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JOB OPENINGS AND LABOR TURNOVER: JULY 2007

On the last business day of July, there were 4.2 million job openings in the United States, and the job openings rate was 3.0 percent, the Bureau of Labor Statistics of the U.S. Department of Labor reported today. The job openings rate was unchanged in July, while the hires rate and the total separations rate were essentially unchanged. This release includes estimates of the number and rate of job openings, hires, and separations for the total nonfarm sector by industry and geographic region.

Chart 1. Job openings rate, seasonally adjusted,
August 2004 - July 2007

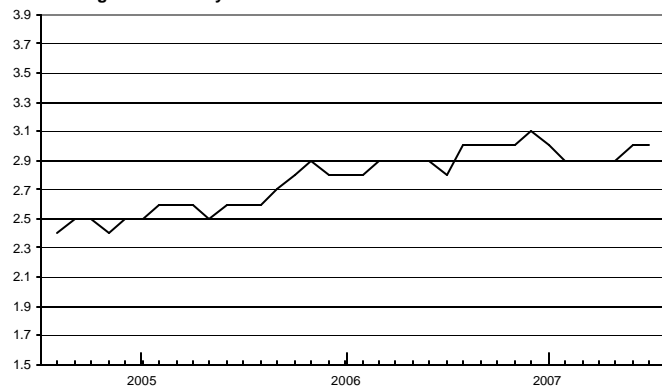
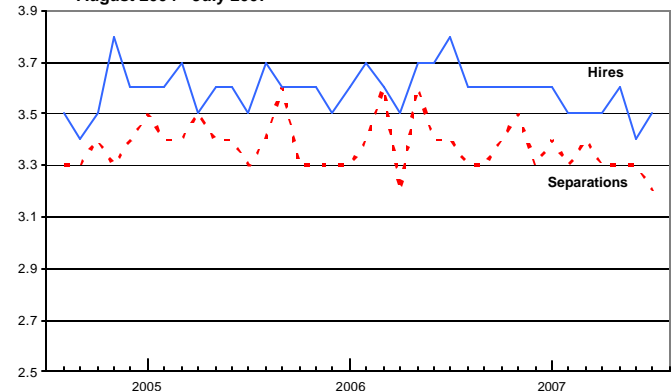


Chart 2. Hires and separations rates, seasonally adjusted,
August 2004 - July 2007



Job Openings

In July, the job openings rate remained at 3.0 percent. The rate has been 2.9 or 3.0 percent for the last 7 months. Job openings include only those jobs still open on the last business day of the month. The job openings rate did not change significantly in July in any industry or region. The seasonally adjusted job openings rate was highest in July in professional and business services and in accommodations and food services (4.0 percent each). (See table 1.)

Over the year, the job openings rate increased in nondurable goods manufacturing and in professional and business services. The rate decreased in the information industry. The job openings rate increased over the year in the West region. (See table 5.)

Hires

The hires rate was little changed at 3.5 percent in July. Hires are any additions to the payroll during the month. In July, the hires rate did not change significantly in any industry or region. The seasonally adjusted hires rate was highest in July in accommodations and food services (6.1 percent). (See table 2.)

Table A. Job openings, hires, and total separations by industry, seasonally adjusted

Industry	Job openings			Hires			Total separations		
	July 2006	June 2007	July 2007 ^p	July 2006	June 2007	July 2007 ^p	July 2006	June 2007	July 2007 ^p
	Levels (in thousands)								
Total ¹	3,891	4,280	4,225	5,141	4,741	4,816	4,643	4,543	4,479
Total private ¹	3,404	3,810	3,749	4,835	4,335	4,453	4,304	4,234	4,135
Construction	153	139	170	377	358	411	438	363	366
Manufacturing	311	344	339	377	355	356	368	382	372
Trade, transportation, and utilities ²	646	676	660	1,095	910	919	985	974	990
Retail trade	392	409	404	767	605	617	680	688	697
Professional and business services	574	763	751	942	865	921	807	728	768
Education and health services	667	711	714	570	493	500	445	473	396
Leisure and hospitality ³	497	568	533	851	854	834	817	850	815
Accommodations and food services ..	450	497	479	731	736	713	692	730	702
Government ⁴	485	465	475	372	395	392	327	310	326
State and local government	442	424	429	299	312	297	269	239	249
	Rates (percent)								
Total ¹	2.8	3.0	3.0	3.8	3.4	3.5	3.4	3.3	3.2
Total private ¹	2.9	3.2	3.1	4.2	3.7	3.8	3.8	3.7	3.6
Construction	2.0	1.8	2.2	4.9	4.7	5.4	5.7	4.7	4.8
Manufacturing	2.1	2.4	2.4	2.7	2.5	2.5	2.6	2.7	2.6
Trade, transportation, and utilities ²	2.4	2.5	2.4	4.2	3.4	3.5	3.8	3.7	3.7
Retail trade	2.5	2.6	2.6	5.0	3.9	4.0	4.4	4.5	4.5
Professional and business services	3.2	4.1	4.0	5.4	4.8	5.1	4.6	4.1	4.3
Education and health services	3.6	3.7	3.7	3.2	2.7	2.7	2.5	2.6	2.2
Leisure and hospitality ³	3.6	4.0	3.8	6.5	6.3	6.1	6.2	6.3	6.0
Accommodations and food services ..	3.9	4.1	4.0	6.5	6.4	6.1	6.2	6.3	6.0
Government ⁴	2.2	2.0	2.1	1.7	1.8	1.8	1.5	1.4	1.5
State and local government	2.2	2.1	2.2	1.6	1.6	1.5	1.4	1.2	1.3

¹ Includes natural resources and mining, information, financial activities, and other services, not shown separately.

² Includes wholesale trade and transportation, warehousing, and utilities, not shown separately.

