional wages using this data set; however, there are often noticeable differences between the states in a region. For that reason, the following tables (and the wage tables **Appendix A**) are broken down by state. Some of the combined industry sectors used for the analysis above have also been disaggregated because of industry wage differences. For example, the detailed data show that Retail Trade and Wholesale Trade tend to pay different average wage levels; therefore, it is best to evaluate each separately. For these reasons, this analysis is focused on state wages and somewhat more detailed industry breakdowns than were used for the regional analysis above.⁴¹ **Table 6** compares the wages for Retail Trade for two regions as an example of the information available in **Appendix A**.

The Mid-Atlantic region and the East North Central region highlight some common patterns across the data set. The first is that there are two detailed industry sectors that do not follow the general pattern that small businesses always pay less for labor. In Retail Trade and Accommodation & Food Service, large businesses are paying the lowest quarterly wages. As an example, **Table 6** shows wages in Retail Trade for the states in two adjacent regions for 2021-Q3 and 2019-Q3. Retail Trade was chosen because it is an industry with a significant share of new hires for both large and small businesses.

New York and New Jersey tend to have the highest wages across all firm sizes and employee status types.⁴² Moving eastward into Pennsylvania wage levels tend to decline, and Pennsylvania is very similar to its neighboring state, Ohio. In the East North Central region, Illinois has the top wages, but still less than New York or New Jersey. However, across all states (except Indiana in 2021) and time periods, the quarterly wages paid by large businesses to new hires in retail trade coming from non-employed status are lower than those paid by small businesses.

⁴¹ **Appendix A** has focused on sectors with the highest small business hiring within the grouped sectors. For example, within Trade, the focus is on Retail Trade (NAICS 44-45), and within the Business Services sector wages for the Professional & Technical sector (NAICS 54 Professional, Scientific and Technical Services) have been separated from the Business Support Services sector (NAICS 56 Administrative and Support and Waste Management and Remediation Service) and within Leisure & Hospitality Services the focus is on the Accommodation & Food Services sector (NAICS 72).

⁴² New York and New Jersey also have the highest minimum wage levels in this group in 2019 and 2021. However, Pennsylvania, Indiana and Wisconsin all maintain the lower Federal minimum wage set in 2009 and they do not have uniform wages. This indicates that additional factors are part of the wage setting process.

Table 6: Retail Trade Average Quarterly Earnings by Selected Regions, Firm Sizes, and Employee Status in Nominal Dollars

	Mid-Atlantic Region				Mid-Atlantic Region		
	2021-Q3				2019-Q3		
	0-19 Employee s	<500 Employee es	500+ Employee es		0-19 Employee es	<500 Employee es	500+ Employee es
New Jersey							
Hired from Nonemployment	6,862	7,888	5,989		5,294	5,717	5,559
Job Stayer	10,849	14,626	12,728		8,944	11,910	10,502
Hired from Another Job	10,599	13,889	11,929		7,963	10,151	9,091
New York							
Hired from Nonemployment	8,102	8,090	6,843		6,066	6,426	5,010
Job Stayer	10,442	13,651	13,149		9,103	11,517	11,105
Hired from Another Job	11,311	13,779	11,995		8,780	10,836	9,649
Pennsylvania							
Hired from Nonemployment	5,328	5,496	4,800		4,050	4,125	3,737
Job Stayer	9,365	12,226	10,507		8,091	10,113	9,154
Hired from Another Job	8,568	10,309	8,709		6,893	8,559	6,973
	East North Central Region				East North Central Region		
	2021-Q3				2019-Q3		
	0-19 Employee s	<500 Employee es	500+ Employee es		0-19 Employee es	<500 Employee es	500+ Employee es
Illinois							
Hired from Nonemployment	5,971	6,831	5,140		4,855	5,293	3,847
Job Stayer	9,524	13,477	10,334		8,278	11,195	8,929
Hired from Another Job	8,252	11,055	8,834		7,105	9,444	7,050
Indiana							
Hired from Nonemployment	4,727	5,100	5,222		3,841	4,419	3,804
Job Stayer	8,690	11,935	10,162		7,644	9,855	8,167
Hired from Another Job	7,600	9,509	8,501		6,276	7,763	6,661
Michigan							
Hired from Nonemployment					4,474	4,559	3,907
Job Stayer	9,280	12,333	10,839		7,975	10,200	8,993
Hired from Another Job					6,456	8,128	6,941
Ohio							

Hired from Nonemployment	5,038	5,334	4,917		4,146	4,329	3,746
Job Stayer	8,802	11,971	10,060		7,547	9,673	8,370
Hired from Another Job	7,586	9,331	8,328		6,186	7,758	6,801
Wisconsin							
Hired from Nonemployment	4,535	4,508	4,347		3,842	3,698	3,121
Job Stayer	8,965	11,167	9,771		7,681	9,311	8,320
Hired from Another Job	8,072	9,328	7,711		6,082	7,493	5,964

Source: Census J2J data.

Another question that is raised when examining these data is whether population density impacts these wages levels, since the three states with the highest wages in these two regions: New York, New Jersey, and Illinois all have large highly dense areas of population. This data set also provides some information with which to analyze that question as well. It is not possible to examine the metro area data by firm size. Therefore, **Table 7** lists average quarterly wages for all business sizes for several of the cities in the Mid-Atlantic and East North Central Regions along with the non-metro areas of those states.⁴³ **Table 7** has also been expanded to compare two detailed industries that tend to have similar pools of workers: Retail Trade and Accommodation & Food Service (sub-categories of the Trade and Leisure & Hospitality industries used in the earlier regional analysis).⁴⁴ One of the first noticeable comparisons is that the wages for Accommodation & Food Service are lower than those for Retail Trade except for a couple of instances (New York City being the major one). The other noticeable pattern is that the wages in Accommodation & Food Service are flatter than Retail Trade. The job-stayers and those hired from another job do not have as large a premium as those types of employees do in Retail Trade. On average, over these geographic areas, Job Stayers in Retail Trade more than double their quarterly earnings when compared to those newly hired from non-employment. A similar calculation for Job Stayers in Accommodation & Food Service shows a premium of about 80 percent, a substantially flatter wage profile.

⁴³ New Jersey does not have a non-metro area identified and Michigan does not have complete data for all the types of hires being examined so those states have been left off the table.

⁴⁴ J2J flows of workers (those hired from another job) show that Accommodation & Food Service firms tend to hire from other Accommodation & Food Service firms most often (over 50 percent of the time) and from Retail Trade as its second most frequent source (about 15 percent of the time). Retail Trade firms tend to hire from other Retail Trade firms most often (almost 40 percent of the time) and from Accommodation & Food Service firms as its second most frequent source (about 20 percent of the time).

Table 7: Quarterly Earnings in Retail Trade and Accommodation & Food Service in Selected Cities and Non-metro Areas in Mid Atlantic and East North Central Regions by Type of Employee Hired 2021Q3

Region	Industry	Hires from Nonemployment in Dollars	Job Stayers in Dollars	Hires from Another Job in Dollars
New York City- Newark, NY-NJ	Retail Trade	7,575	14,175	13,881
	Acc & Food Service	8,164	10,438	10,658
Philadelphia-Wilmington, PA-NJ	Retail Trade	5,853	12,120	10,373
	Acc & Food Service	4,762	7,946	7,560
Chicago-Naperville-Elgin, IL	Retail Trade	5,779	11,836	9,966
	Acc & Food Service	5,850	8,997	8,246
Indianapolis, IN	Retail Trade	5,741	11,789	9,574
	Acc & Food Service	3,977	7,474	6,566
Pittsburgh, PA	Retail Trade	5,097	11,719	9,306
	Acc & Food Service	3,957	6,841	6,576
Buffalo-Cheektowaga NY	Retail Trade	5,449	11,528	10,154
	Acc & Food Service	4,161	7,380	6,551
Columbus, OH	Retail Trade	5,453	11,462	9,654
	Acc & Food Service	4,049	7,827	6,797
Cincinnati OH	Retail Trade	5,176	10,910	8,872
	Acc & Food Service	3,874	7,223	6,458
Non-metro NY	Retail Trade	5,531	10,764	8,707
	Acc & Food Service	4,282	7,653	6,627
Green Bay WI	Retail Trade	3,707	10,099	7,585
	Acc & Food Service	3,124	6,764	6,337
Non-metro OH	Retail Trade	4,776	9,871	7,796
	Acc & Food Service	3,107	6,028	5,131
Non-metro IN	Retail Trade	4,723	9,789	8,030
	Acc & Food Service	2,925	5,881	4,785
Non-metro PA	Retail Trade	4,288	9,567	7,724
	Acc & Food Service	3,201	5,666	5,118
Non-metro WI	Retail Trade	4,172	9,533	7,832
	Acc & Food Service	3,025	6,822	5,706
Non-metro IL	Retail Trade	4,552	9,146	7,486
	Acc & Food Service	3,362	5,702	4,936

Source: Census J2J data.

The cities and areas in **Table 7** have been ordered from largest to smallest quarterly earnings of job stayers in Retail Trade in these two regions. If it had been ordered by the earnings of job stayers in Accommodation & Food Service, the order would be slightly different (Chicago would move to the second slot

and non-metro Pennsylvania would move to the bottom). However, there would not be a huge shift in the ordering. Among these geographic areas, the New York City, Chicago, and Philadelphia metro areas would be at the top of the list with the highest earnings, whichever type of hire is used to determine the order of the table.⁴⁵ In every one of these geographic regions job stayers had the highest wages and hires from non-employed status had the lowest wages. However, the ordering of the highest-to-lowest paying locations (after the first three cities on the list) would vary somewhat if the list were ordered based on either the hired from non-employed category or from another job category rather than the choice of the job stayer category used to determine the order in **Table 7**.

Unsurprisingly, the non-metro areas tend toward the bottom of the list, with non-metro Illinois at the bottom despite the state of Illinois being at the top of the state list among its regional states. State minimum wage requirements may impact the ordering, especially in the non-metro areas where New York has the highest minimum wage among these states, and Pennsylvania, Indiana and Wisconsin still maintain the Federal minimum wage set in 2009. However, Illinois, which increased its minimum wage significantly between 2019 and 2021 is at the bottom of the list; therefore, there are clearly additional factors impacting the wage determinations in these areas.⁴⁶

The wage tables also point to a possible reason that small businesses were finding it difficult to find paid employees in 2021-Q3. One factor that businesses consider in hiring a specific person is the cost of the compensation that will need to be paid to come to an employment agreement. There were double-digit increases in the quarterly wages between 2019-Q3 and 2021-Q3 for Retail Trade, Accommodation & Food Services, and Business Support Services, three of the sectors where small businesses are most likely to hire (see **Appendix A**). The wage increases tended to be especially high for those hires coming from non-employment, the preferred source of new hires for these industry sectors for both large and small business,

⁴⁵ The New York City metro area does not have the highest quarterly wages among job stayers in retail trade in the country during this quarter. Several areas, including the San Francisco and Dallas metro areas and the non-metro area in Massachusetts exceed the New York City metro area wages.

⁴⁶ If the 47 states/areas in this analysis are ordered based on quarterly wages in 2021-Q3 for workers hired from non-employed status in the Accommodation & Food Service industry by businesses with fewer than 20 employees, 7 of the ten lowest wages also were in states with the lowest minimum wage (the Federal minimum wage of \$7.25 per hour). However, there were 17 states that maintained the Federal minimum wage throughout the 2019-2021 period, but they are not the 17 states with the lowest quarterly wages on the list, Georgia is 28th on the list of 47. Therefore, there are clearly other factors that influence these relationships. Nor did a non-changing minimum wage guarantee a low rate of increase in the quarterly wages for this group, the increase for the states with the lowest minimum wage averaged 25.6% over this period.

possibly because it was requiring a higher wage to pull people back into public-facing jobs during the immediate post-COVID period.

Not only were companies facing a reduction in the labor force, making it harder to find potential new hires, but it was costing them a lot more, partially due to minimum wage increases and partially due to stronger demand for these types of workers. This does not necessarily mean that small business' overall wage bills were increasing at this same double-digit pace, it is quite possible that faced with a labor shortage, employers were having each employee work more hours in 2021 than in the third quarter of 2019. From this dataset it is not possible to break apart how much of this increase was from increases in hourly wages, how much from an expansion in hours of work by the business, how much from a change in the mix of employees, and how much reflects an increase in hours and overtime worked by the average employee. It does indicate that the cost of labor was changing significantly over this period, especially for businesses in these sectors.

The wage patterns also vary by industry sector. While the Retail Trade sector presented in **Table 7**, shows a clear and consistent delineation between the wages of the three types of retail workers, that is not necessarily true for all industries. The most variation is usually seen among Professional & Technical Services. While earnings by hires from non-employment tend to be the lowest, as in most other sectors, wages paid to workers hired from another job, and job stayers may be very close together or the former may surpass the latter. This probably reflects the wide variation in the types of jobs found in this sector, anything from lawyers to graphic designers to computer programmers and various types of consultants.

NEW COMPANIES ARE SIMILAR TO VERY SMALL COMPANIES

The Census dataset also provides information about firms by firm age. While this cannot be cross tabulated against the business size information, the smallest firms (with fewer than 20 employees) and the newest firms (age 0-1 Year) have similar hiring patterns, although with a few noticeable differences. New businesses (age 0-1 Year) accounted for just over 6 percent of new hires, on average, across all regions in 2021-Q3. This share was down slightly from its share in 2019-Q3 when new businesses accounted for 6.5 percent of new hires. Businesses in the next age group (age 2-3 Years) accounted for an additional 4.9 percent of new hires, on average, across all regions in 2021-Q3. This share was almost the same in 2019-Q3. The combined increase in new hires for both these age groups between 2019-Q3 and 2021-Q3 was 12.2 percent. Growth in the newest businesses was lower (8.8 percent) than the growth in new hires in the 2-3 Year group

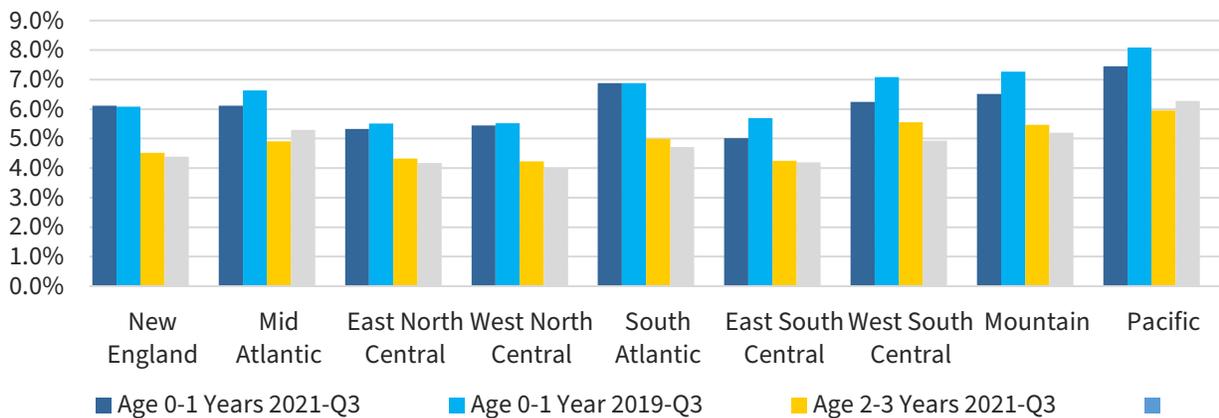
(17.4 percent). Overall, hires by firms 0-3 Years of age are 20-27 percent of the hires by all firms with fewer than 500 employees, depending the on region. As **Figure 6** shows, very young firms are a smaller share of total small business hires in the New England and East/West North Central states than in the southern and western states.

Figure 6: Share of Total New Hires by Youngest and Smallest Firms and Share Age 0-3 Year Hires are of Small Business Hires- 2021Q3



There are no data for certain states and therefore some regions are incomplete: The East South Central Region is missing Tennessee and Mississippi; the West South Central Region is missing Arkansas and the Pacific Region is missing Alaska. Source: Calculations from Census J2J data.

Figure 7: Share of New Hires by the Youngest Firms (0-1 Year) Has Fallen Since 2019-Q3 but Age 2-3 Year Firms Have Increased Their Share in Many Regions



There are no data for certain states and therefore some regions are incomplete: The East South Central Region is missing Tennessee and Mississippi; the West South Central Region is missing Arkansas and the Pacific Region is missing Alaska. Source: Calculations from Census J2J data.

In 2021-Q3 The South Atlantic Region and the Pacific Region accounted for the largest number and share of hires by the youngest firms. The Pacific Region share of hires by the 0-1 Year age group was 7.4 percent in mid-2021 but that share had fallen since the third quarter of 2019. **Figure 7** below shows that the share of new hires by the Age 0-1 Year firms in 2021-Q3 is generally the same or smaller than it was in 2019-Q3 across all the regions. This is the outcome of the lower growth rate in hires by the 0-1 Year group that was noted above.

Both Age 0-1 Year and Age 2-3 Years tend to concentrate their hiring in some of the same industry categories. Across all regions, Leisure & Hospitality (primarily Accommodation and Food Services) dominate the new business hiring. In about two-thirds of the regions hiring for Business Services is also important in these age groups followed by Health & Social Assistance in a little less than half the regions. Agriculture is relatively important in the Pacific region, especially in California, Oregon and Washington states; and construction in the Mountain region, one of the two regions that saw an increase in its labor force between 2019 and 2021. New firm hires in construction were noticeable in Idaho, Montana and Wyoming.

Overall, for all businesses and industries, the distribution of the percentage of hires from other jobs that come from the same state and region as the current job must be the same by firm size and firm age, since those are just different distributions of the same firms. The very young firms (Age 0-1 Year) look similar in this regard to very small firms (<20 employees). However, the youngest firms have a slight propensity to hire even closer to home than do the very small firms, generally a percentage point or two more of their hires come from the same state than the smallest firms. Interestingly, firms in the next age group (Age 2-3 Years) tend to hire slightly less from the state than very small firms.

Very young firms do tend to hire fewer of their employees from non-employed status than do very small firms. This is a consistent pattern across all regions and tends to be consistent across the main industry sectors. Among firms hiring in Leisure & Hospitality, young firms tend to hire 4-6 percentage points fewer total hires from non-employed status than do very small firms. In fact, very young firms, 0-1 Year, tend to hire a smaller share of employees from non-employment in Leisure & Hospitality than do firms Age 2-3 Years. **Table 8** compares young firms with very small firms for all industries and for two important industry sectors for new firm hiring, Leisure & Hospitality and Business Services.

The similar pattern across industry sectors and time periods (it holds true in 2019-Q3 as well) seems to indicate that very new firms may depend more on hiring experienced workers than firms that have been in

business longer. Similar to the pattern we saw among all firms, very young firms in 2021-Q3 hired a larger percentage of their employees from non-employed status than the same type of firms did in 2019-Q3. This reinforces the relationship between the overall labor market conditions and

Table 8: Share of Firms' New Hires that Come from Non-Employed Status-2021Q3

Region\Firm Type	All Industries		Leisure & Hospitality		Business Services	
	Firm Age 0-3 Years	<20 Employees	Firm Age 0-3 Years	< 20 Employees	Firm Age 0-3 Years	<20 Employees
New England	49.0%	55.7%	55.5%	61.4%	42.2%	50.0%
Mid-Atlantic	53.1%	59.4%	59.4%	65.0%	48.7%	54.3%
East North Central	46.5%	51.8%	53.2%	58.5%	43.6%	47.3%
West North Central	44.7%	48.7%	51.7%	55.5%	40.8%	45.0%
South Atlantic	47.8%	52.9%	52.5%	57.7%	45.7%	49.4%
East South Central	46.5%	51.4%	50.4%	56.2%	45.4%	47.8%
West South Central	47.9%	53.0%	54.1%	59.1%	43.2%	49.4%
Mountain	46.5%	51.0%	51.1%	55.8%	44.8%	48.9%
Pacific	52.3%	57.7%	56.7%	62.4%	47.9%	51.9%

Source: Calculations from Census J2J data.

some of these choices, when the unemployment rate tends to be low, as it was in 2019-Q3, firms in all sectors and regions must bid workers away from other jobs more frequently.

One factor that could influence both the tendency to hire more from the same state and more from the employed pool than very small firms overall might be that start-ups (Age 0-1 Year) may be more likely to hire people they know with the skills or experience necessary to get the business up and running smoothly. Also, start-ups are perceived as riskier than businesses that have been around for a few years and may require more direct interaction between the entrepreneur and the new hires to overcome that perception. Both factors could help explain this pattern.

Table 9: Accommodation & Food Services Average Quarterly Earnings by Selected Regions Firm Size, Firm Age, and Employee Status, in Dollars

	Mid-Atlantic Region			Mid-Atlantic Region		
	2021-Q3			2019-Q3		
	0-19 Employees	Age 0-1 Year	Age 2-3 Years	0-19 Employees	Age 0-1 Year	Age 2-3 Years
New Jersey						
Hired from Nonemployment	4,896	5,217	4,938	3,617	4,200	3,698
Job Stayer	7,514	7,277	8,027	5,966	7,272	6,376
Hired from Another Job	7,369	8,308	7,652	5,501	6,157	5,966
New York						
Hired from Nonemployment	6,275	7,099	7,340	4,798	5,701	5,686
Job Stayer	7,725	8,448	9,175	6,528	8,028	8,394
Hired from Another Job	8,340	9,497	9,599	6,608	8,175	7,932
Pennsylvania						
Hired from Nonemployment	3,830	4,317	4,201	2,799	3,147	3,165
Job Stayer	5,842	6,820	6,401	4,793	5,549	5,701
Hired from Another Job	5,627	6,763	6,397	5,010	5,647	6,314
	East North Central Region			East North Central Region		
	2021-Q3			2019-Q3		
	0-19 Employees	Age 0-1 Year	Age 2-3 Years	0-19 Employees	Age 0-1 Year	Age 2-3 Years
Illinois						
Hired from Nonemployment	4,740	5,191	5,238	3,384	3,678	3,319
Job Stayer	6,631	7,214	7,501	5,423	6,202	6,479
Hired from Another Job	5,975	6,976	7,308	4,932	5,851	5,771
Indiana						
Hired from Nonemployment	3,568	3,649	4,040	2,785	2,956	2,870
Job Stayer	5,861	5,940	6,465	4,907	4,975	5,210
Hired from Another Job	5,472	5,968	6,474	4,226	5,142	4,687
Michigan						
Hired from Nonemployment				2,869	3,159	2,995
Job Stayer	6,277	6,607	6,992	5,165	5,598	5,503
Hired from Another Job				4,534	5,402	4,827
Ohio						
Hired from Nonemployment	3,639	3,828	3,479	2,805	2,954	2,706

Job Stayer	5,761	6,150	6,162		4,716	5,092	5,455
Hired from Another Job	5,223	5,930	5,716		4,350	5,133	4,867
Wisconsin							
Hired from Nonemployment	3,139	3,497	3,152		2,335	2,520	2,554
Job Stayer	5,468	5,756	6,003		4,571	5,067	5,109
Hired from Another Job	5,228	6,073	5,915		3,878	4,768	4,301
Source: Census J2J data.							

The same caveats hold true as were discussed earlier with respect to **Table 6**. These earnings numbers reflect both hourly wages and hours worked and either or both may account for the differences in earning levels. Inflation could also be an influencing factor and a Constant Dollar version of this table is shown as **Table 9A** in **Appendix C**, where the CPI-U for each region was used to adjust the 2019-Q3 wage levels to 2021-Q3 dollars. However, the general pattern continues to hold and the increases between the two periods are greater than could be accounted for by inflation alone.

THE ROLE OF EMPLOYEE AGE AND GENDER IN HIRING DIFFICULTIES

As discussed in the literature review, one of the theories for the decline in the labor force between 2019 and 2021 was that the parents of small children, especially mothers, stayed out of the labor force because of lack of childcare during the pandemic. Since this dataset examines new hires which, by definition, must be in the labor force it cannot directly answer a question about missing labor force participants. However, it is possible to look at the gender and age distribution of those that were hired in 2019-Q3 and 2021-Q3 and note any differences in the distribution across the gender/age distributions. These gender and age distributions cannot be tabulated by firm size. Therefore, the implications for small business hiring must be drawn from the information for the industry sectors in which small businesses are important participants. However, it is important to note that these same industries are also industries in which large businesses make significant hires (See **Table 3**).

As noted in **Table 2**, the size of the labor force declined between 2019 and 2021 for seven of the nine regions analyzed. The West South Central and Mountain regions were the only two to see growth in their labor forces during this time period. However, in evaluating who was hired, it is also helpful to look at the distribution of the labor force available to be hired.

Table 10: Change in the Regional Labor Force 2019 to 2021 by Specific Groups

Region	% Change in Labor Force of the Region 2021/2019	% Change in Labor Force- Male 2021/2019	% Change in Labor Force- Female 2021/2019	% Change in Labor Force- Total-Age 25-34 2021/2019	% Change in Labor Force- Total-Age 55-64 2021/2019
New England	-2.9%	-2.5%	-3.3%	-0.9%	-3.8%
Mid Atlantic	-2.1%	-1.5%	-2.7%	-1.2%	-1.5%
East North Central	-2.5%	-2.2%	-2.8%	0.9%	-4.4%
West North Central	-1.3%	-0.6%	-2.2%	-1.2%	-5.7%
South Atlantic	-0.6%	-0.8%	-0.4%	-1.8%	0.9%
East South Central*	-1.3%	-1.5%	-1.0%	-4.3%	-3.0%
West South Central*	2.1%	2.0%	2.2%	1.3%	-0.9%
Mountain	1.6%	2.3%	0.8%	4.3%	0.9%
Pacific*	-1.7%	-2.2%	-1.1%	-5.2%	0.2%
Total**	-1.0%	-0.9%	-1.1%	-1.1%	-1.4%

* Each of the starred regions is missing one (Pacific, West South Central) or two (East South Central) states due to lack of data. See footnote 16 for more detail. Those states were excluded from these counts.

**The total represents just the states included here. The official U.S. labor force declined 1.4%.

Source: Distributions calculated from BLS annual LAUS data and benchmarked to annual average Labor Force totals from monthly LAUS data.

Table 10 shows the change in the labor force for specific gender and age groups within it. This table shows that the shifts in the labor force varied by region, even when the overall numbers are similar. The West South Central region, as an example, showed an overall gain of about 2 percent and the number of male and female participants grew by the same percentage. Whereas, the Mountain region, which showed a smaller percentage change in the overall labor force had growth in its male labor force that equaled that of the West South Central region but a much smaller gain in its female labor force. For the other regions, the number of people in the labor force declined, with female participation dropping faster than male participation in four regions and male participation dropping faster than female participation in three regions.

The labor force data also show three groups of labor force participants that are most likely to have children: married males with spouse present, married females with spouse present, and women who maintain families. **Table 11** shows the percentage change in these parts of the labor force by region.

Table 11: Change in the Regional Labor Force 2019 to 2021 by Specific Groups

Region	% Change in Labor Force of the Region 2021/2019	% Change in Labor Force-Married Male Spouse Present 2021/2019	% Change in Labor Force-Married Female Spouse Present 2021/2019	% Change in Labor Force-Women Who Maintain Families 2021/2019
New England	-2.9%	-3.7%	-1.9%	NA
Mid Atlantic	-2.1%	-3.4%	-4.5%	1.5%
East North Central	-2.5%	-3.2%	-2.5%	-2.1%
West North Central	-1.3%	-0.3%	-4.2%	NA
South Atlantic	-0.6%	-4.3%	-2.3%	1.8%
East South Central*	-1.3%	-3.1%	1.1%	7.2%
West South Central*	2.1%	0.0%	3.8%	0.3%
Mountain	1.6%	3.0%	-1.0%	NA
Pacific*	-1.7%	-4.6%	-3.3%	3.1%
Total **	-1.0%	-2.6%	-2.1%	NA

* Each of the starred regions is missing one (Pacific, West South Central) or two (East South Central) states due to lack of data. See footnote 16 for more detail. Those states were excluded from these counts.

**The total represents just the states included here. The official U.S. labor force declined 1.4%.

Source: Distributions calculated from BLS annual LAUS data and benchmarked to annual average Labor Force totals from monthly LAUS data. Some states do not report Women Who Maintain Families in both years, those are labeled NA due to lack of complete data.

There is no consistent picture across these groups; in all but two regions there is a decline in the number of married men with spouse present and married women with spouse present in the labor force. However, those declines do not happen in the same regions. While these declines might represent parents staying home with their children, they might also represent retirements from the labor force. In all but one region there is an increase in women maintaining families in the labor force. However, individuals may move

from one group to another and stay in the labor force. For example, a decline in married females with spouse present and an increase in women who maintain families could both be the result of an increase in marital separations while the role of the women in the overall labor force did not change. While **Table 10** and **Table 11** show interesting patterns in the change in the workforce, they do not answer the questions that have been posed.

The next step is to look at how these changes in the workforce impacted the hiring process in industries most important to small businesses. Did businesses change the pattern of the type of person they hired or where they hired those people from between 2019-Q3 and 2021-Q3? A complete set of Regional Tables by gender and age are shown in **Appendix B**. The following summarizes some of those findings. **Table 12** provides an overview of hiring by region, gender and age group for hiring in all industry sectors and for two selected industries where small businesses are important participants: Leisure & Hospitality and Trade.⁴⁷

Table 12: Females as a Share of New Hires by Region and Selected Industries

Region	% Female Hires All Industries 2021-Q3	% Female Hires All Industries 2019-Q3	% Female Hires Leisure & Hospitality 2021-Q3	% Female Hires Leisure & Hospitality 2019-Q3	% Female Hires Trade 2021-Q3	% Female Hires Trade 2019-Q3
New England	52.5%	52.0%	54.7%	54.0%	47.8%	47.7%
Mid Atlantic	51.5%	51.0%	52.0%	51.7%	49.2%	49.0%
East North Central	51.0%	51.0%	55.0%	55.3%	49.6%	49.9%
West North Central	50.9%	50.7%	54.4%	54.2%	48.1%	48.2%
South Atlantic	52.1%	51.8%	54.0%	54.9%	50.2%	50.6%
East South Central*	52.5%	50.6%	57.0%	57.7%	51.8%	52.2%
West South Central*	50.2%	49.4%	53.2%	54.0%	48.7%	48.4%

⁴⁷ The focus on industries in which small businesses have a large presence is not a good substitute for understanding the small business experience. Both large and small businesses have a relatively large share of new hires in the Trade and Leisure & Hospitality categories. It is not possible to tell from these data if the small business experience has been significantly different from the large business experience.

Mountain	48.8%	48.3%	51.9%	52.0%	47.4%	46.9%
Pacific*	49.3%	48.1%	51.8%	51.7%	48.0%	47.1%

* Each of the starred regions is missing one (Pacific, West South Central) or two (East South Central) states due to lack of data. See footnote 16 for more detail. Those states were excluded from these counts.

Source: Calculations from Census J2J data

The first notable fact is that more women than men were hired across all but two regions in 2021Q3 and in all but three regions in 2019Q3.⁴⁸ This is a somewhat surprising since men outnumbered women in the total U.S. labor force in both of these periods by almost 10 million people.⁴⁹ However, as was shown in **Table 2**, new hires make up only about 10 percent of the labor force in any given quarter and there is a relatively high turnover rate in many industries in which females are the dominant hire.⁵⁰ As **Table 12** shows, the Leisure & Hospitality sector usually has a higher percentage of females than males hired, Trade tends to have a higher percentage of males than females. The pattern varies in the other industry sectors, Construction is usually heavily dominated by male hires and Health & Social Assistance is usually heavily dominated by female hires. Business Services tends to show a slight advantage to male hires. **Table 12** also shows that in several regions there was a shift toward female hires between 2019-Q3 and 2021-Q3 among all hires, but that it is not a consistent pattern in the two industry subsectors that are shown. Interestingly, such a shift does not always correlate closely with change in the male/female labor force numbers seen in **Table 10**. There does appear to be a shift toward more female hiring in some of the industry sectors that tend to have fewer women, such as Construction, Transportation & Warehousing, and Business Services.

The other way of analyzing the changes is whether the pattern of hiring within an industry has changed. Did businesses hire a different mix of employees in mid-2021 than they did in mid-2019. Here it

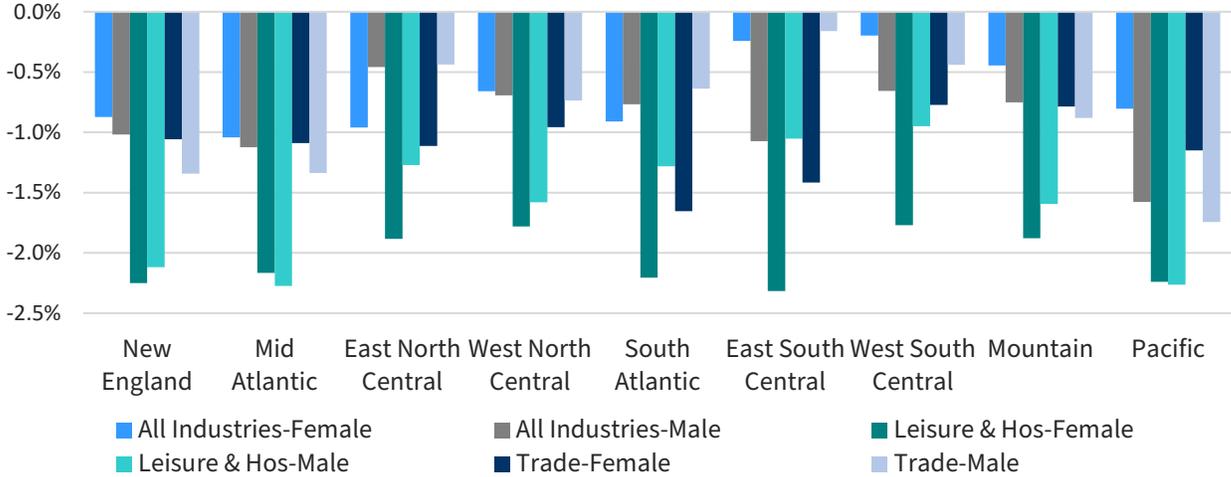
⁴⁸ The percentage of women hired does tend to increase in Q3 of the year because some of the female heavy sectors tend to hire more workers during that period.

⁴⁹ One possible explanation is the makeup of this dataset compared with all new hires; this dataset focuses only on the primary job and does not include secondary jobs. Therefore, it would not show secondary job hires. This is not an entirely satisfactory explanation since women were more prevalent among multiple job holders in both 2019 and 2021 (although the number of multiple job holders declined between 2019 and 2021, it declined more for male job holders than for female job holders.) It does seem to be true that the J2J dataset appears to capture a higher percentage of female job hires than male job hires for whatever reason but that is not the full explanation as both the full dataset and the J2J dataset do show the same pattern of more female hires in many quarters.

⁵⁰ Median tenure is slightly higher among males (4.3 years in January 2022) than females (3.8 years in January 2022) and it fell for females during COVID (down from 4.0 years in January 2018) while male median tenure appears to have remained constant. This may explain why more women were seeking new jobs in 2021. See BLS News Release *Employee Tenure in 2022*, September 22, 2022.

seems quite clear that businesses hired a smaller share of both women and men in the 22-34 age range in 2021-Q3 than they did during 2019-Q3. This was true across most of the industry sectors where small businesses are hiring, this did not generally translate into a smaller number being hired in 2021 compared with 2019, but the growth in hires of this age group was noticeably lower than for other age groups. Businesses in all Regions depend on this age group to provide the bulk of new hires, even in 2021 the 22-34 age group accounted for 35-38 percent of all new hires, depending on the region. Amongst the sectors with heavy participation by small businesses, this age group supplied the largest percentage of employees for most industry sectors except Leisure & Hospitality (where it is second to the age 14-21 group) and Construction (where it is usually second to the 35-54 age group). However, as **Figure 8** shows, 22-34 age group made up a smaller percentage of hires in 2021 than in 2019 in every Region; although the shift was smallest in the West South Central and Mountain regions where the labor force showed growth in both gender groups and among younger workers.

Figure 8: Change between 2019-Q3 and 2021-Q3 in the Share of Female and Male Hires Aged 22-34 to Selected Industries (in percentage points of all hires to the industry)



There are no data for certain states and therefore some regions are incomplete: The East South Central Region is missing Tennessee and Mississippi; the West South Central Region is missing Arkansas and the Pacific Region is missing Alaska. Source: Calculations from Census J2J data.

The overall decline indicates that this age group was less available in 2021 than in 2019 but the larger declines in the public-facing Leisure & Hospitality and Trade sectors also indicate that this age group shifted to other industry sectors.

Despite the decline in the labor force numbers for the 54-65 age group, the share of total hires from this age group was relatively stable between the two time periods in these industries. Even in the three Regions where the decline in the labor force for this age group was the largest, their share of new hires held constant or increased slightly. The largest concentration of this age group is in Professional & Business Services, Trade, Health & Social Assistance and Manufacturing. (See **Appendix B**).

This dataset seems to support the idea that businesses were having more trouble hiring employees that were age 22-34 in mid-2021 than they were in mid-2019. Labor force and population data show both a short-term and a longer-term reason for this difficulty. Over the 2020 to 2022 time period the 20-34 age group grew by less than half a percent a year in the U.S. overall, and mostly due to growth in the younger cohort, age20-24. (**Table 13**). While this was faster than overall population growth it did not match the growth in demand for labor. Growth varied by region. Two regions, Mid-Atlantic and Pacific, saw steady declines in this age group in both genders. While the South Atlantic, West South Central and Mountain regions experienced growth above 1% a year in this age group.

**Table 13: Percent Change in the Population of 20-34 Year Olds by Region
Growth Rates from 2020 to 2022**

	% Change in Population of 20-34 Year Olds 2021/2020			% Change in Population of 20-34 Year Olds 2022/2021		
	Female	Male	Total	Female	Male	Total
U.S. Total (age 0-100+)	0.19%	0.12%	0.16%	0.42%	0.34%	0.38%
U.S. (age 20-34)	0.49%	0.35%	0.42%	0.52%	0.33%	0.42%
U.S. (age 25-34)	-0.27%	-0.28%	-0.27%	0.19%	0.13%	0.16%
New England	0.91%	0.78%	0.84%	-0.21%	-0.36%	-0.28%
Mid Atlantic	-0.92%	-0.85%	-0.89%	-0.72%	-0.97%	-0.85%
East North Central	0.24%	0.21%	0.22%	0.11%	0.04%	0.07%
West North Central	0.50%	0.46%	0.48%	0.09%	-0.01%	0.04%
South Atlantic	1.27%	1.06%	1.16%	1.26%	1.06%	1.16%
East South Central	1.14%	0.95%	1.04%	0.88%	0.98%	0.93%
West South Central	1.57%	1.45%	1.51%	1.58%	1.37%	1.48%
Mountain	2.05%	1.84%	1.94%	1.70%	1.60%	1.65%
Pacific	-0.99%	-1.31%	-1.15%	-0.23%	-0.59%	-0.42%

Annual Estimates of the Resident Population for Selected Age Groups by Sex for the United States: April 1, 2020 to July 1, 2022 (NC-EST2022-AGESEX). Regions calculated from related state tabulations (all states included). These data are benchmarked to the 2020 Census data and do not go back to 2019.

Source: U.S. Census Bureau, Population Division,

In addition, the labor force participation for the 25-34 age group also declined between 2019 and 2021. Fewer individuals were choosing to work. That may have been a reaction to lack of dependable/affordable childcare, as suggested in the literature, since the average age of U.S. women at the first birth of a child in 2021 was just over 27 years. This dataset cannot answer that question directly. If that is the explanation, it implies that parents split the childcare duties since male labor force participation declined

in all but one region in 2021 and female labor force participation fell in all but three regions. But, by 2022 labor force participation rates were improving in most regions (**Table 14**), improving the availability within that pool of workers.

The demographic shift toward slower population growth cannot be easily resolved, it ultimately slows the rate of new hires for all industries and increases the competition between employers. For industries especially dependent on hiring within a narrow age/gender pool, slow growth will be more noticeable. One method of improving the pool of workers available is to encourage a larger percentage of people in this age group to work. Female labor force participation rates are lower than male rates

**Table 14: Labor Force Participation Rates for 25-34 Year Olds by Region and Gender
2019, 2021, 2022**

Region	Female 2019	Female 2021	Female 2022	Male 2019	Male 2021	Male 2022
New England	82.5%	80.8%	81.7%	89.7%	88.4%	88.5%
Mid Atlantic	77.5%	78.2%	79.9%	88.4%	87.2%	88.8%
East North Central	77.5%	77.0%	78.5%	90.1%	88.4%	89.5%
West North Central	82.6%	82.7%	83.6%	92.0%	90.3%	91.8%
South Atlantic	76.3%	76.4%	77.6%	89.2%	87.7%	88.3%
East South Central	73.3%	71.0%	71.4%	88.1%	85.6%	87.0%
West South Central	72.3%	72.4%	74.4%	88.6%	88.7%	89.2%
Mountain	77.3%	76.2%	76.3%	90.6%	89.9%	90.5%
Pacific	75.7%	74.2%	76.9%	87.5%	85.2%	86.4%

Labor Force Participation = Labor Force / Population

Source: Data calculated from Bureau of Labor Statistics' Local Area Unemployment Statistics (all states are included).

across all regions and time periods. Improved childcare options might be one method of accomplishing higher labor force participation rates.

The dataset also shows that males are more likely than females to be hired from another job across all regions and most industry sectors. This may help explain part of the tendency of small businesses to hire more frequently from the non-employed pool since they are often hiring in sectors that employ more women.

A. THE ROLE OF RACE AND ETHNICITY IN THE HIRING PROCESS

It is not possible to analyze the role of race and ethnicity in small business hiring from the J2J data set because, like gender and age, this is not a variable that this dataset allows to be tabulated against business size categories. Therefore, these factors can only be considered by analyzing industries where small businesses are hiring the majority of their workers, keeping in mind that large businesses are also hiring in these same industries. The J2J databases show race by the following categories: White Alone; Black or African American Alone; American Indian or Alaska Native Alone; Asian Alone; Native Hawaiian or Other Pacific Islander Alone; and Two or More Race Groups. In addition, the J2J database shows those workers who identify as Hispanic or Latino ethnicity (which can be of any race). The minority groups do tend to have a slightly faster pace of population growth and therefore, in the longer run, will be an increasingly important part of the labor force and the available pool of potential hires.

The growth in new hires broken down by race and ethnic background show some variation both by region and by industry over the period of this study. **Table 15** summarizes some of those differences, focusing on the largest groups of White Alone, and Black or African American Alone. **Table 16** shows the same industries with growth in Hispanic/Latino hires (which may be from any of the racial groups identified in the J2J.) One should also keep in mind that there may be some correlation between race/ethnic identifiers and educational attainment identifiers. Preliminary information also indicates that the more highly educated workers were hired faster than those with less education. However, the information from this data source does not allow the analysis to be broken down by both those variables at once.

**Table 15: Percent Change in Hires by Selected Racial Groups and Selected Industries by Regions
between 2019-Q3 and 2021-Q3**

Region	White Alone in Trade	Black/African American Alone in Trade	White Alone in Business Services	Black/African American Alone in Business Services	White Alone in Leisure & Hospitality	Black/African American Alone in Leisure & Hospitality
New England	18.2%	12.5%	13.9%	15.1%	22.8%	17.4%
Mid Atlantic	16.1%	7.1%	10.3%	1.1%	23.5%	13.3%
East North Central	19.8%	19.9%	10.5%	2.8%	13.7%	4.7%
West North Central	18.1%	21.3%	9.1%	4.9%	10.4%	-0.2%
South Atlantic	25.6%	26.6%	18.0%	13.2%	19.2%	9.3%
East South Central*	25.4%	33.6%	7.8%	6.1%	9.7%	0.4%
West South Central*	23.9%	25.4%	20.1%	24.8%	12.6%	5.1%
Mountain	26.0%	34.1%	12.5%	11.4%	20.5%	26.5%
Pacific*	20.9%	16.7%	9.6%	5.0%	31.6%	25.8%

* Each of the starred regions is missing one (Pacific, West South Central) or two (East South Central) states due to lack of data. See footnote 16 for more detail. Those states were excluded from these counts.

As can be seen in **Table 15**, the growth in Black/African American Alone hires tended to be slower than hires of White Alone employees across most regions in Business Services and in Leisure & Hospitality, although not in every region. The rates varied more amongst hires for the rapidly increasing Trade Sector, where Black Alone hiring tended to be the same or exceed White Alone hiring in many of the regions. Asian Alone hiring (not shown here) tended to outpace both groups but is a much smaller group of employees, especially in some of the Regions where Asians are a small portion of the population. These data support the data seen in the broader unemployment statistics where Black/African American employment/labor force participation dropped during COVID (similar to that of White employment and labor force participation). However, while Black/African American workers returned to the labor force more quickly after COVID-19 their

unemployment rates have remained above that of Whites indicating an available workforce that may be underutilized.

Table 16 shows that the growth in Hispanic hiring was very slightly faster than the growth in non-Hispanic hiring during the same time period.

Table 16: Change in the Regional Hiring by Selected Ethnic Groups and Selected Industries by Region between 2019-Q3 to 2021-Q3

Region	Non-Hispanic in Trade	Hispanic in Trade	Non-Hispanic in Business Services	Hispanic in Business Services	Non-Hispanic in Leisure & Hospitality	Hispanic in Leisure & Hospitality
New England	17.6%	19.9%	16.0%	9.5%	22.5%	22.2%
Mid Atlantic	14.7%	13.0%	9.7%	3.6%	21.7%	24.6%
East North Central	19.9%	27.9%	8.5%	8.2%	11.9%	16.2%
West North Central	17.8%	31.2%	8.1%	8.8%	8.5%	9.9%
South Atlantic	25.6%	30.1%	16.0%	19.0%	15.3%	25.5%
East South Central*	27.0%	42.2%	7.2%	10.7%	7.2%	13.7%
West South Central*	23.8%	26.3%	23.3%	18.9%	11.1%	10.9%
Mountain	25.8%	32.2%	14.4%	7.2%	20.8%	23.8%
Pacific*	16.8%	26.4%	9.5%	9.6%	29.7%	36.1%

* Each of the starred regions is missing one (Pacific, West South Central) or two (East South Central) states due to lack of data. See footnote 16 for more detail. Those states were excluded from these counts.

The growth in Hispanic hiring tended to outpace that of non-Hispanic hiring in Trade and in Leisure & Hospitality in most regions; however, in some Regions, Hispanics are a small part of the labor force. The rates are more varied in Business Services with Hispanic hiring often slower than Non-Hispanic hiring but not in all Regions. There was only a small decline in the Hispanic labor force during the pandemic and a more rapid reentry, which may have made them more available to be hired in 2021.

