

News

United States
Department
of Labor



Bureau of Labor Statistics

Washington, D.C. 2012

Technical information: (202) 691-6378
<http://www.bls.gov/cps/>

USDL 08-1344

Media contact: (202) 691-5902

For release: 10:00 A.M. (EDT)
Friday, September 26, 2008

EMPLOYEE TENURE IN 2008

The median number of years that wage and salary workers had been with their current employer was 4.1 years in January 2008, little changed from 4.0 years in January 2006, the Bureau of Labor Statistics of the U.S. Department of Labor reported today.

Information on employee tenure has been obtained from supplemental questions to the Current Population Survey (CPS) every 2 years since 1996. The CPS is a monthly survey of about 60,000 households that provides information on the labor force status, demographics, and other characteristics of the civilian noninstitutional population age 16 and over. The questions about employee tenure measure how long workers had been with their current employer at the time of the survey. A number of factors can affect the median tenure of workers, including changes in the age profile among workers as well as changes in the number of hires and separations. (See the Technical Note.)

Demographic Characteristics

In January 2008, median tenure (the point at which half of all workers had more tenure and half had less tenure) for men was 4.2 years, about unchanged from January 2006. For women, median tenure in January 2008 was 3.9 years, unchanged from January 2006. (See table 1.)

Older workers tend to have more years of tenure than their younger counterparts. For example, median tenure for employees age 55 to 64 was 9.9 years in January 2008, almost four times the tenure (2.7 years) for workers age 25 to 34. (See table 1.)

The percentage of all wage and salary workers age 16 and over with 10 or more years of tenure with their current employer was 27 percent in January 2008. Among men, 28 percent had at least 10 years of tenure with their current employer in January 2008, higher than the 26 percent among women. A larger percentage of older workers than younger workers had 10 or more years of tenure. More than half of all workers age 55 and over were employed for at least 10 years with their current employer in January 2008, compared with only 10 percent of those age 30 to 34. (See tables 2 and 3.)

The proportion of Hispanic wage and salary workers (age 16 and over) with 10 or more years of tenure with their current employer was 19 percent in January 2008, compared with 28 percent of white, 24 percent of black, and 21 percent of Asian workers. (See table 3.) The shorter tenure among Hispanics can be explained, in part, by their relative youth. Nearly 50 percent of Hispanic workers age

16 and over were between the ages of 16 to 34. In contrast, less than 40 percent of whites, blacks, and Asians were between 16 and 34 years old.

In January 2008, about 23 percent of all wage and salary workers age 16 and over had 12 months or less of tenure with their current employer. These short-tenured workers include new entrants and reentrants to the labor force, job losers who found new jobs during the previous year, and workers who had voluntarily changed employers during the previous year. Younger workers are more likely than older workers to be short-tenured employees. For example, among 20- to 24-year-old workers, about half had a year or less of tenure with their current employer. Among wage and salary workers age 55 to 64 and those age 65 and over, less than 10 percent had a year or less of tenure. (See table 3.)

Industry

In January 2008, wage and salary workers in the public sector had double the median tenure of private sector employees, 7.2 versus 3.6 years. The longer tenure among workers in the public sector is explained, in part, by a higher share of workers age 35 and over among government workers than in the private sector. About 3 in 4 government workers were age 35 and over, compared with about 3 out of 5 private wage and salary workers. Federal employees had a higher median tenure (9.9 years) than state (6.5 years) or local government (7.1 years) employees. (See table 5.)

Within the private sector, workers in manufacturing had the highest median tenure among the major industries (5.9 years). In contrast, workers in leisure and hospitality had the lowest median tenure (2.1 years). These differences in tenure reflect many factors, one of which is varying age distributions across industries; workers in manufacturing tend to be older on average than workers in leisure and hospitality. (See table 5.)

