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JOB OPENINGS AND LABOR TURNOVER: MAY 2008

On the last business day of May, there were 3.6 million job openings in the United States, and the job openings rate was 2.6 percent, the Bureau of Labor Statistics of the U.S. Department of Labor reported today. The job openings rate and total separations rate were unchanged in May while the hires rate fell. 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 June 2005 - May 2008

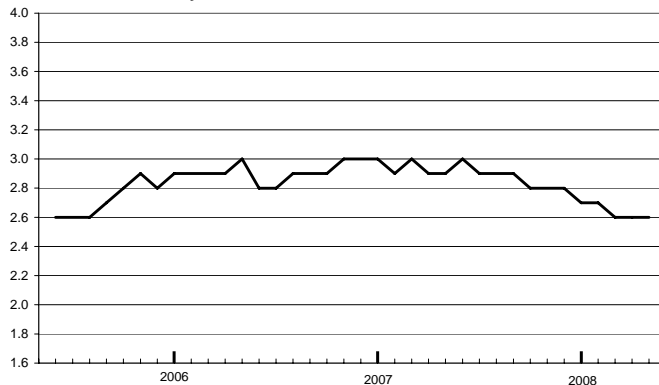
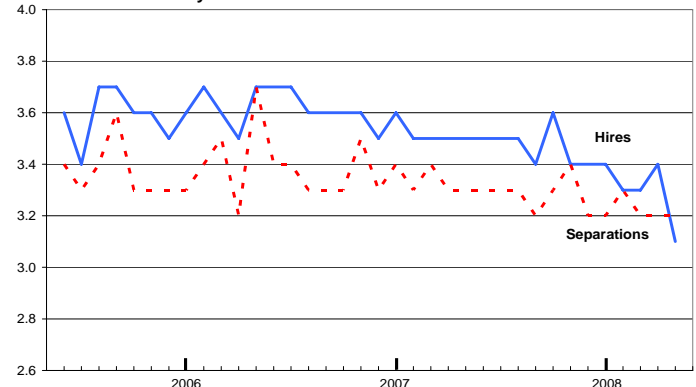


Chart 2. Hires and separations rates, seasonally adjusted,
Percent June 2005 - May 2008



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, driven by decreases in manufacturing; transportation, warehousing, and utilities; and information. As the declines in these industries leveled off, the job openings rate has remained at 2.6 percent in March, April and May. The hires rate has trended downward since July 2006 and in May was at the lowest point in almost five years. The same industries that drove the decline in the job openings rate have driven the decline in the hires rate: manufacturing; transportation, warehousing, and utilities; and information. The separations rate began an overall downward trend in November 2006, driven by declines in several industries, but has leveled off in 2008. (See tables 1, 2, and 3.)

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

| Industry | Job openings | | | Hires | | | Total separations | | |
|---|--------------|-------|-------------------|-------|-------|-------------------|-------------------|-------|-------------------|
| | May | Apr. | May | May | Apr. | May | May | Apr. | May |
| | 2007 | 2008 | 2008 ^P | 2007 | 2008 | 2008 ^P | 2007 | 2008 | 2008 ^P |
| Levels (in thousands) | | | | | | | | | |
| Total ¹ | 4,133 | 3,612 | 3,626 | 4,875 | 4,715 | 4,301 | 4,542 | 4,404 | 4,381 |
| Total private ¹ | 3,681 | 3,192 | 3,180 | 4,457 | 4,311 | 3,990 | 4,223 | 4,112 | 4,084 |
| Construction..... | 165 | 99 | 118 | 355 | 385 | 300 | 350 | 378 | 400 |
| Manufacturing..... | 342 | 244 | 236 | 348 | 300 | 274 | 393 | 390 | 362 |
| Trade, transportation, and utilities ² | 671 | 550 | 603 | 1,050 | 943 | 835 | 959 | 1,003 | 885 |
| Retail trade..... | 355 | 338 | 383 | 739 | 642 | 585 | 692 | 716 | 618 |
| Professional and business services..... | 677 | 676 | 601 | 915 | 858 | 799 | 750 | 739 | 718 |
| Education and health services..... | 699 | 684 | 672 | 500 | 510 | 499 | 432 | 429 | 417 |
| Leisure and hospitality ³ | 553 | 491 | 518 | 868 | 841 | 884 | 815 | 722 | 831 |
| Accommodation and food services..... | 486 | 433 | 443 | 743 | 719 | 749 | 704 | 619 | 702 |
| Government ⁴ | 453 | 422 | 453 | 400 | 407 | 388 | 316 | 295 | 294 |
| State and local government..... | 416 | 395 | 410 | 327 | 315 | 312 | 247 | 248 | 244 |
| Rates (percent) | | | | | | | | | |
| Total ¹ | 2.9 | 2.6 | 2.6 | 3.5 | 3.4 | 3.1 | 3.3 | 3.2 | 3.2 |
| Total private ¹ | 3.1 | 2.7 | 2.7 | 3.9 | 3.7 | 3.5 | 3.7 | 3.6 | 3.5 |
| Construction..... | 2.1 | 1.3 | 1.6 | 4.6 | 5.3 | 4.1 | 4.6 | 5.2 | 5.5 |
| Manufacturing..... | 2.4 | 1.8 | 1.7 | 2.5 | 2.2 | 2.0 | 2.8 | 2.9 | 2.7 |
| Trade, transportation, and utilities ² | 2.5 | 2.0 | 2.2 | 3.9 | 3.6 | 3.2 | 3.6 | 3.8 | 3.3 |
| Retail trade..... | 2.2 | 2.2 | 2.4 | 4.8 | 4.2 | 3.8 | 4.5 | 4.7 | 4.0 |
| Professional and business services..... | 3.6 | 3.6 | 3.2 | 5.1 | 4.8 | 4.4 | 4.2 | 4.1 | 4.0 |
| Education and health services..... | 3.7 | 3.5 | 3.4 | 2.7 | 2.7 | 2.7 | 2.4 | 2.3 | 2.2 |
| Leisure and hospitality ³ | 4.0 | 3.5 | 3.6 | 6.5 | 6.1 | 6.4 | 6.1 | 5.3 | 6.1 |
| Accommodation and food services..... | 4.1 | 3.6 | 3.7 | 6.5 | 6.2 | 6.4 | 6.1 | 5.3 | 6.0 |
| Government ⁴ | 2.0 | 1.8 | 2.0 | 1.8 | 1.8 | 1.7 | 1.4 | 1.3 | 1.3 |
| State and local government..... | 2.1 | 2.0 | 2.0 | 1.7 | 1.6 | 1.6 | 1.3 | 1.3 | 1.2 |

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

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

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

⁴ Includes federal government, not shown separately.