This is an area where additional study is needed. Better measures of small businesses utilization of minority employees would provide a better basis for understanding the factors that could expand the hiring of this pool of potential employees.

CHALLENGES CONTINUE INTO 2022 BUT SOME FACTORS HAVE ABATED

The J2J data for 2022-Q3 were not yet available at the time this paper was finalized. Some of the factors identified as challenges continued into 2022, especially the low unemployment rates that declined further since 2021-Q3 as shown in **Table 4**. However, some circumstances have changed since 2021, which should have mitigated some of difficulties in hiring new workers. Every region had gains in the size of its labor force between 2021 and 2022, and the U.S. labor force exceeded 2019 levels by a small amount. But as can be seen in **Table 17**, three regions were still significantly below 2019 levels by 2022. Labor force participation rates have risen since 2021 in most regions for workers aged 25-34, and in some regions the participation rate has surpassed that of 2019 (**Table 14**). Overall, this provided a larger pool of potential employees than was available in the summer of 2021.

Table 17: Change in the Regional Labor Force 2019 to 2022 by Specific Groups

Region	% Change in Labor Force of the Region 2022/2019	% Change in Labor Force-Male 2022/2019	% Change in Labor Force-Female 2022/2019	% Change in Labor Force-Total-Age 25-34 2022/2019	% Change in Labor Force-Total-Age 55-64 2022/2019
New England	-1.9%	-1.2%	-2.6%	0.0%	-0.8%
Mid Atlantic	-1.3%	-0.4%	-2.3%	-3.8%	-2.6%
East North Central	-1.6%	-0.7%	-2.6%	-1.8%	-3.6%
West North Central	-0.5%	1.4%	-2.5%	-3.9%	-6.0%
South Atlantic	1.9%	1.7%	2.1%	-0.6%	5.3%
East South Central*	-0.2%	-0.6%	0.2%	-4.2%	0.0%
West South Central*	4.3%	3.7%	5.0%	3.9%	-0.4%
Mountain	3.9%	4.7%	3.0%	2.4%	1.6%
Pacific*	-0.1%	0.1%	-0.3%	-3.8%	0.9%
Total**	0.6%	1.0%	0.1%	-1.3%	-0.1%

* Each of the starred regions is missing one (Pacific, West South Central) or two (East South Central) states due to lack of data. See footnote 16 for more detail. Those states were excluded from these counts.

**The total represents just the states included here. The official U.S. labor force increased 0.5%.

Source: Distributions calculated from BLS annual LAUS data and benchmarked to annual average Labor Force totals from monthly LAUS data.

However, the demand for new employees, represented by job openings continues to significantly outstrip the number of new hires in a month, but the gap has narrowed since the summer of 2021. April 2023 JOLTS data indicate that job openings are down somewhat from the 21-Q3 levels but there is still a big mismatch between openings and hires, indicating about 4 million openings unfilled each month.⁵¹ **Table 18** shows the ratio of job openings at the end of September to the average number of hires during quarter three. This table highlights the change that employers witnessed in the availability of labor in the years just before the 2020 recession and just after. The mismatch between supply and demand is evident. In 2013 and 2014, labor supply was greater than job openings and gradually tightened as the unemployment rate declined. By 2018 and 2019, employers were seeing much tighter labor markets but the disruption of COVID-19 reduced the mismatch. However, immediately after COVID-19, demand outstripped supply and job openings at the end of the quarter were above average monthly hiring by more than the pre-COVID experience of employers. The West and South regions, with growing labor force numbers, experienced slightly less of a mismatch than did the Northeast where the labor force had not regained 2019 levels, but the pattern is similar across all regions.

Table 18: Ratio of Job Openings at the End of the Third Quarter to Average Hires During the Quarter

Ratio of September Job Openings to the Average of Quarter Three Hires					
	U.S. Total	Northeast	Midwest	South	West
2013-Q3	0.83	0.94	0.86	0.79	0.79
2014-Q3	0.93	1.03	0.95	0.91	0.90
2015-Q3	1.00	1.06	1.09	0.95	0.97
2016-Q3	1.04	1.18	1.04	0.98	1.05
2017-Q3	1.10	1.22	1.27	0.97	1.08

⁵¹ *Job Openings and Labor Turnover Summary-April*, Bureau of Labor Statistics, May 31, 2023. <https://www.bls.gov/news.release/jolts.nr0.htm> (referenced June 23, 2023).

2018-Q3	1.23	1.35	1.34	1.11	1.23
2019-Q3	1.14	1.22	1.18	1.09	1.14
2020-Q3	1.02	0.96	1.02	1.07	0.96
2021-Q3	1.56	1.78	1.63	1.49	1.49
2022-Q3	1.59	1.73	1.67	1.52	1.55

Source: BLS Job Openings and Labor Turnover data. These data do not show geographic detail at the Census Division level used throughout this paper. Figure 1 shows how the nine Census Divisions are combined to the four regions presented here.

So even with the expanded labor force, there is significant competition for the pool of labor available. Since large businesses tend to pay more than small businesses, the small business owner tends to be at a disadvantage when there are many competing bids for the same potential employee. Small businesses have already seen significant increases in their wage bills. But year-over-year changes in quarterly wages for the year ending in 2022-Q2 show some signs of a moderation in the rate of increase.

This makes it important for small businesses to be able to quickly and economically locate the largest pool of applicants most likely to fit their positions (even outside their usual demographic groups), through job boards with filters, as an example. It also points to a lack of flexible and affordable day care as a potential barrier to easily filling some of the jobs available.

CONCLUSIONS

Small businesses were facing several challenges in making new hires in mid-2021. Was the situation significantly different than it was in 2019-Q3, just prior to COVID-19? As can be seen in **Table 4**, the unemployment rate was lower in 2019-Q3 than it was in 2021-Q3, which should have made it less difficult to hire. In all regions the absolute number of unemployed was larger in 2021-Q3 than it had been in 2019-Q3, which is why a boom in hiring was able to take place. However, there were a range of other factors that were different that made the hiring process more challenging, especially for small businesses in customer-facing industries such as Retail Trade and Leisure & Hospitality.

First and probably foremost, businesses of all sizes and in most industries were expanding their hiring in 2021-Q3 so there was significantly more competition for the available labor. As can be seen in **Table 18**, job openings exceeded hires across all regions, and this was a significant change for employers from the

recession year of 2020. But it also signaled a change from the immediate pre-COVID years, where labor markets were already tight but did not show this level of excess demand. The labor force had not fully recovered from COVID-related reductions exacerbating the supply and demand mismatch. Therefore, there were jobs left unfilled. This was a change from the norm a few years before COVID-19 when hires and job openings were better in balance. The BLS' measure of unemployed persons per job opening averaged 0.8 during 2019, the lowest point it had ever been since the series was first calculated in 2000 (from 2000 through 2018 it had averaged 2.5). The number increased during the recession in 2020 but by summer of 2021 it was back at 0.8.⁵² The standard pool of non-employed workers was shrinking in the face of increased labor demand, and that reduced a main source of new workers for many small businesses.

The costs of hiring a new employee also rose significantly as these greater opportunities for employees required extra incentives to take jobs in some sectors. This was an extra burden for small businesses coming out of COVID-19. The cost of hiring someone from un-employed status, while still lower than the cost of bidding someone away from another job, was rising significantly, impacting businesses' normal calculations of profitability. The pool of workers aged 22-34, that was often the largest source of new hires for the industry sectors where small business hiring is concentrated, was not as readily available as before. This was a combination of low growth in this portion of the population exacerbated by lower labor force participation rates than in 2019. This was perhaps because parents of small children did not have the means to cover their childcare needs. For businesses seeking to hire new employees for Leisure & Hospitality and Trade work there was the added challenge that their workers were seeking other opportunities in different industries. While in some cases, small businesses were able to expand their scope and hire from an expanded geographic area, this was not universal across regions or industries, or always possible since much of the work in the Leisure & Hospitality, Trade, Health & Social Assistance, and many Business Services cannot be performed from home. In general, the distribution of hires by small businesses in 2021-Q3 was similar to what it had been in 2019-Q3, it was just more difficult to obtain reasonably priced labor from those groups because of increased competition for new employees.

Small businesses have had some time to adjust to the new environment (and adjust the prices of their products to cover their increased labor costs) but this analysis does show that small businesses will need to

⁵² It went lower still to 0.5 in 2022.

take advantage of the types of electronic job boards with filters that allow them to quickly and economically locate the largest pool of applicants most likely to fit their positions. These businesses may also have to look outside their normal age range for employees as well as look across a somewhat expanded geographic area and may need to find ways of helping more minority job seekers to find their job offerings. All businesses may consider the retention of employees as a higher priority and for small businesses that may come in the form of expanded training opportunities.

State and local job boards should make sure that they are partnering with businesses of all sizes to assist in efficiently matching the unemployed with their best options. In regions with very slow growth in the prime age work population, policies that encourage higher labor force participation rates would expand the available labor pool. This points to a lack of flexible and affordable day care as a potential barrier to easily filling some of the jobs available; unfortunately, the childcare industry is one that faces many of these challenges in finding qualified workers. Another factor that state and local governments may consider is whether transportation difficulties impede the ability of potential workers from reaching all the available jobs. This could be more of a factor for minority workers but could impact any group of workers.

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Distribution of New Hires by Industry and Firm Size						
Industry / Firm Size	New England 2021-Q3			New England 2019-Q3		
	0-19 Employees	<500 Employees	500+ Employees	0-19 Employees	<500 Employees	500+ Employees
Agriculture, Forestry, Fishing & Hunting	0.5%	0.8%	0.0%	0.5%	0.7%	0.0%
Mining, Quarrying, & Oil & Gas Extraction	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Utilities	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%
Construction	2.1%	3.9%	0.6%	2.4%	4.4%	0.5%
Manufacturing	0.8%	3.2%	2.2%	0.8%	2.9%	2.0%
Trade	2.7%	5.9%	9.8%	2.5%	6.0%	9.4%
Transportation and Warehousing	0.5%	1.5%	2.0%	0.5%	1.3%	1.9%
Information	0.3%	0.8%	1.1%	0.3%	0.8%	1.0%
Finance and Insurance	0.3%	0.9%	1.6%	0.3%	0.9%	1.6%
Real Estate and Rental and Leasing	0.4%	0.7%	0.4%	0.4%	0.7%	0.4%
Business Services	3.3%	8.4%	9.2%	3.2%	8.5%	9.2%
Educational Services	0.4%	1.7%	2.6%	0.4%	1.7%	3.2%
Health Care and Social Assistance	2.5%	7.2%	6.3%	2.3%	7.1%	6.6%
Leisure & Hospitality	5.4%	13.7%	4.7%	5.2%	13.1%	4.1%
Other Services (except Public Administration)	1.8%	2.8%	0.6%	1.9%	3.0%	0.6%
Public Administration	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Percent of Regional Hires	21.1%	51.4%	41.0%	20.8%	51.1%	40.6%
Percent of Hires Coming from Unemployed Status						
Industry / Firm Size	New England 2021-Q3			New England 2019-Q3		
	0-19 Employees	<500 Employees	500+ Employees	0-19 Employees	<500 Employees	500+ Employees
All Industries	55.7%	49.9%	44.2%	50.9%	44.9%	40.4%
Construction	54.8%	46.7%	31.6%	51.2%	42.6%	24.8%
Manufacturing	54.0%	42.5%	32.3%	46.2%	36.7%	28.4%
Trade (Retail and Wholesale)	57.6%	50.7%	52.6%	52.4%	45.0%	47.9%
Business Services	50.0%	44.3%	39.3%	48.3%	41.6%	37.1%
Health, Social Services	50.1%	44.7%	36.4%	43.7%	38.3%	32.7%
Leisure & Hospitality	61.4%	59.1%	56.5%	55.0%	52.9%	47.0%
Percent of Hires from Other Jobs in New England						
Industry / Firm Size	New England 2021-Q3			New England 2019-Q3		
	0-19 Employees	<500 Employees	500+ Employees	0-19 Employees	<500 Employees	500+ Employees
All Industries	91.2%	90.5%	85.4%	91.7%	91.0%	85.3%
Construction	94.7%	93.2%	81.4%	94.8%	93.7%	87.5%
Manufacturing	91.9%	93.2%	89.6%	92.5%	92.9%	88.9%
Trade (Retail and Wholesale)	93.3%	92.9%	89.0%	93.3%	93.0%	88.4%
Business Services	88.1%	87.3%	81.6%	89.7%	88.8%	82.7%
Health, Social Services	92.4%	92.7%	87.7%	93.7%	93.7%	88.0%
Leisure & Hospitality	92.0%	91.8%	90.4%	92.3%	91.4%	88.3%

Quarterly Earnings by Selected Firm Size and Employee Types (in Dollars) and Percent Changes 19-Q3 to 21-Q3

	New England 2021-Q3			New England 2019-Q3			Percent Change 21Q3/19Q3		
	0-19	<500	500+	0-19	<500	500+	0-19	<500	500+
	Employees	Employees	Employees	Employees	Employees	Employees	Employees	Employees	Employees
Retail Trade									
Connecticut									
Hired from Nonemployment	6,139	6,468	5,110	4,718	6,995	3,725	30.1%	-7.5%	37.2%
Job Stayer	10,893	14,448	10,638	9,398	12,054	9,347	15.9%	19.9%	13.8%
Hired from Another Job	10,299	13,604	9,552	7,742	9,855	7,736	33.0%	38.0%	23.5%
Maine									
Hired from Nonemployment	5,083	5,389	5,704	4,208	4,582	3,808	20.8%	17.6%	49.8%
Job Stayer	9,488	11,658	10,422	7,852	9,428	8,963	20.8%	23.7%	16.3%
Hired from Another Job	8,762	9,109	8,523	6,832	7,617	6,945	28.2%	19.6%	22.7%
Massachusetts									
Hired from Nonemployment	6,734	7,180	5,251	5,255	5,765	4,500	28.1%	24.5%	16.7%
Job Stayer	11,463	15,382	12,131	9,887	12,635	10,515	15.9%	21.7%	15.4%
Hired from Another Job	10,872	13,263	11,162	8,195	10,611	9,298	32.7%	25.0%	20.0%
New Hampshire									
Hired from Nonemployment	5,186	5,987	4,259	4,159	4,772	3,181	24.7%	25.5%	33.9%
Job Stayer	11,255	16,112	10,292	9,695	12,490	9,294	16.1%	29.0%	10.7%
Hired from Another Job	9,064	11,303	9,811	7,039	10,271	8,345	28.8%	10.0%	17.6%
Rhode Island									
Hired from Nonemployment	6,280	6,151	5,050	4,485	4,854	3,955	40.0%	26.7%	27.7%
Job Stayer	9,939	12,591	10,883	8,467	10,043	9,311	17.4%	25.4%	16.9%
Hired from Another Job	7,808	10,074	9,314	7,717	8,789	8,317	1.2%	14.6%	12.0%
Vermont									
Hired from Nonemployment	4,999	5,219	4,379	3,637	4,314	3,281	37.4%	21.0%	33.5%
Job Stayer	9,995	12,570	9,303	8,369	10,242	8,174	19.4%	22.7%	13.8%
Hired from Another Job	9,012	10,528	9,138	6,892	8,172	7,572	30.8%	28.8%	20.7%
Professional & Technical									
Connecticut									
Hired from Nonemployment	19,712	20,353	25,195	16,533	17,938	32,913	19.2%	13.5%	-23.4%
Job Stayer	21,505	25,803	34,412	19,042	23,913	30,587	12.9%	7.9%	12.5%
Hired from Another Job	23,852	24,796	31,631	18,205	21,054	29,138	31.0%	17.8%	8.6%
Maine									
Hired from Nonemployment	13,838	16,370	18,601	13,217	14,408	12,655	4.7%	13.6%	47.0%
Job Stayer	15,187	19,971	23,836	13,906	16,981	21,109	9.2%	17.6%	12.9%
Hired from Another Job	17,769	21,816	25,866	14,054	16,183	21,326	26.4%	34.8%	21.3%
Massachusetts									
Hired from Nonemployment	20,653	22,710	29,829	19,642	21,336	23,749	5.1%	6.4%	25.6%
Job Stayer	25,715	35,821	47,768	22,592	28,450	39,546	13.8%	25.9%	20.8%
Hired from Another Job	29,538	31,531	37,986	24,904	27,173	29,956	18.6%	16.0%	26.8%
New Hampshire									
Hired from Nonemployment	19,748	19,754	22,857	30,865	23,605	15,758	-36.0%	-16.3%	45.1%
Job Stayer	20,563	23,925	30,998	18,166	20,841	27,506	13.2%	14.8%	12.7%
Hired from Another Job	22,082	26,318	33,239	17,071	19,297	28,801	29.4%	36.4%	15.4%
Rhode Island									
Hired from Nonemployment	13,943	14,899	18,619	13,156	14,214	15,244	6.0%	4.8%	22.1%
Job Stayer	18,222	20,450	23,412	16,136	18,151	22,855	12.9%	12.7%	2.4%
Hired from Another Job	19,955	21,746	29,113	17,011	17,597	22,150	17.3%	23.6%	31.4%
Vermont									
Hired from Nonemployment	13,539	18,829	34,908	13,598	14,312	18,090	-0.4%	31.6%	93.0%
Job Stayer	17,771	20,593	29,955	16,132	19,015	26,088	10.2%	8.3%	14.8%
Hired from Another Job	19,830	23,798	30,731	14,995	17,455	26,145	32.2%	36.3%	17.5%

Quarterly Earnings by Selected Firm Size and Employee Types (in Dollars) and Percent Changes 19-Q3 to 21-Q3

	New England			New England			Percent Change 21Q3/19Q3		
	2021-Q3			2019-Q3					
	0-19 Employees	<500 Employees	500+ Employees	0-19 Employees	<500 Employees	500+ Employees	0-19 Employees	<500 Employees	500+ Employees
Business Support Services									
Connecticut									
Hired from Nonemployment	11,465	10,238	9,827	9,157	8,484	8,547	25.2%	20.7%	15.0%
Job Stayer	14,070	15,802	17,176	12,435	13,233	14,173	13.1%	19.4%	21.2%
Hired from Another Job	14,463	14,189	15,784	10,050	10,555	11,738	43.9%	34.4%	34.5%
Maine									
Hired from Nonemployment	7,048	7,993	9,633	5,660	5,931	6,138	24.5%	34.8%	56.9%
Job Stayer	10,684	11,820	12,998	9,711	10,368	12,303	10.0%	14.0%	5.6%
Hired from Another Job	9,726	11,414	16,344	7,485	8,368	9,350	29.9%	36.4%	74.8%
Massachusetts									
Hired from Nonemployment	10,689	10,581	11,353	9,052	8,858	9,443	33.6%	25.9%	36.6%
Job Stayer	15,127	16,906	18,611	14,005	14,706	16,237	14.7%	18.5%	18.4%
Hired from Another Job	14,247	14,535	15,847	11,506	13,771	12,901	28.8%	27.2%	24.3%
New Hampshire									
Hired from Nonemployment	8,856	9,854	11,106	6,934	8,179	7,440	27.7%	20.5%	49.3%
Job Stayer	13,997	16,223	19,081	12,318	14,172	15,544	13.6%	14.5%	22.8%
Hired from Another Job	14,742	15,886	19,973	8,622	11,446	12,155	71.0%	38.8%	64.3%
Rhode Island									
Hired from Nonemployment	9,075	9,060	9,542	7,719	7,033	6,754	17.6%	28.8%	41.3%
Job Stayer	12,170	12,849	13,686	10,968	10,729	11,355	11.0%	19.8%	20.5%
Hired from Another Job	11,463	11,595	12,972	10,601	9,752	10,755	8.1%	18.9%	20.6%
Vermont									
Hired from Nonemployment	7,305	7,721	11,528	7,129	6,636	7,230	2.5%	16.4%	59.4%
Job Stayer	11,972	12,832	16,934	10,779	11,205	13,969	11.1%	14.5%	21.2%
Hired from Another Job	10,963	12,040	19,760	8,490	9,259	9,700	29.1%	30.0%	103.7%
Health Care and Social Services									
Connecticut									
Hired from Nonemployment	7,741	8,062	11,507	7,078	6,659	13,207	9.4%	21.1%	-12.9%
Job Stayer	14,248	15,054	20,714	13,802	13,510	17,285	3.2%	11.4%	19.8%
Hired from Another Job	12,013	13,095	18,714	11,683	11,428	17,930	2.8%	14.6%	4.4%
Maine									
Hired from Nonemployment	7,858	8,497	11,864	7,340	6,449	9,392	7.1%	31.8%	26.3%
Job Stayer	12,828	13,277	33,054	11,741	10,880	16,165	9.3%	22.0%	104.5%
Hired from Another Job	11,494	12,349	18,171	7,975	8,745	14,773	44.1%	41.2%	23.0%
Massachusetts									
Hired from Nonemployment	7,834	8,263	15,208	7,072	7,025	10,515	10.8%	17.6%	44.6%
Job Stayer	13,139	15,078	22,249	11,529	13,147	19,298	14.0%	14.7%	15.3%
Hired from Another Job	13,168	14,007	20,202	9,914	11,224	17,718	32.8%	24.8%	14.0%
New Hampshire									
Hired from Nonemployment	8,412	8,102	10,922	8,870	6,915	10,363	-5.2%	17.2%	5.4%
Job Stayer	15,429	15,671	20,658	13,785	13,434	18,439	11.9%	16.7%	12.0%
Hired from Another Job	11,663	13,356	19,607	9,664	11,208	15,466	20.7%	19.2%	26.8%
Rhode Island									
Hired from Nonemployment	7,608	8,006	12,235	6,796	6,969	9,443	11.9%	14.9%	29.6%
Job Stayer	12,977	13,586	16,177	11,771	12,322	14,150	10.2%	10.3%	14.3%
Hired from Another Job	12,737	13,237	18,593	10,938	11,623	15,049	16.4%	13.9%	23.5%
Vermont									
Hired from Nonemployment	8,310	8,064	10,833	5,865	6,123	7,760	41.7%	31.7%	39.6%
Job Stayer	12,948	13,240	18,755	11,371	11,373	17,031	13.9%	16.4%	10.1%
Hired from Another Job	11,205	12,156	16,670	9,266	9,401	14,671	20.9%	29.3%	13.6%

Quarterly Earnings by Selected Firm Size and Employee Types (in Dollars) and Percent Changes 19-Q3 to 21-Q3

	New England			New England			Percent Change 21Q3/19Q3		
	2021-Q3			2019-Q3					
	0-19 Employees	<500 Employees	500+ Employees	0-19 Employees	<500 Employees	500+ Employees	0-19 Employees	<500 Employees	500+ Employees
Accommodation & Food Service									
Connecticut									
Hired from Nonemployment	4,825	5,018	5,126	3,517	3,645	4,202	37.2%	37.7%	22.0%
Job Stayer	7,209	8,332	9,284	5,696	6,615	7,924	26.6%	26.0%	17.2%
Hired from Another Job	6,985	7,305	8,751	5,165	5,966	7,050	35.2%	22.4%	24.1%
Maine									
Hired from Nonemployment	4,836	4,743	5,218	3,595	3,691	3,525	34.5%	28.5%	48.0%
Job Stayer	8,964	9,335	8,567	6,969	7,404	6,684	28.6%	26.1%	28.2%
Hired from Another Job	7,099	7,144	8,629	5,214	5,504	5,846	36.2%	29.8%	47.6%
Massachusetts									
Hired from Nonemployment	5,466	5,744	7,115	4,070	4,140	4,617	34.3%	38.7%	54.1%
Job Stayer	8,404	9,347	10,592	6,626	7,576	9,052	26.8%	23.4%	17.0%
Hired from Another Job	7,109	8,198	9,627	5,875	6,804	8,228	21.0%	20.5%	17.0%
New Hampshire									
Hired from Nonemployment	3,929	4,052	5,643	3,066	3,138	3,880	28.1%	29.1%	45.4%
Job Stayer	7,919	8,584	9,832	6,322	6,935	7,771	25.3%	23.8%	26.5%
Hired from Another Job	6,175	6,954	8,586	4,882	5,489	6,506	26.5%	26.7%	32.0%
Rhode Island									
Hired from Nonemployment	4,725	4,954	5,337	3,307	3,385	3,842	42.9%	46.4%	38.9%
Job Stayer	7,632	10,931	8,892	5,794	6,591	7,581	31.7%	65.8%	17.3%
Hired from Another Job	6,301	9,535	8,996	4,724	5,427	6,949	33.4%	75.7%	29.5%
Vermont									
Hired from Nonemployment	4,402	4,875	5,758	3,124	3,237	3,485	40.9%	50.6%	65.2%
Job Stayer	7,850	8,924	9,782	6,055	7,183	8,110	29.6%	24.2%	20.6%
Hired from Another Job	6,593	7,047	8,540	5,353	5,725	6,885	23.2%	23.1%	24.0%

Industry / Firm Size	Percent of New Hires by Industry and Selected Firm Age					
	New England 2021-Q3			New England 2019-Q3		
	0-1 Year	2-3 Years	0-3 Years	0-1 Year	2-3 Years	0-3 Years
Agriculture, Forestry, Fishing and Hunting	0.1%	0.1%	0.2%	0.1%	0.1%	0.2%
Mining, Quarrying, and Oil and Gas Extraction	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Utilities	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Construction	0.4%	0.3%	0.7%	0.5%	0.3%	0.8%
Manufacturing	0.2%	0.2%	0.3%	0.2%	0.1%	0.3%
Trade	0.6%	0.4%	1.1%	0.6%	0.4%	1.0%
Transportation and Warehousing	0.4%	0.1%	0.5%	0.2%	0.1%	0.3%
Information	0.1%	0.1%	0.3%	0.1%	0.1%	0.2%
Finance and Insurance	0.1%	0.1%	0.2%	0.1%	0.1%	0.1%
Real Estate and Rental and Leasing	0.1%	0.1%	0.2%	0.1%	0.1%	0.2%
Business Services	0.9%	0.9%	1.7%	0.9%	0.9%	1.8%
Educational Services	0.1%	0.1%	0.2%	0.1%	0.1%	0.2%
Health Care and Social Assistance	0.8%	0.6%	1.4%	0.7%	0.6%	1.3%
Leisure & Hospitality	1.7%	1.4%	3.1%	1.9%	1.2%	3.2%
Other Services (except Public Administration)	0.4%	0.2%	0.7%	0.6%	0.3%	0.9%
Public Administration	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Percent of Regional Hires	6.1%	4.5%	10.6%	6.1%	4.4%	10.5%
	Percent of Hires Coming from Unemployed Status					
	New England 2021-Q3			New England 2019-Q3		
	0-1 Year	2-3 Years	0-3 Years	0-1 Year	2-3 Years	0-3 Years
All Industries	48.6%	49.5%	49.0%	45.3%	45.2%	45.2%
Construction	53.0%	51.7%	52.4%	51.6%	47.1%	49.8%
Manufacturing	44.1%	53.0%	48.5%	38.6%	38.8%	38.7%
Trade (Retail and Wholesale)	49.6%	47.5%	48.7%	41.8%	41.9%	41.8%
Business Services	43.2%	41.1%	42.2%	42.9%	41.3%	42.1%
Health, Social Services	45.9%	43.7%	45.0%	41.2%	40.1%	40.7%
Leisure & Hospitality	53.9%	57.3%	55.5%	47.3%	50.6%	48.6%

Distribution of New Hires by Firm Size and Industry						
	Mid-Atlantic 2021-Q3			Mid-Atlantic 2019-Q3		
	0-19	<500	500+	0-19	<500	500+
	Employees	Employees	Employees	Employees	Employees	Employees
Agriculture, Forestry, Fishing & Hunting	0.3%	0.5%	0.0%	0.4%	0.7%	0.0%
Mining, Quarrying, & Oil & Gas Extraction	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%
Utilities	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%
Construction	1.9%	3.9%	0.6%	2.3%	4.6%	0.8%
Manufacturing	0.7%	2.9%	1.9%	0.6%	2.6%	1.7%
Trade	2.6%	5.9%	9.7%	2.5%	6.0%	9.2%
Transportation and Warehousing	0.6%	1.8%	3.3%	0.6%	1.5%	2.9%
Information	0.2%	0.6%	1.9%	0.2%	0.6%	1.8%
Finance and Insurance	0.4%	0.9%	2.3%	0.3%	0.9%	2.1%
Real Estate and Rental and Leasing	0.5%	0.9%	0.5%	0.5%	0.9%	0.5%
Business Services	2.8%	7.7%	10.3%	2.7%	7.6%	11.1%
Educational Services	0.4%	1.6%	1.9%	0.4%	1.6%	2.1%
Health Care and Social Assistance	2.2%	6.8%	6.7%	2.1%	7.2%	7.2%
Leisure & Hospitality	4.8%	11.8%	5.0%	4.4%	11.1%	4.4%
Other Services (except Public Administration)	1.7%	2.8%	0.6%	1.7%	2.8%	0.6%
Public Administration	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Percent of Regional Hires	19.1%	48.0%	45.0%	18.9%	48.3%	44.5%

Percent of Hires from Unemployed Status						
	Mid-Atlantic 2021-Q3			Mid-Atlantic 2019-Q3		
	0-19	<500	500+	0-19	<500	500+
	Employees	Employees	Employees	Employees	Employees	Employees
All Industries	59.4%	53.1%	46.4%	52.8%	46.6%	41.2%
Construction	57.3%	48.1%	36.9%	51.7%	42.5%	26.7%
Manufacturing	57.2%	46.9%	33.1%	50.5%	41.2%	29.9%
Trade (Retail and Wholesale)	63.0%	55.2%	52.0%	55.8%	48.4%	48.6%
Business Services	54.3%	48.4%	44.1%	49.2%	42.9%	39.2%
Health, Social Services	51.6%	46.6%	41.8%	45.4%	41.2%	38.8%
Leisure & Hospitality	65.0%	62.6%	60.0%	56.8%	54.1%	47.5%

Percent of Hires from Other Jobs that Come from the Mid-Atlantic Region						
	Mid-Atlantic 2021-Q3			Mid-Atlantic 2019-Q3		
	0-19	<500	500+	0-19	<500	500+
	Employees	Employees	Employees	Employees	Employees	Employees
All Industries	91.6%	91.4%	88.4%	92.4%	91.9%	88.1%
Construction	94.3%	93.1%	84.7%	93.8%	93.5%	73.4%
Manufacturing	92.8%	93.3%	91.1%	93.2%	93.4%	90.0%
Trade (Retail and Wholesale)	93.2%	93.2%	90.3%	93.6%	93.1%	90.8%
Business Services	89.0%	88.6%	86.5%	90.7%	89.9%	88.1%
Health, Social Services	93.8%	94.4%	92.2%	94.6%	94.5%	91.5%
Leisure & Hospitality	91.4%	91.6%	90.9%	91.3%	91.2%	90.9%

Quarterly Earnings by State for Selected Firm Size and Employee Types and Percentage Changes from 2019-Q3 to 2021-Q3

	Mid-Atlantic 2021-Q3			Mid-Atlantic 2019-Q3			Percent Change 21Q3/19Q3		
	0-19 Employee es	<500 Employees	500+ Employee es	0-19 Employee s	<500 Employees	500+ Employees	0-19 Employee s	<500 Employees	500+ Employees
	Retail Trade								
New Jersey									
Hired from Nonemployment	6,862	7,888	5,989	5,294	5,717	5,559	29.6%	38.0%	7.7%
Job Stayer	10,849	14,626	12,728	8,944	11,910	10,502	21.3%	22.8%	21.2%
Hired from Another Job	10,599	13,889	11,929	7,963	10,151	9,091	33.1%	36.8%	31.2%
New York									
Hired from Nonemployment	8,102	8,090	6,843	6,066	6,426	5,010	33.6%	25.9%	36.6%
Job Stayer	10,442	13,651	13,149	9,103	11,517	11,105	14.7%	18.5%	18.4%
Hired from Another Job	11,311	13,779	11,995	8,780	10,836	9,649	28.8%	27.2%	24.3%
Pennsylvania									
Hired from Nonemployment	5,328	5,496	4,800	4,050	4,125	3,737	31.6%	33.2%	28.4%
Job Stayer	9,365	12,226	10,507	8,091	10,113	9,154	15.7%	20.9%	14.8%
Hired from Another Job	8,568	10,309	8,709	6,893	8,559	6,973	24.3%	20.4%	24.9%
Professional & Technical									
New Jersey									
Hired from Nonemployment	16,033	17,163	25,900	13,861	15,140	23,525	15.7%	13.4%	10.1%
Job Stayer	21,159	25,089	39,614	17,968	22,413	35,356	17.8%	11.9%	12.0%
Hired from Another Job	20,447	24,754	34,699	18,235	21,202	30,871	12.1%	16.8%	12.4%
New York									
Hired from Nonemployment	16,033	18,295	26,504	15,038	16,865	26,254	6.6%	8.5%	1.0%
Job Stayer	21,159	27,349	39,413	18,245	24,038	33,633	16.0%	13.8%	17.2%
Hired from Another Job	20,447	25,807	35,218	17,905	21,885	28,428	14.2%	17.9%	23.9%
Pennsylvania									
Hired from Nonemployment	16,156	16,456	20,463	14,864	27,322	19,106	8.7%	-39.8%	7.1%
Job Stayer	18,955	23,349	32,131	17,107	21,166	28,835	10.8%	10.3%	11.4%
Hired from Another Job	20,906	23,291	29,268	16,673	19,331	25,282	25.4%	20.5%	15.8%
Business Support Services									
New Jersey									
Hired from Nonemployment	9,909	10,015	10,110	7,522	7,582	7,775	31.7%	32.1%	30.0%
Job Stayer	13,458	15,494	16,070	12,127	13,402	14,017	11.0%	15.6%	14.6%
Hired from Another Job	14,079	17,115	16,319	10,927	12,397	11,981	28.8%	38.1%	36.2%
New York									
Hired from Nonemployment	9,991	10,047	12,466	8,230	8,202	9,763	21.4%	22.5%	27.7%
Job Stayer	13,764	15,905	19,303	12,618	13,778	16,469	9.1%	15.4%	17.2%
Hired from Another Job	13,711	15,462	18,621	10,814	11,310	15,182	26.8%	36.7%	22.7%
Pennsylvania									
Hired from Nonemployment	8,145	8,529	8,702	6,262	6,573	6,739	33.6%	25.9%	36.6%
Job Stayer	11,661	12,899	13,601	10,438	11,256	11,715	14.7%	18.5%	18.4%
Hired from Another Job	11,269	12,494	13,244	8,771	9,374	9,084	28.8%	27.2%	24.3%
Health Care and Social Services									
New Jersey									
Hired from Nonemployment	9,303	9,806	11,854	7,647	8,250	11,267	21.7%	18.9%	5.2%
Job Stayer	15,785	16,278	20,616	13,579	14,204	18,519	16.2%	14.6%	11.3%
Hired from Another Job	13,868	14,610	19,657	11,101	12,861	16,059	24.9%	13.6%	22.4%
New York									
Hired from Nonemployment	9,643	9,189	10,367	9,639	7,885	9,243	0.0%	16.5%	12.2%
Job Stayer	16,009	15,333	17,997	14,140	13,145	16,356	13.2%	16.6%	10.0%
Hired from Another Job	14,246	14,649	17,358	11,776	11,844	14,770	21.0%	23.7%	17.5%
Pennsylvania									
Hired from Nonemployment	7,838	7,832	11,407	6,757	6,449	9,221	16.0%	21.4%	23.7%
Job Stayer	12,474	13,067	18,792	11,205	11,699	16,843	11.3%	11.7%	11.6%
Hired from Another Job	11,413	12,312	18,605	9,465	10,012	15,548	20.6%	23.0%	19.7%

Quarterly Earnings by State for Selected Firm Size and Employee Types and Percentage Changes from 2019-Q3 to 2021-Q3

	Mid-Atlantic 2021-Q3			Mid-Atlantic 2019-Q3			Percent Change 21Q3/19Q3		
	0-19 Employee es	<500 Employees	500+ Employee es	0-19 Employee s	<500 Employees	500+ Employees	0-19 Employee s	<500 Employees	500+ Employees
	Accommodation & Food Service								
New Jersey									
Hired from Nonemployment	4,983	5,269	5,691	3,623	3,642	4,319	37.5%	44.7%	31.8%
Job Stayer	7,495	8,427	9,990	5,981	6,770	7,968	25.3%	24.5%	25.4%
Hired from Another Job	7,020	7,645	8,761	5,446	5,846	6,968	28.9%	30.8%	25.7%
New York									
Hired from Nonemployment	6,442	7,369	8,870	4,848	5,086	5,025	32.9%	44.9%	76.5%
Job Stayer	7,796	9,316	11,517	6,617	8,159	10,567	17.8%	14.2%	9.0%
Hired from Another Job	8,506	9,549	10,165	6,672	7,510	9,204	27.5%	27.2%	10.4%
Pennsylvania									
Hired from Nonemployment	3,848	3,937	4,773	2,807	2,768	3,251	37.1%	42.2%	46.8%
Job Stayer	5,871	6,615	8,146	4,793	5,530	6,895	22.5%	19.6%	18.1%
Hired from Another Job	5,675	6,230	7,522	5,007	5,144	6,497	13.3%	21.1%	15.8%

Percent of All New Hires by Selected Firm Age						
Industry / Age	Mid-Atlantic 2021-Q3			Mid-Atlantic 2019-Q3		
	0-1 Year	2-3 Years	0-3 Years	0-1 Year	2-3 Years	0-3 Years
Agriculture, Forestry, Fishing & Hunting	0.0%	0.0%	0.1%	0.1%	0.0%	0.1%
Mining, Quarrying, and Oil and Gas Extraction	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Utilities	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Construction	0.4%	0.3%	0.7%	0.5%	0.4%	0.9%
Manufacturing	0.2%	0.2%	0.4%	0.2%	0.1%	0.3%
Trade	0.7%	0.5%	1.2%	0.7%	0.5%	1.2%
Transportation and Warehousing	0.5%	0.2%	0.7%	0.3%	0.2%	0.5%
Information	0.1%	0.1%	0.2%	0.1%	0.2%	0.3%
Finance and Insurance	0.1%	0.1%	0.2%	0.1%	0.1%	0.2%
Real Estate and Rental and Leasing	0.1%	0.1%	0.2%	0.1%	0.1%	0.2%
Business Services	1.0%	0.8%	1.8%	0.9%	1.0%	1.9%
Educational Services	0.1%	0.1%	0.3%	0.1%	0.1%	0.3%
Health Care and Social Assistance	0.8%	0.8%	1.5%	1.0%	1.0%	2.0%
Leisure & Hospitality	1.7%	1.4%	3.1%	2.0%	1.3%	3.3%
Other Services (except Public Administration)	0.4%	0.3%	0.7%	0.5%	0.3%	0.7%
Public Administration	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Percent of Regional Hires	6.1%	4.9%	11.0%	6.6%	5.3%	11.9%

Percent of Hires from Unemployed Status						
	Mid-Atlantic 2021-Q3			Mid-Atlantic 2019-Q3		
	0-1 Year	2-3 Years	0-3 Years	0-1 Year	2-3 Years	0-3 Years
All Industries	52.7%	53.6%	53.1%	47.4%	47.1%	47.3%
Construction	53.0%	53.8%	53.4%	55.1%	50.0%	53.0%
Manufacturing	50.4%	47.7%	49.1%	45.3%	43.3%	44.4%
Trade (Retail and Wholesale)	55.4%	55.2%	55.4%	48.2%	48.6%	48.4%
Business Services	49.0%	48.4%	48.7%	46.5%	41.2%	43.7%
Health, Social Services	45.2%	47.2%	46.2%	41.9%	48.1%	45.0%
Leisure & Hospitality	57.7%	61.5%	59.4%	49.1%	52.3%	50.3%

Distribution of New Hires

Industry / Firm Size	East North Central 2021-Q3			East North Central 2019-Q3		
	0-19 Employees	<500 Employees	500+ Employees	0-19 Employees	<500 Employees	500+ Employees
Agriculture, Forestry, Fishing & Hunting	0.4%	0.7%	0.0%	0.5%	0.7%	0.0%
Mining, Quarrying, & Oil & Gas Extraction	0.0%	0.1%	0.0%	0.0%	0.1%	0.0%
Utilities	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%
Construction	1.7%	3.5%	0.9%	1.9%	4.0%	0.9%
Manufacturing	0.9%	4.7%	4.9%	0.9%	4.2%	4.2%
Trade	2.2%	5.6%	10.5%	2.2%	5.7%	9.4%
Transportation and Warehousing	0.6%	1.7%	3.8%	0.6%	1.6%	3.2%
Information	0.2%	0.5%	0.7%	0.1%	0.4%	0.7%
Finance and Insurance	0.3%	0.8%	1.4%	0.3%	0.9%	1.4%
Real Estate & Rental & Leasing	0.4%	0.8%	0.4%	0.4%	0.8%	0.4%
Business Services	2.3%	7.2%	11.5%	2.3%	7.0%	12.5%
Educational Services	0.3%	1.1%	0.7%	0.3%	1.1%	0.8%
Health Care and Social Assistance	1.8%	5.9%	5.4%	1.8%	6.3%	5.6%
Leisure & Hospitality	3.9%	11.5%	5.8%	3.8%	11.5%	5.8%
Other Services (except Public Administration)	1.4%	2.4%	0.5%	1.4%	2.5%	0.5%
Public Administration	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Percent of Regional Hires	16.2%	46.3%	46.7%	16.5%	46.9%	45.7%

Percent of Hires from Unemployed Status

	East North Central 2021-Q3			East North Central 2019-Q3		
	0-19 Employees	<500 Employees	500+ Employees	0-19 Employees	<500 Employees	500+ Employees
All Industries	51.8%	45.7%	39.8%	48.1%	41.9%	35.9%
Construction	48.2%	39.5%	28.6%	45.6%	36.6%	21.7%
Manufacturing	46.9%	36.9%	29.1%	43.4%	32.4%	25.9%
Trade (Retail and Wholesale)	54.2%	46.0%	45.0%	50.2%	42.1%	41.4%
Business Services	47.3%	42.7%	40.0%	44.8%	39.1%	36.0%
Health, Social Services	44.4%	39.1%	31.9%	41.3%	35.4%	29.4%
Leisure & Hospitality	58.5%	56.4%	52.2%	53.6%	51.9%	45.8%

Percent of Hires from Other Jobs that Come from the Same Region

	East North Central 2021-Q3			East North Central 2019-Q3		
	0-19 Employees	<500 Employees	500+ Employees	0-19 Employees	<500 Employees	500+ Employees
All Industries	92.5%	92.6%	90.3%	92.7%	92.5%	90.2%
Construction	92.7%	90.8%	82.1%	92.8%	90.0%	81.9%
Manufacturing	93.1%	94.1%	93.5%	92.9%	93.7%	93.4%
Trade (Retail and Wholesale)	94.1%	94.3%	91.7%	94.0%	93.9%	90.8%
Business Services	89.9%	90.4%	88.9%	90.8%	91.2%	90.0%
Health, Social Services	94.2%	94.4%	91.7%	94.4%	94.7%	91.8%
Leisure & Hospitality	93.3%	93.8%	93.0%	93.4%	93.5%	92.0%

Quarterly Earnings by State for Selected Firm Size and Employee Types, in Dollars and Percent Change from 2019-Q3 to 2021-Q3

	East North Central 2021-Q3			East North Central 2019-Q3			Percent Change 21Q3/19Q3		
	0-19	<500	500+	0-19	<500	500+	0-19	<500	500+
	Employees	Employees	Employees	Employees	Employees	Employees	Employees	Employees	Employees
Retail Trade									
Illinois									
Hired from Nonemployment	5,971	6,831	5,140	4,855	5,293	3,847	23.0%	29.1%	33.6%
Job Stayer	9,524	13,477	10,334	8,278	11,195	8,929	15.1%	20.4%	15.7%
Hired from Another Job	8,252	11,055	8,834	7,105	9,444	7,050	16.1%	17.1%	25.3%
Indiana									
Hired from Nonemployment	4,727	5,100	5,222	3,841	4,419	3,804	23.1%	15.4%	37.3%
Job Stayer	8,690	11,935	10,162	7,644	9,855	8,167	13.7%	21.1%	24.4%
Hired from Another Job	7,600	9,509	8,501	6,276	7,763	6,661	21.1%	22.5%	27.6%
Michigan									
Hired from Nonemployment				4,474	4,559	3,907			
Job Stayer	9,280	12,333	10,839	7,975	10,200	8,993	16.4%	20.9%	20.5%
Hired from Another Job				6,456	8,128	6,941			
Ohio									
Hired from Nonemployment	5,038	5,334	4,917	4,146	4,329	3,746	21.5%	23.2%	31.3%
Job Stayer	8,802	11,971	10,060	7,547	9,673	8,370	16.6%	23.8%	20.2%
Hired from Another Job	7,586	9,331	8,328	6,186	7,758	6,801	22.6%	20.3%	22.5%
Wisconsin									
Hired from Nonemployment	4,535	4,508	4,347	3,842	3,698	3,121	18.0%	21.9%	39.3%
Job Stayer	8,965	11,167	9,771	7,681	9,311	8,320	16.7%	19.9%	17.4%
Hired from Another Job	8,072	9,328	7,711	6,082	7,493	5,964	32.7%	24.5%	29.3%
Professional & Technical									
Illinois									
Hired from Nonemployment	15,267	16,427	21,280	14,867	15,386	20,403	2.7%	6.8%	4.3%
Job Stayer	18,923	24,089	33,666	17,769	22,064	30,297	6.5%	9.2%	11.1%
Hired from Another Job	21,826	23,239	27,839	18,350	20,697	24,844	18.9%	12.3%	12.1%
Indiana									
Hired from Nonemployment	10,968	12,378	15,369	10,560	12,756	13,353	3.9%	-3.0%	15.1%
Job Stayer	14,994	18,878	24,444	13,496	16,782	21,625	11.1%	12.5%	13.0%
Hired from Another Job	15,230	18,041	23,038	12,757	15,174	17,900	19.4%	18.9%	28.7%
Michigan									
Hired from Nonemployment				11,919	12,767	17,452			
Job Stayer	17,142	20,464	25,502	15,548	18,471	23,330	10.3%	10.8%	9.3%
Hired from Another Job				13,404	16,072	21,531			
Ohio									
Hired from Nonemployment	12,421	14,373	16,197	10,964	12,213	20,453	13.3%	17.7%	-20.8%
Job Stayer	16,180	20,124	25,415	15,126	18,251	23,050	7.0%	10.3%	10.3%
Hired from Another Job	16,547	19,198	22,456	14,237	16,463	20,705	16.2%	16.6%	8.5%
Wisconsin									
Hired from Nonemployment	10,932	12,724	15,847	11,393	12,192	15,657	-4.0%	4.4%	1.2%
Job Stayer	15,731	20,162	24,403	14,621	18,129	21,852	7.6%	11.2%	11.7%
Hired from Another Job	14,838	18,111	24,427	13,610	16,443	19,827	9.0%	10.1%	23.2%
Business Support Services									
Illinois									
Hired from Nonemployment	9,531	9,298	10,046	7,495	7,856	7,208	27.2%	18.4%	39.4%
Job Stayer	13,184	14,533	15,948	12,099	13,122	13,461	9.0%	10.8%	18.5%
Hired from Another Job	12,772	13,776	14,059	10,693	10,957	10,210	19.4%	25.7%	37.7%
Indiana									
Hired from Nonemployment	7,897	8,107	8,635	5,410	5,770	6,672	46.0%	40.5%	29.4%
Job Stayer	10,889	11,726	12,874	9,969	10,373	10,967	9.2%	13.0%	17.4%
Hired from Another Job	10,268	14,185	12,195	7,920	8,623	8,781	29.6%	64.5%	38.9%
Michigan									
Hired from Nonemployment				7,094	6,459	6,744			
Job Stayer	12,484	13,528	14,292	11,088	11,574	11,351	12.6%	16.9%	25.9%
Hired from Another Job				10,008	9,488	9,213			
Ohio									
Hired from Nonemployment	7,955	7,899	7,873	6,821	6,261	6,285	16.6%	26.2%	25.3%
Job Stayer	11,887	12,310	13,588	10,303	10,944	12,687	15.4%	12.5%	7.1%
Hired from Another Job	10,886	11,153	11,826	8,514	8,669	8,781	27.9%	28.7%	34.7%
Wisconsin									
Hired from Nonemployment	7,416	7,095	7,524	6,064	5,989	6,164	22.3%	18.5%	22.1%
Job Stayer	11,332	11,783	12,107	10,317	10,664	10,369	9.8%	10.5%	16.8%
Hired from Another Job	10,477	10,786	11,279	8,235	8,279	8,531	27.2%	30.3%	32.2%

