

The **JQ-Instant** is a snapshot index that results from the subdivision of the change in the CES calculation of **all** private sector jobs (not just P&NS jobs) for the subject month into high-quality and low-quality jobs, utilizing the **JQI** sectoral divisions for P&NS jobs. Thus, if a marginal job is created or lost in a sector that the **JQI** classifies as high-quality, all private sector jobs created or lost in the subject month are considered high-quality for the purposes of the **JQ-Instant** calculation – the reverse being the case for low-quality jobs. **JQ-Instant** readings are revised in subsequent months commensurate with revisions to the CES data by the BLS.

The **JQ-Instant** calculation utilizes 123 sectoral categories, in contrast to the 180 used in the **JQI** itself, because of a one month delay in the BLS reporting of more granular data. Because **JQ-Instant** inherently assumes that all industry categories and subcategories that are on one side or another of the Quality Job Benchmark for purposes of the **JQI** (which analyzes only P&NS jobs) are also on the same side when considering all jobs (i.e. P&NS as well as managerial/supervisory jobs), there may occasionally be certain industry categories that may flip from one quality designation to the other when all jobs are considered, making the **JQ-Instant** reading somewhat inaccurate. In general, however, industries offering high or low quality P&NS jobs (82.5% of all jobs) are generally in the same category when all jobs are considered, making the **JQ-Instant** reading a useful tool for a snapshot analysis of the job quality of the subject month's level of total private sector jobs gained or lost.

Finally, the **JQ-Instant** reading has implications for the likely direction of the **JQI** itself in future months. As the **JQI** is reported as a three-month rolling average of actual monthly readings, significant imbalances (readings varying from an even distribution between high and low quality jobs) in the **JQ-Instant** results would suggest future **JQI** readings moving in the direction of the dominant side of such distribution.

JQ-Instant is reported on a scale of +100 to -100, reflecting the relative proportion of low quality jobs. Positive readings indicate overall net month over month gains

in all U.S. private sector jobs. Negative readings indicate overall net month over month losses in all U.S. private sector jobs. A reading of +100 would indicate that all jobs gained in the subject month are low quality jobs. A reading of -100 would indicate that all jobs lost in the subject month are low quality jobs. A **JQ-Instant** reading of +50 would indicate that 50% of the overall jobs gained in the subject month are low quality jobs, and a reading of -50 would indicate that 50% of the overall jobs lost in the subject month are low quality jobs, and so forth.