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JOB OPENINGS AND LABOR TURNOVER: JUNE 2007

On the last business day of June, there were 4.3 million job openings in the United States, and the job openings rate was 3.0 percent, the Bureau of Labor Statistics of the U.S. Department of Labor reported today. The job openings rate increased slightly in June, while the hires rate and the 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 July 2004 - June 2007

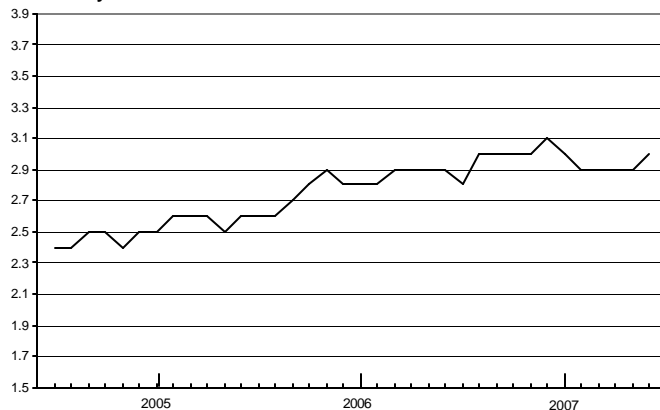
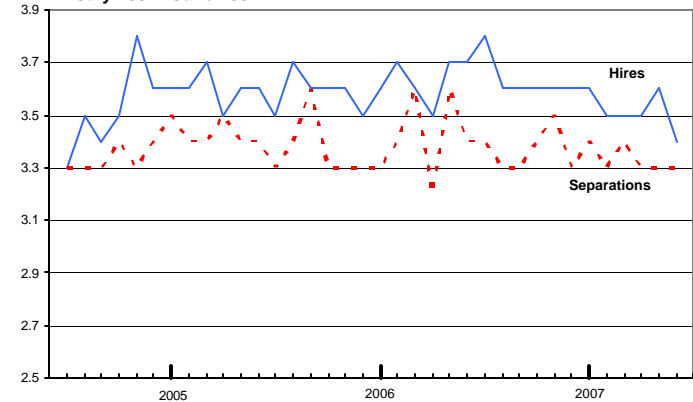


Chart 2. Hires and separations rates, seasonally adjusted,
Percent July 2004 - June 2007



Job Openings

In June, the job openings rate increased slightly to 3.0 percent after remaining steady at 2.9 percent for the prior 4 months. Job openings include only those jobs still open on the last business day of the month. The job openings rate rose in June in retail trade and in professional and business services but fell in construction. The job openings rate increased over the month in the West region. The seasonally adjusted job openings rate was highest in June for the following industries: professional and business services (4.3 percent) and accommodations and food services (4.0 percent). (See table 1.)

Over the year, the job openings rate increased in nondurable goods manufacturing; retail trade; and professional and business services. The rate decreased in construction and in transportation, warehousing, and utilities. The job openings rate increased over the year in the West region. (See table 5.)

