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USDL 08-0787

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

JOB OPENINGS AND LABOR TURNOVER: APRIL 2008

On the last business day of April, there were 3.7 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, hires, and total separations rates were essentially unchanged in April. 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 May 2005 - April 2008

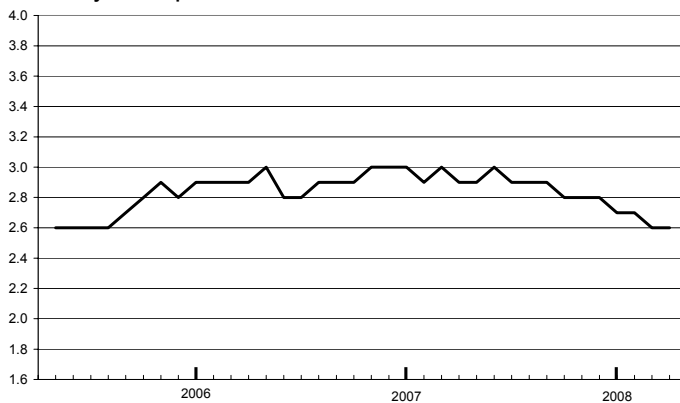
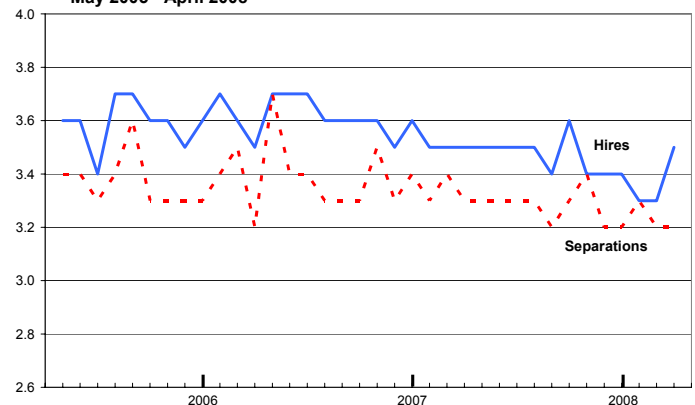


Chart 2. Hires and separations rates, seasonally adjusted,
Percent May 2005 - April 2008



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; in March and April, the rate has been at the lowest point since mid-2005. The hires rate had an overall downward trend from July 2006 through March 2008, reaching the lowest point since 2004. The over-the-month change in the hires rate in April was positive, but the rise was not statistically significant. The separations rate has had an overall downward trend since November 2006. (See tables 1, 2, and 3.)

Job Openings

In April, 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 did not rise or fall

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

Industry	Job openings			Hires			Total separations		
	Apr. 2007	Mar. 2008	Apr. 2008 ^P	Apr. 2007	Mar. 2008	Apr. 2008 ^P	Apr. 2007	Mar. 2008	Apr. 2008 ^P
Levels (in thousands)									
Total ¹	4,148	3,672	3,705	4,816	4,569	4,784	4,523	4,390	4,465
Total private ¹	3,670	3,225	3,276	4,383	4,147	4,332	4,214	4,100	4,159
Construction.....	148	102	102	333	350	375	362	367	409
Manufacturing.....	336	251	246	343	309	307	383	304	383
Trade, transportation, and utilities ²	736	562	596	1,008	884	911	970	941	1,008
Retail trade.....	365	344	365	679	598	639	667	688	721
Professional and business services.....	693	714	691	826	893	934	786	806	735
Education and health services.....	694	696	692	510	501	510	416	449	431
Leisure and hospitality ³	511	501	514	910	801	826	852	776	727
Accommodation and food services.....	450	450	454	800	654	688	702	656	628
Government ⁴	477	441	433	421	429	428	315	291	312
State and local government.....	430	389	392	331	315	311	246	228	253
Rates (percent)									
Total ¹	2.9	2.6	2.6	3.5	3.3	3.5	3.3	3.2	3.2
Total private ¹	3.1	2.7	2.8	3.8	3.6	3.8	3.7	3.6	3.6
Construction.....	1.9	1.4	1.4	4.3	4.8	5.2	4.7	5.0	5.6
Manufacturing.....	2.4	1.8	1.8	2.5	2.3	2.3	2.7	2.2	2.8
Trade, transportation, and utilities ²	2.7	2.1	2.2	3.8	3.3	3.4	3.7	3.5	3.8
Retail trade.....	2.3	2.2	2.3	4.4	3.9	4.2	4.3	4.5	4.7
Professional and business services.....	3.7	3.8	3.7	4.6	5.0	5.2	4.4	4.5	4.1
Education and health services.....	3.7	3.6	3.6	2.8	2.7	2.7	2.3	2.4	2.3
Leisure and hospitality ³	3.7	3.5	3.6	6.8	5.9	6.0	6.4	5.7	5.3
Accommodation and food services.....	3.8	3.7	3.7	7.0	5.6	5.9	6.1	5.6	5.4
Government ⁴	2.1	1.9	1.9	1.9	1.9	1.9	1.4	1.3	1.4
State and local government.....	2.2	1.9	2.0	1.7	1.6	1.6	1.3	1.2	1.3

