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## JOB OPENINGS AND LABOR TURNOVER: JULY 2008

On the last business day of July, there were 3.4 million job openings in the United States, and the job openings rate was 2.4 percent, the Bureau of Labor Statistics of the U.S. Department of Labor reported today. The job openings rate and total separations rate were little changed in July, while the hires rate decreased slightly. 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,  
Percent August 2005 - July 2008

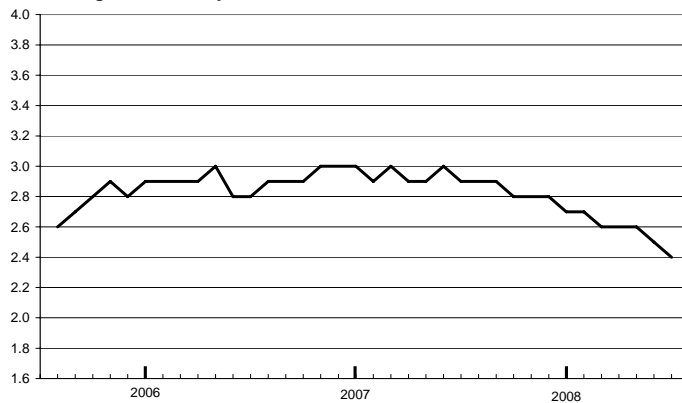
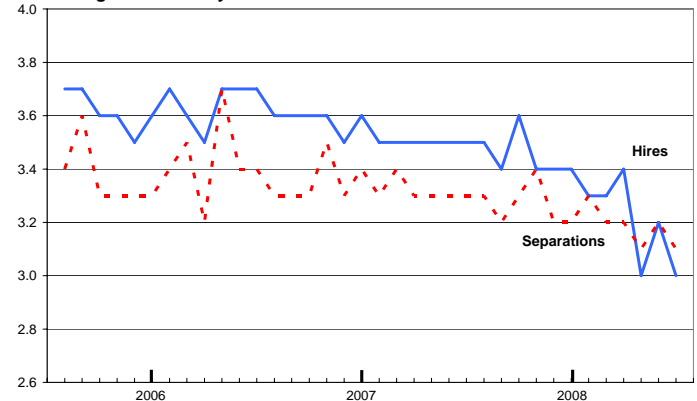


Chart 2. Hires and separations rates, seasonally adjusted,  
Percent August 2005 - July 2008



Although the month-to-month changes in job openings, hires, and turnover data are often small, the trends over time are notable. The job openings rate remained essentially flat from August 2006 through September 2007 followed by an overall downward trend through July 2008. The hires rate has trended downward since July 2006. At 3.0 percent in two of the last three months, the hires rate is at the lowest level since May 2003. After remaining essentially flat for much of 2007, the separations rate began an overall downward trend in December 2007. (See tables 1, 2, and 3.)

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

Industry	Job openings			Hires			Total separations		
	July	June	July	July	June	July	July	June	July
	2007	2008	2008 <sup>P</sup>	2007	2008	2008 <sup>P</sup>	2007	2008	2008 <sup>P</sup>
	Levels (in thousands)								
Total <sup>1</sup> .....	4,116	3,497	3,416	4,818	4,438	4,062	4,562	4,368	4,308
Total private <sup>1</sup> .....	3,648	3,073	2,983	4,489	4,136	3,792	4,222	4,115	4,085
Construction.....	162	100	84	401	354	267	382	409	436
Manufacturing.....	331	241	233	355	285	253	370	353	304
Trade, transportation, and utilities <sup>2</sup> .....	693	539	591	952	906	893	987	1,003	1,025
Retail trade.....	378	322	374	638	608	597	687	679	719
Professional and business services.....	686	670	600	879	889	788	765	799	756
Education and health services.....	692	682	674	501	485	473	420	417	465
Leisure and hospitality <sup>3</sup> .....	530	452	436	869	741	775	835	749	674
Accommodation and food services.....	482	406	395	739	645	654	723	641	570
Government <sup>4</sup> .....	470	417	432	387	340	325	322	259	237
State and local government.....	431	361	379	305	309	303	258	233	214
	Rates (percent)								
Total <sup>1</sup> .....	2.9	2.5	2.4	3.5	3.2	3.0	3.3	3.2	3.1
Total private <sup>1</sup> .....	3.1	2.6	2.5	3.9	3.6	3.3	3.7	3.6	3.5
Construction.....	2.1	1.4	1.2	5.3	4.9	3.7	5.0	5.7	6.1
Manufacturing.....	2.3	1.7	1.7	2.6	2.1	1.9	2.7	2.6	2.3
Trade, transportation, and utilities <sup>2</sup> .....	2.5	2.0	2.2	3.6	3.4	3.4	3.7	3.8	3.9
Retail trade.....	2.4	2.1	2.4	4.1	4.0	3.9	4.4	4.4	4.7
Professional and business services.....	3.7	3.6	3.2	4.9	5.0	4.4	4.3	4.5	4.2
Education and health services.....	3.6	3.5	3.4	2.7	2.6	2.5	2.3	2.2	2.5
Leisure and hospitality <sup>3</sup> .....	3.8	3.2	3.1	6.5	5.4	5.7	6.2	5.5	4.9
Accommodation and food services.....	4.0	3.4	3.3	6.4	5.5	5.6	6.3	5.5	4.9
Government <sup>4</sup> .....	2.1	1.8	1.9	1.7	1.5	1.4	1.5	1.1	1.1
State and local government.....	2.2	1.8	1.9	1.6	1.6	1.5	1.3	1.2	1.1

