



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

USDL 08-0454

For release: 10:00 A.M. (EDT)  
Tuesday, April 8, 2008

Media contact: (202) 691-5902

## JOB OPENINGS AND LABOR TURNOVER: FEBRUARY 2008

On the last business day of February, there were 3.8 million job openings in the United States, and the job openings rate was 2.7 percent, the Bureau of Labor Statistics of the U.S. Department of Labor reported today. The job openings, hires, and total separations rates were essentially unchanged in February. 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 March 2005 - February 2008

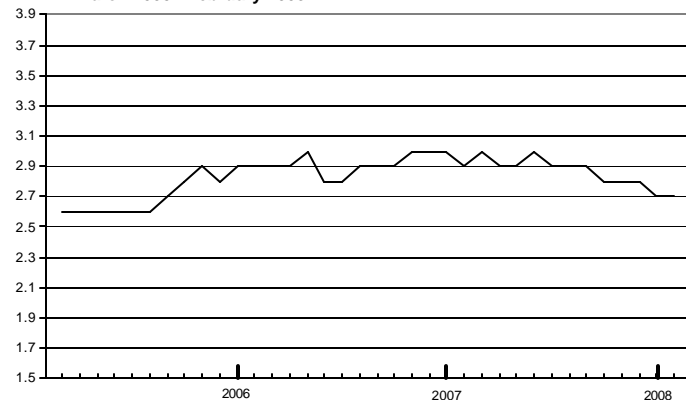
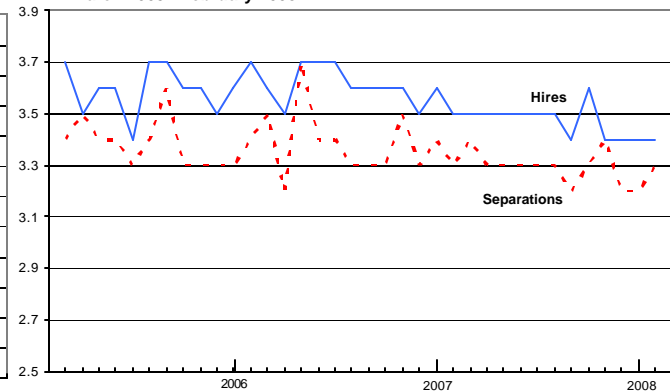


Chart 2. Hires and separations rates, seasonally adjusted,  
Percent March 2005 - February 2008



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 then began trending downward. The hires rate has had an overall downward trend since July 2006, and the separations rate has had an overall downward trend since November 2006. (See tables 1, 2, and 3.)

### Job Openings

In February, the job openings rate remained at 2.7 percent. Job openings include only those jobs open on the last business day of the month. Over the month, the job openings rate rose in education and health services (to 3.9 percent) and fell in manufacturing (1.8 percent). Geographically, the job openings rate did not change significantly in any region. Since the series began in December 2000, three industries have consistently had higher job openings rates than the other industries: education and health services (3.9 percent in February), accommodation and food services (3.8 percent), and professional and business services (3.7 percent). (See table 1.)

