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JOB OPENINGS AND LABOR TURNOVER: NOVEMBER 2008

On the last business day of November, there were 2.8 million job openings in the United States, and the job openings rate was 2.0 percent, the Bureau of Labor Statistics of the U.S. Department of Labor reported today. The job openings rate declined in November, matching the series low set in 2003. The hires rate fell sharply in November to a series low of 2.6 percent. The total separations rate was little changed in November, but the quits rate declined further to 1.4 percent, also a series low. 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 December 2005 - November 2008

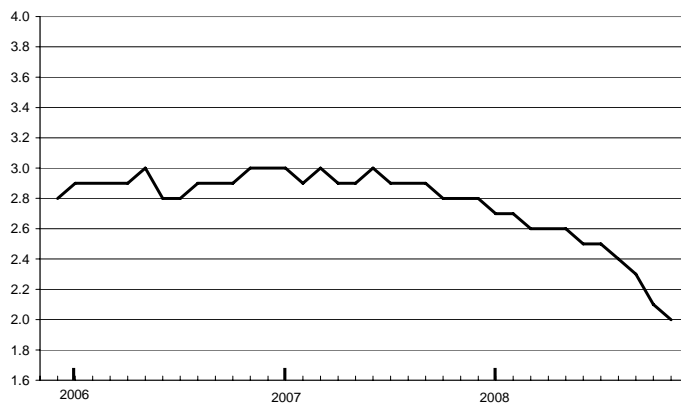
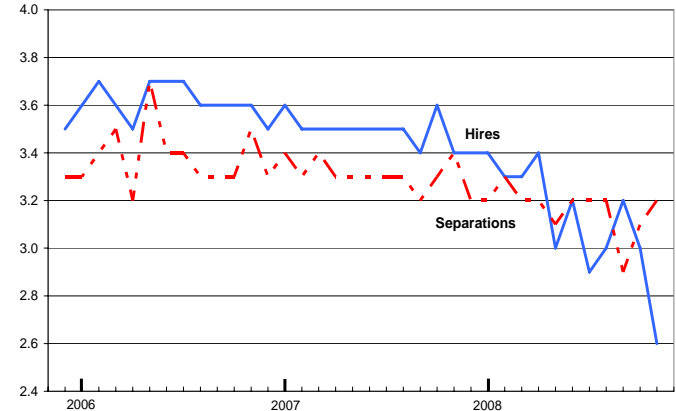


Chart 2. Hires and separations rates, seasonally adjusted,
Percent December 2005 - November 2008



Beginning with the release of January 2009 data on March 10, BLS will implement improvements to the methodology used to generate estimates of hires, separations, and job openings from the Job Openings and Labor Turnover Survey (JOLTS) program. These changes are designed to improve the measurement of hires, separations, and openings and to more closely align the hires and separations estimates with monthly employment change as measured by the BLS Current Employment Statistics (establishment) survey. All JOLTS historical series will be revised to incorporate the new methods and also will be released on March 10. See the JOLTS web page (<http://www.bls.gov/jlt/#notices>) for a more complete description of these changes.