³ Includes arts, entertainment, and recreation, not shown separately.

⁴ Includes federal government, not shown separately.

p = preliminary.

From July 2006 to July 2007, the hires rate rose in federal government. The hires rate fell in retail trade; transportation, warehousing, and utilities; information; finance and insurance; health care and social assistance; and state and local government. The hires rate also fell over the year in the Northeast region. (See table 6.)

Separations

The total separations, or turnover, rate was essentially unchanged at 3.2 percent in July. Separations are terminations of employment that occur at any time during the month. Over the month, the only industry to experience a significant change in the separations rate was education and health services. None of the regions experienced a significant change in the separations rate. From July 2006 to July 2007, the total separations rate increased in natural resources and mining and in federal government. The total separations rate decreased in information; real estate and rental and leasing; and educational services. Geographically, the total separations rate fell over the year in both the Northeast and Midwest regions. (See tables 3 and 7.)

Total separations include quits (voluntary separations), layoffs and discharges (involuntary separations), and other separations (including retirements). The quits rate, which can serve as a barometer of workers' ability to change jobs, was unchanged in July, and has been 1.9 percent for 4 months in a row. None of the industries experienced a significant change in the quits rate over the month. Regionally, the quits rate decreased in the Northeast. In July, the seasonally adjusted quits rate was highest in the accommodations and food services industry (4.5 percent). (See table 4.)

Over the year, the quits rate rose in natural resources and mining. The quits rate fell over the year in durable goods manufacturing; information; real estate and rental and leasing; and state and local government. Geographically, the quits rate fell over the year in the Northeast region. (See table 8.)

The other two components of total separations—layoffs and discharges, and other separations—are not seasonally adjusted. For July, the layoffs and discharges rate (1.1 percent) and level (1.5 million) were unchanged from a year earlier. The layoffs and discharges rate in July was highest in construction (1.8 percent), followed closely by professional and business services (1.7 percent). From July 2006 to July 2007, the other separations level declined to 348,000. (See tables 9 and 10.)

The total separations rate is driven by the relative contribution of its three components (quits, layoffs and discharges, and other separations), with quits contributing the largest portion. The percentage of total separations attributable to quits has risen and fallen over time along with total nonfarm employment levels. The proportion of total separations due to quits fell from 61 percent in February 2001 to 51 percent in August 2003 (seasonally adjusted), and has since risen. In July 2007, quits accounted for 59 percent of total separations.

Flows in the Labor Market

Several industries consistently have high rates of both hires and separations. These include construction; retail trade; professional and business services; arts, entertainment, and recreation; and accommodations and food services. In the 12 months ending in July 2007, these 5 industries produced 34.2 million hires and 32.3 million separations. Thus, these five industries accounted for 58 percent of total nonfarm hires and 59 percent of total nonfarm separations while comprising only 39 percent of total nonfarm employment.

For More Information

For additional information, please read the Technical Note or visit the JOLTS Web site at <http://www.bls.gov/jlt/>. Additional information about JOLTS also may be obtained by e-mailing Joltsinfo@bls.gov or by calling (202) 691-5870.

The Job Openings and Labor Turnover release for August 2007 is scheduled to be issued on Wednesday, October 10.

Technical Note

The data for the Job Openings and Labor Turnover Survey (JOLTS) are collected and compiled monthly from a sample of business establishments by the Bureau of Labor Statistics (BLS).

Collection

Each month, data are collected in a survey of business establishments for total employment, job openings, hires, quits, layoffs and discharges, and other separations. Data collection methods include computer-assisted telephone interviewing, touchtone data entry, fax, and mail.

Coverage

The JOLTS program covers all private nonfarm establishments such as factories, offices, and stores, as well as federal, state, and local government entities in the 50 states and the District of Columbia.

Concepts

Industry classification. The industry classifications in this release are in accordance with the 2002 version of the North American Industry Classification System (NAICS). In order to ensure the highest possible quality of data, State Workforce Agencies verify with employers and update, if necessary, the industry code, location, and ownership classification of all establishments on a 3-year cycle. Changes in establishment characteristics resulting from the verification process are always introduced into the JOLTS sampling frame with the data reported for the first month of the year.

Employment. Employment includes persons on the payroll who worked or received pay for the pay period that includes the 12th day of the reference month. Full-time, part-time, permanent, short-term, seasonal, salaried, and hourly employees are included, as are employees on paid vacations or other paid leave. Proprietors or partners of unincorporated businesses, unpaid family workers, or persons on leave without pay or on strike for the entire pay period, are not counted as employed. Employees of temporary help agencies, employee leasing companies, outside contractors, and consultants are counted by their employer of record, not by the establishment where they are working.

Job openings. Establishments submit job openings information for the last business day of the reference month. A job opening requires that: 1) a specific position exists and there is work available for that position, 2) work could start within 30 days regardless of whether a suitable candidate is found, and 3) the employer is actively recruiting from outside the establishment to fill the position. Included are full-time, part-time, permanent, short-term, and seasonal openings. Active recruiting means that the establishment is taking steps to fill a position by advertising in newspapers or on the Internet, posting help-wanted signs, accepting applications, or using other similar methods.

Jobs to be filled only by internal transfers, promotions, demotions, or recall from layoffs are excluded. Also excluded

are jobs with start dates more than 30 days in the future, jobs for which employees have been hired but have not yet reported for work, and jobs to be filled by employees of temporary help agencies, employee leasing companies, outside contractors, or consultants. The job openings rate is computed by dividing the number of job openings by the sum of employment and job openings and multiplying that quotient by 100.