Occupation

Among the major occupations, workers in management, professional, and related occupations had the highest median tenure (5.1 years) in January 2008. Within this group, employees with jobs in architecture and engineering occupations (6.4 years) and management occupations (6.0 years) had the longest tenure. Workers in service occupations, who are generally younger than persons employed in management, professional, and related occupations, had the lowest median tenure (2.8 years). Among employees working in service jobs, food service workers had the shortest median tenure, at 2.0 years. (See table 6.)

Imputed Data for Older Veterans and Young Workers

Due to a programming error in the January 2008 survey instrument, employee tenure information was not obtained from respondents who were 16 years old and from those who were veterans age 65 and over. Missing data for these individuals were imputed using information collected from respondents who were 16 years old and veterans age 65 and over in the January 2006 supplement. This imputation had minimal effect on the overall estimates because of the similar employment characteristics of these two groups in January 2006 and January 2008.

Technical Note

The data in this release were collected through a supplement to the January 2008 Current Population Survey (CPS). The CPS, which is conducted by the U.S. Census Bureau for the Bureau of Labor Statistics (BLS), is a monthly survey of about 60,000 households that provides information on the labor force status, demographics, and other characteristics of the nation's civilian noninstitutional population age 16 and over.

The January 2008 CPS supplement obtained information on worker displacement and workers' tenure with their current employer. The data on worker displacement appear in the BLS news release USDL 08-1183, "Worker Displacement, 2005-2007," issued on August 20, 2008.

Information in this release will be made available to sensory-impaired individuals upon request. Voice phone: (202) 691-5200, TDD message referral phone number: 1-800-877-8339.

Reliability of the estimates

Statistics based on the CPS are subject to both sampling and nonsampling error. When a sample, rather than the entire population, is surveyed, there is a chance that the sample estimates may differ from the "true" population values they represent. The exact difference, or *sampling error*, varies depending on the particular sample selected, and this variability is measured by the standard error of the estimate. There is about a 90-percent chance, or level of confidence, that an estimate based on a sample will differ by no more than 1.6 standard errors from the "true" population value because of sampling error. BLS analyses are generally conducted at the 90-percent level of confidence.

The CPS data also are affected by *nonsampling error*. Nonsampling error can occur for many reasons, including the failure to sample a segment of the population, inability to obtain information for all respondents in the sample, inability or unwillingness of respondents to provide correct information, and errors made in the collection or processing of the data.

For a full discussion of the reliability of data from the CPS and information on estimating standard errors, see the explanatory note for the household survey online at http://www.bls.gov/cps/eetech_methods.pdf.

Tenure questions and concepts

In the January 2008 CPS supplement, questions on tenure were asked of all employed persons. The first question was: "How long has ... been working continuously for (fill in name of present employer)?"

_____ Days
_____ Weeks
_____ Months
_____ Years

For responses of "1 year" or "2 years," a follow-up question

was asked: "Could you please give the exact number of months?"

The purpose of the follow-up question is to obtain more precise information on workers who had been with their current employer for a relatively short time. This follow-up question was included for the first time in the February 1996 CPS supplement on worker displacement and tenure. CPS supplements that obtained information on tenure in January of 1983, 1987, and 1991 did not include the follow-up question. In those surveys, responses of 1 year or more could be coded only as the nearest full year, and responses of less than a year were coded as the nearest full month.

Prior to January 1983, CPS supplements on tenure asked wage and salary workers, "When did ... start working at (his/her) present job?" For wage and salary workers, the meaning of the term "job" is ambiguous. For example, a worker who had been employed at a particular company for 10 years and had been promoted to a managerial position 1 year prior to the survey may have been counted as having 10 years or 1 year of tenure, depending on whether the respondent interpreted the question to mean tenure with the current employer or tenure in the managerial position. To rectify this ambiguity, the wording of the question was changed in January 1983 to specify the length of time a worker had been with his or her current employer. The change resulted in a break in historical comparability.

Data refer to the sole or principal job of full- and part-time workers. All data exclude the incorporated and unincorporated self-employed.