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

Industry	Job openings			Hires			Total separations		
	Nov. 2007	Oct. 2008	Nov. 2008 ^P	Nov. 2007	Oct. 2008	Nov. 2008 ^P	Nov. 2007	Oct. 2008	Nov. 2008 ^P
	Levels (in thousands)								
Total ¹	3,972	3,001	2,793	4,672	4,155	3,548	4,640	4,299	4,301
Total private ¹	3,520	2,585	2,419	4,305	3,852	3,157	4,367	4,034	4,042
Construction.....	138	64	67	351	334	236	322	418	455
Manufacturing.....	303	213	142	353	257	216	400	424	388
Trade, transportation, and utilities ²	648	507	554	946	837	726	1,065	945	906
Retail trade.....	344	316	385	655	565	501	764	634	596
Professional and business services.....	685	498	459	902	748	719	878	771	750
Education and health services.....	713	606	592	527	512	438	423	427	402
Leisure and hospitality ³	591	404	251	846	734	579	799	671	683
Accommodation and food services.....	518	351	219	708	602	510	667	559	601
Government ⁴	454	429	375	349	322	292	286	264	261
State and local government.....	404	367	358	287	278	263	240	234	232
	Rates (percent)								
Total ¹	2.8	2.1	2.0	3.4	3.0	2.6	3.4	3.1	3.2
Total private ¹	3.0	2.2	2.1	3.7	3.4	2.8	3.8	3.5	3.6
Construction.....	1.8	0.9	1.0	4.7	4.7	3.4	4.3	5.9	6.6
Manufacturing.....	2.2	1.6	1.1	2.6	1.9	1.6	2.9	3.2	2.9
Trade, transportation, and utilities ²	2.4	1.9	2.1	3.5	3.2	2.8	4.0	3.6	3.5
Retail trade.....	2.2	2.0	2.5	4.2	3.7	3.3	4.9	4.2	4.0
Professional and business services.....	3.7	2.7	2.5	5.0	4.2	4.1	4.9	4.4	4.3
Education and health services.....	3.7	3.1	3.0	2.8	2.7	2.3	2.3	2.2	2.1
Leisure and hospitality ³	4.2	2.9	1.8	6.2	5.4	4.3	5.9	4.9	5.1
Accommodation and food services.....	4.3	2.9	1.9	6.1	5.2	4.4	5.7	4.8	5.2
Government ⁴	2.0	1.9	1.6	1.6	1.4	1.3	1.3	1.2	1.2
State and local government.....	2.0	1.8	1.8	1.5	1.4	1.3	1.2	1.2	1.2

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

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

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

⁴ Includes federal government, not shown separately.

^P = preliminary.

Job Openings

The number of job openings declined in November 2008, continuing the downward trend begun over a year ago. At 2.8 million in November, openings were down 1.2 million, or 30 percent, from a year ago. The job openings rate was 2.0 percent in November, matching the series low set in September 2003. The job openings rate fell at the total nonfarm level, and in manufacturing, accommodation and food services, and government. The rate increased significantly in November only in retail trade. (See table 1.)

Over the last 12 months, the job openings rate (not seasonally adjusted) rose significantly only in the retail industry and was essentially unchanged in natural resources and mining; real estate and rental and leasing; educational services; and other services. In the remaining 13 industries, the job openings rate fell significantly over the year. All four regions experienced a significant decline in the job openings rate over the year. (See table 5.)

Hires

Hires fell sharply in November to 3.5 million, down 607,000 from October and 1.1 million from a year ago. The overall hires rate dropped to 2.6 percent in November due to declines in the rates for manufacturing; trade, transportation, and utilities; leisure and hospitality; and government. Regionally, the hires rate fell significantly in November in three of the four regions—Midwest, Northeast, and South. No industry or region experienced a significant increase in the hires rate in November. (See table 2.)

Over the past 12 months, the hires rate did not increase significantly in any industry or region but decreased for total nonfarm and total private and in most industries, including construction; durable goods manufacturing; nondurable goods manufacturing; retail trade; real estate and rental and leasing; professional and business services; health care and social assistance; arts, entertainment, and recreation; accommodation and food services; federal government; and state and local government. In the remainder of the industries the hires rate decreased, but not significantly. In all four regions, the hires rate dropped significantly over the past 12 months. (See table 6.)

Separations

The total separations, or turnover, rate was essentially unchanged in November from October and from a year ago. The quits rate can serve as a barometer of workers' ability to change jobs. The quits rate fell in November to a new series low of 1.4 percent; the prior low was 1.5 percent, occurring in several months in 2003. Comparing November 2008 to November 2007, the quits rate was significantly lower for total nonfarm and total private and in many industries, including durable goods manufacturing; nondurable goods manufacturing; retail trade; professional and business services; healthcare and social assistance; arts, entertainment, and recreation; accommodation and food services; and state and local government. Regionally, the quits rate fell over the year in all four regions. The quits rate did not rise significantly over the past 12 months in any industry or region. (See tables 4, 7, and 8.)

The other two components of total separations—layoffs and discharges, and other separations—are not seasonally adjusted. In November, the layoffs and discharges rate (1.6 percent) and level (2.1 million) were higher than a year earlier due to increases in construction; durable goods manufacturing; information; and finance and insurance. The layoffs and discharges rate declined over the year in other services and in federal government. The other separations rate (0.2 percent) and level (285,000) were unchanged from a year earlier at the total nonfarm level. (See tables 9 and 10.)

