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## JOB OPENINGS AND LABOR TURNOVER: JANUARY 2009

On the last business day of January, there were 3.0 million job openings in the United States, and the job openings rate was 2.2 percent, the Bureau of Labor Statistics of the U.S. Department of Labor reported today. The job openings rate fell in January, while the hires rate (3.3 percent) and the total separations rate (3.6 percent) 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. This release also includes annual estimates for hires and separations. The annual rate for hires, total separations, and quits decreased in 2008 while the annual layoffs and discharges rate increased.

Chart 1. Job openings rate, seasonally adjusted,  
Percent February 2006 - January 2009

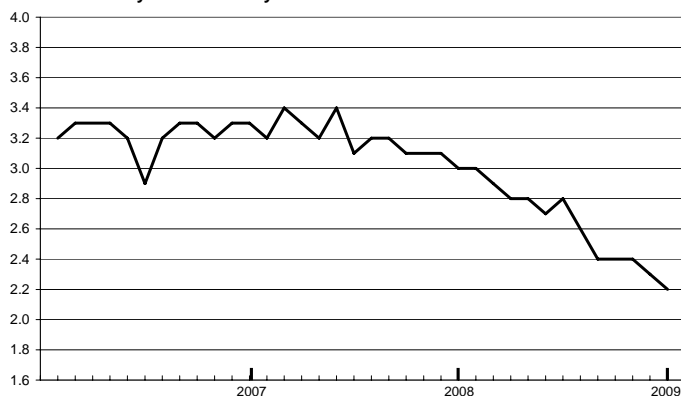
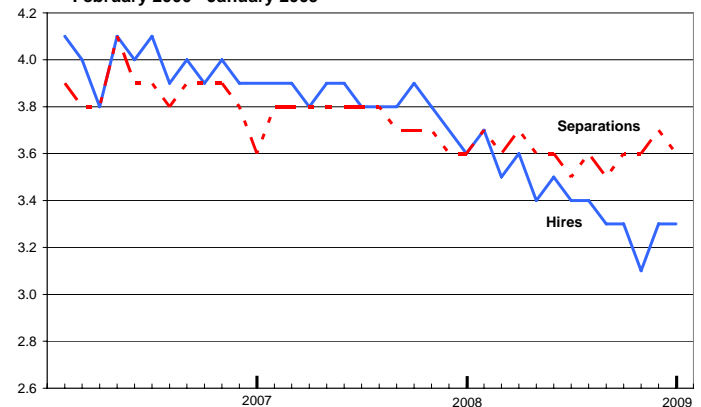


Chart 2. Hires and separations rates, seasonally adjusted,  
Percent February 2006 - January 2009



### 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 4 for more information.

Also with this release, BLS is implementing improvements to the methodology used to generate estimates of hires, separations, and job openings from the JOLTS program. These changes are designed to improve the measurement, and more closely align the hires and separations estimates with monthly payroll employment change as measured by the BLS Current Employment Statistics survey. All JOLTS historical series have been revised to incorporate the new methods. See the JOLTS web page (<http://www.bls.gov/jlt/>) for a detailed description of these changes.

From January 2008 to January 2009, the rates for job openings, hires, and quits all fell significantly for both the total nonfarm and total private sectors. The rates for layoffs and discharges and other separations moved the other direction, rising significantly over the year. (See tables 5, 6, 8, 9 and 10.)

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

Industry	Job openings			Hires			Total separations		
	Jan. 2008	Dec. 2008	Jan. 2009 <sup>P</sup>	Jan. 2008	Dec. 2008	Jan. 2009 <sup>P</sup>	Jan. 2008	Dec. 2008	Jan. 2009 <sup>P</sup>
Levels (in thousands)									
Total <sup>1</sup> .....	4,332	3,224	2,991	4,995	4,508	4,399	4,920	4,958	4,906
Total private <sup>1</sup> .....	3,873	2,861	2,525	4,657	4,214	4,090	4,625	4,673	4,631
Construction.....	131	66	43	368	366	384	418	452	515
Manufacturing.....	302	188	123	349	252	232	371	419	429
Trade, transportation, and utilities <sup>2</sup> .....	734	495	479	1,030	891	919	1,050	1,041	1,046
Retail trade.....	367	337	366	714	595	589	725	664	656
Professional and business services.....	759	562	523	897	786	764	918	898	856
Education and health services.....	740	685	684	562	528	534	515	498	485
Leisure and hospitality .....	596	315	280	880	711	721	894	755	743
Arts, entertainment, and recreation.....	54	40	28	136	111	115	136	106	119
Accommodation and food services.....	539	274	250	747	605	612	758	647	627
Government <sup>3</sup> .....	406	345	406	324	271	295	307	278	282
State and local government.....	372	312	311	290	253	263	260	251	269
Rates (percent)									
Total <sup>1</sup> .....	3.0	2.3	2.2	3.6	3.3	3.3	3.6	3.7	3.6
Total private <sup>1</sup> .....	3.2	2.5	2.2	4.0	3.7	3.7	4.0	4.1	4.1
Construction.....	1.7	0.9	0.6	4.9	5.3	5.7	5.6	6.6	7.6
Manufacturing.....	2.1	1.4	1.0	2.5	2.0	1.8	2.7	3.2	3.4
Trade, transportation, and utilities <sup>2</sup> .....	2.7	1.9	1.8	3.9	3.4	3.6	3.9	4.0	4.1
Retail trade.....	2.3	2.2	2.4	4.6	4.0	3.9	4.7	4.4	4.4
Professional and business services.....	4.0	3.1	2.9	5.0	4.5	4.4	5.1	5.2	5.0
Education and health services.....	3.8	3.5	3.4	3.0	2.8	2.8	2.8	2.6	2.5
Leisure and hospitality .....	4.2	2.3	2.1	6.5	5.3	5.4	6.6	5.7	5.6
Arts, entertainment, and recreation.....	2.6	2.0	1.4	6.8	5.7	5.9	6.8	5.4	6.1
Accommodation and food services.....	4.5	2.4	2.2	6.5	5.3	5.4	6.6	5.7	5.5
Government <sup>3</sup> .....	1.8	1.5	1.8	1.4	1.2	1.3	1.4	1.2	1.2
State and local government.....	1.9	1.6	1.5	1.5	1.3	1.3	1.3	1.3	1.4

<sup>1</sup> Includes mining and logging, information, financial activities, and other services, not shown separately.

<sup>2</sup> Includes wholesale trade and transportation, warehousing, and utilities, not shown separately.

<sup>3</sup> Includes federal government, not shown separately.

<sup>P</sup> = 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

The job openings rate fell to a new series low of 2.2 percent in January, continuing a 16-month downward trend. At 3.0 million in January, monthly openings were down 1.6 million, or 35 percent, since the starting point of the downward trend in September 2007. (See table 1.)

Over the 12 months ending in January, the job openings rate (not seasonally adjusted) was essentially unchanged in five industries: mining and logging; retail trade; information; educational services; and other services. In the remaining 12 industries, at the total nonfarm and total private level, and in all four regions, the job openings rate fell significantly over the year. The job openings rate rose significantly over the year only in the federal government. (See table 5.)

### Hires

Although the hires rate of 3.3 percent was unchanged from December to January, the rate has trended downward over the last 15 months. At 4.4 million in January, monthly hires were down 928,000, or 17 percent, since the starting point of the downward trend in October 2007. (See table 2.)

Over the 12 months ending in January, the hires rate did not increase significantly in any industry or region. The rate decreased for total nonfarm and total private and in several industries, including mining and logging; durable goods manufacturing; retail trade; accommodation and food services; and state and local government. Regionally, the hires rate fell over the year in the South and West and was essentially unchanged in the Midwest and Northeast. (See table 6.)

### Separations

Total separations includes quits (voluntary separations), layoffs and discharges (involuntary separations), and other separations (including retirements). The total separations, or turnover, rate (seasonally adjusted) remained essentially unchanged in January at 3.6 percent. The total separations rate (not seasonally adjusted) was also essentially unchanged over the 12 months ending in January since quits fell while layoffs and discharges rose. (See tables 3, 7, 8 and 9.)

The quits rate can serve as a barometer of workers' willingness or ability to change jobs. Although the quits rate was essentially unchanged in January at 1.5 percent, the rate was at the lowest point in the 8-year series. Quits have been trending downward since December 2006, declining by 1.2 million, or 37 percent, in that time. Comparing January 2009 to January 2008, the quits rate was significantly lower for total nonfarm and total private, in most industries, and in all four regions. The rate was essentially unchanged in mining and logging; transportation, warehousing, and utilities; information; and other services. The rate did not rise significantly in the past 12 months in any industry or region. (See tables 4 and 8.)

Beginning with this release, the layoffs and discharges component of total separations is seasonally adjusted at the total nonfarm, total private, and government levels. Seasonally adjusted layoffs and discharges in January were 2.5 million for total nonfarm, 2.4 million for total private, and 131,000 for government, corresponding to layoffs and discharges rates of 1.9 percent, 2.1 percent, and 0.6 percent, respectively. Over the 12 months ending in January, the layoffs and discharges rate (not seasonally adjusted) rose for total nonfarm and total private, in all four regions, and in many industries, including construction; durable goods manufacturing; nondurable goods manufacturing; wholesale trade; transportation, warehousing, and utilities; information; finance and insurance; real estate and rental and leasing; professional and business services; other services; and state and local government. The rate fell significantly over the year only in the federal government. In the remaining six industries, the rate was essentially unchanged. (See table 9 for not seasonally adjusted layoffs and discharges.)

