



Technical information: (202) 691-5870  
<http://www.bls.gov/jlt/>

USDL 07-0020

Media contact: 691-5902

For release: 10:00 A.M. EST  
Wednesday, January 10, 2007

## JOB OPENINGS AND LABOR TURNOVER: NOVEMBER 2006

The job openings, hires, and total separations rates showed little or no change in November, the Bureau of Labor Statistics of the U.S. Department of Labor reported today. 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 December 2003 - November 2006

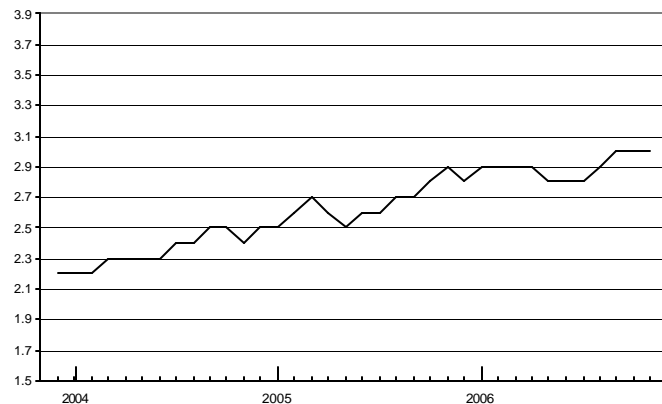
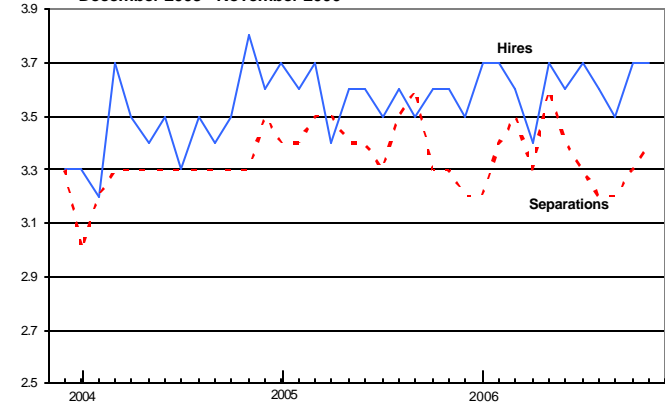


Chart 2. Hires and separations rates, seasonally adjusted,  
Percent December 2003 - November 2006



### Job Openings

On the last business day of November 2006, there were 4.2 million job openings in the United States, and the job openings rate was 3.0 percent. The job openings rate was unchanged over the month and has shown little change since November 2005. In November 2006, the job openings rate fell in construction, manufacturing, and education and health services; the rate did not rise significantly in any industry. Geographically, the job openings rate increased in the West region and fell in the South region over the month. The seasonally adjusted job openings rate was highest in November for the following industries: leisure and hospitality (4.5 percent), professional and business services (4.3 percent), and education and health services (3.8 percent). (See table 1.)

Over the year, the job openings rate rose in information; health care and social assistance; arts, entertainment, and recreation; and accommodations and food services. The rate declined over the year in construction; retail trade; and finance and insurance. The job openings rate rose over the year in the Northeast and West regions. (See table 5.)