Hires. Hires are the total number of additions to the payroll occurring at any time during the reference month, including both new and rehired employees, full-time and part-time, permanent, short-term, and seasonal employees, employees recalled to the location after a layoff lasting more than 7 days, on-call or intermittent employees who returned to work after having been formally separated, and transfers from other locations. The hires count does not include transfers or promotions within the reporting site, employees returning from strike, employees of temporary help agencies or employee leasing companies, outside contractors, or consultants. The hires rate is computed by dividing the number of hires by employment and multiplying that quotient by 100.

Separations. Separations are the total number of terminations of employment occurring at any time during the reference month, and are reported by type of separation—quits, layoffs and discharges, and other separations. Quits are voluntary separations by employees (except for retirements, which are reported as other separations). Layoffs and discharges are involuntary separations initiated by the employer and include layoffs with no intent to rehire, formal layoffs lasting or expected to last more than 7 days, discharges resulting from mergers, downsizing, or closings, firings or other discharges for cause, terminations of permanent or short-term employees, and terminations of seasonal employees. Other separations include retirements, transfers to other locations, deaths, and separations due to disability. Separations do not include transfers within the same location or employees on strike.

The separations rate is computed by dividing the number of separations by employment and multiplying that quotient by 100. The quits, layoffs and discharges, and other separations rates are computed similarly, dividing the number by employment and multiplying by 100.

Annual estimates. Annual estimates of rates and levels of hires, quits, layoffs and discharges, other separations, and total separations are released with the January news release each year.

The JOLTS annual level estimates for hires, quits, layoffs and discharges, other separations, and total separations are the sum of the 12 published monthly levels. The annual rate estimates are computed by dividing the annual level by the Current Employment Statistics (CES) annual average employment level, and multiplying that quotient by 100. This figure will be approximately equal to the sum of the 12 monthly rates. Note that both the JOLTS and CES annual levels are rounded to the nearest thousand before the annual estimates are calculated. Consistent with BLS practices, annual estimates will be published only for not seasonally adjusted data.

Annual estimates are not calculated for job openings because job openings are a stock, or point-in-time, measurement for the last business day of each month. Only jobs still open on the last day of the month are counted. For the same reason job openings cannot be cumulated throughout each month, annual figures for job openings cannot be created by summing the monthly estimates. Hires and separations are flow measures and are cumulated over the month with a total reported for the month. Therefore, the annual figures can be created by summing the monthly estimates.

Sample methodology

The JOLTS sample design is a random sample of 16,000 nonfarm business establishments, including factories, offices, and stores, as well as federal, state, and local governments in the 50 states and the District of Columbia. The establishments are drawn from a universe of over eight million establishments compiled as part of the operations of the Quarterly Census of Employment and Wages, or QCEW, program. This program includes all employers subject to state Unemployment Insurance (UI) laws and federal agencies subject to Unemployment Compensation for Federal Employees (UCFE).

The sampling frame is stratified by ownership, region, industry sector, and size class. Large firms fall into the sample with virtual certainty. JOLTS total employment estimates are controlled to the employment estimates of the Current Employment Statistics (CES) survey. A ratio of CES to JOLTS employment is used to adjust the levels for all other JOLTS data elements. Rates are then computed from the adjusted levels.

Using JOLTS data

The JOLTS data series on job openings, hires, and separations are relatively new. The full sample is divided into panels, with one panel enrolled each month. A full complement of panels for the original data series based on the 1987 Standard Industrial Classification (SIC) system was not completely enrolled in the survey until January 2002. The supplemental panels of establishments needed to create NAICS estimates were not completely enrolled until May 2003. The data collected up until those points are from less than a full sample. Therefore, estimates from earlier months should be used with caution, as fewer sampled units were reporting data at that time.

In March 2002, BLS procedures for collecting hires and separations data were revised to address possible underreporting. As a result, JOLTS hires and separations estimates for months prior to March 2002 may not be comparable with estimates for March 2002 and later.

The federal government reorganization that involved transferring approximately 180,000 employees to the new Department of Homeland Security is not reflected in the JOLTS hires and separations estimates for the federal government. The Office of Personnel Management's record shows these transfers were completed in March 2003. The inclusion of

transfers in the JOLTS definitions of hires and separations is intended to cover ongoing movements of workers between establishments. The Department of Homeland Security reorganization was a massive one-time event, and the inclusion of these intergovernmental transfers would distort the federal government time series.

Seasonal adjustment

BLS seasonally adjusts several JOLTS series using the X-12-ARIMA seasonal adjustment program. Seasonal adjustment is the process of estimating and removing periodic fluctuations caused by events such as weather, holidays, and the beginning and ending of the school year. Seasonal adjustment makes it easier to observe fundamental changes in the level of the series, particularly those associated with general economic expansions and contractions. A concurrent seasonal adjustment methodology is used in which new seasonal adjustment factors are calculated each month, using all relevant data, up to and including the data for the current month.

Prior to the January 2007 benchmark release in March 2007, seasonal adjustment of the JOLTS series was conducted using the stable seasonal filter option since there were not enough data observations available for the standard use of moving averages as seasonal filters. Although the seasonal adjustment of the JOLTS series is conducted with fewer data observations than is customary, the number of observations is now above the minimum required by X-12-ARIMA to use the normal seasonal filters. Therefore, the standard use of moving averages as seasonal filters is now in place for JOLTS seasonal adjustment. JOLTS seasonal adjustment now includes both additive and multiplicative seasonal adjustment models and REGARIMA (regression with autocorrelated errors) modeling to improve the seasonal adjustment factors at the beginning and end of the series and to detect and adjust for outliers in the series. Due to the improved diagnostics, three additional industries are now seasonally adjusted: retail trade, accommodations and food services, and state and local government. It is expected that more series may be seasonally adjusted when more data are available.