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

Industry	Job openings			Hires			Total separations		
	Feb. 2007	Jan. 2008	Feb. 2008 <sup>p</sup>	Feb. 2007	Jan. 2008	Feb. 2008 <sup>p</sup>	Feb. 2007	Jan. 2008	Feb. 2008 <sup>p</sup>
	Levels (in thousands)								
Total <sup>1</sup> .....	4,168	3,889	3,820	4,800	4,639	4,638	4,524	4,477	4,485
Total private <sup>1</sup> .....	3,706	3,449	3,378	4,468	4,227	4,261	4,221	4,188	4,205
Construction .....	237	133	140	277	319	358	359	311	330
Manufacturing .....	341	286	246	362	326	285	409	348	353
Trade, transportation, and utilities <sup>2</sup> .....	683	643	611	1,018	916	901	959	1,005	958
Retail trade .....	387	346	346	695	656	617	669	689	656
Professional and business services .....	627	752	695	911	897	821	796	790	854
Education and health services .....	684	680	748	525	516	522	413	447	462
Leisure and hospitality <sup>3</sup> .....	544	515	519	935	824	850	831	800	848
Accommodation and food services .....	483	467	462	782	702	706	701	657	706
Government <sup>4</sup> .....	458	439	441	393	394	389	307	290	283
State and local government .....	422	401	415	321	319	302	244	237	228
	Rates (percent)								
Total <sup>1</sup> .....	2.9	2.7	2.7	3.5	3.4	3.4	3.3	3.2	3.3
Total private <sup>1</sup> .....	3.1	2.9	2.8	3.9	3.7	3.7	3.7	3.6	3.6
Construction .....	3.0	1.8	1.9	3.6	4.3	4.8	4.7	4.2	4.5
Manufacturing .....	2.4	2.0	1.8	2.6	2.4	2.1	2.9	2.5	2.6
Trade, transportation, and utilities <sup>2</sup> .....	2.5	2.4	2.2	3.8	3.4	3.4	3.6	3.8	3.6
Retail trade .....	2.4	2.2	2.2	4.5	4.2	4.0	4.3	4.4	4.2
Professional and business services .....	3.4	4.0	3.7	5.1	5.0	4.5	4.5	4.4	4.7
Education and health services .....	3.6	3.5	3.9	2.9	2.8	2.8	2.3	2.4	2.5
Leisure and hospitality <sup>3</sup> .....	3.9	3.6	3.7	7.0	6.0	6.2	6.2	5.9	6.2
Accommodation and food services .....	4.1	3.9	3.8	6.9	6.0	6.1	6.2	5.7	6.1
Government <sup>4</sup> .....	2.0	1.9	1.9	1.8	1.8	1.7	1.4	1.3	1.3
State and local government .....	2.1	2.0	2.1	1.7	1.6	1.5	1.3	1.2	1.2

<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.

Over the year, the job openings rate did not rise significantly in any industry. The rate fell over the year for total nonfarm (to 2.6 percent) and total private (2.8 percent) as well as in several industries, including construction (1.8 percent); durable goods manufacturing (1.6 percent); nondurable goods manufacturing (2.1 percent); transportation, warehousing, and utilities (2.2 percent); information (1.7 percent); other services (2.1 percent); and federal government (1.1 percent). Regionally, the job openings rate fell over the year in the Northeast (2.2 percent) and in the South (2.8 percent). (See table 5.)

### Hires

The hires rate was unchanged at 3.4 percent in February. Hires are any additions to the payroll during the month. Over the month, the hires rate did not change significantly in any industry or region. As occurs nearly every month, the seasonally adjusted hires rate was highest in February in accommodation and food services (6.1 percent) and lowest in state and local government (1.5 percent). (See table 2.)

From February 2007 to February 2008, the hires rate rose in construction (to 4.3 percent); other services (3.0 percent); and in federal government (2.4 percent). Over the year, the hires rate fell in durable goods manufacturing (1.7 percent); nondurable goods manufacturing (2.3 percent); educational services (2.0 percent); and in the Midwest region (2.5 percent). (See table 6.)

### Separations

The total separations, or turnover, rate remained essentially unchanged at 3.3 percent in February. 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 with hires, the seasonally adjusted separations rate was, as usual, highest in February in accommodation and food services (6.1 percent) and lowest in state and local government (1.2 percent). From February 2007 to February 2008, the total separations rate rose in healthcare and social assistance (2.3 percent); the rate fell over the year in durable goods manufacturing (1.9 percent) and in the Midwest region (2.4 percent). (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 February for total nonfarm (1.8 percent) but rose in the professional and business services industry (to 2.7 percent) and in the Northeast region (1.6 percent) and fell in retail trade (to 2.4 percent). 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 (4.3 percent) and lowest in state and local government (0.6 percent). (See table 4.)

From February 2007 to February 2008, the quits rate did not change significantly in any industry. Geographically, the quits rate rose in the Northeast (to 1.2 percent) and fell in the Midwest (to 1.3 percent). (See table 8.)

