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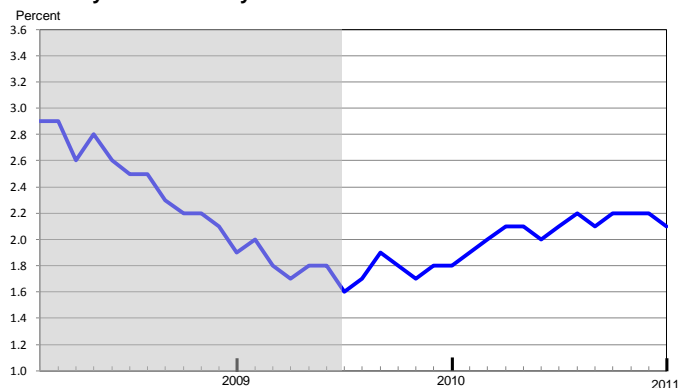
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**(NOTE: Data published in this release for the seasonally adjusted total nonfarm and seasonally adjusted government sectors are erroneous. The errors are found in the text and in Tables A-H and 1-4. Corrected data will be loaded into the JOLTS database on April 13, 2011. More information about these errors and corrected revision tables is located at [http://www.bls.gov/jlt/jolts\\_corrections\\_040811.htm](http://www.bls.gov/jlt/jolts_corrections_040811.htm).)**

## JOB OPENINGS AND LABOR TURNOVER – JANUARY 2011

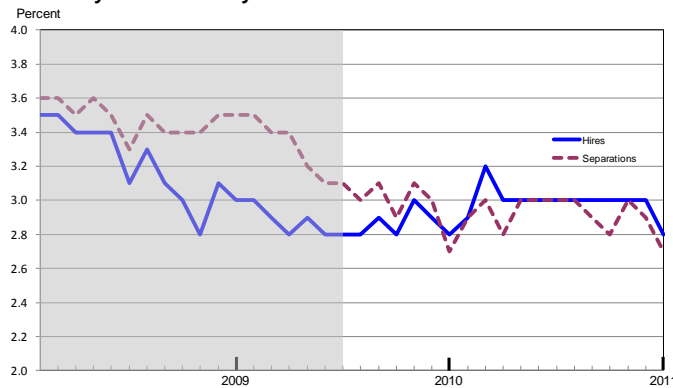
There were 2.8 million job openings on the last business day of January 2011, the U.S. Bureau of Labor Statistics reported today. The job openings rate (2.1 percent), hires rate (2.8 percent), and total separations rate (2.7 percent) were little changed over the month. This release includes estimates of the number and rate of job openings, hires, and separations for the total nonfarm sector by industry and by geographic region. This release also includes annual estimates for hires and separations. The annual totals for hires and quits increased in 2010 while the annual total for layoffs and discharges decreased.

**Chart 1. Job openings rate, seasonally adjusted, February 2008 - January 2011**



NOTE: The shaded area represents the recession that began in Dec. 2007 and ended in June 2009 as designated by the National Bureau of Economic Research (NBER).

**Chart 2. Hires and separations rates, seasonally adjusted, February 2008 - January 2011**



NOTE: The shaded area represents the recession that began in Dec. 2007 and ended in June 2009 as designated by the National Bureau of Economic Research (NBER).

### Job Openings

The number of job openings in January was 2.8 million, little changed from 2.9 million in December. (See table 1.) The job openings level has risen since the end of the recession in June 2009 (as designated by the National Bureau of Economic Research) but remains well below the 4.4 million openings when the recession began in December 2007.

#### Revisions to the JOLTS Data

The job openings, hires, and separations data in this release have been revised from January 2006 forward to incorporate annual updates to the Current Employment Statistics (CES) employment estimates and the Job Openings and Labor Turnover Survey (JOLTS) birth/death model and seasonal adjustment factors. See page 5 for more information.

The number of job openings in January 2011 (not seasonally adjusted) increased from 12 months earlier for total nonfarm, total private, several industries, and the South region. The level fell over the year for federal government. (See table 5.)

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

Industry	Job openings			Hires			Total separations		
	Jan. 2010	Dec. 2010	Jan. 2011 <sup>P</sup>	Jan. 2010	Dec. 2010	Jan. 2011 <sup>P</sup>	Jan. 2010	Dec. 2010	Jan. 2011 <sup>P</sup>
Levels (in thousands)									
Total .....	2,399	2,921	2,760	3,585	3,905	3,712	3,542	3,836	3,555
Total private <sup>1</sup> .....	2,020	2,500	2,454	3,311	3,631	3,453	3,274	3,539	3,297
Construction.....	61	44	62	344	356	247	410	393	280
Manufacturing.....	118	184	197	231	264	247	218	252	188
Trade, transportation, and utilities <sup>2</sup> .....	316	463	489	698	756	785	696	718	755
Retail trade.....	218	268	283	507	476	535	475	470	514
Professional and business services.....	381	609	494	681	780	775	640	735	730
Education and health services.....	519	510	498	409	465	434	373	450	401
Leisure and hospitality .....	221	270	279	593	596	590	597	583	594
Arts, entertainment, and recreation.....	14	41	39	89	98	89	99	98	90
Accommodation and food services.....	208	229	240	504	498	502	498	485	503
Government <sup>3</sup> .....	379	421	306	274	274	259	268	297	258
State and local government.....	226	319	239	233	242	229	248	269	227
Rates (percent)									
Total .....	1.8	2.2	2.1	2.8	3.0	2.8	2.7	2.9	2.7
Total private <sup>1</sup> .....	1.9	2.3	2.2	3.1	3.4	3.2	3.1	3.3	3.1
Construction.....	1.1	0.8	1.1	6.2	6.5	4.5	7.3	7.2	5.1
Manufacturing.....	1.0	1.6	1.7	2.0	2.3	2.1	1.9	2.2	1.6
Trade, transportation, and utilities <sup>2</sup> .....	1.3	1.8	1.9	2.8	3.1	3.2	2.8	2.9	3.0
Retail trade.....	1.5	1.8	1.9	3.5	3.3	3.7	3.3	3.3	3.6
Professional and business services.....	2.3	3.5	2.8	4.1	4.6	4.6	3.9	4.3	4.3
Education and health services.....	2.6	2.5	2.5	2.1	2.4	2.2	1.9	2.3	2.0
Leisure and hospitality .....	1.7	2.0	2.1	4.6	4.6	4.5	4.6	4.5	4.5
Arts, entertainment, and recreation.....	0.7	2.1	2.0	4.7	5.2	4.7	5.2	5.2	4.8
Accommodation and food services.....	1.8	2.0	2.1	4.6	4.5	4.5	4.5	4.3	4.5
Government <sup>3</sup> .....	1.7	1.9	1.4	1.2	1.2	1.2	1.2	1.3	1.2
State and local government.....	1.1	1.6	1.2	1.2	1.2	1.2	1.3	1.4	1.2

<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.

## Hires

In January, the hires rate was essentially unchanged at 2.8 percent. The number of hires decreased in construction but was little changed in every other industry and region. (See table 2.) At 3.7 million, the number of monthly hires in January was well below the 5.0 million monthly hires in December 2007 when the recession began.

Over the 12 months ending in January, the hires rate (not seasonally adjusted) was little changed for total nonfarm, total private, and government. The hires rate fell over the year in construction and federal government but rose in wholesale trade. The rate also fell in the Northeast region. (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 was little changed at 2.7 percent in January. Over the 12 months ending in January, the total separations rate (not seasonally adjusted) was essentially unchanged for total nonfarm, total private, and government. (See tables 3 and 7.)

The quits rate can serve as a measure of workers’ willingness or ability to change jobs. In January, the quits rate declined for total private (to 1.4 percent) but was little changed for total nonfarm (1.3 percent) and government (0.5 percent). (See table 4.) The number of monthly quits in January (1.7 million) remains well below the 2.8 million monthly quits in December 2007 when the recession began.

Although still low, the number of quits (not seasonally adjusted) in January 2011 was higher than in January 2010 for total nonfarm and total private. Professional and business services and federal government were the only industries with a rise in quits over the 12 months. (See table 8.)

The layoffs and discharges component of total separations is seasonally adjusted at the total nonfarm, total private, and government levels. The layoffs and discharges rate was essentially unchanged in January for total nonfarm and total private but fell for government. After peaking at 2.5 million in February 2009, the number of layoffs and discharges for total nonfarm fell to a series low of 1.5 million in January 2011. (See table B below.)

