



# **Washington's Wage Records Demonstration Project: Multi-State Workerforce In-Flow and Out-Flow**

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# Washington's Wage Records (WR)

- States and Bureau of Labor Statistics partnership
- Washington state Wage Records Demonstration project
- WR comparison and enhancement with other data sets (LEHD)
- Projects coming up for Washington state



# What is Wage Records Program?

Current uses and benefits of WR data

# The Wage Records Program (WR)

- An initiative of the BLS that compiles participating state wage records (currently over 29 participating states)
- Purpose is to form multi-state longitudinally linked data set
- National, regional, state and local analysis support and use
- Wage records are a rich data set for the state and multi-date workforce analysis
- State and BLS partnerships offer states data with confidentiality protections at no additional burden



# Wage Records Program Overview

## Coverage, Source, Reference

- Extensive UI Coverage
- Data Source Integration
- Quarterly Data Collection
- Research Enabled Data

## Uses

- Enhanced Data Quality
- Interstate Standardization
- Public, States and BLS benefits
- Valuable Longitudinal Insight



# Washington State Wage Records Project?

Current uses analysis and findings

# Washington's WR study

- Washington aims to gain valuable insight into workforce movements during and after economic downturns
- Study follows a single quarter cohort of workers
- We are examining job transitions both within and outside the state of Washington, different industries, wages and hours
- Analysis is exploring the relationship between industry retention rates and likelihoods of industry change for workers

# Washington's WR study

- With WR we can view a history of worker employment within and out of the state
- We can identify job hires and job separations for the cohort
- We can examine the change (or lack thereof) in wages or hours
- Enhancing WR with other data sets

# Washington's WR study limitations

## Limitations

- Limited only to participating states
- Workers can reside in the state or out of the state
- Workers can telework
- Workers can hold multiple jobs

## Reasons for separations

- Unemployed and not looking for work (e.g. retired, in school, etc.)
- Working in jobs not covered under states UI (e.g. self-employed, commissioned, federal UI, etc.)
- Working in states outside of Pilot

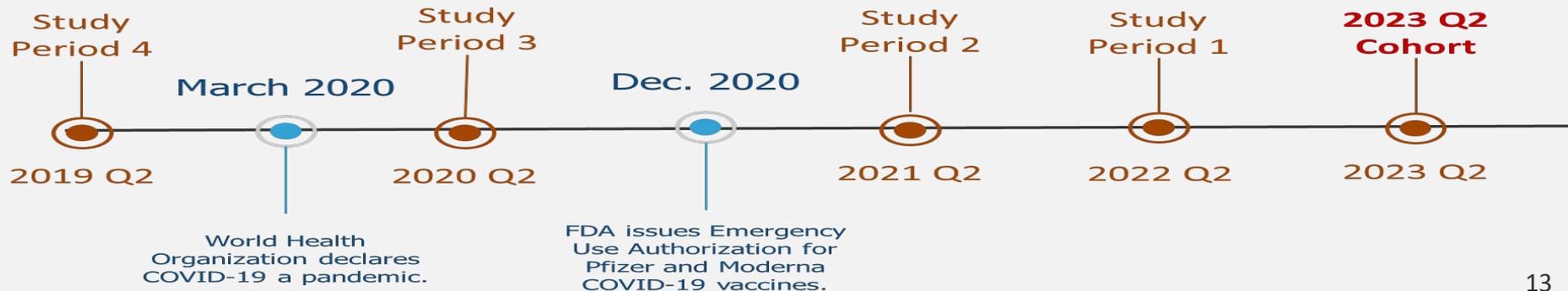
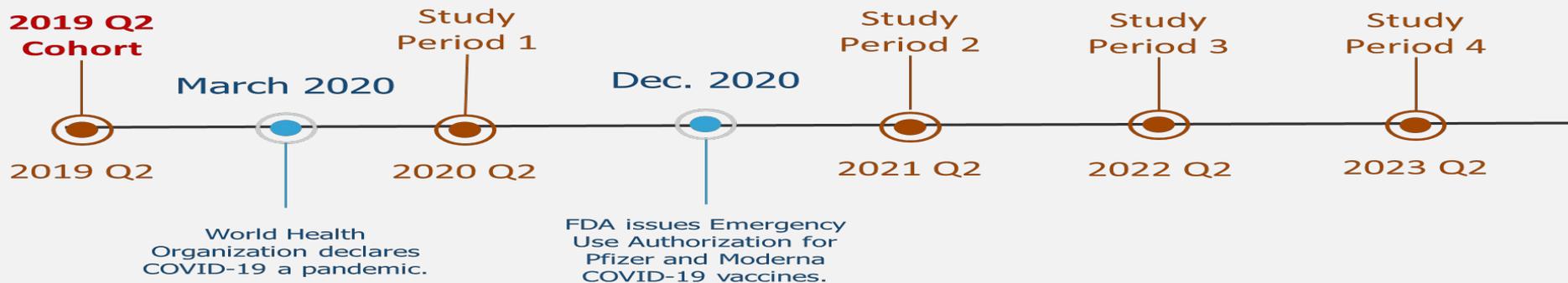
# Washington's WR study questions

