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JOB OPENINGS AND LABOR TURNOVER: AUGUST 2008

On the last business day of August, there were 3.3 million job openings in the United States, and the job openings rate was 2.3 percent, the Bureau of Labor Statistics of the U.S. Department of Labor reported today. The job openings rate decreased from 2.5 to 2.3 percent in August while the hires rate and total separations rate were essentially unchanged. 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 **September 2005 - August 2008**

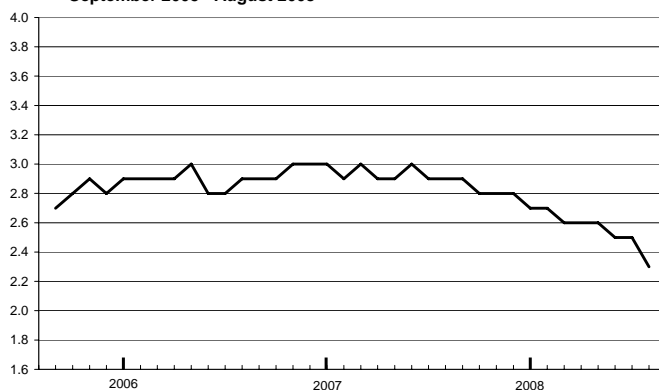
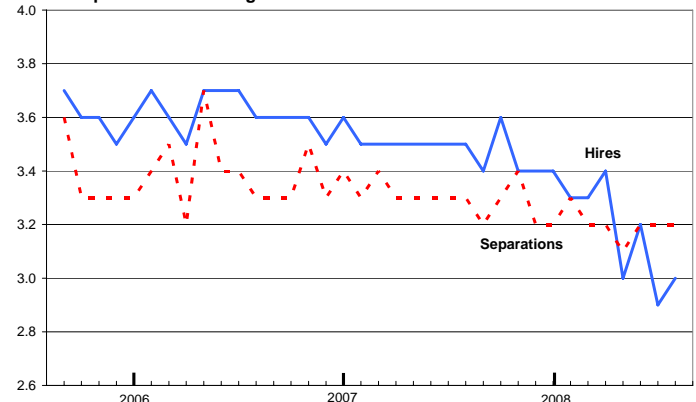


Chart 2. Hires and separations rates, seasonally adjusted,
Percent **September 2005 - August 2008**



Although the month-to-month changes in job openings, hires, and turnover data are often small, the trends over time are notable. The job openings rate remained essentially flat from August 2006 through September 2007, followed by a downward trend through August 2008. The hires rate has trended downward since August 2006. At 3.0 percent or lower in three of the last four months, the hires rate has been essentially at the lowest level since May 2003. The separations rate, after trending down from December 2007 through May of this year, has held steady at 3.2 percent for the past three months. With the hires rate trending downward and the separations rate leveling off recently, the hires rate has been lower than the separations rate several times in recent months. (See tables 1, 2, and 3.)

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

Industry	Job openings			Hires			Total separations		
	Aug. 2007	July 2008	Aug. 2008 ^P	Aug. 2007	July 2008	Aug. 2008 ^P	Aug. 2007	July 2008	Aug. 2008 ^P
	Levels (in thousands)								
Total ¹	4,162	3,492	3,278	4,796	4,026	4,070	4,502	4,359	4,391
Total private ¹	3,717	3,046	2,857	4,371	3,751	3,826	4,166	4,128	4,141
Construction.....	144	94	87	367	242	332	365	473	406
Manufacturing.....	324	229	252	350	249	256	377	324	332
Trade, transportation, and utilities ²	735	569	567	924	858	859	957	1,013	931
Retail trade.....	377	346	356	677	585	585	674	692	642
Professional and business services.....	689	696	540	776	748	719	756	694	880
Education and health services.....	700	687	648	504	474	499	432	464	406
Leisure and hospitality ³	578	432	361	898	798	762	797	741	771
Accommodation and food services.....	509	388	301	753	683	615	697	629	640
Government ⁴	444	412	420	393	321	316	326	244	252
State and local government.....	402	362	363	319	300	290	259	222	228
	Rates (percent)								
Total ¹	2.9	2.5	2.3	3.5	2.9	3.0	3.3	3.2	3.2
Total private ¹	3.1	2.6	2.4	3.8	3.3	3.3	3.6	3.6	3.6
Construction.....	1.9	1.3	1.2	4.8	3.4	4.6	4.8	6.6	5.7
Manufacturing.....	2.3	1.7	1.8	2.5	1.8	1.9	2.7	2.4	2.5
Trade, transportation, and utilities ²	2.7	2.1	2.1	3.5	3.3	3.3	3.6	3.8	3.5
Retail trade.....	2.4	2.2	2.3	4.4	3.8	3.8	4.3	4.5	4.2
Professional and business services.....	3.7	3.7	2.9	4.3	4.2	4.0	4.2	3.9	4.9
Education and health services.....	3.7	3.5	3.3	2.7	2.5	2.6	2.3	2.4	2.1
Leisure and hospitality ³	4.1	3.1	2.6	6.7	5.8	5.6	5.9	5.4	5.6
Accommodation and food services.....	4.2	3.2	2.5	6.5	5.9	5.3	6.0	5.4	5.5
Government ⁴	2.0	1.8	1.8	1.8	1.4	1.4	1.5	1.1	1.1
State and local government.....	2.0	1.8	1.8	1.6	1.5	1.5	1.3	1.1	1.2