^P = preliminary.

Job Openings

In May, the job openings rate was unchanged at 2.6 percent. Job openings include only those jobs open on the last business day of the month. Over the month, the job openings rate changed significantly only in the government sector where it rose. Since the series began in December 2000, three industries consistently have had higher job openings rates than the other industries: accommodation and food services (3.7 percent in May), education and health services (3.4 percent), and professional and business services (3.2 percent). (See table 1.)

Over the year, the job openings rate (not seasonally adjusted) did not rise significantly for any industry or region. The rate fell over the year for total nonfarm (to 2.7 percent) and total private (2.8 percent) as well as in several industries, including construction (1.9 percent); durable goods manufacturing (1.6 percent); nondurable goods manufacturing (2.0 percent); wholesale trade (2.4 percent); transportation, warehousing, and utilities (1.8 percent); information (2.1 percent); finance and insurance (2.0 percent); and educational services (1.7 percent). Regionally, the job openings rate fell over the year in the South (2.9 percent). (See table 5.)

Hires

The hires rate decreased significantly to 3.1 percent in May, the lowest point since June 2003. Hires are any additions to the payroll during the month. After four months of no significant over-the-month changes in any industry, the hires rate fell in May for total nonfarm (to 3.1 percent), total private (3.5 percent), construction (4.1 percent), and trade, transportation, and utilities (3.2 percent). As occurs nearly every month, the seasonally adjusted hires rate was highest in May in accommodation and food services (6.4 percent) and lowest in state and local government (1.6 percent). (See table 2.)

From May 2007 to May 2008, the hires rate (not seasonally adjusted) did not increase significantly in any industry; the rate decreased significantly for total nonfarm (to 3.6 percent) and total private (4.0 percent), and in durable goods manufacturing (2.0 percent), nondurable goods manufacturing (2.9 percent), wholesale trade (1.9 percent), retail trade (4.2 percent), information (1.6 percent), and finance and insurance (2.1 percent). Regionally, the hires rate fell over the year in the Midwest (3.7 percent) and South (3.6 percent). (See table 6.)

Separations

The total separations, or turnover, rate was unchanged at 3.2 percent in May. Separations are terminations of employment that occur at any time during the month. Over the month, the separations rate decreased in retail trade (to 4.0 percent). The seasonally adjusted separations rate was highest in May in accommodation and food services (6.0 percent) and lowest in state and local government (1.2 percent). From May 2007 to May 2008, the total separations rate rose in construction (5.2 percent), educational services (3.3 percent), and other services (4.1 percent). The rate fell over the year in retail trade (4.0 percent), information (1.6 percent), finance and insurance (2.1 percent), health care and social assistance (2.3 percent), the federal government (1.9 percent) and the South region (3.5 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 little changed in May for total nonfarm (at 1.7 percent) and has been stable since November 2007. The quits rate decreased in May in education and health services (to 1.2 percent) and in state and local government (0.6 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 (4.2 percent) and lowest in state and local government (0.6 percent). (See table 4.)

From May 2007 to May 2008, the quits rate (not seasonally adjusted) fell for total nonfarm, total private, many of the industries, and three of the four regions. The industries in which the quits rate fell over the year were: natural resources and mining; durable goods manufacturing; nondurable goods manufacturing; retail trade; transportation, warehousing, and utilities; finance and insurance; health care and social assistance; federal government; and state and local government. The three regions in which the quits rate decreased over the year were the Midwest, South, and West. The quits rate did not rise significantly in May in any industry or region. (See table 8.)

The other two components of total separations—layoffs and discharges, and other separations—are not seasonally adjusted. For May, the layoffs and discharges rate (1.2 percent) and level (1.6 million) were both higher than a year earlier. The layoffs and discharges rate increased significantly in construction, educational services, other services, and the Northeast region; the rate fell for the federal government. The layoffs and discharges rate in May 2008 was highest in construction (3.1 percent) and arts, entertainment, and recreation (3.2 percent) and lowest in federal government (0.4 percent). The other separations rate (0.2 percent) and level (269,000) were little changed in May from a year earlier. As usual, the highest other separations rate in May 2008 was for the federal government (0.8 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 risen and fallen 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. In May 2008, quits accounted for 54 percent of total separations. The proportion of separations attributable to quits has varied the most over the life of the series in the construction industry (varying from 26 percent to 55 percent) and in the Northeast region (varying 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 (71 percent in May) and the lowest proportion regularly occurring in the construction industry (30 percent in May). (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 May 2008, these 5 industries produced 32.5 million hires and 31.6 million separations. Therefore, these five industries accounted 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 or by calling (202) 691-5870.

The Job Openings and Labor Turnover release for June 2008 is scheduled to be issued on Tuesday, August 12.

