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EMPLOYEE TENURE IN 2018

The median number of years that wage and salary workers had been with their current employer was 4.2 years in January 2018, unchanged from the median in January 2016, the U.S. Bureau of Labor Statistics reported today.

The U.S. Department of Labor's Chief Evaluation Office sponsored the January 2018 survey to collect information on employee tenure. Since 1996, these surveys have been conducted biennially in January as a supplement to the Current Population Survey (CPS). The CPS is a monthly sample 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 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 in this news release.

Demographic Characteristics

In January 2018, median employee tenure (the point at which half of all workers had more tenure and half had less tenure) for men was 4.3 years, unchanged from January 2016. Median tenure for women, at 4.0 years in January 2018, also was unchanged from January 2016. Among men, 30 percent of wage and salary workers had 10 years or more of tenure with their current employer in January 2018, slightly higher than the figure of 28 percent for women. (See tables 1 and 3.)

Generally, median employee tenure was higher among older workers than younger ones. For example, the median tenure of workers ages 55 to 64 (10.1 years) was more than three times that of workers ages 25 to 34 (2.8 years). Also, a larger proportion of older workers than younger workers had 10 years or more of tenure. For example, 57 percent of workers ages 60 to 64 were employed for at least 10 years with their current employer in January 2018, compared with 12 percent of those ages 30 to 34. (See tables 1 and 2.)

Among the major race and ethnicity groups, 23 percent of Hispanics had been with their current employer for 10 years or more in January 2018, compared with 30 percent of Whites and 25 percent of both Black and Asian workers. (See table 3.) The shorter tenure among Hispanic workers can be explained, in part, by their relative youth. Forty-three percent of Hispanic workers were between the ages of 16 and 34; by comparison, the proportions for Whites (36 percent), Blacks (39 percent), and Asians (35 percent) were smaller.

In January 2018, the share of wage and salary workers with a year or less of tenure with their current employer was 22 percent, little changed from the proportion in January 2016 (23 percent). This short-tenured group includes new hires, job losers who found new jobs during the previous year, and workers who had voluntarily changed employers during the year. Younger workers were more likely than older workers to be short-tenured employees. For example, in January 2018, 74 percent of 16- to 19-year-olds had tenure of 12 months or less with their current employer, compared with 9 percent of workers ages 55 to 64. (See table 3.)

Among workers age 25 and over, men and women with less than a high school diploma had lower median tenure in January 2018 than those with more education. The median tenure for men and women with less than a high school diploma was 4.7 years and 4.2 years, respectively. Their counterparts with at least a college degree had median tenure of 5.2 years and 5.0 years, respectively. (See table 4.)

Industry

In January 2018, wage and salary workers in the public sector had a median tenure of 6.8 years, considerably higher than the median of 3.8 years for private-sector employees. One factor behind this difference is age. About 3 in 4 government workers were age 35 and over, compared with about 3 in 5 private wage and salary workers. Federal employees had a higher median tenure (8.3 years) than state (5.9 years) or local government (6.9 years) employees. (See table 5.)

Within the private sector, workers had been with their current employer for 5 or more years in two industries—mining (5.1 years) and manufacturing (5.0 years). Workers in leisure and hospitality had the lowest median tenure (2.2 years). These differences in tenure reflect many factors, one of which is varying age distributions across industries. For example, workers in manufacturing, on average, tend to be older than those in leisure and hospitality.

Occupation

Among the major occupations, workers in management, professional, and related occupations had the highest median tenure (5.0 years) in January 2018. Within this group, employees with jobs in management occupations (6.4 years), in architecture and engineering occupations (5.7 years), in legal occupations (5.1 years), and in education, training, and library occupations (5.1 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 (2.9 years). Among employees working in service occupations, food service workers had the lowest median tenure, at 1.9 years. (See table 6.)

Technical Note

The data in this release were collected through a supplement to the January 2018 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 2018 CPS supplement, which was sponsored by the U.S. Department of Labor, 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.

Updated population controls for the CPS are introduced annually with the release of the January data. Additional information about population controls is available on the BLS website 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 component of this difference that occurs because samples differ by chance is known as *sampling error*, and its 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 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. Currently, the 2-year category includes 24 to 29 months, and the 3-year category includes 2.5 to 3.5 years.

