



Technical information: (202) 691-5870
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USDL 07-1727

Media contact: 691-5902

For release: 10:00 A.M. EST
Tuesday, November 6, 2007

JOB OPENINGS AND LABOR TURNOVER: SEPTEMBER 2007

On the last business day of September, there were 4.1 million job openings in the United States, and the job openings rate was 2.9 percent, the Bureau of Labor Statistics of the U.S. Department of Labor reported today. The job openings rate and total separations rate were unchanged in September, while the hires rate was 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
October 2004 - September 2007

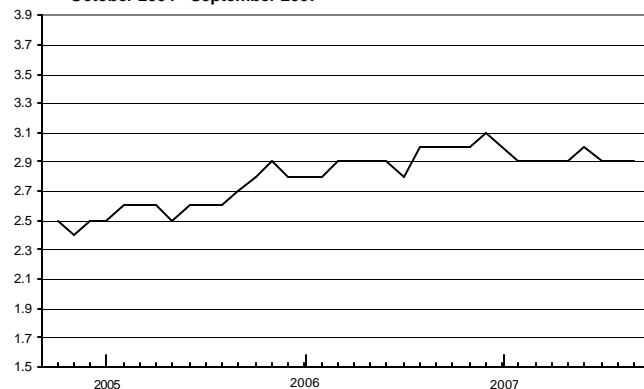
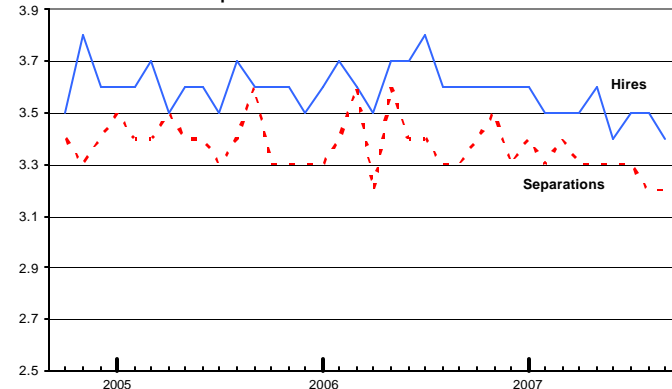


Chart 2. Hires and separations rates, seasonally adjusted,
Percent
October 2004 - September 2007



Job Openings

In September, the job openings rate remained at 2.9 percent. The rate has been 2.9 percent for 7 of the past 8 months. Job openings include only those jobs still open on the last business day of the month. The job openings rate changed significantly in September only in the construction industry, rising from 1.9 in August to 2.4 in September. The job openings rate did not change significantly in any region. The seasonally adjusted job openings rate was highest in September in the accommodations and food services industry (4.6 percent). (See table 1.)

Over the year, the job openings rate rose in construction (2.4 percent); nondurable manufacturing (2.7 percent); and accommodations and food services (4.5 percent). The rate fell over the year in natural resources and mining (1.7 percent); transportation, warehousing, and utilities (2.7 percent); information (3.0 percent); professional and business services (3.7 percent); and state and local government (2.1 percent). Regionally, the job openings rate fell over the year in the Northeast (2.7 percent). (See table 5.)