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

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

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

⁴ Includes federal government, not shown separately.

^P = preliminary.

Job Openings

Continuing the downward trend that began in September 2007, the job openings rate declined to 2.3 percent in August, the lowest level since April 2004. The decrease in the job openings rate in recent months is due to declines in construction, wholesale trade, professional and business services, and accommodation and food services. Throughout the series, three industries consistently have had higher job openings rates than the other industries, although the gap has recently decreased: education and

health services (3.3 percent in August), professional and business services (2.9 percent), and accommodation and food services (2.5 percent). (See table 1.)

Over the last 12 months, the job openings rate (not seasonally adjusted) rose significantly only in natural resources and mining (to 2.1 percent) and in the federal government (2.4 percent). The rate fell over the year for total nonfarm and total private as well as in most industries, including construction; durable goods manufacturing; wholesale trade; transportation, warehousing, and utilities; information; finance and insurance; real estate and rental and leasing; professional and business services; health care and social assistance; accommodation and food services; and state and local government. The job openings rate also fell over the year in all four regions. (See table 5.)

Hires

The hires rate was little changed in August at 3.0 percent. The only industry or region with a significant over-the-month change in August was construction, in which the hires rate rose. As occurs nearly every month, the seasonally adjusted hires rate was highest in accommodation and food services (5.3 percent) and lowest in state and local government (1.5 percent). (See table 2.)

Over the past 12 months, the hires rate increased significantly in only transportation, warehousing, and utilities and in educational services. The rate decreased significantly over the year for total nonfarm, total private, and many industries, including durable goods manufacturing; nondurable goods manufacturing; retail trade; information; finance and insurance; accommodation and food services; federal government; and state and local government. Regionally, the hires rate dropped significantly over the year in the Northeast and the South. (See table 6.)

Separations

The total separations, or turnover, rate was unchanged at 3.2 percent in August. Only two industries had a significant change in the separations rate in August—in professional and business services the rate rose and in education and health services the rate fell. Over the past 12 months, the separations rate rose significantly only in the other services industry and fell in nondurable goods manufacturing; finance and insurance; health care and social assistance; federal government; and state and local government. After rising in 2006 and 2007, the separations rate dropped sharply in 2008 in the federal government, with decreases in every type of separation—quits, layoffs and discharges, and other separations. As often occurs, the seasonally adjusted separations rate was highest in construction (5.7 percent) and lowest in state and local government (1.2 percent). (See tables 3 and 7.)

Total separations include quits (voluntary separations), layoffs and discharges (involuntary separations), and other separations (including retirements). The quits rate, which can serve as a barometer of workers' ability to change jobs, was unchanged in August for total nonfarm (1.7 percent) and has been stable since November 2007. The quits rate edged down in August only in education and health services; the rate did not rise significantly over the month in any industry or region. As has occurred every month since the series began in December 2000, the seasonally adjusted quits rate was highest in the accommodation and food services industry (3.7 percent) and lowest in state and local government (0.6 percent). From August 2007 to August 2008, the quits rate fell for total nonfarm and total private and in many industries, including durable goods manufacturing; nondurable goods manufacturing; wholesale trade; finance and insurance; real estate and rental and leasing; health care and social assistance; arts, entertainment, and recreation; accommodation and food services; federal government; and state and local government. The quits rate also fell over the year in three of the four

regions—Northeast, South, and West. The quits rate rose significantly over the year only in the other services industry. (See tables 4 and 8.)