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.

significantly in any industry or region. Since the series began in December 2000, three industries consistently have had higher job openings rates than the other industries: professional and business services (3.7 percent in April), education and health services (3.6 percent), and accommodation and food services (3.7 percent). (See table 1.)

Over the year, the job openings rate (not seasonally adjusted) did not rise significantly for any industry. The rate fell over the year for total nonfarm (to 2.7 percent) and total private (2.9 percent) as well as in several industries, including construction (1.6 percent); durable goods manufacturing (1.7

percent); nondurable goods manufacturing (2.1 percent); wholesale trade (2.0 percent); information (2.3 percent); finance and insurance (2.0 percent); educational services (1.6 percent); and state and local government (1.9 percent). Two industries—wholesale trade and information—have experienced exceptionally steep declines in the job openings rate over the past year. The job openings rate for wholesale trade fell from 4.1 percent in April 2007 to 2.0 percent in April 2008; the rate for information fell from 4.3 percent to 2.3 percent. Regionally, the job openings rate fell over the year in the South (2.8 percent). (See table 5.)

Hires

The hires rate, at 3.5 percent in April, did not change significantly over the month. Hires are any additions to the payroll during the month. For the fourth month in a row, the hires rate did not change significantly in any industry or region. As occurs nearly every month, the seasonally adjusted hires rate was highest in April in accommodation and food services (5.9 percent) and lowest in state and local government (1.6 percent). (See table 2.)

From April 2007 to April 2008, the hires rate (not seasonally adjusted) increased in natural resources and mining (to 4.9 percent), construction (7.0 percent), and federal government (4.0 percent). Over the year, the hires rate decreased significantly in wholesale trade (2.1 percent), information (1.9 percent), finance and insurance (1.8 percent), and accommodation and food services (6.2 percent). The hires rate did not change significantly in any region in April. (See table 6.) The steep downward trend in the hires rate since 2006 continues in transportation, warehousing, and utilities, but the rates have leveled off in construction, information, and professional and business services.

Separations

The total separations, or turnover, rate was unchanged at 3.2 percent in April. Separations are terminations of employment that occur at any time during the month. Over the month, the separations rate increased in two industries—manufacturing (to 2.8 percent) and state and local government (to 1.3 percent). The seasonally adjusted separations rate was highest in April in construction (5.6 percent) and lowest in state and local government (1.3 percent). From April 2007 to April 2008, the total separations rate did not rise in any industry or region; the rate fell in arts, entertainment, and recreation (4.5 percent), accommodation and food services (5.0 percent), and in the South region (3.3 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 April for total nonfarm (at 1.8 percent). The quits rate did not decrease in any industry in April, but rose in state and local government (to 0.7 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 (4.0 percent) and lowest in state and local government (0.7 percent). (See table 4.)

From April 2007 to April 2008, the quits rate (not seasonally adjusted) rose in real estate and rental and leasing (to 2.4 percent). The quits rate fell over the year in wholesale trade (1.1 percent), accommodation and food services (3.8 percent), and in the South region (2.1 percent). (See table 8.)