Seasonally adjusted layoffs and discharges are not presented in a table but are available through the JOLTS web site.)

The other separations series is not seasonally adjusted. Comparing January 2008 to January 2009, the number of other separations increased significantly for total nonfarm (to 505,000) and total private (435,000) and decreased significantly for government (70,000). (See table 10.)

### Net Change in Employment

In the 12 months ending in January, hires totaled 55.9 million and separations totaled 59.4 million, yielding a net employment loss over the year of 3.5 million. The loss resulted from total separations remaining level over the year, while hires trended sharply downward.

### Annual Levels and Rates

This release contains the 2008 annual rates and levels for hires, total separations, quits, layoffs and discharges, and other separations. 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. For the second year in a row, annual levels for hires, total separations, quits, and other separations fell in 2008, while annual levels for layoffs and discharges rose. In 2008, annual hires fell to 56.5 million (41.2 percent of employment), annual total separations fell to 59.3 million (43.3 percent of employment), annual quits declined steeply to 31.0 million (22.6 percent of employment), and annual other separations decreased to 4.0 million (2.9 percent of employment). Annual layoffs and discharges rose to 24.4 million (17.8 percent of employment) in 2008. (See tables 11 through 20.)

### For More Information

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

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The Job Openings and Labor Turnover release for February 2009 is scheduled to be issued on Tuesday, April 7.

### **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 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 2007 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.

Also with this release, BLS is implementing improvements to the methodology used to generate estimates of hires, separations, and job openings from the Job Openings and Labor Turnover Survey (JOLTS) program. These changes are designed to improve the measurement of hires, separations, and openings and to more closely align the hires and separations estimates with monthly payroll employment change as measured by the BLS Current Employment Statistics survey. All JOLTS historical series have been revised to incorporate the new methods.

Tables summarizing the effects of the above revisions for December 2000 through December 2008 can be found on the JOLTS homepage. The revised data for the year 2008 incorporate the effect of applying the new benchmark level and the methodology improvements. The December 2008 revisions also reflect the routine incorporation of additional sample receipts into the final December estimates. Table B through table G present revised total nonfarm data. 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 and the methodology improvements. Table F (layoffs and discharges) presents revisions on a not seasonally adjusted basis since layoffs and discharges are released on a seasonally adjusted basis for the first time this year. Table G (other separations) presents revisions on a not seasonally adjusted basis since this series is not seasonally adjusted. Note that the revised estimates are generally higher than the previously published estimates. This is primarily due to the addition of a birth/death model for JOLTS. For more information on this and other methodology changes, see the technical note included in this release, or see the JOLTS homepage.

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. Further information on the revisions released today may be obtained by contacting the JOLTS program.

# 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

In a monthly survey of business establishments, data are collected 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, e-mail, 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 are 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.

### **Special Collection Procedures**

An implied measure of employment change can be derived from the JOLTS data by subtracting separations from hires for a given month. Aggregating these monthly changes historically produced employment levels that overstated employment change as measured by CES at the total nonfarm level. Research into this problem showed that a significant amount of the divergence between the CES employment levels and the derived JOLTS employment levels was traceable to the Employment Services industry and to the State Government Education industry. In the former industry, businesses have a difficult time reporting hires and separations of temporary help workers. In the latter industry, employers have difficulty reporting hires and separations of student workers. BLS now devotes additional resources to the collection, editing, and review of data for these industries. BLS analysts more closely examine reported data that do not provide a consistent picture over time, and re-contact the respondents as necessary. Analysts work with the respondents to adjust their reporting practices as possible. Units that cannot be reconciled but are clearly incorrect on a consistent basis are not used, they are replaced by imputed values using standard techniques.

### **Sample and estimation methodology**

The JOLTS survey 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 9.1 million establishments compiled as part of the operations of the Quarterly Census of Employment and Wages (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. The JOLTS sample is constructed from individual panels of sample units drawn on an annual basis. The full annual sample consists of one certainty panel composed of only large units selected with virtual certainty based on their size and 24 non-certainty panels. Each month a new non-certainty panel is rolled into collection, and the oldest non-certainty panel is rolled out. This means that at any given time the JOLTS sample is constructed from panels from three different annual sampling frames. The entire sample of old plus new panels is post-stratified and re-weighted annually to represent the most recent sampling frame. Additionally, the out-of-business establishments are removed from the old panels. The annual sample is supplemented with a quarterly sample of birth establishments (i.e., new establishments) to better reflect the impact of younger establishments in the JOLTS sample.

JOLTS total employment estimates are benchmarked monthly 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.

### **JOLTS Business Birth/Death Model**

As with any sample survey, the JOLTS sample can only be as current as its sampling frame. The time lag from the birth of an establishment until its appearance on the sampling frame is approximately one year. In addition, many of these new units may fail within the first year. Since these universe units cannot be reflected on the sampling frame immediately, the JOLTS sample cannot capture job openings, hires, and separations from these units during their early existence. BLS has developed a model to estimate birth/death activity for current months by examining the birth/death activity from previous years on the QCEW and projecting forward to the present using an econometric technique known as X-12 ARIMA modeling. The birth/death model also uses historical JOLTS data to estimate the amount of "churn" (hires and separations) that exists in establishments of various sizes. The model then combines the estimated churn with the projected employment change to estimate the number of hires and separations taking place in these units that cannot be measured through sampling.

The model-based estimate of total separations is distributed to the three components – quits; layoffs and discharges; and other separations - in proportion to their contribution to the sample-based estimate of total separations. Additionally, job openings for the modeled units are estimated by computing the ratio of openings to hires in the collected data and applying that ratio to the modeled hires. The estimates of job openings, hires, and separations produced by the birth/death model are then added to the sample-based estimates produced from the survey to arrive at the estimates for openings, hires, and separations.

### **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.

### **Alignment procedure**

JOLTS hires minus separations should be comparable to the CES net employment change. However, definitional differences as well as sampling and non-sampling errors between the two surveys historically caused JOLTS to diverge from CES over time. To limit the divergence, and improve the quality of the JOLTS hires and separations series, BLS implemented the Monthly Alignment Method. The Monthly Alignment Method applies the CES employment trends to the seasonally adjusted JOLTS implied employment trend (hires minus separations) forcing them to be approximately the same, while preserving the seasonality of the JOLTS data. First, the two series are seasonally adjusted and the difference between the JOLTS implied employment trend and the CES net employment change is calculated. Next, the JOLTS implied employment trend is adjusted to equal the CES net employment change through a proportional adjustment. This proportional adjustment procedure adjusts the two components (hires, separations) proportionally to their contribution to the total churn (hires plus separations). For example, if hires are 40 percent of the churn for a given month, they will receive 40 percent of the needed adjustment and separations will receive 60 percent of the needed adjustment. The adjusted hires and separations are converted back to not seasonally adjusted data by reversing the application of the original seasonal factors. After the monthly alignment method has been used to adjust the level estimates, rate estimates are computed from the adjusted levels. The Monthly Alignment procedure assures a close match of the JOLTS

implied employment trend with the CES trend. The CES series is considered a highly accurate measure of net employment change owing to its very large sample size and annual benchmarking to universe counts of employment from the QCEW program.

### **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 to 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.

JOLTS uses moving averages as seasonal filters in seasonal adjustment. JOLTS seasonal adjustment 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.

**Other information**

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

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

Industry and region	Levels <sup>3</sup> (in thousands)							Rates						
	Jan. 2008	Aug. 2008	Sept. 2008	Oct. 2008	Nov. 2008	Dec. 2008	Jan. 2009 <sup>P</sup>	Jan. 2008	Aug. 2008	Sept. 2008	Oct. 2008	Nov. 2008	Dec. 2008	Jan. 2009 <sup>P</sup>
<b>Total <sup>4</sup></b>	4,332	3,722	3,346	3,390	3,311	3,224	2,991	3.0	2.6	2.4	2.4	2.4	2.3	2.2
<b>INDUSTRY</b>														
Total private <sup>4</sup>	3,873	3,314	2,913	2,964	2,928	2,861	2,525	3.2	2.8	2.5	2.5	2.5	2.5	2.2
Construction	131	84	152	79	76	66	43	1.7	1.2	2.1	1.1	1.1	.9	.6
Manufacturing	302	300	236	230	203	188	123	2.1	2.2	1.7	1.7	1.5	1.4	1.0
Trade, transportation, and utilities <sup>5</sup>	734	638	525	564	624	495	479	2.7	2.4	2.0	2.1	2.3	1.9	1.8
Retail trade	367	393	297	363	410	337	366	2.3	2.5	1.9	2.3	2.6	2.2	2.4
Professional and business services	759	692	608	603	505	562	523	4.0	3.8	3.3	3.3	2.8	3.1	2.9
Education and health services	740	707	624	646	697	685	684	3.8	3.6	3.2	3.3	3.5	3.5	3.4
Leisure and hospitality	596	438	427	417	302	315	280	4.2	3.2	3.1	3.0	2.2	2.3	2.1
Arts, entertainment, and recreation	54	56	44	47	35	40	28	2.6	2.8	2.2	2.4	1.8	2.0	1.4
Accommodation and food services	539	378	374	370	284	274	250	4.5	3.2	3.2	3.1	2.4	2.4	2.2
Government <sup>6</sup>	406	421	431	427	378	345	406	1.8	1.8	1.9	1.9	1.6	1.5	1.8
State and local government	372	357	352	344	337	312	311	1.9	1.8	1.7	1.7	1.7	1.6	1.5
<b>REGION <sup>7</sup></b>														
Northeast	706	707	644	636	582	633	542	2.7	2.7	2.5	2.4	2.2	2.4	2.1
South	1,687	1,409	1,269	1,314	1,267	1,245	1,161	3.3	2.8	2.5	2.6	2.5	2.5	2.3
Midwest	881	794	674	698	644	607	570	2.7	2.5	2.1	2.2	2.0	1.9	1.8
West	984	864	785	734	767	689	670	3.1	2.7	2.5	2.3	2.5	2.2	2.2

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

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

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

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

<sup>5</sup> Includes wholesale trade and transportation, warehousing, and utilities, not shown separately.

