

# A Profile Of Older Workers In California

Issued May 2004

## Local Employment Dynamics

LED/OW-CA

### Executive Summary

A new information source, the Local Employment Dynamics (LED) program for California, shows:

- The workforce is aging. From 1992 through 2001, an increasing percentage of the workforce was 45 years and older. The proportion of people 65 years and older who continue working has also increased, but slightly.
- Industries in which more than 1-in-6 workers were 55 years and older in 2001 include: transportation equipment, water transportation, membership organizations, educational services, and real estate. Of these, the water transportation industry employed relatively fewer older workers.
- An example of an industry with a high turnover rate for workers 55 years and over is business services.
- An example of an industry with a low turnover rate for older workers is real estate.
- Industries where workers 65 years and over are most likely to be employed include the business services, eating and drinking places, and health services industries. Real estate is also an important source of work for the oldest workers.
- On average, in 2001, for workers 65 years and over, 34,461 jobs were created and 40,994 were lost.
- The industry with the highest average monthly earnings in 2001 for workers 65 years and older was security and

commodity brokers (\$11,264), but the number of such workers was only 1,744. Of the industries that employed more than 4,000 workers 65 years and older, the highest paying was electronic and electrical equipment (\$5,005 a month).

### Introduction

A large wave of workers born during the Baby Boom of 1946 to 1964 will be leaving the workforce over the next few decades. A larger share than in past generations may "retire" to collect the pensions they earned over their work life and then continue working part-time or in more flexible working arrangements.<sup>1</sup>

Decision makers are looking at the economic and policy implications for a wide range of programs and institutions, including Social Security and Medicare; financial markets; the housing market; and recreation, transportation, and health-care systems.

What the workforce of the future looks like will depend on many factors. This report focuses on one possible scenario that some scholars consider to be reasonable. It assumes that Baby Boomers replicate the retirement behavior of previous generations and that immigrant workers do not fill all of the jobs left vacant by

<sup>1</sup> The term "retirees" refers to workers who collect pensions - who may have varied labor market experiences. Some may completely leave the labor force and others may continue to work. Of those who continue to work while they receive pensions, some may work fewer than 35 hours a week, some may work only part of the year, and others may continue in the labor force year-round and full-time.

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these retirements. If these assumptions prove accurate:

*The United States will lose the services of millions of highly skilled, experienced workers. Because of the baby dearth that followed the Baby Boom, there will not be many new workers to replace them, even as the senior adult population grows significantly. Labor force growth is expected to fall from 1.1 percent per year in the 1990s to 0.36 percent per year in the period 2010 to 2020.<sup>2</sup>*

Regardless of how the future unfolds, information about the workforce decisions made by the Baby Boomers can be useful to a number of groups. Decision makers in California need to know which industries and regions of the state are likely to be most affected by changes in the size and composition of the labor force in coming decades. Similarly, businesses need such information both to make more informed plans for transitions and to pinpoint potential problem areas and new opportunities. Older workers who want to continue working need to know in what industries and in what areas of California jobs are available, how flexible businesses are about their working arrangements, and the level of earnings they can expect.

The Census Bureau, together with state partners, is developing several new sources of information to support these needs. The Local Employment Dynamics (LED) program, one of the newest resources, produces workforce indicators that are updated every quarter for each partner state and its metropolitan areas, counties, and Workforce

<sup>2</sup> Penner, Rudolph, Pamela Perun, and Eugene Steuerle. "Legal and Institutional Impediments to Partial Retirement and Part-Time Work by Older Workers," The Urban Institute, 2002.

Investment Areas.<sup>3</sup> Statistics are available without cost on the program's Web site <http://lehd.dsd.census.gov/> and additional indicators are available from partner states. The statistics are historical and come from multiple, high-quality information sources that include most of the working population (see "Sources and Accuracy of the Data" at the end of this report for additional information about coverage).

The LED program is a partnership between the Census Bureau and participating states. As of February 2004, 29 states are partners with the Census Bureau in creating this information.<sup>4</sup> Those 29 states cover about 65 percent of America's workers. Additional states are planning to join the partnership.

This report uses Quarterly Workforce Indicators (QWIs) from the LED program for the state of California to focus on two groups of older workers: those who are likely to be receiving pension income (65 and older), and the pre-retirement group (55-64 years old). People in the preretirement group may collect pensions within the next ten years, but may or may not continue to participate in the labor force.

With the LED, we can respond to questions such as:

*What changes are occurring in the age composition of the workforce in a geographic area?*

<sup>3</sup> Other related information sources from the Census Bureau include the American Community Survey [www.census.gov/acs/www/](http://www.census.gov/acs/www/) and the economic census [www.census.gov/eprd/www/econ2002.html](http://www.census.gov/eprd/www/econ2002.html)

<sup>4</sup> As of February 2004, the partner states whose data were being processed were: CA, CO, FL, IA, ID, IL, KS, MD, MN, MO, MT, NC, NJ, NM, OK, OR, PA, TX, VA, WA, WI, and WV. Additional partner states include: AR, DE, GA, KY, ME, MI, and ND. This is an ongoing project and additional states are expected to join.

*Which industries will be most affected by the departure of older workers from the workforce?*

*In what industries do older people tend to continue working and under what circumstances?*

*Which industries create jobs for older workers? Suffer the most job losses?*

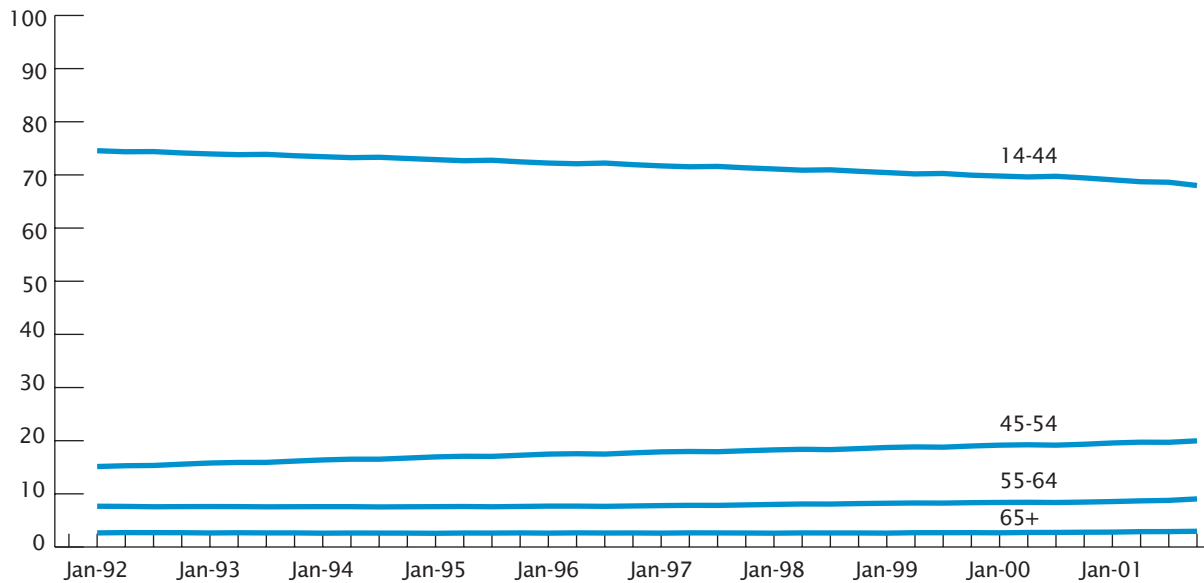
*Which industries have the lowest job turnover rate for older workers?*

*How much do older workers earn in various industry groups and geographic areas?*

As the LED statistics in this report show, older workers in California have been an increasing proportion of the labor force. We learn from the LED information that older workers tend to be employed in the same industries that employ large numbers of younger workers, but the best-paid are those who work in financial and scientific firms with relatively few older workers. We do not know yet whether California will undergo rapid and massive changes, or gradual changes due to the retirement of experienced workers of the Baby Boom generation along with the movement of workers into and out of California. We do know that both have the potential to affect the age distribution of the workforce significantly. Planners in California will be able to keep an eye on the impact of such factors and emerging trends by using the LED statistics.

Quarterly Workforce Indicators for partner states and detailed information about the LED program are available at:  
<http://lehd.dsd.census.gov/>.

Figure 1.  
**California Workforce by Age Group: 1992 to 2001**  
 (Percent of beginning-of-quarter employment)



Source: U.S. Census Bureau and the California Employment Development Department, Labor Market Information Division, Local Employment Dynamics program's Web site: <http://lehd.dsd.census.gov>.

### How is the age composition of the workforce in California changing?

The aging of Baby Boom workers led to an increase in the proportion of the workforce 45 years and older from 1992 to 2001 in California. Many planners anticipate this proportion will grow even more rapidly over the next two decades unless a large influx of younger workers comes into California. In 1992, about 74 percent of California workers were 14-to-44 years old (Figure 1). By 2001, that figure had dropped to about 69 percent of workers.

