

User Guide

LinkUp Compass

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LinkUp Compass: An Introduction

Powered by LinkUp's industry-leading job openings dataset, the Compass platform allows users to access top-quality, now-casted job market analytics and visualizations facilitated by Sigma. Compass offers a familiar, intuitive interface that enables rapid-fire queries and deep insights without the need to manage spreadsheets or learn new tools.

Compass Overview

This in-depth dashboard provides insight into all things happening in the job market—from the zoomed-out macro level all the way down to job listings at individual companies. With LinkUp's best-in-class job market dataset, users have access to insights and trends built on hundreds of millions of job openings dating to January 2019. Whether you're looking to fortify your investment strategy with analytics on company growth, benchmark for skills & salary, or fill specific positions, you'll find what you need on LinkUp Compass.

Product Timeline:

Refresh Schedule: Daily

Data Timeframe: 1/1/2019 – Current Date

Reference Links:

[NAICS from BLS - North American Industry Classification System](#)

[O*NET Taxonomy - Occupational Information Network](#)

[Country Codes, 3-digit](#)

[Metropolitan Statistical Area Descriptions from census.gov](#)

Toolkit Breakdown

Overview Tab

The Overview tab helps users quickly understand the real-time job market at a high level, with KPIs and visualizations refreshed daily. It also enables deeper dives with numerous filters.

Filters: Adjusting filters will update the visualizations and KPIs on the page to the specifications selected.

- **Employer Type:** Select between Public Employers (publicly traded companies), Private Employers or All Employers
- **Company Name or Ticker:** Select a specific employer for evaluation
- **Date Range:** Select a specific date range for query
- **Job Title:** Perform a freeform text search for specific job titles at a given company or within the job market at large
- **Normalized Job Title:** Select a normalized job title using the ONET taxonomy
- **Industry Filter (NAICS 2 Digit):** Select the industry of inquiry using the [NAICS 2 Digit](#) classification system
- **Country:** Select the country of inquiry
- **State:** Select the state of inquiry (Only US states/provinces are currently available)
- **Metropolitan Statistical Area:** Select the MSA of inquiry (only US MSAs are currently available)
- **NAICS 4 Digit:** Select the industry of inquiry using the [NAICS 4 Digit](#) classification system. This is more specific than the 2 digit classification.

KPIs:

- **Active Jobs:** Count of jobs currently detected on employer websites for selected filter criteria.
- **Companies Hiring:** Count of distinct employers that currently have an active job on their website for the selected filter criteria.
- **Active Duration:** The average in days of duration (days since the listing's created date) of all jobs that are still detected on employer websites for selected filter criteria. For this calculation the maximum duration is 180 days for a job. This prevents "evergreen jobs" that remain posted to account for high turnover like fast food workers, truck drivers, and home health aids.
- **Historical Jobs:** Count of jobs detected on employer websites at any point for the selected filter criteria.

- **Total Historical Companies:** Count of distinct employers that have had a job on their website at any point for the selected filter criteria.
- **Historical Closed Duration:** The average days of duration for all jobs that have been removed from employer websites for the selected filter criteria. This measure can be used as a proxy for hiring velocity.

Monthly Job Listings for Selected Criteria: Job listings are collected nightly from employer websites and aggregated by month. This visualization displays three different metrics that form the building blocks of our other labor analytics.

1. **Active Jobs:** the count of jobs that were open on employer websites at any point in the month.
2. **New Jobs:** the newly created job postings detected by LinkUp's web scraping system over the course of the month.
3. **Removed Jobs:** the jobs that were detected on a previous month's scrape and removed from the employer's website during a given month.

Active Jobs by Country: The rank and count of active jobs by country detected by Linkup's scrape system and visualized in map form. Hover over any country to determine its rank and active job count details.

Active Jobs by State: The rank and count of active jobs by state detected by Linkup's scrape system and visualized in map form. Hover over any state to determine its rank and active job count details.

Active Jobs by Metropolitan Statistical Area: The rank and count of active jobs by MSA detected by Linkup's scrape system and visualized in map form. Hover over any MSA to determine its rank and active job count details. Currently only US MSAs are available.