The layoffs and discharges level (not seasonally adjusted) declined over the 12 months ending in January for total nonfarm, total private, and government. Construction, durable goods manufacturing, and state and local government experienced a decline in the number of layoffs and discharges over the year. (See table 9.)

**Table B. Layoffs and discharges, seasonally adjusted**

Industry	Levels (in thousands)			Rates (percent)		
	Jan.	Dec.	Jan.	Jan.	Dec.	Jan.
	2010	2010	2011 <sup>P</sup>	2010	2010	2011 <sup>P</sup>
Total.....	1,707	1,677	1,519	1.3	1.3	1.2
Total private.....	1,589	1,549	1,431	1.5	1.4	1.3
Government.....	118	128	88	0.5	0.6	0.4

<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.

The other separations series is not seasonally adjusted. In January, there were 440,000 other separations for total nonfarm, 370,000 for total private, and 70,000 for government. Compared to January 2010, the number of other separations was little changed for total nonfarm and total private but higher for government. (See table 10.)

## Relative Contributions to Separations

The total separations level is influenced by the relative contribution of its three components—quits, layoffs and discharges, and other separations. The percentage of total separations at the total nonfarm level attributable to the individual components has varied over time, but for the majority of the months since the series began in December 2000, the proportion of quits has exceeded the proportion of layoffs and discharges. Other separations is historically a very small portion of total separations; it has rarely been above 10 percent of the total.

Since February 2010, the proportions of quits and of layoffs and discharges at the total nonfarm level have been close. In January 2011, the proportion of quits for total nonfarm was 47 percent and the proportion of layoffs and discharges was 43 percent. The proportions for total private were the same as for total nonfarm. For government, the proportions were 39 percent quits and 34 percent layoffs and discharges. (See table C below.)

**Table C. Quits and layoffs and discharges as a percentage of total separations, seasonally adjusted (Levels in thousands)**

Industry	Quits						Layoffs and discharges					
	Jan. 2010		Dec. 2010		Jan. 2011 <sup>P</sup>		Jan. 2010		Dec. 2010		Jan. 2011 <sup>P</sup>	
	Level	Portion of total	Level	Portion of total	Level	Portion of total	Level	Portion of total	Level	Portion of total	Level	Portion of total
Total .....	1,482	42%	1,838	48%	1,659	47%	1,707	48%	1,677	44%	1,519	43%
Total private.....	1,387	42%	1,731	49%	1,559	47%	1,589	49%	1,549	44%	1,431	43%
Government.....	95	35%	107	36%	100	39%	118	44%	128	43%	88	34%

<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.

## Net Change in Employment

Over the 12 months ending in January, hires (not seasonally adjusted) totaled 47.3 million and separations (not seasonally adjusted) totaled 46.3 million, yielding a net employment gain of 1.0 million at the total nonfarm level. These figures include workers who may have been hired and separated more than once during the year. Nearly half of the hires and nearly half of the separations during these 12 months occurred in three industries: retail trade; professional and business services; and accommodation and food services. The large share of total hires and separations accounted for by these three industries reflects the size of the industries as well as their relatively high hires and separations rates.

## Annual Levels and Rates

This release contains the 2010 annual levels and rates 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. After 3 years of declines, annual levels for hires, quits, and other separations increased slightly in 2010. Layoffs and discharges annual levels were down in 2010 after three consecutive years of increases. Total separations annual levels declined for a fourth year in a row. These figures reflect the effects of the economic

recovery since the end of the recession as well as the hiring and laying off of temporary workers for the Census 2010.

In 2010, annual hires increased to 47.2 million (36.4 percent of employment) and annual total separations fell to 46.3 million (35.7 percent of employment). Annual quits increased slightly to 21.3 million (16.4 percent of employment) in 2010 after falling to 20.6 million (15.7 percent of employment) in 2009. Annual other separations also increased slightly in 2010 to 3.8 million (2.9 percent of employment). Annual layoffs and discharges decreased in 2010 to 21.2 million (16.4 percent of employment) after reaching 26.3 million (20.1 percent of employment) in 2009. (See tables 11 through 20.)

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**The Job Openings and Labor Turnover Survey results for February 2011 are scheduled to be released on Wednesday, April 13, 2011 at 10:00 a.m. (EDT).**

### **Revisions to Job Openings and Labor Turnover Data**

In accordance with annual practice, the Job Openings and Labor Turnover Survey (JOLTS) data have been revised to reflect annual updates to the Current Employment Statistics (CES), or establishment survey, employment estimates. The JOLTS employment levels (not published) are ratio-adjusted to the CES employment levels, and the resulting ratios are applied to all JOLTS data elements. This annual benchmark process resulted in revisions to all not seasonally adjusted JOLTS data series from April 2009 forward, the time period since the last benchmark was established. Additionally, the seasonally adjusted JOLTS data series have been recalculated from January 2006 forward to reflect updated seasonal adjustment factors. Further, the new methodology incorporated in 2009 to more closely align the hires and separations estimates with the monthly payroll employment change created a dependency of the not seasonally adjusted estimates on the seasonal adjustment process. Therefore, the not seasonally adjusted data series have been recalculated from January 2006 forward to reflect the updated seasonal adjustment factors' effect on the alignment process.

The revised JOLTS estimates covering the period from January 2006 forward show substantial downward revisions in most data elements beginning in early 2008. These revisions are largely the result of updates made to the JOLTS birth/death model. The birth/death model was implemented in 2009 in order to provide an estimate for that part of the population that cannot be captured in the traditional sample. (See the technical note for a more complete description of the birth/death model.)

The birth/death model was initially developed using Quarterly Census of Employment and Wages (QCEW) data from the period 2000-2007. The birth/death model estimates used in JOLTS monthly estimation since 2008 were based on a forecast that used the period 2000-2007 as a baseline. With this release, JOLTS estimates for April 2008 forward include the most up to date QCEW values available, January 2008 through June 2010. In the future, the JOLTS birth/death model estimates will be updated each year as part of the annual retabulation process.

Incorporating the QCEW data for 2008 forward into the birth/death model enabled the model to more fully reflect the recent recession, resulting in a sizeable downward trend in the number of establishment births and the number of hires and separations from those new establishments. The previously published estimates based on the birth/death model using 2000-2007 QCEW data consequently overestimated hires, job openings, and separations.

Tables D through I present revised total nonfarm data for January through December 2010. The December 2010 revisions also reflect the routine incorporation of additional sample receipts into the final December estimates. Table D (job openings), table E (hires), table F (total separations), table G (quits), and table H (layoffs and discharges) present revised data on a seasonally adjusted basis, incorporating the new seasonal adjustment factors, benchmark level, and birth/death model update. Table I (other separations) present revisions on a not seasonally adjusted basis since that series is not adjusted.

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

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

**Table D. Revisions in job openings data, January-December 2010, seasonally adjusted**

Year and month	Levels (in thousands)			Rates		
	As previously published	As revised	Difference	As previously published	As revised	Difference
<b>2010</b>						
January.....	2,854	2,399	-455	2.2	1.8	-0.4
February.....	2,647	2,489	-158	2.0	1.9	-.1
March.....	2,785	2,649	-136	2.1	2.0	-.1
April.....	3,302	2,756	-546	2.5	2.1	-.4
May.....	2,939	2,777	-162	2.2	2.1	-.1
June.....	2,864	2,678	-186	2.1	2.0	-.1
July.....	3,141	2,845	-296	2.4	2.1	-.3
August.....	3,092	2,862	-230	2.3	2.2	-.1
September.....	3,011	2,756	-255	2.3	2.1	-.2
October.....	3,328	2,905	-423	2.5	2.2	-.3
November.....	3,202	2,966	-236	2.4	2.2	-.2
December.....	3,063	2,921	-142	2.3	2.2	-.1