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

<sup>2</sup> Includes wholesale trade and transportation, warehousing, and utilities, not shown separately.

<sup>3</sup> Includes arts, entertainment, and recreation, not shown separately.

<sup>4</sup> Includes federal government, not shown separately.

<sup>P</sup> = preliminary.

### Job Openings

In July, the job openings rate was essentially unchanged at 2.4 percent. The rate has been trending downward and is at the lowest level since November 2004. Job openings include only those jobs open on the last business day of the month. In July, the job openings rate changed significantly only in retail trade, where the rate increased. Since the series began in December 2000, three industries consistently have had higher job openings rates than the other industries: education and health services (3.4 percent in July),

accommodation and food services (3.3 percent) and professional and business services (3.2 percent). (See table 1.)

Over the year, the job openings rate (not seasonally adjusted) rose significantly only in federal government (to 2.2 percent). The rate fell over the year for total nonfarm (2.5 percent) and total private (2.5 percent) as well as in most industries, including construction; durable goods manufacturing; nondurable goods manufacturing; wholesale trade; transportation, warehousing, and utilities; information; finance and insurance; professional and business services; educational services; accommodation and food services; other services; and state and local government. Regionally, the job openings rate fell over the year in all four regions. (See table 5.)

### Hires

The hires rate decreased in July to 3.0 percent and was at the lowest level since May 2003. Hires are any additions to the payroll during the month. The hires rate fell significantly in July for total nonfarm, total private, the construction industry, and the Northeast and South regions. The hires rate did not increase significantly in any industry or region in July. As occurs nearly every month, the seasonally adjusted hires rate was highest in accommodation and food services (5.6 percent) and lowest in state and local government (1.5 percent). (See table 2.)

From July 2007 to July 2008, the hires rate (not seasonally adjusted) decreased significantly for total nonfarm (to 3.1 percent) and total private (3.4 percent), and in construction; durable goods manufacturing; nondurable goods manufacturing; information; real estate and rental and leasing; educational services; accommodation and food services; other services; and federal government. Regionally, the hires rate fell over the year in the Northeast, South, and West. The hires rate did not rise significantly in any industry or region over the year. (See table 6.)

### Separations

The total separations, or turnover, rate was little changed at 3.1 percent in July. Separations are terminations of employment that occur at any time during the month. Over the month, the separations rate did not change significantly in any industry or region. As often occurs, the seasonally adjusted separations rate was highest in construction (6.1 percent) and lowest in state and local government (1.1 percent). From July 2007 to July 2008, the total separations rate rose significantly only in the construction industry. The rate fell in nondurable goods manufacturing; finance and insurance; accommodation and food services; federal government; and state and local government. Regionally, the rate rose in the Northeast and fell in the South over the year. (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 for total nonfarm (1.7 percent) and has been stable since November 2007. The quits rate did not change significantly in any industry or region in July. As has occurred every month since the series began in December 2000, the seasonally adjusted quits rate was highest in the accommodation and food services industry (3.6 percent) and lowest in state and local government (0.5 percent). (See table 4.)

From July 2007 to July 2008, the quits rate (not seasonally adjusted) did not rise significantly for any industry or region. The rate fell for total nonfarm (to 1.8 percent) and total private (2.1 percent), and for several industries, including durable goods manufacturing; nondurable goods manufacturing; finance and

insurance; accommodation and food services; federal government; and state and local government. The quits rate fell in July in the South and West regions. (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 (1.2 percent) and level (1.7 million) were essentially unchanged from a year earlier. The layoffs and discharges rate increased significantly for total private and in construction; educational services; health care and social assistance; and the Northeast region. The rate fell for federal government and state and local government. The layoffs and discharges rate in July 2008 was highest in construction (3.3 percent) and lowest in federal government (0.2 percent). The other separations rate (0.2 percent) and level (269,000) were lower in July than a year earlier. The other separations rate was highest in July 2008 for transportation, warehousing, and utilities (0.4 percent). The other separations rate for most of the other industries range from 0.1 to 0.3 percent each month. (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 varied over time. The proportion of total separations due to quits (seasonally adjusted) rose from a post-recession low of 50 percent in December 2003 to a high of 61 percent in December 2006 before trending downward again. Quits accounted for 54 percent of total separations in July 2008. The proportion of separations attributable to quits has varied the most over the history of the series in the construction industry (ranging from 26 percent to 55 percent) and in the Northeast region (ranging from 39 percent to 65 percent). The proportion of separations attributable to quits varies widely by industry with the highest proportion regularly occurring in the accommodation and food services industry (74 percent in July) and the lowest proportion regularly occurring in the construction industry (33 percent in July). (See tables 3 and 4.)