<sup>6</sup> Includes federal government, not shown separately.

<sup>7</sup> The States (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

<sup>P</sup> = preliminary.

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 <sup>1</sup> and rates <sup>2</sup> by industry and region, seasonally adjusted**

Industry and region	Levels <sup>3</sup> (in thousands)							Rates						
	Jan. 2008	Aug. 2008	Sept. 2008	Oct. 2008	Nov. 2008	Dec. 2008	Jan. 2009 <sup>P</sup>	Jan. 2008	Aug. 2008	Sept. 2008	Oct. 2008	Nov. 2008	Dec. 2008	Jan. 2009 <sup>P</sup>
<b>Total <sup>4</sup></b>	4,995	4,654	4,505	4,486	4,226	4,508	4,399	3.6	3.4	3.3	3.3	3.1	3.3	3.3
<b>INDUSTRY</b>														
Total private <sup>4</sup>	4,657	4,378	4,263	4,160	3,928	4,214	4,090	4.0	3.8	3.7	3.7	3.5	3.7	3.7
Construction	368	424	365	380	340	366	384	4.9	5.9	5.1	5.4	4.9	5.3	5.7
Manufacturing	349	285	305	290	257	252	232	2.5	2.1	2.3	2.2	2.0	2.0	1.8
Trade, transportation, and utilities <sup>5</sup>	1,030	973	959	933	852	891	919	3.9	3.7	3.7	3.6	3.3	3.4	3.6
Retail trade	714	662	649	624	576	595	589	4.6	4.3	4.2	4.1	3.8	4.0	3.9
Professional and business services	897	810	787	788	783	786	764	5.0	4.6	4.5	4.5	4.5	4.5	4.4
Education and health services	562	554	506	544	528	528	534	3.0	2.9	2.7	2.9	2.8	2.8	2.8
Leisure and hospitality	880	838	814	769	706	711	721	6.5	6.2	6.1	5.7	5.3	5.3	5.4
Arts, entertainment, and recreation	136	161	117	119	92	111	115	6.8	8.2	6.0	6.1	4.7	5.7	5.9
Accommodation and food services	747	692	708	651	620	605	612	6.5	6.0	6.2	5.7	5.4	5.3	5.4
Government <sup>6</sup>	324	305	278	318	281	271	295	1.4	1.4	1.2	1.4	1.2	1.2	1.3
State and local government	290	279	259	275	251	253	263	1.5	1.4	1.3	1.4	1.3	1.3	1.3
<b>REGION <sup>7</sup></b>														
Northeast	794	800	742	759	661	726	733	3.1	3.1	2.9	3.0	2.6	2.9	2.9
South	1,906	1,714	1,643	1,652	1,572	1,659	1,618	3.8	3.5	3.3	3.4	3.2	3.4	3.3
Midwest	1,092	1,034	1,038	1,051	934	1,009	995	3.5	3.3	3.3	3.4	3.0	3.3	3.2
West	1,158	1,124	1,088	1,043	1,043	1,053	1,011	3.7	3.7	3.6	3.4	3.4	3.5	3.4

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

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

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

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

<sup>5</sup> Includes wholesale trade and transportation, warehousing, and utilities, not shown separately.

<sup>6</sup> Includes federal government, not shown separately.

<sup>7</sup> See footnote 7, table 1.

<sup>P</sup> = 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 <sup>1</sup> and rates <sup>2</sup> by industry and region, seasonally adjusted**

Industry and region	Levels <sup>3</sup> (in thousands)							Rates						
	Jan. 2008	Aug. 2008	Sept. 2008	Oct. 2008	Nov. 2008	Dec. 2008	Jan. 2009 <sup>P</sup>	Jan. 2008	Aug. 2008	Sept. 2008	Oct. 2008	Nov. 2008	Dec. 2008	Jan. 2009 <sup>P</sup>
<b>Total <sup>4</sup></b> .....	4,920	4,888	4,852	4,910	4,863	4,958	4,906	3.6	3.6	3.5	3.6	3.6	3.7	3.6
<b>INDUSTRY</b>														
Total private <sup>4</sup> .....	4,625	4,587	4,553	4,607	4,571	4,673	4,631	4.0	4.0	4.0	4.0	4.0	4.1	4.1
Construction.....	418	436	412	440	472	452	515	5.6	6.1	5.8	6.2	6.8	6.6	7.6
Manufacturing.....	371	348	371	404	384	419	429	2.7	2.6	2.8	3.1	2.9	3.2	3.4
Trade, transportation, and utilities <sup>5</sup> .....	1,050	1,031	1,046	1,034	1,030	1,041	1,046	3.9	3.9	4.0	4.0	4.0	4.0	4.1
Retail trade.....	725	699	684	680	680	664	656	4.7	4.6	4.5	4.5	4.5	4.4	4.4
Professional and business services.....	918	871	809	906	909	898	856	5.1	4.9	4.6	5.1	5.2	5.2	5.0
Education and health services.....	515	505	488	507	466	498	485	2.8	2.7	2.6	2.7	2.4	2.6	2.5
Leisure and hospitality.....	894	857	830	794	773	755	743	6.6	6.4	6.2	5.9	5.8	5.7	5.6
Arts, entertainment, and recreation.....	136	152	115	124	98	106	119	6.8	7.7	5.9	6.4	5.0	5.4	6.1
Accommodation and food services.....	758	708	714	670	673	647	627	6.6	6.2	6.2	5.9	5.9	5.7	5.5
Government <sup>6</sup> .....	307	290	294	294	282	278	282	1.4	1.3	1.3	1.3	1.3	1.2	1.2
State and local government.....	260	268	280	265	258	251	269	1.3	1.4	1.4	1.3	1.3	1.3	1.4
<b>REGION <sup>7</sup></b>														
Northeast.....	807	824	734	743	767	799	806	3.1	3.2	2.9	2.9	3.0	3.2	3.2
South.....	1,840	1,799	1,767	1,782	1,841	1,815	1,882	3.7	3.6	3.6	3.6	3.8	3.7	3.9
Midwest.....	1,086	1,026	1,116	1,168	1,105	1,088	1,102	3.5	3.3	3.6	3.8	3.6	3.5	3.6
West.....	1,237	1,258	1,184	1,209	1,205	1,227	1,150	4.0	4.1	3.9	4.0	4.0	4.0	3.8

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

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

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

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

<sup>5</sup> Includes wholesale trade and transportation, warehousing, and utilities, not shown separately.

<sup>6</sup> Includes federal government, not shown separately.

<sup>7</sup> See footnote 7, table 1.

<sup>P</sup> = 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 <sup>1</sup> and rates <sup>2</sup> by industry and region, seasonally adjusted**

Industry and region	Levels <sup>3</sup> (in thousands)							Rates						
	Jan. 2008	Aug. 2008	Sept. 2008	Oct. 2008	Nov. 2008	Dec. 2008	Jan. 2009 <sup>P</sup>	Jan. 2008	Aug. 2008	Sept. 2008	Oct. 2008	Nov. 2008	Dec. 2008	Jan. 2009 <sup>P</sup>
<b>Total <sup>4</sup></b> .....	2,926	2,453	2,454	2,436	2,201	2,114	2,000	2.1	1.8	1.8	1.8	1.6	1.6	1.5
<b>INDUSTRY</b>														
Total private <sup>4</sup> .....	2,770	2,322	2,319	2,305	2,076	1,984	1,887	2.4	2.0	2.0	2.0	1.8	1.8	1.7
Construction.....	151	151	128	107	109	92	82	2.0	2.1	1.8	1.5	1.6	1.3	1.2
Manufacturing.....	206	146	147	143	122	87	90	1.5	1.1	1.1	1.1	.9	.7	.7
Trade, transportation, and utilities <sup>5</sup> .....	643	541	580	548	489	518	490	2.4	2.1	2.2	2.1	1.9	2.0	1.9
Retail trade.....	474	397	414	377	352	379	366	3.0	2.6	2.7	2.5	2.3	2.5	2.4
Professional and business services.....	443	361	368	477	349	297	287	2.5	2.0	2.1	2.7	2.0	1.7	1.7
Education and health services.....	319	285	290	294	251	256	244	1.7	1.5	1.5	1.5	1.3	1.3	1.3
Leisure and hospitality.....	598	529	514	516	469	461	425	4.4	3.9	3.8	3.8	3.5	3.5	3.2
Arts, entertainment, and recreation.....	57	45	52	39	35	29	29	2.9	2.3	2.7	2.0	1.8	1.5	1.5
Accommodation and food services.....	531	487	467	476	437	435	389	4.6	4.2	4.1	4.2	3.8	3.8	3.4
Government <sup>6</sup> .....	151	139	134	132	122	130	109	.7	.6	.6	.6	.5	.6	.5
State and local government.....	134	131	133	122	117	121	103	.7	.7	.7	.6	.6	.6	.5
<b>REGION <sup>7</sup></b>														
Northeast.....	445	337	338	347	321	302	269	1.7	1.3	1.3	1.4	1.3	1.2	1.1
South.....	1,197	978	971	949	879	847	774	2.4	2.0	2.0	1.9	1.8	1.7	1.6
Midwest.....	588	567	577	595	491	452	471	1.9	1.8	1.9	1.9	1.6	1.5	1.5
West.....	678	566	560	541	510	498	470	2.2	1.8	1.8	1.8	1.7	1.6	1.6

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

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

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

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

<sup>5</sup> Includes wholesale trade and transportation, warehousing, and utilities, not shown separately.