- Are job-switchers changing geography?
- Are job-switchers changing industry?
- Do workers' wages change when they switch industry and/or geography?
- Do workers' work more or less hours?

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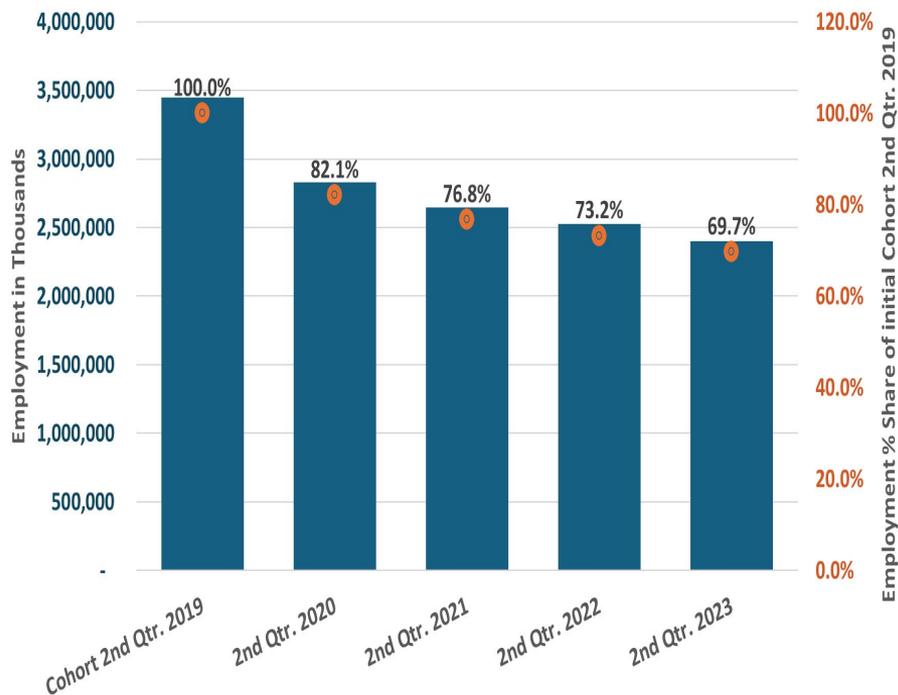
# Cohort 2019 Q2 and Cohort 2023 Q2