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 ¹ and rates ² by industry and region, seasonally adjusted

| Industry and region | Levels ³ (in thousands) | | | | | | | Rates | | | | | | |
|---|------------------------------------|-----------|-----------|-----------|-----------|-----------|-----------------------|----------|-----------|-----------|-----------|-----------|-----------|-----------------------|
| | May 2007 | Dec. 2007 | Jan. 2008 | Feb. 2008 | Mar. 2008 | Apr. 2008 | May 2008 ^p | May 2007 | Dec. 2007 | Jan. 2008 | Feb. 2008 | Mar. 2008 | Apr. 2008 | May 2008 ^p |
| Total ⁴ | 4,133 | 3,974 | 3,889 | 3,799 | 3,672 | 3,612 | 3,626 | 2.9 | 2.8 | 2.7 | 2.7 | 2.6 | 2.6 | 2.6 |
| INDUSTRY | | | | | | | | | | | | | | |
| Total private ⁴ | 3,681 | 3,526 | 3,449 | 3,350 | 3,225 | 3,192 | 3,180 | 3.1 | 3.0 | 2.9 | 2.8 | 2.7 | 2.7 | 2.7 |
| Construction..... | 165 | 140 | 133 | 123 | 102 | 99 | 118 | 2.1 | 1.8 | 1.8 | 1.6 | 1.4 | 1.3 | 1.6 |
| Manufacturing..... | 342 | 305 | 286 | 239 | 251 | 244 | 236 | 2.4 | 2.2 | 2.0 | 1.7 | 1.8 | 1.8 | 1.7 |
| Trade, transportation, and utilities ⁵ | 671 | 667 | 643 | 598 | 562 | 550 | 603 | 2.5 | 2.4 | 2.4 | 2.2 | 2.1 | 2.0 | 2.2 |
| Retail trade..... | 355 | 358 | 346 | 326 | 344 | 338 | 383 | 2.2 | 2.3 | 2.2 | 2.1 | 2.2 | 2.2 | 2.4 |
| Professional and business services..... | 677 | 706 | 752 | 699 | 714 | 676 | 601 | 3.6 | 3.7 | 4.0 | 3.7 | 3.8 | 3.6 | 3.2 |
| Education and health services..... | 699 | 698 | 680 | 737 | 696 | 684 | 672 | 3.7 | 3.6 | 3.5 | 3.8 | 3.6 | 3.5 | 3.4 |
| Leisure and hospitality ⁶ | 553 | 574 | 515 | 530 | 501 | 491 | 518 | 4.0 | 4.0 | 3.6 | 3.7 | 3.5 | 3.5 | 3.6 |
| Accommodation and food services..... | 486 | 514 | 467 | 477 | 450 | 433 | 443 | 4.1 | 4.2 | 3.9 | 3.9 | 3.7 | 3.6 | 3.7 |
| Government ⁷ | 453 | 446 | 439 | 450 | 441 | 422 | 453 | 2.0 | 2.0 | 1.9 | 2.0 | 1.9 | 1.8 | 2.0 |
| State and local government..... | 416 | 398 | 401 | 413 | 389 | 395 | 410 | 2.1 | 2.0 | 2.0 | 2.1 | 1.9 | 2.0 | 2.0 |
| REGION ⁸ | | | | | | | | | | | | | | |
| Northeast..... | 671 | 644 | 662 | 576 | 602 | 618 | 617 | 2.5 | 2.4 | 2.5 | 2.2 | 2.3 | 2.3 | 2.3 |
| South..... | 1,700 | 1,574 | 1,536 | 1,485 | 1,386 | 1,364 | 1,373 | 3.3 | 3.1 | 3.0 | 2.9 | 2.7 | 2.7 | 2.7 |
| Midwest..... | 762 | 779 | 749 | 766 | 781 | 752 | 719 | 2.4 | 2.4 | 2.3 | 2.4 | 2.4 | 2.3 | 2.2 |
| West..... | 999 | 988 | 966 | 954 | 918 | 883 | 919 | 3.1 | 3.1 | 3.0 | 3.0 | 2.9 | 2.8 | 2.9 |

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

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

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

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

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

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

⁷ Includes federal government, not shown separately.

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

^p = preliminary.

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

| Industry and region | Levels ³ (in thousands) | | | | | | | Rates | | | | | | |
|---|------------------------------------|-----------|-----------|-----------|-----------|-----------|-----------------------|----------|-----------|-----------|-----------|-----------|-----------|-----------------------|
| | May 2007 | Dec. 2007 | Jan. 2008 | Feb. 2008 | Mar. 2008 | Apr. 2008 | May 2008 ^p | May 2007 | Dec. 2007 | Jan. 2008 | Feb. 2008 | Mar. 2008 | Apr. 2008 | May 2008 ^p |
| Total ⁴ | 4,875 | 4,717 | 4,639 | 4,586 | 4,569 | 4,715 | 4,301 | 3.5 | 3.4 | 3.4 | 3.3 | 3.3 | 3.4 | 3.1 |
| INDUSTRY | | | | | | | | | | | | | | |
| Total private ⁴ | 4,457 | 4,314 | 4,227 | 4,203 | 4,147 | 4,311 | 3,990 | 3.9 | 3.7 | 3.7 | 3.6 | 3.6 | 3.7 | 3.5 |
| Construction..... | 355 | 335 | 319 | 349 | 350 | 385 | 300 | 4.6 | 4.5 | 4.3 | 4.7 | 4.8 | 5.3 | 4.1 |
| Manufacturing..... | 348 | 350 | 326 | 285 | 309 | 300 | 274 | 2.5 | 2.5 | 2.4 | 2.1 | 2.3 | 2.2 | 2.0 |
| Trade, transportation, and utilities ⁵ | 1,050 | 970 | 916 | 882 | 884 | 943 | 835 | 3.9 | 3.6 | 3.4 | 3.3 | 3.3 | 3.6 | 3.2 |
| Retail trade..... | 739 | 693 | 656 | 603 | 598 | 642 | 585 | 4.8 | 4.5 | 4.2 | 3.9 | 3.9 | 4.2 | 3.8 |
| Professional and business services..... | 915 | 851 | 897 | 780 | 893 | 858 | 799 | 5.1 | 4.7 | 5.0 | 4.3 | 5.0 | 4.8 | 4.4 |
| Education and health services..... | 500 | 460 | 516 | 522 | 501 | 510 | 499 | 2.7 | 2.5 | 2.8 | 2.8 | 2.7 | 2.7 | 2.7 |
| Leisure and hospitality ⁶ | 868 | 880 | 824 | 868 | 801 | 841 | 884 | 6.5 | 6.4 | 6.0 | 6.4 | 5.9 | 6.1 | 6.4 |
| Accommodation and food services..... | 743 | 713 | 702 | 730 | 654 | 719 | 749 | 6.5 | 6.1 | 6.0 | 6.3 | 5.6 | 6.2 | 6.4 |
| Government ⁷ | 400 | 390 | 394 | 387 | 429 | 407 | 388 | 1.8 | 1.7 | 1.8 | 1.7 | 1.9 | 1.8 | 1.7 |
| State and local government..... | 327 | 326 | 319 | 306 | 315 | 315 | 312 | 1.7 | 1.7 | 1.6 | 1.6 | 1.6 | 1.6 | 1.6 |
| REGION ⁸ | | | | | | | | | | | | | | |
| Northeast..... | 712 | 770 | 767 | 713 | 715 | 743 | 697 | 2.8 | 3.0 | 3.0 | 2.8 | 2.8 | 2.9 | 2.7 |
| South..... | 1,910 | 1,802 | 1,814 | 1,769 | 1,703 | 1,725 | 1,591 | 3.9 | 3.6 | 3.6 | 3.6 | 3.4 | 3.5 | 3.2 |
| Midwest..... | 1,083 | 1,045 | 998 | 944 | 986 | 986 | 941 | 3.4 | 3.3 | 3.2 | 3.0 | 3.1 | 3.1 | 3.0 |
| West..... | 1,132 | 1,067 | 1,058 | 1,186 | 1,170 | 1,246 | 1,149 | 3.7 | 3.4 | 3.4 | 3.8 | 3.8 | 4.0 | 3.7 |

