

For release 10:00 a.m. (EDT) Tuesday, September 18, 2012

USDL-12-1887

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EMPLOYEE TENURE IN 2012

The median number of years that wage and salary workers had been with their current employer was 4.6 in January 2012, the U.S. Bureau of Labor Statistics reported today. This measure, referred to as employee tenure, was higher than the median tenure (4.4 years) in January 2010.

Information on employee tenure has been obtained from supplemental questions to the Current Population Survey (CPS) every 2 years since 1996. These data are collected as part of the Displaced Worker Supplement, which is sponsored by the Employment and Training Administration of the U.S. Department of Labor. The CPS is a monthly survey of about 60,000 households that provides information on the labor force status 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. For further information about the CPS, see the Technical Note.

Demographic Characteristics

In January 2012, median employee tenure (the point at which half of all workers had more tenure and half had less tenure) for men was 4.7 years, little changed from January 2010. For women, median tenure in January 2012 was 4.6 years, up from 4.2 years in January 2010. Among men, 30 percent of wage and salary workers had 10 years or more of tenure with their current employer; among women, the figure was 28 percent. (See tables 1 and 3.)

Median employee tenure varied by age. Older workers tend to have more years of tenure than their younger counterparts. For example, the median tenure for employees age 65 and over was 10.3 years in January 2012, over three times the tenure for workers age 25 to 34 (3.2 years). More than half of all workers age 55 and over were employed for at least 10 years with their current employer in January 2012, compared with 13 percent of workers age 30 to 34. (See tables 1 and 2.)

Among the major race and ethnicity groups, 20 percent of Hispanics had been with their current employer for 10 years or more in January 2012, compared with 31 percent of whites, 26 percent of blacks, and 23 percent of Asians. (See table 3.) The shorter tenure among Hispanics can be explained, in part, by their relative youth. Almost half of Hispanic workers age 16 and over were age 16 to 34, compared with just over a third of whites, blacks, and Asians.

Twenty-one percent of all wage and salary workers age 16 and over had a year or less of tenure with their current employer in January 2012. This short-tenured group of workers includes 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 16- to 19-year-old workers, 73 percent had tenure of 12 months or less with their current employer in January 2012, compared with 9 percent of workers age 55 to 64. (See table 3.)

Industry

In January 2012, wage and salary workers in the public sector had almost double the median tenure of private sector employees, 7.8 versus 4.2 years. (See table 5.) The longer tenure among workers in the public sector is explained, in part, by the age profile of government workers. About three in four government workers were age 35 and over, compared with about three in five private wage and salary workers.

Within the private sector, workers in manufacturing had the highest median tenure among the major industries (6.0 years). In contrast, workers in leisure and hospitality had the lowest median tenure (2.4 years). (See table 5.) These differences in tenure reflect many factors, including the varying age distributions across industries. On average, workers in manufacturing tend to be older than workers in leisure and hospitality.

Occupation

In January 2012, workers in management, professional, and related occupations had the highest median tenure (5.5 years) among the major occupational groups. Within this group, employees in architecture and engineering occupations and in management occupations had the longest tenure—7.0 and 6.3 years, respectively. Workers in service occupations, who are generally younger than persons employed in management, professional, and related occupations, had the lowest median tenure (3.2 years). Among employees working in service jobs, food service workers had the shortest median tenure, at 2.3 years. (See table 6.)

Technical Note

The data in this release were collected through a supplement to the January 2012 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 eligible 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 2012 CPS supplement obtained information on worker displacement and workers' tenure with their current employer. The data on worker displacement are online at www.bls.gov/cps/lfcharacteristics.htm#displaced.

Revised population controls are introduced periodically in the CPS, which can affect the comparability of labor force levels over time. Beginning in 2012, data reflect the introduction of Census 2010 population controls and are not strictly comparable with data for prior years. Additional information about population control adjustments is available at www.bls.gov/cps/documentation.htm#pop.

Information in this release will be made available to sensory-impaired individuals upon request. Voice phone: (202) 691-5200, Federal Relay Service: (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.

A full discussion of the reliability of data from the CPS and information on estimating standard errors is available at www.bls.gov/cps/documentation.htm#reliability.

Tenure concepts and questions

Employee tenure is a measure of how long wage and salary workers had been with their current employer at the time of the survey. Many of the estimates shown in this report are medians; the median is the point at which half of all workers had more tenure and half had less tenure. Data refer to the sole or principal job of full- and part-time workers.