The other two components of total separations—layoffs and discharges, and other separations—are not seasonally adjusted. In August, the layoffs and discharges rate (1.6 percent) and level (2.1 million) were higher than a year earlier with significant increases in durable goods manufacturing; professional and business services; and arts, entertainment, and recreation. The rate fell over the year for the federal government. The layoffs and discharges rate was highest in arts, entertainment, and recreation (6.0 percent) and lowest in federal government (0.3 percent). The other separations rate (0.2 percent) and level (340,000) were essentially unchanged from a year earlier at the total nonfarm level. Although the other separations rate was unchanged at the total nonfarm level over the year, the rate was up in professional and business services and down in information; arts, entertainment, and recreation; federal government; and state and local government. (See tables 9 and 10.)

The total separations rate is driven by the relative contribution of its three components (quits, layoffs and discharges, and other separations), with quits contributing the largest portion. The percentage of total separations attributable to quits has varied over time. The proportion of total separations due to quits (seasonally adjusted) rose from a post-recession low of 50 percent in December 2003 to a high of 61 percent in December 2006 before trending downward again. Quits accounted for only 52 percent of total separations in August 2008, down considerably in the past two months as quits decreased and layoffs increased. (See tables 3 and 4.)

Flows in the Labor Market

Several industries consistently have high rates of both hires and separations. These include construction; retail trade; professional and business services; arts, entertainment, and recreation; and accommodation and food services. In the 12 months ending in August 2008, these 5 industries produced 31.4 million hires and 31.6 million separations, accounting for 58 percent of total nonfarm hires and 59 percent of total nonfarm separations while comprising only 39 percent of total nonfarm employment.

For More Information

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

The Job Openings and Labor Turnover release for September 2008 is scheduled to be issued on Thursday, November 13.

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						
	Aug. 2007	Mar. 2008	Apr. 2008	May 2008	June 2008	July 2008	Aug. 2008 ^p	Aug. 2007	Mar. 2008	Apr. 2008	May 2008	June 2008	July 2008	Aug. 2008 ^p
Total ⁴	4,162	3,672	3,612	3,631	3,497	3,492	3,278	2.9	2.6	2.6	2.6	2.5	2.5	2.3
INDUSTRY														
Total private ⁴	3,717	3,225	3,192	3,185	3,073	3,046	2,857	3.1	2.7	2.7	2.7	2.6	2.6	2.4
Construction.....	144	102	99	130	100	94	87	1.9	1.4	1.3	1.8	1.4	1.3	1.2
Manufacturing.....	324	251	244	249	241	229	252	2.3	1.8	1.8	1.8	1.7	1.7	1.8
Trade, transportation, and utilities ⁵	735	562	550	572	539	569	567	2.7	2.1	2.0	2.1	2.0	2.1	2.1
Retail trade.....	377	344	338	363	322	346	356	2.4	2.2	2.2	2.3	2.1	2.2	2.3
Professional and business services.....	689	714	676	649	670	696	540	3.7	3.8	3.6	3.5	3.6	3.7	2.9
Education and health services.....	700	696	684	648	682	687	648	3.7	3.6	3.5	3.3	3.5	3.5	3.3
Leisure and hospitality ⁶	578	501	491	503	452	432	361	4.1	3.5	3.5	3.5	3.2	3.1	2.6
Accommodation and food services.....	509	450	433	438	406	388	301	4.2	3.7	3.6	3.6	3.4	3.2	2.5
Government ⁷	444	441	422	451	417	412	420	2.0	1.9	1.8	2.0	1.8	1.8	1.8
State and local government.....	402	389	395	407	361	362	363	2.0	1.9	2.0	2.0	1.8	1.8	1.8
REGION ⁸														
Northeast.....	695	602	618	600	608	615	588	2.6	2.3	2.3	2.3	2.3	2.3	2.2
South.....	1,675	1,386	1,364	1,386	1,440	1,384	1,274	3.3	2.7	2.7	2.7	2.8	2.7	2.5
Midwest.....	773	781	752	721	676	638	679	2.4	2.4	2.3	2.2	2.1	2.0	2.1
West.....	1,035	918	883	937	789	847	729	3.2	2.9	2.8	2.9	2.5	2.7	2.3