Reliability of the estimates

JOLTS estimates are subject to both sampling and nonsampling error. When a sample rather than the entire population is surveyed, there is a chance that the sample estimates may differ from the "true" population values they represent. The exact difference, or sampling error, varies depending on the particular sample selected, and this variability is measured by the standard error of the estimate. BLS analysis is generally conducted at the 90-percent level of confidence. That means that there is 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. Estimates of sampling errors are available upon request.

The JOLTS estimates also are affected by nonsampling error. Nonsampling error can occur for many reasons, including the failure to include a segment of the population, the inability to obtain data from all units in the sample, the inability or unwillingness of respondents to provide data on a timely basis, mistakes made by respondents, errors made in the collection or processing of the data, and errors from the employment benchmark data used in estimation.

JOLTS hires and separations estimates cannot be used to exactly explain net changes in nonfarm payroll employment. Some reasons why it is problematic to compare changes in payroll employment with JOLTS hires and separations, especially on a monthly basis, are: 1) the reference period for

payroll employment is the pay period including the 12th of the month, while the reference period for hires and separations is the calendar month; and 2) payroll employment can vary from month to month simply because part-time and on-call workers may not always work during the pay period that includes the 12th of the month. Additionally, research has found that some reporters systematically underreport separations relative to hires due to a number of factors, including the nature of their payroll systems and practices. The shortfall appears to be about 2 percent or less over a 12-month period.

Other information

Information in this release will be made available to sensory impaired individuals upon request. Voice phone: 202-691-5200; TDD message referral phone: 1-800-877-8339.

Table 1. Job openings levels ¹ and rates ² by industry and region, seasonally adjusted

Industry and region	Levels ³ (in thousands)							Rates						
	July 2006	Feb. 2007	Mar. 2007	Apr. 2007	May 2007	June 2007	July 2007 ^P	July 2006	Feb. 2007	Mar. 2007	Apr. 2007	May 2007	June 2007	July 2007 ^P
Total ⁴	3,891	4,149	4,176	4,170	4,095	4,280	4,225	2.8	2.9	2.9	2.9	2.9	3.0	3.0
INDUSTRY														
Total private ⁴	3,404	3,666	3,702	3,683	3,627	3,810	3,749	2.9	3.1	3.1	3.1	3.0	3.2	3.1
Construction.....	153	229	152	154	157	139	170	2.0	2.9	1.9	2.0	2.0	1.8	2.2
Manufacturing.....	311	330	316	350	345	344	339	2.1	2.3	2.2	2.4	2.4	2.4	2.4
Trade, transportation, and utilities ⁵	646	660	677	669	609	676	660	2.4	2.4	2.5	2.5	2.3	2.5	2.4
Retail trade.....	392	378	375	389	337	409	404	2.5	2.4	2.4	2.5	2.1	2.6	2.6
Professional and business services.....	574	642	758	735	654	763	751	3.2	3.5	4.1	4.0	3.5	4.1	4.0
Education and health services.....	667	670	685	706	703	711	714	3.6	3.6	3.6	3.7	3.7	3.7	3.7
Leisure and hospitality ⁶	497	566	574	512	571	568	533	3.6	4.0	4.1	3.7	4.0	4.0	3.8
Accommodations and food services.....	450	511	506	453	500	497	479	3.9	4.3	4.2	3.8	4.1	4.1	4.0
Government ⁷	485	482	470	488	468	465	475	2.2	2.1	2.1	2.1	2.1	2.0	2.1
State and local government.....	442	438	430	439	424	424	429	2.2	2.2	2.2	2.2	2.1	2.1	2.2
REGION ⁸														
Northeast.....	717	717	703	675	674	732	761	2.7	2.7	2.7	2.6	2.5	2.8	2.9
South.....	1,527	1,631	1,658	1,670	1,648	1,635	1,594	3.0	3.2	3.3	3.3	3.2	3.2	3.1
Midwest.....	723	783	797	779	799	805	755	2.2	2.4	2.4	2.4	2.4	2.5	2.3
West.....	923	1,011	1,027	1,038	970	1,106	1,112	2.9	3.2	3.2	3.3	3.1	3.5	3.5

¹ Job openings are the number of job openings on the last business day of the month.

² The job openings rate is the number of job openings on the last business day of the month as a percent of total employment plus job openings.

³ Detail will not necessarily add to totals because of the independent seasonal adjustment of the various series.

⁴ Includes natural resources and mining, information, financial activities, and other services, not shown separately.

⁵ Includes wholesale trade and transportation, warehousing, and utilities, not shown separately.

⁶ Includes arts, entertainment, and recreation, not shown separately.

⁷ Includes federal government, not shown separately.

⁸ The States (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

^P = preliminary.