<sup>6</sup> Includes federal government, not shown separately.

<sup>7</sup> See footnote 7, table 1.

<sup>P</sup> = 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 <sup>1</sup> and rates <sup>2</sup> by industry and region, not seasonally adjusted**

Industry and region	Levels (in thousands)			Rates		
	Jan. 2008	Dec. 2008	Jan. 2009 <sup>P</sup>	Jan. 2008	Dec. 2008	Jan. 2009 <sup>P</sup>
<b>Total</b> .....	4,466	2,796	3,091	3.2	2.0	2.3
<b>INDUSTRY</b>						
Total private.....	4,059	2,492	2,686	3.5	2.2	2.4
Mining and logging.....	16	17	20	2.2	2.1	2.6
Construction.....	117	54	39	1.6	.8	.6
Manufacturing.....	308	161	127	2.2	1.2	1.0
Durable goods.....	187	83	64	2.1	1.0	.8
Nondurable goods.....	122	78	63	2.4	1.6	1.3
Trade, transportation, and utilities.....	719	399	465	2.6	1.5	1.8
Wholesale trade.....	209	85	50	3.4	1.4	.9
Retail trade.....	349	252	345	2.2	1.6	2.3
Transportation, warehousing, and utilities.....	161	62	70	3.1	1.2	1.4
Information.....	95	62	83	3.1	2.1	2.8
Financial activities.....	412	190	222	4.8	2.3	2.7
Finance and insurance.....	291	144	186	4.6	2.4	3.1
Real estate and rental and leasing.....	121	46	36	5.4	2.2	1.7
Professional and business services.....	849	522	585	4.6	2.9	3.3
Education and health services.....	777	651	720	4.0	3.3	3.6
Educational services.....	65	68	75	2.2	2.1	2.4
Health care and social assistance.....	712	584	645	4.4	3.5	3.9
Leisure and hospitality.....	583	268	271	4.3	2.0	2.1
Arts, entertainment, and recreation.....	49	27	25	2.7	1.5	1.4
Accommodation and food services.....	534	242	246	4.6	2.1	2.2
Other services.....	182	168	154	3.2	3.0	2.8
Government.....	407	304	405	1.8	1.3	1.8
Federal.....	44	33	109	1.6	1.2	3.8
State and local.....	363	271	295	1.8	1.3	1.5
<b>REGION <sup>3</sup></b>						
Northeast.....	786	560	602	3.0	2.1	2.4
South.....	1,708	1,131	1,160	3.4	2.3	2.4
Midwest.....	904	539	583	2.8	1.7	1.9
West.....	1,068	567	746	3.4	1.8	2.5

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

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

<sup>3</sup> See footnote 7, table 1.

<sup>P</sup> = preliminary.

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

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

Industry and region	Levels (in thousands)			Rates		
	Jan. 2008	Dec. 2008	Jan. 2009 <sup>p</sup>	Jan. 2008	Dec. 2008	Jan. 2009 <sup>p</sup>
<b>Total</b> .....	4,834	3,124	4,221	3.6	2.3	3.2
<b>INDUSTRY</b>						
Total private.....	4,516	2,963	3,936	4.0	2.6	3.6
Mining and logging.....	39	18	29	5.3	2.3	3.7
Construction.....	321	222	335	4.6	3.3	5.3
Manufacturing.....	359	165	237	2.6	1.3	1.9
Durable goods.....	219	95	120	2.5	1.2	1.5
Nondurable goods.....	140	70	116	2.8	1.5	2.5
Trade, transportation, and utilities.....	923	689	823	3.5	2.6	3.2
Wholesale trade.....	200	113	206	3.3	1.9	3.6
Retail trade.....	578	467	475	3.7	3.0	3.2
Transportation, warehousing, and utilities.....	145	109	142	2.9	2.2	2.9
Information.....	92	48	90	3.1	1.6	3.1
Financial activities.....	272	141	242	3.3	1.8	3.1
Finance and insurance.....	193	84	162	3.2	1.4	2.8
Real estate and rental and leasing.....	79	57	80	3.7	2.7	4.0
Professional and business services.....	968	629	816	5.5	3.6	4.8
Education and health services.....	578	372	550	3.1	1.9	2.9
Educational services.....	80	31	71	2.8	1.0	2.3
Health care and social assistance.....	498	341	480	3.2	2.1	3.0
Leisure and hospitality.....	758	522	618	5.9	4.0	4.9
Arts, entertainment, and recreation.....	114	80	96	6.4	4.5	5.5
Accommodation and food services.....	644	442	522	5.8	3.9	4.8
Other services.....	206	157	196	3.8	2.9	3.6
Government.....	318	161	285	1.4	.7	1.3
Federal.....	36	19	34	1.3	.7	1.2
State and local.....	281	141	252	1.4	.7	1.3
<b>REGION <sup>3</sup></b>						
Northeast.....	764	534	701	3.0	2.1	2.8
South.....	1,925	1,129	1,636	3.9	2.3	3.4
Midwest.....	1,077	703	979	3.5	2.3	3.3
West.....	1,068	758	905	3.5	2.5	3.1

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

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

<sup>3</sup> See footnote 7, table 1.

<sup>p</sup> = preliminary.

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

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

Industry and region	Levels (in thousands)			Rates		
	Jan. 2008	Dec. 2008	Jan. 2009 <sup>p</sup>	Jan. 2008	Dec. 2008	Jan. 2009 <sup>p</sup>
<b>Total</b> .....	6,527	4,579	6,456	4.8	3.4	4.9
<b>INDUSTRY</b>						
Total private.....	6,163	4,367	6,126	5.4	3.9	5.6
Mining and logging.....	48	29	43	6.5	3.7	5.6
Construction.....	548	465	675	7.8	6.9	10.7
Manufacturing.....	533	345	623	3.9	2.7	5.0
Durable goods.....	315	214	389	3.6	2.6	4.9
Nondurable goods.....	217	131	234	4.4	2.7	5.0
Trade, transportation, and utilities.....	1,504	1,078	1,497	5.7	4.1	5.9
Wholesale trade.....	272	204	313	4.5	3.5	5.4
Retail trade.....	1,041	697	938	6.7	4.5	6.3
Transportation, warehousing, and utilities.....	190	177	246	3.8	3.5	5.1
Information.....	140	74	165	4.7	2.5	5.7
Financial activities.....	453	166	457	5.5	2.1	5.8
Finance and insurance.....	324	97	311	5.4	1.6	5.3
Real estate and rental and leasing.....	128	69	147	6.1	3.3	7.2
Professional and business services.....	1,065	1,019	986	6.0	5.9	5.8
Education and health services.....	695	387	655	3.8	2.0	3.4
Educational services.....	84	48	52	2.9	1.5	1.7
Health care and social assistance.....	611	339	603	3.9	2.1	3.8
Leisure and hospitality.....	943	624	778	7.3	4.8	6.1
Arts, entertainment, and recreation.....	129	78	114	7.3	4.4	6.6
Accommodation and food services.....	814	545	663	7.3	4.9	6.1
Other services.....	236	181	247	4.3	3.3	4.6
Government.....	364	212	330	1.6	.9	1.5
Federal.....	75	24	33	2.8	.9	1.2
State and local.....	288	187	297	1.5	.9	1.5
<b>REGION <sup>3</sup></b>						
Northeast.....	1,116	768	1,108	4.4	3.0	4.5
South.....	2,343	1,604	2,389	4.8	3.3	5.0
Midwest.....	1,484	1,103	1,506	4.8	3.6	5.0
West.....	1,584	1,104	1,453	5.2	3.6	4.9

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

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

<sup>3</sup> See footnote 7, table 1.

<sup>p</sup> = preliminary.