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						
	Aug. 2007	Mar. 2008	Apr. 2008	May 2008	June 2008	July 2008	Aug. 2008 ^p	Aug. 2007	Mar. 2008	Apr. 2008	May 2008	June 2008	July 2008	Aug. 2008 ^p
Total ⁴	4,796	4,569	4,715	4,123	4,438	4,026	4,070	3.5	3.3	3.4	3.0	3.2	2.9	3.0
INDUSTRY														
Total private ⁴	4,371	4,147	4,311	3,871	4,136	3,751	3,826	3.8	3.6	3.7	3.4	3.6	3.3	3.3
Construction.....	367	350	385	286	354	242	332	4.8	4.8	5.3	3.9	4.9	3.4	4.6
Manufacturing.....	350	309	300	274	285	249	256	2.5	2.3	2.2	2.0	2.1	1.8	1.9
Trade, transportation, and utilities ⁵	924	884	943	828	906	858	859	3.5	3.3	3.6	3.1	3.4	3.3	3.3
Retail trade.....	677	598	642	585	608	585	585	4.4	3.9	4.2	3.8	4.0	3.8	3.8
Professional and business services.....	776	893	858	770	889	748	719	4.3	5.0	4.8	4.3	5.0	4.2	4.0
Education and health services.....	504	501	510	479	485	474	499	2.7	2.7	2.7	2.5	2.6	2.5	2.6
Leisure and hospitality ⁶	898	801	841	847	741	798	762	6.7	5.9	6.1	6.2	5.4	5.8	5.6
Accommodation and food services.....	753	654	719	731	645	683	615	6.5	5.6	6.2	6.3	5.5	5.9	5.3
Government ⁷	393	429	407	329	340	321	316	1.8	1.9	1.8	1.5	1.5	1.4	1.4
State and local government.....	319	315	315	304	309	300	290	1.6	1.6	1.6	1.5	1.6	1.5	1.5
REGION ⁸														
Northeast.....	753	715	743	646	761	657	665	2.9	2.8	2.9	2.5	3.0	2.6	2.6
South.....	1,835	1,703	1,725	1,538	1,666	1,512	1,490	3.7	3.4	3.5	3.1	3.4	3.0	3.0
Midwest.....	1,053	986	986	914	966	934	946	3.3	3.1	3.1	2.9	3.1	3.0	3.0
West.....	1,157	1,170	1,246	1,111	1,084	979	1,064	3.7	3.8	4.0	3.6	3.5	3.2	3.4

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

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

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

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

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

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

⁷ Includes federal government, not shown separately.

⁸ See footnote 8, table 1.

^p = preliminary.

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

Industry and region	Levels ³ (in thousands)							Rates						
	Aug. 2007	Mar. 2008	Apr. 2008	May 2008	June 2008	July 2008	Aug. 2008 ^P	Aug. 2007	Mar. 2008	Apr. 2008	May 2008	June 2008	July 2008	Aug. 2008 ^P
Total ⁴	4,502	4,390	4,404	4,313	4,368	4,359	4,391	3.3	3.2	3.2	3.1	3.2	3.2	3.2
INDUSTRY														
Total private ⁴	4,166	4,100	4,112	4,046	4,115	4,128	4,141	3.6	3.6	3.6	3.5	3.6	3.6	3.6
Construction.....	365	367	378	393	409	473	406	4.8	5.0	5.2	5.4	5.7	6.6	5.7
Manufacturing.....	377	304	390	359	353	324	332	2.7	2.2	2.9	2.6	2.6	2.4	2.5
Trade, transportation, and utilities ⁵	957	941	1,003	868	1,003	1,013	931	3.6	3.5	3.8	3.3	3.8	3.8	3.5
Retail trade.....	674	688	716	605	679	692	642	4.3	4.5	4.7	3.9	4.4	4.5	4.2
Professional and business services.....	756	806	739	741	799	694	880	4.2	4.5	4.1	4.1	4.5	3.9	4.9
Education and health services.....	432	449	429	434	417	464	406	2.3	2.4	2.3	2.3	2.2	2.4	2.1
Leisure and hospitality ⁶	797	776	722	801	749	741	771	5.9	5.7	5.3	5.8	5.5	5.4	5.6
Accommodation and food services.....	697	656	619	675	641	629	640	6.0	5.6	5.3	5.8	5.5	5.4	5.5
Government ⁷	326	291	295	269	259	244	252	1.5	1.3	1.3	1.2	1.1	1.1	1.1
State and local government.....	259	228	248	240	233	222	228	1.3	1.2	1.3	1.2	1.2	1.1	1.2
REGION ⁸														
Northeast.....	683	737	709	685	658	745	687	2.7	2.9	2.8	2.7	2.6	2.9	2.7
South.....	1,720	1,617	1,666	1,614	1,681	1,629	1,585	3.5	3.3	3.4	3.3	3.4	3.3	3.2
Midwest.....	1,006	918	949	915	954	912	939	3.2	2.9	3.0	2.9	3.0	2.9	3.0
West.....	1,076	1,101	1,094	1,096	1,089	1,099	1,142	3.5	3.6	3.5	3.5	3.5	3.6	3.7