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

Industry	Job openings			Hires			Total separations		
	June 2006	May 2007	June 2007 ^p	June 2006	May 2007	June 2007 ^p	June 2006	May 2007	June 2007 ^p
	Levels (in thousands)								
Total ¹	3,995	4,095	4,305	4,986	4,982	4,752	4,654	4,544	4,513
Total private ¹	3,538	3,627	3,830	4,520	4,503	4,339	4,326	4,233	4,203
Construction	168	157	110	369	351	348	356	346	348
Manufacturing	308	345	348	375	356	360	378	396	376
Trade, transportation, and utilities ²	663	609	673	1,075	1,044	900	1,046	950	969
Retail trade	386	337	427	747	715	603	771	685	681
Professional and business services	595	654	801	934	935	899	778	775	732
Education and health services	665	703	708	489	507	512	439	437	467
Leisure and hospitality ³	495	571	562	826	873	850	813	833	847
Accommodations and food services ..	434	500	486	717	755	727	689	715	718
Government ⁴	455	468	469	392	409	398	316	315	309
State and local government	421	424	427	341	330	317	257	239	238
	Rates (percent)								
Total ¹	2.9	2.9	3.0	3.7	3.6	3.4	3.4	3.3	3.3
Total private ¹	3.0	3.0	3.2	4.0	3.9	3.7	3.8	3.7	3.6
Construction	2.1	2.0	1.4	4.8	4.6	4.5	4.6	4.5	4.5
Manufacturing	2.1	2.4	2.4	2.6	2.5	2.6	2.7	2.8	2.7
Trade, transportation, and utilities ²	2.5	2.3	2.5	4.1	3.9	3.4	4.0	3.6	3.7
Retail trade	2.5	2.1	2.7	4.9	4.6	3.9	5.0	4.5	4.4
Professional and business services	3.3	3.5	4.3	5.3	5.2	5.0	4.4	4.3	4.1
Education and health services	3.6	3.7	3.7	2.7	2.8	2.8	2.5	2.4	2.5
Leisure and hospitality ³	3.6	4.0	4.0	6.3	6.5	6.3	6.2	6.2	6.2
Accommodations and food services ..	3.7	4.1	4.0	6.4	6.5	6.3	6.2	6.2	6.2
Government ⁴	2.0	2.1	2.1	1.8	1.8	1.8	1.4	1.4	1.4
State and local government	2.1	2.1	2.1	1.8	1.7	1.6	1.3	1.2	1.2

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

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

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

⁴ Includes federal government, not shown separately.

p = preliminary.

Hires

The hires rate was little changed at 3.4 percent in June. Hires are any additions to the payroll during the month. In June, the hires rate did not increase significantly in any industry but decreased in retail trade. The hires rate decreased over the month in the South region. The seasonally adjusted hires rate was highest in June in accommodations and food services (6.3 percent). (See table 2.)

From June 2006 to June 2007, the hires rate rose in natural resources and mining; finance and insurance; and federal government. The hires rate fell in retail trade; transportation, warehousing, and utilities; and state and local government. The hires rate decreased over the year in both the Northeast and South regions. (See table 6.)

Separations

The total separations, or turnover, rate was unchanged at 3.3 percent in June. Separations are terminations of employment that occur at any time during the month. Over the month, none of the industries or regions experienced a significant change in the separations rate. From June 2006 to June 2007, the total separations rate increased in federal government. The total separations rate decreased in retail trade; transportation, warehousing, and utilities; real estate and rental and leasing; and state and local government. Geographically, the total separations rate fell over the year in both the Northeast and South regions. (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 at 1.9 percent in June. None of the industries experienced a significant change in the quits rate over the month. The quits rate decreased in the South region. In June, the seasonally adjusted quits rate was highest in the accommodations and food services industry (4.6 percent). (See table 4.)

Over the year, the quits rate rose in natural resources and mining. The quits rate fell over the year in information and in real estate and rental and leasing. Geographically, the quits rate fell over the year in the South region. (See table 8.)

The other two components of total separations—layoffs and discharges, and other separations—are not seasonally adjusted. For June, the layoffs and discharges rate (1.1 percent) and level (1.5 million) were unchanged from a year earlier. The layoffs and discharges rate in June was highest in educational services (2.0 percent), followed closely by arts, entertainment, and recreation (1.9 percent) and construction (1.9 percent). From June 2006 to June 2007, the other separations rate was unchanged at 0.3 percent and the level was essentially unchanged at 410,000. (See tables 9 and 10.)

The total separations rate is driven by the relative contribution of its three components (quits, layoffs and discharges, and other separations), with quits contributing the largest portion. The percentage of total separations attributable to quits has risen and fallen over time along with total nonfarm employment levels. The proportion of total separations due to quits fell from 61 percent in February 2001 to 51 percent in August 2003 (seasonally adjusted), and has since risen. In June 2007, quits accounted for 58 percent of total separations.