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

Industry	Job openings			Hires			Total separations		
	Sept. 2006	Aug. 2007	Sept. 2007 ^P	Sept. 2006	Aug. 2007	Sept. 2007 ^P	Sept. 2006	Aug. 2007	Sept. 2007 ^P
	Levels (in thousands)								
Total ¹	4,177	4,168	4,148	4,917	4,836	4,677	4,470	4,446	4,355
Total private ¹	3,715	3,709	3,695	4,482	4,369	4,280	4,123	4,120	4,046
Construction.....	148	149	186	336	371	337	346	371	365
Manufacturing.....	317	328	329	314	349	344	389	380	375
Trade, transportation, and utilities ²	721	703	671	965	922	971	990	926	914
Retail trade.....	396	380	375	710	666	699	686	652	658
Professional and business services.....	755	676	669	1,028	797	799	824	742	790
Education and health services.....	701	700	720	467	501	441	396	430	389
Leisure and hospitality ³	544	585	620	859	901	891	726	808	734
Accommodations and food services.....	469	518	562	756	758	728	607	703	630
Government ⁴	467	449	453	386	396	377	315	322	297
State and local government.....	430	410	411	318	314	293	251	255	213
	Rates (percent)								
Total ¹	3.0	2.9	2.9	3.6	3.5	3.4	3.3	3.2	3.2
Total private ¹	3.1	3.1	3.1	3.9	3.8	3.7	3.6	3.6	3.5
Construction.....	1.9	1.9	2.4	4.4	4.9	4.4	4.5	4.9	4.8
Manufacturing.....	2.2	2.3	2.3	2.2	2.5	2.5	2.7	2.7	2.7
Trade, transportation, and utilities ²	2.7	2.6	2.5	3.7	3.5	3.7	3.8	3.5	3.4
Retail trade.....	2.5	2.4	2.4	4.6	4.3	4.5	4.5	4.2	4.3
Professional and business services.....	4.1	3.6	3.6	5.8	4.4	4.5	4.7	4.1	4.4
Education and health services.....	3.8	3.6	3.7	2.6	2.7	2.4	2.2	2.3	2.1
Leisure and hospitality ³	4.0	4.1	4.4	6.5	6.6	6.5	5.5	6.0	5.4
Accommodations and food services.....	4.0	4.3	4.6	6.7	6.5	6.3	5.4	6.1	5.4
Government ⁴	2.1	2.0	2.0	1.7	1.8	1.7	1.4	1.4	1.3
State and local government.....	2.2	2.1	2.1	1.6	1.6	1.5	1.3	1.3	1.1

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 September. Hires are any additions to the payroll during the month. In September, the hires rate changed significantly only in the education and health services sector, in which it fell. As in nearly every month, the seasonally adjusted hires rate was highest in September in accommodations and food services (6.3 percent). (See table 2.)

From September 2006 to September 2007, the hires rate increased in arts, entertainment, and recreation (6.4 percent) and in federal government (4.8 percent). The hires rate decreased over the year in transporta-

tion, warehousing, and utilities (3.0 percent); information (2.0 percent); professional and business services (4.6 percent); health care and social assistance (2.8 percent); and state and local government (2.3 percent). Regionally, the hires rate fell over the year in the South (3.8 percent) and in the West (3.7 percent). (See table 6.)

Separations

The total separations, or turnover, rate was unchanged at 3.2 percent in September. Separations are terminations of employment that occur at any time during the month. Over the month, the separations rate changed significantly only in state and local government, in which it declined. The separations rate did not change significantly in any region over the month. From September 2006 to September 2007, the total separations rate increased in the finance and insurance industry (2.4 percent) and in the federal government (4.3 percent). Over the year, the total separations rate decreased only in state and local government (1.4 percent). Geographically, the total separations rate declined in the Northeast (3.1 percent). (See tables 3 and 7.)

Total separations include quits (voluntary separations), layoffs and discharges (involuntary separations), and other separations (including retirements). The quits rate, which can serve as a barometer of workers' ability to change jobs, was unchanged in September. The quits rate changed significantly over the month only in the accommodations and food services industry. None of the regions experienced a significant change in the quits rate over the month. As in every month since the series began in December 2000, the seasonally adjusted quits rate was highest in September in the accommodations and food services industry (3.5 percent). (See table 4.)

Over the year, the quits rate did not rise significantly in any industry but did fall in many industries, including wholesale trade (1.2 percent); information (1.4 percent); real estate and rental and leasing (1.6 percent); health care and social assistance (1.5 percent); accommodations and food services (4.1 percent); and federal government (1.5 percent). Geographically, the quits rate fell over the year in the Northeast (1.6 percent) and South (2.1 percent). (See table 8.)

The other two components of total separations—layoffs and discharges, and other separations—are not seasonally adjusted. For September, the layoffs and discharges rate (1.3 percent) and level (1.9 million) were unchanged from a year earlier. The layoffs and discharges rate in September 2007 was highest in arts, entertainment, and recreation (6.9 percent). Over the year, the other separations rate (0.2 percent) and level (304,000) were essentially unchanged. (See tables 9 and 10.)