**Table E. Revisions in hires data, January-December 2010, seasonally adjusted**

Year and month	Levels (in thousands)			Rates		
	As previously published	As revised	Difference	As previously published	As revised	Difference
<b>2010</b>						
January.....	4,087	3,585	-502	3.2	2.8	-0.4
February.....	4,011	3,766	-245	3.1	2.9	-.2
March.....	4,331	4,087	-244	3.3	3.2	-.1
April.....	4,292	3,892	-400	3.3	3.0	-.3
May.....	4,581	3,905	-676	3.5	3.0	-.5
June.....	4,250	3,933	-317	3.3	3.0	-.3
July.....	4,275	3,926	-349	3.3	3.0	-.3
August.....	4,156	3,882	-274	3.2	3.0	-.2
September.....	4,208	3,868	-340	3.2	3.0	-.2
October.....	4,249	3,865	-384	3.3	3.0	-.3
November.....	4,214	3,943	-271	3.2	3.0	-.2
December.....	4,184	3,905	-279	3.2	3.0	-.2

**Table F. Revisions in total separations data, January-December 2010, seasonally adjusted**

Year and month	Levels (in thousands)			Rates		
	As previously published	As revised	Difference	As previously published	As revised	Difference
<b>2010</b>						
January.....	4,155	3,542	-613	3.2	2.7	-0.5
February.....	3,969	3,793	-176	3.1	2.9	-.2
March.....	4,048	3,872	-176	3.1	3.0	-.1
April.....	4,013	3,633	-380	3.1	2.8	-.3
May.....	4,146	3,897	-249	3.2	3.0	-.2
June.....	4,436	3,929	-507	3.4	3.0	-.4
July.....	4,390	3,879	-511	3.4	3.0	-.4
August.....	4,210	3,877	-333	3.2	3.0	-.2
September.....	4,139	3,827	-312	3.2	2.9	-.3
October.....	4,084	3,697	-387	3.1	2.8	-.3
November.....	4,154	3,868	-286	3.2	3.0	-.2
December.....	4,162	3,836	-326	3.2	2.9	-.3

**Table G. Revisions in quits data, January-December 2010, seasonally adjusted**

Year and month	Levels (in thousands)			Rates		
	As previously published	As revised	Difference	As previously published	As revised	Difference
<b>2010</b>						
January.....	1,772	1,482	-290	1.4	1.1	-0.3
February.....	1,851	1,782	-69	1.4	1.4	.0
March.....	1,918	1,803	-115	1.5	1.4	-.1
April.....	1,972	1,738	-234	1.5	1.3	-.2
May.....	1,929	1,815	-114	1.5	1.4	-.1
June.....	1,951	1,833	-118	1.5	1.4	-.1
July.....	1,974	1,780	-194	1.5	1.4	-.1
August.....	1,998	1,839	-159	1.5	1.4	-.1
September.....	1,983	1,839	-144	1.5	1.4	-.1
October.....	1,997	1,755	-242	1.5	1.3	-.2
November.....	1,921	1,756	-165	1.5	1.3	-.2
December.....	1,991	1,838	-153	1.5	1.4	-.1

**Table H. Revisions in layoffs and discharges data, January-December 2010, seasonally adjusted**

Year and month	Levels (in thousands)			Rates		
	As previously published	As revised	Difference	As previously published	As revised	Difference
<b>2010</b>						
January.....	1,953	1,707	-246	1.5	1.3	-0.2
February.....	1,823	1,753	-70	1.4	1.4	.0
March.....	1,821	1,785	-36	1.4	1.4	.0
April.....	1,760	1,585	-175	1.4	1.2	-.2
May.....	1,904	1,786	-118	1.5	1.4	-.1
June.....	2,139	1,794	-345	1.6	1.4	-.2
July.....	2,112	1,819	-293	1.6	1.4	-.2
August.....	1,861	1,697	-164	1.4	1.3	-.1
September.....	1,808	1,642	-166	1.4	1.3	-.1
October.....	1,755	1,631	-124	1.3	1.3	.0
November.....	1,854	1,738	-116	1.4	1.3	-.1
December.....	1,838	1,677	-161	1.4	1.3	-.1



**Table I. Revisions in other separations data, January-December 2010, not seasonally adjusted**

Year and month	Levels (in thousands)			Rates		
	As previously published	As revised	Difference	As previously published	As revised	Difference
<b>2010</b>						
January.....	532	380	-152	0.4	0.3	-0.1
February.....	277	273	-4	0.2	0.2	.0
March.....	300	283	-17	0.2	0.2	.0
April.....	359	277	-82	0.3	0.2	-.1
May.....	304	303	-1	0.2	0.2	.0
June.....	389	375	-14	0.3	0.3	.0
July.....	431	365	-66	0.3	0.3	.0
August.....	359	385	26	0.3	0.3	.0
September.....	354	341	-13	0.3	0.3	.0
October.....	302	249	-53	0.2	0.2	.0
November.....	287	268	-19	0.2	0.2	.0
December.....	332	311	-21	0.3	0.2	-.1

# 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, web, 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.

rations 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.

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.

### **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.

### **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 non-sampling 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; Federal Relay Service: (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. 2010	Aug. 2010	Sept. 2010	Oct. 2010	Nov. 2010	Dec. 2010	Jan. 2011 <sup>P</sup>	Jan. 2010	Aug. 2010	Sept. 2010	Oct. 2010	Nov. 2010	Dec. 2010	Jan. 2011 <sup>P</sup>
<b>Total</b> .....	2,399	2,862	2,756	2,905	2,966	2,921	2,760	1.8	2.2	2.1	2.2	2.2	2.2	2.1
<b>INDUSTRY</b>														
Total private <sup>4</sup> .....	2,020	2,556	2,429	2,560	2,639	2,500	2,454	1.9	2.3	2.2	2.3	2.4	2.3	2.2
Construction.....	61	54	68	69	94	44	62	1.1	1.0	1.2	1.2	1.7	.8	1.1
Manufacturing.....	118	173	183	193	213	184	197	1.0	1.5	1.6	1.6	1.8	1.6	1.7
Trade, transportation, and utilities <sup>5</sup> .....	316	409	419	445	430	463	489	1.3	1.6	1.7	1.8	1.7	1.8	1.9
Retail trade.....	218	250	239	272	248	268	283	1.5	1.7	1.6	1.8	1.7	1.8	1.9
Professional and business services.....	381	613	554	575	647	609	494	2.3	3.5	3.2	3.3	3.7	3.5	2.8
Education and health services.....	519	477	510	569	528	510	498	2.6	2.4	2.5	2.8	2.6	2.5	2.5
Leisure and hospitality.....	221	350	284	274	253	270	279	1.7	2.6	2.1	2.1	1.9	2.0	2.1
Arts, entertainment, and recreation..	14	37	35	27	30	41	39	.7	1.9	1.8	1.4	1.5	2.1	2.0
Accommodation and food services..	208	313	248	247	224	229	240	1.8	2.7	2.2	2.2	2.0	2.0	2.1
Government <sup>6</sup> .....	379	305	326	345	327	421	306	1.7	1.3	1.4	1.5	1.4	1.9	1.4
State and local government.....	226	228	239	272	244	319	239	1.1	1.2	1.2	1.4	1.2	1.6	1.2
<b>REGION <sup>7</sup></b>														
Northeast.....	455	594	559	605	603	548	524	1.8	2.3	2.2	2.4	2.4	2.2	2.1
South.....	823	1,035	1,015	1,084	1,053	1,023	970	1.7	2.2	2.1	2.2	2.2	2.1	2.0
Midwest.....	473	612	540	584	634	617	517	1.6	2.0	1.8	1.9	2.1	2.0	1.7
West.....	572	685	648	740	769	829	622	2.0	2.3	2.2	2.5	2.6	2.8	2.1

<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 and because not all series are shown.