### 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 accommodation and food services. In the 12 months ending in July 2008, these 5 industries produced 31.8 million hires and 31.5 million separations, accounting for 58 percent of total nonfarm hires and 59 percent of total nonfarm separations while comprising only 40 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](mailto:Joltsinfo@bls.gov) or by calling (202) 691-5870.

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The Job Openings and Labor Turnover release for August 2008 is scheduled to be issued on Tuesday, October 7.

# 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 2007 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.

### **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 <sup>1</sup> and rates <sup>2</sup> by industry and region, seasonally adjusted**

Industry and region	Levels <sup>3</sup> (in thousands)							Rates						
	July 2007	Feb. 2008	Mar. 2008	Apr. 2008	May 2008	June 2008	July 2008 <sup>P</sup>	July 2007	Feb. 2008	Mar. 2008	Apr. 2008	May 2008	June 2008	July 2008 <sup>P</sup>
<b>Total <sup>4</sup></b> .....	4,116	3,799	3,672	3,612	3,631	3,497	3,416	2.9	2.7	2.6	2.6	2.6	2.5	2.4
<b>INDUSTRY</b>														
Total private <sup>4</sup> .....	3,648	3,350	3,225	3,192	3,185	3,073	2,983	3.1	2.8	2.7	2.7	2.7	2.6	2.5
Construction.....	162	123	102	99	130	100	84	2.1	1.6	1.4	1.3	1.8	1.4	1.2
Manufacturing.....	331	239	251	244	249	241	233	2.3	1.7	1.8	1.8	1.8	1.7	1.7
Trade, transportation, and utilities <sup>5</sup> .....	693	598	562	550	572	539	591	2.5	2.2	2.1	2.0	2.1	2.0	2.2
Retail trade.....	378	326	344	338	363	322	374	2.4	2.1	2.2	2.2	2.3	2.1	2.4
Professional and business services.....	686	699	714	676	649	670	600	3.7	3.7	3.8	3.6	3.5	3.6	3.2
Education and health services.....	692	737	696	684	648	682	674	3.6	3.8	3.6	3.5	3.3	3.5	3.4
Leisure and hospitality <sup>6</sup> .....	530	530	501	491	503	452	436	3.8	3.7	3.5	3.5	3.5	3.2	3.1
Accommodation and food services.....	482	477	450	433	438	406	395	4.0	3.9	3.7	3.6	3.6	3.4	3.3
Government <sup>7</sup> .....	470	450	441	422	451	417	432	2.1	2.0	1.9	1.8	2.0	1.8	1.9
State and local government.....	431	413	389	395	407	361	379	2.2	2.1	1.9	2.0	2.0	1.8	1.9
<b>REGION <sup>8</sup></b>														
Northeast.....	733	576	602	618	600	608	588	2.8	2.2	2.3	2.3	2.3	2.3	2.2
South.....	1,601	1,485	1,386	1,364	1,386	1,440	1,360	3.1	2.9	2.7	2.7	2.7	2.8	2.7
Midwest.....	764	766	781	752	721	676	647	2.4	2.4	2.4	2.3	2.2	2.1	2.0
West.....	1,041	954	918	883	937	789	831	3.3	3.0	2.9	2.8	2.9	2.5	2.6

<sup>1</sup> Job openings are the number of job openings on the last business day of the month.

<sup>2</sup> 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.

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

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

<sup>5</sup> Includes wholesale trade and transportation, warehousing, and utilities, not shown separately.

<sup>6</sup> Includes arts, entertainment, and recreation, not shown separately.

<sup>7</sup> Includes federal government, not shown separately.

<sup>8</sup> 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.

<sup>P</sup> = preliminary.

