Employment and Wages

Annual Averages, 2008

U.S. Department of Labor
U.S. Bureau of Labor Statistics

March 2010

Bulletin 2733

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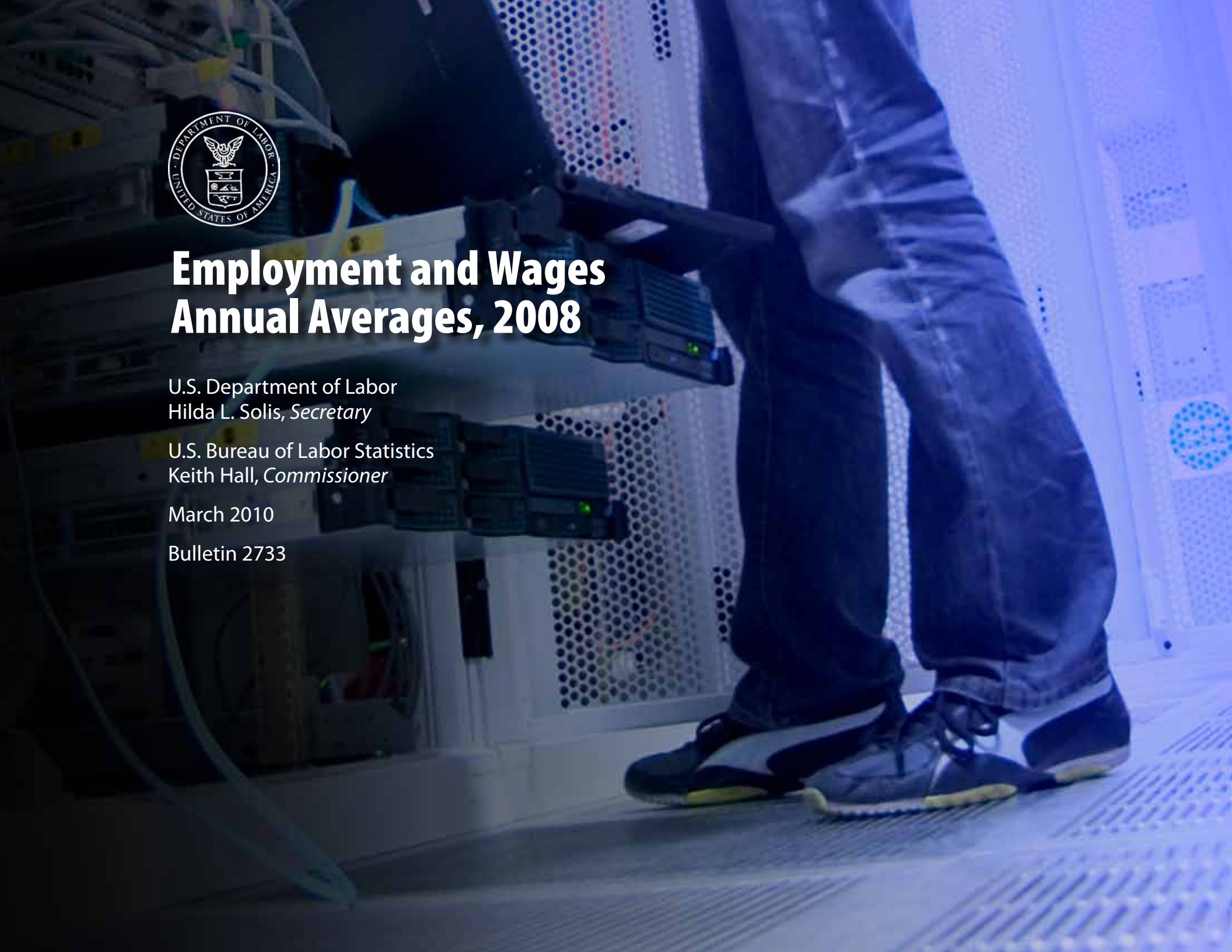

Employment and Wages Annual Averages, 2008

U.S. Department of Labor
Hilda L. Solis, *Secretary*

U.S. Bureau of Labor Statistics
Keith Hall, *Commissioner*

March 2010

Bulletin 2733

Preface

This edition continues the U.S. Bureau of Labor Statistics (BLS or the Bureau) efforts to make the bulletin on employment and wages more user-friendly. Most notably, data tables and the text describing the characteristics and uses of the data are published exclusively in digital formats and included on the enclosed CD. Formerly, the data and its description were printed as a book with nearly 700 pages. All tables on this CD are available as PDF files. Also, all data for 2008, at each level of geography, are provided as sequential (flat) files on the enclosed CD. Alternatively, all data and tables provided on the enclosed CD can be found at www.bls.gov/cew. Questions regarding these data can be addressed to the Quarterly Census of Employment and Wages (QCEW) program by calling (202) 691-6567 or by using any of the channels provided on the QCEW contact page on the BLS Web site at http://www.bls.gov/cew/cewcont.htm.

Included on the CD for the 2008 bulletin are PDFs of the quarterly County Employment and Wages news releases produced by the QCEW program, as well as PDFs of all 2008 QCEW news releases published by regional offices of BLS. County Employment and Wages news releases present employment and wages by county and are released approximately 6 months after the reference quarter. Business Employment Dynamics (BED) news releases present gross job gains and losses and are released approximately 8 months after the reference quarter. (These BED data were first released in September 2003.) Questions about BED data can be directed to the information line at (202) 691-6467. The program's Web site is http://www.bls.gov/bdm/.

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FEEDBACK Users' feedback on this publication is strongly encouraged. Suggestions, comments, and questions about any aspect of this publication format may be submitted to http://www.bls.gov/cew/cewcont.htm. We sincerely appreciate your feedback.

Acknowledgments

The following members of the U.S. Bureau of Labor Statistics Office of Employment and Unemployment Statistics prepared this bulletin: Michael B. Buso, Jennifer Cheng, John Dickson, Paul Ferree, David R. H. Hiles, David A. Ivory, Spencer A. Jobe, Keith G. Keel, Mike McCall, Jay Miller, Akbar Sadeghi, Masa Shirako, Eric Simants, Peter Smith, Robert Viégas, Linda Wohlford, and Phoebe Yung of the Division of Administrative Statistics and Labor Turnover, Richard L. Clayton, Chief. Data were prepared and processed by Zipora Abzug, Barbara Athey, Noel Cox, Patricia Felder, Jacob Gabiam, John Kennedy, Stephen Lashick, Ali Latif, Larry Lie, Sandra Logan, Reuel Paredes, William Plaskie, Carolyn Raines-Fein, Ana Reyes, Kimberly Stephens, Shirley Tsai, Natasha Tsyryulnikova, and Pat Walker of the Division of Business Establishment Systems, Arthur Yao, Chief. Cover art, typesetting, and layout were furnished by Bruce Boyd, and editorial services were provided by Monica Gabor of the Office of Publications and Special Studies.

BLS wishes to express its appreciation to U.S. employers for their continued cooperation in providing establishment-level data on the Multiple Worksite Report (MWR) form. This information for each business location is critical to the accurate distribution of employment and wage data to the appropriate geographical area and specific industry. If businesses did not provide this level of detail, the quality of the data would be adversely affected.

State workforce agencies that collect data from employers also play a major role in this ongoing program. The efforts of staff at these agencies in verifying, editing, and supplying high-quality data to BLS are essential to the accuracy of this bulletin and are appreciated. We also would like to express our gratitude for the dedicated work of the BLS staff in the Electronic Data Interchange Center and in the regional offices for their ongoing efforts to improve the quality of data provided in this bulletin.

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57. **Electronic version**

Nearly a quarter of private-sector jobs in the United States were in the trade, transportation, and utilities industry.

- In 2008, there were 113,188,643 jobs in the private sector.

- Eighty percent of private-sector employment was in service-providing industries.

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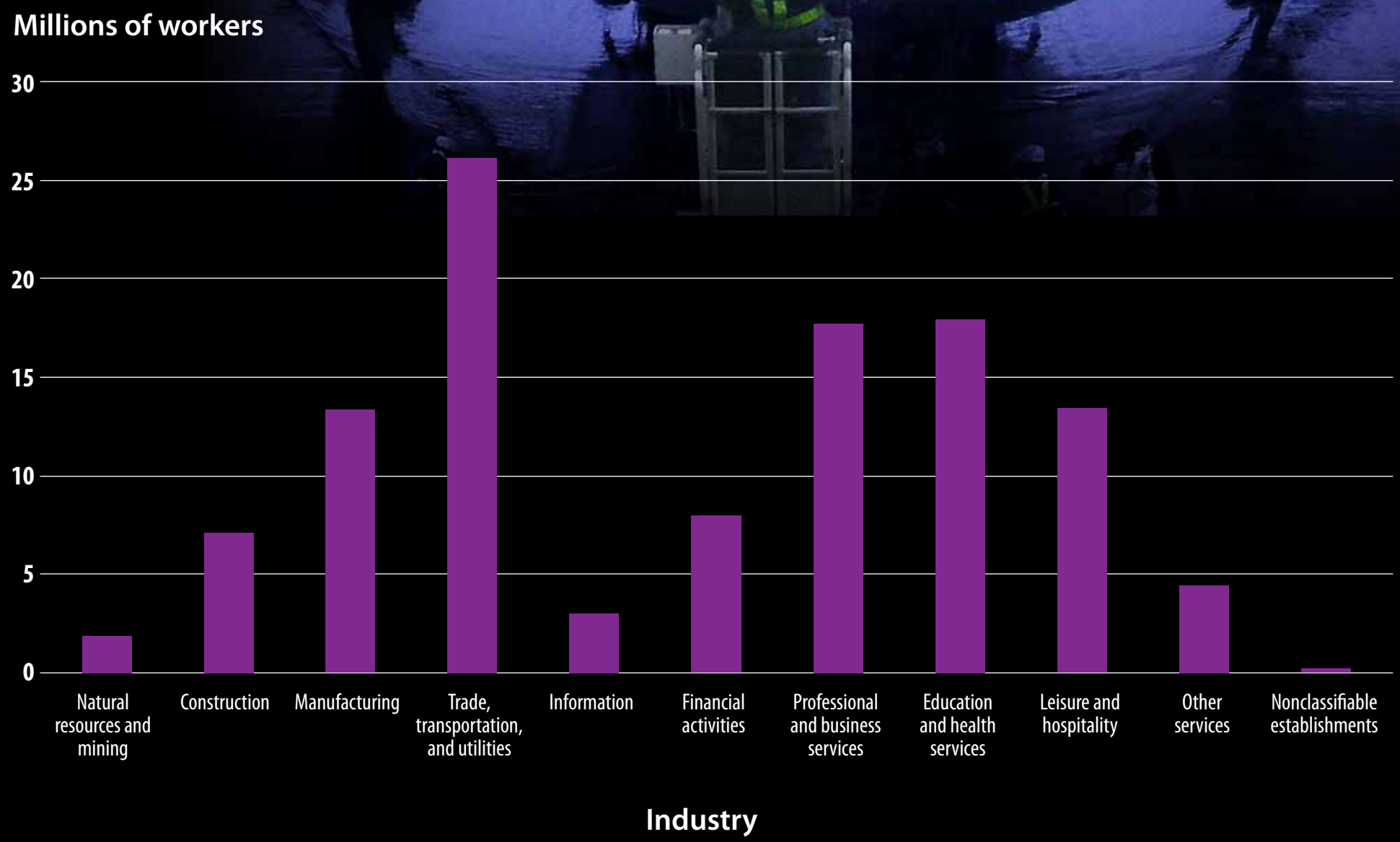
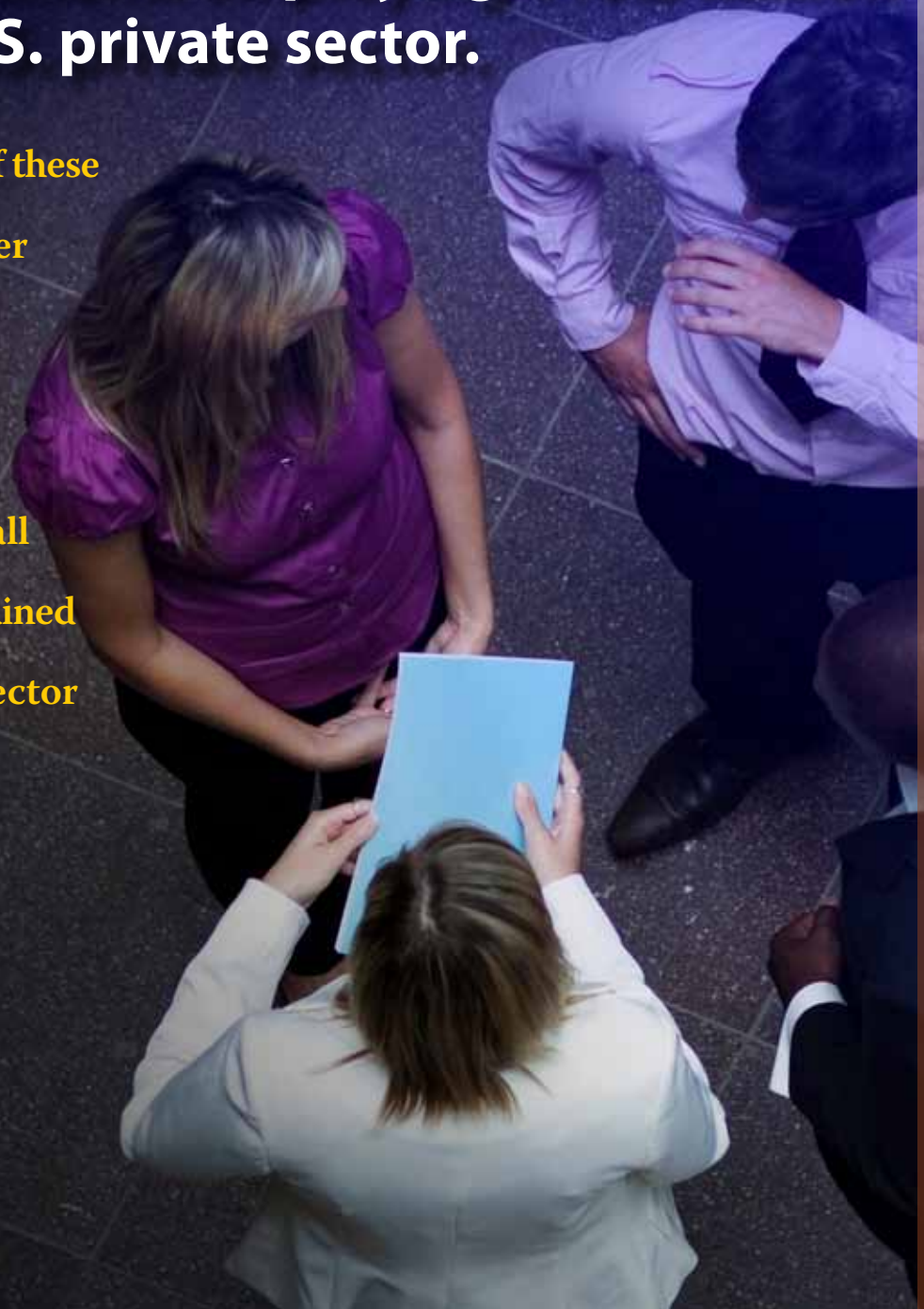
FIGURE 1 Private-sector employment by industry, 2008



In the first quarter of 2008, there were 8.8 million business *establishments* employing 113.2 million workers in the U.S. private sector.

- More than three quarters of these establishments employed fewer than 10 workers.

- Establishments with 20–49 workers, with 17.4 percent of all private-sector workers, maintained the largest share of private-sector employment.



An *establishment* is defined as an economic unit that produces goods or services, usually at a single physical location, and engages in one or predominantly one activity. A firm may consist of several establishments under common ownership by a corporate parent.

