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JOB OPENINGS AND LABOR TURNOVER: SEPTEMBER 2008

On the last business day of September, there were 3.3 million job openings in the United States, and the job openings rate was 2.3 percent, the Bureau of Labor Statistics of the U.S. Department of Labor reported today. The job openings rate was little changed in September, while the hires rate increased slightly to 3.2 percent, and the total separations rate decreased slightly to 3.0 percent. 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 **October 2005 - September 2008**

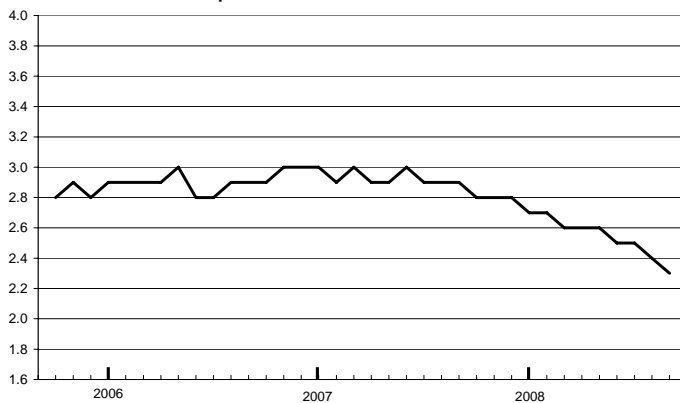
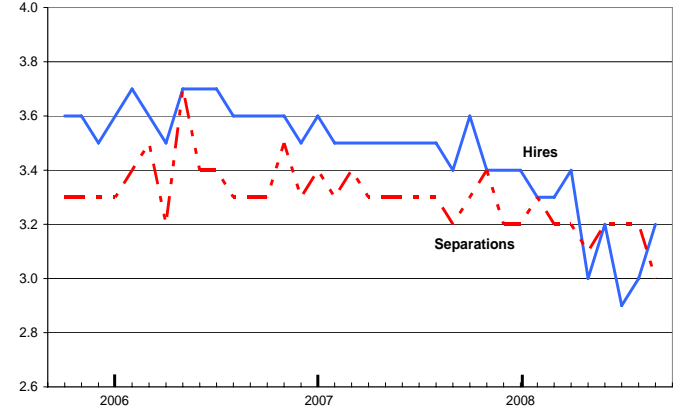


Chart 2. Hires and separations rates, seasonally adjusted,
Percent **October 2005 - September 2008**



Although the month-to-month changes in job openings, hires, and turnover data are often small, the trends over time are notable. The job openings rate remained essentially flat from August 2006 through September 2007, followed by a downward trend through September 2008. The hires rate rose in August and September after trending downward from July 2006 through July 2008. Although the rise in the hires rate in September was significant, the rate remains low at a level last seen in 2004. After holding steady for three months, the separations rate declined to 3.0 percent in September to the lowest point since August 2003. (See tables 1, 2, and 3.)