Wage and salary workers receive wages, salaries, commissions, tips, payment in kind, or piece rates. The group includes employees in both the private and public sectors but excludes all self-employed persons, both those with incorporated businesses and those with unincorporated businesses.

In the January 2012 CPS supplement, questions on tenure were asked of all employed persons. The main 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.

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

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, 2002-2012

Age and sex	January 2002	January 2004	January 2006	January 2008	January 2010	January 2012
TOTAL						
16 years and over	3.7	4.0	4.0	4.1	4.4	4.6
16 to 17 years .....	.7	.7	.6	.7	.7	.7
18 to 19 years .....	.8	.8	.7	.8	1.0	.8
20 to 24 years	1.2	1.3	1.3	1.3	1.5	1.3
25 years and over	4.7	4.9	4.9	5.1	5.2	5.4
25 to 34 years	2.7	2.9	2.9	2.7	3.1	3.2
35 to 44 years	4.6	4.9	4.9	4.9	5.1	5.3
45 to 54 years	7.6	7.7	7.3	7.6	7.8	7.8
55 to 64 years	9.9	9.6	9.3	9.9	10.0	10.3
65 years and over	8.6	9.0	8.8	10.2	9.9	10.3
Men						
16 years and over	3.9	4.1	4.1	4.2	4.6	4.7
16 to 17 years .....	.8	.7	.7	.7	.7	.6
18 to 19 years .....	.8	.8	.7	.8	1.0	.8
20 to 24 years	1.4	1.3	1.4	1.4	1.6	1.4
25 years and over	4.9	5.1	5.0	5.2	5.3	5.5
25 to 34 years	2.8	3.0	2.9	2.8	3.2	3.2
35 to 44 years	5.0	5.2	5.1	5.2	5.3	5.4
45 to 54 years	9.1	9.6	8.1	8.2	8.5	8.5
55 to 64 years	10.2	9.8	9.5	10.1	10.4	10.7
65 years and over	8.1	8.2	8.3	10.4	9.7	10.2
Women						
16 years and over	3.4	3.8	3.9	3.9	4.2	4.6
16 to 17 years .....	.7	.6	.6	.6	.7	.7
18 to 19 years .....	.8	.8	.7	.8	1.0	.8
20 to 24 years	1.1	1.3	1.2	1.3	1.5	1.3
25 years and over	4.4	4.7	4.8	4.9	5.1	5.4
25 to 34 years	2.5	2.8	2.8	2.6	3.0	3.1
35 to 44 years	4.2	4.5	4.6	4.7	4.9	5.2
45 to 54 years	6.5	6.4	6.7	7.0	7.1	7.3
55 to 64 years	9.6	9.2	9.2	9.8	9.7	10.0
65 years and over	9.4	9.6	9.5	9.9	10.1	10.5

NOTE: Updated population controls are 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, 2002-2012

Age and sex	January 2002	January 2004	January 2006	January 2008	January 2010	January 2012
TOTAL						
25 years and over	30.8	30.6	30.0	31.5	33.1	33.7
25 to 29 years	2.2	2.4	2.4	2.3	2.3	2.5
30 to 34 years	11.7	10.9	10.6	10.1	12.8	12.5
35 to 39 years	25.2	23.2	22.8	23.0	25.7	25.2
40 to 44 years	33.9	32.4	31.8	32.9	35.3	35.1
45 to 49 years	41.2	42.1	39.9	40.2	40.8	41.6
50 to 54 years	49.4	48.5	46.6	47.7	48.9	48.4
55 to 59 years	53.3	50.9	50.1	52.4	52.4	54.1
60 to 64 years	50.5	49.7	48.4	53.6	54.5	55.1
65 years and over	48.0	48.7	48.5	56.3	53.1	55.5
Men						
25 years and over	32.6	32.4	31.1	32.9	34.3	34.6
25 to 29 years	2.6	2.7	2.6	2.4	3.1	2.6
30 to 34 years	13.0	11.9	11.6	11.3	14.3	13.2
35 to 39 years	27.2	24.9	24.7	25.4	27.2	25.7
40 to 44 years	37.4	36.2	34.8	35.8	37.5	36.9
45 to 49 years	45.4	48.1	42.9	43.5	43.7	44.8
50 to 54 years	54.0	53.0	49.7	50.4	51.3	51.4
55 to 59 years	56.5	53.4	51.0	54.9	53.6	55.7
60 to 64 years	48.4	48.5	48.1	52.4	56.8	56.2
65 years and over	46.4	46.8	47.2	58.9	51.9	55.5
Women						
25 years and over	28.8	28.6	28.8	30.0	31.9	32.8
25 to 29 years	1.8	1.9	2.1	2.1	1.6	2.3
30 to 34 years	10.2	9.8	9.4	8.7	11.1	11.8
35 to 39 years	22.9	21.3	20.5	20.3	24.0	24.7
40 to 44 years	30.2	28.5	28.4	29.9	32.9	33.2
45 to 49 years	37.0	36.2	36.9	36.7	38.0	38.3
50 to 54 years	44.8	44.1	43.6	45.0	46.5	45.5
55 to 59 years	49.9	48.4	49.1	50.0	51.2	52.6
60 to 64 years	52.6	51.0	48.7	54.8	52.2	54.0
65 years and over	49.7	50.7	49.9	53.8	54.3	55.6