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 accommodations and food services. In the 12 months ending in June 2007, these 5 industries produced 34.4 million hires and 32.4 million separations. Thus, these five industries accounted 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 July 2007 is scheduled to be issued on Tuesday, September 11.

Technical Note

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

Collection

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

Coverage

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

Concepts

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

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

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

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

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

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

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

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

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

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

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

Sample methodology

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

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

Using JOLTS data

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

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

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

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

Seasonal adjustment

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

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. Due to the improved diagnostics, three additional industries are now seasonally adjusted: retail trade, accommodations and food services, and state and local government. It is expected that more series may be seasonally adjusted when more data are available.

Reliability of the estimates

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

population value because of sampling error. Estimates of sampling errors are available upon request.

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

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

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

Other information

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

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

Industry and region	Levels ³ (in thousands)							Rates						
	June 2006	Jan. 2007	Feb. 2007	Mar. 2007	Apr. 2007	May 2007	June 2007 ^P	June 2006	Jan. 2007	Feb. 2007	Mar. 2007	Apr. 2007	May 2007	June 2007 ^P
Total ⁴	3,995	4,222	4,149	4,176	4,170	4,095	4,305	2.9	3.0	2.9	2.9	2.9	2.9	3.0
INDUSTRY														
Total private ⁴	3,538	3,746	3,666	3,702	3,683	3,627	3,830	3.0	3.1	3.1	3.1	3.1	3.0	3.2
Construction.....	168	142	229	152	154	157	110	2.1	1.8	2.9	1.9	2.0	2.0	1.4
Manufacturing.....	308	337	330	316	350	345	348	2.1	2.3	2.3	2.2	2.4	2.4	2.4
Trade, transportation, and utilities ⁵	663	727	660	677	669	609	673	2.5	2.7	2.4	2.5	2.5	2.3	2.5
Retail trade.....	386	413	378	375	389	337	427	2.5	2.6	2.4	2.4	2.5	2.1	2.7
Professional and business services.....	595	707	642	758	735	654	801	3.3	3.8	3.5	4.1	4.0	3.5	4.3
Education and health services.....	665	707	670	685	706	703	708	3.6	3.8	3.6	3.6	3.7	3.7	3.7
Leisure and hospitality ⁶	495	552	566	574	512	571	562	3.6	4.0	4.0	4.1	3.7	4.0	4.0
Accommodations and food services.....	434	495	511	506	453	500	486	3.7	4.1	4.3	4.2	3.8	4.1	4.0
Government ⁷	455	477	482	470	488	468	469	2.0	2.1	2.1	2.1	2.1	2.1	2.1
State and local government.....	421	439	438	430	439	424	427	2.1	2.2	2.2	2.2	2.2	2.1	2.1
REGION ⁸														
Northeast.....	702	733	717	703	675	674	696	2.7	2.8	2.7	2.7	2.6	2.5	2.6
South.....	1,583	1,653	1,631	1,658	1,670	1,648	1,646	3.1	3.2	3.2	3.3	3.3	3.2	3.2
Midwest.....	786	822	783	797	779	799	843	2.4	2.5	2.4	2.4	2.4	2.4	2.6
West.....	913	1,005	1,011	1,027	1,038	970	1,109	2.9	3.2	3.2	3.2	3.3	3.1	3.5