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 if 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 if 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, 2008-2018

Age and sex	January 2008	January 2010	January 2012	January 2014	January 2016	January 2018
Total						
16 years and over.....	4.1	4.4	4.6	4.6	4.2	4.2
16 to 17 years.....	0.7	0.7	0.7	0.7	0.6	0.6
18 to 19 years.....	0.8	1.0	0.8	0.8	0.8	0.8
20 to 24 years.....	1.3	1.5	1.3	1.3	1.3	1.2
25 years and over.....	5.1	5.2	5.4	5.5	5.1	5.0
25 to 34 years.....	2.7	3.1	3.2	3.0	2.8	2.8
35 to 44 years.....	4.9	5.1	5.3	5.2	4.9	4.9
45 to 54 years.....	7.6	7.8	7.8	7.9	7.9	7.6
55 to 64 years.....	9.9	10.0	10.3	10.4	10.1	10.1
65 years and over.....	10.2	9.9	10.3	10.3	10.3	10.2
Men						
16 years and over.....	4.2	4.6	4.7	4.7	4.3	4.3
16 to 17 years.....	0.7	0.7	0.6	0.7	0.6	0.5
18 to 19 years.....	0.8	1.0	0.8	0.9	0.8	0.8
20 to 24 years.....	1.4	1.6	1.4	1.4	1.3	1.3
25 years and over.....	5.2	5.3	5.5	5.5	5.2	5.1
25 to 34 years.....	2.8	3.2	3.2	3.1	2.9	2.9
35 to 44 years.....	5.2	5.3	5.4	5.4	5.0	5.0
45 to 54 years.....	8.2	8.5	8.5	8.2	8.4	8.1
55 to 64 years.....	10.1	10.4	10.7	10.7	10.2	10.2
65 years and over.....	10.4	9.7	10.2	10.0	10.2	10.2
Women						
16 years and over.....	3.9	4.2	4.6	4.5	4.0	4.0
16 to 17 years.....	0.6	0.7	0.7	0.7	0.6	0.7
18 to 19 years.....	0.8	1.0	0.8	0.8	0.8	0.8
20 to 24 years.....	1.3	1.5	1.3	1.3	1.2	1.2
25 years and over.....	4.9	5.1	5.4	5.4	5.0	4.9
25 to 34 years.....	2.6	3.0	3.1	2.9	2.6	2.7
35 to 44 years.....	4.7	4.9	5.2	5.1	4.8	4.7
45 to 54 years.....	7.0	7.1	7.3	7.6	7.5	7.1
55 to 64 years.....	9.8	9.7	10.0	10.2	10.0	10.1
65 years and over.....	9.9	10.1	10.5	10.5	10.4	10.1

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, 2008-2018

Age and sex	January 2008	January 2010	January 2012	January 2014	January 2016	January 2018
Total						
25 years and over.....	31.5	33.1	33.7	33.3	33.2	33.2
25 to 29 years.....	2.3	2.3	2.5	2.5	2.6	2.1
30 to 34 years.....	10.1	12.8	12.5	12.3	12.5	12.1
35 to 39 years.....	23.0	25.7	25.2	24.4	24.4	25.7
40 to 44 years.....	32.9	35.3	35.1	33.1	34.3	34.4
45 to 49 years.....	40.2	40.8	41.6	41.6	41.8	42.8
50 to 54 years.....	47.7	48.9	48.4	48.1	48.0	47.1
55 to 59 years.....	52.4	52.4	54.1	53.3	53.0	52.5
60 to 64 years.....	53.6	54.5	55.1	58.0	54.7	56.5
65 years and over.....	56.3	53.1	55.5	55.0	55.3	54.4
Men						
25 years and over.....	32.9	34.3	34.6	34.0	33.8	33.8
25 to 29 years.....	2.4	3.1	2.6	2.9	3.4	2.4
30 to 34 years.....	11.3	14.3	13.2	13.3	13.2	13.0
35 to 39 years.....	25.4	27.2	25.7	25.9	25.1	26.5
40 to 44 years.....	35.8	37.5	36.9	34.5	34.8	36.9
45 to 49 years.....	43.5	43.7	44.8	43.8	44.4	45.1
50 to 54 years.....	50.4	51.3	51.4	49.9	50.4	48.7
55 to 59 years.....	54.9	53.6	55.7	53.8	53.4	53.2
60 to 64 years.....	52.4	56.8	56.2	59.1	55.5	54.7
65 years and over.....	58.9	51.9	55.5	53.1	54.6	55.4
Women						
25 years and over.....	30.0	31.9	32.8	32.6	32.6	32.5
25 to 29 years.....	2.1	1.6	2.3	2.1	1.7	1.8
30 to 34 years.....	8.7	11.1	11.8	11.1	11.7	11.0
35 to 39 years.....	20.3	24.0	24.7	22.7	23.7	24.8
40 to 44 years.....	29.9	32.9	33.2	31.5	33.8	31.7
45 to 49 years.....	36.7	38.0	38.3	39.4	39.1	40.4
50 to 54 years.....	45.0	46.5	45.5	46.3	45.6	45.5
55 to 59 years.....	50.0	51.2	52.6	52.8	52.6	51.7
60 to 64 years.....	54.8	52.2	54.0	56.9	53.9	58.2
65 years and over.....	53.8	54.3	55.6	56.9	55.9	53.4