Table 2. Hires levels ¹ and rates ² by industry and region, seasonally adjusted

Industry and region	Levels ³ (in thousands)							Rates						
	July 2006	Feb. 2007	Mar. 2007	Apr. 2007	May 2007	June 2007	July 2007 ^P	July 2006	Feb. 2007	Mar. 2007	Apr. 2007	May 2007	June 2007	July 2007 ^P
Total ⁴	5,141	4,815	4,815	4,832	4,982	4,741	4,816	3.8	3.5	3.5	3.5	3.6	3.4	3.5
INDUSTRY														
Total private ⁴	4,835	4,509	4,416	4,423	4,503	4,335	4,453	4.2	3.9	3.8	3.8	3.9	3.7	3.8
Construction.....	377	298	356	330	351	358	411	4.9	3.9	4.6	4.3	4.6	4.7	5.4
Manufacturing.....	377	371	318	350	356	355	356	2.7	2.6	2.3	2.5	2.5	2.5	2.5
Trade, transportation, and utilities ⁵	1,095	1,018	1,006	1,028	1,044	910	919	4.2	3.9	3.8	3.9	3.9	3.4	3.5
Retail trade.....	767	695	691	706	715	605	617	5.0	4.5	4.5	4.6	4.6	3.9	4.0
Professional and business services.....	942	953	881	828	935	865	921	5.4	5.3	4.9	4.6	5.2	4.8	5.1
Education and health services.....	570	518	497	507	507	493	500	3.2	2.9	2.7	2.8	2.8	2.7	2.7
Leisure and hospitality ⁶	851	934	867	903	873	854	834	6.5	7.0	6.4	6.7	6.5	6.3	6.1
Accommodations and food services.....	731	778	726	811	755	736	713	6.5	6.8	6.3	7.0	6.5	6.4	6.1
Government ⁷	372	379	404	421	409	395	392	1.7	1.7	1.8	1.9	1.8	1.8	1.8
State and local government.....	299	317	313	333	330	312	297	1.6	1.6	1.6	1.7	1.7	1.6	1.5
REGION ⁸														
Northeast.....	881	709	740	759	705	684	752	3.5	2.8	2.9	2.9	2.7	2.6	2.9
South.....	1,940	1,837	1,835	1,894	1,960	1,842	1,853	4.0	3.7	3.7	3.8	4.0	3.7	3.7
Midwest.....	1,103	1,184	1,105	1,069	1,101	1,082	1,048	3.5	3.7	3.5	3.4	3.5	3.4	3.3
West.....	1,222	1,156	1,157	1,122	1,143	1,117	1,152	4.0	3.8	3.8	3.6	3.7	3.6	3.7

¹ Hires are the number of hires during the entire month.

² The hires rate is the number of hires during the entire month as a percent of total employment.

³ Detail will not necessarily add to totals because of the independent seasonal adjustment of the various series.

⁴ Includes natural resources and mining, information, financial activities, and other services, not shown separately.

⁵ Includes wholesale trade and transportation, warehousing, and utilities, not shown separately.

⁶ Includes arts, entertainment, and recreation, not shown separately.

⁷ Includes federal government, not shown separately.

⁸ See footnote 8, table 1.

^P = preliminary.

Table 3. Total separations levels ¹ and rates ² by industry and region, seasonally adjusted

Industry and region	Levels ³ (in thousands)							Rates						
	July 2006	Feb. 2007	Mar. 2007	Apr. 2007	May 2007	June 2007	July 2007 ^P	July 2006	Feb. 2007	Mar. 2007	Apr. 2007	May 2007	June 2007	July 2007 ^P
Total ⁴	4,643	4,556	4,741	4,524	4,544	4,543	4,479	3.4	3.3	3.4	3.3	3.3	3.3	3.2
INDUSTRY														
Total private ⁴	4,304	4,263	4,417	4,227	4,233	4,234	4,135	3.8	3.7	3.8	3.7	3.7	3.7	3.6
Construction.....	438	322	344	360	346	363	366	5.7	4.2	4.5	4.7	4.5	4.7	4.8
Manufacturing.....	368	422	400	380	396	382	372	2.6	3.0	2.8	2.7	2.8	2.7	2.6
Trade, transportation, and utilities ⁵	985	943	974	975	950	974	990	3.8	3.6	3.7	3.7	3.6	3.7	3.7
Retail trade.....	680	656	682	678	685	688	697	4.4	4.3	4.4	4.4	4.5	4.5	4.5
Professional and business services.....	807	862	876	805	775	728	768	4.6	4.8	4.9	4.5	4.3	4.1	4.3
Education and health services.....	445	419	429	414	437	473	396	2.5	2.3	2.4	2.3	2.4	2.6	2.2
Leisure and hospitality ⁶	817	835	846	861	833	850	815	6.2	6.2	6.3	6.4	6.2	6.3	6.0
Accommodations and food services.....	692	697	702	720	715	730	702	6.2	6.1	6.1	6.3	6.2	6.3	6.0
Government ⁷	327	294	315	311	315	310	326	1.5	1.3	1.4	1.4	1.4	1.4	1.5
State and local government.....	269	243	238	241	239	239	249	1.4	1.2	1.2	1.2	1.2	1.2	1.3
REGION ⁸														
Northeast.....	780	675	667	640	642	634	621	3.1	2.6	2.6	2.5	2.5	2.5	2.4
South.....	1,810	1,763	1,829	1,904	1,798	1,699	1,787	3.7	3.6	3.7	3.9	3.6	3.4	3.6
Midwest.....	1,043	1,054	1,006	981	1,024	1,033	987	3.3	3.3	3.2	3.1	3.2	3.2	3.1
West.....	1,022	1,041	1,165	1,040	1,062	1,191	1,126	3.4	3.4	3.8	3.4	3.4	3.9	3.7

¹ Total separations are the number of total separations during the entire month.

² The total separations rate is the number of total separations during the entire month as a percent of total employment.

³ Detail will not necessarily add to totals because of the independent seasonal adjustment of the various series.

⁴ Includes natural resources and mining, information, financial activities,

and other services, not shown separately.

⁵ Includes wholesale trade and transportation, warehousing, and utilities, not shown separately.

⁶ Includes arts, entertainment, and recreation, not shown separately.

⁷ Includes federal government, not shown separately.

⁸ See footnote 8, table 1.

^P = preliminary.

