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Media contact: 691-5902

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## JOB OPENINGS AND LABOR TURNOVER: DECEMBER 2006

The job openings, hires, and total separations rates were essentially unchanged in December, the Bureau of Labor Statistics of the U.S. Department of Labor reported today. Despite little month-to-month change in the hires and separations rates, there continues to be considerable churning in the labor market with large numbers of hires and separations every month. 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 January 2004 - December 2006

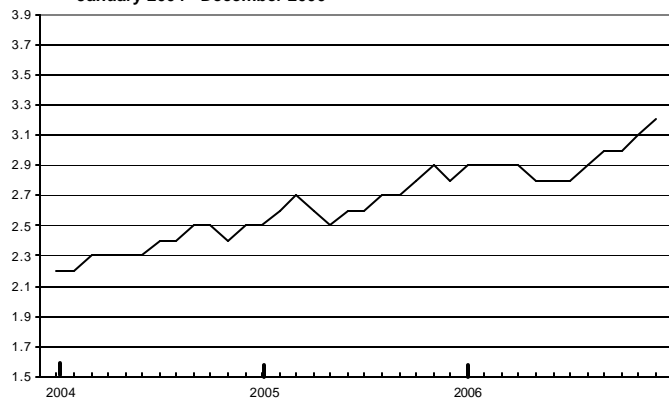
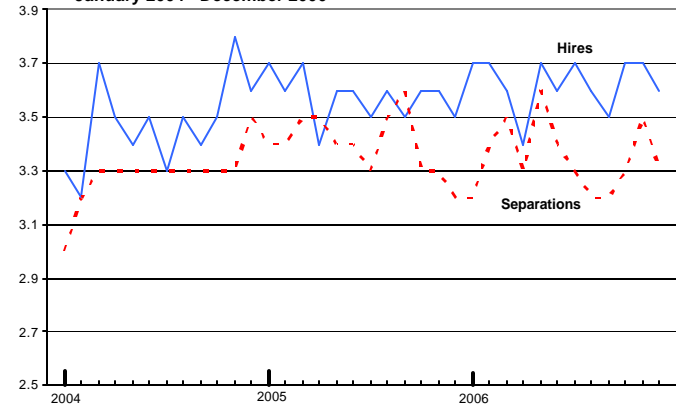


Chart 2. Hires and separations rates, seasonally adjusted,  
Percent January 2004 - December 2006



### Job Openings

On the last business day of December 2006, there were 4.4 million job openings in the United States, and the job openings rate was 3.2 percent. The job openings rate was little changed during the first half of 2006, but trended upward in the latter part of the year. The December rate is the highest since February 2001. In December, the job openings rate rose in manufacturing and in trade, transportation, and utilities; the rate did not fall significantly in any industry. Geographically, the job openings rate increased in the Northeast and South over the month. None of the regions experienced a significant decline in its rate. The seasonally adjusted job openings rate was highest in December for the following industries: professional and business services (4.4 percent), leisure and hospitality (4.1 percent), and education and health services (3.9 percent). (See table 1.)

Over the year, the job openings rate increased in nearly half the industries and decreased only in construction and in finance and insurance. The job openings rate also rose over the year in the Northeast and West regions. (See table 5.)

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

Industry	Job openings			Hires			Total separations		
	Dec. 2005	Nov. 2006	Dec. 2006 <sup>p</sup>	Dec. 2005	Nov. 2006	Dec. 2006 <sup>p</sup>	Dec. 2005	Nov. 2006	Dec. 2006 <sup>p</sup>
	Levels (in thousands)								
Total <sup>1</sup> .....	3,941	4,288	4,433	4,694	5,042	4,889	4,359	4,699	4,521
Total private <sup>1</sup> .....	3,509	3,828	3,953	4,397	4,681	4,534	4,067	4,400	4,235
Construction .....	170	103	118	426	383	321	348	420	366
Manufacturing .....	313	355	395	307	370	358	355	346	358
Trade, transportation, and utilities ...	661	673	788	1,011	990	937	1,027	1,011	1,012
Professional and business services ..	750	780	814	849	1,055	1,000	735	990	860
Education and health services .....	618	719	738	467	488	500	400	422	408
Leisure and hospitality .....	522	599	570	853	918	948	843	804	824
Government .....	435	465	485	293	355	348	270	296	268
	Rates (percent)								
Total <sup>1</sup> .....	2.8	3.1	3.2	3.5	3.7	3.6	3.2	3.5	3.3
Total private <sup>1</sup> .....	3.0	3.3	3.3	3.9	4.1	4.0	3.6	3.9	3.7
Construction .....	2.2	1.4	1.6	5.8	5.1	4.3	4.7	5.6	4.9
Manufacturing .....	2.2	2.4	2.7	2.2	2.6	2.5	2.5	2.4	2.5
Trade, transportation, and utilities ...	2.5	2.5	2.9	3.9	3.8	3.6	3.9	3.9	3.9
Professional and business services ..	4.2	4.3	4.4	5.0	6.0	5.7	4.3	5.7	4.9
Education and health services .....	3.4	3.9	3.9	2.7	2.7	2.8	2.3	2.4	2.3
Leisure and hospitality .....	3.9	4.3	4.1	6.6	6.9	7.2	6.5	6.1	6.2
Government .....	2.0	2.1	2.1	1.3	1.6	1.6	1.2	1.3	1.2

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

### Hires

The hires rate was essentially unchanged at 3.6 percent in December. Hires are any additions to the payroll during the month. In December, the hires rate did not change significantly in any industry but did decline in the South and West regions. The seasonally adjusted hires rate was highest in December in the leisure and hospitality industry (7.2 percent). (See table 2.)