The other two components of total separations—layoffs and discharges, and other separations—are not seasonally adjusted. For April, the layoffs and discharges rate (1.0 percent) and level (1.4 million)

were little changed from a year earlier. The layoffs and discharges rate in April 2008 was highest in construction (2.6 percent) and arts, entertainment, and recreation (2.4 percent), and lowest in state and local government (0.2 percent). The other separations rate (0.3 percent) and level (355,000) were essentially unchanged in April from a year earlier. The highest other separations rate in April 2008 was for the federal government (0.9 percent). The other separations rate for most of the other industries ranged 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 rose from a post-recession low of 50 percent in December 2003 to a high of 61 percent in December 2006 (seasonally adjusted) before trending downward again. In April 2008, quits accounted for 56 percent of total separations. The proportion of separations attributable to quits varies widely by industry with the highest proportion regularly occurring in the accommodation and food services industry (74 percent in April) and the lowest proportion regularly occurring in the construction industry (34 percent in April). (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 April 2008, these 5 industries produced 32.9 million hires and 31.7 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 May 2008 is scheduled to be issued on Wednesday, July 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						
	Apr. 2007	Nov. 2007	Dec. 2007	Jan. 2008	Feb. 2008	Mar. 2008	Apr. 2008 ^p	Apr. 2007	Nov. 2007	Dec. 2007	Jan. 2008	Feb. 2008	Mar. 2008	Apr. 2008 ^p
Total ⁴	4,148	3,972	3,974	3,889	3,799	3,672	3,705	2.9	2.8	2.8	2.7	2.7	2.6	2.6
INDUSTRY														
Total private ⁴	3,670	3,520	3,526	3,449	3,350	3,225	3,276	3.1	3.0	3.0	2.9	2.8	2.7	2.8
Construction.....	148	138	140	133	123	102	102	1.9	1.8	1.8	1.8	1.6	1.4	1.4
Manufacturing.....	336	303	305	286	239	251	246	2.4	2.2	2.2	2.0	1.7	1.8	1.8
Trade, transportation, and utilities ⁵	736	648	667	643	598	562	596	2.7	2.4	2.4	2.4	2.2	2.1	2.2
Retail trade.....	365	344	358	346	326	344	365	2.3	2.2	2.3	2.2	2.1	2.2	2.3
Professional and business services.....	693	685	706	752	699	714	691	3.7	3.7	3.7	4.0	3.7	3.8	3.7
Education and health services.....	694	713	698	680	737	696	692	3.7	3.7	3.6	3.5	3.8	3.6	3.6
Leisure and hospitality ⁶	511	591	574	515	530	501	514	3.7	4.2	4.0	3.6	3.7	3.5	3.6
Accommodation and food services.....	450	518	514	467	477	450	454	3.8	4.3	4.2	3.9	3.9	3.7	3.7
Government ⁷	477	454	446	439	450	441	433	2.1	2.0	2.0	1.9	2.0	1.9	1.9
State and local government.....	430	404	398	401	413	389	392	2.2	2.0	2.0	2.0	2.1	1.9	2.0
REGION ⁸														
Northeast.....	681	629	644	662	576	602	628	2.6	2.4	2.4	2.5	2.2	2.3	2.4
South.....	1,692	1,620	1,574	1,536	1,485	1,386	1,374	3.3	3.2	3.1	3.0	2.9	2.7	2.7
Midwest.....	763	755	779	749	766	781	767	2.4	2.3	2.4	2.3	2.4	2.4	2.4
West.....	1,016	957	988	966	954	918	937	3.2	3.0	3.1	3.0	3.0	2.9	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						
	Apr. 2007	Nov. 2007	Dec. 2007	Jan. 2008	Feb. 2008	Mar. 2008	Apr. 2008 ^p	Apr. 2007	Nov. 2007	Dec. 2007	Jan. 2008	Feb. 2008	Mar. 2008	Apr. 2008 ^p
Total ⁴	4,816	4,672	4,717	4,639	4,586	4,569	4,784	3.5	3.4	3.4	3.4	3.3	3.3	3.5
INDUSTRY														
Total private ⁴	4,383	4,305	4,314	4,227	4,203	4,147	4,332	3.8	3.7	3.7	3.7	3.6	3.6	3.8
Construction.....	333	351	335	319	349	350	375	4.3	4.7	4.5	4.3	4.7	4.8	5.2
Manufacturing.....	343	353	350	326	285	309	307	2.5	2.6	2.5	2.4	2.1	2.3	2.3
Trade, transportation, and utilities ⁵	1,008	946	970	916	882	884	911	3.8	3.5	3.6	3.4	3.3	3.3	3.4
Retail trade.....	679	655	693	656	603	598	639	4.4	4.2	4.5	4.2	3.9	3.9	4.2
Professional and business services.....	826	902	851	897	780	893	934	4.6	5.0	4.7	5.0	4.3	5.0	5.2
Education and health services.....	510	527	460	516	522	501	510	2.8	2.8	2.5	2.8	2.8	2.7	2.7
Leisure and hospitality ⁶	910	846	880	824	868	801	826	6.8	6.2	6.4	6.0	6.4	5.9	6.0
Accommodation and food services.....	800	708	713	702	730	654	688	7.0	6.1	6.1	6.0	6.3	5.6	5.9
Government ⁷	421	349	390	394	387	429	428	1.9	1.6	1.7	1.8	1.7	1.9	1.9
State and local government.....	331	287	326	319	306	315	311	1.7	1.5	1.7	1.6	1.6	1.6	1.6
REGION ⁸														
Northeast.....	737	761	770	767	713	715	751	2.9	3.0	3.0	3.0	2.8	2.8	2.9
South.....	1,917	1,828	1,802	1,814	1,769	1,703	1,769	3.9	3.7	3.6	3.6	3.6	3.4	3.6
Midwest.....	1,044	1,027	1,045	998	944	986	1,017	3.3	3.3	3.3	3.2	3.0	3.1	3.2
West.....	1,137	1,018	1,067	1,058	1,186	1,170	1,208	3.7	3.3	3.4	3.4	3.8	3.8	3.9

