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JOB OPENINGS AND LABOR TURNOVER: JANUARY 2008

On the last business day of January, there were 3.9 million job openings in the United States, and the job openings rate was 2.8 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 January. 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. This release also includes annual estimates for hires and separations. The annual hires rate decreased in 2007 while the turnover, or separations, rate was little changed.

Chart 1. Job openings rate, seasonally adjusted,
Percent February 2005 - January 2008

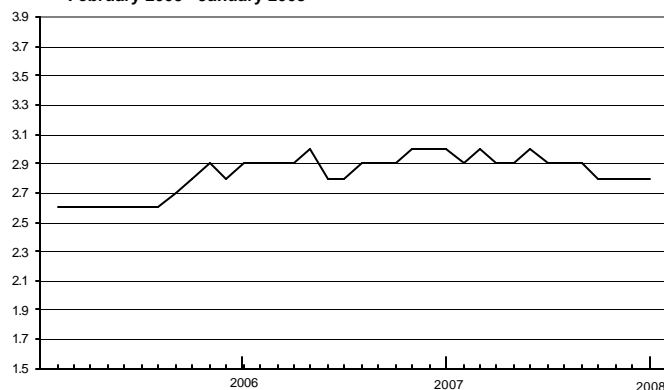
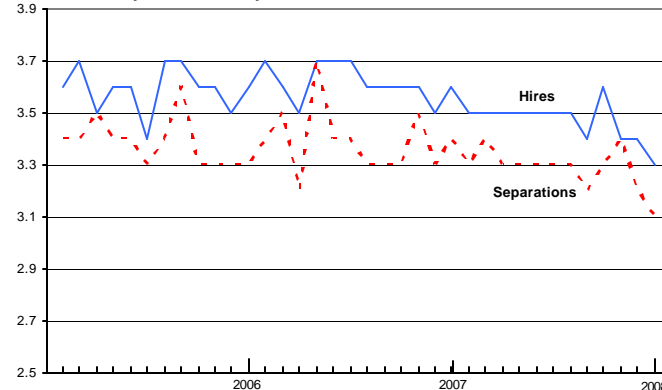


Chart 2. Hires and separations rates, seasonally adjusted,
Percent February 2005 - January 2008



Although the over-the-month changes in job openings, hires, and turnover data were small, the over-the-year changes were significant. From January 2007 to January 2008, the job openings, hires, quits, and total separations rates all fell significantly for both the total nonfarm and total private sectors. (See tables 5, 6, 7, and 8.)

Revisions to the JOLTS data

The job openings, hires, and separations data in this release have been revised to incorporate annual updates to the Current Employment Statistics employment estimates and the Job Openings and Labor Turnover Survey (JOLTS) seasonal adjustment factors. See page 5 for more information.

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

Industry	Job openings			Hires			Total separations		
	Jan. 2007	Dec. 2007	Jan. 2008 ^p	Jan. 2007	Dec. 2007	Jan. 2008 ^p	Jan. 2007	Dec. 2007	Jan. 2008 ^p
	Levels (in thousands)								
Total ¹	4,307	3,974	3,925	4,992	4,717	4,545	4,638	4,408	4,311
Total private ¹	3,846	3,526	3,474	4,630	4,314	4,109	4,315	4,107	4,030
Construction	191	140	125	305	335	298	385	331	306
Manufacturing	344	305	296	371	350	332	415	325	353
Trade, transportation, and utilities ²	763	667	656	1,072	970	927	1,028	981	983
Retail trade	424	358	353	793	693	678	706	686	668
Professional and business services	707	706	731	907	851	877	861	814	785
Education and health services	714	698	692	514	460	500	409	417	437
Leisure and hospitality ³	566	574	526	951	880	787	799	803	738
Accommodation and food services	491	514	484	841	713	680	634	697	582
Government ⁴	461	446	450	386	390	381	321	295	283
State and local government	428	398	406	318	326	311	261	256	230
	Rates (percent)								
Total ¹	3.0	2.8	2.8	3.6	3.4	3.3	3.4	3.2	3.1
Total private ¹	3.2	3.0	2.9	4.0	3.7	3.5	3.8	3.5	3.5
Construction	2.4	1.8	1.7	4.0	4.5	4.0	5.0	4.4	4.1
Manufacturing	2.4	2.2	2.1	2.6	2.5	2.4	3.0	2.4	2.6
Trade, transportation, and utilities ²	2.8	2.4	2.4	4.0	3.6	3.5	3.9	3.7	3.7
Retail trade	2.7	2.3	2.2	5.1	4.5	4.4	4.6	4.4	4.3
Professional and business services	3.8	3.7	3.9	5.1	4.7	4.8	4.8	4.5	4.3
Education and health services	3.8	3.6	3.6	2.8	2.5	2.7	2.3	2.2	2.3
Leisure and hospitality ³	4.1	4.0	3.7	7.2	6.4	5.8	6.0	5.9	5.4
Accommodation and food services	4.1	4.2	4.0	7.4	6.1	5.8	5.6	6.0	5.0
Government ⁴	2.0	2.0	2.0	1.7	1.7	1.7	1.5	1.3	1.3
State and local government	2.2	2.0	2.0	1.6	1.7	1.6	1.3	1.3	1.2

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

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

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

⁴ Includes federal government, not shown separately.

^p = preliminary.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates and the JOLTS seasonal adjustment factors.

Job Openings

In January, the total nonfarm job openings rate was 2.8 percent, unchanged from December. Job openings include only those jobs open on the last business day of the month. Over the month, the job openings rate did not change significantly in any industry or region. As has occurred nearly every month since 2006, the seasonally adjusted job openings rate was highest in the accommodation and food services industry (4.0 percent). (See table 1.)

Over the year, the job openings rate rose in federal government (to 1.4 percent). The rate fell over the year for total nonfarm (2.6 percent) and total private (2.7 percent) as well as in several industries, including construction (1.4 percent); durable goods manufacturing (1.8 percent); retail trade (1.9 percent); transportation, warehousing, and utilities (2.1 percent); information (2.1 percent); arts, entertainment, and recreation (2.1 percent); other services (1.6 percent); and state and local government (1.9 percent).

Regionally, the job openings rate fell over the year in the South (2.8 percent) and in the West (2.9 percent). (See table 5.)

Hires

The hires rate was little changed at 3.3 percent in January. Hires are any additions to the payroll during the month. Over the month, the hires rate did not change significantly in any industry or region. As occurs nearly every month, the seasonally adjusted hires rate was highest in January in accommodation and food services (5.8 percent). (See table 2.)

From January 2007 to January 2008, the hires rate decreased for total nonfarm (to 2.8 percent) and total private (3.1 percent) as well as in many industries, including durable goods manufacturing (2.1 percent); retail trade (3.1 percent); transportation, warehousing, and utilities (1.9 percent); information (2.2 percent); finance and insurance (1.9 percent); educational services (2.0 percent); and accommodation and food services (4.5 percent). Regionally, the hires rate fell over the past 12 months in 3 of the 4 regions—South (3.2 percent), Midwest (2.7 percent), and West (2.7 percent). The hires rate did not increase significantly in any industry or region over the year. (See table 6.)

Separations

The total separations, or turnover, rate remained essentially unchanged at 3.1 percent in January. Separations are terminations of employment that occur at any time during the month. Over the month, the separations rate decreased in accommodation and food services (to 5.0 percent); state and local government (1.2 percent); and in the West region (3.2 percent). From January 2007 to January 2008, the total separations rate rose in wholesale trade (2.7 percent). The rate fell over the year for total nonfarm (3.1 percent); total private (3.5 percent); construction (4.8 percent); nondurable goods manufacturing (2.5 percent); transportation, warehousing, and utilities (3.0 percent); educational services (1.3 percent); state and local government (0.9 percent); and in the South region (3.2 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, fell in January in accommodation and food services (to 3.8 percent). The quits rate did not rise significantly in any industry or region over the month. 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. (See table 4.)

Over the year, the quits rate rose in real estate and rental and leasing (to 1.7 percent); the rate fell for total nonfarm (1.6 percent); total private (1.8 percent); durable goods manufacturing (1.0 percent); nondurable goods manufacturing (1.4 percent); professional and business services (1.8 percent); and in the Midwest region (1.5 percent). (See table 8.)

The other two components of total separations—layoffs and discharges, and other separations—are not seasonally adjusted. For January, the layoffs and discharges rate (1.3 percent) and level (1.7 million) were essentially unchanged from a year earlier. The layoffs and discharges rate in January 2008 was highest in construction (3.5 percent). The other separations rate (0.2 percent) and level (289,000) were slightly lower than a year ago. (See tables 9 and 10.)