# Cohort 2019 Q2 and 2023 Q2 Characteristics

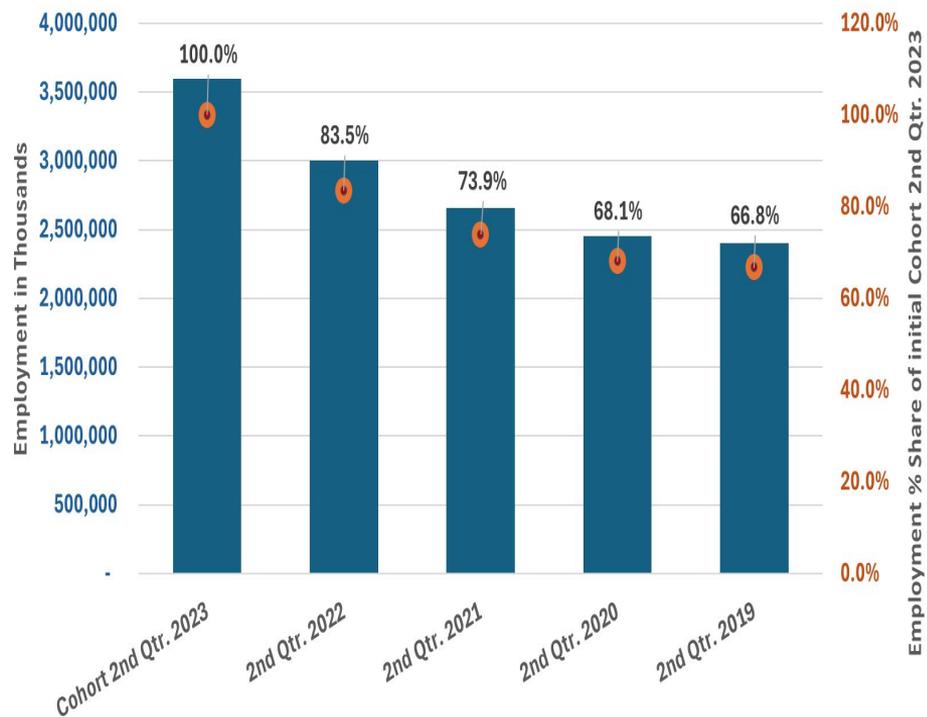
Total Changes (Cohort 2nd Qtr. 2019~3,445,998)

Workforce Out-Flow: WA State Retention



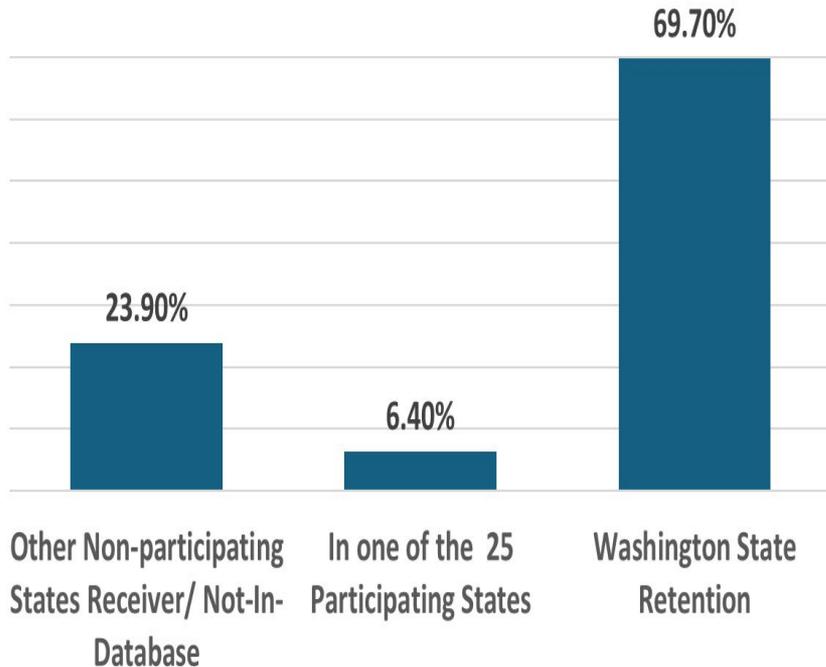
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Workforce In-Flow: WA State Attraction