From December 2005 to December 2006, the hires rate rose in federal government but fell in transportation, warehousing, and utilities. The hires rate did not change significantly in any region over the year. (See table 6.)

### Separations

The total separations, or turnover, rate was little changed at 3.3 percent in December. Separations are terminations of employment that occur at any time during the month. In December, the total separations rate declined in professional and business services and in government. Geographically, the separations rate fell in the South over the month. From December 2005 to December 2006, the total separations rate fell in transportation, warehousing, and utilities and in arts, entertainment, and recreation; the rate did not rise significantly in any industry. Geographically, only the rate for the Midwest region increased. The other regions did not experience a significant change in the total separations rate over the year. (See tables 3 and 7.)

Total separations include quits (voluntary separations), layoffs and discharges (involuntary separations), and other separations (including retirements). The quits rate, which can serve as a barometer of workers' ability to change jobs, was little changed at 2.0 percent in December. Over the month, the only industry or region to experience a change in the quits rate was the professional and business services industry, in which the rate declined. In December, the seasonally adjusted quits rate was highest in the leisure and hospitality industry (4.4 percent), which also had the highest hires rate. (See table 4.)

Over the year, the quits rate rose in nondurable goods manufacturing but fell in construction; transportation, warehousing and utilities; and arts, entertainment, and recreation. (See table 8.)

The other two components of total separations—layoffs and discharges, and other separations—are not seasonally adjusted. For December, the layoffs and discharges rate (1.3 percent) and level (1.8 million) were little changed from the prior year. The construction industry had the highest layoffs and discharges rate (3.8 percent). From December 2005 to December 2006, the other separations rate decreased slightly to 0.2 percent and the level declined significantly to 286,000. (See tables 9 and 10.)

### Flows in the Labor Market

Hires and separations data help show dynamic flows in the labor market. For the year 2006, hires have averaged 4.9 million per month and separations have averaged 4.5 million per month (not seasonally adjusted). The average monthly hires have increased each year since 2003 when there were 4.1 million hires per month. The average monthly separations increased in 2004 and in 2005 but fell slightly in 2006. (See the Technical Note for additional information on these measures.)

Several industries have high rates of both hires and separations. These include construction; retail trade; professional and business services; arts, entertainment, and recreation; and accommodations and food services. In the last 12 months, these five industries produced 34.8 million hires and 32.2 million separations. Thus, these five industries accounted for 59 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](mailto:Joltsinfo@bls.gov) or by calling (202) 691-5870.

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The Job Openings and Labor Turnover release for January 2007 is scheduled to be issued on Tuesday, March 13, 2007.

### **Revisions to the JOLTS Data**

With the release of January data on March 13, BLS will revise the job openings, hires, and separations data to incorporate the annual updates to the Current Employment Statistics employment estimates and the JOLTS seasonal adjustment factors. Unadjusted data from April 2005 forward and seasonally adjusted data from December 2000 forward are subject to revision.

# Technical Note

The data for the Job Openings and Labor Turnover Survey (JOLTS) are collected and compiled monthly from a sample of business establishments by the Bureau of Labor Statistics (BLS).

## Collection

Each month, data are collected in a survey of business establishments for total employment, job openings, hires, quits, layoffs and discharges, and other separations. Data collection methods include computer-assisted telephone interviewing, touchtone data entry, fax, and mail.

## Coverage

The JOLTS program covers all private nonfarm establishments such as factories, offices, and stores, as well as federal, state, and local government entities in the 50 states and the District of Columbia.

## Concepts

**Industry classification.** The industry classifications in this release are in accordance with the 2002 version of the North American Industry Classification System (NAICS). In order to ensure the highest possible quality of data, State Workforce Agencies verify with employers and update, if necessary, the industry code, location, and ownership classification of all establishments on a 3-year cycle. Changes in establishment characteristics resulting from the verification process are always introduced into the JOLTS sampling frame with the data reported for the first month of the year.

**Employment.** Employment includes persons on the payroll who worked or received pay for the pay period that includes the 12th day of the reference month. Full-time, part-time, permanent, short-term, seasonal, salaried, and hourly employees are included, as are employees on paid vacations or other paid leave. Proprietors or partners of unincorporated businesses, unpaid family workers, or persons on leave without pay or on strike for the entire pay period, are not counted as employed. Employees of temporary help agencies, employee leasing companies, outside contractors, and consultants are counted by their employer of record, not by the establishment where they are working.

**Job openings.** Establishments submit job openings information for the last business day of the reference month. A job opening requires that: 1) a specific position exists and there is work available for that position, 2) work could start within 30 days regardless of whether a suitable candidate is found, and 3) the employer is actively recruiting from outside the establishment to fill the position. Included are full-time, part-time, permanent, short-term, and seasonal openings. Active recruiting means that the establishment is taking steps to fill a position by advertising in newspapers or on the Internet, posting help-wanted signs, accepting applications, or using other similar methods.