#### Beginning-of-Quarter Employment

Total number of workers who were employed by the same employer in the *reference and previous* quarters

Fifteen percent of California workers were 45-to-54 years old in 1992 and 20 percent were in that age group in 2001.

The falling share of younger workers occurred across the economy of California. The share of workers in California who are 65 and older, the traditional age when most workers leave the labor force permanently, increased slightly, from 2.7 percent to 2.9 percent from 1992 to 2001.

### Which industries will be most affected by the aging workforce?

Unless there is an infusion of new workers from outside California, or from other California industries, the industries identified in Figure 2<sup>5</sup>

<sup>5</sup> Workers in private households are not shown in the text because the coverage of private households is low relative to other industries.

#### Skill Level

Quarters of work experience

are those likely to be most affected by the aging of the workforce.<sup>6</sup> If older workers seek either more flexibility in hours or leave these industries completely, companies may suffer a considerable loss of skills and knowledge. Thus, industries with a high proportion of workers near retirement might need to plan for increased training

<sup>6</sup> Because the QWIs come from a mixture of sources, they are not directly comparable with statistics from worker-based surveys such as the decennial census, the American Community Survey, and the Current Population Survey. Industries are based on the Standard Industrial Classification (SIC) system. The LED program will convert from the SIC system to the North American Industry Classification System (NAICS) in early 2004. Some classification titles appear to be similar but the detailed industry groups that compose the categories may differ between the SIC and NAICS systems.

to respond to the loss of older workers and their institutional knowledge.

Figure 2 shows that the transportation equipment industry in California had a high proportion of older workers — 15.8 percent were 55-64 years old and 2.8 percent were 65 years and older. Other industries with a relatively high proportion of workers 55 years and older included water transportation (17.5 percent), membership organizations (19.1 percent), and real estate (19.7 percent). Of these industries, the water transportation industry employed less than 5,000 older workers (Appendix Table A1).

### The demand for older workers and job stability.

An indicator of the degree to which businesses need older workers is the turnover rate of older workers within an industry. Industries with a history of relatively high turnover rates may have little need for specific skills and may find it easy to replace employees. As a result, firms in such industries may be likely to pay relatively low wages. A relatively low turnover rate for a specific age group, such as older workers, may indicate that workers in that age group are relatively skilled or not readily replaced. The LED data enable us,

*Turnover Rate — A measure of workforce stability, the turnover rate reflects the movement of workers into and out of jobs.*

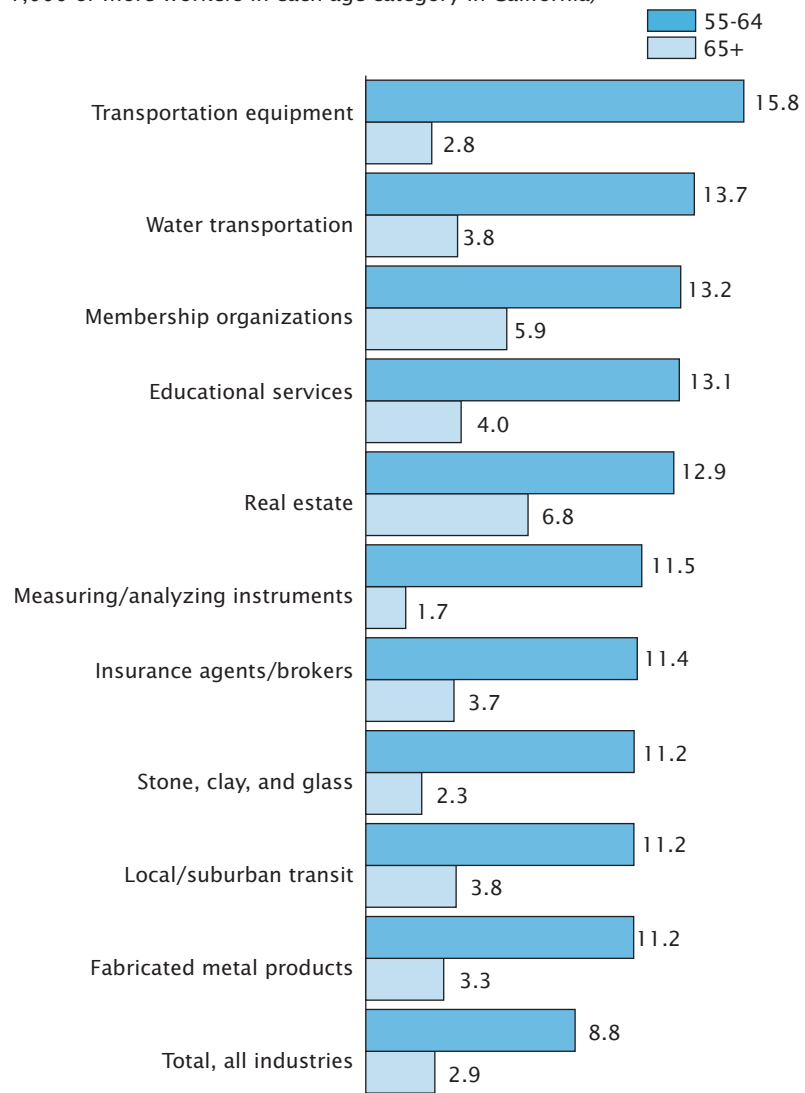
Turnover rate =

$$\frac{1}{2} * \left( \frac{\text{accessions}_t + \text{separations}_t}{\text{average employment}_{t,t-1}} \right)$$

(A worker who retires is included in the turnover rate.)

Figure 2.  
**Selected Industries With a High Proportion of Older Workers by Age, for California: 2001**

(Percent of industry's workforce. Includes only industries that employed 1,000 or more workers in each age category in California)



Note: Details do not cover the total workforce in these age categories.  
Source: U.S. Census Bureau and the California Employment Development Department, Labor Market Information Division, Local Employment Dynamics program, 2001, Appendix Table A1 and Web site: <http://lehd.dsd.census.gov>.

for the first time, to identify the nature of demand for older workers in particular industries.

The job turnover rate is also a measure of job stability. Older workers who work in low turnover industries may spend less time looking for work and retraining for new jobs. The average quarterly

turnover rate for all workers in California was 13.1 percent in 2001 (although this includes the relatively high turnover rates of teenagers and young adults).<sup>7</sup> For workers 65 years and older, it was

<sup>7</sup>This is a simple average of four quarters in a calendar year.

Table 1.  
**Job Stability in California by Industry: 2001**

(Top 10 industries statewide employing workers 65 and older )

Industry	Number of workers 65 and older	Average quarterly turnover rate for workers 65 and older (percent)	Average quarterly turnover rate for workers 14 and older (percent)	Number of workers 14 and older
Business services . . . . .	33,624	16.9	20.6	1,272,758
Eating and drinking places . . . . .	24,844	15.1	18.2	896,685
Health services . . . . .	23,493	8.0	9.4	947,808
Real estate . . . . .	13,915	7.5	11.3	204,950
Engineering, accounting, and research . . . . .	12,964	10.6	12.4	502,744
Construction—special trade . . . . .	12,852	15.6	15.0	508,706
Social services . . . . .	11,887	9.3	12.7	298,757
Agricultural services . . . . .	11,785	24.7	22.3	269,134
Wholesale trade—durables . . . . .	11,743	8.2	9.8	476,747
Motion pictures . . . . .	11,089	16.4	17.7	247,504

Source: U.S. Census Bureau and the California Employment Development Department, Labor Market Information Division 2001, Appendix Tables A1 and A2. See Web site: <http://lehd.dsd.census.gov>.

11.8 percent; for those 55 years and older, 10.6 percent.

The industries in Figure 2 with the highest average quarterly turnover rates for workers 55-64 years old in 2001 were local/suburban transit (11.2 percent) and educational services (8.1 percent). Industries from Figure 2 with lower average quarterly turnover rates for this age group include water transportation (4.5 percent) and stone, clay and glass (5.7 percent).

Average quarterly turnover rates for 2001 for these and other industries are shown in Appendix Table A2.

Of the top ten industries in California employing workers 65 years and older in 2001 (Table 1 and Figure 3), the agricultural services (24.7 percent), business services (16.9 percent), and motion pictures (16.4 percent) industries had the highest average quarterly turnover rates; the lowest was the real estate (7.5 percent) industry.

### Where do older workers work?

This section asks where older workers are most concentrated

because the types of work performed by today's older workers may indicate the work that older people will perform in the future. Planners might also examine the type of work done by younger age groups, such as those 35-44 years old, for the changes they might expect among older workers, given differences in the type of education different age groups received and changes in the needs of industries.