<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. 2010	Aug. 2010	Sept. 2010	Oct. 2010	Nov. 2010	Dec. 2010	Jan. 2011 <sup>P</sup>	Jan. 2010	Aug. 2010	Sept. 2010	Oct. 2010	Nov. 2010	Dec. 2010	Jan. 2011 <sup>P</sup>
<b>Total</b> .....	3,585	3,882	3,868	3,865	3,943	3,905	3,712	2.8	3.0	3.0	3.0	3.0	3.0	2.8
<b>INDUSTRY</b>														
Total private <sup>4</sup> .....	3,311	3,627	3,614	3,580	3,668	3,631	3,453	3.1	3.4	3.4	3.3	3.4	3.4	3.2
Construction.....	344	332	327	331	324	356	247	6.2	6.0	5.9	6.0	5.9	6.5	4.5
Manufacturing.....	231	259	240	259	272	264	247	2.0	2.2	2.1	2.2	2.4	2.3	2.1
Trade, transportation, and utilities <sup>5</sup> .....	698	749	776	777	799	756	785	2.8	3.0	3.2	3.1	3.2	3.1	3.2
Retail trade.....	507	528	539	545	548	476	535	3.5	3.7	3.7	3.8	3.8	3.3	3.7
Professional and business services.....	681	777	747	730	761	780	775	4.1	4.6	4.5	4.4	4.5	4.6	4.6
Education and health services.....	409	471	487	465	491	465	434	2.1	2.4	2.5	2.4	2.5	2.4	2.2
Leisure and hospitality.....	593	628	645	596	590	596	590	4.6	4.8	4.9	4.6	4.5	4.6	4.5
Arts, entertainment, and recreation..	89	102	110	87	94	98	89	4.7	5.3	5.7	4.6	5.0	5.2	4.7
Accommodation and food services..	504	527	535	508	496	498	502	4.6	4.7	4.8	4.5	4.4	4.5	4.5
Government <sup>6</sup> .....	274	254	254	285	275	274	259	1.2	1.1	1.1	1.3	1.2	1.2	1.2
State and local government.....	233	221	224	250	243	242	229	1.2	1.1	1.2	1.3	1.3	1.2	1.2
<b>REGION <sup>7</sup></b>														
Northeast.....	749	669	724	690	701	680	604	3.0	2.7	2.9	2.8	2.8	2.7	2.4
South.....	1,311	1,463	1,427	1,449	1,572	1,513	1,396	2.8	3.1	3.0	3.1	3.3	3.2	3.0
Midwest.....	829	898	854	880	879	878	873	2.8	3.0	2.9	3.0	3.0	3.0	3.0
West.....	820	844	851	839	883	806	893	2.9	3.0	3.0	2.9	3.1	2.8	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> Detail will not necessarily add to totals because of the independent seasonal adjustment of the various series and because not all series are shown.

<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. 2010	Aug. 2010	Sept. 2010	Oct. 2010	Nov. 2010	Dec. 2010	Jan. 2011 <sup>P</sup>	Jan. 2010	Aug. 2010	Sept. 2010	Oct. 2010	Nov. 2010	Dec. 2010	Jan. 2011 <sup>P</sup>
<b>Total</b> .....	3,542	3,877	3,827	3,697	3,868	3,836	3,555	2.7	3.0	2.9	2.8	3.0	2.9	2.7
<b>INDUSTRY</b>														
Total private <sup>4</sup> .....	3,274	3,556	3,526	3,436	3,568	3,539	3,297	3.1	3.3	3.3	3.2	3.3	3.3	3.1
Construction.....	410	320	330	323	342	393	280	7.3	5.8	6.0	5.9	6.2	7.2	5.1
Manufacturing.....	218	279	245	266	265	252	188	1.9	2.4	2.1	2.3	2.3	2.2	1.6
Trade, transportation, and utilities <sup>5</sup> .....	696	769	763	741	773	718	755	2.8	3.1	3.1	3.0	3.1	2.9	3.0
Retail trade.....	475	545	531	527	541	470	514	3.3	3.8	3.7	3.6	3.7	3.3	3.6
Professional and business services.....	640	757	742	709	687	735	730	3.9	4.5	4.4	4.2	4.1	4.3	4.3
Education and health services.....	373	429	460	408	460	450	401	1.9	2.2	2.3	2.1	2.3	2.3	2.0
Leisure and hospitality.....	597	601	607	613	595	583	594	4.6	4.6	4.6	4.7	4.6	4.5	4.5
Arts, entertainment, and recreation.....	99	103	104	106	99	98	90	5.2	5.4	5.4	5.6	5.2	5.2	4.8
Accommodation and food services.....	498	498	503	507	497	485	503	4.5	4.5	4.5	4.5	4.4	4.3	4.5
Government <sup>6</sup> .....	268	322	302	260	299	297	258	1.2	1.4	1.4	1.2	1.3	1.3	1.2
State and local government.....	248	289	266	220	263	269	227	1.3	1.5	1.4	1.1	1.4	1.4	1.2
<b>REGION <sup>7</sup></b>														
Northeast.....	747	662	647	677	715	598	545	3.0	2.7	2.6	2.7	2.9	2.4	2.2
South.....	1,269	1,448	1,422	1,288	1,407	1,476	1,428	2.7	3.1	3.0	2.7	3.0	3.1	3.0
Midwest.....	764	859	890	821	890	841	873	2.6	2.9	3.0	2.8	3.0	2.8	3.0
West.....	834	800	836	781	829	759	790	2.9	2.8	2.9	2.7	2.9	2.7	2.8

<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 and because not all series are shown.

<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. 2010	Aug. 2010	Sept. 2010	Oct. 2010	Nov. 2010	Dec. 2010	Jan. 2011 <sup>P</sup>	Jan. 2010	Aug. 2010	Sept. 2010	Oct. 2010	Nov. 2010	Dec. 2010	Jan. 2011 <sup>P</sup>
<b>Total</b> .....	1,482	1,839	1,839	1,755	1,756	1,838	1,659	1.1	1.4	1.4	1.3	1.3	1.4	1.3
<b>INDUSTRY</b>														
Total private <sup>4</sup> .....	1,387	1,726	1,723	1,654	1,653	1,731	1,559	1.3	1.6	1.6	1.5	1.5	1.6	1.4
Construction.....	71	77	80	77	56	81	59	1.3	1.4	1.5	1.4	1.0	1.5	1.1
Manufacturing.....	68	101	93	95	103	107	87	.6	.9	.8	.8	.9	.7	
Trade, transportation, and utilities <sup>5</sup> .....	306	398	411	376	388	373	342	1.2	1.6	1.7	1.5	1.6	1.5	1.4
Retail trade.....	223	299	319	291	292	274	250	1.5	2.1	2.2	2.0	2.0	1.9	1.7
Professional and business services.....	251	363	337	342	317	335	334	1.5	2.2	2.0	2.0	1.9	2.0	2.0
Education and health services.....	214	230	235	228	248	244	210	1.1	1.2	1.2	1.2	1.3	1.2	1.1
Leisure and hospitality.....	342	366	358	357	335	368	350	2.6	2.8	2.7	2.7	2.6	2.8	2.7
Arts, entertainment, and recreation.....	43	36	38	43	37	41	28	2.3	1.9	2.0	2.2	2.0	2.2	1.5
Accommodation and food services.....	299	330	320	314	297	327	321	2.7	3.0	2.9	2.8	2.7	2.9	2.9
Government <sup>6</sup> .....	95	113	115	101	102	107	100	.4	.5	.5	.5	.5	.5	.5
State and local government.....	91	103	106	89	91	98	92	.5	.5	.5	.5	.5	.5	.5
<b>REGION <sup>7</sup></b>														
Northeast.....	215	307	261	266	248	251	208	.9	1.2	1.1	1.1	1.0	1.0	.8
South.....	639	734	760	679	702	761	639	1.4	1.6	1.6	1.4	1.5	1.6	1.4
Midwest.....	288	425	374	414	403	411	353	1.0	1.4	1.3	1.4	1.4	1.4	1.2
West.....	286	401	382	377	367	343	345	1.0	1.4	1.3	1.3	1.3	1.2	1.2

<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 and because not all series are shown.