The other two components of total separations—layoffs and discharges, and other separations—are not seasonally adjusted. For February, the layoffs and discharges rate (1.0 percent) and level (1.4 million) were essentially unchanged from a year earlier. The layoffs and discharges rate in February 2008 was highest in arts, entertainment, and recreation (2.5 percent) and lowest in state and local government (0.1 percent). The other separations rate (0.2 percent) and level (281,000) were little changed in February from a year ago. The highest other separations rate in February was in federal government (0.6 percent). The other separations rate is 0.2 percent or lower in most industries 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 risen and fallen over time along with total nonfarm employment levels. The proportion of total separations due to quits rose from a post-recession low of 50 percent in December 2003 to a high of 61 percent in December 2006 (seasonally adjusted) before trending downward again. In February 2008, quits accounted for 56 percent of total separations. The proportion of separations attributable to quits varies widely by industry with the highest proportion regularly occurring in the accommodation and food services industry (70 percent in February) and the lowest proportion regularly occurring in the construction industry (43 percent in February). (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 February 2008, these 5 industries produced 33.1 million hires and

31.8 million separations. Thus, these five industries accounted for 58 percent of total nonfarm hires and 58 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.

---

The Job Openings and Labor Turnover release for March 2008 is scheduled to be issued on Thursday, May 15.

# 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						
	Feb. 2007	Sept. 2007	Oct. 2007	Nov. 2007	Dec. 2007	Jan. 2008	Feb. 2008 <sup>p</sup>	Feb. 2007	Sept. 2007	Oct. 2007	Nov. 2007	Dec. 2007	Jan. 2008	Feb. 2008 <sup>p</sup>
<b>Total <sup>4</sup></b> .....	4,168	4,080	4,044	3,972	3,974	3,889	3,820	2.9	2.9	2.8	2.8	2.8	2.7	2.7
<b>INDUSTRY</b>														
Total private <sup>4</sup> .....	3,706	3,637	3,597	3,520	3,526	3,449	3,378	3.1	3.1	3.0	3.0	3.0	2.9	2.8
Construction.....	237	128	150	138	140	133	140	3.0	1.7	1.9	1.8	1.8	1.8	1.9
Manufacturing.....	341	314	303	303	305	286	246	2.4	2.2	2.2	2.2	2.2	2.0	1.8
Trade, transportation, and utilities <sup>5</sup> .....	683	679	644	648	667	643	611	2.5	2.5	2.4	2.4	2.4	2.4	2.2
Retail trade.....	387	357	321	344	358	346	346	2.4	2.3	2.0	2.2	2.3	2.2	2.2
Professional and business services.....	627	673	758	685	706	752	695	3.4	3.6	4.0	3.7	3.7	4.0	3.7
Education and health services.....	684	712	704	713	698	680	748	3.6	3.7	3.7	3.7	3.6	3.5	3.9
Leisure and hospitality <sup>6</sup> .....	544	663	614	591	574	515	519	3.9	4.7	4.3	4.2	4.0	3.6	3.7
Accommodation and food services.....	483	595	543	518	514	467	462	4.1	4.9	4.5	4.3	4.2	3.9	3.8
Government <sup>7</sup> .....	458	443	448	454	446	439	441	2.0	2.0	2.0	2.0	2.0	1.9	1.9
State and local government.....	422	403	408	404	398	401	415	2.1	2.0	2.0	2.0	2.0	2.0	2.1
<b>REGION <sup>8</sup></b>														
Northeast.....	713	594	657	629	644	662	610	2.7	2.3	2.5	2.4	2.4	2.5	2.3
South.....	1,636	1,641	1,629	1,620	1,574	1,536	1,506	3.2	3.2	3.2	3.2	3.1	3.0	2.9
Midwest.....	778	787	747	755	779	749	734	2.4	2.4	2.3	2.3	2.4	2.3	2.3
West.....	1,024	1,054	1,014	957	988	966	980	3.2	3.3	3.2	3.0	3.1	3.0	3.1

