THE PULSE OF U.S. HIRING ACTIVITY:

LABOR MARKET CHURN BY OCCUPATION & METRO

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INSIDE THIS REPORT

LABOR MARKET CHURN

The vast majority of hiring in the U.S. is driven by the need to replace workers who leave one job for another. In a given year, tens of millions of people will leave jobs – either voluntarily or via layoff – and tens of millions of people will be hired to fill the newly vacant positions. This job-to-job movement is known as labor market churn.

During the Great Recession, the churn rate for all non-farm occupations plummeted by 23 percent – a stark indication that employed workers were less willing to leave their jobs and that employers were hesitant to fill vacant positions and increase headcount. With the recovery more than five years underway, churn rates are rising again but remain far below the levels seen prior to 2007.

While individual businesses typically try to reduce excessive turnover, a high rate of churn in the economy is seen as a positive indicator of labor market health because it suggests workers are more easily able to find jobs that match their skill sets. In fact, a labor market with low churn can hurt the economy. In a 2012 analysis, researchers for the National Bureau of Economic Research determined that low churn rates can shed .4 percent off of annual GDP.[1]

> A HIGH RATE OF CHURN IN THE ECONOMY IS SEEN AS A POSITIVE INDICATOR OF LABOR MARKET HEALTH.

Unfortunately, churn rates stand in contrast to the more positive monthly employment figures, which have averaged 229,000 new jobs a month so far in 2014.[2]

In this report, CareerBuilder and Economic Modeling Specialists Intl. (EMSI) review labor market churn rates by occupation at the national and metropolitan levels before, during, and after the Great Recession.

KEY FINDINGS

PEOPLE AREN'T HOPPING FROM ONE JOB TO ANOTHER – AT LEAST NOT LIKE THEY DID DURING THE ECONOMY'S PRE-RECESSION PEAK DURING THE MID-2000S.

The average churn rate for all non-farm occupations in the years preceding the recession (2003-2006) was 85.6 percent. During the recession, the rate fell by nearly 19 points to 64.8 percent in 2009 and has recovered only modestly since then. In 2013, the national churn rate stood at 68.1 percent. Of note, the churn rate has fallen in every major occupation group over the last decade.

86.5%	64.8%	68.1%
CHURN RATE 2003-2006	**CHURN RATE 2009**	**CHURN RATE 2013**

CHURN RATES VARY BY OCCUPATION TYPE.

In 2013, architecture and engineering occupations (44.8 percent) and legal occupations (45.1 percent) had the lowest average annual churn rates. At the other end of the spectrum, food preparation and serving-related occupations (109.4 percent) and construction and extraction occupations (98.3) had the highest churn rates. While no occupation group has fully recovered from the recession, production occupations have seen the strongest rebound in churn rates, regaining 21 percent of their decline after a 19 point drop.

LOW-WAGE OCCUPATIONS TEND TO HAVE THE HIGHEST RATES OF ANNUAL CHURN.

For perspective, the occupation with the lowest churn, nuclear power plant operators, had an average annual churn rate of 22.5 percent from 2010 to 2013. Median hourly earnings for this occupation are $37.67 per hour. Meanwhile, fast food cooks, who make $8.88 per hour, had an average churn rate of 113.3 percent.

CHURN RATES OF IT OCCUPATIONS WERE, ON AVERAGE, MORE RESILIENT DURING THE RECESSION AND RECOVERED SLIGHTLY FASTER THAN ALL NON-FARM OCCUPATIONS.
Additionally, the effect of the tech boom is seen clearly in certain occupations and metros. For example, the churn rate of Web developers in the San Jose metro grew from 47 percent in 2003 to 93 percent in 2013.

THE CITIES WITH THE MOST SEVERE DECLINES IN CHURN FROM 2003 TO 2013 WERE NORTH PORT-SARASOTA-BRADENTON, FLORIDA; VIRGINIA BEACH-NORFOLK-NEWPORT NEWS, VIRGINIA; AND TAMPA-ST. PETERSBURG-CLEARWATER.
All three went from over 110 percent churn in 2003 to just over 70 percent in 2013. Among the 75 most populous, Boston is the only metropolitan area that saw an increase in churn over the last decade. It also had the highest average churn rate from 2010 to 2013, at 87.5 percent – just ahead of Raleigh, North Carolina (87.2 percent). Raleigh tied with Bakersfield, California, and Indianapolis for the sharpest upticks in churn from 2010 to 2013; each increased 8.3 points.

DEFINITIONS & DATA SOURCES

Churn is not a measure of employment growth or decline, but rather a measure of job-to-job movement among workers within a labor market. For example, when a worker leaves an engineering job for a higher-paying role across town, the move counts as one separation and one hire. Unless her old firm decides not to replace her, someone new will be hired to take her spot.

EMSI calculates the annual churn rate by finding the average of hires and separations in an occupation, then dividing that number by that year's average employment figure. Churn can exceed 100 percent in certain industries, occupations, and regions when average hires and separations throughout the year are greater than the number of people employed.