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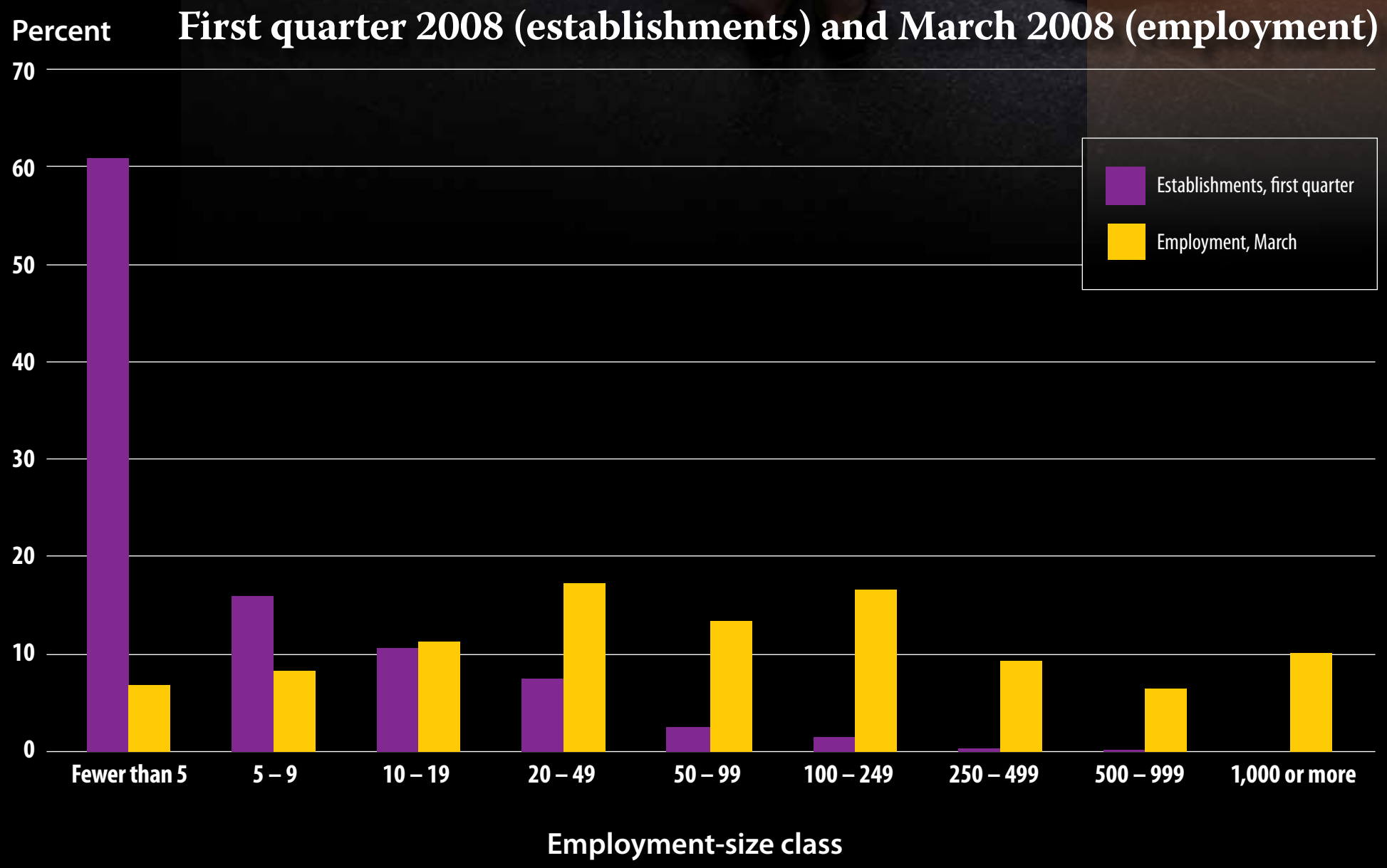
FIGURE 2 Percent distribution of private-sector establishments and employment by size class



Construction experienced the largest decrease in employment, dropping 5.8 percent.

- In 2008, national private-sector employment declined by 0.7 percent, but average annual pay grew by 2.3 percent.

- Natural resources and mining experienced both the largest wage growth (7.5 percent) and employment growth (3.1 percent).

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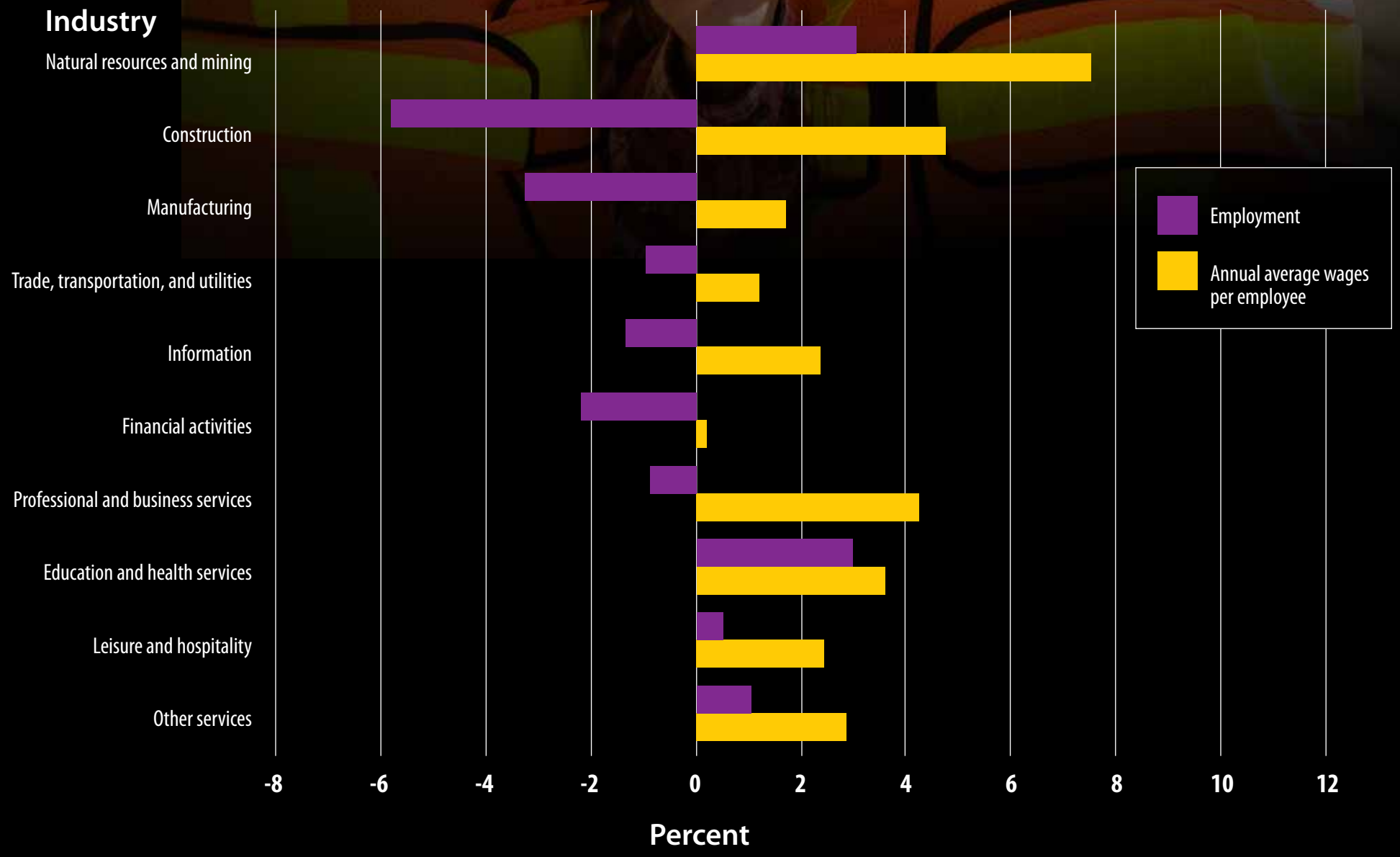
FIGURE 3 Percent change in annual average private-sector employment and wages by industry, 2007–2008



Large counties showing employment changes above the national average tended to be concentrated in the Central and Northeast regions of the United States.

The West Coast, Great Lakes area, and the Southeast region of the United States showed high concentrations of large counties with over-the-year employment changes below the national average.

Counties with fewer than 75,000 employees were not ranked, because relatively minor changes in employment levels in these counties can cause relatively large percentage changes in employment.

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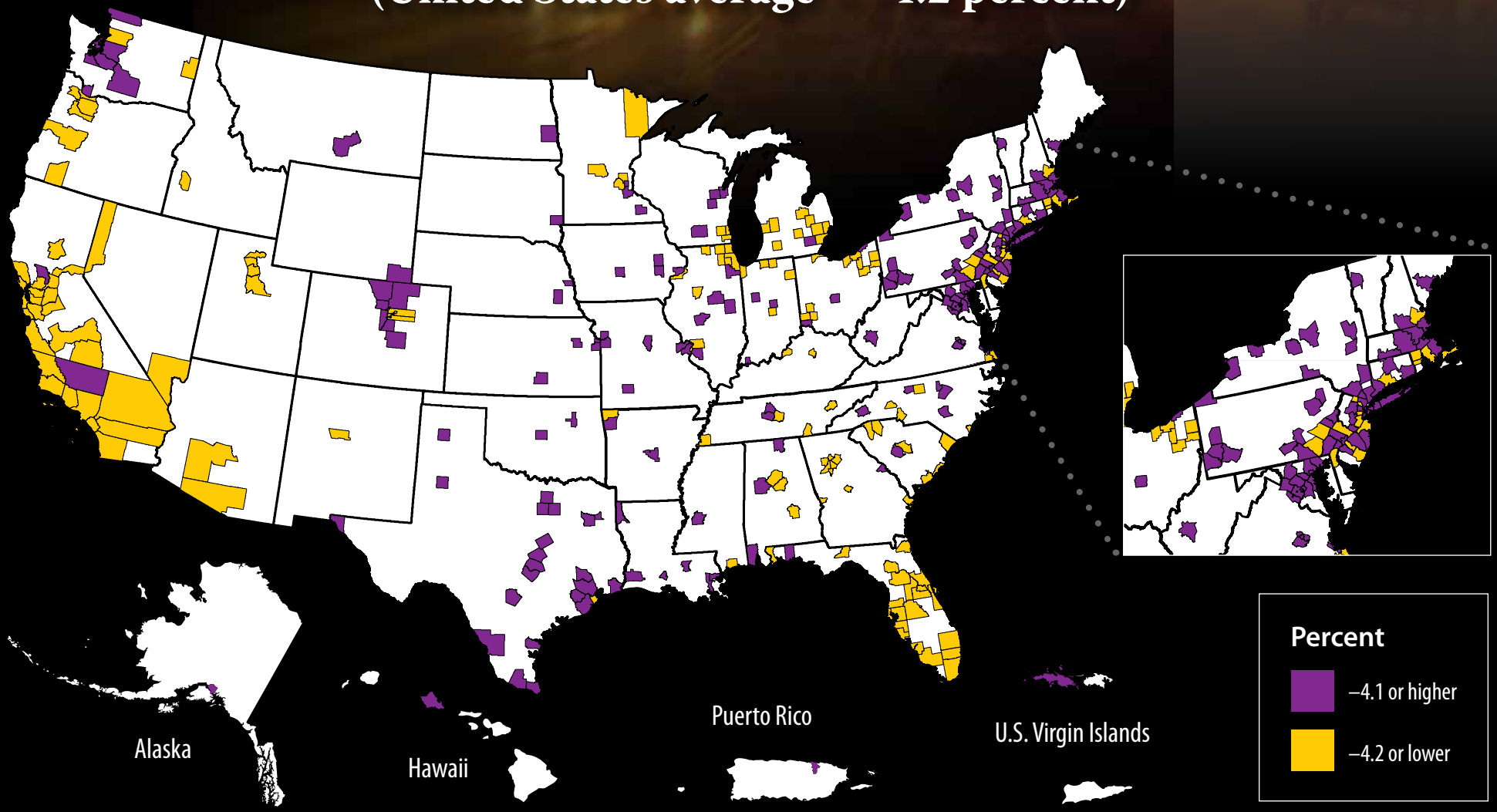
FIGURE 4 Percent change in employment in counties with 75,000 or more employees, March 2008–2009

(United States average = –4.2 percent)



NOTE: *The following counties had fewer than 75,000 employees in 2008, but are included because they are the largest county in their State or territory: Laramie, Wyoming and St. Thomas, U.S. Virgin Islands.*

More than half of the large counties experienced average weekly wage growth equal to or greater than the U.S. average rate of -2.4 percent.

- Large counties were more likely to experience a positive—or less than -2.4 percent—change in average weekly wages.

- Counties with large declines were mostly found in the eastern half of the United States.

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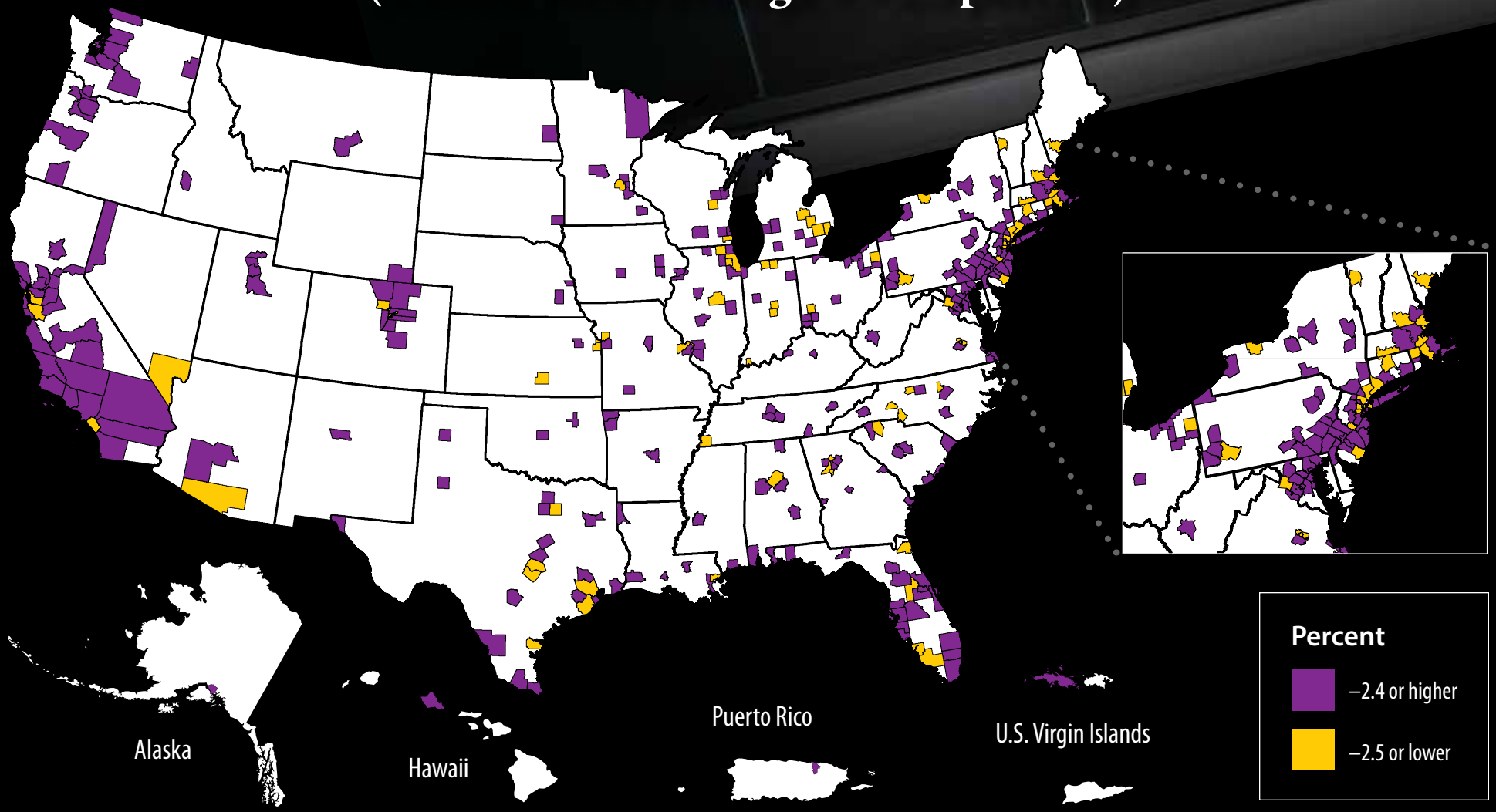
FIGURE 5 Percent change in average weekly wage in counties with 75,000 or more employees, first quarter 2008–2009

(United States average = –2.5 percent)



NOTE: *The following counties had fewer than 75,000 employees in 2008, but are included because they are the largest county in their State or territory: Laramie, Wyoming and St. Thomas, U.S. Virgin Islands.*

The majority of States showing employment trends above the national average were located west of the Mississippi River.

- The majority of States that were below the national average in 2008 were located in the Southeast and West.