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

Industry	Job openings			Hires			Total separations		
	Sept. 2007	Aug. 2008	Sept. 2008 ^P	Sept. 2007	Aug. 2008	Sept. 2008 ^P	Sept. 2007	Aug. 2008	Sept. 2008 ^P
Levels (in thousands)									
Total ¹	4,080	3,375	3,254	4,700	4,063	4,364	4,456	4,398	4,053
Total private ¹	3,637	2,952	2,828	4,325	3,822	4,094	4,168	4,149	3,790
Construction.....	128	85	96	336	322	261	355	400	375
Manufacturing.....	314	245	217	352	251	273	374	325	336
Trade, transportation, and utilities ²	679	572	474	977	878	877	950	933	940
Retail trade.....	357	357	272	699	619	626	683	642	598
Professional and business services.....	673	634	578	799	701	807	824	851	713
Education and health services.....	712	643	640	453	509	498	414	424	345
Leisure and hospitality ³	663	383	417	888	728	814	730	754	723
Accommodation and food services.....	595	316	363	732	626	678	645	652	643
Government ⁴	443	423	434	359	315	312	290	257	253
State and local government.....	403	363	376	287	286	285	219	231	233
Rates (percent)									
Total ¹	2.9	2.4	2.3	3.4	3.0	3.2	3.2	3.2	3.0
Total private ¹	3.1	2.5	2.4	3.7	3.3	3.6	3.6	3.6	3.3
Construction.....	1.7	1.2	1.3	4.4	4.5	3.7	4.7	5.6	5.3
Manufacturing.....	2.2	1.8	1.6	2.5	1.9	2.0	2.7	2.4	2.5
Trade, transportation, and utilities ²	2.5	2.1	1.8	3.7	3.3	3.3	3.6	3.5	3.6
Retail trade.....	2.3	2.3	1.8	4.5	4.0	4.1	4.4	4.2	3.9
Professional and business services.....	3.6	3.4	3.1	4.4	3.9	4.5	4.6	4.8	4.0
Education and health services.....	3.7	3.3	3.3	2.5	2.7	2.6	2.2	2.2	1.8
Leisure and hospitality ³	4.7	2.7	3.0	6.6	5.3	6.0	5.4	5.5	5.3
Accommodation and food services.....	4.9	2.6	3.0	6.3	5.4	5.8	5.6	5.6	5.5
Government ⁴	2.0	1.8	1.9	1.6	1.4	1.4	1.3	1.1	1.1
State and local government.....	2.0	1.8	1.9	1.5	1.4	1.4	1.1	1.2	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

The job openings rate was little changed in September 2008 but has been trending downward over the last 12 months. At 2.3 percent in September, the job openings rate was at the lowest level since April 2004. Although the job openings rate was little changed at the total nonfarm and total private levels, the rate decreased significantly in September in the manufacturing and retail trade industries. Throughout the history of the series, three industries consistently have had higher job openings rates than the other industries, although the gap has recently decreased: education and health services (3.3

percent in September), professional and business services (3.1 percent), and accommodation and food services (3.0 percent). (See table 1.)

Over the last 12 months, the job openings rate (not seasonally adjusted) rose significantly only in the federal government (to 1.9 percent). The rate fell over the year for total nonfarm and total private as well as in most industries, including durable goods manufacturing; nondurable goods manufacturing; wholesale trade; retail trade; information; finance and insurance; professional and business services; health care and social assistance; and accommodation and food services. The job openings rate also fell over the year in three of the four regions—Midwest, South, and West. (See table 5.)

Hires

The hires rate rose in September to 3.2 percent. The increase at the total nonfarm and total private level was due to small rises in the hires rate for several industries rather than a significant increase in any particular industry. No industry or region experienced a significant over-the-month change in the hires rate in September. As occurs nearly every month, the seasonally adjusted hires rate was highest in accommodation and food services (5.8 percent) and lowest in state and local government (1.4 percent). (See table 2.)

Over the past 12 months, the hires rate did not increase significantly in any industry or region but decreased in a few industries, including durable goods manufacturing; wholesale trade; and federal government. Regionally, the hires rate dropped significantly over the past 12 months in the South. (See table 6.)

Separations

The total separations, or turnover, rate fell to 3.0 percent in September due to declines in the rates in professional and business services and in education and health services. Over the past 12 months, the separations rate rose significantly in wholesale trade and in state and local government; the rate fell in natural resources and mining; nondurable goods manufacturing; retail trade; health care and social assistance; arts, entertainment, and recreation; and federal government. Regionally, the separations rate dropped significantly over the past 12 months in the South. As often occurs, the seasonally adjusted separations rate was highest in September in accommodation and food services (5.5 percent) and lowest in state and local government (1.2 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 September for total nonfarm (1.5 percent). Although the one-month change in the quits rate was not significant, the decline in the past two months puts the rate at the lowest point since August 2003. The quits rate changed significantly in September only in the construction industry and in the South region, declining for both. As has occurred every month since the series began in December 2000, the seasonally adjusted quits rate was highest in the accommodation and food services industry (3.8 percent) and lowest in state and local government (0.6 percent). From September 2007 to September 2008, the quits rate fell for total nonfarm and total private and in many industries, including natural resources and mining; nondurable goods manufacturing; finance and insurance; professional and business services; health care and social assistance; other services; and federal government. The quits rate also fell over the year in three of the four regions—Northeast, South, and West. The quits rate did not rise significantly over the past 12 months in any industry or region. (See tables 4 and 8.)