Interpreting tenure data

Data on tenure have been used as a gauge of employment security, with some observers regarding increases in tenure as a sign of improving security and decreasing tenure as a sign of deteriorating security. However, there are limitations to using the data in this way. For example, during recessions or other periods of declining job security, median tenure and the proportion of workers with long tenure could rise because less-senior workers are more likely to lose their jobs than are workers with longer tenure. During periods of economic growth, median tenure and the proportion of workers with long tenure could fall because more job opportunities are available for new entrants to the workforce and experienced workers have more opportunities to change employers and take better jobs. Tenure also could rise under improving economic conditions, however, as fewer layoffs occur and good job matches develop between workers and employers.

A changing age distribution among workers would also affect median tenure. Since older workers are more likely to have long tenure with their current employer than younger workers, aging baby boomers in the workforce would provide upward pressure on overall median tenure.

Table 1. Median years of tenure with current employer for employed wage and salary workers by age and sex, selected years, 1996-2008

Age and sex	February 1996	February 1998	February 2000	January 2002	January 2004	January 2006	January 2008
TOTAL							
16 years and over	3.8	3.6	3.5	3.7	4.0	4.0	4.1
16 to 17 years .....	.7	.6	.6	.7	.7	.6	.7
18 to 19 years .....	.7	.7	.7	.8	.8	.7	.8
20 to 24 years	1.2	1.1	1.1	1.2	1.3	1.3	1.3
25 years and over	5.0	4.7	4.7	4.7	4.9	4.9	5.1
25 to 34 years	2.8	2.7	2.6	2.7	2.9	2.9	2.7
35 to 44 years	5.3	5.0	4.8	4.6	4.9	4.9	4.9
45 to 54 years	8.3	8.1	8.2	7.6	7.7	7.3	7.6
55 to 64 years	10.2	10.1	10.0	9.9	9.6	9.3	9.9
65 years and over	8.4	7.8	9.4	8.6	9.0	8.8	10.2
Men							
16 years and over	4.0	3.8	3.8	3.9	4.1	4.1	4.2
16 to 17 years .....	.6	.6	.6	.8	.7	.7	.7
18 to 19 years .....	.7	.7	.7	.8	.8	.7	.8
20 to 24 years	1.2	1.2	1.2	1.4	1.3	1.4	1.4
25 years and over	5.3	4.9	4.9	4.9	5.1	5.0	5.2
25 to 34 years	3.0	2.8	2.7	2.8	3.0	2.9	2.8
35 to 44 years	6.1	5.5	5.3	5.0	5.2	5.1	5.2
45 to 54 years	10.1	9.4	9.5	9.1	9.6	8.1	8.2
55 to 64 years	10.5	11.2	10.2	10.2	9.8	9.5	10.1
65 years and over	8.3	7.1	9.0	8.1	8.2	8.3	10.4
Women							
16 years and over	3.5	3.4	3.3	3.4	3.8	3.9	3.9
16 to 17 years .....	.7	.6	.6	.7	.6	.6	.6
18 to 19 years .....	.7	.7	.7	.8	.8	.7	.8
20 to 24 years	1.2	1.1	1.0	1.1	1.3	1.2	1.3
25 years and over	4.7	4.4	4.4	4.4	4.7	4.8	4.9
25 to 34 years	2.7	2.5	2.5	2.5	2.8	2.8	2.6
35 to 44 years	4.8	4.5	4.3	4.2	4.5	4.6	4.7
45 to 54 years	7.0	7.2	7.3	6.5	6.4	6.7	7.0
55 to 64 years	10.0	9.6	9.9	9.6	9.2	9.2	9.8
65 years and over	8.4	8.7	9.7	9.4	9.6	9.5	9.9

NOTE: Data for 1996 and 1998 are based on population controls from the 1990 census. Data beginning in 2000 reflect the introduction of Census 2000 population controls and are not strictly comparable with data for prior years. In addition, data for 2004 forward reflect updated population controls introduced annually with the release of January data.