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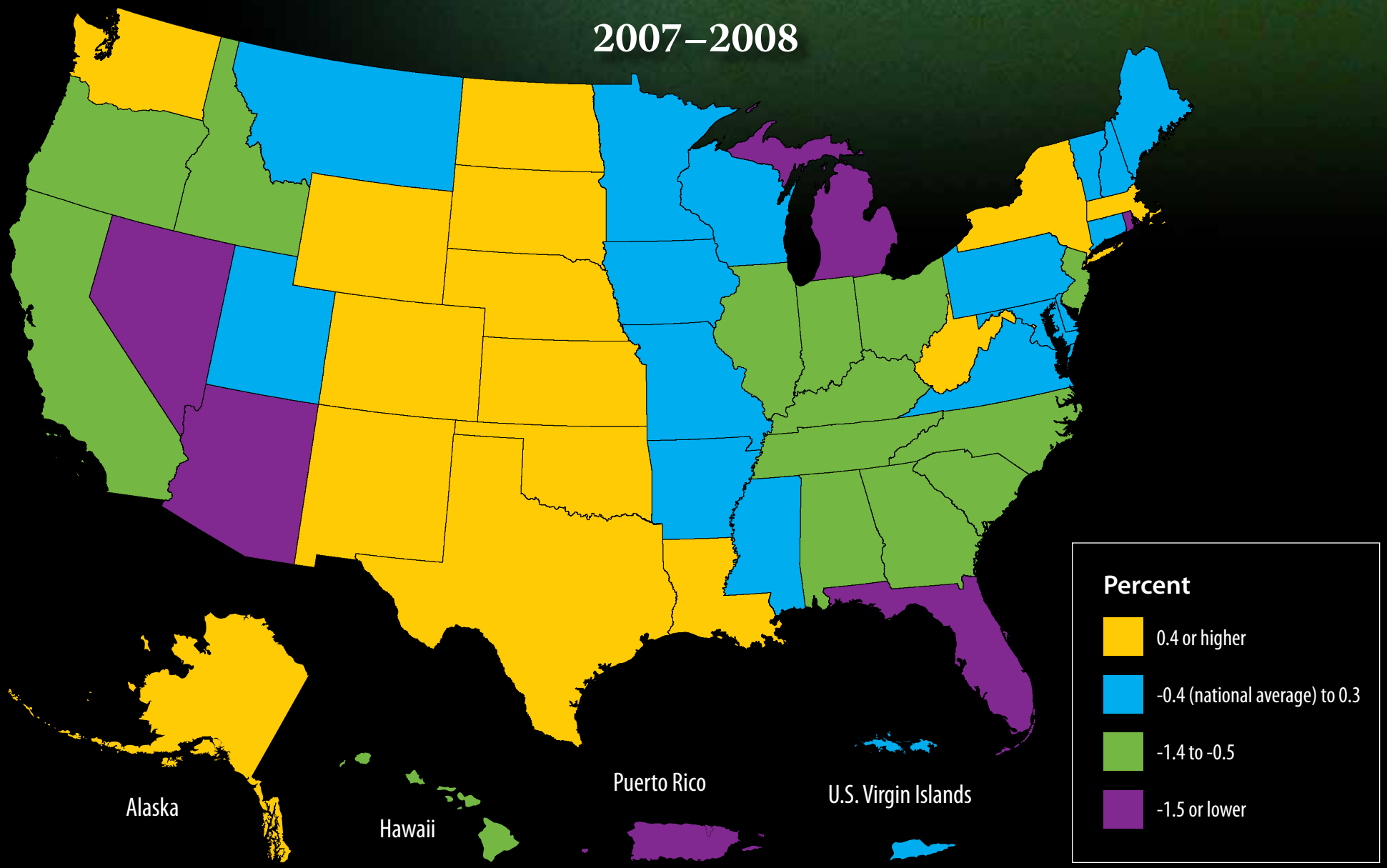
FIGURE 6

Percent change in annual employment by State

2007–2008



The majority of States showing over-the-year growth in average weekly wages equal to or exceeding the national average in 2008 were located primarily in the Midwest and Southwest.

- States showing wage growth marginally below the national average were heavily concentrated in the West.

- States showing wage growth significantly below the national average were located throughout the United States.

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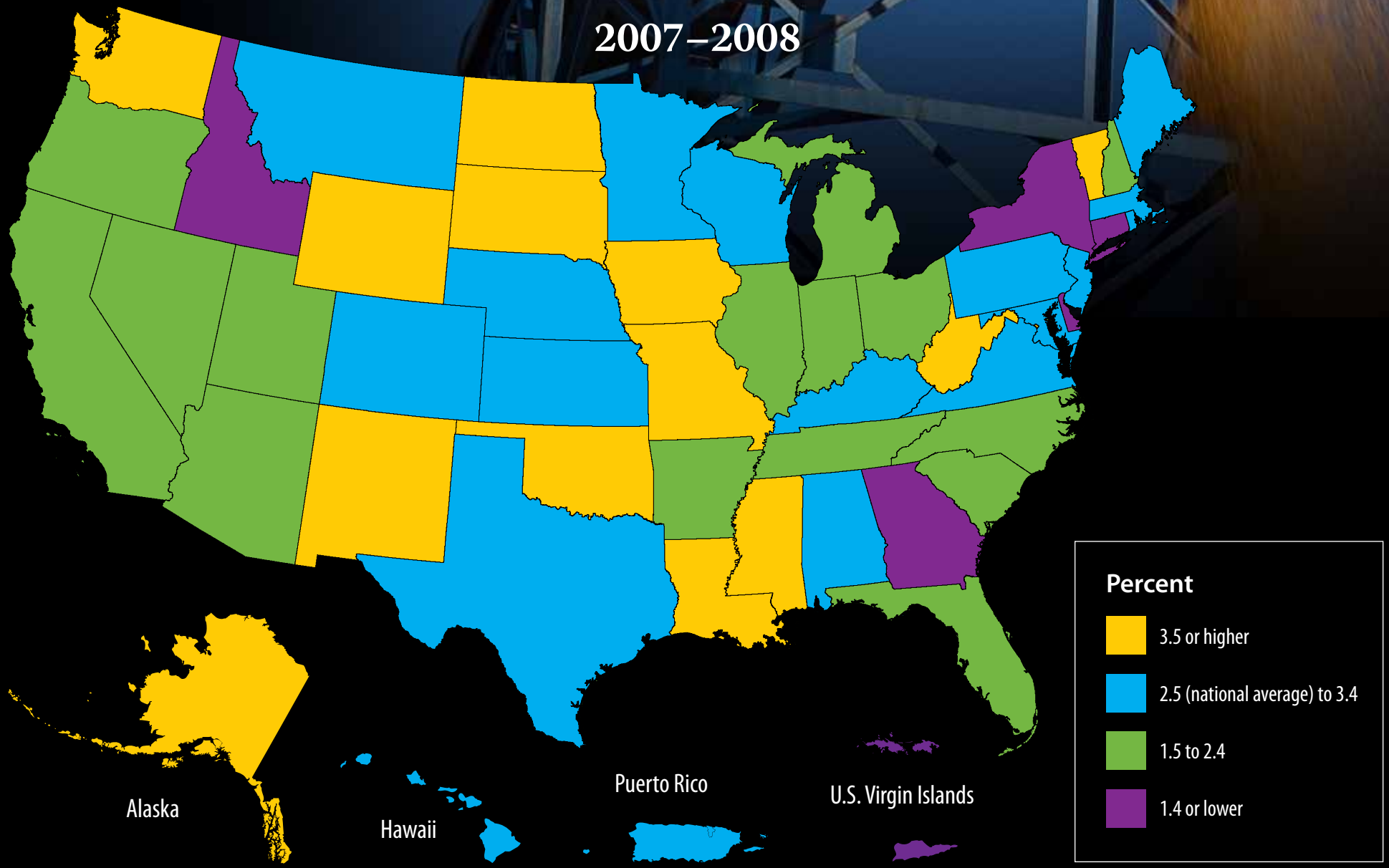
FIGURE 7

Percent change in average weekly wage by State

2007–2008



Gross job losses significantly surpassed *gross job gains* during the recessions in 2001 and 2008

- The difference in gross job gains and losses at the recession peak in 2008 (-1.8 million in September) was noticeably larger than that in 2001 (-1.2 million in December).

- The peak gross job losses in 2008 (8.5 million) did not reach the peak level of losses in 2001 (8.8 million).

- Gross job gains were lower in 2008 (6.7 million) than in 2001 (7.6 million).

Gross job gains comprise employment gains related to both business expansions and business openings.

Gross job losses comprise employment losses related to both business contractions and business closings.

These data series were provided by the Business Employment Dynamics (BED) program.

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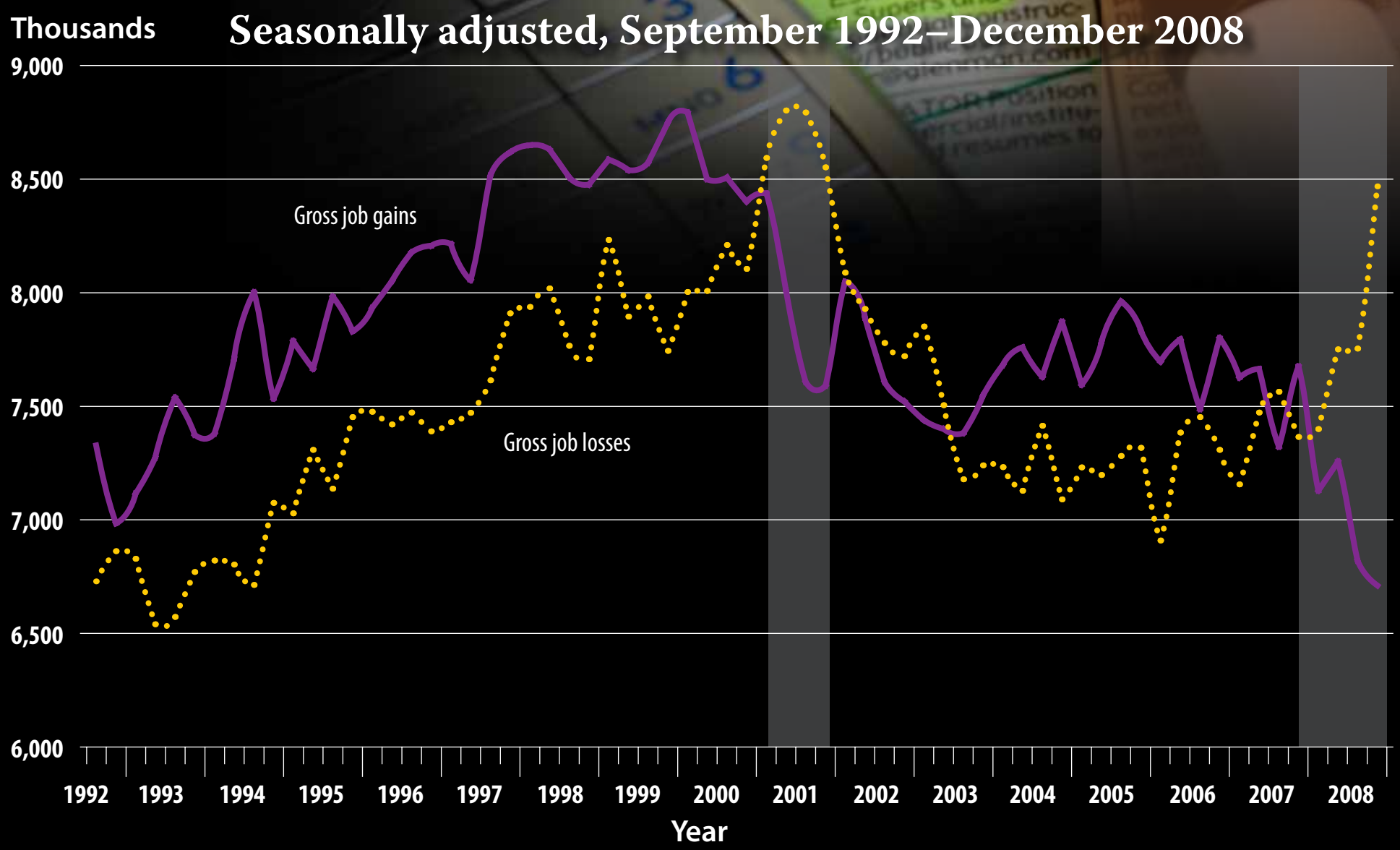
FIGURE 8 Private-sector gross job gains and gross job losses



NOTE: *Shaded areas represent recession periods. Data presented are for the third month of each quarter.*

The gap between gross job gains and losses in construction during the recession in 2008 was more severe than in 2001.

- Gross job losses surpassed gross job gains during the second quarter of the 2001 recession and continued through first quarter 2003.

- Gross job losses also surpassed gross job gains in second quarter 2007, prior to the recession in 2008. This gap continued to widen to unprecedented levels since the beginning of this data series.

- By December 2008, gross job gains were the lowest on record at 639,000, and gross job losses reached the highest recorded level at 976,000.

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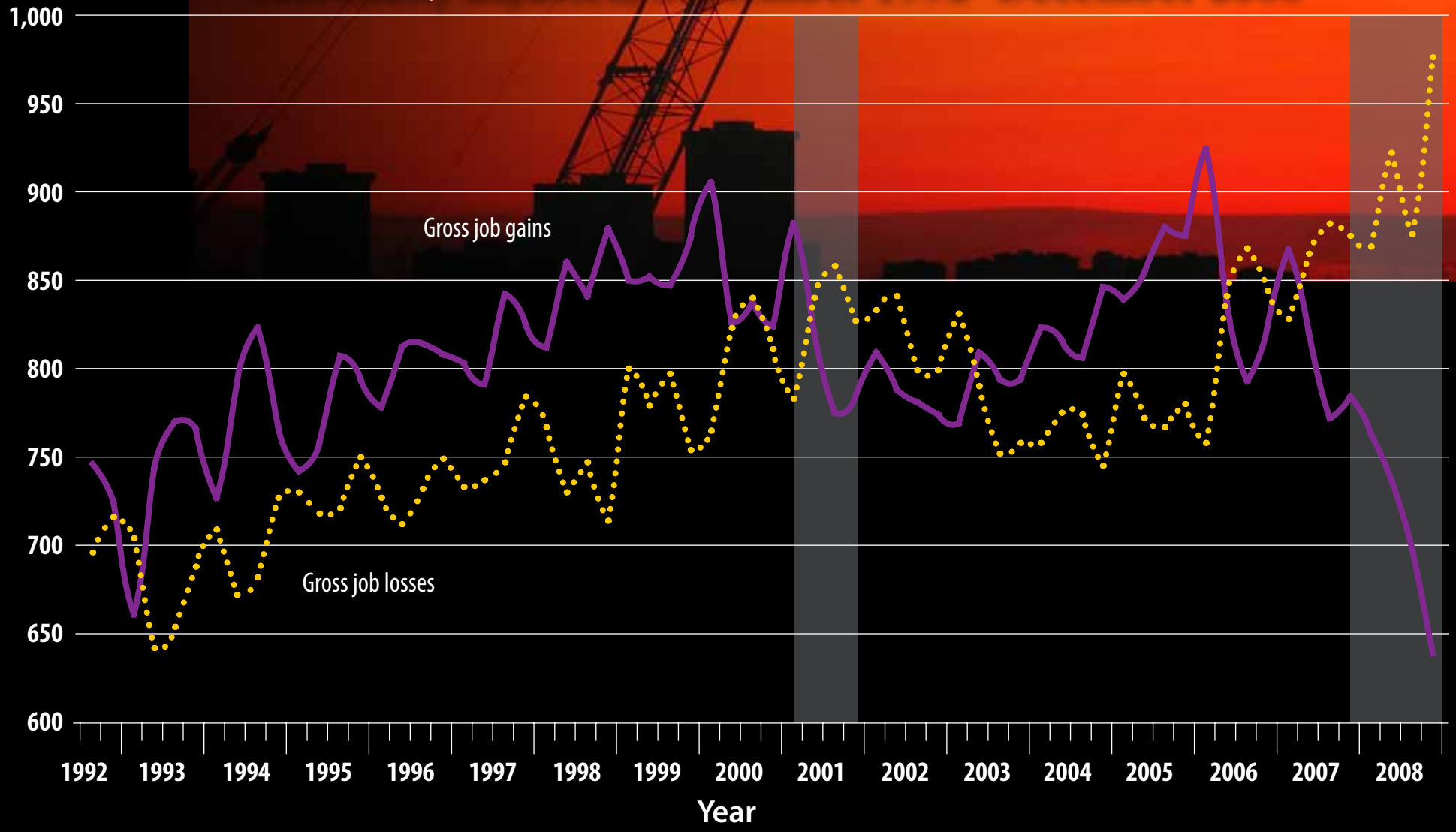
FIGURE 9

Private-sector gross job gains and gross job losses in construction

Seasonally adjusted, September 1992–December 2008



NOTE: *Shaded areas represent recession periods. Data presented are for the third month of each quarter.*

Gross job losses surpassed gross job gains in financial activities in second quarter 2007 and continued through the recession in 2008.

- The unprecedented trend of net job losses reflects the financial nature of the recession in 2008.

- Gross job gains in September 2008 totaled 376,000—the lowest recorded level since December 1994 of 382,000.

- Gross job losses experienced in 2007 and 2008 were similar to the level of losses between June 1998 and September 2000.