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

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

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

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

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

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

⁷ Includes federal government, not shown separately.

⁸ See footnote 8, table 1.

^p = preliminary.

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

| Industry and region | Levels ³ (in thousands) | | | | | | | Rates | | | | | | |
|---|------------------------------------|-----------|-----------|-----------|-----------|-----------|-----------------------|----------|-----------|-----------|-----------|-----------|-----------|-----------------------|
| | May 2007 | Dec. 2007 | Jan. 2008 | Feb. 2008 | Mar. 2008 | Apr. 2008 | May 2008 ^P | May 2007 | Dec. 2007 | Jan. 2008 | Feb. 2008 | Mar. 2008 | Apr. 2008 | May 2008 ^P |
| Total ⁴ | 4,542 | 4,408 | 4,477 | 4,503 | 4,390 | 4,404 | 4,381 | 3.3 | 3.2 | 3.2 | 3.3 | 3.2 | 3.2 | 3.2 |
| INDUSTRY | | | | | | | | | | | | | | |
| Total private ⁴ | 4,223 | 4,107 | 4,188 | 4,224 | 4,100 | 4,112 | 4,084 | 3.7 | 3.5 | 3.6 | 3.7 | 3.6 | 3.6 | 3.5 |
| Construction..... | 350 | 331 | 311 | 329 | 367 | 378 | 400 | 4.6 | 4.4 | 4.2 | 4.5 | 5.0 | 5.2 | 5.5 |
| Manufacturing..... | 393 | 325 | 348 | 350 | 304 | 390 | 362 | 2.8 | 2.4 | 2.5 | 2.6 | 2.2 | 2.9 | 2.7 |
| Trade, transportation, and utilities ⁵ | 959 | 981 | 1,005 | 957 | 941 | 1,003 | 885 | 3.6 | 3.7 | 3.8 | 3.6 | 3.5 | 3.8 | 3.3 |
| Retail trade..... | 692 | 686 | 689 | 669 | 688 | 716 | 618 | 4.5 | 4.4 | 4.4 | 4.3 | 4.5 | 4.7 | 4.0 |
| Professional and business services..... | 750 | 814 | 790 | 861 | 806 | 739 | 718 | 4.2 | 4.5 | 4.4 | 4.8 | 4.5 | 4.1 | 4.0 |
| Education and health services..... | 432 | 417 | 447 | 459 | 449 | 429 | 417 | 2.4 | 2.2 | 2.4 | 2.5 | 2.4 | 2.3 | 2.2 |
| Leisure and hospitality ⁶ | 815 | 803 | 800 | 854 | 776 | 722 | 831 | 6.1 | 5.9 | 5.9 | 6.2 | 5.7 | 5.3 | 6.1 |
| Accommodation and food services..... | 704 | 697 | 657 | 718 | 656 | 619 | 702 | 6.1 | 6.0 | 5.7 | 6.2 | 5.6 | 5.3 | 6.0 |
| Government ⁷ | 316 | 295 | 290 | 278 | 291 | 295 | 294 | 1.4 | 1.3 | 1.3 | 1.2 | 1.3 | 1.3 | 1.3 |
| State and local government..... | 247 | 256 | 237 | 229 | 228 | 248 | 244 | 1.3 | 1.3 | 1.2 | 1.2 | 1.2 | 1.3 | 1.2 |
| REGION ⁸ | | | | | | | | | | | | | | |
| Northeast..... | 648 | 635 | 697 | 770 | 737 | 709 | 750 | 2.5 | 2.5 | 2.7 | 3.0 | 2.9 | 2.8 | 2.9 |
| South..... | 1,783 | 1,712 | 1,699 | 1,673 | 1,617 | 1,666 | 1,627 | 3.6 | 3.4 | 3.4 | 3.4 | 3.3 | 3.4 | 3.3 |
| Midwest..... | 1,008 | 980 | 975 | 902 | 918 | 949 | 931 | 3.2 | 3.1 | 3.1 | 2.9 | 2.9 | 3.0 | 3.0 |
| West..... | 1,077 | 1,117 | 1,107 | 1,167 | 1,101 | 1,094 | 1,064 | 3.5 | 3.6 | 3.6 | 3.8 | 3.6 | 3.5 | 3.4 |

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

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

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

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

and other services, not shown separately.

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

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

⁷ Includes federal government, not shown separately.

⁸ See footnote 8, table 1.

^P = preliminary.