Data on hires and separations comes from EMSI's labor market database, a compilation of more than 90 federal and state employment sources, and is based primarily on the U.S. Census Bureau's Quarterly Workforce Indicators (QWI). QWI connects unemployment insurance forms from businesses with

the unique Social Security numbers of each employee. Any time a worker shows up on a company's payroll in one quarter when she didn't show up in the previous quarter, she is counted as a hire. Likewise, if for any reason a worker stops working for an employer, she gets counted as a separation.

Employment data used in this report comes from EMSI's 2014.3 Class of Worker dataset and includes only salaried employees.

TWO NOTES OF IMPORTANCE:

- QWI releases hires and separations, among many other types of data, by industry at the county level, making it the most comprehensive source for industry churn. EMSI combines QWI with other datasets to produce up-to-date hires and separations data for all occupations using staffing patterns, which show the percentage occupational makeup of jobs within each industry. QWI offers more industry and geographic detail – and more accuracy because it's based on administrative records – than the Job Openings and Labor Turnover Survey (JOLTS) from the BLS, which sends a voluntary survey to 16,000 businesses every month. QWI, however, does not break out voluntary separations, also known as quits, like JOLTS does.
- Farming, fishing, and forestry occupations (those in the SOC 45-0000 occupation group) were excluded because of the large concentration of seasonal workers in those fields.

NATIONAL TRENDS

New job creation and the unemployment rate are arguably the two most important indicators of a labor market's health. This is especially true during recession and recovery cycles, when the focus of policymakers, media, and economists is centered on the rise and fall of total employment. It's easy to forget, however, that even during periods of severe job loss, there is still a significant amount of hiring activity taking place within firms. This is what the churn rate captures, and it too says a lot about the current business cycle.

In the four years preceding the recession, the churn rate in the United States stood between 85 and 86 percent (see ***Figure 1***). Total non-farm employment at that time (2003-2006) was rising at about 2 million jobs annually. The recession, which officially began in late 2007, caused employment and labor market churn to decline in tandem. From 2007 to 2009, about 6.7 million jobs were lost and churn fell from 84 percent to 64.8 percent – a 19 point drop or 23 percent decline. While the churn rate bounced back slightly to 68.1 percent in 2013, the recovery for total employment was far more accelerated, regaining most of the jobs shed during the recession.

FIGURE 1: CHURN RATE VS. TOTAL NON-FARM JOBS, 2003-2013

Whereas high unemployment means there are millions of willing and able workers who can't find jobs, low churn means millions of workers may be stuck in jobs that do not utilize their skills efficiently. This could include the 32 percent of part-time workers who say they can't find full-time work, recent college grads who take jobs that don't utilize their degrees, and any other disaffected workers who'd like to leave their current position but are not confident they'll find anything better on the market. If these individuals' situations last too long, it can lead to lower productivity for the employees' firms and lower wage growth for the workers. A high churn economy, therefore, is like a body with healthy circulation.

WHEREAS HIGH UNEMPLOYMENT MEANS THERE ARE MILLIONS OF WILLING AND ABLE WORKERS WHO CAN'T FIND JOBS, LOW CHURN MEANS MILLIONS OF WORKERS MAY BE STUCK IN JOBS THAT DO NOT UTILIZE THEIR SKILLS EFFICIENTLY.

What's interesting, and perhaps concerning, is that despite a jobs recovery that has gained momentum over the past few years, not a single occupation group's churn rate has fully recovered from the recession.

OCCUPATIONAL CHURN RATES

Churn rates vary greatly by occupation, as seen below in ***Figure 2***. As of 2013, food preparation and serving occupations had the highest churn rate at 109.4 percent, while architecture and engineering occupations had the lowest at 44.8 percent, just below legal occupations (45.1 percent).

While the differences are significant, it's not advisable to compare the churn rates of different occupation groups to determine that one is healthier than another. The type of work performed in an occupation and the nature of the industries that employ the occupation tend to dictate overall turnover.