<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. 2010	Dec. 2010	Jan. 2011 <sup>P</sup>	Jan. 2010	Dec. 2010	Jan. 2011 <sup>P</sup>
<b>Total</b> .....	2,542	2,583	2,912	2.0	1.9	2.2
<b>INDUSTRY</b>						
Total private.....	2,156	2,215	2,608	2.0	2.0	2.4
Mining and logging.....	8	21	28	1.2	2.8	3.8
Construction.....	58	33	58	1.1	.6	1.1
Manufacturing.....	124	159	207	1.1	1.3	1.8
Durable goods.....	70	108	142	1.0	1.5	2.0
Nondurable goods.....	54	50	65	1.2	1.1	1.5
Trade, transportation, and utilities.....	309	353	475	1.3	1.4	1.9
Wholesale trade.....	66	64	120	1.2	1.1	2.2
Retail trade.....	209	192	271	1.4	1.3	1.9
Transportation, warehousing, and utilities...	34	97	84	.7	2.0	1.7
Information.....	106	73	85	3.8	2.6	3.1
Financial activities.....	161	181	237	2.1	2.3	3.0
Finance and insurance.....	132	160	208	2.3	2.7	3.5
Real estate and rental and leasing.....	29	20	28	1.5	1.0	1.5
Professional and business services.....	433	594	562	2.6	3.4	3.3
Education and health services.....	556	492	533	2.8	2.4	2.6
Educational services.....	30	41	55	1.0	1.2	1.8
Health care and social assistance.....	526	451	478	3.1	2.6	2.8
Leisure and hospitality.....	218	205	272	1.7	1.6	2.1
Arts, entertainment, and recreation.....	12	28	35	.7	1.6	2.0
Accommodation and food services.....	206	177	237	1.9	1.6	2.2
Other services.....	184	105	151	3.4	1.9	2.7
Government.....	386	367	304	1.7	1.6	1.4
Federal.....	169	81	72	5.6	2.8	2.5
State and local.....	217	286	231	1.1	1.4	1.2
<b>REGION <sup>3</sup></b>						
Northeast.....	520	451	609	2.1	1.8	2.4
South.....	892	919	1,055	1.9	1.9	2.2
Midwest.....	503	530	557	1.7	1.7	1.9
West.....	628	683	691	2.2	2.3	2.4

<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. 2010	Dec. 2010	Jan. 2011 <sup>P</sup>	Jan. 2010	Dec. 2010	Jan. 2011 <sup>P</sup>
<b>Total</b> .....	3,429	2,841	3,539	2.7	2.2	2.8
<b>INDUSTRY</b>						
Total private.....	3,161	2,680	3,294	3.0	2.5	3.1
Mining and logging.....	24	12	19	3.6	1.7	2.6
Construction.....	307	219	221	5.9	4.1	4.4
Manufacturing.....	258	157	270	2.3	1.4	2.3
Durable goods.....	179	93	177	2.6	1.3	2.5
Nondurable goods.....	80	64	93	1.8	1.4	2.1
Trade, transportation, and utilities.....	572	614	650	2.3	2.4	2.7
Wholesale trade.....	90	84	140	1.7	1.5	2.6
Retail trade.....	394	367	413	2.8	2.5	2.9
Transportation, warehousing, and utilities...	89	164	98	1.9	3.4	2.1
Information.....	53	55	63	2.0	2.0	2.4
Financial activities.....	147	137	134	1.9	1.8	1.8
Finance and insurance.....	94	83	84	1.7	1.5	1.5
Real estate and rental and leasing.....	53	54	50	2.7	2.8	2.6
Professional and business services.....	756	629	862	4.7	3.7	5.2
Education and health services.....	406	328	423	2.1	1.6	2.2
Educational services.....	56	32	68	1.8	1.0	2.2
Health care and social assistance.....	350	296	355	2.2	1.8	2.1
Leisure and hospitality.....	490	417	482	4.0	3.3	3.9
Arts, entertainment, and recreation.....	69	70	66	4.1	4.0	3.9
Accommodation and food services.....	421	348	417	4.0	3.2	3.9
Other services.....	147	112	170	2.8	2.1	3.2
Government.....	268	161	245	1.2	.7	1.1
Federal.....	51	23	31	1.8	.8	1.1
State and local.....	218	138	214	1.1	.7	1.1
<b>REGION <sup>3</sup></b>						
Northeast.....	678	505	556	2.8	2.0	2.3
South.....	1,303	1,125	1,397	2.8	2.4	3.0
Midwest.....	727	613	777	2.5	2.1	2.7
West.....	722	598	809	2.6	2.1	2.9

<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. 2010	Dec. 2010	Jan. 2011 <sup>P</sup>	Jan. 2010	Dec. 2010	Jan. 2011 <sup>P</sup>
<b>Total</b> .....	4,309	3,764	4,256	3.4	2.9	3.3
<b>INDUSTRY</b>						
Total private.....	4,046	3,516	4,005	3.9	3.2	3.8
Mining and logging.....	21	23	19	3.2	3.1	2.6
Construction.....	549	445	378	10.6	8.3	7.5
Manufacturing.....	305	227	257	2.7	2.0	2.2
Durable goods.....	199	126	131	2.9	1.8	1.8
Nondurable goods.....	106	102	126	2.4	2.3	2.9
Trade, transportation, and utilities.....	950	794	1,026	3.9	3.1	4.2
Wholesale trade.....	127	105	139	2.3	1.9	2.5
Retail trade.....	659	506	709	4.6	3.4	4.9
Transportation, warehousing, and utilities...	165	183	178	3.5	3.7	3.8
Information.....	70	70	73	2.6	2.6	2.7
Financial activities.....	213	145	189	2.8	1.9	2.5
Finance and insurance.....	126	92	100	2.2	1.6	1.8
Real estate and rental and leasing.....	87	52	89	4.6	2.7	4.7
Professional and business services.....	720	808	819	4.4	4.7	4.9
Education and health services.....	428	402	439	2.2	2.0	2.2
Educational services.....	53	52	69	1.8	1.6	2.2
Health care and social assistance.....	374	350	370	2.3	2.1	2.2
Leisure and hospitality.....	616	489	610	5.0	3.8	4.9
Arts, entertainment, and recreation.....	84	75	74	5.0	4.3	4.4
Accommodation and food services.....	532	414	536	5.0	3.8	5.0
Other services.....	175	113	194	3.3	2.1	3.6
Government.....	263	249	251	1.2	1.1	1.1
Federal.....	32	25	47	1.1	.9	1.7
State and local.....	231	224	204	1.2	1.1	1.1
<b>REGION <sup>3</sup></b>						
Northeast.....	956	646	688	3.9	2.6	2.8
South.....	1,494	1,399	1,671	3.2	2.9	3.6
Midwest.....	920	935	1,035	3.2	3.1	3.6
West.....	938	784	863	3.4	2.7	3.1

<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. 2010	Dec. 2010	Jan. 2011 <sup>P</sup>	Jan. 2010	Dec. 2010	Jan. 2011 <sup>P</sup>
<b>Total</b> .....	1,576	1,518	1,744	1.2	1.2	1.4
<b>INDUSTRY</b>						
Total private.....	1,481	1,437	1,644	1.4	1.3	1.6
Mining and logging.....	7	7	7	1.1	1.0	1.0
Construction.....	65	62	53	1.2	1.2	1.0
Manufacturing.....	72	71	89	.6	.6	.8
Durable goods.....	34	37	43	.5	.5	.6
Nondurable goods.....	38	34	46	.9	.8	1.1
Trade, transportation, and utilities.....	344	331	381	1.4	1.3	1.6
Wholesale trade.....	38	32	47	.7	.6	.9
Retail trade.....	253	250	281	1.8	1.7	2.0
Transportation, warehousing, and utilities...	53	49	53	1.1	1.0	1.1
Information.....	16	36	27	.6	1.3	1.0
Financial activities.....	66	68	75	.9	.9	1.0
Finance and insurance.....	48	41	46	.8	.7	.8
Real estate and rental and leasing.....	18	27	29	.9	1.4	1.5
Professional and business services.....	255	289	335	1.6	1.7	2.0
Education and health services.....	239	203	230	1.2	1.0	1.2
Educational services.....	29	22	32	1.0	.7	1.0
Health care and social assistance.....	209	181	198	1.3	1.1	1.2
Leisure and hospitality.....	341	298	351	2.8	2.3	2.8
Arts, entertainment, and recreation.....	36	28	23	2.1	1.6	1.4
Accommodation and food services.....	305	270	328	2.9	2.4	3.1
Other services.....	77	72	96	1.5	1.3	1.8
Government.....	95	81	100	.4	.4	.5
Federal.....	6	7	13	.2	.2	.5
State and local.....	88	75	87	.5	.4	.4
<b>REGION <sup>3</sup></b>						
Northeast.....	240	219	249	1.0	.9	1.0
South.....	698	641	707	1.5	1.4	1.5
Midwest.....	321	367	396	1.1	1.2	1.4
West.....	317	291	392	1.1	1.0	1.4