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						
	Aug. 2007	Mar. 2008	Apr. 2008	May 2008	June 2008	July 2008	Aug. 2008 ^P	Aug. 2007	Mar. 2008	Apr. 2008	May 2008	June 2008	July 2008	Aug. 2008 ^P
Total ⁴	2,553	2,375	2,444	2,336	2,365	2,314	2,279	1.9	1.7	1.8	1.7	1.7	1.7	1.7
INDUSTRY														
Total private ⁴	2,407	2,258	2,301	2,210	2,242	2,209	2,165	2.1	2.0	2.0	1.9	1.9	1.9	1.9
Construction.....	141	111	127	124	139	157	154	1.9	1.5	1.7	1.7	1.9	2.2	2.2
Manufacturing.....	199	157	182	163	154	134	149	1.4	1.2	1.3	1.2	1.1	1.0	1.1
Trade, transportation, and utilities ⁵	556	535	550	495	545	545	506	2.1	2.0	2.1	1.9	2.1	2.1	1.9
Retail trade.....	403	399	404	352	391	405	371	2.6	2.6	2.6	2.3	2.6	2.6	2.4
Professional and business services.....	394	386	385	391	413	363	390	2.2	2.1	2.1	2.2	2.3	2.0	2.2
Education and health services.....	273	279	270	229	246	268	221	1.5	1.5	1.4	1.2	1.3	1.4	1.2
Leisure and hospitality ⁶	542	529	516	547	525	499	468	4.0	3.9	3.8	4.0	3.8	3.7	3.4
Accommodation and food services.....	496	494	473	500	481	452	434	4.3	4.2	4.1	4.3	4.1	3.9	3.7
Government ⁷	145	126	144	126	123	111	121	.7	.6	.6	.6	.5	.5	.5
State and local government.....	125	101	129	117	114	104	113	.6	.5	.7	.6	.6	.5	.6
REGION ⁸														
Northeast.....	331	334	368	327	344	341	299	1.3	1.3	1.4	1.3	1.3	1.3	1.2
South.....	1,069	996	1,001	937	969	930	897	2.2	2.0	2.0	1.9	2.0	1.9	1.8
Midwest.....	535	491	500	485	515	504	542	1.7	1.6	1.6	1.5	1.6	1.6	1.7
West.....	618	568	575	584	539	541	533	2.0	1.8	1.9	1.9	1.7	1.8	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 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		
	Aug. 2007	July 2008	Aug. 2008 ^P	Aug. 2007	July 2008	Aug. 2008 ^P
Total	4,485	3,631	3,496	3.2	2.6	2.5
INDUSTRY						
Total private.....	4,001	3,186	3,038	3.3	2.7	2.6
Natural resources and mining.....	10	17	18	1.4	2.1	2.1
Construction.....	159	108	92	2.0	1.4	1.2
Manufacturing.....	336	234	265	2.4	1.7	1.9
Durable goods.....	215	127	136	2.4	1.5	1.6
Nondurable goods.....	122	108	130	2.3	2.1	2.5
Trade, transportation, and utilities.....	811	588	641	3.0	2.2	2.4
Wholesale trade.....	214	126	118	3.4	2.0	1.9
Retail trade.....	425	361	410	2.7	2.3	2.6
Transportation, warehousing, and utilities.....	171	100	113	3.3	2.0	2.2
Information.....	110	53	66	3.5	1.7	2.2
Financial activities.....	309	204	179	3.6	2.4	2.1
Finance and insurance.....	248	162	140	3.9	2.6	2.3
Real estate and rental and leasing.....	61	42	38	2.7	1.9	1.7
Professional and business services.....	717	706	551	3.8	3.8	3.0
Education and health services.....	740	694	673	3.9	3.6	3.5
Educational services.....	71	68	66	2.6	2.4	2.3
Health care and social assistance.....	669	626	607	4.2	3.8	3.7
Leisure and hospitality.....	629	466	382	4.3	3.1	2.6
Arts, entertainment, and recreation.....	75	50	67	3.2	2.1	2.9
Accommodation and food services.....	554	415	316	4.5	3.3	2.6
Other services.....	180	116	171	3.1	2.0	3.0
Government.....	485	446	458	2.2	2.1	2.1
Federal.....	49	53	68	1.8	1.9	2.4
State and local.....	435	392	390	2.3	2.1	2.1
REGION ³						
Northeast.....	777	662	656	3.0	2.5	2.5
South.....	1,740	1,435	1,304	3.4	2.8	2.6
Midwest.....	849	663	743	2.6	2.1	2.3
West.....	1,120	872	794	3.5	2.7	2.5