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

| Industry and region | Levels ³ (in thousands) | | | | | | | Rates | | | | | | |
|---|------------------------------------|-----------|-----------|-----------|-----------|-----------|-----------------------|----------|-----------|-----------|-----------|-----------|-----------|-----------------------|
| | May 2007 | Dec. 2007 | Jan. 2008 | Feb. 2008 | Mar. 2008 | Apr. 2008 | May 2008 ^P | May 2007 | Dec. 2007 | Jan. 2008 | Feb. 2008 | Mar. 2008 | Apr. 2008 | May 2008 ^P |
| Total ⁴ | 2,657 | 2,494 | 2,493 | 2,522 | 2,375 | 2,444 | 2,344 | 1.9 | 1.8 | 1.8 | 1.8 | 1.7 | 1.8 | 1.7 |
| INDUSTRY | | | | | | | | | | | | | | |
| Total private ⁴ | 2,503 | 2,358 | 2,355 | 2,384 | 2,258 | 2,301 | 2,209 | 2.2 | 2.0 | 2.0 | 2.1 | 2.0 | 2.0 | 1.9 |
| Construction..... | 129 | 119 | 113 | 133 | 111 | 127 | 120 | 1.7 | 1.6 | 1.5 | 1.8 | 1.5 | 1.7 | 1.6 |
| Manufacturing..... | 212 | 182 | 183 | 187 | 157 | 182 | 167 | 1.5 | 1.3 | 1.3 | 1.4 | 1.2 | 1.3 | 1.2 |
| Trade, transportation, and utilities ⁵ | 600 | 590 | 598 | 532 | 535 | 550 | 499 | 2.3 | 2.2 | 2.2 | 2.0 | 2.0 | 2.1 | 1.9 |
| Retail trade..... | 444 | 445 | 437 | 374 | 399 | 404 | 356 | 2.9 | 2.9 | 2.8 | 2.4 | 2.6 | 2.6 | 2.3 |
| Professional and business services..... | 415 | 367 | 351 | 492 | 386 | 385 | 380 | 2.3 | 2.0 | 1.9 | 2.7 | 2.1 | 2.1 | 2.1 |
| Education and health services..... | 283 | 258 | 276 | 271 | 279 | 270 | 230 | 1.6 | 1.4 | 1.5 | 1.5 | 1.5 | 1.4 | 1.2 |
| Leisure and hospitality ⁶ | 547 | 561 | 525 | 539 | 529 | 516 | 546 | 4.1 | 4.1 | 3.8 | 3.9 | 3.9 | 3.8 | 4.0 |
| Accommodation and food services..... | 506 | 513 | 465 | 488 | 494 | 473 | 495 | 4.4 | 4.4 | 4.0 | 4.2 | 4.2 | 4.1 | 4.2 |
| Government ⁷ | 153 | 137 | 138 | 135 | 126 | 144 | 134 | .7 | .6 | .6 | .6 | .6 | .6 | .6 |
| State and local government..... | 129 | 120 | 119 | 116 | 101 | 129 | 116 | .7 | .6 | .6 | .6 | .5 | .7 | .6 |
| REGION ⁸ | | | | | | | | | | | | | | |
| Northeast..... | 331 | 312 | 358 | 410 | 334 | 368 | 352 | 1.3 | 1.2 | 1.4 | 1.6 | 1.3 | 1.4 | 1.4 |
| South..... | 1,145 | 1,008 | 1,045 | 1,021 | 996 | 1,001 | 948 | 2.3 | 2.0 | 2.1 | 2.1 | 2.0 | 2.0 | 1.9 |
| Midwest..... | 541 | 521 | 502 | 475 | 491 | 500 | 477 | 1.7 | 1.6 | 1.6 | 1.5 | 1.6 | 1.6 | 1.5 |
| West..... | 640 | 632 | 583 | 632 | 568 | 575 | 564 | 2.1 | 2.0 | 1.9 | 2.0 | 1.8 | 1.9 | 1.8 |

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

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

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

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

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

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

⁷ Includes federal government, not shown separately.

⁸ See footnote 8, table 1.

^P = preliminary.

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

| Industry and region | Levels (in thousands) | | | Rates | | |
|---|-----------------------|-----------|-----------------------|----------|-----------|-----------------------|
| | May 2007 | Apr. 2008 | May 2008 ^p | May 2007 | Apr. 2008 | May 2008 ^p |
| Total | 4,361 | 3,725 | 3,802 | 3.1 | 2.6 | 2.7 |
| INDUSTRY | | | | | | |
| Total private..... | 3,886 | 3,300 | 3,325 | 3.2 | 2.8 | 2.8 |
| Natural resources and mining..... | 15 | 16 | 16 | 2.0 | 2.1 | 2.1 |
| Construction..... | 196 | 114 | 143 | 2.5 | 1.6 | 1.9 |
| Manufacturing..... | 362 | 253 | 242 | 2.5 | 1.8 | 1.8 |
| Durable goods..... | 213 | 152 | 143 | 2.3 | 1.7 | 1.6 |
| Nondurable goods..... | 150 | 102 | 99 | 2.9 | 2.0 | 2.0 |
| Trade, transportation, and utilities..... | 690 | 555 | 629 | 2.5 | 2.1 | 2.3 |
| Wholesale trade..... | 212 | 123 | 147 | 3.4 | 2.0 | 2.4 |
| Retail trade..... | 350 | 334 | 388 | 2.2 | 2.2 | 2.5 |
| Transportation, warehousing, and utilities..... | 128 | 98 | 95 | 2.5 | 1.9 | 1.8 |
| Information..... | 140 | 66 | 65 | 4.4 | 2.1 | 2.1 |
| Financial activities..... | 246 | 211 | 186 | 2.9 | 2.5 | 2.2 |
| Finance and insurance..... | 198 | 151 | 127 | 3.1 | 2.4 | 2.0 |
| Real estate and rental and leasing..... | 48 | 60 | 59 | 2.2 | 2.8 | 2.7 |
| Professional and business services..... | 696 | 703 | 607 | 3.7 | 3.8 | 3.3 |
| Education and health services..... | 724 | 694 | 687 | 3.8 | 3.5 | 3.5 |
| Educational services..... | 70 | 51 | 54 | 2.3 | 1.6 | 1.7 |
| Health care and social assistance..... | 654 | 644 | 633 | 4.1 | 3.9 | 3.8 |
| Leisure and hospitality..... | 643 | 544 | 603 | 4.5 | 3.9 | 4.2 |
| Arts, entertainment, and recreation..... | 75 | 83 | 89 | 3.5 | 4.0 | 4.1 |
| Accommodation and food services..... | 567 | 461 | 514 | 4.7 | 3.8 | 4.2 |
| Other services..... | 174 | 143 | 147 | 3.1 | 2.5 | 2.6 |
| Government..... | 475 | 425 | 477 | 2.1 | 1.8 | 2.0 |
| Federal..... | 37 | 27 | 43 | 1.3 | 1.0 | 1.6 |
| State and local..... | 438 | 398 | 433 | 2.2 | 1.9 | 2.1 |
| REGION ³ | | | | | | |
| Northeast..... | 670 | 616 | 613 | 2.5 | 2.3 | 2.3 |
| South..... | 1,846 | 1,422 | 1,475 | 3.6 | 2.8 | 2.9 |
| Midwest..... | 798 | 780 | 744 | 2.5 | 2.4 | 2.3 |
| West..... | 1,047 | 907 | 970 | 3.3 | 2.8 | 3.0 |