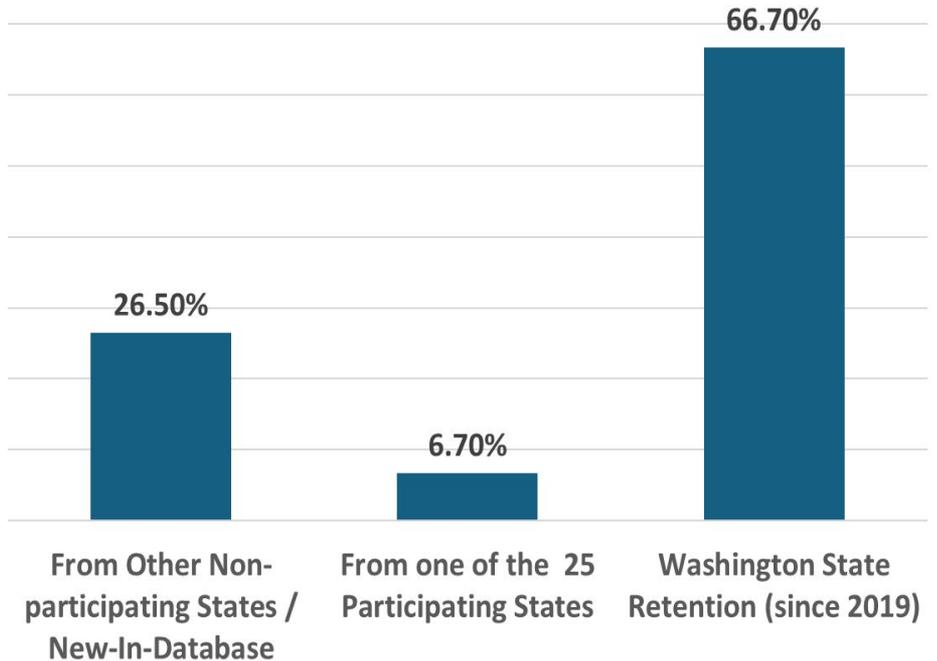


# Cohort 2019 Q2 and 2023 Q2 Characteristics

Total Changes (Cohort 2nd Qtr. 2019~3,445,998)  
Workforce Out-Flow: vs. 2nd Qtr. 2023 (SP4)