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

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

Industry and region	Levels (in thousands)			Rates		
	Jan. 2008	Dec. 2008	Jan. 2009 <sup>p</sup>	Jan. 2008	Dec. 2008	Jan. 2009 <sup>p</sup>
<b>Total</b> .....	3,380	1,659	2,287	2.5	1.2	1.7
<b>INDUSTRY</b>						
Total private.....	3,210	1,568	2,167	2.8	1.4	2.0
Mining and logging.....	24	9	20	3.3	1.2	2.6
Construction.....	143	58	72	2.0	.9	1.1
Manufacturing.....	257	60	112	1.9	.5	.9
Durable goods.....	132	34	59	1.5	.4	.7
Nondurable goods.....	125	25	53	2.5	.5	1.1
Trade, transportation, and utilities.....	784	448	598	3.0	1.7	2.3
Wholesale trade.....	125	53	72	2.1	.9	1.3
Retail trade.....	568	332	437	3.7	2.1	2.9
Transportation, warehousing, and utilities.....	91	64	89	1.8	1.3	1.8
Information.....	78	21	63	2.6	.7	2.2
Financial activities.....	251	52	124	3.1	.7	1.6
Finance and insurance.....	185	42	81	3.1	.7	1.4
Real estate and rental and leasing.....	66	10	43	3.1	.5	2.1
Professional and business services.....	481	274	308	2.7	1.6	1.8
Education and health services.....	428	193	323	2.3	1.0	1.7
Educational services.....	43	14	19	1.5	.4	.6
Health care and social assistance.....	385	179	304	2.5	1.1	1.9
Leisure and hospitality.....	611	369	431	4.7	2.8	3.4
Arts, entertainment, and recreation.....	54	16	26	3.1	.9	1.5
Accommodation and food services.....	557	352	405	5.0	3.1	3.7
Other services.....	153	84	116	2.8	1.5	2.2
Government.....	171	91	121	.8	.4	.5
Federal.....	21	5	8	.8	.2	.3
State and local.....	150	86	112	.8	.4	.6
<b>REGION <sup>3</sup></b>						
Northeast.....	530	230	322	2.1	.9	1.3
South.....	1,381	661	887	2.8	1.3	1.9
Midwest.....	703	355	556	2.3	1.2	1.8
West.....	766	412	523	2.5	1.4	1.8

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

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

<sup>3</sup> See footnote 7, table 1.

<sup>p</sup> = preliminary.

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

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

Industry and region	Levels (in thousands)			Rates		
	Jan. 2008	Dec. 2008	Jan. 2009 <sup>P</sup>	Jan. 2008	Dec. 2008	Jan. 2009 <sup>P</sup>
<b>Total</b> .....	2,701	2,631	3,664	2.0	1.9	2.8
<b>INDUSTRY</b>						
Total private.....	2,589	2,550	3,525	2.3	2.3	3.2
Mining and logging.....	17	18	21	2.3	2.4	2.8
Construction.....	386	389	582	5.5	5.8	9.2
Manufacturing.....	229	269	468	1.7	2.1	3.7
Durable goods.....	154	169	296	1.8	2.1	3.8
Nondurable goods.....	75	100	171	1.5	2.1	3.6
Trade, transportation, and utilities.....	636	563	792	2.4	2.1	3.1
Wholesale trade.....	130	143	233	2.2	2.4	4.0
Retail trade.....	418	331	436	2.7	2.1	2.9
Transportation, warehousing, and utilities.....	88	89	123	1.7	1.8	2.5
Information.....	53	42	87	1.8	1.4	3.0
Financial activities.....	179	95	280	2.2	1.2	3.5
Finance and insurance.....	121	47	182	2.0	.8	3.1
Real estate and rental and leasing.....	58	48	98	2.7	2.3	4.8
Professional and business services.....	518	679	616	2.9	3.9	3.6
Education and health services.....	219	168	234	1.2	.9	1.2
Educational services.....	35	31	30	1.2	1.0	1.0
Health care and social assistance.....	184	137	203	1.2	.9	1.3
Leisure and hospitality.....	273	238	322	2.1	1.8	2.5
Arts, entertainment, and recreation.....	71	60	81	4.0	3.3	4.7
Accommodation and food services.....	202	178	241	1.8	1.6	2.2
Other services.....	80	88	123	1.5	1.6	2.3
Government.....	112	82	139	.5	.4	.6
Federal.....	26	14	11	1.0	.5	.4
State and local.....	86	68	128	.4	.3	.7
<b>REGION <sup>3</sup></b>						
Northeast.....	498	466	686	2.0	1.8	2.8
South.....	845	853	1,312	1.7	1.7	2.7
Midwest.....	645	690	823	2.1	2.2	2.7
West.....	714	623	843	2.3	2.0	2.8

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

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

<sup>3</sup> See footnote 7, table 1.

<sup>P</sup> = preliminary.

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



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

Industry and region	Levels (in thousands)			Rates		
	Jan. 2008	Dec. 2008	Jan. 2009 <sup>p</sup>	Jan. 2008	Dec. 2008	Jan. 2009 <sup>p</sup>
<b>Total</b> .....	446	289	505	0.3	0.2	0.4
<b>INDUSTRY</b>						
Total private.....	365	250	435	.3	.2	.4
Mining and logging.....	7	1	2	1.0	.2	.2
Construction.....	19	19	22	.3	.3	.3
Manufacturing.....	47	16	43	.3	.1	.3
Durable goods.....	29	10	34	.3	.1	.4
Nondurable goods.....	17	6	9	.3	.1	.2
Trade, transportation, and utilities.....	84	67	106	.3	.3	.4
Wholesale trade.....	17	9	7	.3	.1	.1
Retail trade.....	55	34	64	.4	.2	.4
Transportation, warehousing, and utilities.....	11	24	35	.2	.5	.7
Information.....	9	11	15	.3	.4	.5
Financial activities.....	23	19	54	.3	.2	.7
Finance and insurance.....	19	8	47	.3	.1	.8
Real estate and rental and leasing.....	5	10	6	.2	.5	.3
Professional and business services.....	67	65	63	.4	.4	.4
Education and health services.....	48	26	98	.3	.1	.5
Educational services.....	6	3	2	.2	.1	.1
Health care and social assistance.....	42	23	96	.3	.1	.6
Leisure and hospitality.....	59	17	25	.5	.1	.2
Arts, entertainment, and recreation.....	3	2	7	.2	.1	.4
Accommodation and food services.....	56	15	17	.5	.1	.2
Other services.....	3	10	8	( <sup>4</sup> )	.2	.2
Government.....	80	39	70	.4	.2	.3
Federal.....	28	6	14	1.0	.2	.5
State and local.....	52	33	56	.3	.2	.3
<b>REGION <sup>3</sup></b>						
Northeast.....	89	71	99	.3	.3	.4
South.....	116	94	190	.2	.2	.4
Midwest.....	137	54	127	.4	.2	.4
West.....	104	71	88	.3	.2	.3

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

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

<sup>3</sup> See footnote 7, table 1.

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

<sup>p</sup> = preliminary.

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

**Table 11. Annual hires levels <sup>1</sup> by industry and region, not seasonally adjusted**  
(In thousands)

Industry and region	2001	2002	2003	2004	2005	2006	2007	2008
<b>Total</b> .....	63,768	59,800	57,788	61,615	64,502	64,911	63,381	56,496
<b>INDUSTRY</b>								
Total private.....	59,373	55,665	54,083	57,526	60,455	60,478	58,833	52,807
Mining and logging.....	281	237	260	284	303	312	347	382
Construction.....	5,435	5,104	5,235	5,439	5,885	5,398	4,811	4,618
Manufacturing.....	4,879	4,681	4,242	4,676	4,540	4,605	4,617	3,651
Durable goods.....	2,670	2,733	2,580	2,961	2,896	2,737	2,687	2,089
Nondurable goods.....	2,208	1,945	1,661	1,715	1,643	1,869	1,930	1,561
Trade, transportation, and utilities.....	13,192	12,235	11,838	13,292	13,688	13,802	13,215	11,602
Wholesale trade.....	1,910	1,930	1,868	2,068	2,010	2,044	2,212	1,892
Retail trade.....	9,439	8,564	8,251	9,130	9,443	9,596	9,121	7,876
Transportation, warehousing, and utilities.....	1,843	1,743	1,720	2,092	2,234	2,160	1,881	1,833
Information.....	1,479	1,096	940	984	1,044	1,121	983	814
Financial activities.....	2,840	2,680	2,597	2,861	2,865	3,098	3,158	2,649
Finance and insurance.....	1,937	1,723	1,579	1,770	1,849	1,992	2,089	1,704
Real estate and rental and leasing.....	904	952	1,018	1,089	1,017	1,105	1,070	945
Professional and business services.....	11,454	11,353	10,632	11,032	12,153	11,955	11,475	10,112
Education and health services.....	6,176	5,772	5,733	5,791	6,210	6,385	6,438	6,553
Educational services.....	780	708	824	755	826	879	910	939
Health care and social assistance.....	5,390	5,064	4,906	5,037	5,386	5,506	5,529	5,616
Leisure and hospitality.....	11,204	9,991	9,975	10,556	10,948	11,245	11,194	9,965
Arts, entertainment, and recreation.....	1,765	1,576	1,604	1,633	1,641	1,572	1,639	1,473
Accommodation and food services.....	9,441	8,413	8,371	8,921	9,306	9,674	9,554	8,492
Other services.....	2,438	2,519	2,630	2,615	2,817	2,560	2,600	2,462
Government.....	4,393	4,134	3,705	4,090	4,046	4,434	4,549	3,688
Federal.....	502	597	531	507	511	711	844	335
State and local.....	3,892	3,538	3,175	3,585	3,537	3,721	3,705	3,351
<b>REGION <sup>2</sup></b>								
Northeast.....	10,624	9,724	10,013	10,722	10,678	10,245	10,010	9,237
South.....	23,041	22,452	21,822	23,524	24,614	25,299	24,360	20,846
Midwest.....	15,727	14,064	12,909	13,753	14,124	14,030	14,239	12,690
West.....	14,372	13,556	13,049	13,618	15,087	15,337	14,774	13,721

<sup>1</sup> The annual hires level is the total number of hires during the entire year.

<sup>2</sup> See footnote 7, table 1.