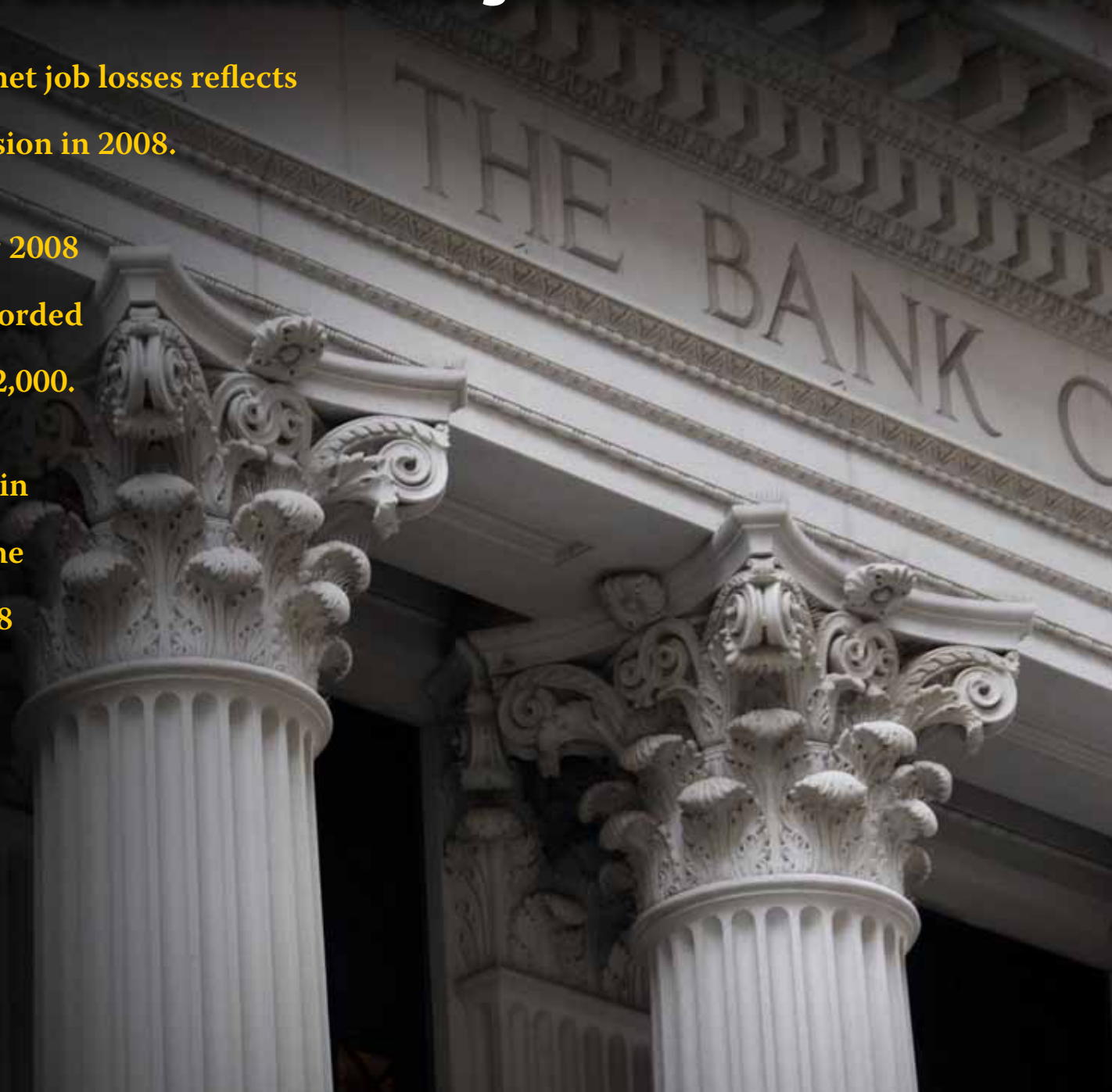


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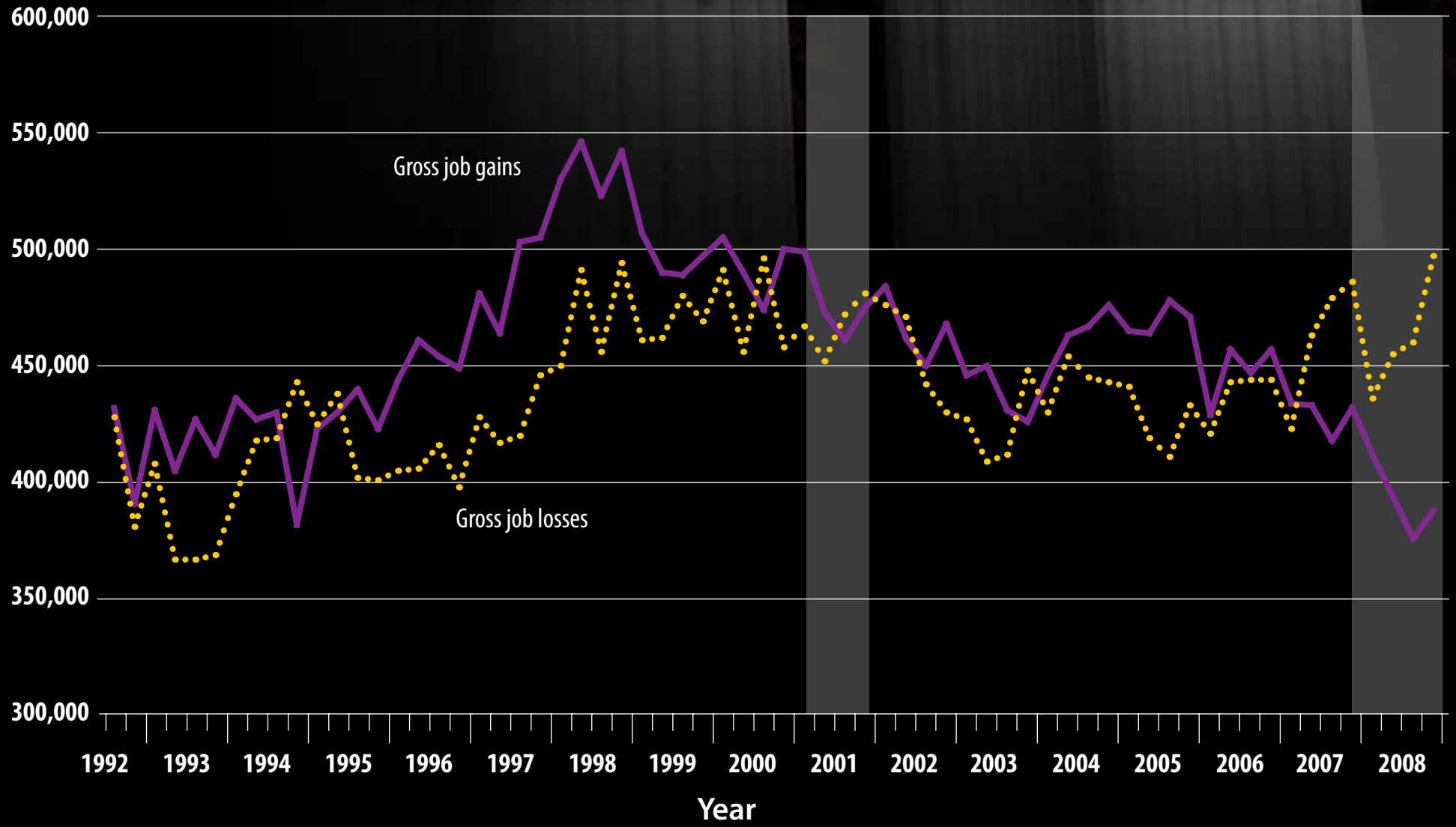
FIGURE 10

Private-sector gross job gains and gross job losses in financial activities

Seasonally adjusted, September 1992–December 2008



NOTE: *Shaded areas represent recession periods. Data presented are for the third month of each quarter.*

Though net job losses of 346,000 in December 2008, were more severe than the net jobs losses of 146,000 in September 2001, gross job losses in 2008 did not surpass 2001 levels.

- The gross job gain of 835,000, in December 2008, was the lowest recorded level since September 2003 (960,000).

- Gross job gains were consistently greater than gross job losses between 1993 and 2000.

- Job gains and losses were more volatile during the 2001 and 2008 recessions.

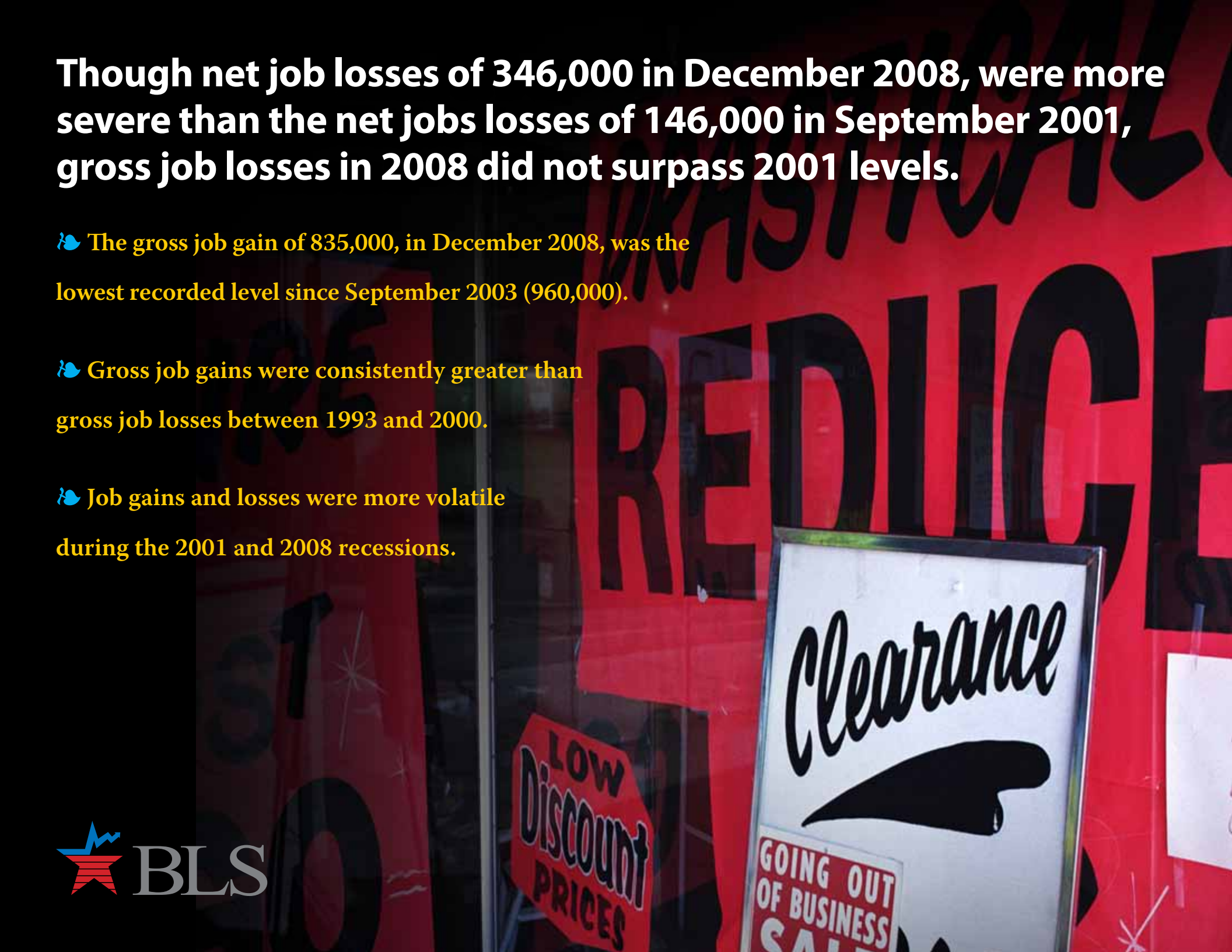


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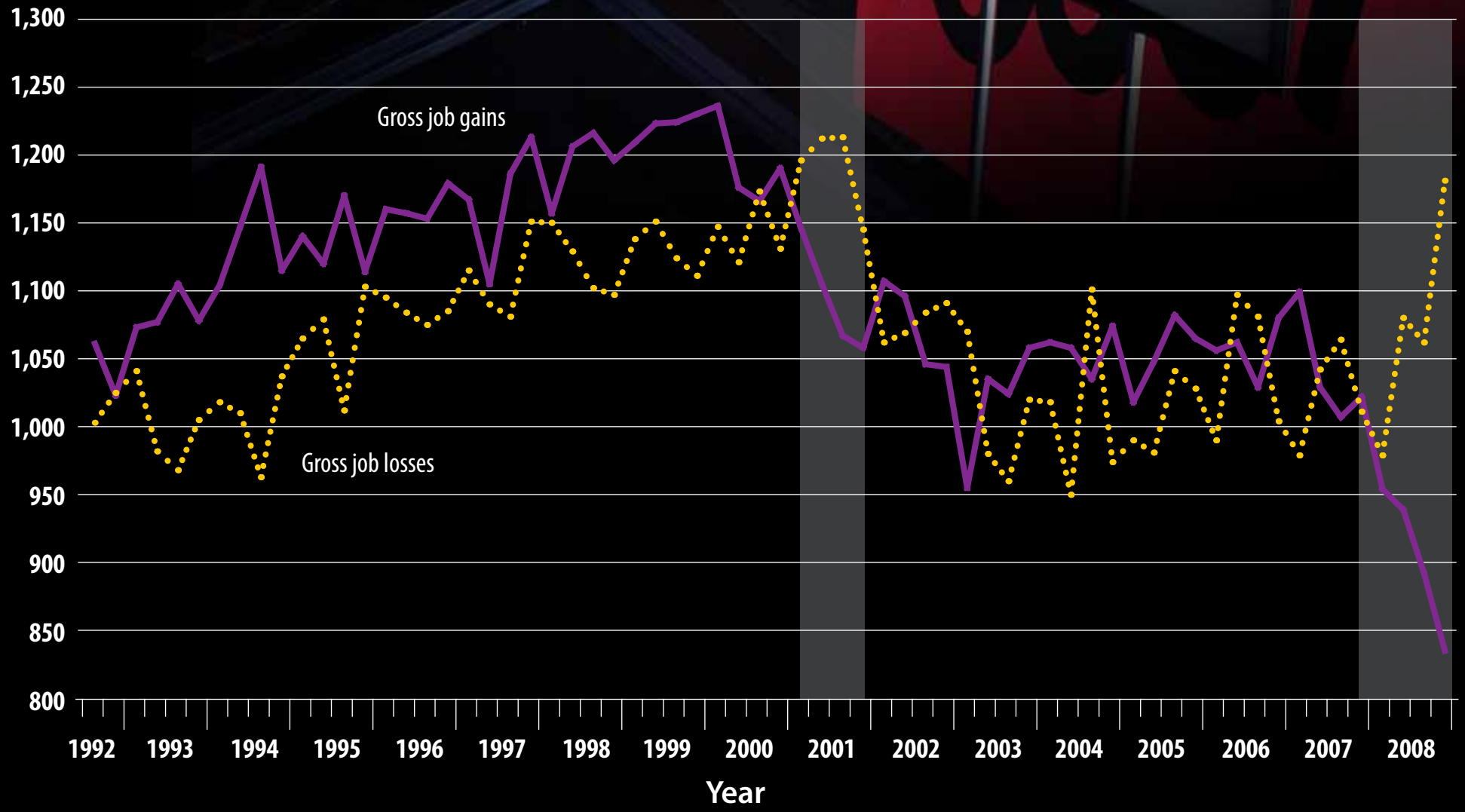
FIGURE 11 Private-sector gross job gains and gross job losses in retail trade

Seasonally adjusted, September 1992–December 2008



NOTE: *Shaded areas represent recession periods. Data presented are for the third month of each quarter.*

The establishment death rate exceeded the birth rate only during the recession in 2001.

❧ Before the recession in 2008, the establishment death rate matched the birth rate in the second and fourth quarters of 2007.

Births are new businesses that report employment for the first time or that report positive employment after four consecutive quarters of zero employment. *Deaths* are businesses that disappear by reporting no employment for four consecutive quarters.

Data for the establishment death rate lags by three quarters.