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 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						
	June 2006	Jan. 2007	Feb. 2007	Mar. 2007	Apr. 2007	May 2007	June 2007 ^P	June 2006	Jan. 2007	Feb. 2007	Mar. 2007	Apr. 2007	May 2007	June 2007 ^P
Total ⁴	4,986	4,959	4,815	4,815	4,832	4,982	4,752	3.7	3.6	3.5	3.5	3.5	3.6	3.4
INDUSTRY														
Total private ⁴	4,520	4,607	4,509	4,416	4,423	4,503	4,339	4.0	4.0	3.9	3.8	3.8	3.9	3.7
Construction.....	369	299	298	356	330	351	348	4.8	3.9	3.9	4.6	4.3	4.6	4.5
Manufacturing.....	375	369	371	318	350	356	360	2.6	2.6	2.6	2.3	2.5	2.5	2.6
Trade, transportation, and utilities ⁵	1,075	1,020	1,018	1,006	1,028	1,044	900	4.1	3.9	3.9	3.8	3.9	3.9	3.4
Retail trade.....	747	757	695	691	706	715	603	4.9	4.9	4.5	4.5	4.6	4.6	3.9
Professional and business services.....	934	954	953	881	828	935	899	5.3	5.4	5.3	4.9	4.6	5.2	5.0
Education and health services.....	489	508	518	497	507	507	512	2.7	2.8	2.9	2.7	2.8	2.8	2.8
Leisure and hospitality ⁶	826	956	934	867	903	873	850	6.3	7.1	7.0	6.4	6.7	6.5	6.3
Accommodations and food services.....	717	825	778	726	811	755	727	6.4	7.2	6.8	6.3	7.0	6.5	6.3
Government ⁷	392	384	379	404	421	409	398	1.8	1.7	1.7	1.8	1.9	1.8	1.8
State and local government.....	341	321	317	313	333	330	317	1.8	1.7	1.6	1.6	1.7	1.7	1.6
REGION ⁸														
Northeast.....	705	833	709	740	759	705	668	2.8	3.2	2.8	2.9	2.9	2.7	2.6
South.....	1,934	1,899	1,837	1,835	1,894	1,960	1,791	4.0	3.9	3.7	3.7	3.8	4.0	3.6
Midwest.....	1,073	1,167	1,184	1,105	1,069	1,101	1,110	3.4	3.7	3.7	3.5	3.4	3.5	3.5
West.....	1,188	1,142	1,156	1,157	1,122	1,143	1,152	3.9	3.7	3.8	3.8	3.6	3.7	3.7

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 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						
	June 2006	Jan. 2007	Feb. 2007	Mar. 2007	Apr. 2007	May 2007	June 2007 ^P	June 2006	Jan. 2007	Feb. 2007	Mar. 2007	Apr. 2007	May 2007	June 2007 ^P
Total ⁴	4,654	4,602	4,556	4,741	4,524	4,544	4,513	3.4	3.4	3.3	3.4	3.3	3.3	3.3
INDUSTRY														
Total private ⁴	4,326	4,296	4,263	4,417	4,227	4,233	4,203	3.8	3.7	3.7	3.8	3.7	3.7	3.6
Construction.....	356	400	322	344	360	346	348	4.6	5.2	4.2	4.5	4.7	4.5	4.5
Manufacturing.....	378	399	422	400	380	396	376	2.7	2.8	3.0	2.8	2.7	2.8	2.7
Trade, transportation, and utilities ⁵	1,046	973	943	974	975	950	969	4.0	3.7	3.6	3.7	3.7	3.6	3.7
Retail trade.....	771	680	656	682	678	685	681	5.0	4.4	4.3	4.4	4.4	4.5	4.4
Professional and business services.....	778	894	862	876	805	775	732	4.4	5.0	4.8	4.9	4.5	4.3	4.1
Education and health services.....	439	423	419	429	414	437	467	2.5	2.3	2.3	2.4	2.3	2.4	2.5
Leisure and hospitality ⁶	813	768	835	846	861	833	847	6.2	5.7	6.2	6.3	6.4	6.2	6.2
Accommodations and food services.....	689	612	697	702	720	715	718	6.2	5.4	6.1	6.1	6.3	6.2	6.2
Government ⁷	316	309	294	315	311	315	309	1.4	1.4	1.3	1.4	1.4	1.4	1.4
State and local government.....	257	254	243	238	241	239	238	1.3	1.3	1.2	1.2	1.2	1.2	1.2
REGION ⁸														
Northeast.....	717	740	675	667	640	642	633	2.8	2.9	2.6	2.6	2.5	2.5	2.5
South.....	1,953	1,783	1,763	1,829	1,904	1,798	1,689	4.0	3.6	3.6	3.7	3.9	3.6	3.4
Midwest.....	937	1,034	1,054	1,006	981	1,024	1,019	3.0	3.3	3.3	3.2	3.1	3.2	3.2
West.....	1,100	1,037	1,041	1,165	1,040	1,062	1,189	3.6	3.4	3.4	3.8	3.4	3.4	3.9