Active and Closed Duration by Month: Closed Duration measures the elapsed time that jobs removed within a specific month were open for. It calculates the duration from the job posting start date to the date when the job was removed. This metric provides insights into the average lifespan of job postings and is a proxy for hiring velocity. Active duration measures the same metric but for jobs that were active at any point during the specific month, including jobs that were closed in that month. Active duration for a specific job is capped at 180 days.

Occupational Detail: Breaks down monthly active jobs into their ONET Major name classification. LinkUp maps each job scraped to [ONETs 2019 Taxonomy](#) based on the job listing's title.

Industry Detail: Breaks down monthly active jobs based on the employer's industry classification. LinkUp uses a third party ([Factset](#)) for our industry classification of all employers. Each employer is classified using the [NAICS](#) (North American Industry Classification System).

Active Jobs by Collar Type: Current active jobs categorized as either white collar or blue collar based on their ONET Major code based on internal LinkUp mapping logic.

Active Jobs by Employer Type: Current active jobs categorized as 7 different employer types based on internally created LinkUp classification logic. The 7 different Employer Types are Public, Private, Non-Profit, Local Government, Federal Government, K-12 Education and Post-secondary Education.

Active Jobs by Remote Status: Current active jobs categorized as either remote, in-person or unspecified based on internal LinkUp classification logic. This logic currently only processes English written job postings.

Company Detail Tab

The Company Detail page allows users to dig into specific aspects of an employer's current and historic job listings to evaluate hiring trends at individual companies over time.

Filters: All filters allow users to update the visualizations and KPIs on the page to the specifications selected.

- **Employer Type:** Select between Public Employers (publicly traded companies), Private Employers or All Employers
- **Company Name or Ticker:** Select a specific employer
- **Date Range:** Select a specific date range

Daily Job Listings: Job listings are collected nightly from employer websites and aggregated by day. This visualization shows three different metrics.

1. **Active Jobs**, the count of jobs that were open on employer websites for each day.
2. **New Jobs**, the new job postings detected by LinkUp's web scraping system each day.
3. **Removed Jobs**, the jobs that were detected on a previous day's scrape and removed from the employer's website during that specific day.

Monthly Job Listings: Job listings are collected nightly from employer websites and are aggregated by month. This visualization will show you three different metrics.

1. **Active Jobs**, the count of jobs that were open on employer websites at any point in the month.

2. **New Jobs**, the new job postings detected by LinkUp's web scraping system during the month.
3. **Removed Jobs**, the jobs that were detected on a previous month's scrape were removed from the employer's website during the specific month.

Active and Closed Job Duration: Closed Duration measures the elapsed time that jobs removed within a specific month were open for. It calculates the duration from the job posting start date to the date when the job was removed. This metric provides insights into the average lifespan of job postings and is a proxy for hiring velocity. Active duration measures the same metric but for jobs that were active at any point during the specific month, including jobs that were closed in that month. Active duration for a specific job is capped at 180 days.

Occupational Detail: The Occupation Detail line graph gives a breakdown of monthly active jobs and their ONET Major name classification. LinkUp maps each scraped job to [ONETs 2019 Taxonomy](#) based on the job listings title. This visualization defaults to the top 5 occupations for the employer selected. Navigating to the full graph, users can select as many specific occupations as desired. The visualization uses the ONET Major Name.

Occupational Detail (%): The Occupation Detail percentage line graph shows the top occupation for the selected employer as a percentage of all active jobs on a daily basis. Navigating to the full graph, users can multi-select any of the ONET major name occupations for a percentage breakdown of all active job openings for the specific occupation selected.

Normalized Job Title (%): The Normalized Job Title percentage line graph shows the top normalized job title for active jobs based on the ONET Title Taxonomy for the selected employer. Navigating to the full graph, users can multi-select specific normalized job titles for a percentage breakdown of the total active jobs for the selected employer.

Occupation Detail Tab

The Occupation Detail tab allows users to dive into the types of roles a specific company has listed over time. This tab also houses a detailed table for users to walk through the ONET Taxonomy from the highest level (Major Name) to the most granular (raw job title).

Filters: All filters will allow you to update the visualizations and KPIs on the page to the specifications selected.