**Table 2. Hires levels <sup>1</sup> and rates <sup>2</sup> by industry and region, seasonally adjusted**

Industry and region	Levels <sup>3</sup> (in thousands)							Rates						
	July 2007	Feb. 2008	Mar. 2008	Apr. 2008	May 2008	June 2008	July 2008 <sup>P</sup>	July 2007	Feb. 2008	Mar. 2008	Apr. 2008	May 2008	June 2008	July 2008 <sup>P</sup>
<b>Total <sup>4</sup></b> .....	4,818	4,586	4,569	4,715	4,123	4,438	4,062	3.5	3.3	3.3	3.4	3.0	3.2	3.0
<b>INDUSTRY</b>														
Total private <sup>4</sup> .....	4,489	4,203	4,147	4,311	3,871	4,136	3,792	3.9	3.6	3.6	3.7	3.4	3.6	3.3
Construction.....	401	349	350	385	286	354	267	5.3	4.7	4.8	5.3	3.9	4.9	3.7
Manufacturing.....	355	285	309	300	274	285	253	2.6	2.1	2.3	2.2	2.0	2.1	1.9
Trade, transportation, and utilities <sup>5</sup> .....	952	882	884	943	828	906	893	3.6	3.3	3.3	3.6	3.1	3.4	3.4
Retail trade.....	638	603	598	642	585	608	597	4.1	3.9	3.9	4.2	3.8	4.0	3.9
Professional and business services.....	879	780	893	858	770	889	788	4.9	4.3	5.0	4.8	4.3	5.0	4.4
Education and health services.....	501	522	501	510	479	485	473	2.7	2.8	2.7	2.7	2.5	2.6	2.5
Leisure and hospitality <sup>6</sup> .....	869	868	801	841	847	741	775	6.5	6.4	5.9	6.1	6.2	5.4	5.7
Accommodation and food services.....	739	730	654	719	731	645	654	6.4	6.3	5.6	6.2	6.3	5.5	5.6
Government <sup>7</sup> .....	387	387	429	407	329	340	325	1.7	1.7	1.9	1.8	1.5	1.5	1.4
State and local government.....	305	306	315	315	304	309	303	1.6	1.6	1.6	1.6	1.5	1.6	1.5
<b>REGION <sup>8</sup></b>														
Northeast.....	753	713	715	743	646	761	658	2.9	2.8	2.8	2.9	2.5	3.0	2.6
South.....	1,913	1,769	1,703	1,725	1,538	1,666	1,507	3.9	3.6	3.4	3.5	3.1	3.4	3.0
Midwest.....	1,050	944	986	986	914	966	947	3.3	3.0	3.1	3.1	2.9	3.1	3.0
West.....	1,167	1,186	1,170	1,246	1,111	1,084	1,017	3.8	3.8	3.8	4.0	3.6	3.5	3.3

<sup>1</sup> Hires are the number of hires during the entire month.

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

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

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

<sup>5</sup> Includes wholesale trade and transportation, warehousing, and utilities, not shown separately.

<sup>6</sup> Includes arts, entertainment, and recreation, not shown separately.

<sup>7</sup> Includes federal government, not shown separately.

<sup>8</sup> See footnote 8, table 1.

<sup>P</sup> = preliminary.



**Table 3. Total separations levels <sup>1</sup> and rates <sup>2</sup> by industry and region, seasonally adjusted**

Industry and region	Levels <sup>3</sup> (in thousands)							Rates						
	July 2007	Feb. 2008	Mar. 2008	Apr. 2008	May 2008	June 2008	July 2008 <sup>P</sup>	July 2007	Feb. 2008	Mar. 2008	Apr. 2008	May 2008	June 2008	July 2008 <sup>P</sup>
<b>Total <sup>4</sup></b> .....	4,562	4,503	4,390	4,404	4,313	4,368	4,308	3.3	3.3	3.2	3.2	3.1	3.2	3.1
<b>INDUSTRY</b>														
Total private <sup>4</sup> .....	4,222	4,224	4,100	4,112	4,046	4,115	4,085	3.7	3.7	3.6	3.6	3.5	3.6	3.5
Construction.....	382	329	367	378	393	409	436	5.0	4.5	5.0	5.2	5.4	5.7	6.1
Manufacturing.....	370	350	304	390	359	353	304	2.7	2.6	2.2	2.9	2.6	2.6	2.3
Trade, transportation, and utilities <sup>5</sup> .....	987	957	941	1,003	868	1,003	1,025	3.7	3.6	3.5	3.8	3.3	3.8	3.9
Retail trade.....	687	669	688	716	605	679	719	4.4	4.3	4.5	4.7	3.9	4.4	4.7
Professional and business services.....	765	861	806	739	741	799	756	4.3	4.8	4.5	4.1	4.1	4.5	4.2
Education and health services.....	420	459	449	429	434	417	465	2.3	2.5	2.4	2.3	2.3	2.2	2.5
Leisure and hospitality <sup>6</sup> .....	835	854	776	722	801	749	674	6.2	6.2	5.7	5.3	5.8	5.5	4.9
Accommodation and food services.....	723	718	656	619	675	641	570	6.3	6.2	5.6	5.3	5.8	5.5	4.9
Government <sup>7</sup> .....	322	278	291	295	269	259	237	1.5	1.2	1.3	1.3	1.2	1.1	1.1
State and local government.....	258	229	228	248	240	233	214	1.3	1.2	1.2	1.3	1.2	1.2	1.1
<b>REGION <sup>8</sup></b>														
Northeast.....	637	770	737	709	685	658	750	2.5	3.0	2.9	2.8	2.7	2.6	2.9
South.....	1,800	1,673	1,617	1,666	1,614	1,681	1,602	3.6	3.4	3.3	3.4	3.3	3.4	3.2
Midwest.....	985	902	918	949	915	954	911	3.1	2.9	2.9	3.0	2.9	3.0	2.9
West.....	1,178	1,167	1,101	1,094	1,096	1,089	1,069	3.8	3.8	3.6	3.5	3.5	3.5	3.5

<sup>1</sup> Total separations are the number of total separations during the entire month.