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		
	Aug. 2007	July 2008	Aug. 2008 ^p	Aug. 2007	July 2008	Aug. 2008 ^p
Total	5,543	4,256	4,750	4.0	3.1	3.5
INDUSTRY						
Total private.....	4,880	3,919	4,228	4.2	3.4	3.7
Natural resources and mining.....	28	27	32	3.8	3.5	3.9
Construction.....	395	268	351	5.0	3.6	4.7
Manufacturing.....	401	265	289	2.9	2.0	2.1
Durable goods.....	227	144	161	2.6	1.7	1.9
Nondurable goods.....	174	121	128	3.4	2.4	2.6
Trade, transportation, and utilities.....	1,031	821	955	3.9	3.1	3.6
Wholesale trade.....	151	149	132	2.5	2.5	2.2
Retail trade.....	739	543	639	4.8	3.6	4.2
Transportation, warehousing, and utilities.....	140	129	184	2.8	2.6	3.7
Information.....	82	43	40	2.7	1.4	1.4
Financial activities.....	240	202	199	2.9	2.4	2.4
Finance and insurance.....	169	155	132	2.7	2.5	2.2
Real estate and rental and leasing.....	72	46	67	3.2	2.1	3.1
Professional and business services.....	855	777	726	4.7	4.3	4.0
Education and health services.....	632	508	626	3.5	2.7	3.4
Educational services.....	107	76	136	4.0	2.7	4.9
Health care and social assistance.....	525	433	491	3.4	2.7	3.1
Leisure and hospitality.....	996	843	831	7.1	5.9	5.8
Arts, entertainment, and recreation.....	124	122	137	5.6	5.3	6.1
Accommodation and food services.....	872	721	694	7.3	6.0	5.8
Other services.....	220	165	178	4.0	3.0	3.2
Government.....	663	337	522	3.1	1.6	2.4
Federal.....	105	26	24	3.8	.9	.9
State and local.....	558	311	498	3.0	1.7	2.7
REGION ³						
Northeast.....	824	732	721	3.2	2.9	2.8
South.....	2,180	1,552	1,731	4.4	3.1	3.5
Midwest.....	1,184	908	1,060	3.8	2.9	3.4
West.....	1,355	1,063	1,238	4.4	3.4	4.0

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

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

³ See footnote 8, table 1.

^p = preliminary.