As shown in Figure 3, the industries where workers 65 years and over were most likely to be employed in California in 2001 were business services, eating and drinking places, and health services (each employing roughly 6 to 9 percent of the workforce 65 years and older, over 20,000 workers each). About 46 percent of workers 65 years and older in California were employed in the ten industries shown in Figure 3, compared with 45 percent of all workers. Older and younger workers may be employed in distinctly different types of firms within these industries, however, and may be assigned different tasks.

Between 1992 and 2001, there were substantial changes in the top ten industries that employed the largest number of workers 65 years and older in 2001 (Table 2).<sup>8</sup> Service industries have long been the major employers of older workers in California.

### Employment dynamics and older workers.

The employment numbers in the preceding section show only one part of the employment picture. Even when *levels* of employment in an industry change little, enormous *change* can occur in the underlying numbers. Economists refer to the underlying changes as “job creation” and “job destruction.” Even if employment levels in an industry stay the same, some firms add jobs and others eliminate jobs. So, while Figure 3 identifies the industries that employed a high proportion of workers 65 years and older in California in 2001, LED program data reveal more detail. LED indicators also tally the number of jobs gained and lost by older workers in the California economy.<sup>9</sup>

The LED statistics reveal that, on average in California in 2001, for workers 65 years and older, 34,461 jobs were created a quarter (Appendix Table A4) and 40,994 were lost (Appendix Table A5) – on average, a net decrease of 6,533 such workers employed a quarter. The industries that created the most jobs for workers 65 years and older (Table 3) were eating and drinking places, with 3,161 jobs created on average a quarter, followed by business services (2,709

<sup>8</sup> Historical statistics are consistent in the LED program, so it is possible to make comparisons of statistics over time.

<sup>9</sup> Job losses for older workers can happen in two ways - a firm can actually reduce employment, or it can substitute a younger worker for an older worker who may have taken another job, retired, or left involuntarily.



jobs). The industries that destroyed the most jobs for the oldest workers were business services (3,880 jobs a quarter destroyed on average), eating and drinking places (3,197 jobs), and agricultural services (2,378 jobs). These changes represented, in California in 2001, an average net loss of 1,171 jobs in business services and 36 jobs in eating and drinking places. The agricultural services industry created 12 jobs on average a quarter. The insurance agents and brokers (1,334 jobs a quarter) industry had the most significant net job gain.

### What do older workers earn?

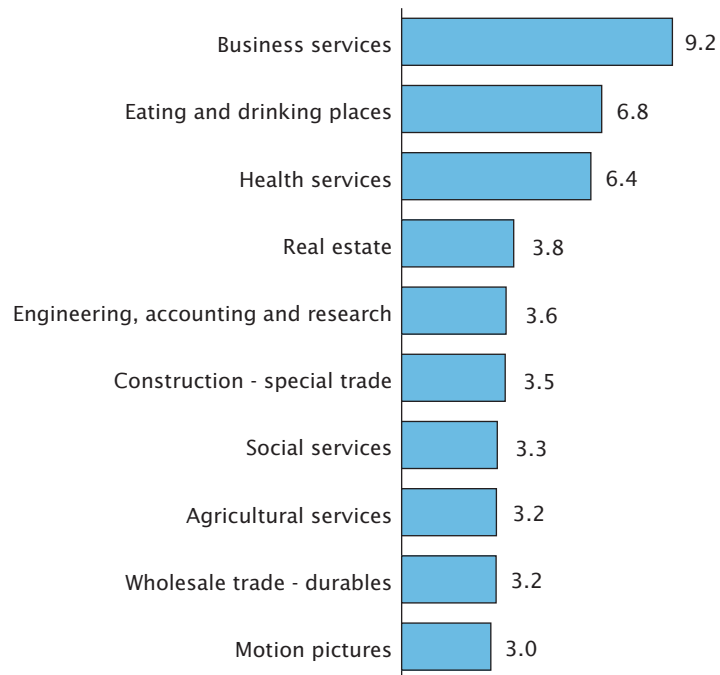
On average, full-quarter workers 65 years and older in 2001 earned \$2,587 a month in California, and workers of all ages averaged \$3,496 a month (Table 4 and Appendix Table A6).

As is the case for all workers, the average earnings levels of older workers vary greatly among industries. For example, in eating and drinking places, which employed 6.8 percent of all workers 65 years and older in California in 2001, the average monthly earnings were \$1,298. Workers 14 and older in that industry had average monthly earnings of \$1,294. About 9 percent of the oldest workers in California were employed by the business services industry, and they had average monthly earnings of \$1,877. Of the top ten industries employing older workers in California in 2001, the industry with the highest average monthly earnings was engineering, accounting, and research, with an average of \$4,505 a month.

Among all industry groups, the security/commodity brokers industry had the highest average monthly earnings in 2001 for workers 65 years and older - \$11,264 - compared with \$15,027 for all workers

Figure 3.  
**Percentage of Workers 65 Years and Older in Selected Industries for California: 2001**

(Percent of workers aged 65+ years)



Source: U.S. Census Bureau and the California Employment Development Department, Labor Market Information Division, Local Employment Dynamics program, 2001, Appendix Table A1 and Web site: <http://lehd.dsd.census.gov>.

in this industry (Table 5). The number of workers 65 years and older in this industry is relatively small - 1,744 workers. Other high paying industries include holding/other investment offices, chemicals, and communications. Only three industries that employed more than 4,000 workers 65 years and older - electronic/electrical equipment; industrial/commercial machinery; and engineering, accounting, and research - were relatively high paying, with average earnings of \$5,005, \$4,548, and \$4,505 a month, respectively.

### Summary

This report provides answers to several key questions related to the aging of California's workforce:

- What is the age composition of the workforce and what are the changes over time?
- Which industries are likely to be affected by the aging of the workforce?

**Job Creation** — New jobs are created either by new businesses opening or by existing firms adding new jobs.

**Job Destruction** — Jobs are lost to the economy when businesses close or reduce employment.

**Net Job Flow** — The difference between current and previous beginning-of-quarter employment across all businesses.

Table 2.  
**Top Ten Employers in California Employing Workers 65 and Older by Rank: 1992 and 2001**

1992 rank	2001 rank	Industry	Number of workers 65 and older		Percent change, 1992–2001	Number of workers 14 and older, 2001
			1992	2001		
1	1	Business services .....	21,664	33,624	55.2	1,272,758
2	2	Eating and drinking places.....	19,622	24,844	26.6	896,685
3	3	Health services.....	18,990	23,493	23.7	947,808
4	4	Real estate .....	12,783	13,915	8.9	204,950
6	5	Engineering, accounting, and research.....	9,829	12,964	31.9	502,744
18	6	Construction—special trade....	5,114	12,852	151.3	508,706
9	7	Social services .....	8,291	11,887	43.4	298,757
12	8	Agricultural services .....	7,504	11,785	57.0	269,134
7	9	Wholesale trade—durables ....	9,790	11,743	19.9	476,747
14	10	Motion pictures.....	6,475	11,089	71.3	247,504

Source: U.S. Census Bureau and the California Employment Development Department, Labor Market Information Division, 1992 and 2001, Appendix Tables A1 and A3. See Web site: <http://lehd.dsd.census.gov>.

Table 3.  
**Job Gains and Losses Among Industry Groups in California by Industry: 2001**

(Average number of jobs a quarter)

Top ten industries that created jobs for workers 65 and over	Jobs created	Jobs destroyed	Net change	Total employment	
				Workers 65 and older	Workers 14 and older
Eating and drinking places	3,161	3,197	-36	24,844	896,685
Business services .....	2,709	3,880	-1,171	33,624	1,272,758
Agricultural services .....	2,390	2,378	12	11,785	269,134
Construction—special trade ....	1,937	1,808	129	12,852	508,706
Insurance agents and brokers ...	1,539	205	1,334	3,187	86,265
Health services .....	1,268	1,890	-622	23,493	947,808
Engineering, accounting, and research .....	1,044	1,387	-343	12,964	502,744
Social services .....	894	1,061	-167	11,887	298,757
Real estate .....	874	1,031	-157	13,915	204,950
Miscellaneous retail .....	799	1,099	-300	10,719	336,559

Source: U.S. Census Bureau and the California Employment Development Department, Labor Market Information Division, 2001, Appendix Tables A1, A4, and A5. See Web site: <http://lehd.dsd.census.gov>.

#### Full-Quarter Employment

Total number of workers who were employed by the same employer in the reference, previous, and subsequent quarters

#### Average Earnings for Full-Quarter Employees

Total earnings of all workers employed the full quarter divided by the number of such workers

- Which industries have the lowest turnover rates of older workers?
- In which industries are older workers most likely to be employed?

- How much do older workers earn?

In California in 2001, the industries that employed the highest proportions of workers 55-64 years old, and hence were likely to be affected by retirements in the coming decade were: transportation equipment, water transportation, and membership organizations.

The membership organizations and real estate industries had high proportions of workers 65 years and older. In terms of pay, older workers tended to fare best in industries with many highly trained, professional employees, such as in financial firms.