Quarterly Earnings by State for Selected Firm Size and Employee Types, in Dollars and Percent Change from 2019-Q3 to 2021-Q3

	East North Central 2021-Q3			East North Central 2019-Q3			Percent Change 21Q3/19Q3		
	0-19 Employees	<500 Employees	500+ Employees	0-19 Employees	<500 Employees	500+ Employees	0-19 Employees	<500 Employees	500+ Employees
Health Care and Social Services									
Illinois									
Hired from Nonemployment	9,232	8,765	10,909	8,711	7,497	9,602	6.0%	16.9%	13.6%
Job Stayer	15,367	14,608	18,244	14,061	13,064	16,271	9.3%	11.8%	12.1%
Hired from Another Job	12,456	12,897	16,587	10,420	10,711	13,968	19.5%	20.4%	18.8%
Indiana									
Hired from Nonemployment	7,803	7,908	12,137	7,243	6,861	8,545	7.7%	15.3%	42.0%
Job Stayer	13,772	13,702	17,680	12,437	12,337	14,887	10.7%	11.1%	18.8%
Hired from Another Job	10,777	11,907	15,921	10,068	10,203	12,796	7.0%	16.7%	24.4%
Michigan									
Hired from Nonemployment				7,712	6,809	9,294			
Job Stayer	13,891	14,479	17,666	12,812	12,856	16,283	8.4%	12.6%	8.5%
Hired from Another Job				9,428	10,303	13,651			
Ohio									
Hired from Nonemployment	7,830	7,241	11,512	6,462	6,131	9,248	21.2%	18.1%	24.5%
Job Stayer	12,846	12,837	18,059	11,725	11,412	16,103	9.6%	12.5%	12.1%
Hired from Another Job	10,267	11,456	16,399	9,532	9,953	14,164	7.7%	15.1%	15.8%
Wisconsin									
Hired from Nonemployment	6,745	6,717	11,121	5,827	5,818	10,257	15.8%	15.5%	8.4%
Job Stayer	11,399	12,296	19,470	11,018	11,160	17,225	3.5%	10.2%	13.0%
Hired from Another Job	10,085	10,851	17,282	8,129	8,991	15,363	24.1%	20.7%	12.5%
Accommodation & Food Service									
Illinois									
Hired from Nonemployment	4,740	5,045	6,098	3,384	3,258	3,604	40.1%	54.8%	69.2%
Job Stayer	6,631	7,679	9,590	5,423	6,390	8,241	22.3%	20.2%	16.4%
Hired from Another Job	5,975	7,010	8,466	4,932	5,499	6,659	21.1%	27.5%	27.1%
Indiana									
Hired from Nonemployment	3,565	3,340	3,893	2,790	2,674	2,917	27.8%	24.9%	33.5%
Job Stayer	5,875	6,366	7,230	4,910	5,280	6,009	19.7%	20.6%	20.3%
Hired from Another Job	5,544	5,663	6,097	4,245	4,447	4,978	30.6%	27.3%	22.5%
Michigan									
Hired from Nonemployment				2,869	2,797	3,154			
Job Stayer	6,277	6,966	8,493	5,165	5,647	7,191	21.5%	23.4%	18.1%
Hired from Another Job				4,534	4,745	5,475			
Ohio									
Hired from Nonemployment	3,624	3,515	4,091	2,815	2,672	2,937	28.7%	31.5%	39.3%
Job Stayer	5,802	6,714	7,525	4,718	5,640	6,292	23.0%	19.0%	19.6%
Hired from Another Job	5,221	5,707	6,549	4,352	4,692	5,361	20.0%	21.6%	22.2%
Wisconsin									
Hired from Nonemployment	3,147	3,154	3,477	2,331	2,346	2,832	35.0%	34.4%	22.8%
Job Stayer	5,473	6,360	6,912	4,564	5,288	6,070	19.9%	20.3%	13.9%
Hired from Another Job	5,212	5,753	6,854	3,885	4,284	5,114	34.2%	34.3%	34.0%

Percent of All New Hires by Selected Firm Age

Industry / Age	East North Central			East North Central		
	2021-Q3			2019-Q3		
	0-1 Year	2-3 Years	0-3 Years	0-1 Year	2-3 Years	0-3 Years
Agriculture, Forestry, Fishing and Hunting	0.1%	0.1%	0.1%	0.1%	0.0%	0.1%
Mining, Quarrying, and Oil and Gas Extraction	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Utilities	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Construction	0.3%	0.2%	0.5%	0.4%	0.3%	0.6%
Manufacturing	0.3%	0.3%	0.6%	0.3%	0.2%	0.4%
Trade	0.6%	0.4%	1.0%	0.5%	0.4%	0.9%
Transportation and Warehousing	0.4%	0.2%	0.6%	0.4%	0.1%	0.5%
Information	0.1%	0.0%	0.1%	0.1%	0.1%	0.2%
Finance and Insurance	0.1%	0.1%	0.2%	0.1%	0.1%	0.1%
Real Estate and Rental and Leasing	0.1%	0.1%	0.2%	0.1%	0.1%	0.2%
Business Services	0.8%	0.9%	1.7%	0.8%	0.8%	1.6%
Educational Services	0.1%	0.1%	0.1%	0.1%	0.1%	0.2%
Health Care and Social Assistance	0.7%	0.6%	1.3%	0.7%	0.6%	1.3%
Leisure & Hospitality	1.5%	1.2%	2.7%	1.7%	1.2%	2.9%
Other Services (except Public Administration)	0.3%	0.2%	0.5%	0.4%	0.2%	0.6%
Public Administration	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Percent of Regional Hires	5.3%	4.3%	9.6%	5.5%	4.2%	9.7%

Percent of Hires from Unemployed Status

	East North Central			East North Central		
	2021-Q3			2019-Q3		
	0-1 Year	2-3 Years	0-3 Years	0-1 Year	2-3 Years	0-3 Years
All Industries	46.9%	46.0%	46.5%	43.1%	42.6%	42.9%
Construction	48.1%	42.3%	45.6%	46.5%	40.2%	43.9%
Manufacturing	46.7%	38.3%	42.9%	35.6%	34.5%	35.1%
Trade (Retail and Wholesale)	48.8%	49.0%	48.9%	45.6%	43.8%	44.8%
Business Services	45.0%	42.4%	43.6%	42.5%	38.7%	40.7%
Health, Social Services	38.9%	38.0%	38.5%	35.0%	34.3%	34.7%
Leisure & Hospitality	52.3%	54.3%	53.2%	46.3%	49.7%	47.7%

Distribution of New Hires						
Industry / Firm Size	West North Central 2021-Q3			West North Central 2019-Q3		
	0-19	<500	500+	0-19	<500	500+
	Employees	Employees	Employees	Employees	Employees	Employees
Agriculture, Forestry, Fishing & Hunting	0.6%	0.9%	0.1%	0.7%	1.0%	0.1%
Mining, Quarrying, & Oil & Gas Extraction	0.1%	0.2%	0.1%	0.1%	0.3%	0.1%
Utilities	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%
Construction	2.2%	4.4%	1.0%	2.5%	5.1%	1.2%
Manufacturing	0.8%	3.6%	4.7%	0.8%	3.3%	4.1%
Trade	2.4%	6.0%	11.0%	2.4%	6.1%	9.6%
Transportation and Warehousing	0.7%	1.7%	2.8%	0.7%	1.7%	2.3%
Information	0.2%	0.5%	0.6%	0.1%	0.4%	0.6%
Finance and Insurance	0.3%	1.0%	1.5%	0.4%	1.0%	1.5%
Real Estate and Rental and Leasing	0.4%	0.8%	0.3%	0.4%	0.8%	0.4%
Business Services	2.3%	6.2%	9.1%	2.3%	6.2%	9.3%
Educational Services	0.3%	1.1%	0.6%	0.3%	1.1%	0.6%
Health Care and Social Assistance	2.1%	6.9%	5.3%	2.1%	7.1%	5.5%
Leisure & Hospitality	3.9%	11.5%	5.3%	3.8%	11.5%	5.3%
Other Services (except Public Administration)	1.3%	2.3%	0.4%	1.4%	2.4%	0.5%
Public Administration	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Percent of Regional Hires	17.5%	47.2%	43.0%	17.7%	47.9%	41.3%

Percent of Hires from Unemployed Status						
	West North Central 2021-Q3			West North Central 2019-Q3		
	0-19	<500	500+	0-19	<500	500+
	Employees	Employees	Employees	Employees	Employees	Employees
All Industries	48.7%	44.1%	38.4%	46.8%	41.4%	35.3%
Construction	46.2%	39.5%	26.8%	44.6%	36.8%	21.6%
Manufacturing	46.9%	37.5%	33.7%	43.1%	35.5%	31.5%
Trade (Retail and Wholesale)	50.7%	44.9%	44.1%	48.2%	41.4%	41.1%
Business Services	45.0%	40.6%	36.2%	43.9%	38.4%	33.7%
Health, Social Services	41.7%	37.8%	31.7%	41.8%	35.9%	29.4%
Leisure & Hospitality	55.5%	53.6%	50.0%	52.5%	50.4%	45.6%

Percent of Hires from Other Jobs that Come from the West North Central Region						
	West North Central 2021-Q3			West North Central 2019-Q3		
	0-19	<500	500+	0-19	<500	500+
	Employees	Employees	Employees	Employees	Employees	Employees
All Industries	91.4%	90.6%	86.7%	91.0%	89.9%	85.6%
Construction	90.9%	87.9%	65.2%	90.5%	86.8%	62.5%
Manufacturing	91.3%	94.1%	89.2%	92.0%	91.6%	87.7%
Trade (Retail and Wholesale)	93.5%	94.3%	90.6%	93.1%	92.1%	89.3%
Business Services	89.5%	87.9%	85.0%	93.0%	87.6%	94.5%
Health, Social Services	93.8%	93.3%	87.8%	93.5%	93.0%	88.2%
Leisure & Hospitality	91.3%	91.6%	90.8%	91.1%	91.1%	89.6%

Quarterly Earnings by State for Selected Firm Sizes and Employee Types (in Dollars) and Percent Changes 19-Q3 to 21-Q3									
	West North Central 2021-Q3			West North Central 2019-Q3			Percent Change 21Q3/19Q3		
	0-19	<500	500+	0-19	<500	500+	0-19	<500	500+
	Employees	Employees	Employees	Employees	Employees	Employees	Employees	Employees	Employees
Retail Trade									
Iowa									
Hired from Nonemployment	4,259	5,265	3,971	3,489	3,840	3,176	22.1%	37.1%	25.0%
Job Stayer	8,966	11,950	9,623	8,068	10,243	7,960	11.1%	16.7%	20.9%
Hired from Another Job	7,805	9,306	7,488	6,346	7,600	6,011	23.0%	22.4%	24.6%
Kansas									
Hired from Nonemployment	4,426	4,730	4,856	3,768	4,292	3,776	17.5%	10.2%	28.6%
Job Stayer	8,442	11,207	9,619	7,656	9,721	8,320	10.3%	15.3%	15.6%
Hired from Another Job	7,039	8,388	7,771	6,277	7,790	6,351	12.1%	7.7%	22.4%
Minnesota									
Hired from Nonemployment	4,856	5,086	4,791	3,934	4,286	4,155	23.4%	18.7%	15.3%
Job Stayer	9,427	11,787	10,158	8,095	10,140	8,825	16.5%	16.2%	15.1%
Hired from Another Job	8,287	9,371	8,846	6,568	7,891	7,864	26.2%	18.8%	12.5%
Missouri									
Hired from Nonemployment	4,863	5,670	4,898	4,299	4,743	4,181	13.1%	19.5%	17.1%
Job Stayer	8,912	12,040	9,952	7,896	9,947	7,887	12.9%	21.0%	26.2%
Hired from Another Job	7,509	9,238	7,958	6,193	7,776	6,381	21.2%	18.8%	24.7%
Nebraska									
Hired from Nonemployment	4,078	4,654	4,287	3,358	4,095	3,271	21.4%	13.7%	31.1%
Job Stayer	8,594	11,582	9,314	7,833	10,092	7,880	9.7%	14.8%	18.2%
Hired from Another Job	7,309	8,257	8,612	6,159	7,793	6,380	18.7%	6.0%	35.0%
North Dakota									
Hired from Nonemployment	4,243	4,830	4,816	3,749	4,253	4,331	13.2%	13.6%	11.2%
Job Stayer	10,652	12,854	9,811	9,040	11,434	8,481	17.8%	12.4%	15.7%
Hired from Another Job	7,876	8,991	7,506	7,860	8,558	6,785	0.2%	5.1%	10.6%
South Dakota									
Hired from Nonemployment	4,244	4,364	4,292	4,319	4,089	3,158	-1.7%	6.7%	35.9%
Job Stayer	9,148	11,395	9,862	8,240	9,991	8,098	11.0%	14.1%	21.8%
Hired from Another Job	7,618	8,549	7,032	6,160	7,305	5,805	23.7%	17.0%	21.1%
Professional & Technical									
Iowa									
Hired from Nonemployment	10,864	12,105	15,511	9,869	11,078	15,474	10.1%	9.3%	0.2%
Job Stayer	14,359	18,151	24,709	13,218	16,395	22,166	8.6%	10.7%	11.5%
Hired from Another Job	13,565	16,549	24,338	13,801	15,497	18,365	-1.7%	6.8%	32.5%
Kansas									
Hired from Nonemployment	10,427	11,589	14,088	11,317	11,121	12,840	-7.9%	4.2%	9.7%
Job Stayer	14,911	17,871	23,375	13,792	16,241	20,573	8.1%	10.0%	13.6%
Hired from Another Job	14,076	17,878	21,538	12,440	14,625	17,906	13.2%	22.2%	20.3%
Minnesota									
Hired from Nonemployment	15,568	18,233	23,000	13,767	15,465	25,816	13.1%	17.9%	-10.9%
Job Stayer	17,682	22,992	31,215	16,609	20,870	28,437	6.5%	10.2%	9.8%
Hired from Another Job	18,781	21,868	30,587	16,454	19,282	30,339	14.1%	13.4%	0.8%
Missouri									
Hired from Nonemployment	11,746	13,031	16,732	12,254	12,584	16,617	-4.1%	3.6%	0.7%
Job Stayer	15,264	19,256	25,437	14,442	17,803	23,829	5.7%	8.2%	6.7%
Hired from Another Job	14,953	18,072	22,669	13,469	15,674	21,433	11.0%	15.3%	5.8%
Nebraska									
Hired from Nonemployment	13,265	13,541	15,794	9,735	11,139	14,355	36.3%	21.6%	10.0%
Job Stayer	15,003	19,088	22,152	13,911	17,401	21,597	7.8%	9.7%	2.6%
Hired from Another Job	14,434	17,598	20,241	13,388	15,737	17,981	7.8%	11.8%	12.6%
North Dakota									
Hired from Nonemployment	13,656	15,164	15,058	13,835	14,187	16,855	-1.3%	6.9%	-10.7%
Job Stayer	15,895	19,428	19,543	14,984	19,089	18,555	6.1%	1.8%	5.3%
Hired from Another Job	16,296	18,243	20,453	16,269	17,377	17,333	0.2%	5.0%	18.0%
South Dakota									
Hired from Nonemployment	12,863	16,379	20,702	7,868	9,118	13,837	63.5%	79.6%	49.6%
Job Stayer	14,547	17,510	24,981	13,158	15,635	20,068	10.6%	12.0%	24.5%
Hired from Another Job	14,586	20,039	21,645	13,548	15,093	20,209	7.7%	32.8%	7.1%

Quarterly Earnings by State for Selected Firm Sizes and Employee Types (in Dollars) and Percent Changes 19-Q3 to 21-Q3									
	West North Central 2021-Q3			West North Central 2019-Q3			Percent Change 21Q3/19Q3		
	0-19 Employees	<500 Employees	500+ Employees	0-19 Employees	<500 Employees	500+ Employees	0-19 Employees	<500 Employees	500+ Employees
Business Support Services									
Iowa									
Hired from Nonemployment	6,276	7,193	8,430	5,052	5,723	6,420	24.2%	25.7%	31.3%
Job Stayer	10,552	11,745	13,080	9,637	10,471	11,044	9.5%	12.2%	18.4%
Hired from Another Job	11,896	11,653	12,651	8,331	8,380	8,969	42.8%	39.1%	41.1%
Kansas									
Hired from Nonemployment	6,987	7,931	8,662	5,530	5,910	6,597	26.3%	34.2%	31.3%
Job Stayer	10,927	12,129	14,660	10,437	11,300	12,633	4.7%	7.3%	16.0%
Hired from Another Job	10,559	11,657	12,571	9,579	10,009	9,523	10.2%	16.5%	32.0%
Minnesota									
Hired from Nonemployment	8,452	9,367	10,482	6,181	7,414	8,744	36.7%	26.3%	19.9%
Job Stayer	11,856	13,558	15,592	10,787	12,513	13,522	9.9%	8.4%	15.3%
Hired from Another Job	11,242	13,191	15,025	10,193	11,097	10,891	10.3%	18.9%	38.0%
Missouri									
Hired from Nonemployment	7,150	7,412	8,151	6,250	6,241	6,027	14.4%	18.8%	35.2%
Job Stayer	10,732	11,957	14,183	10,083	10,957	12,224	6.4%	9.1%	16.0%
Hired from Another Job	9,616	11,014	12,486	8,351	8,928	8,963	15.1%	23.4%	39.3%
Nebraska									
Hired from Nonemployment	6,813	8,429	8,356	5,580	5,876	7,686	22.1%	43.4%	8.7%
Job Stayer	11,085	12,169	15,834	10,109	10,953	12,913	9.7%	11.1%	22.6%
Hired from Another Job	11,455	11,423	12,723	9,302	8,901	10,477	23.1%	28.3%	21.4%
North Dakota									
Hired from Nonemployment	7,128	6,846	7,039	7,045	5,814	7,197	1.2%	17.8%	-2.2%
Job Stayer	10,396	11,763	12,984	10,664	11,080	12,061	-2.5%	6.2%	7.7%
Hired from Another Job	11,280		15,242	11,090	9,935	10,629	1.7%		43.4%
South Dakota									
Hired from Nonemployment	6,309	7,852	11,200	4,529	5,480	6,866	39.3%	43.3%	63.1%
Job Stayer	10,247	11,493	15,186	9,144	10,859	10,744	12.1%	5.8%	41.3%
Hired from Another Job	9,772	11,826	16,041	7,058	8,423	9,125	38.5%	40.4%	75.8%
Health Care and Social Services									
Iowa									
Hired from Nonemployment	6,982	6,998	9,774	5,648	5,064	9,238	23.6%	38.2%	5.8%
Job Stayer	13,105	13,006	16,141	12,370	11,531	15,100	5.9%	12.8%	6.9%
Hired from Another Job	10,604	10,698	15,371	9,817	8,854	12,705	8.0%	20.8%	21.0%
Kansas									
Hired from Nonemployment	6,892	6,935	10,094	6,717	6,152	7,861	2.6%	12.7%	28.4%
Job Stayer	12,620	13,066	16,125	11,487	11,842	13,626	9.9%	10.3%	18.3%
Hired from Another Job	10,126	11,291	14,981	8,914	9,376	12,076	13.6%	20.4%	24.1%
Minnesota									
Hired from Nonemployment	8,253	7,973	11,102	7,220	6,761	10,111	14.3%	17.9%	9.8%
Job Stayer	11,674	12,866	19,867	11,134	11,339	17,897	4.9%	13.5%	11.0%
Hired from Another Job	10,249	11,354	17,362	9,410	9,529	17,634	8.9%	19.2%	-1.5%
Missouri									
Hired from Nonemployment	5,568	6,504	10,944	4,724	5,607	8,746	17.9%	16.0%	25.1%
Job Stayer	11,021	12,438	18,990	10,110	11,254	16,284	9.0%	10.5%	16.6%
Hired from Another Job	8,582	9,960	16,273	7,999	8,547	13,836	7.3%	16.5%	17.6%
Nebraska									
Hired from Nonemployment	6,886	7,801	13,562	6,702	6,153	9,918	2.7%	26.8%	36.7%
Job Stayer	13,273	14,061	18,101	11,946	12,365	15,961	11.1%	13.7%	13.4%
Hired from Another Job	10,253	11,246	16,758	8,126	8,867	13,487	26.2%	26.8%	24.3%
North Dakota									
Hired from Nonemployment	7,958	7,150	12,178	7,317	6,718	11,082	8.8%	6.4%	9.9%
Job Stayer	13,044	13,016	18,497	12,087	11,548	17,355	7.9%	12.7%	6.6%
Hired from Another Job	9,579	10,267	17,912	9,229	9,137	17,680	3.8%	12.4%	1.3%
South Dakota									
Hired from Nonemployment	7,435	7,560	13,506	8,396	6,488	11,866	-11.4%	16.5%	13.8%
Job Stayer	14,284	14,616	19,702	12,684	12,006	19,435	12.6%	21.7%	1.4%
Hired from Another Job	9,234	11,558	17,059	9,079	9,167	16,050	1.7%	26.1%	6.3%

Quarterly Earnings by State for Selected Firm Sizes and Employee Types (in Dollars) and Percent Changes 19-Q3 to 21-Q3									
	West North Central 2021-Q3			West North Central 2019-Q3			Percent Change 21Q3/19Q3		
	0-19 Employees	<500 Employees	500+ Employees	0-19 Employees	<500 Employees	500+ Employees	0-19 Employees	<500 Employees	500+ Employees
Accommodation & Food Service									
Iowa									
Hired from Nonemployment	3,050	3,120	4,204	2,438	2,426	3,243	25.1%	28.6%	29.6%
Job Stayer	5,390	6,144	8,005	4,476	5,145	6,841	20.4%	19.4%	17.0%
Hired from Another Job	4,785	5,211	6,385	4,133	4,282	5,246	15.8%	21.7%	21.7%
Kansas									
Hired from Nonemployment	3,120	3,248	3,642	2,453	2,666	3,013	27.2%	21.8%	20.9%
Job Stayer	5,464	6,135	7,280	4,616	5,286	6,418	18.4%	16.1%	13.4%
Hired from Another Job	4,912	5,326	6,308	3,932	4,360	5,682	24.9%	22.2%	11.0%
Minnesota									
Hired from Nonemployment	3,830	3,990	4,821	2,988	3,077	3,767	28.2%	29.7%	28.0%
Job Stayer	6,269	7,298	8,513	5,193	6,335	7,639	20.7%	15.2%	11.4%
Hired from Another Job	5,855	6,479	7,875	4,858	5,375	6,152	20.5%	20.5%	28.0%
Missouri									
Hired from Nonemployment	4,012	3,882	4,514	3,067	2,927	3,262	30.8%	32.6%	38.4%
Job Stayer	6,367	6,951	7,924	5,186	5,765	6,825	22.8%	20.6%	16.1%
Hired from Another Job	5,856	6,127	7,241	4,531	4,706	5,769	29.2%	30.2%	25.5%
Nebraska									
Hired from Nonemployment	3,176	3,270	3,624	2,691	2,693	3,096	18.0%	21.4%	17.1%
Job Stayer	5,627	6,425	6,957	4,816	5,473	6,238	16.8%	17.4%	11.5%
Hired from Another Job	4,723	5,412	6,050	4,102	4,398	5,056	15.1%	23.1%	19.7%
North Dakota									
Hired from Nonemployment	3,555	3,742	4,192	3,158	3,193	3,245	12.6%	17.2%	29.2%
Job Stayer	5,758	7,151	8,101	5,163	6,127	6,832	11.5%	16.7%	18.6%
Hired from Another Job	5,574	5,882	6,697	4,469	5,039	5,106	24.7%	16.7%	31.2%
South Dakota									
Hired from Nonemployment	3,512	3,428	3,461	2,768	2,714	3,157	26.9%	26.3%	9.6%
Job Stayer	6,251	7,309	7,150	5,198	6,090	6,181	20.3%	20.0%	15.7%
Hired from Another Job	5,711	5,941	6,337	4,250	4,558	5,265	34.4%	30.3%	20.4%

Percent of All New Hires by Industry and Selected Firm Age						
Industry / Firm Age	West North Central			West North Central		
	2021-Q3			2019-Q3		
	0-1 Year	2-3 Years	0-3 Years	0-1 Year	2-3 Years	0-3 Years
Agriculture, Forestry, Fishing & Hunting	0.1%	0.1%	0.2%	0.1%	0.1%	0.2%
Mining, Quarrying, & Oil & Gas Extraction	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%
Utilities	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Construction	0.5%	0.3%	0.8%	0.5%	0.4%	0.8%
Manufacturing	0.3%	0.2%	0.4%	0.1%	0.2%	0.3%
Trade	0.6%	0.4%	1.0%	0.5%	0.4%	0.9%
Transportation and Warehousing	0.3%	0.2%	0.5%	0.3%	0.1%	0.4%
Information	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%
Finance and Insurance	0.1%	0.1%	0.2%	0.1%	0.1%	0.1%
Real Estate and Rental and Leasing	0.1%	0.1%	0.2%	0.1%	0.1%	0.2%
Business Services	0.5%	0.6%	1.2%	0.6%	0.6%	1.2%
Educational Services	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%
Health Care and Social Assistance	0.8%	0.8%	1.6%	1.0%	0.7%	1.7%
Leisure & Hospitality	1.6%	1.2%	2.9%	1.7%	1.2%	2.9%
Other Services (except Public Administration)	0.3%	0.2%	0.5%	0.4%	0.2%	0.5%
Public Administration	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Percent of Regional Hires	5.4%	4.2%	9.7%	5.5%	4.0%	9.5%

Percent of Hires from Unemployed Status						
	West North Central			West North Central		
	2021-Q3			2019-Q3		
	0-1 Year	2-3 Years	0-3 Years	0-1 Year	2-3 Years	0-3 Years
All Industries	45.0%	44.2%	44.7%	42.4%	42.0%	42.2%
Construction	45.5%	44.0%	44.9%	43.8%	40.5%	42.4%
Manufacturing	39.0%	39.8%	39.3%	37.1%	35.9%	36.5%
Trade (Retail and Wholesale)	45.7%	47.0%	46.2%	44.5%	42.1%	43.5%
Business Services	42.0%	39.8%	40.8%	40.1%	38.4%	39.3%
Health, Social Services	40.4%	35.7%	38.0%	36.9%	36.8%	36.8%
Leisure & Hospitality	50.9%	52.8%	51.7%	46.1%	48.0%	46.9%

Distribution of New Hires by Industry and Firm Size						
Industry / Firm Size	South Atlantic 2021-Q3			South Atlantic 2019-Q3		
	0-19 Employees	<500 Employees	500+ Employees	0-19 Employees	<500 Employees	500+ Employees
Agriculture, Forestry, Fishing and Hunting	0.2%	0.4%	0.1%	0.2%	0.4%	0.1%
Mining, Quarrying, and Oil and Gas Extraction	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%
Utilities	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%
Construction	1.8%	3.9%	1.4%	2.1%	4.5%	1.7%
Manufacturing	0.6%	2.3%	2.8%	0.6%	2.1%	2.6%
Trade	2.4%	5.2%	11.5%	2.3%	5.3%	10.1%
Transportation and Warehousing	0.5%	1.4%	3.1%	0.5%	1.3%	2.6%
Information	0.2%	0.5%	1.0%	0.1%	0.4%	0.9%
Finance and Insurance	0.4%	0.8%	1.8%	0.4%	0.8%	1.7%
Real Estate and Rental and Leasing	0.4%	0.9%	0.7%	0.4%	0.9%	0.7%
Business Services	3.0%	8.4%	12.5%	3.0%	8.3%	12.9%
Educational Services	0.4%	1.3%	0.8%	0.4%	1.4%	0.8%
Health Care and Social Assistance	2.2%	5.5%	4.7%	2.1%	5.6%	5.5%
Leisure & Hospitality	3.7%	10.9%	7.8%	3.6%	11.1%	7.8%
Other Services (except Public Administration)	1.4%	2.3%	0.7%	1.4%	2.5%	0.8%
Public Administration	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Percent of Regional Hires	17.2%	43.9%	49.3%	17.1%	44.7%	48.2%

Percent of Hires Coming from Unemployed Status						
	South Atlantic 2021-Q3			South Atlantic 2019-Q3		
	0-19 Employees	<500 Employees	500+ Employees	0-19 Employees	<500 Employees	500+ Employees
All Industries	52.9%	47.2%	40.8%	50.0%	44.1%	38.1%
Construction	52.7%	45.1%	35.2%	50.8%	42.3%	31.7%
Manufacturing	51.6%	41.1%	30.4%	47.3%	37.1%	29.0%
Trade (Retail and Wholesale)	55.6%	47.8%	46.4%	51.9%	43.6%	42.4%
Business Services	49.4%	43.4%	38.5%	47.8%	41.0%	35.4%
Health, Social Services	46.0%	41.5%	32.5%	44.0%	38.7%	36.9%
Leisure & Hospitality	57.7%	55.4%	51.6%	53.6%	51.4%	46.9%

Percent of Hires from Other Jobs in the South Atlantic Region						
	South Atlantic 2021-Q3			South Atlantic 2019-Q3		
	0-19 Employees	<500 Employees	500+ Employees	0-19 Employees	<500 Employees	500+ Employees
All Industries	91.1%	90.6%	87.7%	91.9%	91.4%	88.5%
Construction	91.5%	90.5%	83.8%	92.8%	91.3%	84.7%
Manufacturing	91.1%	92.5%	90.7%	92.6%	93.1%	90.6%
Trade (Retail and Wholesale)	91.7%	91.2%	89.6%	92.5%	92.1%	89.6%
Business Services	88.9%	88.4%	87.6%	90.2%	90.0%	89.4%
Health, Social Services	92.6%	92.1%	87.0%	92.7%	92.5%	88.0%
Leisure & Hospitality	92.3%	92.3%	90.1%	92.2%	92.3%	89.7%

Earnings by Selected Firm Size and Employee Types									
	South Atlantic 2021-Q3			South Atlantic 2019-Q3			Percent Change 21Q3/19Q3		
	0-19 Employees	<500 Employees	500+ Employees	0-19 Employees	<500 Employees	500+ Employees	0-19 Employees	<500 Employees	500+ Employees
Retail Trade									
Delaware									
Hired from Nonemployment	5,573	9,048	4,629	4,632	5,562	3,649	20.3%	62.7%	26.9%
Job Stayer	11,313	13,274	9,667	8,317	10,707	8,165	36.0%	24.0%	18.4%
Hired from Another Job	8,484	9,797	8,619	6,307	8,605	6,767	34.5%	13.9%	27.4%
District of Columbia									
Hired from Nonemployment	6,650	6,571	7,220	6,362	6,974	5,521	4.5%	-5.8%	30.8%
Job Stayer	10,849	12,083	13,187	9,388	10,731	12,138	15.6%	12.6%	8.6%
Hired from Another Job	10,056		12,526	6,801	11,186	10,252	47.9%		22.2%
Florida									
Hired from Nonemployment	6,923	7,783	5260	5,551	6,428	4,104	24.7%	21.1%	28.2%
Job Stayer	10,474	14,286	10717	8,751	11,024	8,873	19.7%	29.6%	20.8%
Hired from Another Job	10,061	12,298	9301	8,926	9,539	7,575	12.7%	28.9%	22.8%
Georgia									
Hired from Nonemployment	7,273	7,456	5,339	4,965	5,471	3,857	46.5%	36.3%	38.4%
Job Stayer	9,442	13,456	11,566	7,924	10,717	9,121	19.2%	25.6%	26.8%
Hired from Another Job	9,661	10,803	9,380	7,373	9,019	7,253	31.0%	19.8%	29.3%
Maryland									
Hired from Nonemployment	5,955	6,587	5,318	4,960	5,459	4,140	20.1%	20.7%	28.5%
Job Stayer	9,974	13,581	11,074	8,674	11,364	9,537	15.0%	19.5%	16.1%
Hired from Another Job	9,004	11,537	9,809	7,278	9,484	8,004	23.7%	21.6%	22.6%
North Carolina									
Hired from Nonemployment	5,060	6,067	4,844	4,404	4,758	3,625	14.9%	27.5%	33.6%
Job Stayer	9,304	12,471	10,241	8,133	10,126	9,016	14.4%	23.2%	13.6%
Hired from Another Job	9,187	10,496	8,627	6,513	8,244	7,281	41.1%	27.3%	18.5%
South Carolina									
Hired from Nonemployment	5,176	5,881	4,611	4,603	4,927	3,616	12.4%	19.4%	27.5%
Job Stayer	9,382	12,616	9,296	8,054	10,021	8,275	16.5%	25.9%	12.3%
Hired from Another Job	7,806	9,673	7,947	6,607	8,308	6,927	18.1%	16.4%	14.7%
Virginia									
Hired from Nonemployment	5,881	6,751	5,137	4,514	5,486	3,819	30.3%	23.1%	34.5%
Job Stayer	9,414	13,015	10,566	7,998	10,529	9,055	17.7%	23.6%	16.7%
Hired from Another Job	8,250	10,669	9,191	6,695	8,787	7,262	23.2%	21.4%	26.6%
West Virginia									
Hired from Nonemployment	4,247	4,948	4,571	3,995	4,311	3,756	6.3%	14.8%	21.7%
Job Stayer	8,270	10,782	8,937	7,485	9,191	8,000	10.5%	17.3%	11.7%
Hired from Another Job	6,931	8,301	7,887	7,279	7,768	6,384	-4.8%	6.9%	23.5%
Professional & Technical									
Delaware									
Hired from Nonemployment	18,811	18,821	18,359	16,357	16,728	21,195	15.0%	12.5%	-13.4%
Job Stayer	20,165	23,819	28,464	16,948	21,435	26,338	19.0%	11.1%	8.1%
Hired from Another Job	19,283	22,052	28,751	17,368	20,100	25,474	11.0%	9.7%	12.9%
District of Columbia									
Hired from Nonemployment	26,015	26,031	31,578	19,161	21,559	28,308	35.8%	20.7%	11.6%
Job Stayer	31,035	34,173	42,520	29,360	31,430	38,599	5.7%	8.7%	10.2%
Hired from Another Job	25,962	30,841	39,062	26,184	25,174	30,731	-0.8%	22.5%	27.1%
Florida									
Hired from Nonemployment	14,453	15,233	16376	12,984	13,117	14,249	11.3%	16.1%	14.9%
Job Stayer	17,116	20,475	26429	15,582	18,446	23,220	9.8%	11.0%	13.8%
Hired from Another Job	17,550	20,309	27234	14,247	17,020	21,852	23.2%	19.3%	24.6%
Georgia									
Hired from Nonemployment	13,185	14,941	20,002	13,360	13,974	19,249	-1.3%	6.9%	3.9%
Job Stayer	17,140	21,198	28,688	15,859	19,433	26,517	8.1%	9.1%	8.2%
Hired from Another Job	16,919	19,902	24,440	15,272	17,587	21,891	10.8%	13.2%	11.6%
Maryland									
Hired from Nonemployment	16,427	17,850	20,946	15,127	16,227	19,067	8.6%	10.0%	9.9%
Job Stayer	21,602	28,024	31,319	19,811	23,474	27,922	9.0%	19.4%	12.2%
Hired from Another Job	23,106	24,205	28,686	21,169	22,338	25,861	9.2%	8.4%	10.9%

Earnings by Selected Firm Size and Employee Types									
	South Atlantic 2021-Q3			South Atlantic 2019-Q3			Percent Change 21Q3/19Q3		
	0-19 Employees	<500 Employees	500+ Employees	0-19 Employees	<500 Employees	500+ Employees	0-19 Employees	<500 Employees	500+ Employees
North Carolina									
Hired from Nonemployment	15,240	15,454	17,370	11,556	12,719	15,143	31.9%	21.5%	14.7%
Job Stayer	16,761	20,770	29,435	15,242	18,545	25,129	10.0%	12.0%	17.1%
Hired from Another Job	18,561	21,805	25,899	15,414	17,864	22,507	20.4%	22.1%	15.1%
South Carolina									
Hired from Nonemployment	12,696	13,979	15,653	10,293	11,685	14,567	23.3%	19.6%	7.5%
Job Stayer	16,066	18,999	24,280	14,609	17,054	22,397	10.0%	11.4%	8.4%
Hired from Another Job	16,260	19,482	25,381	14,594	15,523	21,111	11.4%	25.5%	20.2%
Virginia									
Hired from Nonemployment	16,092	19,001	22,575	15,855	17,202	20,818	1.5%	10.5%	8.4%
Job Stayer	21,522	26,554	32,563	19,819	24,173	30,221	8.6%	9.8%	7.7%
Hired from Another Job	23,627	25,075	31,071	20,731	22,640	27,065	14.0%	10.8%	14.8%
West Virginia									
Hired from Nonemployment	9,404	11,039	12,514	9,013	10,984	13,670	4.3%	0.5%	-8.5%
Job Stayer	13,447	16,256	19,598	12,458	15,197	18,762	7.9%	7.0%	4.5%
Hired from Another Job	12,000	15,567	18,372	13,554	14,288	16,491	-11.5%	9.0%	11.4%
Business Support Services									
Delaware									
Hired from Nonemployment	8,891	9,103	10,042	5,733	6,901	7,154	55.1%	31.9%	40.4%
Job Stayer	30,629	20,482	14,182	10,630	11,931	11,800	188.1%	71.7%	20.2%
Hired from Another Job	10,533	13,152	14,687	7,856	10,533	11,433	34.1%	24.9%	28.5%
District of Columbia									
Hired from Nonemployment	11,204	10,269	12,481	11,799	10,565	11,131	-5.0%	-2.8%	12.1%
Job Stayer	17,654	16,254	17,860	16,608	14,754	15,337	6.3%	10.2%	16.5%
Hired from Another Job	15,787	15,419	20,390	13,780	15,492	15,525	14.6%	-0.5%	31.3%
Florida									
Hired from Nonemployment	8,001	8,600	8313	6,981	6,975	6,449	14.6%	23.3%	28.9%
Job Stayer	11,387	12,829	13662	10,197	11,065	11,571	11.7%	15.9%	18.1%
Hired from Another Job	11,963	13,833	13901	9,357	9,995	9,384	27.9%	38.4%	48.1%
Georgia									
Hired from Nonemployment	9,631	9,698	8,697	7,456	7,375	6,657	29.2%	31.5%	30.6%
Job Stayer	12,104	13,106	15,296	11,103	11,787	12,838	9.0%	11.2%	19.1%
Hired from Another Job	13,094	12,626	12,517	9,969	9,751	9,479	31.3%	29.5%	32.0%
Maryland									
Hired from Nonemployment	8,830	9,091	11,114	7,381	7,044	7,875	19.6%	29.1%	41.1%
Job Stayer	13,334	14,228	15,621	11,763	12,510	13,627	13.4%	13.7%	14.6%
Hired from Another Job	13,237	13,622	16,466	10,825	11,158	12,262	22.3%	22.1%	34.3%
North Carolina									
Hired from Nonemployment	7,769	8,357	8,854	6,658	6,701	7,069	16.7%	24.7%	25.3%
Job Stayer	11,030	12,513	14,562	10,118	11,273	12,178	9.0%	11.0%	19.6%
Hired from Another Job	10,900	12,233	14,104	9,081	9,840	10,477	20.0%	24.3%	34.6%
South Carolina									
Hired from Nonemployment	7,377	7,617	7,691	6,141	6,929	6,046	20.1%	9.9%	27.2%
Job Stayer	11,022	11,912	13,050	9,581	10,659	11,262	15.0%	11.8%	15.9%
Hired from Another Job	9,758	10,523	10,857	8,316	9,218	8,003	17.3%	14.2%	35.7%
Virginia									
Hired from Nonemployment	7,937	8,530	10,580	7,305	7,282	8,531	8.7%	17.1%	24.0%
Job Stayer	11,571	13,236	16,933	10,534	11,967	14,549	9.8%	10.6%	16.4%
Hired from Another Job	11,023	12,617	16,099	8,617	10,298	12,036	27.9%	22.5%	33.8%
West Virginia									
Hired from Nonemployment	6,033	6,882	8,739	5,447	7,826	6,887	10.8%	-12.1%	26.9%
Job Stayer	9,427	10,517	12,794	8,802	10,018	11,914	7.1%	5.0%	7.4%
Hired from Another Job	9,575	10,694	13,153	8,789	9,463	8,866	8.9%	13.0%	48.4%
Health Care and Social Services									
Delaware									
Hired from Nonemployment	7,380	8,349	13,853	5,707	7,055	9,051	29.3%	18.3%	53.1%
Job Stayer	16,035	15,069	18,052	12,209	13,170	18,644	31.3%	14.4%	-3.2%

Earnings by Selected Firm Size and Employee Types									
	South Atlantic 2021-Q3			South Atlantic 2019-Q3			Percent Change 21Q3/19Q3		
	0-19	<500	500+	0-19	<500	500+	0-19	<500	500+
	Employees	Employees	Employees	Employees	Employees	Employees	Employees	Employees	Employees
Hired from Another Job	12,224	12,631	19,781	9,586	10,378	16,897	27.5%	21.7%	17.1%
District of Columbia									
Hired from Nonemployment	13,697	12,736	17,228	10,236	9,580	14,588	33.8%	32.9%	18.1%
Job Stayer	16,950	16,410	25,027	15,628	13,661	21,434	8.5%	20.1%	16.8%
Hired from Another Job	15,552	17,123	23,894	12,375	12,752	20,971	25.7%	34.3%	13.9%
Florida									
Hired from Nonemployment	9,093	9,050	11,472	8,295	7,982	9,668	9.6%	13.4%	18.7%
Job Stayer	14,650	15,521	18,790	13,521	13,816	15,512	8.3%	12.3%	21.1%
Hired from Another Job	12,827	13,447	17,195	10,867	11,282	13,936	18.0%	19.2%	23.4%
Georgia									
Hired from Nonemployment	8,408	8,368	11,741	9,753	8,529	17,657	-13.8%	-1.9%	-33.5%
Job Stayer	15,239	15,229	19,397	13,168	13,333	16,807	15.7%	14.2%	15.4%
Hired from Another Job	11,780	12,682	16,563	10,087	10,304	14,016	16.8%	23.1%	18.2%
Maryland									
Hired from Nonemployment	9,698	9,040	13,631	8,486	7,497	9,532	14.3%	20.6%	43.0%
Job Stayer	15,760	15,785	18,422	13,986	13,969	16,121	12.7%	13.0%	14.3%
Hired from Another Job	13,014	13,283	18,166	10,677	11,579	16,287	21.9%	14.7%	11.5%
North Carolina									
Hired from Nonemployment	8,309	7,920	11,242	7,611	6,718	9,441	9.2%	17.9%	19.1%
Job Stayer	13,844	13,882	18,330	12,675	12,332	14,828	9.2%	12.6%	23.6%
Hired from Another Job	11,054	12,053	15,840	10,251	10,342	13,870	7.8%	16.5%	14.2%
South Carolina									
Hired from Nonemployment	8,886	7,822	10,270	8,402	6,988	8,189	5.8%	11.9%	25.4%
Job Stayer	13,661	13,760	18,267	12,664	12,342	15,272	7.9%	11.5%	19.6%
Hired from Another Job	12,477	12,406	17,396	9,734	10,209	13,950	28.2%	21.5%	24.7%
Virginia									
Hired from Nonemployment	7,719	8,166	11,966	6,953	7,273	10,324	11.0%	12.3%	15.9%
Job Stayer	13,064	14,714	18,734	11,991	13,323	15,925	8.9%	10.4%	17.6%
Hired from Another Job	10,980	12,725	16,984	9,314	10,013	14,673	17.9%	27.1%	15.8%
West Virginia									
Hired from Nonemployment	7,954	7,096	11,045	6,497	5,907	8,996	22.4%	20.1%	22.8%
Job Stayer	11,298	11,868	17,535	11,586	11,162	15,612	-2.5%	6.3%	12.3%
Hired from Another Job	10,100	11,578	16,064	8,656	9,140	13,241	16.7%	26.7%	21.3%
Accommodation & Food Service									
Delaware									
Hired from Nonemployment	4,200	3,955	4,296	3,150	3,027	3,874	33.3%	30.7%	10.9%
Job Stayer	7,185	8,225	8,022	5,676	6,225	7,904	26.6%	32.1%	1.5%
Hired from Another Job	5,464	6,204	6,847	4,706	4,618	6,324	16.1%	34.3%	8.3%
District of Columbia									
Hired from Nonemployment	7,950	8,556	9,267	5,848	6,255	6,528	35.9%	36.8%	42.0%
Job Stayer	10,031	11,979	12,995	8,099	9,423	11,520	23.9%	27.1%	12.8%
Hired from Another Job	10,501	11,397	12,295	8,480	9,162	11,791	23.8%	24.4%	4.3%
Florida									
Hired from Nonemployment	5,172	5,208	5,517	3,906	3,737	4,070	32.4%	39.4%	35.6%
Job Stayer	7,835	8,569	10,228	6,255	6,757	7,766	25.3%	26.8%	31.7%
Hired from Another Job	7,952	7,848	8,819	5,970	5,954	6,628	33.2%	31.8%	33.1%
Georgia									
Hired from Nonemployment	4,626	4,185	4,637	4,513	3,558	3,605	2.5%	17.6%	28.6%
Job Stayer	6,773	7,102	8,311	5,383	5,794	7,238	25.8%	22.6%	14.8%
Hired from Another Job	6,505	6,428	7,582	4,764	4,928	5,985	36.5%	30.4%	26.7%
Maryland									
Hired from Nonemployment	4,911	4,882	5,829	3,675	3,602	4,029	33.6%	35.5%	44.7%
Job Stayer	7,610	8,160	9,640	5,962	6,672	8,494	27.6%	22.3%	13.5%
Hired from Another Job	6,842	7,202	7,985	5,317	5,599	7,099	28.7%	28.6%	12.5%
North Carolina									
Hired from Nonemployment	3,988	3,868	4,257	2,922	2,766	3,017	36.5%	39.8%	41.1%
Job Stayer	6,531	6,942	8,134	5,234	5,669	6,792	24.8%	22.5%	19.8%
Hired from Another Job	5,796	6,072	6,712	4,594	4,778	5,631	26.2%	27.1%	19.2%