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

**Table 12. Annual hires rates <sup>1</sup> by industry and region, not seasonally adjusted**  
(Percent)

Industry and region	2001	2002	2003	2004	2005	2006	2007	2008
<b>Total</b> .....	48.4	45.9	44.5	46.9	48.2	47.7	46.1	41.2
<b>INDUSTRY</b>								
Total private.....	53.6	51.1	49.9	52.4	54.0	53.0	51.0	46.1
Mining and logging.....	46.4	40.7	45.5	48.1	48.2	45.6	47.9	49.4
Construction.....	79.6	76.0	77.7	78.0	80.2	70.2	63.1	64.0
Manufacturing.....	29.7	30.7	29.2	32.7	31.9	32.5	33.3	27.2
Durable goods.....	25.8	28.8	28.8	33.2	32.3	30.5	30.5	24.6
Nondurable goods.....	36.2	33.7	29.9	31.8	31.2	36.1	38.1	31.5
Trade, transportation, and utilities.....	50.8	48.0	46.8	52.1	52.7	52.5	49.6	44.0
Wholesale trade.....	33.1	34.1	33.3	36.5	34.9	34.6	36.8	31.7
Retail trade.....	61.9	57.0	55.3	60.6	61.8	62.5	58.8	51.3
Transportation, warehousing, and utilities.....	37.1	36.2	36.1	43.5	45.5	43.0	36.9	36.2
Information.....	40.8	32.3	29.5	31.6	34.1	36.9	32.4	27.2
Financial activities.....	36.4	34.2	32.6	35.6	35.1	37.2	38.0	32.5
Finance and insurance.....	33.6	29.6	26.7	29.8	30.7	32.4	34.1	28.3
Real estate and rental and leasing.....	44.4	46.8	49.5	52.2	47.7	50.9	49.3	44.4
Professional and business services.....	69.5	71.1	66.5	67.3	71.7	68.1	64.0	56.9
Education and health services.....	39.5	35.6	34.6	34.2	35.7	35.8	35.1	34.8
Educational services.....	31.1	26.8	30.6	27.3	29.1	30.3	30.9	30.9
Health care and social assistance.....	41.0	37.4	35.3	35.5	37.1	36.9	35.9	35.5
Leisure and hospitality.....	93.1	83.4	81.9	84.5	85.4	85.8	83.4	74.0
Arts, entertainment, and recreation.....	96.8	88.4	88.5	88.3	86.7	81.5	83.2	74.8
Accommodation and food services.....	92.5	82.5	80.8	83.8	85.2	86.5	83.4	73.9
Other services.....	46.4	46.9	48.7	48.3	52.2	47.1	47.3	44.5
Government.....	20.8	19.2	17.2	18.9	18.6	20.2	20.5	16.4
Federal.....	18.2	21.6	19.2	18.6	18.7	26.0	30.9	12.1
State and local.....	21.2	18.9	16.9	19.0	18.5	19.3	19.0	17.0
<b>REGION <sup>2</sup></b>								
Northeast.....	42.0	39.0	40.4	43.2	42.7	40.4	39.0	36.0
South.....	49.6	48.8	47.3	50.2	51.4	51.6	49.0	42.1
Midwest.....	50.1	45.5	42.1	44.8	45.6	45.0	45.4	40.7
West.....	50.2	47.7	45.8	46.9	50.6	50.2	47.8	44.6

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

<sup>2</sup> See footnote 7, 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 <sup>1</sup> by industry and region, not seasonally adjusted**  
(In thousands)

Industry and region	2001	2002	2003	2004	2005	2006	2007	2008
<b>Total</b> .....	65,611	60,410	57,849	59,671	62,087	62,626	62,104	59,343
<b>INDUSTRY</b>								
Total private.....	61,705	56,499	54,025	55,666	58,221	58,435	57,860	55,808
Mining and logging.....	279	259	270	262	253	256	311	334
Construction.....	5,422	5,183	5,102	5,136	5,484	5,220	4,971	5,242
Manufacturing.....	6,345	5,473	4,892	4,674	4,630	4,750	4,871	4,475
Durable goods.....	3,724	3,306	2,993	2,853	2,883	2,766	2,880	2,695
Nondurable goods.....	2,622	2,170	1,902	1,821	1,745	1,985	1,988	1,780
Trade, transportation, and utilities.....	13,958	12,480	12,042	12,871	13,299	13,454	12,889	12,488
Wholesale trade.....	2,112	1,988	1,913	1,940	1,914	1,894	2,126	2,093
Retail trade.....	9,765	8,709	8,331	8,947	9,235	9,522	8,928	8,424
Transportation, warehousing, and utilities.....	2,082	1,782	1,800	1,983	2,149	2,034	1,835	1,970
Information.....	1,694	1,357	1,090	1,037	1,076	1,139	999	897
Financial activities.....	2,779	2,619	2,506	2,742	2,712	2,946	3,259	2,870
Finance and insurance.....	1,878	1,663	1,528	1,701	1,736	1,866	2,181	1,856
Real estate and rental and leasing.....	901	956	978	1,039	976	1,081	1,078	1,013
Professional and business services.....	12,173	11,564	10,354	10,627	11,467	11,415	11,183	10,823
Education and health services.....	5,551	5,317	5,408	5,400	5,767	5,907	5,911	6,055
Educational services.....	659	621	774	692	754	834	850	858
Health care and social assistance.....	4,891	4,696	4,636	4,711	5,012	5,070	5,060	5,199
Leisure and hospitality.....	11,190	9,789	9,739	10,278	10,709	10,856	10,938	10,158
Arts, entertainment, and recreation.....	1,746	1,524	1,578	1,640	1,587	1,491	1,601	1,509
Accommodation and food services.....	9,444	8,266	8,160	8,637	9,123	9,365	9,341	8,648
Other services.....	2,319	2,457	2,629	2,639	2,825	2,493	2,529	2,467
Government.....	3,905	3,912	3,823	4,007	3,868	4,191	4,242	3,534
Federal.....	513	560	577	544	502	721	825	322
State and local.....	3,391	3,352	3,246	3,460	3,363	3,470	3,420	3,210
<b>REGION <sup>2</sup></b>								
Northeast.....	10,856	10,008	9,701	10,277	10,197	9,856	9,530	9,742
South.....	22,760	22,364	22,109	22,390	23,517	24,340	23,852	21,891
Midwest.....	17,057	14,198	13,094	13,521	14,075	13,958	13,862	13,024
West.....	14,938	13,840	12,943	13,485	14,300	14,473	14,857	14,686

<sup>1</sup> The annual total separations level is the total number of total separations during the entire year.

<sup>2</sup> See footnote 7, 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<sup>1</sup> by industry and region, not seasonally adjusted**  
(Percent)

Industry and region	2001	2002	2003	2004	2005	2006	2007	2008
<b>Total</b> .....	49.8	46.3	44.5	45.4	46.4	46.0	45.1	43.3
<b>INDUSTRY</b>								
Total private.....	55.7	51.9	49.8	50.7	52.0	51.2	50.1	48.7
Mining and logging.....	46.0	44.4	47.2	44.3	40.3	37.4	43.0	43.2
Construction.....	79.4	77.2	75.8	73.6	74.8	67.9	65.2	72.7
Manufacturing.....	38.6	35.9	33.7	32.7	32.5	33.6	35.1	33.3
Durable goods.....	36.0	34.9	33.4	32.0	32.2	30.8	32.7	31.8
Nondurable goods.....	42.9	37.6	34.3	33.8	33.1	38.4	39.2	35.9
Trade, transportation, and utilities.....	53.7	48.9	47.6	50.4	51.2	51.2	48.4	47.3
Wholesale trade.....	36.6	35.2	34.1	34.3	33.2	32.1	35.3	35.1
Retail trade.....	64.1	58.0	55.8	59.4	60.4	62.0	57.5	54.9
Transportation, warehousing, and utilities.....	41.9	37.0	37.8	41.2	43.7	40.5	36.0	38.9
Information.....	46.7	40.0	34.2	33.3	35.2	37.5	32.9	29.9
Financial activities.....	35.6	33.4	31.4	34.1	33.3	35.4	39.3	35.2
Finance and insurance.....	32.6	28.6	25.8	28.6	28.8	30.3	35.6	30.9
Real estate and rental and leasing.....	44.2	47.0	47.5	49.8	45.7	49.8	49.7	47.6
Professional and business services.....	73.9	72.4	64.8	64.8	67.6	65.0	62.3	60.9
Education and health services.....	35.5	32.8	32.6	31.9	33.2	33.1	32.3	32.1
Educational services.....	26.2	23.5	28.7	25.1	26.6	28.7	28.9	28.3
Health care and social assistance.....	37.2	34.6	33.4	33.2	34.5	34.0	32.9	32.9
Leisure and hospitality.....	93.0	81.7	80.0	82.3	83.6	82.8	81.5	75.5
Arts, entertainment, and recreation.....	95.7	85.5	87.0	88.6	83.9	77.3	81.3	76.6
Accommodation and food services.....	92.5	81.0	78.8	81.2	83.5	83.8	81.5	75.3
Other services.....	44.1	45.7	48.7	48.8	52.4	45.8	46.0	44.6
Government.....	18.5	18.2	17.7	18.5	17.7	19.1	19.1	15.7
Federal.....	18.6	20.2	20.9	19.9	18.4	26.4	30.2	11.6
State and local.....	18.5	17.9	17.2	18.3	17.6	18.0	17.6	16.3
<b>REGION<sup>2</sup></b>								
Northeast.....	43.0	40.1	39.2	41.4	40.8	38.9	37.1	38.0
South.....	49.0	48.6	47.9	47.7	49.1	49.6	48.0	44.2
Midwest.....	54.3	45.9	42.7	44.0	45.5	44.8	44.2	41.8
West.....	52.1	48.7	45.5	46.5	47.9	47.4	48.1	47.8

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

<sup>2</sup> See footnote 7, table 1.