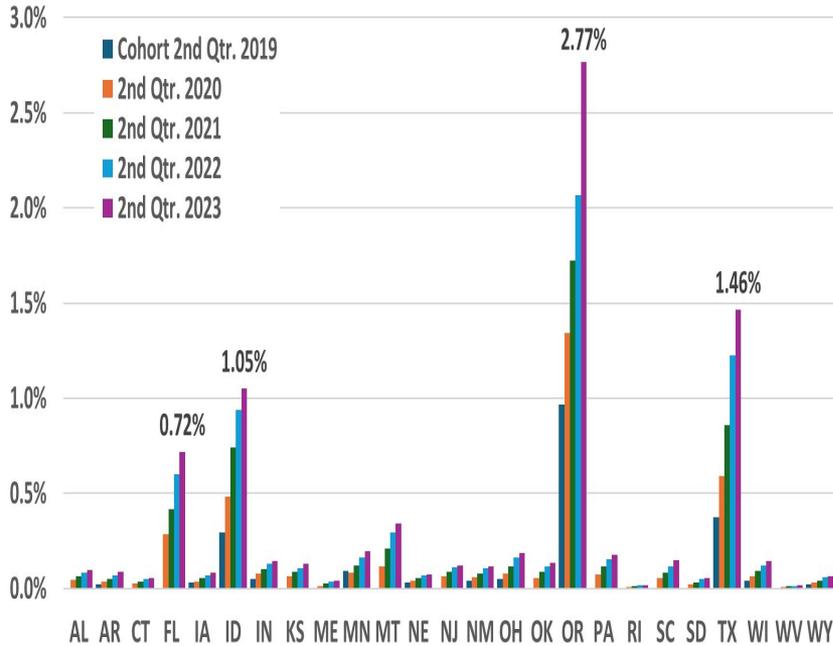
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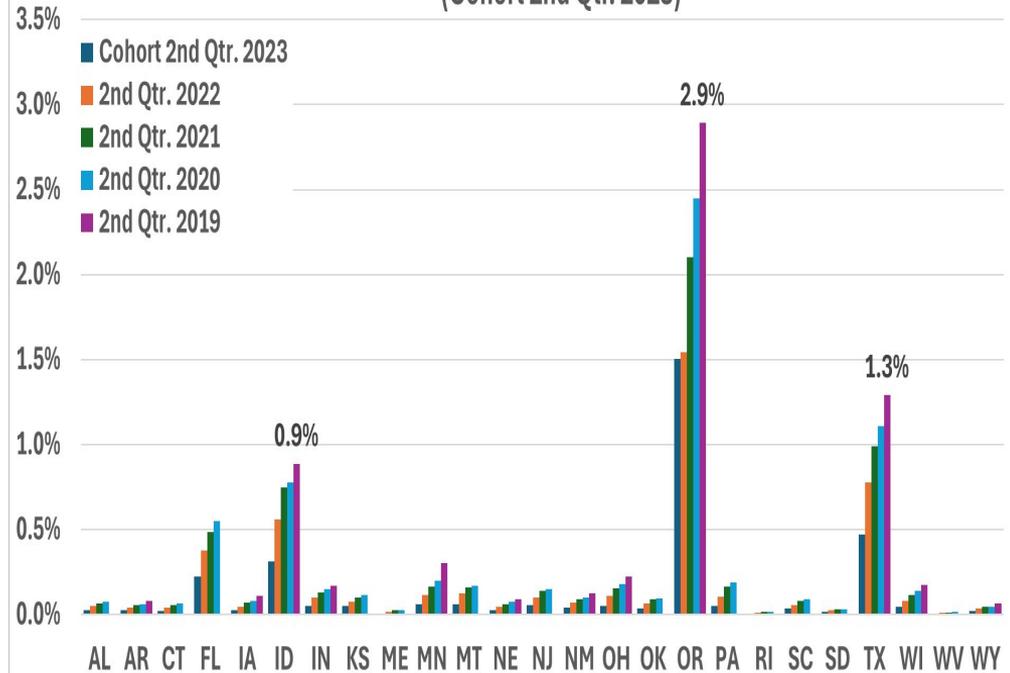
# Out-Flow and In-Flow

## Do Job-Switchers Change Geography?

Other States Percentage Share of Workforce Out-Flow  
(Cohort 2nd Qtr. 2019)



Other States Percentage Share of Workforce In-Flow  
(Cohort 2nd Qtr. 2023)



# Cohort 2019 Q2 Characteristics

## Do Job-Switchers Change Industry?

Industry Sector	Percentage Share of Total Employment 2nd Qtr. 2019	Percentage Decrease 2nd Qtr. 2019 to 2nd Qtr. 2023	Percentage Retention 2nd Qtr. 2019 to 2nd Qtr. 2023
Public Admin	14.5%	-24.4%	75.6%
Education and Health Services	12.9%	-29.7%	70.3%
Professional and Business Services	12.4%	-34.0%	66.0%
Retail Trade	11.9%	-31.2%	68.8%
Leisure and Hospitality	10.1%	-35.8%	64.2%
Manufacturing	9.1%	-27.5%	72.5%
Construction	6.5%	-33.7%	66.3%
Financial Activities	4.6%	-29.0%	71.0%
Information	4.4%	-24.1%	75.9%
Wholesale Trade	4.0%	-28.0%	72.0%
Agriculture	3.5%	-39.4%	60.6%
Transportation Warehousing and Utilities	3.1%	-31.6%	68.4%
Other Services	3.0%	-36.4%	63.6%
Mining	0.1%	-34.5%	65.5%