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

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

³ See footnote 8, table 1.

^p = preliminary.

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

| Industry and region | Levels (in thousands) | | | Rates | | |
|---|-----------------------|-----------|-----------------------|----------|-----------|-----------------------|
| | May 2007 | Apr. 2008 | May 2008 ^p | May 2007 | Apr. 2008 | May 2008 ^p |
| Total | 5,612 | 4,799 | 5,012 | 4.1 | 3.5 | 3.6 |
| INDUSTRY | | | | | | |
| Total private..... | 5,193 | 4,488 | 4,609 | 4.5 | 3.9 | 4.0 |
| Natural resources and mining..... | 35 | 34 | 29 | 4.9 | 4.6 | 3.9 |
| Construction..... | 465 | 513 | 387 | 6.0 | 7.2 | 5.3 |
| Manufacturing..... | 407 | 300 | 313 | 2.9 | 2.2 | 2.3 |
| Durable goods..... | 234 | 173 | 172 | 2.6 | 2.0 | 2.0 |
| Nondurable goods..... | 173 | 127 | 142 | 3.4 | 2.6 | 2.9 |
| Trade, transportation, and utilities..... | 1,164 | 934 | 898 | 4.4 | 3.6 | 3.4 |
| Wholesale trade..... | 186 | 140 | 117 | 3.1 | 2.3 | 1.9 |
| Retail trade..... | 826 | 629 | 639 | 5.3 | 4.1 | 4.2 |
| Transportation, warehousing, and utilities..... | 152 | 165 | 142 | 3.0 | 3.3 | 2.8 |
| Information..... | 78 | 53 | 49 | 2.6 | 1.8 | 1.6 |
| Financial activities..... | 264 | 186 | 210 | 3.2 | 2.3 | 2.6 |
| Finance and insurance..... | 168 | 118 | 127 | 2.7 | 1.9 | 2.1 |
| Real estate and rental and leasing..... | 96 | 68 | 83 | 4.4 | 3.2 | 3.9 |
| Professional and business services..... | 986 | 911 | 852 | 5.5 | 5.1 | 4.7 |
| Education and health services..... | 503 | 463 | 496 | 2.7 | 2.4 | 2.6 |
| Educational services..... | 54 | 52 | 66 | 1.8 | 1.6 | 2.1 |
| Health care and social assistance..... | 449 | 411 | 431 | 2.9 | 2.6 | 2.7 |
| Leisure and hospitality..... | 1,106 | 905 | 1,146 | 8.1 | 6.7 | 8.2 |
| Arts, entertainment, and recreation..... | 209 | 151 | 228 | 10.2 | 7.7 | 10.9 |
| Accommodation and food services..... | 897 | 754 | 917 | 7.7 | 6.5 | 7.8 |
| Other services..... | 186 | 189 | 229 | 3.4 | 3.4 | 4.1 |
| Government..... | 419 | 312 | 402 | 1.9 | 1.4 | 1.8 |
| Federal..... | 82 | 85 | 78 | 3.0 | 3.1 | 2.9 |
| State and local..... | 336 | 226 | 324 | 1.7 | 1.1 | 1.6 |
| REGION ³ | | | | | | |
| Northeast..... | 838 | 769 | 812 | 3.3 | 3.0 | 3.1 |
| South..... | 2,168 | 1,720 | 1,782 | 4.3 | 3.5 | 3.6 |
| Midwest..... | 1,382 | 1,071 | 1,179 | 4.4 | 3.4 | 3.7 |
| West..... | 1,224 | 1,240 | 1,239 | 3.9 | 4.0 | 4.0 |

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

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

³ See footnote 8, table 1.

^p = preliminary.