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						
	June 2006	Jan. 2007	Feb. 2007	Mar. 2007	Apr. 2007	May 2007	June 2007 ^P	June 2006	Jan. 2007	Feb. 2007	Mar. 2007	Apr. 2007	May 2007	June 2007 ^P
Total ⁴	2,748	2,648	2,705	2,763	2,637	2,686	2,627	2.0	1.9	2.0	2.0	1.9	1.9	1.9
INDUSTRY														
Total private ⁴	2,601	2,505	2,571	2,591	2,486	2,530	2,473	2.3	2.2	2.2	2.2	2.2	2.2	2.1
Construction.....	170	141	120	131	126	124	127	2.2	1.8	1.6	1.7	1.6	1.6	1.7
Manufacturing.....	190	229	212	216	199	216	202	1.3	1.6	1.5	1.5	1.4	1.5	1.4
Trade, transportation, and utilities ⁵	617	594	606	608	600	606	616	2.4	2.3	2.3	2.3	2.3	2.3	2.3
Retail trade.....	467	422	438	428	440	445	447	3.1	2.7	2.9	2.8	2.9	2.9	2.9
Professional and business services.....	418	498	486	461	418	424	417	2.4	2.8	2.7	2.6	2.3	2.4	2.3
Education and health services.....	292	271	280	267	274	284	277	1.6	1.5	1.5	1.5	1.5	1.6	1.5
Leisure and hospitality ⁶	618	489	579	590	592	551	588	4.7	3.7	4.3	4.4	4.4	4.1	4.3
Accommodations and food services.....	561	448	531	539	542	503	532	5.0	3.9	4.6	4.7	4.7	4.3	4.6
Government ⁷	146	150	139	155	153	157	153	.7	.7	.6	.7	.7	.7	.7
State and local government.....	120	129	117	130	129	130	123	.6	.7	.6	.7	.7	.7	.6
REGION ⁸														
Northeast.....	363	355	322	352	350	331	371	1.4	1.4	1.3	1.4	1.4	1.3	1.4
South.....	1,219	1,099	1,152	1,150	1,163	1,162	1,036	2.5	2.2	2.3	2.3	2.4	2.4	2.1
Midwest.....	555	595	599	588	544	551	569	1.8	1.9	1.9	1.9	1.7	1.7	1.8
West.....	615	602	629	665	590	643	643	2.0	2.0	2.0	2.2	1.9	2.1	2.1

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		
	June 2006	May 2007	June 2007 ^p	June 2006	May 2007	June 2007 ^p
Total	4,044	4,278	4,361	2.9	3.0	3.0
INDUSTRY						
Total private.....	3,535	3,790	3,838	3.0	3.2	3.2
Natural resources and mining.....	15	14	13	2.1	1.9	1.8
Construction.....	198	190	128	2.4	2.4	1.6
Manufacturing.....	317	356	356	2.2	2.5	2.5
Durable goods.....	210	216	224	2.3	2.4	2.4
Nondurable goods.....	107	140	131	2.0	2.7	2.5
Trade, transportation, and utilities.....	653	621	666	2.4	2.3	2.5
Wholesale trade.....	139	134	133	2.3	2.2	2.1
Retail trade.....	367	345	409	2.3	2.2	2.6
Transportation, warehousing, and utilities.....	147	142	124	2.8	2.7	2.4
Information.....	137	141	158	4.3	4.3	4.8
Financial activities.....	279	247	259	3.2	2.8	3.0
Finance and insurance.....	213	197	204	3.3	3.1	3.1
Real estate and rental and leasing.....	66	50	56	2.9	2.2	2.4
Professional and business services.....	610	665	823	3.3	3.6	4.4
Education and health services.....	673	725	713	3.7	3.8	3.8
Educational services.....	69	71	78	2.5	2.3	2.7
Health care and social assistance.....	605	654	635	3.9	4.1	4.0
Leisure and hospitality.....	493	656	560	3.5	4.6	3.8
Arts, entertainment, and recreation.....	55	82	77	2.5	3.9	3.4
Accommodations and food services.....	438	575	483	3.7	4.7	3.9
Other services.....	159	175	161	2.8	3.1	2.8
Government.....	509	488	523	2.3	2.1	2.3
Federal.....	33	49	40	1.2	1.8	1.4
State and local.....	476	438	484	2.4	2.2	2.4
REGION ³						
Northeast.....	712	692	699	2.7	2.6	2.6
South.....	1,587	1,756	1,636	3.1	3.4	3.2
Midwest.....	786	822	848	2.4	2.5	2.6
West.....	959	1,008	1,178	3.0	3.1	3.6

