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EMPLOYEE TENURE IN 2010

The median number of years that wage and salary workers had been with their current employer was 4.4 in January 2010, the U.S. Bureau of Labor Statistics reported today. This measure, referred to as **employee tenure**, was 4.1 years in January 2008. The increase in tenure among those at work reflects, in part, relatively large job losses among less-senior workers in the most recent recession.

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. (See the Technical Note.)

Demographic Characteristics

Median employee tenure (the point at which half of all workers had more tenure and half had less tenure) was generally higher among older workers than younger ones. For example, the median tenure of workers ages 55 to 64 (10.0 years) was more than three times that of workers ages 25 to 34 (3.1 years). A larger percentage of older workers than younger workers had **10 years or more of tenure**. For instance, more than half of all workers ages 60 to 64 were employed for at least 10 years with their current employer in January, compared with only 13 percent of individuals ages 30 to 34. (See tables 1 and 2.)

In January 2010, median tenure for **men** was 4.6 years, up from 4.2 years in January 2008. For **women**, median tenure in January 2010 was 4.2 years, slightly higher than the median (3.9 years) in January 2008. Twenty-nine percent of wage and salary workers age 16 and over had 10 years or more of tenure with their current employer in January 2010. Among men, 30 percent had at least 10 years of tenure with their current employer, compared with 28 percent among women. (See tables 1 and 3.)

Among the **major race and ethnicity groups**, 20 percent of Hispanics had been with their current employer for 10 years or more in January, compared with 30 percent of whites, 26 percent of blacks, and 21 percent of Asians. (See table 3.) The shorter tenure among Hispanic workers can be explained, in part, by their relative youth. Forty-six percent of Hispanic workers were between the ages of 16 and 34;

by comparison, the proportions for whites (35 percent), blacks (38 percent), and Asians (36 percent) were smaller.

The share of wage and salary workers with a **year or less of tenure** with their current employer was 19 percent in January 2010, lower than the proportion in January 2008. This short-tenured group includes new entrants and reentrants to the workforce, job losers who found new jobs during the previous year, and workers who had voluntarily changed employers during the previous year. Younger workers were more likely than older workers to be short-tenured employees. For example, in January 2010, 67 percent of 16- to 19-year-olds had tenure of 12 months or less with their current employer, compared with 8 percent of workers ages 55 to 64. (See table 3.)

Industry

In January, wage and salary workers in the **public sector** had nearly double the tenure of their counterparts in the **private sector**, 7.2 and 4.0 years, respectively. (See table 5.) The longer tenure among workers in the public sector is explained, in part, by the age profile of government workers. Seventy-four percent of government workers were ages 35 and over, compared with 62 percent of private wage and salary workers.

Within the private sector, workers in **manufacturing** had the highest median tenure among the major industries (6.1 years). In contrast, workers in **leisure and hospitality** had the lowest median tenure (2.5 years). These differences in tenure reflect many factors, including the varying age distribution of workers across industries. On average, workers in manufacturing tend to be older than those in leisure and hospitality. (See table 5.)

Occupation

In January, workers in **management, professional, and related occupations** had the highest median tenure (5.2 years) among the major occupational groups. Within this group, employees in management occupations (6.1 years) and in architecture and engineering occupations (5.7 years) had the longest tenure. Workers in **service occupations**, who are generally younger than those employed in management, professional, and related occupations, had the lowest median tenure (3.1 years). Among employees working in service jobs, food service workers had the lowest median tenure, at 2.3 years. (See table 6.)

Technical Note

The data in this release were collected through a supplement to the January 2010 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 2010 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. 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. Beginning in 2004, population controls are updated annually. Additional information about population control adjustments is available on the Internet at www.bls.gov/cps/documentation.htm#pop.

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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 online 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 2010 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 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, 1996-2010

