



Technical information: (202) 691-5870
<http://www.bls.gov/jlt/>

USDL 07-1547

Media contact: 691-5902

For release: 10:00 A.M. EDT
Wednesday, October 10, 2007

JOB OPENINGS AND LABOR TURNOVER: AUGUST 2007

On the last business day of August, there were 4.1 million job openings in the United States, and the job openings rate was 2.9 percent, the Bureau of Labor Statistics of the U.S. Department of Labor reported today. The job openings rate was unchanged in August, while the hires rate and the total separations rate were essentially unchanged. This release includes estimates of the number and rate of job openings, hires, and separations for the total nonfarm sector by industry and geographic region.

Chart 1. Job openings rate, seasonally adjusted,
Percent September 2004 - August 2007

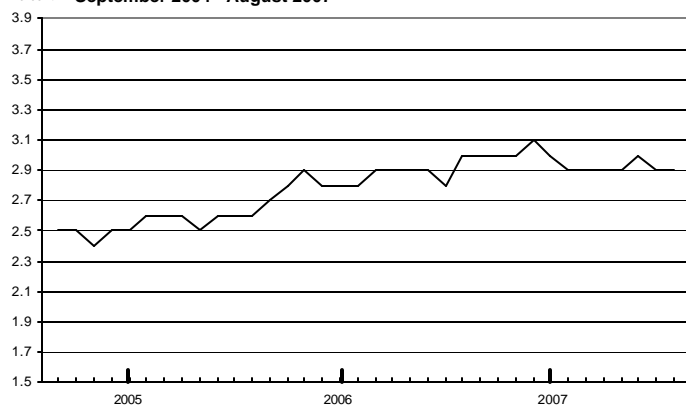
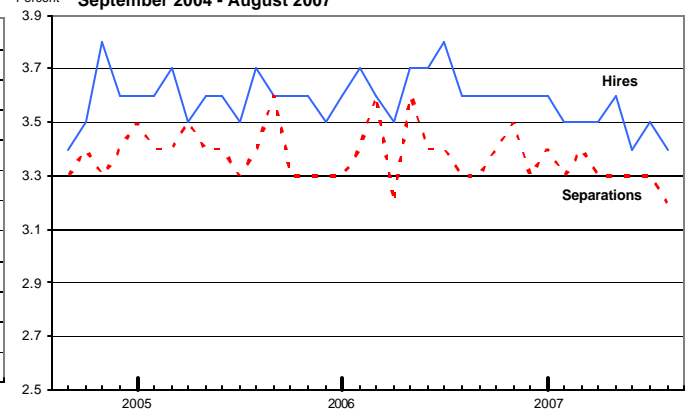


Chart 2. Hires and separations rates, seasonally adjusted,
Percent September 2004 - August 2007



Job Openings

In August, the job openings rate remained at 2.9 percent. The rate has been 2.9 percent for 6 of the past 7 months. Job openings include only those jobs still open on the last business day of the month. The job openings rate did not change significantly in August in any industry. Regionally, the job openings rate declined in the Northeast and West. The seasonally adjusted job openings rate was highest in August in accommodations and food services (4.1 percent). (See table 1.)

Over the year, the job openings rate rose in finance and insurance. The rate fell over the year in natural resources and mining; transportation, warehousing, and utilities; and information. Regionally, the job openings rate fell over the year in the Northeast and Midwest. (See table 5.)

Hires

The hires rate was little changed at 3.4 percent in August. Hires are any additions to the payroll during the month. In August, the hires rate did not change significantly in any industry or region. As in nearly every