The other two components of total separations—layoffs and discharges, and other separations—are not seasonally adjusted. In September, the layoffs and discharges rate (1.4 percent) and level (1.9 million) were little changed from a year earlier. The layoffs and discharges rate was highest in arts, entertainment, and recreation (4.5 percent) and lowest in federal government (0.2 percent). The other separations rate (0.2 percent) and level (296,000) were essentially unchanged from a year earlier at the total nonfarm level. (See tables 9 and 10.)

The total separations rate is driven by the relative contribution of its three components (quits, layoffs and discharges, and other separations), with quits contributing the largest portion. The percentage of total separations attributable to quits has varied over time. The proportion of total separations due to quits (seasonally adjusted) rose from a post-recession low of 50 percent in December 2003 to a high of 61 percent in December 2006 before trending downward again. Quits accounted for only 52 percent of total separations in September 2008, down considerably in 2008 as quits decreased and layoffs increased. (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 September 2008, these 5 industries produced 31.2 million hires and 31.3 million separations, accounting for 58 percent of total nonfarm hires and 59 percent of total nonfarm separations while comprising only 39 percent of total nonfarm employment.

For More Information

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

The Job Openings and Labor Turnover release for October 2008 is scheduled to be issued on Tuesday, December 9.

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						
	Sept. 2007	Apr. 2008	May 2008	June 2008	July 2008	Aug. 2008	Sept. 2008 ^p	Sept. 2007	Apr. 2008	May 2008	June 2008	July 2008	Aug. 2008	Sept. 2008 ^p
Total ⁴	4,080	3,612	3,631	3,497	3,492	3,375	3,254	2.9	2.6	2.6	2.5	2.5	2.4	2.3
INDUSTRY														
Total private ⁴	3,637	3,192	3,185	3,073	3,046	2,952	2,828	3.1	2.7	2.7	2.6	2.6	2.5	2.4
Construction.....	128	99	130	100	94	85	96	1.7	1.3	1.8	1.4	1.3	1.2	1.3
Manufacturing.....	314	244	249	241	229	245	217	2.2	1.8	1.8	1.7	1.7	1.8	1.6
Trade, transportation, and utilities ⁵	679	550	572	539	569	572	474	2.5	2.0	2.1	2.0	2.1	2.1	1.8
Retail trade.....	357	338	363	322	346	357	272	2.3	2.2	2.3	2.1	2.2	2.3	1.8
Professional and business services.....	673	676	649	670	696	634	578	3.6	3.6	3.5	3.6	3.7	3.4	3.1
Education and health services.....	712	684	648	682	687	643	640	3.7	3.5	3.3	3.5	3.5	3.3	3.3
Leisure and hospitality ⁶	663	491	503	452	432	383	417	4.7	3.5	3.5	3.2	3.1	2.7	3.0
Accommodation and food services.....	595	433	438	406	388	316	363	4.9	3.6	3.6	3.4	3.2	2.6	3.0
Government ⁷	443	422	451	417	412	423	434	2.0	1.8	2.0	1.8	1.8	1.8	1.9
State and local government.....	403	395	407	361	362	363	376	2.0	2.0	2.0	1.8	1.8	1.8	1.9
REGION ⁸														
Northeast.....	594	618	600	608	615	617	596	2.3	2.3	2.3	2.3	2.3	2.4	2.3
South.....	1,641	1,364	1,386	1,440	1,384	1,317	1,215	3.2	2.7	2.7	2.8	2.7	2.6	2.4
Midwest.....	787	752	721	676	638	664	667	2.4	2.3	2.2	2.1	2.0	2.1	2.1
West.....	1,054	883	937	789	847	777	760	3.3	2.8	2.9	2.5	2.7	2.5	2.4