## SOURCES AND ACCURACY OF THE DATA

### Background

The U.S. Census Bureau and partner states produce Quarterly Workforce Indicators (QWIs) for each state, metropolitan area, county, and Workforce Investment Board area. QWIs for other geographic areas are available through the state partners.

The QWIs are updated each quarter and annual averages are available at <http://lehd.dsd.census.gov>.

### Overview

The QWIs are key economic indicators selected jointly by the Census Bureau and its partner states. Each QWI provides a critical measure of an area's economy and is a tool to understand changes in the core performance of local economies.

The QWIs are updated 7 months after the end of a quarter, which makes them a current and a historical time series to monitor economic change. They serve as early indicators to states and local areas of emerging trends and help to

identify turning points in the dynamics of the workforce and specific industries.

The database covers about 98 percent of the labor force.<sup>10</sup> The QWIs are derived from state administrative records and basic demographic information from other existing sources. Some information about the workforce is not now available in this database, including hours and weeks worked, educational attainment, occupation, and whether workers worked for an entire quarter or a part of the quarter. The Census Bureau is working on long-term plans to include information of this type, particularly educational and occupational information. There are other types of errors in administrative data, including coding errors in personal identifiers, coding errors in business identifiers, and errors in wage records (see the technical documentation on <http://lehd.dsd.census.gov>).

Because the QWIs come from a mixture of sources, they are not directly comparable with statistics from worker-based surveys, such as the decennial census, the American Community Survey, and the Current Population Survey. Industries are based on the Standard Industrial Classification (SIC) system. The LED program will convert from the SIC system to the North American Industry Classification System (NAICS) in

<sup>10</sup>The database for each state covers about 98 percent of nonagricultural, private wage and salaried employment. Most state and local government employees are included, but many federal workers are not (depending on the state). The remaining 2 percent are railroad workers and workers for some non-profit organizations. Self-employed workers and independent contractors are not in the covered universe. See: U.S. Census Bureau, David W. Stevens and Julia Lane, "Employment That Is Not Covered By State Unemployment," Technical Paper No. TP-2002-16, January 2002, available on <http://lehd.dsd.census.gov>.

Table 4.  
**Average Monthly Earnings Among Top Ten Industries in California by Age: 2001**

(Full-quarter earnings)

Industry	Average monthly earnings for workers 65 and older (dollars)	Average monthly earnings for workers 14 and older (dollars)	Workers 65 and older (number)	Workers 14 and older (number)
<b>Total</b> .....	<b>2,587</b>	<b>3,496</b>	<b>364,411</b>	<b>12,620,246</b>
Business services .....	1,877	4,129	33,624	1,272,758
Eating and drinking places .....	1,298	1,294	24,844	896,685
Health services .....	3,136	3,393	23,493	947,808
Real estate .....	2,313	3,406	13,915	204,950
Engineering, accounting, and research .....	4,505	5,224	12,964	502,744
Construction—special trade .....	2,688	3,310	12,852	508,706
Social services .....	1,489	1,916	11,887	298,757
Agricultural services .....	1,412	1,723	11,785	269,134
Wholesale trade—durables .....	3,529	4,454	11,743	476,747
Motion pictures .....	1,226	3,343	11,089	247,504

Source: U.S. Census Bureau and the California Employment Development Department, Labor Market Information Division, 2001, Appendix Table A6. See Web site: <http://lehd.dsd.census.gov>.

Table 5.  
**Average Monthly Earnings of Workers in California by Age: 2001**

(Full-quarter earnings. Includes only industries that employed 1,000 or more workers 65 and older in California)

Industry	Average monthly earnings of workers 65 and older (dollars)	Average monthly earnings of workers 14 and older (dollars)	Workers 65 and older (number)	Workers 14 and older (number)
Security and commodity brokers .....	11,264	15,027	1,744	80,199
Holding and other investment offices ..	9,016	6,615	1,099	41,900
Chemicals .....	8,038	5,232	1,552	83,451
Communications .....	6,207	5,322	1,511	205,013
Legal services .....	5,875	5,772	2,802	128,601
Electronic and electrical equipment ...	5,005	5,853	4,448	271,248
Transportation equipment .....	4,965	4,549	3,958	143,614
Industrial and commercial machinery ..	4,548	6,101	4,440	225,319
Engineering, accounting, and research .....	4,505	5,224	12,964	502,744
Construction other than building .....	4,411	4,338	1,287	70,419

Source: U.S. Census Bureau and the California Employment Development Department, Labor Market Information Division, 2001, Appendix Tables A1 and A6. See Web site: <http://lehd.dsd.census.gov>.

early 2004. Some classification titles appear to be similar but the detailed industry groups that compose the categories may differ between the SIC and NAICS systems.

Enhanced Unemployment Insurance (UI) wage records are the

basic data source for the QWIs. Administrative records and the surveys differ in coverage, the timing of data collection, and concept definitions. The QWIs are not exactly comparable with establishment surveys either, such as those from the Bureau of Labor Statistics'



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Quarterly Census of Employment and Wages (QCEW) program, which capture employment at an establishment on the 12th of the month.

The LED database can respond to a wide variety of questions about the workforce because it allows multiple definitions of “employment.” That is because the QWIs are job-based statistics and different from the worker-based statistics familiar to many researchers.<sup>11</sup> The LED database includes all jobs held:

1. In a quarter, regardless of length of time the job is held
- 2. At the beginning of a quarter (the measure used in this report)**
3. At the end of a quarter
4. For a full quarter

The measure that is closest to the QCEW definition of employment is the second one, jobs held at the beginning of a quarter. This second measure has the additional advantage that the trends are similar to those shown by worker-based surveys such as the decennial census, although the levels differ.

Another difference among datasets is measurement of earnings. According to the BLS Handbook of Methods (1997), UI wage records measure “gross wages and salaries, bonuses, stock options, tips, and other gratuities, and the value of meals and lodging, where supplied.” They do not include Old Age Survivor and Disability Insurance (OASDI), health insurance, workers’ compensation, unemployment insurance, private pensions, and welfare funds. The LED database does not include the number of hours or weeks an

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<sup>11</sup> For the QWIs, a “job” is defined as equivalent records for an employer and employee.

employee worked. Thus, what appears for an industry such as retail trade to be low average earnings in a given year or quarter may be the result of relatively low hourly wages, not working many hours in the time period, or both. In retail trade, much of the work is part-time and this affects the LED measure of average earnings.

### **The confidentiality of the statistics is protected**

The Census Bureau and the state partners are committed to protecting the confidentiality of the data in the LED files. Technically, the approach to avoid disclosure of individual information is to combine cell suppression methodology with the addition of statistical noise, controlling key measures to county employment levels as reported by the Bureau of Labor Statistics. In plainer English, the statistical techniques the Census Bureau uses mean that the actual statistics are not shown if the numbers in a cell are small. Rather, the statistics that are shown are “fuzzy,” that is, close to the actual information but not exact.

Only Census Bureau employees or individuals who have Special Sworn Status are permitted to work with the data. Everyone who has access to Title 13 data must have an official security clearance based on a background check, including fingerprinting. Additionally, they are subject to a fine of up to \$250,000, up to five years in jail, or both, if confidential information is disclosed. The Census Bureau and state data custodians review all projects before release to avoid disclosure of confidential information.

More detailed information about the confidentiality protection system is available under the “Confidentiality” menu at <http://lehd.dsd.census.gov/>.

### **Why the Census Bureau produces the LED statistics**

The Census Bureau and the state partners are committed to protecting the integrity of information and producing the highest quality statistics. We accomplish this by ensuring that the LED program is consistent with the Census Bureau’s legal authority and mission, that the methodologies used are the best alternatives, and that the LED program produces demonstrated benefits.

The state partners and the Census Bureau both benefit from the LED program. The state partners fulfill their mandate to provide high quality regional labor market information, and the Census Bureau improves the economic and demographic survey estimates and intercensal population estimates. Specifically, the LED program supports Census Bureau research on improving the quality, use, and analysis of its census, survey, and estimation-based data products.

Estimates of the employed population by demographic, geographic, and industrial detail enhance the Census Bureau’s existing agency-wide programs. In particular, estimates of workers in each county and industry, in conjunction with statistical information about employers, will provide long-needed and critical but previously unavailable information for key programs, such as the demographic survey estimates and the intercensal population estimates program. Census Bureau programs will benefit from new information on turnover, job creation, and job destruction by age and sex, and information on the employment of individuals in each county.

More information about the benefits of the LED program may be found on the LED Web site at <http://lehd.dsd.census.gov/>.