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 January 2008, these 5 industries produced 33.2 million hires and 31.7 million separations. Thus, these five industries accounted for 58 percent of total nonfarm hires and 58 percent of total nonfarm separations while comprising only 40 percent of total nonfarm employment. (See tables 6 and 7.)

Annual Levels and Rates

This release contains the 2007 annual rates and levels for hires, total separations, quits, layoffs and discharges, and other separations. (See tables 11 through 20.) Note that annual figures for job openings are not calculated because job openings are measured on a stock, or point-in-time, basis rather than on a flow basis over a specified time period. The annual figures and additional tables are published with the release of January data each year. (See the Technical Note for additional information on these measures.)

Calculating annual levels and rates allows additional comparisons across years. There were 57.8 million hires in 2007, equivalent to 42.0 percent of employment. Hires were down in 2007 after rising the preceding three years. Total separations remained essentially flat for a second year with 54.6 million separations (39.7 percent of employment) in 2007. Quits followed the same pattern as hires, decreasing slightly in 2007 to 31.1 million after rising the preceding three years. Layoffs and discharges rose in 2007 to 19.7 million after falling in 2006. Other separations fell to 3.9 million in 2007, in line with the years 2001 through 2005, after rising sharply in 2006.

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 February 2008 is scheduled to be issued on Tuesday, April 8.

Revisions to Job Openings and Labor Turnover Data

In accordance with annual practice, the Job Openings and Labor Turnover Survey (JOLTS) data have been revised to reflect annual updates to the Current Employment Statistics (CES), or establishment survey, employment estimates. The JOLTS employment levels (not published) are ratio-adjusted to the CES employment levels, and the resulting ratios are applied to all JOLTS data elements. This annual benchmark process resulted in revisions to all not seasonally adjusted JOLTS data series from April 2006 forward, the time period since the last benchmark was established. Additionally, the seasonally adjusted JOLTS data series have been recalculated from December 2000 forward to reflect updated seasonal adjustment factors.

Table B through table G present revised total nonfarm data for January through December 2007. The revised data incorporate the effect of applying the new benchmark level. The December 2007 revisions also reflect the routine incorporation of additional sample receipts into the final December estimates. Table B (job openings), table C (hires), table D (total separations), and table E (quits) present revised data on a seasonally adjusted basis, incorporating the new seasonal adjustment factors as well as the new benchmark level. Table F (layoffs and discharges) and table G (other separations) present revisions on a not seasonally adjusted basis since those series are not adjusted.

LABSTAT, the BLS public database on the Internet, contains all revised historical seasonally adjusted and not seasonally adjusted JOLTS data. The data can be accessed through the JOLTS homepage at <http://www.bls.gov/jlt/>.

Further information on the revisions released today may be obtained by calling (202) 691-5870 or via the Internet on the JOLTS homepage.

Table B. Revisions in job openings data, January-December 2007, seasonally adjusted

Year and month	Levels (in thousands)			Rates (percent)		
	As previously published	As revised	Difference	As previously published	As revised	Difference
2007						
January	4,222	4,307	85	3.0	3.0	0.0
February	4,149	4,168	19	2.9	2.9	.0
March	4,176	4,201	25	2.9	3.0	.1
April	4,170	4,148	-22	2.9	2.9	.0
May	4,095	4,133	38	2.9	2.9	.0
June	4,280	4,267	-13	3.0	3.0	.0
July	4,186	4,116	-70	2.9	2.9	.0
August	4,168	4,162	-6	2.9	2.9	.0
September	4,119	4,080	-39	2.9	2.9	.0
October	4,059	4,044	-15	2.8	2.8	.0
November	4,024	3,972	-52	2.8	2.8	.0
December	4,039	3,974	-65	2.8	2.8	.0

Table C. Revisions in hires data, January-December 2007, seasonally adjusted

Year and month	Levels (in thousands)			Rates (percent)		
	As previously published	As revised	Difference	As previously published	As revised	Difference
2007						
January	4,959	4,992	33	3.6	3.6	0.0
February	4,815	4,800	-15	3.5	3.5	.0
March	4,815	4,828	13	3.5	3.5	.0
April	4,832	4,816	-16	3.5	3.5	.0
May	4,982	4,875	-107	3.6	3.5	-.1
June	4,741	4,843	102	3.4	3.5	.1
July	4,802	4,818	16	3.5	3.5	.0
August	4,836	4,796	-40	3.5	3.5	.0
September	4,714	4,700	-14	3.4	3.4	.0
October	4,870	4,914	44	3.5	3.6	.1
November	4,657	4,672	15	3.4	3.4	.0
December	4,636	4,717	81	3.3	3.4	.1

Table D. Revisions in total separations data, January-December 2007, seasonally adjusted

Year and month	Levels (in thousands)			Rates (percent)		
	As previously published	As revised	Difference	As previously published	As revised	Difference
2007						
January	4,602	4,638	36	3.4	3.4	0.0
February	4,556	4,524	-32	3.3	3.3	.0
March	4,741	4,663	-78	3.4	3.4	.0
April	4,524	4,523	-1	3.3	3.3	.0
May	4,544	4,542	-2	3.3	3.3	.0
June	4,543	4,609	66	3.3	3.3	.0
July	4,507	4,562	55	3.3	3.3	.0
August	4,446	4,502	56	3.2	3.3	.1
September	4,430	4,456	26	3.2	3.2	.0
October	4,639	4,594	-45	3.4	3.3	-.1
November	4,599	4,640	41	3.3	3.4	.1
December	4,345	4,408	63	3.1	3.2	.1

Table E. Revisions in quits data, January-December 2007, seasonally adjusted

Year and month	Levels (in thousands)			Rates (percent)		
	As previously published	As revised	Difference	As previously published	As revised	Difference
2007						
January	2,648	2,689	41	1.9	2.0	0.1
February	2,705	2,666	-39	2.0	1.9	-.1
March	2,763	2,684	-79	2.0	2.0	.0
April	2,637	2,604	-33	1.9	1.9	.0
May	2,686	2,657	-29	1.9	1.9	.0
June	2,627	2,612	-15	1.9	1.9	.0
July	2,640	2,621	-19	1.9	1.9	.0
August	2,539	2,553	14	1.8	1.9	.1
September	2,450	2,396	-54	1.8	1.7	-.1
October	2,682	2,648	-34	1.9	1.9	.0
November	2,515	2,501	-14	1.8	1.8	.0
December	2,461	2,494	33	1.8	1.8	.0

Table F. Revisions in layoffs and discharges data, January-December 2007, not seasonally adjusted

Year and month	Levels (in thousands)			Rates (percent)		
	As previously published	As revised	Difference	As previously published	As revised	Difference
2007						
January	1,755	1,751	-4	1.3	1.3	0.0
February	1,275	1,276	1	.9	.9	.0
March	1,374	1,350	-24	1.0	1.0	.0
April	1,451	1,444	-7	1.1	1.1	.0
May	1,380	1,378	-2	1.0	1.0	.0
June	1,562	1,680	118	1.1	1.2	.1
July	1,471	1,525	54	1.1	1.1	.0
August	1,819	1,884	65	1.3	1.4	.1
September	1,924	1,981	57	1.4	1.4	.0
October	1,796	1,786	-10	1.3	1.3	.0
November	1,769	1,817	48	1.3	1.3	.0
December	1,785	1,802	17	1.3	1.3	.0

Table G. Revisions in other separations data, January-December 2007, not seasonally adjusted

Year and month	Levels (in thousands)			Rates (percent)		
	As previously published	As revised	Difference	As previously published	As revised	Difference
2007						
January	396	362	-34	0.3	0.3	0.0
February	276	286	10	.2	.2	.0
March	305	313	8	.2	.2	.0
April	292	306	14	.2	.2	.0
May	313	310	-3	.2	.2	.0
June	419	387	-32	.3	.3	.0
July	365	380	15	.3	.3	.0
August	347	346	-1	.3	.3	.0
September	301	305	4	.2	.2	.0
October	251	246	-5	.2	.2	.0
November	285	285	0	.2	.2	.0
December	324	342	18	.2	.2	.0