Table 2. Percent of employed wage and salary workers 25 years and over who had 10 years or more of tenure with their current employer by age and sex, selected years, 1996-2008

Age and sex	February 1996	February 1998	February 2000	January 2002	January 2004	January 2006	January 2008
TOTAL							
25 years and over	30.5	30.7	31.5	30.8	30.6	30.0	31.5
25 to 29 years	2.8	2.7	2.5	2.2	2.4	2.4	2.3
30 to 34 years	14.7	14.7	13.9	11.7	10.9	10.6	10.1
35 to 39 years	26.9	27.0	26.1	25.2	23.2	22.8	23.0
40 to 44 years	36.1	35.6	35.8	33.9	32.4	31.8	32.9
45 to 49 years	44.5	42.9	45.2	41.2	42.1	39.9	40.2
50 to 54 years	50.4	48.8	48.7	49.4	48.5	46.6	47.7
55 to 59 years	54.0	52.9	53.1	53.3	50.9	50.1	52.4
60 to 64 years	51.5	54.4	53.0	50.5	49.7	48.4	53.6
65 years and over	47.4	45.0	49.8	48.0	48.7	48.5	56.3
Men							
25 years and over	33.1	32.7	33.4	32.6	32.4	31.1	32.9
25 to 29 years	3.3	3.1	3.0	2.6	2.7	2.6	2.4
30 to 34 years	15.6	15.3	15.1	13.0	11.9	11.6	11.3
35 to 39 years	30.5	29.7	29.4	27.2	24.9	24.7	25.4
40 to 44 years	41.7	39.1	40.2	37.4	36.2	34.8	35.8
45 to 49 years	50.8	47.4	49.0	45.4	48.1	42.9	43.5
50 to 54 years	54.9	52.8	51.6	54.0	53.0	49.7	50.4
55 to 59 years	55.7	56.5	53.7	56.5	53.4	51.0	54.9
60 to 64 years	50.4	55.7	52.4	48.4	48.5	48.1	52.4
65 years and over	47.6	42.3	48.6	46.4	46.8	47.2	58.9
Women							
25 years and over	27.6	28.4	29.5	28.8	28.6	28.8	30.0
25 to 29 years	2.2	2.2	1.9	1.8	1.9	2.1	2.1
30 to 34 years	13.6	14.0	12.5	10.2	9.8	9.4	8.7
35 to 39 years	22.9	24.0	22.3	22.9	21.3	20.5	20.3
40 to 44 years	30.4	31.8	31.2	30.2	28.5	28.4	29.9
45 to 49 years	38.1	38.4	41.4	37.0	36.2	36.9	36.7
50 to 54 years	45.8	44.6	45.8	44.8	44.1	43.6	45.0
55 to 59 years	52.1	49.2	52.5	49.9	48.4	49.1	50.0
60 to 64 years	52.7	53.0	53.6	52.6	51.0	48.7	54.8
65 years and over	47.2	47.7	51.0	49.7	50.7	49.9	53.8

NOTE: Data for 1996 and 1998 are based on population controls from the 1990 census. Data beginning in 2000 reflect the introduction of Census 2000 population controls and are not strictly comparable with data for prior years. In addition, data for 2004 forward reflect updated population controls introduced annually with the release of January data.