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 2018

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.....	137,442	100.0	22.3	6.9	5.6	17.6	18.8	11.6	6.9	10.3
16 to 19 years.....	4,597	100.0	74.0	11.9	7.4	6.2	0.4	-	-	-
20 years and over.....	132,845	100.0	20.5	6.7	5.5	18.0	19.5	12.1	7.2	10.6
20 to 24 years.....	13,455	100.0	53.6	12.6	11.0	18.3	4.5	0.1	-	-
25 to 34 years.....	32,512	100.0	27.7	9.5	7.9	26.2	21.8	6.3	0.7	-
35 to 44 years.....	29,110	100.0	17.1	6.0	4.8	18.5	23.8	17.3	8.8	3.8
45 to 54 years.....	28,528	100.0	11.9	4.7	3.5	14.5	20.5	15.9	11.9	17.2
55 to 64 years.....	22,367	100.0	9.2	3.5	3.2	11.5	18.5	14.9	11.9	27.4
65 years and over.....	6,872	100.0	8.4	4.0	2.9	11.5	18.8	15.4	10.4	28.6
Men										
16 years and over.....	71,178	100.0	21.8	6.6	5.5	17.5	19.1	11.8	6.9	10.9
16 to 19 years.....	2,217	100.0	72.9	12.2	6.5	8.0	0.4	-	-	-
20 years and over.....	68,960	100.0	20.2	6.4	5.5	17.8	19.7	12.1	7.1	11.2
20 to 24 years.....	6,838	100.0	52.2	12.0	11.3	19.9	4.5	0.2	-	-
25 to 34 years.....	17,374	100.0	27.2	9.1	7.6	25.0	23.6	6.9	0.6	-
35 to 44 years.....	15,334	100.0	16.2	6.0	4.8	18.2	23.4	17.8	9.3	4.3
45 to 54 years.....	14,673	100.0	12.2	4.0	3.4	14.2	19.4	16.0	12.2	18.6
55 to 64 years.....	11,202	100.0	9.5	3.5	3.0	11.4	18.8	13.3	10.9	29.7
65 years and over.....	3,539	100.0	7.9	3.7	3.3	11.5	18.2	16.6	9.7	29.1
Women										
16 years and over.....	66,264	100.0	22.8	7.1	5.7	17.7	18.6	11.5	7.0	9.6
16 to 19 years.....	2,380	100.0	75.1	11.6	8.3	4.6	0.3	-	-	-
20 years and over.....	63,884	100.0	20.9	7.0	5.6	18.2	19.3	12.0	7.2	9.9
20 to 24 years.....	6,617	100.0	55.0	13.1	10.8	16.6	4.5	-	-	-
25 to 34 years.....	15,138	100.0	28.4	9.9	8.2	27.6	19.7	5.5	0.7	-
35 to 44 years.....	13,776	100.0	18.1	5.9	4.7	18.9	24.3	16.8	8.1	3.2
45 to 54 years.....	13,856	100.0	11.6	5.4	3.7	14.8	21.7	15.7	11.5	15.7
55 to 64 years.....	11,165	100.0	8.9	3.4	3.4	11.6	18.2	16.5	12.9	25.1
65 years and over.....	3,333	100.0	8.9	4.4	2.4	11.6	19.3	14.2	11.1	28.1
White										
16 years and over.....	106,391	100.0	21.6	6.7	5.3	17.0	19.1	11.9	7.3	11.2
Men.....	56,112	100.0	20.9	6.4	5.2	17.0	19.4	12.0	7.2	11.9
Women.....	50,280	100.0	22.3	7.0	5.4	17.0	18.7	11.8	7.4	10.4
Black or African American										
16 years and over.....	16,978	100.0	25.6	6.7	6.7	18.7	17.6	10.5	6.4	7.7
Men.....	7,764	100.0	26.8	6.8	7.0	17.5	17.4	10.5	6.6	7.3
Women.....	9,214	100.0	24.6	6.6	6.5	19.8	17.8	10.5	6.3	8.0
Asian										
16 years and over.....	8,941	100.0	20.4	7.7	6.1	20.6	20.3	12.6	5.7	6.6
Men.....	4,725	100.0	19.8	7.3	6.1	21.5	20.2	12.6	5.6	6.7
Women.....	4,216	100.0	21.1	8.1	6.1	19.6	20.4	12.6	5.7	6.5
Hispanic or Latino ethnicity										
16 years and over.....	23,720	100.0	25.6	5.9	7.5	19.1	19.4	10.4	5.7	6.5
Men.....	13,206	100.0	23.7	5.4	7.9	19.9	20.1	10.9	5.2	6.9
Women.....	10,514	100.0	28.0	6.5	6.9	18.0	18.5	9.8	6.2	6.0