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

Industry and region	Levels (in thousands)			Rates		
	Aug. 2007	July 2008	Aug. 2008 ^p	Aug. 2007	July 2008	Aug. 2008 ^p
Total	5,735	4,562	5,580	4.2	3.3	4.1
INDUSTRY						
Total private.....	5,223	4,244	5,175	4.5	3.7	4.5
Natural resources and mining.....	33	18	30	4.5	2.3	3.7
Construction.....	455	476	500	5.7	6.4	6.7
Manufacturing.....	464	328	403	3.3	2.4	3.0
Durable goods.....	281	215	266	3.2	2.5	3.1
Nondurable goods.....	183	113	137	3.6	2.3	2.7
Trade, transportation, and utilities.....	1,136	1,004	1,075	4.3	3.8	4.1
Wholesale trade.....	193	142	179	3.2	2.3	3.0
Retail trade.....	798	677	742	5.2	4.4	4.9
Transportation, warehousing, and utilities.....	145	185	154	2.9	3.7	3.1
Information.....	85	56	66	2.8	1.9	2.2
Financial activities.....	315	188	251	3.8	2.3	3.0
Finance and insurance.....	228	111	172	3.7	1.8	2.8
Real estate and rental and leasing.....	87	76	79	3.9	3.5	3.6
Professional and business services.....	883	722	1,002	4.9	4.0	5.6
Education and health services.....	591	516	545	3.3	2.8	2.9
Educational services.....	110	84	118	4.2	3.0	4.2
Health care and social assistance.....	481	432	427	3.1	2.7	2.7
Leisure and hospitality.....	1,031	746	1,001	7.3	5.2	7.0
Arts, entertainment, and recreation.....	149	85	198	6.7	3.7	8.7
Accommodation and food services.....	882	661	803	7.4	5.5	6.7
Other services.....	229	190	301	4.1	3.4	5.4
Government.....	512	318	405	2.4	1.5	1.9
Federal.....	94	21	28	3.4	.8	1.0
State and local.....	418	297	378	2.3	1.6	2.0
REGION ³						
Northeast.....	940	752	918	3.7	2.9	3.6
South.....	2,188	1,747	2,029	4.4	3.5	4.1
Midwest.....	1,304	928	1,230	4.2	3.0	3.9
West.....	1,303	1,135	1,403	4.2	3.7	4.5

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 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		
	Aug. 2007	July 2008	Aug. 2008 ^p	Aug. 2007	July 2008	Aug. 2008 ^p
Total	3,505	2,531	3,103	2.5	1.8	2.3
INDUSTRY						
Total private.....	3,268	2,394	2,907	2.8	2.1	2.5
Natural resources and mining.....	21	12	21	2.9	1.5	2.6
Construction.....	204	215	236	2.6	2.9	3.2
Manufacturing.....	279	148	206	2.0	1.1	1.5
Durable goods.....	165	82	122	1.9	1.0	1.4
Nondurable goods.....	114	66	84	2.2	1.3	1.7
Trade, transportation, and utilities.....	742	558	664	2.8	2.1	2.5
Wholesale trade.....	116	83	87	1.9	1.4	1.4
Retail trade.....	544	404	488	3.5	2.6	3.2
Transportation, warehousing, and utilities.....	81	71	89	1.6	1.4	1.8
Information.....	48	35	51	1.6	1.2	1.7
Financial activities.....	200	85	113	2.4	1.0	1.4
Finance and insurance.....	143	50	84	2.3	.8	1.4
Real estate and rental and leasing.....	57	35	29	2.6	1.6	1.4
Professional and business services.....	527	391	516	2.9	2.2	2.9
Education and health services.....	382	297	304	2.1	1.6	1.6
Educational services.....	39	35	46	1.5	1.3	1.6
Health care and social assistance.....	342	262	259	2.2	1.7	1.6
Leisure and hospitality.....	743	558	621	5.3	3.9	4.4
Arts, entertainment, and recreation.....	89	60	57	4.0	2.6	2.5
Accommodation and food services.....	654	499	564	5.5	4.1	4.7
Other services.....	123	97	176	2.2	1.7	3.2
Government.....	237	137	196	1.1	.6	.9
Federal.....	34	7	12	1.3	.3	.4
State and local.....	202	129	185	1.1	.7	1.0
REGION ³						
Northeast.....	481	373	420	1.9	1.5	1.6
South.....	1,434	1,031	1,181	2.9	2.1	2.4
Midwest.....	781	513	811	2.5	1.6	2.6
West.....	809	614	691	2.6	2.0	2.2