Table 3. Distribution of employed wage and salary workers by tenure with current employer, age, sex, race, and Hispanic or Latino ethnicity, January 2008

Age, sex, race, and Hispanic or Latino ethnicity	Number employed (in thousands)	Percent distribution by tenure with current employer								
		Total	12 months or less	13 to 23 months	2 years	3 to 4 years	5 to 9 years	10 to 14 years	15 to 19 years	20 years or more
TOTAL										
16 years and over	129,276	100.0	22.9	7.4	5.6	16.9	20.2	10.6	6.2	10.3
16 to 19 years	5,200	100.0	73.8	11.5	7.5	7.0	.3	—	—	—
20 years and over	124,076	100.0	20.8	7.2	5.5	17.3	21.0	11.0	6.4	10.7
20 to 24 years	13,139	100.0	49.9	13.2	10.2	20.4	6.4	(¹)	—	—
25 to 34 years	29,097	100.0	28.2	10.4	8.5	23.4	23.5	5.4	.6	(¹)
35 to 44 years	30,150	100.0	17.1	6.6	4.8	18.1	25.3	15.3	8.2	4.5
45 to 54 years	30,151	100.0	12.9	4.4	3.5	13.7	21.6	14.4	9.9	19.4
55 to 64 years	17,242	100.0	9.4	4.3	2.6	11.2	19.7	14.1	10.9	27.8
65 years and over	4,297	100.0	8.9	2.5	2.8	10.6	18.9	16.6	10.4	29.2
Men										
16 years and over	66,660	100.0	22.4	6.9	5.6	16.9	19.9	10.7	6.1	11.5
16 to 19 years	2,423	100.0	72.5	11.8	8.4	7.0	.3	—	—	—
20 years and over	64,236	100.0	20.5	6.8	5.5	17.3	20.6	11.1	6.3	11.9
20 to 24 years	6,856	100.0	49.6	12.2	10.2	21.3	6.6	—	—	—
25 to 34 years	15,709	100.0	27.4	9.7	8.3	23.3	24.6	5.8	.9	(¹)
35 to 44 years	15,755	100.0	16.7	6.0	4.8	17.6	24.4	16.6	8.7	5.3
45 to 54 years	15,289	100.0	12.7	3.9	3.3	13.1	20.4	14.0	10.0	22.7
55 to 64 years	8,513	100.0	8.5	4.7	2.3	11.6	18.8	13.4	9.9	30.7
65 years and over	2,115	100.0	8.5	2.7	2.0	10.5	17.6	15.8	9.1	33.9
Women										
16 years and over	62,616	100.0	23.5	7.8	5.7	16.9	20.4	10.5	6.2	9.0
16 to 19 years	2,776	100.0	74.9	11.2	6.8	6.9	.3	—	—	—
20 years and over	59,840	100.0	21.1	7.7	5.6	17.3	21.4	11.0	6.5	9.4
20 to 24 years	6,283	100.0	50.2	14.2	10.1	19.3	6.1	.1	—	—
25 to 34 years	13,388	100.0	29.2	11.2	8.6	23.5	22.3	5.0	.3	—
35 to 44 years	14,395	100.0	17.5	7.4	4.8	18.7	26.3	13.9	7.6	3.8
45 to 54 years	14,862	100.0	13.2	5.1	3.8	14.4	22.9	15.0	9.8	16.0
55 to 64 years	8,729	100.0	10.3	3.9	2.8	10.8	20.5	14.9	11.8	25.1
65 years and over	2,182	100.0	9.3	2.3	3.6	10.6	20.3	17.4	11.7	24.7
White										
16 years and over	105,246	100.0	22.6	7.3	5.4	16.4	20.2	10.8	6.4	10.8
Men	55,008	100.0	22.0	6.8	5.4	16.5	19.8	10.9	6.4	12.2
Women	50,238	100.0	23.2	7.9	5.5	16.3	20.6	10.7	6.4	9.3
Black or African American										
16 years and over	14,497	100.0	24.5	7.1	6.8	18.0	19.7	10.3	4.7	8.8
Men	6,704	100.0	25.4	7.2	6.7	17.0	19.5	10.6	4.0	9.6
Women	7,793	100.0	23.7	7.0	6.9	18.9	19.9	10.1	5.4	8.2
Asian										
16 years and over	6,283	100.0	21.5	7.6	5.4	21.8	22.4	9.6	5.5	6.2
Men	3,316	100.0	19.8	7.5	5.0	23.2	24.0	9.5	5.6	5.4
Women	2,967	100.0	23.4	7.7	5.8	20.3	20.5	9.7	5.3	7.2
Hispanic or Latino ethnicity										
16 years and over	18,645	100.0	26.9	7.1	7.2	19.9	20.2	9.3	4.5	4.9
Men	10,886	100.0	25.9	6.3	7.6	20.5	20.1	9.2	4.8	5.6
Women	7,759	100.0	28.3	8.2	6.8	19.1	20.4	9.4	4.0	3.9