- **Employer Type:** Select between Public Employers (publicly traded companies), Private Employers or All Employers
- **Company Name or Ticker:** Select a specific employer
- **Date Range:** Select a specific date range

- **Metric: Select between three metrics:** Active Jobs, New Jobs and Removed Jobs
- **Select Top #:** Filter to a specific quadrant of the results. (Ex. Top 10, Top 25%, Bottom 10 %, Bottom 5) If nothing is selected, all results will be displayed.
- **Major Name:** Filter against the 23 Major ONET Groups (Broadest classification)
- **Minor Name:** Filter against the 98 ONET Minor Groups
- **Broad Name:** Filter against the 459 Broad ONET Groups
- **Detailed Name:** Filter against the 867 Detailed ONET Occupation Names
- **Normalized Job Title:** Filter against the 1,016 Normalized ONET Job Titles (Narrowest classification)

Occupational Detail for Selected Metrics: The Occupation Detail bar chart gives a breakdown of daily active jobs and their ONET Major name classification by default. Users can drill down to every level of ONET granularity in this graph using the ONET filters at the top of the page (Major Name, Minor Name, Broad Name, Detailed Name & Normalized Job Title). LinkUp maps each job scraped to [ONETs 2019 Taxonomy](#) based on the job listing's title.

Occupational Detail Underlying Data: This expandable table gives users a breakdown of jobs through the entire ONET taxonomy. From the highest granularity, Major Name, to the actual raw job title pulled from the employer's website.

Comparison Tab

The Comparison tab allows users to select an unlimited number of employers (10 or less is recommended) to compare employer hiring by daily active listings and job type. Users can quickly ascertain hiring trends, in-demand roles, and divergent strategies across peer groups. The tool enables comparison of public and private companies.

Filters: All filters allow users to update the visualizations and KPIs on the page to the specifications selected.

- **Employer Type:** Select between Public Employers (publicly traded companies), Private Employers or All Employers
- **Company Name or Ticker:** Select a specific employer
- **Date Range:** Select a specific date range

Daily Active Jobs: Job listings are collected nightly from employer websites and are aggregated by day. This visualization will allow you to compare daily active jobs of an unlimited number of employers. **Active Jobs** measure the count of jobs that were available on employer websites for each specific day.

Daily Active Jobs Index: A daily graph displaying active jobs by company, indexed to a specific point in time. This method enables users to compare the hiring trends of differently sized employers on a relative scale beginning at 100.

Occupational Detail of Selected Companies: A bar graph comparing each employer's Top 5 ONET Major Occupations for current active jobs. Gives an immediate comparison of hiring strategy.

Subsidiary Details Tab

The Subsidiary Details tab provides users with a full breakdown of public parent company's subsidiaries. In this tab, users can filter for specific subsidiary entities to compare job details and trends for each individual subsidiary. Currently, subsidiary details are only available for publicly traded companies within the LinkUp dataset.

Filters: All filters allow users to update the visualizations and KPIs on the page to the specifications selected.

- **Employer Type:** Select between Public Employers (publicly traded companies), Private Employers or All Employers
- **Company Name or Ticker:** Select a specific employer
- **Date Range:** Select a specific date range
- **Entity Name:** Multi-select specific subsidiaries of the parent company for comparison

Daily Job Listings: Job listings are collected nightly from employer websites and aggregated by day. This visualization shows three different metrics.

1. **Active Jobs**, the count of jobs that were open on employer websites for each day.
2. **New Jobs**, the new job postings detected by LinkUp's web scraping system each day.
3. **Removed Jobs**, the jobs that were detected on a previous day's scrape and removed from the employer's website during that specific day.

Subsidiaries with Active Jobs: A table that breaks down each individual subsidiary which rolls up to the parent company by Company ID, Name and Current Active Job Count.

Active Jobs of Selected Criteria: An area chart that shows users the volume of active jobs by subsidiaries selected in the Entity Name filter for the timeframe specified.

U.S. Geography Tab

The US Geography tab gives users the ability to see where jobs are distributed across the US at a Macro or individual company level. This tab provides a clear picture of where companies are investing and growing their workforce and also where companies may be pulling back.