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						
	Apr. 2007	Nov. 2007	Dec. 2007	Jan. 2008	Feb. 2008	Mar. 2008	Apr. 2008 ^P	Apr. 2007	Nov. 2007	Dec. 2007	Jan. 2008	Feb. 2008	Mar. 2008	Apr. 2008 ^P
Total ⁴	4,523	4,640	4,408	4,477	4,503	4,390	4,465	3.3	3.4	3.2	3.2	3.3	3.2	3.2
INDUSTRY														
Total private ⁴	4,214	4,367	4,107	4,188	4,224	4,100	4,159	3.7	3.8	3.5	3.6	3.7	3.6	3.6
Construction.....	362	322	331	311	329	367	409	4.7	4.3	4.4	4.2	4.5	5.0	5.6
Manufacturing.....	383	400	325	348	350	304	383	2.7	2.9	2.4	2.5	2.6	2.2	2.8
Trade, transportation, and utilities ⁵	970	1,065	981	1,005	957	941	1,008	3.7	4.0	3.7	3.8	3.6	3.5	3.8
Retail trade.....	667	764	686	689	669	688	721	4.3	4.9	4.4	4.4	4.3	4.5	4.7
Professional and business services.....	786	878	814	790	861	806	735	4.4	4.9	4.5	4.4	4.8	4.5	4.1
Education and health services.....	416	423	417	447	459	449	431	2.3	2.3	2.2	2.4	2.5	2.4	2.3
Leisure and hospitality ⁶	852	799	803	800	854	776	727	6.4	5.9	5.9	5.9	6.2	5.7	5.3
Accommodation and food services.....	702	667	697	657	718	656	628	6.1	5.7	6.0	5.7	6.2	5.6	5.4
Government ⁷	315	286	295	290	278	291	312	1.4	1.3	1.3	1.3	1.2	1.3	1.4
State and local government.....	246	240	256	237	229	228	253	1.3	1.2	1.3	1.2	1.2	1.2	1.3
REGION ⁸														
Northeast.....	638	860	635	697	770	737	720	2.5	3.3	2.5	2.7	3.0	2.9	2.8
South.....	1,853	1,709	1,712	1,699	1,673	1,617	1,675	3.7	3.4	3.4	3.4	3.4	3.3	3.4
Midwest.....	998	974	980	975	902	918	991	3.2	3.1	3.1	3.1	2.9	2.9	3.1
West.....	1,052	1,117	1,117	1,107	1,167	1,101	1,092	3.4	3.6	3.6	3.6	3.8	3.6	3.5