<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						
	Feb. 2007	Sept. 2007	Oct. 2007	Nov. 2007	Dec. 2007	Jan. 2008	Feb. 2008 <sup>p</sup>	Feb. 2007	Sept. 2007	Oct. 2007	Nov. 2007	Dec. 2007	Jan. 2008	Feb. 2008 <sup>p</sup>
<b>Total <sup>4</sup></b> .....	4,800	4,700	4,914	4,672	4,717	4,639	4,638	3.5	3.4	3.6	3.4	3.4	3.4	3.4
<b>INDUSTRY</b>														
Total private <sup>4</sup> .....	4,468	4,325	4,552	4,305	4,314	4,227	4,261	3.9	3.7	3.9	3.7	3.7	3.7	3.7
Construction.....	277	336	331	351	335	319	358	3.6	4.4	4.4	4.7	4.5	4.3	4.8
Manufacturing.....	362	352	396	353	350	326	285	2.6	2.5	2.9	2.6	2.5	2.4	2.1
Trade, transportation, and utilities <sup>5</sup> .....	1,018	977	1,018	946	970	916	901	3.8	3.7	3.8	3.5	3.6	3.4	3.4
Retail trade.....	695	699	699	655	693	656	617	4.5	4.5	4.5	4.2	4.5	4.2	4.0
Professional and business services.....	911	799	855	902	851	897	821	5.1	4.4	4.7	5.0	4.7	5.0	4.5
Education and health services.....	525	453	517	527	460	516	522	2.9	2.5	2.8	2.8	2.5	2.8	2.8
Leisure and hospitality <sup>6</sup> .....	935	888	924	846	880	824	850	7.0	6.6	6.8	6.2	6.4	6.0	6.2
Accommodation and food services.....	782	732	803	708	713	702	706	6.9	6.3	6.9	6.1	6.1	6.0	6.1
Government <sup>7</sup> .....	393	359	373	349	390	394	389	1.8	1.6	1.7	1.6	1.7	1.8	1.7
State and local government.....	321	287	315	287	326	319	302	1.7	1.5	1.6	1.5	1.7	1.6	1.5
<b>REGION <sup>8</sup></b>														
Northeast.....	705	689	653	761	770	767	768	2.8	2.7	2.5	3.0	3.0	3.0	3.0
South.....	1,854	1,844	1,924	1,828	1,802	1,814	1,789	3.7	3.7	3.9	3.7	3.6	3.6	3.6
Midwest.....	1,154	1,093	1,097	1,027	1,045	998	966	3.7	3.5	3.5	3.3	3.3	3.2	3.1
West.....	1,133	1,048	1,216	1,018	1,067	1,058	1,146	3.7	3.4	3.9	3.3	3.4	3.4	3.7

<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						
	Feb. 2007	Sept. 2007	Oct. 2007	Nov. 2007	Dec. 2007	Jan. 2008	Feb. 2008 <sup>P</sup>	Feb. 2007	Sept. 2007	Oct. 2007	Nov. 2007	Dec. 2007	Jan. 2008	Feb. 2008 <sup>P</sup>
<b>Total <sup>4</sup></b> .....	4,524	4,456	4,594	4,640	4,408	4,477	4,485	3.3	3.2	3.3	3.4	3.2	3.2	3.3
<b>INDUSTRY</b>														
Total private <sup>4</sup> .....	4,221	4,168	4,314	4,367	4,107	4,188	4,205	3.7	3.6	3.7	3.8	3.5	3.6	3.6
Construction.....	359	355	355	322	331	311	330	4.7	4.7	4.7	4.3	4.4	4.2	4.5
Manufacturing.....	409	374	393	400	325	348	353	2.9	2.7	2.9	2.9	2.4	2.5	2.6
Trade, transportation, and utilities <sup>5</sup> .....	959	950	1,010	1,065	981	1,005	958	3.6	3.6	3.8	4.0	3.7	3.8	3.6
Retail trade.....	669	683	702	764	686	689	656	4.3	4.4	4.5	4.9	4.4	4.4	4.2
Professional and business services.....	796	824	935	878	814	790	854	4.5	4.6	5.2	4.9	4.5	4.4	4.7
Education and health services.....	413	414	434	423	417	447	462	2.3	2.2	2.3	2.3	2.2	2.4	2.5
Leisure and hospitality <sup>6</sup> .....	831	730	761	799	803	800	848	6.2	5.4	5.6	5.9	5.9	5.9	6.2
Accommodation and food services.....	701	645	651	667	697	657	706	6.2	5.6	5.6	5.7	6.0	5.7	6.1
Government <sup>7</sup> .....	307	290	286	286	295	290	283	1.4	1.3	1.3	1.3	1.3	1.3	1.3
State and local government.....	244	219	238	240	256	237	228	1.3	1.1	1.2	1.2	1.3	1.2	1.2
<b>REGION <sup>8</sup></b>														
Northeast.....	665	635	652	860	635	697	761	2.6	2.5	2.5	3.3	2.5	2.7	3.0
South.....	1,770	1,786	1,764	1,709	1,712	1,699	1,671	3.6	3.6	3.5	3.4	3.4	3.4	3.4
Midwest.....	1,032	983	994	974	980	975	900	3.3	3.1	3.2	3.1	3.1	3.1	2.9
West.....	1,035	1,038	1,186	1,117	1,117	1,107	1,168	3.4	3.4	3.8	3.6	3.6	3.6	3.8