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. Because of rounding, sums of individual items may not equal totals. Dash represents 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 2018

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.....	5.0	2.8	4.9	7.6	10.1	10.2
Less than a high school diploma.....	4.6	2.6	4.2	5.3	7.7	9.8
High school graduates, no college.....	5.2	2.9	4.7	7.8	10.2	10.3
Some college, no degree.....	4.8	2.6	4.7	7.5	9.8	10.0
Associate degree.....	5.1	3.1	4.7	7.6	10.5	10.5
College graduates.....	5.1	2.8	5.3	8.0	10.3	10.3
Bachelor's degree only.....	4.9	2.9	5.3	7.9	10.0	10.5
Master's degree.....	5.5	2.8	5.5	7.9	10.5	9.6
Doctoral or professional degree.....	5.3	2.0	4.5	8.9	12.4	14.6
Men.....	5.1	2.9	5.0	8.1	10.2	10.2
Less than a high school diploma.....	4.7	2.8	4.6	5.6	8.2	10.1
High school graduates, no college.....	5.2	3.1	4.9	8.0	10.2	11.5
Some college, no degree.....	4.9	2.7	4.8	8.4	9.8	9.6
Associate degree.....	5.4	3.1	5.4	9.4	10.3	10.9
College graduates.....	5.2	2.8	5.3	8.5	10.4	10.1
Bachelor's degree only.....	5.1	2.9	5.7	8.3	10.1	10.1
Master's degree.....	5.4	2.8	5.1	8.5	10.4	9.5
Doctoral or professional degree.....	5.4	2.1	4.0	9.1	13.5	14.9
Women.....	4.9	2.7	4.7	7.1	10.1	10.1
Less than a high school diploma.....	4.2	2.4	3.3	5.1	6.3	9.1
High school graduates, no college.....	5.2	2.6	4.6	7.6	10.3	9.7
Some college, no degree.....	4.7	2.4	4.5	6.3	9.8	10.2
Associate degree.....	4.9	3.0	4.2	6.1	10.7	10.1
College graduates.....	5.0	2.8	5.2	7.6	10.2	10.8
Bachelor's degree only.....	4.7	2.8	5.0	7.6	9.9	12.5
Master's degree.....	5.5	2.9	6.2	7.2	10.6	9.6
Doctoral or professional degree.....	5.2	2.0	4.8	8.8	11.6	11.0