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

Industry	Job openings			Hires			Total separations		
	Aug. 2006	July 2007	Aug. 2007 ^p	Aug. 2006	July 2007	Aug. 2007 ^p	Aug. 2006	July 2007	Aug. 2007 ^p
	Levels (in thousands)								
Total ¹	4,188	4,186	4,146	4,912	4,802	4,741	4,463	4,507	4,476
Total private ¹	3,714	3,711	3,671	4,434	4,443	4,318	4,158	4,173	4,147
Construction	185	167	152	369	408	377	346	384	383
Manufacturing	330	340	323	359	359	351	368	379	381
Trade, transportation, and utilities ²	741	684	706	1,070	924	909	1,002	987	936
Retail trade	431	399	401	724	613	652	699	687	668
Professional and business services	682	693	665	830	879	766	728	733	727
Education and health services	683	717	701	478	502	507	437	414	431
Leisure and hospitality ³	525	547	559	834	874	875	804	837	826
Accommodations and food services ..	471	497	493	713	748	742	688	735	721
Government ⁴	469	475	470	407	385	398	307	323	326
State and local government	422	430	421	336	293	314	242	254	256
	Rates (percent)								
Total ¹	3.0	2.9	2.9	3.6	3.5	3.4	3.3	3.3	3.2
Total private ¹	3.1	3.1	3.1	3.9	3.8	3.7	3.6	3.6	3.6
Construction	2.3	2.1	2.0	4.8	5.3	4.9	4.5	5.0	5.0
Manufacturing	2.3	2.4	2.3	2.5	2.6	2.5	2.6	2.7	2.7
Trade, transportation, and utilities ²	2.7	2.5	2.6	4.1	3.5	3.4	3.8	3.7	3.5
Retail trade	2.7	2.5	2.5	4.7	4.0	4.2	4.6	4.5	4.3
Professional and business services	3.7	3.7	3.6	4.7	4.9	4.3	4.1	4.1	4.1
Education and health services	3.7	3.7	3.7	2.7	2.7	2.7	2.4	2.2	2.3
Leisure and hospitality ³	3.8	3.9	4.0	6.3	6.4	6.4	6.1	6.2	6.1
Accommodations and food services ..	4.0	4.1	4.1	6.3	6.5	6.4	6.1	6.3	6.2
Government ⁴	2.1	2.1	2.1	1.8	1.7	1.8	1.4	1.5	1.5
State and local government	2.1	2.2	2.1	1.7	1.5	1.6	1.3	1.3	1.3

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.

month, the seasonally adjusted hires rate was highest in August in accommodations and food services (6.4 percent). (See table 2.)

From August 2006 to August 2007, the hires rate increased in nondurable manufacturing; finance and insurance; and federal government. The hires rate decreased in durable manufacturing; retail trade; transportation, warehousing, and utilities; and state and local government. Regionally, the hires rate fell over the year in the South. (See table 6.)

Separations

The total separations, or turnover, rate was essentially unchanged at 3.2 percent in August. Separations are terminations of employment that occur at any time during the month. Over the month, the separations rate did not change significantly in any industry or region. From August 2006 to August 2007, the total

separations rate increased in finance and insurance and in state and local government. Over the year, the total separations rate decreased in transportation, warehousing, and utilities and in other services. Geographically, the total separations rate did not change significantly in any region. (See tables 3 and 7.)

Total separations include quits (voluntary separations), layoffs and discharges (involuntary separations), and other separations (including retirements). The quits rate, which can serve as a barometer of workers' ability to change jobs, was unchanged in August and has been 1.9 percent for 5 months in a row. None of the industries or regions experienced a significant change in the quits rate over the month. As in every month since the series began in December 2000, the seasonally adjusted quits rate was highest in August in the accommodations and food services industry (4.6 percent). (See table 4.)

Over the year, the quits rate rose in finance and insurance. The quits rate fell over the year in many industries, including retail trade; transportation, warehousing, and utilities; information; educational services; other services; and federal government. Geographically, the quits rate fell over the year in the Northeast region. (See table 8.)

The other two components of total separations—layoffs and discharges, and other separations—are not seasonally adjusted. For August, the layoffs and discharges rate (1.3 percent) and level (1.8 million) were unchanged from a year earlier. The layoffs and discharges rate in August 2007 was highest in construction (3.3 percent). Over the year, the other separations rate (0.2 percent) and level (319,000) were essentially unchanged. (See tables 9 and 10.)

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

Flows in the Labor Market

Several industries consistently have high rates of both hires and separations. These include construction; retail trade; professional and business services; arts, entertainment, and recreation; and accommodations and food services. In the 12 months ending in August 2007, these 5 industries produced 34.1 million hires and 32.3 million separations. Thus, these five industries accounted for 58 percent of total nonfarm hires and 59 percent of total nonfarm separations while comprising only 39 percent of total nonfarm employment.