Flows in the Labor Market

Several industries consistently have high rates of both hires and separations. These include construction; retail trade; professional and business services; arts, entertainment, and recreation; and accommodations and food services. In the 12 months ending in September 2007, these 5 industries produced 34.0 million hires and 32.2 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.

Although the month-to-month changes in job openings and turnover data are often small, some industries are experiencing significant over-the-year change. From September 2006 to September 2007, the information industry had decreases in the job openings, hires, and quits rates. Experiencing a decrease in the job openings and hires rates over the year were transportation, warehousing, and utilities; professional and business services; and state and local government.

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 October 2007 is scheduled to be issued on Tuesday, December 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						
	Sept. 2006	Apr. 2007	May 2007	June 2007	July 2007	Aug. 2007	Sept. 2007 ^P	Sept. 2006	Apr. 2007	May 2007	June 2007	July 2007	Aug. 2007	Sept. 2007 ^P
Total ⁴	4,177	4,170	4,095	4,280	4,186	4,168	4,148	3.0	2.9	2.9	3.0	2.9	2.9	2.9
INDUSTRY														
Total private ⁴	3,715	3,683	3,627	3,810	3,711	3,709	3,695	3.1	3.1	3.0	3.2	3.1	3.1	3.1
Construction.....	148	154	157	139	167	149	186	1.9	2.0	2.0	1.8	2.1	1.9	2.4
Manufacturing.....	317	350	345	344	340	328	329	2.2	2.4	2.4	2.4	2.4	2.3	2.3
Trade, transportation, and utilities ⁵	721	669	609	676	684	703	671	2.7	2.5	2.3	2.5	2.5	2.6	2.5
Retail trade.....	396	389	337	409	399	380	375	2.5	2.5	2.1	2.6	2.5	2.4	2.4
Professional and business services.....	755	735	654	763	693	676	669	4.1	4.0	3.5	4.1	3.7	3.6	3.6
Education and health services.....	701	706	703	711	717	700	720	3.8	3.7	3.7	3.7	3.7	3.6	3.7
Leisure and hospitality ⁶	544	512	571	568	547	585	620	4.0	3.7	4.0	4.0	3.9	4.1	4.4
Accommodations and food services.....	469	453	500	497	497	518	562	4.0	3.8	4.1	4.1	4.1	4.3	4.6
Government ⁷	467	488	468	465	475	449	453	2.1	2.1	2.1	2.0	2.1	2.0	2.0
State and local government.....	430	439	424	424	430	410	411	2.2	2.2	2.1	2.1	2.2	2.1	2.1
REGION ⁸														
Northeast.....	770	675	674	732	741	682	658	2.9	2.6	2.5	2.8	2.8	2.6	2.5
South.....	1,626	1,670	1,648	1,635	1,612	1,690	1,688	3.2	3.3	3.2	3.2	3.2	3.3	3.3
Midwest.....	789	779	799	805	754	778	823	2.4	2.4	2.4	2.5	2.3	2.4	2.5
West.....	1,017	1,038	970	1,106	1,120	1,024	998	3.2	3.3	3.1	3.5	3.5	3.2	3.1

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

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

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

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

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

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

⁷ Includes federal government, not shown separately.

⁸ The States (including the District of Columbia) that comprise the regions are: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

^P = preliminary.