Jobs to be filled only by internal transfers, promotions, demotions, or recall from layoffs are excluded. Also excluded

are jobs with start dates more than 30 days in the future, jobs for which employees have been hired but have not yet reported for work, and jobs to be filled by employees of temporary help agencies, employee leasing companies, outside contractors, or consultants. The job openings rate is computed by dividing the number of job openings by the sum of employment and job openings and multiplying that quotient by 100.

**Hires.** Hires are the total number of additions to the payroll occurring at any time during the reference month, including both new and rehired employees, full-time and part-time, permanent, short-term, and seasonal employees, employees recalled to the location after a layoff lasting more than 7 days, on-call or intermittent employees who returned to work after having been formally separated, and transfers from other locations. The hires count does not include transfers or promotions within the reporting site, employees returning from strike, employees of temporary help agencies or employee leasing companies, outside contractors, or consultants. The hires rate is computed by dividing the number of hires by employment and multiplying that quotient by 100.

**Separations.** Separations are the total number of terminations of employment occurring at any time during the reference month, and are reported by type of separation—quits, layoffs and discharges, and other separations. Quits are voluntary separations by employees (except for retirements, which are reported as other separations). Layoffs and discharges are involuntary separations initiated by the employer and include layoffs with no intent to rehire, formal layoffs lasting or expected to last more than 7 days, discharges resulting from mergers, downsizing, or closings, firings or other discharges for cause, terminations of permanent or short-term employees, and terminations of seasonal employees. Other separations include retirements, transfers to other locations, deaths, and separations due to disability. Separations do not include transfers within the same location or employees on strike.

The separations rate is computed by dividing the number of separations by employment and multiplying that quotient by 100. The quits, layoffs and discharges, and other separations rates are computed similarly, dividing the number by employment and multiplying by 100.

**Annual estimates.** Annual estimates of rates and levels of hires, quits, layoffs and discharges, other separations, and total separations are released with the January news release each year.

The JOLTS annual level estimates for hires, quits, layoffs and discharges, other separations, and total separations are the sum of the 12 published monthly levels. The annual rate estimates are computed by dividing the annual level by the Current Employment Statistics (CES) annual average employment level, and multiplying that quotient by 100. This figure will be approximately equal to the sum of the 12 monthly rates. Note that both the JOLTS and CES annual levels are rounded to the nearest thousand before the annual estimates are calculated. Consistent with BLS practices, annual estimates will be published only for not seasonally adjusted data.

Annual estimates are not calculated for job openings because job openings are a stock, or point-in-time, measurement for the last business day of each month. Only jobs still open on the last day of the month are counted. For the same reason job openings cannot be cumulated throughout each month, annual figures for job openings cannot be created by summing the monthly estimates. Hires and separations are flow measures and are cumulated over the month with a total reported for the month. Therefore, the annual figures can be created by summing the monthly estimates.

### **Sample methodology**

The JOLTS sample design is a random sample of 16,000 nonfarm business establishments, including factories, offices, and stores, as well as federal, state, and local governments in the 50 states and the District of Columbia. The establishments are drawn from a universe of over eight million establishments compiled as part of the operations of the Quarterly Census of Employment and Wages, or QCEW, program. This program includes all employers subject to state Unemployment Insurance (UI) laws and federal agencies subject to Unemployment Compensation for Federal Employees (UCFE).

The sampling frame is stratified by ownership, region, industry sector, and size class. Large firms fall into the sample with virtual certainty. JOLTS total employment estimates are controlled to the employment estimates of the Current Employment Statistics (CES) survey. A ratio of CES to JOLTS employment is used to adjust the levels for all other JOLTS data elements. Rates are then computed from the adjusted levels.

### **Using JOLTS data**

The JOLTS data series on job openings, hires, and separations are relatively new. The full sample is divided into panels, with one panel enrolled each month. A full complement of panels for the original data series based on the 1987 Standard Industrial Classification (SIC) system was not completely enrolled in the survey until January 2002. The supplemental panels of establishments needed to create NAICS estimates were not completely enrolled until May 2003. The data collected up until those points are from less than a full sample. Therefore, estimates from earlier months should be used with caution, as fewer sampled units were reporting data at that time.

In March 2002, BLS procedures for collecting hires and separations data were revised to address possible underreporting. As a result, JOLTS hires and separations estimates for months prior to March 2002 may not be comparable with estimates for March 2002 and later.

The federal government reorganization that involved transferring approximately 180,000 employees to the new Department of Homeland Security is not reflected in the JOLTS hires and separations estimates for the federal government. The Office of Personnel Management's record shows these transfers were completed in March 2003. The inclusion of

transfers in the JOLTS definitions of hires and separations is intended to cover ongoing movements of workers between establishments. The Department of Homeland Security reorganization was a massive one-time event, and the inclusion of these intergovernmental transfers would distort the federal government time series.