Age and sex	February 1996	February 1998	February 2000	January 2002	January 2004	January 2006	January 2008	January 2010
TOTAL								
16 years and over	3.8	3.6	3.5	3.7	4.0	4.0	4.1	4.4
16 to 17 years .....	.7	.6	.6	.7	.7	.6	.7	.7
18 to 19 years .....	.7	.7	.7	.8	.8	.7	.8	1.0
20 to 24 years	1.2	1.1	1.1	1.2	1.3	1.3	1.3	1.5
25 years and over	5.0	4.7	4.7	4.7	4.9	4.9	5.1	5.2
25 to 34 years	2.8	2.7	2.6	2.7	2.9	2.9	2.7	3.1
35 to 44 years	5.3	5.0	4.8	4.6	4.9	4.9	4.9	5.1
45 to 54 years	8.3	8.1	8.2	7.6	7.7	7.3	7.6	7.8
55 to 64 years	10.2	10.1	10.0	9.9	9.6	9.3	9.9	10.0
65 years and over	8.4	7.8	9.4	8.6	9.0	8.8	10.2	9.9
Men								
16 years and over	4.0	3.8	3.8	3.9	4.1	4.1	4.2	4.6
16 to 17 years .....	.6	.6	.6	.8	.7	.7	.7	.7
18 to 19 years .....	.7	.7	.7	.8	.8	.7	.8	1.0
20 to 24 years	1.2	1.2	1.2	1.4	1.3	1.4	1.4	1.6
25 years and over	5.3	4.9	4.9	4.9	5.1	5.0	5.2	5.3
25 to 34 years	3.0	2.8	2.7	2.8	3.0	2.9	2.8	3.2
35 to 44 years	6.1	5.5	5.3	5.0	5.2	5.1	5.2	5.3
45 to 54 years	10.1	9.4	9.5	9.1	9.6	8.1	8.2	8.5
55 to 64 years	10.5	11.2	10.2	10.2	9.8	9.5	10.1	10.4
65 years and over	8.3	7.1	9.0	8.1	8.2	8.3	10.4	9.7
Women								
16 years and over	3.5	3.4	3.3	3.4	3.8	3.9	3.9	4.2
16 to 17 years .....	.7	.6	.6	.7	.6	.6	.6	.7
18 to 19 years .....	.7	.7	.7	.8	.8	.7	.8	1.0
20 to 24 years	1.2	1.1	1.0	1.1	1.3	1.2	1.3	1.5
25 years and over	4.7	4.4	4.4	4.4	4.7	4.8	4.9	5.1
25 to 34 years	2.7	2.5	2.5	2.5	2.8	2.8	2.6	3.0
35 to 44 years	4.8	4.5	4.3	4.2	4.5	4.6	4.7	4.9
45 to 54 years	7.0	7.2	7.3	6.5	6.4	6.7	7.0	7.1
55 to 64 years	10.0	9.6	9.9	9.6	9.2	9.2	9.8	9.7
65 years and over	8.4	8.7	9.7	9.4	9.6	9.5	9.9	10.1

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, 1996-2010

Age and sex	February 1996	February 1998	February 2000	January 2002	January 2004	January 2006	January 2008	January 2010
TOTAL								
25 years and over	30.5	30.7	31.5	30.8	30.6	30.0	31.5	33.1
25 to 29 years	2.8	2.7	2.5	2.2	2.4	2.4	2.3	2.3
30 to 34 years	14.7	14.7	13.9	11.7	10.9	10.6	10.1	12.8
35 to 39 years	26.9	27.0	26.1	25.2	23.2	22.8	23.0	25.7
40 to 44 years	36.1	35.6	35.8	33.9	32.4	31.8	32.9	35.3
45 to 49 years	44.5	42.9	45.2	41.2	42.1	39.9	40.2	40.8
50 to 54 years	50.4	48.8	48.7	49.4	48.5	46.6	47.7	48.9
55 to 59 years	54.0	52.9	53.1	53.3	50.9	50.1	52.4	52.4
60 to 64 years	51.5	54.4	53.0	50.5	49.7	48.4	53.6	54.5
65 years and over	47.4	45.0	49.8	48.0	48.7	48.5	56.3	53.1
Men								
25 years and over	33.1	32.7	33.4	32.6	32.4	31.1	32.9	34.3
25 to 29 years	3.3	3.1	3.0	2.6	2.7	2.6	2.4	3.1
30 to 34 years	15.6	15.3	15.1	13.0	11.9	11.6	11.3	14.3
35 to 39 years	30.5	29.7	29.4	27.2	24.9	24.7	25.4	27.2
40 to 44 years	41.7	39.1	40.2	37.4	36.2	34.8	35.8	37.5
45 to 49 years	50.8	47.4	49.0	45.4	48.1	42.9	43.5	43.7
50 to 54 years	54.9	52.8	51.6	54.0	53.0	49.7	50.4	51.3
55 to 59 years	55.7	56.5	53.7	56.5	53.4	51.0	54.9	53.6
60 to 64 years	50.4	55.7	52.4	48.4	48.5	48.1	52.4	56.8
65 years and over	47.6	42.3	48.6	46.4	46.8	47.2	58.9	51.9
Women								
25 years and over	27.6	28.4	29.5	28.8	28.6	28.8	30.0	31.9
25 to 29 years	2.2	2.2	1.9	1.8	1.9	2.1	2.1	1.6
30 to 34 years	13.6	14.0	12.5	10.2	9.8	9.4	8.7	11.1
35 to 39 years	22.9	24.0	22.3	22.9	21.3	20.5	20.3	24.0
40 to 44 years	30.4	31.8	31.2	30.2	28.5	28.4	29.9	32.9
45 to 49 years	38.1	38.4	41.4	37.0	36.2	36.9	36.7	38.0
50 to 54 years	45.8	44.6	45.8	44.8	44.1	43.6	45.0	46.5
55 to 59 years	52.1	49.2	52.5	49.9	48.4	49.1	50.0	51.2
60 to 64 years	52.7	53.0	53.6	52.6	51.0	48.7	54.8	52.2
65 years and over	47.2	47.7	51.0	49.7	50.7	49.9	53.8	54.3