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

Industry	Job openings			Hires			Total separations		
	Nov. 2005	Oct. 2006	Nov. 2006 <sup>p</sup>	Nov. 2005	Oct. 2006	Nov. 2006 <sup>p</sup>	Nov. 2005	Oct. 2006	Nov. 2006 <sup>p</sup>
	Levels (in thousands)								
Total <sup>1</sup> .....	4,031	4,248	4,238	4,813	4,988	5,003	4,476	4,524	4,660
Total private <sup>1</sup> .....	3,604	3,790	3,795	4,498	4,615	4,646	4,205	4,246	4,367
Construction .....	146	134	96	393	356	382	371	351	406
Manufacturing .....	333	364	338	335	358	361	388	344	343
Trade, transportation, and utilities ....	696	639	637	954	984	980	1,003	962	1,011
Professional and business services ..	782	805	790	907	994	1,073	753	933	1,008
Education and health services .....	601	754	707	459	531	489	418	413	428
Leisure and hospitality .....	519	573	622	895	886	877	834	762	783
Government .....	434	476	455	314	353	348	270	278	292
	Rates (percent)								
Total <sup>1</sup> .....	2.9	3.0	3.0	3.6	3.7	3.7	3.3	3.3	3.4
Total private <sup>1</sup> .....	3.1	3.2	3.2	4.0	4.1	4.1	3.7	3.7	3.8
Construction .....	1.9	1.8	1.3	5.3	4.8	5.1	5.0	4.7	5.4
Manufacturing .....	2.3	2.5	2.3	2.4	2.5	2.5	2.7	2.4	2.4
Trade, transportation, and utilities ....	2.6	2.4	2.4	3.7	3.8	3.8	3.9	3.7	3.9
Professional and business services ..	4.4	4.4	4.3	5.3	5.7	6.1	4.4	5.3	5.8
Education and health services .....	3.3	4.0	3.8	2.6	3.0	2.7	2.4	2.3	2.4
Leisure and hospitality .....	3.9	4.2	4.5	6.9	6.7	6.6	6.5	5.8	5.9
Government .....	1.9	2.1	2.0	1.4	1.6	1.6	1.2	1.3	1.3

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

### Hires

The hires rate was unchanged at 3.7 percent in November. Hires are any additions to the payroll during the month. In November, the hires rate did not rise significantly in any industry or region but declined in education and health services. The seasonally adjusted hires rate was highest in November in the leisure and hospitality industry (6.6 percent). (See table 2.)

From November 2005 to November 2006, the hires rate rose in retail trade and in professional and business services but fell in transportation, warehousing, and utilities and in other services. The hires rate did not rise or decline significantly in any region over the year. (See table 6.)

### Separations

The total separations, or turnover, rate was little changed at 3.4 percent in November. Separations are terminations of employment that occur at any time during the month. In November, the total separations rate did not increase or decrease significantly in any industry. Geographically, the separations rate rose in the South region over the month. From November 2005 to November 2006, the total separations rate increased in real estate and rental and leasing and in professional and business services. The total separations rate also increased in the South region. The total separations rate did not decline significantly in any industry or region 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, rose to 2.1 percent in November. Over the month, the quits rate rose in trade, transportation, and utilities and in professional and business services. The quits rate also rose in the South region. In November, the seasonally adjusted quits rate was highest in the leisure and hospitality industry (4.2 percent), which also had the highest hires rate. (See table 4.)

Over the year, the quits rate rose in finance and insurance; real estate and rental and leasing; and professional and business services. The quits rate also rose in the Northeast region. Over the same time period, the quits rate fell in the other services industry. (See table 8.)

The other two components of total separations—layoffs and discharges, and other separations—are not seasonally adjusted. The layoffs and discharges rate, at 1.2 percent, was unchanged from the prior year. For November 2006, the arts, entertainment, and recreation industry had the highest layoffs and discharges rate (5.0 percent). From November 2005 to November 2006, the other separations rate was unchanged at 0.2 percent. (See tables 9 and 10.)

#### Flows in the Labor Market

Hires and separations data help show dynamic flows in the labor market. Over the 12 months ending in November 2006, hires have averaged 4.9 million per month and separations have averaged 4.5 million per month (not seasonally adjusted). The comparable figures for the prior 12-month period were 4.8 million hires and 4.6 million separations. (See the Technical Note for additional information on these measures.)

#### 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.

---

The Job Openings and Labor Turnover release for December 2006 is scheduled to be issued on Tuesday, February 6. The remaining release dates for 2007 are as follows:

March 13	July 10	November 6
April 10	August 8	December 11
May 8	September 11	
June 12	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.