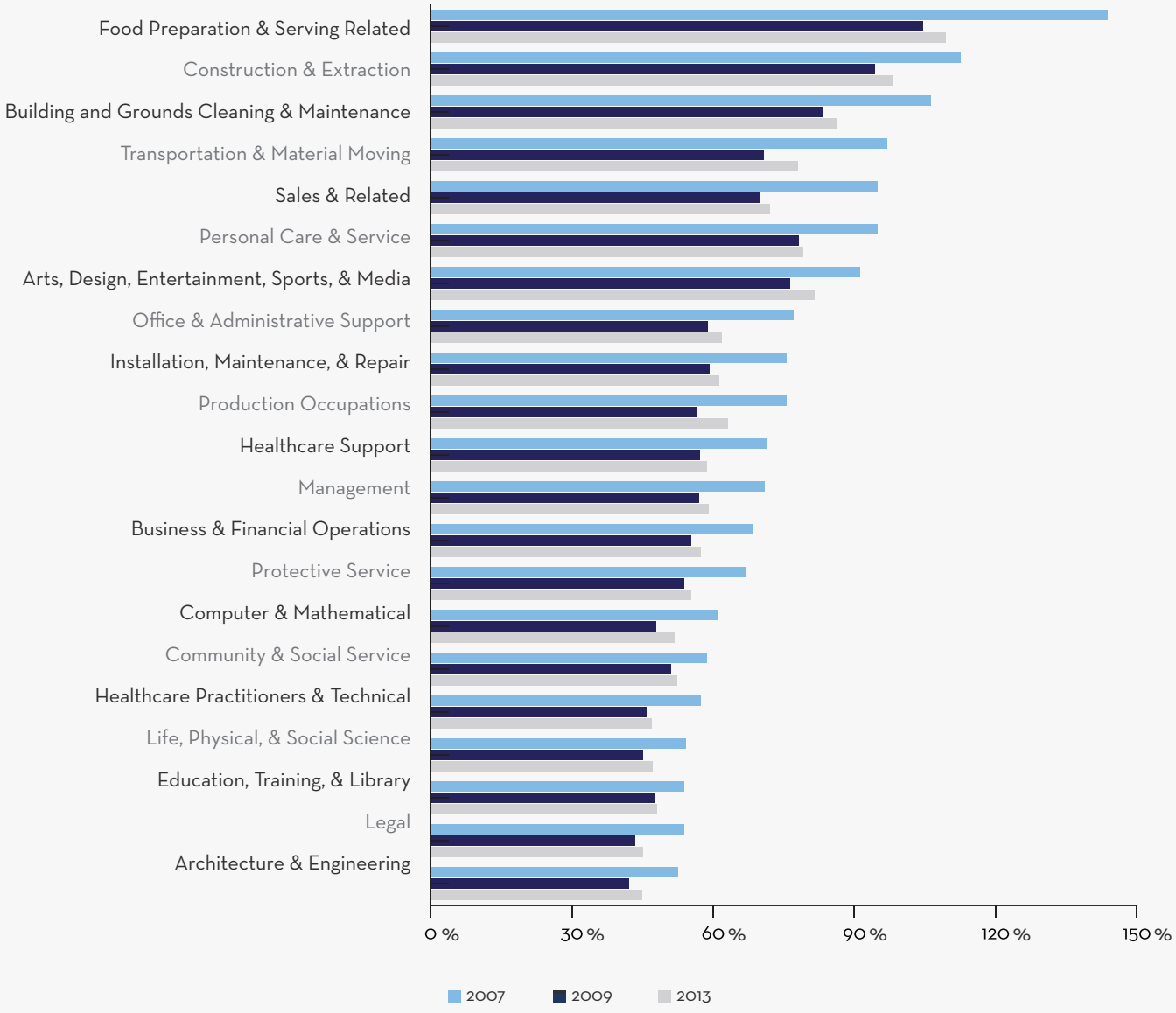
For instance, take architecture and engineering occupations versus construction and extraction occupations, which had a 98.3 percent churn rate in 2013. Jobs in the latter category are often contract or project based, and their demand will inevitably vary by season. A construction laborer might have several different employers in a year depending on the work available, whereas an architectural drafter is more likely to have a longer tenure at a single firm. Other factors, such as the supply of workers with requisite skills and experience, transferability of skills, occupation size, and the number of businesses employing the occupation can factor heavily into an occupation's churn rate.

So it is better to compare each of the broad occupation groups depicted in ***Figure 2*** against their own churn rates at different time periods. In doing so, it's quite evident that not a single occupation has recovered to its pre-recession churn rate. The following are some takeaways:

- **Food preparation and serving related occupations** experienced the largest churn rate declines – a 39-point drop from 2007 to 2009 – and has recovered by only about 6 points, or about 15 percent of their losses, since 2010.
- **Production occupations** have seen the strongest rebound in churn rates, regaining 21 percent of their decline after a 19-point drop.
- **Personal care and service occupations** – a broad category that includes everything from personal care aides and child care workers to recreation workers and pedicurists – is the only category that has continued to see its churn rate decline after the recession, during which it dropped 16.8 points.
- **Business and financial operations** had the next weakest churn rate rebound, regaining only 3 percent of their decline after a 13-point drop

during the recession. This is followed closely by construction, which regained 3.3 percent of an 18-point drop.

FIGURE 2: CHURN RATES BY OCCUPATION GROUP



One thing is clear so far: Despite strong job creation in many of these occupation groups, the circulation of workers between jobs remains anemic.

CHURN RATES BY DETAILED OCCUPATION

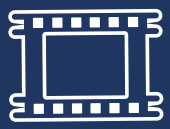
Figure 3 shows examples of detailed occupations at the high and low end of the churn rate spectrum, based on average annual churn rates from 2010 to 2013. At either extreme, occupations tend to cluster in groups – entertainment, construction, and restaurant jobs at the high end and power plant, specialty health care, and airline/aerospace trades at the low end. The contrast illustrates, yet again, how differences in work and industry type account for churn.