### **Seasonal adjustment**

BLS seasonally adjusts several JOLTS series using the X-12-ARIMA seasonal adjustment program. Seasonal adjustment is the process of estimating and removing periodic fluctuations caused by events such as weather, holidays, and the beginning and ending of the school year. Seasonal adjustment makes it easier to observe fundamental changes in the level of the series, particularly those associated with general economic expansions and contractions. A concurrent seasonal adjustment methodology is used in which new seasonal adjustment factors are calculated each month, using all relevant data, up to and including the data for the current month.

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

### **Reliability of the estimates**

JOLTS estimates are subject to both sampling and nonsampling error. When a sample rather than the entire population is surveyed, there is a chance that the sample estimates may differ from the "true" population values they represent. The exact difference, or sampling error, varies depending on the particular sample selected, and this variability is measured by the standard error of the estimate. BLS analysis is generally conducted at the 90-percent level of confidence. That means that there is a 90-percent chance, or level of confidence, that an estimate based on a sample will differ by no more than 1.6 standard errors from the "true" population value because of sampling error. Estimates of sampling errors are available upon request.

The JOLTS estimates also are affected by nonsampling error. Nonsampling error can occur for many reasons, including the failure to include a segment of the population, the inability to obtain data from all units in the sample, the inability or unwillingness of respondents to provide data on a timely basis, mistakes made by respondents, errors made in the collection or processing of the data, and errors from the employment benchmark data used in estimation.

JOLTS hires and separations estimates cannot be used to exactly explain net changes in nonfarm payroll employment. Some reasons why it is problematic to compare changes in payroll employment with JOLTS hires and separations, especially on a monthly basis, are: 1) the reference period for payroll employment is the pay period including the 12th of the

month, while the reference period for hires and separations is the calendar month; and 2) payroll employment can vary from month to month simply because part-time and on-call workers may not always work during the pay period that includes the 12th of the month. Additionally, research has found that some reporters systematically underreport separations relative to hires due to a number of factors, including the nature of their payroll systems and practices. The shortfall appears to be about 2 percent or less over a 12-month period.

#### **Other information**

Information in this release will be made available to sensory impaired individuals upon request. Voice phone: 202-691-5200; TDD message referral phone: 1-800-877-8339.

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

Industry and region	Levels <sup>3</sup> (in thousands)							Rates						
	Dec. 2005	July 2006	Aug. 2006	Sept. 2006	Oct. 2006	Nov. 2006	Dec. 2006 <sup>p</sup>	Dec. 2005	July 2006	Aug. 2006	Sept. 2006	Oct. 2006	Nov. 2006	Dec. 2006 <sup>p</sup>
<b>Total<sup>4</sup></b> .....	3,941	3,844	4,061	4,154	4,248	4,288	4,433	2.8	2.8	2.9	3.0	3.0	3.1	3.2
<b>INDUSTRY</b>														
Total private <sup>4</sup> .....	3,509	3,363	3,604	3,659	3,790	3,828	3,953	3.0	2.9	3.1	3.1	3.2	3.3	3.3
Construction.....	170	148	162	140	134	103	118	2.2	1.9	2.1	1.8	1.8	1.4	1.6
Manufacturing.....	313	305	310	307	364	355	395	2.2	2.1	2.1	2.1	2.5	2.4	2.7
Trade, transportation, and utilities.....	661	605	686	736	639	673	788	2.5	2.3	2.6	2.7	2.4	2.5	2.9
Professional and business services.....	750	651	661	728	805	780	814	4.2	3.6	3.7	4.0	4.4	4.3	4.4
Education and health services.....	618	643	678	691	754	719	738	3.4	3.5	3.7	3.7	4.0	3.9	3.9
Leisure and hospitality.....	522	482	501	520	573	599	570	3.9	3.6	3.7	3.8	4.2	4.3	4.1
Government.....	435	478	464	492	476	465	485	2.0	2.1	2.1	2.2	2.1	2.1	2.1
<b>REGION<sup>5</sup></b>														
Northeast.....	718	699	747	824	791	819	900	2.8	2.7	2.8	3.1	3.0	3.1	3.4
South.....	1,612	1,498	1,548	1,582	1,630	1,553	1,702	3.3	3.0	3.1	3.2	3.3	3.1	3.4
Midwest.....	738	739	809	783	764	776	808	2.3	2.3	2.5	2.4	2.4	2.4	2.5
West.....	919	911	955	991	1,062	1,119	1,055	3.0	3.0	3.1	3.2	3.4	3.6	3.4

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

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

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

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

<sup>5</sup> The States (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts,

New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

<sup>p</sup> = preliminary.