Filters: All filters will allow you to update the visualizations and KPIs on the page to the specifications selected.

- **Employer Type:** Select between Public Employers (publicly traded companies), Private Employers or All Employers
- **Company Name or Ticker:** Select a specific employer
- **Select Individual Date:** Select a specific date for the map and bar chart visualizations
- **Remote Status:** Select Remote, In-person, Unspecified or All
- **Select Start Date for % Change:** Select a start date to map % change in active jobs
- **Select End Date for % Change:** Select an end date to map % change in active jobs
- **State:** Multi-select US states for demand analysis (Only US states are currently available)
- **Metropolitan Statistical Area Name:** Multi-select any US MSAs for demand analysis
- **Date Range:** Select a specific date range for inquiry.

Active Jobs by State: A color-coded map of US states ranked by number of active jobs for the date range selected. Hover over specific states for rank and active job counts.

Active Jobs by Metropolitan Statistical Area: A map of the US MSAs ranked by active jobs for the date range selected. Hover over specific MSAs for rank and active job counts.

Top 10 States by Active Job Count: A bar graph of the top 10 US states by active jobs for the filters selected.

Top 10 Metropolitan Statistical Areas by Active Job Count: A bar graph of the top 10 US MSAs by active jobs for the filters selected.

Active % Change by State: A color shaded map for US states based on the active job count change within the date range selected. Hover over specific states for Active Change %, Active Jobs at Start Date and Active Jobs at End Date.

Active % Change by Metropolitan Statistical Areas: A color shaded map for US MSAs based on the active job count change within the date range selected. Hover over specific MSAs for Active Change %, Active Jobs at Start Date and Active Jobs at End Date.

**Public companies in the geography page will have subsidiary company jobs listed under their company name. When 'All Employers' are selected, there will be duplicate jobs within the visualizations because subsidiary company jobs are counted twice.*

Global Geography Tab

The Global Geography tab gives users a global view of labor demand. This tab allows users to analyze global job listings at companies both public and private, to determine international strategies and investment.

Filters: All filters allow users to update the visualizations and KPIs on the page to the specifications selected.

- **Employer Type:** Select between Public Employers (publicly traded companies), Private Employers or All Employers
- **Company Name or Ticker:** Select a specific employer
- **Select Individual Date:** Select a specific date for the map and bar chart visualizations
- **Remote Status:** Select Remote, In-person, Unspecified or All
- **Select Start Date for % Change:** Select a start date to map % change in active jobs
- **Select End Date for % Change:** Select an end date to map % change in active jobs
- **Country:** Multi-select any country in world with jobs in the LinkUp dataset
- **Date Range:** Select a specific date range

Active Jobs by Country: A ranked color-coded map of countries by active jobs for the date range selected. Hover over specific countries for rank and active job counts.

Top 10 Countries by Active Job Count: A bar graph of the top 10 countries by active jobs for the filters selected.

Active % Change by Country: A color shaded map for countries based on the active job count change within the date range selected. Hover over specific countries for Active Change %, Active Jobs at Start Date and Active Jobs at End Date.

Daily Job Listings: Job listings are collected nightly from employer websites and aggregated by day. This visualization shows three different metrics.

1. **Active Jobs**, the count of jobs that were open on employer websites for each day.
2. **New Jobs**, the new job postings detected by LinkUp's web scraping system each day.
3. **Removed Jobs**, the jobs that were detected on a previous day's scrape and removed from the employer's website during that specific day.

**Public companies in the geography page will have subsidiary company jobs listed under their company name. When 'All Employers' are selected, there will be duplicate jobs within the visualizations because subsidiary company jobs are counted twice.*

Skills Tab

The Skills tab, powered by a partnership between LinkUp and [Revelio Labs](#), shows users an array of visualizations that filter job descriptions for analytics on skills. Users can ascertain what skills are in demand within given companies, industries, and occupations as well as how skills demand has changed over time.

Filters: All filters allow users to update the visualizations and KPIs on the page to the specifications selected.