NOTE: Updated population controls are 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 2012

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	125,516	100.0	21.1	6.3	4.9	16.6	21.8	12.5	6.1	10.6
16 to 19 years	3,925	100.0	72.9	11.9	6.9	7.8	.4	—	—	—
20 years and over	121,591	100.0	19.5	6.1	4.8	16.9	22.4	12.9	6.3	11.0
20 to 24 years	12,712	100.0	48.9	12.8	10.6	20.4	7.1	.2	—	—
25 to 34 years	28,381	100.0	25.5	8.4	6.9	24.5	27.2	6.8	.7	—
35 to 44 years	27,477	100.0	16.1	5.4	4.3	16.8	27.0	17.8	8.8	3.8
45 to 54 years	28,535	100.0	12.5	4.5	2.9	13.0	22.0	16.8	9.5	18.7
55 to 64 years	19,339	100.0	9.4	2.8	2.3	10.8	20.2	16.4	9.8	28.3
65 years and over	5,148	100.0	7.8	2.0	2.1	11.8	20.7	16.6	9.2	29.7
Men										
16 years and over	64,552	100.0	21.0	6.3	5.0	16.2	21.3	12.2	6.4	11.5
16 to 19 years	1,839	100.0	71.2	13.3	7.8	7.4	.4	—	—	—
20 years and over	62,713	100.0	19.6	6.1	4.9	16.5	21.9	12.6	6.5	11.9
20 to 24 years	6,559	100.0	48.8	12.5	10.4	20.6	7.4	.2	—	—
25 to 34 years	15,104	100.0	24.7	8.5	7.3	23.8	27.8	7.0	.9	—
35 to 44 years	14,570	100.0	16.3	5.4	4.0	16.1	26.8	17.3	9.8	4.4
45 to 54 years	14,361	100.0	12.6	4.5	2.8	12.5	19.6	16.6	10.0	21.4
55 to 64 years	9,470	100.0	10.0	2.5	2.7	10.1	18.8	15.6	9.2	31.2
65 years and over	2,648	100.0	7.8	1.3	1.9	11.8	21.7	16.9	8.9	29.7
Women										
16 years and over	60,964	100.0	21.3	6.3	4.8	17.1	22.2	12.7	5.9	9.7
16 to 19 years	2,085	100.0	74.4	10.7	6.2	8.2	.5	—	—	—
20 years and over	58,879	100.0	19.4	6.2	4.7	17.4	23.0	13.2	6.1	10.1
20 to 24 years	6,153	100.0	49.0	13.1	10.7	20.3	6.7	.2	—	—
25 to 34 years	13,276	100.0	26.5	8.4	6.4	25.3	26.5	6.5	.5	—
35 to 44 years	12,907	100.0	15.9	5.4	4.6	17.5	27.4	18.4	7.7	3.1
45 to 54 years	14,174	100.0	12.4	4.5	3.1	13.6	24.4	17.0	9.0	16.0
55 to 64 years	9,868	100.0	8.8	3.2	1.9	11.6	21.4	17.2	10.5	25.5
65 years and over	2,499	100.0	7.7	2.8	2.4	11.9	19.7	16.3	9.6	29.7
White										
16 years and over	100,679	100.0	20.7	6.4	4.8	16.1	21.7	12.6	6.6	11.3
Men	52,641	100.0	20.5	6.5	4.7	15.7	21.1	12.4	6.8	12.3
Women	48,039	100.0	20.9	6.3	4.8	16.4	22.2	12.9	6.3	10.2
Black or African American										
16 years and over	14,204	100.0	22.2	5.6	5.2	18.5	22.1	12.4	4.5	9.5
Men	6,526	100.0	22.9	5.1	5.5	18.9	21.9	10.8	4.8	10.0
Women	7,678	100.0	21.6	6.0	5.0	18.2	22.2	13.8	4.2	9.1
Asian										
16 years and over	6,933	100.0	21.1	6.6	5.3	20.5	23.8	11.3	4.8	6.6
Men	3,502	100.0	21.2	5.8	6.6	19.0	23.8	12.8	4.3	6.5
Women	3,432	100.0	21.0	7.3	4.0	22.1	23.9	9.8	5.2	6.7
Hispanic or Latino ethnicity										
16 years and over	19,763	100.0	23.6	5.9	6.6	20.1	23.7	10.9	4.2	5.1
Men	11,262	100.0	24.5	6.0	6.8	20.8	22.4	10.0	4.3	5.2
Women	8,501	100.0	22.3	5.6	6.4	19.2	25.4	12.0	4.2	4.9