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						
	Apr. 2007	Nov. 2007	Dec. 2007	Jan. 2008	Feb. 2008	Mar. 2008	Apr. 2008 ^P	Apr. 2007	Nov. 2007	Dec. 2007	Jan. 2008	Feb. 2008	Mar. 2008	Apr. 2008 ^P
Total ⁴	2,604	2,501	2,494	2,493	2,522	2,375	2,521	1.9	1.8	1.8	1.8	1.8	1.7	1.8
INDUSTRY														
Total private ⁴	2,452	2,361	2,358	2,355	2,384	2,258	2,370	2.1	2.0	2.0	2.0	2.1	2.0	2.1
Construction.....	132	116	119	113	133	111	138	1.7	1.5	1.6	1.5	1.8	1.5	1.9
Manufacturing.....	194	187	182	183	187	157	178	1.4	1.4	1.3	1.3	1.4	1.2	1.3
Trade, transportation, and utilities ⁵	583	572	590	598	532	535	552	2.2	2.1	2.2	2.2	2.0	2.0	2.1
Retail trade.....	422	433	445	437	374	399	408	2.7	2.8	2.9	2.8	2.4	2.6	2.6
Professional and business services.....	418	398	367	351	492	386	429	2.3	2.2	2.0	1.9	2.7	2.1	2.4
Education and health services.....	272	269	258	276	271	279	282	1.5	1.5	1.4	1.5	1.5	1.5	1.5
Leisure and hospitality ⁶	577	557	561	525	539	529	508	4.3	4.1	4.1	3.8	3.9	3.9	3.7
Accommodation and food services.....	529	516	513	465	488	494	467	4.6	4.4	4.4	4.0	4.2	4.2	4.0
Government ⁷	150	140	137	138	135	126	155	.7	.6	.6	.6	.6	.6	.7
State and local government.....	128	125	120	119	116	101	136	.7	.6	.6	.6	.6	.5	.7
REGION ⁸														
Northeast.....	343	367	312	358	410	334	382	1.3	1.4	1.2	1.4	1.6	1.3	1.5
South.....	1,146	996	1,008	1,045	1,021	996	1,016	2.3	2.0	2.0	2.1	2.1	2.0	2.0
Midwest.....	541	529	521	502	475	491	536	1.7	1.7	1.6	1.6	1.5	1.6	1.7
West.....	586	607	632	583	632	568	588	1.9	2.0	2.0	1.9	2.0	1.8	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 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		
	Apr. 2007	Mar. 2008	Apr. 2008 ^p	Apr. 2007	Mar. 2008	Apr. 2008 ^p
Total	4,326	3,722	3,829	3.1	2.6	2.7
INDUSTRY						
Total private.....	3,841	3,291	3,392	3.2	2.8	2.9
Natural resources and mining.....	12	13	16	1.7	1.7	2.1
Construction.....	182	102	119	2.4	1.4	1.6
Manufacturing.....	352	253	253	2.5	1.8	1.8
Durable goods.....	212	160	149	2.3	1.8	1.7
Nondurable goods.....	141	94	104	2.7	1.9	2.1
Trade, transportation, and utilities.....	759	566	613	2.8	2.1	2.3
Wholesale trade.....	257	131	121	4.1	2.1	2.0
Retail trade.....	367	329	374	2.3	2.1	2.4
Transportation, warehousing, and utilities.....	135	106	119	2.6	2.1	2.3
Information.....	135	61	72	4.3	2.0	2.3
Financial activities.....	247	215	190	2.9	2.6	2.3
Finance and insurance.....	178	157	126	2.8	2.5	2.0
Real estate and rental and leasing.....	68	58	64	3.1	2.7	3.0
Professional and business services.....	714	713	706	3.8	3.9	3.8
Education and health services.....	708	693	697	3.7	3.5	3.6
Educational services.....	72	55	52	2.3	1.7	1.6
Health care and social assistance.....	636	638	645	4.0	3.9	3.9
Leisure and hospitality.....	580	551	576	4.2	4.0	4.1
Arts, entertainment, and recreation.....	83	57	87	4.1	3.0	4.2
Accommodation and food services.....	497	494	489	4.2	4.1	4.0
Other services.....	152	124	152	2.7	2.2	2.7
Government.....	486	431	437	2.1	1.9	1.9
Federal.....	49	60	39	1.8	2.2	1.4
State and local.....	437	371	398	2.2	1.8	1.9
REGION ³						
Northeast.....	684	577	630	2.6	2.2	2.4
South.....	1,801	1,431	1,432	3.5	2.8	2.8
Midwest.....	784	813	787	2.4	2.5	2.4
West.....	1,058	901	979	3.3	2.8	3.1