¹ Less than 0.05 percent.

NOTE: Detail for the above race groups (white, black or African American, and Asian) do not sum to totals because data are not presented for all races. Persons whose ethnicity is identified as Hispanic or Latino may be of any

race. Updated population controls are introduced annually with the release of January data. Detail may not sum to totals because of rounding. Dash represents zero or rounds to zero.

Table 4. Median years of tenure with current employer for employed wage and salary workers 25 years and over by educational attainment, sex, and age, January 2008

Educational attainment and sex	25 years and over					
	Total	25 to 34 years	35 to 44 years	45 to 54 years	55 to 64 years	65 years and over
Total	5.1	2.7	4.9	7.6	9.9	10.2
Less than a high school diploma	4.0	2.6	3.7	4.8	8.9	8.3
High school graduates, no college	5.4	2.8	4.9	7.8	10.0	10.3
Some college, no degree	4.9	2.7	4.6	7.6	9.2	10.2
Associate degree	5.2	2.9	5.0	7.8	9.8	10.3
College graduates	5.3	2.7	5.5	8.2	10.4	10.4
Bachelor's degree	5.0	2.6	5.5	8.2	10.1	10.3
Master's degree	5.9	3.0	5.5	8.5	10.3	10.3
Doctoral or professional degree	6.1	2.0	5.1	7.9	15.2	15.8
Men	5.2	2.8	5.2	8.2	10.1	10.4
Less than a high school diploma	4.1	2.8	3.9	5.1	9.6	8.4
High school graduates, no college	5.5	2.8	5.4	8.4	10.4	10.9
Some college, no degree	5.0	2.9	4.7	8.9	9.3	11.6
Associate degree	5.6	3.1	6.1	9.3	10.1	10.0
College graduates	5.5	2.8	5.6	8.7	10.4	12.5
Bachelor's degree	5.3	2.7	5.8	9.5	10.1	10.3
Master's degree	5.9	3.2	5.1	7.9	9.7	10.4
Doctoral or professional degree	6.7	2.2	5.4	7.9	16.3	18.8
Women	4.9	2.6	4.7	7.0	9.8	9.9
Less than a high school diploma	3.8	2.2	3.5	4.3	7.7	8.3
High school graduates, no college	5.3	2.7	4.3	7.1	9.7	10.0
Some college, no degree	4.7	2.4	4.5	6.8	9.1	9.8
Associate degree	4.9	2.9	4.6	7.0	9.5	10.8
College graduates	5.0	2.6	5.4	7.8	10.3	10.1
Bachelor's degree	4.8	2.5	5.2	7.4	10.2	10.2
Master's degree	6.0	2.8	6.2	9.4	11.3	9.9
Doctoral or professional degree	4.6	1.9	4.4	7.7	10.3	7.2

NOTE: Updated population controls are introduced annually with the release of January data.