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

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

<sup>4</sup> Includes natural resources and mining, information, financial activities,

and other services, not shown separately.

<sup>5</sup> Includes wholesale trade and transportation, warehousing, and utilities, not shown separately.

<sup>6</sup> Includes arts, entertainment, and recreation, not shown separately.

<sup>7</sup> Includes federal government, not shown separately.

<sup>8</sup> See footnote 8, table 1.

<sup>P</sup> = preliminary.

**Table 4. Quits levels <sup>1</sup> and rates <sup>2</sup> by industry and region, seasonally adjusted**

Industry and region	Levels <sup>3</sup> (in thousands)							Rates						
	July 2007	Feb. 2008	Mar. 2008	Apr. 2008	May 2008	June 2008	July 2008 <sup>P</sup>	July 2007	Feb. 2008	Mar. 2008	Apr. 2008	May 2008	June 2008	July 2008 <sup>P</sup>
<b>Total <sup>4</sup></b> .....	2,621	2,522	2,375	2,444	2,336	2,365	2,324	1.9	1.8	1.7	1.8	1.7	1.7	1.7
<b>INDUSTRY</b>														
Total private <sup>4</sup> .....	2,476	2,384	2,258	2,301	2,210	2,242	2,212	2.1	2.1	2.0	2.0	1.9	1.9	1.9
Construction.....	159	133	111	127	124	139	144	2.1	1.8	1.5	1.7	1.7	1.9	2.0
Manufacturing.....	179	187	157	182	163	154	134	1.3	1.4	1.2	1.3	1.2	1.1	1.0
Trade, transportation, and utilities <sup>5</sup> .....	565	532	535	550	495	545	561	2.1	2.0	2.0	2.1	1.9	2.1	2.1
Retail trade.....	425	374	399	404	352	391	423	2.7	2.4	2.6	2.6	2.3	2.6	2.8
Professional and business services.....	431	492	386	385	391	413	403	2.4	2.7	2.1	2.1	2.2	2.3	2.3
Education and health services.....	277	271	279	270	229	246	270	1.5	1.5	1.5	1.4	1.2	1.3	1.4
Leisure and hospitality <sup>6</sup> .....	584	539	529	516	547	525	482	4.3	3.9	3.9	3.8	4.0	3.8	3.5
Accommodation and food services.....	545	488	494	473	500	481	422	4.7	4.2	4.2	4.1	4.3	4.1	3.6
Government <sup>7</sup> .....	146	135	126	144	126	123	115	.7	.6	.6	.6	.6	.5	.5
State and local government.....	123	116	101	129	117	114	106	.6	.6	.5	.7	.6	.6	.5
<b>REGION <sup>8</sup></b>														
Northeast.....	309	410	334	368	327	344	357	1.2	1.6	1.3	1.4	1.3	1.3	1.4
South.....	1,111	1,021	996	1,001	937	969	916	2.2	2.1	2.0	2.0	1.9	2.0	1.8
Midwest.....	540	475	491	500	485	515	536	1.7	1.5	1.6	1.6	1.5	1.6	1.7
West.....	658	632	568	575	584	539	519	2.1	2.0	1.8	1.9	1.9	1.7	1.7

<sup>1</sup> Quits are the number of quits during the entire month.

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

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

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

<sup>5</sup> Includes wholesale trade and transportation, warehousing, and utilities, not shown separately.

<sup>6</sup> Includes arts, entertainment, and recreation, not shown separately.

<sup>7</sup> Includes federal government, not shown separately.

<sup>8</sup> See footnote 8, table 1.

<sup>P</sup> = preliminary.