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

Industry and region	Levels ³ (in thousands)							Rates						
	Sept. 2006	Apr. 2007	May 2007	June 2007	July 2007	Aug. 2007	Sept. 2007 ^P	Sept. 2006	Apr. 2007	May 2007	June 2007	July 2007	Aug. 2007	Sept. 2007 ^P
Total ⁴	4,917	4,832	4,982	4,741	4,802	4,836	4,677	3.6	3.5	3.6	3.4	3.5	3.5	3.4
INDUSTRY														
Total private ⁴	4,482	4,423	4,503	4,335	4,443	4,369	4,280	3.9	3.8	3.9	3.7	3.8	3.8	3.7
Construction.....	336	330	351	358	408	371	337	4.4	4.3	4.6	4.7	5.3	4.9	4.4
Manufacturing.....	314	350	356	355	359	349	344	2.2	2.5	2.5	2.5	2.6	2.5	2.5
Trade, transportation, and utilities ⁵	965	1,028	1,044	910	924	922	971	3.7	3.9	3.9	3.4	3.5	3.5	3.7
Retail trade.....	710	706	715	605	613	666	699	4.6	4.6	4.6	3.9	4.0	4.3	4.5
Professional and business services.....	1,028	828	935	865	879	797	799	5.8	4.6	5.2	4.8	4.9	4.4	4.5
Education and health services.....	467	507	507	493	502	501	441	2.6	2.8	2.8	2.7	2.7	2.7	2.4
Leisure and hospitality ⁶	859	903	873	854	874	901	891	6.5	6.7	6.5	6.3	6.4	6.6	6.5
Accommodations and food services.....	756	811	755	736	748	758	728	6.7	7.0	6.5	6.4	6.5	6.5	6.3
Government ⁷	386	421	409	395	385	396	377	1.7	1.9	1.8	1.8	1.7	1.8	1.7
State and local government.....	318	333	330	312	293	314	293	1.6	1.7	1.7	1.6	1.5	1.6	1.5
REGION ⁸														
Northeast.....	720	759	705	684	750	761	697	2.8	2.9	2.7	2.6	2.9	2.9	2.7
South.....	2,019	1,894	1,960	1,842	1,898	1,841	1,816	4.1	3.8	4.0	3.7	3.8	3.7	3.7
Midwest.....	1,031	1,069	1,101	1,082	1,039	1,081	1,114	3.3	3.4	3.5	3.4	3.3	3.4	3.5
West.....	1,163	1,122	1,143	1,117	1,135	1,148	1,054	3.8	3.6	3.7	3.6	3.7	3.7	3.4

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

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

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

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

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

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

⁷ Includes federal government, not shown separately.

⁸ See footnote 8, table 1.

^P = preliminary.

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

Industry and region	Levels ³ (in thousands)							Rates						
	Sept. 2006	Apr. 2007	May 2007	June 2007	July 2007	Aug. 2007	Sept. 2007 ^P	Sept. 2006	Apr. 2007	May 2007	June 2007	July 2007	Aug. 2007	Sept. 2007 ^P
Total ⁴	4,470	4,524	4,544	4,543	4,507	4,446	4,355	3.3	3.3	3.3	3.3	3.3	3.2	3.2
INDUSTRY														
Total private ⁴	4,123	4,227	4,233	4,234	4,173	4,120	4,046	3.6	3.7	3.7	3.7	3.6	3.6	3.5
Construction.....	346	360	346	363	384	371	365	4.5	4.7	4.5	4.7	5.0	4.9	4.8
Manufacturing.....	389	380	396	382	379	380	375	2.7	2.7	2.8	2.7	2.7	2.7	2.7
Trade, transportation, and utilities ⁵	990	975	950	974	987	926	914	3.8	3.7	3.6	3.7	3.7	3.5	3.4
Retail trade.....	686	678	685	688	687	652	658	4.5	4.4	4.5	4.5	4.5	4.2	4.3
Professional and business services.....	824	805	775	728	733	742	790	4.7	4.5	4.3	4.1	4.1	4.1	4.4
Education and health services.....	396	414	437	473	414	430	389	2.2	2.3	2.4	2.6	2.2	2.3	2.1
Leisure and hospitality ⁶	726	861	833	850	837	808	734	5.5	6.4	6.2	6.3	6.2	6.0	5.4
Accommodations and food services.....	607	720	715	730	735	703	630	5.4	6.3	6.2	6.3	6.3	6.1	5.4
Government ⁷	315	311	315	310	323	322	297	1.4	1.4	1.4	1.4	1.5	1.4	1.3
State and local government.....	251	241	239	239	254	255	213	1.3	1.2	1.2	1.2	1.3	1.3	1.1
REGION ⁸														
Northeast.....	731	640	642	634	622	667	634	2.9	2.5	2.5	2.5	2.4	2.6	2.5
South.....	1,742	1,904	1,798	1,699	1,744	1,710	1,703	3.6	3.9	3.6	3.4	3.5	3.5	3.4
Midwest.....	970	981	1,024	1,033	1,014	1,038	1,014	3.1	3.1	3.2	3.2	3.2	3.3	3.2
West.....	1,031	1,040	1,062	1,191	1,149	1,053	1,025	3.4	3.4	3.4	3.9	3.7	3.4	3.3