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

Industry and region	Levels <sup>3</sup> (in thousands)							Rates						
	Dec. 2005	July 2006	Aug. 2006	Sept. 2006	Oct. 2006	Nov. 2006	Dec. 2006 <sup>p</sup>	Dec. 2005	July 2006	Aug. 2006	Sept. 2006	Oct. 2006	Nov. 2006	Dec. 2006 <sup>p</sup>
<b>Total<sup>4</sup></b> .....	4,694	4,995	4,831	4,803	4,988	5,042	4,889	3.5	3.7	3.6	3.5	3.7	3.7	3.6
<b>INDUSTRY</b>														
Total private <sup>4</sup> .....	4,397	4,741	4,396	4,395	4,615	4,681	4,534	3.9	4.2	3.9	3.9	4.1	4.1	4.0
Construction.....	426	365	351	338	356	383	321	5.8	4.9	4.7	4.5	4.8	5.1	4.3
Manufacturing.....	307	380	353	325	358	370	358	2.2	2.7	2.5	2.3	2.5	2.6	2.5
Trade, transportation, and utilities.....	1,011	1,045	1,070	968	984	990	937	3.9	4.0	4.1	3.7	3.8	3.8	3.6
Professional and business services.....	849	967	860	988	994	1,055	1,000	5.0	5.6	4.9	5.7	5.7	6.0	5.7
Education and health services.....	467	521	482	465	531	488	500	2.7	2.9	2.7	2.6	3.0	2.7	2.8
Leisure and hospitality.....	853	850	794	827	886	918	948	6.6	6.5	6.1	6.3	6.7	6.9	7.2
Government.....	293	338	409	380	353	355	348	1.3	1.5	1.9	1.7	1.6	1.6	1.6
<b>REGION<sup>5</sup></b>														
Northeast.....	698	841	738	718	731	717	810	2.8	3.3	2.9	2.8	2.9	2.8	3.2
South.....	1,817	1,849	1,907	1,993	1,944	1,944	1,804	3.8	3.8	3.9	4.1	4.0	4.0	3.7
Midwest.....	1,038	1,123	1,008	997	1,096	1,047	1,051	3.3	3.6	3.2	3.1	3.5	3.3	3.3
West.....	1,127	1,177	1,160	1,122	1,204	1,283	1,176	3.8	3.9	3.9	3.7	4.0	4.3	3.9

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

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

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

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

<sup>5</sup> See footnote 5, table 1.

<sup>p</sup> = preliminary.

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

Industry and region	Levels <sup>3</sup> (in thousands)							Rates						
	Dec. 2005	July 2006	Aug. 2006	Sept. 2006	Oct. 2006	Nov. 2006	Dec. 2006 <sup>P</sup>	Dec. 2005	July 2006	Aug. 2006	Sept. 2006	Oct. 2006	Nov. 2006	Dec. 2006 <sup>P</sup>
<b>Total <sup>4</sup></b> .....	4,359	4,479	4,386	4,380	4,524	4,699	4,521	3.2	3.3	3.2	3.2	3.3	3.5	3.3
<b>INDUSTRY</b>														
Total private <sup>4</sup> .....	4,067	4,168	4,083	4,050	4,246	4,400	4,235	3.6	3.7	3.6	3.6	3.7	3.9	3.7
Construction.....	348	415	348	332	351	420	366	4.7	5.5	4.6	4.4	4.7	5.6	4.9
Manufacturing.....	355	358	364	391	344	346	358	2.5	2.5	2.6	2.8	2.4	2.4	2.5
Trade, transportation, and utilities.....	1,027	935	997	1,004	962	1,011	1,012	3.9	3.6	3.8	3.9	3.7	3.9	3.9
Professional and business services.....	735	735	705	781	933	990	860	4.3	4.2	4.1	4.5	5.3	5.7	4.9
Education and health services.....	400	431	460	390	413	422	408	2.3	2.4	2.6	2.2	2.3	2.4	2.3
Leisure and hospitality.....	843	818	801	711	762	804	824	6.5	6.3	6.1	5.4	5.8	6.1	6.2
Government.....	270	306	304	322	278	296	268	1.2	1.4	1.4	1.5	1.3	1.3	1.2
<b>REGION <sup>5</sup></b>														
Northeast.....	685	763	695	766	763	699	682	2.7	3.0	2.7	3.0	3.0	2.7	2.7
South.....	1,759	1,687	1,703	1,659	1,599	1,936	1,714	3.7	3.5	3.5	3.4	3.3	4.0	3.5
Midwest.....	934	1,087	942	904	1,028	992	1,098	3.0	3.4	3.0	2.9	3.2	3.1	3.5
West.....	997	979	1,070	1,031	1,101	1,053	1,029	3.4	3.3	3.6	3.4	3.7	3.5	3.4

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

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

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

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

<sup>5</sup> See footnote 5, table 1.

<sup>P</sup> = preliminary.