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, 2008-2018

Industry	January 2008	January 2010	January 2012	January 2014	January 2016	January 2018
Total, 16 years and over.....	4.1	4.4	4.6	4.6	4.2	4.2
Private sector.....	3.6	4.0	4.2	4.1	3.7	3.8
Agriculture and related industries.....	4.3	4.8	4.1	3.6	4.5	4.6
Nonagricultural industries.....	3.6	4.0	4.2	4.1	3.7	3.8
Mining, quarrying, and oil and gas extraction.....	4.1	4.8	3.5	4.0	4.6	5.1
Construction.....	3.5	4.2	4.3	3.9	4.0	4.1
Manufacturing.....	5.9	6.1	6.0	5.9	5.3	5.0
Durable goods manufacturing.....	6.1	6.6	6.1	6.0	5.4	5.3
Nonmetallic mineral products.....	4.8	7.7	7.0	7.6	5.1	5.2
Primary metals and fabricated metal products.....	5.2	7.2	5.6	6.1	6.0	6.0
Machinery manufacturing.....	6.0	8.3	5.4	6.2	5.5	5.7
Computers and electronic products.....	6.7	5.9	7.7	5.1	5.3	5.8
Electrical equipment and appliances.....	6.2	5.0	5.9	5.8	4.7	4.5
Transportation equipment.....	7.8	8.3	7.1	7.1	6.1	5.7
Wood products.....	6.2	4.7	5.3	4.6	4.7	3.5
Furniture and related product manufacturing.....	5.2	5.0	6.5	5.9	4.8	4.8
Miscellaneous manufacturing.....	4.7	5.4	4.8	5.1	5.0	4.8
Nondurable goods manufacturing.....	5.4	5.5	5.8	5.9	5.1	4.7
Food manufacturing.....	4.3	4.7	4.9	4.7	4.5	3.9
Beverages and tobacco products.....	6.9	8.1	6.4	4.8	4.3	4.1
Textiles, apparel, and leather.....	4.6	4.7	4.3	5.3	5.6	5.0
Paper and printing.....	5.5	6.8	9.7	9.7	5.3	5.4
Petroleum and coal products.....	4.3	5.1	6.4	6.1	6.6	5.0
Chemicals.....	7.6	7.3	6.1	7.1	5.3	4.7
Plastics and rubber products.....	5.3	7.4	6.1	6.5	5.3	5.0
Wholesale and retail trade.....	3.2	3.6	3.7	3.6	3.3	3.2
Wholesale trade.....	5.0	5.2	5.5	5.8	5.2	5.1
Retail trade.....	2.9	3.3	3.3	3.3	3.0	3.0
Transportation and utilities.....	5.1	5.3	5.6	5.1	4.6	4.8
Transportation and warehousing.....	4.6	5.0	5.3	4.7	4.4	4.2
Utilities.....	10.1	9.1	9.5	9.2	7.4	9.5
Information ¹	4.7	5.0	5.4	4.8	4.3	4.4
Publishing, except Internet.....	4.7	5.6	6.6	5.3	5.7	4.1
Motion pictures and sound recording industries.....	1.9	3.8	2.6	2.4	2.4	2.9
Radio and television broadcasting and cable subscriptions programming ²	3.4	4.3	4.9	4.1	3.6	5.0
Telecommunications ²	6.9	6.6	7.4	7.8	6.0	5.2
Financial activities.....	4.5	4.6	4.9	5.0	4.8	4.7
Finance and insurance.....	4.7	4.8	5.0	5.3	5.0	5.0
Finance.....	4.4	4.5	4.7	5.0	5.0	4.8
Insurance.....	5.2	5.5	5.7	6.0	5.2	5.4
Real estate and rental and leasing.....	3.7	3.9	4.5	4.4	3.8	3.6
Real estate.....	3.9	4.1	4.5	4.6	3.9	3.7
Rental and leasing services.....	3.0	3.3	4.2	3.5	3.4	3.4
Professional and business services.....	3.1	3.4	3.8	3.6	3.4	3.6
Professional and technical services.....	3.3	4.0	4.4	4.2	3.9	3.9
Management, administrative, and waste services ¹	2.5	2.9	3.1	3.1	2.8	3.3
Administrative and support services.....	2.4	2.8	3.0	3.0	2.6	3.1
Waste management and remediation services.....	4.1	2.9	4.4	4.7	4.6	5.8
Education and health services.....	4.1	4.1	4.4	4.5	3.9	3.9
Educational services.....	4.3	4.4	4.3	4.8	4.0	4.2
Health care and social assistance.....	4.1	4.1	4.4	4.4	3.9	3.9
Hospitals.....	5.4	5.3	6.0	5.7	5.6	4.9
Health services, except hospitals.....	3.6	3.6	3.8	3.9	3.4	3.5
Social assistance.....	3.0	3.1	3.1	3.2	2.6	3.0