**Table 5. Job openings levels <sup>1</sup> and rates <sup>2</sup> by industry and region, not seasonally adjusted**

Industry and region	Levels (in thousands)			Rates		
	July 2007	June 2008	July 2008 <sup>P</sup>	July 2007	June 2008	July 2008 <sup>P</sup>
<b>Total</b> .....	4,287	3,587	3,507	3.0	2.5	2.5
<b>INDUSTRY</b>						
Total private.....	3,772	3,124	3,030	3.1	2.6	2.5
Natural resources and mining.....	12	18	18	1.6	2.2	2.2
Construction.....	185	113	92	2.3	1.5	1.2
Manufacturing.....	349	250	242	2.4	1.8	1.8
Durable goods.....	223	144	140	2.5	1.6	1.6
Nondurable goods.....	126	107	102	2.4	2.1	2.0
Trade, transportation, and utilities.....	711	519	614	2.6	1.9	2.3
Wholesale trade.....	182	119	130	2.9	1.9	2.1
Retail trade.....	392	299	393	2.5	1.9	2.5
Transportation, warehousing, and utilities.....	138	101	92	2.6	1.9	1.8
Information.....	132	74	57	4.2	2.4	1.9
Financial activities.....	255	179	184	2.9	2.1	2.2
Finance and insurance.....	198	144	144	3.1	2.3	2.3
Real estate and rental and leasing.....	57	35	40	2.5	1.6	1.8
Professional and business services.....	695	703	584	3.7	3.7	3.1
Education and health services.....	696	693	673	3.7	3.6	3.5
Educational services.....	69	59	52	2.5	2.0	1.9
Health care and social assistance.....	627	634	621	3.9	3.9	3.8
Leisure and hospitality.....	570	447	453	3.9	3.0	3.1
Arts, entertainment, and recreation.....	59	41	48	2.5	1.8	2.0
Accommodation and food services.....	511	406	406	4.1	3.3	3.3
Other services.....	166	128	113	2.9	2.2	2.0
Government.....	515	463	476	2.4	2.0	2.2
Federal.....	42	54	61	1.5	1.9	2.2
State and local.....	473	409	415	2.5	2.0	2.2
<b>REGION <sup>3</sup></b>						
Northeast.....	761	626	610	2.9	2.4	2.3
South.....	1,645	1,447	1,380	3.2	2.8	2.7
Midwest.....	818	678	668	2.5	2.1	2.1
West.....	1,063	836	848	3.3	2.6	2.7

<sup>1</sup> Job openings are the number of job openings on the last business day of the month.

<sup>2</sup> 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.

<sup>3</sup> See footnote 8, table 1.

<sup>P</sup> = preliminary.

**Table 6. Hires levels <sup>1</sup> and rates <sup>2</sup> by industry and region, not seasonally adjusted**

Industry and region	Levels (in thousands)			Rates		
	July 2007	June 2008	July 2008 <sup>p</sup>	July 2007	June 2008	July 2008 <sup>p</sup>
<b>Total</b> .....	5,147	5,471	4,311	3.7	3.9	3.1
<b>INDUSTRY</b>						
Total private.....	4,723	5,013	3,970	4.1	4.3	3.4
Natural resources and mining.....	25	41	27	3.3	5.3	3.4
Construction.....	437	468	284	5.5	6.3	3.8
Manufacturing.....	387	350	269	2.8	2.6	2.0
Durable goods.....	209	186	149	2.4	2.2	1.7
Nondurable goods.....	178	163	120	3.5	3.3	2.4
Trade, transportation, and utilities.....	918	1,009	865	3.4	3.8	3.3
Wholesale trade.....	175	183	166	2.9	3.0	2.7
Retail trade.....	599	678	559	3.9	4.4	3.7
Transportation, warehousing, and utilities.....	144	148	141	2.8	2.9	2.8
Information.....	71	60	40	2.3	2.0	1.3
Financial activities.....	242	286	200	2.9	3.5	2.4
Finance and insurance.....	163	187	155	2.6	3.1	2.5
Real estate and rental and leasing.....	79	99	45	3.6	4.6	2.1
Professional and business services.....	920	1,022	816	5.1	5.6	4.5
Education and health services.....	549	568	510	3.0	3.0	2.7
Educational services.....	101	93	77	3.8	3.3	2.8
Health care and social assistance.....	448	475	433	2.9	3.0	2.7
Leisure and hospitality.....	912	941	800	6.4	6.6	5.6
Arts, entertainment, and recreation.....	141	158	131	6.2	7.0	5.7
Accommodation and food services.....	771	784	669	6.5	6.5	5.6
Other services.....	262	268	159	4.7	4.8	2.8
Government.....	424	457	341	2.0	2.0	1.6
Federal.....	104	36	29	3.8	1.3	1.0
State and local.....	320	421	312	1.8	2.1	1.7
<b>REGION <sup>3</sup></b>						
Northeast.....	851	968	734	3.3	3.7	2.9
South.....	1,995	1,981	1,548	4.0	4.0	3.1
Midwest.....	1,035	1,188	929	3.3	3.8	3.0
West.....	1,266	1,334	1,100	4.1	4.3	3.6

<sup>1</sup> Hires are the number of hires during the entire month.

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

<sup>3</sup> See footnote 8, table 1.

<sup>p</sup> = preliminary.