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

Industry and region	Levels <sup>3</sup> (in thousands)							Rates						
	Dec. 2005	July 2006	Aug. 2006	Sept. 2006	Oct. 2006	Nov. 2006	Dec. 2006 <sup>P</sup>	Dec. 2005	July 2006	Aug. 2006	Sept. 2006	Oct. 2006	Nov. 2006	Dec. 2006 <sup>P</sup>
<b>Total <sup>4</sup></b> .....	2,567	2,623	2,597	2,473	2,606	2,794	2,681	1.9	1.9	1.9	1.8	1.9	2.1	2.0
<b>INDUSTRY</b>														
Total private <sup>4</sup> .....	2,428	2,469	2,442	2,309	2,461	2,651	2,539	2.2	2.2	2.2	2.0	2.2	2.3	2.2
Construction.....	189	157	143	131	135	142	142	2.6	2.1	1.9	1.7	1.8	1.9	1.9
Manufacturing.....	184	189	194	182	195	216	221	1.3	1.3	1.4	1.3	1.4	1.5	1.6
Trade, transportation, and utilities.....	634	586	604	594	571	653	621	2.4	2.3	2.3	2.3	2.2	2.5	2.4
Professional and business services.....	365	412	388	401	425	495	442	2.1	2.4	2.2	2.3	2.4	2.8	2.5
Education and health services.....	254	277	300	262	278	279	270	1.4	1.6	1.7	1.5	1.6	1.6	1.5
Leisure and hospitality.....	558	549	542	495	544	561	583	4.3	4.2	4.1	3.8	4.1	4.2	4.4
Government.....	139	156	153	159	143	143	141	.6	.7	.7	.7	.6	.6	.6
<b>REGION <sup>5</sup></b>														
Northeast.....	390	378	404	383	366	411	378	1.5	1.5	1.6	1.5	1.4	1.6	1.5
South.....	1,069	1,081	1,095	1,029	1,047	1,141	1,134	2.2	2.2	2.3	2.1	2.2	2.4	2.3
Midwest.....	481	562	551	522	605	563	544	1.5	1.8	1.7	1.6	1.9	1.8	1.7
West.....	618	598	553	544	579	632	611	2.1	2.0	1.8	1.8	1.9	2.1	2.0

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

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

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

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

<sup>5</sup> See footnote 5, table 1.

<sup>P</sup> = preliminary.



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

Industry and region	Levels (in thousands)			Rates		
	Dec. 2005	Nov. 2006	Dec. 2006p	Dec. 2005	Nov. 2006	Dec. 2006p
<b>Total</b> .....	3,444	3,928	3,888	2.5	2.8	2.8
<b>INDUSTRY</b>						
Total private.....	3,042	3,486	3,441	2.6	3.0	2.9
Natural resources and mining.....	9	14	13	1.4	2.0	1.9
Construction.....	122	83	81	1.6	1.1	1.1
Manufacturing.....	265	305	339	1.8	2.1	2.3
Durable goods.....	184	197	207	2.0	2.2	2.3
Nondurable goods.....	82	108	131	1.5	2.0	2.5
Trade, transportation, and utilities.....	519	628	625	1.9	2.3	2.3
Wholesale trade.....	104	102	136	1.8	1.7	2.3
Retail trade.....	315	407	356	1.9	2.5	2.2
Transportation, warehousing, and utilities....	100	118	133	2.0	2.3	2.6
Information.....	95	153	134	3.0	4.8	4.2
Financial activities.....	291	227	207	3.4	2.6	2.4
Finance and insurance.....	235	180	137	3.7	2.8	2.2
Real estate and rental and leasing.....	56	47	70	2.6	2.1	3.1
Professional and business services.....	673	743	756	3.8	4.1	4.1
Education and health services.....	580	671	689	3.2	3.6	3.7
Educational services.....	63	64	67	2.1	2.0	2.1
Health care and social assistance.....	517	607	622	3.4	3.9	4.0
Leisure and hospitality.....	407	522	452	3.1	3.9	3.4
Arts, entertainment, and recreation.....	34	68	43	1.9	3.7	2.4
Accommodations and food services.....	373	455	408	3.3	3.9	3.5
Other services.....	80	139	146	1.5	2.5	2.6
Government.....	401	442	446	1.8	1.9	1.9
Federal.....	40	37	36	1.4	1.3	1.3
State and local.....	362	405	410	1.8	2.0	2.0
<b>REGION <sup>3</sup></b>						
Northeast.....	588	786	754	2.3	3.0	2.8
South.....	1,405	1,437	1,505	2.8	2.8	3.0
Midwest.....	634	682	699	2.0	2.1	2.1
West.....	816	1,022	929	2.7	3.3	3.0

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

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

<sup>3</sup> See footnote 5, table 1.

<sup>p</sup> = preliminary.

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

Industry and region	Levels (in thousands)			Rates		
	Dec. 2005	Nov. 2006	Dec. 2006p	Dec. 2005	Nov. 2006	Dec. 2006p
<b>Total</b> .....	3,479	4,584	3,606	2.6	3.3	2.6
<b>INDUSTRY</b>						
Total private.....	3,285	4,303	3,382	2.9	3.8	3.0
Natural resources and mining.....	14	14	17	2.2	2.0	2.5
Construction.....	259	295	194	3.6	3.9	2.6
Manufacturing.....	211	300	245	1.5	2.1	1.7
Durable goods.....	126	180	140	1.4	2.0	1.6
Nondurable goods.....	84	121	106	1.6	2.3	2.0
Trade, transportation, and utilities.....	834	1,180	764	3.1	4.4	2.8
Wholesale trade.....	93	100	98	1.6	1.7	1.7
Retail trade.....	555	930	543	3.5	5.9	3.4
Transportation, warehousing, and utilities....	186	150	123	3.8	3.0	2.4
Information.....	61	69	48	2.0	2.3	1.6
Financial activities.....	135	200	158	1.6	2.4	1.9
Finance and insurance.....	97	121	101	1.6	2.0	1.6
Real estate and rental and leasing.....	38	79	57	1.8	3.6	2.6
Professional and business services.....	660	939	776	3.9	5.3	4.4
Education and health services.....	340	411	365	1.9	2.3	2.0
Educational services.....	43	36	33	1.5	1.2	1.1
Health care and social assistance.....	297	374	331	2.0	2.5	2.2
Leisure and hospitality.....	636	767	712	5.1	5.9	5.5
Arts, entertainment, and recreation.....	72	124	102	4.1	6.9	5.7
Accommodations and food services.....	564	643	610	5.2	5.8	5.5
Other services.....	134	126	103	2.5	2.3	1.9
Government.....	195	281	224	.9	1.2	1.0
Federal.....	34	41	49	1.3	1.5	1.8
State and local.....	161	239	175	.8	1.2	.9
<b>REGION <sup>3</sup></b>						
Northeast.....	487	657	591	1.9	2.5	2.3
South.....	1,370	1,775	1,353	2.8	3.6	2.8
Midwest.....	723	940	728	2.3	2.9	2.3
West.....	899	1,212	934	3.0	4.0	3.1

