

WHERE ARE ALL THE GOOD JOBS GOING?

Holzer, Lane, Rosenblum, Andersson
Russell Sage Foundation, 2011

(SUPPLEMENTAL TABLES)

Table 2.1

**Distribution of Employment (Percentages)
and Turnover across Firm Effects Quintiles, 1992-2003**

	Firm Effects Quintile (1=Highest)				
	1	2	3	4	5
Industry					
Agriculture	2.4	6.5	10.2	14.5	66.4
Mining	54.3	20.4	11.7	9.6	3.9
Utilities	65.4	25.9	5.3	2.2	1.2
Construction	33.7	26.9	18.0	13.5	8.0
Non-Durable Manufacturing	28.4	28.7	19.2	12.8	10.9
Durable Manufacturing	43.6	24.5	15.5	10.9	5.4
Wholesale Trade	34.6	25.3	20.1	11.9	8.2
Retail Trade	8.9	8.8	22.8	37.2	22.3
Transportation	14.5	26.3	24.0	20.1	15.0
Services					
Information	52.6	16.8	10.8	10.5	9.3
Finance	29.1	37.2	20.8	10.9	2.0
Real Estate	20.6	16.6	20.5	19.3	22.9
Professional	57.5	16.0	8.6	6.6	11.3
Management	43.1	32.1	11.9	7.9	5.1
Administrative	10.6	8.8	14.2	27.3	39.0
Education	0.8	5.9	27.5	42.2	23.6
Health Care	7.6	29.1	33.9	16.2	13.1
Entertainment	7.0	10.5	13.1	27.3	42.0
Accommodation & Food	2.7	4.1	9.8	28.1	55.3
Other Services	16.8	14.5	15.7	20.8	32.2
Public Administration	16.6	38.1	27.7	10.9	6.7
Firm Size (# Employees)					
25-49	19.2	13.3	16.2	18.8	32.4
50-99	21.3	14.5	16.8	19.1	28.3
100-999	20.9	19.2	20.0	19.7	20.2
1,000-9,999	20.6	24.8	22.0	20.7	11.9
>=10,000	24.6	18.7	23.3	28.0	5.4

Average Annual Turnover and Churning by Firm Effects Quintile, 1992-2003

	1	2	3	4	5
Turnover	22.3	21.5	23.9	29.4	36.6
Churning	13.8	14.8	17.7	22.8	28.2

Note: For employment distribution, rows sum to 100%. Annual turnover of a firm is defined as the number of job accessions and job separations between two consecutive years divided by the total firm employment in those two years. Annual churning is defined as the number of job accessions and job separations minus the absolute change in firm employment divided by the total firm employment. Turnover and churning are calculated for jobs with full-quarter employment only.

Table 2.2
Distribution of Employment (Percentages) across Person Effects Quintiles, 1992-2003

	Person Effects Quintile (1=Highest)				
	1	2	3	4	5
Age					
18-35	19.0	18.4	20.4	20.9	21.3
35-45	22.5	21.2	21.7	19.0	15.6
45-64	20.8	20.8	21.8	19.5	17.2
Race					
White	22.0	20.7	21.6	19.6	16.2
Black	15.8	18.4	20.6	21.6	23.6
Hispanic	8.5	13.7	19.8	24.6	33.5
Asian/Pacific Islander	26.4	19.5	18.7	18.3	17.1
Native American	11.2	15.1	23.0	25.9	24.8
Gender					
Female	14.9	16.6	21.7	23.7	23.1
Male	24.9	22.1	20.2	17.0	15.8
Foreign-Born					
No	20.5	20.0	21.3	20.0	18.3
Yes	17.6	16.2	18.8	21.7	25.7
Educational Attainment					
Less Than High School	7.8	14.4	20.7	24.4	32.7
High School	15.6	20.5	22.6	20.7	20.7
Some College	19.8	20.1	21.5	20.0	18.6
Associate Degree	22.0	22.0	23.8	18.4	13.7
Bachelor's Degree	32.1	19.3	19.5	18.2	10.9
Master's Degree	30.7	15.2	21.3	23.5	9.3
Professional Degree	33.4	24.8	20.9	13.2	7.7
Doctoral Degree	33.1	25.0	23.8	12.5	5.5

Note: Rows sum to 100%. Data on education comes from the long-form of the 2000 Decennial Census, which includes approximately one-sixth of the workers in our data. Education results are calculated solely for these workers and solely for the year 2000.