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		
	Apr. 2007	Mar. 2008	Apr. 2008 ^p	Apr. 2007	Mar. 2008	Apr. 2008 ^p
Total	4,872	4,354	4,853	3.5	3.2	3.5
INDUSTRY						
Total private.....	4,561	4,043	4,524	4.0	3.5	3.9
Natural resources and mining.....	23	24	37	3.2	3.3	4.9
Construction.....	432	375	499	5.7	5.4	7.0
Manufacturing.....	342	308	301	2.5	2.3	2.2
Durable goods.....	198	179	176	2.2	2.1	2.0
Nondurable goods.....	144	129	125	2.9	2.6	2.5
Trade, transportation, and utilities.....	988	839	895	3.7	3.2	3.4
Wholesale trade.....	192	142	130	3.2	2.3	2.1
Retail trade.....	658	568	622	4.3	3.7	4.1
Transportation, warehousing, and utilities.....	138	129	143	2.7	2.6	2.8
Information.....	78	49	58	2.6	1.6	1.9
Financial activities.....	232	166	183	2.8	2.0	2.2
Finance and insurance.....	177	112	111	2.9	1.8	1.8
Real estate and rental and leasing.....	55	54	72	2.6	2.6	3.4
Professional and business services.....	857	879	999	4.8	4.9	5.6
Education and health services.....	462	449	463	2.5	2.4	2.4
Educational services.....	56	46	49	1.8	1.5	1.5
Health care and social assistance.....	406	402	413	2.7	2.6	2.6
Leisure and hospitality.....	991	793	898	7.5	6.0	6.6
Arts, entertainment, and recreation.....	145	122	174	7.6	6.5	8.9
Accommodation and food services.....	846	672	724	7.4	5.9	6.2
Other services.....	156	160	191	2.8	2.9	3.5
Government.....	311	311	329	1.4	1.4	1.4
Federal.....	76	96	108	2.8	3.5	4.0
State and local.....	235	216	220	1.2	1.1	1.1
REGION ³						
Northeast.....	750	654	773	2.9	2.6	3.0
South.....	1,897	1,635	1,761	3.8	3.3	3.5
Midwest.....	1,105	963	1,109	3.5	3.1	3.5
West.....	1,120	1,102	1,210	3.6	3.6	3.9