AT EITHER EXTREME, OCCUPATIONS TEND TO CLUSTER IN GROUPS – ENTERTAINMENT, CONSTRUCTION, AND RESTAURANT JOBS AT THE HIGH END AND POWER PLANT, SPECIALTY HEALTH CARE, AND AIRLINE/AEROSPACE TRADES AT THE LOW END.

In the case of power plant jobs, the small number of employers who need workers with these niche skill sets is likely the primary explanation for low churn. There are only 100 nuclear power reactors spread across 31 states in the U.S., and they employed less than 8,000 reactor operators in 2013, according to EMSI data. A lack of job demand, an inherent incentive for plants to retain experienced employees, and distance between prospective employers are all likely explanations for why nuclear power reactor operators have the lowest churn rate of all occupations.

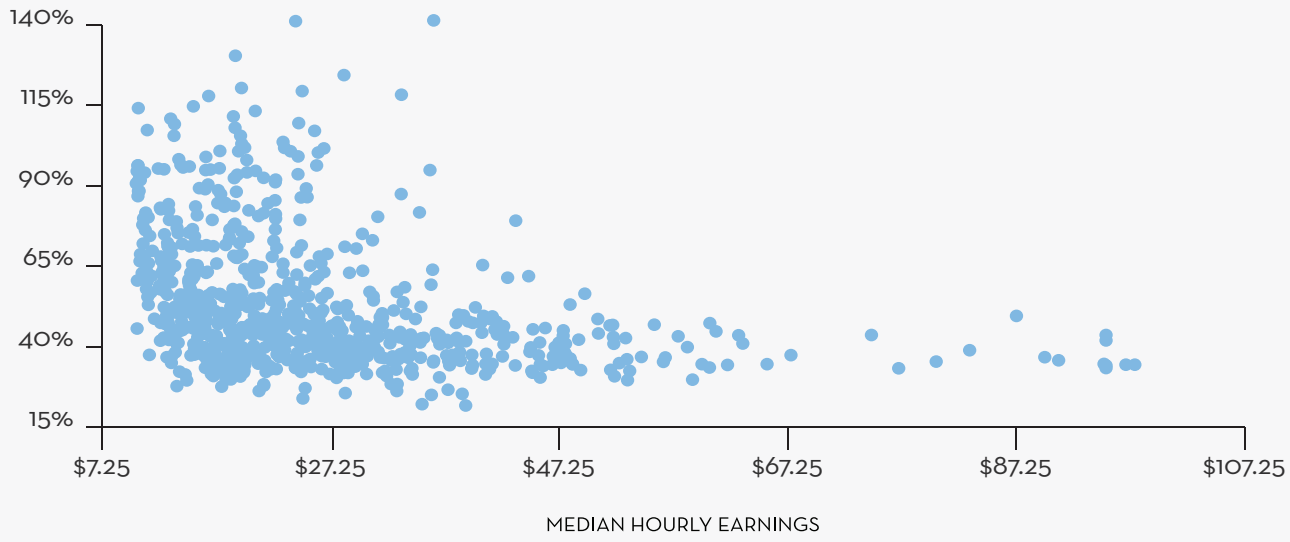
The industries representing the high end of occupation churn rates couldn't be any more different. Consider the restaurant industry, wherein hundreds of thousands of establishments employ nearly 10 million workers across the U.S. in jobs that are often part-time, low-pay, or seasonal. The transient nature of this type of work is why it's possible to have churn rates above 100 percent. This is completely normal in some occupations within the entertainment, restaurant, hospitality, and construction industries. In fact, 79 of the 768 detailed occupations studied for this report had churn rates above 100 percent as of 2013. For comparison, there were 147 in 2003.

FIGURE 3: HIGH AND LOW CHURN RATES

 ENTERTAINMENT	**ACTORS** 171.4%	**ENTERTAINERS/ PERFORMERS, SPORTS AND RELATED WORKERS, ALL OTHER** 158.0%	**FILM AND VIDEO EDITORS** 150.5%	**DANCERS** 142.4%
 CONSTRUCTION TRADES	**FLOOR SANDERS AND FINISHERS** 134.5%	**BRICKMASONS AND BLOCKMASONS** 131.9%	**ROOFERS** 130.1%	**PLASTERERS AND STUCCO MASONS** 123.9%
 RESTAURANT	**HOSTS AND HOSTESSES, RESTAURANT, LOUNGE, AND COFFEE SHOP** 115.5%	**WAITERS AND WAITRESSES** 115.5%	**COOKS, RESTAURANT** 114.3%	**BARTENDERS** 111.6%
HEALTH CARE SPECIALTIES	**MEDICAL AND CLINICAL LABORATORY TECHNOLOGISTS** 34.7%	**RADIATION THERAPISTS** 34.5%	**DIAGNOSTIC MEDICAL SONOGRAPHERS** 34.5%	**RESPIRATORY THERAPY TECHNICIANS** 35.5%
 AIRLINE AND AEROSPACE	**AIRCRAFT STRUCTURE, SURFACES, RIGGING, AND SYSTEMS ASSEMBLERS** 26.2%	**FLIGHT ATTENDANTS** 30.7%	**AEROSPACE ENGINEERING AND OPERATIONS TECHNICIANS** 30.8%	**AIRLINE PILOTS, COPILOTS, AND FLIGHT ENGINEERS** 32.5%
 POWER PLANT	**NUCLEAR TECHNICIANS** 28.6%	**CHEMICAL PLANT AND SYSTEM OPERATORS** 27.3%	**POWER PLANT OPERATORS** 23.2%	**NUCLEAR POWER REACTOR OPERATORS** 22.5%