Table 3. Distribution of employed wage and salary workers by tenure with current employer, age, sex, race, and Hispanic or Latino ethnicity, January 2010

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	121,931	100.0	19.0	7.0	5.8	18.9	20.5	12.2	6.1	10.5
16 to 19 years	3,984	100.0	66.7	12.7	10.7	9.6	.3	—	—	—
20 years and over	117,946	100.0	17.4	6.8	5.6	19.2	21.2	12.6	6.3	10.9
20 to 24 years	11,835	100.0	45.1	13.3	12.1	22.4	7.0	.1	—	—
25 to 34 years	27,756	100.0	23.3	9.8	7.5	27.7	24.4	6.6	.8	—
35 to 44 years	27,205	100.0	14.4	6.3	4.8	19.2	24.7	18.2	8.0	4.3
45 to 54 years	28,841	100.0	10.6	4.4	4.1	14.6	21.5	16.0	9.8	18.9
55 to 64 years	17,740	100.0	7.8	3.6	2.9	12.8	19.7	15.6	9.6	27.9
65 years and over	4,570	100.0	6.9	2.9	2.7	12.9	21.4	15.3	9.8	28.0
Men										
16 years and over	61,495	100.0	18.5	6.6	5.7	18.3	20.8	12.4	6.1	11.5
16 to 19 years	1,850	100.0	65.8	12.4	10.2	11.3	.3	—	—	—
20 years and over	59,646	100.0	17.1	6.4	5.5	18.5	21.4	12.8	6.3	11.9
20 to 24 years	5,746	100.0	44.2	12.7	11.9	22.8	8.3	.1	—	—
25 to 34 years	14,604	100.0	22.9	9.2	7.3	26.6	25.4	7.6	1.0	—
35 to 44 years	14,160	100.0	14.0	5.8	4.7	18.4	24.7	19.4	8.3	4.7
45 to 54 years	14,239	100.0	10.8	3.9	4.1	13.1	20.7	15.4	10.5	21.4
55 to 64 years	8,655	100.0	7.2	3.4	2.7	12.3	19.4	14.5	9.0	31.4
65 years and over	2,242	100.0	6.8	4.0	2.5	13.9	20.9	15.3	7.0	29.6
Women										
16 years and over	60,435	100.0	19.4	7.4	5.9	19.5	20.2	12.0	6.0	9.5
16 to 19 years	2,135	100.0	67.4	12.9	11.2	8.2	.3	—	—	—
20 years and over	58,300	100.0	17.7	7.2	5.7	19.9	21.0	12.4	6.2	9.9
20 to 24 years	6,089	100.0	46.0	13.9	12.2	22.0	5.8	.1	—	—
25 to 34 years	13,151	100.0	23.8	10.4	7.7	28.8	23.2	5.5	.5	—
35 to 44 years	13,045	100.0	14.8	7.0	4.8	20.1	24.7	17.0	7.7	3.9
45 to 54 years	14,602	100.0	10.5	4.9	4.1	16.1	22.3	16.6	9.2	16.4
55 to 64 years	9,085	100.0	8.2	3.7	3.1	13.3	20.0	16.7	10.2	24.6
65 years and over	2,328	100.0	7.0	1.9	2.8	12.0	21.9	15.4	12.5	26.5
White										
16 years and over	99,768	100.0	18.6	7.1	5.7	18.4	20.4	12.4	6.4	11.1
Men	51,081	100.0	18.1	6.7	5.6	17.7	20.6	12.6	6.5	12.3
Women	48,687	100.0	19.2	7.6	5.8	19.1	20.1	12.1	6.3	9.8
Black or African American										
16 years and over	13,508	100.0	20.7	6.1	6.1	20.9	20.4	11.6	4.9	9.3
Men	5,969	100.0	20.4	5.1	6.6	20.7	21.1	11.9	4.8	9.4
Women	7,539	100.0	20.9	6.9	5.8	21.0	19.8	11.3	5.0	9.2
Asian										
16 years and over	5,598	100.0	18.1	7.0	6.8	22.1	25.4	11.8	3.3	5.5
Men	2,922	100.0	18.7	7.1	5.8	23.6	25.1	11.5	3.5	4.7
Women	2,677	100.0	17.4	6.8	7.8	20.5	25.7	12.2	3.2	6.4
Hispanic or Latino ethnicity										
16 years and over	18,016	100.0	22.5	7.0	7.4	23.2	20.4	9.8	4.2	5.6
Men	10,279	100.0	22.5	6.7	7.0	23.1	19.9	10.2	4.3	6.3
Women	7,737	100.0	22.4	7.4	7.8	23.3	21.1	9.1	4.1	4.7