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

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

<sup>3</sup> See footnote 5, table 1.

<sup>p</sup> = preliminary.

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

Industry and region	Levels (in thousands)			Rates		
	Dec. 2005	Nov. 2006	Dec. 2006p	Dec. 2005	Nov. 2006	Dec. 2006p
<b>Total</b> .....	4,140	4,375	4,287	3.1	3.2	3.1
<b>INDUSTRY</b>						
Total private.....	3,910	4,161	4,064	3.5	3.6	3.6
Natural resources and mining.....	16	13	16	2.5	1.9	2.3
Construction.....	387	453	401	5.3	6.0	5.5
Manufacturing.....	318	330	319	2.2	2.3	2.3
Durable goods.....	195	195	186	2.2	2.2	2.1
Nondurable goods.....	123	135	134	2.3	2.6	2.6
Trade, transportation, and utilities.....	1,117	939	1,095	4.2	3.5	4.1
Wholesale trade.....	133	119	127	2.3	2.0	2.2
Retail trade.....	745	679	836	4.7	4.3	5.3
Transportation, warehousing, and utilities....	239	141	133	4.8	2.8	2.6
Information.....	62	70	68	2.0	2.3	2.2
Financial activities.....	164	195	201	2.0	2.3	2.4
Finance and insurance.....	104	104	129	1.7	1.7	2.1
Real estate and rental and leasing.....	60	90	72	2.8	4.2	3.3
Professional and business services.....	700	893	822	4.1	5.1	4.7
Education and health services.....	346	346	348	2.0	1.9	1.9
Educational services.....	45	37	42	1.5	1.2	1.4
Health care and social assistance.....	300	310	306	2.0	2.1	2.0
Leisure and hospitality.....	691	790	680	5.5	6.1	5.3
Arts, entertainment, and recreation.....	99	135	57	5.7	7.6	3.2
Accommodations and food services.....	592	655	623	5.5	5.9	5.6
Other services.....	109	131	113	2.0	2.4	2.1
Government.....	230	214	222	1.0	.9	1.0
Federal.....	43	31	34	1.6	1.1	1.3
State and local.....	187	183	188	1.0	.9	1.0
<b>REGION <sup>3</sup></b>						
Northeast.....	694	653	681	2.7	2.5	2.6
South.....	1,607	1,710	1,564	3.3	3.5	3.2
Midwest.....	895	994	1,071	2.8	3.1	3.4
West.....	944	1,017	970	3.2	3.3	3.2

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

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

<sup>3</sup> See footnote 5, table 1.

<sup>p</sup> = preliminary.

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

Industry and region	Levels (in thousands)			Rates		
	Dec. 2005	Nov. 2006	Dec. 2006p	Dec. 2005	Nov. 2006	Dec. 2006p
<b>Total</b> .....	2,111	2,405	2,201	1.6	1.8	1.6
<b>INDUSTRY</b>						
Total private.....	2,004	2,296	2,093	1.8	2.0	1.8
Natural resources and mining.....	6	7	7	.9	1.0	1.1
Construction.....	150	118	104	2.1	1.6	1.4
Manufacturing.....	129	169	159	.9	1.2	1.1
Durable goods.....	80	101	82	.9	1.1	.9
Nondurable goods.....	49	67	77	.9	1.3	1.5
Trade, transportation, and utilities.....	564	602	553	2.1	2.3	2.1
Wholesale trade.....	56	68	72	1.0	1.2	1.2
Retail trade.....	423	458	417	2.7	2.9	2.6
Transportation, warehousing, and utilities....	85	76	65	1.7	1.5	1.3
Information.....	37	43	40	1.2	1.4	1.3
Financial activities.....	91	117	109	1.1	1.4	1.3
Finance and insurance.....	61	73	70	1.0	1.2	1.1
Real estate and rental and leasing.....	30	44	39	1.4	2.0	1.8
Professional and business services.....	301	434	365	1.8	2.5	2.1
Education and health services.....	222	234	233	1.3	1.3	1.3
Educational services.....	21	19	19	.7	.6	.6
Health care and social assistance.....	201	215	214	1.4	1.4	1.4
Leisure and hospitality.....	441	500	467	3.5	3.9	3.6
Arts, entertainment, and recreation.....	39	35	25	2.2	1.9	1.4
Accommodations and food services.....	402	465	441	3.7	4.2	4.0
Other services.....	63	73	56	1.2	1.4	1.0
Government.....	108	109	108	.5	.5	.5
Federal.....	16	16	12	.6	.6	.5
State and local.....	91	92	96	.5	.5	.5
<b>REGION <sup>3</sup></b>						
Northeast.....	315	358	304	1.2	1.4	1.2
South.....	873	982	926	1.8	2.0	1.9
Midwest.....	402	505	453	1.3	1.6	1.4
West.....	523	559	518	1.7	1.8	1.7

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

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

<sup>3</sup> See footnote 5, table 1.