Most occupations are not as black and white as the examples above, but the exercise provides good context for thinking about how and why people move between jobs. Generally, however, there is a way to predict whether an occupation has high or low churn: Look at what it pays. The analysis of all 768 occupations found that low-wage jobs tend to have higher churn rates, and higher-wage jobs tend to have lower churn rates. The correlation is stronger with outliers removed, but even in the figure displayed below, which plots every job with a churn rate of 150 percent or below, a trend line emerges.

FIGURE 4: OCCUPATION CHURN RATES & HOURLY EARNINGS



To explore where every occupation sits, visit an interactive, embeddable version of this figure at EMSI's blog or CareerBuilder Advice and Resources.

A LOOK AT NATIONAL CHURN RATES IN INFORMATION TECHNOLOGY

The IT sector is commonly viewed as one of the most competitive areas for recruitment and is a frequent subject of skills gap studies. The transferability of skills – the ability to work for different industries and businesses – combined with growing job demand provides workers in these occupations a variety of (often lucrative) employment options. Amid the current wave of tech startups, as companies race to keep up with trends in application and Web design, it's not uncommon to see talented programmers and and developers fielding multiple job offers from recruiters over the course of a year.

It is hard to measure this phenomena with churn data alone. The average 2013 churn rate for these occupations was 51.4 percent, about 17 points below the national rate (68.1 percent). But because it is not best to compare IT to other distinct occupation groups, the average churn rate does not say much in and of

itself. It may be insightful, however, to look at how churn rates in IT withstood the recession relative to all occupations, and subsequently, how well they recovered.

Table 1 lists 14 common information technology occupations, as well as the decline in their churn rates from 2007 to 2009, and their churn rates' percentage recovery from 2009 to 2013.

TABLE 1: HOW CHURN RATES IN IT OCCUPATIONS WERE AFFECTED BY THE RECESSION AND RECOVERY

OCCUPATION	CHURN 2013	%POINT DECLINE '07-'09	RECOVERY RATE	JOBS 2013	JOB GROWTH '09-'13
Web Developers	60.1%	14.4	33%	113,865	13%
Computer User Support Specialists	57.9%	15.5	24%	542,305	9%
Computer Programmers	55.7%	15.2	32%	314,973	7%
Network & Computer Systems Administrators	54.7%	13.8	25%	362,907	5%
Database Administrators	51.3%	12.5	28%	114,958	7%
Computer Network Support Specialists	50.2%	12.5	25%	165,768	3%
Computer Systems Analysts	50.1%	12.7	28%	511,450	11%
Software Developers, Applications	50.0%	11.9	41%	650,844	13%
Computer Network Architects	48.7%	11.9	31%	142,810	5%
Software Developers, Systems Software	48.6%	10.5	35%	377,617	9%
Computer Occupations, All Other	47.2%	10.7	18%	204,269	6%
Computer & Information Systems Managers	47.0%	10.1	30%	322,340	8%
Computer & Information Research Scientists	42.1%	7.8	45%	26,035	11%
Computer Hardware Engineers	36.5%	7.4	29%	78,784	4%
ALL IT OCCUPATIONS	**51.4%**	**-12.7**	**30%**	**3,928,925**	**9%**
ALL U.S. OCCUPATIONS (Non-Farm)	**68.1%**	**-19.2**	**17%**	**132,983,182**	**4%**

THERE ARE A FEW IMPORTANT FINDINGS FROM THIS:

1. There is a lot of diversity within the IT occupation group. There is more churn within Web development and programming fields than hardware engineering or computer and research information science fields.
2. IT churn rates were not as affected by the recession, shrinking by 12.7 points compared to 19.2 points for all occupations.
3. Churn rates among IT occupations recovered at a significantly faster pace, regaining 30 percent of its losses compared to 17 percent for all occupations.
4. Job growth in IT was about twice the rate of job growth for all occupations during the first four years of the recovery.

> AMID THE CURRENT WAVE OF TECH STARTUPS, AS COMPANIES RACE TO KEEP UP WITH TRENDS IN APPLICATION AND WEB DESIGN, IT'S NOT UNCOMMON TO SEE TALENTED PROGRAMMERS AND AND DEVELOPERS FIELDING MULTIPLE JOB OFFERS FROM RECRUITERS OVER THE COURSE OF A YEAR.