# Cohort 2019 Q2 Characteristics

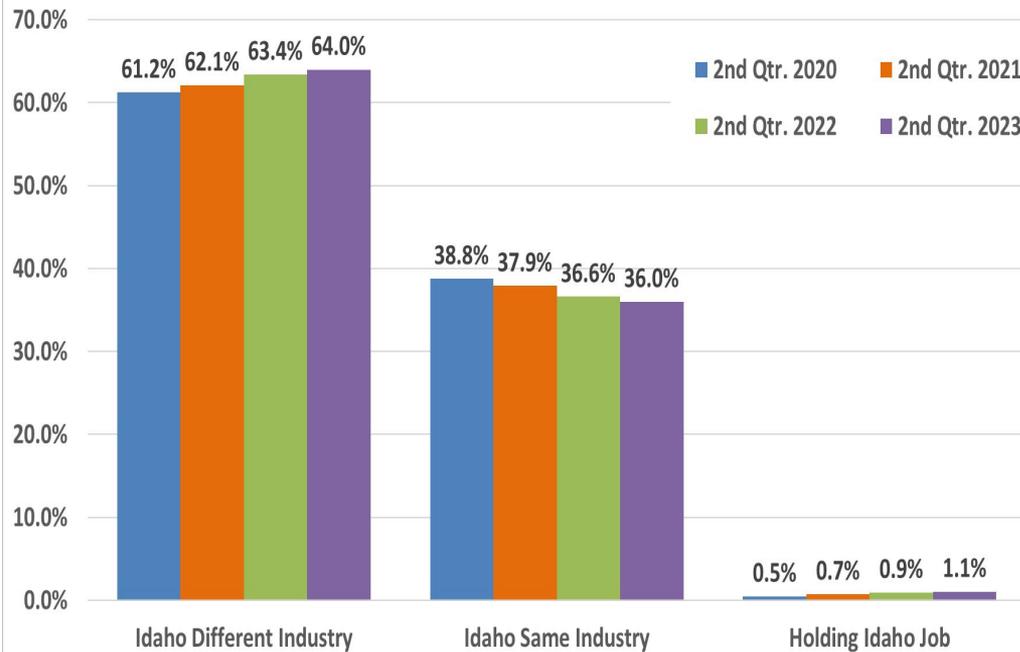
- Are job-switchers changing geography?
  - At least ~6.4% found jobs in participating states
- Are job-switchers changing industry?
  - Around ~30.6% of workers will change industry within 4 years
- Do workers' wages change when they switch industry?
  - On average Qtr. Wage increased ~ 9.5% , while average Hourly Wage increased ~13.4%
- Do workers' work more or less hours?
  - On average Qtr., Hours decreased by 2.8%

# Cohort 2019 Q2 Characteristics

- Are job-switchers changing industry when they change geography? Looking at Idaho and Oregon only
  - Around ~62% (going to OR) and 64% (going to ID) of workers will change industry within 4 years
- Do workers' wages change when they switch industry and/or geography?
  - On average Qtr. Wage decreased ~ 18.7% in ID and ~ 11.9% in OR
- Do workers' work more or less hours?
  - On average Qtr., Hours decreased by 19.6% in OR (ID~NA)

# Cohort 2019 Q2-Out-Flow to Idaho

Total Changes (Cohort 2nd Qtr. 2019~3,445,998)  
Workforce Out-Flow: Idaho ~27,093 by 2023