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

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 2012

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	5.4	3.2	5.3	7.8	10.3	10.3
Less than a high school diploma	4.8	3.2	4.6	5.3	8.0	9.8
High school graduates, no college	5.8	3.3	5.0	8.5	10.3	10.2
Some college, no degree	5.2	3.1	5.1	7.4	10.3	10.2
Associate degree	5.7	3.2	5.6	7.7	10.4	10.4
College graduates	5.5	3.1	5.7	8.2	10.5	11.0
Bachelor's degree	5.2	3.1	5.7	7.8	10.4	11.6
Master's degree	6.3	3.4	6.0	8.6	10.4	10.2
Doctoral or professional degree	5.6	2.3	5.0	9.6	11.9	14.8
Men	5.5	3.2	5.4	8.5	10.7	10.2
Less than a high school diploma	4.7	3.4	4.8	5.4	8.2	10.5
High school graduates, no college	5.7	3.3	5.1	9.6	10.6	9.7
Some college, no degree	5.3	3.1	5.2	8.6	10.2	9.8
Associate degree	6.2	3.4	6.3	8.4	11.2	10.0
College graduates	5.7	3.1	5.7	8.6	11.3	11.3
Bachelor's degree	5.5	3.2	5.9	8.3	11.3	10.4
Master's degree	6.4	3.3	5.8	8.9	10.5	9.9
Doctoral or professional degree	5.9	2.3	4.8	9.7	13.4	15.3
Women	5.4	3.1	5.2	7.3	10.0	10.5
Less than a high school diploma	4.8	2.9	4.2	5.2	7.8	7.8
High school graduates, no college	6.0	3.3	5.0	7.8	10.0	11.4
Some college, no degree	5.2	3.2	5.0	6.5	10.3	10.8
Associate degree	5.3	3.1	5.1	7.2	9.8	11.3
College graduates	5.3	3.1	5.7	7.9	10.2	10.7
Bachelor's degree	5.0	3.0	5.6	7.4	10.1	12.3
Master's degree	6.3	3.4	6.2	8.4	10.4	10.3
Doctoral or professional degree	5.2	2.4	5.4	9.4	10.3	10.0