Although the month-to-month changes in job openings and turnover data are often small, some industries are experiencing significant over-the-year change. From August 2006 to August 2007, finance and insurance had increases in the job openings, hires, and quits rates. Transportation, warehousing, and utilities had decreases in the job openings, hires, and quits rates; information had decreases in the job openings and quits rates.

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 September 2007 is scheduled to be issued on Tuesday, November 6.

Technical Note

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

Collection

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

Coverage

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

Concepts

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

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

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

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

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

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

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

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

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

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

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

Sample methodology

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

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

Using JOLTS data

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

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

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

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

Seasonal adjustment

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

Prior to the January 2007 benchmark release in March 2007, seasonal adjustment of the JOLTS series was conducted using the stable seasonal filter option since there were not enough data observations available for the standard use of moving averages as seasonal filters. Although the seasonal adjustment of the JOLTS series is conducted with fewer data observations than is customary, the number of observations is now above the minimum required by X-12-ARIMA to use the normal seasonal filters. Therefore, the standard use of moving averages as seasonal filters is now in place for JOLTS seasonal adjustment. JOLTS seasonal adjustment now includes both additive and multiplicative seasonal adjustment models and REGARIMA (regression with autocorrelated errors) modeling to improve the seasonal adjustment factors at the beginning and end of the series and to detect and adjust for outliers in the series. Due to the improved diagnostics, three additional industries are now seasonally adjusted: retail trade, accommodations and food services, and state and local government. It is expected that more series may be seasonally adjusted when more data are available.

Reliability of the estimates

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

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

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

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

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

Other information

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

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

Industry and region	Levels ³ (in thousands)							Rates						
	Aug. 2006	Mar. 2007	Apr. 2007	May 2007	June 2007	July 2007	Aug. 2007 ^P	Aug. 2006	Mar. 2007	Apr. 2007	May 2007	June 2007	July 2007	Aug. 2007 ^P
Total ⁴	4,188	4,176	4,170	4,095	4,280	4,186	4,146	3.0	2.9	2.9	2.9	3.0	2.9	2.9
INDUSTRY														
Total private ⁴	3,714	3,702	3,683	3,627	3,810	3,711	3,671	3.1	3.1	3.1	3.0	3.2	3.1	3.1
Construction.....	185	152	154	157	139	167	152	2.3	1.9	2.0	2.0	1.8	2.1	2.0
Manufacturing.....	330	316	350	345	344	340	323	2.3	2.2	2.4	2.4	2.4	2.4	2.3
Trade, transportation, and utilities ⁵	741	677	669	609	676	684	706	2.7	2.5	2.5	2.3	2.5	2.5	2.6
Retail trade.....	431	375	389	337	409	399	401	2.7	2.4	2.5	2.1	2.6	2.5	2.5
Professional and business services.....	682	758	735	654	763	693	665	3.7	4.1	4.0	3.5	4.1	3.7	3.6
Education and health services.....	683	685	706	703	711	717	701	3.7	3.6	3.7	3.7	3.7	3.7	3.7
Leisure and hospitality ⁶	525	574	512	571	568	547	559	3.8	4.1	3.7	4.0	4.0	3.9	4.0
Accommodations and food services.....	471	506	453	500	497	497	493	4.0	4.2	3.8	4.1	4.1	4.1	4.1
Government ⁷	469	470	488	468	465	475	470	2.1	2.1	2.1	2.1	2.0	2.1	2.1
State and local government.....	422	430	439	424	424	430	421	2.1	2.2	2.2	2.1	2.1	2.2	2.1
REGION ⁸														
Northeast.....	746	703	675	674	732	741	681	2.8	2.7	2.6	2.5	2.8	2.8	2.6
South.....	1,599	1,658	1,670	1,648	1,635	1,612	1,678	3.2	3.3	3.3	3.2	3.2	3.2	3.3
Midwest.....	851	797	779	799	805	754	766	2.6	2.4	2.4	2.4	2.5	2.3	2.3
West.....	1,009	1,027	1,038	970	1,106	1,120	1,024	3.2	3.2	3.3	3.1	3.5	3.5	3.2