Earnings by Selected Firm Size and Employee Types									
	South Atlantic 2021-Q3			South Atlantic 2019-Q3			Percent Change 21Q3/19Q3		
	0-19	<500	500+	0-19	<500	500+	0-19	<500	500+
	Employees	Employees	Employees	Employees	Employees	Employees	Employees	Employees	Employees
South Carolina									
Hired from Nonemployment	3,976	3,875	3,038	3,081	2,905	3,655	29.0%	33.4%	-16.9%
Job Stayer	6,415	7,199	7,295	5,240	5,932	6,534	22.4%	21.4%	11.6%
Hired from Another Job	5,873	6,250	7,585	4,955	4,979	5,457	18.5%	25.5%	39.0%
Virginia									
Hired from Nonemployment	4,658	4,401	4,786	3,363	3,270	3,392	38.5%	34.6%	41.1%
Job Stayer	7,200	7,642	8,471	5,655	6,204	7,076	27.3%	23.2%	19.7%
Hired from Another Job	6,272	6,701	7,250	5,019	5,145	6,070	25.0%	30.2%	19.4%
West Virginia									
Hired from Nonemployment	3,610	3,566	4,279	2,886	2,978	3,659	25.1%	19.7%	16.9%
Job Stayer	5,325	5,834	7,606	4,486	5,007	6,919	18.7%	16.5%	9.9%
Hired from Another Job	4,554	4,985	5,724	3,936	4,105	5,128	15.7%	21.4%	11.6%

Percent of All New Hires by Industry and Selected Firm Age						
Industry / Firm Age	South Atlantic 2021-Q3			South Atlantic 2019-Q3		
	0-1 Year	2-3 Years	0-3 Years	0-1 Year	2-3 Years	0-3 Years
Agriculture, Forestry, Fishing and Hunting	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%
Mining, Quarrying, and Oil and Gas Extraction	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Utilities	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Construction	0.5%	0.3%	0.9%	0.6%	0.4%	1.0%
Manufacturing	0.2%	0.2%	0.4%	0.2%	0.2%	0.4%
Trade	0.8%	0.5%	1.3%	0.7%	0.5%	1.2%
Transportation and Warehousing	0.3%	0.2%	0.6%	0.4%	0.1%	0.5%
Information	0.1%	0.1%	0.2%	0.1%	0.1%	0.1%
Finance and Insurance	0.1%	0.1%	0.2%	0.1%	0.1%	0.2%
Real Estate and Rental and Leasing	0.2%	0.1%	0.3%	0.1%	0.1%	0.2%
Business Services	1.1%	1.0%	2.2%	1.1%	0.4%	1.5%
Educational Services	0.1%	0.1%	0.2%	0.2%	0.1%	0.3%
Health Care and Social Assistance	0.9%	0.6%	1.5%	0.7%	0.5%	1.3%
Leisure & Hospitality	2.0%	1.4%	3.4%	2.1%	1.4%	3.5%
Other Services (except Public Administration)	0.4%	0.3%	0.7%	0.5%	0.3%	0.7%
Public Administration	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Percent of Regional Hires	6.9%	5.0%	11.9%	6.9%	4.7%	11.6%
Percent of Hires Coming from Unemployed Status						
	South Atlantic 2021-Q3			South Atlantic 2019-Q3		
	0-1 Year	2-3 Years	0-3 Years	0-1 Year	2-3 Years	0-3 Years
All Industries	48.0%	47.6%	47.8%	45.7%	44.3%	45.1%
Construction	49.3%	48.3%	48.9%	50.4%	44.7%	48.1%
Manufacturing	46.6%	40.7%	44.0%	38.8%	36.8%	37.9%
Trade (Retail and Wholesale)	48.2%	48.7%	48.4%	46.7%	45.7%	46.3%
Business Services	46.6%	44.8%	45.7%	45.7%	41.4%	43.7%
Health, Social Services	40.9%	40.9%	40.9%	39.8%	37.8%	38.9%
Leisure & Hospitality	51.3%	54.3%	52.5%	47.0%	49.8%	48.1%

Distribution of New Hires by Industry and Firm Size						
Industry / Firm Size	East South Central 2021-Q3			East South Central 2019-Q3		
	0-19	<500	500+	0-19	<500	500+
	Employees	Employees	Employees	Employees	Employees	Employees
Agriculture, Forestry, Fishing & Hunting	0.2%	0.4%	0.0%	0.3%	0.5%	0.0%
Mining, Quarrying, & Oil & Gas Extraction	0.0%	0.1%	0.1%	0.0%	0.2%	0.2%
Utilities	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%
Construction	1.5%	3.5%	1.0%	1.8%	4.1%	1.3%
Manufacturing	0.8%	3.7%	5.4%	0.8%	3.8%	5.2%
Trade	2.3%	5.4%	11.6%	2.5%	6.1%	10.0%
Transportation and Warehousing	0.5%	1.4%	4.5%	0.5%	1.5%	3.2%
Information	0.1%	0.3%	0.5%	0.1%	0.3%	0.4%
Finance and Insurance	0.3%	0.8%	1.4%	0.3%	0.7%	1.1%
Real Estate & Rental & Leasing	0.3%	0.7%	0.4%	0.3%	0.7%	0.4%
Business Services	2.0%	5.9%	11.8%	2.0%	6.3%	13.5%
Educational Services	0.2%	0.6%	0.4%	0.2%	0.6%	0.4%
Health Care & Social Assistance	1.7%	5.2%	8.1%	1.8%	5.5%	4.4%
Leisure & Hospitality	3.1%	9.9%	6.7%	3.3%	11.3%	7.3%
Other Services (except Public Administration)	1.0%	1.6%	0.5%	1.1%	1.8%	0.5%
Public Administration	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Percent of Regional Hires	14.1%	39.6%	52.6%	15.0%	43.4%	48.0%
Percent of Hires from Unemployed Status						
	East South Central 2021-Q3			East South Central 2019-Q3		
	0-19	<500	500+	0-19	<500	500+
	Employees	Employees	Employees	Employees	Employees	Employees
All Industries	51.4%	45.9%	42.8%	49.1%	43.6%	36.4%
Construction	49.9%	42.0%	32.9%	49.5%	41.1%	24.0%
Manufacturing	47.9%	39.3%	30.0%	44.6%	35.9%	27.9%
Trade (Retail and Wholesale)	55.0%	48.0%	43.7%	51.8%	44.4%	41.4%
Business Services	47.8%	42.7%	38.4%	46.2%	40.1%	35.6%
Health, Social Services	46.0%	40.8%	59.3%	42.8%	37.9%	30.3%
Leisure & Hospitality	56.2%	54.0%	49.5%	54.0%	52.2%	47.1%
Percent of Hires from Other Jobs that Come from East South Central Region						
	East South Central 2021-Q3			East South Central 2019-Q3		
	0-19	<500	500+	0-19	<500	500+
	Employees	Employees	Employees	Employees	Employees	Employees
All Industries	86.6%	85.3%	82.5%	86.7%	85.1%	82.1%
Construction	84.7%	78.8%	61.2%	83.3%	77.3%	53.3%
Manufacturing	84.9%	88.0%	87.0%	84.5%	87.5%	85.1%
Trade (Retail and Wholesale)	88.6%	87.3%	85.7%	88.0%	87.0%	83.8%
Business Services	83.7%	81.7%	82.7%	85.2%	83.8%	84.3%
Health, Social Services	90.0%	88.9%	81.0%	90.2%	89.0%	84.7%
Leisure & Hospitality	87.0%	87.5%	86.9%	87.6%	86.9%	85.8%

Quarterly Earnings by State and for Selected Firm Size and Employee Types (in Dollars) and Percent Change from 19-Q3 to 21-Q3

	East South Central			East South Central			Percent Change 21Q3/19Q3		
	0-19	2021-Q3	500+	0-19	2019-Q3	500+	0-19	<500	500+
	Employees	<500 Employees	Employees	Employees	<500 Employees	Employees	Employees	Employees	Employees
Retail Trade									
Alabama									
Hired from Nonemployment	4,769	5,159	4,780	4,209	4,439	3,620	13.3%	16.2%	32.0%
Job Stayer	9,021	12,146	9,420	7,888	9,716	7,689	14.4%	25.0%	22.5%
Hired from Another Job	7,455	9,018	7,516	5,991	7,500	6,330	24.4%	20.2%	18.7%
Kentucky									
Hired from Nonemployment	4,848	5,530	4,796	4,586	5,228	3,820	5.7%	5.8%	25.5%
Job Stayer	8,710	11,972	9,123	7,778	9,884	8,035	12.0%	21.1%	13.5%
Hired from Another Job	7,677	9,289	7,589	6,741	8,242	6,570	13.9%	12.7%	15.5%
Professional & Technical									
Alabama									
Hired from Nonemployment	9,608	12,787	17,139	10,963	12,633	18,178	-12.4%	1.2%	-5.7%
Job Stayer	15,481	20,380	24,690	14,087	18,223	21,688	9.9%	11.8%	13.8%
Hired from Another Job	14,081	18,234	24,652	12,400	16,673	21,411	13.6%	9.4%	15.1%
Kentucky									
Hired from Nonemployment	12,098	13,469	13,451	9,853	10,803	11,924	22.8%	24.7%	12.8%
Job Stayer	14,357	18,974	21,112	13,105	16,429	19,779	9.6%	15.5%	6.7%
Hired from Another Job	14,194	16,093	18,639	11,706	13,435	16,473	21.3%	19.8%	13.1%
Business Support Services									
Alabama									
Hired from Nonemployment	7,500	7,506	6,814	5,350	5,806	5,138	40.2%	29.3%	32.6%
Job Stayer	10,617	11,680	11,133	9,309	9,967	8,960	14.1%	17.2%	24.3%
Hired from Another Job	10,155	10,793	10,703	7,781	8,245	7,312	30.5%	30.9%	46.4%
Kentucky									
Hired from Nonemployment	7,587	7,908	8,335	6,732	6,330	5,983	12.7%	24.9%	39.3%
Job Stayer	10,793	11,867	11,513	9,853	10,625	10,177	9.5%	11.7%	13.1%
Hired from Another Job	10,102	10,666	11,604	9,259	9,024	7,748	9.1%	18.2%	49.8%
Health Care and Social Services									
Alabama									
Hired from Nonemployment	7,025	7,247	10,694	6,661	7,011	12,373	5.5%	3.4%	-13.6%
Job Stayer	14,183	15,559	16,279	11,600	11,662	13,069	22.3%	33.4%	24.6%
Hired from Another Job	9,625	11,013	15,395	8,826	9,422	11,762	9.1%	16.9%	30.9%
Kentucky									
Hired from Nonemployment	7,345	7,679	19,254	7,144	6,769	8,662	2.8%	13.4%	122.3%
Job Stayer	12,003	13,388	17,075	10,922	11,998	14,529	9.9%	11.6%	17.5%
Hired from Another Job	9,667	11,178	16,023	9,145	9,325	12,494	5.7%	19.9%	28.2%
Accommodation & Food Service									
Alabama									
Hired from Nonemployment	3,738	3,644	4,009	2,852	2,852	3,232	31.1%	27.8%	24.0%
Job Stayer	6,008	6,614	7,558	4,925	5,464	6,156	22.0%	21.0%	22.8%
Hired from Another Job	5,402	5,567	6,262	4,228	4,351	5,093	27.8%	27.9%	23.0%
Kentucky									
Hired from Nonemployment	3,746	3,703	4,167	2,991	2,817	3,135	25.2%	31.5%	32.9%
Job Stayer	5,823	6,476	8,019	4,899	5,438	6,839	18.9%	19.1%	17.3%
Hired from Another Job	5,563	5,759	6,752	4,454	4,530	5,645	24.9%	27.1%	19.6%

Percent of All New Hires by Selected Firm Age						
Industry / Firm Size	East South Central 2021-Q3			East South Central 2019-Q3		
	0-1 Year	2-3 Years	0-3 Years	0-1 Year	2-3 Years	0-3 Years
Agriculture, Forestry, Fishing and Hunting	0.0%	0.0%	0.1%	0.1%	0.1%	0.1%
Mining, Quarrying, & Oil & Gas Extraction	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%
Utilities	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Construction	0.4%	0.2%	0.6%	0.4%	0.3%	0.7%
Manufacturing	0.4%	0.4%	0.7%	0.4%	0.2%	0.7%
Trade	0.5%	0.4%	1.0%	0.6%	0.5%	1.1%
Transportation & Warehousing	0.2%	0.2%	0.4%	0.2%	0.2%	0.4%
Information	0.0%	0.1%	0.1%	0.1%	0.0%	0.1%
Finance and Insurance	0.1%	0.0%	0.1%	0.1%	0.0%	0.1%
Real Estate & Rental & Leasing	0.1%	0.1%	0.2%	0.1%	0.1%	0.1%
Business Services	0.6%	0.8%	1.3%	0.8%	0.8%	1.6%
Educational Services	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%
Health Care & Social Assistance	0.6%	0.5%	1.2%	0.7%	0.5%	1.2%
Leisure & Hospitality	1.7%	1.3%	3.0%	1.9%	1.3%	3.2%
Other Services (except Public Administration)	0.3%	0.2%	0.4%	0.3%	0.2%	0.5%
Public Administration	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Percent of Regional Hires	5.0%	4.3%	9.3%	5.7%	4.2%	9.9%
Percent of Hires from Unemployed Status						
	East South Central 2021-Q3			East South Central 2019-Q3		
	0-1 Year	2-3 Years	0-3 Years	0-1 Year	2-3 Years	0-3 Years
All Industries	47.0%	46.0%	46.5%	44.7%	44.1%	44.4%
Construction	45.0%	44.5%	44.8%	49.8%	44.2%	47.3%
Manufacturing	37.7%	39.4%	38.6%	38.0%	34.8%	36.9%
Trade (Retail and Wholesale)	49.8%	48.5%	49.2%	45.6%	45.6%	45.6%
Business Services	45.6%	45.2%	45.4%	42.7%	40.5%	41.6%
Health, Social Services	48.1%	40.2%	44.5%	40.4%	39.2%	39.8%
Leisure & Hospitality	49.2%	52.0%	50.4%	48.7%	50.5%	49.4%

Distribution of New Hires						
Industry / Firm Size	West South Central 2021-Q3			West South Central 2019-Q3		
	0-19	<500	500+	0-19	<500	500+
	Employees	Employees	Employees	Employees	Employees	Employees
Agriculture, Forestry, Fishing & Hunting	0.2%	0.4%	0.1%	0.3%	0.4%	0.1%
Mining, Quarrying, & Oil & Gas	0.2%	0.8%	0.6%	0.3%	1.0%	0.7%
Utilities	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%
Construction	1.6%	4.1%	2.4%	1.8%	5.0%	3.0%
Manufacturing	0.6%	2.3%	2.6%	0.6%	2.3%	2.5%
Trade	2.2%	5.2%	11.3%	2.3%	5.5%	9.8%
Transportation and Warehousing	0.5%	1.6%	3.1%	0.6%	1.6%	2.5%
Information	0.1%	0.4%	0.9%	0.1%	0.4%	0.8%
Finance and Insurance	0.4%	1.0%	2.0%	0.4%	0.9%	1.7%
Real Estate and Rental and Leasing	0.4%	0.9%	0.8%	0.4%	0.9%	0.7%
Business Services	2.6%	8.5%	10.8%	2.4%	7.5%	10.5%
Educational Services	0.3%	1.0%	1.9%	0.3%	1.0%	0.7%
Health Care and Social Assistance	2.1%	5.8%	6.7%	2.2%	6.1%	4.5%
Leisure & Hospitality	3.3%	10.1%	7.0%	3.3%	10.5%	7.0%
Other Services (except Public Administration)	1.2%	2.0%	0.8%	1.5%	2.4%	0.7%
Public Administration	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Percent of Regional Hires	15.8%	44.0%	47.5%	16.4%	45.6%	45.3%
Percent of Hires from Unemployed Status						
	West South Central 2021-Q3			West South Central 2019-Q3		
	0-19	<500	500+	0-19	<500	500+
	Employees	Employees	Employees	Employees	Employees	Employees
All Industries	53.0%	48.1%	41.8%	49.8%	44.2%	37.6%
Construction	51.6%	45.5%	35.3%	47.4%	39.1%	26.0%
Manufacturing	51.9%	45.5%	33.9%	48.4%	39.3%	29.7%
Trade (Retail and Wholesale)	55.4%	48.5%	45.3%	51.5%	43.9%	42.5%
Business Services	49.4%	44.6%	40.6%	46.8%	40.9%	36.6%
Health, Social Services	45.8%	43.7%	35.8%	42.9%	40.6%	33.6%
Leisure & Hospitality	59.1%	56.9%	53.7%	55.2%	53.2%	49.9%
Percent of Hires from Other Jobs that Come from the West South Central Region						
	West South Central 2021-Q3			West South Central 2019-Q3		
	0-19	<500	500+	0-19	<500	500+
	Employees	Employees	Employees	Employees	Employees	Employees
All Industries	91.9%	90.9%	88.0%	92.9%	92.2%	88.9%
Construction	91.9%	90.7%	86.4%	92.7%	91.2%	88.0%
Manufacturing	92.6%	92.8%	89.4%	94.0%	93.9%	88.8%
Trade (Retail and Wholesale)	93.5%	92.8%	89.9%	93.9%	93.4%	90.3%
Business Services	87.0%	85.1%	86.6%	90.3%	89.6%	88.5%
Health, Social Services	94.1%	93.9%	90.0%	94.4%	94.3%	90.8%
Leisure & Hospitality	93.4%	93.2%	92.3%	93.2%	93.1%	92.3%

Quarterly Earnings by State and by Selected Firm Sizes and Employee Types (in Dollars) and Percent Changes from 19-Q3 to 21-Q3									
	West South Central			West South Central			Percent Change 21Q3/19Q3		
	2021-Q3			2019-Q3					
	0-19 Employees	<500 Employees	500+ Employees	0-19 Employees	<500 Employees	500+ Employees	0-19 Employees	<500 Employees	500+ Employees
Retail Trade									
Louisiana									
Hired from Nonemployment				4,473	4,686	4,302			
Job Stayer	8,845	11,884	9,589	7,746	10,243	8,250	14.2%	16.0%	16.2%
Hired from Another Job				6,413	7,978	6,470			
Oklahoma									
Hired from Nonemployment	4,970	5,608	4,873	4,362	4,634	4,036	13.9%	21.0%	20.7%
Job Stayer	8,504	12,049	9,509	7,950	10,035	8,072	7.0%	20.1%	17.8%
Hired from Another Job	6,903	8,748	7,074	6,406	8,219	6,406	7.8%	6.4%	10.4%
Texas									
Hired from Nonemployment	6,298	7,173	5,703	5,272	5,764	4,244	19.5%	24.4%	34.4%
Job Stayer	9,959	14,778	12,580	8,839	11,950	9,891	12.7%	23.7%	27.2%
Hired from Another Job	9,370	12,116	9,831	7,670	9,860	7,808	22.2%	22.9%	25.9%
Professional & Technical									
Louisiana									
Hired from Nonemployment				9,920	11,133	13,052			
Job Stayer	14,817	18,312	21,272	14,356	17,423	20,665	3.2%	5.1%	2.9%
Hired from Another Job				12,886	15,581	20,498			
Oklahoma									
Hired from Nonemployment	10,859	12,066	12,195	8,861	10,716	12,687	22.5%	12.6%	-3.9%
Job Stayer	14,161	16,579	20,549	13,323	15,475	18,810	6.3%	7.1%	9.2%
Hired from Another Job	13,047	15,472	18,268	11,657	13,798	15,034	11.9%	12.1%	21.5%
Texas									
Hired from Nonemployment	17,417	17,410	19,797	14,224	15,082	18,578	22.4%	15.4%	6.6%
Job Stayer	18,865	23,433	31,732	17,531	21,537	28,727	7.6%	8.8%	10.5%
Hired from Another Job	20,116	23,170	29,457	16,969	19,675	24,210	18.5%	17.8%	21.7%
Business Support Services									
Louisiana									
Hired from Nonemployment				6,396	6,668	6,114			
Job Stayer	11,631	13,206	12,579	10,285	11,527	11,482	13.1%	14.6%	9.6%
Hired from Another Job				9,323	9,445	9,276			
Oklahoma									
Hired from Nonemployment	7,061	7,904	8,929	6,373	6,442	6,270	10.8%	22.7%	42.4%
Job Stayer	10,286	11,737	13,932	9,908	10,913	11,708	3.8%	7.6%	19.0%
Hired from Another Job	9,960	11,785	12,996	9,199	9,212	9,405	8.3%	27.9%	38.2%
Texas									
Hired from Nonemployment	10,151	10,675	9,646	7,758	7,756	7,371	33.6%	25.9%	36.6%
Job Stayer	13,852	15,499	15,924	12,606	13,636	14,136	14.7%	18.5%	18.4%
Hired from Another Job	15,356	16,212	14,861	10,931	11,202	11,057	28.8%	27.2%	24.3%
Health Care and Social Services									
Louisiana									
Hired from Nonemployment				7,799	6,355	10,466			
Job Stayer	12,771	12,060	17,238	12,235	10,999	14,886	4.4%	9.6%	15.8%
Hired from Another Job				8,577	8,701	13,536			
Oklahoma									
Hired from Nonemployment	7,620	7,329	10,508	8,078	6,464	8,414	-5.7%	13.4%	24.9%
Job Stayer	13,254	12,571	17,610	12,661	11,679	15,167	4.7%	7.6%	16.1%
Hired from Another Job	10,037	10,605	15,072	8,487	8,754	12,783	18.3%	21.1%	17.9%
Texas									
Hired from Nonemployment	8,442	7,948	10,914	8,080	6,775	8,514	4.5%	17.3%	28.2%
Job Stayer	14,643	13,903	18,942	13,497	12,586	16,263	8.5%	10.5%	16.5%
Hired from Another Job	11,623	12,162	17,317	10,130	10,197	15,330	14.7%	19.3%	13.0%
Accommodation & Food Service									
Louisiana									
Hired from Nonemployment				3,000	3,128	3,357			
Job Stayer	5,679	6,389	7,629	4,921	5,675	6,871	15.4%	12.6%	11.0%
Hired from Another Job				4,452	4,747	5,285			

Quarterly Earnings by State and by Selected Firm Sizes and Employee Types (in Dollars) and Percent Changes from 19-Q3 to 21-Q3

	West South Central			West South Central			Percent Change 21Q3/19Q3		
	2021-Q3			2019-Q3					
	0-19 Employees	<500 Employees	500+ Employees	0-19 Employees	<500 Employees	500+ Employees	0-19 Employees	<500 Employees	500+ Employees
Oklahoma									
Hired from Nonemployment	3,590	3,674	3,976	3,036	2,958	3,162	18.2%	24.2%	25.7%
Job Stayer	5,424	6,074	7,225	4,628	5,225	6,262	17.2%	16.2%	15.4%
Hired from Another Job	5,219	5,347	6,074	4,392	4,407	4,948	18.8%	21.3%	22.8%
Texas									
Hired from Nonemployment	4,440	4,495	4,653	3,449	3,428	3,502	28.7%	31.1%	32.9%
Job Stayer	6,605	7,408	8,700	5,542	6,319	7,857	19.2%	17.2%	10.7%
Hired from Another Job	6,413	6,785	7,647	5,142	5,411	6,001	24.7%	25.4%	27.4%

Percent of All Hires by Industry and Selected Firm Age						
Industry / Firm Age	West South Central 2021-Q3			West South Central 2019-Q3		
	0-1 Year	2-3 Years	0-3 Years	0-1 Year	2-3 Years	0-3 Years
Agriculture, Forestry, Fishing & Hunting	0.1%	0.0%	0.1%	0.1%	0.0%	0.1%
Mining, Quarrying, & Oil & Gas Extraction	0.1%	0.1%	0.2%	0.1%	0.1%	0.3%
Utilities	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Construction	0.5%	0.4%	0.9%	0.6%	0.4%	1.0%
Manufacturing	0.2%	0.2%	0.4%	0.2%	0.1%	0.3%
Trade	0.7%	0.5%	1.3%	0.7%	0.5%	1.2%
Transportation and Warehousing	0.3%	0.3%	0.6%	0.4%	0.2%	0.5%
Information	0.1%	0.0%	0.1%	0.1%	0.0%	0.1%
Finance and Insurance	0.1%	0.1%	0.2%	0.1%	0.1%	0.2%
Real Estate and Rental and Leasing	0.1%	0.1%	0.2%	0.2%	0.1%	0.3%
Business Services	1.1%	1.3%	2.4%	1.0%	0.9%	1.9%
Educational Services	0.1%	0.1%	0.2%	0.1%	0.1%	0.2%
Health Care and Social Assistance	0.7%	0.7%	1.4%	0.9%	0.7%	1.5%
Leisure & Hospitality	1.8%	1.5%	3.2%	2.2%	1.4%	3.6%
Other Services (except Public Administration)	0.4%	0.3%	0.6%	0.5%	0.3%	0.7%
Public Administration	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Percent of Regional Hires	6.2%	5.6%	11.8%	7.1%	4.9%	12.0%

Percent of Hires from Unemployed Status						
	West South Central 2021-Q3			West South Central 2019-Q3		
	0-1 Year	2-3 Years	0-3 Years	0-1 Year	2-3 Years	0-3 Years
All Industries	49.0%	46.6%	47.9%	45.1%	44.0%	44.6%
Construction	49.0%	45.6%	47.4%	44.4%	41.0%	43.0%
Manufacturing	47.6%	46.4%	47.1%	40.1%	39.9%	40.0%
Trade (Retail and Wholesale)	51.9%	50.1%	51.1%	46.5%	45.4%	46.1%
Business Services	47.5%	39.6%	43.2%	45.0%	40.4%	42.8%
Health, Social Services	40.9%	40.6%	40.7%	36.5%	38.1%	37.2%
Leisure & Hospitality	52.7%	55.8%	54.1%	50.0%	51.5%	50.6%

Distribution of New Hires by Industry and Firm Size						
Industry / Firm Size	Mountain 2021-Q3			Mountain 2019-Q3		
	0-19	<500	500+	0-19	<500	500+
	Employees	Employees	Employees	Employees	Employees	Employees
Agriculture, Forestry, Fishing and Hunting	0.5%	1.1%	0.1%	0.7%	1.4%	0.1%
Mining, Quarrying, & Oil & Gas Extraction	0.1%	0.4%	0.3%	0.2%	0.5%	0.4%
Utilities	0.0%	0.1%	0.1%	0.0%	0.0%	0.1%
Construction	2.6%	5.6%	1.6%	3.0%	6.3%	1.8%
Manufacturing	0.8%	2.5%	2.1%	0.8%	2.4%	2.0%
Trade	2.4%	5.5%	10.6%	2.4%	5.5%	9.1%
Transportation and Warehousing	0.6%	1.5%	3.4%	0.6%	1.5%	2.4%
Information	0.2%	0.6%	1.1%	0.2%	0.6%	1.0%
Finance and Insurance	0.4%	0.9%	1.8%	0.4%	0.9%	2.1%
Real Estate and Rental and Leasing	0.6%	1.0%	0.7%	0.5%	1.0%	0.6%
Business Services	2.9%	7.8%	9.9%	3.0%	7.9%	10.3%
Educational Services	0.3%	1.2%	0.6%	0.4%	1.3%	0.7%
Health Care and Social Assistance	2.2%	5.9%	3.9%	2.2%	6.1%	4.2%
Leisure & Hospitality	4.0%	11.4%	7.5%	3.9%	11.3%	6.8%
Other Services (except Public Administration)	1.4%	2.3%	0.6%	1.5%	2.4%	0.5%
Public Administration	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Percent of Regional Hires	19.1%	47.8%	44.3%	19.7%	49.0%	42.1%
Percent of Hires Coming from Unemployed Status						
	Mountain 2021-Q3			Mountain 2019-Q3		
	0-19	<500	500+	0-19	<500	500+
	Employees	Employees	Employees	Employees	Employees	Employees
All Industries	51.0%	46.6%	41.4%	48.2%	43.7%	36.5%
Construction	49.3%	43.1%	32.4%	45.7%	39.5%	24.4%
Manufacturing	47.6%	41.6%	31.9%	47.5%	39.3%	29.3%
Trade (Retail and Wholesale)	52.7%	46.3%	46.2%	49.3%	42.9%	41.9%
Business Services	48.9%	44.2%	40.0%	47.3%	41.7%	35.1%
Health, Social Services	44.3%	41.4%	34.3%	42.1%	39.7%	32.4%
Leisure & Hospitality	55.8%	54.1%	51.0%	52.4%	50.9%	46.7%
Percent of Hires from Other Jobs Coming from the Mountain Region						
	Mountain 2021-Q3			Mountain 2019-Q3		
	0-19	<500	500+	0-19	<500	500+
	Employees	Employees	Employees	Employees	Employees	Employees
All Industries	87.6%	86.9%	82.3%	87.4%	86.3%	82.1%
Construction	88.5%	87.0%	73.3%	87.5%	85.8%	87.5%
Manufacturing	88.5%	89.5%	84.5%	87.4%	88.0%	88.9%
Trade (Retail and Wholesale)	89.0%	88.6%	85.1%	88.4%	88.0%	88.4%
Business Services	83.9%	83.2%	79.7%	85.5%	84.1%	82.7%
Health, Social Services	88.9%	88.4%	83.8%	89.1%	88.1%	88.0%
Leisure & Hospitality	88.6%	88.8%	86.2%	87.2%	87.0%	88.3%

Quarterly Earnings by State for Selected Firm Size and Employee Types (in Dollars) and Percent Change from 19-Q3 to 21-Q3									
	Mountain 2021-Q3			Mountain 2019-Q3			Percent Change 21Q3/19Q3		
	0-19	<500	500+	0-19	<500	500+	0-19	<500	500+
	Employees	Employees	Employees	Employees	Employees	Employees	Employees	Employees	Employees
Retail Trade									
Arizona									
Hired from Nonemployment	6,679	7,251	6,137	6,634	6,567	4,706	0.7%	10.4%	30.4%
Job Stayer	10,479	14,168	11,382	8,869	11,490	9,411	18.2%	23.3%	20.9%
Hired from Another Job	9,313	11,102	10,062	7,854	9,130	8,379	18.6%	21.6%	20.1%
Colorado									
Hired from Nonemployment	6,769	7,575	7,446	5,441	5,991	4,781	24.4%	26.4%	55.7%
Job Stayer	10,810	13,962	11,952	9,188	11,383	10,014	17.7%	22.7%	19.4%
Hired from Another Job	8,953	10,659	10,181	7,551	9,100	8,470	18.6%	17.1%	20.2%
Idaho									
Hired from Nonemployment	4,747	5,075	5,149	3,938	4,143	3,797	20.5%	22.5%	35.6%
Job Stayer	9,109	12,170	11,357	7,883	9,794	9,398	15.6%	24.3%	20.8%
Hired from Another Job	8,628	9,719	8,787	6,632	7,885	6,730	30.1%	23.3%	30.6%
Montana									
Hired from Nonemployment	5,144	5,452	5,577	4,598	4,661	3,981	11.9%	17.0%	40.1%
Job Stayer	9,497	11,830	11,235	8,370	9,811	8,760	13.5%	20.6%	28.3%
Hired from Another Job	8,017	8,819	9,025	6,347	7,309	6,762	26.3%	20.7%	33.5%
Nevada									
Hired from Nonemployment	7,191	7,518	5,394	5,896	6,140	4,036	22.0%	22.4%	33.6%
Job Stayer	11,318	14,264	11,482	9,436	11,414	9,156	19.9%	25.0%	25.4%
Hired from Another Job	10,191	11,874	9,742	7,917	9,003	7,713	28.7%	31.9%	26.3%
New Mexico									
Hired from Nonemployment	5,993	6,243	5,590	5,078	5,258	4,269	18.0%	18.7%	30.9%
Job Stayer	9,530	11,891	10,090	8,266	9,913	8,236	15.3%	20.0%	22.5%
Hired from Another Job	8,476	8,941	7,856	6,615	7,610	6,745	28.1%	17.5%	16.5%
Utah									
Hired from Nonemployment	4,884	5,226	5,084	4,439	4,464	4,259	10.0%	17.1%	19.4%
Job Stayer	10,073	13,602	11,451	8,743	11,106	9,697	15.2%	22.5%	18.1%
Hired from Another Job	8,516	10,479	9,272	7,009	8,400	7,407	21.5%	24.8%	25.2%
Wyoming									
Hired from Nonemployment	5,318	5,332	5,749	4,195	4,794	4,723	26.8%	11.2%	21.7%
Job Stayer	9,891	11,715	10,449	8,717	10,178	8,135	13.5%	15.1%	28.4%
Hired from Another Job	8,032	9,423	7,561	6,446	7,759	6,597	24.6%	21.4%	14.6%
Professional & Technical									
Arizona									
Hired from Nonemployment	16,121	15,516	15,075	13,726	14,326	12,402	17.4%	8.3%	21.6%
Job Stayer	17,421	20,663	24,743	15,905	19,520	21,658	9.5%	5.9%	14.2%
Hired from Another Job	17,515	19,971	22,555	14,322	16,545	19,253	22.3%	20.7%	17.2%
Colorado									
Hired from Nonemployment	19,080	20,616	30,407	15,024	16,410	19,384	27.0%	25.6%	56.9%
Job Stayer	20,073	25,140	36,309	17,914	21,504	28,354	12.1%	16.9%	28.1%
Hired from Another Job	21,588	25,154	32,789	17,981	20,842	25,888	20.1%	20.7%	26.7%
Idaho									
Hired from Nonemployment	11,474	13,912	17,772	9,562	10,721	13,807	20.0%	29.8%	28.7%
Job Stayer	13,944	17,360	24,347	12,848	14,982	23,243	8.5%	15.9%	4.7%
Hired from Another Job	15,915	19,328	27,141	12,734	13,841	20,243	25.0%	39.6%	34.1%
Montana									
Hired from Nonemployment	11,453	12,635	17,534	9,793	10,182	17,838	17.0%	24.1%	-1.7%
Job Stayer	14,795	17,329	27,603	13,138	15,965	20,844	12.6%	8.5%	32.4%
Hired from Another Job	15,711	23,125	38,560	12,026	14,082	22,320	30.6%	64.2%	72.8%
Nevada									
Hired from Nonemployment	14,622	13,903	16,933	12,333	12,122	14,032	18.6%	14.7%	20.7%
Job Stayer	18,776	20,842	34,183	17,161	18,836	24,276	9.4%	10.6%	40.8%
Hired from Another Job	17,199	19,016	39,838	14,325	16,369	22,363	20.1%	16.2%	78.1%
New Mexico									
Hired from Nonemployment	12,963	13,993	19,135	10,932	13,276	17,708	18.6%	5.4%	8.1%

Quarterly Earnings by State for Selected Firm Size and Employee Types (in Dollars) and Percent Change from 19-Q3 to 21-Q3									
	Mountain 2021-Q3			Mountain 2019-Q3			Percent Change 21Q3/19Q3		
	0-19	<500	500+	0-19	<500	500+	0-19	<500	500+
	Employees	Employees	Employees	Employees	Employees	Employees	Employees	Employees	Employees
Job Stayer	16,744	19,089	30,278	14,569	17,393	24,303	14.9%	9.8%	24.6%
Hired from Another Job	15,477	18,820	25,732	14,296	17,436	21,802	8.3%	7.9%	18.0%
Utah									
Hired from Nonemployment	12,622	13,205	15,151	10,553	11,479	11,996	19.6%	15.0%	26.3%
Job Stayer	15,903	20,833	26,380	14,674	18,673	25,482	8.4%	11.6%	3.5%
Hired from Another Job	18,586	20,630	26,021	14,138	16,475	18,006	31.5%	25.2%	44.5%
Wyoming									
Hired from Nonemployment	13,347	15,192	16,694	11,958	16,225	17,379	11.6%	-6.4%	-3.9%
Job Stayer	15,557	17,031	25,663	14,733	16,297	21,109	5.6%	4.5%	21.6%
Hired from Another Job	15,010	18,017	27,291	13,244	15,598	24,136	13.3%	15.5%	13.1%
Business Support Services									
Arizona									
Hired from Nonemployment	8,722	9,331	9,504	7,284	6,944	7,361	19.7%	34.4%	29.1%
Job Stayer	11,129	12,971	14,167	10,048	11,171	12,101	10.8%	16.1%	17.1%
Hired from Another Job	11,360	12,301	14,516	9,048	9,480	10,187	25.6%	29.8%	42.5%
Colorado									
Hired from Nonemployment	10,224	10,141	10,766	8,134	8,109	8,133	25.7%	25.1%	32.4%
Job Stayer	12,905	14,611	17,057	11,409	12,915	14,100	13.1%	13.1%	21.0%
Hired from Another Job	12,619	14,243	16,185	10,399	11,610	11,805	21.3%	22.7%	37.1%
Idaho									
Hired from Nonemployment	6,392	7,057	8,653	4,819	5,114	5,932	33.6%	25.9%	36.6%
Job Stayer	10,280	11,424	13,893	9,111	9,968	12,800	14.7%	18.5%	18.4%
Hired from Another Job	8,974	10,411	14,680	7,691	8,120	9,761	28.8%	27.2%	24.3%
Montana									
Hired from Nonemployment	6,084	6,970	15,823	5,915	6,063	5,604	2.9%	15.0%	182.4%
Job Stayer	10,403	11,233	14,434	9,185	10,071	12,528	13.3%	11.5%	15.2%
Hired from Another Job	9,527	11,035	21,771	6,701	8,184	9,645	42.2%	34.8%	125.7%
Nevada									
Hired from Nonemployment	8,402	8,182	8,750	6,980	6,309	6,073	20.4%	29.7%	44.1%
Job Stayer	11,409	12,339	13,730	10,286	10,051	11,485	10.9%	22.8%	19.5%
Hired from Another Job	12,341	11,656	11,613	8,927	8,431	8,689	38.2%	38.3%	33.7%
New Mexico									
Hired from Nonemployment	8,270	8,344	8,793	5,525	6,244	6,539	49.7%	33.6%	34.5%
Job Stayer	10,235	10,835	13,444	8,808	10,382	11,487	16.2%	4.4%	17.0%
Hired from Another Job	10,783	11,506	15,184	8,277	9,425	9,547	30.3%	22.1%	59.0%
Utah									
Hired from Nonemployment	7,839	8,157	8,049	6,044	6,370	6,041	29.7%	28.1%	33.2%
Job Stayer	11,584	12,970	14,213	10,166	11,598	12,206	13.9%	11.8%	16.4%
Hired from Another Job	10,799	13,159	12,204	9,733	10,667	9,020	11.0%	23.4%	35.3%
Wyoming									
Hired from Nonemployment	5,784	8,231	8,091	5,549	7,543	6,071	4.2%	9.1%	33.3%
Job Stayer	10,850	11,590	12,233	10,618	11,515	11,688	2.2%	0.7%	4.7%
Hired from Another Job	9,959	12,803	13,679	7,865	10,841	8,901	26.6%	18.1%	53.7%
Health Care and Social Services									
Arizona									
Hired from Nonemployment	11,547	9,877	12,452	10,093	9,002	9,904	14.4%	9.7%	25.7%
Job Stayer	14,449	14,505	18,723	13,357	12,918	17,073	8.2%	12.3%	9.7%
Hired from Another Job	12,423	13,161	17,376	10,502	10,989	14,646	18.3%	19.8%	18.6%
Colorado									
Hired from Nonemployment	10,224	10,388	13,189	8,771	7,773	10,475	16.6%	33.6%	25.9%
Job Stayer	14,453	14,420	18,968	13,041	12,493	16,789	10.8%	15.4%	13.0%
Hired from Another Job	13,026	13,024	17,434	10,212	10,459	13,864	27.6%	24.5%	25.8%
Idaho									
Hired from Nonemployment	6,602	6,762	10,720	4,953	5,215	9,022	33.3%	29.7%	18.8%
Job Stayer	10,592	11,467	16,525	9,532	10,172	15,439	11.1%	12.7%	7.0%
Hired from Another Job	9,721	10,063	15,998	8,813	9,037	12,945	10.3%	11.4%	23.6%

Quarterly Earnings by State for Selected Firm Size and Employee Types (in Dollars) and Percent Change from 19-Q3 to 21-Q3									
	Mountain 2021-Q3			Mountain 2019-Q3			Percent Change 21Q3/19Q3		
	0-19	<500	500+	0-19	<500	500+	0-19	<500	500+
	Employees	Employees	Employees	Employees	Employees	Employees	Employees	Employees	Employees
Montana									
Hired from Nonemployment	6,732	7,257	11,857	6,350	6,476	10,331	6.0%	12.1%	14.8%
Job Stayer	12,317	13,117	19,069	11,179	11,973	17,512	10.2%	9.6%	8.9%
Hired from Another Job	9,885	11,375	19,526	8,684	10,259	14,472	13.8%	10.9%	34.9%
Nevada									
Hired from Nonemployment	9,594	9,151	13,666	9,335	8,815	10,993	2.8%	3.8%	24.3%
Job Stayer	16,613	15,727	21,548	15,016	14,573	18,398	10.6%	7.9%	17.1%
Hired from Another Job	11,809	12,948	19,346	11,773	11,715	16,031	0.3%	10.5%	20.7%
New Mexico									
Hired from Nonemployment	9,888	8,094	9,145	7,130	6,723	8,883	38.7%	20.4%	2.9%
Job Stayer	11,288	11,829	15,351	10,608	10,571	13,743	6.4%	11.9%	11.7%
Hired from Another Job	10,090	10,935	15,114	7,618	8,614	13,701	32.4%	26.9%	10.3%
Utah									
Hired from Nonemployment	6,920	6,368	8,278	7,199	5,733	6,511	-3.9%	11.1%	27.1%
Job Stayer	11,926	12,362	17,319	11,168	11,249	15,049	6.8%	9.9%	15.1%
Hired from Another Job	8,772	9,729	13,143	8,654	8,785	10,796	1.4%	10.7%	21.7%
Wyoming									
Hired from Nonemployment	7,323	7,396	10,568	7,527	7,282	8,764	-2.7%	1.6%	20.6%
Job Stayer	11,841	12,623	16,618	11,337	12,183	15,086	4.4%	3.6%	10.2%
Hired from Another Job	9,237	9,973	17,062	8,438	9,505	11,834	9.5%	4.9%	44.2%
Accommodation & Food Service									
Arizona									
Hired from Nonemployment	4,739	5,052	5,160	4,057	3,995	3,883	16.8%	26.5%	32.9%
Job Stayer	7,336	7,969	8,772	5,721	6,342	7,222	28.2%	25.7%	21.5%
Hired from Another Job	6,823	7,427	7,852	5,516	5,788	6,558	23.7%	28.3%	19.7%
Colorado									
Hired from Nonemployment	5,257	5,430	5,812	3,851	3,925	4,658	36.5%	38.3%	24.8%
Job Stayer	8,470	9,362	10,054	6,731	7,701	8,578	25.8%	21.6%	17.2%
Hired from Another Job	7,010	7,805	9,499	5,570	6,210	7,581	25.9%	25.7%	25.3%
Idaho									
Hired from Nonemployment	3,318	3,332	3,886	2,533	2,609	2,815	31.0%	27.7%	38.0%
Job Stayer	6,040	6,695	8,462	4,937	5,491	6,588	22.3%	21.9%	28.4%
Hired from Another Job	5,405	5,549	6,380	4,148	4,349	5,093	30.3%	27.6%	25.3%
Montana									
Hired from Nonemployment	3,632	3,719	4,784	2,804	2,925	5,304	29.5%	27.1%	-9.8%
Job Stayer	6,328	7,273	10,270	5,481	6,160	7,877	15.5%	18.1%	30.4%
Hired from Another Job	5,598	6,085	7,918	4,381	4,624	5,776	27.8%	31.6%	37.1%
Nevada									
Hired from Nonemployment	5,757	6,134	8,141	4,675	4,482	5,033	23.1%	36.9%	61.8%
Job Stayer	8,197	9,560	11,582	6,175	7,442	10,346	32.7%	28.5%	11.9%
Hired from Another Job	8,933	9,048	10,658	5,787	6,048	8,306	54.4%	49.6%	28.3%
New Mexico									
Hired from Nonemployment	4,686	4,610	4,708	3,392	3,513	3,999	38.1%	31.2%	17.7%
Job Stayer	6,506	7,210	7,114	5,244	5,952	6,004	24.1%	21.1%	18.5%
Hired from Another Job	6,118	6,175	6,510	4,473	4,826	5,446	36.8%	28.0%	19.5%
Utah									
Hired from Nonemployment	3,500	3,418	4,166	2,787	2,703	3,184	25.6%	26.5%	30.8%
Job Stayer	6,365	7,204	9,066	5,268	5,999	7,328	20.8%	20.1%	23.7%
Hired from Another Job	5,514	5,937	7,225	4,280	4,449	5,734	28.8%	33.4%	26.0%
Wyoming									
Hired from Nonemployment	3,842	3,952	4,524	3,355	3,357	3,813	14.5%	17.7%	18.6%
Job Stayer	7,250	8,330	10,549	6,116	7,283	8,797	18.5%	14.4%	19.9%
Hired from Another Job	5,401	5,919	6,892	4,539	4,919	5,265	19.0%	20.3%	30.9%