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, 2002-2012

Industry	January 2002	January 2004	January 2006	January 2008	January 2010	January 2012
Total, 16 years and over	3.7	4.0	4.0	4.1	4.4	4.6
Private sector	3.3	3.5	3.6	3.6	4.0	4.2
Agriculture and related industries	4.2	3.7	3.8	4.3	4.8	4.1
Nonagricultural industries	3.3	3.5	3.6	3.6	4.0	4.2
Mining, quarrying, and oil and gas extraction	4.5	5.2	3.8	4.1	4.8	3.5
Construction	3.0	3.0	3.0	3.5	4.2	4.3
Manufacturing	5.4	5.8	5.5	5.9	6.1	6.0
Durable goods manufacturing	5.5	6.0	5.6	6.1	6.6	6.1
Nonmetallic mineral products	5.3	4.8	5.0	4.8	7.7	7.0
Primary metals and fabricated metal products	6.3	6.4	6.2	5.2	7.2	5.6
Machinery manufacturing	6.8	6.4	6.6	6.0	8.3	5.4
Computers and electronic products	4.7	5.2	5.9	6.7	5.9	7.7
Electrical equipment and appliances	5.5	9.8	6.2	6.2	5.0	5.9
Transportation equipment	7.0	7.7	7.2	7.8	8.3	7.1
Wood products	4.3	5.0	4.7	6.2	4.7	5.3
Furniture and fixtures	4.7	4.7	4.2	5.2	5.0	6.5
Miscellaneous manufacturing	4.5	4.6	3.9	4.7	5.4	4.8
Nondurable goods manufacturing	5.3	5.5	5.4	5.4	5.5	5.8
Food manufacturing	5.0	4.9	5.2	4.3	4.7	4.9
Beverage and tobacco products	4.6	8.0	5.4	6.9	8.1	6.4
Textiles, apparel, and leather	5.0	5.0	4.4	4.6	4.7	4.3
Paper and printing	6.2	6.9	6.3	5.5	6.8	9.7
Petroleum and coal products	9.8	11.4	5.0	4.3	5.1	6.4
Chemicals	5.7	5.3	6.1	7.6	7.3	6.1
Plastics and rubber products	5.3	5.7	5.0	5.3	7.4	6.1
Wholesale and retail trade	2.8	3.1	3.1	3.2	3.6	3.7
Wholesale trade	3.9	4.3	4.6	5.0	5.2	5.5
Retail trade	2.6	2.8	2.8	2.9	3.3	3.3
Transportation and utilities	4.9	5.3	4.9	5.1	5.3	5.6
Transportation and warehousing	4.3	4.7	4.3	4.6	5.0	5.3
Utilities	13.4	13.3	10.4	10.1	9.1	9.5
Information ¹	3.3	4.3	4.8	4.7	5.0	5.4
Publishing, except Internet	4.8	4.7	5.3	4.7	5.6	6.6
Motion pictures and sound recording industries	2.3	2.2	1.9	1.9	3.8	2.6
Radio and television broadcasting and cable subscriptions programming ²	3.1	4.0	4.6	3.4	4.3	4.9
Telecommunications ²	3.4	4.6	5.3	6.9	6.6	7.4
Financial activities	3.6	3.9	4.0	4.5	4.6	4.9
Finance and insurance	3.9	4.1	4.1	4.7	4.8	5.0
Finance	3.6	4.0	3.9	4.4	4.5	4.7
Insurance	4.5	4.4	4.7	5.2	5.5	5.7
Real estate and rental and leasing	3.0	3.3	3.4	3.7	3.9	4.5
Real estate	3.2	3.5	3.5	3.9	4.1	4.5
Rental and leasing services	2.2	2.9	3.1	3.0	3.3	4.2
Professional and business services	2.7	3.2	3.2	3.1	3.4	3.8
Professional and technical services	3.1	3.6	3.8	3.3	4.0	4.4
Management, administrative, and waste services ¹	2.1	2.6	2.5	2.5	2.9	3.1
Administrative and support services	1.9	2.4	2.4	2.4	2.8	3.0
Waste management and remediation services	4.3	3.4	4.1	4.1	2.9	4.4
Education and health services	3.5	3.6	4.0	4.1	4.1	4.4
Educational services	3.6	3.8	4.0	4.3	4.4	4.3
Health care and social assistance	3.5	3.6	4.1	4.1	4.1	4.4
Hospitals	4.9	4.7	5.2	5.4	5.3	6.0
Health services, except hospitals	3.1	3.3	3.6	3.6	3.6	3.8
Social assistance	2.5	2.8	3.1	3.0	3.1	3.1