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		
	Apr. 2007	Mar. 2008	Apr. 2008 ^p	Apr. 2007	Mar. 2008	Apr. 2008 ^p
Total	4,224	3,915	4,154	3.1	2.9	3.0
INDUSTRY						
Total private.....	3,992	3,714	3,917	3.5	3.3	3.4
Natural resources and mining.....	21	20	23	3.0	2.7	3.1
Construction.....	293	326	347	3.9	4.7	4.9
Manufacturing.....	379	301	380	2.7	2.2	2.8
Durable goods.....	228	184	229	2.6	2.1	2.7
Nondurable goods.....	151	117	151	3.0	2.4	3.1
Trade, transportation, and utilities.....	865	839	908	3.3	3.2	3.5
Wholesale trade.....	154	121	135	2.6	2.0	2.2
Retail trade.....	583	591	642	3.8	3.9	4.2
Transportation, warehousing, and utilities.....	128	127	131	2.5	2.5	2.6
Information.....	66	45	57	2.2	1.5	1.9
Financial activities.....	184	189	212	2.2	2.3	2.6
Finance and insurance.....	126	124	132	2.1	2.0	2.2
Real estate and rental and leasing.....	58	66	80	2.7	3.1	3.8
Professional and business services.....	828	795	750	4.6	4.5	4.2
Education and health services.....	393	415	401	2.1	2.2	2.1
Educational services.....	51	39	54	1.7	1.2	1.7
Health care and social assistance.....	342	376	347	2.2	2.4	2.2
Leisure and hospitality.....	823	642	674	6.2	4.8	5.0
Arts, entertainment, and recreation.....	155	82	89	8.1	4.4	4.5
Accommodation and food services.....	668	560	586	5.9	4.9	5.0
Other services.....	140	142	165	2.5	2.6	3.0
Government.....	232	201	237	1.0	.9	1.0
Federal.....	65	53	61	2.4	2.0	2.2
State and local.....	167	148	176	.8	.7	.9
REGION ³						
Northeast.....	563	627	638	2.2	2.4	2.5
South.....	1,843	1,466	1,659	3.7	3.0	3.3
Midwest.....	859	805	866	2.7	2.6	2.8
West.....	959	1,018	991	3.1	3.3	3.2

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		
	Apr. 2007	Mar. 2008	Apr. 2008 ^p	Apr. 2007	Mar. 2008	Apr. 2008 ^p
Total	2,473	2,187	2,403	1.8	1.6	1.7
INDUSTRY						
Total private.....	2,352	2,091	2,274	2.0	1.8	2.0
Natural resources and mining.....	14	12	14	1.9	1.6	1.8
Construction.....	121	96	131	1.6	1.4	1.8
Manufacturing.....	191	160	175	1.4	1.2	1.3
Durable goods.....	108	92	104	1.2	1.1	1.2
Nondurable goods.....	83	67	71	1.7	1.4	1.4
Trade, transportation, and utilities.....	551	495	517	2.1	1.9	2.0
Wholesale trade.....	97	65	64	1.6	1.1	1.1
Retail trade.....	391	357	374	2.6	2.3	2.5
Transportation, warehousing, and utilities.....	64	74	79	1.3	1.5	1.6
Information.....	46	28	37	1.5	.9	1.2
Financial activities.....	108	117	122	1.3	1.4	1.5
Finance and insurance.....	81	71	73	1.3	1.2	1.2
Real estate and rental and leasing.....	27	46	49	1.3	2.2	2.4
Professional and business services.....	415	390	429	2.3	2.2	2.4
Education and health services.....	258	258	270	1.4	1.4	1.4
Educational services.....	28	20	22	.9	.6	.7
Health care and social assistance.....	230	237	248	1.5	1.5	1.6
Leisure and hospitality.....	554	448	477	4.2	3.4	3.5
Arts, entertainment, and recreation.....	47	30	35	2.4	1.6	1.8
Accommodation and food services.....	508	418	442	4.5	3.7	3.8
Other services.....	93	89	103	1.7	1.6	1.9
Government.....	121	96	129	.5	.4	.6
Federal.....	22	19	22	.8	.7	.8
State and local.....	99	76	106	.5	.4	.5
REGION ³						
Northeast.....	311	297	357	1.2	1.2	1.4
South.....	1,151	914	1,020	2.3	1.9	2.1
Midwest.....	479	456	496	1.5	1.5	1.6
West.....	532	520	531	1.7	1.7	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		
	Apr. 2007	Mar. 2008	Apr. 2008 ^p	Apr. 2007	Mar. 2008	Apr. 2008 ^p
Total	1,444	1,396	1,396	1.1	1.0	1.0
INDUSTRY						
Total private.....	1,388	1,342	1,344	1.2	1.2	1.2
Natural resources and mining.....	6	6	7	.9	.8	1.0
Construction.....	163	211	184	2.2	3.0	2.6
Manufacturing.....	149	110	179	1.1	.8	1.3
Durable goods.....	98	71	107	1.1	.8	1.2
Nondurable goods.....	51	39	72	1.0	.8	1.5
Trade, transportation, and utilities.....	251	263	276	1.0	1.0	1.1
Wholesale trade.....	51	52	64	.9	.9	1.1
Retail trade.....	150	166	168	1.0	1.1	1.1
Transportation, warehousing, and utilities.....	50	46	45	1.0	.9	.9
Information.....	15	13	16	.5	.4	.5
Financial activities.....	53	60	66	.6	.7	.8
Finance and insurance.....	30	46	40	.5	.8	.7
Real estate and rental and leasing.....	23	14	26	1.1	.7	1.2
Professional and business services.....	370	328	287	2.1	1.8	1.6
Education and health services.....	112	125	105	.6	.7	.6
Educational services.....	19	14	29	.6	.4	.9
Health care and social assistance.....	93	111	75	.6	.7	.5
Leisure and hospitality.....	239	179	175	1.8	1.3	1.3
Arts, entertainment, and recreation.....	103	51	47	5.4	2.8	2.4
Accommodation and food services.....	136	128	128	1.2	1.1	1.1
Other services.....	31	47	48	.6	.9	.9
Government.....	56	54	52	.2	.2	.2
Federal.....	15	10	14	.6	.4	.5
State and local.....	41	44	39	.2	.2	.2
REGION ³						
Northeast.....	192	259	208	.7	1.0	.8
South.....	588	467	528	1.2	.9	1.1
Midwest.....	314	269	278	1.0	.9	.9
West.....	351	401	382	1.1	1.3	1.2