The total separations rate is driven by the relative contribution of its three components (quits, layoffs and discharges, and other separations), with quits contributing the largest portion. The percentage of total separations attributable to quits has varied over time and has been trending downward from a high of 61 percent in December 2006. Quits accounted for only 43 percent of total separations in November 2008, a new series low. The prior minimum was 50 percent, occurring in June 2003 and again in December 2003. (See tables 3 and 4.)

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 December 2008 is scheduled to be issued on Tuesday, February 10.

Technical Note

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

Collection

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

Coverage

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

Concepts

Industry classification. The industry classifications in this release are in accordance with the 2007 version of the North American Industry Classification System (NAICS). In order to ensure the highest possible quality of data, State Workforce Agencies verify with employers and update, if necessary, the industry code, location, and ownership classification of all establishments on a 3-year cycle. Changes in establishment characteristics resulting from the verification process are always introduced into the JOLTS sampling frame with the data reported for the first month of the year.

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

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

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

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

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

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

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

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

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

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

Sample methodology

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

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

Using JOLTS data

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

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

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

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

Seasonal adjustment

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

Prior to the January 2007 benchmark release in March 2007, seasonal adjustment of the JOLTS series was conducted using the stable seasonal filter option since there were not enough data observations available for the standard use of moving averages as seasonal filters. Although the seasonal adjustment of the JOLTS series is conducted with fewer data observations than is customary, the number of observations is now above the minimum required by X-12 ARIMA to use the normal seasonal filters. Therefore, the standard use of moving averages as seasonal filters is now in place for JOLTS seasonal adjustment. JOLTS seasonal adjustment now includes both additive and multiplicative seasonal adjustment models and REGARIMA (regression with autocorrelated errors) modeling to improve the seasonal adjustment factors at the beginning and end of the series and to detect and adjust for outliers in the series.

Reliability of the estimates

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

The JOLTS estimates also are affected by nonsampling error. Nonsampling error can occur for many reasons, including

the failure to include a segment of the population, the inability to obtain data from all units in the sample, the inability or unwillingness of respondents to provide data on a timely basis, mistakes made by respondents, errors made in the collection or processing of the data, and errors from the employment benchmark data used in estimation.

JOLTS hires and separations estimates cannot be used to exactly explain net changes in nonfarm payroll employment. Some reasons why it is problematic to compare changes in payroll employment with JOLTS hires and separations, especially on a monthly basis, are: 1) the reference period for payroll employment is the pay period including the 12th of the month, while the reference period for hires and separations is

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

Other information

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

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

Industry and region	Levels ³ (in thousands)							Rates						
	Nov. 2007	June 2008	July 2008	Aug. 2008	Sept. 2008	Oct. 2008	Nov. 2008 ^p	Nov. 2007	June 2008	July 2008	Aug. 2008	Sept. 2008	Oct. 2008	Nov. 2008 ^p
Total ⁴	3,972	3,497	3,492	3,375	3,214	3,001	2,793	2.8	2.5	2.5	2.4	2.3	2.1	2.0
INDUSTRY														
Total private ⁴	3,520	3,073	3,046	2,952	2,778	2,585	2,419	3.0	2.6	2.6	2.5	2.4	2.2	2.1
Construction.....	138	100	94	85	110	64	67	1.8	1.4	1.3	1.2	1.5	.9	1.0
Manufacturing.....	303	241	229	245	213	213	142	2.2	1.7	1.7	1.8	1.6	1.6	1.1
Trade, transportation, and utilities ⁵	648	539	569	572	458	507	554	2.4	2.0	2.1	2.1	1.7	1.9	2.1
Retail trade.....	344	322	346	357	260	316	385	2.2	2.1	2.2	2.3	1.7	2.0	2.5
Professional and business services.....	685	670	696	634	567	498	459	3.7	3.6	3.7	3.4	3.1	2.7	2.5
Education and health services.....	713	682	687	643	617	606	592	3.7	3.5	3.5	3.3	3.1	3.1	3.0
Leisure and hospitality ⁶	591	452	432	383	443	404	251	4.2	3.2	3.1	2.7	3.2	2.9	1.8
Accommodation and food services.....	518	406	388	316	373	351	219	4.3	3.4	3.2	2.6	3.1	2.9	1.9
Government ⁷	454	417	412	423	440	429	375	2.0	1.8	1.8	1.8	1.9	1.9	1.6
State and local government.....	404	361	362	363	387	367	358	2.0	1.8	1.8	1.8	1.9	1.8	1.8
REGION ⁸														
Northeast.....	629	608	615	617	590	541	506	2.4	2.3	2.3	2.4	2.3	2.1	2.0
South.....	1,620	1,440	1,384	1,317	1,240	1,191	1,086	3.2	2.8	2.7	2.6	2.4	2.4	2.2
Midwest.....	755	676	638	664	664	629	566	2.3	2.1	2.0	2.1	2.1	2.0	1.8
West.....	957	789	847	777	710	639	663	3.0	2.5	2.7	2.5	2.3	2.0	2.1