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

| Industry and region | Levels (in thousands) | | | Rates | | |
|---|-----------------------|-----------|-----------------------|----------|-----------|-----------------------|
| | May 2007 | Apr. 2008 | May 2008 ^p | May 2007 | Apr. 2008 | May 2008 ^p |
| Total | 4,531 | 4,093 | 4,362 | 3.3 | 3.0 | 3.2 |
| INDUSTRY | | | | | | |
| Total private..... | 4,184 | 3,875 | 4,035 | 3.6 | 3.4 | 3.5 |
| Natural resources and mining..... | 25 | 21 | 17 | 3.4 | 2.9 | 2.3 |
| Construction..... | 320 | 312 | 382 | 4.1 | 4.4 | 5.2 |
| Manufacturing..... | 393 | 388 | 365 | 2.8 | 2.9 | 2.7 |
| Durable goods..... | 233 | 236 | 221 | 2.6 | 2.7 | 2.6 |
| Nondurable goods..... | 160 | 152 | 144 | 3.2 | 3.1 | 2.9 |
| Trade, transportation, and utilities..... | 988 | 901 | 884 | 3.7 | 3.4 | 3.3 |
| Wholesale trade..... | 133 | 140 | 158 | 2.2 | 2.3 | 2.6 |
| Retail trade..... | 719 | 632 | 609 | 4.7 | 4.2 | 4.0 |
| Transportation, warehousing, and utilities..... | 136 | 130 | 117 | 2.7 | 2.6 | 2.3 |
| Information..... | 78 | 52 | 48 | 2.6 | 1.7 | 1.6 |
| Financial activities..... | 247 | 213 | 194 | 3.0 | 2.6 | 2.4 |
| Finance and insurance..... | 167 | 128 | 126 | 2.7 | 2.1 | 2.1 |
| Real estate and rental and leasing..... | 80 | 86 | 68 | 3.7 | 4.1 | 3.2 |
| Professional and business services..... | 703 | 749 | 627 | 3.9 | 4.2 | 3.5 |
| Education and health services..... | 488 | 401 | 465 | 2.7 | 2.1 | 2.5 |
| Educational services..... | 67 | 60 | 101 | 2.2 | 1.9 | 3.3 |
| Health care and social assistance..... | 422 | 341 | 364 | 2.7 | 2.2 | 2.3 |
| Leisure and hospitality..... | 792 | 672 | 824 | 5.8 | 5.0 | 5.9 |
| Arts, entertainment, and recreation..... | 91 | 89 | 120 | 4.4 | 4.5 | 5.7 |
| Accommodation and food services..... | 701 | 583 | 704 | 6.0 | 5.0 | 6.0 |
| Other services..... | 150 | 164 | 230 | 2.7 | 3.0 | 4.1 |
| Government..... | 347 | 219 | 326 | 1.5 | 1.0 | 1.4 |
| Federal..... | 71 | 47 | 52 | 2.6 | 1.7 | 1.9 |
| State and local..... | 277 | 172 | 275 | 1.4 | .9 | 1.4 |
| REGION ³ | | | | | | |
| Northeast..... | 573 | 622 | 682 | 2.2 | 2.4 | 2.6 |
| South..... | 1,905 | 1,653 | 1,725 | 3.8 | 3.3 | 3.5 |
| Midwest..... | 965 | 819 | 889 | 3.1 | 2.6 | 2.8 |
| West..... | 1,088 | 1,000 | 1,066 | 3.5 | 3.2 | 3.4 |

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

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

³ See footnote 8, table 1.

^p = preliminary.

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

| Industry and region | Levels (in thousands) | | | Rates | | |
|---|-----------------------|-----------|-----------------------|----------|-----------|-----------------------|
| | May 2007 | Apr. 2008 | May 2008 ^p | May 2007 | Apr. 2008 | May 2008 ^p |
| Total | 2,843 | 2,325 | 2,479 | 2.1 | 1.7 | 1.8 |
| INDUSTRY | | | | | | |
| Total private..... | 2,664 | 2,208 | 2,322 | 2.3 | 1.9 | 2.0 |
| Natural resources and mining..... | 18 | 12 | 12 | 2.4 | 1.6 | 1.5 |
| Construction..... | 141 | 121 | 133 | 1.8 | 1.7 | 1.8 |
| Manufacturing..... | 225 | 180 | 174 | 1.6 | 1.3 | 1.3 |
| Durable goods..... | 129 | 101 | 96 | 1.5 | 1.2 | 1.1 |
| Nondurable goods..... | 95 | 79 | 78 | 1.9 | 1.6 | 1.6 |
| Trade, transportation, and utilities..... | 652 | 520 | 538 | 2.5 | 2.0 | 2.0 |
| Wholesale trade..... | 73 | 69 | 87 | 1.2 | 1.1 | 1.4 |
| Retail trade..... | 496 | 374 | 390 | 3.2 | 2.5 | 2.6 |
| Transportation, warehousing, and utilities..... | 83 | 76 | 61 | 1.6 | 1.5 | 1.2 |
| Information..... | 45 | 32 | 32 | 1.5 | 1.1 | 1.1 |
| Financial activities..... | 175 | 114 | 122 | 2.1 | 1.4 | 1.5 |
| Finance and insurance..... | 130 | 69 | 86 | 2.1 | 1.1 | 1.4 |
| Real estate and rental and leasing..... | 45 | 45 | 36 | 2.1 | 2.1 | 1.7 |
| Professional and business services..... | 420 | 377 | 379 | 2.3 | 2.1 | 2.1 |
| Education and health services..... | 309 | 258 | 249 | 1.7 | 1.4 | 1.3 |
| Educational services..... | 29 | 24 | 41 | 1.0 | .8 | 1.3 |
| Health care and social assistance..... | 280 | 234 | 209 | 1.8 | 1.5 | 1.3 |
| Leisure and hospitality..... | 561 | 486 | 564 | 4.1 | 3.6 | 4.1 |
| Arts, entertainment, and recreation..... | 37 | 36 | 49 | 1.8 | 1.8 | 2.3 |
| Accommodation and food services..... | 525 | 450 | 515 | 4.5 | 3.9 | 4.4 |
| Other services..... | 117 | 109 | 119 | 2.1 | 2.0 | 2.1 |
| Government..... | 179 | 118 | 157 | .8 | .5 | .7 |
| Federal..... | 26 | 17 | 18 | .9 | .6 | .7 |
| State and local..... | 154 | 100 | 139 | .8 | .5 | .7 |
| REGION ³ | | | | | | |
| Northeast..... | 337 | 341 | 358 | 1.3 | 1.3 | 1.4 |
| South..... | 1,244 | 1,006 | 1,019 | 2.5 | 2.0 | 2.0 |
| Midwest..... | 581 | 460 | 502 | 1.8 | 1.5 | 1.6 |
| West..... | 682 | 518 | 601 | 2.2 | 1.7 | 1.9 |

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

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

³ See footnote 8, table 1.

^p = preliminary.