While the recession obviously affected tech workers, this relative resilience suggests the labor market for IT was at least marginally more fluid and active over the past seven years. This idea is strengthened when we explore IT churn rates of well-known tech hubs to other metropolitan areas.

CHURN RATES BY METRO AREA

Before the Great Recession, it was common for some of the largest metro areas in the U.S. to have churn rates approaching (or exceeding) 100 percent. But like the slowdown of churn nationally from 2007 to 2009, most big metros saw a sharp drop in churn when labor market conditions worsened – and a handful have continued to see declines post recession.

The churn rate for non-farm occupations in 15 of the 75 largest metros dipped from 2010 to 2013. The most dramatic drop-off came in New Orleans, which went from a churn rate of 89.7 percent in 2010 to 78.8 percent in 2013. New Orleans' decline of 11 percentage points was followed by Denver (-7.3), Greenville-Anderson-Mauldin, South Carolina (-4.9), and Albuquerque, New Mexico (-4.6).

Meanwhile, from 2003 to 2013, 10 large metros saw churn slowdowns of at least 30 percentage points. Seven of the top 10 were in the Southeast, including the top three: North Port-Sarasota-Bradenton, Florida (-54.1); Virginia Beach-Norfolk-Newport News, Virginia (-46.9); and Tampa-St. Petersburg-Clearwater (-39.8). These coastal metros also experienced labor market slowdowns or declines over the last decade. Salaried jobs in Northport-Sarasota-Bradenton, for example, sank 4 percent from 2003 to 2013.

TABLE 2: METROS WITH LARGEST DROPS IN NON-FARM CHURN, 2003-2013

METRO	2003	2013	DIFFERENCE IN CHURN RATE
North Port-Sarasota-Bradenton, FL	125.9%	71.8%	-54.1
Virginia Beach-Norfolk-Newport News, VA-NC	118.7%	71.9%	-46.9
Tampa-St. Petersburg-Clearwater, FL	110.3%	70.5%	-39.8
Jacksonville, FL	107.8%	68.9%	-38.9
New Orleans-Metairie, LA	112.8%	78.8%	-33.9
Albuquerque, NM	106.6%	72.9%	-33.7
Phoenix-Mesa-Scottsdale, AZ	105.0%	72.8%	-32.2
Orlando-Kissimmee-Sanford, FL	101.6%	70.2%	-31.4
Tucson, AZ	99.1%	69.2%	-29.9
Miami-Fort Lauderdale-West Palm Beach, FL	96.3%	66.7%	-29.6

Boston, on the other hand, is the only metro among the 75 largest that had a larger churn rate in 2013 (88.3 percent) than in 2003 (87 percent). The increase in Boston is partly a result of faster churn in core information technology jobs, which will be explored later in this section.

Another Massachusetts metro, Worcester, and Raleigh, North Carolina, had the smallest drops among the rest of the 75 metros (-1.6 points and -3.6 points, respectively). New Haven-Milford, Connecticut, and Grand Rapids, Michigan, had the next-smallest declines from 2003 to 2013.

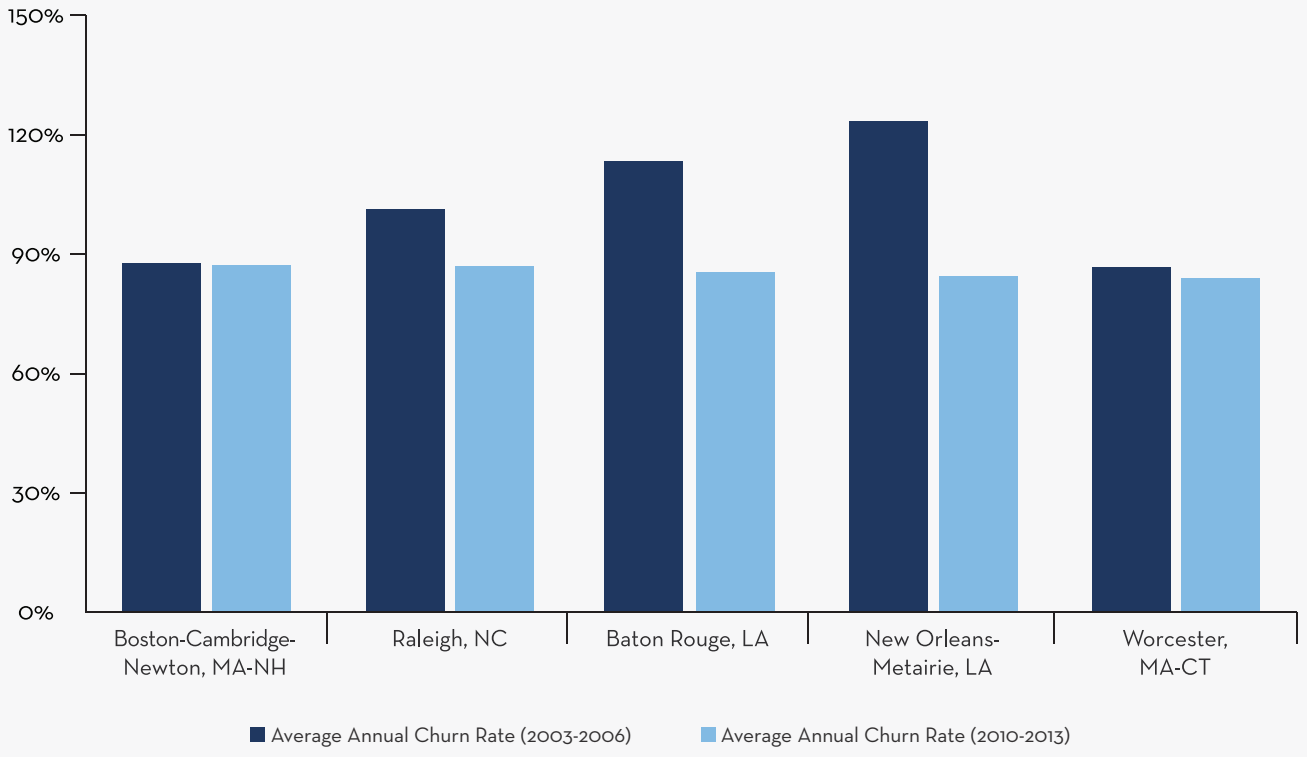
TABLE 3: METROS WITH THE BIGGEST INCREASES (OR SMALLEST DECREASES) IN NON-FARM CHURN, 2003-2013