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						
	Nov. 2007	June 2008	July 2008	Aug. 2008	Sept. 2008	Oct. 2008	Nov. 2008 ^p	Nov. 2007	June 2008	July 2008	Aug. 2008	Sept. 2008	Oct. 2008	Nov. 2008 ^p
Total ⁴	4,672	4,438	4,026	4,063	4,362	4,155	3,548	3.4	3.2	2.9	3.0	3.2	3.0	2.6
INDUSTRY														
Total private ⁴	4,305	4,136	3,751	3,822	4,090	3,852	3,157	3.7	3.6	3.3	3.3	3.6	3.4	2.8
Construction.....	351	354	242	322	288	334	236	4.7	4.9	3.4	4.5	4.0	4.7	3.4
Manufacturing.....	353	285	249	251	281	257	216	2.6	2.1	1.8	1.9	2.1	1.9	1.6
Trade, transportation, and utilities ⁵	946	906	858	878	875	837	726	3.5	3.4	3.3	3.3	3.3	3.2	2.8
Retail trade.....	655	608	585	619	616	565	501	4.2	4.0	3.8	4.0	4.0	3.7	3.3
Professional and business services.....	902	889	748	701	741	748	719	5.0	5.0	4.2	3.9	4.2	4.2	4.1
Education and health services.....	527	485	474	509	514	512	438	2.8	2.6	2.5	2.7	2.7	2.7	2.3
Leisure and hospitality ⁶	846	741	798	728	830	734	579	6.2	5.4	5.8	5.3	6.1	5.4	4.3
Accommodation and food services.....	708	645	683	626	681	602	510	6.1	5.5	5.9	5.4	5.9	5.2	4.4
Government ⁷	349	340	321	315	313	322	292	1.6	1.5	1.4	1.4	1.4	1.4	1.3
State and local government.....	287	309	300	286	283	278	263	1.5	1.6	1.5	1.4	1.4	1.4	1.3
REGION ⁸														
Northeast.....	761	761	657	679	688	629	518	3.0	3.0	2.6	2.7	2.7	2.5	2.0
South.....	1,828	1,666	1,512	1,549	1,570	1,516	1,323	3.7	3.4	3.0	3.1	3.2	3.1	2.7
Midwest.....	1,027	966	934	926	1,020	973	779	3.3	3.1	3.0	2.9	3.3	3.1	2.5
West.....	1,018	1,084	979	1,004	1,057	975	874	3.3	3.5	3.2	3.3	3.4	3.2	2.9