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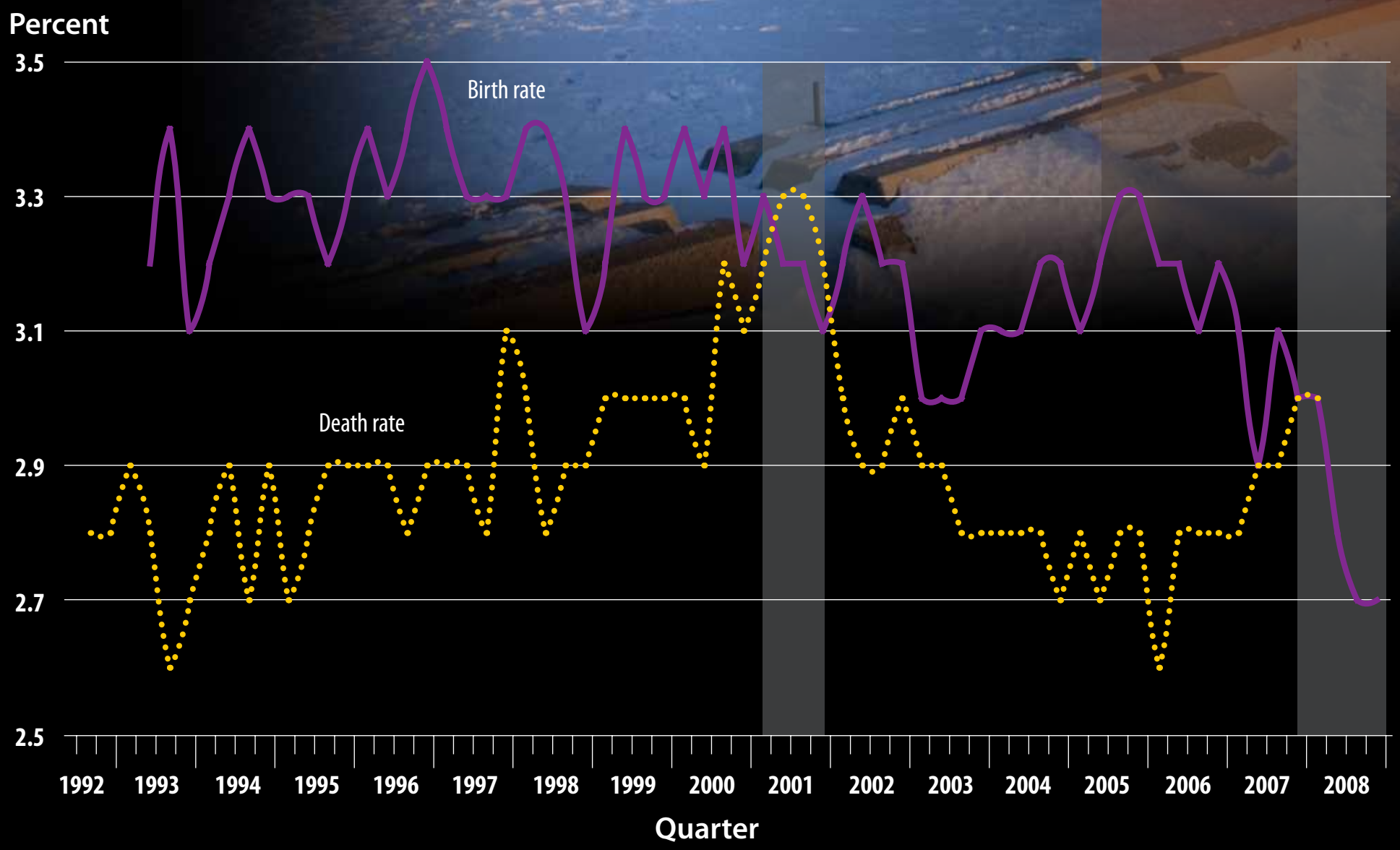
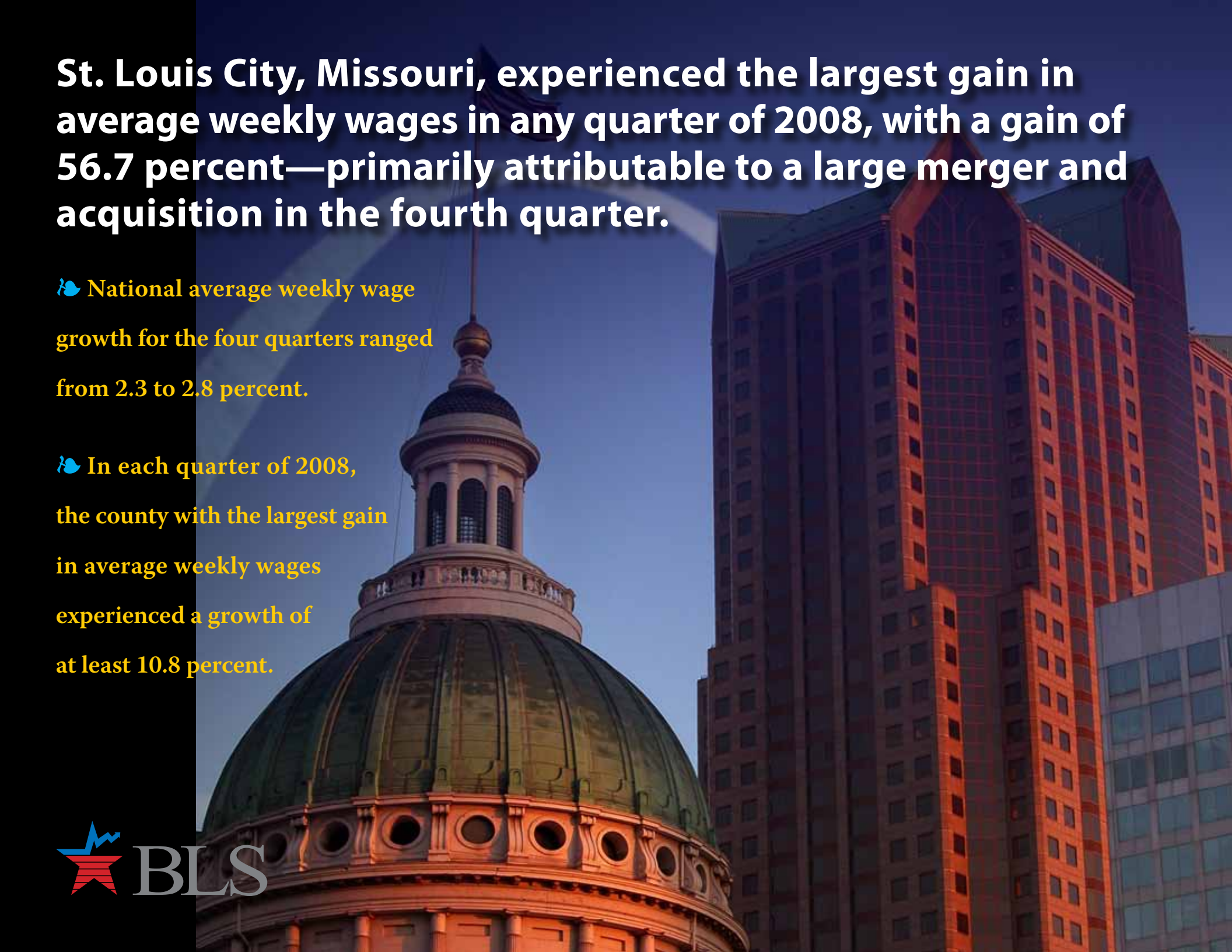
FIGURE 12 Quarterly number of births and deaths as a percent of total establishments



NOTE: *Shaded areas represent recession periods. Data presented are for the third month of each quarter.*



St. Louis City, Missouri, experienced the largest gain in average weekly wages in any quarter of 2008, with a gain of 56.7 percent—primarily attributable to a large merger and acquisition in the fourth quarter.

- National average weekly wage growth for the four quarters ranged from 2.3 to 2.8 percent.

- In each quarter of 2008, the county with the largest gain in average weekly wages experienced a growth of at least 10.8 percent.

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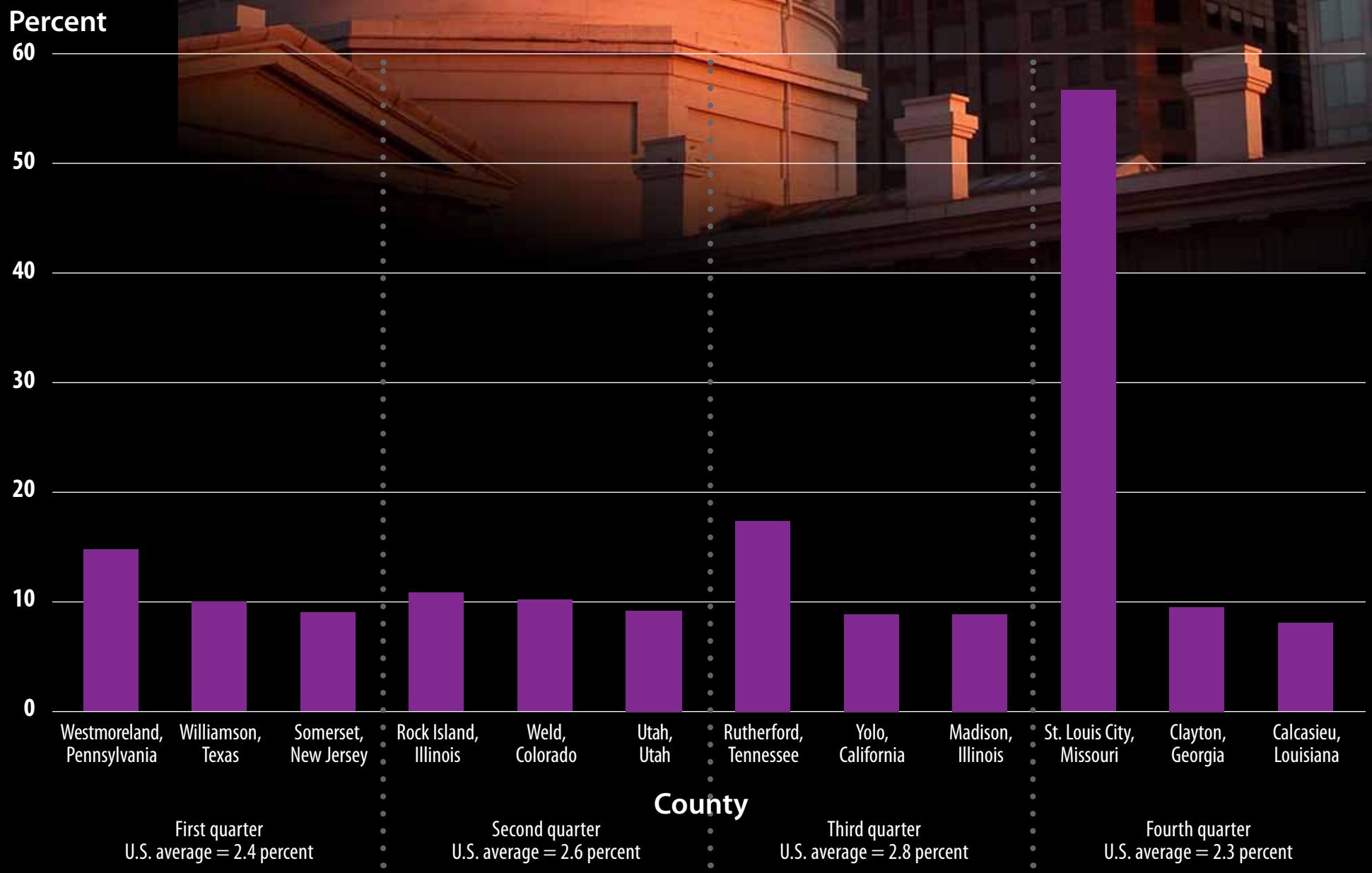
FIGURE 13 Counties with the highest adjusted over-the-year percent growth in average weekly wages in 2008, by quarter



The health care and social assistance industry experienced the largest gain in employment in 2008 with 438,700 jobs added.

Both manufacturing and construction lost more than 400,000 jobs in 2008.

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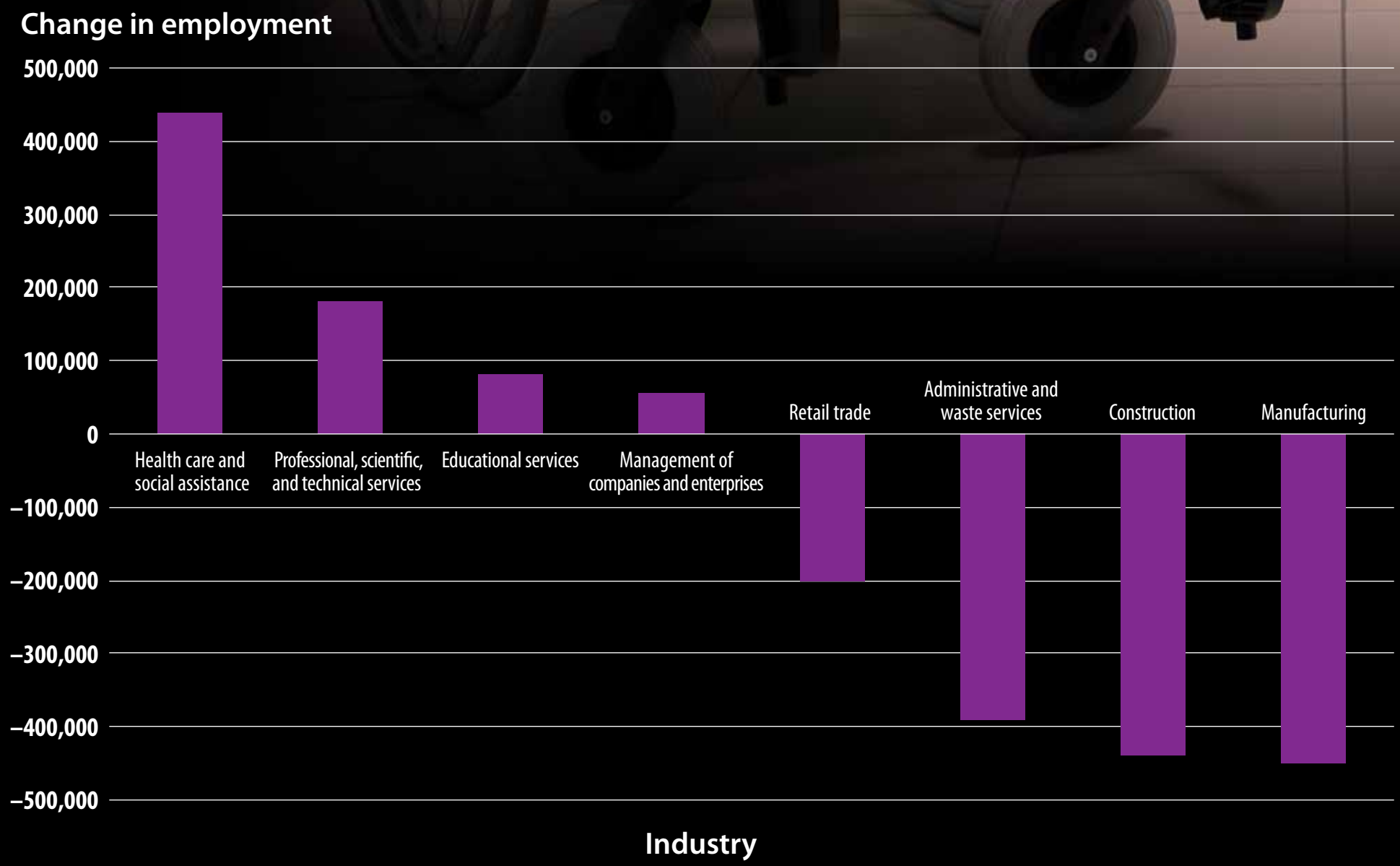
FIGURE 14 Largest over-the-year changes in private-sector annual average employment by industry, 2007–2008



The manufacturing sector has experienced consistent job losses over the past 10 years.

- Gross job losses in 2001 (1.1 million in June) were significantly higher than in 2008 (801,000 in December).

- Though the net job losses in 2001 were greater than in 2008, the gap in gross job loss and gains continued to widen in 2008.

- The recessions in 2001 and 2008 were preceded by multiple quarters of net job losses.

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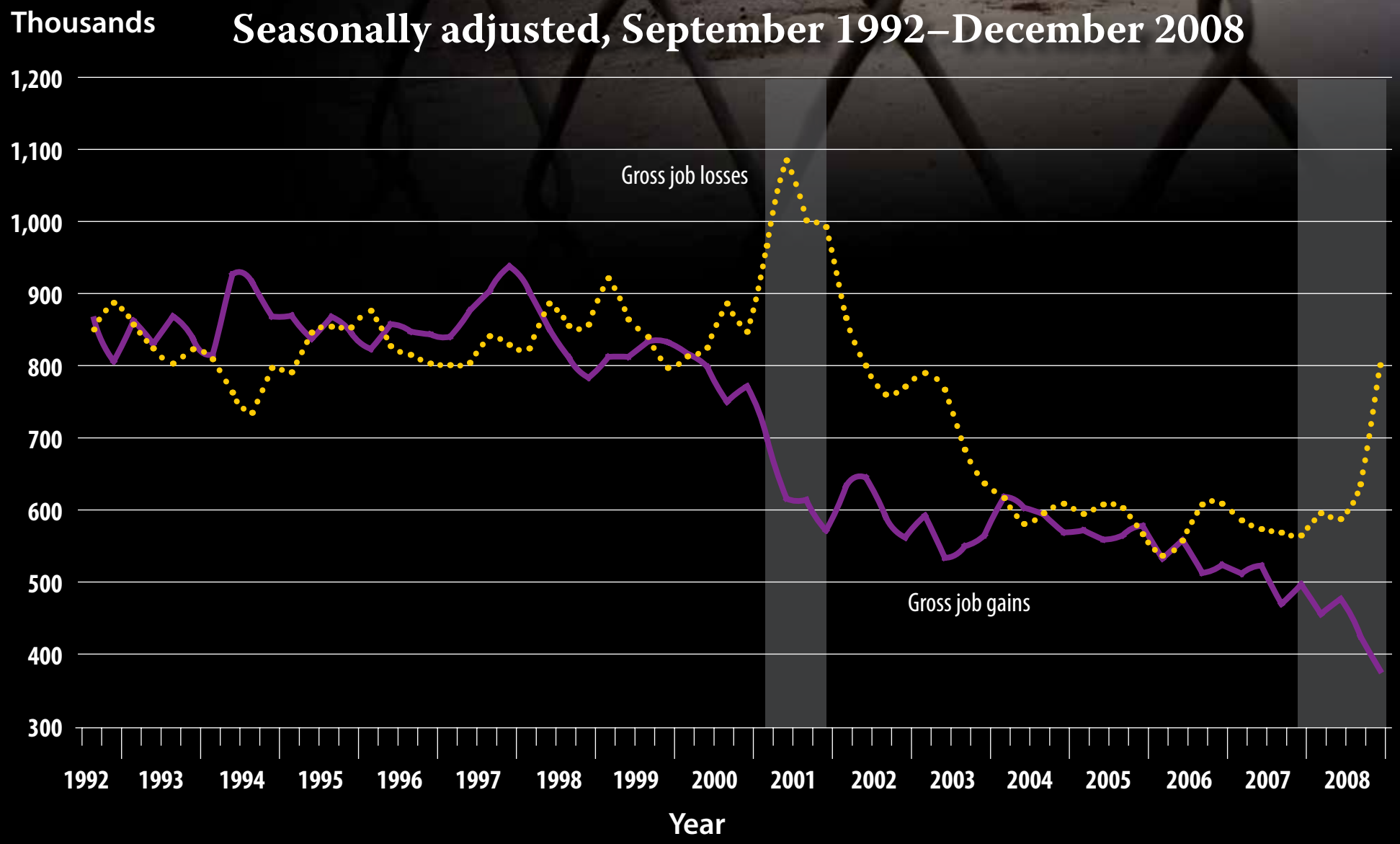
FIGURE 15 Private-sector gross job gains and gross job losses in manufacturing



NOTE: *Shaded areas represent recession periods. Data presented are for the third month of each quarter.*

In the automobile manufacturing industry, Eastern and Midwestern States generally employed more workers than Western States, and Northern States displayed greater variations than Southern States.