Distribution of New Hires by Industry and Firm Age						
Industry / Firm Age	Mountain 2021-Q3			Mountain 2019-Q3		
	0-1 Year	2-3 Years	0-3 Years	0-1 Year	2-3 Years	0-3 Years
Agriculture, Forestry, Fishing and Hunting	0.1%	0.1%	0.2%	0.2%	0.1%	0.3%
Mining, Quarrying, & Oil & Gas Extraction	0.0%	0.0%	0.1%	0.1%	0.0%	0.1%
Utilities	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Construction	0.7%	0.5%	1.2%	0.8%	0.5%	1.3%
Manufacturing	0.3%	0.2%	0.5%	0.2%	0.2%	0.4%
Trade	0.7%	0.5%	1.2%	0.7%	0.5%	1.2%
Transportation and Warehousing	0.4%	0.2%	0.5%	0.3%	0.2%	0.5%
Information	0.1%	0.1%	0.2%	0.1%	0.1%	0.2%
Finance and Insurance	0.1%	0.1%	0.2%	0.1%	0.1%	0.2%
Real Estate and Rental and Leasing	0.2%	0.1%	0.3%	0.2%	0.1%	0.3%
Business Services	1.0%	1.1%	2.0%	1.2%	1.0%	2.2%
Educational Services	0.1%	0.1%	0.3%	0.2%	0.1%	0.3%
Health Care and Social Assistance	0.8%	0.7%	1.4%	0.8%	0.6%	1.5%
Leisure & Hospitality	1.7%	1.5%	3.2%	1.9%	1.3%	3.3%
Other Services (except Public Administration)	0.4%	0.3%	0.7%	0.5%	0.3%	0.7%
Public Administration	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Percent of Regional Hires	6.5%	5.5%	12.0%	7.3%	5.2%	12.5%
Percent of Hires Coming from Unemployed Status						
	Mountain 2021-Q3			Mountain 2019-Q3		
	0-1 Year	2-3 Years	0-3 Years	0-1 Year	2-3 Years	0-3 Years
All Industries	47.2%	45.7%	46.5%	45.3%	44.2%	44.9%
Construction	47.1%	44.6%	46.1%	44.7%	42.6%	43.8%
Manufacturing	45.0%	42.4%	43.9%	45.8%	40.3%	43.4%
Trade (Retail and Wholesale)	49.5%	46.1%	48.1%	46.0%	44.9%	45.5%
Business Services	46.4%	43.4%	44.8%	44.8%	41.1%	43.1%
Health, Social Services	39.1%	38.7%	38.9%	40.0%	40.8%	36.5%
Leisure & Hospitality	50.2%	52.1%	51.1%	47.8%	49.2%	48.4%

Distribution of New Hires						
Industry/Firm Size	Pacific 2021-Q3			Pacific 2019-Q3		
	0-19 Employees	<500 Employees	500+ Employees	0-19 Employees	<500 Employees	500+ Employees
Agriculture, Forestry, Fishing & Hunting	1.5%	4.1%	1.0%	1.6%	4.7%	1.0%
Mining, Quarrying, & Oil & Gas Extraction	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Utilities	0.0%	0.0%	0.1%	0.0%	0.0%	0.1%
Construction	2.3%	4.7%	1.0%	2.7%	5.7%	1.2%
Manufacturing	0.9%	3.0%	2.3%	0.9%	2.9%	2.2%
Trade	2.6%	5.7%	8.5%	2.6%	5.8%	7.7%
Transportation and Warehousing	0.7%	1.8%	3.1%	0.7%	1.5%	2.6%
Information	0.4%	1.0%	2.4%	0.4%	0.9%	2.6%
Finance and Insurance	0.4%	0.8%	1.0%	0.4%	0.9%	1.1%
Real Estate and Rental and Leasing	0.5%	1.0%	0.5%	0.5%	1.0%	0.5%
Business Services	3.3%	8.8%	9.9%	3.3%	8.8%	10.8%
Educational Services	0.5%	1.5%	0.6%	0.5%	1.5%	0.7%
Health Care and Social Assistance	3.0%	6.2%	3.6%	3.1%	6.6%	3.9%
Leisure & Hospitality	4.7%	11.5%	5.8%	4.1%	10.2%	4.7%
Other Services (except Public Administration)	1.7%	2.7%	0.6%	1.6%	2.7%	0.7%
Public Administration	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Percent of Regional Hires	22.5%	52.9%	40.3%	22.4%	53.3%	39.8%
Percent of Hires from Unemployed Status						
	Pacific 2021-Q3			Pacific 2019-Q3		
	0-19 Employees	<500 Employees	500+ Employees	0-19 Employees	<500 Employees	500+ Employees
All Industries	57.7%	52.2%	46.3%	53.1%	47.8%	43.1%
Construction	54.2%	46.2%	34.7%	50.5%	42.6%	27.2%
Manufacturing	54.8%	45.8%	37.8%	51.1%	42.5%	36.5%
Trade (Retail and Wholesale)	59.4%	51.9%	51.8%	54.8%	47.1%	49.0%
Business Services	51.9%	45.8%	42.8%	49.6%	43.5%	40.7%
Health, Social Services	53.6%	47.9%	38.8%	52.4%	46.3%	36.9%
Leisure & Hospitality	62.4%	60.2%	58.5%	55.4%	53.6%	51.2%
Percent of Hires from Other Jobs that Come from the Pacific Region						
	Pacific 2021-Q3			Pacific 2019-Q3		
	0-19 Employees	<500 Employees	500+ Employees	0-19 Employees	<500 Employees	500+ Employees
All Industries	93.2%	92.8%	89.2%	93.2%	92.8%	89.0%
Construction	94.5%	89.8%	89.8%	94.2%	94.2%	90.4%
Manufacturing	93.0%	89.5%	89.5%	92.8%	94.0%	89.3%
Trade (Retail and Wholesale)	93.7%	91.3%	91.3%	93.7%	93.8%	89.2%
Business Services	90.7%	90.5%	87.8%	91.3%	90.9%	89.0%
Health, Social Services	94.7%	94.1%	90.9%	94.5%	93.7%	90.5%
Leisure & Hospitality	93.4%	93.0%	92.0%	92.9%	92.3%	90.1%

Earnings by Selected Firm Size and Employee Type

	Pacific 2021-Q3			Pacific 2019-Q3			Percent Change 21Q3/19Q3		
	0-19 Employees	<500 Employees	500+ Employees	0-19 Employees	<500 Employees	500+ Employees	0-19 Employees	<500 Employees	500+ Employees
Retail Trade									
California									
Hired from Nonemployment	7,426	8,291	6,580	6,568	7,037	5,070	13.1%	17.8%	29.8%
Job Stayer	11,490	15,314	13,039	9,667	12,255	10,646	18.9%	25.0%	22.5%
Hired from Another Job	10,976	13,316	11,443	9,181	11,004	9,217	19.6%	21.0%	24.2%
Hawaii									
Hired from Nonemployment	6,410	6,220	6,192	5,785	5,684	5,048	10.8%	9.4%	22.7%
Job Stayer	10,596	12,630	11,592	8,577	10,430	10,287	23.5%	21.1%	12.7%
Hired from Another Job	8,409	9,411	9,994	6,519	8,536	8,570	29.0%	10.3%	16.6%
Oregon									
Hired from Nonemployment	6,024	6,333	5,715	4,950	5,219	4,477	21.7%	21.3%	27.7%
Job Stayer	9,559	12,477	11,913	8,185	10,046	9,737	16.8%	24.2%	22.3%
Hired from Another Job	8,324	9,924	10,037	6,801	7,982	8,106	22.4%	24.3%	23.8%
Washington									
Hired from Nonemployment	6,441	7,334	9,357	5,533	6,108	10,469	16.4%	20.1%	-10.6%
Job Stayer	10,252	15,899	21,210	8,728	11,572	11,643	17.5%	37.4%	82.2%
Hired from Another Job	9,322	12,532	21,625	8,097	9,883	18,020	15.1%	26.8%	20.0%
Professional & Technical									
California									
Hired from Nonemployment	17,193	18,673	23,832	16,466	17,868	23,005	4.4%	4.5%	3.6%
Job Stayer	22,364	30,171	49,449	19,853	25,445	38,802	12.6%	18.6%	27.4%
Hired from Another Job	24,614	27,852	35,991	21,289	24,237	29,730	15.6%	14.9%	21.1%
Hawaii									
Hired from Nonemployment	13,064	13,960	17,307	12,102	13,590	13,127	7.9%	2.7%	31.8%
Job Stayer	17,319	20,592	25,819	16,124	18,760	21,809	7.4%	9.8%	18.4%
Hired from Another Job	18,220	22,728	26,667	14,701	17,221	21,615	23.9%	32.0%	23.4%
Oregon									
Hired from Nonemployment	13,258	15,372	17,673	11,602	13,641	16,594	14.3%	12.7%	6.5%
Job Stayer	16,765	20,704	27,987	15,287	18,659	25,075	9.7%	11.0%	11.6%
Hired from Another Job	17,196	21,137	28,658	14,533	17,905	23,814	18.3%	18.1%	20.3%
Washington									
Hired from Nonemployment	17,880	19,686	23,461	16,035	18,971	24,233	11.5%	3.8%	-3.2%
Job Stayer	19,920	26,525	39,925	17,934	23,096	31,781	11.1%	14.8%	25.6%
Hired from Another Job	25,087	29,433	41,879	20,302	24,254	32,712	23.6%	21.4%	28.0%
Business Support Services									
California									
Hired from Nonemployment	11,137	10,673	10,953	8,903	8,821	8,285	25.1%	21.0%	32.2%
Job Stayer	13,658	15,168	17,528	12,401	13,345	14,146	10.1%	13.7%	23.9%
Hired from Another Job	14,218	14,746	16,638	12,187	12,323	12,066	16.7%	19.7%	37.9%
Hawaii									
Hired from Nonemployment	8,404	8,483	9,009	8,089	7,883	7,755	3.9%	7.6%	16.2%
Job Stayer	10,763	11,493	13,896	9,889	10,506	11,765	8.8%	9.4%	18.1%
Hired from Another Job	10,916	10,947	14,234	9,891	9,436	10,100	10.4%	16.0%	40.9%
Oregon									
Hired from Nonemployment	7,685	8,431	10,266	6,727	6,991	7,726	14.2%	20.6%	32.9%
Job Stayer	10,770	12,414	14,426	9,565	11,079	11,773	12.6%	12.0%	22.5%
Hired from Another Job	11,413	12,408	16,563	8,814	10,744	10,524	29.5%	15.5%	57.4%
Washington									
Hired from Nonemployment	8,158	9,716	12,570	7,331	8,366	10,155	11.3%	16.1%	23.8%
Job Stayer	12,229	14,589	21,050	11,208	13,094	18,740	9.1%	11.4%	12.3%
Hired from Another Job	12,167	15,000	19,518	11,202	12,378	14,043	8.6%	21.2%	39.0%

Health Care and Social Services

California										
Hired from Nonemployment	7,517	8,301	13,005	6,720	7,506	10,487	11.9%	10.6%	24.0%	
Job Stayer	11,105	14,955	22,779	9,963	12,145	20,556	11.5%	23.1%	10.8%	
Hired from Another Job	11,630	13,768	20,457	9,610	11,626	18,053	21.0%	18.4%	13.3%	
Hawaii										
Hired from Nonemployment	10,070	9,479	6,586	10,459	9,018	9,935	-3.7%	5.1%	-33.7%	
Job Stayer	15,795	14,573	23,700	15,112	13,659	20,919	4.5%	6.7%	13.3%	
Hired from Another Job	12,493	13,630	20,261	12,350	12,537	17,255	1.2%	8.7%	17.4%	
Oregon										
Hired from Nonemployment	9,753	9,143	10,810	8,395	7,666	9,108	16.2%	19.3%	18.7%	
Job Stayer	12,101	14,108	18,717	12,036	12,682	16,976	0.5%	11.2%	10.3%	
Hired from Another Job	11,659	12,662	18,045	10,021	10,941	15,067	16.3%	15.7%	19.8%	
Washington										
Hired from Nonemployment	9,265	9,756	11,488	7,768	8,201	11,132	19.3%	19.0%	3.2%	
Job Stayer	12,362	14,247	18,912	10,722	12,430	19,657	15.3%	14.6%	-3.8%	
Hired from Another Job	11,926	13,765	18,971	10,901	11,705	17,764	9.4%	17.6%	6.8%	

Accommodation & Food Service

California										
Hired from Nonemployment	5,724	6,032	6,542	4,285	4,477	4,696	33.6%	34.7%	39.3%	
Job Stayer	8,160	9,292	13,197	6,519	7,632	9,087	25.2%	21.8%	45.2%	
Hired from Another Job	7,570	8,243	9,590	5,982	6,615	8,437	26.5%	24.6%	13.7%	
Hawaii										
Hired from Nonemployment	5,460	5,894	8,528	4,196	4,726	6,085	30.1%	24.7%	40.1%	
Job Stayer	7,854	9,456	14,160	6,757	8,532	12,698	16.2%	10.8%	11.5%	
Hired from Another Job	6,976	8,437	13,086	6,021	6,818	10,770	15.9%	23.7%	21.5%	
Oregon										
Hired from Nonemployment	5,159	5,139	5,300	3,790	3,872	3,918	36.1%	32.7%	35.3%	
Job Stayer	7,641	8,501	9,098	6,231	7,024	7,682	22.6%	21.0%	18.4%	
Hired from Another Job	6,891	7,268	7,853	5,426	5,889	6,934	27.0%	23.4%	13.3%	
Washington										
Hired from Nonemployment	5,793	5,904	6,218	4,257	4,276	4,405	36.1%	38.1%	41.2%	
Job Stayer	8,320	9,409	11,049	6,846	7,809	9,731	21.5%	20.5%	13.5%	
Hired from Another Job	7,481	8,211	9,501	6,279	6,804	8,354	19.1%	20.7%	13.7%	

Percent of All New Hires by Industry and Selected Firm Age

Industry/Firm Age	Pacific 2021-Q3			Pacific 2019-Q3		
	0-1 Year	2-3 Years	0-3 Years	0-1 Year	2-3 Years	0-3 Years
Agriculture, Forestry, Fishing & Hunting	0.3%	0.5%	0.8%	0.5%	0.8%	1.3%
Mining, Quarrying, & Oil & Gas Extraction	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Utilities	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Construction	0.5%	0.4%	1.0%	0.7%	0.5%	1.2%
Manufacturing	0.3%	0.2%	0.5%	0.2%	0.2%	0.4%
Trade	0.7%	0.5%	1.2%	0.7%	0.5%	1.3%
Transportation and Warehousing	0.5%	0.3%	0.7%	0.3%	0.2%	0.5%
Information	0.2%	0.1%	0.3%	0.2%	0.2%	0.3%
Finance and Insurance	0.1%	0.1%	0.2%	0.1%	0.1%	0.2%
Real Estate and Rental and Leasing	0.2%	0.1%	0.2%	0.2%	0.1%	0.2%
Business Services	1.3%	1.3%	2.6%	1.4%	1.5%	2.9%
Educational Services	0.1%	0.1%	0.3%	0.2%	0.1%	0.3%
Health Care and Social Assistance	1.1%	0.6%	1.7%	1.2%	0.6%	1.8%
Leisure & Hospitality	1.7%	1.4%	3.1%	1.8%	1.2%	3.0%
Other Services (except Public Administration)	0.5%	0.3%	0.8%	0.5%	0.3%	0.7%
Public Administration	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Percent of Regional Hires	7.4%	6.0%	13.4%	8.1%	6.3%	14.4%

Percent of Hires from Unemployed Status

	Pacific 2021-Q3			Pacific 2019-Q3		
	0-1 Year	2-3 Years	0-3 Years	0-1 Year	2-3 Years	0-3 Years
All Industries	52.7%	51.9%	52.3%	49.5%	48.4%	49.0%
Construction	51.7%	49.2%	50.5%	48.1%	47.7%	47.9%
Manufacturing	45.5%	46.2%	45.8%	46.0%	41.8%	44.1%
Trade (Retail and Wholesale)	52.6%	52.1%	52.4%	47.8%	48.6%	48.1%
Business Services	49.2%	46.7%	47.9%	47.6%	44.3%	45.8%
Health, Social Services	52.1%	45.7%	49.7%	53.0%	46.8%	50.9%
Leisure & Hospitality	55.0%	58.8%	56.7%	49.1%	51.5%	50.0%

Number of New Hires by Gender and Age Group and Industry Sector in the New England Region															
Industry & Gender/Age	New England Region 2021-Q3					New England Region 2019-Q3					Percentage Change 21-Q3/19-Q3				
	14-21	22-34	35-54	55-64	65+	14-21	22-34	35-54	55-64	65+	14-21	22-34	35-54	55-64	65+
	Agriculture, Forestry, Fishing and Hunting	1,559	2,073	1,556	645	513	1,480	1,546	1,299	568	435	5.3%	34.1%	19.8%	13.6%
Female	863	878	624	273	193	796	591	448	205	164	8.4%	48.6%	39.3%	33.2%	17.7%
Male	696	1,195	932	372	320	684	955	851	363	271	1.8%	25.1%	9.5%	2.5%	18.1%
Mining, Quarrying, and Oil and Gas Extraction	26	67	103	43	26	36	80	85	37	19	-27.8%	-16.3%	21.2%	16.2%	36.8%
Female	4	17	11	8	7	5	15	12	4	6	-20.0%	13.3%	-8.3%	100.0%	16.7%
Male	22	50	92	35	19	31	65	73	33	13	-29.0%	-23.1%	26.0%	6.1%	46.2%
Utilities	121	603	498	151	66	111	485	443	162	55	9.0%	24.3%	12.4%	-6.8%	20.0%
Female	39	193	176	48	27	40	142	155	57	21	-2.5%	35.9%	13.5%	-15.8%	28.6%
Male	82	410	322	103	39	71	343	288	105	34	15.5%	19.5%	11.8%	-1.9%	14.7%
Construction	4,593	13,564	13,269	4,485	1,554	4,165	13,216	13,112	4,034	1,265	10.3%	2.6%	1.2%	11.2%	22.8%
Female	502	1,917	2,219	791	440	462	1,637	1,853	576	318	8.7%	17.1%	19.8%	37.3%	38.4%
Male	4,091	11,647	11,050	3,694	1,114	3,703	11,579	11,259	3,458	947	10.5%	0.6%	-1.9%	6.8%	17.6%
Manufacturing	5,395	16,474	14,377	5,233	1,736	4,060	13,544	11,265	3,932	1,106	32.9%	21.6%	27.6%	33.1%	57.0%
Female	2,012	5,355	5,290	1,814	628	1,503	4,240	3,860	1,232	381	33.9%	26.3%	37.0%	47.2%	64.8%
Male	3,383	11,119	9,087	3,419	1,108	2,557	9,304	7,405	2,700	725	32.3%	19.5%	22.7%	26.6%	52.8%
Trade	41,590	38,376	29,538	10,765	6,103	35,278	35,172	24,225	8,478	4,178	17.9%	9.1%	21.9%	27.0%	46.1%
Female	21,174	17,244	13,773	5,319	2,907	18,195	15,782	11,232	4,006	1,970	16.4%	9.3%	22.6%	32.8%	47.6%
Male	20,416	21,132	15,765	5,446	3,196	17,083	19,390	12,993	4,472	2,208	19.5%	9.0%	21.3%	21.8%	44.7%
Transportation and Warehousing	4,383	11,036	8,461	2,861	1,636	3,255	8,553	7,367	2,370	1,071	34.7%	29.0%	14.9%	20.7%	52.8%
Female	1,444	3,407	2,950	994	475	1,029	2,848	2,658	838	321	40.3%	19.6%	11.0%	18.6%	48.0%
Male	2,939	7,629	5,511	1,867	1,161	2,226	5,705	4,709	1,532	750	32.0%	33.7%	17.0%	21.9%	54.8%
Information	1,417	7,150	4,960	1,402	653	1,442	6,040	3,778	1,036	406	-1.7%	18.4%	31.3%	35.3%	60.8%
Female	687	3,122	2,044	545	270	683	2,583	1,458	392	176	0.6%	20.9%	40.2%	39.0%	53.4%
Male	730	4,028	2,916	857	383	759	3,457	2,320	644	230	-3.8%	16.5%	25.7%	33.1%	66.5%
Finance and Insurance	1,173	9,756	6,978	1,938	487	1,218	8,402	5,893	1,601	390	-3.7%	16.1%	18.4%	21.0%	24.9%
Female	666	4,737	3,801	1,136	222	692	4,352	3,228	876	188	-3.8%	8.8%	17.8%	29.7%	18.1%
Male	507	5,019	3,177	802	265	526	4,050	2,665	725	202	-3.6%	23.9%	19.2%	10.6%	31.2%
Real Estate and Rental and Leasing	998	3,226	3,051	1,051	480	916	2,900	2,502	913	379	9.0%	11.2%	21.9%	15.1%	26.6%
Female	366	1,242	1,253	456	188	342	1,159	1,044	383	164	7.0%	7.2%	20.0%	19.1%	14.6%
Male	632	1,984	1,798	595	292	574	1,741	1,458	530	215	10.1%	14.0%	23.3%	12.3%	35.8%
Business Services	13,064	61,642	47,135	14,627	6,030	12,622	55,452	39,627	12,064	4,304	3.5%	11.2%	18.9%	21.2%	40.1%
Female	5,746	28,915	22,392	6,882	2,610	5,422	25,062	18,132	5,493	1,744	6.0%	15.4%	23.5%	25.3%	49.7%
Male	7,318	32,727	24,743	7,745	3,420	7,200	30,390	21,495	6,571	2,560	1.6%	7.7%	15.1%	17.9%	33.6%
Educational Services	8,022	30,449	24,121	6,916	4,936	9,379	29,504	22,201	6,773	4,212	-14.5%	3.2%	8.6%	2.1%	17.2%
Female	5,148	20,619	17,051	4,606	2,784	6,070	19,525	15,203	4,460	2,243	-15.2%	5.6%	12.2%	3.3%	24.1%
Male	2,874	9,830	7,070	2,310	2,152	3,309	9,979	6,998	2,313	1,969	-13.1%	-1.5%	1.0%	-0.1%	9.3%

Number of New Hires by Gender and Age Group and Industry Sector in the New England Region															
Industry & Gender/Age	New England Region 2021-Q3					New England Region 2019-Q3					Percentage Change 21-Q3/19-Q3				
	14-21	22-34	35-54	55-64	65+	14-21	22-34	35-54	55-64	65+	14-21	22-34	35-54	55-64	65+
Health Care and Social Assistance	13,139	45,736	34,168	11,428	5,007	12,249	41,623	29,984	9,477	3,701	7.3%	9.9%	14.0%	20.6%	35.3%
Female	10,270	36,087	26,830	9,028	3,554	9,542	32,783	23,677	7,466	2,623	7.6%	10.1%	13.3%	20.9%	35.5%
Male	2,869	9,649	7,338	2,400	1,453	2,707	8,840	6,307	2,011	1,078	6.0%	9.2%	16.3%	19.3%	34.8%
Leisure & Hospitality	56,475	42,948	32,044	10,735	6,871	46,076	40,322	24,382	6,732	4,020	22.6%	6.5%	31.4%	59.5%	70.9%
Female	32,320	23,100	16,878	5,726	3,450	25,837	21,567	12,763	3,505	1,927	25.1%	7.1%	32.2%	63.4%	79.0%
Male	24,155	19,848	15,166	5,009	3,421	20,239	18,755	11,619	3,227	2,093	19.3%	5.8%	30.5%	55.2%	63.4%
Other Services (except Public Administration)	5,379	9,164	7,854	2,852	1,572	5,186	9,040	7,122	2,184	1,093	3.7%	1.4%	10.3%	30.6%	43.8%
Female	3,118	5,416	4,482	1,650	790	2,994	5,365	4,148	1,258	554	4.1%	1.0%	8.1%	31.2%	42.6%
Male	2,261	3,748	3,372	1,202	782	2,192	3,675	2,974	926	539	3.1%	2.0%	13.4%	29.8%	45.1%
Public Administration	1,650	5,221	4,727	1,701	1,465	1,553	4,881	4,415	1,617	1,174	6.2%	7.0%	7.1%	5.2%	24.8%
Female	852	2,953	2,857	990	735	743	2,814	2,640	927	543	14.7%	4.9%	8.2%	6.8%	35.4%
Male	798	2,268	1,870	711	730	810	2,067	1,775	690	631	-1.5%	9.7%	5.4%	3.0%	15.7%
Total	158,984	297,485	232,840	76,833	39,135	139,026	270,760	197,700	61,978	27,808	14.4%	9.9%	17.8%	24.0%	40.7%
Female	85,211	155,202	122,631	40,266	19,280	74,355	140,465	102,511	31,678	13,343	14.6%	10.5%	19.6%	27.1%	44.5%
Male	73,773	142,283	110,209	36,567	19,855	64,671	130,295	95,189	30,300	14,465	14.1%	9.2%	15.8%	20.7%	37.3%

Change in Distribution of All Hires Between 19-Q3 and 21-Q3 by Gender and Age Groups For Industry Sectors with Significant Small Business Presence

Industry & Gender/Age	New England Region					New England Region					Change in Distribution '21 compared to '19				
	2021-Q3					2019-Q3									
	14-21	22-34	35-54	55-64	65+	14-21	22-34	35-54	55-64	65+	14-21	22-34	35-54	55-64	65+
Construction	0.6%	1.7%	1.6%	0.6%	0.2%	0.6%	1.9%	1.9%	0.6%	0.2%	0.0%	-0.2%	-0.2%	0.0%	0.0%
Female	0.1%	0.2%	0.3%	0.1%	0.1%	0.1%	0.2%	0.3%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Male	0.5%	1.4%	1.4%	0.5%	0.1%	0.5%	1.7%	1.6%	0.5%	0.1%	0.0%	-0.2%	-0.2%	0.0%	0.0%
Manufacturing	0.7%	2.0%	1.8%	0.6%	0.2%	0.6%	1.9%	1.6%	0.6%	0.2%	0.1%	0.1%	0.2%	0.1%	0.1%
Female	0.2%	0.7%	0.7%	0.2%	0.1%	0.2%	0.6%	0.6%	0.2%	0.1%	0.0%	0.1%	0.1%	0.0%	0.0%
Male	0.4%	1.4%	1.1%	0.4%	0.1%	0.4%	1.3%	1.1%	0.4%	0.1%	0.1%	0.0%	0.1%	0.0%	0.0%
Trade	5.2%	4.8%	3.7%	1.3%	0.8%	5.1%	5.0%	3.5%	1.2%	0.6%	0.1%	-0.3%	0.2%	0.1%	0.2%
Female	2.6%	2.1%	1.7%	0.7%	0.4%	2.6%	2.3%	1.6%	0.6%	0.3%	0.0%	-0.1%	0.1%	0.1%	0.1%
Male	2.5%	2.6%	2.0%	0.7%	0.4%	2.4%	2.8%	1.9%	0.6%	0.3%	0.1%	-0.2%	0.1%	0.0%	0.1%
Business Services	1.6%	7.7%	5.9%	1.8%	0.7%	1.8%	8.0%	5.7%	1.7%	0.6%	-0.2%	-0.3%	0.2%	0.1%	0.1%
Female	0.7%	3.6%	2.8%	0.9%	0.3%	0.8%	3.6%	2.6%	0.8%	0.3%	-0.1%	0.0%	0.2%	0.1%	0.1%
Male	0.9%	4.1%	3.1%	1.0%	0.4%	1.0%	4.4%	3.1%	0.9%	0.4%	-0.1%	-0.3%	0.0%	0.0%	0.1%
Health Care and Social Assistance	1.6%	5.7%	4.2%	1.4%	0.6%	1.8%	6.0%	4.3%	1.4%	0.5%	-0.1%	-0.3%	-0.1%	0.1%	0.1%
Female	1.3%	4.5%	3.3%	1.1%	0.4%	1.4%	4.7%	3.4%	1.1%	0.4%	-0.1%	-0.2%	-0.1%	0.1%	0.1%
Male	0.4%	1.2%	0.9%	0.3%	0.2%	0.4%	1.3%	0.9%	0.3%	0.2%	0.0%	-0.1%	0.0%	0.0%	0.0%
Leisure & Hospitality	7.0%	5.3%	4.0%	1.3%	0.9%	6.6%	5.8%	3.5%	1.0%	0.6%	0.4%	-0.4%	0.5%	0.4%	0.3%
Female	4.0%	2.9%	2.1%	0.7%	0.4%	3.7%	3.1%	1.8%	0.5%	0.3%	0.3%	-0.2%	0.3%	0.2%	0.2%
Male	3.0%	2.5%	1.9%	0.6%	0.4%	2.9%	2.7%	1.7%	0.5%	0.3%	0.1%	-0.2%	0.2%	0.2%	0.1%
Total	19.7%	36.9%	28.9%	9.5%	4.9%	19.9%	38.8%	28.4%	8.9%	4.0%	-0.2%	-1.9%	0.6%	0.7%	0.9%
Female	10.6%	19.3%	15.2%	5.0%	2.4%	10.7%	20.1%	14.7%	4.5%	1.9%	-0.1%	-0.9%	0.5%	0.5%	0.5%
Male	9.2%	17.7%	13.7%	4.5%	2.5%	9.3%	18.7%	13.7%	4.3%	2.1%	-0.1%	-1.0%	0.0%	0.2%	0.4%

Change in Distribution of Each Industry Sector's Hires Between 19-Q3 and 21-Q3 by Gender and Age Groups

Industry & Gender/Age	New England Region					New England Region					Change in Distribution '21 compared to '19				
	2021-Q3					2019-Q3									
	14-21	22-34	35-54	55-64	65+	14-21	22-34	35-54	55-64	65+	14-21	22-34	35-54	55-64	65+
Construction	12.3%	36.2%	35.4%	12.0%	4.1%	11.6%	36.9%	36.6%	11.3%	3.5%	0.6%	-0.7%	-1.2%	0.7%	0.6%
Female	1.3%	5.1%	5.9%	2.1%	1.2%	1.3%	4.6%	5.2%	1.6%	0.9%	0.0%	0.5%	0.7%	0.5%	0.3%
Male	10.9%	31.1%	29.5%	9.9%	3.0%	10.3%	32.4%	31.5%	9.7%	2.6%	0.6%	-1.3%	-2.0%	0.2%	0.3%
Manufacturing	12.5%	38.1%	33.3%	12.1%	4.0%	12.0%	39.9%	33.2%	11.6%	3.3%	0.5%	-1.8%	0.0%	0.5%	0.8%
Female	4.7%	12.4%	12.2%	4.2%	1.5%	4.4%	12.5%	11.4%	3.6%	1.1%	0.2%	-0.1%	0.9%	0.6%	0.3%
Male	7.8%	25.7%	21.0%	7.9%	2.6%	7.5%	27.4%	21.8%	8.0%	2.1%	0.3%	-1.7%	-0.8%	-0.1%	0.4%
Trade	32.9%	30.4%	23.4%	8.5%	4.8%	32.9%	32.8%	22.6%	7.9%	3.9%	0.0%	-2.4%	0.8%	0.6%	0.9%
Female	16.8%	13.6%	10.9%	4.2%	2.3%	17.0%	14.7%	10.5%	3.7%	1.8%	-0.2%	-1.1%	0.4%	0.5%	0.5%
Male	16.2%	16.7%	12.5%	4.3%	2.5%	15.9%	18.1%	12.1%	4.2%	2.1%	0.2%	-1.3%	0.4%	0.1%	0.5%
Business Services	9.2%	43.3%	33.1%	10.3%	4.2%	10.2%	44.7%	31.9%	9.7%	3.5%	-1.0%	-1.4%	1.1%	0.5%	0.8%
Female	4.0%	20.3%	15.7%	4.8%	1.8%	4.4%	20.2%	14.6%	4.4%	1.4%	-0.3%	0.1%	1.1%	0.4%	0.4%
Male	5.1%	23.0%	17.4%	5.4%	2.4%	5.8%	24.5%	17.3%	5.3%	2.1%	-0.7%	-1.5%	0.0%	0.1%	0.3%
Health Care and Social Assistance	12.0%	41.8%	31.2%	10.4%	4.6%	12.6%	42.9%	30.9%	9.8%	3.8%	-0.6%	-1.1%	0.3%	0.7%	0.8%
Female	9.4%	33.0%	24.5%	8.2%	3.2%	9.8%	33.8%	24.4%	7.7%	2.7%	-0.5%	-0.8%	0.1%	0.6%	0.5%
Male	2.6%	8.8%	6.7%	2.2%	1.3%	2.8%	9.1%	6.5%	2.1%	1.1%	-0.2%	-0.3%	0.2%	0.1%	0.2%
Leisure & Hospitality	37.9%	28.8%	21.5%	7.2%	4.6%	37.9%	33.2%	20.1%	5.5%	3.3%	0.0%	-4.4%	1.4%	1.7%	1.3%
Female	21.7%	15.5%	11.3%	3.8%	2.3%	21.3%	17.7%	10.5%	2.9%	1.6%	0.4%	-2.3%	0.8%	1.0%	0.7%
Male	16.2%	13.3%	10.2%	3.4%	2.3%	16.7%	15.4%	9.6%	2.7%	1.7%	-0.4%	-2.1%	0.6%	0.7%	0.6%
Total	19.7%	36.9%	28.9%	9.5%	4.9%	19.9%	38.8%	28.4%	8.9%	4.0%	-0.2%	-1.9%	0.6%	0.7%	0.9%
Female	10.6%	19.3%	15.2%	5.0%	2.4%	10.7%	20.1%	14.7%	4.5%	1.9%	-0.1%	-0.9%	0.5%	0.5%	0.5%
Male	9.2%	17.7%	13.7%	4.5%	2.5%	9.3%	18.7%	13.7%	4.3%	2.1%	-0.1%	-1.0%	0.0%	0.2%	0.4%

Number of New Hires by Gender and Age Group and Industry Sector in the Mid Atlantic Region															
Industry & Gender/Age	Mid Atlantic Region					Mid Atlantic Region					Percentage Change 21-Q3/19-Q3				
	2021-Q3					2019-Q3									
	14-21	22-34	35-54	55-64	65+	14-21	22-34	35-54	55-64	65+	14-21	22-34	35-54	55-64	65+
Agriculture, Forestry, Fishing and Hunting	2,965	2,858	2,701	1,190	1,127	3,040	3,948	3,865	1,557	1,169	-2.5%	-27.6%	-30.1%	-23.6%	-3.6%
Female	1,516	997	1,043	440	421	1,375	977	1,110	419	404	10.3%	2.0%	-6.0%	5.0%	4.2%
Male	1,449	1,861	1,658	750	706	1,665	2,971	2,755	1,138	765	-13.0%	-37.4%	-39.8%	-34.1%	-7.7%
Mining, Quarrying, and Oil and Gas Extraction	248	1,054	972	229	82	233	1,034	900	206	53	6.4%	1.9%	8.0%	11.2%	54.7%
Female	18	93	105	30	16	15	81	91	19	11	20.0%	14.8%	15.4%	57.9%	45.5%
Male	230	961	867	199	66	218	953	809	187	42	5.5%	0.8%	7.2%	6.4%	57.1%
Utilities	222	1,367	1,074	223	84	226	1,202	969	289	76	-1.8%	13.7%	10.8%	-22.8%	10.5%
Female	63	354	279	70	23	54	295	258	64	29	16.7%	20.0%	8.1%	9.4%	-20.7%
Male	159	1,013	795	153	61	172	907	711	225	47	-7.6%	11.7%	11.8%	-32.0%	29.8%
Construction	9,372	32,013	36,534	12,188	3,892	9,568	35,925	40,072	12,284	3,338	-2.0%	-10.9%	-8.8%	-0.8%	16.6%
Female	1,226	4,536	5,963	1,886	1,152	1,047	4,338	5,179	1,576	915	17.1%	4.6%	15.1%	19.7%	25.9%
Male	8,146	27,477	30,571	10,302	2,740	8,521	31,587	34,893	10,708	2,423	-4.4%	-13.0%	-12.4%	-3.8%	13.1%
Manufacturing	12,873	36,492	34,587	11,328	4,131	10,248	30,484	27,453	8,177	2,630	25.6%	19.7%	26.0%	38.5%	57.1%
Female	4,620	11,777	11,865	3,830	1,591	3,545	9,791	9,118	2,591	944	30.3%	20.3%	30.1%	47.8%	68.5%
Male	8,253	24,715	22,722	7,498	2,540	6,703	20,693	18,335	5,586	1,686	23.1%	19.4%	23.9%	34.2%	50.7%
Trade	104,347	105,648	75,005	24,724	13,479	88,319	99,134	65,028	20,142	9,691	18.1%	6.6%	15.3%	22.7%	39.1%
Female	55,612	50,279	35,352	11,601	6,142	47,697	46,992	30,250	9,140	4,287	16.6%	7.0%	16.9%	26.9%	43.3%
Male	48,735	55,369	39,653	13,123	7,337	40,622	52,142	34,778	11,002	5,404	20.0%	6.2%	14.0%	19.3%	35.8%
Transportation and Warehousing	17,159	43,132	33,967	10,630	5,057	11,811	32,587	27,389	8,222	3,544	45.3%	32.4%	24.0%	29.3%	42.7%
Female	5,871	14,643	12,789	3,706	1,765	4,047	11,346	9,549	2,711	1,163	45.1%	29.1%	33.9%	36.7%	51.8%
Male	11,288	28,489	21,178	6,924	3,292	7,764	21,241	17,840	5,511	2,381	45.4%	34.1%	18.7%	25.6%	38.3%
Information	3,842	24,521	17,120	4,611	3,212	3,593	21,189	13,720	3,258	1,755	6.9%	15.7%	24.8%	41.5%	83.0%
Female	1,932	12,053	7,276	1,800	1,331	1,867	10,141	5,564	1,269	704	3.5%	18.9%	30.8%	41.8%	89.1%
Male	1,910	12,468	9,844	2,811	1,881	1,726	11,048	8,156	1,989	1,051	10.7%	12.9%	20.7%	41.3%	79.0%
Finance and Insurance	3,042	33,312	23,448	5,710	1,714	3,159	28,664	18,328	4,391	1,407	-3.7%	16.2%	27.9%	30.0%	21.8%
Female	1,768	15,737	11,583	2,930	786	1,915	13,829	9,254	2,282	680	-7.7%	13.8%	25.2%	28.4%	15.6%
Male	1,274	17,575	11,865	2,780	928	1,244	14,835	9,074	2,109	727	2.4%	18.5%	30.8%	31.8%	27.6%
Real Estate and Rental and Leasing	3,177	11,486	10,250	3,588	1,525	2,940	11,231	8,928	2,798	1,127	8.1%	2.3%	14.8%	28.2%	35.3%
Female	1,286	4,604	3,970	1,284	602	1,166	4,598	3,485	1,028	451	10.3%	0.1%	13.9%	24.9%	33.5%
Male	1,891	6,882	6,280	2,304	923	1,774	6,633	5,443	1,770	676	6.6%	3.8%	15.4%	30.2%	36.5%
Business Services	34,166	165,502	121,972	36,164	17,311	34,079	158,292	110,651	30,465	12,651	0.3%	4.6%	10.2%	18.7%	36.8%
Female	16,192	81,394	59,384	16,794	7,764	15,673	75,771	51,550	13,653	5,437	3.3%	7.4%	15.2%	23.0%	42.8%
Male	17,974	84,108	62,588	19,370	9,547	18,406	82,521	59,101	16,812	7,214	-2.3%	1.9%	5.9%	15.2%	32.3%
Educational Services	17,327	62,765	47,994	14,463	10,727	18,119	60,666	42,108	11,781	8,686	-4.4%	3.5%	14.0%	22.8%	23.5%
Female	11,152	42,718	33,926	9,591	6,336	11,380	41,166	29,163	7,398	4,805	-2.0%	3.8%	16.3%	29.6%	31.9%
Male	6,175	20,047	14,068	4,872	4,391	6,739	19,500	12,945	4,383	3,881	-8.4%	2.8%	8.7%	11.2%	13.1%

Number of New Hires by Gender and Age Group and Industry Sector in the Mid Atlantic Region															
Industry & Gender/Age	Mid Atlantic Region					Mid Atlantic Region					Percentage Change 21-Q3/19-Q3				
	2021-Q3					2019-Q3									
	14-21	22-34	35-54	55-64	65+	14-21	22-34	35-54	55-64	65+	14-21	22-34	35-54	55-64	65+
Health Care and Social Assistance	32,448	119,864	91,554	29,812	12,292	31,226	117,955	87,468	27,259	10,186	3.9%	1.6%	4.7%	9.4%	20.7%
Female	24,867	91,638	70,413	22,620	8,365	23,947	90,612	67,667	20,685	7,025	3.8%	1.1%	4.1%	9.4%	19.1%
Male	7,581	28,226	21,141	7,192	3,927	7,279	27,343	19,801	6,574	3,161	4.1%	3.2%	6.8%	9.4%	24.2%
Leisure & Hospitality	126,378	105,224	78,394	25,575	14,961	106,669	98,907	58,157	14,997	8,301	18.5%	6.4%	34.8%	70.5%	80.2%
Female	71,289	53,653	37,966	12,265	7,173	58,902	50,153	28,242	7,112	3,901	21.0%	7.0%	34.4%	72.5%	83.9%
Male	55,089	51,571	40,428	13,310	7,788	47,767	48,754	29,915	7,885	4,400	15.3%	5.8%	35.1%	68.8%	77.0%
Other Services (except Public Administration)	12,838	24,202	21,695	8,060	4,260	12,354	22,870	19,079	5,955	2,918	3.9%	5.8%	13.7%	35.3%	46.0%
Female	7,363	13,661	12,108	4,268	2,129	6,956	12,785	10,464	3,099	1,395	5.9%	6.9%	15.7%	37.7%	52.6%
Male	5,475	10,541	9,587	3,792	2,131	5,398	10,085	8,615	2,856	1,523	1.4%	4.5%	11.3%	32.8%	39.9%
Public Administration	9,414	14,975	12,001	5,997	6,804	11,124	14,156	9,927	4,768	7,005	-15.4%	5.8%	20.9%	25.8%	-2.9%
Female	4,798	7,026	6,358	3,507	3,973	5,950	7,022	5,525	2,684	4,218	-19.4%	0.1%	15.1%	30.7%	-5.8%
Male	4,616	7,949	5,643	2,490	2,831	5,174	7,134	4,402	2,084	2,787	-10.8%	11.4%	28.2%	19.5%	1.6%
Total	389,818	784,415	609,268	194,492	100,658	346,708	738,244	534,042	156,549	74,537	12.4%	6.3%	14.1%	24.2%	35.0%
Female	209,573	405,163	310,380	96,622	49,569	185,536	379,897	266,469	75,730	36,369	13.0%	6.7%	16.5%	27.6%	36.3%
Male	180,245	379,252	298,888	97,870	51,089	161,172	358,347	267,573	80,819	38,168	11.8%	5.8%	11.7%	21.1%	33.9%

Change in Distribution of All Hires Between 19-Q3 and 21-Q3 by Gender and Age Groups For Industry Sectors with Signigicant Small Business Presence															
Industry & Gender/Age	Mid Atlantic Region 2021-Q3					Mid Atlantic Region 2019-Q3					Change in Distribution '21 compared to '19				
	14-21	22-34	35-54	55-64	65+	14-21	22-34	35-54	55-64	65+	14-21	22-34	35-54	55-64	65+
Construction	0.5%	1.5%	1.8%	0.6%	0.2%	0.5%	1.9%	2.2%	0.7%	0.2%	-0.1%	-0.4%	-0.4%	-0.1%	0.0%
Female	0.1%	0.2%	0.3%	0.1%	0.1%	0.1%	0.2%	0.3%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Male	0.4%	1.3%	1.5%	0.5%	0.1%	0.5%	1.7%	1.9%	0.6%	0.1%	-0.1%	-0.4%	-0.4%	-0.1%	0.0%
Manufacturing	0.6%	1.8%	1.7%	0.5%	0.2%	0.6%	1.6%	1.5%	0.4%	0.1%	0.1%	0.1%	0.2%	0.1%	0.1%
Female	0.2%	0.6%	0.6%	0.2%	0.1%	0.2%	0.5%	0.5%	0.1%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%
Male	0.4%	1.2%	1.1%	0.4%	0.1%	0.4%	1.1%	1.0%	0.3%	0.1%	0.0%	0.1%	0.1%	0.1%	0.0%
Trade	5.0%	5.1%	3.6%	1.2%	0.6%	4.8%	5.4%	3.5%	1.1%	0.5%	0.2%	-0.3%	0.1%	0.1%	0.1%
Female	2.7%	2.4%	1.7%	0.6%	0.3%	2.6%	2.5%	1.6%	0.5%	0.2%	0.1%	-0.1%	0.1%	0.1%	0.1%
Male	2.3%	2.7%	1.9%	0.6%	0.4%	2.2%	2.8%	1.9%	0.6%	0.3%	0.1%	-0.2%	0.0%	0.0%	0.1%
Business Services	1.6%	8.0%	5.9%	1.7%	0.8%	1.8%	8.6%	6.0%	1.6%	0.7%	-0.2%	-0.6%	-0.1%	0.1%	0.1%
Female	0.8%	3.9%	2.9%	0.8%	0.4%	0.8%	4.1%	2.8%	0.7%	0.3%	-0.1%	-0.2%	0.1%	0.1%	0.1%
Male	0.9%	4.0%	3.0%	0.9%	0.5%	1.0%	4.5%	3.2%	0.9%	0.4%	-0.1%	-0.4%	-0.2%	0.0%	0.1%
Health Care and Social Assistance	1.6%	5.8%	4.4%	1.4%	0.6%	1.7%	6.4%	4.7%	1.5%	0.6%	-0.1%	-0.6%	-0.3%	0.0%	0.0%
Female	1.2%	4.4%	3.4%	1.1%	0.4%	1.3%	4.9%	3.7%	1.1%	0.4%	-0.1%	-0.5%	-0.3%	0.0%	0.0%
Male	0.4%	1.4%	1.0%	0.3%	0.2%	0.4%	1.5%	1.1%	0.4%	0.2%	0.0%	-0.1%	-0.1%	0.0%	0.0%
Leisure & Hospitality	6.1%	5.1%	3.8%	1.2%	0.7%	5.8%	5.3%	3.1%	0.8%	0.4%	0.3%	-0.3%	0.6%	0.4%	0.3%
Female	3.4%	2.6%	1.8%	0.6%	0.3%	3.2%	2.7%	1.5%	0.4%	0.2%	0.2%	-0.1%	0.3%	0.2%	0.1%
Male	2.7%	2.5%	1.9%	0.6%	0.4%	2.6%	2.6%	1.6%	0.4%	0.2%	0.1%	-0.2%	0.3%	0.2%	0.1%
Total	18.8%	37.7%	29.3%	9.4%	4.8%	18.7%	39.9%	28.9%	8.5%	4.0%	0.0%	-2.2%	0.4%	0.9%	0.8%
Female	10.1%	19.5%	14.9%	4.6%	2.4%	10.0%	20.5%	14.4%	4.1%	2.0%	0.1%	-1.0%	0.5%	0.6%	0.4%
Male	8.7%	18.2%	14.4%	4.7%	2.5%	8.7%	19.4%	14.5%	4.4%	2.1%	0.0%	-1.1%	-0.1%	0.3%	0.4%