METRO	2003	2013	DIFFERENCE IN CHURN RATE
Boston-Cambridge-Newton, MA-NH	87.0%	88.3%	1.3
Worcester, MA-CT	85.7%	84.2%	-1.6
Raleigh, NC	94.3%	90.7%	-3.6
New Haven-Milford, CT	63.1%	58.3%	-4.8
Grand Rapids-Wyoming, MI	74.7%	69.6%	-5.1
Milwaukee-Waukesha-West Allis, WI	66.3%	60.8%	-5.5
Hartford-West Hartford-East Hartford, CT	59.3%	53.1%	-6.2
Minneapolis-St. Paul-Bloomington, MN-WI	76.2%	69.4%	-6.8
Indianapolis-Carmel-Anderson, IN	80.4%	73.0%	-7.4
Detroit-Warren-Dearborn, MI	74.0%	66.4%	-7.5

Tech-focused Raleigh had the highest churn rate in 2013 (90.7 percent) and joined Bakersfield, California, and Indianapolis as the metros with the biggest increases in churn from 2010 to 2013. Raleigh came in just behind Boston in average annual churn rate from 2010 to 2013. Both were over 87 percent for the four-year period, followed by Baton Rouge, Louisiana.

The five cities with the best average annual churn since the recession grew their employment base by at least 4 percent from 2010 to 2013. However, in each the average annual churn was smaller the last four years than it was before the recession (2003-2006). The shrinking average annual churn is especially noticeable in New Orleans, Baton Rouge, and Raleigh.

FIGURE 5: METROS WITH HIGHEST AVERAGE ANNUAL CHURN, 2010-2013



CHURN IN THE IT SECTOR BY METRO

In most large metros, the annual churn in core information technology occupations is lower than all non-farm churn – in some cases, much lower. But because the variance in churn can be so great from one occupation group to another, it's more informative to compare metro-to-metro churn trends inside the IT sector than compare IT to all other sectors.

The highest rates of annual IT churn in the years following the Great Recession (2010-2013) have been in metros that aren't known as hotbeds for tech jobs: Bakersfield, New Orleans, Memphis, El Paso, Texas, and Worcester, Massachusetts. However, traditional tech centers such as San Jose, Raleigh, and Boston (along with Bakersfield and Detroit) experienced the fastest growth in IT churn from 2003 to 2013.

TABLE 4: METROS WITH INCREASES IN IT CHURN, 2003-2013

NAME	2003	2013	DIFFERENCE IN CHURN RATE	CONCENTRATION OF IT JOBS (1.00 NATL. AVG.)
Bakersfield, CA	60.5%	76.9%	16.4	0.51
San Jose-Sunnyvale-Santa Clara, CA	39.2%	52.8%	13.6	3.72
Raleigh, NC	52.6%	57.9%	5.3	1.88
Detroit-Warren-Dearborn, MI	49.9%	53.4%	3.5	1.15
Boston-Cambridge-Newton, MA-NH	62.1%	64.0%	1.9	1.67
Worcester, MA-CT	63.5%	63.8%	0.3	0.98

Bakersfield and San Jose were the only metros that grew by double-digit percentage points from 2003 to 2013. In both, the biggest spikes in IT churn came among developers and network/database administrators. The most job movement in San Jose, the center of Silicon Valley, belonged to Web developers. This fast-growing occupation saw a jump in churn from 47 percent in 2003 to 93 percent churn in 2013. Applications software developers also saw a substantial increase in churn, from 38 percent to 62 percent.