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						
	Aug. 2006	Mar. 2007	Apr. 2007	May 2007	June 2007	July 2007	Aug. 2007 ^P	Aug. 2006	Mar. 2007	Apr. 2007	May 2007	June 2007	July 2007	Aug. 2007 ^P
Total ⁴	4,912	4,815	4,832	4,982	4,741	4,802	4,741	3.6	3.5	3.5	3.6	3.4	3.5	3.4
INDUSTRY														
Total private ⁴	4,434	4,416	4,423	4,503	4,335	4,443	4,318	3.9	3.8	3.8	3.9	3.7	3.8	3.7
Construction.....	369	356	330	351	358	408	377	4.8	4.6	4.3	4.6	4.7	5.3	4.9
Manufacturing.....	359	318	350	356	355	359	351	2.5	2.3	2.5	2.5	2.5	2.6	2.5
Trade, transportation, and utilities ⁵	1,070	1,006	1,028	1,044	910	924	909	4.1	3.8	3.9	3.9	3.4	3.5	3.4
Retail trade.....	724	691	706	715	605	613	652	4.7	4.5	4.6	4.6	3.9	4.0	4.2
Professional and business services.....	830	881	828	935	865	879	766	4.7	4.9	4.6	5.2	4.8	4.9	4.3
Education and health services.....	478	497	507	507	493	502	507	2.7	2.7	2.8	2.8	2.7	2.7	2.7
Leisure and hospitality ⁶	834	867	903	873	854	874	875	6.3	6.4	6.7	6.5	6.3	6.4	6.4
Accommodations and food services.....	713	726	811	755	736	748	742	6.3	6.3	7.0	6.5	6.4	6.5	6.4
Government ⁷	407	404	421	409	395	385	398	1.8	1.8	1.9	1.8	1.8	1.7	1.8
State and local government.....	336	313	333	330	312	293	314	1.7	1.6	1.7	1.7	1.6	1.5	1.6
REGION ⁸														
Northeast.....	729	740	759	705	684	750	756	2.9	2.9	2.9	2.7	2.6	2.9	2.9
South.....	1,927	1,835	1,894	1,960	1,842	1,898	1,816	3.9	3.7	3.8	4.0	3.7	3.8	3.7
Midwest.....	1,053	1,105	1,069	1,101	1,082	1,039	1,055	3.3	3.5	3.4	3.5	3.4	3.3	3.3
West.....	1,176	1,157	1,122	1,143	1,117	1,135	1,125	3.9	3.8	3.6	3.7	3.6	3.7	3.6

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 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						
	Aug. 2006	Mar. 2007	Apr. 2007	May 2007	June 2007	July 2007	Aug. 2007 ^P	Aug. 2006	Mar. 2007	Apr. 2007	May 2007	June 2007	July 2007	Aug. 2007 ^P
Total ⁴	4,463	4,741	4,524	4,544	4,543	4,507	4,476	3.3	3.4	3.3	3.3	3.3	3.3	3.2
INDUSTRY														
Total private ⁴	4,158	4,417	4,227	4,233	4,234	4,173	4,147	3.6	3.8	3.7	3.7	3.7	3.6	3.6
Construction.....	346	344	360	346	363	384	383	4.5	4.5	4.7	4.5	4.7	5.0	5.0
Manufacturing.....	368	400	380	396	382	379	381	2.6	2.8	2.7	2.8	2.7	2.7	2.7
Trade, transportation, and utilities ⁵	1,002	974	975	950	974	987	936	3.8	3.7	3.7	3.6	3.7	3.7	3.5
Retail trade.....	699	682	678	685	688	687	668	4.6	4.4	4.4	4.5	4.5	4.5	4.3
Professional and business services.....	728	876	805	775	728	733	727	4.1	4.9	4.5	4.3	4.1	4.1	4.1
Education and health services.....	437	429	414	437	473	414	431	2.4	2.4	2.3	2.4	2.6	2.2	2.3
Leisure and hospitality ⁶	804	846	861	833	850	837	826	6.1	6.3	6.4	6.2	6.3	6.2	6.1
Accommodations and food services.....	688	702	720	715	730	735	721	6.1	6.1	6.3	6.2	6.3	6.3	6.2
Government ⁷	307	315	311	315	310	323	326	1.4	1.4	1.4	1.4	1.4	1.5	1.5
State and local government.....	242	238	241	239	239	254	256	1.3	1.2	1.2	1.2	1.2	1.3	1.3
REGION ⁸														
Northeast.....	697	667	640	642	634	622	660	2.7	2.6	2.5	2.5	2.5	2.4	2.6
South.....	1,828	1,829	1,904	1,798	1,699	1,744	1,745	3.7	3.7	3.9	3.6	3.4	3.5	3.5
Midwest.....	962	1,006	981	1,024	1,033	1,014	1,021	3.1	3.2	3.1	3.2	3.2	3.2	3.2
West.....	1,044	1,165	1,040	1,062	1,191	1,149	1,073	3.4	3.8	3.4	3.4	3.9	3.7	3.5