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

**Table 15. Annual quits levels <sup>1</sup> by industry and region, not seasonally adjusted**  
(In thousands)

Industry and region	2001	2002	2003	2004	2005	2006	2007	2008
<b>Total</b> .....	36,404	32,377	29,354	31,859	34,958	36,323	35,103	31,004
<b>INDUSTRY</b>								
Total private.....	34,352	30,474	27,594	30,020	33,110	34,239	33,095	29,344
Mining and logging.....	133	111	98	110	120	140	183	187
Construction.....	1,961	1,850	1,777	1,961	2,359	2,243	1,903	1,664
Manufacturing.....	2,518	2,290	2,106	2,327	2,361	2,506	2,512	1,929
Durable goods.....	1,369	1,324	1,273	1,399	1,423	1,452	1,423	1,072
Nondurable goods.....	1,149	968	828	927	935	1,054	1,088	855
Trade, transportation, and utilities.....	8,553	7,046	6,387	7,108	7,862	8,166	7,652	6,824
Wholesale trade.....	1,141	1,014	929	963	1,033	1,054	1,170	999
Retail trade.....	6,232	5,175	4,699	5,324	5,847	6,002	5,553	4,861
Transportation, warehousing, and utilities.....	1,181	856	762	821	985	1,111	927	965
Information.....	1,013	720	592	569	700	795	581	465
Financial activities.....	1,619	1,422	1,404	1,613	1,566	1,766	1,896	1,528
Finance and insurance.....	1,073	905	869	1,009	1,046	1,174	1,400	1,047
Real estate and rental and leasing.....	543	516	535	604	520	592	500	481
Professional and business services.....	6,332	5,965	4,667	5,051	5,591	5,987	5,797	5,145
Education and health services.....	3,605	3,286	3,243	3,362	3,697	3,794	3,732	3,531
Educational services.....	324	326	365	356	401	445	414	386
Health care and social assistance.....	3,279	2,961	2,880	3,004	3,297	3,353	3,315	3,148
Leisure and hospitality.....	7,184	6,332	5,920	6,289	7,111	7,482	7,443	6,685
Arts, entertainment, and recreation.....	715	682	564	543	658	618	632	570
Accommodation and food services.....	6,471	5,646	5,355	5,746	6,456	6,866	6,810	6,115
Other services.....	1,435	1,459	1,403	1,623	1,741	1,358	1,400	1,387
Government.....	2,055	1,903	1,758	1,840	1,845	2,083	2,008	1,661
Federal.....	244	268	255	206	193	328	287	105
State and local.....	1,809	1,635	1,501	1,634	1,653	1,756	1,722	1,555
<b>REGION <sup>2</sup></b>								
Northeast.....	5,654	4,907	4,272	4,670	5,225	5,314	4,708	4,616
South.....	13,550	12,437	11,904	12,845	14,049	15,115	14,478	12,393
Midwest.....	9,499	7,592	6,616	7,061	7,528	7,754	7,552	6,800
West.....	7,703	7,444	6,561	7,282	8,160	8,142	8,366	7,191

<sup>1</sup> The annual quits level is the total number of quits during the entire year.

<sup>2</sup> See footnote 7, table 1.

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

**Table 16. Annual quits rates<sup>1</sup> by industry and region, not seasonally adjusted**  
(Percent)

Industry and region	2001	2002	2003	2004	2005	2006	2007	2008
<b>Total</b> .....	27.6	24.8	22.6	24.2	26.1	26.7	25.5	22.6
<b>INDUSTRY</b>								
Total private.....	31.0	28.0	25.5	27.3	29.6	30.0	28.7	25.6
Mining and logging.....	21.9	19.0	17.1	18.6	19.1	20.5	25.3	24.2
Construction.....	28.7	27.5	26.4	28.1	32.2	29.2	24.9	23.1
Manufacturing.....	15.3	15.0	14.5	16.3	16.6	17.7	18.1	14.4
Durable goods.....	13.2	14.0	14.2	15.7	15.9	16.2	16.2	12.6
Nondurable goods.....	18.8	16.8	14.9	17.2	17.7	20.4	21.5	17.3
Trade, transportation, and utilities.....	32.9	27.6	25.3	27.8	30.3	31.1	28.7	25.9
Wholesale trade.....	19.8	17.9	16.6	17.0	17.9	17.8	19.5	16.8
Retail trade.....	40.9	34.4	31.5	35.4	38.3	39.1	35.8	31.7
Transportation, warehousing, and utilities.....	23.8	17.8	16.0	17.1	20.0	22.1	18.2	19.1
Information.....	27.9	21.2	18.6	18.2	22.9	26.2	19.2	15.5
Financial activities.....	20.7	18.1	17.6	20.1	19.2	21.2	22.8	18.8
Finance and insurance.....	18.6	15.6	14.7	17.0	17.4	19.1	22.8	17.4
Real estate and rental and leasing.....	26.6	25.4	26.0	29.0	24.4	27.3	23.1	22.6
Professional and business services.....	38.4	37.3	29.2	30.8	33.0	34.1	32.3	28.9
Education and health services.....	23.0	20.3	19.6	19.8	21.3	21.3	20.4	18.7
Educational services.....	12.9	12.3	13.5	12.9	14.1	15.3	14.1	12.7
Health care and social assistance.....	25.0	21.8	20.7	21.2	22.7	22.5	21.6	19.9
Leisure and hospitality.....	59.7	52.8	48.6	50.3	55.5	57.1	55.4	49.7
Arts, entertainment, and recreation.....	39.2	38.3	31.1	29.4	34.8	32.1	32.1	28.9
Accommodation and food services.....	63.4	55.3	51.7	54.0	59.1	61.4	59.4	53.2
Other services.....	27.3	27.2	26.0	30.0	32.3	25.0	25.5	25.1
Government.....	9.7	8.8	8.1	8.5	8.5	9.5	9.0	7.4
Federal.....	8.8	9.7	9.2	7.5	7.1	12.0	10.5	3.8
State and local.....	9.9	8.7	8.0	8.6	8.7	9.1	8.8	7.9
<b>REGION<sup>2</sup></b>								
Northeast.....	22.4	19.7	17.3	18.8	20.9	21.0	18.3	18.0
South.....	29.1	27.0	25.8	27.4	29.3	30.8	29.1	25.0
Midwest.....	30.2	24.6	21.6	23.0	24.3	24.9	24.1	21.8
West.....	26.9	26.2	23.1	25.1	27.4	26.7	27.1	23.4

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

<sup>2</sup> See footnote 7, 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<sup>1</sup> by industry and region, not seasonally adjusted**  
(In thousands)

Industry and region	2001	2002	2003	2004	2005	2006	2007	2008
<b>Total</b> .....	24,351	23,325	23,959	23,387	22,766	21,433	22,539	24,370
<b>INDUSTRY</b>								
Total private.....	23,206	22,123	22,665	22,012	21,468	20,069	21,176	23,146
Mining and logging.....	106	106	107	82	78	74	91	117
Construction.....	3,193	3,118	3,143	2,944	2,925	2,623	2,848	3,347
Manufacturing.....	3,309	2,689	2,328	1,997	1,842	1,814	1,963	2,217
Durable goods.....	1,993	1,653	1,414	1,215	1,150	1,019	1,205	1,413
Nondurable goods.....	1,319	1,038	914	781	691	796	757	801
Trade, transportation, and utilities.....	4,557	4,537	4,783	4,807	4,639	4,181	4,284	4,691
Wholesale trade.....	854	810	835	789	762	646	821	973
Retail trade.....	2,986	2,992	3,142	3,072	2,919	2,853	2,753	2,907
Transportation, warehousing, and utilities.....	717	735	806	947	958	682	707	811
Information.....	572	537	426	390	273	257	315	365
Financial activities.....	838	951	772	787	861	869	1,107	1,100
Finance and insurance.....	539	577	422	428	473	466	605	640
Real estate and rental and leasing.....	301	375	348	359	389	405	500	461
Professional and business services.....	4,850	4,637	4,923	4,908	5,080	4,581	4,744	5,110
Education and health services.....	1,538	1,626	1,732	1,656	1,679	1,685	1,737	2,069
Educational services.....	264	246	359	287	299	340	387	426
Health care and social assistance.....	1,274	1,380	1,372	1,371	1,381	1,348	1,350	1,644
Leisure and hospitality.....	3,552	3,090	3,407	3,582	3,231	3,050	3,174	3,152
Arts, entertainment, and recreation.....	964	806	966	1,058	904	833	910	898
Accommodation and food services.....	2,590	2,285	2,442	2,524	2,328	2,217	2,262	2,256
Other services.....	686	839	1,043	860	857	937	914	977
Government.....	1,146	1,205	1,294	1,374	1,297	1,363	1,364	1,227
Federal.....	113	142	160	159	161	191	225	109
State and local.....	1,032	1,057	1,134	1,215	1,139	1,172	1,137	1,114
<b>REGION<sup>2</sup></b>								
Northeast.....	4,329	4,201	4,531	4,687	4,198	3,671	3,996	4,326
South.....	7,541	8,297	8,547	7,944	7,968	7,460	7,909	8,162
Midwest.....	6,371	5,507	5,453	5,500	5,545	5,073	5,276	5,302
West.....	6,108	5,317	5,429	5,255	5,058	5,229	5,357	6,582