<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. 2010	Dec. 2010	Jan. 2011 <sup>P</sup>	Jan. 2010	Dec. 2010	Jan. 2011 <sup>P</sup>
<b>Total</b> .....	2,353	1,935	2,072	1.8	1.5	1.6
<b>INDUSTRY</b>						
Total private.....	2,244	1,831	1,991	2.1	1.7	1.9
Mining and logging.....	11	13	10	1.7	1.8	1.4
Construction.....	467	380	314	9.0	7.0	6.2
Manufacturing.....	206	128	143	1.8	1.1	1.2
Durable goods.....	149	68	72	2.1	1.0	1.0
Nondurable goods.....	57	60	71	1.3	1.4	1.6
Trade, transportation, and utilities.....	515	407	544	2.1	1.6	2.2
Wholesale trade.....	72	64	56	1.3	1.2	1.0
Retail trade.....	365	222	381	2.6	1.5	2.7
Transportation, warehousing, and utilities...	78	121	107	1.7	2.5	2.3
Information.....	44	30	29	1.6	1.1	1.1
Financial activities.....	103	60	91	1.3	.8	1.2
Finance and insurance.....	40	36	36	.7	.6	.6
Real estate and rental and leasing.....	63	24	56	3.3	1.2	2.9
Professional and business services.....	410	459	404	2.5	2.7	2.4
Education and health services.....	150	157	143	.8	.8	.7
Educational services.....	19	24	27	.6	.7	.9
Health care and social assistance.....	130	133	116	.8	.8	.7
Leisure and hospitality.....	250	168	233	2.0	1.3	1.9
Arts, entertainment, and recreation.....	45	44	47	2.7	2.5	2.8
Accommodation and food services.....	205	124	186	1.9	1.1	1.7
Other services.....	89	29	78	1.7	.5	1.5
Government.....	109	105	81	.5	.5	.4
Federal.....	9	9	15	.3	.3	.5
State and local.....	100	96	67	.5	.5	.3
<b>REGION <sup>3</sup></b>						
Northeast.....	643	379	362	2.6	1.5	1.5
South.....	669	656	822	1.5	1.4	1.8
Midwest.....	512	491	502	1.8	1.6	1.7
West.....	528	409	386	1.9	1.4	1.4

<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. 2010	Dec. 2010	Jan. 2011 <sup>P</sup>	Jan. 2010	Dec. 2010	Jan. 2011 <sup>P</sup>
<b>Total</b> .....	380	311	440	0.3	0.2	0.3
<b>INDUSTRY</b>						
Total private.....	321	248	370	.3	.2	.3
Mining and logging.....	2	3	2	.3	.3	.2
Construction.....	18	3	12	.3	.1	.2
Manufacturing.....	27	28	25	.2	.2	.2
Durable goods.....	16	21	16	.2	.3	.2
Nondurable goods.....	11	7	9	.3	.2	.2
Trade, transportation, and utilities.....	92	56	101	.4	.2	.4
Wholesale trade.....	17	10	36	.3	.2	.7
Retail trade.....	42	33	47	.3	.2	.3
Transportation, warehousing, and utilities...	33	13	18	.7	.3	.4
Information.....	9	5	17	.3	.2	.7
Financial activities.....	45	17	23	.6	.2	.3
Finance and insurance.....	38	15	18	.7	.3	.3
Real estate and rental and leasing.....	6	2	5	.3	.1	.2
Professional and business services.....	55	60	80	.3	.4	.5
Education and health services.....	39	42	66	.2	.2	.3
Educational services.....	5	6	11	.2	.2	.3
Health care and social assistance.....	35	36	55	.2	.2	.3
Leisure and hospitality.....	25	23	26	.2	.2	.2
Arts, entertainment, and recreation.....	4	3	4	.2	.1	.2
Accommodation and food services.....	21	20	22	.2	.2	.2
Other services.....	8	13	20	.2	.2	.4
Government.....	59	62	70	.3	.3	.3
Federal.....	16	9	19	.6	.3	.7
State and local.....	43	53	51	.2	.3	.3
<b>REGION <sup>3</sup></b>						
Northeast.....	69	49	77	.3	.2	.3
South.....	132	102	141	.3	.2	.3
Midwest.....	87	76	137	.3	.3	.5
West.....	92	83	84	.3	.3	.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>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	2006	2007	2008	2009	2010
<b>Total</b> .....	64,870	63,326	53,986	45,372	47,234
<b>INDUSTRY</b>					
Total private.....	60,419	58,760	50,286	41,966	43,299
Mining and logging.....	311	345	349	185	280
Construction.....	5,394	4,815	4,370	3,627	3,923
Manufacturing.....	4,600	4,605	3,561	2,718	3,100
Durable goods.....	2,736	2,682	2,046	1,399	1,771
Nondurable goods.....	1,862	1,922	1,513	1,318	1,330
Trade, transportation, and utilities.....	13,802	13,199	11,105	9,256	9,356
Wholesale trade.....	2,043	2,206	1,807	1,423	1,347
Retail trade.....	9,595	9,109	7,564	6,214	6,481
Transportation, warehousing, and utilities...	2,167	1,884	1,736	1,621	1,532
Information.....	1,117	981	747	663	614
Financial activities.....	3,078	3,137	2,421	1,863	1,884
Finance and insurance.....	1,972	2,071	1,550	1,094	1,235
Real estate and rental and leasing.....	1,104	1,067	871	769	651
Professional and business services.....	11,949	11,467	9,702	8,001	8,942
Education and health services.....	6,374	6,428	6,290	5,816	5,678
Educational services.....	883	916	914	849	860
Health care and social assistance.....	5,491	5,514	5,378	4,966	4,820
Leisure and hospitality.....	11,242	11,193	9,491	7,600	7,475
Arts, entertainment, and recreation.....	1,574	1,639	1,410	1,166	1,277
Accommodation and food services.....	9,667	9,552	8,081	6,433	6,201
Other services.....	2,556	2,590	2,247	2,236	2,038
Government.....	4,452	4,567	3,698	3,406	3,936
Federal.....	710	846	336	501	1,083
State and local.....	3,743	3,720	3,363	2,907	2,854
<b>REGION <sup>2</sup></b>					
Northeast.....	10,238	10,001	8,747	8,134	8,500
South.....	25,286	24,339	20,133	17,047	17,546
Midwest.....	14,021	14,229	11,957	9,781	10,887
West.....	15,326	14,760	13,144	10,408	10,304

<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	2006	2007	2008	2009	2010
<b>Total</b> .....	47.7	46.0	39.5	34.7	36.4
<b>INDUSTRY</b>					
Total private.....	52.9	50.9	44.0	38.8	40.3
Mining and logging.....	45.5	47.7	45.6	26.7	39.7
Construction.....	70.1	63.1	61.0	60.3	71.0
Manufacturing.....	32.5	33.2	26.6	22.9	26.9
Durable goods.....	30.5	30.4	24.2	19.2	25.1
Nondurable goods.....	36.0	37.9	30.6	28.9	29.8
Trade, transportation, and utilities.....	52.5	49.6	42.2	37.2	38.0
Wholesale trade.....	34.6	36.7	30.4	25.5	24.7
Retail trade.....	62.5	58.7	49.5	42.8	45.0
Transportation, warehousing, and utilities...	43.2	37.0	34.3	33.8	32.3
Information.....	36.8	32.4	25.0	23.6	22.6
Financial activities.....	37.0	37.8	29.7	24.0	24.7
Finance and insurance.....	32.0	33.8	25.8	18.9	21.7
Real estate and rental and leasing.....	50.8	49.2	40.9	38.6	33.6
Professional and business services.....	68.0	63.9	54.7	48.3	53.6
Education and health services.....	35.8	35.1	33.4	30.3	29.0
Educational services.....	30.4	31.1	30.1	27.5	27.3
Health care and social assistance.....	36.8	35.9	34.0	30.8	29.4
Leisure and hospitality.....	85.8	83.4	70.6	58.1	57.4
Arts, entertainment, and recreation.....	81.6	83.2	71.6	60.9	66.9
Accommodation and food services.....	86.5	83.4	70.5	57.6	55.8
Other services.....	47.0	47.1	40.7	41.7	38.0
Government.....	20.3	20.6	16.4	15.1	17.5
Federal.....	26.0	30.9	12.2	17.7	36.5
State and local.....	19.5	19.1	17.0	14.7	14.6
<b>REGION <sup>2</sup></b>					
Northeast.....	40.4	39.0	34.0	32.7	34.3
South.....	51.6	49.0	40.7	36.0	37.3
Midwest.....	45.0	45.4	38.4	32.9	36.9
West.....	50.2	47.8	43.2	36.1	36.1