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						
	Aug. 2006	Mar. 2007	Apr. 2007	May 2007	June 2007	July 2007	Aug. 2007 ^P	Aug. 2006	Mar. 2007	Apr. 2007	May 2007	June 2007	July 2007	Aug. 2007 ^P
Total ⁴	2,692	2,763	2,637	2,686	2,627	2,640	2,594	2.0	2.0	1.9	1.9	1.9	1.9	1.9
INDUSTRY														
Total private ⁴	2,532	2,591	2,486	2,530	2,475	2,493	2,443	2.2	2.2	2.2	2.2	2.1	2.2	2.1
Construction.....	153	131	126	124	129	176	147	2.0	1.7	1.6	1.6	1.7	2.3	1.9
Manufacturing.....	201	216	199	216	195	186	203	1.4	1.5	1.4	1.5	1.4	1.3	1.4
Trade, transportation, and utilities ⁵	610	608	600	606	618	572	556	2.3	2.3	2.3	2.3	2.3	2.2	2.1
Retail trade.....	435	428	440	445	448	427	405	2.8	2.8	2.9	2.9	2.9	2.8	2.6
Professional and business services.....	424	461	418	424	411	418	396	2.4	2.6	2.3	2.4	2.3	2.3	2.2
Education and health services.....	295	267	274	284	271	276	275	1.6	1.5	1.5	1.6	1.5	1.5	1.5
Leisure and hospitality ⁶	553	590	592	551	595	597	590	4.2	4.4	4.4	4.1	4.4	4.4	4.3
Accommodations and food services.....	508	539	542	503	540	552	533	4.5	4.7	4.7	4.3	4.7	4.8	4.6
Government ⁷	158	155	153	157	152	148	150	.7	.7	.7	.7	.7	.7	.7
State and local government.....	130	130	129	130	123	125	127	.7	.7	.7	.7	.6	.6	.7
REGION ⁸														
Northeast.....	409	352	350	331	380	314	327	1.6	1.4	1.4	1.3	1.5	1.2	1.3
South.....	1,140	1,150	1,163	1,162	1,049	1,097	1,094	2.3	2.3	2.4	2.4	2.1	2.2	2.2
Midwest.....	558	588	544	551	555	553	548	1.8	1.9	1.7	1.7	1.7	1.7	1.7
West.....	575	665	590	643	648	669	629	1.9	2.2	1.9	2.1	2.1	2.2	2.0