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						
	Jan. 2007	Aug. 2007	Sept. 2007	Oct. 2007	Nov. 2007	Dec. 2007	Jan. 2008 ^p	Jan. 2007	Aug. 2007	Sept. 2007	Oct. 2007	Nov. 2007	Dec. 2007	Jan. 2008 ^p
Total ⁴	4,307	4,162	4,080	4,044	3,972	3,974	3,925	3.0	2.9	2.9	2.8	2.8	2.8	2.8
INDUSTRY														
Total private ⁴	3,846	3,717	3,637	3,597	3,520	3,526	3,474	3.2	3.1	3.1	3.0	3.0	3.0	2.9
Construction.....	191	144	128	150	138	140	125	2.4	1.9	1.7	1.9	1.8	1.8	1.7
Manufacturing.....	344	324	314	303	303	305	296	2.4	2.3	2.2	2.2	2.2	2.2	2.1
Trade, transportation, and utilities ⁵	763	735	679	644	648	667	656	2.8	2.7	2.5	2.4	2.4	2.4	2.4
Retail trade.....	424	377	357	321	344	358	353	2.7	2.4	2.3	2.0	2.2	2.3	2.2
Professional and business services.....	707	689	673	758	685	706	731	3.8	3.7	3.6	4.0	3.7	3.7	3.9
Education and health services.....	714	700	712	704	713	698	692	3.8	3.7	3.7	3.7	3.7	3.6	3.6
Leisure and hospitality ⁶	566	578	663	614	591	574	526	4.1	4.1	4.7	4.3	4.2	4.0	3.7
Accommodation and food services.....	491	509	595	543	518	514	484	4.1	4.2	4.9	4.5	4.3	4.2	4.0
Government ⁷	461	444	443	448	454	446	450	2.0	2.0	2.0	2.0	2.0	2.0	2.0
State and local government.....	428	402	403	408	404	398	406	2.2	2.0	2.0	2.0	2.0	2.0	2.0
REGION ⁸														
Northeast.....	701	695	594	657	629	644	667	2.7	2.6	2.3	2.5	2.4	2.4	2.5
South.....	1,696	1,675	1,641	1,629	1,620	1,574	1,527	3.3	3.3	3.2	3.2	3.2	3.1	3.0
Midwest.....	808	773	787	747	755	779	746	2.5	2.4	2.4	2.3	2.3	2.4	2.3
West.....	1,073	1,035	1,054	1,014	957	988	976	3.4	3.2	3.3	3.2	3.0	3.1	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 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.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates and the JOLTS seasonal adjustment factors.

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

Industry and region	Levels ³ (in thousands)							Rates						
	Jan. 2007	Aug. 2007	Sept. 2007	Oct. 2007	Nov. 2007	Dec. 2007	Jan. 2008 ^p	Jan. 2007	Aug. 2007	Sept. 2007	Oct. 2007	Nov. 2007	Dec. 2007	Jan. 2008 ^p
Total ⁴	4,992	4,796	4,700	4,914	4,672	4,717	4,545	3.6	3.5	3.4	3.6	3.4	3.4	3.3
INDUSTRY														
Total private ⁴	4,630	4,371	4,325	4,552	4,305	4,314	4,109	4.0	3.8	3.7	3.9	3.7	3.7	3.5
Construction.....	305	367	336	331	351	335	298	4.0	4.8	4.4	4.4	4.7	4.5	4.0
Manufacturing.....	371	350	352	396	353	350	332	2.6	2.5	2.5	2.9	2.6	2.5	2.4
Trade, transportation, and utilities ⁵	1,072	924	977	1,018	946	970	927	4.0	3.5	3.7	3.8	3.5	3.6	3.5
Retail trade.....	793	677	699	699	655	693	678	5.1	4.4	4.5	4.5	4.2	4.5	4.4
Professional and business services.....	907	776	799	855	902	851	877	5.1	4.3	4.4	4.7	5.0	4.7	4.8
Education and health services.....	514	504	453	517	527	460	500	2.8	2.7	2.5	2.8	2.8	2.5	2.7
Leisure and hospitality ⁶	951	898	888	924	846	880	787	7.2	6.7	6.6	6.8	6.2	6.4	5.8
Accommodation and food services.....	841	753	732	803	708	713	680	7.4	6.5	6.3	6.9	6.1	6.1	5.8
Government ⁷	386	393	359	373	349	390	381	1.7	1.8	1.6	1.7	1.6	1.7	1.7
State and local government.....	318	319	287	315	287	326	311	1.6	1.6	1.5	1.6	1.5	1.7	1.6
REGION ⁸														
Northeast.....	797	753	689	653	761	770	770	3.1	2.9	2.7	2.5	3.0	3.0	3.0
South.....	1,933	1,835	1,844	1,924	1,828	1,802	1,756	3.9	3.7	3.7	3.9	3.7	3.6	3.5
Midwest.....	1,183	1,053	1,093	1,097	1,027	1,045	1,018	3.8	3.3	3.5	3.5	3.3	3.3	3.2
West.....	1,144	1,157	1,048	1,216	1,018	1,067	982	3.7	3.7	3.4	3.9	3.3	3.4	3.2

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.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates and the JOLTS seasonal adjustment factors.

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

Industry and region	Levels ³ (in thousands)							Rates						
	Jan. 2007	Aug. 2007	Sept. 2007	Oct. 2007	Nov. 2007	Dec. 2007	Jan. 2008 ^P	Jan. 2007	Aug. 2007	Sept. 2007	Oct. 2007	Nov. 2007	Dec. 2007	Jan. 2008 ^P
Total ⁴	4,638	4,502	4,456	4,594	4,640	4,408	4,311	3.4	3.3	3.2	3.3	3.4	3.2	3.1
INDUSTRY														
Total private ⁴	4,315	4,166	4,168	4,314	4,367	4,107	4,030	3.8	3.6	3.6	3.7	3.8	3.5	3.5
Construction.....	385	365	355	355	322	331	306	5.0	4.8	4.7	4.7	4.3	4.4	4.1
Manufacturing.....	415	377	374	393	400	325	353	3.0	2.7	2.7	2.9	2.9	2.4	2.6
Trade, transportation, and utilities ⁵	1,028	957	950	1,010	1,065	981	983	3.9	3.6	3.6	3.8	4.0	3.7	3.7
Retail trade.....	706	674	683	702	764	686	668	4.6	4.3	4.4	4.5	4.9	4.4	4.3
Professional and business services.....	861	756	824	935	878	814	785	4.8	4.2	4.6	5.2	4.9	4.5	4.3
Education and health services.....	409	432	414	434	423	417	437	2.3	2.3	2.2	2.3	2.3	2.2	2.3
Leisure and hospitality ⁶	799	797	730	761	799	803	738	6.0	5.9	5.4	5.6	5.9	5.9	5.4
Accommodation and food services.....	634	697	645	651	667	697	582	5.6	6.0	5.6	5.6	5.7	6.0	5.0
Government ⁷	321	326	290	286	286	295	283	1.5	1.5	1.3	1.3	1.3	1.3	1.3
State and local government.....	261	259	219	238	240	256	230	1.3	1.3	1.1	1.2	1.2	1.3	1.2
REGION ⁸														
Northeast.....	700	683	635	652	860	635	663	2.7	2.7	2.5	2.5	3.3	2.5	2.6
South.....	1,816	1,720	1,786	1,764	1,709	1,712	1,661	3.7	3.5	3.6	3.5	3.4	3.4	3.3
Midwest.....	1,011	1,006	983	994	974	980	992	3.2	3.2	3.1	3.2	3.1	3.1	3.1
West.....	1,086	1,076	1,038	1,186	1,117	1,117	979	3.5	3.5	3.4	3.8	3.6	3.6	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 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.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates and the JOLTS seasonal adjustment factors.

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

Industry and region	Levels ³ (in thousands)							Rates						
	Jan. 2007	Aug. 2007	Sept. 2007	Oct. 2007	Nov. 2007	Dec. 2007	Jan. 2008 ^P	Jan. 2007	Aug. 2007	Sept. 2007	Oct. 2007	Nov. 2007	Dec. 2007	Jan. 2008 ^P
Total ⁴	2,689	2,553	2,396	2,648	2,501	2,494	2,454	2.0	1.9	1.7	1.9	1.8	1.8	1.8
INDUSTRY														
Total private ⁴	2,537	2,407	2,253	2,508	2,361	2,358	2,321	2.2	2.1	1.9	2.2	2.0	2.0	2.0
Construction.....	151	141	132	137	116	119	107	2.0	1.9	1.7	1.8	1.5	1.6	1.4
Manufacturing.....	237	199	183	199	187	182	181	1.7	1.4	1.3	1.4	1.4	1.3	1.3
Trade, transportation, and utilities ⁵	605	556	549	588	572	590	633	2.3	2.1	2.1	2.2	2.1	2.2	2.4
Retail trade.....	438	403	412	432	433	445	478	2.8	2.6	2.7	2.8	2.8	2.9	3.1
Professional and business services.....	499	394	405	479	398	367	346	2.8	2.2	2.2	2.7	2.2	2.0	1.9
Education and health services.....	264	273	253	264	269	258	278	1.5	1.5	1.4	1.4	1.5	1.4	1.5
Leisure and hospitality ⁶	520	542	440	545	557	561	517	3.9	4.0	3.2	4.0	4.1	4.1	3.8
Accommodation and food services.....	465	496	367	503	516	513	446	4.1	4.3	3.2	4.3	4.4	4.4	3.8
Government ⁷	153	145	146	144	140	137	134	.7	.7	.7	.6	.6	.6	.6
State and local government.....	130	125	123	128	125	120	114	.7	.6	.6	.7	.6	.6	.6
REGION ⁸														
Northeast.....	332	331	306	338	367	312	351	1.3	1.3	1.2	1.3	1.4	1.2	1.4
South.....	1,119	1,069	1,003	1,088	996	1,008	1,035	2.3	2.2	2.0	2.2	2.0	2.0	2.1
Midwest.....	606	535	524	524	529	521	505	1.9	1.7	1.7	1.7	1.7	1.6	1.6
West.....	627	618	575	691	607	632	561	2.0	2.0	1.9	2.2	2.0	2.0	1.8