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						
	Nov. 2007	June 2008	July 2008	Aug. 2008	Sept. 2008	Oct. 2008	Nov. 2008 ^P	Nov. 2007	June 2008	July 2008	Aug. 2008	Sept. 2008	Oct. 2008	Nov. 2008 ^P
Total ⁴	4,640	4,368	4,359	4,398	4,042	4,299	4,301	3.4	3.2	3.2	3.2	2.9	3.1	3.2
INDUSTRY														
Total private ⁴	4,367	4,115	4,128	4,149	3,792	4,034	4,042	3.8	3.6	3.6	3.6	3.3	3.5	3.6
Construction.....	322	409	473	400	403	418	455	4.3	5.7	6.6	5.6	5.7	5.9	6.6
Manufacturing.....	400	353	324	325	335	424	388	2.9	2.6	2.4	2.4	2.5	3.2	2.9
Trade, transportation, and utilities ⁵	1,065	1,003	1,013	933	916	945	906	4.0	3.8	3.8	3.5	3.5	3.6	3.5
Retail trade.....	764	679	692	642	581	634	596	4.9	4.4	4.5	4.2	3.8	4.2	4.0
Professional and business services.....	878	799	694	851	696	771	750	4.9	4.5	3.9	4.8	3.9	4.4	4.3
Education and health services.....	423	417	464	424	378	427	402	2.3	2.2	2.4	2.2	2.0	2.2	2.1
Leisure and hospitality ⁶	799	749	741	754	714	671	683	5.9	5.5	5.4	5.5	5.2	4.9	5.1
Accommodation and food services.....	667	641	629	652	634	559	601	5.7	5.5	5.4	5.6	5.5	4.8	5.2
Government ⁷	286	259	244	257	251	264	261	1.3	1.1	1.1	1.1	1.1	1.2	1.2
State and local government.....	240	233	222	231	233	234	232	1.2	1.2	1.1	1.2	1.2	1.2	1.2
REGION ⁸														
Northeast.....	860	658	745	705	600	607	652	3.3	2.6	2.9	2.7	2.3	2.4	2.6
South.....	1,709	1,681	1,629	1,633	1,456	1,564	1,611	3.4	3.4	3.3	3.3	2.9	3.2	3.3
Midwest.....	974	954	912	893	956	1,003	956	3.1	3.0	2.9	2.8	3.0	3.2	3.1
West.....	1,117	1,089	1,099	1,142	1,017	1,123	1,116	3.6	3.5	3.6	3.7	3.3	3.7	3.7

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

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

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

⁴ Includes natural resources and mining, information, financial activities,

and other services, not shown separately.

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

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

⁷ Includes federal government, not shown separately.

⁸ See footnote 8, table 1.

^P = preliminary.

Table 4. Quits levels ¹ and rates ² by industry and region, seasonally adjusted

Industry and region	Levels ³ (in thousands)							Rates						
	Nov. 2007	June 2008	July 2008	Aug. 2008	Sept. 2008	Oct. 2008	Nov. 2008 ^P	Nov. 2007	June 2008	July 2008	Aug. 2008	Sept. 2008	Oct. 2008	Nov. 2008 ^P
Total ⁴	2,501	2,365	2,314	2,252	2,144	2,135	1,870	1.8	1.7	1.7	1.6	1.6	1.6	1.4
INDUSTRY														
Total private ⁴	2,361	2,242	2,209	2,134	2,032	2,020	1,772	2.0	1.9	1.9	1.9	1.8	1.8	1.6
Construction.....	116	139	157	150	118	108	81	1.5	1.9	2.2	2.1	1.7	1.5	1.2
Manufacturing.....	187	154	134	143	141	156	124	1.4	1.1	1.0	1.1	1.1	1.2	.9
Trade, transportation, and utilities ⁵	572	545	545	485	494	488	401	2.1	2.1	2.1	1.8	1.9	1.9	1.5
Retail trade.....	433	391	405	355	351	340	292	2.8	2.6	2.6	2.3	2.3	2.2	1.9
Professional and business services.....	398	413	363	352	317	373	318	2.2	2.3	2.0	2.0	1.8	2.1	1.8
Education and health services.....	269	246	268	234	234	259	219	1.5	1.3	1.4	1.2	1.2	1.4	1.1
Leisure and hospitality ⁶	557	525	499	482	485	450	420	4.1	3.8	3.7	3.5	3.6	3.3	3.1
Accommodation and food services.....	516	481	452	445	423	416	393	4.4	4.1	3.9	3.8	3.6	3.6	3.4
Government ⁷	140	123	111	121	120	116	110	.6	.5	.5	.5	.5	.5	.5
State and local government.....	125	114	104	113	121	107	101	.6	.6	.5	.6	.6	.5	.5
REGION ⁸														
Northeast.....	367	344	341	306	279	286	264	1.4	1.3	1.3	1.2	1.1	1.1	1.0
South.....	996	969	930	912	821	837	744	2.0	2.0	1.9	1.8	1.7	1.7	1.5
Midwest.....	529	515	504	513	531	524	410	1.7	1.6	1.6	1.6	1.7	1.7	1.3
West.....	607	539	541	518	492	493	451	2.0	1.7	1.8	1.7	1.6	1.6	1.5