Table 4. Quits levels ¹ and rates ² by industry and region, seasonally adjusted

Industry and region	Levels ³ (in thousands)							Rates						
	July 2006	Feb. 2007	Mar. 2007	Apr. 2007	May 2007	June 2007	July 2007 ^P	July 2006	Feb. 2007	Mar. 2007	Apr. 2007	May 2007	June 2007	July 2007 ^P
Total ⁴	2,668	2,705	2,763	2,637	2,686	2,627	2,636	2.0	2.0	2.0	1.9	1.9	1.9	1.9
INDUSTRY														
Total private ⁴	2,506	2,571	2,591	2,486	2,530	2,475	2,483	2.2	2.2	2.2	2.2	2.2	2.1	2.1
Construction.....	168	120	131	126	124	129	157	2.2	1.6	1.7	1.6	1.6	1.7	2.1
Manufacturing.....	189	212	216	199	216	195	180	1.3	1.5	1.5	1.4	1.5	1.4	1.3
Trade, transportation, and utilities ⁵	600	606	608	600	606	618	586	2.3	2.3	2.3	2.3	2.3	2.3	2.2
Retail trade.....	451	438	428	440	445	448	440	2.9	2.9	2.8	2.9	2.9	2.9	2.9
Professional and business services.....	423	486	461	418	424	411	444	2.4	2.7	2.6	2.3	2.4	2.3	2.5
Education and health services.....	271	280	267	274	284	271	267	1.5	1.5	1.5	1.5	1.6	1.5	1.5
Leisure and hospitality ⁶	544	579	590	592	551	595	576	4.1	4.3	4.4	4.4	4.1	4.4	4.2
Accommodations and food services.....	502	531	539	542	503	540	526	4.5	4.6	4.7	4.7	4.3	4.7	4.5
Government ⁷	163	139	155	153	157	152	152	.7	.6	.7	.7	.7	.7	.7
State and local government.....	138	117	130	129	130	123	128	.7	.6	.7	.7	.7	.6	.7
REGION ⁸														
Northeast.....	387	322	352	350	331	380	323	1.5	1.3	1.4	1.4	1.3	1.5	1.3
South.....	1,117	1,152	1,150	1,163	1,162	1,049	1,130	2.3	2.3	2.3	2.4	2.4	2.1	2.3
Midwest.....	559	599	588	544	551	555	530	1.8	1.9	1.9	1.7	1.7	1.7	1.7
West.....	602	629	665	590	643	648	649	2.0	2.0	2.2	1.9	2.1	2.1	2.1

¹ Quits are the number of quits during the entire month.

² The quits rate is the number of quits during the entire month as a percent of total employment.

³ Detail will not necessarily add to totals because of the independent seasonal adjustment of the various series.

⁴ Includes natural resources and mining, information, financial activities, and other services, not shown separately.

⁵ Includes wholesale trade and transportation, warehousing, and utilities, not shown separately.

⁶ Includes arts, entertainment, and recreation, not shown separately.

⁷ Includes federal government, not shown separately.

⁸ See footnote 8, table 1.

^P = preliminary.

Table 5. Job openings levels ¹ and rates ² by industry and region, not seasonally adjusted

Industry and region	Levels (in thousands)			Rates		
	July 2006	June 2007	July 2007 ^P	July 2006	June 2007	July 2007 ^P
Total	4,046	4,355	4,362	2.9	3.0	3.1
INDUSTRY						
Total private.....	3,522	3,838	3,846	3.0	3.2	3.2
Natural resources and mining.....	13	13	12	1.9	1.7	1.6
Construction.....	174	160	201	2.1	2.0	2.5
Manufacturing.....	324	353	351	2.2	2.4	2.4
Durable goods.....	218	214	222	2.4	2.3	2.4
Nondurable goods.....	106	139	129	2.0	2.6	2.4
Trade, transportation, and utilities.....	656	670	666	2.4	2.5	2.5
Wholesale trade.....	125	150	128	2.1	2.4	2.1
Retail trade.....	392	393	406	2.5	2.5	2.6
Transportation, warehousing, and utilities.....	138	127	131	2.7	2.4	2.5
Information.....	154	148	126	4.8	4.5	3.9
Financial activities.....	234	255	260	2.7	2.9	2.9
Finance and insurance.....	180	201	196	2.8	3.1	3.0
Real estate and rental and leasing.....	54	55	63	2.4	2.4	2.7
Professional and business services.....	590	786	773	3.2	4.2	4.1
Education and health services.....	673	718	720	3.7	3.8	3.8
Educational services.....	63	76	70	2.4	2.7	2.6
Health care and social assistance.....	610	642	650	3.9	4.0	4.1
Leisure and hospitality.....	544	569	573	3.8	3.9	3.9
Arts, entertainment, and recreation.....	57	69	67	2.5	3.0	2.9
Accommodations and food services.....	487	500	505	4.0	4.0	4.0
Other services.....	159	165	165	2.8	2.9	2.9
Government.....	524	517	516	2.5	2.3	2.4
Federal.....	46	38	50	1.6	1.4	1.8
State and local.....	478	479	466	2.6	2.4	2.5
REGION ³						
Northeast.....	728	739	780	2.8	2.8	2.9
South.....	1,599	1,632	1,633	3.2	3.2	3.2
Midwest.....	779	812	809	2.4	2.5	2.5
West.....	939	1,172	1,140	3.0	3.6	3.6

¹ Job openings are the number of job openings on the last business day of the month.

² The job openings rate is the number of job openings on the last business day of the month as a percent of total employment plus job openings.

³ See footnote 8, table 1.

^P = preliminary.