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, 2002-2012—Continued

Industry	January 2002	January 2004	January 2006	January 2008	January 2010	January 2012
Leisure and hospitality	1.8	2.0	1.9	2.1	2.5	2.4
Arts, entertainment, and recreation	2.3	2.8	3.1	2.8	3.3	3.1
Accommodation and food services	1.6	1.9	1.6	1.9	2.3	2.3
Accommodation	2.7	3.1	2.5	3.1	3.3	3.8
Food services and drinking places	1.4	1.6	1.4	1.6	2.2	2.1
Other services	3.3	3.3	3.2	3.3	4.0	3.8
Other services, except private households	3.3	3.5	3.3	3.4	4.1	3.8
Repair and maintenance	3.0	3.2	2.9	3.0	4.0	3.7
Personal and laundry services	2.8	3.4	2.8	3.2	3.5	3.5
Membership associations and organizations	4.1	3.9	4.2	4.4	4.5	4.3
Other services, private households	2.7	2.3	2.8	2.8	3.4	3.3
Public sector	6.7	6.9	6.9	7.2	7.2	7.8
Federal government	11.3	10.4	9.9	9.9	7.9	9.5
State government	5.4	6.4	6.3	6.5	6.4	6.4
Local government	6.2	6.4	6.6	7.1	7.5	8.1

¹ Includes other industries, not shown separately.

² Data for these industries are not directly comparable over time due to industry classification changes in 2003 and 2009.

NOTE: Beginning with data for January 2009, industries reflect the introduction of the 2007 census industry classification system into the Current Population Survey. This industry classification system is derived from the 2007 North American Industry Classification System. No historical data have been revised. Updated population controls are 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, 2002-2012

Occupation	January 2002	January 2004	January 2006	January 2008	January 2010	January 2012
Total, 16 years and over	3.7	4.0	4.0	4.1	4.4	4.6
Management, professional, and related occupations	4.6	5.0	5.2	5.1	5.2	5.5
Management, business, and financial operations occupations	5.2	5.5	5.5	5.4	5.4	5.9
Management occupations	5.6	6.0	6.0	6.0	6.1	6.3
Business and financial operations occupations	4.2	4.5	4.7	4.6	4.6	5.2
Professional and related occupations	4.2	4.7	5.0	4.9	5.0	5.4
Computer and mathematical occupations	3.2	4.8	4.8	4.5	4.8	4.8
Architecture and engineering occupations	5.2	5.8	6.5	6.4	5.7	7.0
Life, physical, and social science occupations	4.3	4.2	4.7	4.0	4.6	5.3
Community and social services occupations	4.4	4.7	4.7	4.8	4.6	5.0
Legal occupations	4.5	4.1	5.0	4.3	4.6	5.4
Education, training, and library occupations	4.8	5.1	5.3	5.4	5.6	5.9
Arts, design, entertainment, sports, and media occupations	3.0	3.6	3.6	3.4	3.9	4.2
Healthcare practitioner and technical occupations	4.3	4.5	4.8	4.9	4.8	5.2
Service occupations	2.4	2.8	2.8	2.8	3.1	3.2
Healthcare support occupations	2.5	2.9	3.1	3.1	3.3	3.3
Protective service occupations	5.4	5.5	5.5	5.9	5.0	6.4
Food preparation and serving related occupations	1.5	1.8	1.8	2.0	2.3	2.3
Building and grounds cleaning and maintenance occupations	3.0	3.3	3.7	3.6	4.1	4.0
Personal care and service occupations	2.3	2.7	2.4	2.6	2.9	3.0
Sales and office occupations	3.2	3.4	3.4	3.5	4.1	4.2
Sales and related occupations	2.7	2.8	2.8	2.9	3.4	3.4
Office and administrative support occupations	3.6	4.0	4.1	4.2	4.7	4.8
Natural resources, construction, and maintenance occupations	3.7	3.7	3.5	4.0	4.7	4.7
Farming, fishing, and forestry occupations	4.0	3.7	3.6	3.1	4.2	3.9
Construction and extraction occupations	3.2	3.2	3.0	3.5	4.1	4.3
Installation, maintenance, and repair occupations	4.6	4.7	4.6	5.0	5.7	5.3
Production, transportation, and material moving occupations	4.3	4.2	4.0	4.5	4.6	4.8
Production occupations	5.2	5.0	4.8	5.0	5.3	5.3
Transportation and material moving occupations	3.2	3.4	3.3	3.8	4.0	4.3

NOTE: Effective with January 2011 data, occupations reflect the introduction of the 2010 Census occupational classification system into the Current Population Survey, or household survey. This classification system is derived from the 2010 Standard Occupational Classification (SOC). No historical data have been revised. Data for 2011 and later years are not strictly comparable with earlier years. Updated population controls are introduced annually with the release of January data.