Data users should note that seasonal adjustment of the JOLTS series is conducted with fewer data observations than is customary. The historical data, therefore, may be subject to larger than normal revisions. Since the seasonal patterns in economic data series typically emerge over time, the standard use of moving averages as seasonal filters to capture these effects requires longer series than are currently available. As a result, the stable seasonal filter option is used in the seasonal adjustment of the JOLTS data. When calculating seasonal factors, this filter takes an average for each calendar month after detrending the series. The stable seasonal filter assumes that the seasonal factors are fixed; a necessary assumption until sufficient data are available. When the stable seasonal filter is no longer needed, other program features also may be introduced, such as outlier adjustment and extended diagnostic testing. Additionally, it is expected that more series, such as layoffs and discharges and additional industries, 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 <sup>1</sup> and rates <sup>2</sup> by industry and region, seasonally adjusted**

Industry and region	Levels <sup>3</sup> (in thousands)							Rates						
	Nov. 2005	June 2006	July 2006	Aug. 2006	Sept. 2006	Oct. 2006	Nov. 2006 <sup>p</sup>	Nov. 2005	June 2006	July 2006	Aug. 2006	Sept. 2006	Oct. 2006	Nov. 2006 <sup>p</sup>
<b>Total <sup>4</sup></b> .....	4,031	3,960	3,844	4,061	4,154	4,248	4,238	2.9	2.8	2.8	2.9	3.0	3.0	3.0
<b>INDUSTRY</b>														
Total private <sup>4</sup> .....	3,604	3,476	3,363	3,604	3,659	3,790	3,795	3.1	3.0	2.9	3.1	3.1	3.2	3.2
Construction.....	146	161	148	162	140	134	96	1.9	2.1	1.9	2.1	1.8	1.8	1.3
Manufacturing.....	333	301	305	310	307	364	338	2.3	2.1	2.1	2.1	2.1	2.5	2.3
Trade, transportation, and utilities.....	696	640	605	686	736	639	637	2.6	2.4	2.3	2.6	2.7	2.4	2.4
Professional and business services.....	782	616	651	661	728	805	790	4.4	3.4	3.6	3.7	4.0	4.4	4.3
Education and health services.....	601	659	643	678	691	754	707	3.3	3.6	3.5	3.7	3.7	4.0	3.8
Leisure and hospitality.....	519	487	482	501	520	573	622	3.9	3.6	3.6	3.7	3.8	4.2	4.5
Government.....	434	467	478	464	492	476	455	1.9	2.1	2.1	2.1	2.2	2.1	2.0
<b>REGION <sup>5</sup></b>														
Northeast.....	704	699	699	747	824	791	807	2.7	2.7	2.7	2.8	3.1	3.0	3.0
South.....	1,562	1,507	1,498	1,548	1,582	1,630	1,532	3.2	3.0	3.0	3.1	3.2	3.3	3.1
Midwest.....	748	777	739	809	783	764	769	2.3	2.4	2.3	2.5	2.4	2.4	2.4
West.....	1,046	935	911	955	991	1,062	1,142	3.4	3.0	3.0	3.1	3.2	3.4	3.7