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## **ACKNOWLEDGEMENT**

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## APPENDIX TABLES

Table A1.  
**Employment in California by Industry and Age: 2001**

(Beginning-of-quarter employment)

Industry	14-44 years	45-54 years	55-64 years	65 years and older	14 years and older
<b>Total, age group</b> .....	<b>8,658,701</b>	<b>2,491,406</b>	<b>1,105,729</b>	<b>364,411</b>	<b>12,620,246</b>
<b>Agriculture</b>					
Agricultural production—crops .....	120,597	36,280	17,966	9,793	184,635
Agricultural production—livestock .....	18,938	5,132	2,379	1,385	27,834
Agricultural services .....	193,024	44,280	20,046	11,785	269,134
Forestry .....	1,332	489	210	106	2,467
Fishing, hunting, and trapping .....	702	243	145	38	1,127
<b>Mining</b>					
Metal mining .....	213	285	108	12	888
Coal mining .....	2	4	*1	—	15
Oil/gas extraction .....	9,670	4,457	1,447	213	15,786
Mining/quarrying—nonmetallic .....	3,127	1,676	776	150	5,774
<b>Construction</b>					
Building construction—general contractors .....	112,856	34,702	12,146	3,967	163,670
Construction other than building .....	46,125	16,232	6,777	1,287	70,419
Construction—special trade .....	376,602	86,783	32,471	12,852	508,706
<b>Manufacturing</b>					
Food/kindred products .....	119,950	46,496	20,306	4,603	191,355
Tobacco products .....	—	*4	—	—	7
Textile mill products .....	16,580	5,117	2,121	826	24,642
Apparel from fabrics .....	73,754	26,832	11,194	4,181	115,960
Lumber and wood products .....	39,607	12,280	5,340	1,725	58,952
Furniture/fixtures .....	36,820	12,309	5,156	1,735	56,019
Paper/allied products .....	23,405	8,955	4,543	795	37,699
Printing/publishing .....	92,555	31,862	14,154	3,923	142,493
Chemicals .....	54,386	19,606	7,908	1,552	83,451
Petroleum refining .....	7,341	7,196	2,266	170	18,809
Rubber and plastics .....	47,009	15,940	6,885	2,069	71,904
Leather and leather products .....	3,586	1,430	619	194	5,829
Stone, clay and glass .....	31,014	12,317	5,633	1,176	50,140
Primary metal industries .....	20,068	8,654	4,227	992	33,940
Fabricated metal products .....	78,749	29,929	14,246	4,145	127,069
Industrial and commercial machinery .....	146,163	52,703	22,012	4,440	225,319
Electronic and electrical equipment .....	179,201	62,864	24,736	4,448	271,248
Transportation equipment .....	75,089	41,851	22,716	3,958	143,614
Measuring and analyzing instruments .....	106,321	48,894	20,653	2,982	178,849
Miscellaneous manufacturing .....	32,346	9,624	3,867	1,199	47,035
<b>Transportation, Communication, and Utilities</b>					
Railroad transportation .....	17	*11	*6	—	64
Local and suburban transit .....	29,744	9,659	5,201	1,753	46,356
Motor freight transportation .....	111,629	37,760	18,244	5,484	173,116
Water transportation .....	15,287	6,205	3,585	1,001	26,077
Transportation by air .....	50,717	30,624	13,959	1,564	147,693
Pipelines, except natural gas .....	252	284	*116	*7	776
Transportation services .....	40,874	12,984	6,176	1,857	61,890
Communications .....	138,812	50,118	14,573	1,511	205,013
Electrical, gas and sanitary services .....	42,735	27,098	8,893	1,602	80,328
<b>Wholesale Trade</b>					
Wholesale trade—durables .....	318,242	102,671	44,091	11,743	476,747
Wholesale trade—nondurables .....	212,378	66,213	28,229	8,647	315,467

Table A1.  
**Employment in California by Industry and Age: 2001** — Con.

(Beginning-of-quarter employment)

Industry	14-44 years	45-54 years	55-64 years	65 years and older	14 years and older
<b>Retail Trade</b>					
Building materials, hardware .....	42,486	18,339	9,014	3,710	106,199
General merchandise stores .....	192,472	37,553	20,140	7,438	257,602
Food stores .....	246,008	54,310	21,222	6,035	327,574
Car dealers, gas stations .....	171,833	44,186	20,632	8,055	244,705
Apparel and accessory stores .....	127,068	14,946	7,623	3,257	152,893
Home furniture stores .....	117,406	21,979	9,345	3,293	152,023
Eating and drinking places .....	730,955	99,107	41,778	24,844	896,685
Miscellaneous retail .....	249,414	50,895	25,532	10,719	336,559
<b>Finance, Insurance, and Real Estate</b>					
Depository institutions .....	136,736	42,776	18,177	2,877	200,567
Nondepository institutions .....	64,632	15,380	5,655	894	86,560
Security and commodity brokers .....	58,864	13,377	6,214	1,744	80,199
Insurance carriers .....	89,462	32,872	13,403	2,030	137,766
Insurance agents/brokers .....	53,994	19,287	9,798	3,187	86,265
Real estate .....	119,614	44,998	26,423	13,915	204,950
Holding/other investment offices .....	29,582	7,711	3,508	1,099	41,900
<b>Services</b>					
Hotels/other lodging places .....	132,290	37,227	17,207	6,480	193,204
Personal services .....	85,204	23,245	11,933	5,086	125,468
Business services .....	943,393	207,102	88,641	33,624	1,272,758
Car repair, services, and parking .....	121,327	28,758	12,654	6,400	169,338
Miscellaneous repair services .....	27,262	8,566	3,953	1,265	41,045
Motion pictures .....	176,188	42,488	17,739	11,089	247,504
Amusement and recreation services .....	166,742	34,169	15,887	8,080	224,877
Health services .....	575,988	245,965	102,363	23,493	947,808
Legal services .....	86,411	27,732	11,656	2,802	128,601
Educational services .....	110,671	46,196	24,828	7,560	189,254
Social services .....	86,411	63,895	33,056	11,887	298,757
Museums, galleries, and gardens .....	7,771	2,430	1,119	525	11,845
Membership organizations .....	63,120	24,976	14,345	6,427	108,867
Engineering, accounting, and research .....	338,175	103,441	48,166	12,964	502,744
Private households .....	84,073	47,061	26,855	11,585	169,574
Services, not classified .....	5,558	1,356	524	181	7,619

– Represents zero.

\* The value has been significantly distorted to protect confidentiality. A description of the confidentiality protection system is available at <http://www.lchd-test.net/factsheets/index.php>.

Source: U.S. Census Bureau and the California Employment Development Department, Labor Market Information Division, 2001, Web site: <http://lehd.dsd.census.gov>.

Table A2.  
**Average Quarterly Turnover Rates in California by Industry and Age: 2001**

(In percent)

Industry	14-44 years	45-54 years	55-64 years	65 years and older	14 years and older
<b>Total</b> .....	<b>21.3</b>	<b>9.5</b>	<b>9.3</b>	<b>11.8</b>	<b>13.1</b>
<b>Agriculture</b>					
Agricultural production—crops .....	24.7	14.8	14.9	18.3	18.6
Agricultural production—livestock .....	15.7	9.6	9.6	11.9	11.6
Agricultural services .....	26.8	18.8	19.9	24.7	22.3
Forestry .....	28.3	12.0	13.3	18.7	17.4
Fishing, hunting, and trapping .....	21.6	13.2	16.2	*9.1	16.6
<b>Mining</b>					
Metal mining .....	12.1	7.4	*7.8	*8.6	9.2
Coal mining .....	50.0	—	—	—	40.2
Oil and gas extraction .....	20.7	5.0	5.2	6.4	8.0
Mining and quarrying—nonmetallic .....	19.6	7.7	8.7	11.7	10.4
<b>Construction</b>					
Building construction—general contractors .....	22.3	12.1	12.5	16.1	15.4
Construction other than building .....	19.9	11.6	11.7	13.5	13.7
Construction—special trade .....	20.6	11.9	12.0	15.6	15.0
<b>Manufacturing</b>					
Food and kindred products .....	18.0	6.6	7.1	11.1	9.0
Tobacco products .....	—	—	—	—	—
Textile mill products .....	15.8	8.0	7.7	12.1	10.5
Apparel from fabrics .....	19.8	12.4	13.3	16.2	14.5
Lumber and wood products .....	17.2	7.6	7.6	11.5	10.5
Furniture and fixtures .....	16.3	7.0	7.2	10.2	9.7
Paper and allied products .....	15.9	5.6	5.7	9.8	7.6
Printing and publishing .....	18.0	7.6	7.8	8.6	9.6
Chemicals .....	16.9	5.5	5.2	7.2	7.2
Petroleum refining .....	18.9	3.7	5.5	9.6	5.2
Rubber and plastics .....	16.3	7.0	6.6	9.5	9.0
Leather and leather products .....	17.3	7.5	7.5	12.7	10.0
Stone, clay and glass .....	15.7	5.9	5.7	9.2	8.2
Primary metal industries .....	15.8	6.5	5.6	8.1	8.5
Fabricated metal products .....	16.5	6.2	5.9	8.9	8.7
Industrial and commercial machinery .....	17.6	6.7	6.6	8.8	8.5
Electronic and electrical equipment .....	19.4	8.3	8.4	10.0	10.0
Transportation equipment .....	16.2	7.1	8.0	9.2	8.0
Measuring and analyzing instruments .....	17.6	6.4	6.5	7.6	8.2
Miscellaneous manufacturing .....	19.2	7.7	7.6	10.4	10.2
<b>Transportation, Communication, and Utilities</b>					
Railroad transportation .....	15.1	*48.7	—	—	21.1
Local and suburban transit .....	20.4	11.4	11.2	11.0	13.2
Motor freight transportation .....	19.9	9.9	9.0	10.5	12.4
Water transportation .....	18.6	5.7	4.5	5.1	7.1
Transportation by air .....	20.8	4.4	5.4	8.8	7.0
Pipelines, except natural gas .....	19.5	10.3	*10.3	70.3	11.8
Transportation services .....	19.8	8.8	8.4	9.9	11.4
Communications .....	23.1	8.1	8.8	11.7	11.6
Electrical, gas, and sanitary services .....	16.8	2.4	4.1	4.8	4.3
<b>Wholesale Trade</b>					
Wholesale trade—durables .....	18.0	7.3	6.9	8.2	9.8
Wholesale trade—nondurables .....	18.9	7.8	7.6	9.4	10.6
<b>Retail Trade</b>					
Building materials, hardware .....	20.4	7.6	7.4	8.1	11.2
General merchandise stores .....	22.1	11.0	10.9	11.4	15.7
Food stores .....	17.2	6.4	7.2	11.3	10.8
Car dealers, gas stations .....	20.9	9.7	9.3	10.2	13.1
Apparel and accessory stores .....	23.1	10.5	9.6	10.6	17.7
Home furniture stores .....	20.8	10.3	9.5	9.6	14.6
Eating and drinking places .....	22.1	12.3	11.9	15.1	18.2
Miscellaneous retail .....	20.7	9.0	8.2	9.0	14.0