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		
	June 2006	May 2007	June 2007 ^p	June 2006	May 2007	June 2007 ^p
Total	5,980	5,689	5,708	4.4	4.1	4.1
INDUSTRY						
Total private.....	5,461	5,261	5,184	4.7	4.5	4.4
Natural resources and mining.....	23	36	33	3.3	5.0	4.6
Construction.....	477	464	452	6.0	6.0	5.7
Manufacturing.....	439	416	421	3.1	3.0	3.0
Durable goods.....	283	242	260	3.1	2.7	2.9
Nondurable goods.....	156	174	161	3.0	3.4	3.1
Trade, transportation, and utilities.....	1,210	1,165	994	4.6	4.4	3.8
Wholesale trade.....	175	187	179	2.9	3.1	3.0
Retail trade.....	850	812	662	5.6	5.3	4.3
Transportation, warehousing, and utilities.....	185	166	153	3.7	3.3	3.0
Information.....	97	79	83	3.2	2.5	2.7
Financial activities.....	229	276	255	2.7	3.3	3.0
Finance and insurance.....	140	177	187	2.3	2.8	3.0
Real estate and rental and leasing.....	89	100	67	4.0	4.5	3.0
Professional and business services.....	1,044	989	999	5.9	5.5	5.5
Education and health services.....	585	504	613	3.3	2.7	3.4
Educational services.....	87	55	106	3.2	1.8	3.8
Health care and social assistance.....	498	449	508	3.3	2.9	3.3
Leisure and hospitality.....	1,091	1,129	1,090	8.0	8.2	7.7
Arts, entertainment, and recreation.....	186	214	186	8.6	10.5	8.4
Accommodations and food services.....	905	914	904	7.9	7.8	7.6
Other services.....	265	204	243	4.8	3.7	4.4
Government.....	518	428	524	2.4	1.9	2.4
Federal.....	67	92	114	2.4	3.4	4.2
State and local.....	452	336	410	2.4	1.7	2.1
REGION ³						
Northeast.....	936	843	849	3.7	3.3	3.3
South.....	2,282	2,215	2,085	4.6	4.5	4.2
Midwest.....	1,307	1,386	1,363	4.1	4.3	4.3
West.....	1,456	1,245	1,410	4.7	4.0	4.5