<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> 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> 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						
	Nov. 2005	June 2006	July 2006	Aug. 2006	Sept. 2006	Oct. 2006	Nov. 2006 <sup>p</sup>	Nov. 2005	June 2006	July 2006	Aug. 2006	Sept. 2006	Oct. 2006	Nov. 2006 <sup>p</sup>
<b>Total <sup>4</sup></b> .....	4,813	4,899	4,995	4,831	4,803	4,988	5,003	3.6	3.6	3.7	3.6	3.5	3.7	3.7
<b>INDUSTRY</b>														
Total private <sup>4</sup> .....	4,498	4,508	4,741	4,396	4,395	4,615	4,646	4.0	4.0	4.2	3.9	3.9	4.1	4.1
Construction.....	393	366	365	351	338	356	382	5.3	4.9	4.9	4.7	4.5	4.8	5.1
Manufacturing.....	335	378	380	353	325	358	361	2.4	2.7	2.7	2.5	2.3	2.5	2.5
Trade, transportation, and utilities.....	954	1,099	1,045	1,070	968	984	980	3.7	4.2	4.0	4.1	3.7	3.8	3.8
Professional and business services.....	907	905	967	860	988	994	1,073	5.3	5.2	5.6	4.9	5.7	5.7	6.1
Education and health services.....	459	465	521	482	465	531	489	2.6	2.6	2.9	2.7	2.6	3.0	2.7
Leisure and hospitality.....	895	846	850	794	827	886	877	6.9	6.5	6.5	6.1	6.3	6.7	6.6
Government.....	314	392	338	409	380	353	348	1.4	1.8	1.5	1.9	1.7	1.6	1.6
<b>REGION <sup>5</sup></b>														
Northeast.....	747	729	841	738	718	731	721	3.0	2.9	3.3	2.9	2.8	2.9	2.8
South.....	1,813	1,877	1,849	1,907	1,993	1,944	1,930	3.8	3.9	3.8	3.9	4.1	4.0	4.0
Midwest.....	1,031	1,072	1,123	1,008	997	1,096	1,043	3.3	3.4	3.6	3.2	3.1	3.5	3.3
West.....	1,188	1,207	1,177	1,160	1,122	1,204	1,274	4.0	4.0	3.9	3.9	3.7	4.0	4.2

<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> See footnote 5, 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						
	Nov. 2005	June 2006	July 2006	Aug. 2006	Sept. 2006	Oct. 2006	Nov. 2006 <sup>p</sup>	Nov. 2005	June 2006	July 2006	Aug. 2006	Sept. 2006	Oct. 2006	Nov. 2006 <sup>p</sup>
<b>Total <sup>4</sup></b> .....	4,476	4,631	4,479	4,386	4,380	4,524	4,660	3.3	3.4	3.3	3.2	3.2	3.3	3.4
<b>INDUSTRY</b>														
Total private <sup>4</sup> .....	4,205	4,299	4,168	4,083	4,050	4,246	4,367	3.7	3.8	3.7	3.6	3.6	3.7	3.8
Construction.....	371	324	415	348	332	351	406	5.0	4.3	5.5	4.6	4.4	4.7	5.4
Manufacturing.....	388	370	358	364	391	344	343	2.7	2.6	2.5	2.6	2.8	2.4	2.4
Trade, transportation, and utilities.....	1,003	1,082	935	997	1,004	962	1,011	3.9	4.2	3.6	3.8	3.9	3.7	3.9
Professional and business services.....	753	755	735	705	781	933	1,008	4.4	4.4	4.2	4.1	4.5	5.3	5.8
Education and health services.....	418	424	431	460	390	413	428	2.4	2.4	2.4	2.6	2.2	2.3	2.4
Leisure and hospitality.....	834	802	818	801	711	762	783	6.5	6.2	6.3	6.1	5.4	5.8	5.9
Government.....	270	315	306	304	322	278	292	1.2	1.4	1.4	1.4	1.5	1.3	1.3
<b>REGION <sup>5</sup></b>														
Northeast.....	619	724	763	695	766	763	685	2.4	2.8	3.0	2.7	3.0	3.0	2.7
South.....	1,711	1,858	1,687	1,703	1,659	1,599	1,928	3.6	3.8	3.5	3.5	3.4	3.3	4.0
Midwest.....	1,081	871	1,087	942	904	1,028	990	3.5	2.8	3.4	3.0	2.9	3.2	3.1
West.....	1,004	1,137	979	1,070	1,031	1,101	1,044	3.4	3.8	3.3	3.6	3.4	3.7	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> See footnote 5, 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						
	Nov. 2005	June 2006	July 2006	Aug. 2006	Sept. 2006	Oct. 2006	Nov. 2006 <sup>p</sup>	Nov. 2005	June 2006	July 2006	Aug. 2006	Sept. 2006	Oct. 2006	Nov. 2006 <sup>p</sup>
<b>Total <sup>4</sup></b> .....	2,683	2,699	2,623	2,597	2,473	2,606	2,806	2.0	2.0	1.9	1.9	1.8	1.9	2.1
<b>INDUSTRY</b>														
Total private <sup>4</sup> .....	2,540	2,554	2,469	2,442	2,309	2,461	2,661	2.3	2.3	2.2	2.2	2.0	2.2	2.3
Construction.....	183	154	157	143	131	135	143	2.5	2.0	2.1	1.9	1.7	1.8	1.9
Manufacturing.....	210	190	189	194	182	195	213	1.5	1.3	1.3	1.4	1.3	1.4	1.5
Trade, transportation, and utilities.....	606	615	586	604	594	571	659	2.3	2.4	2.3	2.3	2.3	2.2	2.5
Professional and business services.....	359	386	412	388	401	425	500	2.1	2.2	2.4	2.2	2.3	2.4	2.9
Education and health services.....	277	290	277	300	262	278	280	1.6	1.6	1.6	1.7	1.5	1.6	1.6
Leisure and hospitality.....	595	622	549	542	495	544	557	4.6	4.8	4.2	4.1	3.8	4.1	4.2
Government.....	142	146	156	153	159	143	145	.6	.7	.7	.7	.7	.6	.7
<b>REGION <sup>5</sup></b>														
Northeast.....	333	358	378	404	383	366	407	1.3	1.4	1.5	1.6	1.5	1.4	1.6
South.....	1,102	1,153	1,081	1,095	1,029	1,047	1,149	2.3	2.4	2.2	2.3	2.1	2.2	2.4
Midwest.....	572	552	562	551	522	605	577	1.8	1.8	1.8	1.7	1.6	1.9	1.8
West.....	657	631	598	553	544	579	628	2.2	2.1	2.0	1.8	1.8	1.9	2.1