<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						
	Feb. 2007	Sept. 2007	Oct. 2007	Nov. 2007	Dec. 2007	Jan. 2008	Feb. 2008 <sup>P</sup>	Feb. 2007	Sept. 2007	Oct. 2007	Nov. 2007	Dec. 2007	Jan. 2008	Feb. 2008 <sup>P</sup>
<b>Total <sup>4</sup></b> .....	2,666	2,396	2,648	2,501	2,494	2,493	2,526	1.9	1.7	1.9	1.8	1.8	1.8	1.8
<b>INDUSTRY</b>														
Total private <sup>4</sup> .....	2,525	2,253	2,508	2,361	2,358	2,355	2,387	2.2	1.9	2.2	2.0	2.0	2.0	2.1
Construction.....	135	132	137	116	119	113	141	1.8	1.7	1.8	1.5	1.6	1.5	1.9
Manufacturing.....	206	183	199	187	182	183	184	1.5	1.3	1.4	1.4	1.3	1.3	1.3
Trade, transportation, and utilities <sup>5</sup> .....	606	549	588	572	590	598	534	2.3	2.1	2.2	2.1	2.2	2.2	2.0
Retail trade.....	441	412	432	433	445	437	374	2.9	2.7	2.8	2.8	2.9	2.8	2.4
Professional and business services.....	454	405	479	398	367	351	490	2.5	2.2	2.7	2.2	2.0	1.9	2.7
Education and health services.....	273	253	264	269	258	276	268	1.5	1.4	1.4	1.5	1.4	1.5	1.4
Leisure and hospitality <sup>6</sup> .....	568	440	545	557	561	525	550	4.3	3.2	4.0	4.1	4.1	3.8	4.0
Accommodation and food services.....	521	367	503	516	513	465	497	4.6	3.2	4.3	4.4	4.4	4.0	4.3
Government <sup>7</sup> .....	141	146	144	140	137	138	139	.6	.7	.6	.6	.6	.6	.6
State and local government.....	118	123	128	125	120	119	117	.6	.6	.7	.6	.6	.6	.6
<b>REGION <sup>8</sup></b>														
Northeast.....	320	306	338	367	312	358	411	1.2	1.2	1.3	1.4	1.2	1.4	1.6
South.....	1,135	1,003	1,088	996	1,008	1,045	1,020	2.3	2.0	2.2	2.0	2.0	2.1	2.1
Midwest.....	592	524	524	529	521	502	491	1.9	1.7	1.7	1.7	1.6	1.6	1.6
West.....	611	575	691	607	632	583	624	2.0	1.9	2.2	2.0	2.0	1.9	2.0