Table A2.  
**Average Quarterly Turnover Rates in California by Industry and Age: 2001** — Con.

(In percent)

Industry	14-44 years	45-54 years	55-64 years	65 years and older	14 years and older
<b>Finance, Insurance, and Real Estate</b>					
Depository institutions .....	17.7	5.1	5.2	6.4	8.5
Nondepository institutions .....	22.2	10.4	10.1	9.0	12.8
Security and commodity brokers .....	22.2	8.9	8.6	8.6	11.4
Insurance carriers .....	21.6	8.1	8.3	12.7	10.2
Insurance agents/brokers .....	18.8	7.6	6.9	7.0	10.2
Real estate .....	20.3	8.8	8.0	7.5	11.3
Holding/other investment offices .....	23.3	9.1	8.1	8.2	12.0
<b>Services</b>					
Hotels/other lodging places .....	21.8	10.2	9.5	12.5	13.9
Personal services .....	22.8	11.7	11.9	14.9	15.4
Business services .....	28.1	17.1	15.7	16.9	20.6
Car repair, services, and parking .....	21.1	10.0	9.7	11.3	13.6
Miscellaneous repair services .....	17.9	8.2	7.7	9.3	11.1
Motion pictures .....	23.9	14.1	14.7	16.4	17.7
Amusement and recreation services .....	23.3	11.4	10.3	11.4	16.8
Health services .....	17.5	6.9	6.3	8.0	9.4
Legal services .....	19.7	6.5	5.8	6.3	9.2
Educational services .....	22.8	8.9	8.1	10.0	12.1
Social services .....	23.0	9.6	8.7	9.3	12.7
Museums, galleries, and gardens .....	20.3	5.3	5.6	7.0	9.4
Membership organizations .....	20.0	7.0	6.6	7.8	10.7
Engineering, accounting, and research .....	22.0	9.5	9.0	10.6	12.4
Private households .....	21.3	15.7	16.1	16.5	16.9
Services, not classified .....	24.8	11.3	9.7	11.3	16.1

– Represents zero.

\* The value has been significantly distorted to protect confidentiality. A description of the confidentiality protection system is available at <http://www.lchd-test.net/factsheets/index.php>.

Source: U.S. Census Bureau and the California Employment Development Department, Labor Market Information Division, 2001, Web site: <http://lehd.dsd.census.gov>.

Table A3.  
**California Employment by Industry and Age: 1992 and 2001**

(Beginning-of-quarter employment)

Industry	Under 65		65 and older	
	1992	2001	1992	2001
<b>Total</b> .....	<b>10,158,383</b>	<b>12,255,836</b>	<b>280,518</b>	<b>364,411</b>
<b>Agriculture</b>				
Agricultural production—crops .....	176,665	174,842	8,414	9,793
Agricultural production—livestock .....	23,937	26,449	1,121	1,385
Agricultural services .....	195,851	257,349	7,504	11,785
Forestry .....	1,145	2,031	41	106
Fishing, hunting, and trapping .....	1,787	1,090	61	38
<b>Mining</b>				
Metal mining .....	1,765	606	22	12
Coal Mining .....	29	7	—	—
Oil/gas extraction .....	25,763	15,573	247	213
Mining/quarrying—nonmetallic .....	5,435	5,624	124	150
<b>Construction</b>				
Building construction—general contractors .....	113,211	159,703	2,228	3,967
Construction other than building .....	57,717	69,133	846	1,287
Construction—special trade .....	290,078	495,855	5,114	12,852
<b>Manufacturing</b>				
Food/kindred products .....	181,046	186,752	3,838	4,603
Tobacco Products .....	—	4	—	—
Textile mill products .....	14,809	23,817	551	826
Apparel from fabrics .....	123,293	111,779	4,996	4,181
Lumber and wood products .....	48,498	57,227	1,109	1,725
Furniture/fixtures .....	44,776	54,285	1,311	1,735
Paper/allied products .....	40,299	36,903	708	795
Printing/publishing .....	153,818	138,570	4,048	3,923
Chemicals .....	70,281	81,899	1,249	1,552
Petroleum refining .....	23,869	16,803	201	170
Rubber and plastics .....	65,748	69,834	1,886	2,069
Leather and leather products .....	5,249	5,635	200	194
Stone, clay, and glass .....	46,168	48,964	905	1,176
Primary metal industries .....	32,023	32,949	730	992
Fabricated metal products .....	111,730	122,925	3,343	4,145
Industrial/commercial machinery .....	189,692	220,879	3,232	4,440
Electronic/electrical equipment .....	218,605	266,801	3,208	4,448
Transportation equipment .....	243,692	139,656	5,193	3,958
Measuring/analyzing instruments .....	203,457	175,868	2,831	2,982
Miscellaneous manufacturing .....	33,166	45,837	1,008	1,199
<b>Transportation, Communication, and Utilities</b>				
Railroad transport .....	35	33	*4	—
Local/suburban transit .....	33,322	44,604	979	1,753
Motor freight transportation .....	151,063	167,633	3,143	5,484
Water transportation .....	18,300	25,077	804	1,001
Transportation by air .....	96,233	95,299	883	1,564
Pipelines, except natural gas .....	1,190	652	6	*7
Transportation services .....	50,647	60,034	1,444	1,857
Communications .....	89,837	203,503	1,092	1,151
Electrical, gas, and sanitary services .....	89,860	78,727	887	1,602
<b>Wholesale Trade</b>				
Wholesale trade—durables .....	416,565	465,004	9,790	11,743
Wholesale trade—nondurables .....	295,997	306,820	8,050	8,647
<b>Retail Trade</b>				
Building materials, hardware .....	78,565	69,838	3,119	3,710
General merchandise stores .....	237,002	250,165	7,107	7,428
Food stores .....	300,620	321,540	4,759	6,035
Car dealers, gas stations .....	197,884	236,650	5,093	8,055
Apparel and accessory stores .....	131,659	149,636	4,124	3,257
Home furniture stores .....	106,412	148,730	2,487	3,293
Eating and drinking places .....	730,029	871,841	19,622	24,844
Miscellaneous retail .....	272,706	325,840	9,895	10,719

Table A3.  
**California Employment by Industry and Age: 1992 and 2001** — Con.