<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> See footnote 5, 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		
	Nov. 2005	Oct. 2006	Nov. 2006p	Nov. 2005	Oct. 2006	Nov. 2006p
<b>Total</b> .....	3,721	4,288	3,916	2.7	3.0	2.8
<b>INDUSTRY</b>						
Total private.....	3,305	3,833	3,483	2.8	3.2	3.0
Natural resources and mining.....	14	16	14	2.1	2.2	2.0
Construction.....	123	119	79	1.6	1.5	1.0
Manufacturing.....	290	355	296	2.0	2.4	2.0
Durable goods.....	197	221	193	2.2	2.4	2.1
Nondurable goods.....	93	134	104	1.7	2.5	2.0
Trade, transportation, and utilities.....	655	755	596	2.4	2.8	2.2
Wholesale trade.....	102	130	105	1.7	2.2	1.8
Retail trade.....	426	483	366	2.6	3.1	2.3
Transportation, warehousing, and utilities....	127	143	126	2.5	2.7	2.4
Information.....	99	137	163	3.1	4.3	5.1
Financial activities.....	276	238	231	3.3	2.8	2.7
Finance and insurance.....	221	193	181	3.5	3.0	2.8
Real estate and rental and leasing.....	56	46	50	2.5	2.1	2.2
Professional and business services.....	738	816	760	4.1	4.4	4.1
Education and health services.....	567	743	661	3.1	4.0	3.5
Educational services.....	64	69	50	2.1	2.2	1.6
Health care and social assistance.....	503	674	611	3.3	4.3	3.9
Leisure and hospitality.....	438	508	546	3.4	3.7	4.0
Arts, entertainment, and recreation.....	46	72	74	2.6	3.7	4.0
Accommodations and food services.....	392	436	472	3.5	3.7	4.1
Other services.....	105	144	137	1.9	2.6	2.5
Government.....	416	455	432	1.8	2.0	1.9
Federal.....	38	41	33	1.4	1.5	1.2
State and local.....	378	414	399	1.9	2.1	2.0
<b>REGION <sup>3</sup></b>						
Northeast.....	678	845	781	2.6	3.2	2.9
South.....	1,449	1,607	1,417	2.9	3.2	2.8
Midwest.....	662	770	678	2.1	2.4	2.1
West.....	931	1,066	1,040	3.0	3.4	3.3