Change in Distribution of Each Industry Sector's Hires Between 19-Q3 and 21-Q3 by Gender and Age Groups															
Industry & Gender/Age	Mid Atlantic Region 2021-Q3					Mid Atlantic Region 2019-Q3					Change in Distribution '21 compared to '19				
	14-21	22-34	35-54	55-64	65+	14-21	22-34	35-54	55-64	65+	14-21	22-34	35-54	55-64	65+
Construction	10.0%	34.1%	38.9%	13.0%	4.1%	9.5%	35.5%	39.6%	12.1%	3.3%	0.5%	-1.4%	-0.7%	0.8%	0.8%
Female	1.3%	4.8%	6.3%	2.0%	1.2%	1.0%	4.3%	5.1%	1.6%	0.9%	0.3%	0.5%	1.2%	0.4%	0.3%
Male	8.7%	29.2%	32.5%	11.0%	2.9%	8.4%	31.2%	34.5%	10.6%	2.4%	0.2%	-2.0%	-2.0%	0.4%	0.5%
Manufacturing	12.9%	36.7%	34.8%	11.4%	4.2%	13.0%	38.6%	34.8%	10.4%	3.3%	0.0%	-1.9%	0.0%	1.0%	0.8%
Female	4.6%	11.8%	11.9%	3.9%	1.6%	4.5%	12.4%	11.5%	3.3%	1.2%	0.2%	-0.5%	0.4%	0.6%	0.4%
Male	8.3%	24.9%	22.9%	7.5%	2.6%	8.5%	26.2%	23.2%	7.1%	2.1%	-0.2%	-1.3%	-0.4%	0.5%	0.4%
Trade	32.3%	32.7%	23.2%	7.6%	4.2%	31.3%	35.1%	23.0%	7.1%	3.4%	1.0%	-2.4%	0.2%	0.5%	0.7%
Female	17.2%	15.6%	10.9%	3.6%	1.9%	16.9%	16.6%	10.7%	3.2%	1.5%	0.3%	-1.1%	0.2%	0.4%	0.4%
Male	15.1%	17.1%	12.3%	4.1%	2.3%	14.4%	18.5%	12.3%	3.9%	1.9%	0.7%	-1.3%	-0.1%	0.2%	0.4%
Business Services	9.1%	44.1%	32.5%	9.6%	4.6%	9.8%	45.7%	32.0%	8.8%	3.7%	-0.7%	-1.6%	0.5%	0.8%	1.0%
Female	4.3%	21.7%	15.8%	4.5%	2.1%	4.5%	21.9%	14.9%	3.9%	1.6%	-0.2%	-0.2%	0.9%	0.5%	0.5%
Male	4.8%	22.4%	16.7%	5.2%	2.5%	5.3%	23.8%	17.1%	4.9%	2.1%	-0.5%	-1.4%	-0.4%	0.3%	0.5%
Health Care and Social Assistance	11.3%	41.9%	32.0%	10.4%	4.3%	11.4%	43.0%	31.9%	9.9%	3.7%	0.0%	-1.1%	0.1%	0.5%	0.6%
Female	8.7%	32.0%	24.6%	7.9%	2.9%	8.7%	33.1%	24.7%	7.5%	2.6%	0.0%	-1.0%	-0.1%	0.4%	0.4%
Male	2.7%	9.9%	7.4%	2.5%	1.4%	2.7%	10.0%	7.2%	2.4%	1.2%	0.0%	-0.1%	0.2%	0.1%	0.2%
Leisure & Hospitality	36.1%	30.0%	22.4%	7.3%	4.3%	37.2%	34.5%	20.3%	5.2%	2.9%	-1.1%	-4.4%	2.1%	2.1%	1.4%
Female	20.3%	15.3%	10.8%	3.5%	2.0%	20.5%	17.5%	9.8%	2.5%	1.4%	-0.2%	-2.2%	1.0%	1.0%	0.7%
Male	15.7%	14.7%	11.5%	3.8%	2.2%	16.6%	17.0%	10.4%	2.7%	1.5%	-0.9%	-2.3%	1.1%	1.0%	0.7%
Total	18.8%	37.7%	29.3%	9.4%	4.8%	18.7%	39.9%	28.9%	8.5%	4.0%	0.0%	-2.2%	0.4%	0.9%	0.8%
Female	10.1%	19.5%	14.9%	4.6%	2.4%	10.0%	20.5%	14.4%	4.1%	2.0%	0.1%	-1.0%	0.5%	0.6%	0.4%
Male	8.7%	18.2%	14.4%	4.7%	2.5%	8.7%	19.4%	14.5%	4.4%	2.1%	0.0%	-1.1%	-0.1%	0.3%	0.4%

Number of New Hires by Gender and Age Group and Industry Sector in the East North Central Region															
Industry & Gender/Age	East North Central Region					East North Central Region					Percentage Change 21-Q3/19-Q3				
	2021-Q3					2019-Q3									
	14-21	22-34	35-54	55-64	65+	14-21	22-34	35-54	55-64	65+	14-21	22-34	35-54	55-64	65+
Agriculture, Forestry, Fishing and Hunting	4,304	5,011	4,634	2,029	2,292	4,258	4,307	4,539	2,096	2,301	1.1%	16.3%	2.1%	-3.2%	-0.4%
Female	2,082	1,933	1,950	881	908	1,905	1,586	1,911	881	909	9.3%	21.9%	2.0%	0.0%	-0.1%
Male	2,222	3,078	2,684	1,148	1,384	2,353	2,721	2,628	1,215	1,392	-5.6%	13.1%	2.1%	-5.5%	-0.6%
Mining, Quarrying, and Oil and Gas Extraction	266	904	856	216	83	252	1,010	909	233	83	5.6%	-10.5%	-5.8%	-7.3%	0.0%
Female	30	81	122	38	16	22	85	118	31	10	36.4%	-4.7%	3.4%	22.6%	60.0%
Male	236	823	734	178	67	230	925	791	202	73	2.6%	-11.0%	-7.2%	-11.9%	-8.2%
Utilities	315	1,623	1,399	333	75	302	1,408	1,119	255	80	4.3%	15.3%	25.0%	30.6%	-6.3%
Female	85	442	453	110	26	75	354	338	64	21	13.3%	24.9%	34.0%	71.9%	23.8%
Male	230	1,181	946	223	49	227	1,054	781	191	59	1.3%	12.0%	21.1%	16.8%	-16.9%
Construction	14,865	39,058	40,839	12,041	3,626	13,223	38,575	42,444	11,739	3,185	12.4%	1.3%	-3.8%	2.6%	13.8%
Female	1,322	4,458	5,924	1,906	950	1,146	3,938	5,355	1,535	792	15.4%	13.2%	10.6%	24.2%	19.9%
Male	13,543	34,600	34,915	10,135	2,676	12,077	34,637	37,089	10,204	2,393	12.1%	-0.1%	-5.9%	-0.7%	11.8%
Manufacturing	34,083	89,973	85,430	23,632	7,340	26,086	72,783	65,576	17,059	4,840	30.7%	23.6%	30.3%	38.5%	51.7%
Female	11,036	27,300	28,865	8,046	2,770	8,460	22,679	21,981	5,501	1,760	30.4%	20.4%	31.3%	46.3%	57.4%
Male	23,047	62,673	56,565	15,586	4,570	17,626	50,104	43,595	11,558	3,080	30.8%	25.1%	29.8%	34.9%	48.4%
Trade	135,816	127,548	95,018	30,326	15,928	108,398	110,880	79,694	24,270	12,014	25.3%	15.0%	19.2%	25.0%	32.6%
Female	70,681	59,341	47,221	15,554	7,932	57,423	52,899	39,488	11,973	5,579	23.1%	12.2%	19.6%	29.9%	42.2%
Male	65,135	68,207	47,797	14,772	7,996	50,975	57,981	40,206	12,297	6,435	27.8%	17.6%	18.9%	20.1%	24.3%
Transportation and Warehousing	26,042	55,064	42,595	12,427	5,021	17,606	41,553	35,066	10,115	3,833	47.9%	32.5%	21.5%	22.9%	31.0%
Female	9,610	19,135	15,546	4,064	1,706	6,503	15,025	12,141	3,013	1,210	47.8%	27.4%	28.0%	34.9%	41.0%
Male	16,432	35,929	27,049	8,363	3,315	11,103	26,528	22,925	7,102	2,623	48.0%	35.4%	18.0%	17.8%	26.4%
Information	4,672	13,585	8,777	2,091	928	3,909	11,709	7,324	1,900	784	19.5%	16.0%	19.8%	10.1%	18.4%
Female	2,348	6,110	3,930	983	443	1,930	5,171	3,297	892	365	21.7%	18.2%	19.2%	10.2%	21.4%
Male	2,324	7,475	4,847	1,108	485	1,979	6,538	4,027	1,008	419	17.4%	14.3%	20.4%	9.9%	15.8%
Finance and Insurance	4,183	26,041	20,189	4,991	1,375	3,909	23,322	17,383	4,261	1,196	7.0%	11.7%	16.1%	17.1%	15.0%
Female	2,704	14,340	12,491	3,147	737	2,539	13,174	10,607	2,666	641	6.5%	8.9%	17.8%	18.0%	15.0%
Male	1,479	11,701	7,698	1,844	638	1,370	10,148	6,776	1,595	555	8.0%	15.3%	13.6%	15.6%	15.0%
Real Estate and Rental and Leasing	4,002	10,855	10,289	3,301	1,295	3,659	9,412	8,894	2,747	1,013	9.4%	15.3%	15.7%	20.2%	27.8%
Female	1,838	4,734	4,630	1,417	559	1,646	4,142	3,975	1,127	413	11.7%	14.3%	16.5%	25.7%	35.4%
Male	2,164	6,121	5,659	1,884	736	2,013	5,270	4,919	1,620	600	7.5%	16.1%	15.0%	16.3%	22.7%
Business Services	55,937	196,198	154,645	42,707	20,550	55,678	184,307	140,584	37,111	15,518	0.5%	6.5%	10.0%	15.1%	32.4%
Female	24,967	89,656	74,111	20,004	9,262	24,203	81,685	64,834	16,763	6,894	3.2%	9.8%	14.3%	19.3%	34.3%
Male	30,970	106,542	80,534	22,703	11,288	31,475	102,622	75,750	20,348	8,624	-1.6%	3.8%	6.3%	11.6%	30.9%
Educational Services	14,126	64,058	58,259	15,704	10,907	14,609	63,230	54,174	14,620	8,603	-3.3%	1.3%	7.5%	7.4%	26.8%
Female	9,484	46,068	43,246	10,761	6,414	9,250	44,767	39,394	9,678	4,658	2.5%	2.9%	9.8%	11.2%	37.7%
Male	4,642	17,990	15,013	4,943	4,493	5,359	18,463	14,780	4,942	3,945	-13.4%	-2.6%	1.6%	0.0%	13.9%

Number of New Hires by Gender and Age Group and Industry Sector in the East North Central Region															
Industry & Gender/Age	East North Central Region					East North Central Region					Percentage Change 21-Q3/19-Q3				
	2021-Q3					2019-Q3									
	14-21	22-34	35-54	55-64	65+	14-21	22-34	35-54	55-64	65+	14-21	22-34	35-54	55-64	65+
Health Care and Social Assistance	42,142	121,806	91,216	25,535	10,852	38,451	116,446	85,288	23,023	9,100	9.6%	4.6%	7.0%	10.9%	19.3%
Female	34,989	98,253	73,312	19,991	7,558	31,732	94,544	69,215	18,085	6,279	10.3%	3.9%	5.9%	10.5%	20.4%
Male	7,153	23,553	17,904	5,544	3,294	6,719	21,902	16,073	4,938	2,821	6.5%	7.5%	11.4%	12.3%	16.8%
Leisure & Hospitality	195,994	121,538	82,397	23,034	14,606	172,729	120,468	70,035	16,316	9,930	13.5%	0.9%	17.7%	41.2%	47.1%
Female	110,410	65,673	44,640	12,464	7,397	97,140	65,789	38,447	8,886	4,937	13.7%	-0.2%	16.1%	40.3%	49.8%
Male	85,584	55,865	37,757	10,570	7,209	75,589	54,679	31,588	7,430	4,993	13.2%	2.2%	19.5%	42.3%	44.4%
Other Services (except Public Administration)	17,197	24,328	19,901	6,769	3,843	15,669	23,872	19,149	5,999	3,094	9.8%	1.9%	3.9%	12.8%	24.2%
Female	9,339	13,238	10,643	3,710	2,055	8,694	13,088	10,136	3,296	1,650	7.4%	1.1%	5.0%	12.6%	24.5%
Male	7,858	11,090	9,258	3,059	1,788	6,975	10,784	9,013	2,703	1,444	12.7%	2.8%	2.7%	13.2%	23.8%
Public Administration	4,367	12,804	10,484	3,932	3,286	4,159	12,090	9,923	3,477	2,591	5.0%	5.9%	5.7%	13.1%	26.8%
Female	1,988	6,032	5,576	2,029	1,468	1,856	5,733	5,422	1,757	1,109	7.1%	5.2%	2.8%	15.5%	32.4%
Male	2,379	6,772	4,908	1,903	1,818	2,303	6,357	4,501	1,720	1,482	3.3%	6.5%	9.0%	10.6%	22.7%
Total	558,311	910,394	726,928	209,068	102,007	482,897	835,372	642,101	175,221	78,165	15.6%	9.0%	13.2%	19.3%	30.5%
Female	292,913	456,794	372,660	105,105	50,201	254,524	424,659	326,659	86,148	37,227	15.1%	7.6%	14.1%	22.0%	34.9%
Male	265,398	453,600	354,268	103,963	51,806	228,373	410,713	315,442	89,073	40,938	16.2%	10.4%	12.3%	16.7%	26.5%

Change in Distribution of All Hires Between 19-Q3 and 21-Q3 by Gender and Age Groups For Industry Sectors with Significant Small Business Presence															
Industry & Gender/Age	East North Central Region					East North Central Region					Change in Distribution '21 compared to '19				
	2021-Q3					2021-Q3									
	14-21	22-34	35-54	55-64	65+	14-21	22-34	35-54	55-64	65+	14-21	22-34	35-54	55-64	65+
Construction	0.6%	1.6%	1.6%	0.5%	0.1%	0.6%	1.7%	1.9%	0.5%	0.1%	0.0%	-0.2%	-0.3%	0.0%	0.0%
Female	0.1%	0.2%	0.2%	0.1%	0.0%	0.1%	0.2%	0.2%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Male	0.5%	1.4%	1.4%	0.4%	0.1%	0.5%	1.6%	1.7%	0.5%	0.1%	0.0%	-0.2%	-0.3%	-0.1%	0.0%
Manufacturing	1.4%	3.6%	3.4%	0.9%	0.3%	1.2%	3.3%	3.0%	0.8%	0.2%	0.2%	0.3%	0.4%	0.2%	0.1%
Female	0.4%	1.1%	1.2%	0.3%	0.1%	0.4%	1.0%	1.0%	0.2%	0.1%	0.1%	0.1%	0.2%	0.1%	0.0%
Male	0.9%	2.5%	2.3%	0.6%	0.2%	0.8%	2.3%	2.0%	0.5%	0.1%	0.1%	0.2%	0.3%	0.1%	0.0%
Trade	5.4%	5.1%	3.8%	1.2%	0.6%	4.9%	5.0%	3.6%	1.1%	0.5%	0.5%	0.1%	0.2%	0.1%	0.1%
Female	2.8%	2.4%	1.9%	0.6%	0.3%	2.6%	2.4%	1.8%	0.5%	0.3%	0.2%	0.0%	0.1%	0.1%	0.1%
Male	2.6%	2.7%	1.9%	0.6%	0.3%	2.3%	2.6%	1.8%	0.6%	0.3%	0.3%	0.1%	0.1%	0.0%	0.0%
Business Services	2.2%	7.8%	6.2%	1.7%	0.8%	2.5%	8.3%	6.4%	1.7%	0.7%	-0.3%	-0.5%	-0.2%	0.0%	0.1%
Female	1.0%	3.6%	3.0%	0.8%	0.4%	1.1%	3.7%	2.9%	0.8%	0.3%	-0.1%	-0.1%	0.0%	0.0%	0.1%
Male	1.2%	4.3%	3.2%	0.9%	0.5%	1.4%	4.6%	3.4%	0.9%	0.4%	-0.2%	-0.4%	-0.2%	0.0%	0.1%
Health Care and Social Assistance	1.7%	4.9%	3.6%	1.0%	0.4%	1.7%	5.3%	3.9%	1.0%	0.4%	-0.1%	-0.4%	-0.2%	0.0%	0.0%
Female	1.4%	3.9%	2.9%	0.8%	0.3%	1.4%	4.3%	3.1%	0.8%	0.3%	0.0%	-0.4%	-0.2%	0.0%	0.0%
Male	0.3%	0.9%	0.7%	0.2%	0.1%	0.3%	1.0%	0.7%	0.2%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%
Leisure & Hospitality	7.8%	4.8%	3.3%	0.9%	0.6%	7.8%	5.4%	3.2%	0.7%	0.4%	0.0%	-0.6%	0.1%	0.2%	0.1%
Female	4.4%	2.6%	1.8%	0.5%	0.3%	4.4%	3.0%	1.7%	0.4%	0.2%	0.0%	-0.4%	0.0%	0.1%	0.1%
Male	3.4%	2.2%	1.5%	0.4%	0.3%	3.4%	2.5%	1.4%	0.3%	0.2%	0.0%	-0.2%	0.1%	0.1%	0.1%
Total	22.3%	36.3%	29.0%	8.3%	4.1%	21.8%	37.7%	29.0%	7.9%	3.5%	0.5%	-1.4%	0.0%	0.4%	0.5%
Female	11.7%	18.2%	14.9%	4.2%	2.0%	11.5%	19.2%	14.8%	3.9%	1.7%	0.2%	-1.0%	0.1%	0.3%	0.3%
Male	10.6%	18.1%	14.1%	4.1%	2.1%	10.3%	18.6%	14.2%	4.0%	1.8%	0.3%	-0.5%	-0.1%	0.1%	0.2%

Change in Distribution of Each Industry Sector's Hires Between 19-Q3 and 21-Q3 by Gender and Age Groups															
Industry & Gender/Age	East North Central Region					East North Central Region					Change in Distribution '21 compared to '19				
	2021-Q3					2019-Q3									
	14-21	22-34	35-54	55-64	65+	14-21	22-34	35-54	55-64	65+	14-21	22-34	35-54	55-64	65+
Construction	13.5%	35.4%	37.0%	10.9%	3.3%	12.1%	35.3%	38.9%	10.8%	2.9%	1.3%	0.0%	-1.9%	0.2%	0.4%
Female	1.2%	4.0%	5.4%	1.7%	0.9%	1.0%	3.6%	4.9%	1.4%	0.7%	0.1%	0.4%	0.5%	0.3%	0.1%
Male	12.3%	31.3%	31.6%	9.2%	2.4%	11.1%	31.7%	34.0%	9.3%	2.2%	1.2%	-0.4%	-2.4%	-0.2%	0.2%
Manufacturing	14.2%	37.4%	35.5%	9.8%	3.1%	14.0%	39.1%	35.2%	9.2%	2.6%	0.2%	-1.6%	0.3%	0.7%	0.5%
Female	4.6%	11.4%	12.0%	3.3%	1.2%	4.5%	12.2%	11.8%	3.0%	0.9%	0.0%	-0.8%	0.2%	0.4%	0.2%
Male	9.6%	26.1%	23.5%	6.5%	1.9%	9.5%	26.9%	23.4%	6.2%	1.7%	0.1%	-0.8%	0.1%	0.3%	0.2%
Trade	33.6%	31.5%	23.5%	7.5%	3.9%	32.3%	33.1%	23.8%	7.2%	3.6%	1.2%	-1.6%	-0.3%	0.3%	0.4%
Female	17.5%	14.7%	11.7%	3.8%	2.0%	17.1%	15.8%	11.8%	3.6%	1.7%	0.3%	-1.1%	-0.1%	0.3%	0.3%
Male	16.1%	16.9%	11.8%	3.7%	2.0%	15.2%	17.3%	12.0%	3.7%	1.9%	0.9%	-0.4%	-0.2%	0.0%	0.1%
Business Services	11.9%	41.7%	32.9%	9.1%	4.4%	12.9%	42.5%	32.5%	8.6%	3.6%	-1.0%	-0.8%	0.4%	0.5%	0.8%
Female	5.3%	19.1%	15.8%	4.3%	2.0%	5.6%	18.9%	15.0%	3.9%	1.6%	-0.3%	0.2%	0.8%	0.4%	0.4%
Male	6.6%	22.7%	17.1%	4.8%	2.4%	7.3%	23.7%	17.5%	4.7%	2.0%	-0.7%	-1.0%	-0.4%	0.1%	0.4%
Health Care & Social Assistance	14.5%	41.8%	31.3%	8.8%	3.7%	14.1%	42.8%	31.3%	8.5%	3.3%	0.3%	-1.0%	0.0%	0.3%	0.4%
Female	12.0%	33.7%	25.1%	6.9%	2.6%	11.7%	34.7%	25.4%	6.6%	2.3%	0.3%	-1.0%	-0.3%	0.2%	0.3%
Male	2.5%	8.1%	6.1%	1.9%	1.1%	2.5%	8.0%	5.9%	1.8%	1.0%	0.0%	0.0%	0.2%	0.1%	0.1%
Leisure & Hospitality	44.8%	27.8%	18.8%	5.3%	3.3%	44.3%	30.9%	18.0%	4.2%	2.5%	0.4%	-3.2%	0.8%	1.1%	0.8%
Female	25.2%	15.0%	10.2%	2.8%	1.7%	24.9%	16.9%	9.9%	2.3%	1.3%	0.3%	-1.9%	0.3%	0.6%	0.4%
Male	19.6%	12.8%	8.6%	2.4%	1.6%	19.4%	14.0%	8.1%	1.9%	1.3%	0.2%	-1.3%	0.5%	0.5%	0.4%
Total	22.3%	36.3%	29.0%	8.3%	4.1%	21.8%	37.7%	29.0%	7.9%	3.5%	0.5%	-1.4%	0.0%	0.4%	0.5%
Female	11.7%	18.2%	14.9%	4.2%	2.0%	11.5%	19.2%	14.8%	3.9%	1.7%	0.2%	-1.0%	0.1%	0.3%	0.3%
Male	10.6%	18.1%	14.1%	4.1%	2.1%	10.3%	18.6%	14.2%	4.0%	1.8%	0.3%	-0.5%	-0.1%	0.1%	0.2%

Number of New Hires by Gender and Age Group and Industry Sector in the West North Central Region															
Industry & Gender/Age	West North Central Region					West North Central Region					Percentage Change 21-Q3/19-Q3				
	2021-Q3					2019-Q3									
	14-21	22-34	35-54	55-64	65+	14-21	22-34	35-54	55-64	65+	14-21	22-34	35-54	55-64	65+
Agriculture, Forestry, Fishing and Hunting	2,532	3,577	3,331	1,450	1,485	2,392	3,501	3,639	1,548	1,404	5.9%	2.2%	-8.5%	-6.3%	5.8%
Female	780	1,007	1,138	421	413	745	948	1,118	432	352	4.7%	6.2%	1.8%	-2.5%	17.3%
Male	1,752	2,570	2,193	1,029	1,072	1,647	2,553	2,521	1,116	1,052	6.4%	0.7%	-13.0%	-7.8%	1.9%
Mining, Quarrying, and Oil and Gas Extraction	373	1,436	1,438	319	149	430	1,812	1,528	349	136	-13.3%	-20.8%	-5.9%	-8.6%	9.6%
Female	22	101	147	54	34	24	124	191	37	32	-8.3%	-18.5%	-23.0%	45.9%	6.3%
Male	351	1,335	1,291	265	115	406	1,688	1,337	312	104	-13.5%	-20.9%	-3.4%	-15.1%	10.6%
Utilities	198	651	613	150	48	159	643	539	136	48	24.5%	1.2%	13.7%	10.3%	0.0%
Female	40	147	193	50	21	35	139	170	44	16	14.3%	5.8%	13.5%	13.6%	31.3%
Male	158	504	420	100	27	124	504	369	92	32	27.4%	0.0%	13.8%	8.7%	-15.6%
Construction	9,398	23,678	22,558	5,949	2,266	8,907	25,059	24,542	6,449	2,181	5.5%	-5.5%	-8.1%	-7.8%	3.9%
Female	854	2,657	3,404	1,029	679	681	2,459	3,346	958	611	25.4%	8.1%	1.7%	7.4%	11.1%
Male	8,544	21,021	19,154	4,920	1,587	8,226	22,600	21,196	5,491	1,570	3.9%	-7.0%	-9.6%	-10.4%	1.1%
Manufacturing	13,554	36,745	34,328	9,440	2,775	10,472	30,649	27,930	7,105	2,114	29.4%	19.9%	22.9%	32.9%	31.3%
Female	4,054	11,036	11,384	3,170	1,031	3,108	9,329	9,341	2,435	823	30.4%	18.3%	21.9%	30.2%	25.3%
Male	9,500	25,709	22,944	6,270	1,744	7,364	21,320	18,589	4,670	1,291	29.0%	20.6%	23.4%	34.3%	35.1%
Trade	70,772	58,384	45,730	14,416	8,137	56,339	52,060	39,515	12,234	6,379	25.6%	12.1%	15.7%	17.8%	27.6%
Female	35,270	26,318	22,135	7,258	3,998	28,469	23,791	18,942	5,995	3,040	23.9%	10.6%	16.9%	21.1%	31.5%
Male	35,502	32,066	23,595	7,158	4,139	27,870	28,269	20,573	6,239	3,339	27.4%	13.4%	14.7%	14.7%	24.0%
Transportation and Warehousing	8,194	19,764	17,441	5,737	2,619	5,266	15,073	15,592	5,352	2,149	55.6%	31.1%	11.9%	7.2%	21.9%
Female	2,548	5,710	5,430	1,549	681	1,547	3,988	4,260	1,233	532	64.7%	43.2%	27.5%	25.6%	28.0%
Male	5,646	14,054	12,011	4,188	1,938	3,719	11,085	11,332	4,119	1,617	51.8%	26.8%	6.0%	1.7%	19.9%
Information	2,109	5,305	4,135	947	420	1,904	4,543	3,357	766	347	10.8%	16.8%	23.2%	23.6%	21.0%
Female	1,042	2,254	1,840	474	203	915	1,966	1,535	353	164	13.9%	14.6%	19.9%	34.3%	23.8%
Male	1,067	3,051	2,295	473	217	989	2,577	1,822	413	183	7.9%	18.4%	26.0%	14.5%	18.6%
Finance and Insurance	2,169	12,244	11,107	2,781	840	2,404	11,726	9,902	2,415	728	-9.8%	4.4%	12.2%	15.2%	15.4%
Female	1,490	7,186	6,921	1,817	462	1,633	6,899	6,060	1,511	382	-8.8%	4.2%	14.2%	20.3%	20.9%
Male	679	5,058	4,186	964	378	771	4,827	3,842	904	346	-11.9%	4.8%	9.0%	6.6%	9.2%
Real Estate and Rental and Leasing	1,702	4,753	4,596	1,486	692	1,545	4,481	4,327	1,381	614	10.2%	6.1%	6.2%	7.6%	12.7%
Female	726	2,177	2,150	632	292	679	2,100	1,950	610	242	6.9%	3.7%	10.3%	3.6%	20.7%
Male	976	2,576	2,446	854	400	866	2,381	2,377	771	372	12.7%	8.2%	2.9%	10.8%	7.5%
Business Services	20,952	72,222	61,096	16,784	7,176	20,415	68,385	55,047	15,106	6,174	2.6%	5.6%	11.0%	11.1%	16.2%
Female	9,534	34,097	29,729	8,068	3,345	9,022	30,460	25,681	7,149	2,737	5.7%	11.9%	15.8%	12.9%	22.2%
Male	11,418	38,125	31,367	8,716	3,831	11,393	37,925	29,366	7,957	3,437	0.2%	0.5%	6.8%	9.5%	11.5%
Educational Services	9,408	37,562	32,877	9,562	5,582	9,039	37,490	33,254	10,071	4,815	4.1%	0.2%	-1.1%	-5.1%	15.9%
Female	6,623	26,713	23,892	6,686	3,320	6,210	26,484	24,226	7,035	2,732	6.7%	0.9%	-1.4%	-5.0%	21.5%
Male	2,785	10,849	8,985	2,876	2,262	2,829	11,006	9,028	3,036	2,083	-1.6%	-1.4%	-0.5%	-5.3%	8.6%

Number of New Hires by Gender and Age Group and Industry Sector in the West North Central Region															
Industry & Gender/Age	West North Central Region					West North Central Region					Percentage Change 21-Q3/19-Q3				
	2021-Q3					2019-Q3									
	14-21	22-34	35-54	55-64	65+	14-21	22-34	35-54	55-64	65+	14-21	22-34	35-54	55-64	65+
Health Care and Social Assistance	26,901	59,018	44,756	12,937	5,903	25,661	57,506	42,048	12,055	5,238	4.8%	2.6%	6.4%	7.3%	12.7%
Female	22,285	47,423	35,117	10,011	4,028	21,259	46,535	33,316	9,421	3,646	4.8%	1.9%	5.4%	6.3%	10.5%
Male	4,616	11,595	9,639	2,926	1,875	4,402	10,971	8,732	2,634	1,592	4.9%	5.7%	10.4%	11.1%	17.8%
Leisure & Hospitality	87,973	53,511	38,156	10,152	6,968	78,324	55,272	34,195	8,017	5,080	12.3%	-3.2%	11.6%	26.6%	37.2%
Female	49,778	28,270	20,051	5,393	3,489	43,364	29,210	18,531	4,444	2,567	14.8%	-3.2%	8.2%	21.4%	35.9%
Male	38,195	25,241	18,105	4,759	3,479	34,960	26,062	15,664	3,573	2,513	9.3%	-3.2%	15.6%	33.2%	38.4%
Other Services (except Public Administration)	8,408	10,544	8,649	2,567	1,595	7,839	10,731	8,240	2,449	1,373	7.3%	-1.7%	5.0%	4.8%	16.2%
Female	4,608	5,722	4,481	1,334	828	4,326	5,768	4,228	1,249	679	6.5%	-0.8%	6.0%	6.8%	21.9%
Male	3,800	4,822	4,168	1,233	767	3,513	4,963	4,012	1,200	694	8.2%	-2.8%	3.9%	2.8%	10.5%
Public Administration	3,080	7,755	7,158	2,451	1,771	2,815	7,506	6,457	2,273	1,825	9.4%	3.3%	10.9%	7.8%	-3.0%
Female	1,470	3,693	3,758	1,251	774	1,268	3,689	3,344	1,153	825	15.9%	0.1%	12.4%	8.5%	-6.2%
Male	1,610	4,062	3,400	1,200	997	1,547	3,817	3,113	1,120	1,000	4.1%	6.4%	9.2%	7.1%	-0.3%
Total	267,723	407,149	337,969	97,128	48,426	233,911	386,437	310,112	87,706	40,605	14.5%	5.4%	9.0%	10.7%	19.3%
Female	141,124	204,511	171,770	49,197	23,598	123,285	193,889	156,239	44,059	19,380	14.5%	5.5%	9.9%	11.7%	21.8%
Male	126,599	202,638	166,199	47,931	24,828	110,626	192,548	153,873	43,647	21,225	14.4%	5.2%	8.0%	9.8%	17.0%

Change in Distribution of All Hires Between 19-Q3 and 21-Q3 by Gender and Age Groups For Industry Sectors with Significant Small Business Presence

Industry & Gender/Age	West North Central Region					West North Central Region					Change in Distribution '21 compared to '19				
	2021-Q3					2019-Q3									
	14-21	22-34	35-54	55-64	65+	14-21	22-34	35-54	55-64	65+	14-21	22-34	35-54	55-64	65+
Construction	0.8%	2.0%	1.9%	0.5%	0.2%	0.8%	2.4%	2.3%	0.6%	0.2%	0.0%	-0.3%	-0.4%	-0.1%	0.0%
Female	0.1%	0.2%	0.3%	0.1%	0.1%	0.1%	0.2%	0.3%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%
Male	0.7%	1.8%	1.7%	0.4%	0.1%	0.8%	2.1%	2.0%	0.5%	0.1%	0.0%	-0.3%	-0.3%	-0.1%	0.0%
Manufacturing	1.2%	3.2%	3.0%	0.8%	0.2%	1.0%	2.9%	2.6%	0.7%	0.2%	0.2%	0.3%	0.3%	0.1%	0.0%
Female	0.3%	1.0%	1.0%	0.3%	0.1%	0.3%	0.9%	0.9%	0.2%	0.1%	0.1%	0.1%	0.1%	0.0%	0.0%
Male	0.8%	2.2%	2.0%	0.5%	0.2%	0.7%	2.0%	1.8%	0.4%	0.1%	0.1%	0.2%	0.2%	0.1%	0.0%
Trade	6.1%	5.0%	3.9%	1.2%	0.7%	5.3%	4.9%	3.7%	1.2%	0.6%	0.8%	0.1%	0.2%	0.1%	0.1%
Female	3.0%	2.3%	1.9%	0.6%	0.3%	2.7%	2.2%	1.8%	0.6%	0.3%	0.4%	0.0%	0.1%	0.1%	0.1%
Male	3.1%	2.8%	2.0%	0.6%	0.4%	2.6%	2.7%	1.9%	0.6%	0.3%	0.4%	0.1%	0.1%	0.0%	0.0%
Business Services	1.8%	6.2%	5.3%	1.4%	0.6%	1.9%	6.5%	5.2%	1.4%	0.6%	-0.1%	-0.2%	0.1%	0.0%	0.0%
Female	0.8%	2.9%	2.6%	0.7%	0.3%	0.9%	2.9%	2.4%	0.7%	0.3%	0.0%	0.1%	0.1%	0.0%	0.0%
Male	1.0%	3.3%	2.7%	0.8%	0.3%	1.1%	3.6%	2.8%	0.8%	0.3%	-0.1%	-0.3%	-0.1%	0.0%	0.0%
Health Care & Social Assistance	2.3%	5.1%	3.9%	1.1%	0.5%	2.4%	5.4%	4.0%	1.1%	0.5%	-0.1%	-0.3%	-0.1%	0.0%	0.0%
Female	1.9%	4.1%	3.0%	0.9%	0.3%	2.0%	4.4%	3.1%	0.9%	0.3%	-0.1%	-0.3%	-0.1%	0.0%	0.0%
Male	0.4%	1.0%	0.8%	0.3%	0.2%	0.4%	1.0%	0.8%	0.2%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%
Leisure & Hospitality	7.6%	4.6%	3.3%	0.9%	0.6%	7.4%	5.2%	3.2%	0.8%	0.5%	0.2%	-0.6%	0.1%	0.1%	0.1%
Female	4.3%	2.4%	1.7%	0.5%	0.3%	4.1%	2.8%	1.8%	0.4%	0.2%	0.2%	-0.3%	0.0%	0.0%	0.1%
Male	3.3%	2.2%	1.6%	0.4%	0.3%	3.3%	2.5%	1.5%	0.3%	0.2%	0.0%	-0.3%	0.1%	0.1%	0.1%
Total	23.1%	35.1%	29.2%	8.4%	4.2%	22.1%	36.5%	29.3%	8.3%	3.8%	1.0%	-1.4%	-0.1%	0.1%	0.3%
Female	12.2%	17.7%	14.8%	4.2%	2.0%	11.6%	18.3%	14.8%	4.2%	1.8%	0.5%	-0.7%	0.1%	0.1%	0.2%
Male	10.9%	17.5%	14.3%	4.1%	2.1%	10.4%	18.2%	14.5%	4.1%	2.0%	0.5%	-0.7%	-0.2%	0.0%	0.1%

Change in Distribution of Each Industry Sector's Hires Between 19-Q3 and 21-Q3 by Gender and Age Groups

Industry & Gender/Age	West North Central Region					West North Central Region					Change in Distribution '21 compared to '19				
	2021-Q3					2019-Q3									
	14-21	22-34	35-54	55-64	65+	14-21	22-34	35-54	55-64	65+	14-21	22-34	35-54	55-64	65+
Construction	14.7%	37.1%	35.3%	9.3%	3.5%	13.3%	37.3%	36.6%	9.6%	3.2%	1.5%	-0.2%	-1.2%	-0.3%	0.3%
Female	1.3%	4.2%	5.3%	1.6%	1.1%	1.0%	3.7%	5.0%	1.4%	0.9%	0.3%	0.5%	0.3%	0.2%	0.2%
Male	13.4%	32.9%	30.0%	7.7%	2.5%	12.3%	33.7%	31.6%	8.2%	2.3%	1.1%	-0.7%	-1.6%	-0.5%	0.1%
Manufacturing	14.0%	37.9%	35.4%	9.7%	2.9%	13.4%	39.2%	35.7%	9.1%	2.7%	0.6%	-1.2%	-0.2%	0.7%	0.2%
Female	4.2%	11.4%	11.8%	3.3%	1.1%	4.0%	11.9%	11.9%	3.1%	1.1%	0.2%	-0.5%	-0.2%	0.2%	0.0%
Male	9.8%	26.5%	23.7%	6.5%	1.8%	9.4%	27.2%	23.7%	6.0%	1.6%	0.4%	-0.7%	-0.1%	0.5%	0.2%
Trade	35.8%	29.6%	23.2%	7.3%	4.1%	33.8%	31.3%	23.7%	7.3%	3.8%	2.0%	-1.7%	-0.6%	0.0%	0.3%
Female	17.9%	13.3%	11.2%	3.7%	2.0%	17.1%	14.3%	11.4%	3.6%	1.8%	0.8%	-1.0%	-0.2%	0.1%	0.2%
Male	18.0%	16.2%	12.0%	3.6%	2.1%	16.7%	17.0%	12.4%	3.7%	2.0%	1.2%	-0.7%	-0.4%	-0.1%	0.1%
Business Services	11.8%	40.5%	34.3%	9.4%	4.0%	12.4%	41.4%	33.3%	9.1%	3.7%	-0.6%	-0.9%	0.9%	0.3%	0.3%
Female	5.3%	19.1%	16.7%	4.5%	1.9%	5.5%	18.4%	15.6%	4.3%	1.7%	-0.1%	0.7%	1.1%	0.2%	0.2%
Male	6.4%	21.4%	17.6%	4.9%	2.1%	6.9%	23.0%	17.8%	4.8%	2.1%	-0.5%	-1.6%	-0.2%	0.1%	0.1%
Health Care & Social Assistance	18.0%	39.5%	29.9%	8.7%	3.9%	18.0%	40.4%	29.5%	8.5%	3.7%	0.0%	-0.9%	0.4%	0.2%	0.3%
Female	14.9%	31.7%	23.5%	6.7%	2.7%	14.9%	32.7%	23.4%	6.6%	2.6%	0.0%	-0.9%	0.1%	0.1%	0.1%
Male	3.1%	7.8%	6.4%	2.0%	1.3%	3.1%	7.7%	6.1%	1.8%	1.1%	0.0%	0.1%	0.3%	0.1%	0.1%
Leisure & Hospitality	44.7%	27.2%	19.4%	5.2%	3.5%	43.3%	30.6%	18.9%	4.4%	2.8%	1.4%	-3.4%	0.5%	0.7%	0.7%
Female	25.3%	14.4%	10.2%	2.7%	1.8%	24.0%	16.1%	10.2%	2.5%	1.4%	1.3%	-1.8%	-0.1%	0.3%	0.4%
Male	19.4%	12.8%	9.2%	2.4%	1.8%	19.3%	14.4%	8.7%	2.0%	1.4%	0.1%	-1.6%	0.5%	0.4%	0.4%
Total	23.1%	35.1%	29.2%	8.4%	4.2%	22.1%	36.5%	29.3%	8.3%	3.8%	1.0%	-1.4%	-0.1%	0.1%	0.3%
Female	12.2%	17.7%	14.8%	4.2%	2.0%	11.6%	18.3%	14.8%	4.2%	1.8%	0.5%	-0.7%	0.1%	0.1%	0.2%
Male	10.9%	17.5%	14.3%	4.1%	2.1%	10.4%	18.2%	14.5%	4.1%	2.0%	0.5%	-0.7%	-0.2%	0.0%	0.1%

Number of New Hires by Gender and Age Group and Industry Sector in the South Atlantic Region															
Industry & Gender/Age	South Atlantic Region					South Atlantic Region					Percentage Change 21-Q3/19-Q3				
	2021-Q3					2019-Q3									
	14-21	22-34	35-54	55-64	65+	14-21	22-34	35-54	55-64	65+	14-21	22-34	35-54	55-64	65+
Agriculture, Forestry, Fishing and Hunting	2,491	5,244	5,785	2,119	1,809	2,422	5,304	5,886	2,051	1,771	2.8%	-1.1%	-1.7%	3.3%	2.1%
Female	1,047	1,949	2,260	795	736	909	1,966	2,270	770	689	15.2%	-0.9%	-0.4%	3.2%	6.8%
Male	1,444	3,295	3,525	1,324	1,073	1,513	3,338	3,616	1,281	1,082	-4.6%	-1.3%	-2.5%	3.4%	-0.8%
Mining, Quarrying, and Oil and Gas Extraction	259	1,155	1,295	246	80	262	1,127	1,188	236	53	-1.1%	2.5%	9.0%	4.2%	50.9%
Female	23	88	140	36	22	20	91	155	36	19	15.0%	-3.3%	-9.7%	0.0%	15.8%
Male	236	1,067	1,155	210	58	242	1,036	1,033	200	34	-2.5%	3.0%	11.8%	5.0%	70.6%
Utilities	452	2,150	2,139	606	182	388	1,787	1,545	351	117	16.5%	20.3%	38.4%	72.6%	55.6%
Female	104	618	723	207	66	84	460	482	107	41	23.8%	34.3%	50.0%	93.5%	61.0%
Male	348	1,532	1,416	399	116	304	1,327	1,063	244	76	14.5%	15.4%	33.2%	63.5%	52.6%
Construction	23,247	68,863	73,373	21,329	9,172	21,629	67,842	74,664	19,971	7,871	7.5%	1.5%	-1.7%	6.8%	16.5%
Female	3,638	11,741	15,326	4,601	3,166	3,090	10,699	13,694	3,897	2,607	17.7%	9.7%	11.9%	18.1%	21.4%
Male	19,609	57,122	58,047	16,728	6,006	18,539	57,143	60,970	16,074	5,264	5.8%	0.0%	-4.8%	4.1%	14.1%
Manufacturing	22,356	67,616	69,172	19,127	5,911	16,678	56,074	54,838	13,866	3,971	34.0%	20.6%	26.1%	37.9%	48.9%
Female	7,357	21,366	23,942	6,395	2,259	5,529	18,384	18,860	4,465	1,523	33.1%	16.2%	26.9%	43.2%	48.3%
Male	14,999	46,250	45,230	12,732	3,652	11,149	37,690	35,978	9,401	2,448	34.5%	22.7%	25.7%	35.4%	49.2%
Trade	180,715	197,373	155,283	49,262	25,165	132,617	165,598	124,942	36,368	16,829	36.3%	19.2%	24.3%	35.5%	49.5%
Female	96,746	94,495	76,952	24,837	12,073	72,756	81,932	61,004	17,626	7,782	33.0%	15.3%	26.1%	40.9%	55.1%
Male	83,969	102,878	78,331	24,425	13,092	59,861	83,666	63,938	18,742	9,047	40.3%	23.0%	22.5%	30.3%	44.7%
Transportation and Warehousing	26,286	65,422	53,691	14,618	6,040	15,959	47,681	42,741	11,093	3,942	64.7%	37.2%	25.6%	31.8%	53.2%
Female	9,778	23,092	19,842	4,929	2,173	5,508	16,669	14,472	3,328	1,262	77.5%	38.5%	37.1%	48.1%	72.2%
Male	16,508	42,330	33,849	9,689	3,867	10,451	31,012	28,269	7,765	2,680	58.0%	36.5%	19.7%	24.8%	44.3%
Information	6,037	24,208	20,282	4,821	1,943	4,856	17,664	15,175	3,548	1,317	24.3%	37.0%	33.7%	35.9%	47.5%
Female	2,976	11,484	8,642	1,944	817	2,424	8,045	6,183	1,413	539	22.8%	42.7%	39.8%	37.6%	51.6%
Male	3,061	12,724	11,640	2,877	1,126	2,432	9,619	8,992	2,135	778	25.9%	32.3%	29.4%	34.8%	44.7%
Finance and Insurance	5,094	41,118	38,756	9,719	2,987	4,295	32,440	30,112	7,333	2,172	18.6%	26.8%	28.7%	32.5%	37.5%
Female	3,278	24,187	23,520	5,897	1,587	2,815	19,312	18,257	4,390	1,062	16.4%	25.2%	28.8%	34.3%	49.4%
Male	1,816	16,931	15,236	3,822	1,400	1,480	13,128	11,855	2,943	1,110	22.7%	29.0%	28.5%	29.9%	26.1%
Real Estate and Rental and Leasing	5,634	20,740	21,816	7,386	3,056	4,616	18,059	18,378	5,662	2,244	22.1%	14.8%	18.7%	30.4%	36.2%
Female	2,539	9,893	10,270	3,284	1,298	2,092	8,508	8,438	2,449	944	21.4%	16.3%	21.7%	34.1%	37.5%
Male	3,095	10,847	11,546	4,102	1,758	2,524	9,551	9,940	3,213	1,300	22.6%	13.6%	16.2%	27.7%	35.2%
Business Services	75,386	311,743	270,413	75,556	32,978	67,828	269,388	231,152	61,603	24,310	11.1%	15.7%	17.0%	22.6%	35.7%
Female	36,423	155,555	133,900	36,025	15,041	31,384	126,800	107,725	27,553	10,422	16.1%	22.7%	24.3%	30.7%	44.3%
Male	38,963	156,188	136,513	39,531	17,937	36,444	142,588	123,427	34,050	13,888	6.9%	9.5%	10.6%	16.1%	29.2%
Educational Services	17,250	82,643	85,421	25,172	14,612	16,382	79,782	73,791	18,893	9,329	5.3%	3.6%	15.8%	33.2%	56.6%
Female	11,849	59,062	61,949	17,311	8,802	11,182	56,883	53,373	12,825	5,296	6.0%	3.8%	16.1%	35.0%	66.2%
Male	5,401	23,581	23,472	7,861	5,810	5,200	22,899	20,418	6,068	4,033	3.9%	3.0%	15.0%	29.5%	44.1%