- Maine, New Hampshire, Montana, Wyoming, Nevada, and New Mexico were among the 11 States that employed fewer than 5,000 workers in June 2008.

- Michigan, Indiana, and Ohio were the three States that employed more than 50,000 workers in June 2008.

- New York, Texas, Alabama, and California were among the 24 States that employed 5,000 to 49,999 workers in June 2008.

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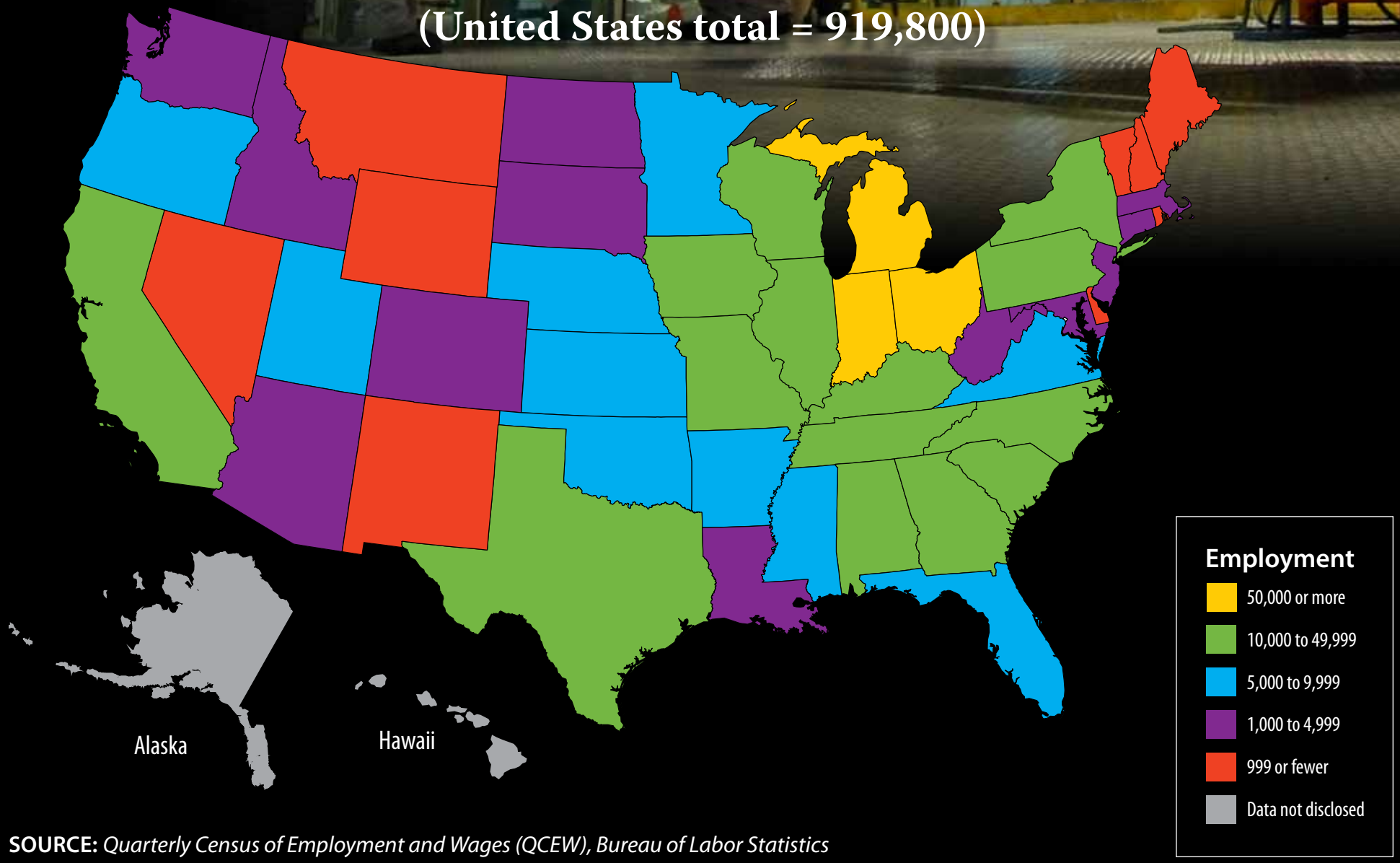
FIGURE 16 Employment in the combined automobile manufacturing industries (NAICS 3361, 3362, and 3363), June 2008

(United States total = 919,800)



SOURCE: *Quarterly Census of Employment and Wages (QCEW), Bureau of Labor Statistics*

The most populous States, California, Texas, and New York, have the highest levels of employment in the automobile dealers industry.

- Similarly, the less populous States (mainly located in the Midwest, West, and New England) have the lowest levels of employment.

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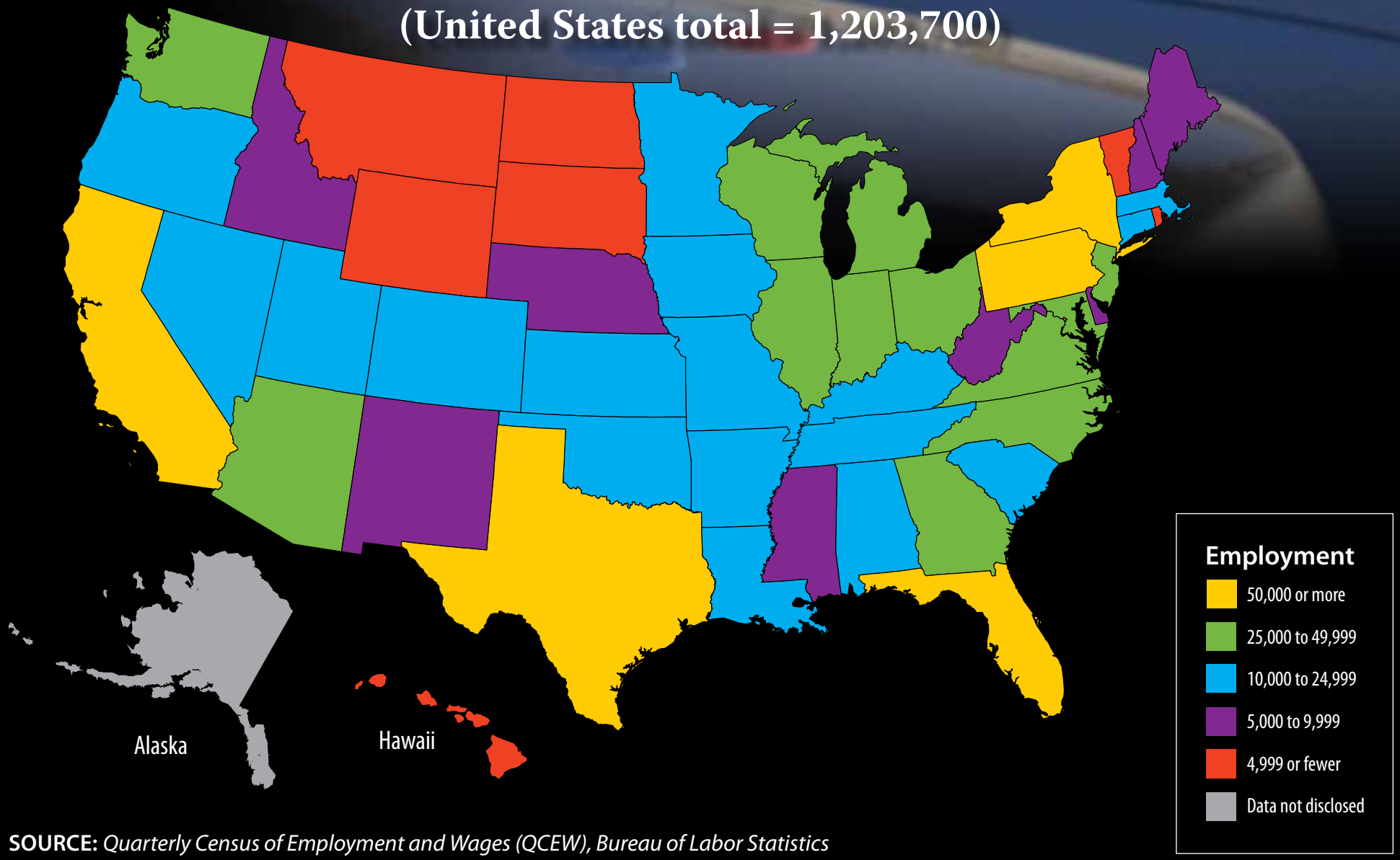
FIGURE 17 Employment in the automobile dealers industry (NAICS 4411), June 2008

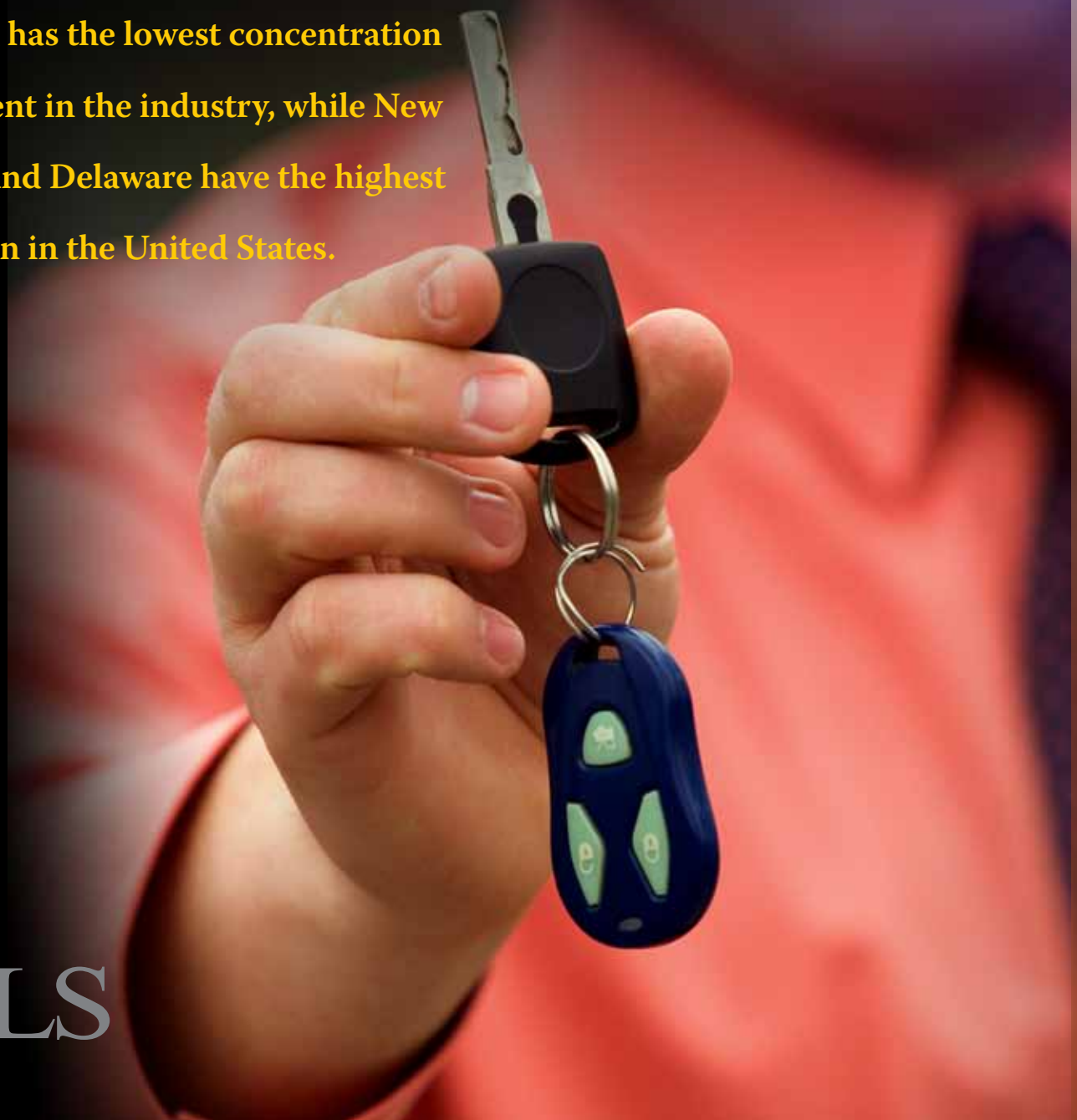
(United States total = 1,203,700)



SOURCE: *Quarterly Census of Employment and Wages (QCEW), Bureau of Labor Statistics*

The concentration of employment in the automobile dealer industry does not vary across most States.

New York has the lowest concentration of employment in the industry, while New Hampshire and Delaware have the highest concentration in the United States.



For the purpose of this map, a *location quotient* is a statistic used to compare the percentage of employment in any given industry in one geographic area, or analysis area, with that of another geographic area, or base area. The formula used to compute this location quotient follows:

Total employment in industry A in analysis area/ Total employment in analysis area

Divided by

Total employment in industry A in base area/ Total employment in base area

A location quotient of 1.0 indicates a local industry total employment concentration that is identical to the national average.

For more information on location quotients, see: ***http://data.bls.gov:8080/LOCATION_QUOTIENT/servlet/lqc.ControllerServlet***

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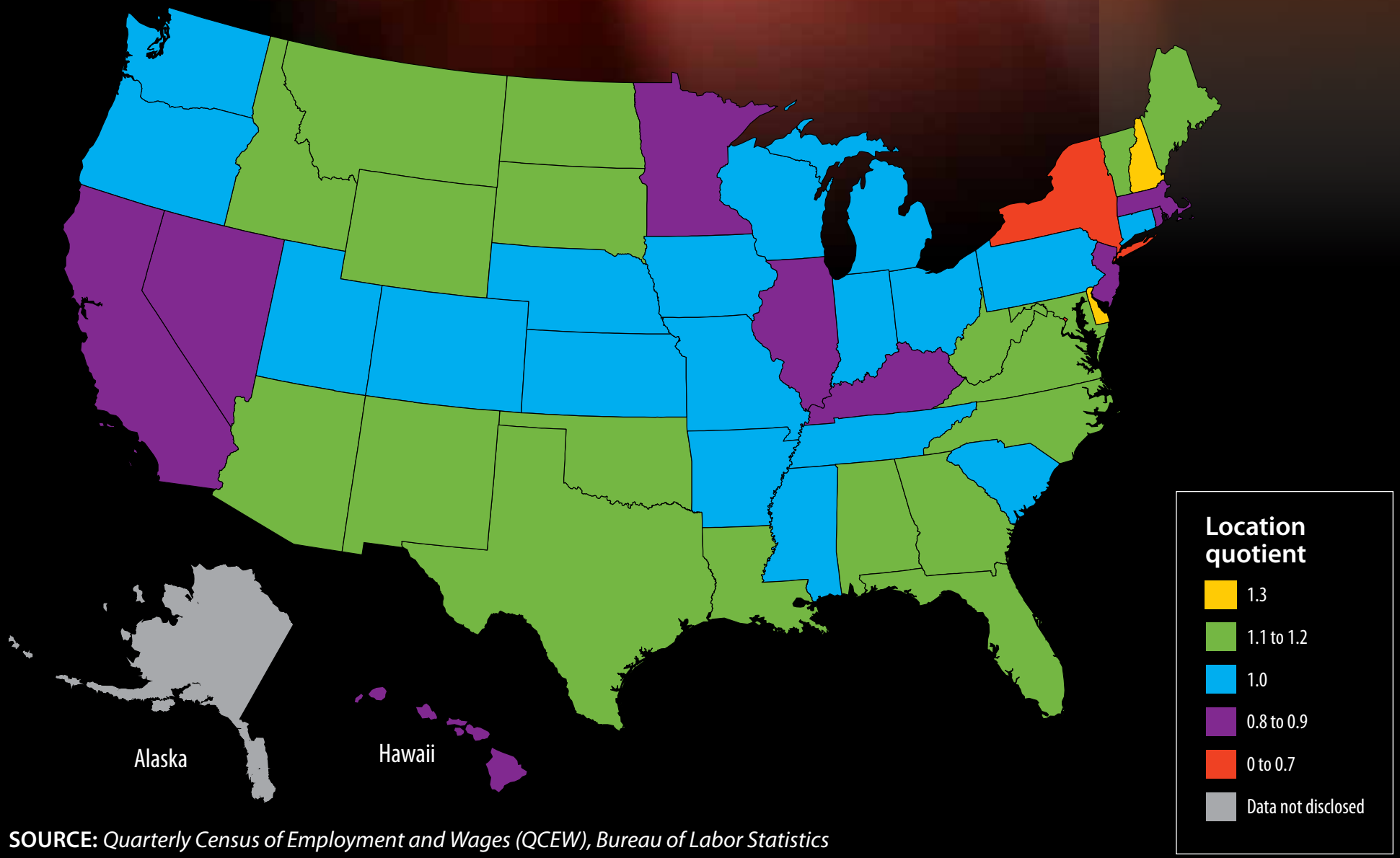
FIGURE 18 Employment location quotient in the automobile dealers industry (NAICS 4411), June 2008



SOURCE: *Quarterly Census of Employment and Wages (QCEW), Bureau of Labor Statistics*

California and Missouri were the only States west of the Mississippi River where average weekly wages in the combined auto manufacturing industry were above the national average.

- Workers in 11 States earned $1–200 per week less than the national average.

- Workers in 6 States earned up to $200 per week more than the national average.