<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 5, 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		
	Nov. 2005	Oct. 2006	Nov. 2006p	Nov. 2005	Oct. 2006	Nov. 2006p
<b>Total</b> .....	4,359	4,991	4,531	3.2	3.6	3.3
<b>INDUSTRY</b>						
Total private.....	4,105	4,654	4,257	3.6	4.1	3.7
Natural resources and mining.....	18	19	12	2.7	2.7	1.8
Construction.....	298	325	295	4.0	4.2	3.9
Manufacturing.....	269	337	292	1.9	2.4	2.1
Durable goods.....	166	194	171	1.9	2.2	1.9
Nondurable goods.....	103	143	121	2.0	2.7	2.3
Trade, transportation, and utilities.....	1,126	1,137	1,152	4.3	4.3	4.3
Wholesale trade.....	112	140	105	1.9	2.4	1.8
Retail trade.....	810	834	903	5.2	5.5	5.8
Transportation, warehousing, and utilities....	205	162	144	4.1	3.2	2.9
Information.....	94	73	75	3.1	2.4	2.4
Financial activities.....	197	217	201	2.4	2.6	2.4
Finance and insurance.....	123	141	126	2.0	2.3	2.0
Real estate and rental and leasing.....	75	76	75	3.5	3.5	3.5
Professional and business services.....	793	1,003	959	4.6	5.7	5.5
Education and health services.....	388	538	412	2.2	3.0	2.3
Educational services.....	48	72	37	1.6	2.3	1.2
Health care and social assistance.....	340	466	375	2.3	3.1	2.5
Leisure and hospitality.....	741	797	731	5.9	6.1	5.7
Arts, entertainment, and recreation.....	81	80	119	4.6	4.2	6.7
Accommodations and food services.....	660	717	612	6.1	6.4	5.5
Other services.....	180	208	128	3.4	3.8	2.4
Government.....	254	337	274	1.1	1.5	1.2
Federal.....	32	32	43	1.2	1.2	1.6
State and local.....	222	305	231	1.1	1.5	1.2
<b>REGION <sup>3</sup></b>						
Northeast.....	700	746	664	2.7	2.9	2.6
South.....	1,623	1,942	1,733	3.4	4.0	3.5
Midwest.....	930	1,069	930	2.9	3.4	2.9
West.....	1,106	1,234	1,204	3.7	4.1	4.0

<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 5, 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		
	Nov. 2005	Oct. 2006	Nov. 2006p	Nov. 2005	Oct. 2006	Nov. 2006p
<b>Total</b> .....	4,152	4,571	4,346	3.1	3.3	3.2
<b>INDUSTRY</b>						
Total private.....	3,954	4,335	4,136	3.5	3.8	3.6
Natural resources and mining.....	14	15	13	2.1	2.1	1.9
Construction.....	401	360	442	5.3	4.7	5.9
Manufacturing.....	376	361	325	2.6	2.5	2.3
Durable goods.....	223	205	199	2.5	2.3	2.2
Nondurable goods.....	153	155	126	2.9	3.0	2.4
Trade, transportation, and utilities.....	934	940	939	3.5	3.6	3.5
Wholesale trade.....	135	135	127	2.3	2.3	2.2
Retail trade.....	638	638	679	4.1	4.2	4.3
Transportation, warehousing, and utilities....	160	168	134	3.2	3.3	2.7
Information.....	82	77	72	2.7	2.5	2.4
Financial activities.....	142	247	199	1.7	3.0	2.4
Finance and insurance.....	83	149	108	1.4	2.4	1.8
Real estate and rental and leasing.....	58	98	90	2.7	4.5	4.2
Professional and business services.....	672	892	907	3.9	5.1	5.2
Education and health services.....	344	378	353	1.9	2.1	1.9
Educational services.....	36	35	36	1.2	1.2	1.2
Health care and social assistance.....	308	343	317	2.1	2.3	2.1
Leisure and hospitality.....	816	904	767	6.5	6.9	5.9
Arts, entertainment, and recreation.....	124	158	126	7.0	8.4	7.1
Accommodations and food services.....	692	745	640	6.4	6.6	5.7
Other services.....	175	162	119	3.3	3.0	2.2
Government.....	198	237	210	.9	1.1	.9
Federal.....	29	32	30	1.1	1.2	1.1
State and local.....	169	205	180	.9	1.0	.9
<b>REGION <sup>3</sup></b>						
Northeast.....	587	789	635	2.3	3.1	2.5
South.....	1,503	1,662	1,705	3.1	3.4	3.5
Midwest.....	1,087	1,011	1,000	3.4	3.2	3.1
West.....	976	1,110	1,006	3.3	3.7	3.3