Table 6. Hires levels ¹ and rates ² by industry and region, not seasonally adjusted

Industry and region	Levels (in thousands)			Rates		
	July 2006	June 2007	July 2007 ^P	July 2006	June 2007	July 2007 ^P
Total	5,385	5,702	5,037	4.0	4.1	3.7
INDUSTRY						
Total private.....	4,978	5,180	4,615	4.3	4.4	4.0
Natural resources and mining.....	22	34	24	3.1	4.6	3.3
Construction.....	387	461	438	4.8	5.8	5.5
Manufacturing.....	413	413	390	2.9	2.9	2.8
Durable goods.....	239	250	208	2.7	2.8	2.3
Nondurable goods.....	174	163	182	3.3	3.1	3.5
Trade, transportation, and utilities.....	1,085	1,002	879	4.1	3.8	3.3
Wholesale trade.....	159	184	149	2.7	3.0	2.5
Retail trade.....	754	662	593	4.9	4.3	3.9
Transportation, warehousing, and utilities.....	171	156	138	3.4	3.1	2.7
Information.....	105	85	76	3.4	2.7	2.4
Financial activities.....	273	269	223	3.2	3.2	2.6
Finance and insurance.....	179	198	141	2.9	3.1	2.2
Real estate and rental and leasing.....	93	72	83	4.2	3.2	3.7
Professional and business services.....	966	953	952	5.4	5.3	5.3
Education and health services.....	623	588	530	3.6	3.2	2.9
Educational services.....	82	87	89	3.2	3.1	3.4
Health care and social assistance.....	541	501	441	3.6	3.3	2.9
Leisure and hospitality.....	894	1,110	855	6.5	7.8	6.0
Arts, entertainment, and recreation.....	138	186	126	6.2	8.3	5.5
Accommodations and food services.....	756	924	729	6.5	7.8	6.1
Other services.....	210	265	247	3.8	4.8	4.4
Government.....	407	522	422	2.0	2.4	2.0
Federal.....	76	107	112	2.8	3.9	4.1
State and local.....	331	415	310	1.8	2.1	1.7
REGION ³						
Northeast.....	973	857	855	3.8	3.3	3.3
South.....	2,008	2,164	1,913	4.1	4.3	3.9
Midwest.....	1,110	1,327	1,034	3.5	4.1	3.3
West.....	1,294	1,353	1,235	4.2	4.3	4.0

¹ Hires are the number of hires during the entire month.

² The hires rate is the number of hires during the entire month as a percent of total employment.

³ See footnote 8, table 1.

^P = preliminary.

Table 7. Total separations levels ¹ and rates ² by industry and region, not seasonally adjusted

Industry and region	Levels (in thousands)			Rates		
	July 2006	June 2007	July 2007 ^P	July 2006	June 2007	July 2007 ^P
Total	4,862	4,823	4,666	3.6	3.5	3.4
INDUSTRY						
Total private.....	4,433	4,364	4,222	3.8	3.7	3.6
Natural resources and mining.....	16	20	26	2.3	2.7	3.5
Construction.....	386	330	341	4.8	4.2	4.3
Manufacturing.....	384	384	380	2.7	2.7	2.7
Durable goods.....	241	239	214	2.7	2.7	2.4
Nondurable goods.....	143	144	166	2.7	2.8	3.2
Trade, transportation, and utilities.....	956	971	971	3.6	3.7	3.7
Wholesale trade.....	168	172	158	2.8	2.8	2.6
Retail trade.....	646	676	676	4.2	4.4	4.4
Transportation, warehousing, and utilities.....	142	123	137	2.8	2.4	2.7
Information.....	82	81	61	2.7	2.6	2.0
Financial activities.....	241	206	207	2.9	2.4	2.4
Finance and insurance.....	145	149	150	2.3	2.4	2.4
Real estate and rental and leasing.....	96	57	56	4.3	2.5	2.5
Professional and business services.....	886	741	825	5.0	4.1	4.6
Education and health services.....	502	566	435	2.9	3.1	2.4
Educational services.....	92	121	57	3.6	4.3	2.1
Health care and social assistance.....	410	445	377	2.7	2.9	2.5
Leisure and hospitality.....	823	862	817	6.0	6.1	5.7
Arts, entertainment, and recreation.....	101	88	83	4.5	3.9	3.6
Accommodations and food services.....	722	774	734	6.2	6.5	6.1
Other services.....	158	205	159	2.9	3.7	2.9
Government.....	429	459	443	2.1	2.1	2.1
Federal.....	70	91	95	2.5	3.3	3.5
State and local.....	359	368	349	2.0	1.9	1.9
REGION ³						
Northeast.....	781	690	620	3.1	2.7	2.4
South.....	1,933	1,783	1,899	4.0	3.6	3.8
Midwest.....	1,095	1,060	999	3.5	3.3	3.1
West.....	1,053	1,290	1,148	3.5	4.1	3.7

¹ Total separations are the number of total separations during the entire month.

² The total separations rate is the number of total separations during the entire month as a percent of total employment.

³ See footnote 8, table 1.

^P = preliminary.

Table 8. Quits levels ¹ and rates ² by industry and region, not seasonally adjusted

Industry and region	Levels (in thousands)			Rates		
	July 2006	June 2007	July 2007 ^P	July 2006	June 2007	July 2007 ^P
Total	2,917	2,843	2,855	2.1	2.0	2.1
INDUSTRY						
Total private.....	2,711	2,636	2,661	2.4	2.3	2.3
Natural resources and mining.....	10	13	17	1.4	1.8	2.2
Construction.....	185	140	183	2.3	1.8	2.3
Manufacturing.....	217	205	202	1.5	1.5	1.4
Durable goods.....	130	117	107	1.4	1.3	1.2
Nondurable goods.....	87	88	94	1.7	1.7	1.8
Trade, transportation, and utilities.....	618	633	591	2.4	2.4	2.2
Wholesale trade.....	81	113	69	1.4	1.9	1.1
Retail trade.....	456	450	444	3.0	2.9	2.9
Transportation, warehousing, and utilities.....	80	69	78	1.6	1.4	1.5
Information.....	61	50	42	2.0	1.6	1.4
Financial activities.....	152	131	116	1.8	1.5	1.4
Finance and insurance.....	97	100	91	1.6	1.6	1.4
Real estate and rental and leasing.....	55	31	25	2.5	1.4	1.1
Professional and business services.....	462	423	480	2.6	2.3	2.7
Education and health services.....	297	307	290	1.7	1.7	1.6
Educational services.....	40	46	35	1.6	1.6	1.3
Health care and social assistance.....	257	261	256	1.7	1.7	1.7
Leisure and hospitality.....	601	615	636	4.3	4.3	4.5
Arts, entertainment, and recreation.....	49	46	59	2.2	2.1	2.6
Accommodations and food services.....	553	569	578	4.8	4.8	4.8
Other services.....	109	119	103	2.0	2.1	1.9
Government.....	206	207	195	1.0	.9	.9
Federal.....	33	30	33	1.2	1.1	1.2
State and local.....	173	176	162	1.0	.9	.9
REGION ³						
Northeast.....	435	400	357	1.7	1.5	1.4
South.....	1,235	1,127	1,247	2.5	2.3	2.5
Midwest.....	591	579	541	1.9	1.8	1.7
West.....	657	737	710	2.2	2.4	2.3