<sup>p</sup> = preliminary.

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

Industry and region	Levels (in thousands)			Rates		
	Dec. 2005	Nov. 2006	Dec. 2006p	Dec. 2005	Nov. 2006	Dec. 2006p
<b>Total</b> .....	1,674	1,688	1,799	1.2	1.2	1.3
<b>INDUSTRY</b>						
Total private.....	1,600	1,615	1,731	1.4	1.4	1.5
Natural resources and mining.....	8	4	7	1.2	.6	1.0
Construction.....	226	305	279	3.1	4.0	3.8
Manufacturing.....	147	141	137	1.0	1.0	1.0
Durable goods.....	83	84	87	.9	.9	1.0
Nondurable goods.....	64	57	50	1.2	1.1	1.0
Trade, transportation, and utilities.....	474	275	462	1.8	1.0	1.7
Wholesale trade.....	71	43	40	1.2	.7	.7
Retail trade.....	274	176	368	1.7	1.1	2.3
Transportation, warehousing, and utilities....	129	56	55	2.6	1.1	1.1
Information.....	14	21	24	.4	.7	.8
Financial activities.....	53	69	67	.6	.8	.8
Finance and insurance.....	25	24	39	.4	.4	.6
Real estate and rental and leasing.....	28	46	29	1.3	2.1	1.3
Professional and business services.....	352	394	420	2.1	2.2	2.4
Education and health services.....	92	82	90	.5	.5	.5
Educational services.....	22	14	19	.8	.4	.6
Health care and social assistance.....	70	68	71	.5	.5	.5
Leisure and hospitality.....	195	275	191	1.6	2.1	1.5
Arts, entertainment, and recreation.....	57	97	26	3.3	5.5	1.5
Accommodations and food services.....	138	178	165	1.3	1.6	1.5
Other services.....	39	49	52	.7	.9	1.0
Government.....	75	73	69	.3	.3	.3
Federal.....	19	8	13	.7	.3	.5
State and local.....	56	65	56	.3	.3	.3
<b>REGION <sup>3</sup></b>						
Northeast.....	331	230	331	1.3	.9	1.3
South.....	613	640	535	1.3	1.3	1.1
Midwest.....	407	425	555	1.3	1.3	1.7
West.....	323	393	378	1.1	1.3	1.2

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

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

<sup>3</sup> See footnote 5, table 1.

<sup>p</sup> = preliminary.

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

Industry and region	Levels (in thousands)			Rates		
	Dec. 2005	Nov. 2006	Dec. 2006p	Dec. 2005	Nov. 2006	Dec. 2006p
<b>Total</b> .....	355	282	286	0.3	0.2	0.2
<b>INDUSTRY</b>						
Total private.....	307	249	241	.3	.2	.2
Natural resources and mining.....	2	2	1	.3	.3	.2
Construction.....	11	31	18	.1	.4	.2
Manufacturing.....	42	20	23	.3	.1	.2
Durable goods.....	32	10	17	.4	.1	.2
Nondurable goods.....	10	10	7	.2	.2	.1
Trade, transportation, and utilities.....	79	62	81	.3	.2	.3
Wholesale trade.....	6	8	15	.1	.1	.3
Retail trade.....	48	45	52	.3	.3	.3
Transportation, warehousing, and utilities....	25	9	13	.5	.2	.3
Information.....	11	6	4	.4	.2	.1
Financial activities.....	20	9	25	.2	.1	.3
Finance and insurance.....	19	8	21	.3	.1	.3
Real estate and rental and leasing.....	2	1	4	.1	.1	.2
Professional and business services.....	47	66	37	.3	.4	.2
Education and health services.....	32	30	25	.2	.2	.1
Educational services.....	2	4	4	.1	.1	.1
Health care and social assistance.....	30	26	21	.2	.2	.1
Leisure and hospitality.....	55	15	22	.4	.1	.2
Arts, entertainment, and recreation.....	3	3	5	.2	.2	.3
Accommodations and food services.....	52	12	17	.5	.1	.1
Other services.....	7	9	5	.1	.2	.1
Government.....	48	33	45	.2	.1	.2
Federal.....	9	7	9	.3	.3	.3
State and local.....	39	26	37	.2	.1	.2
<b>REGION <sup>3</sup></b>						
Northeast.....	48	66	46	.2	.3	.2
South.....	121	88	103	.3	.2	.2
Midwest.....	87	64	63	.3	.2	.2
West.....	99	65	74	.3	.2	.2

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

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

<sup>3</sup> See footnote 5, table 1.

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

<sup>p</sup> = preliminary.