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						
	Sept. 2006	Apr. 2007	May 2007	June 2007	July 2007	Aug. 2007	Sept. 2007 ^P	Sept. 2006	Apr. 2007	May 2007	June 2007	July 2007	Aug. 2007	Sept. 2007 ^P
Total ⁴	2,566	2,637	2,686	2,627	2,640	2,539	2,440	1.9	1.9	1.9	1.9	1.9	1.8	1.8
INDUSTRY														
Total private ⁴	2,400	2,486	2,530	2,475	2,493	2,391	2,282	2.1	2.2	2.2	2.1	2.2	2.1	2.0
Construction.....	135	126	124	129	176	145	139	1.7	1.6	1.6	1.7	2.3	1.9	1.8
Manufacturing.....	185	199	216	195	186	202	183	1.3	1.4	1.5	1.4	1.3	1.4	1.3
Trade, transportation, and utilities ⁵	591	600	606	618	572	545	542	2.3	2.3	2.3	2.3	2.2	2.1	2.0
Retail trade.....	430	440	445	448	427	401	406	2.8	2.9	2.9	2.9	2.8	2.6	2.6
Professional and business services.....	443	418	424	411	418	395	410	2.5	2.3	2.4	2.3	2.3	2.2	2.3
Education and health services.....	263	274	284	271	276	270	239	1.5	1.5	1.6	1.5	1.5	1.5	1.3
Leisure and hospitality ⁶	510	592	551	595	597	557	463	3.9	4.4	4.1	4.4	4.4	4.1	3.4
Accommodations and food services.....	462	542	503	540	552	505	412	4.1	4.7	4.3	4.7	4.8	4.4	3.5
Government ⁷	160	153	157	152	148	148	147	.7	.7	.7	.7	.7	.7	.7
State and local government.....	125	129	130	123	125	126	121	.6	.7	.7	.6	.6	.6	.6
REGION ⁸														
Northeast.....	383	350	331	380	314	313	316	1.5	1.4	1.3	1.5	1.2	1.2	1.2
South.....	1,102	1,163	1,162	1,049	1,097	1,070	995	2.3	2.4	2.4	2.1	2.2	2.2	2.0
Midwest.....	541	544	551	555	553	564	541	1.7	1.7	1.7	1.7	1.7	1.8	1.7
West.....	551	590	643	648	669	598	577	1.8	1.9	2.1	2.1	2.2	1.9	1.9

¹ Quits are the number of quits during the entire month.

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

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

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

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

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

⁷ Includes federal government, not shown separately.

⁸ See footnote 8, table 1.

^P = preliminary.

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

Industry and region	Levels (in thousands)			Rates		
	Sept. 2006	Aug. 2007	Sept. 2007 ^p	Sept. 2006	Aug. 2007	Sept. 2007 ^p
Total	4,342	4,458	4,304	3.1	3.1	3.0
INDUSTRY						
Total private.....	3,882	3,974	3,861	3.3	3.3	3.2
Natural resources and mining.....	18	11	12	2.4	1.5	1.7
Construction.....	148	159	196	1.8	2.0	2.4
Manufacturing.....	318	339	329	2.2	2.3	2.3
Durable goods.....	200	220	184	2.2	2.4	2.0
Nondurable goods.....	118	119	145	2.2	2.2	2.7
Trade, transportation, and utilities.....	803	779	758	3.0	2.9	2.8
Wholesale trade.....	168	195	169	2.8	3.1	2.7
Retail trade.....	469	428	448	3.0	2.7	2.8
Transportation, warehousing, and utilities.....	166	156	140	3.2	3.0	2.7
Information.....	166	122	95	5.2	3.8	3.0
Financial activities.....	238	288	244	2.8	3.3	2.8
Finance and insurance.....	199	225	198	3.1	3.5	3.1
Real estate and rental and leasing.....	40	63	46	1.8	2.7	2.0
Professional and business services.....	779	722	689	4.2	3.8	3.7
Education and health services.....	717	733	744	3.9	3.9	3.9
Educational services.....	72	66	68	2.4	2.4	2.2
Health care and social assistance.....	645	668	676	4.1	4.1	4.2
Leisure and hospitality.....	519	635	606	3.7	4.3	4.2
Arts, entertainment, and recreation.....	73	74	59	3.5	3.2	2.8
Accommodations and food services.....	446	561	547	3.8	4.5	4.5
Other services.....	176	186	189	3.2	3.3	3.4
Government.....	460	484	443	2.1	2.2	2.0
Federal.....	31	47	35	1.1	1.7	1.3
State and local.....	429	437	408	2.2	2.3	2.1
REGION ³						
Northeast.....	842	760	714	3.2	2.9	2.7
South.....	1,642	1,752	1,710	3.2	3.4	3.3
Midwest.....	836	847	883	2.6	2.6	2.7
West.....	1,022	1,099	996	3.2	3.4	3.1