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.

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 2010

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	5.2	3.1	5.1	7.8	10.0	9.9
Less than a high school diploma	4.4	2.8	4.3	5.5	8.6	9.8
High school graduates, no college	5.4	3.1	5.1	7.7	10.0	9.7
Some college, no degree	5.2	3.1	5.1	7.6	10.2	9.6
Associate degree	5.3	3.2	5.1	8.6	10.0	10.0
College graduates	5.2	3.1	5.3	8.3	10.1	10.3
Bachelor's degree	5.0	3.1	5.3	8.4	9.9	9.9
Master's degree	5.7	3.3	5.8	8.1	10.3	10.4
Doctoral or professional degree	5.2	2.4	4.8	8.5	11.3	14.4
Men	5.3	3.2	5.3	8.5	10.4	9.7
Less than a high school diploma	4.5	3.0	4.5	6.7	8.1	8.5
High school graduates, no college	5.5	3.2	5.4	9.0	10.4	8.9
Some college, no degree	5.3	3.3	5.7	8.2	11.8	8.1
Associate degree	5.6	3.4	5.3	9.8	10.5	10.1
College graduates	5.4	3.1	5.3	8.8	10.4	10.5
Bachelor's degree	5.3	3.1	5.6	8.8	10.3	9.8
Master's degree	5.6	3.5	5.2	7.9	10.2	12.6
Doctoral or professional degree	6.1	2.2	4.4	10.0	13.3	18.8
Women	5.1	3.0	4.9	7.1	9.7	10.1
Less than a high school diploma	4.3	2.6	3.8	4.8	9.3	10.2
High school graduates, no college	5.4	2.9	4.7	6.8	9.7	10.1
Some college, no degree	5.0	3.0	4.7	6.9	9.8	10.4
Associate degree	5.2	3.1	4.9	8.0	9.6	9.9
College graduates	5.0	3.0	5.4	7.8	9.8	9.7
Bachelor's degree	4.7	3.0	5.0	7.8	9.2	10.3
Master's degree	5.8	3.1	6.6	8.3	10.4	9.1
Doctoral or professional degree	4.5	2.5	5.3	5.2	9.5	8.0

Table 5. Median years of tenure with current employer for employed wage and salary workers by industry, selected years, 2000-2010