(Beginning-of-quarter employment)

Industry	Under 65		65 and older	
	1992	2001	1992	2001
<b>Finance, Insurance, and Real Estate</b>				
Depository institutions .....	258,627	197,689	3,356	2,877
Nondepository institutions .....	57,226	85,667	589	894
Security/commodity brokers .....	40,545	78,455	1,044	1,744
Insurance carriers .....	149,616	135,737	1,865	2,030
Insurance agents/brokers .....	76,982	83,078	2,132	3,187
Real estate .....	173,883	191,035	12,783	13,915
Holding/other investment offices .....	28,184	40,801	1,061	1,099
<b>Services</b>				
Hotels/other lodging places .....	175,114	186,724	5,850	6,480
Personal services .....	109,495	120,381	4,716	5,086
Business services .....	724,380	1,239,135	21,664	33,624
Car repair, services, parking .....	120,995	162,938	4,174	6,400
Miscellaneous repair services .....	45,682	39,781	1,272	1,265
Motion pictures .....	122,191	236,415	6,475	11,089
Amusement and recreation services .....	159,612	216,798	5,720	8,080
Health services .....	803,848	924,316	18,990	23,493
Legal services .....	127,298	125,799	2,210	2,802
Educational services .....	136,978	181,695	4,950	7,560
Social services .....	178,743	286,871	8,291	11,887
Museums, galleries, and gardens .....	6,611	11,320	309	525
Membership organizations .....	90,440	102,440	5,867	6,427
Engineering, accounting, and research .....	383,871	489,781	9,829	12,964
Private households .....	74,011	157,990	7,677	11,585
Services, not classified .....	5,979	7,438	142	181

– Represents zero.

\* The value has been significantly distorted to protect confidentiality. A description of the confidentiality protection system is available at <http://www.lchd-test.net/factsheets/index.php>.

Source: U.S. Census Bureau and the California Employment Development Department, Labor Market Information Division, 2001, Web site: <http://lehd.dsd.census.gov>.

Table A4.

**Composition of Job Creation in California by Industry and Age: 2001**

Industry	14-44 years	45-54 years	55-64 years	65 years and older
<b>Total</b> .....	<b>800,436</b>	<b>153,840</b>	<b>71,094</b>	<b>34,461</b>
<b>Agriculture</b>				
Agricultural production—crops .....	29,912	6,821	3,611	2,271
Agricultural production—livestock .....	2,212	409	217	168
Agricultural services .....	38,124	7,862	3,950	2,390
Forestry .....	353	62	28	24
Fishing, hunting, and trapping .....	121	36	22	5
<b>Mining</b>				
Metal mining .....	15	6	3	2
Coal mining .....	6	5	—	—
Oil/gas extraction .....	678	112	42	9
Mining/quarrying—nonmetallic .....	425	145	68	20
<b>Construction</b>				
Building construction—general contractors .....	17,691	3,697	1,378	675
Construction other than building .....	5,561	1,484	587	192
Construction—special trade .....	49,246	8,219	3,304	1,937
<b>Manufacturing</b>				
Food/kindred products .....	10,786	2,711	1,292	528
Tobacco products .....	—	—	—	—
Textile mill products .....	1,092	228	99	80
Apparel from fabrics .....	7,654	2,033	993	526
Lumber and wood products .....	3,706	784	357	204
Furniture/fixtures .....	2,244	459	223	121
Paper/allied products .....	1,259	314	153	88
Printing/publishing .....	5,453	1,168	530	195
Chemicals .....	2,444	480	181	71
Petroleum refining .....	224	*70	27	7
Rubber and plastics .....	2,442	466	226	126
Leather and leather products .....	234	49	23	15
Stone, clay, and glass .....	1,882	390	161	82
Primary metal industries .....	1,066	232	111	47
Fabricated metal products .....	4,836	1,013	439	232
Industrial/commercial machinery .....	6,804	1,504	668	204
Electronic/electrical equipment .....	6,597	1,372	546	173
Transportation equipment .....	3,802	1,444	721	173
Measuring/analyzing instruments .....	6,354	2,164	761	122
Miscellaneous manufacturing .....	2,248	459	184	98
<b>Transportation, Communication, and Utilities</b>				
Railroad transport .....	4	*1	*1	—
Local/suburban transit .....	2,397	621	346	112
Motor freight transportation .....	11,259	2,757	1,250	529
Water transportation .....	1,170	244	103	33
Transportation by air .....	1,391	484	178	50
Pipelines, except natural gas .....	47	44	*17	*2
Transportation services .....	3,087	685	349	130
Communications .....	9,829	1,765	489	82
Electrical, gas, and sanitary services .....	1,834	324	136	51
<b>Wholesale Trade</b>				
Wholesale trade—durables .....	23,873	4,861	2,033	700
Wholesale trade—nondurables .....	17,665	3,530	1,529	682
<b>Retail Trade</b>				
Building materials, hardware .....	3,298	868	409	199
General merchandise stores .....	8,057	803	329	139
Food stores .....	17,103	2,132	1,023	557
Car dealers, gas stations .....	16,612	2,800	1,446	680
Apparel and accessory stores .....	9,413	837	423	216
Home furniture stores .....	9,635	1,403	652	271
Eating and drinking places .....	79,970	8,921	4,107	3,161
Miscellaneous retail .....	22,299	3,111	1,565	799

Table A4.

**Composition of Job Creation in California by Industry and Age: 2001** — Con.

Industry	14-44 years	45-54 years	55-64 years	65 years and older
<b>Finance, Insurance, and Real Estate</b>				
Depository institutions .....	6,733	981	411	103
Nondepository institutions .....	7,046	1,203	443	86
Security/commodity brokers .....	3,508	601	283	84
Insurance carriers .....	6,066	1,684	621	111
Insurance agents/brokers .....	5,213	1,031	732	1,539
Real estate .....	13,459	3,271	1,778	874
Holding/other investment offices .....	2,282	488	222	87
<b>Services</b>				
Hotels/other lodging places .....	12,166	2,405	1,217	635
Personal services .....	11,861	2,050	978	523
Business services .....	82,611	15,205	6,472	2,709
Car repair, services, and parking .....	15,111	2,560	1,174	649
Miscellaneous repair services .....	3,055	660	276	99
Motion pictures .....	9,441	1,713	728	575
Amusement and recreation services .....	21,718	2,737	1,327	700
Health services .....	42,890	9,222	3,771	1,268
Legal services .....	8,020	1,464	611	173
Educational services .....	13,643	3,403	1,788	625
Social services .....	20,142	4,242	2,234	894
Museums, galleries, and gardens .....	692	97	60	34
Membership organizations .....	6,851	1,363	806	386
Engineering, accounting, and research .....	30,412	6,245	2,923	1,044
Private households .....	18,530	8,689	4,896	2,061
Services, not classified .....	680	122	41	18

– Represents zero.

\* The value has been significantly distorted to protect confidentiality. A description of the confidentiality protection system is available at <http://www.lchd-test.net/factsheets/index.php>.

Source: U.S. Census Bureau and the California Employment Development Department, Labor Market Information Division, 2001, Web site: <http://lehd.dsd.census.gov>.



Table A5.

**Composition of Job Destruction in California by Industry and Age: 2001**

Industry	14-44 years	45-54 years	55-64 years	65 years and older
<b>Total</b> .....	<b>785,902</b>	<b>167,519</b>	<b>86,518</b>	<b>40,994</b>
<b>Agriculture</b>				
Agricultural production—crops .....	20,688	4,811	2,685	1,828
Agricultural production—livestock .....	1,904	435	228	160
Agricultural services .....	31,665	6,445	3,372	2,378
Forestry .....	278	56	35	18
Fishing, hunting, and trapping .....	150	37	22	8
<b>Mining</b>				
Metal mining .....	21	21	11	1
Coal mining .....	1	—	—	—
Oil/gas extraction .....	540	174	77	20
Mining/quarrying—nonmetallic .....	400	147	88	21
<b>Construction</b>				
Building construction—general contractors .....	15,195	3,475	1,484	668
Construction other than building .....	4,063	1,115	578	178
Construction—special trade .....	41,539	8,116	3,499	1,808
<b>Manufacturing</b>				
Food/kindred products .....	6,112	1,860	1,240	505
Tobacco products .....	—	—	—	—
Textile mill products .....	1,316	329	164	94
Apparel from fabrics .....	9,407	3,002	1,487	744
Lumber and wood products .....	3,258	713	368	198
Furniture/fixtures .....	3,200	753	381	195
Paper/allied products .....	1,548	512	316	90
Printing/publishing .....	6,544	1,669	950	336
Chemicals .....	2,164	636	364	129
Petroleum refining .....	173	*127	94	13
Rubber and plastics .....	3,551	891	455	219
Leather and leather products .....	381	117	54	29
Stone, clay, and glass .....	1,946	505	338	129
Primary metal industries .....	1,708	486	257	99
Fabricated metal products .....	7,100	1,754	906	470
Industrial/commercial machinery .....	9,893	2,940	1,508	495
Electronic/electrical equipment .....	14,019	4,465	2,129	537
Transportation equipment .....	4,504	1,799	1,305	392
Measuring/analyzing instruments .....	5,690	2,012	1,159	261
Miscellaneous manufacturing .....	2,854	651	305	135
<b>Transportation, Communication, and Utilities</b>				
Railroad transport .....	4	*3	1	*1
Local/suburban transit .....	2,265	685	426	180
Motor freight transportation .....	10,184	2,620	1,358	568
Water transportation .....	587	153	127	41
Transportation by air .....	1,912	741	576	159
Pipelines, except natural gas .....	8	4	*2	*1
Transportation services .....	3,709	949	526	222
Communications .....	7,355	1,774	788	171
Electrical, gas, and sanitary services .....	1,257	487	384	91
<b>Wholesale Trade</b>				
Wholesale trade—durables .....	24,424	5,993	3,023	1,122
Wholesale trade—nondurables .....	16,333	3,844	1,971	878
<b>Retail Trade</b>				
Building materials, hardware .....	2,732	788	452	268
General merchandise stores .....	15,631	1,890	940	474
Food stores .....	15,802	2,554	1,414	666
Car dealers, gas stations .....	14,212	2,818	1,568	803
Apparel and accessory stores .....	13,947	1,032	547	343
Home furniture stores .....	12,275	1,853	840	362
Eating and drinking places .....	73,397	8,610	4,107	3,197
Miscellaneous retail .....	28,163	3,955	2,043	1,099

Table A5.