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

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

³ See footnote 8, table 1.

^p = preliminary.

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

Industry and region	Levels (in thousands)			Rates		
	Sept. 2006	Aug. 2007	Sept. 2007 ^p	Sept. 2006	Aug. 2007	Sept. 2007 ^p
Total	5,358	5,573	5,071	3.9	4.0	3.7
INDUSTRY						
Total private.....	4,750	4,912	4,493	4.1	4.2	3.9
Natural resources and mining.....	30	27	28	4.2	3.7	3.8
Construction.....	342	405	331	4.3	5.1	4.2
Manufacturing.....	329	403	359	2.3	2.9	2.6
Durable goods.....	185	230	201	2.1	2.6	2.3
Nondurable goods.....	144	173	158	2.8	3.3	3.1
Trade, transportation, and utilities.....	1,056	1,017	1,078	4.0	3.8	4.1
Wholesale trade.....	136	152	170	2.3	2.5	2.8
Retail trade.....	729	723	752	4.8	4.7	4.9
Transportation, warehousing, and utilities.....	191	143	156	3.8	2.8	3.0
Information.....	81	82	62	2.6	2.6	2.0
Financial activities.....	237	235	235	2.8	2.8	2.8
Finance and insurance.....	158	159	139	2.6	2.5	2.2
Real estate and rental and leasing.....	78	76	96	3.6	3.4	4.3
Professional and business services.....	1,063	888	829	6.0	4.9	4.6
Education and health services.....	600	633	557	3.4	3.5	3.0
Educational services.....	123	106	130	4.2	4.0	4.3
Health care and social assistance.....	477	527	428	3.2	3.4	2.8
Leisure and hospitality.....	828	997	859	6.2	7.0	6.2
Arts, entertainment, and recreation.....	70	123	129	3.5	5.5	6.4
Accommodations and food services.....	758	874	731	6.7	7.3	6.2
Other services.....	184	224	154	3.4	4.1	2.8
Government.....	608	660	578	2.8	3.1	2.6
Federal.....	106	114	131	3.9	4.2	4.8
State and local.....	501	546	447	2.6	3.0	2.3
REGION ³						
Northeast.....	894	840	851	3.5	3.3	3.3
South.....	2,096	2,176	1,888	4.3	4.4	3.8
Midwest.....	1,090	1,215	1,198	3.5	3.8	3.8
West.....	1,277	1,342	1,134	4.2	4.3	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 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		
	Sept. 2006	Aug. 2007	Sept. 2007 ^p	Sept. 2006	Aug. 2007	Sept. 2007 ^p
Total	5,015	5,668	4,811	3.7	4.1	3.5
INDUSTRY						
Total private.....	4,592	5,167	4,428	4.0	4.4	3.8
Natural resources and mining.....	27	34	28	3.8	4.6	3.8
Construction.....	367	453	382	4.6	5.7	4.9
Manufacturing.....	422	468	404	3.0	3.3	2.9
Durable goods.....	258	281	235	2.9	3.2	2.6
Nondurable goods.....	164	187	169	3.1	3.6	3.3
Trade, transportation, and utilities.....	1,051	1,109	954	4.0	4.2	3.6
Wholesale trade.....	162	186	132	2.7	3.1	2.2
Retail trade.....	717	776	679	4.7	5.0	4.4
Transportation, warehousing, and utilities.....	172	147	143	3.4	2.9	2.8
Information.....	86	86	68	2.8	2.8	2.2
Financial activities.....	204	293	222	2.4	3.4	2.6
Finance and insurance.....	122	211	149	2.0	3.4	2.4
Real estate and rental and leasing.....	82	82	73	3.7	3.7	3.3
Professional and business services.....	829	854	805	4.7	4.7	4.5
Education and health services.....	437	586	410	2.4	3.2	2.2
Educational services.....	65	109	50	2.2	4.1	1.7
Health care and social assistance.....	373	477	360	2.5	3.1	2.3
Leisure and hospitality.....	982	1,044	942	7.3	7.4	6.8
Arts, entertainment, and recreation.....	246	151	217	12.3	6.8	10.8
Accommodations and food services.....	736	893	725	6.5	7.5	6.2
Other services.....	187	238	213	3.4	4.3	3.9
Government.....	423	501	384	1.9	2.4	1.7
Federal.....	95	94	116	3.5	3.4	4.3
State and local.....	327	407	267	1.7	2.2	1.4
REGION ³						
Northeast.....	936	912	811	3.7	3.5	3.1
South.....	1,802	2,166	1,727	3.7	4.4	3.5
Midwest.....	1,086	1,316	1,117	3.4	4.1	3.5
West.....	1,191	1,274	1,157	3.9	4.1	3.7