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						
	Sept. 2007	Apr. 2008	May 2008	June 2008	July 2008	Aug. 2008	Sept. 2008 ^p	Sept. 2007	Apr. 2008	May 2008	June 2008	July 2008	Aug. 2008	Sept. 2008 ^p
Total ⁴	4,700	4,715	4,123	4,438	4,026	4,063	4,364	3.4	3.4	3.0	3.2	2.9	3.0	3.2
INDUSTRY														
Total private ⁴	4,325	4,311	3,871	4,136	3,751	3,822	4,094	3.7	3.7	3.4	3.6	3.3	3.3	3.6
Construction.....	336	385	286	354	242	322	261	4.4	5.3	3.9	4.9	3.4	4.5	3.7
Manufacturing.....	352	300	274	285	249	251	273	2.5	2.2	2.0	2.1	1.8	1.9	2.0
Trade, transportation, and utilities ⁵	977	943	828	906	858	878	877	3.7	3.6	3.1	3.4	3.3	3.3	3.3
Retail trade.....	699	642	585	608	585	619	626	4.5	4.2	3.8	4.0	3.8	4.0	4.1
Professional and business services.....	799	858	770	889	748	701	807	4.4	4.8	4.3	5.0	4.2	3.9	4.5
Education and health services.....	453	510	479	485	474	509	498	2.5	2.7	2.5	2.6	2.5	2.7	2.6
Leisure and hospitality ⁶	888	841	847	741	798	728	814	6.6	6.1	6.2	5.4	5.8	5.3	6.0
Accommodation and food services.....	732	719	731	645	683	626	678	6.3	6.2	6.3	5.5	5.9	5.4	5.8
Government ⁷	359	407	329	340	321	315	312	1.6	1.8	1.5	1.5	1.4	1.4	1.4
State and local government.....	287	315	304	309	300	286	285	1.5	1.6	1.5	1.6	1.5	1.4	1.4
REGION ⁸														
Northeast.....	689	743	646	761	657	679	693	2.7	2.9	2.5	3.0	2.6	2.7	2.7
South.....	1,844	1,725	1,538	1,666	1,512	1,549	1,598	3.7	3.5	3.1	3.4	3.0	3.1	3.2
Midwest.....	1,093	986	914	966	934	926	1,020	3.5	3.1	2.9	3.1	3.0	2.9	3.2
West.....	1,048	1,246	1,111	1,084	979	1,004	1,035	3.4	4.0	3.6	3.5	3.2	3.3	3.4

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						
	Sept. 2007	Apr. 2008	May 2008	June 2008	July 2008	Aug. 2008	Sept. 2008 ^P	Sept. 2007	Apr. 2008	May 2008	June 2008	July 2008	Aug. 2008	Sept. 2008 ^P
Total ⁴	4,456	4,404	4,313	4,368	4,359	4,398	4,053	3.2	3.2	3.1	3.2	3.2	3.2	3.0
INDUSTRY														
Total private ⁴	4,168	4,112	4,046	4,115	4,128	4,149	3,790	3.6	3.6	3.5	3.6	3.6	3.6	3.3
Construction.....	355	378	393	409	473	400	375	4.7	5.2	5.4	5.7	6.6	5.6	5.3
Manufacturing.....	374	390	359	353	324	325	336	2.7	2.9	2.6	2.6	2.4	2.4	2.5
Trade, transportation, and utilities ⁵	950	1,003	868	1,003	1,013	933	940	3.6	3.8	3.3	3.8	3.8	3.5	3.6
Retail trade.....	683	716	605	679	692	642	598	4.4	4.7	3.9	4.4	4.5	4.2	3.9
Professional and business services.....	824	739	741	799	694	851	713	4.6	4.1	4.1	4.5	3.9	4.8	4.0
Education and health services.....	414	429	434	417	464	424	345	2.2	2.3	2.3	2.2	2.4	2.2	1.8
Leisure and hospitality ⁶	730	722	801	749	741	754	723	5.4	5.3	5.8	5.5	5.4	5.5	5.3
Accommodation and food services.....	645	619	675	641	629	652	643	5.6	5.3	5.8	5.5	5.4	5.6	5.5
Government ⁷	290	295	269	259	244	257	253	1.3	1.3	1.2	1.1	1.1	1.1	1.1
State and local government.....	219	248	240	233	222	231	233	1.1	1.3	1.2	1.2	1.1	1.2	1.2
REGION ⁸														
Northeast.....	635	709	685	658	745	705	629	2.5	2.8	2.7	2.6	2.9	2.7	2.5
South.....	1,786	1,666	1,614	1,681	1,629	1,633	1,449	3.6	3.4	3.3	3.4	3.3	3.3	2.9
Midwest.....	983	949	915	954	912	893	934	3.1	3.0	2.9	3.0	2.9	2.8	3.0
West.....	1,038	1,094	1,096	1,089	1,099	1,142	1,015	3.4	3.5	3.5	3.5	3.6	3.7	3.3