Number of New Hires by Gender and Age Group and Industry Sector in the South Atlantic Region															
Industry & Gender/Age	South Atlantic Region					South Atlantic Region					Percentage Change 21-Q3/19-Q3				
	2021-Q3					2019-Q3									
	14-21	22-34	35-54	55-64	65+	14-21	22-34	35-54	55-64	65+	14-21	22-34	35-54	55-64	65+
Health Care and Social Assistance	41,915	158,516	139,956	39,956	16,660	35,215	146,247	131,285	36,417	13,218	19.0%	8.4%	6.6%	9.7%	26.0%
Female	34,330	128,147	110,881	30,716	11,367	28,635	119,288	105,682	28,220	9,170	19.9%	7.4%	4.9%	8.8%	24.0%
Male	7,585	30,369	29,075	9,240	5,293	6,580	26,959	25,603	8,197	4,048	15.3%	12.6%	13.6%	12.7%	30.8%
Leisure & Hospitality	268,567	205,499	147,880	42,377	24,459	224,054	195,218	121,201	28,742	16,628	19.9%	5.3%	22.0%	47.4%	47.1%
Female	152,542	109,117	77,080	21,697	11,596	128,450	105,734	64,743	14,722	7,854	18.8%	3.2%	19.1%	47.4%	47.6%
Male	116,025	96,382	70,800	20,680	12,863	95,604	89,484	56,458	14,020	8,774	21.4%	7.7%	25.4%	47.5%	46.6%
Other Services (except Public Administration)	20,430	39,025	34,674	11,940	6,220	18,108	36,630	31,561	9,728	4,661	12.8%	6.5%	9.9%	22.7%	33.4%
Female	10,252	20,849	17,777	6,408	3,196	8,944	19,446	16,309	5,192	2,490	14.6%	7.2%	9.0%	23.4%	28.4%
Male	10,178	18,176	16,897	5,532	3,024	9,164	17,184	15,252	4,536	2,171	11.1%	5.8%	10.8%	22.0%	39.3%
Public Administration	6,535	23,345	23,719	8,963	4,639	6,314	23,168	20,097	6,086	3,403	3.5%	0.8%	18.0%	47.3%	36.3%
Female	2,877	11,555	12,150	4,565	2,172	2,783	11,868	10,938	3,168	1,643	3.4%	-2.6%	11.1%	44.1%	32.2%
Male	3,658	11,790	11,569	4,398	2,467	3,531	11,300	9,159	2,918	1,760	3.6%	4.3%	26.3%	50.7%	40.2%
Total	702,654	1,314,660	1,143,655	333,197	155,913	571,623	1,164,009	978,556	261,948	111,836	22.9%	12.9%	16.9%	27.2%	39.4%
Female	375,759	683,198	595,354	169,647	76,371	306,605	606,085	502,585	130,161	53,343	22.6%	12.7%	18.5%	30.3%	43.2%
Male	326,895	631,462	548,301	163,550	79,542	265,018	557,924	475,971	131,787	58,493	23.3%	13.2%	15.2%	24.1%	36.0%

Change in Distribution of All Hires Between 19-Q3 and 21-Q3 by Gender and Age Groups For Industry Sectors with Significant Small Business Presence															
Industry & Gender/Age	South Atlantic Region					South Atlantic Region					Change in Distribution '21 compared to '19				
	2021-Q3					2019-Q3									
	14-21	22-34	35-54	55-64	65+	14-21	22-34	35-54	55-64	65+	14-21	22-34	35-54	55-64	65+
Construction	0.6%	1.9%	2.0%	0.6%	0.3%	0.7%	2.2%	2.4%	0.6%	0.3%	-0.1%	-0.3%	-0.4%	-0.1%	0.0%
Female	0.1%	0.3%	0.4%	0.1%	0.1%	0.1%	0.3%	0.4%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%
Male	0.5%	1.6%	1.6%	0.5%	0.2%	0.6%	1.9%	2.0%	0.5%	0.2%	-0.1%	-0.3%	-0.4%	-0.1%	0.0%
Manufacturing	0.6%	1.9%	1.9%	0.5%	0.2%	0.5%	1.8%	1.8%	0.4%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%
Female	0.2%	0.6%	0.7%	0.2%	0.1%	0.2%	0.6%	0.6%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Male	0.4%	1.3%	1.2%	0.3%	0.1%	0.4%	1.2%	1.2%	0.3%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%
Trade	5.0%	5.4%	4.3%	1.3%	0.7%	4.3%	5.4%	4.0%	1.2%	0.5%	0.7%	0.0%	0.2%	0.2%	0.1%
Female	2.7%	2.6%	2.1%	0.7%	0.3%	2.4%	2.7%	2.0%	0.6%	0.3%	0.3%	-0.1%	0.1%	0.1%	0.1%
Male	2.3%	2.8%	2.1%	0.7%	0.4%	1.9%	2.7%	2.1%	0.6%	0.3%	0.4%	0.1%	0.1%	0.1%	0.1%
Business Services	2.1%	8.5%	7.4%	2.1%	0.9%	2.2%	8.7%	7.5%	2.0%	0.8%	-0.1%	-0.2%	-0.1%	0.1%	0.1%
Female	1.0%	4.3%	3.7%	1.0%	0.4%	1.0%	4.1%	3.5%	0.9%	0.3%	0.0%	0.2%	0.2%	0.1%	0.1%
Male	1.1%	4.3%	3.7%	1.1%	0.5%	1.2%	4.6%	4.0%	1.1%	0.4%	-0.1%	-0.3%	-0.3%	0.0%	0.0%
Health Care & Social Assistance	1.1%	4.3%	3.8%	1.1%	0.5%	1.1%	4.7%	4.3%	1.2%	0.4%	0.0%	-0.4%	-0.4%	-0.1%	0.0%
Female	0.9%	3.5%	3.0%	0.8%	0.3%	0.9%	3.9%	3.4%	0.9%	0.3%	0.0%	-0.4%	-0.4%	-0.1%	0.0%
Male	0.2%	0.8%	0.8%	0.3%	0.1%	0.2%	0.9%	0.8%	0.3%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%
Leisure & Hospitality	7.4%	5.6%	4.1%	1.2%	0.7%	7.3%	6.3%	3.9%	0.9%	0.5%	0.1%	-0.7%	0.1%	0.2%	0.1%
Female	4.2%	3.0%	2.1%	0.6%	0.3%	4.2%	3.4%	2.1%	0.5%	0.3%	0.0%	-0.4%	0.0%	0.1%	0.1%
Male	3.2%	2.6%	1.9%	0.6%	0.4%	3.1%	2.9%	1.8%	0.5%	0.3%	0.1%	-0.3%	0.1%	0.1%	0.1%
Total	19.3%	36.0%	31.3%	9.1%	4.3%	18.5%	37.7%	31.7%	8.5%	3.6%	0.7%	-1.7%	-0.4%	0.6%	0.6%
Female	10.3%	18.7%	16.3%	4.6%	2.1%	9.9%	19.6%	16.3%	4.2%	1.7%	0.4%	-0.9%	0.0%	0.4%	0.4%
Male	9.0%	17.3%	15.0%	4.5%	2.2%	8.6%	18.1%	15.4%	4.3%	1.9%	0.4%	-0.8%	-0.4%	0.2%	0.3%

Change in Distribution of Each Industry Sector's Hires Between 19-Q3 and 21-Q3 by Gender and Age Groups															
Industry & Gender/Age	South Atlantic Region					South Atlantic Region					Change in Distribution '21 compared to '19				
	2021-Q3					2019-Q3									
	14-21	22-34	35-54	55-64	65+	14-21	22-34	35-54	55-64	65+	14-21	22-34	35-54	55-64	65+
Construction	11.9%	35.1%	37.4%	10.9%	4.7%	11.3%	35.3%	38.9%	10.4%	4.1%	0.6%	-0.2%	-1.5%	0.5%	0.6%
Female	1.9%	6.0%	7.8%	2.3%	1.6%	1.6%	5.6%	7.1%	2.0%	1.4%	0.2%	0.4%	0.7%	0.3%	0.3%
Male	10.0%	29.1%	29.6%	8.5%	3.1%	9.7%	29.8%	31.8%	8.4%	2.7%	0.3%	-0.6%	-2.1%	0.2%	0.3%
Manufacturing	12.1%	36.7%	37.6%	10.4%	3.2%	11.5%	38.6%	37.7%	9.5%	2.7%	0.7%	-1.8%	-0.2%	0.9%	0.5%
Female	4.0%	11.6%	13.0%	3.5%	1.2%	3.8%	12.6%	13.0%	3.1%	1.0%	0.2%	-1.0%	0.0%	0.4%	0.2%
Male	8.1%	25.1%	24.6%	6.9%	2.0%	7.7%	25.9%	24.7%	6.5%	1.7%	0.5%	-0.8%	-0.2%	0.4%	0.3%
Trade	29.7%	32.5%	25.5%	8.1%	4.1%	27.8%	34.8%	26.2%	7.6%	3.5%	1.9%	-2.3%	-0.7%	0.5%	0.6%
Female	15.9%	15.5%	12.7%	4.1%	2.0%	15.3%	17.2%	12.8%	3.7%	1.6%	0.6%	-1.7%	-0.1%	0.4%	0.4%
Male	13.8%	16.9%	12.9%	4.0%	2.2%	12.6%	17.6%	13.4%	3.9%	1.9%	1.2%	-0.6%	-0.5%	0.1%	0.3%
Business Services	9.8%	40.7%	35.3%	9.9%	4.3%	10.4%	41.2%	35.3%	9.4%	3.7%	-0.5%	-0.5%	0.0%	0.4%	0.6%
Female	4.8%	20.3%	17.5%	4.7%	2.0%	4.8%	19.4%	16.5%	4.2%	1.6%	0.0%	0.9%	1.0%	0.5%	0.4%
Male	5.1%	20.4%	17.8%	5.2%	2.3%	5.6%	21.8%	18.9%	5.2%	2.1%	-0.5%	-1.4%	-1.0%	0.0%	0.2%
Health Care & Social Assistance	10.6%	39.9%	35.3%	10.1%	4.2%	9.7%	40.4%	36.2%	10.0%	3.6%	0.8%	-0.4%	-1.0%	0.0%	0.5%
Female	8.6%	32.3%	27.9%	7.7%	2.9%	7.9%	32.9%	29.2%	7.8%	2.5%	0.7%	-0.6%	-1.2%	-0.1%	0.3%
Male	1.9%	7.6%	7.3%	2.3%	1.3%	1.8%	7.4%	7.1%	2.3%	1.1%	0.1%	0.2%	0.3%	0.1%	0.2%
Leisure & Hospitality	39.0%	29.8%	21.5%	6.2%	3.6%	38.2%	33.3%	20.7%	4.9%	2.8%	0.7%	-3.5%	0.8%	1.2%	0.7%
Female	22.1%	15.8%	11.2%	3.2%	1.7%	21.9%	18.0%	11.1%	2.5%	1.3%	0.2%	-2.2%	0.1%	0.6%	0.3%
Male	16.8%	14.0%	10.3%	3.0%	1.9%	16.3%	15.3%	9.6%	2.4%	1.5%	0.5%	-1.3%	0.6%	0.6%	0.4%
Total	19.3%	36.0%	31.3%	9.1%	4.3%	18.5%	37.7%	31.7%	8.5%	3.6%	0.7%	-1.7%	-0.4%	0.6%	0.6%
Female	10.3%	18.7%	16.3%	4.6%	2.1%	9.9%	19.6%	16.3%	4.2%	1.7%	0.4%	-0.9%	0.0%	0.4%	0.4%
Male	9.0%	17.3%	15.0%	4.5%	2.2%	8.6%	18.1%	15.4%	4.3%	1.9%	0.4%	-0.8%	-0.4%	0.2%	0.3%

Number of New Hires by Gender and Age Group and Industry Sector in the East South Central Region															
Industry & Gender/Age	East South Central Region					East South Central Region					Percentage Change 21-Q3/19-Q3				
	2021-Q3					2019-Q3									
	14-21	22-34	35-54	55-64	65+	14-21	22-34	35-54	55-64	65+	14-21	22-34	35-54	55-64	65+
Agriculture, Forestry, Fishing and Hunting	366	730	719	247	181	346	761	846	262	226	5.8%	-4.1%	-15.0%	-5.7%	-19.9%
Female	116	192	164	65	48	107	204	233	66	55	8.4%	-5.9%	-29.6%	-1.5%	-12.7%
Male	250	538	555	182	133	239	557	613	196	171	4.6%	-3.4%	-9.5%	-7.1%	-22.2%
Mining, Quarrying, and Oil and Gas Extraction	107	438	541	108	30	114	546	678	147	30	-6.1%	-19.8%	-20.2%	-26.5%	0.0%
Female	4	18	44	16	2	8	22	28	17	3	-50.0%	-18.2%	57.1%	-5.9%	-33.3%
Male	103	420	497	92	28	106	524	650	130	27	-2.8%	-19.8%	-23.5%	-29.2%	3.7%
Utilities	164	508	472	97	48	126	377	315	84	24	30.2%	34.7%	49.8%	15.5%	100.0%
Female	23	103	149	26	20	21	83	94	21	9	9.5%	24.1%	58.5%	23.8%	122.2%
Male	141	405	323	71	28	105	294	221	63	15	34.3%	37.8%	46.2%	12.7%	86.7%
Construction	3,463	9,017	8,489	2,170	828	3,268	8,827	9,110	2,194	697	6.0%	2.2%	-6.8%	-1.1%	18.8%
Female	296	982	1,189	363	208	267	844	1,167	280	165	10.9%	16.4%	1.9%	29.6%	26.1%
Male	3,167	8,035	7,300	1,807	620	3,001	7,983	7,943	1,914	532	5.5%	0.7%	-8.1%	-5.6%	16.5%
Manufacturing	6,808	18,884	17,690	3,712	1,021	5,629	16,064	14,394	2,841	683	20.9%	17.6%	22.9%	30.7%	49.5%
Female	1,981	5,507	5,962	1,229	383	1,670	4,920	4,767	867	242	18.6%	11.9%	25.1%	41.8%	58.3%
Male	4,827	13,377	11,728	2,483	638	3,959	11,144	9,627	1,974	441	21.9%	20.0%	21.8%	25.8%	44.7%
Trade	28,368	30,215	22,624	5,969	2,941	21,085	24,759	17,994	4,610	2,082	34.5%	22.0%	25.7%	29.5%	41.3%
Female	15,249	14,756	12,162	3,119	1,432	11,468	12,548	9,496	2,297	979	33.0%	17.6%	28.1%	35.8%	46.3%
Male	13,119	15,459	10,462	2,850	1,509	9,617	12,211	8,498	2,313	1,103	36.4%	26.6%	23.1%	23.2%	36.8%
Transportation and Warehousing	6,957	12,440	9,379	2,319	851	4,822	7,640	6,389	1,647	591	44.3%	62.8%	46.8%	40.8%	44.0%
Female	2,631	4,434	3,340	696	266	1,682	2,329	1,944	399	152	56.4%	90.4%	71.8%	74.4%	75.0%
Male	4,326	8,006	6,039	1,623	585	3,140	5,311	4,445	1,248	439	37.8%	50.7%	35.9%	30.0%	33.3%
Information	699	2,109	1,502	400	139	585	1,412	1,002	226	85	19.5%	49.4%	49.9%	77.0%	63.5%
Female	303	970	694	167	72	305	669	486	103	36	-0.7%	45.0%	42.8%	62.1%	100.0%
Male	396	1,139	808	233	67	280	743	516	123	49	41.4%	53.3%	56.6%	89.4%	36.7%
Finance and Insurance	844	5,270	4,540	970	314	746	3,649	3,048	640	214	13.1%	44.4%	49.0%	51.6%	46.7%
Female	613	3,505	3,106	636	168	538	2,394	2,021	430	113	13.9%	46.4%	53.7%	47.9%	48.7%
Male	231	1,765	1,434	334	146	208	1,255	1,027	210	101	11.1%	40.6%	39.6%	59.0%	44.6%
Real Estate and Rental and Leasing	665	2,202	2,175	592	269	580	1,810	1,758	493	226	14.7%	21.7%	23.7%	20.1%	19.0%
Female	289	910	977	263	105	264	750	735	182	91	9.5%	21.3%	32.9%	44.5%	15.4%
Male	376	1,292	1,198	329	164	316	1,060	1,023	311	135	19.0%	21.9%	17.1%	5.8%	21.5%
Business Services	12,686	39,510	31,364	7,393	3,157	12,943	37,340	28,417	6,360	2,403	-2.0%	5.8%	10.4%	16.2%	31.4%
Female	5,723	18,646	15,400	3,522	1,422	5,713	16,590	13,227	2,805	1,033	0.2%	12.4%	16.4%	25.6%	37.7%
Male	6,963	20,864	15,964	3,871	1,735	7,230	20,750	15,190	3,555	1,370	-3.7%	0.5%	5.1%	8.9%	26.6%
Educational Services	2,380	11,993	11,272	2,913	1,547	2,224	11,439	10,196	2,502	1,271	7.0%	4.8%	10.6%	16.4%	21.7%
Female	1,677	8,674	8,320	1,976	963	1,557	8,217	7,245	1,648	733	7.7%	5.6%	14.8%	19.9%	31.4%
Male	703	3,319	2,952	937	584	667	3,222	2,951	854	538	5.4%	3.0%	0.0%	9.7%	8.6%

Number of New Hires by Gender and Age Group and Industry Sector in the East South Central Region															
Industry & Gender/Age	East South Central Region					East South Central Region					Percentage Change 21-Q3/19-Q3				
	2021-Q3					2019-Q3									
	14-21	22-34	35-54	55-64	65+	14-21	22-34	35-54	55-64	65+	14-21	22-34	35-54	55-64	65+
Health Care and Social Assistance	8,099	30,063	27,191	7,858	2,796	6,960	20,730	15,548	3,554	1,445	16.4%	45.0%	74.9%	121.1%	93.5%
Female	6,913	25,096	22,150	6,167	1,990	5,912	17,360	12,742	2,792	1,001	16.9%	44.6%	73.8%	120.9%	98.8%
Male	1,186	4,967	5,041	1,691	806	1,048	3,370	2,806	762	444	13.2%	47.4%	79.7%	121.9%	81.5%
Leisure & Hospitality	37,581	26,210	18,134	4,006	2,408	34,226	27,109	16,095	2,943	1,685	9.8%	-3.3%	12.7%	36.1%	42.9%
Female	21,739	14,697	10,419	2,252	1,237	19,957	15,552	9,392	1,585	832	8.9%	-5.5%	10.9%	42.1%	48.7%
Male	15,842	11,513	7,715	1,754	1,171	14,269	11,557	6,703	1,358	853	11.0%	-0.4%	15.1%	29.2%	37.3%
Other Services (except Public Administration)	2,598	4,108	3,276	917	479	2,153	3,598	2,901	767	401	20.7%	14.2%	12.9%	19.6%	19.5%
Female	1,276	1,928	1,556	428	229	1,039	1,712	1,399	366	189	22.8%	12.6%	11.2%	16.9%	21.2%
Male	1,322	2,180	1,720	489	250	1,114	1,886	1,502	401	212	18.7%	15.6%	14.5%	21.9%	17.9%
Public Administration	1,057	3,236	2,782	812	432	987	3,085	2,509	710	358	7.1%	4.9%	10.9%	14.4%	20.7%
Female	383	1,386	1,386	413	198	344	1,323	1,233	331	135	11.3%	4.8%	12.4%	24.8%	46.7%
Male	674	1,850	1,396	399	234	643	1,762	1,276	379	223	4.8%	5.0%	9.4%	5.3%	4.9%
Total	112,842	196,933	162,150	40,483	17,441	96,794	169,146	131,200	29,980	12,421	16.6%	16.4%	23.6%	35.0%	40.4%
Female	59,216	101,804	87,018	21,338	8,743	50,852	85,517	66,209	14,189	5,768	16.4%	19.0%	31.4%	50.4%	51.6%
Male	53,626	95,129	75,132	19,145	8,698	45,942	83,629	64,991	15,791	6,653	16.7%	13.8%	15.6%	21.2%	30.7%

Change in Distribution of All Hires Between 19-Q3 and 21-Q3 by Gender and Age Groups For Industry Sectors with Significant Small Business Presence															
Industry & Gender/Age	East South Central Region, 2021-Q3					East South Central Region,, 2019-Q3					Change in Distribution '21 compared to '19				
	14-21	22-34	35-54	55-64	65+	14-21	22-34	35-54	55-64	65+	14-21	22-34	35-54	55-64	65+
Construction	0.7%	1.7%	1.6%	0.4%	0.2%	0.7%	2.0%	2.1%	0.5%	0.2%	-0.1%	-0.3%	-0.5%	-0.1%	0.0%
Female	0.1%	0.2%	0.2%	0.1%	0.0%	0.1%	0.2%	0.3%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Male	0.6%	1.5%	1.4%	0.3%	0.1%	0.7%	1.8%	1.8%	0.4%	0.1%	-0.1%	-0.3%	-0.4%	-0.1%	0.0%
Manufacturing	1.3%	3.6%	3.3%	0.7%	0.2%	1.3%	3.7%	3.3%	0.6%	0.2%	0.0%	-0.1%	0.1%	0.1%	0.0%
Female	0.4%	1.0%	1.1%	0.2%	0.1%	0.4%	1.1%	1.1%	0.2%	0.1%	0.0%	-0.1%	0.0%	0.0%	0.0%
Male	0.9%	2.5%	2.2%	0.5%	0.1%	0.9%	2.5%	2.2%	0.4%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%
Trade	5.4%	5.7%	4.3%	1.1%	0.6%	4.8%	5.6%	4.1%	1.0%	0.5%	0.6%	0.1%	0.2%	0.1%	0.1%
Female	2.9%	2.8%	2.3%	0.6%	0.3%	2.6%	2.9%	2.2%	0.5%	0.2%	0.3%	-0.1%	0.1%	0.1%	0.0%
Male	2.5%	2.9%	2.0%	0.5%	0.3%	2.2%	2.8%	1.9%	0.5%	0.3%	0.3%	0.1%	0.0%	0.0%	0.0%
Business Services	2.4%	7.5%	5.9%	1.4%	0.6%	2.9%	8.5%	6.5%	1.4%	0.5%	-0.6%	-1.0%	-0.5%	-0.1%	0.0%
Female	1.1%	3.5%	2.9%	0.7%	0.3%	1.3%	3.8%	3.0%	0.6%	0.2%	-0.2%	-0.3%	-0.1%	0.0%	0.0%
Male	1.3%	3.9%	3.0%	0.7%	0.3%	1.6%	4.7%	3.5%	0.8%	0.3%	-0.3%	-0.8%	-0.4%	-0.1%	0.0%
Health Care and Social Assistance	1.5%	5.7%	5.1%	1.5%	0.5%	1.6%	4.7%	3.5%	0.8%	0.3%	-0.1%	1.0%	1.6%	0.7%	0.2%
Female	1.3%	4.7%	4.2%	1.2%	0.4%	1.3%	3.9%	2.9%	0.6%	0.2%	0.0%	0.8%	1.3%	0.5%	0.1%
Male	0.2%	0.9%	1.0%	0.3%	0.2%	0.2%	0.8%	0.6%	0.2%	0.1%	0.0%	0.2%	0.3%	0.1%	0.1%
Leisure & Hospitality	7.1%	4.9%	3.4%	0.8%	0.5%	7.8%	6.2%	3.7%	0.7%	0.4%	-0.7%	-1.2%	-0.2%	0.1%	0.1%
Female	4.1%	2.8%	2.0%	0.4%	0.2%	4.5%	3.5%	2.1%	0.4%	0.2%	-0.4%	-0.8%	-0.2%	0.1%	0.0%
Male	3.0%	2.2%	1.5%	0.3%	0.2%	3.2%	2.6%	1.5%	0.3%	0.2%	-0.3%	-0.5%	-0.1%	0.0%	0.0%
Total	21.3%	37.2%	30.6%	7.6%	3.3%	22.0%	38.5%	29.8%	6.8%	2.8%	-0.7%	-1.3%	0.8%	0.8%	0.5%
Female	11.2%	19.2%	16.4%	4.0%	1.7%	11.6%	19.5%	15.1%	3.2%	1.3%	-0.4%	-0.2%	1.4%	0.8%	0.3%
Male	10.1%	18.0%	14.2%	3.6%	1.6%	10.5%	19.0%	14.8%	3.6%	1.5%	-0.3%	-1.1%	-0.6%	0.0%	0.1%

Change in Distribution of Each Industry Sector's Hires Between 19-Q3 and 21-Q3 by Gender and Age Groups															
Industry & Gender/Age	East South Central Region					East South Central Region					Change in Distribution '21 compared to '19				
	2021-Q3					2019-Q3					14-21	22-34	35-54	55-64	65+
	14-21	22-34	35-54	55-64	65+	14-21	22-34	35-54	55-64	65+	14-21	22-34	35-54	55-64	65+
Construction	14.4%	37.6%	35.4%	9.1%	3.5%	13.6%	36.6%	37.8%	9.1%	2.9%	0.9%	1.0%	-2.4%	-0.1%	0.6%
Female	1.2%	4.1%	5.0%	1.5%	0.9%	1.1%	3.5%	4.8%	1.2%	0.7%	0.1%	0.6%	0.1%	0.4%	0.2%
Male	13.2%	33.5%	30.5%	7.5%	2.6%	12.5%	33.1%	33.0%	7.9%	2.2%	0.8%	0.4%	-2.5%	-0.4%	0.4%
Manufacturing	14.1%	39.2%	36.8%	7.7%	2.1%	14.2%	40.6%	36.3%	7.2%	1.7%	-0.1%	-1.3%	0.4%	0.5%	0.4%
Female	4.1%	11.4%	12.4%	2.6%	0.8%	4.2%	12.4%	12.0%	2.2%	0.6%	-0.1%	-1.0%	0.4%	0.4%	0.2%
Male	10.0%	27.8%	24.4%	5.2%	1.3%	10.0%	28.1%	24.3%	5.0%	1.1%	0.0%	-0.3%	0.1%	0.2%	0.2%
Trade	31.5%	33.5%	25.1%	6.6%	3.3%	29.9%	35.1%	25.5%	6.5%	3.0%	1.6%	-1.6%	-0.4%	0.1%	0.3%
Female	16.9%	16.4%	13.5%	3.5%	1.6%	16.3%	17.8%	13.5%	3.3%	1.4%	0.7%	-1.4%	0.0%	0.2%	0.2%
Male	14.6%	17.2%	11.6%	3.2%	1.7%	13.6%	17.3%	12.0%	3.3%	1.6%	0.9%	-0.2%	-0.4%	-0.1%	0.1%
Business Services	13.5%	42.0%	33.3%	7.9%	3.4%	14.8%	42.7%	32.5%	7.3%	2.7%	-1.3%	-0.7%	0.8%	0.6%	0.6%
Female	6.1%	19.8%	16.4%	3.7%	1.5%	6.5%	19.0%	15.1%	3.2%	1.2%	-0.5%	0.8%	1.2%	0.5%	0.3%
Male	7.4%	22.2%	17.0%	4.1%	1.8%	8.3%	23.7%	17.4%	4.1%	1.6%	-0.9%	-1.6%	-0.4%	0.0%	0.3%
Health Care and Social Assistance	10.7%	39.6%	35.8%	10.3%	3.7%	14.4%	43.0%	32.2%	7.4%	3.0%	-3.8%	-3.4%	3.5%	3.0%	0.7%
Female	9.1%	33.0%	29.1%	8.1%	2.6%	12.3%	36.0%	26.4%	5.8%	2.1%	-3.2%	-3.0%	2.7%	2.3%	0.5%
Male	1.6%	6.5%	6.6%	2.2%	1.1%	2.2%	7.0%	5.8%	1.6%	0.9%	-0.6%	-0.5%	0.8%	0.6%	0.1%
Leisure & Hospitality	42.5%	29.7%	20.5%	4.5%	2.7%	41.7%	33.0%	19.6%	3.6%	2.1%	0.8%	-3.4%	0.9%	0.9%	0.7%
Female	24.6%	16.6%	11.8%	2.5%	1.4%	24.3%	19.0%	11.4%	1.9%	1.0%	0.3%	-2.3%	0.3%	0.6%	0.4%
Male	17.9%	13.0%	8.7%	2.0%	1.3%	17.4%	14.1%	8.2%	1.7%	1.0%	0.5%	-1.1%	0.6%	0.3%	0.3%
Total	21.3%	37.2%	30.6%	7.6%	3.3%	22.0%	38.5%	29.8%	6.8%	2.8%	-0.7%	-1.3%	0.8%	0.8%	0.5%
Female	11.2%	19.2%	16.4%	4.0%	1.7%	11.6%	19.5%	15.1%	3.2%	1.3%	-0.4%	-0.2%	1.4%	0.8%	0.3%
Male	10.1%	18.0%	14.2%	3.6%	1.6%	10.5%	19.0%	14.8%	3.6%	1.5%	-0.3%	-1.1%	-0.6%	0.0%	0.1%

Number of New Hires by Gender and Age Group and Industry Sector in the West South Central Region															
Industry & Gender/Age	West South Central Region					West South Central Region					Percentage Change 21-Q3/19-Q3				
	2021-Q3					2019-Q3									
	14-21	22-34	35-54	55-64	65+	14-21	22-34	35-54	55-64	65+	14-21	22-34	35-54	55-64	65+
Agriculture, Forestry, Fishing and Hunting	1,625	2,775	2,921	1,242	822	1,430	2,734	3,129	1,178	825	13.6%	1.5%	-6.6%	5.4%	-0.4%
Female	547	801	891	320	238	404	761	903	303	239	35.4%	5.3%	-1.3%	5.6%	-0.4%
Male	1,078	1,974	2,030	922	584	1,026	1,973	2,226	875	586	5.1%	0.1%	-8.8%	5.4%	-0.3%
Mining, Quarrying, and Oil and Gas Extraction	2,083	10,483	12,178	2,690	875	2,473	12,485	12,714	2,528	787	-15.8%	-16.0%	-4.2%	6.4%	11.2%
Female	195	1,107	1,832	479	268	245	1,615	1,931	442	271	-20.4%	-31.5%	-5.1%	8.4%	-1.1%
Male	1,888	9,376	10,346	2,211	607	2,228	10,870	10,783	2,086	516	-15.3%	-13.7%	-4.1%	6.0%	17.6%
Utilities	581	2,325	1,993	463	207	532	2,116	1,860	460	149	9.2%	9.9%	7.2%	0.7%	38.9%
Female	109	618	646	163	85	142	555	554	142	57	-23.2%	11.4%	16.6%	14.8%	49.1%
Male	472	1,707	1,347	300	122	390	1,561	1,306	318	92	21.0%	9.4%	3.1%	-5.7%	32.6%
Construction	16,092	53,516	53,355	13,830	6,235	18,114	58,486	56,146	14,145	6,149	-11.2%	-8.5%	-5.0%	-2.2%	1.4%
Female	2,111	7,981	10,504	2,821	2,159	2,073	8,373	10,120	2,652	2,115	1.8%	-4.7%	3.8%	6.4%	2.1%
Male	13,981	45,535	42,851	11,009	4,076	16,041	50,113	46,026	11,493	4,034	-12.8%	-9.1%	-6.9%	-4.2%	1.0%
Manufacturing	13,023	38,565	40,027	10,617	3,741	11,112	34,727	33,597	8,079	2,804	17.2%	11.1%	19.1%	31.4%	33.4%
Female	4,140	10,670	12,000	3,105	1,348	3,165	9,544	9,980	2,352	1,062	30.8%	11.8%	20.2%	32.0%	26.9%
Male	8,883	27,895	28,027	7,512	2,393	7,947	25,183	23,617	5,727	1,742	11.8%	10.8%	18.7%	31.2%	37.4%
Trade	110,178	121,471	91,994	24,172	12,757	85,172	101,056	75,375	18,789	9,145	29.4%	20.2%	22.0%	28.6%	39.5%
Female	57,954	56,176	43,896	11,536	5,918	44,675	47,349	35,288	8,679	4,028	29.7%	18.6%	24.4%	32.9%	46.9%
Male	52,224	65,295	48,098	12,636	6,839	40,497	53,707	40,087	10,110	5,117	29.0%	21.6%	20.0%	25.0%	33.7%
Transportation and Warehousing	17,681	40,374	33,544	8,591	3,283	10,452	30,239	28,452	6,971	2,420	69.2%	33.5%	17.9%	23.2%	35.7%
Female	6,385	13,139	11,065	2,400	1,123	3,324	9,418	8,458	1,803	715	92.1%	39.5%	30.8%	33.1%	57.1%
Male	11,296	27,235	22,479	6,191	2,160	7,128	20,821	19,994	5,168	1,705	58.5%	30.8%	12.4%	19.8%	26.7%
Information	4,085	12,553	9,898	1,956	929	3,478	9,147	7,171	1,518	646	17.5%	37.2%	38.0%	28.9%	43.8%
Female	1,948	5,690	4,132	792	361	1,711	4,157	2,829	593	252	13.9%	36.9%	46.1%	33.6%	43.3%
Male	2,137	6,863	5,766	1,164	568	1,767	4,990	4,342	925	394	20.9%	37.5%	32.8%	25.8%	44.2%
Finance and Insurance	4,289	27,779	24,942	5,307	1,832	4,250	22,029	18,510	3,929	1,293	0.9%	26.1%	34.7%	35.1%	41.7%
Female	2,960	16,754	14,930	3,082	910	3,017	13,590	11,039	2,411	658	-1.9%	23.3%	35.2%	27.8%	38.3%
Male	1,329	11,025	10,012	2,225	922	1,233	8,439	7,471	1,518	635	7.8%	30.6%	34.0%	46.6%	45.2%
Real Estate and Rental and Leasing	3,573	13,757	13,448	3,592	1,437	3,298	12,289	11,407	3,026	1,227	8.3%	11.9%	17.9%	18.7%	17.1%
Female	1,527	5,876	5,641	1,368	549	1,288	5,219	4,676	1,144	471	18.6%	12.6%	20.6%	19.6%	16.6%
Male	2,046	7,881	7,807	2,224	888	2,010	7,070	6,731	1,882	756	1.8%	11.5%	16.0%	18.2%	17.5%
Business Services	42,191	172,900	151,310	36,110	16,974	38,522	141,274	120,662	29,271	12,734	9.5%	22.4%	25.4%	23.4%	33.3%
Female	19,393	82,166	72,189	16,544	7,546	16,763	62,847	53,315	12,577	5,367	15.7%	30.7%	35.4%	31.5%	40.6%
Male	22,798	90,734	79,121	19,566	9,428	21,759	78,427	67,347	16,694	7,367	4.8%	15.7%	17.5%	17.2%	28.0%
Educational Services	13,452	68,363	66,217	15,886	8,618	12,725	63,955	60,128	13,758	6,519	5.7%	6.9%	10.1%	15.5%	32.2%
Female	9,462	49,039	48,892	11,079	5,142	8,462	45,994	43,911	9,364	3,759	11.8%	6.6%	11.3%	18.3%	36.8%
Male	3,990	19,324	17,325	4,807	3,476	4,263	17,961	16,217	4,394	2,760	-6.4%	7.6%	6.8%	9.4%	25.9%

Number of New Hires by Gender and Age Group and Industry Sector in the West South Central Region															
Industry & Gender/Age	West South Central Region 2021-Q3					West South Central Region 2019-Q3					Percentage Change 21-Q3/19-Q3				
	14-21	22-34	35-54	55-64	65+	14-21	22-34	35-54	55-64	65+	14-21	22-34	35-54	55-64	65+
	Health Care and Social Assistance	25,588	94,952	84,145	21,608	9,914	23,234	85,849	76,617	19,614	8,579	10.1%	10.6%	9.8%	10.2%
Female	21,247	77,162	66,444	16,720	6,819	19,236	70,238	61,347	15,337	6,045	10.5%	9.9%	8.3%	9.0%	12.8%
Male	4,341	17,790	17,701	4,888	3,095	3,998	15,611	15,270	4,277	2,534	8.6%	14.0%	15.9%	14.3%	22.1%
Leisure & Hospitality	153,270	107,191	78,288	20,421	14,550	137,313	105,945	68,141	15,097	10,883	11.6%	1.2%	14.9%	35.3%	33.7%
Female	84,812	55,760	40,801	10,530	7,011	76,157	56,312	36,607	7,849	5,220	11.4%	-1.0%	11.5%	34.2%	34.3%
Male	68,458	51,431	37,487	9,891	7,539	61,156	49,633	31,534	7,248	5,663	11.9%	3.6%	18.9%	36.5%	33.1%
Other Services (except Public Administration)	12,433	21,783	19,072	5,371	2,781	11,542	20,198	18,738	6,088	3,188	7.7%	7.8%	1.8%	-11.8%	-12.8%
Female	5,919	10,344	8,907	2,574	1,341	5,528	9,741	9,392	3,647	1,966	7.1%	6.2%	-5.2%	-29.4%	-31.8%
Male	6,514	11,439	10,165	2,797	1,440	6,014	10,457	9,346	2,441	1,222	8.3%	9.4%	8.8%	14.6%	17.8%
Public Administration	3,025	9,842	8,809	2,578	1,145	3,067	9,785	8,524	2,373	1,023	-1.4%	0.6%	3.3%	8.6%	11.9%
Female	1,354	4,741	4,665	1,283	504	1,317	4,957	4,626	1,189	428	2.8%	-4.4%	0.8%	7.9%	17.8%
Male	1,671	5,101	4,144	1,295	641	1,750	4,828	3,898	1,184	595	-4.5%	5.7%	6.3%	9.4%	7.7%
Total	423,169	798,629	692,141	174,434	86,100	366,714	712,314	601,171	146,824	68,371	15.4%	12.1%	15.1%	18.8%	25.9%
Female	220,063	398,024	347,435	84,796	41,322	187,507	350,670	294,976	70,484	32,653	17.4%	13.5%	17.8%	20.3%	26.5%
Male	203,106	400,605	344,706	89,638	44,778	179,207	361,644	306,195	76,340	35,718	13.3%	10.8%	12.6%	17.4%	25.4%

Change in Distribution of All Hires Between 19-Q3 and 21-Q3 by Gender and Age Groups For Industry Sectors with Significant Small Business Presence															
Industry & Gender/Age	West South Central Region					West South Central Region					Change in Distribution '21 compared to '19				
	2021-Q3					2019-Q3									
	14-21	22-34	35-54	55-64	65+	14-21	22-34	35-54	55-64	65+	14-21	22-34	35-54	55-64	65+
Construction	0.7%	2.5%	2.5%	0.6%	0.3%	1.0%	3.1%	3.0%	0.7%	0.3%	-0.2%	-0.6%	-0.5%	-0.1%	0.0%
Female	0.1%	0.4%	0.5%	0.1%	0.1%	0.1%	0.4%	0.5%	0.1%	0.1%	0.0%	-0.1%	-0.1%	0.0%	0.0%
Male	0.6%	2.1%	2.0%	0.5%	0.2%	0.8%	2.6%	2.4%	0.6%	0.2%	-0.2%	-0.5%	-0.5%	-0.1%	0.0%
Manufacturing	0.6%	1.8%	1.8%	0.5%	0.2%	0.6%	1.8%	1.8%	0.4%	0.1%	0.0%	-0.1%	0.1%	0.1%	0.0%
Female	0.2%	0.5%	0.6%	0.1%	0.1%	0.2%	0.5%	0.5%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%
Male	0.4%	1.3%	1.3%	0.3%	0.1%	0.4%	1.3%	1.2%	0.3%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%
Trade	5.1%	5.6%	4.2%	1.1%	0.6%	4.5%	5.3%	4.0%	1.0%	0.5%	0.6%	0.3%	0.3%	0.1%	0.1%
Female	2.7%	2.6%	2.0%	0.5%	0.3%	2.4%	2.5%	1.9%	0.5%	0.2%	0.3%	0.1%	0.2%	0.1%	0.1%
Male	2.4%	3.0%	2.2%	0.6%	0.3%	2.1%	2.8%	2.1%	0.5%	0.3%	0.3%	0.2%	0.1%	0.0%	0.0%
Business Services	1.9%	8.0%	7.0%	1.7%	0.8%	2.0%	7.5%	6.4%	1.5%	0.7%	-0.1%	0.5%	0.6%	0.1%	0.1%
Female	0.9%	3.8%	3.3%	0.8%	0.3%	0.9%	3.3%	2.8%	0.7%	0.3%	0.0%	0.5%	0.5%	0.1%	0.1%
Male	1.0%	4.2%	3.6%	0.9%	0.4%	1.1%	4.1%	3.6%	0.9%	0.4%	-0.1%	0.0%	0.1%	0.0%	0.0%
Health Care & Social Assistance	1.2%	4.4%	3.9%	1.0%	0.5%	1.2%	4.5%	4.0%	1.0%	0.5%	0.0%	-0.2%	-0.2%	0.0%	0.0%
Female	1.0%	3.5%	3.1%	0.8%	0.3%	1.0%	3.7%	3.2%	0.8%	0.3%	0.0%	-0.2%	-0.2%	0.0%	0.0%
Male	0.2%	0.8%	0.8%	0.2%	0.1%	0.2%	0.8%	0.8%	0.2%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%
Leisure & Hospitality	7.0%	4.9%	3.6%	0.9%	0.7%	7.2%	5.6%	3.6%	0.8%	0.6%	-0.2%	-0.7%	0.0%	0.1%	0.1%
Female	3.9%	2.6%	1.9%	0.5%	0.3%	4.0%	3.0%	1.9%	0.4%	0.3%	-0.1%	-0.4%	-0.1%	0.1%	0.0%
Male	3.1%	2.4%	1.7%	0.5%	0.3%	3.2%	2.6%	1.7%	0.4%	0.3%	-0.1%	-0.3%	0.1%	0.1%	0.0%
Total	19.5%	36.7%	31.8%	8.0%	4.0%	19.3%	37.6%	31.7%	7.7%	3.6%	0.1%	-0.9%	0.1%	0.3%	0.4%
Female	10.1%	18.3%	16.0%	3.9%	1.9%	9.9%	18.5%	15.6%	3.7%	1.7%	0.2%	-0.2%	0.4%	0.2%	0.2%
Male	9.3%	18.4%	15.9%	4.1%	2.1%	9.5%	19.1%	16.2%	4.0%	1.9%	-0.1%	-0.7%	-0.3%	0.1%	0.2%

Change in Distribution of Each Industry Sector's Hires Between 19-Q3 and 21-Q3 by Gender and Age Groups															
Industry & Gender/Age	West South Central Region					West South Central Region					Change in Distribution '21 compared to '19				
	2021-Q3					2019-Q3									
	14-21	22-34	35-54	55-64	65+	14-21	22-34	35-54	55-64	65+	14-21	22-34	35-54	55-64	65+
Construction	11.3%	37.4%	37.3%	9.7%	4.4%	11.8%	38.2%	36.7%	9.2%	4.0%	-0.6%	-0.8%	0.6%	0.4%	0.3%
Female	1.5%	5.6%	7.3%	2.0%	1.5%	1.4%	5.5%	6.6%	1.7%	1.4%	0.1%	0.1%	0.7%	0.2%	0.1%
Male	9.8%	31.8%	30.0%	7.7%	2.8%	10.5%	32.7%	30.1%	7.5%	2.6%	-0.7%	-0.9%	-0.1%	0.2%	0.2%
Manufacturing	12.3%	36.4%	37.8%	10.0%	3.5%	12.3%	38.4%	37.2%	8.9%	3.1%	0.0%	-2.1%	0.6%	1.1%	0.4%
Female	3.9%	10.1%	11.3%	2.9%	1.3%	3.5%	10.6%	11.0%	2.6%	1.2%	0.4%	-0.5%	0.3%	0.3%	0.1%
Male	8.4%	26.3%	26.4%	7.1%	2.3%	8.8%	27.9%	26.1%	6.3%	1.9%	-0.4%	-1.6%	0.3%	0.7%	0.3%
Trade	30.6%	33.7%	25.5%	6.7%	3.5%	29.4%	34.9%	26.0%	6.5%	3.2%	1.1%	-1.2%	-0.5%	0.2%	0.4%
Female	16.1%	15.6%	12.2%	3.2%	1.6%	15.4%	16.4%	12.2%	3.0%	1.4%	0.6%	-0.8%	0.0%	0.2%	0.3%
Male	14.5%	18.1%	13.3%	3.5%	1.9%	14.0%	18.5%	13.8%	3.5%	1.8%	0.5%	-0.4%	-0.5%	0.0%	0.1%
Business Services	10.1%	41.2%	36.1%	8.6%	4.0%	11.2%	41.3%	35.2%	8.5%	3.7%	-1.2%	0.0%	0.8%	0.1%	0.3%
Female	4.6%	19.6%	17.2%	3.9%	1.8%	4.9%	18.4%	15.6%	3.7%	1.6%	-0.3%	1.2%	1.6%	0.3%	0.2%
Male	5.4%	21.6%	18.9%	4.7%	2.2%	6.4%	22.9%	19.7%	4.9%	2.2%	-0.9%	-1.3%	-0.8%	-0.2%	0.1%
Health Care & Social Assistance	10.8%	40.2%	35.6%	9.1%	4.2%	10.9%	40.1%	35.8%	9.2%	4.0%	0.0%	0.1%	-0.2%	0.0%	0.2%
Female	9.0%	32.7%	28.1%	7.1%	2.9%	9.0%	32.8%	28.7%	7.2%	2.8%	0.0%	-0.2%	-0.6%	-0.1%	0.1%
Male	1.8%	7.5%	7.5%	2.1%	1.3%	1.9%	7.3%	7.1%	2.0%	1.2%	0.0%	0.2%	0.4%	0.1%	0.1%
Leisure & Hospitality	41.0%	28.7%	20.9%	5.5%	3.9%	40.7%	31.4%	20.2%	4.5%	3.2%	0.3%	-2.7%	0.8%	1.0%	0.7%
Female	22.7%	14.9%	10.9%	2.8%	1.9%	22.6%	16.7%	10.9%	2.3%	1.5%	0.1%	-1.8%	0.1%	0.5%	0.3%
Male	18.3%	13.8%	10.0%	2.6%	2.0%	18.1%	14.7%	9.3%	2.1%	1.7%	0.2%	-0.9%	0.7%	0.5%	0.3%
Total	19.5%	36.7%	31.8%	8.0%	4.0%	19.3%	37.6%	31.7%	7.7%	3.6%	0.1%	-0.9%	0.1%	0.3%	0.4%
Female	10.1%	18.3%	16.0%	3.9%	1.9%	9.9%	18.5%	15.6%	3.7%	1.7%	0.2%	-0.2%	0.4%	0.2%	0.2%
Male	9.3%	18.4%	15.9%	4.1%	2.1%	9.5%	19.1%	16.2%	4.0%	1.9%	-0.1%	-0.7%	-0.3%	0.1%	0.2%