Table 2.4

Distribution of Employment (Percentages) within Firm Effects Quintiles, 1992 versus 2003

Industry	1992					2003				
	Firm Effects Quintile (1=Highest)					Firm Effects Quintile (1=Highest)				
	1	2	3	4	5	1	2	3	4	5
Agriculture	0.2	0.6	0.8	1.2	6.0	0.2	0.5	0.7	1.1	5.2
Mining	0.9	0.3	0.2	0.2	0.1	0.5	0.2	0.1	0.1	0.0
Utilities	3.2	1.4	0.3	0.1	0.0	2.3	1.0	0.2	0.1	0.1
Construction	5.9	4.9	3.1	2.2	1.7	6.7	5.6	3.9	2.7	1.7
Non-Durable Manufacturing	12.5	13.7	9.4	5.9	6.4	9.2	9.9	6.3	4.1	3.2
Durable Manufacturing	24.0	12.6	7.7	5.5	3.4	15.2	9.3	6.0	4.1	2.1
Wholesale Trade	7.0	5.6	4.4	2.7	2.1	7.8	5.7	4.8	2.6	2.0
Retail Trade	4.3	4.7	12.4	21.4	15.5	5.8	5.8	14.7	21.4	13.6
Transportation	2.4	4.9	4.2	3.3	3.1	2.6	4.5	4.2	3.5	2.8
Services										
Information	7.9	2.4	1.7	1.6	1.6	7.8	3.1	1.4	1.2	1.5
Finance	6.2	9.6	6.3	3.2	0.5	8.1	9.6	4.4	2.4	0.5
Real Estate	1.1	0.9	1.1	1.0	1.3	1.4	1.1	1.3	1.2	1.5
Professional Services	11.0	3.5	2.1	1.2	2.1	13.5	3.8	2.1	1.5	3.2
Management	1.6	1.1	0.4	0.3	0.2	1.5	1.3	0.5	0.2	0.2
Administrative	2.5	2.2	3.3	6.9	10.3	4.2	3.6	4.8	9.0	13.8
Education	0.2	2.8	12.3	19.7	12.5	0.6	2.7	12.9	21.2	13.4
Health Care	2.8	15.8	17.5	8.0	6.8	4.5	16.7	18.4	8.5	7.6
Entertainment	0.4	0.4	0.8	1.8	2.8	0.6	1.0	1.2	2.0	3.6
Accommodation & Food	0.6	1.1	3.3	9.4	18.9	1.1	1.6	3.1	8.3	19.0
Other	1.5	1.3	1.4	2.0	3.0	1.5	1.5	1.6	1.8	3.4
Public Administration	3.7	10.2	7.1	2.6	1.7	5.0	11.5	7.4	2.8	1.7

Note: Columns sum to 100%.

Table 2.5

Distribution of Employment (Percentages) within Person Effects Quintiles, 1992 versus 2003

Industry	1992					2003				
	Person Effects Quintile (1=Highest)					Person Effects Quintile (1=Highest)				
	1	2	3	4	5	1	2	3	4	5
Agriculture	0.2	0.2	0.6	1.5	6.2	0.2	0.4	0.6	1.0	5.4
Mining	0.7	0.5	0.3	0.1	0.0	0.6	0.3	0.1	0.0	0.0
Utilities	4.2	0.7	0.2	0.0	0.0	3.2	0.6	0.1	0.0	0.0
Construction	6.5	5.6	3.1	1.6	1.1	8.7	6.1	3.0	1.9	1.5
Non-Durable Manufacturing	9.0	10.2	10.8	10.3	7.8	8.5	9.0	7.9	4.6	2.8
Durable Manufacturing	18.6	14.2	11.1	7.4	2.3	16.3	9.4	7.2	3.7	1.2
Wholesale Trade	6.6	6.0	4.8	2.7	1.7	7.7	6.1	4.4	3.2	1.8
Retail Trade	3.7	5.8	15.1	18.7	14.9	4.6	6.6	10.7	18.4	20.6
Transportation	4.1	5.9	3.8	2.0	2.0	3.1	6.1	3.9	2.5	1.9
Services										
Information	6.6	3.7	2.1	1.5	1.3	8.5	3.0	1.9	1.1	1.3
Finance	8.7	9.5	4.6	2.5	0.6	9.6	8.5	5.8	1.5	0.4
Real Estate	0.9	0.9	1.3	1.4	0.9	1.1	1.2	1.5	1.4	1.3
Professional Services	11.8	2.8	2.0	1.4	2.1	14.9	3.6	2.2	2.2	2.5
Management	1.9	0.7	0.5	0.3	0.3	1.7	0.8	0.6	0.5	0.3
Administrative	1.6	2.6	3.0	5.0	12.9	2.9	3.9	4.8	7.7	16.0
Education	2.6	12.0	12.8	12.1	7.7	1.7	5.7	12.6	23.6	4.9
Health Care	6.4	8.0	12.7	12.2	11.6	2.9	12.6	17.4	12.2	9.0
Entertainment	0.3	0.4	1.2	2.4	2.0	0.3	0.7	1.5	2.2	3.5
Accommodation & Food	0.4	0.2	2.1	10.7	19.6	0.3	0.8	2.7	7.9	21.1
Other	0.9	1.2	1.5	2.5	3.0	1.0	1.6	1.8	1.9	3.5
Public Administration	4.1	9.0	6.5	3.8	1.9	2.2	13.0	9.4	2.5	1.0