¹ Quits are the number of quits during the entire month.
² The quits rate is the number of quits during the entire month as a percent of total employment.
³ 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		
	Aug. 2006	July 2007	Aug. 2007 ^p	Aug. 2006	July 2007	Aug. 2007 ^p
Total	4,512	4,364	4,423	3.2	3.1	3.1
INDUSTRY						
Total private.....	3,998	3,848	3,911	3.3	3.2	3.2
Natural resources and mining.....	15	12	11	2.1	1.6	1.5
Construction.....	207	195	168	2.5	2.4	2.1
Manufacturing.....	344	359	331	2.3	2.5	2.3
Durable goods.....	224	222	210	2.4	2.4	2.3
Nondurable goods.....	120	137	121	2.2	2.6	2.3
Trade, transportation, and utilities.....	802	694	779	3.0	2.6	2.9
Wholesale trade.....	150	163	171	2.5	2.6	2.8
Retail trade.....	478	400	455	3.0	2.5	2.9
Transportation, warehousing, and utilities.....	174	131	153	3.4	2.5	2.9
Information.....	160	123	108	4.9	3.8	3.4
Financial activities.....	258	273	292	3.0	3.1	3.3
Finance and insurance.....	201	212	231	3.1	3.3	3.5
Real estate and rental and leasing.....	56	61	62	2.5	2.6	2.7
Professional and business services.....	734	708	704	4.0	3.8	3.7
Education and health services.....	723	728	739	4.0	3.9	3.9
Educational services.....	64	71	65	2.4	2.6	2.4
Health care and social assistance.....	658	657	675	4.2	4.1	4.2
Leisure and hospitality.....	572	592	607	4.0	4.0	4.1
Arts, entertainment, and recreation.....	58	59	76	2.6	2.5	3.3
Accommodations and food services.....	514	533	531	4.2	4.3	4.2
Other services.....	184	164	171	3.2	2.9	3.0
Government.....	514	516	512	2.4	2.4	2.4
Federal.....	55	45	61	2.0	1.6	2.2
State and local.....	458	471	452	2.5	2.5	2.4
REGION ³						
Northeast.....	833	759	751	3.2	2.9	2.8
South.....	1,656	1,643	1,738	3.3	3.2	3.4
Midwest.....	941	810	846	2.9	2.5	2.6
West.....	1,081	1,152	1,089	3.4	3.6	3.4

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		
	Aug. 2006	July 2007	Aug. 2007 ^p	Aug. 2006	July 2007	Aug. 2007 ^p
Total	5,630	5,065	5,441	4.1	3.7	3.9
INDUSTRY						
Total private.....	4,976	4,655	4,787	4.3	4.0	4.1
Natural resources and mining.....	26	25	27	3.8	3.3	3.6
Construction.....	397	437	412	4.9	5.5	5.2
Manufacturing.....	415	393	405	2.9	2.8	2.9
Durable goods.....	267	209	229	2.9	2.3	2.6
Nondurable goods.....	149	184	176	2.8	3.5	3.4
Trade, transportation, and utilities.....	1,214	902	1,013	4.6	3.4	3.8
Wholesale trade.....	175	183	154	3.0	3.0	2.5
Retail trade.....	793	577	719	5.2	3.8	4.7
Transportation, warehousing, and utilities.....	246	141	141	4.9	2.8	2.8
Information.....	94	70	83	3.1	2.3	2.7
Financial activities.....	198	222	233	2.4	2.6	2.7
Finance and insurance.....	125	142	153	2.0	2.3	2.4
Real estate and rental and leasing.....	74	80	79	3.3	3.6	3.5
Professional and business services.....	945	912	841	5.3	5.1	4.6
Education and health services.....	598	533	631	3.4	3.0	3.5
Educational services.....	99	101	110	3.9	3.8	4.1
Health care and social assistance.....	499	432	520	3.3	2.8	3.4
Leisure and hospitality.....	920	914	956	6.7	6.4	6.7
Arts, entertainment, and recreation.....	102	140	109	4.6	6.1	4.9
Accommodations and food services.....	818	774	847	7.0	6.5	7.1
Other services.....	167	247	186	3.1	4.4	3.4
Government.....	654	410	654	3.1	2.0	3.1
Federal.....	85	104	113	3.1	3.8	4.2
State and local.....	569	306	541	3.1	1.7	3.0
REGION ³						
Northeast.....	787	843	826	3.1	3.3	3.2
South.....	2,280	1,982	2,135	4.7	4.0	4.3
Midwest.....	1,198	1,028	1,183	3.8	3.2	3.7
West.....	1,365	1,211	1,297	4.5	3.9	4.2