¹ Quits are the number of quits during the entire month.
² The quits rate is the number of quits during the entire month as a percent of total employment.
³ Detail will not necessarily add to totals because of the independent seasonal adjustment of the various series.
⁴ Includes natural resources and mining, information, financial activities,

and other services, not shown separately.
⁵ Includes wholesale trade and transportation, warehousing, and utilities, not shown separately.
⁶ Includes arts, entertainment, and recreation, not shown separately.
⁷ Includes federal government, not shown separately.
⁸ See footnote 8, table 1.
^P = preliminary.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates and the JOLTS seasonal adjustment factors.

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

Industry and region	Levels (in thousands)			Rates		
	Jan. 2007	Dec. 2007	Jan. 2008 ^p	Jan. 2007	Dec. 2007	Jan. 2008 ^p
Total	3,940	3,529	3,597	2.8	2.5	2.6
INDUSTRY						
Total private.....	3,517	3,120	3,184	3.0	2.6	2.7
Natural resources and mining.....	11	13	13	1.5	1.8	1.8
Construction.....	150	102	99	2.0	1.4	1.4
Manufacturing.....	332	274	286	2.3	1.9	2.1
Durable goods.....	207	152	157	2.3	1.7	1.8
Nondurable goods.....	125	122	129	2.4	2.4	2.5
Trade, transportation, and utilities.....	676	563	576	2.5	2.0	2.1
Wholesale trade.....	165	152	164	2.7	2.4	2.7
Retail trade.....	373	285	305	2.4	1.7	1.9
Transportation, warehousing, and utilities.....	138	125	106	2.7	2.4	2.1
Information.....	140	68	63	4.5	2.2	2.1
Financial activities.....	220	198	238	2.6	2.3	2.8
Finance and insurance.....	186	155	184	2.9	2.5	2.9
Real estate and rental and leasing.....	34	43	54	1.6	2.0	2.5
Professional and business services.....	686	653	713	3.8	3.5	3.9
Education and health services.....	673	670	651	3.6	3.4	3.4
Educational services.....	54	57	50	1.9	1.8	1.7
Health care and social assistance.....	618	613	601	3.9	3.8	3.7
Leisure and hospitality.....	494	465	459	3.7	3.4	3.4
Arts, entertainment, and recreation.....	66	44	39	3.7	2.3	2.1
Accommodation and food services.....	428	421	420	3.8	3.5	3.6
Other services.....	135	115	86	2.4	2.0	1.6
Government.....	424	409	413	1.9	1.8	1.8
Federal.....	30	45	40	1.1	1.6	1.4
State and local.....	393	364	373	2.0	1.8	1.9
REGION ³						
Northeast.....	638	554	608	2.5	2.1	2.3
South.....	1,567	1,407	1,404	3.1	2.7	2.8
Midwest.....	736	683	680	2.3	2.1	2.1
West.....	1,000	884	905	3.2	2.8	2.9

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

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

³ See footnote 8, table 1.

^p = preliminary.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.

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

Industry and region	Levels (in thousands)			Rates		
	Jan. 2007	Dec. 2007	Jan. 2008 ^p	Jan. 2007	Dec. 2007	Jan. 2008 ^p
Total	4,301	3,462	3,850	3.2	2.5	2.8
INDUSTRY						
Total private.....	3,956	3,229	3,510	3.5	2.8	3.1
Natural resources and mining.....	21	17	20	3.1	2.3	2.7
Construction.....	221	208	212	3.0	2.8	3.0
Manufacturing.....	360	232	323	2.6	1.7	2.4
Durable goods.....	226	130	185	2.6	1.5	2.1
Nondurable goods.....	134	101	138	2.6	2.0	2.8
Trade, transportation, and utilities.....	822	785	714	3.1	2.9	2.7
Wholesale trade.....	133	107	138	2.2	1.7	2.3
Retail trade.....	554	564	482	3.6	3.5	3.1
Transportation, warehousing, and utilities.....	135	115	94	2.7	2.2	1.9
Information.....	93	38	66	3.1	1.2	2.2
Financial activities.....	221	145	158	2.7	1.8	1.9
Finance and insurance.....	165	99	118	2.7	1.6	1.9
Real estate and rental and leasing.....	56	46	40	2.6	2.2	1.9
Professional and business services.....	882	663	851	5.1	3.6	4.8
Education and health services.....	476	335	464	2.6	1.8	2.5
Educational services.....	74	37	60	2.6	1.2	2.0
Health care and social assistance.....	402	298	404	2.7	1.9	2.6
Leisure and hospitality.....	725	680	599	5.7	5.1	4.6
Arts, entertainment, and recreation.....	95	147	90	5.5	7.9	5.1
Accommodation and food services.....	630	532	509	5.7	4.6	4.5
Other services.....	134	128	103	2.5	2.3	1.9
Government.....	345	233	340	1.6	1.0	1.5
Federal.....	58	50	60	2.1	1.8	2.2
State and local.....	287	183	280	1.5	.9	1.4
REGION ³						
Northeast.....	613	575	600	2.4	2.2	2.4
South.....	1,758	1,317	1,587	3.6	2.6	3.2
Midwest.....	972	726	840	3.1	2.3	2.7
West.....	957	844	823	3.2	2.7	2.7

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

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

³ See footnote 8, table 1.

^p = preliminary.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.

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

Industry and region	Levels (in thousands)			Rates		
	Jan. 2007	Dec. 2007	Jan. 2008 ^p	Jan. 2007	Dec. 2007	Jan. 2008 ^p
Total	4,474	4,220	4,154	3.3	3.0	3.1
INDUSTRY						
Total private.....	4,221	3,977	3,933	3.7	3.4	3.5
Natural resources and mining.....	19	26	25	2.8	3.5	3.5
Construction.....	429	363	337	5.9	4.9	4.8
Manufacturing.....	404	280	346	2.9	2.0	2.5
Durable goods.....	245	149	224	2.8	1.7	2.6
Nondurable goods.....	159	131	122	3.1	2.6	2.5
Trade, transportation, and utilities.....	1,106	1,093	1,057	4.2	4.0	4.0
Wholesale trade.....	119	196	162	2.0	3.2	2.7
Retail trade.....	791	786	746	5.2	4.9	4.8
Transportation, warehousing, and utilities.....	196	112	150	3.9	2.2	3.0
Information.....	76	49	64	2.5	1.6	2.1
Financial activities.....	159	202	198	1.9	2.4	2.4
Finance and insurance.....	114	117	133	1.9	1.9	2.2
Real estate and rental and leasing.....	45	85	65	2.1	4.0	3.1
Professional and business services.....	831	797	760	4.8	4.4	4.3
Education and health services.....	381	346	401	2.1	1.8	2.2
Educational services.....	58	41	38	2.0	1.3	1.3
Health care and social assistance.....	323	304	363	2.1	1.9	2.3
Leisure and hospitality.....	671	683	618	5.3	5.1	4.7
Arts, entertainment, and recreation.....	105	78	101	6.0	4.2	5.7
Accommodation and food services.....	566	605	517	5.2	5.3	4.6
Other services.....	145	140	126	2.7	2.5	2.3
Government.....	253	243	221	1.1	1.1	1.0
Federal.....	53	43	46	2.0	1.6	1.7
State and local.....	200	201	175	1.0	1.0	.9
REGION ³						
Northeast.....	690	620	655	2.7	2.4	2.6
South.....	1,709	1,557	1,550	3.5	3.1	3.2
Midwest.....	1,026	974	1,009	3.3	3.1	3.2
West.....	1,048	1,068	940	3.5	3.4	3.1

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.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.