Industry	February 2000	January 2002	January 2004	January 2006	January 2008	January 2010
Total, 16 years and over	3.5	3.7	4.0	4.0	4.1	4.4
Private sector	3.2	3.3	3.5	3.6	3.6	4.0
Agriculture and related industries	3.7	4.2	3.7	3.8	4.3	4.8
Nonagricultural industries	3.2	3.3	3.5	3.6	3.6	4.0
Mining, quarrying, and oil and gas extraction	4.8	4.5	5.2	3.8	4.1	4.8
Construction	2.7	3.0	3.0	3.0	3.5	4.2
Manufacturing	4.9	5.4	5.8	5.5	5.9	6.1
Durable goods manufacturing	4.8	5.5	6.0	5.6	6.1	6.6
Nonmetallic mineral products	5.5	5.3	4.8	5.0	4.8	7.7
Primary metals and fabricated metal products	5.0	6.3	6.4	6.2	5.2	7.2
Machinery manufacturing	5.3	6.8	6.4	6.6	6.0	8.3
Computers and electronic products	3.9	4.7	5.2	5.9	6.7	5.9
Electrical equipment and appliances	5.0	5.5	9.8	6.2	6.2	5.0
Transportation equipment	6.4	7.0	7.7	7.2	7.8	8.3
Wood products	3.7	4.3	5.0	4.7	6.2	4.7
Furniture and fixtures	4.4	4.7	4.7	4.2	5.2	5.0
Miscellaneous manufacturing	3.7	4.5	4.6	3.9	4.7	5.4
Nondurable goods manufacturing	5.0	5.3	5.5	5.4	5.4	5.5
Food manufacturing	4.6	5.0	4.9	5.2	4.3	4.7
Beverage and tobacco products	5.5	4.6	8.0	5.4	6.9	8.1
Textiles, apparel, and leather	4.7	5.0	5.0	4.4	4.6	4.7
Paper and printing	5.1	6.2	6.9	6.3	5.5	6.8
Petroleum and coal products	9.5	9.8	11.4	5.0	4.3	5.1
Chemicals	6.0	5.7	5.3	6.1	7.6	7.3
Plastics and rubber products	4.6	5.3	5.7	5.0	5.3	7.4
Wholesale and retail trade	2.7	2.8	3.1	3.1	3.2	3.6
Wholesale trade	3.9	3.9	4.3	4.6	5.0	5.2
Retail trade	2.5	2.6	2.8	2.8	2.9	3.3
Transportation and utilities	4.7	4.9	5.3	4.9	5.1	5.3
Transportation and warehousing	4.0	4.3	4.7	4.3	4.6	5.0
Utilities	11.5	13.4	13.3	10.4	10.1	9.1
Information ¹	3.4	3.3	4.3	4.8	4.7	5.0
Publishing, except Internet	4.2	4.8	4.7	5.3	4.7	5.6
Motion pictures and sound recording industries	1.6	2.3	2.2	1.9	1.9	3.8
Radio and television broadcasting and cable subscriptions programming ²	3.6	3.1	4.0	4.6	3.4	4.3
Telecommunications ²	4.3	3.4	4.6	5.3	6.9	6.6
Financial activities	3.5	3.6	3.9	4.0	4.5	4.6
Finance and insurance	3.6	3.9	4.1	4.1	4.7	4.8
Finance	3.3	3.6	4.0	3.9	4.4	4.5
Insurance	4.4	4.5	4.4	4.7	5.2	5.5
Real estate and rental and leasing	3.1	3.0	3.3	3.4	3.7	3.9
Real estate	3.1	3.2	3.5	3.5	3.9	4.1
Rental and leasing services	3.0	2.2	2.9	3.1	3.0	3.3
Professional and business services	2.4	2.7	3.2	3.2	3.1	3.4
Professional and technical services	2.6	3.1	3.6	3.8	3.3	4.0
Management, administrative, and waste services ¹	2.0	2.1	2.6	2.5	2.5	2.9
Administrative and support services	1.8	1.9	2.4	2.4	2.4	2.8
Waste management and remediation services	3.6	4.3	3.4	4.1	4.1	2.9
Education and health services	3.4	3.5	3.6	4.0	4.1	4.1
Educational services	3.2	3.6	3.8	4.0	4.3	4.4
Health care and social assistance	3.5	3.5	3.6	4.1	4.1	4.1
Hospitals	5.1	4.9	4.7	5.2	5.4	5.3
Health services, except hospitals	3.2	3.1	3.3	3.6	3.6	3.6
Social assistance	2.4	2.5	2.8	3.1	3.0	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, 2000-2010—Continued

Industry	February 2000	January 2002	January 2004	January 2006	January 2008	January 2010
Leisure and hospitality	1.7	1.8	2.0	1.9	2.1	2.5
Arts, entertainment, and recreation	2.6	2.3	2.8	3.1	2.8	3.3
Accommodation and food services	1.5	1.6	1.9	1.6	1.9	2.3
Accommodation	2.8	2.7	3.1	2.5	3.1	3.3
Food services and drinking places	1.4	1.4	1.6	1.4	1.6	2.2
Other services	3.1	3.3	3.3	3.2	3.3	4.0
Other services, except private households	3.2	3.3	3.5	3.3	3.4	4.1
Repair and maintenance	3.0	3.0	3.2	2.9	3.0	4.0
Personal and laundry services	2.7	2.8	3.4	2.8	3.2	3.5
Membership associations and organizations	4.0	4.1	3.9	4.2	4.4	4.5
Other services, private households	3.0	2.7	2.3	2.8	2.8	3.4
Public sector	7.1	6.7	6.9	6.9	7.2	7.2
Federal government	11.5	11.3	10.4	9.9	9.9	7.9
State government	5.5	5.4	6.4	6.3	6.5	6.4
Local government	6.7	6.2	6.4	6.6	7.1	7.5

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 2010, 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.

Table 6. Median years of tenure with current employer for employed wage and salary workers by occupation, selected years, 2000-2010

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

Table 6. Median years of tenure with current employer for employed wage and salary workers by occupation, selected years, 2000-2010—Continued

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