<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	2006	2007	2008	2009	2010
<b>Total</b> .....	62,699	62,173	57,525	50,544	46,347
<b>INDUSTRY</b>					
Total private.....	58,496	57,924	54,042	47,035	42,125
Mining and logging.....	254	311	317	294	210
Construction.....	5,237	4,980	5,111	4,714	4,139
Manufacturing.....	4,760	4,882	4,449	4,153	3,000
Durable goods.....	2,770	2,886	2,686	2,519	1,637
Nondurable goods.....	1,990	1,995	1,765	1,636	1,366
Trade, transportation, and utilities.....	13,432	12,896	12,260	10,365	9,116
Wholesale trade.....	1,895	2,127	2,058	1,763	1,346
Retail trade.....	9,511	8,940	8,331	6,761	6,317
Transportation, warehousing, and utilities...	2,028	1,829	1,869	1,839	1,456
Information.....	1,140	994	865	843	659
Financial activities.....	2,966	3,274	2,657	2,197	1,939
Finance and insurance.....	1,880	2,191	1,720	1,306	1,267
Real estate and rental and leasing.....	1,083	1,084	940	891	671
Professional and business services.....	11,431	11,192	10,515	8,735	8,540
Education and health services.....	5,914	5,920	5,843	5,502	5,282
Educational services.....	831	854	815	805	788
Health care and social assistance.....	5,083	5,068	5,026	4,695	4,494
Leisure and hospitality.....	10,867	10,938	9,720	7,894	7,298
Arts, entertainment, and recreation.....	1,495	1,592	1,440	1,232	1,242
Accommodation and food services.....	9,372	9,345	8,279	6,658	6,056
Other services.....	2,498	2,534	2,305	2,340	1,939
Government.....	4,203	4,255	3,485	3,507	4,223
Federal.....	722	823	330	446	1,056
State and local.....	3,480	3,430	3,155	3,063	3,167
<b>REGION <sup>2</sup></b>					
Northeast.....	9,865	9,544	9,332	8,756	8,446
South.....	24,368	23,876	21,478	18,675	17,063
Midwest.....	13,976	13,880	12,495	10,937	10,524
West.....	14,487	14,875	14,222	12,180	10,310

<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	2006	2007	2008	2009	2010
<b>Total</b> .....	46.1	45.2	42.1	38.6	35.7
<b>INDUSTRY</b>					
Total private.....	51.3	50.2	47.3	43.4	39.2
Mining and logging.....	37.1	43.0	41.4	42.4	29.8
Construction.....	68.1	65.3	71.4	78.4	74.9
Manufacturing.....	33.6	35.2	33.2	35.1	26.0
Durable goods.....	30.8	32.8	31.7	34.6	23.2
Nondurable goods.....	38.5	39.3	35.7	35.9	30.6
Trade, transportation, and utilities.....	51.1	48.4	46.6	41.6	37.0
Wholesale trade.....	32.1	35.4	34.6	31.6	24.7
Retail trade.....	61.9	57.6	54.5	46.6	43.8
Transportation, warehousing, and utilities...	40.4	35.9	36.9	38.3	30.7
Information.....	37.5	32.8	29.0	30.1	24.3
Financial activities.....	35.6	39.4	32.6	28.3	25.4
Finance and insurance.....	30.5	35.7	28.6	22.6	22.3
Real estate and rental and leasing.....	49.9	50.0	44.1	44.7	34.6
Professional and business services.....	65.1	62.4	59.3	52.7	51.2
Education and health services.....	33.2	32.3	31.0	28.7	27.0
Educational services.....	28.6	29.0	26.8	26.1	25.0
Health care and social assistance.....	34.1	33.0	31.8	29.2	27.4
Leisure and hospitality.....	82.9	81.5	72.3	60.4	56.1
Arts, entertainment, and recreation.....	77.5	80.9	73.1	64.3	65.1
Accommodation and food services.....	83.8	81.6	72.2	59.6	54.5
Other services.....	45.9	46.1	41.8	43.6	36.1
Government.....	19.1	19.2	15.5	15.5	18.8
Federal.....	26.4	30.1	11.9	15.7	35.6
State and local.....	18.1	17.6	16.0	15.5	16.2
<b>REGION <sup>2</sup></b>					
Northeast.....	38.9	37.2	36.2	35.1	34.1
South.....	49.7	48.0	43.4	39.4	36.3
Midwest.....	44.8	44.3	40.1	36.8	35.7
West.....	47.4	48.2	46.7	42.2	36.1

<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	2006	2007	2008	2009	2010
<b>Total</b> .....	36,354	35,134	29,912	20,571	21,296
<b>INDUSTRY</b>					
Total private.....	34,271	33,122	28,237	19,319	19,951
Mining and logging.....	141	184	175	89	91
Construction.....	2,244	1,901	1,560	861	857
Manufacturing.....	2,510	2,514	1,891	1,020	1,114
Durable goods.....	1,453	1,426	1,042	497	548
Nondurable goods.....	1,056	1,091	849	527	564
Trade, transportation, and utilities.....	8,159	7,656	6,614	4,589	4,695
Wholesale trade.....	1,054	1,174	956	523	516
Retail trade.....	5,999	5,559	4,740	3,370	3,547
Transportation, warehousing, and utilities...	1,109	925	923	696	631
Information.....	796	578	438	369	330
Financial activities.....	1,777	1,906	1,396	794	947
Finance and insurance.....	1,182	1,404	949	504	630
Real estate and rental and leasing.....	595	502	447	292	315
Professional and business services.....	5,991	5,798	5,046	3,285	3,823
Education and health services.....	3,802	3,737	3,420	2,886	2,855
Educational services.....	443	415	384	311	346
Health care and social assistance.....	3,361	3,322	3,035	2,573	2,509
Leisure and hospitality.....	7,490	7,445	6,403	4,387	4,285
Arts, entertainment, and recreation.....	620	631	536	391	433
Accommodation and food services.....	6,871	6,811	5,867	3,999	3,853
Other services.....	1,361	1,403	1,291	1,036	958
Government.....	2,085	2,013	1,675	1,253	1,343
Federal.....	328	288	105	85	166
State and local.....	1,756	1,725	1,571	1,165	1,180
<b>REGION <sup>2</sup></b>					
Northeast.....	5,319	4,713	4,376	3,021	3,367
South.....	15,128	14,486	12,078	8,303	8,567
Midwest.....	7,760	7,558	6,524	4,416	4,780
West.....	8,147	8,377	6,934	4,832	4,583

<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	2006	2007	2008	2009	2010
<b>Total</b> .....	26.7	25.5	21.9	15.7	16.4
<b>INDUSTRY</b>					
Total private.....	30.0	28.7	24.7	17.8	18.6
Mining and logging.....	20.6	25.4	22.8	12.8	12.9
Construction.....	29.2	24.9	21.8	14.3	15.5
Manufacturing.....	17.7	18.1	14.1	8.6	9.7
Durable goods.....	16.2	16.2	12.3	6.8	7.8
Nondurable goods.....	20.4	21.5	17.2	11.5	12.7
Trade, transportation, and utilities.....	31.1	28.8	25.2	18.4	19.1
Wholesale trade.....	17.8	19.5	16.1	9.4	9.5
Retail trade.....	39.1	35.8	31.0	23.2	24.6
Transportation, warehousing, and utilities...	22.1	18.2	18.2	14.5	13.3
Information.....	26.2	19.1	14.7	13.2	12.2
Financial activities.....	21.3	23.0	17.1	10.2	12.4
Finance and insurance.....	19.2	22.9	15.8	8.7	11.1
Real estate and rental and leasing.....	27.4	23.1	21.0	14.6	16.2
Professional and business services.....	34.1	32.3	28.5	19.8	22.9
Education and health services.....	21.3	20.4	18.2	15.0	14.6
Educational services.....	15.3	14.1	12.6	10.1	11.0
Health care and social assistance.....	22.5	21.6	19.2	16.0	15.3
Leisure and hospitality.....	57.1	55.5	47.7	33.5	32.9
Arts, entertainment, and recreation.....	32.2	32.0	27.2	20.4	22.7
Accommodation and food services.....	61.5	59.4	51.2	35.8	34.7
Other services.....	25.0	25.5	23.4	19.3	17.9
Government.....	9.5	9.1	7.4	5.6	6.0
Federal.....	12.0	10.5	3.8	3.0	5.6
State and local.....	9.1	8.9	8.0	5.9	6.0
<b>REGION <sup>2</sup></b>					
Northeast.....	21.0	18.4	17.0	12.1	13.6
South.....	30.9	29.2	24.4	17.5	18.2
Midwest.....	24.9	24.1	21.0	14.9	16.2
West.....	26.7	27.1	22.8	16.8	16.1