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						
	Sept. 2007	Apr. 2008	May 2008	June 2008	July 2008	Aug. 2008	Sept. 2008 ^P	Sept. 2007	Apr. 2008	May 2008	June 2008	July 2008	Aug. 2008	Sept. 2008 ^P
Total ⁴	2,396	2,444	2,336	2,365	2,314	2,252	2,101	1.7	1.8	1.7	1.7	1.7	1.6	1.5
INDUSTRY														
Total private ⁴	2,253	2,301	2,210	2,242	2,209	2,134	1,995	1.9	2.0	1.9	1.9	1.9	1.9	1.7
Construction.....	132	127	124	139	157	150	109	1.7	1.7	1.7	1.9	2.2	2.1	1.5
Manufacturing.....	183	182	163	154	134	143	146	1.3	1.3	1.2	1.1	1.0	1.1	1.1
Trade, transportation, and utilities ⁵	549	550	495	545	545	485	498	2.1	2.1	1.9	2.1	2.1	1.8	1.9
Retail trade.....	412	404	352	391	405	355	355	2.7	2.6	2.3	2.6	2.6	2.3	2.3
Professional and business services.....	405	385	391	413	363	352	311	2.2	2.1	2.2	2.3	2.0	2.0	1.7
Education and health services.....	253	270	229	246	268	234	225	1.4	1.4	1.2	1.3	1.4	1.2	1.2
Leisure and hospitality ⁶	440	516	547	525	499	482	473	3.2	3.8	4.0	3.8	3.7	3.5	3.5
Accommodation and food services.....	367	473	500	481	452	445	438	3.2	4.1	4.3	4.1	3.9	3.8	3.8
Government ⁷	146	144	126	123	111	121	119	.7	.6	.6	.5	.5	.5	.5
State and local government.....	123	129	117	114	104	113	117	.6	.7	.6	.6	.5	.6	.6
REGION ⁸														
Northeast.....	306	368	327	344	341	306	274	1.2	1.4	1.3	1.3	1.3	1.2	1.1
South.....	1,003	1,001	937	969	930	912	808	2.0	2.0	1.9	2.0	1.9	1.8	1.6
Midwest.....	524	500	485	515	504	513	517	1.7	1.6	1.5	1.6	1.6	1.6	1.6
West.....	575	575	584	539	541	518	494	1.9	1.9	1.9	1.7	1.8	1.7	1.6