**Table 7. Total separations levels <sup>1</sup> and rates <sup>2</sup> by industry and region, not seasonally adjusted**

Industry and region	Levels (in thousands)			Rates		
	July 2007	June 2008	July 2008 <sup>p</sup>	July 2007	June 2008	July 2008 <sup>p</sup>
<b>Total</b> .....	4,784	4,656	4,500	3.5	3.4	3.3
<b>INDUSTRY</b>						
Total private.....	4,339	4,260	4,191	3.7	3.7	3.6
Natural resources and mining.....	24	24	20	3.2	3.1	2.5
Construction.....	355	392	441	4.5	5.3	5.9
Manufacturing.....	384	355	311	2.8	2.6	2.3
Durable goods.....	224	221	195	2.5	2.6	2.3
Nondurable goods.....	160	134	115	3.1	2.7	2.3
Trade, transportation, and utilities.....	958	1,024	1,016	3.6	3.9	3.9
Wholesale trade.....	160	205	151	2.6	3.4	2.5
Retail trade.....	657	670	708	4.2	4.4	4.6
Transportation, warehousing, and utilities.....	140	149	157	2.8	2.9	3.1
Information.....	70	63	57	2.3	2.1	1.9
Financial activities.....	226	169	192	2.7	2.0	2.3
Finance and insurance.....	168	111	110	2.7	1.8	1.8
Real estate and rental and leasing.....	58	59	82	2.6	2.7	3.8
Professional and business services.....	828	811	798	4.6	4.5	4.4
Education and health services.....	461	489	519	2.6	2.6	2.8
Educational services.....	59	85	78	2.3	3.0	2.9
Health care and social assistance.....	402	404	440	2.6	2.6	2.8
Leisure and hospitality.....	847	782	677	6.0	5.5	4.7
Arts, entertainment, and recreation.....	80	88	80	3.5	3.9	3.5
Accommodation and food services.....	767	693	597	6.5	5.8	5.0
Other services.....	188	152	161	3.4	2.7	2.9
Government.....	444	396	309	2.1	1.8	1.4
Federal.....	82	24	24	3.0	.9	.9
State and local.....	362	371	285	2.0	1.9	1.5
<b>REGION <sup>3</sup></b>						
Northeast.....	614	703	758	2.4	2.7	3.0
South.....	1,920	1,778	1,707	3.9	3.6	3.4
Midwest.....	1,020	995	929	3.3	3.1	3.0
West.....	1,230	1,180	1,105	4.0	3.8	3.6

<sup>1</sup> Total separations are the number of total separations during the entire month.

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

<sup>3</sup> See footnote 8, table 1.

<sup>p</sup> = preliminary.

**Table 8. Quits levels <sup>1</sup> and rates <sup>2</sup> by industry and region, not seasonally adjusted**

Industry and region	Levels (in thousands)			Rates		
	July 2007	June 2008	July 2008 <sup>p</sup>	July 2007	June 2008	July 2008 <sup>p</sup>
<b>Total</b> .....	2,879	2,558	2,535	2.1	1.8	1.8
<b>INDUSTRY</b>						
Total private.....	2,695	2,387	2,394	2.3	2.1	2.1
Natural resources and mining.....	15	17	12	2.0	2.1	1.5
Construction.....	197	159	191	2.5	2.1	2.6
Manufacturing.....	201	161	147	1.4	1.2	1.1
Durable goods.....	109	99	82	1.2	1.1	1.0
Nondurable goods.....	92	62	65	1.8	1.2	1.3
Trade, transportation, and utilities.....	573	545	575	2.2	2.1	2.2
Wholesale trade.....	69	73	79	1.1	1.2	1.3
Retail trade.....	423	382	422	2.7	2.5	2.8
Transportation, warehousing, and utilities.....	82	90	74	1.6	1.8	1.5
Information.....	37	36	36	1.2	1.2	1.2
Financial activities.....	122	102	86	1.5	1.2	1.0
Finance and insurance.....	98	69	48	1.6	1.1	.8
Real estate and rental and leasing.....	24	32	38	1.1	1.5	1.7
Professional and business services.....	474	432	447	2.6	2.4	2.5
Education and health services.....	305	272	302	1.7	1.5	1.6
Educational services.....	40	33	36	1.5	1.1	1.3
Health care and social assistance.....	264	239	266	1.7	1.5	1.7
Leisure and hospitality.....	658	561	520	4.7	3.9	3.6
Arts, entertainment, and recreation.....	55	53	53	2.4	2.4	2.3
Accommodation and food services.....	603	508	467	5.1	4.2	3.9
Other services.....	113	102	80	2.0	1.8	1.4
Government.....	184	171	141	.9	.8	.7
Federal.....	28	9	9	1.0	.3	.3
State and local.....	156	163	132	.9	.8	.7
<b>REGION <sup>3</sup></b>						
Northeast.....	337	363	390	1.3	1.4	1.5
South.....	1,240	1,046	1,007	2.5	2.1	2.0
Midwest.....	556	537	566	1.8	1.7	1.8
West.....	745	613	573	2.4	2.0	1.9

<sup>1</sup> Quits are the number of quits during the entire month.

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

<sup>3</sup> See footnote 8, table 1.

<sup>p</sup> = preliminary.