<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	2006	2007	2008	2009	2010
<b>Total</b> .....	21,468	22,577	23,737	26,318	21,243
<b>INDUSTRY</b>					
Total private.....	20,097	21,209	22,571	24,709	19,156
Mining and logging.....	75	91	114	178	93
Construction.....	2,639	2,857	3,330	3,737	3,138
Manufacturing.....	1,821	1,974	2,222	2,860	1,643
Durable goods.....	1,023	1,210	1,422	1,844	929
Nondurable goods.....	796	763	797	1,017	713
Trade, transportation, and utilities.....	4,171	4,284	4,720	4,929	3,621
Wholesale trade.....	645	822	987	1,096	713
Retail trade.....	2,849	2,759	2,963	2,822	2,274
Transportation, warehousing, and utilities...	679	704	768	1,011	634
Information.....	257	312	356	405	271
Financial activities.....	873	1,113	1,035	1,217	730
Finance and insurance.....	467	611	612	666	423
Real estate and rental and leasing.....	405	502	423	552	305
Professional and business services.....	4,586	4,751	4,881	4,846	4,113
Education and health services.....	1,686	1,741	1,982	2,123	2,022
Educational services.....	338	386	385	445	388
Health care and social assistance.....	1,350	1,352	1,597	1,680	1,632
Leisure and hospitality.....	3,055	3,168	3,015	3,237	2,663
Arts, entertainment, and recreation.....	835	902	865	810	774
Accommodation and food services.....	2,220	2,268	2,152	2,427	1,891
Other services.....	935	913	913	1,179	864
Government.....	1,369	1,370	1,171	1,610	2,087
Federal.....	192	226	111	236	763
State and local.....	1,178	1,141	1,059	1,374	1,325
<b>REGION <sup>2</sup></b>					
Northeast.....	3,675	4,005	4,211	5,038	4,388
South.....	7,475	7,922	8,073	9,033	7,128
Midwest.....	5,083	5,287	5,064	5,714	4,884
West.....	5,233	5,362	6,393	6,537	4,842

<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	2006	2007	2008	2009	2010
<b>Total</b> .....	15.8	16.4	17.4	20.1	16.4
<b>INDUSTRY</b>					
Total private.....	17.6	18.4	19.8	22.8	17.8
Mining and logging.....	11.0	12.6	14.9	25.6	13.2
Construction.....	34.3	37.4	46.5	62.1	56.8
Manufacturing.....	12.9	14.2	16.6	24.1	14.3
Durable goods.....	11.4	13.7	16.8	25.3	13.1
Nondurable goods.....	15.4	15.0	16.1	22.3	16.0
Trade, transportation, and utilities.....	15.9	16.1	18.0	19.8	14.7
Wholesale trade.....	10.9	13.7	16.6	19.6	13.1
Retail trade.....	18.6	17.8	19.4	19.4	15.8
Transportation, warehousing, and utilities...	13.5	13.8	15.2	21.1	13.4
Information.....	8.5	10.3	11.9	14.4	10.0
Financial activities.....	10.5	13.4	12.7	15.7	9.6
Finance and insurance.....	7.6	10.0	10.2	11.5	7.4
Real estate and rental and leasing.....	18.6	23.1	19.9	27.7	15.7
Professional and business services.....	26.1	26.5	27.5	29.2	24.6
Education and health services.....	9.5	9.5	10.5	11.1	10.3
Educational services.....	11.7	13.1	12.7	14.4	12.3
Health care and social assistance.....	9.0	8.8	10.1	10.4	9.9
Leisure and hospitality.....	23.3	23.6	22.4	24.8	20.5
Arts, entertainment, and recreation.....	43.3	45.8	43.9	42.3	40.5
Accommodation and food services.....	19.9	19.8	18.8	21.7	17.0
Other services.....	17.2	16.6	16.6	22.0	16.1
Government.....	6.2	6.2	5.2	7.1	9.3
Federal.....	7.0	8.3	4.0	8.3	25.7
State and local.....	6.1	5.9	5.4	7.0	6.8
<b>REGION <sup>2</sup></b>					
Northeast.....	14.5	15.6	16.3	20.2	17.7
South.....	15.2	15.9	16.3	19.1	15.2
Midwest.....	16.3	16.9	16.3	19.2	16.6
West.....	17.1	17.4	21.0	22.7	17.0

<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	2006	2007	2008	2009	2010
<b>Total</b> .....	4,875	4,466	3,875	3,652	3,810
<b>INDUSTRY</b>					
Total private.....	4,130	3,593	3,236	3,005	3,019
Mining and logging.....	39	35	30	25	25
Construction.....	355	220	224	118	144
Manufacturing.....	431	392	338	275	245
Durable goods.....	296	250	218	181	159
Nondurable goods.....	135	143	120	91	87
Trade, transportation, and utilities.....	1,105	960	925	847	802
Wholesale trade.....	194	132	117	142	116
Retail trade.....	665	625	628	569	498
Transportation, warehousing, and utilities...	241	201	179	136	186
Information.....	85	102	68	68	59
Financial activities.....	315	257	228	185	266
Finance and insurance.....	230	177	156	136	213
Real estate and rental and leasing.....	85	81	70	49	54
Professional and business services.....	852	645	585	602	606
Education and health services.....	424	444	440	494	406
Educational services.....	53	50	46	52	53
Health care and social assistance.....	372	395	395	443	353
Leisure and hospitality.....	325	324	302	267	349
Arts, entertainment, and recreation.....	44	59	38	34	36
Accommodation and food services.....	282	266	265	234	312
Other services.....	202	217	100	125	120
Government.....	748	874	639	645	788
Federal.....	201	309	115	124	128
State and local.....	544	562	525	522	660
<b>REGION <sup>2</sup></b>					
Northeast.....	870	821	740	690	689
South.....	1,771	1,475	1,334	1,351	1,376
Midwest.....	1,130	1,035	907	802	860
West.....	1,103	1,132	891	808	885

<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	2006	2007	2008	2009	2010
<b>Total</b> .....	3.6	3.2	2.8	2.8	2.9
<b>INDUSTRY</b>					
Total private.....	3.6	3.1	2.8	2.8	2.8
Mining and logging.....	5.7	4.8	3.9	3.6	3.5
Construction.....	4.6	2.9	3.1	2.0	2.6
Manufacturing.....	3.0	2.8	2.5	2.3	2.1
Durable goods.....	3.3	2.8	2.6	2.5	2.2
Nondurable goods.....	2.6	2.8	2.4	2.0	2.0
Trade, transportation, and utilities.....	4.2	3.6	3.5	3.4	3.3
Wholesale trade.....	3.3	2.2	2.0	2.5	2.1
Retail trade.....	4.3	4.0	4.1	3.9	3.5
Transportation, warehousing, and utilities.....	4.8	3.9	3.5	2.8	3.9
Information.....	2.8	3.4	2.3	2.4	2.2
Financial activities.....	3.8	3.1	2.8	2.4	3.5
Finance and insurance.....	3.7	2.9	2.6	2.4	3.7
Real estate and rental and leasing.....	3.9	3.7	3.3	2.5	2.8
Professional and business services.....	4.9	3.6	3.3	3.6	3.6
Education and health services.....	2.4	2.4	2.3	2.6	2.1
Educational services.....	1.8	1.7	1.5	1.7	1.7
Health care and social assistance.....	2.5	2.6	2.5	2.8	2.2
Leisure and hospitality.....	2.5	2.4	2.2	2.0	2.7
Arts, entertainment, and recreation.....	2.3	3.0	1.9	1.8	1.9
Accommodation and food services.....	2.5	2.3	2.3	2.1	2.8
Other services.....	3.7	3.9	1.8	2.3	2.2
Government.....	3.4	3.9	2.8	2.9	3.5
Federal.....	7.4	11.3	4.2	4.4	4.3
State and local.....	2.8	2.9	2.7	2.6	3.4
<b>REGION <sup>2</sup></b>					
Northeast.....	3.4	3.2	2.9	2.8	2.8
South.....	3.6	3.0	2.7	2.9	2.9
Midwest.....	3.6	3.3	2.9	2.7	2.9
West.....	3.6	3.7	2.9	2.8	3.1

<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.