In specific States, the high average weekly wage likely is due to relatively fewer low-paid workers and relatively more high-paid workers—not because of high wage rates across industries.

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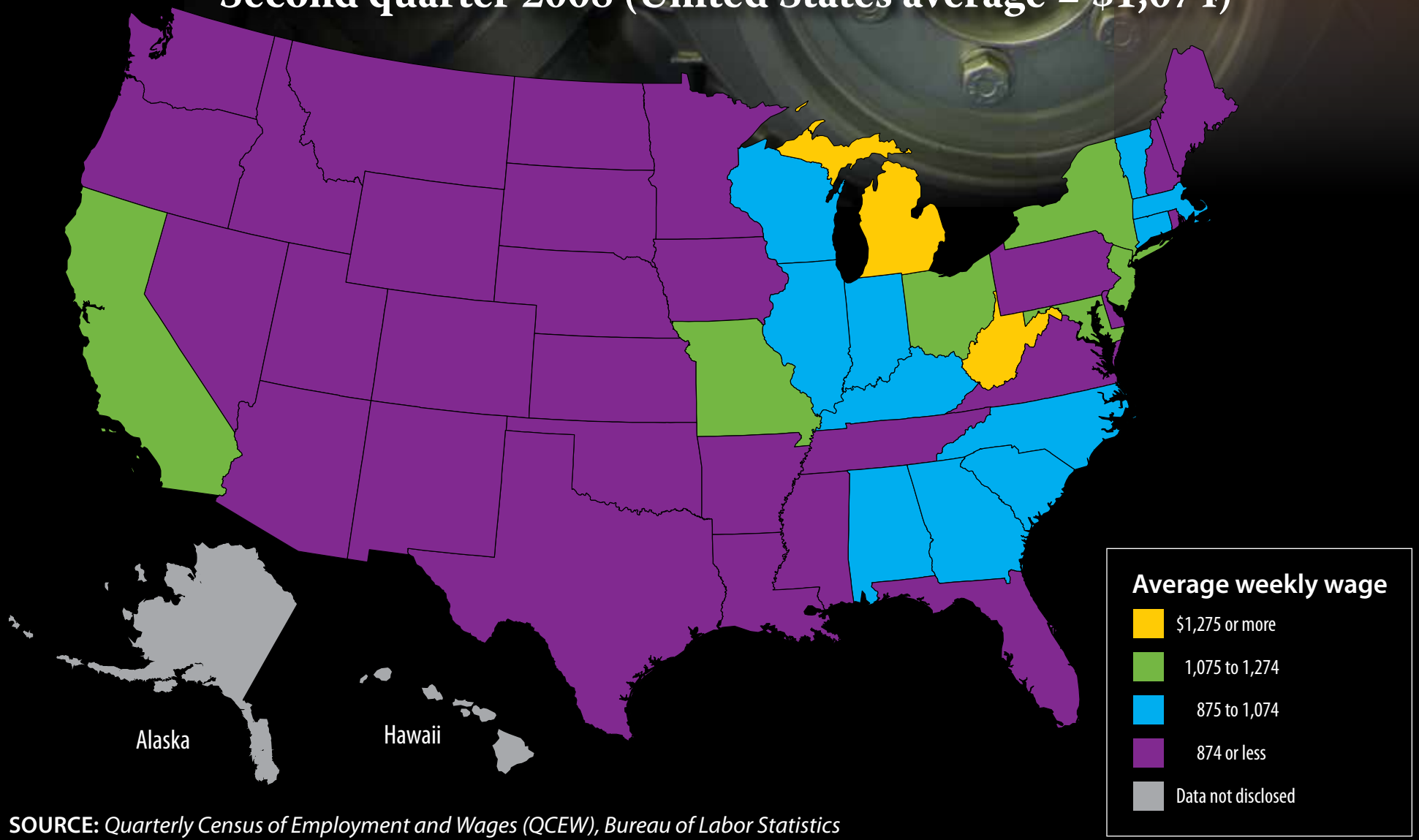
FIGURE 19 Average weekly wage in the combined automobile manufacturing industries (NAICS 3361, 3362, and 3363)

Second quarter 2008 (United States average = $1,074)



SOURCE: *Quarterly Census of Employment and Wages (QCEW), Bureau of Labor Statistics*

North Dakota was the only State where private-sector gross job gains exceeded gross job losses for all four quarters of 2008.

- In September 2008, gross job gains exceeded gross job losses by 2,000.

- North Dakota was one of only two States where gross job gains exceeded gross job losses in the fourth quarter of 2008.

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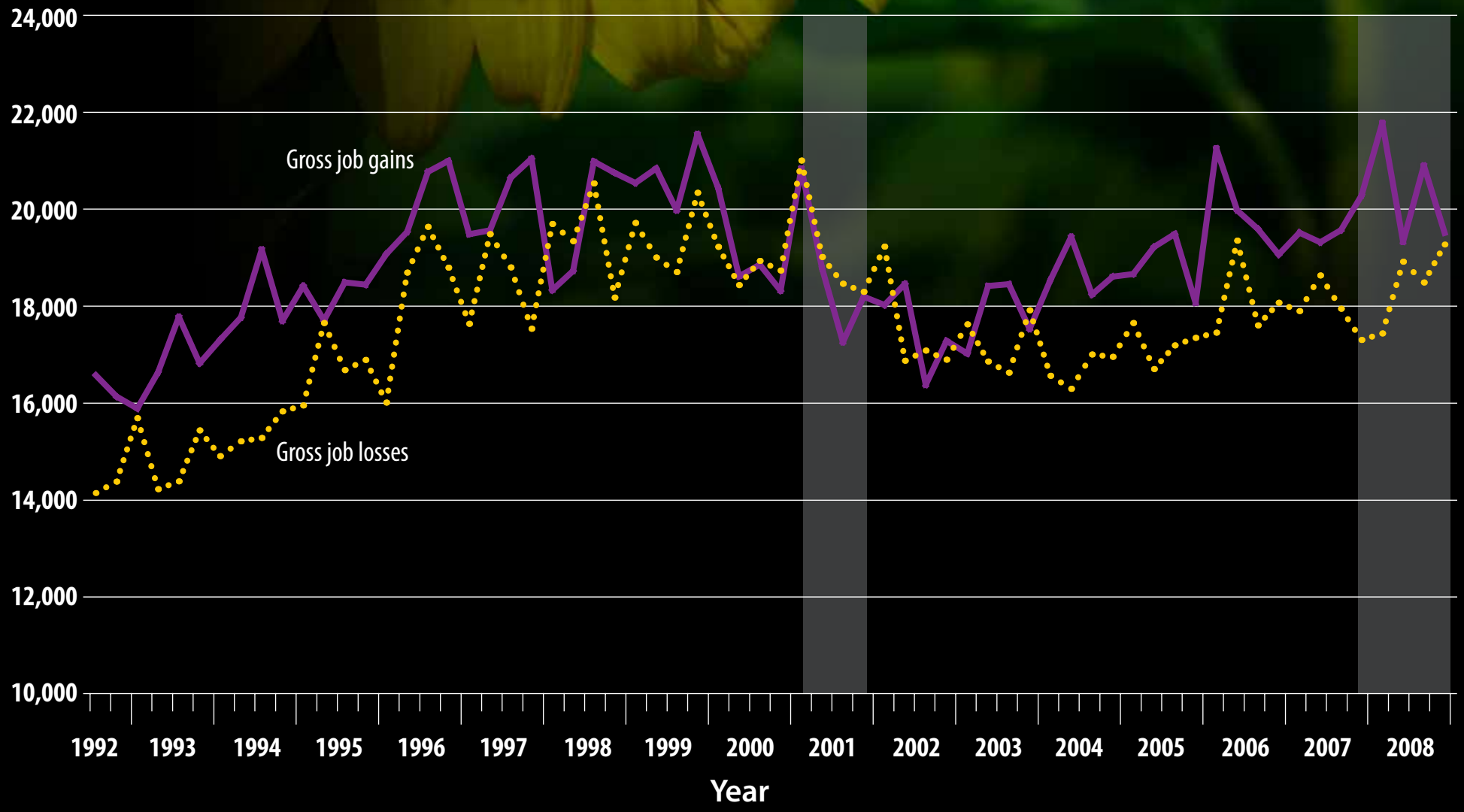
FIGURE 20 North Dakota private-sector gross job gains and gross job losses

Seasonally adjusted, September 1992–December 2008



NOTE: *Shaded areas represent recession periods. Data presented are for the third month of each quarter.*

Nationally, employment growth in leisure and hospitality slowed considerably in 2008, and employment levels declined through the fourth quarter, beginning in October.

- Over-the-year employment growth had been relatively stable in 2006 and 2007, growing at an annual average of about 294,000 workers a year. In 2008, leisure and hospitality grew by 67,300 workers.

- The entire employment decline for 2008 occurred in the fourth quarter with 449,300 jobs lost.

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FIGURE 21 Over-the-year (OTY) change in private-sector employment in leisure and hospitality, 2005–2008

Of the five largest finance-related industries in New York County, there was a net decrease of 2,900 in private-sector employment levels over the year.

- The investment banking and securities dealing industry averaged an increase of 3,600 in employment levels (8.5 percent) annually from 2004–2007; but from 2007–2008, the employment level decreased by 2,000 (-4.1 percent).

- Portfolio management remained the only industry to increase employment levels, averaging an increase of 2,400 (11.0 percent) in employment levels from 2004–2008.

Portfolio Management–the process of managing assets of a mutual fund, including choosing and monitoring appropriate investments and allocating funds accordingly.

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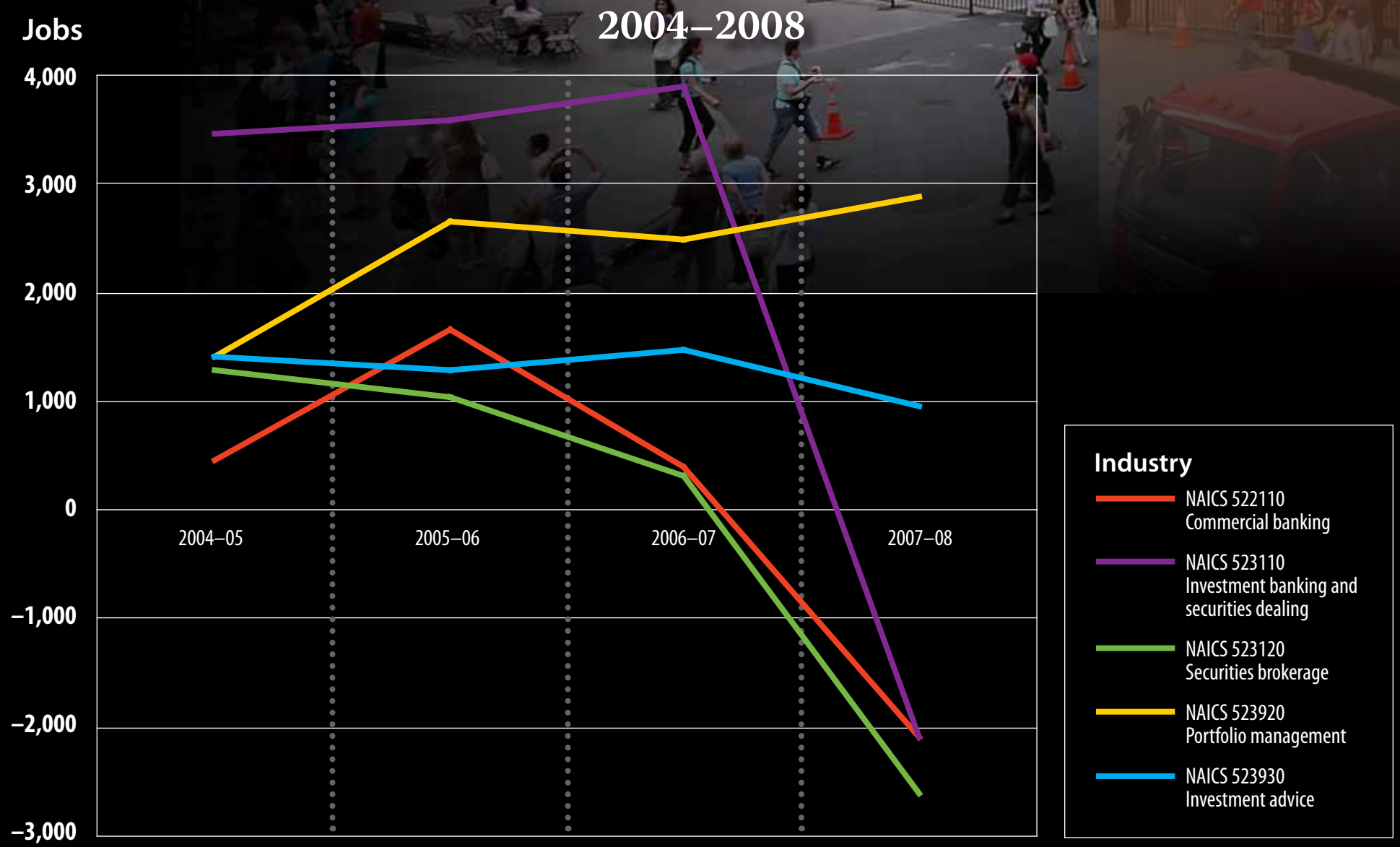
FIGURE 22 Change in annual private-sector employment levels in New York County, New York, by selected industries



The general medical and surgical hospitals industry accounted for over a third of the employment gains among health care industries, adding 118,700 jobs over the year.

The offices of physicians and home health care services industries combined represented nearly a third of employment growth, with gains of 51,700 and 42,900 jobs respectively over the year.

Note: For general medical and surgical hospitals, employment levels include all ownerships, i.e., Federal, State, and local government, and private industry.

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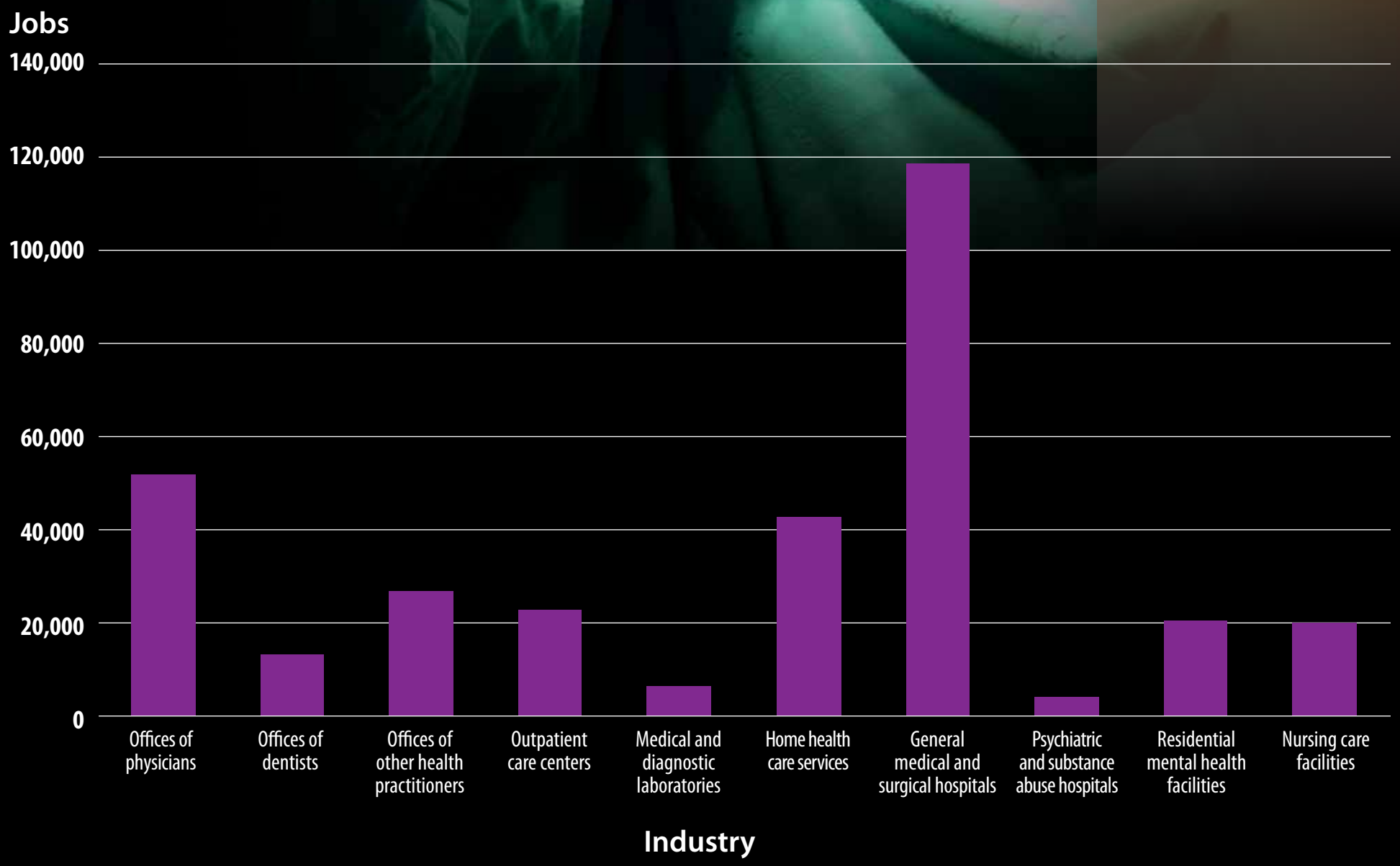
FIGURE 23 Change in average annual employment levels within selected healthcare industries, 2007–2008



Counties in the San Francisco area generally earned the highest annual wages, and also lost the most jobs.