- **Employer Type:** Select between Public Employers (publicly traded companies), Private Employers or All Employers
- **Company Name or Ticker:** Select a specific employer
- **Date Range:** Select a specific date range
- **Job Title:** Perform a freeform text search for specific job titles
- **Normalized Job Title:** Select a job's normalized title using the ONET taxonomy mapping from the original job title
- **Industry Filter (NAICS 2 Digit):** Select the industry of the employer using the [NAICS 2 Digit](#) classification system
- **Country:** Select the country of inquiry
- **State:** Select the state of inquiry (Only US states are currently available)
- **Metropolitan Statistical Area Name:** Select the MSA of inquiry (only US MSAs are currently available)
- **Skill:** Select a specific skill of inquiry. A job listing can have multiple skills associated with it.
- **NAICS 4 Digit:** Select the industry of inquiry using the [NAICS 4 Digit](#) classification system. This is more specific than the 2 digit classification.

Active Jobs by Skill: A bar chart showing the 10 highest volume skills and the total count of each skill associated with the filtered criteria search.

Top 10 Skills by Month: A bar chart showing the top 10 skills for each month associated with the filtered criteria search. This tool shows how demand for top skills has changed over time.

Top Employers by Skill Count: Displays the top employers by skill demand. Employers with the most open jobs for the filtered criteria tend to go to the top of this table. To help users zero in on specific skills of interest, use the skill filter in this table.

Active Jobs by Seniority: A pie chart showing the breakdown of total active jobs for the specific filter criteria by seniority level. Jobs are categorized into one of 7 categories: Unspecified, Entry Level, Junior Level, Associate Level, Manager Level, Director Level and Executive Level.

Active Jobs by Collar Type: Current active jobs categorized as either white collar or blue collar based on their ONET code.

Active Jobs by Employer Type: Current active jobs categorized as one of 7 employer types, derived from internal LinkUp research and classification logic. The 7 Employer Types are Public, Private, Non-Profit, Local Government, Federal Government, K-12 Education and Post-secondary Education.

Active Jobs by Remote Status: Current active jobs categorized as either Remote, In-person or Unspecified based on internal LinkUp classification logic. This logic currently only processes English written job postings.

**This page is only included in certain packages of LinkUp Compass and will not be available to all users.*

Salary Tab

The Salary tab is powered by our partnership with [Revelio Labs](#) and provides insight on compensation across the job market. Users can filter for salary trends at the company, geographic, industry and occupation level.

Filters: All filters will allow you to update the visualizations and KPIs on the page to the specifications selected.

- **Employer Type:** Select between Public Employers (publicly traded companies), Private Employers or All Employers
- **Company Name or Ticker:** Select a specific employer
- **Date Range:** Select a specific date range
- **Job Title:** Perform a freeform text search for specific job titles
- **Normalized Job Title:** Select a normalized title within the ONET taxonomy
- **Industry Filter (NAICS 2 Digit):** Select the industry of inquiry using the [NAICS 2 Digit](#) classification system
- **Country:** Select the country of inquiry.
- **State:** Select the state of inquiry (Only US states are currently available)

- **Metropolitan Statistical Area Name:** Select the MSA of inquiry (only US MSAs are currently available)
- **NAICS 4 Digit:** Select the industry of inquiry using the [NAICS 4 Digit](#) classification system. This is more specific than the 2 digit classification.

KPIs:

- **Active Jobs:** The count of jobs currently detected on employer websites for selected filter criteria.
- **Historical Jobs:** The count of jobs detected on employer websites at any point during the selected filter criteria.
- **Current Average Salary:** The average salary estimated by Revelio for active jobs for filter criteria selected.
- **Historical Average Salary:** The average salary estimated by Revelio for any job detected on an employer website at any point for the selected filter criteria.

Active jobs by Salary Range for Selected Criteria: A bar chart that represents active jobs grouped by salary ranges in \$10,000 increments from \$30,000 to \$200,000+ for selected filter criteria.

Salary for Selected Criteria: A stacked line chart by month that shows the historical salary changes represented as a low, middle, or high salary for the selected criteria.

Top Employers by Average Salary: A table of employers sorted by the top current salary for the selected filter criteria. Historical Average Salary, Historical Count of Jobs, Current Active Job Count and Closed Duration are also provided in the table for reference.