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		
	Aug. 2006	July 2007	Aug. 2007 ^p	Aug. 2006	July 2007	Aug. 2007 ^p
Total	5,699	4,709	5,666	4.2	3.4	4.1
INDUSTRY						
Total private.....	5,236	4,279	5,166	4.5	3.7	4.4
Natural resources and mining.....	25	25	32	3.5	3.4	4.3
Construction.....	416	355	477	5.2	4.5	6.0
Manufacturing.....	453	390	466	3.2	2.8	3.3
Durable goods.....	269	221	275	3.0	2.5	3.1
Nondurable goods.....	184	169	192	3.5	3.3	3.7
Trade, transportation, and utilities.....	1,214	976	1,116	4.6	3.7	4.2
Wholesale trade.....	184	157	186	3.1	2.6	3.1
Retail trade.....	847	669	800	5.5	4.4	5.2
Transportation, warehousing, and utilities.....	182	151	130	3.7	3.0	2.6
Information.....	104	72	88	3.4	2.3	2.8
Financial activities.....	242	206	289	2.9	2.4	3.4
Finance and insurance.....	159	146	208	2.6	2.3	3.3
Real estate and rental and leasing.....	82	60	81	3.7	2.7	3.6
Professional and business services.....	879	782	841	4.9	4.3	4.6
Education and health services.....	587	455	580	3.3	2.5	3.2
Educational services.....	93	63	106	3.6	2.4	4.0
Health care and social assistance.....	494	392	473	3.3	2.5	3.1
Leisure and hospitality.....	1,041	848	1,060	7.5	6.0	7.5
Arts, entertainment, and recreation.....	173	76	158	7.9	3.4	7.1
Accommodations and food services.....	868	772	902	7.5	6.5	7.5
Other services.....	276	169	218	5.1	3.0	3.9
Government.....	463	430	500	2.2	2.1	2.4
Federal.....	97	85	96	3.5	3.1	3.5
State and local.....	367	346	404	2.0	1.9	2.2
REGION ³						
Northeast.....	917	614	900	3.6	2.4	3.5
South.....	2,300	1,846	2,200	4.7	3.7	4.5
Midwest.....	1,215	1,050	1,282	3.9	3.3	4.0
West.....	1,267	1,199	1,285	4.2	3.9	4.2

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		
	Aug. 2006	July 2007	Aug. 2007 ^p	Aug. 2006	July 2007	Aug. 2007 ^p
Total	3,713	2,874	3,547	2.7	2.1	2.6
INDUSTRY						
Total private.....	3,459	2,688	3,305	3.0	2.3	2.8
Natural resources and mining.....	17	15	20	2.4	2.1	2.6
Construction.....	209	209	207	2.6	2.6	2.6
Manufacturing.....	281	210	283	2.0	1.5	2.0
Durable goods.....	164	114	169	1.8	1.3	1.9
Nondurable goods.....	117	96	114	2.2	1.9	2.2
Trade, transportation, and utilities.....	840	580	751	3.2	2.2	2.8
Wholesale trade.....	127	67	125	2.1	1.1	2.1
Retail trade.....	602	430	549	3.9	2.8	3.6
Transportation, warehousing, and utilities.....	111	82	76	2.2	1.6	1.5
Information.....	73	39	47	2.4	1.3	1.5
Financial activities.....	146	111	196	1.7	1.3	2.3
Finance and insurance.....	102	85	146	1.6	1.3	2.3
Real estate and rental and leasing.....	44	26	50	2.0	1.1	2.2
Professional and business services.....	559	450	501	3.1	2.5	2.8
Education and health services.....	408	302	378	2.3	1.7	2.1
Educational services.....	61	42	42	2.4	1.6	1.6
Health care and social assistance.....	347	261	336	2.3	1.7	2.2
Leisure and hospitality.....	767	664	817	5.6	4.7	5.7
Arts, entertainment, and recreation.....	88	51	103	4.0	2.2	4.6
Accommodations and food services.....	680	613	713	5.9	5.1	6.0
Other services.....	157	108	105	2.9	1.9	1.9
Government.....	254	186	242	1.2	.9	1.2
Federal.....	46	29	37	1.7	1.1	1.4
State and local.....	208	157	205	1.1	.9	1.1
REGION ³						
Northeast.....	611	344	490	2.4	1.3	1.9
South.....	1,533	1,203	1,459	3.1	2.4	3.0
Midwest.....	804	581	776	2.6	1.8	2.4
West.....	765	746	822	2.5	2.4	2.7