Table 5. Median years of tenure with current employer for employed wage and salary workers by industry, selected years, 2000-08

Industry	February 2000	January 2002	January 2004	January 2006	January 2008
Total, 16 years and over	3.5	3.7	4.0	4.0	4.1
Private sector	3.2	3.3	3.5	3.6	3.6
Agriculture and related industries	3.7	4.2	3.7	3.8	4.3
Nonagricultural industries	3.2	3.3	3.5	3.6	3.6
Mining	4.8	4.5	5.2	3.8	4.1
Construction	2.7	3.0	3.0	3.0	3.5
Manufacturing	4.9	5.4	5.8	5.5	5.9
Durable goods manufacturing	4.8	5.5	6.0	5.6	6.1
Nonmetallic mineral products	5.5	5.3	4.8	5.0	4.8
Primary metals and fabricated metal products	5.0	6.3	6.4	6.2	5.2
Machinery manufacturing	5.3	6.8	6.4	6.6	6.0
Computers and electronic products	3.9	4.7	5.2	5.9	6.7
Electrical equipment and appliances	5.0	5.5	9.8	6.2	6.2
Transportation equipment	6.4	7.0	7.7	7.2	7.8
Wood products	3.7	4.3	5.0	4.7	6.2
Furniture and fixtures	4.4	4.7	4.7	4.2	5.2
Miscellaneous manufacturing	3.7	4.5	4.6	3.9	4.7
Nondurable goods manufacturing	5.0	5.3	5.5	5.4	5.4
Food manufacturing	4.6	5.0	4.9	5.2	4.3
Beverage and tobacco products	5.5	4.6	8.0	5.4	6.9
Textiles, apparel, and leather	4.7	5.0	5.0	4.4	4.6
Paper and printing	5.1	6.2	6.9	6.3	5.5
Petroleum and coal products	9.5	9.8	11.4	5.0	4.3
Chemicals	6.0	5.7	5.3	6.1	7.6
Plastics and rubber products	4.6	5.3	5.7	5.0	5.3
Wholesale and retail trade	2.7	2.8	3.1	3.1	3.2
Wholesale trade	3.9	3.9	4.3	4.6	5.0
Retail trade	2.5	2.6	2.8	2.8	2.9
Transportation and utilities	4.7	4.9	5.3	4.9	5.1
Transportation and warehousing	4.0	4.3	4.7	4.3	4.6
Utilities	11.5	13.4	13.3	10.4	10.1
Information ¹	3.4	3.3	4.3	4.8	4.7
Publishing, except Internet	4.2	4.8	4.7	5.3	4.7
Motion picture and sound recording industries	1.6	2.3	2.2	1.9	1.9
Broadcasting, except Internet	3.6	3.1	4.0	4.6	3.4
Telecommunications	4.3	3.4	4.6	5.3	6.9
Financial activities	3.5	3.6	3.9	4.0	4.5
Finance and insurance	3.6	3.9	4.1	4.1	4.7
Finance	3.3	3.6	4.0	3.9	4.4
Insurance	4.4	4.5	4.4	4.7	5.2
Real estate and rental and leasing	3.1	3.0	3.3	3.4	3.7
Real estate	3.1	3.2	3.5	3.5	3.9
Rental and leasing services	3.0	2.2	2.9	3.1	3.0
Professional and business services	2.4	2.7	3.2	3.2	3.1
Professional and technical services	2.6	3.1	3.6	3.8	3.3
Management, administrative, and waste services ¹	2.0	2.1	2.6	2.5	2.5
Administrative and support services	1.8	1.9	2.4	2.4	2.4
Waste management and remediation services	3.6	4.3	3.4	4.1	4.1
Education and health services	3.4	3.5	3.6	4.0	4.1
Educational services	3.2	3.6	3.8	4.0	4.3
Health care and social assistance	3.5	3.5	3.6	4.1	4.1
Hospitals	5.1	4.9	4.7	5.2	5.4
Health services, except hospitals	3.2	3.1	3.3	3.6	3.6
Social assistance	2.4	2.5	2.8	3.1	3.0
Leisure and hospitality	1.7	1.8	2.0	1.9	2.1
Arts, entertainment, and recreation	2.6	2.3	2.8	3.1	2.8
Accommodation and food services	1.5	1.6	1.9	1.6	1.9
Accommodation	2.8	2.7	3.1	2.5	3.1
Food services and drinking places	1.4	1.4	1.6	1.4	1.6

See footnotes at end of table.