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		
	June 2006	May 2007	June 2007 ^p	June 2006	May 2007	June 2007 ^p
Total	4,940	4,544	4,776	3.6	3.3	3.4
INDUSTRY						
Total private.....	4,462	4,201	4,311	3.9	3.6	3.7
Natural resources and mining.....	16	25	19	2.4	3.5	2.7
Construction.....	327	328	313	4.1	4.2	4.0
Manufacturing.....	380	403	372	2.7	2.9	2.6
Durable goods.....	222	238	229	2.4	2.7	2.6
Nondurable goods.....	158	165	142	3.0	3.2	2.7
Trade, transportation, and utilities.....	1,045	974	974	4.0	3.7	3.7
Wholesale trade.....	146	118	178	2.5	2.0	2.9
Retail trade.....	759	708	675	5.0	4.6	4.4
Transportation, warehousing, and utilities.....	140	148	121	2.8	2.9	2.4
Information.....	92	77	74	3.0	2.5	2.4
Financial activities.....	224	245	202	2.7	2.9	2.4
Finance and insurance.....	133	169	145	2.1	2.7	2.3
Real estate and rental and leasing.....	91	76	57	4.1	3.4	2.5
Professional and business services.....	835	722	743	4.7	4.0	4.1
Education and health services.....	515	488	554	2.9	2.7	3.0
Educational services.....	86	69	103	3.2	2.3	3.7
Health care and social assistance.....	429	418	451	2.9	2.7	2.9
Leisure and hospitality.....	826	800	855	6.0	5.8	6.0
Arts, entertainment, and recreation.....	99	93	98	4.6	4.6	4.4
Accommodations and food services.....	727	707	757	6.3	6.0	6.4
Other services.....	202	140	205	3.7	2.5	3.7
Government.....	478	344	465	2.2	1.5	2.1
Federal.....	76	78	95	2.8	2.9	3.5
State and local.....	402	266	369	2.1	1.3	1.9
REGION ³						
Northeast.....	788	567	684	3.1	2.2	2.6
South.....	2,053	1,931	1,780	4.2	3.9	3.6
Midwest.....	938	982	1,021	3.0	3.1	3.2
West.....	1,161	1,064	1,290	3.8	3.4	4.1

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.

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

Industry and region	Levels (in thousands)			Rates		
	June 2006	May 2007	June 2007 ^p	June 2006	May 2007	June 2007 ^p
Total	2,993	2,850	2,838	2.2	2.1	2.0
INDUSTRY						
Total private.....	2,788	2,668	2,628	2.4	2.3	2.2
Natural resources and mining.....	8	18	13	1.2	2.5	1.8
Construction.....	193	142	146	2.4	1.8	1.8
Manufacturing.....	201	227	212	1.4	1.6	1.5
Durable goods.....	120	133	128	1.3	1.5	1.4
Nondurable goods.....	81	94	83	1.5	1.8	1.6
Trade, transportation, and utilities.....	623	651	627	2.4	2.5	2.4
Wholesale trade.....	86	66	112	1.4	1.1	1.9
Retail trade.....	464	495	449	3.0	3.2	2.9
Transportation, warehousing, and utilities.....	74	90	66	1.5	1.8	1.3
Information.....	70	43	43	2.3	1.4	1.4
Financial activities.....	150	173	130	1.8	2.0	1.5
Finance and insurance.....	91	128	101	1.5	2.0	1.6
Real estate and rental and leasing.....	58	45	29	2.6	2.0	1.3
Professional and business services.....	452	439	433	2.5	2.5	2.4
Education and health services.....	328	305	314	1.9	1.7	1.7
Educational services.....	43	29	44	1.6	.9	1.6
Health care and social assistance.....	285	276	270	1.9	1.8	1.8
Leisure and hospitality.....	635	565	603	4.6	4.1	4.3
Arts, entertainment, and recreation.....	57	42	53	2.6	2.0	2.4
Accommodations and food services.....	577	523	550	5.0	4.5	4.6
Other services.....	127	107	107	2.3	1.9	1.9
Government.....	204	182	209	.9	.8	.9
Federal.....	30	30	33	1.1	1.1	1.2
State and local.....	174	152	177	.9	.8	.9
REGION ³						
Northeast.....	383	330	396	1.5	1.3	1.5
South.....	1,339	1,259	1,118	2.7	2.5	2.2
Midwest.....	578	585	591	1.8	1.8	1.8
West.....	692	676	732	2.3	2.2	2.3