**Composition of Job Destruction in California by Industry and Age: 2001** — Con.

Industry	14-44 years	45-54 years	55-64 years	65 years and older
<b>Finance, Insurance, and Real Estate</b>				
Depository institutions .....	5,039	1,131	681	187
Nondepository institutions .....	3,904	895	418	86
Security/commodity brokers .....	4,664	988	526	184
Insurance carriers .....	3,022	929	625	283
Insurance agents/brokers .....	4,240	992	594	205
Real estate .....	10,631	2,869	1,745	1,031
Holding/other investment offices .....	2,158	435	226	91
<b>Services</b>				
Hotels/other lodging places .....	11,753	2,350	1,263	757
Personal services .....	11,127	2,452	1,420	822
Business services .....	112,144	20,853	9,307	3,880
Car repair, services, and parking .....	12,749	2,367	1,117	646
Miscellaneous repair services .....	2,745	630	314	150
Motion pictures .....	16,821	3,496	1,525	962
Amusement and recreation services .....	18,326	2,541	1,222	790
Health services .....	33,430	9,819	4,803	1,890
Legal services .....	6,538	1,451	669	219
Educational services .....	9,521	2,394	1,339	634
Social services .....	15,341	3,775	2,223	1,061
Museums, galleries, and gardens .....	552	92	51	38
Membership organizations .....	5,828	1,371	880	529
Engineering, accounting, and research .....	29,756	7,002	3,662	1,387
Private households .....	14,869	7,741	4,898	2,331
Services, not classified .....	836	139	50	25

– Represents zero.

\* The value has been significantly distorted to protect confidentiality. A description of the confidentiality protection system is available at <http://www.lchd-test.net/factsheets/index.php>.

Source: U.S. Census Bureau and the California Employment Development Department, Labor Market Information Division, 2001, Web site: <http://lehd.dsd.census.gov>

Table A6.  
**Average Monthly Earnings in California by Industry and Age: 2001**

(Full-quarter earnings, in dollars)

Industry	45-54 years	55-64 years	65 years and older	14 years and older
<b>Total</b> .....	<b>4,384</b>	<b>4,253</b>	<b>2,587</b>	<b>3,496</b>
<b>Agriculture</b>				
Agricultural production—crops .....	2,002	1,952	1,585	1,737
Agricultural production—livestock .....	2,370	2,222	1,916	2,042
Agricultural services .....	2,148	1,951	1,412	1,723
Forestry .....	3,375	2,642	1,727	2,514
Fishing, hunting, and trapping .....	3,256	3,151	2,093	2,581
<b>Mining</b>				
Metal mining .....	6,585	6,126	*7,303	5,641
Coal mining .....	*22,750	—	—	20,246
Oil/gas extraction .....	7,191	6,843	*10,361	5,853
Mining/quarrying—nonmetallic .....	4,820	4,934	4,697	4,406
<b>Construction</b>				
Building construction—general contractors .....	5,111	4,940	3,326	3,946
Construction other than building .....	4,929	5,350	4,411	4,338
Construction—special trade .....	4,187	4,130	2,688	3,310
<b>Manufacturing</b>				
Food/kindred products .....	3,583	3,554	2,877	3,100
Tobacco products .....	*1,871	—	—	1,711
Textile mill products .....	2,560	2,571	2,653	2,266
Apparel from fabrics .....	2,217	2,078	1,710	1,990
Lumber and wood products .....	3,203	3,349	2,798	2,702
Furniture/fixtures .....	2,852	2,843	2,638	2,435
Paper/allied products .....	4,324	4,454	3,821	3,701
Printing/publishing .....	4,449	4,121	3,002	3,720
Chemicals .....	6,991	6,058	8,038	5,232
Petroleum refining .....	*8,255	*8,292	5,051	7,530
Rubber and plastics .....	3,216	3,678	3,386	2,795
Leather and leather products .....	2,290	2,184	1,832	1,901
Stone, clay, and glass .....	3,948	4,249	3,838	3,466
Primary metal industries .....	3,765	4,002	4,035	3,332
Fabricated metal products .....	3,712	4,068	3,653	3,196
Industrial/commercial machinery .....	7,125	6,298	4,548	6,101
Electronic/electrical equipment .....	6,719	6,576	5,005	5,853
Transportation equipment .....	5,079	5,563	4,965	4,549
Measuring/analyzing instruments .....	6,683	6,633	*7,401	5,823
Miscellaneous manufacturing .....	3,805	3,972	3,213	3,162
<b>Transportation, Communication, and Utilities</b>				
Railroad transport .....	*3,589	*3,986	*57	2,802
Local/suburban transit .....	2,342	2,164	1,589	2,165
Motor freight transportation .....	3,312	3,231	2,237	2,854
Water transportation .....	6,267	*7,931	*6,699	5,194
Transportation by air .....	4,534	5,225	3,273	3,560
Pipelines, except natural gas .....	*5,598	*4,846	*5,000	5,258
Transportation services .....	3,769	3,702	2,190	3,222
Communications .....	6,395	5,816	6,207	5,322
Electrical, gas, and sanitary services .....	6,313	6,000	4,223	5,430
<b>Wholesale Trade</b>				
Wholesale trade—durables .....	5,374	5,300	3,529	4,454
Wholesale trade—nondurables .....	4,573	4,484	3,228	3,690
<b>Retail Trade</b>				
Building materials, hardware .....	2,996	2,697	1,909	2,383
General merchandise stores .....	2,124	1,817	1,276	1,677
Food stores .....	2,903	2,729	1,830	2,217
Car dealers, gas stations .....	4,161	3,782	2,427	3,294
Apparel and accessory stores .....	3,210	2,394	1,601	2,087
Home furniture stores .....	4,160	3,413	2,277	3,140
Eating and drinking places .....	1,725	1,619	1,298	1,294
Miscellaneous retail .....	2,876	2,619	1,628	2,179

Table A6.  
**Average Monthly Earnings in California by Industry and Age: 2001** — Con.

(Full-quarter earnings, in dollars)

Industry	45-54 years	55-64 years	65 years and older	14 years and older
<b>Finance, Insurance, and Real Estate</b>				
Depository institutions .....	5,667	5,400	4,409	4,146
Non-depository institutions .....	7,134	6,766	4,274	5,790
Security/commodity brokers .....	17,559	21,285	11,264	15,027
Insurance carriers .....	5,995	5,556	4,239	4,824
Insurance agents/brokers .....	5,809	5,791	4,324	4,483
Real estate .....	4,166	3,702	2,313	3,406
Holding/other investment offices .....	9,295	10,357	9,016	6,615
<b>Services</b>				
Hotels/other lodging places .....	2,106	1,958	1,523	1,887
Personal services .....	2,024	2,010	1,434	1,767
Business services .....	4,808	4,926	1,877	4,129
Car repair, services, and parking .....	2,723	2,602	1,489	2,380
Miscellaneous repair services .....	3,462	3,504	2,286	2,971
Motion pictures .....	4,568	4,713	1,226	3,343
Amusement and recreation services .....	3,123	2,645	1,897	2,404
Health services .....	4,157	4,341	3,136	3,393
Legal services .....	6,594	6,555	5,875	5,772
Educational services .....	3,515	3,865	2,938	2,985
Social services .....	2,220	2,173	1,489	1,916
Museums, galleries, and gardens .....	3,483	3,214	1,529	2,606
Membership organizations .....	3,014	2,898	1,478	2,416
Engineering, accounting, and research .....	6,541	6,571	4,505	5,224
Private households .....	861	886	786	847
Services, not classified .....	8,965	6,655	7,543	6,345

– Represents zero.

\* The value has been significantly distorted to protect confidentiality. A description of the confidentiality protection system is available at <http://www.lchd-test.net/factsheets/index.php>.

Note: Earnings for workers 65 and older may reflect lump sum distributions.

Source: U.S. Census Bureau and the California Employment Development Department, Labor Market Information Division, 2001, Web site: <http://lehd.dsd.census.gov>.





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