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		
	Aug. 2007	July 2008	Aug. 2008 ^P	Aug. 2007	July 2008	Aug. 2008 ^P
Total	1,884	1,737	2,137	1.4	1.3	1.6
INDUSTRY						
Total private.....	1,702	1,617	1,984	1.5	1.4	1.7
Natural resources and mining.....	9	5	7	1.2	.6	.8
Construction.....	241	247	248	3.0	3.3	3.3
Manufacturing.....	159	156	175	1.1	1.2	1.3
Durable goods.....	97	117	129	1.1	1.4	1.5
Nondurable goods.....	62	39	46	1.2	.8	.9
Trade, transportation, and utilities.....	324	364	333	1.2	1.4	1.3
Wholesale trade.....	70	50	78	1.2	.8	1.3
Retail trade.....	211	227	206	1.4	1.5	1.3
Transportation, warehousing, and utilities.....	43	87	49	.8	1.7	1.0
Information.....	26	16	14	.9	.5	.5
Financial activities.....	99	84	115	1.2	1.0	1.4
Finance and insurance.....	73	48	72	1.2	.8	1.2
Real estate and rental and leasing.....	26	36	44	1.2	1.6	2.0
Professional and business services.....	309	298	410	1.7	1.7	2.3
Education and health services.....	181	196	203	1.0	1.1	1.1
Educational services.....	66	47	67	2.5	1.7	2.4
Health care and social assistance.....	115	148	136	.7	.9	.9
Leisure and hospitality.....	250	160	356	1.8	1.1	2.5
Arts, entertainment, and recreation.....	53	22	136	2.4	1.0	6.0
Accommodation and food services.....	197	138	220	1.7	1.1	1.8
Other services.....	104	92	123	1.9	1.6	2.2
Government.....	182	120	153	.9	.6	.7
Federal.....	25	7	9	.9	.2	.3
State and local.....	157	113	144	.9	.6	.8
REGION ³						
Northeast.....	401	303	451	1.6	1.2	1.8
South.....	643	616	703	1.3	1.2	1.4
Midwest.....	437	360	350	1.4	1.2	1.1
West.....	403	458	634	1.3	1.5	2.1

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		
	Aug. 2007	July 2008	Aug. 2008 ^p	Aug. 2007	July 2008	Aug. 2008 ^p
Total	346	294	340	0.3	0.2	0.2
INDUSTRY						
Total private.....	253	232	283	.2	.2	.2
Natural resources and mining.....	3	2	2	.4	.2	.3
Construction.....	10	13	17	.1	.2	.2
Manufacturing.....	26	24	22	.2	.2	.2
Durable goods.....	19	16	15	.2	.2	.2
Nondurable goods.....	7	8	7	.1	.2	.1
Trade, transportation, and utilities.....	71	82	78	.3	.3	.3
Wholesale trade.....	7	9	14	.1	.1	.2
Retail trade.....	43	46	49	.3	.3	.3
Transportation, warehousing, and utilities.....	21	27	15	.4	.5	.3
Information.....	11	6	2	.4	.2	.1
Financial activities.....	15	19	22	.2	.2	.3
Finance and insurance.....	11	13	17	.2	.2	.3
Real estate and rental and leasing.....	4	6	6	.2	.3	.3
Professional and business services.....	47	34	76	.3	.2	.4
Education and health services.....	28	23	37	.2	.1	.2
Educational services.....	5	2	5	.2	.1	.2
Health care and social assistance.....	24	21	32	.2	.1	.2
Leisure and hospitality.....	38	27	24	.3	.2	.2
Arts, entertainment, and recreation.....	8	3	5	.3	.1	.2
Accommodation and food services.....	31	24	19	.3	.2	.2
Other services.....	3	2	2	(4)	(4)	(4)
Government.....	93	62	56	.4	.3	.3
Federal.....	34	7	7	1.2	.3	.3
State and local.....	59	55	49	.3	.3	.3
REGION ³						
Northeast.....	57	76	48	.2	.3	.2
South.....	112	100	145	.2	.2	.3
Midwest.....	86	54	69	.3	.2	.2
West.....	90	64	78	.3	.2	.3

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

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

³ See footnote 8, table 1.

⁴ Data round to zero.

^p = preliminary.