Note: Columns sum to 100%.

Table 2.6

**Distribution of Employment (Percentages) by Industry within Person Effects Quintiles,
at Firms Where Firm Fixed Effects Quintile Is Better Than Person Fixed Effects Quintile**

Industry	1992					2003				
	Person Effects Quintile (1=Highest)					Person Effects Quintile (1=Highest)				
	2	3	4	5	Total	2	3	4	5	Total
Agriculture	0.2	0.5	1.2	2.8	1.3	0.2	0.3	0.9	2.0	0.9
Mining	1.0	0.4	0.1	0.0	0.3	0.4	0.1	0.0	0.0	0.1
Utilities	1.3	0.2	0.0	0.0	0.3	1.0	0.1	0.0	0.0	0.2
Construction	6.5	3.8	1.7	0.9	2.9	7.6	3.7	3.1	2.0	3.8
Non-Durable Manufacturing	14.6	17.3	15.8	9.4	14.2	11.3	11.2	6.8	2.9	7.7
Durable Manufacturing	24.1	16.8	10.0	2.8	12.4	10.8	7.7	5.1	1.5	5.8
Wholesale Trade	6.2	5.4	2.5	1.3	3.6	6.3	5.5	5.5	1.9	4.7
Retail Trade	4.7	5.4	9.0	15.6	9.1	5.2	7.0	19.2	30.3	16.6
Transportation	3.0	4.5	2.1	1.4	2.7	4.4	3.6	2.7	1.4	2.9
Services										
Information	7.1	2.9	1.1	0.8	2.6	4.3	2.5	1.0	0.8	1.9
Finance	6.1	6.1	4.0	0.9	4.1	10.3	5.7	2.1	0.5	4.0
Real Estate	1.2	1.1	1.1	0.6	1.0	1.5	1.4	1.5	1.1	1.3
Professional Services	4.2	2.0	1.4	1.2	2.0	7.7	2.9	2.1	1.7	3.2
Management	0.7	0.6	0.4	0.5	0.5	1.2	1.0	1.0	0.5	0.9
Administrative	3.2	3.4	3.2	10.9	5.3	4.3	4.1	5.9	15.8	7.9
Education	0.2	1.3	9.8	11.1	6.2	0.4	3.8	11.7	4.9	5.8
Health Care	4.4	15.5	20.1	19.1	15.7	6.8	19.8	18.2	9.8	14.4
Entertainment	0.3	0.5	1.5	1.0	0.9	0.7	1.8	2.1	2.9	2.0
Accommodation & Food	0.2	1.1	5.8	14.9	6.1	0.8	1.4	5.2	16.8	6.6
Other	2.1	1.7	2.4	2.4	2.2	1.9	1.9	1.9	2.7	2.1
Public Administration	8.6	9.2	6.9	2.5	6.6	13.0	14.3	4.1	0.6	7.4

Note: Columns sum to 100%.