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		
	Sept. 2007	Aug. 2008	Sept. 2008 ^P	Sept. 2007	Aug. 2008	Sept. 2008 ^P
Total	4,240	3,637	3,349	3.0	2.6	2.4
INDUSTRY						
Total private.....	3,807	3,177	2,922	3.2	2.7	2.5
Natural resources and mining.....	11	16	16	1.5	2.0	2.0
Construction.....	124	88	93	1.6	1.2	1.2
Manufacturing.....	316	259	217	2.2	1.9	1.6
Durable goods.....	186	143	119	2.1	1.6	1.4
Nondurable goods.....	130	116	98	2.5	2.3	1.9
Trade, transportation, and utilities.....	765	667	554	2.8	2.5	2.1
Wholesale trade.....	180	124	82	2.9	2.0	1.4
Retail trade.....	431	416	341	2.7	2.7	2.2
Transportation, warehousing, and utilities.....	154	127	131	2.9	2.5	2.5
Information.....	91	71	58	2.9	2.3	1.9
Financial activities.....	260	185	218	3.0	2.2	2.6
Finance and insurance.....	220	150	160	3.5	2.4	2.6
Real estate and rental and leasing.....	40	35	58	1.8	1.6	2.7
Professional and business services.....	687	662	570	3.7	3.5	3.1
Education and health services.....	736	669	651	3.9	3.5	3.3
Educational services.....	63	67	60	2.1	2.3	1.9
Health care and social assistance.....	673	602	592	4.2	3.7	3.6
Leisure and hospitality.....	645	404	401	4.5	2.8	2.8
Arts, entertainment, and recreation.....	70	71	52	3.3	3.0	2.5
Accommodation and food services.....	575	333	350	4.7	2.7	2.9
Other services.....	172	157	143	3.0	2.7	2.5
Government.....	433	460	427	1.9	2.1	1.9
Federal.....	33	73	53	1.2	2.6	1.9
State and local.....	400	387	374	2.0	2.0	1.9
REGION ³						
Northeast.....	634	702	630	2.4	2.7	2.4
South.....	1,668	1,371	1,225	3.2	2.7	2.4
Midwest.....	864	720	729	2.7	2.2	2.3
West.....	1,073	845	765	3.3	2.7	2.4

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		
	Sept. 2007	Aug. 2008	Sept. 2008 ^p	Sept. 2007	Aug. 2008	Sept. 2008 ^p
Total	5,090	4,727	4,759	3.7	3.4	3.5
INDUSTRY						
Total private.....	4,542	4,205	4,304	3.9	3.6	3.7
Natural resources and mining.....	26	29	29	3.5	3.6	3.6
Construction.....	336	353	247	4.3	4.7	3.4
Manufacturing.....	367	282	285	2.6	2.1	2.1
Durable goods.....	208	161	147	2.4	1.9	1.7
Nondurable goods.....	159	121	139	3.1	2.4	2.8
Trade, transportation, and utilities.....	1,098	986	982	4.1	3.7	3.7
Wholesale trade.....	182	128	142	3.0	2.1	2.4
Retail trade.....	761	683	697	4.9	4.5	4.6
Transportation, warehousing, and utilities.....	155	175	142	3.0	3.5	2.8
Information.....	61	46	68	2.0	1.5	2.3
Financial activities.....	230	195	208	2.8	2.4	2.6
Finance and insurance.....	136	125	135	2.2	2.1	2.2
Real estate and rental and leasing.....	94	70	73	4.3	3.2	3.4
Professional and business services.....	828	714	861	4.6	4.0	4.8
Education and health services.....	559	643	615	3.0	3.4	3.2
Educational services.....	128	131	136	4.4	4.7	4.4
Health care and social assistance.....	431	512	479	2.8	3.2	3.0
Leisure and hospitality.....	859	787	805	6.3	5.5	5.9
Arts, entertainment, and recreation.....	126	80	122	6.1	3.5	6.0
Accommodation and food services.....	734	706	683	6.3	5.9	5.8
Other services.....	179	171	204	3.3	3.1	3.7
Government.....	548	521	456	2.5	2.4	2.0
Federal.....	107	28	31	3.9	1.0	1.1
State and local.....	441	494	425	2.3	2.7	2.2
REGION ³						
Northeast.....	841	741	839	3.3	2.9	3.3
South.....	1,929	1,811	1,675	3.9	3.7	3.4
Midwest.....	1,183	1,015	1,133	3.8	3.2	3.6
West.....	1,137	1,159	1,113	3.7	3.8	3.6