<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 5, 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		
	Nov. 2005	Oct. 2006	Nov. 2006p	Nov. 2005	Oct. 2006	Nov. 2006p
<b>Total</b> .....	2,313	2,556	2,414	1.7	1.9	1.8
<b>INDUSTRY</b>						
Total private.....	2,203	2,437	2,305	1.9	2.1	2.0
Natural resources and mining.....	9	8	7	1.3	1.2	.9
Construction.....	158	141	119	2.1	1.8	1.6
Manufacturing.....	162	200	167	1.1	1.4	1.2
Durable goods.....	105	108	99	1.2	1.2	1.1
Nondurable goods.....	57	91	67	1.1	1.7	1.3
Trade, transportation, and utilities.....	550	567	607	2.1	2.2	2.3
Wholesale trade.....	48	66	71	.8	1.1	1.2
Retail trade.....	432	427	462	2.8	2.8	3.0
Transportation, warehousing, and utilities....	70	73	75	1.4	1.5	1.5
Information.....	53	49	48	1.7	1.6	1.6
Financial activities.....	80	161	121	1.0	1.9	1.5
Finance and insurance.....	56	106	75	.9	1.7	1.2
Real estate and rental and leasing.....	23	55	46	1.1	2.5	2.1
Professional and business services.....	313	402	438	1.8	2.3	2.5
Education and health services.....	234	263	234	1.3	1.5	1.3
Educational services.....	23	17	19	.8	.6	.6
Health care and social assistance.....	210	246	215	1.4	1.6	1.4
Leisure and hospitality.....	527	572	497	4.2	4.4	3.8
Arts, entertainment, and recreation.....	36	64	35	2.0	3.4	2.0
Accommodations and food services.....	491	509	462	4.5	4.5	4.1
Other services.....	118	74	66	2.2	1.4	1.2
Government.....	109	119	109	.5	.5	.5
Federal.....	17	15	15	.6	.5	.5
State and local.....	93	104	95	.5	.5	.5
<b>REGION <sup>3</sup></b>						
Northeast.....	281	372	354	1.1	1.4	1.4
South.....	945	1,064	988	2.0	2.2	2.0
Midwest.....	514	581	518	1.6	1.8	1.6
West.....	572	538	554	1.9	1.8	1.8