Top States by Average Salary: A table of US states sorted by the top current salary for the selected filter criteria. Historical Average Salary, Historical Count of Jobs, Current Active Job Count and Closed Duration also provided in the table for reference.

Active Jobs by Seniority: A pie chart showing the breakdown of total active jobs for the specific filter criteria and their seniority level. Jobs are categorized into one of 7 categories, Unspecified, Entry Level, Junior Level, Associate Level, Manager Level, Director Level and Executive Level.

Active Jobs by Collar Type: Current active jobs categorized as either white collar or blue collar based on their ONET code.

Active Jobs by Employer Type: Current active jobs categorized as one of 7 employer types, derived from internal LinkUp research and classification logic. The 7 Employer Types are Public, Private, Non-Profit, Local Government, Federal Government, K-12 Education and Post-secondary Education.

Active Jobs by Remote Status: Current active jobs categorized as either a remote, in-person or unspecified based on internal LinkUp classification logic. This logic currently only processes English written job postings.

**This page is only included in certain packages of LinkUp Compass and will not be available to all users.*

Job Listings & Descriptions Tab

The Job Listings & Descriptions tab provides users the highest level of granularity in analyzing job listings and descriptions for active and historical job listings. Users can see when a specific job was posted and taken down, click on each listing's URL to view the job posting (if still active), and read each job description in full (if included in the user's subscription). This is a powerful tool for users looking to fill roles quickly or ascertain highly specific intel about any company, skillset, or job market in LinkUp's global dataset.

Filters: All filters allow users to update the visualizations and KPIs on the page to the specifications selected.

- **Employer Type:** Select between Public Employers (publicly traded companies), Private Employers or All Employers
- **Company Name or Ticker:** Select a specific employer
- **Date Range:** Select a specific date range
- **Job Title:** Perform a freeform text search for specific job titles
- **Normalized Job Title:** Select a job's normalized title using the ONET taxonomy mapping from the original job title, the most granular level of the ONET Taxonomy
- **Industry Filter (NAICS 2 Digit):** Select the industry of inquiry using the [NAICS 2 Digit](#) classification system.
- **Country:** Select the country of inquiry
- **State:** Select the state of inquiry (Only US states are currently available)
- **Metropolitan Statistical Area Name:** Select the MSA of inquiry (only US MSAs are currently available)
- **Occupation:** Select the ONET Major Occupation, the broadest level of the ONET Taxonomy
- ***Description Search:** Perform a freeform text search for specific words within job descriptions.
- ***Salary Range:** Input an estimated salary range (estimated by Revelio).
- ***Skill:** Search for skills associated with job postings. Most jobs have multiple skills associations.
- **NAICS 4 Digit:** Select the industry of inquiry using the [NAICS 4 Digit](#) classification system. This is more specific than the 2 digit classification.

**Denotes filters that are only available on certain subscriptions.*

KPIs:

- **Active Jobs:** The count of jobs currently detected on employer websites for selected filter criteria.
- **Historical Jobs:** The count of jobs detected on employer websites at any point for the selected filter criteria.
- ***Average Salary:** The average salary estimated by Revelio for active jobs for filter criteria selected.
- **Companies Hiring:** The count of distinct employers that currently have an active job on their website for the selected filter criteria.

**Denotes KPI that is only available on certain subscriptions.*

Daily Job Listings for Selected Criteria: Job listings are collected nightly from employer websites and aggregated by day. This visualization shows three different metrics.

4. **Active Jobs**, the count of jobs that were open on employer websites for each day.
5. **New Jobs**, the new job postings detected by LinkUp's web scraping system each day.
6. **Removed Jobs**, the jobs that were detected on a previous day's scrape and removed from the employer's website during that specific day.

* Some versions of this tab will substitute the **New and Removed Jobs** for a **Mean Salary** metric that shows you the mean salary over time for the specific selected criteria.

Employer Stats and Watchlist Tab

The Employer Stats and Watchlist tab provides users 10 at-a-glance statistics for job opening data for any company in our dataset. Users can save a list of companies for ongoing statistical monitoring by clicking 'Production' at the top of the screen >'Save as new bookmark' > give the bookmark a Name > click 'Save'.