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		
	Nov. 2007	Oct. 2008	Nov. 2008 ^P	Nov. 2007	Oct. 2008	Nov. 2008 ^P
Total	3,665	3,045	2,542	2.6	2.2	1.8
INDUSTRY						
Total private.....	3,237	2,623	2,190	2.7	2.2	1.9
Natural resources and mining.....	13	14	10	1.8	1.7	1.3
Construction.....	115	55	52	1.5	.7	.7
Manufacturing.....	269	206	127	1.9	1.5	1.0
Durable goods.....	157	113	71	1.8	1.3	.8
Nondurable goods.....	111	93	57	2.2	1.9	1.1
Trade, transportation, and utilities.....	581	582	510	2.1	2.2	1.9
Wholesale trade.....	115	99	63	1.9	1.6	1.1
Retail trade.....	326	387	381	2.0	2.5	2.4
Transportation, warehousing, and utilities.....	140	96	66	2.7	1.9	1.3
Information.....	81	62	37	2.6	2.1	1.2
Financial activities.....	214	131	149	2.5	1.6	1.8
Finance and insurance.....	170	95	107	2.7	1.6	1.7
Real estate and rental and leasing.....	44	36	42	2.0	1.7	2.0
Professional and business services.....	641	494	413	3.4	2.7	2.3
Education and health services.....	680	596	556	3.5	3.0	2.8
Educational services.....	60	61	56	1.8	1.8	1.7
Health care and social assistance.....	620	536	500	3.8	3.2	3.0
Leisure and hospitality.....	525	374	223	3.8	2.7	1.7
Arts, entertainment, and recreation.....	54	44	25	2.8	2.2	1.4
Accommodation and food services.....	471	329	198	3.9	2.8	1.7
Other services.....	117	109	112	2.1	1.9	2.0
Government.....	427	422	352	1.8	1.8	1.5
Federal.....	46	60	16	1.7	2.1	.6
State and local.....	381	362	336	1.9	1.8	1.6
REGION ³						
Northeast.....	599	592	471	2.3	2.2	1.8
South.....	1,493	1,195	988	2.9	2.3	2.0
Midwest.....	664	627	489	2.0	2.0	1.5
West.....	908	631	594	2.8	2.0	1.9

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		
	Nov. 2007	Oct. 2008	Nov. 2008 ^p	Nov. 2007	Oct. 2008	Nov. 2008 ^p
Total	4,230	4,217	3,120	3.0	3.1	2.3
INDUSTRY						
Total private.....	3,974	3,921	2,918	3.4	3.4	2.6
Natural resources and mining.....	19	27	17	2.6	3.4	2.1
Construction.....	276	304	180	3.6	4.2	2.6
Manufacturing.....	291	258	177	2.1	1.9	1.3
Durable goods.....	165	143	90	1.9	1.7	1.1
Nondurable goods.....	126	115	87	2.5	2.3	1.8
Trade, transportation, and utilities.....	1,063	977	793	3.9	3.7	3.0
Wholesale trade.....	140	158	105	2.3	2.6	1.8
Retail trade.....	806	681	607	5.1	4.5	3.9
Transportation, warehousing, and utilities.....	118	138	80	2.3	2.7	1.6
Information.....	47	63	38	1.6	2.1	1.3
Financial activities.....	174	159	124	2.1	2.0	1.5
Finance and insurance.....	105	101	92	1.7	1.7	1.5
Real estate and rental and leasing.....	69	59	32	3.2	2.8	1.5
Professional and business services.....	831	758	652	4.6	4.2	3.7
Education and health services.....	446	547	362	2.4	2.8	1.9
Educational services.....	49	82	38	1.5	2.5	1.2
Health care and social assistance.....	397	465	324	2.6	2.9	2.0
Leisure and hospitality.....	733	690	498	5.5	5.1	3.8
Arts, entertainment, and recreation.....	110	90	66	5.9	4.6	3.7
Accommodation and food services.....	623	600	432	5.4	5.2	3.8
Other services.....	92	138	76	1.7	2.5	1.4
Government.....	256	295	202	1.1	1.3	.9
Federal.....	42	26	18	1.5	.9	.7
State and local.....	214	269	183	1.1	1.3	.9
REGION ³						
Northeast.....	690	640	462	2.7	2.5	1.8
South.....	1,665	1,564	1,189	3.3	3.1	2.4
Midwest.....	910	1,022	661	2.9	3.3	2.1
West.....	966	991	807	3.1	3.2	2.6