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		
	June 2006	May 2007	June 2007 ^P	June 2006	May 2007	June 2007 ^P
Total	1,513	1,380	1,528	1.1	1.0	1.1
INDUSTRY						
Total private.....	1,339	1,290	1,395	1.2	1.1	1.2
Natural resources and mining.....	3	6	4	.4	.8	.5
Construction.....	114	164	154	1.4	2.1	1.9
Manufacturing.....	147	140	136	1.0	1.0	1.0
Durable goods.....	80	80	86	.9	.9	1.0
Nondurable goods.....	67	60	50	1.3	1.2	1.0
Trade, transportation, and utilities.....	312	265	249	1.2	1.0	.9
Wholesale trade.....	45	44	46	.8	.7	.8
Retail trade.....	225	177	165	1.5	1.2	1.1
Transportation, warehousing, and utilities.....	42	45	37	.8	.9	.7
Information.....	14	24	22	.5	.8	.7
Financial activities.....	55	53	55	.7	.6	.6
Finance and insurance.....	27	28	36	.4	.5	.6
Real estate and rental and leasing.....	28	24	19	1.3	1.1	.8
Professional and business services.....	310	247	265	1.7	1.4	1.5
Education and health services.....	154	147	203	.9	.8	1.1
Educational services.....	37	37	55	1.4	1.2	2.0
Health care and social assistance.....	117	110	148	.8	.7	1.0
Leisure and hospitality.....	170	217	228	1.2	1.6	1.6
Arts, entertainment, and recreation.....	40	49	43	1.8	2.4	1.9
Accommodations and food services.....	130	167	185	1.1	1.4	1.5
Other services.....	60	27	80	1.1	.5	1.4
Government.....	175	91	133	.8	.4	.6
Federal.....	26	17	26	1.0	.6	1.0
State and local.....	148	74	107	.8	.4	.5
REGION ³						
Northeast.....	312	188	221	1.2	.7	.9
South.....	541	562	529	1.1	1.1	1.1
Midwest.....	269	321	326	.9	1.0	1.0
West.....	390	310	452	1.3	1.0	1.5

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		
	June 2006	May 2007	June 2007 ^P	June 2006	May 2007	June 2007 ^P
Total	434	313	410	0.3	0.2	0.3
INDUSTRY						
Total private.....	335	242	288	.3	.2	.2
Natural resources and mining.....	6	2	2	.8	.2	.3
Construction.....	19	22	14	.2	.3	.2
Manufacturing.....	32	36	24	.2	.3	.2
Durable goods.....	22	25	15	.2	.3	.2
Nondurable goods.....	10	10	9	.2	.2	.2
Trade, transportation, and utilities.....	109	58	98	.4	.2	.4
Wholesale trade.....	15	8	19	.3	.1	.3
Retail trade.....	70	36	60	.5	.2	.4
Transportation, warehousing, and utilities.....	25	13	18	.5	.3	.4
Information.....	8	10	9	.2	.3	.3
Financial activities.....	20	20	17	.2	.2	.2
Finance and insurance.....	15	13	9	.2	.2	.1
Real estate and rental and leasing.....	5	7	8	.2	.3	.4
Professional and business services.....	73	36	44	.4	.2	.2
Education and health services.....	33	36	37	.2	.2	.2
Educational services.....	6	4	5	.2	.1	.2
Health care and social assistance.....	27	32	33	.2	.2	.2
Leisure and hospitality.....	21	19	24	.2	.1	.2
Arts, entertainment, and recreation.....	2	2	2	.1	.1	.1
Accommodations and food services.....	20	16	23	.2	.1	.2
Other services.....	14	6	17	.3	.1	.3
Government.....	99	71	122	.5	.3	.6
Federal.....	19	32	36	.7	1.2	1.3
State and local.....	80	39	86	.4	.2	.4
REGION ³						
Northeast.....	93	50	67	.4	.2	.3
South.....	172	110	133	.4	.2	.3
Midwest.....	91	76	104	.3	.2	.3
West.....	78	78	106	.3	.3	.3

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

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

³ See footnote 8, table 1.

^P = preliminary.