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, 2008-2018 -- Continued

Industry	January 2008	January 2010	January 2012	January 2014	January 2016	January 2018
Leisure and hospitality.....	2.1	2.5	2.4	2.3	2.2	2.2
Arts, entertainment, and recreation.....	2.8	3.3	3.1	3.0	3.2	3.0
Accommodation and food services.....	1.9	2.3	2.3	2.1	2.0	2.1
Accommodation.....	3.1	3.3	3.8	3.5	3.0	3.1
Food services and drinking places.....	1.6	2.2	2.1	2.0	1.8	2.0
Other services.....	3.3	4.0	3.8	4.0	3.9	4.0
Other services, except private households.....	3.4	4.1	3.8	4.2	4.1	3.9
Repair and maintenance.....	3.0	4.0	3.7	4.0	3.5	3.3
Personal and laundry services.....	3.2	3.5	3.5	3.7	3.8	3.6
Membership associations and organizations.....	4.4	4.5	4.3	4.9	4.9	4.5
Other services, private households.....	2.8	3.4	3.3	3.0	3.3	4.5
Public sector.....	7.2	7.2	7.8	7.8	7.7	6.8
Federal government.....	9.9	7.9	9.5	8.5	8.8	8.3
State government.....	6.5	6.4	6.4	7.4	5.8	5.9
Local government.....	7.1	7.5	8.1	7.9	8.3	6.9

¹Includes other industries, not shown separately.

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

NOTE: Beginning with data for January 2014, industries reflect the introduction of the 2012 Census industry classification system into the Current Population Survey. This industry classification system is derived from the 2012 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, 2008-2018

Occupation	January 2008	January 2010	January 2012	January 2014	January 2016	January 2018
Total, 16 years and over.....	4.1	4.4	4.6	4.6	4.2	4.2
Management, professional, and related occupations.....	5.1	5.2	5.5	5.7	5.1	5.0
Management, business, and financial operations occupations.....	5.4	5.4	5.9	6.3	5.5	5.5
Management occupations.....	6.0	6.1	6.3	6.9	6.3	6.4
Business and financial operations occupations.....	4.6	4.6	5.2	5.0	4.6	4.5
Professional and related occupations.....	4.9	5.0	5.4	5.3	4.9	4.7
Computer and mathematical occupations.....	4.5	4.8	4.8	5.0	4.4	4.3
Architecture and engineering occupations.....	6.4	5.7	7.0	6.4	5.5	5.7
Life, physical, and social science occupations.....	4.0	4.6	5.3	5.0	4.9	4.8
Community and social service occupations.....	4.8	4.6	5.0	5.1	4.3	4.6
Legal occupations.....	4.3	4.6	5.4	5.4	5.5	5.1
Education, training, and library occupations.....	5.4	5.6	5.9	6.2	5.3	5.1
Arts, design, entertainment, sports, and media occupations.....	3.4	3.9	4.2	3.4	3.8	3.9
Healthcare practitioners and technical occupations.....	4.9	4.8	5.2	5.2	4.8	4.3
Service occupations.....	2.8	3.1	3.2	3.3	2.9	2.9
Healthcare support occupations.....	3.1	3.3	3.3	3.5	3.1	3.0
Protective service occupations.....	5.9	5.0	6.4	6.5	6.2	5.0
Food preparation and serving related occupations.....	2.0	2.3	2.3	2.2	1.9	1.9
Building and grounds cleaning and maintenance occupations.....	3.6	4.1	4.0	4.3	3.8	4.1
Personal care and service occupations.....	2.6	2.9	3.0	2.9	2.9	3.0
Sales and office occupations.....	3.5	4.1	4.2	4.0	3.5	3.5
Sales and related occupations.....	2.9	3.4	3.4	3.4	3.1	3.2
Office and administrative support occupations.....	4.2	4.7	4.8	4.6	4.0	3.8
Natural resources, construction, and maintenance occupations.....	4.0	4.7	4.7	4.4	4.5	4.5
Farming, fishing, and forestry occupations.....	3.1	4.2	3.9	3.2	4.1	4.0
Construction and extraction occupations.....	3.5	4.1	4.3	3.7	4.2	4.2
Installation, maintenance, and repair occupations.....	5.0	5.7	5.3	5.4	5.2	5.1
Production, transportation, and material moving occupations.....	4.5	4.6	4.8	4.5	4.3	4.0
Production occupations.....	5.0	5.3	5.3	5.2	4.7	4.4
Transportation and material moving occupations.....	3.8	4.0	4.3	3.8	3.9	3.5

NOTE: Effective with January 2011 data, occupations reflect the introduction of the 2010 Census occupational classification system into the Current Population 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.