¹ Quits are the number of quits during the entire month.

² The quits rate is the number of quits during the entire month as a percent of total employment.

³ See footnote 8, table 1.

^P = preliminary.

Table 9. Layoffs and discharges levels ¹ and rates ² by industry and region, not seasonally adjusted

Industry and region	Levels (in thousands)			Rates		
	July 2006	June 2007	July 2007 ^P	July 2006	June 2007	July 2007 ^P
Total	1,531	1,562	1,462	1.1	1.1	1.1
INDUSTRY						
Total private.....	1,382	1,430	1,304	1.2	1.2	1.1
Natural resources and mining.....	3	3	6	.4	.5	.8
Construction.....	179	178	144	2.2	2.2	1.8
Manufacturing.....	127	134	157	.9	1.0	1.1
Durable goods.....	81	85	94	.9	1.0	1.1
Nondurable goods.....	46	49	63	.9	.9	1.2
Trade, transportation, and utilities.....	254	246	317	1.0	.9	1.2
Wholesale trade.....	58	42	78	1.0	.7	1.3
Retail trade.....	149	168	192	1.0	1.1	1.2
Transportation, warehousing, and utilities.....	47	36	48	.9	.7	.9
Information.....	16	19	13	.5	.6	.4
Financial activities.....	61	58	70	.7	.7	.8
Finance and insurance.....	25	40	44	.4	.6	.7
Real estate and rental and leasing.....	36	19	25	1.6	.8	1.1
Professional and business services.....	351	272	303	2.0	1.5	1.7
Education and health services.....	157	218	111	.9	1.2	.6
Educational services.....	48	68	17	1.9	2.5	.6
Health care and social assistance.....	109	150	94	.7	1.0	.6
Leisure and hospitality.....	198	226	146	1.4	1.6	1.0
Arts, entertainment, and recreation.....	50	39	21	2.2	1.8	.9
Accommodations and food services.....	148	187	125	1.3	1.6	1.0
Other services.....	37	74	38	.7	1.3	.7
Government.....	149	132	158	.7	.6	.8
Federal.....	21	26	26	.7	1.0	.9
State and local.....	128	106	133	.7	.5	.7
REGION ³						
Northeast.....	276	217	204	1.1	.8	.8
South.....	553	528	536	1.1	1.1	1.1
Midwest.....	384	365	368	1.2	1.1	1.2
West.....	318	452	355	1.0	1.4	1.1

¹ Layoffs and discharges are the number of layoffs and discharges during the entire month.

² The layoffs and discharges rate is the number of layoffs and discharges during the entire month as a percent of total employment.

³ See footnote 8, table 1.

^P = preliminary.

Table 10. Other separations levels ¹ and rates ² by industry and region, not seasonally adjusted

Industry and region	Levels (in thousands)			Rates		
	July 2006	June 2007	July 2007 ^P	July 2006	June 2007	July 2007 ^P
Total	414	419	348	0.3	0.3	0.3
INDUSTRY						
Total private.....	340	298	258	.3	.3	.2
Natural resources and mining.....	3	3	4	.4	.4	.5
Construction.....	22	12	14	.3	.2	.2
Manufacturing.....	41	44	22	.3	.3	.2
Durable goods.....	30	36	13	.3	.4	.1
Nondurable goods.....	10	7	9	.2	.1	.2
Trade, transportation, and utilities.....	84	92	63	.3	.3	.2
Wholesale trade.....	28	16	11	.5	.3	.2
Retail trade.....	41	58	40	.3	.4	.3
Transportation, warehousing, and utilities.....	15	18	11	.3	.4	.2
Information.....	5	12	6	.2	.4	.2
Financial activities.....	28	16	21	.3	.2	.2
Finance and insurance.....	23	9	15	.4	.1	.2
Real estate and rental and leasing.....	6	7	6	.3	.3	.3
Professional and business services.....	74	47	42	.4	.3	.2
Education and health services.....	47	41	33	.3	.2	.2
Educational services.....	3	7	6	.1	.2	.2
Health care and social assistance.....	44	34	28	.3	.2	.2
Leisure and hospitality.....	24	21	35	.2	.1	.2
Arts, entertainment, and recreation.....	2	2	4	.1	.1	.2
Accommodations and food services.....	22	19	31	.2	.2	.3
Other services.....	11	11	18	.2	.2	.3
Government.....	74	121	90	.4	.5	.4
Federal.....	17	34	36	.6	1.3	1.3
State and local.....	58	86	54	.3	.4	.3
REGION ³						
Northeast.....	71	73	60	.3	.3	.2
South.....	145	128	116	.3	.3	.2
Midwest.....	121	116	90	.4	.4	.3
West.....	77	101	83	.3	.3	.3

¹ Other separations are the number of other separations during the entire month.

² The other separations rate is the number of other separations during the entire month as a percent of total employment.

³ See footnote 8, table 1.

^P = preliminary.