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		
	Nov. 2007	Oct. 2008	Nov. 2008 ^p	Nov. 2007	Oct. 2008	Nov. 2008 ^p
Total	4,292	4,331	4,018	3.1	3.1	2.9
INDUSTRY						
Total private.....	4,100	4,119	3,842	3.5	3.6	3.4
Natural resources and mining.....	24	28	31	3.2	3.5	3.8
Construction.....	335	440	489	4.4	6.1	6.9
Manufacturing.....	363	447	374	2.6	3.4	2.8
Durable goods.....	207	285	233	2.4	3.4	2.8
Nondurable goods.....	156	161	141	3.1	3.3	2.9
Trade, transportation, and utilities.....	1,007	912	842	3.7	3.5	3.2
Wholesale trade.....	126	139	128	2.1	2.3	2.1
Retail trade.....	734	602	553	4.6	4.0	3.6
Transportation, warehousing, and utilities.....	147	171	161	2.8	3.4	3.2
Information.....	52	79	62	1.7	2.7	2.1
Financial activities.....	162	183	193	2.0	2.2	2.4
Finance and insurance.....	85	103	115	1.4	1.7	1.9
Real estate and rental and leasing.....	78	80	77	3.6	3.8	3.7
Professional and business services.....	861	775	766	4.7	4.3	4.3
Education and health services.....	341	389	315	1.8	2.0	1.6
Educational services.....	39	45	36	1.2	1.4	1.1
Health care and social assistance.....	302	345	279	1.9	2.2	1.7
Leisure and hospitality.....	778	749	653	5.8	5.6	5.0
Arts, entertainment, and recreation.....	149	135	97	8.0	6.9	5.3
Accommodation and food services.....	628	614	556	5.5	5.3	4.9
Other services.....	177	118	118	3.2	2.1	2.2
Government.....	192	212	177	.8	.9	.8
Federal.....	23	18	13	.8	.6	.5
State and local.....	169	194	164	.8	1.0	.8
REGION ³						
Northeast.....	780	596	601	3.0	2.3	2.3
South.....	1,463	1,572	1,377	2.9	3.2	2.8
Midwest.....	989	997	980	3.1	3.2	3.1
West.....	1,060	1,166	1,061	3.4	3.8	3.4

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		
	Nov. 2007	Oct. 2008	Nov. 2008 ^p	Nov. 2007	Oct. 2008	Nov. 2008 ^p
Total	2,190	2,125	1,600	1.6	1.5	1.2
INDUSTRY						
Total private.....	2,089	2,031	1,523	1.8	1.8	1.3
Natural resources and mining.....	10	16	12	1.3	2.0	1.5
Construction.....	96	113	57	1.3	1.6	.8
Manufacturing.....	149	161	97	1.1	1.2	.7
Durable goods.....	80	97	54	.9	1.2	.7
Nondurable goods.....	69	64	43	1.4	1.3	.9
Trade, transportation, and utilities.....	519	482	361	1.9	1.8	1.4
Wholesale trade.....	54	60	39	.9	1.0	.7
Retail trade.....	407	336	273	2.6	2.2	1.8
Transportation, warehousing, and utilities.....	59	86	49	1.1	1.7	1.0
Information.....	34	27	20	1.1	.9	.7
Financial activities.....	95	92	81	1.2	1.1	1.0
Finance and insurance.....	64	60	54	1.0	1.0	.9
Real estate and rental and leasing.....	31	33	27	1.5	1.6	1.3
Professional and business services.....	377	361	286	2.1	2.0	1.6
Education and health services.....	228	242	180	1.2	1.3	.9
Educational services.....	23	21	16	.7	.7	.5
Health care and social assistance.....	205	221	164	1.3	1.4	1.0
Leisure and hospitality.....	513	472	372	3.8	3.5	2.8
Arts, entertainment, and recreation.....	37	36	17	2.0	1.8	1.0
Accommodation and food services.....	476	436	354	4.1	3.8	3.1
Other services.....	69	64	58	1.3	1.2	1.1
Government.....	101	95	77	.4	.4	.3
Federal.....	8	4	3	.3	.1	.1
State and local.....	92	91	74	.5	.5	.4
REGION ³						
Northeast.....	332	282	235	1.3	1.1	.9
South.....	840	843	607	1.7	1.7	1.2
Midwest.....	485	515	379	1.5	1.6	1.2
West.....	532	486	379	1.7	1.6	1.2

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

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

³ See footnote 8, table 1.

^p = preliminary.