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		
	Apr. 2007	Mar. 2008	Apr. 2008 ^p	Apr. 2007	Mar. 2008	Apr. 2008 ^p
Total	306	333	355	0.2	0.2	0.3
INDUSTRY						
Total private.....	252	281	299	.2	.2	.3
Natural resources and mining.....	2	3	2	.2	.4	.2
Construction.....	8	18	32	.1	.3	.5
Manufacturing.....	39	31	26	.3	.2	.2
Durable goods.....	22	21	18	.3	.2	.2
Nondurable goods.....	17	10	8	.3	.2	.2
Trade, transportation, and utilities.....	62	81	115	.2	.3	.4
Wholesale trade.....	6	4	7	.1	.1	.1
Retail trade.....	42	68	101	.3	.5	.7
Transportation, warehousing, and utilities.....	14	8	7	.3	.2	.1
Information.....	5	5	4	.2	.2	.1
Financial activities.....	24	13	23	.3	.2	.3
Finance and insurance.....	16	7	19	.3	.1	.3
Real estate and rental and leasing.....	8	6	4	.4	.3	.2
Professional and business services.....	42	77	35	.2	.4	.2
Education and health services.....	23	32	26	.1	.2	.1
Educational services.....	4	5	2	.1	.1	.1
Health care and social assistance.....	19	28	24	.1	.2	.2
Leisure and hospitality.....	30	15	23	.2	.1	.2
Arts, entertainment, and recreation.....	5	1	7	.3	.1	.3
Accommodation and food services.....	25	14	16	.2	.1	.1
Other services.....	16	6	13	.3	.1	.2
Government.....	55	52	56	.2	.2	.2
Federal.....	28	24	25	1.0	.9	.9
State and local.....	27	28	31	.1	.1	.2
REGION ³						
Northeast.....	60	71	74	.2	.3	.3
South.....	104	85	112	.2	.2	.2
Midwest.....	66	80	92	.2	.3	.3
West.....	76	97	78	.2	.3	.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.

^p = preliminary.