<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		
	Feb. 2007	Jan. 2008	Feb. 2008 <sup>p</sup>	Feb. 2007	Jan. 2008	Feb. 2008 <sup>p</sup>
<b>Total</b> .....	3,981	3,597	3,627	2.9	2.6	2.6
<b>INDUSTRY</b>						
Total private.....	3,560	3,196	3,224	3.0	2.7	2.8
Natural resources and mining.....	12	15	17	1.8	2.0	2.3
Construction.....	217	112	128	2.9	1.6	1.8
Manufacturing.....	346	284	246	2.4	2.0	1.8
Durable goods.....	215	156	137	2.4	1.8	1.6
Nondurable goods.....	131	128	108	2.5	2.5	2.1
Trade, transportation, and utilities.....	625	558	537	2.3	2.1	2.0
Wholesale trade.....	149	153	133	2.5	2.5	2.2
Retail trade.....	330	296	289	2.1	1.9	1.9
Transportation, warehousing, and utilities.....	146	109	115	2.8	2.1	2.2
Information.....	152	59	51	4.8	1.9	1.7
Financial activities.....	225	245	230	2.6	2.9	2.7
Finance and insurance.....	183	192	184	2.9	3.1	2.9
Real estate and rental and leasing.....	42	53	46	1.9	2.5	2.2
Professional and business services.....	623	743	671	3.4	4.0	3.6
Education and health services.....	671	633	744	3.6	3.3	3.8
Educational services.....	58	53	50	1.8	1.8	1.6
Health care and social assistance.....	614	581	694	3.9	3.6	4.3
Leisure and hospitality.....	516	449	484	3.9	3.3	3.6
Arts, entertainment, and recreation.....	60	43	59	3.3	2.3	3.1
Accommodation and food services.....	455	406	425	4.0	3.5	3.6
Other services.....	173	98	115	3.1	1.8	2.1
Government.....	421	401	404	1.8	1.8	1.7
Federal.....	43	36	30	1.6	1.3	1.1
State and local.....	378	365	374	1.9	1.8	1.8
<b>REGION <sup>3</sup></b>						
Northeast.....	686	600	575	2.6	2.3	2.2
South.....	1,586	1,426	1,432	3.1	2.8	2.8
Midwest.....	747	685	700	2.4	2.2	2.2
West.....	963	886	920	3.1	2.8	2.9

<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		
	Feb. 2007	Jan. 2008	Feb. 2008 <sup>p</sup>	Feb. 2007	Jan. 2008	Feb. 2008 <sup>p</sup>
<b>Total</b> .....	4,027	3,981	3,842	3.0	2.9	2.8
<b>INDUSTRY</b>						
Total private.....	3,753	3,624	3,571	3.3	3.2	3.1
Natural resources and mining.....	21	20	20	3.0	2.8	2.8
Construction.....	215	235	297	3.0	3.3	4.3
Manufacturing.....	336	325	262	2.4	2.4	1.9
Durable goods.....	192	188	149	2.2	2.2	1.7
Nondurable goods.....	144	136	113	2.9	2.7	2.3
Trade, transportation, and utilities.....	812	710	712	3.1	2.7	2.7
Wholesale trade.....	138	153	116	2.3	2.5	1.9
Retail trade.....	539	463	469	3.6	3.0	3.1
Transportation, warehousing, and utilities.....	135	94	127	2.7	1.9	2.5
Information.....	55	61	41	1.8	2.1	1.4
Financial activities.....	175	168	206	2.1	2.1	2.5
Finance and insurance.....	113	125	123	1.8	2.1	2.0
Real estate and rental and leasing.....	62	43	83	2.9	2.0	4.0
Professional and business services.....	832	887	728	4.7	5.0	4.1
Education and health services.....	459	482	463	2.5	2.6	2.5
Educational services.....	81	65	64	2.7	2.2	2.0
Health care and social assistance.....	378	417	400	2.5	2.7	2.6
Leisure and hospitality.....	742	628	680	5.8	4.8	5.2
Arts, entertainment, and recreation.....	82	94	80	4.7	5.3	4.4
Accommodation and food services.....	660	533	599	6.0	4.7	5.3
Other services.....	106	108	162	2.0	2.0	3.0
Government.....	274	357	271	1.2	1.6	1.2
Federal.....	51	66	64	1.9	2.4	2.4
State and local.....	224	292	207	1.1	1.5	1.0
<b>REGION <sup>3</sup></b>						
Northeast.....	505	593	559	2.0	2.3	2.2
South.....	1,638	1,656	1,566	3.4	3.4	3.2
Midwest.....	954	851	769	3.1	2.7	2.5
West.....	930	881	949	3.1	2.9	3.1