Number of New Hires by Gender and Age Group and Industry Sector in the Mountain Region															
Industry & Gender/Age	Mountain Region 2021-Q3					Mountain Region 2019-Q3					Percentage Change 21-Q3/19-Q3				
	14-21	22-34	35-54	55-64	65+	14-21	22-34	35-54	55-64	65+	14-21	22-34	35-54	55-64	65+
	Agriculture, Forestry, Fishing and Hunting	2,523	5,189	5,493	2,420	1,772	2,760	5,658	6,210	2,793	1,897	-8.6%	-8.3%	-11.5%	-13.4%
Female	902	1,848	2,320	864	542	922	1,920	2,456	952	561	-2.2%	-3.8%	-5.5%	-9.2%	-3.4%
Male	1,621	3,341	3,173	1,556	1,230	1,838	3,738	3,754	1,841	1,336	-11.8%	-10.6%	-15.5%	-15.5%	-7.9%
Mining, Quarrying, and Oil and Gas Extraction	922	3,851	4,318	962	388	1,074	4,649	4,643	1,080	335	-14.2%	-17.2%	-7.0%	-10.9%	15.8%
Female	109	454	669	184	121	117	545	752	202	112	-6.8%	-16.7%	-11.0%	-8.9%	8.0%
Male	813	3,397	3,649	778	267	957	4,104	3,891	878	223	-15.0%	-17.2%	-6.2%	-11.4%	19.7%
Utilities	227	1,029	1,119	320	122	193	859	883	221	81	17.6%	19.8%	26.7%	44.8%	50.6%
Female	59	286	320	91	40	55	211	260	64	26	7.3%	35.5%	23.1%	42.2%	53.8%
Male	168	743	799	229	82	138	648	623	157	55	21.7%	14.7%	28.3%	45.9%	49.1%
Construction	14,596	37,337	39,157	10,629	5,119	13,553	37,815	39,311	10,193	4,548	7.7%	-1.3%	-0.4%	4.3%	12.6%
Female	2,027	5,576	7,755	2,301	1,770	1,715	5,171	6,967	1,940	1,530	18.2%	7.8%	11.3%	18.6%	15.7%
Male	12,569	31,761	31,402	8,328	3,349	11,838	32,644	32,344	8,253	3,018	6.2%	-2.7%	-2.9%	0.9%	11.0%
Manufacturing	10,301	25,637	23,657	6,790	2,696	7,911	21,314	19,556	5,364	1,887	30.2%	20.3%	21.0%	26.6%	42.9%
Female	3,648	8,010	8,170	2,384	1,062	2,702	6,598	6,591	1,838	734	35.0%	21.4%	24.0%	29.7%	44.7%
Male	6,653	17,627	15,487	4,406	1,634	5,209	14,716	12,965	3,526	1,153	27.7%	19.8%	19.5%	25.0%	41.7%
Trade	73,325	77,156	61,101	18,926	10,913	54,679	64,007	49,387	14,652	7,622	34.1%	20.5%	23.7%	29.2%	43.2%
Female	36,977	33,898	28,730	9,534	5,337	27,545	28,222	22,902	7,083	3,527	34.2%	20.1%	25.4%	34.6%	51.3%
Male	36,348	43,258	32,371	9,392	5,576	27,134	35,785	26,485	7,569	4,095	34.0%	20.9%	22.2%	24.1%	36.2%
Transportation and Warehousing	14,773	28,006	22,561	6,625	3,218	7,568	18,039	17,210	5,203	2,077	95.2%	55.3%	31.1%	27.3%	54.9%
Female	5,529	9,430	8,105	2,246	1,030	2,431	5,609	5,636	1,501	606	127.4%	68.1%	43.8%	49.6%	70.0%
Male	9,244	18,576	14,456	4,379	2,188	5,137	12,430	11,574	3,702	1,471	79.9%	49.4%	24.9%	18.3%	48.7%
Information	3,012	10,366	9,230	2,256	1,088	2,618	8,442	6,773	1,571	799	15.0%	22.8%	36.3%	43.6%	36.2%
Female	1,426	4,254	3,522	874	420	1,238	3,369	2,496	618	306	15.2%	26.3%	41.1%	41.4%	37.3%
Male	1,586	6,112	5,708	1,382	668	1,380	5,073	4,277	953	493	14.9%	20.5%	33.5%	45.0%	35.5%
Finance and Insurance	3,086	17,318	15,263	3,710	1,366	3,550	16,100	14,852	3,533	1,207	-13.1%	7.6%	2.8%	5.0%	13.2%
Female	1,968	9,452	8,795	2,244	696	2,290	9,065	8,563	2,187	610	-14.1%	4.3%	2.7%	2.6%	14.1%
Male	1,118	7,866	6,468	1,466	670	1,260	7,035	6,289	1,346	597	-11.3%	11.8%	2.8%	8.9%	12.2%
Real Estate and Rental and Leasing	2,937	8,954	9,461	2,962	1,457	2,370	7,667	7,768	2,436	1,087	23.9%	16.8%	21.8%	21.6%	34.0%
Female	1,267	4,143	4,401	1,345	627	1,063	3,521	3,598	1,068	472	19.2%	17.7%	22.3%	25.9%	32.8%
Male	1,670	4,811	5,060	1,617	830	1,307	4,146	4,170	1,368	615	27.8%	16.0%	21.3%	18.2%	35.0%
Business Services	29,138	104,027	92,282	26,591	13,019	29,568	92,847	81,047	22,556	10,072	-1.5%	12.0%	13.9%	17.9%	29.3%
Female	13,523	47,275	42,272	12,417	5,900	13,529	40,104	35,864	10,163	4,372	0.0%	17.9%	17.9%	22.2%	34.9%
Male	15,615	56,752	50,010	14,174	7,119	16,039	52,743	45,183	12,393	5,700	-2.6%	7.6%	10.7%	14.4%	24.9%
Educational Services	9,305	33,070	35,751	9,782	5,866	9,371	34,697	37,509	10,921	5,401	-0.7%	-4.7%	-4.7%	-10.4%	8.6%
Female	6,449	23,281	25,498	6,547	3,275	6,244	24,523	26,682	7,172	2,883	3.3%	-5.1%	-4.4%	-8.7%	13.6%
Male	2,856	9,789	10,253	3,235	2,591	3,127	10,174	10,827	3,749	2,518	-8.7%	-3.8%	-5.3%	-13.7%	2.9%

Number of New Hires by Gender and Age Group and Industry Sector in the Mountain Region															
Industry & Gender/Age	Mountain Region 2021-Q3					Mountain Region 2019-Q3					Percentage Change 21-Q3/19-Q3				
	14-21	22-34	35-54	55-64	65+	14-21	22-34	35-54	55-64	65+	14-21	22-34	35-54	55-64	65+
	Health Care and Social Assistance	21,172	60,425	51,021	13,841	6,777	19,062	55,716	46,967	12,987	6,043	11.1%	8.5%	8.6%	6.6%
Female	17,186	46,542	37,582	10,099	4,278	15,257	42,646	34,910	9,643	3,883	12.6%	9.1%	7.7%	4.7%	10.2%
Male	3,986	13,883	13,439	3,742	2,499	3,805	13,070	12,057	3,344	2,160	4.8%	6.2%	11.5%	11.9%	15.7%
Leisure & Hospitality	112,789	82,450	64,762	18,441	11,638	90,097	76,040	51,439	12,622	8,224	25.2%	8.4%	25.9%	46.1%	41.5%
Female	61,909	41,460	32,390	9,283	5,503	49,225	38,553	26,056	6,353	3,862	25.8%	7.5%	24.3%	46.1%	42.5%
Male	50,880	40,990	32,372	9,158	6,135	40,872	37,487	25,383	6,269	4,362	24.5%	9.3%	27.5%	46.1%	40.6%
Other Services (except Public Administration)	9,530	14,797	12,798	3,771	2,045	7,933	13,863	11,713	3,358	1,702	20.1%	6.7%	9.3%	12.3%	20.2%
Female	4,842	7,829	6,473	1,889	997	3,976	7,275	5,876	1,664	819	21.8%	7.6%	10.2%	13.5%	21.7%
Male	4,688	6,968	6,325	1,882	1,048	3,957	6,588	5,837	1,694	883	18.5%	5.8%	8.4%	11.1%	18.7%
Public Administration	3,581	9,831	10,189	3,000	1,731	3,491	9,462	9,816	2,952	1,389	2.6%	3.9%	3.8%	1.6%	24.6%
Female	1,737	4,912	5,483	1,588	781	1,690	4,646	5,235	1,564	602	2.8%	5.7%	4.7%	1.5%	29.7%
Male	1,844	4,919	4,706	1,412	950	1,801	4,816	4,581	1,388	787	2.4%	2.1%	2.7%	1.7%	20.7%
Total	311,217	519,443	458,163	131,026	69,215	255,798	467,175	405,084	112,442	54,371	21.7%	11.2%	13.1%	16.5%	27.3%
Female	159,558	248,650	222,485	63,890	32,379	129,999	221,978	194,844	54,012	24,905	22.7%	12.0%	14.2%	18.3%	30.0%
Male	151,659	270,793	235,678	67,136	36,836	125,799	245,197	210,240	58,430	29,466	20.6%	10.4%	12.1%	14.9%	25.0%

Change in Distribution of All Hires Between 19-Q3 and 21-Q3 by Gender and Age Groups For Industry Sectors with Signigicant Small Business Presence															
Industry & Gender/Age	Mountain Region					Mountain Region					Change in Distribution '21 compared to '19				
	2021-Q3					2019-Q3									
	14-21	22-34	35-54	55-64	65+	14-21	22-34	35-54	55-64	65+	14-21	22-34	35-54	55-64	65+
Construction	1.0%	2.5%	2.6%	0.7%	0.3%	1.0%	2.9%	3.0%	0.8%	0.4%	-0.1%	-0.4%	-0.4%	-0.1%	0.0%
Female	0.1%	0.4%	0.5%	0.2%	0.1%	0.1%	0.4%	0.5%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%
Male	0.8%	2.1%	2.1%	0.6%	0.2%	0.9%	2.5%	2.5%	0.6%	0.2%	-0.1%	-0.4%	-0.4%	-0.1%	0.0%
Manufacturing	0.7%	1.7%	1.6%	0.5%	0.2%	0.6%	1.6%	1.5%	0.4%	0.1%	0.1%	0.1%	0.1%	0.0%	0.0%
Female	0.2%	0.5%	0.5%	0.2%	0.1%	0.2%	0.5%	0.5%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%
Male	0.4%	1.2%	1.0%	0.3%	0.1%	0.4%	1.1%	1.0%	0.3%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%
Trade	4.9%	5.2%	4.1%	1.3%	0.7%	4.2%	4.9%	3.8%	1.1%	0.6%	0.7%	0.2%	0.3%	0.1%	0.1%
Female	2.5%	2.3%	1.9%	0.6%	0.4%	2.1%	2.2%	1.8%	0.5%	0.3%	0.4%	0.1%	0.2%	0.1%	0.1%
Male	2.4%	2.9%	2.2%	0.6%	0.4%	2.1%	2.8%	2.0%	0.6%	0.3%	0.3%	0.1%	0.1%	0.0%	0.1%
Business Services	2.0%	7.0%	6.2%	1.8%	0.9%	2.3%	7.2%	6.3%	1.7%	0.8%	-0.3%	-0.2%	-0.1%	0.0%	0.1%
Female	0.9%	3.2%	2.8%	0.8%	0.4%	1.0%	3.1%	2.8%	0.8%	0.3%	-0.1%	0.1%	0.1%	0.0%	0.1%
Male	1.0%	3.8%	3.4%	1.0%	0.5%	1.2%	4.1%	3.5%	1.0%	0.4%	-0.2%	-0.3%	-0.1%	0.0%	0.0%
Health Care & Social Assistance	1.4%	4.1%	3.4%	0.9%	0.5%	1.5%	4.3%	3.6%	1.0%	0.5%	-0.1%	-0.2%	-0.2%	-0.1%	0.0%
Female	1.2%	3.1%	2.5%	0.7%	0.3%	1.2%	3.3%	2.7%	0.7%	0.3%	0.0%	-0.2%	-0.2%	-0.1%	0.0%
Male	0.3%	0.9%	0.9%	0.3%	0.2%	0.3%	1.0%	0.9%	0.3%	0.2%	0.0%	-0.1%	0.0%	0.0%	0.0%
Leisure & Hospitality	7.6%	5.5%	4.3%	1.2%	0.8%	7.0%	5.9%	4.0%	1.0%	0.6%	0.6%	-0.3%	0.4%	0.3%	0.1%
Female	4.2%	2.8%	2.2%	0.6%	0.4%	3.8%	3.0%	2.0%	0.5%	0.3%	0.4%	-0.2%	0.2%	0.1%	0.1%
Male	3.4%	2.8%	2.2%	0.6%	0.4%	3.2%	2.9%	2.0%	0.5%	0.3%	0.3%	-0.1%	0.2%	0.1%	0.1%
Total	20.9%	34.9%	30.8%	8.8%	4.6%	19.8%	36.1%	31.3%	8.7%	4.2%	1.1%	-1.2%	-0.5%	0.1%	0.4%
Female	10.7%	16.7%	14.9%	4.3%	2.2%	10.0%	17.1%	15.0%	4.2%	1.9%	0.7%	-0.4%	-0.1%	0.1%	0.3%
Male	10.2%	18.2%	15.8%	4.5%	2.5%	9.7%	18.9%	16.2%	4.5%	2.3%	0.5%	-0.8%	-0.4%	0.0%	0.2%

Change in Distribution of Each Industry Sector's Hires Between 19-Q3 and 21-Q3 by Gender and Age Groups															
Industry & Gender/Age	Mountain Region					Mountain Region					Change in Distribution '21 compared to '19				
	2021-Q3					2019-Q3									
	14-21	22-34	35-54	55-64	65+	14-21	22-34	35-54	55-64	65+	14-21	22-34	35-54	55-64	65+
Construction	13.7%	34.9%	36.7%	9.9%	4.8%	12.9%	35.9%	37.3%	9.7%	4.3%	0.8%	-0.9%	-0.6%	0.3%	0.5%
Female	1.9%	5.2%	7.3%	2.2%	1.7%	1.6%	4.9%	6.6%	1.8%	1.5%	0.3%	0.3%	0.6%	0.3%	0.2%
Male	11.8%	29.7%	29.4%	7.8%	3.1%	11.2%	31.0%	30.7%	7.8%	2.9%	0.5%	-1.2%	-1.3%	0.0%	0.3%
Manufacturing	14.9%	37.1%	34.2%	9.8%	3.9%	14.1%	38.0%	34.9%	9.6%	3.4%	0.8%	-0.9%	-0.7%	0.3%	0.5%
Female	5.3%	11.6%	11.8%	3.5%	1.5%	4.8%	11.8%	11.8%	3.3%	1.3%	0.5%	-0.2%	0.1%	0.2%	0.2%
Male	9.6%	25.5%	22.4%	6.4%	2.4%	9.3%	26.3%	23.1%	6.3%	2.1%	0.3%	-0.7%	-0.7%	0.1%	0.3%
Trade	30.4%	32.0%	25.3%	7.8%	4.5%	28.7%	33.6%	25.9%	7.7%	4.0%	1.6%	-1.7%	-0.6%	0.1%	0.5%
Female	15.3%	14.0%	11.9%	3.9%	2.2%	14.5%	14.8%	12.0%	3.7%	1.9%	0.8%	-0.8%	-0.1%	0.2%	0.4%
Male	15.1%	17.9%	13.4%	3.9%	2.3%	14.3%	18.8%	13.9%	4.0%	2.2%	0.8%	-0.9%	-0.5%	-0.1%	0.2%
Business Services	11.0%	39.2%	34.8%	10.0%	4.9%	12.5%	39.3%	34.3%	9.6%	4.3%	-1.5%	-0.1%	0.5%	0.5%	0.6%
Female	5.1%	17.8%	15.9%	4.7%	2.2%	5.7%	17.0%	15.2%	4.3%	1.9%	-0.6%	0.8%	0.8%	0.4%	0.4%
Male	5.9%	21.4%	18.9%	5.3%	2.7%	6.8%	22.3%	19.1%	5.2%	2.4%	-0.9%	-0.9%	-0.3%	0.1%	0.3%
Health Care & Social Assistance	13.8%	39.4%	33.3%	9.0%	4.4%	13.5%	39.6%	33.4%	9.2%	4.3%	0.3%	-0.1%	-0.1%	-0.2%	0.1%
Female	11.2%	30.4%	24.5%	6.6%	2.8%	10.8%	30.3%	24.8%	6.8%	2.8%	0.4%	0.1%	-0.3%	-0.3%	0.0%
Male	2.6%	9.1%	8.8%	2.4%	1.6%	2.7%	9.3%	8.6%	2.4%	1.5%	-0.1%	-0.2%	0.2%	0.1%	0.1%
Leisure & Hospitality	38.9%	28.4%	22.3%	6.4%	4.0%	37.8%	31.9%	21.6%	5.3%	3.4%	1.1%	-3.5%	0.8%	1.1%	0.6%
Female	21.3%	14.3%	11.2%	3.2%	1.9%	20.6%	16.2%	10.9%	2.7%	1.6%	0.7%	-1.9%	0.2%	0.5%	0.3%
Male	17.5%	14.1%	11.2%	3.2%	2.1%	17.1%	15.7%	10.6%	2.6%	1.8%	0.4%	-1.6%	0.5%	0.5%	0.3%
Total	20.9%	34.9%	30.8%	8.8%	4.6%	19.8%	36.1%	31.3%	8.7%	4.2%	1.1%	-1.2%	-0.5%	0.1%	0.4%
Female	10.7%	16.7%	14.9%	4.3%	2.2%	10.0%	17.1%	15.0%	4.2%	1.9%	0.7%	-0.4%	-0.1%	0.1%	0.3%
Male	10.2%	18.2%	15.8%	4.5%	2.5%	9.7%	18.9%	16.2%	4.5%	2.3%	0.5%	-0.8%	-0.4%	0.0%	0.2%

Number of New Hires by Gender and Age Group and Industry Sector in the Pacific Region															
Industry & Gender/Age	Pacific Region 2021-Q3					Pacific Region 2019-Q3					Percentage Change 21-Q3/19-Q3				
	14-21	22-34	35-54	55-64	65+	14-21	22-34	35-54	55-64	65+	14-21	22-34	35-54	55-64	65+
	Agriculture, Forestry, Fishing and Hunting	14,135	37,684	51,094	21,391	17,401	14,175	38,210	49,298	19,812	15,961	-0.3%	-1.4%	3.6%	8.0%
Female	5,465	14,958	24,052	8,835	7,040	5,236	15,167	22,640	8,097	6,467	4.4%	-1.4%	6.2%	9.1%	8.9%
Male	8,670	22,726	27,042	12,556	10,361	8,939	23,043	26,658	11,715	9,494	-3.0%	-1.4%	1.4%	7.2%	9.1%
Mining, Quarrying, and Oil and Gas Extraction	121	612	610	157	67	127	682	661	149	57	-4.7%	-10.3%	-7.7%	5.4%	17.5%
Female	10	82	100	19	21	14	66	95	25	15	-28.6%	24.2%	5.3%	-24.0%	40.0%
Male	111	530	510	138	46	113	616	566	124	42	-1.8%	-14.0%	-9.9%	11.3%	9.5%
Utilities	366	1,858	1,885	456	316	365	1,900	1,853	521	352	0.3%	-2.2%	1.7%	-12.5%	-10.2%
Female	124	574	622	161	111	144	592	654	165	99	-13.9%	-3.0%	-4.9%	-2.4%	12.1%
Male	242	1,284	1,263	295	205	221	1,308	1,199	356	253	9.5%	-1.8%	5.3%	-17.1%	-19.0%
Construction	16,022	56,023	62,044	17,746	9,340	16,085	58,984	65,513	18,016	8,842	-0.4%	-5.0%	-5.3%	-1.5%	5.6%
Female	2,590	9,416	13,413	3,978	3,500	2,475	9,205	12,633	3,767	3,245	4.6%	2.3%	6.2%	5.6%	7.9%
Male	13,432	46,607	48,631	13,768	5,840	13,610	49,779	52,880	14,249	5,597	-1.3%	-6.4%	-8.0%	-3.4%	4.3%
Manufacturing	15,737	54,491	52,097	17,211	7,587	12,833	49,564	43,819	13,657	5,665	22.6%	9.9%	18.9%	26.0%	33.9%
Female	5,768	18,888	20,142	6,687	3,181	4,321	16,761	16,487	5,157	2,358	33.5%	12.7%	22.2%	29.7%	34.9%
Male	9,969	35,603	31,955	10,524	4,406	8,512	32,803	27,332	8,500	3,307	17.1%	8.5%	16.9%	23.8%	33.2%
Trade	105,240	134,662	104,233	31,917	19,200	80,153	121,122	87,463	25,092	13,858	31.3%	11.2%	19.2%	27.2%	38.5%
Female	54,394	62,126	48,858	15,318	8,980	41,114	55,274	39,860	11,566	6,391	32.3%	12.4%	22.6%	32.4%	40.5%
Male	50,846	72,536	55,375	16,599	10,220	39,039	65,848	47,603	13,526	7,467	30.2%	10.2%	16.3%	22.7%	36.9%
Transportation and Warehousing	22,610	53,408	42,610	12,784	6,692	13,500	39,523	34,854	10,590	4,741	67.5%	35.1%	22.3%	20.7%	41.2%
Female	8,224	18,429	15,478	4,267	2,404	4,715	13,362	11,620	3,123	1,507	74.4%	37.9%	33.2%	36.6%	59.5%
Male	14,386	34,979	27,132	8,517	4,288	8,785	26,161	23,234	7,467	3,234	63.8%	33.7%	16.8%	14.1%	32.6%
Information	5,936	42,120	33,698	7,097	5,259	5,528	40,173	30,586	6,414	4,402	7.4%	4.8%	10.2%	10.6%	19.5%
Female	2,836	18,475	12,625	2,612	1,986	2,503	16,879	11,009	2,365	1,679	13.3%	9.5%	14.7%	10.4%	18.3%
Male	3,100	23,645	21,073	4,485	3,273	3,025	23,294	19,577	4,049	2,723	2.5%	1.5%	7.6%	10.8%	20.2%
Finance and Insurance	2,654	21,886	19,414	4,667	1,858	2,939	20,825	18,423	4,352	1,597	-9.7%	5.1%	5.4%	7.2%	16.3%
Female	1,619	11,862	10,879	2,647	920	1,882	11,529	10,496	2,567	796	-14.0%	2.9%	3.6%	3.1%	15.6%
Male	1,035	10,024	8,535	2,020	938	1,057	9,296	7,927	1,785	801	-2.1%	7.8%	7.7%	13.2%	17.1%
Real Estate and Rental and Leasing	3,918	14,885	14,980	4,793	2,546	3,423	13,990	13,286	3,939	2,028	14.5%	6.4%	12.8%	21.7%	25.5%
Female	1,719	6,920	7,123	2,153	1,112	1,454	6,563	6,294	1,692	930	18.2%	5.4%	13.2%	27.2%	19.6%
Male	2,199	7,965	7,857	2,640	1,434	1,969	7,427	6,992	2,247	1,098	11.7%	7.2%	12.4%	17.5%	30.6%
Business Services	49,793	214,759	179,047	50,013	27,723	45,576	203,669	161,446	43,382	20,973	9.3%	5.4%	10.9%	15.3%	32.2%
Female	21,928	101,480	84,142	22,898	12,352	18,867	91,736	72,697	19,174	9,136	16.2%	10.6%	15.7%	19.4%	35.2%
Male	27,865	113,279	94,905	27,115	15,371	26,709	111,933	88,749	24,208	11,837	4.3%	1.2%	6.9%	12.0%	29.9%
Educational Services	17,999	65,242	60,339	14,663	10,460	16,447	61,388	51,131	11,904	7,408	9.4%	6.3%	18.0%	23.2%	41.2%
Female	12,048	44,828	41,575	9,415	5,914	10,646	40,920	34,317	7,370	3,920	13.2%	9.6%	21.1%	27.7%	50.9%
Male	5,951	20,414	18,764	5,248	4,546	5,801	20,468	16,814	4,534	3,488	2.6%	-0.3%	11.6%	15.7%	30.3%

Number of New Hires by Gender and Age Group and Industry Sector in the Pacific Region															
Industry & Gender/Age	Pacific Region 2021-Q3					Pacific Region 2019-Q3					Percentage Change 21-Q3/19-Q3				
	14-21	22-34	35-54	55-64	65+	14-21	22-34	35-54	55-64	65+	14-21	22-34	35-54	55-64	65+
Health Care and Social Assistance	29,579	115,334	97,766	29,911	16,535	25,828	110,196	89,161	27,246	13,473	14.5%	4.7%	9.7%	9.8%	22.7%
Female	22,328	87,163	70,102	21,512	10,445	19,416	83,040	64,736	19,772	8,629	15.0%	5.0%	8.3%	8.8%	21.0%
Male	7,251	28,171	27,664	8,399	6,090	6,412	27,156	24,425	7,474	4,844	13.1%	3.7%	13.3%	12.4%	25.7%
Leisure & Hospitality	166,904	143,222	115,766	37,642	26,360	123,965	124,857	82,786	22,222	16,242	34.6%	14.7%	39.8%	69.4%	62.3%
Female	92,522	73,631	57,271	18,205	12,138	68,383	63,908	40,995	10,560	7,537	35.3%	15.2%	39.7%	72.4%	61.0%
Male	74,382	69,591	58,495	19,437	14,222	55,582	60,949	41,791	11,662	8,705	33.8%	14.2%	40.0%	66.7%	63.4%
Other Services (except Public Administration)	14,643	31,539	31,256	10,655	5,912	13,484	29,575	25,946	7,999	4,294	8.6%	6.6%	20.5%	33.2%	37.7%
Female	7,622	17,717	17,805	6,001	2,960	7,027	16,818	14,572	4,315	2,173	8.5%	5.3%	22.2%	39.1%	36.2%
Male	7,021	13,822	13,451	4,654	2,952	6,457	12,757	11,374	3,684	2,121	8.7%	8.3%	18.3%	26.3%	39.2%
Public Administration	4,050	16,373	15,143	4,755	3,639	4,174	17,194	14,609	3,941	2,120	-3.0%	-4.8%	3.7%	20.7%	71.7%
Female	1,974	8,184	8,165	2,578	1,879	1,973	8,361	7,626	2,041	1,000	0.1%	-2.1%	7.1%	26.3%	87.9%
Male	2,076	8,189	6,978	2,177	1,760	2,201	8,833	6,983	1,900	1,120	-5.7%	-7.3%	-0.1%	14.6%	57.1%
Total	469,707	1,004,098	881,982	265,858	160,895	378,602	931,852	770,835	219,236	122,013	24.1%	7.8%	14.4%	21.3%	31.9%
Female	241,171	494,733	432,352	127,286	74,943	190,170	450,181	366,731	101,756	55,882	26.8%	9.9%	17.9%	25.1%	34.1%
Male	228,536	509,365	449,630	138,572	85,952	188,432	481,671	404,104	117,480	66,131	21.3%	5.7%	11.3%	18.0%	30.0%

Change in Distribution of All Hires Between 19-Q3 and 21-Q3 by Gender and Age Groups For Industry Sectors with Significant Small Business Presence															
Industry & Gender/Age	Pacific Region 2021-Q3					Pacific Region 2019-Q3					Change in Distribution 21 compared to 19				
	14-21	22-34	35-54	55-64	65+	14-21	22-34	35-54	55-64	65+	14-21	22-34	35-54	55-64	65+
	Construction	0.6%	2.0%	2.2%	0.6%	0.3%	0.7%	2.4%	2.7%	0.7%	0.4%	-0.1%	-0.4%	-0.5%	-0.1%
Female	0.1%	0.3%	0.5%	0.1%	0.1%	0.1%	0.4%	0.5%	0.2%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%
Male	0.5%	1.7%	1.7%	0.5%	0.2%	0.6%	2.1%	2.2%	0.6%	0.2%	-0.1%	-0.4%	-0.4%	-0.1%	0.0%
Manufacturing	0.6%	2.0%	1.9%	0.6%	0.3%	0.5%	2.0%	1.8%	0.6%	0.2%	0.0%	-0.1%	0.1%	0.1%	0.0%
Female	0.2%	0.7%	0.7%	0.2%	0.1%	0.2%	0.7%	0.7%	0.2%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%
Male	0.4%	1.3%	1.1%	0.4%	0.2%	0.4%	1.4%	1.1%	0.4%	0.1%	0.0%	-0.1%	0.0%	0.0%	0.0%
Trade	3.8%	4.8%	3.7%	1.1%	0.7%	3.3%	5.0%	3.6%	1.0%	0.6%	0.5%	-0.2%	0.1%	0.1%	0.1%
Female	2.0%	2.2%	1.8%	0.6%	0.3%	1.7%	2.3%	1.6%	0.5%	0.3%	0.3%	0.0%	0.1%	0.1%	0.1%
Male	1.8%	2.6%	2.0%	0.6%	0.4%	1.6%	2.7%	2.0%	0.6%	0.3%	0.2%	-0.1%	0.0%	0.0%	0.1%
Business Services	1.8%	7.7%	6.4%	1.8%	1.0%	1.9%	8.4%	6.7%	1.8%	0.9%	-0.1%	-0.7%	-0.2%	0.0%	0.1%
Female	0.8%	3.6%	3.0%	0.8%	0.4%	0.8%	3.8%	3.0%	0.8%	0.4%	0.0%	-0.1%	0.0%	0.0%	0.1%
Male	1.0%	4.1%	3.4%	1.0%	0.6%	1.1%	4.6%	3.7%	1.0%	0.5%	-0.1%	-0.5%	-0.3%	0.0%	0.1%
Health Care & Social Assistance	1.1%	4.1%	3.5%	1.1%	0.6%	1.1%	4.5%	3.7%	1.1%	0.6%	0.0%	-0.4%	-0.2%	0.0%	0.0%
Female	0.8%	3.1%	2.5%	0.8%	0.4%	0.8%	3.4%	2.7%	0.8%	0.4%	0.0%	-0.3%	-0.2%	0.0%	0.0%
Male	0.3%	1.0%	1.0%	0.3%	0.2%	0.3%	1.1%	1.0%	0.3%	0.2%	0.0%	-0.1%	0.0%	0.0%	0.0%
Leisure & Hospitality	6.0%	5.1%	4.2%	1.4%	0.9%	5.1%	5.2%	3.4%	0.9%	0.7%	0.9%	0.0%	0.7%	0.4%	0.3%
Female	3.3%	2.6%	2.1%	0.7%	0.4%	2.8%	2.6%	1.7%	0.4%	0.3%	0.5%	0.0%	0.4%	0.2%	0.1%
Male	2.7%	2.5%	2.1%	0.7%	0.5%	2.3%	2.5%	1.7%	0.5%	0.4%	0.4%	0.0%	0.4%	0.2%	0.2%
Total	16.9%	36.1%	31.7%	9.6%	5.8%	15.6%	38.5%	31.8%	9.0%	5.0%	1.3%	-2.4%	-0.1%	0.5%	0.7%
Female	8.7%	17.8%	15.5%	4.6%	2.7%	7.9%	18.6%	15.1%	4.2%	2.3%	0.8%	-0.8%	0.4%	0.4%	0.4%
Male	8.2%	18.3%	16.2%	5.0%	3.1%	7.8%	19.9%	16.7%	4.8%	2.7%	0.4%	-1.6%	-0.5%	0.1%	0.4%

Change in Distribution of Each Industry Sector's Hires Between 19-Q3 and 21-Q3 by Gender and Age Groups															
Industry & Gender/Age	Pacific Region 2021-Q3					Pacific Region 2019-Q3					Change in Distribution 21 compared to 19				
	14-21	22-34	35-54	55-64	65+	14-21	22-34	35-54	55-64	65+	14-21	22-34	35-54	55-64	65+
	Construction	9.9%	34.8%	38.5%	11.0%	5.8%	9.6%	35.2%	39.1%	10.8%	5.3%	0.3%	-0.5%	-0.6%	0.3%
Female	1.6%	5.8%	8.3%	2.5%	2.2%	1.5%	5.5%	7.5%	2.2%	1.9%	0.1%	0.3%	0.8%	0.2%	0.2%
Male	8.3%	28.9%	30.2%	8.5%	3.6%	8.1%	29.7%	31.6%	8.5%	3.3%	0.2%	-0.8%	-1.4%	0.0%	0.3%
Manufacturing	10.7%	37.0%	35.4%	11.7%	5.2%	10.2%	39.5%	34.9%	10.9%	4.5%	0.5%	-2.4%	0.5%	0.8%	0.6%
Female	3.9%	12.8%	13.7%	4.5%	2.2%	3.4%	13.4%	13.1%	4.1%	1.9%	0.5%	-0.5%	0.6%	0.4%	0.3%
Male	6.8%	24.2%	21.7%	7.2%	3.0%	6.8%	26.1%	21.8%	6.8%	2.6%	0.0%	-1.9%	-0.1%	0.4%	0.4%
Trade	26.6%	34.1%	26.4%	8.1%	4.9%	24.5%	37.0%	26.7%	7.7%	4.2%	2.2%	-2.9%	-0.3%	0.4%	0.6%
Female	13.8%	15.7%	12.4%	3.9%	2.3%	12.5%	16.9%	12.2%	3.5%	2.0%	1.2%	-1.1%	0.2%	0.3%	0.3%
Male	12.9%	18.4%	14.0%	4.2%	2.6%	11.9%	20.1%	14.5%	4.1%	2.3%	1.0%	-1.7%	-0.5%	0.1%	0.3%
Business Services	9.6%	41.2%	34.3%	9.6%	5.3%	9.6%	42.9%	34.0%	9.1%	4.4%	0.0%	-1.7%	0.4%	0.5%	0.9%
Female	4.2%	19.5%	16.1%	4.4%	2.4%	4.0%	19.3%	15.3%	4.0%	1.9%	0.2%	0.2%	0.8%	0.4%	0.4%
Male	5.3%	21.7%	18.2%	5.2%	2.9%	5.6%	23.6%	18.7%	5.1%	2.5%	-0.3%	-1.8%	-0.5%	0.1%	0.5%
Health Care & Social Assistance	10.2%	39.9%	33.8%	10.3%	5.7%	9.7%	41.4%	33.5%	10.2%	5.1%	0.5%	-1.6%	0.3%	0.1%	0.7%
Female	7.7%	30.1%	24.2%	7.4%	3.6%	7.3%	31.2%	24.3%	7.4%	3.2%	0.4%	-1.1%	-0.1%	0.0%	0.4%
Male	2.5%	9.7%	9.6%	2.9%	2.1%	2.4%	10.2%	9.2%	2.8%	1.8%	0.1%	-0.5%	0.4%	0.1%	0.3%
Leisure & Hospitality	34.1%	29.2%	23.6%	7.7%	5.4%	33.5%	33.7%	22.4%	6.0%	4.4%	0.6%	-4.5%	1.3%	1.7%	1.0%
Female	18.9%	15.0%	11.7%	3.7%	2.5%	18.5%	17.3%	11.1%	2.9%	2.0%	0.4%	-2.2%	0.6%	0.9%	0.4%
Male	15.2%	14.2%	11.9%	4.0%	2.9%	15.0%	16.5%	11.3%	3.2%	2.4%	0.2%	-2.3%	0.6%	0.8%	0.6%
Total	16.9%	36.1%	31.7%	9.6%	5.8%	15.6%	38.5%	31.8%	9.0%	5.0%	1.3%	-2.4%	-0.1%	0.5%	0.7%
Female	8.7%	17.8%	15.5%	4.6%	2.7%	7.9%	18.6%	15.1%	4.2%	2.3%	0.8%	-0.8%	0.4%	0.4%	0.4%
Male	8.2%	18.3%	16.2%	5.0%	3.1%	7.8%	19.9%	16.7%	4.8%	2.7%	0.4%	-1.6%	-0.5%	0.1%	0.4%

Appendix C

Table 4A: Retail Trade Average Quarterly Earnings by Selected Regions, Firm Sizes, and Employee Status in Constant 21Q3 Dollars							
	Mid Atlantic Region				Mid Atlantic Region		
	2021-Q3				2019-Q3		
	0-19 Employees	<500 Employees	500+ Employees		0-19 Employees	<500 Employees	500+ Employees
New Jersey							
Hired from Nonemployment	6,862	7,888	5,989		5,611	6,059	5,892
Job Stayer	10,849	14,626	12,728		9,479	12,623	11,130
Hired from Another Job	10,599	13,889	11,929		8,439	10,758	9,635
New York							
Hired from Nonemployment	8,102	8,090	6,843		6,429	6,810	5,310
Job Stayer	10,442	13,651	13,149		9,648	12,206	11,769
Hired from Another Job	11,311	13,779	11,995		9,305	11,484	10,226
Pennsylvania							
Hired from Nonemployment	5,328	5,496	4,800		4,292	4,372	3,961
Job Stayer	9,365	12,226	10,507		8,575	10,718	9,702
Hired from Another Job	8,568	10,309	8,709		7,305	9,071	7,390
	East North Central Region				East North Central Region		
	2021-Q3				2019-Q3		
	0-19 Employees	<500 Employees	500+ Employees		0-19 Employees	<500 Employees	500+ Employees
Illinois							
Hired from Nonemployment	5,971	6,831	5,140		5,173	5,640	4,099
Job Stayer	9,524	13,477	10,334		8,820	11,928	9,514
Hired from Another Job	8,252	11,055	8,834		7,570	10,062	7,512
Indiana							
Hired from Nonemployment	4,727	5,100	5,222		4,093	4,708	4,053
Job Stayer	8,690	11,935	10,162		8,145	10,500	8,702
Hired from Another Job	7,600	9,509	8,501		6,687	8,271	7,097
Michigan							
Hired from Nonemployment					4,767	4,858	4,163
Job Stayer	9,280	12,333	10,839		8,497	10,868	9,582
Hired from Another Job					6,879	8,660	7,395
Ohio							
Hired from Nonemployment	5,038	5,334	4,917		4,417	4,612	3,991
Job Stayer	8,802	11,971	10,060		8,041	10,306	8,918
Hired from Another Job	7,586	9,331	8,328		6,591	8,266	7,246
Wisconsin							
Hired from Nonemployment	4,535	4,508	4,347		4,094	3,940	3,325
Job Stayer	8,965	11,167	9,771		8,184	9,921	8,865
Hired from Another Job	8,072	9,328	7,711		6,480	7,984	6,355

Table 6A: Retail Trade Average Quarterly Earnings by Selected Regions, Firm Sizes, and Employee Status in Constant 21Q3 Dollars

	Mid-Atlantic Region				Mid-Atlantic Region		
	2021-Q3				2019-Q3		
	0-19 Employees	<500 Employees	500+ Employees		0-19 Employees	<500 Employees	500+ Employees
New Jersey							
Hired from Nonemployment	6,862	7,888	5,989		5,611	6,059	5,892
Job Stayer	10,849	14,626	12,728		9,479	12,623	11,130
Hired from Another Job	10,599	13,889	11,929		8,439	10,758	9,635
New York							
Hired from Nonemployment	8,102	8,090	6,843		6,429	6,810	5,310
Job Stayer	10,442	13,651	13,149		9,648	12,206	11,769
Hired from Another Job	11,311	13,779	11,995		9,305	11,484	10,226
Pennsylvania							
Hired from Nonemployment	5,328	5,496	4,800		4,292	4,372	3,961
Job Stayer	9,365	12,226	10,507		8,575	10,718	9,702
Hired from Another Job	8,568	10,309	8,709		7,305	9,071	7,390
	East North Central Region				East North Central Region		
	2021-Q3				2019-Q3		
	0-19 Employees	<500 Employees	500+ Employees		0-19 Employees	<500 Employees	500+ Employees
Illinois							
Hired from Nonemployment	5,971	6,831	5,140		5,173	5,640	4,099
Job Stayer	9,524	13,477	10,334		8,820	11,928	9,514
Hired from Another Job	8,252	11,055	8,834		7,570	10,062	7,512
Indiana							
Hired from Nonemployment	4,727	5,100	5,222		4,093	4,708	4,053
Job Stayer	8,690	11,935	10,162		8,145	10,500	8,702
Hired from Another Job	7,600	9,509	8,501		6,687	8,271	7,097
Michigan							
Hired from Nonemployment					4,767	4,858	4,163
Job Stayer	9,280	12,333	10,839		8,497	10,868	9,582
Hired from Another Job					6,879	8,660	7,395
Ohio							
Hired from Nonemployment	5,038	5,334	4,917		4,417	4,612	3,991
Job Stayer	8,802	11,971	10,060		8,041	10,306	8,918
Hired from Another Job	7,586	9,331	8,328		6,591	8,266	7,246
Wisconsin							
Hired from Nonemployment	4,535	4,508	4,347		4,094	3,940	3,325
Job Stayer	8,965	11,167	9,771		8,184	9,921	8,865
Hired from Another Job	8,072	9,328	7,711		6,480	7,984	6,355

Table 9A: Accommodation & Food Services Average Quarterly Earnings by Selected Regions Firm Size, Firm Age, and Employee Status, In Constant 21-Q3 Dollars

	Mid-Atlantic Region			Mid-Atlantic Region		
	2021-Q3			2019-Q3		
	0-19 Employees	Age 0-1 Year	Age 2-3 Years	0-19 Employees	Age 0-1 Year	Age 2-3 Years
New Jersey						
Hired from Nonemployment	4,896	5,217	4,938	3,833	4,451	3,919
Job Stayer	7,514	7,277	8,027	6,323	7,707	6,757
Hired from Another Job	7,369	8,308	7,652	5,830	6,525	6,323
New York						
Hired from Nonemployment	6,275	7,099	7,340	5,085	6,042	6,026
Job Stayer	7,725	8,448	9,175	6,919	8,508	8,896
Hired from Another Job	8,340	9,497	9,599	7,003	8,664	8,407
Pennsylvania						
Hired from Nonemployment	3,830	4,317	4,201	2,966	3,335	3,354
Job Stayer	5,842	6,820	6,401	5,080	5,881	6,042
Hired from Another Job	5,627	6,763	6,397	5,310	5,985	6,692
	East North Central Region			East North Central Region		
	2021-Q3			2019-Q3		
	0-19 Employees	Age 0-1 Year	Age 2-3 Years	0-19 Employees	Age 0-1 Year	Age 2-3 Years
Illinois						
Hired from Nonemployment	4,740	5,191	5,238	3,606	3,919	3,536
Job Stayer	6,631	7,214	7,501	5,778	6,608	6,903
Hired from Another Job	5,975	6,976	7,308	5,255	6,234	6,149
Indiana						
Hired from Nonemployment	3,568	3,649	4,040	2,967	3,150	3,058
Job Stayer	5,861	5,940	6,465	5,228	5,301	5,551
Hired from Another Job	5,472	5,968	6,474	4,503	5,479	4,994
Michigan						
Hired from Nonemployment				3,057	3,366	3,191
Job Stayer	6,277	6,607	6,992	5,503	5,965	5,863
Hired from Another Job				4,831	5,756	5,143
Ohio						
Hired from Nonemployment	3,639	3,828	3,479	2,989	3,147	2,883
Job Stayer	5,761	6,150	6,162	5,025	5,425	5,812
Hired from Another Job	5,223	5,930	5,716	4,635	5,469	5,186
Wisconsin						
Hired from Nonemployment	3,139	3,497	3,152	2,488	2,685	2,721
Job Stayer	5,468	5,756	6,003	4,870	5,399	5,444
Hired from Another Job	5,228	6,073	5,915	4,132	5,080	4,583

Table 7A: Accommodation & Food Services Average Quarterly Earnings by Selected Regions Firm Size, Firm Age, and Employee Status, In Constant 21-Q3 Dollars

				Mid-Atlantic Region, 2019-Q3		
	0-19 Employees	Age 0-1 Year	Age 2-3 Years	0-19 Employees	Age 0-1 Year	Age 2-3 Years
New Jersey						
Hired from Nonemployment	4,896	5,217	4,938	3,833	4,451	3,919
Job Stayer	7,514	7,277	8,027	6,323	7,707	6,757
Hired from Another Job	7,369	8,308	7,652	5,830	6,525	6,323
New York						
Hired from Nonemployment	6,275	7,099	7,340	5,085	6,042	6,026
Job Stayer	7,725	8,448	9,175	6,919	8,508	8,896
Hired from Another Job	8,340	9,497	9,599	7,003	8,664	8,407
Pennsylvania						
Hired from Nonemployment	3,830	4,317	4,201	2,966	3,335	3,354
Job Stayer	5,842	6,820	6,401	5,080	5,881	6,042
Hired from Another Job	5,627	6,763	6,397	5,310	5,985	6,692
	East North Central Region			East North Central Region		
	2021-Q3			2019-Q3		
	0-19 Employees	Age 0-1 Year	Age 2-3 Years	0-19 Employees	Age 0-1 Year	Age 2-3 Years
Illinois						
Hired from Nonemployment	4,740	5,191	5,238	3,606	3,919	3,536
Job Stayer	6,631	7,214	7,501	5,778	6,608	6,903
Hired from Another Job	5,975	6,976	7,308	5,255	6,234	6,149
Indiana						
Hired from Nonemployment	3,568	3,649	4,040	2,967	3,150	3,058
Job Stayer	5,861	5,940	6,465	5,228	5,301	5,551
Hired from Another Job	5,472	5,968	6,474	4,503	5,479	4,994
Michigan						
Hired from Nonemployment				3,057	3,366	3,191
Job Stayer	6,277	6,607	6,992	5,503	5,965	5,863
Hired from Another Job				4,831	5,756	5,143
Ohio						
Hired from Nonemployment	3,639	3,828	3,479	2,989	3,147	2,883
Job Stayer	5,761	6,150	6,162	5,025	5,425	5,812
Hired from Another Job	5,223	5,930	5,716	4,635	5,469	5,186
Wisconsin						
Hired from Nonemployment	3,139	3,497	3,152	2,488	2,685	2,721
Job Stayer	5,468	5,756	6,003	4,870	5,399	5,444
Hired from Another Job	5,228	6,073	5,915	4,132	5,080	4,583