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

Industry and region	Levels (in thousands)			Rates		
	Jan. 2007	Dec. 2007	Jan. 2008 ^p	Jan. 2007	Dec. 2007	Jan. 2008 ^p
Total	2,361	2,075	2,154	1.7	1.5	1.6
INDUSTRY						
Total private.....	2,241	1,977	2,049	2.0	1.7	1.8
Natural resources and mining.....	7	12	12	1.0	1.6	1.6
Construction.....	116	93	81	1.6	1.3	1.2
Manufacturing.....	204	131	157	1.5	.9	1.1
Durable goods.....	121	68	89	1.4	.8	1.0
Nondurable goods.....	82	62	68	1.6	1.2	1.4
Trade, transportation, and utilities.....	564	541	594	2.1	2.0	2.2
Wholesale trade.....	76	73	78	1.3	1.2	1.3
Retail trade.....	410	414	451	2.7	2.6	2.9
Transportation, warehousing, and utilities.....	78	54	65	1.6	1.1	1.3
Information.....	49	28	38	1.6	.9	1.3
Financial activities.....	98	92	123	1.2	1.1	1.5
Finance and insurance.....	82	46	87	1.3	.8	1.4
Real estate and rental and leasing.....	16	46	36	.8	2.1	1.7
Professional and business services.....	451	310	314	2.6	1.7	1.8
Education and health services.....	235	215	247	1.3	1.1	1.3
Educational services.....	27	20	23	1.0	.7	.8
Health care and social assistance.....	208	195	225	1.4	1.2	1.4
Leisure and hospitality.....	427	469	422	3.4	3.5	3.2
Arts, entertainment, and recreation.....	29	40	41	1.7	2.1	2.3
Accommodation and food services.....	398	429	380	3.6	3.7	3.4
Other services.....	90	86	62	1.7	1.6	1.1
Government.....	120	98	104	.5	.4	.5
Federal.....	17	10	14	.6	.4	.5
State and local.....	103	88	91	.5	.4	.5
REGION ³						
Northeast.....	282	248	298	1.1	1.0	1.2
South.....	990	839	914	2.0	1.7	1.9
Midwest.....	541	436	452	1.8	1.4	1.5
West.....	547	552	489	1.8	1.8	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 See footnote 8, table 1.

^p = preliminary.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.

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

Industry and region	Levels (in thousands)			Rates		
	Jan. 2007	Dec. 2007	Jan. 2008 ^p	Jan. 2007	Dec. 2007	Jan. 2008 ^p
Total	1,751	1,802	1,711	1.3	1.3	1.3
INDUSTRY						
Total private.....	1,679	1,713	1,646	1.5	1.5	1.4
Natural resources and mining.....	8	11	9	1.2	1.4	1.3
Construction.....	285	246	244	3.9	3.3	3.5
Manufacturing.....	167	129	157	1.2	.9	1.2
Durable goods.....	98	69	112	1.1	.8	1.3
Nondurable goods.....	69	60	46	1.4	1.2	.9
Trade, transportation, and utilities.....	449	451	398	1.7	1.7	1.5
Wholesale trade.....	36	98	67	.6	1.6	1.1
Retail trade.....	316	312	258	2.1	1.9	1.7
Transportation, warehousing, and utilities.....	97	41	74	1.9	.8	1.5
Information.....	22	15	24	.7	.5	.8
Financial activities.....	49	88	65	.6	1.1	.8
Finance and insurance.....	25	51	39	.4	.8	.6
Real estate and rental and leasing.....	24	37	26	1.1	1.7	1.2
Professional and business services.....	325	438	394	1.9	2.4	2.2
Education and health services.....	105	94	125	.6	.5	.7
Educational services.....	29	19	13	1.0	.6	.4
Health care and social assistance.....	77	76	112	.5	.5	.7
Leisure and hospitality.....	222	193	167	1.8	1.4	1.3
Arts, entertainment, and recreation.....	72	35	58	4.1	1.9	3.2
Accommodation and food services.....	150	157	109	1.4	1.4	1.0
Other services.....	47	49	62	.9	.9	1.1
Government.....	72	89	65	.3	.4	.3
Federal.....	14	22	15	.5	.8	.5
State and local.....	58	67	50	.3	.3	.3
REGION ³						
Northeast.....	349	295	304	1.4	1.1	1.2
South.....	587	621	555	1.2	1.2	1.1
Midwest.....	409	461	466	1.3	1.5	1.5
West.....	406	426	387	1.3	1.4	1.3

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

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

³ See footnote 8, table 1.

^p = preliminary.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.

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

Industry and region	Levels (in thousands)			Rates		
	Jan. 2007	Dec. 2007	Jan. 2008 ^p	Jan. 2007	Dec. 2007	Jan. 2008 ^p
Total	362	342	289	0.3	0.2	0.2
INDUSTRY						
Total private.....	301	287	237	.3	.2	.2
Natural resources and mining.....	4	4	5	.6	.5	.6
Construction.....	28	23	12	.4	.3	.2
Manufacturing.....	34	21	32	.2	.1	.2
Durable goods.....	25	12	24	.3	.1	.3
Nondurable goods.....	8	9	9	.2	.2	.2
Trade, transportation, and utilities.....	93	101	65	.4	.4	.2
Wholesale trade.....	7	25	17	.1	.4	.3
Retail trade.....	65	60	37	.4	.4	.2
Transportation, warehousing, and utilities.....	21	17	11	.4	.3	.2
Information.....	4	6	2	.1	.2	.1
Financial activities.....	12	21	10	.1	.3	.1
Finance and insurance.....	7	20	7	.1	.3	.1
Real estate and rental and leasing.....	5	2	3	.2	.1	.2
Professional and business services.....	55	49	52	.3	.3	.3
Education and health services.....	40	36	29	.2	.2	.2
Educational services.....	2	2	3	.1	.1	.1
Health care and social assistance.....	38	34	26	.3	.2	.2
Leisure and hospitality.....	22	21	29	.2	.2	.2
Arts, entertainment, and recreation.....	4	3	2	.2	.2	.1
Accommodation and food services.....	18	19	27	.2	.2	.2
Other services.....	8	5	2	.2	.1	(⁴)
Government.....	61	56	52	.3	.2	.2
Federal.....	22	10	18	.8	.4	.7
State and local.....	39	45	34	.2	.2	.2
REGION ³						
Northeast.....	59	77	53	.2	.3	.2
South.....	132	98	81	.3	.2	.2
Midwest.....	76	77	92	.2	.2	.3
West.....	95	90	64	.3	.3	.2

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

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

³ See footnote 8, table 1.

⁴ Data round to zero.

^p = preliminary.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.

Table 11. Annual hires levels ¹ by industry and region, not seasonally adjusted
(In thousands)

Industry and region	2001	2002	2003	2004	2005	2006	2007
Total	54,578	49,718	49,294	54,721	57,491	59,158	57,778
INDUSTRY							
Total private.....	50,401	45,673	45,620	50,858	53,416	54,612	53,158
Natural resources and mining.....	221	219	216	229	257	242	287
Construction.....	4,501	4,421	4,580	4,677	5,150	4,530	4,151
Manufacturing.....	4,130	4,062	3,861	4,316	4,112	4,282	4,274
Durable goods.....	2,239	2,356	2,389	2,718	2,592	2,545	2,437
Nondurable goods.....	1,890	1,704	1,470	1,598	1,521	1,742	1,836
Trade, transportation, and utilities.....	11,984	10,517	10,389	11,988	12,289	12,669	11,843
Wholesale trade.....	1,711	1,556	1,481	1,702	1,720	1,618	1,955
Retail trade.....	8,621	7,557	7,423	8,392	8,530	8,964	8,219
Transportation, warehousing, and utilities.....	1,651	1,406	1,489	1,893	2,039	2,087	1,669
Information.....	967	799	748	792	881	965	807
Financial activities.....	2,207	2,002	2,031	2,292	2,281	2,505	2,634
Finance and insurance.....	1,444	1,253	1,209	1,354	1,436	1,597	1,804
Real estate and rental and leasing.....	763	749	820	939	845	909	831
Professional and business services.....	8,521	7,758	7,842	9,416	10,554	10,989	10,379
Education and health services.....	5,484	5,133	5,164	5,253	5,619	5,888	6,009
Educational services.....	686	587	726	713	721	842	882
Health care and social assistance.....	4,798	4,544	4,439	4,541	4,898	5,042	5,127
Leisure and hospitality.....	10,397	8,868	8,628	9,670	9,893	10,388	10,661
Arts, entertainment, and recreation.....	1,543	1,383	1,349	1,495	1,503	1,545	1,631
Accommodation and food services.....	8,854	7,484	7,281	8,173	8,391	8,843	9,030
Other services.....	1,992	1,899	2,160	2,223	2,384	2,152	2,114
Government.....	4,177	4,043	3,674	3,863	4,075	4,546	4,621
Federal.....	513	617	476	464	492	680	873
State and local.....	3,667	3,426	3,197	3,399	3,586	3,866	3,749
REGION ²							
Northeast.....	9,102	7,900	8,687	9,745	9,331	9,102	8,680
South.....	20,335	19,079	18,705	20,998	22,069	23,327	22,616
Midwest.....	13,439	11,561	10,666	11,931	12,403	12,589	12,955
West.....	11,703	11,179	11,236	12,048	13,689	14,140	13,527

¹ The annual hires level is the total number of hires during the entire year.