Table 9. Layoffs and discharges levels ¹ and rates ² by industry and region, not seasonally adjusted

Industry and region	Levels (in thousands)			Rates		
	Nov. 2007	Oct. 2008	Nov. 2008 ^P	Nov. 2007	Oct. 2008	Nov. 2008 ^P
Total	1,817	1,927	2,133	1.3	1.4	1.6
INDUSTRY						
Total private.....	1,758	1,848	2,065	1.5	1.6	1.8
Natural resources and mining.....	12	10	19	1.7	1.2	2.3
Construction.....	217	309	412	2.9	4.3	5.8
Manufacturing.....	187	250	258	1.4	1.9	2.0
Durable goods.....	112	163	167	1.3	1.9	2.0
Nondurable goods.....	75	87	91	1.5	1.8	1.9
Trade, transportation, and utilities.....	403	367	400	1.5	1.4	1.5
Wholesale trade.....	63	72	81	1.0	1.2	1.4
Retail trade.....	263	226	230	1.6	1.5	1.5
Transportation, warehousing, and utilities.....	77	70	89	1.5	1.4	1.8
Information.....	13	49	38	.4	1.7	1.3
Financial activities.....	56	69	83	.7	.8	1.0
Finance and insurance.....	16	27	36	.3	.4	.6
Real estate and rental and leasing.....	41	42	48	1.9	2.0	2.3
Professional and business services.....	445	370	450	2.4	2.1	2.5
Education and health services.....	88	113	94	.5	.6	.5
Educational services.....	13	20	18	.4	.6	.5
Health care and social assistance.....	74	93	76	.5	.6	.5
Leisure and hospitality.....	243	264	259	1.8	2.0	2.0
Arts, entertainment, and recreation.....	110	98	74	5.9	5.0	4.1
Accommodation and food services.....	133	166	184	1.2	1.4	1.6
Other services.....	93	49	53	1.7	.9	1.0
Government.....	59	79	68	.3	.3	.3
Federal.....	8	9	5	.3	.3	.2
State and local.....	51	70	63	.3	.3	.3
REGION ³						
Northeast.....	401	266	304	1.5	1.0	1.2
South.....	535	618	676	1.1	1.2	1.4
Midwest.....	450	425	548	1.4	1.4	1.8
West.....	430	617	605	1.4	2.0	2.0

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		
	Nov. 2007	Oct. 2008	Nov. 2008 ^p	Nov. 2007	Oct. 2008	Nov. 2008 ^p
Total	285	279	285	0.2	0.2	0.2
INDUSTRY						
Total private.....	253	240	254	.2	.2	.2
Natural resources and mining.....	2	2	(⁴)	.2	.2	(⁴)
Construction.....	22	18	20	.3	.2	.3
Manufacturing.....	26	36	19	.2	.3	.1
Durable goods.....	14	26	12	.2	.3	.1
Nondurable goods.....	12	10	7	.2	.2	.1
Trade, transportation, and utilities.....	85	64	81	.3	.2	.3
Wholesale trade.....	9	7	8	.2	.1	.1
Retail trade.....	64	41	50	.4	.3	.3
Transportation, warehousing, and utilities.....	11	16	23	.2	.3	.5
Information.....	5	3	5	.2	.1	.2
Financial activities.....	11	22	28	.1	.3	.3
Finance and insurance.....	5	16	25	.1	.3	.4
Real estate and rental and leasing.....	6	6	3	.3	.3	.1
Professional and business services.....	39	44	30	.2	.2	.2
Education and health services.....	26	34	41	.1	.2	.2
Educational services.....	3	4	2	.1	.1	.1
Health care and social assistance.....	23	30	38	.1	.2	.2
Leisure and hospitality.....	22	14	23	.2	.1	.2
Arts, entertainment, and recreation.....	3	1	5	.1	.1	.3
Accommodation and food services.....	20	12	18	.2	.1	.2
Other services.....	16	5	7	.3	.1	.1
Government.....	32	38	31	.1	.2	.1
Federal.....	6	6	5	.2	.2	.2
State and local.....	26	33	27	.1	.2	.1
REGION ³						
Northeast.....	47	48	62	.2	.2	.2
South.....	88	112	94	.2	.2	.2
Midwest.....	53	56	53	.2	.2	.2
West.....	97	63	77	.3	.2	.2

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.