<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		
	Feb. 2007	Jan. 2008	Feb. 2008 <sup>p</sup>	Feb. 2007	Jan. 2008	Feb. 2008 <sup>p</sup>
<b>Total</b> .....	3,730	4,349	3,697	2.7	3.2	2.7
<b>INDUSTRY</b>						
Total private.....	3,529	4,117	3,519	3.1	3.6	3.1
Natural resources and mining.....	18	28	23	2.6	3.9	3.1
Construction.....	316	343	290	4.4	4.9	4.2
Manufacturing.....	364	338	317	2.6	2.5	2.3
Durable goods.....	228	212	168	2.6	2.4	1.9
Nondurable goods.....	137	127	149	2.7	2.5	3.0
Trade, transportation, and utilities.....	824	1,118	800	3.2	4.2	3.1
Wholesale trade.....	114	164	133	1.9	2.7	2.2
Retail trade.....	587	785	556	3.9	5.1	3.7
Transportation, warehousing, and utilities.....	123	170	110	2.5	3.4	2.2
Information.....	65	61	45	2.1	2.0	1.5
Financial activities.....	199	227	169	2.4	2.8	2.1
Finance and insurance.....	130	159	109	2.1	2.6	1.8
Real estate and rental and leasing.....	69	68	59	3.2	3.2	2.8
Professional and business services.....	674	763	740	3.8	4.3	4.2
Education and health services.....	333	411	383	1.8	2.2	2.0
Educational services.....	39	49	28	1.3	1.7	.9
Health care and social assistance.....	294	363	355	1.9	2.3	2.3
Leisure and hospitality.....	617	684	648	4.8	5.2	4.9
Arts, entertainment, and recreation.....	72	101	87	4.1	5.7	4.8
Accommodation and food services.....	545	582	561	4.9	5.2	5.0
Other services.....	118	143	105	2.2	2.6	1.9
Government.....	201	232	177	.9	1.0	.8
Federal.....	48	46	42	1.8	1.7	1.6
State and local.....	153	186	135	.8	1.0	.7
<b>REGION <sup>3</sup></b>						
Northeast.....	518	686	609	2.0	2.7	2.4
South.....	1,509	1,605	1,390	3.1	3.3	2.8
Midwest.....	859	994	734	2.8	3.2	2.4
West.....	843	1,065	963	2.8	3.5	3.1