² See footnote 8, table 1.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.

Table 12. Annual hires rates ¹ by industry and region, not seasonally adjusted
(Percent)

Industry and region	2001	2002	2003	2004	2005	2006	2007
Total	41.4	38.1	37.9	41.6	43.0	43.5	42.0
INDUSTRY							
Total private.....	45.5	42.0	42.1	46.3	47.7	47.9	46.1
Natural resources and mining.....	36.5	37.6	37.8	38.7	40.9	35.4	39.7
Construction.....	65.9	65.8	68.0	67.0	70.2	58.9	54.5
Manufacturing.....	25.1	26.6	26.6	30.2	28.9	30.3	30.8
Durable goods.....	21.7	24.8	26.7	30.5	28.9	28.3	27.6
Nondurable goods.....	30.9	29.5	26.5	29.6	28.9	33.7	36.2
Trade, transportation, and utilities.....	46.1	41.2	41.1	47.0	47.3	48.2	44.5
Wholesale trade.....	29.6	27.5	26.4	30.1	29.8	27.4	32.4
Retail trade.....	56.6	50.3	49.8	55.7	55.8	58.4	53.1
Transportation, warehousing, and utilities.....	33.2	29.2	31.3	39.3	41.5	41.6	32.8
Information.....	26.6	23.5	23.5	25.4	28.8	31.8	26.6
Financial activities.....	28.3	25.5	25.5	28.5	28.0	30.1	31.7
Finance and insurance.....	25.0	21.5	20.4	22.8	23.8	25.9	29.3
Real estate and rental and leasing.....	37.5	36.9	39.9	45.1	39.7	41.9	38.4
Professional and business services.....	51.7	48.6	49.1	57.4	62.3	62.6	57.8
Education and health services.....	35.1	31.7	31.1	31.0	32.3	33.0	32.8
Educational services.....	27.3	22.2	26.9	25.8	25.4	29.0	29.9
Health care and social assistance.....	36.5	33.5	32.0	32.0	33.7	33.8	33.3
Leisure and hospitality.....	86.4	74.0	70.9	77.4	77.2	79.2	79.1
Arts, entertainment, and recreation.....	84.6	77.6	74.4	80.8	79.4	80.1	82.5
Accommodation and food services.....	86.7	73.4	70.3	76.8	76.8	79.1	78.5
Other services.....	37.9	35.3	40.0	41.1	44.2	39.6	38.5
Government.....	19.8	18.8	17.0	17.9	18.7	20.7	20.8
Federal.....	18.6	22.3	17.2	17.0	18.0	24.9	32.0
State and local.....	20.0	18.3	17.0	18.0	18.8	20.1	19.2
REGION ²							
Northeast.....	36.2	31.7	34.9	39.2	37.3	35.9	33.9
South.....	43.7	41.4	40.7	44.9	46.1	47.6	45.6
Midwest.....	42.9	37.4	34.7	38.8	40.1	40.4	41.2
West.....	40.7	39.3	39.6	41.5	45.9	46.3	43.7

¹ The annual hires rate is the number of hires during the entire year as a percent of annual average employment.

² See footnote 8, table 1.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.

Table 13. Annual total separations levels ¹ by industry and region, not seasonally adjusted
(In thousands)

Industry and region	2001	2002	2003	2004	2005	2006	2007
Total	54,556	49,597	48,294	51,779	54,609	55,199	54,641
INDUSTRY							
Total private.....	51,406	46,454	45,136	48,479	51,286	51,492	50,925
Natural resources and mining.....	233	229	218	216	206	219	275
Construction.....	4,794	4,531	4,555	4,638	4,847	4,657	4,285
Manufacturing.....	6,177	5,121	4,350	4,255	4,469	4,442	4,612
Durable goods.....	3,800	3,148	2,709	2,661	2,829	2,546	2,734
Nondurable goods.....	2,378	1,972	1,641	1,591	1,640	1,894	1,880
Trade, transportation, and utilities.....	12,324	11,108	10,682	11,704	11,983	12,031	11,859
Wholesale trade.....	1,820	1,777	1,647	1,720	1,602	1,732	1,885
Retail trade.....	8,725	7,750	7,378	8,177	8,424	8,559	8,301
Transportation, warehousing, and utilities.....	1,778	1,584	1,657	1,810	1,955	1,739	1,672
Information.....	1,181	960	796	927	893	945	824
Financial activities.....	2,147	2,099	1,899	2,161	2,134	2,545	2,603
Finance and insurance.....	1,369	1,330	1,162	1,339	1,367	1,613	1,746
Real estate and rental and leasing.....	776	772	738	824	769	931	858
Professional and business services.....	7,858	7,078	7,362	8,568	9,816	9,824	9,709
Education and health services.....	4,779	4,570	4,500	4,710	4,969	5,078	5,131
Educational services.....	489	566	627	594	638	677	714
Health care and social assistance.....	4,292	4,001	3,874	4,118	4,331	4,403	4,417
Leisure and hospitality.....	9,939	8,737	8,589	9,012	9,674	9,762	9,643
Arts, entertainment, and recreation.....	1,370	1,370	1,334	1,493	1,409	1,386	1,419
Accommodation and food services.....	8,570	7,366	7,257	7,520	8,266	8,379	8,223
Other services.....	1,977	2,024	2,185	2,285	2,300	1,988	1,988
Government.....	3,150	3,144	3,158	3,298	3,325	3,707	3,715
Federal.....	403	409	468	414	446	656	739
State and local.....	2,745	2,734	2,688	2,888	2,880	3,051	2,978
REGION ²							
Northeast.....	9,053	8,136	8,283	9,169	8,880	8,483	8,076
South.....	19,710	18,752	18,579	19,356	20,928	21,661	21,289
Midwest.....	13,856	11,307	10,596	11,378	12,032	12,103	11,974
West.....	11,936	11,403	10,836	11,878	12,773	12,953	13,298

¹ The annual total separations level is the total number of total separations during the entire year.

² See footnote 8, table 1.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.

Table 14. Annual total separations rates ¹ by industry and region, not seasonally adjusted
(Percent)

Industry and region	2001	2002	2003	2004	2005	2006	2007
Total	41.4	38.1	37.1	39.4	40.8	40.6	39.7
INDUSTRY							
Total private.....	46.4	42.7	41.6	44.1	45.8	45.1	44.1
Natural resources and mining.....	38.4	39.3	38.1	36.5	32.8	32.0	38.0
Construction.....	70.2	67.5	67.6	66.5	66.1	60.6	56.3
Manufacturing.....	37.6	33.6	30.0	29.7	31.4	31.4	33.2
Durable goods.....	36.8	33.2	30.2	29.8	31.6	28.3	31.0
Nondurable goods.....	38.9	34.1	29.6	29.5	31.1	36.6	37.1
Trade, transportation, and utilities.....	47.4	43.6	42.2	45.8	46.2	45.8	44.6
Wholesale trade.....	31.5	31.4	29.4	30.4	27.8	29.3	31.3
Retail trade.....	57.3	51.6	49.5	54.3	55.1	55.7	53.6
Transportation, warehousing, and utilities.....	35.8	32.9	34.8	37.6	39.8	34.7	32.9
Information.....	32.5	28.3	25.0	29.7	29.2	31.1	27.2
Financial activities.....	27.5	26.7	23.8	26.9	26.2	30.6	31.3
Finance and insurance.....	23.7	22.9	19.6	22.5	22.7	26.2	28.4
Real estate and rental and leasing.....	38.1	38.0	35.9	39.6	36.1	42.9	39.7
Professional and business services.....	47.7	44.3	46.0	52.3	57.9	55.9	54.0
Education and health services.....	30.5	28.2	27.1	27.8	28.6	28.5	28.0
Educational services.....	19.5	21.4	23.3	21.5	22.5	23.3	24.2
Health care and social assistance.....	32.7	29.5	27.9	29.0	29.8	29.5	28.7
Leisure and hospitality.....	82.6	72.9	70.6	72.1	75.5	74.5	71.6
Arts, entertainment, and recreation.....	75.1	76.8	73.6	80.7	74.5	71.9	71.7
Accommodation and food services.....	83.9	72.2	70.0	70.7	75.7	74.9	71.5
Other services.....	37.6	37.7	40.5	42.2	42.6	36.6	36.2
Government.....	14.9	14.6	14.6	15.3	15.2	16.9	16.7
Federal.....	14.6	14.8	17.0	15.2	16.3	24.0	27.1
State and local.....	15.0	14.6	14.3	15.3	15.1	15.9	15.3
REGION ²							
Northeast.....	36.0	32.6	33.3	36.9	35.5	33.5	31.5
South.....	42.3	40.7	40.4	41.3	43.7	44.2	42.9
Midwest.....	44.2	36.6	34.4	37.0	38.9	38.8	38.1
West.....	41.5	40.1	38.2	41.0	42.8	42.4	43.0

¹ The annual total separations rate is the number of total separations during the entire year as a percent of annual average employment.