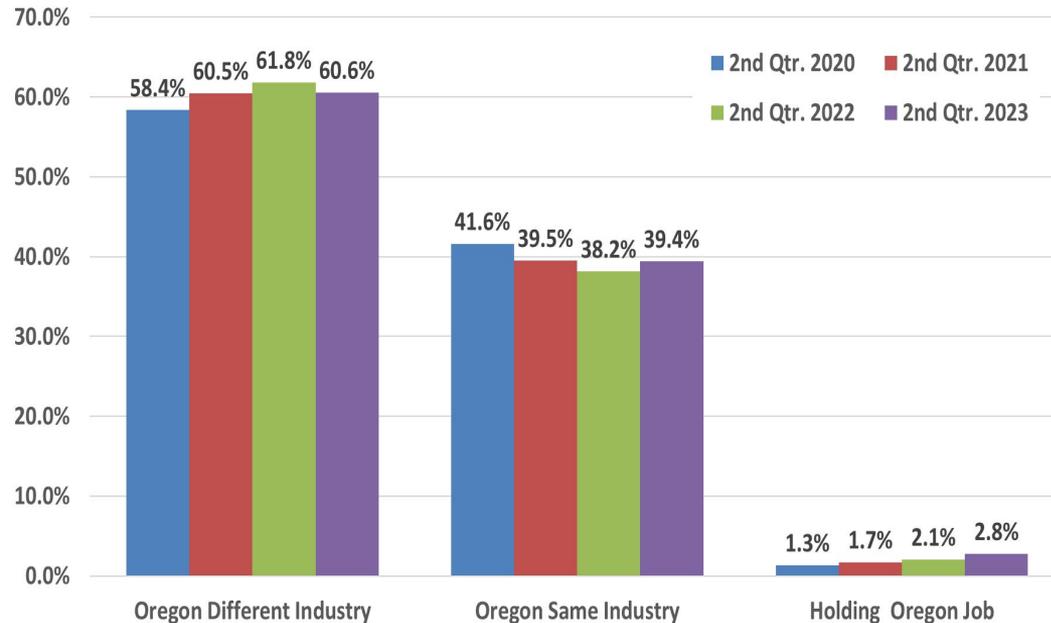


60.7% of Out-Flow into Idaho entered these five industries

- Construction 9.6%
- Education and Healthcare 13.7%
- Leisure and Hospitality 12.3%
- Professional and Business 12.4%
- Retail Trade 12.6%

# Cohort 2019 Q2-Out-Flow to Idaho

Total Changes (Cohort 2nd Qtr. 2019~3,445,998)  
Workforce Out-Flow: Oregon ~66,018 by 2023



61.7% of Out-Flow into Oregon entered these five industries

- Construction 12.8%
- Education and Healthcare 12.6%
- Leisure and Hospitality 12.3%
- Professional and Business 13.2%
- Retail Trade 10.8%



# How does Wage Records data sets compare to others?

Census data tools and BLS

# Wage records vs. Other Data Sources

## LED OnTheMap Tool

- Limited to certain number of industries for in-flow and out-flow analysis, it is two study Quarters behind.
- OnTheMap tool can be enhanced with WR industry data
- Wage records don't track Residence to Work moves

## J2J Flow Tool

- Compiled from multiple sources, including UI records, census, and survey data, to track job transitions within and across regions.
- Can't cohort studies as WR can
- J2J is enhanced with many demographic and geographic data



# What is next?

Where is Washington going with this project?

# Opportunities and Possibilities...

- **Wage and Hour Data Analysis:** Examine state data for worker inflow and outflow patterns.
- **Comparative Cohort Analysis:** Contrast 2019 Q2 data reflecting COVID-19 impacts with 2006 Q2 data to identify labor movement trends.
- **In-depth Movement Study:** Investigate the reasons behind worker transitions between industries and locations.
- **Data Enhancement:** Augment Wage Records with additional data such as licensing information, Enhanced WR with SOC and LEHD datasets for comprehensive insights.
- **Strategic Utilization:** Apply enriched data for decision-making in education, industry planning, and other strategic areas.



# Thank you!

Any questions?

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# What is Labor Market Information (LMI)?

- Data that describe and predict the relationship between labor supply and demand
- LMI provides data on a variety of subjects:
  - ▷ Population and labor force trends
  - ▷ Industry and occupational employment trends and projections
  - ▷ Wage and benefit information
  - ▷ Career information relating to skills and education
- Data are often available at different geographic levels
  - ▷ e.g., State, county, metro area, workforce development region, etc.

# Credits

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- Presentation and analysis by Ajsa Suljic, Regional Labor Economist
- Work by LMEA-DATA team from ESD and Wage Records team from BLS