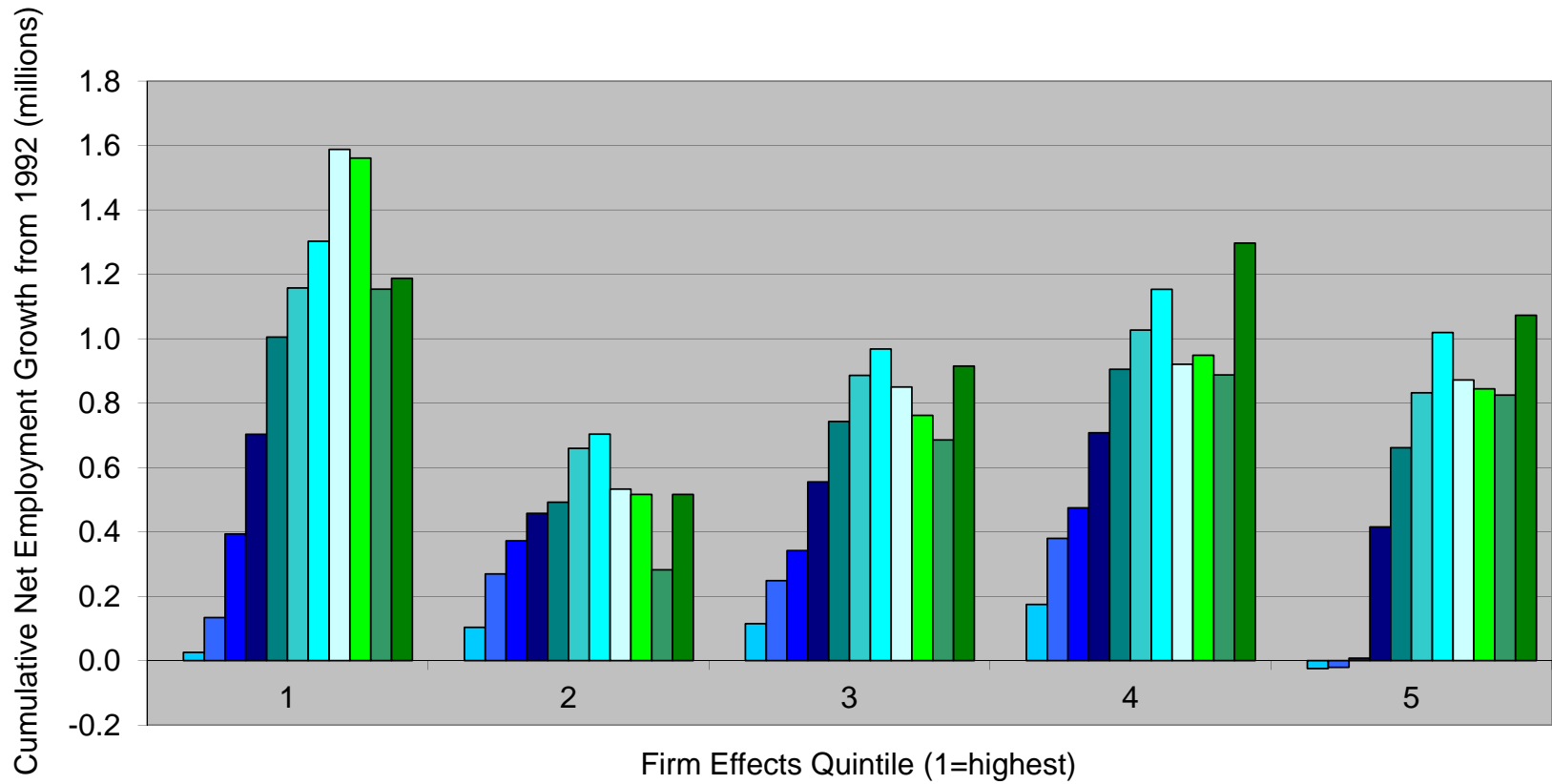
Table 2.8

Distribution of Employment (Percentages) across Firm Effects Quintiles, 1992 versus 2003

Person Effects Quintile	1992					2003				
	Firm Effects Quintile (1=Highest)					Firm Effects Quintile (1=Highest)				
	1	2	3	4	5	1	2	3	4	5
1	63.6	26.3	8.0	1.9	0.3	67.7	22.4	7.6	1.8	0.6
2	25.8	34.1	23.2	13.0	3.9	24.9	38.6	24.4	9.9	2.2
3	9.3	25.7	33.7	21.9	9.4	10.5	25.6	33.7	22.4	7.8
4	2.4	12.6	25.5	37.9	21.6	3.7	6.8	24.2	40.0	25.4
5	0.2	1.6	10.2	26.8	61.1	2.4	2.5	7.8	27.2	60.1

Note: Rows sum to 100%.

Figure 2.2
 Cumulative Net Employment Growth by Firm Effects Quintile and by Year, 1992-2003



Note: Each bar represents cumulative employment growth within a quintile for a year in 1993-2003 relative to 1992