**Table 9. Layoffs and discharges levels <sup>1</sup> and rates <sup>2</sup> by industry and region, not seasonally adjusted**

Industry and region	Levels (in thousands)			Rates		
	July 2007	June 2008	July 2008 <sup>P</sup>	July 2007	June 2008	July 2008 <sup>P</sup>
<b>Total</b> .....	1,525	1,794	1,695	1.1	1.3	1.2
<b>INDUSTRY</b>						
Total private.....	1,354	1,660	1,584	1.2	1.4	1.4
Natural resources and mining.....	6	6	6	.9	.7	.7
Construction.....	142	215	245	1.8	2.9	3.3
Manufacturing.....	162	168	141	1.2	1.2	1.0
Durable goods.....	102	108	98	1.2	1.2	1.2
Nondurable goods.....	60	60	42	1.2	1.2	.8
Trade, transportation, and utilities.....	317	417	362	1.2	1.6	1.4
Wholesale trade.....	79	118	61	1.3	1.9	1.0
Retail trade.....	193	248	236	1.2	1.6	1.5
Transportation, warehousing, and utilities.....	44	51	66	.9	1.0	1.3
Information.....	27	24	15	.9	.8	.5
Financial activities.....	81	60	86	1.0	.7	1.0
Finance and insurance.....	53	38	46	.9	.6	.8
Real estate and rental and leasing.....	28	22	40	1.3	1.0	1.8
Professional and business services.....	303	337	319	1.7	1.9	1.8
Education and health services.....	110	190	196	.6	1.0	1.1
Educational services.....	13	50	41	.5	1.7	1.5
Health care and social assistance.....	97	140	156	.6	.9	1.0
Leisure and hospitality.....	149	195	134	1.1	1.4	.9
Arts, entertainment, and recreation.....	20	33	24	.9	1.4	1.1
Accommodation and food services.....	129	162	109	1.1	1.4	.9
Other services.....	56	48	80	1.0	.9	1.4
Government.....	172	134	111	.8	.6	.5
Federal.....	23	9	6	.8	.3	.2
State and local.....	148	125	105	.8	.6	.6
<b>REGION <sup>3</sup></b>						
Northeast.....	212	291	304	.8	1.1	1.2
South.....	555	623	607	1.1	1.2	1.2
Midwest.....	368	389	307	1.2	1.2	1.0
West.....	391	490	478	1.3	1.6	1.5

<sup>1</sup> Layoffs and discharges are the number of layoffs and discharges during the entire month.

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

<sup>3</sup> See footnote 8, table 1.

<sup>P</sup> = preliminary.

**Table 10. Other separations levels <sup>1</sup> and rates <sup>2</sup> by industry and region, not seasonally adjusted**

Industry and region	Levels (in thousands)			Rates		
	July 2007	June 2008	July 2008 <sup>p</sup>	July 2007	June 2008	July 2008 <sup>p</sup>
<b>Total</b> .....	380	304	269	0.3	0.2	0.2
<b>INDUSTRY</b>						
Total private.....	291	214	213	.2	.2	.2
Natural resources and mining.....	3	2	2	.4	.2	.2
Construction.....	16	17	5	.2	.2	.1
Manufacturing.....	21	26	23	.2	.2	.2
Durable goods.....	13	15	15	.1	.2	.2
Nondurable goods.....	8	11	8	.2	.2	.2
Trade, transportation, and utilities.....	68	62	80	.3	.2	.3
Wholesale trade.....	13	13	10	.2	.2	.2
Retail trade.....	41	41	51	.3	.3	.3
Transportation, warehousing, and utilities.....	14	8	18	.3	.2	.4
Information.....	6	4	6	.2	.1	.2
Financial activities.....	22	8	19	.3	.1	.2
Finance and insurance.....	17	3	15	.3	.1	.3
Real estate and rental and leasing.....	5	4	4	.2	.2	.2
Professional and business services.....	51	43	32	.3	.2	.2
Education and health services.....	46	26	21	.3	.1	.1
Educational services.....	5	2	2	.2	.1	.1
Health care and social assistance.....	40	24	19	.3	.2	.1
Leisure and hospitality.....	39	25	23	.3	.2	.2
Arts, entertainment, and recreation.....	5	2	3	.2	.1	.1
Accommodation and food services.....	34	23	20	.3	.2	.2
Other services.....	19	2	2	.3	( <sup>4</sup> )	( <sup>4</sup> )
Government.....	89	90	57	.4	.4	.3
Federal.....	32	7	8	1.1	.3	.3
State and local.....	57	83	48	.3	.4	.3
<b>REGION <sup>3</sup></b>						
Northeast.....	65	49	64	.3	.2	.3
South.....	125	109	94	.3	.2	.2
Midwest.....	96	68	56	.3	.2	.2
West.....	94	77	55	.3	.2	.2

<sup>1</sup> Other separations are the number of other separations during the entire month.

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

<sup>3</sup> See footnote 8, table 1.

<sup>4</sup> Data round to zero.

<sup>p</sup> = preliminary.