<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 5, 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		
	Nov. 2005	Oct. 2006	Nov. 2006p	Nov. 2005	Oct. 2006	Nov. 2006p
<b>Total</b> .....	1,560	1,697	1,645	1.2	1.2	1.2
<b>INDUSTRY</b>						
Total private.....	1,499	1,611	1,572	1.3	1.4	1.4
Natural resources and mining.....	4	4	4	.6	.6	.6
Construction.....	212	186	292	2.8	2.4	3.9
Manufacturing.....	172	135	137	1.2	.9	1.0
Durable goods.....	86	81	89	1.0	.9	1.0
Nondurable goods.....	86	54	48	1.6	1.0	.9
Trade, transportation, and utilities.....	332	296	267	1.3	1.1	1.0
Wholesale trade.....	80	62	44	1.4	1.1	.8
Retail trade.....	174	167	171	1.1	1.1	1.1
Transportation, warehousing, and utilities....	79	67	52	1.6	1.3	1.0
Information.....	23	23	18	.8	.7	.6
Financial activities.....	52	65	67	.6	.8	.8
Finance and insurance.....	19	30	23	.3	.5	.4
Real estate and rental and leasing.....	34	35	43	1.6	1.6	2.0
Professional and business services.....	308	432	403	1.8	2.5	2.3
Education and health services.....	89	88	88	.5	.5	.5
Educational services.....	11	15	12	.4	.5	.4
Health care and social assistance.....	78	73	76	.5	.5	.5
Leisure and hospitality.....	267	312	254	2.1	2.4	2.0
Arts, entertainment, and recreation.....	88	93	89	5.0	4.9	5.0
Accommodations and food services.....	179	219	166	1.7	2.0	1.5
Other services.....	40	71	43	.7	1.3	.8
Government.....	61	86	73	.3	.4	.3
Federal.....	7	10	8	.3	.4	.3
State and local.....	54	76	65	.3	.4	.3
<b>REGION <sup>3</sup></b>						
Northeast.....	263	359	216	1.0	1.4	.8
South.....	467	475	623	1.0	1.0	1.3
Midwest.....	496	375	413	1.6	1.2	1.3
West.....	335	489	393	1.1	1.6	1.3

<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 5, 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		
	Nov. 2005	Oct. 2006	Nov. 2006 <sup>p</sup>	Nov. 2005	Oct. 2006	Nov. 2006 <sup>p</sup>
<b>Total</b> .....	279	318	287	0.2	0.2	0.2
<b>INDUSTRY</b>						
Total private.....	252	286	260	.2	.2	.2
Natural resources and mining.....	2	2	3	.3	.3	.4
Construction.....	31	33	31	.4	.4	.4
Manufacturing.....	42	26	22	.3	.2	.2
Durable goods.....	33	16	11	.4	.2	.1
Nondurable goods.....	10	10	11	.2	.2	.2
Trade, transportation, and utilities.....	51	77	65	.2	.3	.2
Wholesale trade.....	8	7	11	.1	.1	.2
Retail trade.....	33	43	46	.2	.3	.3
Transportation, warehousing, and utilities....	11	27	8	.2	.5	.2
Information.....	5	5	6	.2	.2	.2
Financial activities.....	10	21	11	.1	.2	.1
Finance and insurance.....	8	13	10	.1	.2	.2
Real estate and rental and leasing.....	1	8	1	.1	.4	( <sup>4</sup> )
Professional and business services.....	51	58	66	.3	.3	.4
Education and health services.....	21	28	31	.1	.2	.2
Educational services.....	2	4	5	.1	.1	.1
Health care and social assistance.....	19	25	26	.1	.2	.2
Leisure and hospitality.....	22	19	15	.2	.1	.1
Arts, entertainment, and recreation.....	( <sup>4</sup> )	2	2	( <sup>4</sup> )	.1	.1
Accommodations and food services.....	21	18	13	.2	.2	.1
Other services.....	18	17	10	.3	.3	.2
Government.....	27	32	28	.1	.1	.1
Federal.....	5	7	7	.2	.2	.3
State and local.....	22	26	20	.1	.1	.1
<b>REGION <sup>3</sup></b>						
Northeast.....	43	58	66	.2	.2	.3
South.....	91	123	94	.2	.3	.2
Midwest.....	77	54	69	.2	.2	.2
West.....	68	83	59	.2	.3	.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 5, table 1.

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

<sup>p</sup> = preliminary.