² See footnote 8, table 1.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.

Table 15. Annual quits levels ¹ by industry and region, not seasonally adjusted
(In thousands)

Industry and region	2001	2002	2003	2004	2005	2006	2007
Total	30,817	26,833	24,881	27,939	30,825	32,179	31,096
INDUSTRY							
Total private.....	29,127	25,282	23,452	26,375	29,229	30,352	29,334
Natural resources and mining.....	103	87	83	98	110	124	161
Construction.....	1,869	1,657	1,563	1,766	2,098	1,992	1,615
Manufacturing.....	2,463	2,142	1,870	2,140	2,288	2,364	2,385
Durable goods.....	1,423	1,271	1,161	1,322	1,421	1,351	1,343
Nondurable goods.....	1,042	870	712	815	868	1,013	1,038
Trade, transportation, and utilities.....	7,499	6,401	5,738	6,581	7,117	7,325	7,021
Wholesale trade.....	979	918	845	881	873	969	1,018
Retail trade.....	5,591	4,730	4,229	4,927	5,340	5,395	5,167
Transportation, warehousing, and utilities.....	929	756	664	772	904	962	838
Information.....	682	496	440	499	581	669	500
Financial activities.....	1,259	1,177	1,103	1,315	1,262	1,534	1,538
Finance and insurance.....	830	767	666	814	850	1,023	1,101
Real estate and rental and leasing.....	428	410	436	499	412	509	436
Professional and business services.....	4,293	3,679	3,453	4,085	4,698	5,273	5,100
Education and health services.....	3,184	2,835	2,723	2,933	3,219	3,294	3,232
Educational services.....	282	312	293	304	354	364	340
Health care and social assistance.....	2,905	2,526	2,427	2,630	2,865	2,932	2,890
Leisure and hospitality.....	6,647	5,605	5,309	5,554	6,396	6,673	6,561
Arts, entertainment, and recreation.....	609	619	537	505	596	559	571
Accommodation and food services.....	6,038	4,989	4,775	5,049	5,802	6,114	5,992
Other services.....	1,128	1,200	1,176	1,402	1,458	1,101	1,218
Government.....	1,690	1,553	1,428	1,562	1,598	1,830	1,762
Federal.....	254	209	194	163	173	292	252
State and local.....	1,436	1,343	1,234	1,397	1,426	1,537	1,508
REGION ²							
Northeast.....	4,929	3,971	3,660	4,104	4,504	4,507	4,019
South.....	11,783	10,708	10,200	11,304	12,521	13,628	13,020
Midwest.....	7,727	6,057	5,467	6,034	6,521	6,756	6,558
West.....	6,380	6,097	5,552	6,495	7,283	7,290	7,496

¹ The annual quits level is the total number of quits during the entire year.

² See footnote 8, table 1.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.

Table 16. Annual quits rates ¹ by industry and region, not seasonally adjusted
(Percent)

Industry and region	2001	2002	2003	2004	2005	2006	2007
Total	23.4	20.6	19.1	21.3	23.1	23.6	22.6
INDUSTRY							
Total private.....	26.3	23.2	21.6	24.0	26.1	26.6	25.4
Natural resources and mining.....	17.0	14.9	14.5	16.6	17.5	18.1	22.3
Construction.....	27.4	24.7	23.2	25.3	28.6	25.9	21.2
Manufacturing.....	15.0	14.0	12.9	14.9	16.1	16.7	17.2
Durable goods.....	13.8	13.4	13.0	14.8	15.9	15.0	15.2
Nondurable goods.....	17.1	15.1	12.8	15.1	16.5	19.6	20.5
Trade, transportation, and utilities.....	28.9	25.1	22.7	25.8	27.4	27.9	26.4
Wholesale trade.....	17.0	16.2	15.1	15.6	15.1	16.4	16.9
Retail trade.....	36.7	31.5	28.4	32.7	34.9	35.1	33.4
Transportation, warehousing, and utilities.....	18.7	15.7	13.9	16.0	18.4	19.2	16.5
Information.....	18.8	14.6	13.8	16.0	19.0	22.0	16.5
Financial activities.....	16.1	15.0	13.8	16.4	15.5	18.4	18.5
Finance and insurance.....	14.4	13.2	11.2	13.7	14.1	16.6	17.9
Real estate and rental and leasing.....	21.0	20.2	21.2	24.0	19.3	23.4	20.2
Professional and business services.....	26.1	23.0	21.6	24.9	27.7	30.0	28.4
Education and health services.....	20.4	17.5	16.4	17.3	18.5	18.5	17.6
Educational services.....	11.2	11.8	10.9	11.0	12.5	12.5	11.5
Health care and social assistance.....	22.1	18.6	17.5	18.5	19.7	19.6	18.8
Leisure and hospitality.....	55.2	46.8	43.6	44.5	49.9	50.9	48.7
Arts, entertainment, and recreation.....	33.4	34.7	29.6	27.3	31.5	29.0	28.9
Accommodation and food services.....	59.1	48.9	46.1	47.4	53.1	54.7	52.1
Other services.....	21.5	22.3	21.8	25.9	27.0	20.2	22.2
Government.....	8.0	7.2	6.6	7.2	7.3	8.3	7.9
Federal.....	9.2	7.6	7.0	6.0	6.3	10.7	9.2
State and local.....	7.8	7.2	6.6	7.4	7.5	8.0	7.7
REGION ²							
Northeast.....	19.6	15.9	14.7	16.5	18.0	17.8	15.7
South.....	25.3	23.3	22.2	24.1	26.1	27.8	26.2
Midwest.....	24.7	19.6	17.8	19.6	21.1	21.7	20.9
West.....	22.2	21.4	19.6	22.4	24.4	23.9	24.2

¹ The annual quits rate is the number of quits during the entire year as a percent of annual average employment.

² See footnote 8, table 1.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.

Table 17. Annual layoff and discharges levels ¹ by industry and region, not seasonally adjusted
(In thousands)

Industry and region	2001	2002	2003	2004	2005	2006	2007
Total	19,954	19,023	19,746	20,153	20,014	18,792	19,674
INDUSTRY							
Total private.....	19,048	18,057	18,628	19,048	18,886	17,578	18,505
Natural resources and mining.....	107	103	95	70	70	65	85
Construction.....	2,697	2,705	2,827	2,677	2,564	2,382	2,465
Manufacturing.....	3,186	2,555	2,073	1,799	1,771	1,700	1,867
Durable goods.....	1,995	1,600	1,285	1,129	1,108	946	1,154
Nondurable goods.....	1,197	956	788	673	662	758	717
Trade, transportation, and utilities.....	4,147	3,944	4,151	4,315	4,144	3,709	3,941
Wholesale trade.....	727	733	666	706	628	581	752
Retail trade.....	2,713	2,534	2,691	2,750	2,651	2,548	2,552
Transportation, warehousing, and utilities.....	706	674	791	860	865	581	634
Information.....	415	394	306	360	231	199	235
Financial activities.....	645	723	576	605	677	774	854
Finance and insurance.....	347	409	329	321	356	409	504
Real estate and rental and leasing.....	298	313	247	283	319	363	352
Professional and business services.....	3,012	2,771	3,367	3,922	4,370	3,822	4,087
Education and health services.....	1,226	1,369	1,428	1,441	1,415	1,414	1,521
Educational services.....	150	209	285	251	239	270	331
Health care and social assistance.....	1,076	1,161	1,143	1,191	1,174	1,144	1,192
Leisure and hospitality.....	2,924	2,804	2,941	3,116	2,947	2,807	2,797
Arts, entertainment, and recreation.....	728	725	771	957	782	787	806
Accommodation and food services.....	2,197	2,077	2,173	2,160	2,160	2,019	1,991
Other services.....	685	686	860	740	701	705	652
Government.....	907	967	1,120	1,102	1,128	1,215	1,171
Federal.....	61	117	164	111	148	184	205
State and local.....	846	849	954	994	981	1,031	966
REGION ²							
Northeast.....	3,425	3,447	3,899	4,282	3,739	3,220	3,344
South.....	6,566	6,726	7,065	6,741	7,095	6,476	6,986
Midwest.....	5,121	4,394	4,336	4,558	4,656	4,404	4,538
West.....	4,843	4,455	4,450	4,573	4,524	4,694	4,807

¹ The annual layoffs and discharges level is the total number of layoffs and discharges during the entire year.