<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		
	Feb. 2007	Jan. 2008	Feb. 2008 <sup>p</sup>	Feb. 2007	Jan. 2008	Feb. 2008 <sup>p</sup>
<b>Total</b> .....	2,168	2,193	2,064	1.6	1.6	1.5
<b>INDUSTRY</b>						
Total private.....	2,067	2,085	1,965	1.8	1.8	1.7
Natural resources and mining.....	10	14	12	1.5	1.9	1.7
Construction.....	101	87	107	1.4	1.2	1.5
Manufacturing.....	178	159	159	1.3	1.2	1.2
Durable goods.....	96	88	87	1.1	1.0	1.0
Nondurable goods.....	82	71	72	1.6	1.4	1.5
Trade, transportation, and utilities.....	508	565	445	1.9	2.1	1.7
Wholesale trade.....	75	75	73	1.3	1.2	1.2
Retail trade.....	368	413	309	2.4	2.7	2.0
Transportation, warehousing, and utilities.....	65	77	63	1.3	1.5	1.3
Information.....	37	36	27	1.2	1.2	.9
Financial activities.....	115	133	96	1.4	1.6	1.2
Finance and insurance.....	84	92	72	1.4	1.5	1.2
Real estate and rental and leasing.....	31	41	24	1.5	2.0	1.1
Professional and business services.....	363	323	403	2.1	1.8	2.3
Education and health services.....	226	245	223	1.2	1.3	1.2
Educational services.....	18	22	16	.6	.7	.5
Health care and social assistance.....	209	223	207	1.4	1.4	1.3
Leisure and hospitality.....	446	438	434	3.5	3.4	3.3
Arts, entertainment, and recreation.....	33	41	41	1.9	2.3	2.2
Accommodation and food services.....	413	397	393	3.7	3.5	3.5
Other services.....	82	85	59	1.5	1.6	1.1
Government.....	101	109	99	.4	.5	.4
Federal.....	17	14	16	.6	.5	.6
State and local.....	84	94	83	.4	.5	.4
<b>REGION <sup>3</sup></b>						
Northeast.....	239	300	310	.9	1.2	1.2
South.....	947	927	853	1.9	1.9	1.7
Midwest.....	491	459	395	1.6	1.5	1.3
West.....	490	507	506	1.6	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> 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		
	Feb. 2007	Jan. 2008	Feb. 2008 <sup>P</sup>	Feb. 2007	Jan. 2008	Feb. 2008 <sup>P</sup>
<b>Total</b> .....	1,276	1,845	1,353	0.9	1.4	1.0
<b>INDUSTRY</b>						
Total private.....	1,231	1,775	1,317	1.1	1.6	1.2
Natural resources and mining.....	6	10	9	.9	1.4	1.3
Construction.....	193	245	168	2.7	3.5	2.4
Manufacturing.....	148	152	132	1.1	1.1	1.0
Durable goods.....	101	105	69	1.1	1.2	.8
Nondurable goods.....	48	47	63	.9	.9	1.3
Trade, transportation, and utilities.....	250	479	273	1.0	1.8	1.0
Wholesale trade.....	32	72	56	.5	1.2	.9
Retail trade.....	181	326	179	1.2	2.1	1.2
Transportation, warehousing, and utilities.....	37	81	38	.7	1.6	.8
Information.....	25	22	15	.8	.8	.5
Financial activities.....	69	83	53	.8	1.0	.7
Finance and insurance.....	37	59	24	.6	1.0	.4
Real estate and rental and leasing.....	32	24	29	1.5	1.1	1.4
Professional and business services.....	270	385	300	1.5	2.2	1.7
Education and health services.....	88	139	122	.5	.8	.7
Educational services.....	18	24	11	.6	.8	.3
Health care and social assistance.....	70	115	111	.5	.7	.7
Leisure and hospitality.....	158	203	201	1.2	1.6	1.5
Arts, entertainment, and recreation.....	37	58	45	2.1	3.2	2.5
Accommodation and food services.....	121	146	156	1.1	1.3	1.4
Other services.....	25	56	44	.5	1.0	.8
Government.....	45	70	35	.2	.3	.2
Federal.....	11	15	10	.4	.6	.4
State and local.....	34	55	25	.2	.3	.1
<b>REGION <sup>3</sup></b>						
Northeast.....	225	329	234	.9	1.3	.9
South.....	464	598	456	.9	1.2	.9
Midwest.....	314	439	270	1.0	1.4	.9
West.....	272	479	392	.9	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 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		
	Feb. 2007	Jan. 2008	Feb. 2008 <sup>p</sup>	Feb. 2007	Jan. 2008	Feb. 2008 <sup>p</sup>
<b>Total</b> .....	286	311	281	0.2	0.2	0.2
<b>INDUSTRY</b>						
Total private.....	231	257	237	.2	.2	.2
Natural resources and mining.....	2	4	2	.2	.6	.2
Construction.....	23	11	15	.3	.2	.2
Manufacturing.....	38	27	25	.3	.2	.2
Durable goods.....	30	19	12	.3	.2	.1
Nondurable goods.....	8	9	13	.1	.2	.3
Trade, transportation, and utilities.....	66	74	82	.3	.3	.3
Wholesale trade.....	7	16	5	.1	.3	.1
Retail trade.....	38	46	69	.3	.3	.5
Transportation, warehousing, and utilities.....	21	12	9	.4	.2	.2
Information.....	3	3	3	.1	.1	.1
Financial activities.....	16	11	20	.2	.1	.2
Finance and insurance.....	10	8	13	.2	.1	.2
Real estate and rental and leasing.....	6	3	6	.3	.2	.3
Professional and business services.....	41	54	37	.2	.3	.2
Education and health services.....	19	27	38	.1	.1	.2
Educational services.....	3	3	2	.1	.1	.1
Health care and social assistance.....	16	24	37	.1	.2	.2
Leisure and hospitality.....	13	42	13	.1	.3	.1
Arts, entertainment, and recreation.....	2	2	1	.1	.1	.1
Accommodation and food services.....	11	40	12	.1	.4	.1
Other services.....	11	2	2	.2	( <sup>4</sup> )	( <sup>4</sup> )
Government.....	55	54	43	.2	.2	.2
Federal.....	21	17	16	.8	.6	.6
State and local.....	35	37	27	.2	.2	.1
<b>REGION <sup>3</sup></b>						
Northeast.....	55	57	66	.2	.2	.3
South.....	98	79	81	.2	.2	.2
Midwest.....	54	96	69	.2	.3	.2
West.....	80	79	65	.3	.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 8, table 1.

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

<sup>p</sup> = preliminary.