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		
	Aug. 2006	July 2007	Aug. 2007 ^P	Aug. 2006	July 2007	Aug. 2007 ^P
Total	1,626	1,471	1,800	1.2	1.1	1.3
INDUSTRY						
Total private.....	1,490	1,310	1,627	1.3	1.1	1.4
Natural resources and mining.....	6	6	9	.8	.8	1.2
Construction.....	189	131	258	2.4	1.6	3.3
Manufacturing.....	141	160	164	1.0	1.1	1.2
Durable goods.....	83	95	95	.9	1.1	1.1
Nondurable goods.....	58	65	69	1.1	1.2	1.3
Trade, transportation, and utilities.....	297	327	305	1.1	1.2	1.2
Wholesale trade.....	51	75	52	.9	1.2	.9
Retail trade.....	194	198	207	1.3	1.3	1.3
Transportation, warehousing, and utilities.....	53	54	45	1.1	1.1	.9
Information.....	20	28	28	.6	.9	.9
Financial activities.....	76	66	75	.9	.8	.9
Finance and insurance.....	43	38	49	.7	.6	.8
Real estate and rental and leasing.....	33	28	26	1.5	1.3	1.2
Professional and business services.....	275	287	288	1.5	1.6	1.6
Education and health services.....	144	111	175	.8	.6	1.0
Educational services.....	29	16	59	1.1	.6	2.2
Health care and social assistance.....	114	95	115	.8	.6	.7
Leisure and hospitality.....	238	151	215	1.7	1.1	1.5
Arts, entertainment, and recreation.....	80	20	43	3.6	.9	1.9
Accommodations and food services.....	158	131	172	1.4	1.1	1.4
Other services.....	105	42	110	1.9	.8	2.0
Government.....	135	161	173	.6	.8	.8
Federal.....	31	23	24	1.1	.9	.9
State and local.....	105	138	149	.6	.8	.8
REGION ³						
Northeast.....	256	209	357	1.0	.8	1.4
South.....	630	515	633	1.3	1.0	1.3
Midwest.....	333	382	429	1.1	1.2	1.4
West.....	406	365	380	1.3	1.2	1.2

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		
	Aug. 2006	July 2007	Aug. 2007 ^p	Aug. 2006	July 2007	Aug. 2007 ^p
Total	361	365	319	0.3	0.3	0.2
INDUSTRY						
Total private.....	287	281	234	.2	.2	.2
Natural resources and mining.....	2	3	3	.3	.4	.4
Construction.....	17	15	11	.2	.2	.1
Manufacturing.....	31	21	18	.2	.1	.1
Durable goods.....	22	13	11	.2	.1	.1
Nondurable goods.....	9	8	8	.2	.2	.2
Trade, transportation, and utilities.....	76	69	60	.3	.3	.2
Wholesale trade.....	7	14	8	.1	.2	.1
Retail trade.....	51	40	44	.3	.3	.3
Transportation, warehousing, and utilities.....	18	15	8	.4	.3	.2
Information.....	11	6	14	.4	.2	.4
Financial activities.....	20	29	17	.2	.3	.2
Finance and insurance.....	15	23	12	.2	.4	.2
Real estate and rental and leasing.....	5	6	5	.2	.3	.2
Professional and business services.....	45	45	52	.3	.3	.3
Education and health services.....	35	42	27	.2	.2	.1
Educational services.....	3	5	5	.1	.2	.2
Health care and social assistance.....	32	37	22	.2	.2	.1
Leisure and hospitality.....	36	33	29	.3	.2	.2
Arts, entertainment, and recreation.....	6	5	12	.3	.2	.5
Accommodations and food services.....	30	28	17	.3	.2	.1
Other services.....	14	19	3	.3	.3	(⁴)
Government.....	74	83	85	.4	.4	.4
Federal.....	19	32	35	.7	1.2	1.3
State and local.....	54	51	50	.3	.3	.3
REGION ³						
Northeast.....	49	61	52	.2	.2	.2
South.....	137	128	108	.3	.3	.2
Midwest.....	78	87	76	.2	.3	.2
West.....	97	88	82	.3	.3	.3

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

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

³ See footnote 8, table 1.

⁴ Data round to zero.

^p = preliminary.