Filters: All filters allow users to update the visualizations and KPIs on the page to the specifications selected.

- **Employer Type:** Select between Public Employers (publicly traded companies), Private Employers or All Employers
- **Company Name or Ticker:** Select a specific employer

Statistics Data: A table with 10 statistical metrics providing ongoing labor demand insights for chosen companies.

- **Z-Score:** Describes the relationship of current active jobs to the mean of historical active jobs, measured by standard deviations from the mean. The mean calculation accounts for the last 30 days of active jobs.
- **Abs Z-Score:** The absolute value of the Z-Score measured.
- **Current Active Jobs:** Count of current active jobs on a particular company's website.
- **Jobs Created Last 7 Days:** Count of new job listings posted within the last 7 days.
- **Jobs Removed Last 7 Days:** Count of job listings removed within the last 7 days.
- **Daily % Change:** Percent change in active jobs on a company's website from the previous day.
- **Abs Daily % Change:** Absolute value of the daily percent change of active jobs.
- **WoW % Change:** Week over week percent change in active jobs for the most recently completed week compared to the week prior. A job is considered active in this metric if it was active on an employer website for at least one day during the timeframe being calculated.
- **MoM % Change:** Month over month percent change in active jobs for the most recently completed month compared to the month prior. A job is considered active in this metric if it was active on an employer website for at least one day during the timeframe being calculated.
- **Quarterly YoY % Change:** Year over year percent change in active jobs for the most recently completed quarter compared to the same quarter in the year prior. A job is considered active in this metric if it was active on an employer website for at least one day during the timeframe being calculated.

Scrape Change Tracker

The Scrape Change Tracker tab shows records of when changes were made to scrape code; this affects the number of job listings recorded over the period of the change. The primary use of this tab is to identify data outliers as legitimate or as results of a scrape break or change. Scrape changes are made in response to scrape breaks or to capture a fuller picture of job openings for a given employer. Our dedicated data quality team continuously monitors for scrape breaks and records changes in this tab.

Reasons for scrape changes include dramatic formatting changes to hiring websites, changes in ATS (applicant tracking system), system outages, and ongoing data quality maintenance.

If you have questions about any scrape change, including how it may relate to a given data query, don't hesitate to contact [LinkUp support](#).

Filters: All filters allow users to update the visualizations and KPIs on the page to the specifications selected.

- **Employer Type:** Select between Public Employers (publicly traded companies), Private Employers or All Employers
- **Company Name or Ticker:** Select a specific employer
- **Company Name and ID:** Select a subsidiary company of the previous Company selected.
- **Date Range:** Select a specific date range

Data Anomalies:

Drift: You may encounter a data anomaly in the LinkUp dataset known as “drift.” In the most recent 10 days of our dataset, you may notice an aberrant downward trend in overall job count—this dip occurs as job URLs are temporarily removed from the data set. Drift is the revised upward shift of our historical job counts as those previously undetectable job URLs come back online.

There are several reasons jobs may temporarily disappear from a career page. The site may go down temporarily for maintenance, be formatted incorrectly and rendered “unscrapable” for a period, our scrape system may have an issue with a certain CID, or the company may have changed its ATS or career portal software.

On the day any job disappears or is otherwise undetectable by our scrapers, it is reported as deleted. When the exact same URL re-appears on the page at a later date, we consider that the same job and the delete date is removed from the record. This correction treats the job as if it was never taken down. This procedure is essential for data quality because it avoids duplicating records of the same job, but it does cause what we call drift.

Multiple Location Jobs: Currently, job listings that have multiple locations listed in the description are counted as separate jobs for each location listed. We are working on a solution that allows the user to choose whether these jobs are listed as one or multiple postings. In the case of remote jobs, we currently distill the same remote job with many locations listed as a single job record. This is because remote jobs are often re-listed with different locations to maximize SEO results.

Parent and Subsidiary Jobs: If “All Employers” is selected in the ‘Select Employer Type’ filter, private subsidiaries owned by public companies will be counted twice—once under the parent company’s name and once under the subsidiary company name. This is only relevant on our Geography pages.