Table 5. Median years of tenure with current employer for employed wage and salary workers by industry, selected years, 2000-08—Continued

Industry	February 2000	January 2002	January 2004	January 2006	January 2008
Other services	3.1	3.3	3.3	3.2	3.3
Other services, except private households	3.2	3.3	3.5	3.3	3.4
Repair and maintenance	3.0	3.0	3.2	2.9	3.0
Personal and laundry services	2.7	2.8	3.4	2.8	3.2
Membership associations and organizations	4.0	4.1	3.9	4.2	4.4
Other services, private households	3.0	2.7	2.3	2.8	2.8
Public sector	7.1	6.7	6.9	6.9	7.2
Federal government	11.5	11.3	10.4	9.9	9.9
State government	5.5	5.4	6.4	6.3	6.5
Local government	6.7	6.2	6.4	6.6	7.1

¹ Includes other industries, not shown separately.

NOTE: Data beginning in 2000 reflect the introduction of Census 2000 population controls. Data for 2004 forward reflect updated population controls introduced annually with the release of January data.

Table 6. Median years of tenure with current employer for employed wage and salary workers by occupation, selected years, 2000-08

Occupation	February 2000	January 2002	January 2004	January 2006	January 2008
Total, 16 years and over	3.5	3.7	4.0	4.0	4.1
Management, professional, and related occupations	4.6	4.6	5.0	5.2	5.1
Management, business, and financial operations occupations	4.9	5.2	5.5	5.5	5.4
Management occupations	5.3	5.6	6.0	6.0	6.0
Business and financial operations occupations	4.0	4.2	4.5	4.7	4.6
Professional and related occupations	4.4	4.2	4.7	5.0	4.9
Computer and mathematical occupations	3.1	3.2	4.8	4.8	4.5
Architecture and engineering occupations	4.8	5.2	5.8	6.5	6.4
Life, physical, and social science occupations	4.6	4.3	4.2	4.7	4.0
Community and social services occupations	4.6	4.4	4.7	4.7	4.8
Legal occupations	3.9	4.5	4.1	5.0	4.3
Education, training, and library occupations	5.4	4.8	5.1	5.3	5.4
Arts, design, entertainment, sports, and media occupations	3.2	3.0	3.6	3.6	3.4
Healthcare practitioner and technical occupations	4.6	4.3	4.5	4.8	4.9
Service occupations	2.5	2.4	2.8	2.8	2.8
Healthcare support occupations	2.8	2.5	2.9	3.1	3.1
Protective service occupations	5.6	5.4	5.5	5.5	5.9
Food preparation and serving related occupations	1.6	1.5	1.8	1.8	2.0
Building and grounds cleaning and maintenance occupations	3.4	3.0	3.3	3.7	3.6
Personal care and service occupations	2.3	2.3	2.7	2.4	2.6
Sales and office occupations	3.1	3.2	3.4	3.4	3.5
Sales and related occupations	2.6	2.7	2.8	2.8	2.9
Office and administrative support occupations	3.4	3.6	4.0	4.1	4.2
Natural resources, construction, and maintenance occupations	3.6	3.7	3.7	3.5	4.0
Farming, fishing, and forestry occupations	2.8	4.0	3.7	3.6	3.1
Construction and extraction occupations	3.1	3.2	3.2	3.0	3.5
Installation, maintenance, and repair occupations	4.7	4.6	4.7	4.6	5.0
Production, transportation, and material moving occupations	3.9	4.3	4.2	4.0	4.5
Production occupations	4.5	5.2	5.0	4.8	5.0
Transportation and material moving occupations	3.2	3.2	3.4	3.3	3.8

NOTE: Data beginning in 2000 reflect the introduction of Census 2000 population controls. Data for 2004 forward reflect updated population controls introduced annually with the release of January data.