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		
	Sept. 2007	Aug. 2008	Sept. 2008 ^p	Sept. 2007	Aug. 2008	Sept. 2008 ^p
Total	4,946	5,615	4,465	3.6	4.1	3.2
INDUSTRY						
Total private.....	4,573	5,211	4,130	3.9	4.5	3.6
Natural resources and mining.....	30	29	20	4.0	3.6	2.4
Construction.....	388	504	391	5.0	6.8	5.3
Manufacturing.....	399	393	359	2.9	2.9	2.7
Durable goods.....	225	261	234	2.6	3.1	2.8
Nondurable goods.....	174	132	124	3.4	2.6	2.5
Trade, transportation, and utilities.....	1,007	1,084	981	3.8	4.1	3.7
Wholesale trade.....	145	166	188	2.4	2.8	3.1
Retail trade.....	720	752	611	4.7	4.9	4.0
Transportation, warehousing, and utilities.....	142	166	182	2.8	3.3	3.6
Information.....	74	68	60	2.5	2.3	2.0
Financial activities.....	238	258	194	2.9	3.1	2.4
Finance and insurance.....	155	185	130	2.5	3.0	2.2
Real estate and rental and leasing.....	83	73	64	3.8	3.4	3.0
Professional and business services.....	847	972	722	4.7	5.4	4.0
Education and health services.....	444	573	366	2.4	3.1	1.9
Educational services.....	50	118	48	1.7	4.2	1.6
Health care and social assistance.....	394	455	318	2.6	2.9	2.0
Leisure and hospitality.....	969	980	894	7.1	6.9	6.5
Arts, entertainment, and recreation.....	210	154	157	10.3	6.8	7.7
Accommodation and food services.....	759	826	737	6.5	6.9	6.3
Other services.....	177	351	143	3.2	6.3	2.6
Government.....	373	404	335	1.7	1.9	1.5
Federal.....	98	29	22	3.6	1.0	.8
State and local.....	276	375	313	1.4	2.0	1.6
REGION ³						
Northeast.....	810	960	770	3.2	3.8	3.0
South.....	1,881	2,103	1,529	3.8	4.2	3.1
Midwest.....	1,079	1,146	1,043	3.4	3.7	3.3
West.....	1,176	1,406	1,122	3.8	4.6	3.6

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		
	Sept. 2007	Aug. 2008	Sept. 2008 ^p	Sept. 2007	Aug. 2008	Sept. 2008 ^p
Total	2,660	3,087	2,266	1.9	2.2	1.6
INDUSTRY						
Total private.....	2,487	2,891	2,126	2.1	2.5	1.8
Natural resources and mining.....	20	21	14	2.7	2.6	1.7
Construction.....	143	236	111	1.8	3.2	1.5
Manufacturing.....	200	196	159	1.4	1.5	1.2
Durable goods.....	112	118	93	1.3	1.4	1.1
Nondurable goods.....	87	78	66	1.7	1.6	1.3
Trade, transportation, and utilities.....	609	634	548	2.3	2.4	2.1
Wholesale trade.....	81	85	88	1.3	1.4	1.5
Retail trade.....	450	464	384	2.9	3.0	2.5
Transportation, warehousing, and utilities.....	78	84	75	1.5	1.7	1.5
Information.....	42	52	30	1.4	1.7	1.0
Financial activities.....	128	130	99	1.6	1.6	1.2
Finance and insurance.....	88	100	60	1.4	1.6	1.0
Real estate and rental and leasing.....	41	30	39	1.9	1.4	1.8
Professional and business services.....	430	461	315	2.4	2.6	1.8
Education and health services.....	273	324	231	1.5	1.7	1.2
Educational services.....	30	49	28	1.0	1.8	.9
Health care and social assistance.....	244	274	203	1.6	1.7	1.3
Leisure and hospitality.....	522	647	547	3.8	4.5	4.0
Arts, entertainment, and recreation.....	70	70	60	3.4	3.1	3.0
Accommodation and food services.....	452	577	487	3.9	4.8	4.2
Other services.....	118	191	73	2.2	3.4	1.3
Government.....	173	196	139	.8	.9	.6
Federal.....	35	13	9	1.3	.5	.3
State and local.....	137	183	131	.7	1.0	.7
REGION ³						
Northeast.....	392	437	336	1.5	1.7	1.3
South.....	1,049	1,223	817	2.1	2.5	1.6
Midwest.....	576	755	577	1.8	2.4	1.8
West.....	643	671	535	2.1	2.2	1.7