- The highest wages were concentrated in Los Angeles and San Francisco.

- Employment changes exhibited a greater degree of variation in northern California and were more consistent in southern California.

For more information on the regional report, *"After the Dot-Com Bubble: Silicon Valley High-Tech Employment and Wages in 2001 and 2008,"* see: http://stats.bls.gov/opub/regional_reports/200908_silicon_valley_high_tech.pdf

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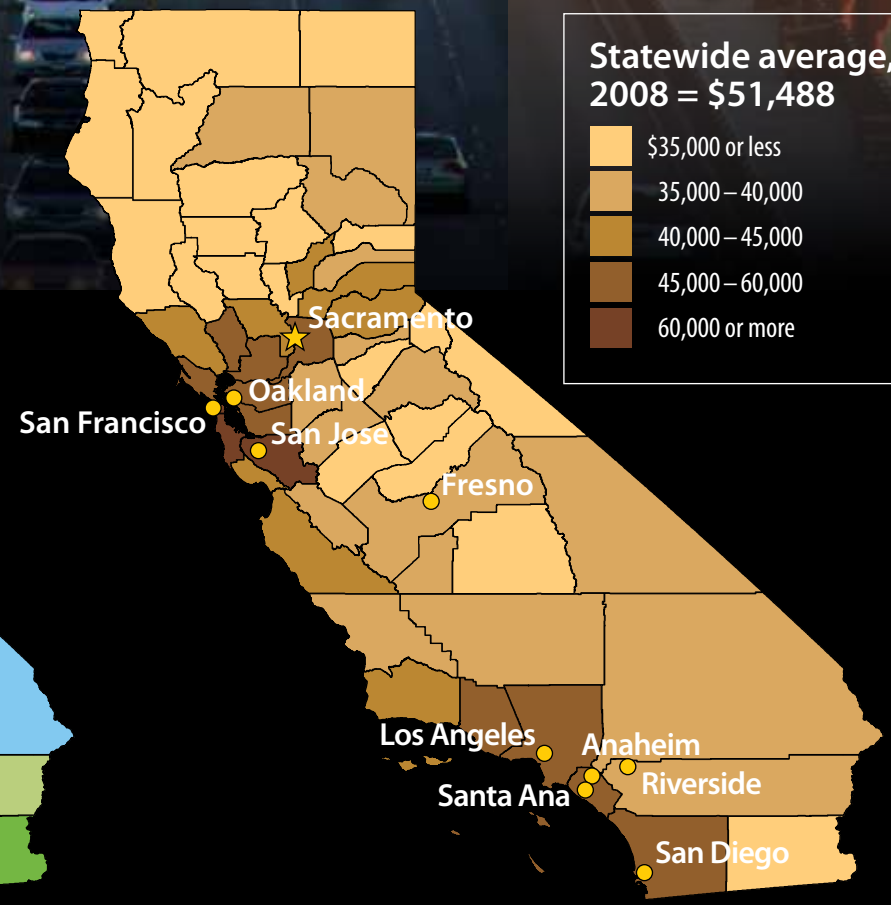
FIGURE 24 California employment and wages, 2008

Industry concentration

Average annual wages



Statewide average, 2008 = $51,488

- $35,000 or less
- 35,000 – 40,000
- 40,000 – 45,000
- 45,000 – 60,000
- 60,000 or more

Industry

- Natural resources and mining
- Construction
- Manufacturing
- Trade, transportation, and utilities
- Information
- Professional and business services
- Education and health services
- Leisure and hospitality
- Other services
- Public administration

Legend

- ★ State capital
- ● Selected city

NOTE: *Industry concentration based on location quotient.*

The Capital region of Maryland had the largest percent change in residential building construction in 2008, declining by 11.9 percent.

- Cecil County had the largest decline of all counties in Maryland at -25.7 percent.

- The Southern Maryland region had the smallest drop of all regions at -6.0 percent.

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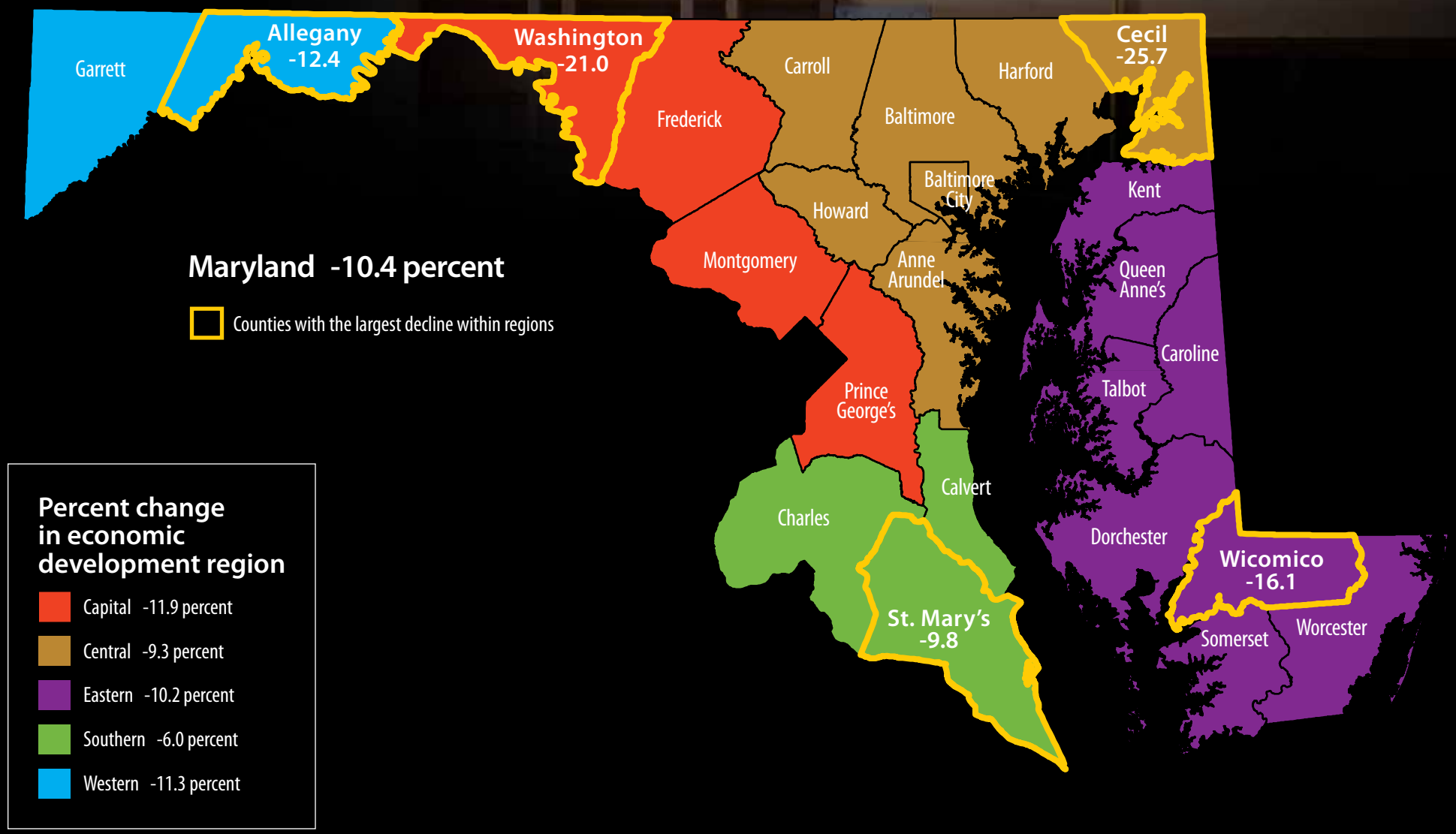
FIGURE 25 Percent change in residential building construction in Maryland, by economic development region

2007–2008



For the third quarter of 2008, average weekly wages in all counties in Maine were below the national average ($841).

- Only two counties in Maine had average weekly wages between $700 and $799: Cumberland County, which is the most populous county in Maine, and adjacent Sagadahoc County.

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FIGURE 26 Maine average weekly wages, third quarter 2008

Average weekly wage (U.S. average = $841)

- $700–799
- 600–699
- 500–599

SOURCE: *New England information office in Boston, Massachusetts, Bureau of Labor Statistics, April 2009*

Trends in gross job gains and losses in education and health services differed from other sectors.

- The recession in 2008 showed a similar trend as the recession in 2001.
- Gross job gains increased toward the beginning and end of the recession in 2001.
- Gross job losses decreased toward the beginning and the end of the recession 2001.

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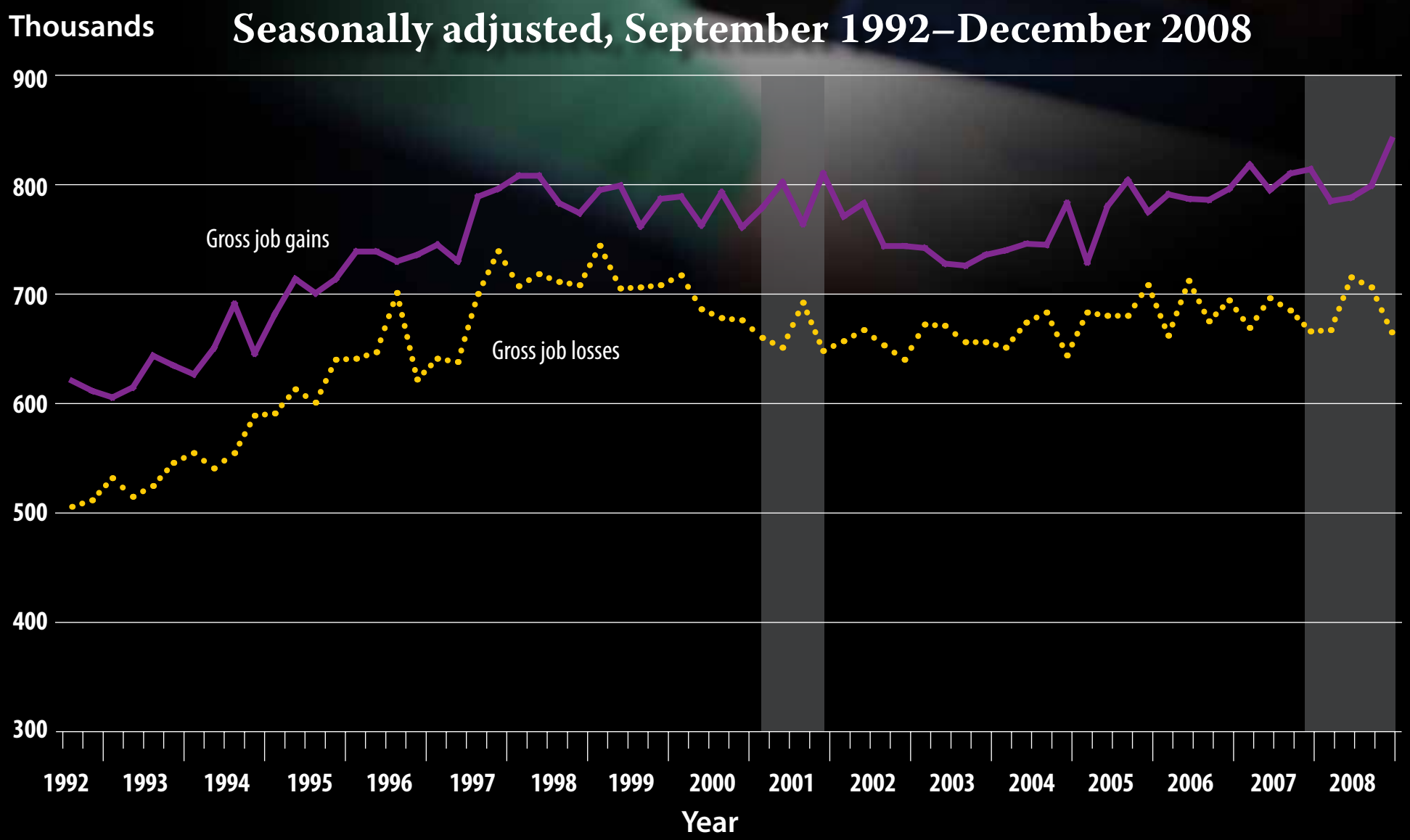
FIGURE 27 Private-sector gross job gains and gross job losses in education and health services



NOTE: *Shaded areas represent recession periods. Data presented are for the third month of each quarter.*

Quarterly Census of Employment and Wages (QCEW) is known as the universe file for establishments, employment, and wages.

- QCEW employment and wage data are derived from micro-data summaries of 9.1 million employer reports of employment and wages submitted by the States to the Bureau in 2008.

- The Bureau's geocoding effort has provided insight into the techniques for improving the accuracy of QCEW physical location addresses. These techniques have involved extensive work, researching and updating the Bureau's existing business establishment list. With geocoded data, BLS may be able to provide new economic information, such as subcounty estimates, including city, census tract, or census block group for future research.

- QCEW data is used as the sample frame for business surveys conducted by BLS.

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FIGURE 28 Uses of Quarterly Census of Employment and Wages (QCEW) data

QCEW data are used to generate outputs including:

- Employment and Wages Bulletin
- County employment and wages news releases
- Datafiles on BLS Web sites
- Location quotients

BLS Quarterly Census of Employment and Wages

- Job creation/destruction trends
- Business survival rates
- Size class dynamics
- Geocoded establishments

BLS Business Employment Dynamics

- State and local employment and wages
- Top employer lists
- Datafiles on State Web sites
- Shift share analysis

State workforce agencies

QCEW data are used as a sampling frame or to improve:

- Current Employment Statistics (CES)
- Occupational Employment Statistics (OES)
- Job Openings and Labor Turnover Survey (JOLTS)
- Injuries, Illnesses, and Fatalities (IIF)

U.S. Bureau of Labor Statistics

- Personal income–U.S., State, and county
- State revenue forecasts
- Gross Domestic Product

Bureau of Economic Analysis

- Economic Census
- Current Population Survey (CPS)
- County business patterns
- Local employment dynamics
- Industry code sharing

Census Bureau

Electronic version

The CD included with this bulletin contains portable document format (PDF) tables of QCEW data, a description of the characteristics and uses of the data, a PDF version of this bulletin, and flat files for 2008 QCEW data.

PDF files are created by Adobe Acrobat software and can be viewed with Adobe Acrobat Reader. If you do not already have this viewer configured on a local drive, you may download it at no cost from Adobe's Web site (***http://www.adobe.com/products/reader/***).

To view the contents of the CD on a Windows PC, do the following:

1. Insert the CD into your CD-ROM drive.
2. Open "My Computer" from either the Start Menu or the Desktop.
3. Double-click on the CD-ROM drive to view its contents.
4. To view the bulletin as a PDF, open the file named "***cewbultn08.pdf***."
5. To view the bulletin in your Web browser, open the file named "***cewbultn08.htm***."
6. The bulletin contains a description of the characteristics and uses of the data, and includes links to the data files contained on the CD.
7. To access the flat files, open the file named "***readme.txt***" and follow the instructions contained in the file.

continued →

Electronic version
continued

Contents of CD for the 2008 Employment and Wages, Annual Averages bulletin

Using the Explore option on Start Menu, this is what is first available:

EwBultn08

- **Flat Files**
  - **2008 Data**
    - **County** contains a zipped file for each State.
    - **County, High-level** contains data at the U.S., State, county, and metropolitan levels. Industry data presented is for the super-sector level and above.
    - **CSA** contains one zipped file called allcsa08.zip.
    - **Microsa** contains one zipped file called allmic08.zip.
    - **Msa** contains a zipped file called allmsa08.zip as well as a zipped file for each State.
    - **National** contains one zipped file called nt00us08.zip.
    - **Size** contains one zipped file called sz000008.zip.
    - **State** contains a zipped file called allsta08.zip as well as a zipped file for each State.
  - **Definitions** contains various .map files (agglevel, area, datatype, hilvlind, industry, oldarea, ownership, and size.) Also included is the layout.txt file.
  - **Formatting** contains zipped files used to import flat files into Access, Excel, or SAS.
- **Tables**
  - Tables 1-15 as PDFs
  - CD Table of Contents
  - PDF of charts and maps in bulletin (*ew08figures.pdf*)

Clicking on EwBultn08 retrieves:

- **Flat Files** (contents are identical to those of **2008 Data** above)
- **Tables** (contents are identical to those of **Tables** above)
- **Cewbultn08.htm**
  - Preface
  - Acknowledgments
  - Introduction
  - Characteristics and uses of the data
    - Characteristics
    - Uses of the data
    - How to obtain publications and data
    - Unemployment insurance laws and coverage
    - Industrial classification
    - Employment
    - Establishments and employment size
    - Wages
    - Business Employment Dynamics
    - Disclosure restrictions
    - Imputed data
    - Comparison of QCEW employment data with other series
  - QCEW-Related *Monthly Labor Review* Abstracts
  - Charts and maps
  - Tables
- **Cewbultn08.pdf** (identical to content of .htm version above)
- **Readme.txt** (on accessing the 2008 QCEW flat files on this CD)
  - **National and Regional Office QCEW 2008 News Releases**
    - First Quarter
    - Second Quarter
    - Third Quarter
    - Fourth Quarter

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