¹ Total separations are the number of total separations during the entire month.

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

³ 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		
	Sept. 2006	Aug. 2007	Sept. 2007 ^p	Sept. 2006	Aug. 2007	Sept. 2007 ^p
Total	2,911	3,502	2,651	2.1	2.5	1.9
INDUSTRY						
Total private.....	2,721	3,265	2,476	2.4	2.8	2.1
Natural resources and mining.....	15	22	20	2.1	2.9	2.7
Construction.....	147	205	150	1.9	2.6	1.9
Manufacturing.....	208	284	200	1.5	2.0	1.4
Durable goods.....	117	166	114	1.3	1.9	1.3
Nondurable goods.....	91	118	87	1.7	2.3	1.7
Trade, transportation, and utilities.....	660	733	589	2.5	2.8	2.2
Wholesale trade.....	95	114	72	1.6	1.9	1.2
Retail trade.....	474	540	437	3.1	3.5	2.9
Transportation, warehousing, and utilities.....	91	78	79	1.8	1.5	1.5
Information.....	63	47	44	2.1	1.5	1.4
Financial activities.....	133	188	119	1.6	2.2	1.4
Finance and insurance.....	79	140	83	1.3	2.2	1.3
Real estate and rental and leasing.....	54	48	36	2.5	2.1	1.6
Professional and business services.....	460	503	425	2.6	2.8	2.4
Education and health services.....	295	378	259	1.6	2.1	1.4
Educational services.....	34	40	31	1.2	1.5	1.0
Health care and social assistance.....	261	338	228	1.7	2.2	1.5
Leisure and hospitality.....	639	772	554	4.8	5.4	4.0
Arts, entertainment, and recreation.....	68	92	74	3.4	4.1	3.6
Accommodations and food services.....	571	680	481	5.0	5.7	4.1
Other services.....	102	132	116	1.9	2.4	2.1
Government.....	190	238	175	.9	1.1	.8
Federal.....	48	35	40	1.8	1.3	1.5
State and local.....	142	202	135	.7	1.1	.7
REGION ³						
Northeast.....	494	465	406	1.9	1.8	1.6
South.....	1,164	1,437	1,028	2.4	2.9	2.1
Midwest.....	615	820	586	1.9	2.6	1.8
West.....	638	780	631	2.1	2.5	2.0