² See footnote 8, table 1.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.

Table 18. Annual layoffs and discharges rates ¹ by industry and region, not seasonally adjusted
(Percent)

Industry and region	2001	2002	2003	2004	2005	2006	2007
Total	15.1	14.6	15.2	15.3	15.0	13.8	14.3
INDUSTRY							
Total private.....	17.2	16.6	17.2	17.3	16.9	15.4	16.0
Natural resources and mining.....	17.7	17.7	16.6	11.8	11.1	9.5	11.8
Construction.....	39.5	40.3	42.0	38.4	35.0	31.0	32.4
Manufacturing.....	19.4	16.7	14.3	12.6	12.4	12.0	13.4
Durable goods.....	19.3	16.9	14.3	12.7	12.4	10.5	13.1
Nondurable goods.....	19.6	16.6	14.2	12.5	12.6	14.7	14.2
Trade, transportation, and utilities.....	16.0	15.5	16.4	16.9	16.0	14.1	14.8
Wholesale trade.....	12.6	13.0	11.9	12.5	10.9	9.8	12.5
Retail trade.....	17.8	16.9	18.0	18.3	17.3	16.6	16.5
Transportation, warehousing, and utilities.....	14.2	14.0	16.6	17.9	17.6	11.6	12.5
Information.....	11.4	11.6	9.6	11.5	7.5	6.6	7.8
Financial activities.....	8.3	9.2	7.2	7.5	8.3	9.3	10.3
Finance and insurance.....	6.0	7.0	5.6	5.4	5.9	6.6	8.2
Real estate and rental and leasing.....	14.6	15.4	12.0	13.6	15.0	16.7	16.3
Professional and business services.....	18.3	17.3	21.1	23.9	25.8	21.8	22.8
Education and health services.....	7.8	8.5	8.6	8.5	8.1	7.9	8.3
Educational services.....	6.0	7.9	10.6	9.1	8.4	9.3	11.2
Health care and social assistance.....	8.2	8.6	8.2	8.4	8.1	7.7	7.8
Leisure and hospitality.....	24.3	23.4	24.2	24.9	23.0	21.4	20.8
Arts, entertainment, and recreation.....	39.9	40.7	42.5	51.7	41.3	40.8	40.7
Accommodation and food services.....	21.5	20.4	21.0	20.3	19.8	18.1	17.3
Other services.....	13.0	12.8	15.9	13.7	13.0	13.0	11.9
Government.....	4.3	4.5	5.2	5.1	5.2	5.5	5.3
Federal.....	2.2	4.2	5.9	4.1	5.4	6.7	7.5
State and local.....	4.6	4.5	5.1	5.3	5.1	5.4	5.0
REGION ²							
Northeast.....	13.6	13.8	15.7	17.2	14.9	12.7	13.0
South.....	14.1	14.6	15.4	14.4	14.8	13.2	14.1
Midwest.....	16.3	14.2	14.1	14.8	15.0	14.1	14.4
West.....	16.8	15.7	15.7	15.8	15.2	15.4	15.5

¹ The annual layoffs and discharges rate is the number of layoffs and discharges during the entire year as a percent of annual average employment.

² See footnote 8, table 1.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.

Table 19. Annual other separations levels ¹ by industry and region, not seasonally adjusted
(In thousands)

Industry and region	2001	2002	2003	2004	2005	2006	2007
Total	3,784	3,742	3,666	3,689	3,770	4,227	3,868
INDUSTRY							
Total private.....	3,231	3,116	3,055	3,056	3,169	3,563	3,088
Natural resources and mining.....	24	39	43	45	24	31	30
Construction.....	227	170	165	198	183	285	203
Manufacturing.....	528	423	406	315	407	376	359
Durable goods.....	386	277	263	210	300	252	233
Nondurable goods.....	143	147	144	104	106	124	125
Trade, transportation, and utilities.....	677	762	795	810	720	995	897
Wholesale trade.....	115	125	132	130	103	183	116
Retail trade.....	420	484	458	501	432	615	581
Transportation, warehousing, and utilities.....	141	152	203	178	186	199	200
Information.....	84	69	50	65	81	73	87
Financial activities.....	240	201	223	243	198	239	208
Finance and insurance.....	193	153	167	202	161	180	141
Real estate and rental and leasing.....	50	49	56	41	38	59	68
Professional and business services.....	551	627	543	562	745	727	520
Education and health services.....	365	361	351	333	335	370	377
Educational services.....	57	49	48	38	43	43	41
Health care and social assistance.....	311	315	303	294	289	327	335
Leisure and hospitality.....	369	326	340	342	332	282	283
Arts, entertainment, and recreation.....	35	29	30	32	31	39	45
Accommodation and food services.....	331	298	311	308	301	244	242
Other services.....	166	135	148	147	142	183	119
Government.....	553	623	610	634	600	663	782
Federal.....	88	86	109	138	128	180	280
State and local.....	464	539	500	495	474	479	502
REGION ²							
Northeast.....	700	719	724	786	639	757	714
South.....	1,360	1,319	1,313	1,310	1,312	1,557	1,285
Midwest.....	1,011	854	793	784	855	943	876
West.....	714	853	838	810	964	966	992

¹The annual other separations level is the total number of other separations during the entire year.

²See footnote 8, table 1.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.

Table 20. Annual other separations rates ¹ by industry and region, not seasonally adjusted
(Percent)

Industry and region	2001	2002	2003	2004	2005	2006	2007
Total	2.9	2.9	2.8	2.8	2.8	3.1	2.8
INDUSTRY							
Total private.....	2.9	2.9	2.8	2.8	2.8	3.1	2.7
Natural resources and mining.....	4.0	6.7	7.5	7.6	3.8	4.5	4.1
Construction.....	3.3	2.5	2.4	2.8	2.5	3.7	2.7
Manufacturing.....	3.2	2.8	2.8	2.2	2.9	2.7	2.6
Durable goods.....	3.7	2.9	2.9	2.4	3.4	2.8	2.6
Nondurable goods.....	2.3	2.5	2.6	1.9	2.0	2.4	2.5
Trade, transportation, and utilities.....	2.6	3.0	3.1	3.2	2.8	3.8	3.4
Wholesale trade.....	2.0	2.2	2.4	2.3	1.8	3.1	1.9
Retail trade.....	2.8	3.2	3.1	3.3	2.8	4.0	3.8
Transportation, warehousing, and utilities.....	2.8	3.2	4.3	3.7	3.8	4.0	3.9
Information.....	2.3	2.0	1.6	2.1	2.6	2.4	2.9
Financial activities.....	3.1	2.6	2.8	3.0	2.4	2.9	2.5
Finance and insurance.....	3.3	2.6	2.8	3.4	2.7	2.9	2.3
Real estate and rental and leasing.....	2.5	2.4	2.7	2.0	1.8	2.7	3.1
Professional and business services.....	3.3	3.9	3.4	3.4	4.4	4.1	2.9
Education and health services.....	2.3	2.2	2.1	2.0	1.9	2.1	2.1
Educational services.....	2.3	1.9	1.8	1.4	1.5	1.5	1.4
Health care and social assistance.....	2.4	2.3	2.2	2.1	2.0	2.2	2.2
Leisure and hospitality.....	3.1	2.7	2.8	2.7	2.6	2.2	2.1
Arts, entertainment, and recreation.....	1.9	1.6	1.7	1.7	1.6	2.0	2.3
Accommodation and food services.....	3.2	2.9	3.0	2.9	2.8	2.2	2.1
Other services.....	3.2	2.5	2.7	2.7	2.6	3.4	2.2
Government.....	2.6	2.9	2.8	2.9	2.8	3.0	3.5
Federal.....	3.2	3.1	3.9	5.1	4.7	6.6	10.3
State and local.....	2.5	2.9	2.7	2.6	2.5	2.5	2.6
REGION ²							
Northeast.....	2.8	2.9	2.9	3.2	2.6	3.0	2.8
South.....	2.9	2.9	2.9	2.8	2.7	3.2	2.6
Midwest.....	3.2	2.8	2.6	2.5	2.8	3.0	2.8
West.....	2.5	3.0	3.0	2.8	3.2	3.2	3.2

¹ The annual other separations rate is the number of other separations during the entire year as a percent of annual average employment.

² See footnote 8, table 1.

NOTE: Data have been revised to incorporate the annual updates to the Current Employment Statistics employment estimates.