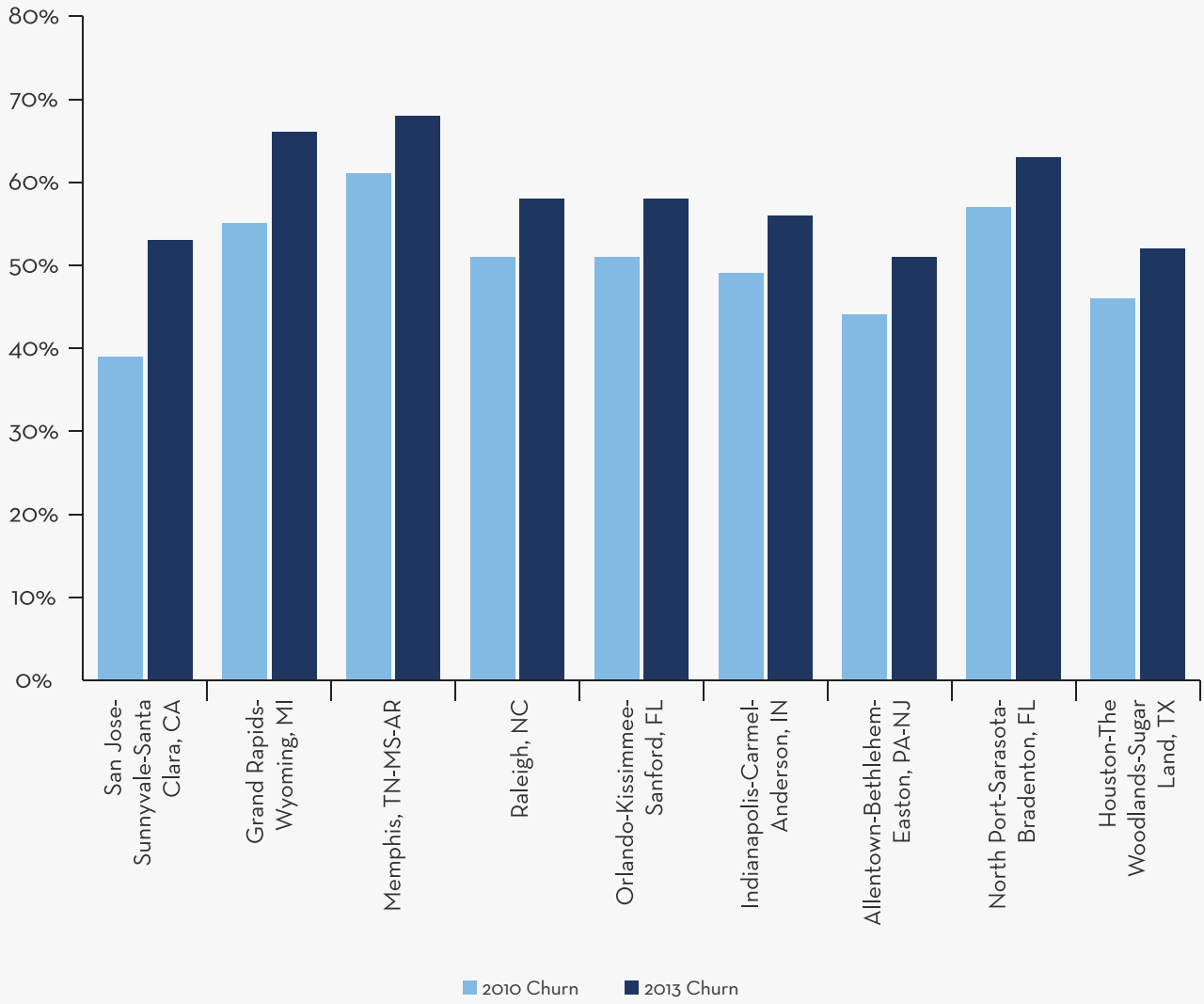
In Raleigh, part of the Research Triangle, the biggest jumps in IT churn came in two occupations – computer network architects and computer programmers. In Boston, increased movement among systems software developers and information security analysts fueled the uptick in IT churn from 2003 to 2013.

Detroit's increase in IT churn is also noteworthy. It ranked fourth among the 75 largest metros in the increase in job movement over the last decade. And although the number of tech jobs decreased 5 percent from 2003 to 2013 in the Motor City, it has seen a resurgence of tech employment during the recovery (13-percent growth since 2010).

Meanwhile, the metros with biggest post-recession increases in IT churn were a mix of well-regarded tech centers and areas known for other industries.

Bakersfield had the biggest spike in annual churn from 2010 to 2013 (54 percent to 77 percent). San Jose and Grand Rapids were the only other two metros that experienced double-digit percentage point increases, while Memphis, Raleigh, and Orlando also showed strong growth.

FIGURE 6: METROS WITH THE BIGGEST INCREASES IN IT CHURN, 2010-2013



ABOUT EMSI

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