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		
	Sept. 2006	Aug. 2007	Sept. 2007 ^p	Sept. 2006	Aug. 2007	Sept. 2007 ^p
Total	1,770	1,819	1,857	1.3	1.3	1.3
INDUSTRY						
Total private.....	1,595	1,647	1,724	1.4	1.4	1.5
Natural resources and mining.....	9	8	6	1.3	1.1	.8
Construction.....	185	237	220	2.3	3.0	2.8
Manufacturing.....	181	157	180	1.3	1.1	1.3
Durable goods.....	120	95	108	1.3	1.1	1.2
Nondurable goods.....	61	62	71	1.2	1.2	1.4
Trade, transportation, and utilities.....	310	308	299	1.2	1.2	1.1
Wholesale trade.....	59	64	53	1.0	1.1	.9
Retail trade.....	186	195	194	1.2	1.3	1.3
Transportation, warehousing, and utilities.....	65	49	52	1.3	1.0	1.0
Information.....	16	27	17	.5	.9	.6
Financial activities.....	53	86	83	.6	1.0	1.0
Finance and insurance.....	27	59	51	.4	.9	.8
Real estate and rental and leasing.....	26	27	31	1.2	1.2	1.4
Professional and business services.....	330	302	332	1.9	1.7	1.8
Education and health services.....	113	179	124	.6	1.0	.7
Educational services.....	24	64	15	.8	2.4	.5
Health care and social assistance.....	88	115	109	.6	.7	.7
Leisure and hospitality.....	328	239	375	2.5	1.7	2.7
Arts, entertainment, and recreation.....	175	51	140	8.8	2.3	6.9
Accommodations and food services.....	152	188	234	1.3	1.6	2.0
Other services.....	70	103	89	1.3	1.9	1.6
Government.....	175	172	133	.8	.8	.6
Federal.....	24	24	34	.9	.9	1.3
State and local.....	151	149	99	.8	.8	.5
REGION ³						
Northeast.....	374	388	335	1.5	1.5	1.3
South.....	531	619	616	1.1	1.3	1.2
Midwest.....	387	413	464	1.2	1.3	1.5
West.....	478	398	442	1.6	1.3	1.4

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		
	Sept. 2006	Aug. 2007	Sept. 2007 ^p	Sept. 2006	Aug. 2007	Sept. 2007 ^p
Total	334	347	304	0.2	0.3	0.2
INDUSTRY						
Total private.....	275	255	228	.2	.2	.2
Natural resources and mining.....	3	5	2	.4	.6	.3
Construction.....	35	11	12	.4	.1	.1
Manufacturing.....	33	27	24	.2	.2	.2
Durable goods.....	21	19	13	.2	.2	.1
Nondurable goods.....	11	8	11	.2	.1	.2
Trade, transportation, and utilities.....	81	68	67	.3	.3	.3
Wholesale trade.....	8	8	7	.1	.1	.1
Retail trade.....	57	40	48	.4	.3	.3
Transportation, warehousing, and utilities.....	17	20	12	.3	.4	.2
Information.....	7	12	7	.2	.4	.2
Financial activities.....	19	19	20	.2	.2	.2
Finance and insurance.....	16	12	15	.3	.2	.2
Real estate and rental and leasing.....	3	7	6	.1	.3	.2
Professional and business services.....	38	50	48	.2	.3	.3
Education and health services.....	30	29	27	.2	.2	.1
Educational services.....	7	5	3	.2	.2	.1
Health care and social assistance.....	23	24	24	.2	.2	.2
Leisure and hospitality.....	16	33	13	.1	.2	.1
Arts, entertainment, and recreation.....	3	8	3	.2	.3	.2
Accommodations and food services.....	13	25	10	.1	.2	.1
Other services.....	15	3	7	.3	(⁴)	.1
Government.....	58	91	76	.3	.4	.3
Federal.....	23	35	42	.8	1.3	1.5
State and local.....	35	56	34	.2	.3	.2
REGION ³						
Northeast.....	68	60	70	.3	.2	.3
South.....	106	109	84	.2	.2	.2
Midwest.....	84	83	66	.3	.3	.2
West.....	75	95	84	.2	.3	.3

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

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

³ See footnote 8, table 1.

⁴ Data round to zero.

^p = preliminary.