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

<sup>2</sup> See footnote 7, 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<sup>1</sup> by industry and region, not seasonally adjusted  
(Percent)**

Industry and region	2001	2002	2003	2004	2005	2006	2007	2008
<b>Total</b> .....	18.5	17.9	18.4	17.8	17.0	15.7	16.4	17.8
<b>INDUSTRY</b>								
Total private.....	21.0	20.3	20.9	20.0	19.2	17.6	18.4	20.2
Mining and logging.....	17.5	18.2	18.7	13.9	12.4	10.8	12.6	15.1
Construction.....	46.8	46.4	46.7	42.2	39.9	34.1	37.3	46.4
Manufacturing.....	20.1	17.6	16.0	14.0	12.9	12.8	14.1	16.5
Durable goods.....	19.3	17.4	15.8	13.6	12.8	11.3	13.7	16.7
Nondurable goods.....	21.6	18.0	16.5	14.5	13.1	15.4	14.9	16.2
Trade, transportation, and utilities.....	17.5	17.8	18.9	18.8	17.9	15.9	16.1	17.8
Wholesale trade.....	14.8	14.3	14.9	13.9	13.2	10.9	13.6	16.3
Retail trade.....	19.6	19.9	21.1	20.4	19.1	18.6	17.7	18.9
Transportation, warehousing, and utilities.....	14.4	15.2	16.9	19.7	19.5	13.6	13.9	16.0
Information.....	15.8	15.8	13.4	12.5	8.9	8.5	10.4	12.2
Financial activities.....	10.7	12.1	9.7	9.8	10.6	10.4	13.3	13.5
Finance and insurance.....	9.3	9.9	7.1	7.2	7.9	7.6	9.9	10.6
Real estate and rental and leasing.....	14.8	18.4	16.9	17.2	18.2	18.6	23.1	21.6
Professional and business services.....	29.4	29.0	30.8	29.9	30.0	26.1	26.4	28.7
Education and health services.....	9.8	10.0	10.4	9.8	9.7	9.5	9.5	11.0
Educational services.....	10.5	9.3	13.3	10.4	10.5	11.7	13.2	14.0
Health care and social assistance.....	9.7	10.2	9.9	9.7	9.5	9.0	8.8	10.4
Leisure and hospitality.....	29.5	25.8	28.0	28.7	25.2	23.3	23.6	23.4
Arts, entertainment, and recreation.....	52.9	45.2	53.3	57.2	47.8	43.2	46.2	45.6
Accommodation and food services.....	25.4	22.4	23.6	23.7	21.3	19.8	19.7	19.6
Other services.....	13.0	15.6	19.3	15.9	15.9	17.2	16.6	17.7
Government.....	5.4	5.6	6.0	6.4	5.9	6.2	6.1	5.5
Federal.....	4.1	5.1	5.8	5.8	5.9	7.0	8.2	3.9
State and local.....	5.6	5.6	6.0	6.4	6.0	6.1	5.8	5.6
<b>REGION<sup>2</sup></b>								
Northeast.....	17.1	16.8	18.3	18.9	16.8	14.5	15.6	16.9
South.....	16.2	18.0	18.5	16.9	16.6	15.2	15.9	16.5
Midwest.....	20.3	17.8	17.8	17.9	17.9	16.3	16.8	17.0
West.....	21.3	18.7	19.1	18.1	17.0	17.1	17.3	21.4

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

<sup>2</sup> See footnote 7, 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<sup>1</sup> by industry and region, not seasonally adjusted**  
(In thousands)

Industry and region	2001	2002	2003	2004	2005	2006	2007	2008
<b>Total</b> .....	4,852	4,708	4,536	4,425	4,364	4,870	4,463	3,969
<b>INDUSTRY</b>								
Total private.....	4,145	3,901	3,766	3,636	3,643	4,123	3,591	3,319
Mining and logging.....	40	44	64	67	56	39	35	28
Construction.....	269	215	181	231	198	355	220	233
Manufacturing.....	515	494	462	349	426	429	393	332
Durable goods.....	362	328	305	236	310	296	252	209
Nondurable goods.....	153	165	159	113	119	135	142	124
Trade, transportation, and utilities.....	850	898	870	951	796	1,105	956	974
Wholesale trade.....	116	165	147	188	116	195	134	120
Retail trade.....	548	544	492	550	468	668	623	658
Transportation, warehousing, and utilities.....	185	191	231	214	211	243	201	196
Information.....	107	102	67	76	102	84	100	68
Financial activities.....	318	246	328	341	285	312	257	245
Finance and insurance.....	263	179	233	267	219	228	174	172
Real estate and rental and leasing.....	56	67	96	76	67	83	80	73
Professional and business services.....	990	965	767	668	797	851	644	568
Education and health services.....	407	407	435	385	390	423	444	454
Educational services.....	70	50	50	51	53	53	50	48
Health care and social assistance.....	336	355	384	336	338	371	395	406
Leisure and hospitality.....	452	368	411	407	367	326	324	322
Arts, entertainment, and recreation.....	70	37	46	38	27	44	59	42
Accommodation and food services.....	382	333	364	368	340	280	267	278
Other services.....	198	159	182	158	227	200	217	102
Government.....	707	809	771	791	719	745	872	647
Federal.....	158	149	163	181	147	204	312	110
State and local.....	546	661	610	609	572	542	559	538
<b>REGION<sup>2</sup></b>								
Northeast.....	869	896	891	916	774	870	821	799
South.....	1,685	1,633	1,665	1,605	1,502	1,768	1,475	1,342
Midwest.....	1,186	1,100	1,024	955	1,001	1,129	1,034	919
West.....	1,113	1,079	953	947	1,087	1,103	1,132	909

<sup>1</sup> The annual other separations level is the total number of other separations during the entire year.

<sup>2</sup> See footnote 7, 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 <sup>1</sup> by industry and region, not seasonally adjusted  
(Percent)**

Industry and region	2001	2002	2003	2004	2005	2006	2007	2008
<b>Total</b> .....	3.7	3.6	3.5	3.4	3.3	3.6	3.2	2.9
<b>INDUSTRY</b>								
Total private.....	3.7	3.6	3.5	3.3	3.3	3.6	3.1	2.9
Mining and logging.....	6.6	7.5	11.2	11.3	8.9	5.7	4.8	3.6
Construction.....	3.9	3.2	2.7	3.3	2.7	4.6	2.9	3.2
Manufacturing.....	3.1	3.2	3.2	2.4	3.0	3.0	2.8	2.5
Durable goods.....	3.5	3.5	3.4	2.6	3.5	3.3	2.9	2.5
Nondurable goods.....	2.5	2.9	2.9	2.1	2.3	2.6	2.8	2.5
Trade, transportation, and utilities.....	3.3	3.5	3.4	3.7	3.1	4.2	3.6	3.7
Wholesale trade.....	2.0	2.9	2.6	3.3	2.0	3.3	2.2	2.0
Retail trade.....	3.6	3.6	3.3	3.7	3.1	4.4	4.0	4.3
Transportation, warehousing, and utilities.....	3.7	4.0	4.9	4.4	4.3	4.8	3.9	3.9
Information.....	2.9	3.0	2.1	2.4	3.3	2.8	3.3	2.3
Financial activities.....	4.1	3.1	4.1	4.2	3.5	3.7	3.1	3.0
Finance and insurance.....	4.6	3.1	3.9	4.5	3.6	3.7	2.8	2.9
Real estate and rental and leasing.....	2.7	3.3	4.7	3.6	3.1	3.8	3.7	3.4
Professional and business services.....	6.0	6.0	4.8	4.1	4.7	4.8	3.6	3.2
Education and health services.....	2.6	2.5	2.6	2.3	2.2	2.4	2.4	2.4
Educational services.....	2.8	1.9	1.9	1.8	1.9	1.8	1.7	1.6
Health care and social assistance.....	2.6	2.6	2.8	2.4	2.3	2.5	2.6	2.6
Leisure and hospitality.....	3.8	3.1	3.4	3.3	2.9	2.5	2.4	2.4
Arts, entertainment, and recreation.....	3.8	2.1	2.5	2.1	1.4	2.3	3.0	2.1
Accommodation and food services.....	3.7	3.3	3.5	3.5	3.1	2.5	2.3	2.4
Other services.....	3.8	3.0	3.4	2.9	4.2	3.7	3.9	1.8
Government.....	3.3	3.8	3.6	3.7	3.3	3.4	3.9	2.9
Federal.....	5.7	5.4	5.9	6.6	5.4	7.5	11.4	4.0
State and local.....	3.0	3.5	3.2	3.2	3.0	2.8	2.9	2.7
<b>REGION <sup>2</sup></b>								
Northeast.....	3.4	3.6	3.6	3.7	3.1	3.4	3.2	3.1
South.....	3.6	3.5	3.6	3.4	3.1	3.6	3.0	2.7
Midwest.....	3.8	3.6	3.3	3.1	3.2	3.6	3.3	2.9
West.....	3.9	3.8	3.3	3.3	3.6	3.6	3.7	3.0

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

<sup>2</sup> See footnote 7, table 1.

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