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		
	Sept. 2007	Aug. 2008	Sept. 2008 ^P	Sept. 2007	Aug. 2008	Sept. 2008 ^P
Total	1,981	2,207	1,903	1.4	1.6	1.4
INDUSTRY						
Total private.....	1,851	2,051	1,761	1.6	1.8	1.5
Natural resources and mining.....	7	6	5	1.0	.8	.6
Construction.....	234	252	269	3.0	3.4	3.7
Manufacturing.....	165	173	169	1.2	1.3	1.3
Durable goods.....	100	128	120	1.1	1.5	1.4
Nondurable goods.....	66	45	49	1.3	.9	1.0
Trade, transportation, and utilities.....	331	376	365	1.2	1.4	1.4
Wholesale trade.....	59	66	85	1.0	1.1	1.4
Retail trade.....	221	242	187	1.4	1.6	1.2
Transportation, warehousing, and utilities.....	51	68	93	1.0	1.3	1.8
Information.....	17	14	25	.6	.5	.9
Financial activities.....	94	106	65	1.1	1.3	.8
Finance and insurance.....	55	69	41	.9	1.1	.7
Real estate and rental and leasing.....	39	37	24	1.8	1.7	1.1
Professional and business services.....	371	438	365	2.0	2.4	2.0
Education and health services.....	146	215	112	.8	1.2	.6
Educational services.....	17	63	17	.6	2.3	.6
Health care and social assistance.....	129	152	95	.8	1.0	.6
Leisure and hospitality.....	434	312	327	3.2	2.2	2.4
Arts, entertainment, and recreation.....	138	79	91	6.7	3.5	4.5
Accommodation and food services.....	296	232	236	2.5	1.9	2.0
Other services.....	51	159	59	.9	2.9	1.1
Government.....	130	156	142	.6	.7	.6
Federal.....	25	8	7	.9	.3	.2
State and local.....	105	148	136	.5	.8	.7
REGION ³						
Northeast.....	351	475	375	1.4	1.9	1.5
South.....	748	742	608	1.5	1.5	1.2
Midwest.....	431	324	416	1.4	1.0	1.3
West.....	451	665	504	1.5	2.2	1.6

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		
	Sept. 2007	Aug. 2008	Sept. 2008 ^p	Sept. 2007	Aug. 2008	Sept. 2008 ^p
Total	305	321	296	0.2	0.2	0.2
INDUSTRY						
Total private.....	235	269	243	.2	.2	.2
Natural resources and mining.....	2	2	1	.3	.3	.2
Construction.....	10	16	11	.1	.2	.1
Manufacturing.....	34	23	31	.2	.2	.2
Durable goods.....	13	15	21	.1	.2	.3
Nondurable goods.....	21	8	9	.4	.2	.2
Trade, transportation, and utilities.....	67	74	69	.3	.3	.3
Wholesale trade.....	5	14	15	.1	.2	.3
Retail trade.....	48	46	39	.3	.3	.3
Transportation, warehousing, and utilities.....	14	14	14	.3	.3	.3
Information.....	14	1	5	.5	(⁴)	.2
Financial activities.....	15	22	30	.2	.3	.4
Finance and insurance.....	12	17	29	.2	.3	.5
Real estate and rental and leasing.....	3	6	1	.1	.3	.1
Professional and business services.....	46	73	41	.3	.4	.2
Education and health services.....	25	35	24	.1	.2	.1
Educational services.....	3	6	4	.1	.2	.1
Health care and social assistance.....	21	29	21	.1	.2	.1
Leisure and hospitality.....	13	21	20	.1	.1	.1
Arts, entertainment, and recreation.....	2	4	6	.1	.2	.3
Accommodation and food services.....	11	16	14	.1	.1	.1
Other services.....	8	2	11	.1	(⁴)	.2
Government.....	71	52	53	.3	.2	.2
Federal.....	37	8	6	1.4	.3	.2
State and local.....	33	45	47	.2	.2	.2
REGION ³						
Northeast.....	67	47	59	.3	.2	.2
South.....	84	137	104	.2	.3	.2
Midwest.....	72	68	50	.2	.2	.2
West.....	82	70	83	.3	.2	.3

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

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

³ See footnote 8, table 1.

⁴ Data round to zero.

^p = preliminary.