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

| Industry and region | Levels (in thousands) | | | Rates | | |
|---|-----------------------|-----------|-----------------------|----------|-----------|-----------------------|
| | May 2007 | Apr. 2008 | May 2008 ^P | May 2007 | Apr. 2008 | May 2008 ^P |
| Total | 1,378 | 1,421 | 1,614 | 1.0 | 1.0 | 1.2 |
| INDUSTRY | | | | | | |
| Total private..... | 1,282 | 1,368 | 1,510 | 1.1 | 1.2 | 1.3 |
| Natural resources and mining..... | 6 | 6 | 4 | .8 | .8 | .6 |
| Construction..... | 159 | 164 | 227 | 2.1 | 2.3 | 3.1 |
| Manufacturing..... | 133 | 181 | 166 | 1.0 | 1.3 | 1.2 |
| Durable goods..... | 79 | 116 | 109 | .9 | 1.3 | 1.3 |
| Nondurable goods..... | 54 | 65 | 56 | 1.1 | 1.3 | 1.1 |
| Trade, transportation, and utilities..... | 277 | 269 | 291 | 1.0 | 1.0 | 1.1 |
| Wholesale trade..... | 51 | 62 | 65 | .8 | 1.0 | 1.1 |
| Retail trade..... | 184 | 161 | 182 | 1.2 | 1.1 | 1.2 |
| Transportation, warehousing, and utilities..... | 41 | 45 | 44 | .8 | .9 | .9 |
| Information..... | 23 | 13 | 12 | .8 | .4 | .4 |
| Financial activities..... | 55 | 75 | 51 | .7 | .9 | .6 |
| Finance and insurance..... | 27 | 42 | 29 | .4 | .7 | .5 |
| Real estate and rental and leasing..... | 28 | 32 | 23 | 1.3 | 1.5 | 1.1 |
| Professional and business services..... | 244 | 341 | 220 | 1.4 | 1.9 | 1.2 |
| Education and health services..... | 148 | 114 | 185 | .8 | .6 | 1.0 |
| Educational services..... | 34 | 32 | 52 | 1.1 | 1.0 | 1.7 |
| Health care and social assistance..... | 114 | 82 | 133 | .7 | .5 | .8 |
| Leisure and hospitality..... | 210 | 163 | 246 | 1.5 | 1.2 | 1.8 |
| Arts, entertainment, and recreation..... | 51 | 47 | 68 | 2.5 | 2.4 | 3.2 |
| Accommodation and food services..... | 159 | 116 | 177 | 1.4 | 1.0 | 1.5 |
| Other services..... | 27 | 43 | 108 | .5 | .8 | 1.9 |
| Government..... | 96 | 53 | 104 | .4 | .2 | .5 |
| Federal..... | 16 | 12 | 11 | .6 | .4 | .4 |
| State and local..... | 81 | 41 | 93 | .4 | .2 | .5 |
| REGION ³ | | | | | | |
| Northeast..... | 187 | 205 | 279 | .7 | .8 | 1.1 |
| South..... | 558 | 533 | 604 | 1.1 | 1.1 | 1.2 |
| Midwest..... | 309 | 276 | 324 | 1.0 | .9 | 1.0 |
| West..... | 324 | 406 | 406 | 1.0 | 1.3 | 1.3 |

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

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

³ See footnote 8, table 1.

^P = preliminary.

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

| Industry and region | Levels (in thousands) | | | Rates | | |
|---|-----------------------|-----------|-----------------------|----------|-----------|-----------------------|
| | May 2007 | Apr. 2008 | May 2008 ^p | May 2007 | Apr. 2008 | May 2008 ^p |
| Total | 310 | 348 | 269 | 0.2 | 0.3 | 0.2 |
| INDUSTRY | | | | | | |
| Total private..... | 238 | 299 | 203 | .2 | .3 | .2 |
| Natural resources and mining..... | 2 | 3 | 1 | .2 | .4 | .2 |
| Construction..... | 19 | 28 | 22 | .3 | .4 | .3 |
| Manufacturing..... | 35 | 27 | 25 | .3 | .2 | .2 |
| Durable goods..... | 25 | 19 | 16 | .3 | .2 | .2 |
| Nondurable goods..... | 10 | 8 | 10 | .2 | .2 | .2 |
| Trade, transportation, and utilities..... | 59 | 113 | 55 | .2 | .4 | .2 |
| Wholesale trade..... | 8 | 8 | 6 | .1 | .1 | .1 |
| Retail trade..... | 39 | 97 | 37 | .3 | .6 | .2 |
| Transportation, warehousing, and utilities..... | 12 | 8 | 13 | .2 | .2 | .2 |
| Information..... | 10 | 7 | 4 | .3 | .2 | .1 |
| Financial activities..... | 17 | 25 | 20 | .2 | .3 | .2 |
| Finance and insurance..... | 10 | 16 | 11 | .2 | .3 | .2 |
| Real estate and rental and leasing..... | 7 | 9 | 9 | .3 | .4 | .4 |
| Professional and business services..... | 38 | 30 | 27 | .2 | .2 | .2 |
| Education and health services..... | 31 | 30 | 30 | .2 | .2 | .2 |
| Educational services..... | 4 | 4 | 8 | .1 | .1 | .3 |
| Health care and social assistance..... | 27 | 26 | 22 | .2 | .2 | .1 |
| Leisure and hospitality..... | 21 | 24 | 14 | .2 | .2 | .1 |
| Arts, entertainment, and recreation..... | 3 | 6 | 3 | .2 | .3 | .1 |
| Accommodation and food services..... | 17 | 18 | 12 | .1 | .2 | .1 |
| Other services..... | 6 | 12 | 3 | .1 | .2 | .1 |
| Government..... | 71 | 49 | 65 | .3 | .2 | .3 |
| Federal..... | 29 | 18 | 22 | 1.1 | .7 | .8 |
| State and local..... | 42 | 31 | 43 | .2 | .2 | .2 |
| REGION ³ | | | | | | |
| Northeast..... | 49 | 76 | 45 | .2 | .3 | .2 |
| South..... | 103 | 114 | 102 | .2 | .2 | .2 |
| Midwest..... | 76 | 82 | 62 | .2 | .3 | .2 |
| West..... | 82 | 76 | 60 | .3 | .2 | .2 |

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

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

³ See footnote 8, table 1.

^p = preliminary.